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| REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | | WDS_Revision_Received_10.9.2014 U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 |
| Diane C. Koplewski Director | Division of Wage Determinations | Wage Determination No.: 2005-2001 Revision No.: 13 Date of Last Revision: 07/25/2014 |
| State: Alabama | | |

Area: Alabama Counties of Calhoun, Cherokee, Clay, Cleburne, De Kalb, Etowah, Talladega

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.93 |
| 01012 - Accounting Clerk II | | 13.39 |
| 01013 - Accounting Clerk III | | 15.02 |
| 01020 - Administrative Assistant | | 20.97 |
| 01040 - Court Reporter | | 14.60 |
| 01051 - Data Entry Operator I | | 10.84 |
| 01052 - Data Entry Operator II | | 11.82 |
| 01060 - Dispatcher, Motor Vehicle | | 16.78 |
| 01070 - Document Preparation Clerk | | 11.63 |
| 01090 - Duplicating Machine Operator | | 11.63 |
| 01111 - General Clerk I | | 10.34 |
| 01112 - General Clerk II | | 11.45 |
| 01113 - General Clerk III | | 12.67 |
| 01120 - Housing Referral Assistant | | 16.28 |
| 01141 - Messenger Courier | | 9.46 |
| 01191 - Order Clerk I | | 10.60 |
| 01192 - Order Clerk II | | 11.92 |
| 01261 - Personnel Assistant (Employment) I | | 13.46 |
| 01262 - Personnel Assistant (Employment) II | | 15.05 |
| 01263 - Personnel Assistant (Employment) III | | 16.79 |
| 01270 - Production Control Clerk | | 19.71 |
| 01280 - Receptionist | | 10.67 |
| 01290 - Rental Clerk | | 10.78 |
| 01300 - Scheduler, Maintenance | | 13.05 |
| 01311 - Secretary I | | 13.05 |
| 01312 - Secretary II | | 14.60 |
| 01313 - Secretary III | | 16.28 |
| 01320 - Service Order Dispatcher | | 16.32 |
| 01410 - Supply Technician | | 20.03 |
| 01420 - Survey Worker | | 12.53 |
| 01531 - Travel Clerk I | | 10.90 |
| 01532 - Travel Clerk II | | 11.64 |
| 01533 - Travel Clerk III | | 12.32 |
| 01611 - Word Processor I | | 12.34 |
| 01612 - Word Processor II | | 13.86 |
| 01613 - Word Processor III | | 15.50 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 17.40 |
| 05010 - Automotive Electrician | | 16.05 |

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| 05040 - Automotive Glass Installer | 15.24 |
| 05070 - Automotive Worker | 15.24 |
| 05110 - Mobile Equipment Servicer | 13.53 |
| 05130 - Motor Equipment Metal Mechanic | 16.90 |
| 05160 - Motor Equipment Metal Worker | 15.24 |
| 05190 - Motor Vehicle Mechanic | 16.90 |
| 05220 - Motor Vehicle Mechanic Helper | 12.72 |
| 05250 - Motor Vehicle Upholstery Worker | 15.24 |
| 05280 - Motor Vehicle Wrecker | 15.24 |
| 05310 - Painter, Automotive | 16.05 |
| 05340 - Radiator Repair Specialist | 15.24 |
| 05370 - Tire Repairer | 10.65 |
| 05400 - Transmission Repair Specialist | 16.90 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.55 |
| 07041 - Cook I | 12.03 |
| 07042 - Cook II | 13.55 |
| 07070 - Dishwasher | 9.17 |
| 07130 - Food Service Worker | 9.17 |
| 07210 - Meat Cutter | 13.55 |
| 07260 - Waiter/Waitress | 9.79 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.00 |
| 09040 - Furniture Handler | 9.94 |
| 09080 - Furniture Refinisher | 13.81 |
| 09090 - Furniture Refinisher Helper | 11.22 |
| 09110 - Furniture Repairer, Minor | 12.52 |
| 09130 - Upholsterer | 13.81 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.53 |
| 11060 - Elevator Operator | 9.53 |
| 11090 - Gardener | 13.62 |
| 11122 - Housekeeping Aide | 9.52 |
| 11150 - Janitor | 9.52 |
| 11210 - Laborer, Grounds Maintenance | 11.08 |
| 11240 - Maid or Houseman | 8.37 |
| 11260 - Pruner | 10.30 |
| 11270 - Tractor Operator | 12.59 |
| 11330 - Trail Maintenance Worker | 11.08 |
| 11360 - Window Cleaner | 10.13 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.56 |
| 12011 - Breath Alcohol Technician | 14.56 |
| 12012 - Certified Occupational Therapist Assistant | 21.47 |
| 12015 - Certified Physical Therapist Assistant | 21.47 |
| 12020 - Dental Assistant | 13.55 |
| 12025 - Dental Hygienist | 27.87 |
| 12030 - EKG Technician | 21.56 |
| 12035 - Electroneurodiagnostic Technologist | 21.56 |
| 12040 - Emergency Medical Technician | 14.56 |
| 12071 - Licensed Practical Nurse I | 13.02 |
| 12072 - Licensed Practical Nurse II | 14.56 |
| 12073 - Licensed Practical Nurse III | 16.24 |
| 12100 - Medical Assistant | 11.79 |
| 12130 - Medical Laboratory Technician | 14.80 |
| 12160 - Medical Record Clerk | 11.15 |
| 12190 - Medical Record Technician | 13.54 |
| 12195 - Medical Transcriptionist | 13.74 |
| 12210 - Nuclear Medicine Technologist | 25.79 |
| 12221 - Nursing Assistant I | 9.95 |
| 12222 - Nursing Assistant II | 11.19 |
| 12223 - Nursing Assistant III | 12.21 |
| 12224 - Nursing Assistant IV | 13.70 |

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| 12235 - Optical Dispenser | 13.70 |
| 12236 - Optical Technician | 13.17 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.70 |
| 12305 - Radiologic Technologist | 20.09 |
| 12311 - Registered Nurse I | 23.04 |
| 12312 - Registered Nurse II | 28.18 |
| 12313 - Registered Nurse II, Specialist | 28.18 |
| 12314 - Registered Nurse III | 34.09 |
| 12315 - Registered Nurse III, Anesthetist | 34.09 |
| 12316 - Registered Nurse IV | 40.86 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.04 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.41 |
| 13012 - Exhibits Specialist II | 20.34 |
| 13013 - Exhibits Specialist III | 24.88 |
| 13041 - Illustrator I | 16.41 |
| 13042 - Illustrator II | 20.34 |
| 13043 - Illustrator III | 24.88 |
| 13047 - Librarian | 22.52 |
| 13050 - Library Aide/Clerk | 10.80 |
| 13054 - Library Information Technology Systems Administrator | 20.34 |
| 13058 - Library Technician | 11.93 |
| 13061 - Media Specialist I | 14.67 |
| 13062 - Media Specialist II | 16.41 |
| 13063 - Media Specialist III | 18.30 |
| 13071 - Photographer I | 11.06 |
| 13072 - Photographer II | 12.65 |
| 13073 - Photographer III | 18.16 |
| 13074 - Photographer IV | 20.88 |
| 13075 - Photographer V | 25.26 |
| 13110 - Video Teleconference Technician | 14.67 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.28 |
| 14042 - Computer Operator II | 14.86 |
| 14043 - Computer Operator III | 16.57 |
| 14044 - Computer Operator IV | 18.41 |
| 14045 - Computer Operator V | 20.39 |
| 14071 - Computer Programmer I | (see 1) 17.17 |
| 14072 - Computer Programmer II | (see 1) 21.27 |
| 14073 - Computer Programmer III | (see 1) 26.02 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 25.38 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.28 |
| 14160 - Personal Computer Support Technician | 18.41 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.38 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 30.70 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.80 |
| 15050 - Computer Based Training Specialist / Instructor | 25.38 |
| 15060 - Educational Technologist | 26.90 |
| 15070 - Flight Instructor (Pilot) | 36.80 |
| 15080 - Graphic Artist | 21.00 |
| 15090 - Technical Instructor | 20.24 |
| 15095 - Technical Instructor/Course Developer | 24.76 |
| 15110 - Test Proctor | 16.33 |
| 15120 - Tutor | 16.33 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.58 |
| 16030 - Counter Attendant | 8.58 |

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| 16040 - Dry Cleaner | 10.26 |
| 16070 - Finisher, Flatwork, Machine | 8.58 |
| 16090 - Presser, Hand | 8.58 |
| 16110 - Presser, Machine, Drycleaning | 8.58 |
| 16130 - Presser, Machine, Shirts | 8.58 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.58 |
| 16190 - Sewing Machine Operator | 10.83 |
| 16220 - Tailor | 11.37 |
| 16250 - Washer, Machine | 9.13 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.07 |
| 19040 - Tool And Die Maker | 21.44 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.45 |
| 21030 - Material Coordinator | 19.71 |
| 21040 - Material Expediter | 19.71 |
| 21050 - Material Handling Laborer | 11.80 |
| 21071 - Order Filler | 12.46 |
| 21080 - Production Line Worker (Food Processing) | 13.45 |
| 21110 - Shipping Packer | 12.55 |
| 21130 - Shipping/Receiving Clerk | 12.55 |
| 21140 - Store Worker I | 12.34 |
| 21150 - Stock Clerk | 15.26 |
| 21210 - Tools And Parts Attendant | 13.45 |
| 21410 - Warehouse Specialist | 13.45 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 17.97 |
| 23021 - Aircraft Mechanic I | 17.12 |
| 23022 - Aircraft Mechanic II | 17.97 |
| 23023 - Aircraft Mechanic III | 18.88 |
| 23040 - Aircraft Mechanic Helper | 13.35 |
| 23050 - Aircraft, Painter | 16.36 |
| 23060 - Aircraft Servicer | 14.84 |
| 23080 - Aircraft Worker | 15.60 |
| 23110 - Appliance Mechanic | 17.48 |
| 23120 - Bicycle Repairer | 10.60 |
| 23125 - Cable Splicer | 19.24 |
| 23130 - Carpenter, Maintenance | 14.93 |
| 23140 - Carpet Layer | 15.62 |
| 23160 - Electrician, Maintenance | 18.87 |
| 23181 - Electronics Technician Maintenance I | 21.43 |
| 23182 - Electronics Technician Maintenance II | 22.56 |
| 23183 - Electronics Technician Maintenance III | 23.61 |
| 23260 - Fabric Worker | 14.85 |
| 23290 - Fire Alarm System Mechanic | 17.12 |
| 23310 - Fire Extinguisher Repairer | 14.11 |
| 23311 - Fuel Distribution System Mechanic | 23.03 |
| 23312 - Fuel Distribution System Operator | 18.97 |
| 23370 - General Maintenance Worker | 16.06 |
| 23380 - Ground Support Equipment Mechanic | 17.12 |
| 23381 - Ground Support Equipment Servicer | 14.84 |
| 23382 - Ground Support Equipment Worker | 15.60 |
| 23391 - Gunsmith I | 14.11 |
| 23392 - Gunsmith II | 15.62 |
| 23393 - Gunsmith III | 17.12 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 15.61 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 16.29 |
| 23430 - Heavy Equipment Mechanic | 20.04 |
| 23440 - Heavy Equipment Operator | 16.12 |
| 23460 - Instrument Mechanic | 21.53 |
| 23465 - Laboratory/Shelter Mechanic | 16.36 |

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| 23470 - Laborer | 11.80 |
| 23510 - Locksmith | 16.36 |
| 23530 - Machinery Maintenance Mechanic | 19.23 |
| 23550 - Machinist, Maintenance | 17.40 |
| 23580 - Maintenance Trades Helper | 11.32 |
| 23591 - Metrology Technician I | 20.04 |
| 23592 - Metrology Technician II | 20.91 |
| 23593 - Metrology Technician III | 21.78 |
| 23640 - Millwright | 17.86 |
| 23710 - Office Appliance Repairer | 15.59 |
| 23760 - Painter, Maintenance | 16.38 |
| 23790 - Pipefitter, Maintenance | 17.12 |
| 23810 - Plumber, Maintenance | 16.71 |
| 23820 - Pneudraulic Systems Mechanic | 17.12 |
| 23850 - Rigger | 17.12 |
| 23870 - Scale Mechanic | 15.62 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.49 |
| 23910 - Small Engine Mechanic | 14.93 |
| 23931 - Telecommunications Mechanic I | 19.13 |
| 23932 - Telecommunications Mechanic II | 20.10 |
| 23950 - Telephone Lineman | 17.39 |
| 23960 - Welder, Combination, Maintenance | 15.80 |
| 23965 - well Driller | 17.12 |
| 23970 - Woodcraft Worker | 17.12 |
| 23980 - Woodworker | 13.84 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.25 |
| 24580 - Child Care Center Clerk | 12.77 |
| 24610 - Chore Aide | 8.37 |
| 24620 - Family Readiness And Support Services Coordinator | 13.52 |
| 24630 - Homemaker | 13.52 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.85 |
| 25040 - Sewage Plant Operator | 19.92 |
| 25070 - Stationary Engineer | 20.85 |
| 25190 - Ventilation Equipment Tender | 16.25 |
| 25210 - Water Treatment Plant Operator | 19.92 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 12.41 |
| 27007 - Baggage Inspector | 11.90 |
| 27008 - Corrections Officer | 15.52 |
| 27010 - Court Security Officer | 16.15 |
| 27030 - Detection Dog Handler | 13.31 |
| 27040 - Detention Officer | 15.52 |
| 27070 - Firefighter | 17.59 |
| 27101 - Guard I | 11.90 |
| 27102 - Guard II | 13.31 |
| 27131 - Police Officer I | 17.25 |
| 27132 - Police Officer II | 18.69 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.75 |
| 28042 - Carnival Equipment Repairer | 11.46 |
| 28043 - Carnival Equipment Worker | 8.73 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.61 |
| 28515 - Recreation Specialist | 16.36 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 17.40 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.40 |

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| 29020 - Hatch Tender | 18.40 |
| 29030 - Line Handler | 18.40 |
| 29041 - Stevedore I | 17.25 |
| 29042 - Stevedore II | 19.27 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 13.81 |
| 30022 - Archeological Technician II | 15.06 |
| 30023 - Archeological Technician III | 18.68 |
| 30030 - Cartographic Technician | 20.59 |
| 30040 - Civil Engineering Technician | 17.95 |
| 30061 - Drafter/CAD Operator I | 14.72 |
| 30062 - Drafter/CAD Operator II | 16.72 |
| 30063 - Drafter/CAD Operator III | 18.07 |
| 30064 - Drafter/CAD Operator IV | 22.24 |
| 30081 - Engineering Technician I | 13.75 |
| 30082 - Engineering Technician II | 14.72 |
| 30083 - Engineering Technician III | 17.27 |
| 30084 - Engineering Technician IV | 21.40 |
| 30085 - Engineering Technician V | 26.17 |
| 30086 - Engineering Technician VI | 28.78 |
| 30090 - Environmental Technician | 20.23 |
| 30210 - Laboratory Technician | 20.19 |
| 30240 - Mathematical Technician | 20.59 |
| 30361 - Paralegal/Legal Assistant I | 16.06 |
| 30362 - Paralegal/Legal Assistant II | 19.90 |
| 30363 - Paralegal/Legal Assistant III | 24.95 |
| 30364 - Paralegal/Legal Assistant IV | 29.27 |
| 30390 - Photo-Optics Technician | 20.59 |
| 30461 - Technical Writer I | 18.74 |
| 30462 - Technical Writer II | 22.92 |
| 30463 - Technical Writer III | 26.34 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 18.25 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 20.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.52 |
| 31030 - Bus Driver | 15.70 |
| 31043 - Driver Courier | 13.55 |
| 31260 - Parking and Lot Attendant | 10.76 |
| 31290 - Shuttle Bus Driver | 13.92 |
| 31310 - Taxi Driver | 12.82 |
| 31361 - Truckdriver, Light | 13.92 |
| 31362 - Truckdriver, Medium | 14.65 |
| 31363 - Truckdriver, Heavy | 17.90 |
| 31364 - Truckdriver, Tractor-Trailer | 17.90 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.67 |
| 99050 - Desk Clerk | 8.87 |
| 99095 - Embalmer | 23.05 |
| 99251 - Laboratory Animal Caretaker I | 11.06 |
| 99252 - Laboratory Animal Caretaker II | 11.69 |
| 99310 - Mortician | 23.05 |
| 99410 - Pest Controller | 12.15 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 12.49 |

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| 99711 - Recycling Specialist | 14.20 |
| 99730 - Refuse Collector | 10.86 |
| 99810 - Sales Clerk | 10.56 |
| 99820 - School Crossing Guard | 13.27 |
| 99830 - Survey Party Chief | 14.05 |
| 99831 - Surveying Aide | 9.19 |
| 99832 - Surveying Technician | 12.61 |
| 99840 - Vending Machine Attendant | 16.23 |
| 99841 - Vending Machine Repairer | 18.99 |
| 99842 - Vending Machine Repairer Helper | 16.23 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2002
Revision No.: 13
Date of Last Revision: 07/25/2014

State: Alabama

Area: Alabama Counties of Calhoun, Cherokee, Clay, Cleburne, De Kalb, Etowah, Talladega

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.93 |
| 01012 - Accounting Clerk II | | 13.39 |
| 01013 - Accounting Clerk III | | 15.02 |
| 01020 - Administrative Assistant | | 20.97 |
| 01040 - Court Reporter | | 14.60 |
| 01051 - Data Entry Operator I | | 10.84 |
| 01052 - Data Entry Operator II | | 11.82 |
| 01060 - Dispatcher, Motor Vehicle | | 16.78 |
| 01070 - Document Preparation Clerk | | 11.63 |
| 01090 - Duplicating Machine Operator | | 11.63 |
| 01111 - General Clerk I | | 10.34 |
| 01112 - General Clerk II | | 11.45 |
| 01113 - General Clerk III | | 12.67 |
| 01120 - Housing Referral Assistant | | 16.28 |
| 01141 - Messenger Courier | | 9.46 |
| 01191 - Order Clerk I | | 10.60 |
| 01192 - Order Clerk II | | 11.92 |
| 01261 - Personnel Assistant (Employment) I | | 13.46 |
| 01262 - Personnel Assistant (Employment) II | | 15.05 |

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|--|-------|
| 01263 - Personnel Assistant (Employment) III | 16.79 |
| 01270 - Production Control Clerk | 19.71 |
| 01280 - Receptionist | 10.67 |
| 01290 - Rental Clerk | 10.78 |
| 01300 - Scheduler, Maintenance | 13.05 |
| 01311 - Secretary I | 13.05 |
| 01312 - Secretary II | 14.60 |
| 01313 - Secretary III | 16.28 |
| 01320 - Service Order Dispatcher | 16.32 |
| 01410 - Supply Technician | 20.03 |
| 01420 - Survey Worker | 12.53 |
| 01531 - Travel Clerk I | 10.90 |
| 01532 - Travel Clerk II | 11.64 |
| 01533 - Travel Clerk III | 12.32 |
| 01611 - Word Processor I | 12.34 |
| 01612 - Word Processor II | 13.86 |
| 01613 - Word Processor III | 15.50 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 17.40 |
| 05010 - Automotive Electrician | 16.05 |
| 05040 - Automotive Glass Installer | 15.24 |
| 05070 - Automotive Worker | 15.24 |
| 05110 - Mobile Equipment Servicer | 13.53 |
| 05130 - Motor Equipment Metal Mechanic | 16.90 |
| 05160 - Motor Equipment Metal Worker | 15.24 |
| 05190 - Motor Vehicle Mechanic | 16.90 |
| 05220 - Motor Vehicle Mechanic Helper | 12.72 |
| 05250 - Motor Vehicle Upholstery Worker | 15.24 |
| 05280 - Motor Vehicle Wrecker | 15.24 |
| 05310 - Painter, Automotive | 16.05 |
| 05340 - Radiator Repair Specialist | 15.24 |
| 05370 - Tire Repairer | 10.65 |
| 05400 - Transmission Repair Specialist | 16.90 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.55 |
| 07041 - Cook I | 12.03 |
| 07042 - Cook II | 13.55 |
| 07070 - Dishwasher | 9.17 |
| 07130 - Food Service Worker | 9.17 |
| 07210 - Meat Cutter | 13.55 |
| 07260 - Waiter/Waitress | 9.79 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.00 |
| 09040 - Furniture Handler | 9.94 |
| 09080 - Furniture Refinisher | 13.81 |
| 09090 - Furniture Refinisher Helper | 11.22 |
| 09110 - Furniture Repairer, Minor | 12.52 |
| 09130 - Upholsterer | 13.81 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.53 |
| 11060 - Elevator Operator | 9.53 |
| 11090 - Gardener | 13.62 |
| 11122 - Housekeeping Aide | 9.52 |
| 11150 - Janitor | 9.52 |
| 11210 - Laborer, Grounds Maintenance | 11.08 |
| 11240 - Maid or Houseman | 8.37 |
| 11260 - Pruner | 10.30 |
| 11270 - Tractor Operator | 12.59 |
| 11330 - Trail Maintenance Worker | 11.08 |
| 11360 - Window Cleaner | 10.13 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.56 |
| 12011 - Breath Alcohol Technician | 14.56 |

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|--|---------------|
| 12012 - Certified Occupational Therapist Assistant | 21.47 |
| 12015 - Certified Physical Therapist Assistant | 21.47 |
| 12020 - Dental Assistant | 13.55 |
| 12025 - Dental Hygienist | 27.87 |
| 12030 - EKG Technician | 21.56 |
| 12035 - Electroneurodiagnostic Technologist | 21.56 |
| 12040 - Emergency Medical Technician | 14.56 |
| 12071 - Licensed Practical Nurse I | 13.02 |
| 12072 - Licensed Practical Nurse II | 14.56 |
| 12073 - Licensed Practical Nurse III | 16.24 |
| 12100 - Medical Assistant | 11.79 |
| 12130 - Medical Laboratory Technician | 14.80 |
| 12160 - Medical Record Clerk | 11.15 |
| 12190 - Medical Record Technician | 13.54 |
| 12195 - Medical Transcriptionist | 13.74 |
| 12210 - Nuclear Medicine Technologist | 25.79 |
| 12221 - Nursing Assistant I | 9.95 |
| 12222 - Nursing Assistant II | 11.19 |
| 12223 - Nursing Assistant III | 12.21 |
| 12224 - Nursing Assistant IV | 13.70 |
| 12235 - Optical Dispenser | 13.70 |
| 12236 - Optical Technician | 13.17 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.70 |
| 12305 - Radiologic Technologist | 20.09 |
| 12311 - Registered Nurse I | 23.04 |
| 12312 - Registered Nurse II | 28.18 |
| 12313 - Registered Nurse II, Specialist | 28.18 |
| 12314 - Registered Nurse III | 34.09 |
| 12315 - Registered Nurse III, Anesthetist | 34.09 |
| 12316 - Registered Nurse IV | 40.86 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.04 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.41 |
| 13012 - Exhibits Specialist II | 20.34 |
| 13013 - Exhibits Specialist III | 24.88 |
| 13041 - Illustrator I | 16.41 |
| 13042 - Illustrator II | 20.34 |
| 13043 - Illustrator III | 24.88 |
| 13047 - Librarian | 22.52 |
| 13050 - Library Aide/Clerk | 10.80 |
| 13054 - Library Information Technology Systems Administrator | 20.34 |
| 13058 - Library Technician | 11.93 |
| 13061 - Media Specialist I | 14.67 |
| 13062 - Media Specialist II | 16.41 |
| 13063 - Media Specialist III | 18.30 |
| 13071 - Photographer I | 11.06 |
| 13072 - Photographer II | 12.65 |
| 13073 - Photographer III | 18.16 |
| 13074 - Photographer IV | 20.88 |
| 13075 - Photographer V | 25.26 |
| 13110 - Video Teleconference Technician | 14.67 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.28 |
| 14042 - Computer Operator II | 14.86 |
| 14043 - Computer Operator III | 16.57 |
| 14044 - Computer Operator IV | 18.41 |
| 14045 - Computer Operator V | 20.39 |
| 14071 - Computer Programmer I | (see 1) 17.17 |
| 14072 - Computer Programmer II | (see 1) 21.27 |
| 14073 - Computer Programmer III | (see 1) 26.02 |
| 14074 - Computer Programmer IV | (see 1) |

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|---|---------|-------|
| 14101 - Computer Systems Analyst I | (see 1) | 25.38 |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 13.28 |
| 14160 - Personal Computer Support Technician | | 18.41 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 25.38 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 30.70 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 36.80 |
| 15050 - Computer Based Training Specialist / Instructor | | 25.38 |
| 15060 - Educational Technologist | | 26.90 |
| 15070 - Flight Instructor (Pilot) | | 36.80 |
| 15080 - Graphic Artist | | 21.00 |
| 15090 - Technical Instructor | | 20.24 |
| 15095 - Technical Instructor/Course Developer | | 24.76 |
| 15110 - Test Proctor | | 16.33 |
| 15120 - Tutor | | 16.33 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 8.58 |
| 16030 - Counter Attendant | | 8.58 |
| 16040 - Dry Cleaner | | 10.26 |
| 16070 - Finisher, Flatwork, Machine | | 8.58 |
| 16090 - Presser, Hand | | 8.58 |
| 16110 - Presser, Machine, Drycleaning | | 8.58 |
| 16130 - Presser, Machine, Shirts | | 8.58 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 8.58 |
| 16190 - Sewing Machine Operator | | 10.83 |
| 16220 - Tailor | | 11.37 |
| 16250 - Washer, Machine | | 9.13 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 17.07 |
| 19040 - Tool And Die Maker | | 21.44 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 13.45 |
| 21030 - Material Coordinator | | 19.71 |
| 21040 - Material Expediter | | 19.71 |
| 21050 - Material Handling Laborer | | 11.80 |
| 21071 - Order Filler | | 12.46 |
| 21080 - Production Line Worker (Food Processing) | | 13.45 |
| 21110 - Shipping Packer | | 12.55 |
| 21130 - Shipping/Receiving Clerk | | 12.55 |
| 21140 - Store Worker I | | 12.34 |
| 21150 - Stock Clerk | | 15.26 |
| 21210 - Tools And Parts Attendant | | 13.45 |
| 21410 - Warehouse Specialist | | 13.45 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 17.97 |
| 23021 - Aircraft Mechanic I | | 17.12 |
| 23022 - Aircraft Mechanic II | | 17.97 |
| 23023 - Aircraft Mechanic III | | 18.88 |
| 23040 - Aircraft Mechanic Helper | | 13.35 |
| 23050 - Aircraft, Painter | | 16.36 |
| 23060 - Aircraft Servicer | | 14.84 |
| 23080 - Aircraft Worker | | 15.60 |
| 23110 - Appliance Mechanic | | 17.48 |
| 23120 - Bicycle Repairer | | 10.60 |
| 23125 - Cable Splicer | | 19.24 |
| 23130 - Carpenter, Maintenance | | 14.93 |
| 23140 - Carpet Layer | | 15.62 |
| 23160 - Electrician, Maintenance | | 18.87 |
| 23181 - Electronics Technician Maintenance I | | 21.43 |
| 23182 - Electronics Technician Maintenance II | | 22.56 |
| 23183 - Electronics Technician Maintenance III | | 23.61 |

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|---|-------|
| 23260 - Fabric Worker | 14.85 |
| 23290 - Fire Alarm System Mechanic | 17.12 |
| 23310 - Fire Extinguisher Repairer | 14.11 |
| 23311 - Fuel Distribution System Mechanic | 23.03 |
| 23312 - Fuel Distribution System Operator | 18.97 |
| 23370 - General Maintenance Worker | 16.06 |
| 23380 - Ground Support Equipment Mechanic | 17.12 |
| 23381 - Ground Support Equipment Servicer | 14.84 |
| 23382 - Ground Support Equipment Worker | 15.60 |
| 23391 - Gunsmith I | 14.11 |
| 23392 - Gunsmith II | 15.62 |
| 23393 - Gunsmith III | 17.12 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 15.61 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 16.29 |
| 23430 - Heavy Equipment Mechanic | 20.04 |
| 23440 - Heavy Equipment Operator | 16.12 |
| 23460 - Instrument Mechanic | 21.53 |
| 23465 - Laboratory/Shelter Mechanic | 16.36 |
| 23470 - Laborer | 11.80 |
| 23510 - Locksmith | 16.36 |
| 23530 - Machinery Maintenance Mechanic | 19.23 |
| 23550 - Machinist, Maintenance | 17.40 |
| 23580 - Maintenance Trades Helper | 11.32 |
| 23591 - Metrology Technician I | 20.04 |
| 23592 - Metrology Technician II | 20.91 |
| 23593 - Metrology Technician III | 21.78 |
| 23640 - Millwright | 17.86 |
| 23710 - Office Appliance Repairer | 15.59 |
| 23760 - Painter, Maintenance | 16.38 |
| 23790 - Pipefitter, Maintenance | 17.12 |
| 23810 - Plumber, Maintenance | 16.71 |
| 23820 - Pneudraulic Systems Mechanic | 17.12 |
| 23850 - Rigger | 17.12 |
| 23870 - Scale Mechanic | 15.62 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.49 |
| 23910 - Small Engine Mechanic | 14.93 |
| 23931 - Telecommunications Mechanic I | 19.13 |
| 23932 - Telecommunications Mechanic II | 20.10 |
| 23950 - Telephone Lineman | 17.39 |
| 23960 - Welder, Combination, Maintenance | 15.80 |
| 23965 - Well Driller | 17.12 |
| 23970 - Woodcraft Worker | 17.12 |
| 23980 - Woodworker | 13.84 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.25 |
| 24580 - Child Care Center Clerk | 12.77 |
| 24610 - Chore Aide | 8.37 |
| 24620 - Family Readiness And Support Services Coordinator | 13.52 |
| 24630 - Homemaker | 13.52 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.85 |
| 25040 - Sewage Plant Operator | 19.92 |
| 25070 - Stationary Engineer | 20.85 |
| 25190 - Ventilation Equipment Tender | 16.25 |
| 25210 - Water Treatment Plant Operator | 19.92 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 12.41 |
| 27007 - Baggage Inspector | 11.90 |
| 27008 - Corrections Officer | 15.52 |
| 27010 - Court Security Officer | 16.15 |

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| 27030 - Detection Dog Handler | 13.31 |
| 27040 - Detention Officer | 15.52 |
| 27070 - Firefighter | 17.59 |
| 27101 - Guard I | 11.90 |
| 27102 - Guard II | 13.31 |
| 27131 - Police Officer I | 17.25 |
| 27132 - Police Officer II | 18.69 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.75 |
| 28042 - Carnival Equipment Repairer | 11.46 |
| 28043 - Carnival Equipment Worker | 8.73 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.61 |
| 28515 - Recreation Specialist | 16.36 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 17.40 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.40 |
| 29020 - Hatch Tender | 18.40 |
| 29030 - Line Handler | 18.40 |
| 29041 - Stevedore I | 17.25 |
| 29042 - Stevedore II | 19.27 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 13.81 |
| 30022 - Archeological Technician II | 15.06 |
| 30023 - Archeological Technician III | 18.68 |
| 30030 - Cartographic Technician | 20.59 |
| 30040 - Civil Engineering Technician | 17.95 |
| 30061 - Drafter/CAD Operator I | 14.72 |
| 30062 - Drafter/CAD Operator II | 16.72 |
| 30063 - Drafter/CAD Operator III | 18.07 |
| 30064 - Drafter/CAD Operator IV | 22.24 |
| 30081 - Engineering Technician I | 13.75 |
| 30082 - Engineering Technician II | 14.72 |
| 30083 - Engineering Technician III | 17.27 |
| 30084 - Engineering Technician IV | 21.40 |
| 30085 - Engineering Technician V | 26.17 |
| 30086 - Engineering Technician VI | 28.78 |
| 30090 - Environmental Technician | 20.23 |
| 30210 - Laboratory Technician | 20.19 |
| 30240 - Mathematical Technician | 20.59 |
| 30361 - Paralegal/Legal Assistant I | 16.06 |
| 30362 - Paralegal/Legal Assistant II | 19.90 |
| 30363 - Paralegal/Legal Assistant III | 24.95 |
| 30364 - Paralegal/Legal Assistant IV | 29.27 |
| 30390 - Photo-Optics Technician | 20.59 |
| 30461 - Technical Writer I | 18.74 |
| 30462 - Technical Writer II | 22.92 |
| 30463 - Technical Writer III | 26.34 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 18.25 |
| 30621 - Weather Observer, Senior (see 2) | 20.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |

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|---|-------|
| 31020 - Bus Aide | 12.52 |
| 31030 - Bus Driver | 15.70 |
| 31043 - Driver Courier | 13.55 |
| 31260 - Parking and Lot Attendant | 10.76 |
| 31290 - Shuttle Bus Driver | 13.92 |
| 31310 - Taxi Driver | 12.82 |
| 31361 - Truckdriver, Light | 13.92 |
| 31362 - Truckdriver, Medium | 14.65 |
| 31363 - Truckdriver, Heavy | 17.90 |
| 31364 - Truckdriver, Tractor-Trailer | 17.90 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.67 |
| 99050 - Desk Clerk | 8.87 |
| 99095 - Embalmer | 23.05 |
| 99251 - Laboratory Animal Caretaker I | 11.06 |
| 99252 - Laboratory Animal Caretaker II | 11.69 |
| 99310 - Mortician | 23.05 |
| 99410 - Pest Controller | 12.15 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 12.49 |
| 99711 - Recycling Specialist | 14.20 |
| 99730 - Refuse Collector | 10.86 |
| 99810 - Sales Clerk | 10.56 |
| 99820 - School Crossing Guard | 13.27 |
| 99830 - Survey Party Chief | 14.05 |
| 99831 - Surveying Aide | 9.19 |
| 99832 - Surveying Technician | 12.61 |
| 99840 - Vending Machine Attendant | 16.23 |
| 99841 - Vending Machine Repairer | 18.99 |
| 99842 - Vending Machine Repairer Helper | 16.23 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do

not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2003
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Alabama

Area: Alabama Counties of Bibb, Blount, Cullman, Fayette, Greene, Hale, Jefferson, Lamar, Marengo, Perry, Pickens, Shelby, St Clair, Tuscaloosa, Walker

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.69 |
| 01012 - Accounting Clerk II | | 20.01 |
| 01013 - Accounting Clerk III | | 20.98 |
| 01020 - Administrative Assistant | | 20.68 |
| 01040 - Court Reporter | | 17.92 |
| 01051 - Data Entry Operator I | | 13.96 |
| 01052 - Data Entry Operator II | | 15.23 |
| 01060 - Dispatcher, Motor Vehicle | | 17.92 |
| 01070 - Document Preparation Clerk | | 12.47 |
| 01090 - Duplicating Machine Operator | | 12.47 |
| 01111 - General Clerk I | | 13.41 |
| 01112 - General Clerk II | | 14.66 |
| 01113 - General Clerk III | | 16.52 |
| 01120 - Housing Referral Assistant | | 20.52 |
| 01141 - Messenger Courier | | 10.42 |
| 01191 - Order Clerk I | | 13.42 |
| 01192 - Order Clerk II | | 14.83 |
| 01261 - Personnel Assistant (Employment) I | | 17.24 |
| 01262 - Personnel Assistant (Employment) II | | 20.67 |
| 01263 - Personnel Assistant (Employment) III | | 24.58 |
| 01270 - Production Control Clerk | | 20.67 |
| 01280 - Receptionist | | 12.47 |
| 01290 - Rental Clerk | | 14.86 |
| 01300 - Scheduler, Maintenance | | 16.45 |
| 01311 - Secretary I | | 16.45 |
| 01312 - Secretary II | | 18.26 |
| 01313 - Secretary III | | 20.52 |
| 01320 - Service Order Dispatcher | | 16.44 |
| 01410 - Supply Technician | | 22.50 |
| 01420 - Survey Worker | | 17.92 |
| 01531 - Travel Clerk I | | 10.99 |
| 01532 - Travel Clerk II | | 11.68 |
| 01533 - Travel Clerk III | | 12.41 |
| 01611 - Word Processor I | | 14.45 |
| 01612 - Word Processor II | | 15.82 |
| 01613 - Word Processor III | | 18.17 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 21.33 |
| 05010 - Automotive Electrician | | 17.57 |
| 05040 - Automotive Glass Installer | | 16.60 |
| 05070 - Automotive Worker | | 16.60 |
| 05110 - Mobile Equipment Servicer | | 14.02 |
| 05130 - Motor Equipment Metal Mechanic | | 18.53 |
| 05160 - Motor Equipment Metal Worker | | 16.60 |
| 05190 - Motor Vehicle Mechanic | | 17.83 |
| 05220 - Motor Vehicle Mechanic Helper | | 14.05 |
| 05250 - Motor Vehicle Upholstery Worker | | 15.63 |
| 05280 - Motor Vehicle Wrecker | | 16.60 |
| 05310 - Painter, Automotive | | 17.57 |
| 05340 - Radiator Repair Specialist | | 16.60 |
| 05370 - Tire Repairer | | 11.71 |
| 05400 - Transmission Repair Specialist | | 18.53 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 11.25 |
| 07041 - Cook I | | 8.54 |
| 07042 - Cook II | | 9.67 |
| 07070 - Dishwasher | | 8.20 |
| 07130 - Food Service Worker | | 8.72 |
| 07210 - Meat Cutter | | 12.96 |

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| 07260 - Waiter/waitress | 7.51 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.44 |
| 09040 - Furniture Handler | 10.18 |
| 09080 - Furniture Refinisher | 15.44 |
| 09090 - Furniture Refinisher Helper | 11.95 |
| 09110 - Furniture Repairer, Minor | 13.64 |
| 09130 - Upholsterer | 15.44 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.23 |
| 11060 - Elevator Operator | 9.15 |
| 11090 - Gardener | 11.73 |
| 11122 - Housekeeping Aide | 9.15 |
| 11150 - Janitor | 9.15 |
| 11210 - Laborer, Grounds Maintenance | 10.63 |
| 11240 - Maid or Houseman | 8.43 |
| 11260 - Pruner | 10.67 |
| 11270 - Tractor Operator | 11.83 |
| 11330 - Trail Maintenance Worker | 10.63 |
| 11360 - Window Cleaner | 9.87 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.95 |
| 12011 - Breath Alcohol Technician | 15.95 |
| 12012 - Certified Occupational Therapist Assistant | 23.68 |
| 12015 - Certified Physical Therapist Assistant | 23.08 |
| 12020 - Dental Assistant | 13.62 |
| 12025 - Dental Hygienist | 24.96 |
| 12030 - EKG Technician | 21.05 |
| 12035 - Electroneurodiagnostic Technologist | 21.05 |
| 12040 - Emergency Medical Technician | 15.95 |
| 12071 - Licensed Practical Nurse I | 14.47 |
| 12072 - Licensed Practical Nurse II | 16.19 |
| 12073 - Licensed Practical Nurse III | 18.06 |
| 12100 - Medical Assistant | 13.28 |
| 12130 - Medical Laboratory Technician | 15.29 |
| 12160 - Medical Record Clerk | 12.66 |
| 12190 - Medical Record Technician | 14.17 |
| 12195 - Medical Transcriptionist | 14.36 |
| 12210 - Nuclear Medicine Technologist | 28.00 |
| 12221 - Nursing Assistant I | 9.31 |
| 12222 - Nursing Assistant II | 10.47 |
| 12223 - Nursing Assistant III | 11.43 |
| 12224 - Nursing Assistant IV | 12.82 |
| 12235 - Optical Dispenser | 15.15 |
| 12236 - Optical Technician | 14.12 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 12.82 |
| 12305 - Radiologic Technologist | 21.70 |
| 12311 - Registered Nurse I | 24.27 |
| 12312 - Registered Nurse II | 29.69 |
| 12313 - Registered Nurse II, Specialist | 29.69 |
| 12314 - Registered Nurse III | 35.91 |
| 12315 - Registered Nurse III, Anesthetist | 35.91 |
| 12316 - Registered Nurse IV | 43.04 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.76 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.27 |
| 13012 - Exhibits Specialist II | 21.42 |
| 13013 - Exhibits Specialist III | 25.39 |
| 13041 - Illustrator I | 17.27 |
| 13042 - Illustrator II | 21.42 |
| 13043 - Illustrator III | 25.39 |
| 13047 - Librarian | 22.85 |

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| 13050 - Library Aide/Clerk | 10.24 |
| 13054 - Library Information Technology Systems Administrator | 20.43 |
| 13058 - Library Technician | 12.34 |
| 13061 - Media Specialist I | 14.73 |
| 13062 - Media Specialist II | 16.48 |
| 13063 - Media Specialist III | 18.38 |
| 13071 - Photographer I | 14.73 |
| 13072 - Photographer II | 16.48 |
| 13073 - Photographer III | 20.43 |
| 13074 - Photographer IV | 24.99 |
| 13075 - Photographer V | 30.23 |
| 13110 - Video Teleconference Technician | 16.78 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.92 |
| 14042 - Computer Operator II | 17.80 |
| 14043 - Computer Operator III | 19.86 |
| 14044 - Computer Operator IV | 22.06 |
| 14045 - Computer Operator V | 24.43 |
| 14071 - Computer Programmer I | 23.08 |
| 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 | 15.92 |
| 14160 - Personal Computer Support Technician | 22.06 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.29 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.23 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 38.85 |
| 15050 - Computer Based Training Specialist / Instructor | 29.28 |
| 15060 - Educational Technologist | 26.48 |
| 15070 - Flight Instructor (Pilot) | 38.85 |
| 15080 - Graphic Artist | 22.41 |
| 15090 - Technical Instructor | 20.53 |
| 15095 - Technical Instructor/Course Developer | 25.12 |
| 15110 - Test Proctor | 16.57 |
| 15120 - Tutor | 16.57 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.40 |
| 16030 - Counter Attendant | 8.40 |
| 16040 - Dry Cleaner | 10.30 |
| 16070 - Finisher, Flatwork, Machine | 8.40 |
| 16090 - Presser, Hand | 8.40 |
| 16110 - Presser, Machine, Drycleaning | 8.40 |
| 16130 - Presser, Machine, Shirts | 8.40 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.40 |
| 16190 - Sewing Machine Operator | 10.90 |
| 16220 - Tailor | 11.50 |
| 16250 - Washer, Machine | 10.72 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.21 |
| 19040 - Tool And Die Maker | 20.65 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.88 |
| 21030 - Material Coordinator | 19.39 |
| 21040 - Material Expediter | 19.39 |
| 21050 - Material Handling Laborer | 12.57 |
| 21071 - Order Filler | 10.30 |
| 21080 - Production Line Worker (Food Processing) | 13.88 |
| 21110 - Shipping Packer | 13.38 |

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| 21130 - Shipping/Receiving Clerk | 13.38 |
| 21140 - Store Worker I | 9.98 |
| 21150 - Stock Clerk | 14.06 |
| 21210 - Tools And Parts Attendant | 13.88 |
| 21410 - Warehouse Specialist | 13.88 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.46 |
| 23021 - Aircraft Mechanic I | 22.07 |
| 23022 - Aircraft Mechanic II | 23.46 |
| 23023 - Aircraft Mechanic III | 24.83 |
| 23040 - Aircraft Mechanic Helper | 16.11 |
| 23050 - Aircraft, Painter | 20.32 |
| 23060 - Aircraft Servicer | 18.38 |
| 23080 - Aircraft Worker | 19.53 |
| 23110 - Appliance Mechanic | 18.46 |
| 23120 - Bicycle Repairer | 12.88 |
| 23125 - Cable Splicer | 25.02 |
| 23130 - Carpenter, Maintenance | 17.40 |
| 23140 - Carpet Layer | 17.26 |
| 23160 - Electrician, Maintenance | 20.18 |
| 23181 - Electronics Technician Maintenance I | 21.06 |
| 23182 - Electronics Technician Maintenance II | 22.51 |
| 23183 - Electronics Technician Maintenance III | 24.03 |
| 23260 - Fabric Worker | 16.05 |
| 23290 - Fire Alarm System Mechanic | 18.15 |
| 23310 - Fire Extinguisher Repairer | 15.23 |
| 23311 - Fuel Distribution System Mechanic | 24.08 |
| 23312 - Fuel Distribution System Operator | 18.15 |
| 23370 - General Maintenance Worker | 16.20 |
| 23380 - Ground Support Equipment Mechanic | 22.07 |
| 23381 - Ground Support Equipment Servicer | 18.38 |
| 23382 - Ground Support Equipment Worker | 19.53 |
| 23391 - Gunsmith I | 14.81 |
| 23392 - Gunsmith II | 17.27 |
| 23393 - Gunsmith III | 19.71 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.42 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.20 |
| 23430 - Heavy Equipment Mechanic | 21.83 |
| 23440 - Heavy Equipment Operator | 17.34 |
| 23460 - Instrument Mechanic | 26.36 |
| 23465 - Laboratory/Shelter Mechanic | 18.46 |
| 23470 - Laborer | 11.87 |
| 23510 - Locksmith | 17.95 |
| 23530 - Machinery Maintenance Mechanic | 20.09 |
| 23550 - Machinist, Maintenance | 19.22 |
| 23580 - Maintenance Trades Helper | 13.59 |
| 23591 - Metrology Technician I | 26.36 |
| 23592 - Metrology Technician II | 23.67 |
| 23593 - Metrology Technician III | 25.06 |
| 23640 - Millwright | 18.86 |
| 23710 - Office Appliance Repairer | 21.21 |
| 23760 - Painter, Maintenance | 16.72 |
| 23790 - Pipefitter, Maintenance | 19.03 |
| 23810 - Plumber, Maintenance | 17.83 |
| 23820 - Pneudraulic Systems Mechanic | 19.71 |
| 23850 - Rigger | 19.71 |
| 23870 - Scale Mechanic | 17.27 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.94 |
| 23910 - Small Engine Mechanic | 16.64 |
| 23931 - Telecommunications Mechanic I | 25.37 |
| 23932 - Telecommunications Mechanic II | 30.76 |

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| 23950 - Telephone Lineman | 21.53 |
| 23960 - Welder, Combination, Maintenance | 16.11 |
| 23965 - Well Driller | 19.69 |
| 23970 - Woodcraft Worker | 19.71 |
| 23980 - Woodworker | 13.94 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.65 |
| 24580 - Child Care Center Clerk | 15.30 |
| 24610 - Chore Aide | 8.21 |
| 24620 - Family Readiness And Support Services Coordinator | 13.44 |
| 24630 - Homemaker | 19.50 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.46 |
| 25040 - Sewage Plant Operator | 18.79 |
| 25070 - Stationary Engineer | 22.46 |
| 25190 - Ventilation Equipment Tender | 13.83 |
| 25210 - Water Treatment Plant Operator | 18.79 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.72 |
| 27007 - Baggage Inspector | 9.87 |
| 27008 - Corrections Officer | 18.22 |
| 27010 - Court Security Officer | 18.99 |
| 27030 - Detection Dog Handler | 13.87 |
| 27040 - Detention Officer | 18.22 |
| 27070 - Firefighter | 20.70 |
| 27101 - Guard I | 9.87 |
| 27102 - Guard II | 13.87 |
| 27131 - Police Officer I | 20.26 |
| 27132 - Police Officer II | 22.49 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.11 |
| 28042 - Carnival Equipment Repairer | 10.45 |
| 28043 - Carnival Equipment Worker | 8.33 |
| 28210 - Gate Attendant/Gate Tender | 12.32 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.06 |
| 28515 - Recreation Specialist | 12.49 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 16.45 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.99 |
| 29020 - Hatch Tender | 18.99 |
| 29030 - Line Handler | 18.99 |
| 29041 - Stevedore I | 16.68 |
| 29042 - Stevedore II | 20.30 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.61 |
| 30022 - Archeological Technician II | 18.58 |
| 30023 - Archeological Technician III | 23.03 |
| 30030 - Cartographic Technician | 23.03 |
| 30040 - Civil Engineering Technician | 22.60 |
| 30061 - Drafter/CAD Operator I | 16.61 |
| 30062 - Drafter/CAD Operator II | 18.58 |
| 30063 - Drafter/CAD Operator III | 22.03 |
| 30064 - Drafter/CAD Operator IV | 25.20 |
| 30081 - Engineering Technician I | 15.74 |
| 30082 - Engineering Technician II | 17.65 |
| 30083 - Engineering Technician III | 19.75 |

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| 30084 - Engineering Technician IV | 24.48 |
| 30085 - Engineering Technician V | 29.94 |
| 30086 - Engineering Technician VI | 36.22 |
| 30090 - Environmental Technician | 22.51 |
| 30210 - Laboratory Technician | 20.73 |
| 30240 - Mathematical Technician | 23.13 |
| 30361 - Paralegal/Legal Assistant I | 18.40 |
| 30362 - Paralegal/Legal Assistant II | 22.81 |
| 30363 - Paralegal/Legal Assistant III | 27.90 |
| 30364 - Paralegal/Legal Assistant IV | 33.75 |
| 30390 - Photo-Optics Technician | 23.13 |
| 30461 - Technical Writer I | 19.00 |
| 30462 - Technical Writer II | 23.25 |
| 30463 - Technical Writer III | 26.90 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.34 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 20.80 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 23.10 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.33 |
| 31030 - Bus Driver | 14.76 |
| 31043 - Driver Courier | 14.18 |
| 31260 - Parking and Lot Attendant | 9.12 |
| 31290 - Shuttle Bus Driver | 14.65 |
| 31310 - Taxi Driver | 10.90 |
| 31361 - Truckdriver, Light | 14.65 |
| 31362 - Truckdriver, Medium | 18.35 |
| 31363 - Truckdriver, Heavy | 19.52 |
| 31364 - Truckdriver, Tractor-Trailer | 19.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.51 |
| 99050 - Desk Clerk | 10.65 |
| 99095 - Embalmer | 21.58 |
| 99251 - Laboratory Animal Caretaker I | 11.96 |
| 99252 - Laboratory Animal Caretaker II | 13.13 |
| 99310 - Mortician | 21.58 |
| 99410 - Pest Controller | 16.32 |
| 99510 - Photofinishing Worker | 14.08 |
| 99710 - Recycling Laborer | 13.23 |
| 99711 - Recycling Specialist | 16.14 |
| 99730 - Refuse Collector | 11.87 |
| 99810 - Sales Clerk | 12.40 |
| 99820 - School Crossing Guard | 9.20 |
| 99830 - Survey Party Chief | 19.14 |
| 99831 - Surveying Aide | 11.63 |
| 99832 - Surveying Technician | 15.96 |
| 99840 - Vending Machine Attendant | 14.48 |
| 99841 - Vending Machine Repairer | 17.51 |
| 99842 - Vending Machine Repairer Helper | 14.48 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 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 4174)

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 regrading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be

conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

| | | |
|---|------------------------------------|---|
| REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | | WDS_Revision_Received_10.9.2014 U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 |
| Diane C. Koplewski Director | Division of Wage Determinations | Wage Determination No.: 2005-2004 Revision No.: 17 Date of Last Revision: 07/25/2014 |
| State: Alabama | | |

Area: Alabama Counties of Bibb, Blount, Cullman, Fayette, Greene, Hale, Jefferson, Lamar, Marengo, Perry, Pickens, Shelby, St Clair, Tuscaloosa, Walker

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.69 |
| 01012 - Accounting Clerk II | | 20.01 |
| 01013 - Accounting Clerk III | | 20.98 |
| 01020 - Administrative Assistant | | 20.68 |
| 01040 - Court Reporter | | 17.92 |
| 01051 - Data Entry Operator I | | 13.96 |
| 01052 - Data Entry Operator II | | 15.23 |
| 01060 - Dispatcher, Motor Vehicle | | 17.92 |
| 01070 - Document Preparation Clerk | | 12.47 |
| 01090 - Duplicating Machine Operator | | 12.47 |
| 01111 - General Clerk I | | 13.41 |
| 01112 - General Clerk II | | 14.66 |
| 01113 - General Clerk III | | 16.52 |
| 01120 - Housing Referral Assistant | | 20.52 |
| 01141 - Messenger Courier | | 10.42 |
| 01191 - Order Clerk I | | 13.42 |
| 01192 - Order Clerk II | | 14.83 |
| 01261 - Personnel Assistant (Employment) I | | 17.24 |
| 01262 - Personnel Assistant (Employment) II | | 20.67 |
| 01263 - Personnel Assistant (Employment) III | | 24.58 |
| 01270 - Production Control Clerk | | 20.67 |
| 01280 - Receptionist | | 12.47 |
| 01290 - Rental Clerk | | 14.86 |
| 01300 - Scheduler, Maintenance | | 16.45 |
| 01311 - Secretary I | | 16.45 |
| 01312 - Secretary II | | 18.26 |
| 01313 - Secretary III | | 20.52 |
| 01320 - Service Order Dispatcher | | 16.44 |
| 01410 - Supply Technician | | 22.50 |
| 01420 - Survey Worker | | 17.92 |
| 01531 - Travel Clerk I | | 10.99 |
| 01532 - Travel Clerk II | | 11.68 |
| 01533 - Travel Clerk III | | 12.41 |
| 01611 - Word Processor I | | 14.45 |
| 01612 - Word Processor II | | 15.82 |
| 01613 - Word Processor III | | 18.17 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 21.33 |
| 05010 - Automotive Electrician | | 17.57 |

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|--|-------|
| 05040 - Automotive Glass Installer | 16.60 |
| 05070 - Automotive Worker | 16.60 |
| 05110 - Mobile Equipment Servicer | 14.02 |
| 05130 - Motor Equipment Metal Mechanic | 18.53 |
| 05160 - Motor Equipment Metal Worker | 16.60 |
| 05190 - Motor Vehicle Mechanic | 17.83 |
| 05220 - Motor Vehicle Mechanic Helper | 14.05 |
| 05250 - Motor Vehicle Upholstery Worker | 15.63 |
| 05280 - Motor Vehicle Wrecker | 16.60 |
| 05310 - Painter, Automotive | 17.57 |
| 05340 - Radiator Repair Specialist | 16.60 |
| 05370 - Tire Repairer | 11.71 |
| 05400 - Transmission Repair Specialist | 18.53 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.25 |
| 07041 - Cook I | 8.54 |
| 07042 - Cook II | 9.67 |
| 07070 - Dishwasher | 8.20 |
| 07130 - Food Service Worker | 8.72 |
| 07210 - Meat Cutter | 12.96 |
| 07260 - Waiter/Waitress | 7.51 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.44 |
| 09040 - Furniture Handler | 10.18 |
| 09080 - Furniture Refinisher | 15.44 |
| 09090 - Furniture Refinisher Helper | 11.95 |
| 09110 - Furniture Repairer, Minor | 13.64 |
| 09130 - Upholsterer | 15.44 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.23 |
| 11060 - Elevator Operator | 9.15 |
| 11090 - Gardener | 11.73 |
| 11122 - Housekeeping Aide | 9.15 |
| 11150 - Janitor | 9.15 |
| 11210 - Laborer, Grounds Maintenance | 10.63 |
| 11240 - Maid or Houseman | 8.43 |
| 11260 - Pruner | 10.67 |
| 11270 - Tractor Operator | 11.83 |
| 11330 - Trail Maintenance Worker | 10.63 |
| 11360 - Window Cleaner | 9.87 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.95 |
| 12011 - Breath Alcohol Technician | 15.95 |
| 12012 - Certified Occupational Therapist Assistant | 23.68 |
| 12015 - Certified Physical Therapist Assistant | 23.08 |
| 12020 - Dental Assistant | 13.62 |
| 12025 - Dental Hygienist | 24.96 |
| 12030 - EKG Technician | 21.05 |
| 12035 - Electroneurodiagnostic Technologist | 21.05 |
| 12040 - Emergency Medical Technician | 15.95 |
| 12071 - Licensed Practical Nurse I | 14.47 |
| 12072 - Licensed Practical Nurse II | 16.19 |
| 12073 - Licensed Practical Nurse III | 18.06 |
| 12100 - Medical Assistant | 13.28 |
| 12130 - Medical Laboratory Technician | 15.29 |
| 12160 - Medical Record Clerk | 12.66 |
| 12190 - Medical Record Technician | 14.17 |
| 12195 - Medical Transcriptionist | 14.36 |
| 12210 - Nuclear Medicine Technologist | 28.00 |
| 12221 - Nursing Assistant I | 9.31 |
| 12222 - Nursing Assistant II | 10.47 |
| 12223 - Nursing Assistant III | 11.43 |
| 12224 - Nursing Assistant IV | 12.82 |

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|---|---------|
| 12235 - Optical Dispenser | 15.15 |
| 12236 - Optical Technician | 14.12 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 12.82 |
| 12305 - Radiologic Technologist | 21.70 |
| 12311 - Registered Nurse I | 24.27 |
| 12312 - Registered Nurse II | 29.69 |
| 12313 - Registered Nurse II, Specialist | 29.69 |
| 12314 - Registered Nurse III | 35.91 |
| 12315 - Registered Nurse III, Anesthetist | 35.91 |
| 12316 - Registered Nurse IV | 43.04 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.76 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.27 |
| 13012 - Exhibits Specialist II | 21.42 |
| 13013 - Exhibits Specialist III | 25.39 |
| 13041 - Illustrator I | 17.27 |
| 13042 - Illustrator II | 21.42 |
| 13043 - Illustrator III | 25.39 |
| 13047 - Librarian | 22.85 |
| 13050 - Library Aide/Clerk | 10.24 |
| 13054 - Library Information Technology Systems Administrator | 20.43 |
| 13058 - Library Technician | 12.34 |
| 13061 - Media Specialist I | 14.73 |
| 13062 - Media Specialist II | 16.48 |
| 13063 - Media Specialist III | 18.38 |
| 13071 - Photographer I | 14.73 |
| 13072 - Photographer II | 16.48 |
| 13073 - Photographer III | 20.43 |
| 13074 - Photographer IV | 24.99 |
| 13075 - Photographer V | 30.23 |
| 13110 - Video Teleconference Technician | 16.78 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.92 |
| 14042 - Computer Operator II | 17.80 |
| 14043 - Computer Operator III | 19.86 |
| 14044 - Computer Operator IV | 22.06 |
| 14045 - Computer Operator V | 24.43 |
| 14071 - Computer Programmer I | 23.08 |
| 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 | 15.92 |
| 14160 - Personal Computer Support Technician | 22.06 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.29 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.23 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 38.85 |
| 15050 - Computer Based Training Specialist / Instructor | 29.28 |
| 15060 - Educational Technologist | 26.48 |
| 15070 - Flight Instructor (Pilot) | 38.85 |
| 15080 - Graphic Artist | 22.41 |
| 15090 - Technical Instructor | 20.53 |
| 15095 - Technical Instructor/Course Developer | 25.12 |
| 15110 - Test Proctor | 16.57 |
| 15120 - Tutor | 16.57 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.40 |
| 16030 - Counter Attendant | 8.40 |

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|---|-------|
| 16040 - Dry Cleaner | 10.30 |
| 16070 - Finisher, Flatwork, Machine | 8.40 |
| 16090 - Presser, Hand | 8.40 |
| 16110 - Presser, Machine, Drycleaning | 8.40 |
| 16130 - Presser, Machine, Shirts | 8.40 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.40 |
| 16190 - Sewing Machine Operator | 10.90 |
| 16220 - Tailor | 11.50 |
| 16250 - Washer, Machine | 10.72 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.21 |
| 19040 - Tool And Die Maker | 20.65 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.88 |
| 21030 - Material Coordinator | 19.39 |
| 21040 - Material Expediter | 19.39 |
| 21050 - Material Handling Laborer | 12.57 |
| 21071 - Order Filler | 10.30 |
| 21080 - Production Line Worker (Food Processing) | 13.88 |
| 21110 - Shipping Packer | 13.38 |
| 21130 - Shipping/Receiving Clerk | 13.38 |
| 21140 - Store Worker I | 9.98 |
| 21150 - Stock Clerk | 14.06 |
| 21210 - Tools And Parts Attendant | 13.88 |
| 21410 - Warehouse Specialist | 13.88 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.46 |
| 23021 - Aircraft Mechanic I | 22.07 |
| 23022 - Aircraft Mechanic II | 23.46 |
| 23023 - Aircraft Mechanic III | 24.83 |
| 23040 - Aircraft Mechanic Helper | 16.11 |
| 23050 - Aircraft, Painter | 20.32 |
| 23060 - Aircraft Servicer | 18.38 |
| 23080 - Aircraft Worker | 19.53 |
| 23110 - Appliance Mechanic | 18.46 |
| 23120 - Bicycle Repairer | 12.88 |
| 23125 - Cable Splicer | 25.02 |
| 23130 - Carpenter, Maintenance | 17.40 |
| 23140 - Carpet Layer | 17.26 |
| 23160 - Electrician, Maintenance | 20.18 |
| 23181 - Electronics Technician Maintenance I | 21.06 |
| 23182 - Electronics Technician Maintenance II | 22.51 |
| 23183 - Electronics Technician Maintenance III | 24.03 |
| 23260 - Fabric Worker | 16.05 |
| 23290 - Fire Alarm System Mechanic | 18.15 |
| 23310 - Fire Extinguisher Repairer | 15.23 |
| 23311 - Fuel Distribution System Mechanic | 24.08 |
| 23312 - Fuel Distribution System Operator | 18.15 |
| 23370 - General Maintenance Worker | 16.20 |
| 23380 - Ground Support Equipment Mechanic | 22.07 |
| 23381 - Ground Support Equipment Servicer | 18.38 |
| 23382 - Ground Support Equipment Worker | 19.53 |
| 23391 - Gunsmith I | 14.81 |
| 23392 - Gunsmith II | 17.27 |
| 23393 - Gunsmith III | 19.71 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.42 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.20 |
| 23430 - Heavy Equipment Mechanic | 21.83 |
| 23440 - Heavy Equipment Operator | 17.34 |
| 23460 - Instrument Mechanic | 26.36 |
| 23465 - Laboratory/Shelter Mechanic | 18.46 |

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|---|-------|
| 23470 - Laborer | 11.87 |
| 23510 - Locksmith | 17.95 |
| 23530 - Machinery Maintenance Mechanic | 20.09 |
| 23550 - Machinist, Maintenance | 19.22 |
| 23580 - Maintenance Trades Helper | 13.59 |
| 23591 - Metrology Technician I | 26.36 |
| 23592 - Metrology Technician II | 23.67 |
| 23593 - Metrology Technician III | 25.06 |
| 23640 - Millwright | 18.86 |
| 23710 - Office Appliance Repairer | 21.21 |
| 23760 - Painter, Maintenance | 16.72 |
| 23790 - Pipefitter, Maintenance | 19.03 |
| 23810 - Plumber, Maintenance | 17.83 |
| 23820 - Pneudraulic Systems Mechanic | 19.71 |
| 23850 - Rigger | 19.71 |
| 23870 - Scale Mechanic | 17.27 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.94 |
| 23910 - Small Engine Mechanic | 16.64 |
| 23931 - Telecommunications Mechanic I | 25.37 |
| 23932 - Telecommunications Mechanic II | 30.76 |
| 23950 - Telephone Lineman | 21.53 |
| 23960 - Welder, Combination, Maintenance | 16.11 |
| 23965 - well Driller | 19.69 |
| 23970 - Woodcraft Worker | 19.71 |
| 23980 - Woodworker | 13.94 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.65 |
| 24580 - Child Care Center Clerk | 15.30 |
| 24610 - Chore Aide | 8.21 |
| 24620 - Family Readiness And Support Services Coordinator | 13.44 |
| 24630 - Homemaker | 19.50 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.46 |
| 25040 - Sewage Plant Operator | 18.79 |
| 25070 - Stationary Engineer | 22.46 |
| 25190 - Ventilation Equipment Tender | 13.83 |
| 25210 - Water Treatment Plant Operator | 18.79 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.72 |
| 27007 - Baggage Inspector | 9.87 |
| 27008 - Corrections Officer | 18.22 |
| 27010 - Court Security Officer | 18.99 |
| 27030 - Detection Dog Handler | 13.87 |
| 27040 - Detention Officer | 18.22 |
| 27070 - Firefighter | 20.70 |
| 27101 - Guard I | 9.87 |
| 27102 - Guard II | 13.87 |
| 27131 - Police Officer I | 20.26 |
| 27132 - Police Officer II | 22.49 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.11 |
| 28042 - Carnival Equipment Repairer | 10.45 |
| 28043 - Carnival Equipment Worker | 8.33 |
| 28210 - Gate Attendant/Gate Tender | 12.32 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.06 |
| 28515 - Recreation Specialist | 12.49 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 16.45 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.99 |

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|---|-------|
| 29020 - Hatch Tender | 18.99 |
| 29030 - Line Handler | 18.99 |
| 29041 - Stevedore I | 16.68 |
| 29042 - Stevedore II | 20.30 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) | 27.16 |
| 30021 - Archeological Technician I | 16.61 |
| 30022 - Archeological Technician II | 18.58 |
| 30023 - Archeological Technician III | 23.03 |
| 30030 - Cartographic Technician | 23.03 |
| 30040 - Civil Engineering Technician | 22.60 |
| 30061 - Drafter/CAD Operator I | 16.61 |
| 30062 - Drafter/CAD Operator II | 18.58 |
| 30063 - Drafter/CAD Operator III | 22.03 |
| 30064 - Drafter/CAD Operator IV | 25.20 |
| 30081 - Engineering Technician I | 15.74 |
| 30082 - Engineering Technician II | 17.65 |
| 30083 - Engineering Technician III | 19.75 |
| 30084 - Engineering Technician IV | 24.48 |
| 30085 - Engineering Technician V | 29.94 |
| 30086 - Engineering Technician VI | 36.22 |
| 30090 - Environmental Technician | 22.51 |
| 30210 - Laboratory Technician | 20.73 |
| 30240 - Mathematical Technician | 23.13 |
| 30361 - Paralegal/Legal Assistant I | 18.40 |
| 30362 - Paralegal/Legal Assistant II | 22.81 |
| 30363 - Paralegal/Legal Assistant III | 27.90 |
| 30364 - Paralegal/Legal Assistant IV | 33.75 |
| 30390 - Photo-Optics Technician | 23.13 |
| 30461 - Technical Writer I | 19.00 |
| 30462 - Technical Writer II | 23.25 |
| 30463 - Technical Writer III | 26.90 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.34 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | 20.80 |
| 30621 - Weather Observer, Senior (see 2) | 23.10 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.33 |
| 31030 - Bus Driver | 14.76 |
| 31043 - Driver Courier | 14.18 |
| 31260 - Parking and Lot Attendant | 9.12 |
| 31290 - Shuttle Bus Driver | 14.65 |
| 31310 - Taxi Driver | 10.90 |
| 31361 - Truckdriver, Light | 14.65 |
| 31362 - Truckdriver, Medium | 18.35 |
| 31363 - Truckdriver, Heavy | 19.52 |
| 31364 - Truckdriver, Tractor-Trailer | 19.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.51 |
| 99050 - Desk Clerk | 10.65 |
| 99095 - Embalmer | 21.58 |
| 99251 - Laboratory Animal Caretaker I | 11.96 |
| 99252 - Laboratory Animal Caretaker II | 13.13 |
| 99310 - Mortician | 21.58 |
| 99410 - Pest Controller | 16.32 |
| 99510 - Photofinishing Worker | 14.08 |
| 99710 - Recycling Laborer | 13.23 |

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|---|-------|
| 99711 - Recycling Specialist | 16.14 |
| 99730 - Refuse Collector | 11.87 |
| 99810 - Sales Clerk | 12.40 |
| 99820 - School Crossing Guard | 9.20 |
| 99830 - Survey Party Chief | 19.14 |
| 99831 - Surveying Aide | 11.63 |
| 99832 - Surveying Technician | 15.96 |
| 99840 - Vending Machine Attendant | 14.48 |
| 99841 - Vending Machine Repairer | 17.51 |
| 99842 - Vending Machine Repairer Helper | 14.48 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordinance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2005
Revision No.: 14
Date of Last Revision: 07/25/2014

States: Alabama, Georgia

Area: Alabama Counties of Barbour, Coffee, Dale, Geneva, Henry, Houston
Georgia Counties of Clay, Early, Miller, Seminole

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.18 |
| 01012 - Accounting Clerk II | | 15.35 |
| 01013 - Accounting Clerk III | | 17.35 |
| 01020 - Administrative Assistant | | 19.30 |
| 01040 - Court Reporter | | 14.03 |
| 01051 - Data Entry Operator I | | 9.76 |
| 01052 - Data Entry Operator II | | 10.65 |
| 01060 - Dispatcher, Motor Vehicle | | 15.41 |
| 01070 - Document Preparation Clerk | | 10.86 |
| 01090 - Duplicating Machine Operator | | 10.86 |
| 01111 - General Clerk I | | 9.79 |
| 01112 - General Clerk II | | 13.35 |
| 01113 - General Clerk III | | 15.04 |
| 01120 - Housing Referral Assistant | | 16.41 |
| 01141 - Messenger Courier | | 8.91 |

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| 01191 - Order Clerk I | 11.76 |
| 01192 - Order Clerk II | 13.45 |
| 01261 - Personnel Assistant (Employment) I | 14.87 |
| 01262 - Personnel Assistant (Employment) II | 18.04 |
| 01263 - Personnel Assistant (Employment) III | 18.54 |
| 01270 - Production Control Clerk | 17.18 |
| 01280 - Receptionist | 10.57 |
| 01290 - Rental Clerk | 9.74 |
| 01300 - Scheduler, Maintenance | 12.27 |
| 01311 - Secretary I | 12.27 |
| 01312 - Secretary II | 14.03 |
| 01313 - Secretary III | 16.41 |
| 01320 - Service Order Dispatcher | 13.07 |
| 01410 - Supply Technician | 19.30 |
| 01420 - Survey Worker | 14.03 |
| 01531 - Travel Clerk I | 11.62 |
| 01532 - Travel Clerk II | 12.40 |
| 01533 - Travel Clerk III | 13.07 |
| 01611 - Word Processor I | 10.93 |
| 01612 - Word Processor II | 12.58 |
| 01613 - Word Processor III | 14.08 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.64 |
| 05010 - Automotive Electrician | 17.01 |
| 05040 - Automotive Glass Installer | 16.13 |
| 05070 - Automotive Worker | 16.13 |
| 05110 - Mobile Equipment Servicer | 14.26 |
| 05130 - Motor Equipment Metal Mechanic | 17.93 |
| 05160 - Motor Equipment Metal Worker | 16.09 |
| 05190 - Motor Vehicle Mechanic | 17.93 |
| 05220 - Motor Vehicle Mechanic Helper | 13.35 |
| 05250 - Motor Vehicle Upholstery Worker | 15.16 |
| 05280 - Motor Vehicle Wrecker | 16.13 |
| 05310 - Painter, Automotive | 17.01 |
| 05340 - Radiator Repair Specialist | 16.13 |
| 05370 - Tire Repairer | 11.20 |
| 05400 - Transmission Repair Specialist | 17.93 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 9.89 |
| 07041 - Cook I | 8.20 |
| 07042 - Cook II | 9.89 |
| 07070 - Dishwasher | 7.58 |
| 07130 - Food Service Worker | 8.19 |
| 07210 - Meat Cutter | 13.41 |
| 07260 - Waiter/Waitress | 7.99 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.04 |
| 09040 - Furniture Handler | 10.97 |
| 09080 - Furniture Refinisher | 16.04 |
| 09090 - Furniture Refinisher Helper | 12.67 |
| 09110 - Furniture Repairer, Minor | 14.35 |
| 09130 - Upholsterer | 16.04 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.81 |
| 11060 - Elevator Operator | 8.77 |
| 11090 - Gardener | 11.88 |
| 11122 - Housekeeping Aide | 8.05 |
| 11150 - Janitor | 8.77 |
| 11210 - Laborer, Grounds Maintenance | 10.09 |
| 11240 - Maid or Houseman | 7.98 |
| 11260 - Pruner | 9.43 |
| 11270 - Tractor Operator | 11.67 |
| 11330 - Trail Maintenance Worker | 10.09 |

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| 11360 - Window Cleaner | 9.38 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.82 |
| 12011 - Breath Alcohol Technician | 14.74 |
| 12012 - Certified Occupational Therapist Assistant | 21.66 |
| 12015 - Certified Physical Therapist Assistant | 22.95 |
| 12020 - Dental Assistant | 13.83 |
| 12025 - Dental Hygienist | 20.20 |
| 12030 - EKG Technician | 23.94 |
| 12035 - Electroneurodiagnostic Technologist | 23.94 |
| 12040 - Emergency Medical Technician | 13.82 |
| 12071 - Licensed Practical Nurse I | 14.12 |
| 12072 - Licensed Practical Nurse II | 15.79 |
| 12073 - Licensed Practical Nurse III | 17.61 |
| 12100 - Medical Assistant | 12.44 |
| 12130 - Medical Laboratory Technician | 14.80 |
| 12160 - Medical Record Clerk | 11.22 |
| 12190 - Medical Record Technician | 13.54 |
| 12195 - Medical Transcriptionist | 13.34 |
| 12210 - Nuclear Medicine Technologist | 34.60 |
| 12221 - Nursing Assistant I | 9.54 |
| 12222 - Nursing Assistant II | 10.73 |
| 12223 - Nursing Assistant III | 11.70 |
| 12224 - Nursing Assistant IV | 13.13 |
| 12235 - Optical Dispenser | 14.96 |
| 12236 - Optical Technician | 14.12 |
| 12250 - Pharmacy Technician | 13.36 |
| 12280 - Phlebotomist | 13.13 |
| 12305 - Radiologic Technologist | 22.96 |
| 12311 - Registered Nurse I | 20.72 |
| 12312 - Registered Nurse II | 25.34 |
| 12313 - Registered Nurse II, Specialist | 25.34 |
| 12314 - Registered Nurse III | 30.68 |
| 12315 - Registered Nurse III, Anesthetist | 30.68 |
| 12316 - Registered Nurse IV | 36.77 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.57 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 15.47 |
| 13012 - Exhibits Specialist II | 19.18 |
| 13013 - Exhibits Specialist III | 23.42 |
| 13041 - Illustrator I | 15.00 |
| 13042 - Illustrator II | 18.59 |
| 13043 - Illustrator III | 22.74 |
| 13047 - Librarian | 20.68 |
| 13050 - Library Aide/Clerk | 12.01 |
| 13054 - Library Information Technology Systems Administrator | 18.68 |
| 13058 - Library Technician | 15.47 |
| 13061 - Media Specialist I | 13.41 |
| 13062 - Media Specialist II | 15.00 |
| 13063 - Media Specialist III | 16.73 |
| 13071 - Photographer I | 13.41 |
| 13072 - Photographer II | 16.60 |
| 13073 - Photographer III | 20.25 |
| 13074 - Photographer IV | 24.77 |
| 13075 - Photographer V | 29.98 |
| 13110 - Video Teleconference Technician | 13.47 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.41 |
| 14042 - Computer Operator II | 17.31 |
| 14043 - Computer Operator III | 20.05 |
| 14044 - Computer Operator IV | 22.57 |
| 14045 - Computer Operator V | 24.99 |

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| 14071 - Computer Programmer I | 18.49 |
| 14072 - Computer Programmer II | 24.89 |
| 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 | 15.41 |
| 14160 - Personal Computer Support Technician | 23.27 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.81 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.43 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.77 |
| 15050 - Computer Based Training Specialist / Instructor | 26.81 |
| 15060 - Educational Technologist | 26.81 |
| 15070 - Flight Instructor (Pilot) | 36.77 |
| 15080 - Graphic Artist | 25.02 |
| 15090 - Technical Instructor | 20.44 |
| 15095 - Technical Instructor/Course Developer | 25.00 |
| 15110 - Test Proctor | 16.49 |
| 15120 - Tutor | 16.49 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.48 |
| 16030 - Counter Attendant | 8.48 |
| 16040 - Dry Cleaner | 10.28 |
| 16070 - Finisher, Flatwork, Machine | 11.28 |
| 16090 - Presser, Hand | 8.48 |
| 16110 - Presser, Machine, Drycleaning | 8.48 |
| 16130 - Presser, Machine, Shirts | 8.48 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.48 |
| 16190 - Sewing Machine Operator | 10.88 |
| 16220 - Tailor | 11.50 |
| 16250 - Washer, Machine | 12.50 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.38 |
| 19040 - Tool And Die Maker | 22.36 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.94 |
| 21030 - Material Coordinator | 18.58 |
| 21040 - Material Expediter | 18.58 |
| 21050 - Material Handling Laborer | 9.81 |
| 21071 - Order Filler | 10.40 |
| 21080 - Production Line Worker (Food Processing) | 12.94 |
| 21110 - Shipping Packer | 11.78 |
| 21130 - Shipping/Receiving Clerk | 11.78 |
| 21140 - Store Worker I | 11.92 |
| 21150 - Stock Clerk | 14.74 |
| 21210 - Tools And Parts Attendant | 12.94 |
| 21410 - Warehouse Specialist | 12.94 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 17.74 |
| 23021 - Aircraft Mechanic I | 16.90 |
| 23022 - Aircraft Mechanic II | 17.74 |
| 23023 - Aircraft Mechanic III | 18.61 |
| 23040 - Aircraft Mechanic Helper | 12.56 |
| 23050 - Aircraft, Painter | 17.30 |
| 23060 - Aircraft Servicer | 14.25 |
| 23080 - Aircraft Worker | 16.70 |
| 23110 - Appliance Mechanic | 15.25 |
| 23120 - Bicycle Repairer | 10.97 |
| 23125 - Cable Splicer | 22.16 |
| 23130 - Carpenter, Maintenance | 16.48 |
| 23140 - Carpet Layer | 15.24 |

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| 23160 - Electrician, Maintenance | 16.90 |
| 23181 - Electronics Technician Maintenance I | 15.25 |
| 23182 - Electronics Technician Maintenance II | 18.48 |
| 23183 - Electronics Technician Maintenance III | 19.49 |
| 23260 - Fabric Worker | 13.40 |
| 23290 - Fire Alarm System Mechanic | 16.90 |
| 23310 - Fire Extinguisher Repairer | 13.53 |
| 23311 - Fuel Distribution System Mechanic | 17.82 |
| 23312 - Fuel Distribution System Operator | 14.27 |
| 23370 - General Maintenance Worker | 15.01 |
| 23380 - Ground Support Equipment Mechanic | 16.90 |
| 23381 - Ground Support Equipment Servicer | 14.25 |
| 23382 - Ground Support Equipment Worker | 16.70 |
| 23391 - Gunsmith I | 13.53 |
| 23392 - Gunsmith II | 15.24 |
| 23393 - Gunsmith III | 16.90 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.00 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 16.79 |
| 23430 - Heavy Equipment Mechanic | 19.01 |
| 23440 - Heavy Equipment Operator | 16.65 |
| 23460 - Instrument Mechanic | 18.14 |
| 23465 - Laboratory/Shelter Mechanic | 16.04 |
| 23470 - Laborer | 9.81 |
| 23510 - Locksmith | 16.04 |
| 23530 - Machinery Maintenance Mechanic | 19.01 |
| 23550 - Machinist, Maintenance | 17.14 |
| 23580 - Maintenance Trades Helper | 13.81 |
| 23591 - Metrology Technician I | 18.14 |
| 23592 - Metrology Technician II | 19.23 |
| 23593 - Metrology Technician III | 20.18 |
| 23640 - Millwright | 16.90 |
| 23710 - Office Appliance Repairer | 16.44 |
| 23760 - Painter, Maintenance | 15.54 |
| 23790 - Pipefitter, Maintenance | 20.04 |
| 23810 - Plumber, Maintenance | 18.98 |
| 23820 - Pneudraulic Systems Mechanic | 16.90 |
| 23850 - Rigger | 16.90 |
| 23870 - Scale Mechanic | 15.24 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.83 |
| 23910 - Small Engine Mechanic | 14.23 |
| 23931 - Telecommunications Mechanic I | 18.13 |
| 23932 - Telecommunications Mechanic II | 19.03 |
| 23950 - Telephone Lineman | 21.38 |
| 23960 - Welder, Combination, Maintenance | 17.31 |
| 23965 - Well Driller | 16.90 |
| 23970 - Woodcraft Worker | 16.90 |
| 23980 - Woodworker | 13.53 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.22 |
| 24580 - Child Care Center Clerk | 13.29 |
| 24610 - Chore Aide | 10.98 |
| 24620 - Family Readiness And Support Services Coordinator | 11.92 |
| 24630 - Homemaker | 13.64 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.11 |
| 25040 - Sewage Plant Operator | 18.15 |
| 25070 - Stationary Engineer | 19.15 |
| 25190 - Ventilation Equipment Tender | 13.28 |
| 25210 - Water Treatment Plant Operator | 18.15 |
| 27000 - Protective Service Occupations | |

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| 27004 - Alarm Monitor | 13.28 |
| 27007 - Baggage Inspector | 10.60 |
| 27008 - Corrections Officer | 15.05 |
| 27010 - Court Security Officer | 15.05 |
| 27030 - Detection Dog Handler | 13.28 |
| 27040 - Detention Officer | 14.23 |
| 27070 - Firefighter | 15.05 |
| 27101 - Guard I | 10.60 |
| 27102 - Guard II | 13.28 |
| 27131 - Police Officer I | 17.31 |
| 27132 - Police Officer II | 19.23 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.44 |
| 28042 - Carnival Equipment Repairer | 8.39 |
| 28043 - Carnival Equipment Worker | 7.29 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 15.40 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 15.86 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 15.24 |
| 29020 - Hatch Tender | 15.24 |
| 29030 - Line Handler | 15.24 |
| 29041 - Stevedore I | 14.35 |
| 29042 - Stevedore II | 16.04 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.83 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.26 |
| 30022 - Archeological Technician II | 18.18 |
| 30023 - Archeological Technician III | 22.53 |
| 30030 - Cartographic Technician | 22.53 |
| 30040 - Civil Engineering Technician | 16.86 |
| 30061 - Drafter/CAD Operator I | 16.26 |
| 30062 - Drafter/CAD Operator II | 18.18 |
| 30063 - Drafter/CAD Operator III | 20.28 |
| 30064 - Drafter/CAD Operator IV | 24.96 |
| 30081 - Engineering Technician I | 14.31 |
| 30082 - Engineering Technician II | 16.26 |
| 30083 - Engineering Technician III | 18.18 |
| 30084 - Engineering Technician IV | 22.24 |
| 30085 - Engineering Technician V | 26.53 |
| 30086 - Engineering Technician VI | 30.86 |
| 30090 - Environmental Technician | 22.53 |
| 30210 - Laboratory Technician | 21.41 |
| 30240 - Mathematical Technician | 22.54 |
| 30361 - Paralegal/Legal Assistant I | 16.54 |
| 30362 - Paralegal/Legal Assistant II | 20.25 |
| 30363 - Paralegal/Legal Assistant III | 23.99 |
| 30364 - Paralegal/Legal Assistant IV | 29.37 |
| 30390 - Photo-Optics Technician | 22.54 |
| 30461 - Technical Writer I | 21.85 |
| 30462 - Technical Writer II | 26.72 |
| 30463 - Technical Writer III | 32.33 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |

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|---|---------|-------|
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) | 20.28 |
| 30621 - Weather Observer, Senior | (see 2) | 22.32 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 10.85 |
| 31030 - Bus Driver | | 14.20 |
| 31043 - Driver Courier | | 12.61 |
| 31260 - Parking and Lot Attendant | | 10.23 |
| 31290 - Shuttle Bus Driver | | 13.77 |
| 31310 - Taxi Driver | | 12.61 |
| 31361 - Truckdriver, Light | | 13.77 |
| 31362 - Truckdriver, Medium | | 14.20 |
| 31363 - Truckdriver, Heavy | | 18.95 |
| 31364 - Truckdriver, Tractor-Trailer | | 19.88 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 7.68 |
| 99050 - Desk Clerk | | 8.16 |
| 99095 - Embalmer | | 21.58 |
| 99251 - Laboratory Animal Caretaker I | | 11.17 |
| 99252 - Laboratory Animal Caretaker II | | 11.73 |
| 99310 - Mortician | | 21.58 |
| 99410 - Pest Controller | | 12.27 |
| 99510 - Photofinishing Worker | | 11.95 |
| 99710 - Recycling Laborer | | 11.14 |
| 99711 - Recycling Specialist | | 12.89 |
| 99730 - Refuse Collector | | 10.38 |
| 99810 - Sales Clerk | | 10.36 |
| 99820 - School Crossing Guard | | 12.71 |
| 99830 - Survey Party Chief | | 16.40 |
| 99831 - Surveying Aide | | 10.94 |
| 99832 - Surveying Technician | | 15.00 |
| 99840 - Vending Machine Attendant | | 13.11 |
| 99841 - Vending Machine Repairer | | 16.09 |
| 99842 - Vending Machine Repairer Helper | | 13.90 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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

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

THE OCCUPATIONS WHICH HAVE 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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in

those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2006
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: Alabama, Georgia

Area: Alabama Counties of Barbour, Coffee, Dale, Geneva, Henry, Houston

Georgia Counties of Clay, Early, Miller, Seminole

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.18 |
| 01012 - Accounting Clerk II | | 15.35 |
| 01013 - Accounting Clerk III | | 17.35 |
| 01020 - Administrative Assistant | | 19.30 |
| 01040 - Court Reporter | | 14.03 |
| 01051 - Data Entry Operator I | | 9.76 |
| 01052 - Data Entry Operator II | | 10.65 |
| 01060 - Dispatcher, Motor Vehicle | | 15.41 |
| 01070 - Document Preparation Clerk | | 10.86 |
| 01090 - Duplicating Machine Operator | | 10.86 |
| 01111 - General Clerk I | | 9.79 |
| 01112 - General Clerk II | | 13.35 |
| 01113 - General Clerk III | | 15.04 |
| 01120 - Housing Referral Assistant | | 16.41 |
| 01141 - Messenger Courier | | 8.91 |
| 01191 - Order Clerk I | | 11.76 |
| 01192 - Order Clerk II | | 13.45 |
| 01261 - Personnel Assistant (Employment) I | | 14.87 |
| 01262 - Personnel Assistant (Employment) II | | 18.04 |
| 01263 - Personnel Assistant (Employment) III | | 18.54 |
| 01270 - Production Control Clerk | | 17.18 |
| 01280 - Receptionist | | 10.57 |
| 01290 - Rental Clerk | | 9.74 |
| 01300 - Scheduler, Maintenance | | 12.27 |
| 01311 - Secretary I | | 12.27 |
| 01312 - Secretary II | | 14.03 |
| 01313 - Secretary III | | 16.41 |
| 01320 - Service Order Dispatcher | | 13.07 |
| 01410 - Supply Technician | | 19.30 |
| 01420 - Survey Worker | | 14.03 |
| 01531 - Travel Clerk I | | 11.62 |
| 01532 - Travel Clerk II | | 12.40 |
| 01533 - Travel Clerk III | | 13.07 |
| 01611 - Word Processor I | | 10.93 |
| 01612 - Word Processor II | | 12.58 |
| 01613 - Word Processor III | | 14.08 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.64 |
| 05010 - Automotive Electrician | | 17.01 |
| 05040 - Automotive Glass Installer | | 16.13 |
| 05070 - Automotive Worker | | 16.13 |
| 05110 - Mobile Equipment Servicer | | 14.26 |
| 05130 - Motor Equipment Metal Mechanic | | 17.93 |
| 05160 - Motor Equipment Metal Worker | | 16.09 |
| 05190 - Motor Vehicle Mechanic | | 17.93 |
| 05220 - Motor Vehicle Mechanic Helper | | 13.35 |
| 05250 - Motor Vehicle Upholstery Worker | | 15.16 |
| 05280 - Motor Vehicle Wrecker | | 16.13 |
| 05310 - Painter, Automotive | | 17.01 |
| 05340 - Radiator Repair Specialist | | 16.13 |
| 05370 - Tire Repairer | | 11.20 |
| 05400 - Transmission Repair Specialist | | 17.93 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 9.89 |
| 07041 - Cook I | | 8.20 |
| 07042 - Cook II | | 9.89 |

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| 07070 - Dishwasher | 7.58 |
| 07130 - Food Service Worker | 8.19 |
| 07210 - Meat Cutter | 13.41 |
| 07260 - Waiter/Waitress | 7.99 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.04 |
| 09040 - Furniture Handler | 10.97 |
| 09080 - Furniture Refinisher | 16.04 |
| 09090 - Furniture Refinisher Helper | 12.67 |
| 09110 - Furniture Repairer, Minor | 14.35 |
| 09130 - Upholsterer | 16.04 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.81 |
| 11060 - Elevator Operator | 8.77 |
| 11090 - Gardener | 11.88 |
| 11122 - Housekeeping Aide | 8.05 |
| 11150 - Janitor | 8.77 |
| 11210 - Laborer, Grounds Maintenance | 10.09 |
| 11240 - Maid or Houseman | 7.98 |
| 11260 - Pruner | 9.43 |
| 11270 - Tractor Operator | 11.67 |
| 11330 - Trail Maintenance Worker | 10.09 |
| 11360 - Window Cleaner | 9.38 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.82 |
| 12011 - Breath Alcohol Technician | 14.74 |
| 12012 - Certified Occupational Therapist Assistant | 21.66 |
| 12015 - Certified Physical Therapist Assistant | 22.95 |
| 12020 - Dental Assistant | 13.83 |
| 12025 - Dental Hygienist | 20.20 |
| 12030 - EKG Technician | 23.94 |
| 12035 - Electroneurodiagnostic Technologist | 23.94 |
| 12040 - Emergency Medical Technician | 13.82 |
| 12071 - Licensed Practical Nurse I | 14.12 |
| 12072 - Licensed Practical Nurse II | 15.79 |
| 12073 - Licensed Practical Nurse III | 17.61 |
| 12100 - Medical Assistant | 12.44 |
| 12130 - Medical Laboratory Technician | 14.80 |
| 12160 - Medical Record Clerk | 11.22 |
| 12190 - Medical Record Technician | 13.54 |
| 12195 - Medical Transcriptionist | 13.34 |
| 12210 - Nuclear Medicine Technologist | 34.60 |
| 12221 - Nursing Assistant I | 9.54 |
| 12222 - Nursing Assistant II | 10.73 |
| 12223 - Nursing Assistant III | 11.70 |
| 12224 - Nursing Assistant IV | 13.13 |
| 12235 - Optical Dispenser | 14.96 |
| 12236 - Optical Technician | 14.12 |
| 12250 - Pharmacy Technician | 13.36 |
| 12280 - Phlebotomist | 13.13 |
| 12305 - Radiologic Technologist | 22.96 |
| 12311 - Registered Nurse I | 20.72 |
| 12312 - Registered Nurse II | 25.34 |
| 12313 - Registered Nurse II, Specialist | 25.34 |
| 12314 - Registered Nurse III | 30.68 |
| 12315 - Registered Nurse III, Anesthetist | 30.68 |
| 12316 - Registered Nurse IV | 36.77 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.57 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 15.47 |
| 13012 - Exhibits Specialist II | 19.18 |
| 13013 - Exhibits Specialist III | 23.42 |
| 13041 - Illustrator I | 15.00 |

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| 13042 - Illustrator II | 18.59 |
| 13043 - Illustrator III | 22.74 |
| 13047 - Librarian | 20.68 |
| 13050 - Library Aide/Clerk | 12.01 |
| 13054 - Library Information Technology Systems Administrator | 18.68 |
| 13058 - Library Technician | 15.47 |
| 13061 - Media Specialist I | 13.41 |
| 13062 - Media Specialist II | 15.00 |
| 13063 - Media Specialist III | 16.73 |
| 13071 - Photographer I | 13.41 |
| 13072 - Photographer II | 16.60 |
| 13073 - Photographer III | 20.25 |
| 13074 - Photographer IV | 24.77 |
| 13075 - Photographer V | 29.98 |
| 13110 - Video Teleconference Technician | 13.47 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.41 |
| 14042 - Computer Operator II | 17.31 |
| 14043 - Computer Operator III | 20.05 |
| 14044 - Computer Operator IV | 22.57 |
| 14045 - Computer Operator V | 24.99 |
| 14071 - Computer Programmer I | (see 1) 18.49 |
| 14072 - Computer Programmer II | (see 1) 24.89 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 26.81 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 15.41 |
| 14160 - Personal Computer Support Technician | 23.27 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.81 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.43 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.77 |
| 15050 - Computer Based Training Specialist / Instructor | 26.81 |
| 15060 - Educational Technologist | 26.81 |
| 15070 - Flight Instructor (Pilot) | 36.77 |
| 15080 - Graphic Artist | 25.02 |
| 15090 - Technical Instructor | 20.44 |
| 15095 - Technical Instructor/Course Developer | 25.00 |
| 15110 - Test Proctor | 16.49 |
| 15120 - Tutor | 16.49 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.48 |
| 16030 - Counter Attendant | 8.48 |
| 16040 - Dry Cleaner | 10.28 |
| 16070 - Finisher, Flatwork, Machine | 11.28 |
| 16090 - Presser, Hand | 8.48 |
| 16110 - Presser, Machine, Drycleaning | 8.48 |
| 16130 - Presser, Machine, Shirts | 8.48 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.48 |
| 16190 - Sewing Machine Operator | 10.88 |
| 16220 - Tailor | 11.50 |
| 16250 - Washer, Machine | 12.50 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.38 |
| 19040 - Tool And Die Maker | 22.36 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.94 |
| 21030 - Material Coordinator | 18.58 |
| 21040 - Material Expediter | 18.58 |
| 21050 - Material Handling Laborer | 9.81 |

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| 21071 - Order Filler | 10.40 |
| 21080 - Production Line Worker (Food Processing) | 12.94 |
| 21110 - Shipping Packer | 11.78 |
| 21130 - Shipping/Receiving Clerk | 11.78 |
| 21140 - Store Worker I | 11.92 |
| 21150 - Stock Clerk | 14.74 |
| 21210 - Tools And Parts Attendant | 12.94 |
| 21410 - Warehouse Specialist | 12.94 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 17.74 |
| 23021 - Aircraft Mechanic I | 16.90 |
| 23022 - Aircraft Mechanic II | 17.74 |
| 23023 - Aircraft Mechanic III | 18.61 |
| 23040 - Aircraft Mechanic Helper | 12.56 |
| 23050 - Aircraft, Painter | 17.30 |
| 23060 - Aircraft Servicer | 14.25 |
| 23080 - Aircraft Worker | 16.70 |
| 23110 - Appliance Mechanic | 15.25 |
| 23120 - Bicycle Repairer | 10.97 |
| 23125 - Cable Splicer | 22.16 |
| 23130 - Carpenter, Maintenance | 16.48 |
| 23140 - Carpet Layer | 15.24 |
| 23160 - Electrician, Maintenance | 16.90 |
| 23181 - Electronics Technician Maintenance I | 15.25 |
| 23182 - Electronics Technician Maintenance II | 18.48 |
| 23183 - Electronics Technician Maintenance III | 19.49 |
| 23260 - Fabric Worker | 13.40 |
| 23290 - Fire Alarm System Mechanic | 16.90 |
| 23310 - Fire Extinguisher Repairer | 13.53 |
| 23311 - Fuel Distribution System Mechanic | 17.82 |
| 23312 - Fuel Distribution System Operator | 14.27 |
| 23370 - General Maintenance Worker | 15.01 |
| 23380 - Ground Support Equipment Mechanic | 16.90 |
| 23381 - Ground Support Equipment Servicer | 14.25 |
| 23382 - Ground Support Equipment Worker | 16.70 |
| 23391 - Gunsmith I | 13.53 |
| 23392 - Gunsmith II | 15.24 |
| 23393 - Gunsmith III | 16.90 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.00 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 16.79 |
| 23430 - Heavy Equipment Mechanic | 19.01 |
| 23440 - Heavy Equipment Operator | 16.65 |
| 23460 - Instrument Mechanic | 18.14 |
| 23465 - Laboratory/Shelter Mechanic | 16.04 |
| 23470 - Laborer | 9.81 |
| 23510 - Locksmith | 16.04 |
| 23530 - Machinery Maintenance Mechanic | 19.01 |
| 23550 - Machinist, Maintenance | 17.14 |
| 23580 - Maintenance Trades Helper | 13.81 |
| 23591 - Metrology Technician I | 18.14 |
| 23592 - Metrology Technician II | 19.23 |
| 23593 - Metrology Technician III | 20.18 |
| 23640 - Millwright | 16.90 |
| 23710 - Office Appliance Repairer | 16.44 |
| 23760 - Painter, Maintenance | 15.54 |
| 23790 - Pipefitter, Maintenance | 20.04 |
| 23810 - Plumber, Maintenance | 18.98 |
| 23820 - Pneudraulic Systems Mechanic | 16.90 |
| 23850 - Rigger | 16.90 |
| 23870 - Scale Mechanic | 15.24 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.83 |

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| 23910 - Small Engine Mechanic | 14.23 |
| 23931 - Telecommunications Mechanic I | 18.13 |
| 23932 - Telecommunications Mechanic II | 19.03 |
| 23950 - Telephone Lineman | 21.38 |
| 23960 - Welder, Combination, Maintenance | 17.31 |
| 23965 - Well Driller | 16.90 |
| 23970 - Woodcraft Worker | 16.90 |
| 23980 - Woodworker | 13.53 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.22 |
| 24580 - Child Care Center Clerk | 13.29 |
| 24610 - Chore Aide | 10.98 |
| 24620 - Family Readiness And Support Services Coordinator | 11.92 |
| 24630 - Homemaker | 13.64 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.11 |
| 25040 - Sewage Plant Operator | 18.15 |
| 25070 - Stationary Engineer | 19.15 |
| 25190 - Ventilation Equipment Tender | 13.28 |
| 25210 - Water Treatment Plant Operator | 18.15 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.28 |
| 27007 - Baggage Inspector | 10.60 |
| 27008 - Corrections Officer | 15.05 |
| 27010 - Court Security Officer | 15.05 |
| 27030 - Detection Dog Handler | 13.28 |
| 27040 - Detention Officer | 14.23 |
| 27070 - Firefighter | 15.05 |
| 27101 - Guard I | 10.60 |
| 27102 - Guard II | 13.28 |
| 27131 - Police Officer I | 17.31 |
| 27132 - Police Officer II | 19.23 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.44 |
| 28042 - Carnival Equipment Repairer | 8.39 |
| 28043 - Carnival Equipment Worker | 7.29 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 15.40 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 15.86 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 15.24 |
| 29020 - Hatch Tender | 15.24 |
| 29030 - Line Handler | 15.24 |
| 29041 - Stevedore I | 14.35 |
| 29042 - Stevedore II | 16.04 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.83 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.26 |
| 30022 - Archeological Technician II | 18.18 |
| 30023 - Archeological Technician III | 22.53 |
| 30030 - Cartographic Technician | 22.53 |
| 30040 - Civil Engineering Technician | 16.86 |
| 30061 - Drafter/CAD Operator I | 16.26 |
| 30062 - Drafter/CAD Operator II | 18.18 |
| 30063 - Drafter/CAD Operator III | 20.28 |
| 30064 - Drafter/CAD Operator IV | 24.96 |

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| 30081 - Engineering Technician I | 14.31 |
| 30082 - Engineering Technician II | 16.26 |
| 30083 - Engineering Technician III | 18.18 |
| 30084 - Engineering Technician IV | 22.24 |
| 30085 - Engineering Technician V | 26.53 |
| 30086 - Engineering Technician VI | 30.86 |
| 30090 - Environmental Technician | 22.53 |
| 30210 - Laboratory Technician | 21.41 |
| 30240 - Mathematical Technician | 22.54 |
| 30361 - Paralegal/Legal Assistant I | 16.54 |
| 30362 - Paralegal/Legal Assistant II | 20.25 |
| 30363 - Paralegal/Legal Assistant III | 23.99 |
| 30364 - Paralegal/Legal Assistant IV | 29.37 |
| 30390 - Photo-Optics Technician | 22.54 |
| 30461 - Technical Writer I | 21.85 |
| 30462 - Technical Writer II | 26.72 |
| 30463 - Technical Writer III | 32.33 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.28 |
| 30621 - Weather Observer, Senior | (see 2) 22.32 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.85 |
| 31030 - Bus Driver | 14.20 |
| 31043 - Driver Courier | 12.61 |
| 31260 - Parking and Lot Attendant | 10.23 |
| 31290 - Shuttle Bus Driver | 13.77 |
| 31310 - Taxi Driver | 12.61 |
| 31361 - Truckdriver, Light | 13.77 |
| 31362 - Truckdriver, Medium | 14.20 |
| 31363 - Truckdriver, Heavy | 18.95 |
| 31364 - Truckdriver, Tractor-Trailer | 19.88 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.68 |
| 99050 - Desk Clerk | 8.16 |
| 99095 - Embalmer | 21.58 |
| 99251 - Laboratory Animal Caretaker I | 11.17 |
| 99252 - Laboratory Animal Caretaker II | 11.73 |
| 99310 - Mortician | 21.58 |
| 99410 - Pest Controller | 12.27 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 11.14 |
| 99711 - Recycling Specialist | 12.89 |
| 99730 - Refuse Collector | 10.38 |
| 99810 - Sales Clerk | 10.36 |
| 99820 - School Crossing Guard | 12.71 |
| 99830 - Survey Party Chief | 16.40 |
| 99831 - Surveying Aide | 10.94 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 13.11 |
| 99841 - Vending Machine Repairer | 16.09 |
| 99842 - Vending Machine Repairer Helper | 13.90 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

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

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

THE OCCUPATIONS WHICH HAVE 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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the

fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure

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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.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2007
Revision No.: 18
Date Of Last Revision: 07/25/2014

States: Alabama, Tennessee

Area: Alabama Counties of Colbert, Franklin, Jackson, Lauderdale, Lawrence,
Limestone, Madison, Marion, Marshall, Morgan, Winston

Tennessee Counties of Giles, Lawrence, Lincoln, Moore, Wayne

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.47 |
| 01012 - Accounting Clerk II | | 14.65 |
| 01013 - Accounting Clerk III | | 16.77 |
| 01020 - Administrative Assistant | | 21.27 |
| 01040 - Court Reporter | | 17.16 |
| 01051 - Data Entry Operator I | | 11.95 |
| 01052 - Data Entry Operator II | | 13.89 |
| 01060 - Dispatcher, Motor Vehicle | | 16.31 |
| 01070 - Document Preparation Clerk | | 12.47 |
| 01090 - Duplicating Machine Operator | | 12.47 |
| 01111 - General Clerk I | | 10.88 |
| 01112 - General Clerk II | | 11.87 |
| 01113 - General Clerk III | | 13.86 |
| 01120 - Housing Referral Assistant | | 19.14 |
| 01141 - Messenger Courier | | 10.07 |
| 01191 - Order Clerk I | | 12.66 |
| 01192 - Order Clerk II | | 15.27 |
| 01261 - Personnel Assistant (Employment) I | | 14.18 |
| 01262 - Personnel Assistant (Employment) II | | 15.86 |
| 01263 - Personnel Assistant (Employment) III | | 17.70 |
| 01270 - Production Control Clerk | | 19.18 |
| 01280 - Receptionist | | 11.86 |
| 01290 - Rental Clerk | | 12.97 |
| 01300 - Scheduler, Maintenance | | 15.32 |
| 01311 - Secretary I | | 15.32 |
| 01312 - Secretary II | | 17.16 |
| 01313 - Secretary III | | 19.14 |
| 01320 - Service Order Dispatcher | | 13.83 |
| 01410 - Supply Technician | | 21.27 |
| 01420 - Survey Worker | | 16.81 |

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| 01531 - Travel Clerk I | 11.08 |
| 01532 - Travel Clerk II | 11.72 |
| 01533 - Travel Clerk III | 12.50 |
| 01611 - Word Processor I | 13.12 |
| 01612 - Word Processor II | 14.73 |
| 01613 - Word Processor III | 16.48 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.25 |
| 05010 - Automotive Electrician | 18.61 |
| 05040 - Automotive Glass Installer | 17.74 |
| 05070 - Automotive Worker | 17.74 |
| 05110 - Mobile Equipment Servicer | 16.08 |
| 05130 - Motor Equipment Metal Mechanic | 19.47 |
| 05160 - Motor Equipment Metal Worker | 17.74 |
| 05190 - Motor Vehicle Mechanic | 17.78 |
| 05220 - Motor Vehicle Mechanic Helper | 13.93 |
| 05250 - Motor Vehicle Upholstery Worker | 16.93 |
| 05280 - Motor Vehicle wrecker | 17.74 |
| 05310 - Painter, Automotive | 17.00 |
| 05340 - Radiator Repair Specialist | 17.74 |
| 05370 - Tire Repairer | 12.75 |
| 05400 - Transmission Repair Specialist | 19.47 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.24 |
| 07041 - Cook I | 9.14 |
| 07042 - Cook II | 10.27 |
| 07070 - Dishwasher | 7.82 |
| 07130 - Food Service Worker | 8.09 |
| 07210 - Meat Cutter | 14.21 |
| 07260 - Waiter/Waitress | 7.90 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.56 |
| 09040 - Furniture Handler | 13.94 |
| 09080 - Furniture Refinisher | 17.56 |
| 09090 - Furniture Refinisher Helper | 14.41 |
| 09110 - Furniture Repairer, Minor | 15.98 |
| 09130 - Upholsterer | 17.56 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.28 |
| 11060 - Elevator Operator | 10.02 |
| 11090 - Gardener | 12.11 |
| 11122 - Housekeeping Aide | 10.02 |
| 11150 - Janitor | 10.02 |
| 11210 - Laborer, Grounds Maintenance | 10.00 |
| 11240 - Maid or Houseman | 8.67 |
| 11260 - Pruner | 9.28 |
| 11270 - Tractor Operator | 12.08 |
| 11330 - Trail Maintenance Worker | 10.00 |
| 11360 - Window Cleaner | 10.97 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.85 |
| 12011 - Breath Alcohol Technician | 16.00 |
| 12012 - Certified Occupational Therapist Assistant | 21.95 |
| 12015 - Certified Physical Therapist Assistant | 21.95 |
| 12020 - Dental Assistant | 16.00 |
| 12025 - Dental Hygienist | 22.48 |
| 12030 - EKG Technician | 23.45 |
| 12035 - Electroneurodiagnostic Technologist | 23.45 |
| 12040 - Emergency Medical Technician | 15.85 |
| 12071 - Licensed Practical Nurse I | 14.30 |
| 12072 - Licensed Practical Nurse II | 16.00 |
| 12073 - Licensed Practical Nurse III | 17.84 |
| 12100 - Medical Assistant | 11.87 |

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| 12130 - Medical Laboratory Technician | 14.07 |
| 12160 - Medical Record Clerk | 12.41 |
| 12190 - Medical Record Technician | 14.96 |
| 12195 - Medical Transcriptionist | 13.59 |
| 12210 - Nuclear Medicine Technologist | 30.65 |
| 12221 - Nursing Assistant I | 9.43 |
| 12222 - Nursing Assistant II | 10.61 |
| 12223 - Nursing Assistant III | 11.57 |
| 12224 - Nursing Assistant IV | 12.99 |
| 12235 - Optical Dispenser | 15.05 |
| 12236 - Optical Technician | 12.56 |
| 12250 - Pharmacy Technician | 13.36 |
| 12280 - Phlebotomist | 12.99 |
| 12305 - Radiologic Technologist | 23.95 |
| 12311 - Registered Nurse I | 22.94 |
| 12312 - Registered Nurse II | 28.08 |
| 12313 - Registered Nurse II, Specialist | 28.08 |
| 12314 - Registered Nurse III | 33.97 |
| 12315 - Registered Nurse III, Anesthetist | 33.97 |
| 12316 - Registered Nurse IV | 40.70 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.83 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.09 |
| 13012 - Exhibits Specialist II | 24.89 |
| 13013 - Exhibits Specialist III | 30.45 |
| 13041 - Illustrator I | 20.09 |
| 13042 - Illustrator II | 24.89 |
| 13043 - Illustrator III | 30.45 |
| 13047 - Librarian | 27.56 |
| 13050 - Library Aide/Clerk | 15.94 |
| 13054 - Library Information Technology Systems Administrator | 24.89 |
| 13058 - Library Technician | 16.14 |
| 13061 - Media Specialist I | 17.96 |
| 13062 - Media Specialist II | 20.09 |
| 13063 - Media Specialist III | 22.40 |
| 13071 - Photographer I | 16.19 |
| 13072 - Photographer II | 18.70 |
| 13073 - Photographer III | 22.40 |
| 13074 - Photographer IV | 27.38 |
| 13075 - Photographer V | 33.23 |
| 13110 - Video Teleconference Technician | 17.96 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.55 |
| 14042 - Computer Operator II | 19.13 |
| 14043 - Computer Operator III | 20.49 |
| 14044 - Computer Operator IV | 26.16 |
| 14045 - Computer Operator V | 27.62 |
| 14071 - Computer Programmer I | 25.00 |
| 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 | 15.55 |
| 14160 - Personal Computer Support Technician | 26.16 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.35 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.52 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.76 |
| 15050 - Computer Based Training Specialist / Instructor | 30.38 |
| 15060 - Educational Technologist | 30.52 |

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| 15070 - Flight Instructor (Pilot) | 36.76 |
| 15080 - Graphic Artist | 22.01 |
| 15090 - Technical Instructor | 18.91 |
| 15095 - Technical Instructor/Course Developer | 23.11 |
| 15110 - Test Proctor | 17.16 |
| 15120 - Tutor | 17.16 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.30 |
| 16030 - Counter Attendant | 8.30 |
| 16040 - Dry Cleaner | 10.44 |
| 16070 - Finisher, Flatwork, Machine | 8.30 |
| 16090 - Presser, Hand | 8.30 |
| 16110 - Presser, Machine, Drycleaning | 8.30 |
| 16130 - Presser, Machine, Shirts | 8.30 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.30 |
| 16190 - Sewing Machine Operator | 11.03 |
| 16220 - Tailor | 11.64 |
| 16250 - Washer, Machine | 9.00 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 24.44 |
| 19040 - Tool And Die Maker | 29.82 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.82 |
| 21030 - Material Coordinator | 19.18 |
| 21040 - Material Expediter | 19.18 |
| 21050 - Material Handling Laborer | 10.48 |
| 21071 - Order Filler | 10.87 |
| 21080 - Production Line Worker (Food Processing) | 14.82 |
| 21110 - Shipping Packer | 12.98 |
| 21130 - Shipping/Receiving Clerk | 12.98 |
| 21140 - Store Worker I | 12.06 |
| 21150 - Stock Clerk | 16.35 |
| 21210 - Tools And Parts Attendant | 14.82 |
| 21410 - Warehouse Specialist | 14.82 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.61 |
| 23021 - Aircraft Mechanic I | 22.24 |
| 23022 - Aircraft Mechanic II | 23.35 |
| 23023 - Aircraft Mechanic III | 24.52 |
| 23040 - Aircraft Mechanic Helper | 17.44 |
| 23050 - Aircraft, Painter | 19.32 |
| 23060 - Aircraft Servicer | 19.34 |
| 23080 - Aircraft Worker | 20.27 |
| 23110 - Appliance Mechanic | 18.04 |
| 23120 - Bicycle Repairer | 14.66 |
| 23125 - Cable Splicer | 19.76 |
| 23130 - Carpenter, Maintenance | 17.56 |
| 23140 - Carpet Layer | 17.29 |
| 23160 - Electrician, Maintenance | 23.21 |
| 23181 - Electronics Technician Maintenance I | 19.44 |
| 23182 - Electronics Technician Maintenance II | 25.55 |
| 23183 - Electronics Technician Maintenance III | 26.62 |
| 23260 - Fabric Worker | 16.54 |
| 23290 - Fire Alarm System Mechanic | 18.79 |
| 23310 - Fire Extinguisher Repairer | 15.72 |
| 23311 - Fuel Distribution System Mechanic | 18.79 |
| 23312 - Fuel Distribution System Operator | 16.80 |
| 23370 - General Maintenance Worker | 16.43 |
| 23380 - Ground Support Equipment Mechanic | 22.24 |
| 23381 - Ground Support Equipment Servicer | 19.34 |
| 23382 - Ground Support Equipment Worker | 20.27 |
| 23391 - Gunsmith I | 15.48 |
| 23392 - Gunsmith II | 17.06 |

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| 23393 - Gunsmith III | 18.83 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.38 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.30 |
| 23430 - Heavy Equipment Mechanic | 20.43 |
| 23440 - Heavy Equipment Operator | 17.87 |
| 23460 - Instrument Mechanic | 22.82 |
| 23465 - Laboratory/Shelter Mechanic | 17.99 |
| 23470 - Laborer | 11.36 |
| 23510 - Locksmith | 18.04 |
| 23530 - Machinery Maintenance Mechanic | 23.32 |
| 23550 - Machinist, Maintenance | 18.59 |
| 23580 - Maintenance Trades Helper | 14.41 |
| 23591 - Metrology Technician I | 22.82 |
| 23592 - Metrology Technician II | 23.80 |
| 23593 - Metrology Technician III | 24.74 |
| 23640 - Millwright | 20.67 |
| 23710 - Office Appliance Repairer | 22.90 |
| 23760 - Painter, Maintenance | 17.56 |
| 23790 - Pipefitter, Maintenance | 19.29 |
| 23810 - Plumber, Maintenance | 18.43 |
| 23820 - Pneudraulic Systems Mechanic | 18.83 |
| 23850 - Rigger | 18.83 |
| 23870 - Scale Mechanic | 17.29 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.81 |
| 23910 - Small Engine Mechanic | 17.06 |
| 23931 - Telecommunications Mechanic I | 18.89 |
| 23932 - Telecommunications Mechanic II | 20.87 |
| 23950 - Telephone Lineman | 19.60 |
| 23960 - Welder, Combination, Maintenance | 18.38 |
| 23965 - well Driller | 18.83 |
| 23970 - Woodcraft Worker | 18.83 |
| 23980 - Woodworker | 16.43 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.56 |
| 24580 - Child Care Center Clerk | 10.68 |
| 24610 - Chore Aide | 10.19 |
| 24620 - Family Readiness And Support Services Coordinator | 12.61 |
| 24630 - Homemaker | 13.55 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.75 |
| 25040 - Sewage Plant Operator | 19.88 |
| 25070 - Stationary Engineer | 20.75 |
| 25190 - Ventilation Equipment Tender | 14.85 |
| 25210 - Water Treatment Plant Operator | 19.88 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.83 |
| 27007 - Baggage Inspector | 10.85 |
| 27008 - Corrections Officer | 15.28 |
| 27010 - Court Security Officer | 16.82 |
| 27030 - Detection Dog Handler | 13.55 |
| 27040 - Detention Officer | 15.28 |
| 27070 - Firefighter | 16.82 |
| 27101 - Guard I | 10.85 |
| 27102 - Guard II | 13.55 |
| 27131 - Police Officer I | 18.64 |
| 27132 - Police Officer II | 20.71 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.11 |
| 28042 - Carnival Equipment Repairer | 10.62 |
| 28043 - Carnival Equipment Worker | 8.38 |

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| 28210 - Gate Attendant/Gate Tender | 14.06 |
| 28310 - Lifeguard | 12.21 |
| 28350 - Park Attendant (Aide) | 15.73 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.48 |
| 28515 - Recreation Specialist | 17.94 |
| 28630 - Sports Official | 12.53 |
| 28690 - Swimming Pool Operator | 15.65 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.70 |
| 29020 - Hatch Tender | 17.70 |
| 29030 - Line Handler | 17.70 |
| 29041 - Stevedore I | 16.90 |
| 29042 - Stevedore II | 18.56 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.60 |
| 30022 - Archeological Technician II | 20.81 |
| 30023 - Archeological Technician III | 25.48 |
| 30030 - Cartographic Technician | 25.48 |
| 30040 - Civil Engineering Technician | 22.83 |
| 30061 - Drafter/CAD Operator I | 18.60 |
| 30062 - Drafter/CAD Operator II | 20.81 |
| 30063 - Drafter/CAD Operator III | 23.21 |
| 30064 - Drafter/CAD Operator IV | 28.55 |
| 30081 - Engineering Technician I | 15.98 |
| 30082 - Engineering Technician II | 18.00 |
| 30083 - Engineering Technician III | 21.00 |
| 30084 - Engineering Technician IV | 28.62 |
| 30085 - Engineering Technician V | 33.81 |
| 30086 - Engineering Technician VI | 40.89 |
| 30090 - Environmental Technician | 25.48 |
| 30210 - Laboratory Technician | 18.92 |
| 30240 - Mathematical Technician | 25.48 |
| 30361 - Paralegal/Legal Assistant I | 18.54 |
| 30362 - Paralegal/Legal Assistant II | 22.98 |
| 30363 - Paralegal/Legal Assistant III | 28.11 |
| 30364 - Paralegal/Legal Assistant IV | 34.01 |
| 30390 - Photo-Optics Technician | 25.48 |
| 30461 - Technical Writer I | 21.30 |
| 30462 - Technical Writer II | 26.06 |
| 30463 - Technical Writer III | 31.52 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 3) | 23.21 |
| 30621 - Weather Observer, Senior (see 3) | 25.48 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.71 |
| 31030 - Bus Driver | 13.94 |
| 31043 - Driver Courier | 14.96 |
| 31260 - Parking and Lot Attendant | 10.11 |
| 31290 - Shuttle Bus Driver | 16.25 |
| 31310 - Taxi Driver | 10.90 |
| 31361 - Truckdriver, Light | 16.25 |
| 31362 - Truckdriver, Medium | 16.82 |
| 31363 - Truckdriver, Heavy | 17.62 |
| 31364 - Truckdriver, Tractor-Trailer | 17.62 |
| 99000 - Miscellaneous Occupations | |

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|---|-------|
| 99030 - Cashier | 9.30 |
| 99050 - Desk Clerk | 8.43 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 8.61 |
| 99252 - Laboratory Animal Caretaker II | 13.46 |
| 99310 - Mortician | 22.65 |
| 99410 - Pest Controller | 12.76 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.15 |
| 99711 - Recycling Specialist | 16.30 |
| 99730 - Refuse Collector | 12.79 |
| 99810 - Sales Clerk | 11.63 |
| 99820 - School Crossing Guard | 12.71 |
| 99830 - Survey Party Chief | 17.75 |
| 99831 - Surveying Aide | 10.94 |
| 99832 - Surveying Technician | 14.97 |
| 99840 - Vending Machine Attendant | 13.90 |
| 99841 - Vending Machine Repairer | 15.93 |
| 99842 - Vending Machine Repairer Helper | 13.90 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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 4174)

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

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

there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2008
Revision No.: 19
Date Of Last Revision: 07/25/2014

States: Alabama, Tennessee

Area: Alabama Counties of Colbert, Franklin, Jackson, Lauderdale, Lawrence, Limestone, Madison, Marion, Marshall, Morgan, Winston

Tennessee Counties of Giles, Lawrence, Lincoln, Moore, Wayne

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

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

| | |
|---|-------|
| 01000 - Administrative Support And Clerical Occupations | |
| 01011 - Accounting Clerk I | 13.47 |
| 01012 - Accounting Clerk II | 14.65 |
| 01013 - Accounting Clerk III | 16.77 |
| 01020 - Administrative Assistant | 21.27 |
| 01040 - Court Reporter | 17.16 |
| 01051 - Data Entry Operator I | 11.95 |
| 01052 - Data Entry Operator II | 13.89 |
| 01060 - Dispatcher, Motor Vehicle | 16.31 |
| 01070 - Document Preparation Clerk | 12.47 |
| 01090 - Duplicating Machine Operator | 12.47 |
| 01111 - General Clerk I | 10.88 |
| 01112 - General Clerk II | 11.87 |
| 01113 - General Clerk III | 13.86 |
| 01120 - Housing Referral Assistant | 19.14 |
| 01141 - Messenger Courier | 10.07 |
| 01191 - Order Clerk I | 12.66 |
| 01192 - Order Clerk II | 15.27 |
| 01261 - Personnel Assistant (Employment) I | 14.18 |
| 01262 - Personnel Assistant (Employment) II | 15.86 |
| 01263 - Personnel Assistant (Employment) III | 17.70 |
| 01270 - Production Control Clerk | 19.18 |
| 01280 - Receptionist | 11.86 |
| 01290 - Rental Clerk | 12.97 |
| 01300 - Scheduler, Maintenance | 15.32 |
| 01311 - Secretary I | 15.32 |
| 01312 - Secretary II | 17.16 |
| 01313 - Secretary III | 19.14 |
| 01320 - Service Order Dispatcher | 13.83 |
| 01410 - Supply Technician | 21.27 |
| 01420 - Survey Worker | 16.81 |
| 01531 - Travel Clerk I | 11.08 |
| 01532 - Travel Clerk II | 11.72 |
| 01533 - Travel Clerk III | 12.50 |
| 01611 - Word Processor I | 13.12 |
| 01612 - Word Processor II | 14.73 |
| 01613 - Word Processor III | 16.48 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.25 |
| 05010 - Automotive Electrician | 18.61 |
| 05040 - Automotive Glass Installer | 17.74 |
| 05070 - Automotive Worker | 17.74 |
| 05110 - Mobile Equipment Servicer | 16.08 |
| 05130 - Motor Equipment Metal Mechanic | 19.47 |
| 05160 - Motor Equipment Metal Worker | 17.74 |
| 05190 - Motor Vehicle Mechanic | 17.78 |
| 05220 - Motor Vehicle Mechanic Helper | 13.93 |
| 05250 - Motor Vehicle Upholstery Worker | 16.93 |
| 05280 - Motor Vehicle Wrecker | 17.74 |
| 05310 - Painter, Automotive | 17.00 |
| 05340 - Radiator Repair Specialist | 17.74 |
| 05370 - Tire Repairer | 12.75 |
| 05400 - Transmission Repair Specialist | 19.47 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.24 |
| 07041 - Cook I | 9.14 |
| 07042 - Cook II | 10.27 |
| 07070 - Dishwasher | 7.82 |
| 07130 - Food Service Worker | 8.09 |
| 07210 - Meat Cutter | 14.21 |
| 07260 - Waiter/Waitress | 7.90 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.56 |

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| 09040 - Furniture Handler | 13.94 |
| 09080 - Furniture Refinisher | 17.56 |
| 09090 - Furniture Refinisher Helper | 14.41 |
| 09110 - Furniture Repairer, Minor | 15.98 |
| 09130 - Upholsterer | 17.56 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.28 |
| 11060 - Elevator Operator | 10.02 |
| 11090 - Gardener | 12.11 |
| 11122 - Housekeeping Aide | 10.02 |
| 11150 - Janitor | 10.02 |
| 11210 - Laborer, Grounds Maintenance | 10.00 |
| 11240 - Maid or Houseman | 8.67 |
| 11260 - Pruner | 9.28 |
| 11270 - Tractor Operator | 12.08 |
| 11330 - Trail Maintenance Worker | 10.00 |
| 11360 - Window Cleaner | 10.97 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.85 |
| 12011 - Breath Alcohol Technician | 16.00 |
| 12012 - Certified Occupational Therapist Assistant | 21.95 |
| 12015 - Certified Physical Therapist Assistant | 21.95 |
| 12020 - Dental Assistant | 16.00 |
| 12025 - Dental Hygienist | 22.48 |
| 12030 - EKG Technician | 23.45 |
| 12035 - Electroneurodiagnostic Technologist | 23.45 |
| 12040 - Emergency Medical Technician | 15.85 |
| 12071 - Licensed Practical Nurse I | 14.30 |
| 12072 - Licensed Practical Nurse II | 16.00 |
| 12073 - Licensed Practical Nurse III | 17.84 |
| 12100 - Medical Assistant | 11.87 |
| 12130 - Medical Laboratory Technician | 14.07 |
| 12160 - Medical Record Clerk | 12.41 |
| 12190 - Medical Record Technician | 14.96 |
| 12195 - Medical Transcriptionist | 13.59 |
| 12210 - Nuclear Medicine Technologist | 30.65 |
| 12221 - Nursing Assistant I | 9.43 |
| 12222 - Nursing Assistant II | 10.61 |
| 12223 - Nursing Assistant III | 11.57 |
| 12224 - Nursing Assistant IV | 12.99 |
| 12235 - Optical Dispenser | 15.05 |
| 12236 - Optical Technician | 12.56 |
| 12250 - Pharmacy Technician | 13.36 |
| 12280 - Phlebotomist | 12.99 |
| 12305 - Radiologic Technologist | 23.95 |
| 12311 - Registered Nurse I | 22.94 |
| 12312 - Registered Nurse II | 28.08 |
| 12313 - Registered Nurse II, Specialist | 28.08 |
| 12314 - Registered Nurse III | 33.97 |
| 12315 - Registered Nurse III, Anesthetist | 33.97 |
| 12316 - Registered Nurse IV | 40.70 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.83 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.09 |
| 13012 - Exhibits Specialist II | 24.89 |
| 13013 - Exhibits Specialist III | 30.45 |
| 13041 - Illustrator I | 20.09 |
| 13042 - Illustrator II | 24.89 |
| 13043 - Illustrator III | 30.45 |
| 13047 - Librarian | 27.56 |
| 13050 - Library Aide/Clerk | 15.94 |
| 13054 - Library Information Technology Systems Administrator | 24.89 |

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| 13058 - Library Technician | 16.14 |
| 13061 - Media Specialist I | 17.96 |
| 13062 - Media Specialist II | 20.09 |
| 13063 - Media Specialist III | 22.40 |
| 13071 - Photographer I | 16.19 |
| 13072 - Photographer II | 18.70 |
| 13073 - Photographer III | 22.40 |
| 13074 - Photographer IV | 27.38 |
| 13075 - Photographer V | 33.23 |
| 13110 - Video Teleconference Technician | 17.96 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.55 |
| 14042 - Computer Operator II | 19.13 |
| 14043 - Computer Operator III | 20.49 |
| 14044 - Computer Operator IV | 26.16 |
| 14045 - Computer Operator V | 27.62 |
| 14071 - Computer Programmer I | 25.00 |
| 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 | 15.55 |
| 14160 - Personal Computer Support Technician | 26.16 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.35 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.52 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.76 |
| 15050 - Computer Based Training Specialist / Instructor | 30.38 |
| 15060 - Educational Technologist | 30.52 |
| 15070 - Flight Instructor (Pilot) | 36.76 |
| 15080 - Graphic Artist | 22.01 |
| 15090 - Technical Instructor | 18.91 |
| 15095 - Technical Instructor/Course Developer | 23.11 |
| 15110 - Test Proctor | 17.16 |
| 15120 - Tutor | 17.16 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.30 |
| 16030 - Counter Attendant | 8.30 |
| 16040 - Dry Cleaner | 10.44 |
| 16070 - Finisher, Flatwork, Machine | 8.30 |
| 16090 - Presser, Hand | 8.30 |
| 16110 - Presser, Machine, Drycleaning | 8.30 |
| 16130 - Presser, Machine, Shirts | 8.30 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.30 |
| 16190 - Sewing Machine Operator | 11.03 |
| 16220 - Tailor | 11.64 |
| 16250 - Washer, Machine | 9.00 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 24.44 |
| 19040 - Tool And Die Maker | 29.82 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.82 |
| 21030 - Material Coordinator | 19.18 |
| 21040 - Material Expediter | 19.18 |
| 21050 - Material Handling Laborer | 10.48 |
| 21071 - Order Filler | 10.87 |
| 21080 - Production Line Worker (Food Processing) | 14.82 |
| 21110 - Shipping Packer | 12.98 |
| 21130 - Shipping/Receiving Clerk | 12.98 |
| 21140 - Store Worker I | 12.06 |
| 21150 - Stock Clerk | 16.35 |

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| 21210 - Tools And Parts Attendant | 14.82 |
| 21410 - Warehouse Specialist | 14.82 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.61 |
| 23021 - Aircraft Mechanic I | 22.24 |
| 23022 - Aircraft Mechanic II | 23.35 |
| 23023 - Aircraft Mechanic III | 24.52 |
| 23040 - Aircraft Mechanic Helper | 17.44 |
| 23050 - Aircraft, Painter | 19.32 |
| 23060 - Aircraft Servicer | 19.34 |
| 23080 - Aircraft Worker | 20.27 |
| 23110 - Appliance Mechanic | 18.04 |
| 23120 - Bicycle Repairer | 14.66 |
| 23125 - Cable Splicer | 19.76 |
| 23130 - Carpenter, Maintenance | 17.56 |
| 23140 - Carpet Layer | 17.29 |
| 23160 - Electrician, Maintenance | 23.21 |
| 23181 - Electronics Technician Maintenance I | 19.44 |
| 23182 - Electronics Technician Maintenance II | 25.55 |
| 23183 - Electronics Technician Maintenance III | 26.62 |
| 23260 - Fabric Worker | 16.54 |
| 23290 - Fire Alarm System Mechanic | 18.79 |
| 23310 - Fire Extinguisher Repairer | 15.72 |
| 23311 - Fuel Distribution System Mechanic | 18.79 |
| 23312 - Fuel Distribution System Operator | 16.80 |
| 23370 - General Maintenance Worker | 16.43 |
| 23380 - Ground Support Equipment Mechanic | 22.24 |
| 23381 - Ground Support Equipment Servicer | 19.34 |
| 23382 - Ground Support Equipment Worker | 20.27 |
| 23391 - Gunsmith I | 15.48 |
| 23392 - Gunsmith II | 17.06 |
| 23393 - Gunsmith III | 18.83 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.38 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.30 |
| 23430 - Heavy Equipment Mechanic | 20.43 |
| 23440 - Heavy Equipment Operator | 17.87 |
| 23460 - Instrument Mechanic | 22.82 |
| 23465 - Laboratory/Shelter Mechanic | 17.99 |
| 23470 - Laborer | 11.36 |
| 23510 - Locksmith | 18.04 |
| 23530 - Machinery Maintenance Mechanic | 23.32 |
| 23550 - Machinist, Maintenance | 18.59 |
| 23580 - Maintenance Trades Helper | 14.41 |
| 23591 - Metrology Technician I | 22.82 |
| 23592 - Metrology Technician II | 23.80 |
| 23593 - Metrology Technician III | 24.74 |
| 23640 - Millwright | 20.67 |
| 23710 - Office Appliance Repairer | 22.90 |
| 23760 - Painter, Maintenance | 17.56 |
| 23790 - Pipefitter, Maintenance | 19.29 |
| 23810 - Plumber, Maintenance | 18.43 |
| 23820 - Pneudraulic Systems Mechanic | 18.83 |
| 23850 - Rigger | 18.83 |
| 23870 - Scale Mechanic | 17.29 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.81 |
| 23910 - Small Engine Mechanic | 17.06 |
| 23931 - Telecommunications Mechanic I | 18.89 |
| 23932 - Telecommunications Mechanic II | 20.87 |
| 23950 - Telephone Lineman | 19.60 |
| 23960 - Welder, Combination, Maintenance | 18.38 |
| 23965 - Well Driller | 18.83 |

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| 23970 - Woodcraft Worker | 18.83 |
| 23980 - Woodworker | 16.43 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.56 |
| 24580 - Child Care Center Clerk | 10.68 |
| 24610 - Chore Aide | 10.19 |
| 24620 - Family Readiness And Support Services Coordinator | 12.61 |
| 24630 - Homemaker | 13.55 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.75 |
| 25040 - Sewage Plant Operator | 19.88 |
| 25070 - Stationary Engineer | 20.75 |
| 25190 - Ventilation Equipment Tender | 14.85 |
| 25210 - Water Treatment Plant Operator | 19.88 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.83 |
| 27007 - Baggage Inspector | 10.85 |
| 27008 - Corrections Officer | 15.28 |
| 27010 - Court Security Officer | 16.82 |
| 27030 - Detection Dog Handler | 13.55 |
| 27040 - Detention Officer | 15.28 |
| 27070 - Firefighter | 16.82 |
| 27101 - Guard I | 10.85 |
| 27102 - Guard II | 13.55 |
| 27131 - Police Officer I | 18.64 |
| 27132 - Police Officer II | 20.71 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.11 |
| 28042 - Carnival Equipment Repairer | 10.62 |
| 28043 - Carnival Equipment Worker | 8.38 |
| 28210 - Gate Attendant/Gate Tender | 14.06 |
| 28310 - Lifeguard | 12.21 |
| 28350 - Park Attendant (Aide) | 15.73 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.48 |
| 28515 - Recreation Specialist | 17.94 |
| 28630 - Sports Official | 12.53 |
| 28690 - Swimming Pool Operator | 15.65 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.70 |
| 29020 - Hatch Tender | 17.70 |
| 29030 - Line Handler | 17.70 |
| 29041 - Stevedore I | 16.90 |
| 29042 - Stevedore II | 18.56 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.60 |
| 30022 - Archeological Technician II | 20.81 |
| 30023 - Archeological Technician III | 25.48 |
| 30030 - Cartographic Technician | 25.48 |
| 30040 - Civil Engineering Technician | 22.83 |
| 30061 - Drafter/CAD Operator I | 18.60 |
| 30062 - Drafter/CAD Operator II | 20.81 |
| 30063 - Drafter/CAD Operator III | 23.21 |
| 30064 - Drafter/CAD Operator IV | 28.55 |
| 30081 - Engineering Technician I | 15.98 |
| 30082 - Engineering Technician II | 18.00 |
| 30083 - Engineering Technician III | 21.00 |
| 30084 - Engineering Technician IV | 28.62 |
| 30085 - Engineering Technician V | 33.81 |
| 30086 - Engineering Technician VI | 40.89 |

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| 30090 - Environmental Technician | 25.48 |
| 30210 - Laboratory Technician | 18.92 |
| 30240 - Mathematical Technician | 25.48 |
| 30361 - Paralegal/Legal Assistant I | 18.54 |
| 30362 - Paralegal/Legal Assistant II | 22.98 |
| 30363 - Paralegal/Legal Assistant III | 28.11 |
| 30364 - Paralegal/Legal Assistant IV | 34.01 |
| 30390 - Photo-Optics Technician | 25.48 |
| 30461 - Technical Writer I | 21.30 |
| 30462 - Technical Writer II | 26.06 |
| 30463 - Technical Writer III | 31.52 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 3) 23.21 |
| 30621 - Weather Observer, Senior | (see 3) 25.48 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.71 |
| 31030 - Bus Driver | 13.94 |
| 31043 - Driver Courier | 14.96 |
| 31260 - Parking and Lot Attendant | 10.11 |
| 31290 - Shuttle Bus Driver | 16.25 |
| 31310 - Taxi Driver | 10.90 |
| 31361 - Truckdriver, Light | 16.25 |
| 31362 - Truckdriver, Medium | 16.82 |
| 31363 - Truckdriver, Heavy | 17.62 |
| 31364 - Truckdriver, Tractor-Trailer | 17.62 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.30 |
| 99050 - Desk Clerk | 8.43 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 8.61 |
| 99252 - Laboratory Animal Caretaker II | 13.46 |
| 99310 - Mortician | 22.65 |
| 99410 - Pest Controller | 12.76 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.15 |
| 99711 - Recycling Specialist | 16.30 |
| 99730 - Refuse Collector | 12.79 |
| 99810 - Sales Clerk | 11.63 |
| 99820 - School Crossing Guard | 12.71 |
| 99830 - Survey Party Chief | 17.75 |
| 99831 - Surveying Aide | 10.94 |
| 99832 - Surveying Technician | 14.97 |
| 99840 - Vending Machine Attendant | 13.90 |
| 99841 - Vending Machine Repairer | 15.93 |
| 99842 - Vending Machine Repairer Helper | 13.90 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 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 4174)

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

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

are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2009
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Alabama

Area: Alabama Counties of Baldwin, Choctaw, Clarke, Conecuh, Covington,
Escambia, Mobile, Monroe, Washington

****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 | | 15.54 |
| 01013 - Accounting Clerk III | | 17.38 |
| 01020 - Administrative Assistant | | 20.41 |
| 01040 - Court Reporter | | 17.96 |
| 01051 - Data Entry Operator I | | 9.97 |
| 01052 - Data Entry Operator II | | 12.18 |
| 01060 - Dispatcher, Motor Vehicle | | 17.96 |
| 01070 - Document Preparation Clerk | | 12.18 |
| 01090 - Duplicating Machine Operator | | 12.18 |
| 01111 - General Clerk I | | 11.79 |
| 01112 - General Clerk II | | 12.86 |
| 01113 - General Clerk III | | 14.45 |
| 01120 - Housing Referral Assistant | | 18.44 |
| 01141 - Messenger Courier | | 9.26 |
| 01191 - Order Clerk I | | 12.24 |
| 01192 - Order Clerk II | | 13.35 |
| 01261 - Personnel Assistant (Employment) I | | 17.24 |
| 01262 - Personnel Assistant (Employment) II | | 20.67 |
| 01263 - Personnel Assistant (Employment) III | | 24.58 |
| 01270 - Production Control Clerk | | 19.71 |
| 01280 - Receptionist | | 10.22 |
| 01290 - Rental Clerk | | 14.27 |
| 01300 - Scheduler, Maintenance | | 14.73 |
| 01311 - Secretary I | | 14.73 |
| 01312 - Secretary II | | 16.55 |
| 01313 - Secretary III | | 18.44 |
| 01320 - Service Order Dispatcher | | 17.01 |
| 01410 - Supply Technician | | 20.41 |
| 01420 - Survey Worker | | 17.56 |

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| 01531 - Travel Clerk I | 11.41 |
| 01532 - Travel Clerk II | 12.12 |
| 01533 - Travel Clerk III | 12.71 |
| 01611 - Word Processor I | 12.68 |
| 01612 - Word Processor II | 14.27 |
| 01613 - Word Processor III | 16.83 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.02 |
| 05010 - Automotive Electrician | 16.05 |
| 05040 - Automotive Glass Installer | 14.40 |
| 05070 - Automotive Worker | 14.40 |
| 05110 - Mobile Equipment Servicer | 12.57 |
| 05130 - Motor Equipment Metal Mechanic | 16.05 |
| 05160 - Motor Equipment Metal Worker | 14.40 |
| 05190 - Motor Vehicle Mechanic | 16.05 |
| 05220 - Motor Vehicle Mechanic Helper | 11.94 |
| 05250 - Motor Vehicle Upholstery Worker | 14.40 |
| 05280 - Motor Vehicle wrecker | 14.40 |
| 05310 - Painter, Automotive | 15.98 |
| 05340 - Radiator Repair Specialist | 15.43 |
| 05370 - Tire Repairer | 11.30 |
| 05400 - Transmission Repair Specialist | 16.05 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.92 |
| 07041 - Cook I | 9.19 |
| 07042 - Cook II | 10.40 |
| 07070 - Dishwasher | 7.58 |
| 07130 - Food Service Worker | 8.18 |
| 07210 - Meat Cutter | 22.20 |
| 07260 - Waiter/Waitress | 7.98 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.36 |
| 09040 - Furniture Handler | 11.23 |
| 09080 - Furniture Refinisher | 14.50 |
| 09090 - Furniture Refinisher Helper | 12.35 |
| 09110 - Furniture Repairer, Minor | 13.34 |
| 09130 - Upholsterer | 15.20 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.43 |
| 11060 - Elevator Operator | 9.43 |
| 11090 - Gardener | 12.49 |
| 11122 - Housekeeping Aide | 9.27 |
| 11150 - Janitor | 9.27 |
| 11210 - Laborer, Grounds Maintenance | 10.04 |
| 11240 - Maid or Houseman | 7.79 |
| 11260 - Pruner | 12.90 |
| 11270 - Tractor Operator | 12.28 |
| 11330 - Trail Maintenance Worker | 10.04 |
| 11360 - Window Cleaner | 9.95 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.10 |
| 12011 - Breath Alcohol Technician | 14.74 |
| 12012 - Certified Occupational Therapist Assistant | 21.43 |
| 12015 - Certified Physical Therapist Assistant | 20.41 |
| 12020 - Dental Assistant | 12.47 |
| 12025 - Dental Hygienist | 27.40 |
| 12030 - EKG Technician | 20.45 |
| 12035 - Electroneurodiagnostic Technologist | 20.36 |
| 12040 - Emergency Medical Technician | 14.10 |
| 12071 - Licensed Practical Nurse I | 14.48 |
| 12072 - Licensed Practical Nurse II | 16.20 |
| 12073 - Licensed Practical Nurse III | 18.07 |
| 12100 - Medical Assistant | 12.73 |

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| 12130 - Medical Laboratory Technician | 14.14 |
| 12160 - Medical Record Clerk | 12.87 |
| 12190 - Medical Record Technician | 13.55 |
| 12195 - Medical Transcriptionist | 13.87 |
| 12210 - Nuclear Medicine Technologist | 27.40 |
| 12221 - Nursing Assistant I | 9.48 |
| 12222 - Nursing Assistant II | 10.66 |
| 12223 - Nursing Assistant III | 11.63 |
| 12224 - Nursing Assistant IV | 13.05 |
| 12235 - Optical Dispenser | 15.23 |
| 12236 - Optical Technician | 14.48 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.05 |
| 12305 - Radiologic Technologist | 21.73 |
| 12311 - Registered Nurse I | 20.59 |
| 12312 - Registered Nurse II | 25.19 |
| 12313 - Registered Nurse II, Specialist | 25.19 |
| 12314 - Registered Nurse III | 30.47 |
| 12315 - Registered Nurse III, Anesthetist | 30.47 |
| 12316 - Registered Nurse IV | 36.52 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.08 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.98 |
| 13012 - Exhibits Specialist II | 23.51 |
| 13013 - Exhibits Specialist III | 28.72 |
| 13041 - Illustrator I | 20.65 |
| 13042 - Illustrator II | 24.45 |
| 13043 - Illustrator III | 22.90 |
| 13047 - Librarian | 23.95 |
| 13050 - Library Aide/Clerk | 9.26 |
| 13054 - Library Information Technology Systems Administrator | 21.86 |
| 13058 - Library Technician | 14.47 |
| 13061 - Media Specialist I | 14.50 |
| 13062 - Media Specialist II | 16.21 |
| 13063 - Media Specialist III | 18.08 |
| 13071 - Photographer I | 14.60 |
| 13072 - Photographer II | 16.34 |
| 13073 - Photographer III | 20.23 |
| 13074 - Photographer IV | 24.75 |
| 13075 - Photographer V | 29.94 |
| 13110 - Video Teleconference Technician | 12.58 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.45 |
| 14042 - Computer Operator II | 16.16 |
| 14043 - Computer Operator III | 18.02 |
| 14044 - Computer Operator IV | 20.01 |
| 14045 - Computer Operator V | 22.18 |
| 14071 - Computer Programmer I | (see 1,2) 18.85 |
| 14072 - Computer Programmer II | (see 2) 23.36 |
| 14073 - Computer Programmer III | (see 2) 27.62 |
| 14074 - Computer Programmer IV | (see 2) |
| 14101 - Computer Systems Analyst I | (see 2) 27.62 |
| 14102 - Computer Systems Analyst II | (see 2) |
| 14103 - Computer Systems Analyst III | (see 2) |
| 14150 - Peripheral Equipment Operator | 14.45 |
| 14160 - Personal Computer Support Technician | 20.01 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.79 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.42 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 38.60 |
| 15050 - Computer Based Training Specialist / Instructor | 27.79 |
| 15060 - Educational Technologist | 20.85 |

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| 15070 - Flight Instructor (Pilot) | 38.60 |
| 15080 - Graphic Artist | 20.90 |
| 15090 - Technical Instructor | 17.83 |
| 15095 - Technical Instructor/Course Developer | 21.81 |
| 15110 - Test Proctor | 14.66 |
| 15120 - Tutor | 14.66 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.67 |
| 16030 - Counter Attendant | 9.67 |
| 16040 - Dry Cleaner | 11.19 |
| 16070 - Finisher, Flatwork, Machine | 9.67 |
| 16090 - Presser, Hand | 9.67 |
| 16110 - Presser, Machine, Drycleaning | 9.67 |
| 16130 - Presser, Machine, Shirts | 9.67 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.67 |
| 16190 - Sewing Machine Operator | 11.76 |
| 16220 - Tailor | 12.24 |
| 16250 - Washer, Machine | 10.09 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.71 |
| 19040 - Tool And Die Maker | 21.31 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.30 |
| 21030 - Material Coordinator | 19.07 |
| 21040 - Material Expediter | 19.07 |
| 21050 - Material Handling Laborer | 10.79 |
| 21071 - Order Filler | 10.98 |
| 21080 - Production Line Worker (Food Processing) | 14.25 |
| 21110 - Shipping Packer | 11.92 |
| 21130 - Shipping/Receiving Clerk | 11.92 |
| 21140 - Store Worker I | 10.97 |
| 21150 - Stock Clerk | 15.84 |
| 21210 - Tools And Parts Attendant | 14.25 |
| 21410 - Warehouse Specialist | 14.25 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 18.49 |
| 23021 - Aircraft Mechanic I | 17.59 |
| 23022 - Aircraft Mechanic II | 18.49 |
| 23023 - Aircraft Mechanic III | 19.42 |
| 23040 - Aircraft Mechanic Helper | 12.37 |
| 23050 - Aircraft, Painter | 16.07 |
| 23060 - Aircraft Servicer | 14.68 |
| 23080 - Aircraft Worker | 15.75 |
| 23110 - Appliance Mechanic | 16.86 |
| 23120 - Bicycle Repairer | 11.30 |
| 23125 - Cable Splicer | 24.48 |
| 23130 - Carpenter, Maintenance | 16.86 |
| 23140 - Carpet Layer | 16.14 |
| 23160 - Electrician, Maintenance | 18.40 |
| 23181 - Electronics Technician Maintenance I | 20.97 |
| 23182 - Electronics Technician Maintenance II | 22.50 |
| 23183 - Electronics Technician Maintenance III | 23.93 |
| 23260 - Fabric Worker | 14.94 |
| 23290 - Fire Alarm System Mechanic | 20.23 |
| 23310 - Fire Extinguisher Repairer | 13.76 |
| 23311 - Fuel Distribution System Mechanic | 21.25 |
| 23312 - Fuel Distribution System Operator | 16.14 |
| 23370 - General Maintenance Worker | 16.25 |
| 23380 - Ground Support Equipment Mechanic | 17.59 |
| 23381 - Ground Support Equipment Servicer | 15.06 |
| 23382 - Ground Support Equipment Worker | 16.15 |
| 23391 - Gunsmith I | 13.76 |
| 23392 - Gunsmith II | 16.14 |

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| 23393 - Gunsmith III | 18.42 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.57 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.55 |
| 23430 - Heavy Equipment Mechanic | 16.70 |
| 23440 - Heavy Equipment Operator | 15.21 |
| 23460 - Instrument Mechanic | 18.90 |
| 23465 - Laboratory/Shelter Mechanic | 17.30 |
| 23470 - Laborer | 11.22 |
| 23510 - Locksmith | 16.86 |
| 23530 - Machinery Maintenance Mechanic | 22.11 |
| 23550 - Machinist, Maintenance | 18.69 |
| 23580 - Maintenance Trades Helper | 11.29 |
| 23591 - Metrology Technician I | 18.90 |
| 23592 - Metrology Technician II | 19.84 |
| 23593 - Metrology Technician III | 20.83 |
| 23640 - Millwright | 19.21 |
| 23710 - Office Appliance Repairer | 17.13 |
| 23760 - Painter, Maintenance | 16.70 |
| 23790 - Pipefitter, Maintenance | 20.32 |
| 23810 - Plumber, Maintenance | 17.14 |
| 23820 - Pneudraulic Systems Mechanic | 18.42 |
| 23850 - Rigger | 17.59 |
| 23870 - Scale Mechanic | 16.14 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.64 |
| 23910 - Small Engine Mechanic | 15.50 |
| 23931 - Telecommunications Mechanic I | 24.22 |
| 23932 - Telecommunications Mechanic II | 25.47 |
| 23950 - Telephone Lineman | 20.81 |
| 23960 - Welder, Combination, Maintenance | 16.69 |
| 23965 - well Driller | 17.59 |
| 23970 - Woodcraft Worker | 17.80 |
| 23980 - Woodworker | 13.94 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.82 |
| 24580 - Child Care Center Clerk | 12.46 |
| 24610 - Chore Aide | 8.29 |
| 24620 - Family Readiness And Support Services Coordinator | 13.24 |
| 24630 - Homemaker | 13.44 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.21 |
| 25040 - Sewage Plant Operator | 15.82 |
| 25070 - Stationary Engineer | 20.21 |
| 25190 - Ventilation Equipment Tender | 12.58 |
| 25210 - Water Treatment Plant Operator | 15.60 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 11.85 |
| 27007 - Baggage Inspector | 10.26 |
| 27008 - Corrections Officer | 14.52 |
| 27010 - Court Security Officer | 14.52 |
| 27030 - Detection Dog Handler | 12.39 |
| 27040 - Detention Officer | 14.52 |
| 27070 - Firefighter | 13.04 |
| 27101 - Guard I | 10.26 |
| 27102 - Guard II | 12.39 |
| 27131 - Police Officer I | 16.71 |
| 27132 - Police Officer II | 18.56 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.36 |
| 28042 - Carnival Equipment Repairer | 11.09 |
| 28043 - Carnival Equipment Worker | 8.15 |

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| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.39 |
| 28515 - Recreation Specialist | 13.44 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 16.97 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.47 |
| 29020 - Hatch Tender | 22.47 |
| 29030 - Line Handler | 22.47 |
| 29041 - Stevedore I | 20.81 |
| 29042 - Stevedore II | 24.10 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 3) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 3) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 3) | 27.16 |
| 30021 - Archeological Technician I | 16.51 |
| 30022 - Archeological Technician II | 18.47 |
| 30023 - Archeological Technician III | 23.28 |
| 30030 - Cartographic Technician | 23.24 |
| 30040 - Civil Engineering Technician | 20.17 |
| 30061 - Drafter/CAD Operator I | 16.51 |
| 30062 - Drafter/CAD Operator II | 18.47 |
| 30063 - Drafter/CAD Operator III | 20.59 |
| 30064 - Drafter/CAD Operator IV | 24.60 |
| 30081 - Engineering Technician I | 16.87 |
| 30082 - Engineering Technician II | 18.93 |
| 30083 - Engineering Technician III | 21.17 |
| 30084 - Engineering Technician IV | 26.24 |
| 30085 - Engineering Technician V | 32.10 |
| 30086 - Engineering Technician VI | 38.83 |
| 30090 - Environmental Technician | 21.31 |
| 30210 - Laboratory Technician | 23.09 |
| 30240 - Mathematical Technician | 26.22 |
| 30361 - Paralegal/Legal Assistant I | 16.88 |
| 30362 - Paralegal/Legal Assistant II | 20.92 |
| 30363 - Paralegal/Legal Assistant III | 25.59 |
| 30364 - Paralegal/Legal Assistant IV | 30.96 |
| 30390 - Photo-Optics Technician | 23.24 |
| 30461 - Technical Writer I | 24.41 |
| 30462 - Technical Writer II | 29.85 |
| 30463 - Technical Writer III | 34.82 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 3) | 22.65 |
| 30621 - Weather Observer, Senior (see 3) | 24.41 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.75 |
| 31030 - Bus Driver | 12.77 |
| 31043 - Driver Courier | 12.12 |
| 31260 - Parking and Lot Attendant | 7.89 |
| 31290 - Shuttle Bus Driver | 13.26 |
| 31310 - Taxi Driver | 9.86 |
| 31361 - Truckdriver, Light | 13.26 |
| 31362 - Truckdriver, Medium | 15.27 |
| 31363 - Truckdriver, Heavy | 18.25 |
| 31364 - Truckdriver, Tractor-Trailer | 18.25 |
| 99000 - Miscellaneous Occupations | |

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| 99030 - Cashier | 8.60 |
| 99050 - Desk Clerk | 8.13 |
| 99095 - Embalmer | 20.95 |
| 99251 - Laboratory Animal Caretaker I | 9.63 |
| 99252 - Laboratory Animal Caretaker II | 11.91 |
| 99310 - Mortician | 20.95 |
| 99410 - Pest Controller | 13.41 |
| 99510 - Photofinishing Worker | 11.74 |
| 99710 - Recycling Laborer | 12.87 |
| 99711 - Recycling Specialist | 15.82 |
| 99730 - Refuse Collector | 11.39 |
| 99810 - Sales Clerk | 12.37 |
| 99820 - School Crossing Guard | 12.59 |
| 99830 - Survey Party Chief | 17.65 |
| 99831 - Surveying Aide | 11.48 |
| 99832 - Surveying Technician | 15.72 |
| 99840 - Vending Machine Attendant | 14.90 |
| 99841 - Vending Machine Repairer | 16.10 |
| 99842 - Vending Machine Repairer Helper | 14.90 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 11 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 4174)

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

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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).

3) 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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2010
Revision No.: 20
Date Of Last Revision: 07/25/2014

State: Alabama

Area: Alabama Counties of Baldwin, Choctaw, Clarke, Conecuh, Covington, Escambia, Mobile, Monroe, Washington

****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 | | 15.54 |
| 01013 - Accounting Clerk III | | 17.38 |
| 01020 - Administrative Assistant | | 20.41 |
| 01040 - Court Reporter | | 17.96 |

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|--|-------|
| 01051 - Data Entry Operator I | 9.97 |
| 01052 - Data Entry Operator II | 12.18 |
| 01060 - Dispatcher, Motor Vehicle | 17.96 |
| 01070 - Document Preparation Clerk | 12.18 |
| 01090 - Duplicating Machine Operator | 12.18 |
| 01111 - General Clerk I | 11.79 |
| 01112 - General Clerk II | 12.86 |
| 01113 - General Clerk III | 14.45 |
| 01120 - Housing Referral Assistant | 18.44 |
| 01141 - Messenger Courier | 9.26 |
| 01191 - Order Clerk I | 12.24 |
| 01192 - Order Clerk II | 13.35 |
| 01261 - Personnel Assistant (Employment) I | 17.24 |
| 01262 - Personnel Assistant (Employment) II | 20.67 |
| 01263 - Personnel Assistant (Employment) III | 24.58 |
| 01270 - Production Control Clerk | 19.71 |
| 01280 - Receptionist | 10.22 |
| 01290 - Rental Clerk | 14.27 |
| 01300 - Scheduler, Maintenance | 14.73 |
| 01311 - Secretary I | 14.73 |
| 01312 - Secretary II | 16.55 |
| 01313 - Secretary III | 18.44 |
| 01320 - Service Order Dispatcher | 17.01 |
| 01410 - Supply Technician | 20.41 |
| 01420 - Survey Worker | 17.56 |
| 01531 - Travel Clerk I | 11.41 |
| 01532 - Travel Clerk II | 12.12 |
| 01533 - Travel Clerk III | 12.71 |
| 01611 - Word Processor I | 12.68 |
| 01612 - Word Processor II | 14.27 |
| 01613 - Word Processor III | 16.83 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.02 |
| 05010 - Automotive Electrician | 16.05 |
| 05040 - Automotive Glass Installer | 14.40 |
| 05070 - Automotive Worker | 14.40 |
| 05110 - Mobile Equipment Servicer | 12.57 |
| 05130 - Motor Equipment Metal Mechanic | 16.05 |
| 05160 - Motor Equipment Metal Worker | 14.40 |
| 05190 - Motor Vehicle Mechanic | 16.05 |
| 05220 - Motor Vehicle Mechanic Helper | 11.94 |
| 05250 - Motor Vehicle Upholstery Worker | 14.40 |
| 05280 - Motor Vehicle Wrecker | 14.40 |
| 05310 - Painter, Automotive | 15.98 |
| 05340 - Radiator Repair Specialist | 15.43 |
| 05370 - Tire Repairer | 11.30 |
| 05400 - Transmission Repair Specialist | 16.05 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.92 |
| 07041 - Cook I | 9.19 |
| 07042 - Cook II | 10.40 |
| 07070 - Dishwasher | 7.58 |
| 07130 - Food Service Worker | 8.18 |
| 07210 - Meat Cutter | 22.20 |
| 07260 - Waiter/Waitress | 7.98 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.36 |
| 09040 - Furniture Handler | 11.23 |
| 09080 - Furniture Refinisher | 14.50 |
| 09090 - Furniture Refinisher Helper | 12.35 |
| 09110 - Furniture Repairer, Minor | 13.34 |
| 09130 - Upholsterer | 15.20 |
| 11000 - General Services And Support Occupations | |

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| 11030 - Cleaner, Vehicles | 9.43 |
| 11060 - Elevator Operator | 9.43 |
| 11090 - Gardener | 12.49 |
| 11122 - Housekeeping Aide | 9.27 |
| 11150 - Janitor | 9.27 |
| 11210 - Laborer, Grounds Maintenance | 10.04 |
| 11240 - Maid or Houseman | 7.79 |
| 11260 - Pruner | 12.90 |
| 11270 - Tractor Operator | 12.28 |
| 11330 - Trail Maintenance Worker | 10.04 |
| 11360 - Window Cleaner | 9.95 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.10 |
| 12011 - Breath Alcohol Technician | 14.74 |
| 12012 - Certified Occupational Therapist Assistant | 21.43 |
| 12015 - Certified Physical Therapist Assistant | 20.41 |
| 12020 - Dental Assistant | 12.47 |
| 12025 - Dental Hygienist | 27.40 |
| 12030 - EKG Technician | 20.45 |
| 12035 - Electroneurodiagnostic Technologist | 20.36 |
| 12040 - Emergency Medical Technician | 14.10 |
| 12071 - Licensed Practical Nurse I | 14.48 |
| 12072 - Licensed Practical Nurse II | 16.20 |
| 12073 - Licensed Practical Nurse III | 18.07 |
| 12100 - Medical Assistant | 12.73 |
| 12130 - Medical Laboratory Technician | 14.14 |
| 12160 - Medical Record Clerk | 12.87 |
| 12190 - Medical Record Technician | 13.55 |
| 12195 - Medical Transcriptionist | 13.87 |
| 12210 - Nuclear Medicine Technologist | 27.40 |
| 12221 - Nursing Assistant I | 9.48 |
| 12222 - Nursing Assistant II | 10.66 |
| 12223 - Nursing Assistant III | 11.63 |
| 12224 - Nursing Assistant IV | 13.05 |
| 12235 - Optical Dispenser | 15.23 |
| 12236 - Optical Technician | 14.48 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.05 |
| 12305 - Radiologic Technologist | 21.73 |
| 12311 - Registered Nurse I | 20.59 |
| 12312 - Registered Nurse II | 25.19 |
| 12313 - Registered Nurse II, Specialist | 25.19 |
| 12314 - Registered Nurse III | 30.47 |
| 12315 - Registered Nurse III, Anesthetist | 30.47 |
| 12316 - Registered Nurse IV | 36.52 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.08 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.98 |
| 13012 - Exhibits Specialist II | 23.51 |
| 13013 - Exhibits Specialist III | 28.72 |
| 13041 - Illustrator I | 20.65 |
| 13042 - Illustrator II | 24.45 |
| 13043 - Illustrator III | 22.90 |
| 13047 - Librarian | 23.95 |
| 13050 - Library Aide/Clerk | 9.26 |
| 13054 - Library Information Technology Systems Administrator | 21.86 |
| 13058 - Library Technician | 14.47 |
| 13061 - Media Specialist I | 14.50 |
| 13062 - Media Specialist II | 16.21 |
| 13063 - Media Specialist III | 18.08 |
| 13071 - Photographer I | 14.60 |
| 13072 - Photographer II | 16.34 |

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| 13073 - Photographer III | 20.23 |
| 13074 - Photographer IV | 24.75 |
| 13075 - Photographer V | 29.94 |
| 13110 - Video Teleconference Technician | 12.58 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.45 |
| 14042 - Computer Operator II | 16.16 |
| 14043 - Computer Operator III | 18.02 |
| 14044 - Computer Operator IV | 20.01 |
| 14045 - Computer Operator V | 22.18 |
| 14071 - Computer Programmer I | (see 1) 18.85 |
| 14072 - Computer Programmer II | (see 1) 23.36 |
| 14073 - Computer Programmer III | (see 1) 27.62 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 27.62 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.45 |
| 14160 - Personal Computer Support Technician | 20.01 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.79 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.42 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 38.60 |
| 15050 - Computer Based Training Specialist / Instructor | 27.79 |
| 15060 - Educational Technologist | 20.85 |
| 15070 - Flight Instructor (Pilot) | 38.60 |
| 15080 - Graphic Artist | 20.90 |
| 15090 - Technical Instructor | 17.83 |
| 15095 - Technical Instructor/Course Developer | 21.81 |
| 15110 - Test Proctor | 14.66 |
| 15120 - Tutor | 14.66 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.67 |
| 16030 - Counter Attendant | 9.67 |
| 16040 - Dry Cleaner | 11.19 |
| 16070 - Finisher, Flatwork, Machine | 9.67 |
| 16090 - Presser, Hand | 9.67 |
| 16110 - Presser, Machine, Drycleaning | 9.67 |
| 16130 - Presser, Machine, Shirts | 9.67 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.67 |
| 16190 - Sewing Machine Operator | 11.76 |
| 16220 - Tailor | 12.24 |
| 16250 - Washer, Machine | 10.09 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.71 |
| 19040 - Tool And Die Maker | 21.31 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.30 |
| 21030 - Material Coordinator | 19.07 |
| 21040 - Material Expediter | 19.07 |
| 21050 - Material Handling Laborer | 10.79 |
| 21071 - Order Filler | 10.98 |
| 21080 - Production Line Worker (Food Processing) | 14.25 |
| 21110 - Shipping Packer | 11.92 |
| 21130 - Shipping/Receiving Clerk | 11.92 |
| 21140 - Store Worker I | 10.97 |
| 21150 - Stock Clerk | 15.84 |
| 21210 - Tools And Parts Attendant | 14.25 |
| 21410 - Warehouse Specialist | 14.25 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 18.49 |
| 23021 - Aircraft Mechanic I | 17.59 |
| 23022 - Aircraft Mechanic II | 18.49 |

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| 23023 - Aircraft Mechanic III | 19.42 |
| 23040 - Aircraft Mechanic Helper | 12.37 |
| 23050 - Aircraft, Painter | 16.07 |
| 23060 - Aircraft Servicer | 14.68 |
| 23080 - Aircraft Worker | 15.75 |
| 23110 - Appliance Mechanic | 16.86 |
| 23120 - Bicycle Repairer | 11.30 |
| 23125 - Cable Splicer | 24.48 |
| 23130 - Carpenter, Maintenance | 16.86 |
| 23140 - Carpet Layer | 16.14 |
| 23160 - Electrician, Maintenance | 18.40 |
| 23181 - Electronics Technician Maintenance I | 20.97 |
| 23182 - Electronics Technician Maintenance II | 22.50 |
| 23183 - Electronics Technician Maintenance III | 23.93 |
| 23260 - Fabric Worker | 14.94 |
| 23290 - Fire Alarm System Mechanic | 20.23 |
| 23310 - Fire Extinguisher Repairer | 13.76 |
| 23311 - Fuel Distribution System Mechanic | 21.25 |
| 23312 - Fuel Distribution System Operator | 16.14 |
| 23370 - General Maintenance Worker | 16.25 |
| 23380 - Ground Support Equipment Mechanic | 17.59 |
| 23381 - Ground Support Equipment Servicer | 15.06 |
| 23382 - Ground Support Equipment Worker | 16.15 |
| 23391 - Gunsmith I | 13.76 |
| 23392 - Gunsmith II | 16.14 |
| 23393 - Gunsmith III | 18.42 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.57 |
| 23411 - Heating, Ventilation And Air Contditiioning Mechanic (Research Facility) | 18.55 |
| 23430 - Heavy Equipment Mechanic | 16.70 |
| 23440 - Heavy Equipment Operator | 15.21 |
| 23460 - Instrument Mechanic | 18.90 |
| 23465 - Laboratory/Shelter Mechanic | 17.30 |
| 23470 - Laborer | 11.22 |
| 23510 - Locksmith | 16.86 |
| 23530 - Machinery Maintenance Mechanic | 22.11 |
| 23550 - Machinist, Maintenance | 18.69 |
| 23580 - Maintenance Trades Helper | 11.29 |
| 23591 - Metrology Technician I | 18.90 |
| 23592 - Metrology Technician II | 19.84 |
| 23593 - Metrology Technician III | 20.83 |
| 23640 - Millwright | 19.21 |
| 23710 - Office Appliance Repairer | 17.13 |
| 23760 - Painter, Maintenance | 16.70 |
| 23790 - Pipefitter, Maintenance | 20.32 |
| 23810 - Plumber, Maintenance | 17.14 |
| 23820 - Pneudraulic Systems Mechanic | 18.42 |
| 23850 - Rigger | 17.59 |
| 23870 - Scale Mechanic | 16.14 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.64 |
| 23910 - Small Engine Mechanic | 15.50 |
| 23931 - Telecommunications Mechanic I | 24.22 |
| 23932 - Telecommunications Mechanic II | 25.47 |
| 23950 - Telephone Lineman | 20.81 |
| 23960 - Welder, Combination, Maintenance | 16.69 |
| 23965 - Well Driller | 17.59 |
| 23970 - Woodcraft Worker | 17.80 |
| 23980 - Woodworker | 13.94 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.82 |
| 24580 - Child Care Center Clerk | 12.46 |
| 24610 - Chore Aide | 8.29 |

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| 24620 - Family Readiness And Support Services Coordinator | 13.24 |
| 24630 - Homemaker | 13.44 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.21 |
| 25040 - Sewage Plant Operator | 15.82 |
| 25070 - Stationary Engineer | 20.21 |
| 25190 - Ventilation Equipment Tender | 12.58 |
| 25210 - Water Treatment Plant Operator | 15.60 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 11.85 |
| 27007 - Baggage Inspector | 10.26 |
| 27008 - Corrections Officer | 14.52 |
| 27010 - Court Security Officer | 14.52 |
| 27030 - Detection Dog Handler | 12.39 |
| 27040 - Detention Officer | 14.52 |
| 27070 - Firefighter | 13.04 |
| 27101 - Guard I | 10.26 |
| 27102 - Guard II | 12.39 |
| 27131 - Police Officer I | 16.71 |
| 27132 - Police Officer II | 18.56 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.36 |
| 28042 - Carnival Equipment Repairer | 11.09 |
| 28043 - Carnival Equipment Worker | 8.15 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.39 |
| 28515 - Recreation Specialist | 13.44 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 16.97 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.47 |
| 29020 - Hatch Tender | 22.47 |
| 29030 - Line Handler | 22.47 |
| 29041 - Stevedore I | 20.81 |
| 29042 - Stevedore II | 24.10 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.51 |
| 30022 - Archeological Technician II | 18.47 |
| 30023 - Archeological Technician III | 23.28 |
| 30030 - Cartographic Technician | 23.24 |
| 30040 - Civil Engineering Technician | 20.17 |
| 30061 - Drafter/CAD Operator I | 16.51 |
| 30062 - Drafter/CAD Operator II | 18.47 |
| 30063 - Drafter/CAD Operator III | 20.59 |
| 30064 - Drafter/CAD Operator IV | 24.60 |
| 30081 - Engineering Technician I | 16.87 |
| 30082 - Engineering Technician II | 18.93 |
| 30083 - Engineering Technician III | 21.17 |
| 30084 - Engineering Technician IV | 26.24 |
| 30085 - Engineering Technician V | 32.10 |
| 30086 - Engineering Technician VI | 38.83 |
| 30090 - Environmental Technician | 21.31 |
| 30210 - Laboratory Technician | 23.09 |
| 30240 - Mathematical Technician | 26.22 |
| 30361 - Paralegal/Legal Assistant I | 16.88 |
| 30362 - Paralegal/Legal Assistant II | 20.92 |
| 30363 - Paralegal/Legal Assistant III | 25.59 |

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| 30364 - Paralegal/Legal Assistant IV | 30.96 |
| 30390 - Photo-Optics Technician | 23.24 |
| 30461 - Technical Writer I | 24.41 |
| 30462 - Technical Writer II | 29.85 |
| 30463 - Technical Writer III | 34.82 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 22.65 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 24.41 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.75 |
| 31030 - Bus Driver | 12.77 |
| 31043 - Driver Courier | 12.12 |
| 31260 - Parking and Lot Attendant | 7.89 |
| 31290 - Shuttle Bus Driver | 13.26 |
| 31310 - Taxi Driver | 9.86 |
| 31361 - Truckdriver, Light | 13.26 |
| 31362 - Truckdriver, Medium | 15.27 |
| 31363 - Truckdriver, Heavy | 18.25 |
| 31364 - Truckdriver, Tractor-Trailer | 18.25 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.60 |
| 99050 - Desk Clerk | 8.13 |
| 99095 - Embalmer | 20.95 |
| 99251 - Laboratory Animal Caretaker I | 9.63 |
| 99252 - Laboratory Animal Caretaker II | 11.91 |
| 99310 - Mortician | 20.95 |
| 99410 - Pest Controller | 13.41 |
| 99510 - Photofinishing Worker | 11.74 |
| 99710 - Recycling Laborer | 12.87 |
| 99711 - Recycling Specialist | 15.82 |
| 99730 - Refuse Collector | 11.39 |
| 99810 - Sales Clerk | 12.37 |
| 99820 - School Crossing Guard | 12.59 |
| 99830 - Survey Party Chief | 17.65 |
| 99831 - Surveying Aide | 11.48 |
| 99832 - Surveying Technician | 15.72 |
| 99840 - Vending Machine Attendant | 14.90 |
| 99841 - Vending Machine Repairer | 16.10 |
| 99842 - Vending Machine Repairer Helper | 14.90 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans.
Minimum employer contributions costing an average of \$4.02 per hour computed on the

basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 11 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 4174)

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

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2011
Revision No.: 17
Date of Last Revision: 07/25/2014

State: Alabama

Area: Alabama Counties of Autauga, Bullock, Butler, Chilton, Coosa, Crenshaw, Dallas, Elmore, Lowndes, Macon, Montgomery, Pike, Tallapoosa, Wilcox

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.68 |
| 01012 - Accounting Clerk II | | 15.38 |
| 01013 - Accounting Clerk III | | 16.87 |
| 01020 - Administrative Assistant | | 20.69 |
| 01040 - Court Reporter | | 19.67 |
| 01051 - Data Entry Operator I | | 11.70 |
| 01052 - Data Entry Operator II | | 12.77 |
| 01060 - Dispatcher, Motor Vehicle | | 16.40 |
| 01070 - Document Preparation Clerk | | 11.61 |
| 01090 - Duplicating Machine Operator | | 11.61 |
| 01111 - General Clerk I | | 10.33 |
| 01112 - General Clerk II | | 11.52 |
| 01113 - General Clerk III | | 12.65 |
| 01120 - Housing Referral Assistant | | 17.13 |
| 01141 - Messenger Courier | | 10.12 |
| 01191 - Order Clerk I | | 11.31 |
| 01192 - Order Clerk II | | 12.34 |
| 01261 - Personnel Assistant (Employment) I | | 16.90 |
| 01262 - Personnel Assistant (Employment) II | | 20.67 |
| 01263 - Personnel Assistant (Employment) III | | 24.58 |
| 01270 - Production Control Clerk | | 20.17 |
| 01280 - Receptionist | | 10.47 |

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| 01290 - Rental Clerk | 11.08 |
| 01300 - Scheduler, Maintenance | 13.73 |
| 01311 - Secretary I | 13.73 |
| 01312 - Secretary II | 15.36 |
| 01313 - Secretary III | 17.13 |
| 01320 - Service Order Dispatcher | 14.91 |
| 01410 - Supply Technician | 20.69 |
| 01420 - Survey Worker | 15.86 |
| 01531 - Travel Clerk I | 11.62 |
| 01532 - Travel Clerk II | 12.40 |
| 01533 - Travel Clerk III | 13.07 |
| 01611 - Word Processor I | 12.51 |
| 01612 - Word Processor II | 14.04 |
| 01613 - Word Processor III | 15.70 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.78 |
| 05010 - Automotive Electrician | 15.84 |
| 05040 - Automotive Glass Installer | 16.78 |
| 05070 - Automotive Worker | 14.94 |
| 05110 - Mobile Equipment Servicer | 13.08 |
| 05130 - Motor Equipment Metal Mechanic | 16.76 |
| 05160 - Motor Equipment Metal Worker | 14.94 |
| 05190 - Motor Vehicle Mechanic | 16.76 |
| 05220 - Motor Vehicle Mechanic Helper | 12.51 |
| 05250 - Motor Vehicle Upholstery Worker | 14.05 |
| 05280 - Motor Vehicle Wrecker | 14.94 |
| 05310 - Painter, Automotive | 15.84 |
| 05340 - Radiator Repair Specialist | 14.94 |
| 05370 - Tire Repairer | 10.52 |
| 05400 - Transmission Repair Specialist | 16.76 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.41 |
| 07041 - Cook I | 8.43 |
| 07042 - Cook II | 9.86 |
| 07070 - Dishwasher | 7.99 |
| 07130 - Food Service Worker | 7.98 |
| 07210 - Meat Cutter | 13.59 |
| 07260 - Waiter/Waitress | 7.98 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.58 |
| 09040 - Furniture Handler | 9.80 |
| 09080 - Furniture Refinisher | 13.65 |
| 09090 - Furniture Refinisher Helper | 11.14 |
| 09110 - Furniture Repairer, Minor | 12.40 |
| 09130 - Upholsterer | 13.72 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.22 |
| 11060 - Elevator Operator | 8.22 |
| 11090 - Gardener | 11.64 |
| 11122 - Housekeeping Aide | 8.90 |
| 11150 - Janitor | 8.90 |
| 11210 - Laborer, Grounds Maintenance | 10.13 |
| 11240 - Maid or Houseman | 7.63 |
| 11260 - Pruner | 9.41 |
| 11270 - Tractor Operator | 11.26 |
| 11330 - Trail Maintenance Worker | 10.13 |
| 11360 - Window Cleaner | 9.58 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.75 |
| 12011 - Breath Alcohol Technician | 14.75 |
| 12012 - Certified Occupational Therapist Assistant | 20.24 |
| 12015 - Certified Physical Therapist Assistant | 21.50 |
| 12020 - Dental Assistant | 12.50 |

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| 12025 - Dental Hygienist | 27.88 |
| 12030 - EKG Technician | 19.67 |
| 12035 - Electroneurodiagnostic Technologist | 19.67 |
| 12040 - Emergency Medical Technician | 14.75 |
| 12071 - Licensed Practical Nurse I | 13.19 |
| 12072 - Licensed Practical Nurse II | 14.75 |
| 12073 - Licensed Practical Nurse III | 16.45 |
| 12100 - Medical Assistant | 11.90 |
| 12130 - Medical Laboratory Technician | 13.47 |
| 12160 - Medical Record Clerk | 11.08 |
| 12190 - Medical Record Technician | 13.54 |
| 12195 - Medical Transcriptionist | 14.26 |
| 12210 - Nuclear Medicine Technologist | 31.38 |
| 12221 - Nursing Assistant I | 9.68 |
| 12222 - Nursing Assistant II | 10.88 |
| 12223 - Nursing Assistant III | 11.88 |
| 12224 - Nursing Assistant IV | 13.33 |
| 12235 - Optical Dispenser | 17.08 |
| 12236 - Optical Technician | 14.51 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.33 |
| 12305 - Radiologic Technologist | 20.45 |
| 12311 - Registered Nurse I | 23.18 |
| 12312 - Registered Nurse II | 28.35 |
| 12313 - Registered Nurse II, Specialist | 28.35 |
| 12314 - Registered Nurse III | 34.30 |
| 12315 - Registered Nurse III, Anesthetist | 34.30 |
| 12316 - Registered Nurse IV | 41.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.28 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.64 |
| 13012 - Exhibits Specialist II | 21.91 |
| 13013 - Exhibits Specialist III | 26.80 |
| 13041 - Illustrator I | 17.64 |
| 13042 - Illustrator II | 21.91 |
| 13043 - Illustrator III | 26.80 |
| 13047 - Librarian | 24.25 |
| 13050 - Library Aide/Clerk | 9.20 |
| 13054 - Library Information Technology Systems Administrator | 21.91 |
| 13058 - Library Technician | 14.14 |
| 13061 - Media Specialist I | 15.08 |
| 13062 - Media Specialist II | 16.86 |
| 13063 - Media Specialist III | 18.82 |
| 13071 - Photographer I | 12.89 |
| 13072 - Photographer II | 15.77 |
| 13073 - Photographer III | 18.72 |
| 13074 - Photographer IV | 22.90 |
| 13075 - Photographer V | 27.71 |
| 13110 - Video Teleconference Technician | 14.50 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.17 |
| 14042 - Computer Operator II | 16.97 |
| 14043 - Computer Operator III | 18.92 |
| 14044 - Computer Operator IV | 21.02 |
| 14045 - Computer Operator V | 23.28 |
| 14071 - Computer Programmer I | (see 1) 21.65 |
| 14072 - Computer Programmer II | (see 1) 27.62 |
| 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) |

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| 14150 - Peripheral Equipment Operator | 15.17 |
| 14160 - Personal Computer Support Technician | 21.80 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.18 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.10 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.44 |
| 15050 - Computer Based Training Specialist / Instructor | 28.18 |
| 15060 - Educational Technologist | 31.14 |
| 15070 - Flight Instructor (Pilot) | 40.44 |
| 15080 - Graphic Artist | 20.72 |
| 15090 - Technical Instructor | 18.94 |
| 15095 - Technical Instructor/Course Developer | 25.49 |
| 15110 - Test Proctor | 15.29 |
| 15120 - Tutor | 15.29 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.48 |
| 16030 - Counter Attendant | 8.48 |
| 16040 - Dry Cleaner | 10.28 |
| 16070 - Finisher, Flatwork, Machine | 8.48 |
| 16090 - Presser, Hand | 8.48 |
| 16110 - Presser, Machine, Drycleaning | 8.48 |
| 16130 - Presser, Machine, Shirts | 8.48 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.48 |
| 16190 - Sewing Machine Operator | 10.88 |
| 16220 - Tailor | 11.50 |
| 16250 - Washer, Machine | 9.08 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.30 |
| 19040 - Tool And Die Maker | 21.60 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.53 |
| 21030 - Material Coordinator | 19.21 |
| 21040 - Material Expediter | 19.21 |
| 21050 - Material Handling Laborer | 11.22 |
| 21071 - Order Filler | 11.98 |
| 21080 - Production Line Worker (Food Processing) | 13.53 |
| 21110 - Shipping Packer | 12.87 |
| 21130 - Shipping/Receiving Clerk | 12.87 |
| 21140 - Store Worker I | 12.34 |
| 21150 - Stock Clerk | 15.26 |
| 21210 - Tools And Parts Attendant | 13.53 |
| 21410 - Warehouse Specialist | 13.53 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.86 |
| 23021 - Aircraft Mechanic I | 21.88 |
| 23022 - Aircraft Mechanic II | 22.86 |
| 23023 - Aircraft Mechanic III | 23.81 |
| 23040 - Aircraft Mechanic Helper | 16.71 |
| 23050 - Aircraft, Painter | 20.61 |
| 23060 - Aircraft Servicer | 18.67 |
| 23080 - Aircraft Worker | 19.64 |
| 23110 - Appliance Mechanic | 17.34 |
| 23120 - Bicycle Repairer | 10.20 |
| 23125 - Cable Splicer | 25.19 |
| 23130 - Carpenter, Maintenance | 14.38 |
| 23140 - Carpet Layer | 16.55 |
| 23160 - Electrician, Maintenance | 17.52 |
| 23181 - Electronics Technician Maintenance I | 20.40 |
| 23182 - Electronics Technician Maintenance II | 21.36 |
| 23183 - Electronics Technician Maintenance III | 22.50 |
| 23260 - Fabric Worker | 15.74 |
| 23290 - Fire Alarm System Mechanic | 15.30 |
| 23310 - Fire Extinguisher Repairer | 14.86 |

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| 23311 - Fuel Distribution System Mechanic | 18.35 |
| 23312 - Fuel Distribution System Operator | 15.12 |
| 23370 - General Maintenance Worker | 17.04 |
| 23380 - Ground Support Equipment Mechanic | 21.88 |
| 23381 - Ground Support Equipment Servicer | 18.67 |
| 23382 - Ground Support Equipment Worker | 19.64 |
| 23391 - Gunsmith I | 14.96 |
| 23392 - Gunsmith II | 16.55 |
| 23393 - Gunsmith III | 18.15 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.49 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.25 |
| 23430 - Heavy Equipment Mechanic | 19.91 |
| 23440 - Heavy Equipment Operator | 15.73 |
| 23460 - Instrument Mechanic | 20.72 |
| 23465 - Laboratory/Shelter Mechanic | 17.34 |
| 23470 - Laborer | 10.59 |
| 23510 - Locksmith | 17.34 |
| 23530 - Machinery Maintenance Mechanic | 18.38 |
| 23550 - Machinist, Maintenance | 15.50 |
| 23580 - Maintenance Trades Helper | 11.10 |
| 23591 - Metrology Technician I | 20.72 |
| 23592 - Metrology Technician II | 21.62 |
| 23593 - Metrology Technician III | 22.52 |
| 23640 - Millwright | 18.15 |
| 23710 - Office Appliance Repairer | 19.55 |
| 23760 - Painter, Maintenance | 13.60 |
| 23790 - Pipefitter, Maintenance | 18.82 |
| 23810 - Plumber, Maintenance | 16.80 |
| 23820 - Pneudraulic Systems Mechanic | 18.15 |
| 23850 - Rigger | 18.15 |
| 23870 - Scale Mechanic | 16.55 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.48 |
| 23910 - Small Engine Mechanic | 15.10 |
| 23931 - Telecommunications Mechanic I | 20.41 |
| 23932 - Telecommunications Mechanic II | 22.58 |
| 23950 - Telephone Lineman | 18.81 |
| 23960 - Welder, Combination, Maintenance | 15.12 |
| 23965 - Well Driller | 18.15 |
| 23970 - Woodcraft Worker | 18.15 |
| 23980 - Woodworker | 11.36 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.31 |
| 24580 - Child Care Center Clerk | 13.33 |
| 24610 - Chore Aide | 9.03 |
| 24620 - Family Readiness And Support Services Coordinator | 12.97 |
| 24630 - Homemaker | 16.50 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.44 |
| 25040 - Sewage Plant Operator | 16.66 |
| 25070 - Stationary Engineer | 17.44 |
| 25190 - Ventilation Equipment Tender | 13.59 |
| 25210 - Water Treatment Plant Operator | 16.66 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.71 |
| 27007 - Baggage Inspector | 9.36 |
| 27008 - Corrections Officer | 16.99 |
| 27010 - Court Security Officer | 17.70 |
| 27030 - Detection Dog Handler | 11.61 |
| 27040 - Detention Officer | 16.99 |
| 27070 - Firefighter | 17.70 |

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| 27101 - Guard I | 9.36 |
| 27102 - Guard II | 11.61 |
| 27131 - Police Officer I | 18.83 |
| 27132 - Police Officer II | 20.91 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.27 |
| 28042 - Carnival Equipment Repairer | 10.43 |
| 28043 - Carnival Equipment Worker | 8.07 |
| 28210 - Gate Attendant/Gate Tender | 14.46 |
| 28310 - Lifeguard | 11.40 |
| 28350 - Park Attendant (Aide) | 16.18 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.81 |
| 28515 - Recreation Specialist | 16.12 |
| 28630 - Sports Official | 12.89 |
| 28690 - Swimming Pool Operator | 11.61 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.55 |
| 29020 - Hatch Tender | 16.55 |
| 29030 - Line Handler | 16.55 |
| 29041 - Stevedore I | 15.74 |
| 29042 - Stevedore II | 17.34 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.38 |
| 30022 - Archeological Technician II | 18.32 |
| 30023 - Archeological Technician III | 24.92 |
| 30030 - Cartographic Technician | 24.92 |
| 30040 - Civil Engineering Technician | 19.05 |
| 30061 - Drafter/CAD Operator I | 16.38 |
| 30062 - Drafter/CAD Operator II | 18.32 |
| 30063 - Drafter/CAD Operator III | 22.44 |
| 30064 - Drafter/CAD Operator IV | 27.61 |
| 30081 - Engineering Technician I | 15.18 |
| 30082 - Engineering Technician II | 17.04 |
| 30083 - Engineering Technician III | 20.74 |
| 30084 - Engineering Technician IV | 23.61 |
| 30085 - Engineering Technician V | 28.89 |
| 30086 - Engineering Technician VI | 34.95 |
| 30090 - Environmental Technician | 23.33 |
| 30210 - Laboratory Technician | 21.46 |
| 30240 - Mathematical Technician | 24.92 |
| 30361 - Paralegal/Legal Assistant I | 17.89 |
| 30362 - Paralegal/Legal Assistant II | 23.06 |
| 30363 - Paralegal/Legal Assistant III | 28.20 |
| 30364 - Paralegal/Legal Assistant IV | 34.12 |
| 30390 - Photo-Optics Technician | 24.92 |
| 30461 - Technical Writer I | 19.50 |
| 30462 - Technical Writer II | 23.84 |
| 30463 - Technical Writer III | 28.38 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 22.44 |
| 30621 - Weather Observer, Senior (see 2) | 23.96 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.71 |
| 31030 - Bus Driver | 13.44 |
| 31043 - Driver Courier | 12.25 |

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|---|-------|
| 31260 - Parking and Lot Attendant | 10.01 |
| 31290 - Shuttle Bus Driver | 12.95 |
| 31310 - Taxi Driver | 9.90 |
| 31361 - Truckdriver, Light | 12.95 |
| 31362 - Truckdriver, Medium | 15.42 |
| 31363 - Truckdriver, Heavy | 18.91 |
| 31364 - Truckdriver, Tractor-Trailer | 18.91 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.67 |
| 99050 - Desk Clerk | 9.36 |
| 99095 - Embalmer | 24.22 |
| 99251 - Laboratory Animal Caretaker I | 9.60 |
| 99252 - Laboratory Animal Caretaker II | 10.15 |
| 99310 - Mortician | 24.48 |
| 99410 - Pest Controller | 12.83 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.21 |
| 99711 - Recycling Specialist | 15.48 |
| 99730 - Refuse Collector | 12.39 |
| 99810 - Sales Clerk | 12.37 |
| 99820 - School Crossing Guard | 11.45 |
| 99830 - Survey Party Chief | 14.38 |
| 99831 - Surveying Aide | 9.56 |
| 99832 - Surveying Technician | 13.08 |
| 99840 - Vending Machine Attendant | 10.66 |
| 99841 - Vending Machine Repairer | 13.05 |
| 99842 - Vending Machine Repairer Helper | 10.26 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

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

there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2012
Revision No.: 17
Date of Last Revision: 07/25/2014

State: Alabama

Area: Alabama Counties of Autauga, Bullock, Butler, Chilton, Coosa, Crenshaw, Dallas, Elmore, Lowndes, Macon, Montgomery, Pike, Tallapoosa, Wilcox

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.68 |

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| 01012 - Accounting Clerk II | 15.38 |
| 01013 - Accounting Clerk III | 16.87 |
| 01020 - Administrative Assistant | 20.69 |
| 01040 - Court Reporter | 19.67 |
| 01051 - Data Entry Operator I | 11.70 |
| 01052 - Data Entry Operator II | 12.77 |
| 01060 - Dispatcher, Motor Vehicle | 16.40 |
| 01070 - Document Preparation Clerk | 11.61 |
| 01090 - Duplicating Machine Operator | 11.61 |
| 01111 - General Clerk I | 10.33 |
| 01112 - General Clerk II | 11.52 |
| 01113 - General Clerk III | 12.65 |
| 01120 - Housing Referral Assistant | 17.13 |
| 01141 - Messenger Courier | 10.12 |
| 01191 - Order Clerk I | 11.31 |
| 01192 - Order Clerk II | 12.34 |
| 01261 - Personnel Assistant (Employment) I | 16.90 |
| 01262 - Personnel Assistant (Employment) II | 20.67 |
| 01263 - Personnel Assistant (Employment) III | 24.58 |
| 01270 - Production Control Clerk | 20.17 |
| 01280 - Receptionist | 10.47 |
| 01290 - Rental Clerk | 11.08 |
| 01300 - Scheduler, Maintenance | 13.73 |
| 01311 - Secretary I | 13.73 |
| 01312 - Secretary II | 15.36 |
| 01313 - Secretary III | 17.13 |
| 01320 - Service Order Dispatcher | 14.91 |
| 01410 - Supply Technician | 20.69 |
| 01420 - Survey Worker | 15.86 |
| 01531 - Travel Clerk I | 11.62 |
| 01532 - Travel Clerk II | 12.40 |
| 01533 - Travel Clerk III | 13.07 |
| 01611 - Word Processor I | 12.51 |
| 01612 - Word Processor II | 14.04 |
| 01613 - Word Processor III | 15.70 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.78 |
| 05010 - Automotive Electrician | 15.84 |
| 05040 - Automotive Glass Installer | 16.78 |
| 05070 - Automotive Worker | 14.94 |
| 05110 - Mobile Equipment Servicer | 13.08 |
| 05130 - Motor Equipment Metal Mechanic | 16.76 |
| 05160 - Motor Equipment Metal Worker | 14.94 |
| 05190 - Motor Vehicle Mechanic | 16.76 |
| 05220 - Motor Vehicle Mechanic Helper | 12.51 |
| 05250 - Motor Vehicle Upholstery Worker | 14.05 |
| 05280 - Motor Vehicle Wrecker | 14.94 |
| 05310 - Painter, Automotive | 15.84 |
| 05340 - Radiator Repair Specialist | 14.94 |
| 05370 - Tire Repairer | 10.52 |
| 05400 - Transmission Repair Specialist | 16.76 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.41 |
| 07041 - Cook I | 8.43 |
| 07042 - Cook II | 9.86 |
| 07070 - Dishwasher | 7.99 |
| 07130 - Food Service Worker | 7.98 |
| 07210 - Meat Cutter | 13.59 |
| 07260 - Waiter/Waitress | 7.98 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.58 |
| 09040 - Furniture Handler | 9.80 |
| 09080 - Furniture Refinisher | 13.65 |

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| 09090 - Furniture Refinisher Helper | 11.14 |
| 09110 - Furniture Repairer, Minor | 12.40 |
| 09130 - Upholsterer | 13.72 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.22 |
| 11060 - Elevator Operator | 8.22 |
| 11090 - Gardener | 11.64 |
| 11122 - Housekeeping Aide | 8.90 |
| 11150 - Janitor | 8.90 |
| 11210 - Laborer, Grounds Maintenance | 10.13 |
| 11240 - Maid or Houseman | 7.63 |
| 11260 - Pruner | 9.41 |
| 11270 - Tractor Operator | 11.26 |
| 11330 - Trail Maintenance Worker | 10.13 |
| 11360 - Window Cleaner | 9.58 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.75 |
| 12011 - Breath Alcohol Technician | 14.75 |
| 12012 - Certified Occupational Therapist Assistant | 20.24 |
| 12015 - Certified Physical Therapist Assistant | 21.50 |
| 12020 - Dental Assistant | 12.50 |
| 12025 - Dental Hygienist | 27.88 |
| 12030 - EKG Technician | 19.67 |
| 12035 - Electroneurodiagnostic Technologist | 19.67 |
| 12040 - Emergency Medical Technician | 14.75 |
| 12071 - Licensed Practical Nurse I | 13.19 |
| 12072 - Licensed Practical Nurse II | 14.75 |
| 12073 - Licensed Practical Nurse III | 16.45 |
| 12100 - Medical Assistant | 11.90 |
| 12130 - Medical Laboratory Technician | 13.47 |
| 12160 - Medical Record Clerk | 11.08 |
| 12190 - Medical Record Technician | 13.54 |
| 12195 - Medical Transcriptionist | 14.26 |
| 12210 - Nuclear Medicine Technologist | 31.38 |
| 12221 - Nursing Assistant I | 9.68 |
| 12222 - Nursing Assistant II | 10.88 |
| 12223 - Nursing Assistant III | 11.88 |
| 12224 - Nursing Assistant IV | 13.33 |
| 12235 - Optical Dispenser | 17.08 |
| 12236 - Optical Technician | 14.51 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.33 |
| 12305 - Radiologic Technologist | 20.45 |
| 12311 - Registered Nurse I | 23.18 |
| 12312 - Registered Nurse II | 28.35 |
| 12313 - Registered Nurse II, Specialist | 28.35 |
| 12314 - Registered Nurse III | 34.30 |
| 12315 - Registered Nurse III, Anesthetist | 34.30 |
| 12316 - Registered Nurse IV | 41.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.28 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.64 |
| 13012 - Exhibits Specialist II | 21.91 |
| 13013 - Exhibits Specialist III | 26.80 |
| 13041 - Illustrator I | 17.64 |
| 13042 - Illustrator II | 21.91 |
| 13043 - Illustrator III | 26.80 |
| 13047 - Librarian | 24.25 |
| 13050 - Library Aide/Clerk | 9.20 |
| 13054 - Library Information Technology Systems Administrator | 21.91 |
| 13058 - Library Technician | 14.14 |
| 13061 - Media Specialist I | 15.08 |

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| 13062 - Media Specialist II | 16.86 |
| 13063 - Media Specialist III | 18.82 |
| 13071 - Photographer I | 12.89 |
| 13072 - Photographer II | 15.77 |
| 13073 - Photographer III | 18.72 |
| 13074 - Photographer IV | 22.90 |
| 13075 - Photographer V | 27.71 |
| 13110 - Video Teleconference Technician | 14.50 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.17 |
| 14042 - Computer Operator II | 16.97 |
| 14043 - Computer Operator III | 18.92 |
| 14044 - Computer Operator IV | 21.02 |
| 14045 - Computer Operator V | 23.28 |
| 14071 - Computer Programmer I | (see 1) 21.65 |
| 14072 - Computer Programmer II | (see 1) 27.62 |
| 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 | 15.17 |
| 14160 - Personal Computer Support Technician | 21.80 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.18 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.10 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.44 |
| 15050 - Computer Based Training Specialist / Instructor | 28.18 |
| 15060 - Educational Technologist | 31.14 |
| 15070 - Flight Instructor (Pilot) | 40.44 |
| 15080 - Graphic Artist | 20.72 |
| 15090 - Technical Instructor | 18.94 |
| 15095 - Technical Instructor/Course Developer | 25.49 |
| 15110 - Test Proctor | 15.29 |
| 15120 - Tutor | 15.29 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.48 |
| 16030 - Counter Attendant | 8.48 |
| 16040 - Dry Cleaner | 10.28 |
| 16070 - Finisher, Flatwork, Machine | 8.48 |
| 16090 - Presser, Hand | 8.48 |
| 16110 - Presser, Machine, Drycleaning | 8.48 |
| 16130 - Presser, Machine, Shirts | 8.48 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.48 |
| 16190 - Sewing Machine Operator | 10.88 |
| 16220 - Tailor | 11.50 |
| 16250 - Washer, Machine | 9.08 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.30 |
| 19040 - Tool And Die Maker | 21.60 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.53 |
| 21030 - Material Coordinator | 19.21 |
| 21040 - Material Expediter | 19.21 |
| 21050 - Material Handling Laborer | 11.22 |
| 21071 - Order Filler | 11.98 |
| 21080 - Production Line Worker (Food Processing) | 13.53 |
| 21110 - Shipping Packer | 12.87 |
| 21130 - Shipping/Receiving Clerk | 12.87 |
| 21140 - Store Worker I | 12.34 |
| 21150 - Stock Clerk | 15.26 |
| 21210 - Tools And Parts Attendant | 13.53 |
| 21410 - Warehouse Specialist | 13.53 |

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| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.86 |
| 23021 - Aircraft Mechanic I | 21.88 |
| 23022 - Aircraft Mechanic II | 22.86 |
| 23023 - Aircraft Mechanic III | 23.81 |
| 23040 - Aircraft Mechanic Helper | 16.71 |
| 23050 - Aircraft, Painter | 20.61 |
| 23060 - Aircraft Servicer | 18.67 |
| 23080 - Aircraft Worker | 19.64 |
| 23110 - Appliance Mechanic | 17.34 |
| 23120 - Bicycle Repairer | 10.20 |
| 23125 - Cable Splicer | 25.19 |
| 23130 - Carpenter, Maintenance | 14.38 |
| 23140 - Carpet Layer | 16.55 |
| 23160 - Electrician, Maintenance | 17.52 |
| 23181 - Electronics Technician Maintenance I | 20.40 |
| 23182 - Electronics Technician Maintenance II | 21.36 |
| 23183 - Electronics Technician Maintenance III | 22.50 |
| 23260 - Fabric Worker | 15.74 |
| 23290 - Fire Alarm System Mechanic | 15.30 |
| 23310 - Fire Extinguisher Repairer | 14.86 |
| 23311 - Fuel Distribution System Mechanic | 18.35 |
| 23312 - Fuel Distribution System Operator | 15.12 |
| 23370 - General Maintenance Worker | 17.04 |
| 23380 - Ground Support Equipment Mechanic | 21.88 |
| 23381 - Ground Support Equipment Servicer | 18.67 |
| 23382 - Ground Support Equipment Worker | 19.64 |
| 23391 - Gunsmith I | 14.96 |
| 23392 - Gunsmith II | 16.55 |
| 23393 - Gunsmith III | 18.15 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.49 |
| 23411 - Heating, Ventilation And Air Contditiiong Mechanic (Research Facility) | 18.25 |
| 23430 - Heavy Equipment Mechanic | 19.91 |
| 23440 - Heavy Equipment Operator | 15.73 |
| 23460 - Instrument Mechanic | 20.72 |
| 23465 - Laboratory/Shelter Mechanic | 17.34 |
| 23470 - Laborer | 10.59 |
| 23510 - Locksmith | 17.34 |
| 23530 - Machinery Maintenance Mechanic | 18.38 |
| 23550 - Machinist, Maintenance | 15.50 |
| 23580 - Maintenance Trades Helper | 11.10 |
| 23591 - Metrology Technician I | 20.72 |
| 23592 - Metrology Technician II | 21.62 |
| 23593 - Metrology Technician III | 22.52 |
| 23640 - Millwright | 18.15 |
| 23710 - Office Appliance Repairer | 19.55 |
| 23760 - Painter, Maintenance | 13.60 |
| 23790 - Pipefitter, Maintenance | 18.82 |
| 23810 - Plumber, Maintenance | 16.80 |
| 23820 - Pneudraulic Systems Mechanic | 18.15 |
| 23850 - Rigger | 18.15 |
| 23870 - Scale Mechanic | 16.55 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.48 |
| 23910 - Small Engine Mechanic | 15.10 |
| 23931 - Telecommunications Mechanic I | 20.41 |
| 23932 - Telecommunications Mechanic II | 22.58 |
| 23950 - Telephone Lineman | 18.81 |
| 23960 - Welder, Combination, Maintenance | 15.12 |
| 23965 - well Driller | 18.15 |
| 23970 - Woodcraft Worker | 18.15 |
| 23980 - Woodworker | 11.36 |

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| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.31 |
| 24580 - Child Care Center Clerk | 13.33 |
| 24610 - Chore Aide | 9.03 |
| 24620 - Family Readiness And Support Services Coordinator | 12.97 |
| 24630 - Homemaker | 16.50 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.44 |
| 25040 - Sewage Plant Operator | 16.66 |
| 25070 - Stationary Engineer | 17.44 |
| 25190 - Ventilation Equipment Tender | 13.59 |
| 25210 - Water Treatment Plant Operator | 16.66 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.71 |
| 27007 - Baggage Inspector | 9.36 |
| 27008 - Corrections Officer | 16.99 |
| 27010 - Court Security Officer | 17.70 |
| 27030 - Detection Dog Handler | 11.61 |
| 27040 - Detention Officer | 16.99 |
| 27070 - Firefighter | 17.70 |
| 27101 - Guard I | 9.36 |
| 27102 - Guard II | 11.61 |
| 27131 - Police Officer I | 18.83 |
| 27132 - Police Officer II | 20.91 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.27 |
| 28042 - Carnival Equipment Repairer | 10.43 |
| 28043 - Carnival Equipment Worker | 8.07 |
| 28210 - Gate Attendant/Gate Tender | 14.46 |
| 28310 - Lifeguard | 11.40 |
| 28350 - Park Attendant (Aide) | 16.18 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.81 |
| 28515 - Recreation Specialist | 16.12 |
| 28630 - Sports Official | 12.89 |
| 28690 - Swimming Pool Operator | 11.61 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.55 |
| 29020 - Hatch Tender | 16.55 |
| 29030 - Line Handler | 16.55 |
| 29041 - Stevedore I | 15.74 |
| 29042 - Stevedore II | 17.34 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.38 |
| 30022 - Archeological Technician II | 18.32 |
| 30023 - Archeological Technician III | 24.92 |
| 30030 - Cartographic Technician | 24.92 |
| 30040 - Civil Engineering Technician | 19.05 |
| 30061 - Drafter/CAD Operator I | 16.38 |
| 30062 - Drafter/CAD Operator II | 18.32 |
| 30063 - Drafter/CAD Operator III | 22.44 |
| 30064 - Drafter/CAD Operator IV | 27.61 |
| 30081 - Engineering Technician I | 15.18 |
| 30082 - Engineering Technician II | 17.04 |
| 30083 - Engineering Technician III | 20.74 |
| 30084 - Engineering Technician IV | 23.61 |
| 30085 - Engineering Technician V | 28.89 |
| 30086 - Engineering Technician VI | 34.95 |
| 30090 - Environmental Technician | 23.33 |
| 30210 - Laboratory Technician | 21.46 |

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| 30240 - Mathematical Technician | 24.92 |
| 30361 - Paralegal/Legal Assistant I | 17.89 |
| 30362 - Paralegal/Legal Assistant II | 23.06 |
| 30363 - Paralegal/Legal Assistant III | 28.20 |
| 30364 - Paralegal/Legal Assistant IV | 34.12 |
| 30390 - Photo-Optics Technician | 24.92 |
| 30461 - Technical Writer I | 19.50 |
| 30462 - Technical Writer II | 23.84 |
| 30463 - Technical Writer III | 28.38 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 22.44 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 23.96 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.71 |
| 31030 - Bus Driver | 13.44 |
| 31043 - Driver Courier | 12.25 |
| 31260 - Parking and Lot Attendant | 10.01 |
| 31290 - Shuttle Bus Driver | 12.95 |
| 31310 - Taxi Driver | 9.90 |
| 31361 - Truckdriver, Light | 12.95 |
| 31362 - Truckdriver, Medium | 15.42 |
| 31363 - Truckdriver, Heavy | 18.91 |
| 31364 - Truckdriver, Tractor-Trailer | 18.91 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.67 |
| 99050 - Desk Clerk | 9.36 |
| 99095 - Embalmer | 24.22 |
| 99251 - Laboratory Animal Caretaker I | 9.60 |
| 99252 - Laboratory Animal Caretaker II | 10.15 |
| 99310 - Mortician | 24.48 |
| 99410 - Pest Controller | 12.83 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.21 |
| 99711 - Recycling Specialist | 15.48 |
| 99730 - Refuse Collector | 12.39 |
| 99810 - Sales Clerk | 12.37 |
| 99820 - School Crossing Guard | 11.45 |
| 99830 - Survey Party Chief | 14.38 |
| 99831 - Surveying Aide | 9.56 |
| 99832 - Surveying Technician | 13.08 |
| 99840 - Vending Machine Attendant | 10.66 |
| 99841 - Vending Machine Repairer | 13.05 |
| 99842 - Vending Machine Repairer Helper | 10.26 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 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 regrading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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| | | WDS_Revision_Received_10.9.2014 |
| THE SERVICE CONTRACT ACT | | EMPLOYMENT STANDARDS ADMINISTRATION |
| By direction of the Secretary of Labor | | WAGE AND HOUR DIVISION |
| | | WASHINGTON D.C. 20210 |
| | | |
| Diane C. Koplewski | Division of | Wage Determination No.: 2005-2017 |
| Director | Wage Determinations | Revision No.: 18 |
| | | Date Of Last Revision: 07/25/2014 |

State: Alaska

Area: Alaska Statewide

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.33 |
| 01012 - Accounting Clerk II | | 18.76 |
| 01013 - Accounting Clerk III | | 20.98 |
| 01020 - Administrative Assistant | | 23.34 |
| 01040 - Court Reporter | | 18.84 |
| 01051 - Data Entry Operator I | | 14.86 |
| 01052 - Data Entry Operator II | | 17.86 |
| 01060 - Dispatcher, Motor Vehicle | | 20.25 |
| 01070 - Document Preparation Clerk | | 15.39 |
| 01090 - Duplicating Machine Operator | | 14.72 |
| 01111 - General Clerk I | | 15.59 |
| 01112 - General Clerk II | | 17.01 |
| 01113 - General Clerk III | | 19.09 |
| 01120 - Housing Referral Assistant | | 21.01 |
| 01141 - Messenger Courier | | 15.60 |
| 01191 - Order Clerk I | | 15.45 |
| 01192 - Order Clerk II | | 16.86 |
| 01261 - Personnel Assistant (Employment) I | | 19.07 |
| 01262 - Personnel Assistant (Employment) II | | 21.33 |
| 01263 - Personnel Assistant (Employment) III | | 23.79 |
| 01270 - Production Control Clerk | | 22.59 |
| 01280 - Receptionist | | 14.09 |
| 01290 - Rental Clerk | | 16.84 |
| 01300 - Scheduler, Maintenance | | 16.84 |
| 01311 - Secretary I | | 16.84 |
| 01312 - Secretary II | | 18.84 |
| 01313 - Secretary III | | 21.01 |
| 01320 - Service Order Dispatcher | | 16.48 |
| 01410 - Supply Technician | | 23.34 |
| 01420 - Survey Worker | | 18.78 |
| 01531 - Travel Clerk I | | 15.21 |
| 01532 - Travel Clerk II | | 16.80 |
| 01533 - Travel Clerk III | | 18.57 |
| 01611 - Word Processor I | | 16.18 |
| 01612 - Word Processor II | | 18.16 |
| 01613 - Word Processor III | | 20.31 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 27.64 |
| 05010 - Automotive Electrician | | 23.64 |
| 05040 - Automotive Glass Installer | | 21.87 |
| 05070 - Automotive Worker | | 21.87 |
| 05110 - Mobile Equipment Servicer | | 19.62 |
| 05130 - Motor Equipment Metal Mechanic | | 23.96 |

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| 05160 - Motor Equipment Metal Worker | 21.87 |
| 05190 - Motor Vehicle Mechanic | 23.96 |
| 05220 - Motor Vehicle Mechanic Helper | 18.53 |
| 05250 - Motor Vehicle Upholstery Worker | 21.87 |
| 05280 - Motor Vehicle Wrecker | 21.87 |
| 05310 - Painter, Automotive | 22.86 |
| 05340 - Radiator Repair Specialist | 21.87 |
| 05370 - Tire Repairer | 17.78 |
| 05400 - Transmission Repair Specialist | 23.96 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 16.67 |
| 07041 - Cook I | 15.17 |
| 07042 - Cook II | 17.46 |
| 07070 - Dishwasher | 10.99 |
| 07130 - Food Service Worker | 13.46 |
| 07210 - Meat Cutter | 18.87 |
| 07260 - Waiter/Waitress | 11.91 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 25.94 |
| 09040 - Furniture Handler | 17.36 |
| 09080 - Furniture Refinisher | 25.94 |
| 09090 - Furniture Refinisher Helper | 19.58 |
| 09110 - Furniture Repairer, Minor | 22.74 |
| 09130 - Upholsterer | 25.94 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.68 |
| 11060 - Elevator Operator | 11.68 |
| 11090 - Gardener | 17.52 |
| 11122 - Housekeeping Aide | 14.15 |
| 11150 - Janitor | 14.15 |
| 11210 - Laborer, Grounds Maintenance | 14.59 |
| 11240 - Maid or Houseman | 10.96 |
| 11260 - Pruner | 13.18 |
| 11270 - Tractor Operator | 16.53 |
| 11330 - Trail Maintenance Worker | 14.59 |
| 11360 - Window Cleaner | 15.67 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 22.66 |
| 12011 - Breath Alcohol Technician | 20.48 |
| 12012 - Certified Occupational Therapist Assistant | 22.50 |
| 12015 - Certified Physical Therapist Assistant | 21.90 |
| 12020 - Dental Assistant | 20.32 |
| 12025 - Dental Hygienist | 44.92 |
| 12030 - EKG Technician | 29.90 |
| 12035 - Electroneurodiagnostic Technologist | 29.90 |
| 12040 - Emergency Medical Technician | 22.66 |
| 12071 - Licensed Practical Nurse I | 18.31 |
| 12072 - Licensed Practical Nurse II | 20.48 |
| 12073 - Licensed Practical Nurse III | 22.84 |
| 12100 - Medical Assistant | 17.49 |
| 12130 - Medical Laboratory Technician | 21.01 |
| 12160 - Medical Record Clerk | 16.04 |
| 12190 - Medical Record Technician | 17.94 |
| 12195 - Medical Transcriptionist | 20.41 |
| 12210 - Nuclear Medicine Technologist | 43.70 |
| 12221 - Nursing Assistant I | 13.27 |
| 12222 - Nursing Assistant II | 14.92 |
| 12223 - Nursing Assistant III | 16.28 |
| 12224 - Nursing Assistant IV | 18.27 |
| 12235 - Optical Dispenser | 20.20 |
| 12236 - Optical Technician | 18.31 |
| 12250 - Pharmacy Technician | 17.55 |
| 12280 - Phlebotomist | 18.27 |

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| 12305 - Radiologic Technologist | 29.67 |
| 12311 - Registered Nurse I | 28.98 |
| 12312 - Registered Nurse II | 35.45 |
| 12313 - Registered Nurse II, Specialist | 35.45 |
| 12314 - Registered Nurse III | 42.88 |
| 12315 - Registered Nurse III, Anesthetist | 42.88 |
| 12316 - Registered Nurse IV | 51.40 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.38 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.09 |
| 13012 - Exhibits Specialist II | 25.29 |
| 13013 - Exhibits Specialist III | 30.90 |
| 13041 - Illustrator I | 21.09 |
| 13042 - Illustrator II | 25.29 |
| 13043 - Illustrator III | 30.90 |
| 13047 - Librarian | 25.66 |
| 13050 - Library Aide/Clerk | 15.59 |
| 13054 - Library Information Technology Systems Administrator | 23.84 |
| 13058 - Library Technician | 19.63 |
| 13061 - Media Specialist I | 16.71 |
| 13062 - Media Specialist II | 18.70 |
| 13063 - Media Specialist III | 20.85 |
| 13071 - Photographer I | 19.50 |
| 13072 - Photographer II | 23.82 |
| 13073 - Photographer III | 27.01 |
| 13074 - Photographer IV | 33.05 |
| 13075 - Photographer V | 35.10 |
| 13110 - Video Teleconference Technician | 18.43 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.09 |
| 14042 - Computer Operator II | 19.12 |
| 14043 - Computer Operator III | 24.42 |
| 14044 - Computer Operator IV | 25.98 |
| 14045 - Computer Operator V | 27.62 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 18.34 |
| 14160 - Personal Computer Support Technician | 27.62 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 34.09 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 41.24 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 49.42 |
| 15050 - Computer Based Training Specialist / Instructor | 34.09 |
| 15060 - Educational Technologist | 25.26 |
| 15070 - Flight Instructor (Pilot) | 44.47 |
| 15080 - Graphic Artist | 25.25 |
| 15090 - Technical Instructor | 23.55 |
| 15095 - Technical Instructor/Course Developer | 28.83 |
| 15110 - Test Proctor | 19.12 |
| 15120 - Tutor | 19.12 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.14 |
| 16030 - Counter Attendant | 11.14 |
| 16040 - Dry Cleaner | 14.19 |
| 16070 - Finisher, Flatwork, Machine | 11.14 |
| 16090 - Presser, Hand | 11.14 |
| 16110 - Presser, Machine, Drycleaning | 11.14 |

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| 16130 - Presser, Machine, Shirts | 11.14 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.14 |
| 16190 - Sewing Machine Operator | 15.20 |
| 16220 - Tailor | 16.24 |
| 16250 - Washer, Machine | 12.16 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 26.22 |
| 19040 - Tool And Die Maker | 32.66 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.56 |
| 21030 - Material Coordinator | 22.59 |
| 21040 - Material Expediter | 22.59 |
| 21050 - Material Handling Laborer | 17.01 |
| 21071 - Order Filler | 15.49 |
| 21080 - Production Line Worker (Food Processing) | 19.56 |
| 21110 - Shipping Packer | 17.80 |
| 21130 - Shipping/Receiving Clerk | 17.80 |
| 21140 - Store Worker I | 14.56 |
| 21150 - Stock Clerk | 19.82 |
| 21210 - Tools And Parts Attendant | 19.56 |
| 21410 - Warehouse Specialist | 19.56 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.25 |
| 23021 - Aircraft Mechanic I | 27.66 |
| 23022 - Aircraft Mechanic II | 29.25 |
| 23023 - Aircraft Mechanic III | 30.86 |
| 23040 - Aircraft Mechanic Helper | 21.69 |
| 23050 - Aircraft, Painter | 27.45 |
| 23060 - Aircraft Servicer | 24.23 |
| 23080 - Aircraft Worker | 25.48 |
| 23110 - Appliance Mechanic | 24.68 |
| 23120 - Bicycle Repairer | 19.56 |
| 23125 - Cable Splicer | 32.26 |
| 23130 - Carpenter, Maintenance | 27.35 |
| 23140 - Carpet Layer | 24.62 |
| 23160 - Electrician, Maintenance | 33.25 |
| 23181 - Electronics Technician Maintenance I | 28.23 |
| 23182 - Electronics Technician Maintenance II | 33.62 |
| 23183 - Electronics Technician Maintenance III | 35.69 |
| 23260 - Fabric Worker | 23.00 |
| 23290 - Fire Alarm System Mechanic | 25.71 |
| 23310 - Fire Extinguisher Repairer | 21.40 |
| 23311 - Fuel Distribution System Mechanic | 28.42 |
| 23312 - Fuel Distribution System Operator | 24.75 |
| 23370 - General Maintenance Worker | 21.71 |
| 23380 - Ground Support Equipment Mechanic | 27.66 |
| 23381 - Ground Support Equipment Servicer | 24.23 |
| 23382 - Ground Support Equipment Worker | 25.48 |
| 23391 - Gunsmith I | 21.40 |
| 23392 - Gunsmith II | 24.62 |
| 23393 - Gunsmith III | 27.84 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.32 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.62 |
| 23430 - Heavy Equipment Mechanic | 30.13 |
| 23440 - Heavy Equipment Operator | 29.79 |
| 23460 - Instrument Mechanic | 27.68 |
| 23465 - Laboratory/Shelter Mechanic | 26.22 |
| 23470 - Laborer | 17.01 |
| 23510 - Locksmith | 25.45 |
| 23530 - Machinery Maintenance Mechanic | 27.44 |
| 23550 - Machinist, Maintenance | 27.84 |

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| 23580 - Maintenance Trades Helper | 19.42 |
| 23591 - Metrology Technician I | 27.68 |
| 23592 - Metrology Technician II | 29.27 |
| 23593 - Metrology Technician III | 30.88 |
| 23640 - Millwright | 27.84 |
| 23710 - Office Appliance Repairer | 23.24 |
| 23760 - Painter, Maintenance | 24.94 |
| 23790 - Pipefitter, Maintenance | 32.26 |
| 23810 - Plumber, Maintenance | 30.80 |
| 23820 - Pneudraulic Systems Mechanic | 27.84 |
| 23850 - Rigger | 27.84 |
| 23870 - Scale Mechanic | 24.62 |
| 23890 - Sheet-Metal Worker, Maintenance | 27.48 |
| 23910 - Small Engine Mechanic | 24.62 |
| 23931 - Telecommunications Mechanic I | 26.79 |
| 23932 - Telecommunications Mechanic II | 30.61 |
| 23950 - Telephone Lineman | 28.61 |
| 23960 - Welder, Combination, Maintenance | 25.93 |
| 23965 - Well Driller | 27.05 |
| 23970 - Woodcraft Worker | 27.84 |
| 23980 - Woodworker | 21.40 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.47 |
| 24580 - Child Care Center Clerk | 15.54 |
| 24610 - Chore Aide | 14.06 |
| 24620 - Family Readiness And Support Services Coordinator | 16.21 |
| 24630 - Homemaker | 18.94 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.26 |
| 25040 - Sewage Plant Operator | 28.70 |
| 25070 - Stationary Engineer | 29.26 |
| 25190 - Ventilation Equipment Tender | 21.66 |
| 25210 - Water Treatment Plant Operator | 28.70 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.71 |
| 27007 - Baggage Inspector | 15.91 |
| 27008 - Corrections Officer | 27.17 |
| 27010 - Court Security Officer | 26.28 |
| 27030 - Detection Dog Handler | 18.14 |
| 27040 - Detention Officer | 27.17 |
| 27070 - Firefighter | 22.46 |
| 27101 - Guard I | 15.91 |
| 27102 - Guard II | 18.14 |
| 27131 - Police Officer I | 31.05 |
| 27132 - Police Officer II | 34.50 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.59 |
| 28042 - Carnival Equipment Repairer | 15.47 |
| 28043 - Carnival Equipment Worker | 11.99 |
| 28210 - Gate Attendant/Gate Tender | 14.96 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.21 |
| 28515 - Recreation Specialist | 26.20 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 21.90 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.62 |
| 29020 - Hatch Tender | 24.62 |
| 29030 - Line Handler | 24.62 |
| 29041 - Stevedore I | 27.49 |
| 29042 - Stevedore II | 30.43 |

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| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 21.46 |
| 30022 - Archeological Technician II | 24.90 |
| 30023 - Archeological Technician III | 29.46 |
| 30030 - Cartographic Technician | 31.78 |
| 30040 - Civil Engineering Technician | 29.63 |
| 30061 - Drafter/CAD Operator I | 23.41 |
| 30062 - Drafter/CAD Operator II | 27.28 |
| 30063 - Drafter/CAD Operator III | 29.19 |
| 30064 - Drafter/CAD Operator IV | 34.79 |
| 30081 - Engineering Technician I | 22.72 |
| 30082 - Engineering Technician II | 26.56 |
| 30083 - Engineering Technician III | 29.74 |
| 30084 - Engineering Technician IV | 33.02 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 45.77 |
| 30090 - Environmental Technician | 22.13 |
| 30210 - Laboratory Technician | 26.61 |
| 30240 - Mathematical Technician | 32.95 |
| 30361 - Paralegal/Legal Assistant I | 21.93 |
| 30362 - Paralegal/Legal Assistant II | 27.15 |
| 30363 - Paralegal/Legal Assistant III | 33.22 |
| 30364 - Paralegal/Legal Assistant IV | 40.20 |
| 30390 - Photo-Optics Technician | 32.95 |
| 30461 - Technical Writer I | 20.22 |
| 30462 - Technical Writer II | 24.72 |
| 30463 - Technical Writer III | 33.98 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 29.19 |
| 30621 - Weather Observer, Senior (see 2) | 32.42 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.71 |
| 31030 - Bus Driver | 19.13 |
| 31043 - Driver Courier | 17.79 |
| 31260 - Parking and Lot Attendant | 13.19 |
| 31290 - Shuttle Bus Driver | 17.89 |
| 31310 - Taxi Driver | 15.74 |
| 31361 - Truckdriver, Light | 17.89 |
| 31362 - Truckdriver, Medium | 19.85 |
| 31363 - Truckdriver, Heavy | 22.18 |
| 31364 - Truckdriver, Tractor-Trailer | 22.18 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.27 |
| 99050 - Desk Clerk | 14.09 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 12.34 |
| 99252 - Laboratory Animal Caretaker II | 20.92 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 22.53 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 25.38 |
| 99711 - Recycling Specialist | 30.29 |
| 99730 - Refuse Collector | 22.92 |
| 99810 - Sales Clerk | 13.82 |
| 99820 - School Crossing Guard | 16.32 |

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|---|-------|
| 99830 - Survey Party Chief | 26.44 |
| 99831 - Surveying Aide | 17.60 |
| 99832 - Surveying Technician | 24.04 |
| 99840 - Vending Machine Attendant | 17.01 |
| 99841 - Vending Machine Repairer | 19.91 |
| 99842 - Vending Machine Repairer Helper | 17.01 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 conformance 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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2018
Revision No.: 19
Date Of Last Revision: 07/25/2014

State: Alaska

Area: Alaska Statewide

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.33 |
| 01012 - Accounting Clerk II | | 18.76 |
| 01013 - Accounting Clerk III | | 20.98 |
| 01020 - Administrative Assistant | | 23.34 |
| 01040 - Court Reporter | | 18.84 |
| 01051 - Data Entry Operator I | | 14.86 |
| 01052 - Data Entry Operator II | | 17.86 |
| 01060 - Dispatcher, Motor Vehicle | | 20.25 |
| 01070 - Document Preparation Clerk | | 15.39 |
| 01090 - Duplicating Machine Operator | | 14.72 |
| 01111 - General Clerk I | | 15.59 |
| 01112 - General Clerk II | | 17.01 |
| 01113 - General Clerk III | | 19.09 |
| 01120 - Housing Referral Assistant | | 21.01 |
| 01141 - Messenger Courier | | 15.60 |
| 01191 - Order Clerk I | | 15.45 |
| 01192 - Order Clerk II | | 16.86 |
| 01261 - Personnel Assistant (Employment) I | | 19.07 |
| 01262 - Personnel Assistant (Employment) II | | 21.33 |
| 01263 - Personnel Assistant (Employment) III | | 23.79 |
| 01270 - Production Control Clerk | | 22.59 |
| 01280 - Receptionist | | 14.09 |
| 01290 - Rental Clerk | | 16.84 |
| 01300 - Scheduler, Maintenance | | 16.84 |

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| 01311 - Secretary I | 16.84 |
| 01312 - Secretary II | 18.84 |
| 01313 - Secretary III | 21.01 |
| 01320 - Service Order Dispatcher | 16.48 |
| 01410 - Supply Technician | 23.34 |
| 01420 - Survey Worker | 18.78 |
| 01531 - Travel Clerk I | 15.21 |
| 01532 - Travel Clerk II | 16.80 |
| 01533 - Travel Clerk III | 18.57 |
| 01611 - Word Processor I | 16.18 |
| 01612 - Word Processor II | 18.16 |
| 01613 - Word Processor III | 20.31 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 27.64 |
| 05010 - Automotive Electrician | 23.64 |
| 05040 - Automotive Glass Installer | 21.87 |
| 05070 - Automotive Worker | 21.87 |
| 05110 - Mobile Equipment Servicer | 19.62 |
| 05130 - Motor Equipment Metal Mechanic | 23.96 |
| 05160 - Motor Equipment Metal Worker | 21.87 |
| 05190 - Motor Vehicle Mechanic | 23.96 |
| 05220 - Motor Vehicle Mechanic Helper | 18.53 |
| 05250 - Motor Vehicle Upholstery Worker | 21.87 |
| 05280 - Motor Vehicle Wrecker | 21.87 |
| 05310 - Painter, Automotive | 22.86 |
| 05340 - Radiator Repair Specialist | 21.87 |
| 05370 - Tire Repairer | 17.78 |
| 05400 - Transmission Repair Specialist | 23.96 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 16.67 |
| 07041 - Cook I | 15.17 |
| 07042 - Cook II | 17.46 |
| 07070 - Dishwasher | 10.99 |
| 07130 - Food Service Worker | 13.46 |
| 07210 - Meat Cutter | 18.87 |
| 07260 - Waiter/Waitress | 11.91 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 25.94 |
| 09040 - Furniture Handler | 17.36 |
| 09080 - Furniture Refinisher | 25.94 |
| 09090 - Furniture Refinisher Helper | 19.58 |
| 09110 - Furniture Repairer, Minor | 22.74 |
| 09130 - Upholsterer | 25.94 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.68 |
| 11060 - Elevator Operator | 11.68 |
| 11090 - Gardener | 17.52 |
| 11122 - Housekeeping Aide | 14.15 |
| 11150 - Janitor | 14.15 |
| 11210 - Laborer, Grounds Maintenance | 14.59 |
| 11240 - Maid or Houseman | 10.96 |
| 11260 - Pruner | 13.18 |
| 11270 - Tractor Operator | 16.53 |
| 11330 - Trail Maintenance Worker | 14.59 |
| 11360 - Window Cleaner | 15.67 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 22.66 |
| 12011 - Breath Alcohol Technician | 20.48 |
| 12012 - Certified Occupational Therapist Assistant | 22.50 |
| 12015 - Certified Physical Therapist Assistant | 21.90 |
| 12020 - Dental Assistant | 20.32 |
| 12025 - Dental Hygienist | 44.92 |
| 12030 - EKG Technician | 29.90 |

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| 12035 - Electroneurodiagnostic Technologist | 29.90 |
| 12040 - Emergency Medical Technician | 22.66 |
| 12071 - Licensed Practical Nurse I | 18.31 |
| 12072 - Licensed Practical Nurse II | 20.48 |
| 12073 - Licensed Practical Nurse III | 22.84 |
| 12100 - Medical Assistant | 17.49 |
| 12130 - Medical Laboratory Technician | 21.01 |
| 12160 - Medical Record Clerk | 16.04 |
| 12190 - Medical Record Technician | 17.94 |
| 12195 - Medical Transcriptionist | 20.41 |
| 12210 - Nuclear Medicine Technologist | 43.70 |
| 12221 - Nursing Assistant I | 13.27 |
| 12222 - Nursing Assistant II | 14.92 |
| 12223 - Nursing Assistant III | 16.28 |
| 12224 - Nursing Assistant IV | 18.27 |
| 12235 - Optical Dispenser | 20.20 |
| 12236 - Optical Technician | 18.31 |
| 12250 - Pharmacy Technician | 17.55 |
| 12280 - Phlebotomist | 18.27 |
| 12305 - Radiologic Technologist | 29.67 |
| 12311 - Registered Nurse I | 28.98 |
| 12312 - Registered Nurse II | 35.45 |
| 12313 - Registered Nurse II, Specialist | 35.45 |
| 12314 - Registered Nurse III | 42.88 |
| 12315 - Registered Nurse III, Anesthetist | 42.88 |
| 12316 - Registered Nurse IV | 51.40 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.38 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.09 |
| 13012 - Exhibits Specialist II | 25.29 |
| 13013 - Exhibits Specialist III | 30.90 |
| 13041 - Illustrator I | 21.09 |
| 13042 - Illustrator II | 25.29 |
| 13043 - Illustrator III | 30.90 |
| 13047 - Librarian | 25.66 |
| 13050 - Library Aide/Clerk | 15.59 |
| 13054 - Library Information Technology Systems Administrator | 23.84 |
| 13058 - Library Technician | 19.63 |
| 13061 - Media Specialist I | 16.71 |
| 13062 - Media Specialist II | 18.70 |
| 13063 - Media Specialist III | 20.85 |
| 13071 - Photographer I | 19.50 |
| 13072 - Photographer II | 23.82 |
| 13073 - Photographer III | 27.01 |
| 13074 - Photographer IV | 33.05 |
| 13075 - Photographer V | 35.10 |
| 13110 - Video Teleconference Technician | 18.43 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.09 |
| 14042 - Computer Operator II | 19.12 |
| 14043 - Computer Operator III | 24.42 |
| 14044 - Computer Operator IV | 25.98 |
| 14045 - Computer Operator V | 27.62 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 18.34 |
| 14160 - Personal Computer Support Technician | 27.62 |

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| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 34.09 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 41.24 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 49.42 |
| 15050 - Computer Based Training Specialist / Instructor | 34.09 |
| 15060 - Educational Technologist | 25.26 |
| 15070 - Flight Instructor (Pilot) | 44.47 |
| 15080 - Graphic Artist | 25.25 |
| 15090 - Technical Instructor | 23.55 |
| 15095 - Technical Instructor/Course Developer | 28.83 |
| 15110 - Test Proctor | 19.12 |
| 15120 - Tutor | 19.12 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.14 |
| 16030 - Counter Attendant | 11.14 |
| 16040 - Dry Cleaner | 14.19 |
| 16070 - Finisher, Flatwork, Machine | 11.14 |
| 16090 - Presser, Hand | 11.14 |
| 16110 - Presser, Machine, Drycleaning | 11.14 |
| 16130 - Presser, Machine, Shirts | 11.14 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.14 |
| 16190 - Sewing Machine Operator | 15.20 |
| 16220 - Tailor | 16.24 |
| 16250 - Washer, Machine | 12.16 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 26.22 |
| 19040 - Tool And Die Maker | 32.66 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.56 |
| 21030 - Material Coordinator | 22.59 |
| 21040 - Material Expediter | 22.59 |
| 21050 - Material Handling Laborer | 17.01 |
| 21071 - Order Filler | 15.49 |
| 21080 - Production Line Worker (Food Processing) | 19.56 |
| 21110 - Shipping Packer | 17.80 |
| 21130 - Shipping/Receiving Clerk | 17.80 |
| 21140 - Store Worker I | 14.56 |
| 21150 - Stock Clerk | 19.82 |
| 21210 - Tools And Parts Attendant | 19.56 |
| 21410 - Warehouse Specialist | 19.56 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.25 |
| 23021 - Aircraft Mechanic I | 27.66 |
| 23022 - Aircraft Mechanic II | 29.25 |
| 23023 - Aircraft Mechanic III | 30.86 |
| 23040 - Aircraft Mechanic Helper | 21.69 |
| 23050 - Aircraft, Painter | 27.45 |
| 23060 - Aircraft Servicer | 24.23 |
| 23080 - Aircraft Worker | 25.48 |
| 23110 - Appliance Mechanic | 24.68 |
| 23120 - Bicycle Repairer | 19.56 |
| 23125 - Cable Splicer | 32.26 |
| 23130 - Carpenter, Maintenance | 27.35 |
| 23140 - Carpet Layer | 24.62 |
| 23160 - Electrician, Maintenance | 33.25 |
| 23181 - Electronics Technician Maintenance I | 28.23 |
| 23182 - Electronics Technician Maintenance II | 33.62 |
| 23183 - Electronics Technician Maintenance III | 35.69 |
| 23260 - Fabric Worker | 23.00 |
| 23290 - Fire Alarm System Mechanic | 25.71 |
| 23310 - Fire Extinguisher Repairer | 21.40 |
| 23311 - Fuel Distribution System Mechanic | 28.42 |
| 23312 - Fuel Distribution System Operator | 24.75 |

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| 23370 - General Maintenance Worker | 21.71 |
| 23380 - Ground Support Equipment Mechanic | 27.66 |
| 23381 - Ground Support Equipment Servicer | 24.23 |
| 23382 - Ground Support Equipment Worker | 25.48 |
| 23391 - Gunsmith I | 21.40 |
| 23392 - Gunsmith II | 24.62 |
| 23393 - Gunsmith III | 27.84 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.32 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.62 |
| 23430 - Heavy Equipment Mechanic | 30.13 |
| 23440 - Heavy Equipment Operator | 29.79 |
| 23460 - Instrument Mechanic | 27.68 |
| 23465 - Laboratory/Shelter Mechanic | 26.22 |
| 23470 - Laborer | 17.01 |
| 23510 - Locksmith | 25.45 |
| 23530 - Machinery Maintenance Mechanic | 27.44 |
| 23550 - Machinist, Maintenance | 27.84 |
| 23580 - Maintenance Trades Helper | 19.42 |
| 23591 - Metrology Technician I | 27.68 |
| 23592 - Metrology Technician II | 29.27 |
| 23593 - Metrology Technician III | 30.88 |
| 23640 - Millwright | 27.84 |
| 23710 - Office Appliance Repairer | 23.24 |
| 23760 - Painter, Maintenance | 24.94 |
| 23790 - Pipefitter, Maintenance | 32.26 |
| 23810 - Plumber, Maintenance | 30.80 |
| 23820 - Pneudraulic Systems Mechanic | 27.84 |
| 23850 - Rigger | 27.84 |
| 23870 - Scale Mechanic | 24.62 |
| 23890 - Sheet-Metal Worker, Maintenance | 27.48 |
| 23910 - Small Engine Mechanic | 24.62 |
| 23931 - Telecommunications Mechanic I | 26.79 |
| 23932 - Telecommunications Mechanic II | 30.61 |
| 23950 - Telephone Lineman | 28.61 |
| 23960 - Welder, Combination, Maintenance | 25.93 |
| 23965 - Well Driller | 27.05 |
| 23970 - Woodcraft Worker | 27.84 |
| 23980 - Woodworker | 21.40 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.47 |
| 24580 - Child Care Center Clerk | 15.54 |
| 24610 - Chore Aide | 14.06 |
| 24620 - Family Readiness And Support Services Coordinator | 16.21 |
| 24630 - Homemaker | 18.94 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.26 |
| 25040 - Sewage Plant Operator | 28.70 |
| 25070 - Stationary Engineer | 29.26 |
| 25190 - Ventilation Equipment Tender | 21.66 |
| 25210 - Water Treatment Plant Operator | 28.70 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.71 |
| 27007 - Baggage Inspector | 15.91 |
| 27008 - Corrections Officer | 27.17 |
| 27010 - Court Security Officer | 26.28 |
| 27030 - Detection Dog Handler | 18.14 |
| 27040 - Detention Officer | 27.17 |
| 27070 - Firefighter | 22.46 |
| 27101 - Guard I | 15.91 |
| 27102 - Guard II | 18.14 |

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| 27131 - Police Officer I | 31.05 |
| 27132 - Police Officer II | 34.50 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.59 |
| 28042 - Carnival Equipment Repairer | 15.47 |
| 28043 - Carnival Equipment Worker | 11.99 |
| 28210 - Gate Attendant/Gate Tender | 14.96 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.21 |
| 28515 - Recreation Specialist | 26.20 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 21.90 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.62 |
| 29020 - Hatch Tender | 24.62 |
| 29030 - Line Handler | 24.62 |
| 29041 - Stevedore I | 27.49 |
| 29042 - Stevedore II | 30.43 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 21.46 |
| 30022 - Archeological Technician II | 24.90 |
| 30023 - Archeological Technician III | 29.46 |
| 30030 - Cartographic Technician | 31.78 |
| 30040 - Civil Engineering Technician | 29.63 |
| 30061 - Drafter/CAD Operator I | 23.41 |
| 30062 - Drafter/CAD Operator II | 27.28 |
| 30063 - Drafter/CAD Operator III | 29.19 |
| 30064 - Drafter/CAD Operator IV | 34.79 |
| 30081 - Engineering Technician I | 22.72 |
| 30082 - Engineering Technician II | 26.56 |
| 30083 - Engineering Technician III | 29.74 |
| 30084 - Engineering Technician IV | 33.02 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 45.77 |
| 30090 - Environmental Technician | 22.13 |
| 30210 - Laboratory Technician | 26.61 |
| 30240 - Mathematical Technician | 32.95 |
| 30361 - Paralegal/Legal Assistant I | 21.93 |
| 30362 - Paralegal/Legal Assistant II | 27.15 |
| 30363 - Paralegal/Legal Assistant III | 33.22 |
| 30364 - Paralegal/Legal Assistant IV | 40.20 |
| 30390 - Photo-Optics Technician | 32.95 |
| 30461 - Technical Writer I | 20.22 |
| 30462 - Technical Writer II | 24.72 |
| 30463 - Technical Writer III | 33.98 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 29.19 |
| 30621 - Weather Observer, Senior (see 2) | 32.42 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.71 |
| 31030 - Bus Driver | 19.13 |
| 31043 - Driver Courier | 17.79 |
| 31260 - Parking and Lot Attendant | 13.19 |
| 31290 - Shuttle Bus Driver | 17.89 |

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|---|-------|
| 31310 - Taxi Driver | 15.74 |
| 31361 - Truckdriver, Light | 17.89 |
| 31362 - Truckdriver, Medium | 19.85 |
| 31363 - Truckdriver, Heavy | 22.18 |
| 31364 - Truckdriver, Tractor-Trailer | 22.18 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.27 |
| 99050 - Desk Clerk | 14.09 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 12.34 |
| 99252 - Laboratory Animal Caretaker II | 20.92 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 22.53 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 25.38 |
| 99711 - Recycling Specialist | 30.29 |
| 99730 - Refuse Collector | 22.92 |
| 99810 - Sales Clerk | 13.82 |
| 99820 - School Crossing Guard | 16.32 |
| 99830 - Survey Party Chief | 26.44 |
| 99831 - Surveying Aide | 17.60 |
| 99832 - Surveying Technician | 24.04 |
| 99840 - Vending Machine Attendant | 17.01 |
| 99841 - Vending Machine Repairer | 19.91 |
| 99842 - Vending Machine Repairer Helper | 17.01 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

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

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2023
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Arizona

Area: Arizona Counties of Apache, Coconino, Gila, Maricopa, Navajo, Pinal, Yavapai

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

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

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|---|-------|
| 01000 - Administrative Support And Clerical Occupations | |
| 01011 - Accounting Clerk I | 14.85 |
| 01012 - Accounting Clerk II | 16.68 |
| 01013 - Accounting Clerk III | 18.65 |
| 01020 - Administrative Assistant | 25.36 |
| 01040 - Court Reporter | 16.73 |
| 01051 - Data Entry Operator I | 12.52 |
| 01052 - Data Entry Operator II | 13.66 |
| 01060 - Dispatcher, Motor Vehicle | 16.40 |
| 01070 - Document Preparation Clerk | 13.55 |
| 01090 - Duplicating Machine Operator | 13.55 |
| 01111 - General Clerk I | 12.53 |
| 01112 - General Clerk II | 13.67 |
| 01113 - General Clerk III | 15.34 |
| 01120 - Housing Referral Assistant | 20.78 |
| 01141 - Messenger Courier | 12.33 |
| 01191 - Order Clerk I | 12.32 |
| 01192 - Order Clerk II | 14.86 |
| 01261 - Personnel Assistant (Employment) I | 14.98 |
| 01262 - Personnel Assistant (Employment) II | 16.76 |
| 01263 - Personnel Assistant (Employment) III | 18.69 |
| 01270 - Production Control Clerk | 20.26 |
| 01280 - Receptionist | 12.58 |
| 01290 - Rental Clerk | 14.97 |
| 01300 - Scheduler, Maintenance | 16.66 |
| 01311 - Secretary I | 16.66 |
| 01312 - Secretary II | 18.64 |
| 01313 - Secretary III | 20.78 |
| 01320 - Service Order Dispatcher | 14.32 |
| 01410 - Supply Technician | 25.36 |
| 01420 - Survey Worker | 16.63 |
| 01531 - Travel Clerk I | 13.28 |
| 01532 - Travel Clerk II | 14.46 |
| 01533 - Travel Clerk III | 15.61 |
| 01611 - Word Processor I | 13.82 |
| 01612 - Word Processor II | 15.78 |
| 01613 - Word Processor III | 17.54 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.34 |
| 05010 - Automotive Electrician | 20.30 |
| 05040 - Automotive Glass Installer | 19.42 |
| 05070 - Automotive Worker | 19.42 |
| 05110 - Mobile Equipment Servicer | 16.62 |
| 05130 - Motor Equipment Metal Mechanic | 22.69 |
| 05160 - Motor Equipment Metal Worker | 19.62 |
| 05190 - Motor Vehicle Mechanic | 21.59 |
| 05220 - Motor Vehicle Mechanic Helper | 15.12 |
| 05250 - Motor Vehicle Upholstery Worker | 18.14 |
| 05280 - Motor Vehicle Wrecker | 19.62 |
| 05310 - Painter, Automotive | 22.12 |
| 05340 - Radiator Repair Specialist | 19.58 |
| 05370 - Tire Repairer | 14.21 |
| 05400 - Transmission Repair Specialist | 21.59 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.03 |
| 07041 - Cook I | 10.50 |
| 07042 - Cook II | 12.16 |
| 07070 - Dishwasher | 8.60 |
| 07130 - Food Service Worker | 10.17 |
| 07210 - Meat Cutter | 16.58 |
| 07260 - Waiter/Waitress | 9.75 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.50 |

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| 09040 - Furniture Handler | 10.88 |
| 09080 - Furniture Refinisher | 16.50 |
| 09090 - Furniture Refinisher Helper | 12.16 |
| 09110 - Furniture Repairer, Minor | 14.59 |
| 09130 - Upholsterer | 16.50 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.97 |
| 11060 - Elevator Operator | 9.97 |
| 11090 - Gardener | 12.96 |
| 11122 - Housekeeping Aide | 11.10 |
| 11150 - Janitor | 11.10 |
| 11210 - Laborer, Grounds Maintenance | 10.31 |
| 11240 - Maid or Houseman | 9.59 |
| 11260 - Pruner | 10.14 |
| 11270 - Tractor Operator | 12.53 |
| 11330 - Trail Maintenance Worker | 10.31 |
| 11360 - Window Cleaner | 12.00 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.87 |
| 12011 - Breath Alcohol Technician | 18.71 |
| 12012 - Certified Occupational Therapist Assistant | 24.60 |
| 12015 - Certified Physical Therapist Assistant | 18.94 |
| 12020 - Dental Assistant | 16.61 |
| 12025 - Dental Hygienist | 34.70 |
| 12030 - EKG Technician | 21.08 |
| 12035 - Electroneurodiagnostic Technologist | 21.08 |
| 12040 - Emergency Medical Technician | 13.87 |
| 12071 - Licensed Practical Nurse I | 16.73 |
| 12072 - Licensed Practical Nurse II | 18.71 |
| 12073 - Licensed Practical Nurse III | 20.87 |
| 12100 - Medical Assistant | 14.39 |
| 12130 - Medical Laboratory Technician | 19.61 |
| 12160 - Medical Record Clerk | 13.11 |
| 12190 - Medical Record Technician | 15.57 |
| 12195 - Medical Transcriptionist | 17.02 |
| 12210 - Nuclear Medicine Technologist | 33.98 |
| 12221 - Nursing Assistant I | 10.25 |
| 12222 - Nursing Assistant II | 11.53 |
| 12223 - Nursing Assistant III | 12.58 |
| 12224 - Nursing Assistant IV | 14.12 |
| 12235 - Optical Dispenser | 15.39 |
| 12236 - Optical Technician | 14.85 |
| 12250 - Pharmacy Technician | 14.15 |
| 12280 - Phlebotomist | 14.12 |
| 12305 - Radiologic Technologist | 24.34 |
| 12311 - Registered Nurse I | 26.93 |
| 12312 - Registered Nurse II | 33.08 |
| 12313 - Registered Nurse II, Specialist | 33.08 |
| 12314 - Registered Nurse III | 40.02 |
| 12315 - Registered Nurse III, Anesthetist | 40.02 |
| 12316 - Registered Nurse IV | 47.96 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.09 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.08 |
| 13012 - Exhibits Specialist II | 21.08 |
| 13013 - Exhibits Specialist III | 25.71 |
| 13041 - Illustrator I | 18.79 |
| 13042 - Illustrator II | 23.18 |
| 13043 - Illustrator III | 28.27 |
| 13047 - Librarian | 23.06 |
| 13050 - Library Aide/Clerk | 14.20 |
| 13054 - Library Information Technology Systems Administrator | 20.92 |

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| 13058 - Library Technician | 14.08 |
| 13061 - Media Specialist I | 15.03 |
| 13062 - Media Specialist II | 16.81 |
| 13063 - Media Specialist III | 18.75 |
| 13071 - Photographer I | 14.99 |
| 13072 - Photographer II | 17.27 |
| 13073 - Photographer III | 21.32 |
| 13074 - Photographer IV | 26.01 |
| 13075 - Photographer V | 31.55 |
| 13110 - Video Teleconference Technician | 16.68 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.04 |
| 14042 - Computer Operator II | 17.51 |
| 14043 - Computer Operator III | 20.13 |
| 14044 - Computer Operator IV | 22.75 |
| 14045 - Computer Operator V | 24.82 |
| 14071 - Computer Programmer I | 23.00 |
| 14072 - Computer Programmer II | 24.90 |
| 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 | 15.04 |
| 14160 - Personal Computer Support Technician | 22.75 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.46 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.56 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.22 |
| 15050 - Computer Based Training Specialist / Instructor | 29.46 |
| 15060 - Educational Technologist | 21.91 |
| 15070 - Flight Instructor (Pilot) | 40.22 |
| 15080 - Graphic Artist | 21.68 |
| 15090 - Technical Instructor | 20.91 |
| 15095 - Technical Instructor/Course Developer | 25.58 |
| 15110 - Test Proctor | 16.87 |
| 15120 - Tutor | 16.87 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.06 |
| 16030 - Counter Attendant | 9.06 |
| 16040 - Dry Cleaner | 11.32 |
| 16070 - Finisher, Flatwork, Machine | 9.06 |
| 16090 - Presser, Hand | 9.06 |
| 16110 - Presser, Machine, Drycleaning | 9.06 |
| 16130 - Presser, Machine, Shirts | 9.06 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.06 |
| 16190 - Sewing Machine Operator | 12.05 |
| 16220 - Tailor | 12.81 |
| 16250 - Washer, Machine | 9.86 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.74 |
| 19040 - Tool And Die Maker | 22.78 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.52 |
| 21030 - Material Coordinator | 19.58 |
| 21040 - Material Expediter | 19.58 |
| 21050 - Material Handling Laborer | 11.91 |
| 21071 - Order Filler | 12.24 |
| 21080 - Production Line Worker (Food Processing) | 13.52 |
| 21110 - Shipping Packer | 14.52 |
| 21130 - Shipping/Receiving Clerk | 14.52 |
| 21140 - Store Worker I | 9.13 |
| 21150 - Stock Clerk | 14.39 |

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| 21210 - Tools And Parts Attendant | 13.52 |
| 21410 - Warehouse Specialist | 13.52 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.77 |
| 23021 - Aircraft Mechanic I | 25.34 |
| 23022 - Aircraft Mechanic II | 26.77 |
| 23023 - Aircraft Mechanic III | 28.40 |
| 23040 - Aircraft Mechanic Helper | 17.74 |
| 23050 - Aircraft, Painter | 24.07 |
| 23060 - Aircraft Servicer | 21.28 |
| 23080 - Aircraft Worker | 22.80 |
| 23110 - Appliance Mechanic | 18.79 |
| 23120 - Bicycle Repairer | 12.92 |
| 23125 - Cable Splicer | 29.26 |
| 23130 - Carpenter, Maintenance | 17.36 |
| 23140 - Carpet Layer | 15.63 |
| 23160 - Electrician, Maintenance | 20.14 |
| 23181 - Electronics Technician Maintenance I | 18.00 |
| 23182 - Electronics Technician Maintenance II | 23.29 |
| 23183 - Electronics Technician Maintenance III | 25.37 |
| 23260 - Fabric Worker | 14.70 |
| 23290 - Fire Alarm System Mechanic | 19.80 |
| 23310 - Fire Extinguisher Repairer | 15.17 |
| 23311 - Fuel Distribution System Mechanic | 29.33 |
| 23312 - Fuel Distribution System Operator | 20.70 |
| 23370 - General Maintenance Worker | 17.48 |
| 23380 - Ground Support Equipment Mechanic | 25.34 |
| 23381 - Ground Support Equipment Servicer | 21.28 |
| 23382 - Ground Support Equipment Worker | 22.80 |
| 23391 - Gunsmith I | 15.17 |
| 23392 - Gunsmith II | 18.14 |
| 23393 - Gunsmith III | 21.09 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.83 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.95 |
| 23430 - Heavy Equipment Mechanic | 21.55 |
| 23440 - Heavy Equipment Operator | 21.23 |
| 23460 - Instrument Mechanic | 24.18 |
| 23465 - Laboratory/Shelter Mechanic | 19.62 |
| 23470 - Laborer | 11.55 |
| 23510 - Locksmith | 19.50 |
| 23530 - Machinery Maintenance Mechanic | 25.00 |
| 23550 - Machinist, Maintenance | 17.73 |
| 23580 - Maintenance Trades Helper | 13.00 |
| 23591 - Metrology Technician I | 24.18 |
| 23592 - Metrology Technician II | 25.25 |
| 23593 - Metrology Technician III | 26.51 |
| 23640 - Millwright | 23.72 |
| 23710 - Office Appliance Repairer | 19.75 |
| 23760 - Painter, Maintenance | 16.50 |
| 23790 - Pipefitter, Maintenance | 20.86 |
| 23810 - Plumber, Maintenance | 19.81 |
| 23820 - Pneudraulic Systems Mechanic | 21.09 |
| 23850 - Rigger | 21.09 |
| 23870 - Scale Mechanic | 18.14 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.99 |
| 23910 - Small Engine Mechanic | 16.52 |
| 23931 - Telecommunications Mechanic I | 22.60 |
| 23932 - Telecommunications Mechanic II | 26.99 |
| 23950 - Telephone Lineman | 18.23 |
| 23960 - Welder, Combination, Maintenance | 17.37 |
| 23965 - Well Driller | 21.09 |

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| 23970 - Woodcraft Worker | 21.09 |
| 23980 - Woodworker | 14.71 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.73 |
| 24580 - Child Care Center Clerk | 16.79 |
| 24610 - Chore Aide | 10.71 |
| 24620 - Family Readiness And Support Services Coordinator | 15.56 |
| 24630 - Homemaker | 18.38 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.78 |
| 25040 - Sewage Plant Operator | 22.71 |
| 25070 - Stationary Engineer | 23.78 |
| 25190 - Ventilation Equipment Tender | 14.81 |
| 25210 - Water Treatment Plant Operator | 22.71 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.73 |
| 27007 - Baggage Inspector | 11.01 |
| 27008 - Corrections Officer | 19.52 |
| 27010 - Court Security Officer | 20.49 |
| 27030 - Detection Dog Handler | 16.13 |
| 27040 - Detention Officer | 19.52 |
| 27070 - Firefighter | 21.80 |
| 27101 - Guard I | 11.01 |
| 27102 - Guard II | 16.13 |
| 27131 - Police Officer I | 25.69 |
| 27132 - Police Officer II | 28.53 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.84 |
| 28042 - Carnival Equipment Repairer | 15.17 |
| 28043 - Carnival Equipment Worker | 9.89 |
| 28210 - Gate Attendant/Gate Tender | 14.95 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 16.73 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.21 |
| 28515 - Recreation Specialist | 17.99 |
| 28630 - Sports Official | 13.33 |
| 28690 - Swimming Pool Operator | 19.72 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.45 |
| 29020 - Hatch Tender | 19.45 |
| 29030 - Line Handler | 19.45 |
| 29041 - Stevedore I | 17.16 |
| 29042 - Stevedore II | 21.45 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.49 |
| 30022 - Archeological Technician II | 19.58 |
| 30023 - Archeological Technician III | 24.25 |
| 30030 - Cartographic Technician | 24.59 |
| 30040 - Civil Engineering Technician | 21.56 |
| 30061 - Drafter/CAD Operator I | 17.49 |
| 30062 - Drafter/CAD Operator II | 19.84 |
| 30063 - Drafter/CAD Operator III | 22.12 |
| 30064 - Drafter/CAD Operator IV | 26.82 |
| 30081 - Engineering Technician I | 16.02 |
| 30082 - Engineering Technician II | 17.98 |
| 30083 - Engineering Technician III | 21.48 |
| 30084 - Engineering Technician IV | 25.33 |
| 30085 - Engineering Technician V | 30.27 |
| 30086 - Engineering Technician VI | 34.64 |

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|---|---------------|
| 30090 - Environmental Technician | 22.20 |
| 30210 - Laboratory Technician | 22.92 |
| 30240 - Mathematical Technician | 24.69 |
| 30361 - Paralegal/Legal Assistant I | 21.19 |
| 30362 - Paralegal/Legal Assistant II | 25.09 |
| 30363 - Paralegal/Legal Assistant III | 30.61 |
| 30364 - Paralegal/Legal Assistant IV | 37.15 |
| 30390 - Photo-Optics Technician | 24.69 |
| 30461 - Technical Writer I | 22.49 |
| 30462 - Technical Writer II | 27.51 |
| 30463 - Technical Writer III | 31.24 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 22.12 |
| 30621 - Weather Observer, Senior | (see 2) 24.12 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.17 |
| 31030 - Bus Driver | 17.45 |
| 31043 - Driver Courier | 13.84 |
| 31260 - Parking and Lot Attendant | 10.32 |
| 31290 - Shuttle Bus Driver | 15.35 |
| 31310 - Taxi Driver | 10.88 |
| 31361 - Truckdriver, Light | 15.35 |
| 31362 - Truckdriver, Medium | 18.71 |
| 31363 - Truckdriver, Heavy | 19.29 |
| 31364 - Truckdriver, Tractor-Trailer | 19.29 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.86 |
| 99050 - Desk Clerk | 10.74 |
| 99095 - Embalmer | 24.27 |
| 99251 - Laboratory Animal Caretaker I | 10.57 |
| 99252 - Laboratory Animal Caretaker II | 13.33 |
| 99310 - Mortician | 28.19 |
| 99410 - Pest Controller | 14.44 |
| 99510 - Photofinishing Worker | 13.44 |
| 99710 - Recycling Laborer | 18.15 |
| 99711 - Recycling Specialist | 23.31 |
| 99730 - Refuse Collector | 17.29 |
| 99810 - Sales Clerk | 12.38 |
| 99820 - School Crossing Guard | 8.69 |
| 99830 - Survey Party Chief | 26.46 |
| 99831 - Surveying Aide | 15.94 |
| 99832 - Surveying Technician | 22.46 |
| 99840 - Vending Machine Attendant | 14.89 |
| 99841 - Vending Machine Repairer | 18.88 |
| 99842 - Vending Machine Repairer Helper | 14.89 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

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

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2024
Revision No.: 18
Date of Last Revision: 07/25/2014

State: Arizona

Area: Arizona Counties of Apache, Coconino, Gila, Maricopa, Navajo, Pinal,
Yavapai

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.85 |
| 01012 - Accounting Clerk II | | 16.68 |
| 01013 - Accounting Clerk III | | 18.65 |
| 01020 - Administrative Assistant | | 25.36 |
| 01040 - Court Reporter | | 16.73 |
| 01051 - Data Entry Operator I | | 12.52 |
| 01052 - Data Entry Operator II | | 13.66 |
| 01060 - Dispatcher, Motor Vehicle | | 16.40 |
| 01070 - Document Preparation Clerk | | 13.55 |
| 01090 - Duplicating Machine Operator | | 13.55 |
| 01111 - General Clerk I | | 12.53 |
| 01112 - General Clerk II | | 13.67 |
| 01113 - General Clerk III | | 15.34 |
| 01120 - Housing Referral Assistant | | 20.78 |
| 01141 - Messenger Courier | | 12.33 |
| 01191 - Order Clerk I | | 12.32 |
| 01192 - Order Clerk II | | 14.86 |
| 01261 - Personnel Assistant (Employment) I | | 14.98 |
| 01262 - Personnel Assistant (Employment) II | | 16.76 |
| 01263 - Personnel Assistant (Employment) III | | 18.69 |
| 01270 - Production Control Clerk | | 20.26 |
| 01280 - Receptionist | | 12.58 |
| 01290 - Rental Clerk | | 14.97 |
| 01300 - Scheduler, Maintenance | | 16.66 |
| 01311 - Secretary I | | 16.66 |
| 01312 - Secretary II | | 18.64 |
| 01313 - Secretary III | | 20.78 |
| 01320 - Service Order Dispatcher | | 14.32 |
| 01410 - Supply Technician | | 25.36 |
| 01420 - Survey Worker | | 16.63 |
| 01531 - Travel Clerk I | | 13.28 |
| 01532 - Travel Clerk II | | 14.46 |
| 01533 - Travel Clerk III | | 15.61 |
| 01611 - Word Processor I | | 13.82 |
| 01612 - Word Processor II | | 15.78 |
| 01613 - Word Processor III | | 17.54 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 20.34 |
| 05010 - Automotive Electrician | | 20.30 |
| 05040 - Automotive Glass Installer | | 19.42 |
| 05070 - Automotive Worker | | 19.42 |
| 05110 - Mobile Equipment Servicer | | 16.62 |

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| 05130 - Motor Equipment Metal Mechanic | 22.69 |
| 05160 - Motor Equipment Metal Worker | 19.62 |
| 05190 - Motor Vehicle Mechanic | 21.59 |
| 05220 - Motor Vehicle Mechanic Helper | 15.12 |
| 05250 - Motor Vehicle Upholstery Worker | 18.14 |
| 05280 - Motor Vehicle Wrecker | 19.62 |
| 05310 - Painter, Automotive | 22.12 |
| 05340 - Radiator Repair Specialist | 19.58 |
| 05370 - Tire Repairer | 14.21 |
| 05400 - Transmission Repair Specialist | 21.59 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.03 |
| 07041 - Cook I | 10.50 |
| 07042 - Cook II | 12.16 |
| 07070 - Dishwasher | 8.60 |
| 07130 - Food Service Worker | 10.17 |
| 07210 - Meat Cutter | 16.58 |
| 07260 - Waiter/Waitress | 9.75 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.50 |
| 09040 - Furniture Handler | 10.88 |
| 09080 - Furniture Refinisher | 16.50 |
| 09090 - Furniture Refinisher Helper | 12.16 |
| 09110 - Furniture Repairer, Minor | 14.59 |
| 09130 - Upholsterer | 16.50 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.97 |
| 11060 - Elevator Operator | 9.97 |
| 11090 - Gardener | 12.96 |
| 11122 - Housekeeping Aide | 11.10 |
| 11150 - Janitor | 11.10 |
| 11210 - Laborer, Grounds Maintenance | 10.31 |
| 11240 - Maid or Houseman | 9.59 |
| 11260 - Pruner | 10.14 |
| 11270 - Tractor Operator | 12.53 |
| 11330 - Trail Maintenance Worker | 10.31 |
| 11360 - Window Cleaner | 12.00 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.87 |
| 12011 - Breath Alcohol Technician | 18.71 |
| 12012 - Certified Occupational Therapist Assistant | 24.60 |
| 12015 - Certified Physical Therapist Assistant | 18.94 |
| 12020 - Dental Assistant | 16.61 |
| 12025 - Dental Hygienist | 34.70 |
| 12030 - EKG Technician | 21.08 |
| 12035 - Electroneurodiagnostic Technologist | 21.08 |
| 12040 - Emergency Medical Technician | 13.87 |
| 12071 - Licensed Practical Nurse I | 16.73 |
| 12072 - Licensed Practical Nurse II | 18.71 |
| 12073 - Licensed Practical Nurse III | 20.87 |
| 12100 - Medical Assistant | 14.39 |
| 12130 - Medical Laboratory Technician | 19.61 |
| 12160 - Medical Record Clerk | 13.11 |
| 12190 - Medical Record Technician | 15.57 |
| 12195 - Medical Transcriptionist | 17.02 |
| 12210 - Nuclear Medicine Technologist | 33.98 |
| 12221 - Nursing Assistant I | 10.25 |
| 12222 - Nursing Assistant II | 11.53 |
| 12223 - Nursing Assistant III | 12.58 |
| 12224 - Nursing Assistant IV | 14.12 |
| 12235 - Optical Dispenser | 15.39 |
| 12236 - Optical Technician | 14.85 |
| 12250 - Pharmacy Technician | 14.15 |

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|---|---------|
| 12280 - Phlebotomist | 14.12 |
| 12305 - Radiologic Technologist | 24.34 |
| 12311 - Registered Nurse I | 26.93 |
| 12312 - Registered Nurse II | 33.08 |
| 12313 - Registered Nurse II, Specialist | 33.08 |
| 12314 - Registered Nurse III | 40.02 |
| 12315 - Registered Nurse III, Anesthetist | 40.02 |
| 12316 - Registered Nurse IV | 47.96 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.09 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.08 |
| 13012 - Exhibits Specialist II | 21.08 |
| 13013 - Exhibits Specialist III | 25.71 |
| 13041 - Illustrator I | 18.79 |
| 13042 - Illustrator II | 23.18 |
| 13043 - Illustrator III | 28.27 |
| 13047 - Librarian | 23.06 |
| 13050 - Library Aide/Clerk | 14.20 |
| 13054 - Library Information Technology Systems Administrator | 20.92 |
| 13058 - Library Technician | 14.08 |
| 13061 - Media Specialist I | 15.03 |
| 13062 - Media Specialist II | 16.81 |
| 13063 - Media Specialist III | 18.75 |
| 13071 - Photographer I | 14.99 |
| 13072 - Photographer II | 17.27 |
| 13073 - Photographer III | 21.32 |
| 13074 - Photographer IV | 26.01 |
| 13075 - Photographer V | 31.55 |
| 13110 - Video Teleconference Technician | 16.68 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.04 |
| 14042 - Computer Operator II | 17.51 |
| 14043 - Computer Operator III | 20.13 |
| 14044 - Computer Operator IV | 22.75 |
| 14045 - Computer Operator V | 24.82 |
| 14071 - Computer Programmer I | 23.00 |
| 14072 - Computer Programmer II | 24.90 |
| 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 | 15.04 |
| 14160 - Personal Computer Support Technician | 22.75 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.46 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.56 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.22 |
| 15050 - Computer Based Training Specialist / Instructor | 29.46 |
| 15060 - Educational Technologist | 21.91 |
| 15070 - Flight Instructor (Pilot) | 40.22 |
| 15080 - Graphic Artist | 21.68 |
| 15090 - Technical Instructor | 20.91 |
| 15095 - Technical Instructor/Course Developer | 25.58 |
| 15110 - Test Proctor | 16.87 |
| 15120 - Tutor | 16.87 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.06 |
| 16030 - Counter Attendant | 9.06 |
| 16040 - Dry Cleaner | 11.32 |
| 16070 - Finisher, Flatwork, Machine | 9.06 |
| 16090 - Presser, Hand | 9.06 |

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| 16110 - Presser, Machine, Drycleaning | 9.06 |
| 16130 - Presser, Machine, Shirts | 9.06 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.06 |
| 16190 - Sewing Machine Operator | 12.05 |
| 16220 - Tailor | 12.81 |
| 16250 - Washer, Machine | 9.86 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.74 |
| 19040 - Tool And Die Maker | 22.78 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.52 |
| 21030 - Material Coordinator | 19.58 |
| 21040 - Material Expediter | 19.58 |
| 21050 - Material Handling Laborer | 11.91 |
| 21071 - Order Filler | 12.24 |
| 21080 - Production Line Worker (Food Processing) | 13.52 |
| 21110 - Shipping Packer | 14.52 |
| 21130 - Shipping/Receiving Clerk | 14.52 |
| 21140 - Store Worker I | 9.13 |
| 21150 - Stock Clerk | 14.39 |
| 21210 - Tools And Parts Attendant | 13.52 |
| 21410 - Warehouse Specialist | 13.52 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.77 |
| 23021 - Aircraft Mechanic I | 25.34 |
| 23022 - Aircraft Mechanic II | 26.77 |
| 23023 - Aircraft Mechanic III | 28.40 |
| 23040 - Aircraft Mechanic Helper | 17.74 |
| 23050 - Aircraft, Painter | 24.07 |
| 23060 - Aircraft Servicer | 21.28 |
| 23080 - Aircraft Worker | 22.80 |
| 23110 - Appliance Mechanic | 18.79 |
| 23120 - Bicycle Repairer | 12.92 |
| 23125 - Cable Splicer | 29.26 |
| 23130 - Carpenter, Maintenance | 17.36 |
| 23140 - Carpet Layer | 15.63 |
| 23160 - Electrician, Maintenance | 20.14 |
| 23181 - Electronics Technician Maintenance I | 18.00 |
| 23182 - Electronics Technician Maintenance II | 23.29 |
| 23183 - Electronics Technician Maintenance III | 25.37 |
| 23260 - Fabric Worker | 14.70 |
| 23290 - Fire Alarm System Mechanic | 19.80 |
| 23310 - Fire Extinguisher Repairer | 15.17 |
| 23311 - Fuel Distribution System Mechanic | 29.33 |
| 23312 - Fuel Distribution System Operator | 20.70 |
| 23370 - General Maintenance Worker | 17.48 |
| 23380 - Ground Support Equipment Mechanic | 25.34 |
| 23381 - Ground Support Equipment Servicer | 21.28 |
| 23382 - Ground Support Equipment Worker | 22.80 |
| 23391 - Gunsmith I | 15.17 |
| 23392 - Gunsmith II | 18.14 |
| 23393 - Gunsmith III | 21.09 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.83 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.95 |
| 23430 - Heavy Equipment Mechanic | 21.55 |
| 23440 - Heavy Equipment Operator | 21.23 |
| 23460 - Instrument Mechanic | 24.18 |
| 23465 - Laboratory/Shelter Mechanic | 19.62 |
| 23470 - Laborer | 11.55 |
| 23510 - Locksmith | 19.50 |
| 23530 - Machinery Maintenance Mechanic | 25.00 |

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|---|-------|
| 23550 - Machinist, Maintenance | 17.73 |
| 23580 - Maintenance Trades Helper | 13.00 |
| 23591 - Metrology Technician I | 24.18 |
| 23592 - Metrology Technician II | 25.25 |
| 23593 - Metrology Technician III | 26.51 |
| 23640 - Millwright | 23.72 |
| 23710 - Office Appliance Repairer | 19.75 |
| 23760 - Painter, Maintenance | 16.50 |
| 23790 - Pipefitter, Maintenance | 20.86 |
| 23810 - Plumber, Maintenance | 19.81 |
| 23820 - Pseudraulic Systems Mechanic | 21.09 |
| 23850 - Rigger | 21.09 |
| 23870 - Scale Mechanic | 18.14 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.99 |
| 23910 - Small Engine Mechanic | 16.52 |
| 23931 - Telecommunications Mechanic I | 22.60 |
| 23932 - Telecommunications Mechanic II | 26.99 |
| 23950 - Telephone Lineman | 18.23 |
| 23960 - Welder, Combination, Maintenance | 17.37 |
| 23965 - Well Driller | 21.09 |
| 23970 - Woodcraft Worker | 21.09 |
| 23980 - Woodworker | 14.71 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.73 |
| 24580 - Child Care Center Clerk | 16.79 |
| 24610 - Chore Aide | 10.71 |
| 24620 - Family Readiness And Support Services Coordinator | 15.56 |
| 24630 - Homemaker | 18.38 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.78 |
| 25040 - Sewage Plant Operator | 22.71 |
| 25070 - Stationary Engineer | 23.78 |
| 25190 - Ventilation Equipment Tender | 14.81 |
| 25210 - Water Treatment Plant Operator | 22.71 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.73 |
| 27007 - Baggage Inspector | 11.01 |
| 27008 - Corrections Officer | 19.52 |
| 27010 - Court Security Officer | 20.49 |
| 27030 - Detection Dog Handler | 16.13 |
| 27040 - Detention Officer | 19.52 |
| 27070 - Firefighter | 21.80 |
| 27101 - Guard I | 11.01 |
| 27102 - Guard II | 16.13 |
| 27131 - Police Officer I | 25.69 |
| 27132 - Police Officer II | 28.53 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.84 |
| 28042 - Carnival Equipment Repairer | 15.17 |
| 28043 - Carnival Equipment Worker | 9.89 |
| 28210 - Gate Attendant/Gate Tender | 14.95 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 16.73 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.21 |
| 28515 - Recreation Specialist | 17.99 |
| 28630 - Sports Official | 13.33 |
| 28690 - Swimming Pool Operator | 19.72 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.45 |
| 29020 - Hatch Tender | 19.45 |
| 29030 - Line Handler | 19.45 |
| 29041 - Stevedore I | 17.16 |

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|---|-------|
| 29042 - Stevedore II | 21.45 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.49 |
| 30022 - Archeological Technician II | 19.58 |
| 30023 - Archeological Technician III | 24.25 |
| 30030 - Cartographic Technician | 24.59 |
| 30040 - Civil Engineering Technician | 21.56 |
| 30061 - Drafter/CAD Operator I | 17.49 |
| 30062 - Drafter/CAD Operator II | 19.84 |
| 30063 - Drafter/CAD Operator III | 22.12 |
| 30064 - Drafter/CAD Operator IV | 26.82 |
| 30081 - Engineering Technician I | 16.02 |
| 30082 - Engineering Technician II | 17.98 |
| 30083 - Engineering Technician III | 21.48 |
| 30084 - Engineering Technician IV | 25.33 |
| 30085 - Engineering Technician V | 30.27 |
| 30086 - Engineering Technician VI | 34.64 |
| 30090 - Environmental Technician | 22.20 |
| 30210 - Laboratory Technician | 22.92 |
| 30240 - Mathematical Technician | 24.69 |
| 30361 - Paralegal/Legal Assistant I | 21.19 |
| 30362 - Paralegal/Legal Assistant II | 25.09 |
| 30363 - Paralegal/Legal Assistant III | 30.61 |
| 30364 - Paralegal/Legal Assistant IV | 37.15 |
| 30390 - Photo-Optics Technician | 24.69 |
| 30461 - Technical Writer I | 22.49 |
| 30462 - Technical Writer II | 27.51 |
| 30463 - Technical Writer III | 31.24 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | 22.12 |
| 30621 - Weather Observer, Senior (see 2) | 24.12 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.17 |
| 31030 - Bus Driver | 17.45 |
| 31043 - Driver Courier | 13.84 |
| 31260 - Parking and Lot Attendant | 10.32 |
| 31290 - Shuttle Bus Driver | 15.35 |
| 31310 - Taxi Driver | 10.88 |
| 31361 - Truckdriver, Light | 15.35 |
| 31362 - Truckdriver, Medium | 18.71 |
| 31363 - Truckdriver, Heavy | 19.29 |
| 31364 - Truckdriver, Tractor-Trailer | 19.29 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.86 |
| 99050 - Desk Clerk | 10.74 |
| 99095 - Embalmer | 24.27 |
| 99251 - Laboratory Animal Caretaker I | 10.57 |
| 99252 - Laboratory Animal Caretaker II | 13.33 |
| 99310 - Mortician | 28.19 |
| 99410 - Pest Controller | 14.44 |
| 99510 - Photofinishing Worker | 13.44 |
| 99710 - Recycling Laborer | 18.15 |
| 99711 - Recycling Specialist | 23.31 |
| 99730 - Refuse Collector | 17.29 |
| 99810 - Sales Clerk | 12.38 |

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| 99820 - School Crossing Guard | 8.69 |
| 99830 - Survey Party Chief | 26.46 |
| 99831 - Surveying Aide | 15.94 |
| 99832 - Surveying Technician | 22.46 |
| 99840 - Vending Machine Attendant | 14.89 |
| 99841 - Vending Machine Repairer | 18.88 |
| 99842 - Vending Machine Repairer Helper | 14.89 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2025
Revision No.: 16
Date of Last Revision: 07/25/2014

State: Arizona

Area: Arizona Counties of Cochise, Graham, Greenlee, Pima, Santa Cruz

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.64 |
| 01012 - Accounting Clerk II | | 14.18 |
| 01013 - Accounting Clerk III | | 15.86 |
| 01020 - Administrative Assistant | | 19.66 |
| 01040 - Court Reporter | | 17.97 |
| 01051 - Data Entry Operator I | | 11.84 |
| 01052 - Data Entry Operator II | | 12.92 |
| 01060 - Dispatcher, Motor Vehicle | | 17.31 |
| 01070 - Document Preparation Clerk | | 12.43 |
| 01090 - Duplicating Machine Operator | | 12.43 |
| 01111 - General Clerk I | | 11.74 |
| 01112 - General Clerk II | | 12.82 |
| 01113 - General Clerk III | | 15.13 |
| 01120 - Housing Referral Assistant | | 17.86 |
| 01141 - Messenger Courier | | 10.90 |
| 01191 - Order Clerk I | | 12.42 |
| 01192 - Order Clerk II | | 13.55 |
| 01261 - Personnel Assistant (Employment) I | | 14.30 |
| 01262 - Personnel Assistant (Employment) II | | 15.99 |
| 01263 - Personnel Assistant (Employment) III | | 17.83 |

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| 01270 - Production Control Clerk | 20.58 |
| 01280 - Receptionist | 11.74 |
| 01290 - Rental Clerk | 13.06 |
| 01300 - Scheduler, Maintenance | 14.12 |
| 01311 - Secretary I | 14.12 |
| 01312 - Secretary II | 15.79 |
| 01313 - Secretary III | 17.86 |
| 01320 - Service Order Dispatcher | 15.15 |
| 01410 - Supply Technician | 19.66 |
| 01420 - Survey Worker | 12.73 |
| 01531 - Travel Clerk I | 12.42 |
| 01532 - Travel Clerk II | 13.02 |
| 01533 - Travel Clerk III | 13.68 |
| 01611 - Word Processor I | 12.71 |
| 01612 - Word Processor II | 15.62 |
| 01613 - Word Processor III | 17.50 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.50 |
| 05010 - Automotive Electrician | 19.27 |
| 05040 - Automotive Glass Installer | 17.40 |
| 05070 - Automotive Worker | 17.40 |
| 05110 - Mobile Equipment Servicer | 15.55 |
| 05130 - Motor Equipment Metal Mechanic | 19.27 |
| 05160 - Motor Equipment Metal Worker | 17.40 |
| 05190 - Motor Vehicle Mechanic | 19.27 |
| 05220 - Motor Vehicle Mechanic Helper | 14.46 |
| 05250 - Motor Vehicle Upholstery Worker | 16.51 |
| 05280 - Motor Vehicle Wrecker | 17.40 |
| 05310 - Painter, Automotive | 18.34 |
| 05340 - Radiator Repair Specialist | 17.40 |
| 05370 - Tire Repairer | 13.08 |
| 05400 - Transmission Repair Specialist | 19.27 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.82 |
| 07041 - Cook I | 11.84 |
| 07042 - Cook II | 13.33 |
| 07070 - Dishwasher | 8.16 |
| 07130 - Food Service Worker | 10.43 |
| 07210 - Meat Cutter | 16.73 |
| 07260 - Waiter/Waitress | 8.58 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.58 |
| 09040 - Furniture Handler | 11.77 |
| 09080 - Furniture Refinisher | 17.58 |
| 09090 - Furniture Refinisher Helper | 13.86 |
| 09110 - Furniture Repairer, Minor | 15.81 |
| 09130 - Upholsterer | 17.58 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.94 |
| 11060 - Elevator Operator | 10.15 |
| 11090 - Gardener | 13.40 |
| 11122 - Housekeeping Aide | 10.15 |
| 11150 - Janitor | 10.15 |
| 11210 - Laborer, Grounds Maintenance | 10.60 |
| 11240 - Maid or Houseman | 8.81 |
| 11260 - Pruner | 9.42 |
| 11270 - Tractor Operator | 11.84 |
| 11330 - Trail Maintenance Worker | 10.60 |
| 11360 - Window Cleaner | 11.05 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.13 |
| 12011 - Breath Alcohol Technician | 18.57 |
| 12012 - Certified Occupational Therapist Assistant | 21.78 |

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| 12015 - Certified Physical Therapist Assistant | 19.02 |
| 12020 - Dental Assistant | 16.74 |
| 12025 - Dental Hygienist | 35.60 |
| 12030 - EKG Technician | 23.86 |
| 12035 - Electroneurodiagnostic Technologist | 23.86 |
| 12040 - Emergency Medical Technician | 17.13 |
| 12071 - Licensed Practical Nurse I | 16.60 |
| 12072 - Licensed Practical Nurse II | 18.57 |
| 12073 - Licensed Practical Nurse III | 20.71 |
| 12100 - Medical Assistant | 13.11 |
| 12130 - Medical Laboratory Technician | 17.19 |
| 12160 - Medical Record Clerk | 12.44 |
| 12190 - Medical Record Technician | 14.62 |
| 12195 - Medical Transcriptionist | 15.37 |
| 12210 - Nuclear Medicine Technologist | 33.36 |
| 12221 - Nursing Assistant I | 10.22 |
| 12222 - Nursing Assistant II | 11.49 |
| 12223 - Nursing Assistant III | 12.54 |
| 12224 - Nursing Assistant IV | 14.07 |
| 12235 - Optical Dispenser | 16.80 |
| 12236 - Optical Technician | 16.53 |
| 12250 - Pharmacy Technician | 13.47 |
| 12280 - Phlebotomist | 14.07 |
| 12305 - Radiologic Technologist | 22.48 |
| 12311 - Registered Nurse I | 25.04 |
| 12312 - Registered Nurse II | 30.63 |
| 12313 - Registered Nurse II, Specialist | 30.63 |
| 12314 - Registered Nurse III | 37.06 |
| 12315 - Registered Nurse III, Anesthetist | 37.06 |
| 12316 - Registered Nurse IV | 44.41 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.01 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.70 |
| 13012 - Exhibits Specialist II | 21.53 |
| 13013 - Exhibits Specialist III | 26.33 |
| 13041 - Illustrator I | 18.56 |
| 13042 - Illustrator II | 21.47 |
| 13043 - Illustrator III | 26.26 |
| 13047 - Librarian | 22.65 |
| 13050 - Library Aide/Clerk | 12.42 |
| 13054 - Library Information Technology Systems Administrator | 20.46 |
| 13058 - Library Technician | 17.94 |
| 13061 - Media Specialist I | 14.76 |
| 13062 - Media Specialist II | 16.51 |
| 13063 - Media Specialist III | 18.41 |
| 13071 - Photographer I | 14.80 |
| 13072 - Photographer II | 18.32 |
| 13073 - Photographer III | 20.51 |
| 13074 - Photographer IV | 25.09 |
| 13075 - Photographer V | 30.35 |
| 13110 - Video Teleconference Technician | 16.98 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.46 |
| 14042 - Computer Operator II | 17.29 |
| 14043 - Computer Operator III | 19.29 |
| 14044 - Computer Operator IV | 21.43 |
| 14045 - Computer Operator V | 23.73 |
| 14071 - Computer Programmer I | 18.14 |
| 14072 - Computer Programmer II | 22.30 |
| 14073 - Computer Programmer III | 26.60 |
| 14074 - Computer Programmer IV | |
| 14101 - Computer Systems Analyst I | 27.28 |

(see 1)

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| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 15.46 |
| 14160 - Personal Computer Support Technician | | 21.43 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 27.28 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 33.00 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 39.55 |
| 15050 - Computer Based Training Specialist / Instructor | | 27.28 |
| 15060 - Educational Technologist | | 21.65 |
| 15070 - Flight Instructor (Pilot) | | 39.55 |
| 15080 - Graphic Artist | | 20.80 |
| 15090 - Technical Instructor | | 16.29 |
| 15095 - Technical Instructor/Course Developer | | 19.93 |
| 15110 - Test Proctor | | 13.15 |
| 15120 - Tutor | | 13.15 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 8.72 |
| 16030 - Counter Attendant | | 8.72 |
| 16040 - Dry Cleaner | | 10.44 |
| 16070 - Finisher, Flatwork, Machine | | 8.72 |
| 16090 - Presser, Hand | | 8.72 |
| 16110 - Presser, Machine, Drycleaning | | 8.72 |
| 16130 - Presser, Machine, Shirts | | 8.72 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 8.72 |
| 16190 - Sewing Machine Operator | | 11.01 |
| 16220 - Tailor | | 11.56 |
| 16250 - Washer, Machine | | 9.26 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 18.68 |
| 19040 - Tool And Die Maker | | 22.75 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 14.05 |
| 21030 - Material Coordinator | | 18.92 |
| 21040 - Material Expediter | | 20.58 |
| 21050 - Material Handling Laborer | | 10.46 |
| 21071 - Order Filler | | 11.76 |
| 21080 - Production Line Worker (Food Processing) | | 14.05 |
| 21110 - Shipping Packer | | 12.73 |
| 21130 - Shipping/Receiving Clerk | | 12.73 |
| 21140 - Store Worker I | | 12.67 |
| 21150 - Stock Clerk | | 16.42 |
| 21210 - Tools And Parts Attendant | | 14.05 |
| 21410 - Warehouse Specialist | | 14.05 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 24.39 |
| 23021 - Aircraft Mechanic I | | 23.17 |
| 23022 - Aircraft Mechanic II | | 24.38 |
| 23023 - Aircraft Mechanic III | | 25.54 |
| 23040 - Aircraft Mechanic Helper | | 17.39 |
| 23050 - Aircraft, Painter | | 22.90 |
| 23060 - Aircraft Servicer | | 19.83 |
| 23080 - Aircraft Worker | | 20.94 |
| 23110 - Appliance Mechanic | | 21.27 |
| 23120 - Bicycle Repairer | | 14.06 |
| 23125 - Cable Splicer | | 28.32 |
| 23130 - Carpenter, Maintenance | | 18.32 |
| 23140 - Carpet Layer | | 15.17 |
| 23160 - Electrician, Maintenance | | 18.67 |
| 23181 - Electronics Technician Maintenance I | | 21.95 |
| 23182 - Electronics Technician Maintenance II | | 25.44 |
| 23183 - Electronics Technician Maintenance III | | 26.86 |
| 23260 - Fabric Worker | | 16.32 |

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| 23290 - Fire Alarm System Mechanic | 17.31 |
| 23310 - Fire Extinguisher Repairer | 16.19 |
| 23311 - Fuel Distribution System Mechanic | 24.06 |
| 23312 - Fuel Distribution System Operator | 19.20 |
| 23370 - General Maintenance Worker | 16.69 |
| 23380 - Ground Support Equipment Mechanic | 23.17 |
| 23381 - Ground Support Equipment Servicer | 19.83 |
| 23382 - Ground Support Equipment Worker | 20.94 |
| 23391 - Gunsmith I | 16.19 |
| 23392 - Gunsmith II | 18.24 |
| 23393 - Gunsmith III | 20.29 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.84 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.83 |
| 23430 - Heavy Equipment Mechanic | 22.48 |
| 23440 - Heavy Equipment Operator | 19.22 |
| 23460 - Instrument Mechanic | 20.29 |
| 23465 - Laboratory/Shelter Mechanic | 19.22 |
| 23470 - Laborer | 10.46 |
| 23510 - Locksmith | 17.58 |
| 23530 - Machinery Maintenance Mechanic | 20.58 |
| 23550 - Machinist, Maintenance | 19.09 |
| 23580 - Maintenance Trades Helper | 13.84 |
| 23591 - Metrology Technician I | 20.29 |
| 23592 - Metrology Technician II | 21.36 |
| 23593 - Metrology Technician III | 22.37 |
| 23640 - Millwright | 20.29 |
| 23710 - Office Appliance Repairer | 19.65 |
| 23760 - Painter, Maintenance | 17.58 |
| 23790 - Pipefitter, Maintenance | 19.80 |
| 23810 - Plumber, Maintenance | 19.28 |
| 23820 - Pneudraulic Systems Mechanic | 20.29 |
| 23850 - Rigger | 20.29 |
| 23870 - Scale Mechanic | 18.24 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.47 |
| 23910 - Small Engine Mechanic | 18.24 |
| 23931 - Telecommunications Mechanic I | 22.59 |
| 23932 - Telecommunications Mechanic II | 25.24 |
| 23950 - Telephone Lineman | 20.29 |
| 23960 - welder, Combination, Maintenance | 18.47 |
| 23965 - Well Driller | 20.29 |
| 23970 - Woodcraft Worker | 20.29 |
| 23980 - Woodworker | 15.13 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.32 |
| 24580 - Child Care Center Clerk | 11.81 |
| 24610 - Chore Aide | 12.06 |
| 24620 - Family Readiness And Support Services Coordinator | 15.35 |
| 24630 - Homemaker | 15.55 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.66 |
| 25040 - Sewage Plant Operator | 21.18 |
| 25070 - Stationary Engineer | 23.66 |
| 25190 - Ventilation Equipment Tender | 17.20 |
| 25210 - Water Treatment Plant Operator | 21.18 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.93 |
| 27007 - Baggage Inspector | 10.44 |
| 27008 - Corrections Officer | 20.11 |
| 27010 - Court Security Officer | 22.42 |
| 27030 - Detection Dog Handler | 12.53 |

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| 27040 - Detention Officer | 20.11 |
| 27070 - Firefighter | 20.11 |
| 27101 - Guard I | 10.44 |
| 27102 - Guard II | 12.53 |
| 27131 - Police Officer I | 24.73 |
| 27132 - Police Officer II | 29.60 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.50 |
| 28042 - Carnival Equipment Repairer | 10.20 |
| 28043 - Carnival Equipment Worker | 8.24 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |
| 28310 - Lifeguard | 13.72 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.08 |
| 28515 - Recreation Specialist | 14.44 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 16.28 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.46 |
| 29020 - Hatch Tender | 18.46 |
| 29030 - Line Handler | 18.46 |
| 29041 - Stevedore I | 16.90 |
| 29042 - Stevedore II | 21.60 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.73 |
| 30022 - Archeological Technician II | 18.70 |
| 30023 - Archeological Technician III | 23.96 |
| 30030 - Cartographic Technician | 23.96 |
| 30040 - Civil Engineering Technician | 22.98 |
| 30061 - Drafter/CAD Operator I | 17.28 |
| 30062 - Drafter/CAD Operator II | 19.33 |
| 30063 - Drafter/CAD Operator III | 21.56 |
| 30064 - Drafter/CAD Operator IV | 26.52 |
| 30081 - Engineering Technician I | 14.98 |
| 30082 - Engineering Technician II | 16.21 |
| 30083 - Engineering Technician III | 18.81 |
| 30084 - Engineering Technician IV | 21.77 |
| 30085 - Engineering Technician V | 26.63 |
| 30086 - Engineering Technician VI | 32.22 |
| 30090 - Environmental Technician | 21.80 |
| 30210 - Laboratory Technician | 18.37 |
| 30240 - Mathematical Technician | 23.96 |
| 30361 - Paralegal/Legal Assistant I | 21.49 |
| 30362 - Paralegal/Legal Assistant II | 26.65 |
| 30363 - Paralegal/Legal Assistant III | 28.53 |
| 30364 - Paralegal/Legal Assistant IV | 34.52 |
| 30390 - Photo-Optics Technician | 23.96 |
| 30461 - Technical Writer I | 21.90 |
| 30462 - Technical Writer II | 26.79 |
| 30463 - Technical Writer III | 32.41 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 21.56 |
| 30621 - Weather Observer, Senior (see 2) | 23.96 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.94 |

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|---|-------|
| 31030 - Bus Driver | 15.79 |
| 31043 - Driver Courier | 13.03 |
| 31260 - Parking and Lot Attendant | 12.41 |
| 31290 - Shuttle Bus Driver | 13.92 |
| 31310 - Taxi Driver | 11.40 |
| 31361 - Truckdriver, Light | 13.92 |
| 31362 - Truckdriver, Medium | 16.77 |
| 31363 - Truckdriver, Heavy | 18.54 |
| 31364 - Truckdriver, Tractor-Trailer | 18.54 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.81 |
| 99050 - Desk Clerk | 9.47 |
| 99095 - Embalmer | 25.32 |
| 99251 - Laboratory Animal Caretaker I | 11.28 |
| 99252 - Laboratory Animal Caretaker II | 12.06 |
| 99310 - Mortician | 25.32 |
| 99410 - Pest Controller | 13.74 |
| 99510 - Photofinishing Worker | 12.47 |
| 99710 - Recycling Laborer | 13.88 |
| 99711 - Recycling Specialist | 16.19 |
| 99730 - Refuse Collector | 12.74 |
| 99810 - Sales Clerk | 12.63 |
| 99820 - School Crossing Guard | 8.79 |
| 99830 - Survey Party Chief | 26.74 |
| 99831 - Surveying Aide | 15.13 |
| 99832 - Surveying Technician | 18.77 |
| 99840 - Vending Machine Attendant | 11.78 |
| 99841 - Vending Machine Repairer | 14.17 |
| 99842 - Vending Machine Repairer Helper | 11.78 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

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

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2026
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: Arizona

Area: Arizona Counties of Cochise, Graham, Greenlee, Pima, Santa Cruz

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.64 |

| | | |
|-------|--|-------|
| 01012 | - Accounting Clerk II | 14.18 |
| 01013 | - Accounting Clerk III | 15.86 |
| 01020 | - Administrative Assistant | 19.66 |
| 01040 | - Court Reporter | 17.97 |
| 01051 | - Data Entry Operator I | 11.84 |
| 01052 | - Data Entry Operator II | 12.92 |
| 01060 | - Dispatcher, Motor Vehicle | 17.31 |
| 01070 | - Document Preparation Clerk | 12.43 |
| 01090 | - Duplicating Machine Operator | 12.43 |
| 01111 | - General Clerk I | 11.74 |
| 01112 | - General Clerk II | 12.82 |
| 01113 | - General Clerk III | 15.13 |
| 01120 | - Housing Referral Assistant | 17.86 |
| 01141 | - Messenger Courier | 10.90 |
| 01191 | - Order Clerk I | 12.42 |
| 01192 | - Order Clerk II | 13.55 |
| 01261 | - Personnel Assistant (Employment) I | 14.30 |
| 01262 | - Personnel Assistant (Employment) II | 15.99 |
| 01263 | - Personnel Assistant (Employment) III | 17.83 |
| 01270 | - Production Control Clerk | 20.58 |
| 01280 | - Receptionist | 11.74 |
| 01290 | - Rental Clerk | 13.06 |
| 01300 | - Scheduler, Maintenance | 14.12 |
| 01311 | - Secretary I | 14.12 |
| 01312 | - Secretary II | 15.79 |
| 01313 | - Secretary III | 17.86 |
| 01320 | - Service Order Dispatcher | 15.15 |
| 01410 | - Supply Technician | 19.66 |
| 01420 | - Survey Worker | 12.73 |
| 01531 | - Travel Clerk I | 12.42 |
| 01532 | - Travel Clerk II | 13.02 |
| 01533 | - Travel Clerk III | 13.68 |
| 01611 | - Word Processor I | 12.71 |
| 01612 | - Word Processor II | 15.62 |
| 01613 | - Word Processor III | 17.50 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 20.50 |
| 05010 | - Automotive Electrician | 19.27 |
| 05040 | - Automotive Glass Installer | 17.40 |
| 05070 | - Automotive Worker | 17.40 |
| 05110 | - Mobile Equipment Servicer | 15.55 |
| 05130 | - Motor Equipment Metal Mechanic | 19.27 |
| 05160 | - Motor Equipment Metal Worker | 17.40 |
| 05190 | - Motor Vehicle Mechanic | 19.27 |
| 05220 | - Motor Vehicle Mechanic Helper | 14.46 |
| 05250 | - Motor Vehicle Upholstery Worker | 16.51 |
| 05280 | - Motor Vehicle Wrecker | 17.40 |
| 05310 | - Painter, Automotive | 18.34 |
| 05340 | - Radiator Repair Specialist | 17.40 |
| 05370 | - Tire Repairer | 13.08 |
| 05400 | - Transmission Repair Specialist | 19.27 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 12.82 |
| 07041 | - Cook I | 11.84 |
| 07042 | - Cook II | 13.33 |
| 07070 | - Dishwasher | 8.16 |
| 07130 | - Food Service Worker | 10.43 |
| 07210 | - Meat Cutter | 16.73 |
| 07260 | - Waiter/Waitress | 8.58 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 17.58 |
| 09040 | - Furniture Handler | 11.77 |
| 09080 | - Furniture Refinisher | 17.58 |

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| 09090 - Furniture Refinisher Helper | 13.86 |
| 09110 - Furniture Repairer, Minor | 15.81 |
| 09130 - Upholsterer | 17.58 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.94 |
| 11060 - Elevator Operator | 10.15 |
| 11090 - Gardener | 13.40 |
| 11122 - Housekeeping Aide | 10.15 |
| 11150 - Janitor | 10.15 |
| 11210 - Laborer, Grounds Maintenance | 10.60 |
| 11240 - Maid or Houseman | 8.81 |
| 11260 - Pruner | 9.42 |
| 11270 - Tractor Operator | 11.84 |
| 11330 - Trail Maintenance Worker | 10.60 |
| 11360 - Window Cleaner | 11.05 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.13 |
| 12011 - Breath Alcohol Technician | 18.57 |
| 12012 - Certified Occupational Therapist Assistant | 21.78 |
| 12015 - Certified Physical Therapist Assistant | 19.02 |
| 12020 - Dental Assistant | 16.74 |
| 12025 - Dental Hygienist | 35.60 |
| 12030 - EKG Technician | 23.86 |
| 12035 - Electroneurodiagnostic Technologist | 23.86 |
| 12040 - Emergency Medical Technician | 17.13 |
| 12071 - Licensed Practical Nurse I | 16.60 |
| 12072 - Licensed Practical Nurse II | 18.57 |
| 12073 - Licensed Practical Nurse III | 20.71 |
| 12100 - Medical Assistant | 13.11 |
| 12130 - Medical Laboratory Technician | 17.19 |
| 12160 - Medical Record Clerk | 12.44 |
| 12190 - Medical Record Technician | 14.62 |
| 12195 - Medical Transcriptionist | 15.37 |
| 12210 - Nuclear Medicine Technologist | 33.36 |
| 12221 - Nursing Assistant I | 10.22 |
| 12222 - Nursing Assistant II | 11.49 |
| 12223 - Nursing Assistant III | 12.54 |
| 12224 - Nursing Assistant IV | 14.07 |
| 12235 - Optical Dispenser | 16.80 |
| 12236 - Optical Technician | 16.53 |
| 12250 - Pharmacy Technician | 13.47 |
| 12280 - Phlebotomist | 14.07 |
| 12305 - Radiologic Technologist | 22.48 |
| 12311 - Registered Nurse I | 25.04 |
| 12312 - Registered Nurse II | 30.63 |
| 12313 - Registered Nurse II, Specialist | 30.63 |
| 12314 - Registered Nurse III | 37.06 |
| 12315 - Registered Nurse III, Anesthetist | 37.06 |
| 12316 - Registered Nurse IV | 44.41 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.01 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.70 |
| 13012 - Exhibits Specialist II | 21.53 |
| 13013 - Exhibits Specialist III | 26.33 |
| 13041 - Illustrator I | 18.56 |
| 13042 - Illustrator II | 21.47 |
| 13043 - Illustrator III | 26.26 |
| 13047 - Librarian | 22.65 |
| 13050 - Library Aide/Clerk | 12.42 |
| 13054 - Library Information Technology Systems Administrator | 20.46 |
| 13058 - Library Technician | 17.94 |
| 13061 - Media Specialist I | 14.76 |

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| 13062 - Media Specialist II | 16.51 |
| 13063 - Media Specialist III | 18.41 |
| 13071 - Photographer I | 14.80 |
| 13072 - Photographer II | 18.32 |
| 13073 - Photographer III | 20.51 |
| 13074 - Photographer IV | 25.09 |
| 13075 - Photographer V | 30.35 |
| 13110 - Video Teleconference Technician | 16.98 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.46 |
| 14042 - Computer Operator II | 17.29 |
| 14043 - Computer Operator III | 19.29 |
| 14044 - Computer Operator IV | 21.43 |
| 14045 - Computer Operator V | 23.73 |
| 14071 - Computer Programmer I | 18.14 |
| 14072 - Computer Programmer II | 22.30 |
| 14073 - Computer Programmer III | 26.60 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 27.28 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 15.46 |
| 14160 - Personal Computer Support Technician | 21.43 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.28 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.00 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.55 |
| 15050 - Computer Based Training Specialist / Instructor | 27.28 |
| 15060 - Educational Technologist | 21.65 |
| 15070 - Flight Instructor (Pilot) | 39.55 |
| 15080 - Graphic Artist | 20.80 |
| 15090 - Technical Instructor | 16.29 |
| 15095 - Technical Instructor/Course Developer | 19.93 |
| 15110 - Test Proctor | 13.15 |
| 15120 - Tutor | 13.15 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.72 |
| 16030 - Counter Attendant | 8.72 |
| 16040 - Dry Cleaner | 10.44 |
| 16070 - Finisher, Flatwork, Machine | 8.72 |
| 16090 - Presser, Hand | 8.72 |
| 16110 - Presser, Machine, Drycleaning | 8.72 |
| 16130 - Presser, Machine, Shirts | 8.72 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.72 |
| 16190 - Sewing Machine Operator | 11.01 |
| 16220 - Tailor | 11.56 |
| 16250 - Washer, Machine | 9.26 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.68 |
| 19040 - Tool And Die Maker | 22.75 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.05 |
| 21030 - Material Coordinator | 18.92 |
| 21040 - Material Expediter | 20.58 |
| 21050 - Material Handling Laborer | 10.46 |
| 21071 - Order Filler | 11.76 |
| 21080 - Production Line Worker (Food Processing) | 14.05 |
| 21110 - Shipping Packer | 12.73 |
| 21130 - Shipping/Receiving Clerk | 12.73 |
| 21140 - Store Worker I | 12.67 |
| 21150 - Stock Clerk | 16.42 |
| 21210 - Tools And Parts Attendant | 14.05 |
| 21410 - Warehouse Specialist | 14.05 |

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|---|-------|
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.39 |
| 23021 - Aircraft Mechanic I | 23.17 |
| 23022 - Aircraft Mechanic II | 24.38 |
| 23023 - Aircraft Mechanic III | 25.54 |
| 23040 - Aircraft Mechanic Helper | 17.39 |
| 23050 - Aircraft, Painter | 22.90 |
| 23060 - Aircraft Servicer | 19.83 |
| 23080 - Aircraft Worker | 20.94 |
| 23110 - Appliance Mechanic | 21.27 |
| 23120 - Bicycle Repairer | 14.06 |
| 23125 - Cable Splicer | 28.32 |
| 23130 - Carpenter, Maintenance | 18.32 |
| 23140 - Carpet Layer | 15.17 |
| 23160 - Electrician, Maintenance | 18.67 |
| 23181 - Electronics Technician Maintenance I | 21.95 |
| 23182 - Electronics Technician Maintenance II | 25.44 |
| 23183 - Electronics Technician Maintenance III | 26.86 |
| 23260 - Fabric Worker | 16.32 |
| 23290 - Fire Alarm System Mechanic | 17.31 |
| 23310 - Fire Extinguisher Repairer | 16.19 |
| 23311 - Fuel Distribution System Mechanic | 24.06 |
| 23312 - Fuel Distribution System Operator | 19.20 |
| 23370 - General Maintenance Worker | 16.69 |
| 23380 - Ground Support Equipment Mechanic | 23.17 |
| 23381 - Ground Support Equipment Servicer | 19.83 |
| 23382 - Ground Support Equipment Worker | 20.94 |
| 23391 - Gunsmith I | 16.19 |
| 23392 - Gunsmith II | 18.24 |
| 23393 - Gunsmith III | 20.29 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.84 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.83 |
| 23430 - Heavy Equipment Mechanic | 22.48 |
| 23440 - Heavy Equipment Operator | 19.22 |
| 23460 - Instrument Mechanic | 20.29 |
| 23465 - Laboratory/Shelter Mechanic | 19.22 |
| 23470 - Laborer | 10.46 |
| 23510 - Locksmith | 17.58 |
| 23530 - Machinery Maintenance Mechanic | 20.58 |
| 23550 - Machinist, Maintenance | 19.09 |
| 23580 - Maintenance Trades Helper | 13.84 |
| 23591 - Metrology Technician I | 20.29 |
| 23592 - Metrology Technician II | 21.36 |
| 23593 - Metrology Technician III | 22.37 |
| 23640 - Millwright | 20.29 |
| 23710 - Office Appliance Repairer | 19.65 |
| 23760 - Painter, Maintenance | 17.58 |
| 23790 - Pipefitter, Maintenance | 19.80 |
| 23810 - Plumber, Maintenance | 19.28 |
| 23820 - Pneudraulic Systems Mechanic | 20.29 |
| 23850 - Rigger | 20.29 |
| 23870 - Scale Mechanic | 18.24 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.47 |
| 23910 - Small Engine Mechanic | 18.24 |
| 23931 - Telecommunications Mechanic I | 22.59 |
| 23932 - Telecommunications Mechanic II | 25.24 |
| 23950 - Telephone Lineman | 20.29 |
| 23960 - Welder, Combination, Maintenance | 18.47 |
| 23965 - well Driller | 20.29 |
| 23970 - Woodcraft Worker | 20.29 |
| 23980 - Woodworker | 15.13 |

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| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.32 |
| 24580 - Child Care Center Clerk | 11.81 |
| 24610 - Chore Aide | 12.06 |
| 24620 - Family Readiness And Support Services Coordinator | 15.35 |
| 24630 - Homemaker | 15.55 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.66 |
| 25040 - Sewage Plant Operator | 21.18 |
| 25070 - Stationary Engineer | 23.66 |
| 25190 - Ventilation Equipment Tender | 17.20 |
| 25210 - Water Treatment Plant Operator | 21.18 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.93 |
| 27007 - Baggage Inspector | 10.44 |
| 27008 - Corrections Officer | 20.11 |
| 27010 - Court Security Officer | 22.42 |
| 27030 - Detection Dog Handler | 12.53 |
| 27040 - Detention Officer | 20.11 |
| 27070 - Firefighter | 20.11 |
| 27101 - Guard I | 10.44 |
| 27102 - Guard II | 12.53 |
| 27131 - Police Officer I | 24.73 |
| 27132 - Police Officer II | 29.60 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.50 |
| 28042 - Carnival Equipment Repairer | 10.20 |
| 28043 - Carnival Equipment Worker | 8.24 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |
| 28310 - Lifeguard | 13.72 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.08 |
| 28515 - Recreation Specialist | 14.44 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 16.28 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.46 |
| 29020 - Hatch Tender | 18.46 |
| 29030 - Line Handler | 18.46 |
| 29041 - Stevedore I | 16.90 |
| 29042 - Stevedore II | 21.60 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.73 |
| 30022 - Archeological Technician II | 18.70 |
| 30023 - Archeological Technician III | 23.96 |
| 30030 - Cartographic Technician | 23.96 |
| 30040 - Civil Engineering Technician | 22.98 |
| 30061 - Drafter/CAD Operator I | 17.28 |
| 30062 - Drafter/CAD Operator II | 19.33 |
| 30063 - Drafter/CAD Operator III | 21.56 |
| 30064 - Drafter/CAD Operator IV | 26.52 |
| 30081 - Engineering Technician I | 14.98 |
| 30082 - Engineering Technician II | 16.21 |
| 30083 - Engineering Technician III | 18.81 |
| 30084 - Engineering Technician IV | 21.77 |
| 30085 - Engineering Technician V | 26.63 |
| 30086 - Engineering Technician VI | 32.22 |
| 30090 - Environmental Technician | 21.80 |
| 30210 - Laboratory Technician | 18.37 |

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|---|-------|
| 30240 - Mathematical Technician | 23.96 |
| 30361 - Paralegal/Legal Assistant I | 21.49 |
| 30362 - Paralegal/Legal Assistant II | 26.65 |
| 30363 - Paralegal/Legal Assistant III | 28.53 |
| 30364 - Paralegal/Legal Assistant IV | 34.52 |
| 30390 - Photo-Optics Technician | 23.96 |
| 30461 - Technical Writer I | 21.90 |
| 30462 - Technical Writer II | 26.79 |
| 30463 - Technical Writer III | 32.41 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 21.56 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 23.96 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.94 |
| 31030 - Bus Driver | 15.79 |
| 31043 - Driver Courier | 13.03 |
| 31260 - Parking and Lot Attendant | 12.41 |
| 31290 - Shuttle Bus Driver | 13.92 |
| 31310 - Taxi Driver | 11.40 |
| 31361 - Truckdriver, Light | 13.92 |
| 31362 - Truckdriver, Medium | 16.77 |
| 31363 - Truckdriver, Heavy | 18.54 |
| 31364 - Truckdriver, Tractor-Trailer | 18.54 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.81 |
| 99050 - Desk Clerk | 9.47 |
| 99095 - Embalmer | 25.32 |
| 99251 - Laboratory Animal Caretaker I | 11.28 |
| 99252 - Laboratory Animal Caretaker II | 12.06 |
| 99310 - Mortician | 25.32 |
| 99410 - Pest Controller | 13.74 |
| 99510 - Photofinishing Worker | 12.47 |
| 99710 - Recycling Laborer | 13.88 |
| 99711 - Recycling Specialist | 16.19 |
| 99730 - Refuse Collector | 12.74 |
| 99810 - Sales Clerk | 12.63 |
| 99820 - School Crossing Guard | 8.79 |
| 99830 - Survey Party Chief | 26.74 |
| 99831 - Surveying Aide | 15.13 |
| 99832 - Surveying Technician | 18.77 |
| 99840 - Vending Machine Attendant | 11.78 |
| 99841 - Vending Machine Repairer | 14.17 |
| 99842 - Vending Machine Repairer Helper | 11.78 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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| By direction of the Secretary of Labor | | WDS_Revision_Received_10.9.2014 WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 |
| Diane C. Koplewski Director | Division of Wage Determinations | Wage Determination No.: 2005-2027 Revision No.: 18 Date Of Last Revision: 07/25/2014 |
| State: Arizona | | |

Area: Arizona Counties of La Paz, Yuma

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.75 |
| 01012 - Accounting Clerk II | | 14.31 |
| 01013 - Accounting Clerk III | | 17.65 |
| 01020 - Administrative Assistant | | 16.97 |
| 01040 - Court Reporter | | 16.30 |
| 01051 - Data Entry Operator I | | 11.13 |
| 01052 - Data Entry Operator II | | 12.15 |
| 01060 - Dispatcher, Motor Vehicle | | 16.43 |
| 01070 - Document Preparation Clerk | | 10.80 |
| 01090 - Duplicating Machine Operator | | 10.80 |
| 01111 - General Clerk I | | 11.65 |
| 01112 - General Clerk II | | 12.71 |
| 01113 - General Clerk III | | 15.03 |
| 01120 - Housing Referral Assistant | | 15.36 |
| 01141 - Messenger Courier | | 8.80 |
| 01191 - Order Clerk I | | 12.17 |
| 01192 - Order Clerk II | | 15.17 |
| 01261 - Personnel Assistant (Employment) I | | 13.42 |
| 01262 - Personnel Assistant (Employment) II | | 15.01 |
| 01263 - Personnel Assistant (Employment) III | | 16.74 |
| 01270 - Production Control Clerk | | 18.61 |
| 01280 - Receptionist | | 11.97 |
| 01290 - Rental Clerk | | 12.09 |
| 01300 - Scheduler, Maintenance | | 12.12 |
| 01311 - Secretary I | | 12.12 |
| 01312 - Secretary II | | 13.56 |
| 01313 - Secretary III | | 15.36 |
| 01320 - Service Order Dispatcher | | 14.18 |
| 01410 - Supply Technician | | 16.97 |
| 01420 - Survey Worker | | 13.05 |
| 01531 - Travel Clerk I | | 11.73 |
| 01532 - Travel Clerk II | | 12.37 |
| 01533 - Travel Clerk III | | 12.98 |
| 01611 - Word Processor I | | 12.18 |
| 01612 - Word Processor II | | 14.07 |
| 01613 - Word Processor III | | 16.09 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 20.69 |
| 05010 - Automotive Electrician | | 19.99 |
| 05040 - Automotive Glass Installer | | 19.24 |
| 05070 - Automotive Worker | | 19.24 |
| 05110 - Mobile Equipment Servicer | | 17.70 |

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| 05130 - Motor Equipment Metal Mechanic | 20.69 |
| 05160 - Motor Equipment Metal Worker | 19.24 |
| 05190 - Motor Vehicle Mechanic | 20.32 |
| 05220 - Motor Vehicle Mechanic Helper | 16.60 |
| 05250 - Motor Vehicle Upholstery Worker | 18.53 |
| 05280 - Motor Vehicle Wrecker | 19.24 |
| 05310 - Painter, Automotive | 19.99 |
| 05340 - Radiator Repair Specialist | 19.24 |
| 05370 - Tire Repairer | 15.52 |
| 05400 - Transmission Repair Specialist | 20.69 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.00 |
| 07041 - Cook I | 12.16 |
| 07042 - Cook II | 13.21 |
| 07070 - Dishwasher | 8.28 |
| 07130 - Food Service Worker | 10.02 |
| 07210 - Meat Cutter | 15.12 |
| 07260 - Waiter/Waitress | 8.96 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.99 |
| 09040 - Furniture Handler | 13.64 |
| 09080 - Furniture Refinisher | 18.99 |
| 09090 - Furniture Refinisher Helper | 15.77 |
| 09110 - Furniture Repairer, Minor | 17.61 |
| 09130 - Upholsterer | 18.99 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.52 |
| 11060 - Elevator Operator | 9.52 |
| 11090 - Gardener | 12.04 |
| 11122 - Housekeeping Aide | 10.16 |
| 11150 - Janitor | 10.16 |
| 11210 - Laborer, Grounds Maintenance | 9.77 |
| 11240 - Maid or Houseman | 8.58 |
| 11260 - Pruner | 8.92 |
| 11270 - Tractor Operator | 11.46 |
| 11330 - Trail Maintenance Worker | 9.77 |
| 11360 - Window Cleaner | 10.52 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.80 |
| 12011 - Breath Alcohol Technician | 16.90 |
| 12012 - Certified Occupational Therapist Assistant | 21.62 |
| 12015 - Certified Physical Therapist Assistant | 21.62 |
| 12020 - Dental Assistant | 15.58 |
| 12025 - Dental Hygienist | 38.82 |
| 12030 - EKG Technician | 26.78 |
| 12035 - Electroneurodiagnostic Technologist | 26.78 |
| 12040 - Emergency Medical Technician | 13.80 |
| 12071 - Licensed Practical Nurse I | 15.79 |
| 12072 - Licensed Practical Nurse II | 17.66 |
| 12073 - Licensed Practical Nurse III | 19.70 |
| 12100 - Medical Assistant | 14.35 |
| 12130 - Medical Laboratory Technician | 15.79 |
| 12160 - Medical Record Clerk | 12.08 |
| 12190 - Medical Record Technician | 14.58 |
| 12195 - Medical Transcriptionist | 15.79 |
| 12210 - Nuclear Medicine Technologist | 38.82 |
| 12221 - Nursing Assistant I | 10.63 |
| 12222 - Nursing Assistant II | 11.95 |
| 12223 - Nursing Assistant III | 13.04 |
| 12224 - Nursing Assistant IV | 14.63 |
| 12235 - Optical Dispenser | 16.90 |
| 12236 - Optical Technician | 15.46 |
| 12250 - Pharmacy Technician | 12.89 |

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|---|---------------|
| 12280 - Phlebotomist | 14.63 |
| 12305 - Radiologic Technologist | 25.83 |
| 12311 - Registered Nurse I | 20.27 |
| 12312 - Registered Nurse II | 24.68 |
| 12313 - Registered Nurse II, Specialist | 24.68 |
| 12314 - Registered Nurse III | 29.86 |
| 12315 - Registered Nurse III, Anesthetist | 29.86 |
| 12316 - Registered Nurse IV | 35.79 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.89 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.75 |
| 13012 - Exhibits Specialist II | 20.68 |
| 13013 - Exhibits Specialist III | 24.54 |
| 13041 - Illustrator I | 17.75 |
| 13042 - Illustrator II | 20.68 |
| 13043 - Illustrator III | 24.54 |
| 13047 - Librarian | 20.34 |
| 13050 - Library Aide/Clerk | 11.81 |
| 13054 - Library Information Technology Systems Administrator | 18.67 |
| 13058 - Library Technician | 14.06 |
| 13061 - Media Specialist I | 13.25 |
| 13062 - Media Specialist II | 14.83 |
| 13063 - Media Specialist III | 16.53 |
| 13071 - Photographer I | 14.69 |
| 13072 - Photographer II | 18.91 |
| 13073 - Photographer III | 22.03 |
| 13074 - Photographer IV | 26.14 |
| 13075 - Photographer V | 31.63 |
| 13110 - Video Teleconference Technician | 13.25 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.50 |
| 14042 - Computer Operator II | 17.36 |
| 14043 - Computer Operator III | 20.82 |
| 14044 - Computer Operator IV | 22.18 |
| 14045 - Computer Operator V | 24.57 |
| 14071 - Computer Programmer I | (see 1) 20.98 |
| 14072 - Computer Programmer II | (see 1) 25.99 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 27.36 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 15.50 |
| 14160 - Personal Computer Support Technician | 23.85 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.36 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.10 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 38.70 |
| 15050 - Computer Based Training Specialist / Instructor | 27.36 |
| 15060 - Educational Technologist | 22.07 |
| 15070 - Flight Instructor (Pilot) | 38.70 |
| 15080 - Graphic Artist | 22.91 |
| 15090 - Technical Instructor | 19.79 |
| 15095 - Technical Instructor/Course Developer | 23.80 |
| 15110 - Test Proctor | 15.98 |
| 15120 - Tutor | 15.98 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.23 |
| 16030 - Counter Attendant | 9.23 |
| 16040 - Dry Cleaner | 10.56 |
| 16070 - Finisher, Flatwork, Machine | 9.23 |
| 16090 - Presser, Hand | 9.23 |

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| 16110 - Presser, Machine, Drycleaning | 9.23 |
| 16130 - Presser, Machine, Shirts | 9.23 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.23 |
| 16190 - Sewing Machine Operator | 11.00 |
| 16220 - Tailor | 11.44 |
| 16250 - Washer, Machine | 9.67 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.83 |
| 19040 - Tool And Die Maker | 24.34 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.54 |
| 21030 - Material Coordinator | 18.61 |
| 21040 - Material Expediter | 18.61 |
| 21050 - Material Handling Laborer | 10.33 |
| 21071 - Order Filler | 10.72 |
| 21080 - Production Line Worker (Food Processing) | 13.54 |
| 21110 - Shipping Packer | 12.37 |
| 21130 - Shipping/Receiving Clerk | 12.37 |
| 21140 - Store Worker I | 12.48 |
| 21150 - Stock Clerk | 16.40 |
| 21210 - Tools And Parts Attendant | 13.54 |
| 21410 - Warehouse Specialist | 13.54 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.45 |
| 23021 - Aircraft Mechanic I | 23.56 |
| 23022 - Aircraft Mechanic II | 24.45 |
| 23023 - Aircraft Mechanic III | 25.32 |
| 23040 - Aircraft Mechanic Helper | 18.91 |
| 23050 - Aircraft, Painter | 22.77 |
| 23060 - Aircraft Servicer | 21.11 |
| 23080 - Aircraft Worker | 21.92 |
| 23110 - Appliance Mechanic | 19.27 |
| 23120 - Bicycle Repairer | 15.52 |
| 23125 - Cable Splicer | 20.64 |
| 23130 - Carpenter, Maintenance | 18.13 |
| 23140 - Carpet Layer | 17.90 |
| 23160 - Electrician, Maintenance | 19.95 |
| 23181 - Electronics Technician Maintenance I | 16.49 |
| 23182 - Electronics Technician Maintenance II | 19.82 |
| 23183 - Electronics Technician Maintenance III | 23.73 |
| 23260 - Fabric Worker | 18.49 |
| 23290 - Fire Alarm System Mechanic | 20.07 |
| 23310 - Fire Extinguisher Repairer | 16.06 |
| 23311 - Fuel Distribution System Mechanic | 20.07 |
| 23312 - Fuel Distribution System Operator | 16.06 |
| 23370 - General Maintenance Worker | 17.45 |
| 23380 - Ground Support Equipment Mechanic | 23.56 |
| 23381 - Ground Support Equipment Servicer | 21.11 |
| 23382 - Ground Support Equipment Worker | 21.92 |
| 23391 - Gunsmith I | 15.73 |
| 23392 - Gunsmith II | 17.90 |
| 23393 - Gunsmith III | 20.07 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.76 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.70 |
| 23430 - Heavy Equipment Mechanic | 21.65 |
| 23440 - Heavy Equipment Operator | 20.31 |
| 23460 - Instrument Mechanic | 20.07 |
| 23465 - Laboratory/Shelter Mechanic | 18.99 |
| 23470 - Laborer | 10.33 |
| 23510 - Locksmith | 18.99 |
| 23530 - Machinery Maintenance Mechanic | 24.66 |

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|---|-------|
| 23550 - Machinist, Maintenance | 19.26 |
| 23580 - Maintenance Trades Helper | 15.06 |
| 23591 - Metrology Technician I | 20.07 |
| 23592 - Metrology Technician II | 20.83 |
| 23593 - Metrology Technician III | 21.57 |
| 23640 - Millwright | 20.07 |
| 23710 - Office Appliance Repairer | 18.99 |
| 23760 - Painter, Maintenance | 18.35 |
| 23790 - Pipefitter, Maintenance | 18.76 |
| 23810 - Plumber, Maintenance | 18.13 |
| 23820 - Pneudraulic Systems Mechanic | 20.07 |
| 23850 - Rigger | 20.07 |
| 23870 - Scale Mechanic | 17.90 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.76 |
| 23910 - Small Engine Mechanic | 17.90 |
| 23931 - Telecommunications Mechanic I | 20.07 |
| 23932 - Telecommunications Mechanic II | 22.87 |
| 23950 - Telephone Lineman | 20.07 |
| 23960 - Welder, Combination, Maintenance | 18.76 |
| 23965 - Well Driller | 20.07 |
| 23970 - Woodcraft Worker | 20.07 |
| 23980 - Woodworker | 16.06 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.53 |
| 24580 - Child Care Center Clerk | 12.27 |
| 24610 - Chore Aide | 11.28 |
| 24620 - Family Readiness And Support Services Coordinator | 14.82 |
| 24630 - Homemaker | 17.08 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.74 |
| 25040 - Sewage Plant Operator | 20.34 |
| 25070 - Stationary Engineer | 21.50 |
| 25190 - Ventilation Equipment Tender | 15.69 |
| 25210 - Water Treatment Plant Operator | 20.34 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.87 |
| 27007 - Baggage Inspector | 9.99 |
| 27008 - Corrections Officer | 19.04 |
| 27010 - Court Security Officer | 19.14 |
| 27030 - Detection Dog Handler | 16.99 |
| 27040 - Detention Officer | 19.04 |
| 27070 - Firefighter | 18.02 |
| 27101 - Guard I | 9.99 |
| 27102 - Guard II | 16.99 |
| 27131 - Police Officer I | 22.61 |
| 27132 - Police Officer II | 25.13 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.99 |
| 28042 - Carnival Equipment Repairer | 14.91 |
| 28043 - Carnival Equipment Worker | 10.02 |
| 28210 - Gate Attendant/Gate Tender | 14.90 |
| 28310 - Lifeguard | 13.28 |
| 28350 - Park Attendant (Aide) | 16.67 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.17 |
| 28515 - Recreation Specialist | 16.89 |
| 28630 - Sports Official | 13.28 |
| 28690 - Swimming Pool Operator | 16.16 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.06 |
| 29020 - Hatch Tender | 17.06 |
| 29030 - Line Handler | 17.06 |
| 29041 - Stevedore I | 16.24 |

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| 29042 - Stevedore II | 18.17 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.51 |
| 30022 - Archeological Technician II | 18.73 |
| 30023 - Archeological Technician III | 24.28 |
| 30030 - Cartographic Technician | 24.91 |
| 30040 - Civil Engineering Technician | 24.94 |
| 30061 - Drafter/CAD Operator I | 17.97 |
| 30062 - Drafter/CAD Operator II | 20.10 |
| 30063 - Drafter/CAD Operator III | 22.42 |
| 30064 - Drafter/CAD Operator IV | 27.53 |
| 30081 - Engineering Technician I | 15.26 |
| 30082 - Engineering Technician II | 17.97 |
| 30083 - Engineering Technician III | 20.10 |
| 30084 - Engineering Technician IV | 24.91 |
| 30085 - Engineering Technician V | 30.47 |
| 30086 - Engineering Technician VI | 36.86 |
| 30090 - Environmental Technician | 24.91 |
| 30210 - Laboratory Technician | 20.88 |
| 30240 - Mathematical Technician | 24.91 |
| 30361 - Paralegal/Legal Assistant I | 18.14 |
| 30362 - Paralegal/Legal Assistant II | 22.56 |
| 30363 - Paralegal/Legal Assistant III | 27.60 |
| 30364 - Paralegal/Legal Assistant IV | 32.86 |
| 30390 - Photo-Optics Technician | 24.91 |
| 30461 - Technical Writer I | 23.42 |
| 30462 - Technical Writer II | 28.63 |
| 30463 - Technical Writer III | 34.64 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 19.22 |
| 30621 - Weather Observer, Senior (see 2) | 21.34 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.12 |
| 31030 - Bus Driver | 14.96 |
| 31043 - Driver Courier | 13.23 |
| 31260 - Parking and Lot Attendant | 10.30 |
| 31290 - Shuttle Bus Driver | 14.21 |
| 31310 - Taxi Driver | 11.36 |
| 31361 - Truckdriver, Light | 14.21 |
| 31362 - Truckdriver, Medium | 15.17 |
| 31363 - Truckdriver, Heavy | 15.95 |
| 31364 - Truckdriver, Tractor-Trailer | 15.95 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.53 |
| 99050 - Desk Clerk | 10.06 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 14.15 |
| 99252 - Laboratory Animal Caretaker II | 15.19 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 13.60 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 16.32 |
| 99711 - Recycling Specialist | 17.93 |
| 99730 - Refuse Collector | 14.90 |
| 99810 - Sales Clerk | 12.75 |

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| 99820 - School Crossing Guard | 13.78 |
| 99830 - Survey Party Chief | 29.02 |
| 99831 - Surveying Aide | 18.06 |
| 99832 - Surveying Technician | 24.77 |
| 99840 - Vending Machine Attendant | 15.76 |
| 99841 - Vending Machine Repairer | 18.25 |
| 99842 - Vending Machine Repairer Helper | 15.21 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2028
Revision No.: 17
Date of Last Revision: 07/25/2014

State: Arizona

Area: Arizona Counties of La Paz, Yuma

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.75 |
| 01012 - Accounting Clerk II | | 14.31 |
| 01013 - Accounting Clerk III | | 17.65 |
| 01020 - Administrative Assistant | | 16.97 |
| 01040 - Court Reporter | | 16.30 |
| 01051 - Data Entry Operator I | | 11.13 |
| 01052 - Data Entry Operator II | | 12.15 |
| 01060 - Dispatcher, Motor Vehicle | | 16.43 |
| 01070 - Document Preparation Clerk | | 10.80 |
| 01090 - Duplicating Machine Operator | | 10.80 |
| 01111 - General Clerk I | | 11.65 |
| 01112 - General Clerk II | | 12.71 |
| 01113 - General Clerk III | | 15.03 |
| 01120 - Housing Referral Assistant | | 15.36 |
| 01141 - Messenger Courier | | 8.80 |
| 01191 - Order Clerk I | | 12.17 |
| 01192 - Order Clerk II | | 15.17 |
| 01261 - Personnel Assistant (Employment) I | | 13.42 |
| 01262 - Personnel Assistant (Employment) II | | 15.01 |
| 01263 - Personnel Assistant (Employment) III | | 16.74 |
| 01270 - Production Control Clerk | | 18.61 |
| 01280 - Receptionist | | 11.97 |
| 01290 - Rental Clerk | | 12.09 |

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| 01300 - Scheduler, Maintenance | 12.12 |
| 01311 - Secretary I | 12.12 |
| 01312 - Secretary II | 13.56 |
| 01313 - Secretary III | 15.36 |
| 01320 - Service Order Dispatcher | 14.18 |
| 01410 - Supply Technician | 16.97 |
| 01420 - Survey Worker | 13.05 |
| 01531 - Travel Clerk I | 11.73 |
| 01532 - Travel Clerk II | 12.37 |
| 01533 - Travel Clerk III | 12.98 |
| 01611 - Word Processor I | 12.18 |
| 01612 - Word Processor II | 14.07 |
| 01613 - Word Processor III | 16.09 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.69 |
| 05010 - Automotive Electrician | 19.99 |
| 05040 - Automotive Glass Installer | 19.24 |
| 05070 - Automotive Worker | 19.24 |
| 05110 - Mobile Equipment Servicer | 17.70 |
| 05130 - Motor Equipment Metal Mechanic | 20.69 |
| 05160 - Motor Equipment Metal Worker | 19.24 |
| 05190 - Motor Vehicle Mechanic | 20.32 |
| 05220 - Motor Vehicle Mechanic Helper | 16.60 |
| 05250 - Motor Vehicle Upholstery Worker | 18.53 |
| 05280 - Motor Vehicle Wrecker | 19.24 |
| 05310 - Painter, Automotive | 19.99 |
| 05340 - Radiator Repair Specialist | 19.24 |
| 05370 - Tire Repairer | 15.52 |
| 05400 - Transmission Repair Specialist | 20.69 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.00 |
| 07041 - Cook I | 12.16 |
| 07042 - Cook II | 13.21 |
| 07070 - Dishwasher | 8.28 |
| 07130 - Food Service Worker | 10.02 |
| 07210 - Meat Cutter | 15.12 |
| 07260 - Waiter/Waitress | 8.96 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.99 |
| 09040 - Furniture Handler | 13.64 |
| 09080 - Furniture Refinisher | 18.99 |
| 09090 - Furniture Refinisher Helper | 15.77 |
| 09110 - Furniture Repairer, Minor | 17.61 |
| 09130 - Upholsterer | 18.99 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.52 |
| 11060 - Elevator Operator | 9.52 |
| 11090 - Gardener | 12.04 |
| 11122 - Housekeeping Aide | 10.16 |
| 11150 - Janitor | 10.16 |
| 11210 - Laborer, Grounds Maintenance | 9.77 |
| 11240 - Maid or Houseman | 8.58 |
| 11260 - Pruner | 8.92 |
| 11270 - Tractor Operator | 11.46 |
| 11330 - Trail Maintenance Worker | 9.77 |
| 11360 - Window Cleaner | 10.52 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.80 |
| 12011 - Breath Alcohol Technician | 16.90 |
| 12012 - Certified Occupational Therapist Assistant | 21.62 |
| 12015 - Certified Physical Therapist Assistant | 21.62 |
| 12020 - Dental Assistant | 15.58 |
| 12025 - Dental Hygienist | 38.82 |

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| 12030 - EKG Technician | 26.78 |
| 12035 - Electroneurodiagnostic Technologist | 26.78 |
| 12040 - Emergency Medical Technician | 13.80 |
| 12071 - Licensed Practical Nurse I | 15.79 |
| 12072 - Licensed Practical Nurse II | 17.66 |
| 12073 - Licensed Practical Nurse III | 19.70 |
| 12100 - Medical Assistant | 14.35 |
| 12130 - Medical Laboratory Technician | 15.79 |
| 12160 - Medical Record Clerk | 12.08 |
| 12190 - Medical Record Technician | 14.58 |
| 12195 - Medical Transcriptionist | 15.79 |
| 12210 - Nuclear Medicine Technologist | 38.82 |
| 12221 - Nursing Assistant I | 10.63 |
| 12222 - Nursing Assistant II | 11.95 |
| 12223 - Nursing Assistant III | 13.04 |
| 12224 - Nursing Assistant IV | 14.63 |
| 12235 - Optical Dispenser | 16.90 |
| 12236 - Optical Technician | 15.46 |
| 12250 - Pharmacy Technician | 12.89 |
| 12280 - Phlebotomist | 14.63 |
| 12305 - Radiologic Technologist | 25.83 |
| 12311 - Registered Nurse I | 20.27 |
| 12312 - Registered Nurse II | 24.68 |
| 12313 - Registered Nurse II, Specialist | 24.68 |
| 12314 - Registered Nurse III | 29.86 |
| 12315 - Registered Nurse III, Anesthetist | 29.86 |
| 12316 - Registered Nurse IV | 35.79 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.89 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.75 |
| 13012 - Exhibits Specialist II | 20.68 |
| 13013 - Exhibits Specialist III | 24.54 |
| 13041 - Illustrator I | 17.75 |
| 13042 - Illustrator II | 20.68 |
| 13043 - Illustrator III | 24.54 |
| 13047 - Librarian | 20.34 |
| 13050 - Library Aide/Clerk | 11.81 |
| 13054 - Library Information Technology Systems Administrator | 18.67 |
| 13058 - Library Technician | 14.06 |
| 13061 - Media Specialist I | 13.25 |
| 13062 - Media Specialist II | 14.83 |
| 13063 - Media Specialist III | 16.53 |
| 13071 - Photographer I | 14.69 |
| 13072 - Photographer II | 18.91 |
| 13073 - Photographer III | 22.03 |
| 13074 - Photographer IV | 26.14 |
| 13075 - Photographer V | 31.63 |
| 13110 - Video Teleconference Technician | 13.25 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.50 |
| 14042 - Computer Operator II | 17.36 |
| 14043 - Computer Operator III | 20.82 |
| 14044 - Computer Operator IV | 22.18 |
| 14045 - Computer Operator V | 24.57 |
| 14071 - Computer Programmer I | (see 1) 20.98 |
| 14072 - Computer Programmer II | (see 1) 25.99 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 27.36 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 15.50 |

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| 14160 - Personal Computer Support Technician | 23.85 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.36 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.10 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 38.70 |
| 15050 - Computer Based Training Specialist / Instructor | 27.36 |
| 15060 - Educational Technologist | 22.07 |
| 15070 - Flight Instructor (Pilot) | 38.70 |
| 15080 - Graphic Artist | 22.91 |
| 15090 - Technical Instructor | 19.79 |
| 15095 - Technical Instructor/Course Developer | 23.80 |
| 15110 - Test Proctor | 15.98 |
| 15120 - Tutor | 15.98 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.23 |
| 16030 - Counter Attendant | 9.23 |
| 16040 - Dry Cleaner | 10.56 |
| 16070 - Finisher, Flatwork, Machine | 9.23 |
| 16090 - Presser, Hand | 9.23 |
| 16110 - Presser, Machine, Drycleaning | 9.23 |
| 16130 - Presser, Machine, Shirts | 9.23 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.23 |
| 16190 - Sewing Machine Operator | 11.00 |
| 16220 - Tailor | 11.44 |
| 16250 - Washer, Machine | 9.67 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.83 |
| 19040 - Tool And Die Maker | 24.34 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.54 |
| 21030 - Material Coordinator | 18.61 |
| 21040 - Material Expediter | 18.61 |
| 21050 - Material Handling Laborer | 10.33 |
| 21071 - Order Filler | 10.72 |
| 21080 - Production Line Worker (Food Processing) | 13.54 |
| 21110 - Shipping Packer | 12.37 |
| 21130 - Shipping/Receiving Clerk | 12.37 |
| 21140 - Store Worker I | 12.48 |
| 21150 - Stock Clerk | 16.40 |
| 21210 - Tools And Parts Attendant | 13.54 |
| 21410 - Warehouse Specialist | 13.54 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.45 |
| 23021 - Aircraft Mechanic I | 23.56 |
| 23022 - Aircraft Mechanic II | 24.45 |
| 23023 - Aircraft Mechanic III | 25.32 |
| 23040 - Aircraft Mechanic Helper | 18.91 |
| 23050 - Aircraft, Painter | 22.77 |
| 23060 - Aircraft Servicer | 21.11 |
| 23080 - Aircraft Worker | 21.92 |
| 23110 - Appliance Mechanic | 19.27 |
| 23120 - Bicycle Repairer | 15.52 |
| 23125 - Cable Splicer | 20.64 |
| 23130 - Carpenter, Maintenance | 18.13 |
| 23140 - Carpet Layer | 17.90 |
| 23160 - Electrician, Maintenance | 19.95 |
| 23181 - Electronics Technician Maintenance I | 16.49 |
| 23182 - Electronics Technician Maintenance II | 19.82 |
| 23183 - Electronics Technician Maintenance III | 23.73 |
| 23260 - Fabric Worker | 18.49 |
| 23290 - Fire Alarm System Mechanic | 20.07 |
| 23310 - Fire Extinguisher Repairer | 16.06 |
| 23311 - Fuel Distribution System Mechanic | 20.07 |

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| 23312 - Fuel Distribution System Operator | 16.06 |
| 23370 - General Maintenance Worker | 17.45 |
| 23380 - Ground Support Equipment Mechanic | 23.56 |
| 23381 - Ground Support Equipment Servicer | 21.11 |
| 23382 - Ground Support Equipment Worker | 21.92 |
| 23391 - Gunsmith I | 15.73 |
| 23392 - Gunsmith II | 17.90 |
| 23393 - Gunsmith III | 20.07 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.76 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.70 |
| 23430 - Heavy Equipment Mechanic | 21.65 |
| 23440 - Heavy Equipment Operator | 20.31 |
| 23460 - Instrument Mechanic | 20.07 |
| 23465 - Laboratory/Shelter Mechanic | 18.99 |
| 23470 - Laborer | 10.33 |
| 23510 - Locksmith | 18.99 |
| 23530 - Machinery Maintenance Mechanic | 24.66 |
| 23550 - Machinist, Maintenance | 19.26 |
| 23580 - Maintenance Trades Helper | 15.06 |
| 23591 - Metrology Technician I | 20.07 |
| 23592 - Metrology Technician II | 20.83 |
| 23593 - Metrology Technician III | 21.57 |
| 23640 - Millwright | 20.07 |
| 23710 - Office Appliance Repairer | 18.99 |
| 23760 - Painter, Maintenance | 18.35 |
| 23790 - Pipefitter, Maintenance | 18.76 |
| 23810 - Plumber, Maintenance | 18.13 |
| 23820 - Pneudraulic Systems Mechanic | 20.07 |
| 23850 - Rigger | 20.07 |
| 23870 - Scale Mechanic | 17.90 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.76 |
| 23910 - Small Engine Mechanic | 17.90 |
| 23931 - Telecommunications Mechanic I | 20.07 |
| 23932 - Telecommunications Mechanic II | 22.87 |
| 23950 - Telephone Lineman | 20.07 |
| 23960 - Welder, Combination, Maintenance | 18.76 |
| 23965 - Well Driller | 20.07 |
| 23970 - Woodcraft Worker | 20.07 |
| 23980 - Woodworker | 16.06 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.53 |
| 24580 - Child Care Center Clerk | 12.27 |
| 24610 - Chore Aide | 11.28 |
| 24620 - Family Readiness And Support Services Coordinator | 14.82 |
| 24630 - Homemaker | 17.08 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.74 |
| 25040 - Sewage Plant Operator | 20.34 |
| 25070 - Stationary Engineer | 21.50 |
| 25190 - Ventilation Equipment Tender | 15.69 |
| 25210 - Water Treatment Plant Operator | 20.34 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.87 |
| 27007 - Baggage Inspector | 9.99 |
| 27008 - Corrections Officer | 19.04 |
| 27010 - Court Security Officer | 19.14 |
| 27030 - Detection Dog Handler | 16.99 |
| 27040 - Detention Officer | 19.04 |
| 27070 - Firefighter | 18.02 |
| 27101 - Guard I | 9.99 |

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| 27102 - Guard II | 16.99 |
| 27131 - Police Officer I | 22.61 |
| 27132 - Police Officer II | 25.13 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.99 |
| 28042 - Carnival Equipment Repairer | 14.91 |
| 28043 - Carnival Equipment Worker | 10.02 |
| 28210 - Gate Attendant/Gate Tender | 14.90 |
| 28310 - Lifeguard | 13.28 |
| 28350 - Park Attendant (Aide) | 16.67 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.17 |
| 28515 - Recreation Specialist | 16.89 |
| 28630 - Sports Official | 13.28 |
| 28690 - Swimming Pool Operator | 16.16 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.06 |
| 29020 - Hatch Tender | 17.06 |
| 29030 - Line Handler | 17.06 |
| 29041 - Stevedore I | 16.24 |
| 29042 - Stevedore II | 18.17 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.51 |
| 30022 - Archeological Technician II | 18.73 |
| 30023 - Archeological Technician III | 24.28 |
| 30030 - Cartographic Technician | 24.91 |
| 30040 - Civil Engineering Technician | 24.94 |
| 30061 - Drafter/CAD Operator I | 17.97 |
| 30062 - Drafter/CAD Operator II | 20.10 |
| 30063 - Drafter/CAD Operator III | 22.42 |
| 30064 - Drafter/CAD Operator IV | 27.53 |
| 30081 - Engineering Technician I | 15.26 |
| 30082 - Engineering Technician II | 17.97 |
| 30083 - Engineering Technician III | 20.10 |
| 30084 - Engineering Technician IV | 24.91 |
| 30085 - Engineering Technician V | 30.47 |
| 30086 - Engineering Technician VI | 36.86 |
| 30090 - Environmental Technician | 24.91 |
| 30210 - Laboratory Technician | 20.88 |
| 30240 - Mathematical Technician | 24.91 |
| 30361 - Paralegal/Legal Assistant I | 18.14 |
| 30362 - Paralegal/Legal Assistant II | 22.56 |
| 30363 - Paralegal/Legal Assistant III | 27.60 |
| 30364 - Paralegal/Legal Assistant IV | 32.86 |
| 30390 - Photo-Optics Technician | 24.91 |
| 30461 - Technical Writer I | 23.42 |
| 30462 - Technical Writer II | 28.63 |
| 30463 - Technical Writer III | 34.64 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 19.22 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 21.34 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.12 |
| 31030 - Bus Driver | 14.96 |
| 31043 - Driver Courier | 13.23 |
| 31260 - Parking and Lot Attendant | 10.30 |

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|---|-------|
| 31290 - Shuttle Bus Driver | 14.21 |
| 31310 - Taxi Driver | 11.36 |
| 31361 - Truckdriver, Light | 14.21 |
| 31362 - Truckdriver, Medium | 15.17 |
| 31363 - Truckdriver, Heavy | 15.95 |
| 31364 - Truckdriver, Tractor-Trailer | 15.95 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.53 |
| 99050 - Desk Clerk | 10.06 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 14.15 |
| 99252 - Laboratory Animal Caretaker II | 15.19 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 13.60 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 16.32 |
| 99711 - Recycling Specialist | 17.93 |
| 99730 - Refuse Collector | 14.90 |
| 99810 - Sales Clerk | 12.75 |
| 99820 - School Crossing Guard | 13.78 |
| 99830 - Survey Party Chief | 29.02 |
| 99831 - Surveying Aide | 18.06 |
| 99832 - Surveying Technician | 24.77 |
| 99840 - Vending Machine Attendant | 15.76 |
| 99841 - Vending Machine Repairer | 18.25 |
| 99842 - Vending Machine Repairer Helper | 15.21 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

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

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2033
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Arkansas

Area: Arkansas Counties of Baxter, Boone, Clay, Cleburne, Conway, Faulkner, Fulton, Garland, Greene, Hot Spring, Independence, Izard, Jackson, Lawrence, Lonoke, Marion, Monroe, Montgomery, Perry, Pope, Prairie, Pulaski, Randolph, Saline, Searcy, Sharp, Stone, Van Buren, White, Woodruff, Yell

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

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

| | |
|---|-------|
| 01000 - Administrative Support And Clerical Occupations | |
| 01011 - Accounting Clerk I | 13.09 |
| 01012 - Accounting Clerk II | 14.70 |
| 01013 - Accounting Clerk III | 19.95 |
| 01020 - Administrative Assistant | 16.42 |
| 01040 - Court Reporter | 14.26 |
| 01051 - Data Entry Operator I | 11.80 |
| 01052 - Data Entry Operator II | 14.38 |
| 01060 - Dispatcher, Motor Vehicle | 16.42 |
| 01070 - Document Preparation Clerk | 11.24 |
| 01090 - Duplicating Machine Operator | 11.24 |
| 01111 - General Clerk I | 10.82 |
| 01112 - General Clerk II | 11.81 |
| 01113 - General Clerk III | 13.25 |
| 01120 - Housing Referral Assistant | 15.81 |
| 01141 - Messenger Courier | 11.92 |
| 01191 - Order Clerk I | 11.08 |
| 01192 - Order Clerk II | 12.09 |
| 01261 - Personnel Assistant (Employment) I | 13.51 |
| 01262 - Personnel Assistant (Employment) II | 14.81 |
| 01263 - Personnel Assistant (Employment) III | 16.51 |
| 01270 - Production Control Clerk | 18.80 |
| 01280 - Receptionist | 10.72 |
| 01290 - Rental Clerk | 10.23 |
| 01300 - Scheduler, Maintenance | 12.67 |
| 01311 - Secretary I | 12.67 |
| 01312 - Secretary II | 14.17 |
| 01313 - Secretary III | 15.81 |
| 01320 - Service Order Dispatcher | 16.25 |
| 01410 - Supply Technician | 17.56 |
| 01420 - Survey Worker | 13.29 |
| 01531 - Travel Clerk I | 11.82 |
| 01532 - Travel Clerk II | 12.86 |
| 01533 - Travel Clerk III | 13.60 |
| 01611 - Word Processor I | 11.64 |
| 01612 - Word Processor II | 13.00 |
| 01613 - Word Processor III | 14.54 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.08 |
| 05010 - Automotive Electrician | 17.59 |
| 05040 - Automotive Glass Installer | 14.86 |
| 05070 - Automotive Worker | 15.04 |
| 05110 - Mobile Equipment Servicer | 13.27 |
| 05130 - Motor Equipment Metal Mechanic | 16.78 |
| 05160 - Motor Equipment Metal Worker | 15.04 |
| 05190 - Motor Vehicle Mechanic | 17.43 |
| 05220 - Motor Vehicle Mechanic Helper | 12.42 |
| 05250 - Motor Vehicle Upholstery Worker | 14.86 |
| 05280 - Motor Vehicle Wrecker | 15.04 |
| 05310 - Painter, Automotive | 15.90 |
| 05340 - Radiator Repair Specialist | 15.04 |
| 05370 - Tire Repairer | 10.83 |
| 05400 - Transmission Repair Specialist | 17.43 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 9.17 |
| 07041 - Cook I | 8.49 |
| 07042 - Cook II | 9.66 |
| 07070 - Dishwasher | 8.19 |
| 07130 - Food Service Worker | 8.61 |
| 07210 - Meat Cutter | 13.79 |
| 07260 - Waiter/Waitress | 8.06 |
| 09000 - Furniture Maintenance And Repair Occupations | |

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| 09010 - Electrostatic Spray Painter | 13.42 |
| 09040 - Furniture Handler | 10.37 |
| 09080 - Furniture Refinisher | 13.42 |
| 09090 - Furniture Refinisher Helper | 10.48 |
| 09110 - Furniture Repairer, Minor | 11.95 |
| 09130 - Upholsterer | 14.76 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.69 |
| 11060 - Elevator Operator | 9.69 |
| 11090 - Gardener | 12.25 |
| 11122 - Housekeeping Aide | 9.30 |
| 11150 - Janitor | 9.78 |
| 11210 - Laborer, Grounds Maintenance | 10.82 |
| 11240 - Maid or Houseman | 8.11 |
| 11260 - Pruner | 9.86 |
| 11270 - Tractor Operator | 12.61 |
| 11330 - Trail Maintenance Worker | 10.82 |
| 11360 - Window Cleaner | 10.26 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.53 |
| 12011 - Breath Alcohol Technician | 15.41 |
| 12012 - Certified Occupational Therapist Assistant | 21.88 |
| 12015 - Certified Physical Therapist Assistant | 20.47 |
| 12020 - Dental Assistant | 13.94 |
| 12025 - Dental Hygienist | 27.84 |
| 12030 - EKG Technician | 23.88 |
| 12035 - Electroneurodiagnostic Technologist | 23.88 |
| 12040 - Emergency Medical Technician | 14.53 |
| 12071 - Licensed Practical Nurse I | 14.26 |
| 12072 - Licensed Practical Nurse II | 15.95 |
| 12073 - Licensed Practical Nurse III | 17.79 |
| 12100 - Medical Assistant | 12.74 |
| 12130 - Medical Laboratory Technician | 17.27 |
| 12160 - Medical Record Clerk | 13.78 |
| 12190 - Medical Record Technician | 15.31 |
| 12195 - Medical Transcriptionist | 14.42 |
| 12210 - Nuclear Medicine Technologist | 31.50 |
| 12221 - Nursing Assistant I | 10.29 |
| 12222 - Nursing Assistant II | 11.57 |
| 12223 - Nursing Assistant III | 12.62 |
| 12224 - Nursing Assistant IV | 14.17 |
| 12235 - Optical Dispenser | 14.24 |
| 12236 - Optical Technician | 14.18 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 14.17 |
| 12305 - Radiologic Technologist | 22.88 |
| 12311 - Registered Nurse I | 24.41 |
| 12312 - Registered Nurse II | 29.86 |
| 12313 - Registered Nurse II, Specialist | 29.86 |
| 12314 - Registered Nurse III | 36.12 |
| 12315 - Registered Nurse III, Anesthetist | 36.12 |
| 12316 - Registered Nurse IV | 43.29 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.09 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.29 |
| 13012 - Exhibits Specialist II | 22.66 |
| 13013 - Exhibits Specialist III | 27.72 |
| 13041 - Illustrator I | 18.29 |
| 13042 - Illustrator II | 22.66 |
| 13043 - Illustrator III | 27.72 |
| 13047 - Librarian | 25.09 |
| 13050 - Library Aide/Clerk | 8.24 |
| 13054 - Library Information Technology Systems | 22.66 |

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| Administrator | |
| 13058 - Library Technician | 12.15 |
| 13061 - Media Specialist I | 16.35 |
| 13062 - Media Specialist II | 17.41 |
| 13063 - Media Specialist III | 20.40 |
| 13071 - Photographer I | 13.74 |
| 13072 - Photographer II | 15.37 |
| 13073 - Photographer III | 19.04 |
| 13074 - Photographer IV | 23.29 |
| 13075 - Photographer V | 28.18 |
| 13110 - Video Teleconference Technician | 17.16 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.69 |
| 14042 - Computer Operator II | 17.55 |
| 14043 - Computer Operator III | 19.57 |
| 14044 - Computer Operator IV | 21.84 |
| 14045 - Computer Operator V | 24.08 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 15.69 |
| 14160 - Personal Computer Support Technician | 24.02 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.78 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.88 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.44 |
| 15050 - Computer Based Training Specialist / Instructor | 29.78 |
| 15060 - Educational Technologist | 29.22 |
| 15070 - Flight Instructor (Pilot) | 40.44 |
| 15080 - Graphic Artist | 19.50 |
| 15090 - Technical Instructor | 20.60 |
| 15095 - Technical Instructor/Course Developer | 25.20 |
| 15110 - Test Proctor | 16.63 |
| 15120 - Tutor | 16.63 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.72 |
| 16030 - Counter Attendant | 8.72 |
| 16040 - Dry Cleaner | 10.92 |
| 16070 - Finisher, Flatwork, Machine | 8.72 |
| 16090 - Presser, Hand | 8.72 |
| 16110 - Presser, Machine, Drycleaning | 8.72 |
| 16130 - Presser, Machine, Shirts | 8.72 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.72 |
| 16190 - Sewing Machine Operator | 11.73 |
| 16220 - Tailor | 12.57 |
| 16250 - Washer, Machine | 9.47 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.14 |
| 19040 - Tool And Die Maker | 20.87 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.29 |
| 21030 - Material Coordinator | 18.80 |
| 21040 - Material Expediter | 18.80 |
| 21050 - Material Handling Laborer | 10.54 |
| 21071 - Order Filler | 10.85 |
| 21080 - Production Line Worker (Food Processing) | 13.29 |
| 21110 - Shipping Packer | 13.07 |
| 21130 - Shipping/Receiving Clerk | 13.07 |
| 21140 - Store Worker I | 10.50 |

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| 21150 - Stock Clerk | 13.92 |
| 21210 - Tools And Parts Attendant | 13.29 |
| 21410 - Warehouse Specialist | 13.29 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.67 |
| 23021 - Aircraft Mechanic I | 21.46 |
| 23022 - Aircraft Mechanic II | 22.67 |
| 23023 - Aircraft Mechanic III | 23.91 |
| 23040 - Aircraft Mechanic Helper | 15.22 |
| 23050 - Aircraft, Painter | 20.20 |
| 23060 - Aircraft Servicer | 17.38 |
| 23080 - Aircraft Worker | 18.46 |
| 23110 - Appliance Mechanic | 17.03 |
| 23120 - Bicycle Repairer | 10.83 |
| 23125 - Cable Splicer | 22.87 |
| 23130 - Carpenter, Maintenance | 16.16 |
| 23140 - Carpet Layer | 15.94 |
| 23160 - Electrician, Maintenance | 18.01 |
| 23181 - Electronics Technician Maintenance I | 19.84 |
| 23182 - Electronics Technician Maintenance II | 21.50 |
| 23183 - Electronics Technician Maintenance III | 21.78 |
| 23260 - Fabric Worker | 14.99 |
| 23290 - Fire Alarm System Mechanic | 16.04 |
| 23310 - Fire Extinguisher Repairer | 14.01 |
| 23311 - Fuel Distribution System Mechanic | 18.63 |
| 23312 - Fuel Distribution System Operator | 16.61 |
| 23370 - General Maintenance Worker | 14.98 |
| 23380 - Ground Support Equipment Mechanic | 21.46 |
| 23381 - Ground Support Equipment Servicer | 17.38 |
| 23382 - Ground Support Equipment Worker | 18.46 |
| 23391 - Gunsmith I | 14.01 |
| 23392 - Gunsmith II | 15.94 |
| 23393 - Gunsmith III | 18.05 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.47 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.58 |
| 23430 - Heavy Equipment Mechanic | 18.39 |
| 23440 - Heavy Equipment Operator | 15.49 |
| 23460 - Instrument Mechanic | 18.05 |
| 23465 - Laboratory/Shelter Mechanic | 17.00 |
| 23470 - Laborer | 10.54 |
| 23510 - Locksmith | 16.89 |
| 23530 - Machinery Maintenance Mechanic | 19.03 |
| 23550 - Machinist, Maintenance | 17.23 |
| 23580 - Maintenance Trades Helper | 10.93 |
| 23591 - Metrology Technician I | 18.05 |
| 23592 - Metrology Technician II | 19.07 |
| 23593 - Metrology Technician III | 20.12 |
| 23640 - Millwright | 17.23 |
| 23710 - Office Appliance Repairer | 18.65 |
| 23760 - Painter, Maintenance | 15.61 |
| 23790 - Pipefitter, Maintenance | 19.32 |
| 23810 - Plumber, Maintenance | 18.69 |
| 23820 - Pneudraulic Systems Mechanic | 18.05 |
| 23850 - Rigger | 18.05 |
| 23870 - Scale Mechanic | 15.94 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.90 |
| 23910 - Small Engine Mechanic | 14.49 |
| 23931 - Telecommunications Mechanic I | 21.68 |
| 23932 - Telecommunications Mechanic II | 22.77 |
| 23950 - Telephone Lineman | 21.12 |
| 23960 - Welder, Combination, Maintenance | 15.83 |

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| 23965 - Well Driller | 18.05 |
| 23970 - Woodcraft Worker | 18.05 |
| 23980 - Woodworker | 15.19 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.46 |
| 24580 - Child Care Center Clerk | 10.34 |
| 24610 - Chore Aide | 8.57 |
| 24620 - Family Readiness And Support Services Coordinator | 11.49 |
| 24630 - Homemaker | 15.14 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.61 |
| 25040 - Sewage Plant Operator | 16.24 |
| 25070 - Stationary Engineer | 18.61 |
| 25190 - Ventilation Equipment Tender | 13.55 |
| 25210 - Water Treatment Plant Operator | 15.49 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.29 |
| 27007 - Baggage Inspector | 11.41 |
| 27008 - Corrections Officer | 16.48 |
| 27010 - Court Security Officer | 17.64 |
| 27030 - Detection Dog Handler | 13.80 |
| 27040 - Detention Officer | 16.48 |
| 27070 - Firefighter | 18.44 |
| 27101 - Guard I | 11.41 |
| 27102 - Guard II | 13.80 |
| 27131 - Police Officer I | 17.77 |
| 27132 - Police Officer II | 19.74 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.02 |
| 28042 - Carnival Equipment Repairer | 10.71 |
| 28043 - Carnival Equipment Worker | 8.35 |
| 28210 - Gate Attendant/Gate Tender | 13.18 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.74 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.49 |
| 28515 - Recreation Specialist | 15.08 |
| 28630 - Sports Official | 11.45 |
| 28690 - Swimming Pool Operator | 16.09 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 15.43 |
| 29020 - Hatch Tender | 15.43 |
| 29030 - Line Handler | 15.43 |
| 29041 - Stevedore I | 14.51 |
| 29042 - Stevedore II | 16.46 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.39 |
| 30022 - Archeological Technician II | 18.33 |
| 30023 - Archeological Technician III | 22.65 |
| 30030 - Cartographic Technician | 24.09 |
| 30040 - Civil Engineering Technician | 21.18 |
| 30061 - Drafter/CAD Operator I | 17.38 |
| 30062 - Drafter/CAD Operator II | 19.44 |
| 30063 - Drafter/CAD Operator III | 21.68 |
| 30064 - Drafter/CAD Operator IV | 26.67 |
| 30081 - Engineering Technician I | 15.21 |
| 30082 - Engineering Technician II | 17.07 |
| 30083 - Engineering Technician III | 19.09 |
| 30084 - Engineering Technician IV | 23.66 |
| 30085 - Engineering Technician V | 28.94 |

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| 30086 - Engineering Technician VI | 35.01 |
| 30090 - Environmental Technician | 16.97 |
| 30210 - Laboratory Technician | 17.33 |
| 30240 - Mathematical Technician | 24.09 |
| 30361 - Paralegal/Legal Assistant I | 16.32 |
| 30362 - Paralegal/Legal Assistant II | 18.22 |
| 30363 - Paralegal/Legal Assistant III | 21.19 |
| 30364 - Paralegal/Legal Assistant IV | 24.59 |
| 30390 - Photo-Optics Technician | 24.09 |
| 30461 - Technical Writer I | 19.80 |
| 30462 - Technical Writer II | 24.23 |
| 30463 - Technical Writer III | 29.32 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 33.48 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 21.68 |
| 30621 - Weather Observer, Senior (see 2) | 24.09 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.41 |
| 31030 - Bus Driver | 15.50 |
| 31043 - Driver Courier | 13.14 |
| 31260 - Parking and Lot Attendant | 9.27 |
| 31290 - Shuttle Bus Driver | 13.33 |
| 31310 - Taxi Driver | 9.44 |
| 31361 - Truckdriver, Light | 13.33 |
| 31362 - Truckdriver, Medium | 14.28 |
| 31363 - Truckdriver, Heavy | 16.77 |
| 31364 - Truckdriver, Tractor-Trailer | 16.77 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.37 |
| 99050 - Desk Clerk | 8.60 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 9.59 |
| 99252 - Laboratory Animal Caretaker II | 10.30 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 13.02 |
| 99510 - Photofinishing Worker | 10.53 |
| 99710 - Recycling Laborer | 12.58 |
| 99711 - Recycling Specialist | 14.85 |
| 99730 - Refuse Collector | 13.08 |
| 99810 - Sales Clerk | 10.57 |
| 99820 - School Crossing Guard | 9.26 |
| 99830 - Survey Party Chief | 16.97 |
| 99831 - Surveying Aide | 11.23 |
| 99832 - Surveying Technician | 15.43 |
| 99840 - Vending Machine Attendant | 9.99 |
| 99841 - Vending Machine Repairer | 12.09 |
| 99842 - Vending Machine Repairer Helper | 9.99 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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| By direction of the Secretary of Labor | | WDS_Revision_Received_10.9.2014 WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 |
| Diane C. Koplewski Director | Division of Wage Determinations | Wage Determination No.: 2005-2034 Revision No.: 14 Date Of Last Revision: 07/25/2014 |
| State: Arkansas | | |

Area: Arkansas Counties of Baxter, Boone, Clay, Cleburne, Conway, Faulkner, Fulton, Garland, Greene, Hot Spring, Independence, Izard, Jackson, Lawrence, Lonoke, Marion, Monroe, Montgomery, Perry, Pope, Prairie, Pulaski, Randolph, Saline, Searcy, Sharp, Stone, Van Buren, White, Woodruff, Yell

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.09 |
| 01012 - Accounting Clerk II | | 14.70 |
| 01013 - Accounting Clerk III | | 19.95 |
| 01020 - Administrative Assistant | | 16.42 |
| 01040 - Court Reporter | | 14.26 |
| 01051 - Data Entry Operator I | | 11.80 |
| 01052 - Data Entry Operator II | | 14.38 |
| 01060 - Dispatcher, Motor Vehicle | | 16.42 |
| 01070 - Document Preparation Clerk | | 11.24 |
| 01090 - Duplicating Machine Operator | | 11.24 |
| 01111 - General Clerk I | | 10.82 |
| 01112 - General Clerk II | | 11.81 |
| 01113 - General Clerk III | | 13.25 |
| 01120 - Housing Referral Assistant | | 15.81 |
| 01141 - Messenger Courier | | 11.92 |
| 01191 - Order Clerk I | | 11.08 |
| 01192 - Order Clerk II | | 12.09 |
| 01261 - Personnel Assistant (Employment) I | | 13.51 |
| 01262 - Personnel Assistant (Employment) II | | 14.81 |
| 01263 - Personnel Assistant (Employment) III | | 16.51 |
| 01270 - Production Control Clerk | | 18.80 |
| 01280 - Receptionist | | 10.72 |
| 01290 - Rental Clerk | | 10.23 |
| 01300 - Scheduler, Maintenance | | 12.67 |
| 01311 - Secretary I | | 12.67 |
| 01312 - Secretary II | | 14.17 |
| 01313 - Secretary III | | 15.81 |
| 01320 - Service Order Dispatcher | | 16.25 |
| 01410 - Supply Technician | | 17.56 |
| 01420 - Survey Worker | | 13.29 |
| 01531 - Travel Clerk I | | 11.82 |
| 01532 - Travel Clerk II | | 12.86 |
| 01533 - Travel Clerk III | | 13.60 |
| 01611 - Word Processor I | | 11.64 |
| 01612 - Word Processor II | | 13.00 |
| 01613 - Word Processor III | | 14.54 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.08 |
| 05010 - Automotive Electrician | | 17.59 |

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| 05040 - Automotive Glass Installer | 14.86 |
| 05070 - Automotive Worker | 15.04 |
| 05110 - Mobile Equipment Servicer | 13.27 |
| 05130 - Motor Equipment Metal Mechanic | 16.78 |
| 05160 - Motor Equipment Metal Worker | 15.04 |
| 05190 - Motor Vehicle Mechanic | 17.43 |
| 05220 - Motor Vehicle Mechanic Helper | 12.42 |
| 05250 - Motor Vehicle Upholstery Worker | 14.86 |
| 05280 - Motor Vehicle Wrecker | 15.04 |
| 05310 - Painter, Automotive | 15.90 |
| 05340 - Radiator Repair Specialist | 15.04 |
| 05370 - Tire Repairer | 10.83 |
| 05400 - Transmission Repair Specialist | 17.43 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 9.17 |
| 07041 - Cook I | 8.49 |
| 07042 - Cook II | 9.66 |
| 07070 - Dishwasher | 8.19 |
| 07130 - Food Service Worker | 8.61 |
| 07210 - Meat Cutter | 13.79 |
| 07260 - Waiter/Waitress | 8.06 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.42 |
| 09040 - Furniture Handler | 10.37 |
| 09080 - Furniture Refinisher | 13.42 |
| 09090 - Furniture Refinisher Helper | 10.48 |
| 09110 - Furniture Repairer, Minor | 11.95 |
| 09130 - Upholsterer | 14.76 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.69 |
| 11060 - Elevator Operator | 9.69 |
| 11090 - Gardener | 12.25 |
| 11122 - Housekeeping Aide | 9.30 |
| 11150 - Janitor | 9.78 |
| 11210 - Laborer, Grounds Maintenance | 10.82 |
| 11240 - Maid or Houseman | 8.11 |
| 11260 - Pruner | 9.86 |
| 11270 - Tractor Operator | 12.61 |
| 11330 - Trail Maintenance Worker | 10.82 |
| 11360 - Window Cleaner | 10.26 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.53 |
| 12011 - Breath Alcohol Technician | 15.41 |
| 12012 - Certified Occupational Therapist Assistant | 21.88 |
| 12015 - Certified Physical Therapist Assistant | 20.47 |
| 12020 - Dental Assistant | 13.94 |
| 12025 - Dental Hygienist | 27.84 |
| 12030 - EKG Technician | 23.88 |
| 12035 - Electroneurodiagnostic Technologist | 23.88 |
| 12040 - Emergency Medical Technician | 14.53 |
| 12071 - Licensed Practical Nurse I | 14.26 |
| 12072 - Licensed Practical Nurse II | 15.95 |
| 12073 - Licensed Practical Nurse III | 17.79 |
| 12100 - Medical Assistant | 12.74 |
| 12130 - Medical Laboratory Technician | 17.27 |
| 12160 - Medical Record Clerk | 13.78 |
| 12190 - Medical Record Technician | 15.31 |
| 12195 - Medical Transcriptionist | 14.42 |
| 12210 - Nuclear Medicine Technologist | 31.50 |
| 12221 - Nursing Assistant I | 10.29 |
| 12222 - Nursing Assistant II | 11.57 |
| 12223 - Nursing Assistant III | 12.62 |
| 12224 - Nursing Assistant IV | 14.17 |

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| 12235 - Optical Dispenser | 14.24 |
| 12236 - Optical Technician | 14.18 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 14.17 |
| 12305 - Radiologic Technologist | 22.88 |
| 12311 - Registered Nurse I | 24.41 |
| 12312 - Registered Nurse II | 29.86 |
| 12313 - Registered Nurse II, Specialist | 29.86 |
| 12314 - Registered Nurse III | 36.12 |
| 12315 - Registered Nurse III, Anesthetist | 36.12 |
| 12316 - Registered Nurse IV | 43.29 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.09 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.29 |
| 13012 - Exhibits Specialist II | 22.66 |
| 13013 - Exhibits Specialist III | 27.72 |
| 13041 - Illustrator I | 18.29 |
| 13042 - Illustrator II | 22.66 |
| 13043 - Illustrator III | 27.72 |
| 13047 - Librarian | 25.09 |
| 13050 - Library Aide/Clerk | 8.24 |
| 13054 - Library Information Technology Systems Administrator | 22.66 |
| 13058 - Library Technician | 12.15 |
| 13061 - Media Specialist I | 16.35 |
| 13062 - Media Specialist II | 17.41 |
| 13063 - Media Specialist III | 20.40 |
| 13071 - Photographer I | 13.74 |
| 13072 - Photographer II | 15.37 |
| 13073 - Photographer III | 19.04 |
| 13074 - Photographer IV | 23.29 |
| 13075 - Photographer V | 28.18 |
| 13110 - Video Teleconference Technician | 17.16 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.69 |
| 14042 - Computer Operator II | 17.55 |
| 14043 - Computer Operator III | 19.57 |
| 14044 - Computer Operator IV | 21.84 |
| 14045 - Computer Operator V | 24.08 |
| 14071 - Computer Programmer I | (see 1) 21.44 |
| 14072 - Computer Programmer II | (see 1) 25.80 |
| 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 | 15.69 |
| 14160 - Personal Computer Support Technician | 24.02 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.78 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.88 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.44 |
| 15050 - Computer Based Training Specialist / Instructor | 29.78 |
| 15060 - Educational Technologist | 29.22 |
| 15070 - Flight Instructor (Pilot) | 40.44 |
| 15080 - Graphic Artist | 19.50 |
| 15090 - Technical Instructor | 20.60 |
| 15095 - Technical Instructor/Course Developer | 25.20 |
| 15110 - Test Proctor | 16.63 |
| 15120 - Tutor | 16.63 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.72 |
| 16030 - Counter Attendant | 8.72 |

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| 16040 - Dry Cleaner | 10.92 |
| 16070 - Finisher, Flatwork, Machine | 8.72 |
| 16090 - Presser, Hand | 8.72 |
| 16110 - Presser, Machine, Drycleaning | 8.72 |
| 16130 - Presser, Machine, Shirts | 8.72 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.72 |
| 16190 - Sewing Machine Operator | 11.73 |
| 16220 - Tailor | 12.57 |
| 16250 - Washer, Machine | 9.47 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.14 |
| 19040 - Tool And Die Maker | 20.87 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.29 |
| 21030 - Material Coordinator | 18.80 |
| 21040 - Material Expediter | 18.80 |
| 21050 - Material Handling Laborer | 10.54 |
| 21071 - Order Filler | 10.85 |
| 21080 - Production Line Worker (Food Processing) | 13.29 |
| 21110 - Shipping Packer | 13.07 |
| 21130 - Shipping/Receiving Clerk | 13.07 |
| 21140 - Store Worker I | 10.50 |
| 21150 - Stock Clerk | 13.92 |
| 21210 - Tools And Parts Attendant | 13.29 |
| 21410 - Warehouse Specialist | 13.29 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.67 |
| 23021 - Aircraft Mechanic I | 21.46 |
| 23022 - Aircraft Mechanic II | 22.67 |
| 23023 - Aircraft Mechanic III | 23.91 |
| 23040 - Aircraft Mechanic Helper | 15.22 |
| 23050 - Aircraft, Painter | 20.20 |
| 23060 - Aircraft Servicer | 17.38 |
| 23080 - Aircraft Worker | 18.46 |
| 23110 - Appliance Mechanic | 17.03 |
| 23120 - Bicycle Repairer | 10.83 |
| 23125 - Cable Splicer | 22.87 |
| 23130 - Carpenter, Maintenance | 16.16 |
| 23140 - Carpet Layer | 15.94 |
| 23160 - Electrician, Maintenance | 18.01 |
| 23181 - Electronics Technician Maintenance I | 19.84 |
| 23182 - Electronics Technician Maintenance II | 21.50 |
| 23183 - Electronics Technician Maintenance III | 21.78 |
| 23260 - Fabric Worker | 14.99 |
| 23290 - Fire Alarm System Mechanic | 16.04 |
| 23310 - Fire Extinguisher Repairer | 14.01 |
| 23311 - Fuel Distribution System Mechanic | 18.63 |
| 23312 - Fuel Distribution System Operator | 16.61 |
| 23370 - General Maintenance Worker | 14.98 |
| 23380 - Ground Support Equipment Mechanic | 21.46 |
| 23381 - Ground Support Equipment Servicer | 17.38 |
| 23382 - Ground Support Equipment Worker | 18.46 |
| 23391 - Gunsmith I | 14.01 |
| 23392 - Gunsmith II | 15.94 |
| 23393 - Gunsmith III | 18.05 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.47 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.58 |
| 23430 - Heavy Equipment Mechanic | 18.39 |
| 23440 - Heavy Equipment Operator | 15.49 |
| 23460 - Instrument Mechanic | 18.05 |
| 23465 - Laboratory/Shelter Mechanic | 17.00 |

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| 23470 - Laborer | 10.54 |
| 23510 - Locksmith | 16.89 |
| 23530 - Machinery Maintenance Mechanic | 19.03 |
| 23550 - Machinist, Maintenance | 17.23 |
| 23580 - Maintenance Trades Helper | 10.93 |
| 23591 - Metrology Technician I | 18.05 |
| 23592 - Metrology Technician II | 19.07 |
| 23593 - Metrology Technician III | 20.12 |
| 23640 - Millwright | 17.23 |
| 23710 - Office Appliance Repairer | 18.65 |
| 23760 - Painter, Maintenance | 15.61 |
| 23790 - Pipefitter, Maintenance | 19.32 |
| 23810 - Plumber, Maintenance | 18.69 |
| 23820 - Pneudraulic Systems Mechanic | 18.05 |
| 23850 - Rigger | 18.05 |
| 23870 - Scale Mechanic | 15.94 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.90 |
| 23910 - Small Engine Mechanic | 14.49 |
| 23931 - Telecommunications Mechanic I | 21.68 |
| 23932 - Telecommunications Mechanic II | 22.77 |
| 23950 - Telephone Lineman | 21.12 |
| 23960 - Welder, Combination, Maintenance | 15.83 |
| 23965 - well Driller | 18.05 |
| 23970 - Woodcraft Worker | 18.05 |
| 23980 - Woodworker | 15.19 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.46 |
| 24580 - Child Care Center Clerk | 10.34 |
| 24610 - Chore Aide | 8.57 |
| 24620 - Family Readiness And Support Services Coordinator | 11.49 |
| 24630 - Homemaker | 15.14 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.61 |
| 25040 - Sewage Plant Operator | 16.24 |
| 25070 - Stationary Engineer | 18.61 |
| 25190 - Ventilation Equipment Tender | 13.55 |
| 25210 - Water Treatment Plant Operator | 15.49 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.29 |
| 27007 - Baggage Inspector | 11.41 |
| 27008 - Corrections Officer | 16.48 |
| 27010 - Court Security Officer | 17.64 |
| 27030 - Detection Dog Handler | 13.80 |
| 27040 - Detention Officer | 16.48 |
| 27070 - Firefighter | 18.44 |
| 27101 - Guard I | 11.41 |
| 27102 - Guard II | 13.80 |
| 27131 - Police Officer I | 17.77 |
| 27132 - Police Officer II | 19.74 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.02 |
| 28042 - Carnival Equipment Repairer | 10.71 |
| 28043 - Carnival Equipment Worker | 8.35 |
| 28210 - Gate Attendant/Gate Tender | 13.18 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.74 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.49 |
| 28515 - Recreation Specialist | 15.08 |
| 28630 - Sports Official | 11.45 |
| 28690 - Swimming Pool Operator | 16.09 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 15.43 |

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| 29020 - Hatch Tender | 15.43 |
| 29030 - Line Handler | 15.43 |
| 29041 - Stevedore I | 14.51 |
| 29042 - Stevedore II | 16.46 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.39 |
| 30022 - Archeological Technician II | 18.33 |
| 30023 - Archeological Technician III | 22.65 |
| 30030 - Cartographic Technician | 24.09 |
| 30040 - Civil Engineering Technician | 21.18 |
| 30061 - Drafter/CAD Operator I | 17.38 |
| 30062 - Drafter/CAD Operator II | 19.44 |
| 30063 - Drafter/CAD Operator III | 21.68 |
| 30064 - Drafter/CAD Operator IV | 26.67 |
| 30081 - Engineering Technician I | 15.21 |
| 30082 - Engineering Technician II | 17.07 |
| 30083 - Engineering Technician III | 19.09 |
| 30084 - Engineering Technician IV | 23.66 |
| 30085 - Engineering Technician V | 28.94 |
| 30086 - Engineering Technician VI | 35.01 |
| 30090 - Environmental Technician | 16.97 |
| 30210 - Laboratory Technician | 17.33 |
| 30240 - Mathematical Technician | 24.09 |
| 30361 - Paralegal/Legal Assistant I | 16.32 |
| 30362 - Paralegal/Legal Assistant II | 18.22 |
| 30363 - Paralegal/Legal Assistant III | 21.19 |
| 30364 - Paralegal/Legal Assistant IV | 24.59 |
| 30390 - Photo-Optics Technician | 24.09 |
| 30461 - Technical Writer I | 19.80 |
| 30462 - Technical Writer II | 24.23 |
| 30463 - Technical Writer III | 29.32 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 33.48 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 21.68 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 24.09 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.41 |
| 31030 - Bus Driver | 15.50 |
| 31043 - Driver Courier | 13.14 |
| 31260 - Parking and Lot Attendant | 9.27 |
| 31290 - Shuttle Bus Driver | 13.33 |
| 31310 - Taxi Driver | 9.44 |
| 31361 - Truckdriver, Light | 13.33 |
| 31362 - Truckdriver, Medium | 14.28 |
| 31363 - Truckdriver, Heavy | 16.77 |
| 31364 - Truckdriver, Tractor-Trailer | 16.77 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.37 |
| 99050 - Desk Clerk | 8.60 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 9.59 |
| 99252 - Laboratory Animal Caretaker II | 10.30 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 13.02 |
| 99510 - Photofinishing Worker | 10.53 |
| 99710 - Recycling Laborer | 12.58 |

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| 99711 - Recycling Specialist | 14.85 |
| 99730 - Refuse Collector | 13.08 |
| 99810 - Sales Clerk | 10.57 |
| 99820 - School Crossing Guard | 9.26 |
| 99830 - Survey Party Chief | 16.97 |
| 99831 - Surveying Aide | 11.23 |
| 99832 - Surveying Technician | 15.43 |
| 99840 - Vending Machine Attendant | 9.99 |
| 99841 - Vending Machine Repairer | 12.09 |
| 99842 - Vending Machine Repairer Helper | 9.99 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2035
Revision No.: 15
Date of Last Revision: 07/25/2014

State: Arkansas

Area: Arkansas Counties of Arkansas, Ashley, Bradley, Calhoun, Chicot, Clark, Cleveland, Dallas, Desha, Drew, Grant, Jefferson, Lincoln, Ouachita, Phillips, Pike, Union

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.71 |
| 01012 - Accounting Clerk II | | 12.36 |
| 01013 - Accounting Clerk III | | 13.83 |
| 01020 - Administrative Assistant | | 15.79 |
| 01040 - Court Reporter | | 12.20 |
| 01051 - Data Entry Operator I | | 10.44 |
| 01052 - Data Entry Operator II | | 11.39 |
| 01060 - Dispatcher, Motor Vehicle | | 12.55 |
| 01070 - Document Preparation Clerk | | 9.57 |
| 01090 - Duplicating Machine Operator | | 9.57 |
| 01111 - General Clerk I | | 9.58 |
| 01112 - General Clerk II | | 10.45 |
| 01113 - General Clerk III | | 11.73 |
| 01120 - Housing Referral Assistant | | 13.66 |
| 01141 - Messenger Courier | | 7.92 |

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| 01191 - Order Clerk I | 9.28 |
| 01192 - Order Clerk II | 10.13 |
| 01261 - Personnel Assistant (Employment) I | 11.46 |
| 01262 - Personnel Assistant (Employment) II | 12.82 |
| 01263 - Personnel Assistant (Employment) III | 14.30 |
| 01270 - Production Control Clerk | 19.17 |
| 01280 - Receptionist | 10.17 |
| 01290 - Rental Clerk | 10.02 |
| 01300 - Scheduler, Maintenance | 10.91 |
| 01311 - Secretary I | 10.91 |
| 01312 - Secretary II | 12.20 |
| 01313 - Secretary III | 13.66 |
| 01320 - Service Order Dispatcher | 12.35 |
| 01410 - Supply Technician | 15.79 |
| 01420 - Survey Worker | 12.20 |
| 01531 - Travel Clerk I | 11.82 |
| 01532 - Travel Clerk II | 12.86 |
| 01533 - Travel Clerk III | 13.60 |
| 01611 - Word Processor I | 9.72 |
| 01612 - Word Processor II | 10.91 |
| 01613 - Word Processor III | 12.20 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.09 |
| 05010 - Automotive Electrician | 18.09 |
| 05040 - Automotive Glass Installer | 16.14 |
| 05070 - Automotive Worker | 16.14 |
| 05110 - Mobile Equipment Servicer | 14.55 |
| 05130 - Motor Equipment Metal Mechanic | 18.09 |
| 05160 - Motor Equipment Metal Worker | 16.14 |
| 05190 - Motor Vehicle Mechanic | 18.09 |
| 05220 - Motor Vehicle Mechanic Helper | 13.31 |
| 05250 - Motor Vehicle Upholstery Worker | 16.14 |
| 05280 - Motor Vehicle Wrecker | 16.14 |
| 05310 - Painter, Automotive | 17.15 |
| 05340 - Radiator Repair Specialist | 16.14 |
| 05370 - Tire Repairer | 9.79 |
| 05400 - Transmission Repair Specialist | 18.09 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.96 |
| 07041 - Cook I | 12.17 |
| 07042 - Cook II | 13.96 |
| 07070 - Dishwasher | 8.92 |
| 07130 - Food Service Worker | 8.92 |
| 07210 - Meat Cutter | 13.96 |
| 07260 - Waiter/Waitress | 10.12 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.92 |
| 09040 - Furniture Handler | 10.53 |
| 09080 - Furniture Refinisher | 14.92 |
| 09090 - Furniture Refinisher Helper | 11.57 |
| 09110 - Furniture Repairer, Minor | 13.15 |
| 09130 - Upholsterer | 14.92 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.74 |
| 11060 - Elevator Operator | 9.74 |
| 11090 - Gardener | 12.05 |
| 11122 - Housekeeping Aide | 9.22 |
| 11150 - Janitor | 8.42 |
| 11210 - Laborer, Grounds Maintenance | 10.02 |
| 11240 - Maid or Houseman | 7.88 |
| 11260 - Pruner | 9.13 |
| 11270 - Tractor Operator | 11.57 |
| 11330 - Trail Maintenance Worker | 10.02 |

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| 11360 - Window Cleaner | 9.53 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.66 |
| 12011 - Breath Alcohol Technician | 15.78 |
| 12012 - Certified Occupational Therapist Assistant | 21.65 |
| 12015 - Certified Physical Therapist Assistant | 21.64 |
| 12020 - Dental Assistant | 12.85 |
| 12025 - Dental Hygienist | 32.36 |
| 12030 - EKG Technician | 23.74 |
| 12035 - Electroneurodiagnostic Technologist | 21.58 |
| 12040 - Emergency Medical Technician | 15.66 |
| 12071 - Licensed Practical Nurse I | 14.11 |
| 12072 - Licensed Practical Nurse II | 15.78 |
| 12073 - Licensed Practical Nurse III | 17.60 |
| 12100 - Medical Assistant | 11.98 |
| 12130 - Medical Laboratory Technician | 14.11 |
| 12160 - Medical Record Clerk | 12.47 |
| 12190 - Medical Record Technician | 15.71 |
| 12195 - Medical Transcriptionist | 14.11 |
| 12210 - Nuclear Medicine Technologist | 34.84 |
| 12221 - Nursing Assistant I | 9.57 |
| 12222 - Nursing Assistant II | 10.76 |
| 12223 - Nursing Assistant III | 11.74 |
| 12224 - Nursing Assistant IV | 13.17 |
| 12235 - Optical Dispenser | 15.78 |
| 12236 - Optical Technician | 14.11 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.17 |
| 12305 - Radiologic Technologist | 22.17 |
| 12311 - Registered Nurse I | 19.40 |
| 12312 - Registered Nurse II | 23.76 |
| 12313 - Registered Nurse II, Specialist | 23.76 |
| 12314 - Registered Nurse III | 28.75 |
| 12315 - Registered Nurse III, Anesthetist | 28.75 |
| 12316 - Registered Nurse IV | 34.41 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.56 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.79 |
| 13012 - Exhibits Specialist II | 20.96 |
| 13013 - Exhibits Specialist III | 26.91 |
| 13041 - Illustrator I | 17.79 |
| 13042 - Illustrator II | 20.96 |
| 13043 - Illustrator III | 26.91 |
| 13047 - Librarian | 24.38 |
| 13050 - Library Aide/Clerk | 14.16 |
| 13054 - Library Information Technology Systems Administrator | 22.02 |
| 13058 - Library Technician | 14.87 |
| 13061 - Media Specialist I | 15.88 |
| 13062 - Media Specialist II | 17.76 |
| 13063 - Media Specialist III | 19.81 |
| 13071 - Photographer I | 13.95 |
| 13072 - Photographer II | 17.79 |
| 13073 - Photographer III | 21.05 |
| 13074 - Photographer IV | 26.94 |
| 13075 - Photographer V | 28.60 |
| 13110 - Video Teleconference Technician | 15.88 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 11.80 |
| 14042 - Computer Operator II | 13.20 |
| 14043 - Computer Operator III | 14.72 |
| 14044 - Computer Operator IV | 19.77 |
| 14045 - Computer Operator V | 21.45 |

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| 14071 - Computer Programmer I | 17.84 |
| 14072 - Computer Programmer II | 19.77 |
| 14073 - Computer Programmer III | 24.01 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 24.39 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 11.80 |
| 14160 - Personal Computer Support Technician | 21.75 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 21.90 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 26.50 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 31.76 |
| 15050 - Computer Based Training Specialist / Instructor | 24.39 |
| 15060 - Educational Technologist | 23.31 |
| 15070 - Flight Instructor (Pilot) | 31.76 |
| 15080 - Graphic Artist | 20.15 |
| 15090 - Technical Instructor | 18.50 |
| 15095 - Technical Instructor/Course Developer | 20.58 |
| 15110 - Test Proctor | 13.58 |
| 15120 - Tutor | 13.58 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.72 |
| 16030 - Counter Attendant | 8.72 |
| 16040 - Dry Cleaner | 10.92 |
| 16070 - Finisher, Flatwork, Machine | 8.72 |
| 16090 - Presser, Hand | 8.72 |
| 16110 - Presser, Machine, Drycleaning | 8.72 |
| 16130 - Presser, Machine, Shirts | 8.72 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.72 |
| 16190 - Sewing Machine Operator | 11.73 |
| 16220 - Tailor | 13.48 |
| 16250 - Washer, Machine | 9.47 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.39 |
| 19040 - Tool And Die Maker | 22.48 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.97 |
| 21030 - Material Coordinator | 19.17 |
| 21040 - Material Expediter | 19.17 |
| 21050 - Material Handling Laborer | 10.74 |
| 21071 - Order Filler | 10.21 |
| 21080 - Production Line Worker (Food Processing) | 12.97 |
| 21110 - Shipping Packer | 12.82 |
| 21130 - Shipping/Receiving Clerk | 12.82 |
| 21140 - Store Worker I | 10.50 |
| 21150 - Stock Clerk | 13.92 |
| 21210 - Tools And Parts Attendant | 12.97 |
| 21410 - Warehouse Specialist | 12.97 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.25 |
| 23021 - Aircraft Mechanic I | 19.16 |
| 23022 - Aircraft Mechanic II | 20.25 |
| 23023 - Aircraft Mechanic III | 21.12 |
| 23040 - Aircraft Mechanic Helper | 14.10 |
| 23050 - Aircraft, Painter | 18.17 |
| 23060 - Aircraft Servicer | 16.07 |
| 23080 - Aircraft Worker | 17.11 |
| 23110 - Appliance Mechanic | 18.53 |
| 23120 - Bicycle Repairer | 9.79 |
| 23125 - Cable Splicer | 19.16 |
| 23130 - Carpenter, Maintenance | 16.14 |
| 23140 - Carpet Layer | 16.97 |

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| 23160 - Electrician, Maintenance | 20.62 |
| 23181 - Electronics Technician Maintenance I | 17.71 |
| 23182 - Electronics Technician Maintenance II | 18.89 |
| 23183 - Electronics Technician Maintenance III | 21.39 |
| 23260 - Fabric Worker | 16.29 |
| 23290 - Fire Alarm System Mechanic | 19.16 |
| 23310 - Fire Extinguisher Repairer | 14.91 |
| 23311 - Fuel Distribution System Mechanic | 19.16 |
| 23312 - Fuel Distribution System Operator | 14.91 |
| 23370 - General Maintenance Worker | 18.48 |
| 23380 - Ground Support Equipment Mechanic | 19.16 |
| 23381 - Ground Support Equipment Servicer | 16.07 |
| 23382 - Ground Support Equipment Worker | 17.11 |
| 23391 - Gunsmith I | 14.91 |
| 23392 - Gunsmith II | 16.97 |
| 23393 - Gunsmith III | 19.16 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.43 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 17.36 |
| 23430 - Heavy Equipment Mechanic | 18.61 |
| 23440 - Heavy Equipment Operator | 16.51 |
| 23460 - Instrument Mechanic | 19.16 |
| 23465 - Laboratory/Shelter Mechanic | 18.36 |
| 23470 - Laborer | 10.74 |
| 23510 - Locksmith | 19.87 |
| 23530 - Machinery Maintenance Mechanic | 21.10 |
| 23550 - Machinist, Maintenance | 18.76 |
| 23580 - Maintenance Trades Helper | 11.42 |
| 23591 - Metrology Technician I | 19.16 |
| 23592 - Metrology Technician II | 20.25 |
| 23593 - Metrology Technician III | 21.35 |
| 23640 - Millwright | 23.11 |
| 23710 - Office Appliance Repairer | 18.06 |
| 23760 - Painter, Maintenance | 17.04 |
| 23790 - Pipefitter, Maintenance | 21.06 |
| 23810 - Plumber, Maintenance | 20.49 |
| 23820 - Pneudraulic Systems Mechanic | 19.16 |
| 23850 - Rigger | 19.16 |
| 23870 - Scale Mechanic | 16.97 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.56 |
| 23910 - Small Engine Mechanic | 16.97 |
| 23931 - Telecommunications Mechanic I | 19.16 |
| 23932 - Telecommunications Mechanic II | 20.19 |
| 23950 - Telephone Lineman | 19.16 |
| 23960 - Welder, Combination, Maintenance | 15.63 |
| 23965 - Well Driller | 19.16 |
| 23970 - Woodcraft Worker | 19.16 |
| 23980 - Woodworker | 14.94 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.35 |
| 24580 - Child Care Center Clerk | 12.83 |
| 24610 - Chore Aide | 10.50 |
| 24620 - Family Readiness And Support Services Coordinator | 14.36 |
| 24630 - Homemaker | 13.70 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.28 |
| 25040 - Sewage Plant Operator | 18.04 |
| 25070 - Stationary Engineer | 19.28 |
| 25190 - Ventilation Equipment Tender | 13.97 |
| 25210 - Water Treatment Plant Operator | 18.04 |
| 27000 - Protective Service Occupations | |

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| 27004 - Alarm Monitor | 14.91 |
| 27007 - Baggage Inspector | 14.76 |
| 27008 - Corrections Officer | 15.07 |
| 27010 - Court Security Officer | 16.46 |
| 27030 - Detection Dog Handler | 15.73 |
| 27040 - Detention Officer | 15.07 |
| 27070 - Firefighter | 15.80 |
| 27101 - Guard I | 14.76 |
| 27102 - Guard II | 15.73 |
| 27131 - Police Officer I | 17.85 |
| 27132 - Police Officer II | 19.84 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.36 |
| 28042 - Carnival Equipment Repairer | 12.17 |
| 28043 - Carnival Equipment Worker | 8.92 |
| 28210 - Gate Attendant/Gate Tender | 13.41 |
| 28310 - Lifeguard | 11.95 |
| 28350 - Park Attendant (Aide) | 15.00 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.95 |
| 28515 - Recreation Specialist | 15.87 |
| 28630 - Sports Official | 11.95 |
| 28690 - Swimming Pool Operator | 17.47 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.96 |
| 29020 - Hatch Tender | 16.96 |
| 29030 - Line Handler | 16.96 |
| 29041 - Stevedore I | 16.00 |
| 29042 - Stevedore II | 18.06 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.03 |
| 30022 - Archeological Technician II | 16.59 |
| 30023 - Archeological Technician III | 20.55 |
| 30030 - Cartographic Technician | 20.55 |
| 30040 - Civil Engineering Technician | 19.44 |
| 30061 - Drafter/CAD Operator I | 14.03 |
| 30062 - Drafter/CAD Operator II | 17.45 |
| 30063 - Drafter/CAD Operator III | 18.71 |
| 30064 - Drafter/CAD Operator IV | 21.53 |
| 30081 - Engineering Technician I | 12.50 |
| 30082 - Engineering Technician II | 14.03 |
| 30083 - Engineering Technician III | 17.45 |
| 30084 - Engineering Technician IV | 20.55 |
| 30085 - Engineering Technician V | 26.38 |
| 30086 - Engineering Technician VI | 28.77 |
| 30090 - Environmental Technician | 18.68 |
| 30210 - Laboratory Technician | 16.64 |
| 30240 - Mathematical Technician | 20.55 |
| 30361 - Paralegal/Legal Assistant I | 12.79 |
| 30362 - Paralegal/Legal Assistant II | 17.73 |
| 30363 - Paralegal/Legal Assistant III | 21.70 |
| 30364 - Paralegal/Legal Assistant IV | 26.22 |
| 30390 - Photo-Optics Technician | 20.55 |
| 30461 - Technical Writer I | 18.88 |
| 30462 - Technical Writer II | 23.08 |
| 30463 - Technical Writer III | 27.93 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |

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|---|---------|-------|
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) | 17.09 |
| Surface Programs | | |
| 30621 - Weather Observer, Senior | (see 2) | 20.55 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 10.32 |
| 31030 - Bus Driver | | 14.88 |
| 31043 - Driver Courier | | 11.50 |
| 31260 - Parking and Lot Attendant | | 8.87 |
| 31290 - Shuttle Bus Driver | | 12.35 |
| 31310 - Taxi Driver | | 12.19 |
| 31361 - Truckdriver, Light | | 12.35 |
| 31362 - Truckdriver, Medium | | 15.23 |
| 31363 - Truckdriver, Heavy | | 15.36 |
| 31364 - Truckdriver, Tractor-Trailer | | 15.36 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 7.77 |
| 99050 - Desk Clerk | | 7.35 |
| 99095 - Embalmer | | 22.74 |
| 99251 - Laboratory Animal Caretaker I | | 15.07 |
| 99252 - Laboratory Animal Caretaker II | | 16.19 |
| 99310 - Mortician | | 22.74 |
| 99410 - Pest Controller | | 17.32 |
| 99510 - Photofinishing Worker | | 11.07 |
| 99710 - Recycling Laborer | | 12.77 |
| 99711 - Recycling Specialist | | 15.07 |
| 99730 - Refuse Collector | | 11.64 |
| 99810 - Sales Clerk | | 12.11 |
| 99820 - School Crossing Guard | | 11.64 |
| 99830 - Survey Party Chief | | 16.74 |
| 99831 - Surveying Aide | | 10.96 |
| 99832 - Surveying Technician | | 15.00 |
| 99840 - Vending Machine Attendant | | 13.79 |
| 99841 - Vending Machine Repairer | | 16.94 |
| 99842 - Vending Machine Repairer Helper | | 14.48 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in

those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the wage and hour division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that wage and hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444

should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2036
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Arkansas

Area: Arkansas Counties of Arkansas, Ashley, Bradley, Calhoun, Chicot, Clark, Cleveland, Dallas, Desha, Drew, Grant, Jefferson, Lincoln, Ouachita, Phillips, Pike, Union

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.71 |
| 01012 - Accounting Clerk II | | 12.36 |
| 01013 - Accounting Clerk III | | 13.83 |
| 01020 - Administrative Assistant | | 15.79 |
| 01040 - Court Reporter | | 12.20 |
| 01051 - Data Entry Operator I | | 10.44 |
| 01052 - Data Entry Operator II | | 11.39 |
| 01060 - Dispatcher, Motor Vehicle | | 12.55 |
| 01070 - Document Preparation Clerk | | 9.57 |
| 01090 - Duplicating Machine Operator | | 9.57 |
| 01111 - General Clerk I | | 9.58 |
| 01112 - General Clerk II | | 10.45 |
| 01113 - General Clerk III | | 11.73 |
| 01120 - Housing Referral Assistant | | 13.66 |
| 01141 - Messenger Courier | | 7.92 |
| 01191 - Order Clerk I | | 9.28 |
| 01192 - Order Clerk II | | 10.13 |
| 01261 - Personnel Assistant (Employment) I | | 11.46 |
| 01262 - Personnel Assistant (Employment) II | | 12.82 |
| 01263 - Personnel Assistant (Employment) III | | 14.30 |
| 01270 - Production Control Clerk | | 19.17 |
| 01280 - Receptionist | | 10.17 |
| 01290 - Rental Clerk | | 10.02 |
| 01300 - Scheduler, Maintenance | | 10.91 |
| 01311 - Secretary I | | 10.91 |
| 01312 - Secretary II | | 12.20 |
| 01313 - Secretary III | | 13.66 |
| 01320 - Service Order Dispatcher | | 12.35 |
| 01410 - Supply Technician | | 15.79 |
| 01420 - Survey Worker | | 12.20 |
| 01531 - Travel Clerk I | | 11.82 |
| 01532 - Travel Clerk II | | 12.86 |
| 01533 - Travel Clerk III | | 13.60 |
| 01611 - Word Processor I | | 9.72 |
| 01612 - Word Processor II | | 10.91 |
| 01613 - Word Processor III | | 12.20 |
| 05000 - Automotive Service Occupations | | |

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|--|-------|
| 05005 - Automobile Body Repairer, Fiberglass | 18.09 |
| 05010 - Automotive Electrician | 18.09 |
| 05040 - Automotive Glass Installer | 16.14 |
| 05070 - Automotive Worker | 16.14 |
| 05110 - Mobile Equipment Servicer | 14.55 |
| 05130 - Motor Equipment Metal Mechanic | 18.09 |
| 05160 - Motor Equipment Metal Worker | 16.14 |
| 05190 - Motor Vehicle Mechanic | 18.09 |
| 05220 - Motor Vehicle Mechanic Helper | 13.31 |
| 05250 - Motor Vehicle Upholstery Worker | 16.14 |
| 05280 - Motor Vehicle Wrecker | 16.14 |
| 05310 - Painter, Automotive | 17.15 |
| 05340 - Radiator Repair Specialist | 16.14 |
| 05370 - Tire Repairer | 9.79 |
| 05400 - Transmission Repair Specialist | 18.09 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.96 |
| 07041 - Cook I | 12.17 |
| 07042 - Cook II | 13.96 |
| 07070 - Dishwasher | 8.92 |
| 07130 - Food Service Worker | 8.92 |
| 07210 - Meat Cutter | 13.96 |
| 07260 - Waiter/Waitress | 10.12 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.92 |
| 09040 - Furniture Handler | 10.53 |
| 09080 - Furniture Refinisher | 14.92 |
| 09090 - Furniture Refinisher Helper | 11.57 |
| 09110 - Furniture Repairer, Minor | 13.15 |
| 09130 - Upholsterer | 14.92 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.74 |
| 11060 - Elevator Operator | 9.74 |
| 11090 - Gardener | 12.05 |
| 11122 - Housekeeping Aide | 9.22 |
| 11150 - Janitor | 8.42 |
| 11210 - Laborer, Grounds Maintenance | 10.02 |
| 11240 - Maid or Houseman | 7.88 |
| 11260 - Pruner | 9.13 |
| 11270 - Tractor Operator | 11.57 |
| 11330 - Trail Maintenance Worker | 10.02 |
| 11360 - Window Cleaner | 9.53 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.66 |
| 12011 - Breath Alcohol Technician | 15.78 |
| 12012 - Certified Occupational Therapist Assistant | 21.65 |
| 12015 - Certified Physical Therapist Assistant | 21.64 |
| 12020 - Dental Assistant | 12.85 |
| 12025 - Dental Hygienist | 32.36 |
| 12030 - EKG Technician | 23.74 |
| 12035 - Electroneurodiagnostic Technologist | 21.58 |
| 12040 - Emergency Medical Technician | 15.66 |
| 12071 - Licensed Practical Nurse I | 14.11 |
| 12072 - Licensed Practical Nurse II | 15.78 |
| 12073 - Licensed Practical Nurse III | 17.60 |
| 12100 - Medical Assistant | 11.98 |
| 12130 - Medical Laboratory Technician | 14.11 |
| 12160 - Medical Record Clerk | 12.47 |
| 12190 - Medical Record Technician | 15.71 |
| 12195 - Medical Transcriptionist | 14.11 |
| 12210 - Nuclear Medicine Technologist | 34.84 |
| 12221 - Nursing Assistant I | 9.57 |
| 12222 - Nursing Assistant II | 10.76 |

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|---|---------------|
| 12223 - Nursing Assistant III | 11.74 |
| 12224 - Nursing Assistant IV | 13.17 |
| 12235 - Optical Dispenser | 15.78 |
| 12236 - Optical Technician | 14.11 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.17 |
| 12305 - Radiologic Technologist | 22.17 |
| 12311 - Registered Nurse I | 19.40 |
| 12312 - Registered Nurse II | 23.76 |
| 12313 - Registered Nurse II, Specialist | 23.76 |
| 12314 - Registered Nurse III | 28.75 |
| 12315 - Registered Nurse III, Anesthetist | 28.75 |
| 12316 - Registered Nurse IV | 34.41 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.56 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.79 |
| 13012 - Exhibits Specialist II | 20.96 |
| 13013 - Exhibits Specialist III | 26.91 |
| 13041 - Illustrator I | 17.79 |
| 13042 - Illustrator II | 20.96 |
| 13043 - Illustrator III | 26.91 |
| 13047 - Librarian | 24.38 |
| 13050 - Library Aide/Clerk | 14.16 |
| 13054 - Library Information Technology Systems Administrator | 22.02 |
| 13058 - Library Technician | 14.87 |
| 13061 - Media Specialist I | 15.88 |
| 13062 - Media Specialist II | 17.76 |
| 13063 - Media Specialist III | 19.81 |
| 13071 - Photographer I | 13.95 |
| 13072 - Photographer II | 17.79 |
| 13073 - Photographer III | 21.05 |
| 13074 - Photographer IV | 26.94 |
| 13075 - Photographer V | 28.60 |
| 13110 - Video Teleconference Technician | 15.88 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 11.80 |
| 14042 - Computer Operator II | 13.20 |
| 14043 - Computer Operator III | 14.72 |
| 14044 - Computer Operator IV | 19.77 |
| 14045 - Computer Operator V | 21.45 |
| 14071 - Computer Programmer I | (see 1) 17.84 |
| 14072 - Computer Programmer II | (see 1) 19.77 |
| 14073 - Computer Programmer III | (see 1) 24.01 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 24.39 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 11.80 |
| 14160 - Personal Computer Support Technician | 21.75 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 21.90 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 26.50 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 31.76 |
| 15050 - Computer Based Training Specialist / Instructor | 24.39 |
| 15060 - Educational Technologist | 23.31 |
| 15070 - Flight Instructor (Pilot) | 31.76 |
| 15080 - Graphic Artist | 20.15 |
| 15090 - Technical Instructor | 18.50 |
| 15095 - Technical Instructor/Course Developer | 20.58 |
| 15110 - Test Proctor | 13.58 |
| 15120 - Tutor | 13.58 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |

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|---|-------|
| 16010 - Assembler | 8.72 |
| 16030 - Counter Attendant | 8.72 |
| 16040 - Dry Cleaner | 10.92 |
| 16070 - Finisher, Flatwork, Machine | 8.72 |
| 16090 - Presser, Hand | 8.72 |
| 16110 - Presser, Machine, Drycleaning | 8.72 |
| 16130 - Presser, Machine, Shirts | 8.72 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.72 |
| 16190 - Sewing Machine Operator | 11.73 |
| 16220 - Tailor | 13.48 |
| 16250 - Washer, Machine | 9.47 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.39 |
| 19040 - Tool And Die Maker | 22.48 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.97 |
| 21030 - Material Coordinator | 19.17 |
| 21040 - Material Expediter | 19.17 |
| 21050 - Material Handling Laborer | 10.74 |
| 21071 - Order Filler | 10.21 |
| 21080 - Production Line Worker (Food Processing) | 12.97 |
| 21110 - Shipping Packer | 12.82 |
| 21130 - Shipping/Receiving Clerk | 12.82 |
| 21140 - Store Worker I | 10.50 |
| 21150 - Stock Clerk | 13.92 |
| 21210 - Tools And Parts Attendant | 12.97 |
| 21410 - Warehouse Specialist | 12.97 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.25 |
| 23021 - Aircraft Mechanic I | 19.16 |
| 23022 - Aircraft Mechanic II | 20.25 |
| 23023 - Aircraft Mechanic III | 21.12 |
| 23040 - Aircraft Mechanic Helper | 14.10 |
| 23050 - Aircraft, Painter | 18.17 |
| 23060 - Aircraft Servicer | 16.07 |
| 23080 - Aircraft Worker | 17.11 |
| 23110 - Appliance Mechanic | 18.53 |
| 23120 - Bicycle Repairer | 9.79 |
| 23125 - Cable Splicer | 19.16 |
| 23130 - Carpenter, Maintenance | 16.14 |
| 23140 - Carpet Layer | 16.97 |
| 23160 - Electrician, Maintenance | 20.62 |
| 23181 - Electronics Technician Maintenance I | 17.71 |
| 23182 - Electronics Technician Maintenance II | 18.89 |
| 23183 - Electronics Technician Maintenance III | 21.39 |
| 23260 - Fabric Worker | 16.29 |
| 23290 - Fire Alarm System Mechanic | 19.16 |
| 23310 - Fire Extinguisher Repairer | 14.91 |
| 23311 - Fuel Distribution System Mechanic | 19.16 |
| 23312 - Fuel Distribution System Operator | 14.91 |
| 23370 - General Maintenance Worker | 18.48 |
| 23380 - Ground Support Equipment Mechanic | 19.16 |
| 23381 - Ground Support Equipment Servicer | 16.07 |
| 23382 - Ground Support Equipment Worker | 17.11 |
| 23391 - Gunsmith I | 14.91 |
| 23392 - Gunsmith II | 16.97 |
| 23393 - Gunsmith III | 19.16 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.43 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 17.36 |
| 23430 - Heavy Equipment Mechanic | 18.61 |
| 23440 - Heavy Equipment Operator | 16.51 |

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|---|-------|
| 23460 - Instrument Mechanic | 19.16 |
| 23465 - Laboratory/Shelter Mechanic | 18.36 |
| 23470 - Laborer | 10.74 |
| 23510 - Locksmith | 19.87 |
| 23530 - Machinery Maintenance Mechanic | 21.10 |
| 23550 - Machinist, Maintenance | 18.76 |
| 23580 - Maintenance Trades Helper | 11.42 |
| 23591 - Metrology Technician I | 19.16 |
| 23592 - Metrology Technician II | 20.25 |
| 23593 - Metrology Technician III | 21.35 |
| 23640 - Millwright | 23.11 |
| 23710 - Office Appliance Repairer | 18.06 |
| 23760 - Painter, Maintenance | 17.04 |
| 23790 - Pipefitter, Maintenance | 21.06 |
| 23810 - Plumber, Maintenance | 20.49 |
| 23820 - Pneudraulic Systems Mechanic | 19.16 |
| 23850 - Rigger | 19.16 |
| 23870 - Scale Mechanic | 16.97 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.56 |
| 23910 - Small Engine Mechanic | 16.97 |
| 23931 - Telecommunications Mechanic I | 19.16 |
| 23932 - Telecommunications Mechanic II | 20.19 |
| 23950 - Telephone Lineman | 19.16 |
| 23960 - Welder, Combination, Maintenance | 15.63 |
| 23965 - Well Driller | 19.16 |
| 23970 - Woodcraft Worker | 19.16 |
| 23980 - Woodworker | 14.94 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.35 |
| 24580 - Child Care Center Clerk | 12.83 |
| 24610 - Chore Aide | 10.50 |
| 24620 - Family Readiness And Support Services Coordinator | 14.36 |
| 24630 - Homemaker | 13.70 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.28 |
| 25040 - Sewage Plant Operator | 18.04 |
| 25070 - Stationary Engineer | 19.28 |
| 25190 - Ventilation Equipment Tender | 13.97 |
| 25210 - Water Treatment Plant Operator | 18.04 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.91 |
| 27007 - Baggage Inspector | 14.76 |
| 27008 - Corrections Officer | 15.07 |
| 27010 - Court Security Officer | 16.46 |
| 27030 - Detection Dog Handler | 15.73 |
| 27040 - Detention Officer | 15.07 |
| 27070 - Firefighter | 15.80 |
| 27101 - Guard I | 14.76 |
| 27102 - Guard II | 15.73 |
| 27131 - Police Officer I | 17.85 |
| 27132 - Police Officer II | 19.84 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.36 |
| 28042 - Carnival Equipment Repairer | 12.17 |
| 28043 - Carnival Equipment Worker | 8.92 |
| 28210 - Gate Attendant/Gate Tender | 13.41 |
| 28310 - Lifeguard | 11.95 |
| 28350 - Park Attendant (Aide) | 15.00 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.95 |
| 28515 - Recreation Specialist | 15.87 |
| 28630 - Sports Official | 11.95 |
| 28690 - Swimming Pool Operator | 17.47 |

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|---|-------|
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.96 |
| 29020 - Hatch Tender | 16.96 |
| 29030 - Line Handler | 16.96 |
| 29041 - Stevedore I | 16.00 |
| 29042 - Stevedore II | 18.06 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.03 |
| 30022 - Archeological Technician II | 16.59 |
| 30023 - Archeological Technician III | 20.55 |
| 30030 - Cartographic Technician | 20.55 |
| 30040 - Civil Engineering Technician | 19.44 |
| 30061 - Drafter/CAD Operator I | 14.03 |
| 30062 - Drafter/CAD Operator II | 17.45 |
| 30063 - Drafter/CAD Operator III | 18.71 |
| 30064 - Drafter/CAD Operator IV | 21.53 |
| 30081 - Engineering Technician I | 12.50 |
| 30082 - Engineering Technician II | 14.03 |
| 30083 - Engineering Technician III | 17.45 |
| 30084 - Engineering Technician IV | 20.55 |
| 30085 - Engineering Technician V | 26.38 |
| 30086 - Engineering Technician VI | 28.77 |
| 30090 - Environmental Technician | 18.68 |
| 30210 - Laboratory Technician | 16.64 |
| 30240 - Mathematical Technician | 20.55 |
| 30361 - Paralegal/Legal Assistant I | 12.79 |
| 30362 - Paralegal/Legal Assistant II | 17.73 |
| 30363 - Paralegal/Legal Assistant III | 21.70 |
| 30364 - Paralegal/Legal Assistant IV | 26.22 |
| 30390 - Photo-Optics Technician | 20.55 |
| 30461 - Technical Writer I | 18.88 |
| 30462 - Technical Writer II | 23.08 |
| 30463 - Technical Writer III | 27.93 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | 17.09 |
| 30621 - Weather Observer, Senior | 20.55 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.32 |
| 31030 - Bus Driver | 14.88 |
| 31043 - Driver Courier | 11.50 |
| 31260 - Parking and Lot Attendant | 8.87 |
| 31290 - Shuttle Bus Driver | 12.35 |
| 31310 - Taxi Driver | 12.19 |
| 31361 - Truckdriver, Light | 12.35 |
| 31362 - Truckdriver, Medium | 15.23 |
| 31363 - Truckdriver, Heavy | 15.36 |
| 31364 - Truckdriver, Tractor-Trailer | 15.36 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.77 |
| 99050 - Desk Clerk | 7.35 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 15.07 |
| 99252 - Laboratory Animal Caretaker II | 16.19 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 17.32 |

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|---|-------|
| 99510 - Photofinishing Worker | 11.07 |
| 99710 - Recycling Laborer | 12.77 |
| 99711 - Recycling Specialist | 15.07 |
| 99730 - Refuse Collector | 11.64 |
| 99810 - Sales Clerk | 12.11 |
| 99820 - School Crossing Guard | 11.64 |
| 99830 - Survey Party Chief | 16.74 |
| 99831 - Surveying Aide | 10.96 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 13.79 |
| 99841 - Vending Machine Repairer | 16.94 |
| 99842 - Vending Machine Repairer Helper | 14.48 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2037
Revision No.: 13
Date Of Last Revision: 07/25/2014

State: Arkansas

Area: Arkansas Counties of Benton, Carroll, Crawford, Franklin, Johnson, Logan,
Madison, Newton, Polk, Scott, Sebastian, Washington

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.27 |
| 01012 - Accounting Clerk II | | 14.86 |
| 01013 - Accounting Clerk III | | 14.96 |
| 01020 - Administrative Assistant | | 17.37 |
| 01040 - Court Reporter | | 13.03 |
| 01051 - Data Entry Operator I | | 9.51 |
| 01052 - Data Entry Operator II | | 10.59 |
| 01060 - Dispatcher, Motor Vehicle | | 18.63 |
| 01070 - Document Preparation Clerk | | 11.42 |
| 01090 - Duplicating Machine Operator | | 11.42 |
| 01111 - General Clerk I | | 10.01 |
| 01112 - General Clerk II | | 10.92 |
| 01113 - General Clerk III | | 12.26 |
| 01120 - Housing Referral Assistant | | 14.53 |
| 01141 - Messenger Courier | | 10.45 |
| 01191 - Order Clerk I | | 11.00 |
| 01192 - Order Clerk II | | 12.22 |
| 01261 - Personnel Assistant (Employment) I | | 13.98 |
| 01262 - Personnel Assistant (Employment) II | | 15.64 |
| 01263 - Personnel Assistant (Employment) III | | 17.45 |
| 01270 - Production Control Clerk | | 18.25 |
| 01280 - Receptionist | | 9.98 |
| 01290 - Rental Clerk | | 10.06 |
| 01300 - Scheduler, Maintenance | | 11.65 |
| 01311 - Secretary I | | 11.65 |
| 01312 - Secretary II | | 13.03 |
| 01313 - Secretary III | | 14.53 |
| 01320 - Service Order Dispatcher | | 16.03 |
| 01410 - Supply Technician | | 17.37 |
| 01420 - Survey Worker | | 10.72 |
| 01531 - Travel Clerk I | | 11.82 |
| 01532 - Travel Clerk II | | 12.86 |
| 01533 - Travel Clerk III | | 13.60 |
| 01611 - Word Processor I | | 11.80 |
| 01612 - Word Processor II | | 13.34 |
| 01613 - Word Processor III | | 14.87 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 17.49 |
| 05010 - Automotive Electrician | | 15.08 |
| 05040 - Automotive Glass Installer | | 14.23 |
| 05070 - Automotive Worker | | 14.23 |
| 05110 - Mobile Equipment Servicer | | 12.88 |
| 05130 - Motor Equipment Metal Mechanic | | 15.90 |
| 05160 - Motor Equipment Metal Worker | | 14.23 |
| 05190 - Motor Vehicle Mechanic | | 15.90 |
| 05220 - Motor Vehicle Mechanic Helper | | 12.74 |
| 05250 - Motor Vehicle Upholstery Worker | | 13.39 |
| 05280 - Motor Vehicle Wrecker | | 14.26 |
| 05310 - Painter, Automotive | | 15.08 |
| 05340 - Radiator Repair Specialist | | 14.23 |
| 05370 - Tire Repairer | | 10.37 |
| 05400 - Transmission Repair Specialist | | 15.90 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 13.04 |
| 07041 - Cook I | | 11.46 |
| 07042 - Cook II | | 13.04 |
| 07070 - Dishwasher | | 8.24 |

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| 07130 - Food Service Worker | 8.24 |
| 07210 - Meat Cutter | 13.04 |
| 07260 - Waiter/Waitress | 9.04 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.15 |
| 09040 - Furniture Handler | 8.77 |
| 09080 - Furniture Refinisher | 13.15 |
| 09090 - Furniture Refinisher Helper | 10.23 |
| 09110 - Furniture Repairer, Minor | 11.68 |
| 09130 - Upholsterer | 13.62 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.79 |
| 11060 - Elevator Operator | 9.77 |
| 11090 - Gardener | 11.88 |
| 11122 - Housekeeping Aide | 9.77 |
| 11150 - Janitor | 9.77 |
| 11210 - Laborer, Grounds Maintenance | 9.51 |
| 11240 - Maid or Houseman | 8.07 |
| 11260 - Pruner | 8.67 |
| 11270 - Tractor Operator | 11.10 |
| 11330 - Trail Maintenance Worker | 9.51 |
| 11360 - Window Cleaner | 10.72 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.72 |
| 12011 - Breath Alcohol Technician | 15.94 |
| 12012 - Certified Occupational Therapist Assistant | 21.89 |
| 12015 - Certified Physical Therapist Assistant | 24.15 |
| 12020 - Dental Assistant | 12.89 |
| 12025 - Dental Hygienist | 29.39 |
| 12030 - EKG Technician | 22.03 |
| 12035 - Electroneurodiagnostic Technologist | 22.03 |
| 12040 - Emergency Medical Technician | 13.04 |
| 12071 - Licensed Practical Nurse I | 14.25 |
| 12072 - Licensed Practical Nurse II | 15.94 |
| 12073 - Licensed Practical Nurse III | 17.78 |
| 12100 - Medical Assistant | 11.89 |
| 12130 - Medical Laboratory Technician | 15.30 |
| 12160 - Medical Record Clerk | 11.94 |
| 12190 - Medical Record Technician | 15.03 |
| 12195 - Medical Transcriptionist | 12.89 |
| 12210 - Nuclear Medicine Technologist | 35.04 |
| 12221 - Nursing Assistant I | 9.32 |
| 12222 - Nursing Assistant II | 10.48 |
| 12223 - Nursing Assistant III | 11.43 |
| 12224 - Nursing Assistant IV | 12.83 |
| 12235 - Optical Dispenser | 15.94 |
| 12236 - Optical Technician | 14.25 |
| 12250 - Pharmacy Technician | 16.07 |
| 12280 - Phlebotomist | 12.83 |
| 12305 - Radiologic Technologist | 20.73 |
| 12311 - Registered Nurse I | 20.40 |
| 12312 - Registered Nurse II | 24.95 |
| 12313 - Registered Nurse II, Specialist | 24.95 |
| 12314 - Registered Nurse III | 30.18 |
| 12315 - Registered Nurse III, Anesthetist | 30.18 |
| 12316 - Registered Nurse IV | 36.17 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.75 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 15.69 |
| 13012 - Exhibits Specialist II | 19.44 |
| 13013 - Exhibits Specialist III | 23.78 |
| 13041 - Illustrator I | 15.69 |
| 13042 - Illustrator II | 19.44 |

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| 13043 - Illustrator III | 23.78 |
| 13047 - Librarian | 21.52 |
| 13050 - Library Aide/Clerk | 12.50 |
| 13054 - Library Information Technology Systems Administrator | 19.44 |
| 13058 - Library Technician | 15.13 |
| 13061 - Media Specialist I | 14.02 |
| 13062 - Media Specialist II | 15.69 |
| 13063 - Media Specialist III | 17.49 |
| 13071 - Photographer I | 14.00 |
| 13072 - Photographer II | 15.55 |
| 13073 - Photographer III | 19.44 |
| 13074 - Photographer IV | 23.74 |
| 13075 - Photographer V | 28.72 |
| 13110 - Video Teleconference Technician | 14.02 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.38 |
| 14042 - Computer Operator II | 16.39 |
| 14043 - Computer Operator III | 18.46 |
| 14044 - Computer Operator IV | 19.92 |
| 14045 - Computer Operator V | 22.71 |
| 14071 - Computer Programmer I | (see 1) 18.65 |
| 14072 - Computer Programmer II | (see 1) 20.79 |
| 14073 - Computer Programmer III | (see 1) 26.85 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 26.57 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.38 |
| 14160 - Personal Computer Support Technician | 19.92 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.57 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.15 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.92 |
| 15050 - Computer Based Training Specialist / Instructor | 26.57 |
| 15060 - Educational Technologist | 27.20 |
| 15070 - Flight Instructor (Pilot) | 36.92 |
| 15080 - Graphic Artist | 15.86 |
| 15090 - Technical Instructor | 17.09 |
| 15095 - Technical Instructor/Course Developer | 20.91 |
| 15110 - Test Proctor | 13.79 |
| 15120 - Tutor | 13.79 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.72 |
| 16030 - Counter Attendant | 8.72 |
| 16040 - Dry Cleaner | 10.92 |
| 16070 - Finisher, Flatwork, Machine | 8.72 |
| 16090 - Presser, Hand | 8.72 |
| 16110 - Presser, Machine, Drycleaning | 8.72 |
| 16130 - Presser, Machine, Shirts | 8.72 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.72 |
| 16190 - Sewing Machine Operator | 11.73 |
| 16220 - Tailor | 12.57 |
| 16250 - Washer, Machine | 9.47 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 14.74 |
| 19040 - Tool And Die Maker | 18.35 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.34 |
| 21030 - Material Coordinator | 18.25 |
| 21040 - Material Expediter | 18.25 |
| 21050 - Material Handling Laborer | 10.69 |
| 21071 - Order Filler | 10.09 |

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| 21080 - Production Line Worker (Food Processing) | 13.34 |
| 21110 - Shipping Packer | 13.55 |
| 21130 - Shipping/Receiving Clerk | 13.55 |
| 21140 - Store Worker I | 10.50 |
| 21150 - Stock Clerk | 13.92 |
| 21210 - Tools And Parts Attendant | 13.34 |
| 21410 - Warehouse Specialist | 13.34 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.21 |
| 23021 - Aircraft Mechanic I | 20.20 |
| 23022 - Aircraft Mechanic II | 21.21 |
| 23023 - Aircraft Mechanic III | 22.27 |
| 23040 - Aircraft Mechanic Helper | 14.73 |
| 23050 - Aircraft, Painter | 17.30 |
| 23060 - Aircraft Servicer | 16.93 |
| 23080 - Aircraft Worker | 18.00 |
| 23110 - Appliance Mechanic | 17.04 |
| 23120 - Bicycle Repairer | 10.37 |
| 23125 - Cable Splicer | 24.08 |
| 23130 - Carpenter, Maintenance | 14.24 |
| 23140 - Carpet Layer | 15.97 |
| 23160 - Electrician, Maintenance | 19.87 |
| 23181 - Electronics Technician Maintenance I | 18.12 |
| 23182 - Electronics Technician Maintenance II | 21.74 |
| 23183 - Electronics Technician Maintenance III | 22.13 |
| 23260 - Fabric Worker | 15.02 |
| 23290 - Fire Alarm System Mechanic | 18.09 |
| 23310 - Fire Extinguisher Repairer | 14.04 |
| 23311 - Fuel Distribution System Mechanic | 18.85 |
| 23312 - Fuel Distribution System Operator | 15.55 |
| 23370 - General Maintenance Worker | 15.08 |
| 23380 - Ground Support Equipment Mechanic | 20.20 |
| 23381 - Ground Support Equipment Servicer | 16.93 |
| 23382 - Ground Support Equipment Worker | 18.00 |
| 23391 - Gunsmith I | 15.83 |
| 23392 - Gunsmith II | 17.54 |
| 23393 - Gunsmith III | 19.24 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 15.93 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 16.83 |
| 23430 - Heavy Equipment Mechanic | 18.06 |
| 23440 - Heavy Equipment Operator | 15.95 |
| 23460 - Instrument Mechanic | 18.09 |
| 23465 - Laboratory/Shelter Mechanic | 17.04 |
| 23470 - Laborer | 10.69 |
| 23510 - Locksmith | 17.04 |
| 23530 - Machinery Maintenance Mechanic | 19.08 |
| 23550 - Machinist, Maintenance | 15.52 |
| 23580 - Maintenance Trades Helper | 11.97 |
| 23591 - Metrology Technician I | 18.09 |
| 23592 - Metrology Technician II | 19.11 |
| 23593 - Metrology Technician III | 20.16 |
| 23640 - Millwright | 18.50 |
| 23710 - Office Appliance Repairer | 16.19 |
| 23760 - Painter, Maintenance | 14.75 |
| 23790 - Pipefitter, Maintenance | 17.90 |
| 23810 - Plumber, Maintenance | 16.77 |
| 23820 - Pneudraulic Systems Mechanic | 18.09 |
| 23850 - Rigger | 18.09 |
| 23870 - Scale Mechanic | 15.97 |
| 23890 - Sheet-Metal Worker, Maintenance | 14.97 |
| 23910 - Small Engine Mechanic | 15.97 |

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|--|-------|
| 23931 - Telecommunications Mechanic I | 22.66 |
| 23932 - Telecommunications Mechanic II | 23.86 |
| 23950 - Telephone Lineman | 22.86 |
| 23960 - Welder, Combination, Maintenance | 14.96 |
| 23965 - Well Driller | 18.09 |
| 23970 - Woodcraft Worker | 18.09 |
| 23980 - Woodworker | 13.63 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.12 |
| 24580 - Child Care Center Clerk | 12.38 |
| 24610 - Chore Aide | 9.66 |
| 24620 - Family Readiness And Support Services Coordinator | 11.89 |
| 24630 - Homemaker | 13.59 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.40 |
| 25040 - Sewage Plant Operator | 15.57 |
| 25070 - Stationary Engineer | 19.40 |
| 25190 - Ventilation Equipment Tender | 13.32 |
| 25210 - Water Treatment Plant Operator | 15.57 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 10.99 |
| 27007 - Baggage Inspector | 9.70 |
| 27008 - Corrections Officer | 13.68 |
| 27010 - Court Security Officer | 15.27 |
| 27030 - Detection Dog Handler | 10.85 |
| 27040 - Detention Officer | 13.68 |
| 27070 - Firefighter | 15.17 |
| 27101 - Guard I | 9.70 |
| 27102 - Guard II | 10.85 |
| 27131 - Police Officer I | 16.24 |
| 27132 - Police Officer II | 18.04 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.24 |
| 28042 - Carnival Equipment Repairer | 10.97 |
| 28043 - Carnival Equipment Worker | 8.04 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |
| 28515 - Recreation Specialist | 13.92 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 16.53 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.63 |
| 29020 - Hatch Tender | 17.63 |
| 29030 - Line Handler | 17.63 |
| 29041 - Stevedore I | 16.55 |
| 29042 - Stevedore II | 18.73 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.87 |
| 30022 - Archeological Technician II | 16.63 |
| 30023 - Archeological Technician III | 20.61 |
| 30030 - Cartographic Technician | 20.61 |
| 30040 - Civil Engineering Technician | 20.61 |
| 30061 - Drafter/CAD Operator I | 14.87 |
| 30062 - Drafter/CAD Operator II | 16.63 |
| 30063 - Drafter/CAD Operator III | 18.55 |
| 30064 - Drafter/CAD Operator IV | 22.82 |
| 30081 - Engineering Technician I | 13.94 |

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|---|---------------|
| 30082 - Engineering Technician II | 16.36 |
| 30083 - Engineering Technician III | 18.18 |
| 30084 - Engineering Technician IV | 22.89 |
| 30085 - Engineering Technician V | 25.03 |
| 30086 - Engineering Technician VI | 33.59 |
| 30090 - Environmental Technician | 21.25 |
| 30210 - Laboratory Technician | 18.55 |
| 30240 - Mathematical Technician | 21.25 |
| 30361 - Paralegal/Legal Assistant I | 14.77 |
| 30362 - Paralegal/Legal Assistant II | 20.17 |
| 30363 - Paralegal/Legal Assistant III | 24.63 |
| 30364 - Paralegal/Legal Assistant IV | 29.83 |
| 30390 - Photo-Optics Technician | 21.97 |
| 30461 - Technical Writer I | 20.61 |
| 30462 - Technical Writer II | 25.21 |
| 30463 - Technical Writer III | 30.50 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 18.55 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 20.61 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.63 |
| 31030 - Bus Driver | 14.60 |
| 31043 - Driver Courier | 11.09 |
| 31260 - Parking and Lot Attendant | 11.08 |
| 31290 - Shuttle Bus Driver | 11.71 |
| 31310 - Taxi Driver | 11.11 |
| 31361 - Truckdriver, Light | 11.71 |
| 31362 - Truckdriver, Medium | 13.58 |
| 31363 - Truckdriver, Heavy | 18.95 |
| 31364 - Truckdriver, Tractor-Trailer | 18.95 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.82 |
| 99050 - Desk Clerk | 9.12 |
| 99095 - Embalmer | 22.64 |
| 99251 - Laboratory Animal Caretaker I | 10.45 |
| 99252 - Laboratory Animal Caretaker II | 11.08 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 12.98 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.79 |
| 99711 - Recycling Specialist | 16.28 |
| 99730 - Refuse Collector | 12.56 |
| 99810 - Sales Clerk | 10.53 |
| 99820 - School Crossing Guard | 11.64 |
| 99830 - Survey Party Chief | 15.54 |
| 99831 - Surveying Aide | 10.27 |
| 99832 - Surveying Technician | 14.12 |
| 99840 - Vending Machine Attendant | 14.11 |
| 99841 - Vending Machine Repairer | 17.11 |
| 99842 - Vending Machine Repairer Helper | 14.11 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 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 4174)

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 regrading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2038
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Arkansas

Area: Arkansas Counties of Benton, Carroll, Crawford, Franklin, Johnson, Logan,
Madison, Newton, Polk, Scott, Sebastian, Washington

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.27 |
| 01012 - Accounting Clerk II | | 14.86 |
| 01013 - Accounting Clerk III | | 14.96 |
| 01020 - Administrative Assistant | | 17.37 |
| 01040 - Court Reporter | | 13.03 |
| 01051 - Data Entry Operator I | | 9.51 |
| 01052 - Data Entry Operator II | | 10.59 |
| 01060 - Dispatcher, Motor Vehicle | | 18.63 |
| 01070 - Document Preparation Clerk | | 11.42 |
| 01090 - Duplicating Machine Operator | | 11.42 |
| 01111 - General Clerk I | | 10.01 |
| 01112 - General Clerk II | | 10.92 |
| 01113 - General Clerk III | | 12.26 |
| 01120 - Housing Referral Assistant | | 14.53 |
| 01141 - Messenger Courier | | 10.45 |
| 01191 - Order Clerk I | | 11.00 |
| 01192 - Order Clerk II | | 12.22 |
| 01261 - Personnel Assistant (Employment) I | | 13.98 |
| 01262 - Personnel Assistant (Employment) II | | 15.64 |
| 01263 - Personnel Assistant (Employment) III | | 17.45 |
| 01270 - Production Control Clerk | | 18.25 |
| 01280 - Receptionist | | 9.98 |
| 01290 - Rental Clerk | | 10.06 |
| 01300 - Scheduler, Maintenance | | 11.65 |
| 01311 - Secretary I | | 11.65 |
| 01312 - Secretary II | | 13.03 |
| 01313 - Secretary III | | 14.53 |
| 01320 - Service Order Dispatcher | | 16.03 |
| 01410 - Supply Technician | | 17.37 |
| 01420 - Survey Worker | | 10.72 |
| 01531 - Travel Clerk I | | 11.82 |
| 01532 - Travel Clerk II | | 12.86 |
| 01533 - Travel Clerk III | | 13.60 |
| 01611 - Word Processor I | | 11.80 |
| 01612 - Word Processor II | | 13.34 |
| 01613 - Word Processor III | | 14.87 |
| 05000 - Automotive Service Occupations | | |

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|--|-------|
| 05005 - Automobile Body Repairer, Fiberglass | 17.49 |
| 05010 - Automotive Electrician | 15.08 |
| 05040 - Automotive Glass Installer | 14.23 |
| 05070 - Automotive Worker | 14.23 |
| 05110 - Mobile Equipment Servicer | 12.88 |
| 05130 - Motor Equipment Metal Mechanic | 15.90 |
| 05160 - Motor Equipment Metal Worker | 14.23 |
| 05190 - Motor Vehicle Mechanic | 15.90 |
| 05220 - Motor Vehicle Mechanic Helper | 12.74 |
| 05250 - Motor Vehicle Upholstery Worker | 13.39 |
| 05280 - Motor Vehicle Wrecker | 14.26 |
| 05310 - Painter, Automotive | 15.08 |
| 05340 - Radiator Repair Specialist | 14.23 |
| 05370 - Tire Repairer | 10.37 |
| 05400 - Transmission Repair Specialist | 15.90 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.04 |
| 07041 - Cook I | 11.46 |
| 07042 - Cook II | 13.04 |
| 07070 - Dishwasher | 8.24 |
| 07130 - Food Service Worker | 8.24 |
| 07210 - Meat Cutter | 13.04 |
| 07260 - Waiter/Waitress | 9.04 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.15 |
| 09040 - Furniture Handler | 8.77 |
| 09080 - Furniture Refinisher | 13.15 |
| 09090 - Furniture Refinisher Helper | 10.23 |
| 09110 - Furniture Repairer, Minor | 11.68 |
| 09130 - Upholsterer | 13.62 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.79 |
| 11060 - Elevator Operator | 9.77 |
| 11090 - Gardener | 11.88 |
| 11122 - Housekeeping Aide | 9.77 |
| 11150 - Janitor | 9.77 |
| 11210 - Laborer, Grounds Maintenance | 9.51 |
| 11240 - Maid or Houseman | 8.07 |
| 11260 - Pruner | 8.67 |
| 11270 - Tractor Operator | 11.10 |
| 11330 - Trail Maintenance Worker | 9.51 |
| 11360 - Window Cleaner | 10.72 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.72 |
| 12011 - Breath Alcohol Technician | 15.94 |
| 12012 - Certified Occupational Therapist Assistant | 21.89 |
| 12015 - Certified Physical Therapist Assistant | 24.15 |
| 12020 - Dental Assistant | 12.89 |
| 12025 - Dental Hygienist | 29.39 |
| 12030 - EKG Technician | 22.03 |
| 12035 - Electroneurodiagnostic Technologist | 22.03 |
| 12040 - Emergency Medical Technician | 13.04 |
| 12071 - Licensed Practical Nurse I | 14.25 |
| 12072 - Licensed Practical Nurse II | 15.94 |
| 12073 - Licensed Practical Nurse III | 17.78 |
| 12100 - Medical Assistant | 11.89 |
| 12130 - Medical Laboratory Technician | 15.30 |
| 12160 - Medical Record Clerk | 11.94 |
| 12190 - Medical Record Technician | 15.03 |
| 12195 - Medical Transcriptionist | 12.89 |
| 12210 - Nuclear Medicine Technologist | 35.04 |
| 12221 - Nursing Assistant I | 9.32 |
| 12222 - Nursing Assistant II | 10.48 |

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| 12223 - Nursing Assistant III | 11.43 |
| 12224 - Nursing Assistant IV | 12.83 |
| 12235 - Optical Dispenser | 15.94 |
| 12236 - Optical Technician | 14.25 |
| 12250 - Pharmacy Technician | 16.07 |
| 12280 - Phlebotomist | 12.83 |
| 12305 - Radiologic Technologist | 20.73 |
| 12311 - Registered Nurse I | 20.40 |
| 12312 - Registered Nurse II | 24.95 |
| 12313 - Registered Nurse II, Specialist | 24.95 |
| 12314 - Registered Nurse III | 30.18 |
| 12315 - Registered Nurse III, Anesthetist | 30.18 |
| 12316 - Registered Nurse IV | 36.17 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.75 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 15.69 |
| 13012 - Exhibits Specialist II | 19.44 |
| 13013 - Exhibits Specialist III | 23.78 |
| 13041 - Illustrator I | 15.69 |
| 13042 - Illustrator II | 19.44 |
| 13043 - Illustrator III | 23.78 |
| 13047 - Librarian | 21.52 |
| 13050 - Library Aide/Clerk | 12.50 |
| 13054 - Library Information Technology Systems Administrator | 19.44 |
| 13058 - Library Technician | 15.13 |
| 13061 - Media Specialist I | 14.02 |
| 13062 - Media Specialist II | 15.69 |
| 13063 - Media Specialist III | 17.49 |
| 13071 - Photographer I | 14.00 |
| 13072 - Photographer II | 15.55 |
| 13073 - Photographer III | 19.44 |
| 13074 - Photographer IV | 23.74 |
| 13075 - Photographer V | 28.72 |
| 13110 - Video Teleconference Technician | 14.02 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.38 |
| 14042 - Computer Operator II | 16.39 |
| 14043 - Computer Operator III | 18.46 |
| 14044 - Computer Operator IV | 19.92 |
| 14045 - Computer Operator V | 22.71 |
| 14071 - Computer Programmer I | (see 1) 18.65 |
| 14072 - Computer Programmer II | (see 1) 20.79 |
| 14073 - Computer Programmer III | (see 1) 26.85 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 26.57 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.38 |
| 14160 - Personal Computer Support Technician | 19.92 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.57 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.15 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.92 |
| 15050 - Computer Based Training Specialist / Instructor | 26.57 |
| 15060 - Educational Technologist | 27.20 |
| 15070 - Flight Instructor (Pilot) | 36.92 |
| 15080 - Graphic Artist | 15.86 |
| 15090 - Technical Instructor | 17.09 |
| 15095 - Technical Instructor/Course Developer | 20.91 |
| 15110 - Test Proctor | 13.79 |
| 15120 - Tutor | 13.79 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |

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|---|-------|
| 16010 - Assembler | 8.72 |
| 16030 - Counter Attendant | 8.72 |
| 16040 - Dry Cleaner | 10.92 |
| 16070 - Finisher, Flatwork, Machine | 8.72 |
| 16090 - Presser, Hand | 8.72 |
| 16110 - Presser, Machine, Drycleaning | 8.72 |
| 16130 - Presser, Machine, Shirts | 8.72 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.72 |
| 16190 - Sewing Machine Operator | 11.73 |
| 16220 - Tailor | 12.57 |
| 16250 - Washer, Machine | 9.47 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 14.74 |
| 19040 - Tool And Die Maker | 18.35 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.34 |
| 21030 - Material Coordinator | 18.25 |
| 21040 - Material Expediter | 18.25 |
| 21050 - Material Handling Laborer | 10.69 |
| 21071 - Order Filler | 10.09 |
| 21080 - Production Line Worker (Food Processing) | 13.34 |
| 21110 - Shipping Packer | 13.55 |
| 21130 - Shipping/Receiving Clerk | 13.55 |
| 21140 - Store Worker I | 10.50 |
| 21150 - Stock Clerk | 13.92 |
| 21210 - Tools And Parts Attendant | 13.34 |
| 21410 - Warehouse Specialist | 13.34 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.21 |
| 23021 - Aircraft Mechanic I | 20.20 |
| 23022 - Aircraft Mechanic II | 21.21 |
| 23023 - Aircraft Mechanic III | 22.27 |
| 23040 - Aircraft Mechanic Helper | 14.73 |
| 23050 - Aircraft, Painter | 17.30 |
| 23060 - Aircraft Servicer | 16.93 |
| 23080 - Aircraft Worker | 18.00 |
| 23110 - Appliance Mechanic | 17.04 |
| 23120 - Bicycle Repairer | 10.37 |
| 23125 - Cable Splicer | 24.08 |
| 23130 - Carpenter, Maintenance | 14.24 |
| 23140 - Carpet Layer | 15.97 |
| 23160 - Electrician, Maintenance | 19.87 |
| 23181 - Electronics Technician Maintenance I | 18.12 |
| 23182 - Electronics Technician Maintenance II | 21.74 |
| 23183 - Electronics Technician Maintenance III | 22.13 |
| 23260 - Fabric Worker | 15.02 |
| 23290 - Fire Alarm System Mechanic | 18.09 |
| 23310 - Fire Extinguisher Repairer | 14.04 |
| 23311 - Fuel Distribution System Mechanic | 18.85 |
| 23312 - Fuel Distribution System Operator | 15.55 |
| 23370 - General Maintenance Worker | 15.08 |
| 23380 - Ground Support Equipment Mechanic | 20.20 |
| 23381 - Ground Support Equipment Servicer | 16.93 |
| 23382 - Ground Support Equipment Worker | 18.00 |
| 23391 - Gunsmith I | 15.83 |
| 23392 - Gunsmith II | 17.54 |
| 23393 - Gunsmith III | 19.24 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 15.93 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 16.83 |
| 23430 - Heavy Equipment Mechanic | 18.06 |
| 23440 - Heavy Equipment Operator | 15.95 |

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| 23460 - Instrument Mechanic | 18.09 |
| 23465 - Laboratory/Shelter Mechanic | 17.04 |
| 23470 - Laborer | 10.69 |
| 23510 - Locksmith | 17.04 |
| 23530 - Machinery Maintenance Mechanic | 19.08 |
| 23550 - Machinist, Maintenance | 15.52 |
| 23580 - Maintenance Trades Helper | 11.97 |
| 23591 - Metrology Technician I | 18.09 |
| 23592 - Metrology Technician II | 19.11 |
| 23593 - Metrology Technician III | 20.16 |
| 23640 - Millwright | 18.50 |
| 23710 - Office Appliance Repairer | 16.19 |
| 23760 - Painter, Maintenance | 14.75 |
| 23790 - Pipefitter, Maintenance | 17.90 |
| 23810 - Plumber, Maintenance | 16.77 |
| 23820 - Pneudraulic Systems Mechanic | 18.09 |
| 23850 - Rigger | 18.09 |
| 23870 - Scale Mechanic | 15.97 |
| 23890 - Sheet-Metal Worker, Maintenance | 14.97 |
| 23910 - Small Engine Mechanic | 15.97 |
| 23931 - Telecommunications Mechanic I | 22.66 |
| 23932 - Telecommunications Mechanic II | 23.86 |
| 23950 - Telephone Lineman | 22.86 |
| 23960 - Welder, Combination, Maintenance | 14.96 |
| 23965 - Well Driller | 18.09 |
| 23970 - Woodcraft Worker | 18.09 |
| 23980 - Woodworker | 13.63 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.12 |
| 24580 - Child Care Center Clerk | 12.38 |
| 24610 - Chore Aide | 9.66 |
| 24620 - Family Readiness And Support Services Coordinator | 11.89 |
| 24630 - Homemaker | 13.59 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.40 |
| 25040 - Sewage Plant Operator | 15.57 |
| 25070 - Stationary Engineer | 19.40 |
| 25190 - Ventilation Equipment Tender | 13.32 |
| 25210 - Water Treatment Plant Operator | 15.57 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 10.99 |
| 27007 - Baggage Inspector | 9.70 |
| 27008 - Corrections Officer | 13.68 |
| 27010 - Court Security Officer | 15.27 |
| 27030 - Detection Dog Handler | 10.85 |
| 27040 - Detention Officer | 13.68 |
| 27070 - Firefighter | 15.17 |
| 27101 - Guard I | 9.70 |
| 27102 - Guard II | 10.85 |
| 27131 - Police Officer I | 16.24 |
| 27132 - Police Officer II | 18.04 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.24 |
| 28042 - Carnival Equipment Repairer | 10.97 |
| 28043 - Carnival Equipment Worker | 8.04 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |
| 28515 - Recreation Specialist | 13.92 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 16.53 |

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| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.63 |
| 29020 - Hatch Tender | 17.63 |
| 29030 - Line Handler | 17.63 |
| 29041 - Stevedore I | 16.55 |
| 29042 - Stevedore II | 18.73 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.87 |
| 30022 - Archeological Technician II | 16.63 |
| 30023 - Archeological Technician III | 20.61 |
| 30030 - Cartographic Technician | 20.61 |
| 30040 - Civil Engineering Technician | 20.61 |
| 30061 - Drafter/CAD Operator I | 14.87 |
| 30062 - Drafter/CAD Operator II | 16.63 |
| 30063 - Drafter/CAD Operator III | 18.55 |
| 30064 - Drafter/CAD Operator IV | 22.82 |
| 30081 - Engineering Technician I | 13.94 |
| 30082 - Engineering Technician II | 16.36 |
| 30083 - Engineering Technician III | 18.18 |
| 30084 - Engineering Technician IV | 22.89 |
| 30085 - Engineering Technician V | 25.03 |
| 30086 - Engineering Technician VI | 33.59 |
| 30090 - Environmental Technician | 21.25 |
| 30210 - Laboratory Technician | 18.55 |
| 30240 - Mathematical Technician | 21.25 |
| 30361 - Paralegal/Legal Assistant I | 14.77 |
| 30362 - Paralegal/Legal Assistant II | 20.17 |
| 30363 - Paralegal/Legal Assistant III | 24.63 |
| 30364 - Paralegal/Legal Assistant IV | 29.83 |
| 30390 - Photo-Optics Technician | 21.97 |
| 30461 - Technical Writer I | 20.61 |
| 30462 - Technical Writer II | 25.21 |
| 30463 - Technical Writer III | 30.50 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 18.55 |
| 30621 - Weather Observer, Senior (see 2) | 20.61 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.63 |
| 31030 - Bus Driver | 14.60 |
| 31043 - Driver Courier | 11.09 |
| 31260 - Parking and Lot Attendant | 11.08 |
| 31290 - Shuttle Bus Driver | 11.71 |
| 31310 - Taxi Driver | 11.11 |
| 31361 - Truckdriver, Light | 11.71 |
| 31362 - Truckdriver, Medium | 13.58 |
| 31363 - Truckdriver, Heavy | 18.95 |
| 31364 - Truckdriver, Tractor-Trailer | 18.95 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.82 |
| 99050 - Desk Clerk | 9.12 |
| 99095 - Embalmer | 22.64 |
| 99251 - Laboratory Animal Caretaker I | 10.45 |
| 99252 - Laboratory Animal Caretaker II | 11.08 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 12.98 |

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|---|-------|
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.79 |
| 99711 - Recycling Specialist | 16.28 |
| 99730 - Refuse Collector | 12.56 |
| 99810 - Sales Clerk | 10.53 |
| 99820 - School Crossing Guard | 11.64 |
| 99830 - Survey Party Chief | 15.54 |
| 99831 - Surveying Aide | 10.27 |
| 99832 - Surveying Technician | 14.12 |
| 99840 - Vending Machine Attendant | 14.11 |
| 99841 - Vending Machine Repairer | 17.11 |
| 99842 - Vending Machine Repairer Helper | 14.11 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordinance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2043
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: California

Area: California County of Kern

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.60 |
| 01012 - Accounting Clerk II | | 16.38 |
| 01013 - Accounting Clerk III | | 18.50 |
| 01020 - Administrative Assistant | | 21.14 |
| 01040 - Court Reporter | | 24.94 |
| 01051 - Data Entry Operator I | | 12.78 |
| 01052 - Data Entry Operator II | | 14.48 |
| 01060 - Dispatcher, Motor Vehicle | | 17.44 |
| 01070 - Document Preparation Clerk | | 14.35 |
| 01090 - Duplicating Machine Operator | | 14.35 |
| 01111 - General Clerk I | | 13.04 |
| 01112 - General Clerk II | | 14.83 |
| 01113 - General Clerk III | | 16.65 |
| 01120 - Housing Referral Assistant | | 20.00 |
| 01141 - Messenger Courier | | 11.54 |

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| 01191 - Order Clerk I | 13.24 |
| 01192 - Order Clerk II | 14.45 |
| 01261 - Personnel Assistant (Employment) I | 14.90 |
| 01262 - Personnel Assistant (Employment) II | 17.56 |
| 01263 - Personnel Assistant (Employment) III | 18.77 |
| 01270 - Production Control Clerk | 23.14 |
| 01280 - Receptionist | 11.49 |
| 01290 - Rental Clerk | 12.72 |
| 01300 - Scheduler, Maintenance | 16.03 |
| 01311 - Secretary I | 16.03 |
| 01312 - Secretary II | 17.93 |
| 01313 - Secretary III | 20.00 |
| 01320 - Service Order Dispatcher | 16.53 |
| 01410 - Supply Technician | 22.22 |
| 01420 - Survey Worker | 16.34 |
| 01531 - Travel Clerk I | 12.88 |
| 01532 - Travel Clerk II | 13.57 |
| 01533 - Travel Clerk III | 14.67 |
| 01611 - Word Processor I | 14.72 |
| 01612 - Word Processor II | 16.51 |
| 01613 - Word Processor III | 18.47 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.07 |
| 05010 - Automotive Electrician | 18.24 |
| 05040 - Automotive Glass Installer | 17.52 |
| 05070 - Automotive Worker | 17.52 |
| 05110 - Mobile Equipment Servicer | 15.83 |
| 05130 - Motor Equipment Metal Mechanic | 18.99 |
| 05160 - Motor Equipment Metal Worker | 17.52 |
| 05190 - Motor Vehicle Mechanic | 18.99 |
| 05220 - Motor Vehicle Mechanic Helper | 14.66 |
| 05250 - Motor Vehicle Upholstery Worker | 17.00 |
| 05280 - Motor Vehicle Wrecker | 17.52 |
| 05310 - Painter, Automotive | 18.23 |
| 05340 - Radiator Repair Specialist | 17.52 |
| 05370 - Tire Repairer | 13.87 |
| 05400 - Transmission Repair Specialist | 18.99 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.06 |
| 07041 - Cook I | 13.37 |
| 07042 - Cook II | 15.20 |
| 07070 - Dishwasher | 9.15 |
| 07130 - Food Service Worker | 9.32 |
| 07210 - Meat Cutter | 14.15 |
| 07260 - Waiter/Waitress | 9.16 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.54 |
| 09040 - Furniture Handler | 12.87 |
| 09080 - Furniture Refinisher | 16.54 |
| 09090 - Furniture Refinisher Helper | 13.30 |
| 09110 - Furniture Repairer, Minor | 15.21 |
| 09130 - Upholsterer | 16.54 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.66 |
| 11060 - Elevator Operator | 11.66 |
| 11090 - Gardener | 13.56 |
| 11122 - Housekeeping Aide | 12.40 |
| 11150 - Janitor | 12.40 |
| 11210 - Laborer, Grounds Maintenance | 13.00 |
| 11240 - Maid or Houseman | 8.98 |
| 11260 - Pruner | 11.87 |
| 11270 - Tractor Operator | 15.42 |
| 11330 - Trail Maintenance Worker | 13.00 |

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| 11360 - Window Cleaner | 13.12 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.87 |
| 12011 - Breath Alcohol Technician | 18.48 |
| 12012 - Certified Occupational Therapist Assistant | 25.35 |
| 12015 - Certified Physical Therapist Assistant | 25.67 |
| 12020 - Dental Assistant | 16.35 |
| 12025 - Dental Hygienist | 41.60 |
| 12030 - EKG Technician | 26.51 |
| 12035 - Electroneurodiagnostic Technologist | 26.51 |
| 12040 - Emergency Medical Technician | 18.87 |
| 12071 - Licensed Practical Nurse I | 16.52 |
| 12072 - Licensed Practical Nurse II | 18.48 |
| 12073 - Licensed Practical Nurse III | 20.61 |
| 12100 - Medical Assistant | 14.04 |
| 12130 - Medical Laboratory Technician | 15.51 |
| 12160 - Medical Record Clerk | 13.50 |
| 12190 - Medical Record Technician | 15.10 |
| 12195 - Medical Transcriptionist | 17.27 |
| 12210 - Nuclear Medicine Technologist | 40.62 |
| 12221 - Nursing Assistant I | 10.26 |
| 12222 - Nursing Assistant II | 11.54 |
| 12223 - Nursing Assistant III | 12.58 |
| 12224 - Nursing Assistant IV | 14.12 |
| 12235 - Optical Dispenser | 14.73 |
| 12236 - Optical Technician | 16.52 |
| 12250 - Pharmacy Technician | 16.87 |
| 12280 - Phlebotomist | 16.50 |
| 12305 - Radiologic Technologist | 26.48 |
| 12311 - Registered Nurse I | 24.30 |
| 12312 - Registered Nurse II | 29.72 |
| 12313 - Registered Nurse II, Specialist | 29.72 |
| 12314 - Registered Nurse III | 35.96 |
| 12315 - Registered Nurse III, Anesthetist | 35.96 |
| 12316 - Registered Nurse IV | 43.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.89 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.13 |
| 13012 - Exhibits Specialist II | 24.95 |
| 13013 - Exhibits Specialist III | 30.52 |
| 13041 - Illustrator I | 20.13 |
| 13042 - Illustrator II | 24.95 |
| 13043 - Illustrator III | 30.52 |
| 13047 - Librarian | 27.62 |
| 13050 - Library Aide/Clerk | 15.10 |
| 13054 - Library Information Technology Systems Administrator | 24.95 |
| 13058 - Library Technician | 19.47 |
| 13061 - Media Specialist I | 18.00 |
| 13062 - Media Specialist II | 20.13 |
| 13063 - Media Specialist III | 22.45 |
| 13071 - Photographer I | 18.00 |
| 13072 - Photographer II | 20.14 |
| 13073 - Photographer III | 24.95 |
| 13074 - Photographer IV | 30.52 |
| 13075 - Photographer V | 36.92 |
| 13110 - Video Teleconference Technician | 18.00 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.85 |
| 14042 - Computer Operator II | 20.61 |
| 14043 - Computer Operator III | 22.98 |
| 14044 - Computer Operator IV | 25.55 |
| 14045 - Computer Operator V | 28.28 |

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| 14071 - Computer Programmer I | |
| 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 | 17.85 |
| 14160 - Personal Computer Support Technician | 25.55 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.78 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.24 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 44.48 |
| 15050 - Computer Based Training Specialist / Instructor | 28.99 |
| 15060 - Educational Technologist | 27.08 |
| 15070 - Flight Instructor (Pilot) | 44.48 |
| 15080 - Graphic Artist | 20.98 |
| 15090 - Technical Instructor | 19.96 |
| 15095 - Technical Instructor/Course Developer | 24.27 |
| 15110 - Test Proctor | 17.86 |
| 15120 - Tutor | 17.86 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.62 |
| 16030 - Counter Attendant | 9.62 |
| 16040 - Dry Cleaner | 11.95 |
| 16070 - Finisher, Flatwork, Machine | 9.62 |
| 16090 - Presser, Hand | 9.62 |
| 16110 - Presser, Machine, Drycleaning | 9.62 |
| 16130 - Presser, Machine, Shirts | 9.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.62 |
| 16190 - Sewing Machine Operator | 12.25 |
| 16220 - Tailor | 12.91 |
| 16250 - Washer, Machine | 10.28 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.66 |
| 19040 - Tool And Die Maker | 28.13 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.04 |
| 21030 - Material Coordinator | 23.14 |
| 21040 - Material Expediter | 23.14 |
| 21050 - Material Handling Laborer | 11.54 |
| 21071 - Order Filler | 12.17 |
| 21080 - Production Line Worker (Food Processing) | 13.04 |
| 21110 - Shipping Packer | 13.93 |
| 21130 - Shipping/Receiving Clerk | 13.93 |
| 21140 - Store Worker I | 11.22 |
| 21150 - Stock Clerk | 14.72 |
| 21210 - Tools And Parts Attendant | 13.04 |
| 21410 - Warehouse Specialist | 13.04 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 28.23 |
| 23021 - Aircraft Mechanic I | 26.79 |
| 23022 - Aircraft Mechanic II | 28.23 |
| 23023 - Aircraft Mechanic III | 29.66 |
| 23040 - Aircraft Mechanic Helper | 21.12 |
| 23050 - Aircraft, Painter | 22.31 |
| 23060 - Aircraft Servicer | 24.18 |
| 23080 - Aircraft Worker | 25.24 |
| 23110 - Appliance Mechanic | 22.62 |
| 23120 - Bicycle Repairer | 15.26 |
| 23125 - Cable Splicer | 31.37 |
| 23130 - Carpenter, Maintenance | 22.86 |
| 23140 - Carpet Layer | 17.92 |

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| 23160 - Electrician, Maintenance | 26.52 |
| 23181 - Electronics Technician Maintenance I | 26.31 |
| 23182 - Electronics Technician Maintenance II | 27.90 |
| 23183 - Electronics Technician Maintenance III | 29.47 |
| 23260 - Fabric Worker | 20.33 |
| 23290 - Fire Alarm System Mechanic | 23.03 |
| 23310 - Fire Extinguisher Repairer | 19.01 |
| 23311 - Fuel Distribution System Mechanic | 26.97 |
| 23312 - Fuel Distribution System Operator | 22.23 |
| 23370 - General Maintenance Worker | 18.26 |
| 23380 - Ground Support Equipment Mechanic | 26.79 |
| 23381 - Ground Support Equipment Servicer | 24.18 |
| 23382 - Ground Support Equipment Worker | 25.24 |
| 23391 - Gunsmith I | 19.01 |
| 23392 - Gunsmith II | 21.62 |
| 23393 - Gunsmith III | 24.22 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.88 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.06 |
| 23430 - Heavy Equipment Mechanic | 21.73 |
| 23440 - Heavy Equipment Operator | 24.53 |
| 23460 - Instrument Mechanic | 28.25 |
| 23465 - Laboratory/Shelter Mechanic | 22.93 |
| 23470 - Laborer | 11.54 |
| 23510 - Locksmith | 21.52 |
| 23530 - Machinery Maintenance Mechanic | 22.52 |
| 23550 - Machinist, Maintenance | 20.44 |
| 23580 - Maintenance Trades Helper | 13.36 |
| 23591 - Metrology Technician I | 28.25 |
| 23592 - Metrology Technician II | 29.74 |
| 23593 - Metrology Technician III | 31.26 |
| 23640 - Millwright | 24.89 |
| 23710 - Office Appliance Repairer | 21.82 |
| 23760 - Painter, Maintenance | 20.87 |
| 23790 - Pipefitter, Maintenance | 23.43 |
| 23810 - Plumber, Maintenance | 22.50 |
| 23820 - Pneudraulic Systems Mechanic | 24.22 |
| 23850 - Rigger | 24.22 |
| 23870 - Scale Mechanic | 21.71 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.68 |
| 23910 - Small Engine Mechanic | 20.48 |
| 23931 - Telecommunications Mechanic I | 24.61 |
| 23932 - Telecommunications Mechanic II | 25.94 |
| 23950 - Telephone Lineman | 22.97 |
| 23960 - Welder, Combination, Maintenance | 23.78 |
| 23965 - Well Driller | 24.22 |
| 23970 - Woodcraft Worker | 24.22 |
| 23980 - Woodworker | 19.01 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.79 |
| 24580 - Child Care Center Clerk | 11.17 |
| 24610 - Chore Aide | 13.07 |
| 24620 - Family Readiness And Support Services Coordinator | 13.80 |
| 24630 - Homemaker | 17.39 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.17 |
| 25040 - Sewage Plant Operator | 21.07 |
| 25070 - Stationary Engineer | 29.17 |
| 25190 - Ventilation Equipment Tender | 19.27 |
| 25210 - Water Treatment Plant Operator | 21.07 |
| 27000 - Protective Service Occupations | |

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| 27004 - Alarm Monitor | 17.33 |
| 27007 - Baggage Inspector | 11.00 |
| 27008 - Corrections Officer | 31.29 |
| 27010 - Court Security Officer | 29.33 |
| 27030 - Detection Dog Handler | 12.30 |
| 27040 - Detention Officer | 31.29 |
| 27070 - Firefighter | 29.06 |
| 27101 - Guard I | 11.00 |
| 27102 - Guard II | 12.30 |
| 27131 - Police Officer I | 31.37 |
| 27132 - Police Officer II | 34.86 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.01 |
| 28042 - Carnival Equipment Repairer | 15.10 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 13.62 |
| 28310 - Lifeguard | 11.95 |
| 28350 - Park Attendant (Aide) | 15.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 16.40 |
| 28630 - Sports Official | 12.14 |
| 28690 - Swimming Pool Operator | 18.62 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 25.75 |
| 29020 - Hatch Tender | 25.75 |
| 29030 - Line Handler | 25.75 |
| 29041 - Stevedore I | 21.85 |
| 29042 - Stevedore II | 27.31 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.78 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.67 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 19.91 |
| 30022 - Archeological Technician II | 23.13 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 30.50 |
| 30040 - Civil Engineering Technician | 28.72 |
| 30061 - Drafter/CAD Operator I | 19.91 |
| 30062 - Drafter/CAD Operator II | 26.44 |
| 30063 - Drafter/CAD Operator III | 26.80 |
| 30064 - Drafter/CAD Operator IV | 32.98 |
| 30081 - Engineering Technician I | 17.68 |
| 30082 - Engineering Technician II | 20.62 |
| 30083 - Engineering Technician III | 23.07 |
| 30084 - Engineering Technician IV | 28.59 |
| 30085 - Engineering Technician V | 34.97 |
| 30086 - Engineering Technician VI | 42.20 |
| 30090 - Environmental Technician | 24.34 |
| 30210 - Laboratory Technician | 24.11 |
| 30240 - Mathematical Technician | 27.58 |
| 30361 - Paralegal/Legal Assistant I | 20.79 |
| 30362 - Paralegal/Legal Assistant II | 25.77 |
| 30363 - Paralegal/Legal Assistant III | 31.52 |
| 30364 - Paralegal/Legal Assistant IV | 38.14 |
| 30390 - Photo-Optics Technician | 27.58 |
| 30461 - Technical Writer I | 29.04 |
| 30462 - Technical Writer II | 35.52 |
| 30463 - Technical Writer III | 42.97 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |

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|---|---------|-------|
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 3) | 26.80 |
| 30621 - Weather Observer, Senior | (see 3) | 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 11.36 |
| 31030 - Bus Driver | | 16.67 |
| 31043 - Driver Courier | | 13.85 |
| 31260 - Parking and Lot Attendant | | 10.80 |
| 31290 - Shuttle Bus Driver | | 14.87 |
| 31310 - Taxi Driver | | 10.82 |
| 31361 - Truckdriver, Light | | 14.87 |
| 31362 - Truckdriver, Medium | | 17.64 |
| 31363 - Truckdriver, Heavy | | 18.76 |
| 31364 - Truckdriver, Tractor-Trailer | | 18.76 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 10.75 |
| 99050 - Desk Clerk | | 8.95 |
| 99095 - Embalmer | | 23.59 |
| 99251 - Laboratory Animal Caretaker I | | 9.26 |
| 99252 - Laboratory Animal Caretaker II | | 9.94 |
| 99310 - Mortician | | 23.59 |
| 99410 - Pest Controller | | 13.90 |
| 99510 - Photofinishing Worker | | 11.95 |
| 99710 - Recycling Laborer | | 19.26 |
| 99711 - Recycling Specialist | | 22.54 |
| 99730 - Refuse Collector | | 17.57 |
| 99810 - Sales Clerk | | 11.95 |
| 99820 - School Crossing Guard | | 10.81 |
| 99830 - Survey Party Chief | | 28.28 |
| 99831 - Surveying Aide | | 18.77 |
| 99832 - Surveying Technician | | 25.72 |
| 99840 - Vending Machine Attendant | | 14.66 |
| 99841 - Vending Machine Repairer | | 18.36 |
| 99842 - Vending Machine Repairer Helper | | 15.79 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M.

at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2044
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: California

Area: California County of Kern

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.60 |
| 01012 - Accounting Clerk II | | 16.38 |
| 01013 - Accounting Clerk III | | 18.50 |
| 01020 - Administrative Assistant | | 21.14 |
| 01040 - Court Reporter | | 24.94 |
| 01051 - Data Entry Operator I | | 12.78 |
| 01052 - Data Entry Operator II | | 14.48 |
| 01060 - Dispatcher, Motor Vehicle | | 17.44 |
| 01070 - Document Preparation Clerk | | 14.35 |
| 01090 - Duplicating Machine Operator | | 14.35 |
| 01111 - General Clerk I | | 13.04 |
| 01112 - General Clerk II | | 14.83 |
| 01113 - General Clerk III | | 16.65 |
| 01120 - Housing Referral Assistant | | 20.00 |
| 01141 - Messenger Courier | | 11.54 |
| 01191 - Order Clerk I | | 13.24 |
| 01192 - Order Clerk II | | 14.45 |
| 01261 - Personnel Assistant (Employment) I | | 14.90 |
| 01262 - Personnel Assistant (Employment) II | | 17.56 |
| 01263 - Personnel Assistant (Employment) III | | 18.77 |
| 01270 - Production Control Clerk | | 23.14 |
| 01280 - Receptionist | | 11.49 |
| 01290 - Rental Clerk | | 12.72 |
| 01300 - Scheduler, Maintenance | | 16.03 |
| 01311 - Secretary I | | 16.03 |
| 01312 - Secretary II | | 17.93 |
| 01313 - Secretary III | | 20.00 |
| 01320 - Service Order Dispatcher | | 16.53 |
| 01410 - Supply Technician | | 22.22 |
| 01420 - Survey Worker | | 16.34 |
| 01531 - Travel Clerk I | | 12.88 |
| 01532 - Travel Clerk II | | 13.57 |
| 01533 - Travel Clerk III | | 14.67 |
| 01611 - Word Processor I | | 14.72 |
| 01612 - Word Processor II | | 16.51 |
| 01613 - Word Processor III | | 18.47 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.07 |
| 05010 - Automotive Electrician | | 18.24 |
| 05040 - Automotive Glass Installer | | 17.52 |
| 05070 - Automotive Worker | | 17.52 |
| 05110 - Mobile Equipment Servicer | | 15.83 |
| 05130 - Motor Equipment Metal Mechanic | | 18.99 |
| 05160 - Motor Equipment Metal Worker | | 17.52 |
| 05190 - Motor Vehicle Mechanic | | 18.99 |
| 05220 - Motor Vehicle Mechanic Helper | | 14.66 |
| 05250 - Motor Vehicle Upholstery Worker | | 17.00 |
| 05280 - Motor Vehicle Wrecker | | 17.52 |
| 05310 - Painter, Automotive | | 18.23 |
| 05340 - Radiator Repair Specialist | | 17.52 |
| 05370 - Tire Repairer | | 13.87 |

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| 05400 - Transmission Repair Specialist | 18.99 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.06 |
| 07041 - Cook I | 13.37 |
| 07042 - Cook II | 15.20 |
| 07070 - Dishwasher | 9.15 |
| 07130 - Food Service Worker | 9.32 |
| 07210 - Meat Cutter | 14.15 |
| 07260 - Waiter/Waitress | 9.16 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.54 |
| 09040 - Furniture Handler | 12.87 |
| 09080 - Furniture Refinisher | 16.54 |
| 09090 - Furniture Refinisher Helper | 13.30 |
| 09110 - Furniture Repairer, Minor | 15.21 |
| 09130 - Upholsterer | 16.54 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.66 |
| 11060 - Elevator Operator | 11.66 |
| 11090 - Gardener | 13.56 |
| 11122 - Housekeeping Aide | 12.40 |
| 11150 - Janitor | 12.40 |
| 11210 - Laborer, Grounds Maintenance | 13.00 |
| 11240 - Maid or Houseman | 8.98 |
| 11260 - Pruner | 11.87 |
| 11270 - Tractor Operator | 15.42 |
| 11330 - Trail Maintenance Worker | 13.00 |
| 11360 - Window Cleaner | 13.12 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.87 |
| 12011 - Breath Alcohol Technician | 18.48 |
| 12012 - Certified Occupational Therapist Assistant | 25.35 |
| 12015 - Certified Physical Therapist Assistant | 25.67 |
| 12020 - Dental Assistant | 16.35 |
| 12025 - Dental Hygienist | 41.60 |
| 12030 - EKG Technician | 26.51 |
| 12035 - Electroneurodiagnostic Technologist | 26.51 |
| 12040 - Emergency Medical Technician | 18.87 |
| 12071 - Licensed Practical Nurse I | 16.52 |
| 12072 - Licensed Practical Nurse II | 18.48 |
| 12073 - Licensed Practical Nurse III | 20.61 |
| 12100 - Medical Assistant | 14.04 |
| 12130 - Medical Laboratory Technician | 15.51 |
| 12160 - Medical Record Clerk | 13.50 |
| 12190 - Medical Record Technician | 15.10 |
| 12195 - Medical Transcriptionist | 17.27 |
| 12210 - Nuclear Medicine Technologist | 40.62 |
| 12221 - Nursing Assistant I | 10.26 |
| 12222 - Nursing Assistant II | 11.54 |
| 12223 - Nursing Assistant III | 12.58 |
| 12224 - Nursing Assistant IV | 14.12 |
| 12235 - Optical Dispenser | 14.73 |
| 12236 - Optical Technician | 16.52 |
| 12250 - Pharmacy Technician | 16.87 |
| 12280 - Phlebotomist | 16.50 |
| 12305 - Radiologic Technologist | 26.48 |
| 12311 - Registered Nurse I | 24.30 |
| 12312 - Registered Nurse II | 29.72 |
| 12313 - Registered Nurse II, Specialist | 29.72 |
| 12314 - Registered Nurse III | 35.96 |
| 12315 - Registered Nurse III, Anesthetist | 35.96 |
| 12316 - Registered Nurse IV | 43.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.89 |

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|---|---------|
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.13 |
| 13012 - Exhibits Specialist II | 24.95 |
| 13013 - Exhibits Specialist III | 30.52 |
| 13041 - Illustrator I | 20.13 |
| 13042 - Illustrator II | 24.95 |
| 13043 - Illustrator III | 30.52 |
| 13047 - Librarian | 27.62 |
| 13050 - Library Aide/Clerk | 15.10 |
| 13054 - Library Information Technology Systems Administrator | 24.95 |
| 13058 - Library Technician | 19.47 |
| 13061 - Media Specialist I | 18.00 |
| 13062 - Media Specialist II | 20.13 |
| 13063 - Media Specialist III | 22.45 |
| 13071 - Photographer I | 18.00 |
| 13072 - Photographer II | 20.14 |
| 13073 - Photographer III | 24.95 |
| 13074 - Photographer IV | 30.52 |
| 13075 - Photographer V | 36.92 |
| 13110 - Video Teleconference Technician | 18.00 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.85 |
| 14042 - Computer Operator II | 20.61 |
| 14043 - Computer Operator III | 22.98 |
| 14044 - Computer Operator IV | 25.55 |
| 14045 - Computer Operator V | 28.28 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 17.85 |
| 14160 - Personal Computer Support Technician | 25.55 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.78 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.24 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 44.48 |
| 15050 - Computer Based Training Specialist / Instructor | 28.99 |
| 15060 - Educational Technologist | 27.08 |
| 15070 - Flight Instructor (Pilot) | 44.48 |
| 15080 - Graphic Artist | 20.98 |
| 15090 - Technical Instructor | 19.96 |
| 15095 - Technical Instructor/Course Developer | 24.27 |
| 15110 - Test Proctor | 17.86 |
| 15120 - Tutor | 17.86 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.62 |
| 16030 - Counter Attendant | 9.62 |
| 16040 - Dry Cleaner | 11.95 |
| 16070 - Finisher, Flatwork, Machine | 9.62 |
| 16090 - Presser, Hand | 9.62 |
| 16110 - Presser, Machine, Drycleaning | 9.62 |
| 16130 - Presser, Machine, Shirts | 9.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.62 |
| 16190 - Sewing Machine Operator | 12.25 |
| 16220 - Tailor | 12.91 |
| 16250 - Washer, Machine | 10.28 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.66 |
| 19040 - Tool And Die Maker | 28.13 |

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|---|-------|
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.04 |
| 21030 - Material Coordinator | 23.14 |
| 21040 - Material Expediter | 23.14 |
| 21050 - Material Handling Laborer | 11.54 |
| 21071 - Order Filler | 12.17 |
| 21080 - Production Line Worker (Food Processing) | 13.04 |
| 21110 - Shipping Packer | 13.93 |
| 21130 - Shipping/Receiving Clerk | 13.93 |
| 21140 - Store Worker I | 11.22 |
| 21150 - Stock Clerk | 14.72 |
| 21210 - Tools And Parts Attendant | 13.04 |
| 21410 - Warehouse Specialist | 13.04 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 28.23 |
| 23021 - Aircraft Mechanic I | 26.79 |
| 23022 - Aircraft Mechanic II | 28.23 |
| 23023 - Aircraft Mechanic III | 29.66 |
| 23040 - Aircraft Mechanic Helper | 21.12 |
| 23050 - Aircraft, Painter | 22.31 |
| 23060 - Aircraft Servicer | 24.18 |
| 23080 - Aircraft Worker | 25.24 |
| 23110 - Appliance Mechanic | 22.62 |
| 23120 - Bicycle Repairer | 15.26 |
| 23125 - Cable Splicer | 31.37 |
| 23130 - Carpenter, Maintenance | 22.86 |
| 23140 - Carpet Layer | 17.92 |
| 23160 - Electrician, Maintenance | 26.52 |
| 23181 - Electronics Technician Maintenance I | 26.31 |
| 23182 - Electronics Technician Maintenance II | 27.90 |
| 23183 - Electronics Technician Maintenance III | 29.47 |
| 23260 - Fabric Worker | 20.33 |
| 23290 - Fire Alarm System Mechanic | 23.03 |
| 23310 - Fire Extinguisher Repairer | 19.01 |
| 23311 - Fuel Distribution System Mechanic | 26.97 |
| 23312 - Fuel Distribution System Operator | 22.23 |
| 23370 - General Maintenance Worker | 18.26 |
| 23380 - Ground Support Equipment Mechanic | 26.79 |
| 23381 - Ground Support Equipment Servicer | 24.18 |
| 23382 - Ground Support Equipment Worker | 25.24 |
| 23391 - Gunsmith I | 19.01 |
| 23392 - Gunsmith II | 21.62 |
| 23393 - Gunsmith III | 24.22 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.88 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.06 |
| 23430 - Heavy Equipment Mechanic | 21.73 |
| 23440 - Heavy Equipment Operator | 24.53 |
| 23460 - Instrument Mechanic | 28.25 |
| 23465 - Laboratory/Shelter Mechanic | 22.93 |
| 23470 - Laborer | 11.54 |
| 23510 - Locksmith | 21.52 |
| 23530 - Machinery Maintenance Mechanic | 22.52 |
| 23550 - Machinist, Maintenance | 20.44 |
| 23580 - Maintenance Trades Helper | 13.36 |
| 23591 - Metrology Technician I | 28.25 |
| 23592 - Metrology Technician II | 29.74 |
| 23593 - Metrology Technician III | 31.26 |
| 23640 - Millwright | 24.89 |
| 23710 - Office Appliance Repairer | 21.82 |
| 23760 - Painter, Maintenance | 20.87 |
| 23790 - Pipefitter, Maintenance | 23.43 |

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|--|-------|
| 23810 - Plumber, Maintenance | 22.50 |
| 23820 - Pneudraulic Systems Mechanic | 24.22 |
| 23850 - Rigger | 24.22 |
| 23870 - Scale Mechanic | 21.71 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.68 |
| 23910 - Small Engine Mechanic | 20.48 |
| 23931 - Telecommunications Mechanic I | 24.61 |
| 23932 - Telecommunications Mechanic II | 25.94 |
| 23950 - Telephone Lineman | 22.97 |
| 23960 - Welder, Combination, Maintenance | 23.78 |
| 23965 - well Driller | 24.22 |
| 23970 - Woodcraft Worker | 24.22 |
| 23980 - Woodworker | 19.01 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.79 |
| 24580 - Child Care Center Clerk | 11.17 |
| 24610 - Chore Aide | 13.07 |
| 24620 - Family Readiness And Support Services Coordinator | 13.80 |
| 24630 - Homemaker | 17.39 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.17 |
| 25040 - Sewage Plant Operator | 21.07 |
| 25070 - Stationary Engineer | 29.17 |
| 25190 - Ventilation Equipment Tender | 19.27 |
| 25210 - Water Treatment Plant Operator | 21.07 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.33 |
| 27007 - Baggage Inspector | 11.00 |
| 27008 - Corrections Officer | 31.29 |
| 27010 - Court Security Officer | 29.33 |
| 27030 - Detection Dog Handler | 12.30 |
| 27040 - Detention Officer | 31.29 |
| 27070 - Firefighter | 29.06 |
| 27101 - Guard I | 11.00 |
| 27102 - Guard II | 12.30 |
| 27131 - Police Officer I | 31.37 |
| 27132 - Police Officer II | 34.86 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.01 |
| 28042 - Carnival Equipment Repairer | 15.10 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 13.62 |
| 28310 - Lifeguard | 11.95 |
| 28350 - Park Attendant (Aide) | 15.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 16.40 |
| 28630 - Sports Official | 12.14 |
| 28690 - Swimming Pool Operator | 18.62 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 25.75 |
| 29020 - Hatch Tender | 25.75 |
| 29030 - Line Handler | 25.75 |
| 29041 - Stevedore I | 21.85 |
| 29042 - Stevedore II | 27.31 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.78 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.67 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 19.91 |
| 30022 - Archeological Technician II | 23.13 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 30.50 |

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|---|---------------|
| 30040 - Civil Engineering Technician | 28.72 |
| 30061 - Drafter/CAD Operator I | 19.91 |
| 30062 - Drafter/CAD Operator II | 26.44 |
| 30063 - Drafter/CAD Operator III | 26.80 |
| 30064 - Drafter/CAD Operator IV | 32.98 |
| 30081 - Engineering Technician I | 17.68 |
| 30082 - Engineering Technician II | 20.62 |
| 30083 - Engineering Technician III | 23.07 |
| 30084 - Engineering Technician IV | 28.59 |
| 30085 - Engineering Technician V | 34.97 |
| 30086 - Engineering Technician VI | 42.20 |
| 30090 - Environmental Technician | 24.34 |
| 30210 - Laboratory Technician | 24.11 |
| 30240 - Mathematical Technician | 27.58 |
| 30361 - Paralegal/Legal Assistant I | 20.79 |
| 30362 - Paralegal/Legal Assistant II | 25.77 |
| 30363 - Paralegal/Legal Assistant III | 31.52 |
| 30364 - Paralegal/Legal Assistant IV | 38.14 |
| 30390 - Photo-Optics Technician | 27.58 |
| 30461 - Technical Writer I | 29.04 |
| 30462 - Technical Writer II | 35.52 |
| 30463 - Technical Writer III | 42.97 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 3) 26.80 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 3) 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.36 |
| 31030 - Bus Driver | 16.67 |
| 31043 - Driver Courier | 13.85 |
| 31260 - Parking and Lot Attendant | 10.80 |
| 31290 - Shuttle Bus Driver | 14.87 |
| 31310 - Taxi Driver | 10.82 |
| 31361 - Truckdriver, Light | 14.87 |
| 31362 - Truckdriver, Medium | 17.64 |
| 31363 - Truckdriver, Heavy | 18.76 |
| 31364 - Truckdriver, Tractor-Trailer | 18.76 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.75 |
| 99050 - Desk Clerk | 8.95 |
| 99095 - Embalmer | 23.59 |
| 99251 - Laboratory Animal Caretaker I | 9.26 |
| 99252 - Laboratory Animal Caretaker II | 9.94 |
| 99310 - Mortician | 23.59 |
| 99410 - Pest Controller | 13.90 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 19.26 |
| 99711 - Recycling Specialist | 22.54 |
| 99730 - Refuse Collector | 17.57 |
| 99810 - Sales Clerk | 11.95 |
| 99820 - School Crossing Guard | 10.81 |
| 99830 - Survey Party Chief | 28.28 |
| 99831 - Surveying Aide | 18.77 |
| 99832 - Surveying Technician | 25.72 |
| 99840 - Vending Machine Attendant | 14.66 |
| 99841 - Vending Machine Repairer | 18.36 |
| 99842 - Vending Machine Repairer Helper | 15.79 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2045
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Fresno, Madera, Mariposa, Merced

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.16 |
| 01012 - Accounting Clerk II | | 15.89 |
| 01013 - Accounting Clerk III | | 17.78 |
| 01020 - Administrative Assistant | | 20.44 |
| 01040 - Court Reporter | | 25.29 |
| 01051 - Data Entry Operator I | | 13.83 |
| 01052 - Data Entry Operator II | | 15.08 |
| 01060 - Dispatcher, Motor Vehicle | | 17.58 |
| 01070 - Document Preparation Clerk | | 12.89 |
| 01090 - Duplicating Machine Operator | | 12.89 |
| 01111 - General Clerk I | | 12.25 |
| 01112 - General Clerk II | | 13.23 |
| 01113 - General Clerk III | | 15.04 |
| 01120 - Housing Referral Assistant | | 18.03 |
| 01141 - Messenger Courier | | 10.28 |
| 01191 - Order Clerk I | | 12.42 |
| 01192 - Order Clerk II | | 13.55 |
| 01261 - Personnel Assistant (Employment) I | | 15.37 |
| 01262 - Personnel Assistant (Employment) II | | 17.19 |
| 01263 - Personnel Assistant (Employment) III | | 19.17 |
| 01270 - Production Control Clerk | | 19.13 |

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| 01280 - Receptionist | 11.63 |
| 01290 - Rental Clerk | 14.53 |
| 01300 - Scheduler, Maintenance | 14.45 |
| 01311 - Secretary I | 14.45 |
| 01312 - Secretary II | 16.43 |
| 01313 - Secretary III | 18.03 |
| 01320 - Service Order Dispatcher | 17.51 |
| 01410 - Supply Technician | 20.44 |
| 01420 - Survey Worker | 16.05 |
| 01531 - Travel Clerk I | 13.48 |
| 01532 - Travel Clerk II | 13.85 |
| 01533 - Travel Clerk III | 14.98 |
| 01611 - Word Processor I | 13.93 |
| 01612 - Word Processor II | 15.64 |
| 01613 - Word Processor III | 17.49 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.11 |
| 05010 - Automotive Electrician | 17.75 |
| 05040 - Automotive Glass Installer | 15.97 |
| 05070 - Automotive Worker | 15.97 |
| 05110 - Mobile Equipment Servicer | 14.17 |
| 05130 - Motor Equipment Metal Mechanic | 17.75 |
| 05160 - Motor Equipment Metal Worker | 15.97 |
| 05190 - Motor Vehicle Mechanic | 18.11 |
| 05220 - Motor Vehicle Mechanic Helper | 13.43 |
| 05250 - Motor Vehicle Upholstery Worker | 15.72 |
| 05280 - Motor Vehicle Wrecker | 15.97 |
| 05310 - Painter, Automotive | 16.84 |
| 05340 - Radiator Repair Specialist | 15.97 |
| 05370 - Tire Repairer | 11.82 |
| 05400 - Transmission Repair Specialist | 17.75 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.16 |
| 07041 - Cook I | 12.05 |
| 07042 - Cook II | 13.70 |
| 07070 - Dishwasher | 8.63 |
| 07130 - Food Service Worker | 9.20 |
| 07210 - Meat Cutter | 16.42 |
| 07260 - Waiter/Waitress | 9.51 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.99 |
| 09040 - Furniture Handler | 12.75 |
| 09080 - Furniture Refinisher | 15.99 |
| 09090 - Furniture Refinisher Helper | 12.75 |
| 09110 - Furniture Repairer, Minor | 13.01 |
| 09130 - Upholsterer | 15.99 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.23 |
| 11060 - Elevator Operator | 10.23 |
| 11090 - Gardener | 13.47 |
| 11122 - Housekeeping Aide | 11.09 |
| 11150 - Janitor | 11.09 |
| 11210 - Laborer, Grounds Maintenance | 13.77 |
| 11240 - Maid or Houseman | 9.34 |
| 11260 - Pruner | 12.57 |
| 11270 - Tractor Operator | 12.94 |
| 11330 - Trail Maintenance Worker | 13.77 |
| 11360 - Window Cleaner | 11.86 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.28 |
| 12011 - Breath Alcohol Technician | 18.60 |
| 12012 - Certified Occupational Therapist Assistant | 25.15 |
| 12015 - Certified Physical Therapist Assistant | 25.08 |

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| 12020 - Dental Assistant | 15.73 |
| 12025 - Dental Hygienist | 31.79 |
| 12030 - EKG Technician | 26.03 |
| 12035 - Electroneurodiagnostic Technologist | 26.03 |
| 12040 - Emergency Medical Technician | 18.28 |
| 12071 - Licensed Practical Nurse I | 18.29 |
| 12072 - Licensed Practical Nurse II | 20.46 |
| 12073 - Licensed Practical Nurse III | 22.81 |
| 12100 - Medical Assistant | 13.58 |
| 12130 - Medical Laboratory Technician | 19.69 |
| 12160 - Medical Record Clerk | 13.53 |
| 12190 - Medical Record Technician | 15.14 |
| 12195 - Medical Transcriptionist | 18.11 |
| 12210 - Nuclear Medicine Technologist | 44.40 |
| 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 | 16.98 |
| 12236 - Optical Technician | 15.10 |
| 12250 - Pharmacy Technician | 16.06 |
| 12280 - Phlebotomist | 14.81 |
| 12305 - Radiologic Technologist | 27.37 |
| 12311 - Registered Nurse I | 25.22 |
| 12312 - Registered Nurse II | 30.85 |
| 12313 - Registered Nurse II, Specialist | 30.85 |
| 12314 - Registered Nurse III | 37.32 |
| 12315 - Registered Nurse III, Anesthetist | 37.32 |
| 12316 - Registered Nurse IV | 44.73 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.34 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.06 |
| 13012 - Exhibits Specialist II | 23.06 |
| 13013 - Exhibits Specialist III | 28.21 |
| 13041 - Illustrator I | 20.06 |
| 13042 - Illustrator II | 23.06 |
| 13043 - Illustrator III | 28.21 |
| 13047 - Librarian | 27.51 |
| 13050 - Library Aide/Clerk | 13.42 |
| 13054 - Library Information Technology Systems Administrator | 24.84 |
| 13058 - Library Technician | 17.66 |
| 13061 - Media Specialist I | 17.91 |
| 13062 - Media Specialist II | 20.04 |
| 13063 - Media Specialist III | 22.33 |
| 13071 - Photographer I | 16.14 |
| 13072 - Photographer II | 18.36 |
| 13073 - Photographer III | 20.35 |
| 13074 - Photographer IV | 25.47 |
| 13075 - Photographer V | 30.81 |
| 13110 - Video Teleconference Technician | 18.23 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.36 |
| 14042 - Computer Operator II | 17.30 |
| 14043 - Computer Operator III | 19.99 |
| 14044 - Computer Operator IV | 22.17 |
| 14045 - Computer Operator V | 24.61 |
| 14071 - Computer Programmer I | 18.30 |
| 14072 - Computer Programmer II | 22.67 |
| 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) |

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| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 15.36 |
| 14160 - Personal Computer Support Technician | | 22.17 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 28.58 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 34.58 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 41.39 |
| 15050 - Computer Based Training Specialist / Instructor | | 28.58 |
| 15060 - Educational Technologist | | 36.57 |
| 15070 - Flight Instructor (Pilot) | | 41.39 |
| 15080 - Graphic Artist | | 22.54 |
| 15090 - Technical Instructor | | 22.62 |
| 15095 - Technical Instructor/Course Developer | | 27.69 |
| 15110 - Test Proctor | | 18.55 |
| 15120 - Tutor | | 18.55 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 9.82 |
| 16030 - Counter Attendant | | 9.82 |
| 16040 - Dry Cleaner | | 11.83 |
| 16070 - Finisher, Flatwork, Machine | | 9.82 |
| 16090 - Presser, Hand | | 9.82 |
| 16110 - Presser, Machine, Drycleaning | | 9.82 |
| 16130 - Presser, Machine, Shirts | | 9.82 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 9.82 |
| 16190 - Sewing Machine Operator | | 12.50 |
| 16220 - Tailor | | 13.18 |
| 16250 - Washer, Machine | | 10.49 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 21.95 |
| 19040 - Tool And Die Maker | | 26.90 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 13.60 |
| 21030 - Material Coordinator | | 19.13 |
| 21040 - Material Expediter | | 19.13 |
| 21050 - Material Handling Laborer | | 11.10 |
| 21071 - Order Filler | | 12.61 |
| 21080 - Production Line Worker (Food Processing) | | 13.53 |
| 21110 - Shipping Packer | | 13.60 |
| 21130 - Shipping/Receiving Clerk | | 13.54 |
| 21140 - Store Worker I | | 11.42 |
| 21150 - Stock Clerk | | 14.99 |
| 21210 - Tools And Parts Attendant | | 13.60 |
| 21410 - Warehouse Specialist | | 13.60 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 22.55 |
| 23021 - Aircraft Mechanic I | | 21.40 |
| 23022 - Aircraft Mechanic II | | 22.55 |
| 23023 - Aircraft Mechanic III | | 23.69 |
| 23040 - Aircraft Mechanic Helper | | 16.21 |
| 23050 - Aircraft, Painter | | 20.09 |
| 23060 - Aircraft Servicer | | 18.18 |
| 23080 - Aircraft Worker | | 19.27 |
| 23110 - Appliance Mechanic | | 21.29 |
| 23120 - Bicycle Repairer | | 11.82 |
| 23125 - Cable Splicer | | 23.42 |
| 23130 - Carpenter, Maintenance | | 22.37 |
| 23140 - Carpet Layer | | 18.84 |
| 23160 - Electrician, Maintenance | | 23.30 |
| 23181 - Electronics Technician Maintenance I | | 20.76 |
| 23182 - Electronics Technician Maintenance II | | 23.48 |
| 23183 - Electronics Technician Maintenance III | | 24.80 |
| 23260 - Fabric Worker | | 19.65 |
| 23290 - Fire Alarm System Mechanic | | 21.16 |

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| 23310 - Fire Extinguisher Repairer | 18.38 |
| 23311 - Fuel Distribution System Mechanic | 26.03 |
| 23312 - Fuel Distribution System Operator | 19.70 |
| 23370 - General Maintenance Worker | 17.47 |
| 23380 - Ground Support Equipment Mechanic | 21.40 |
| 23381 - Ground Support Equipment Servicer | 18.18 |
| 23382 - Ground Support Equipment Worker | 19.27 |
| 23391 - Gunsmith I | 18.38 |
| 23392 - Gunsmith II | 20.91 |
| 23393 - Gunsmith III | 23.42 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.34 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.28 |
| 23430 - Heavy Equipment Mechanic | 21.93 |
| 23440 - Heavy Equipment Operator | 28.33 |
| 23460 - Instrument Mechanic | 24.11 |
| 23465 - Laboratory/Shelter Mechanic | 22.17 |
| 23470 - Laborer | 11.10 |
| 23510 - Locksmith | 21.70 |
| 23530 - Machinery Maintenance Mechanic | 22.85 |
| 23550 - Machinist, Maintenance | 20.01 |
| 23580 - Maintenance Trades Helper | 12.63 |
| 23591 - Metrology Technician I | 24.11 |
| 23592 - Metrology Technician II | 25.41 |
| 23593 - Metrology Technician III | 26.70 |
| 23640 - Millwright | 24.11 |
| 23710 - Office Appliance Repairer | 18.48 |
| 23760 - Painter, Maintenance | 16.29 |
| 23790 - Pipefitter, Maintenance | 23.30 |
| 23810 - Plumber, Maintenance | 22.05 |
| 23820 - Pneudraulic Systems Mechanic | 23.42 |
| 23850 - Rigger | 23.42 |
| 23870 - Scale Mechanic | 21.05 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.14 |
| 23910 - Small Engine Mechanic | 20.19 |
| 23931 - Telecommunications Mechanic I | 26.35 |
| 23932 - Telecommunications Mechanic II | 27.77 |
| 23950 - Telephone Lineman | 26.39 |
| 23960 - Welder, Combination, Maintenance | 18.52 |
| 23965 - well Driller | 22.91 |
| 23970 - Woodcraft Worker | 23.42 |
| 23980 - Woodworker | 15.62 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.49 |
| 24580 - Child Care Center Clerk | 12.76 |
| 24610 - Chore Aide | 9.35 |
| 24620 - Family Readiness And Support Services Coordinator | 14.81 |
| 24630 - Homemaker | 14.81 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.76 |
| 25040 - Sewage Plant Operator | 23.68 |
| 25070 - Stationary Engineer | 27.76 |
| 25190 - Ventilation Equipment Tender | 20.21 |
| 25210 - Water Treatment Plant Operator | 23.68 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.41 |
| 27007 - Baggage Inspector | 10.65 |
| 27008 - Corrections Officer | 25.90 |
| 27010 - Court Security Officer | 25.90 |
| 27030 - Detection Dog Handler | 14.33 |
| 27040 - Detention Officer | 25.90 |

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| 27070 - Firefighter | 25.39 |
| 27101 - Guard I | 10.65 |
| 27102 - Guard II | 14.33 |
| 27131 - Police Officer I | 30.42 |
| 27132 - Police Officer II | 33.80 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.26 |
| 28042 - Carnival Equipment Repairer | 12.00 |
| 28043 - Carnival Equipment Worker | 8.82 |
| 28210 - Gate Attendant/Gate Tender | 14.55 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 16.27 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.02 |
| 28515 - Recreation Specialist | 20.12 |
| 28630 - Sports Official | 12.96 |
| 28690 - Swimming Pool Operator | 18.41 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.91 |
| 29020 - Hatch Tender | 20.91 |
| 29030 - Line Handler | 20.91 |
| 29041 - Stevedore I | 19.65 |
| 29042 - Stevedore II | 22.83 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.65 |
| 30022 - Archeological Technician II | 18.62 |
| 30023 - Archeological Technician III | 23.08 |
| 30030 - Cartographic Technician | 23.08 |
| 30040 - Civil Engineering Technician | 25.83 |
| 30061 - Drafter/CAD Operator I | 16.65 |
| 30062 - Drafter/CAD Operator II | 18.26 |
| 30063 - Drafter/CAD Operator III | 20.77 |
| 30064 - Drafter/CAD Operator IV | 25.55 |
| 30081 - Engineering Technician I | 15.79 |
| 30082 - Engineering Technician II | 17.23 |
| 30083 - Engineering Technician III | 20.69 |
| 30084 - Engineering Technician IV | 22.60 |
| 30085 - Engineering Technician V | 27.64 |
| 30086 - Engineering Technician VI | 33.44 |
| 30090 - Environmental Technician | 22.63 |
| 30210 - Laboratory Technician | 18.05 |
| 30240 - Mathematical Technician | 23.08 |
| 30361 - Paralegal/Legal Assistant I | 19.94 |
| 30362 - Paralegal/Legal Assistant II | 22.66 |
| 30363 - Paralegal/Legal Assistant III | 27.72 |
| 30364 - Paralegal/Legal Assistant IV | 33.54 |
| 30390 - Photo-Optics Technician | 23.08 |
| 30461 - Technical Writer I | 22.24 |
| 30462 - Technical Writer II | 27.20 |
| 30463 - Technical Writer III | 32.91 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 20.77 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 23.08 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.44 |
| 31030 - Bus Driver | 16.72 |

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| 31043 - Driver Courier | 12.66 |
| 31260 - Parking and Lot Attendant | 9.81 |
| 31290 - Shuttle Bus Driver | 14.17 |
| 31310 - Taxi Driver | 11.17 |
| 31361 - Truckdriver, Light | 14.17 |
| 31362 - Truckdriver, Medium | 16.14 |
| 31363 - Truckdriver, Heavy | 19.65 |
| 31364 - Truckdriver, Tractor-Trailer | 19.65 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.06 |
| 99050 - Desk Clerk | 9.60 |
| 99095 - Embalmer | 26.70 |
| 99251 - Laboratory Animal Caretaker I | 10.97 |
| 99252 - Laboratory Animal Caretaker II | 11.68 |
| 99310 - Mortician | 26.70 |
| 99410 - Pest Controller | 14.27 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.85 |
| 99711 - Recycling Specialist | 18.39 |
| 99730 - Refuse Collector | 15.72 |
| 99810 - Sales Clerk | 11.95 |
| 99820 - School Crossing Guard | 12.60 |
| 99830 - Survey Party Chief | 30.95 |
| 99831 - Surveying Aide | 20.58 |
| 99832 - Surveying Technician | 28.14 |
| 99840 - Vending Machine Attendant | 11.83 |
| 99841 - Vending Machine Repairer | 16.17 |
| 99842 - Vending Machine Repairer Helper | 12.30 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

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

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2046
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Fresno, Madera, Mariposa, Merced

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.16 |
| 01012 - Accounting Clerk II | | 15.89 |

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|-------|--|-------|
| 01013 | - Accounting Clerk III | 17.78 |
| 01020 | - Administrative Assistant | 20.44 |
| 01040 | - Court Reporter | 25.29 |
| 01051 | - Data Entry Operator I | 13.83 |
| 01052 | - Data Entry Operator II | 15.08 |
| 01060 | - Dispatcher, Motor Vehicle | 17.58 |
| 01070 | - Document Preparation Clerk | 12.89 |
| 01090 | - Duplicating Machine Operator | 12.89 |
| 01111 | - General Clerk I | 12.25 |
| 01112 | - General Clerk II | 13.23 |
| 01113 | - General Clerk III | 15.04 |
| 01120 | - Housing Referral Assistant | 18.03 |
| 01141 | - Messenger Courier | 10.28 |
| 01191 | - Order Clerk I | 12.42 |
| 01192 | - Order Clerk II | 13.55 |
| 01261 | - Personnel Assistant (Employment) I | 15.37 |
| 01262 | - Personnel Assistant (Employment) II | 17.19 |
| 01263 | - Personnel Assistant (Employment) III | 19.17 |
| 01270 | - Production Control Clerk | 19.13 |
| 01280 | - Receptionist | 11.63 |
| 01290 | - Rental Clerk | 14.53 |
| 01300 | - Scheduler, Maintenance | 14.45 |
| 01311 | - Secretary I | 14.45 |
| 01312 | - Secretary II | 16.43 |
| 01313 | - Secretary III | 18.03 |
| 01320 | - Service Order Dispatcher | 17.51 |
| 01410 | - Supply Technician | 20.44 |
| 01420 | - Survey Worker | 16.05 |
| 01531 | - Travel Clerk I | 13.48 |
| 01532 | - Travel Clerk II | 13.85 |
| 01533 | - Travel Clerk III | 14.98 |
| 01611 | - Word Processor I | 13.93 |
| 01612 | - Word Processor II | 15.64 |
| 01613 | - Word Processor III | 17.49 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 18.11 |
| 05010 | - Automotive Electrician | 17.75 |
| 05040 | - Automotive Glass Installer | 15.97 |
| 05070 | - Automotive Worker | 15.97 |
| 05110 | - Mobile Equipment Servicer | 14.17 |
| 05130 | - Motor Equipment Metal Mechanic | 17.75 |
| 05160 | - Motor Equipment Metal Worker | 15.97 |
| 05190 | - Motor Vehicle Mechanic | 18.11 |
| 05220 | - Motor Vehicle Mechanic Helper | 13.43 |
| 05250 | - Motor Vehicle Upholstery Worker | 15.72 |
| 05280 | - Motor Vehicle Wrecker | 15.97 |
| 05310 | - Painter, Automotive | 16.84 |
| 05340 | - Radiator Repair Specialist | 15.97 |
| 05370 | - Tire Repairer | 11.82 |
| 05400 | - Transmission Repair Specialist | 17.75 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 14.16 |
| 07041 | - Cook I | 12.05 |
| 07042 | - Cook II | 13.70 |
| 07070 | - Dishwasher | 8.63 |
| 07130 | - Food Service Worker | 9.20 |
| 07210 | - Meat Cutter | 16.42 |
| 07260 | - Waiter/Waitress | 9.51 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 15.99 |
| 09040 | - Furniture Handler | 12.75 |
| 09080 | - Furniture Refinisher | 15.99 |
| 09090 | - Furniture Refinisher Helper | 12.75 |

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| 09110 - Furniture Repairer, Minor | 13.01 |
| 09130 - Upholsterer | 15.99 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.23 |
| 11060 - Elevator Operator | 10.23 |
| 11090 - Gardener | 13.47 |
| 11122 - Housekeeping Aide | 11.09 |
| 11150 - Janitor | 11.09 |
| 11210 - Laborer, Grounds Maintenance | 13.77 |
| 11240 - Maid or Houseman | 9.34 |
| 11260 - Pruner | 12.57 |
| 11270 - Tractor Operator | 12.94 |
| 11330 - Trail Maintenance Worker | 13.77 |
| 11360 - Window Cleaner | 11.86 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.28 |
| 12011 - Breath Alcohol Technician | 18.60 |
| 12012 - Certified Occupational Therapist Assistant | 25.15 |
| 12015 - Certified Physical Therapist Assistant | 25.08 |
| 12020 - Dental Assistant | 15.73 |
| 12025 - Dental Hygienist | 31.79 |
| 12030 - EKG Technician | 26.03 |
| 12035 - Electroneurodiagnostic Technologist | 26.03 |
| 12040 - Emergency Medical Technician | 18.28 |
| 12071 - Licensed Practical Nurse I | 18.29 |
| 12072 - Licensed Practical Nurse II | 20.46 |
| 12073 - Licensed Practical Nurse III | 22.81 |
| 12100 - Medical Assistant | 13.58 |
| 12130 - Medical Laboratory Technician | 19.69 |
| 12160 - Medical Record Clerk | 13.53 |
| 12190 - Medical Record Technician | 15.14 |
| 12195 - Medical Transcriptionist | 18.11 |
| 12210 - Nuclear Medicine Technologist | 44.40 |
| 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 | 16.98 |
| 12236 - Optical Technician | 15.10 |
| 12250 - Pharmacy Technician | 16.06 |
| 12280 - Phlebotomist | 14.81 |
| 12305 - Radiologic Technologist | 27.37 |
| 12311 - Registered Nurse I | 25.22 |
| 12312 - Registered Nurse II | 30.85 |
| 12313 - Registered Nurse II, Specialist | 30.85 |
| 12314 - Registered Nurse III | 37.32 |
| 12315 - Registered Nurse III, Anesthetist | 37.32 |
| 12316 - Registered Nurse IV | 44.73 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.34 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.06 |
| 13012 - Exhibits Specialist II | 23.06 |
| 13013 - Exhibits Specialist III | 28.21 |
| 13041 - Illustrator I | 20.06 |
| 13042 - Illustrator II | 23.06 |
| 13043 - Illustrator III | 28.21 |
| 13047 - Librarian | 27.51 |
| 13050 - Library Aide/Clerk | 13.42 |
| 13054 - Library Information Technology Systems Administrator | 24.84 |
| 13058 - Library Technician | 17.66 |
| 13061 - Media Specialist I | 17.91 |
| 13062 - Media Specialist II | 20.04 |

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| 13063 - Media Specialist III | 22.33 |
| 13071 - Photographer I | 16.14 |
| 13072 - Photographer II | 18.36 |
| 13073 - Photographer III | 20.35 |
| 13074 - Photographer IV | 25.47 |
| 13075 - Photographer V | 30.81 |
| 13110 - Video Teleconference Technician | 18.23 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.36 |
| 14042 - Computer Operator II | 17.30 |
| 14043 - Computer Operator III | 19.99 |
| 14044 - Computer Operator IV | 22.17 |
| 14045 - Computer Operator V | 24.61 |
| 14071 - Computer Programmer I | 18.30 |
| 14072 - Computer Programmer II | 22.67 |
| 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 | 15.36 |
| 14160 - Personal Computer Support Technician | 22.17 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.58 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.58 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.39 |
| 15050 - Computer Based Training Specialist / Instructor | 28.58 |
| 15060 - Educational Technologist | 36.57 |
| 15070 - Flight Instructor (Pilot) | 41.39 |
| 15080 - Graphic Artist | 22.54 |
| 15090 - Technical Instructor | 22.62 |
| 15095 - Technical Instructor/Course Developer | 27.69 |
| 15110 - Test Proctor | 18.55 |
| 15120 - Tutor | 18.55 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.82 |
| 16030 - Counter Attendant | 9.82 |
| 16040 - Dry Cleaner | 11.83 |
| 16070 - Finisher, Flatwork, Machine | 9.82 |
| 16090 - Presser, Hand | 9.82 |
| 16110 - Presser, Machine, Drycleaning | 9.82 |
| 16130 - Presser, Machine, Shirts | 9.82 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.82 |
| 16190 - Sewing Machine Operator | 12.50 |
| 16220 - Tailor | 13.18 |
| 16250 - Washer, Machine | 10.49 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.95 |
| 19040 - Tool And Die Maker | 26.90 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.60 |
| 21030 - Material Coordinator | 19.13 |
| 21040 - Material Expediter | 19.13 |
| 21050 - Material Handling Laborer | 11.10 |
| 21071 - Order Filler | 12.61 |
| 21080 - Production Line Worker (Food Processing) | 13.53 |
| 21110 - Shipping Packer | 13.60 |
| 21130 - Shipping/Receiving Clerk | 13.54 |
| 21140 - Store Worker I | 11.42 |
| 21150 - Stock Clerk | 14.99 |
| 21210 - Tools And Parts Attendant | 13.60 |
| 21410 - Warehouse Specialist | 13.60 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |

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|---|-------|
| 23010 - Aerospace Structural Welder | 22.55 |
| 23021 - Aircraft Mechanic I | 21.40 |
| 23022 - Aircraft Mechanic II | 22.55 |
| 23023 - Aircraft Mechanic III | 23.69 |
| 23040 - Aircraft Mechanic Helper | 16.21 |
| 23050 - Aircraft, Painter | 20.09 |
| 23060 - Aircraft Servicer | 18.18 |
| 23080 - Aircraft Worker | 19.27 |
| 23110 - Appliance Mechanic | 21.29 |
| 23120 - Bicycle Repairer | 11.82 |
| 23125 - Cable Splicer | 23.42 |
| 23130 - Carpenter, Maintenance | 22.37 |
| 23140 - Carpet Layer | 18.84 |
| 23160 - Electrician, Maintenance | 23.30 |
| 23181 - Electronics Technician Maintenance I | 20.76 |
| 23182 - Electronics Technician Maintenance II | 23.48 |
| 23183 - Electronics Technician Maintenance III | 24.80 |
| 23260 - Fabric Worker | 19.65 |
| 23290 - Fire Alarm System Mechanic | 21.16 |
| 23310 - Fire Extinguisher Repairer | 18.38 |
| 23311 - Fuel Distribution System Mechanic | 26.03 |
| 23312 - Fuel Distribution System Operator | 19.70 |
| 23370 - General Maintenance Worker | 17.47 |
| 23380 - Ground Support Equipment Mechanic | 21.40 |
| 23381 - Ground Support Equipment Servicer | 18.18 |
| 23382 - Ground Support Equipment Worker | 19.27 |
| 23391 - Gunsmith I | 18.38 |
| 23392 - Gunsmith II | 20.91 |
| 23393 - Gunsmith III | 23.42 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.34 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.28 |
| 23430 - Heavy Equipment Mechanic | 21.93 |
| 23440 - Heavy Equipment Operator | 28.33 |
| 23460 - Instrument Mechanic | 24.11 |
| 23465 - Laboratory/Shelter Mechanic | 22.17 |
| 23470 - Laborer | 11.10 |
| 23510 - Locksmith | 21.70 |
| 23530 - Machinery Maintenance Mechanic | 22.85 |
| 23550 - Machinist, Maintenance | 20.01 |
| 23580 - Maintenance Trades Helper | 12.63 |
| 23591 - Metrology Technician I | 24.11 |
| 23592 - Metrology Technician II | 25.41 |
| 23593 - Metrology Technician III | 26.70 |
| 23640 - Millwright | 24.11 |
| 23710 - Office Appliance Repairer | 18.48 |
| 23760 - Painter, Maintenance | 16.29 |
| 23790 - Pipefitter, Maintenance | 23.30 |
| 23810 - Plumber, Maintenance | 22.05 |
| 23820 - Pneudraulic Systems Mechanic | 23.42 |
| 23850 - Rigger | 23.42 |
| 23870 - Scale Mechanic | 21.05 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.14 |
| 23910 - Small Engine Mechanic | 20.19 |
| 23931 - Telecommunications Mechanic I | 26.35 |
| 23932 - Telecommunications Mechanic II | 27.77 |
| 23950 - Telephone Lineman | 26.39 |
| 23960 - Welder, Combination, Maintenance | 18.52 |
| 23965 - Well Driller | 22.91 |
| 23970 - Woodcraft Worker | 23.42 |
| 23980 - Woodworker | 15.62 |
| 24000 - Personal Needs Occupations | |

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| 24570 - Child Care Attendant | 10.49 |
| 24580 - Child Care Center Clerk | 12.76 |
| 24610 - Chore Aide | 9.35 |
| 24620 - Family Readiness And Support Services Coordinator | 14.81 |
| 24630 - Homemaker | 14.81 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.76 |
| 25040 - Sewage Plant Operator | 23.68 |
| 25070 - Stationary Engineer | 27.76 |
| 25190 - Ventilation Equipment Tender | 20.21 |
| 25210 - Water Treatment Plant Operator | 23.68 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.41 |
| 27007 - Baggage Inspector | 10.65 |
| 27008 - Corrections Officer | 25.90 |
| 27010 - Court Security Officer | 25.90 |
| 27030 - Detection Dog Handler | 14.33 |
| 27040 - Detention Officer | 25.90 |
| 27070 - Firefighter | 25.39 |
| 27101 - Guard I | 10.65 |
| 27102 - Guard II | 14.33 |
| 27131 - Police Officer I | 30.42 |
| 27132 - Police Officer II | 33.80 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.26 |
| 28042 - Carnival Equipment Repairer | 12.00 |
| 28043 - Carnival Equipment Worker | 8.82 |
| 28210 - Gate Attendant/Gate Tender | 14.55 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 16.27 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.02 |
| 28515 - Recreation Specialist | 20.12 |
| 28630 - Sports Official | 12.96 |
| 28690 - Swimming Pool Operator | 18.41 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.91 |
| 29020 - Hatch Tender | 20.91 |
| 29030 - Line Handler | 20.91 |
| 29041 - Stevedore I | 19.65 |
| 29042 - Stevedore II | 22.83 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.65 |
| 30022 - Archeological Technician II | 18.62 |
| 30023 - Archeological Technician III | 23.08 |
| 30030 - Cartographic Technician | 23.08 |
| 30040 - Civil Engineering Technician | 25.83 |
| 30061 - Drafter/CAD Operator I | 16.65 |
| 30062 - Drafter/CAD Operator II | 18.26 |
| 30063 - Drafter/CAD Operator III | 20.77 |
| 30064 - Drafter/CAD Operator IV | 25.55 |
| 30081 - Engineering Technician I | 15.79 |
| 30082 - Engineering Technician II | 17.23 |
| 30083 - Engineering Technician III | 20.69 |
| 30084 - Engineering Technician IV | 22.60 |
| 30085 - Engineering Technician V | 27.64 |
| 30086 - Engineering Technician VI | 33.44 |
| 30090 - Environmental Technician | 22.63 |
| 30210 - Laboratory Technician | 18.05 |
| 30240 - Mathematical Technician | 23.08 |

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|---|---------------|
| 30361 - Paralegal/Legal Assistant I | 19.94 |
| 30362 - Paralegal/Legal Assistant II | 22.66 |
| 30363 - Paralegal/Legal Assistant III | 27.72 |
| 30364 - Paralegal/Legal Assistant IV | 33.54 |
| 30390 - Photo-Optics Technician | 23.08 |
| 30461 - Technical Writer I | 22.24 |
| 30462 - Technical Writer II | 27.20 |
| 30463 - Technical Writer III | 32.91 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.77 |
| 30621 - Weather Observer, Senior | (see 2) 23.08 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.44 |
| 31030 - Bus Driver | 16.72 |
| 31043 - Driver Courier | 12.66 |
| 31260 - Parking and Lot Attendant | 9.81 |
| 31290 - Shuttle Bus Driver | 14.17 |
| 31310 - Taxi Driver | 11.17 |
| 31361 - Truckdriver, Light | 14.17 |
| 31362 - Truckdriver, Medium | 16.14 |
| 31363 - Truckdriver, Heavy | 19.65 |
| 31364 - Truckdriver, Tractor-Trailer | 19.65 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.06 |
| 99050 - Desk Clerk | 9.60 |
| 99095 - Embalmer | 26.70 |
| 99251 - Laboratory Animal Caretaker I | 10.97 |
| 99252 - Laboratory Animal Caretaker II | 11.68 |
| 99310 - Mortician | 26.70 |
| 99410 - Pest Controller | 14.27 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.85 |
| 99711 - Recycling Specialist | 18.39 |
| 99730 - Refuse Collector | 15.72 |
| 99810 - Sales Clerk | 11.95 |
| 99820 - School Crossing Guard | 12.60 |
| 99830 - Survey Party Chief | 30.95 |
| 99831 - Surveying Aide | 20.58 |
| 99832 - Surveying Technician | 28.14 |
| 99840 - Vending Machine Attendant | 11.83 |
| 99841 - Vending Machine Repairer | 16.17 |
| 99842 - Vending Machine Repairer Helper | 12.30 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

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

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2047
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Los Angeles, Orange
OCCUPATION NOTES:

Heating, Air Conditioning and Refrigeration: Wage rates and fringe benefits can be found on Wage Determinations 1986-0879.

Laundry: Wage rates and fringe benefits can be found on Wage Determination 1977-1297.

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.83 |
| 01012 - Accounting Clerk II | | 17.77 |
| 01013 - Accounting Clerk III | | 20.27 |
| 01020 - Administrative Assistant | | 28.08 |
| 01040 - Court Reporter | | 19.93 |
| 01051 - Data Entry Operator I | | 12.26 |
| 01052 - Data Entry Operator II | | 13.37 |
| 01060 - Dispatcher, Motor Vehicle | | 22.41 |
| 01070 - Document Preparation Clerk | | 13.75 |
| 01090 - Duplicating Machine Operator | | 13.75 |
| 01111 - General Clerk I | | 11.76 |
| 01112 - General Clerk II | | 14.92 |
| 01113 - General Clerk III | | 17.43 |
| 01120 - Housing Referral Assistant | | 21.90 |
| 01141 - Messenger Courier | | 11.45 |
| 01191 - Order Clerk I | | 16.98 |
| 01192 - Order Clerk II | | 18.53 |
| 01261 - Personnel Assistant (Employment) I | | 18.07 |
| 01262 - Personnel Assistant (Employment) II | | 20.20 |
| 01263 - Personnel Assistant (Employment) III | | 22.53 |
| 01270 - Production Control Clerk | | 23.51 |
| 01280 - Receptionist | | 14.51 |
| 01290 - Rental Clerk | | 16.83 |
| 01300 - Scheduler, Maintenance | | 17.39 |
| 01311 - Secretary I | | 17.39 |
| 01312 - Secretary II | | 19.45 |
| 01313 - Secretary III | | 21.90 |
| 01320 - Service Order Dispatcher | | 19.54 |
| 01410 - Supply Technician | | 26.82 |
| 01420 - Survey Worker | | 19.93 |

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| 01531 - Travel Clerk I | 14.72 |
| 01532 - Travel Clerk II | 16.02 |
| 01533 - Travel Clerk III | 17.21 |
| 01611 - Word Processor I | 15.18 |
| 01612 - Word Processor II | 16.87 |
| 01613 - Word Processor III | 18.76 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.56 |
| 05010 - Automotive Electrician | 22.18 |
| 05040 - Automotive Glass Installer | 20.84 |
| 05070 - Automotive Worker | 20.84 |
| 05110 - Mobile Equipment Servicer | 19.16 |
| 05130 - Motor Equipment Metal Mechanic | 23.56 |
| 05160 - Motor Equipment Metal Worker | 20.84 |
| 05190 - Motor Vehicle Mechanic | 23.56 |
| 05220 - Motor Vehicle Mechanic Helper | 18.38 |
| 05250 - Motor Vehicle Upholstery Worker | 20.40 |
| 05280 - Motor Vehicle wrecker | 20.84 |
| 05310 - Painter, Automotive | 22.18 |
| 05340 - Radiator Repair Specialist | 20.84 |
| 05370 - Tire Repairer | 15.47 |
| 05400 - Transmission Repair Specialist | 23.56 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.28 |
| 07041 - Cook I | 12.91 |
| 07042 - Cook II | 14.31 |
| 07070 - Dishwasher | 10.29 |
| 07130 - Food Service Worker | 11.20 |
| 07210 - Meat Cutter | 15.92 |
| 07260 - Waiter/Waitress | 9.85 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.45 |
| 09040 - Furniture Handler | 13.66 |
| 09080 - Furniture Refinisher | 20.45 |
| 09090 - Furniture Refinisher Helper | 16.30 |
| 09110 - Furniture Repairer, Minor | 18.74 |
| 09130 - Upholsterer | 20.45 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.76 |
| 11060 - Elevator Operator | 11.76 |
| 11090 - Gardener | 19.21 |
| 11122 - Housekeeping Aide | 12.58 |
| 11150 - Janitor | 14.04 |
| 11210 - Laborer, Grounds Maintenance | 14.40 |
| 11240 - Maid or Houseman | 10.16 |
| 11260 - Pruner | 13.27 |
| 11270 - Tractor Operator | 17.13 |
| 11330 - Trail Maintenance Worker | 14.40 |
| 11360 - Window Cleaner | 15.77 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.82 |
| 12011 - Breath Alcohol Technician | 17.82 |
| 12012 - Certified Occupational Therapist Assistant | 26.38 |
| 12015 - Certified Physical Therapist Assistant | 26.70 |
| 12020 - Dental Assistant | 17.27 |
| 12025 - Dental Hygienist | 38.39 |
| 12030 - EKG Technician | 28.14 |
| 12035 - Electroneurodiagnostic Technologist | 28.14 |
| 12040 - Emergency Medical Technician | 17.82 |
| 12071 - Licensed Practical Nurse I | 18.43 |
| 12072 - Licensed Practical Nurse II | 20.68 |
| 12073 - Licensed Practical Nurse III | 23.72 |
| 12100 - Medical Assistant | 14.82 |

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| 12130 - Medical Laboratory Technician | 19.73 |
| 12160 - Medical Record Clerk | 16.07 |
| 12190 - Medical Record Technician | 18.53 |
| 12195 - Medical Transcriptionist | 19.35 |
| 12210 - Nuclear Medicine Technologist | 36.54 |
| 12221 - Nursing Assistant I | 10.19 |
| 12222 - Nursing Assistant II | 11.46 |
| 12223 - Nursing Assistant III | 12.50 |
| 12224 - Nursing Assistant IV | 14.03 |
| 12235 - Optical Dispenser | 17.00 |
| 12236 - Optical Technician | 15.71 |
| 12250 - Pharmacy Technician | 17.83 |
| 12280 - Phlebotomist | 14.03 |
| 12305 - Radiologic Technologist | 25.24 |
| 12311 - Registered Nurse I | 31.47 |
| 12312 - Registered Nurse II | 38.49 |
| 12313 - Registered Nurse II, Specialist | 38.49 |
| 12314 - Registered Nurse III | 48.20 |
| 12315 - Registered Nurse III, Anesthetist | 48.20 |
| 12316 - Registered Nurse IV | 57.77 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.09 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 24.83 |
| 13012 - Exhibits Specialist II | 30.76 |
| 13013 - Exhibits Specialist III | 37.63 |
| 13041 - Illustrator I | 27.84 |
| 13042 - Illustrator II | 34.51 |
| 13043 - Illustrator III | 42.16 |
| 13047 - Librarian | 31.80 |
| 13050 - Library Aide/Clerk | 16.49 |
| 13054 - Library Information Technology Systems Administrator | 28.71 |
| 13058 - Library Technician | 22.40 |
| 13061 - Media Specialist I | 20.36 |
| 13062 - Media Specialist II | 22.76 |
| 13063 - Media Specialist III | 25.38 |
| 13071 - Photographer I | 17.95 |
| 13072 - Photographer II | 20.08 |
| 13073 - Photographer III | 26.61 |
| 13074 - Photographer IV | 33.56 |
| 13075 - Photographer V | 40.61 |
| 13110 - Video Teleconference Technician | 20.08 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.82 |
| 14042 - Computer Operator II | 19.93 |
| 14043 - Computer Operator III | 22.89 |
| 14044 - Computer Operator IV | 25.73 |
| 14045 - Computer Operator V | 27.35 |
| 14071 - Computer Programmer I | (see 1) 27.42 |
| 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 | 17.82 |
| 14160 - Personal Computer Support Technician | 25.73 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 34.73 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 42.03 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 50.37 |
| 15050 - Computer Based Training Specialist / Instructor | 34.73 |
| 15060 - Educational Technologist | 36.09 |

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| 15070 - Flight Instructor (Pilot) | 50.37 |
| 15080 - Graphic Artist | 26.72 |
| 15090 - Technical Instructor | 25.70 |
| 15095 - Technical Instructor/Course Developer | 31.47 |
| 15110 - Test Proctor | 20.77 |
| 15120 - Tutor | 20.77 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.52 |
| 19040 - Tool And Die Maker | 23.95 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.54 |
| 21030 - Material Coordinator | 23.51 |
| 21040 - Material Expediter | 23.51 |
| 21050 - Material Handling Laborer | 13.02 |
| 21071 - Order Filler | 13.31 |
| 21080 - Production Line Worker (Food Processing) | 14.54 |
| 21110 - Shipping Packer | 15.08 |
| 21130 - Shipping/Receiving Clerk | 15.08 |
| 21140 - Store Worker I | 11.53 |
| 21150 - Stock Clerk | 17.13 |
| 21210 - Tools And Parts Attendant | 14.54 |
| 21410 - Warehouse Specialist | 14.54 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 30.78 |
| 23021 - Aircraft Mechanic I | 29.10 |
| 23022 - Aircraft Mechanic II | 30.78 |
| 23023 - Aircraft Mechanic III | 31.94 |
| 23040 - Aircraft Mechanic Helper | 20.38 |
| 23050 - Aircraft, Painter | 24.41 |
| 23060 - Aircraft Servicer | 23.55 |
| 23080 - Aircraft Worker | 24.58 |
| 23110 - Appliance Mechanic | 20.11 |
| 23120 - Bicycle Repairer | 15.47 |
| 23125 - Cable Splicer | 32.84 |
| 23130 - Carpenter, Maintenance | 27.67 |
| 23140 - Carpet Layer | 21.12 |
| 23160 - Electrician, Maintenance | 30.18 |
| 23181 - Electronics Technician Maintenance I | 23.67 |
| 23182 - Electronics Technician Maintenance II | 25.21 |
| 23183 - Electronics Technician Maintenance III | 26.76 |
| 23260 - Fabric Worker | 23.87 |
| 23290 - Fire Alarm System Mechanic | 22.33 |
| 23310 - Fire Extinguisher Repairer | 20.03 |
| 23311 - Fuel Distribution System Mechanic | 25.94 |
| 23312 - Fuel Distribution System Operator | 19.83 |
| 23370 - General Maintenance Worker | 23.26 |
| 23380 - Ground Support Equipment Mechanic | 29.10 |
| 23381 - Ground Support Equipment Servicer | 23.55 |
| 23382 - Ground Support Equipment Worker | 24.58 |
| 23391 - Gunsmith I | 20.03 |
| 23392 - Gunsmith II | 23.16 |
| 23393 - Gunsmith III | 26.19 |
| 23430 - Heavy Equipment Mechanic | 28.30 |
| 23440 - Heavy Equipment Operator | 32.18 |
| 23460 - Instrument Mechanic | 27.13 |
| 23465 - Laboratory/Shelter Mechanic | 24.67 |
| 23470 - Laborer | 12.49 |
| 23510 - Locksmith | 20.69 |
| 23530 - Machinery Maintenance Mechanic | 27.12 |
| 23550 - Machinist, Maintenance | 25.41 |
| 23580 - Maintenance Trades Helper | 14.82 |
| 23591 - Metrology Technician I | 27.13 |
| 23592 - Metrology Technician II | 28.74 |

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| 23593 - Metrology Technician III | 31.63 |
| 23640 - Millwright | 25.45 |
| 23710 - Office Appliance Repairer | 20.86 |
| 23760 - Painter, Maintenance | 21.05 |
| 23790 - Pipefitter, Maintenance | 25.74 |
| 23810 - Plumber, Maintenance | 24.24 |
| 23820 - Pneudraulic Systems Mechanic | 26.19 |
| 23850 - Rigger | 26.81 |
| 23870 - Scale Mechanic | 23.16 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.34 |
| 23910 - Small Engine Mechanic | 18.70 |
| 23931 - Telecommunications Mechanic I | 26.30 |
| 23932 - Telecommunications Mechanic II | 27.86 |
| 23950 - Telephone Lineman | 24.18 |
| 23960 - Welder, Combination, Maintenance | 19.75 |
| 23965 - Well Driller | 24.56 |
| 23970 - Woodcraft Worker | 23.90 |
| 23980 - Woodworker | 18.49 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.05 |
| 24580 - Child Care Center Clerk | 16.03 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 16.03 |
| 24630 - Homemaker | 19.21 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.59 |
| 25040 - Sewage Plant Operator | 28.83 |
| 25070 - Stationary Engineer | 27.59 |
| 25190 - Ventilation Equipment Tender | 19.34 |
| 25210 - Water Treatment Plant Operator | 28.83 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 23.77 |
| 27007 - Baggage Inspector | 13.15 |
| 27008 - Corrections Officer | 31.01 |
| 27010 - Court Security Officer | 31.00 |
| 27030 - Detection Dog Handler | 23.77 |
| 27040 - Detention Officer | 31.01 |
| 27070 - Firefighter | 29.97 |
| 27101 - Guard I | 13.15 |
| 27102 - Guard II | 23.77 |
| 27131 - Police Officer I | 36.78 |
| 27132 - Police Officer II | 40.87 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.76 |
| 28042 - Carnival Equipment Repairer | 13.74 |
| 28043 - Carnival Equipment Worker | 9.67 |
| 28210 - Gate Attendant/Gate Tender | 14.16 |
| 28310 - Lifeguard | 13.48 |
| 28350 - Park Attendant (Aide) | 15.83 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.56 |
| 28515 - Recreation Specialist | 19.61 |
| 28630 - Sports Official | 12.61 |
| 28690 - Swimming Pool Operator | 16.97 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.42 |
| 29020 - Hatch Tender | 23.42 |
| 29030 - Line Handler | 23.42 |
| 29041 - Stevedore I | 21.88 |
| 29042 - Stevedore II | 24.95 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.85 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.98 |

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| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.26 |
| 30021 - Archeological Technician I | 22.52 |
| 30022 - Archeological Technician II | 24.21 |
| 30023 - Archeological Technician III | 34.46 |
| 30030 - Cartographic Technician | 34.46 |
| 30040 - Civil Engineering Technician | 30.78 |
| 30061 - Drafter/CAD Operator I | 24.86 |
| 30062 - Drafter/CAD Operator II | 27.81 |
| 30063 - Drafter/CAD Operator III | 31.00 |
| 30064 - Drafter/CAD Operator IV | 38.15 |
| 30081 - Engineering Technician I | 19.68 |
| 30082 - Engineering Technician II | 22.09 |
| 30083 - Engineering Technician III | 24.70 |
| 30084 - Engineering Technician IV | 30.60 |
| 30085 - Engineering Technician V | 37.43 |
| 30086 - Engineering Technician VI | 45.29 |
| 30090 - Environmental Technician | 27.72 |
| 30210 - Laboratory Technician | 23.13 |
| 30240 - Mathematical Technician | 33.92 |
| 30361 - Paralegal/Legal Assistant I | 21.83 |
| 30362 - Paralegal/Legal Assistant II | 27.04 |
| 30363 - Paralegal/Legal Assistant III | 33.08 |
| 30364 - Paralegal/Legal Assistant IV | 40.03 |
| 30390 - Photo-Optics Technician | 33.92 |
| 30461 - Technical Writer I | 23.62 |
| 30462 - Technical Writer II | 28.89 |
| 30463 - Technical Writer III | 34.96 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.32 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.64 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.72 |
| 30494 - Unexploded (UXO) Safety Escort | 25.32 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.32 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 30.42 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 33.79 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.63 |
| 31030 - Bus Driver | 19.62 |
| 31043 - Driver Courier | 13.27 |
| 31260 - Parking and Lot Attendant | 9.39 |
| 31290 - Shuttle Bus Driver | 14.48 |
| 31310 - Taxi Driver | 13.23 |
| 31361 - Truckdriver, Light | 14.48 |
| 31362 - Truckdriver, Medium | 20.63 |
| 31363 - Truckdriver, Heavy | 21.78 |
| 31364 - Truckdriver, Tractor-Trailer | 21.78 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.13 |
| 99050 - Desk Clerk | 12.65 |
| 99095 - Embalmer | 23.19 |
| 99251 - Laboratory Animal Caretaker I | 11.02 |
| 99252 - Laboratory Animal Caretaker II | 12.08 |
| 99310 - Mortician | 34.35 |
| 99410 - Pest Controller | 15.19 |
| 99510 - Photofinishing Worker | 16.36 |
| 99710 - Recycling Laborer | 21.03 |
| 99711 - Recycling Specialist | 24.67 |
| 99730 - Refuse Collector | 18.76 |
| 99810 - Sales Clerk | 17.13 |
| 99820 - School Crossing Guard | 9.51 |
| 99830 - Survey Party Chief | 37.97 |
| 99831 - Surveying Aide | 21.26 |
| 99832 - Surveying Technician | 27.95 |

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| 99840 - Vending Machine Attendant | 12.77 |
| 99841 - Vending Machine Repairer | 15.42 |
| 99842 - Vending Machine Repairer Helper | 12.77 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2048
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Los Angeles, Orange
OCCUPATION NOTES:

Heating, Air Conditioning and Refrigeration: Wage rates and fringe benefits can be found on Wage Determinations 1986-0879.

Laundry: Wage rates and fringe benefits can be found on Wage Determination 1977-1297.

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.83 |
| 01012 - Accounting Clerk II | | 17.77 |
| 01013 - Accounting Clerk III | | 20.27 |
| 01020 - Administrative Assistant | | 28.08 |
| 01040 - Court Reporter | | 19.93 |
| 01051 - Data Entry Operator I | | 12.26 |
| 01052 - Data Entry Operator II | | 13.37 |
| 01060 - Dispatcher, Motor Vehicle | | 22.41 |
| 01070 - Document Preparation Clerk | | 13.75 |
| 01090 - Duplicating Machine Operator | | 13.75 |
| 01111 - General Clerk I | | 11.76 |
| 01112 - General Clerk II | | 14.92 |
| 01113 - General Clerk III | | 17.43 |
| 01120 - Housing Referral Assistant | | 21.90 |

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| 01141 - Messenger Courier | 11.45 |
| 01191 - Order Clerk I | 16.98 |
| 01192 - Order Clerk II | 18.53 |
| 01261 - Personnel Assistant (Employment) I | 18.07 |
| 01262 - Personnel Assistant (Employment) II | 20.20 |
| 01263 - Personnel Assistant (Employment) III | 22.53 |
| 01270 - Production Control Clerk | 23.51 |
| 01280 - Receptionist | 14.51 |
| 01290 - Rental Clerk | 16.83 |
| 01300 - Scheduler, Maintenance | 17.39 |
| 01311 - Secretary I | 17.39 |
| 01312 - Secretary II | 19.45 |
| 01313 - Secretary III | 21.90 |
| 01320 - Service Order Dispatcher | 19.54 |
| 01410 - Supply Technician | 26.82 |
| 01420 - Survey Worker | 19.93 |
| 01531 - Travel Clerk I | 14.72 |
| 01532 - Travel Clerk II | 16.02 |
| 01533 - Travel Clerk III | 17.21 |
| 01611 - Word Processor I | 15.18 |
| 01612 - Word Processor II | 16.87 |
| 01613 - Word Processor III | 18.76 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.56 |
| 05010 - Automotive Electrician | 22.18 |
| 05040 - Automotive Glass Installer | 20.84 |
| 05070 - Automotive Worker | 20.84 |
| 05110 - Mobile Equipment Servicer | 19.16 |
| 05130 - Motor Equipment Metal Mechanic | 23.56 |
| 05160 - Motor Equipment Metal Worker | 20.84 |
| 05190 - Motor Vehicle Mechanic | 23.56 |
| 05220 - Motor Vehicle Mechanic Helper | 18.38 |
| 05250 - Motor Vehicle Upholstery Worker | 20.40 |
| 05280 - Motor Vehicle Wrecker | 20.84 |
| 05310 - Painter, Automotive | 22.18 |
| 05340 - Radiator Repair Specialist | 20.84 |
| 05370 - Tire Repairer | 15.47 |
| 05400 - Transmission Repair Specialist | 23.56 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.28 |
| 07041 - Cook I | 12.91 |
| 07042 - Cook II | 14.31 |
| 07070 - Dishwasher | 10.29 |
| 07130 - Food Service Worker | 11.20 |
| 07210 - Meat Cutter | 15.92 |
| 07260 - Waiter/Waitress | 9.85 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.45 |
| 09040 - Furniture Handler | 13.66 |
| 09080 - Furniture Refinisher | 20.45 |
| 09090 - Furniture Refinisher Helper | 16.30 |
| 09110 - Furniture Repairer, Minor | 18.74 |
| 09130 - Upholsterer | 20.45 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.76 |
| 11060 - Elevator Operator | 11.76 |
| 11090 - Gardener | 19.21 |
| 11122 - Housekeeping Aide | 12.58 |
| 11150 - Janitor | 14.04 |
| 11210 - Laborer, Grounds Maintenance | 14.40 |
| 11240 - Maid or Houseman | 10.16 |
| 11260 - Pruner | 13.27 |
| 11270 - Tractor Operator | 17.13 |

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| 11330 - Trail Maintenance Worker | 14.40 |
| 11360 - Window Cleaner | 15.77 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.82 |
| 12011 - Breath Alcohol Technician | 17.82 |
| 12012 - Certified Occupational Therapist Assistant | 26.38 |
| 12015 - Certified Physical Therapist Assistant | 26.70 |
| 12020 - Dental Assistant | 17.27 |
| 12025 - Dental Hygienist | 38.39 |
| 12030 - EKG Technician | 28.14 |
| 12035 - Electroneurodiagnostic Technologist | 28.14 |
| 12040 - Emergency Medical Technician | 17.82 |
| 12071 - Licensed Practical Nurse I | 18.43 |
| 12072 - Licensed Practical Nurse II | 20.68 |
| 12073 - Licensed Practical Nurse III | 23.72 |
| 12100 - Medical Assistant | 14.82 |
| 12130 - Medical Laboratory Technician | 19.73 |
| 12160 - Medical Record Clerk | 16.07 |
| 12190 - Medical Record Technician | 18.53 |
| 12195 - Medical Transcriptionist | 19.35 |
| 12210 - Nuclear Medicine Technologist | 36.54 |
| 12221 - Nursing Assistant I | 10.19 |
| 12222 - Nursing Assistant II | 11.46 |
| 12223 - Nursing Assistant III | 12.50 |
| 12224 - Nursing Assistant IV | 14.03 |
| 12235 - Optical Dispenser | 17.00 |
| 12236 - Optical Technician | 15.71 |
| 12250 - Pharmacy Technician | 17.83 |
| 12280 - Phlebotomist | 14.03 |
| 12305 - Radiologic Technologist | 25.24 |
| 12311 - Registered Nurse I | 31.47 |
| 12312 - Registered Nurse II | 38.49 |
| 12313 - Registered Nurse II, Specialist | 38.49 |
| 12314 - Registered Nurse III | 48.20 |
| 12315 - Registered Nurse III, Anesthetist | 48.20 |
| 12316 - Registered Nurse IV | 57.77 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.09 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 24.83 |
| 13012 - Exhibits Specialist II | 30.76 |
| 13013 - Exhibits Specialist III | 37.63 |
| 13041 - Illustrator I | 27.84 |
| 13042 - Illustrator II | 34.51 |
| 13043 - Illustrator III | 42.16 |
| 13047 - Librarian | 31.80 |
| 13050 - Library Aide/Clerk | 16.49 |
| 13054 - Library Information Technology Systems Administrator | 28.71 |
| 13058 - Library Technician | 22.40 |
| 13061 - Media Specialist I | 20.36 |
| 13062 - Media Specialist II | 22.76 |
| 13063 - Media Specialist III | 25.38 |
| 13071 - Photographer I | 17.95 |
| 13072 - Photographer II | 20.08 |
| 13073 - Photographer III | 26.61 |
| 13074 - Photographer IV | 33.56 |
| 13075 - Photographer V | 40.61 |
| 13110 - Video Teleconference Technician | 20.08 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.82 |
| 14042 - Computer Operator II | 19.93 |
| 14043 - Computer Operator III | 22.89 |
| 14044 - Computer Operator IV | 25.73 |

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| 14045 - Computer Operator V | 27.35 |
| 14071 - Computer Programmer I (see 1) | 27.42 |
| 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 | 17.82 |
| 14160 - Personal Computer Support Technician | 25.73 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 34.73 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 42.03 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 50.37 |
| 15050 - Computer Based Training Specialist / Instructor | 34.73 |
| 15060 - Educational Technologist | 36.09 |
| 15070 - Flight Instructor (Pilot) | 50.37 |
| 15080 - Graphic Artist | 26.72 |
| 15090 - Technical Instructor | 25.70 |
| 15095 - Technical Instructor/Course Developer | 31.47 |
| 15110 - Test Proctor | 20.77 |
| 15120 - Tutor | 20.77 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.52 |
| 19040 - Tool And Die Maker | 23.95 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.54 |
| 21030 - Material Coordinator | 23.51 |
| 21040 - Material Expediter | 23.51 |
| 21050 - Material Handling Laborer | 13.02 |
| 21071 - Order Filler | 13.31 |
| 21080 - Production Line Worker (Food Processing) | 14.54 |
| 21110 - Shipping Packer | 15.08 |
| 21130 - Shipping/Receiving Clerk | 15.08 |
| 21140 - Store Worker I | 11.53 |
| 21150 - Stock Clerk | 17.13 |
| 21210 - Tools And Parts Attendant | 14.54 |
| 21410 - Warehouse Specialist | 14.54 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 30.78 |
| 23021 - Aircraft Mechanic I | 29.10 |
| 23022 - Aircraft Mechanic II | 30.78 |
| 23023 - Aircraft Mechanic III | 31.94 |
| 23040 - Aircraft Mechanic Helper | 20.38 |
| 23050 - Aircraft, Painter | 24.41 |
| 23060 - Aircraft Servicer | 23.55 |
| 23080 - Aircraft Worker | 24.58 |
| 23110 - Appliance Mechanic | 20.11 |
| 23120 - Bicycle Repairer | 15.47 |
| 23125 - Cable Splicer | 32.84 |
| 23130 - Carpenter, Maintenance | 27.67 |
| 23140 - Carpet Layer | 21.12 |
| 23160 - Electrician, Maintenance | 30.18 |
| 23181 - Electronics Technician Maintenance I | 23.67 |
| 23182 - Electronics Technician Maintenance II | 25.21 |
| 23183 - Electronics Technician Maintenance III | 26.76 |
| 23260 - Fabric Worker | 23.87 |
| 23290 - Fire Alarm System Mechanic | 22.33 |
| 23310 - Fire Extinguisher Repairer | 20.03 |
| 23311 - Fuel Distribution System Mechanic | 25.94 |
| 23312 - Fuel Distribution System Operator | 19.83 |
| 23370 - General Maintenance Worker | 23.26 |
| 23380 - Ground Support Equipment Mechanic | 29.10 |

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| 23381 - Ground Support Equipment Servicer | 23.55 |
| 23382 - Ground Support Equipment Worker | 24.58 |
| 23391 - Gunsmith I | 20.03 |
| 23392 - Gunsmith II | 23.16 |
| 23393 - Gunsmith III | 26.19 |
| 23430 - Heavy Equipment Mechanic | 28.30 |
| 23440 - Heavy Equipment Operator | 32.18 |
| 23460 - Instrument Mechanic | 27.13 |
| 23465 - Laboratory/Shelter Mechanic | 24.67 |
| 23470 - Laborer | 12.49 |
| 23510 - Locksmith | 20.69 |
| 23530 - Machinery Maintenance Mechanic | 27.12 |
| 23550 - Machinist, Maintenance | 25.41 |
| 23580 - Maintenance Trades Helper | 14.82 |
| 23591 - Metrology Technician I | 27.13 |
| 23592 - Metrology Technician II | 28.74 |
| 23593 - Metrology Technician III | 31.63 |
| 23640 - Millwright | 25.45 |
| 23710 - Office Appliance Repairer | 20.86 |
| 23760 - Painter, Maintenance | 21.05 |
| 23790 - Pipefitter, Maintenance | 25.74 |
| 23810 - Plumber, Maintenance | 24.24 |
| 23820 - Pneudraulic Systems Mechanic | 26.19 |
| 23850 - Rigger | 26.81 |
| 23870 - Scale Mechanic | 23.16 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.34 |
| 23910 - Small Engine Mechanic | 18.70 |
| 23931 - Telecommunications Mechanic I | 26.30 |
| 23932 - Telecommunications Mechanic II | 27.86 |
| 23950 - Telephone Lineman | 24.18 |
| 23960 - Welder, Combination, Maintenance | 19.75 |
| 23965 - Well Driller | 24.56 |
| 23970 - Woodcraft Worker | 23.90 |
| 23980 - Woodworker | 18.49 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.05 |
| 24580 - Child Care Center Clerk | 16.03 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 16.03 |
| 24630 - Homemaker | 19.21 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.59 |
| 25040 - Sewage Plant Operator | 28.83 |
| 25070 - Stationary Engineer | 27.59 |
| 25190 - Ventilation Equipment Tender | 19.34 |
| 25210 - Water Treatment Plant Operator | 28.83 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 23.77 |
| 27007 - Baggage Inspector | 13.15 |
| 27008 - Corrections Officer | 31.01 |
| 27010 - Court Security Officer | 31.00 |
| 27030 - Detection Dog Handler | 23.77 |
| 27040 - Detention Officer | 31.01 |
| 27070 - Firefighter | 29.97 |
| 27101 - Guard I | 13.15 |
| 27102 - Guard II | 23.77 |
| 27131 - Police Officer I | 36.78 |
| 27132 - Police Officer II | 40.87 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.76 |
| 28042 - Carnival Equipment Repairer | 13.74 |
| 28043 - Carnival Equipment Worker | 9.67 |

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| 28210 - Gate Attendant/Gate Tender | 14.16 |
| 28310 - Lifeguard | 13.48 |
| 28350 - Park Attendant (Aide) | 15.83 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.56 |
| 28515 - Recreation Specialist | 19.61 |
| 28630 - Sports Official | 12.61 |
| 28690 - Swimming Pool Operator | 16.97 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.42 |
| 29020 - Hatch Tender | 23.42 |
| 29030 - Line Handler | 23.42 |
| 29041 - Stevedore I | 21.88 |
| 29042 - Stevedore II | 24.95 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.85 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.98 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.26 |
| 30021 - Archeological Technician I | 22.52 |
| 30022 - Archeological Technician II | 24.21 |
| 30023 - Archeological Technician III | 34.46 |
| 30030 - Cartographic Technician | 34.46 |
| 30040 - Civil Engineering Technician | 30.78 |
| 30061 - Drafter/CAD Operator I | 24.86 |
| 30062 - Drafter/CAD Operator II | 27.81 |
| 30063 - Drafter/CAD Operator III | 31.00 |
| 30064 - Drafter/CAD Operator IV | 38.15 |
| 30081 - Engineering Technician I | 19.68 |
| 30082 - Engineering Technician II | 22.09 |
| 30083 - Engineering Technician III | 24.70 |
| 30084 - Engineering Technician IV | 30.60 |
| 30085 - Engineering Technician V | 37.43 |
| 30086 - Engineering Technician VI | 45.29 |
| 30090 - Environmental Technician | 27.72 |
| 30210 - Laboratory Technician | 23.13 |
| 30240 - Mathematical Technician | 33.92 |
| 30361 - Paralegal/Legal Assistant I | 21.83 |
| 30362 - Paralegal/Legal Assistant II | 27.04 |
| 30363 - Paralegal/Legal Assistant III | 33.08 |
| 30364 - Paralegal/Legal Assistant IV | 40.03 |
| 30390 - Photo-Optics Technician | 33.92 |
| 30461 - Technical Writer I | 23.62 |
| 30462 - Technical Writer II | 28.89 |
| 30463 - Technical Writer III | 34.96 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.32 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.64 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.72 |
| 30494 - Unexploded (UXO) Safety Escort | 25.32 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.32 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 30.42 |
| 30621 - Weather Observer, Senior (see 2) | 33.79 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.63 |
| 31030 - Bus Driver | 19.62 |
| 31043 - Driver Courier | 13.27 |
| 31260 - Parking and Lot Attendant | 9.39 |
| 31290 - Shuttle Bus Driver | 14.48 |
| 31310 - Taxi Driver | 13.23 |
| 31361 - Truckdriver, Light | 14.48 |
| 31362 - Truckdriver, Medium | 20.63 |
| 31363 - Truckdriver, Heavy | 21.78 |
| 31364 - Truckdriver, Tractor-Trailer | 21.78 |
| 99000 - Miscellaneous Occupations | |

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|---|-------|
| 99030 - Cashier | 12.13 |
| 99050 - Desk Clerk | 12.65 |
| 99095 - Embalmer | 23.19 |
| 99251 - Laboratory Animal Caretaker I | 11.02 |
| 99252 - Laboratory Animal Caretaker II | 12.08 |
| 99310 - Mortician | 34.35 |
| 99410 - Pest Controller | 15.19 |
| 99510 - Photofinishing Worker | 16.36 |
| 99710 - Recycling Laborer | 21.03 |
| 99711 - Recycling Specialist | 24.67 |
| 99730 - Refuse Collector | 18.76 |
| 99810 - Sales Clerk | 17.13 |
| 99820 - School Crossing Guard | 9.51 |
| 99830 - Survey Party Chief | 37.97 |
| 99831 - Surveying Aide | 21.26 |
| 99832 - Surveying Technician | 27.95 |
| 99840 - Vending Machine Attendant | 12.77 |
| 99841 - Vending Machine Repairer | 15.42 |
| 99842 - Vending Machine Repairer Helper | 12.77 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2049
Revision No.: 17
Date of Last Revision: 07/25/2014

State: California

Area: California Counties of Monterey, San Benito

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 16.61 |
| 01012 - Accounting Clerk II | | 18.65 |
| 01013 - Accounting Clerk III | | 20.86 |
| 01020 - Administrative Assistant | | 23.99 |
| 01040 - Court Reporter | | 18.52 |
| 01051 - Data Entry Operator I | | 13.74 |
| 01052 - Data Entry Operator II | | 15.11 |
| 01060 - Dispatcher, Motor Vehicle | | 18.79 |

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| 01070 | - Document Preparation Clerk | 15.42 |
| 01090 | - Duplicating Machine Operator | 14.11 |
| 01111 | - General Clerk I | 15.14 |
| 01112 | - General Clerk II | 16.12 |
| 01113 | - General Clerk III | 18.55 |
| 01120 | - Housing Referral Assistant | 21.01 |
| 01141 | - Messenger Courier | 15.78 |
| 01191 | - Order Clerk I | 13.72 |
| 01192 | - Order Clerk II | 15.01 |
| 01261 | - Personnel Assistant (Employment) I | 16.46 |
| 01262 | - Personnel Assistant (Employment) II | 19.76 |
| 01263 | - Personnel Assistant (Employment) III | 22.92 |
| 01270 | - Production Control Clerk | 22.92 |
| 01280 | - Receptionist | 15.93 |
| 01290 | - Rental Clerk | 16.25 |
| 01300 | - Scheduler, Maintenance | 19.25 |
| 01311 | - Secretary I | 19.25 |
| 01312 | - Secretary II | 21.45 |
| 01313 | - Secretary III | 23.96 |
| 01320 | - Service Order Dispatcher | 15.59 |
| 01410 | - Supply Technician | 23.99 |
| 01420 | - Survey Worker | 19.82 |
| 01531 | - Travel Clerk I | 13.53 |
| 01532 | - Travel Clerk II | 14.35 |
| 01533 | - Travel Clerk III | 15.40 |
| 01611 | - Word Processor I | 15.04 |
| 01612 | - Word Processor II | 16.90 |
| 01613 | - Word Processor III | 18.89 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 22.62 |
| 05010 | - Automotive Electrician | 19.76 |
| 05040 | - Automotive Glass Installer | 20.98 |
| 05070 | - Automotive Worker | 20.98 |
| 05110 | - Mobile Equipment Servicer | 17.87 |
| 05130 | - Motor Equipment Metal Mechanic | 24.32 |
| 05160 | - Motor Equipment Metal Worker | 20.98 |
| 05190 | - Motor Vehicle Mechanic | 21.82 |
| 05220 | - Motor Vehicle Mechanic Helper | 16.88 |
| 05250 | - Motor Vehicle Upholstery Worker | 19.94 |
| 05280 | - Motor Vehicle Wrecker | 20.98 |
| 05310 | - Painter, Automotive | 22.00 |
| 05340 | - Radiator Repair Specialist | 20.98 |
| 05370 | - Tire Repairer | 13.10 |
| 05400 | - Transmission Repair Specialist | 24.32 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 15.39 |
| 07041 | - Cook I | 15.22 |
| 07042 | - Cook II | 16.97 |
| 07070 | - Dishwasher | 10.40 |
| 07130 | - Food Service Worker | 10.06 |
| 07210 | - Meat Cutter | 17.83 |
| 07260 | - Waiter/Waitress | 9.70 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 18.96 |
| 09040 | - Furniture Handler | 13.98 |
| 09080 | - Furniture Refinisher | 19.82 |
| 09090 | - Furniture Refinisher Helper | 15.93 |
| 09110 | - Furniture Repairer, Minor | 17.87 |
| 09130 | - Upholsterer | 19.82 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 10.49 |
| 11060 | - Elevator Operator | 11.52 |
| 11090 | - Gardener | 17.50 |

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| 11122 - Housekeeping Aide | 12.86 |
| 11150 - Janitor | 12.86 |
| 11210 - Laborer, Grounds Maintenance | 14.74 |
| 11240 - Maid or Houseman | 11.32 |
| 11260 - Pruner | 12.82 |
| 11270 - Tractor Operator | 18.13 |
| 11330 - Trail Maintenance Worker | 14.74 |
| 11360 - Window Cleaner | 13.81 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 21.51 |
| 12011 - Breath Alcohol Technician | 21.51 |
| 12012 - Certified Occupational Therapist Assistant | 25.92 |
| 12015 - Certified Physical Therapist Assistant | 25.48 |
| 12020 - Dental Assistant | 18.18 |
| 12025 - Dental Hygienist | 48.13 |
| 12030 - EKG Technician | 31.29 |
| 12035 - Electroneurodiagnostic Technologist | 31.29 |
| 12040 - Emergency Medical Technician | 20.01 |
| 12071 - Licensed Practical Nurse I | 21.15 |
| 12072 - Licensed Practical Nurse II | 23.66 |
| 12073 - Licensed Practical Nurse III | 26.38 |
| 12100 - Medical Assistant | 18.50 |
| 12130 - Medical Laboratory Technician | 23.27 |
| 12160 - Medical Record Clerk | 16.24 |
| 12190 - Medical Record Technician | 18.16 |
| 12195 - Medical Transcriptionist | 17.11 |
| 12210 - Nuclear Medicine Technologist | 39.73 |
| 12221 - Nursing Assistant I | 11.51 |
| 12222 - Nursing Assistant II | 12.94 |
| 12223 - Nursing Assistant III | 14.12 |
| 12224 - Nursing Assistant IV | 15.86 |
| 12235 - Optical Dispenser | 17.36 |
| 12236 - Optical Technician | 21.15 |
| 12250 - Pharmacy Technician | 20.69 |
| 12280 - Phlebotomist | 15.86 |
| 12305 - Radiologic Technologist | 32.35 |
| 12311 - Registered Nurse I | 28.49 |
| 12312 - Registered Nurse II | 34.86 |
| 12313 - Registered Nurse II, Specialist | 34.86 |
| 12314 - Registered Nurse III | 42.17 |
| 12315 - Registered Nurse III, Anesthetist | 42.17 |
| 12316 - Registered Nurse IV | 50.54 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 28.14 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.69 |
| 13012 - Exhibits Specialist II | 27.50 |
| 13013 - Exhibits Specialist III | 34.40 |
| 13041 - Illustrator I | 22.69 |
| 13042 - Illustrator II | 28.11 |
| 13043 - Illustrator III | 34.40 |
| 13047 - Librarian | 30.27 |
| 13050 - Library Aide/Clerk | 16.40 |
| 13054 - Library Information Technology Systems Administrator | 27.30 |
| 13058 - Library Technician | 18.04 |
| 13061 - Media Specialist I | 17.31 |
| 13062 - Media Specialist II | 19.22 |
| 13063 - Media Specialist III | 21.33 |
| 13071 - Photographer I | 17.39 |
| 13072 - Photographer II | 20.82 |
| 13073 - Photographer III | 25.80 |
| 13074 - Photographer IV | 31.55 |
| 13075 - Photographer V | 38.18 |

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|---|---------------|
| 13110 - Video Teleconference Technician | 19.37 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.25 |
| 14042 - Computer Operator II | 18.75 |
| 14043 - Computer Operator III | 20.89 |
| 14044 - Computer Operator IV | 23.24 |
| 14045 - Computer Operator V | 23.72 |
| 14071 - Computer Programmer I | (see 1) 25.23 |
| 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 | 16.25 |
| 14160 - Personal Computer Support Technician | 23.24 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.67 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.42 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.75 |
| 15050 - Computer Based Training Specialist / Instructor | 29.67 |
| 15060 - Educational Technologist | 33.83 |
| 15070 - Flight Instructor (Pilot) | 37.75 |
| 15080 - Graphic Artist | 26.61 |
| 15090 - Technical Instructor | 22.00 |
| 15095 - Technical Instructor/Course Developer | 26.91 |
| 15110 - Test Proctor | 19.50 |
| 15120 - Tutor | 19.50 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.01 |
| 16030 - Counter Attendant | 11.01 |
| 16040 - Dry Cleaner | 13.09 |
| 16070 - Finisher, Flatwork, Machine | 11.01 |
| 16090 - Presser, Hand | 11.01 |
| 16110 - Presser, Machine, Drycleaning | 11.01 |
| 16130 - Presser, Machine, Shirts | 11.01 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.01 |
| 16190 - Sewing Machine Operator | 13.75 |
| 16220 - Tailor | 14.45 |
| 16250 - Washer, Machine | 11.70 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.00 |
| 19040 - Tool And Die Maker | 26.42 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.70 |
| 21030 - Material Coordinator | 20.04 |
| 21040 - Material Expediter | 20.04 |
| 21050 - Material Handling Laborer | 12.82 |
| 21071 - Order Filler | 15.57 |
| 21080 - Production Line Worker (Food Processing) | 15.70 |
| 21110 - Shipping Packer | 14.34 |
| 21130 - Shipping/Receiving Clerk | 14.34 |
| 21140 - Store Worker I | 15.38 |
| 21150 - Stock Clerk | 18.12 |
| 21210 - Tools And Parts Attendant | 15.90 |
| 21410 - Warehouse Specialist | 15.70 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 22.48 |
| 23021 - Aircraft Mechanic I | 23.01 |
| 23022 - Aircraft Mechanic II | 22.48 |
| 23023 - Aircraft Mechanic III | 23.42 |
| 23040 - Aircraft Mechanic Helper | 17.82 |
| 23050 - Aircraft, Painter | 20.93 |

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|---|-------|
| 23060 - Aircraft Servicer | 19.88 |
| 23080 - Aircraft Worker | 20.96 |
| 23110 - Appliance Mechanic | 24.49 |
| 23120 - Bicycle Repairer | 14.26 |
| 23125 - Cable Splicer | 23.36 |
| 23130 - Carpenter, Maintenance | 25.95 |
| 23140 - Carpet Layer | 21.35 |
| 23160 - Electrician, Maintenance | 29.02 |
| 23181 - Electronics Technician Maintenance I | 22.87 |
| 23182 - Electronics Technician Maintenance II | 24.45 |
| 23183 - Electronics Technician Maintenance III | 26.69 |
| 23260 - Fabric Worker | 20.07 |
| 23290 - Fire Alarm System Mechanic | 26.10 |
| 23310 - Fire Extinguisher Repairer | 18.97 |
| 23311 - Fuel Distribution System Mechanic | 25.70 |
| 23312 - Fuel Distribution System Operator | 20.87 |
| 23370 - General Maintenance Worker | 18.35 |
| 23380 - Ground Support Equipment Mechanic | 23.01 |
| 23381 - Ground Support Equipment Servicer | 19.88 |
| 23382 - Ground Support Equipment Worker | 20.96 |
| 23391 - Gunsmith I | 18.97 |
| 23392 - Gunsmith II | 21.16 |
| 23393 - Gunsmith III | 23.36 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 28.04 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 29.33 |
| 23430 - Heavy Equipment Mechanic | 22.99 |
| 23440 - Heavy Equipment Operator | 27.95 |
| 23460 - Instrument Mechanic | 23.36 |
| 23465 - Laboratory/Shelter Mechanic | 22.26 |
| 23470 - Laborer | 13.29 |
| 23510 - Locksmith | 22.07 |
| 23530 - Machinery Maintenance Mechanic | 26.79 |
| 23550 - Machinist, Maintenance | 20.97 |
| 23580 - Maintenance Trades Helper | 15.14 |
| 23591 - Metrology Technician I | 23.36 |
| 23592 - Metrology Technician II | 24.43 |
| 23593 - Metrology Technician III | 25.44 |
| 23640 - Millwright | 23.36 |
| 23710 - Office Appliance Repairer | 22.68 |
| 23760 - Painter, Maintenance | 22.60 |
| 23790 - Pipefitter, Maintenance | 23.94 |
| 23810 - Plumber, Maintenance | 24.93 |
| 23820 - Pneudraulic Systems Mechanic | 23.36 |
| 23850 - Rigger | 23.36 |
| 23870 - Scale Mechanic | 21.16 |
| 23890 - Sheet-Metal Worker, Maintenance | 28.94 |
| 23910 - Small Engine Mechanic | 20.99 |
| 23931 - Telecommunications Mechanic I | 27.56 |
| 23932 - Telecommunications Mechanic II | 28.83 |
| 23950 - Telephone Lineman | 23.36 |
| 23960 - Welder, Combination, Maintenance | 18.55 |
| 23965 - Well Driller | 23.36 |
| 23970 - Woodcraft Worker | 23.36 |
| 23980 - Woodworker | 18.97 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.36 |
| 24580 - Child Care Center Clerk | 16.28 |
| 24610 - Chore Aide | 11.81 |
| 24620 - Family Readiness And Support Services Coordinator | 17.56 |
| 24630 - Homemaker | 17.56 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 28.77 |
| 25040 - Sewage Plant Operator | 27.24 |
| 25070 - Stationary Engineer | 28.77 |
| 25190 - Ventilation Equipment Tender | 21.46 |
| 25210 - Water Treatment Plant Operator | 27.24 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.28 |
| 27007 - Baggage Inspector | 11.48 |
| 27008 - Corrections Officer | 30.61 |
| 27010 - Court Security Officer | 30.20 |
| 27030 - Detection Dog Handler | 13.65 |
| 27040 - Detention Officer | 33.67 |
| 27070 - Firefighter | 26.06 |
| 27101 - Guard I | 11.48 |
| 27102 - Guard II | 13.65 |
| 27131 - Police Officer I | 34.33 |
| 27132 - Police Officer II | 38.15 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.93 |
| 28042 - Carnival Equipment Repairer | 13.65 |
| 28043 - Carnival Equipment Worker | 10.77 |
| 28210 - Gate Attendant/Gate Tender | 14.88 |
| 28310 - Lifeguard | 14.61 |
| 28350 - Park Attendant (Aide) | 16.68 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.14 |
| 28515 - Recreation Specialist | 15.58 |
| 28630 - Sports Official | 13.28 |
| 28690 - Swimming Pool Operator | 19.59 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.16 |
| 29020 - Hatch Tender | 21.16 |
| 29030 - Line Handler | 21.16 |
| 29041 - Stevedore I | 17.82 |
| 29042 - Stevedore II | 22.26 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 42.35 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 29.20 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 32.16 |
| 30021 - Archeological Technician I | 18.88 |
| 30022 - Archeological Technician II | 21.63 |
| 30023 - Archeological Technician III | 28.05 |
| 30030 - Cartographic Technician | 28.05 |
| 30040 - Civil Engineering Technician | 30.21 |
| 30061 - Drafter/CAD Operator I | 20.25 |
| 30062 - Drafter/CAD Operator II | 22.65 |
| 30063 - Drafter/CAD Operator III | 25.24 |
| 30064 - Drafter/CAD Operator IV | 31.07 |
| 30081 - Engineering Technician I | 17.38 |
| 30082 - Engineering Technician II | 19.47 |
| 30083 - Engineering Technician III | 24.33 |
| 30084 - Engineering Technician IV | 30.39 |
| 30085 - Engineering Technician V | 34.33 |
| 30086 - Engineering Technician VI | 39.21 |
| 30090 - Environmental Technician | 28.05 |
| 30210 - Laboratory Technician | 22.91 |
| 30240 - Mathematical Technician | 28.05 |
| 30361 - Paralegal/Legal Assistant I | 21.55 |
| 30362 - Paralegal/Legal Assistant II | 26.65 |
| 30363 - Paralegal/Legal Assistant III | 32.63 |
| 30364 - Paralegal/Legal Assistant IV | 39.44 |
| 30390 - Photo-Optics Technician | 28.05 |
| 30461 - Technical Writer I | 22.51 |

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| 30462 - Technical Writer II | 27.53 |
| 30463 - Technical Writer III | 33.32 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 26.92 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 32.56 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 39.03 |
| 30494 - Unexploded (UXO) Safety Escort | 26.92 |
| 30495 - Unexploded (UXO) Sweep Personnel | 26.92 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 25.24 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 28.05 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.87 |
| 31030 - Bus Driver | 19.17 |
| 31043 - Driver Courier | 12.20 |
| 31260 - Parking and Lot Attendant | 10.15 |
| 31290 - Shuttle Bus Driver | 12.94 |
| 31310 - Taxi Driver | 12.31 |
| 31361 - Truckdriver, Light | 12.94 |
| 31362 - Truckdriver, Medium | 16.07 |
| 31363 - Truckdriver, Heavy | 19.34 |
| 31364 - Truckdriver, Tractor-Trailer | 19.34 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 16.13 |
| 99050 - Desk Clerk | 13.17 |
| 99095 - Embalmer | 25.27 |
| 99251 - Laboratory Animal Caretaker I | 15.87 |
| 99252 - Laboratory Animal Caretaker II | 16.83 |
| 99310 - Mortician | 25.27 |
| 99410 - Pest Controller | 16.75 |
| 99510 - Photofinishing Worker | 13.88 |
| 99710 - Recycling Laborer | 11.45 |
| 99711 - Recycling Specialist | 20.57 |
| 99730 - Refuse Collector | 16.80 |
| 99810 - Sales Clerk | 12.72 |
| 99820 - School Crossing Guard | 12.54 |
| 99830 - Survey Party Chief | 26.68 |
| 99831 - Surveying Aide | 13.98 |
| 99832 - Surveying Technician | 19.14 |
| 99840 - Vending Machine Attendant | 19.30 |
| 99841 - Vending Machine Repairer | 22.83 |
| 99842 - Vending Machine Repairer Helper | 19.30 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2050
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Monterey, San Benito

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 16.61 |
| 01012 - Accounting Clerk II | | 18.65 |
| 01013 - Accounting Clerk III | | 20.86 |
| 01020 - Administrative Assistant | | 23.99 |
| 01040 - Court Reporter | | 18.52 |
| 01051 - Data Entry Operator I | | 13.74 |
| 01052 - Data Entry Operator II | | 15.11 |
| 01060 - Dispatcher, Motor Vehicle | | 18.79 |
| 01070 - Document Preparation Clerk | | 15.42 |
| 01090 - Duplicating Machine Operator | | 14.11 |
| 01111 - General Clerk I | | 15.14 |
| 01112 - General Clerk II | | 16.12 |
| 01113 - General Clerk III | | 18.55 |
| 01120 - Housing Referral Assistant | | 21.01 |
| 01141 - Messenger Courier | | 15.78 |
| 01191 - Order Clerk I | | 13.72 |
| 01192 - Order Clerk II | | 15.01 |
| 01261 - Personnel Assistant (Employment) I | | 16.46 |
| 01262 - Personnel Assistant (Employment) II | | 19.76 |
| 01263 - Personnel Assistant (Employment) III | | 22.92 |
| 01270 - Production Control Clerk | | 22.92 |
| 01280 - Receptionist | | 15.93 |
| 01290 - Rental Clerk | | 16.25 |
| 01300 - Scheduler, Maintenance | | 19.25 |
| 01311 - Secretary I | | 19.25 |
| 01312 - Secretary II | | 21.45 |
| 01313 - Secretary III | | 23.96 |
| 01320 - Service Order Dispatcher | | 15.59 |
| 01410 - Supply Technician | | 23.99 |
| 01420 - Survey Worker | | 19.82 |
| 01531 - Travel Clerk I | | 13.53 |
| 01532 - Travel Clerk II | | 14.35 |
| 01533 - Travel Clerk III | | 15.40 |
| 01611 - Word Processor I | | 15.04 |
| 01612 - Word Processor II | | 16.90 |
| 01613 - Word Processor III | | 18.89 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.62 |
| 05010 - Automotive Electrician | | 19.76 |
| 05040 - Automotive Glass Installer | | 20.98 |
| 05070 - Automotive Worker | | 20.98 |
| 05110 - Mobile Equipment Servicer | | 17.87 |
| 05130 - Motor Equipment Metal Mechanic | | 24.32 |
| 05160 - Motor Equipment Metal Worker | | 20.98 |
| 05190 - Motor Vehicle Mechanic | | 21.82 |
| 05220 - Motor Vehicle Mechanic Helper | | 16.88 |
| 05250 - Motor Vehicle Upholstery Worker | | 19.94 |
| 05280 - Motor Vehicle Wrecker | | 20.98 |
| 05310 - Painter, Automotive | | 22.00 |
| 05340 - Radiator Repair Specialist | | 20.98 |
| 05370 - Tire Repairer | | 13.10 |
| 05400 - Transmission Repair Specialist | | 24.32 |

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| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.39 |
| 07041 - Cook I | 15.22 |
| 07042 - Cook II | 16.97 |
| 07070 - Dishwasher | 10.40 |
| 07130 - Food Service Worker | 10.06 |
| 07210 - Meat Cutter | 17.83 |
| 07260 - Waiter/Waitress | 9.70 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.96 |
| 09040 - Furniture Handler | 13.98 |
| 09080 - Furniture Refinisher | 19.82 |
| 09090 - Furniture Refinisher Helper | 15.93 |
| 09110 - Furniture Repairer, Minor | 17.87 |
| 09130 - Upholsterer | 19.82 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.49 |
| 11060 - Elevator Operator | 11.52 |
| 11090 - Gardener | 17.50 |
| 11122 - Housekeeping Aide | 12.86 |
| 11150 - Janitor | 12.86 |
| 11210 - Laborer, Grounds Maintenance | 14.74 |
| 11240 - Maid or Houseman | 11.32 |
| 11260 - Pruner | 12.82 |
| 11270 - Tractor Operator | 18.13 |
| 11330 - Trail Maintenance Worker | 14.74 |
| 11360 - Window Cleaner | 13.81 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 21.51 |
| 12011 - Breath Alcohol Technician | 21.51 |
| 12012 - Certified Occupational Therapist Assistant | 25.92 |
| 12015 - Certified Physical Therapist Assistant | 25.48 |
| 12020 - Dental Assistant | 18.18 |
| 12025 - Dental Hygienist | 48.13 |
| 12030 - EKG Technician | 31.29 |
| 12035 - Electroneurodiagnostic Technologist | 31.29 |
| 12040 - Emergency Medical Technician | 20.01 |
| 12071 - Licensed Practical Nurse I | 21.15 |
| 12072 - Licensed Practical Nurse II | 23.66 |
| 12073 - Licensed Practical Nurse III | 26.38 |
| 12100 - Medical Assistant | 18.50 |
| 12130 - Medical Laboratory Technician | 23.27 |
| 12160 - Medical Record Clerk | 16.24 |
| 12190 - Medical Record Technician | 18.16 |
| 12195 - Medical Transcriptionist | 17.11 |
| 12210 - Nuclear Medicine Technologist | 39.73 |
| 12221 - Nursing Assistant I | 11.51 |
| 12222 - Nursing Assistant II | 12.94 |
| 12223 - Nursing Assistant III | 14.12 |
| 12224 - Nursing Assistant IV | 15.86 |
| 12235 - Optical Dispenser | 17.36 |
| 12236 - Optical Technician | 21.15 |
| 12250 - Pharmacy Technician | 20.69 |
| 12280 - Phlebotomist | 15.86 |
| 12305 - Radiologic Technologist | 32.35 |
| 12311 - Registered Nurse I | 28.49 |
| 12312 - Registered Nurse II | 34.86 |
| 12313 - Registered Nurse II, Specialist | 34.86 |
| 12314 - Registered Nurse III | 42.17 |
| 12315 - Registered Nurse III, Anesthetist | 42.17 |
| 12316 - Registered Nurse IV | 50.54 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 28.14 |
| 13000 - Information And Arts Occupations | |

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| 13011 - Exhibits Specialist I | 22.69 |
| 13012 - Exhibits Specialist II | 27.50 |
| 13013 - Exhibits Specialist III | 34.40 |
| 13041 - Illustrator I | 22.69 |
| 13042 - Illustrator II | 28.11 |
| 13043 - Illustrator III | 34.40 |
| 13047 - Librarian | 30.27 |
| 13050 - Library Aide/Clerk | 16.40 |
| 13054 - Library Information Technology Systems Administrator | 27.30 |
| 13058 - Library Technician | 18.04 |
| 13061 - Media Specialist I | 17.31 |
| 13062 - Media Specialist II | 19.22 |
| 13063 - Media Specialist III | 21.33 |
| 13071 - Photographer I | 17.39 |
| 13072 - Photographer II | 20.82 |
| 13073 - Photographer III | 25.80 |
| 13074 - Photographer IV | 31.55 |
| 13075 - Photographer V | 38.18 |
| 13110 - Video Teleconference Technician | 19.37 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.25 |
| 14042 - Computer Operator II | 18.75 |
| 14043 - Computer Operator III | 20.89 |
| 14044 - Computer Operator IV | 23.24 |
| 14045 - Computer Operator V | 23.72 |
| 14071 - Computer Programmer I | (see 1) 25.23 |
| 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 | 16.25 |
| 14160 - Personal Computer Support Technician | 23.24 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.67 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.42 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.75 |
| 15050 - Computer Based Training Specialist / Instructor | 29.67 |
| 15060 - Educational Technologist | 33.83 |
| 15070 - Flight Instructor (Pilot) | 37.75 |
| 15080 - Graphic Artist | 26.61 |
| 15090 - Technical Instructor | 22.00 |
| 15095 - Technical Instructor/Course Developer | 26.91 |
| 15110 - Test Proctor | 19.50 |
| 15120 - Tutor | 19.50 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.01 |
| 16030 - Counter Attendant | 11.01 |
| 16040 - Dry Cleaner | 13.09 |
| 16070 - Finisher, Flatwork, Machine | 11.01 |
| 16090 - Presser, Hand | 11.01 |
| 16110 - Presser, Machine, Drycleaning | 11.01 |
| 16130 - Presser, Machine, Shirts | 11.01 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.01 |
| 16190 - Sewing Machine Operator | 13.75 |
| 16220 - Tailor | 14.45 |
| 16250 - Washer, Machine | 11.70 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.00 |
| 19040 - Tool And Die Maker | 26.42 |
| 21000 - Materials Handling And Packing Occupations | |

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|---|-------|
| 21020 - Forklift Operator | 15.70 |
| 21030 - Material Coordinator | 20.04 |
| 21040 - Material Expediter | 20.04 |
| 21050 - Material Handling Laborer | 12.82 |
| 21071 - Order Filler | 15.57 |
| 21080 - Production Line Worker (Food Processing) | 15.70 |
| 21110 - Shipping Packer | 14.34 |
| 21130 - Shipping/Receiving Clerk | 14.34 |
| 21140 - Store Worker I | 15.38 |
| 21150 - Stock Clerk | 18.12 |
| 21210 - Tools And Parts Attendant | 15.90 |
| 21410 - Warehouse Specialist | 15.70 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.48 |
| 23021 - Aircraft Mechanic I | 23.01 |
| 23022 - Aircraft Mechanic II | 22.48 |
| 23023 - Aircraft Mechanic III | 23.42 |
| 23040 - Aircraft Mechanic Helper | 17.82 |
| 23050 - Aircraft, Painter | 20.93 |
| 23060 - Aircraft Servicer | 19.88 |
| 23080 - Aircraft Worker | 20.96 |
| 23110 - Appliance Mechanic | 24.49 |
| 23120 - Bicycle Repairer | 14.26 |
| 23125 - Cable Splicer | 23.36 |
| 23130 - Carpenter, Maintenance | 25.95 |
| 23140 - Carpet Layer | 21.35 |
| 23160 - Electrician, Maintenance | 29.02 |
| 23181 - Electronics Technician Maintenance I | 22.87 |
| 23182 - Electronics Technician Maintenance II | 24.45 |
| 23183 - Electronics Technician Maintenance III | 26.69 |
| 23260 - Fabric Worker | 20.07 |
| 23290 - Fire Alarm System Mechanic | 26.10 |
| 23310 - Fire Extinguisher Repairer | 18.97 |
| 23311 - Fuel Distribution System Mechanic | 25.70 |
| 23312 - Fuel Distribution System Operator | 20.87 |
| 23370 - General Maintenance Worker | 18.35 |
| 23380 - Ground Support Equipment Mechanic | 23.01 |
| 23381 - Ground Support Equipment Servicer | 19.88 |
| 23382 - Ground Support Equipment Worker | 20.96 |
| 23391 - Gunsmith I | 18.97 |
| 23392 - Gunsmith II | 21.16 |
| 23393 - Gunsmith III | 23.36 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 28.04 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 29.33 |
| 23430 - Heavy Equipment Mechanic | 22.99 |
| 23440 - Heavy Equipment Operator | 27.95 |
| 23460 - Instrument Mechanic | 23.36 |
| 23465 - Laboratory/Shelter Mechanic | 22.26 |
| 23470 - Laborer | 13.29 |
| 23510 - Locksmith | 22.07 |
| 23530 - Machinery Maintenance Mechanic | 26.79 |
| 23550 - Machinist, Maintenance | 20.97 |
| 23580 - Maintenance Trades Helper | 15.14 |
| 23591 - Metrology Technician I | 23.36 |
| 23592 - Metrology Technician II | 24.43 |
| 23593 - Metrology Technician III | 25.44 |
| 23640 - Millwright | 23.36 |
| 23710 - Office Appliance Repairer | 22.68 |
| 23760 - Painter, Maintenance | 22.60 |
| 23790 - Pipefitter, Maintenance | 23.94 |
| 23810 - Plumber, Maintenance | 24.93 |

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| 23820 - Pneudraulic Systems Mechanic | 23.36 |
| 23850 - Rigger | 23.36 |
| 23870 - Scale Mechanic | 21.16 |
| 23890 - Sheet-Metal Worker, Maintenance | 28.94 |
| 23910 - Small Engine Mechanic | 20.99 |
| 23931 - Telecommunications Mechanic I | 27.56 |
| 23932 - Telecommunications Mechanic II | 28.83 |
| 23950 - Telephone Lineman | 23.36 |
| 23960 - Welder, Combination, Maintenance | 18.55 |
| 23965 - Well Driller | 23.36 |
| 23970 - Woodcraft Worker | 23.36 |
| 23980 - Woodworker | 18.97 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.36 |
| 24580 - Child Care Center Clerk | 16.28 |
| 24610 - Chore Aide | 11.81 |
| 24620 - Family Readiness And Support Services Coordinator | 17.56 |
| 24630 - Homemaker | 17.56 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 28.77 |
| 25040 - Sewage Plant Operator | 27.24 |
| 25070 - Stationary Engineer | 28.77 |
| 25190 - Ventilation Equipment Tender | 21.46 |
| 25210 - Water Treatment Plant Operator | 27.24 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.28 |
| 27007 - Baggage Inspector | 11.48 |
| 27008 - Corrections Officer | 30.61 |
| 27010 - Court Security Officer | 30.20 |
| 27030 - Detection Dog Handler | 13.65 |
| 27040 - Detention Officer | 33.67 |
| 27070 - Firefighter | 26.06 |
| 27101 - Guard I | 11.48 |
| 27102 - Guard II | 13.65 |
| 27131 - Police Officer I | 34.33 |
| 27132 - Police Officer II | 38.15 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.93 |
| 28042 - Carnival Equipment Repairer | 13.65 |
| 28043 - Carnival Equipment Worker | 10.77 |
| 28210 - Gate Attendant/Gate Tender | 14.88 |
| 28310 - Lifeguard | 14.61 |
| 28350 - Park Attendant (Aide) | 16.68 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.14 |
| 28515 - Recreation Specialist | 15.58 |
| 28630 - Sports Official | 13.28 |
| 28690 - Swimming Pool Operator | 19.59 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.16 |
| 29020 - Hatch Tender | 21.16 |
| 29030 - Line Handler | 21.16 |
| 29041 - Stevedore I | 17.82 |
| 29042 - Stevedore II | 22.26 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 42.35 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 29.20 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 32.16 |
| 30021 - Archeological Technician I | 18.88 |
| 30022 - Archeological Technician II | 21.63 |
| 30023 - Archeological Technician III | 28.05 |
| 30030 - Cartographic Technician | 28.05 |
| 30040 - Civil Engineering Technician | 30.21 |

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|---|---------------|
| 30061 - Drafter/CAD Operator I | 20.25 |
| 30062 - Drafter/CAD Operator II | 22.65 |
| 30063 - Drafter/CAD Operator III | 25.24 |
| 30064 - Drafter/CAD Operator IV | 31.07 |
| 30081 - Engineering Technician I | 17.38 |
| 30082 - Engineering Technician II | 19.47 |
| 30083 - Engineering Technician III | 24.33 |
| 30084 - Engineering Technician IV | 30.39 |
| 30085 - Engineering Technician V | 34.33 |
| 30086 - Engineering Technician VI | 39.21 |
| 30090 - Environmental Technician | 28.05 |
| 30210 - Laboratory Technician | 22.91 |
| 30240 - Mathematical Technician | 28.05 |
| 30361 - Paralegal/Legal Assistant I | 21.55 |
| 30362 - Paralegal/Legal Assistant II | 26.65 |
| 30363 - Paralegal/Legal Assistant III | 32.63 |
| 30364 - Paralegal/Legal Assistant IV | 39.44 |
| 30390 - Photo-Optics Technician | 28.05 |
| 30461 - Technical Writer I | 22.51 |
| 30462 - Technical Writer II | 27.53 |
| 30463 - Technical Writer III | 33.32 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 26.92 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 32.56 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 39.03 |
| 30494 - Unexploded (UXO) Safety Escort | 26.92 |
| 30495 - Unexploded (UXO) Sweep Personnel | 26.92 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 25.24 |
| 30621 - Weather Observer, Senior | (see 2) 28.05 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.87 |
| 31030 - Bus Driver | 19.17 |
| 31043 - Driver Courier | 12.20 |
| 31260 - Parking and Lot Attendant | 10.15 |
| 31290 - Shuttle Bus Driver | 12.94 |
| 31310 - Taxi Driver | 12.31 |
| 31361 - Truckdriver, Light | 12.94 |
| 31362 - Truckdriver, Medium | 16.07 |
| 31363 - Truckdriver, Heavy | 19.34 |
| 31364 - Truckdriver, Tractor-Trailer | 19.34 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 16.13 |
| 99050 - Desk Clerk | 13.17 |
| 99095 - Embalmer | 25.27 |
| 99251 - Laboratory Animal Caretaker I | 15.87 |
| 99252 - Laboratory Animal Caretaker II | 16.83 |
| 99310 - Mortician | 25.27 |
| 99410 - Pest Controller | 16.75 |
| 99510 - Photofinishing Worker | 13.88 |
| 99710 - Recycling Laborer | 11.45 |
| 99711 - Recycling Specialist | 20.57 |
| 99730 - Refuse Collector | 16.80 |
| 99810 - Sales Clerk | 12.72 |
| 99820 - School Crossing Guard | 12.54 |
| 99830 - Survey Party Chief | 26.68 |
| 99831 - Surveying Aide | 13.98 |
| 99832 - Surveying Technician | 19.14 |
| 99840 - Vending Machine Attendant | 19.30 |
| 99841 - Vending Machine Repairer | 22.83 |
| 99842 - Vending Machine Repairer Helper | 19.30 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

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

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2051
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Alameda, Contra Costa

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.92 |
| 01012 - Accounting Clerk II | | 20.12 |
| 01013 - Accounting Clerk III | | 22.50 |
| 01020 - Administrative Assistant | | 30.87 |
| 01040 - Court Reporter | | 28.31 |
| 01051 - Data Entry Operator I | | 15.38 |
| 01052 - Data Entry Operator II | | 16.78 |
| 01060 - Dispatcher, Motor Vehicle | | 29.13 |
| 01070 - Document Preparation Clerk | | 15.37 |
| 01090 - Duplicating Machine Operator | | 15.37 |
| 01111 - General Clerk I | | 15.87 |
| 01112 - General Clerk II | | 17.31 |
| 01113 - General Clerk III | | 19.97 |
| 01120 - Housing Referral Assistant | | 28.83 |
| 01141 - Messenger Courier | | 14.03 |
| 01191 - Order Clerk I | | 16.98 |
| 01192 - Order Clerk II | | 18.53 |
| 01261 - Personnel Assistant (Employment) I | | 19.80 |
| 01262 - Personnel Assistant (Employment) II | | 22.18 |
| 01263 - Personnel Assistant (Employment) III | | 24.69 |
| 01270 - Production Control Clerk | | 28.05 |
| 01280 - Receptionist | | 17.21 |
| 01290 - Rental Clerk | | 18.47 |
| 01300 - Scheduler, Maintenance | | 23.12 |
| 01311 - Secretary I | | 23.12 |
| 01312 - Secretary II | | 25.86 |
| 01313 - Secretary III | | 28.83 |
| 01320 - Service Order Dispatcher | | 24.26 |
| 01410 - Supply Technician | | 30.87 |
| 01420 - Survey Worker | | 24.06 |

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| 01531 - Travel Clerk I | 15.41 |
| 01532 - Travel Clerk II | 17.34 |
| 01533 - Travel Clerk III | 19.53 |
| 01611 - Word Processor I | 20.77 |
| 01612 - Word Processor II | 23.32 |
| 01613 - Word Processor III | 26.09 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 24.75 |
| 05010 - Automotive Electrician | 24.95 |
| 05040 - Automotive Glass Installer | 21.76 |
| 05070 - Automotive Worker | 24.96 |
| 05110 - Mobile Equipment Servicer | 21.71 |
| 05130 - Motor Equipment Metal Mechanic | 26.06 |
| 05160 - Motor Equipment Metal Worker | 23.84 |
| 05190 - Motor Vehicle Mechanic | 26.07 |
| 05220 - Motor Vehicle Mechanic Helper | 20.54 |
| 05250 - Motor Vehicle Upholstery Worker | 22.78 |
| 05280 - Motor Vehicle wrecker | 23.84 |
| 05310 - Painter, Automotive | 24.96 |
| 05340 - Radiator Repair Specialist | 23.84 |
| 05370 - Tire Repairer | 17.31 |
| 05400 - Transmission Repair Specialist | 26.07 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.83 |
| 07041 - Cook I | 16.43 |
| 07042 - Cook II | 18.65 |
| 07070 - Dishwasher | 11.28 |
| 07130 - Food Service Worker | 11.00 |
| 07210 - Meat Cutter | 16.59 |
| 07260 - Waiter/Waitress | 11.39 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 21.13 |
| 09040 - Furniture Handler | 15.26 |
| 09080 - Furniture Refinisher | 21.13 |
| 09090 - Furniture Refinisher Helper | 17.41 |
| 09110 - Furniture Repairer, Minor | 19.28 |
| 09130 - Upholsterer | 21.15 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.97 |
| 11060 - Elevator Operator | 14.10 |
| 11090 - Gardener | 23.78 |
| 11122 - Housekeeping Aide | 14.89 |
| 11150 - Janitor | 14.89 |
| 11210 - Laborer, Grounds Maintenance | 18.29 |
| 11240 - Maid or Houseman | 12.80 |
| 11260 - Pruner | 17.19 |
| 11270 - Tractor Operator | 21.58 |
| 11330 - Trail Maintenance Worker | 18.29 |
| 11360 - Window Cleaner | 15.68 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 23.48 |
| 12011 - Breath Alcohol Technician | 23.48 |
| 12012 - Certified Occupational Therapist Assistant | 25.93 |
| 12015 - Certified Physical Therapist Assistant | 27.94 |
| 12020 - Dental Assistant | 21.98 |
| 12025 - Dental Hygienist | 46.56 |
| 12030 - EKG Technician | 27.59 |
| 12035 - Electroneurodiagnostic Technologist | 27.59 |
| 12040 - Emergency Medical Technician | 23.48 |
| 12071 - Licensed Practical Nurse I | 24.53 |
| 12072 - Licensed Practical Nurse II | 27.47 |
| 12073 - Licensed Practical Nurse III | 30.62 |
| 12100 - Medical Assistant | 20.98 |

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| 12130 - Medical Laboratory Technician | 23.05 |
| 12160 - Medical Record Clerk | 21.00 |
| 12190 - Medical Record Technician | 23.48 |
| 12195 - Medical Transcriptionist | 20.55 |
| 12210 - Nuclear Medicine Technologist | 45.90 |
| 12221 - Nursing Assistant I | 13.66 |
| 12222 - Nursing Assistant II | 15.35 |
| 12223 - Nursing Assistant III | 16.75 |
| 12224 - Nursing Assistant IV | 18.81 |
| 12235 - Optical Dispenser | 21.80 |
| 12236 - Optical Technician | 18.22 |
| 12250 - Pharmacy Technician | 21.69 |
| 12280 - Phlebotomist | 18.81 |
| 12305 - Radiologic Technologist | 35.21 |
| 12311 - Registered Nurse I | 43.85 |
| 12312 - Registered Nurse II | 53.66 |
| 12313 - Registered Nurse II, Specialist | 53.66 |
| 12314 - Registered Nurse III | 64.90 |
| 12315 - Registered Nurse III, Anesthetist | 64.90 |
| 12316 - Registered Nurse IV | 77.80 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 34.02 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 25.45 |
| 13012 - Exhibits Specialist II | 31.05 |
| 13013 - Exhibits Specialist III | 37.98 |
| 13041 - Illustrator I | 24.07 |
| 13042 - Illustrator II | 29.81 |
| 13043 - Illustrator III | 36.48 |
| 13047 - Librarian | 35.64 |
| 13050 - Library Aide/Clerk | 20.80 |
| 13054 - Library Information Technology Systems Administrator | 31.06 |
| 13058 - Library Technician | 26.04 |
| 13061 - Media Specialist I | 22.42 |
| 13062 - Media Specialist II | 25.08 |
| 13063 - Media Specialist III | 27.96 |
| 13071 - Photographer I | 20.39 |
| 13072 - Photographer II | 22.81 |
| 13073 - Photographer III | 28.23 |
| 13074 - Photographer IV | 34.56 |
| 13075 - Photographer V | 39.08 |
| 13110 - Video Teleconference Technician | 23.30 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.80 |
| 14042 - Computer Operator II | 22.18 |
| 14043 - Computer Operator III | 24.69 |
| 14044 - Computer Operator IV | 27.43 |
| 14045 - Computer Operator V | 30.39 |
| 14071 - Computer Programmer I | (see 1) 27.62 |
| 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 | 19.80 |
| 14160 - Personal Computer Support Technician | 27.43 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.80 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.51 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 53.36 |
| 15050 - Computer Based Training Specialist / Instructor | 36.97 |
| 15060 - Educational Technologist | 32.38 |

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| 15070 - Flight Instructor (Pilot) | 53.36 |
| 15080 - Graphic Artist | 31.77 |
| 15090 - Technical Instructor | 28.46 |
| 15095 - Technical Instructor/Course Developer | 34.82 |
| 15110 - Test Proctor | 22.97 |
| 15120 - Tutor | 22.97 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.71 |
| 16030 - Counter Attendant | 10.71 |
| 16040 - Dry Cleaner | 14.57 |
| 16070 - Finisher, Flatwork, Machine | 10.71 |
| 16090 - Presser, Hand | 10.71 |
| 16110 - Presser, Machine, Drycleaning | 10.71 |
| 16130 - Presser, Machine, Shirts | 10.71 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.71 |
| 16190 - Sewing Machine Operator | 15.86 |
| 16220 - Tailor | 17.13 |
| 16250 - Washer, Machine | 12.01 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.02 |
| 19040 - Tool And Die Maker | 26.94 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.56 |
| 21030 - Material Coordinator | 26.53 |
| 21040 - Material Expediter | 26.53 |
| 21050 - Material Handling Laborer | 16.69 |
| 21071 - Order Filler | 15.60 |
| 21080 - Production Line Worker (Food Processing) | 19.56 |
| 21110 - Shipping Packer | 17.51 |
| 21130 - Shipping/Receiving Clerk | 17.51 |
| 21140 - Store Worker I | 14.54 |
| 21150 - Stock Clerk | 20.01 |
| 21210 - Tools And Parts Attendant | 19.56 |
| 21410 - Warehouse Specialist | 19.56 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 30.51 |
| 23021 - Aircraft Mechanic I | 29.02 |
| 23022 - Aircraft Mechanic II | 30.51 |
| 23023 - Aircraft Mechanic III | 31.80 |
| 23040 - Aircraft Mechanic Helper | 22.12 |
| 23050 - Aircraft, Painter | 27.52 |
| 23060 - Aircraft Servicer | 25.34 |
| 23080 - Aircraft Worker | 26.87 |
| 23110 - Appliance Mechanic | 24.30 |
| 23120 - Bicycle Repairer | 16.15 |
| 23125 - Cable Splicer | 30.82 |
| 23130 - Carpenter, Maintenance | 26.08 |
| 23140 - Carpet Layer | 25.09 |
| 23160 - Electrician, Maintenance | 37.22 |
| 23181 - Electronics Technician Maintenance I | 30.54 |
| 23182 - Electronics Technician Maintenance II | 32.27 |
| 23183 - Electronics Technician Maintenance III | 34.02 |
| 23260 - Fabric Worker | 24.18 |
| 23290 - Fire Alarm System Mechanic | 24.69 |
| 23310 - Fire Extinguisher Repairer | 23.32 |
| 23311 - Fuel Distribution System Mechanic | 29.93 |
| 23312 - Fuel Distribution System Operator | 23.97 |
| 23370 - General Maintenance Worker | 22.50 |
| 23380 - Ground Support Equipment Mechanic | 29.02 |
| 23381 - Ground Support Equipment Servicer | 25.34 |
| 23382 - Ground Support Equipment Worker | 26.87 |
| 23391 - Gunsmith I | 23.32 |
| 23392 - Gunsmith II | 26.46 |

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| 23393 - Gunsmith III | 29.48 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 28.32 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 29.77 |
| 23430 - Heavy Equipment Mechanic | 30.65 |
| 23440 - Heavy Equipment Operator | 33.19 |
| 23460 - Instrument Mechanic | 32.04 |
| 23465 - Laboratory/Shelter Mechanic | 27.92 |
| 23470 - Laborer | 16.00 |
| 23510 - Locksmith | 23.20 |
| 23530 - Machinery Maintenance Mechanic | 28.28 |
| 23550 - Machinist, Maintenance | 27.28 |
| 23580 - Maintenance Trades Helper | 17.19 |
| 23591 - Metrology Technician I | 32.04 |
| 23592 - Metrology Technician II | 33.68 |
| 23593 - Metrology Technician III | 35.11 |
| 23640 - Millwright | 32.53 |
| 23710 - Office Appliance Repairer | 23.42 |
| 23760 - Painter, Maintenance | 23.13 |
| 23790 - Pipefitter, Maintenance | 31.65 |
| 23810 - Plumber, Maintenance | 30.33 |
| 23820 - Pneudraulic Systems Mechanic | 29.48 |
| 23850 - Rigger | 29.56 |
| 23870 - Scale Mechanic | 26.46 |
| 23890 - Sheet-Metal Worker, Maintenance | 31.09 |
| 23910 - Small Engine Mechanic | 20.20 |
| 23931 - Telecommunications Mechanic I | 28.12 |
| 23932 - Telecommunications Mechanic II | 29.56 |
| 23950 - Telephone Lineman | 26.42 |
| 23960 - Welder, Combination, Maintenance | 24.28 |
| 23965 - well Driller | 29.48 |
| 23970 - Woodcraft Worker | 29.48 |
| 23980 - Woodworker | 22.25 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.57 |
| 24580 - Child Care Center Clerk | 16.04 |
| 24610 - Chore Aide | 11.44 |
| 24620 - Family Readiness And Support Services Coordinator | 19.02 |
| 24630 - Homemaker | 16.68 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 38.18 |
| 25040 - Sewage Plant Operator | 32.79 |
| 25070 - Stationary Engineer | 38.18 |
| 25190 - Ventilation Equipment Tender | 27.90 |
| 25210 - Water Treatment Plant Operator | 32.79 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 29.88 |
| 27007 - Baggage Inspector | 14.34 |
| 27008 - Corrections Officer | 38.39 |
| 27010 - Court Security Officer | 39.43 |
| 27030 - Detection Dog Handler | 30.14 |
| 27040 - Detention Officer | 38.39 |
| 27070 - Firefighter | 36.20 |
| 27101 - Guard I | 14.34 |
| 27102 - Guard II | 30.14 |
| 27131 - Police Officer I | 42.92 |
| 27132 - Police Officer II | 47.21 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.91 |
| 28042 - Carnival Equipment Repairer | 16.16 |
| 28043 - Carnival Equipment Worker | 10.77 |

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| 28210 - Gate Attendant/Gate Tender | 18.04 |
| 28310 - Lifeguard | 13.82 |
| 28350 - Park Attendant (Aide) | 20.19 |
| 28510 - Recreation Aide/Health Facility Attendant | 15.30 |
| 28515 - Recreation Specialist | 17.44 |
| 28630 - Sports Official | 15.85 |
| 28690 - Swimming Pool Operator | 21.68 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.10 |
| 29020 - Hatch Tender | 29.10 |
| 29030 - Line Handler | 29.10 |
| 29041 - Stevedore I | 27.42 |
| 29042 - Stevedore II | 30.75 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 42.35 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 29.02 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 32.16 |
| 30021 - Archeological Technician I | 23.47 |
| 30022 - Archeological Technician II | 27.47 |
| 30023 - Archeological Technician III | 34.44 |
| 30030 - Cartographic Technician | 34.44 |
| 30040 - Civil Engineering Technician | 31.67 |
| 30061 - Drafter/CAD Operator I | 24.86 |
| 30062 - Drafter/CAD Operator II | 27.80 |
| 30063 - Drafter/CAD Operator III | 30.99 |
| 30064 - Drafter/CAD Operator IV | 38.15 |
| 30081 - Engineering Technician I | 18.90 |
| 30082 - Engineering Technician II | 21.22 |
| 30083 - Engineering Technician III | 23.73 |
| 30084 - Engineering Technician IV | 29.40 |
| 30085 - Engineering Technician V | 35.98 |
| 30086 - Engineering Technician VI | 43.51 |
| 30090 - Environmental Technician | 27.51 |
| 30210 - Laboratory Technician | 23.42 |
| 30240 - Mathematical Technician | 35.89 |
| 30361 - Paralegal/Legal Assistant I | 23.52 |
| 30362 - Paralegal/Legal Assistant II | 29.13 |
| 30363 - Paralegal/Legal Assistant III | 35.65 |
| 30364 - Paralegal/Legal Assistant IV | 43.11 |
| 30390 - Photo-Optics Technician | 35.89 |
| 30461 - Technical Writer I | 25.89 |
| 30462 - Technical Writer II | 32.03 |
| 30463 - Technical Writer III | 38.31 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 26.92 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 32.56 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 39.03 |
| 30494 - Unexploded (UXO) Safety Escort | 26.92 |
| 30495 - Unexploded (UXO) Sweep Personnel | 26.92 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 27.82 |
| 30621 - Weather Observer, Senior (see 2) | 30.90 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.41 |
| 31030 - Bus Driver | 20.03 |
| 31043 - Driver Courier | 17.77 |
| 31260 - Parking and Lot Attendant | 12.24 |
| 31290 - Shuttle Bus Driver | 19.22 |
| 31310 - Taxi Driver | 13.64 |
| 31361 - Truckdriver, Light | 19.22 |
| 31362 - Truckdriver, Medium | 20.55 |
| 31363 - Truckdriver, Heavy | 21.78 |
| 31364 - Truckdriver, Tractor-Trailer | 21.78 |
| 99000 - Miscellaneous Occupations | |

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|---|-------|
| 99030 - Cashier | 12.06 |
| 99050 - Desk Clerk | 13.00 |
| 99095 - Embalmer | 25.13 |
| 99251 - Laboratory Animal Caretaker I | 14.45 |
| 99252 - Laboratory Animal Caretaker II | 15.64 |
| 99310 - Mortician | 29.47 |
| 99410 - Pest Controller | 18.10 |
| 99510 - Photofinishing Worker | 17.25 |
| 99710 - Recycling Laborer | 24.32 |
| 99711 - Recycling Specialist | 27.68 |
| 99730 - Refuse Collector | 21.87 |
| 99810 - Sales Clerk | 15.51 |
| 99820 - School Crossing Guard | 12.89 |
| 99830 - Survey Party Chief | 31.52 |
| 99831 - Surveying Aide | 18.98 |
| 99832 - Surveying Technician | 27.74 |
| 99840 - Vending Machine Attendant | 16.67 |
| 99841 - Vending Machine Repairer | 19.22 |
| 99842 - Vending Machine Repairer Helper | 16.67 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 25 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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2052
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Alameda, Contra Costa

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.92 |
| 01012 - Accounting Clerk II | | 20.12 |
| 01013 - Accounting Clerk III | | 22.50 |
| 01020 - Administrative Assistant | | 30.87 |
| 01040 - Court Reporter | | 28.31 |
| 01051 - Data Entry Operator I | | 15.38 |
| 01052 - Data Entry Operator II | | 16.78 |
| 01060 - Dispatcher, Motor Vehicle | | 29.13 |
| 01070 - Document Preparation Clerk | | 15.37 |
| 01090 - Duplicating Machine Operator | | 15.37 |

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| 01111 | - General Clerk I | 15.87 |
| 01112 | - General Clerk II | 17.31 |
| 01113 | - General Clerk III | 19.97 |
| 01120 | - Housing Referral Assistant | 28.83 |
| 01141 | - Messenger Courier | 14.03 |
| 01191 | - Order Clerk I | 16.98 |
| 01192 | - Order Clerk II | 18.53 |
| 01261 | - Personnel Assistant (Employment) I | 19.80 |
| 01262 | - Personnel Assistant (Employment) II | 22.18 |
| 01263 | - Personnel Assistant (Employment) III | 24.69 |
| 01270 | - Production Control Clerk | 28.05 |
| 01280 | - Receptionist | 17.21 |
| 01290 | - Rental Clerk | 18.47 |
| 01300 | - Scheduler, Maintenance | 23.12 |
| 01311 | - Secretary I | 23.12 |
| 01312 | - Secretary II | 25.86 |
| 01313 | - Secretary III | 28.83 |
| 01320 | - Service Order Dispatcher | 24.26 |
| 01410 | - Supply Technician | 30.87 |
| 01420 | - Survey Worker | 24.06 |
| 01531 | - Travel Clerk I | 15.41 |
| 01532 | - Travel Clerk II | 17.34 |
| 01533 | - Travel Clerk III | 19.53 |
| 01611 | - Word Processor I | 20.77 |
| 01612 | - Word Processor II | 23.32 |
| 01613 | - Word Processor III | 26.09 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 24.75 |
| 05010 | - Automotive Electrician | 24.95 |
| 05040 | - Automotive Glass Installer | 21.76 |
| 05070 | - Automotive Worker | 24.96 |
| 05110 | - Mobile Equipment Servicer | 21.71 |
| 05130 | - Motor Equipment Metal Mechanic | 26.06 |
| 05160 | - Motor Equipment Metal Worker | 23.84 |
| 05190 | - Motor Vehicle Mechanic | 26.07 |
| 05220 | - Motor Vehicle Mechanic Helper | 20.54 |
| 05250 | - Motor Vehicle Upholstery Worker | 22.78 |
| 05280 | - Motor Vehicle Wrecker | 23.84 |
| 05310 | - Painter, Automotive | 24.96 |
| 05340 | - Radiator Repair Specialist | 23.84 |
| 05370 | - Tire Repairer | 17.31 |
| 05400 | - Transmission Repair Specialist | 26.07 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 15.83 |
| 07041 | - Cook I | 16.43 |
| 07042 | - Cook II | 18.65 |
| 07070 | - Dishwasher | 11.28 |
| 07130 | - Food Service Worker | 11.00 |
| 07210 | - Meat Cutter | 16.59 |
| 07260 | - Waiter/Waitress | 11.39 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 21.13 |
| 09040 | - Furniture Handler | 15.26 |
| 09080 | - Furniture Refinisher | 21.13 |
| 09090 | - Furniture Refinisher Helper | 17.41 |
| 09110 | - Furniture Repairer, Minor | 19.28 |
| 09130 | - Upholsterer | 21.15 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 12.97 |
| 11060 | - Elevator Operator | 14.10 |
| 11090 | - Gardener | 23.78 |
| 11122 | - Housekeeping Aide | 14.89 |
| 11150 | - Janitor | 14.89 |

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| 11210 - Laborer, Grounds Maintenance | 18.29 |
| 11240 - Maid or Houseman | 12.80 |
| 11260 - Pruner | 17.19 |
| 11270 - Tractor Operator | 21.58 |
| 11330 - Trail Maintenance Worker | 18.29 |
| 11360 - Window Cleaner | 15.68 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 23.48 |
| 12011 - Breath Alcohol Technician | 23.48 |
| 12012 - Certified Occupational Therapist Assistant | 25.93 |
| 12015 - Certified Physical Therapist Assistant | 27.94 |
| 12020 - Dental Assistant | 21.98 |
| 12025 - Dental Hygienist | 46.56 |
| 12030 - EKG Technician | 27.59 |
| 12035 - Electroneurodiagnostic Technologist | 27.59 |
| 12040 - Emergency Medical Technician | 23.48 |
| 12071 - Licensed Practical Nurse I | 24.53 |
| 12072 - Licensed Practical Nurse II | 27.47 |
| 12073 - Licensed Practical Nurse III | 30.62 |
| 12100 - Medical Assistant | 20.98 |
| 12130 - Medical Laboratory Technician | 23.05 |
| 12160 - Medical Record Clerk | 21.00 |
| 12190 - Medical Record Technician | 23.48 |
| 12195 - Medical Transcriptionist | 20.55 |
| 12210 - Nuclear Medicine Technologist | 45.90 |
| 12221 - Nursing Assistant I | 13.66 |
| 12222 - Nursing Assistant II | 15.35 |
| 12223 - Nursing Assistant III | 16.75 |
| 12224 - Nursing Assistant IV | 18.81 |
| 12235 - Optical Dispenser | 21.80 |
| 12236 - Optical Technician | 18.22 |
| 12250 - Pharmacy Technician | 21.69 |
| 12280 - Phlebotomist | 18.81 |
| 12305 - Radiologic Technologist | 35.21 |
| 12311 - Registered Nurse I | 43.85 |
| 12312 - Registered Nurse II | 53.66 |
| 12313 - Registered Nurse II, Specialist | 53.66 |
| 12314 - Registered Nurse III | 64.90 |
| 12315 - Registered Nurse III, Anesthetist | 64.90 |
| 12316 - Registered Nurse IV | 77.80 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 34.02 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 25.45 |
| 13012 - Exhibits Specialist II | 31.05 |
| 13013 - Exhibits Specialist III | 37.98 |
| 13041 - Illustrator I | 24.07 |
| 13042 - Illustrator II | 29.81 |
| 13043 - Illustrator III | 36.48 |
| 13047 - Librarian | 35.64 |
| 13050 - Library Aide/Clerk | 20.80 |
| 13054 - Library Information Technology Systems Administrator | 31.06 |
| 13058 - Library Technician | 26.04 |
| 13061 - Media Specialist I | 22.42 |
| 13062 - Media Specialist II | 25.08 |
| 13063 - Media Specialist III | 27.96 |
| 13071 - Photographer I | 20.39 |
| 13072 - Photographer II | 22.81 |
| 13073 - Photographer III | 28.23 |
| 13074 - Photographer IV | 34.56 |
| 13075 - Photographer V | 39.08 |
| 13110 - Video Teleconference Technician | 23.30 |
| 14000 - Information Technology Occupations | |

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|---|-------|
| 14041 - Computer Operator I | 19.80 |
| 14042 - Computer Operator II | 22.18 |
| 14043 - Computer Operator III | 24.69 |
| 14044 - Computer Operator IV | 27.43 |
| 14045 - Computer Operator V | 30.39 |
| 14071 - Computer Programmer I (see 1) | 27.62 |
| 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 | 19.80 |
| 14160 - Personal Computer Support Technician | 27.43 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.80 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.51 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 53.36 |
| 15050 - Computer Based Training Specialist / Instructor | 36.97 |
| 15060 - Educational Technologist | 32.38 |
| 15070 - Flight Instructor (Pilot) | 53.36 |
| 15080 - Graphic Artist | 31.77 |
| 15090 - Technical Instructor | 28.46 |
| 15095 - Technical Instructor/Course Developer | 34.82 |
| 15110 - Test Proctor | 22.97 |
| 15120 - Tutor | 22.97 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.71 |
| 16030 - Counter Attendant | 10.71 |
| 16040 - Dry Cleaner | 14.57 |
| 16070 - Finisher, Flatwork, Machine | 10.71 |
| 16090 - Presser, Hand | 10.71 |
| 16110 - Presser, Machine, Drycleaning | 10.71 |
| 16130 - Presser, Machine, Shirts | 10.71 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.71 |
| 16190 - Sewing Machine Operator | 15.86 |
| 16220 - Tailor | 17.13 |
| 16250 - Washer, Machine | 12.01 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.02 |
| 19040 - Tool And Die Maker | 26.94 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.56 |
| 21030 - Material Coordinator | 26.53 |
| 21040 - Material Expediter | 26.53 |
| 21050 - Material Handling Laborer | 16.69 |
| 21071 - Order Filler | 15.60 |
| 21080 - Production Line Worker (Food Processing) | 19.56 |
| 21110 - Shipping Packer | 17.51 |
| 21130 - Shipping/Receiving Clerk | 17.51 |
| 21140 - Store Worker I | 14.54 |
| 21150 - Stock Clerk | 20.01 |
| 21210 - Tools And Parts Attendant | 19.56 |
| 21410 - Warehouse Specialist | 19.56 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 30.51 |
| 23021 - Aircraft Mechanic I | 29.02 |
| 23022 - Aircraft Mechanic II | 30.51 |
| 23023 - Aircraft Mechanic III | 31.80 |
| 23040 - Aircraft Mechanic Helper | 22.12 |
| 23050 - Aircraft, Painter | 27.52 |
| 23060 - Aircraft Servicer | 25.34 |
| 23080 - Aircraft Worker | 26.87 |

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|---|-------|
| 23110 - Appliance Mechanic | 24.30 |
| 23120 - Bicycle Repairer | 16.15 |
| 23125 - Cable Splicer | 30.82 |
| 23130 - Carpenter, Maintenance | 26.08 |
| 23140 - Carpet Layer | 25.09 |
| 23160 - Electrician, Maintenance | 37.22 |
| 23181 - Electronics Technician Maintenance I | 30.54 |
| 23182 - Electronics Technician Maintenance II | 32.27 |
| 23183 - Electronics Technician Maintenance III | 34.02 |
| 23260 - Fabric Worker | 24.18 |
| 23290 - Fire Alarm System Mechanic | 24.69 |
| 23310 - Fire Extinguisher Repairer | 23.32 |
| 23311 - Fuel Distribution System Mechanic | 29.93 |
| 23312 - Fuel Distribution System Operator | 23.97 |
| 23370 - General Maintenance Worker | 22.50 |
| 23380 - Ground Support Equipment Mechanic | 29.02 |
| 23381 - Ground Support Equipment Servicer | 25.34 |
| 23382 - Ground Support Equipment Worker | 26.87 |
| 23391 - Gunsmith I | 23.32 |
| 23392 - Gunsmith II | 26.46 |
| 23393 - Gunsmith III | 29.48 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 28.32 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 29.77 |
| 23430 - Heavy Equipment Mechanic | 30.65 |
| 23440 - Heavy Equipment Operator | 33.19 |
| 23460 - Instrument Mechanic | 32.04 |
| 23465 - Laboratory/Shelter Mechanic | 27.92 |
| 23470 - Laborer | 16.00 |
| 23510 - Locksmith | 23.20 |
| 23530 - Machinery Maintenance Mechanic | 28.28 |
| 23550 - Machinist, Maintenance | 27.28 |
| 23580 - Maintenance Trades Helper | 17.19 |
| 23591 - Metrology Technician I | 32.04 |
| 23592 - Metrology Technician II | 33.68 |
| 23593 - Metrology Technician III | 35.11 |
| 23640 - Millwright | 32.53 |
| 23710 - Office Appliance Repairer | 23.42 |
| 23760 - Painter, Maintenance | 23.13 |
| 23790 - Pipefitter, Maintenance | 31.65 |
| 23810 - Plumber, Maintenance | 30.33 |
| 23820 - Pneudraulic Systems Mechanic | 29.48 |
| 23850 - Rigger | 29.56 |
| 23870 - Scale Mechanic | 26.46 |
| 23890 - Sheet-Metal Worker, Maintenance | 31.09 |
| 23910 - Small Engine Mechanic | 20.20 |
| 23931 - Telecommunications Mechanic I | 28.12 |
| 23932 - Telecommunications Mechanic II | 29.56 |
| 23950 - Telephone Lineman | 26.42 |
| 23960 - Welder, Combination, Maintenance | 24.28 |
| 23965 - Well Driller | 29.48 |
| 23970 - Woodcraft Worker | 29.48 |
| 23980 - Woodworker | 22.25 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.57 |
| 24580 - Child Care Center Clerk | 16.04 |
| 24610 - Chore Aide | 11.44 |
| 24620 - Family Readiness And Support Services Coordinator | 19.02 |
| 24630 - Homemaker | 16.68 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 38.18 |

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| 25040 - Sewage Plant Operator | 32.79 |
| 25070 - Stationary Engineer | 38.18 |
| 25190 - Ventilation Equipment Tender | 27.90 |
| 25210 - Water Treatment Plant Operator | 32.79 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 29.88 |
| 27007 - Baggage Inspector | 14.34 |
| 27008 - Corrections Officer | 38.39 |
| 27010 - Court Security Officer | 39.43 |
| 27030 - Detection Dog Handler | 30.14 |
| 27040 - Detention Officer | 38.39 |
| 27070 - Firefighter | 36.20 |
| 27101 - Guard I | 14.34 |
| 27102 - Guard II | 30.14 |
| 27131 - Police Officer I | 42.92 |
| 27132 - Police Officer II | 47.21 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.91 |
| 28042 - Carnival Equipment Repairer | 16.16 |
| 28043 - Carnival Equipment Worker | 10.77 |
| 28210 - Gate Attendant/Gate Tender | 18.04 |
| 28310 - Lifeguard | 13.82 |
| 28350 - Park Attendant (Aide) | 20.19 |
| 28510 - Recreation Aide/Health Facility Attendant | 15.30 |
| 28515 - Recreation Specialist | 17.44 |
| 28630 - Sports Official | 15.85 |
| 28690 - Swimming Pool Operator | 21.68 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.10 |
| 29020 - Hatch Tender | 29.10 |
| 29030 - Line Handler | 29.10 |
| 29041 - Stevedore I | 27.42 |
| 29042 - Stevedore II | 30.75 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 42.35 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 29.02 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 32.16 |
| 30021 - Archeological Technician I | 23.47 |
| 30022 - Archeological Technician II | 27.47 |
| 30023 - Archeological Technician III | 34.44 |
| 30030 - Cartographic Technician | 34.44 |
| 30040 - Civil Engineering Technician | 31.67 |
| 30061 - Drafter/CAD Operator I | 24.86 |
| 30062 - Drafter/CAD Operator II | 27.80 |
| 30063 - Drafter/CAD Operator III | 30.99 |
| 30064 - Drafter/CAD Operator IV | 38.15 |
| 30081 - Engineering Technician I | 18.90 |
| 30082 - Engineering Technician II | 21.22 |
| 30083 - Engineering Technician III | 23.73 |
| 30084 - Engineering Technician IV | 29.40 |
| 30085 - Engineering Technician V | 35.98 |
| 30086 - Engineering Technician VI | 43.51 |
| 30090 - Environmental Technician | 27.51 |
| 30210 - Laboratory Technician | 23.42 |
| 30240 - Mathematical Technician | 35.89 |
| 30361 - Paralegal/Legal Assistant I | 23.52 |
| 30362 - Paralegal/Legal Assistant II | 29.13 |
| 30363 - Paralegal/Legal Assistant III | 35.65 |
| 30364 - Paralegal/Legal Assistant IV | 43.11 |
| 30390 - Photo-Optics Technician | 35.89 |
| 30461 - Technical Writer I | 25.89 |
| 30462 - Technical Writer II | 32.03 |
| 30463 - Technical Writer III | 38.31 |

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| 30491 - Unexploded Ordnance (UXO) Technician I | 26.92 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 32.56 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 39.03 |
| 30494 - Unexploded (UXO) Safety Escort | 26.92 |
| 30495 - Unexploded (UXO) Sweep Personnel | 26.92 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 27.82 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 30.90 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.41 |
| 31030 - Bus Driver | 20.03 |
| 31043 - Driver Courier | 17.77 |
| 31260 - Parking and Lot Attendant | 12.24 |
| 31290 - Shuttle Bus Driver | 19.22 |
| 31310 - Taxi Driver | 13.64 |
| 31361 - Truckdriver, Light | 19.22 |
| 31362 - Truckdriver, Medium | 20.55 |
| 31363 - Truckdriver, Heavy | 21.78 |
| 31364 - Truckdriver, Tractor-Trailer | 21.78 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.06 |
| 99050 - Desk Clerk | 13.00 |
| 99095 - Embalmer | 25.13 |
| 99251 - Laboratory Animal Caretaker I | 14.45 |
| 99252 - Laboratory Animal Caretaker II | 15.64 |
| 99310 - Mortician | 29.47 |
| 99410 - Pest Controller | 18.10 |
| 99510 - Photofinishing Worker | 17.25 |
| 99710 - Recycling Laborer | 24.32 |
| 99711 - Recycling Specialist | 27.68 |
| 99730 - Refuse Collector | 21.87 |
| 99810 - Sales Clerk | 15.51 |
| 99820 - School Crossing Guard | 12.89 |
| 99830 - Survey Party Chief | 31.52 |
| 99831 - Surveying Aide | 18.98 |
| 99832 - Surveying Technician | 27.74 |
| 99840 - Vending Machine Attendant | 16.67 |
| 99841 - Vending Machine Repairer | 19.22 |
| 99842 - Vending Machine Repairer Helper | 16.67 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 4174)

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 regrading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2053
Revision No.: 17
Date of Last Revision: 07/25/2014

State: California

Area: California Counties of Riverside, San Bernardino

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.83 |
| 01012 - Accounting Clerk II | | 17.77 |
| 01013 - Accounting Clerk III | | 20.27 |
| 01020 - Administrative Assistant | | 28.08 |
| 01040 - Court Reporter | | 19.93 |
| 01051 - Data Entry Operator I | | 12.26 |
| 01052 - Data Entry Operator II | | 13.37 |
| 01060 - Dispatcher, Motor Vehicle | | 22.41 |
| 01070 - Document Preparation Clerk | | 13.75 |
| 01090 - Duplicating Machine Operator | | 13.75 |
| 01111 - General Clerk I | | 11.76 |
| 01112 - General Clerk II | | 14.92 |
| 01113 - General Clerk III | | 17.43 |
| 01120 - Housing Referral Assistant | | 21.90 |
| 01141 - Messenger Courier | | 11.15 |
| 01191 - Order Clerk I | | 16.98 |
| 01192 - Order Clerk II | | 18.53 |
| 01261 - Personnel Assistant (Employment) I | | 18.07 |
| 01262 - Personnel Assistant (Employment) II | | 20.20 |
| 01263 - Personnel Assistant (Employment) III | | 22.53 |
| 01270 - Production Control Clerk | | 23.51 |
| 01280 - Receptionist | | 14.51 |
| 01290 - Rental Clerk | | 16.61 |
| 01300 - Scheduler, Maintenance | | 17.39 |
| 01311 - Secretary I | | 17.39 |
| 01312 - Secretary II | | 19.45 |
| 01313 - Secretary III | | 21.90 |
| 01320 - Service Order Dispatcher | | 19.54 |
| 01410 - Supply Technician | | 26.82 |
| 01420 - Survey Worker | | 19.93 |
| 01531 - Travel Clerk I | | 13.19 |
| 01532 - Travel Clerk II | | 13.98 |
| 01533 - Travel Clerk III | | 14.85 |
| 01611 - Word Processor I | | 15.18 |
| 01612 - Word Processor II | | 16.87 |
| 01613 - Word Processor III | | 18.76 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.65 |
| 05010 - Automotive Electrician | | 22.18 |
| 05040 - Automotive Glass Installer | | 20.84 |
| 05070 - Automotive Worker | | 20.84 |
| 05110 - Mobile Equipment Servicer | | 19.16 |
| 05130 - Motor Equipment Metal Mechanic | | 23.56 |
| 05160 - Motor Equipment Metal Worker | | 20.84 |
| 05190 - Motor Vehicle Mechanic | | 23.56 |
| 05220 - Motor Vehicle Mechanic Helper | | 18.38 |
| 05250 - Motor Vehicle Upholstery Worker | | 20.40 |
| 05280 - Motor Vehicle Wrecker | | 20.84 |
| 05310 - Painter, Automotive | | 22.18 |
| 05340 - Radiator Repair Specialist | | 20.84 |

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| 05370 - Tire Repairer | 13.98 |
| 05400 - Transmission Repair Specialist | 23.56 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.36 |
| 07041 - Cook I | 13.10 |
| 07042 - Cook II | 14.36 |
| 07070 - Dishwasher | 10.29 |
| 07130 - Food Service Worker | 11.20 |
| 07210 - Meat Cutter | 17.59 |
| 07260 - Waiter/Waitress | 10.26 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.84 |
| 09040 - Furniture Handler | 12.46 |
| 09080 - Furniture Refinisher | 18.16 |
| 09090 - Furniture Refinisher Helper | 14.86 |
| 09110 - Furniture Repairer, Minor | 17.40 |
| 09130 - Upholsterer | 18.16 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.76 |
| 11060 - Elevator Operator | 11.76 |
| 11090 - Gardener | 19.21 |
| 11122 - Housekeeping Aide | 12.58 |
| 11150 - Janitor | 14.04 |
| 11210 - Laborer, Grounds Maintenance | 14.40 |
| 11240 - Maid or Houseman | 10.16 |
| 11260 - Pruner | 13.27 |
| 11270 - Tractor Operator | 18.21 |
| 11330 - Trail Maintenance Worker | 14.40 |
| 11360 - Window Cleaner | 16.17 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.85 |
| 12011 - Breath Alcohol Technician | 17.82 |
| 12012 - Certified Occupational Therapist Assistant | 28.73 |
| 12015 - Certified Physical Therapist Assistant | 26.89 |
| 12020 - Dental Assistant | 17.27 |
| 12025 - Dental Hygienist | 40.12 |
| 12030 - EKG Technician | 25.07 |
| 12035 - Electroneurodiagnostic Technologist | 25.07 |
| 12040 - Emergency Medical Technician | 17.85 |
| 12071 - Licensed Practical Nurse I | 18.38 |
| 12072 - Licensed Practical Nurse II | 20.68 |
| 12073 - Licensed Practical Nurse III | 23.72 |
| 12100 - Medical Assistant | 14.26 |
| 12130 - Medical Laboratory Technician | 19.73 |
| 12160 - Medical Record Clerk | 15.93 |
| 12190 - Medical Record Technician | 18.17 |
| 12195 - Medical Transcriptionist | 18.08 |
| 12210 - Nuclear Medicine Technologist | 39.64 |
| 12221 - Nursing Assistant I | 10.19 |
| 12222 - Nursing Assistant II | 11.46 |
| 12223 - Nursing Assistant III | 12.50 |
| 12224 - Nursing Assistant IV | 14.03 |
| 12235 - Optical Dispenser | 15.70 |
| 12236 - Optical Technician | 14.87 |
| 12250 - Pharmacy Technician | 17.83 |
| 12280 - Phlebotomist | 14.03 |
| 12305 - Radiologic Technologist | 25.24 |
| 12311 - Registered Nurse I | 31.47 |
| 12312 - Registered Nurse II | 38.49 |
| 12313 - Registered Nurse II, Specialist | 38.49 |
| 12314 - Registered Nurse III | 48.20 |
| 12315 - Registered Nurse III, Anesthetist | 48.20 |
| 12316 - Registered Nurse IV | 57.77 |

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|---|---------------|
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.09 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.72 |
| 13012 - Exhibits Specialist II | 26.91 |
| 13013 - Exhibits Specialist III | 35.57 |
| 13041 - Illustrator I | 21.72 |
| 13042 - Illustrator II | 26.91 |
| 13043 - Illustrator III | 34.63 |
| 13047 - Librarian | 29.81 |
| 13050 - Library Aide/Clerk | 16.49 |
| 13054 - Library Information Technology Systems Administrator | 26.91 |
| 13058 - Library Technician | 22.40 |
| 13061 - Media Specialist I | 19.42 |
| 13062 - Media Specialist II | 21.72 |
| 13063 - Media Specialist III | 24.22 |
| 13071 - Photographer I | 16.93 |
| 13072 - Photographer II | 18.94 |
| 13073 - Photographer III | 24.13 |
| 13074 - Photographer IV | 32.91 |
| 13075 - Photographer V | 39.80 |
| 13110 - Video Teleconference Technician | 18.25 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.82 |
| 14042 - Computer Operator II | 19.93 |
| 14043 - Computer Operator III | 22.89 |
| 14044 - Computer Operator IV | 25.73 |
| 14045 - Computer Operator V | 28.50 |
| 14071 - Computer Programmer I | (see 1) 27.07 |
| 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 | 17.82 |
| 14160 - Personal Computer Support Technician | 25.73 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 34.73 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 42.03 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 50.37 |
| 15050 - Computer Based Training Specialist / Instructor | 34.73 |
| 15060 - Educational Technologist | 39.97 |
| 15070 - Flight Instructor (Pilot) | 50.37 |
| 15080 - Graphic Artist | 22.59 |
| 15090 - Technical Instructor | 21.28 |
| 15095 - Technical Instructor/Course Developer | 26.03 |
| 15110 - Test Proctor | 18.40 |
| 15120 - Tutor | 18.40 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.67 |
| 16030 - Counter Attendant | 9.67 |
| 16040 - Dry Cleaner | 12.40 |
| 16070 - Finisher, Flatwork, Machine | 9.67 |
| 16090 - Presser, Hand | 9.67 |
| 16110 - Presser, Machine, Drycleaning | 9.67 |
| 16130 - Presser, Machine, Shirts | 9.67 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.67 |
| 16190 - Sewing Machine Operator | 13.33 |
| 16220 - Tailor | 14.24 |
| 16250 - Washer, Machine | 10.49 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.83 |

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|---|-------|
| 19040 - Tool And Die Maker | 21.83 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.58 |
| 21030 - Material Coordinator | 22.14 |
| 21040 - Material Expediter | 22.14 |
| 21050 - Material Handling Laborer | 16.24 |
| 21071 - Order Filler | 14.17 |
| 21080 - Production Line Worker (Food Processing) | 14.58 |
| 21110 - Shipping Packer | 15.08 |
| 21130 - Shipping/Receiving Clerk | 15.08 |
| 21140 - Store Worker I | 10.87 |
| 21150 - Stock Clerk | 15.52 |
| 21210 - Tools And Parts Attendant | 14.58 |
| 21410 - Warehouse Specialist | 14.58 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.91 |
| 23021 - Aircraft Mechanic I | 26.83 |
| 23022 - Aircraft Mechanic II | 28.31 |
| 23023 - Aircraft Mechanic III | 29.39 |
| 23040 - Aircraft Mechanic Helper | 18.96 |
| 23050 - Aircraft, Painter | 24.00 |
| 23060 - Aircraft Servicer | 21.46 |
| 23080 - Aircraft Worker | 22.69 |
| 23110 - Appliance Mechanic | 21.63 |
| 23120 - Bicycle Repairer | 13.98 |
| 23125 - Cable Splicer | 31.83 |
| 23130 - Carpenter, Maintenance | 27.67 |
| 23140 - Carpet Layer | 23.38 |
| 23160 - Electrician, Maintenance | 29.81 |
| 23181 - Electronics Technician Maintenance I | 25.49 |
| 23182 - Electronics Technician Maintenance II | 27.44 |
| 23183 - Electronics Technician Maintenance III | 28.89 |
| 23260 - Fabric Worker | 19.50 |
| 23290 - Fire Alarm System Mechanic | 21.08 |
| 23310 - Fire Extinguisher Repairer | 18.50 |
| 23311 - Fuel Distribution System Mechanic | 27.85 |
| 23312 - Fuel Distribution System Operator | 20.98 |
| 23370 - General Maintenance Worker | 21.13 |
| 23380 - Ground Support Equipment Mechanic | 26.83 |
| 23381 - Ground Support Equipment Servicer | 21.46 |
| 23382 - Ground Support Equipment Worker | 22.69 |
| 23391 - Gunsmith I | 18.50 |
| 23392 - Gunsmith II | 21.93 |
| 23393 - Gunsmith III | 24.85 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.79 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.44 |
| 23430 - Heavy Equipment Mechanic | 25.21 |
| 23440 - Heavy Equipment Operator | 29.54 |
| 23460 - Instrument Mechanic | 27.28 |
| 23465 - Laboratory/Shelter Mechanic | 23.62 |
| 23470 - Laborer | 12.83 |
| 23510 - Locksmith | 19.84 |
| 23530 - Machinery Maintenance Mechanic | 27.12 |
| 23550 - Machinist, Maintenance | 24.78 |
| 23580 - Maintenance Trades Helper | 13.51 |
| 23591 - Metrology Technician I | 27.28 |
| 23592 - Metrology Technician II | 28.38 |
| 23593 - Metrology Technician III | 30.20 |
| 23640 - Millwright | 22.51 |
| 23710 - Office Appliance Repairer | 20.06 |
| 23760 - Painter, Maintenance | 21.05 |

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| 23790 - Pipefitter, Maintenance | 25.18 |
| 23810 - Plumber, Maintenance | 23.72 |
| 23820 - Pseudraulic Systems Mechanic | 24.85 |
| 23850 - Rigger | 24.85 |
| 23870 - Scale Mechanic | 21.93 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.86 |
| 23910 - Small Engine Mechanic | 17.79 |
| 23931 - Telecommunications Mechanic I | 24.47 |
| 23932 - Telecommunications Mechanic II | 25.86 |
| 23950 - Telephone Lineman | 23.53 |
| 23960 - Welder, Combination, Maintenance | 19.51 |
| 23965 - Well Driller | 28.17 |
| 23970 - Woodcraft Worker | 24.85 |
| 23980 - Woodworker | 16.95 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.05 |
| 24580 - Child Care Center Clerk | 16.40 |
| 24610 - Chore Aide | 9.75 |
| 24620 - Family Readiness And Support Services Coordinator | 13.84 |
| 24630 - Homemaker | 17.77 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.82 |
| 25040 - Sewage Plant Operator | 26.22 |
| 25070 - Stationary Engineer | 25.82 |
| 25190 - Ventilation Equipment Tender | 18.08 |
| 25210 - Water Treatment Plant Operator | 26.22 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.31 |
| 27007 - Baggage Inspector | 13.15 |
| 27008 - Corrections Officer | 31.01 |
| 27010 - Court Security Officer | 31.00 |
| 27030 - Detection Dog Handler | 15.95 |
| 27040 - Detention Officer | 31.01 |
| 27070 - Firefighter | 25.20 |
| 27101 - Guard I | 13.15 |
| 27102 - Guard II | 15.95 |
| 27131 - Police Officer I | 36.78 |
| 27132 - Police Officer II | 40.87 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.51 |
| 28042 - Carnival Equipment Repairer | 13.48 |
| 28043 - Carnival Equipment Worker | 9.48 |
| 28210 - Gate Attendant/Gate Tender | 14.46 |
| 28310 - Lifeguard | 12.86 |
| 28350 - Park Attendant (Aide) | 16.18 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.81 |
| 28515 - Recreation Specialist | 19.86 |
| 28630 - Sports Official | 12.86 |
| 28690 - Swimming Pool Operator | 18.32 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.99 |
| 29020 - Hatch Tender | 21.99 |
| 29030 - Line Handler | 21.99 |
| 29041 - Stevedore I | 21.28 |
| 29042 - Stevedore II | 23.67 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.85 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.98 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.26 |
| 30021 - Archeological Technician I | 23.33 |
| 30022 - Archeological Technician II | 24.00 |
| 30023 - Archeological Technician III | 34.21 |

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|---|---------------|
| 30030 - Cartographic Technician | 34.35 |
| 30040 - Civil Engineering Technician | 27.74 |
| 30061 - Drafter/CAD Operator I | 24.64 |
| 30062 - Drafter/CAD Operator II | 27.72 |
| 30063 - Drafter/CAD Operator III | 30.79 |
| 30064 - Drafter/CAD Operator IV | 37.88 |
| 30081 - Engineering Technician I | 19.68 |
| 30082 - Engineering Technician II | 22.09 |
| 30083 - Engineering Technician III | 24.70 |
| 30084 - Engineering Technician IV | 30.60 |
| 30085 - Engineering Technician V | 37.43 |
| 30086 - Engineering Technician VI | 45.29 |
| 30090 - Environmental Technician | 26.89 |
| 30210 - Laboratory Technician | 23.13 |
| 30240 - Mathematical Technician | 33.92 |
| 30361 - Paralegal/Legal Assistant I | 21.25 |
| 30362 - Paralegal/Legal Assistant II | 26.32 |
| 30363 - Paralegal/Legal Assistant III | 32.20 |
| 30364 - Paralegal/Legal Assistant IV | 38.69 |
| 30390 - Photo-Optics Technician | 33.63 |
| 30461 - Technical Writer I | 23.87 |
| 30462 - Technical Writer II | 29.19 |
| 30463 - Technical Writer III | 35.70 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.32 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.64 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.72 |
| 30494 - Unexploded (UXO) Safety Escort | 25.32 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.32 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 29.03 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 32.23 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.97 |
| 31030 - Bus Driver | 19.85 |
| 31043 - Driver Courier | 13.10 |
| 31260 - Parking and Lot Attendant | 10.20 |
| 31290 - Shuttle Bus Driver | 14.48 |
| 31310 - Taxi Driver | 11.90 |
| 31361 - Truckdriver, Light | 14.48 |
| 31362 - Truckdriver, Medium | 21.82 |
| 31363 - Truckdriver, Heavy | 21.78 |
| 31364 - Truckdriver, Tractor-Trailer | 21.78 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.13 |
| 99050 - Desk Clerk | 11.25 |
| 99095 - Embalmer | 22.03 |
| 99251 - Laboratory Animal Caretaker I | 12.73 |
| 99252 - Laboratory Animal Caretaker II | 13.81 |
| 99310 - Mortician | 25.51 |
| 99410 - Pest Controller | 16.58 |
| 99510 - Photofinishing Worker | 15.19 |
| 99710 - Recycling Laborer | 20.68 |
| 99711 - Recycling Specialist | 26.15 |
| 99730 - Refuse Collector | 17.96 |
| 99810 - Sales Clerk | 17.13 |
| 99820 - School Crossing Guard | 10.19 |
| 99830 - Survey Party Chief | 38.64 |
| 99831 - Surveying Aide | 20.42 |
| 99832 - Surveying Technician | 27.93 |
| 99840 - Vending Machine Attendant | 14.10 |
| 99841 - Vending Machine Repairer | 16.77 |
| 99842 - Vending Machine Repairer Helper | 14.10 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

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

are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2054
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Riverside, San Bernardino

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.83 |
| 01012 - Accounting Clerk II | | 17.77 |
| 01013 - Accounting Clerk III | | 20.27 |
| 01020 - Administrative Assistant | | 28.08 |
| 01040 - Court Reporter | | 19.93 |
| 01051 - Data Entry Operator I | | 12.26 |
| 01052 - Data Entry Operator II | | 13.37 |
| 01060 - Dispatcher, Motor Vehicle | | 22.41 |
| 01070 - Document Preparation Clerk | | 13.75 |
| 01090 - Duplicating Machine Operator | | 13.75 |
| 01111 - General Clerk I | | 11.76 |
| 01112 - General Clerk II | | 14.92 |
| 01113 - General Clerk III | | 17.43 |
| 01120 - Housing Referral Assistant | | 21.90 |
| 01141 - Messenger Courier | | 11.15 |
| 01191 - Order Clerk I | | 16.98 |
| 01192 - Order Clerk II | | 18.53 |
| 01261 - Personnel Assistant (Employment) I | | 18.07 |
| 01262 - Personnel Assistant (Employment) II | | 20.20 |
| 01263 - Personnel Assistant (Employment) III | | 22.53 |
| 01270 - Production Control Clerk | | 23.51 |
| 01280 - Receptionist | | 14.51 |
| 01290 - Rental Clerk | | 16.61 |
| 01300 - Scheduler, Maintenance | | 17.39 |
| 01311 - Secretary I | | 17.39 |
| 01312 - Secretary II | | 19.45 |
| 01313 - Secretary III | | 21.90 |
| 01320 - Service Order Dispatcher | | 19.54 |
| 01410 - Supply Technician | | 26.82 |
| 01420 - Survey Worker | | 19.93 |
| 01531 - Travel Clerk I | | 13.19 |

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| 01532 - Travel Clerk II | 13.98 |
| 01533 - Travel Clerk III | 14.85 |
| 01611 - Word Processor I | 15.18 |
| 01612 - Word Processor II | 16.87 |
| 01613 - Word Processor III | 18.76 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.65 |
| 05010 - Automotive Electrician | 22.18 |
| 05040 - Automotive Glass Installer | 20.84 |
| 05070 - Automotive Worker | 20.84 |
| 05110 - Mobile Equipment Servicer | 19.16 |
| 05130 - Motor Equipment Metal Mechanic | 23.56 |
| 05160 - Motor Equipment Metal Worker | 20.84 |
| 05190 - Motor Vehicle Mechanic | 23.56 |
| 05220 - Motor Vehicle Mechanic Helper | 18.38 |
| 05250 - Motor Vehicle Upholstery Worker | 20.40 |
| 05280 - Motor Vehicle Wrecker | 20.84 |
| 05310 - Painter, Automotive | 22.18 |
| 05340 - Radiator Repair Specialist | 20.84 |
| 05370 - Tire Repairer | 13.98 |
| 05400 - Transmission Repair Specialist | 23.56 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.36 |
| 07041 - Cook I | 13.10 |
| 07042 - Cook II | 14.36 |
| 07070 - Dishwasher | 10.29 |
| 07130 - Food Service Worker | 11.20 |
| 07210 - Meat Cutter | 17.59 |
| 07260 - Waiter/Waitress | 10.26 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.84 |
| 09040 - Furniture Handler | 12.46 |
| 09080 - Furniture Refinisher | 18.16 |
| 09090 - Furniture Refinisher Helper | 14.86 |
| 09110 - Furniture Repairer, Minor | 17.40 |
| 09130 - Upholsterer | 18.16 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.76 |
| 11060 - Elevator Operator | 11.76 |
| 11090 - Gardener | 19.21 |
| 11122 - Housekeeping Aide | 12.58 |
| 11150 - Janitor | 14.04 |
| 11210 - Laborer, Grounds Maintenance | 14.40 |
| 11240 - Maid or Houseman | 10.16 |
| 11260 - Pruner | 13.27 |
| 11270 - Tractor Operator | 18.21 |
| 11330 - Trail Maintenance Worker | 14.40 |
| 11360 - Window Cleaner | 16.17 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.85 |
| 12011 - Breath Alcohol Technician | 17.82 |
| 12012 - Certified Occupational Therapist Assistant | 28.73 |
| 12015 - Certified Physical Therapist Assistant | 26.89 |
| 12020 - Dental Assistant | 17.27 |
| 12025 - Dental Hygienist | 40.12 |
| 12030 - EKG Technician | 25.07 |
| 12035 - Electroneurodiagnostic Technologist | 25.07 |
| 12040 - Emergency Medical Technician | 17.85 |
| 12071 - Licensed Practical Nurse I | 18.38 |
| 12072 - Licensed Practical Nurse II | 20.68 |
| 12073 - Licensed Practical Nurse III | 23.72 |
| 12100 - Medical Assistant | 14.26 |
| 12130 - Medical Laboratory Technician | 19.73 |

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| 12160 - Medical Record Clerk | 15.93 |
| 12190 - Medical Record Technician | 18.17 |
| 12195 - Medical Transcriptionist | 18.08 |
| 12210 - Nuclear Medicine Technologist | 39.64 |
| 12221 - Nursing Assistant I | 10.19 |
| 12222 - Nursing Assistant II | 11.46 |
| 12223 - Nursing Assistant III | 12.50 |
| 12224 - Nursing Assistant IV | 14.03 |
| 12235 - Optical Dispenser | 15.70 |
| 12236 - Optical Technician | 14.87 |
| 12250 - Pharmacy Technician | 17.83 |
| 12280 - Phlebotomist | 14.03 |
| 12305 - Radiologic Technologist | 25.24 |
| 12311 - Registered Nurse I | 31.47 |
| 12312 - Registered Nurse II | 38.49 |
| 12313 - Registered Nurse II, Specialist | 38.49 |
| 12314 - Registered Nurse III | 48.20 |
| 12315 - Registered Nurse III, Anesthetist | 48.20 |
| 12316 - Registered Nurse IV | 57.77 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.09 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.72 |
| 13012 - Exhibits Specialist II | 26.91 |
| 13013 - Exhibits Specialist III | 35.57 |
| 13041 - Illustrator I | 21.72 |
| 13042 - Illustrator II | 26.91 |
| 13043 - Illustrator III | 34.63 |
| 13047 - Librarian | 29.81 |
| 13050 - Library Aide/Clerk | 16.49 |
| 13054 - Library Information Technology Systems Administrator | 26.91 |
| 13058 - Library Technician | 22.40 |
| 13061 - Media Specialist I | 19.42 |
| 13062 - Media Specialist II | 21.72 |
| 13063 - Media Specialist III | 24.22 |
| 13071 - Photographer I | 16.93 |
| 13072 - Photographer II | 18.94 |
| 13073 - Photographer III | 24.13 |
| 13074 - Photographer IV | 32.91 |
| 13075 - Photographer V | 39.80 |
| 13110 - Video Teleconference Technician | 18.25 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.82 |
| 14042 - Computer Operator II | 19.93 |
| 14043 - Computer Operator III | 22.89 |
| 14044 - Computer Operator IV | 25.73 |
| 14045 - Computer Operator V | 28.50 |
| 14071 - Computer Programmer I | (see 1) 27.07 |
| 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 | 17.82 |
| 14160 - Personal Computer Support Technician | 25.73 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 34.73 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 42.03 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 50.37 |
| 15050 - Computer Based Training Specialist / Instructor | 34.73 |
| 15060 - Educational Technologist | 39.97 |
| 15070 - Flight Instructor (Pilot) | 50.37 |

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| 15080 - Graphic Artist | 22.59 |
| 15090 - Technical Instructor | 21.28 |
| 15095 - Technical Instructor/Course Developer | 26.03 |
| 15110 - Test Proctor | 18.40 |
| 15120 - Tutor | 18.40 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.67 |
| 16030 - Counter Attendant | 9.67 |
| 16040 - Dry Cleaner | 12.40 |
| 16070 - Finisher, Flatwork, Machine | 9.67 |
| 16090 - Presser, Hand | 9.67 |
| 16110 - Presser, Machine, Drycleaning | 9.67 |
| 16130 - Presser, Machine, Shirts | 9.67 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.67 |
| 16190 - Sewing Machine Operator | 13.33 |
| 16220 - Tailor | 14.24 |
| 16250 - Washer, Machine | 10.49 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.83 |
| 19040 - Tool And Die Maker | 21.83 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.58 |
| 21030 - Material Coordinator | 22.14 |
| 21040 - Material Expediter | 22.14 |
| 21050 - Material Handling Laborer | 16.24 |
| 21071 - Order Filler | 14.17 |
| 21080 - Production Line Worker (Food Processing) | 14.58 |
| 21110 - Shipping Packer | 15.08 |
| 21130 - Shipping/Receiving Clerk | 15.08 |
| 21140 - Store Worker I | 10.87 |
| 21150 - Stock Clerk | 15.52 |
| 21210 - Tools And Parts Attendant | 14.58 |
| 21410 - Warehouse Specialist | 14.58 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.91 |
| 23021 - Aircraft Mechanic I | 26.83 |
| 23022 - Aircraft Mechanic II | 28.31 |
| 23023 - Aircraft Mechanic III | 29.39 |
| 23040 - Aircraft Mechanic Helper | 18.96 |
| 23050 - Aircraft, Painter | 24.00 |
| 23060 - Aircraft Servicer | 21.46 |
| 23080 - Aircraft Worker | 22.69 |
| 23110 - Appliance Mechanic | 21.63 |
| 23120 - Bicycle Repairer | 13.98 |
| 23125 - Cable Splicer | 31.83 |
| 23130 - Carpenter, Maintenance | 27.67 |
| 23140 - Carpet Layer | 23.38 |
| 23160 - Electrician, Maintenance | 29.81 |
| 23181 - Electronics Technician Maintenance I | 25.49 |
| 23182 - Electronics Technician Maintenance II | 27.44 |
| 23183 - Electronics Technician Maintenance III | 28.89 |
| 23260 - Fabric Worker | 19.50 |
| 23290 - Fire Alarm System Mechanic | 21.08 |
| 23310 - Fire Extinguisher Repairer | 18.50 |
| 23311 - Fuel Distribution System Mechanic | 27.85 |
| 23312 - Fuel Distribution System Operator | 20.98 |
| 23370 - General Maintenance Worker | 21.13 |
| 23380 - Ground Support Equipment Mechanic | 26.83 |
| 23381 - Ground Support Equipment Servicer | 21.46 |
| 23382 - Ground Support Equipment Worker | 22.69 |
| 23391 - Gunsmith I | 18.50 |
| 23392 - Gunsmith II | 21.93 |
| 23393 - Gunsmith III | 24.85 |

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| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.79 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.44 |
| 23430 - Heavy Equipment Mechanic | 25.21 |
| 23440 - Heavy Equipment Operator | 29.54 |
| 23460 - Instrument Mechanic | 27.28 |
| 23465 - Laboratory/Shelter Mechanic | 23.62 |
| 23470 - Laborer | 12.83 |
| 23510 - Locksmith | 19.84 |
| 23530 - Machinery Maintenance Mechanic | 27.12 |
| 23550 - Machinist, Maintenance | 24.78 |
| 23580 - Maintenance Trades Helper | 13.51 |
| 23591 - Metrology Technician I | 27.28 |
| 23592 - Metrology Technician II | 28.38 |
| 23593 - Metrology Technician III | 30.20 |
| 23640 - Millwright | 22.51 |
| 23710 - Office Appliance Repairer | 20.06 |
| 23760 - Painter, Maintenance | 21.05 |
| 23790 - Pipefitter, Maintenance | 25.18 |
| 23810 - Plumber, Maintenance | 23.72 |
| 23820 - Pneudraulic Systems Mechanic | 24.85 |
| 23850 - Rigger | 24.85 |
| 23870 - Scale Mechanic | 21.93 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.86 |
| 23910 - Small Engine Mechanic | 17.79 |
| 23931 - Telecommunications Mechanic I | 24.47 |
| 23932 - Telecommunications Mechanic II | 25.86 |
| 23950 - Telephone Lineman | 23.53 |
| 23960 - Welder, Combination, Maintenance | 19.51 |
| 23965 - Well Driller | 28.17 |
| 23970 - Woodcraft Worker | 24.85 |
| 23980 - Woodworker | 16.95 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.05 |
| 24580 - Child Care Center Clerk | 16.40 |
| 24610 - Chore Aide | 9.75 |
| 24620 - Family Readiness And Support Services Coordinator | 13.84 |
| 24630 - Homemaker | 17.77 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.82 |
| 25040 - Sewage Plant Operator | 26.22 |
| 25070 - Stationary Engineer | 25.82 |
| 25190 - Ventilation Equipment Tender | 18.08 |
| 25210 - Water Treatment Plant Operator | 26.22 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.31 |
| 27007 - Baggage Inspector | 13.15 |
| 27008 - Corrections Officer | 31.01 |
| 27010 - Court Security Officer | 31.00 |
| 27030 - Detection Dog Handler | 15.95 |
| 27040 - Detention Officer | 31.01 |
| 27070 - Firefighter | 25.20 |
| 27101 - Guard I | 13.15 |
| 27102 - Guard II | 15.95 |
| 27131 - Police Officer I | 36.78 |
| 27132 - Police Officer II | 40.87 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.51 |
| 28042 - Carnival Equipment Repairer | 13.48 |
| 28043 - Carnival Equipment Worker | 9.48 |
| 28210 - Gate Attendant/Gate Tender | 14.46 |

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| 28310 - Lifeguard | 12.86 |
| 28350 - Park Attendant (Aide) | 16.18 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.81 |
| 28515 - Recreation Specialist | 19.86 |
| 28630 - Sports Official | 12.86 |
| 28690 - Swimming Pool Operator | 18.32 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.99 |
| 29020 - Hatch Tender | 21.99 |
| 29030 - Line Handler | 21.99 |
| 29041 - Stevedore I | 21.28 |
| 29042 - Stevedore II | 23.67 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.85 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.98 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.26 |
| 30021 - Archeological Technician I | 23.33 |
| 30022 - Archeological Technician II | 24.00 |
| 30023 - Archeological Technician III | 34.21 |
| 30030 - Cartographic Technician | 34.35 |
| 30040 - Civil Engineering Technician | 27.74 |
| 30061 - Drafter/CAD Operator I | 24.64 |
| 30062 - Drafter/CAD Operator II | 27.72 |
| 30063 - Drafter/CAD Operator III | 30.79 |
| 30064 - Drafter/CAD Operator IV | 37.88 |
| 30081 - Engineering Technician I | 19.68 |
| 30082 - Engineering Technician II | 22.09 |
| 30083 - Engineering Technician III | 24.70 |
| 30084 - Engineering Technician IV | 30.60 |
| 30085 - Engineering Technician V | 37.43 |
| 30086 - Engineering Technician VI | 45.29 |
| 30090 - Environmental Technician | 26.89 |
| 30210 - Laboratory Technician | 23.13 |
| 30240 - Mathematical Technician | 33.92 |
| 30361 - Paralegal/Legal Assistant I | 21.25 |
| 30362 - Paralegal/Legal Assistant II | 26.32 |
| 30363 - Paralegal/Legal Assistant III | 32.20 |
| 30364 - Paralegal/Legal Assistant IV | 38.69 |
| 30390 - Photo-Optics Technician | 33.63 |
| 30461 - Technical Writer I | 23.87 |
| 30462 - Technical Writer II | 29.19 |
| 30463 - Technical Writer III | 35.70 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.32 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.64 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.72 |
| 30494 - Unexploded (UXO) Safety Escort | 25.32 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.32 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 29.03 |
| 30621 - Weather Observer, Senior (see 2) | 32.23 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.97 |
| 31030 - Bus Driver | 19.85 |
| 31043 - Driver Courier | 13.10 |
| 31260 - Parking and Lot Attendant | 10.20 |
| 31290 - Shuttle Bus Driver | 14.48 |
| 31310 - Taxi Driver | 11.90 |
| 31361 - Truckdriver, Light | 14.48 |
| 31362 - Truckdriver, Medium | 21.82 |
| 31363 - Truckdriver, Heavy | 21.78 |
| 31364 - Truckdriver, Tractor-Trailer | 21.78 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.13 |

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| 99050 - Desk Clerk | 11.25 |
| 99095 - Embalmer | 22.03 |
| 99251 - Laboratory Animal Caretaker I | 12.73 |
| 99252 - Laboratory Animal Caretaker II | 13.81 |
| 99310 - Mortician | 25.51 |
| 99410 - Pest Controller | 16.58 |
| 99510 - Photofinishing Worker | 15.19 |
| 99710 - Recycling Laborer | 20.68 |
| 99711 - Recycling Specialist | 26.15 |
| 99730 - Refuse Collector | 17.96 |
| 99810 - Sales Clerk | 17.13 |
| 99820 - School Crossing Guard | 10.19 |
| 99830 - Survey Party Chief | 38.64 |
| 99831 - Surveying Aide | 20.42 |
| 99832 - Surveying Technician | 27.93 |
| 99840 - Vending Machine Attendant | 14.10 |
| 99841 - Vending Machine Repairer | 16.77 |
| 99842 - Vending Machine Repairer Helper | 14.10 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006,

unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2055
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Alpine, Amador, Butte, Colusa, Del Norte, El Dorado, Glenn, Humboldt, Lake, Mendocino, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Siskiyou, Sutter, Tehama, Trinity, Yolo, Yuba

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 16.44 |
| 01012 - Accounting Clerk II | | 18.46 |
| 01013 - Accounting Clerk III | | 20.65 |
| 01020 - Administrative Assistant | | 25.83 |
| 01040 - Court Reporter | | 20.96 |
| 01051 - Data Entry Operator I | | 15.96 |
| 01052 - Data Entry Operator II | | 17.42 |

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| 01060 - Dispatcher, Motor Vehicle | 18.84 |
| 01070 - Document Preparation Clerk | 14.72 |
| 01090 - Duplicating Machine Operator | 14.72 |
| 01111 - General Clerk I | 13.29 |
| 01112 - General Clerk II | 14.50 |
| 01113 - General Clerk III | 17.70 |
| 01120 - Housing Referral Assistant | 22.39 |
| 01141 - Messenger Courier | 12.25 |
| 01191 - Order Clerk I | 14.88 |
| 01192 - Order Clerk II | 16.24 |
| 01261 - Personnel Assistant (Employment) I | 17.40 |
| 01262 - Personnel Assistant (Employment) II | 19.46 |
| 01263 - Personnel Assistant (Employment) III | 21.69 |
| 01270 - Production Control Clerk | 21.81 |
| 01280 - Receptionist | 14.72 |
| 01290 - Rental Clerk | 16.57 |
| 01300 - Scheduler, Maintenance | 17.83 |
| 01311 - Secretary I | 17.83 |
| 01312 - Secretary II | 19.42 |
| 01313 - Secretary III | 22.39 |
| 01320 - Service Order Dispatcher | 17.35 |
| 01410 - Supply Technician | 25.83 |
| 01420 - Survey Worker | 18.84 |
| 01531 - Travel Clerk I | 13.87 |
| 01532 - Travel Clerk II | 14.94 |
| 01533 - Travel Clerk III | 16.05 |
| 01611 - Word Processor I | 14.68 |
| 01612 - Word Processor II | 16.48 |
| 01613 - Word Processor III | 18.76 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.71 |
| 05010 - Automotive Electrician | 21.36 |
| 05040 - Automotive Glass Installer | 20.24 |
| 05070 - Automotive Worker | 20.24 |
| 05110 - Mobile Equipment Servicer | 17.99 |
| 05130 - Motor Equipment Metal Mechanic | 22.49 |
| 05160 - Motor Equipment Metal Worker | 20.24 |
| 05190 - Motor Vehicle Mechanic | 20.99 |
| 05220 - Motor Vehicle Mechanic Helper | 16.87 |
| 05250 - Motor Vehicle Upholstery Worker | 19.11 |
| 05280 - Motor Vehicle Wrecker | 20.24 |
| 05310 - Painter, Automotive | 21.36 |
| 05340 - Radiator Repair Specialist | 20.24 |
| 05370 - Tire Repairer | 14.98 |
| 05400 - Transmission Repair Specialist | 22.49 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 16.27 |
| 07041 - Cook I | 13.92 |
| 07042 - Cook II | 16.01 |
| 07070 - Dishwasher | 10.27 |
| 07130 - Food Service Worker | 10.39 |
| 07210 - Meat Cutter | 18.28 |
| 07260 - Waiter/Waitress | 11.07 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.40 |
| 09040 - Furniture Handler | 12.60 |
| 09080 - Furniture Refinisher | 18.40 |
| 09090 - Furniture Refinisher Helper | 14.53 |
| 09110 - Furniture Repairer, Minor | 16.47 |
| 09130 - Upholsterer | 18.40 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.22 |
| 11060 - Elevator Operator | 12.51 |

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| 11090 - Gardener | 16.37 |
| 11122 - Housekeeping Aide | 13.76 |
| 11150 - Janitor | 14.69 |
| 11210 - Laborer, Grounds Maintenance | 13.40 |
| 11240 - Maid or Houseman | 10.40 |
| 11260 - Pruner | 13.31 |
| 11270 - Tractor Operator | 15.37 |
| 11330 - Trail Maintenance Worker | 13.40 |
| 11360 - Window Cleaner | 15.21 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.11 |
| 12011 - Breath Alcohol Technician | 17.11 |
| 12012 - Certified Occupational Therapist Assistant | 25.69 |
| 12015 - Certified Physical Therapist Assistant | 27.25 |
| 12020 - Dental Assistant | 18.21 |
| 12025 - Dental Hygienist | 41.99 |
| 12030 - EKG Technician | 25.68 |
| 12035 - Electroneurodiagnostic Technologist | 25.68 |
| 12040 - Emergency Medical Technician | 16.57 |
| 12071 - Licensed Practical Nurse I | 21.98 |
| 12072 - Licensed Practical Nurse II | 24.59 |
| 12073 - Licensed Practical Nurse III | 27.41 |
| 12100 - Medical Assistant | 15.17 |
| 12130 - Medical Laboratory Technician | 18.62 |
| 12160 - Medical Record Clerk | 17.10 |
| 12190 - Medical Record Technician | 19.12 |
| 12195 - Medical Transcriptionist | 19.08 |
| 12210 - Nuclear Medicine Technologist | 42.90 |
| 12221 - Nursing Assistant I | 12.41 |
| 12222 - Nursing Assistant II | 13.95 |
| 12223 - Nursing Assistant III | 15.53 |
| 12224 - Nursing Assistant IV | 17.44 |
| 12235 - Optical Dispenser | 16.41 |
| 12236 - Optical Technician | 15.75 |
| 12250 - Pharmacy Technician | 17.84 |
| 12280 - Phlebotomist | 17.44 |
| 12305 - Radiologic Technologist | 29.94 |
| 12311 - Registered Nurse I | 40.86 |
| 12312 - Registered Nurse II | 49.98 |
| 12313 - Registered Nurse II, Specialist | 49.98 |
| 12314 - Registered Nurse III | 60.45 |
| 12315 - Registered Nurse III, Anesthetist | 60.45 |
| 12316 - Registered Nurse IV | 68.50 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.71 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 23.61 |
| 13012 - Exhibits Specialist II | 29.25 |
| 13013 - Exhibits Specialist III | 36.92 |
| 13041 - Illustrator I | 22.71 |
| 13042 - Illustrator II | 28.14 |
| 13043 - Illustrator III | 34.42 |
| 13047 - Librarian | 31.43 |
| 13050 - Library Aide/Clerk | 16.05 |
| 13054 - Library Information Technology Systems Administrator | 25.79 |
| 13058 - Library Technician | 17.11 |
| 13061 - Media Specialist I | 20.48 |
| 13062 - Media Specialist II | 22.91 |
| 13063 - Media Specialist III | 25.53 |
| 13071 - Photographer I | 17.88 |
| 13072 - Photographer II | 21.38 |
| 13073 - Photographer III | 26.50 |
| 13074 - Photographer IV | 33.56 |

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| 13075 - Photographer V | 39.20 |
| 13110 - Video Teleconference Technician | 20.53 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.61 |
| 14042 - Computer Operator II | 18.58 |
| 14043 - Computer Operator III | 20.71 |
| 14044 - Computer Operator IV | 23.02 |
| 14045 - Computer Operator V | 25.49 |
| 14071 - Computer Programmer I (see 1) | 23.09 |
| 14072 - Computer Programmer II (see 1) | 27.18 |
| 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 | 16.61 |
| 14160 - Personal Computer Support Technician | 23.02 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 35.36 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 42.77 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 51.27 |
| 15050 - Computer Based Training Specialist / Instructor | 35.36 |
| 15060 - Educational Technologist | 37.05 |
| 15070 - Flight Instructor (Pilot) | 51.27 |
| 15080 - Graphic Artist | 24.56 |
| 15090 - Technical Instructor | 21.60 |
| 15095 - Technical Instructor/Course Developer | 26.48 |
| 15110 - Test Proctor | 17.84 |
| 15120 - Tutor | 17.84 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.76 |
| 16030 - Counter Attendant | 9.76 |
| 16040 - Dry Cleaner | 13.10 |
| 16070 - Finisher, Flatwork, Machine | 9.76 |
| 16090 - Presser, Hand | 9.76 |
| 16110 - Presser, Machine, Drycleaning | 9.76 |
| 16130 - Presser, Machine, Shirts | 9.76 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.76 |
| 16190 - Sewing Machine Operator | 14.22 |
| 16220 - Tailor | 15.33 |
| 16250 - Washer, Machine | 10.85 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.22 |
| 19040 - Tool And Die Maker | 24.08 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.22 |
| 21030 - Material Coordinator | 21.81 |
| 21040 - Material Expediter | 21.81 |
| 21050 - Material Handling Laborer | 15.20 |
| 21071 - Order Filler | 15.43 |
| 21080 - Production Line Worker (Food Processing) | 19.22 |
| 21110 - Shipping Packer | 14.55 |
| 21130 - Shipping/Receiving Clerk | 14.55 |
| 21140 - Store Worker I | 12.62 |
| 21150 - Stock Clerk | 17.17 |
| 21210 - Tools And Parts Attendant | 19.22 |
| 21410 - Warehouse Specialist | 19.22 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 28.72 |
| 23021 - Aircraft Mechanic I | 27.16 |
| 23022 - Aircraft Mechanic II | 28.72 |
| 23023 - Aircraft Mechanic III | 30.30 |
| 23040 - Aircraft Mechanic Helper | 19.32 |

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| 23050 - Aircraft, Painter | 26.71 |
| 23060 - Aircraft Servicer | 22.45 |
| 23080 - Aircraft Worker | 24.04 |
| 23110 - Appliance Mechanic | 21.79 |
| 23120 - Bicycle Repairer | 14.98 |
| 23125 - Cable Splicer | 31.25 |
| 23130 - Carpenter, Maintenance | 24.82 |
| 23140 - Carpet Layer | 21.75 |
| 23160 - Electrician, Maintenance | 23.81 |
| 23181 - Electronics Technician Maintenance I | 24.99 |
| 23182 - Electronics Technician Maintenance II | 26.33 |
| 23183 - Electronics Technician Maintenance III | 31.66 |
| 23260 - Fabric Worker | 20.51 |
| 23290 - Fire Alarm System Mechanic | 22.29 |
| 23310 - Fire Extinguisher Repairer | 19.08 |
| 23311 - Fuel Distribution System Mechanic | 24.98 |
| 23312 - Fuel Distribution System Operator | 19.39 |
| 23370 - General Maintenance Worker | 20.27 |
| 23380 - Ground Support Equipment Mechanic | 27.16 |
| 23381 - Ground Support Equipment Servicer | 22.45 |
| 23382 - Ground Support Equipment Worker | 24.04 |
| 23391 - Gunsmith I | 19.08 |
| 23392 - Gunsmith II | 21.94 |
| 23393 - Gunsmith III | 24.82 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.54 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.90 |
| 23430 - Heavy Equipment Mechanic | 23.20 |
| 23440 - Heavy Equipment Operator | 29.93 |
| 23460 - Instrument Mechanic | 28.78 |
| 23465 - Laboratory/Shelter Mechanic | 23.39 |
| 23470 - Laborer | 15.13 |
| 23510 - Locksmith | 20.24 |
| 23530 - Machinery Maintenance Mechanic | 26.16 |
| 23550 - Machinist, Maintenance | 21.00 |
| 23580 - Maintenance Trades Helper | 17.41 |
| 23591 - Metrology Technician I | 28.78 |
| 23592 - Metrology Technician II | 30.43 |
| 23593 - Metrology Technician III | 32.11 |
| 23640 - Millwright | 27.90 |
| 23710 - Office Appliance Repairer | 20.46 |
| 23760 - Painter, Maintenance | 21.23 |
| 23790 - Pipefitter, Maintenance | 24.67 |
| 23810 - Plumber, Maintenance | 23.43 |
| 23820 - Pneudraulic Systems Mechanic | 22.92 |
| 23850 - Rigger | 24.82 |
| 23870 - Scale Mechanic | 21.94 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.08 |
| 23910 - Small Engine Mechanic | 20.27 |
| 23931 - Telecommunications Mechanic I | 26.97 |
| 23932 - Telecommunications Mechanic II | 28.53 |
| 23950 - Telephone Lineman | 25.38 |
| 23960 - Welder, Combination, Maintenance | 22.92 |
| 23965 - Well Driller | 24.82 |
| 23970 - Woodcraft Worker | 24.82 |
| 23980 - Woodworker | 17.62 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.80 |
| 24580 - Child Care Center Clerk | 15.96 |
| 24610 - Chore Aide | 11.02 |
| 24620 - Family Readiness And Support Services Coordinator | 16.67 |

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| 24630 - Homemaker | 17.70 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.35 |
| 25040 - Sewage Plant Operator | 26.17 |
| 25070 - Stationary Engineer | 27.35 |
| 25190 - Ventilation Equipment Tender | 19.44 |
| 25210 - Water Treatment Plant Operator | 26.17 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 23.80 |
| 27007 - Baggage Inspector | 17.26 |
| 27008 - Corrections Officer | 27.37 |
| 27010 - Court Security Officer | 27.60 |
| 27030 - Detection Dog Handler | 21.22 |
| 27040 - Detention Officer | 27.37 |
| 27070 - Firefighter | 24.10 |
| 27101 - Guard I | 17.26 |
| 27102 - Guard II | 21.22 |
| 27131 - Police Officer I | 32.38 |
| 27132 - Police Officer II | 36.00 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.70 |
| 28042 - Carnival Equipment Repairer | 13.53 |
| 28043 - Carnival Equipment Worker | 10.27 |
| 28210 - Gate Attendant/Gate Tender | 13.96 |
| 28310 - Lifeguard | 11.79 |
| 28350 - Park Attendant (Aide) | 15.61 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.39 |
| 28515 - Recreation Specialist | 19.34 |
| 28630 - Sports Official | 12.43 |
| 28690 - Swimming Pool Operator | 16.90 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 28.29 |
| 29020 - Hatch Tender | 28.29 |
| 29030 - Line Handler | 28.29 |
| 29041 - Stevedore I | 26.44 |
| 29042 - Stevedore II | 30.15 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.29 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.41 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.07 |
| 30021 - Archeological Technician I | 20.33 |
| 30022 - Archeological Technician II | 22.74 |
| 30023 - Archeological Technician III | 28.16 |
| 30030 - Cartographic Technician | 28.16 |
| 30040 - Civil Engineering Technician | 27.13 |
| 30061 - Drafter/CAD Operator I | 20.33 |
| 30062 - Drafter/CAD Operator II | 22.74 |
| 30063 - Drafter/CAD Operator III | 25.34 |
| 30064 - Drafter/CAD Operator IV | 31.19 |
| 30081 - Engineering Technician I | 16.86 |
| 30082 - Engineering Technician II | 18.93 |
| 30083 - Engineering Technician III | 21.17 |
| 30084 - Engineering Technician IV | 26.23 |
| 30085 - Engineering Technician V | 32.20 |
| 30086 - Engineering Technician VI | 38.82 |
| 30090 - Environmental Technician | 23.61 |
| 30210 - Laboratory Technician | 19.51 |
| 30240 - Mathematical Technician | 28.16 |
| 30361 - Paralegal/Legal Assistant I | 18.92 |
| 30362 - Paralegal/Legal Assistant II | 24.85 |
| 30363 - Paralegal/Legal Assistant III | 30.39 |
| 30364 - Paralegal/Legal Assistant IV | 36.76 |
| 30390 - Photo-Optics Technician | 28.16 |

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|---|---------------|
| 30461 - Technical Writer I | 24.40 |
| 30462 - Technical Writer II | 29.85 |
| 30463 - Technical Writer III | 36.10 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.34 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.44 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.29 |
| 30494 - Unexploded (UXO) Safety Escort | 24.34 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.34 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 25.34 |
| 30621 - Weather Observer, Senior | (see 2) 27.83 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.45 |
| 31030 - Bus Driver | 17.68 |
| 31043 - Driver Courier | 13.82 |
| 31260 - Parking and Lot Attendant | 10.25 |
| 31290 - Shuttle Bus Driver | 14.93 |
| 31310 - Taxi Driver | 11.57 |
| 31361 - Truckdriver, Light | 14.93 |
| 31362 - Truckdriver, Medium | 18.52 |
| 31363 - Truckdriver, Heavy | 20.48 |
| 31364 - Truckdriver, Tractor-Trailer | 20.48 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.97 |
| 99050 - Desk Clerk | 11.35 |
| 99095 - Embalmer | 23.02 |
| 99251 - Laboratory Animal Caretaker I | 11.89 |
| 99252 - Laboratory Animal Caretaker II | 12.85 |
| 99310 - Mortician | 25.00 |
| 99410 - Pest Controller | 16.38 |
| 99510 - Photofinishing Worker | 15.20 |
| 99710 - Recycling Laborer | 21.81 |
| 99711 - Recycling Specialist | 26.05 |
| 99730 - Refuse Collector | 19.70 |
| 99810 - Sales Clerk | 12.32 |
| 99820 - School Crossing Guard | 12.11 |
| 99830 - Survey Party Chief | 38.36 |
| 99831 - Surveying Aide | 20.83 |
| 99832 - Surveying Technician | 28.59 |
| 99840 - Vending Machine Attendant | 13.92 |
| 99841 - Vending Machine Repairer | 16.61 |
| 99842 - Vending Machine Repairer Helper | 13.92 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2056
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Alpine, Amador, Butte, Colusa, Del Norte, El Dorado, Glenn, Humboldt, Lake, Mendocino, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Siskiyou, Sutter, Tehama, Trinity, Yolo, Yuba

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 16.44 |
| 01012 - Accounting Clerk II | | 18.46 |
| 01013 - Accounting Clerk III | | 20.65 |
| 01020 - Administrative Assistant | | 25.83 |
| 01040 - Court Reporter | | 20.96 |
| 01051 - Data Entry Operator I | | 15.96 |
| 01052 - Data Entry Operator II | | 17.42 |
| 01060 - Dispatcher, Motor Vehicle | | 18.84 |
| 01070 - Document Preparation Clerk | | 14.72 |
| 01090 - Duplicating Machine Operator | | 14.72 |
| 01111 - General Clerk I | | 13.29 |
| 01112 - General Clerk II | | 14.50 |
| 01113 - General Clerk III | | 17.70 |
| 01120 - Housing Referral Assistant | | 22.39 |
| 01141 - Messenger Courier | | 12.25 |
| 01191 - Order Clerk I | | 14.88 |
| 01192 - Order Clerk II | | 16.24 |
| 01261 - Personnel Assistant (Employment) I | | 17.40 |
| 01262 - Personnel Assistant (Employment) II | | 19.46 |
| 01263 - Personnel Assistant (Employment) III | | 21.69 |
| 01270 - Production Control Clerk | | 21.81 |
| 01280 - Receptionist | | 14.72 |
| 01290 - Rental Clerk | | 16.57 |
| 01300 - Scheduler, Maintenance | | 17.83 |
| 01311 - Secretary I | | 17.83 |
| 01312 - Secretary II | | 19.42 |
| 01313 - Secretary III | | 22.39 |
| 01320 - Service Order Dispatcher | | 17.35 |
| 01410 - Supply Technician | | 25.83 |
| 01420 - Survey Worker | | 18.84 |
| 01531 - Travel Clerk I | | 13.87 |
| 01532 - Travel Clerk II | | 14.94 |
| 01533 - Travel Clerk III | | 16.05 |
| 01611 - Word Processor I | | 14.68 |
| 01612 - Word Processor II | | 16.48 |
| 01613 - Word Processor III | | 18.76 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 23.71 |
| 05010 - Automotive Electrician | | 21.36 |
| 05040 - Automotive Glass Installer | | 20.24 |
| 05070 - Automotive Worker | | 20.24 |
| 05110 - Mobile Equipment Servicer | | 17.99 |
| 05130 - Motor Equipment Metal Mechanic | | 22.49 |
| 05160 - Motor Equipment Metal Worker | | 20.24 |
| 05190 - Motor Vehicle Mechanic | | 20.99 |
| 05220 - Motor Vehicle Mechanic Helper | | 16.87 |
| 05250 - Motor Vehicle Upholstery Worker | | 19.11 |
| 05280 - Motor Vehicle Wrecker | | 20.24 |
| 05310 - Painter, Automotive | | 21.36 |

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| 05340 - Radiator Repair Specialist | 20.24 |
| 05370 - Tire Repairer | 14.98 |
| 05400 - Transmission Repair Specialist | 22.49 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 16.27 |
| 07041 - Cook I | 13.92 |
| 07042 - Cook II | 16.01 |
| 07070 - Dishwasher | 10.27 |
| 07130 - Food Service Worker | 10.39 |
| 07210 - Meat Cutter | 18.28 |
| 07260 - Waiter/Waitress | 11.07 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.40 |
| 09040 - Furniture Handler | 12.60 |
| 09080 - Furniture Refinisher | 18.40 |
| 09090 - Furniture Refinisher Helper | 14.53 |
| 09110 - Furniture Repairer, Minor | 16.47 |
| 09130 - Upholsterer | 18.40 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.22 |
| 11060 - Elevator Operator | 12.51 |
| 11090 - Gardener | 16.37 |
| 11122 - Housekeeping Aide | 13.76 |
| 11150 - Janitor | 14.69 |
| 11210 - Laborer, Grounds Maintenance | 13.40 |
| 11240 - Maid or Houseman | 10.40 |
| 11260 - Pruner | 13.31 |
| 11270 - Tractor Operator | 15.37 |
| 11330 - Trail Maintenance Worker | 13.40 |
| 11360 - Window Cleaner | 15.21 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.11 |
| 12011 - Breath Alcohol Technician | 17.11 |
| 12012 - Certified Occupational Therapist Assistant | 25.69 |
| 12015 - Certified Physical Therapist Assistant | 27.25 |
| 12020 - Dental Assistant | 18.21 |
| 12025 - Dental Hygienist | 41.99 |
| 12030 - EKG Technician | 25.68 |
| 12035 - Electroneurodiagnostic Technologist | 25.68 |
| 12040 - Emergency Medical Technician | 16.57 |
| 12071 - Licensed Practical Nurse I | 21.98 |
| 12072 - Licensed Practical Nurse II | 24.59 |
| 12073 - Licensed Practical Nurse III | 27.41 |
| 12100 - Medical Assistant | 15.17 |
| 12130 - Medical Laboratory Technician | 18.62 |
| 12160 - Medical Record Clerk | 17.10 |
| 12190 - Medical Record Technician | 19.12 |
| 12195 - Medical Transcriptionist | 19.08 |
| 12210 - Nuclear Medicine Technologist | 42.90 |
| 12221 - Nursing Assistant I | 12.41 |
| 12222 - Nursing Assistant II | 13.95 |
| 12223 - Nursing Assistant III | 15.53 |
| 12224 - Nursing Assistant IV | 17.44 |
| 12235 - Optical Dispenser | 16.41 |
| 12236 - Optical Technician | 15.75 |
| 12250 - Pharmacy Technician | 17.84 |
| 12280 - Phlebotomist | 17.44 |
| 12305 - Radiologic Technologist | 29.94 |
| 12311 - Registered Nurse I | 40.86 |
| 12312 - Registered Nurse II | 49.98 |
| 12313 - Registered Nurse II, Specialist | 49.98 |
| 12314 - Registered Nurse III | 60.45 |
| 12315 - Registered Nurse III, Anesthetist | 60.45 |

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| 12316 - Registered Nurse IV | 68.50 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.71 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 23.61 |
| 13012 - Exhibits Specialist II | 29.25 |
| 13013 - Exhibits Specialist III | 36.92 |
| 13041 - Illustrator I | 22.71 |
| 13042 - Illustrator II | 28.14 |
| 13043 - Illustrator III | 34.42 |
| 13047 - Librarian | 31.43 |
| 13050 - Library Aide/Clerk | 16.05 |
| 13054 - Library Information Technology Systems Administrator | 25.79 |
| 13058 - Library Technician | 17.11 |
| 13061 - Media Specialist I | 20.48 |
| 13062 - Media Specialist II | 22.91 |
| 13063 - Media Specialist III | 25.53 |
| 13071 - Photographer I | 17.88 |
| 13072 - Photographer II | 21.38 |
| 13073 - Photographer III | 26.50 |
| 13074 - Photographer IV | 33.56 |
| 13075 - Photographer V | 39.20 |
| 13110 - Video Teleconference Technician | 20.53 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.61 |
| 14042 - Computer Operator II | 18.58 |
| 14043 - Computer Operator III | 20.71 |
| 14044 - Computer Operator IV | 23.02 |
| 14045 - Computer Operator V | 25.49 |
| 14071 - Computer Programmer I | (see 1) 23.09 |
| 14072 - Computer Programmer II | (see 1) 27.18 |
| 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 | 16.61 |
| 14160 - Personal Computer Support Technician | 23.02 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 35.36 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 42.77 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 51.27 |
| 15050 - Computer Based Training Specialist / Instructor | 35.36 |
| 15060 - Educational Technologist | 37.05 |
| 15070 - Flight Instructor (Pilot) | 51.27 |
| 15080 - Graphic Artist | 24.56 |
| 15090 - Technical Instructor | 21.60 |
| 15095 - Technical Instructor/Course Developer | 26.48 |
| 15110 - Test Proctor | 17.84 |
| 15120 - Tutor | 17.84 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.76 |
| 16030 - Counter Attendant | 9.76 |
| 16040 - Dry Cleaner | 13.10 |
| 16070 - Finisher, Flatwork, Machine | 9.76 |
| 16090 - Presser, Hand | 9.76 |
| 16110 - Presser, Machine, Drycleaning | 9.76 |
| 16130 - Presser, Machine, Shirts | 9.76 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.76 |
| 16190 - Sewing Machine Operator | 14.22 |
| 16220 - Tailor | 15.33 |
| 16250 - Washer, Machine | 10.85 |
| 19000 - Machine Tool Operation And Repair Occupations | |

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|---|-------|
| 19010 - Machine-Tool Operator (Tool Room) | 20.22 |
| 19040 - Tool And Die Maker | 24.08 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.22 |
| 21030 - Material Coordinator | 21.81 |
| 21040 - Material Expediter | 21.81 |
| 21050 - Material Handling Laborer | 15.20 |
| 21071 - Order Filler | 15.43 |
| 21080 - Production Line Worker (Food Processing) | 19.22 |
| 21110 - Shipping Packer | 14.55 |
| 21130 - Shipping/Receiving Clerk | 14.55 |
| 21140 - Store Worker I | 12.62 |
| 21150 - Stock Clerk | 17.17 |
| 21210 - Tools And Parts Attendant | 19.22 |
| 21410 - Warehouse Specialist | 19.22 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 28.72 |
| 23021 - Aircraft Mechanic I | 27.16 |
| 23022 - Aircraft Mechanic II | 28.72 |
| 23023 - Aircraft Mechanic III | 30.30 |
| 23040 - Aircraft Mechanic Helper | 19.32 |
| 23050 - Aircraft, Painter | 26.71 |
| 23060 - Aircraft Servicer | 22.45 |
| 23080 - Aircraft Worker | 24.04 |
| 23110 - Appliance Mechanic | 21.79 |
| 23120 - Bicycle Repairer | 14.98 |
| 23125 - Cable Splicer | 31.25 |
| 23130 - Carpenter, Maintenance | 24.82 |
| 23140 - Carpet Layer | 21.75 |
| 23160 - Electrician, Maintenance | 23.81 |
| 23181 - Electronics Technician Maintenance I | 24.99 |
| 23182 - Electronics Technician Maintenance II | 26.33 |
| 23183 - Electronics Technician Maintenance III | 31.66 |
| 23260 - Fabric Worker | 20.51 |
| 23290 - Fire Alarm System Mechanic | 22.29 |
| 23310 - Fire Extinguisher Repairer | 19.08 |
| 23311 - Fuel Distribution System Mechanic | 24.98 |
| 23312 - Fuel Distribution System Operator | 19.39 |
| 23370 - General Maintenance Worker | 20.27 |
| 23380 - Ground Support Equipment Mechanic | 27.16 |
| 23381 - Ground Support Equipment Servicer | 22.45 |
| 23382 - Ground Support Equipment Worker | 24.04 |
| 23391 - Gunsmith I | 19.08 |
| 23392 - Gunsmith II | 21.94 |
| 23393 - Gunsmith III | 24.82 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.54 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.90 |
| 23430 - Heavy Equipment Mechanic | 23.20 |
| 23440 - Heavy Equipment Operator | 29.93 |
| 23460 - Instrument Mechanic | 28.78 |
| 23465 - Laboratory/Shelter Mechanic | 23.39 |
| 23470 - Laborer | 15.13 |
| 23510 - Locksmith | 20.24 |
| 23530 - Machinery Maintenance Mechanic | 26.16 |
| 23550 - Machinist, Maintenance | 21.00 |
| 23580 - Maintenance Trades Helper | 17.41 |
| 23591 - Metrology Technician I | 28.78 |
| 23592 - Metrology Technician II | 30.43 |
| 23593 - Metrology Technician III | 32.11 |
| 23640 - Millwright | 27.90 |
| 23710 - Office Appliance Repairer | 20.46 |

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| 23760 - Painter, Maintenance | 21.23 |
| 23790 - Pipefitter, Maintenance | 24.67 |
| 23810 - Plumber, Maintenance | 23.43 |
| 23820 - Pneudraulic Systems Mechanic | 22.92 |
| 23850 - Rigger | 24.82 |
| 23870 - Scale Mechanic | 21.94 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.08 |
| 23910 - Small Engine Mechanic | 20.27 |
| 23931 - Telecommunications Mechanic I | 26.97 |
| 23932 - Telecommunications Mechanic II | 28.53 |
| 23950 - Telephone Lineman | 25.38 |
| 23960 - Welder, Combination, Maintenance | 22.92 |
| 23965 - Well Driller | 24.82 |
| 23970 - Woodcraft Worker | 24.82 |
| 23980 - Woodworker | 17.62 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.80 |
| 24580 - Child Care Center Clerk | 15.96 |
| 24610 - Chore Aide | 11.02 |
| 24620 - Family Readiness And Support Services Coordinator | 16.67 |
| 24630 - Homemaker | 17.70 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.35 |
| 25040 - Sewage Plant Operator | 26.17 |
| 25070 - Stationary Engineer | 27.35 |
| 25190 - Ventilation Equipment Tender | 19.44 |
| 25210 - Water Treatment Plant Operator | 26.17 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 23.80 |
| 27007 - Baggage Inspector | 17.26 |
| 27008 - Corrections Officer | 27.37 |
| 27010 - Court Security Officer | 27.60 |
| 27030 - Detection Dog Handler | 21.22 |
| 27040 - Detention Officer | 27.37 |
| 27070 - Firefighter | 24.10 |
| 27101 - Guard I | 17.26 |
| 27102 - Guard II | 21.22 |
| 27131 - Police Officer I | 32.38 |
| 27132 - Police Officer II | 36.00 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.70 |
| 28042 - Carnival Equipment Repairer | 13.53 |
| 28043 - Carnival Equipment Worker | 10.27 |
| 28210 - Gate Attendant/Gate Tender | 13.96 |
| 28310 - Lifeguard | 11.79 |
| 28350 - Park Attendant (Aide) | 15.61 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.39 |
| 28515 - Recreation Specialist | 19.34 |
| 28630 - Sports Official | 12.43 |
| 28690 - Swimming Pool Operator | 16.90 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 28.29 |
| 29020 - Hatch Tender | 28.29 |
| 29030 - Line Handler | 28.29 |
| 29041 - Stevedore I | 26.44 |
| 29042 - Stevedore II | 30.15 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.29 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.41 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.07 |
| 30021 - Archeological Technician I | 20.33 |
| 30022 - Archeological Technician II | 22.74 |

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| 30023 - Archeological Technician III | 28.16 |
| 30030 - Cartographic Technician | 28.16 |
| 30040 - Civil Engineering Technician | 27.13 |
| 30061 - Drafter/CAD Operator I | 20.33 |
| 30062 - Drafter/CAD Operator II | 22.74 |
| 30063 - Drafter/CAD Operator III | 25.34 |
| 30064 - Drafter/CAD Operator IV | 31.19 |
| 30081 - Engineering Technician I | 16.86 |
| 30082 - Engineering Technician II | 18.93 |
| 30083 - Engineering Technician III | 21.17 |
| 30084 - Engineering Technician IV | 26.23 |
| 30085 - Engineering Technician V | 32.20 |
| 30086 - Engineering Technician VI | 38.82 |
| 30090 - Environmental Technician | 23.61 |
| 30210 - Laboratory Technician | 19.51 |
| 30240 - Mathematical Technician | 28.16 |
| 30361 - Paralegal/Legal Assistant I | 18.92 |
| 30362 - Paralegal/Legal Assistant II | 24.85 |
| 30363 - Paralegal/Legal Assistant III | 30.39 |
| 30364 - Paralegal/Legal Assistant IV | 36.76 |
| 30390 - Photo-Optics Technician | 28.16 |
| 30461 - Technical Writer I | 24.40 |
| 30462 - Technical Writer II | 29.85 |
| 30463 - Technical Writer III | 36.10 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.34 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.44 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.29 |
| 30494 - Unexploded (UXO) Safety Escort | 24.34 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.34 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 25.34 |
| 30621 - Weather Observer, Senior (see 2) | 27.83 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.45 |
| 31030 - Bus Driver | 17.68 |
| 31043 - Driver Courier | 13.82 |
| 31260 - Parking and Lot Attendant | 10.25 |
| 31290 - Shuttle Bus Driver | 14.93 |
| 31310 - Taxi Driver | 11.57 |
| 31361 - Truckdriver, Light | 14.93 |
| 31362 - Truckdriver, Medium | 18.52 |
| 31363 - Truckdriver, Heavy | 20.48 |
| 31364 - Truckdriver, Tractor-Trailer | 20.48 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.97 |
| 99050 - Desk Clerk | 11.35 |
| 99095 - Embalmer | 23.02 |
| 99251 - Laboratory Animal Caretaker I | 11.89 |
| 99252 - Laboratory Animal Caretaker II | 12.85 |
| 99310 - Mortician | 25.00 |
| 99410 - Pest Controller | 16.38 |
| 99510 - Photofinishing Worker | 15.20 |
| 99710 - Recycling Laborer | 21.81 |
| 99711 - Recycling Specialist | 26.05 |
| 99730 - Refuse Collector | 19.70 |
| 99810 - Sales Clerk | 12.32 |
| 99820 - School Crossing Guard | 12.11 |
| 99830 - Survey Party Chief | 38.36 |
| 99831 - Surveying Aide | 20.83 |
| 99832 - Surveying Technician | 28.59 |
| 99840 - Vending Machine Attendant | 13.92 |
| 99841 - Vending Machine Repairer | 16.61 |
| 99842 - Vending Machine Repairer Helper | 13.92 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2057
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Imperial, San Diego

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.61 |
| 01012 - Accounting Clerk II | | 17.52 |
| 01013 - Accounting Clerk III | | 19.61 |
| 01020 - Administrative Assistant | | 25.04 |
| 01040 - Court Reporter | | 19.16 |
| 01051 - Data Entry Operator I | | 15.00 |
| 01052 - Data Entry Operator II | | 16.37 |
| 01060 - Dispatcher, Motor Vehicle | | 19.16 |
| 01070 - Document Preparation Clerk | | 14.63 |
| 01090 - Duplicating Machine Operator | | 14.63 |
| 01111 - General Clerk I | | 13.54 |
| 01112 - General Clerk II | | 15.34 |
| 01113 - General Clerk III | | 17.22 |
| 01120 - Housing Referral Assistant | | 20.30 |
| 01141 - Messenger Courier | | 12.23 |
| 01191 - Order Clerk I | | 14.73 |
| 01192 - Order Clerk II | | 16.08 |
| 01261 - Personnel Assistant (Employment) I | | 18.29 |
| 01262 - Personnel Assistant (Employment) II | | 20.67 |
| 01263 - Personnel Assistant (Employment) III | | 23.10 |
| 01270 - Production Control Clerk | | 22.89 |
| 01280 - Receptionist | | 13.16 |
| 01290 - Rental Clerk | | 16.09 |
| 01300 - Scheduler, Maintenance | | 17.28 |
| 01311 - Secretary I | | 17.28 |
| 01312 - Secretary II | | 18.08 |
| 01313 - Secretary III | | 20.30 |

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| 01320 - Service Order Dispatcher | 17.60 |
| 01410 - Supply Technician | 24.51 |
| 01420 - Survey Worker | 19.16 |
| 01531 - Travel Clerk I | 13.51 |
| 01532 - Travel Clerk II | 14.76 |
| 01533 - Travel Clerk III | 16.21 |
| 01611 - Word Processor I | 16.07 |
| 01612 - Word Processor II | 18.04 |
| 01613 - Word Processor III | 20.18 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.21 |
| 05010 - Automotive Electrician | 22.37 |
| 05040 - Automotive Glass Installer | 21.55 |
| 05070 - Automotive Worker | 21.55 |
| 05110 - Mobile Equipment Servicer | 19.83 |
| 05130 - Motor Equipment Metal Mechanic | 23.16 |
| 05160 - Motor Equipment Metal Worker | 21.55 |
| 05190 - Motor Vehicle Mechanic | 22.75 |
| 05220 - Motor Vehicle Mechanic Helper | 18.60 |
| 05250 - Motor Vehicle Upholstery Worker | 20.75 |
| 05280 - Motor Vehicle Wrecker | 21.55 |
| 05310 - Painter, Automotive | 22.79 |
| 05340 - Radiator Repair Specialist | 21.55 |
| 05370 - Tire Repairer | 15.52 |
| 05400 - Transmission Repair Specialist | 23.16 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.40 |
| 07041 - Cook I | 12.84 |
| 07042 - Cook II | 13.58 |
| 07070 - Dishwasher | 9.46 |
| 07130 - Food Service Worker | 10.31 |
| 07210 - Meat Cutter | 15.71 |
| 07260 - Waiter/Waitress | 9.71 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.94 |
| 09040 - Furniture Handler | 14.32 |
| 09080 - Furniture Refinisher | 19.94 |
| 09090 - Furniture Refinisher Helper | 16.57 |
| 09110 - Furniture Repairer, Minor | 18.49 |
| 09130 - Upholsterer | 19.94 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.96 |
| 11060 - Elevator Operator | 12.96 |
| 11090 - Gardener | 17.18 |
| 11122 - Housekeeping Aide | 12.96 |
| 11150 - Janitor | 12.96 |
| 11210 - Laborer, Grounds Maintenance | 13.92 |
| 11240 - Maid or Houseman | 9.85 |
| 11260 - Pruner | 13.45 |
| 11270 - Tractor Operator | 14.90 |
| 11330 - Trail Maintenance Worker | 13.92 |
| 11360 - Window Cleaner | 14.20 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.34 |
| 12011 - Breath Alcohol Technician | 20.17 |
| 12012 - Certified Occupational Therapist Assistant | 25.81 |
| 12015 - Certified Physical Therapist Assistant | 27.54 |
| 12020 - Dental Assistant | 17.68 |
| 12025 - Dental Hygienist | 40.91 |
| 12030 - EKG Technician | 26.42 |
| 12035 - Electroneurodiagnostic Technologist | 26.42 |
| 12040 - Emergency Medical Technician | 18.34 |
| 12071 - Licensed Practical Nurse I | 19.25 |

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| 12072 - Licensed Practical Nurse II | 21.53 |
| 12073 - Licensed Practical Nurse III | 24.01 |
| 12100 - Medical Assistant | 14.37 |
| 12130 - Medical Laboratory Technician | 20.67 |
| 12160 - Medical Record Clerk | 15.16 |
| 12190 - Medical Record Technician | 16.54 |
| 12195 - Medical Transcriptionist | 19.21 |
| 12210 - Nuclear Medicine Technologist | 36.75 |
| 12221 - Nursing Assistant I | 10.38 |
| 12222 - Nursing Assistant II | 11.67 |
| 12223 - Nursing Assistant III | 12.74 |
| 12224 - Nursing Assistant IV | 14.30 |
| 12235 - Optical Dispenser | 21.24 |
| 12236 - Optical Technician | 16.53 |
| 12250 - Pharmacy Technician | 17.36 |
| 12280 - Phlebotomist | 14.34 |
| 12305 - Radiologic Technologist | 30.68 |
| 12311 - Registered Nurse I | 29.75 |
| 12312 - Registered Nurse II | 35.92 |
| 12313 - Registered Nurse II, Specialist | 35.92 |
| 12314 - Registered Nurse III | 42.67 |
| 12315 - Registered Nurse III, Anesthetist | 42.67 |
| 12316 - Registered Nurse IV | 51.14 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.55 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.91 |
| 13012 - Exhibits Specialist II | 25.91 |
| 13013 - Exhibits Specialist III | 31.68 |
| 13041 - Illustrator I | 21.12 |
| 13042 - Illustrator II | 26.16 |
| 13043 - Illustrator III | 32.00 |
| 13047 - Librarian | 28.91 |
| 13050 - Library Aide/Clerk | 13.29 |
| 13054 - Library Information Technology Systems Administrator | 26.11 |
| 13058 - Library Technician | 17.77 |
| 13061 - Media Specialist I | 18.84 |
| 13062 - Media Specialist II | 21.07 |
| 13063 - Media Specialist III | 23.50 |
| 13071 - Photographer I | 16.33 |
| 13072 - Photographer II | 18.44 |
| 13073 - Photographer III | 22.63 |
| 13074 - Photographer IV | 27.68 |
| 13075 - Photographer V | 33.49 |
| 13110 - Video Teleconference Technician | 17.71 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.02 |
| 14042 - Computer Operator II | 19.04 |
| 14043 - Computer Operator III | 21.22 |
| 14044 - Computer Operator IV | 23.58 |
| 14045 - Computer Operator V | 26.11 |
| 14071 - Computer Programmer I | (see 1) 27.62 |
| 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 | 17.02 |
| 14160 - Personal Computer Support Technician | 23.58 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.51 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.91 |

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| 15030 - Air Crew Training Devices Instructor (Pilot) | 44.25 |
| 15050 - Computer Based Training Specialist / Instructor | 30.51 |
| 15060 - Educational Technologist | 30.67 |
| 15070 - Flight Instructor (Pilot) | 44.25 |
| 15080 - Graphic Artist | 23.93 |
| 15090 - Technical Instructor | 26.13 |
| 15095 - Technical Instructor/Course Developer | 31.96 |
| 15110 - Test Proctor | 21.83 |
| 15120 - Tutor | 21.83 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.79 |
| 16030 - Counter Attendant | 9.79 |
| 16040 - Dry Cleaner | 12.02 |
| 16070 - Finisher, Flatwork, Machine | 9.79 |
| 16090 - Presser, Hand | 9.79 |
| 16110 - Presser, Machine, Drycleaning | 9.79 |
| 16130 - Presser, Machine, Shirts | 9.79 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.79 |
| 16190 - Sewing Machine Operator | 12.81 |
| 16220 - Tailor | 13.55 |
| 16250 - Washer, Machine | 10.49 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.94 |
| 19040 - Tool And Die Maker | 23.80 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.88 |
| 21030 - Material Coordinator | 22.89 |
| 21040 - Material Expediter | 22.89 |
| 21050 - Material Handling Laborer | 13.07 |
| 21071 - Order Filler | 15.33 |
| 21080 - Production Line Worker (Food Processing) | 18.88 |
| 21110 - Shipping Packer | 14.04 |
| 21130 - Shipping/Receiving Clerk | 14.04 |
| 21140 - Store Worker I | 12.48 |
| 21150 - Stock Clerk | 16.40 |
| 21210 - Tools And Parts Attendant | 18.88 |
| 21410 - Warehouse Specialist | 18.88 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.52 |
| 23021 - Aircraft Mechanic I | 25.55 |
| 23022 - Aircraft Mechanic II | 26.52 |
| 23023 - Aircraft Mechanic III | 27.54 |
| 23040 - Aircraft Mechanic Helper | 18.88 |
| 23050 - Aircraft, Painter | 22.46 |
| 23060 - Aircraft Servicer | 21.08 |
| 23080 - Aircraft Worker | 21.88 |
| 23110 - Appliance Mechanic | 20.66 |
| 23120 - Bicycle Repairer | 15.52 |
| 23125 - Cable Splicer | 26.10 |
| 23130 - Carpenter, Maintenance | 22.28 |
| 23140 - Carpet Layer | 18.15 |
| 23160 - Electrician, Maintenance | 23.07 |
| 23181 - Electronics Technician Maintenance I | 22.59 |
| 23182 - Electronics Technician Maintenance II | 23.97 |
| 23183 - Electronics Technician Maintenance III | 27.60 |
| 23260 - Fabric Worker | 20.80 |
| 23290 - Fire Alarm System Mechanic | 23.50 |
| 23310 - Fire Extinguisher Repairer | 19.48 |
| 23311 - Fuel Distribution System Mechanic | 27.67 |
| 23312 - Fuel Distribution System Operator | 21.35 |
| 23370 - General Maintenance Worker | 19.20 |
| 23380 - Ground Support Equipment Mechanic | 25.55 |
| 23381 - Ground Support Equipment Servicer | 21.08 |

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| 23382 - Ground Support Equipment Worker | 21.88 |
| 23391 - Gunsmith I | 19.48 |
| 23392 - Gunsmith II | 22.16 |
| 23393 - Gunsmith III | 24.85 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.57 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.46 |
| 23430 - Heavy Equipment Mechanic | 28.70 |
| 23440 - Heavy Equipment Operator | 28.86 |
| 23460 - Instrument Mechanic | 24.17 |
| 23465 - Laboratory/Shelter Mechanic | 23.51 |
| 23470 - Laborer | 12.27 |
| 23510 - Locksmith | 20.96 |
| 23530 - Machinery Maintenance Mechanic | 24.66 |
| 23550 - Machinist, Maintenance | 20.86 |
| 23580 - Maintenance Trades Helper | 16.57 |
| 23591 - Metrology Technician I | 24.17 |
| 23592 - Metrology Technician II | 25.25 |
| 23593 - Metrology Technician III | 30.26 |
| 23640 - Millwright | 29.26 |
| 23710 - Office Appliance Repairer | 21.74 |
| 23760 - Painter, Maintenance | 21.93 |
| 23790 - Pipefitter, Maintenance | 24.76 |
| 23810 - Plumber, Maintenance | 23.93 |
| 23820 - Pneudraulic Systems Mechanic | 24.85 |
| 23850 - Rigger | 23.07 |
| 23870 - Scale Mechanic | 21.03 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.06 |
| 23910 - Small Engine Mechanic | 21.12 |
| 23931 - Telecommunications Mechanic I | 26.33 |
| 23932 - Telecommunications Mechanic II | 27.33 |
| 23950 - Telephone Lineman | 26.11 |
| 23960 - Welder, Combination, Maintenance | 23.82 |
| 23965 - Well Driller | 24.96 |
| 23970 - Woodcraft Worker | 24.85 |
| 23980 - Woodworker | 18.60 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.87 |
| 24580 - Child Care Center Clerk | 19.94 |
| 24610 - Chore Aide | 10.20 |
| 24620 - Family Readiness And Support Services Coordinator | 17.12 |
| 24630 - Homemaker | 20.77 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.02 |
| 25040 - Sewage Plant Operator | 26.45 |
| 25070 - Stationary Engineer | 27.02 |
| 25190 - Ventilation Equipment Tender | 19.72 |
| 25210 - Water Treatment Plant Operator | 26.45 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 24.53 |
| 27007 - Baggage Inspector | 13.86 |
| 27008 - Corrections Officer | 29.73 |
| 27010 - Court Security Officer | 31.17 |
| 27030 - Detection Dog Handler | 23.51 |
| 27040 - Detention Officer | 29.73 |
| 27070 - Firefighter | 27.18 |
| 27101 - Guard I | 13.86 |
| 27102 - Guard II | 23.51 |
| 27131 - Police Officer I | 35.16 |
| 27132 - Police Officer II | 39.06 |
| 28000 - Recreation Occupations | |

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| 28041 - Carnival Equipment Operator | 15.20 |
| 28042 - Carnival Equipment Repairer | 16.19 |
| 28043 - Carnival Equipment Worker | 10.89 |
| 28210 - Gate Attendant/Gate Tender | 15.62 |
| 28310 - Lifeguard | 13.53 |
| 28350 - Park Attendant (Aide) | 17.38 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.67 |
| 28515 - Recreation Specialist | 21.52 |
| 28630 - Sports Official | 13.84 |
| 28690 - Swimming Pool Operator | 17.11 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 28.99 |
| 29020 - Hatch Tender | 28.99 |
| 29030 - Line Handler | 28.99 |
| 29041 - Stevedore I | 27.21 |
| 29042 - Stevedore II | 30.76 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.91 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.84 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.55 |
| 30021 - Archeological Technician I | 20.59 |
| 30022 - Archeological Technician II | 22.84 |
| 30023 - Archeological Technician III | 28.30 |
| 30030 - Cartographic Technician | 28.30 |
| 30040 - Civil Engineering Technician | 25.89 |
| 30061 - Drafter/CAD Operator I | 20.42 |
| 30062 - Drafter/CAD Operator II | 22.84 |
| 30063 - Drafter/CAD Operator III | 25.47 |
| 30064 - Drafter/CAD Operator IV | 31.34 |
| 30081 - Engineering Technician I | 18.88 |
| 30082 - Engineering Technician II | 21.19 |
| 30083 - Engineering Technician III | 23.70 |
| 30084 - Engineering Technician IV | 29.36 |
| 30085 - Engineering Technician V | 35.91 |
| 30086 - Engineering Technician VI | 43.45 |
| 30090 - Environmental Technician | 22.65 |
| 30210 - Laboratory Technician | 21.62 |
| 30240 - Mathematical Technician | 27.79 |
| 30361 - Paralegal/Legal Assistant I | 21.72 |
| 30362 - Paralegal/Legal Assistant II | 26.91 |
| 30363 - Paralegal/Legal Assistant III | 32.91 |
| 30364 - Paralegal/Legal Assistant IV | 39.82 |
| 30390 - Photo-Optics Technician | 28.30 |
| 30461 - Technical Writer I | 23.46 |
| 30462 - Technical Writer II | 28.69 |
| 30463 - Technical Writer III | 34.71 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.73 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.92 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.87 |
| 30494 - Unexploded (UXO) Safety Escort | 24.73 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.73 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 25.47 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 28.30 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.37 |
| 31030 - Bus Driver | 17.56 |
| 31043 - Driver Courier | 13.59 |
| 31260 - Parking and Lot Attendant | 10.07 |
| 31290 - Shuttle Bus Driver | 14.66 |
| 31310 - Taxi Driver | 12.33 |
| 31361 - Truckdriver, Light | 14.66 |
| 31362 - Truckdriver, Medium | 18.11 |

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|---|-------|
| 31363 - Truckdriver, Heavy | 20.85 |
| 31364 - Truckdriver, Tractor-Trailer | 20.85 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.02 |
| 99050 - Desk Clerk | 10.60 |
| 99095 - Embalmer | 21.58 |
| 99251 - Laboratory Animal Caretaker I | 13.87 |
| 99252 - Laboratory Animal Caretaker II | 14.55 |
| 99310 - Mortician | 23.74 |
| 99410 - Pest Controller | 14.26 |
| 99510 - Photofinishing Worker | 16.54 |
| 99710 - Recycling Laborer | 19.84 |
| 99711 - Recycling Specialist | 24.10 |
| 99730 - Refuse Collector | 18.98 |
| 99810 - Sales Clerk | 13.18 |
| 99820 - School Crossing Guard | 11.77 |
| 99830 - Survey Party Chief | 28.85 |
| 99831 - Surveying Aide | 18.84 |
| 99832 - Surveying Technician | 26.23 |
| 99840 - Vending Machine Attendant | 14.19 |
| 99841 - Vending Machine Repairer | 16.89 |
| 99842 - Vending Machine Repairer Helper | 14.09 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2058
Revision No.: 16
Date of Last Revision: 07/25/2014

State: California

Area: California Counties of Imperial, San Diego

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.61 |
| 01012 - Accounting Clerk II | | 17.52 |
| 01013 - Accounting Clerk III | | 19.61 |
| 01020 - Administrative Assistant | | 25.04 |
| 01040 - Court Reporter | | 19.16 |
| 01051 - Data Entry Operator I | | 15.00 |
| 01052 - Data Entry Operator II | | 16.37 |
| 01060 - Dispatcher, Motor Vehicle | | 19.16 |

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| 01070 | - Document Preparation Clerk | 14.63 |
| 01090 | - Duplicating Machine Operator | 14.63 |
| 01111 | - General Clerk I | 13.54 |
| 01112 | - General Clerk II | 15.34 |
| 01113 | - General Clerk III | 17.22 |
| 01120 | - Housing Referral Assistant | 20.30 |
| 01141 | - Messenger Courier | 12.23 |
| 01191 | - Order Clerk I | 14.73 |
| 01192 | - Order Clerk II | 16.08 |
| 01261 | - Personnel Assistant (Employment) I | 18.29 |
| 01262 | - Personnel Assistant (Employment) II | 20.67 |
| 01263 | - Personnel Assistant (Employment) III | 23.10 |
| 01270 | - Production Control Clerk | 22.89 |
| 01280 | - Receptionist | 13.16 |
| 01290 | - Rental Clerk | 16.09 |
| 01300 | - Scheduler, Maintenance | 17.28 |
| 01311 | - Secretary I | 17.28 |
| 01312 | - Secretary II | 18.08 |
| 01313 | - Secretary III | 20.30 |
| 01320 | - Service Order Dispatcher | 17.60 |
| 01410 | - Supply Technician | 24.51 |
| 01420 | - Survey Worker | 19.16 |
| 01531 | - Travel Clerk I | 13.51 |
| 01532 | - Travel Clerk II | 14.76 |
| 01533 | - Travel Clerk III | 16.21 |
| 01611 | - Word Processor I | 16.07 |
| 01612 | - Word Processor II | 18.04 |
| 01613 | - Word Processor III | 20.18 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 22.21 |
| 05010 | - Automotive Electrician | 22.37 |
| 05040 | - Automotive Glass Installer | 21.55 |
| 05070 | - Automotive Worker | 21.55 |
| 05110 | - Mobile Equipment Servicer | 19.83 |
| 05130 | - Motor Equipment Metal Mechanic | 23.16 |
| 05160 | - Motor Equipment Metal Worker | 21.55 |
| 05190 | - Motor Vehicle Mechanic | 22.75 |
| 05220 | - Motor Vehicle Mechanic Helper | 18.60 |
| 05250 | - Motor Vehicle Upholstery Worker | 20.75 |
| 05280 | - Motor Vehicle Wrecker | 21.55 |
| 05310 | - Painter, Automotive | 22.79 |
| 05340 | - Radiator Repair Specialist | 21.55 |
| 05370 | - Tire Repairer | 15.52 |
| 05400 | - Transmission Repair Specialist | 23.16 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 12.40 |
| 07041 | - Cook I | 12.84 |
| 07042 | - Cook II | 13.58 |
| 07070 | - Dishwasher | 9.46 |
| 07130 | - Food Service Worker | 10.31 |
| 07210 | - Meat Cutter | 15.71 |
| 07260 | - Waiter/Waitress | 9.71 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 19.94 |
| 09040 | - Furniture Handler | 14.32 |
| 09080 | - Furniture Refinisher | 19.94 |
| 09090 | - Furniture Refinisher Helper | 16.57 |
| 09110 | - Furniture Repairer, Minor | 18.49 |
| 09130 | - Upholsterer | 19.94 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 12.96 |
| 11060 | - Elevator Operator | 12.96 |
| 11090 | - Gardener | 17.18 |

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| 11122 - Housekeeping Aide | 12.96 |
| 11150 - Janitor | 12.96 |
| 11210 - Laborer, Grounds Maintenance | 13.92 |
| 11240 - Maid or Houseman | 9.85 |
| 11260 - Pruner | 13.45 |
| 11270 - Tractor Operator | 14.90 |
| 11330 - Trail Maintenance Worker | 13.92 |
| 11360 - Window Cleaner | 14.20 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.34 |
| 12011 - Breath Alcohol Technician | 20.17 |
| 12012 - Certified Occupational Therapist Assistant | 25.81 |
| 12015 - Certified Physical Therapist Assistant | 27.54 |
| 12020 - Dental Assistant | 17.68 |
| 12025 - Dental Hygienist | 40.91 |
| 12030 - EKG Technician | 26.42 |
| 12035 - Electroneurodiagnostic Technologist | 26.42 |
| 12040 - Emergency Medical Technician | 18.34 |
| 12071 - Licensed Practical Nurse I | 19.25 |
| 12072 - Licensed Practical Nurse II | 21.53 |
| 12073 - Licensed Practical Nurse III | 24.01 |
| 12100 - Medical Assistant | 14.37 |
| 12130 - Medical Laboratory Technician | 20.67 |
| 12160 - Medical Record Clerk | 15.16 |
| 12190 - Medical Record Technician | 16.54 |
| 12195 - Medical Transcriptionist | 19.21 |
| 12210 - Nuclear Medicine Technologist | 36.75 |
| 12221 - Nursing Assistant I | 10.38 |
| 12222 - Nursing Assistant II | 11.67 |
| 12223 - Nursing Assistant III | 12.74 |
| 12224 - Nursing Assistant IV | 14.30 |
| 12235 - Optical Dispenser | 21.24 |
| 12236 - Optical Technician | 16.53 |
| 12250 - Pharmacy Technician | 17.36 |
| 12280 - Phlebotomist | 14.34 |
| 12305 - Radiologic Technologist | 30.68 |
| 12311 - Registered Nurse I | 29.75 |
| 12312 - Registered Nurse II | 35.92 |
| 12313 - Registered Nurse II, Specialist | 35.92 |
| 12314 - Registered Nurse III | 42.67 |
| 12315 - Registered Nurse III, Anesthetist | 42.67 |
| 12316 - Registered Nurse IV | 51.14 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.55 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.91 |
| 13012 - Exhibits Specialist II | 25.91 |
| 13013 - Exhibits Specialist III | 31.68 |
| 13041 - Illustrator I | 21.12 |
| 13042 - Illustrator II | 26.16 |
| 13043 - Illustrator III | 32.00 |
| 13047 - Librarian | 28.91 |
| 13050 - Library Aide/Clerk | 13.29 |
| 13054 - Library Information Technology Systems Administrator | 26.11 |
| 13058 - Library Technician | 17.77 |
| 13061 - Media Specialist I | 18.84 |
| 13062 - Media Specialist II | 21.07 |
| 13063 - Media Specialist III | 23.50 |
| 13071 - Photographer I | 16.33 |
| 13072 - Photographer II | 18.44 |
| 13073 - Photographer III | 22.63 |
| 13074 - Photographer IV | 27.68 |
| 13075 - Photographer V | 33.49 |

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| 13110 - Video Teleconference Technician | 17.71 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.02 |
| 14042 - Computer Operator II | 19.04 |
| 14043 - Computer Operator III | 21.22 |
| 14044 - Computer Operator IV | 23.58 |
| 14045 - Computer Operator V | 26.11 |
| 14071 - Computer Programmer I | (see 1) 27.62 |
| 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 | 17.02 |
| 14160 - Personal Computer Support Technician | 23.58 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.51 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.91 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 44.25 |
| 15050 - Computer Based Training Specialist / Instructor | 30.51 |
| 15060 - Educational Technologist | 30.67 |
| 15070 - Flight Instructor (Pilot) | 44.25 |
| 15080 - Graphic Artist | 23.93 |
| 15090 - Technical Instructor | 26.13 |
| 15095 - Technical Instructor/Course Developer | 31.96 |
| 15110 - Test Proctor | 21.83 |
| 15120 - Tutor | 21.83 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.79 |
| 16030 - Counter Attendant | 9.79 |
| 16040 - Dry Cleaner | 12.02 |
| 16070 - Finisher, Flatwork, Machine | 9.79 |
| 16090 - Presser, Hand | 9.79 |
| 16110 - Presser, Machine, Drycleaning | 9.79 |
| 16130 - Presser, Machine, Shirts | 9.79 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.79 |
| 16190 - Sewing Machine Operator | 12.81 |
| 16220 - Tailor | 13.55 |
| 16250 - Washer, Machine | 10.49 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.94 |
| 19040 - Tool And Die Maker | 23.80 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.88 |
| 21030 - Material Coordinator | 22.89 |
| 21040 - Material Expediter | 22.89 |
| 21050 - Material Handling Laborer | 13.07 |
| 21071 - Order Filler | 15.33 |
| 21080 - Production Line Worker (Food Processing) | 18.88 |
| 21110 - Shipping Packer | 14.04 |
| 21130 - Shipping/Receiving Clerk | 14.04 |
| 21140 - Store Worker I | 12.48 |
| 21150 - Stock Clerk | 16.40 |
| 21210 - Tools And Parts Attendant | 18.88 |
| 21410 - Warehouse Specialist | 18.88 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 26.52 |
| 23021 - Aircraft Mechanic I | 25.55 |
| 23022 - Aircraft Mechanic II | 26.52 |
| 23023 - Aircraft Mechanic III | 27.54 |
| 23040 - Aircraft Mechanic Helper | 18.88 |
| 23050 - Aircraft, Painter | 22.46 |

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| 23060 - Aircraft Servicer | 21.08 |
| 23080 - Aircraft Worker | 21.88 |
| 23110 - Appliance Mechanic | 20.66 |
| 23120 - Bicycle Repairer | 15.52 |
| 23125 - Cable Splicer | 26.10 |
| 23130 - Carpenter, Maintenance | 22.28 |
| 23140 - Carpet Layer | 18.15 |
| 23160 - Electrician, Maintenance | 23.07 |
| 23181 - Electronics Technician Maintenance I | 22.59 |
| 23182 - Electronics Technician Maintenance II | 23.97 |
| 23183 - Electronics Technician Maintenance III | 27.60 |
| 23260 - Fabric Worker | 20.80 |
| 23290 - Fire Alarm System Mechanic | 23.50 |
| 23310 - Fire Extinguisher Repairer | 19.48 |
| 23311 - Fuel Distribution System Mechanic | 27.67 |
| 23312 - Fuel Distribution System Operator | 21.35 |
| 23370 - General Maintenance Worker | 19.20 |
| 23380 - Ground Support Equipment Mechanic | 25.55 |
| 23381 - Ground Support Equipment Servicer | 21.08 |
| 23382 - Ground Support Equipment Worker | 21.88 |
| 23391 - Gunsmith I | 19.48 |
| 23392 - Gunsmith II | 22.16 |
| 23393 - Gunsmith III | 24.85 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.57 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.46 |
| 23430 - Heavy Equipment Mechanic | 28.70 |
| 23440 - Heavy Equipment Operator | 28.86 |
| 23460 - Instrument Mechanic | 24.17 |
| 23465 - Laboratory/Shelter Mechanic | 23.51 |
| 23470 - Laborer | 12.27 |
| 23510 - Locksmith | 20.96 |
| 23530 - Machinery Maintenance Mechanic | 24.66 |
| 23550 - Machinist, Maintenance | 20.86 |
| 23580 - Maintenance Trades Helper | 16.57 |
| 23591 - Metrology Technician I | 24.17 |
| 23592 - Metrology Technician II | 25.25 |
| 23593 - Metrology Technician III | 30.26 |
| 23640 - Millwright | 29.26 |
| 23710 - Office Appliance Repairer | 21.74 |
| 23760 - Painter, Maintenance | 21.93 |
| 23790 - Pipefitter, Maintenance | 24.76 |
| 23810 - Plumber, Maintenance | 23.93 |
| 23820 - Pneudraulic Systems Mechanic | 24.85 |
| 23850 - Rigger | 23.07 |
| 23870 - Scale Mechanic | 21.03 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.06 |
| 23910 - Small Engine Mechanic | 21.12 |
| 23931 - Telecommunications Mechanic I | 26.33 |
| 23932 - Telecommunications Mechanic II | 27.33 |
| 23950 - Telephone Lineman | 26.11 |
| 23960 - Welder, Combination, Maintenance | 23.82 |
| 23965 - Well Driller | 24.96 |
| 23970 - Woodcraft Worker | 24.85 |
| 23980 - Woodworker | 18.60 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.87 |
| 24580 - Child Care Center Clerk | 19.94 |
| 24610 - Chore Aide | 10.20 |
| 24620 - Family Readiness And Support Services Coordinator | 17.12 |
| 24630 - Homemaker | 20.77 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.02 |
| 25040 - Sewage Plant Operator | 26.45 |
| 25070 - Stationary Engineer | 27.02 |
| 25190 - Ventilation Equipment Tender | 19.72 |
| 25210 - Water Treatment Plant Operator | 26.45 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 24.53 |
| 27007 - Baggage Inspector | 13.86 |
| 27008 - Corrections Officer | 29.73 |
| 27010 - Court Security Officer | 31.17 |
| 27030 - Detection Dog Handler | 23.51 |
| 27040 - Detention Officer | 29.73 |
| 27070 - Firefighter | 27.18 |
| 27101 - Guard I | 13.86 |
| 27102 - Guard II | 23.51 |
| 27131 - Police Officer I | 35.16 |
| 27132 - Police Officer II | 39.06 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.20 |
| 28042 - Carnival Equipment Repairer | 16.19 |
| 28043 - Carnival Equipment Worker | 10.89 |
| 28210 - Gate Attendant/Gate Tender | 15.62 |
| 28310 - Lifeguard | 13.53 |
| 28350 - Park Attendant (Aide) | 17.38 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.67 |
| 28515 - Recreation Specialist | 21.52 |
| 28630 - Sports Official | 13.84 |
| 28690 - Swimming Pool Operator | 17.11 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 28.99 |
| 29020 - Hatch Tender | 28.99 |
| 29030 - Line Handler | 28.99 |
| 29041 - Stevedore I | 27.21 |
| 29042 - Stevedore II | 30.76 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.91 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.84 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.55 |
| 30021 - Archeological Technician I | 20.59 |
| 30022 - Archeological Technician II | 22.84 |
| 30023 - Archeological Technician III | 28.30 |
| 30030 - Cartographic Technician | 28.30 |
| 30040 - Civil Engineering Technician | 25.89 |
| 30061 - Drafter/CAD Operator I | 20.42 |
| 30062 - Drafter/CAD Operator II | 22.84 |
| 30063 - Drafter/CAD Operator III | 25.47 |
| 30064 - Drafter/CAD Operator IV | 31.34 |
| 30081 - Engineering Technician I | 18.88 |
| 30082 - Engineering Technician II | 21.19 |
| 30083 - Engineering Technician III | 23.70 |
| 30084 - Engineering Technician IV | 29.36 |
| 30085 - Engineering Technician V | 35.91 |
| 30086 - Engineering Technician VI | 43.45 |
| 30090 - Environmental Technician | 22.65 |
| 30210 - Laboratory Technician | 21.62 |
| 30240 - Mathematical Technician | 27.79 |
| 30361 - Paralegal/Legal Assistant I | 21.72 |
| 30362 - Paralegal/Legal Assistant II | 26.91 |
| 30363 - Paralegal/Legal Assistant III | 32.91 |
| 30364 - Paralegal/Legal Assistant IV | 39.82 |
| 30390 - Photo-Optics Technician | 28.30 |
| 30461 - Technical Writer I | 23.46 |

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| 30462 - Technical Writer II | 28.69 |
| 30463 - Technical Writer III | 34.71 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.73 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.92 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.87 |
| 30494 - Unexploded (UXO) Safety Escort | 24.73 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.73 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 25.47 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 28.30 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.37 |
| 31030 - Bus Driver | 17.56 |
| 31043 - Driver Courier | 13.59 |
| 31260 - Parking and Lot Attendant | 10.07 |
| 31290 - Shuttle Bus Driver | 14.66 |
| 31310 - Taxi Driver | 12.33 |
| 31361 - Truckdriver, Light | 14.66 |
| 31362 - Truckdriver, Medium | 18.11 |
| 31363 - Truckdriver, Heavy | 20.85 |
| 31364 - Truckdriver, Tractor-Trailer | 20.85 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.02 |
| 99050 - Desk Clerk | 10.60 |
| 99095 - Embalmer | 21.58 |
| 99251 - Laboratory Animal Caretaker I | 13.87 |
| 99252 - Laboratory Animal Caretaker II | 14.55 |
| 99310 - Mortician | 23.74 |
| 99410 - Pest Controller | 14.26 |
| 99510 - Photofinishing Worker | 16.54 |
| 99710 - Recycling Laborer | 19.84 |
| 99711 - Recycling Specialist | 24.10 |
| 99730 - Refuse Collector | 18.98 |
| 99810 - Sales Clerk | 13.18 |
| 99820 - School Crossing Guard | 11.77 |
| 99830 - Survey Party Chief | 28.85 |
| 99831 - Surveying Aide | 18.84 |
| 99832 - Surveying Technician | 26.23 |
| 99840 - Vending Machine Attendant | 14.19 |
| 99841 - Vending Machine Repairer | 16.89 |
| 99842 - Vending Machine Repairer Helper | 14.09 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed

occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski

Division of

Wage Determination No.: 2005-2059
Revision No.: 15

OCCUPATION NOTE:

benefits for San Francisco County.

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

05040 - Automotive Glass Installer

| | |
|--|-------|
| 05070 - Automotive Worker | 24.75 |
| 05110 - Mobile Equipment Servicer | 21.54 |
| 05130 - Motor Equipment Metal Mechanic | 25.85 |
| 05160 - Motor Equipment Metal Worker | 23.66 |
| 05190 - Motor Vehicle Mechanic | 25.64 |
| 05220 - Motor Vehicle Mechanic Helper | 20.21 |
| 05250 - Motor Vehicle Upholstery Worker | 22.61 |
| 05280 - Motor Vehicle Wrecker | 23.66 |
| 05310 - Painter, Automotive | 24.75 |
| 05340 - Radiator Repair Specialist | 23.66 |
| 05370 - Tire Repairer | 17.44 |
| 05400 - Transmission Repair Specialist | 25.85 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 18.24 |
| 07041 - Cook I | 16.43 |
| 07042 - Cook II | 20.06 |
| 07070 - Dishwasher | 12.45 |
| 07130 - Food Service Worker | 12.45 |
| 07210 - Meat Cutter | 18.24 |
| 07260 - Waiter/Waitress | 13.50 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 21.82 |
| 09040 - Furniture Handler | 15.17 |
| 09080 - Furniture Refinisher | 21.82 |
| 09090 - Furniture Refinisher Helper | 17.82 |
| 09110 - Furniture Repairer, Minor | 19.37 |
| 09130 - Upholsterer | 21.82 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.97 |
| 11060 - Elevator Operator | 14.10 |
| 11090 - Gardener | 23.78 |
| 11122 - Housekeeping Aide | 14.89 |
| 11150 - Janitor | 14.89 |
| 11210 - Laborer, Grounds Maintenance | 18.29 |
| 11240 - Maid or Houseman | 12.80 |
| 11260 - Pruner | 17.19 |
| 11270 - Tractor Operator | 21.58 |
| 11330 - Trail Maintenance Worker | 18.29 |
| 11360 - Window Cleaner | 16.07 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 23.48 |
| 12011 - Breath Alcohol Technician | 23.48 |
| 12012 - Certified Occupational Therapist Assistant | 25.78 |
| 12015 - Certified Physical Therapist Assistant | 27.94 |
| 12020 - Dental Assistant | 21.98 |
| 12025 - Dental Hygienist | 46.56 |
| 12030 - EKG Technician | 27.59 |
| 12035 - Electroneurodiagnostic Technologist | 27.59 |
| 12040 - Emergency Medical Technician | 23.48 |
| 12071 - Licensed Practical Nurse I | 23.14 |
| 12072 - Licensed Practical Nurse II | 25.96 |
| 12073 - Licensed Practical Nurse III | 29.04 |
| 12100 - Medical Assistant | 20.98 |
| 12130 - Medical Laboratory Technician | 23.05 |
| 12160 - Medical Record Clerk | 21.00 |
| 12190 - Medical Record Technician | 23.48 |
| 12195 - Medical Transcriptionist | 20.55 |
| 12210 - Nuclear Medicine Technologist | 45.90 |
| 12221 - Nursing Assistant I | 13.66 |
| 12222 - Nursing Assistant II | 15.35 |
| 12223 - Nursing Assistant III | 16.75 |
| 12224 - Nursing Assistant IV | 18.81 |
| 12235 - Optical Dispenser | 22.64 |

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|---|---------------|
| 12236 - Optical Technician | 18.22 |
| 12250 - Pharmacy Technician | 21.69 |
| 12280 - Phlebotomist | 18.81 |
| 12305 - Radiologic Technologist | 35.21 |
| 12311 - Registered Nurse I | 43.85 |
| 12312 - Registered Nurse II | 53.66 |
| 12313 - Registered Nurse II, Specialist | 53.66 |
| 12314 - Registered Nurse III | 64.90 |
| 12315 - Registered Nurse III, Anesthetist | 64.90 |
| 12316 - Registered Nurse IV | 77.80 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 34.02 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 25.67 |
| 13012 - Exhibits Specialist II | 31.80 |
| 13013 - Exhibits Specialist III | 38.86 |
| 13041 - Illustrator I | 24.07 |
| 13042 - Illustrator II | 29.81 |
| 13043 - Illustrator III | 36.48 |
| 13047 - Librarian | 35.64 |
| 13050 - Library Aide/Clerk | 20.80 |
| 13054 - Library Information Technology Systems Administrator | 31.06 |
| 13058 - Library Technician | 26.04 |
| 13061 - Media Specialist I | 22.42 |
| 13062 - Media Specialist II | 25.08 |
| 13063 - Media Specialist III | 27.96 |
| 13071 - Photographer I | 20.39 |
| 13072 - Photographer II | 22.81 |
| 13073 - Photographer III | 28.23 |
| 13074 - Photographer IV | 34.56 |
| 13075 - Photographer V | 41.81 |
| 13110 - Video Teleconference Technician | 23.30 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.80 |
| 14042 - Computer Operator II | 22.18 |
| 14043 - Computer Operator III | 24.69 |
| 14044 - Computer Operator IV | 27.43 |
| 14045 - Computer Operator V | 30.39 |
| 14071 - Computer Programmer I | (see 1) 27.62 |
| 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 | 19.80 |
| 14160 - Personal Computer Support Technician | 27.43 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.97 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.74 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 53.36 |
| 15050 - Computer Based Training Specialist / Instructor | 36.97 |
| 15060 - Educational Technologist | 32.03 |
| 15070 - Flight Instructor (Pilot) | 53.36 |
| 15080 - Graphic Artist | 31.77 |
| 15090 - Technical Instructor | 28.46 |
| 15095 - Technical Instructor/Course Developer | 34.82 |
| 15110 - Test Proctor | 22.97 |
| 15120 - Tutor | 22.97 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.71 |
| 16030 - Counter Attendant | 10.71 |
| 16040 - Dry Cleaner | 14.57 |

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| 16070 - Finisher, Flatwork, Machine | 10.71 |
| 16090 - Presser, Hand | 10.71 |
| 16110 - Presser, Machine, Drycleaning | 10.71 |
| 16130 - Presser, Machine, Shirts | 10.71 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.71 |
| 16190 - Sewing Machine Operator | 15.86 |
| 16220 - Tailor | 17.13 |
| 16250 - Washer, Machine | 12.01 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.84 |
| 19040 - Tool And Die Maker | 26.94 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.56 |
| 21030 - Material Coordinator | 28.05 |
| 21040 - Material Expediter | 28.05 |
| 21050 - Material Handling Laborer | 16.69 |
| 21071 - Order Filler | 15.60 |
| 21080 - Production Line Worker (Food Processing) | 19.56 |
| 21110 - Shipping Packer | 17.79 |
| 21130 - Shipping/Receiving Clerk | 17.79 |
| 21140 - Store Worker I | 14.54 |
| 21150 - Stock Clerk | 20.01 |
| 21210 - Tools And Parts Attendant | 19.56 |
| 21410 - Warehouse Specialist | 19.56 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 30.51 |
| 23021 - Aircraft Mechanic I | 29.02 |
| 23022 - Aircraft Mechanic II | 30.51 |
| 23023 - Aircraft Mechanic III | 31.80 |
| 23040 - Aircraft Mechanic Helper | 21.20 |
| 23050 - Aircraft, Painter | 25.78 |
| 23060 - Aircraft Servicer | 24.55 |
| 23080 - Aircraft Worker | 26.05 |
| 23110 - Appliance Mechanic | 22.85 |
| 23120 - Bicycle Repairer | 18.57 |
| 23125 - Cable Splicer | 30.82 |
| 23130 - Carpenter, Maintenance | 26.08 |
| 23140 - Carpet Layer | 25.09 |
| 23160 - Electrician, Maintenance | 37.22 |
| 23181 - Electronics Technician Maintenance I | 30.54 |
| 23182 - Electronics Technician Maintenance II | 32.27 |
| 23183 - Electronics Technician Maintenance III | 34.02 |
| 23260 - Fabric Worker | 24.18 |
| 23290 - Fire Alarm System Mechanic | 26.76 |
| 23310 - Fire Extinguisher Repairer | 23.32 |
| 23311 - Fuel Distribution System Mechanic | 30.15 |
| 23312 - Fuel Distribution System Operator | 23.74 |
| 23370 - General Maintenance Worker | 22.50 |
| 23380 - Ground Support Equipment Mechanic | 29.02 |
| 23381 - Ground Support Equipment Servicer | 24.55 |
| 23382 - Ground Support Equipment Worker | 26.05 |
| 23391 - Gunsmith I | 23.32 |
| 23392 - Gunsmith II | 26.46 |
| 23393 - Gunsmith III | 29.48 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 28.32 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 29.77 |
| 23430 - Heavy Equipment Mechanic | 30.65 |
| 23440 - Heavy Equipment Operator | 33.19 |
| 23460 - Instrument Mechanic | 32.04 |
| 23465 - Laboratory/Shelter Mechanic | 27.92 |
| 23470 - Laborer | 16.00 |

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| 23510 - Locksmith | 21.82 |
| 23530 - Machinery Maintenance Mechanic | 28.28 |
| 23550 - Machinist, Maintenance | 27.28 |
| 23580 - Maintenance Trades Helper | 16.99 |
| 23591 - Metrology Technician I | 32.04 |
| 23592 - Metrology Technician II | 33.68 |
| 23593 - Metrology Technician III | 35.11 |
| 23640 - Millwright | 32.38 |
| 23710 - Office Appliance Repairer | 23.08 |
| 23760 - Painter, Maintenance | 25.25 |
| 23790 - Pipefitter, Maintenance | 31.65 |
| 23810 - Plumber, Maintenance | 31.31 |
| 23820 - Pneudraulic Systems Mechanic | 29.48 |
| 23850 - Rigger | 27.83 |
| 23870 - Scale Mechanic | 26.46 |
| 23890 - Sheet-Metal Worker, Maintenance | 31.09 |
| 23910 - Small Engine Mechanic | 21.21 |
| 23931 - Telecommunications Mechanic I | 28.12 |
| 23932 - Telecommunications Mechanic II | 29.56 |
| 23950 - Telephone Lineman | 26.27 |
| 23960 - Welder, Combination, Maintenance | 23.20 |
| 23965 - Well Driller | 29.15 |
| 23970 - Woodcraft Worker | 29.48 |
| 23980 - Woodworker | 22.11 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.57 |
| 24580 - Child Care Center Clerk | 17.26 |
| 24610 - Chore Aide | 11.44 |
| 24620 - Family Readiness And Support Services Coordinator | 19.02 |
| 24630 - Homemaker | 17.13 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 38.18 |
| 25040 - Sewage Plant Operator | 32.79 |
| 25070 - Stationary Engineer | 38.18 |
| 25190 - Ventilation Equipment Tender | 27.90 |
| 25210 - Water Treatment Plant Operator | 32.79 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 28.75 |
| 27007 - Baggage Inspector | 14.34 |
| 27008 - Corrections Officer | 38.39 |
| 27010 - Court Security Officer | 39.43 |
| 27030 - Detection Dog Handler | 25.35 |
| 27040 - Detention Officer | 38.39 |
| 27070 - Firefighter | 36.20 |
| 27101 - Guard I | 14.34 |
| 27102 - Guard II | 25.35 |
| 27131 - Police Officer I | 42.92 |
| 27132 - Police Officer II | 47.21 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.59 |
| 28042 - Carnival Equipment Repairer | 16.60 |
| 28043 - Carnival Equipment Worker | 12.45 |
| 28210 - Gate Attendant/Gate Tender | 18.04 |
| 28310 - Lifeguard | 13.82 |
| 28350 - Park Attendant (Aide) | 20.19 |
| 28510 - Recreation Aide/Health Facility Attendant | 15.30 |
| 28515 - Recreation Specialist | 21.02 |
| 28630 - Sports Official | 16.07 |
| 28690 - Swimming Pool Operator | 22.07 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.10 |
| 29020 - Hatch Tender | 29.10 |

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| 29030 - Line Handler | 29.10 |
| 29041 - Stevedore I | 27.42 |
| 29042 - Stevedore II | 30.75 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 42.35 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 29.20 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 32.16 |
| 30021 - Archeological Technician I | 23.47 |
| 30022 - Archeological Technician II | 27.80 |
| 30023 - Archeological Technician III | 34.44 |
| 30030 - Cartographic Technician | 34.44 |
| 30040 - Civil Engineering Technician | 31.67 |
| 30061 - Drafter/CAD Operator I | 24.86 |
| 30062 - Drafter/CAD Operator II | 27.80 |
| 30063 - Drafter/CAD Operator III | 30.99 |
| 30064 - Drafter/CAD Operator IV | 38.15 |
| 30081 - Engineering Technician I | 18.90 |
| 30082 - Engineering Technician II | 21.22 |
| 30083 - Engineering Technician III | 23.73 |
| 30084 - Engineering Technician IV | 29.40 |
| 30085 - Engineering Technician V | 35.98 |
| 30086 - Engineering Technician VI | 43.51 |
| 30090 - Environmental Technician | 27.51 |
| 30210 - Laboratory Technician | 23.42 |
| 30240 - Mathematical Technician | 35.89 |
| 30361 - Paralegal/Legal Assistant I | 23.52 |
| 30362 - Paralegal/Legal Assistant II | 29.13 |
| 30363 - Paralegal/Legal Assistant III | 35.65 |
| 30364 - Paralegal/Legal Assistant IV | 43.11 |
| 30390 - Photo-Optics Technician | 35.89 |
| 30461 - Technical Writer I | 26.03 |
| 30462 - Technical Writer II | 31.72 |
| 30463 - Technical Writer III | 38.31 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 26.92 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 32.56 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 39.03 |
| 30494 - Unexploded (UXO) Safety Escort | 26.92 |
| 30495 - Unexploded (UXO) Sweep Personnel | 26.92 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 30.99 |
| 30621 - Weather Observer, Senior (see 2) | 32.89 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.39 |
| 31030 - Bus Driver | 20.01 |
| 31043 - Driver Courier | 17.77 |
| 31260 - Parking and Lot Attendant | 12.49 |
| 31290 - Shuttle Bus Driver | 19.22 |
| 31310 - Taxi Driver | 15.44 |
| 31361 - Truckdriver, Light | 19.22 |
| 31362 - Truckdriver, Medium | 20.64 |
| 31363 - Truckdriver, Heavy | 22.39 |
| 31364 - Truckdriver, Tractor-Trailer | 22.39 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 13.32 |
| 99050 - Desk Clerk | 13.67 |
| 99095 - Embalmer | 25.13 |
| 99251 - Laboratory Animal Caretaker I | 15.27 |
| 99252 - Laboratory Animal Caretaker II | 16.53 |
| 99310 - Mortician | 29.47 |
| 99410 - Pest Controller | 18.30 |
| 99510 - Photofinishing Worker | 17.70 |
| 99710 - Recycling Laborer | 25.19 |
| 99711 - Recycling Specialist | 28.66 |

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| 99730 - Refuse Collector | 22.65 |
| 99810 - Sales Clerk | 15.51 |
| 99820 - School Crossing Guard | 13.75 |
| 99830 - Survey Party Chief | 40.68 |
| 99831 - Surveying Aide | 23.51 |
| 99832 - Surveying Technician | 27.74 |
| 99840 - Vending Machine Attendant | 15.59 |
| 99841 - Vending Machine Repairer | 18.24 |
| 99842 - Vending Machine Repairer Helper | 15.59 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 12 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 4174)

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. Conformance 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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2060
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Marin, San Francisco, San Mateo
OCCUPATION NOTE:

Janitor: The rate for the Janitor occupation applies to Marin and San Mateo Counties Only. See Wage Determination 1974-1257 for wage rates and fringe benefits for San Francisco County.

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.92 |
| 01012 - Accounting Clerk II | | 20.12 |
| 01013 - Accounting Clerk III | | 22.50 |
| 01020 - Administrative Assistant | | 30.87 |
| 01040 - Court Reporter | | 27.93 |
| 01051 - Data Entry Operator I | | 15.38 |
| 01052 - Data Entry Operator II | | 16.78 |
| 01060 - Dispatcher, Motor Vehicle | | 29.13 |
| 01070 - Document Preparation Clerk | | 15.51 |
| 01090 - Duplicating Machine Operator | | 15.51 |
| 01111 - General Clerk I | | 15.87 |
| 01112 - General Clerk II | | 17.31 |

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| 01113 | - General Clerk III | 19.60 |
| 01120 | - Housing Referral Assistant | 28.83 |
| 01141 | - Messenger Courier | 14.20 |
| 01191 | - Order Clerk I | 16.98 |
| 01192 | - Order Clerk II | 18.58 |
| 01261 | - Personnel Assistant (Employment) I | 19.80 |
| 01262 | - Personnel Assistant (Employment) II | 22.18 |
| 01263 | - Personnel Assistant (Employment) III | 24.69 |
| 01270 | - Production Control Clerk | 28.05 |
| 01280 | - Receptionist | 17.21 |
| 01290 | - Rental Clerk | 19.43 |
| 01300 | - Scheduler, Maintenance | 23.10 |
| 01311 | - Secretary I | 23.12 |
| 01312 | - Secretary II | 25.86 |
| 01313 | - Secretary III | 28.83 |
| 01320 | - Service Order Dispatcher | 28.67 |
| 01410 | - Supply Technician | 30.87 |
| 01420 | - Survey Worker | 22.72 |
| 01531 | - Travel Clerk I | 15.41 |
| 01532 | - Travel Clerk II | 17.34 |
| 01533 | - Travel Clerk III | 19.53 |
| 01611 | - Word Processor I | 20.77 |
| 01612 | - Word Processor II | 23.32 |
| 01613 | - Word Processor III | 26.09 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 24.75 |
| 05010 | - Automotive Electrician | 24.75 |
| 05040 | - Automotive Glass Installer | 21.60 |
| 05070 | - Automotive Worker | 24.75 |
| 05110 | - Mobile Equipment Servicer | 21.54 |
| 05130 | - Motor Equipment Metal Mechanic | 25.85 |
| 05160 | - Motor Equipment Metal Worker | 23.66 |
| 05190 | - Motor Vehicle Mechanic | 25.64 |
| 05220 | - Motor Vehicle Mechanic Helper | 20.21 |
| 05250 | - Motor Vehicle Upholstery Worker | 22.61 |
| 05280 | - Motor Vehicle Wrecker | 23.66 |
| 05310 | - Painter, Automotive | 24.75 |
| 05340 | - Radiator Repair Specialist | 23.66 |
| 05370 | - Tire Repairer | 17.44 |
| 05400 | - Transmission Repair Specialist | 25.85 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 18.24 |
| 07041 | - Cook I | 16.43 |
| 07042 | - Cook II | 20.06 |
| 07070 | - Dishwasher | 12.45 |
| 07130 | - Food Service Worker | 12.45 |
| 07210 | - Meat Cutter | 18.24 |
| 07260 | - Waiter/Waitress | 13.50 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 21.82 |
| 09040 | - Furniture Handler | 15.17 |
| 09080 | - Furniture Refinisher | 21.82 |
| 09090 | - Furniture Refinisher Helper | 17.82 |
| 09110 | - Furniture Repairer, Minor | 19.37 |
| 09130 | - Upholsterer | 21.82 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 12.97 |
| 11060 | - Elevator Operator | 14.10 |
| 11090 | - Gardener | 23.78 |
| 11122 | - Housekeeping Aide | 14.89 |
| 11150 | - Janitor | 14.89 |
| 11210 | - Laborer, Grounds Maintenance | 18.29 |
| 11240 | - Maid or Houseman | 12.80 |

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| 11260 - Pruner | 17.19 |
| 11270 - Tractor Operator | 21.58 |
| 11330 - Trail Maintenance Worker | 18.29 |
| 11360 - Window Cleaner | 16.07 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 23.48 |
| 12011 - Breath Alcohol Technician | 23.48 |
| 12012 - Certified Occupational Therapist Assistant | 25.78 |
| 12015 - Certified Physical Therapist Assistant | 27.94 |
| 12020 - Dental Assistant | 21.98 |
| 12025 - Dental Hygienist | 46.56 |
| 12030 - EKG Technician | 27.59 |
| 12035 - Electroneurodiagnostic Technologist | 27.59 |
| 12040 - Emergency Medical Technician | 23.48 |
| 12071 - Licensed Practical Nurse I | 23.14 |
| 12072 - Licensed Practical Nurse II | 25.96 |
| 12073 - Licensed Practical Nurse III | 29.04 |
| 12100 - Medical Assistant | 20.98 |
| 12130 - Medical Laboratory Technician | 23.05 |
| 12160 - Medical Record Clerk | 21.00 |
| 12190 - Medical Record Technician | 23.48 |
| 12195 - Medical Transcriptionist | 20.55 |
| 12210 - Nuclear Medicine Technologist | 45.90 |
| 12221 - Nursing Assistant I | 13.66 |
| 12222 - Nursing Assistant II | 15.35 |
| 12223 - Nursing Assistant III | 16.75 |
| 12224 - Nursing Assistant IV | 18.81 |
| 12235 - Optical Dispenser | 22.64 |
| 12236 - Optical Technician | 18.22 |
| 12250 - Pharmacy Technician | 21.69 |
| 12280 - Phlebotomist | 18.81 |
| 12305 - Radiologic Technologist | 35.21 |
| 12311 - Registered Nurse I | 43.85 |
| 12312 - Registered Nurse II | 53.66 |
| 12313 - Registered Nurse II, Specialist | 53.66 |
| 12314 - Registered Nurse III | 64.90 |
| 12315 - Registered Nurse III, Anesthetist | 64.90 |
| 12316 - Registered Nurse IV | 77.80 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 34.02 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 25.67 |
| 13012 - Exhibits Specialist II | 31.80 |
| 13013 - Exhibits Specialist III | 38.86 |
| 13041 - Illustrator I | 24.07 |
| 13042 - Illustrator II | 29.81 |
| 13043 - Illustrator III | 36.48 |
| 13047 - Librarian | 35.64 |
| 13050 - Library Aide/Clerk | 20.80 |
| 13054 - Library Information Technology Systems Administrator | 31.06 |
| 13058 - Library Technician | 26.04 |
| 13061 - Media Specialist I | 22.42 |
| 13062 - Media Specialist II | 25.08 |
| 13063 - Media Specialist III | 27.96 |
| 13071 - Photographer I | 20.39 |
| 13072 - Photographer II | 22.81 |
| 13073 - Photographer III | 28.23 |
| 13074 - Photographer IV | 34.56 |
| 13075 - Photographer V | 41.81 |
| 13110 - Video Teleconference Technician | 23.30 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.80 |
| 14042 - Computer Operator II | 22.18 |

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| 14043 - Computer Operator III | 24.69 |
| 14044 - Computer Operator IV | 27.43 |
| 14045 - Computer Operator V | 30.39 |
| 14071 - Computer Programmer I (see 1) | 27.62 |
| 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 | 19.80 |
| 14160 - Personal Computer Support Technician | 27.43 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.97 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.74 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 53.36 |
| 15050 - Computer Based Training Specialist / Instructor | 36.97 |
| 15060 - Educational Technologist | 32.03 |
| 15070 - Flight Instructor (Pilot) | 53.36 |
| 15080 - Graphic Artist | 31.77 |
| 15090 - Technical Instructor | 28.46 |
| 15095 - Technical Instructor/Course Developer | 34.82 |
| 15110 - Test Proctor | 22.97 |
| 15120 - Tutor | 22.97 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.71 |
| 16030 - Counter Attendant | 10.71 |
| 16040 - Dry Cleaner | 14.57 |
| 16070 - Finisher, Flatwork, Machine | 10.71 |
| 16090 - Presser, Hand | 10.71 |
| 16110 - Presser, Machine, Drycleaning | 10.71 |
| 16130 - Presser, Machine, Shirts | 10.71 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.71 |
| 16190 - Sewing Machine Operator | 15.86 |
| 16220 - Tailor | 17.13 |
| 16250 - Washer, Machine | 12.01 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.84 |
| 19040 - Tool And Die Maker | 26.94 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.56 |
| 21030 - Material Coordinator | 28.05 |
| 21040 - Material Expediter | 28.05 |
| 21050 - Material Handling Laborer | 16.69 |
| 21071 - Order Filler | 15.60 |
| 21080 - Production Line Worker (Food Processing) | 19.56 |
| 21110 - Shipping Packer | 17.79 |
| 21130 - Shipping/Receiving Clerk | 17.79 |
| 21140 - Store Worker I | 14.54 |
| 21150 - Stock Clerk | 20.01 |
| 21210 - Tools And Parts Attendant | 19.56 |
| 21410 - Warehouse Specialist | 19.56 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 30.51 |
| 23021 - Aircraft Mechanic I | 29.02 |
| 23022 - Aircraft Mechanic II | 30.51 |
| 23023 - Aircraft Mechanic III | 31.80 |
| 23040 - Aircraft Mechanic Helper | 21.20 |
| 23050 - Aircraft, Painter | 25.78 |
| 23060 - Aircraft Servicer | 24.55 |
| 23080 - Aircraft Worker | 26.05 |
| 23110 - Appliance Mechanic | 22.85 |
| 23120 - Bicycle Repairer | 18.57 |

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| 23125 - Cable Splicer | 30.82 |
| 23130 - Carpenter, Maintenance | 26.08 |
| 23140 - Carpet Layer | 25.09 |
| 23160 - Electrician, Maintenance | 37.22 |
| 23181 - Electronics Technician Maintenance I | 30.54 |
| 23182 - Electronics Technician Maintenance II | 32.27 |
| 23183 - Electronics Technician Maintenance III | 34.02 |
| 23260 - Fabric Worker | 24.18 |
| 23290 - Fire Alarm System Mechanic | 26.76 |
| 23310 - Fire Extinguisher Repairer | 23.32 |
| 23311 - Fuel Distribution System Mechanic | 30.15 |
| 23312 - Fuel Distribution System Operator | 23.74 |
| 23370 - General Maintenance Worker | 22.50 |
| 23380 - Ground Support Equipment Mechanic | 29.02 |
| 23381 - Ground Support Equipment Servicer | 24.55 |
| 23382 - Ground Support Equipment Worker | 26.05 |
| 23391 - Gunsmith I | 23.32 |
| 23392 - Gunsmith II | 26.46 |
| 23393 - Gunsmith III | 29.48 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 28.32 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 29.77 |
| 23430 - Heavy Equipment Mechanic | 30.65 |
| 23440 - Heavy Equipment Operator | 33.19 |
| 23460 - Instrument Mechanic | 32.04 |
| 23465 - Laboratory/Shelter Mechanic | 27.92 |
| 23470 - Laborer | 16.00 |
| 23510 - Locksmith | 21.82 |
| 23530 - Machinery Maintenance Mechanic | 28.28 |
| 23550 - Machinist, Maintenance | 27.28 |
| 23580 - Maintenance Trades Helper | 16.99 |
| 23591 - Metrology Technician I | 32.04 |
| 23592 - Metrology Technician II | 33.68 |
| 23593 - Metrology Technician III | 35.11 |
| 23640 - Millwright | 32.38 |
| 23710 - Office Appliance Repairer | 23.08 |
| 23760 - Painter, Maintenance | 25.25 |
| 23790 - Pipefitter, Maintenance | 31.65 |
| 23810 - Plumber, Maintenance | 31.31 |
| 23820 - Pneudraulic Systems Mechanic | 29.48 |
| 23850 - Rigger | 27.83 |
| 23870 - Scale Mechanic | 26.46 |
| 23890 - Sheet-Metal Worker, Maintenance | 31.09 |
| 23910 - Small Engine Mechanic | 21.21 |
| 23931 - Telecommunications Mechanic I | 28.12 |
| 23932 - Telecommunications Mechanic II | 29.56 |
| 23950 - Telephone Lineman | 26.27 |
| 23960 - Welder, Combination, Maintenance | 23.20 |
| 23965 - Well Driller | 29.15 |
| 23970 - Woodcraft Worker | 29.48 |
| 23980 - Woodworker | 22.11 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.57 |
| 24580 - Child Care Center Clerk | 17.26 |
| 24610 - Chore Aide | 11.44 |
| 24620 - Family Readiness And Support Services Coordinator | 19.02 |
| 24630 - Homemaker | 17.13 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 38.18 |
| 25040 - Sewage Plant Operator | 32.79 |
| 25070 - Stationary Engineer | 38.18 |

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| 25190 - Ventilation Equipment Tender | 27.90 |
| 25210 - Water Treatment Plant Operator | 32.79 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 28.75 |
| 27007 - Baggage Inspector | 14.34 |
| 27008 - Corrections Officer | 38.39 |
| 27010 - Court Security Officer | 39.43 |
| 27030 - Detection Dog Handler | 25.35 |
| 27040 - Detention Officer | 38.39 |
| 27070 - Firefighter | 36.20 |
| 27101 - Guard I | 14.34 |
| 27102 - Guard II | 25.35 |
| 27131 - Police Officer I | 42.92 |
| 27132 - Police Officer II | 47.21 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.59 |
| 28042 - Carnival Equipment Repairer | 16.60 |
| 28043 - Carnival Equipment Worker | 12.45 |
| 28210 - Gate Attendant/Gate Tender | 18.04 |
| 28310 - Lifeguard | 13.82 |
| 28350 - Park Attendant (Aide) | 20.19 |
| 28510 - Recreation Aide/Health Facility Attendant | 15.30 |
| 28515 - Recreation Specialist | 21.02 |
| 28630 - Sports Official | 16.07 |
| 28690 - Swimming Pool Operator | 22.07 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.10 |
| 29020 - Hatch Tender | 29.10 |
| 29030 - Line Handler | 29.10 |
| 29041 - Stevedore I | 27.42 |
| 29042 - Stevedore II | 30.75 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 42.35 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 29.20 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 32.16 |
| 30021 - Archeological Technician I | 23.47 |
| 30022 - Archeological Technician II | 27.80 |
| 30023 - Archeological Technician III | 34.44 |
| 30030 - Cartographic Technician | 34.44 |
| 30040 - Civil Engineering Technician | 31.67 |
| 30061 - Drafter/CAD Operator I | 24.86 |
| 30062 - Drafter/CAD Operator II | 27.80 |
| 30063 - Drafter/CAD Operator III | 30.99 |
| 30064 - Drafter/CAD Operator IV | 38.15 |
| 30081 - Engineering Technician I | 18.90 |
| 30082 - Engineering Technician II | 21.22 |
| 30083 - Engineering Technician III | 23.73 |
| 30084 - Engineering Technician IV | 29.40 |
| 30085 - Engineering Technician V | 35.98 |
| 30086 - Engineering Technician VI | 43.51 |
| 30090 - Environmental Technician | 27.51 |
| 30210 - Laboratory Technician | 23.42 |
| 30240 - Mathematical Technician | 35.89 |
| 30361 - Paralegal/Legal Assistant I | 23.52 |
| 30362 - Paralegal/Legal Assistant II | 29.13 |
| 30363 - Paralegal/Legal Assistant III | 35.65 |
| 30364 - Paralegal/Legal Assistant IV | 43.11 |
| 30390 - Photo-Optics Technician | 35.89 |
| 30461 - Technical Writer I | 26.03 |
| 30462 - Technical Writer II | 31.72 |
| 30463 - Technical Writer III | 38.31 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 26.92 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 32.56 |

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| 30493 - Unexploded Ordnance (UXO) Technician III | 39.03 |
| 30494 - Unexploded (UXO) Safety Escort | 26.92 |
| 30495 - Unexploded (UXO) Sweep Personnel | 26.92 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 30.99 |
| 30621 - Weather Observer, Senior | (see 2) 32.89 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.39 |
| 31030 - Bus Driver | 20.01 |
| 31043 - Driver Courier | 17.77 |
| 31260 - Parking and Lot Attendant | 12.49 |
| 31290 - Shuttle Bus Driver | 19.22 |
| 31310 - Taxi Driver | 15.44 |
| 31361 - Truckdriver, Light | 19.22 |
| 31362 - Truckdriver, Medium | 20.64 |
| 31363 - Truckdriver, Heavy | 22.39 |
| 31364 - Truckdriver, Tractor-Trailer | 22.39 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 13.32 |
| 99050 - Desk Clerk | 13.67 |
| 99095 - Embalmer | 25.13 |
| 99251 - Laboratory Animal Caretaker I | 15.27 |
| 99252 - Laboratory Animal Caretaker II | 16.53 |
| 99310 - Mortician | 29.47 |
| 99410 - Pest Controller | 18.30 |
| 99510 - Photofinishing Worker | 17.70 |
| 99710 - Recycling Laborer | 25.19 |
| 99711 - Recycling Specialist | 28.66 |
| 99730 - Refuse Collector | 22.65 |
| 99810 - Sales Clerk | 15.51 |
| 99820 - School Crossing Guard | 13.75 |
| 99830 - Survey Party Chief | 40.68 |
| 99831 - Surveying Aide | 23.51 |
| 99832 - Surveying Technician | 27.74 |
| 99840 - Vending Machine Attendant | 15.59 |
| 99841 - Vending Machine Repairer | 18.24 |
| 99842 - Vending Machine Repairer Helper | 15.59 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 12 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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2061
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Santa Clara, Santa Cruz

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.92 |
| 01012 - Accounting Clerk II | | 20.12 |
| 01013 - Accounting Clerk III | | 22.50 |
| 01020 - Administrative Assistant | | 30.87 |
| 01040 - Court Reporter | | 26.02 |
| 01051 - Data Entry Operator I | | 15.38 |
| 01052 - Data Entry Operator II | | 16.78 |
| 01060 - Dispatcher, Motor Vehicle | | 29.13 |
| 01070 - Document Preparation Clerk | | 15.93 |
| 01090 - Duplicating Machine Operator | | 15.93 |
| 01111 - General Clerk I | | 15.87 |
| 01112 - General Clerk II | | 17.31 |
| 01113 - General Clerk III | | 19.37 |
| 01120 - Housing Referral Assistant | | 28.83 |
| 01141 - Messenger Courier | | 14.32 |
| 01191 - Order Clerk I | | 16.98 |
| 01192 - Order Clerk II | | 18.53 |
| 01261 - Personnel Assistant (Employment) I | | 19.80 |
| 01262 - Personnel Assistant (Employment) II | | 22.18 |
| 01263 - Personnel Assistant (Employment) III | | 24.69 |
| 01270 - Production Control Clerk | | 28.05 |
| 01280 - Receptionist | | 17.21 |
| 01290 - Rental Clerk | | 17.70 |
| 01300 - Scheduler, Maintenance | | 23.12 |
| 01311 - Secretary I | | 23.12 |
| 01312 - Secretary II | | 25.86 |
| 01313 - Secretary III | | 28.83 |
| 01320 - Service Order Dispatcher | | 23.54 |
| 01410 - Supply Technician | | 30.87 |
| 01420 - Survey Worker | | 22.72 |
| 01531 - Travel Clerk I | | 15.41 |
| 01532 - Travel Clerk II | | 17.34 |
| 01533 - Travel Clerk III | | 19.53 |
| 01611 - Word Processor I | | 20.77 |
| 01612 - Word Processor II | | 23.32 |
| 01613 - Word Processor III | | 26.09 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.32 |
| 05010 - Automotive Electrician | | 22.49 |
| 05040 - Automotive Glass Installer | | 19.58 |
| 05070 - Automotive Worker | | 21.48 |
| 05110 - Mobile Equipment Servicer | | 19.56 |
| 05130 - Motor Equipment Metal Mechanic | | 23.48 |
| 05160 - Motor Equipment Metal Worker | | 21.48 |
| 05190 - Motor Vehicle Mechanic | | 23.46 |
| 05220 - Motor Vehicle Mechanic Helper | | 18.56 |
| 05250 - Motor Vehicle Upholstery Worker | | 20.54 |
| 05280 - Motor Vehicle Wrecker | | 21.48 |
| 05310 - Painter, Automotive | | 22.49 |
| 05340 - Radiator Repair Specialist | | 21.52 |
| 05370 - Tire Repairer | | 14.48 |
| 05400 - Transmission Repair Specialist | | 23.48 |
| 07000 - Food Preparation And Service Occupations | | |

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| 07010 - Baker | 12.82 |
| 07041 - Cook I | 16.43 |
| 07042 - Cook II | 18.65 |
| 07070 - Dishwasher | 10.27 |
| 07130 - Food Service Worker | 10.72 |
| 07210 - Meat Cutter | 19.49 |
| 07260 - Waiter/Waitress | 9.68 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.21 |
| 09040 - Furniture Handler | 14.58 |
| 09080 - Furniture Refinisher | 20.21 |
| 09090 - Furniture Refinisher Helper | 16.64 |
| 09110 - Furniture Repairer, Minor | 18.45 |
| 09130 - Upholsterer | 20.21 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.92 |
| 11060 - Elevator Operator | 13.67 |
| 11090 - Gardener | 21.60 |
| 11122 - Housekeeping Aide | 14.10 |
| 11150 - Janitor | 14.10 |
| 11210 - Laborer, Grounds Maintenance | 17.52 |
| 11240 - Maid or Houseman | 12.54 |
| 11260 - Pruner | 15.75 |
| 11270 - Tractor Operator | 20.48 |
| 11330 - Trail Maintenance Worker | 17.52 |
| 11360 - Window Cleaner | 15.68 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 23.48 |
| 12011 - Breath Alcohol Technician | 23.48 |
| 12012 - Certified Occupational Therapist Assistant | 28.36 |
| 12015 - Certified Physical Therapist Assistant | 25.46 |
| 12020 - Dental Assistant | 21.98 |
| 12025 - Dental Hygienist | 35.90 |
| 12030 - EKG Technician | 33.99 |
| 12035 - Electroneurodiagnostic Technologist | 33.99 |
| 12040 - Emergency Medical Technician | 23.48 |
| 12071 - Licensed Practical Nurse I | 23.14 |
| 12072 - Licensed Practical Nurse II | 25.96 |
| 12073 - Licensed Practical Nurse III | 29.04 |
| 12100 - Medical Assistant | 20.98 |
| 12130 - Medical Laboratory Technician | 23.05 |
| 12160 - Medical Record Clerk | 21.00 |
| 12190 - Medical Record Technician | 23.48 |
| 12195 - Medical Transcriptionist | 20.55 |
| 12210 - Nuclear Medicine Technologist | 42.96 |
| 12221 - Nursing Assistant I | 13.66 |
| 12222 - Nursing Assistant II | 15.35 |
| 12223 - Nursing Assistant III | 16.75 |
| 12224 - Nursing Assistant IV | 18.81 |
| 12235 - Optical Dispenser | 19.51 |
| 12236 - Optical Technician | 18.22 |
| 12250 - Pharmacy Technician | 21.25 |
| 12280 - Phlebotomist | 18.81 |
| 12305 - Radiologic Technologist | 33.12 |
| 12311 - Registered Nurse I | 38.63 |
| 12312 - Registered Nurse II | 47.23 |
| 12313 - Registered Nurse II, Specialist | 47.23 |
| 12314 - Registered Nurse III | 57.12 |
| 12315 - Registered Nurse III, Anesthetist | 57.12 |
| 12316 - Registered Nurse IV | 68.53 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 34.02 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.87 |

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| 13012 - Exhibits Specialist II | 28.33 |
| 13013 - Exhibits Specialist III | 34.65 |
| 13041 - Illustrator I | 25.34 |
| 13042 - Illustrator II | 31.15 |
| 13043 - Illustrator III | 38.11 |
| 13047 - Librarian | 34.41 |
| 13050 - Library Aide/Clerk | 20.80 |
| 13054 - Library Information Technology Systems Administrator | 31.06 |
| 13058 - Library Technician | 26.04 |
| 13061 - Media Specialist I | 22.42 |
| 13062 - Media Specialist II | 25.08 |
| 13063 - Media Specialist III | 27.96 |
| 13071 - Photographer I | 19.48 |
| 13072 - Photographer II | 21.80 |
| 13073 - Photographer III | 27.00 |
| 13074 - Photographer IV | 33.02 |
| 13075 - Photographer V | 38.43 |
| 13110 - Video Teleconference Technician | 22.90 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.80 |
| 14042 - Computer Operator II | 22.18 |
| 14043 - Computer Operator III | 24.69 |
| 14044 - Computer Operator IV | 27.43 |
| 14045 - Computer Operator V | 30.39 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 19.80 |
| 14160 - Personal Computer Support Technician | 27.43 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.80 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.51 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 53.36 |
| 15050 - Computer Based Training Specialist / Instructor | 36.97 |
| 15060 - Educational Technologist | 33.44 |
| 15070 - Flight Instructor (Pilot) | 53.36 |
| 15080 - Graphic Artist | 26.67 |
| 15090 - Technical Instructor | 26.13 |
| 15095 - Technical Instructor/Course Developer | 32.10 |
| 15110 - Test Proctor | 22.20 |
| 15120 - Tutor | 22.20 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.25 |
| 16030 - Counter Attendant | 11.25 |
| 16040 - Dry Cleaner | 14.57 |
| 16070 - Finisher, Flatwork, Machine | 11.25 |
| 16090 - Presser, Hand | 11.25 |
| 16110 - Presser, Machine, Drycleaning | 11.25 |
| 16130 - Presser, Machine, Shirts | 11.25 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.71 |
| 16190 - Sewing Machine Operator | 15.86 |
| 16220 - Tailor | 17.13 |
| 16250 - Washer, Machine | 12.01 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.96 |
| 19040 - Tool And Die Maker | 25.80 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.76 |

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| 21030 - Material Coordinator | 26.06 |
| 21040 - Material Expediter | 26.06 |
| 21050 - Material Handling Laborer | 15.36 |
| 21071 - Order Filler | 15.60 |
| 21080 - Production Line Worker (Food Processing) | 16.76 |
| 21110 - Shipping Packer | 15.84 |
| 21130 - Shipping/Receiving Clerk | 15.84 |
| 21140 - Store Worker I | 14.54 |
| 21150 - Stock Clerk | 20.01 |
| 21210 - Tools And Parts Attendant | 16.76 |
| 21410 - Warehouse Specialist | 16.76 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 28.62 |
| 23021 - Aircraft Mechanic I | 27.23 |
| 23022 - Aircraft Mechanic II | 28.62 |
| 23023 - Aircraft Mechanic III | 29.83 |
| 23040 - Aircraft Mechanic Helper | 20.28 |
| 23050 - Aircraft, Painter | 26.49 |
| 23060 - Aircraft Servicer | 23.02 |
| 23080 - Aircraft Worker | 24.52 |
| 23110 - Appliance Mechanic | 23.84 |
| 23120 - Bicycle Repairer | 15.44 |
| 23125 - Cable Splicer | 26.60 |
| 23130 - Carpenter, Maintenance | 24.84 |
| 23140 - Carpet Layer | 24.72 |
| 23160 - Electrician, Maintenance | 35.53 |
| 23181 - Electronics Technician Maintenance I | 24.83 |
| 23182 - Electronics Technician Maintenance II | 26.38 |
| 23183 - Electronics Technician Maintenance III | 29.21 |
| 23260 - Fabric Worker | 21.26 |
| 23290 - Fire Alarm System Mechanic | 25.14 |
| 23310 - Fire Extinguisher Repairer | 21.04 |
| 23311 - Fuel Distribution System Mechanic | 25.99 |
| 23312 - Fuel Distribution System Operator | 20.56 |
| 23370 - General Maintenance Worker | 22.50 |
| 23380 - Ground Support Equipment Mechanic | 27.23 |
| 23381 - Ground Support Equipment Servicer | 23.02 |
| 23382 - Ground Support Equipment Worker | 24.52 |
| 23391 - Gunsmith I | 21.04 |
| 23392 - Gunsmith II | 23.88 |
| 23393 - Gunsmith III | 26.60 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 28.41 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 29.87 |
| 23430 - Heavy Equipment Mechanic | 27.12 |
| 23440 - Heavy Equipment Operator | 29.74 |
| 23460 - Instrument Mechanic | 26.65 |
| 23465 - Laboratory/Shelter Mechanic | 25.23 |
| 23470 - Laborer | 14.73 |
| 23510 - Locksmith | 25.62 |
| 23530 - Machinery Maintenance Mechanic | 27.02 |
| 23550 - Machinist, Maintenance | 27.28 |
| 23580 - Maintenance Trades Helper | 18.99 |
| 23591 - Metrology Technician I | 26.65 |
| 23592 - Metrology Technician II | 28.02 |
| 23593 - Metrology Technician III | 30.29 |
| 23640 - Millwright | 26.60 |
| 23710 - Office Appliance Repairer | 22.89 |
| 23760 - Painter, Maintenance | 22.23 |
| 23790 - Pipefitter, Maintenance | 32.29 |
| 23810 - Plumber, Maintenance | 30.80 |
| 23820 - Pneudraulic Systems Mechanic | 26.60 |

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| 23850 - Rigger | 26.60 |
| 23870 - Scale Mechanic | 23.88 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.98 |
| 23910 - Small Engine Mechanic | 19.31 |
| 23931 - Telecommunications Mechanic I | 27.58 |
| 23932 - Telecommunications Mechanic II | 28.99 |
| 23950 - Telephone Lineman | 27.26 |
| 23960 - Welder, Combination, Maintenance | 23.20 |
| 23965 - Well Driller | 29.30 |
| 23970 - Woodcraft Worker | 26.60 |
| 23980 - Woodworker | 21.04 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.57 |
| 24580 - Child Care Center Clerk | 16.27 |
| 24610 - Chore Aide | 11.92 |
| 24620 - Family Readiness And Support Services Coordinator | 16.95 |
| 24630 - Homemaker | 18.73 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 38.18 |
| 25040 - Sewage Plant Operator | 27.78 |
| 25070 - Stationary Engineer | 38.18 |
| 25190 - Ventilation Equipment Tender | 27.90 |
| 25210 - Water Treatment Plant Operator | 27.78 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.12 |
| 27007 - Baggage Inspector | 14.34 |
| 27008 - Corrections Officer | 38.39 |
| 27010 - Court Security Officer | 39.43 |
| 27030 - Detection Dog Handler | 17.06 |
| 27040 - Detention Officer | 38.39 |
| 27070 - Firefighter | 36.20 |
| 27101 - Guard I | 14.34 |
| 27102 - Guard II | 17.06 |
| 27131 - Police Officer I | 42.92 |
| 27132 - Police Officer II | 47.21 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.09 |
| 28042 - Carnival Equipment Repairer | 13.81 |
| 28043 - Carnival Equipment Worker | 10.58 |
| 28210 - Gate Attendant/Gate Tender | 18.04 |
| 28310 - Lifeguard | 11.70 |
| 28350 - Park Attendant (Aide) | 18.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 15.30 |
| 28515 - Recreation Specialist | 19.21 |
| 28630 - Sports Official | 14.34 |
| 28690 - Swimming Pool Operator | 19.13 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 26.66 |
| 29020 - Hatch Tender | 26.66 |
| 29030 - Line Handler | 26.66 |
| 29041 - Stevedore I | 25.14 |
| 29042 - Stevedore II | 28.18 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 42.35 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 29.20 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 32.16 |
| 30021 - Archeological Technician I | 20.43 |
| 30022 - Archeological Technician II | 23.52 |
| 30023 - Archeological Technician III | 32.49 |
| 30030 - Cartographic Technician | 34.44 |
| 30040 - Civil Engineering Technician | 30.55 |
| 30061 - Drafter/CAD Operator I | 25.69 |

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| 30062 - Drafter/CAD Operator II | 28.74 |
| 30063 - Drafter/CAD Operator III | 32.03 |
| 30064 - Drafter/CAD Operator IV | 38.48 |
| 30081 - Engineering Technician I | 18.90 |
| 30082 - Engineering Technician II | 21.22 |
| 30083 - Engineering Technician III | 23.73 |
| 30084 - Engineering Technician IV | 29.40 |
| 30085 - Engineering Technician V | 35.98 |
| 30086 - Engineering Technician VI | 43.51 |
| 30090 - Environmental Technician | 27.74 |
| 30210 - Laboratory Technician | 22.20 |
| 30240 - Mathematical Technician | 35.89 |
| 30361 - Paralegal/Legal Assistant I | 23.18 |
| 30362 - Paralegal/Legal Assistant II | 28.66 |
| 30363 - Paralegal/Legal Assistant III | 35.07 |
| 30364 - Paralegal/Legal Assistant IV | 42.42 |
| 30390 - Photo-Optics Technician | 35.89 |
| 30461 - Technical Writer I | 25.38 |
| 30462 - Technical Writer II | 31.05 |
| 30463 - Technical Writer III | 37.57 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 26.92 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 32.56 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 39.03 |
| 30494 - Unexploded (UXO) Safety Escort | 26.92 |
| 30495 - Unexploded (UXO) Sweep Personnel | 26.92 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 30.99 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 34.44 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.55 |
| 31030 - Bus Driver | 18.83 |
| 31043 - Driver Courier | 17.76 |
| 31260 - Parking and Lot Attendant | 10.94 |
| 31290 - Shuttle Bus Driver | 19.22 |
| 31310 - Taxi Driver | 13.45 |
| 31361 - Truckdriver, Light | 19.22 |
| 31362 - Truckdriver, Medium | 20.55 |
| 31363 - Truckdriver, Heavy | 21.78 |
| 31364 - Truckdriver, Tractor-Trailer | 21.78 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.89 |
| 99050 - Desk Clerk | 11.13 |
| 99095 - Embalmer | 26.92 |
| 99251 - Laboratory Animal Caretaker I | 13.07 |
| 99252 - Laboratory Animal Caretaker II | 14.15 |
| 99310 - Mortician | 29.38 |
| 99410 - Pest Controller | 17.21 |
| 99510 - Photofinishing Worker | 13.29 |
| 99710 - Recycling Laborer | 20.42 |
| 99711 - Recycling Specialist | 24.54 |
| 99730 - Refuse Collector | 18.38 |
| 99810 - Sales Clerk | 14.49 |
| 99820 - School Crossing Guard | 15.75 |
| 99830 - Survey Party Chief | 26.14 |
| 99831 - Surveying Aide | 13.15 |
| 99832 - Surveying Technician | 16.58 |
| 99840 - Vending Machine Attendant | 14.98 |
| 99841 - Vending Machine Repairer | 17.39 |
| 99842 - Vending Machine Repairer Helper | 14.98 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

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

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

ordance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2062
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Santa Clara, Santa Cruz

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.92 |
| 01012 - Accounting Clerk II | | 20.12 |
| 01013 - Accounting Clerk III | | 22.50 |
| 01020 - Administrative Assistant | | 30.87 |
| 01040 - Court Reporter | | 26.02 |
| 01051 - Data Entry Operator I | | 15.38 |
| 01052 - Data Entry Operator II | | 16.78 |
| 01060 - Dispatcher, Motor Vehicle | | 29.13 |
| 01070 - Document Preparation Clerk | | 15.93 |
| 01090 - Duplicating Machine Operator | | 15.93 |
| 01111 - General Clerk I | | 15.87 |
| 01112 - General Clerk II | | 17.31 |
| 01113 - General Clerk III | | 19.37 |
| 01120 - Housing Referral Assistant | | 28.83 |
| 01141 - Messenger Courier | | 14.32 |
| 01191 - Order Clerk I | | 16.98 |
| 01192 - Order Clerk II | | 18.53 |
| 01261 - Personnel Assistant (Employment) I | | 19.80 |
| 01262 - Personnel Assistant (Employment) II | | 22.18 |
| 01263 - Personnel Assistant (Employment) III | | 24.69 |
| 01270 - Production Control Clerk | | 28.05 |
| 01280 - Receptionist | | 17.21 |
| 01290 - Rental Clerk | | 17.70 |
| 01300 - Scheduler, Maintenance | | 23.12 |
| 01311 - Secretary I | | 23.12 |
| 01312 - Secretary II | | 25.86 |
| 01313 - Secretary III | | 28.83 |
| 01320 - Service Order Dispatcher | | 23.54 |
| 01410 - Supply Technician | | 30.87 |
| 01420 - Survey Worker | | 22.72 |
| 01531 - Travel Clerk I | | 15.41 |
| 01532 - Travel Clerk II | | 17.34 |

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| 01533 - Travel Clerk III | 19.53 |
| 01611 - Word Processor I | 20.77 |
| 01612 - Word Processor II | 23.32 |
| 01613 - Word Processor III | 26.09 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.32 |
| 05010 - Automotive Electrician | 22.49 |
| 05040 - Automotive Glass Installer | 19.58 |
| 05070 - Automotive Worker | 21.48 |
| 05110 - Mobile Equipment Servicer | 19.56 |
| 05130 - Motor Equipment Metal Mechanic | 23.48 |
| 05160 - Motor Equipment Metal Worker | 21.48 |
| 05190 - Motor Vehicle Mechanic | 23.46 |
| 05220 - Motor Vehicle Mechanic Helper | 18.56 |
| 05250 - Motor Vehicle Upholstery Worker | 20.54 |
| 05280 - Motor Vehicle Wrecker | 21.48 |
| 05310 - Painter, Automotive | 22.49 |
| 05340 - Radiator Repair Specialist | 21.52 |
| 05370 - Tire Repairer | 14.48 |
| 05400 - Transmission Repair Specialist | 23.48 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.82 |
| 07041 - Cook I | 16.43 |
| 07042 - Cook II | 18.65 |
| 07070 - Dishwasher | 10.27 |
| 07130 - Food Service Worker | 10.72 |
| 07210 - Meat Cutter | 19.49 |
| 07260 - Waiter/Waitress | 9.68 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.21 |
| 09040 - Furniture Handler | 14.58 |
| 09080 - Furniture Refinisher | 20.21 |
| 09090 - Furniture Refinisher Helper | 16.64 |
| 09110 - Furniture Repairer, Minor | 18.45 |
| 09130 - Upholsterer | 20.21 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.92 |
| 11060 - Elevator Operator | 13.67 |
| 11090 - Gardener | 21.60 |
| 11122 - Housekeeping Aide | 14.10 |
| 11150 - Janitor | 14.10 |
| 11210 - Laborer, Grounds Maintenance | 17.52 |
| 11240 - Maid or Houseman | 12.54 |
| 11260 - Pruner | 15.75 |
| 11270 - Tractor Operator | 20.48 |
| 11330 - Trail Maintenance Worker | 17.52 |
| 11360 - Window Cleaner | 15.68 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 23.48 |
| 12011 - Breath Alcohol Technician | 23.48 |
| 12012 - Certified Occupational Therapist Assistant | 28.36 |
| 12015 - Certified Physical Therapist Assistant | 25.46 |
| 12020 - Dental Assistant | 21.98 |
| 12025 - Dental Hygienist | 35.90 |
| 12030 - EKG Technician | 33.99 |
| 12035 - Electroneurodiagnostic Technologist | 33.99 |
| 12040 - Emergency Medical Technician | 23.48 |
| 12071 - Licensed Practical Nurse I | 23.14 |
| 12072 - Licensed Practical Nurse II | 25.96 |
| 12073 - Licensed Practical Nurse III | 29.04 |
| 12100 - Medical Assistant | 20.98 |
| 12130 - Medical Laboratory Technician | 23.05 |
| 12160 - Medical Record Clerk | 21.00 |

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| 12190 - Medical Record Technician | 23.48 |
| 12195 - Medical Transcriptionist | 20.55 |
| 12210 - Nuclear Medicine Technologist | 42.96 |
| 12221 - Nursing Assistant I | 13.66 |
| 12222 - Nursing Assistant II | 15.35 |
| 12223 - Nursing Assistant III | 16.75 |
| 12224 - Nursing Assistant IV | 18.81 |
| 12235 - Optical Dispenser | 19.51 |
| 12236 - Optical Technician | 18.22 |
| 12250 - Pharmacy Technician | 21.25 |
| 12280 - Phlebotomist | 18.81 |
| 12305 - Radiologic Technologist | 33.12 |
| 12311 - Registered Nurse I | 38.63 |
| 12312 - Registered Nurse II | 47.23 |
| 12313 - Registered Nurse II, Specialist | 47.23 |
| 12314 - Registered Nurse III | 57.12 |
| 12315 - Registered Nurse III, Anesthetist | 57.12 |
| 12316 - Registered Nurse IV | 68.53 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 34.02 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.87 |
| 13012 - Exhibits Specialist II | 28.33 |
| 13013 - Exhibits Specialist III | 34.65 |
| 13041 - Illustrator I | 25.34 |
| 13042 - Illustrator II | 31.15 |
| 13043 - Illustrator III | 38.11 |
| 13047 - Librarian | 34.41 |
| 13050 - Library Aide/Clerk | 20.80 |
| 13054 - Library Information Technology Systems Administrator | 31.06 |
| 13058 - Library Technician | 26.04 |
| 13061 - Media Specialist I | 22.42 |
| 13062 - Media Specialist II | 25.08 |
| 13063 - Media Specialist III | 27.96 |
| 13071 - Photographer I | 19.48 |
| 13072 - Photographer II | 21.80 |
| 13073 - Photographer III | 27.00 |
| 13074 - Photographer IV | 33.02 |
| 13075 - Photographer V | 38.43 |
| 13110 - Video Teleconference Technician | 22.90 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.80 |
| 14042 - Computer Operator II | 22.18 |
| 14043 - Computer Operator III | 24.69 |
| 14044 - Computer Operator IV | 27.43 |
| 14045 - Computer Operator V | 30.39 |
| 14071 - Computer Programmer I | (see 1) 27.62 |
| 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 | 19.80 |
| 14160 - Personal Computer Support Technician | 27.43 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.80 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.51 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 53.36 |
| 15050 - Computer Based Training Specialist / Instructor | 36.97 |
| 15060 - Educational Technologist | 33.44 |
| 15070 - Flight Instructor (Pilot) | 53.36 |
| 15080 - Graphic Artist | 26.67 |

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| 15090 - Technical Instructor | 26.13 |
| 15095 - Technical Instructor/Course Developer | 32.10 |
| 15110 - Test Proctor | 22.20 |
| 15120 - Tutor | 22.20 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.25 |
| 16030 - Counter Attendant | 11.25 |
| 16040 - Dry Cleaner | 14.57 |
| 16070 - Finisher, Flatwork, Machine | 11.25 |
| 16090 - Presser, Hand | 11.25 |
| 16110 - Presser, Machine, Drycleaning | 11.25 |
| 16130 - Presser, Machine, Shirts | 11.25 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.71 |
| 16190 - Sewing Machine Operator | 15.86 |
| 16220 - Tailor | 17.13 |
| 16250 - Washer, Machine | 12.01 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.96 |
| 19040 - Tool And Die Maker | 25.80 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.76 |
| 21030 - Material Coordinator | 26.06 |
| 21040 - Material Expediter | 26.06 |
| 21050 - Material Handling Laborer | 15.36 |
| 21071 - Order Filler | 15.60 |
| 21080 - Production Line Worker (Food Processing) | 16.76 |
| 21110 - Shipping Packer | 15.84 |
| 21130 - Shipping/Receiving Clerk | 15.84 |
| 21140 - Store Worker I | 14.54 |
| 21150 - Stock Clerk | 20.01 |
| 21210 - Tools And Parts Attendant | 16.76 |
| 21410 - Warehouse Specialist | 16.76 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 28.62 |
| 23021 - Aircraft Mechanic I | 27.23 |
| 23022 - Aircraft Mechanic II | 28.62 |
| 23023 - Aircraft Mechanic III | 29.83 |
| 23040 - Aircraft Mechanic Helper | 20.28 |
| 23050 - Aircraft, Painter | 26.49 |
| 23060 - Aircraft Servicer | 23.02 |
| 23080 - Aircraft Worker | 24.52 |
| 23110 - Appliance Mechanic | 23.84 |
| 23120 - Bicycle Repairer | 15.44 |
| 23125 - Cable Splicer | 26.60 |
| 23130 - Carpenter, Maintenance | 24.84 |
| 23140 - Carpet Layer | 24.72 |
| 23160 - Electrician, Maintenance | 35.53 |
| 23181 - Electronics Technician Maintenance I | 24.83 |
| 23182 - Electronics Technician Maintenance II | 26.38 |
| 23183 - Electronics Technician Maintenance III | 29.21 |
| 23260 - Fabric Worker | 21.26 |
| 23290 - Fire Alarm System Mechanic | 25.14 |
| 23310 - Fire Extinguisher Repairer | 21.04 |
| 23311 - Fuel Distribution System Mechanic | 25.99 |
| 23312 - Fuel Distribution System Operator | 20.56 |
| 23370 - General Maintenance Worker | 22.50 |
| 23380 - Ground Support Equipment Mechanic | 27.23 |
| 23381 - Ground Support Equipment Servicer | 23.02 |
| 23382 - Ground Support Equipment Worker | 24.52 |
| 23391 - Gunsmith I | 21.04 |
| 23392 - Gunsmith II | 23.88 |
| 23393 - Gunsmith III | 26.60 |
| 23410 - Heating, Ventilation And Air-Conditioning | 28.41 |

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| Mechanic | |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 29.87 |
| 23430 - Heavy Equipment Mechanic | 27.12 |
| 23440 - Heavy Equipment Operator | 29.74 |
| 23460 - Instrument Mechanic | 26.65 |
| 23465 - Laboratory/Shelter Mechanic | 25.23 |
| 23470 - Laborer | 14.73 |
| 23510 - Locksmith | 25.62 |
| 23530 - Machinery Maintenance Mechanic | 27.02 |
| 23550 - Machinist, Maintenance | 27.28 |
| 23580 - Maintenance Trades Helper | 18.99 |
| 23591 - Metrology Technician I | 26.65 |
| 23592 - Metrology Technician II | 28.02 |
| 23593 - Metrology Technician III | 30.29 |
| 23640 - Millwright | 26.60 |
| 23710 - Office Appliance Repairer | 22.89 |
| 23760 - Painter, Maintenance | 22.23 |
| 23790 - Pipefitter, Maintenance | 32.29 |
| 23810 - Plumber, Maintenance | 30.80 |
| 23820 - Pneudraulic Systems Mechanic | 26.60 |
| 23850 - Rigger | 26.60 |
| 23870 - Scale Mechanic | 23.88 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.98 |
| 23910 - Small Engine Mechanic | 19.31 |
| 23931 - Telecommunications Mechanic I | 27.58 |
| 23932 - Telecommunications Mechanic II | 28.99 |
| 23950 - Telephone Lineman | 27.26 |
| 23960 - welder, Combination, Maintenance | 23.20 |
| 23965 - well Driller | 29.30 |
| 23970 - Woodcraft Worker | 26.60 |
| 23980 - Woodworker | 21.04 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.57 |
| 24580 - Child Care Center Clerk | 16.27 |
| 24610 - Chore Aide | 11.92 |
| 24620 - Family Readiness And Support Services Coordinator | 16.95 |
| 24630 - Homemaker | 18.73 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 38.18 |
| 25040 - Sewage Plant Operator | 27.78 |
| 25070 - Stationary Engineer | 38.18 |
| 25190 - Ventilation Equipment Tender | 27.90 |
| 25210 - Water Treatment Plant Operator | 27.78 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.12 |
| 27007 - Baggage Inspector | 14.34 |
| 27008 - Corrections Officer | 38.39 |
| 27010 - Court Security Officer | 39.43 |
| 27030 - Detection Dog Handler | 17.06 |
| 27040 - Detention Officer | 38.39 |
| 27070 - Firefighter | 36.20 |
| 27101 - Guard I | 14.34 |
| 27102 - Guard II | 17.06 |
| 27131 - Police Officer I | 42.92 |
| 27132 - Police Officer II | 47.21 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.09 |
| 28042 - Carnival Equipment Repairer | 13.81 |
| 28043 - Carnival Equipment Worker | 10.58 |
| 28210 - Gate Attendant/Gate Tender | 18.04 |
| 28310 - Lifeguard | 11.70 |

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| 28350 - Park Attendant (Aide) | 18.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 15.30 |
| 28515 - Recreation Specialist | 19.21 |
| 28630 - Sports Official | 14.34 |
| 28690 - Swimming Pool Operator | 19.13 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 26.66 |
| 29020 - Hatch Tender | 26.66 |
| 29030 - Line Handler | 26.66 |
| 29041 - Stevedore I | 25.14 |
| 29042 - Stevedore II | 28.18 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 42.35 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 29.20 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 32.16 |
| 30021 - Archeological Technician I | 20.43 |
| 30022 - Archeological Technician II | 23.52 |
| 30023 - Archeological Technician III | 32.49 |
| 30030 - Cartographic Technician | 34.44 |
| 30040 - Civil Engineering Technician | 30.55 |
| 30061 - Drafter/CAD Operator I | 25.69 |
| 30062 - Drafter/CAD Operator II | 28.74 |
| 30063 - Drafter/CAD Operator III | 32.03 |
| 30064 - Drafter/CAD Operator IV | 38.48 |
| 30081 - Engineering Technician I | 18.90 |
| 30082 - Engineering Technician II | 21.22 |
| 30083 - Engineering Technician III | 23.73 |
| 30084 - Engineering Technician IV | 29.40 |
| 30085 - Engineering Technician V | 35.98 |
| 30086 - Engineering Technician VI | 43.51 |
| 30090 - Environmental Technician | 27.74 |
| 30210 - Laboratory Technician | 22.20 |
| 30240 - Mathematical Technician | 35.89 |
| 30361 - Paralegal/Legal Assistant I | 23.18 |
| 30362 - Paralegal/Legal Assistant II | 28.66 |
| 30363 - Paralegal/Legal Assistant III | 35.07 |
| 30364 - Paralegal/Legal Assistant IV | 42.42 |
| 30390 - Photo-Optics Technician | 35.89 |
| 30461 - Technical Writer I | 25.38 |
| 30462 - Technical Writer II | 31.05 |
| 30463 - Technical Writer III | 37.57 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 26.92 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 32.56 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 39.03 |
| 30494 - Unexploded (UXO) Safety Escort | 26.92 |
| 30495 - Unexploded (UXO) Sweep Personnel | 26.92 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 30.99 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 34.44 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.55 |
| 31030 - Bus Driver | 18.83 |
| 31043 - Driver Courier | 17.76 |
| 31260 - Parking and Lot Attendant | 10.94 |
| 31290 - Shuttle Bus Driver | 19.22 |
| 31310 - Taxi Driver | 13.45 |
| 31361 - Truckdriver, Light | 19.22 |
| 31362 - Truckdriver, Medium | 20.55 |
| 31363 - Truckdriver, Heavy | 21.78 |
| 31364 - Truckdriver, Tractor-Trailer | 21.78 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.89 |
| 99050 - Desk Clerk | 11.13 |

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| 99095 - Embalmer | 26.92 |
| 99251 - Laboratory Animal Caretaker I | 13.07 |
| 99252 - Laboratory Animal Caretaker II | 14.15 |
| 99310 - Mortician | 29.38 |
| 99410 - Pest Controller | 17.21 |
| 99510 - Photofinishing Worker | 13.29 |
| 99710 - Recycling Laborer | 20.42 |
| 99711 - Recycling Specialist | 24.54 |
| 99730 - Refuse Collector | 18.38 |
| 99810 - Sales Clerk | 14.49 |
| 99820 - School Crossing Guard | 15.75 |
| 99830 - Survey Party Chief | 26.14 |
| 99831 - Surveying Aide | 13.15 |
| 99832 - Surveying Technician | 16.58 |
| 99840 - Vending Machine Attendant | 14.98 |
| 99841 - Vending Machine Repairer | 17.39 |
| 99842 - Vending Machine Repairer Helper | 14.98 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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:
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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 regrading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2063
Revision No.: 14
Date of Last Revision: 07/25/2014

State: California

Area: California Counties of San Luis Obispo, Santa Barbara

****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 | | 18.83 |
| 01020 - Administrative Assistant | | 22.82 |
| 01040 - Court Reporter | | 25.67 |
| 01051 - Data Entry Operator I | | 13.11 |
| 01052 - Data Entry Operator II | | 14.34 |
| 01060 - Dispatcher, Motor Vehicle | | 17.32 |

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| 01070 | - Document Preparation Clerk | 14.12 |
| 01090 | - Duplicating Machine Operator | 14.12 |
| 01111 | - General Clerk I | 13.48 |
| 01112 | - General Clerk II | 14.97 |
| 01113 | - General Clerk III | 17.05 |
| 01120 | - Housing Referral Assistant | 21.86 |
| 01141 | - Messenger Courier | 11.96 |
| 01191 | - Order Clerk I | 13.24 |
| 01192 | - Order Clerk II | 14.59 |
| 01261 | - Personnel Assistant (Employment) I | 17.00 |
| 01262 | - Personnel Assistant (Employment) II | 19.01 |
| 01263 | - Personnel Assistant (Employment) III | 21.09 |
| 01270 | - Production Control Clerk | 20.40 |
| 01280 | - Receptionist | 13.14 |
| 01290 | - Rental Clerk | 12.32 |
| 01300 | - Scheduler, Maintenance | 16.47 |
| 01311 | - Secretary I | 16.47 |
| 01312 | - Secretary II | 18.42 |
| 01313 | - Secretary III | 21.86 |
| 01320 | - Service Order Dispatcher | 16.55 |
| 01410 | - Supply Technician | 22.82 |
| 01420 | - Survey Worker | 18.03 |
| 01531 | - Travel Clerk I | 13.04 |
| 01532 | - Travel Clerk II | 13.73 |
| 01533 | - Travel Clerk III | 14.57 |
| 01611 | - Word Processor I | 14.75 |
| 01612 | - Word Processor II | 16.56 |
| 01613 | - Word Processor III | 18.52 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 23.91 |
| 05010 | - Automotive Electrician | 18.81 |
| 05040 | - Automotive Glass Installer | 18.02 |
| 05070 | - Automotive Worker | 18.02 |
| 05110 | - Mobile Equipment Servicer | 16.41 |
| 05130 | - Motor Equipment Metal Mechanic | 19.58 |
| 05160 | - Motor Equipment Metal Worker | 18.02 |
| 05190 | - Motor Vehicle Mechanic | 18.68 |
| 05220 | - Motor Vehicle Mechanic Helper | 14.21 |
| 05250 | - Motor Vehicle Upholstery Worker | 17.13 |
| 05280 | - Motor Vehicle Wrecker | 18.02 |
| 05310 | - Painter, Automotive | 18.81 |
| 05340 | - Radiator Repair Specialist | 18.02 |
| 05370 | - Tire Repairer | 14.15 |
| 05400 | - Transmission Repair Specialist | 17.79 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 13.29 |
| 07041 | - Cook I | 12.50 |
| 07042 | - Cook II | 13.74 |
| 07070 | - Dishwasher | 9.90 |
| 07130 | - Food Service Worker | 10.06 |
| 07210 | - Meat Cutter | 16.94 |
| 07260 | - Waiter/Waitress | 10.95 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 20.21 |
| 09040 | - Furniture Handler | 13.38 |
| 09080 | - Furniture Refinisher | 20.21 |
| 09090 | - Furniture Refinisher Helper | 16.32 |
| 09110 | - Furniture Repairer, Minor | 18.48 |
| 09130 | - Upholsterer | 20.21 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 10.47 |
| 11060 | - Elevator Operator | 12.10 |
| 11090 | - Gardener | 14.19 |

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| 11122 - Housekeeping Aide | 12.10 |
| 11150 - Janitor | 12.10 |
| 11210 - Laborer, Grounds Maintenance | 11.76 |
| 11240 - Maid or Houseman | 9.57 |
| 11260 - Pruner | 10.44 |
| 11270 - Tractor Operator | 13.51 |
| 11330 - Trail Maintenance Worker | 11.76 |
| 11360 - Window Cleaner | 13.38 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.06 |
| 12011 - Breath Alcohol Technician | 20.27 |
| 12012 - Certified Occupational Therapist Assistant | 26.06 |
| 12015 - Certified Physical Therapist Assistant | 26.06 |
| 12020 - Dental Assistant | 19.46 |
| 12025 - Dental Hygienist | 38.53 |
| 12030 - EKG Technician | 24.78 |
| 12035 - Electroneurodiagnostic Technologist | 24.78 |
| 12040 - Emergency Medical Technician | 17.06 |
| 12071 - Licensed Practical Nurse I | 19.17 |
| 12072 - Licensed Practical Nurse II | 21.45 |
| 12073 - Licensed Practical Nurse III | 23.91 |
| 12100 - Medical Assistant | 14.88 |
| 12130 - Medical Laboratory Technician | 18.24 |
| 12160 - Medical Record Clerk | 15.63 |
| 12190 - Medical Record Technician | 17.48 |
| 12195 - Medical Transcriptionist | 17.34 |
| 12210 - Nuclear Medicine Technologist | 47.13 |
| 12221 - Nursing Assistant I | 11.18 |
| 12222 - Nursing Assistant II | 12.57 |
| 12223 - Nursing Assistant III | 13.71 |
| 12224 - Nursing Assistant IV | 15.39 |
| 12235 - Optical Dispenser | 20.26 |
| 12236 - Optical Technician | 19.17 |
| 12250 - Pharmacy Technician | 18.55 |
| 12280 - Phlebotomist | 15.39 |
| 12305 - Radiologic Technologist | 29.58 |
| 12311 - Registered Nurse I | 26.61 |
| 12312 - Registered Nurse II | 32.54 |
| 12313 - Registered Nurse II, Specialist | 32.54 |
| 12314 - Registered Nurse III | 39.34 |
| 12315 - Registered Nurse III, Anesthetist | 39.34 |
| 12316 - Registered Nurse IV | 47.16 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.52 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 23.35 |
| 13012 - Exhibits Specialist II | 28.92 |
| 13013 - Exhibits Specialist III | 35.39 |
| 13041 - Illustrator I | 23.35 |
| 13042 - Illustrator II | 28.92 |
| 13043 - Illustrator III | 35.39 |
| 13047 - Librarian | 32.03 |
| 13050 - Library Aide/Clerk | 15.08 |
| 13054 - Library Information Technology Systems Administrator | 28.92 |
| 13058 - Library Technician | 18.79 |
| 13061 - Media Specialist I | 20.87 |
| 13062 - Media Specialist II | 23.35 |
| 13063 - Media Specialist III | 26.03 |
| 13071 - Photographer I | 19.97 |
| 13072 - Photographer II | 22.32 |
| 13073 - Photographer III | 28.46 |
| 13074 - Photographer IV | 32.11 |
| 13075 - Photographer V | 34.60 |

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|---|---------|
| 13110 - Video Teleconference Technician | 21.49 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.11 |
| 14042 - Computer Operator II | 19.98 |
| 14043 - Computer Operator III | 22.28 |
| 14044 - Computer Operator IV | 24.75 |
| 14045 - Computer Operator V | 27.42 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 17.11 |
| 14160 - Personal Computer Support Technician | (see 2) |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.02 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.11 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.09 |
| 15050 - Computer Based Training Specialist / Instructor | 32.85 |
| 15060 - Educational Technologist | 27.13 |
| 15070 - Flight Instructor (Pilot) | 42.09 |
| 15080 - Graphic Artist | 23.48 |
| 15090 - Technical Instructor | 22.99 |
| 15095 - Technical Instructor/Course Developer | 28.12 |
| 15110 - Test Proctor | 18.56 |
| 15120 - Tutor | 18.56 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.77 |
| 16030 - Counter Attendant | 9.77 |
| 16040 - Dry Cleaner | 11.84 |
| 16070 - Finisher, Flatwork, Machine | 9.77 |
| 16090 - Presser, Hand | 9.77 |
| 16110 - Presser, Machine, Drycleaning | 9.77 |
| 16130 - Presser, Machine, Shirts | 9.77 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.77 |
| 16190 - Sewing Machine Operator | 12.52 |
| 16220 - Tailor | 13.17 |
| 16250 - Washer, Machine | 10.37 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.57 |
| 19040 - Tool And Die Maker | 27.45 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.97 |
| 21030 - Material Coordinator | 20.40 |
| 21040 - Material Expediter | 20.40 |
| 21050 - Material Handling Laborer | 12.25 |
| 21071 - Order Filler | 15.11 |
| 21080 - Production Line Worker (Food Processing) | 15.97 |
| 21110 - Shipping Packer | 14.99 |
| 21130 - Shipping/Receiving Clerk | 14.99 |
| 21140 - Store Worker I | 11.44 |
| 21150 - Stock Clerk | 16.26 |
| 21210 - Tools And Parts Attendant | 15.97 |
| 21410 - Warehouse Specialist | 15.97 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 28.20 |
| 23021 - Aircraft Mechanic I | 27.07 |
| 23022 - Aircraft Mechanic II | 28.20 |
| 23023 - Aircraft Mechanic III | 29.22 |
| 23040 - Aircraft Mechanic Helper | 20.61 |
| 23050 - Aircraft, Painter | 26.03 |

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| 23060 - Aircraft Servicer | 23.80 |
| 23080 - Aircraft Worker | 24.90 |
| 23110 - Appliance Mechanic | 20.33 |
| 23120 - Bicycle Repairer | 14.15 |
| 23125 - Cable Splicer | 27.83 |
| 23130 - Carpenter, Maintenance | 27.59 |
| 23140 - Carpet Layer | 21.88 |
| 23160 - Electrician, Maintenance | 29.38 |
| 23181 - Electronics Technician Maintenance I | 22.54 |
| 23182 - Electronics Technician Maintenance II | 23.57 |
| 23183 - Electronics Technician Maintenance III | 25.80 |
| 23260 - Fabric Worker | 21.37 |
| 23290 - Fire Alarm System Mechanic | 24.48 |
| 23310 - Fire Extinguisher Repairer | 19.87 |
| 23311 - Fuel Distribution System Mechanic | 29.80 |
| 23312 - Fuel Distribution System Operator | 22.74 |
| 23370 - General Maintenance Worker | 19.47 |
| 23380 - Ground Support Equipment Mechanic | 27.07 |
| 23381 - Ground Support Equipment Servicer | 23.80 |
| 23382 - Ground Support Equipment Worker | 24.90 |
| 23391 - Gunsmith I | 19.87 |
| 23392 - Gunsmith II | 22.54 |
| 23393 - Gunsmith III | 24.53 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.51 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.53 |
| 23430 - Heavy Equipment Mechanic | 22.86 |
| 23440 - Heavy Equipment Operator | 31.14 |
| 23460 - Instrument Mechanic | 24.53 |
| 23465 - Laboratory/Shelter Mechanic | 23.57 |
| 23470 - Laborer | 12.25 |
| 23510 - Locksmith | 23.52 |
| 23530 - Machinery Maintenance Mechanic | 25.37 |
| 23550 - Machinist, Maintenance | 22.87 |
| 23580 - Maintenance Trades Helper | 15.36 |
| 23591 - Metrology Technician I | 24.53 |
| 23592 - Metrology Technician II | 25.55 |
| 23593 - Metrology Technician III | 27.56 |
| 23640 - Millwright | 24.53 |
| 23710 - Office Appliance Repairer | 23.39 |
| 23760 - Painter, Maintenance | 18.38 |
| 23790 - Pipefitter, Maintenance | 24.97 |
| 23810 - Plumber, Maintenance | 23.98 |
| 23820 - Pneudraulic Systems Mechanic | 24.53 |
| 23850 - Rigger | 24.53 |
| 23870 - Scale Mechanic | 22.54 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.66 |
| 23910 - Small Engine Mechanic | 21.58 |
| 23931 - Telecommunications Mechanic I | 24.14 |
| 23932 - Telecommunications Mechanic II | 24.84 |
| 23950 - Telephone Lineman | 27.24 |
| 23960 - Welder, Combination, Maintenance | 21.15 |
| 23965 - Well Driller | 24.53 |
| 23970 - Woodcraft Worker | 24.53 |
| 23980 - Woodworker | 19.77 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.73 |
| 24580 - Child Care Center Clerk | 16.73 |
| 24610 - Chore Aide | 12.02 |
| 24620 - Family Readiness And Support Services Coordinator | 16.99 |
| 24630 - Homemaker | 18.59 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.75 |
| 25040 - Sewage Plant Operator | 24.04 |
| 25070 - Stationary Engineer | 26.75 |
| 25190 - Ventilation Equipment Tender | 20.37 |
| 25210 - Water Treatment Plant Operator | 24.04 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.94 |
| 27007 - Baggage Inspector | 12.48 |
| 27008 - Corrections Officer | 28.63 |
| 27010 - Court Security Officer | 28.63 |
| 27030 - Detection Dog Handler | 13.96 |
| 27040 - Detention Officer | 28.63 |
| 27070 - Firefighter | 23.21 |
| 27101 - Guard I | 12.48 |
| 27102 - Guard II | 13.96 |
| 27131 - Police Officer I | 32.52 |
| 27132 - Police Officer II | 36.13 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.15 |
| 28042 - Carnival Equipment Repairer | 15.89 |
| 28043 - Carnival Equipment Worker | 10.35 |
| 28210 - Gate Attendant/Gate Tender | 15.28 |
| 28310 - Lifeguard | 12.12 |
| 28350 - Park Attendant (Aide) | 17.09 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.48 |
| 28515 - Recreation Specialist | 19.32 |
| 28630 - Sports Official | 13.62 |
| 28690 - Swimming Pool Operator | 20.66 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.54 |
| 29020 - Hatch Tender | 22.54 |
| 29030 - Line Handler | 22.54 |
| 29041 - Stevedore I | 21.37 |
| 29042 - Stevedore II | 23.57 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 3) | 39.85 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 3) | 27.48 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 3) | 30.26 |
| 30021 - Archeological Technician I | 18.29 |
| 30022 - Archeological Technician II | 20.46 |
| 30023 - Archeological Technician III | 25.35 |
| 30030 - Cartographic Technician | 25.86 |
| 30040 - Civil Engineering Technician | 27.81 |
| 30061 - Drafter/CAD Operator I | 18.29 |
| 30062 - Drafter/CAD Operator II | 20.46 |
| 30063 - Drafter/CAD Operator III | 23.27 |
| 30064 - Drafter/CAD Operator IV | 28.07 |
| 30081 - Engineering Technician I | 16.50 |
| 30082 - Engineering Technician II | 19.21 |
| 30083 - Engineering Technician III | 21.06 |
| 30084 - Engineering Technician IV | 29.71 |
| 30085 - Engineering Technician V | 33.15 |
| 30086 - Engineering Technician VI | 40.11 |
| 30090 - Environmental Technician | 26.67 |
| 30210 - Laboratory Technician | 20.45 |
| 30240 - Mathematical Technician | 25.86 |
| 30361 - Paralegal/Legal Assistant I | 19.60 |
| 30362 - Paralegal/Legal Assistant II | 25.03 |
| 30363 - Paralegal/Legal Assistant III | 30.59 |
| 30364 - Paralegal/Legal Assistant IV | 36.99 |
| 30390 - Photo-Optics Technician | 25.86 |
| 30461 - Technical Writer I | 24.02 |

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| 30462 - Technical Writer II | 29.38 |
| 30463 - Technical Writer III | 35.55 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.32 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.64 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.72 |
| 30494 - Unexploded (UXO) Safety Escort | 25.32 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.32 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 3) 23.27 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 3) 25.35 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.62 |
| 31030 - Bus Driver | 20.94 |
| 31043 - Driver Courier | 13.63 |
| 31260 - Parking and Lot Attendant | 9.61 |
| 31290 - Shuttle Bus Driver | 14.80 |
| 31310 - Taxi Driver | 12.48 |
| 31361 - Truckdriver, Light | 14.80 |
| 31362 - Truckdriver, Medium | 17.73 |
| 31363 - Truckdriver, Heavy | 17.89 |
| 31364 - Truckdriver, Tractor-Trailer | 17.89 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.10 |
| 99050 - Desk Clerk | 11.32 |
| 99095 - Embalmer | 25.32 |
| 99251 - Laboratory Animal Caretaker I | 12.33 |
| 99252 - Laboratory Animal Caretaker II | 13.23 |
| 99310 - Mortician | 25.32 |
| 99410 - Pest Controller | 18.38 |
| 99510 - Photofinishing Worker | 14.83 |
| 99710 - Recycling Laborer | 21.38 |
| 99711 - Recycling Specialist | 23.67 |
| 99730 - Refuse Collector | 19.26 |
| 99810 - Sales Clerk | 12.55 |
| 99820 - School Crossing Guard | 13.08 |
| 99830 - Survey Party Chief | 28.30 |
| 99831 - Surveying Aide | 18.63 |
| 99832 - Surveying Technician | 25.56 |
| 99840 - Vending Machine Attendant | 18.63 |
| 99841 - Vending Machine Repairer | 21.51 |
| 99842 - Vending Machine Repairer Helper | 18.63 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

3) 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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski
DirectorDivision of
Wage DeterminationsWage Determination No.: 2005-2064
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of San Luis Obispo, Santa Barbara

****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 | | 18.83 |
| 01020 - Administrative Assistant | | 22.82 |
| 01040 - Court Reporter | | 25.67 |
| 01051 - Data Entry Operator I | | 13.11 |
| 01052 - Data Entry Operator II | | 14.34 |
| 01060 - Dispatcher, Motor Vehicle | | 17.32 |
| 01070 - Document Preparation Clerk | | 14.12 |
| 01090 - Duplicating Machine Operator | | 14.12 |
| 01111 - General Clerk I | | 13.48 |
| 01112 - General Clerk II | | 14.97 |
| 01113 - General Clerk III | | 17.05 |
| 01120 - Housing Referral Assistant | | 21.86 |
| 01141 - Messenger Courier | | 11.96 |
| 01191 - Order Clerk I | | 13.24 |
| 01192 - Order Clerk II | | 14.59 |
| 01261 - Personnel Assistant (Employment) I | | 17.00 |
| 01262 - Personnel Assistant (Employment) II | | 19.01 |
| 01263 - Personnel Assistant (Employment) III | | 21.09 |
| 01270 - Production Control Clerk | | 20.40 |
| 01280 - Receptionist | | 13.14 |
| 01290 - Rental Clerk | | 12.32 |
| 01300 - Scheduler, Maintenance | | 16.47 |
| 01311 - Secretary I | | 16.47 |
| 01312 - Secretary II | | 18.42 |
| 01313 - Secretary III | | 21.86 |
| 01320 - Service Order Dispatcher | | 16.55 |
| 01410 - Supply Technician | | 22.82 |
| 01420 - Survey Worker | | 18.03 |
| 01531 - Travel Clerk I | | 13.04 |
| 01532 - Travel Clerk II | | 13.73 |
| 01533 - Travel Clerk III | | 14.57 |
| 01611 - Word Processor I | | 14.75 |
| 01612 - Word Processor II | | 16.56 |
| 01613 - Word Processor III | | 18.52 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 23.91 |
| 05010 - Automotive Electrician | | 18.81 |
| 05040 - Automotive Glass Installer | | 18.02 |
| 05070 - Automotive Worker | | 18.02 |
| 05110 - Mobile Equipment Servicer | | 16.41 |
| 05130 - Motor Equipment Metal Mechanic | | 19.58 |
| 05160 - Motor Equipment Metal Worker | | 18.02 |
| 05190 - Motor Vehicle Mechanic | | 18.68 |

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| 05220 - Motor Vehicle Mechanic Helper | 14.21 |
| 05250 - Motor Vehicle Upholstery Worker | 17.13 |
| 05280 - Motor Vehicle Wrecker | 18.02 |
| 05310 - Painter, Automotive | 18.81 |
| 05340 - Radiator Repair Specialist | 18.02 |
| 05370 - Tire Repairer | 14.15 |
| 05400 - Transmission Repair Specialist | 17.79 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.29 |
| 07041 - Cook I | 12.50 |
| 07042 - Cook II | 13.74 |
| 07070 - Dishwasher | 9.90 |
| 07130 - Food Service Worker | 10.06 |
| 07210 - Meat Cutter | 16.94 |
| 07260 - Waiter/Waitress | 10.95 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.21 |
| 09040 - Furniture Handler | 13.38 |
| 09080 - Furniture Refinisher | 20.21 |
| 09090 - Furniture Refinisher Helper | 16.32 |
| 09110 - Furniture Repairer, Minor | 18.48 |
| 09130 - Upholsterer | 20.21 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.47 |
| 11060 - Elevator Operator | 12.10 |
| 11090 - Gardener | 14.19 |
| 11122 - Housekeeping Aide | 12.10 |
| 11150 - Janitor | 12.10 |
| 11210 - Laborer, Grounds Maintenance | 11.76 |
| 11240 - Maid or Houseman | 9.57 |
| 11260 - Pruner | 10.44 |
| 11270 - Tractor Operator | 13.51 |
| 11330 - Trail Maintenance Worker | 11.76 |
| 11360 - Window Cleaner | 13.38 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.06 |
| 12011 - Breath Alcohol Technician | 20.27 |
| 12012 - Certified Occupational Therapist Assistant | 26.06 |
| 12015 - Certified Physical Therapist Assistant | 26.06 |
| 12020 - Dental Assistant | 19.46 |
| 12025 - Dental Hygienist | 38.53 |
| 12030 - EKG Technician | 24.78 |
| 12035 - Electroneurodiagnostic Technologist | 24.78 |
| 12040 - Emergency Medical Technician | 17.06 |
| 12071 - Licensed Practical Nurse I | 19.17 |
| 12072 - Licensed Practical Nurse II | 21.45 |
| 12073 - Licensed Practical Nurse III | 23.91 |
| 12100 - Medical Assistant | 14.88 |
| 12130 - Medical Laboratory Technician | 18.24 |
| 12160 - Medical Record Clerk | 15.63 |
| 12190 - Medical Record Technician | 17.48 |
| 12195 - Medical Transcriptionist | 17.34 |
| 12210 - Nuclear Medicine Technologist | 47.13 |
| 12221 - Nursing Assistant I | 11.18 |
| 12222 - Nursing Assistant II | 12.57 |
| 12223 - Nursing Assistant III | 13.71 |
| 12224 - Nursing Assistant IV | 15.39 |
| 12235 - Optical Dispenser | 20.26 |
| 12236 - Optical Technician | 19.17 |
| 12250 - Pharmacy Technician | 18.55 |
| 12280 - Phlebotomist | 15.39 |
| 12305 - Radiologic Technologist | 29.58 |
| 12311 - Registered Nurse I | 26.61 |

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| 12312 - Registered Nurse II | 32.54 |
| 12313 - Registered Nurse II, Specialist | 32.54 |
| 12314 - Registered Nurse III | 39.34 |
| 12315 - Registered Nurse III, Anesthetist | 39.34 |
| 12316 - Registered Nurse IV | 47.16 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.52 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 23.35 |
| 13012 - Exhibits Specialist II | 28.92 |
| 13013 - Exhibits Specialist III | 35.39 |
| 13041 - Illustrator I | 23.35 |
| 13042 - Illustrator II | 28.92 |
| 13043 - Illustrator III | 35.39 |
| 13047 - Librarian | 32.03 |
| 13050 - Library Aide/Clerk | 15.08 |
| 13054 - Library Information Technology Systems Administrator | 28.92 |
| 13058 - Library Technician | 18.79 |
| 13061 - Media Specialist I | 20.87 |
| 13062 - Media Specialist II | 23.35 |
| 13063 - Media Specialist III | 26.03 |
| 13071 - Photographer I | 19.97 |
| 13072 - Photographer II | 22.32 |
| 13073 - Photographer III | 28.46 |
| 13074 - Photographer IV | 32.11 |
| 13075 - Photographer V | 34.60 |
| 13110 - Video Teleconference Technician | 21.49 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.11 |
| 14042 - Computer Operator II | 19.98 |
| 14043 - Computer Operator III | 22.28 |
| 14044 - Computer Operator IV | 24.75 |
| 14045 - Computer Operator V | 27.42 |
| 14071 - Computer Programmer I | (see 1) 23.62 |
| 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 | 17.11 |
| 14160 - Personal Computer Support Technician | 24.75 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.02 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.11 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.09 |
| 15050 - Computer Based Training Specialist / Instructor | 32.85 |
| 15060 - Educational Technologist | 27.13 |
| 15070 - Flight Instructor (Pilot) | 42.09 |
| 15080 - Graphic Artist | 23.48 |
| 15090 - Technical Instructor | 22.99 |
| 15095 - Technical Instructor/Course Developer | 28.12 |
| 15110 - Test Proctor | 18.56 |
| 15120 - Tutor | 18.56 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.77 |
| 16030 - Counter Attendant | 9.77 |
| 16040 - Dry Cleaner | 11.84 |
| 16070 - Finisher, Flatwork, Machine | 9.77 |
| 16090 - Presser, Hand | 9.77 |
| 16110 - Presser, Machine, Drycleaning | 9.77 |
| 16130 - Presser, Machine, Shirts | 9.77 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.77 |

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| 16190 - Sewing Machine Operator | 12.52 |
| 16220 - Tailor | 13.17 |
| 16250 - Washer, Machine | 10.37 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.57 |
| 19040 - Tool And Die Maker | 27.45 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.97 |
| 21030 - Material Coordinator | 20.40 |
| 21040 - Material Expediter | 20.40 |
| 21050 - Material Handling Laborer | 12.25 |
| 21071 - Order Filler | 15.11 |
| 21080 - Production Line Worker (Food Processing) | 15.97 |
| 21110 - Shipping Packer | 14.99 |
| 21130 - Shipping/Receiving Clerk | 14.99 |
| 21140 - Store Worker I | 11.44 |
| 21150 - Stock Clerk | 16.26 |
| 21210 - Tools And Parts Attendant | 15.97 |
| 21410 - Warehouse Specialist | 15.97 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 28.20 |
| 23021 - Aircraft Mechanic I | 27.07 |
| 23022 - Aircraft Mechanic II | 28.20 |
| 23023 - Aircraft Mechanic III | 29.22 |
| 23040 - Aircraft Mechanic Helper | 20.61 |
| 23050 - Aircraft, Painter | 26.03 |
| 23060 - Aircraft Servicer | 23.80 |
| 23080 - Aircraft Worker | 24.90 |
| 23110 - Appliance Mechanic | 20.33 |
| 23120 - Bicycle Repairer | 14.15 |
| 23125 - Cable Splicer | 27.83 |
| 23130 - Carpenter, Maintenance | 27.59 |
| 23140 - Carpet Layer | 21.88 |
| 23160 - Electrician, Maintenance | 29.38 |
| 23181 - Electronics Technician Maintenance I | 22.54 |
| 23182 - Electronics Technician Maintenance II | 23.57 |
| 23183 - Electronics Technician Maintenance III | 25.80 |
| 23260 - Fabric Worker | 21.37 |
| 23290 - Fire Alarm System Mechanic | 24.48 |
| 23310 - Fire Extinguisher Repairer | 19.87 |
| 23311 - Fuel Distribution System Mechanic | 29.80 |
| 23312 - Fuel Distribution System Operator | 22.74 |
| 23370 - General Maintenance Worker | 19.47 |
| 23380 - Ground Support Equipment Mechanic | 27.07 |
| 23381 - Ground Support Equipment Servicer | 23.80 |
| 23382 - Ground Support Equipment Worker | 24.90 |
| 23391 - Gunsmith I | 19.87 |
| 23392 - Gunsmith II | 22.54 |
| 23393 - Gunsmith III | 24.53 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.51 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.53 |
| 23430 - Heavy Equipment Mechanic | 22.86 |
| 23440 - Heavy Equipment Operator | 31.14 |
| 23460 - Instrument Mechanic | 24.53 |
| 23465 - Laboratory/Shelter Mechanic | 23.57 |
| 23470 - Laborer | 12.25 |
| 23510 - Locksmith | 23.52 |
| 23530 - Machinery Maintenance Mechanic | 25.37 |
| 23550 - Machinist, Maintenance | 22.87 |
| 23580 - Maintenance Trades Helper | 15.36 |
| 23591 - Metrology Technician I | 24.53 |

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| 23592 - Metrology Technician II | 25.55 |
| 23593 - Metrology Technician III | 27.56 |
| 23640 - Millwright | 24.53 |
| 23710 - Office Appliance Repairer | 23.39 |
| 23760 - Painter, Maintenance | 18.38 |
| 23790 - Pipefitter, Maintenance | 24.97 |
| 23810 - Plumber, Maintenance | 23.98 |
| 23820 - Pneudraulic Systems Mechanic | 24.53 |
| 23850 - Rigger | 24.53 |
| 23870 - Scale Mechanic | 22.54 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.66 |
| 23910 - Small Engine Mechanic | 21.58 |
| 23931 - Telecommunications Mechanic I | 24.14 |
| 23932 - Telecommunications Mechanic II | 24.84 |
| 23950 - Telephone Lineman | 27.24 |
| 23960 - Welder, Combination, Maintenance | 21.15 |
| 23965 - well Driller | 24.53 |
| 23970 - Woodcraft Worker | 24.53 |
| 23980 - Woodworker | 19.77 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.73 |
| 24580 - Child Care Center Clerk | 16.73 |
| 24610 - Chore Aide | 12.02 |
| 24620 - Family Readiness And Support Services Coordinator | 16.99 |
| 24630 - Homemaker | 18.59 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.75 |
| 25040 - Sewage Plant Operator | 24.04 |
| 25070 - Stationary Engineer | 26.75 |
| 25190 - Ventilation Equipment Tender | 20.37 |
| 25210 - Water Treatment Plant Operator | 24.04 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.94 |
| 27007 - Baggage Inspector | 12.48 |
| 27008 - Corrections Officer | 28.63 |
| 27010 - Court Security Officer | 28.63 |
| 27030 - Detection Dog Handler | 13.96 |
| 27040 - Detention Officer | 28.63 |
| 27070 - Firefighter | 23.21 |
| 27101 - Guard I | 12.48 |
| 27102 - Guard II | 13.96 |
| 27131 - Police Officer I | 32.52 |
| 27132 - Police Officer II | 36.13 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.15 |
| 28042 - Carnival Equipment Repairer | 15.89 |
| 28043 - Carnival Equipment Worker | 10.35 |
| 28210 - Gate Attendant/Gate Tender | 15.28 |
| 28310 - Lifeguard | 12.12 |
| 28350 - Park Attendant (Aide) | 17.09 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.48 |
| 28515 - Recreation Specialist | 19.32 |
| 28630 - Sports Official | 13.62 |
| 28690 - Swimming Pool Operator | 20.66 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.54 |
| 29020 - Hatch Tender | 22.54 |
| 29030 - Line Handler | 22.54 |
| 29041 - Stevedore I | 21.37 |
| 29042 - Stevedore II | 23.57 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.85 |

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| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.48 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.26 |
| 30021 - Archeological Technician I | 18.29 |
| 30022 - Archeological Technician II | 20.46 |
| 30023 - Archeological Technician III | 25.35 |
| 30030 - Cartographic Technician | 25.86 |
| 30040 - Civil Engineering Technician | 27.81 |
| 30061 - Drafter/CAD Operator I | 18.29 |
| 30062 - Drafter/CAD Operator II | 20.46 |
| 30063 - Drafter/CAD Operator III | 23.27 |
| 30064 - Drafter/CAD Operator IV | 28.07 |
| 30081 - Engineering Technician I | 16.50 |
| 30082 - Engineering Technician II | 19.21 |
| 30083 - Engineering Technician III | 21.06 |
| 30084 - Engineering Technician IV | 29.71 |
| 30085 - Engineering Technician V | 33.15 |
| 30086 - Engineering Technician VI | 40.11 |
| 30090 - Environmental Technician | 26.67 |
| 30210 - Laboratory Technician | 20.45 |
| 30240 - Mathematical Technician | 25.86 |
| 30361 - Paralegal/Legal Assistant I | 19.60 |
| 30362 - Paralegal/Legal Assistant II | 25.03 |
| 30363 - Paralegal/Legal Assistant III | 30.59 |
| 30364 - Paralegal/Legal Assistant IV | 36.99 |
| 30390 - Photo-Optics Technician | 25.86 |
| 30461 - Technical Writer I | 24.02 |
| 30462 - Technical Writer II | 29.38 |
| 30463 - Technical Writer III | 35.55 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.32 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.64 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.72 |
| 30494 - Unexploded (UXO) Safety Escort | 25.32 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.32 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 23.27 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 25.35 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.62 |
| 31030 - Bus Driver | 20.94 |
| 31043 - Driver Courier | 13.63 |
| 31260 - Parking and Lot Attendant | 9.61 |
| 31290 - Shuttle Bus Driver | 14.80 |
| 31310 - Taxi Driver | 12.48 |
| 31361 - Truckdriver, Light | 14.80 |
| 31362 - Truckdriver, Medium | 17.73 |
| 31363 - Truckdriver, Heavy | 17.89 |
| 31364 - Truckdriver, Tractor-Trailer | 17.89 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.10 |
| 99050 - Desk Clerk | 11.32 |
| 99095 - Embalmer | 25.32 |
| 99251 - Laboratory Animal Caretaker I | 12.33 |
| 99252 - Laboratory Animal Caretaker II | 13.23 |
| 99310 - Mortician | 25.32 |
| 99410 - Pest Controller | 18.38 |
| 99510 - Photofinishing Worker | 14.83 |
| 99710 - Recycling Laborer | 21.38 |
| 99711 - Recycling Specialist | 23.67 |
| 99730 - Refuse Collector | 19.26 |
| 99810 - Sales Clerk | 12.55 |
| 99820 - School Crossing Guard | 13.08 |
| 99830 - Survey Party Chief | 28.30 |
| 99831 - Surveying Aide | 18.63 |

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| 99832 - Surveying Technician | 25.56 |
| 99840 - Vending Machine Attendant | 18.63 |
| 99841 - Vending Machine Repairer | 21.51 |
| 99842 - Vending Machine Repairer Helper | 18.63 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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. Conformance 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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2067
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Calaveras, San Joaquin, Stanislaus, Tuolumne

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.71 |
| 01012 - Accounting Clerk II | | 16.51 |
| 01013 - Accounting Clerk III | | 18.46 |
| 01020 - Administrative Assistant | | 20.68 |
| 01040 - Court Reporter | | 18.28 |
| 01051 - Data Entry Operator I | | 12.69 |
| 01052 - Data Entry Operator II | | 13.85 |
| 01060 - Dispatcher, Motor Vehicle | | 19.64 |
| 01070 - Document Preparation Clerk | | 14.56 |
| 01090 - Duplicating Machine Operator | | 14.56 |
| 01111 - General Clerk I | | 13.18 |
| 01112 - General Clerk II | | 14.38 |
| 01113 - General Clerk III | | 16.14 |
| 01120 - Housing Referral Assistant | | 20.39 |
| 01141 - Messenger Courier | | 12.28 |
| 01191 - Order Clerk I | | 13.75 |
| 01192 - Order Clerk II | | 14.95 |
| 01261 - Personnel Assistant (Employment) I | | 16.24 |
| 01262 - Personnel Assistant (Employment) II | | 18.17 |
| 01263 - Personnel Assistant (Employment) III | | 20.11 |
| 01270 - Production Control Clerk | | 19.89 |

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| 01280 - Receptionist | 12.45 |
| 01290 - Rental Clerk | 12.58 |
| 01300 - Scheduler, Maintenance | 16.34 |
| 01311 - Secretary I | 16.34 |
| 01312 - Secretary II | 18.28 |
| 01313 - Secretary III | 20.39 |
| 01320 - Service Order Dispatcher | 19.64 |
| 01410 - Supply Technician | 22.65 |
| 01420 - Survey Worker | 16.22 |
| 01531 - Travel Clerk I | 13.06 |
| 01532 - Travel Clerk II | 14.05 |
| 01533 - Travel Clerk III | 15.10 |
| 01611 - Word Processor I | 13.87 |
| 01612 - Word Processor II | 15.56 |
| 01613 - Word Processor III | 17.40 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.80 |
| 05010 - Automotive Electrician | 19.64 |
| 05040 - Automotive Glass Installer | 20.62 |
| 05070 - Automotive Worker | 19.03 |
| 05110 - Mobile Equipment Servicer | 17.59 |
| 05130 - Motor Equipment Metal Mechanic | 20.47 |
| 05160 - Motor Equipment Metal Worker | 19.03 |
| 05190 - Motor Vehicle Mechanic | 19.81 |
| 05220 - Motor Vehicle Mechanic Helper | 16.48 |
| 05250 - Motor Vehicle Upholstery Worker | 17.80 |
| 05280 - Motor Vehicle Wrecker | 18.69 |
| 05310 - Painter, Automotive | 19.29 |
| 05340 - Radiator Repair Specialist | 18.69 |
| 05370 - Tire Repairer | 14.13 |
| 05400 - Transmission Repair Specialist | 20.47 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 16.87 |
| 07041 - Cook I | 13.74 |
| 07042 - Cook II | 14.99 |
| 07070 - Dishwasher | 9.09 |
| 07130 - Food Service Worker | 10.51 |
| 07210 - Meat Cutter | 17.05 |
| 07260 - Waiter/Waitress | 9.98 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.32 |
| 09040 - Furniture Handler | 12.88 |
| 09080 - Furniture Refinisher | 16.32 |
| 09090 - Furniture Refinisher Helper | 13.94 |
| 09110 - Furniture Repairer, Minor | 15.13 |
| 09130 - Upholsterer | 16.32 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.58 |
| 11060 - Elevator Operator | 12.18 |
| 11090 - Gardener | 16.13 |
| 11122 - Housekeeping Aide | 12.18 |
| 11150 - Janitor | 12.93 |
| 11210 - Laborer, Grounds Maintenance | 13.39 |
| 11240 - Maid or Houseman | 10.17 |
| 11260 - Pruner | 12.49 |
| 11270 - Tractor Operator | 15.51 |
| 11330 - Trail Maintenance Worker | 13.39 |
| 11360 - Window Cleaner | 13.77 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.71 |
| 12011 - Breath Alcohol Technician | 16.43 |
| 12012 - Certified Occupational Therapist Assistant | 24.42 |
| 12015 - Certified Physical Therapist Assistant | 24.42 |

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| 12020 - Dental Assistant | 15.31 |
| 12025 - Dental Hygienist | 39.05 |
| 12030 - EKG Technician | 27.12 |
| 12035 - Electroneurodiagnostic Technologist | 27.12 |
| 12040 - Emergency Medical Technician | 16.30 |
| 12071 - Licensed Practical Nurse I | 19.12 |
| 12072 - Licensed Practical Nurse II | 21.38 |
| 12073 - Licensed Practical Nurse III | 23.85 |
| 12100 - Medical Assistant | 13.23 |
| 12130 - Medical Laboratory Technician | 18.79 |
| 12160 - Medical Record Clerk | 16.34 |
| 12190 - Medical Record Technician | 19.19 |
| 12195 - Medical Transcriptionist | 16.34 |
| 12210 - Nuclear Medicine Technologist | 41.37 |
| 12221 - Nursing Assistant I | 10.00 |
| 12222 - Nursing Assistant II | 11.24 |
| 12223 - Nursing Assistant III | 12.27 |
| 12224 - Nursing Assistant IV | 13.77 |
| 12235 - Optical Dispenser | 16.61 |
| 12236 - Optical Technician | 14.91 |
| 12250 - Pharmacy Technician | 17.34 |
| 12280 - Phlebotomist | 16.46 |
| 12305 - Radiologic Technologist | 32.96 |
| 12311 - Registered Nurse I | 24.46 |
| 12312 - Registered Nurse II | 29.92 |
| 12313 - Registered Nurse II, Specialist | 29.76 |
| 12314 - Registered Nurse III | 36.20 |
| 12315 - Registered Nurse III, Anesthetist | 36.20 |
| 12316 - Registered Nurse IV | 43.38 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.64 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 23.15 |
| 13012 - Exhibits Specialist II | 29.54 |
| 13013 - Exhibits Specialist III | 36.13 |
| 13041 - Illustrator I | 23.16 |
| 13042 - Illustrator II | 29.54 |
| 13043 - Illustrator III | 36.13 |
| 13047 - Librarian | 32.70 |
| 13050 - Library Aide/Clerk | 13.47 |
| 13054 - Library Information Technology Systems Administrator | 29.54 |
| 13058 - Library Technician | 16.26 |
| 13061 - Media Specialist I | 16.29 |
| 13062 - Media Specialist II | 18.23 |
| 13063 - Media Specialist III | 20.32 |
| 13071 - Photographer I | 15.00 |
| 13072 - Photographer II | 16.54 |
| 13073 - Photographer III | 20.61 |
| 13074 - Photographer IV | 25.20 |
| 13075 - Photographer V | 30.49 |
| 13110 - Video Teleconference Technician | 18.71 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.53 |
| 14042 - Computer Operator II | 17.63 |
| 14043 - Computer Operator III | 19.79 |
| 14044 - Computer Operator IV | 21.99 |
| 14045 - Computer Operator V | 24.36 |
| 14071 - Computer Programmer I | (see 1) |
| 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) |

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| 14103 - Computer Systems Analyst III | (see 1) | 15.53 |
| 14150 - Peripheral Equipment Operator | | 21.99 |
| 14160 - Personal Computer Support Technician | | 21.99 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 27.84 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 33.69 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 39.69 |
| 15050 - Computer Based Training Specialist / Instructor | | 27.84 |
| 15060 - Educational Technologist | | 30.32 |
| 15070 - Flight Instructor (Pilot) | | 39.69 |
| 15080 - Graphic Artist | | 19.23 |
| 15090 - Technical Instructor | | 19.30 |
| 15095 - Technical Instructor/Course Developer | | 23.61 |
| 15110 - Test Proctor | | 15.57 |
| 15120 - Tutor | | 15.57 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 9.19 |
| 16030 - Counter Attendant | | 9.19 |
| 16040 - Dry Cleaner | | 12.33 |
| 16070 - Finisher, Flatwork, Machine | | 9.19 |
| 16090 - Presser, Hand | | 9.19 |
| 16110 - Presser, Machine, Drycleaning | | 9.19 |
| 16130 - Presser, Machine, Shirts | | 9.19 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 9.19 |
| 16190 - Sewing Machine Operator | | 13.39 |
| 16220 - Tailor | | 14.44 |
| 16250 - Washer, Machine | | 10.22 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 20.47 |
| 19040 - Tool And Die Maker | | 23.70 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 15.85 |
| 21030 - Material Coordinator | | 19.89 |
| 21040 - Material Expediter | | 19.89 |
| 21050 - Material Handling Laborer | | 14.09 |
| 21071 - Order Filler | | 12.01 |
| 21080 - Production Line Worker (Food Processing) | | 15.85 |
| 21110 - Shipping Packer | | 16.15 |
| 21130 - Shipping/Receiving Clerk | | 16.15 |
| 21140 - Store Worker I | | 14.60 |
| 21150 - Stock Clerk | | 17.39 |
| 21210 - Tools And Parts Attendant | | 15.85 |
| 21410 - Warehouse Specialist | | 15.85 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 22.23 |
| 23021 - Aircraft Mechanic I | | 21.28 |
| 23022 - Aircraft Mechanic II | | 22.23 |
| 23023 - Aircraft Mechanic III | | 23.21 |
| 23040 - Aircraft Mechanic Helper | | 16.76 |
| 23050 - Aircraft, Painter | | 20.30 |
| 23060 - Aircraft Servicer | | 18.46 |
| 23080 - Aircraft Worker | | 19.48 |
| 23110 - Appliance Mechanic | | 22.18 |
| 23120 - Bicycle Repairer | | 14.13 |
| 23125 - Cable Splicer | | 22.79 |
| 23130 - Carpenter, Maintenance | | 24.83 |
| 23140 - Carpet Layer | | 17.09 |
| 23160 - Electrician, Maintenance | | 25.03 |
| 23181 - Electronics Technician Maintenance I | | 25.35 |
| 23182 - Electronics Technician Maintenance II | | 26.73 |
| 23183 - Electronics Technician Maintenance III | | 27.89 |
| 23260 - Fabric Worker | | 19.70 |
| 23290 - Fire Alarm System Mechanic | | 20.54 |

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| 23310 - Fire Extinguisher Repairer | 18.56 |
| 23311 - Fuel Distribution System Mechanic | 24.42 |
| 23312 - Fuel Distribution System Operator | 19.77 |
| 23370 - General Maintenance Worker | 18.96 |
| 23380 - Ground Support Equipment Mechanic | 21.28 |
| 23381 - Ground Support Equipment Servicer | 18.46 |
| 23382 - Ground Support Equipment Worker | 19.44 |
| 23391 - Gunsmith I | 18.56 |
| 23392 - Gunsmith II | 20.84 |
| 23393 - Gunsmith III | 22.93 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.71 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.66 |
| 23430 - Heavy Equipment Mechanic | 24.89 |
| 23440 - Heavy Equipment Operator | 30.51 |
| 23460 - Instrument Mechanic | 25.08 |
| 23465 - Laboratory/Shelter Mechanic | 21.97 |
| 23470 - Laborer | 14.09 |
| 23510 - Locksmith | 21.76 |
| 23530 - Machinery Maintenance Mechanic | 24.85 |
| 23550 - Machinist, Maintenance | 20.79 |
| 23580 - Maintenance Trades Helper | 15.33 |
| 23591 - Metrology Technician I | 25.08 |
| 23592 - Metrology Technician II | 26.20 |
| 23593 - Metrology Technician III | 27.36 |
| 23640 - Millwright | 23.30 |
| 23710 - Office Appliance Repairer | 21.49 |
| 23760 - Painter, Maintenance | 19.67 |
| 23790 - Pipefitter, Maintenance | 23.20 |
| 23810 - Plumber, Maintenance | 22.26 |
| 23820 - Pneudraulic Systems Mechanic | 22.79 |
| 23850 - Rigger | 22.79 |
| 23870 - Scale Mechanic | 20.84 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.59 |
| 23910 - Small Engine Mechanic | 20.68 |
| 23931 - Telecommunications Mechanic I | 25.68 |
| 23932 - Telecommunications Mechanic II | 26.83 |
| 23950 - Telephone Lineman | 27.08 |
| 23960 - Welder, Combination, Maintenance | 18.71 |
| 23965 - well Driller | 22.79 |
| 23970 - Woodcraft Worker | 22.79 |
| 23980 - Woodworker | 15.41 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.56 |
| 24580 - Child Care Center Clerk | 16.99 |
| 24610 - Chore Aide | 9.79 |
| 24620 - Family Readiness And Support Services Coordinator | 17.62 |
| 24630 - Homemaker | 17.40 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.25 |
| 25040 - Sewage Plant Operator | 27.03 |
| 25070 - Stationary Engineer | 27.25 |
| 25190 - Ventilation Equipment Tender | 20.72 |
| 25210 - Water Treatment Plant Operator | 27.03 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 21.79 |
| 27007 - Baggage Inspector | 10.95 |
| 27008 - Corrections Officer | 27.42 |
| 27010 - Court Security Officer | 27.42 |
| 27030 - Detection Dog Handler | 18.61 |
| 27040 - Detention Officer | 27.42 |

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| 27070 - Firefighter | 24.77 |
| 27101 - Guard I | 10.95 |
| 27102 - Guard II | 18.61 |
| 27131 - Police Officer I | 27.31 |
| 27132 - Police Officer II | 30.33 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.99 |
| 28042 - Carnival Equipment Repairer | 11.46 |
| 28043 - Carnival Equipment Worker | 9.40 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.39 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.54 |
| 28515 - Recreation Specialist | 17.31 |
| 28630 - Sports Official | 11.39 |
| 28690 - Swimming Pool Operator | 16.09 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.20 |
| 29020 - Hatch Tender | 23.20 |
| 29030 - Line Handler | 23.20 |
| 29041 - Stevedore I | 21.93 |
| 29042 - Stevedore II | 24.46 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 19.89 |
| 30022 - Archeological Technician II | 22.25 |
| 30023 - Archeological Technician III | 27.58 |
| 30030 - Cartographic Technician | 27.58 |
| 30040 - Civil Engineering Technician | 26.27 |
| 30061 - Drafter/CAD Operator I | 19.89 |
| 30062 - Drafter/CAD Operator II | 22.25 |
| 30063 - Drafter/CAD Operator III | 24.82 |
| 30064 - Drafter/CAD Operator IV | 30.53 |
| 30081 - Engineering Technician I | 16.22 |
| 30082 - Engineering Technician II | 18.20 |
| 30083 - Engineering Technician III | 20.59 |
| 30084 - Engineering Technician IV | 25.23 |
| 30085 - Engineering Technician V | 30.86 |
| 30086 - Engineering Technician VI | 37.33 |
| 30090 - Environmental Technician | 22.40 |
| 30210 - Laboratory Technician | 24.82 |
| 30240 - Mathematical Technician | 27.58 |
| 30361 - Paralegal/Legal Assistant I | 20.90 |
| 30362 - Paralegal/Legal Assistant II | 25.90 |
| 30363 - Paralegal/Legal Assistant III | 31.68 |
| 30364 - Paralegal/Legal Assistant IV | 38.33 |
| 30390 - Photo-Optics Technician | 26.83 |
| 30461 - Technical Writer I | 25.61 |
| 30462 - Technical Writer II | 31.31 |
| 30463 - Technical Writer III | 37.88 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 23.71 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 26.36 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.06 |
| 31030 - Bus Driver | 16.97 |

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| 31043 - Driver Courier | 15.25 |
| 31260 - Parking and Lot Attendant | 12.64 |
| 31290 - Shuttle Bus Driver | 16.06 |
| 31310 - Taxi Driver | 14.41 |
| 31361 - Truckdriver, Light | 16.06 |
| 31362 - Truckdriver, Medium | 16.78 |
| 31363 - Truckdriver, Heavy | 20.78 |
| 31364 - Truckdriver, Tractor-Trailer | 20.78 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.52 |
| 99050 - Desk Clerk | 9.76 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.77 |
| 99252 - Laboratory Animal Caretaker II | 12.53 |
| 99310 - Mortician | 25.80 |
| 99410 - Pest Controller | 17.45 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 21.82 |
| 99711 - Recycling Specialist | 25.11 |
| 99730 - Refuse Collector | 20.19 |
| 99810 - Sales Clerk | 12.68 |
| 99820 - School Crossing Guard | 12.55 |
| 99830 - Survey Party Chief | 34.32 |
| 99831 - Surveying Aide | 20.72 |
| 99832 - Surveying Technician | 28.39 |
| 99840 - Vending Machine Attendant | 10.98 |
| 99841 - Vending Machine Repairer | 14.63 |
| 99842 - Vending Machine Repairer Helper | 12.10 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

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

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2068
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Calaveras, San Joaquin, Stanislaus, Tuolumne

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.71 |
| 01012 - Accounting Clerk II | | 16.51 |

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| 01013 | - Accounting Clerk III | 18.46 |
| 01020 | - Administrative Assistant | 20.68 |
| 01040 | - Court Reporter | 18.28 |
| 01051 | - Data Entry Operator I | 12.69 |
| 01052 | - Data Entry Operator II | 13.85 |
| 01060 | - Dispatcher, Motor Vehicle | 19.64 |
| 01070 | - Document Preparation Clerk | 14.56 |
| 01090 | - Duplicating Machine Operator | 14.56 |
| 01111 | - General Clerk I | 13.18 |
| 01112 | - General Clerk II | 14.38 |
| 01113 | - General Clerk III | 16.14 |
| 01120 | - Housing Referral Assistant | 20.39 |
| 01141 | - Messenger Courier | 12.28 |
| 01191 | - Order Clerk I | 13.75 |
| 01192 | - Order Clerk II | 14.95 |
| 01261 | - Personnel Assistant (Employment) I | 16.24 |
| 01262 | - Personnel Assistant (Employment) II | 18.17 |
| 01263 | - Personnel Assistant (Employment) III | 20.11 |
| 01270 | - Production Control Clerk | 19.89 |
| 01280 | - Receptionist | 12.45 |
| 01290 | - Rental Clerk | 12.58 |
| 01300 | - Scheduler, Maintenance | 16.34 |
| 01311 | - Secretary I | 16.34 |
| 01312 | - Secretary II | 18.28 |
| 01313 | - Secretary III | 20.39 |
| 01320 | - Service Order Dispatcher | 19.64 |
| 01410 | - Supply Technician | 22.65 |
| 01420 | - Survey Worker | 16.22 |
| 01531 | - Travel Clerk I | 13.06 |
| 01532 | - Travel Clerk II | 14.05 |
| 01533 | - Travel Clerk III | 15.10 |
| 01611 | - Word Processor I | 13.87 |
| 01612 | - Word Processor II | 15.56 |
| 01613 | - Word Processor III | 17.40 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 19.80 |
| 05010 | - Automotive Electrician | 19.64 |
| 05040 | - Automotive Glass Installer | 20.62 |
| 05070 | - Automotive Worker | 19.03 |
| 05110 | - Mobile Equipment Servicer | 17.59 |
| 05130 | - Motor Equipment Metal Mechanic | 20.47 |
| 05160 | - Motor Equipment Metal Worker | 19.03 |
| 05190 | - Motor Vehicle Mechanic | 19.81 |
| 05220 | - Motor Vehicle Mechanic Helper | 16.48 |
| 05250 | - Motor Vehicle Upholstery Worker | 17.80 |
| 05280 | - Motor Vehicle Wrecker | 18.69 |
| 05310 | - Painter, Automotive | 19.29 |
| 05340 | - Radiator Repair Specialist | 18.69 |
| 05370 | - Tire Repairer | 14.13 |
| 05400 | - Transmission Repair Specialist | 20.47 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 16.87 |
| 07041 | - Cook I | 13.74 |
| 07042 | - Cook II | 14.99 |
| 07070 | - Dishwasher | 9.09 |
| 07130 | - Food Service Worker | 10.51 |
| 07210 | - Meat Cutter | 17.05 |
| 07260 | - Waiter/Waitress | 9.98 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 16.32 |
| 09040 | - Furniture Handler | 12.88 |
| 09080 | - Furniture Refinisher | 16.32 |
| 09090 | - Furniture Refinisher Helper | 13.94 |

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| 09110 - Furniture Repairer, Minor | 15.13 |
| 09130 - Upholsterer | 16.32 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.58 |
| 11060 - Elevator Operator | 12.18 |
| 11090 - Gardener | 16.13 |
| 11122 - Housekeeping Aide | 12.18 |
| 11150 - Janitor | 12.93 |
| 11210 - Laborer, Grounds Maintenance | 13.39 |
| 11240 - Maid or Houseman | 10.17 |
| 11260 - Pruner | 12.49 |
| 11270 - Tractor Operator | 15.51 |
| 11330 - Trail Maintenance Worker | 13.39 |
| 11360 - Window Cleaner | 13.77 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.71 |
| 12011 - Breath Alcohol Technician | 16.43 |
| 12012 - Certified Occupational Therapist Assistant | 24.42 |
| 12015 - Certified Physical Therapist Assistant | 24.42 |
| 12020 - Dental Assistant | 15.31 |
| 12025 - Dental Hygienist | 39.05 |
| 12030 - EKG Technician | 27.12 |
| 12035 - Electroneurodiagnostic Technologist | 27.12 |
| 12040 - Emergency Medical Technician | 16.30 |
| 12071 - Licensed Practical Nurse I | 19.12 |
| 12072 - Licensed Practical Nurse II | 21.38 |
| 12073 - Licensed Practical Nurse III | 23.85 |
| 12100 - Medical Assistant | 13.23 |
| 12130 - Medical Laboratory Technician | 18.79 |
| 12160 - Medical Record Clerk | 16.34 |
| 12190 - Medical Record Technician | 19.19 |
| 12195 - Medical Transcriptionist | 16.34 |
| 12210 - Nuclear Medicine Technologist | 41.37 |
| 12221 - Nursing Assistant I | 10.00 |
| 12222 - Nursing Assistant II | 11.24 |
| 12223 - Nursing Assistant III | 12.27 |
| 12224 - Nursing Assistant IV | 13.77 |
| 12235 - Optical Dispenser | 16.61 |
| 12236 - Optical Technician | 14.91 |
| 12250 - Pharmacy Technician | 17.34 |
| 12280 - Phlebotomist | 16.46 |
| 12305 - Radiologic Technologist | 32.96 |
| 12311 - Registered Nurse I | 24.46 |
| 12312 - Registered Nurse II | 29.92 |
| 12313 - Registered Nurse II, Specialist | 29.76 |
| 12314 - Registered Nurse III | 36.20 |
| 12315 - Registered Nurse III, Anesthetist | 36.20 |
| 12316 - Registered Nurse IV | 43.38 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.64 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 23.15 |
| 13012 - Exhibits Specialist II | 29.54 |
| 13013 - Exhibits Specialist III | 36.13 |
| 13041 - Illustrator I | 23.16 |
| 13042 - Illustrator II | 29.54 |
| 13043 - Illustrator III | 36.13 |
| 13047 - Librarian | 32.70 |
| 13050 - Library Aide/Clerk | 13.47 |
| 13054 - Library Information Technology Systems Administrator | 29.54 |
| 13058 - Library Technician | 16.26 |
| 13061 - Media Specialist I | 16.29 |
| 13062 - Media Specialist II | 18.23 |

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| 13063 - Media Specialist III | 20.32 |
| 13071 - Photographer I | 15.00 |
| 13072 - Photographer II | 16.54 |
| 13073 - Photographer III | 20.61 |
| 13074 - Photographer IV | 25.20 |
| 13075 - Photographer V | 30.49 |
| 13110 - Video Teleconference Technician | 18.71 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.53 |
| 14042 - Computer Operator II | 17.63 |
| 14043 - Computer Operator III | 19.79 |
| 14044 - Computer Operator IV | 21.99 |
| 14045 - Computer Operator V | 24.36 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 15.53 |
| 14160 - Personal Computer Support Technician | 21.99 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.84 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.69 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.69 |
| 15050 - Computer Based Training Specialist / Instructor | 27.84 |
| 15060 - Educational Technologist | 30.32 |
| 15070 - Flight Instructor (Pilot) | 39.69 |
| 15080 - Graphic Artist | 19.23 |
| 15090 - Technical Instructor | 19.30 |
| 15095 - Technical Instructor/Course Developer | 23.61 |
| 15110 - Test Proctor | 15.57 |
| 15120 - Tutor | 15.57 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.19 |
| 16030 - Counter Attendant | 9.19 |
| 16040 - Dry Cleaner | 12.33 |
| 16070 - Finisher, Flatwork, Machine | 9.19 |
| 16090 - Presser, Hand | 9.19 |
| 16110 - Presser, Machine, Drycleaning | 9.19 |
| 16130 - Presser, Machine, Shirts | 9.19 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.19 |
| 16190 - Sewing Machine Operator | 13.39 |
| 16220 - Tailor | 14.44 |
| 16250 - Washer, Machine | 10.22 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.47 |
| 19040 - Tool And Die Maker | 23.70 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.85 |
| 21030 - Material Coordinator | 19.89 |
| 21040 - Material Expediter | 19.89 |
| 21050 - Material Handling Laborer | 14.09 |
| 21071 - Order Filler | 12.01 |
| 21080 - Production Line Worker (Food Processing) | 15.85 |
| 21110 - Shipping Packer | 16.15 |
| 21130 - Shipping/Receiving Clerk | 16.15 |
| 21140 - Store Worker I | 14.60 |
| 21150 - Stock Clerk | 17.39 |
| 21210 - Tools And Parts Attendant | 15.85 |
| 21410 - Warehouse Specialist | 15.85 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |

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| 23010 - Aerospace Structural Welder | 22.23 |
| 23021 - Aircraft Mechanic I | 21.28 |
| 23022 - Aircraft Mechanic II | 22.23 |
| 23023 - Aircraft Mechanic III | 23.21 |
| 23040 - Aircraft Mechanic Helper | 16.76 |
| 23050 - Aircraft, Painter | 20.30 |
| 23060 - Aircraft Servicer | 18.46 |
| 23080 - Aircraft Worker | 19.48 |
| 23110 - Appliance Mechanic | 22.18 |
| 23120 - Bicycle Repairer | 14.13 |
| 23125 - Cable Splicer | 22.79 |
| 23130 - Carpenter, Maintenance | 24.83 |
| 23140 - Carpet Layer | 17.09 |
| 23160 - Electrician, Maintenance | 25.03 |
| 23181 - Electronics Technician Maintenance I | 25.35 |
| 23182 - Electronics Technician Maintenance II | 26.73 |
| 23183 - Electronics Technician Maintenance III | 27.89 |
| 23260 - Fabric Worker | 19.70 |
| 23290 - Fire Alarm System Mechanic | 20.54 |
| 23310 - Fire Extinguisher Repairer | 18.56 |
| 23311 - Fuel Distribution System Mechanic | 24.42 |
| 23312 - Fuel Distribution System Operator | 19.77 |
| 23370 - General Maintenance Worker | 18.96 |
| 23380 - Ground Support Equipment Mechanic | 21.28 |
| 23381 - Ground Support Equipment Servicer | 18.46 |
| 23382 - Ground Support Equipment Worker | 19.44 |
| 23391 - Gunsmith I | 18.56 |
| 23392 - Gunsmith II | 20.84 |
| 23393 - Gunsmith III | 22.93 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.71 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.66 |
| 23430 - Heavy Equipment Mechanic | 24.89 |
| 23440 - Heavy Equipment Operator | 30.51 |
| 23460 - Instrument Mechanic | 25.08 |
| 23465 - Laboratory/Shelter Mechanic | 21.97 |
| 23470 - Laborer | 14.09 |
| 23510 - Locksmith | 21.76 |
| 23530 - Machinery Maintenance Mechanic | 24.85 |
| 23550 - Machinist, Maintenance | 20.79 |
| 23580 - Maintenance Trades Helper | 15.33 |
| 23591 - Metrology Technician I | 25.08 |
| 23592 - Metrology Technician II | 26.20 |
| 23593 - Metrology Technician III | 27.36 |
| 23640 - Millwright | 23.30 |
| 23710 - Office Appliance Repairer | 21.49 |
| 23760 - Painter, Maintenance | 19.67 |
| 23790 - Pipefitter, Maintenance | 23.20 |
| 23810 - Plumber, Maintenance | 22.26 |
| 23820 - Pneudraulic Systems Mechanic | 22.79 |
| 23850 - Rigger | 22.79 |
| 23870 - Scale Mechanic | 20.84 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.59 |
| 23910 - Small Engine Mechanic | 20.68 |
| 23931 - Telecommunications Mechanic I | 25.68 |
| 23932 - Telecommunications Mechanic II | 26.83 |
| 23950 - Telephone Lineman | 27.08 |
| 23960 - Welder, Combination, Maintenance | 18.71 |
| 23965 - Well Driller | 22.79 |
| 23970 - Woodcraft Worker | 22.79 |
| 23980 - Woodworker | 15.41 |
| 24000 - Personal Needs Occupations | |

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| 24570 - Child Care Attendant | 12.56 |
| 24580 - Child Care Center Clerk | 16.99 |
| 24610 - Chore Aide | 9.79 |
| 24620 - Family Readiness And Support Services Coordinator | 17.62 |
| 24630 - Homemaker | 17.40 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.25 |
| 25040 - Sewage Plant Operator | 27.03 |
| 25070 - Stationary Engineer | 27.25 |
| 25190 - Ventilation Equipment Tender | 20.72 |
| 25210 - Water Treatment Plant Operator | 27.03 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 21.79 |
| 27007 - Baggage Inspector | 10.95 |
| 27008 - Corrections Officer | 27.42 |
| 27010 - Court Security Officer | 27.42 |
| 27030 - Detection Dog Handler | 18.61 |
| 27040 - Detention Officer | 27.42 |
| 27070 - Firefighter | 24.77 |
| 27101 - Guard I | 10.95 |
| 27102 - Guard II | 18.61 |
| 27131 - Police Officer I | 27.31 |
| 27132 - Police Officer II | 30.33 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.99 |
| 28042 - Carnival Equipment Repairer | 11.46 |
| 28043 - Carnival Equipment Worker | 9.40 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.39 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.54 |
| 28515 - Recreation Specialist | 17.31 |
| 28630 - Sports Official | 11.39 |
| 28690 - Swimming Pool Operator | 16.09 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.20 |
| 29020 - Hatch Tender | 23.20 |
| 29030 - Line Handler | 23.20 |
| 29041 - Stevedore I | 21.93 |
| 29042 - Stevedore II | 24.46 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 19.89 |
| 30022 - Archeological Technician II | 22.25 |
| 30023 - Archeological Technician III | 27.58 |
| 30030 - Cartographic Technician | 27.58 |
| 30040 - Civil Engineering Technician | 26.27 |
| 30061 - Drafter/CAD Operator I | 19.89 |
| 30062 - Drafter/CAD Operator II | 22.25 |
| 30063 - Drafter/CAD Operator III | 24.82 |
| 30064 - Drafter/CAD Operator IV | 30.53 |
| 30081 - Engineering Technician I | 16.22 |
| 30082 - Engineering Technician II | 18.20 |
| 30083 - Engineering Technician III | 20.59 |
| 30084 - Engineering Technician IV | 25.23 |
| 30085 - Engineering Technician V | 30.86 |
| 30086 - Engineering Technician VI | 37.33 |
| 30090 - Environmental Technician | 22.40 |
| 30210 - Laboratory Technician | 24.82 |
| 30240 - Mathematical Technician | 27.58 |

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| 30361 - Paralegal/Legal Assistant I | 20.90 |
| 30362 - Paralegal/Legal Assistant II | 25.90 |
| 30363 - Paralegal/Legal Assistant III | 31.68 |
| 30364 - Paralegal/Legal Assistant IV | 38.33 |
| 30390 - Photo-Optics Technician | 26.83 |
| 30461 - Technical Writer I | 25.61 |
| 30462 - Technical Writer II | 31.31 |
| 30463 - Technical Writer III | 37.88 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 23.71 |
| 30621 - Weather Observer, Senior | (see 2) 26.36 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.06 |
| 31030 - Bus Driver | 16.97 |
| 31043 - Driver Courier | 15.25 |
| 31260 - Parking and Lot Attendant | 12.64 |
| 31290 - Shuttle Bus Driver | 16.06 |
| 31310 - Taxi Driver | 14.41 |
| 31361 - Truckdriver, Light | 16.06 |
| 31362 - Truckdriver, Medium | 16.78 |
| 31363 - Truckdriver, Heavy | 20.78 |
| 31364 - Truckdriver, Tractor-Trailer | 20.78 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.52 |
| 99050 - Desk Clerk | 9.76 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.77 |
| 99252 - Laboratory Animal Caretaker II | 12.53 |
| 99310 - Mortician | 25.80 |
| 99410 - Pest Controller | 17.45 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 21.82 |
| 99711 - Recycling Specialist | 25.11 |
| 99730 - Refuse Collector | 20.19 |
| 99810 - Sales Clerk | 12.68 |
| 99820 - School Crossing Guard | 12.55 |
| 99830 - Survey Party Chief | 34.32 |
| 99831 - Surveying Aide | 20.72 |
| 99832 - Surveying Technician | 28.39 |
| 99840 - Vending Machine Attendant | 10.98 |
| 99841 - Vending Machine Repairer | 14.63 |
| 99842 - Vending Machine Repairer Helper | 12.10 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

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

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2069
Revision No.: 14
Date of Last Revision: 07/25/2014

State: California

Area: California Counties of Napa, Solano, Sonoma

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.92 |
| 01012 - Accounting Clerk II | | 20.12 |
| 01013 - Accounting Clerk III | | 22.50 |
| 01020 - Administrative Assistant | | 30.87 |
| 01040 - Court Reporter | | 26.73 |
| 01051 - Data Entry Operator I | | 15.38 |
| 01052 - Data Entry Operator II | | 16.78 |
| 01060 - Dispatcher, Motor Vehicle | | 29.13 |
| 01070 - Document Preparation Clerk | | 15.82 |
| 01090 - Duplicating Machine Operator | | 15.82 |
| 01111 - General Clerk I | | 15.87 |
| 01112 - General Clerk II | | 17.31 |
| 01113 - General Clerk III | | 19.37 |
| 01120 - Housing Referral Assistant | | 28.83 |
| 01141 - Messenger Courier | | 12.83 |
| 01191 - Order Clerk I | | 16.98 |
| 01192 - Order Clerk II | | 18.58 |
| 01261 - Personnel Assistant (Employment) I | | 19.80 |
| 01262 - Personnel Assistant (Employment) II | | 22.18 |
| 01263 - Personnel Assistant (Employment) III | | 24.69 |
| 01270 - Production Control Clerk | | 28.05 |
| 01280 - Receptionist | | 17.21 |
| 01290 - Rental Clerk | | 16.25 |
| 01300 - Scheduler, Maintenance | | 23.12 |
| 01311 - Secretary I | | 23.12 |
| 01312 - Secretary II | | 25.86 |
| 01313 - Secretary III | | 28.83 |
| 01320 - Service Order Dispatcher | | 22.62 |
| 01410 - Supply Technician | | 30.87 |
| 01420 - Survey Worker | | 22.72 |
| 01531 - Travel Clerk I | | 13.54 |
| 01532 - Travel Clerk II | | 14.74 |
| 01533 - Travel Clerk III | | 15.97 |
| 01611 - Word Processor I | | 20.77 |
| 01612 - Word Processor II | | 23.32 |
| 01613 - Word Processor III | | 26.09 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 25.77 |
| 05010 - Automotive Electrician | | 23.26 |
| 05040 - Automotive Glass Installer | | 20.29 |
| 05070 - Automotive Worker | | 23.26 |
| 05110 - Mobile Equipment Servicer | | 20.22 |
| 05130 - Motor Equipment Metal Mechanic | | 24.26 |

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| 05160 - Motor Equipment Metal Worker | 22.22 |
| 05190 - Motor Vehicle Mechanic | 24.26 |
| 05220 - Motor Vehicle Mechanic Helper | 19.14 |
| 05250 - Motor Vehicle Upholstery Worker | 21.22 |
| 05280 - Motor Vehicle Wrecker | 22.22 |
| 05310 - Painter, Automotive | 22.98 |
| 05340 - Radiator Repair Specialist | 21.94 |
| 05370 - Tire Repairer | 16.28 |
| 05400 - Transmission Repair Specialist | 24.26 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.01 |
| 07041 - Cook I | 16.43 |
| 07042 - Cook II | 18.65 |
| 07070 - Dishwasher | 10.27 |
| 07130 - Food Service Worker | 10.72 |
| 07210 - Meat Cutter | 17.25 |
| 07260 - Waiter/Waitress | 9.76 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.81 |
| 09040 - Furniture Handler | 14.29 |
| 09080 - Furniture Refinisher | 19.81 |
| 09090 - Furniture Refinisher Helper | 16.31 |
| 09110 - Furniture Repairer, Minor | 18.07 |
| 09130 - Upholsterer | 23.97 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.92 |
| 11060 - Elevator Operator | 13.82 |
| 11090 - Gardener | 19.46 |
| 11122 - Housekeeping Aide | 14.10 |
| 11150 - Janitor | 14.10 |
| 11210 - Laborer, Grounds Maintenance | 17.71 |
| 11240 - Maid or Houseman | 12.54 |
| 11260 - Pruner | 16.62 |
| 11270 - Tractor Operator | 19.48 |
| 11330 - Trail Maintenance Worker | 17.71 |
| 11360 - Window Cleaner | 15.68 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 23.33 |
| 12011 - Breath Alcohol Technician | 23.33 |
| 12012 - Certified Occupational Therapist Assistant | 31.20 |
| 12015 - Certified Physical Therapist Assistant | 23.44 |
| 12020 - Dental Assistant | 21.98 |
| 12025 - Dental Hygienist | 49.41 |
| 12030 - EKG Technician | 36.73 |
| 12035 - Electroneurodiagnostic Technologist | 36.73 |
| 12040 - Emergency Medical Technician | 23.33 |
| 12071 - Licensed Practical Nurse I | 21.46 |
| 12072 - Licensed Practical Nurse II | 24.09 |
| 12073 - Licensed Practical Nurse III | 26.94 |
| 12100 - Medical Assistant | 20.98 |
| 12130 - Medical Laboratory Technician | 23.05 |
| 12160 - Medical Record Clerk | 21.00 |
| 12190 - Medical Record Technician | 23.48 |
| 12195 - Medical Transcriptionist | 20.55 |
| 12210 - Nuclear Medicine Technologist | 42.03 |
| 12221 - Nursing Assistant I | 13.66 |
| 12222 - Nursing Assistant II | 15.35 |
| 12223 - Nursing Assistant III | 16.75 |
| 12224 - Nursing Assistant IV | 18.81 |
| 12235 - Optical Dispenser | 16.98 |
| 12236 - Optical Technician | 16.19 |
| 12250 - Pharmacy Technician | 20.11 |
| 12280 - Phlebotomist | 18.81 |

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| 12305 - Radiologic Technologist | 29.71 |
| 12311 - Registered Nurse I | 35.72 |
| 12312 - Registered Nurse II | 43.70 |
| 12313 - Registered Nurse II, Specialist | 43.70 |
| 12314 - Registered Nurse III | 52.94 |
| 12315 - Registered Nurse III, Anesthetist | 52.94 |
| 12316 - Registered Nurse IV | 63.36 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 34.02 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.90 |
| 13012 - Exhibits Specialist II | 31.06 |
| 13013 - Exhibits Specialist III | 38.01 |
| 13041 - Illustrator I | 25.08 |
| 13042 - Illustrator II | 31.06 |
| 13043 - Illustrator III | 38.01 |
| 13047 - Librarian | 34.41 |
| 13050 - Library Aide/Clerk | 20.80 |
| 13054 - Library Information Technology Systems Administrator | 31.06 |
| 13058 - Library Technician | 26.04 |
| 13061 - Media Specialist I | 22.42 |
| 13062 - Media Specialist II | 25.08 |
| 13063 - Media Specialist III | 27.96 |
| 13071 - Photographer I | 16.05 |
| 13072 - Photographer II | 17.92 |
| 13073 - Photographer III | 22.41 |
| 13074 - Photographer IV | 27.18 |
| 13075 - Photographer V | 32.89 |
| 13110 - Video Teleconference Technician | 20.39 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.80 |
| 14042 - Computer Operator II | 22.18 |
| 14043 - Computer Operator III | 24.69 |
| 14044 - Computer Operator IV | 27.43 |
| 14045 - Computer Operator V | 30.39 |
| 14071 - Computer Programmer I | (see 1) 27.62 |
| 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 | 19.80 |
| 14160 - Personal Computer Support Technician | 27.43 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.80 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.51 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 53.36 |
| 15050 - Computer Based Training Specialist / Instructor | 36.97 |
| 15060 - Educational Technologist | 31.96 |
| 15070 - Flight Instructor (Pilot) | 53.36 |
| 15080 - Graphic Artist | 25.32 |
| 15090 - Technical Instructor | 23.14 |
| 15095 - Technical Instructor/Course Developer | 28.25 |
| 15110 - Test Proctor | 19.00 |
| 15120 - Tutor | 19.00 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.16 |
| 16030 - Counter Attendant | 10.16 |
| 16040 - Dry Cleaner | 13.25 |
| 16070 - Finisher, Flatwork, Machine | 10.16 |
| 16090 - Presser, Hand | 10.16 |
| 16110 - Presser, Machine, Drycleaning | 10.16 |

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| 16130 - Presser, Machine, Shirts | 10.16 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.16 |
| 16190 - Sewing Machine Operator | 14.28 |
| 16220 - Tailor | 15.29 |
| 16250 - Washer, Machine | 11.22 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 24.09 |
| 19040 - Tool And Die Maker | 28.58 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.78 |
| 21030 - Material Coordinator | 28.05 |
| 21040 - Material Expediter | 28.05 |
| 21050 - Material Handling Laborer | 16.58 |
| 21071 - Order Filler | 15.60 |
| 21080 - Production Line Worker (Food Processing) | 17.78 |
| 21110 - Shipping Packer | 17.59 |
| 21130 - Shipping/Receiving Clerk | 17.59 |
| 21140 - Store Worker I | 14.54 |
| 21150 - Stock Clerk | 20.01 |
| 21210 - Tools And Parts Attendant | 17.78 |
| 21410 - Warehouse Specialist | 17.78 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 28.18 |
| 23021 - Aircraft Mechanic I | 26.81 |
| 23022 - Aircraft Mechanic II | 28.18 |
| 23023 - Aircraft Mechanic III | 29.37 |
| 23040 - Aircraft Mechanic Helper | 19.58 |
| 23050 - Aircraft, Painter | 25.05 |
| 23060 - Aircraft Servicer | 22.68 |
| 23080 - Aircraft Worker | 23.85 |
| 23110 - Appliance Mechanic | 26.11 |
| 23120 - Bicycle Repairer | 15.12 |
| 23125 - Cable Splicer | 26.04 |
| 23130 - Carpenter, Maintenance | 26.17 |
| 23140 - Carpet Layer | 23.21 |
| 23160 - Electrician, Maintenance | 34.84 |
| 23181 - Electronics Technician Maintenance I | 29.50 |
| 23182 - Electronics Technician Maintenance II | 31.17 |
| 23183 - Electronics Technician Maintenance III | 32.86 |
| 23260 - Fabric Worker | 22.02 |
| 23290 - Fire Alarm System Mechanic | 23.38 |
| 23310 - Fire Extinguisher Repairer | 20.60 |
| 23311 - Fuel Distribution System Mechanic | 26.30 |
| 23312 - Fuel Distribution System Operator | 20.80 |
| 23370 - General Maintenance Worker | 22.50 |
| 23380 - Ground Support Equipment Mechanic | 26.81 |
| 23381 - Ground Support Equipment Servicer | 22.68 |
| 23382 - Ground Support Equipment Worker | 23.85 |
| 23391 - Gunsmith I | 20.60 |
| 23392 - Gunsmith II | 23.38 |
| 23393 - Gunsmith III | 26.04 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.66 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.92 |
| 23430 - Heavy Equipment Mechanic | 27.02 |
| 23440 - Heavy Equipment Operator | 29.36 |
| 23460 - Instrument Mechanic | 30.39 |
| 23465 - Laboratory/Shelter Mechanic | 24.70 |
| 23470 - Laborer | 14.76 |
| 23510 - Locksmith | 19.81 |
| 23530 - Machinery Maintenance Mechanic | 27.02 |
| 23550 - Machinist, Maintenance | 27.28 |

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| 23580 - Maintenance Trades Helper | 16.53 |
| 23591 - Metrology Technician I | 30.39 |
| 23592 - Metrology Technician II | 31.95 |
| 23593 - Metrology Technician III | 33.30 |
| 23640 - Millwright | 26.04 |
| 23710 - Office Appliance Repairer | 21.66 |
| 23760 - Painter, Maintenance | 22.21 |
| 23790 - Pipefitter, Maintenance | 28.02 |
| 23810 - Plumber, Maintenance | 26.13 |
| 23820 - Pneudraulic Systems Mechanic | 26.04 |
| 23850 - Rigger | 26.04 |
| 23870 - Scale Mechanic | 23.38 |
| 23890 - Sheet-Metal Worker, Maintenance | 27.26 |
| 23910 - Small Engine Mechanic | 20.91 |
| 23931 - Telecommunications Mechanic I | 26.96 |
| 23932 - Telecommunications Mechanic II | 28.34 |
| 23950 - Telephone Lineman | 27.10 |
| 23960 - Welder, Combination, Maintenance | 22.75 |
| 23965 - Well Driller | 24.54 |
| 23970 - Woodcraft Worker | 26.04 |
| 23980 - Woodworker | 20.53 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.74 |
| 24580 - Child Care Center Clerk | 17.13 |
| 24610 - Chore Aide | 11.94 |
| 24620 - Family Readiness And Support Services Coordinator | 16.85 |
| 24630 - Homemaker | 19.03 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 38.18 |
| 25040 - Sewage Plant Operator | 30.72 |
| 25070 - Stationary Engineer | 38.18 |
| 25190 - Ventilation Equipment Tender | 27.90 |
| 25210 - Water Treatment Plant Operator | 30.72 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.80 |
| 27007 - Baggage Inspector | 14.34 |
| 27008 - Corrections Officer | 38.39 |
| 27010 - Court Security Officer | 39.43 |
| 27030 - Detection Dog Handler | 17.15 |
| 27040 - Detention Officer | 38.39 |
| 27070 - Firefighter | 36.20 |
| 27101 - Guard I | 14.34 |
| 27102 - Guard II | 17.15 |
| 27131 - Police Officer I | 42.92 |
| 27132 - Police Officer II | 47.21 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.09 |
| 28042 - Carnival Equipment Repairer | 13.81 |
| 28043 - Carnival Equipment Worker | 10.58 |
| 28210 - Gate Attendant/Gate Tender | 18.04 |
| 28310 - Lifeguard | 12.74 |
| 28350 - Park Attendant (Aide) | 20.19 |
| 28510 - Recreation Aide/Health Facility Attendant | 14.14 |
| 28515 - Recreation Specialist | 20.43 |
| 28630 - Sports Official | 16.07 |
| 28690 - Swimming Pool Operator | 17.59 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 27.05 |
| 29020 - Hatch Tender | 27.05 |
| 29030 - Line Handler | 27.05 |
| 29041 - Stevedore I | 26.37 |
| 29042 - Stevedore II | 28.77 |

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| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 42.35 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 29.20 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 32.16 |
| 30021 - Archeological Technician I | 22.27 |
| 30022 - Archeological Technician II | 27.80 |
| 30023 - Archeological Technician III | 34.44 |
| 30030 - Cartographic Technician | 34.44 |
| 30040 - Civil Engineering Technician | 26.28 |
| 30061 - Drafter/CAD Operator I | 24.86 |
| 30062 - Drafter/CAD Operator II | 27.80 |
| 30063 - Drafter/CAD Operator III | 30.99 |
| 30064 - Drafter/CAD Operator IV | 38.15 |
| 30081 - Engineering Technician I | 18.90 |
| 30082 - Engineering Technician II | 21.22 |
| 30083 - Engineering Technician III | 23.73 |
| 30084 - Engineering Technician IV | 29.40 |
| 30085 - Engineering Technician V | 35.98 |
| 30086 - Engineering Technician VI | 43.51 |
| 30090 - Environmental Technician | 30.39 |
| 30210 - Laboratory Technician | 21.15 |
| 30240 - Mathematical Technician | 35.89 |
| 30361 - Paralegal/Legal Assistant I | 24.61 |
| 30362 - Paralegal/Legal Assistant II | 30.73 |
| 30363 - Paralegal/Legal Assistant III | 37.61 |
| 30364 - Paralegal/Legal Assistant IV | 45.49 |
| 30390 - Photo-Optics Technician | 35.89 |
| 30461 - Technical Writer I | 27.62 |
| 30462 - Technical Writer II | 33.78 |
| 30463 - Technical Writer III | 38.75 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 26.92 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 32.56 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 39.03 |
| 30494 - Unexploded (UXO) Safety Escort | 26.92 |
| 30495 - Unexploded (UXO) Sweep Personnel | 26.92 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 30.99 |
| 30621 - Weather Observer, Senior (see 2) | 34.44 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.55 |
| 31030 - Bus Driver | 18.83 |
| 31043 - Driver Courier | 17.77 |
| 31260 - Parking and Lot Attendant | 11.67 |
| 31290 - Shuttle Bus Driver | 19.22 |
| 31310 - Taxi Driver | 14.22 |
| 31361 - Truckdriver, Light | 19.22 |
| 31362 - Truckdriver, Medium | 20.55 |
| 31363 - Truckdriver, Heavy | 21.46 |
| 31364 - Truckdriver, Tractor-Trailer | 21.46 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 13.32 |
| 99050 - Desk Clerk | 12.16 |
| 99095 - Embalmer | 25.67 |
| 99251 - Laboratory Animal Caretaker I | 12.49 |
| 99252 - Laboratory Animal Caretaker II | 13.52 |
| 99310 - Mortician | 29.41 |
| 99410 - Pest Controller | 19.24 |
| 99510 - Photofinishing Worker | 14.96 |
| 99710 - Recycling Laborer | 22.18 |
| 99711 - Recycling Specialist | 24.46 |
| 99730 - Refuse Collector | 19.77 |
| 99810 - Sales Clerk | 15.51 |
| 99820 - School Crossing Guard | 13.01 |

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| 99830 - Survey Party Chief | 39.30 |
| 99831 - Surveying Aide | 18.71 |
| 99832 - Surveying Technician | 25.67 |
| 99840 - Vending Machine Attendant | 14.24 |
| 99841 - Vending Machine Repairer | 16.60 |
| 99842 - Vending Machine Repairer Helper | 14.24 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 1 week paid vacation after 6 months of service with a contractor or successor; 2 weeks after 1 year, 3 weeks after 5 years, and 4 weeks after 10 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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. Conformance 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 regrading and cleaning of artillery ranges.

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

OCCUPATION NOTES:

Laundry, Drycleaning, Pressing and Related Occupations: The rates for the occupations in this category applies to Napa and Solano counties only. See Wage Determination 1981-1168 for the wage rates and fringe benefits for Sonoma county.

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2070
Revision No.: 15
Date of Last Revision: 07/25/2014

State: California

Area: California Counties of Napa, Solano, Sonoma

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.92 |
| 01012 - Accounting Clerk II | | 20.12 |
| 01013 - Accounting Clerk III | | 22.50 |
| 01020 - Administrative Assistant | | 30.87 |
| 01040 - Court Reporter | | 26.73 |
| 01051 - Data Entry Operator I | | 15.38 |
| 01052 - Data Entry Operator II | | 16.78 |
| 01060 - Dispatcher, Motor Vehicle | | 29.13 |
| 01070 - Document Preparation Clerk | | 15.82 |
| 01090 - Duplicating Machine Operator | | 15.82 |
| 01111 - General Clerk I | | 15.87 |

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| 01112 - General Clerk II | 17.31 |
| 01113 - General Clerk III | 19.37 |
| 01120 - Housing Referral Assistant | 28.83 |
| 01141 - Messenger Courier | 12.83 |
| 01191 - Order Clerk I | 16.98 |
| 01192 - Order Clerk II | 18.58 |
| 01261 - Personnel Assistant (Employment) I | 19.80 |
| 01262 - Personnel Assistant (Employment) II | 22.18 |
| 01263 - Personnel Assistant (Employment) III | 24.69 |
| 01270 - Production Control Clerk | 28.05 |
| 01280 - Receptionist | 17.21 |
| 01290 - Rental Clerk | 16.25 |
| 01300 - Scheduler, Maintenance | 23.12 |
| 01311 - Secretary I | 23.12 |
| 01312 - Secretary II | 25.86 |
| 01313 - Secretary III | 28.83 |
| 01320 - Service Order Dispatcher | 22.62 |
| 01410 - Supply Technician | 30.87 |
| 01420 - Survey Worker | 22.72 |
| 01531 - Travel Clerk I | 13.54 |
| 01532 - Travel Clerk II | 14.74 |
| 01533 - Travel Clerk III | 15.97 |
| 01611 - Word Processor I | 20.77 |
| 01612 - Word Processor II | 23.32 |
| 01613 - Word Processor III | 26.09 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 25.77 |
| 05010 - Automotive Electrician | 23.26 |
| 05040 - Automotive Glass Installer | 20.29 |
| 05070 - Automotive Worker | 23.26 |
| 05110 - Mobile Equipment Servicer | 20.22 |
| 05130 - Motor Equipment Metal Mechanic | 24.26 |
| 05160 - Motor Equipment Metal Worker | 22.22 |
| 05190 - Motor Vehicle Mechanic | 24.26 |
| 05220 - Motor Vehicle Mechanic Helper | 19.14 |
| 05250 - Motor Vehicle Upholstery Worker | 21.22 |
| 05280 - Motor Vehicle Wrecker | 22.22 |
| 05310 - Painter, Automotive | 22.98 |
| 05340 - Radiator Repair Specialist | 21.94 |
| 05370 - Tire Repairer | 16.28 |
| 05400 - Transmission Repair Specialist | 24.26 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.01 |
| 07041 - Cook I | 16.43 |
| 07042 - Cook II | 18.65 |
| 07070 - Dishwasher | 10.27 |
| 07130 - Food Service Worker | 10.72 |
| 07210 - Meat Cutter | 17.25 |
| 07260 - Waiter/Waitress | 9.76 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.81 |
| 09040 - Furniture Handler | 14.29 |
| 09080 - Furniture Refinisher | 19.81 |
| 09090 - Furniture Refinisher Helper | 16.31 |
| 09110 - Furniture Repairer, Minor | 18.07 |
| 09130 - Upholsterer | 23.97 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.92 |
| 11060 - Elevator Operator | 13.82 |
| 11090 - Gardener | 19.46 |
| 11122 - Housekeeping Aide | 14.10 |
| 11150 - Janitor | 14.10 |
| 11210 - Laborer, Grounds Maintenance | 17.71 |

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| 11240 - Maid or Houseman | 12.54 |
| 11260 - Pruner | 16.62 |
| 11270 - Tractor Operator | 19.48 |
| 11330 - Trail Maintenance Worker | 17.71 |
| 11360 - Window Cleaner | 15.68 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 23.33 |
| 12011 - Breath Alcohol Technician | 23.33 |
| 12012 - Certified Occupational Therapist Assistant | 31.20 |
| 12015 - Certified Physical Therapist Assistant | 23.44 |
| 12020 - Dental Assistant | 21.98 |
| 12025 - Dental Hygienist | 49.41 |
| 12030 - EKG Technician | 36.73 |
| 12035 - Electroneurodiagnostic Technologist | 36.73 |
| 12040 - Emergency Medical Technician | 23.33 |
| 12071 - Licensed Practical Nurse I | 21.46 |
| 12072 - Licensed Practical Nurse II | 24.09 |
| 12073 - Licensed Practical Nurse III | 26.94 |
| 12100 - Medical Assistant | 20.98 |
| 12130 - Medical Laboratory Technician | 23.05 |
| 12160 - Medical Record Clerk | 21.00 |
| 12190 - Medical Record Technician | 23.48 |
| 12195 - Medical Transcriptionist | 20.55 |
| 12210 - Nuclear Medicine Technologist | 42.03 |
| 12221 - Nursing Assistant I | 13.66 |
| 12222 - Nursing Assistant II | 15.35 |
| 12223 - Nursing Assistant III | 16.75 |
| 12224 - Nursing Assistant IV | 18.81 |
| 12235 - Optical Dispenser | 16.98 |
| 12236 - Optical Technician | 16.19 |
| 12250 - Pharmacy Technician | 20.11 |
| 12280 - Phlebotomist | 18.81 |
| 12305 - Radiologic Technologist | 29.71 |
| 12311 - Registered Nurse I | 35.72 |
| 12312 - Registered Nurse II | 43.70 |
| 12313 - Registered Nurse II, Specialist | 43.70 |
| 12314 - Registered Nurse III | 52.94 |
| 12315 - Registered Nurse III, Anesthetist | 52.94 |
| 12316 - Registered Nurse IV | 63.36 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 34.02 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.90 |
| 13012 - Exhibits Specialist II | 31.06 |
| 13013 - Exhibits Specialist III | 38.01 |
| 13041 - Illustrator I | 25.08 |
| 13042 - Illustrator II | 31.06 |
| 13043 - Illustrator III | 38.01 |
| 13047 - Librarian | 34.41 |
| 13050 - Library Aide/Clerk | 20.80 |
| 13054 - Library Information Technology Systems Administrator | 31.06 |
| 13058 - Library Technician | 26.04 |
| 13061 - Media Specialist I | 22.42 |
| 13062 - Media Specialist II | 25.08 |
| 13063 - Media Specialist III | 27.96 |
| 13071 - Photographer I | 16.05 |
| 13072 - Photographer II | 17.92 |
| 13073 - Photographer III | 22.41 |
| 13074 - Photographer IV | 27.18 |
| 13075 - Photographer V | 32.89 |
| 13110 - Video Teleconference Technician | 20.39 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.80 |

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| 14042 - Computer Operator II | 22.18 |
| 14043 - Computer Operator III | 24.69 |
| 14044 - Computer Operator IV | 27.43 |
| 14045 - Computer Operator V | 30.39 |
| 14071 - Computer Programmer I (see 1) | 27.62 |
| 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 | 19.80 |
| 14160 - Personal Computer Support Technician | 27.43 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.80 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.51 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 53.36 |
| 15050 - Computer Based Training Specialist / Instructor | 36.97 |
| 15060 - Educational Technologist | 31.96 |
| 15070 - Flight Instructor (Pilot) | 53.36 |
| 15080 - Graphic Artist | 25.32 |
| 15090 - Technical Instructor | 23.14 |
| 15095 - Technical Instructor/Course Developer | 28.25 |
| 15110 - Test Proctor | 19.00 |
| 15120 - Tutor | 19.00 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.16 |
| 16030 - Counter Attendant | 10.16 |
| 16040 - Dry Cleaner | 13.25 |
| 16070 - Finisher, Flatwork, Machine | 10.16 |
| 16090 - Presser, Hand | 10.16 |
| 16110 - Presser, Machine, Drycleaning | 10.16 |
| 16130 - Presser, Machine, Shirts | 10.16 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.16 |
| 16190 - Sewing Machine Operator | 14.28 |
| 16220 - Tailor | 15.29 |
| 16250 - Washer, Machine | 11.22 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 24.09 |
| 19040 - Tool And Die Maker | 28.58 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.78 |
| 21030 - Material Coordinator | 28.05 |
| 21040 - Material Expediter | 28.05 |
| 21050 - Material Handling Laborer | 16.58 |
| 21071 - Order Filler | 15.60 |
| 21080 - Production Line Worker (Food Processing) | 17.78 |
| 21110 - Shipping Packer | 17.59 |
| 21130 - Shipping/Receiving Clerk | 17.59 |
| 21140 - Store Worker I | 14.54 |
| 21150 - Stock Clerk | 20.01 |
| 21210 - Tools And Parts Attendant | 17.78 |
| 21410 - Warehouse Specialist | 17.78 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 28.18 |
| 23021 - Aircraft Mechanic I | 26.81 |
| 23022 - Aircraft Mechanic II | 28.18 |
| 23023 - Aircraft Mechanic III | 29.37 |
| 23040 - Aircraft Mechanic Helper | 19.58 |
| 23050 - Aircraft, Painter | 25.05 |
| 23060 - Aircraft Servicer | 22.68 |
| 23080 - Aircraft Worker | 23.85 |
| 23110 - Appliance Mechanic | 26.11 |

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| 23120 - Bicycle Repairer | 15.12 |
| 23125 - Cable Splicer | 26.04 |
| 23130 - Carpenter, Maintenance | 26.17 |
| 23140 - Carpet Layer | 23.21 |
| 23160 - Electrician, Maintenance | 34.84 |
| 23181 - Electronics Technician Maintenance I | 29.50 |
| 23182 - Electronics Technician Maintenance II | 31.17 |
| 23183 - Electronics Technician Maintenance III | 32.86 |
| 23260 - Fabric Worker | 22.02 |
| 23290 - Fire Alarm System Mechanic | 23.38 |
| 23310 - Fire Extinguisher Repairer | 20.60 |
| 23311 - Fuel Distribution System Mechanic | 26.30 |
| 23312 - Fuel Distribution System Operator | 20.80 |
| 23370 - General Maintenance Worker | 22.50 |
| 23380 - Ground Support Equipment Mechanic | 26.81 |
| 23381 - Ground Support Equipment Servicer | 22.68 |
| 23382 - Ground Support Equipment Worker | 23.85 |
| 23391 - Gunsmith I | 20.60 |
| 23392 - Gunsmith II | 23.38 |
| 23393 - Gunsmith III | 26.04 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.66 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.92 |
| 23430 - Heavy Equipment Mechanic | 27.02 |
| 23440 - Heavy Equipment Operator | 29.36 |
| 23460 - Instrument Mechanic | 30.39 |
| 23465 - Laboratory/Shelter Mechanic | 24.70 |
| 23470 - Laborer | 14.76 |
| 23510 - Locksmith | 19.81 |
| 23530 - Machinery Maintenance Mechanic | 27.02 |
| 23550 - Machinist, Maintenance | 27.28 |
| 23580 - Maintenance Trades Helper | 16.53 |
| 23591 - Metrology Technician I | 30.39 |
| 23592 - Metrology Technician II | 31.95 |
| 23593 - Metrology Technician III | 33.30 |
| 23640 - Millwright | 26.04 |
| 23710 - Office Appliance Repairer | 21.66 |
| 23760 - Painter, Maintenance | 22.21 |
| 23790 - Pipefitter, Maintenance | 28.02 |
| 23810 - Plumber, Maintenance | 26.13 |
| 23820 - Pneudraulic Systems Mechanic | 26.04 |
| 23850 - Rigger | 26.04 |
| 23870 - Scale Mechanic | 23.38 |
| 23890 - Sheet-Metal Worker, Maintenance | 27.26 |
| 23910 - Small Engine Mechanic | 20.91 |
| 23931 - Telecommunications Mechanic I | 26.96 |
| 23932 - Telecommunications Mechanic II | 28.34 |
| 23950 - Telephone Lineman | 27.10 |
| 23960 - Welder, Combination, Maintenance | 22.75 |
| 23965 - Well Driller | 24.54 |
| 23970 - Woodcraft Worker | 26.04 |
| 23980 - Woodworker | 20.53 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.74 |
| 24580 - Child Care Center Clerk | 17.13 |
| 24610 - Chore Aide | 11.94 |
| 24620 - Family Readiness And Support Services Coordinator | 16.85 |
| 24630 - Homemaker | 19.03 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 38.18 |
| 25040 - Sewage Plant Operator | 30.72 |

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| 25070 - Stationary Engineer | 38.18 |
| 25190 - Ventilation Equipment Tender | 27.90 |
| 25210 - Water Treatment Plant Operator | 30.72 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.80 |
| 27007 - Baggage Inspector | 14.34 |
| 27008 - Corrections Officer | 38.39 |
| 27010 - Court Security Officer | 39.43 |
| 27030 - Detection Dog Handler | 17.15 |
| 27040 - Detention Officer | 38.39 |
| 27070 - Firefighter | 36.20 |
| 27101 - Guard I | 14.34 |
| 27102 - Guard II | 17.15 |
| 27131 - Police Officer I | 42.92 |
| 27132 - Police Officer II | 47.21 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.09 |
| 28042 - Carnival Equipment Repairer | 13.81 |
| 28043 - Carnival Equipment Worker | 10.58 |
| 28210 - Gate Attendant/Gate Tender | 18.04 |
| 28310 - Lifeguard | 12.74 |
| 28350 - Park Attendant (Aide) | 20.19 |
| 28510 - Recreation Aide/Health Facility Attendant | 14.14 |
| 28515 - Recreation Specialist | 20.43 |
| 28630 - Sports Official | 16.07 |
| 28690 - Swimming Pool Operator | 17.59 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 27.05 |
| 29020 - Hatch Tender | 27.05 |
| 29030 - Line Handler | 27.05 |
| 29041 - Stevedore I | 26.37 |
| 29042 - Stevedore II | 28.77 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 42.35 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 29.20 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 32.16 |
| 30021 - Archeological Technician I | 22.27 |
| 30022 - Archeological Technician II | 27.80 |
| 30023 - Archeological Technician III | 34.44 |
| 30030 - Cartographic Technician | 34.44 |
| 30040 - Civil Engineering Technician | 26.28 |
| 30061 - Drafter/CAD Operator I | 24.86 |
| 30062 - Drafter/CAD Operator II | 27.80 |
| 30063 - Drafter/CAD Operator III | 30.99 |
| 30064 - Drafter/CAD Operator IV | 38.15 |
| 30081 - Engineering Technician I | 18.90 |
| 30082 - Engineering Technician II | 21.22 |
| 30083 - Engineering Technician III | 23.73 |
| 30084 - Engineering Technician IV | 29.40 |
| 30085 - Engineering Technician V | 35.98 |
| 30086 - Engineering Technician VI | 43.51 |
| 30090 - Environmental Technician | 30.39 |
| 30210 - Laboratory Technician | 21.15 |
| 30240 - Mathematical Technician | 35.89 |
| 30361 - Paralegal/Legal Assistant I | 24.61 |
| 30362 - Paralegal/Legal Assistant II | 30.73 |
| 30363 - Paralegal/Legal Assistant III | 37.61 |
| 30364 - Paralegal/Legal Assistant IV | 45.49 |
| 30390 - Photo-Optics Technician | 35.89 |
| 30461 - Technical Writer I | 27.62 |
| 30462 - Technical Writer II | 33.78 |
| 30463 - Technical Writer III | 38.75 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 26.92 |

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| 30492 - Unexploded Ordnance (UXO) Technician II | 32.56 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 39.03 |
| 30494 - Unexploded (UXO) Safety Escort | 26.92 |
| 30495 - Unexploded (UXO) Sweep Personnel | 26.92 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 30.99 |
| 30621 - Weather Observer, Senior | (see 2) 34.44 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.55 |
| 31030 - Bus Driver | 18.83 |
| 31043 - Driver Courier | 17.77 |
| 31260 - Parking and Lot Attendant | 11.67 |
| 31290 - Shuttle Bus Driver | 19.22 |
| 31310 - Taxi Driver | 14.22 |
| 31361 - Truckdriver, Light | 19.22 |
| 31362 - Truckdriver, Medium | 20.55 |
| 31363 - Truckdriver, Heavy | 21.46 |
| 31364 - Truckdriver, Tractor-Trailer | 21.46 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 13.32 |
| 99050 - Desk Clerk | 12.16 |
| 99095 - Embalmer | 25.67 |
| 99251 - Laboratory Animal Caretaker I | 12.49 |
| 99252 - Laboratory Animal Caretaker II | 13.52 |
| 99310 - Mortician | 29.41 |
| 99410 - Pest Controller | 19.24 |
| 99510 - Photofinishing Worker | 14.96 |
| 99710 - Recycling Laborer | 22.18 |
| 99711 - Recycling Specialist | 24.46 |
| 99730 - Refuse Collector | 19.77 |
| 99810 - Sales Clerk | 15.51 |
| 99820 - School Crossing Guard | 13.01 |
| 99830 - Survey Party Chief | 39.30 |
| 99831 - Surveying Aide | 18.71 |
| 99832 - Surveying Technician | 25.67 |
| 99840 - Vending Machine Attendant | 14.24 |
| 99841 - Vending Machine Repairer | 16.60 |
| 99842 - Vending Machine Repairer Helper | 14.24 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 1 week paid vacation after 6 months of service with a contractor or successor; 2 weeks after 1 year, 3 weeks after 5 years, and 4 weeks after 10 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

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

OCCUPATION NOTES:

Laundry, Drycleaning, Pressing and Related Occupations: The rates for the occupations in this category applies to Napa and Solano counties only. See Wage Determination 1981-1168 for the wage rates and fringe benefits for Sonoma county.

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444

should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2071
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: California

Area: California County of Ventura

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.83 |
| 01012 - Accounting Clerk II | | 17.77 |
| 01013 - Accounting Clerk III | | 20.27 |
| 01020 - Administrative Assistant | | 28.08 |
| 01040 - Court Reporter | | 19.93 |
| 01051 - Data Entry Operator I | | 12.26 |
| 01052 - Data Entry Operator II | | 13.37 |
| 01060 - Dispatcher, Motor Vehicle | | 22.41 |
| 01070 - Document Preparation Clerk | | 13.75 |
| 01090 - Duplicating Machine Operator | | 13.75 |
| 01111 - General Clerk I | | 11.95 |
| 01112 - General Clerk II | | 14.92 |
| 01113 - General Clerk III | | 17.43 |
| 01120 - Housing Referral Assistant | | 21.90 |
| 01141 - Messenger Courier | | 11.33 |
| 01191 - Order Clerk I | | 16.98 |
| 01192 - Order Clerk II | | 18.53 |
| 01261 - Personnel Assistant (Employment) I | | 18.07 |
| 01262 - Personnel Assistant (Employment) II | | 20.20 |
| 01263 - Personnel Assistant (Employment) III | | 22.53 |
| 01270 - Production Control Clerk | | 23.51 |
| 01280 - Receptionist | | 14.51 |
| 01290 - Rental Clerk | | 16.83 |
| 01300 - Scheduler, Maintenance | | 17.39 |
| 01311 - Secretary I | | 17.39 |
| 01312 - Secretary II | | 19.45 |
| 01313 - Secretary III | | 21.90 |
| 01320 - Service Order Dispatcher | | 19.54 |
| 01410 - Supply Technician | | 26.82 |
| 01420 - Survey Worker | | 19.93 |
| 01531 - Travel Clerk I | | 12.97 |
| 01532 - Travel Clerk II | | 13.88 |
| 01533 - Travel Clerk III | | 14.63 |
| 01611 - Word Processor I | | 15.18 |
| 01612 - Word Processor II | | 16.87 |
| 01613 - Word Processor III | | 18.76 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 24.09 |
| 05010 - Automotive Electrician | | 22.68 |

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|--|-------|
| 05040 - Automotive Glass Installer | 21.31 |
| 05070 - Automotive Worker | 21.31 |
| 05110 - Mobile Equipment Servicer | 19.59 |
| 05130 - Motor Equipment Metal Mechanic | 24.09 |
| 05160 - Motor Equipment Metal Worker | 21.31 |
| 05190 - Motor Vehicle Mechanic | 24.09 |
| 05220 - Motor Vehicle Mechanic Helper | 18.80 |
| 05250 - Motor Vehicle Upholstery Worker | 20.85 |
| 05280 - Motor Vehicle Wrecker | 21.31 |
| 05310 - Painter, Automotive | 22.69 |
| 05340 - Radiator Repair Specialist | 21.31 |
| 05370 - Tire Repairer | 14.54 |
| 05400 - Transmission Repair Specialist | 24.09 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.40 |
| 07041 - Cook I | 14.48 |
| 07042 - Cook II | 15.40 |
| 07070 - Dishwasher | 10.29 |
| 07130 - Food Service Worker | 11.20 |
| 07210 - Meat Cutter | 18.66 |
| 07260 - Waiter/Waitress | 10.83 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.30 |
| 09040 - Furniture Handler | 12.89 |
| 09080 - Furniture Refinisher | 19.06 |
| 09090 - Furniture Refinisher Helper | 15.36 |
| 09110 - Furniture Repairer, Minor | 17.80 |
| 09130 - Upholsterer | 19.09 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.76 |
| 11060 - Elevator Operator | 11.76 |
| 11090 - Gardener | 19.21 |
| 11122 - Housekeeping Aide | 12.58 |
| 11150 - Janitor | 14.04 |
| 11210 - Laborer, Grounds Maintenance | 14.40 |
| 11240 - Maid or Houseman | 10.16 |
| 11260 - Pruner | 12.82 |
| 11270 - Tractor Operator | 17.61 |
| 11330 - Trail Maintenance Worker | 14.40 |
| 11360 - Window Cleaner | 15.77 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.07 |
| 12011 - Breath Alcohol Technician | 17.82 |
| 12012 - Certified Occupational Therapist Assistant | 31.09 |
| 12015 - Certified Physical Therapist Assistant | 21.85 |
| 12020 - Dental Assistant | 17.27 |
| 12025 - Dental Hygienist | 29.68 |
| 12030 - EKG Technician | 29.99 |
| 12035 - Electroneurodiagnostic Technologist | 29.99 |
| 12040 - Emergency Medical Technician | 17.82 |
| 12071 - Licensed Practical Nurse I | 18.11 |
| 12072 - Licensed Practical Nurse II | 20.68 |
| 12073 - Licensed Practical Nurse III | 23.72 |
| 12100 - Medical Assistant | 14.56 |
| 12130 - Medical Laboratory Technician | 18.27 |
| 12160 - Medical Record Clerk | 15.93 |
| 12190 - Medical Record Technician | 17.82 |
| 12195 - Medical Transcriptionist | 18.39 |
| 12210 - Nuclear Medicine Technologist | 44.62 |
| 12221 - Nursing Assistant I | 10.19 |
| 12222 - Nursing Assistant II | 11.46 |
| 12223 - Nursing Assistant III | 12.50 |
| 12224 - Nursing Assistant IV | 14.03 |

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|---|---------------|
| 12235 - Optical Dispenser | 16.80 |
| 12236 - Optical Technician | 17.01 |
| 12250 - Pharmacy Technician | 17.83 |
| 12280 - Phlebotomist | 14.19 |
| 12305 - Radiologic Technologist | 26.67 |
| 12311 - Registered Nurse I | 31.47 |
| 12312 - Registered Nurse II | 38.49 |
| 12313 - Registered Nurse II, Specialist | 38.49 |
| 12314 - Registered Nurse III | 48.20 |
| 12315 - Registered Nurse III, Anesthetist | 48.20 |
| 12316 - Registered Nurse IV | 57.77 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.09 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.95 |
| 13012 - Exhibits Specialist II | 28.43 |
| 13013 - Exhibits Specialist III | 34.78 |
| 13041 - Illustrator I | 22.71 |
| 13042 - Illustrator II | 28.13 |
| 13043 - Illustrator III | 35.13 |
| 13047 - Librarian | 29.23 |
| 13050 - Library Aide/Clerk | 16.49 |
| 13054 - Library Information Technology Systems Administrator | 23.79 |
| 13058 - Library Technician | 22.40 |
| 13061 - Media Specialist I | 17.17 |
| 13062 - Media Specialist II | 19.20 |
| 13063 - Media Specialist III | 21.41 |
| 13071 - Photographer I | 16.73 |
| 13072 - Photographer II | 20.70 |
| 13073 - Photographer III | 26.61 |
| 13074 - Photographer IV | 35.57 |
| 13075 - Photographer V | 39.24 |
| 13110 - Video Teleconference Technician | 20.08 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.82 |
| 14042 - Computer Operator II | 19.93 |
| 14043 - Computer Operator III | 22.89 |
| 14044 - Computer Operator IV | 25.73 |
| 14045 - Computer Operator V | 28.50 |
| 14071 - Computer Programmer I | (see 2) 27.07 |
| 14072 - Computer Programmer II | (see 2) |
| 14073 - Computer Programmer III | (see 2) |
| 14074 - Computer Programmer IV | (see 2) |
| 14101 - Computer Systems Analyst I | (see 2) |
| 14102 - Computer Systems Analyst II | (see 2) |
| 14103 - Computer Systems Analyst III | (see 2) |
| 14150 - Peripheral Equipment Operator | 17.82 |
| 14160 - Personal Computer Support Technician | 25.73 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 34.73 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 42.03 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 50.37 |
| 15050 - Computer Based Training Specialist / Instructor | 34.73 |
| 15060 - Educational Technologist | 39.63 |
| 15070 - Flight Instructor (Pilot) | 50.37 |
| 15080 - Graphic Artist | 24.07 |
| 15090 - Technical Instructor | 23.63 |
| 15095 - Technical Instructor/Course Developer | 28.90 |
| 15110 - Test Proctor | 19.07 |
| 15120 - Tutor | 19.07 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.61 |
| 16030 - Counter Attendant | 9.61 |

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|---|-------|
| 16040 - Dry Cleaner | 11.51 |
| 16070 - Finisher, Flatwork, Machine | 9.61 |
| 16090 - Presser, Hand | 9.61 |
| 16110 - Presser, Machine, Drycleaning | 9.61 |
| 16130 - Presser, Machine, Shirts | 9.61 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.61 |
| 16190 - Sewing Machine Operator | 12.19 |
| 16220 - Tailor | 12.87 |
| 16250 - Washer, Machine | 10.22 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.75 |
| 19040 - Tool And Die Maker | 23.05 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.54 |
| 21030 - Material Coordinator | 23.10 |
| 21040 - Material Expediter | 23.10 |
| 21050 - Material Handling Laborer | 13.02 |
| 21071 - Order Filler | 13.31 |
| 21080 - Production Line Worker (Food Processing) | 14.54 |
| 21110 - Shipping Packer | 15.08 |
| 21130 - Shipping/Receiving Clerk | 15.08 |
| 21140 - Store Worker I | 11.53 |
| 21150 - Stock Clerk | 16.46 |
| 21210 - Tools And Parts Attendant | 14.54 |
| 21410 - Warehouse Specialist | 14.54 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.01 |
| 23021 - Aircraft Mechanic I | 27.51 |
| 23022 - Aircraft Mechanic II | 29.01 |
| 23023 - Aircraft Mechanic III | 30.15 |
| 23040 - Aircraft Mechanic Helper | 19.27 |
| 23050 - Aircraft, Painter | 25.88 |
| 23060 - Aircraft Servicer | 22.10 |
| 23080 - Aircraft Worker | 23.08 |
| 23110 - Appliance Mechanic | 22.54 |
| 23120 - Bicycle Repairer | 14.54 |
| 23125 - Cable Splicer | 26.40 |
| 23130 - Carpenter, Maintenance | 27.67 |
| 23140 - Carpet Layer | 22.30 |
| 23160 - Electrician, Maintenance | 30.18 |
| 23181 - Electronics Technician Maintenance I | 26.46 |
| 23182 - Electronics Technician Maintenance II | 28.18 |
| 23183 - Electronics Technician Maintenance III | 29.92 |
| 23260 - Fabric Worker | 20.83 |
| 23290 - Fire Alarm System Mechanic | 22.30 |
| 23310 - Fire Extinguisher Repairer | 19.28 |
| 23311 - Fuel Distribution System Mechanic | 26.19 |
| 23312 - Fuel Distribution System Operator | 20.03 |
| 23370 - General Maintenance Worker | 23.26 |
| 23380 - Ground Support Equipment Mechanic | 27.51 |
| 23381 - Ground Support Equipment Servicer | 22.10 |
| 23382 - Ground Support Equipment Worker | 23.08 |
| 23391 - Gunsmith I | 19.28 |
| 23392 - Gunsmith II | 22.30 |
| 23393 - Gunsmith III | 25.21 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.29 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.59 |
| 23430 - Heavy Equipment Mechanic | 27.03 |
| 23440 - Heavy Equipment Operator | 29.39 |
| 23460 - Instrument Mechanic | 25.21 |
| 23465 - Laboratory/Shelter Mechanic | 23.75 |

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|---|-------|
| 23470 - Laborer | 13.40 |
| 23510 - Locksmith | 22.54 |
| 23530 - Machinery Maintenance Mechanic | 27.12 |
| 23550 - Machinist, Maintenance | 24.78 |
| 23580 - Maintenance Trades Helper | 13.96 |
| 23591 - Metrology Technician I | 25.21 |
| 23592 - Metrology Technician II | 26.70 |
| 23593 - Metrology Technician III | 28.79 |
| 23640 - Millwright | 25.21 |
| 23710 - Office Appliance Repairer | 21.32 |
| 23760 - Painter, Maintenance | 21.05 |
| 23790 - Pipefitter, Maintenance | 25.42 |
| 23810 - Plumber, Maintenance | 23.94 |
| 23820 - Pneudraulic Systems Mechanic | 25.21 |
| 23850 - Rigger | 26.17 |
| 23870 - Scale Mechanic | 22.30 |
| 23890 - Sheet-Metal Worker, Maintenance | 21.78 |
| 23910 - Small Engine Mechanic | 19.24 |
| 23931 - Telecommunications Mechanic I | 22.55 |
| 23932 - Telecommunications Mechanic II | 23.88 |
| 23950 - Telephone Lineman | 26.70 |
| 23960 - Welder, Combination, Maintenance | 19.60 |
| 23965 - well Driller | 25.21 |
| 23970 - Woodcraft Worker | 25.21 |
| 23980 - Woodworker | 17.38 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.05 |
| 24580 - Child Care Center Clerk | 17.11 |
| 24610 - Chore Aide | 10.50 |
| 24620 - Family Readiness And Support Services Coordinator | 16.50 |
| 24630 - Homemaker | 17.17 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.46 |
| 25040 - Sewage Plant Operator | 26.21 |
| 25070 - Stationary Engineer | 25.04 |
| 25190 - Ventilation Equipment Tender | 19.15 |
| 25210 - Water Treatment Plant Operator | 26.21 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 23.11 |
| 27007 - Baggage Inspector | 13.15 |
| 27008 - Corrections Officer | 31.01 |
| 27010 - Court Security Officer | 31.00 |
| 27030 - Detection Dog Handler | 19.70 |
| 27040 - Detention Officer | 31.01 |
| 27070 - Firefighter | 28.78 |
| 27101 - Guard I | 13.15 |
| 27102 - Guard II | 19.70 |
| 27131 - Police Officer I | 36.78 |
| 27132 - Police Officer II | 40.87 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.59 |
| 28042 - Carnival Equipment Repairer | 14.64 |
| 28043 - Carnival Equipment Worker | 10.30 |
| 28210 - Gate Attendant/Gate Tender | 15.57 |
| 28310 - Lifeguard | 13.81 |
| 28350 - Park Attendant (Aide) | 17.41 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.71 |
| 28515 - Recreation Specialist | 18.39 |
| 28630 - Sports Official | 13.87 |
| 28690 - Swimming Pool Operator | 20.34 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.28 |

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| 29020 - Hatch Tender | 29.28 |
| 29030 - Line Handler | 29.28 |
| 29041 - Stevedore I | 29.18 |
| 29042 - Stevedore II | 32.79 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 1) | 39.85 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 1) | 27.98 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 1) | 30.26 |
| 30021 - Archeological Technician I | 24.38 |
| 30022 - Archeological Technician II | 27.39 |
| 30023 - Archeological Technician III | 33.92 |
| 30030 - Cartographic Technician | 34.33 |
| 30040 - Civil Engineering Technician | 28.53 |
| 30061 - Drafter/CAD Operator I | 24.49 |
| 30062 - Drafter/CAD Operator II | 27.39 |
| 30063 - Drafter/CAD Operator III | 30.35 |
| 30064 - Drafter/CAD Operator IV | 37.58 |
| 30081 - Engineering Technician I | 19.68 |
| 30082 - Engineering Technician II | 22.09 |
| 30083 - Engineering Technician III | 24.70 |
| 30084 - Engineering Technician IV | 30.60 |
| 30085 - Engineering Technician V | 37.43 |
| 30086 - Engineering Technician VI | 45.29 |
| 30090 - Environmental Technician | 25.20 |
| 30210 - Laboratory Technician | 24.99 |
| 30240 - Mathematical Technician | 33.80 |
| 30361 - Paralegal/Legal Assistant I | 21.43 |
| 30362 - Paralegal/Legal Assistant II | 26.55 |
| 30363 - Paralegal/Legal Assistant III | 32.48 |
| 30364 - Paralegal/Legal Assistant IV | 39.30 |
| 30390 - Photo-Optics Technician | 30.73 |
| 30461 - Technical Writer I | 26.29 |
| 30462 - Technical Writer II | 32.15 |
| 30463 - Technical Writer III | 38.91 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.32 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.64 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.72 |
| 30494 - Unexploded (UXO) Safety Escort | 25.32 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.32 |
| 30620 - Weather Observer, Combined Upper Air Or (see 1) | 27.39 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 1) | 33.32 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.96 |
| 31030 - Bus Driver | 18.67 |
| 31043 - Driver Courier | 13.27 |
| 31260 - Parking and Lot Attendant | 10.31 |
| 31290 - Shuttle Bus Driver | 14.48 |
| 31310 - Taxi Driver | 11.24 |
| 31361 - Truckdriver, Light | 14.48 |
| 31362 - Truckdriver, Medium | 14.89 |
| 31363 - Truckdriver, Heavy | 21.78 |
| 31364 - Truckdriver, Tractor-Trailer | 21.78 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.13 |
| 99050 - Desk Clerk | 10.43 |
| 99095 - Embalmer | 25.32 |
| 99251 - Laboratory Animal Caretaker I | 12.42 |
| 99252 - Laboratory Animal Caretaker II | 13.55 |
| 99310 - Mortician | 25.32 |
| 99410 - Pest Controller | 15.55 |
| 99510 - Photofinishing Worker | 15.95 |
| 99710 - Recycling Laborer | 19.53 |

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| 99711 - Recycling Specialist | 23.86 |
| 99730 - Refuse Collector | 17.37 |
| 99810 - Sales Clerk | 16.78 |
| 99820 - School Crossing Guard | 11.71 |
| 99830 - Survey Party Chief | 27.80 |
| 99831 - Surveying Aide | 16.49 |
| 99832 - Surveying Technician | 22.62 |
| 99840 - Vending Machine Attendant | 16.14 |
| 99841 - Vending Machine Repairer | 18.63 |
| 99842 - Vending Machine Repairer Helper | 16.14 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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

2) 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).

1) 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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2072
Revision No.: 17
Date of Last Revision: 07/25/2014

State: California

Area: California County of Ventura

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.83 |
| 01012 - Accounting Clerk II | | 17.77 |
| 01013 - Accounting Clerk III | | 20.27 |
| 01020 - Administrative Assistant | | 28.08 |
| 01040 - Court Reporter | | 19.93 |
| 01051 - Data Entry Operator I | | 12.26 |
| 01052 - Data Entry Operator II | | 13.37 |
| 01060 - Dispatcher, Motor Vehicle | | 22.41 |
| 01070 - Document Preparation Clerk | | 13.75 |
| 01090 - Duplicating Machine Operator | | 13.75 |
| 01111 - General Clerk I | | 11.95 |
| 01112 - General Clerk II | | 14.92 |
| 01113 - General Clerk III | | 17.43 |
| 01120 - Housing Referral Assistant | | 21.90 |
| 01141 - Messenger Courier | | 11.33 |
| 01191 - Order Clerk I | | 16.98 |
| 01192 - Order Clerk II | | 18.53 |
| 01261 - Personnel Assistant (Employment) I | | 18.07 |
| 01262 - Personnel Assistant (Employment) II | | 20.20 |
| 01263 - Personnel Assistant (Employment) III | | 22.53 |

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| 01270 - Production Control Clerk | 23.51 |
| 01280 - Receptionist | 14.51 |
| 01290 - Rental Clerk | 16.83 |
| 01300 - Scheduler, Maintenance | 17.39 |
| 01311 - Secretary I | 17.39 |
| 01312 - Secretary II | 19.45 |
| 01313 - Secretary III | 21.90 |
| 01320 - Service Order Dispatcher | 19.54 |
| 01410 - Supply Technician | 26.82 |
| 01420 - Survey Worker | 19.93 |
| 01531 - Travel Clerk I | 12.97 |
| 01532 - Travel Clerk II | 13.88 |
| 01533 - Travel Clerk III | 14.63 |
| 01611 - Word Processor I | 15.18 |
| 01612 - Word Processor II | 16.87 |
| 01613 - Word Processor III | 18.76 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 24.09 |
| 05010 - Automotive Electrician | 22.68 |
| 05040 - Automotive Glass Installer | 21.31 |
| 05070 - Automotive Worker | 21.31 |
| 05110 - Mobile Equipment Servicer | 19.59 |
| 05130 - Motor Equipment Metal Mechanic | 24.09 |
| 05160 - Motor Equipment Metal Worker | 21.31 |
| 05190 - Motor Vehicle Mechanic | 24.09 |
| 05220 - Motor Vehicle Mechanic Helper | 18.80 |
| 05250 - Motor Vehicle Upholstery Worker | 20.85 |
| 05280 - Motor Vehicle Wrecker | 21.31 |
| 05310 - Painter, Automotive | 22.69 |
| 05340 - Radiator Repair Specialist | 21.31 |
| 05370 - Tire Repairer | 14.54 |
| 05400 - Transmission Repair Specialist | 24.09 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.40 |
| 07041 - Cook I | 14.48 |
| 07042 - Cook II | 15.40 |
| 07070 - Dishwasher | 10.29 |
| 07130 - Food Service Worker | 11.20 |
| 07210 - Meat Cutter | 18.66 |
| 07260 - Waiter/Waitress | 10.83 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.30 |
| 09040 - Furniture Handler | 12.89 |
| 09080 - Furniture Refinisher | 19.06 |
| 09090 - Furniture Refinisher Helper | 15.36 |
| 09110 - Furniture Repairer, Minor | 17.80 |
| 09130 - Upholsterer | 19.09 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.76 |
| 11060 - Elevator Operator | 11.76 |
| 11090 - Gardener | 19.21 |
| 11122 - Housekeeping Aide | 12.58 |
| 11150 - Janitor | 14.04 |
| 11210 - Laborer, Grounds Maintenance | 14.40 |
| 11240 - Maid or Houseman | 10.16 |
| 11260 - Pruner | 12.82 |
| 11270 - Tractor Operator | 17.61 |
| 11330 - Trail Maintenance Worker | 14.40 |
| 11360 - Window Cleaner | 15.77 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.07 |
| 12011 - Breath Alcohol Technician | 17.82 |
| 12012 - Certified Occupational Therapist Assistant | 31.09 |

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| 12015 - Certified Physical Therapist Assistant | 21.85 |
| 12020 - Dental Assistant | 17.27 |
| 12025 - Dental Hygienist | 29.68 |
| 12030 - EKG Technician | 29.99 |
| 12035 - Electroneurodiagnostic Technologist | 29.99 |
| 12040 - Emergency Medical Technician | 17.82 |
| 12071 - Licensed Practical Nurse I | 18.11 |
| 12072 - Licensed Practical Nurse II | 20.68 |
| 12073 - Licensed Practical Nurse III | 23.72 |
| 12100 - Medical Assistant | 14.56 |
| 12130 - Medical Laboratory Technician | 18.27 |
| 12160 - Medical Record Clerk | 15.93 |
| 12190 - Medical Record Technician | 17.82 |
| 12195 - Medical Transcriptionist | 18.39 |
| 12210 - Nuclear Medicine Technologist | 44.62 |
| 12221 - Nursing Assistant I | 10.19 |
| 12222 - Nursing Assistant II | 11.46 |
| 12223 - Nursing Assistant III | 12.50 |
| 12224 - Nursing Assistant IV | 14.03 |
| 12235 - Optical Dispenser | 16.80 |
| 12236 - Optical Technician | 17.01 |
| 12250 - Pharmacy Technician | 17.83 |
| 12280 - Phlebotomist | 14.19 |
| 12305 - Radiologic Technologist | 26.67 |
| 12311 - Registered Nurse I | 31.47 |
| 12312 - Registered Nurse II | 38.49 |
| 12313 - Registered Nurse II, Specialist | 38.49 |
| 12314 - Registered Nurse III | 48.20 |
| 12315 - Registered Nurse III, Anesthetist | 48.20 |
| 12316 - Registered Nurse IV | 57.77 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.09 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.95 |
| 13012 - Exhibits Specialist II | 28.43 |
| 13013 - Exhibits Specialist III | 34.78 |
| 13041 - Illustrator I | 22.71 |
| 13042 - Illustrator II | 28.13 |
| 13043 - Illustrator III | 35.13 |
| 13047 - Librarian | 29.23 |
| 13050 - Library Aide/Clerk | 16.49 |
| 13054 - Library Information Technology Systems Administrator | 23.79 |
| 13058 - Library Technician | 22.40 |
| 13061 - Media Specialist I | 17.17 |
| 13062 - Media Specialist II | 19.20 |
| 13063 - Media Specialist III | 21.41 |
| 13071 - Photographer I | 16.73 |
| 13072 - Photographer II | 20.70 |
| 13073 - Photographer III | 26.61 |
| 13074 - Photographer IV | 35.57 |
| 13075 - Photographer V | 39.24 |
| 13110 - Video Teleconference Technician | 20.08 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.82 |
| 14042 - Computer Operator II | 19.93 |
| 14043 - Computer Operator III | 22.89 |
| 14044 - Computer Operator IV | 25.73 |
| 14045 - Computer Operator V | 28.50 |
| 14071 - Computer Programmer I | (see 1) 27.07 |
| 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) |

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| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 17.82 |
| 14160 - Personal Computer Support Technician | | 25.73 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 34.73 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 42.03 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 50.37 |
| 15050 - Computer Based Training Specialist / Instructor | | 34.73 |
| 15060 - Educational Technologist | | 39.63 |
| 15070 - Flight Instructor (Pilot) | | 50.37 |
| 15080 - Graphic Artist | | 24.07 |
| 15090 - Technical Instructor | | 23.63 |
| 15095 - Technical Instructor/Course Developer | | 28.90 |
| 15110 - Test Proctor | | 19.07 |
| 15120 - Tutor | | 19.07 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 9.61 |
| 16030 - Counter Attendant | | 9.61 |
| 16040 - Dry Cleaner | | 11.51 |
| 16070 - Finisher, Flatwork, Machine | | 9.61 |
| 16090 - Presser, Hand | | 9.61 |
| 16110 - Presser, Machine, Drycleaning | | 9.61 |
| 16130 - Presser, Machine, Shirts | | 9.61 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 9.61 |
| 16190 - Sewing Machine Operator | | 12.19 |
| 16220 - Tailor | | 12.87 |
| 16250 - Washer, Machine | | 10.22 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 19.75 |
| 19040 - Tool And Die Maker | | 23.05 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 14.54 |
| 21030 - Material Coordinator | | 23.10 |
| 21040 - Material Expediter | | 23.10 |
| 21050 - Material Handling Laborer | | 13.02 |
| 21071 - Order Filler | | 13.31 |
| 21080 - Production Line Worker (Food Processing) | | 14.54 |
| 21110 - Shipping Packer | | 15.08 |
| 21130 - Shipping/Receiving Clerk | | 15.08 |
| 21140 - Store Worker I | | 11.53 |
| 21150 - Stock Clerk | | 16.46 |
| 21210 - Tools And Parts Attendant | | 14.54 |
| 21410 - Warehouse Specialist | | 14.54 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 29.01 |
| 23021 - Aircraft Mechanic I | | 27.51 |
| 23022 - Aircraft Mechanic II | | 29.01 |
| 23023 - Aircraft Mechanic III | | 30.15 |
| 23040 - Aircraft Mechanic Helper | | 19.27 |
| 23050 - Aircraft, Painter | | 25.88 |
| 23060 - Aircraft Servicer | | 22.10 |
| 23080 - Aircraft Worker | | 23.08 |
| 23110 - Appliance Mechanic | | 22.54 |
| 23120 - Bicycle Repairer | | 14.54 |
| 23125 - Cable Splicer | | 26.40 |
| 23130 - Carpenter, Maintenance | | 27.67 |
| 23140 - Carpet Layer | | 22.30 |
| 23160 - Electrician, Maintenance | | 30.18 |
| 23181 - Electronics Technician Maintenance I | | 26.46 |
| 23182 - Electronics Technician Maintenance II | | 28.18 |
| 23183 - Electronics Technician Maintenance III | | 29.92 |
| 23260 - Fabric Worker | | 20.83 |

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| 23290 - Fire Alarm System Mechanic | 22.30 |
| 23310 - Fire Extinguisher Repairer | 19.28 |
| 23311 - Fuel Distribution System Mechanic | 26.19 |
| 23312 - Fuel Distribution System Operator | 20.03 |
| 23370 - General Maintenance Worker | 23.26 |
| 23380 - Ground Support Equipment Mechanic | 27.51 |
| 23381 - Ground Support Equipment Servicer | 22.10 |
| 23382 - Ground Support Equipment Worker | 23.08 |
| 23391 - Gunsmith I | 19.28 |
| 23392 - Gunsmith II | 22.30 |
| 23393 - Gunsmith III | 25.21 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.29 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.59 |
| 23430 - Heavy Equipment Mechanic | 27.03 |
| 23440 - Heavy Equipment Operator | 29.39 |
| 23460 - Instrument Mechanic | 25.21 |
| 23465 - Laboratory/Shelter Mechanic | 23.75 |
| 23470 - Laborer | 13.40 |
| 23510 - Locksmith | 22.54 |
| 23530 - Machinery Maintenance Mechanic | 27.12 |
| 23550 - Machinist, Maintenance | 24.78 |
| 23580 - Maintenance Trades Helper | 13.96 |
| 23591 - Metrology Technician I | 25.21 |
| 23592 - Metrology Technician II | 26.70 |
| 23593 - Metrology Technician III | 28.79 |
| 23640 - Millwright | 25.21 |
| 23710 - Office Appliance Repairer | 21.32 |
| 23760 - Painter, Maintenance | 21.05 |
| 23790 - Pipefitter, Maintenance | 25.42 |
| 23810 - Plumber, Maintenance | 23.94 |
| 23820 - Pneudraulic Systems Mechanic | 25.21 |
| 23850 - Rigger | 26.17 |
| 23870 - Scale Mechanic | 22.30 |
| 23890 - Sheet-Metal Worker, Maintenance | 21.78 |
| 23910 - Small Engine Mechanic | 19.24 |
| 23931 - Telecommunications Mechanic I | 22.55 |
| 23932 - Telecommunications Mechanic II | 23.88 |
| 23950 - Telephone Lineman | 26.70 |
| 23960 - welder, Combination, Maintenance | 19.60 |
| 23965 - Well Driller | 25.21 |
| 23970 - Woodcraft Worker | 25.21 |
| 23980 - Woodworker | 17.38 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.05 |
| 24580 - Child Care Center Clerk | 17.11 |
| 24610 - Chore Aide | 10.50 |
| 24620 - Family Readiness And Support Services Coordinator | 16.50 |
| 24630 - Homemaker | 17.17 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.46 |
| 25040 - Sewage Plant Operator | 26.21 |
| 25070 - Stationary Engineer | 25.04 |
| 25190 - Ventilation Equipment Tender | 19.15 |
| 25210 - Water Treatment Plant Operator | 26.21 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 23.11 |
| 27007 - Baggage Inspector | 13.15 |
| 27008 - Corrections Officer | 31.01 |
| 27010 - Court Security Officer | 31.00 |
| 27030 - Detection Dog Handler | 19.70 |

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| 27040 - Detention Officer | 31.01 |
| 27070 - Firefighter | 28.78 |
| 27101 - Guard I | 13.15 |
| 27102 - Guard II | 19.70 |
| 27131 - Police Officer I | 36.78 |
| 27132 - Police Officer II | 40.87 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.59 |
| 28042 - Carnival Equipment Repairer | 14.64 |
| 28043 - Carnival Equipment Worker | 10.30 |
| 28210 - Gate Attendant/Gate Tender | 15.57 |
| 28310 - Lifeguard | 13.81 |
| 28350 - Park Attendant (Aide) | 17.41 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.71 |
| 28515 - Recreation Specialist | 18.39 |
| 28630 - Sports Official | 13.87 |
| 28690 - Swimming Pool Operator | 20.34 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.28 |
| 29020 - Hatch Tender | 29.28 |
| 29030 - Line Handler | 29.28 |
| 29041 - Stevedore I | 29.18 |
| 29042 - Stevedore II | 32.79 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.85 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.98 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.26 |
| 30021 - Archeological Technician I | 24.38 |
| 30022 - Archeological Technician II | 27.39 |
| 30023 - Archeological Technician III | 33.92 |
| 30030 - Cartographic Technician | 34.33 |
| 30040 - Civil Engineering Technician | 28.53 |
| 30061 - Drafter/CAD Operator I | 24.49 |
| 30062 - Drafter/CAD Operator II | 27.39 |
| 30063 - Drafter/CAD Operator III | 30.35 |
| 30064 - Drafter/CAD Operator IV | 37.58 |
| 30081 - Engineering Technician I | 19.68 |
| 30082 - Engineering Technician II | 22.09 |
| 30083 - Engineering Technician III | 24.70 |
| 30084 - Engineering Technician IV | 30.60 |
| 30085 - Engineering Technician V | 37.43 |
| 30086 - Engineering Technician VI | 45.29 |
| 30090 - Environmental Technician | 25.20 |
| 30210 - Laboratory Technician | 24.99 |
| 30240 - Mathematical Technician | 33.80 |
| 30361 - Paralegal/Legal Assistant I | 21.43 |
| 30362 - Paralegal/Legal Assistant II | 26.55 |
| 30363 - Paralegal/Legal Assistant III | 32.48 |
| 30364 - Paralegal/Legal Assistant IV | 39.30 |
| 30390 - Photo-Optics Technician | 30.73 |
| 30461 - Technical Writer I | 26.29 |
| 30462 - Technical Writer II | 32.15 |
| 30463 - Technical Writer III | 38.91 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.32 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.64 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.72 |
| 30494 - Unexploded (UXO) Safety Escort | 25.32 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.32 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 27.39 |
| 30621 - Weather Observer, Senior (see 2) | 33.32 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.96 |

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|---|-------|
| 31030 - Bus Driver | 18.67 |
| 31043 - Driver Courier | 13.27 |
| 31260 - Parking and Lot Attendant | 10.31 |
| 31290 - Shuttle Bus Driver | 14.48 |
| 31310 - Taxi Driver | 11.24 |
| 31361 - Truckdriver, Light | 14.48 |
| 31362 - Truckdriver, Medium | 14.89 |
| 31363 - Truckdriver, Heavy | 21.78 |
| 31364 - Truckdriver, Tractor-Trailer | 21.78 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.13 |
| 99050 - Desk Clerk | 10.43 |
| 99095 - Embalmer | 25.32 |
| 99251 - Laboratory Animal Caretaker I | 12.42 |
| 99252 - Laboratory Animal Caretaker II | 13.55 |
| 99310 - Mortician | 25.32 |
| 99410 - Pest Controller | 15.55 |
| 99510 - Photofinishing Worker | 15.95 |
| 99710 - Recycling Laborer | 19.53 |
| 99711 - Recycling Specialist | 23.86 |
| 99730 - Refuse Collector | 17.37 |
| 99810 - Sales Clerk | 16.78 |
| 99820 - School Crossing Guard | 11.71 |
| 99830 - Survey Party Chief | 27.80 |
| 99831 - Surveying Aide | 16.49 |
| 99832 - Surveying Technician | 22.62 |
| 99840 - Vending Machine Attendant | 16.14 |
| 99841 - Vending Machine Repairer | 18.63 |
| 99842 - Vending Machine Repairer Helper | 16.14 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

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

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

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2073
Revision No.: 17
Date of Last Revision: 07/25/2014

State: California

Area: California Counties of Inyo, Kings, Tulare

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

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

| | |
|---|-------|
| 01000 - Administrative Support And Clerical Occupations | |
| 01011 - Accounting Clerk I | 14.80 |
| 01012 - Accounting Clerk II | 16.61 |
| 01013 - Accounting Clerk III | 18.57 |
| 01020 - Administrative Assistant | 20.79 |
| 01040 - Court Reporter | 17.55 |
| 01051 - Data Entry Operator I | 11.00 |
| 01052 - Data Entry Operator II | 12.34 |
| 01060 - Dispatcher, Motor Vehicle | 17.75 |
| 01070 - Document Preparation Clerk | 12.34 |
| 01090 - Duplicating Machine Operator | 12.34 |
| 01111 - General Clerk I | 12.73 |
| 01112 - General Clerk II | 13.88 |
| 01113 - General Clerk III | 15.60 |
| 01120 - Housing Referral Assistant | 20.61 |
| 01141 - Messenger Courier | 10.82 |
| 01191 - Order Clerk I | 11.30 |
| 01192 - Order Clerk II | 12.34 |
| 01261 - Personnel Assistant (Employment) I | 14.90 |
| 01262 - Personnel Assistant (Employment) II | 17.55 |
| 01263 - Personnel Assistant (Employment) III | 18.88 |
| 01270 - Production Control Clerk | 19.15 |
| 01280 - Receptionist | 12.08 |
| 01290 - Rental Clerk | 15.25 |
| 01300 - Scheduler, Maintenance | 15.25 |
| 01311 - Secretary I | 15.25 |
| 01312 - Secretary II | 17.55 |
| 01313 - Secretary III | 19.02 |
| 01320 - Service Order Dispatcher | 15.85 |
| 01410 - Supply Technician | 20.79 |
| 01420 - Survey Worker | 17.55 |
| 01531 - Travel Clerk I | 13.02 |
| 01532 - Travel Clerk II | 13.70 |
| 01533 - Travel Clerk III | 14.84 |
| 01611 - Word Processor I | 13.60 |
| 01612 - Word Processor II | 15.26 |
| 01613 - Word Processor III | 17.55 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.67 |
| 05010 - Automotive Electrician | 18.50 |
| 05040 - Automotive Glass Installer | 17.57 |
| 05070 - Automotive Worker | 17.57 |
| 05110 - Mobile Equipment Servicer | 15.69 |
| 05130 - Motor Equipment Metal Mechanic | 19.45 |
| 05160 - Motor Equipment Metal Worker | 17.57 |
| 05190 - Motor Vehicle Mechanic | 19.45 |
| 05220 - Motor Vehicle Mechanic Helper | 14.73 |
| 05250 - Motor Vehicle Upholstery Worker | 16.62 |
| 05280 - Motor Vehicle Wrecker | 17.57 |
| 05310 - Painter, Automotive | 18.50 |
| 05340 - Radiator Repair Specialist | 17.57 |
| 05370 - Tire Repairer | 11.81 |
| 05400 - Transmission Repair Specialist | 19.45 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.49 |
| 07041 - Cook I | 11.86 |
| 07042 - Cook II | 13.49 |
| 07070 - Dishwasher | 10.34 |
| 07130 - Food Service Worker | 10.34 |
| 07210 - Meat Cutter | 13.82 |
| 07260 - Waiter/Waitress | 10.13 |
| 09000 - Furniture Maintenance And Repair Occupations | |

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|--|-------|
| 09010 - Electrostatic Spray Painter | 15.70 |
| 09040 - Furniture Handler | 11.40 |
| 09080 - Furniture Refinisher | 17.27 |
| 09090 - Furniture Refinisher Helper | 13.34 |
| 09110 - Furniture Repairer, Minor | 15.32 |
| 09130 - Upholsterer | 17.27 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.07 |
| 11060 - Elevator Operator | 11.57 |
| 11090 - Gardener | 15.68 |
| 11122 - Housekeeping Aide | 9.91 |
| 11150 - Janitor | 12.37 |
| 11210 - Laborer, Grounds Maintenance | 12.53 |
| 11240 - Maid or Houseman | 9.10 |
| 11260 - Pruner | 12.00 |
| 11270 - Tractor Operator | 14.71 |
| 11330 - Trail Maintenance Worker | 12.53 |
| 11360 - Window Cleaner | 12.63 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.46 |
| 12011 - Breath Alcohol Technician | 19.45 |
| 12012 - Certified Occupational Therapist Assistant | 26.11 |
| 12015 - Certified Physical Therapist Assistant | 23.76 |
| 12020 - Dental Assistant | 15.10 |
| 12025 - Dental Hygienist | 36.99 |
| 12030 - EKG Technician | 30.50 |
| 12035 - Electroneurodiagnostic Technologist | 30.50 |
| 12040 - Emergency Medical Technician | 18.96 |
| 12071 - Licensed Practical Nurse I | 17.99 |
| 12072 - Licensed Practical Nurse II | 20.12 |
| 12073 - Licensed Practical Nurse III | 22.44 |
| 12100 - Medical Assistant | 13.12 |
| 12130 - Medical Laboratory Technician | 17.00 |
| 12160 - Medical Record Clerk | 15.74 |
| 12190 - Medical Record Technician | 15.42 |
| 12195 - Medical Transcriptionist | 14.99 |
| 12210 - Nuclear Medicine Technologist | 39.72 |
| 12221 - Nursing Assistant I | 9.91 |
| 12222 - Nursing Assistant II | 11.14 |
| 12223 - Nursing Assistant III | 12.16 |
| 12224 - Nursing Assistant IV | 13.64 |
| 12235 - Optical Dispenser | 17.50 |
| 12236 - Optical Technician | 17.99 |
| 12250 - Pharmacy Technician | 15.42 |
| 12280 - Phlebotomist | 13.64 |
| 12305 - Radiologic Technologist | 31.53 |
| 12311 - Registered Nurse I | 26.76 |
| 12312 - Registered Nurse II | 32.73 |
| 12313 - Registered Nurse II, Specialist | 32.73 |
| 12314 - Registered Nurse III | 39.59 |
| 12315 - Registered Nurse III, Anesthetist | 39.59 |
| 12316 - Registered Nurse IV | 47.45 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.10 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 15.33 |
| 13012 - Exhibits Specialist II | 18.99 |
| 13013 - Exhibits Specialist III | 23.22 |
| 13041 - Illustrator I | 15.30 |
| 13042 - Illustrator II | 18.99 |
| 13043 - Illustrator III | 23.22 |
| 13047 - Librarian | 21.03 |
| 13050 - Library Aide/Clerk | 13.39 |
| 13054 - Library Information Technology Systems | 18.99 |

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|---|---------------|
| Administrator | |
| 13058 - Library Technician | 15.08 |
| 13061 - Media Specialist I | 13.70 |
| 13062 - Media Specialist II | 15.33 |
| 13063 - Media Specialist III | 17.09 |
| 13071 - Photographer I | 13.00 |
| 13072 - Photographer II | 14.53 |
| 13073 - Photographer III | 18.01 |
| 13074 - Photographer IV | 22.02 |
| 13075 - Photographer V | 26.64 |
| 13110 - Video Teleconference Technician | 13.70 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.42 |
| 14042 - Computer Operator II | 15.01 |
| 14043 - Computer Operator III | 16.74 |
| 14044 - Computer Operator IV | 18.60 |
| 14045 - Computer Operator V | 20.59 |
| 14071 - Computer Programmer I | (see 1) 22.91 |
| 14072 - Computer Programmer II | 27.62 |
| 14073 - Computer Programmer III | |
| 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 | 13.42 |
| 14160 - Personal Computer Support Technician | 18.60 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.56 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.97 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 44.31 |
| 15050 - Computer Based Training Specialist / Instructor | 30.56 |
| 15060 - Educational Technologist | 25.01 |
| 15070 - Flight Instructor (Pilot) | 44.31 |
| 15080 - Graphic Artist | 21.52 |
| 15090 - Technical Instructor | 16.83 |
| 15095 - Technical Instructor/Course Developer | 22.28 |
| 15110 - Test Proctor | 14.39 |
| 15120 - Tutor | 14.39 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.51 |
| 16030 - Counter Attendant | 9.51 |
| 16040 - Dry Cleaner | 11.41 |
| 16070 - Finisher, Flatwork, Machine | 9.51 |
| 16090 - Presser, Hand | 9.51 |
| 16110 - Presser, Machine, Drycleaning | 9.51 |
| 16130 - Presser, Machine, Shirts | 9.51 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.51 |
| 16190 - Sewing Machine Operator | 12.05 |
| 16220 - Tailor | 12.71 |
| 16250 - Washer, Machine | 10.12 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.21 |
| 19040 - Tool And Die Maker | 22.34 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.35 |
| 21030 - Material Coordinator | 19.84 |
| 21040 - Material Expediter | 19.84 |
| 21050 - Material Handling Laborer | 11.87 |
| 21071 - Order Filler | 12.80 |
| 21080 - Production Line Worker (Food Processing) | 13.35 |
| 21110 - Shipping Packer | 13.98 |
| 21130 - Shipping/Receiving Clerk | 13.98 |
| 21140 - Store Worker I | 11.42 |

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| 21150 - Stock Clerk | 14.99 |
| 21210 - Tools And Parts Attendant | 13.89 |
| 21410 - Warehouse Specialist | 13.89 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.02 |
| 23021 - Aircraft Mechanic I | 19.23 |
| 23022 - Aircraft Mechanic II | 20.27 |
| 23023 - Aircraft Mechanic III | 21.30 |
| 23040 - Aircraft Mechanic Helper | 14.25 |
| 23050 - Aircraft, Painter | 18.20 |
| 23060 - Aircraft Servicer | 16.42 |
| 23080 - Aircraft Worker | 17.36 |
| 23110 - Appliance Mechanic | 18.21 |
| 23120 - Bicycle Repairer | 12.50 |
| 23125 - Cable Splicer | 25.28 |
| 23130 - Carpenter, Maintenance | 19.10 |
| 23140 - Carpet Layer | 15.03 |
| 23160 - Electrician, Maintenance | 18.84 |
| 23181 - Electronics Technician Maintenance I | 17.17 |
| 23182 - Electronics Technician Maintenance II | 19.72 |
| 23183 - Electronics Technician Maintenance III | 21.64 |
| 23260 - Fabric Worker | 16.15 |
| 23290 - Fire Alarm System Mechanic | 18.59 |
| 23310 - Fire Extinguisher Repairer | 15.10 |
| 23311 - Fuel Distribution System Mechanic | 19.23 |
| 23312 - Fuel Distribution System Operator | 15.10 |
| 23370 - General Maintenance Worker | 16.15 |
| 23380 - Ground Support Equipment Mechanic | 19.23 |
| 23381 - Ground Support Equipment Servicer | 16.42 |
| 23382 - Ground Support Equipment Worker | 17.36 |
| 23391 - Gunsmith I | 15.10 |
| 23392 - Gunsmith II | 17.17 |
| 23393 - Gunsmith III | 19.23 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.45 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.61 |
| 23430 - Heavy Equipment Mechanic | 20.83 |
| 23440 - Heavy Equipment Operator | 20.89 |
| 23460 - Instrument Mechanic | 19.23 |
| 23465 - Laboratory/Shelter Mechanic | 18.21 |
| 23470 - Laborer | 11.45 |
| 23510 - Locksmith | 18.21 |
| 23530 - Machinery Maintenance Mechanic | 19.55 |
| 23550 - Machinist, Maintenance | 19.23 |
| 23580 - Maintenance Trades Helper | 12.96 |
| 23591 - Metrology Technician I | 19.23 |
| 23592 - Metrology Technician II | 20.27 |
| 23593 - Metrology Technician III | 21.30 |
| 23640 - Millwright | 19.23 |
| 23710 - Office Appliance Repairer | 17.58 |
| 23760 - Painter, Maintenance | 16.33 |
| 23790 - Pipefitter, Maintenance | 19.85 |
| 23810 - Plumber, Maintenance | 18.82 |
| 23820 - Pneudraulic Systems Mechanic | 19.23 |
| 23850 - Rigger | 19.23 |
| 23870 - Scale Mechanic | 17.17 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.68 |
| 23910 - Small Engine Mechanic | 15.12 |
| 23931 - Telecommunications Mechanic I | 23.24 |
| 23932 - Telecommunications Mechanic II | 24.08 |
| 23950 - Telephone Lineman | 23.24 |
| 23960 - Welder, Combination, Maintenance | 16.51 |

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| 23965 - Well Driller | 19.23 |
| 23970 - Woodcraft Worker | 19.23 |
| 23980 - Woodworker | 15.10 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.25 |
| 24580 - Child Care Center Clerk | 12.79 |
| 24610 - Chore Aide | 10.16 |
| 24620 - Family Readiness And Support Services Coordinator | 14.21 |
| 24630 - Homemaker | 14.21 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.72 |
| 25040 - Sewage Plant Operator | 19.49 |
| 25070 - Stationary Engineer | 21.72 |
| 25190 - Ventilation Equipment Tender | 14.81 |
| 25210 - Water Treatment Plant Operator | 19.35 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.58 |
| 27007 - Baggage Inspector | 10.26 |
| 27008 - Corrections Officer | 24.10 |
| 27010 - Court Security Officer | 24.17 |
| 27030 - Detection Dog Handler | 14.04 |
| 27040 - Detention Officer | 24.10 |
| 27070 - Firefighter | 23.77 |
| 27101 - Guard I | 10.26 |
| 27102 - Guard II | 14.04 |
| 27131 - Police Officer I | 29.11 |
| 27132 - Police Officer II | 32.31 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.55 |
| 28042 - Carnival Equipment Repairer | 14.25 |
| 28043 - Carnival Equipment Worker | 10.61 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.65 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.49 |
| 28515 - Recreation Specialist | 15.36 |
| 28630 - Sports Official | 11.65 |
| 28690 - Swimming Pool Operator | 16.95 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.63 |
| 29020 - Hatch Tender | 17.63 |
| 29030 - Line Handler | 17.63 |
| 29041 - Stevedore I | 16.59 |
| 29042 - Stevedore II | 18.70 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.11 |
| 30022 - Archeological Technician II | 19.14 |
| 30023 - Archeological Technician III | 23.72 |
| 30030 - Cartographic Technician | 23.72 |
| 30040 - Civil Engineering Technician | 21.71 |
| 30061 - Drafter/CAD Operator I | 17.11 |
| 30062 - Drafter/CAD Operator II | 19.14 |
| 30063 - Drafter/CAD Operator III | 21.35 |
| 30064 - Drafter/CAD Operator IV | 26.26 |
| 30081 - Engineering Technician I | 16.68 |
| 30082 - Engineering Technician II | 18.72 |
| 30083 - Engineering Technician III | 20.94 |
| 30084 - Engineering Technician IV | 25.95 |
| 30085 - Engineering Technician V | 31.74 |

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| 30086 - Engineering Technician VI | 38.40 |
| 30090 - Environmental Technician | 23.32 |
| 30210 - Laboratory Technician | 20.59 |
| 30240 - Mathematical Technician | 23.32 |
| 30361 - Paralegal/Legal Assistant I | 17.98 |
| 30362 - Paralegal/Legal Assistant II | 20.72 |
| 30363 - Paralegal/Legal Assistant III | 25.34 |
| 30364 - Paralegal/Legal Assistant IV | 30.65 |
| 30390 - Photo-Optics Technician | 23.72 |
| 30461 - Technical Writer I | 24.66 |
| 30462 - Technical Writer II | 30.15 |
| 30463 - Technical Writer III | 34.94 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 21.35 |
| 30621 - Weather Observer, Senior (see 2) | 23.72 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.82 |
| 31030 - Bus Driver | 14.69 |
| 31043 - Driver Courier | 13.33 |
| 31260 - Parking and Lot Attendant | 11.54 |
| 31290 - Shuttle Bus Driver | 14.32 |
| 31310 - Taxi Driver | 13.93 |
| 31361 - Truckdriver, Light | 14.32 |
| 31362 - Truckdriver, Medium | 15.45 |
| 31363 - Truckdriver, Heavy | 20.08 |
| 31364 - Truckdriver, Tractor-Trailer | 20.08 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.83 |
| 99050 - Desk Clerk | 9.03 |
| 99095 - Embalmer | 20.95 |
| 99251 - Laboratory Animal Caretaker I | 11.18 |
| 99252 - Laboratory Animal Caretaker II | 12.00 |
| 99310 - Mortician | 20.95 |
| 99410 - Pest Controller | 15.02 |
| 99510 - Photofinishing Worker | 12.88 |
| 99710 - Recycling Laborer | 14.47 |
| 99711 - Recycling Specialist | 19.28 |
| 99730 - Refuse Collector | 16.25 |
| 99810 - Sales Clerk | 12.63 |
| 99820 - School Crossing Guard | 12.29 |
| 99830 - Survey Party Chief | 21.00 |
| 99831 - Surveying Aide | 11.98 |
| 99832 - Surveying Technician | 16.44 |
| 99840 - Vending Machine Attendant | 16.17 |
| 99841 - Vending Machine Repairer | 19.74 |
| 99842 - Vending Machine Repairer Helper | 16.17 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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| By direction of the Secretary of Labor | | WDS_Revision_Received_10.9.2014 WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 |
| Diane C. Koplewski Director | Division of Wage Determinations | Wage Determination No.: 2005-2074 Revision No.: 18 Date Of Last Revision: 07/25/2014 |
| State: California | | |

Area: California Counties of Inyo, Kings, Tulare

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.80 |
| 01012 - Accounting Clerk II | | 16.61 |
| 01013 - Accounting Clerk III | | 18.57 |
| 01020 - Administrative Assistant | | 20.79 |
| 01040 - Court Reporter | | 17.55 |
| 01051 - Data Entry Operator I | | 11.00 |
| 01052 - Data Entry Operator II | | 12.34 |
| 01060 - Dispatcher, Motor Vehicle | | 17.75 |
| 01070 - Document Preparation Clerk | | 12.34 |
| 01090 - Duplicating Machine Operator | | 12.34 |
| 01111 - General Clerk I | | 12.73 |
| 01112 - General Clerk II | | 13.88 |
| 01113 - General Clerk III | | 15.60 |
| 01120 - Housing Referral Assistant | | 20.61 |
| 01141 - Messenger Courier | | 10.82 |
| 01191 - Order Clerk I | | 11.30 |
| 01192 - Order Clerk II | | 12.34 |
| 01261 - Personnel Assistant (Employment) I | | 14.90 |
| 01262 - Personnel Assistant (Employment) II | | 17.55 |
| 01263 - Personnel Assistant (Employment) III | | 18.88 |
| 01270 - Production Control Clerk | | 19.15 |
| 01280 - Receptionist | | 12.08 |
| 01290 - Rental Clerk | | 15.25 |
| 01300 - Scheduler, Maintenance | | 15.25 |
| 01311 - Secretary I | | 15.25 |
| 01312 - Secretary II | | 17.55 |
| 01313 - Secretary III | | 19.02 |
| 01320 - Service Order Dispatcher | | 15.85 |
| 01410 - Supply Technician | | 20.79 |
| 01420 - Survey Worker | | 17.55 |
| 01531 - Travel Clerk I | | 13.02 |
| 01532 - Travel Clerk II | | 13.70 |
| 01533 - Travel Clerk III | | 14.84 |
| 01611 - Word Processor I | | 13.60 |
| 01612 - Word Processor II | | 15.26 |
| 01613 - Word Processor III | | 17.55 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 20.67 |
| 05010 - Automotive Electrician | | 18.50 |
| 05040 - Automotive Glass Installer | | 17.57 |
| 05070 - Automotive Worker | | 17.57 |
| 05110 - Mobile Equipment Servicer | | 15.69 |

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|--|-------|
| 05130 - Motor Equipment Metal Mechanic | 19.45 |
| 05160 - Motor Equipment Metal Worker | 17.57 |
| 05190 - Motor Vehicle Mechanic | 19.45 |
| 05220 - Motor Vehicle Mechanic Helper | 14.73 |
| 05250 - Motor Vehicle Upholstery Worker | 16.62 |
| 05280 - Motor Vehicle Wrecker | 17.57 |
| 05310 - Painter, Automotive | 18.50 |
| 05340 - Radiator Repair Specialist | 17.57 |
| 05370 - Tire Repairer | 11.81 |
| 05400 - Transmission Repair Specialist | 19.45 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.49 |
| 07041 - Cook I | 11.86 |
| 07042 - Cook II | 13.49 |
| 07070 - Dishwasher | 10.34 |
| 07130 - Food Service Worker | 10.34 |
| 07210 - Meat Cutter | 13.82 |
| 07260 - Waiter/Waitress | 10.13 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.70 |
| 09040 - Furniture Handler | 11.40 |
| 09080 - Furniture Refinisher | 17.27 |
| 09090 - Furniture Refinisher Helper | 13.34 |
| 09110 - Furniture Repairer, Minor | 15.32 |
| 09130 - Upholsterer | 17.27 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.07 |
| 11060 - Elevator Operator | 11.57 |
| 11090 - Gardener | 15.68 |
| 11122 - Housekeeping Aide | 9.91 |
| 11150 - Janitor | 12.37 |
| 11210 - Laborer, Grounds Maintenance | 12.53 |
| 11240 - Maid or Houseman | 9.10 |
| 11260 - Pruner | 12.00 |
| 11270 - Tractor Operator | 14.71 |
| 11330 - Trail Maintenance Worker | 12.53 |
| 11360 - Window Cleaner | 12.63 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.46 |
| 12011 - Breath Alcohol Technician | 19.45 |
| 12012 - Certified Occupational Therapist Assistant | 26.11 |
| 12015 - Certified Physical Therapist Assistant | 23.76 |
| 12020 - Dental Assistant | 15.10 |
| 12025 - Dental Hygienist | 36.99 |
| 12030 - EKG Technician | 30.50 |
| 12035 - Electroneurodiagnostic Technologist | 30.50 |
| 12040 - Emergency Medical Technician | 18.96 |
| 12071 - Licensed Practical Nurse I | 17.99 |
| 12072 - Licensed Practical Nurse II | 20.12 |
| 12073 - Licensed Practical Nurse III | 22.44 |
| 12100 - Medical Assistant | 13.12 |
| 12130 - Medical Laboratory Technician | 17.00 |
| 12160 - Medical Record Clerk | 15.74 |
| 12190 - Medical Record Technician | 15.42 |
| 12195 - Medical Transcriptionist | 14.99 |
| 12210 - Nuclear Medicine Technologist | 39.72 |
| 12221 - Nursing Assistant I | 9.91 |
| 12222 - Nursing Assistant II | 11.14 |
| 12223 - Nursing Assistant III | 12.16 |
| 12224 - Nursing Assistant IV | 13.64 |
| 12235 - Optical Dispenser | 17.50 |
| 12236 - Optical Technician | 17.99 |
| 12250 - Pharmacy Technician | 15.42 |

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|---|---------------|
| 12280 - Phlebotomist | 13.64 |
| 12305 - Radiologic Technologist | 31.53 |
| 12311 - Registered Nurse I | 26.76 |
| 12312 - Registered Nurse II | 32.73 |
| 12313 - Registered Nurse II, Specialist | 32.73 |
| 12314 - Registered Nurse III | 39.59 |
| 12315 - Registered Nurse III, Anesthetist | 39.59 |
| 12316 - Registered Nurse IV | 47.45 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.10 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 15.33 |
| 13012 - Exhibits Specialist II | 18.99 |
| 13013 - Exhibits Specialist III | 23.22 |
| 13041 - Illustrator I | 15.30 |
| 13042 - Illustrator II | 18.99 |
| 13043 - Illustrator III | 23.22 |
| 13047 - Librarian | 21.03 |
| 13050 - Library Aide/Clerk | 13.39 |
| 13054 - Library Information Technology Systems Administrator | 18.99 |
| 13058 - Library Technician | 15.08 |
| 13061 - Media Specialist I | 13.70 |
| 13062 - Media Specialist II | 15.33 |
| 13063 - Media Specialist III | 17.09 |
| 13071 - Photographer I | 13.00 |
| 13072 - Photographer II | 14.53 |
| 13073 - Photographer III | 18.01 |
| 13074 - Photographer IV | 22.02 |
| 13075 - Photographer V | 26.64 |
| 13110 - Video Teleconference Technician | 13.70 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.42 |
| 14042 - Computer Operator II | 15.01 |
| 14043 - Computer Operator III | 16.74 |
| 14044 - Computer Operator IV | 18.60 |
| 14045 - Computer Operator V | 20.59 |
| 14071 - Computer Programmer I | (see 1) 22.91 |
| 14072 - Computer Programmer II | (see 1) 27.62 |
| 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 | 13.42 |
| 14160 - Personal Computer Support Technician | 18.60 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.56 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.97 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 44.31 |
| 15050 - Computer Based Training Specialist / Instructor | 30.56 |
| 15060 - Educational Technologist | 25.01 |
| 15070 - Flight Instructor (Pilot) | 44.31 |
| 15080 - Graphic Artist | 21.52 |
| 15090 - Technical Instructor | 16.83 |
| 15095 - Technical Instructor/Course Developer | 22.28 |
| 15110 - Test Proctor | 14.39 |
| 15120 - Tutor | 14.39 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.51 |
| 16030 - Counter Attendant | 9.51 |
| 16040 - Dry Cleaner | 11.41 |
| 16070 - Finisher, Flatwork, Machine | 9.51 |
| 16090 - Presser, Hand | 9.51 |

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| 16110 - Presser, Machine, Drycleaning | 9.51 |
| 16130 - Presser, Machine, Shirts | 9.51 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.51 |
| 16190 - Sewing Machine Operator | 12.05 |
| 16220 - Tailor | 12.71 |
| 16250 - Washer, Machine | 10.12 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.21 |
| 19040 - Tool And Die Maker | 22.34 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.35 |
| 21030 - Material Coordinator | 19.84 |
| 21040 - Material Expediter | 19.84 |
| 21050 - Material Handling Laborer | 11.87 |
| 21071 - Order Filler | 12.80 |
| 21080 - Production Line Worker (Food Processing) | 13.35 |
| 21110 - Shipping Packer | 13.98 |
| 21130 - Shipping/Receiving Clerk | 13.98 |
| 21140 - Store Worker I | 11.42 |
| 21150 - Stock Clerk | 14.99 |
| 21210 - Tools And Parts Attendant | 13.89 |
| 21410 - Warehouse Specialist | 13.89 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.02 |
| 23021 - Aircraft Mechanic I | 19.23 |
| 23022 - Aircraft Mechanic II | 20.27 |
| 23023 - Aircraft Mechanic III | 21.30 |
| 23040 - Aircraft Mechanic Helper | 14.25 |
| 23050 - Aircraft, Painter | 18.20 |
| 23060 - Aircraft Servicer | 16.42 |
| 23080 - Aircraft Worker | 17.36 |
| 23110 - Appliance Mechanic | 18.21 |
| 23120 - Bicycle Repairer | 12.50 |
| 23125 - Cable Splicer | 25.28 |
| 23130 - Carpenter, Maintenance | 19.10 |
| 23140 - Carpet Layer | 15.03 |
| 23160 - Electrician, Maintenance | 18.84 |
| 23181 - Electronics Technician Maintenance I | 17.17 |
| 23182 - Electronics Technician Maintenance II | 19.72 |
| 23183 - Electronics Technician Maintenance III | 21.64 |
| 23260 - Fabric Worker | 16.15 |
| 23290 - Fire Alarm System Mechanic | 18.59 |
| 23310 - Fire Extinguisher Repairer | 15.10 |
| 23311 - Fuel Distribution System Mechanic | 19.23 |
| 23312 - Fuel Distribution System Operator | 15.10 |
| 23370 - General Maintenance Worker | 16.15 |
| 23380 - Ground Support Equipment Mechanic | 19.23 |
| 23381 - Ground Support Equipment Servicer | 16.42 |
| 23382 - Ground Support Equipment Worker | 17.36 |
| 23391 - Gunsmith I | 15.10 |
| 23392 - Gunsmith II | 17.17 |
| 23393 - Gunsmith III | 19.23 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.45 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.61 |
| 23430 - Heavy Equipment Mechanic | 20.83 |
| 23440 - Heavy Equipment Operator | 20.89 |
| 23460 - Instrument Mechanic | 19.23 |
| 23465 - Laboratory/Shelter Mechanic | 18.21 |
| 23470 - Laborer | 11.45 |
| 23510 - Locksmith | 18.21 |
| 23530 - Machinery Maintenance Mechanic | 19.55 |

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| 23550 - Machinist, Maintenance | 19.23 |
| 23580 - Maintenance Trades Helper | 12.96 |
| 23591 - Metrology Technician I | 19.23 |
| 23592 - Metrology Technician II | 20.27 |
| 23593 - Metrology Technician III | 21.30 |
| 23640 - Millwright | 19.23 |
| 23710 - Office Appliance Repairer | 17.58 |
| 23760 - Painter, Maintenance | 16.33 |
| 23790 - Pipefitter, Maintenance | 19.85 |
| 23810 - Plumber, Maintenance | 18.82 |
| 23820 - Pneudraulic Systems Mechanic | 19.23 |
| 23850 - Rigger | 19.23 |
| 23870 - Scale Mechanic | 17.17 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.68 |
| 23910 - Small Engine Mechanic | 15.12 |
| 23931 - Telecommunications Mechanic I | 23.24 |
| 23932 - Telecommunications Mechanic II | 24.08 |
| 23950 - Telephone Lineman | 23.24 |
| 23960 - Welder, Combination, Maintenance | 16.51 |
| 23965 - Well Driller | 19.23 |
| 23970 - Woodcraft Worker | 19.23 |
| 23980 - Woodworker | 15.10 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.25 |
| 24580 - Child Care Center Clerk | 12.79 |
| 24610 - Chore Aide | 10.16 |
| 24620 - Family Readiness And Support Services Coordinator | 14.21 |
| 24630 - Homemaker | 14.21 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.72 |
| 25040 - Sewage Plant Operator | 19.49 |
| 25070 - Stationary Engineer | 21.72 |
| 25190 - Ventilation Equipment Tender | 14.81 |
| 25210 - Water Treatment Plant Operator | 19.35 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.58 |
| 27007 - Baggage Inspector | 10.26 |
| 27008 - Corrections Officer | 24.10 |
| 27010 - Court Security Officer | 24.17 |
| 27030 - Detection Dog Handler | 14.04 |
| 27040 - Detention Officer | 24.10 |
| 27070 - Firefighter | 23.77 |
| 27101 - Guard I | 10.26 |
| 27102 - Guard II | 14.04 |
| 27131 - Police Officer I | 29.11 |
| 27132 - Police Officer II | 32.31 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.55 |
| 28042 - Carnival Equipment Repairer | 14.25 |
| 28043 - Carnival Equipment Worker | 10.61 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.65 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.49 |
| 28515 - Recreation Specialist | 15.36 |
| 28630 - Sports Official | 11.65 |
| 28690 - Swimming Pool Operator | 16.95 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.63 |
| 29020 - Hatch Tender | 17.63 |
| 29030 - Line Handler | 17.63 |
| 29041 - Stevedore I | 16.59 |

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| 29042 - Stevedore II | 18.70 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.11 |
| 30022 - Archeological Technician II | 19.14 |
| 30023 - Archeological Technician III | 23.72 |
| 30030 - Cartographic Technician | 23.72 |
| 30040 - Civil Engineering Technician | 21.71 |
| 30061 - Drafter/CAD Operator I | 17.11 |
| 30062 - Drafter/CAD Operator II | 19.14 |
| 30063 - Drafter/CAD Operator III | 21.35 |
| 30064 - Drafter/CAD Operator IV | 26.26 |
| 30081 - Engineering Technician I | 16.68 |
| 30082 - Engineering Technician II | 18.72 |
| 30083 - Engineering Technician III | 20.94 |
| 30084 - Engineering Technician IV | 25.95 |
| 30085 - Engineering Technician V | 31.74 |
| 30086 - Engineering Technician VI | 38.40 |
| 30090 - Environmental Technician | 23.32 |
| 30210 - Laboratory Technician | 20.59 |
| 30240 - Mathematical Technician | 23.32 |
| 30361 - Paralegal/Legal Assistant I | 17.98 |
| 30362 - Paralegal/Legal Assistant II | 20.72 |
| 30363 - Paralegal/Legal Assistant III | 25.34 |
| 30364 - Paralegal/Legal Assistant IV | 30.65 |
| 30390 - Photo-Optics Technician | 23.72 |
| 30461 - Technical Writer I | 24.66 |
| 30462 - Technical Writer II | 30.15 |
| 30463 - Technical Writer III | 34.94 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 21.35 |
| 30621 - Weather Observer, Senior (see 2) | 23.72 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.82 |
| 31030 - Bus Driver | 14.69 |
| 31043 - Driver Courier | 13.33 |
| 31260 - Parking and Lot Attendant | 11.54 |
| 31290 - Shuttle Bus Driver | 14.32 |
| 31310 - Taxi Driver | 13.93 |
| 31361 - Truckdriver, Light | 14.32 |
| 31362 - Truckdriver, Medium | 15.45 |
| 31363 - Truckdriver, Heavy | 20.08 |
| 31364 - Truckdriver, Tractor-Trailer | 20.08 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.83 |
| 99050 - Desk Clerk | 9.03 |
| 99095 - Embalmer | 20.95 |
| 99251 - Laboratory Animal Caretaker I | 11.18 |
| 99252 - Laboratory Animal Caretaker II | 12.00 |
| 99310 - Mortician | 20.95 |
| 99410 - Pest Controller | 15.02 |
| 99510 - Photofinishing Worker | 12.88 |
| 99710 - Recycling Laborer | 14.47 |
| 99711 - Recycling Specialist | 19.28 |
| 99730 - Refuse Collector | 16.25 |
| 99810 - Sales Clerk | 12.63 |

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| 99820 - School Crossing Guard | 12.29 |
| 99830 - Survey Party Chief | 21.00 |
| 99831 - Surveying Aide | 11.98 |
| 99832 - Surveying Technician | 16.44 |
| 99840 - Vending Machine Attendant | 16.17 |
| 99841 - Vending Machine Repairer | 19.74 |
| 99842 - Vending Machine Repairer Helper | 16.17 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 conformance 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2079
Revision No.: 15
Date of Last Revision: 07/25/2014

State: Colorado

Area: Colorado Counties of Cheyenne, El Paso, Kit Carson, Lincoln, Teller

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.29 |
| 01012 - Accounting Clerk II | | 14.94 |
| 01013 - Accounting Clerk III | | 17.87 |
| 01020 - Administrative Assistant | | 19.57 |
| 01040 - Court Reporter | | 20.06 |
| 01051 - Data Entry Operator I | | 11.25 |
| 01052 - Data Entry Operator II | | 12.61 |
| 01060 - Dispatcher, Motor Vehicle | | 17.30 |
| 01070 - Document Preparation Clerk | | 13.64 |
| 01090 - Duplicating Machine Operator | | 13.64 |
| 01111 - General Clerk I | | 12.60 |
| 01112 - General Clerk II | | 13.75 |
| 01113 - General Clerk III | | 15.43 |
| 01120 - Housing Referral Assistant | | 18.39 |
| 01141 - Messenger Courier | | 12.32 |
| 01191 - Order Clerk I | | 13.68 |
| 01192 - Order Clerk II | | 14.93 |
| 01261 - Personnel Assistant (Employment) I | | 15.47 |
| 01262 - Personnel Assistant (Employment) II | | 17.58 |
| 01263 - Personnel Assistant (Employment) III | | 20.64 |

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| 01270 - Production Control Clerk | 21.41 |
| 01280 - Receptionist | 12.50 |
| 01290 - Rental Clerk | 10.89 |
| 01300 - Scheduler, Maintenance | 14.89 |
| 01311 - Secretary I | 14.89 |
| 01312 - Secretary II | 16.58 |
| 01313 - Secretary III | 18.39 |
| 01320 - Service Order Dispatcher | 14.02 |
| 01410 - Supply Technician | 20.86 |
| 01420 - Survey Worker | 15.38 |
| 01531 - Travel Clerk I | 11.73 |
| 01532 - Travel Clerk II | 12.56 |
| 01533 - Travel Clerk III | 13.26 |
| 01611 - Word Processor I | 14.44 |
| 01612 - Word Processor II | 16.28 |
| 01613 - Word Processor III | 18.20 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 25.23 |
| 05010 - Automotive Electrician | 17.73 |
| 05040 - Automotive Glass Installer | 16.68 |
| 05070 - Automotive Worker | 16.68 |
| 05110 - Mobile Equipment Servicer | 14.60 |
| 05130 - Motor Equipment Metal Mechanic | 18.76 |
| 05160 - Motor Equipment Metal Worker | 16.68 |
| 05190 - Motor Vehicle Mechanic | 20.25 |
| 05220 - Motor Vehicle Mechanic Helper | 15.76 |
| 05250 - Motor Vehicle Upholstery Worker | 16.34 |
| 05280 - Motor Vehicle Wrecker | 17.51 |
| 05310 - Painter, Automotive | 18.54 |
| 05340 - Radiator Repair Specialist | 17.41 |
| 05370 - Tire Repairer | 11.76 |
| 05400 - Transmission Repair Specialist | 20.25 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.29 |
| 07041 - Cook I | 10.63 |
| 07042 - Cook II | 12.27 |
| 07070 - Dishwasher | 8.82 |
| 07130 - Food Service Worker | 10.00 |
| 07210 - Meat Cutter | 16.50 |
| 07260 - Waiter/Waitress | 9.53 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.06 |
| 09040 - Furniture Handler | 12.08 |
| 09080 - Furniture Refinisher | 16.70 |
| 09090 - Furniture Refinisher Helper | 12.92 |
| 09110 - Furniture Repairer, Minor | 14.72 |
| 09130 - Upholsterer | 16.24 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.62 |
| 11060 - Elevator Operator | 10.58 |
| 11090 - Gardener | 14.40 |
| 11122 - Housekeeping Aide | 11.93 |
| 11150 - Janitor | 11.93 |
| 11210 - Laborer, Grounds Maintenance | 11.83 |
| 11240 - Maid or Houseman | 9.18 |
| 11260 - Pruner | 11.93 |
| 11270 - Tractor Operator | 14.13 |
| 11330 - Trail Maintenance Worker | 11.83 |
| 11360 - Window Cleaner | 12.68 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.08 |
| 12011 - Breath Alcohol Technician | 17.08 |
| 12012 - Certified Occupational Therapist Assistant | 23.51 |

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| 12015 - Certified Physical Therapist Assistant | 18.99 |
| 12020 - Dental Assistant | 16.47 |
| 12025 - Dental Hygienist | 33.17 |
| 12030 - EKG Technician | 24.94 |
| 12035 - Electroneurodiagnostic Technologist | 24.94 |
| 12040 - Emergency Medical Technician | 17.08 |
| 12071 - Licensed Practical Nurse I | 14.71 |
| 12072 - Licensed Practical Nurse II | 16.45 |
| 12073 - Licensed Practical Nurse III | 18.35 |
| 12100 - Medical Assistant | 13.83 |
| 12130 - Medical Laboratory Technician | 16.79 |
| 12160 - Medical Record Clerk | 14.27 |
| 12190 - Medical Record Technician | 15.96 |
| 12195 - Medical Transcriptionist | 16.54 |
| 12210 - Nuclear Medicine Technologist | 36.16 |
| 12221 - Nursing Assistant I | 10.18 |
| 12222 - Nursing Assistant II | 11.44 |
| 12223 - Nursing Assistant III | 12.49 |
| 12224 - Nursing Assistant IV | 14.01 |
| 12235 - Optical Dispenser | 16.45 |
| 12236 - Optical Technician | 14.71 |
| 12250 - Pharmacy Technician | 14.36 |
| 12280 - Phlebotomist | 14.01 |
| 12305 - Radiologic Technologist | 21.97 |
| 12311 - Registered Nurse I | 23.18 |
| 12312 - Registered Nurse II | 28.35 |
| 12313 - Registered Nurse II, Specialist | 28.35 |
| 12314 - Registered Nurse III | 34.30 |
| 12315 - Registered Nurse III, Anesthetist | 34.40 |
| 12316 - Registered Nurse IV | 41.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.16 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.97 |
| 13012 - Exhibits Specialist II | 25.98 |
| 13013 - Exhibits Specialist III | 31.78 |
| 13041 - Illustrator I | 23.47 |
| 13042 - Illustrator II | 28.58 |
| 13043 - Illustrator III | 34.95 |
| 13047 - Librarian | 31.65 |
| 13050 - Library Aide/Clerk | 15.84 |
| 13054 - Library Information Technology Systems Administrator | 28.58 |
| 13058 - Library Technician | 13.34 |
| 13061 - Media Specialist I | 17.94 |
| 13062 - Media Specialist II | 20.07 |
| 13063 - Media Specialist III | 22.37 |
| 13071 - Photographer I | 14.70 |
| 13072 - Photographer II | 17.33 |
| 13073 - Photographer III | 21.47 |
| 13074 - Photographer IV | 24.77 |
| 13075 - Photographer V | 29.97 |
| 13110 - Video Teleconference Technician | 17.94 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.00 |
| 14042 - Computer Operator II | 16.08 |
| 14043 - Computer Operator III | 18.14 |
| 14044 - Computer Operator IV | 20.15 |
| 14045 - Computer Operator V | 23.51 |
| 14071 - Computer Programmer I | 27.57 |
| 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) |

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| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 14.00 |
| 14160 - Personal Computer Support Technician | | 20.15 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 29.70 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 35.93 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 43.07 |
| 15050 - Computer Based Training Specialist / Instructor | | 29.70 |
| 15060 - Educational Technologist | | 32.81 |
| 15070 - Flight Instructor (Pilot) | | 43.07 |
| 15080 - Graphic Artist | | 20.20 |
| 15090 - Technical Instructor | | 20.20 |
| 15095 - Technical Instructor/Course Developer | | 24.72 |
| 15110 - Test Proctor | | 16.31 |
| 15120 - Tutor | | 16.31 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 8.81 |
| 16030 - Counter Attendant | | 8.81 |
| 16040 - Dry Cleaner | | 10.69 |
| 16070 - Finisher, Flatwork, Machine | | 8.81 |
| 16090 - Presser, Hand | | 8.81 |
| 16110 - Presser, Machine, Drycleaning | | 8.81 |
| 16130 - Presser, Machine, Shirts | | 8.81 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 8.81 |
| 16190 - Sewing Machine Operator | | 11.22 |
| 16220 - Tailor | | 11.84 |
| 16250 - Washer, Machine | | 9.53 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 20.38 |
| 19040 - Tool And Die Maker | | 25.41 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 12.80 |
| 21030 - Material Coordinator | | 21.41 |
| 21040 - Material Expediter | | 21.41 |
| 21050 - Material Handling Laborer | | 11.47 |
| 21071 - Order Filler | | 12.04 |
| 21080 - Production Line Worker (Food Processing) | | 12.80 |
| 21110 - Shipping Packer | | 13.23 |
| 21130 - Shipping/Receiving Clerk | | 13.23 |
| 21140 - Store Worker I | | 9.95 |
| 21150 - Stock Clerk | | 13.41 |
| 21210 - Tools And Parts Attendant | | 12.80 |
| 21410 - Warehouse Specialist | | 12.80 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 23.91 |
| 23021 - Aircraft Mechanic I | | 22.62 |
| 23022 - Aircraft Mechanic II | | 23.91 |
| 23023 - Aircraft Mechanic III | | 25.18 |
| 23040 - Aircraft Mechanic Helper | | 16.54 |
| 23050 - Aircraft, Painter | | 21.70 |
| 23060 - Aircraft Servicer | | 18.87 |
| 23080 - Aircraft Worker | | 19.64 |
| 23110 - Appliance Mechanic | | 16.98 |
| 23120 - Bicycle Repairer | | 12.91 |
| 23125 - Cable Splicer | | 24.33 |
| 23130 - Carpenter, Maintenance | | 22.39 |
| 23140 - Carpet Layer | | 18.28 |
| 23160 - Electrician, Maintenance | | 21.01 |
| 23181 - Electronics Technician Maintenance I | | 21.55 |
| 23182 - Electronics Technician Maintenance II | | 23.11 |
| 23183 - Electronics Technician Maintenance III | | 24.52 |
| 23260 - Fabric Worker | | 17.06 |

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| 23290 - Fire Alarm System Mechanic | 20.69 |
| 23310 - Fire Extinguisher Repairer | 15.87 |
| 23311 - Fuel Distribution System Mechanic | 26.10 |
| 23312 - Fuel Distribution System Operator | 19.01 |
| 23370 - General Maintenance Worker | 16.10 |
| 23380 - Ground Support Equipment Mechanic | 22.62 |
| 23381 - Ground Support Equipment Servicer | 18.87 |
| 23382 - Ground Support Equipment Worker | 19.93 |
| 23391 - Gunsmith I | 15.87 |
| 23392 - Gunsmith II | 18.32 |
| 23393 - Gunsmith III | 20.69 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.21 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.35 |
| 23430 - Heavy Equipment Mechanic | 22.10 |
| 23440 - Heavy Equipment Operator | 20.16 |
| 23460 - Instrument Mechanic | 23.08 |
| 23465 - Laboratory/Shelter Mechanic | 19.50 |
| 23470 - Laborer | 11.47 |
| 23510 - Locksmith | 16.24 |
| 23530 - Machinery Maintenance Mechanic | 20.69 |
| 23550 - Machinist, Maintenance | 18.15 |
| 23580 - Maintenance Trades Helper | 16.27 |
| 23591 - Metrology Technician I | 23.08 |
| 23592 - Metrology Technician II | 24.38 |
| 23593 - Metrology Technician III | 25.69 |
| 23640 - Millwright | 20.69 |
| 23710 - Office Appliance Repairer | 19.19 |
| 23760 - Painter, Maintenance | 16.21 |
| 23790 - Pipefitter, Maintenance | 21.84 |
| 23810 - Plumber, Maintenance | 20.71 |
| 23820 - Pneudraulic Systems Mechanic | 20.69 |
| 23850 - Rigger | 20.69 |
| 23870 - Scale Mechanic | 18.32 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.40 |
| 23910 - Small Engine Mechanic | 14.38 |
| 23931 - Telecommunications Mechanic I | 24.24 |
| 23932 - Telecommunications Mechanic II | 26.77 |
| 23950 - Telephone Lineman | 20.89 |
| 23960 - welder, Combination, Maintenance | 15.86 |
| 23965 - Well Driller | 19.25 |
| 23970 - Woodcraft Worker | 20.69 |
| 23980 - Woodworker | 16.61 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.03 |
| 24580 - Child Care Center Clerk | 13.96 |
| 24610 - Chore Aide | 9.81 |
| 24620 - Family Readiness And Support Services Coordinator | 14.42 |
| 24630 - Homemaker | 17.07 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.56 |
| 25040 - Sewage Plant Operator | 21.66 |
| 25070 - Stationary Engineer | 23.56 |
| 25190 - Ventilation Equipment Tender | 16.70 |
| 25210 - Water Treatment Plant Operator | 21.66 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.55 |
| 27007 - Baggage Inspector | 12.99 |
| 27008 - Corrections Officer | 22.41 |
| 27010 - Court Security Officer | 20.70 |
| 27030 - Detection Dog Handler | 15.25 |

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| 27040 - Detention Officer | 22.41 |
| 27070 - Firefighter | 19.80 |
| 27101 - Guard I | 12.99 |
| 27102 - Guard II | 15.25 |
| 27131 - Police Officer I | 22.77 |
| 27132 - Police Officer II | 23.92 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.99 |
| 28042 - Carnival Equipment Repairer | 11.70 |
| 28043 - Carnival Equipment Worker | 8.57 |
| 28210 - Gate Attendant/Gate Tender | 14.50 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 16.21 |
| 28510 - Recreation Aide/Health Facility Attendant | 14.40 |
| 28515 - Recreation Specialist | 14.40 |
| 28630 - Sports Official | 12.91 |
| 28690 - Swimming Pool Operator | 14.34 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.32 |
| 29020 - Hatch Tender | 18.32 |
| 29030 - Line Handler | 18.32 |
| 29041 - Stevedore I | 17.10 |
| 29042 - Stevedore II | 19.50 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.60 |
| 30022 - Archeological Technician II | 19.59 |
| 30023 - Archeological Technician III | 22.21 |
| 30030 - Cartographic Technician | 26.27 |
| 30040 - Civil Engineering Technician | 25.49 |
| 30061 - Drafter/CAD Operator I | 19.31 |
| 30062 - Drafter/CAD Operator II | 21.70 |
| 30063 - Drafter/CAD Operator III | 24.08 |
| 30064 - Drafter/CAD Operator IV | 29.62 |
| 30081 - Engineering Technician I | 16.63 |
| 30082 - Engineering Technician II | 18.67 |
| 30083 - Engineering Technician III | 20.87 |
| 30084 - Engineering Technician IV | 25.86 |
| 30085 - Engineering Technician V | 31.64 |
| 30086 - Engineering Technician VI | 38.28 |
| 30090 - Environmental Technician | 26.27 |
| 30210 - Laboratory Technician | 19.72 |
| 30240 - Mathematical Technician | 26.27 |
| 30361 - Paralegal/Legal Assistant I | 16.35 |
| 30362 - Paralegal/Legal Assistant II | 20.25 |
| 30363 - Paralegal/Legal Assistant III | 24.60 |
| 30364 - Paralegal/Legal Assistant IV | 29.77 |
| 30390 - Photo-Optics Technician | 26.27 |
| 30461 - Technical Writer I | 21.64 |
| 30462 - Technical Writer II | 26.47 |
| 30463 - Technical Writer III | 32.02 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 22.25 |
| 30621 - Weather Observer, Senior (see 2) | 25.49 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.62 |

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|---|-------|
| 31030 - Bus Driver | 16.18 |
| 31043 - Driver Courier | 13.88 |
| 31260 - Parking and Lot Attendant | 9.12 |
| 31290 - Shuttle Bus Driver | 15.02 |
| 31310 - Taxi Driver | 10.43 |
| 31361 - Truckdriver, Light | 15.02 |
| 31362 - Truckdriver, Medium | 16.18 |
| 31363 - Truckdriver, Heavy | 17.34 |
| 31364 - Truckdriver, Tractor-Trailer | 17.34 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.05 |
| 99050 - Desk Clerk | 9.99 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.70 |
| 99252 - Laboratory Animal Caretaker II | 12.28 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 17.00 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.95 |
| 99711 - Recycling Specialist | 17.58 |
| 99730 - Refuse Collector | 13.56 |
| 99810 - Sales Clerk | 12.50 |
| 99820 - School Crossing Guard | 13.46 |
| 99830 - Survey Party Chief | 22.67 |
| 99831 - Surveying Aide | 16.22 |
| 99832 - Surveying Technician | 20.94 |
| 99840 - Vending Machine Attendant | 13.02 |
| 99841 - Vending Machine Repairer | 15.97 |
| 99842 - Vending Machine Repairer Helper | 13.02 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 25 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 4174)

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

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 regrading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be

conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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| WDS_Revision_Received_10.9.2014 | | | |
| 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 | |
| Diane C. Koplewski Director | | Division of Wage Determinations | Wage Determination No.: 2005-2080 Revision No.: 16 Date of Last Revision: 07/25/2014 |
| State: Colorado | | | |

Area: Colorado Counties of Cheyenne, El Paso, Kit Carson, Lincoln, Teller

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.29 |
| 01012 - Accounting Clerk II | | 14.94 |
| 01013 - Accounting Clerk III | | 17.87 |
| 01020 - Administrative Assistant | | 19.57 |
| 01040 - Court Reporter | | 20.06 |
| 01051 - Data Entry Operator I | | 11.25 |
| 01052 - Data Entry Operator II | | 12.61 |
| 01060 - Dispatcher, Motor Vehicle | | 17.30 |
| 01070 - Document Preparation Clerk | | 13.64 |
| 01090 - Duplicating Machine Operator | | 13.64 |
| 01111 - General Clerk I | | 12.60 |
| 01112 - General Clerk II | | 13.75 |
| 01113 - General Clerk III | | 15.43 |
| 01120 - Housing Referral Assistant | | 18.39 |
| 01141 - Messenger Courier | | 12.32 |
| 01191 - Order Clerk I | | 13.68 |
| 01192 - Order Clerk II | | 14.93 |
| 01261 - Personnel Assistant (Employment) I | | 15.47 |
| 01262 - Personnel Assistant (Employment) II | | 17.58 |
| 01263 - Personnel Assistant (Employment) III | | 20.64 |
| 01270 - Production Control Clerk | | 21.41 |
| 01280 - Receptionist | | 12.50 |
| 01290 - Rental Clerk | | 10.89 |
| 01300 - Scheduler, Maintenance | | 14.89 |
| 01311 - Secretary I | | 14.89 |
| 01312 - Secretary II | | 16.58 |
| 01313 - Secretary III | | 18.39 |
| 01320 - Service Order Dispatcher | | 14.02 |
| 01410 - Supply Technician | | 20.86 |
| 01420 - Survey Worker | | 15.38 |
| 01531 - Travel Clerk I | | 11.73 |
| 01532 - Travel Clerk II | | 12.56 |
| 01533 - Travel Clerk III | | 13.26 |
| 01611 - Word Processor I | | 14.44 |
| 01612 - Word Processor II | | 16.28 |
| 01613 - Word Processor III | | 18.20 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 25.23 |
| 05010 - Automotive Electrician | | 17.73 |
| 05040 - Automotive Glass Installer | | 16.68 |

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| 05070 - Automotive Worker | 16.68 |
| 05110 - Mobile Equipment Servicer | 14.60 |
| 05130 - Motor Equipment Metal Mechanic | 18.76 |
| 05160 - Motor Equipment Metal Worker | 16.68 |
| 05190 - Motor Vehicle Mechanic | 20.25 |
| 05220 - Motor Vehicle Mechanic Helper | 15.76 |
| 05250 - Motor Vehicle Upholstery Worker | 16.34 |
| 05280 - Motor Vehicle Wrecker | 17.51 |
| 05310 - Painter, Automotive | 18.54 |
| 05340 - Radiator Repair Specialist | 17.41 |
| 05370 - Tire Repairer | 11.76 |
| 05400 - Transmission Repair Specialist | 20.25 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.29 |
| 07041 - Cook I | 10.63 |
| 07042 - Cook II | 12.27 |
| 07070 - Dishwasher | 8.82 |
| 07130 - Food Service Worker | 10.00 |
| 07210 - Meat Cutter | 16.50 |
| 07260 - Waiter/Waitress | 9.53 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.06 |
| 09040 - Furniture Handler | 12.08 |
| 09080 - Furniture Refinisher | 16.70 |
| 09090 - Furniture Refinisher Helper | 12.92 |
| 09110 - Furniture Repairer, Minor | 14.72 |
| 09130 - Upholsterer | 16.24 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.62 |
| 11060 - Elevator Operator | 10.58 |
| 11090 - Gardener | 14.40 |
| 11122 - Housekeeping Aide | 11.93 |
| 11150 - Janitor | 11.93 |
| 11210 - Laborer, Grounds Maintenance | 11.83 |
| 11240 - Maid or Houseman | 9.18 |
| 11260 - Pruner | 11.93 |
| 11270 - Tractor Operator | 14.13 |
| 11330 - Trail Maintenance Worker | 11.83 |
| 11360 - Window Cleaner | 12.68 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.08 |
| 12011 - Breath Alcohol Technician | 17.08 |
| 12012 - Certified Occupational Therapist Assistant | 23.51 |
| 12015 - Certified Physical Therapist Assistant | 18.99 |
| 12020 - Dental Assistant | 16.47 |
| 12025 - Dental Hygienist | 33.17 |
| 12030 - EKG Technician | 24.94 |
| 12035 - Electroneurodiagnostic Technologist | 24.94 |
| 12040 - Emergency Medical Technician | 17.08 |
| 12071 - Licensed Practical Nurse I | 14.71 |
| 12072 - Licensed Practical Nurse II | 16.45 |
| 12073 - Licensed Practical Nurse III | 18.35 |
| 12100 - Medical Assistant | 13.83 |
| 12130 - Medical Laboratory Technician | 16.79 |
| 12160 - Medical Record Clerk | 14.27 |
| 12190 - Medical Record Technician | 15.96 |
| 12195 - Medical Transcriptionist | 16.54 |
| 12210 - Nuclear Medicine Technologist | 36.16 |
| 12221 - Nursing Assistant I | 10.18 |
| 12222 - Nursing Assistant II | 11.44 |
| 12223 - Nursing Assistant III | 12.49 |
| 12224 - Nursing Assistant IV | 14.01 |
| 12235 - Optical Dispenser | 16.45 |

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| 12236 - Optical Technician | 14.71 |
| 12250 - Pharmacy Technician | 14.36 |
| 12280 - Phlebotomist | 14.01 |
| 12305 - Radiologic Technologist | 21.97 |
| 12311 - Registered Nurse I | 23.18 |
| 12312 - Registered Nurse II | 28.35 |
| 12313 - Registered Nurse II, Specialist | 28.35 |
| 12314 - Registered Nurse III | 34.30 |
| 12315 - Registered Nurse III, Anesthetist | 34.40 |
| 12316 - Registered Nurse IV | 41.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.16 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.97 |
| 13012 - Exhibits Specialist II | 25.98 |
| 13013 - Exhibits Specialist III | 31.78 |
| 13041 - Illustrator I | 23.47 |
| 13042 - Illustrator II | 28.58 |
| 13043 - Illustrator III | 34.95 |
| 13047 - Librarian | 31.65 |
| 13050 - Library Aide/Clerk | 15.84 |
| 13054 - Library Information Technology Systems Administrator | 28.58 |
| 13058 - Library Technician | 13.34 |
| 13061 - Media Specialist I | 17.94 |
| 13062 - Media Specialist II | 20.07 |
| 13063 - Media Specialist III | 22.37 |
| 13071 - Photographer I | 14.70 |
| 13072 - Photographer II | 17.33 |
| 13073 - Photographer III | 21.47 |
| 13074 - Photographer IV | 24.77 |
| 13075 - Photographer V | 29.97 |
| 13110 - Video Teleconference Technician | 17.94 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.00 |
| 14042 - Computer Operator II | 16.08 |
| 14043 - Computer Operator III | 18.14 |
| 14044 - Computer Operator IV | 20.15 |
| 14045 - Computer Operator V | 23.51 |
| 14071 - Computer Programmer I | 27.57 |
| 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 | 14.00 |
| 14160 - Personal Computer Support Technician | 20.15 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.70 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.93 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 43.07 |
| 15050 - Computer Based Training Specialist / Instructor | 29.70 |
| 15060 - Educational Technologist | 32.81 |
| 15070 - Flight Instructor (Pilot) | 43.07 |
| 15080 - Graphic Artist | 20.20 |
| 15090 - Technical Instructor | 20.20 |
| 15095 - Technical Instructor/Course Developer | 24.72 |
| 15110 - Test Proctor | 16.31 |
| 15120 - Tutor | 16.31 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.81 |
| 16030 - Counter Attendant | 8.81 |
| 16040 - Dry Cleaner | 10.69 |

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| 16070 - Finisher, Flatwork, Machine | 8.81 |
| 16090 - Presser, Hand | 8.81 |
| 16110 - Presser, Machine, Drycleaning | 8.81 |
| 16130 - Presser, Machine, Shirts | 8.81 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.81 |
| 16190 - Sewing Machine Operator | 11.22 |
| 16220 - Tailor | 11.84 |
| 16250 - Washer, Machine | 9.53 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.38 |
| 19040 - Tool And Die Maker | 25.41 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.80 |
| 21030 - Material Coordinator | 21.41 |
| 21040 - Material Expediter | 21.41 |
| 21050 - Material Handling Laborer | 11.47 |
| 21071 - Order Filler | 12.04 |
| 21080 - Production Line Worker (Food Processing) | 12.80 |
| 21110 - Shipping Packer | 13.23 |
| 21130 - Shipping/Receiving Clerk | 13.23 |
| 21140 - Store Worker I | 9.95 |
| 21150 - Stock Clerk | 13.41 |
| 21210 - Tools And Parts Attendant | 12.80 |
| 21410 - Warehouse Specialist | 12.80 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.91 |
| 23021 - Aircraft Mechanic I | 22.62 |
| 23022 - Aircraft Mechanic II | 23.91 |
| 23023 - Aircraft Mechanic III | 25.18 |
| 23040 - Aircraft Mechanic Helper | 16.54 |
| 23050 - Aircraft, Painter | 21.70 |
| 23060 - Aircraft Servicer | 18.87 |
| 23080 - Aircraft Worker | 19.64 |
| 23110 - Appliance Mechanic | 16.98 |
| 23120 - Bicycle Repairer | 12.91 |
| 23125 - Cable Splicer | 24.33 |
| 23130 - Carpenter, Maintenance | 22.39 |
| 23140 - Carpet Layer | 18.28 |
| 23160 - Electrician, Maintenance | 21.01 |
| 23181 - Electronics Technician Maintenance I | 21.55 |
| 23182 - Electronics Technician Maintenance II | 23.11 |
| 23183 - Electronics Technician Maintenance III | 24.52 |
| 23260 - Fabric Worker | 17.06 |
| 23290 - Fire Alarm System Mechanic | 20.69 |
| 23310 - Fire Extinguisher Repairer | 15.87 |
| 23311 - Fuel Distribution System Mechanic | 26.10 |
| 23312 - Fuel Distribution System Operator | 19.01 |
| 23370 - General Maintenance Worker | 16.10 |
| 23380 - Ground Support Equipment Mechanic | 22.62 |
| 23381 - Ground Support Equipment Servicer | 18.87 |
| 23382 - Ground Support Equipment Worker | 19.93 |
| 23391 - Gunsmith I | 15.87 |
| 23392 - Gunsmith II | 18.32 |
| 23393 - Gunsmith III | 20.69 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.21 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.35 |
| 23430 - Heavy Equipment Mechanic | 22.10 |
| 23440 - Heavy Equipment Operator | 20.16 |
| 23460 - Instrument Mechanic | 23.08 |
| 23465 - Laboratory/Shelter Mechanic | 19.50 |
| 23470 - Laborer | 11.47 |

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| 23510 - Locksmith | 16.24 |
| 23530 - Machinery Maintenance Mechanic | 20.69 |
| 23550 - Machinist, Maintenance | 18.15 |
| 23580 - Maintenance Trades Helper | 16.27 |
| 23591 - Metrology Technician I | 23.08 |
| 23592 - Metrology Technician II | 24.38 |
| 23593 - Metrology Technician III | 25.69 |
| 23640 - Millwright | 20.69 |
| 23710 - Office Appliance Repairer | 19.19 |
| 23760 - Painter, Maintenance | 16.21 |
| 23790 - Pipefitter, Maintenance | 21.84 |
| 23810 - Plumber, Maintenance | 20.71 |
| 23820 - Pneudraulic Systems Mechanic | 20.69 |
| 23850 - Rigger | 20.69 |
| 23870 - Scale Mechanic | 18.32 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.40 |
| 23910 - Small Engine Mechanic | 14.38 |
| 23931 - Telecommunications Mechanic I | 24.24 |
| 23932 - Telecommunications Mechanic II | 26.77 |
| 23950 - Telephone Lineman | 20.89 |
| 23960 - Welder, Combination, Maintenance | 15.86 |
| 23965 - Well Driller | 19.25 |
| 23970 - Woodcraft Worker | 20.69 |
| 23980 - Woodworker | 16.61 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.03 |
| 24580 - Child Care Center Clerk | 13.96 |
| 24610 - Chore Aide | 9.81 |
| 24620 - Family Readiness And Support Services Coordinator | 14.42 |
| 24630 - Homemaker | 17.07 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.56 |
| 25040 - Sewage Plant Operator | 21.66 |
| 25070 - Stationary Engineer | 23.56 |
| 25190 - Ventilation Equipment Tender | 16.70 |
| 25210 - Water Treatment Plant Operator | 21.66 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.55 |
| 27007 - Baggage Inspector | 12.99 |
| 27008 - Corrections Officer | 22.41 |
| 27010 - Court Security Officer | 20.70 |
| 27030 - Detection Dog Handler | 15.25 |
| 27040 - Detention Officer | 22.41 |
| 27070 - Firefighter | 19.80 |
| 27101 - Guard I | 12.99 |
| 27102 - Guard II | 15.25 |
| 27131 - Police Officer I | 22.77 |
| 27132 - Police Officer II | 23.92 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.99 |
| 28042 - Carnival Equipment Repairer | 11.70 |
| 28043 - Carnival Equipment Worker | 8.57 |
| 28210 - Gate Attendant/Gate Tender | 14.50 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 16.21 |
| 28510 - Recreation Aide/Health Facility Attendant | 14.40 |
| 28515 - Recreation Specialist | 14.40 |
| 28630 - Sports Official | 12.91 |
| 28690 - Swimming Pool Operator | 14.34 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.32 |
| 29020 - Hatch Tender | 18.32 |

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| 29030 - Line Handler | 18.32 |
| 29041 - Stevedore I | 17.10 |
| 29042 - Stevedore II | 19.50 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I (see 2) | 16.60 |
| 30022 - Archeological Technician II | 19.59 |
| 30023 - Archeological Technician III | 22.21 |
| 30030 - Cartographic Technician | 26.27 |
| 30040 - Civil Engineering Technician | 25.49 |
| 30061 - Drafter/CAD Operator I | 19.31 |
| 30062 - Drafter/CAD Operator II | 21.70 |
| 30063 - Drafter/CAD Operator III | 24.08 |
| 30064 - Drafter/CAD Operator IV | 29.62 |
| 30081 - Engineering Technician I | 16.63 |
| 30082 - Engineering Technician II | 18.67 |
| 30083 - Engineering Technician III | 20.87 |
| 30084 - Engineering Technician IV | 25.86 |
| 30085 - Engineering Technician V | 31.64 |
| 30086 - Engineering Technician VI | 38.28 |
| 30090 - Environmental Technician | 26.27 |
| 30210 - Laboratory Technician | 19.72 |
| 30240 - Mathematical Technician | 26.27 |
| 30361 - Paralegal/Legal Assistant I | 16.35 |
| 30362 - Paralegal/Legal Assistant II | 20.25 |
| 30363 - Paralegal/Legal Assistant III | 24.60 |
| 30364 - Paralegal/Legal Assistant IV | 29.77 |
| 30390 - Photo-Optics Technician | 26.27 |
| 30461 - Technical Writer I | 21.64 |
| 30462 - Technical Writer II | 26.47 |
| 30463 - Technical Writer III | 32.02 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 22.25 |
| 30621 - Weather Observer, Senior (see 2) | 25.49 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.62 |
| 31030 - Bus Driver | 16.18 |
| 31043 - Driver Courier | 13.88 |
| 31260 - Parking and Lot Attendant | 9.12 |
| 31290 - Shuttle Bus Driver | 15.02 |
| 31310 - Taxi Driver | 10.43 |
| 31361 - Truckdriver, Light | 15.02 |
| 31362 - Truckdriver, Medium | 16.18 |
| 31363 - Truckdriver, Heavy | 17.34 |
| 31364 - Truckdriver, Tractor-Trailer | 17.34 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.05 |
| 99050 - Desk Clerk | 9.99 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.70 |
| 99252 - Laboratory Animal Caretaker II | 12.28 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 17.00 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.95 |
| 99711 - Recycling Specialist | 17.58 |

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| 99730 - Refuse Collector | 13.56 |
| 99810 - Sales Clerk | 12.50 |
| 99820 - School Crossing Guard | 13.46 |
| 99830 - Survey Party Chief | 22.67 |
| 99831 - Surveying Aide | 16.22 |
| 99832 - Surveying Technician | 20.94 |
| 99840 - Vending Machine Attendant | 13.02 |
| 99841 - Vending Machine Repairer | 15.97 |
| 99842 - Vending Machine Repairer Helper | 13.02 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 12 years, 5 weeks after 20 years, and 6 weeks after 25 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 4174)

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

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2081
Revision No.: 14
Date of Last Revision: 07/25/2014

State: Colorado

Area: Colorado Counties of Adams, Arapahoe, Boulder, Broomfield, Clear Creek,
Page 600

Denver, Douglas, Elbert, Gilpin, Grand, Jackson, Jefferson, Logan, Morgan,
Park, Phillips, Sedgwick, Summit, Washington, Weld, Yuma

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.16 |
| 01012 - Accounting Clerk II | | 16.44 |
| 01013 - Accounting Clerk III | | 18.38 |
| 01020 - Administrative Assistant | | 26.31 |
| 01040 - Court Reporter | | 19.59 |
| 01051 - Data Entry Operator I | | 14.06 |
| 01052 - Data Entry Operator II | | 15.35 |
| 01060 - Dispatcher, Motor Vehicle | | 19.37 |
| 01070 - Document Preparation Clerk | | 14.55 |
| 01090 - Duplicating Machine Operator | | 14.55 |
| 01111 - General Clerk I | | 13.39 |
| 01112 - General Clerk II | | 14.61 |
| 01113 - General Clerk III | | 16.40 |
| 01120 - Housing Referral Assistant | | 21.75 |
| 01141 - Messenger Courier | | 13.02 |
| 01191 - Order Clerk I | | 14.93 |
| 01192 - Order Clerk II | | 16.29 |
| 01261 - Personnel Assistant (Employment) I | | 16.67 |
| 01262 - Personnel Assistant (Employment) II | | 18.65 |
| 01263 - Personnel Assistant (Employment) III | | 20.79 |
| 01270 - Production Control Clerk | | 22.33 |
| 01280 - Receptionist | | 14.27 |
| 01290 - Rental Clerk | | 15.53 |
| 01300 - Scheduler, Maintenance | | 17.15 |
| 01311 - Secretary I | | 17.15 |
| 01312 - Secretary II | | 19.19 |
| 01313 - Secretary III | | 21.75 |
| 01320 - Service Order Dispatcher | | 14.37 |
| 01410 - Supply Technician | | 26.31 |
| 01420 - Survey Worker | | 17.77 |
| 01531 - Travel Clerk I | | 13.55 |
| 01532 - Travel Clerk II | | 14.20 |
| 01533 - Travel Clerk III | | 15.19 |
| 01611 - Word Processor I | | 14.15 |
| 01612 - Word Processor II | | 15.88 |
| 01613 - Word Processor III | | 17.77 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 26.19 |
| 05010 - Automotive Electrician | | 20.43 |
| 05040 - Automotive Glass Installer | | 19.36 |
| 05070 - Automotive Worker | | 19.36 |
| 05110 - Mobile Equipment Servicer | | 17.61 |
| 05130 - Motor Equipment Metal Mechanic | | 20.82 |
| 05160 - Motor Equipment Metal Worker | | 19.36 |
| 05190 - Motor Vehicle Mechanic | | 20.82 |
| 05220 - Motor Vehicle Mechanic Helper | | 16.41 |
| 05250 - Motor Vehicle Upholstery Worker | | 19.36 |
| 05280 - Motor Vehicle Wrecker | | 19.36 |
| 05310 - Painter, Automotive | | 19.69 |
| 05340 - Radiator Repair Specialist | | 19.36 |
| 05370 - Tire Repairer | | 14.98 |
| 05400 - Transmission Repair Specialist | | 20.82 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 14.52 |

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|--|-------|
| 07041 - Cook I | 13.06 |
| 07042 - Cook II | 15.10 |
| 07070 - Dishwasher | 9.69 |
| 07130 - Food Service Worker | 10.90 |
| 07210 - Meat Cutter | 15.13 |
| 07260 - Waiter/Waitress | 10.65 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.06 |
| 09040 - Furniture Handler | 15.90 |
| 09080 - Furniture Refinisher | 19.06 |
| 09090 - Furniture Refinisher Helper | 15.90 |
| 09110 - Furniture Repairer, Minor | 18.10 |
| 09130 - Upholsterer | 19.06 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.08 |
| 11060 - Elevator Operator | 11.08 |
| 11090 - Gardener | 18.19 |
| 11122 - Housekeeping Aide | 12.46 |
| 11150 - Janitor | 12.01 |
| 11210 - Laborer, Grounds Maintenance | 14.67 |
| 11240 - Maid or Houseman | 9.16 |
| 11260 - Pruner | 13.16 |
| 11270 - Tractor Operator | 17.30 |
| 11330 - Trail Maintenance Worker | 14.67 |
| 11360 - Window Cleaner | 13.37 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.18 |
| 12011 - Breath Alcohol Technician | 20.66 |
| 12012 - Certified Occupational Therapist Assistant | 19.48 |
| 12015 - Certified Physical Therapist Assistant | 18.75 |
| 12020 - Dental Assistant | 18.55 |
| 12025 - Dental Hygienist | 36.80 |
| 12030 - EKG Technician | 24.05 |
| 12035 - Electroneurodiagnostic Technologist | 24.05 |
| 12040 - Emergency Medical Technician | 18.18 |
| 12071 - Licensed Practical Nurse I | 18.46 |
| 12072 - Licensed Practical Nurse II | 20.66 |
| 12073 - Licensed Practical Nurse III | 23.03 |
| 12100 - Medical Assistant | 15.94 |
| 12130 - Medical Laboratory Technician | 17.47 |
| 12160 - Medical Record Clerk | 16.12 |
| 12190 - Medical Record Technician | 18.04 |
| 12195 - Medical Transcriptionist | 18.73 |
| 12210 - Nuclear Medicine Technologist | 36.64 |
| 12221 - Nursing Assistant I | 11.78 |
| 12222 - Nursing Assistant II | 13.25 |
| 12223 - Nursing Assistant III | 14.46 |
| 12224 - Nursing Assistant IV | 16.23 |
| 12235 - Optical Dispenser | 20.66 |
| 12236 - Optical Technician | 18.46 |
| 12250 - Pharmacy Technician | 15.81 |
| 12280 - Phlebotomist | 16.23 |
| 12305 - Radiologic Technologist | 26.85 |
| 12311 - Registered Nurse I | 29.98 |
| 12312 - Registered Nurse II | 36.67 |
| 12313 - Registered Nurse II, Specialist | 36.67 |
| 12314 - Registered Nurse III | 43.96 |
| 12315 - Registered Nurse III, Anesthetist | 43.96 |
| 12316 - Registered Nurse IV | 53.17 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 27.05 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.46 |
| 13012 - Exhibits Specialist II | 22.87 |

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| 13013 - Exhibits Specialist III | 27.97 |
| 13041 - Illustrator I | 20.05 |
| 13042 - Illustrator II | 23.10 |
| 13043 - Illustrator III | 28.26 |
| 13047 - Librarian | 28.29 |
| 13050 - Library Aide/Clerk | 15.88 |
| 13054 - Library Information Technology Systems Administrator | 25.55 |
| 13058 - Library Technician | 17.64 |
| 13061 - Media Specialist I | 18.43 |
| 13062 - Media Specialist II | 20.62 |
| 13063 - Media Specialist III | 22.99 |
| 13071 - Photographer I | 16.85 |
| 13072 - Photographer II | 18.85 |
| 13073 - Photographer III | 23.36 |
| 13074 - Photographer IV | 28.57 |
| 13075 - Photographer V | 34.56 |
| 13110 - Video Teleconference Technician | 18.26 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.81 |
| 14042 - Computer Operator II | 19.93 |
| 14043 - Computer Operator III | 22.21 |
| 14044 - Computer Operator IV | 24.69 |
| 14045 - Computer Operator V | 28.56 |
| 14071 - Computer Programmer I | 24.31 |
| 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 | 17.81 |
| 14160 - Personal Computer Support Technician | 24.69 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 35.58 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.06 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 49.15 |
| 15050 - Computer Based Training Specialist / Instructor | 35.58 |
| 15060 - Educational Technologist | 31.17 |
| 15070 - Flight Instructor (Pilot) | 49.15 |
| 15080 - Graphic Artist | 21.93 |
| 15090 - Technical Instructor | 21.99 |
| 15095 - Technical Instructor/Course Developer | 26.89 |
| 15110 - Test Proctor | 17.74 |
| 15120 - Tutor | 17.74 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.84 |
| 16030 - Counter Attendant | 9.84 |
| 16040 - Dry Cleaner | 12.71 |
| 16070 - Finisher, Flatwork, Machine | 9.84 |
| 16090 - Presser, Hand | 9.84 |
| 16110 - Presser, Machine, Drycleaning | 9.84 |
| 16130 - Presser, Machine, Shirts | 9.84 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.84 |
| 16190 - Sewing Machine Operator | 13.57 |
| 16220 - Tailor | 14.48 |
| 16250 - Washer, Machine | 10.93 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.32 |
| 19040 - Tool And Die Maker | 21.57 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.96 |
| 21030 - Material Coordinator | 22.33 |

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| 21040 - Material Expediter | 22.33 |
| 21050 - Material Handling Laborer | 17.36 |
| 21071 - Order Filler | 13.44 |
| 21080 - Production Line Worker (Food Processing) | 14.96 |
| 21110 - Shipping Packer | 15.20 |
| 21130 - Shipping/Receiving Clerk | 15.20 |
| 21140 - Store Worker I | 11.90 |
| 21150 - Stock Clerk | 15.99 |
| 21210 - Tools And Parts Attendant | 16.28 |
| 21410 - Warehouse Specialist | 14.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.73 |
| 23021 - Aircraft Mechanic I | 27.10 |
| 23022 - Aircraft Mechanic II | 28.53 |
| 23023 - Aircraft Mechanic III | 29.70 |
| 23040 - Aircraft Mechanic Helper | 19.22 |
| 23050 - Aircraft, Painter | 25.80 |
| 23060 - Aircraft Servicer | 22.49 |
| 23080 - Aircraft Worker | 24.13 |
| 23110 - Appliance Mechanic | 22.34 |
| 23120 - Bicycle Repairer | 14.98 |
| 23125 - Cable Splicer | 30.57 |
| 23130 - Carpenter, Maintenance | 19.40 |
| 23140 - Carpet Layer | 18.72 |
| 23160 - Electrician, Maintenance | 24.90 |
| 23181 - Electronics Technician Maintenance I | 22.14 |
| 23182 - Electronics Technician Maintenance II | 23.65 |
| 23183 - Electronics Technician Maintenance III | 25.12 |
| 23260 - Fabric Worker | 20.52 |
| 23290 - Fire Alarm System Mechanic | 21.09 |
| 23310 - Fire Extinguisher Repairer | 18.97 |
| 23311 - Fuel Distribution System Mechanic | 23.46 |
| 23312 - Fuel Distribution System Operator | 18.97 |
| 23370 - General Maintenance Worker | 19.16 |
| 23380 - Ground Support Equipment Mechanic | 27.10 |
| 23381 - Ground Support Equipment Servicer | 22.49 |
| 23382 - Ground Support Equipment Worker | 24.13 |
| 23391 - Gunsmith I | 17.13 |
| 23392 - Gunsmith II | 19.81 |
| 23393 - Gunsmith III | 22.48 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.73 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.92 |
| 23430 - Heavy Equipment Mechanic | 22.05 |
| 23440 - Heavy Equipment Operator | 20.98 |
| 23460 - Instrument Mechanic | 28.48 |
| 23465 - Laboratory/Shelter Mechanic | 21.17 |
| 23470 - Laborer | 13.87 |
| 23510 - Locksmith | 20.97 |
| 23530 - Machinery Maintenance Mechanic | 23.43 |
| 23550 - Machinist, Maintenance | 19.33 |
| 23580 - Maintenance Trades Helper | 15.26 |
| 23591 - Metrology Technician I | 28.48 |
| 23592 - Metrology Technician II | 29.91 |
| 23593 - Metrology Technician III | 31.16 |
| 23640 - Millwright | 22.48 |
| 23710 - Office Appliance Repairer | 21.44 |
| 23760 - Painter, Maintenance | 17.84 |
| 23790 - Pipefitter, Maintenance | 24.59 |
| 23810 - Plumber, Maintenance | 21.93 |
| 23820 - Pneudraulic Systems Mechanic | 22.48 |
| 23850 - Rigger | 22.48 |

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| 23870 - Scale Mechanic | 19.81 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.85 |
| 23910 - Small Engine Mechanic | 17.92 |
| 23931 - Telecommunications Mechanic I | 27.08 |
| 23932 - Telecommunications Mechanic II | 28.50 |
| 23950 - Telephone Lineman | 23.34 |
| 23960 - Welder, Combination, Maintenance | 19.79 |
| 23965 - Well Driller | 20.88 |
| 23970 - Woodcraft Worker | 22.48 |
| 23980 - Woodworker | 17.13 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.69 |
| 24580 - Child Care Center Clerk | 14.17 |
| 24610 - Chore Aide | 10.52 |
| 24620 - Family Readiness And Support Services Coordinator | 15.93 |
| 24630 - Homemaker | 16.29 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.70 |
| 25040 - Sewage Plant Operator | 22.79 |
| 25070 - Stationary Engineer | 24.70 |
| 25190 - Ventilation Equipment Tender | 17.33 |
| 25210 - Water Treatment Plant Operator | 22.79 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.94 |
| 27007 - Baggage Inspector | 13.19 |
| 27008 - Corrections Officer | 23.36 |
| 27010 - Court Security Officer | 27.27 |
| 27030 - Detection Dog Handler | 21.32 |
| 27040 - Detention Officer | 24.05 |
| 27070 - Firefighter | 29.32 |
| 27101 - Guard I | 13.19 |
| 27102 - Guard II | 21.32 |
| 27131 - Police Officer I | 29.14 |
| 27132 - Police Officer II | 32.39 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.08 |
| 28042 - Carnival Equipment Repairer | 14.10 |
| 28043 - Carnival Equipment Worker | 10.23 |
| 28210 - Gate Attendant/Gate Tender | 15.14 |
| 28310 - Lifeguard | 11.73 |
| 28350 - Park Attendant (Aide) | 16.75 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.36 |
| 28515 - Recreation Specialist | 16.28 |
| 28630 - Sports Official | 13.49 |
| 28690 - Swimming Pool Operator | 17.05 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.50 |
| 29020 - Hatch Tender | 23.50 |
| 29030 - Line Handler | 23.50 |
| 29041 - Stevedore I | 21.91 |
| 29042 - Stevedore II | 25.48 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.39 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.47 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.16 |
| 30021 - Archeological Technician I | 19.40 |
| 30022 - Archeological Technician II | 21.70 |
| 30023 - Archeological Technician III | 26.89 |
| 30030 - Cartographic Technician | 26.41 |
| 30040 - Civil Engineering Technician | 24.61 |
| 30061 - Drafter/CAD Operator I | 18.45 |
| 30062 - Drafter/CAD Operator II | 20.65 |

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|---|---------------|
| 30063 - Drafter/CAD Operator III | 23.84 |
| 30064 - Drafter/CAD Operator IV | 31.50 |
| 30081 - Engineering Technician I | 18.44 |
| 30082 - Engineering Technician II | 20.69 |
| 30083 - Engineering Technician III | 23.15 |
| 30084 - Engineering Technician IV | 28.69 |
| 30085 - Engineering Technician V | 35.09 |
| 30086 - Engineering Technician VI | 42.45 |
| 30090 - Environmental Technician | 24.08 |
| 30210 - Laboratory Technician | 21.37 |
| 30240 - Mathematical Technician | 26.62 |
| 30361 - Paralegal/Legal Assistant I | 19.46 |
| 30362 - Paralegal/Legal Assistant II | 24.11 |
| 30363 - Paralegal/Legal Assistant III | 29.49 |
| 30364 - Paralegal/Legal Assistant IV | 35.68 |
| 30390 - Photo-Optics Technician | 26.62 |
| 30461 - Technical Writer I | 26.26 |
| 30462 - Technical Writer II | 32.12 |
| 30463 - Technical Writer III | 38.86 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.40 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.52 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.38 |
| 30494 - Unexploded (UXO) Safety Escort | 24.40 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.40 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 23.84 |
| 30621 - Weather Observer, Senior | (see 2) 26.41 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.89 |
| 31030 - Bus Driver | 15.89 |
| 31043 - Driver Courier | 14.49 |
| 31260 - Parking and Lot Attendant | 9.13 |
| 31290 - Shuttle Bus Driver | 15.55 |
| 31310 - Taxi Driver | 12.89 |
| 31361 - Truckdriver, Light | 15.55 |
| 31362 - Truckdriver, Medium | 19.65 |
| 31363 - Truckdriver, Heavy | 20.37 |
| 31364 - Truckdriver, Tractor-Trailer | 20.37 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.78 |
| 99050 - Desk Clerk | 10.42 |
| 99095 - Embalmer | 23.94 |
| 99251 - Laboratory Animal Caretaker I | 10.92 |
| 99252 - Laboratory Animal Caretaker II | 11.74 |
| 99310 - Mortician | 24.19 |
| 99410 - Pest Controller | 20.41 |
| 99510 - Photofinishing Worker | 12.03 |
| 99710 - Recycling Laborer | 18.59 |
| 99711 - Recycling Specialist | 22.42 |
| 99730 - Refuse Collector | 16.70 |
| 99810 - Sales Clerk | 12.60 |
| 99820 - School Crossing Guard | 12.64 |
| 99830 - Survey Party Chief | 22.70 |
| 99831 - Surveying Aide | 12.60 |
| 99832 - Surveying Technician | 20.64 |
| 99840 - Vending Machine Attendant | 14.38 |
| 99841 - Vending Machine Repairer | 17.05 |
| 99842 - Vending Machine Repairer Helper | 14.38 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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

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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 regrading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2082
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Colorado

Area: Colorado Counties of Adams, Arapahoe, Boulder, Broomfield, Clear Creek, Denver, Douglas, Elbert, Gilpin, Grand, Jackson, Jefferson, Logan, Morgan, Park, Phillips, Sedgwick, Summit, Washington, Weld, Yuma

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.16 |
| 01012 - Accounting Clerk II | | 16.44 |
| 01013 - Accounting Clerk III | | 18.38 |
| 01020 - Administrative Assistant | | 26.31 |
| 01040 - Court Reporter | | 19.59 |
| 01051 - Data Entry Operator I | | 14.06 |
| 01052 - Data Entry Operator II | | 15.35 |
| 01060 - Dispatcher, Motor Vehicle | | 19.37 |
| 01070 - Document Preparation Clerk | | 14.55 |
| 01090 - Duplicating Machine Operator | | 14.55 |
| 01111 - General Clerk I | | 13.39 |
| 01112 - General Clerk II | | 14.61 |
| 01113 - General Clerk III | | 16.40 |
| 01120 - Housing Referral Assistant | | 21.75 |
| 01141 - Messenger Courier | | 13.02 |
| 01191 - Order Clerk I | | 14.93 |
| 01192 - Order Clerk II | | 16.29 |
| 01261 - Personnel Assistant (Employment) I | | 16.67 |
| 01262 - Personnel Assistant (Employment) II | | 18.65 |
| 01263 - Personnel Assistant (Employment) III | | 20.79 |
| 01270 - Production Control Clerk | | 22.33 |
| 01280 - Receptionist | | 14.27 |
| 01290 - Rental Clerk | | 15.53 |
| 01300 - Scheduler, Maintenance | | 17.15 |
| 01311 - Secretary I | | 17.15 |
| 01312 - Secretary II | | 19.19 |
| 01313 - Secretary III | | 21.75 |
| 01320 - Service Order Dispatcher | | 14.37 |
| 01410 - Supply Technician | | 26.31 |
| 01420 - Survey Worker | | 17.77 |
| 01531 - Travel Clerk I | | 13.55 |
| 01532 - Travel Clerk II | | 14.20 |
| 01533 - Travel Clerk III | | 15.19 |

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| 01611 - Word Processor I | 14.15 |
| 01612 - Word Processor II | 15.88 |
| 01613 - Word Processor III | 17.77 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 26.19 |
| 05010 - Automotive Electrician | 20.43 |
| 05040 - Automotive Glass Installer | 19.36 |
| 05070 - Automotive Worker | 19.36 |
| 05110 - Mobile Equipment Servicer | 17.61 |
| 05130 - Motor Equipment Metal Mechanic | 20.82 |
| 05160 - Motor Equipment Metal Worker | 19.36 |
| 05190 - Motor Vehicle Mechanic | 20.82 |
| 05220 - Motor Vehicle Mechanic Helper | 16.41 |
| 05250 - Motor Vehicle Upholstery Worker | 19.36 |
| 05280 - Motor Vehicle Wrecker | 19.36 |
| 05310 - Painter, Automotive | 19.69 |
| 05340 - Radiator Repair Specialist | 19.36 |
| 05370 - Tire Repairer | 14.98 |
| 05400 - Transmission Repair Specialist | 20.82 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.52 |
| 07041 - Cook I | 13.06 |
| 07042 - Cook II | 15.10 |
| 07070 - Dishwasher | 9.69 |
| 07130 - Food Service Worker | 10.90 |
| 07210 - Meat Cutter | 15.13 |
| 07260 - Waiter/Waitress | 10.65 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.06 |
| 09040 - Furniture Handler | 15.90 |
| 09080 - Furniture Refinisher | 19.06 |
| 09090 - Furniture Refinisher Helper | 15.90 |
| 09110 - Furniture Repairer, Minor | 18.10 |
| 09130 - Upholsterer | 19.06 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.08 |
| 11060 - Elevator Operator | 11.08 |
| 11090 - Gardener | 18.19 |
| 11122 - Housekeeping Aide | 12.46 |
| 11150 - Janitor | 12.01 |
| 11210 - Laborer, Grounds Maintenance | 14.67 |
| 11240 - Maid or Houseman | 9.16 |
| 11260 - Pruner | 13.16 |
| 11270 - Tractor Operator | 17.30 |
| 11330 - Trail Maintenance Worker | 14.67 |
| 11360 - Window Cleaner | 13.37 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.18 |
| 12011 - Breath Alcohol Technician | 20.66 |
| 12012 - Certified Occupational Therapist Assistant | 19.48 |
| 12015 - Certified Physical Therapist Assistant | 18.75 |
| 12020 - Dental Assistant | 18.55 |
| 12025 - Dental Hygienist | 36.80 |
| 12030 - EKG Technician | 24.05 |
| 12035 - Electroneurodiagnostic Technologist | 24.05 |
| 12040 - Emergency Medical Technician | 18.18 |
| 12071 - Licensed Practical Nurse I | 18.46 |
| 12072 - Licensed Practical Nurse II | 20.66 |
| 12073 - Licensed Practical Nurse III | 23.03 |
| 12100 - Medical Assistant | 15.94 |
| 12130 - Medical Laboratory Technician | 17.47 |
| 12160 - Medical Record Clerk | 16.12 |
| 12190 - Medical Record Technician | 18.04 |

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| 12195 - Medical Transcriptionist | 18.73 |
| 12210 - Nuclear Medicine Technologist | 36.64 |
| 12221 - Nursing Assistant I | 11.78 |
| 12222 - Nursing Assistant II | 13.25 |
| 12223 - Nursing Assistant III | 14.46 |
| 12224 - Nursing Assistant IV | 16.23 |
| 12235 - Optical Dispenser | 20.66 |
| 12236 - Optical Technician | 18.46 |
| 12250 - Pharmacy Technician | 15.81 |
| 12280 - Phlebotomist | 16.23 |
| 12305 - Radiologic Technologist | 26.85 |
| 12311 - Registered Nurse I | 29.98 |
| 12312 - Registered Nurse II | 36.67 |
| 12313 - Registered Nurse II, Specialist | 36.67 |
| 12314 - Registered Nurse III | 43.96 |
| 12315 - Registered Nurse III, Anesthetist | 43.96 |
| 12316 - Registered Nurse IV | 53.17 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 27.05 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.46 |
| 13012 - Exhibits Specialist II | 22.87 |
| 13013 - Exhibits Specialist III | 27.97 |
| 13041 - Illustrator I | 20.05 |
| 13042 - Illustrator II | 23.10 |
| 13043 - Illustrator III | 28.26 |
| 13047 - Librarian | 28.29 |
| 13050 - Library Aide/Clerk | 15.88 |
| 13054 - Library Information Technology Systems Administrator | 25.55 |
| 13058 - Library Technician | 17.64 |
| 13061 - Media Specialist I | 18.43 |
| 13062 - Media Specialist II | 20.62 |
| 13063 - Media Specialist III | 22.99 |
| 13071 - Photographer I | 16.85 |
| 13072 - Photographer II | 18.85 |
| 13073 - Photographer III | 23.36 |
| 13074 - Photographer IV | 28.57 |
| 13075 - Photographer V | 34.56 |
| 13110 - Video Teleconference Technician | 18.26 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.81 |
| 14042 - Computer Operator II | 19.93 |
| 14043 - Computer Operator III | 22.21 |
| 14044 - Computer Operator IV | 24.69 |
| 14045 - Computer Operator V | 28.56 |
| 14071 - Computer Programmer I | 24.31 |
| 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 | 17.81 |
| 14160 - Personal Computer Support Technician | 24.69 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 35.58 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.06 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 49.15 |
| 15050 - Computer Based Training Specialist / Instructor | 35.58 |
| 15060 - Educational Technologist | 31.17 |
| 15070 - Flight Instructor (Pilot) | 49.15 |
| 15080 - Graphic Artist | 21.93 |
| 15090 - Technical Instructor | 21.99 |

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| 15095 - Technical Instructor/Course Developer | 26.89 |
| 15110 - Test Proctor | 17.74 |
| 15120 - Tutor | 17.74 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.84 |
| 16030 - Counter Attendant | 9.84 |
| 16040 - Dry Cleaner | 12.71 |
| 16070 - Finisher, Flatwork, Machine | 9.84 |
| 16090 - Presser, Hand | 9.84 |
| 16110 - Presser, Machine, Drycleaning | 9.84 |
| 16130 - Presser, Machine, Shirts | 9.84 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.84 |
| 16190 - Sewing Machine Operator | 13.57 |
| 16220 - Tailor | 14.48 |
| 16250 - Washer, Machine | 10.93 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.32 |
| 19040 - Tool And Die Maker | 21.57 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.96 |
| 21030 - Material Coordinator | 22.33 |
| 21040 - Material Expediter | 22.33 |
| 21050 - Material Handling Laborer | 17.36 |
| 21071 - Order Filler | 13.44 |
| 21080 - Production Line Worker (Food Processing) | 14.96 |
| 21110 - Shipping Packer | 15.20 |
| 21130 - Shipping/Receiving Clerk | 15.20 |
| 21140 - Store Worker I | 11.90 |
| 21150 - Stock Clerk | 15.99 |
| 21210 - Tools And Parts Attendant | 16.28 |
| 21410 - Warehouse Specialist | 14.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.73 |
| 23021 - Aircraft Mechanic I | 27.10 |
| 23022 - Aircraft Mechanic II | 28.53 |
| 23023 - Aircraft Mechanic III | 29.70 |
| 23040 - Aircraft Mechanic Helper | 19.22 |
| 23050 - Aircraft, Painter | 25.80 |
| 23060 - Aircraft Servicer | 22.49 |
| 23080 - Aircraft Worker | 24.13 |
| 23110 - Appliance Mechanic | 22.34 |
| 23120 - Bicycle Repairer | 14.98 |
| 23125 - Cable Splicer | 30.57 |
| 23130 - Carpenter, Maintenance | 19.40 |
| 23140 - Carpet Layer | 18.72 |
| 23160 - Electrician, Maintenance | 24.90 |
| 23181 - Electronics Technician Maintenance I | 22.14 |
| 23182 - Electronics Technician Maintenance II | 23.65 |
| 23183 - Electronics Technician Maintenance III | 25.12 |
| 23260 - Fabric Worker | 20.52 |
| 23290 - Fire Alarm System Mechanic | 21.09 |
| 23310 - Fire Extinguisher Repairer | 18.97 |
| 23311 - Fuel Distribution System Mechanic | 23.46 |
| 23312 - Fuel Distribution System Operator | 18.97 |
| 23370 - General Maintenance Worker | 19.16 |
| 23380 - Ground Support Equipment Mechanic | 27.10 |
| 23381 - Ground Support Equipment Servicer | 22.49 |
| 23382 - Ground Support Equipment Worker | 24.13 |
| 23391 - Gunsmith I | 17.13 |
| 23392 - Gunsmith II | 19.81 |
| 23393 - Gunsmith III | 22.48 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.73 |

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| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.92 |
| 23430 - Heavy Equipment Mechanic | 22.05 |
| 23440 - Heavy Equipment Operator | 20.98 |
| 23460 - Instrument Mechanic | 28.48 |
| 23465 - Laboratory/Shelter Mechanic | 21.17 |
| 23470 - Laborer | 13.87 |
| 23510 - Locksmith | 20.97 |
| 23530 - Machinery Maintenance Mechanic | 23.43 |
| 23550 - Machinist, Maintenance | 19.33 |
| 23580 - Maintenance Trades Helper | 15.26 |
| 23591 - Metrology Technician I | 28.48 |
| 23592 - Metrology Technician II | 29.91 |
| 23593 - Metrology Technician III | 31.16 |
| 23640 - Millwright | 22.48 |
| 23710 - Office Appliance Repairer | 21.44 |
| 23760 - Painter, Maintenance | 17.84 |
| 23790 - Pipefitter, Maintenance | 24.59 |
| 23810 - Plumber, Maintenance | 21.93 |
| 23820 - Pneudraulic Systems Mechanic | 22.48 |
| 23850 - Rigger | 22.48 |
| 23870 - Scale Mechanic | 19.81 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.85 |
| 23910 - Small Engine Mechanic | 17.92 |
| 23931 - Telecommunications Mechanic I | 27.08 |
| 23932 - Telecommunications Mechanic II | 28.50 |
| 23950 - Telephone Lineman | 23.34 |
| 23960 - Welder, Combination, Maintenance | 19.79 |
| 23965 - well Driller | 20.88 |
| 23970 - Woodcraft Worker | 22.48 |
| 23980 - Woodworker | 17.13 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.69 |
| 24580 - Child Care Center Clerk | 14.17 |
| 24610 - Chore Aide | 10.52 |
| 24620 - Family Readiness And Support Services Coordinator | 15.93 |
| 24630 - Homemaker | 16.29 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.70 |
| 25040 - Sewage Plant Operator | 22.79 |
| 25070 - Stationary Engineer | 24.70 |
| 25190 - Ventilation Equipment Tender | 17.33 |
| 25210 - Water Treatment Plant Operator | 22.79 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.94 |
| 27007 - Baggage Inspector | 13.19 |
| 27008 - Corrections Officer | 23.36 |
| 27010 - Court Security Officer | 27.27 |
| 27030 - Detection Dog Handler | 21.32 |
| 27040 - Detention Officer | 24.05 |
| 27070 - Firefighter | 29.32 |
| 27101 - Guard I | 13.19 |
| 27102 - Guard II | 21.32 |
| 27131 - Police Officer I | 29.14 |
| 27132 - Police Officer II | 32.39 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.08 |
| 28042 - Carnival Equipment Repairer | 14.10 |
| 28043 - Carnival Equipment Worker | 10.23 |
| 28210 - Gate Attendant/Gate Tender | 15.14 |
| 28310 - Lifeguard | 11.73 |
| 28350 - Park Attendant (Aide) | 16.75 |

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| 28510 - Recreation Aide/Health Facility Attendant | 12.36 |
| 28515 - Recreation Specialist | 16.28 |
| 28630 - Sports Official | 13.49 |
| 28690 - Swimming Pool Operator | 17.05 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.50 |
| 29020 - Hatch Tender | 23.50 |
| 29030 - Line Handler | 23.50 |
| 29041 - Stevedore I | 21.91 |
| 29042 - Stevedore II | 25.48 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.39 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.47 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.16 |
| 30021 - Archeological Technician I | 19.40 |
| 30022 - Archeological Technician II | 21.70 |
| 30023 - Archeological Technician III | 26.89 |
| 30030 - Cartographic Technician | 26.41 |
| 30040 - Civil Engineering Technician | 24.61 |
| 30061 - Drafter/CAD Operator I | 18.45 |
| 30062 - Drafter/CAD Operator II | 20.65 |
| 30063 - Drafter/CAD Operator III | 23.84 |
| 30064 - Drafter/CAD Operator IV | 31.50 |
| 30081 - Engineering Technician I | 18.44 |
| 30082 - Engineering Technician II | 20.69 |
| 30083 - Engineering Technician III | 23.15 |
| 30084 - Engineering Technician IV | 28.69 |
| 30085 - Engineering Technician V | 35.09 |
| 30086 - Engineering Technician VI | 42.45 |
| 30090 - Environmental Technician | 24.08 |
| 30210 - Laboratory Technician | 21.37 |
| 30240 - Mathematical Technician | 26.62 |
| 30361 - Paralegal/Legal Assistant I | 19.46 |
| 30362 - Paralegal/Legal Assistant II | 24.11 |
| 30363 - Paralegal/Legal Assistant III | 29.49 |
| 30364 - Paralegal/Legal Assistant IV | 35.68 |
| 30390 - Photo-Optics Technician | 26.62 |
| 30461 - Technical Writer I | 26.26 |
| 30462 - Technical Writer II | 32.12 |
| 30463 - Technical Writer III | 38.86 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.40 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.52 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.38 |
| 30494 - Unexploded (UXO) Safety Escort | 24.40 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.40 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 23.84 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 26.41 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.89 |
| 31030 - Bus Driver | 15.89 |
| 31043 - Driver Courier | 14.49 |
| 31260 - Parking and Lot Attendant | 9.13 |
| 31290 - Shuttle Bus Driver | 15.55 |
| 31310 - Taxi Driver | 12.89 |
| 31361 - Truckdriver, Light | 15.55 |
| 31362 - Truckdriver, Medium | 19.65 |
| 31363 - Truckdriver, Heavy | 20.37 |
| 31364 - Truckdriver, Tractor-Trailer | 20.37 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.78 |
| 99050 - Desk Clerk | 10.42 |
| 99095 - Embalmer | 23.94 |

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| 99251 - Laboratory Animal Caretaker I | 10.92 |
| 99252 - Laboratory Animal Caretaker II | 11.74 |
| 99310 - Mortician | 24.19 |
| 99410 - Pest Controller | 20.41 |
| 99510 - Photofinishing Worker | 12.03 |
| 99710 - Recycling Laborer | 18.59 |
| 99711 - Recycling Specialist | 22.42 |
| 99730 - Refuse Collector | 16.70 |
| 99810 - Sales Clerk | 12.60 |
| 99820 - School Crossing Guard | 12.64 |
| 99830 - Survey Party Chief | 22.70 |
| 99831 - Surveying Aide | 12.60 |
| 99832 - Surveying Technician | 20.64 |
| 99840 - Vending Machine Attendant | 14.38 |
| 99841 - Vending Machine Repairer | 17.05 |
| 99842 - Vending Machine Repairer Helper | 14.38 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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).

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

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

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

** 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.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2083
Revision No.: 16
Date of Last Revision: 07/25/2014

State: Colorado

Area: Colorado Counties of Alamosa, Archuleta, Baca, Bent, Chaffee, Conejos, Costilla, Crowley, Custer, Delta, Dolores, Eagle, Fremont, Garfield, Gunnison, Hinsdale, Huerfano, Kiowa, La Plata, Lake, Las Animas, Mesa, Mineral, Moffat, Montezuma, Montrose, Otero, Ouray, Pitkin, Prowers, Pueblo, Rio Blanco, Rio Grande, Routt, Saguache, San Juan, San Miguel

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.52 |
| 01012 - Accounting Clerk II | | 12.81 |
| 01013 - Accounting Clerk III | | 14.04 |
| 01020 - Administrative Assistant | | 18.72 |
| 01040 - Court Reporter | | 14.92 |
| 01051 - Data Entry Operator I | | 11.03 |
| 01052 - Data Entry Operator II | | 12.32 |

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|--|-------|
| 01060 - Dispatcher, Motor Vehicle | 18.65 |
| 01070 - Document Preparation Clerk | 12.91 |
| 01090 - Duplicating Machine Operator | 12.91 |
| 01111 - General Clerk I | 10.64 |
| 01112 - General Clerk II | 11.61 |
| 01113 - General Clerk III | 13.03 |
| 01120 - Housing Referral Assistant | 15.89 |
| 01141 - Messenger Courier | 11.40 |
| 01191 - Order Clerk I | 11.32 |
| 01192 - Order Clerk II | 12.35 |
| 01261 - Personnel Assistant (Employment) I | 13.80 |
| 01262 - Personnel Assistant (Employment) II | 15.44 |
| 01263 - Personnel Assistant (Employment) III | 17.22 |
| 01270 - Production Control Clerk | 19.53 |
| 01280 - Receptionist | 11.54 |
| 01290 - Rental Clerk | 12.33 |
| 01300 - Scheduler, Maintenance | 12.74 |
| 01311 - Secretary I | 12.74 |
| 01312 - Secretary II | 14.92 |
| 01313 - Secretary III | 15.89 |
| 01320 - Service Order Dispatcher | 17.03 |
| 01410 - Supply Technician | 18.72 |
| 01420 - Survey Worker | 12.94 |
| 01531 - Travel Clerk I | 11.73 |
| 01532 - Travel Clerk II | 12.56 |
| 01533 - Travel Clerk III | 13.26 |
| 01611 - Word Processor I | 12.15 |
| 01612 - Word Processor II | 13.64 |
| 01613 - Word Processor III | 15.26 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.17 |
| 05010 - Automotive Electrician | 20.69 |
| 05040 - Automotive Glass Installer | 18.99 |
| 05070 - Automotive Worker | 18.99 |
| 05110 - Mobile Equipment Servicer | 15.65 |
| 05130 - Motor Equipment Metal Mechanic | 20.69 |
| 05160 - Motor Equipment Metal Worker | 18.99 |
| 05190 - Motor Vehicle Mechanic | 18.88 |
| 05220 - Motor Vehicle Mechanic Helper | 14.74 |
| 05250 - Motor Vehicle Upholstery Worker | 18.68 |
| 05280 - Motor Vehicle Wrecker | 18.99 |
| 05310 - Painter, Automotive | 20.09 |
| 05340 - Radiator Repair Specialist | 18.99 |
| 05370 - Tire Repairer | 11.61 |
| 05400 - Transmission Repair Specialist | 18.81 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.56 |
| 07041 - Cook I | 11.26 |
| 07042 - Cook II | 12.87 |
| 07070 - Dishwasher | 8.60 |
| 07130 - Food Service Worker | 9.39 |
| 07210 - Meat Cutter | 14.92 |
| 07260 - Waiter/Waitress | 10.13 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.17 |
| 09040 - Furniture Handler | 11.69 |
| 09080 - Furniture Refinisher | 18.57 |
| 09090 - Furniture Refinisher Helper | 13.96 |
| 09110 - Furniture Repairer, Minor | 16.20 |
| 09130 - Upholsterer | 17.22 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.24 |
| 11060 - Elevator Operator | 11.20 |

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| 11090 - Gardener | 16.10 |
| 11122 - Housekeeping Aide | 10.13 |
| 11150 - Janitor | 11.20 |
| 11210 - Laborer, Grounds Maintenance | 12.66 |
| 11240 - Maid or Houseman | 8.63 |
| 11260 - Pruner | 11.48 |
| 11270 - Tractor Operator | 15.21 |
| 11330 - Trail Maintenance Worker | 12.66 |
| 11360 - Window Cleaner | 12.34 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.99 |
| 12011 - Breath Alcohol Technician | 17.53 |
| 12012 - Certified Occupational Therapist Assistant | 22.82 |
| 12015 - Certified Physical Therapist Assistant | 19.49 |
| 12020 - Dental Assistant | 14.83 |
| 12025 - Dental Hygienist | 32.70 |
| 12030 - EKG Technician | 26.91 |
| 12035 - Electroneurodiagnostic Technologist | 26.91 |
| 12040 - Emergency Medical Technician | 17.99 |
| 12071 - Licensed Practical Nurse I | 15.87 |
| 12072 - Licensed Practical Nurse II | 17.75 |
| 12073 - Licensed Practical Nurse III | 19.79 |
| 12100 - Medical Assistant | 13.58 |
| 12130 - Medical Laboratory Technician | 15.87 |
| 12160 - Medical Record Clerk | 14.08 |
| 12190 - Medical Record Technician | 16.04 |
| 12195 - Medical Transcriptionist | 15.37 |
| 12210 - Nuclear Medicine Technologist | 39.01 |
| 12221 - Nursing Assistant I | 9.13 |
| 12222 - Nursing Assistant II | 10.26 |
| 12223 - Nursing Assistant III | 11.20 |
| 12224 - Nursing Assistant IV | 12.57 |
| 12235 - Optical Dispenser | 13.97 |
| 12236 - Optical Technician | 15.87 |
| 12250 - Pharmacy Technician | 13.47 |
| 12280 - Phlebotomist | 12.57 |
| 12305 - Radiologic Technologist | 25.98 |
| 12311 - Registered Nurse I | 23.56 |
| 12312 - Registered Nurse II | 28.83 |
| 12313 - Registered Nurse II, Specialist | 28.83 |
| 12314 - Registered Nurse III | 34.88 |
| 12315 - Registered Nurse III, Anesthetist | 34.88 |
| 12316 - Registered Nurse IV | 41.79 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.72 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.28 |
| 13012 - Exhibits Specialist II | 21.40 |
| 13013 - Exhibits Specialist III | 26.18 |
| 13041 - Illustrator I | 17.28 |
| 13042 - Illustrator II | 21.40 |
| 13043 - Illustrator III | 26.18 |
| 13047 - Librarian | 23.71 |
| 13050 - Library Aide/Clerk | 13.76 |
| 13054 - Library Information Technology Systems Administrator | 21.40 |
| 13058 - Library Technician | 16.30 |
| 13061 - Media Specialist I | 13.61 |
| 13062 - Media Specialist II | 16.31 |
| 13063 - Media Specialist III | 18.18 |
| 13071 - Photographer I | 13.93 |
| 13072 - Photographer II | 15.58 |
| 13073 - Photographer III | 19.30 |
| 13074 - Photographer IV | 23.61 |

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| 13075 - Photographer V | 29.12 |
| 13110 - Video Teleconference Technician | 15.45 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.86 |
| 14042 - Computer Operator II | 15.50 |
| 14043 - Computer Operator III | 17.92 |
| 14044 - Computer Operator IV | 19.93 |
| 14045 - Computer Operator V | 22.07 |
| 14071 - Computer Programmer I | 16.10 |
| 14072 - Computer Programmer II | 19.95 |
| 14073 - Computer Programmer III | 24.40 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 26.06 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.68 |
| 14160 - Personal Computer Support Technician | 19.93 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.06 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.53 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.45 |
| 15050 - Computer Based Training Specialist / Instructor | 26.06 |
| 15060 - Educational Technologist | 23.25 |
| 15070 - Flight Instructor (Pilot) | 37.45 |
| 15080 - Graphic Artist | 20.15 |
| 15090 - Technical Instructor | 16.56 |
| 15095 - Technical Instructor/Course Developer | 20.26 |
| 15110 - Test Proctor | 14.59 |
| 15120 - Tutor | 14.59 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.81 |
| 16030 - Counter Attendant | 8.81 |
| 16040 - Dry Cleaner | 10.69 |
| 16070 - Finisher, Flatwork, Machine | 8.81 |
| 16090 - Presser, Hand | 8.81 |
| 16110 - Presser, Machine, Drycleaning | 8.81 |
| 16130 - Presser, Machine, Shirts | 8.81 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.81 |
| 16190 - Sewing Machine Operator | 11.22 |
| 16220 - Tailor | 11.84 |
| 16250 - Washer, Machine | 9.53 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.89 |
| 19040 - Tool And Die Maker | 23.09 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.20 |
| 21030 - Material Coordinator | 19.53 |
| 21040 - Material Expediter | 19.53 |
| 21050 - Material Handling Laborer | 13.18 |
| 21071 - Order Filler | 12.21 |
| 21080 - Production Line Worker (Food Processing) | 13.20 |
| 21110 - Shipping Packer | 13.03 |
| 21130 - Shipping/Receiving Clerk | 13.03 |
| 21140 - Store Worker I | 9.95 |
| 21150 - Stock Clerk | 13.41 |
| 21210 - Tools And Parts Attendant | 13.20 |
| 21410 - Warehouse Specialist | 13.20 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.81 |
| 23021 - Aircraft Mechanic I | 19.70 |
| 23022 - Aircraft Mechanic II | 20.81 |
| 23023 - Aircraft Mechanic III | 21.93 |
| 23040 - Aircraft Mechanic Helper | 15.18 |

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| 23050 - Aircraft, Painter | 19.60 |
| 23060 - Aircraft Servicer | 16.96 |
| 23080 - Aircraft Worker | 17.78 |
| 23110 - Appliance Mechanic | 18.57 |
| 23120 - Bicycle Repairer | 10.55 |
| 23125 - Cable Splicer | 24.89 |
| 23130 - Carpenter, Maintenance | 19.30 |
| 23140 - Carpet Layer | 17.45 |
| 23160 - Electrician, Maintenance | 22.61 |
| 23181 - Electronics Technician Maintenance I | 17.36 |
| 23182 - Electronics Technician Maintenance II | 19.18 |
| 23183 - Electronics Technician Maintenance III | 20.35 |
| 23260 - Fabric Worker | 16.28 |
| 23290 - Fire Alarm System Mechanic | 19.70 |
| 23310 - Fire Extinguisher Repairer | 15.11 |
| 23311 - Fuel Distribution System Mechanic | 19.70 |
| 23312 - Fuel Distribution System Operator | 15.11 |
| 23370 - General Maintenance Worker | 15.41 |
| 23380 - Ground Support Equipment Mechanic | 19.70 |
| 23381 - Ground Support Equipment Servicer | 16.96 |
| 23382 - Ground Support Equipment Worker | 17.78 |
| 23391 - Gunsmith I | 15.11 |
| 23392 - Gunsmith II | 17.45 |
| 23393 - Gunsmith III | 19.70 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.21 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.29 |
| 23430 - Heavy Equipment Mechanic | 21.15 |
| 23440 - Heavy Equipment Operator | 19.00 |
| 23460 - Instrument Mechanic | 19.70 |
| 23465 - Laboratory/Shelter Mechanic | 18.57 |
| 23470 - Laborer | 13.18 |
| 23510 - Locksmith | 18.57 |
| 23530 - Machinery Maintenance Mechanic | 23.84 |
| 23550 - Machinist, Maintenance | 17.33 |
| 23580 - Maintenance Trades Helper | 13.70 |
| 23591 - Metrology Technician I | 19.70 |
| 23592 - Metrology Technician II | 20.81 |
| 23593 - Metrology Technician III | 21.93 |
| 23640 - Millwright | 20.86 |
| 23710 - Office Appliance Repairer | 18.57 |
| 23760 - Painter, Maintenance | 16.91 |
| 23790 - Pipefitter, Maintenance | 21.35 |
| 23810 - Plumber, Maintenance | 18.96 |
| 23820 - Pneudraulic Systems Mechanic | 19.70 |
| 23850 - Rigger | 19.70 |
| 23870 - Scale Mechanic | 17.45 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.71 |
| 23910 - Small Engine Mechanic | 17.45 |
| 23931 - Telecommunications Mechanic I | 24.80 |
| 23932 - Telecommunications Mechanic II | 25.11 |
| 23950 - Telephone Lineman | 19.70 |
| 23960 - Welder, Combination, Maintenance | 15.85 |
| 23965 - Well Driller | 19.70 |
| 23970 - Woodcraft Worker | 19.70 |
| 23980 - Woodworker | 15.11 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.22 |
| 24580 - Child Care Center Clerk | 14.28 |
| 24610 - Chore Aide | 9.09 |
| 24620 - Family Readiness And Support Services Coordinator | 13.54 |

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| 24630 - Homemaker | 15.53 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.31 |
| 25040 - Sewage Plant Operator | 20.00 |
| 25070 - Stationary Engineer | 26.31 |
| 25190 - Ventilation Equipment Tender | 18.65 |
| 25210 - Water Treatment Plant Operator | 19.64 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.13 |
| 27007 - Baggage Inspector | 13.69 |
| 27008 - Corrections Officer | 20.87 |
| 27010 - Court Security Officer | 20.47 |
| 27030 - Detection Dog Handler | 15.31 |
| 27040 - Detention Officer | 20.87 |
| 27070 - Firefighter | 19.16 |
| 27101 - Guard I | 13.69 |
| 27102 - Guard II | 15.31 |
| 27131 - Police Officer I | 22.09 |
| 27132 - Police Officer II | 24.56 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.62 |
| 28042 - Carnival Equipment Repairer | 13.42 |
| 28043 - Carnival Equipment Worker | 9.68 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.39 |
| 28515 - Recreation Specialist | 17.64 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 15.16 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.93 |
| 29020 - Hatch Tender | 17.93 |
| 29030 - Line Handler | 17.93 |
| 29041 - Stevedore I | 16.28 |
| 29042 - Stevedore II | 19.07 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.61 |
| 30022 - Archeological Technician II | 16.37 |
| 30023 - Archeological Technician III | 20.26 |
| 30030 - Cartographic Technician | 20.10 |
| 30040 - Civil Engineering Technician | 20.81 |
| 30061 - Drafter/CAD Operator I | 14.73 |
| 30062 - Drafter/CAD Operator II | 16.47 |
| 30063 - Drafter/CAD Operator III | 18.37 |
| 30064 - Drafter/CAD Operator IV | 21.94 |
| 30081 - Engineering Technician I | 11.83 |
| 30082 - Engineering Technician II | 14.62 |
| 30083 - Engineering Technician III | 16.36 |
| 30084 - Engineering Technician IV | 20.24 |
| 30085 - Engineering Technician V | 24.76 |
| 30086 - Engineering Technician VI | 29.95 |
| 30090 - Environmental Technician | 20.10 |
| 30210 - Laboratory Technician | 19.70 |
| 30240 - Mathematical Technician | 20.10 |
| 30361 - Paralegal/Legal Assistant I | 16.39 |
| 30362 - Paralegal/Legal Assistant II | 20.32 |
| 30363 - Paralegal/Legal Assistant III | 24.86 |
| 30364 - Paralegal/Legal Assistant IV | 30.07 |
| 30390 - Photo-Optics Technician | 20.10 |

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|---|---------------|
| 30461 - Technical Writer I | 18.77 |
| 30462 - Technical Writer II | 22.95 |
| 30463 - Technical Writer III | 27.76 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 17.81 |
| 30621 - Weather Observer, Senior | (see 2) 19.90 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.10 |
| 31030 - Bus Driver | 14.54 |
| 31043 - Driver Courier | 13.75 |
| 31260 - Parking and Lot Attendant | 10.22 |
| 31290 - Shuttle Bus Driver | 13.89 |
| 31310 - Taxi Driver | 12.66 |
| 31361 - Truckdriver, Light | 13.89 |
| 31362 - Truckdriver, Medium | 14.94 |
| 31363 - Truckdriver, Heavy | 16.01 |
| 31364 - Truckdriver, Tractor-Trailer | 16.01 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.49 |
| 99050 - Desk Clerk | 10.20 |
| 99095 - Embalmer | 23.64 |
| 99251 - Laboratory Animal Caretaker I | 14.39 |
| 99252 - Laboratory Animal Caretaker II | 15.11 |
| 99310 - Mortician | 23.64 |
| 99410 - Pest Controller | 17.00 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 12.21 |
| 99711 - Recycling Specialist | 14.58 |
| 99730 - Refuse Collector | 11.08 |
| 99810 - Sales Clerk | 11.58 |
| 99820 - School Crossing Guard | 11.72 |
| 99830 - Survey Party Chief | 15.86 |
| 99831 - Surveying Aide | 12.05 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 14.58 |
| 99841 - Vending Machine Repairer | 18.22 |
| 99842 - Vending Machine Repairer Helper | 14.58 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or
Page 627

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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2084
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Colorado

Area: Colorado Counties of Alamosa, Archuleta, Baca, Bent, Chaffee, Conejos, Costilla, Crowley, Custer, Delta, Dolores, Eagle, Fremont, Garfield, Gunnison, Hinsdale, Huerfano, Kiowa, La Plata, Lake, Las Animas, Mesa, Mineral, Moffat, Montezuma, Montrose, Otero, Ouray, Pitkin, Prowers, Pueblo, Rio Blanco, Rio Grande, Routt, Saguache, San Juan, San Miguel

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.52 |
| 01012 - Accounting Clerk II | | 12.81 |
| 01013 - Accounting Clerk III | | 14.04 |
| 01020 - Administrative Assistant | | 18.72 |
| 01040 - Court Reporter | | 14.92 |
| 01051 - Data Entry Operator I | | 11.03 |
| 01052 - Data Entry Operator II | | 12.32 |
| 01060 - Dispatcher, Motor Vehicle | | 18.65 |
| 01070 - Document Preparation Clerk | | 12.91 |
| 01090 - Duplicating Machine Operator | | 12.91 |
| 01111 - General Clerk I | | 10.64 |
| 01112 - General Clerk II | | 11.61 |
| 01113 - General Clerk III | | 13.03 |
| 01120 - Housing Referral Assistant | | 15.89 |
| 01141 - Messenger Courier | | 11.40 |
| 01191 - Order Clerk I | | 11.32 |
| 01192 - Order Clerk II | | 12.35 |
| 01261 - Personnel Assistant (Employment) I | | 13.80 |
| 01262 - Personnel Assistant (Employment) II | | 15.44 |
| 01263 - Personnel Assistant (Employment) III | | 17.22 |
| 01270 - Production Control Clerk | | 19.53 |
| 01280 - Receptionist | | 11.54 |
| 01290 - Rental Clerk | | 12.33 |
| 01300 - Scheduler, Maintenance | | 12.74 |
| 01311 - Secretary I | | 12.74 |
| 01312 - Secretary II | | 14.92 |
| 01313 - Secretary III | | 15.89 |
| 01320 - Service Order Dispatcher | | 17.03 |
| 01410 - Supply Technician | | 18.72 |
| 01420 - Survey Worker | | 12.94 |
| 01531 - Travel Clerk I | | 11.73 |
| 01532 - Travel Clerk II | | 12.56 |
| 01533 - Travel Clerk III | | 13.26 |
| 01611 - Word Processor I | | 12.15 |
| 01612 - Word Processor II | | 13.64 |
| 01613 - Word Processor III | | 15.26 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.17 |
| 05010 - Automotive Electrician | | 20.69 |
| 05040 - Automotive Glass Installer | | 18.99 |
| 05070 - Automotive Worker | | 18.99 |
| 05110 - Mobile Equipment Servicer | | 15.65 |
| 05130 - Motor Equipment Metal Mechanic | | 20.69 |
| 05160 - Motor Equipment Metal Worker | | 18.99 |
| 05190 - Motor Vehicle Mechanic | | 18.88 |
| 05220 - Motor Vehicle Mechanic Helper | | 14.74 |
| 05250 - Motor Vehicle Upholstery Worker | | 18.68 |

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|--|-------|
| 05280 - Motor Vehicle wrecker | 18.99 |
| 05310 - Painter, Automotive | 20.09 |
| 05340 - Radiator Repair Specialist | 18.99 |
| 05370 - Tire Repairer | 11.61 |
| 05400 - Transmission Repair Specialist | 18.81 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.56 |
| 07041 - Cook I | 11.26 |
| 07042 - Cook II | 12.87 |
| 07070 - Dishwasher | 8.60 |
| 07130 - Food Service Worker | 9.39 |
| 07210 - Meat Cutter | 14.92 |
| 07260 - Waiter/Waitress | 10.13 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.17 |
| 09040 - Furniture Handler | 11.69 |
| 09080 - Furniture Refinisher | 18.57 |
| 09090 - Furniture Refinisher Helper | 13.96 |
| 09110 - Furniture Repairer, Minor | 16.20 |
| 09130 - Upholsterer | 17.22 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.24 |
| 11060 - Elevator Operator | 11.20 |
| 11090 - Gardener | 16.10 |
| 11122 - Housekeeping Aide | 10.13 |
| 11150 - Janitor | 11.20 |
| 11210 - Laborer, Grounds Maintenance | 12.66 |
| 11240 - Maid or Houseman | 8.63 |
| 11260 - Pruner | 11.48 |
| 11270 - Tractor Operator | 15.21 |
| 11330 - Trail Maintenance Worker | 12.66 |
| 11360 - Window Cleaner | 12.34 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.99 |
| 12011 - Breath Alcohol Technician | 17.53 |
| 12012 - Certified Occupational Therapist Assistant | 22.82 |
| 12015 - Certified Physical Therapist Assistant | 19.49 |
| 12020 - Dental Assistant | 14.83 |
| 12025 - Dental Hygienist | 32.70 |
| 12030 - EKG Technician | 26.91 |
| 12035 - Electroneurodiagnostic Technologist | 26.91 |
| 12040 - Emergency Medical Technician | 17.99 |
| 12071 - Licensed Practical Nurse I | 15.87 |
| 12072 - Licensed Practical Nurse II | 17.75 |
| 12073 - Licensed Practical Nurse III | 19.79 |
| 12100 - Medical Assistant | 13.58 |
| 12130 - Medical Laboratory Technician | 15.87 |
| 12160 - Medical Record Clerk | 14.08 |
| 12190 - Medical Record Technician | 16.04 |
| 12195 - Medical Transcriptionist | 15.37 |
| 12210 - Nuclear Medicine Technologist | 39.01 |
| 12221 - Nursing Assistant I | 9.13 |
| 12222 - Nursing Assistant II | 10.26 |
| 12223 - Nursing Assistant III | 11.20 |
| 12224 - Nursing Assistant IV | 12.57 |
| 12235 - Optical Dispenser | 13.97 |
| 12236 - Optical Technician | 15.87 |
| 12250 - Pharmacy Technician | 13.47 |
| 12280 - Phlebotomist | 12.57 |
| 12305 - Radiologic Technologist | 25.98 |
| 12311 - Registered Nurse I | 23.56 |
| 12312 - Registered Nurse II | 28.83 |
| 12313 - Registered Nurse II, Specialist | 28.83 |

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|---|---------|
| 12314 - Registered Nurse III | 34.88 |
| 12315 - Registered Nurse III, Anesthetist | 34.88 |
| 12316 - Registered Nurse IV | 41.79 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.72 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.28 |
| 13012 - Exhibits Specialist II | 21.40 |
| 13013 - Exhibits Specialist III | 26.18 |
| 13041 - Illustrator I | 17.28 |
| 13042 - Illustrator II | 21.40 |
| 13043 - Illustrator III | 26.18 |
| 13047 - Librarian | 23.71 |
| 13050 - Library Aide/Clerk | 13.76 |
| 13054 - Library Information Technology Systems Administrator | 21.40 |
| 13058 - Library Technician | 16.30 |
| 13061 - Media Specialist I | 13.61 |
| 13062 - Media Specialist II | 16.31 |
| 13063 - Media Specialist III | 18.18 |
| 13071 - Photographer I | 13.93 |
| 13072 - Photographer II | 15.58 |
| 13073 - Photographer III | 19.30 |
| 13074 - Photographer IV | 23.61 |
| 13075 - Photographer V | 29.12 |
| 13110 - Video Teleconference Technician | 15.45 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.86 |
| 14042 - Computer Operator II | 15.50 |
| 14043 - Computer Operator III | 17.92 |
| 14044 - Computer Operator IV | 19.93 |
| 14045 - Computer Operator V | 22.07 |
| 14071 - Computer Programmer I | 16.10 |
| 14072 - Computer Programmer II | 19.95 |
| 14073 - Computer Programmer III | 24.40 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 26.06 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.68 |
| 14160 - Personal Computer Support Technician | 19.93 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.06 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.53 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.45 |
| 15050 - Computer Based Training Specialist / Instructor | 26.06 |
| 15060 - Educational Technologist | 23.25 |
| 15070 - Flight Instructor (Pilot) | 37.45 |
| 15080 - Graphic Artist | 20.15 |
| 15090 - Technical Instructor | 16.56 |
| 15095 - Technical Instructor/Course Developer | 20.26 |
| 15110 - Test Proctor | 14.59 |
| 15120 - Tutor | 14.59 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.81 |
| 16030 - Counter Attendant | 8.81 |
| 16040 - Dry Cleaner | 10.69 |
| 16070 - Finisher, Flatwork, Machine | 8.81 |
| 16090 - Presser, Hand | 8.81 |
| 16110 - Presser, Machine, Drycleaning | 8.81 |
| 16130 - Presser, Machine, Shirts | 8.81 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.81 |
| 16190 - Sewing Machine Operator | 11.22 |
| 16220 - Tailor | 11.84 |

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| 16250 - Washer, Machine | 9.53 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.89 |
| 19040 - Tool And Die Maker | 23.09 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.20 |
| 21030 - Material Coordinator | 19.53 |
| 21040 - Material Expediter | 19.53 |
| 21050 - Material Handling Laborer | 13.18 |
| 21071 - Order Filler | 12.21 |
| 21080 - Production Line Worker (Food Processing) | 13.20 |
| 21110 - Shipping Packer | 13.03 |
| 21130 - Shipping/Receiving Clerk | 13.03 |
| 21140 - Store Worker I | 9.95 |
| 21150 - Stock Clerk | 13.41 |
| 21210 - Tools And Parts Attendant | 13.20 |
| 21410 - Warehouse Specialist | 13.20 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.81 |
| 23021 - Aircraft Mechanic I | 19.70 |
| 23022 - Aircraft Mechanic II | 20.81 |
| 23023 - Aircraft Mechanic III | 21.93 |
| 23040 - Aircraft Mechanic Helper | 15.18 |
| 23050 - Aircraft, Painter | 19.60 |
| 23060 - Aircraft Servicer | 16.96 |
| 23080 - Aircraft Worker | 17.78 |
| 23110 - Appliance Mechanic | 18.57 |
| 23120 - Bicycle Repairer | 10.55 |
| 23125 - Cable Splicer | 24.89 |
| 23130 - Carpenter, Maintenance | 19.30 |
| 23140 - Carpet Layer | 17.45 |
| 23160 - Electrician, Maintenance | 22.61 |
| 23181 - Electronics Technician Maintenance I | 17.36 |
| 23182 - Electronics Technician Maintenance II | 19.18 |
| 23183 - Electronics Technician Maintenance III | 20.35 |
| 23260 - Fabric Worker | 16.28 |
| 23290 - Fire Alarm System Mechanic | 19.70 |
| 23310 - Fire Extinguisher Repairer | 15.11 |
| 23311 - Fuel Distribution System Mechanic | 19.70 |
| 23312 - Fuel Distribution System Operator | 15.11 |
| 23370 - General Maintenance Worker | 15.41 |
| 23380 - Ground Support Equipment Mechanic | 19.70 |
| 23381 - Ground Support Equipment Servicer | 16.96 |
| 23382 - Ground Support Equipment Worker | 17.78 |
| 23391 - Gunsmith I | 15.11 |
| 23392 - Gunsmith II | 17.45 |
| 23393 - Gunsmith III | 19.70 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.21 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.29 |
| 23430 - Heavy Equipment Mechanic | 21.15 |
| 23440 - Heavy Equipment Operator | 19.00 |
| 23460 - Instrument Mechanic | 19.70 |
| 23465 - Laboratory/Shelter Mechanic | 18.57 |
| 23470 - Laborer | 13.18 |
| 23510 - Locksmith | 18.57 |
| 23530 - Machinery Maintenance Mechanic | 23.84 |
| 23550 - Machinist, Maintenance | 17.33 |
| 23580 - Maintenance Trades Helper | 13.70 |
| 23591 - Metrology Technician I | 19.70 |
| 23592 - Metrology Technician II | 20.81 |
| 23593 - Metrology Technician III | 21.93 |

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| 23640 - Millwright | 20.86 |
| 23710 - Office Appliance Repairer | 18.57 |
| 23760 - Painter, Maintenance | 16.91 |
| 23790 - Pipefitter, Maintenance | 21.35 |
| 23810 - Plumber, Maintenance | 18.96 |
| 23820 - Pneudraulic Systems Mechanic | 19.70 |
| 23850 - Rigger | 19.70 |
| 23870 - Scale Mechanic | 17.45 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.71 |
| 23910 - Small Engine Mechanic | 17.45 |
| 23931 - Telecommunications Mechanic I | 24.80 |
| 23932 - Telecommunications Mechanic II | 25.11 |
| 23950 - Telephone Lineman | 19.70 |
| 23960 - Welder, Combination, Maintenance | 15.85 |
| 23965 - Well Driller | 19.70 |
| 23970 - Woodcraft Worker | 19.70 |
| 23980 - Woodworker | 15.11 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.22 |
| 24580 - Child Care Center Clerk | 14.28 |
| 24610 - Chore Aide | 9.09 |
| 24620 - Family Readiness And Support Services Coordinator | 13.54 |
| 24630 - Homemaker | 15.53 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.31 |
| 25040 - Sewage Plant Operator | 20.00 |
| 25070 - Stationary Engineer | 26.31 |
| 25190 - Ventilation Equipment Tender | 18.65 |
| 25210 - Water Treatment Plant Operator | 19.64 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.13 |
| 27007 - Baggage Inspector | 13.69 |
| 27008 - Corrections Officer | 20.87 |
| 27010 - Court Security Officer | 20.47 |
| 27030 - Detection Dog Handler | 15.31 |
| 27040 - Detention Officer | 20.87 |
| 27070 - Firefighter | 19.16 |
| 27101 - Guard I | 13.69 |
| 27102 - Guard II | 15.31 |
| 27131 - Police Officer I | 22.09 |
| 27132 - Police Officer II | 24.56 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.62 |
| 28042 - Carnival Equipment Repairer | 13.42 |
| 28043 - Carnival Equipment Worker | 9.68 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.39 |
| 28515 - Recreation Specialist | 17.64 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 15.16 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.93 |
| 29020 - Hatch Tender | 17.93 |
| 29030 - Line Handler | 17.93 |
| 29041 - Stevedore I | 16.28 |
| 29042 - Stevedore II | 19.07 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |

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|---|---------------|
| 30021 - Archeological Technician I | 14.61 |
| 30022 - Archeological Technician II | 16.37 |
| 30023 - Archeological Technician III | 20.26 |
| 30030 - Cartographic Technician | 20.10 |
| 30040 - Civil Engineering Technician | 20.81 |
| 30061 - Drafter/CAD Operator I | 14.73 |
| 30062 - Drafter/CAD Operator II | 16.47 |
| 30063 - Drafter/CAD Operator III | 18.37 |
| 30064 - Drafter/CAD Operator IV | 21.94 |
| 30081 - Engineering Technician I | 11.83 |
| 30082 - Engineering Technician II | 14.62 |
| 30083 - Engineering Technician III | 16.36 |
| 30084 - Engineering Technician IV | 20.24 |
| 30085 - Engineering Technician V | 24.76 |
| 30086 - Engineering Technician VI | 29.95 |
| 30090 - Environmental Technician | 20.10 |
| 30210 - Laboratory Technician | 19.70 |
| 30240 - Mathematical Technician | 20.10 |
| 30361 - Paralegal/Legal Assistant I | 16.39 |
| 30362 - Paralegal/Legal Assistant II | 20.32 |
| 30363 - Paralegal/Legal Assistant III | 24.86 |
| 30364 - Paralegal/Legal Assistant IV | 30.07 |
| 30390 - Photo-Optics Technician | 20.10 |
| 30461 - Technical Writer I | 18.77 |
| 30462 - Technical Writer II | 22.95 |
| 30463 - Technical Writer III | 27.76 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 17.81 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 19.90 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.10 |
| 31030 - Bus Driver | 14.54 |
| 31043 - Driver Courier | 13.75 |
| 31260 - Parking and Lot Attendant | 10.22 |
| 31290 - Shuttle Bus Driver | 13.89 |
| 31310 - Taxi Driver | 12.66 |
| 31361 - Truckdriver, Light | 13.89 |
| 31362 - Truckdriver, Medium | 14.94 |
| 31363 - Truckdriver, Heavy | 16.01 |
| 31364 - Truckdriver, Tractor-Trailer | 16.01 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.49 |
| 99050 - Desk Clerk | 10.20 |
| 99095 - Embalmer | 23.64 |
| 99251 - Laboratory Animal Caretaker I | 14.39 |
| 99252 - Laboratory Animal Caretaker II | 15.11 |
| 99310 - Mortician | 23.64 |
| 99410 - Pest Controller | 17.00 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 12.21 |
| 99711 - Recycling Specialist | 14.58 |
| 99730 - Refuse Collector | 11.08 |
| 99810 - Sales Clerk | 11.58 |
| 99820 - School Crossing Guard | 11.72 |
| 99830 - Survey Party Chief | 15.86 |
| 99831 - Surveying Aide | 12.05 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 14.58 |

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| 99841 - Vending Machine Repairer | 18.22 |
| 99842 - Vending Machine Repairer Helper | 14.58 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials

which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2087
Revision No.: 17
Date Of Last Revision: 07/25/2014

Applicable for HARTFORD STANDARD METROPOLITAN STATISTICAL AREA ONLY in the state of Connecticut as follows:

HARTFORD COUNTY - Avon Town, Bloomfield Town, Canton Town, East Granby Town, East Hartford Town, East Windsor Town, Enfield Town, Farmington Town, Glastonbury Town, Granby Town, Hartford City, Manchester Town, Marlborough Town, Newington Town, Rocky Hill Town, Simsbury Town, South Windsor Town, Suffield Town, West Hartford Town, Wethersfield Town, Windsor Town, Windsor Locks Town

LITCHFIELD COUNTY - New Hartford Town

MIDDLESEX COUNTY - Cromwell Town, East Hampton Town, Portland Town

NEW LONDON COUNTY - Colchester Town

TOLLAND COUNTY - Andover City, Bolton Coty, Columbia Town, Coventry City, Ellington City, Hebron Town, Stafford Town, Tolland Town, Vernon City, Willington Town

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 16.48 |

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| 01012 - Accounting Clerk II | 18.48 |
| 01013 - Accounting Clerk III | 20.70 |
| 01020 - Administrative Assistant | 29.92 |
| 01040 - Court Reporter | 18.41 |
| 01051 - Data Entry Operator I | 15.62 |
| 01052 - Data Entry Operator II | 17.16 |
| 01060 - Dispatcher, Motor Vehicle | 18.33 |
| 01070 - Document Preparation Clerk | 14.41 |
| 01090 - Duplicating Machine Operator | 14.41 |
| 01111 - General Clerk I | 16.86 |
| 01112 - General Clerk II | 18.39 |
| 01113 - General Clerk III | 20.64 |
| 01120 - Housing Referral Assistant | 24.22 |
| 01141 - Messenger Courier | 15.37 |
| 01191 - Order Clerk I | 15.42 |
| 01192 - Order Clerk II | 16.83 |
| 01261 - Personnel Assistant (Employment) I | 17.77 |
| 01262 - Personnel Assistant (Employment) II | 19.88 |
| 01263 - Personnel Assistant (Employment) III | 24.37 |
| 01270 - Production Control Clerk | 24.62 |
| 01280 - Receptionist | 14.28 |
| 01290 - Rental Clerk | 16.43 |
| 01300 - Scheduler, Maintenance | 19.41 |
| 01311 - Secretary I | 19.42 |
| 01312 - Secretary II | 21.73 |
| 01313 - Secretary III | 24.22 |
| 01320 - Service Order Dispatcher | 19.42 |
| 01410 - Supply Technician | 29.92 |
| 01420 - Survey Worker | 18.76 |
| 01531 - Travel Clerk I | 13.52 |
| 01532 - Travel Clerk II | 14.74 |
| 01533 - Travel Clerk III | 16.03 |
| 01611 - Word Processor I | 15.62 |
| 01612 - Word Processor II | 17.53 |
| 01613 - Word Processor III | 19.62 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.40 |
| 05010 - Automotive Electrician | 21.13 |
| 05040 - Automotive Glass Installer | 20.86 |
| 05070 - Automotive Worker | 20.21 |
| 05110 - Mobile Equipment Servicer | 18.56 |
| 05130 - Motor Equipment Metal Mechanic | 21.40 |
| 05160 - Motor Equipment Metal Worker | 20.21 |
| 05190 - Motor Vehicle Mechanic | 21.40 |
| 05220 - Motor Vehicle Mechanic Helper | 17.69 |
| 05250 - Motor Vehicle Upholstery Worker | 19.40 |
| 05280 - Motor Vehicle Wrecker | 20.21 |
| 05310 - Painter, Automotive | 21.15 |
| 05340 - Radiator Repair Specialist | 20.21 |
| 05370 - Tire Repairer | 15.68 |
| 05400 - Transmission Repair Specialist | 21.40 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.94 |
| 07041 - Cook I | 14.28 |
| 07042 - Cook II | 15.54 |
| 07070 - Dishwasher | 11.11 |
| 07130 - Food Service Worker | 11.14 |
| 07210 - Meat Cutter | 19.53 |
| 07260 - Waiter/Waitress | 11.54 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.43 |
| 09040 - Furniture Handler | 13.89 |
| 09080 - Furniture Refinisher | 18.43 |

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| 09090 - Furniture Refinisher Helper | 15.47 |
| 09110 - Furniture Repairer, Minor | 16.97 |
| 09130 - Upholsterer | 19.11 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.34 |
| 11060 - Elevator Operator | 12.12 |
| 11090 - Gardener | 17.12 |
| 11122 - Housekeeping Aide | 13.33 |
| 11150 - Janitor | 14.48 |
| 11210 - Laborer, Grounds Maintenance | 14.43 |
| 11240 - Maid or Houseman | 12.28 |
| 11260 - Pruner | 12.98 |
| 11270 - Tractor Operator | 16.33 |
| 11330 - Trail Maintenance Worker | 14.43 |
| 11360 - Window Cleaner | 14.62 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 19.33 |
| 12011 - Breath Alcohol Technician | 21.91 |
| 12012 - Certified Occupational Therapist Assistant | 23.63 |
| 12015 - Certified Physical Therapist Assistant | 25.26 |
| 12020 - Dental Assistant | 18.78 |
| 12025 - Dental Hygienist | 33.86 |
| 12030 - EKG Technician | 22.98 |
| 12035 - Electroneurodiagnostic Technologist | 22.98 |
| 12040 - Emergency Medical Technician | 19.33 |
| 12071 - Licensed Practical Nurse I | 20.30 |
| 12072 - Licensed Practical Nurse II | 22.71 |
| 12073 - Licensed Practical Nurse III | 25.31 |
| 12100 - Medical Assistant | 16.12 |
| 12130 - Medical Laboratory Technician | 20.59 |
| 12160 - Medical Record Clerk | 17.44 |
| 12190 - Medical Record Technician | 19.49 |
| 12195 - Medical Transcriptionist | 16.91 |
| 12210 - Nuclear Medicine Technologist | 34.94 |
| 12221 - Nursing Assistant I | 12.00 |
| 12222 - Nursing Assistant II | 13.50 |
| 12223 - Nursing Assistant III | 14.73 |
| 12224 - Nursing Assistant IV | 16.53 |
| 12235 - Optical Dispenser | 23.64 |
| 12236 - Optical Technician | 17.82 |
| 12250 - Pharmacy Technician | 15.93 |
| 12280 - Phlebotomist | 16.53 |
| 12305 - Radiologic Technologist | 29.22 |
| 12311 - Registered Nurse I | 27.82 |
| 12312 - Registered Nurse II | 34.04 |
| 12313 - Registered Nurse II, Specialist | 34.04 |
| 12314 - Registered Nurse III | 41.18 |
| 12315 - Registered Nurse III, Anesthetist | 41.18 |
| 12316 - Registered Nurse IV | 49.36 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.15 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.58 |
| 13012 - Exhibits Specialist II | 25.48 |
| 13013 - Exhibits Specialist III | 31.18 |
| 13041 - Illustrator I | 22.34 |
| 13042 - Illustrator II | 27.66 |
| 13043 - Illustrator III | 33.85 |
| 13047 - Librarian | 28.78 |
| 13050 - Library Aide/Clerk | 12.85 |
| 13054 - Library Information Technology Systems Administrator | 25.98 |
| 13058 - Library Technician | 17.48 |
| 13061 - Media Specialist I | 18.75 |

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| 13062 - Media Specialist II | 20.98 |
| 13063 - Media Specialist III | 23.38 |
| 13071 - Photographer I | 19.17 |
| 13072 - Photographer II | 22.01 |
| 13073 - Photographer III | 26.63 |
| 13074 - Photographer IV | 32.48 |
| 13075 - Photographer V | 39.41 |
| 13110 - Video Teleconference Technician | 18.75 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.10 |
| 14042 - Computer Operator II | 20.44 |
| 14043 - Computer Operator III | 23.13 |
| 14044 - Computer Operator IV | 25.31 |
| 14045 - Computer Operator V | 28.04 |
| 14071 - Computer Programmer I | (see 1) 23.65 |
| 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 | 18.10 |
| 14160 - Personal Computer Support Technician | 25.31 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.19 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 40.16 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 48.13 |
| 15050 - Computer Based Training Specialist / Instructor | 30.22 |
| 15060 - Educational Technologist | 32.49 |
| 15070 - Flight Instructor (Pilot) | 48.13 |
| 15080 - Graphic Artist | 23.64 |
| 15090 - Technical Instructor | 23.23 |
| 15095 - Technical Instructor/Course Developer | 28.43 |
| 15110 - Test Proctor | 19.69 |
| 15120 - Tutor | 19.69 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.30 |
| 16030 - Counter Attendant | 10.30 |
| 16040 - Dry Cleaner | 13.14 |
| 16070 - Finisher, Flatwork, Machine | 10.30 |
| 16090 - Presser, Hand | 10.30 |
| 16110 - Presser, Machine, Drycleaning | 10.30 |
| 16130 - Presser, Machine, Shirts | 10.30 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.30 |
| 16190 - Sewing Machine Operator | 14.34 |
| 16220 - Tailor | 15.48 |
| 16250 - Washer, Machine | 11.21 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.78 |
| 19040 - Tool And Die Maker | 25.34 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.36 |
| 21030 - Material Coordinator | 22.51 |
| 21040 - Material Expediter | 22.51 |
| 21050 - Material Handling Laborer | 13.94 |
| 21071 - Order Filler | 14.22 |
| 21080 - Production Line Worker (Food Processing) | 16.36 |
| 21110 - Shipping Packer | 15.87 |
| 21130 - Shipping/Receiving Clerk | 15.87 |
| 21140 - Store Worker I | 13.41 |
| 21150 - Stock Clerk | 17.93 |
| 21210 - Tools And Parts Attendant | 16.36 |
| 21410 - Warehouse Specialist | 16.36 |

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| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.85 |
| 23021 - Aircraft Mechanic I | 23.69 |
| 23022 - Aircraft Mechanic II | 24.85 |
| 23023 - Aircraft Mechanic III | 26.09 |
| 23040 - Aircraft Mechanic Helper | 19.11 |
| 23050 - Aircraft, Painter | 23.09 |
| 23060 - Aircraft Servicer | 20.95 |
| 23080 - Aircraft Worker | 21.83 |
| 23110 - Appliance Mechanic | 22.98 |
| 23120 - Bicycle Repairer | 15.68 |
| 23125 - Cable Splicer | 30.83 |
| 23130 - Carpenter, Maintenance | 23.44 |
| 23140 - Carpet Layer | 22.02 |
| 23160 - Electrician, Maintenance | 26.01 |
| 23181 - Electronics Technician Maintenance I | 23.88 |
| 23182 - Electronics Technician Maintenance II | 24.92 |
| 23183 - Electronics Technician Maintenance III | 25.95 |
| 23260 - Fabric Worker | 21.16 |
| 23290 - Fire Alarm System Mechanic | 22.93 |
| 23310 - Fire Extinguisher Repairer | 20.24 |
| 23311 - Fuel Distribution System Mechanic | 28.46 |
| 23312 - Fuel Distribution System Operator | 24.06 |
| 23370 - General Maintenance Worker | 19.82 |
| 23380 - Ground Support Equipment Mechanic | 23.69 |
| 23381 - Ground Support Equipment Servicer | 20.95 |
| 23382 - Ground Support Equipment Worker | 21.83 |
| 23391 - Gunsmith I | 20.24 |
| 23392 - Gunsmith II | 22.02 |
| 23393 - Gunsmith III | 23.93 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.58 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.42 |
| 23430 - Heavy Equipment Mechanic | 23.04 |
| 23440 - Heavy Equipment Operator | 25.19 |
| 23460 - Instrument Mechanic | 23.22 |
| 23465 - Laboratory/Shelter Mechanic | 22.98 |
| 23470 - Laborer | 13.56 |
| 23510 - Locksmith | 23.17 |
| 23530 - Machinery Maintenance Mechanic | 22.27 |
| 23550 - Machinist, Maintenance | 21.11 |
| 23580 - Maintenance Trades Helper | 18.72 |
| 23591 - Metrology Technician I | 23.22 |
| 23592 - Metrology Technician II | 24.05 |
| 23593 - Metrology Technician III | 25.02 |
| 23640 - Millwright | 22.49 |
| 23710 - Office Appliance Repairer | 24.11 |
| 23760 - Painter, Maintenance | 22.30 |
| 23790 - Pipefitter, Maintenance | 28.15 |
| 23810 - Plumber, Maintenance | 26.57 |
| 23820 - Pneudraulic Systems Mechanic | 23.93 |
| 23850 - Rigger | 23.93 |
| 23870 - Scale Mechanic | 22.02 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.58 |
| 23910 - Small Engine Mechanic | 19.45 |
| 23931 - Telecommunications Mechanic I | 25.66 |
| 23932 - Telecommunications Mechanic II | 26.57 |
| 23950 - Telephone Lineman | 24.24 |
| 23960 - Welder, Combination, Maintenance | 21.54 |
| 23965 - well Driller | 23.22 |
| 23970 - Woodcraft Worker | 23.93 |
| 23980 - Woodworker | 18.67 |

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| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 14.25 |
| 24580 - Child Care Center Clerk | 19.47 |
| 24610 - Chore Aide | 10.73 |
| 24620 - Family Readiness And Support Services Coordinator | 20.65 |
| 24630 - Homemaker | 23.11 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.09 |
| 25040 - Sewage Plant Operator | 24.49 |
| 25070 - Stationary Engineer | 27.09 |
| 25190 - Ventilation Equipment Tender | 21.78 |
| 25210 - Water Treatment Plant Operator | 24.49 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.90 |
| 27007 - Baggage Inspector | 13.99 |
| 27008 - Corrections Officer | 27.33 |
| 27010 - Court Security Officer | 27.33 |
| 27030 - Detection Dog Handler | 19.25 |
| 27040 - Detention Officer | 27.33 |
| 27070 - Firefighter | 27.14 |
| 27101 - Guard I | 13.99 |
| 27102 - Guard II | 19.25 |
| 27131 - Police Officer I | 27.52 |
| 27132 - Police Officer II | 30.58 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.10 |
| 28042 - Carnival Equipment Repairer | 13.74 |
| 28043 - Carnival Equipment Worker | 11.09 |
| 28210 - Gate Attendant/Gate Tender | 16.95 |
| 28310 - Lifeguard | 15.10 |
| 28350 - Park Attendant (Aide) | 18.97 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.84 |
| 28515 - Recreation Specialist | 20.49 |
| 28630 - Sports Official | 15.10 |
| 28690 - Swimming Pool Operator | 17.45 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 31.15 |
| 29020 - Hatch Tender | 31.15 |
| 29030 - Line Handler | 31.15 |
| 29041 - Stevedore I | 29.93 |
| 29042 - Stevedore II | 32.49 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.43 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.18 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.94 |
| 30021 - Archeological Technician I | 18.32 |
| 30022 - Archeological Technician II | 20.49 |
| 30023 - Archeological Technician III | 25.41 |
| 30030 - Cartographic Technician | 25.37 |
| 30040 - Civil Engineering Technician | 31.76 |
| 30061 - Drafter/CAD Operator I | 18.32 |
| 30062 - Drafter/CAD Operator II | 20.49 |
| 30063 - Drafter/CAD Operator III | 22.83 |
| 30064 - Drafter/CAD Operator IV | 28.11 |
| 30081 - Engineering Technician I | 16.21 |
| 30082 - Engineering Technician II | 18.50 |
| 30083 - Engineering Technician III | 20.82 |
| 30084 - Engineering Technician IV | 25.79 |
| 30085 - Engineering Technician V | 33.14 |
| 30086 - Engineering Technician VI | 38.16 |
| 30090 - Environmental Technician | 21.21 |
| 30210 - Laboratory Technician | 20.03 |

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| 30240 - Mathematical Technician | 25.37 |
| 30361 - Paralegal/Legal Assistant I | 20.67 |
| 30362 - Paralegal/Legal Assistant II | 25.60 |
| 30363 - Paralegal/Legal Assistant III | 31.32 |
| 30364 - Paralegal/Legal Assistant IV | 37.90 |
| 30390 - Photo-Optics Technician | 25.37 |
| 30461 - Technical Writer I | 22.64 |
| 30462 - Technical Writer II | 27.70 |
| 30463 - Technical Writer III | 33.51 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.06 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.32 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.34 |
| 30494 - Unexploded (UXO) Safety Escort | 25.06 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.06 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 22.83 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 25.37 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.63 |
| 31030 - Bus Driver | 16.97 |
| 31043 - Driver Courier | 15.70 |
| 31260 - Parking and Lot Attendant | 10.64 |
| 31290 - Shuttle Bus Driver | 16.47 |
| 31310 - Taxi Driver | 15.47 |
| 31361 - Truckdriver, Light | 16.47 |
| 31362 - Truckdriver, Medium | 20.26 |
| 31363 - Truckdriver, Heavy | 22.21 |
| 31364 - Truckdriver, Tractor-Trailer | 22.21 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.14 |
| 99050 - Desk Clerk | 11.13 |
| 99095 - Embalmer | 27.92 |
| 99251 - Laboratory Animal Caretaker I | 11.25 |
| 99252 - Laboratory Animal Caretaker II | 11.83 |
| 99310 - Mortician | 37.63 |
| 99410 - Pest Controller | 15.45 |
| 99510 - Photofinishing Worker | 13.73 |
| 99710 - Recycling Laborer | 17.51 |
| 99711 - Recycling Specialist | 19.23 |
| 99730 - Refuse Collector | 15.76 |
| 99810 - Sales Clerk | 16.37 |
| 99820 - School Crossing Guard | 13.95 |
| 99830 - Survey Party Chief | 22.39 |
| 99831 - Surveying Aide | 12.35 |
| 99832 - Surveying Technician | 20.35 |
| 99840 - Vending Machine Attendant | 14.42 |
| 99841 - Vending Machine Repairer | 16.49 |
| 99842 - Vending Machine Repairer Helper | 14.42 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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| By direction of the Secretary of Labor | | WDS_Revision_Received_10.9.2014 WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 |
| Diane C. Koplewski Director | Division of Wage Determinations | Wage Determination No.: 2005-2088 Revision No.: 18 Date Of Last Revision: 07/25/2014 |

Applicable for HARTFORD STANDARD METROPOLITAN STATISTICAL AREA ONLY in the state of Connecticut as follows:

HARTFORD COUNTY - Avon Town, Bloomfield Town, Canton Town, East Granby Town, East Hartford Town, East Windsor Town, Enfield Town, Farmington Town, Glastonbury Town, Granby Town, Hartford City, Manchester Town, Marlborough Town, Newington Town, Rocky Hill Town, Simsbury Town, South Windsor Town, Suffield Town, West Hartford Town, Wethersfield Town, Windsor Town, Windsor Locks Town

LITCHFIELD COUNTY - New Hartford Town

MIDDLESEX COUNTY - Cromwell Town, East Hampton Town, Portland Town

NEW LONDON COUNTY - Colchester Town

TOLLAND COUNTY - Andover City, Bolton Coty, Columbia Town, Coventry City, Ellington City, Hebron Town, Stafford Town, Tolland Town, Vernon City, Willington Town

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 16.48 |
| 01012 - Accounting Clerk II | | 18.48 |
| 01013 - Accounting Clerk III | | 20.70 |
| 01020 - Administrative Assistant | | 29.92 |
| 01040 - Court Reporter | | 18.41 |
| 01051 - Data Entry Operator I | | 15.62 |
| 01052 - Data Entry Operator II | | 17.16 |
| 01060 - Dispatcher, Motor Vehicle | | 18.33 |
| 01070 - Document Preparation Clerk | | 14.41 |
| 01090 - Duplicating Machine Operator | | 14.41 |
| 01111 - General Clerk I | | 16.86 |
| 01112 - General Clerk II | | 18.39 |
| 01113 - General Clerk III | | 20.64 |
| 01120 - Housing Referral Assistant | | 24.22 |
| 01141 - Messenger Courier | | 15.37 |
| 01191 - Order Clerk I | | 15.42 |
| 01192 - Order Clerk II | | 16.83 |
| 01261 - Personnel Assistant (Employment) I | | 17.77 |

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| 01262 - Personnel Assistant (Employment) II | 19.88 |
| 01263 - Personnel Assistant (Employment) III | 24.37 |
| 01270 - Production Control Clerk | 24.62 |
| 01280 - Receptionist | 14.28 |
| 01290 - Rental Clerk | 16.43 |
| 01300 - Scheduler, Maintenance | 19.41 |
| 01311 - Secretary I | 19.42 |
| 01312 - Secretary II | 21.73 |
| 01313 - Secretary III | 24.22 |
| 01320 - Service Order Dispatcher | 19.42 |
| 01410 - Supply Technician | 29.92 |
| 01420 - Survey Worker | 18.76 |
| 01531 - Travel Clerk I | 13.52 |
| 01532 - Travel Clerk II | 14.74 |
| 01533 - Travel Clerk III | 16.03 |
| 01611 - Word Processor I | 15.62 |
| 01612 - Word Processor II | 17.53 |
| 01613 - Word Processor III | 19.62 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.40 |
| 05010 - Automotive Electrician | 21.13 |
| 05040 - Automotive Glass Installer | 20.86 |
| 05070 - Automotive Worker | 20.21 |
| 05110 - Mobile Equipment Servicer | 18.56 |
| 05130 - Motor Equipment Metal Mechanic | 21.40 |
| 05160 - Motor Equipment Metal Worker | 20.21 |
| 05190 - Motor Vehicle Mechanic | 21.40 |
| 05220 - Motor Vehicle Mechanic Helper | 17.69 |
| 05250 - Motor Vehicle Upholstery Worker | 19.40 |
| 05280 - Motor Vehicle Wrecker | 20.21 |
| 05310 - Painter, Automotive | 21.15 |
| 05340 - Radiator Repair Specialist | 20.21 |
| 05370 - Tire Repairer | 15.68 |
| 05400 - Transmission Repair Specialist | 21.40 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.94 |
| 07041 - Cook I | 14.28 |
| 07042 - Cook II | 15.54 |
| 07070 - Dishwasher | 11.11 |
| 07130 - Food Service Worker | 11.14 |
| 07210 - Meat Cutter | 19.53 |
| 07260 - Waiter/Waitress | 11.54 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.43 |
| 09040 - Furniture Handler | 13.89 |
| 09080 - Furniture Refinisher | 18.43 |
| 09090 - Furniture Refinisher Helper | 15.47 |
| 09110 - Furniture Repairer, Minor | 16.97 |
| 09130 - Upholsterer | 19.11 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.34 |
| 11060 - Elevator Operator | 12.12 |
| 11090 - Gardener | 17.12 |
| 11122 - Housekeeping Aide | 13.33 |
| 11150 - Janitor | 14.48 |
| 11210 - Laborer, Grounds Maintenance | 14.43 |
| 11240 - Maid or Houseman | 12.28 |
| 11260 - Pruner | 12.98 |
| 11270 - Tractor Operator | 16.33 |
| 11330 - Trail Maintenance Worker | 14.43 |
| 11360 - Window Cleaner | 14.62 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 19.33 |

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| 12011 - Breath Alcohol Technician | 21.91 |
| 12012 - Certified Occupational Therapist Assistant | 23.63 |
| 12015 - Certified Physical Therapist Assistant | 25.26 |
| 12020 - Dental Assistant | 18.78 |
| 12025 - Dental Hygienist | 33.86 |
| 12030 - EKG Technician | 22.98 |
| 12035 - Electroneurodiagnostic Technologist | 22.98 |
| 12040 - Emergency Medical Technician | 19.33 |
| 12071 - Licensed Practical Nurse I | 20.30 |
| 12072 - Licensed Practical Nurse II | 22.71 |
| 12073 - Licensed Practical Nurse III | 25.31 |
| 12100 - Medical Assistant | 16.12 |
| 12130 - Medical Laboratory Technician | 20.59 |
| 12160 - Medical Record Clerk | 17.44 |
| 12190 - Medical Record Technician | 19.49 |
| 12195 - Medical Transcriptionist | 16.91 |
| 12210 - Nuclear Medicine Technologist | 34.94 |
| 12221 - Nursing Assistant I | 12.00 |
| 12222 - Nursing Assistant II | 13.50 |
| 12223 - Nursing Assistant III | 14.73 |
| 12224 - Nursing Assistant IV | 16.53 |
| 12235 - Optical Dispenser | 23.64 |
| 12236 - Optical Technician | 17.82 |
| 12250 - Pharmacy Technician | 15.93 |
| 12280 - Phlebotomist | 16.53 |
| 12305 - Radiologic Technologist | 29.22 |
| 12311 - Registered Nurse I | 27.82 |
| 12312 - Registered Nurse II | 34.04 |
| 12313 - Registered Nurse II, Specialist | 34.04 |
| 12314 - Registered Nurse III | 41.18 |
| 12315 - Registered Nurse III, Anesthetist | 41.18 |
| 12316 - Registered Nurse IV | 49.36 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.15 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.58 |
| 13012 - Exhibits Specialist II | 25.48 |
| 13013 - Exhibits Specialist III | 31.18 |
| 13041 - Illustrator I | 22.34 |
| 13042 - Illustrator II | 27.66 |
| 13043 - Illustrator III | 33.85 |
| 13047 - Librarian | 28.78 |
| 13050 - Library Aide/Clerk | 12.85 |
| 13054 - Library Information Technology Systems Administrator | 25.98 |
| 13058 - Library Technician | 17.48 |
| 13061 - Media Specialist I | 18.75 |
| 13062 - Media Specialist II | 20.98 |
| 13063 - Media Specialist III | 23.38 |
| 13071 - Photographer I | 19.17 |
| 13072 - Photographer II | 22.01 |
| 13073 - Photographer III | 26.63 |
| 13074 - Photographer IV | 32.48 |
| 13075 - Photographer V | 39.41 |
| 13110 - Video Teleconference Technician | 18.75 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.10 |
| 14042 - Computer Operator II | 20.44 |
| 14043 - Computer Operator III | 23.13 |
| 14044 - Computer Operator IV | 25.31 |
| 14045 - Computer Operator V | 28.04 |
| 14071 - Computer Programmer I | (see 1) |
| 14072 - Computer Programmer II | (see 1) |
| 14073 - Computer Programmer III | (see 1) |

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| 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 | | 18.10 |
| 14160 - Personal Computer Support Technician | | 25.31 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 33.19 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 40.16 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 48.13 |
| 15050 - Computer Based Training Specialist / Instructor | | 30.22 |
| 15060 - Educational Technologist | | 32.49 |
| 15070 - Flight Instructor (Pilot) | | 48.13 |
| 15080 - Graphic Artist | | 23.64 |
| 15090 - Technical Instructor | | 23.23 |
| 15095 - Technical Instructor/Course Developer | | 28.43 |
| 15110 - Test Proctor | | 19.69 |
| 15120 - Tutor | | 19.69 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.30 |
| 16030 - Counter Attendant | | 10.30 |
| 16040 - Dry Cleaner | | 13.14 |
| 16070 - Finisher, Flatwork, Machine | | 10.30 |
| 16090 - Presser, Hand | | 10.30 |
| 16110 - Presser, Machine, Drycleaning | | 10.30 |
| 16130 - Presser, Machine, Shirts | | 10.30 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 10.30 |
| 16190 - Sewing Machine Operator | | 14.34 |
| 16220 - Tailor | | 15.48 |
| 16250 - Washer, Machine | | 11.21 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 21.78 |
| 19040 - Tool And Die Maker | | 25.34 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 16.36 |
| 21030 - Material Coordinator | | 22.51 |
| 21040 - Material Expediter | | 22.51 |
| 21050 - Material Handling Laborer | | 13.94 |
| 21071 - Order Filler | | 14.22 |
| 21080 - Production Line Worker (Food Processing) | | 16.36 |
| 21110 - Shipping Packer | | 15.87 |
| 21130 - Shipping/Receiving Clerk | | 15.87 |
| 21140 - Store Worker I | | 13.41 |
| 21150 - Stock Clerk | | 17.93 |
| 21210 - Tools And Parts Attendant | | 16.36 |
| 21410 - Warehouse Specialist | | 16.36 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 24.85 |
| 23021 - Aircraft Mechanic I | | 23.69 |
| 23022 - Aircraft Mechanic II | | 24.85 |
| 23023 - Aircraft Mechanic III | | 26.09 |
| 23040 - Aircraft Mechanic Helper | | 19.11 |
| 23050 - Aircraft, Painter | | 23.09 |
| 23060 - Aircraft Servicer | | 20.95 |
| 23080 - Aircraft Worker | | 21.83 |
| 23110 - Appliance Mechanic | | 22.98 |
| 23120 - Bicycle Repairer | | 15.68 |
| 23125 - Cable Splicer | | 30.83 |
| 23130 - Carpenter, Maintenance | | 23.44 |
| 23140 - Carpet Layer | | 22.02 |
| 23160 - Electrician, Maintenance | | 26.01 |
| 23181 - Electronics Technician Maintenance I | | 23.88 |
| 23182 - Electronics Technician Maintenance II | | 24.92 |

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| 23183 - Electronics Technician Maintenance III | 25.95 |
| 23260 - Fabric Worker | 21.16 |
| 23290 - Fire Alarm System Mechanic | 22.93 |
| 23310 - Fire Extinguisher Repairer | 20.24 |
| 23311 - Fuel Distribution System Mechanic | 28.46 |
| 23312 - Fuel Distribution System Operator | 24.06 |
| 23370 - General Maintenance Worker | 19.82 |
| 23380 - Ground Support Equipment Mechanic | 23.69 |
| 23381 - Ground Support Equipment Servicer | 20.95 |
| 23382 - Ground Support Equipment Worker | 21.83 |
| 23391 - Gunsmith I | 20.24 |
| 23392 - Gunsmith II | 22.02 |
| 23393 - Gunsmith III | 23.93 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.58 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.42 |
| 23430 - Heavy Equipment Mechanic | 23.04 |
| 23440 - Heavy Equipment Operator | 25.19 |
| 23460 - Instrument Mechanic | 23.22 |
| 23465 - Laboratory/Shelter Mechanic | 22.98 |
| 23470 - Laborer | 13.56 |
| 23510 - Locksmith | 23.17 |
| 23530 - Machinery Maintenance Mechanic | 22.27 |
| 23550 - Machinist, Maintenance | 21.11 |
| 23580 - Maintenance Trades Helper | 18.72 |
| 23591 - Metrology Technician I | 23.22 |
| 23592 - Metrology Technician II | 24.05 |
| 23593 - Metrology Technician III | 25.02 |
| 23640 - Millwright | 22.49 |
| 23710 - Office Appliance Repairer | 24.11 |
| 23760 - Painter, Maintenance | 22.30 |
| 23790 - Pipefitter, Maintenance | 28.15 |
| 23810 - Plumber, Maintenance | 26.57 |
| 23820 - Pneudraulic Systems Mechanic | 23.93 |
| 23850 - Rigger | 23.93 |
| 23870 - Scale Mechanic | 22.02 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.58 |
| 23910 - Small Engine Mechanic | 19.45 |
| 23931 - Telecommunications Mechanic I | 25.66 |
| 23932 - Telecommunications Mechanic II | 26.57 |
| 23950 - Telephone Lineman | 24.24 |
| 23960 - Welder, Combination, Maintenance | 21.54 |
| 23965 - Well Driller | 23.22 |
| 23970 - Woodcraft Worker | 23.93 |
| 23980 - Woodworker | 18.67 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 14.25 |
| 24580 - Child Care Center Clerk | 19.47 |
| 24610 - Chore Aide | 10.73 |
| 24620 - Family Readiness And Support Services Coordinator | 20.65 |
| 24630 - Homemaker | 23.11 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.09 |
| 25040 - Sewage Plant Operator | 24.49 |
| 25070 - Stationary Engineer | 27.09 |
| 25190 - Ventilation Equipment Tender | 21.78 |
| 25210 - Water Treatment Plant Operator | 24.49 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.90 |
| 27007 - Baggage Inspector | 13.99 |
| 27008 - Corrections Officer | 27.33 |

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| 27010 - Court Security Officer | 27.33 |
| 27030 - Detection Dog Handler | 19.25 |
| 27040 - Detention Officer | 27.33 |
| 27070 - Firefighter | 27.14 |
| 27101 - Guard I | 13.99 |
| 27102 - Guard II | 19.25 |
| 27131 - Police Officer I | 27.52 |
| 27132 - Police Officer II | 30.58 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.10 |
| 28042 - Carnival Equipment Repairer | 13.74 |
| 28043 - Carnival Equipment Worker | 11.09 |
| 28210 - Gate Attendant/Gate Tender | 16.95 |
| 28310 - Lifeguard | 15.10 |
| 28350 - Park Attendant (Aide) | 18.97 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.84 |
| 28515 - Recreation Specialist | 20.49 |
| 28630 - Sports Official | 15.10 |
| 28690 - Swimming Pool Operator | 17.45 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 31.15 |
| 29020 - Hatch Tender | 31.15 |
| 29030 - Line Handler | 31.15 |
| 29041 - Stevedore I | 29.93 |
| 29042 - Stevedore II | 32.49 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.43 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.18 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.94 |
| 30021 - Archeological Technician I | 18.32 |
| 30022 - Archeological Technician II | 20.49 |
| 30023 - Archeological Technician III | 25.41 |
| 30030 - Cartographic Technician | 25.37 |
| 30040 - Civil Engineering Technician | 31.76 |
| 30061 - Drafter/CAD Operator I | 18.32 |
| 30062 - Drafter/CAD Operator II | 20.49 |
| 30063 - Drafter/CAD Operator III | 22.83 |
| 30064 - Drafter/CAD Operator IV | 28.11 |
| 30081 - Engineering Technician I | 16.21 |
| 30082 - Engineering Technician II | 18.50 |
| 30083 - Engineering Technician III | 20.82 |
| 30084 - Engineering Technician IV | 25.79 |
| 30085 - Engineering Technician V | 33.14 |
| 30086 - Engineering Technician VI | 38.16 |
| 30090 - Environmental Technician | 21.21 |
| 30210 - Laboratory Technician | 20.03 |
| 30240 - Mathematical Technician | 25.37 |
| 30361 - Paralegal/Legal Assistant I | 20.67 |
| 30362 - Paralegal/Legal Assistant II | 25.60 |
| 30363 - Paralegal/Legal Assistant III | 31.32 |
| 30364 - Paralegal/Legal Assistant IV | 37.90 |
| 30390 - Photo-Optics Technician | 25.37 |
| 30461 - Technical Writer I | 22.64 |
| 30462 - Technical Writer II | 27.70 |
| 30463 - Technical Writer III | 33.51 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.06 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.32 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.34 |
| 30494 - Unexploded (UXO) Safety Escort | 25.06 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.06 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 22.83 |
| 30621 - Weather Observer, Senior (see 2) | 25.37 |

| | |
|---|---------------|
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | (see 2) 11.63 |
| 31030 - Bus Driver | 16.97 |
| 31043 - Driver Courier | 15.70 |
| 31260 - Parking and Lot Attendant | 10.64 |
| 31290 - Shuttle Bus Driver | 16.47 |
| 31310 - Taxi Driver | 15.47 |
| 31361 - Truckdriver, Light | 16.47 |
| 31362 - Truckdriver, Medium | 20.26 |
| 31363 - Truckdriver, Heavy | 22.21 |
| 31364 - Truckdriver, Tractor-Trailer | 22.21 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.14 |
| 99050 - Desk Clerk | 11.13 |
| 99095 - Embalmer | 27.92 |
| 99251 - Laboratory Animal Caretaker I | 11.25 |
| 99252 - Laboratory Animal Caretaker II | 11.83 |
| 99310 - Mortician | 37.63 |
| 99410 - Pest Controller | 15.45 |
| 99510 - Photofinishing Worker | 13.73 |
| 99710 - Recycling Laborer | 17.51 |
| 99711 - Recycling Specialist | 19.23 |
| 99730 - Refuse Collector | 15.76 |
| 99810 - Sales Clerk | 16.37 |
| 99820 - School Crossing Guard | 13.95 |
| 99830 - Survey Party Chief | 22.39 |
| 99831 - Surveying Aide | 12.35 |
| 99832 - Surveying Technician | 20.35 |
| 99840 - Vending Machine Attendant | 14.42 |
| 99841 - Vending Machine Repairer | 16.49 |
| 99842 - Vending Machine Repairer Helper | 14.42 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2089
Revision No.: 20
Date of Last Revision: 07/25/2014

Applicable statewide in Connecticut, EXCLUDING:

Fairfield County and New Haven is listed on WD 2005-3027
Page 663

New London County, Colchester Town ONLY is covered on 2005-2087, the rest of New London County - see WD 2005-3023

Hartford Metropolitan Statistical Area is listed on WD 200-2087

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 16.79 |
| 01012 - Accounting Clerk II | | 18.80 |
| 01013 - Accounting Clerk III | | 21.03 |
| 01020 - Administrative Assistant | | 24.37 |
| 01040 - Court Reporter | | 19.67 |
| 01051 - Data Entry Operator I | | 13.79 |
| 01052 - Data Entry Operator II | | 15.05 |
| 01060 - Dispatcher, Motor Vehicle | | 19.65 |
| 01070 - Document Preparation Clerk | | 14.16 |
| 01090 - Duplicating Machine Operator | | 14.16 |
| 01111 - General Clerk I | | 13.69 |
| 01112 - General Clerk II | | 14.90 |
| 01113 - General Clerk III | | 17.00 |
| 01120 - Housing Referral Assistant | | 22.34 |
| 01141 - Messenger Courier | | 14.44 |
| 01191 - Order Clerk I | | 15.25 |
| 01192 - Order Clerk II | | 18.40 |
| 01261 - Personnel Assistant (Employment) I | | 18.32 |
| 01262 - Personnel Assistant (Employment) II | | 20.49 |
| 01263 - Personnel Assistant (Employment) III | | 22.85 |
| 01270 - Production Control Clerk | | 22.72 |
| 01280 - Receptionist | | 14.59 |
| 01290 - Rental Clerk | | 15.52 |
| 01300 - Scheduler, Maintenance | | 17.58 |
| 01311 - Secretary I | | 17.58 |
| 01312 - Secretary II | | 19.67 |
| 01313 - Secretary III | | 22.21 |
| 01320 - Service Order Dispatcher | | 19.27 |
| 01410 - Supply Technician | | 24.37 |
| 01420 - Survey Worker | | 16.83 |
| 01531 - Travel Clerk I | | 13.24 |
| 01532 - Travel Clerk II | | 14.43 |
| 01533 - Travel Clerk III | | 15.70 |
| 01611 - Word Processor I | | 15.17 |
| 01612 - Word Processor II | | 17.03 |
| 01613 - Word Processor III | | 19.05 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 21.50 |
| 05010 - Automotive Electrician | | 22.65 |
| 05040 - Automotive Glass Installer | | 21.90 |
| 05070 - Automotive Worker | | 21.90 |
| 05110 - Mobile Equipment Servicer | | 20.56 |
| 05130 - Motor Equipment Metal Mechanic | | 23.27 |
| 05160 - Motor Equipment Metal Worker | | 21.90 |
| 05190 - Motor Vehicle Mechanic | | 21.30 |
| 05220 - Motor Vehicle Mechanic Helper | | 19.81 |
| 05250 - Motor Vehicle Upholstery Worker | | 21.27 |

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|--|-------|
| 05280 - Motor Vehicle wrecker | 21.90 |
| 05310 - Painter, Automotive | 20.38 |
| 05340 - Radiator Repair Specialist | 19.72 |
| 05370 - Tire Repairer | 15.94 |
| 05400 - Transmission Repair Specialist | 21.30 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.46 |
| 07041 - Cook I | 14.87 |
| 07042 - Cook II | 16.18 |
| 07070 - Dishwasher | 11.24 |
| 07130 - Food Service Worker | 11.08 |
| 07210 - Meat Cutter | 20.41 |
| 07260 - Waiter/Waitress | 11.15 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 22.22 |
| 09040 - Furniture Handler | 18.11 |
| 09080 - Furniture Refinisher | 23.86 |
| 09090 - Furniture Refinisher Helper | 19.99 |
| 09110 - Furniture Repairer, Minor | 21.98 |
| 09130 - Upholsterer | 22.22 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.58 |
| 11060 - Elevator Operator | 12.48 |
| 11090 - Gardener | 16.24 |
| 11122 - Housekeeping Aide | 13.48 |
| 11150 - Janitor | 13.48 |
| 11210 - Laborer, Grounds Maintenance | 14.36 |
| 11240 - Maid or Houseman | 11.27 |
| 11260 - Pruner | 13.81 |
| 11270 - Tractor Operator | 15.96 |
| 11330 - Trail Maintenance Worker | 14.36 |
| 11360 - Window Cleaner | 14.98 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.06 |
| 12011 - Breath Alcohol Technician | 19.92 |
| 12012 - Certified Occupational Therapist Assistant | 26.56 |
| 12015 - Certified Physical Therapist Assistant | 26.08 |
| 12020 - Dental Assistant | 19.37 |
| 12025 - Dental Hygienist | 36.73 |
| 12030 - EKG Technician | 28.97 |
| 12035 - Electroneurodiagnostic Technologist | 28.97 |
| 12040 - Emergency Medical Technician | 18.06 |
| 12071 - Licensed Practical Nurse I | 20.31 |
| 12072 - Licensed Practical Nurse II | 22.72 |
| 12073 - Licensed Practical Nurse III | 25.34 |
| 12100 - Medical Assistant | 16.19 |
| 12130 - Medical Laboratory Technician | 20.68 |
| 12160 - Medical Record Clerk | 15.58 |
| 12190 - Medical Record Technician | 17.43 |
| 12195 - Medical Transcriptionist | 18.03 |
| 12210 - Nuclear Medicine Technologist | 36.94 |
| 12221 - Nursing Assistant I | 12.30 |
| 12222 - Nursing Assistant II | 14.36 |
| 12223 - Nursing Assistant III | 15.67 |
| 12224 - Nursing Assistant IV | 16.78 |
| 12235 - Optical Dispenser | 24.10 |
| 12236 - Optical Technician | 18.90 |
| 12250 - Pharmacy Technician | 15.11 |
| 12280 - Phlebotomist | 16.78 |
| 12305 - Radiologic Technologist | 28.97 |
| 12311 - Registered Nurse I | 27.91 |
| 12312 - Registered Nurse II | 34.14 |
| 12313 - Registered Nurse II, Specialist | 34.14 |

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|---|---------|
| 12314 - Registered Nurse III | 41.30 |
| 12315 - Registered Nurse III, Anesthetist | 41.30 |
| 12316 - Registered Nurse IV | 49.50 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.40 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.71 |
| 13012 - Exhibits Specialist II | 28.13 |
| 13013 - Exhibits Specialist III | 34.42 |
| 13041 - Illustrator I | 23.40 |
| 13042 - Illustrator II | 29.00 |
| 13043 - Illustrator III | 35.47 |
| 13047 - Librarian | 30.08 |
| 13050 - Library Aide/Clerk | 12.46 |
| 13054 - Library Information Technology Systems Administrator | 27.17 |
| 13058 - Library Technician | 16.83 |
| 13061 - Media Specialist I | 19.60 |
| 13062 - Media Specialist II | 21.93 |
| 13063 - Media Specialist III | 24.46 |
| 13071 - Photographer I | 18.79 |
| 13072 - Photographer II | 21.93 |
| 13073 - Photographer III | 27.17 |
| 13074 - Photographer IV | 33.24 |
| 13075 - Photographer V | 40.21 |
| 13110 - Video Teleconference Technician | 17.78 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.71 |
| 14042 - Computer Operator II | 18.69 |
| 14043 - Computer Operator III | 20.85 |
| 14044 - Computer Operator IV | 24.21 |
| 14045 - Computer Operator V | 26.82 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 16.71 |
| 14160 - Personal Computer Support Technician | 26.63 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.29 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.29 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.01 |
| 15050 - Computer Based Training Specialist / Instructor | 28.35 |
| 15060 - Educational Technologist | 36.20 |
| 15070 - Flight Instructor (Pilot) | 41.01 |
| 15080 - Graphic Artist | 25.72 |
| 15090 - Technical Instructor | 24.06 |
| 15095 - Technical Instructor/Course Developer | 29.43 |
| 15110 - Test Proctor | 19.42 |
| 15120 - Tutor | 19.42 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.08 |
| 16030 - Counter Attendant | 10.08 |
| 16040 - Dry Cleaner | 12.86 |
| 16070 - Finisher, Flatwork, Machine | 10.08 |
| 16090 - Presser, Hand | 10.08 |
| 16110 - Presser, Machine, Drycleaning | 10.08 |
| 16130 - Presser, Machine, Shirts | 10.08 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.08 |
| 16190 - Sewing Machine Operator | 14.04 |
| 16220 - Tailor | 15.16 |

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|---|-------|
| 16250 - Washer, Machine | 10.97 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 25.52 |
| 19040 - Tool And Die Maker | 27.47 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.46 |
| 21030 - Material Coordinator | 22.72 |
| 21040 - Material Expediter | 22.72 |
| 21050 - Material Handling Laborer | 15.84 |
| 21071 - Order Filler | 14.33 |
| 21080 - Production Line Worker (Food Processing) | 18.46 |
| 21110 - Shipping Packer | 14.91 |
| 21130 - Shipping/Receiving Clerk | 14.88 |
| 21140 - Store Worker I | 13.41 |
| 21150 - Stock Clerk | 17.93 |
| 21210 - Tools And Parts Attendant | 18.46 |
| 21410 - Warehouse Specialist | 18.46 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 28.72 |
| 23021 - Aircraft Mechanic I | 27.73 |
| 23022 - Aircraft Mechanic II | 28.72 |
| 23023 - Aircraft Mechanic III | 29.88 |
| 23040 - Aircraft Mechanic Helper | 22.29 |
| 23050 - Aircraft, Painter | 26.63 |
| 23060 - Aircraft Servicer | 24.52 |
| 23080 - Aircraft Worker | 25.42 |
| 23110 - Appliance Mechanic | 22.77 |
| 23120 - Bicycle Repairer | 17.72 |
| 23125 - Cable Splicer | 33.67 |
| 23130 - Carpenter, Maintenance | 23.91 |
| 23140 - Carpet Layer | 22.30 |
| 23160 - Electrician, Maintenance | 25.70 |
| 23181 - Electronics Technician Maintenance I | 24.69 |
| 23182 - Electronics Technician Maintenance II | 25.76 |
| 23183 - Electronics Technician Maintenance III | 26.83 |
| 23260 - Fabric Worker | 21.97 |
| 23290 - Fire Alarm System Mechanic | 23.54 |
| 23310 - Fire Extinguisher Repairer | 21.02 |
| 23311 - Fuel Distribution System Mechanic | 28.54 |
| 23312 - Fuel Distribution System Operator | 25.43 |
| 23370 - General Maintenance Worker | 20.46 |
| 23380 - Ground Support Equipment Mechanic | 27.73 |
| 23381 - Ground Support Equipment Servicer | 24.52 |
| 23382 - Ground Support Equipment Worker | 25.42 |
| 23391 - Gunsmith I | 21.02 |
| 23392 - Gunsmith II | 22.87 |
| 23393 - Gunsmith III | 24.85 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.87 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.79 |
| 23430 - Heavy Equipment Mechanic | 24.80 |
| 23440 - Heavy Equipment Operator | 26.55 |
| 23460 - Instrument Mechanic | 24.85 |
| 23465 - Laboratory/Shelter Mechanic | 23.86 |
| 23470 - Laborer | 13.39 |
| 23510 - Locksmith | 24.62 |
| 23530 - Machinery Maintenance Mechanic | 23.34 |
| 23550 - Machinist, Maintenance | 22.84 |
| 23580 - Maintenance Trades Helper | 19.38 |
| 23591 - Metrology Technician I | 24.85 |
| 23592 - Metrology Technician II | 25.73 |
| 23593 - Metrology Technician III | 26.78 |

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| 23640 - Millwright | 24.78 |
| 23710 - Office Appliance Repairer | 22.93 |
| 23760 - Painter, Maintenance | 21.76 |
| 23790 - Pipefitter, Maintenance | 27.74 |
| 23810 - Plumber, Maintenance | 26.32 |
| 23820 - Pneudraulic Systems Mechanic | 24.85 |
| 23850 - Rigger | 22.10 |
| 23870 - Scale Mechanic | 22.87 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.72 |
| 23910 - Small Engine Mechanic | 21.49 |
| 23931 - Telecommunications Mechanic I | 24.64 |
| 23932 - Telecommunications Mechanic II | 25.52 |
| 23950 - Telephone Lineman | 23.04 |
| 23960 - Welder, Combination, Maintenance | 22.84 |
| 23965 - Well Driller | 23.52 |
| 23970 - Woodcraft Worker | 24.85 |
| 23980 - Woodworker | 18.45 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.75 |
| 24580 - Child Care Center Clerk | 17.44 |
| 24610 - Chore Aide | 10.35 |
| 24620 - Family Readiness And Support Services Coordinator | 19.38 |
| 24630 - Homemaker | 22.09 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.96 |
| 25040 - Sewage Plant Operator | 23.91 |
| 25070 - Stationary Engineer | 25.96 |
| 25190 - Ventilation Equipment Tender | 20.87 |
| 25210 - Water Treatment Plant Operator | 23.91 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.66 |
| 27007 - Baggage Inspector | 13.83 |
| 27008 - Corrections Officer | 27.19 |
| 27010 - Court Security Officer | 27.19 |
| 27030 - Detection Dog Handler | 19.88 |
| 27040 - Detention Officer | 27.19 |
| 27070 - Firefighter | 27.05 |
| 27101 - Guard I | 13.83 |
| 27102 - Guard II | 19.88 |
| 27131 - Police Officer I | 29.08 |
| 27132 - Police Officer II | 32.31 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.15 |
| 28042 - Carnival Equipment Repairer | 11.76 |
| 28043 - Carnival Equipment Worker | 10.96 |
| 28210 - Gate Attendant/Gate Tender | 15.00 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 16.78 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.25 |
| 28515 - Recreation Specialist | 20.80 |
| 28630 - Sports Official | 13.37 |
| 28690 - Swimming Pool Operator | 17.71 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 26.35 |
| 29020 - Hatch Tender | 26.35 |
| 29030 - Line Handler | 26.35 |
| 29041 - Stevedore I | 25.32 |
| 29042 - Stevedore II | 28.29 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |

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|---|---------------|
| 30021 - Archeological Technician I | 18.49 |
| 30022 - Archeological Technician II | 21.33 |
| 30023 - Archeological Technician III | 26.41 |
| 30030 - Cartographic Technician | 26.66 |
| 30040 - Civil Engineering Technician | 27.35 |
| 30061 - Drafter/CAD Operator I | 18.49 |
| 30062 - Drafter/CAD Operator II | 21.95 |
| 30063 - Drafter/CAD Operator III | 23.43 |
| 30064 - Drafter/CAD Operator IV | 28.84 |
| 30081 - Engineering Technician I | 16.86 |
| 30082 - Engineering Technician II | 18.91 |
| 30083 - Engineering Technician III | 21.96 |
| 30084 - Engineering Technician IV | 25.74 |
| 30085 - Engineering Technician V | 30.54 |
| 30086 - Engineering Technician VI | 36.92 |
| 30090 - Environmental Technician | 24.81 |
| 30210 - Laboratory Technician | 21.41 |
| 30240 - Mathematical Technician | 26.66 |
| 30361 - Paralegal/Legal Assistant I | 19.36 |
| 30362 - Paralegal/Legal Assistant II | 23.99 |
| 30363 - Paralegal/Legal Assistant III | 29.35 |
| 30364 - Paralegal/Legal Assistant IV | 35.50 |
| 30390 - Photo-Optics Technician | 26.66 |
| 30461 - Technical Writer I | 22.99 |
| 30462 - Technical Writer II | 28.13 |
| 30463 - Technical Writer III | 34.04 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 23.43 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 25.62 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.39 |
| 31030 - Bus Driver | 17.95 |
| 31043 - Driver Courier | 14.89 |
| 31260 - Parking and Lot Attendant | 10.36 |
| 31290 - Shuttle Bus Driver | 15.66 |
| 31310 - Taxi Driver | 14.53 |
| 31361 - Truckdriver, Light | 15.66 |
| 31362 - Truckdriver, Medium | 19.84 |
| 31363 - Truckdriver, Heavy | 21.05 |
| 31364 - Truckdriver, Tractor-Trailer | 21.05 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.95 |
| 99050 - Desk Clerk | 13.41 |
| 99095 - Embalmer | 26.70 |
| 99251 - Laboratory Animal Caretaker I | 13.19 |
| 99252 - Laboratory Animal Caretaker II | 13.87 |
| 99310 - Mortician | 32.85 |
| 99410 - Pest Controller | 16.40 |
| 99510 - Photofinishing Worker | 13.24 |
| 99710 - Recycling Laborer | 17.60 |
| 99711 - Recycling Specialist | 19.37 |
| 99730 - Refuse Collector | 16.41 |
| 99810 - Sales Clerk | 13.39 |
| 99820 - School Crossing Guard | 13.24 |
| 99830 - Survey Party Chief | 26.30 |
| 99831 - Surveying Aide | 16.46 |
| 99832 - Surveying Technician | 19.91 |
| 99840 - Vending Machine Attendant | 14.74 |

99841 - Vending Machine Repairer
 99842 - Vending Machine Repairer Helper

16.80
 14.74

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials

which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2090
Revision No.: 19
Date Of Last Revision: 07/25/2014

Applicable statewide in Connecticut, EXCLUDING:

Fairfield County and New Haven County is listed on WD 2005-3028

New London County , Colchester Town ONLY is covered on WD 2005-2088. The rest of New London County - see WD 2005-3024

Hartford Metropolitan Statistical Area is listed on WD 2005-2088

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 16.79 |
| 01012 - Accounting Clerk II | | 18.80 |
| 01013 - Accounting Clerk III | | 21.03 |
| 01020 - Administrative Assistant | | 24.37 |
| 01040 - Court Reporter | | 19.67 |
| 01051 - Data Entry Operator I | | 13.79 |
| 01052 - Data Entry Operator II | | 15.05 |
| 01060 - Dispatcher, Motor Vehicle | | 19.65 |
| 01070 - Document Preparation Clerk | | 14.16 |
| 01090 - Duplicating Machine Operator | | 14.16 |
| 01111 - General Clerk I | | 13.69 |
| 01112 - General Clerk II | | 14.90 |
| 01113 - General Clerk III | | 17.00 |
| 01120 - Housing Referral Assistant | | 22.34 |
| 01141 - Messenger Courier | | 14.44 |
| 01191 - Order Clerk I | | 15.25 |

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| 01192 - Order Clerk II | 18.40 |
| 01261 - Personnel Assistant (Employment) I | 18.32 |
| 01262 - Personnel Assistant (Employment) II | 20.49 |
| 01263 - Personnel Assistant (Employment) III | 22.85 |
| 01270 - Production Control Clerk | 22.72 |
| 01280 - Receptionist | 14.59 |
| 01290 - Rental Clerk | 15.52 |
| 01300 - Scheduler, Maintenance | 17.58 |
| 01311 - Secretary I | 17.58 |
| 01312 - Secretary II | 19.67 |
| 01313 - Secretary III | 22.21 |
| 01320 - Service Order Dispatcher | 19.27 |
| 01410 - Supply Technician | 24.37 |
| 01420 - Survey Worker | 16.83 |
| 01531 - Travel Clerk I | 13.24 |
| 01532 - Travel Clerk II | 14.43 |
| 01533 - Travel Clerk III | 15.70 |
| 01611 - Word Processor I | 15.17 |
| 01612 - Word Processor II | 17.03 |
| 01613 - Word Processor III | 19.05 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.50 |
| 05010 - Automotive Electrician | 22.65 |
| 05040 - Automotive Glass Installer | 21.90 |
| 05070 - Automotive Worker | 21.90 |
| 05110 - Mobile Equipment Servicer | 20.56 |
| 05130 - Motor Equipment Metal Mechanic | 23.27 |
| 05160 - Motor Equipment Metal Worker | 21.90 |
| 05190 - Motor Vehicle Mechanic | 21.30 |
| 05220 - Motor Vehicle Mechanic Helper | 19.81 |
| 05250 - Motor Vehicle Upholstery Worker | 21.27 |
| 05280 - Motor Vehicle Wrecker | 21.90 |
| 05310 - Painter, Automotive | 20.38 |
| 05340 - Radiator Repair Specialist | 19.72 |
| 05370 - Tire Repairer | 15.94 |
| 05400 - Transmission Repair Specialist | 21.30 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.46 |
| 07041 - Cook I | 14.87 |
| 07042 - Cook II | 16.18 |
| 07070 - Dishwasher | 11.24 |
| 07130 - Food Service Worker | 11.08 |
| 07210 - Meat Cutter | 20.41 |
| 07260 - Waiter/Waitress | 11.15 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 22.22 |
| 09040 - Furniture Handler | 18.11 |
| 09080 - Furniture Refinisher | 23.86 |
| 09090 - Furniture Refinisher Helper | 19.99 |
| 09110 - Furniture Repairer, Minor | 21.98 |
| 09130 - Upholsterer | 22.22 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.58 |
| 11060 - Elevator Operator | 12.48 |
| 11090 - Gardener | 16.24 |
| 11122 - Housekeeping Aide | 13.48 |
| 11150 - Janitor | 13.48 |
| 11210 - Laborer, Grounds Maintenance | 14.36 |
| 11240 - Maid or Houseman | 11.27 |
| 11260 - Pruner | 13.81 |
| 11270 - Tractor Operator | 15.96 |
| 11330 - Trail Maintenance Worker | 14.36 |
| 11360 - Window Cleaner | 14.98 |

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| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.06 |
| 12011 - Breath Alcohol Technician | 19.92 |
| 12012 - Certified Occupational Therapist Assistant | 26.56 |
| 12015 - Certified Physical Therapist Assistant | 26.08 |
| 12020 - Dental Assistant | 19.37 |
| 12025 - Dental Hygienist | 36.73 |
| 12030 - EKG Technician | 28.97 |
| 12035 - Electroneurodiagnostic Technologist | 28.97 |
| 12040 - Emergency Medical Technician | 18.06 |
| 12071 - Licensed Practical Nurse I | 20.31 |
| 12072 - Licensed Practical Nurse II | 22.72 |
| 12073 - Licensed Practical Nurse III | 25.34 |
| 12100 - Medical Assistant | 16.19 |
| 12130 - Medical Laboratory Technician | 20.68 |
| 12160 - Medical Record Clerk | 15.58 |
| 12190 - Medical Record Technician | 17.43 |
| 12195 - Medical Transcriptionist | 18.03 |
| 12210 - Nuclear Medicine Technologist | 36.94 |
| 12221 - Nursing Assistant I | 12.30 |
| 12222 - Nursing Assistant II | 14.36 |
| 12223 - Nursing Assistant III | 15.67 |
| 12224 - Nursing Assistant IV | 16.78 |
| 12235 - Optical Dispenser | 24.10 |
| 12236 - Optical Technician | 18.90 |
| 12250 - Pharmacy Technician | 15.11 |
| 12280 - Phlebotomist | 16.78 |
| 12305 - Radiologic Technologist | 28.97 |
| 12311 - Registered Nurse I | 27.91 |
| 12312 - Registered Nurse II | 34.14 |
| 12313 - Registered Nurse II, Specialist | 34.14 |
| 12314 - Registered Nurse III | 41.30 |
| 12315 - Registered Nurse III, Anesthetist | 41.30 |
| 12316 - Registered Nurse IV | 49.50 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.40 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.71 |
| 13012 - Exhibits Specialist II | 28.13 |
| 13013 - Exhibits Specialist III | 34.42 |
| 13041 - Illustrator I | 23.40 |
| 13042 - Illustrator II | 29.00 |
| 13043 - Illustrator III | 35.47 |
| 13047 - Librarian | 30.08 |
| 13050 - Library Aide/Clerk | 12.46 |
| 13054 - Library Information Technology Systems Administrator | 27.17 |
| 13058 - Library Technician | 16.83 |
| 13061 - Media Specialist I | 19.60 |
| 13062 - Media Specialist II | 21.93 |
| 13063 - Media Specialist III | 24.46 |
| 13071 - Photographer I | 18.79 |
| 13072 - Photographer II | 21.93 |
| 13073 - Photographer III | 27.17 |
| 13074 - Photographer IV | 33.24 |
| 13075 - Photographer V | 40.21 |
| 13110 - Video Teleconference Technician | 17.78 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.71 |
| 14042 - Computer Operator II | 18.69 |
| 14043 - Computer Operator III | 20.85 |
| 14044 - Computer Operator IV | 24.21 |
| 14045 - Computer Operator V | 26.82 |
| 14071 - Computer Programmer I | 24.15 |

(see 1)

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|---|---------|-------|
| 14072 - Computer Programmer II | (see 1) | 27.62 |
| 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 | | 16.71 |
| 14160 - Personal Computer Support Technician | | 26.63 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 28.29 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 34.29 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 41.01 |
| 15050 - Computer Based Training Specialist / Instructor | | 28.35 |
| 15060 - Educational Technologist | | 36.20 |
| 15070 - Flight Instructor (Pilot) | | 41.01 |
| 15080 - Graphic Artist | | 25.72 |
| 15090 - Technical Instructor | | 24.06 |
| 15095 - Technical Instructor/Course Developer | | 29.43 |
| 15110 - Test Proctor | | 19.42 |
| 15120 - Tutor | | 19.42 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.08 |
| 16030 - Counter Attendant | | 10.08 |
| 16040 - Dry Cleaner | | 12.86 |
| 16070 - Finisher, Flatwork, Machine | | 10.08 |
| 16090 - Presser, Hand | | 10.08 |
| 16110 - Presser, Machine, Drycleaning | | 10.08 |
| 16130 - Presser, Machine, Shirts | | 10.08 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 10.08 |
| 16190 - Sewing Machine Operator | | 14.04 |
| 16220 - Tailor | | 15.16 |
| 16250 - Washer, Machine | | 10.97 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 25.52 |
| 19040 - Tool And Die Maker | | 27.47 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 18.46 |
| 21030 - Material Coordinator | | 22.72 |
| 21040 - Material Expediter | | 22.72 |
| 21050 - Material Handling Laborer | | 15.84 |
| 21071 - Order Filler | | 14.33 |
| 21080 - Production Line Worker (Food Processing) | | 18.46 |
| 21110 - Shipping Packer | | 14.91 |
| 21130 - Shipping/Receiving Clerk | | 14.88 |
| 21140 - Store Worker I | | 13.41 |
| 21150 - Stock Clerk | | 17.93 |
| 21210 - Tools And Parts Attendant | | 18.46 |
| 21410 - Warehouse Specialist | | 18.46 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 28.72 |
| 23021 - Aircraft Mechanic I | | 27.73 |
| 23022 - Aircraft Mechanic II | | 28.72 |
| 23023 - Aircraft Mechanic III | | 29.88 |
| 23040 - Aircraft Mechanic Helper | | 22.29 |
| 23050 - Aircraft, Painter | | 26.63 |
| 23060 - Aircraft Servicer | | 24.52 |
| 23080 - Aircraft Worker | | 25.42 |
| 23110 - Appliance Mechanic | | 22.77 |
| 23120 - Bicycle Repairer | | 17.72 |
| 23125 - Cable Splicer | | 33.67 |
| 23130 - Carpenter, Maintenance | | 23.91 |
| 23140 - Carpet Layer | | 22.30 |
| 23160 - Electrician, Maintenance | | 25.70 |

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| 23181 - Electronics Technician Maintenance I | 24.69 |
| 23182 - Electronics Technician Maintenance II | 25.76 |
| 23183 - Electronics Technician Maintenance III | 26.83 |
| 23260 - Fabric Worker | 21.97 |
| 23290 - Fire Alarm System Mechanic | 23.54 |
| 23310 - Fire Extinguisher Repairer | 21.02 |
| 23311 - Fuel Distribution System Mechanic | 28.54 |
| 23312 - Fuel Distribution System Operator | 25.43 |
| 23370 - General Maintenance Worker | 20.46 |
| 23380 - Ground Support Equipment Mechanic | 27.73 |
| 23381 - Ground Support Equipment Servicer | 24.52 |
| 23382 - Ground Support Equipment Worker | 25.42 |
| 23391 - Gunsmith I | 21.02 |
| 23392 - Gunsmith II | 22.87 |
| 23393 - Gunsmith III | 24.85 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.87 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.79 |
| 23430 - Heavy Equipment Mechanic | 24.80 |
| 23440 - Heavy Equipment Operator | 26.55 |
| 23460 - Instrument Mechanic | 24.85 |
| 23465 - Laboratory/Shelter Mechanic | 23.86 |
| 23470 - Laborer | 13.39 |
| 23510 - Locksmith | 24.62 |
| 23530 - Machinery Maintenance Mechanic | 23.34 |
| 23550 - Machinist, Maintenance | 22.84 |
| 23580 - Maintenance Trades Helper | 19.38 |
| 23591 - Metrology Technician I | 24.85 |
| 23592 - Metrology Technician II | 25.73 |
| 23593 - Metrology Technician III | 26.78 |
| 23640 - Millwright | 24.78 |
| 23710 - Office Appliance Repairer | 22.93 |
| 23760 - Painter, Maintenance | 21.76 |
| 23790 - Pipefitter, Maintenance | 27.74 |
| 23810 - Plumber, Maintenance | 26.32 |
| 23820 - Pneudraulic Systems Mechanic | 24.85 |
| 23850 - Rigger | 22.10 |
| 23870 - Scale Mechanic | 22.87 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.72 |
| 23910 - Small Engine Mechanic | 21.49 |
| 23931 - Telecommunications Mechanic I | 24.64 |
| 23932 - Telecommunications Mechanic II | 25.52 |
| 23950 - Telephone Lineman | 23.04 |
| 23960 - Welder, Combination, Maintenance | 22.84 |
| 23965 - well Driller | 23.52 |
| 23970 - Woodcraft Worker | 24.85 |
| 23980 - Woodworker | 18.45 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.75 |
| 24580 - Child Care Center Clerk | 17.44 |
| 24610 - Chore Aide | 10.35 |
| 24620 - Family Readiness And Support Services Coordinator | 19.38 |
| 24630 - Homemaker | 22.09 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.96 |
| 25040 - Sewage Plant Operator | 23.91 |
| 25070 - Stationary Engineer | 25.96 |
| 25190 - Ventilation Equipment Tender | 20.87 |
| 25210 - Water Treatment Plant Operator | 23.91 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.66 |

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| 27007 - Baggage Inspector | 13.83 |
| 27008 - Corrections Officer | 27.19 |
| 27010 - Court Security Officer | 27.19 |
| 27030 - Detection Dog Handler | 19.88 |
| 27040 - Detention Officer | 27.19 |
| 27070 - Firefighter | 27.05 |
| 27101 - Guard I | 13.83 |
| 27102 - Guard II | 19.88 |
| 27131 - Police Officer I | 29.08 |
| 27132 - Police Officer II | 32.31 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.15 |
| 28042 - Carnival Equipment Repairer | 11.76 |
| 28043 - Carnival Equipment Worker | 10.96 |
| 28210 - Gate Attendant/Gate Tender | 15.00 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 16.78 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.25 |
| 28515 - Recreation Specialist | 20.80 |
| 28630 - Sports Official | 13.37 |
| 28690 - Swimming Pool Operator | 17.71 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 26.35 |
| 29020 - Hatch Tender | 26.35 |
| 29030 - Line Handler | 26.35 |
| 29041 - Stevedore I | 25.32 |
| 29042 - Stevedore II | 28.29 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.49 |
| 30022 - Archeological Technician II | 21.33 |
| 30023 - Archeological Technician III | 26.41 |
| 30030 - Cartographic Technician | 26.66 |
| 30040 - Civil Engineering Technician | 27.35 |
| 30061 - Drafter/CAD Operator I | 18.49 |
| 30062 - Drafter/CAD Operator II | 21.95 |
| 30063 - Drafter/CAD Operator III | 23.43 |
| 30064 - Drafter/CAD Operator IV | 28.84 |
| 30081 - Engineering Technician I | 16.86 |
| 30082 - Engineering Technician II | 18.91 |
| 30083 - Engineering Technician III | 21.96 |
| 30084 - Engineering Technician IV | 25.74 |
| 30085 - Engineering Technician V | 30.54 |
| 30086 - Engineering Technician VI | 36.92 |
| 30090 - Environmental Technician | 24.81 |
| 30210 - Laboratory Technician | 21.41 |
| 30240 - Mathematical Technician | 26.66 |
| 30361 - Paralegal/Legal Assistant I | 19.36 |
| 30362 - Paralegal/Legal Assistant II | 23.99 |
| 30363 - Paralegal/Legal Assistant III | 29.35 |
| 30364 - Paralegal/Legal Assistant IV | 35.50 |
| 30390 - Photo-Optics Technician | 26.66 |
| 30461 - Technical Writer I | 22.99 |
| 30462 - Technical Writer II | 28.13 |
| 30463 - Technical Writer III | 34.04 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 23.43 |

| | | |
|---|---------|-------|
| Surface Programs | | |
| 30621 - Weather Observer, Senior | (see 2) | 25.62 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 13.39 |
| 31030 - Bus Driver | | 17.95 |
| 31043 - Driver Courier | | 14.89 |
| 31260 - Parking and Lot Attendant | | 10.36 |
| 31290 - Shuttle Bus Driver | | 15.66 |
| 31310 - Taxi Driver | | 14.53 |
| 31361 - Truckdriver, Light | | 15.66 |
| 31362 - Truckdriver, Medium | | 19.84 |
| 31363 - Truckdriver, Heavy | | 21.05 |
| 31364 - Truckdriver, Tractor-Trailer | | 21.05 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 10.95 |
| 99050 - Desk Clerk | | 13.41 |
| 99095 - Embalmer | | 26.70 |
| 99251 - Laboratory Animal Caretaker I | | 13.19 |
| 99252 - Laboratory Animal Caretaker II | | 13.87 |
| 99310 - Mortician | | 32.85 |
| 99410 - Pest Controller | | 16.40 |
| 99510 - Photofinishing Worker | | 13.24 |
| 99710 - Recycling Laborer | | 17.60 |
| 99711 - Recycling Specialist | | 19.37 |
| 99730 - Refuse Collector | | 16.41 |
| 99810 - Sales Clerk | | 13.39 |
| 99820 - School Crossing Guard | | 13.24 |
| 99830 - Survey Party Chief | | 26.30 |
| 99831 - Surveying Aide | | 16.46 |
| 99832 - Surveying Technician | | 19.91 |
| 99840 - Vending Machine Attendant | | 14.74 |
| 99841 - Vending Machine Repairer | | 16.80 |
| 99842 - Vending Machine Repairer Helper | | 14.74 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order

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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2095
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: Delaware, Maryland, Virginia

Area: Delaware County of Sussex

Maryland Counties of Somerset, Wicomico, Worcester

Virginia Counties of Accomack, Northampton

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.68 |
| 01012 - Accounting Clerk II | | 14.23 |
| 01013 - Accounting Clerk III | | 15.92 |
| 01020 - Administrative Assistant | | 19.76 |
| 01040 - Court Reporter | | 17.82 |
| 01051 - Data Entry Operator I | | 11.57 |
| 01052 - Data Entry Operator II | | 12.63 |
| 01060 - Dispatcher, Motor Vehicle | | 17.73 |
| 01070 - Document Preparation Clerk | | 11.40 |
| 01090 - Duplicating Machine Operator | | 11.40 |
| 01111 - General Clerk I | | 11.92 |
| 01112 - General Clerk II | | 13.01 |
| 01113 - General Clerk III | | 14.60 |
| 01120 - Housing Referral Assistant | | 19.16 |
| 01141 - Messenger Courier | | 12.13 |
| 01191 - Order Clerk I | | 12.91 |
| 01192 - Order Clerk II | | 14.09 |
| 01261 - Personnel Assistant (Employment) I | | 14.62 |
| 01262 - Personnel Assistant (Employment) II | | 16.35 |
| 01263 - Personnel Assistant (Employment) III | | 18.24 |
| 01270 - Production Control Clerk | | 19.75 |
| 01280 - Receptionist | | 11.91 |
| 01290 - Rental Clerk | | 10.56 |
| 01300 - Scheduler, Maintenance | | 15.36 |
| 01311 - Secretary I | | 15.36 |
| 01312 - Secretary II | | 17.18 |
| 01313 - Secretary III | | 19.16 |
| 01320 - Service Order Dispatcher | | 17.66 |
| 01410 - Supply Technician | | 19.76 |
| 01420 - Survey Worker | | 13.80 |
| 01531 - Travel Clerk I | | 12.38 |
| 01532 - Travel Clerk II | | 13.31 |
| 01533 - Travel Clerk III | | 14.18 |
| 01611 - Word Processor I | | 13.55 |
| 01612 - Word Processor II | | 15.21 |
| 01613 - Word Processor III | | 17.01 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.51 |
| 05010 - Automotive Electrician | | 17.74 |
| 05040 - Automotive Glass Installer | | 15.50 |
| 05070 - Automotive Worker | | 17.04 |
| 05110 - Mobile Equipment Servicer | | 14.14 |
| 05130 - Motor Equipment Metal Mechanic | | 18.52 |
| 05160 - Motor Equipment Metal Worker | | 17.04 |
| 05190 - Motor Vehicle Mechanic | | 18.52 |
| 05220 - Motor Vehicle Mechanic Helper | | 13.46 |
| 05250 - Motor Vehicle Upholstery Worker | | 16.26 |
| 05280 - Motor Vehicle Wrecker | | 17.04 |
| 05310 - Painter, Automotive | | 17.85 |
| 05340 - Radiator Repair Specialist | | 17.04 |

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| 05370 - Tire Repairer | 9.82 |
| 05400 - Transmission Repair Specialist | 18.52 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.90 |
| 07041 - Cook I | 10.66 |
| 07042 - Cook II | 12.03 |
| 07070 - Dishwasher | 8.03 |
| 07130 - Food Service Worker | 9.28 |
| 07210 - Meat Cutter | 16.74 |
| 07260 - Waiter/Waitress | 8.88 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.35 |
| 09040 - Furniture Handler | 11.10 |
| 09080 - Furniture Refinisher | 14.39 |
| 09090 - Furniture Refinisher Helper | 11.94 |
| 09110 - Furniture Repairer, Minor | 13.18 |
| 09130 - Upholsterer | 14.74 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.34 |
| 11060 - Elevator Operator | 10.34 |
| 11090 - Gardener | 13.20 |
| 11122 - Housekeeping Aide | 10.92 |
| 11150 - Janitor | 10.92 |
| 11210 - Laborer, Grounds Maintenance | 11.42 |
| 11240 - Maid or Houseman | 9.14 |
| 11260 - Pruner | 10.45 |
| 11270 - Tractor Operator | 12.76 |
| 11330 - Trail Maintenance Worker | 11.42 |
| 11360 - Window Cleaner | 11.11 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.03 |
| 12011 - Breath Alcohol Technician | 19.22 |
| 12012 - Certified Occupational Therapist Assistant | 23.74 |
| 12015 - Certified Physical Therapist Assistant | 22.30 |
| 12020 - Dental Assistant | 14.96 |
| 12025 - Dental Hygienist | 31.70 |
| 12030 - EKG Technician | 23.24 |
| 12035 - Electroneurodiagnostic Technologist | 23.24 |
| 12040 - Emergency Medical Technician | 15.35 |
| 12071 - Licensed Practical Nurse I | 17.19 |
| 12072 - Licensed Practical Nurse II | 19.22 |
| 12073 - Licensed Practical Nurse III | 21.44 |
| 12100 - Medical Assistant | 13.88 |
| 12130 - Medical Laboratory Technician | 19.82 |
| 12160 - Medical Record Clerk | 14.45 |
| 12190 - Medical Record Technician | 16.16 |
| 12195 - Medical Transcriptionist | 14.29 |
| 12210 - Nuclear Medicine Technologist | 35.52 |
| 12221 - Nursing Assistant I | 10.12 |
| 12222 - Nursing Assistant II | 11.37 |
| 12223 - Nursing Assistant III | 12.41 |
| 12224 - Nursing Assistant IV | 13.93 |
| 12235 - Optical Dispenser | 15.28 |
| 12236 - Optical Technician | 16.89 |
| 12250 - Pharmacy Technician | 13.95 |
| 12280 - Phlebotomist | 13.93 |
| 12305 - Radiologic Technologist | 28.03 |
| 12311 - Registered Nurse I | 21.31 |
| 12312 - Registered Nurse II | 26.10 |
| 12313 - Registered Nurse II, Specialist | 26.10 |
| 12314 - Registered Nurse III | 31.57 |
| 12315 - Registered Nurse III, Anesthetist | 31.57 |
| 12316 - Registered Nurse IV | 37.80 |

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|---|---------------|
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.82 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.18 |
| 13012 - Exhibits Specialist II | 23.77 |
| 13013 - Exhibits Specialist III | 29.08 |
| 13041 - Illustrator I | 19.18 |
| 13042 - Illustrator II | 23.67 |
| 13043 - Illustrator III | 26.46 |
| 13047 - Librarian | 23.40 |
| 13050 - Library Aide/Clerk | 10.76 |
| 13054 - Library Information Technology Systems Administrator | 21.13 |
| 13058 - Library Technician | 13.78 |
| 13061 - Media Specialist I | 14.66 |
| 13062 - Media Specialist II | 16.65 |
| 13063 - Media Specialist III | 18.58 |
| 13071 - Photographer I | 13.31 |
| 13072 - Photographer II | 15.40 |
| 13073 - Photographer III | 17.55 |
| 13074 - Photographer IV | 21.57 |
| 13075 - Photographer V | 25.31 |
| 13110 - Video Teleconference Technician | 16.16 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.68 |
| 14042 - Computer Operator II | 16.13 |
| 14043 - Computer Operator III | 17.99 |
| 14044 - Computer Operator IV | 19.99 |
| 14045 - Computer Operator V | 22.13 |
| 14071 - Computer Programmer I | (see 1) 20.45 |
| 14072 - Computer Programmer II | (see 1) 22.91 |
| 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 | 13.68 |
| 14160 - Personal Computer Support Technician | 19.99 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 24.46 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 29.60 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 32.57 |
| 15050 - Computer Based Training Specialist / Instructor | 24.46 |
| 15060 - Educational Technologist | 26.44 |
| 15070 - Flight Instructor (Pilot) | 32.57 |
| 15080 - Graphic Artist | 21.18 |
| 15090 - Technical Instructor | 20.31 |
| 15095 - Technical Instructor/Course Developer | 24.85 |
| 15110 - Test Proctor | 16.39 |
| 15120 - Tutor | 16.39 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.67 |
| 16030 - Counter Attendant | 8.67 |
| 16040 - Dry Cleaner | 10.87 |
| 16070 - Finisher, Flatwork, Machine | 8.67 |
| 16090 - Presser, Hand | 8.67 |
| 16110 - Presser, Machine, Drycleaning | 8.67 |
| 16130 - Presser, Machine, Shirts | 8.67 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.67 |
| 16190 - Sewing Machine Operator | 11.65 |
| 16220 - Tailor | 12.46 |
| 16250 - Washer, Machine | 9.42 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.09 |

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|---|-------|
| 19040 - Tool And Die Maker | 23.94 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.95 |
| 21030 - Material Coordinator | 19.75 |
| 21040 - Material Expediter | 19.75 |
| 21050 - Material Handling Laborer | 11.46 |
| 21071 - Order Filler | 10.49 |
| 21080 - Production Line Worker (Food Processing) | 13.95 |
| 21110 - Shipping Packer | 13.30 |
| 21130 - Shipping/Receiving Clerk | 13.30 |
| 21140 - Store Worker I | 12.69 |
| 21150 - Stock Clerk | 16.46 |
| 21210 - Tools And Parts Attendant | 13.95 |
| 21410 - Warehouse Specialist | 13.95 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.41 |
| 23021 - Aircraft Mechanic I | 21.37 |
| 23022 - Aircraft Mechanic II | 22.41 |
| 23023 - Aircraft Mechanic III | 23.34 |
| 23040 - Aircraft Mechanic Helper | 17.00 |
| 23050 - Aircraft, Painter | 20.38 |
| 23060 - Aircraft Servicer | 18.77 |
| 23080 - Aircraft Worker | 19.20 |
| 23110 - Appliance Mechanic | 16.90 |
| 23120 - Bicycle Repairer | 11.05 |
| 23125 - Cable Splicer | 26.30 |
| 23130 - Carpenter, Maintenance | 18.39 |
| 23140 - Carpet Layer | 17.30 |
| 23160 - Electrician, Maintenance | 21.03 |
| 23181 - Electronics Technician Maintenance I | 20.27 |
| 23182 - Electronics Technician Maintenance II | 23.75 |
| 23183 - Electronics Technician Maintenance III | 25.61 |
| 23260 - Fabric Worker | 16.73 |
| 23290 - Fire Alarm System Mechanic | 19.56 |
| 23310 - Fire Extinguisher Repairer | 15.77 |
| 23311 - Fuel Distribution System Mechanic | 19.55 |
| 23312 - Fuel Distribution System Operator | 15.90 |
| 23370 - General Maintenance Worker | 15.25 |
| 23380 - Ground Support Equipment Mechanic | 21.37 |
| 23381 - Ground Support Equipment Servicer | 18.77 |
| 23382 - Ground Support Equipment Worker | 19.20 |
| 23391 - Gunsmith I | 15.77 |
| 23392 - Gunsmith II | 17.57 |
| 23393 - Gunsmith III | 19.56 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.64 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.50 |
| 23430 - Heavy Equipment Mechanic | 19.33 |
| 23440 - Heavy Equipment Operator | 17.56 |
| 23460 - Instrument Mechanic | 19.56 |
| 23465 - Laboratory/Shelter Mechanic | 18.52 |
| 23470 - Laborer | 11.46 |
| 23510 - Locksmith | 18.52 |
| 23530 - Machinery Maintenance Mechanic | 18.81 |
| 23550 - Machinist, Maintenance | 20.61 |
| 23580 - Maintenance Trades Helper | 11.97 |
| 23591 - Metrology Technician I | 19.56 |
| 23592 - Metrology Technician II | 20.51 |
| 23593 - Metrology Technician III | 21.37 |
| 23640 - Millwright | 19.56 |
| 23710 - Office Appliance Repairer | 18.26 |
| 23760 - Painter, Maintenance | 15.76 |

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| 23790 - Pipefitter, Maintenance | 20.17 |
| 23810 - Plumber, Maintenance | 19.68 |
| 23820 - Pseudraulic Systems Mechanic | 19.56 |
| 23850 - Rigger | 19.70 |
| 23870 - Scale Mechanic | 17.57 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.60 |
| 23910 - Small Engine Mechanic | 15.39 |
| 23931 - Telecommunications Mechanic I | 22.78 |
| 23932 - Telecommunications Mechanic II | 23.71 |
| 23950 - Telephone Lineman | 25.09 |
| 23960 - Welder, Combination, Maintenance | 16.28 |
| 23965 - Well Driller | 19.56 |
| 23970 - Woodcraft Worker | 19.56 |
| 23980 - Woodworker | 15.77 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.18 |
| 24580 - Child Care Center Clerk | 12.70 |
| 24610 - Chore Aide | 9.94 |
| 24620 - Family Readiness And Support Services Coordinator | 13.84 |
| 24630 - Homemaker | 14.17 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.31 |
| 25040 - Sewage Plant Operator | 16.72 |
| 25070 - Stationary Engineer | 25.31 |
| 25190 - Ventilation Equipment Tender | 14.76 |
| 25210 - Water Treatment Plant Operator | 16.72 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.73 |
| 27007 - Baggage Inspector | 13.43 |
| 27008 - Corrections Officer | 17.14 |
| 27010 - Court Security Officer | 16.99 |
| 27030 - Detection Dog Handler | 15.02 |
| 27040 - Detention Officer | 17.14 |
| 27070 - Firefighter | 17.37 |
| 27101 - Guard I | 13.43 |
| 27102 - Guard II | 15.02 |
| 27131 - Police Officer I | 18.75 |
| 27132 - Police Officer II | 20.84 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 8.29 |
| 28042 - Carnival Equipment Repairer | 8.86 |
| 28043 - Carnival Equipment Worker | 9.64 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.21 |
| 28515 - Recreation Specialist | 15.59 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 13.89 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.78 |
| 29020 - Hatch Tender | 16.78 |
| 29030 - Line Handler | 16.78 |
| 29041 - Stevedore I | 14.70 |
| 29042 - Stevedore II | 17.65 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.93 |
| 30022 - Archeological Technician II | 17.82 |
| 30023 - Archeological Technician III | 22.09 |

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|---|---------------|
| 30030 - Cartographic Technician | 22.09 |
| 30040 - Civil Engineering Technician | 20.90 |
| 30061 - Drafter/CAD Operator I | 15.93 |
| 30062 - Drafter/CAD Operator II | 17.82 |
| 30063 - Drafter/CAD Operator III | 19.88 |
| 30064 - Drafter/CAD Operator IV | 24.45 |
| 30081 - Engineering Technician I | 12.86 |
| 30082 - Engineering Technician II | 14.81 |
| 30083 - Engineering Technician III | 16.56 |
| 30084 - Engineering Technician IV | 20.52 |
| 30085 - Engineering Technician V | 25.10 |
| 30086 - Engineering Technician VI | 29.59 |
| 30090 - Environmental Technician | 22.09 |
| 30210 - Laboratory Technician | 18.13 |
| 30240 - Mathematical Technician | 22.09 |
| 30361 - Paralegal/Legal Assistant I | 16.01 |
| 30362 - Paralegal/Legal Assistant II | 19.83 |
| 30363 - Paralegal/Legal Assistant III | 24.27 |
| 30364 - Paralegal/Legal Assistant IV | 29.36 |
| 30390 - Photo-Optics Technician | 22.09 |
| 30461 - Technical Writer I | 18.84 |
| 30462 - Technical Writer II | 23.02 |
| 30463 - Technical Writer III | 27.86 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 19.88 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 21.99 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.00 |
| 31030 - Bus Driver | 15.03 |
| 31043 - Driver Courier | 13.04 |
| 31260 - Parking and Lot Attendant | 10.00 |
| 31290 - Shuttle Bus Driver | 14.07 |
| 31310 - Taxi Driver | 10.42 |
| 31361 - Truckdriver, Light | 14.07 |
| 31362 - Truckdriver, Medium | 14.60 |
| 31363 - Truckdriver, Heavy | 16.54 |
| 31364 - Truckdriver, Tractor-Trailer | 16.54 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.77 |
| 99050 - Desk Clerk | 9.68 |
| 99095 - Embalmer | 25.07 |
| 99251 - Laboratory Animal Caretaker I | 11.24 |
| 99252 - Laboratory Animal Caretaker II | 12.13 |
| 99310 - Mortician | 27.58 |
| 99410 - Pest Controller | 13.40 |
| 99510 - Photofinishing Worker | 11.58 |
| 99710 - Recycling Laborer | 13.62 |
| 99711 - Recycling Specialist | 15.78 |
| 99730 - Refuse Collector | 12.46 |
| 99810 - Sales Clerk | 11.40 |
| 99820 - School Crossing Guard | 10.63 |
| 99830 - Survey Party Chief | 19.00 |
| 99831 - Surveying Aide | 12.45 |
| 99832 - Surveying Technician | 17.05 |
| 99840 - Vending Machine Attendant | 11.46 |
| 99841 - Vending Machine Repairer | 13.52 |
| 99842 - Vending Machine Repairer Helper | 11.70 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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 4174)

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 regrading and cleaning of artillery ranges.

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

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2096
Revision No.: 15
Date Of Last Revision: 07/25/2014

States: Delaware, Maryland, Virginia

Area: Delaware County of Sussex

Maryland Counties of Somerset, Wicomico, Worcester

Virginia Counties of Accomack, Northampton

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.68 |
| 01012 - Accounting Clerk II | | 14.23 |
| 01013 - Accounting Clerk III | | 15.92 |
| 01020 - Administrative Assistant | | 19.76 |
| 01040 - Court Reporter | | 17.82 |
| 01051 - Data Entry Operator I | | 11.57 |
| 01052 - Data Entry Operator II | | 12.63 |
| 01060 - Dispatcher, Motor Vehicle | | 17.73 |
| 01070 - Document Preparation Clerk | | 11.40 |
| 01090 - Duplicating Machine Operator | | 11.40 |
| 01111 - General Clerk I | | 11.92 |
| 01112 - General Clerk II | | 13.01 |
| 01113 - General Clerk III | | 14.60 |
| 01120 - Housing Referral Assistant | | 19.16 |
| 01141 - Messenger Courier | | 12.13 |
| 01191 - Order Clerk I | | 12.91 |
| 01192 - Order Clerk II | | 14.09 |
| 01261 - Personnel Assistant (Employment) I | | 14.62 |
| 01262 - Personnel Assistant (Employment) II | | 16.35 |
| 01263 - Personnel Assistant (Employment) III | | 18.24 |
| 01270 - Production Control Clerk | | 19.75 |
| 01280 - Receptionist | | 11.91 |
| 01290 - Rental Clerk | | 10.56 |
| 01300 - Scheduler, Maintenance | | 15.36 |
| 01311 - Secretary I | | 15.36 |
| 01312 - Secretary II | | 17.18 |

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| 01313 - Secretary III | 19.16 |
| 01320 - Service Order Dispatcher | 17.66 |
| 01410 - Supply Technician | 19.76 |
| 01420 - Survey Worker | 13.80 |
| 01531 - Travel Clerk I | 12.38 |
| 01532 - Travel Clerk II | 13.31 |
| 01533 - Travel Clerk III | 14.18 |
| 01611 - Word Processor I | 13.55 |
| 01612 - Word Processor II | 15.21 |
| 01613 - Word Processor III | 17.01 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.51 |
| 05010 - Automotive Electrician | 17.74 |
| 05040 - Automotive Glass Installer | 15.50 |
| 05070 - Automotive Worker | 17.04 |
| 05110 - Mobile Equipment Servicer | 14.14 |
| 05130 - Motor Equipment Metal Mechanic | 18.52 |
| 05160 - Motor Equipment Metal Worker | 17.04 |
| 05190 - Motor Vehicle Mechanic | 18.52 |
| 05220 - Motor Vehicle Mechanic Helper | 13.46 |
| 05250 - Motor Vehicle Upholstery Worker | 16.26 |
| 05280 - Motor Vehicle Wrecker | 17.04 |
| 05310 - Painter, Automotive | 17.85 |
| 05340 - Radiator Repair Specialist | 17.04 |
| 05370 - Tire Repairer | 9.82 |
| 05400 - Transmission Repair Specialist | 18.52 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.90 |
| 07041 - Cook I | 10.66 |
| 07042 - Cook II | 12.03 |
| 07070 - Dishwasher | 8.03 |
| 07130 - Food Service Worker | 9.28 |
| 07210 - Meat Cutter | 16.74 |
| 07260 - Waiter/Waitress | 8.88 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.35 |
| 09040 - Furniture Handler | 11.10 |
| 09080 - Furniture Refinisher | 14.39 |
| 09090 - Furniture Refinisher Helper | 11.94 |
| 09110 - Furniture Repairer, Minor | 13.18 |
| 09130 - Upholsterer | 14.74 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.34 |
| 11060 - Elevator Operator | 10.34 |
| 11090 - Gardener | 13.20 |
| 11122 - Housekeeping Aide | 10.92 |
| 11150 - Janitor | 10.92 |
| 11210 - Laborer, Grounds Maintenance | 11.42 |
| 11240 - Maid or Houseman | 9.14 |
| 11260 - Pruner | 10.45 |
| 11270 - Tractor Operator | 12.76 |
| 11330 - Trail Maintenance Worker | 11.42 |
| 11360 - Window Cleaner | 11.11 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.03 |
| 12011 - Breath Alcohol Technician | 19.22 |
| 12012 - Certified Occupational Therapist Assistant | 23.74 |
| 12015 - Certified Physical Therapist Assistant | 22.30 |
| 12020 - Dental Assistant | 14.96 |
| 12025 - Dental Hygienist | 31.70 |
| 12030 - EKG Technician | 23.24 |
| 12035 - Electroneurodiagnostic Technologist | 23.24 |
| 12040 - Emergency Medical Technician | 15.35 |

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| 12071 - Licensed Practical Nurse I | 17.19 |
| 12072 - Licensed Practical Nurse II | 19.22 |
| 12073 - Licensed Practical Nurse III | 21.44 |
| 12100 - Medical Assistant | 13.88 |
| 12130 - Medical Laboratory Technician | 19.82 |
| 12160 - Medical Record Clerk | 14.45 |
| 12190 - Medical Record Technician | 16.16 |
| 12195 - Medical Transcriptionist | 14.29 |
| 12210 - Nuclear Medicine Technologist | 35.52 |
| 12221 - Nursing Assistant I | 10.12 |
| 12222 - Nursing Assistant II | 11.37 |
| 12223 - Nursing Assistant III | 12.41 |
| 12224 - Nursing Assistant IV | 13.93 |
| 12235 - Optical Dispenser | 15.28 |
| 12236 - Optical Technician | 16.89 |
| 12250 - Pharmacy Technician | 13.95 |
| 12280 - Phlebotomist | 13.93 |
| 12305 - Radiologic Technologist | 28.03 |
| 12311 - Registered Nurse I | 21.31 |
| 12312 - Registered Nurse II | 26.10 |
| 12313 - Registered Nurse II, Specialist | 26.10 |
| 12314 - Registered Nurse III | 31.57 |
| 12315 - Registered Nurse III, Anesthetist | 31.57 |
| 12316 - Registered Nurse IV | 37.80 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.82 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.18 |
| 13012 - Exhibits Specialist II | 23.77 |
| 13013 - Exhibits Specialist III | 29.08 |
| 13041 - Illustrator I | 19.18 |
| 13042 - Illustrator II | 23.67 |
| 13043 - Illustrator III | 26.46 |
| 13047 - Librarian | 23.40 |
| 13050 - Library Aide/Clerk | 10.76 |
| 13054 - Library Information Technology Systems Administrator | 21.13 |
| 13058 - Library Technician | 13.78 |
| 13061 - Media Specialist I | 14.66 |
| 13062 - Media Specialist II | 16.65 |
| 13063 - Media Specialist III | 18.58 |
| 13071 - Photographer I | 13.31 |
| 13072 - Photographer II | 15.40 |
| 13073 - Photographer III | 17.55 |
| 13074 - Photographer IV | 21.57 |
| 13075 - Photographer V | 25.31 |
| 13110 - Video Teleconference Technician | 16.16 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.68 |
| 14042 - Computer Operator II | 16.13 |
| 14043 - Computer Operator III | 17.99 |
| 14044 - Computer Operator IV | 19.99 |
| 14045 - Computer Operator V | 22.13 |
| 14071 - Computer Programmer I | (see 1) 20.45 |
| 14072 - Computer Programmer II | (see 1) 22.91 |
| 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 | 13.68 |
| 14160 - Personal Computer Support Technician | 19.99 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 24.46 |

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| 15020 - Aircrew Training Devices Instructor (Rated) | 29.60 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 32.57 |
| 15050 - Computer Based Training Specialist / Instructor | 24.46 |
| 15060 - Educational Technologist | 26.44 |
| 15070 - Flight Instructor (Pilot) | 32.57 |
| 15080 - Graphic Artist | 21.18 |
| 15090 - Technical Instructor | 20.31 |
| 15095 - Technical Instructor/Course Developer | 24.85 |
| 15110 - Test Proctor | 16.39 |
| 15120 - Tutor | 16.39 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.67 |
| 16030 - Counter Attendant | 8.67 |
| 16040 - Dry Cleaner | 10.87 |
| 16070 - Finisher, Flatwork, Machine | 8.67 |
| 16090 - Presser, Hand | 8.67 |
| 16110 - Presser, Machine, Drycleaning | 8.67 |
| 16130 - Presser, Machine, Shirts | 8.67 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.67 |
| 16190 - Sewing Machine Operator | 11.65 |
| 16220 - Tailor | 12.46 |
| 16250 - Washer, Machine | 9.42 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.09 |
| 19040 - Tool And Die Maker | 23.94 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.95 |
| 21030 - Material Coordinator | 19.75 |
| 21040 - Material Expediter | 19.75 |
| 21050 - Material Handling Laborer | 11.46 |
| 21071 - Order Filler | 10.49 |
| 21080 - Production Line Worker (Food Processing) | 13.95 |
| 21110 - Shipping Packer | 13.30 |
| 21130 - Shipping/Receiving Clerk | 13.30 |
| 21140 - Store Worker I | 12.69 |
| 21150 - Stock Clerk | 16.46 |
| 21210 - Tools And Parts Attendant | 13.95 |
| 21410 - Warehouse Specialist | 13.95 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.41 |
| 23021 - Aircraft Mechanic I | 21.37 |
| 23022 - Aircraft Mechanic II | 22.41 |
| 23023 - Aircraft Mechanic III | 23.34 |
| 23040 - Aircraft Mechanic Helper | 17.00 |
| 23050 - Aircraft, Painter | 20.38 |
| 23060 - Aircraft Servicer | 18.77 |
| 23080 - Aircraft Worker | 19.20 |
| 23110 - Appliance Mechanic | 16.90 |
| 23120 - Bicycle Repairer | 11.05 |
| 23125 - Cable Splicer | 26.30 |
| 23130 - Carpenter, Maintenance | 18.39 |
| 23140 - Carpet Layer | 17.30 |
| 23160 - Electrician, Maintenance | 21.03 |
| 23181 - Electronics Technician Maintenance I | 20.27 |
| 23182 - Electronics Technician Maintenance II | 23.75 |
| 23183 - Electronics Technician Maintenance III | 25.61 |
| 23260 - Fabric Worker | 16.73 |
| 23290 - Fire Alarm System Mechanic | 19.56 |
| 23310 - Fire Extinguisher Repairer | 15.77 |
| 23311 - Fuel Distribution System Mechanic | 19.55 |
| 23312 - Fuel Distribution System Operator | 15.90 |
| 23370 - General Maintenance Worker | 15.25 |
| 23380 - Ground Support Equipment Mechanic | 21.37 |

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| 23381 - Ground Support Equipment Servicer | 18.77 |
| 23382 - Ground Support Equipment Worker | 19.20 |
| 23391 - Gunsmith I | 15.77 |
| 23392 - Gunsmith II | 17.57 |
| 23393 - Gunsmith III | 19.56 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.64 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.50 |
| 23430 - Heavy Equipment Mechanic | 19.33 |
| 23440 - Heavy Equipment Operator | 17.56 |
| 23460 - Instrument Mechanic | 19.56 |
| 23465 - Laboratory/Shelter Mechanic | 18.52 |
| 23470 - Laborer | 11.46 |
| 23510 - Locksmith | 18.52 |
| 23530 - Machinery Maintenance Mechanic | 18.81 |
| 23550 - Machinist, Maintenance | 20.61 |
| 23580 - Maintenance Trades Helper | 11.97 |
| 23591 - Metrology Technician I | 19.56 |
| 23592 - Metrology Technician II | 20.51 |
| 23593 - Metrology Technician III | 21.37 |
| 23640 - Millwright | 19.56 |
| 23710 - Office Appliance Repairer | 18.26 |
| 23760 - Painter, Maintenance | 15.76 |
| 23790 - Pipefitter, Maintenance | 20.17 |
| 23810 - Plumber, Maintenance | 19.68 |
| 23820 - Pneudraulic Systems Mechanic | 19.56 |
| 23850 - Rigger | 19.70 |
| 23870 - Scale Mechanic | 17.57 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.60 |
| 23910 - Small Engine Mechanic | 15.39 |
| 23931 - Telecommunications Mechanic I | 22.78 |
| 23932 - Telecommunications Mechanic II | 23.71 |
| 23950 - Telephone Lineman | 25.09 |
| 23960 - Welder, Combination, Maintenance | 16.28 |
| 23965 - Well Driller | 19.56 |
| 23970 - Woodcraft Worker | 19.56 |
| 23980 - Woodworker | 15.77 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.18 |
| 24580 - Child Care Center Clerk | 12.70 |
| 24610 - Chore Aide | 9.94 |
| 24620 - Family Readiness And Support Services Coordinator | 13.84 |
| 24630 - Homemaker | 14.17 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.31 |
| 25040 - Sewage Plant Operator | 16.72 |
| 25070 - Stationary Engineer | 25.31 |
| 25190 - Ventilation Equipment Tender | 14.76 |
| 25210 - Water Treatment Plant Operator | 16.72 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.73 |
| 27007 - Baggage Inspector | 13.43 |
| 27008 - Corrections Officer | 17.14 |
| 27010 - Court Security Officer | 16.99 |
| 27030 - Detection Dog Handler | 15.02 |
| 27040 - Detention Officer | 17.14 |
| 27070 - Firefighter | 17.37 |
| 27101 - Guard I | 13.43 |
| 27102 - Guard II | 15.02 |
| 27131 - Police Officer I | 18.75 |
| 27132 - Police Officer II | 20.84 |

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| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 8.29 |
| 28042 - Carnival Equipment Repairer | 8.86 |
| 28043 - Carnival Equipment Worker | 9.64 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.21 |
| 28515 - Recreation Specialist | 15.59 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 13.89 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.78 |
| 29020 - Hatch Tender | 16.78 |
| 29030 - Line Handler | 16.78 |
| 29041 - Stevedore I | 14.70 |
| 29042 - Stevedore II | 17.65 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.93 |
| 30022 - Archeological Technician II | 17.82 |
| 30023 - Archeological Technician III | 22.09 |
| 30030 - Cartographic Technician | 22.09 |
| 30040 - Civil Engineering Technician | 20.90 |
| 30061 - Drafter/CAD Operator I | 15.93 |
| 30062 - Drafter/CAD Operator II | 17.82 |
| 30063 - Drafter/CAD Operator III | 19.88 |
| 30064 - Drafter/CAD Operator IV | 24.45 |
| 30081 - Engineering Technician I | 12.86 |
| 30082 - Engineering Technician II | 14.81 |
| 30083 - Engineering Technician III | 16.56 |
| 30084 - Engineering Technician IV | 20.52 |
| 30085 - Engineering Technician V | 25.10 |
| 30086 - Engineering Technician VI | 29.59 |
| 30090 - Environmental Technician | 22.09 |
| 30210 - Laboratory Technician | 18.13 |
| 30240 - Mathematical Technician | 22.09 |
| 30361 - Paralegal/Legal Assistant I | 16.01 |
| 30362 - Paralegal/Legal Assistant II | 19.83 |
| 30363 - Paralegal/Legal Assistant III | 24.27 |
| 30364 - Paralegal/Legal Assistant IV | 29.36 |
| 30390 - Photo-Optics Technician | 22.09 |
| 30461 - Technical Writer I | 18.84 |
| 30462 - Technical Writer II | 23.02 |
| 30463 - Technical Writer III | 27.86 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 19.88 |
| 30621 - Weather Observer, Senior (see 2) | 21.99 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.00 |
| 31030 - Bus Driver | 15.03 |
| 31043 - Driver Courier | 13.04 |
| 31260 - Parking and Lot Attendant | 10.00 |
| 31290 - Shuttle Bus Driver | 14.07 |
| 31310 - Taxi Driver | 10.42 |
| 31361 - Truckdriver, Light | 14.07 |

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|---|-------|
| 31362 - Truckdriver, Medium | 14.60 |
| 31363 - Truckdriver, Heavy | 16.54 |
| 31364 - Truckdriver, Tractor-Trailer | 16.54 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.77 |
| 99050 - Desk Clerk | 9.68 |
| 99095 - Embalmer | 25.07 |
| 99251 - Laboratory Animal Caretaker I | 11.24 |
| 99252 - Laboratory Animal Caretaker II | 12.13 |
| 99310 - Mortician | 27.58 |
| 99410 - Pest Controller | 13.40 |
| 99510 - Photofinishing Worker | 11.58 |
| 99710 - Recycling Laborer | 13.62 |
| 99711 - Recycling Specialist | 15.78 |
| 99730 - Refuse Collector | 12.46 |
| 99810 - Sales Clerk | 11.40 |
| 99820 - School Crossing Guard | 10.63 |
| 99830 - Survey Party Chief | 19.00 |
| 99831 - Surveying Aide | 12.45 |
| 99832 - Surveying Technician | 17.05 |
| 99840 - Vending Machine Attendant | 11.46 |
| 99841 - Vending Machine Repairer | 13.52 |
| 99842 - Vending Machine Repairer Helper | 11.70 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 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 4174)

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 regrading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

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

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2097
Revision No.: 16
Date Of Last Revision: 07/25/2014

States: Delaware, Maryland, New Jersey

Area: Delaware Counties of Kent, New Castle

Maryland Counties of Caroline, Cecil, Dorchester, Kent, Talbot

New Jersey County of Salem

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

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

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|---|-------|
| 01000 - Administrative Support And Clerical Occupations | |
| 01011 - Accounting Clerk I | 14.53 |
| 01012 - Accounting Clerk II | 16.31 |
| 01013 - Accounting Clerk III | 18.24 |
| 01020 - Administrative Assistant | 27.42 |
| 01040 - Court Reporter | 21.74 |
| 01051 - Data Entry Operator I | 14.22 |
| 01052 - Data Entry Operator II | 15.51 |
| 01060 - Dispatcher, Motor Vehicle | 17.92 |
| 01070 - Document Preparation Clerk | 13.66 |
| 01090 - Duplicating Machine Operator | 13.66 |
| 01111 - General Clerk I | 13.45 |
| 01112 - General Clerk II | 14.68 |
| 01113 - General Clerk III | 16.48 |
| 01120 - Housing Referral Assistant | 24.11 |
| 01141 - Messenger Courier | 12.91 |
| 01191 - Order Clerk I | 14.81 |
| 01192 - Order Clerk II | 15.68 |
| 01261 - Personnel Assistant (Employment) I | 16.56 |
| 01262 - Personnel Assistant (Employment) II | 18.52 |
| 01263 - Personnel Assistant (Employment) III | 20.64 |
| 01270 - Production Control Clerk | 22.74 |
| 01280 - Receptionist | 14.72 |
| 01290 - Rental Clerk | 16.83 |
| 01300 - Scheduler, Maintenance | 17.52 |
| 01311 - Secretary I | 19.12 |
| 01312 - Secretary II | 21.84 |
| 01313 - Secretary III | 24.11 |
| 01320 - Service Order Dispatcher | 16.76 |
| 01410 - Supply Technician | 27.02 |
| 01420 - Survey Worker | 17.92 |
| 01531 - Travel Clerk I | 13.22 |
| 01532 - Travel Clerk II | 14.16 |
| 01533 - Travel Clerk III | 15.16 |
| 01611 - Word Processor I | 15.91 |
| 01612 - Word Processor II | 17.86 |
| 01613 - Word Processor III | 19.98 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.36 |
| 05010 - Automotive Electrician | 22.35 |
| 05040 - Automotive Glass Installer | 20.34 |
| 05070 - Automotive Worker | 21.19 |
| 05110 - Mobile Equipment Servicer | 19.63 |
| 05130 - Motor Equipment Metal Mechanic | 22.81 |
| 05160 - Motor Equipment Metal Worker | 21.22 |
| 05190 - Motor Vehicle Mechanic | 22.83 |
| 05220 - Motor Vehicle Mechanic Helper | 18.71 |
| 05250 - Motor Vehicle Upholstery Worker | 20.54 |
| 05280 - Motor Vehicle Wrecker | 21.22 |
| 05310 - Painter, Automotive | 22.14 |
| 05340 - Radiator Repair Specialist | 21.22 |
| 05370 - Tire Repairer | 13.58 |
| 05400 - Transmission Repair Specialist | 23.49 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.05 |
| 07041 - Cook I | 12.99 |
| 07042 - Cook II | 13.84 |
| 07070 - Dishwasher | 9.76 |
| 07130 - Food Service Worker | 11.55 |
| 07210 - Meat Cutter | 19.04 |
| 07260 - Waiter/Waitress | 10.10 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.40 |

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| 09040 - Furniture Handler | 17.39 |
| 09080 - Furniture Refinisher | 22.85 |
| 09090 - Furniture Refinisher Helper | 19.50 |
| 09110 - Furniture Repairer, Minor | 21.21 |
| 09130 - Upholsterer | 19.41 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.81 |
| 11060 - Elevator Operator | 12.33 |
| 11090 - Gardener | 16.09 |
| 11122 - Housekeeping Aide | 12.81 |
| 11150 - Janitor | 12.81 |
| 11210 - Laborer, Grounds Maintenance | 13.67 |
| 11240 - Maid or Houseman | 11.29 |
| 11260 - Pruner | 12.83 |
| 11270 - Tractor Operator | 15.33 |
| 11330 - Trail Maintenance Worker | 13.76 |
| 11360 - Window Cleaner | 13.61 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.48 |
| 12011 - Breath Alcohol Technician | 20.44 |
| 12012 - Certified Occupational Therapist Assistant | 22.91 |
| 12015 - Certified Physical Therapist Assistant | 22.60 |
| 12020 - Dental Assistant | 18.36 |
| 12025 - Dental Hygienist | 32.95 |
| 12030 - EKG Technician | 30.31 |
| 12035 - Electroneurodiagnostic Technologist | 30.31 |
| 12040 - Emergency Medical Technician | 17.48 |
| 12071 - Licensed Practical Nurse I | 20.15 |
| 12072 - Licensed Practical Nurse II | 22.05 |
| 12073 - Licensed Practical Nurse III | 24.57 |
| 12100 - Medical Assistant | 14.97 |
| 12130 - Medical Laboratory Technician | 21.14 |
| 12160 - Medical Record Clerk | 15.47 |
| 12190 - Medical Record Technician | 17.31 |
| 12195 - Medical Transcriptionist | 17.02 |
| 12210 - Nuclear Medicine Technologist | 34.99 |
| 12221 - Nursing Assistant I | 10.52 |
| 12222 - Nursing Assistant II | 11.83 |
| 12223 - Nursing Assistant III | 12.91 |
| 12224 - Nursing Assistant IV | 14.49 |
| 12235 - Optical Dispenser | 21.62 |
| 12236 - Optical Technician | 16.60 |
| 12250 - Pharmacy Technician | 15.13 |
| 12280 - Phlebotomist | 14.49 |
| 12305 - Radiologic Technologist | 26.93 |
| 12311 - Registered Nurse I | 29.51 |
| 12312 - Registered Nurse II | 32.76 |
| 12313 - Registered Nurse II, Specialist | 32.76 |
| 12314 - Registered Nurse III | 39.32 |
| 12315 - Registered Nurse III, Anesthetist | 39.32 |
| 12316 - Registered Nurse IV | 47.11 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.50 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.66 |
| 13012 - Exhibits Specialist II | 26.74 |
| 13013 - Exhibits Specialist III | 31.85 |
| 13041 - Illustrator I | 22.72 |
| 13042 - Illustrator II | 28.98 |
| 13043 - Illustrator III | 33.08 |
| 13047 - Librarian | 32.55 |
| 13050 - Library Aide/Clerk | 16.83 |
| 13054 - Library Information Technology Systems Administrator | 28.66 |

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| 13058 - Library Technician | 18.32 |
| 13061 - Media Specialist I | 18.36 |
| 13062 - Media Specialist II | 20.56 |
| 13063 - Media Specialist III | 22.88 |
| 13071 - Photographer I | 17.96 |
| 13072 - Photographer II | 20.21 |
| 13073 - Photographer III | 25.04 |
| 13074 - Photographer IV | 30.62 |
| 13075 - Photographer V | 37.06 |
| 13110 - Video Teleconference Technician | 21.03 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.50 |
| 14042 - Computer Operator II | 20.70 |
| 14043 - Computer Operator III | 23.06 |
| 14044 - Computer Operator IV | 25.64 |
| 14045 - Computer Operator V | 28.39 |
| 14071 - Computer Programmer I | (see 1) 27.62 |
| 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 | 18.50 |
| 14160 - Personal Computer Support Technician | 25.64 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.14 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 40.11 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 48.06 |
| 15050 - Computer Based Training Specialist / Instructor | 33.14 |
| 15060 - Educational Technologist | 30.33 |
| 15070 - Flight Instructor (Pilot) | 48.06 |
| 15080 - Graphic Artist | 24.99 |
| 15090 - Technical Instructor | 24.41 |
| 15095 - Technical Instructor/Course Developer | 29.85 |
| 15110 - Test Proctor | 19.71 |
| 15120 - Tutor | 19.71 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.07 |
| 16030 - Counter Attendant | 9.07 |
| 16040 - Dry Cleaner | 10.99 |
| 16070 - Finisher, Flatwork, Machine | 9.07 |
| 16090 - Presser, Hand | 9.07 |
| 16110 - Presser, Machine, Drycleaning | 9.07 |
| 16130 - Presser, Machine, Shirts | 9.07 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.07 |
| 16190 - Sewing Machine Operator | 11.71 |
| 16220 - Tailor | 12.51 |
| 16250 - Washer, Machine | 9.79 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.94 |
| 19040 - Tool And Die Maker | 24.29 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.21 |
| 21030 - Material Coordinator | 20.91 |
| 21040 - Material Expediter | 20.91 |
| 21050 - Material Handling Laborer | 12.78 |
| 21071 - Order Filler | 13.73 |
| 21080 - Production Line Worker (Food Processing) | 19.21 |
| 21110 - Shipping Packer | 16.45 |
| 21130 - Shipping/Receiving Clerk | 16.45 |
| 21140 - Store Worker I | 14.39 |
| 21150 - Stock Clerk | 19.11 |

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| 21210 - Tools And Parts Attendant | 19.21 |
| 21410 - Warehouse Specialist | 19.21 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.75 |
| 23021 - Aircraft Mechanic I | 25.74 |
| 23022 - Aircraft Mechanic II | 26.75 |
| 23023 - Aircraft Mechanic III | 28.06 |
| 23040 - Aircraft Mechanic Helper | 19.86 |
| 23050 - Aircraft, Painter | 23.81 |
| 23060 - Aircraft Servicer | 22.76 |
| 23080 - Aircraft Worker | 21.61 |
| 23110 - Appliance Mechanic | 21.01 |
| 23120 - Bicycle Repairer | 16.17 |
| 23125 - Cable Splicer | 31.33 |
| 23130 - Carpenter, Maintenance | 24.40 |
| 23140 - Carpet Layer | 22.57 |
| 23160 - Electrician, Maintenance | 28.70 |
| 23181 - Electronics Technician Maintenance I | 25.72 |
| 23182 - Electronics Technician Maintenance II | 27.79 |
| 23183 - Electronics Technician Maintenance III | 29.80 |
| 23260 - Fabric Worker | 20.10 |
| 23290 - Fire Alarm System Mechanic | 23.71 |
| 23310 - Fire Extinguisher Repairer | 21.37 |
| 23311 - Fuel Distribution System Mechanic | 26.89 |
| 23312 - Fuel Distribution System Operator | 22.07 |
| 23370 - General Maintenance Worker | 21.37 |
| 23380 - Ground Support Equipment Mechanic | 25.74 |
| 23381 - Ground Support Equipment Servicer | 22.76 |
| 23382 - Ground Support Equipment Worker | 21.61 |
| 23391 - Gunsmith I | 21.37 |
| 23392 - Gunsmith II | 23.77 |
| 23393 - Gunsmith III | 25.51 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.17 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.15 |
| 23430 - Heavy Equipment Mechanic | 24.33 |
| 23440 - Heavy Equipment Operator | 27.08 |
| 23460 - Instrument Mechanic | 25.03 |
| 23465 - Laboratory/Shelter Mechanic | 24.46 |
| 23470 - Laborer | 15.44 |
| 23510 - Locksmith | 23.29 |
| 23530 - Machinery Maintenance Mechanic | 24.32 |
| 23550 - Machinist, Maintenance | 23.37 |
| 23580 - Maintenance Trades Helper | 18.52 |
| 23591 - Metrology Technician I | 25.03 |
| 23592 - Metrology Technician II | 26.01 |
| 23593 - Metrology Technician III | 26.83 |
| 23640 - Millwright | 25.21 |
| 23710 - Office Appliance Repairer | 23.06 |
| 23760 - Painter, Maintenance | 21.97 |
| 23790 - Pipefitter, Maintenance | 30.24 |
| 23810 - Plumber, Maintenance | 26.77 |
| 23820 - Pneudraulic Systems Mechanic | 25.51 |
| 23850 - Rigger | 25.51 |
| 23870 - Scale Mechanic | 23.77 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.51 |
| 23910 - Small Engine Mechanic | 18.79 |
| 23931 - Telecommunications Mechanic I | 25.91 |
| 23932 - Telecommunications Mechanic II | 26.92 |
| 23950 - Telephone Lineman | 28.29 |
| 23960 - Welder, Combination, Maintenance | 20.91 |
| 23965 - Well Driller | 23.10 |

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| 23970 - Woodcraft Worker | 25.51 |
| 23980 - Woodworker | 19.28 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.00 |
| 24580 - Child Care Center Clerk | 14.97 |
| 24610 - Chore Aide | 10.88 |
| 24620 - Family Readiness And Support Services Coordinator | 14.06 |
| 24630 - Homemaker | 16.64 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.83 |
| 25040 - Sewage Plant Operator | 22.82 |
| 25070 - Stationary Engineer | 23.83 |
| 25190 - Ventilation Equipment Tender | 18.03 |
| 25210 - Water Treatment Plant Operator | 22.82 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.30 |
| 27007 - Baggage Inspector | 13.48 |
| 27008 - Corrections Officer | 24.29 |
| 27010 - Court Security Officer | 27.70 |
| 27030 - Detection Dog Handler | 19.14 |
| 27040 - Detention Officer | 24.29 |
| 27070 - Firefighter | 27.25 |
| 27101 - Guard I | 13.48 |
| 27102 - Guard II | 19.14 |
| 27131 - Police Officer I | 28.28 |
| 27132 - Police Officer II | 31.43 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.43 |
| 28042 - Carnival Equipment Repairer | 12.02 |
| 28043 - Carnival Equipment Worker | 9.59 |
| 28210 - Gate Attendant/Gate Tender | 16.04 |
| 28310 - Lifeguard | 12.78 |
| 28350 - Park Attendant (Aide) | 17.94 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.54 |
| 28515 - Recreation Specialist | 22.22 |
| 28630 - Sports Official | 14.29 |
| 28690 - Swimming Pool Operator | 16.68 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.30 |
| 29020 - Hatch Tender | 24.30 |
| 29030 - Line Handler | 24.30 |
| 29041 - Stevedore I | 23.38 |
| 29042 - Stevedore II | 25.20 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.17 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.31 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.98 |
| 30021 - Archeological Technician I | 20.13 |
| 30022 - Archeological Technician II | 22.75 |
| 30023 - Archeological Technician III | 28.18 |
| 30030 - Cartographic Technician | 28.81 |
| 30040 - Civil Engineering Technician | 23.40 |
| 30061 - Drafter/CAD Operator I | 20.33 |
| 30062 - Drafter/CAD Operator II | 22.75 |
| 30063 - Drafter/CAD Operator III | 25.43 |
| 30064 - Drafter/CAD Operator IV | 31.30 |
| 30081 - Engineering Technician I | 18.92 |
| 30082 - Engineering Technician II | 21.23 |
| 30083 - Engineering Technician III | 26.18 |
| 30084 - Engineering Technician IV | 31.87 |
| 30085 - Engineering Technician V | 38.78 |
| 30086 - Engineering Technician VI | 42.58 |

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|---|---------------|
| 30090 - Environmental Technician | 25.50 |
| 30210 - Laboratory Technician | 25.35 |
| 30240 - Mathematical Technician | 28.72 |
| 30361 - Paralegal/Legal Assistant I | 19.08 |
| 30362 - Paralegal/Legal Assistant II | 23.64 |
| 30363 - Paralegal/Legal Assistant III | 28.92 |
| 30364 - Paralegal/Legal Assistant IV | 34.98 |
| 30390 - Photo-Optics Technician | 28.27 |
| 30461 - Technical Writer I | 21.76 |
| 30462 - Technical Writer II | 26.62 |
| 30463 - Technical Writer III | 32.20 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.25 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.35 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.17 |
| 30494 - Unexploded (UXO) Safety Escort | 24.25 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.25 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 24.19 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 28.18 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.29 |
| 31030 - Bus Driver | 18.56 |
| 31043 - Driver Courier | 17.63 |
| 31260 - Parking and Lot Attendant | 13.52 |
| 31290 - Shuttle Bus Driver | 19.00 |
| 31310 - Taxi Driver | 12.09 |
| 31361 - Truckdriver, Light | 19.00 |
| 31362 - Truckdriver, Medium | 19.28 |
| 31363 - Truckdriver, Heavy | 19.99 |
| 31364 - Truckdriver, Tractor-Trailer | 19.99 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.80 |
| 99050 - Desk Clerk | 12.64 |
| 99095 - Embalmer | 28.63 |
| 99251 - Laboratory Animal Caretaker I | 11.48 |
| 99252 - Laboratory Animal Caretaker II | 12.37 |
| 99310 - Mortician | 33.98 |
| 99410 - Pest Controller | 17.02 |
| 99510 - Photofinishing Worker | 14.65 |
| 99710 - Recycling Laborer | 18.85 |
| 99711 - Recycling Specialist | 21.14 |
| 99730 - Refuse Collector | 17.57 |
| 99810 - Sales Clerk | 12.68 |
| 99820 - School Crossing Guard | 11.57 |
| 99830 - Survey Party Chief | 19.84 |
| 99831 - Surveying Aide | 13.14 |
| 99832 - Surveying Technician | 18.07 |
| 99840 - Vending Machine Attendant | 14.61 |
| 99841 - Vending Machine Repairer | 16.98 |
| 99842 - Vending Machine Repairer Helper | 14.61 |

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordinance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2098
Revision No.: 17
Date of Last Revision: 07/25/2014

States: Delaware, Maryland, New Jersey

Area: Delaware Counties of Kent, New Castle

Maryland Counties of Caroline, Cecil, Dorchester, Kent, Talbot

New Jersey County of Salem

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.53 |
| 01012 - Accounting Clerk II | | 16.31 |
| 01013 - Accounting Clerk III | | 18.24 |
| 01020 - Administrative Assistant | | 27.42 |
| 01040 - Court Reporter | | 21.74 |
| 01051 - Data Entry Operator I | | 14.22 |
| 01052 - Data Entry Operator II | | 15.51 |
| 01060 - Dispatcher, Motor Vehicle | | 17.92 |
| 01070 - Document Preparation Clerk | | 13.66 |
| 01090 - Duplicating Machine Operator | | 13.66 |
| 01111 - General Clerk I | | 13.45 |
| 01112 - General Clerk II | | 14.68 |
| 01113 - General Clerk III | | 16.48 |

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| 01120 - Housing Referral Assistant | 24.11 |
| 01141 - Messenger Courier | 12.91 |
| 01191 - Order Clerk I | 14.81 |
| 01192 - Order Clerk II | 15.68 |
| 01261 - Personnel Assistant (Employment) I | 16.56 |
| 01262 - Personnel Assistant (Employment) II | 18.52 |
| 01263 - Personnel Assistant (Employment) III | 20.64 |
| 01270 - Production Control Clerk | 22.74 |
| 01280 - Receptionist | 14.72 |
| 01290 - Rental Clerk | 16.83 |
| 01300 - Scheduler, Maintenance | 17.52 |
| 01311 - Secretary I | 19.12 |
| 01312 - Secretary II | 21.84 |
| 01313 - Secretary III | 24.11 |
| 01320 - Service Order Dispatcher | 16.76 |
| 01410 - Supply Technician | 27.02 |
| 01420 - Survey Worker | 17.92 |
| 01531 - Travel Clerk I | 13.22 |
| 01532 - Travel Clerk II | 14.16 |
| 01533 - Travel Clerk III | 15.16 |
| 01611 - Word Processor I | 15.91 |
| 01612 - Word Processor II | 17.86 |
| 01613 - Word Processor III | 19.98 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.36 |
| 05010 - Automotive Electrician | 22.35 |
| 05040 - Automotive Glass Installer | 20.34 |
| 05070 - Automotive Worker | 21.19 |
| 05110 - Mobile Equipment Servicer | 19.63 |
| 05130 - Motor Equipment Metal Mechanic | 22.81 |
| 05160 - Motor Equipment Metal Worker | 21.22 |
| 05190 - Motor Vehicle Mechanic | 22.83 |
| 05220 - Motor Vehicle Mechanic Helper | 18.71 |
| 05250 - Motor Vehicle Upholstery Worker | 20.54 |
| 05280 - Motor Vehicle Wrecker | 21.22 |
| 05310 - Painter, Automotive | 22.14 |
| 05340 - Radiator Repair Specialist | 21.22 |
| 05370 - Tire Repairer | 13.58 |
| 05400 - Transmission Repair Specialist | 23.49 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.05 |
| 07041 - Cook I | 12.99 |
| 07042 - Cook II | 13.84 |
| 07070 - Dishwasher | 9.76 |
| 07130 - Food Service Worker | 11.55 |
| 07210 - Meat Cutter | 19.04 |
| 07260 - Waiter/Waitress | 10.10 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.40 |
| 09040 - Furniture Handler | 17.39 |
| 09080 - Furniture Refinisher | 22.85 |
| 09090 - Furniture Refinisher Helper | 19.50 |
| 09110 - Furniture Repairer, Minor | 21.21 |
| 09130 - Upholsterer | 19.41 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.81 |
| 11060 - Elevator Operator | 12.33 |
| 11090 - Gardener | 16.09 |
| 11122 - Housekeeping Aide | 12.81 |
| 11150 - Janitor | 12.81 |
| 11210 - Laborer, Grounds Maintenance | 13.67 |
| 11240 - Maid or Houseman | 11.29 |
| 11260 - Pruner | 12.83 |

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| 11270 - Tractor Operator | 15.33 |
| 11330 - Trail Maintenance Worker | 13.76 |
| 11360 - Window Cleaner | 13.61 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.48 |
| 12011 - Breath Alcohol Technician | 20.44 |
| 12012 - Certified Occupational Therapist Assistant | 22.91 |
| 12015 - Certified Physical Therapist Assistant | 22.60 |
| 12020 - Dental Assistant | 18.36 |
| 12025 - Dental Hygienist | 32.95 |
| 12030 - EKG Technician | 30.31 |
| 12035 - Electroneurodiagnostic Technologist | 30.31 |
| 12040 - Emergency Medical Technician | 17.48 |
| 12071 - Licensed Practical Nurse I | 20.15 |
| 12072 - Licensed Practical Nurse II | 22.05 |
| 12073 - Licensed Practical Nurse III | 24.57 |
| 12100 - Medical Assistant | 14.97 |
| 12130 - Medical Laboratory Technician | 21.14 |
| 12160 - Medical Record Clerk | 15.47 |
| 12190 - Medical Record Technician | 17.31 |
| 12195 - Medical Transcriptionist | 17.02 |
| 12210 - Nuclear Medicine Technologist | 34.99 |
| 12221 - Nursing Assistant I | 10.52 |
| 12222 - Nursing Assistant II | 11.83 |
| 12223 - Nursing Assistant III | 12.91 |
| 12224 - Nursing Assistant IV | 14.49 |
| 12235 - Optical Dispenser | 21.62 |
| 12236 - Optical Technician | 16.60 |
| 12250 - Pharmacy Technician | 15.13 |
| 12280 - Phlebotomist | 14.49 |
| 12305 - Radiologic Technologist | 26.93 |
| 12311 - Registered Nurse I | 29.51 |
| 12312 - Registered Nurse II | 32.76 |
| 12313 - Registered Nurse II, Specialist | 32.76 |
| 12314 - Registered Nurse III | 39.32 |
| 12315 - Registered Nurse III, Anesthetist | 39.32 |
| 12316 - Registered Nurse IV | 47.11 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.50 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.66 |
| 13012 - Exhibits Specialist II | 26.74 |
| 13013 - Exhibits Specialist III | 31.85 |
| 13041 - Illustrator I | 22.72 |
| 13042 - Illustrator II | 28.98 |
| 13043 - Illustrator III | 33.08 |
| 13047 - Librarian | 32.55 |
| 13050 - Library Aide/Clerk | 16.83 |
| 13054 - Library Information Technology Systems Administrator | 28.66 |
| 13058 - Library Technician | 18.32 |
| 13061 - Media Specialist I | 18.36 |
| 13062 - Media Specialist II | 20.56 |
| 13063 - Media Specialist III | 22.88 |
| 13071 - Photographer I | 17.96 |
| 13072 - Photographer II | 20.21 |
| 13073 - Photographer III | 25.04 |
| 13074 - Photographer IV | 30.62 |
| 13075 - Photographer V | 37.06 |
| 13110 - Video Teleconference Technician | 21.03 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.50 |
| 14042 - Computer Operator II | 20.70 |
| 14043 - Computer Operator III | 23.06 |

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| 14044 - Computer Operator IV | 25.64 |
| 14045 - Computer Operator V | 28.39 |
| 14071 - Computer Programmer I (see 1) | 27.62 |
| 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 | 18.50 |
| 14160 - Personal Computer Support Technician | 25.64 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.14 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 40.11 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 48.06 |
| 15050 - Computer Based Training Specialist / Instructor | 33.14 |
| 15060 - Educational Technologist | 30.33 |
| 15070 - Flight Instructor (Pilot) | 48.06 |
| 15080 - Graphic Artist | 24.99 |
| 15090 - Technical Instructor | 24.41 |
| 15095 - Technical Instructor/Course Developer | 29.85 |
| 15110 - Test Proctor | 19.71 |
| 15120 - Tutor | 19.71 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.07 |
| 16030 - Counter Attendant | 9.07 |
| 16040 - Dry Cleaner | 10.99 |
| 16070 - Finisher, Flatwork, Machine | 9.07 |
| 16090 - Presser, Hand | 9.07 |
| 16110 - Presser, Machine, Drycleaning | 9.07 |
| 16130 - Presser, Machine, Shirts | 9.07 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.07 |
| 16190 - Sewing Machine Operator | 11.71 |
| 16220 - Tailor | 12.51 |
| 16250 - Washer, Machine | 9.79 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.94 |
| 19040 - Tool And Die Maker | 24.29 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.21 |
| 21030 - Material Coordinator | 20.91 |
| 21040 - Material Expediter | 20.91 |
| 21050 - Material Handling Laborer | 12.78 |
| 21071 - Order Filler | 13.73 |
| 21080 - Production Line Worker (Food Processing) | 19.21 |
| 21110 - Shipping Packer | 16.45 |
| 21130 - Shipping/Receiving Clerk | 16.45 |
| 21140 - Store Worker I | 14.39 |
| 21150 - Stock Clerk | 19.11 |
| 21210 - Tools And Parts Attendant | 19.21 |
| 21410 - Warehouse Specialist | 19.21 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.75 |
| 23021 - Aircraft Mechanic I | 25.74 |
| 23022 - Aircraft Mechanic II | 26.75 |
| 23023 - Aircraft Mechanic III | 28.06 |
| 23040 - Aircraft Mechanic Helper | 19.86 |
| 23050 - Aircraft, Painter | 23.81 |
| 23060 - Aircraft Servicer | 22.76 |
| 23080 - Aircraft Worker | 21.61 |
| 23110 - Appliance Mechanic | 21.01 |
| 23120 - Bicycle Repairer | 16.17 |
| 23125 - Cable Splicer | 31.33 |

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| 23130 - Carpenter, Maintenance | 24.40 |
| 23140 - Carpet Layer | 22.57 |
| 23160 - Electrician, Maintenance | 28.70 |
| 23181 - Electronics Technician Maintenance I | 25.72 |
| 23182 - Electronics Technician Maintenance II | 27.79 |
| 23183 - Electronics Technician Maintenance III | 29.80 |
| 23260 - Fabric Worker | 20.10 |
| 23290 - Fire Alarm System Mechanic | 23.71 |
| 23310 - Fire Extinguisher Repairer | 21.37 |
| 23311 - Fuel Distribution System Mechanic | 26.89 |
| 23312 - Fuel Distribution System Operator | 22.07 |
| 23370 - General Maintenance Worker | 21.37 |
| 23380 - Ground Support Equipment Mechanic | 25.74 |
| 23381 - Ground Support Equipment Servicer | 22.76 |
| 23382 - Ground Support Equipment Worker | 21.61 |
| 23391 - Gunsmith I | 21.37 |
| 23392 - Gunsmith II | 23.77 |
| 23393 - Gunsmith III | 25.51 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.17 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.15 |
| 23430 - Heavy Equipment Mechanic | 24.33 |
| 23440 - Heavy Equipment Operator | 27.08 |
| 23460 - Instrument Mechanic | 25.03 |
| 23465 - Laboratory/Shelter Mechanic | 24.46 |
| 23470 - Laborer | 15.44 |
| 23510 - Locksmith | 23.29 |
| 23530 - Machinery Maintenance Mechanic | 24.32 |
| 23550 - Machinist, Maintenance | 23.37 |
| 23580 - Maintenance Trades Helper | 18.52 |
| 23591 - Metrology Technician I | 25.03 |
| 23592 - Metrology Technician II | 26.01 |
| 23593 - Metrology Technician III | 26.83 |
| 23640 - Millwright | 25.21 |
| 23710 - Office Appliance Repairer | 23.06 |
| 23760 - Painter, Maintenance | 21.97 |
| 23790 - Pipefitter, Maintenance | 30.24 |
| 23810 - Plumber, Maintenance | 26.77 |
| 23820 - Pneudraulic Systems Mechanic | 25.51 |
| 23850 - Rigger | 25.51 |
| 23870 - Scale Mechanic | 23.77 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.51 |
| 23910 - Small Engine Mechanic | 18.79 |
| 23931 - Telecommunications Mechanic I | 25.91 |
| 23932 - Telecommunications Mechanic II | 26.92 |
| 23950 - Telephone Lineman | 28.29 |
| 23960 - Welder, Combination, Maintenance | 20.91 |
| 23965 - Well Driller | 23.10 |
| 23970 - Woodcraft Worker | 25.51 |
| 23980 - Woodworker | 19.28 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.00 |
| 24580 - Child Care Center Clerk | 14.97 |
| 24610 - Chore Aide | 10.88 |
| 24620 - Family Readiness And Support Services Coordinator | 14.06 |
| 24630 - Homemaker | 16.64 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.83 |
| 25040 - Sewage Plant Operator | 22.82 |
| 25070 - Stationary Engineer | 23.83 |
| 25190 - Ventilation Equipment Tender | 18.03 |

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| 25210 - Water Treatment Plant Operator | 22.82 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.30 |
| 27007 - Baggage Inspector | 13.48 |
| 27008 - Corrections Officer | 24.29 |
| 27010 - Court Security Officer | 27.70 |
| 27030 - Detection Dog Handler | 19.14 |
| 27040 - Detention Officer | 24.29 |
| 27070 - Firefighter | 27.25 |
| 27101 - Guard I | 13.48 |
| 27102 - Guard II | 19.14 |
| 27131 - Police Officer I | 28.28 |
| 27132 - Police Officer II | 31.43 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.43 |
| 28042 - Carnival Equipment Repairer | 12.02 |
| 28043 - Carnival Equipment Worker | 9.59 |
| 28210 - Gate Attendant/Gate Tender | 16.04 |
| 28310 - Lifeguard | 12.78 |
| 28350 - Park Attendant (Aide) | 17.94 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.64 |
| 28515 - Recreation Specialist | 22.22 |
| 28630 - Sports Official | 14.29 |
| 28690 - Swimming Pool Operator | 16.68 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.30 |
| 29020 - Hatch Tender | 24.30 |
| 29030 - Line Handler | 24.30 |
| 29041 - Stevedore I | 23.38 |
| 29042 - Stevedore II | 25.20 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.17 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.31 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.98 |
| 30021 - Archeological Technician I | 20.13 |
| 30022 - Archeological Technician II | 22.75 |
| 30023 - Archeological Technician III | 28.18 |
| 30030 - Cartographic Technician | 28.81 |
| 30040 - Civil Engineering Technician | 23.40 |
| 30061 - Drafter/CAD Operator I | 20.33 |
| 30062 - Drafter/CAD Operator II | 22.75 |
| 30063 - Drafter/CAD Operator III | 25.43 |
| 30064 - Drafter/CAD Operator IV | 31.30 |
| 30081 - Engineering Technician I | 18.92 |
| 30082 - Engineering Technician II | 21.23 |
| 30083 - Engineering Technician III | 26.18 |
| 30084 - Engineering Technician IV | 31.87 |
| 30085 - Engineering Technician V | 38.78 |
| 30086 - Engineering Technician VI | 42.58 |
| 30090 - Environmental Technician | 25.50 |
| 30210 - Laboratory Technician | 25.35 |
| 30240 - Mathematical Technician | 28.72 |
| 30361 - Paralegal/Legal Assistant I | 19.08 |
| 30362 - Paralegal/Legal Assistant II | 23.64 |
| 30363 - Paralegal/Legal Assistant III | 28.92 |
| 30364 - Paralegal/Legal Assistant IV | 34.98 |
| 30390 - Photo-Optics Technician | 28.27 |
| 30461 - Technical Writer I | 21.76 |
| 30462 - Technical Writer II | 26.62 |
| 30463 - Technical Writer III | 32.20 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.25 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.35 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.17 |

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|---|---------------|
| 30494 - Unexploded (UXO) Safety Escort | 24.25 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.25 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 24.19 |
| 30621 - Weather Observer, Senior | (see 2) 28.18 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.29 |
| 31030 - Bus Driver | 18.56 |
| 31043 - Driver Courier | 17.63 |
| 31260 - Parking and Lot Attendant | 13.52 |
| 31290 - Shuttle Bus Driver | 19.00 |
| 31310 - Taxi Driver | 12.09 |
| 31361 - Truckdriver, Light | 19.00 |
| 31362 - Truckdriver, Medium | 19.28 |
| 31363 - Truckdriver, Heavy | 19.99 |
| 31364 - Truckdriver, Tractor-Trailer | 19.99 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.80 |
| 99050 - Desk Clerk | 12.64 |
| 99095 - Embalmer | 28.63 |
| 99251 - Laboratory Animal Caretaker I | 11.48 |
| 99252 - Laboratory Animal Caretaker II | 12.37 |
| 99310 - Mortician | 33.98 |
| 99410 - Pest Controller | 17.02 |
| 99510 - Photofinishing Worker | 14.65 |
| 99710 - Recycling Laborer | 18.85 |
| 99711 - Recycling Specialist | 21.14 |
| 99730 - Refuse Collector | 17.57 |
| 99810 - Sales Clerk | 12.68 |
| 99820 - School Crossing Guard | 11.57 |
| 99830 - Survey Party Chief | 19.84 |
| 99831 - Surveying Aide | 13.14 |
| 99832 - Surveying Technician | 18.07 |
| 99840 - Vending Machine Attendant | 14.61 |
| 99841 - Vending Machine Repairer | 16.98 |
| 99842 - Vending Machine Repairer Helper | 14.61 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that wage and hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006,

unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2103
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide

Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St Mary's

Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King George, Loudoun, Prince William, Stafford

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.08 |
| 01012 - Accounting Clerk II | | 16.92 |
| 01013 - Accounting Clerk III | | 22.30 |

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| 01020 - Administrative Assistant | 31.41 |
| 01040 - Court Reporter | 21.84 |
| 01051 - Data Entry Operator I | 14.38 |
| 01052 - Data Entry Operator II | 15.69 |
| 01060 - Dispatcher, Motor Vehicle | 17.87 |
| 01070 - Document Preparation Clerk | 14.21 |
| 01090 - Duplicating Machine Operator | 14.21 |
| 01111 - General Clerk I | 14.88 |
| 01112 - General Clerk II | 16.24 |
| 01113 - General Clerk III | 18.74 |
| 01120 - Housing Referral Assistant | 25.29 |
| 01141 - Messenger Courier | 13.62 |
| 01191 - Order Clerk I | 15.12 |
| 01192 - Order Clerk II | 16.50 |
| 01261 - Personnel Assistant (Employment) I | 18.15 |
| 01262 - Personnel Assistant (Employment) II | 20.32 |
| 01263 - Personnel Assistant (Employment) III | 22.65 |
| 01270 - Production Control Clerk | 22.03 |
| 01280 - Receptionist | 14.43 |
| 01290 - Rental Clerk | 16.55 |
| 01300 - Scheduler, Maintenance | 18.07 |
| 01311 - Secretary I | 18.07 |
| 01312 - Secretary II | 20.18 |
| 01313 - Secretary III | 25.29 |
| 01320 - Service Order Dispatcher | 16.98 |
| 01410 - Supply Technician | 28.55 |
| 01420 - Survey Worker | 20.03 |
| 01531 - Travel Clerk I | 13.29 |
| 01532 - Travel Clerk II | 14.36 |
| 01533 - Travel Clerk III | 15.49 |
| 01611 - Word Processor I | 15.63 |
| 01612 - Word Processor II | 17.67 |
| 01613 - Word Processor III | 19.95 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 25.26 |
| 05010 - Automotive Electrician | 23.51 |
| 05040 - Automotive Glass Installer | 22.15 |
| 05070 - Automotive Worker | 22.15 |
| 05110 - Mobile Equipment Servicer | 19.04 |
| 05130 - Motor Equipment Metal Mechanic | 24.78 |
| 05160 - Motor Equipment Metal Worker | 22.15 |
| 05190 - Motor Vehicle Mechanic | 24.78 |
| 05220 - Motor Vehicle Mechanic Helper | 18.49 |
| 05250 - Motor Vehicle Upholstery Worker | 21.63 |
| 05280 - Motor Vehicle Wrecker | 22.15 |
| 05310 - Painter, Automotive | 23.51 |
| 05340 - Radiator Repair Specialist | 22.15 |
| 05370 - Tire Repairer | 14.44 |
| 05400 - Transmission Repair Specialist | 24.78 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.85 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 14.60 |
| 07070 - Dishwasher | 10.11 |
| 07130 - Food Service Worker | 10.66 |
| 07210 - Meat Cutter | 18.08 |
| 07260 - Waiter/Waitress | 9.70 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.86 |
| 09040 - Furniture Handler | 14.06 |
| 09080 - Furniture Refinisher | 20.23 |
| 09090 - Furniture Refinisher Helper | 15.52 |
| 09110 - Furniture Repairer, Minor | 17.94 |

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| 09130 - Upholsterer | 19.86 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.54 |
| 11060 - Elevator Operator | 10.54 |
| 11090 - Gardener | 17.52 |
| 11122 - Housekeeping Aide | 11.83 |
| 11150 - Janitor | 11.83 |
| 11210 - Laborer, Grounds Maintenance | 13.07 |
| 11240 - Maid or Houseman | 11.26 |
| 11260 - Pruner | 11.58 |
| 11270 - Tractor Operator | 16.04 |
| 11330 - Trail Maintenance Worker | 13.07 |
| 11360 - Window Cleaner | 12.85 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.41 |
| 12011 - Breath Alcohol Technician | 20.27 |
| 12012 - Certified Occupational Therapist Assistant | 23.11 |
| 12015 - Certified Physical Therapist Assistant | 21.43 |
| 12020 - Dental Assistant | 17.18 |
| 12025 - Dental Hygienist | 44.75 |
| 12030 - EKG Technician | 27.67 |
| 12035 - Electroneurodiagnostic Technologist | 27.67 |
| 12040 - Emergency Medical Technician | 20.41 |
| 12071 - Licensed Practical Nurse I | 19.07 |
| 12072 - Licensed Practical Nurse II | 21.35 |
| 12073 - Licensed Practical Nurse III | 24.13 |
| 12100 - Medical Assistant | 15.01 |
| 12130 - Medical Laboratory Technician | 18.04 |
| 12160 - Medical Record Clerk | 17.42 |
| 12190 - Medical Record Technician | 19.50 |
| 12195 - Medical Transcriptionist | 18.77 |
| 12210 - Nuclear Medicine Technologist | 37.60 |
| 12221 - Nursing Assistant I | 10.80 |
| 12222 - Nursing Assistant II | 12.14 |
| 12223 - Nursing Assistant III | 13.98 |
| 12224 - Nursing Assistant IV | 15.69 |
| 12235 - Optical Dispenser | 20.17 |
| 12236 - Optical Technician | 15.80 |
| 12250 - Pharmacy Technician | 18.12 |
| 12280 - Phlebotomist | 15.69 |
| 12305 - Radiologic Technologist | 31.11 |
| 12311 - Registered Nurse I | 27.64 |
| 12312 - Registered Nurse II | 33.44 |
| 12313 - Registered Nurse II, Specialist | 33.44 |
| 12314 - Registered Nurse III | 40.13 |
| 12315 - Registered Nurse III, Anesthetist | 40.13 |
| 12316 - Registered Nurse IV | 48.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.73 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.86 |
| 13012 - Exhibits Specialist II | 24.61 |
| 13013 - Exhibits Specialist III | 30.09 |
| 13041 - Illustrator I | 20.48 |
| 13042 - Illustrator II | 25.38 |
| 13043 - Illustrator III | 31.03 |
| 13047 - Librarian | 33.88 |
| 13050 - Library Aide/Clerk | 14.21 |
| 13054 - Library Information Technology Systems Administrator | 30.60 |
| 13058 - Library Technician | 19.89 |
| 13061 - Media Specialist I | 18.73 |
| 13062 - Media Specialist II | 20.95 |
| 13063 - Media Specialist III | 23.36 |

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| 13071 - Photographer I | 16.65 |
| 13072 - Photographer II | 18.90 |
| 13073 - Photographer III | 23.67 |
| 13074 - Photographer IV | 28.65 |
| 13075 - Photographer V | 33.76 |
| 13110 - Video Teleconference Technician | 20.39 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.92 |
| 14042 - Computer Operator II | 21.18 |
| 14043 - Computer Operator III | 23.60 |
| 14044 - Computer Operator IV | 26.22 |
| 14045 - Computer Operator V | 29.05 |
| 14071 - Computer Programmer I | (see 1) 26.36 |
| 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 | 18.92 |
| 14160 - Personal Computer Support Technician | 26.22 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.47 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.06 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.81 |
| 15050 - Computer Based Training Specialist / Instructor | 36.47 |
| 15060 - Educational Technologist | 35.31 |
| 15070 - Flight Instructor (Pilot) | 52.81 |
| 15080 - Graphic Artist | 26.80 |
| 15090 - Technical Instructor | 25.08 |
| 15095 - Technical Instructor/Course Developer | 30.67 |
| 15110 - Test Proctor | 20.20 |
| 15120 - Tutor | 20.20 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.88 |
| 16030 - Counter Attendant | 9.88 |
| 16040 - Dry Cleaner | 12.94 |
| 16070 - Finisher, Flatwork, Machine | 9.88 |
| 16090 - Presser, Hand | 9.88 |
| 16110 - Presser, Machine, Drycleaning | 9.88 |
| 16130 - Presser, Machine, Shirts | 9.88 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.88 |
| 16190 - Sewing Machine Operator | 13.78 |
| 16220 - Tailor | 14.66 |
| 16250 - Washer, Machine | 10.88 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.14 |
| 19040 - Tool And Die Maker | 23.38 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.02 |
| 21030 - Material Coordinator | 22.03 |
| 21040 - Material Expediter | 22.03 |
| 21050 - Material Handling Laborer | 13.83 |
| 21071 - Order Filler | 15.09 |
| 21080 - Production Line Worker (Food Processing) | 18.02 |
| 21110 - Shipping Packer | 15.09 |
| 21130 - Shipping/Receiving Clerk | 15.09 |
| 21140 - Store Worker I | 11.72 |
| 21150 - Stock Clerk | 16.86 |
| 21210 - Tools And Parts Attendant | 18.02 |
| 21410 - Warehouse Specialist | 18.02 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.21 |

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| 23021 - Aircraft Mechanic I | 25.83 |
| 23022 - Aircraft Mechanic II | 27.21 |
| 23023 - Aircraft Mechanic III | 28.53 |
| 23040 - Aircraft Mechanic Helper | 17.54 |
| 23050 - Aircraft, Painter | 24.73 |
| 23060 - Aircraft Servicer | 19.76 |
| 23080 - Aircraft Worker | 21.01 |
| 23110 - Appliance Mechanic | 21.75 |
| 23120 - Bicycle Repairer | 14.43 |
| 23125 - Cable Splicer | 26.02 |
| 23130 - Carpenter, Maintenance | 21.40 |
| 23140 - Carpet Layer | 20.49 |
| 23160 - Electrician, Maintenance | 27.98 |
| 23181 - Electronics Technician Maintenance I | 24.94 |
| 23182 - Electronics Technician Maintenance II | 26.47 |
| 23183 - Electronics Technician Maintenance III | 27.89 |
| 23260 - Fabric Worker | 19.13 |
| 23290 - Fire Alarm System Mechanic | 22.91 |
| 23310 - Fire Extinguisher Repairer | 17.62 |
| 23311 - Fuel Distribution System Mechanic | 22.81 |
| 23312 - Fuel Distribution System Operator | 19.38 |
| 23370 - General Maintenance Worker | 21.43 |
| 23380 - Ground Support Equipment Mechanic | 25.83 |
| 23381 - Ground Support Equipment Servicer | 19.76 |
| 23382 - Ground Support Equipment Worker | 21.01 |
| 23391 - Gunsmith I | 17.62 |
| 23392 - Gunsmith II | 20.49 |
| 23393 - Gunsmith III | 22.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.89 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.17 |
| 23430 - Heavy Equipment Mechanic | 22.91 |
| 23440 - Heavy Equipment Operator | 22.91 |
| 23460 - Instrument Mechanic | 22.59 |
| 23465 - Laboratory/Shelter Mechanic | 21.75 |
| 23470 - Laborer | 14.98 |
| 23510 - Locksmith | 21.90 |
| 23530 - Machinery Maintenance Mechanic | 23.12 |
| 23550 - Machinist, Maintenance | 22.91 |
| 23580 - Maintenance Trades Helper | 18.27 |
| 23591 - Metrology Technician I | 22.59 |
| 23592 - Metrology Technician II | 23.80 |
| 23593 - Metrology Technician III | 24.96 |
| 23640 - Millwright | 28.19 |
| 23710 - Office Appliance Repairer | 22.96 |
| 23760 - Painter, Maintenance | 21.75 |
| 23790 - Pipefitter, Maintenance | 24.63 |
| 23810 - Plumber, Maintenance | 22.29 |
| 23820 - Pneudraulic Systems Mechanic | 22.91 |
| 23850 - Rigger | 22.91 |
| 23870 - Scale Mechanic | 20.49 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.91 |
| 23910 - Small Engine Mechanic | 20.49 |
| 23931 - Telecommunications Mechanic I | 29.95 |
| 23932 - Telecommunications Mechanic II | 31.55 |
| 23950 - Telephone Lineman | 27.41 |
| 23960 - welder, Combination, Maintenance | 22.91 |
| 23965 - well Driller | 22.91 |
| 23970 - Woodcraft Worker | 22.91 |
| 23980 - woodworker | 17.62 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.79 |

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| 24580 - Child Care Center Clerk | 17.77 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 16.90 |
| 24630 - Homemaker | 18.43 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.30 |
| 25040 - Sewage Plant Operator | 20.84 |
| 25070 - Stationary Engineer | 27.30 |
| 25190 - Ventilation Equipment Tender | 19.49 |
| 25210 - Water Treatment Plant Operator | 20.84 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.57 |
| 27007 - Baggage Inspector | 12.71 |
| 27008 - Corrections Officer | 22.80 |
| 27010 - Court Security Officer | 24.72 |
| 27030 - Detection Dog Handler | 20.57 |
| 27040 - Detention Officer | 22.80 |
| 27070 - Firefighter | 24.63 |
| 27101 - Guard I | 12.71 |
| 27102 - Guard II | 20.57 |
| 27131 - Police Officer I | 26.52 |
| 27132 - Police Officer II | 29.67 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.59 |
| 28042 - Carnival Equipment Repairer | 14.63 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 13.01 |
| 28310 - Lifeguard | 11.59 |
| 28350 - Park Attendant (Aide) | 14.56 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.62 |
| 28515 - Recreation Specialist | 18.04 |
| 28630 - Sports Official | 11.59 |
| 28690 - Swimming Pool Operator | 18.21 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.13 |
| 29020 - Hatch Tender | 23.13 |
| 29030 - Line Handler | 23.13 |
| 29041 - Stevedore I | 21.31 |
| 29042 - Stevedore II | 24.24 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.92 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.84 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.56 |
| 30021 - Archeological Technician I | 20.19 |
| 30022 - Archeological Technician II | 22.60 |
| 30023 - Archeological Technician III | 27.98 |
| 30030 - Cartographic Technician | 27.98 |
| 30040 - Civil Engineering Technician | 26.41 |
| 30061 - Drafter/CAD Operator I | 20.19 |
| 30062 - Drafter/CAD Operator II | 22.60 |
| 30063 - Drafter/CAD Operator III | 25.19 |
| 30064 - Drafter/CAD Operator IV | 31.00 |
| 30081 - Engineering Technician I | 22.92 |
| 30082 - Engineering Technician II | 25.72 |
| 30083 - Engineering Technician III | 28.79 |
| 30084 - Engineering Technician IV | 35.64 |
| 30085 - Engineering Technician V | 43.61 |
| 30086 - Engineering Technician VI | 52.76 |
| 30090 - Environmental Technician | 27.41 |
| 30210 - Laboratory Technician | 23.38 |
| 30240 - Mathematical Technician | 28.94 |
| 30361 - Paralegal/Legal Assistant I | 21.36 |

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| 30362 - Paralegal/Legal Assistant II | 26.47 |
| 30363 - Paralegal/Legal Assistant III | 32.36 |
| 30364 - Paralegal/Legal Assistant IV | 39.16 |
| 30390 - Photo-Optics Technician | 27.98 |
| 30461 - Technical Writer I | 21.93 |
| 30462 - Technical Writer II | 26.84 |
| 30463 - Technical Writer III | 32.47 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.93 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.88 |
| 30494 - Unexploded (UXO) Safety Escort | 24.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 25.19 |
| 30621 - Weather Observer, Senior (see 2) | 27.98 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.32 |
| 31030 - Bus Driver | 20.85 |
| 31043 - Driver Courier | 13.98 |
| 31260 - Parking and Lot Attendant | 10.07 |
| 31290 - Shuttle Bus Driver | 15.66 |
| 31310 - Taxi Driver | 13.98 |
| 31361 - Truckdriver, Light | 15.66 |
| 31362 - Truckdriver, Medium | 17.90 |
| 31363 - Truckdriver, Heavy | 19.18 |
| 31364 - Truckdriver, Tractor-Trailer | 19.18 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.03 |
| 99050 - Desk Clerk | 11.58 |
| 99095 - Embalmer | 23.05 |
| 99251 - Laboratory Animal Caretaker I | 11.30 |
| 99252 - Laboratory Animal Caretaker II | 12.35 |
| 99310 - Mortician | 31.73 |
| 99410 - Pest Controller | 17.69 |
| 99510 - Photofinishing Worker | 13.20 |
| 99710 - Recycling Laborer | 18.50 |
| 99711 - Recycling Specialist | 22.71 |
| 99730 - Refuse Collector | 16.40 |
| 99810 - Sales Clerk | 12.09 |
| 99820 - School Crossing Guard | 13.43 |
| 99830 - Survey Party Chief | 21.94 |
| 99831 - Surveying Aide | 13.63 |
| 99832 - Surveying Technician | 20.85 |
| 99840 - Vending Machine Attendant | 14.43 |
| 99841 - Vending Machine Repairer | 18.73 |
| 99842 - Vending Machine Repairer Helper | 14.43 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Area: District of Columbia Statewide

Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St Mary's

Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King George, Loudoun, Prince William, Stafford

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.08 |
| 01012 - Accounting Clerk II | | 16.92 |
| 01013 - Accounting Clerk III | | 22.30 |
| 01020 - Administrative Assistant | | 31.41 |
| 01040 - Court Reporter | | 21.84 |
| 01051 - Data Entry Operator I | | 14.38 |
| 01052 - Data Entry Operator II | | 15.69 |
| 01060 - Dispatcher, Motor Vehicle | | 17.87 |
| 01070 - Document Preparation Clerk | | 14.21 |
| 01090 - Duplicating Machine Operator | | 14.21 |
| 01111 - General Clerk I | | 14.88 |
| 01112 - General Clerk II | | 16.24 |
| 01113 - General Clerk III | | 18.74 |
| 01120 - Housing Referral Assistant | | 25.29 |
| 01141 - Messenger Courier | | 13.62 |
| 01191 - Order Clerk I | | 15.12 |
| 01192 - Order Clerk II | | 16.50 |
| 01261 - Personnel Assistant (Employment) I | | 18.15 |
| 01262 - Personnel Assistant (Employment) II | | 20.32 |
| 01263 - Personnel Assistant (Employment) III | | 22.65 |
| 01270 - Production Control Clerk | | 22.03 |
| 01280 - Receptionist | | 14.43 |
| 01290 - Rental Clerk | | 16.55 |
| 01300 - Scheduler, Maintenance | | 18.07 |
| 01311 - Secretary I | | 18.07 |
| 01312 - Secretary II | | 20.18 |
| 01313 - Secretary III | | 25.29 |
| 01320 - Service Order Dispatcher | | 16.98 |
| 01410 - Supply Technician | | 28.55 |
| 01420 - Survey Worker | | 20.03 |
| 01531 - Travel Clerk I | | 13.29 |
| 01532 - Travel Clerk II | | 14.36 |
| 01533 - Travel Clerk III | | 15.49 |
| 01611 - Word Processor I | | 15.63 |
| 01612 - Word Processor II | | 17.67 |
| 01613 - Word Processor III | | 19.95 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 25.26 |
| 05010 - Automotive Electrician | | 23.51 |
| 05040 - Automotive Glass Installer | | 22.15 |
| 05070 - Automotive Worker | | 22.15 |

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| 05110 - Mobile Equipment Servicer | 19.04 |
| 05130 - Motor Equipment Metal Mechanic | 24.78 |
| 05160 - Motor Equipment Metal Worker | 22.15 |
| 05190 - Motor Vehicle Mechanic | 24.78 |
| 05220 - Motor Vehicle Mechanic Helper | 18.49 |
| 05250 - Motor Vehicle Upholstery Worker | 21.63 |
| 05280 - Motor Vehicle Wrecker | 22.15 |
| 05310 - Painter, Automotive | 23.51 |
| 05340 - Radiator Repair Specialist | 22.15 |
| 05370 - Tire Repairer | 14.44 |
| 05400 - Transmission Repair Specialist | 24.78 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.85 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 14.60 |
| 07070 - Dishwasher | 10.11 |
| 07130 - Food Service Worker | 10.66 |
| 07210 - Meat Cutter | 18.08 |
| 07260 - Waiter/Waitress | 9.70 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.86 |
| 09040 - Furniture Handler | 14.06 |
| 09080 - Furniture Refinisher | 20.23 |
| 09090 - Furniture Refinisher Helper | 15.52 |
| 09110 - Furniture Repairer, Minor | 17.94 |
| 09130 - Upholsterer | 19.86 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.54 |
| 11060 - Elevator Operator | 10.54 |
| 11090 - Gardener | 17.52 |
| 11122 - Housekeeping Aide | 11.83 |
| 11150 - Janitor | 11.83 |
| 11210 - Laborer, Grounds Maintenance | 13.07 |
| 11240 - Maid or Houseman | 11.26 |
| 11260 - Pruner | 11.58 |
| 11270 - Tractor Operator | 16.04 |
| 11330 - Trail Maintenance Worker | 13.07 |
| 11360 - Window Cleaner | 12.85 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.41 |
| 12011 - Breath Alcohol Technician | 20.27 |
| 12012 - Certified Occupational Therapist Assistant | 23.11 |
| 12015 - Certified Physical Therapist Assistant | 21.43 |
| 12020 - Dental Assistant | 17.18 |
| 12025 - Dental Hygienist | 44.75 |
| 12030 - EKG Technician | 27.67 |
| 12035 - Electroneurodiagnostic Technologist | 27.67 |
| 12040 - Emergency Medical Technician | 20.41 |
| 12071 - Licensed Practical Nurse I | 19.07 |
| 12072 - Licensed Practical Nurse II | 21.35 |
| 12073 - Licensed Practical Nurse III | 24.13 |
| 12100 - Medical Assistant | 15.01 |
| 12130 - Medical Laboratory Technician | 18.04 |
| 12160 - Medical Record Clerk | 17.42 |
| 12190 - Medical Record Technician | 19.50 |
| 12195 - Medical Transcriptionist | 18.77 |
| 12210 - Nuclear Medicine Technologist | 37.60 |
| 12221 - Nursing Assistant I | 10.80 |
| 12222 - Nursing Assistant II | 12.14 |
| 12223 - Nursing Assistant III | 13.98 |
| 12224 - Nursing Assistant IV | 15.69 |
| 12235 - Optical Dispenser | 20.17 |
| 12236 - Optical Technician | 15.80 |

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| 12250 - Pharmacy Technician | 18.12 |
| 12280 - Phlebotomist | 15.69 |
| 12305 - Radiologic Technologist | 31.11 |
| 12311 - Registered Nurse I | 27.64 |
| 12312 - Registered Nurse II | 33.44 |
| 12313 - Registered Nurse II, Specialist | 33.44 |
| 12314 - Registered Nurse III | 40.13 |
| 12315 - Registered Nurse III, Anesthetist | 40.13 |
| 12316 - Registered Nurse IV | 48.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.73 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.86 |
| 13012 - Exhibits Specialist II | 24.61 |
| 13013 - Exhibits Specialist III | 30.09 |
| 13041 - Illustrator I | 20.48 |
| 13042 - Illustrator II | 25.38 |
| 13043 - Illustrator III | 31.03 |
| 13047 - Librarian | 33.88 |
| 13050 - Library Aide/Clerk | 14.21 |
| 13054 - Library Information Technology Systems Administrator | 30.60 |
| 13058 - Library Technician | 19.89 |
| 13061 - Media Specialist I | 18.73 |
| 13062 - Media Specialist II | 20.95 |
| 13063 - Media Specialist III | 23.36 |
| 13071 - Photographer I | 16.65 |
| 13072 - Photographer II | 18.90 |
| 13073 - Photographer III | 23.67 |
| 13074 - Photographer IV | 28.65 |
| 13075 - Photographer V | 33.76 |
| 13110 - Video Teleconference Technician | 20.39 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.92 |
| 14042 - Computer Operator II | 21.18 |
| 14043 - Computer Operator III | 23.60 |
| 14044 - Computer Operator IV | 26.22 |
| 14045 - Computer Operator V | 29.05 |
| 14071 - Computer Programmer I | (see 1) 26.36 |
| 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 | 18.92 |
| 14160 - Personal Computer Support Technician | 26.22 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.47 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.06 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.81 |
| 15050 - Computer Based Training Specialist / Instructor | 36.47 |
| 15060 - Educational Technologist | 35.31 |
| 15070 - Flight Instructor (Pilot) | 52.81 |
| 15080 - Graphic Artist | 26.80 |
| 15090 - Technical Instructor | 25.08 |
| 15095 - Technical Instructor/Course Developer | 30.67 |
| 15110 - Test Proctor | 20.20 |
| 15120 - Tutor | 20.20 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.88 |
| 16030 - Counter Attendant | 9.88 |
| 16040 - Dry Cleaner | 12.94 |
| 16070 - Finisher, Flatwork, Machine | 9.88 |

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| 16090 - Presser, Hand | 9.88 |
| 16110 - Presser, Machine, Drycleaning | 9.88 |
| 16130 - Presser, Machine, Shirts | 9.88 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.88 |
| 16190 - Sewing Machine Operator | 13.78 |
| 16220 - Tailor | 14.66 |
| 16250 - Washer, Machine | 10.88 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.14 |
| 19040 - Tool And Die Maker | 23.38 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.02 |
| 21030 - Material Coordinator | 22.03 |
| 21040 - Material Expediter | 22.03 |
| 21050 - Material Handling Laborer | 13.83 |
| 21071 - Order Filler | 15.09 |
| 21080 - Production Line Worker (Food Processing) | 18.02 |
| 21110 - Shipping Packer | 15.09 |
| 21130 - Shipping/Receiving Clerk | 15.09 |
| 21140 - Store Worker I | 11.72 |
| 21150 - Stock Clerk | 16.86 |
| 21210 - Tools And Parts Attendant | 18.02 |
| 21410 - Warehouse Specialist | 18.02 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.21 |
| 23021 - Aircraft Mechanic I | 25.83 |
| 23022 - Aircraft Mechanic II | 27.21 |
| 23023 - Aircraft Mechanic III | 28.53 |
| 23040 - Aircraft Mechanic Helper | 17.54 |
| 23050 - Aircraft, Painter | 24.73 |
| 23060 - Aircraft Servicer | 19.76 |
| 23080 - Aircraft Worker | 21.01 |
| 23110 - Appliance Mechanic | 21.75 |
| 23120 - Bicycle Repairer | 14.43 |
| 23125 - Cable Splicer | 26.02 |
| 23130 - Carpenter, Maintenance | 21.40 |
| 23140 - Carpet Layer | 20.49 |
| 23160 - Electrician, Maintenance | 27.98 |
| 23181 - Electronics Technician Maintenance I | 24.94 |
| 23182 - Electronics Technician Maintenance II | 26.47 |
| 23183 - Electronics Technician Maintenance III | 27.89 |
| 23260 - Fabric Worker | 19.13 |
| 23290 - Fire Alarm System Mechanic | 22.91 |
| 23310 - Fire Extinguisher Repairer | 17.62 |
| 23311 - Fuel Distribution System Mechanic | 22.81 |
| 23312 - Fuel Distribution System Operator | 19.38 |
| 23370 - General Maintenance Worker | 21.43 |
| 23380 - Ground Support Equipment Mechanic | 25.83 |
| 23381 - Ground Support Equipment Servicer | 19.76 |
| 23382 - Ground Support Equipment Worker | 21.01 |
| 23391 - Gunsmith I | 17.62 |
| 23392 - Gunsmith II | 20.49 |
| 23393 - Gunsmith III | 22.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.89 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.17 |
| 23430 - Heavy Equipment Mechanic | 22.91 |
| 23440 - Heavy Equipment Operator | 22.91 |
| 23460 - Instrument Mechanic | 22.59 |
| 23465 - Laboratory/Shelter Mechanic | 21.75 |
| 23470 - Laborer | 14.98 |
| 23510 - Locksmith | 21.90 |

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| 23530 - Machinery Maintenance Mechanic | 23.12 |
| 23550 - Machinist, Maintenance | 22.91 |
| 23580 - Maintenance Trades Helper | 18.27 |
| 23591 - Metrology Technician I | 22.59 |
| 23592 - Metrology Technician II | 23.80 |
| 23593 - Metrology Technician III | 24.96 |
| 23640 - Millwright | 28.19 |
| 23710 - Office Appliance Repairer | 22.96 |
| 23760 - Painter, Maintenance | 21.75 |
| 23790 - Pipefitter, Maintenance | 24.63 |
| 23810 - Plumber, Maintenance | 22.29 |
| 23820 - Pneudraulic Systems Mechanic | 22.91 |
| 23850 - Rigger | 22.91 |
| 23870 - Scale Mechanic | 20.49 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.91 |
| 23910 - Small Engine Mechanic | 20.49 |
| 23931 - Telecommunications Mechanic I | 29.95 |
| 23932 - Telecommunications Mechanic II | 31.55 |
| 23950 - Telephone Lineman | 27.41 |
| 23960 - Welder, Combination, Maintenance | 22.91 |
| 23965 - Well Driller | 22.91 |
| 23970 - Woodcraft Worker | 22.91 |
| 23980 - Woodworker | 17.62 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.79 |
| 24580 - Child Care Center Clerk | 17.77 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 16.90 |
| 24630 - Homemaker | 18.43 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.30 |
| 25040 - Sewage Plant Operator | 20.84 |
| 25070 - Stationary Engineer | 27.30 |
| 25190 - Ventilation Equipment Tender | 19.49 |
| 25210 - Water Treatment Plant Operator | 20.84 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.57 |
| 27007 - Baggage Inspector | 12.71 |
| 27008 - Corrections Officer | 22.80 |
| 27010 - Court Security Officer | 24.72 |
| 27030 - Detection Dog Handler | 20.57 |
| 27040 - Detention Officer | 22.80 |
| 27070 - Firefighter | 24.63 |
| 27101 - Guard I | 12.71 |
| 27102 - Guard II | 20.57 |
| 27131 - Police Officer I | 26.52 |
| 27132 - Police Officer II | 29.67 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.59 |
| 28042 - Carnival Equipment Repairer | 14.63 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 13.01 |
| 28310 - Lifeguard | 11.59 |
| 28350 - Park Attendant (Aide) | 14.56 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.62 |
| 28515 - Recreation Specialist | 18.04 |
| 28630 - Sports Official | 11.59 |
| 28690 - Swimming Pool Operator | 18.21 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.13 |
| 29020 - Hatch Tender | 23.13 |
| 29030 - Line Handler | 23.13 |

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|--|-------|
| 29041 - Stevedore I | 21.31 |
| 29042 - Stevedore II | 24.24 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.92 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.84 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.56 |
| 30021 - Archeological Technician I | 20.19 |
| 30022 - Archeological Technician II | 22.60 |
| 30023 - Archeological Technician III | 27.98 |
| 30030 - Cartographic Technician | 27.98 |
| 30040 - Civil Engineering Technician | 26.41 |
| 30061 - Drafter/CAD Operator I | 20.19 |
| 30062 - Drafter/CAD Operator II | 22.60 |
| 30063 - Drafter/CAD Operator III | 25.19 |
| 30064 - Drafter/CAD Operator IV | 31.00 |
| 30081 - Engineering Technician I | 22.92 |
| 30082 - Engineering Technician II | 25.72 |
| 30083 - Engineering Technician III | 28.79 |
| 30084 - Engineering Technician IV | 35.64 |
| 30085 - Engineering Technician V | 43.61 |
| 30086 - Engineering Technician VI | 52.76 |
| 30090 - Environmental Technician | 27.41 |
| 30210 - Laboratory Technician | 23.38 |
| 30240 - Mathematical Technician | 28.94 |
| 30361 - Paralegal/Legal Assistant I | 21.36 |
| 30362 - Paralegal/Legal Assistant II | 26.47 |
| 30363 - Paralegal/Legal Assistant III | 32.36 |
| 30364 - Paralegal/Legal Assistant IV | 39.16 |
| 30390 - Photo-Optics Technician | 27.98 |
| 30461 - Technical Writer I | 21.93 |
| 30462 - Technical Writer II | 26.84 |
| 30463 - Technical Writer III | 32.47 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.93 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.88 |
| 30494 - Unexploded (UXO) Safety Escort | 24.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 25.19 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 27.98 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.32 |
| 31030 - Bus Driver | 20.85 |
| 31043 - Driver Courier | 13.98 |
| 31260 - Parking and Lot Attendant | 10.07 |
| 31290 - Shuttle Bus Driver | 15.66 |
| 31310 - Taxi Driver | 13.98 |
| 31361 - Truckdriver, Light | 15.66 |
| 31362 - Truckdriver, Medium | 17.90 |
| 31363 - Truckdriver, Heavy | 19.18 |
| 31364 - Truckdriver, Tractor-Trailer | 19.18 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.03 |
| 99050 - Desk Clerk | 11.58 |
| 99095 - Embalmer | 23.05 |
| 99251 - Laboratory Animal Caretaker I | 11.30 |
| 99252 - Laboratory Animal Caretaker II | 12.35 |
| 99310 - Mortician | 31.73 |
| 99410 - Pest Controller | 17.69 |
| 99510 - Photofinishing Worker | 13.20 |
| 99710 - Recycling Laborer | 18.50 |
| 99711 - Recycling Specialist | 22.71 |
| 99730 - Refuse Collector | 16.40 |

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| 99810 - Sales Clerk | 12.09 |
| 99820 - School Crossing Guard | 13.43 |
| 99830 - Survey Party Chief | 21.94 |
| 99831 - Surveying Aide | 13.63 |
| 99832 - Surveying Technician | 20.85 |
| 99840 - Vending Machine Attendant | 14.43 |
| 99841 - Vending Machine Repairer | 18.73 |
| 99842 - Vending Machine Repairer Helper | 14.43 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2109
Revision No.: 14
Date of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Flagler, Volusia

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.68 |
| 01012 - Accounting Clerk II | | 13.31 |
| 01013 - Accounting Clerk III | | 14.96 |
| 01020 - Administrative Assistant | | 17.20 |
| 01040 - Court Reporter | | 18.19 |
| 01051 - Data Entry Operator I | | 10.73 |
| 01052 - Data Entry Operator II | | 11.92 |
| 01060 - Dispatcher, Motor Vehicle | | 14.49 |
| 01070 - Document Preparation Clerk | | 11.78 |
| 01090 - Duplicating Machine Operator | | 11.78 |
| 01111 - General Clerk I | | 10.72 |
| 01112 - General Clerk II | | 11.70 |
| 01113 - General Clerk III | | 13.13 |
| 01120 - Housing Referral Assistant | | 15.48 |
| 01141 - Messenger Courier | | 11.59 |
| 01191 - Order Clerk I | | 10.98 |
| 01192 - Order Clerk II | | 11.98 |
| 01261 - Personnel Assistant (Employment) I | | 13.77 |
| 01262 - Personnel Assistant (Employment) II | | 15.40 |

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| 01263 - Personnel Assistant (Employment) III | 17.18 |
| 01270 - Production Control Clerk | 16.86 |
| 01280 - Receptionist | 11.11 |
| 01290 - Rental Clerk | 11.01 |
| 01300 - Scheduler, Maintenance | 12.41 |
| 01311 - Secretary I | 12.41 |
| 01312 - Secretary II | 13.88 |
| 01313 - Secretary III | 15.48 |
| 01320 - Service Order Dispatcher | 11.94 |
| 01410 - Supply Technician | 17.20 |
| 01420 - Survey Worker | 13.15 |
| 01531 - Travel Clerk I | 12.32 |
| 01532 - Travel Clerk II | 12.86 |
| 01533 - Travel Clerk III | 13.44 |
| 01611 - Word Processor I | 11.09 |
| 01612 - Word Processor II | 12.44 |
| 01613 - Word Processor III | 13.91 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.04 |
| 05010 - Automotive Electrician | 15.68 |
| 05040 - Automotive Glass Installer | 14.87 |
| 05070 - Automotive Worker | 14.87 |
| 05110 - Mobile Equipment Servicer | 12.78 |
| 05130 - Motor Equipment Metal Mechanic | 16.51 |
| 05160 - Motor Equipment Metal Worker | 14.87 |
| 05190 - Motor Vehicle Mechanic | 16.51 |
| 05220 - Motor Vehicle Mechanic Helper | 12.22 |
| 05250 - Motor Vehicle Upholstery Worker | 14.04 |
| 05280 - Motor Vehicle Wrecker | 14.87 |
| 05310 - Painter, Automotive | 15.68 |
| 05340 - Radiator Repair Specialist | 14.87 |
| 05370 - Tire Repairer | 11.11 |
| 05400 - Transmission Repair Specialist | 16.51 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.30 |
| 07041 - Cook I | 11.46 |
| 07042 - Cook II | 13.04 |
| 07070 - Dishwasher | 8.14 |
| 07130 - Food Service Worker | 8.73 |
| 07210 - Meat Cutter | 15.26 |
| 07260 - Waiter/Waitress | 9.60 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.72 |
| 09040 - Furniture Handler | 11.92 |
| 09080 - Furniture Refinisher | 15.36 |
| 09090 - Furniture Refinisher Helper | 11.94 |
| 09110 - Furniture Repairer, Minor | 13.63 |
| 09130 - Upholsterer | 15.36 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.98 |
| 11060 - Elevator Operator | 9.31 |
| 11090 - Gardener | 13.56 |
| 11122 - Housekeeping Aide | 10.44 |
| 11150 - Janitor | 10.44 |
| 11210 - Laborer, Grounds Maintenance | 10.48 |
| 11240 - Maid or Houseman | 9.15 |
| 11260 - Pruner | 9.31 |
| 11270 - Tractor Operator | 12.24 |
| 11330 - Trail Maintenance Worker | 10.48 |
| 11360 - Window Cleaner | 11.45 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.46 |
| 12011 - Breath Alcohol Technician | 17.46 |

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| 12012 - Certified Occupational Therapist Assistant | 22.96 |
| 12015 - Certified Physical Therapist Assistant | 23.64 |
| 12020 - Dental Assistant | 15.48 |
| 12025 - Dental Hygienist | 26.35 |
| 12030 - EKG Technician | 17.37 |
| 12035 - Electroneurodiagnostic Technologist | 17.37 |
| 12040 - Emergency Medical Technician | 17.46 |
| 12071 - Licensed Practical Nurse I | 14.96 |
| 12072 - Licensed Practical Nurse II | 16.73 |
| 12073 - Licensed Practical Nurse III | 18.66 |
| 12100 - Medical Assistant | 12.75 |
| 12130 - Medical Laboratory Technician | 16.25 |
| 12160 - Medical Record Clerk | 13.47 |
| 12190 - Medical Record Technician | 15.02 |
| 12195 - Medical Transcriptionist | 14.58 |
| 12210 - Nuclear Medicine Technologist | 36.12 |
| 12221 - Nursing Assistant I | 10.39 |
| 12222 - Nursing Assistant II | 11.68 |
| 12223 - Nursing Assistant III | 12.75 |
| 12224 - Nursing Assistant IV | 14.30 |
| 12235 - Optical Dispenser | 16.18 |
| 12236 - Optical Technician | 14.49 |
| 12250 - Pharmacy Technician | 12.39 |
| 12280 - Phlebotomist | 14.30 |
| 12305 - Radiologic Technologist | 23.26 |
| 12311 - Registered Nurse I | 21.74 |
| 12312 - Registered Nurse II | 26.59 |
| 12313 - Registered Nurse II, Specialist | 26.59 |
| 12314 - Registered Nurse III | 32.18 |
| 12315 - Registered Nurse III, Anesthetist | 32.18 |
| 12316 - Registered Nurse IV | 38.54 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.73 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.78 |
| 13012 - Exhibits Specialist II | 24.57 |
| 13013 - Exhibits Specialist III | 30.06 |
| 13041 - Illustrator I | 19.78 |
| 13042 - Illustrator II | 24.57 |
| 13043 - Illustrator III | 30.06 |
| 13047 - Librarian | 27.69 |
| 13050 - Library Aide/Clerk | 12.47 |
| 13054 - Library Information Technology Systems Administrator | 24.57 |
| 13058 - Library Technician | 14.28 |
| 13061 - Media Specialist I | 14.87 |
| 13062 - Media Specialist II | 16.62 |
| 13063 - Media Specialist III | 18.52 |
| 13071 - Photographer I | 15.57 |
| 13072 - Photographer II | 17.66 |
| 13073 - Photographer III | 22.17 |
| 13074 - Photographer IV | 27.06 |
| 13075 - Photographer V | 32.84 |
| 13110 - Video Teleconference Technician | 14.26 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.84 |
| 14042 - Computer Operator II | 17.02 |
| 14043 - Computer Operator III | 19.46 |
| 14044 - Computer Operator IV | 21.57 |
| 14045 - Computer Operator V | 23.93 |
| 14071 - Computer Programmer I | (see 1) 18.74 |
| 14072 - Computer Programmer II | (see 1) 23.63 |
| 14073 - Computer Programmer III | (see 1) 26.35 |
| 14074 - Computer Programmer IV | (see 1) |

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| 14101 - Computer Systems Analyst I | (see 1) | 25.38 |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 14.84 |
| 14160 - Personal Computer Support Technician | | 21.57 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 25.38 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 31.25 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 37.46 |
| 15050 - Computer Based Training Specialist / Instructor | | 25.38 |
| 15060 - Educational Technologist | | 27.29 |
| 15070 - Flight Instructor (Pilot) | | 37.46 |
| 15080 - Graphic Artist | | 18.60 |
| 15090 - Technical Instructor | | 17.77 |
| 15095 - Technical Instructor/Course Developer | | 21.74 |
| 15110 - Test Proctor | | 14.34 |
| 15120 - Tutor | | 14.34 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 9.54 |
| 16030 - Counter Attendant | | 9.54 |
| 16040 - Dry Cleaner | | 11.46 |
| 16070 - Finisher, Flatwork, Machine | | 9.54 |
| 16090 - Presser, Hand | | 9.54 |
| 16110 - Presser, Machine, Drycleaning | | 9.54 |
| 16130 - Presser, Machine, Shirts | | 9.54 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 9.54 |
| 16190 - Sewing Machine Operator | | 12.20 |
| 16220 - Tailor | | 12.84 |
| 16250 - Washer, Machine | | 10.13 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 15.51 |
| 19040 - Tool And Die Maker | | 20.84 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 13.28 |
| 21030 - Material Coordinator | | 16.86 |
| 21040 - Material Expediter | | 16.86 |
| 21050 - Material Handling Laborer | | 10.53 |
| 21071 - Order Filler | | 11.52 |
| 21080 - Production Line Worker (Food Processing) | | 13.28 |
| 21110 - Shipping Packer | | 13.04 |
| 21130 - Shipping/Receiving Clerk | | 13.04 |
| 21140 - Store Worker I | | 9.67 |
| 21150 - Stock Clerk | | 13.77 |
| 21210 - Tools And Parts Attendant | | 13.28 |
| 21410 - Warehouse Specialist | | 13.28 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 20.78 |
| 23021 - Aircraft Mechanic I | | 19.59 |
| 23022 - Aircraft Mechanic II | | 20.78 |
| 23023 - Aircraft Mechanic III | | 21.98 |
| 23040 - Aircraft Mechanic Helper | | 13.90 |
| 23050 - Aircraft, Painter | | 18.05 |
| 23060 - Aircraft Servicer | | 16.00 |
| 23080 - Aircraft Worker | | 17.19 |
| 23110 - Appliance Mechanic | | 15.92 |
| 23120 - Bicycle Repairer | | 10.18 |
| 23125 - Cable Splicer | | 20.65 |
| 23130 - Carpenter, Maintenance | | 17.22 |
| 23140 - Carpet Layer | | 16.47 |
| 23160 - Electrician, Maintenance | | 16.55 |
| 23181 - Electronics Technician Maintenance I | | 18.90 |
| 23182 - Electronics Technician Maintenance II | | 19.89 |
| 23183 - Electronics Technician Maintenance III | | 21.10 |

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| 23260 - Fabric Worker | 14.66 |
| 23290 - Fire Alarm System Mechanic | 17.18 |
| 23310 - Fire Extinguisher Repairer | 13.56 |
| 23311 - Fuel Distribution System Mechanic | 15.78 |
| 23312 - Fuel Distribution System Operator | 15.32 |
| 23370 - General Maintenance Worker | 14.46 |
| 23380 - Ground Support Equipment Mechanic | 19.59 |
| 23381 - Ground Support Equipment Servicer | 15.99 |
| 23382 - Ground Support Equipment Worker | 17.18 |
| 23391 - Gunsmith I | 13.56 |
| 23392 - Gunsmith II | 15.74 |
| 23393 - Gunsmith III | 17.96 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.22 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.26 |
| 23430 - Heavy Equipment Mechanic | 16.70 |
| 23440 - Heavy Equipment Operator | 17.42 |
| 23460 - Instrument Mechanic | 17.96 |
| 23465 - Laboratory/Shelter Mechanic | 16.86 |
| 23470 - Laborer | 10.53 |
| 23510 - Locksmith | 15.36 |
| 23530 - Machinery Maintenance Mechanic | 18.63 |
| 23550 - Machinist, Maintenance | 16.19 |
| 23580 - Maintenance Trades Helper | 10.99 |
| 23591 - Metrology Technician I | 17.96 |
| 23592 - Metrology Technician II | 19.05 |
| 23593 - Metrology Technician III | 20.15 |
| 23640 - Millwright | 17.96 |
| 23710 - Office Appliance Repairer | 16.49 |
| 23760 - Painter, Maintenance | 13.96 |
| 23790 - Pipefitter, Maintenance | 15.97 |
| 23810 - Plumber, Maintenance | 15.49 |
| 23820 - Pneudraulic Systems Mechanic | 17.96 |
| 23850 - Rigger | 17.96 |
| 23870 - Scale Mechanic | 15.74 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.55 |
| 23910 - Small Engine Mechanic | 14.73 |
| 23931 - Telecommunications Mechanic I | 20.47 |
| 23932 - Telecommunications Mechanic II | 21.71 |
| 23950 - Telephone Lineman | 20.03 |
| 23960 - Welder, Combination, Maintenance | 14.88 |
| 23965 - Well Driller | 17.96 |
| 23970 - Woodcraft Worker | 17.96 |
| 23980 - Woodworker | 15.35 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.82 |
| 24580 - Child Care Center Clerk | 12.49 |
| 24610 - Chore Aide | 9.67 |
| 24620 - Family Readiness And Support Services Coordinator | 12.90 |
| 24630 - Homemaker | 14.99 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.38 |
| 25040 - Sewage Plant Operator | 19.13 |
| 25070 - Stationary Engineer | 20.38 |
| 25190 - Ventilation Equipment Tender | 14.16 |
| 25210 - Water Treatment Plant Operator | 19.13 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.19 |
| 27007 - Baggage Inspector | 10.77 |
| 27008 - Corrections Officer | 17.40 |
| 27010 - Court Security Officer | 17.40 |

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| 27030 - Detection Dog Handler | 13.11 |
| 27040 - Detention Officer | 17.40 |
| 27070 - Firefighter | 17.65 |
| 27101 - Guard I | 10.22 |
| 27102 - Guard II | 13.11 |
| 27131 - Police Officer I | 17.10 |
| 27132 - Police Officer II | 19.00 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.54 |
| 28042 - Carnival Equipment Repairer | 12.76 |
| 28043 - Carnival Equipment Worker | 8.99 |
| 28210 - Gate Attendant/Gate Tender | 12.74 |
| 28310 - Lifeguard | 11.35 |
| 28350 - Park Attendant (Aide) | 14.25 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.40 |
| 28515 - Recreation Specialist | 15.46 |
| 28630 - Sports Official | 11.35 |
| 28690 - Swimming Pool Operator | 15.54 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.29 |
| 29020 - Hatch Tender | 18.29 |
| 29030 - Line Handler | 18.29 |
| 29041 - Stevedore I | 16.89 |
| 29042 - Stevedore II | 19.58 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.06 |
| 30022 - Archeological Technician II | 20.72 |
| 30023 - Archeological Technician III | 25.08 |
| 30030 - Cartographic Technician | 25.08 |
| 30040 - Civil Engineering Technician | 20.19 |
| 30061 - Drafter/CAD Operator I | 16.48 |
| 30062 - Drafter/CAD Operator II | 20.55 |
| 30063 - Drafter/CAD Operator III | 22.84 |
| 30064 - Drafter/CAD Operator IV | 25.29 |
| 30081 - Engineering Technician I | 14.18 |
| 30082 - Engineering Technician II | 17.62 |
| 30083 - Engineering Technician III | 20.31 |
| 30084 - Engineering Technician IV | 24.79 |
| 30085 - Engineering Technician V | 30.21 |
| 30086 - Engineering Technician VI | 36.60 |
| 30090 - Environmental Technician | 20.36 |
| 30210 - Laboratory Technician | 17.85 |
| 30240 - Mathematical Technician | 25.08 |
| 30361 - Paralegal/Legal Assistant I | 17.29 |
| 30362 - Paralegal/Legal Assistant II | 20.89 |
| 30363 - Paralegal/Legal Assistant III | 25.55 |
| 30364 - Paralegal/Legal Assistant IV | 30.90 |
| 30390 - Photo-Optics Technician | 25.08 |
| 30461 - Technical Writer I | 24.79 |
| 30462 - Technical Writer II | 30.21 |
| 30463 - Technical Writer III | 35.56 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 22.22 |
| 30621 - Weather Observer, Senior (see 2) | 22.84 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |

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|---|-------|
| 31020 - Bus Aide | 11.35 |
| 31030 - Bus Driver | 14.23 |
| 31043 - Driver Courier | 11.98 |
| 31260 - Parking and Lot Attendant | 8.80 |
| 31290 - Shuttle Bus Driver | 13.02 |
| 31310 - Taxi Driver | 11.29 |
| 31361 - Truckdriver, Light | 13.02 |
| 31362 - Truckdriver, Medium | 14.23 |
| 31363 - Truckdriver, Heavy | 18.14 |
| 31364 - Truckdriver, Tractor-Trailer | 18.14 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.69 |
| 99050 - Desk Clerk | 9.95 |
| 99095 - Embalmer | 25.34 |
| 99251 - Laboratory Animal Caretaker I | 10.23 |
| 99252 - Laboratory Animal Caretaker II | 10.75 |
| 99310 - Mortician | 25.34 |
| 99410 - Pest Controller | 15.05 |
| 99510 - Photofinishing Worker | 12.91 |
| 99710 - Recycling Laborer | 12.45 |
| 99711 - Recycling Specialist | 15.08 |
| 99730 - Refuse Collector | 11.05 |
| 99810 - Sales Clerk | 13.44 |
| 99820 - School Crossing Guard | 11.05 |
| 99830 - Survey Party Chief | 16.32 |
| 99831 - Surveying Aide | 10.69 |
| 99832 - Surveying Technician | 14.64 |
| 99840 - Vending Machine Attendant | 14.77 |
| 99841 - Vending Machine Repairer | 16.29 |
| 99842 - Vending Machine Repairer Helper | 14.77 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

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

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

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2110
Revision No.: 15
Date of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Flagler, Volusia

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

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

| | |
|---|-------|
| 01000 - Administrative Support And Clerical Occupations | |
| 01011 - Accounting Clerk I | 11.68 |
| 01012 - Accounting Clerk II | 13.31 |
| 01013 - Accounting Clerk III | 14.96 |
| 01020 - Administrative Assistant | 17.20 |
| 01040 - Court Reporter | 18.19 |
| 01051 - Data Entry Operator I | 10.73 |
| 01052 - Data Entry Operator II | 11.92 |
| 01060 - Dispatcher, Motor Vehicle | 14.49 |
| 01070 - Document Preparation Clerk | 11.78 |
| 01090 - Duplicating Machine Operator | 11.78 |
| 01111 - General Clerk I | 10.72 |
| 01112 - General Clerk II | 11.70 |
| 01113 - General Clerk III | 13.13 |
| 01120 - Housing Referral Assistant | 15.48 |
| 01141 - Messenger Courier | 11.59 |
| 01191 - Order Clerk I | 10.98 |
| 01192 - Order Clerk II | 11.98 |
| 01261 - Personnel Assistant (Employment) I | 13.77 |
| 01262 - Personnel Assistant (Employment) II | 15.40 |
| 01263 - Personnel Assistant (Employment) III | 17.18 |
| 01270 - Production Control Clerk | 16.86 |
| 01280 - Receptionist | 11.11 |
| 01290 - Rental Clerk | 11.01 |
| 01300 - Scheduler, Maintenance | 12.41 |
| 01311 - Secretary I | 12.41 |
| 01312 - Secretary II | 13.88 |
| 01313 - Secretary III | 15.48 |
| 01320 - Service Order Dispatcher | 11.94 |
| 01410 - Supply Technician | 17.20 |
| 01420 - Survey Worker | 13.15 |
| 01531 - Travel Clerk I | 12.32 |
| 01532 - Travel Clerk II | 12.86 |
| 01533 - Travel Clerk III | 13.44 |
| 01611 - Word Processor I | 11.09 |
| 01612 - Word Processor II | 12.44 |
| 01613 - Word Processor III | 13.91 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.04 |
| 05010 - Automotive Electrician | 15.68 |
| 05040 - Automotive Glass Installer | 14.87 |
| 05070 - Automotive Worker | 14.87 |
| 05110 - Mobile Equipment Servicer | 12.78 |
| 05130 - Motor Equipment Metal Mechanic | 16.51 |
| 05160 - Motor Equipment Metal Worker | 14.87 |
| 05190 - Motor Vehicle Mechanic | 16.51 |
| 05220 - Motor Vehicle Mechanic Helper | 12.22 |
| 05250 - Motor Vehicle Upholstery Worker | 14.04 |
| 05280 - Motor Vehicle Wrecker | 14.87 |
| 05310 - Painter, Automotive | 15.68 |
| 05340 - Radiator Repair Specialist | 14.87 |
| 05370 - Tire Repairer | 11.11 |
| 05400 - Transmission Repair Specialist | 16.51 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.30 |
| 07041 - Cook I | 11.46 |
| 07042 - Cook II | 13.04 |
| 07070 - Dishwasher | 8.14 |
| 07130 - Food Service Worker | 8.73 |
| 07210 - Meat Cutter | 15.26 |
| 07260 - Waiter/Waitress | 9.60 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.72 |

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| 09040 - Furniture Handler | 11.92 |
| 09080 - Furniture Refinisher | 15.36 |
| 09090 - Furniture Refinisher Helper | 11.94 |
| 09110 - Furniture Repairer, Minor | 13.63 |
| 09130 - Upholsterer | 15.36 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.98 |
| 11060 - Elevator Operator | 9.31 |
| 11090 - Gardener | 13.56 |
| 11122 - Housekeeping Aide | 10.44 |
| 11150 - Janitor | 10.44 |
| 11210 - Laborer, Grounds Maintenance | 10.48 |
| 11240 - Maid or Houseman | 9.15 |
| 11260 - Pruner | 9.31 |
| 11270 - Tractor Operator | 12.24 |
| 11330 - Trail Maintenance Worker | 10.48 |
| 11360 - Window Cleaner | 11.45 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.46 |
| 12011 - Breath Alcohol Technician | 17.46 |
| 12012 - Certified Occupational Therapist Assistant | 22.96 |
| 12015 - Certified Physical Therapist Assistant | 23.64 |
| 12020 - Dental Assistant | 15.48 |
| 12025 - Dental Hygienist | 26.35 |
| 12030 - EKG Technician | 17.37 |
| 12035 - Electroneurodiagnostic Technologist | 17.37 |
| 12040 - Emergency Medical Technician | 17.46 |
| 12071 - Licensed Practical Nurse I | 14.96 |
| 12072 - Licensed Practical Nurse II | 16.73 |
| 12073 - Licensed Practical Nurse III | 18.66 |
| 12100 - Medical Assistant | 12.75 |
| 12130 - Medical Laboratory Technician | 16.25 |
| 12160 - Medical Record Clerk | 13.47 |
| 12190 - Medical Record Technician | 15.02 |
| 12195 - Medical Transcriptionist | 14.58 |
| 12210 - Nuclear Medicine Technologist | 36.12 |
| 12221 - Nursing Assistant I | 10.39 |
| 12222 - Nursing Assistant II | 11.68 |
| 12223 - Nursing Assistant III | 12.75 |
| 12224 - Nursing Assistant IV | 14.30 |
| 12235 - Optical Dispenser | 16.18 |
| 12236 - Optical Technician | 14.49 |
| 12250 - Pharmacy Technician | 12.39 |
| 12280 - Phlebotomist | 14.30 |
| 12305 - Radiologic Technologist | 23.26 |
| 12311 - Registered Nurse I | 21.74 |
| 12312 - Registered Nurse II | 26.59 |
| 12313 - Registered Nurse II, Specialist | 26.59 |
| 12314 - Registered Nurse III | 32.18 |
| 12315 - Registered Nurse III, Anesthetist | 32.18 |
| 12316 - Registered Nurse IV | 38.54 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.73 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.78 |
| 13012 - Exhibits Specialist II | 24.57 |
| 13013 - Exhibits Specialist III | 30.06 |
| 13041 - Illustrator I | 19.78 |
| 13042 - Illustrator II | 24.57 |
| 13043 - Illustrator III | 30.06 |
| 13047 - Librarian | 27.69 |
| 13050 - Library Aide/Clerk | 12.47 |
| 13054 - Library Information Technology Systems Administrator | 24.57 |

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| 13058 - Library Technician | 14.28 |
| 13061 - Media Specialist I | 14.87 |
| 13062 - Media Specialist II | 16.62 |
| 13063 - Media Specialist III | 18.52 |
| 13071 - Photographer I | 15.57 |
| 13072 - Photographer II | 17.66 |
| 13073 - Photographer III | 22.17 |
| 13074 - Photographer IV | 27.06 |
| 13075 - Photographer V | 32.84 |
| 13110 - Video Teleconference Technician | 14.26 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.84 |
| 14042 - Computer Operator II | 17.02 |
| 14043 - Computer Operator III | 19.46 |
| 14044 - Computer Operator IV | 21.57 |
| 14045 - Computer Operator V | 23.93 |
| 14071 - Computer Programmer I | (see 1) 18.74 |
| 14072 - Computer Programmer II | (see 1) 23.63 |
| 14073 - Computer Programmer III | (see 1) 26.35 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 25.38 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.84 |
| 14160 - Personal Computer Support Technician | 21.57 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.38 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.25 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.46 |
| 15050 - Computer Based Training Specialist / Instructor | 25.38 |
| 15060 - Educational Technologist | 27.29 |
| 15070 - Flight Instructor (Pilot) | 37.46 |
| 15080 - Graphic Artist | 18.60 |
| 15090 - Technical Instructor | 17.77 |
| 15095 - Technical Instructor/Course Developer | 21.74 |
| 15110 - Test Proctor | 14.34 |
| 15120 - Tutor | 14.34 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.54 |
| 16030 - Counter Attendant | 9.54 |
| 16040 - Dry Cleaner | 11.46 |
| 16070 - Finisher, Flatwork, Machine | 9.54 |
| 16090 - Presser, Hand | 9.54 |
| 16110 - Presser, Machine, Drycleaning | 9.54 |
| 16130 - Presser, Machine, Shirts | 9.54 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.54 |
| 16190 - Sewing Machine Operator | 12.20 |
| 16220 - Tailor | 12.84 |
| 16250 - Washer, Machine | 10.13 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.51 |
| 19040 - Tool And Die Maker | 20.84 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.28 |
| 21030 - Material Coordinator | 16.86 |
| 21040 - Material Expediter | 16.86 |
| 21050 - Material Handling Laborer | 10.53 |
| 21071 - Order Filler | 11.52 |
| 21080 - Production Line Worker (Food Processing) | 13.28 |
| 21110 - Shipping Packer | 13.04 |
| 21130 - Shipping/Receiving Clerk | 13.04 |
| 21140 - Store Worker I | 9.67 |
| 21150 - Stock Clerk | 13.77 |

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|---|-------|
| 21210 - Tools And Parts Attendant | 13.28 |
| 21410 - Warehouse Specialist | 13.28 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.78 |
| 23021 - Aircraft Mechanic I | 19.59 |
| 23022 - Aircraft Mechanic II | 20.78 |
| 23023 - Aircraft Mechanic III | 21.98 |
| 23040 - Aircraft Mechanic Helper | 13.90 |
| 23050 - Aircraft, Painter | 18.05 |
| 23060 - Aircraft Servicer | 16.00 |
| 23080 - Aircraft Worker | 17.19 |
| 23110 - Appliance Mechanic | 15.92 |
| 23120 - Bicycle Repairer | 10.18 |
| 23125 - Cable Splicer | 20.65 |
| 23130 - Carpenter, Maintenance | 17.22 |
| 23140 - Carpet Layer | 16.47 |
| 23160 - Electrician, Maintenance | 16.55 |
| 23181 - Electronics Technician Maintenance I | 18.90 |
| 23182 - Electronics Technician Maintenance II | 19.89 |
| 23183 - Electronics Technician Maintenance III | 21.10 |
| 23260 - Fabric Worker | 14.66 |
| 23290 - Fire Alarm System Mechanic | 17.18 |
| 23310 - Fire Extinguisher Repairer | 13.56 |
| 23311 - Fuel Distribution System Mechanic | 15.78 |
| 23312 - Fuel Distribution System Operator | 15.32 |
| 23370 - General Maintenance Worker | 14.46 |
| 23380 - Ground Support Equipment Mechanic | 19.59 |
| 23381 - Ground Support Equipment Servicer | 15.99 |
| 23382 - Ground Support Equipment Worker | 17.18 |
| 23391 - Gunsmith I | 13.56 |
| 23392 - Gunsmith II | 15.74 |
| 23393 - Gunsmith III | 17.96 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.22 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.26 |
| 23430 - Heavy Equipment Mechanic | 16.70 |
| 23440 - Heavy Equipment Operator | 17.42 |
| 23460 - Instrument Mechanic | 17.96 |
| 23465 - Laboratory/Shelter Mechanic | 16.86 |
| 23470 - Laborer | 10.53 |
| 23510 - Locksmith | 15.36 |
| 23530 - Machinery Maintenance Mechanic | 18.63 |
| 23550 - Machinist, Maintenance | 16.19 |
| 23580 - Maintenance Trades Helper | 10.99 |
| 23591 - Metrology Technician I | 17.96 |
| 23592 - Metrology Technician II | 19.05 |
| 23593 - Metrology Technician III | 20.15 |
| 23640 - Millwright | 17.96 |
| 23710 - Office Appliance Repairer | 16.49 |
| 23760 - Painter, Maintenance | 13.96 |
| 23790 - Pipefitter, Maintenance | 15.97 |
| 23810 - Plumber, Maintenance | 15.49 |
| 23820 - Pneudraulic Systems Mechanic | 17.96 |
| 23850 - Rigger | 17.96 |
| 23870 - Scale Mechanic | 15.74 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.55 |
| 23910 - Small Engine Mechanic | 14.73 |
| 23931 - Telecommunications Mechanic I | 20.47 |
| 23932 - Telecommunications Mechanic II | 21.71 |
| 23950 - Telephone Lineman | 20.03 |
| 23960 - Welder, Combination, Maintenance | 14.88 |
| 23965 - Well Driller | 17.96 |

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| 23970 - Woodcraft Worker | 17.96 |
| 23980 - Woodworker | 15.35 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.82 |
| 24580 - Child Care Center Clerk | 12.49 |
| 24610 - Chore Aide | 9.67 |
| 24620 - Family Readiness And Support Services Coordinator | 12.90 |
| 24630 - Homemaker | 14.99 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.38 |
| 25040 - Sewage Plant Operator | 19.13 |
| 25070 - Stationary Engineer | 20.38 |
| 25190 - Ventilation Equipment Tender | 14.16 |
| 25210 - Water Treatment Plant Operator | 19.13 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.19 |
| 27007 - Baggage Inspector | 10.77 |
| 27008 - Corrections Officer | 17.40 |
| 27010 - Court Security Officer | 17.40 |
| 27030 - Detection Dog Handler | 13.11 |
| 27040 - Detention Officer | 17.40 |
| 27070 - Firefighter | 17.65 |
| 27101 - Guard I | 10.22 |
| 27102 - Guard II | 13.11 |
| 27131 - Police Officer I | 17.10 |
| 27132 - Police Officer II | 19.00 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.54 |
| 28042 - Carnival Equipment Repairer | 12.76 |
| 28043 - Carnival Equipment Worker | 8.99 |
| 28210 - Gate Attendant/Gate Tender | 12.74 |
| 28310 - Lifeguard | 11.35 |
| 28350 - Park Attendant (Aide) | 14.25 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.40 |
| 28515 - Recreation Specialist | 15.46 |
| 28630 - Sports Official | 11.35 |
| 28690 - Swimming Pool Operator | 15.54 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.29 |
| 29020 - Hatch Tender | 18.29 |
| 29030 - Line Handler | 18.29 |
| 29041 - Stevedore I | 16.89 |
| 29042 - Stevedore II | 19.58 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.06 |
| 30022 - Archeological Technician II | 20.72 |
| 30023 - Archeological Technician III | 25.08 |
| 30030 - Cartographic Technician | 25.08 |
| 30040 - Civil Engineering Technician | 20.19 |
| 30061 - Drafter/CAD Operator I | 16.48 |
| 30062 - Drafter/CAD Operator II | 20.55 |
| 30063 - Drafter/CAD Operator III | 22.84 |
| 30064 - Drafter/CAD Operator IV | 25.29 |
| 30081 - Engineering Technician I | 14.18 |
| 30082 - Engineering Technician II | 17.62 |
| 30083 - Engineering Technician III | 20.31 |
| 30084 - Engineering Technician IV | 24.79 |
| 30085 - Engineering Technician V | 30.21 |
| 30086 - Engineering Technician VI | 36.60 |

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| 30090 - Environmental Technician | 20.36 |
| 30210 - Laboratory Technician | 17.85 |
| 30240 - Mathematical Technician | 25.08 |
| 30361 - Paralegal/Legal Assistant I | 17.29 |
| 30362 - Paralegal/Legal Assistant II | 20.89 |
| 30363 - Paralegal/Legal Assistant III | 25.55 |
| 30364 - Paralegal/Legal Assistant IV | 30.90 |
| 30390 - Photo-Optics Technician | 25.08 |
| 30461 - Technical Writer I | 24.79 |
| 30462 - Technical Writer II | 30.21 |
| 30463 - Technical Writer III | 35.56 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 22.22 |
| 30621 - Weather Observer, Senior | (see 2) 22.84 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.35 |
| 31030 - Bus Driver | 14.23 |
| 31043 - Driver Courier | 11.98 |
| 31260 - Parking and Lot Attendant | 8.80 |
| 31290 - Shuttle Bus Driver | 13.02 |
| 31310 - Taxi Driver | 11.29 |
| 31361 - Truckdriver, Light | 13.02 |
| 31362 - Truckdriver, Medium | 14.23 |
| 31363 - Truckdriver, Heavy | 18.14 |
| 31364 - Truckdriver, Tractor-Trailer | 18.14 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.69 |
| 99050 - Desk Clerk | 9.95 |
| 99095 - Embalmer | 25.34 |
| 99251 - Laboratory Animal Caretaker I | 10.23 |
| 99252 - Laboratory Animal Caretaker II | 10.75 |
| 99310 - Mortician | 25.34 |
| 99410 - Pest Controller | 15.05 |
| 99510 - Photofinishing Worker | 12.91 |
| 99710 - Recycling Laborer | 12.45 |
| 99711 - Recycling Specialist | 15.08 |
| 99730 - Refuse Collector | 11.05 |
| 99810 - Sales Clerk | 13.44 |
| 99820 - School Crossing Guard | 11.05 |
| 99830 - Survey Party Chief | 16.32 |
| 99831 - Surveying Aide | 10.69 |
| 99832 - Surveying Technician | 14.64 |
| 99840 - Vending Machine Attendant | 14.77 |
| 99841 - Vending Machine Repairer | 16.29 |
| 99842 - Vending Machine Repairer Helper | 14.77 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 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 4174)

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 regrading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}
When multiple wage determinations are included in a contract, a separate SF 1444

should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2111
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Broward, Glades, Hendry, Martin, Okeechobee, Palm
Beach, St Lucie

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.11 |
| 01012 - Accounting Clerk II | | 16.74 |
| 01013 - Accounting Clerk III | | 18.73 |
| 01020 - Administrative Assistant | | 22.64 |
| 01040 - Court Reporter | | 18.82 |
| 01051 - Data Entry Operator I | | 12.92 |
| 01052 - Data Entry Operator II | | 14.09 |
| 01060 - Dispatcher, Motor Vehicle | | 17.16 |
| 01070 - Document Preparation Clerk | | 12.67 |
| 01090 - Duplicating Machine Operator | | 12.67 |
| 01111 - General Clerk I | | 12.62 |
| 01112 - General Clerk II | | 13.88 |
| 01113 - General Clerk III | | 15.59 |
| 01120 - Housing Referral Assistant | | 20.88 |
| 01141 - Messenger Courier | | 12.39 |
| 01191 - Order Clerk I | | 12.71 |
| 01192 - Order Clerk II | | 13.86 |
| 01261 - Personnel Assistant (Employment) I | | 15.88 |
| 01262 - Personnel Assistant (Employment) II | | 17.90 |
| 01263 - Personnel Assistant (Employment) III | | 20.30 |
| 01270 - Production Control Clerk | | 20.00 |
| 01280 - Receptionist | | 13.44 |
| 01290 - Rental Clerk | | 14.93 |
| 01300 - Scheduler, Maintenance | | 16.74 |
| 01311 - Secretary I | | 16.74 |
| 01312 - Secretary II | | 18.73 |
| 01313 - Secretary III | | 20.88 |
| 01320 - Service Order Dispatcher | | 15.35 |
| 01410 - Supply Technician | | 23.21 |
| 01420 - Survey Worker | | 18.82 |
| 01531 - Travel Clerk I | | 12.57 |
| 01532 - Travel Clerk II | | 13.48 |
| 01533 - Travel Clerk III | | 14.33 |
| 01611 - Word Processor I | | 13.30 |
| 01612 - Word Processor II | | 14.93 |
| 01613 - Word Processor III | | 16.71 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 17.74 |

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| 05010 - Automotive Electrician | 16.61 |
| 05040 - Automotive Glass Installer | 15.52 |
| 05070 - Automotive Worker | 15.52 |
| 05110 - Mobile Equipment Servicer | 13.34 |
| 05130 - Motor Equipment Metal Mechanic | 17.56 |
| 05160 - Motor Equipment Metal Worker | 15.52 |
| 05190 - Motor Vehicle Mechanic | 17.68 |
| 05220 - Motor Vehicle Mechanic Helper | 12.24 |
| 05250 - Motor Vehicle Upholstery Worker | 14.42 |
| 05280 - Motor Vehicle Wrecker | 15.52 |
| 05310 - Painter, Automotive | 16.62 |
| 05340 - Radiator Repair Specialist | 15.52 |
| 05370 - Tire Repairer | 11.60 |
| 05400 - Transmission Repair Specialist | 17.56 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.65 |
| 07041 - Cook I | 11.08 |
| 07042 - Cook II | 12.90 |
| 07070 - Dishwasher | 8.72 |
| 07130 - Food Service Worker | 9.89 |
| 07210 - Meat Cutter | 12.75 |
| 07260 - Waiter/Waitress | 9.85 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.98 |
| 09040 - Furniture Handler | 9.80 |
| 09080 - Furniture Refinisher | 14.98 |
| 09090 - Furniture Refinisher Helper | 11.03 |
| 09110 - Furniture Repairer, Minor | 13.00 |
| 09130 - Upholsterer | 16.48 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.80 |
| 11060 - Elevator Operator | 10.39 |
| 11090 - Gardener | 15.29 |
| 11122 - Housekeeping Aide | 10.39 |
| 11150 - Janitor | 10.39 |
| 11210 - Laborer, Grounds Maintenance | 11.40 |
| 11240 - Maid or Houseman | 9.59 |
| 11260 - Pruner | 9.93 |
| 11270 - Tractor Operator | 14.36 |
| 11330 - Trail Maintenance Worker | 11.40 |
| 11360 - Window Cleaner | 11.94 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.34 |
| 12011 - Breath Alcohol Technician | 17.33 |
| 12012 - Certified Occupational Therapist Assistant | 26.46 |
| 12015 - Certified Physical Therapist Assistant | 24.15 |
| 12020 - Dental Assistant | 15.13 |
| 12025 - Dental Hygienist | 31.91 |
| 12030 - EKG Technician | 22.01 |
| 12035 - Electroneurodiagnostic Technologist | 22.01 |
| 12040 - Emergency Medical Technician | 15.34 |
| 12071 - Licensed Practical Nurse I | 15.49 |
| 12072 - Licensed Practical Nurse II | 17.33 |
| 12073 - Licensed Practical Nurse III | 19.32 |
| 12100 - Medical Assistant | 15.38 |
| 12130 - Medical Laboratory Technician | 17.89 |
| 12160 - Medical Record Clerk | 13.95 |
| 12190 - Medical Record Technician | 15.38 |
| 12195 - Medical Transcriptionist | 15.86 |
| 12210 - Nuclear Medicine Technologist | 34.45 |
| 12221 - Nursing Assistant I | 10.55 |
| 12222 - Nursing Assistant II | 11.87 |
| 12223 - Nursing Assistant III | 12.95 |

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| 12224 - Nursing Assistant IV | 14.87 |
| 12235 - Optical Dispenser | 17.57 |
| 12236 - Optical Technician | 15.24 |
| 12250 - Pharmacy Technician | 15.81 |
| 12280 - Phlebotomist | 14.87 |
| 12305 - Radiologic Technologist | 25.46 |
| 12311 - Registered Nurse I | 26.32 |
| 12312 - Registered Nurse II | 29.80 |
| 12313 - Registered Nurse II, Specialist | 29.80 |
| 12314 - Registered Nurse III | 36.04 |
| 12315 - Registered Nurse III, Anesthetist | 36.04 |
| 12316 - Registered Nurse IV | 43.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.28 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.30 |
| 13012 - Exhibits Specialist II | 23.54 |
| 13013 - Exhibits Specialist III | 28.80 |
| 13041 - Illustrator I | 20.64 |
| 13042 - Illustrator II | 25.57 |
| 13043 - Illustrator III | 30.22 |
| 13047 - Librarian | 30.39 |
| 13050 - Library Aide/Clerk | 12.37 |
| 13054 - Library Information Technology Systems Administrator | 26.99 |
| 13058 - Library Technician | 16.53 |
| 13061 - Media Specialist I | 16.17 |
| 13062 - Media Specialist II | 18.41 |
| 13063 - Media Specialist III | 20.54 |
| 13071 - Photographer I | 15.46 |
| 13072 - Photographer II | 17.30 |
| 13073 - Photographer III | 21.43 |
| 13074 - Photographer IV | 26.21 |
| 13075 - Photographer V | 31.70 |
| 13110 - Video Teleconference Technician | 16.88 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.41 |
| 14042 - Computer Operator II | 18.36 |
| 14043 - Computer Operator III | 20.47 |
| 14044 - Computer Operator IV | 22.75 |
| 14045 - Computer Operator V | 25.19 |
| 14071 - Computer Programmer I | (see 1) 22.63 |
| 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 | 16.41 |
| 14160 - Personal Computer Support Technician | 22.75 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 31.48 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 38.08 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.70 |
| 15050 - Computer Based Training Specialist / Instructor | 31.48 |
| 15060 - Educational Technologist | 26.06 |
| 15070 - Flight Instructor (Pilot) | 41.70 |
| 15080 - Graphic Artist | 23.71 |
| 15090 - Technical Instructor | 21.38 |
| 15095 - Technical Instructor/Course Developer | 26.16 |
| 15110 - Test Proctor | 17.26 |
| 15120 - Tutor | 17.26 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.62 |

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| 16030 - Counter Attendant | 9.62 |
| 16040 - Dry Cleaner | 11.86 |
| 16070 - Finisher, Flatwork, Machine | 9.62 |
| 16090 - Presser, Hand | 9.62 |
| 16110 - Presser, Machine, Drycleaning | 9.62 |
| 16130 - Presser, Machine, Shirts | 9.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.62 |
| 16190 - Sewing Machine Operator | 12.52 |
| 16220 - Tailor | 13.18 |
| 16250 - Washer, Machine | 10.41 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.51 |
| 19040 - Tool And Die Maker | 22.29 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.81 |
| 21030 - Material Coordinator | 19.02 |
| 21040 - Material Expediter | 19.02 |
| 21050 - Material Handling Laborer | 12.17 |
| 21071 - Order Filler | 11.60 |
| 21080 - Production Line Worker (Food Processing) | 14.81 |
| 21110 - Shipping Packer | 14.81 |
| 21130 - Shipping/Receiving Clerk | 14.81 |
| 21140 - Store Worker I | 9.45 |
| 21150 - Stock Clerk | 14.43 |
| 21210 - Tools And Parts Attendant | 14.81 |
| 21410 - Warehouse Specialist | 14.81 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.81 |
| 23021 - Aircraft Mechanic I | 23.31 |
| 23022 - Aircraft Mechanic II | 24.81 |
| 23023 - Aircraft Mechanic III | 26.28 |
| 23040 - Aircraft Mechanic Helper | 15.59 |
| 23050 - Aircraft, Painter | 18.88 |
| 23060 - Aircraft Servicer | 18.80 |
| 23080 - Aircraft Worker | 20.33 |
| 23110 - Appliance Mechanic | 18.53 |
| 23120 - Bicycle Repairer | 11.60 |
| 23125 - Cable Splicer | 24.61 |
| 23130 - Carpenter, Maintenance | 17.55 |
| 23140 - Carpet Layer | 17.51 |
| 23160 - Electrician, Maintenance | 19.25 |
| 23181 - Electronics Technician Maintenance I | 21.43 |
| 23182 - Electronics Technician Maintenance II | 26.58 |
| 23183 - Electronics Technician Maintenance III | 29.81 |
| 23260 - Fabric Worker | 17.63 |
| 23290 - Fire Alarm System Mechanic | 18.04 |
| 23310 - Fire Extinguisher Repairer | 14.71 |
| 23311 - Fuel Distribution System Mechanic | 18.65 |
| 23312 - Fuel Distribution System Operator | 13.82 |
| 23370 - General Maintenance Worker | 16.44 |
| 23380 - Ground Support Equipment Mechanic | 23.31 |
| 23381 - Ground Support Equipment Servicer | 18.80 |
| 23382 - Ground Support Equipment Worker | 20.33 |
| 23391 - Gunsmith I | 14.71 |
| 23392 - Gunsmith II | 17.40 |
| 23393 - Gunsmith III | 19.85 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.01 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.23 |
| 23430 - Heavy Equipment Mechanic | 19.94 |
| 23440 - Heavy Equipment Operator | 19.18 |
| 23460 - Instrument Mechanic | 21.09 |

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| 23465 - Laboratory/Shelter Mechanic | 18.62 |
| 23470 - Laborer | 11.51 |
| 23510 - Locksmith | 17.22 |
| 23530 - Machinery Maintenance Mechanic | 22.48 |
| 23550 - Machinist, Maintenance | 18.00 |
| 23580 - Maintenance Trades Helper | 13.90 |
| 23591 - Metrology Technician I | 21.09 |
| 23592 - Metrology Technician II | 22.74 |
| 23593 - Metrology Technician III | 23.86 |
| 23640 - Millwright | 21.19 |
| 23710 - Office Appliance Repairer | 17.94 |
| 23760 - Painter, Maintenance | 17.51 |
| 23790 - Pipefitter, Maintenance | 20.20 |
| 23810 - Plumber, Maintenance | 19.23 |
| 23820 - Pneudraulic Systems Mechanic | 19.85 |
| 23850 - Rigger | 19.85 |
| 23870 - Scale Mechanic | 17.40 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.24 |
| 23910 - Small Engine Mechanic | 15.52 |
| 23931 - Telecommunications Mechanic I | 23.36 |
| 23932 - Telecommunications Mechanic II | 25.46 |
| 23950 - Telephone Lineman | 20.79 |
| 23960 - welder, Combination, Maintenance | 18.69 |
| 23965 - Well Driller | 18.71 |
| 23970 - Woodcraft Worker | 19.85 |
| 23980 - Woodworker | 14.71 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.49 |
| 24580 - Child Care Center Clerk | 15.33 |
| 24610 - Chore Aide | 9.40 |
| 24620 - Family Readiness And Support Services Coordinator | 14.45 |
| 24630 - Homemaker | 17.05 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.01 |
| 25040 - Sewage Plant Operator | 20.16 |
| 25070 - Stationary Engineer | 19.01 |
| 25190 - Ventilation Equipment Tender | 12.86 |
| 25210 - Water Treatment Plant Operator | 20.16 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.47 |
| 27007 - Baggage Inspector | 10.61 |
| 27008 - Corrections Officer | 25.15 |
| 27010 - Court Security Officer | 28.50 |
| 27030 - Detection Dog Handler | 18.11 |
| 27040 - Detention Officer | 25.15 |
| 27070 - Firefighter | 26.09 |
| 27101 - Guard I | 10.61 |
| 27102 - Guard II | 18.11 |
| 27131 - Police Officer I | 30.90 |
| 27132 - Police Officer II | 34.34 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.37 |
| 28042 - Carnival Equipment Repairer | 14.74 |
| 28043 - Carnival Equipment Worker | 9.40 |
| 28210 - Gate Attendant/Gate Tender | 14.63 |
| 28310 - Lifeguard | 13.49 |
| 28350 - Park Attendant (Aide) | 16.39 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.96 |
| 28515 - Recreation Specialist | 19.57 |
| 28630 - Sports Official | 13.04 |
| 28690 - Swimming Pool Operator | 17.92 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |

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| 29010 - Blocker And Bracer | 21.65 |
| 29020 - Hatch Tender | 21.65 |
| 29030 - Line Handler | 21.65 |
| 29041 - Stevedore I | 20.86 |
| 29042 - Stevedore II | 24.35 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.85 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.10 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.74 |
| 30021 - Archeological Technician I | 15.98 |
| 30022 - Archeological Technician II | 18.25 |
| 30023 - Archeological Technician III | 24.98 |
| 30030 - Cartographic Technician | 25.86 |
| 30040 - Civil Engineering Technician | 23.88 |
| 30061 - Drafter/CAD Operator I | 18.66 |
| 30062 - Drafter/CAD Operator II | 20.89 |
| 30063 - Drafter/CAD Operator III | 23.28 |
| 30064 - Drafter/CAD Operator IV | 28.66 |
| 30081 - Engineering Technician I | 18.79 |
| 30082 - Engineering Technician II | 21.92 |
| 30083 - Engineering Technician III | 24.53 |
| 30084 - Engineering Technician IV | 29.22 |
| 30085 - Engineering Technician V | 35.73 |
| 30086 - Engineering Technician VI | 41.29 |
| 30090 - Environmental Technician | 20.88 |
| 30210 - Laboratory Technician | 18.62 |
| 30240 - Mathematical Technician | 25.86 |
| 30361 - Paralegal/Legal Assistant I | 17.91 |
| 30362 - Paralegal/Legal Assistant II | 22.18 |
| 30363 - Paralegal/Legal Assistant III | 27.14 |
| 30364 - Paralegal/Legal Assistant IV | 32.83 |
| 30390 - Photo-Optics Technician | 25.86 |
| 30461 - Technical Writer I | 23.25 |
| 30462 - Technical Writer II | 28.46 |
| 30463 - Technical Writer III | 32.87 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.06 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.10 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.89 |
| 30494 - Unexploded (UXO) Safety Escort | 24.06 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.06 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 23.28 |
| 30621 - Weather Observer, Senior (see 2) | 25.86 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.78 |
| 31030 - Bus Driver | 14.86 |
| 31043 - Driver Courier | 14.92 |
| 31260 - Parking and Lot Attendant | 9.46 |
| 31290 - Shuttle Bus Driver | 16.45 |
| 31310 - Taxi Driver | 11.02 |
| 31361 - Truckdriver, Light | 16.45 |
| 31362 - Truckdriver, Medium | 17.99 |
| 31363 - Truckdriver, Heavy | 19.54 |
| 31364 - Truckdriver, Tractor-Trailer | 19.54 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.31 |
| 99050 - Desk Clerk | 10.67 |
| 99095 - Embalmer | 21.54 |
| 99251 - Laboratory Animal Caretaker I | 10.75 |
| 99252 - Laboratory Animal Caretaker II | 11.86 |
| 99310 - Mortician | 24.52 |
| 99410 - Pest Controller | 14.26 |
| 99510 - Photofinishing Worker | 11.95 |

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| 99710 - Recycling Laborer | 15.31 |
| 99711 - Recycling Specialist | 19.30 |
| 99730 - Refuse Collector | 13.33 |
| 99810 - Sales Clerk | 12.58 |
| 99820 - School Crossing Guard | 11.80 |
| 99830 - Survey Party Chief | 18.42 |
| 99831 - Surveying Aide | 11.12 |
| 99832 - Surveying Technician | 16.78 |
| 99840 - Vending Machine Attendant | 11.67 |
| 99841 - Vending Machine Repairer | 14.81 |
| 99842 - Vending Machine Repairer Helper | 11.66 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2112
Revision No.: 15
Date of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Broward, Glades, Hendry, Martin, Okeechobee, Palm Beach, St Lucie

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.11 |
| 01012 - Accounting Clerk II | | 16.74 |
| 01013 - Accounting Clerk III | | 18.73 |
| 01020 - Administrative Assistant | | 22.64 |
| 01040 - Court Reporter | | 18.82 |
| 01051 - Data Entry Operator I | | 12.92 |
| 01052 - Data Entry Operator II | | 14.09 |
| 01060 - Dispatcher, Motor Vehicle | | 17.16 |
| 01070 - Document Preparation Clerk | | 12.67 |
| 01090 - Duplicating Machine Operator | | 12.67 |
| 01111 - General Clerk I | | 12.62 |
| 01112 - General Clerk II | | 13.88 |
| 01113 - General Clerk III | | 15.59 |
| 01120 - Housing Referral Assistant | | 20.88 |
| 01141 - Messenger Courier | | 12.39 |
| 01191 - Order Clerk I | | 12.71 |
| 01192 - Order Clerk II | | 13.86 |
| 01261 - Personnel Assistant (Employment) I | | 15.88 |

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|-------|--|-------|
| 01262 | - Personnel Assistant (Employment) II | 17.90 |
| 01263 | - Personnel Assistant (Employment) III | 20.30 |
| 01270 | - Production Control Clerk | 20.00 |
| 01280 | - Receptionist | 13.44 |
| 01290 | - Rental Clerk | 14.93 |
| 01300 | - Scheduler, Maintenance | 16.74 |
| 01311 | - Secretary I | 16.74 |
| 01312 | - Secretary II | 18.73 |
| 01313 | - Secretary III | 20.88 |
| 01320 | - Service Order Dispatcher | 15.35 |
| 01410 | - Supply Technician | 23.21 |
| 01420 | - Survey Worker | 18.82 |
| 01531 | - Travel Clerk I | 12.57 |
| 01532 | - Travel Clerk II | 13.48 |
| 01533 | - Travel Clerk III | 14.33 |
| 01611 | - Word Processor I | 13.30 |
| 01612 | - Word Processor II | 14.93 |
| 01613 | - Word Processor III | 16.71 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 17.74 |
| 05010 | - Automotive Electrician | 16.61 |
| 05040 | - Automotive Glass Installer | 15.52 |
| 05070 | - Automotive Worker | 15.52 |
| 05110 | - Mobile Equipment Servicer | 13.34 |
| 05130 | - Motor Equipment Metal Mechanic | 17.56 |
| 05160 | - Motor Equipment Metal Worker | 15.52 |
| 05190 | - Motor Vehicle Mechanic | 17.68 |
| 05220 | - Motor Vehicle Mechanic Helper | 12.24 |
| 05250 | - Motor Vehicle Upholstery Worker | 14.42 |
| 05280 | - Motor Vehicle Wrecker | 15.52 |
| 05310 | - Painter, Automotive | 16.62 |
| 05340 | - Radiator Repair Specialist | 15.52 |
| 05370 | - Tire Repairer | 11.60 |
| 05400 | - Transmission Repair Specialist | 17.56 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 12.65 |
| 07041 | - Cook I | 11.08 |
| 07042 | - Cook II | 12.90 |
| 07070 | - Dishwasher | 8.72 |
| 07130 | - Food Service Worker | 9.89 |
| 07210 | - Meat Cutter | 12.75 |
| 07260 | - Waiter/Waitress | 9.85 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 14.98 |
| 09040 | - Furniture Handler | 9.80 |
| 09080 | - Furniture Refinisher | 14.98 |
| 09090 | - Furniture Refinisher Helper | 11.03 |
| 09110 | - Furniture Repairer, Minor | 13.00 |
| 09130 | - Upholsterer | 16.48 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 9.80 |
| 11060 | - Elevator Operator | 10.39 |
| 11090 | - Gardener | 15.29 |
| 11122 | - Housekeeping Aide | 10.39 |
| 11150 | - Janitor | 10.39 |
| 11210 | - Laborer, Grounds Maintenance | 11.40 |
| 11240 | - Maid or Houseman | 9.59 |
| 11260 | - Pruner | 9.93 |
| 11270 | - Tractor Operator | 14.36 |
| 11330 | - Trail Maintenance Worker | 11.40 |
| 11360 | - Window Cleaner | 11.94 |
| 12000 | - Health Occupations | |
| 12010 | - Ambulance Driver | 15.34 |

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| 12011 - Breath Alcohol Technician | 17.33 |
| 12012 - Certified Occupational Therapist Assistant | 26.46 |
| 12015 - Certified Physical Therapist Assistant | 24.15 |
| 12020 - Dental Assistant | 15.13 |
| 12025 - Dental Hygienist | 31.91 |
| 12030 - EKG Technician | 22.01 |
| 12035 - Electroneurodiagnostic Technologist | 22.01 |
| 12040 - Emergency Medical Technician | 15.34 |
| 12071 - Licensed Practical Nurse I | 15.49 |
| 12072 - Licensed Practical Nurse II | 17.33 |
| 12073 - Licensed Practical Nurse III | 19.32 |
| 12100 - Medical Assistant | 15.38 |
| 12130 - Medical Laboratory Technician | 17.89 |
| 12160 - Medical Record Clerk | 13.95 |
| 12190 - Medical Record Technician | 15.38 |
| 12195 - Medical Transcriptionist | 15.86 |
| 12210 - Nuclear Medicine Technologist | 34.45 |
| 12221 - Nursing Assistant I | 10.55 |
| 12222 - Nursing Assistant II | 11.87 |
| 12223 - Nursing Assistant III | 12.95 |
| 12224 - Nursing Assistant IV | 14.87 |
| 12235 - Optical Dispenser | 17.57 |
| 12236 - Optical Technician | 15.24 |
| 12250 - Pharmacy Technician | 15.81 |
| 12280 - Phlebotomist | 14.87 |
| 12305 - Radiologic Technologist | 25.46 |
| 12311 - Registered Nurse I | 26.32 |
| 12312 - Registered Nurse II | 29.80 |
| 12313 - Registered Nurse II, Specialist | 29.80 |
| 12314 - Registered Nurse III | 36.04 |
| 12315 - Registered Nurse III, Anesthetist | 36.04 |
| 12316 - Registered Nurse IV | 43.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.28 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.30 |
| 13012 - Exhibits Specialist II | 23.54 |
| 13013 - Exhibits Specialist III | 28.80 |
| 13041 - Illustrator I | 20.64 |
| 13042 - Illustrator II | 25.57 |
| 13043 - Illustrator III | 30.22 |
| 13047 - Librarian | 30.39 |
| 13050 - Library Aide/Clerk | 12.37 |
| 13054 - Library Information Technology Systems Administrator | 26.99 |
| 13058 - Library Technician | 16.53 |
| 13061 - Media Specialist I | 16.17 |
| 13062 - Media Specialist II | 18.41 |
| 13063 - Media Specialist III | 20.54 |
| 13071 - Photographer I | 15.46 |
| 13072 - Photographer II | 17.30 |
| 13073 - Photographer III | 21.43 |
| 13074 - Photographer IV | 26.21 |
| 13075 - Photographer V | 31.70 |
| 13110 - Video Teleconference Technician | 16.88 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.41 |
| 14042 - Computer Operator II | 18.36 |
| 14043 - Computer Operator III | 20.47 |
| 14044 - Computer Operator IV | 22.75 |
| 14045 - Computer Operator V | 25.19 |
| 14071 - Computer Programmer I | (see 1) |
| 14072 - Computer Programmer II | (see 1) |
| 14073 - Computer Programmer III | (see 1) |

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| 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 | | 16.41 |
| 14160 - Personal Computer Support Technician | | 22.75 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 31.48 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 38.08 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 41.70 |
| 15050 - Computer Based Training Specialist / Instructor | | 31.48 |
| 15060 - Educational Technologist | | 26.06 |
| 15070 - Flight Instructor (Pilot) | | 41.70 |
| 15080 - Graphic Artist | | 23.71 |
| 15090 - Technical Instructor | | 21.38 |
| 15095 - Technical Instructor/Course Developer | | 26.16 |
| 15110 - Test Proctor | | 17.26 |
| 15120 - Tutor | | 17.26 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 9.62 |
| 16030 - Counter Attendant | | 9.62 |
| 16040 - Dry Cleaner | | 11.86 |
| 16070 - Finisher, Flatwork, Machine | | 9.62 |
| 16090 - Presser, Hand | | 9.62 |
| 16110 - Presser, Machine, Drycleaning | | 9.62 |
| 16130 - Presser, Machine, Shirts | | 9.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 9.62 |
| 16190 - Sewing Machine Operator | | 12.52 |
| 16220 - Tailor | | 13.18 |
| 16250 - Washer, Machine | | 10.41 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 17.51 |
| 19040 - Tool And Die Maker | | 22.29 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 14.81 |
| 21030 - Material Coordinator | | 19.02 |
| 21040 - Material Expediter | | 19.02 |
| 21050 - Material Handling Laborer | | 12.17 |
| 21071 - Order Filler | | 11.60 |
| 21080 - Production Line Worker (Food Processing) | | 14.81 |
| 21110 - Shipping Packer | | 14.81 |
| 21130 - Shipping/Receiving Clerk | | 14.81 |
| 21140 - Store Worker I | | 9.45 |
| 21150 - Stock Clerk | | 14.43 |
| 21210 - Tools And Parts Attendant | | 14.81 |
| 21410 - Warehouse Specialist | | 14.81 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 24.81 |
| 23021 - Aircraft Mechanic I | | 23.31 |
| 23022 - Aircraft Mechanic II | | 24.81 |
| 23023 - Aircraft Mechanic III | | 26.28 |
| 23040 - Aircraft Mechanic Helper | | 15.59 |
| 23050 - Aircraft, Painter | | 18.88 |
| 23060 - Aircraft Servicer | | 18.80 |
| 23080 - Aircraft Worker | | 20.33 |
| 23110 - Appliance Mechanic | | 18.53 |
| 23120 - Bicycle Repairer | | 11.60 |
| 23125 - Cable Splicer | | 24.61 |
| 23130 - Carpenter, Maintenance | | 17.55 |
| 23140 - Carpet Layer | | 17.51 |
| 23160 - Electrician, Maintenance | | 19.25 |
| 23181 - Electronics Technician Maintenance I | | 21.43 |
| 23182 - Electronics Technician Maintenance II | | 26.58 |

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| 23183 - Electronics Technician Maintenance III | 29.81 |
| 23260 - Fabric Worker | 17.63 |
| 23290 - Fire Alarm System Mechanic | 18.04 |
| 23310 - Fire Extinguisher Repairer | 14.71 |
| 23311 - Fuel Distribution System Mechanic | 18.65 |
| 23312 - Fuel Distribution System Operator | 13.82 |
| 23370 - General Maintenance Worker | 16.44 |
| 23380 - Ground Support Equipment Mechanic | 23.31 |
| 23381 - Ground Support Equipment Servicer | 18.80 |
| 23382 - Ground Support Equipment Worker | 20.33 |
| 23391 - Gunsmith I | 14.71 |
| 23392 - Gunsmith II | 17.40 |
| 23393 - Gunsmith III | 19.85 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.01 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.23 |
| 23430 - Heavy Equipment Mechanic | 19.94 |
| 23440 - Heavy Equipment Operator | 19.18 |
| 23460 - Instrument Mechanic | 21.09 |
| 23465 - Laboratory/Shelter Mechanic | 18.62 |
| 23470 - Laborer | 11.51 |
| 23510 - Locksmith | 17.22 |
| 23530 - Machinery Maintenance Mechanic | 22.48 |
| 23550 - Machinist, Maintenance | 18.00 |
| 23580 - Maintenance Trades Helper | 13.90 |
| 23591 - Metrology Technician I | 21.09 |
| 23592 - Metrology Technician II | 22.74 |
| 23593 - Metrology Technician III | 23.86 |
| 23640 - Millwright | 21.19 |
| 23710 - Office Appliance Repairer | 17.94 |
| 23760 - Painter, Maintenance | 17.51 |
| 23790 - Pipefitter, Maintenance | 20.20 |
| 23810 - Plumber, Maintenance | 19.23 |
| 23820 - Pneudraulic Systems Mechanic | 19.85 |
| 23850 - Rigger | 19.85 |
| 23870 - Scale Mechanic | 17.40 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.24 |
| 23910 - Small Engine Mechanic | 15.52 |
| 23931 - Telecommunications Mechanic I | 23.36 |
| 23932 - Telecommunications Mechanic II | 25.46 |
| 23950 - Telephone Lineman | 20.79 |
| 23960 - Welder, Combination, Maintenance | 18.69 |
| 23965 - Well Driller | 18.71 |
| 23970 - Woodcraft Worker | 19.85 |
| 23980 - Woodworker | 14.71 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.49 |
| 24580 - Child Care Center Clerk | 15.33 |
| 24610 - Chore Aide | 9.40 |
| 24620 - Family Readiness And Support Services Coordinator | 14.45 |
| 24630 - Homemaker | 17.05 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.01 |
| 25040 - Sewage Plant Operator | 20.16 |
| 25070 - Stationary Engineer | 19.01 |
| 25190 - Ventilation Equipment Tender | 12.86 |
| 25210 - Water Treatment Plant Operator | 20.16 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.47 |
| 27007 - Baggage Inspector | 10.61 |
| 27008 - Corrections Officer | 25.15 |

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| 27010 - Court Security Officer | 28.50 |
| 27030 - Detection Dog Handler | 18.11 |
| 27040 - Detention Officer | 25.15 |
| 27070 - Firefighter | 26.09 |
| 27101 - Guard I | 10.61 |
| 27102 - Guard II | 18.11 |
| 27131 - Police Officer I | 30.90 |
| 27132 - Police Officer II | 34.34 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.37 |
| 28042 - Carnival Equipment Repairer | 14.74 |
| 28043 - Carnival Equipment Worker | 9.40 |
| 28210 - Gate Attendant/Gate Tender | 14.63 |
| 28310 - Lifeguard | 13.49 |
| 28350 - Park Attendant (Aide) | 16.39 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.96 |
| 28515 - Recreation Specialist | 19.57 |
| 28630 - Sports Official | 13.04 |
| 28690 - Swimming Pool Operator | 17.92 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.65 |
| 29020 - Hatch Tender | 21.65 |
| 29030 - Line Handler | 21.65 |
| 29041 - Stevedore I | 20.86 |
| 29042 - Stevedore II | 24.35 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.85 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.10 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.74 |
| 30021 - Archeological Technician I | 15.98 |
| 30022 - Archeological Technician II | 18.25 |
| 30023 - Archeological Technician III | 24.98 |
| 30030 - Cartographic Technician | 25.86 |
| 30040 - Civil Engineering Technician | 23.88 |
| 30061 - Drafter/CAD Operator I | 18.66 |
| 30062 - Drafter/CAD Operator II | 20.89 |
| 30063 - Drafter/CAD Operator III | 23.28 |
| 30064 - Drafter/CAD Operator IV | 28.66 |
| 30081 - Engineering Technician I | 18.79 |
| 30082 - Engineering Technician II | 21.92 |
| 30083 - Engineering Technician III | 24.53 |
| 30084 - Engineering Technician IV | 29.22 |
| 30085 - Engineering Technician V | 35.73 |
| 30086 - Engineering Technician VI | 41.29 |
| 30090 - Environmental Technician | 20.88 |
| 30210 - Laboratory Technician | 18.62 |
| 30240 - Mathematical Technician | 25.86 |
| 30361 - Paralegal/Legal Assistant I | 17.91 |
| 30362 - Paralegal/Legal Assistant II | 22.18 |
| 30363 - Paralegal/Legal Assistant III | 27.14 |
| 30364 - Paralegal/Legal Assistant IV | 32.83 |
| 30390 - Photo-Optics Technician | 25.86 |
| 30461 - Technical Writer I | 23.25 |
| 30462 - Technical Writer II | 28.46 |
| 30463 - Technical Writer III | 32.87 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.06 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.10 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.89 |
| 30494 - Unexploded (UXO) Safety Escort | 24.06 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.06 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 23.28 |
| 30621 - Weather Observer, Senior (see 2) | 25.86 |

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|---|-------|
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.78 |
| 31030 - Bus Driver | 14.86 |
| 31043 - Driver Courier | 14.92 |
| 31260 - Parking and Lot Attendant | 9.46 |
| 31290 - Shuttle Bus Driver | 16.45 |
| 31310 - Taxi Driver | 11.02 |
| 31361 - Truckdriver, Light | 16.45 |
| 31362 - Truckdriver, Medium | 17.99 |
| 31363 - Truckdriver, Heavy | 19.54 |
| 31364 - Truckdriver, Tractor-Trailer | 19.54 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.31 |
| 99050 - Desk Clerk | 10.67 |
| 99095 - Embalmer | 21.54 |
| 99251 - Laboratory Animal Caretaker I | 10.75 |
| 99252 - Laboratory Animal Caretaker II | 11.86 |
| 99310 - Mortician | 24.52 |
| 99410 - Pest Controller | 14.26 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.31 |
| 99711 - Recycling Specialist | 19.30 |
| 99730 - Refuse Collector | 13.33 |
| 99810 - Sales Clerk | 12.58 |
| 99820 - School Crossing Guard | 11.80 |
| 99830 - Survey Party Chief | 18.42 |
| 99831 - Surveying Aide | 11.12 |
| 99832 - Surveying Technician | 16.78 |
| 99840 - Vending Machine Attendant | 11.67 |
| 99841 - Vending Machine Repairer | 14.81 |
| 99842 - Vending Machine Repairer Helper | 11.66 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2113
Revision No.: 15
Date of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Alachua, Bradford, Citrus, Dixie, Gilchrist, Lake, Levy, Marion, Sumter, Union

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.42 |
| 01012 - Accounting Clerk II | | 16.40 |
| 01013 - Accounting Clerk III | | 17.80 |
| 01020 - Administrative Assistant | | 18.03 |
| 01040 - Court Reporter | | 14.78 |
| 01051 - Data Entry Operator I | | 11.46 |
| 01052 - Data Entry Operator II | | 12.51 |
| 01060 - Dispatcher, Motor Vehicle | | 14.48 |
| 01070 - Document Preparation Clerk | | 13.15 |
| 01090 - Duplicating Machine Operator | | 13.15 |
| 01111 - General Clerk I | | 11.33 |
| 01112 - General Clerk II | | 12.36 |
| 01113 - General Clerk III | | 13.88 |
| 01120 - Housing Referral Assistant | | 16.29 |
| 01141 - Messenger Courier | | 11.03 |
| 01191 - Order Clerk I | | 12.04 |
| 01192 - Order Clerk II | | 13.14 |
| 01261 - Personnel Assistant (Employment) I | | 13.67 |
| 01262 - Personnel Assistant (Employment) II | | 15.29 |
| 01263 - Personnel Assistant (Employment) III | | 17.05 |
| 01270 - Production Control Clerk | | 17.01 |
| 01280 - Receptionist | | 11.59 |
| 01290 - Rental Clerk | | 10.86 |
| 01300 - Scheduler, Maintenance | | 12.97 |
| 01311 - Secretary I | | 12.97 |
| 01312 - Secretary II | | 14.78 |
| 01313 - Secretary III | | 16.29 |
| 01320 - Service Order Dispatcher | | 13.44 |
| 01410 - Supply Technician | | 18.03 |
| 01420 - Survey Worker | | 14.78 |
| 01531 - Travel Clerk I | | 12.32 |
| 01532 - Travel Clerk II | | 13.45 |
| 01533 - Travel Clerk III | | 14.49 |
| 01611 - Word Processor I | | 12.19 |
| 01612 - Word Processor II | | 13.68 |
| 01613 - Word Processor III | | 15.30 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.13 |
| 05010 - Automotive Electrician | | 16.92 |
| 05040 - Automotive Glass Installer | | 14.59 |
| 05070 - Automotive Worker | | 14.98 |
| 05110 - Mobile Equipment Servicer | | 12.16 |
| 05130 - Motor Equipment Metal Mechanic | | 16.92 |
| 05160 - Motor Equipment Metal Worker | | 14.98 |
| 05190 - Motor Vehicle Mechanic | | 16.92 |
| 05220 - Motor Vehicle Mechanic Helper | | 12.02 |
| 05250 - Motor Vehicle Upholstery Worker | | 14.98 |
| 05280 - Motor Vehicle Wrecker | | 14.98 |
| 05310 - Painter, Automotive | | 15.96 |
| 05340 - Radiator Repair Specialist | | 14.98 |
| 05370 - Tire Repairer | | 9.52 |
| 05400 - Transmission Repair Specialist | | 16.92 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 11.46 |
| 07041 - Cook I | | 10.48 |
| 07042 - Cook II | | 12.16 |
| 07070 - Dishwasher | | 7.98 |
| 07130 - Food Service Worker | | 8.82 |

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| 07210 - Meat Cutter | 12.98 |
| 07260 - Waiter/Waitress | 9.42 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.97 |
| 09040 - Furniture Handler | 9.38 |
| 09080 - Furniture Refinisher | 13.97 |
| 09090 - Furniture Refinisher Helper | 9.38 |
| 09110 - Furniture Repairer, Minor | 12.06 |
| 09130 - Upholsterer | 13.79 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.88 |
| 11060 - Elevator Operator | 9.88 |
| 11090 - Gardener | 14.48 |
| 11122 - Housekeeping Aide | 10.02 |
| 11150 - Janitor | 10.02 |
| 11210 - Laborer, Grounds Maintenance | 11.12 |
| 11240 - Maid or Houseman | 9.36 |
| 11260 - Pruner | 9.87 |
| 11270 - Tractor Operator | 13.33 |
| 11330 - Trail Maintenance Worker | 11.12 |
| 11360 - Window Cleaner | 11.29 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.26 |
| 12011 - Breath Alcohol Technician | 15.04 |
| 12012 - Certified Occupational Therapist Assistant | 22.51 |
| 12015 - Certified Physical Therapist Assistant | 20.96 |
| 12020 - Dental Assistant | 17.01 |
| 12025 - Dental Hygienist | 20.52 |
| 12030 - EKG Technician | 20.75 |
| 12035 - Electroneurodiagnostic Technologist | 20.75 |
| 12040 - Emergency Medical Technician | 14.26 |
| 12071 - Licensed Practical Nurse I | 15.53 |
| 12072 - Licensed Practical Nurse II | 17.38 |
| 12073 - Licensed Practical Nurse III | 19.38 |
| 12100 - Medical Assistant | 12.90 |
| 12130 - Medical Laboratory Technician | 18.02 |
| 12160 - Medical Record Clerk | 14.30 |
| 12190 - Medical Record Technician | 17.01 |
| 12195 - Medical Transcriptionist | 12.93 |
| 12210 - Nuclear Medicine Technologist | 33.17 |
| 12221 - Nursing Assistant I | 9.83 |
| 12222 - Nursing Assistant II | 11.06 |
| 12223 - Nursing Assistant III | 12.07 |
| 12224 - Nursing Assistant IV | 13.54 |
| 12235 - Optical Dispenser | 17.38 |
| 12236 - Optical Technician | 15.53 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.54 |
| 12305 - Radiologic Technologist | 23.63 |
| 12311 - Registered Nurse I | 19.98 |
| 12312 - Registered Nurse II | 24.44 |
| 12313 - Registered Nurse II, Specialist | 24.44 |
| 12314 - Registered Nurse III | 29.57 |
| 12315 - Registered Nurse III, Anesthetist | 29.57 |
| 12316 - Registered Nurse IV | 35.43 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.36 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.34 |
| 13012 - Exhibits Specialist II | 23.96 |
| 13013 - Exhibits Specialist III | 29.31 |
| 13041 - Illustrator I | 17.56 |
| 13042 - Illustrator II | 21.97 |
| 13043 - Illustrator III | 27.74 |

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| 13047 - Librarian | 26.53 |
| 13050 - Library Aide/Clerk | 13.46 |
| 13054 - Library Information Technology Systems Administrator | 22.14 |
| 13058 - Library Technician | 14.87 |
| 13061 - Media Specialist I | 13.10 |
| 13062 - Media Specialist II | 14.87 |
| 13063 - Media Specialist III | 16.58 |
| 13071 - Photographer I | 12.81 |
| 13072 - Photographer II | 15.03 |
| 13073 - Photographer III | 18.61 |
| 13074 - Photographer IV | 22.76 |
| 13075 - Photographer V | 27.54 |
| 13110 - Video Teleconference Technician | 15.01 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.52 |
| 14042 - Computer Operator II | 16.48 |
| 14043 - Computer Operator III | 18.70 |
| 14044 - Computer Operator IV | 20.77 |
| 14045 - Computer Operator V | 23.01 |
| 14071 - Computer Programmer I | (see 1) 17.10 |
| 14072 - Computer Programmer II | (see 1) 21.19 |
| 14073 - Computer Programmer III | (see 1) 25.92 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 24.10 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.52 |
| 14160 - Personal Computer Support Technician | 20.77 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 21.76 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 26.33 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 30.98 |
| 15050 - Computer Based Training Specialist / Instructor | 21.76 |
| 15060 - Educational Technologist | 23.72 |
| 15070 - Flight Instructor (Pilot) | 30.98 |
| 15080 - Graphic Artist | 17.91 |
| 15090 - Technical Instructor | 17.86 |
| 15095 - Technical Instructor/Course Developer | 21.85 |
| 15110 - Test Proctor | 14.41 |
| 15120 - Tutor | 14.41 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.67 |
| 16030 - Counter Attendant | 8.67 |
| 16040 - Dry Cleaner | 11.05 |
| 16070 - Finisher, Flatwork, Machine | 8.67 |
| 16090 - Presser, Hand | 8.67 |
| 16110 - Presser, Machine, Drycleaning | 8.67 |
| 16130 - Presser, Machine, Shirts | 8.67 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.67 |
| 16190 - Sewing Machine Operator | 11.79 |
| 16220 - Tailor | 12.51 |
| 16250 - Washer, Machine | 9.44 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.89 |
| 19040 - Tool And Die Maker | 20.04 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.22 |
| 21030 - Material Coordinator | 17.01 |
| 21040 - Material Expediter | 17.01 |
| 21050 - Material Handling Laborer | 11.64 |
| 21071 - Order Filler | 10.60 |
| 21080 - Production Line Worker (Food Processing) | 13.22 |

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|---|-------|
| 21110 - Shipping Packer | 10.99 |
| 21130 - Shipping/Receiving Clerk | 10.99 |
| 21140 - Store Worker I | 9.85 |
| 21150 - Stock Clerk | 14.02 |
| 21210 - Tools And Parts Attendant | 13.22 |
| 21410 - Warehouse Specialist | 13.22 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 17.40 |
| 23021 - Aircraft Mechanic I | 16.93 |
| 23022 - Aircraft Mechanic II | 17.95 |
| 23023 - Aircraft Mechanic III | 19.00 |
| 23040 - Aircraft Mechanic Helper | 11.76 |
| 23050 - Aircraft, Painter | 16.69 |
| 23060 - Aircraft Servicer | 13.83 |
| 23080 - Aircraft Worker | 14.86 |
| 23110 - Appliance Mechanic | 18.63 |
| 23120 - Bicycle Repairer | 8.90 |
| 23125 - Cable Splicer | 18.51 |
| 23130 - Carpenter, Maintenance | 15.93 |
| 23140 - Carpet Layer | 14.84 |
| 23160 - Electrician, Maintenance | 16.93 |
| 23181 - Electronics Technician Maintenance I | 17.37 |
| 23182 - Electronics Technician Maintenance II | 21.14 |
| 23183 - Electronics Technician Maintenance III | 22.67 |
| 23260 - Fabric Worker | 13.83 |
| 23290 - Fire Alarm System Mechanic | 15.19 |
| 23310 - Fire Extinguisher Repairer | 12.79 |
| 23311 - Fuel Distribution System Mechanic | 16.41 |
| 23312 - Fuel Distribution System Operator | 12.52 |
| 23370 - General Maintenance Worker | 14.32 |
| 23380 - Ground Support Equipment Mechanic | 16.93 |
| 23381 - Ground Support Equipment Servicer | 13.83 |
| 23382 - Ground Support Equipment Worker | 14.86 |
| 23391 - Gunsmith I | 12.79 |
| 23392 - Gunsmith II | 14.84 |
| 23393 - Gunsmith III | 16.54 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.43 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 17.42 |
| 23430 - Heavy Equipment Mechanic | 16.87 |
| 23440 - Heavy Equipment Operator | 14.44 |
| 23460 - Instrument Mechanic | 16.93 |
| 23465 - Laboratory/Shelter Mechanic | 15.89 |
| 23470 - Laborer | 11.64 |
| 23510 - Locksmith | 15.84 |
| 23530 - Machinery Maintenance Mechanic | 18.65 |
| 23550 - Machinist, Maintenance | 17.13 |
| 23580 - Maintenance Trades Helper | 10.35 |
| 23591 - Metrology Technician I | 16.93 |
| 23592 - Metrology Technician II | 17.95 |
| 23593 - Metrology Technician III | 19.00 |
| 23640 - Millwright | 16.93 |
| 23710 - Office Appliance Repairer | 16.45 |
| 23760 - Painter, Maintenance | 14.45 |
| 23790 - Pipefitter, Maintenance | 16.12 |
| 23810 - Plumber, Maintenance | 15.21 |
| 23820 - Pneudraulic Systems Mechanic | 16.93 |
| 23850 - Rigger | 16.93 |
| 23870 - Scale Mechanic | 14.84 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.76 |
| 23910 - Small Engine Mechanic | 14.58 |
| 23931 - Telecommunications Mechanic I | 18.70 |

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| 23932 - Telecommunications Mechanic II | 19.84 |
| 23950 - Telephone Lineman | 19.10 |
| 23960 - Welder, Combination, Maintenance | 14.83 |
| 23965 - Well Driller | 16.93 |
| 23970 - Woodcraft Worker | 16.93 |
| 23980 - Woodworker | 12.39 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.55 |
| 24580 - Child Care Center Clerk | 13.13 |
| 24610 - Chore Aide | 10.40 |
| 24620 - Family Readiness And Support Services Coordinator | 13.27 |
| 24630 - Homemaker | 14.26 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.89 |
| 25040 - Sewage Plant Operator | 19.12 |
| 25070 - Stationary Engineer | 19.89 |
| 25190 - Ventilation Equipment Tender | 13.82 |
| 25210 - Water Treatment Plant Operator | 19.12 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.87 |
| 27007 - Baggage Inspector | 11.99 |
| 27008 - Corrections Officer | 17.13 |
| 27010 - Court Security Officer | 17.13 |
| 27030 - Detection Dog Handler | 13.87 |
| 27040 - Detention Officer | 17.13 |
| 27070 - Firefighter | 17.20 |
| 27101 - Guard I | 11.99 |
| 27102 - Guard II | 13.87 |
| 27131 - Police Officer I | 18.01 |
| 27132 - Police Officer II | 19.78 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.49 |
| 28042 - Carnival Equipment Repairer | 13.55 |
| 28043 - Carnival Equipment Worker | 9.25 |
| 28210 - Gate Attendant/Gate Tender | 13.25 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 14.82 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.82 |
| 28515 - Recreation Specialist | 14.17 |
| 28630 - Sports Official | 11.81 |
| 28690 - Swimming Pool Operator | 15.98 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 14.86 |
| 29020 - Hatch Tender | 14.84 |
| 29030 - Line Handler | 14.84 |
| 29041 - Stevedore I | 13.83 |
| 29042 - Stevedore II | 16.15 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.94 |
| 30022 - Archeological Technician II | 18.54 |
| 30023 - Archeological Technician III | 23.67 |
| 30030 - Cartographic Technician | 23.67 |
| 30040 - Civil Engineering Technician | 20.97 |
| 30061 - Drafter/CAD Operator I | 16.94 |
| 30062 - Drafter/CAD Operator II | 19.10 |
| 30063 - Drafter/CAD Operator III | 21.30 |
| 30064 - Drafter/CAD Operator IV | 26.18 |
| 30081 - Engineering Technician I | 14.12 |
| 30082 - Engineering Technician II | 15.85 |

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|---|---------------|
| 30083 - Engineering Technician III | 18.18 |
| 30084 - Engineering Technician IV | 22.52 |
| 30085 - Engineering Technician V | 27.55 |
| 30086 - Engineering Technician VI | 33.33 |
| 30090 - Environmental Technician | 19.24 |
| 30210 - Laboratory Technician | 17.67 |
| 30240 - Mathematical Technician | 23.18 |
| 30361 - Paralegal/Legal Assistant I | 15.94 |
| 30362 - Paralegal/Legal Assistant II | 18.83 |
| 30363 - Paralegal/Legal Assistant III | 23.03 |
| 30364 - Paralegal/Legal Assistant IV | 27.87 |
| 30390 - Photo-Optics Technician | 23.67 |
| 30461 - Technical Writer I | 16.84 |
| 30462 - Technical Writer II | 20.60 |
| 30463 - Technical Writer III | 24.92 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 21.30 |
| 30621 - Weather Observer, Senior | (see 2) 23.67 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.69 |
| 31030 - Bus Driver | 14.09 |
| 31043 - Driver Courier | 12.25 |
| 31260 - Parking and Lot Attendant | 9.48 |
| 31290 - Shuttle Bus Driver | 13.03 |
| 31310 - Taxi Driver | 10.91 |
| 31361 - Truckdriver, Light | 13.03 |
| 31362 - Truckdriver, Medium | 14.09 |
| 31363 - Truckdriver, Heavy | 15.69 |
| 31364 - Truckdriver, Tractor-Trailer | 15.69 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.53 |
| 99050 - Desk Clerk | 9.20 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 9.27 |
| 99252 - Laboratory Animal Caretaker II | 9.73 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 12.99 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 11.18 |
| 99711 - Recycling Specialist | 15.41 |
| 99730 - Refuse Collector | 10.65 |
| 99810 - Sales Clerk | 12.28 |
| 99820 - School Crossing Guard | 10.51 |
| 99830 - Survey Party Chief | 18.83 |
| 99831 - Surveying Aide | 11.70 |
| 99832 - Surveying Technician | 16.03 |
| 99840 - Vending Machine Attendant | 13.62 |
| 99841 - Vending Machine Repairer | 18.85 |
| 99842 - Vending Machine Repairer Helper | 13.62 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordinance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2114
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Alachua, Bradford, Citrus, Dixie, Gilchrist, Lake, Levy, Marion, Sumter, Union

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.42 |
| 01012 - Accounting Clerk II | | 16.40 |
| 01013 - Accounting Clerk III | | 17.80 |
| 01020 - Administrative Assistant | | 18.03 |
| 01040 - Court Reporter | | 14.78 |
| 01051 - Data Entry Operator I | | 11.46 |
| 01052 - Data Entry Operator II | | 12.51 |
| 01060 - Dispatcher, Motor Vehicle | | 14.48 |
| 01070 - Document Preparation Clerk | | 13.15 |
| 01090 - Duplicating Machine Operator | | 13.15 |
| 01111 - General Clerk I | | 11.33 |
| 01112 - General Clerk II | | 12.36 |
| 01113 - General Clerk III | | 13.88 |
| 01120 - Housing Referral Assistant | | 16.29 |
| 01141 - Messenger Courier | | 11.03 |

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| 01191 - Order Clerk I | 12.04 |
| 01192 - Order Clerk II | 13.14 |
| 01261 - Personnel Assistant (Employment) I | 13.67 |
| 01262 - Personnel Assistant (Employment) II | 15.29 |
| 01263 - Personnel Assistant (Employment) III | 17.05 |
| 01270 - Production Control Clerk | 17.01 |
| 01280 - Receptionist | 11.59 |
| 01290 - Rental Clerk | 10.86 |
| 01300 - Scheduler, Maintenance | 12.97 |
| 01311 - Secretary I | 12.97 |
| 01312 - Secretary II | 14.78 |
| 01313 - Secretary III | 16.29 |
| 01320 - Service Order Dispatcher | 13.44 |
| 01410 - Supply Technician | 18.03 |
| 01420 - Survey Worker | 14.78 |
| 01531 - Travel Clerk I | 12.32 |
| 01532 - Travel Clerk II | 13.45 |
| 01533 - Travel Clerk III | 14.49 |
| 01611 - Word Processor I | 12.19 |
| 01612 - Word Processor II | 13.68 |
| 01613 - Word Processor III | 15.30 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.13 |
| 05010 - Automotive Electrician | 16.92 |
| 05040 - Automotive Glass Installer | 14.59 |
| 05070 - Automotive Worker | 14.98 |
| 05110 - Mobile Equipment Servicer | 12.16 |
| 05130 - Motor Equipment Metal Mechanic | 16.92 |
| 05160 - Motor Equipment Metal Worker | 14.98 |
| 05190 - Motor Vehicle Mechanic | 16.92 |
| 05220 - Motor Vehicle Mechanic Helper | 12.02 |
| 05250 - Motor Vehicle Upholstery Worker | 14.98 |
| 05280 - Motor Vehicle Wrecker | 14.98 |
| 05310 - Painter, Automotive | 15.96 |
| 05340 - Radiator Repair Specialist | 14.98 |
| 05370 - Tire Repairer | 9.52 |
| 05400 - Transmission Repair Specialist | 16.92 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.46 |
| 07041 - Cook I | 10.48 |
| 07042 - Cook II | 12.16 |
| 07070 - Dishwasher | 7.98 |
| 07130 - Food Service Worker | 8.82 |
| 07210 - Meat Cutter | 12.98 |
| 07260 - Waiter/Waitress | 9.42 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.97 |
| 09040 - Furniture Handler | 9.38 |
| 09080 - Furniture Refinisher | 13.97 |
| 09090 - Furniture Refinisher Helper | 9.38 |
| 09110 - Furniture Repairer, Minor | 12.06 |
| 09130 - Upholsterer | 13.79 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.88 |
| 11060 - Elevator Operator | 9.88 |
| 11090 - Gardener | 14.48 |
| 11122 - Housekeeping Aide | 10.02 |
| 11150 - Janitor | 10.02 |
| 11210 - Laborer, Grounds Maintenance | 11.12 |
| 11240 - Maid or Houseman | 9.36 |
| 11260 - Pruner | 9.87 |
| 11270 - Tractor Operator | 13.33 |
| 11330 - Trail Maintenance Worker | 11.12 |

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| 11360 - Window Cleaner | 11.29 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.26 |
| 12011 - Breath Alcohol Technician | 15.04 |
| 12012 - Certified Occupational Therapist Assistant | 22.51 |
| 12015 - Certified Physical Therapist Assistant | 20.96 |
| 12020 - Dental Assistant | 17.01 |
| 12025 - Dental Hygienist | 20.52 |
| 12030 - EKG Technician | 20.75 |
| 12035 - Electroneurodiagnostic Technologist | 20.75 |
| 12040 - Emergency Medical Technician | 14.26 |
| 12071 - Licensed Practical Nurse I | 15.53 |
| 12072 - Licensed Practical Nurse II | 17.38 |
| 12073 - Licensed Practical Nurse III | 19.38 |
| 12100 - Medical Assistant | 12.90 |
| 12130 - Medical Laboratory Technician | 18.02 |
| 12160 - Medical Record Clerk | 14.30 |
| 12190 - Medical Record Technician | 17.01 |
| 12195 - Medical Transcriptionist | 12.93 |
| 12210 - Nuclear Medicine Technologist | 33.17 |
| 12221 - Nursing Assistant I | 9.83 |
| 12222 - Nursing Assistant II | 11.06 |
| 12223 - Nursing Assistant III | 12.07 |
| 12224 - Nursing Assistant IV | 13.54 |
| 12235 - Optical Dispenser | 17.38 |
| 12236 - Optical Technician | 15.53 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.54 |
| 12305 - Radiologic Technologist | 23.63 |
| 12311 - Registered Nurse I | 19.98 |
| 12312 - Registered Nurse II | 24.44 |
| 12313 - Registered Nurse II, Specialist | 24.44 |
| 12314 - Registered Nurse III | 29.57 |
| 12315 - Registered Nurse III, Anesthetist | 29.57 |
| 12316 - Registered Nurse IV | 35.43 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.36 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.34 |
| 13012 - Exhibits Specialist II | 23.96 |
| 13013 - Exhibits Specialist III | 29.31 |
| 13041 - Illustrator I | 17.56 |
| 13042 - Illustrator II | 21.97 |
| 13043 - Illustrator III | 27.74 |
| 13047 - Librarian | 26.53 |
| 13050 - Library Aide/Clerk | 13.46 |
| 13054 - Library Information Technology Systems Administrator | 22.14 |
| 13058 - Library Technician | 14.87 |
| 13061 - Media Specialist I | 13.10 |
| 13062 - Media Specialist II | 14.87 |
| 13063 - Media Specialist III | 16.58 |
| 13071 - Photographer I | 12.81 |
| 13072 - Photographer II | 15.03 |
| 13073 - Photographer III | 18.61 |
| 13074 - Photographer IV | 22.76 |
| 13075 - Photographer V | 27.54 |
| 13110 - Video Teleconference Technician | 15.01 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.52 |
| 14042 - Computer Operator II | 16.48 |
| 14043 - Computer Operator III | 18.70 |
| 14044 - Computer Operator IV | 20.77 |
| 14045 - Computer Operator V | 23.01 |

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|---|---------|-------|
| 14071 - Computer Programmer I | (see 1) | 17.10 |
| 14072 - Computer Programmer II | (see 1) | 21.19 |
| 14073 - Computer Programmer III | (see 1) | 25.92 |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | 24.10 |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 14.52 |
| 14160 - Personal Computer Support Technician | | 20.77 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 21.76 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 26.33 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 30.98 |
| 15050 - Computer Based Training Specialist / Instructor | | 21.76 |
| 15060 - Educational Technologist | | 23.72 |
| 15070 - Flight Instructor (Pilot) | | 30.98 |
| 15080 - Graphic Artist | | 17.91 |
| 15090 - Technical Instructor | | 17.86 |
| 15095 - Technical Instructor/Course Developer | | 21.85 |
| 15110 - Test Proctor | | 14.41 |
| 15120 - Tutor | | 14.41 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 8.67 |
| 16030 - Counter Attendant | | 8.67 |
| 16040 - Dry Cleaner | | 11.05 |
| 16070 - Finisher, Flatwork, Machine | | 8.67 |
| 16090 - Presser, Hand | | 8.67 |
| 16110 - Presser, Machine, Drycleaning | | 8.67 |
| 16130 - Presser, Machine, Shirts | | 8.67 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 8.67 |
| 16190 - Sewing Machine Operator | | 11.79 |
| 16220 - Tailor | | 12.51 |
| 16250 - Washer, Machine | | 9.44 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 15.89 |
| 19040 - Tool And Die Maker | | 20.04 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 13.22 |
| 21030 - Material Coordinator | | 17.01 |
| 21040 - Material Expediter | | 17.01 |
| 21050 - Material Handling Laborer | | 11.64 |
| 21071 - Order Filler | | 10.60 |
| 21080 - Production Line Worker (Food Processing) | | 13.22 |
| 21110 - Shipping Packer | | 10.99 |
| 21130 - Shipping/Receiving Clerk | | 10.99 |
| 21140 - Store Worker I | | 9.85 |
| 21150 - Stock Clerk | | 14.02 |
| 21210 - Tools And Parts Attendant | | 13.22 |
| 21410 - Warehouse Specialist | | 13.22 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 17.40 |
| 23021 - Aircraft Mechanic I | | 16.93 |
| 23022 - Aircraft Mechanic II | | 17.95 |
| 23023 - Aircraft Mechanic III | | 19.00 |
| 23040 - Aircraft Mechanic Helper | | 11.76 |
| 23050 - Aircraft, Painter | | 16.69 |
| 23060 - Aircraft Servicer | | 13.83 |
| 23080 - Aircraft Worker | | 14.86 |
| 23110 - Appliance Mechanic | | 18.63 |
| 23120 - Bicycle Repairer | | 8.90 |
| 23125 - Cable Splicer | | 18.51 |
| 23130 - Carpenter, Maintenance | | 15.93 |
| 23140 - Carpet Layer | | 14.84 |

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|---|-------|
| 23160 - Electrician, Maintenance | 16.93 |
| 23181 - Electronics Technician Maintenance I | 17.37 |
| 23182 - Electronics Technician Maintenance II | 21.14 |
| 23183 - Electronics Technician Maintenance III | 22.67 |
| 23260 - Fabric Worker | 13.83 |
| 23290 - Fire Alarm System Mechanic | 15.19 |
| 23310 - Fire Extinguisher Repairer | 12.79 |
| 23311 - Fuel Distribution System Mechanic | 16.41 |
| 23312 - Fuel Distribution System Operator | 12.52 |
| 23370 - General Maintenance Worker | 14.32 |
| 23380 - Ground Support Equipment Mechanic | 16.93 |
| 23381 - Ground Support Equipment Servicer | 13.83 |
| 23382 - Ground Support Equipment Worker | 14.86 |
| 23391 - Gunsmith I | 12.79 |
| 23392 - Gunsmith II | 14.84 |
| 23393 - Gunsmith III | 16.54 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.43 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 17.42 |
| 23430 - Heavy Equipment Mechanic | 16.87 |
| 23440 - Heavy Equipment Operator | 14.44 |
| 23460 - Instrument Mechanic | 16.93 |
| 23465 - Laboratory/Shelter Mechanic | 15.89 |
| 23470 - Laborer | 11.64 |
| 23510 - Locksmith | 15.84 |
| 23530 - Machinery Maintenance Mechanic | 18.65 |
| 23550 - Machinist, Maintenance | 17.13 |
| 23580 - Maintenance Trades Helper | 10.35 |
| 23591 - Metrology Technician I | 16.93 |
| 23592 - Metrology Technician II | 17.95 |
| 23593 - Metrology Technician III | 19.00 |
| 23640 - Millwright | 16.93 |
| 23710 - Office Appliance Repairer | 16.45 |
| 23760 - Painter, Maintenance | 14.45 |
| 23790 - Pipefitter, Maintenance | 16.12 |
| 23810 - Plumber, Maintenance | 15.21 |
| 23820 - Pneudraulic Systems Mechanic | 16.93 |
| 23850 - Rigger | 16.93 |
| 23870 - Scale Mechanic | 14.84 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.76 |
| 23910 - Small Engine Mechanic | 14.58 |
| 23931 - Telecommunications Mechanic I | 18.70 |
| 23932 - Telecommunications Mechanic II | 19.84 |
| 23950 - Telephone Lineman | 19.10 |
| 23960 - Welder, Combination, Maintenance | 14.83 |
| 23965 - Well Driller | 16.93 |
| 23970 - Woodcraft Worker | 16.93 |
| 23980 - Woodworker | 12.39 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.55 |
| 24580 - Child Care Center Clerk | 13.13 |
| 24610 - Chore Aide | 10.40 |
| 24620 - Family Readiness And Support Services Coordinator | 13.27 |
| 24630 - Homemaker | 14.26 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.89 |
| 25040 - Sewage Plant Operator | 19.12 |
| 25070 - Stationary Engineer | 19.89 |
| 25190 - Ventilation Equipment Tender | 13.82 |
| 25210 - Water Treatment Plant Operator | 19.12 |
| 27000 - Protective Service Occupations | |

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| 27004 - Alarm Monitor | 13.87 |
| 27007 - Baggage Inspector | 11.99 |
| 27008 - Corrections Officer | 17.13 |
| 27010 - Court Security Officer | 17.13 |
| 27030 - Detection Dog Handler | 13.87 |
| 27040 - Detention Officer | 17.13 |
| 27070 - Firefighter | 17.20 |
| 27101 - Guard I | 11.99 |
| 27102 - Guard II | 13.87 |
| 27131 - Police Officer I | 18.01 |
| 27132 - Police Officer II | 19.78 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.49 |
| 28042 - Carnival Equipment Repairer | 13.55 |
| 28043 - Carnival Equipment Worker | 9.25 |
| 28210 - Gate Attendant/Gate Tender | 13.25 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 14.82 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.82 |
| 28515 - Recreation Specialist | 14.17 |
| 28630 - Sports Official | 11.81 |
| 28690 - Swimming Pool Operator | 15.98 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 14.86 |
| 29020 - Hatch Tender | 14.84 |
| 29030 - Line Handler | 14.84 |
| 29041 - Stevedore I | 13.83 |
| 29042 - Stevedore II | 16.15 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.94 |
| 30022 - Archeological Technician II | 18.54 |
| 30023 - Archeological Technician III | 23.67 |
| 30030 - Cartographic Technician | 23.67 |
| 30040 - Civil Engineering Technician | 20.97 |
| 30061 - Drafter/CAD Operator I | 16.94 |
| 30062 - Drafter/CAD Operator II | 19.10 |
| 30063 - Drafter/CAD Operator III | 21.30 |
| 30064 - Drafter/CAD Operator IV | 26.18 |
| 30081 - Engineering Technician I | 14.12 |
| 30082 - Engineering Technician II | 15.85 |
| 30083 - Engineering Technician III | 18.18 |
| 30084 - Engineering Technician IV | 22.52 |
| 30085 - Engineering Technician V | 27.55 |
| 30086 - Engineering Technician VI | 33.33 |
| 30090 - Environmental Technician | 19.24 |
| 30210 - Laboratory Technician | 17.67 |
| 30240 - Mathematical Technician | 23.18 |
| 30361 - Paralegal/Legal Assistant I | 15.94 |
| 30362 - Paralegal/Legal Assistant II | 18.83 |
| 30363 - Paralegal/Legal Assistant III | 23.03 |
| 30364 - Paralegal/Legal Assistant IV | 27.87 |
| 30390 - Photo-Optics Technician | 23.67 |
| 30461 - Technical Writer I | 16.84 |
| 30462 - Technical Writer II | 20.60 |
| 30463 - Technical Writer III | 24.92 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |

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| 30620 - Weather Observer, Combined Upper Air Or | (see 2) | 21.30 |
| Surface Programs | | |
| 30621 - Weather Observer, Senior | (see 2) | 23.67 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 10.69 |
| 31030 - Bus Driver | | 14.09 |
| 31043 - Driver Courier | | 12.25 |
| 31260 - Parking and Lot Attendant | | 9.48 |
| 31290 - Shuttle Bus Driver | | 13.03 |
| 31310 - Taxi Driver | | 10.91 |
| 31361 - Truckdriver, Light | | 13.03 |
| 31362 - Truckdriver, Medium | | 14.09 |
| 31363 - Truckdriver, Heavy | | 15.69 |
| 31364 - Truckdriver, Tractor-Trailer | | 15.69 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 8.53 |
| 99050 - Desk Clerk | | 9.20 |
| 99095 - Embalmer | | 22.74 |
| 99251 - Laboratory Animal Caretaker I | | 9.27 |
| 99252 - Laboratory Animal Caretaker II | | 9.73 |
| 99310 - Mortician | | 22.74 |
| 99410 - Pest Controller | | 12.99 |
| 99510 - Photofinishing Worker | | 11.95 |
| 99710 - Recycling Laborer | | 11.18 |
| 99711 - Recycling Specialist | | 15.41 |
| 99730 - Refuse Collector | | 10.65 |
| 99810 - Sales Clerk | | 12.28 |
| 99820 - School Crossing Guard | | 10.51 |
| 99830 - Survey Party Chief | | 18.83 |
| 99831 - Surveying Aide | | 11.70 |
| 99832 - Surveying Technician | | 16.03 |
| 99840 - Vending Machine Attendant | | 13.62 |
| 99841 - Vending Machine Repairer | | 18.85 |
| 99842 - Vending Machine Repairer Helper | | 13.62 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) 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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the

fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure

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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.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2115
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: Florida, Georgia

Area: Florida Counties of Baker, Clay, Columbia, Duval, Hamilton, Lafayette,
Madison, Nassau, Putnam, Saint Johns, Suwannee, Taylor

Georgia Counties of Brantley, Camden, Charlton, Glynn, Pierce

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.14 |
| 01012 - Accounting Clerk II | | 13.62 |
| 01013 - Accounting Clerk III | | 16.03 |
| 01020 - Administrative Assistant | | 18.33 |
| 01040 - Court Reporter | | 15.07 |
| 01051 - Data Entry Operator I | | 11.53 |
| 01052 - Data Entry Operator II | | 13.15 |
| 01060 - Dispatcher, Motor Vehicle | | 16.75 |
| 01070 - Document Preparation Clerk | | 11.81 |
| 01090 - Duplicating Machine Operator | | 11.81 |
| 01111 - General Clerk I | | 10.83 |
| 01112 - General Clerk II | | 11.82 |
| 01113 - General Clerk III | | 18.09 |
| 01120 - Housing Referral Assistant | | 16.80 |
| 01141 - Messenger Courier | | 10.89 |
| 01191 - Order Clerk I | | 12.79 |
| 01192 - Order Clerk II | | 13.69 |
| 01261 - Personnel Assistant (Employment) I | | 13.47 |
| 01262 - Personnel Assistant (Employment) II | | 15.07 |
| 01263 - Personnel Assistant (Employment) III | | 16.80 |
| 01270 - Production Control Clerk | | 18.80 |
| 01280 - Receptionist | | 11.93 |
| 01290 - Rental Clerk | | 12.50 |
| 01300 - Scheduler, Maintenance | | 13.47 |
| 01311 - Secretary I | | 13.47 |
| 01312 - Secretary II | | 15.07 |
| 01313 - Secretary III | | 16.80 |
| 01320 - Service Order Dispatcher | | 14.63 |
| 01410 - Supply Technician | | 18.33 |
| 01420 - Survey Worker | | 14.09 |

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| 01531 - Travel Clerk I | 12.32 |
| 01532 - Travel Clerk II | 13.45 |
| 01533 - Travel Clerk III | 14.49 |
| 01611 - Word Processor I | 12.58 |
| 01612 - Word Processor II | 15.29 |
| 01613 - Word Processor III | 17.11 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.96 |
| 05010 - Automotive Electrician | 16.74 |
| 05040 - Automotive Glass Installer | 14.73 |
| 05070 - Automotive Worker | 14.73 |
| 05110 - Mobile Equipment Servicer | 12.68 |
| 05130 - Motor Equipment Metal Mechanic | 17.19 |
| 05160 - Motor Equipment Metal Worker | 14.73 |
| 05190 - Motor Vehicle Mechanic | 17.18 |
| 05220 - Motor Vehicle Mechanic Helper | 12.01 |
| 05250 - Motor Vehicle Upholstery Worker | 13.71 |
| 05280 - Motor Vehicle wrecker | 14.73 |
| 05310 - Painter, Automotive | 15.73 |
| 05340 - Radiator Repair Specialist | 14.73 |
| 05370 - Tire Repairer | 11.70 |
| 05400 - Transmission Repair Specialist | 17.19 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.75 |
| 07041 - Cook I | 10.86 |
| 07042 - Cook II | 12.20 |
| 07070 - Dishwasher | 8.18 |
| 07130 - Food Service Worker | 9.21 |
| 07210 - Meat Cutter | 13.65 |
| 07260 - Waiter/Waitress | 9.87 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.52 |
| 09040 - Furniture Handler | 10.58 |
| 09080 - Furniture Refinisher | 16.52 |
| 09090 - Furniture Refinisher Helper | 12.29 |
| 09110 - Furniture Repairer, Minor | 14.40 |
| 09130 - Upholsterer | 16.52 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.02 |
| 11060 - Elevator Operator | 10.02 |
| 11090 - Gardener | 12.83 |
| 11122 - Housekeeping Aide | 11.17 |
| 11150 - Janitor | 11.17 |
| 11210 - Laborer, Grounds Maintenance | 11.30 |
| 11240 - Maid or Houseman | 8.91 |
| 11260 - Pruner | 10.07 |
| 11270 - Tractor Operator | 12.66 |
| 11330 - Trail Maintenance Worker | 11.30 |
| 11360 - Window Cleaner | 12.59 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.60 |
| 12011 - Breath Alcohol Technician | 17.67 |
| 12012 - Certified Occupational Therapist Assistant | 27.76 |
| 12015 - Certified Physical Therapist Assistant | 22.30 |
| 12020 - Dental Assistant | 16.28 |
| 12025 - Dental Hygienist | 27.39 |
| 12030 - EKG Technician | 21.26 |
| 12035 - Electroneurodiagnostic Technologist | 21.26 |
| 12040 - Emergency Medical Technician | 15.15 |
| 12071 - Licensed Practical Nurse I | 15.80 |
| 12072 - Licensed Practical Nurse II | 17.67 |
| 12073 - Licensed Practical Nurse III | 18.89 |
| 12100 - Medical Assistant | 13.57 |

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| 12130 - Medical Laboratory Technician | 17.22 |
| 12160 - Medical Record Clerk | 13.75 |
| 12190 - Medical Record Technician | 15.38 |
| 12195 - Medical Transcriptionist | 15.65 |
| 12210 - Nuclear Medicine Technologist | 32.90 |
| 12221 - Nursing Assistant I | 10.38 |
| 12222 - Nursing Assistant II | 11.67 |
| 12223 - Nursing Assistant III | 12.74 |
| 12224 - Nursing Assistant IV | 14.29 |
| 12235 - Optical Dispenser | 19.34 |
| 12236 - Optical Technician | 14.66 |
| 12250 - Pharmacy Technician | 14.44 |
| 12280 - Phlebotomist | 14.29 |
| 12305 - Radiologic Technologist | 23.35 |
| 12311 - Registered Nurse I | 23.41 |
| 12312 - Registered Nurse II | 28.64 |
| 12313 - Registered Nurse II, Specialist | 28.64 |
| 12314 - Registered Nurse III | 34.65 |
| 12315 - Registered Nurse III, Anesthetist | 34.65 |
| 12316 - Registered Nurse IV | 41.52 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.99 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.14 |
| 13012 - Exhibits Specialist II | 22.48 |
| 13013 - Exhibits Specialist III | 27.50 |
| 13041 - Illustrator I | 18.79 |
| 13042 - Illustrator II | 23.29 |
| 13043 - Illustrator III | 28.49 |
| 13047 - Librarian | 24.89 |
| 13050 - Library Aide/Clerk | 12.40 |
| 13054 - Library Information Technology Systems Administrator | 22.40 |
| 13058 - Library Technician | 13.25 |
| 13061 - Media Specialist I | 16.22 |
| 13062 - Media Specialist II | 18.14 |
| 13063 - Media Specialist III | 20.53 |
| 13071 - Photographer I | 13.56 |
| 13072 - Photographer II | 16.00 |
| 13073 - Photographer III | 18.80 |
| 13074 - Photographer IV | 23.00 |
| 13075 - Photographer V | 27.82 |
| 13110 - Video Teleconference Technician | 15.58 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.44 |
| 14042 - Computer Operator II | 15.03 |
| 14043 - Computer Operator III | 16.96 |
| 14044 - Computer Operator IV | 20.82 |
| 14045 - Computer Operator V | 23.11 |
| 14071 - Computer Programmer I | 24.20 |
| 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 | 15.41 |
| 14160 - Personal Computer Support Technician | 20.82 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.19 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.10 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.61 |
| 15050 - Computer Based Training Specialist / Instructor | 26.70 |
| 15060 - Educational Technologist | 23.96 |

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| 15070 - Flight Instructor (Pilot) | 37.51 |
| 15080 - Graphic Artist | 22.77 |
| 15090 - Technical Instructor | 20.53 |
| 15095 - Technical Instructor/Course Developer | 25.11 |
| 15110 - Test Proctor | 16.56 |
| 15120 - Tutor | 16.56 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.67 |
| 16030 - Counter Attendant | 8.67 |
| 16040 - Dry Cleaner | 11.05 |
| 16070 - Finisher, Flatwork, Machine | 8.67 |
| 16090 - Presser, Hand | 8.67 |
| 16110 - Presser, Machine, Drycleaning | 8.67 |
| 16130 - Presser, Machine, Shirts | 8.67 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.67 |
| 16190 - Sewing Machine Operator | 11.79 |
| 16220 - Tailor | 12.51 |
| 16250 - Washer, Machine | 9.44 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.70 |
| 19040 - Tool And Die Maker | 21.00 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.29 |
| 21030 - Material Coordinator | 18.80 |
| 21040 - Material Expediter | 18.80 |
| 21050 - Material Handling Laborer | 12.93 |
| 21071 - Order Filler | 10.98 |
| 21080 - Production Line Worker (Food Processing) | 15.29 |
| 21110 - Shipping Packer | 14.88 |
| 21130 - Shipping/Receiving Clerk | 14.88 |
| 21140 - Store Worker I | 9.85 |
| 21150 - Stock Clerk | 14.02 |
| 21210 - Tools And Parts Attendant | 15.29 |
| 21410 - Warehouse Specialist | 15.29 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.15 |
| 23021 - Aircraft Mechanic I | 23.72 |
| 23022 - Aircraft Mechanic II | 25.15 |
| 23023 - Aircraft Mechanic III | 26.71 |
| 23040 - Aircraft Mechanic Helper | 15.08 |
| 23050 - Aircraft, Painter | 20.64 |
| 23060 - Aircraft Servicer | 17.67 |
| 23080 - Aircraft Worker | 18.98 |
| 23110 - Appliance Mechanic | 18.66 |
| 23120 - Bicycle Repairer | 12.87 |
| 23125 - Cable Splicer | 23.45 |
| 23130 - Carpenter, Maintenance | 17.89 |
| 23140 - Carpet Layer | 17.55 |
| 23160 - Electrician, Maintenance | 20.10 |
| 23181 - Electronics Technician Maintenance I | 22.35 |
| 23182 - Electronics Technician Maintenance II | 23.94 |
| 23183 - Electronics Technician Maintenance III | 25.41 |
| 23260 - Fabric Worker | 16.35 |
| 23290 - Fire Alarm System Mechanic | 19.13 |
| 23310 - Fire Extinguisher Repairer | 15.12 |
| 23311 - Fuel Distribution System Mechanic | 23.13 |
| 23312 - Fuel Distribution System Operator | 18.23 |
| 23370 - General Maintenance Worker | 15.63 |
| 23380 - Ground Support Equipment Mechanic | 23.72 |
| 23381 - Ground Support Equipment Servicer | 17.67 |
| 23382 - Ground Support Equipment Worker | 18.98 |
| 23391 - Gunsmith I | 16.81 |
| 23392 - Gunsmith II | 18.67 |

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| 23393 - Gunsmith III | 20.74 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.33 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.50 |
| 23430 - Heavy Equipment Mechanic | 18.39 |
| 23440 - Heavy Equipment Operator | 20.02 |
| 23460 - Instrument Mechanic | 24.25 |
| 23465 - Laboratory/Shelter Mechanic | 18.79 |
| 23470 - Laborer | 12.93 |
| 23510 - Locksmith | 16.48 |
| 23530 - Machinery Maintenance Mechanic | 22.01 |
| 23550 - Machinist, Maintenance | 18.54 |
| 23580 - Maintenance Trades Helper | 12.29 |
| 23591 - Metrology Technician I | 24.25 |
| 23592 - Metrology Technician II | 25.81 |
| 23593 - Metrology Technician III | 27.31 |
| 23640 - Millwright | 20.21 |
| 23710 - Office Appliance Repairer | 21.11 |
| 23760 - Painter, Maintenance | 16.52 |
| 23790 - Pipefitter, Maintenance | 19.16 |
| 23810 - Plumber, Maintenance | 18.01 |
| 23820 - Pneudraulic Systems Mechanic | 20.02 |
| 23850 - Rigger | 19.65 |
| 23870 - Scale Mechanic | 17.55 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.44 |
| 23910 - Small Engine Mechanic | 14.74 |
| 23931 - Telecommunications Mechanic I | 23.49 |
| 23932 - Telecommunications Mechanic II | 25.00 |
| 23950 - Telephone Lineman | 21.89 |
| 23960 - Welder, Combination, Maintenance | 16.90 |
| 23965 - well Driller | 20.02 |
| 23970 - Woodcraft Worker | 20.02 |
| 23980 - Woodworker | 12.71 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.49 |
| 24580 - Child Care Center Clerk | 13.34 |
| 24610 - Chore Aide | 9.44 |
| 24620 - Family Readiness And Support Services Coordinator | 14.20 |
| 24630 - Homemaker | 19.49 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.27 |
| 25040 - Sewage Plant Operator | 22.26 |
| 25070 - Stationary Engineer | 22.27 |
| 25190 - Ventilation Equipment Tender | 15.47 |
| 25210 - Water Treatment Plant Operator | 22.26 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.83 |
| 27007 - Baggage Inspector | 10.51 |
| 27008 - Corrections Officer | 15.87 |
| 27010 - Court Security Officer | 15.87 |
| 27030 - Detection Dog Handler | 13.68 |
| 27040 - Detention Officer | 15.87 |
| 27070 - Firefighter | 13.26 |
| 27101 - Guard I | 10.51 |
| 27102 - Guard II | 13.68 |
| 27131 - Police Officer I | 19.58 |
| 27132 - Police Officer II | 21.77 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.32 |
| 28042 - Carnival Equipment Repairer | 10.47 |
| 28043 - Carnival Equipment Worker | 8.39 |

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| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.29 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.13 |
| 28515 - Recreation Specialist | 17.10 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 14.87 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.99 |
| 29020 - Hatch Tender | 18.99 |
| 29030 - Line Handler | 18.99 |
| 29041 - Stevedore I | 17.72 |
| 29042 - Stevedore II | 22.13 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.46 |
| 30022 - Archeological Technician II | 18.41 |
| 30023 - Archeological Technician III | 22.82 |
| 30030 - Cartographic Technician | 22.82 |
| 30040 - Civil Engineering Technician | 22.04 |
| 30061 - Drafter/CAD Operator I | 16.46 |
| 30062 - Drafter/CAD Operator II | 18.41 |
| 30063 - Drafter/CAD Operator III | 20.54 |
| 30064 - Drafter/CAD Operator IV | 25.27 |
| 30081 - Engineering Technician I | 13.90 |
| 30082 - Engineering Technician II | 16.57 |
| 30083 - Engineering Technician III | 20.34 |
| 30084 - Engineering Technician IV | 23.88 |
| 30085 - Engineering Technician V | 29.16 |
| 30086 - Engineering Technician VI | 35.34 |
| 30090 - Environmental Technician | 21.21 |
| 30210 - Laboratory Technician | 20.56 |
| 30240 - Mathematical Technician | 22.18 |
| 30361 - Paralegal/Legal Assistant I | 18.17 |
| 30362 - Paralegal/Legal Assistant II | 22.79 |
| 30363 - Paralegal/Legal Assistant III | 27.87 |
| 30364 - Paralegal/Legal Assistant IV | 33.75 |
| 30390 - Photo-Optics Technician | 22.82 |
| 30461 - Technical Writer I | 22.03 |
| 30462 - Technical Writer II | 26.95 |
| 30463 - Technical Writer III | 32.60 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 20.54 |
| 30621 - Weather Observer, Senior (see 2) | 22.82 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.82 |
| 31030 - Bus Driver | 18.11 |
| 31043 - Driver Courier | 15.41 |
| 31260 - Parking and Lot Attendant | 9.32 |
| 31290 - Shuttle Bus Driver | 15.41 |
| 31310 - Taxi Driver | 10.42 |
| 31361 - Truckdriver, Light | 15.41 |
| 31362 - Truckdriver, Medium | 18.16 |
| 31363 - Truckdriver, Heavy | 19.44 |
| 31364 - Truckdriver, Tractor-Trailer | 19.44 |
| 99000 - Miscellaneous Occupations | |

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|---|-------|
| 99030 - Cashier | 8.57 |
| 99050 - Desk Clerk | 9.66 |
| 99095 - Embalmer | 24.27 |
| 99251 - Laboratory Animal Caretaker I | 10.44 |
| 99252 - Laboratory Animal Caretaker II | 11.35 |
| 99310 - Mortician | 24.27 |
| 99410 - Pest Controller | 14.06 |
| 99510 - Photofinishing Worker | 13.91 |
| 99710 - Recycling Laborer | 15.26 |
| 99711 - Recycling Specialist | 19.47 |
| 99730 - Refuse Collector | 13.54 |
| 99810 - Sales Clerk | 12.62 |
| 99820 - School Crossing Guard | 11.25 |
| 99830 - Survey Party Chief | 20.53 |
| 99831 - Surveying Aide | 11.63 |
| 99832 - Surveying Technician | 15.94 |
| 99840 - Vending Machine Attendant | 11.62 |
| 99841 - Vending Machine Repairer | 14.63 |
| 99842 - Vending Machine Repairer Helper | 11.62 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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 ordinance, explosives, and incendiary materials. This

includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2116
Revision No.: 15
Date of Last Revision: 07/25/2014

States: Florida, Georgia

Area: Florida Counties of Baker, Clay, Columbia, Duval, Hamilton, Lafayette, Madison, Nassau, Putnam, Saint Johns, Suwannee, Taylor

Georgia Counties of Brantley, Camden, Charlton, Glynn, Pierce

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.14 |
| 01012 - Accounting Clerk II | | 13.62 |
| 01013 - Accounting Clerk III | | 16.03 |
| 01020 - Administrative Assistant | | 18.33 |
| 01040 - Court Reporter | | 15.07 |
| 01051 - Data Entry Operator I | | 11.53 |
| 01052 - Data Entry Operator II | | 13.15 |
| 01060 - Dispatcher, Motor Vehicle | | 16.75 |

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|-------|--|-------|
| 01070 | - Document Preparation Clerk | 11.81 |
| 01090 | - Duplicating Machine Operator | 11.81 |
| 01111 | - General Clerk I | 10.83 |
| 01112 | - General Clerk II | 11.82 |
| 01113 | - General Clerk III | 18.09 |
| 01120 | - Housing Referral Assistant | 16.80 |
| 01141 | - Messenger Courier | 10.89 |
| 01191 | - Order Clerk I | 12.79 |
| 01192 | - Order Clerk II | 13.69 |
| 01261 | - Personnel Assistant (Employment) I | 13.47 |
| 01262 | - Personnel Assistant (Employment) II | 15.07 |
| 01263 | - Personnel Assistant (Employment) III | 16.80 |
| 01270 | - Production Control Clerk | 18.80 |
| 01280 | - Receptionist | 11.93 |
| 01290 | - Rental Clerk | 12.50 |
| 01300 | - Scheduler, Maintenance | 13.47 |
| 01311 | - Secretary I | 13.47 |
| 01312 | - Secretary II | 15.07 |
| 01313 | - Secretary III | 16.80 |
| 01320 | - Service Order Dispatcher | 14.63 |
| 01410 | - Supply Technician | 18.33 |
| 01420 | - Survey Worker | 14.09 |
| 01531 | - Travel Clerk I | 12.32 |
| 01532 | - Travel Clerk II | 13.45 |
| 01533 | - Travel Clerk III | 14.49 |
| 01611 | - Word Processor I | 12.58 |
| 01612 | - Word Processor II | 15.29 |
| 01613 | - Word Processor III | 17.11 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 18.96 |
| 05010 | - Automotive Electrician | 16.74 |
| 05040 | - Automotive Glass Installer | 14.73 |
| 05070 | - Automotive Worker | 14.73 |
| 05110 | - Mobile Equipment Servicer | 12.68 |
| 05130 | - Motor Equipment Metal Mechanic | 17.19 |
| 05160 | - Motor Equipment Metal Worker | 14.73 |
| 05190 | - Motor Vehicle Mechanic | 17.18 |
| 05220 | - Motor Vehicle Mechanic Helper | 12.01 |
| 05250 | - Motor Vehicle Upholstery Worker | 13.71 |
| 05280 | - Motor Vehicle Wrecker | 14.73 |
| 05310 | - Painter, Automotive | 15.73 |
| 05340 | - Radiator Repair Specialist | 14.73 |
| 05370 | - Tire Repairer | 11.70 |
| 05400 | - Transmission Repair Specialist | 17.19 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 11.75 |
| 07041 | - Cook I | 10.86 |
| 07042 | - Cook II | 12.20 |
| 07070 | - Dishwasher | 8.18 |
| 07130 | - Food Service Worker | 9.21 |
| 07210 | - Meat Cutter | 13.65 |
| 07260 | - Waiter/Waitress | 9.87 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 16.52 |
| 09040 | - Furniture Handler | 10.58 |
| 09080 | - Furniture Refinisher | 16.52 |
| 09090 | - Furniture Refinisher Helper | 12.29 |
| 09110 | - Furniture Repairer, Minor | 14.40 |
| 09130 | - Upholsterer | 16.52 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 10.02 |
| 11060 | - Elevator Operator | 10.02 |
| 11090 | - Gardener | 12.83 |

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| 11122 - Housekeeping Aide | 11.17 |
| 11150 - Janitor | 11.17 |
| 11210 - Laborer, Grounds Maintenance | 11.30 |
| 11240 - Maid or Houseman | 8.91 |
| 11260 - Pruner | 10.07 |
| 11270 - Tractor Operator | 12.66 |
| 11330 - Trail Maintenance Worker | 11.30 |
| 11360 - Window Cleaner | 12.59 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.60 |
| 12011 - Breath Alcohol Technician | 17.67 |
| 12012 - Certified Occupational Therapist Assistant | 27.76 |
| 12015 - Certified Physical Therapist Assistant | 22.30 |
| 12020 - Dental Assistant | 16.28 |
| 12025 - Dental Hygienist | 27.39 |
| 12030 - EKG Technician | 21.26 |
| 12035 - Electroneurodiagnostic Technologist | 21.26 |
| 12040 - Emergency Medical Technician | 15.15 |
| 12071 - Licensed Practical Nurse I | 15.80 |
| 12072 - Licensed Practical Nurse II | 17.67 |
| 12073 - Licensed Practical Nurse III | 18.89 |
| 12100 - Medical Assistant | 13.57 |
| 12130 - Medical Laboratory Technician | 17.22 |
| 12160 - Medical Record Clerk | 13.75 |
| 12190 - Medical Record Technician | 15.38 |
| 12195 - Medical Transcriptionist | 15.65 |
| 12210 - Nuclear Medicine Technologist | 32.90 |
| 12221 - Nursing Assistant I | 10.38 |
| 12222 - Nursing Assistant II | 11.67 |
| 12223 - Nursing Assistant III | 12.74 |
| 12224 - Nursing Assistant IV | 14.29 |
| 12235 - Optical Dispenser | 19.34 |
| 12236 - Optical Technician | 14.66 |
| 12250 - Pharmacy Technician | 14.44 |
| 12280 - Phlebotomist | 14.29 |
| 12305 - Radiologic Technologist | 23.35 |
| 12311 - Registered Nurse I | 23.41 |
| 12312 - Registered Nurse II | 28.64 |
| 12313 - Registered Nurse II, Specialist | 28.64 |
| 12314 - Registered Nurse III | 34.65 |
| 12315 - Registered Nurse III, Anesthetist | 34.65 |
| 12316 - Registered Nurse IV | 41.52 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.99 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.14 |
| 13012 - Exhibits Specialist II | 22.48 |
| 13013 - Exhibits Specialist III | 27.50 |
| 13041 - Illustrator I | 18.79 |
| 13042 - Illustrator II | 23.29 |
| 13043 - Illustrator III | 28.49 |
| 13047 - Librarian | 24.89 |
| 13050 - Library Aide/Clerk | 12.40 |
| 13054 - Library Information Technology Systems Administrator | 22.40 |
| 13058 - Library Technician | 13.25 |
| 13061 - Media Specialist I | 16.22 |
| 13062 - Media Specialist II | 18.14 |
| 13063 - Media Specialist III | 20.53 |
| 13071 - Photographer I | 13.56 |
| 13072 - Photographer II | 16.00 |
| 13073 - Photographer III | 18.80 |
| 13074 - Photographer IV | 23.00 |
| 13075 - Photographer V | 27.82 |

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| 13110 - Video Teleconference Technician | 15.58 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.44 |
| 14042 - Computer Operator II | 15.03 |
| 14043 - Computer Operator III | 16.96 |
| 14044 - Computer Operator IV | 20.82 |
| 14045 - Computer Operator V | 23.11 |
| 14071 - Computer Programmer I | 24.20 |
| 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 | 15.41 |
| 14160 - Personal Computer Support Technician | 20.82 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.19 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.10 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.61 |
| 15050 - Computer Based Training Specialist / Instructor | 26.70 |
| 15060 - Educational Technologist | 23.96 |
| 15070 - Flight Instructor (Pilot) | 37.51 |
| 15080 - Graphic Artist | 22.77 |
| 15090 - Technical Instructor | 20.53 |
| 15095 - Technical Instructor/Course Developer | 25.11 |
| 15110 - Test Proctor | 16.56 |
| 15120 - Tutor | 16.56 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.67 |
| 16030 - Counter Attendant | 8.67 |
| 16040 - Dry Cleaner | 11.05 |
| 16070 - Finisher, Flatwork, Machine | 8.67 |
| 16090 - Presser, Hand | 8.67 |
| 16110 - Presser, Machine, Drycleaning | 8.67 |
| 16130 - Presser, Machine, Shirts | 8.67 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.67 |
| 16190 - Sewing Machine Operator | 11.79 |
| 16220 - Tailor | 12.51 |
| 16250 - Washer, Machine | 9.44 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.70 |
| 19040 - Tool And Die Maker | 21.00 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.29 |
| 21030 - Material Coordinator | 18.80 |
| 21040 - Material Expediter | 18.80 |
| 21050 - Material Handling Laborer | 12.93 |
| 21071 - Order Filler | 10.98 |
| 21080 - Production Line Worker (Food Processing) | 15.29 |
| 21110 - Shipping Packer | 14.88 |
| 21130 - Shipping/Receiving Clerk | 14.88 |
| 21140 - Store Worker I | 9.85 |
| 21150 - Stock Clerk | 14.02 |
| 21210 - Tools And Parts Attendant | 15.29 |
| 21410 - Warehouse Specialist | 15.29 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 25.15 |
| 23021 - Aircraft Mechanic I | 23.72 |
| 23022 - Aircraft Mechanic II | 25.15 |
| 23023 - Aircraft Mechanic III | 26.71 |
| 23040 - Aircraft Mechanic Helper | 15.08 |
| 23050 - Aircraft, Painter | 20.64 |

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| 23060 - Aircraft Servicer | 17.67 |
| 23080 - Aircraft Worker | 18.98 |
| 23110 - Appliance Mechanic | 18.66 |
| 23120 - Bicycle Repairer | 12.87 |
| 23125 - Cable Splicer | 23.45 |
| 23130 - Carpenter, Maintenance | 17.89 |
| 23140 - Carpet Layer | 17.55 |
| 23160 - Electrician, Maintenance | 20.10 |
| 23181 - Electronics Technician Maintenance I | 22.35 |
| 23182 - Electronics Technician Maintenance II | 23.94 |
| 23183 - Electronics Technician Maintenance III | 25.41 |
| 23260 - Fabric Worker | 16.35 |
| 23290 - Fire Alarm System Mechanic | 19.13 |
| 23310 - Fire Extinguisher Repairer | 15.12 |
| 23311 - Fuel Distribution System Mechanic | 23.13 |
| 23312 - Fuel Distribution System Operator | 18.23 |
| 23370 - General Maintenance Worker | 15.63 |
| 23380 - Ground Support Equipment Mechanic | 23.72 |
| 23381 - Ground Support Equipment Servicer | 17.67 |
| 23382 - Ground Support Equipment Worker | 18.98 |
| 23391 - Gunsmith I | 16.81 |
| 23392 - Gunsmith II | 18.67 |
| 23393 - Gunsmith III | 20.74 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.33 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.50 |
| 23430 - Heavy Equipment Mechanic | 18.39 |
| 23440 - Heavy Equipment Operator | 20.02 |
| 23460 - Instrument Mechanic | 24.25 |
| 23465 - Laboratory/Shelter Mechanic | 18.79 |
| 23470 - Laborer | 12.93 |
| 23510 - Locksmith | 16.48 |
| 23530 - Machinery Maintenance Mechanic | 22.01 |
| 23550 - Machinist, Maintenance | 18.54 |
| 23580 - Maintenance Trades Helper | 12.29 |
| 23591 - Metrology Technician I | 24.25 |
| 23592 - Metrology Technician II | 25.81 |
| 23593 - Metrology Technician III | 27.31 |
| 23640 - Millwright | 20.21 |
| 23710 - Office Appliance Repairer | 21.11 |
| 23760 - Painter, Maintenance | 16.52 |
| 23790 - Pipefitter, Maintenance | 19.16 |
| 23810 - Plumber, Maintenance | 18.01 |
| 23820 - Pneudraulic Systems Mechanic | 20.02 |
| 23850 - Rigger | 19.65 |
| 23870 - Scale Mechanic | 17.55 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.44 |
| 23910 - Small Engine Mechanic | 14.74 |
| 23931 - Telecommunications Mechanic I | 23.49 |
| 23932 - Telecommunications Mechanic II | 25.00 |
| 23950 - Telephone Lineman | 21.89 |
| 23960 - Welder, Combination, Maintenance | 16.90 |
| 23965 - Well Driller | 20.02 |
| 23970 - Woodcraft Worker | 20.02 |
| 23980 - Woodworker | 12.71 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.49 |
| 24580 - Child Care Center Clerk | 13.34 |
| 24610 - Chore Aide | 9.44 |
| 24620 - Family Readiness And Support Services Coordinator | 14.20 |
| 24630 - Homemaker | 19.49 |

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|--|-------|
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.27 |
| 25040 - Sewage Plant Operator | 22.26 |
| 25070 - Stationary Engineer | 22.27 |
| 25190 - Ventilation Equipment Tender | 15.47 |
| 25210 - Water Treatment Plant Operator | 22.26 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.83 |
| 27007 - Baggage Inspector | 10.51 |
| 27008 - Corrections Officer | 15.87 |
| 27010 - Court Security Officer | 15.87 |
| 27030 - Detection Dog Handler | 13.68 |
| 27040 - Detention Officer | 15.87 |
| 27070 - Firefighter | 13.26 |
| 27101 - Guard I | 10.51 |
| 27102 - Guard II | 13.68 |
| 27131 - Police Officer I | 19.58 |
| 27132 - Police Officer II | 21.77 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.32 |
| 28042 - Carnival Equipment Repairer | 10.47 |
| 28043 - Carnival Equipment Worker | 8.39 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.29 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.13 |
| 28515 - Recreation Specialist | 17.10 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 14.87 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.99 |
| 29020 - Hatch Tender | 18.99 |
| 29030 - Line Handler | 18.99 |
| 29041 - Stevedore I | 17.72 |
| 29042 - Stevedore II | 22.13 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.46 |
| 30022 - Archeological Technician II | 18.41 |
| 30023 - Archeological Technician III | 22.82 |
| 30030 - Cartographic Technician | 22.82 |
| 30040 - Civil Engineering Technician | 22.04 |
| 30061 - Drafter/CAD Operator I | 16.46 |
| 30062 - Drafter/CAD Operator II | 18.41 |
| 30063 - Drafter/CAD Operator III | 20.54 |
| 30064 - Drafter/CAD Operator IV | 25.27 |
| 30081 - Engineering Technician I | 13.90 |
| 30082 - Engineering Technician II | 16.57 |
| 30083 - Engineering Technician III | 20.34 |
| 30084 - Engineering Technician IV | 23.88 |
| 30085 - Engineering Technician V | 29.16 |
| 30086 - Engineering Technician VI | 35.34 |
| 30090 - Environmental Technician | 21.21 |
| 30210 - Laboratory Technician | 20.56 |
| 30240 - Mathematical Technician | 22.18 |
| 30361 - Paralegal/Legal Assistant I | 18.17 |
| 30362 - Paralegal/Legal Assistant II | 22.79 |
| 30363 - Paralegal/Legal Assistant III | 27.87 |
| 30364 - Paralegal/Legal Assistant IV | 33.75 |
| 30390 - Photo-Optics Technician | 22.82 |
| 30461 - Technical Writer I | 22.03 |

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| 30462 - Technical Writer II | 26.95 |
| 30463 - Technical Writer III | 32.60 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 20.54 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 22.82 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.82 |
| 31030 - Bus Driver | 18.11 |
| 31043 - Driver Courier | 15.41 |
| 31260 - Parking and Lot Attendant | 9.32 |
| 31290 - Shuttle Bus Driver | 15.41 |
| 31310 - Taxi Driver | 10.42 |
| 31361 - Truckdriver, Light | 15.41 |
| 31362 - Truckdriver, Medium | 18.16 |
| 31363 - Truckdriver, Heavy | 19.44 |
| 31364 - Truckdriver, Tractor-Trailer | 19.44 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.57 |
| 99050 - Desk Clerk | 9.66 |
| 99095 - Embalmer | 24.27 |
| 99251 - Laboratory Animal Caretaker I | 10.44 |
| 99252 - Laboratory Animal Caretaker II | 11.35 |
| 99310 - Mortician | 24.27 |
| 99410 - Pest Controller | 14.06 |
| 99510 - Photofinishing Worker | 13.91 |
| 99710 - Recycling Laborer | 15.26 |
| 99711 - Recycling Specialist | 19.47 |
| 99730 - Refuse Collector | 13.54 |
| 99810 - Sales Clerk | 12.62 |
| 99820 - School Crossing Guard | 11.25 |
| 99830 - Survey Party Chief | 20.53 |
| 99831 - Surveying Aide | 11.63 |
| 99832 - Surveying Technician | 15.94 |
| 99840 - Vending Machine Attendant | 11.62 |
| 99841 - Vending Machine Repairer | 14.63 |
| 99842 - Vending Machine Repairer Helper | 11.62 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed

occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski

Division of

Wage Determination No.: 2005-2117
Revision No.: 15

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|-------------------------|----------|------|
|-------------------------|----------|------|

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| 05340 - Radiator Repair Specialist | 17.17 |
| 05370 - Tire Repairer | 13.08 |
| 05400 - Transmission Repair Specialist | 18.88 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.08 |
| 07041 - Cook I | 11.12 |
| 07042 - Cook II | 12.08 |
| 07070 - Dishwasher | 8.13 |
| 07130 - Food Service Worker | 10.11 |
| 07210 - Meat Cutter | 14.83 |
| 07260 - Waiter/Waitress | 9.64 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.93 |
| 09040 - Furniture Handler | 13.01 |
| 09080 - Furniture Refinisher | 16.55 |
| 09090 - Furniture Refinisher Helper | 13.38 |
| 09110 - Furniture Repairer, Minor | 14.99 |
| 09130 - Upholsterer | 16.55 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.09 |
| 11060 - Elevator Operator | 10.09 |
| 11090 - Gardener | 13.52 |
| 11122 - Housekeeping Aide | 11.47 |
| 11150 - Janitor | 11.47 |
| 11210 - Laborer, Grounds Maintenance | 11.33 |
| 11240 - Maid or Houseman | 9.03 |
| 11260 - Pruner | 10.31 |
| 11270 - Tractor Operator | 13.20 |
| 11330 - Trail Maintenance Worker | 11.33 |
| 11360 - Window Cleaner | 12.61 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.51 |
| 12011 - Breath Alcohol Technician | 17.75 |
| 12012 - Certified Occupational Therapist Assistant | 27.42 |
| 12015 - Certified Physical Therapist Assistant | 24.67 |
| 12020 - Dental Assistant | 15.36 |
| 12025 - Dental Hygienist | 28.81 |
| 12030 - EKG Technician | 17.76 |
| 12035 - Electroneurodiagnostic Technologist | 17.76 |
| 12040 - Emergency Medical Technician | 15.51 |
| 12071 - Licensed Practical Nurse I | 16.45 |
| 12072 - Licensed Practical Nurse II | 18.40 |
| 12073 - Licensed Practical Nurse III | 20.52 |
| 12100 - Medical Assistant | 12.83 |
| 12130 - Medical Laboratory Technician | 18.67 |
| 12160 - Medical Record Clerk | 14.62 |
| 12190 - Medical Record Technician | 15.17 |
| 12195 - Medical Transcriptionist | 14.93 |
| 12210 - Nuclear Medicine Technologist | 30.91 |
| 12221 - Nursing Assistant I | 11.00 |
| 12222 - Nursing Assistant II | 12.37 |
| 12223 - Nursing Assistant III | 13.50 |
| 12224 - Nursing Assistant IV | 15.14 |
| 12235 - Optical Dispenser | 17.68 |
| 12236 - Optical Technician | 13.58 |
| 12250 - Pharmacy Technician | 12.47 |
| 12280 - Phlebotomist | 15.14 |
| 12305 - Radiologic Technologist | 24.10 |
| 12311 - Registered Nurse I | 22.67 |
| 12312 - Registered Nurse II | 27.73 |
| 12313 - Registered Nurse II, Specialist | 27.73 |
| 12314 - Registered Nurse III | 33.55 |
| 12315 - Registered Nurse III, Anesthetist | 33.55 |

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| 12316 - Registered Nurse IV | 40.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.80 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.52 |
| 13012 - Exhibits Specialist II | 20.85 |
| 13013 - Exhibits Specialist III | 23.88 |
| 13041 - Illustrator I | 16.29 |
| 13042 - Illustrator II | 19.52 |
| 13043 - Illustrator III | 23.31 |
| 13047 - Librarian | 22.41 |
| 13050 - Library Aide/Clerk | 11.99 |
| 13054 - Library Information Technology Systems Administrator | 20.85 |
| 13058 - Library Technician | 15.75 |
| 13061 - Media Specialist I | 15.05 |
| 13062 - Media Specialist II | 16.55 |
| 13063 - Media Specialist III | 17.57 |
| 13071 - Photographer I | 15.22 |
| 13072 - Photographer II | 17.02 |
| 13073 - Photographer III | 21.09 |
| 13074 - Photographer IV | 24.68 |
| 13075 - Photographer V | 27.29 |
| 13110 - Video Teleconference Technician | 15.74 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.15 |
| 14042 - Computer Operator II | 18.06 |
| 14043 - Computer Operator III | 20.14 |
| 14044 - Computer Operator IV | 22.37 |
| 14045 - Computer Operator V | 24.79 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 16.15 |
| 14160 - Personal Computer Support Technician | 22.37 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.98 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.63 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.42 |
| 15050 - Computer Based Training Specialist / Instructor | 29.98 |
| 15060 - Educational Technologist | 25.26 |
| 15070 - Flight Instructor (Pilot) | 35.42 |
| 15080 - Graphic Artist | 20.58 |
| 15090 - Technical Instructor | 21.82 |
| 15095 - Technical Instructor/Course Developer | 25.91 |
| 15110 - Test Proctor | 17.90 |
| 15120 - Tutor | 17.90 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.37 |
| 16030 - Counter Attendant | 8.37 |
| 16040 - Dry Cleaner | 10.44 |
| 16070 - Finisher, Flatwork, Machine | 8.37 |
| 16090 - Presser, Hand | 8.37 |
| 16110 - Presser, Machine, Drycleaning | 8.37 |
| 16130 - Presser, Machine, Shirts | 8.37 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.37 |
| 16190 - Sewing Machine Operator | 11.12 |
| 16220 - Tailor | 11.82 |
| 16250 - Washer, Machine | 9.06 |
| 19000 - Machine Tool Operation And Repair Occupations | |

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| 19010 - Machine-Tool Operator (Tool Room) | 17.55 |
| 19040 - Tool And Die Maker | 20.86 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.08 |
| 21030 - Material Coordinator | 19.41 |
| 21040 - Material Expediter | 19.41 |
| 21050 - Material Handling Laborer | 11.56 |
| 21071 - Order Filler | 11.67 |
| 21080 - Production Line Worker (Food Processing) | 13.84 |
| 21110 - Shipping Packer | 13.52 |
| 21130 - Shipping/Receiving Clerk | 13.52 |
| 21140 - Store Worker I | 11.88 |
| 21150 - Stock Clerk | 15.84 |
| 21210 - Tools And Parts Attendant | 14.66 |
| 21410 - Warehouse Specialist | 14.58 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 23.29 |
| 23021 - Aircraft Mechanic I | 22.18 |
| 23022 - Aircraft Mechanic II | 23.29 |
| 23023 - Aircraft Mechanic III | 24.46 |
| 23040 - Aircraft Mechanic Helper | 15.59 |
| 23050 - Aircraft, Painter | 19.14 |
| 23060 - Aircraft Servicer | 17.47 |
| 23080 - Aircraft Worker | 18.35 |
| 23110 - Appliance Mechanic | 18.95 |
| 23120 - Bicycle Repairer | 13.08 |
| 23125 - Cable Splicer | 24.84 |
| 23130 - Carpenter, Maintenance | 18.77 |
| 23140 - Carpet Layer | 17.82 |
| 23160 - Electrician, Maintenance | 22.10 |
| 23181 - Electronics Technician Maintenance I | 22.65 |
| 23182 - Electronics Technician Maintenance II | 24.25 |
| 23183 - Electronics Technician Maintenance III | 25.73 |
| 23260 - Fabric Worker | 16.67 |
| 23290 - Fire Alarm System Mechanic | 17.54 |
| 23310 - Fire Extinguisher Repairer | 15.49 |
| 23311 - Fuel Distribution System Mechanic | 20.11 |
| 23312 - Fuel Distribution System Operator | 16.75 |
| 23370 - General Maintenance Worker | 17.61 |
| 23380 - Ground Support Equipment Mechanic | 22.18 |
| 23381 - Ground Support Equipment Servicer | 17.47 |
| 23382 - Ground Support Equipment Worker | 18.35 |
| 23391 - Gunsmith I | 17.56 |
| 23392 - Gunsmith II | 20.20 |
| 23393 - Gunsmith III | 22.75 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.49 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.55 |
| 23430 - Heavy Equipment Mechanic | 20.74 |
| 23440 - Heavy Equipment Operator | 16.89 |
| 23460 - Instrument Mechanic | 20.11 |
| 23465 - Laboratory/Shelter Mechanic | 20.21 |
| 23470 - Laborer | 12.14 |
| 23510 - Locksmith | 16.96 |
| 23530 - Machinery Maintenance Mechanic | 23.76 |
| 23550 - Machinist, Maintenance | 20.27 |
| 23580 - Maintenance Trades Helper | 15.08 |
| 23591 - Metrology Technician I | 20.11 |
| 23592 - Metrology Technician II | 21.26 |
| 23593 - Metrology Technician III | 22.06 |
| 23640 - Millwright | 20.21 |
| 23710 - Office Appliance Repairer | 18.22 |

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| 23760 - Painter, Maintenance | 17.34 |
| 23790 - Pipefitter, Maintenance | 19.44 |
| 23810 - Plumber, Maintenance | 18.59 |
| 23820 - Pneudraulic Systems Mechanic | 20.11 |
| 23850 - Rigger | 19.60 |
| 23870 - Scale Mechanic | 17.82 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.20 |
| 23910 - Small Engine Mechanic | 16.50 |
| 23931 - Telecommunications Mechanic I | 24.15 |
| 23932 - Telecommunications Mechanic II | 25.23 |
| 23950 - Telephone Lineman | 21.31 |
| 23960 - Welder, Combination, Maintenance | 18.14 |
| 23965 - Well Driller | 20.11 |
| 23970 - Woodcraft Worker | 20.11 |
| 23980 - Woodworker | 14.58 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.25 |
| 24580 - Child Care Center Clerk | 13.34 |
| 24610 - Chore Aide | 10.53 |
| 24620 - Family Readiness And Support Services Coordinator | 13.26 |
| 24630 - Homemaker | 16.32 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.20 |
| 25040 - Sewage Plant Operator | 18.79 |
| 25070 - Stationary Engineer | 19.20 |
| 25190 - Ventilation Equipment Tender | 14.23 |
| 25210 - Water Treatment Plant Operator | 18.79 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.87 |
| 27007 - Baggage Inspector | 12.42 |
| 27008 - Corrections Officer | 18.77 |
| 27010 - Court Security Officer | 18.77 |
| 27030 - Detection Dog Handler | 17.09 |
| 27040 - Detention Officer | 18.77 |
| 27070 - Firefighter | 19.22 |
| 27101 - Guard I | 12.42 |
| 27102 - Guard II | 17.09 |
| 27131 - Police Officer I | 20.43 |
| 27132 - Police Officer II | 22.70 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.12 |
| 28042 - Carnival Equipment Repairer | 13.43 |
| 28043 - Carnival Equipment Worker | 9.04 |
| 28210 - Gate Attendant/Gate Tender | 13.56 |
| 28310 - Lifeguard | 12.08 |
| 28350 - Park Attendant (Aide) | 15.16 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.07 |
| 28515 - Recreation Specialist | 18.79 |
| 28630 - Sports Official | 12.08 |
| 28690 - Swimming Pool Operator | 14.79 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.91 |
| 29020 - Hatch Tender | 17.91 |
| 29030 - Line Handler | 17.91 |
| 29041 - Stevedore I | 17.02 |
| 29042 - Stevedore II | 20.11 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.80 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.56 |
| 30022 - Archeological Technician II | 16.54 |

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| 30023 - Archeological Technician III | 20.23 |
| 30030 - Cartographic Technician | 19.71 |
| 30040 - Civil Engineering Technician | 20.89 |
| 30061 - Drafter/CAD Operator I | 13.92 |
| 30062 - Drafter/CAD Operator II | 15.57 |
| 30063 - Drafter/CAD Operator III | 18.21 |
| 30064 - Drafter/CAD Operator IV | 21.36 |
| 30081 - Engineering Technician I | 15.41 |
| 30082 - Engineering Technician II | 17.30 |
| 30083 - Engineering Technician III | 19.35 |
| 30084 - Engineering Technician IV | 23.98 |
| 30085 - Engineering Technician V | 29.33 |
| 30086 - Engineering Technician VI | 35.49 |
| 30090 - Environmental Technician | 18.78 |
| 30210 - Laboratory Technician | 22.77 |
| 30240 - Mathematical Technician | 19.29 |
| 30361 - Paralegal/Legal Assistant I | 15.19 |
| 30362 - Paralegal/Legal Assistant II | 20.55 |
| 30363 - Paralegal/Legal Assistant III | 25.12 |
| 30364 - Paralegal/Legal Assistant IV | 30.43 |
| 30390 - Photo-Optics Technician | 19.71 |
| 30461 - Technical Writer I | 19.86 |
| 30462 - Technical Writer II | 24.29 |
| 30463 - Technical Writer III | 29.39 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 18.21 |
| 30621 - Weather Observer, Senior (see 2) | 19.59 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.22 |
| 31030 - Bus Driver | 12.82 |
| 31043 - Driver Courier | 15.56 |
| 31260 - Parking and Lot Attendant | 11.35 |
| 31290 - Shuttle Bus Driver | 13.22 |
| 31310 - Taxi Driver | 13.42 |
| 31361 - Truckdriver, Light | 14.77 |
| 31362 - Truckdriver, Medium | 15.11 |
| 31363 - Truckdriver, Heavy | 15.38 |
| 31364 - Truckdriver, Tractor-Trailer | 15.38 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.59 |
| 99050 - Desk Clerk | 10.15 |
| 99095 - Embalmer | 23.84 |
| 99251 - Laboratory Animal Caretaker I | 10.25 |
| 99252 - Laboratory Animal Caretaker II | 11.13 |
| 99310 - Mortician | 23.84 |
| 99410 - Pest Controller | 14.24 |
| 99510 - Photofinishing Worker | 10.82 |
| 99710 - Recycling Laborer | 13.25 |
| 99711 - Recycling Specialist | 15.71 |
| 99730 - Refuse Collector | 12.05 |
| 99810 - Sales Clerk | 11.66 |
| 99820 - School Crossing Guard | 10.86 |
| 99830 - Survey Party Chief | 17.08 |
| 99831 - Surveying Aide | 11.32 |
| 99832 - Surveying Technician | 15.53 |
| 99840 - Vending Machine Attendant | 13.23 |
| 99841 - Vending Machine Repairer | 15.49 |
| 99842 - Vending Machine Repairer Helper | 13.23 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

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

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage

determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2118
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Brevard, Indian River

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.56 |
| 01012 - Accounting Clerk II | | 15.22 |
| 01013 - Accounting Clerk III | | 18.43 |
| 01020 - Administrative Assistant | | 19.20 |
| 01040 - Court Reporter | | 16.31 |
| 01051 - Data Entry Operator I | | 11.69 |
| 01052 - Data Entry Operator II | | 13.31 |
| 01060 - Dispatcher, Motor Vehicle | | 16.31 |
| 01070 - Document Preparation Clerk | | 13.60 |
| 01090 - Duplicating Machine Operator | | 13.60 |
| 01111 - General Clerk I | | 12.38 |
| 01112 - General Clerk II | | 13.39 |
| 01113 - General Clerk III | | 14.93 |
| 01120 - Housing Referral Assistant | | 17.64 |
| 01141 - Messenger Courier | | 12.16 |
| 01191 - Order Clerk I | | 11.55 |
| 01192 - Order Clerk II | | 13.60 |
| 01261 - Personnel Assistant (Employment) I | | 14.66 |
| 01262 - Personnel Assistant (Employment) II | | 16.40 |
| 01263 - Personnel Assistant (Employment) III | | 18.29 |
| 01270 - Production Control Clerk | | 19.41 |
| 01280 - Receptionist | | 11.39 |
| 01290 - Rental Clerk | | 12.83 |
| 01300 - Scheduler, Maintenance | | 14.20 |
| 01311 - Secretary I | | 14.20 |
| 01312 - Secretary II | | 15.82 |
| 01313 - Secretary III | | 17.64 |
| 01320 - Service Order Dispatcher | | 14.82 |
| 01410 - Supply Technician | | 19.60 |

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| 01420 - Survey Worker | 16.31 |
| 01531 - Travel Clerk I | 11.33 |
| 01532 - Travel Clerk II | 12.24 |
| 01533 - Travel Clerk III | 13.11 |
| 01611 - Word Processor I | 12.21 |
| 01612 - Word Processor II | 13.16 |
| 01613 - Word Processor III | 16.23 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.32 |
| 05010 - Automotive Electrician | 18.15 |
| 05040 - Automotive Glass Installer | 17.17 |
| 05070 - Automotive Worker | 17.17 |
| 05110 - Mobile Equipment Servicer | 15.50 |
| 05130 - Motor Equipment Metal Mechanic | 18.88 |
| 05160 - Motor Equipment Metal Worker | 17.17 |
| 05190 - Motor Vehicle Mechanic | 18.80 |
| 05220 - Motor Vehicle Mechanic Helper | 14.58 |
| 05250 - Motor Vehicle Upholstery Worker | 16.58 |
| 05280 - Motor Vehicle Wrecker | 17.17 |
| 05310 - Painter, Automotive | 18.04 |
| 05340 - Radiator Repair Specialist | 17.17 |
| 05370 - Tire Repairer | 13.08 |
| 05400 - Transmission Repair Specialist | 18.88 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.08 |
| 07041 - Cook I | 11.12 |
| 07042 - Cook II | 12.08 |
| 07070 - Dishwasher | 8.13 |
| 07130 - Food Service Worker | 10.11 |
| 07210 - Meat Cutter | 14.83 |
| 07260 - Waiter/Waitress | 9.64 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.93 |
| 09040 - Furniture Handler | 13.01 |
| 09080 - Furniture Refinisher | 16.55 |
| 09090 - Furniture Refinisher Helper | 13.38 |
| 09110 - Furniture Repairer, Minor | 14.99 |
| 09130 - Upholsterer | 16.55 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.09 |
| 11060 - Elevator Operator | 10.09 |
| 11090 - Gardener | 13.52 |
| 11122 - Housekeeping Aide | 11.47 |
| 11150 - Janitor | 11.47 |
| 11210 - Laborer, Grounds Maintenance | 11.33 |
| 11240 - Maid or Houseman | 9.03 |
| 11260 - Pruner | 10.31 |
| 11270 - Tractor Operator | 13.20 |
| 11330 - Trail Maintenance Worker | 11.33 |
| 11360 - Window Cleaner | 12.61 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.51 |
| 12011 - Breath Alcohol Technician | 17.75 |
| 12012 - Certified Occupational Therapist Assistant | 27.42 |
| 12015 - Certified Physical Therapist Assistant | 24.67 |
| 12020 - Dental Assistant | 15.36 |
| 12025 - Dental Hygienist | 28.81 |
| 12030 - EKG Technician | 17.76 |
| 12035 - Electroneurodiagnostic Technologist | 17.76 |
| 12040 - Emergency Medical Technician | 15.51 |
| 12071 - Licensed Practical Nurse I | 16.45 |
| 12072 - Licensed Practical Nurse II | 18.40 |
| 12073 - Licensed Practical Nurse III | 20.52 |

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| 12100 - Medical Assistant | 12.83 |
| 12130 - Medical Laboratory Technician | 18.67 |
| 12160 - Medical Record Clerk | 14.62 |
| 12190 - Medical Record Technician | 15.17 |
| 12195 - Medical Transcriptionist | 14.93 |
| 12210 - Nuclear Medicine Technologist | 30.91 |
| 12221 - Nursing Assistant I | 11.00 |
| 12222 - Nursing Assistant II | 12.37 |
| 12223 - Nursing Assistant III | 13.50 |
| 12224 - Nursing Assistant IV | 15.14 |
| 12235 - Optical Dispenser | 17.68 |
| 12236 - Optical Technician | 13.58 |
| 12250 - Pharmacy Technician | 12.47 |
| 12280 - Phlebotomist | 15.14 |
| 12305 - Radiologic Technologist | 24.10 |
| 12311 - Registered Nurse I | 22.67 |
| 12312 - Registered Nurse II | 27.73 |
| 12313 - Registered Nurse II, Specialist | 27.73 |
| 12314 - Registered Nurse III | 33.55 |
| 12315 - Registered Nurse III, Anesthetist | 33.55 |
| 12316 - Registered Nurse IV | 40.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.80 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.52 |
| 13012 - Exhibits Specialist II | 20.85 |
| 13013 - Exhibits Specialist III | 23.88 |
| 13041 - Illustrator I | 16.29 |
| 13042 - Illustrator II | 19.52 |
| 13043 - Illustrator III | 23.31 |
| 13047 - Librarian | 22.41 |
| 13050 - Library Aide/Clerk | 11.99 |
| 13054 - Library Information Technology Systems Administrator | 20.85 |
| 13058 - Library Technician | 15.75 |
| 13061 - Media Specialist I | 15.05 |
| 13062 - Media Specialist II | 16.55 |
| 13063 - Media Specialist III | 17.57 |
| 13071 - Photographer I | 15.22 |
| 13072 - Photographer II | 17.02 |
| 13073 - Photographer III | 21.09 |
| 13074 - Photographer IV | 24.68 |
| 13075 - Photographer V | 27.29 |
| 13110 - Video Teleconference Technician | 15.74 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.15 |
| 14042 - Computer Operator II | 18.06 |
| 14043 - Computer Operator III | 20.14 |
| 14044 - Computer Operator IV | 22.37 |
| 14045 - Computer Operator V | 24.79 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 16.15 |
| 14160 - Personal Computer Support Technician | 22.37 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.98 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.63 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.42 |
| 15050 - Computer Based Training Specialist / Instructor | 29.98 |

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| 15060 - Educational Technologist | 25.26 |
| 15070 - Flight Instructor (Pilot) | 35.42 |
| 15080 - Graphic Artist | 20.58 |
| 15090 - Technical Instructor | 21.82 |
| 15095 - Technical Instructor/Course Developer | 25.91 |
| 15110 - Test Proctor | 17.90 |
| 15120 - Tutor | 17.90 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.37 |
| 16030 - Counter Attendant | 8.37 |
| 16040 - Dry Cleaner | 10.44 |
| 16070 - Finisher, Flatwork, Machine | 8.37 |
| 16090 - Presser, Hand | 8.37 |
| 16110 - Presser, Machine, Drycleaning | 8.37 |
| 16130 - Presser, Machine, Shirts | 8.37 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.37 |
| 16190 - Sewing Machine Operator | 11.12 |
| 16220 - Tailor | 11.82 |
| 16250 - Washer, Machine | 9.06 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.55 |
| 19040 - Tool And Die Maker | 20.86 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.08 |
| 21030 - Material Coordinator | 19.41 |
| 21040 - Material Expediter | 19.41 |
| 21050 - Material Handling Laborer | 11.56 |
| 21071 - Order Filler | 11.67 |
| 21080 - Production Line Worker (Food Processing) | 13.84 |
| 21110 - Shipping Packer | 13.52 |
| 21130 - Shipping/Receiving Clerk | 13.52 |
| 21140 - Store Worker I | 11.88 |
| 21150 - Stock Clerk | 15.84 |
| 21210 - Tools And Parts Attendant | 14.66 |
| 21410 - Warehouse Specialist | 14.58 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.29 |
| 23021 - Aircraft Mechanic I | 22.18 |
| 23022 - Aircraft Mechanic II | 23.29 |
| 23023 - Aircraft Mechanic III | 24.46 |
| 23040 - Aircraft Mechanic Helper | 15.59 |
| 23050 - Aircraft, Painter | 19.14 |
| 23060 - Aircraft Servicer | 17.47 |
| 23080 - Aircraft Worker | 18.35 |
| 23110 - Appliance Mechanic | 18.95 |
| 23120 - Bicycle Repairer | 13.08 |
| 23125 - Cable Splicer | 24.84 |
| 23130 - Carpenter, Maintenance | 18.77 |
| 23140 - Carpet Layer | 17.82 |
| 23160 - Electrician, Maintenance | 22.10 |
| 23181 - Electronics Technician Maintenance I | 22.65 |
| 23182 - Electronics Technician Maintenance II | 24.25 |
| 23183 - Electronics Technician Maintenance III | 25.73 |
| 23260 - Fabric Worker | 16.67 |
| 23290 - Fire Alarm System Mechanic | 17.54 |
| 23310 - Fire Extinguisher Repairer | 15.49 |
| 23311 - Fuel Distribution System Mechanic | 20.11 |
| 23312 - Fuel Distribution System Operator | 16.75 |
| 23370 - General Maintenance Worker | 17.61 |
| 23380 - Ground Support Equipment Mechanic | 22.18 |
| 23381 - Ground Support Equipment Servicer | 17.47 |
| 23382 - Ground Support Equipment Worker | 18.35 |
| 23391 - Gunsmith I | 17.56 |

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| 23392 - Gunsmith II | 20.20 |
| 23393 - Gunsmith III | 22.75 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.49 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.55 |
| 23430 - Heavy Equipment Mechanic | 20.74 |
| 23440 - Heavy Equipment Operator | 16.89 |
| 23460 - Instrument Mechanic | 20.11 |
| 23465 - Laboratory/Shelter Mechanic | 20.21 |
| 23470 - Laborer | 12.14 |
| 23510 - Locksmith | 16.96 |
| 23530 - Machinery Maintenance Mechanic | 23.76 |
| 23550 - Machinist, Maintenance | 20.27 |
| 23580 - Maintenance Trades Helper | 15.08 |
| 23591 - Metrology Technician I | 20.11 |
| 23592 - Metrology Technician II | 21.26 |
| 23593 - Metrology Technician III | 22.06 |
| 23640 - Millwright | 20.21 |
| 23710 - Office Appliance Repairer | 18.22 |
| 23760 - Painter, Maintenance | 17.34 |
| 23790 - Pipefitter, Maintenance | 19.44 |
| 23810 - Plumber, Maintenance | 18.59 |
| 23820 - Pneudraulic Systems Mechanic | 20.11 |
| 23850 - Rigger | 19.60 |
| 23870 - Scale Mechanic | 17.82 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.20 |
| 23910 - Small Engine Mechanic | 16.50 |
| 23931 - Telecommunications Mechanic I | 24.15 |
| 23932 - Telecommunications Mechanic II | 25.23 |
| 23950 - Telephone Lineman | 21.31 |
| 23960 - Welder, Combination, Maintenance | 18.14 |
| 23965 - Well Driller | 20.11 |
| 23970 - Woodcraft Worker | 20.11 |
| 23980 - Woodworker | 14.58 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.25 |
| 24580 - Child Care Center Clerk | 13.34 |
| 24610 - Chore Aide | 10.53 |
| 24620 - Family Readiness And Support Services Coordinator | 13.26 |
| 24630 - Homemaker | 16.32 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.20 |
| 25040 - Sewage Plant Operator | 18.79 |
| 25070 - Stationary Engineer | 19.20 |
| 25190 - Ventilation Equipment Tender | 14.23 |
| 25210 - Water Treatment Plant Operator | 18.79 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.87 |
| 27007 - Baggage Inspector | 12.42 |
| 27008 - Corrections Officer | 18.77 |
| 27010 - Court Security Officer | 18.77 |
| 27030 - Detection Dog Handler | 17.09 |
| 27040 - Detention Officer | 18.77 |
| 27070 - Firefighter | 19.22 |
| 27101 - Guard I | 12.42 |
| 27102 - Guard II | 17.09 |
| 27131 - Police Officer I | 20.43 |
| 27132 - Police Officer II | 22.70 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.12 |
| 28042 - Carnival Equipment Repairer | 13.43 |

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| 28043 - Carnival Equipment Worker | 9.04 |
| 28210 - Gate Attendant/Gate Tender | 13.56 |
| 28310 - Lifeguard | 12.08 |
| 28350 - Park Attendant (Aide) | 15.16 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.07 |
| 28515 - Recreation Specialist | 18.79 |
| 28630 - Sports Official | 12.08 |
| 28690 - Swimming Pool Operator | 14.79 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.91 |
| 29020 - Hatch Tender | 17.91 |
| 29030 - Line Handler | 17.91 |
| 29041 - Stevedore I | 17.02 |
| 29042 - Stevedore II | 20.11 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.80 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.56 |
| 30022 - Archeological Technician II | 16.54 |
| 30023 - Archeological Technician III | 20.23 |
| 30030 - Cartographic Technician | 19.71 |
| 30040 - Civil Engineering Technician | 20.89 |
| 30061 - Drafter/CAD Operator I | 13.92 |
| 30062 - Drafter/CAD Operator II | 15.57 |
| 30063 - Drafter/CAD Operator III | 18.21 |
| 30064 - Drafter/CAD Operator IV | 21.36 |
| 30081 - Engineering Technician I | 15.41 |
| 30082 - Engineering Technician II | 17.30 |
| 30083 - Engineering Technician III | 19.35 |
| 30084 - Engineering Technician IV | 23.98 |
| 30085 - Engineering Technician V | 29.33 |
| 30086 - Engineering Technician VI | 35.49 |
| 30090 - Environmental Technician | 18.78 |
| 30210 - Laboratory Technician | 22.77 |
| 30240 - Mathematical Technician | 19.29 |
| 30361 - Paralegal/Legal Assistant I | 15.19 |
| 30362 - Paralegal/Legal Assistant II | 20.55 |
| 30363 - Paralegal/Legal Assistant III | 25.12 |
| 30364 - Paralegal/Legal Assistant IV | 30.43 |
| 30390 - Photo-Optics Technician | 19.71 |
| 30461 - Technical Writer I | 19.86 |
| 30462 - Technical Writer II | 24.29 |
| 30463 - Technical Writer III | 29.39 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 18.21 |
| 30621 - Weather Observer, Senior (see 2) | 19.59 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.22 |
| 31030 - Bus Driver | 12.82 |
| 31043 - Driver Courier | 15.56 |
| 31260 - Parking and Lot Attendant | 11.35 |
| 31290 - Shuttle Bus Driver | 13.22 |
| 31310 - Taxi Driver | 13.42 |
| 31361 - Truckdriver, Light | 14.77 |
| 31362 - Truckdriver, Medium | 15.11 |
| 31363 - Truckdriver, Heavy | 15.38 |
| 31364 - Truckdriver, Tractor-Trailer | 15.38 |

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| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.59 |
| 99050 - Desk Clerk | 10.15 |
| 99095 - Embalmer | 23.84 |
| 99251 - Laboratory Animal Caretaker I | 10.25 |
| 99252 - Laboratory Animal Caretaker II | 11.13 |
| 99310 - Mortician | 23.84 |
| 99410 - Pest Controller | 14.24 |
| 99510 - Photofinishing Worker | 10.82 |
| 99710 - Recycling Laborer | 13.25 |
| 99711 - Recycling Specialist | 15.71 |
| 99730 - Refuse Collector | 12.05 |
| 99810 - Sales Clerk | 11.66 |
| 99820 - School Crossing Guard | 10.86 |
| 99830 - Survey Party Chief | 17.08 |
| 99831 - Surveying Aide | 11.32 |
| 99832 - Surveying Technician | 15.53 |
| 99840 - Vending Machine Attendant | 13.23 |
| 99841 - Vending Machine Repairer | 15.49 |
| 99842 - Vending Machine Repairer Helper | 13.23 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2119
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Collier, Dade, Monroe

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.11 |
| 01012 - Accounting Clerk II | | 16.24 |
| 01013 - Accounting Clerk III | | 18.17 |
| 01020 - Administrative Assistant | | 22.64 |
| 01040 - Court Reporter | | 18.82 |
| 01051 - Data Entry Operator I | | 12.92 |

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| | | |
|-------|--|-------|
| 01052 | - Data Entry Operator II | 14.09 |
| 01060 | - Dispatcher, Motor Vehicle | 16.82 |
| 01070 | - Document Preparation Clerk | 12.67 |
| 01090 | - Duplicating Machine Operator | 12.67 |
| 01111 | - General Clerk I | 12.62 |
| 01112 | - General Clerk II | 13.88 |
| 01113 | - General Clerk III | 15.59 |
| 01120 | - Housing Referral Assistant | 20.88 |
| 01141 | - Messenger Courier | 12.39 |
| 01191 | - Order Clerk I | 12.71 |
| 01192 | - Order Clerk II | 13.86 |
| 01261 | - Personnel Assistant (Employment) I | 15.88 |
| 01262 | - Personnel Assistant (Employment) II | 18.07 |
| 01263 | - Personnel Assistant (Employment) III | 20.30 |
| 01270 | - Production Control Clerk | 20.00 |
| 01280 | - Receptionist | 13.44 |
| 01290 | - Rental Clerk | 14.93 |
| 01300 | - Scheduler, Maintenance | 16.74 |
| 01311 | - Secretary I | 16.74 |
| 01312 | - Secretary II | 18.73 |
| 01313 | - Secretary III | 20.88 |
| 01320 | - Service Order Dispatcher | 14.66 |
| 01410 | - Supply Technician | 23.21 |
| 01420 | - Survey Worker | 18.82 |
| 01531 | - Travel Clerk I | 12.57 |
| 01532 | - Travel Clerk II | 13.48 |
| 01533 | - Travel Clerk III | 14.33 |
| 01611 | - Word Processor I | 13.30 |
| 01612 | - Word Processor II | 14.93 |
| 01613 | - Word Processor III | 16.98 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 17.44 |
| 05010 | - Automotive Electrician | 16.61 |
| 05040 | - Automotive Glass Installer | 15.52 |
| 05070 | - Automotive Worker | 15.52 |
| 05110 | - Mobile Equipment Servicer | 13.34 |
| 05130 | - Motor Equipment Metal Mechanic | 17.56 |
| 05160 | - Motor Equipment Metal Worker | 15.52 |
| 05190 | - Motor Vehicle Mechanic | 17.34 |
| 05220 | - Motor Vehicle Mechanic Helper | 12.24 |
| 05250 | - Motor Vehicle Upholstery Worker | 14.42 |
| 05280 | - Motor Vehicle Wrecker | 15.52 |
| 05310 | - Painter, Automotive | 16.62 |
| 05340 | - Radiator Repair Specialist | 15.52 |
| 05370 | - Tire Repairer | 11.41 |
| 05400 | - Transmission Repair Specialist | 17.53 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 12.65 |
| 07041 | - Cook I | 11.08 |
| 07042 | - Cook II | 12.90 |
| 07070 | - Dishwasher | 8.72 |
| 07130 | - Food Service Worker | 9.89 |
| 07210 | - Meat Cutter | 12.75 |
| 07260 | - Waiter/Waitress | 9.85 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 14.98 |
| 09040 | - Furniture Handler | 7.71 |
| 09080 | - Furniture Refinisher | 14.98 |
| 09090 | - Furniture Refinisher Helper | 11.03 |
| 09110 | - Furniture Repairer, Minor | 13.00 |
| 09130 | - Upholsterer | 16.48 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 9.80 |

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| 11060 - Elevator Operator | 10.39 |
| 11090 - Gardener | 14.13 |
| 11122 - Housekeeping Aide | 10.39 |
| 11150 - Janitor | 10.39 |
| 11210 - Laborer, Grounds Maintenance | 11.40 |
| 11240 - Maid or Houseman | 9.59 |
| 11260 - Pruner | 9.93 |
| 11270 - Tractor Operator | 14.36 |
| 11330 - Trail Maintenance Worker | 11.40 |
| 11360 - Window Cleaner | 11.94 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.34 |
| 12011 - Breath Alcohol Technician | 17.33 |
| 12012 - Certified Occupational Therapist Assistant | 26.46 |
| 12015 - Certified Physical Therapist Assistant | 24.15 |
| 12020 - Dental Assistant | 15.13 |
| 12025 - Dental Hygienist | 31.91 |
| 12030 - EKG Technician | 22.01 |
| 12035 - Electroneurodiagnostic Technologist | 22.01 |
| 12040 - Emergency Medical Technician | 15.34 |
| 12071 - Licensed Practical Nurse I | 15.49 |
| 12072 - Licensed Practical Nurse II | 17.33 |
| 12073 - Licensed Practical Nurse III | 19.32 |
| 12100 - Medical Assistant | 15.38 |
| 12130 - Medical Laboratory Technician | 17.89 |
| 12160 - Medical Record Clerk | 14.69 |
| 12190 - Medical Record Technician | 15.38 |
| 12195 - Medical Transcriptionist | 15.86 |
| 12210 - Nuclear Medicine Technologist | 34.45 |
| 12221 - Nursing Assistant I | 10.55 |
| 12222 - Nursing Assistant II | 11.87 |
| 12223 - Nursing Assistant III | 12.95 |
| 12224 - Nursing Assistant IV | 14.53 |
| 12235 - Optical Dispenser | 17.57 |
| 12236 - Optical Technician | 15.24 |
| 12250 - Pharmacy Technician | 15.84 |
| 12280 - Phlebotomist | 14.53 |
| 12305 - Radiologic Technologist | 25.46 |
| 12311 - Registered Nurse I | 26.32 |
| 12312 - Registered Nurse II | 29.80 |
| 12313 - Registered Nurse II, Specialist | 29.80 |
| 12314 - Registered Nurse III | 36.61 |
| 12315 - Registered Nurse III, Anesthetist | 36.61 |
| 12316 - Registered Nurse IV | 43.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.28 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.01 |
| 13012 - Exhibits Specialist II | 23.54 |
| 13013 - Exhibits Specialist III | 28.80 |
| 13041 - Illustrator I | 20.64 |
| 13042 - Illustrator II | 25.57 |
| 13043 - Illustrator III | 31.27 |
| 13047 - Librarian | 31.86 |
| 13050 - Library Aide/Clerk | 12.37 |
| 13054 - Library Information Technology Systems Administrator | 26.99 |
| 13058 - Library Technician | 16.53 |
| 13061 - Media Specialist I | 16.17 |
| 13062 - Media Specialist II | 18.41 |
| 13063 - Media Specialist III | 20.54 |
| 13071 - Photographer I | 15.54 |
| 13072 - Photographer II | 17.83 |
| 13073 - Photographer III | 21.43 |

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| 13074 - Photographer IV | 27.00 |
| 13075 - Photographer V | 32.66 |
| 13110 - Video Teleconference Technician | 16.88 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.41 |
| 14042 - Computer Operator II | 18.36 |
| 14043 - Computer Operator III | 20.47 |
| 14044 - Computer Operator IV | 22.75 |
| 14045 - Computer Operator V | 25.19 |
| 14071 - Computer Programmer I (see 1) | 22.76 |
| 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 | 16.41 |
| 14160 - Personal Computer Support Technician | 22.75 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 31.48 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 38.08 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.90 |
| 15050 - Computer Based Training Specialist / Instructor | 31.48 |
| 15060 - Educational Technologist | 26.06 |
| 15070 - Flight Instructor (Pilot) | 42.90 |
| 15080 - Graphic Artist | 25.96 |
| 15090 - Technical Instructor | 21.38 |
| 15095 - Technical Instructor/Course Developer | 26.16 |
| 15110 - Test Proctor | 17.26 |
| 15120 - Tutor | 17.26 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.62 |
| 16030 - Counter Attendant | 9.62 |
| 16040 - Dry Cleaner | 11.86 |
| 16070 - Finisher, Flatwork, Machine | 9.62 |
| 16090 - Presser, Hand | 9.62 |
| 16110 - Presser, Machine, Drycleaning | 9.62 |
| 16130 - Presser, Machine, Shirts | 9.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.62 |
| 16190 - Sewing Machine Operator | 12.52 |
| 16220 - Tailor | 13.18 |
| 16250 - Washer, Machine | 10.41 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.51 |
| 19040 - Tool And Die Maker | 22.29 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.81 |
| 21030 - Material Coordinator | 19.02 |
| 21040 - Material Expediter | 19.02 |
| 21050 - Material Handling Laborer | 12.17 |
| 21071 - Order Filler | 11.60 |
| 21080 - Production Line Worker (Food Processing) | 14.81 |
| 21110 - Shipping Packer | 14.81 |
| 21130 - Shipping/Receiving Clerk | 14.81 |
| 21140 - Store Worker I | 9.45 |
| 21150 - Stock Clerk | 14.43 |
| 21210 - Tools And Parts Attendant | 14.81 |
| 21410 - Warehouse Specialist | 14.81 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.81 |
| 23021 - Aircraft Mechanic I | 23.31 |
| 23022 - Aircraft Mechanic II | 24.81 |
| 23023 - Aircraft Mechanic III | 26.28 |

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| 23040 - Aircraft Mechanic Helper | 15.59 |
| 23050 - Aircraft, Painter | 18.88 |
| 23060 - Aircraft Servicer | 18.80 |
| 23080 - Aircraft Worker | 20.33 |
| 23110 - Appliance Mechanic | 18.53 |
| 23120 - Bicycle Repairer | 11.41 |
| 23125 - Cable Splicer | 24.61 |
| 23130 - Carpenter, Maintenance | 17.55 |
| 23140 - Carpet Layer | 17.33 |
| 23160 - Electrician, Maintenance | 19.25 |
| 23181 - Electronics Technician Maintenance I | 21.43 |
| 23182 - Electronics Technician Maintenance II | 23.32 |
| 23183 - Electronics Technician Maintenance III | 25.75 |
| 23260 - Fabric Worker | 17.63 |
| 23290 - Fire Alarm System Mechanic | 18.83 |
| 23310 - Fire Extinguisher Repairer | 14.71 |
| 23311 - Fuel Distribution System Mechanic | 20.59 |
| 23312 - Fuel Distribution System Operator | 15.49 |
| 23370 - General Maintenance Worker | 16.44 |
| 23380 - Ground Support Equipment Mechanic | 23.31 |
| 23381 - Ground Support Equipment Servicer | 18.80 |
| 23382 - Ground Support Equipment Worker | 20.33 |
| 23391 - Gunsmith I | 14.71 |
| 23392 - Gunsmith II | 17.40 |
| 23393 - Gunsmith III | 19.85 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.01 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.23 |
| 23430 - Heavy Equipment Mechanic | 19.94 |
| 23440 - Heavy Equipment Operator | 18.20 |
| 23460 - Instrument Mechanic | 18.69 |
| 23465 - Laboratory/Shelter Mechanic | 18.62 |
| 23470 - Laborer | 11.51 |
| 23510 - Locksmith | 16.19 |
| 23530 - Machinery Maintenance Mechanic | 22.48 |
| 23550 - Machinist, Maintenance | 18.00 |
| 23580 - Maintenance Trades Helper | 13.11 |
| 23591 - Metrology Technician I | 18.69 |
| 23592 - Metrology Technician II | 19.89 |
| 23593 - Metrology Technician III | 21.08 |
| 23640 - Millwright | 21.19 |
| 23710 - Office Appliance Repairer | 17.94 |
| 23760 - Painter, Maintenance | 17.51 |
| 23790 - Pipefitter, Maintenance | 20.20 |
| 23810 - Plumber, Maintenance | 19.23 |
| 23820 - Pneudraulic Systems Mechanic | 19.85 |
| 23850 - Rigger | 19.85 |
| 23870 - Scale Mechanic | 17.40 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.24 |
| 23910 - Small Engine Mechanic | 15.16 |
| 23931 - Telecommunications Mechanic I | 23.92 |
| 23932 - Telecommunications Mechanic II | 25.46 |
| 23950 - Telephone Lineman | 21.16 |
| 23960 - Welder, Combination, Maintenance | 18.69 |
| 23965 - Well Driller | 18.71 |
| 23970 - Woodcraft Worker | 19.85 |
| 23980 - Woodworker | 14.71 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.81 |
| 24580 - Child Care Center Clerk | 15.33 |
| 24610 - Chore Aide | 9.40 |
| 24620 - Family Readiness And Support Services | 14.45 |

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|--|-------|
| Coordinator | |
| 24630 - Homemaker | 17.05 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.01 |
| 25040 - Sewage Plant Operator | 20.16 |
| 25070 - Stationary Engineer | 19.01 |
| 25190 - Ventilation Equipment Tender | 12.90 |
| 25210 - Water Treatment Plant Operator | 20.16 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.47 |
| 27007 - Baggage Inspector | 10.61 |
| 27008 - Corrections Officer | 25.15 |
| 27010 - Court Security Officer | 28.50 |
| 27030 - Detection Dog Handler | 18.11 |
| 27040 - Detention Officer | 25.15 |
| 27070 - Firefighter | 26.09 |
| 27101 - Guard I | 10.61 |
| 27102 - Guard II | 18.11 |
| 27131 - Police Officer I | 30.90 |
| 27132 - Police Officer II | 34.34 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.37 |
| 28042 - Carnival Equipment Repairer | 14.74 |
| 28043 - Carnival Equipment Worker | 9.40 |
| 28210 - Gate Attendant/Gate Tender | 14.63 |
| 28310 - Lifeguard | 13.49 |
| 28350 - Park Attendant (Aide) | 16.39 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.96 |
| 28515 - Recreation Specialist | 20.30 |
| 28630 - Sports Official | 13.04 |
| 28690 - Swimming Pool Operator | 19.77 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.76 |
| 29020 - Hatch Tender | 22.76 |
| 29030 - Line Handler | 22.76 |
| 29041 - Stevedore I | 20.86 |
| 29042 - Stevedore II | 24.67 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.85 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.10 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.74 |
| 30021 - Archeological Technician I | 15.98 |
| 30022 - Archeological Technician II | 18.25 |
| 30023 - Archeological Technician III | 24.98 |
| 30030 - Cartographic Technician | 25.86 |
| 30040 - Civil Engineering Technician | 24.73 |
| 30061 - Drafter/CAD Operator I | 18.66 |
| 30062 - Drafter/CAD Operator II | 20.89 |
| 30063 - Drafter/CAD Operator III | 23.28 |
| 30064 - Drafter/CAD Operator IV | 28.66 |
| 30081 - Engineering Technician I | 17.93 |
| 30082 - Engineering Technician II | 21.92 |
| 30083 - Engineering Technician III | 24.53 |
| 30084 - Engineering Technician IV | 27.90 |
| 30085 - Engineering Technician V | 34.13 |
| 30086 - Engineering Technician VI | 41.29 |
| 30090 - Environmental Technician | 19.85 |
| 30210 - Laboratory Technician | 18.62 |
| 30240 - Mathematical Technician | 25.86 |
| 30361 - Paralegal/Legal Assistant I | 17.91 |
| 30362 - Paralegal/Legal Assistant II | 22.18 |
| 30363 - Paralegal/Legal Assistant III | 27.14 |
| 30364 - Paralegal/Legal Assistant IV | 32.83 |

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|---|-------|
| 30390 - Photo-Optics Technician | 25.86 |
| 30461 - Technical Writer I | 23.25 |
| 30462 - Technical Writer II | 28.46 |
| 30463 - Technical Writer III | 31.36 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.06 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.10 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.89 |
| 30494 - Unexploded (UXO) Safety Escort | 24.06 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.06 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 23.28 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 25.86 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.78 |
| 31030 - Bus Driver | 15.04 |
| 31043 - Driver Courier | 14.92 |
| 31260 - Parking and Lot Attendant | 9.46 |
| 31290 - Shuttle Bus Driver | 16.45 |
| 31310 - Taxi Driver | 10.67 |
| 31361 - Truckdriver, Light | 16.45 |
| 31362 - Truckdriver, Medium | 17.99 |
| 31363 - Truckdriver, Heavy | 19.54 |
| 31364 - Truckdriver, Tractor-Trailer | 19.54 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.31 |
| 99050 - Desk Clerk | 10.67 |
| 99095 - Embalmer | 22.48 |
| 99251 - Laboratory Animal Caretaker I | 10.75 |
| 99252 - Laboratory Animal Caretaker II | 11.86 |
| 99310 - Mortician | 24.52 |
| 99410 - Pest Controller | 14.45 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.31 |
| 99711 - Recycling Specialist | 19.30 |
| 99730 - Refuse Collector | 13.33 |
| 99810 - Sales Clerk | 12.45 |
| 99820 - School Crossing Guard | 11.80 |
| 99830 - Survey Party Chief | 18.80 |
| 99831 - Surveying Aide | 10.24 |
| 99832 - Surveying Technician | 16.78 |
| 99840 - Vending Machine Attendant | 12.85 |
| 99841 - Vending Machine Repairer | 16.68 |
| 99842 - Vending Machine Repairer Helper | 12.85 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed

occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski

Division of

Wage Determination No.: 2005-2120
Revision No.: 15

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|-------------------------|----------|------|
|-------------------------|----------|------|

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|--|-------|
| 05340 - Radiator Repair Specialist | 15.52 |
| 05370 - Tire Repairer | 11.41 |
| 05400 - Transmission Repair Specialist | 17.53 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.65 |
| 07041 - Cook I | 11.08 |
| 07042 - Cook II | 12.90 |
| 07070 - Dishwasher | 8.72 |
| 07130 - Food Service Worker | 9.89 |
| 07210 - Meat Cutter | 12.75 |
| 07260 - Waiter/Waitress | 9.85 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.98 |
| 09040 - Furniture Handler | 7.71 |
| 09080 - Furniture Refinisher | 14.98 |
| 09090 - Furniture Refinisher Helper | 11.03 |
| 09110 - Furniture Repairer, Minor | 13.00 |
| 09130 - Upholsterer | 16.48 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.80 |
| 11060 - Elevator Operator | 10.39 |
| 11090 - Gardener | 14.13 |
| 11122 - Housekeeping Aide | 10.39 |
| 11150 - Janitor | 10.39 |
| 11210 - Laborer, Grounds Maintenance | 11.40 |
| 11240 - Maid or Houseman | 9.59 |
| 11260 - Pruner | 9.93 |
| 11270 - Tractor Operator | 14.36 |
| 11330 - Trail Maintenance Worker | 11.40 |
| 11360 - Window Cleaner | 11.94 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.34 |
| 12011 - Breath Alcohol Technician | 17.33 |
| 12012 - Certified Occupational Therapist Assistant | 26.46 |
| 12015 - Certified Physical Therapist Assistant | 24.15 |
| 12020 - Dental Assistant | 15.13 |
| 12025 - Dental Hygienist | 31.91 |
| 12030 - EKG Technician | 22.01 |
| 12035 - Electroneurodiagnostic Technologist | 22.01 |
| 12040 - Emergency Medical Technician | 15.34 |
| 12071 - Licensed Practical Nurse I | 15.49 |
| 12072 - Licensed Practical Nurse II | 17.33 |
| 12073 - Licensed Practical Nurse III | 19.32 |
| 12100 - Medical Assistant | 15.38 |
| 12130 - Medical Laboratory Technician | 17.89 |
| 12160 - Medical Record Clerk | 14.69 |
| 12190 - Medical Record Technician | 15.38 |
| 12195 - Medical Transcriptionist | 15.86 |
| 12210 - Nuclear Medicine Technologist | 34.45 |
| 12221 - Nursing Assistant I | 10.55 |
| 12222 - Nursing Assistant II | 11.87 |
| 12223 - Nursing Assistant III | 12.95 |
| 12224 - Nursing Assistant IV | 14.53 |
| 12235 - Optical Dispenser | 17.57 |
| 12236 - Optical Technician | 15.24 |
| 12250 - Pharmacy Technician | 15.84 |
| 12280 - Phlebotomist | 14.53 |
| 12305 - Radiologic Technologist | 25.46 |
| 12311 - Registered Nurse I | 26.32 |
| 12312 - Registered Nurse II | 29.80 |
| 12313 - Registered Nurse II, Specialist | 29.80 |
| 12314 - Registered Nurse III | 36.61 |
| 12315 - Registered Nurse III, Anesthetist | 36.61 |

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| 12316 - Registered Nurse IV | 43.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.28 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.01 |
| 13012 - Exhibits Specialist II | 23.54 |
| 13013 - Exhibits Specialist III | 28.80 |
| 13041 - Illustrator I | 20.64 |
| 13042 - Illustrator II | 25.57 |
| 13043 - Illustrator III | 31.27 |
| 13047 - Librarian | 31.86 |
| 13050 - Library Aide/Clerk | 12.37 |
| 13054 - Library Information Technology Systems Administrator | 26.99 |
| 13058 - Library Technician | 16.53 |
| 13061 - Media Specialist I | 16.17 |
| 13062 - Media Specialist II | 18.41 |
| 13063 - Media Specialist III | 20.54 |
| 13071 - Photographer I | 15.54 |
| 13072 - Photographer II | 17.83 |
| 13073 - Photographer III | 21.43 |
| 13074 - Photographer IV | 27.00 |
| 13075 - Photographer V | 32.66 |
| 13110 - Video Teleconference Technician | 16.88 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.41 |
| 14042 - Computer Operator II | 18.36 |
| 14043 - Computer Operator III | 20.47 |
| 14044 - Computer Operator IV | 22.75 |
| 14045 - Computer Operator V | 25.19 |
| 14071 - Computer Programmer I | (see 1) 22.76 |
| 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 | 16.41 |
| 14160 - Personal Computer Support Technician | 22.75 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 31.48 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 38.08 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.90 |
| 15050 - Computer Based Training Specialist / Instructor | 31.48 |
| 15060 - Educational Technologist | 26.06 |
| 15070 - Flight Instructor (Pilot) | 42.90 |
| 15080 - Graphic Artist | 25.96 |
| 15090 - Technical Instructor | 21.38 |
| 15095 - Technical Instructor/Course Developer | 26.16 |
| 15110 - Test Proctor | 17.26 |
| 15120 - Tutor | 17.26 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.62 |
| 16030 - Counter Attendant | 9.62 |
| 16040 - Dry Cleaner | 11.86 |
| 16070 - Finisher, Flatwork, Machine | 9.62 |
| 16090 - Presser, Hand | 9.62 |
| 16110 - Presser, Machine, Drycleaning | 9.62 |
| 16130 - Presser, Machine, Shirts | 9.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.62 |
| 16190 - Sewing Machine Operator | 12.52 |
| 16220 - Tailor | 13.18 |
| 16250 - Washer, Machine | 10.41 |
| 19000 - Machine Tool Operation And Repair Occupations | |

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| 19010 - Machine-Tool Operator (Tool Room) | 17.51 |
| 19040 - Tool And Die Maker | 22.29 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.81 |
| 21030 - Material Coordinator | 19.02 |
| 21040 - Material Expediter | 19.02 |
| 21050 - Material Handling Laborer | 12.17 |
| 21071 - Order Filler | 11.60 |
| 21080 - Production Line Worker (Food Processing) | 14.81 |
| 21110 - Shipping Packer | 14.81 |
| 21130 - Shipping/Receiving Clerk | 14.81 |
| 21140 - Store Worker I | 9.45 |
| 21150 - Stock Clerk | 14.43 |
| 21210 - Tools And Parts Attendant | 14.81 |
| 21410 - Warehouse Specialist | 14.81 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 24.81 |
| 23021 - Aircraft Mechanic I | 23.31 |
| 23022 - Aircraft Mechanic II | 24.81 |
| 23023 - Aircraft Mechanic III | 26.28 |
| 23040 - Aircraft Mechanic Helper | 15.59 |
| 23050 - Aircraft, Painter | 18.88 |
| 23060 - Aircraft Servicer | 18.80 |
| 23080 - Aircraft Worker | 20.33 |
| 23110 - Appliance Mechanic | 18.53 |
| 23120 - Bicycle Repairer | 11.41 |
| 23125 - Cable Splicer | 24.61 |
| 23130 - Carpenter, Maintenance | 17.55 |
| 23140 - Carpet Layer | 17.33 |
| 23160 - Electrician, Maintenance | 19.25 |
| 23181 - Electronics Technician Maintenance I | 21.43 |
| 23182 - Electronics Technician Maintenance II | 23.32 |
| 23183 - Electronics Technician Maintenance III | 25.75 |
| 23260 - Fabric Worker | 17.63 |
| 23290 - Fire Alarm System Mechanic | 18.83 |
| 23310 - Fire Extinguisher Repairer | 14.71 |
| 23311 - Fuel Distribution System Mechanic | 20.59 |
| 23312 - Fuel Distribution System Operator | 15.49 |
| 23370 - General Maintenance Worker | 16.44 |
| 23380 - Ground Support Equipment Mechanic | 23.31 |
| 23381 - Ground Support Equipment Servicer | 18.80 |
| 23382 - Ground Support Equipment Worker | 20.33 |
| 23391 - Gunsmith I | 14.71 |
| 23392 - Gunsmith II | 17.40 |
| 23393 - Gunsmith III | 19.85 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.01 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.23 |
| 23430 - Heavy Equipment Mechanic | 19.94 |
| 23440 - Heavy Equipment Operator | 18.20 |
| 23460 - Instrument Mechanic | 18.69 |
| 23465 - Laboratory/Shelter Mechanic | 18.62 |
| 23470 - Laborer | 11.51 |
| 23510 - Locksmith | 16.19 |
| 23530 - Machinery Maintenance Mechanic | 22.48 |
| 23550 - Machinist, Maintenance | 18.00 |
| 23580 - Maintenance Trades Helper | 13.11 |
| 23591 - Metrology Technician I | 18.69 |
| 23592 - Metrology Technician II | 19.89 |
| 23593 - Metrology Technician III | 21.08 |
| 23640 - Millwright | 21.19 |
| 23710 - Office Appliance Repairer | 17.94 |

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| 23760 - Painter, Maintenance | 17.51 |
| 23790 - Pipefitter, Maintenance | 20.20 |
| 23810 - Plumber, Maintenance | 19.23 |
| 23820 - Pneudraulic Systems Mechanic | 19.85 |
| 23850 - Rigger | 19.85 |
| 23870 - Scale Mechanic | 17.40 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.24 |
| 23910 - Small Engine Mechanic | 15.16 |
| 23931 - Telecommunications Mechanic I | 23.92 |
| 23932 - Telecommunications Mechanic II | 25.46 |
| 23950 - Telephone Lineman | 21.16 |
| 23960 - Welder, Combination, Maintenance | 18.69 |
| 23965 - Well Driller | 18.71 |
| 23970 - Woodcraft Worker | 19.85 |
| 23980 - Woodworker | 14.71 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.81 |
| 24580 - Child Care Center Clerk | 15.33 |
| 24610 - Chore Aide | 9.40 |
| 24620 - Family Readiness And Support Services Coordinator | 14.45 |
| 24630 - Homemaker | 17.05 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.01 |
| 25040 - Sewage Plant Operator | 20.16 |
| 25070 - Stationary Engineer | 19.01 |
| 25190 - Ventilation Equipment Tender | 12.90 |
| 25210 - Water Treatment Plant Operator | 20.16 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.47 |
| 27007 - Baggage Inspector | 10.61 |
| 27008 - Corrections Officer | 25.15 |
| 27010 - Court Security Officer | 28.50 |
| 27030 - Detection Dog Handler | 18.11 |
| 27040 - Detention Officer | 25.15 |
| 27070 - Firefighter | 26.09 |
| 27101 - Guard I | 10.61 |
| 27102 - Guard II | 18.11 |
| 27131 - Police Officer I | 30.90 |
| 27132 - Police Officer II | 34.34 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.37 |
| 28042 - Carnival Equipment Repairer | 14.74 |
| 28043 - Carnival Equipment Worker | 9.40 |
| 28210 - Gate Attendant/Gate Tender | 14.63 |
| 28310 - Lifeguard | 13.49 |
| 28350 - Park Attendant (Aide) | 16.39 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.96 |
| 28515 - Recreation Specialist | 20.30 |
| 28630 - Sports Official | 13.04 |
| 28690 - Swimming Pool Operator | 19.77 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.76 |
| 29020 - Hatch Tender | 22.76 |
| 29030 - Line Handler | 22.76 |
| 29041 - Stevedore I | 20.86 |
| 29042 - Stevedore II | 24.67 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.85 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.10 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.74 |
| 30021 - Archeological Technician I | 15.98 |
| 30022 - Archeological Technician II | 18.25 |

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| 30023 - Archeological Technician III | 24.98 |
| 30030 - Cartographic Technician | 25.86 |
| 30040 - Civil Engineering Technician | 24.73 |
| 30061 - Drafter/CAD Operator I | 18.66 |
| 30062 - Drafter/CAD Operator II | 20.89 |
| 30063 - Drafter/CAD Operator III | 23.28 |
| 30064 - Drafter/CAD Operator IV | 28.66 |
| 30081 - Engineering Technician I | 17.93 |
| 30082 - Engineering Technician II | 21.92 |
| 30083 - Engineering Technician III | 24.53 |
| 30084 - Engineering Technician IV | 27.90 |
| 30085 - Engineering Technician V | 34.13 |
| 30086 - Engineering Technician VI | 41.29 |
| 30090 - Environmental Technician | 19.85 |
| 30210 - Laboratory Technician | 18.62 |
| 30240 - Mathematical Technician | 25.86 |
| 30361 - Paralegal/Legal Assistant I | 17.91 |
| 30362 - Paralegal/Legal Assistant II | 22.18 |
| 30363 - Paralegal/Legal Assistant III | 27.14 |
| 30364 - Paralegal/Legal Assistant IV | 32.83 |
| 30390 - Photo-Optics Technician | 25.86 |
| 30461 - Technical Writer I | 23.25 |
| 30462 - Technical Writer II | 28.46 |
| 30463 - Technical Writer III | 31.36 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.06 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.10 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.89 |
| 30494 - Unexploded (UXO) Safety Escort | 24.06 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.06 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 23.28 |
| 30621 - Weather Observer, Senior (see 2) | 25.86 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.78 |
| 31030 - Bus Driver | 15.04 |
| 31043 - Driver Courier | 14.92 |
| 31260 - Parking and Lot Attendant | 9.46 |
| 31290 - Shuttle Bus Driver | 16.45 |
| 31310 - Taxi Driver | 10.67 |
| 31361 - Truckdriver, Light | 16.45 |
| 31362 - Truckdriver, Medium | 17.99 |
| 31363 - Truckdriver, Heavy | 19.54 |
| 31364 - Truckdriver, Tractor-Trailer | 19.54 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.31 |
| 99050 - Desk Clerk | 10.67 |
| 99095 - Embalmer | 22.48 |
| 99251 - Laboratory Animal Caretaker I | 10.75 |
| 99252 - Laboratory Animal Caretaker II | 11.86 |
| 99310 - Mortician | 24.52 |
| 99410 - Pest Controller | 14.45 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.31 |
| 99711 - Recycling Specialist | 19.30 |
| 99730 - Refuse Collector | 13.33 |
| 99810 - Sales Clerk | 12.45 |
| 99820 - School Crossing Guard | 11.80 |
| 99830 - Survey Party Chief | 18.80 |
| 99831 - Surveying Aide | 10.24 |
| 99832 - Surveying Technician | 16.78 |
| 99840 - Vending Machine Attendant | 12.85 |
| 99841 - Vending Machine Repairer | 16.68 |
| 99842 - Vending Machine Repairer Helper | 12.85 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2121
Revision No.: 14
Date of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Calhoun, Franklin, Gadsden, Gulf, Holmes, Jackson, Jefferson, Leon, Liberty, Wakulla, Walton, Washington

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.62 |
| 01012 - Accounting Clerk II | | 14.16 |
| 01013 - Accounting Clerk III | | 16.60 |
| 01020 - Administrative Assistant | | 19.11 |
| 01040 - Court Reporter | | 15.99 |
| 01051 - Data Entry Operator I | | 11.29 |
| 01052 - Data Entry Operator II | | 12.64 |
| 01060 - Dispatcher, Motor Vehicle | | 15.56 |
| 01070 - Document Preparation Clerk | | 12.33 |
| 01090 - Duplicating Machine Operator | | 12.33 |
| 01111 - General Clerk I | | 11.73 |
| 01112 - General Clerk II | | 12.80 |
| 01113 - General Clerk III | | 14.36 |
| 01120 - Housing Referral Assistant | | 17.84 |
| 01141 - Messenger Courier | | 10.25 |
| 01191 - Order Clerk I | | 12.03 |
| 01192 - Order Clerk II | | 13.31 |
| 01261 - Personnel Assistant (Employment) I | | 13.91 |
| 01262 - Personnel Assistant (Employment) II | | 15.56 |
| 01263 - Personnel Assistant (Employment) III | | 17.35 |
| 01270 - Production Control Clerk | | 16.96 |
| 01280 - Receptionist | | 12.41 |
| 01290 - Rental Clerk | | 13.45 |
| 01300 - Scheduler, Maintenance | | 14.30 |
| 01311 - Secretary I | | 14.30 |

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| 01312 - Secretary II | 15.99 |
| 01313 - Secretary III | 17.83 |
| 01320 - Service Order Dispatcher | 13.76 |
| 01410 - Supply Technician | 19.82 |
| 01420 - Survey Worker | 14.20 |
| 01531 - Travel Clerk I | 11.36 |
| 01532 - Travel Clerk II | 12.14 |
| 01533 - Travel Clerk III | 12.89 |
| 01611 - Word Processor I | 12.40 |
| 01612 - Word Processor II | 13.91 |
| 01613 - Word Processor III | 15.56 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 17.84 |
| 05010 - Automotive Electrician | 16.94 |
| 05040 - Automotive Glass Installer | 17.66 |
| 05070 - Automotive Worker | 16.05 |
| 05110 - Mobile Equipment Servicer | 14.27 |
| 05130 - Motor Equipment Metal Mechanic | 17.84 |
| 05160 - Motor Equipment Metal Worker | 16.05 |
| 05190 - Motor Vehicle Mechanic | 17.84 |
| 05220 - Motor Vehicle Mechanic Helper | 13.32 |
| 05250 - Motor Vehicle Upholstery Worker | 15.19 |
| 05280 - Motor Vehicle Wrecker | 16.05 |
| 05310 - Painter, Automotive | 16.94 |
| 05340 - Radiator Repair Specialist | 16.05 |
| 05370 - Tire Repairer | 13.79 |
| 05400 - Transmission Repair Specialist | 17.84 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.65 |
| 07041 - Cook I | 9.27 |
| 07042 - Cook II | 10.60 |
| 07070 - Dishwasher | 7.94 |
| 07130 - Food Service Worker | 9.09 |
| 07210 - Meat Cutter | 13.19 |
| 07260 - Waiter/Waitress | 9.34 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.94 |
| 09040 - Furniture Handler | 12.50 |
| 09080 - Furniture Refinisher | 16.94 |
| 09090 - Furniture Refinisher Helper | 13.32 |
| 09110 - Furniture Repairer, Minor | 15.19 |
| 09130 - Upholsterer | 16.94 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.62 |
| 11060 - Elevator Operator | 9.30 |
| 11090 - Gardener | 14.31 |
| 11122 - Housekeeping Aide | 9.30 |
| 11150 - Janitor | 9.30 |
| 11210 - Laborer, Grounds Maintenance | 11.25 |
| 11240 - Maid or Houseman | 8.16 |
| 11260 - Pruner | 10.24 |
| 11270 - Tractor Operator | 13.26 |
| 11330 - Trail Maintenance Worker | 11.25 |
| 11360 - Window Cleaner | 10.21 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.16 |
| 12011 - Breath Alcohol Technician | 16.36 |
| 12012 - Certified Occupational Therapist Assistant | 22.08 |
| 12015 - Certified Physical Therapist Assistant | 22.08 |
| 12020 - Dental Assistant | 15.82 |
| 12025 - Dental Hygienist | 29.85 |
| 12030 - EKG Technician | 24.79 |
| 12035 - Electroneurodiagnostic Technologist | 24.79 |

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| 12040 - Emergency Medical Technician | 14.16 |
| 12071 - Licensed Practical Nurse I | 15.36 |
| 12072 - Licensed Practical Nurse II | 17.18 |
| 12073 - Licensed Practical Nurse III | 19.16 |
| 12100 - Medical Assistant | 13.61 |
| 12130 - Medical Laboratory Technician | 14.72 |
| 12160 - Medical Record Clerk | 14.22 |
| 12190 - Medical Record Technician | 15.11 |
| 12195 - Medical Transcriptionist | 15.44 |
| 12210 - Nuclear Medicine Technologist | 36.67 |
| 12221 - Nursing Assistant I | 8.84 |
| 12222 - Nursing Assistant II | 9.94 |
| 12223 - Nursing Assistant III | 10.85 |
| 12224 - Nursing Assistant IV | 12.17 |
| 12235 - Optical Dispenser | 19.09 |
| 12236 - Optical Technician | 14.61 |
| 12250 - Pharmacy Technician | 14.07 |
| 12280 - Phlebotomist | 12.36 |
| 12305 - Radiologic Technologist | 24.22 |
| 12311 - Registered Nurse I | 26.08 |
| 12312 - Registered Nurse II | 31.91 |
| 12313 - Registered Nurse II, Specialist | 31.91 |
| 12314 - Registered Nurse III | 35.53 |
| 12315 - Registered Nurse III, Anesthetist | 35.53 |
| 12316 - Registered Nurse IV | 42.57 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.29 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.21 |
| 13012 - Exhibits Specialist II | 25.03 |
| 13013 - Exhibits Specialist III | 30.62 |
| 13041 - Illustrator I | 20.21 |
| 13042 - Illustrator II | 25.03 |
| 13043 - Illustrator III | 30.62 |
| 13047 - Librarian | 27.73 |
| 13050 - Library Aide/Clerk | 11.92 |
| 13054 - Library Information Technology Systems Administrator | 25.03 |
| 13058 - Library Technician | 14.48 |
| 13061 - Media Specialist I | 16.53 |
| 13062 - Media Specialist II | 18.18 |
| 13063 - Media Specialist III | 20.00 |
| 13071 - Photographer I | 15.34 |
| 13072 - Photographer II | 17.16 |
| 13073 - Photographer III | 21.26 |
| 13074 - Photographer IV | 26.01 |
| 13075 - Photographer V | 31.47 |
| 13110 - Video Teleconference Technician | 16.40 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.68 |
| 14042 - Computer Operator II | 17.54 |
| 14043 - Computer Operator III | 19.56 |
| 14044 - Computer Operator IV | 22.18 |
| 14045 - Computer Operator V | 24.06 |
| 14071 - Computer Programmer I | (see 1) 17.74 |
| 14072 - Computer Programmer II | (see 1) 21.98 |
| 14073 - Computer Programmer III | (see 1) 24.73 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 27.01 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 15.68 |
| 14160 - Personal Computer Support Technician | 22.18 |
| 15000 - Instructional Occupations | |

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| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.01 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.78 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.19 |
| 15050 - Computer Based Training Specialist / Instructor | 27.01 |
| 15060 - Educational Technologist | 23.53 |
| 15070 - Flight Instructor (Pilot) | 39.19 |
| 15080 - Graphic Artist | 19.93 |
| 15090 - Technical Instructor | 19.10 |
| 15095 - Technical Instructor/Course Developer | 23.38 |
| 15110 - Test Proctor | 15.41 |
| 15120 - Tutor | 15.41 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.19 |
| 16030 - Counter Attendant | 8.19 |
| 16040 - Dry Cleaner | 10.34 |
| 16070 - Finisher, Flatwork, Machine | 8.19 |
| 16090 - Presser, Hand | 8.19 |
| 16110 - Presser, Machine, Drycleaning | 8.19 |
| 16130 - Presser, Machine, Shirts | 8.19 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.19 |
| 16190 - Sewing Machine Operator | 11.09 |
| 16220 - Tailor | 11.84 |
| 16250 - Washer, Machine | 8.90 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.34 |
| 19040 - Tool And Die Maker | 21.01 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.55 |
| 21030 - Material Coordinator | 17.03 |
| 21040 - Material Expediter | 17.03 |
| 21050 - Material Handling Laborer | 10.44 |
| 21071 - Order Filler | 12.32 |
| 21080 - Production Line Worker (Food Processing) | 13.32 |
| 21110 - Shipping Packer | 12.39 |
| 21130 - Shipping/Receiving Clerk | 12.39 |
| 21140 - Store Worker I | 10.87 |
| 21150 - Stock Clerk | 14.50 |
| 21210 - Tools And Parts Attendant | 13.32 |
| 21410 - Warehouse Specialist | 12.55 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.96 |
| 23021 - Aircraft Mechanic I | 19.85 |
| 23022 - Aircraft Mechanic II | 20.96 |
| 23023 - Aircraft Mechanic III | 22.06 |
| 23040 - Aircraft Mechanic Helper | 14.82 |
| 23050 - Aircraft, Painter | 18.71 |
| 23060 - Aircraft Servicer | 16.90 |
| 23080 - Aircraft Worker | 17.86 |
| 23110 - Appliance Mechanic | 17.53 |
| 23120 - Bicycle Repairer | 13.79 |
| 23125 - Cable Splicer | 19.62 |
| 23130 - Carpenter, Maintenance | 16.94 |
| 23140 - Carpet Layer | 16.05 |
| 23160 - Electrician, Maintenance | 17.84 |
| 23181 - Electronics Technician Maintenance I | 21.01 |
| 23182 - Electronics Technician Maintenance II | 24.32 |
| 23183 - Electronics Technician Maintenance III | 25.61 |
| 23260 - Fabric Worker | 15.19 |
| 23290 - Fire Alarm System Mechanic | 17.84 |
| 23310 - Fire Extinguisher Repairer | 14.27 |
| 23311 - Fuel Distribution System Mechanic | 20.69 |
| 23312 - Fuel Distribution System Operator | 16.69 |
| 23370 - General Maintenance Worker | 16.05 |

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| 23380 - Ground Support Equipment Mechanic | 19.85 |
| 23381 - Ground Support Equipment Servicer | 16.90 |
| 23382 - Ground Support Equipment Worker | 17.86 |
| 23391 - Gunsmith I | 13.87 |
| 23392 - Gunsmith II | 15.87 |
| 23393 - Gunsmith III | 17.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.84 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.71 |
| 23430 - Heavy Equipment Mechanic | 19.62 |
| 23440 - Heavy Equipment Operator | 17.84 |
| 23460 - Instrument Mechanic | 17.91 |
| 23465 - Laboratory/Shelter Mechanic | 18.51 |
| 23470 - Laborer | 10.20 |
| 23510 - Locksmith | 16.94 |
| 23530 - Machinery Maintenance Mechanic | 19.82 |
| 23550 - Machinist, Maintenance | 17.84 |
| 23580 - Maintenance Trades Helper | 14.02 |
| 23591 - Metrology Technician I | 17.91 |
| 23592 - Metrology Technician II | 18.92 |
| 23593 - Metrology Technician III | 19.95 |
| 23640 - Millwright | 17.84 |
| 23710 - Office Appliance Repairer | 19.34 |
| 23760 - Painter, Maintenance | 16.94 |
| 23790 - Pipefitter, Maintenance | 17.84 |
| 23810 - Plumber, Maintenance | 16.94 |
| 23820 - Pneudraulic Systems Mechanic | 17.91 |
| 23850 - Rigger | 17.91 |
| 23870 - Scale Mechanic | 16.05 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.84 |
| 23910 - Small Engine Mechanic | 16.05 |
| 23931 - Telecommunications Mechanic I | 21.44 |
| 23932 - Telecommunications Mechanic II | 22.65 |
| 23950 - Telephone Lineman | 22.54 |
| 23960 - Welder, Combination, Maintenance | 17.84 |
| 23965 - Well Driller | 17.91 |
| 23970 - Woodcraft Worker | 17.91 |
| 23980 - Woodworker | 14.27 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.28 |
| 24580 - Child Care Center Clerk | 11.51 |
| 24610 - Chore Aide | 9.79 |
| 24620 - Family Readiness And Support Services Coordinator | 13.57 |
| 24630 - Homemaker | 13.57 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.91 |
| 25040 - Sewage Plant Operator | 20.91 |
| 25070 - Stationary Engineer | 17.91 |
| 25190 - Ventilation Equipment Tender | 13.32 |
| 25210 - Water Treatment Plant Operator | 20.91 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.23 |
| 27007 - Baggage Inspector | 12.35 |
| 27008 - Corrections Officer | 19.80 |
| 27010 - Court Security Officer | 21.00 |
| 27030 - Detection Dog Handler | 13.97 |
| 27040 - Detention Officer | 19.80 |
| 27070 - Firefighter | 20.44 |
| 27101 - Guard I | 12.35 |
| 27102 - Guard II | 13.97 |
| 27131 - Police Officer I | 22.92 |

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| 27132 - Police Officer II | 25.47 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.46 |
| 28042 - Carnival Equipment Repairer | 11.21 |
| 28043 - Carnival Equipment Worker | 8.73 |
| 28210 - Gate Attendant/Gate Tender | 13.41 |
| 28310 - Lifeguard | 11.95 |
| 28350 - Park Attendant (Aide) | 15.00 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.95 |
| 28515 - Recreation Specialist | 18.08 |
| 28630 - Sports Official | 11.95 |
| 28690 - Swimming Pool Operator | 19.35 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.35 |
| 29020 - Hatch Tender | 19.35 |
| 29030 - Line Handler | 19.35 |
| 29041 - Stevedore I | 18.26 |
| 29042 - Stevedore II | 20.35 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.64 |
| 30022 - Archeological Technician II | 17.20 |
| 30023 - Archeological Technician III | 21.21 |
| 30030 - Cartographic Technician | 21.93 |
| 30040 - Civil Engineering Technician | 21.63 |
| 30061 - Drafter/CAD Operator I | 15.24 |
| 30062 - Drafter/CAD Operator II | 17.71 |
| 30063 - Drafter/CAD Operator III | 19.75 |
| 30064 - Drafter/CAD Operator IV | 24.30 |
| 30081 - Engineering Technician I | 13.31 |
| 30082 - Engineering Technician II | 14.94 |
| 30083 - Engineering Technician III | 16.71 |
| 30084 - Engineering Technician IV | 20.72 |
| 30085 - Engineering Technician V | 25.34 |
| 30086 - Engineering Technician VI | 30.66 |
| 30090 - Environmental Technician | 16.56 |
| 30210 - Laboratory Technician | 17.87 |
| 30240 - Mathematical Technician | 21.43 |
| 30361 - Paralegal/Legal Assistant I | 16.27 |
| 30362 - Paralegal/Legal Assistant II | 20.17 |
| 30363 - Paralegal/Legal Assistant III | 24.67 |
| 30364 - Paralegal/Legal Assistant IV | 29.85 |
| 30390 - Photo-Optics Technician | 21.79 |
| 30461 - Technical Writer I | 22.51 |
| 30462 - Technical Writer II | 27.54 |
| 30463 - Technical Writer III | 34.34 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 19.75 |
| 30621 - Weather Observer, Senior (see 2) | 21.41 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.13 |
| 31030 - Bus Driver | 14.07 |
| 31043 - Driver Courier | 12.38 |
| 31260 - Parking and Lot Attendant | 9.34 |
| 31290 - Shuttle Bus Driver | 13.35 |
| 31310 - Taxi Driver | 10.54 |

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|---|-------|
| 31361 - Truckdriver, Light | 13.35 |
| 31362 - Truckdriver, Medium | 13.66 |
| 31363 - Truckdriver, Heavy | 14.59 |
| 31364 - Truckdriver, Tractor-Trailer | 14.59 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.19 |
| 99050 - Desk Clerk | 9.06 |
| 99095 - Embalmer | 24.57 |
| 99251 - Laboratory Animal Caretaker I | 8.88 |
| 99252 - Laboratory Animal Caretaker II | 9.32 |
| 99310 - Mortician | 26.11 |
| 99410 - Pest Controller | 13.40 |
| 99510 - Photofinishing Worker | 12.06 |
| 99710 - Recycling Laborer | 13.27 |
| 99711 - Recycling Specialist | 15.36 |
| 99730 - Refuse Collector | 12.08 |
| 99810 - Sales Clerk | 12.25 |
| 99820 - School Crossing Guard | 12.11 |
| 99830 - Survey Party Chief | 16.92 |
| 99831 - Surveying Aide | 9.19 |
| 99832 - Surveying Technician | 15.38 |
| 99840 - Vending Machine Attendant | 11.78 |
| 99841 - Vending Machine Repairer | 14.21 |
| 99842 - Vending Machine Repairer Helper | 11.78 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years, and 4 weeks after 11 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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2122
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Calhoun, Franklin, Gadsden, Gulf, Holmes, Jackson, Jefferson, Leon, Liberty, Wakulla, Walton, Washington

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.62 |
| 01012 - Accounting Clerk II | | 14.16 |
| 01013 - Accounting Clerk III | | 16.60 |
| 01020 - Administrative Assistant | | 19.11 |
| 01040 - Court Reporter | | 15.99 |

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| 01051 - Data Entry Operator I | 11.29 |
| 01052 - Data Entry Operator II | 12.64 |
| 01060 - Dispatcher, Motor Vehicle | 15.56 |
| 01070 - Document Preparation Clerk | 12.33 |
| 01090 - Duplicating Machine Operator | 12.33 |
| 01111 - General Clerk I | 11.73 |
| 01112 - General Clerk II | 12.80 |
| 01113 - General Clerk III | 14.36 |
| 01120 - Housing Referral Assistant | 17.84 |
| 01141 - Messenger Courier | 10.25 |
| 01191 - Order Clerk I | 12.03 |
| 01192 - Order Clerk II | 13.31 |
| 01261 - Personnel Assistant (Employment) I | 13.91 |
| 01262 - Personnel Assistant (Employment) II | 15.56 |
| 01263 - Personnel Assistant (Employment) III | 17.35 |
| 01270 - Production Control Clerk | 16.96 |
| 01280 - Receptionist | 12.41 |
| 01290 - Rental Clerk | 13.45 |
| 01300 - Scheduler, Maintenance | 14.30 |
| 01311 - Secretary I | 14.30 |
| 01312 - Secretary II | 15.99 |
| 01313 - Secretary III | 17.83 |
| 01320 - Service Order Dispatcher | 13.76 |
| 01410 - Supply Technician | 19.82 |
| 01420 - Survey Worker | 14.20 |
| 01531 - Travel Clerk I | 11.36 |
| 01532 - Travel Clerk II | 12.14 |
| 01533 - Travel Clerk III | 12.89 |
| 01611 - Word Processor I | 12.40 |
| 01612 - Word Processor II | 13.91 |
| 01613 - Word Processor III | 15.56 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 17.84 |
| 05010 - Automotive Electrician | 16.94 |
| 05040 - Automotive Glass Installer | 17.66 |
| 05070 - Automotive Worker | 16.05 |
| 05110 - Mobile Equipment Servicer | 14.27 |
| 05130 - Motor Equipment Metal Mechanic | 17.84 |
| 05160 - Motor Equipment Metal Worker | 16.05 |
| 05190 - Motor Vehicle Mechanic | 17.84 |
| 05220 - Motor Vehicle Mechanic Helper | 13.32 |
| 05250 - Motor Vehicle Upholstery Worker | 15.19 |
| 05280 - Motor Vehicle Wrecker | 16.05 |
| 05310 - Painter, Automotive | 16.94 |
| 05340 - Radiator Repair Specialist | 16.05 |
| 05370 - Tire Repairer | 13.79 |
| 05400 - Transmission Repair Specialist | 17.84 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.65 |
| 07041 - Cook I | 9.27 |
| 07042 - Cook II | 10.60 |
| 07070 - Dishwasher | 7.94 |
| 07130 - Food Service Worker | 9.09 |
| 07210 - Meat Cutter | 13.19 |
| 07260 - Waiter/Waitress | 9.34 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.94 |
| 09040 - Furniture Handler | 12.50 |
| 09080 - Furniture Refinisher | 16.94 |
| 09090 - Furniture Refinisher Helper | 13.32 |
| 09110 - Furniture Repairer, Minor | 15.19 |
| 09130 - Upholsterer | 16.94 |
| 11000 - General Services And Support Occupations | |

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| 11030 - Cleaner, Vehicles | 9.62 |
| 11060 - Elevator Operator | 9.30 |
| 11090 - Gardener | 14.31 |
| 11122 - Housekeeping Aide | 9.30 |
| 11150 - Janitor | 9.30 |
| 11210 - Laborer, Grounds Maintenance | 11.25 |
| 11240 - Maid or Houseman | 8.16 |
| 11260 - Pruner | 10.24 |
| 11270 - Tractor Operator | 13.26 |
| 11330 - Trail Maintenance Worker | 11.25 |
| 11360 - Window Cleaner | 10.21 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.16 |
| 12011 - Breath Alcohol Technician | 16.36 |
| 12012 - Certified Occupational Therapist Assistant | 22.08 |
| 12015 - Certified Physical Therapist Assistant | 22.08 |
| 12020 - Dental Assistant | 15.82 |
| 12025 - Dental Hygienist | 29.85 |
| 12030 - EKG Technician | 24.79 |
| 12035 - Electroneurodiagnostic Technologist | 24.79 |
| 12040 - Emergency Medical Technician | 14.16 |
| 12071 - Licensed Practical Nurse I | 15.36 |
| 12072 - Licensed Practical Nurse II | 17.18 |
| 12073 - Licensed Practical Nurse III | 19.16 |
| 12100 - Medical Assistant | 13.61 |
| 12130 - Medical Laboratory Technician | 14.72 |
| 12160 - Medical Record Clerk | 14.22 |
| 12190 - Medical Record Technician | 15.11 |
| 12195 - Medical Transcriptionist | 15.44 |
| 12210 - Nuclear Medicine Technologist | 36.67 |
| 12221 - Nursing Assistant I | 8.84 |
| 12222 - Nursing Assistant II | 9.94 |
| 12223 - Nursing Assistant III | 10.85 |
| 12224 - Nursing Assistant IV | 12.17 |
| 12235 - Optical Dispenser | 19.09 |
| 12236 - Optical Technician | 14.61 |
| 12250 - Pharmacy Technician | 14.07 |
| 12280 - Phlebotomist | 12.36 |
| 12305 - Radiologic Technologist | 24.22 |
| 12311 - Registered Nurse I | 26.08 |
| 12312 - Registered Nurse II | 31.91 |
| 12313 - Registered Nurse II, Specialist | 31.91 |
| 12314 - Registered Nurse III | 35.53 |
| 12315 - Registered Nurse III, Anesthetist | 35.53 |
| 12316 - Registered Nurse IV | 42.57 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.29 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.21 |
| 13012 - Exhibits Specialist II | 25.03 |
| 13013 - Exhibits Specialist III | 30.62 |
| 13041 - Illustrator I | 20.21 |
| 13042 - Illustrator II | 25.03 |
| 13043 - Illustrator III | 30.62 |
| 13047 - Librarian | 27.73 |
| 13050 - Library Aide/Clerk | 11.92 |
| 13054 - Library Information Technology Systems Administrator | 25.03 |
| 13058 - Library Technician | 14.48 |
| 13061 - Media Specialist I | 16.53 |
| 13062 - Media Specialist II | 18.18 |
| 13063 - Media Specialist III | 20.00 |
| 13071 - Photographer I | 15.34 |
| 13072 - Photographer II | 17.16 |

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| 13073 - Photographer III | 21.26 |
| 13074 - Photographer IV | 26.01 |
| 13075 - Photographer V | 31.47 |
| 13110 - Video Teleconference Technician | 16.40 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.68 |
| 14042 - Computer Operator II | 17.54 |
| 14043 - Computer Operator III | 19.56 |
| 14044 - Computer Operator IV | 22.18 |
| 14045 - Computer Operator V | 24.06 |
| 14071 - Computer Programmer I | (see 1) 17.74 |
| 14072 - Computer Programmer II | (see 1) 21.98 |
| 14073 - Computer Programmer III | (see 1) 24.73 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 27.01 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 15.68 |
| 14160 - Personal Computer Support Technician | 22.18 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.01 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.78 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.19 |
| 15050 - Computer Based Training Specialist / Instructor | 27.01 |
| 15060 - Educational Technologist | 23.53 |
| 15070 - Flight Instructor (Pilot) | 39.19 |
| 15080 - Graphic Artist | 19.93 |
| 15090 - Technical Instructor | 19.10 |
| 15095 - Technical Instructor/Course Developer | 23.38 |
| 15110 - Test Proctor | 15.41 |
| 15120 - Tutor | 15.41 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.19 |
| 16030 - Counter Attendant | 8.19 |
| 16040 - Dry Cleaner | 10.34 |
| 16070 - Finisher, Flatwork, Machine | 8.19 |
| 16090 - Presser, Hand | 8.19 |
| 16110 - Presser, Machine, Drycleaning | 8.19 |
| 16130 - Presser, Machine, Shirts | 8.19 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.19 |
| 16190 - Sewing Machine Operator | 11.09 |
| 16220 - Tailor | 11.84 |
| 16250 - Washer, Machine | 8.90 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.34 |
| 19040 - Tool And Die Maker | 21.01 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.55 |
| 21030 - Material Coordinator | 17.03 |
| 21040 - Material Expediter | 17.03 |
| 21050 - Material Handling Laborer | 10.44 |
| 21071 - Order Filler | 12.32 |
| 21080 - Production Line Worker (Food Processing) | 13.32 |
| 21110 - Shipping Packer | 12.39 |
| 21130 - Shipping/Receiving Clerk | 12.39 |
| 21140 - Store Worker I | 10.87 |
| 21150 - Stock Clerk | 14.50 |
| 21210 - Tools And Parts Attendant | 13.32 |
| 21410 - Warehouse Specialist | 12.55 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 20.96 |
| 23021 - Aircraft Mechanic I | 19.85 |
| 23022 - Aircraft Mechanic II | 20.96 |

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| 23023 - Aircraft Mechanic III | 22.06 |
| 23040 - Aircraft Mechanic Helper | 14.82 |
| 23050 - Aircraft, Painter | 18.71 |
| 23060 - Aircraft Servicer | 16.90 |
| 23080 - Aircraft Worker | 17.86 |
| 23110 - Appliance Mechanic | 17.53 |
| 23120 - Bicycle Repairer | 13.79 |
| 23125 - Cable Splicer | 19.62 |
| 23130 - Carpenter, Maintenance | 16.94 |
| 23140 - Carpet Layer | 16.05 |
| 23160 - Electrician, Maintenance | 17.84 |
| 23181 - Electronics Technician Maintenance I | 21.01 |
| 23182 - Electronics Technician Maintenance II | 24.32 |
| 23183 - Electronics Technician Maintenance III | 25.61 |
| 23260 - Fabric Worker | 15.19 |
| 23290 - Fire Alarm System Mechanic | 17.84 |
| 23310 - Fire Extinguisher Repairer | 14.27 |
| 23311 - Fuel Distribution System Mechanic | 20.69 |
| 23312 - Fuel Distribution System Operator | 16.69 |
| 23370 - General Maintenance Worker | 16.05 |
| 23380 - Ground Support Equipment Mechanic | 19.85 |
| 23381 - Ground Support Equipment Servicer | 16.90 |
| 23382 - Ground Support Equipment Worker | 17.86 |
| 23391 - Gunsmith I | 13.87 |
| 23392 - Gunsmith II | 15.87 |
| 23393 - Gunsmith III | 17.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.84 |
| 23411 - Heating, Ventilation And Air Contditiioning Mechanic (Research Facility) | 20.71 |
| 23430 - Heavy Equipment Mechanic | 19.62 |
| 23440 - Heavy Equipment Operator | 17.84 |
| 23460 - Instrument Mechanic | 17.91 |
| 23465 - Laboratory/Shelter Mechanic | 18.51 |
| 23470 - Laborer | 10.20 |
| 23510 - Locksmith | 16.94 |
| 23530 - Machinery Maintenance Mechanic | 19.82 |
| 23550 - Machinist, Maintenance | 17.84 |
| 23580 - Maintenance Trades Helper | 14.02 |
| 23591 - Metrology Technician I | 17.91 |
| 23592 - Metrology Technician II | 18.92 |
| 23593 - Metrology Technician III | 19.95 |
| 23640 - Millwright | 17.84 |
| 23710 - Office Appliance Repairer | 19.34 |
| 23760 - Painter, Maintenance | 16.94 |
| 23790 - Pipefitter, Maintenance | 17.84 |
| 23810 - Plumber, Maintenance | 16.94 |
| 23820 - Pneudraulic Systems Mechanic | 17.91 |
| 23850 - Rigger | 17.91 |
| 23870 - Scale Mechanic | 16.05 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.84 |
| 23910 - Small Engine Mechanic | 16.05 |
| 23931 - Telecommunications Mechanic I | 21.44 |
| 23932 - Telecommunications Mechanic II | 22.65 |
| 23950 - Telephone Lineman | 22.54 |
| 23960 - Welder, Combination, Maintenance | 17.84 |
| 23965 - Well Driller | 17.91 |
| 23970 - Woodcraft Worker | 17.91 |
| 23980 - Woodworker | 14.27 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.28 |
| 24580 - Child Care Center Clerk | 11.51 |
| 24610 - Chore Aide | 9.79 |

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| 24620 - Family Readiness And Support Services Coordinator | 13.57 |
| 24630 - Homemaker | 13.57 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.91 |
| 25040 - Sewage Plant Operator | 20.91 |
| 25070 - Stationary Engineer | 17.91 |
| 25190 - Ventilation Equipment Tender | 13.32 |
| 25210 - Water Treatment Plant Operator | 20.91 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.23 |
| 27007 - Baggage Inspector | 12.35 |
| 27008 - Corrections Officer | 19.80 |
| 27010 - Court Security Officer | 21.00 |
| 27030 - Detection Dog Handler | 13.97 |
| 27040 - Detention Officer | 19.80 |
| 27070 - Firefighter | 20.44 |
| 27101 - Guard I | 12.35 |
| 27102 - Guard II | 13.97 |
| 27131 - Police Officer I | 22.92 |
| 27132 - Police Officer II | 25.47 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.46 |
| 28042 - Carnival Equipment Repairer | 11.21 |
| 28043 - Carnival Equipment Worker | 8.73 |
| 28210 - Gate Attendant/Gate Tender | 13.41 |
| 28310 - Lifeguard | 11.95 |
| 28350 - Park Attendant (Aide) | 15.00 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.95 |
| 28515 - Recreation Specialist | 18.08 |
| 28630 - Sports Official | 11.95 |
| 28690 - Swimming Pool Operator | 19.35 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.35 |
| 29020 - Hatch Tender | 19.35 |
| 29030 - Line Handler | 19.35 |
| 29041 - Stevedore I | 18.26 |
| 29042 - Stevedore II | 20.35 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.64 |
| 30022 - Archeological Technician II | 17.20 |
| 30023 - Archeological Technician III | 21.21 |
| 30030 - Cartographic Technician | 21.93 |
| 30040 - Civil Engineering Technician | 21.63 |
| 30061 - Drafter/CAD Operator I | 15.24 |
| 30062 - Drafter/CAD Operator II | 17.71 |
| 30063 - Drafter/CAD Operator III | 19.75 |
| 30064 - Drafter/CAD Operator IV | 24.30 |
| 30081 - Engineering Technician I | 13.31 |
| 30082 - Engineering Technician II | 14.94 |
| 30083 - Engineering Technician III | 16.71 |
| 30084 - Engineering Technician IV | 20.72 |
| 30085 - Engineering Technician V | 25.34 |
| 30086 - Engineering Technician VI | 30.66 |
| 30090 - Environmental Technician | 16.56 |
| 30210 - Laboratory Technician | 17.87 |
| 30240 - Mathematical Technician | 21.43 |
| 30361 - Paralegal/Legal Assistant I | 16.27 |
| 30362 - Paralegal/Legal Assistant II | 20.17 |
| 30363 - Paralegal/Legal Assistant III | 24.67 |

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| 30364 - Paralegal/Legal Assistant IV | 29.85 |
| 30390 - Photo-Optics Technician | 21.79 |
| 30461 - Technical Writer I | 22.51 |
| 30462 - Technical Writer II | 27.54 |
| 30463 - Technical Writer III | 34.34 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 19.75 |
| 30621 - Weather Observer, Senior | (see 2) 21.41 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.13 |
| 31030 - Bus Driver | 14.07 |
| 31043 - Driver Courier | 12.38 |
| 31260 - Parking and Lot Attendant | 9.34 |
| 31290 - Shuttle Bus Driver | 13.35 |
| 31310 - Taxi Driver | 10.54 |
| 31361 - Truckdriver, Light | 13.35 |
| 31362 - Truckdriver, Medium | 13.66 |
| 31363 - Truckdriver, Heavy | 14.59 |
| 31364 - Truckdriver, Tractor-Trailer | 14.59 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.19 |
| 99050 - Desk Clerk | 9.06 |
| 99095 - Embalmer | 24.57 |
| 99251 - Laboratory Animal Caretaker I | 8.88 |
| 99252 - Laboratory Animal Caretaker II | 9.32 |
| 99310 - Mortician | 26.11 |
| 99410 - Pest Controller | 13.40 |
| 99510 - Photofinishing Worker | 12.06 |
| 99710 - Recycling Laborer | 13.27 |
| 99711 - Recycling Specialist | 15.36 |
| 99730 - Refuse Collector | 12.08 |
| 99810 - Sales Clerk | 12.25 |
| 99820 - School Crossing Guard | 12.11 |
| 99830 - Survey Party Chief | 16.92 |
| 99831 - Surveying Aide | 9.19 |
| 99832 - Surveying Technician | 15.38 |
| 99840 - Vending Machine Attendant | 11.78 |
| 99841 - Vending Machine Repairer | 14.21 |
| 99842 - Vending Machine Repairer Helper | 11.78 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans.
Minimum employer contributions costing an average of \$4.02 per hour computed on the

basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years, and 4 weeks after 11 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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski
DirectorDivision of
Wage DeterminationsWage Determination No.: 2005-2123
Revision No.: 15
Date of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Orange, Osceola, Seminole

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.83 |
| 01012 - Accounting Clerk II | | 14.39 |
| 01013 - Accounting Clerk III | | 16.10 |
| 01020 - Administrative Assistant | | 20.26 |
| 01040 - Court Reporter | | 19.01 |
| 01051 - Data Entry Operator I | | 11.67 |
| 01052 - Data Entry Operator II | | 13.25 |
| 01060 - Dispatcher, Motor Vehicle | | 17.17 |
| 01070 - Document Preparation Clerk | | 12.27 |
| 01090 - Duplicating Machine Operator | | 12.00 |
| 01111 - General Clerk I | | 11.78 |
| 01112 - General Clerk II | | 12.86 |
| 01113 - General Clerk III | | 14.43 |
| 01120 - Housing Referral Assistant | | 18.23 |
| 01141 - Messenger Courier | | 11.28 |
| 01191 - Order Clerk I | | 11.88 |
| 01192 - Order Clerk II | | 12.96 |
| 01261 - Personnel Assistant (Employment) I | | 13.74 |
| 01262 - Personnel Assistant (Employment) II | | 15.77 |
| 01263 - Personnel Assistant (Employment) III | | 17.14 |
| 01270 - Production Control Clerk | | 18.85 |
| 01280 - Receptionist | | 12.05 |
| 01290 - Rental Clerk | | 13.74 |
| 01300 - Scheduler, Maintenance | | 14.16 |
| 01311 - Secretary I | | 14.16 |
| 01312 - Secretary II | | 16.35 |
| 01313 - Secretary III | | 18.23 |
| 01320 - Service Order Dispatcher | | 14.87 |
| 01410 - Supply Technician | | 21.79 |
| 01420 - Survey Worker | | 15.33 |
| 01531 - Travel Clerk I | | 12.32 |
| 01532 - Travel Clerk II | | 12.86 |
| 01533 - Travel Clerk III | | 13.44 |
| 01611 - Word Processor I | | 14.54 |
| 01612 - Word Processor II | | 16.32 |
| 01613 - Word Processor III | | 18.25 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.45 |
| 05010 - Automotive Electrician | | 17.28 |
| 05040 - Automotive Glass Installer | | 16.36 |
| 05070 - Automotive Worker | | 16.36 |
| 05110 - Mobile Equipment Servicer | | 13.56 |
| 05130 - Motor Equipment Metal Mechanic | | 18.18 |
| 05160 - Motor Equipment Metal Worker | | 16.36 |
| 05190 - Motor Vehicle Mechanic | | 18.18 |
| 05220 - Motor Vehicle Mechanic Helper | | 13.10 |

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| 05250 - Motor Vehicle Upholstery Worker | 15.80 |
| 05280 - Motor Vehicle Wrecker | 16.37 |
| 05310 - Painter, Automotive | 17.92 |
| 05340 - Radiator Repair Specialist | 16.36 |
| 05370 - Tire Repairer | 10.83 |
| 05400 - Transmission Repair Specialist | 18.18 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.42 |
| 07041 - Cook I | 10.88 |
| 07042 - Cook II | 12.39 |
| 07070 - Dishwasher | 8.71 |
| 07130 - Food Service Worker | 9.24 |
| 07210 - Meat Cutter | 12.62 |
| 07260 - Waiter/Waitress | 9.61 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.18 |
| 09040 - Furniture Handler | 9.40 |
| 09080 - Furniture Refinisher | 14.18 |
| 09090 - Furniture Refinisher Helper | 11.04 |
| 09110 - Furniture Repairer, Minor | 12.53 |
| 09130 - Upholsterer | 14.72 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.22 |
| 11060 - Elevator Operator | 10.13 |
| 11090 - Gardener | 13.71 |
| 11122 - Housekeeping Aide | 10.49 |
| 11150 - Janitor | 10.71 |
| 11210 - Laborer, Grounds Maintenance | 11.17 |
| 11240 - Maid or Houseman | 9.70 |
| 11260 - Pruner | 9.83 |
| 11270 - Tractor Operator | 12.62 |
| 11330 - Trail Maintenance Worker | 10.53 |
| 11360 - Window Cleaner | 13.14 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.90 |
| 12011 - Breath Alcohol Technician | 16.12 |
| 12012 - Certified Occupational Therapist Assistant | 26.19 |
| 12015 - Certified Physical Therapist Assistant | 25.00 |
| 12020 - Dental Assistant | 16.71 |
| 12025 - Dental Hygienist | 30.66 |
| 12030 - EKG Technician | 20.11 |
| 12035 - Electroneurodiagnostic Technologist | 20.11 |
| 12040 - Emergency Medical Technician | 15.90 |
| 12071 - Licensed Practical Nurse I | 14.95 |
| 12072 - Licensed Practical Nurse II | 16.72 |
| 12073 - Licensed Practical Nurse III | 18.65 |
| 12100 - Medical Assistant | 13.32 |
| 12130 - Medical Laboratory Technician | 17.14 |
| 12160 - Medical Record Clerk | 14.88 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 15.03 |
| 12210 - Nuclear Medicine Technologist | 30.76 |
| 12221 - Nursing Assistant I | 9.39 |
| 12222 - Nursing Assistant II | 10.56 |
| 12223 - Nursing Assistant III | 11.12 |
| 12224 - Nursing Assistant IV | 12.46 |
| 12235 - Optical Dispenser | 19.70 |
| 12236 - Optical Technician | 16.81 |
| 12250 - Pharmacy Technician | 15.85 |
| 12280 - Phlebotomist | 12.46 |
| 12305 - Radiologic Technologist | 22.22 |
| 12311 - Registered Nurse I | 22.12 |
| 12312 - Registered Nurse II | 27.06 |

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| 12313 - Registered Nurse II, Specialist | 27.06 |
| 12314 - Registered Nurse III | 32.74 |
| 12315 - Registered Nurse III, Anesthetist | 32.74 |
| 12316 - Registered Nurse IV | 39.23 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.12 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.37 |
| 13012 - Exhibits Specialist II | 22.76 |
| 13013 - Exhibits Specialist III | 27.81 |
| 13041 - Illustrator I | 21.64 |
| 13042 - Illustrator II | 25.12 |
| 13043 - Illustrator III | 31.42 |
| 13047 - Librarian | 27.87 |
| 13050 - Library Aide/Clerk | 12.77 |
| 13054 - Library Information Technology Systems Administrator | 25.12 |
| 13058 - Library Technician | 13.93 |
| 13061 - Media Specialist I | 16.23 |
| 13062 - Media Specialist II | 17.11 |
| 13063 - Media Specialist III | 19.07 |
| 13071 - Photographer I | 13.91 |
| 13072 - Photographer II | 15.91 |
| 13073 - Photographer III | 19.29 |
| 13074 - Photographer IV | 23.54 |
| 13075 - Photographer V | 28.55 |
| 13110 - Video Teleconference Technician | 17.85 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.38 |
| 14042 - Computer Operator II | 19.58 |
| 14043 - Computer Operator III | 22.42 |
| 14044 - Computer Operator IV | 24.72 |
| 14045 - Computer Operator V | 27.37 |
| 14071 - Computer Programmer I | (see 1) 22.24 |
| 14072 - Computer Programmer II | (see 1) 27.56 |
| 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 | 17.38 |
| 14160 - Personal Computer Support Technician | 24.72 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.67 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 39.50 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.13 |
| 15050 - Computer Based Training Specialist / Instructor | 30.03 |
| 15060 - Educational Technologist | 28.24 |
| 15070 - Flight Instructor (Pilot) | 41.13 |
| 15080 - Graphic Artist | 22.58 |
| 15090 - Technical Instructor | 20.56 |
| 15095 - Technical Instructor/Course Developer | 25.15 |
| 15110 - Test Proctor | 16.59 |
| 15120 - Tutor | 16.59 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.54 |
| 16030 - Counter Attendant | 9.54 |
| 16040 - Dry Cleaner | 11.46 |
| 16070 - Finisher, Flatwork, Machine | 9.54 |
| 16090 - Presser, Hand | 9.54 |
| 16110 - Presser, Machine, Drycleaning | 9.54 |
| 16130 - Presser, Machine, Shirts | 9.54 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.54 |
| 16190 - Sewing Machine Operator | 12.20 |

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| 16220 - Tailor | 12.84 |
| 16250 - Washer, Machine | 10.13 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.60 |
| 19040 - Tool And Die Maker | 19.67 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.44 |
| 21030 - Material Coordinator | 18.74 |
| 21040 - Material Expediter | 18.74 |
| 21050 - Material Handling Laborer | 10.95 |
| 21071 - Order Filler | 11.41 |
| 21080 - Production Line Worker (Food Processing) | 13.44 |
| 21110 - Shipping Packer | 12.46 |
| 21130 - Shipping/Receiving Clerk | 12.46 |
| 21140 - Store Worker I | 9.67 |
| 21150 - Stock Clerk | 13.77 |
| 21210 - Tools And Parts Attendant | 13.48 |
| 21410 - Warehouse Specialist | 13.75 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.23 |
| 23021 - Aircraft Mechanic I | 23.79 |
| 23022 - Aircraft Mechanic II | 25.23 |
| 23023 - Aircraft Mechanic III | 32.17 |
| 23040 - Aircraft Mechanic Helper | 17.62 |
| 23050 - Aircraft, Painter | 22.20 |
| 23060 - Aircraft Servicer | 19.97 |
| 23080 - Aircraft Worker | 21.39 |
| 23110 - Appliance Mechanic | 18.09 |
| 23120 - Bicycle Repairer | 12.47 |
| 23125 - Cable Splicer | 24.89 |
| 23130 - Carpenter, Maintenance | 17.26 |
| 23140 - Carpet Layer | 17.76 |
| 23160 - Electrician, Maintenance | 18.03 |
| 23181 - Electronics Technician Maintenance I | 18.27 |
| 23182 - Electronics Technician Maintenance II | 19.57 |
| 23183 - Electronics Technician Maintenance III | 20.85 |
| 23260 - Fabric Worker | 15.74 |
| 23290 - Fire Alarm System Mechanic | 18.68 |
| 23310 - Fire Extinguisher Repairer | 14.55 |
| 23311 - Fuel Distribution System Mechanic | 19.15 |
| 23312 - Fuel Distribution System Operator | 16.65 |
| 23370 - General Maintenance Worker | 15.66 |
| 23380 - Ground Support Equipment Mechanic | 23.76 |
| 23381 - Ground Support Equipment Servicer | 19.95 |
| 23382 - Ground Support Equipment Worker | 21.37 |
| 23391 - Gunsmith I | 14.55 |
| 23392 - Gunsmith II | 16.89 |
| 23393 - Gunsmith III | 19.27 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.94 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.33 |
| 23430 - Heavy Equipment Mechanic | 18.96 |
| 23440 - Heavy Equipment Operator | 16.93 |
| 23460 - Instrument Mechanic | 18.69 |
| 23465 - Laboratory/Shelter Mechanic | 18.09 |
| 23470 - Laborer | 12.73 |
| 23510 - Locksmith | 17.34 |
| 23530 - Machinery Maintenance Mechanic | 19.66 |
| 23550 - Machinist, Maintenance | 17.28 |
| 23580 - Maintenance Trades Helper | 12.84 |
| 23591 - Metrology Technician I | 18.69 |
| 23592 - Metrology Technician II | 19.82 |

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| 23593 - Metrology Technician III | 20.97 |
| 23640 - Millwright | 20.77 |
| 23710 - Office Appliance Repairer | 18.26 |
| 23760 - Painter, Maintenance | 14.70 |
| 23790 - Pipefitter, Maintenance | 16.69 |
| 23810 - Plumber, Maintenance | 15.86 |
| 23820 - Pneudraulic Systems Mechanic | 19.27 |
| 23850 - Rigger | 20.99 |
| 23870 - Scale Mechanic | 16.89 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.37 |
| 23910 - Small Engine Mechanic | 15.35 |
| 23931 - Telecommunications Mechanic I | 20.77 |
| 23932 - Telecommunications Mechanic II | 22.02 |
| 23950 - Telephone Lineman | 20.19 |
| 23960 - Welder, Combination, Maintenance | 17.45 |
| 23965 - Well Driller | 19.27 |
| 23970 - Woodcraft Worker | 19.27 |
| 23980 - Woodworker | 13.94 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.67 |
| 24580 - Child Care Center Clerk | 14.56 |
| 24610 - Chore Aide | 9.22 |
| 24620 - Family Readiness And Support Services Coordinator | 14.56 |
| 24630 - Homemaker | 17.53 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.83 |
| 25040 - Sewage Plant Operator | 19.63 |
| 25070 - Stationary Engineer | 23.83 |
| 25190 - Ventilation Equipment Tender | 13.45 |
| 25210 - Water Treatment Plant Operator | 19.63 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.54 |
| 27007 - Baggage Inspector | 11.12 |
| 27008 - Corrections Officer | 20.09 |
| 27010 - Court Security Officer | 20.47 |
| 27030 - Detection Dog Handler | 16.11 |
| 27040 - Detention Officer | 20.09 |
| 27070 - Firefighter | 17.72 |
| 27101 - Guard I | 11.12 |
| 27102 - Guard II | 16.05 |
| 27131 - Police Officer I | 23.56 |
| 27132 - Police Officer II | 26.18 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.86 |
| 28042 - Carnival Equipment Repairer | 13.66 |
| 28043 - Carnival Equipment Worker | 10.52 |
| 28210 - Gate Attendant/Gate Tender | 12.08 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 9.56 |
| 28515 - Recreation Specialist | 13.01 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 17.85 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.61 |
| 29020 - Hatch Tender | 20.61 |
| 29030 - Line Handler | 20.61 |
| 29041 - Stevedore I | 18.19 |
| 29042 - Stevedore II | 22.07 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |

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| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.87 |
| 30022 - Archeological Technician II | 19.99 |
| 30023 - Archeological Technician III | 25.89 |
| 30030 - Cartographic Technician | 25.56 |
| 30040 - Civil Engineering Technician | 21.23 |
| 30061 - Drafter/CAD Operator I | 17.87 |
| 30062 - Drafter/CAD Operator II | 19.99 |
| 30063 - Drafter/CAD Operator III | 22.30 |
| 30064 - Drafter/CAD Operator IV | 27.43 |
| 30081 - Engineering Technician I | 15.95 |
| 30082 - Engineering Technician II | 17.87 |
| 30083 - Engineering Technician III | 20.85 |
| 30084 - Engineering Technician IV | 24.77 |
| 30085 - Engineering Technician V | 30.30 |
| 30086 - Engineering Technician VI | 36.66 |
| 30090 - Environmental Technician | 17.42 |
| 30210 - Laboratory Technician | 18.95 |
| 30240 - Mathematical Technician | 24.18 |
| 30361 - Paralegal/Legal Assistant I | 19.15 |
| 30362 - Paralegal/Legal Assistant II | 22.65 |
| 30363 - Paralegal/Legal Assistant III | 27.70 |
| 30364 - Paralegal/Legal Assistant IV | 33.61 |
| 30390 - Photo-Optics Technician | 24.77 |
| 30461 - Technical Writer I | 19.45 |
| 30462 - Technical Writer II | 23.79 |
| 30463 - Technical Writer III | 27.41 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 22.30 |
| 30621 - Weather Observer, Senior (see 2) | 24.77 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.19 |
| 31030 - Bus Driver | 15.24 |
| 31043 - Driver Courier | 13.30 |
| 31260 - Parking and Lot Attendant | 9.04 |
| 31290 - Shuttle Bus Driver | 15.10 |
| 31310 - Taxi Driver | 10.99 |
| 31361 - Truckdriver, Light | 15.10 |
| 31362 - Truckdriver, Medium | 16.10 |
| 31363 - Truckdriver, Heavy | 18.56 |
| 31364 - Truckdriver, Tractor-Trailer | 18.56 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.94 |
| 99050 - Desk Clerk | 12.38 |
| 99095 - Embalmer | 22.06 |
| 99251 - Laboratory Animal Caretaker I | 9.98 |
| 99252 - Laboratory Animal Caretaker II | 10.48 |
| 99310 - Mortician | 24.41 |
| 99410 - Pest Controller | 15.51 |
| 99510 - Photofinishing Worker | 12.51 |
| 99710 - Recycling Laborer | 16.26 |
| 99711 - Recycling Specialist | 19.07 |
| 99730 - Refuse Collector | 14.43 |
| 99810 - Sales Clerk | 13.66 |
| 99820 - School Crossing Guard | 9.24 |
| 99830 - Survey Party Chief | 18.23 |
| 99831 - Surveying Aide | 12.51 |
| 99832 - Surveying Technician | 17.15 |

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| 99840 - Vending Machine Attendant | 12.90 |
| 99841 - Vending Machine Repairer | 16.51 |
| 99842 - Vending Machine Repairer Helper | 13.05 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 5 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2124
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Orange, Osceola, Seminole

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.83 |
| 01012 - Accounting Clerk II | | 14.39 |
| 01013 - Accounting Clerk III | | 16.10 |
| 01020 - Administrative Assistant | | 20.26 |
| 01040 - Court Reporter | | 19.01 |
| 01051 - Data Entry Operator I | | 11.67 |
| 01052 - Data Entry Operator II | | 13.25 |
| 01060 - Dispatcher, Motor Vehicle | | 17.17 |
| 01070 - Document Preparation Clerk | | 12.27 |
| 01090 - Duplicating Machine Operator | | 12.00 |
| 01111 - General Clerk I | | 11.78 |
| 01112 - General Clerk II | | 12.86 |
| 01113 - General Clerk III | | 14.43 |
| 01120 - Housing Referral Assistant | | 18.23 |
| 01141 - Messenger Courier | | 11.28 |
| 01191 - Order Clerk I | | 11.88 |
| 01192 - Order Clerk II | | 12.96 |
| 01261 - Personnel Assistant (Employment) I | | 13.74 |
| 01262 - Personnel Assistant (Employment) II | | 15.77 |
| 01263 - Personnel Assistant (Employment) III | | 17.14 |
| 01270 - Production Control Clerk | | 18.85 |
| 01280 - Receptionist | | 12.05 |
| 01290 - Rental Clerk | | 13.74 |
| 01300 - Scheduler, Maintenance | | 14.16 |
| 01311 - Secretary I | | 14.16 |
| 01312 - Secretary II | | 16.35 |
| 01313 - Secretary III | | 18.23 |

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| 01320 - Service Order Dispatcher | 14.87 |
| 01410 - Supply Technician | 21.79 |
| 01420 - Survey Worker | 15.33 |
| 01531 - Travel Clerk I | 12.32 |
| 01532 - Travel Clerk II | 12.86 |
| 01533 - Travel Clerk III | 13.44 |
| 01611 - Word Processor I | 14.54 |
| 01612 - Word Processor II | 16.32 |
| 01613 - Word Processor III | 18.25 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.45 |
| 05010 - Automotive Electrician | 17.28 |
| 05040 - Automotive Glass Installer | 16.36 |
| 05070 - Automotive Worker | 16.36 |
| 05110 - Mobile Equipment Servicer | 13.56 |
| 05130 - Motor Equipment Metal Mechanic | 18.18 |
| 05160 - Motor Equipment Metal Worker | 16.36 |
| 05190 - Motor Vehicle Mechanic | 18.18 |
| 05220 - Motor Vehicle Mechanic Helper | 13.10 |
| 05250 - Motor Vehicle Upholstery Worker | 15.80 |
| 05280 - Motor Vehicle Wrecker | 16.37 |
| 05310 - Painter, Automotive | 17.92 |
| 05340 - Radiator Repair Specialist | 16.36 |
| 05370 - Tire Repairer | 10.83 |
| 05400 - Transmission Repair Specialist | 18.18 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.42 |
| 07041 - Cook I | 10.88 |
| 07042 - Cook II | 12.39 |
| 07070 - Dishwasher | 8.71 |
| 07130 - Food Service Worker | 9.24 |
| 07210 - Meat Cutter | 12.62 |
| 07260 - Waiter/Waitress | 9.61 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.18 |
| 09040 - Furniture Handler | 9.40 |
| 09080 - Furniture Refinisher | 14.18 |
| 09090 - Furniture Refinisher Helper | 11.04 |
| 09110 - Furniture Repairer, Minor | 12.53 |
| 09130 - Upholsterer | 14.72 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.22 |
| 11060 - Elevator Operator | 10.13 |
| 11090 - Gardener | 13.71 |
| 11122 - Housekeeping Aide | 10.49 |
| 11150 - Janitor | 10.71 |
| 11210 - Laborer, Grounds Maintenance | 11.17 |
| 11240 - Maid or Houseman | 9.70 |
| 11260 - Pruner | 9.83 |
| 11270 - Tractor Operator | 12.62 |
| 11330 - Trail Maintenance Worker | 10.53 |
| 11360 - Window Cleaner | 13.14 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.90 |
| 12011 - Breath Alcohol Technician | 16.12 |
| 12012 - Certified Occupational Therapist Assistant | 26.19 |
| 12015 - Certified Physical Therapist Assistant | 25.00 |
| 12020 - Dental Assistant | 16.71 |
| 12025 - Dental Hygienist | 30.66 |
| 12030 - EKG Technician | 20.11 |
| 12035 - Electroneurodiagnostic Technologist | 20.11 |
| 12040 - Emergency Medical Technician | 15.90 |
| 12071 - Licensed Practical Nurse I | 14.95 |

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| 12072 - Licensed Practical Nurse II | 16.72 |
| 12073 - Licensed Practical Nurse III | 18.65 |
| 12100 - Medical Assistant | 13.32 |
| 12130 - Medical Laboratory Technician | 17.14 |
| 12160 - Medical Record Clerk | 14.88 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 15.03 |
| 12210 - Nuclear Medicine Technologist | 30.76 |
| 12221 - Nursing Assistant I | 9.39 |
| 12222 - Nursing Assistant II | 10.56 |
| 12223 - Nursing Assistant III | 11.12 |
| 12224 - Nursing Assistant IV | 12.46 |
| 12235 - Optical Dispenser | 19.70 |
| 12236 - Optical Technician | 16.81 |
| 12250 - Pharmacy Technician | 15.85 |
| 12280 - Phlebotomist | 12.46 |
| 12305 - Radiologic Technologist | 22.22 |
| 12311 - Registered Nurse I | 22.12 |
| 12312 - Registered Nurse II | 27.06 |
| 12313 - Registered Nurse II, Specialist | 27.06 |
| 12314 - Registered Nurse III | 32.74 |
| 12315 - Registered Nurse III, Anesthetist | 32.74 |
| 12316 - Registered Nurse IV | 39.23 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.12 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.37 |
| 13012 - Exhibits Specialist II | 22.76 |
| 13013 - Exhibits Specialist III | 27.81 |
| 13041 - Illustrator I | 21.64 |
| 13042 - Illustrator II | 25.12 |
| 13043 - Illustrator III | 31.42 |
| 13047 - Librarian | 27.87 |
| 13050 - Library Aide/Clerk | 12.77 |
| 13054 - Library Information Technology Systems Administrator | 25.12 |
| 13058 - Library Technician | 13.93 |
| 13061 - Media Specialist I | 16.23 |
| 13062 - Media Specialist II | 17.11 |
| 13063 - Media Specialist III | 19.07 |
| 13071 - Photographer I | 13.91 |
| 13072 - Photographer II | 15.91 |
| 13073 - Photographer III | 19.29 |
| 13074 - Photographer IV | 23.54 |
| 13075 - Photographer V | 28.55 |
| 13110 - Video Teleconference Technician | 17.85 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.38 |
| 14042 - Computer Operator II | 19.58 |
| 14043 - Computer Operator III | 22.42 |
| 14044 - Computer Operator IV | 24.72 |
| 14045 - Computer Operator V | 27.37 |
| 14071 - Computer Programmer I | (see 1) 22.24 |
| 14072 - Computer Programmer II | (see 1) 27.56 |
| 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 | 17.38 |
| 14160 - Personal Computer Support Technician | 24.72 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.67 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 39.50 |

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| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.13 |
| 15050 - Computer Based Training Specialist / Instructor | 30.03 |
| 15060 - Educational Technologist | 28.24 |
| 15070 - Flight Instructor (Pilot) | 41.13 |
| 15080 - Graphic Artist | 22.58 |
| 15090 - Technical Instructor | 20.56 |
| 15095 - Technical Instructor/Course Developer | 25.15 |
| 15110 - Test Proctor | 16.59 |
| 15120 - Tutor | 16.59 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.54 |
| 16030 - Counter Attendant | 9.54 |
| 16040 - Dry Cleaner | 11.46 |
| 16070 - Finisher, Flatwork, Machine | 9.54 |
| 16090 - Presser, Hand | 9.54 |
| 16110 - Presser, Machine, Drycleaning | 9.54 |
| 16130 - Presser, Machine, Shirts | 9.54 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.54 |
| 16190 - Sewing Machine Operator | 12.20 |
| 16220 - Tailor | 12.84 |
| 16250 - Washer, Machine | 10.13 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.60 |
| 19040 - Tool And Die Maker | 19.67 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.44 |
| 21030 - Material Coordinator | 18.74 |
| 21040 - Material Expediter | 18.74 |
| 21050 - Material Handling Laborer | 10.95 |
| 21071 - Order Filler | 11.41 |
| 21080 - Production Line Worker (Food Processing) | 13.44 |
| 21110 - Shipping Packer | 12.46 |
| 21130 - Shipping/Receiving Clerk | 12.46 |
| 21140 - Store Worker I | 9.67 |
| 21150 - Stock Clerk | 13.77 |
| 21210 - Tools And Parts Attendant | 13.48 |
| 21410 - Warehouse Specialist | 13.75 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.23 |
| 23021 - Aircraft Mechanic I | 23.79 |
| 23022 - Aircraft Mechanic II | 25.23 |
| 23023 - Aircraft Mechanic III | 32.17 |
| 23040 - Aircraft Mechanic Helper | 17.62 |
| 23050 - Aircraft, Painter | 22.20 |
| 23060 - Aircraft Servicer | 19.97 |
| 23080 - Aircraft Worker | 21.39 |
| 23110 - Appliance Mechanic | 18.09 |
| 23120 - Bicycle Repairer | 12.47 |
| 23125 - Cable Splicer | 24.89 |
| 23130 - Carpenter, Maintenance | 17.26 |
| 23140 - Carpet Layer | 17.76 |
| 23160 - Electrician, Maintenance | 18.03 |
| 23181 - Electronics Technician Maintenance I | 18.27 |
| 23182 - Electronics Technician Maintenance II | 19.57 |
| 23183 - Electronics Technician Maintenance III | 20.85 |
| 23260 - Fabric Worker | 15.74 |
| 23290 - Fire Alarm System Mechanic | 18.68 |
| 23310 - Fire Extinguisher Repairer | 14.55 |
| 23311 - Fuel Distribution System Mechanic | 19.15 |
| 23312 - Fuel Distribution System Operator | 16.65 |
| 23370 - General Maintenance Worker | 15.66 |
| 23380 - Ground Support Equipment Mechanic | 23.76 |
| 23381 - Ground Support Equipment Servicer | 19.95 |

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| 23382 - Ground Support Equipment Worker | 21.37 |
| 23391 - Gunsmith I | 14.55 |
| 23392 - Gunsmith II | 16.89 |
| 23393 - Gunsmith III | 19.27 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.94 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.33 |
| 23430 - Heavy Equipment Mechanic | 18.96 |
| 23440 - Heavy Equipment Operator | 16.93 |
| 23460 - Instrument Mechanic | 18.69 |
| 23465 - Laboratory/Shelter Mechanic | 18.09 |
| 23470 - Laborer | 12.73 |
| 23510 - Locksmith | 17.34 |
| 23530 - Machinery Maintenance Mechanic | 19.66 |
| 23550 - Machinist, Maintenance | 17.28 |
| 23580 - Maintenance Trades Helper | 12.84 |
| 23591 - Metrology Technician I | 18.69 |
| 23592 - Metrology Technician II | 19.82 |
| 23593 - Metrology Technician III | 20.97 |
| 23640 - Millwright | 20.77 |
| 23710 - Office Appliance Repairer | 18.26 |
| 23760 - Painter, Maintenance | 14.70 |
| 23790 - Pipefitter, Maintenance | 16.69 |
| 23810 - Plumber, Maintenance | 15.86 |
| 23820 - Pneudraulic Systems Mechanic | 19.27 |
| 23850 - Rigger | 20.99 |
| 23870 - Scale Mechanic | 16.89 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.37 |
| 23910 - Small Engine Mechanic | 15.35 |
| 23931 - Telecommunications Mechanic I | 20.77 |
| 23932 - Telecommunications Mechanic II | 22.02 |
| 23950 - Telephone Lineman | 20.19 |
| 23960 - Welder, Combination, Maintenance | 17.45 |
| 23965 - Well Driller | 19.27 |
| 23970 - Woodcraft Worker | 19.27 |
| 23980 - Woodworker | 13.94 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.67 |
| 24580 - Child Care Center Clerk | 14.56 |
| 24610 - Chore Aide | 9.22 |
| 24620 - Family Readiness And Support Services Coordinator | 14.56 |
| 24630 - Homemaker | 17.53 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.83 |
| 25040 - Sewage Plant Operator | 19.63 |
| 25070 - Stationary Engineer | 23.83 |
| 25190 - Ventilation Equipment Tender | 13.45 |
| 25210 - Water Treatment Plant Operator | 19.63 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.54 |
| 27007 - Baggage Inspector | 11.12 |
| 27008 - Corrections Officer | 20.09 |
| 27010 - Court Security Officer | 20.47 |
| 27030 - Detection Dog Handler | 16.11 |
| 27040 - Detention Officer | 20.09 |
| 27070 - Firefighter | 17.72 |
| 27101 - Guard I | 11.12 |
| 27102 - Guard II | 16.05 |
| 27131 - Police Officer I | 23.56 |
| 27132 - Police Officer II | 26.18 |
| 28000 - Recreation Occupations | |

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| 28041 - Carnival Equipment Operator | 12.86 |
| 28042 - Carnival Equipment Repairer | 13.66 |
| 28043 - Carnival Equipment Worker | 10.52 |
| 28210 - Gate Attendant/Gate Tender | 12.08 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 9.56 |
| 28515 - Recreation Specialist | 13.01 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 17.85 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.61 |
| 29020 - Hatch Tender | 20.61 |
| 29030 - Line Handler | 20.61 |
| 29041 - Stevedore I | 18.19 |
| 29042 - Stevedore II | 22.07 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.87 |
| 30022 - Archeological Technician II | 19.99 |
| 30023 - Archeological Technician III | 25.89 |
| 30030 - Cartographic Technician | 25.56 |
| 30040 - Civil Engineering Technician | 21.23 |
| 30061 - Drafter/CAD Operator I | 17.87 |
| 30062 - Drafter/CAD Operator II | 19.99 |
| 30063 - Drafter/CAD Operator III | 22.30 |
| 30064 - Drafter/CAD Operator IV | 27.43 |
| 30081 - Engineering Technician I | 15.95 |
| 30082 - Engineering Technician II | 17.87 |
| 30083 - Engineering Technician III | 20.85 |
| 30084 - Engineering Technician IV | 24.77 |
| 30085 - Engineering Technician V | 30.30 |
| 30086 - Engineering Technician VI | 36.66 |
| 30090 - Environmental Technician | 17.42 |
| 30210 - Laboratory Technician | 18.95 |
| 30240 - Mathematical Technician | 24.18 |
| 30361 - Paralegal/Legal Assistant I | 19.15 |
| 30362 - Paralegal/Legal Assistant II | 22.65 |
| 30363 - Paralegal/Legal Assistant III | 27.70 |
| 30364 - Paralegal/Legal Assistant IV | 33.61 |
| 30390 - Photo-Optics Technician | 24.77 |
| 30461 - Technical Writer I | 19.45 |
| 30462 - Technical Writer II | 23.79 |
| 30463 - Technical Writer III | 27.41 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 22.30 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 24.77 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.19 |
| 31030 - Bus Driver | 15.24 |
| 31043 - Driver Courier | 13.30 |
| 31260 - Parking and Lot Attendant | 9.04 |
| 31290 - Shuttle Bus Driver | 15.10 |
| 31310 - Taxi Driver | 10.99 |
| 31361 - Truckdriver, Light | 15.10 |
| 31362 - Truckdriver, Medium | 16.10 |

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|---|-------|
| 31363 - Truckdriver, Heavy | 18.56 |
| 31364 - Truckdriver, Tractor-Trailer | 18.56 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.94 |
| 99050 - Desk Clerk | 12.38 |
| 99095 - Embalmer | 22.06 |
| 99251 - Laboratory Animal Caretaker I | 9.98 |
| 99252 - Laboratory Animal Caretaker II | 10.48 |
| 99310 - Mortician | 24.41 |
| 99410 - Pest Controller | 15.51 |
| 99510 - Photofinishing Worker | 12.51 |
| 99710 - Recycling Laborer | 16.26 |
| 99711 - Recycling Specialist | 19.07 |
| 99730 - Refuse Collector | 14.43 |
| 99810 - Sales Clerk | 13.66 |
| 99820 - School Crossing Guard | 9.24 |
| 99830 - Survey Party Chief | 18.23 |
| 99831 - Surveying Aide | 12.51 |
| 99832 - Surveying Technician | 17.15 |
| 99840 - Vending Machine Attendant | 12.90 |
| 99841 - Vending Machine Repairer | 16.51 |
| 99842 - Vending Machine Repairer Helper | 13.05 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 5 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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2125
Revision No.: 18
Date of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Charlotte, De Soto, Hardee, Hernando, Highlands, Hillsborough, Lee, Manatee, Pasco, Pinellas, Polk, Sarasota

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.55 |
| 01012 - Accounting Clerk II | | 16.15 |
| 01013 - Accounting Clerk III | | 18.08 |
| 01020 - Administrative Assistant | | 21.10 |

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| 01040 - Court Reporter | 18.36 |
| 01051 - Data Entry Operator I | 12.05 |
| 01052 - Data Entry Operator II | 13.33 |
| 01060 - Dispatcher, Motor Vehicle | 15.88 |
| 01070 - Document Preparation Clerk | 12.08 |
| 01090 - Duplicating Machine Operator | 12.08 |
| 01111 - General Clerk I | 12.58 |
| 01112 - General Clerk II | 13.73 |
| 01113 - General Clerk III | 15.09 |
| 01120 - Housing Referral Assistant | 19.46 |
| 01141 - Messenger Courier | 11.26 |
| 01191 - Order Clerk I | 12.42 |
| 01192 - Order Clerk II | 13.94 |
| 01261 - Personnel Assistant (Employment) I | 14.67 |
| 01262 - Personnel Assistant (Employment) II | 18.22 |
| 01263 - Personnel Assistant (Employment) III | 18.84 |
| 01270 - Production Control Clerk | 19.92 |
| 01280 - Receptionist | 11.91 |
| 01290 - Rental Clerk | 14.73 |
| 01300 - Scheduler, Maintenance | 15.31 |
| 01311 - Secretary I | 15.31 |
| 01312 - Secretary II | 17.12 |
| 01313 - Secretary III | 19.41 |
| 01320 - Service Order Dispatcher | 14.23 |
| 01410 - Supply Technician | 21.10 |
| 01420 - Survey Worker | 13.68 |
| 01531 - Travel Clerk I | 12.46 |
| 01532 - Travel Clerk II | 13.56 |
| 01533 - Travel Clerk III | 14.75 |
| 01611 - Word Processor I | 13.15 |
| 01612 - Word Processor II | 14.76 |
| 01613 - Word Processor III | 16.48 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.27 |
| 05010 - Automotive Electrician | 20.79 |
| 05040 - Automotive Glass Installer | 19.87 |
| 05070 - Automotive Worker | 19.87 |
| 05110 - Mobile Equipment Servicer | 18.02 |
| 05130 - Motor Equipment Metal Mechanic | 21.75 |
| 05160 - Motor Equipment Metal Worker | 19.87 |
| 05190 - Motor Vehicle Mechanic | 20.88 |
| 05220 - Motor Vehicle Mechanic Helper | 17.00 |
| 05250 - Motor Vehicle Upholstery Worker | 18.94 |
| 05280 - Motor Vehicle Wrecker | 19.87 |
| 05310 - Painter, Automotive | 20.79 |
| 05340 - Radiator Repair Specialist | 19.87 |
| 05370 - Tire Repairer | 12.68 |
| 05400 - Transmission Repair Specialist | 21.53 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.08 |
| 07041 - Cook I | 10.83 |
| 07042 - Cook II | 12.08 |
| 07070 - Dishwasher | 8.52 |
| 07130 - Food Service Worker | 10.34 |
| 07210 - Meat Cutter | 14.06 |
| 07260 - Waiter/Waitress | 9.51 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.65 |
| 09040 - Furniture Handler | 12.13 |
| 09080 - Furniture Refinisher | 15.90 |
| 09090 - Furniture Refinisher Helper | 12.38 |
| 09110 - Furniture Repairer, Minor | 13.92 |
| 09130 - Upholsterer | 16.65 |

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| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.05 |
| 11060 - Elevator Operator | 9.05 |
| 11090 - Gardener | 14.30 |
| 11122 - Housekeeping Aide | 11.32 |
| 11150 - Janitor | 11.32 |
| 11210 - Laborer, Grounds Maintenance | 10.84 |
| 11240 - Maid or Houseman | 8.70 |
| 11260 - Pruner | 9.76 |
| 11270 - Tractor Operator | 13.14 |
| 11330 - Trail Maintenance Worker | 10.84 |
| 11360 - Window Cleaner | 12.46 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.13 |
| 12011 - Breath Alcohol Technician | 17.88 |
| 12012 - Certified Occupational Therapist Assistant | 26.35 |
| 12015 - Certified Physical Therapist Assistant | 26.35 |
| 12020 - Dental Assistant | 16.89 |
| 12025 - Dental Hygienist | 26.04 |
| 12030 - EKG Technician | 21.37 |
| 12035 - Electroneurodiagnostic Technologist | 21.37 |
| 12040 - Emergency Medical Technician | 17.13 |
| 12071 - Licensed Practical Nurse I | 17.44 |
| 12072 - Licensed Practical Nurse II | 19.51 |
| 12073 - Licensed Practical Nurse III | 21.75 |
| 12100 - Medical Assistant | 13.09 |
| 12130 - Medical Laboratory Technician | 16.70 |
| 12160 - Medical Record Clerk | 14.11 |
| 12190 - Medical Record Technician | 15.52 |
| 12195 - Medical Transcriptionist | 15.02 |
| 12210 - Nuclear Medicine Technologist | 30.98 |
| 12221 - Nursing Assistant I | 9.46 |
| 12222 - Nursing Assistant II | 10.63 |
| 12223 - Nursing Assistant III | 11.60 |
| 12224 - Nursing Assistant IV | 13.02 |
| 12235 - Optical Dispenser | 19.04 |
| 12236 - Optical Technician | 13.00 |
| 12250 - Pharmacy Technician | 14.03 |
| 12280 - Phlebotomist | 12.65 |
| 12305 - Radiologic Technologist | 25.53 |
| 12311 - Registered Nurse I | 23.88 |
| 12312 - Registered Nurse II | 27.55 |
| 12313 - Registered Nurse II, Specialist | 27.55 |
| 12314 - Registered Nurse III | 33.08 |
| 12315 - Registered Nurse III, Anesthetist | 33.08 |
| 12316 - Registered Nurse IV | 39.89 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.15 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.45 |
| 13012 - Exhibits Specialist II | 26.22 |
| 13013 - Exhibits Specialist III | 30.49 |
| 13041 - Illustrator I | 18.88 |
| 13042 - Illustrator II | 23.39 |
| 13043 - Illustrator III | 28.61 |
| 13047 - Librarian | 27.59 |
| 13050 - Library Aide/Clerk | 10.78 |
| 13054 - Library Information Technology Systems Administrator | 24.65 |
| 13058 - Library Technician | 13.74 |
| 13061 - Media Specialist I | 17.98 |
| 13062 - Media Specialist II | 20.11 |
| 13063 - Media Specialist III | 22.43 |
| 13071 - Photographer I | 18.09 |

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| 13072 - Photographer II | 20.23 |
| 13073 - Photographer III | 25.08 |
| 13074 - Photographer IV | 29.18 |
| 13075 - Photographer V | 35.30 |
| 13110 - Video Teleconference Technician | 18.18 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.66 |
| 14042 - Computer Operator II | 17.71 |
| 14043 - Computer Operator III | 19.54 |
| 14044 - Computer Operator IV | 21.70 |
| 14045 - Computer Operator V | 23.54 |
| 14071 - Computer Programmer I | (see 1) 22.92 |
| 14072 - Computer Programmer II | (see 1) 27.56 |
| 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 | 15.66 |
| 14160 - Personal Computer Support Technician | 21.70 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.58 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.55 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.18 |
| 15050 - Computer Based Training Specialist / Instructor | 29.03 |
| 15060 - Educational Technologist | 26.16 |
| 15070 - Flight Instructor (Pilot) | 40.18 |
| 15080 - Graphic Artist | 22.03 |
| 15090 - Technical Instructor | 19.47 |
| 15095 - Technical Instructor/Course Developer | 25.39 |
| 15110 - Test Proctor | 16.75 |
| 15120 - Tutor | 16.75 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.04 |
| 16030 - Counter Attendant | 9.04 |
| 16040 - Dry Cleaner | 11.35 |
| 16070 - Finisher, Flatwork, Machine | 9.04 |
| 16090 - Presser, Hand | 9.04 |
| 16110 - Presser, Machine, Drycleaning | 9.04 |
| 16130 - Presser, Machine, Shirts | 9.04 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.04 |
| 16190 - Sewing Machine Operator | 12.15 |
| 16220 - Tailor | 12.91 |
| 16250 - Washer, Machine | 9.80 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.33 |
| 19040 - Tool And Die Maker | 19.23 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.62 |
| 21030 - Material Coordinator | 17.77 |
| 21040 - Material Expediter | 18.02 |
| 21050 - Material Handling Laborer | 10.87 |
| 21071 - Order Filler | 11.42 |
| 21080 - Production Line Worker (Food Processing) | 16.62 |
| 21110 - Shipping Packer | 13.06 |
| 21130 - Shipping/Receiving Clerk | 13.06 |
| 21140 - Store Worker I | 9.94 |
| 21150 - Stock Clerk | 13.53 |
| 21210 - Tools And Parts Attendant | 16.50 |
| 21410 - Warehouse Specialist | 16.62 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.29 |
| 23021 - Aircraft Mechanic I | 25.04 |

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| 23022 - Aircraft Mechanic II | 26.29 |
| 23023 - Aircraft Mechanic III | 27.60 |
| 23040 - Aircraft Mechanic Helper | 19.58 |
| 23050 - Aircraft, Painter | 18.32 |
| 23060 - Aircraft Servicer | 21.80 |
| 23080 - Aircraft Worker | 22.87 |
| 23110 - Appliance Mechanic | 17.67 |
| 23120 - Bicycle Repairer | 12.68 |
| 23125 - Cable Splicer | 22.88 |
| 23130 - Carpenter, Maintenance | 17.07 |
| 23140 - Carpet Layer | 16.68 |
| 23160 - Electrician, Maintenance | 18.62 |
| 23181 - Electronics Technician Maintenance I | 18.96 |
| 23182 - Electronics Technician Maintenance II | 20.76 |
| 23183 - Electronics Technician Maintenance III | 24.93 |
| 23260 - Fabric Worker | 15.47 |
| 23290 - Fire Alarm System Mechanic | 17.61 |
| 23310 - Fire Extinguisher Repairer | 13.68 |
| 23311 - Fuel Distribution System Mechanic | 17.66 |
| 23312 - Fuel Distribution System Operator | 15.87 |
| 23370 - General Maintenance Worker | 17.25 |
| 23380 - Ground Support Equipment Mechanic | 25.04 |
| 23381 - Ground Support Equipment Servicer | 21.80 |
| 23382 - Ground Support Equipment Worker | 22.87 |
| 23391 - Gunsmith I | 14.96 |
| 23392 - Gunsmith II | 17.39 |
| 23393 - Gunsmith III | 19.30 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.61 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.45 |
| 23430 - Heavy Equipment Mechanic | 19.76 |
| 23440 - Heavy Equipment Operator | 17.06 |
| 23460 - Instrument Mechanic | 19.79 |
| 23465 - Laboratory/Shelter Mechanic | 18.32 |
| 23470 - Laborer | 11.48 |
| 23510 - Locksmith | 16.65 |
| 23530 - Machinery Maintenance Mechanic | 20.38 |
| 23550 - Machinist, Maintenance | 17.94 |
| 23580 - Maintenance Trades Helper | 14.98 |
| 23591 - Metrology Technician I | 19.79 |
| 23592 - Metrology Technician II | 20.78 |
| 23593 - Metrology Technician III | 21.82 |
| 23640 - Millwright | 19.28 |
| 23710 - Office Appliance Repairer | 18.68 |
| 23760 - Painter, Maintenance | 17.67 |
| 23790 - Pipefitter, Maintenance | 17.70 |
| 23810 - Plumber, Maintenance | 16.93 |
| 23820 - Pneudraulic Systems Mechanic | 18.75 |
| 23850 - Rigger | 17.75 |
| 23870 - Scale Mechanic | 16.63 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.67 |
| 23910 - Small Engine Mechanic | 16.34 |
| 23931 - Telecommunications Mechanic I | 20.34 |
| 23932 - Telecommunications Mechanic II | 24.13 |
| 23950 - Telephone Lineman | 23.50 |
| 23960 - welder, Combination, Maintenance | 17.42 |
| 23965 - well Driller | 17.75 |
| 23970 - woodcraft worker | 18.75 |
| 23980 - woodworker | 14.30 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.21 |
| 24580 - Child Care Center Clerk | 14.10 |

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| 24610 - Chore Aide | 9.49 |
| 24620 - Family Readiness And Support Services Coordinator | 13.23 |
| 24630 - Homemaker | 17.33 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.86 |
| 25040 - Sewage Plant Operator | 19.33 |
| 25070 - Stationary Engineer | 20.86 |
| 25190 - Ventilation Equipment Tender | 14.64 |
| 25210 - Water Treatment Plant Operator | 19.33 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.49 |
| 27007 - Baggage Inspector | 10.36 |
| 27008 - Corrections Officer | 22.81 |
| 27010 - Court Security Officer | 21.45 |
| 27030 - Detection Dog Handler | 16.69 |
| 27040 - Detention Officer | 22.81 |
| 27070 - Firefighter | 19.59 |
| 27101 - Guard I | 10.36 |
| 27102 - Guard II | 16.29 |
| 27131 - Police Officer I | 24.05 |
| 27132 - Police Officer II | 26.80 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.35 |
| 28042 - Carnival Equipment Repairer | 11.02 |
| 28043 - Carnival Equipment Worker | 8.13 |
| 28210 - Gate Attendant/Gate Tender | 12.85 |
| 28310 - Lifeguard | 11.15 |
| 28350 - Park Attendant (Aide) | 14.37 |
| 28510 - Recreation Aide/Health Facility Attendant | 7.98 |
| 28515 - Recreation Specialist | 15.47 |
| 28630 - Sports Official | 11.45 |
| 28690 - Swimming Pool Operator | 14.49 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.40 |
| 29020 - Hatch Tender | 18.40 |
| 29030 - Line Handler | 18.40 |
| 29041 - Stevedore I | 16.51 |
| 29042 - Stevedore II | 20.12 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.80 |
| 30022 - Archeological Technician II | 18.16 |
| 30023 - Archeological Technician III | 22.52 |
| 30030 - Cartographic Technician | 24.49 |
| 30040 - Civil Engineering Technician | 22.98 |
| 30061 - Drafter/CAD Operator I | 14.36 |
| 30062 - Drafter/CAD Operator II | 18.16 |
| 30063 - Drafter/CAD Operator III | 18.41 |
| 30064 - Drafter/CAD Operator IV | 24.93 |
| 30081 - Engineering Technician I | 16.69 |
| 30082 - Engineering Technician II | 18.74 |
| 30083 - Engineering Technician III | 21.23 |
| 30084 - Engineering Technician IV | 24.45 |
| 30085 - Engineering Technician V | 26.10 |
| 30086 - Engineering Technician VI | 29.43 |
| 30090 - Environmental Technician | 18.16 |
| 30210 - Laboratory Technician | 17.50 |
| 30240 - Mathematical Technician | 21.76 |
| 30361 - Paralegal/Legal Assistant I | 18.01 |
| 30362 - Paralegal/Legal Assistant II | 22.31 |

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| 30363 - Paralegal/Legal Assistant III | 27.29 |
| 30364 - Paralegal/Legal Assistant IV | 33.02 |
| 30390 - Photo-Optics Technician | 22.93 |
| 30461 - Technical Writer I | 18.74 |
| 30462 - Technical Writer II | 22.95 |
| 30463 - Technical Writer III | 27.73 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.34 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.03 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.40 |
| 30494 - Unexploded (UXO) Safety Escort | 22.34 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.34 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 18.41 |
| 30621 - Weather Observer, Senior | (see 2) 19.10 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.86 |
| 31030 - Bus Driver | 15.51 |
| 31043 - Driver Courier | 11.93 |
| 31260 - Parking and Lot Attendant | 9.69 |
| 31290 - Shuttle Bus Driver | 13.12 |
| 31310 - Taxi Driver | 9.96 |
| 31361 - Truckdriver, Light | 13.12 |
| 31362 - Truckdriver, Medium | 14.85 |
| 31363 - Truckdriver, Heavy | 16.96 |
| 31364 - Truckdriver, Tractor-Trailer | 16.96 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.97 |
| 99050 - Desk Clerk | 9.76 |
| 99095 - Embalmer | 20.28 |
| 99251 - Laboratory Animal Caretaker I | 9.97 |
| 99252 - Laboratory Animal Caretaker II | 10.85 |
| 99310 - Mortician | 26.58 |
| 99410 - Pest Controller | 13.00 |
| 99510 - Photofinishing Worker | 11.02 |
| 99710 - Recycling Laborer | 13.22 |
| 99711 - Recycling Specialist | 15.51 |
| 99730 - Refuse Collector | 11.78 |
| 99810 - Sales Clerk | 12.49 |
| 99820 - School Crossing Guard | 9.20 |
| 99830 - Survey Party Chief | 17.05 |
| 99831 - Surveying Aide | 10.49 |
| 99832 - Surveying Technician | 16.01 |
| 99840 - Vending Machine Attendant | 13.04 |
| 99841 - Vending Machine Repairer | 15.43 |
| 99842 - Vending Machine Repairer Helper | 13.04 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 5 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 4174)

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 regrading and cleaning of artillery ranges.

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

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Area: Florida Counties of Charlotte, De Soto, Hardee, Hernando, Highlands, Hillsborough, Lee, Manatee, Pasco, Pinellas, Polk, Sarasota

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.55 |
| 01012 - Accounting Clerk II | | 16.15 |
| 01013 - Accounting Clerk III | | 18.08 |
| 01020 - Administrative Assistant | | 21.10 |
| 01040 - Court Reporter | | 18.36 |
| 01051 - Data Entry Operator I | | 12.05 |
| 01052 - Data Entry Operator II | | 13.33 |
| 01060 - Dispatcher, Motor Vehicle | | 15.88 |
| 01070 - Document Preparation Clerk | | 12.08 |
| 01090 - Duplicating Machine Operator | | 12.08 |
| 01111 - General Clerk I | | 12.58 |
| 01112 - General Clerk II | | 13.73 |
| 01113 - General Clerk III | | 15.09 |
| 01120 - Housing Referral Assistant | | 19.46 |
| 01141 - Messenger Courier | | 11.26 |
| 01191 - Order Clerk I | | 12.42 |
| 01192 - Order Clerk II | | 13.94 |
| 01261 - Personnel Assistant (Employment) I | | 14.67 |
| 01262 - Personnel Assistant (Employment) II | | 18.22 |
| 01263 - Personnel Assistant (Employment) III | | 18.84 |
| 01270 - Production Control Clerk | | 19.92 |
| 01280 - Receptionist | | 11.91 |
| 01290 - Rental Clerk | | 14.73 |
| 01300 - Scheduler, Maintenance | | 15.31 |
| 01311 - Secretary I | | 15.31 |
| 01312 - Secretary II | | 17.12 |
| 01313 - Secretary III | | 19.41 |
| 01320 - Service Order Dispatcher | | 14.23 |
| 01410 - Supply Technician | | 21.10 |
| 01420 - Survey Worker | | 13.68 |
| 01531 - Travel Clerk I | | 12.46 |
| 01532 - Travel Clerk II | | 13.56 |
| 01533 - Travel Clerk III | | 14.75 |
| 01611 - Word Processor I | | 13.15 |
| 01612 - Word Processor II | | 14.76 |
| 01613 - Word Processor III | | 16.48 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 20.27 |
| 05010 - Automotive Electrician | | 20.79 |
| 05040 - Automotive Glass Installer | | 19.87 |
| 05070 - Automotive Worker | | 19.87 |
| 05110 - Mobile Equipment Servicer | | 18.02 |
| 05130 - Motor Equipment Metal Mechanic | | 21.75 |
| 05160 - Motor Equipment Metal Worker | | 19.87 |
| 05190 - Motor Vehicle Mechanic | | 20.88 |
| 05220 - Motor Vehicle Mechanic Helper | | 17.00 |
| 05250 - Motor Vehicle Upholstery Worker | | 18.94 |

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| 05280 - Motor Vehicle wrecker | 19.87 |
| 05310 - Painter, Automotive | 20.79 |
| 05340 - Radiator Repair Specialist | 19.87 |
| 05370 - Tire Repairer | 12.68 |
| 05400 - Transmission Repair Specialist | 21.53 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.08 |
| 07041 - Cook I | 10.83 |
| 07042 - Cook II | 12.08 |
| 07070 - Dishwasher | 8.52 |
| 07130 - Food Service Worker | 10.34 |
| 07210 - Meat Cutter | 14.06 |
| 07260 - Waiter/Waitress | 9.51 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.65 |
| 09040 - Furniture Handler | 12.13 |
| 09080 - Furniture Refinisher | 15.90 |
| 09090 - Furniture Refinisher Helper | 12.38 |
| 09110 - Furniture Repairer, Minor | 13.92 |
| 09130 - Upholsterer | 16.65 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.05 |
| 11060 - Elevator Operator | 9.05 |
| 11090 - Gardener | 14.30 |
| 11122 - Housekeeping Aide | 11.32 |
| 11150 - Janitor | 11.32 |
| 11210 - Laborer, Grounds Maintenance | 10.84 |
| 11240 - Maid or Houseman | 8.70 |
| 11260 - Pruner | 9.76 |
| 11270 - Tractor Operator | 13.14 |
| 11330 - Trail Maintenance Worker | 10.84 |
| 11360 - Window Cleaner | 12.46 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.13 |
| 12011 - Breath Alcohol Technician | 17.88 |
| 12012 - Certified Occupational Therapist Assistant | 26.35 |
| 12015 - Certified Physical Therapist Assistant | 26.35 |
| 12020 - Dental Assistant | 16.89 |
| 12025 - Dental Hygienist | 26.04 |
| 12030 - EKG Technician | 21.37 |
| 12035 - Electroneurodiagnostic Technologist | 21.37 |
| 12040 - Emergency Medical Technician | 17.13 |
| 12071 - Licensed Practical Nurse I | 17.44 |
| 12072 - Licensed Practical Nurse II | 19.51 |
| 12073 - Licensed Practical Nurse III | 21.75 |
| 12100 - Medical Assistant | 13.09 |
| 12130 - Medical Laboratory Technician | 16.70 |
| 12160 - Medical Record Clerk | 14.11 |
| 12190 - Medical Record Technician | 15.52 |
| 12195 - Medical Transcriptionist | 15.02 |
| 12210 - Nuclear Medicine Technologist | 30.98 |
| 12221 - Nursing Assistant I | 9.46 |
| 12222 - Nursing Assistant II | 10.63 |
| 12223 - Nursing Assistant III | 11.60 |
| 12224 - Nursing Assistant IV | 13.02 |
| 12235 - Optical Dispenser | 19.04 |
| 12236 - Optical Technician | 13.00 |
| 12250 - Pharmacy Technician | 14.03 |
| 12280 - Phlebotomist | 12.65 |
| 12305 - Radiologic Technologist | 25.53 |
| 12311 - Registered Nurse I | 23.88 |
| 12312 - Registered Nurse II | 27.55 |
| 12313 - Registered Nurse II, Specialist | 27.55 |

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| 12314 - Registered Nurse III | 33.08 |
| 12315 - Registered Nurse III, Anesthetist | 33.08 |
| 12316 - Registered Nurse IV | 39.89 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.15 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.45 |
| 13012 - Exhibits Specialist II | 26.22 |
| 13013 - Exhibits Specialist III | 30.49 |
| 13041 - Illustrator I | 18.88 |
| 13042 - Illustrator II | 23.39 |
| 13043 - Illustrator III | 28.61 |
| 13047 - Librarian | 27.59 |
| 13050 - Library Aide/Clerk | 10.78 |
| 13054 - Library Information Technology Systems Administrator | 24.65 |
| 13058 - Library Technician | 13.74 |
| 13061 - Media Specialist I | 17.98 |
| 13062 - Media Specialist II | 20.11 |
| 13063 - Media Specialist III | 22.43 |
| 13071 - Photographer I | 18.09 |
| 13072 - Photographer II | 20.23 |
| 13073 - Photographer III | 25.08 |
| 13074 - Photographer IV | 29.18 |
| 13075 - Photographer V | 35.30 |
| 13110 - Video Teleconference Technician | 18.18 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.66 |
| 14042 - Computer Operator II | 17.71 |
| 14043 - Computer Operator III | 19.54 |
| 14044 - Computer Operator IV | 21.70 |
| 14045 - Computer Operator V | 23.54 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 15.66 |
| 14160 - Personal Computer Support Technician | 21.70 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.58 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.55 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.18 |
| 15050 - Computer Based Training Specialist / Instructor | 29.03 |
| 15060 - Educational Technologist | 26.16 |
| 15070 - Flight Instructor (Pilot) | 40.18 |
| 15080 - Graphic Artist | 22.03 |
| 15090 - Technical Instructor | 19.47 |
| 15095 - Technical Instructor/Course Developer | 25.39 |
| 15110 - Test Proctor | 16.75 |
| 15120 - Tutor | 16.75 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.04 |
| 16030 - Counter Attendant | 9.04 |
| 16040 - Dry Cleaner | 11.35 |
| 16070 - Finisher, Flatwork, Machine | 9.04 |
| 16090 - Presser, Hand | 9.04 |
| 16110 - Presser, Machine, Drycleaning | 9.04 |
| 16130 - Presser, Machine, Shirts | 9.04 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.04 |
| 16190 - Sewing Machine Operator | 12.15 |
| 16220 - Tailor | 12.91 |

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| 16250 - Washer, Machine | 9.80 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.33 |
| 19040 - Tool And Die Maker | 19.23 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.62 |
| 21030 - Material Coordinator | 17.77 |
| 21040 - Material Expediter | 18.02 |
| 21050 - Material Handling Laborer | 10.87 |
| 21071 - Order Filler | 11.42 |
| 21080 - Production Line Worker (Food Processing) | 16.62 |
| 21110 - Shipping Packer | 13.06 |
| 21130 - Shipping/Receiving Clerk | 13.06 |
| 21140 - Store Worker I | 9.94 |
| 21150 - Stock Clerk | 13.53 |
| 21210 - Tools And Parts Attendant | 16.50 |
| 21410 - Warehouse Specialist | 16.62 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.29 |
| 23021 - Aircraft Mechanic I | 25.04 |
| 23022 - Aircraft Mechanic II | 26.29 |
| 23023 - Aircraft Mechanic III | 27.60 |
| 23040 - Aircraft Mechanic Helper | 19.58 |
| 23050 - Aircraft, Painter | 18.32 |
| 23060 - Aircraft Servicer | 21.80 |
| 23080 - Aircraft Worker | 22.87 |
| 23110 - Appliance Mechanic | 17.67 |
| 23120 - Bicycle Repairer | 12.68 |
| 23125 - Cable Splicer | 22.88 |
| 23130 - Carpenter, Maintenance | 17.07 |
| 23140 - Carpet Layer | 16.68 |
| 23160 - Electrician, Maintenance | 18.62 |
| 23181 - Electronics Technician Maintenance I | 18.96 |
| 23182 - Electronics Technician Maintenance II | 20.76 |
| 23183 - Electronics Technician Maintenance III | 24.93 |
| 23260 - Fabric Worker | 15.47 |
| 23290 - Fire Alarm System Mechanic | 17.61 |
| 23310 - Fire Extinguisher Repairer | 13.68 |
| 23311 - Fuel Distribution System Mechanic | 17.66 |
| 23312 - Fuel Distribution System Operator | 15.87 |
| 23370 - General Maintenance Worker | 17.25 |
| 23380 - Ground Support Equipment Mechanic | 25.04 |
| 23381 - Ground Support Equipment Servicer | 21.80 |
| 23382 - Ground Support Equipment Worker | 22.87 |
| 23391 - Gunsmith I | 14.96 |
| 23392 - Gunsmith II | 17.39 |
| 23393 - Gunsmith III | 19.30 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.61 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.45 |
| 23430 - Heavy Equipment Mechanic | 19.76 |
| 23440 - Heavy Equipment Operator | 17.06 |
| 23460 - Instrument Mechanic | 19.79 |
| 23465 - Laboratory/Shelter Mechanic | 18.32 |
| 23470 - Laborer | 11.48 |
| 23510 - Locksmith | 16.65 |
| 23530 - Machinery Maintenance Mechanic | 20.38 |
| 23550 - Machinist, Maintenance | 17.94 |
| 23580 - Maintenance Trades Helper | 14.98 |
| 23591 - Metrology Technician I | 19.79 |
| 23592 - Metrology Technician II | 20.78 |
| 23593 - Metrology Technician III | 21.82 |

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| 23640 - Millwright | 19.28 |
| 23710 - Office Appliance Repairer | 18.68 |
| 23760 - Painter, Maintenance | 17.67 |
| 23790 - Pipefitter, Maintenance | 17.70 |
| 23810 - Plumber, Maintenance | 16.93 |
| 23820 - Pneudraulic Systems Mechanic | 18.75 |
| 23850 - Rigger | 17.75 |
| 23870 - Scale Mechanic | 16.63 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.67 |
| 23910 - Small Engine Mechanic | 16.34 |
| 23931 - Telecommunications Mechanic I | 20.34 |
| 23932 - Telecommunications Mechanic II | 24.13 |
| 23950 - Telephone Lineman | 23.50 |
| 23960 - Welder, Combination, Maintenance | 17.42 |
| 23965 - Well Driller | 17.75 |
| 23970 - Woodcraft Worker | 18.75 |
| 23980 - Woodworker | 14.30 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.21 |
| 24580 - Child Care Center Clerk | 14.10 |
| 24610 - Chore Aide | 9.49 |
| 24620 - Family Readiness And Support Services Coordinator | 13.23 |
| 24630 - Homemaker | 17.33 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.86 |
| 25040 - Sewage Plant Operator | 19.33 |
| 25070 - Stationary Engineer | 20.86 |
| 25190 - Ventilation Equipment Tender | 14.64 |
| 25210 - Water Treatment Plant Operator | 19.33 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.49 |
| 27007 - Baggage Inspector | 10.36 |
| 27008 - Corrections Officer | 22.81 |
| 27010 - Court Security Officer | 21.45 |
| 27030 - Detection Dog Handler | 16.69 |
| 27040 - Detention Officer | 22.81 |
| 27070 - Firefighter | 19.59 |
| 27101 - Guard I | 10.36 |
| 27102 - Guard II | 16.29 |
| 27131 - Police Officer I | 24.05 |
| 27132 - Police Officer II | 26.80 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.35 |
| 28042 - Carnival Equipment Repairer | 11.02 |
| 28043 - Carnival Equipment Worker | 8.13 |
| 28210 - Gate Attendant/Gate Tender | 12.85 |
| 28310 - Lifeguard | 11.15 |
| 28350 - Park Attendant (Aide) | 14.37 |
| 28510 - Recreation Aide/Health Facility Attendant | 7.98 |
| 28515 - Recreation Specialist | 15.47 |
| 28630 - Sports Official | 11.45 |
| 28690 - Swimming Pool Operator | 14.49 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.40 |
| 29020 - Hatch Tender | 18.40 |
| 29030 - Line Handler | 18.40 |
| 29041 - Stevedore I | 16.51 |
| 29042 - Stevedore II | 20.12 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |

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|---|---------------|
| 30021 - Archeological Technician I | 15.80 |
| 30022 - Archeological Technician II | 18.16 |
| 30023 - Archeological Technician III | 22.52 |
| 30030 - Cartographic Technician | 24.49 |
| 30040 - Civil Engineering Technician | 22.98 |
| 30061 - Drafter/CAD Operator I | 14.36 |
| 30062 - Drafter/CAD Operator II | 18.16 |
| 30063 - Drafter/CAD Operator III | 18.41 |
| 30064 - Drafter/CAD Operator IV | 24.93 |
| 30081 - Engineering Technician I | 16.69 |
| 30082 - Engineering Technician II | 18.74 |
| 30083 - Engineering Technician III | 21.23 |
| 30084 - Engineering Technician IV | 24.45 |
| 30085 - Engineering Technician V | 26.10 |
| 30086 - Engineering Technician VI | 29.43 |
| 30090 - Environmental Technician | 18.16 |
| 30210 - Laboratory Technician | 17.50 |
| 30240 - Mathematical Technician | 21.76 |
| 30361 - Paralegal/Legal Assistant I | 18.01 |
| 30362 - Paralegal/Legal Assistant II | 22.31 |
| 30363 - Paralegal/Legal Assistant III | 27.29 |
| 30364 - Paralegal/Legal Assistant IV | 33.02 |
| 30390 - Photo-Optics Technician | 22.93 |
| 30461 - Technical Writer I | 18.74 |
| 30462 - Technical Writer II | 22.95 |
| 30463 - Technical Writer III | 27.73 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.34 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.03 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.40 |
| 30494 - Unexploded (UXO) Safety Escort | 22.34 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.34 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 18.41 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 19.10 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.86 |
| 31030 - Bus Driver | 15.51 |
| 31043 - Driver Courier | 11.93 |
| 31260 - Parking and Lot Attendant | 9.69 |
| 31290 - Shuttle Bus Driver | 13.12 |
| 31310 - Taxi Driver | 9.96 |
| 31361 - Truckdriver, Light | 13.12 |
| 31362 - Truckdriver, Medium | 14.85 |
| 31363 - Truckdriver, Heavy | 16.96 |
| 31364 - Truckdriver, Tractor-Trailer | 16.96 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.97 |
| 99050 - Desk Clerk | 9.76 |
| 99095 - Embalmer | 20.28 |
| 99251 - Laboratory Animal Caretaker I | 9.97 |
| 99252 - Laboratory Animal Caretaker II | 10.85 |
| 99310 - Mortician | 26.58 |
| 99410 - Pest Controller | 13.00 |
| 99510 - Photofinishing Worker | 11.02 |
| 99710 - Recycling Laborer | 13.22 |
| 99711 - Recycling Specialist | 15.51 |
| 99730 - Refuse Collector | 11.78 |
| 99810 - Sales Clerk | 12.49 |
| 99820 - School Crossing Guard | 9.20 |
| 99830 - Survey Party Chief | 17.05 |
| 99831 - Surveying Aide | 10.49 |
| 99832 - Surveying Technician | 16.01 |
| 99840 - Vending Machine Attendant | 13.04 |

99841 - Vending Machine Repairer
 99842 - Vending Machine Repairer Helper

15.43
 13.04

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 5 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials

which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2131
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Georgia

Area: Georgia Counties of Atkinson, Baker, Ben Hill, Berrien, Brooks, Calhoun, Clinch, Coffee, Colquitt, Cook, Decatur, Dougherty, Echols, Grady, Irwin, Lanier, Lee, Lowndes, Mitchell, Randolph, Sumter, Terrell, Thomas, Tift, Turner, Ware, Worth

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.02 |
| 01012 - Accounting Clerk II | | 13.88 |
| 01013 - Accounting Clerk III | | 19.10 |
| 01020 - Administrative Assistant | | 16.91 |
| 01040 - Court Reporter | | 13.54 |
| 01051 - Data Entry Operator I | | 10.94 |
| 01052 - Data Entry Operator II | | 12.38 |
| 01060 - Dispatcher, Motor Vehicle | | 16.94 |
| 01070 - Document Preparation Clerk | | 11.42 |
| 01090 - Duplicating Machine Operator | | 11.42 |
| 01111 - General Clerk I | | 10.34 |
| 01112 - General Clerk II | | 11.49 |
| 01113 - General Clerk III | | 12.89 |
| 01120 - Housing Referral Assistant | | 15.22 |
| 01141 - Messenger Courier | | 8.86 |
| 01191 - Order Clerk I | | 10.76 |
| 01192 - Order Clerk II | | 14.83 |
| 01261 - Personnel Assistant (Employment) I | | 13.44 |
| 01262 - Personnel Assistant (Employment) II | | 14.62 |
| 01263 - Personnel Assistant (Employment) III | | 16.29 |
| 01270 - Production Control Clerk | | 22.50 |
| 01280 - Receptionist | | 9.81 |

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| 01290 - Rental Clerk | 10.36 |
| 01300 - Scheduler, Maintenance | 12.20 |
| 01311 - Secretary I | 12.20 |
| 01312 - Secretary II | 13.65 |
| 01313 - Secretary III | 15.22 |
| 01320 - Service Order Dispatcher | 16.31 |
| 01410 - Supply Technician | 16.91 |
| 01420 - Survey Worker | 13.65 |
| 01531 - Travel Clerk I | 11.29 |
| 01532 - Travel Clerk II | 12.35 |
| 01533 - Travel Clerk III | 13.13 |
| 01611 - Word Processor I | 12.24 |
| 01612 - Word Processor II | 14.15 |
| 01613 - Word Processor III | 15.83 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.65 |
| 05010 - Automotive Electrician | 16.57 |
| 05040 - Automotive Glass Installer | 15.89 |
| 05070 - Automotive Worker | 15.89 |
| 05110 - Mobile Equipment Servicer | 13.94 |
| 05130 - Motor Equipment Metal Mechanic | 17.27 |
| 05160 - Motor Equipment Metal Worker | 15.89 |
| 05190 - Motor Vehicle Mechanic | 17.27 |
| 05220 - Motor Vehicle Mechanic Helper | 13.81 |
| 05250 - Motor Vehicle Upholstery Worker | 15.36 |
| 05280 - Motor Vehicle Wrecker | 15.89 |
| 05310 - Painter, Automotive | 16.57 |
| 05340 - Radiator Repair Specialist | 15.89 |
| 05370 - Tire Repairer | 13.35 |
| 05400 - Transmission Repair Specialist | 17.27 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.85 |
| 07041 - Cook I | 10.12 |
| 07042 - Cook II | 11.14 |
| 07070 - Dishwasher | 7.25 |
| 07130 - Food Service Worker | 7.93 |
| 07210 - Meat Cutter | 12.30 |
| 07260 - Waiter/Waitress | 8.12 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.96 |
| 09040 - Furniture Handler | 11.92 |
| 09080 - Furniture Refinisher | 16.96 |
| 09090 - Furniture Refinisher Helper | 13.91 |
| 09110 - Furniture Repairer, Minor | 15.64 |
| 09130 - Upholsterer | 16.96 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.01 |
| 11060 - Elevator Operator | 9.01 |
| 11090 - Gardener | 11.54 |
| 11122 - Housekeeping Aide | 9.21 |
| 11150 - Janitor | 9.21 |
| 11210 - Laborer, Grounds Maintenance | 10.37 |
| 11240 - Maid or Houseman | 7.95 |
| 11260 - Pruner | 9.49 |
| 11270 - Tractor Operator | 12.10 |
| 11330 - Trail Maintenance Worker | 10.37 |
| 11360 - Window Cleaner | 10.06 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.72 |
| 12011 - Breath Alcohol Technician | 15.34 |
| 12012 - Certified Occupational Therapist Assistant | 20.16 |
| 12015 - Certified Physical Therapist Assistant | 22.07 |
| 12020 - Dental Assistant | 15.02 |

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| 12025 - Dental Hygienist | 24.21 |
| 12030 - EKG Technician | 23.26 |
| 12035 - Electroneurodiagnostic Technologist | 23.26 |
| 12040 - Emergency Medical Technician | 15.72 |
| 12071 - Licensed Practical Nurse I | 13.71 |
| 12072 - Licensed Practical Nurse II | 15.34 |
| 12073 - Licensed Practical Nurse III | 17.11 |
| 12100 - Medical Assistant | 11.55 |
| 12130 - Medical Laboratory Technician | 13.68 |
| 12160 - Medical Record Clerk | 11.24 |
| 12190 - Medical Record Technician | 13.98 |
| 12195 - Medical Transcriptionist | 12.45 |
| 12210 - Nuclear Medicine Technologist | 33.72 |
| 12221 - Nursing Assistant I | 9.44 |
| 12222 - Nursing Assistant II | 10.62 |
| 12223 - Nursing Assistant III | 11.57 |
| 12224 - Nursing Assistant IV | 13.01 |
| 12235 - Optical Dispenser | 15.34 |
| 12236 - Optical Technician | 13.71 |
| 12250 - Pharmacy Technician | 13.05 |
| 12280 - Phlebotomist | 13.01 |
| 12305 - Radiologic Technologist | 22.21 |
| 12311 - Registered Nurse I | 19.63 |
| 12312 - Registered Nurse II | 24.01 |
| 12313 - Registered Nurse II, Specialist | 24.01 |
| 12314 - Registered Nurse III | 29.04 |
| 12315 - Registered Nurse III, Anesthetist | 29.04 |
| 12316 - Registered Nurse IV | 34.81 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.01 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.93 |
| 13012 - Exhibits Specialist II | 21.21 |
| 13013 - Exhibits Specialist III | 27.17 |
| 13041 - Illustrator I | 17.93 |
| 13042 - Illustrator II | 21.21 |
| 13043 - Illustrator III | 27.17 |
| 13047 - Librarian | 24.60 |
| 13050 - Library Aide/Clerk | 12.66 |
| 13054 - Library Information Technology Systems Administrator | 22.21 |
| 13058 - Library Technician | 16.18 |
| 13061 - Media Specialist I | 15.40 |
| 13062 - Media Specialist II | 17.23 |
| 13063 - Media Specialist III | 19.21 |
| 13071 - Photographer I | 16.03 |
| 13072 - Photographer II | 18.16 |
| 13073 - Photographer III | 22.51 |
| 13074 - Photographer IV | 27.48 |
| 13075 - Photographer V | 33.33 |
| 13110 - Video Teleconference Technician | 16.03 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.24 |
| 14042 - Computer Operator II | 15.93 |
| 14043 - Computer Operator III | 18.65 |
| 14044 - Computer Operator IV | 20.70 |
| 14045 - Computer Operator V | 22.98 |
| 14071 - Computer Programmer I | 18.23 |
| 14072 - Computer Programmer II | 22.64 |
| 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) |

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| 14150 - Peripheral Equipment Operator | 14.24 |
| 14160 - Personal Computer Support Technician | 20.70 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.95 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.40 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.46 |
| 15050 - Computer Based Training Specialist / Instructor | 25.95 |
| 15060 - Educational Technologist | 28.05 |
| 15070 - Flight Instructor (Pilot) | 41.21 |
| 15080 - Graphic Artist | 27.04 |
| 15090 - Technical Instructor | 20.08 |
| 15095 - Technical Instructor/Course Developer | 24.56 |
| 15110 - Test Proctor | 16.20 |
| 15120 - Tutor | 16.20 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.08 |
| 16030 - Counter Attendant | 8.08 |
| 16040 - Dry Cleaner | 9.38 |
| 16070 - Finisher, Flatwork, Machine | 8.08 |
| 16090 - Presser, Hand | 8.08 |
| 16110 - Presser, Machine, Drycleaning | 8.08 |
| 16130 - Presser, Machine, Shirts | 8.08 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.08 |
| 16190 - Sewing Machine Operator | 9.86 |
| 16220 - Tailor | 10.29 |
| 16250 - Washer, Machine | 8.47 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.96 |
| 19040 - Tool And Die Maker | 19.87 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.64 |
| 21030 - Material Coordinator | 22.50 |
| 21040 - Material Expediter | 22.50 |
| 21050 - Material Handling Laborer | 9.88 |
| 21071 - Order Filler | 11.36 |
| 21080 - Production Line Worker (Food Processing) | 13.64 |
| 21110 - Shipping Packer | 15.22 |
| 21130 - Shipping/Receiving Clerk | 15.22 |
| 21140 - Store Worker I | 12.92 |
| 21150 - Stock Clerk | 16.85 |
| 21210 - Tools And Parts Attendant | 13.64 |
| 21410 - Warehouse Specialist | 13.64 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 18.47 |
| 23021 - Aircraft Mechanic I | 17.68 |
| 23022 - Aircraft Mechanic II | 18.47 |
| 23023 - Aircraft Mechanic III | 19.13 |
| 23040 - Aircraft Mechanic Helper | 13.52 |
| 23050 - Aircraft, Painter | 17.26 |
| 23060 - Aircraft Servicer | 15.20 |
| 23080 - Aircraft Worker | 16.27 |
| 23110 - Appliance Mechanic | 16.96 |
| 23120 - Bicycle Repairer | 14.03 |
| 23125 - Cable Splicer | 23.38 |
| 23130 - Carpenter, Maintenance | 16.96 |
| 23140 - Carpet Layer | 16.32 |
| 23160 - Electrician, Maintenance | 18.59 |
| 23181 - Electronics Technician Maintenance I | 21.04 |
| 23182 - Electronics Technician Maintenance II | 21.92 |
| 23183 - Electronics Technician Maintenance III | 22.83 |
| 23260 - Fabric Worker | 15.64 |
| 23290 - Fire Alarm System Mechanic | 17.68 |
| 23310 - Fire Extinguisher Repairer | 14.78 |

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| 23311 - Fuel Distribution System Mechanic | 17.68 |
| 23312 - Fuel Distribution System Operator | 16.68 |
| 23370 - General Maintenance Worker | 16.69 |
| 23380 - Ground Support Equipment Mechanic | 17.68 |
| 23381 - Ground Support Equipment Servicer | 15.20 |
| 23382 - Ground Support Equipment Worker | 16.27 |
| 23391 - Gunsmith I | 14.78 |
| 23392 - Gunsmith II | 16.32 |
| 23393 - Gunsmith III | 17.68 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.68 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.47 |
| 23430 - Heavy Equipment Mechanic | 22.26 |
| 23440 - Heavy Equipment Operator | 16.61 |
| 23460 - Instrument Mechanic | 21.32 |
| 23465 - Laboratory/Shelter Mechanic | 16.96 |
| 23470 - Laborer | 9.88 |
| 23510 - Locksmith | 16.96 |
| 23530 - Machinery Maintenance Mechanic | 21.57 |
| 23550 - Machinist, Maintenance | 19.56 |
| 23580 - Maintenance Trades Helper | 13.91 |
| 23591 - Metrology Technician I | 21.32 |
| 23592 - Metrology Technician II | 22.17 |
| 23593 - Metrology Technician III | 23.02 |
| 23640 - Millwright | 17.68 |
| 23710 - Office Appliance Repairer | 16.96 |
| 23760 - Painter, Maintenance | 19.12 |
| 23790 - Pipefitter, Maintenance | 18.45 |
| 23810 - Plumber, Maintenance | 17.55 |
| 23820 - Pneudraulic Systems Mechanic | 17.68 |
| 23850 - Rigger | 17.68 |
| 23870 - Scale Mechanic | 16.32 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.68 |
| 23910 - Small Engine Mechanic | 16.32 |
| 23931 - Telecommunications Mechanic I | 20.90 |
| 23932 - Telecommunications Mechanic II | 21.90 |
| 23950 - Telephone Lineman | 22.99 |
| 23960 - Welder, Combination, Maintenance | 17.68 |
| 23965 - Well Driller | 17.68 |
| 23970 - Woodcraft Worker | 17.68 |
| 23980 - Woodworker | 14.78 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.45 |
| 24580 - Child Care Center Clerk | 14.51 |
| 24610 - Chore Aide | 7.55 |
| 24620 - Family Readiness And Support Services Coordinator | 13.54 |
| 24630 - Homemaker | 16.13 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.71 |
| 25040 - Sewage Plant Operator | 16.96 |
| 25070 - Stationary Engineer | 20.90 |
| 25190 - Ventilation Equipment Tender | 15.20 |
| 25210 - Water Treatment Plant Operator | 16.96 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 11.06 |
| 27007 - Baggage Inspector | 8.49 |
| 27008 - Corrections Officer | 13.72 |
| 27010 - Court Security Officer | 14.23 |
| 27030 - Detection Dog Handler | 11.24 |
| 27040 - Detention Officer | 13.72 |
| 27070 - Firefighter | 14.73 |

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| 27101 - Guard I | 8.49 |
| 27102 - Guard II | 11.24 |
| 27131 - Police Officer I | 15.13 |
| 27132 - Police Officer II | 16.82 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.24 |
| 28042 - Carnival Equipment Repairer | 9.57 |
| 28043 - Carnival Equipment Worker | 7.97 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.03 |
| 28515 - Recreation Specialist | 16.18 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 14.18 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.32 |
| 29020 - Hatch Tender | 16.32 |
| 29030 - Line Handler | 16.32 |
| 29041 - Stevedore I | 15.64 |
| 29042 - Stevedore II | 16.96 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.93 |
| 30022 - Archeological Technician II | 19.11 |
| 30023 - Archeological Technician III | 23.82 |
| 30030 - Cartographic Technician | 23.82 |
| 30040 - Civil Engineering Technician | 23.82 |
| 30061 - Drafter/CAD Operator I | 16.93 |
| 30062 - Drafter/CAD Operator II | 19.38 |
| 30063 - Drafter/CAD Operator III | 21.60 |
| 30064 - Drafter/CAD Operator IV | 24.04 |
| 30081 - Engineering Technician I | 14.49 |
| 30082 - Engineering Technician II | 16.93 |
| 30083 - Engineering Technician III | 19.38 |
| 30084 - Engineering Technician IV | 24.04 |
| 30085 - Engineering Technician V | 29.33 |
| 30086 - Engineering Technician VI | 35.57 |
| 30090 - Environmental Technician | 24.04 |
| 30210 - Laboratory Technician | 21.60 |
| 30240 - Mathematical Technician | 24.04 |
| 30361 - Paralegal/Legal Assistant I | 16.98 |
| 30362 - Paralegal/Legal Assistant II | 19.70 |
| 30363 - Paralegal/Legal Assistant III | 22.96 |
| 30364 - Paralegal/Legal Assistant IV | 27.83 |
| 30390 - Photo-Optics Technician | 24.04 |
| 30461 - Technical Writer I | 24.04 |
| 30462 - Technical Writer II | 29.33 |
| 30463 - Technical Writer III | 35.57 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 21.60 |
| 30621 - Weather Observer, Senior (see 2) | 24.04 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.32 |
| 31030 - Bus Driver | 15.95 |
| 31043 - Driver Courier | 13.55 |

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| 31260 - Parking and Lot Attendant | 10.20 |
| 31290 - Shuttle Bus Driver | 14.39 |
| 31310 - Taxi Driver | 13.01 |
| 31361 - Truckdriver, Light | 14.39 |
| 31362 - Truckdriver, Medium | 15.23 |
| 31363 - Truckdriver, Heavy | 17.49 |
| 31364 - Truckdriver, Tractor-Trailer | 17.49 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.68 |
| 99050 - Desk Clerk | 9.61 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.29 |
| 99252 - Laboratory Animal Caretaker II | 11.86 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 13.23 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.54 |
| 99711 - Recycling Specialist | 16.80 |
| 99730 - Refuse Collector | 14.22 |
| 99810 - Sales Clerk | 10.78 |
| 99820 - School Crossing Guard | 13.20 |
| 99830 - Survey Party Chief | 18.56 |
| 99831 - Surveying Aide | 10.94 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 18.13 |
| 99841 - Vending Machine Repairer | 21.12 |
| 99842 - Vending Machine Repairer Helper | 18.13 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

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

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2132
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Georgia

Area: Georgia Counties of Atkinson, Baker, Ben Hill, Berrien, Brooks, Calhoun, Clinch, Coffee, Colquitt, Cook, Decatur, Dougherty, Echols, Grady, Irwin, Lanier, Lee, Lowndes, Mitchell, Randolph, Sumter, Terrell, Thomas, Tift, Turner, Ware, Worth

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.02 |
| 01012 - Accounting Clerk II | | 13.88 |
| 01013 - Accounting Clerk III | | 19.10 |
| 01020 - Administrative Assistant | | 16.91 |
| 01040 - Court Reporter | | 13.54 |
| 01051 - Data Entry Operator I | | 10.94 |
| 01052 - Data Entry Operator II | | 12.38 |
| 01060 - Dispatcher, Motor Vehicle | | 16.94 |
| 01070 - Document Preparation Clerk | | 11.42 |
| 01090 - Duplicating Machine Operator | | 11.42 |
| 01111 - General Clerk I | | 10.34 |
| 01112 - General Clerk II | | 11.49 |
| 01113 - General Clerk III | | 12.89 |
| 01120 - Housing Referral Assistant | | 15.22 |
| 01141 - Messenger Courier | | 8.86 |
| 01191 - Order Clerk I | | 10.76 |
| 01192 - Order Clerk II | | 14.83 |
| 01261 - Personnel Assistant (Employment) I | | 13.44 |
| 01262 - Personnel Assistant (Employment) II | | 14.62 |
| 01263 - Personnel Assistant (Employment) III | | 16.29 |
| 01270 - Production Control Clerk | | 22.50 |
| 01280 - Receptionist | | 9.81 |
| 01290 - Rental Clerk | | 10.36 |
| 01300 - Scheduler, Maintenance | | 12.20 |
| 01311 - Secretary I | | 12.20 |
| 01312 - Secretary II | | 13.65 |
| 01313 - Secretary III | | 15.22 |
| 01320 - Service Order Dispatcher | | 16.31 |
| 01410 - Supply Technician | | 16.91 |
| 01420 - Survey Worker | | 13.65 |
| 01531 - Travel Clerk I | | 11.29 |
| 01532 - Travel Clerk II | | 12.35 |
| 01533 - Travel Clerk III | | 13.13 |
| 01611 - Word Processor I | | 12.24 |
| 01612 - Word Processor II | | 14.15 |
| 01613 - Word Processor III | | 15.83 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.65 |
| 05010 - Automotive Electrician | | 16.57 |
| 05040 - Automotive Glass Installer | | 15.89 |
| 05070 - Automotive Worker | | 15.89 |
| 05110 - Mobile Equipment Servicer | | 13.94 |
| 05130 - Motor Equipment Metal Mechanic | | 17.27 |
| 05160 - Motor Equipment Metal Worker | | 15.89 |
| 05190 - Motor Vehicle Mechanic | | 17.27 |
| 05220 - Motor Vehicle Mechanic Helper | | 13.81 |
| 05250 - Motor Vehicle Upholstery Worker | | 15.36 |
| 05280 - Motor Vehicle Wrecker | | 15.89 |
| 05310 - Painter, Automotive | | 16.57 |
| 05340 - Radiator Repair Specialist | | 15.89 |
| 05370 - Tire Repairer | | 13.35 |
| 05400 - Transmission Repair Specialist | | 17.27 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 11.85 |
| 07041 - Cook I | | 10.12 |
| 07042 - Cook II | | 11.14 |
| 07070 - Dishwasher | | 7.25 |
| 07130 - Food Service Worker | | 7.93 |
| 07210 - Meat Cutter | | 12.30 |
| 07260 - Waiter/Waitress | | 8.12 |

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| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.96 |
| 09040 - Furniture Handler | 11.92 |
| 09080 - Furniture Refinisher | 16.96 |
| 09090 - Furniture Refinisher Helper | 13.91 |
| 09110 - Furniture Repairer, Minor | 15.64 |
| 09130 - Upholsterer | 16.96 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.01 |
| 11060 - Elevator Operator | 9.01 |
| 11090 - Gardener | 11.54 |
| 11122 - Housekeeping Aide | 9.21 |
| 11150 - Janitor | 9.21 |
| 11210 - Laborer, Grounds Maintenance | 10.37 |
| 11240 - Maid or Houseman | 7.95 |
| 11260 - Pruner | 9.49 |
| 11270 - Tractor Operator | 12.10 |
| 11330 - Trail Maintenance Worker | 10.37 |
| 11360 - Window Cleaner | 10.06 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.72 |
| 12011 - Breath Alcohol Technician | 15.34 |
| 12012 - Certified Occupational Therapist Assistant | 20.16 |
| 12015 - Certified Physical Therapist Assistant | 22.07 |
| 12020 - Dental Assistant | 15.02 |
| 12025 - Dental Hygienist | 24.21 |
| 12030 - EKG Technician | 23.26 |
| 12035 - Electroneurodiagnostic Technologist | 23.26 |
| 12040 - Emergency Medical Technician | 15.72 |
| 12071 - Licensed Practical Nurse I | 13.71 |
| 12072 - Licensed Practical Nurse II | 15.34 |
| 12073 - Licensed Practical Nurse III | 17.11 |
| 12100 - Medical Assistant | 11.55 |
| 12130 - Medical Laboratory Technician | 13.68 |
| 12160 - Medical Record Clerk | 11.24 |
| 12190 - Medical Record Technician | 13.98 |
| 12195 - Medical Transcriptionist | 12.45 |
| 12210 - Nuclear Medicine Technologist | 33.72 |
| 12221 - Nursing Assistant I | 9.44 |
| 12222 - Nursing Assistant II | 10.62 |
| 12223 - Nursing Assistant III | 11.57 |
| 12224 - Nursing Assistant IV | 13.01 |
| 12235 - Optical Dispenser | 15.34 |
| 12236 - Optical Technician | 13.71 |
| 12250 - Pharmacy Technician | 13.05 |
| 12280 - Phlebotomist | 13.01 |
| 12305 - Radiologic Technologist | 22.21 |
| 12311 - Registered Nurse I | 19.63 |
| 12312 - Registered Nurse II | 24.01 |
| 12313 - Registered Nurse II, Specialist | 24.01 |
| 12314 - Registered Nurse III | 29.04 |
| 12315 - Registered Nurse III, Anesthetist | 29.04 |
| 12316 - Registered Nurse IV | 34.81 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.01 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.93 |
| 13012 - Exhibits Specialist II | 21.21 |
| 13013 - Exhibits Specialist III | 27.17 |
| 13041 - Illustrator I | 17.93 |
| 13042 - Illustrator II | 21.21 |
| 13043 - Illustrator III | 27.17 |
| 13047 - Librarian | 24.60 |
| 13050 - Library Aide/Clerk | 12.66 |

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| 13054 - Library Information Technology Systems Administrator | 22.21 |
| 13058 - Library Technician | 16.18 |
| 13061 - Media Specialist I | 15.40 |
| 13062 - Media Specialist II | 17.23 |
| 13063 - Media Specialist III | 19.21 |
| 13071 - Photographer I | 16.03 |
| 13072 - Photographer II | 18.16 |
| 13073 - Photographer III | 22.51 |
| 13074 - Photographer IV | 27.48 |
| 13075 - Photographer V | 33.33 |
| 13110 - Video Teleconference Technician | 16.03 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.24 |
| 14042 - Computer Operator II | 15.93 |
| 14043 - Computer Operator III | 18.65 |
| 14044 - Computer Operator IV | 20.70 |
| 14045 - Computer Operator V | 22.98 |
| 14071 - Computer Programmer I | 18.23 |
| 14072 - Computer Programmer II | 22.64 |
| 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 | 14.24 |
| 14160 - Personal Computer Support Technician | 20.70 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.95 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.40 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.46 |
| 15050 - Computer Based Training Specialist / Instructor | 25.95 |
| 15060 - Educational Technologist | 28.05 |
| 15070 - Flight Instructor (Pilot) | 41.21 |
| 15080 - Graphic Artist | 27.04 |
| 15090 - Technical Instructor | 20.08 |
| 15095 - Technical Instructor/Course Developer | 24.56 |
| 15110 - Test Proctor | 16.20 |
| 15120 - Tutor | 16.20 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.08 |
| 16030 - Counter Attendant | 8.08 |
| 16040 - Dry Cleaner | 9.38 |
| 16070 - Finisher, Flatwork, Machine | 8.08 |
| 16090 - Presser, Hand | 8.08 |
| 16110 - Presser, Machine, Drycleaning | 8.08 |
| 16130 - Presser, Machine, Shirts | 8.08 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.08 |
| 16190 - Sewing Machine Operator | 9.86 |
| 16220 - Tailor | 10.29 |
| 16250 - Washer, Machine | 8.47 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.96 |
| 19040 - Tool And Die Maker | 19.87 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.64 |
| 21030 - Material Coordinator | 22.50 |
| 21040 - Material Expediter | 22.50 |
| 21050 - Material Handling Laborer | 9.88 |
| 21071 - Order Filler | 11.36 |
| 21080 - Production Line Worker (Food Processing) | 13.64 |
| 21110 - Shipping Packer | 15.22 |
| 21130 - Shipping/Receiving Clerk | 15.22 |

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| 21140 - Store Worker I | 12.92 |
| 21150 - Stock Clerk | 16.85 |
| 21210 - Tools And Parts Attendant | 13.64 |
| 21410 - Warehouse Specialist | 13.64 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 18.47 |
| 23021 - Aircraft Mechanic I | 17.68 |
| 23022 - Aircraft Mechanic II | 18.47 |
| 23023 - Aircraft Mechanic III | 19.13 |
| 23040 - Aircraft Mechanic Helper | 13.52 |
| 23050 - Aircraft, Painter | 17.26 |
| 23060 - Aircraft Servicer | 15.20 |
| 23080 - Aircraft Worker | 16.27 |
| 23110 - Appliance Mechanic | 16.96 |
| 23120 - Bicycle Repairer | 14.03 |
| 23125 - Cable Splicer | 23.38 |
| 23130 - Carpenter, Maintenance | 16.96 |
| 23140 - Carpet Layer | 16.32 |
| 23160 - Electrician, Maintenance | 18.59 |
| 23181 - Electronics Technician Maintenance I | 21.04 |
| 23182 - Electronics Technician Maintenance II | 21.92 |
| 23183 - Electronics Technician Maintenance III | 22.83 |
| 23260 - Fabric Worker | 15.64 |
| 23290 - Fire Alarm System Mechanic | 17.68 |
| 23310 - Fire Extinguisher Repairer | 14.78 |
| 23311 - Fuel Distribution System Mechanic | 17.68 |
| 23312 - Fuel Distribution System Operator | 16.68 |
| 23370 - General Maintenance Worker | 16.69 |
| 23380 - Ground Support Equipment Mechanic | 17.68 |
| 23381 - Ground Support Equipment Servicer | 15.20 |
| 23382 - Ground Support Equipment Worker | 16.27 |
| 23391 - Gunsmith I | 14.78 |
| 23392 - Gunsmith II | 16.32 |
| 23393 - Gunsmith III | 17.68 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.68 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.47 |
| 23430 - Heavy Equipment Mechanic | 22.26 |
| 23440 - Heavy Equipment Operator | 16.61 |
| 23460 - Instrument Mechanic | 21.32 |
| 23465 - Laboratory/Shelter Mechanic | 16.96 |
| 23470 - Laborer | 9.88 |
| 23510 - Locksmith | 16.96 |
| 23530 - Machinery Maintenance Mechanic | 21.57 |
| 23550 - Machinist, Maintenance | 19.56 |
| 23580 - Maintenance Trades Helper | 13.91 |
| 23591 - Metrology Technician I | 21.32 |
| 23592 - Metrology Technician II | 22.17 |
| 23593 - Metrology Technician III | 23.02 |
| 23640 - Millwright | 17.68 |
| 23710 - Office Appliance Repairer | 16.96 |
| 23760 - Painter, Maintenance | 19.12 |
| 23790 - Pipefitter, Maintenance | 18.45 |
| 23810 - Plumber, Maintenance | 17.55 |
| 23820 - Pneudraulic Systems Mechanic | 17.68 |
| 23850 - Rigger | 17.68 |
| 23870 - Scale Mechanic | 16.32 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.68 |
| 23910 - Small Engine Mechanic | 16.32 |
| 23931 - Telecommunications Mechanic I | 20.90 |
| 23932 - Telecommunications Mechanic II | 21.90 |
| 23950 - Telephone Lineman | 22.99 |

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| 23960 - Welder, Combination, Maintenance | 17.68 |
| 23965 - Well Driller | 17.68 |
| 23970 - Woodcraft Worker | 17.68 |
| 23980 - Woodworker | 14.78 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.45 |
| 24580 - Child Care Center Clerk | 14.51 |
| 24610 - Chore Aide | 7.55 |
| 24620 - Family Readiness And Support Services Coordinator | 13.54 |
| 24630 - Homemaker | 16.13 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.71 |
| 25040 - Sewage Plant Operator | 16.96 |
| 25070 - Stationary Engineer | 20.90 |
| 25190 - Ventilation Equipment Tender | 15.20 |
| 25210 - Water Treatment Plant Operator | 16.96 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 11.06 |
| 27007 - Baggage Inspector | 8.49 |
| 27008 - Corrections Officer | 13.72 |
| 27010 - Court Security Officer | 14.23 |
| 27030 - Detection Dog Handler | 11.24 |
| 27040 - Detention Officer | 13.72 |
| 27070 - Firefighter | 14.73 |
| 27101 - Guard I | 8.49 |
| 27102 - Guard II | 11.24 |
| 27131 - Police Officer I | 15.13 |
| 27132 - Police Officer II | 16.82 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.24 |
| 28042 - Carnival Equipment Repairer | 9.57 |
| 28043 - Carnival Equipment Worker | 7.97 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.03 |
| 28515 - Recreation Specialist | 16.18 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 14.18 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.32 |
| 29020 - Hatch Tender | 16.32 |
| 29030 - Line Handler | 16.32 |
| 29041 - Stevedore I | 15.64 |
| 29042 - Stevedore II | 16.96 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.93 |
| 30022 - Archeological Technician II | 19.11 |
| 30023 - Archeological Technician III | 23.82 |
| 30030 - Cartographic Technician | 23.82 |
| 30040 - Civil Engineering Technician | 23.82 |
| 30061 - Drafter/CAD Operator I | 16.93 |
| 30062 - Drafter/CAD Operator II | 19.38 |
| 30063 - Drafter/CAD Operator III | 21.60 |
| 30064 - Drafter/CAD Operator IV | 24.04 |
| 30081 - Engineering Technician I | 14.49 |
| 30082 - Engineering Technician II | 16.93 |
| 30083 - Engineering Technician III | 19.38 |
| 30084 - Engineering Technician IV | 24.04 |

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| 30085 - Engineering Technician V | 29.33 |
| 30086 - Engineering Technician VI | 35.57 |
| 30090 - Environmental Technician | 24.04 |
| 30210 - Laboratory Technician | 21.60 |
| 30240 - Mathematical Technician | 24.04 |
| 30361 - Paralegal/Legal Assistant I | 16.98 |
| 30362 - Paralegal/Legal Assistant II | 19.70 |
| 30363 - Paralegal/Legal Assistant III | 22.96 |
| 30364 - Paralegal/Legal Assistant IV | 27.83 |
| 30390 - Photo-Optics Technician | 24.04 |
| 30461 - Technical Writer I | 24.04 |
| 30462 - Technical Writer II | 29.33 |
| 30463 - Technical Writer III | 35.57 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 21.60 |
| 30621 - Weather Observer, Senior | (see 2) 24.04 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.32 |
| 31030 - Bus Driver | 15.95 |
| 31043 - Driver Courier | 13.55 |
| 31260 - Parking and Lot Attendant | 10.20 |
| 31290 - Shuttle Bus Driver | 14.39 |
| 31310 - Taxi Driver | 13.01 |
| 31361 - Truckdriver, Light | 14.39 |
| 31362 - Truckdriver, Medium | 15.23 |
| 31363 - Truckdriver, Heavy | 17.49 |
| 31364 - Truckdriver, Tractor-Trailer | 17.49 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.68 |
| 99050 - Desk Clerk | 9.61 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.29 |
| 99252 - Laboratory Animal Caretaker II | 11.86 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 13.23 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.54 |
| 99711 - Recycling Specialist | 16.80 |
| 99730 - Refuse Collector | 14.22 |
| 99810 - Sales Clerk | 10.78 |
| 99820 - School Crossing Guard | 13.20 |
| 99830 - Survey Party Chief | 18.56 |
| 99831 - Surveying Aide | 10.94 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 18.13 |
| 99841 - Vending Machine Repairer | 21.12 |
| 99842 - Vending Machine Repairer Helper | 18.13 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es)

of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that

determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2133
Revision No.: 13
Date Of Last Revision: 07/25/2014

State: Georgia

Area: Georgia Counties of Banks, Barrow, Bartow, Butts, Carroll, Chattooga, Cherokee, Clarke, Clayton, Cobb, Coweta, Dawson, De Kalb, Douglas, Fannin, Fayette, Floyd, Forsyth, Franklin, Fulton, Gilmer, Gordon, Greene, Gwinnett, Habersham, Hall, Haralson, Henry, Jackson, Lumpkin, Madison, Morgan, Murray, Newton, Oconee, Oglethorpe, Paulding, Pickens, Polk, Rabun, Rockdale, Spalding, Stephens, Towns, Union, Walton, White, Whitfield

****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 | | 15.04 |
| 01013 - Accounting Clerk III | | 17.24 |
| 01020 - Administrative Assistant | | 26.66 |
| 01040 - Court Reporter | | 20.93 |
| 01051 - Data Entry Operator I | | 13.84 |
| 01052 - Data Entry Operator II | | 15.70 |
| 01060 - Dispatcher, Motor Vehicle | | 19.15 |
| 01070 - Document Preparation Clerk | | 13.16 |
| 01090 - Duplicating Machine Operator | | 13.16 |
| 01111 - General Clerk I | | 13.43 |
| 01112 - General Clerk II | | 14.84 |
| 01113 - General Clerk III | | 16.45 |
| 01120 - Housing Referral Assistant | | 21.85 |
| 01141 - Messenger Courier | | 12.60 |
| 01191 - Order Clerk I | | 13.01 |
| 01192 - Order Clerk II | | 14.80 |
| 01261 - Personnel Assistant (Employment) I | | 15.22 |
| 01262 - Personnel Assistant (Employment) II | | 18.55 |
| 01263 - Personnel Assistant (Employment) III | | 20.90 |
| 01270 - Production Control Clerk | | 21.32 |
| 01280 - Receptionist | | 13.41 |
| 01290 - Rental Clerk | | 15.21 |
| 01300 - Scheduler, Maintenance | | 16.13 |
| 01311 - Secretary I | | 16.13 |
| 01312 - Secretary II | | 18.05 |
| 01313 - Secretary III | | 20.13 |
| 01320 - Service Order Dispatcher | | 15.87 |
| 01410 - Supply Technician | | 26.66 |
| 01420 - Survey Worker | | 18.40 |

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| 01531 - Travel Clerk I | 14.22 |
| 01532 - Travel Clerk II | 15.53 |
| 01533 - Travel Clerk III | 16.73 |
| 01611 - Word Processor I | 13.25 |
| 01612 - Word Processor II | 15.21 |
| 01613 - Word Processor III | 18.30 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.36 |
| 05010 - Automotive Electrician | 21.55 |
| 05040 - Automotive Glass Installer | 20.18 |
| 05070 - Automotive Worker | 20.18 |
| 05110 - Mobile Equipment Servicer | 17.47 |
| 05130 - Motor Equipment Metal Mechanic | 23.36 |
| 05160 - Motor Equipment Metal Worker | 20.18 |
| 05190 - Motor Vehicle Mechanic | 23.36 |
| 05220 - Motor Vehicle Mechanic Helper | 17.56 |
| 05250 - Motor Vehicle Upholstery Worker | 19.05 |
| 05280 - Motor Vehicle wrecker | 20.18 |
| 05310 - Painter, Automotive | 21.55 |
| 05340 - Radiator Repair Specialist | 20.18 |
| 05370 - Tire Repairer | 13.80 |
| 05400 - Transmission Repair Specialist | 23.36 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.20 |
| 07041 - Cook I | 11.95 |
| 07042 - Cook II | 13.58 |
| 07070 - Dishwasher | 10.24 |
| 07130 - Food Service Worker | 10.01 |
| 07210 - Meat Cutter | 13.04 |
| 07260 - Waiter/Waitress | 8.82 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.47 |
| 09040 - Furniture Handler | 12.05 |
| 09080 - Furniture Refinisher | 16.23 |
| 09090 - Furniture Refinisher Helper | 12.55 |
| 09110 - Furniture Repairer, Minor | 14.76 |
| 09130 - Upholsterer | 16.23 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.14 |
| 11060 - Elevator Operator | 10.14 |
| 11090 - Gardener | 15.57 |
| 11122 - Housekeeping Aide | 10.89 |
| 11150 - Janitor | 10.89 |
| 11210 - Laborer, Grounds Maintenance | 11.22 |
| 11240 - Maid or Houseman | 9.54 |
| 11260 - Pruner | 13.31 |
| 11270 - Tractor Operator | 14.11 |
| 11330 - Trail Maintenance Worker | 11.22 |
| 11360 - Window Cleaner | 13.54 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.75 |
| 12011 - Breath Alcohol Technician | 19.89 |
| 12012 - Certified Occupational Therapist Assistant | 25.49 |
| 12015 - Certified Physical Therapist Assistant | 23.23 |
| 12020 - Dental Assistant | 17.07 |
| 12025 - Dental Hygienist | 33.43 |
| 12030 - EKG Technician | 22.52 |
| 12035 - Electroneurodiagnostic Technologist | 22.52 |
| 12040 - Emergency Medical Technician | 16.75 |
| 12071 - Licensed Practical Nurse I | 17.72 |
| 12072 - Licensed Practical Nurse II | 19.89 |
| 12073 - Licensed Practical Nurse III | 21.97 |
| 12100 - Medical Assistant | 14.71 |

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| 12130 - Medical Laboratory Technician | 16.93 |
| 12160 - Medical Record Clerk | 15.08 |
| 12190 - Medical Record Technician | 16.53 |
| 12195 - Medical Transcriptionist | 16.01 |
| 12210 - Nuclear Medicine Technologist | 32.29 |
| 12221 - Nursing Assistant I | 10.13 |
| 12222 - Nursing Assistant II | 11.38 |
| 12223 - Nursing Assistant III | 12.42 |
| 12224 - Nursing Assistant IV | 13.47 |
| 12235 - Optical Dispenser | 17.05 |
| 12236 - Optical Technician | 15.13 |
| 12250 - Pharmacy Technician | 14.87 |
| 12280 - Phlebotomist | 13.47 |
| 12305 - Radiologic Technologist | 25.09 |
| 12311 - Registered Nurse I | 24.94 |
| 12312 - Registered Nurse II | 29.25 |
| 12313 - Registered Nurse II, Specialist | 29.25 |
| 12314 - Registered Nurse III | 35.38 |
| 12315 - Registered Nurse III, Anesthetist | 35.38 |
| 12316 - Registered Nurse IV | 42.41 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.09 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.57 |
| 13012 - Exhibits Specialist II | 23.52 |
| 13013 - Exhibits Specialist III | 28.34 |
| 13041 - Illustrator I | 20.89 |
| 13042 - Illustrator II | 23.52 |
| 13043 - Illustrator III | 28.34 |
| 13047 - Librarian | 28.28 |
| 13050 - Library Aide/Clerk | 13.39 |
| 13054 - Library Information Technology Systems Administrator | 25.27 |
| 13058 - Library Technician | 15.42 |
| 13061 - Media Specialist I | 18.42 |
| 13062 - Media Specialist II | 20.62 |
| 13063 - Media Specialist III | 22.98 |
| 13071 - Photographer I | 14.44 |
| 13072 - Photographer II | 15.01 |
| 13073 - Photographer III | 18.59 |
| 13074 - Photographer IV | 22.40 |
| 13075 - Photographer V | 24.90 |
| 13110 - Video Teleconference Technician | 17.50 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.20 |
| 14042 - Computer Operator II | 19.24 |
| 14043 - Computer Operator III | 21.45 |
| 14044 - Computer Operator IV | 23.84 |
| 14045 - Computer Operator V | 26.40 |
| 14071 - Computer Programmer I | (see 1) 25.09 |
| 14072 - Computer Programmer II | (see 1) 25.31 |
| 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 | 17.20 |
| 14160 - Personal Computer Support Technician | 23.84 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.93 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.00 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.95 |
| 15050 - Computer Based Training Specialist / Instructor | 28.93 |
| 15060 - Educational Technologist | 33.91 |

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| 15070 - Flight Instructor (Pilot) | 39.94 |
| 15080 - Graphic Artist | 24.69 |
| 15090 - Technical Instructor | 23.83 |
| 15095 - Technical Instructor/Course Developer | 29.15 |
| 15110 - Test Proctor | 19.24 |
| 15120 - Tutor | 19.24 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.81 |
| 16030 - Counter Attendant | 9.81 |
| 16040 - Dry Cleaner | 12.93 |
| 16070 - Finisher, Flatwork, Machine | 9.81 |
| 16090 - Presser, Hand | 9.81 |
| 16110 - Presser, Machine, Drycleaning | 9.81 |
| 16130 - Presser, Machine, Shirts | 9.81 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.81 |
| 16190 - Sewing Machine Operator | 14.02 |
| 16220 - Tailor | 15.09 |
| 16250 - Washer, Machine | 10.97 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.46 |
| 19040 - Tool And Die Maker | 22.45 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.74 |
| 21030 - Material Coordinator | 19.67 |
| 21040 - Material Expediter | 19.67 |
| 21050 - Material Handling Laborer | 13.01 |
| 21071 - Order Filler | 13.62 |
| 21080 - Production Line Worker (Food Processing) | 14.74 |
| 21110 - Shipping Packer | 13.86 |
| 21130 - Shipping/Receiving Clerk | 14.47 |
| 21140 - Store Worker I | 11.48 |
| 21150 - Stock Clerk | 16.46 |
| 21210 - Tools And Parts Attendant | 14.74 |
| 21410 - Warehouse Specialist | 14.74 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.76 |
| 23021 - Aircraft Mechanic I | 25.12 |
| 23022 - Aircraft Mechanic II | 26.76 |
| 23023 - Aircraft Mechanic III | 28.32 |
| 23040 - Aircraft Mechanic Helper | 17.97 |
| 23050 - Aircraft, Painter | 22.08 |
| 23060 - Aircraft Servicer | 20.63 |
| 23080 - Aircraft Worker | 21.95 |
| 23110 - Appliance Mechanic | 18.74 |
| 23120 - Bicycle Repairer | 12.83 |
| 23125 - Cable Splicer | 21.54 |
| 23130 - Carpenter, Maintenance | 20.20 |
| 23140 - Carpet Layer | 17.91 |
| 23160 - Electrician, Maintenance | 22.60 |
| 23181 - Electronics Technician Maintenance I | 21.00 |
| 23182 - Electronics Technician Maintenance II | 24.64 |
| 23183 - Electronics Technician Maintenance III | 26.34 |
| 23260 - Fabric Worker | 15.61 |
| 23290 - Fire Alarm System Mechanic | 17.94 |
| 23310 - Fire Extinguisher Repairer | 14.43 |
| 23311 - Fuel Distribution System Mechanic | 22.06 |
| 23312 - Fuel Distribution System Operator | 16.26 |
| 23370 - General Maintenance Worker | 17.92 |
| 23380 - Ground Support Equipment Mechanic | 25.12 |
| 23381 - Ground Support Equipment Servicer | 20.63 |
| 23382 - Ground Support Equipment Worker | 21.95 |
| 23391 - Gunsmith I | 18.65 |
| 23392 - Gunsmith II | 20.94 |

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| 23393 - Gunsmith III | 21.98 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.81 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.85 |
| 23430 - Heavy Equipment Mechanic | 21.25 |
| 23440 - Heavy Equipment Operator | 18.92 |
| 23460 - Instrument Mechanic | 23.76 |
| 23465 - Laboratory/Shelter Mechanic | 18.31 |
| 23470 - Laborer | 11.70 |
| 23510 - Locksmith | 15.46 |
| 23530 - Machinery Maintenance Mechanic | 20.58 |
| 23550 - Machinist, Maintenance | 18.32 |
| 23580 - Maintenance Trades Helper | 13.78 |
| 23591 - Metrology Technician I | 22.45 |
| 23592 - Metrology Technician II | 23.91 |
| 23593 - Metrology Technician III | 25.31 |
| 23640 - Millwright | 22.37 |
| 23710 - Office Appliance Repairer | 20.06 |
| 23760 - Painter, Maintenance | 17.36 |
| 23790 - Pipefitter, Maintenance | 21.57 |
| 23810 - Plumber, Maintenance | 20.54 |
| 23820 - Pneudraulic Systems Mechanic | 19.57 |
| 23850 - Rigger | 21.30 |
| 23870 - Scale Mechanic | 17.11 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.19 |
| 23910 - Small Engine Mechanic | 16.93 |
| 23931 - Telecommunications Mechanic I | 26.53 |
| 23932 - Telecommunications Mechanic II | 29.28 |
| 23950 - Telephone Lineman | 20.47 |
| 23960 - Welder, Combination, Maintenance | 16.33 |
| 23965 - Well Driller | 17.53 |
| 23970 - Woodcraft Worker | 19.57 |
| 23980 - Woodworker | 13.76 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.36 |
| 24580 - Child Care Center Clerk | 12.63 |
| 24610 - Chore Aide | 10.93 |
| 24620 - Family Readiness And Support Services Coordinator | 14.03 |
| 24630 - Homemaker | 16.76 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.71 |
| 25040 - Sewage Plant Operator | 17.93 |
| 25070 - Stationary Engineer | 21.71 |
| 25190 - Ventilation Equipment Tender | 13.51 |
| 25210 - Water Treatment Plant Operator | 17.93 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.85 |
| 27007 - Baggage Inspector | 12.47 |
| 27008 - Corrections Officer | 14.99 |
| 27010 - Court Security Officer | 17.55 |
| 27030 - Detection Dog Handler | 16.44 |
| 27040 - Detention Officer | 15.32 |
| 27070 - Firefighter | 17.97 |
| 27101 - Guard I | 12.47 |
| 27102 - Guard II | 16.44 |
| 27131 - Police Officer I | 19.70 |
| 27132 - Police Officer II | 21.89 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.92 |
| 28042 - Carnival Equipment Repairer | 12.69 |
| 28043 - Carnival Equipment Worker | 8.19 |

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| 28210 - Gate Attendant/Gate Tender | 15.26 |
| 28310 - Lifeguard | 11.33 |
| 28350 - Park Attendant (Aide) | 17.08 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.14 |
| 28515 - Recreation Specialist | 13.65 |
| 28630 - Sports Official | 12.93 |
| 28690 - Swimming Pool Operator | 18.99 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.62 |
| 29020 - Hatch Tender | 19.62 |
| 29030 - Line Handler | 19.62 |
| 29041 - Stevedore I | 18.07 |
| 29042 - Stevedore II | 20.99 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.30 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 25.78 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.38 |
| 30021 - Archeological Technician I | 19.76 |
| 30022 - Archeological Technician II | 21.45 |
| 30023 - Archeological Technician III | 27.39 |
| 30030 - Cartographic Technician | 26.56 |
| 30040 - Civil Engineering Technician | 19.26 |
| 30061 - Drafter/CAD Operator I | 19.76 |
| 30062 - Drafter/CAD Operator II | 21.45 |
| 30063 - Drafter/CAD Operator III | 23.91 |
| 30064 - Drafter/CAD Operator IV | 29.42 |
| 30081 - Engineering Technician I | 16.64 |
| 30082 - Engineering Technician II | 20.00 |
| 30083 - Engineering Technician III | 20.90 |
| 30084 - Engineering Technician IV | 26.47 |
| 30085 - Engineering Technician V | 31.68 |
| 30086 - Engineering Technician VI | 37.02 |
| 30090 - Environmental Technician | 22.75 |
| 30210 - Laboratory Technician | 17.80 |
| 30240 - Mathematical Technician | 25.03 |
| 30361 - Paralegal/Legal Assistant I | 19.41 |
| 30362 - Paralegal/Legal Assistant II | 24.05 |
| 30363 - Paralegal/Legal Assistant III | 29.41 |
| 30364 - Paralegal/Legal Assistant IV | 35.56 |
| 30390 - Photo-Optics Technician | 26.56 |
| 30461 - Technical Writer I | 26.07 |
| 30462 - Technical Writer II | 30.07 |
| 30463 - Technical Writer III | 36.37 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 23.76 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 28.74 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.45 |
| 30494 - Unexploded (UXO) Safety Escort | 23.76 |
| 30495 - Unexploded (UXO) Sweep Personnel | 23.76 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 23.91 |
| 30621 - Weather Observer, Senior (see 2) | 27.39 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.49 |
| 31030 - Bus Driver | 17.43 |
| 31043 - Driver Courier | 13.94 |
| 31260 - Parking and Lot Attendant | 9.40 |
| 31290 - Shuttle Bus Driver | 15.38 |
| 31310 - Taxi Driver | 10.70 |
| 31361 - Truckdriver, Light | 15.38 |
| 31362 - Truckdriver, Medium | 16.81 |
| 31363 - Truckdriver, Heavy | 20.87 |
| 31364 - Truckdriver, Tractor-Trailer | 20.87 |
| 99000 - Miscellaneous Occupations | |

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|---|-------|
| 99030 - Cashier | 9.25 |
| 99050 - Desk Clerk | 10.05 |
| 99095 - Embalmer | 26.90 |
| 99251 - Laboratory Animal Caretaker I | 10.03 |
| 99252 - Laboratory Animal Caretaker II | 11.03 |
| 99310 - Mortician | 29.59 |
| 99410 - Pest Controller | 14.59 |
| 99510 - Photofinishing Worker | 16.45 |
| 99710 - Recycling Laborer | 15.00 |
| 99711 - Recycling Specialist | 18.87 |
| 99730 - Refuse Collector | 13.06 |
| 99810 - Sales Clerk | 13.50 |
| 99820 - School Crossing Guard | 13.53 |
| 99830 - Survey Party Chief | 20.64 |
| 99831 - Surveying Aide | 12.11 |
| 99832 - Surveying Technician | 17.05 |
| 99840 - Vending Machine Attendant | 11.69 |
| 99841 - Vending Machine Repairer | 14.27 |
| 99842 - Vending Machine Repairer Helper | 11.69 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 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 4174)

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 ordinance, explosives, and incendiary materials. This

includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2134
Revision No.: 14
Date of Last Revision: 07/25/2014

State: Georgia

Area: Georgia Counties of Banks, Barrow, Bartow, Butts, Carroll, Chattooga, Cherokee, Clarke, Clayton, Cobb, Coweta, Dawson, De Kalb, Douglas, Fannin, Fayette, Floyd, Forsyth, Franklin, Fulton, Gilmer, Gordon, Greene, Gwinnett, Habersham, Hall, Haralson, Henry, Jackson, Lumpkin, Madison, Morgan, Murray, Newton, Oconee, Oglethorpe, Paulding, Pickens, Polk, Rabun, Rockdale, Spalding, Stephens, Towns, Union, Walton, White, Whitfield

****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 | | 15.04 |
| 01013 - Accounting Clerk III | | 17.24 |
| 01020 - Administrative Assistant | | 26.66 |
| 01040 - Court Reporter | | 20.93 |
| 01051 - Data Entry Operator I | | 13.84 |

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| 01052 - Data Entry Operator II | 15.70 |
| 01060 - Dispatcher, Motor Vehicle | 19.15 |
| 01070 - Document Preparation Clerk | 13.16 |
| 01090 - Duplicating Machine Operator | 13.16 |
| 01111 - General Clerk I | 13.43 |
| 01112 - General Clerk II | 14.84 |
| 01113 - General Clerk III | 16.45 |
| 01120 - Housing Referral Assistant | 21.85 |
| 01141 - Messenger Courier | 12.60 |
| 01191 - Order Clerk I | 13.01 |
| 01192 - Order Clerk II | 14.80 |
| 01261 - Personnel Assistant (Employment) I | 15.22 |
| 01262 - Personnel Assistant (Employment) II | 18.55 |
| 01263 - Personnel Assistant (Employment) III | 20.90 |
| 01270 - Production Control Clerk | 21.32 |
| 01280 - Receptionist | 13.41 |
| 01290 - Rental Clerk | 15.21 |
| 01300 - Scheduler, Maintenance | 16.13 |
| 01311 - Secretary I | 16.13 |
| 01312 - Secretary II | 18.05 |
| 01313 - Secretary III | 20.13 |
| 01320 - Service Order Dispatcher | 15.87 |
| 01410 - Supply Technician | 26.66 |
| 01420 - Survey Worker | 18.40 |
| 01531 - Travel Clerk I | 14.22 |
| 01532 - Travel Clerk II | 15.53 |
| 01533 - Travel Clerk III | 16.73 |
| 01611 - Word Processor I | 13.25 |
| 01612 - Word Processor II | 15.21 |
| 01613 - Word Processor III | 18.30 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.36 |
| 05010 - Automotive Electrician | 21.55 |
| 05040 - Automotive Glass Installer | 20.18 |
| 05070 - Automotive Worker | 20.18 |
| 05110 - Mobile Equipment Servicer | 17.47 |
| 05130 - Motor Equipment Metal Mechanic | 23.36 |
| 05160 - Motor Equipment Metal Worker | 20.18 |
| 05190 - Motor Vehicle Mechanic | 23.36 |
| 05220 - Motor Vehicle Mechanic Helper | 17.56 |
| 05250 - Motor Vehicle Upholstery Worker | 19.05 |
| 05280 - Motor Vehicle Wrecker | 20.18 |
| 05310 - Painter, Automotive | 21.55 |
| 05340 - Radiator Repair Specialist | 20.18 |
| 05370 - Tire Repairer | 13.80 |
| 05400 - Transmission Repair Specialist | 23.36 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.20 |
| 07041 - Cook I | 11.95 |
| 07042 - Cook II | 13.58 |
| 07070 - Dishwasher | 10.24 |
| 07130 - Food Service Worker | 10.01 |
| 07210 - Meat Cutter | 13.04 |
| 07260 - Waiter/Waitress | 8.82 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.47 |
| 09040 - Furniture Handler | 12.05 |
| 09080 - Furniture Refinisher | 16.23 |
| 09090 - Furniture Refinisher Helper | 12.55 |
| 09110 - Furniture Repairer, Minor | 14.76 |
| 09130 - Upholsterer | 16.23 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.14 |

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| 11060 - Elevator Operator | 10.14 |
| 11090 - Gardener | 15.57 |
| 11122 - Housekeeping Aide | 10.89 |
| 11150 - Janitor | 10.89 |
| 11210 - Laborer, Grounds Maintenance | 11.22 |
| 11240 - Maid or Houseman | 9.54 |
| 11260 - Pruner | 13.31 |
| 11270 - Tractor Operator | 14.11 |
| 11330 - Trail Maintenance Worker | 11.22 |
| 11360 - Window Cleaner | 13.54 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.75 |
| 12011 - Breath Alcohol Technician | 19.89 |
| 12012 - Certified Occupational Therapist Assistant | 25.49 |
| 12015 - Certified Physical Therapist Assistant | 23.23 |
| 12020 - Dental Assistant | 17.07 |
| 12025 - Dental Hygienist | 33.43 |
| 12030 - EKG Technician | 22.52 |
| 12035 - Electroneurodiagnostic Technologist | 22.52 |
| 12040 - Emergency Medical Technician | 16.75 |
| 12071 - Licensed Practical Nurse I | 17.72 |
| 12072 - Licensed Practical Nurse II | 19.89 |
| 12073 - Licensed Practical Nurse III | 21.97 |
| 12100 - Medical Assistant | 14.71 |
| 12130 - Medical Laboratory Technician | 16.93 |
| 12160 - Medical Record Clerk | 15.08 |
| 12190 - Medical Record Technician | 16.53 |
| 12195 - Medical Transcriptionist | 16.01 |
| 12210 - Nuclear Medicine Technologist | 32.29 |
| 12221 - Nursing Assistant I | 10.13 |
| 12222 - Nursing Assistant II | 11.38 |
| 12223 - Nursing Assistant III | 12.42 |
| 12224 - Nursing Assistant IV | 13.47 |
| 12235 - Optical Dispenser | 17.05 |
| 12236 - Optical Technician | 15.13 |
| 12250 - Pharmacy Technician | 14.87 |
| 12280 - Phlebotomist | 13.47 |
| 12305 - Radiologic Technologist | 25.09 |
| 12311 - Registered Nurse I | 24.94 |
| 12312 - Registered Nurse II | 29.25 |
| 12313 - Registered Nurse II, Specialist | 29.25 |
| 12314 - Registered Nurse III | 35.38 |
| 12315 - Registered Nurse III, Anesthetist | 35.38 |
| 12316 - Registered Nurse IV | 42.41 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.09 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.57 |
| 13012 - Exhibits Specialist II | 23.52 |
| 13013 - Exhibits Specialist III | 28.34 |
| 13041 - Illustrator I | 20.89 |
| 13042 - Illustrator II | 23.52 |
| 13043 - Illustrator III | 28.34 |
| 13047 - Librarian | 28.28 |
| 13050 - Library Aide/Clerk | 13.39 |
| 13054 - Library Information Technology Systems Administrator | 25.27 |
| 13058 - Library Technician | 15.42 |
| 13061 - Media Specialist I | 18.42 |
| 13062 - Media Specialist II | 20.62 |
| 13063 - Media Specialist III | 22.98 |
| 13071 - Photographer I | 14.44 |
| 13072 - Photographer II | 15.01 |
| 13073 - Photographer III | 18.59 |

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| 13074 - Photographer IV | 22.40 |
| 13075 - Photographer V | 24.90 |
| 13110 - Video Teleconference Technician | 17.50 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.20 |
| 14042 - Computer Operator II | 19.24 |
| 14043 - Computer Operator III | 21.45 |
| 14044 - Computer Operator IV | 23.84 |
| 14045 - Computer Operator V | 26.40 |
| 14071 - Computer Programmer I (see 1) | 25.09 |
| 14072 - Computer Programmer II (see 1) | 25.31 |
| 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 | 17.20 |
| 14160 - Personal Computer Support Technician | 23.84 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.93 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.00 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.95 |
| 15050 - Computer Based Training Specialist / Instructor | 28.93 |
| 15060 - Educational Technologist | 33.91 |
| 15070 - Flight Instructor (Pilot) | 39.94 |
| 15080 - Graphic Artist | 24.69 |
| 15090 - Technical Instructor | 23.83 |
| 15095 - Technical Instructor/Course Developer | 29.15 |
| 15110 - Test Proctor | 19.24 |
| 15120 - Tutor | 19.24 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.81 |
| 16030 - Counter Attendant | 9.81 |
| 16040 - Dry Cleaner | 12.93 |
| 16070 - Finisher, Flatwork, Machine | 9.81 |
| 16090 - Presser, Hand | 9.81 |
| 16110 - Presser, Machine, Drycleaning | 9.81 |
| 16130 - Presser, Machine, Shirts | 9.81 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.81 |
| 16190 - Sewing Machine Operator | 14.02 |
| 16220 - Tailor | 15.09 |
| 16250 - Washer, Machine | 10.97 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.46 |
| 19040 - Tool And Die Maker | 22.45 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.74 |
| 21030 - Material Coordinator | 19.67 |
| 21040 - Material Expediter | 19.67 |
| 21050 - Material Handling Laborer | 13.01 |
| 21071 - Order Filler | 13.62 |
| 21080 - Production Line Worker (Food Processing) | 14.74 |
| 21110 - Shipping Packer | 13.86 |
| 21130 - Shipping/Receiving Clerk | 14.47 |
| 21140 - Store Worker I | 11.48 |
| 21150 - Stock Clerk | 16.46 |
| 21210 - Tools And Parts Attendant | 14.74 |
| 21410 - Warehouse Specialist | 14.74 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.76 |
| 23021 - Aircraft Mechanic I | 25.12 |
| 23022 - Aircraft Mechanic II | 26.76 |
| 23023 - Aircraft Mechanic III | 28.32 |

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| 23040 - Aircraft Mechanic Helper | 17.97 |
| 23050 - Aircraft, Painter | 22.08 |
| 23060 - Aircraft Servicer | 20.63 |
| 23080 - Aircraft Worker | 21.95 |
| 23110 - Appliance Mechanic | 18.74 |
| 23120 - Bicycle Repairer | 12.83 |
| 23125 - Cable Splicer | 21.54 |
| 23130 - Carpenter, Maintenance | 20.20 |
| 23140 - Carpet Layer | 17.91 |
| 23160 - Electrician, Maintenance | 22.60 |
| 23181 - Electronics Technician Maintenance I | 21.00 |
| 23182 - Electronics Technician Maintenance II | 24.64 |
| 23183 - Electronics Technician Maintenance III | 26.34 |
| 23260 - Fabric Worker | 15.61 |
| 23290 - Fire Alarm System Mechanic | 17.94 |
| 23310 - Fire Extinguisher Repairer | 14.43 |
| 23311 - Fuel Distribution System Mechanic | 22.06 |
| 23312 - Fuel Distribution System Operator | 16.26 |
| 23370 - General Maintenance Worker | 17.92 |
| 23380 - Ground Support Equipment Mechanic | 25.12 |
| 23381 - Ground Support Equipment Servicer | 20.63 |
| 23382 - Ground Support Equipment Worker | 21.95 |
| 23391 - Gunsmith I | 18.65 |
| 23392 - Gunsmith II | 20.94 |
| 23393 - Gunsmith III | 21.98 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.81 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.85 |
| 23430 - Heavy Equipment Mechanic | 21.25 |
| 23440 - Heavy Equipment Operator | 18.92 |
| 23460 - Instrument Mechanic | 23.76 |
| 23465 - Laboratory/Shelter Mechanic | 18.31 |
| 23470 - Laborer | 11.70 |
| 23510 - Locksmith | 15.46 |
| 23530 - Machinery Maintenance Mechanic | 20.58 |
| 23550 - Machinist, Maintenance | 18.32 |
| 23580 - Maintenance Trades Helper | 13.78 |
| 23591 - Metrology Technician I | 22.45 |
| 23592 - Metrology Technician II | 23.91 |
| 23593 - Metrology Technician III | 25.31 |
| 23640 - Millwright | 22.37 |
| 23710 - Office Appliance Repairer | 20.06 |
| 23760 - Painter, Maintenance | 17.36 |
| 23790 - Pipefitter, Maintenance | 21.57 |
| 23810 - Plumber, Maintenance | 20.54 |
| 23820 - Pneudraulic Systems Mechanic | 19.57 |
| 23850 - Rigger | 21.30 |
| 23870 - Scale Mechanic | 17.11 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.19 |
| 23910 - Small Engine Mechanic | 16.93 |
| 23931 - Telecommunications Mechanic I | 26.53 |
| 23932 - Telecommunications Mechanic II | 29.28 |
| 23950 - Telephone Lineman | 20.47 |
| 23960 - Welder, Combination, Maintenance | 16.33 |
| 23965 - Well Driller | 17.53 |
| 23970 - Woodcraft Worker | 19.57 |
| 23980 - Woodworker | 13.76 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.36 |
| 24580 - Child Care Center Clerk | 12.63 |
| 24610 - Chore Aide | 10.93 |
| 24620 - Family Readiness And Support Services | 14.03 |

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| Coordinator | |
| 24630 - Homemaker | 16.76 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.71 |
| 25040 - Sewage Plant Operator | 17.93 |
| 25070 - Stationary Engineer | 21.71 |
| 25190 - Ventilation Equipment Tender | 13.51 |
| 25210 - Water Treatment Plant Operator | 17.93 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.85 |
| 27007 - Baggage Inspector | 12.47 |
| 27008 - Corrections Officer | 14.99 |
| 27010 - Court Security Officer | 17.55 |
| 27030 - Detection Dog Handler | 16.44 |
| 27040 - Detention Officer | 15.32 |
| 27070 - Firefighter | 17.97 |
| 27101 - Guard I | 12.47 |
| 27102 - Guard II | 16.44 |
| 27131 - Police Officer I | 19.70 |
| 27132 - Police Officer II | 21.89 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.92 |
| 28042 - Carnival Equipment Repairer | 12.69 |
| 28043 - Carnival Equipment Worker | 8.19 |
| 28210 - Gate Attendant/Gate Tender | 15.26 |
| 28310 - Lifeguard | 11.33 |
| 28350 - Park Attendant (Aide) | 17.08 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.14 |
| 28515 - Recreation Specialist | 13.65 |
| 28630 - Sports Official | 12.93 |
| 28690 - Swimming Pool Operator | 18.99 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.62 |
| 29020 - Hatch Tender | 19.62 |
| 29030 - Line Handler | 19.62 |
| 29041 - Stevedore I | 18.07 |
| 29042 - Stevedore II | 20.99 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.30 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 25.78 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.38 |
| 30021 - Archeological Technician I | 19.76 |
| 30022 - Archeological Technician II | 21.45 |
| 30023 - Archeological Technician III | 27.39 |
| 30030 - Cartographic Technician | 26.56 |
| 30040 - Civil Engineering Technician | 19.26 |
| 30061 - Drafter/CAD Operator I | 19.76 |
| 30062 - Drafter/CAD Operator II | 21.45 |
| 30063 - Drafter/CAD Operator III | 23.91 |
| 30064 - Drafter/CAD Operator IV | 29.42 |
| 30081 - Engineering Technician I | 16.64 |
| 30082 - Engineering Technician II | 20.00 |
| 30083 - Engineering Technician III | 20.90 |
| 30084 - Engineering Technician IV | 26.47 |
| 30085 - Engineering Technician V | 31.68 |
| 30086 - Engineering Technician VI | 37.02 |
| 30090 - Environmental Technician | 22.75 |
| 30210 - Laboratory Technician | 17.80 |
| 30240 - Mathematical Technician | 25.03 |
| 30361 - Paralegal/Legal Assistant I | 19.41 |
| 30362 - Paralegal/Legal Assistant II | 24.05 |
| 30363 - Paralegal/Legal Assistant III | 29.41 |
| 30364 - Paralegal/Legal Assistant IV | 35.56 |

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| 30390 - Photo-Optics Technician | 26.56 |
| 30461 - Technical Writer I | 26.07 |
| 30462 - Technical Writer II | 30.07 |
| 30463 - Technical Writer III | 36.37 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 23.76 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 28.74 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.45 |
| 30494 - Unexploded (UXO) Safety Escort | 23.76 |
| 30495 - Unexploded (UXO) Sweep Personnel | 23.76 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 23.91 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 27.39 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.49 |
| 31030 - Bus Driver | 17.43 |
| 31043 - Driver Courier | 13.94 |
| 31260 - Parking and Lot Attendant | 9.40 |
| 31290 - Shuttle Bus Driver | 15.38 |
| 31310 - Taxi Driver | 10.70 |
| 31361 - Truckdriver, Light | 15.38 |
| 31362 - Truckdriver, Medium | 16.81 |
| 31363 - Truckdriver, Heavy | 20.87 |
| 31364 - Truckdriver, Tractor-Trailer | 20.87 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.25 |
| 99050 - Desk Clerk | 10.05 |
| 99095 - Embalmer | 26.90 |
| 99251 - Laboratory Animal Caretaker I | 10.03 |
| 99252 - Laboratory Animal Caretaker II | 11.03 |
| 99310 - Mortician | 29.59 |
| 99410 - Pest Controller | 14.59 |
| 99510 - Photofinishing worker | 16.45 |
| 99710 - Recycling Laborer | 15.00 |
| 99711 - Recycling Specialist | 18.87 |
| 99730 - Refuse Collector | 13.06 |
| 99810 - Sales Clerk | 13.50 |
| 99820 - School Crossing Guard | 13.53 |
| 99830 - Survey Party Chief | 20.64 |
| 99831 - Surveying Aide | 12.11 |
| 99832 - Surveying Technician | 17.05 |
| 99840 - Vending Machine Attendant | 11.69 |
| 99841 - Vending Machine Repairer | 14.27 |
| 99842 - Vending Machine Repairer Helper | 11.69 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

| | | |
|--------------------|---------------------|-----------------------------------|
| | | WDS_Revision_Received_10.9.2014 |
| Diane C. Koplewski | Division of | Wage Determination No.: 2005-2135 |
| Director | Wage Determinations | Revision No.: 15 |
| | | Date Of Last Revision: 07/25/2014 |

States: Georgia, South Carolina

Area: Georgia Counties of Burke, Columbia, Elbert, Emanuel, Glascock, Hart, Jefferson, Jenkins, Lincoln, McDuffie, Richmond, Taliaferro, Warren, Wilkes

South Carolina Counties of Aiken, Allendale, Bamberg, Barnwell, Edgefield, McCormick

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.16 |
| 01012 - Accounting Clerk II | | 15.89 |
| 01013 - Accounting Clerk III | | 17.78 |
| 01020 - Administrative Assistant | | 21.25 |
| 01040 - Court Reporter | | 17.11 |
| 01051 - Data Entry Operator I | | 12.03 |
| 01052 - Data Entry Operator II | | 13.13 |
| 01060 - Dispatcher, Motor Vehicle | | 16.85 |
| 01070 - Document Preparation Clerk | | 12.73 |
| 01090 - Duplicating Machine Operator | | 12.73 |
| 01111 - General Clerk I | | 13.39 |
| 01112 - General Clerk II | | 14.49 |
| 01113 - General Clerk III | | 16.21 |
| 01120 - Housing Referral Assistant | | 19.59 |
| 01141 - Messenger Courier | | 10.15 |
| 01191 - Order Clerk I | | 11.74 |
| 01192 - Order Clerk II | | 14.18 |
| 01261 - Personnel Assistant (Employment) I | | 14.83 |
| 01262 - Personnel Assistant (Employment) II | | 16.72 |
| 01263 - Personnel Assistant (Employment) III | | 18.93 |
| 01270 - Production Control Clerk | | 24.21 |
| 01280 - Receptionist | | 11.77 |
| 01290 - Rental Clerk | | 14.10 |
| 01300 - Scheduler, Maintenance | | 15.33 |
| 01311 - Secretary I | | 15.21 |
| 01312 - Secretary II | | 17.11 |
| 01313 - Secretary III | | 19.44 |
| 01320 - Service Order Dispatcher | | 13.82 |
| 01410 - Supply Technician | | 21.25 |
| 01420 - Survey Worker | | 15.35 |
| 01531 - Travel Clerk I | | 11.93 |
| 01532 - Travel Clerk II | | 13.17 |
| 01533 - Travel Clerk III | | 14.20 |
| 01611 - Word Processor I | | 13.01 |
| 01612 - Word Processor II | | 14.79 |
| 01613 - Word Processor III | | 17.17 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.42 |
| 05010 - Automotive Electrician | | 18.01 |
| 05040 - Automotive Glass Installer | | 16.38 |
| 05070 - Automotive Worker | | 17.03 |
| 05110 - Mobile Equipment Servicer | | 14.26 |
| 05130 - Motor Equipment Metal Mechanic | | 19.16 |

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| 05160 - Motor Equipment Metal Worker | 17.03 |
| 05190 - Motor Vehicle Mechanic | 18.42 |
| 05220 - Motor Vehicle Mechanic Helper | 13.98 |
| 05250 - Motor Vehicle Upholstery Worker | 15.90 |
| 05280 - Motor Vehicle Wrecker | 17.03 |
| 05310 - Painter, Automotive | 17.32 |
| 05340 - Radiator Repair Specialist | 17.03 |
| 05370 - Tire Repairer | 11.29 |
| 05400 - Transmission Repair Specialist | 19.16 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.13 |
| 07041 - Cook I | 10.30 |
| 07042 - Cook II | 11.88 |
| 07070 - Dishwasher | 7.25 |
| 07130 - Food Service Worker | 8.54 |
| 07210 - Meat Cutter | 14.10 |
| 07260 - Waiter/Waitress | 9.04 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.84 |
| 09040 - Furniture Handler | 12.10 |
| 09080 - Furniture Refinisher | 17.84 |
| 09090 - Furniture Refinisher Helper | 13.88 |
| 09110 - Furniture Repairer, Minor | 15.74 |
| 09130 - Upholsterer | 16.91 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.04 |
| 11060 - Elevator Operator | 9.04 |
| 11090 - Gardener | 12.13 |
| 11122 - Housekeeping Aide | 9.13 |
| 11150 - Janitor | 9.13 |
| 11210 - Laborer, Grounds Maintenance | 9.57 |
| 11240 - Maid or Houseman | 7.56 |
| 11260 - Pruner | 8.56 |
| 11270 - Tractor Operator | 11.45 |
| 11330 - Trail Maintenance Worker | 9.57 |
| 11360 - Window Cleaner | 10.21 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.46 |
| 12011 - Breath Alcohol Technician | 14.74 |
| 12012 - Certified Occupational Therapist Assistant | 19.56 |
| 12015 - Certified Physical Therapist Assistant | 22.65 |
| 12020 - Dental Assistant | 13.79 |
| 12025 - Dental Hygienist | 26.58 |
| 12030 - EKG Technician | 23.63 |
| 12035 - Electroneurodiagnostic Technologist | 23.63 |
| 12040 - Emergency Medical Technician | 14.46 |
| 12071 - Licensed Practical Nurse I | 13.26 |
| 12072 - Licensed Practical Nurse II | 14.83 |
| 12073 - Licensed Practical Nurse III | 16.54 |
| 12100 - Medical Assistant | 13.07 |
| 12130 - Medical Laboratory Technician | 16.47 |
| 12160 - Medical Record Clerk | 14.11 |
| 12190 - Medical Record Technician | 15.78 |
| 12195 - Medical Transcriptionist | 14.72 |
| 12210 - Nuclear Medicine Technologist | 34.15 |
| 12221 - Nursing Assistant I | 8.68 |
| 12222 - Nursing Assistant II | 9.55 |
| 12223 - Nursing Assistant III | 10.65 |
| 12224 - Nursing Assistant IV | 11.95 |
| 12235 - Optical Dispenser | 14.73 |
| 12236 - Optical Technician | 11.22 |
| 12250 - Pharmacy Technician | 14.38 |
| 12280 - Phlebotomist | 11.96 |

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| 12305 - Radiologic Technologist | 22.55 |
| 12311 - Registered Nurse I | 25.86 |
| 12312 - Registered Nurse II | 29.44 |
| 12313 - Registered Nurse II, Specialist | 29.44 |
| 12314 - Registered Nurse III | 35.62 |
| 12315 - Registered Nurse III, Anesthetist | 35.62 |
| 12316 - Registered Nurse IV | 42.69 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.01 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.51 |
| 13012 - Exhibits Specialist II | 24.18 |
| 13013 - Exhibits Specialist III | 29.58 |
| 13041 - Illustrator I | 19.03 |
| 13042 - Illustrator II | 23.59 |
| 13043 - Illustrator III | 28.85 |
| 13047 - Librarian | 26.77 |
| 13050 - Library Aide/Clerk | 10.10 |
| 13054 - Library Information Technology Systems Administrator | 24.18 |
| 13058 - Library Technician | 14.82 |
| 13061 - Media Specialist I | 17.44 |
| 13062 - Media Specialist II | 19.51 |
| 13063 - Media Specialist III | 21.76 |
| 13071 - Photographer I | 14.94 |
| 13072 - Photographer II | 16.73 |
| 13073 - Photographer III | 20.74 |
| 13074 - Photographer IV | 25.38 |
| 13075 - Photographer V | 30.61 |
| 13110 - Video Teleconference Technician | 18.84 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.41 |
| 14042 - Computer Operator II | 16.20 |
| 14043 - Computer Operator III | 19.95 |
| 14044 - Computer Operator IV | 20.79 |
| 14045 - Computer Operator V | 24.54 |
| 14071 - Computer Programmer I | (see 1) 24.88 |
| 14072 - Computer Programmer II | (see 1) 27.62 |
| 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 | 13.41 |
| 14160 - Personal Computer Support Technician | 20.79 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.76 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.00 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 43.15 |
| 15050 - Computer Based Training Specialist / Instructor | 29.76 |
| 15060 - Educational Technologist | 28.58 |
| 15070 - Flight Instructor (Pilot) | 43.15 |
| 15080 - Graphic Artist | 22.19 |
| 15090 - Technical Instructor | 22.12 |
| 15095 - Technical Instructor/Course Developer | 27.38 |
| 15110 - Test Proctor | 18.04 |
| 15120 - Tutor | 17.93 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.52 |
| 16030 - Counter Attendant | 8.52 |
| 16040 - Dry Cleaner | 10.29 |
| 16070 - Finisher, Flatwork, Machine | 8.52 |
| 16090 - Presser, Hand | 8.52 |
| 16110 - Presser, Machine, Drycleaning | 8.52 |

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| 16130 - Presser, Machine, Shirts | 8.52 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.52 |
| 16190 - Sewing Machine Operator | 10.87 |
| 16220 - Tailor | 11.48 |
| 16250 - Washer, Machine | 9.11 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.03 |
| 19040 - Tool And Die Maker | 20.94 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.58 |
| 21030 - Material Coordinator | 24.15 |
| 21040 - Material Expediter | 24.15 |
| 21050 - Material Handling Laborer | 10.77 |
| 21071 - Order Filler | 11.54 |
| 21080 - Production Line Worker (Food Processing) | 17.58 |
| 21110 - Shipping Packer | 13.22 |
| 21130 - Shipping/Receiving Clerk | 13.22 |
| 21140 - Store Worker I | 10.39 |
| 21150 - Stock Clerk | 14.56 |
| 21210 - Tools And Parts Attendant | 17.58 |
| 21410 - Warehouse Specialist | 17.58 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.41 |
| 23021 - Aircraft Mechanic I | 20.27 |
| 23022 - Aircraft Mechanic II | 21.41 |
| 23023 - Aircraft Mechanic III | 22.54 |
| 23040 - Aircraft Mechanic Helper | 14.65 |
| 23050 - Aircraft, Painter | 19.05 |
| 23060 - Aircraft Servicer | 16.89 |
| 23080 - Aircraft Worker | 17.72 |
| 23110 - Appliance Mechanic | 16.91 |
| 23120 - Bicycle Repairer | 11.29 |
| 23125 - Cable Splicer | 24.80 |
| 23130 - Carpenter, Maintenance | 17.68 |
| 23140 - Carpet Layer | 15.52 |
| 23160 - Electrician, Maintenance | 19.61 |
| 23181 - Electronics Technician Maintenance I | 17.56 |
| 23182 - Electronics Technician Maintenance II | 20.93 |
| 23183 - Electronics Technician Maintenance III | 22.27 |
| 23260 - Fabric Worker | 14.91 |
| 23290 - Fire Alarm System Mechanic | 18.00 |
| 23310 - Fire Extinguisher Repairer | 13.81 |
| 23311 - Fuel Distribution System Mechanic | 18.33 |
| 23312 - Fuel Distribution System Operator | 14.29 |
| 23370 - General Maintenance Worker | 19.25 |
| 23380 - Ground Support Equipment Mechanic | 20.27 |
| 23381 - Ground Support Equipment Servicer | 16.89 |
| 23382 - Ground Support Equipment Worker | 17.72 |
| 23391 - Gunsmith I | 13.81 |
| 23392 - Gunsmith II | 15.93 |
| 23393 - Gunsmith III | 18.63 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.00 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.07 |
| 23430 - Heavy Equipment Mechanic | 20.78 |
| 23440 - Heavy Equipment Operator | 17.76 |
| 23460 - Instrument Mechanic | 21.80 |
| 23465 - Laboratory/Shelter Mechanic | 17.49 |
| 23470 - Laborer | 10.77 |
| 23510 - Locksmith | 16.91 |
| 23530 - Machinery Maintenance Mechanic | 22.52 |
| 23550 - Machinist, Maintenance | 18.94 |

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|---|-------|
| 23580 - Maintenance Trades Helper | 15.16 |
| 23591 - Metrology Technician I | 21.80 |
| 23592 - Metrology Technician II | 23.08 |
| 23593 - Metrology Technician III | 24.31 |
| 23640 - Millwright | 20.16 |
| 23710 - Office Appliance Repairer | 17.81 |
| 23760 - Painter, Maintenance | 16.37 |
| 23790 - Pipefitter, Maintenance | 18.23 |
| 23810 - Plumber, Maintenance | 17.24 |
| 23820 - Pneudraulic Systems Mechanic | 18.00 |
| 23850 - Rigger | 18.00 |
| 23870 - Scale Mechanic | 15.93 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.53 |
| 23910 - Small Engine Mechanic | 15.52 |
| 23931 - Telecommunications Mechanic I | 23.54 |
| 23932 - Telecommunications Mechanic II | 24.96 |
| 23950 - Telephone Lineman | 17.41 |
| 23960 - Welder, Combination, Maintenance | 18.00 |
| 23965 - Well Driller | 18.00 |
| 23970 - Woodcraft Worker | 18.00 |
| 23980 - Woodworker | 15.20 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.00 |
| 24580 - Child Care Center Clerk | 14.04 |
| 24610 - Chore Aide | 9.42 |
| 24620 - Family Readiness And Support Services Coordinator | 12.93 |
| 24630 - Homemaker | 15.32 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.58 |
| 25040 - Sewage Plant Operator | 18.55 |
| 25070 - Stationary Engineer | 23.58 |
| 25190 - Ventilation Equipment Tender | 16.66 |
| 25210 - Water Treatment Plant Operator | 18.55 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.45 |
| 27007 - Baggage Inspector | 13.19 |
| 27008 - Corrections Officer | 15.55 |
| 27010 - Court Security Officer | 16.71 |
| 27030 - Detection Dog Handler | 14.75 |
| 27040 - Detention Officer | 15.55 |
| 27070 - Firefighter | 17.27 |
| 27101 - Guard I | 13.19 |
| 27102 - Guard II | 14.75 |
| 27131 - Police Officer I | 17.14 |
| 27132 - Police Officer II | 18.98 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.16 |
| 28042 - Carnival Equipment Repairer | 11.99 |
| 28043 - Carnival Equipment Worker | 8.57 |
| 28210 - Gate Attendant/Gate Tender | 14.30 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 16.00 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.68 |
| 28515 - Recreation Specialist | 17.62 |
| 28630 - Sports Official | 12.75 |
| 28690 - Swimming Pool Operator | 17.62 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.18 |
| 29020 - Hatch Tender | 22.18 |
| 29030 - Line Handler | 22.18 |
| 29041 - Stevedore I | 21.49 |
| 29042 - Stevedore II | 24.37 |

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| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 20.28 |
| 30022 - Archeological Technician II | 22.69 |
| 30023 - Archeological Technician III | 28.11 |
| 30030 - Cartographic Technician | 27.87 |
| 30040 - Civil Engineering Technician | 24.43 |
| 30061 - Drafter/CAD Operator I | 20.28 |
| 30062 - Drafter/CAD Operator II | 22.69 |
| 30063 - Drafter/CAD Operator III | 25.28 |
| 30064 - Drafter/CAD Operator IV | 29.85 |
| 30081 - Engineering Technician I | 17.77 |
| 30082 - Engineering Technician II | 20.10 |
| 30083 - Engineering Technician III | 22.53 |
| 30084 - Engineering Technician IV | 27.93 |
| 30085 - Engineering Technician V | 32.62 |
| 30086 - Engineering Technician VI | 37.46 |
| 30090 - Environmental Technician | 27.76 |
| 30210 - Laboratory Technician | 23.96 |
| 30240 - Mathematical Technician | 27.76 |
| 30361 - Paralegal/Legal Assistant I | 15.07 |
| 30362 - Paralegal/Legal Assistant II | 21.76 |
| 30363 - Paralegal/Legal Assistant III | 26.62 |
| 30364 - Paralegal/Legal Assistant IV | 32.19 |
| 30390 - Photo-Optics Technician | 27.76 |
| 30461 - Technical Writer I | 25.63 |
| 30462 - Technical Writer II | 31.34 |
| 30463 - Technical Writer III | 37.91 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 23.71 |
| 30621 - Weather Observer, Senior (see 2) | 26.00 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.40 |
| 31030 - Bus Driver | 13.64 |
| 31043 - Driver Courier | 13.74 |
| 31260 - Parking and Lot Attendant | 9.90 |
| 31290 - Shuttle Bus Driver | 14.10 |
| 31310 - Taxi Driver | 10.19 |
| 31361 - Truckdriver, Light | 14.10 |
| 31362 - Truckdriver, Medium | 15.22 |
| 31363 - Truckdriver, Heavy | 16.28 |
| 31364 - Truckdriver, Tractor-Trailer | 16.28 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.05 |
| 99050 - Desk Clerk | 10.00 |
| 99095 - Embalmer | 21.73 |
| 99251 - Laboratory Animal Caretaker I | 9.28 |
| 99252 - Laboratory Animal Caretaker II | 10.08 |
| 99310 - Mortician | 26.29 |
| 99410 - Pest Controller | 13.56 |
| 99510 - Photofinishing Worker | 12.34 |
| 99710 - Recycling Laborer | 13.96 |
| 99711 - Recycling Specialist | 16.94 |
| 99730 - Refuse Collector | 11.96 |
| 99810 - Sales Clerk | 10.45 |
| 99820 - School Crossing Guard | 11.07 |

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|---|-------|
| 99830 - Survey Party Chief | 20.77 |
| 99831 - Surveying Aide | 13.52 |
| 99832 - Surveying Technician | 18.47 |
| 99840 - Vending Machine Attendant | 14.31 |
| 99841 - Vending Machine Repairer | 17.62 |
| 99842 - Vending Machine Repairer Helper | 14.31 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 conformance 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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2136
Revision No.: 18
Date Of Last Revision: 07/25/2014

States: Georgia, South Carolina

Area: Georgia Counties of Burke, Columbia, Elbert, Emanuel, Glascock, Hart, Jefferson, Jenkins, Lincoln, McDuffie, Richmond, Taliaferro, Warren, Wilkes

South Carolina Counties of Aiken, Allendale, Bamberg, Barnwell, Edgefield, McCormick

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.16 |
| 01012 - Accounting Clerk II | | 15.89 |
| 01013 - Accounting Clerk III | | 17.78 |
| 01020 - Administrative Assistant | | 21.25 |
| 01040 - Court Reporter | | 17.11 |
| 01051 - Data Entry Operator I | | 12.03 |
| 01052 - Data Entry Operator II | | 13.13 |
| 01060 - Dispatcher, Motor Vehicle | | 16.85 |
| 01070 - Document Preparation Clerk | | 12.73 |
| 01090 - Duplicating Machine Operator | | 12.73 |
| 01111 - General Clerk I | | 13.39 |
| 01112 - General Clerk II | | 14.49 |
| 01113 - General Clerk III | | 16.21 |
| 01120 - Housing Referral Assistant | | 19.59 |
| 01141 - Messenger Courier | | 10.15 |
| 01191 - Order Clerk I | | 11.74 |
| 01192 - Order Clerk II | | 14.18 |
| 01261 - Personnel Assistant (Employment) I | | 14.83 |

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| 01262 - Personnel Assistant (Employment) II | 16.72 |
| 01263 - Personnel Assistant (Employment) III | 18.93 |
| 01270 - Production Control Clerk | 24.21 |
| 01280 - Receptionist | 11.77 |
| 01290 - Rental Clerk | 14.10 |
| 01300 - Scheduler, Maintenance | 15.33 |
| 01311 - Secretary I | 15.21 |
| 01312 - Secretary II | 17.11 |
| 01313 - Secretary III | 19.44 |
| 01320 - Service Order Dispatcher | 13.82 |
| 01410 - Supply Technician | 21.25 |
| 01420 - Survey Worker | 15.35 |
| 01531 - Travel Clerk I | 11.93 |
| 01532 - Travel Clerk II | 13.17 |
| 01533 - Travel Clerk III | 14.20 |
| 01611 - Word Processor I | 13.01 |
| 01612 - Word Processor II | 14.79 |
| 01613 - Word Processor III | 17.17 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.42 |
| 05010 - Automotive Electrician | 18.01 |
| 05040 - Automotive Glass Installer | 16.38 |
| 05070 - Automotive Worker | 17.03 |
| 05110 - Mobile Equipment Servicicer | 14.26 |
| 05130 - Motor Equipment Metal Mechanic | 19.16 |
| 05160 - Motor Equipment Metal Worker | 17.03 |
| 05190 - Motor Vehicle Mechanic | 18.42 |
| 05220 - Motor Vehicle Mechanic Helper | 13.98 |
| 05250 - Motor Vehicle Upholstery Worker | 15.90 |
| 05280 - Motor Vehicle Wrecker | 17.03 |
| 05310 - Painter, Automotive | 17.32 |
| 05340 - Radiator Repair Specialist | 17.03 |
| 05370 - Tire Repairer | 11.29 |
| 05400 - Transmission Repair Specialist | 19.16 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.13 |
| 07041 - Cook I | 10.30 |
| 07042 - Cook II | 11.88 |
| 07070 - Dishwasher | 7.25 |
| 07130 - Food Service Worker | 8.54 |
| 07210 - Meat Cutter | 14.10 |
| 07260 - Waiter/Waitress | 9.04 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.84 |
| 09040 - Furniture Handler | 12.10 |
| 09080 - Furniture Refinisher | 17.84 |
| 09090 - Furniture Refinisher Helper | 13.88 |
| 09110 - Furniture Repairer, Minor | 15.74 |
| 09130 - Upholsterer | 16.91 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.04 |
| 11060 - Elevator Operator | 9.04 |
| 11090 - Gardener | 12.13 |
| 11122 - Housekeeping Aide | 9.13 |
| 11150 - Janitor | 9.13 |
| 11210 - Laborer, Grounds Maintenance | 9.57 |
| 11240 - Maid or Houseman | 7.56 |
| 11260 - Pruner | 8.56 |
| 11270 - Tractor Operator | 11.45 |
| 11330 - Trail Maintenance Worker | 9.57 |
| 11360 - Window Cleaner | 10.21 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.46 |

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| 12011 - Breath Alcohol Technician | 14.74 |
| 12012 - Certified Occupational Therapist Assistant | 19.56 |
| 12015 - Certified Physical Therapist Assistant | 22.65 |
| 12020 - Dental Assistant | 13.79 |
| 12025 - Dental Hygienist | 26.58 |
| 12030 - EKG Technician | 23.63 |
| 12035 - Electroneurodiagnostic Technologist | 23.63 |
| 12040 - Emergency Medical Technician | 14.46 |
| 12071 - Licensed Practical Nurse I | 13.26 |
| 12072 - Licensed Practical Nurse II | 14.83 |
| 12073 - Licensed Practical Nurse III | 16.54 |
| 12100 - Medical Assistant | 13.07 |
| 12130 - Medical Laboratory Technician | 16.47 |
| 12160 - Medical Record Clerk | 14.11 |
| 12190 - Medical Record Technician | 15.78 |
| 12195 - Medical Transcriptionist | 14.72 |
| 12210 - Nuclear Medicine Technologist | 34.15 |
| 12221 - Nursing Assistant I | 8.68 |
| 12222 - Nursing Assistant II | 9.55 |
| 12223 - Nursing Assistant III | 10.65 |
| 12224 - Nursing Assistant IV | 11.95 |
| 12235 - Optical Dispenser | 14.73 |
| 12236 - Optical Technician | 11.22 |
| 12250 - Pharmacy Technician | 14.38 |
| 12280 - Phlebotomist | 11.96 |
| 12305 - Radiologic Technologist | 22.55 |
| 12311 - Registered Nurse I | 25.86 |
| 12312 - Registered Nurse II | 29.44 |
| 12313 - Registered Nurse II, Specialist | 29.44 |
| 12314 - Registered Nurse III | 35.62 |
| 12315 - Registered Nurse III, Anesthetist | 35.62 |
| 12316 - Registered Nurse IV | 42.69 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.01 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.51 |
| 13012 - Exhibits Specialist II | 24.18 |
| 13013 - Exhibits Specialist III | 29.58 |
| 13041 - Illustrator I | 19.03 |
| 13042 - Illustrator II | 23.59 |
| 13043 - Illustrator III | 28.85 |
| 13047 - Librarian | 26.77 |
| 13050 - Library Aide/Clerk | 10.10 |
| 13054 - Library Information Technology Systems Administrator | 24.18 |
| 13058 - Library Technician | 14.82 |
| 13061 - Media Specialist I | 17.44 |
| 13062 - Media Specialist II | 19.51 |
| 13063 - Media Specialist III | 21.76 |
| 13071 - Photographer I | 14.94 |
| 13072 - Photographer II | 16.73 |
| 13073 - Photographer III | 20.74 |
| 13074 - Photographer IV | 25.38 |
| 13075 - Photographer V | 30.61 |
| 13110 - Video Teleconference Technician | 18.84 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.41 |
| 14042 - Computer Operator II | 16.20 |
| 14043 - Computer Operator III | 19.95 |
| 14044 - Computer Operator IV | 20.79 |
| 14045 - Computer Operator V | 24.54 |
| 14071 - Computer Programmer I | (see 1) 24.88 |
| 14072 - Computer Programmer II | (see 1) 27.62 |
| 14073 - Computer Programmer III | (see 1) |

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| 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 | | 13.41 |
| 14160 - Personal Computer Support Technician | | 20.79 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 29.76 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 36.00 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 43.15 |
| 15050 - Computer Based Training Specialist / Instructor | | 29.76 |
| 15060 - Educational Technologist | | 28.58 |
| 15070 - Flight Instructor (Pilot) | | 43.15 |
| 15080 - Graphic Artist | | 22.19 |
| 15090 - Technical Instructor | | 22.12 |
| 15095 - Technical Instructor/Course Developer | | 27.38 |
| 15110 - Test Proctor | | 18.04 |
| 15120 - Tutor | | 17.93 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 8.52 |
| 16030 - Counter Attendant | | 8.52 |
| 16040 - Dry Cleaner | | 10.29 |
| 16070 - Finisher, Flatwork, Machine | | 8.52 |
| 16090 - Presser, Hand | | 8.52 |
| 16110 - Presser, Machine, Drycleaning | | 8.52 |
| 16130 - Presser, Machine, Shirts | | 8.52 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 8.52 |
| 16190 - Sewing Machine Operator | | 10.87 |
| 16220 - Tailor | | 11.48 |
| 16250 - Washer, Machine | | 9.11 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 19.03 |
| 19040 - Tool And Die Maker | | 20.94 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 17.58 |
| 21030 - Material Coordinator | | 24.15 |
| 21040 - Material Expediter | | 24.15 |
| 21050 - Material Handling Laborer | | 10.77 |
| 21071 - Order Filler | | 11.54 |
| 21080 - Production Line Worker (Food Processing) | | 17.58 |
| 21110 - Shipping Packer | | 13.22 |
| 21130 - Shipping/Receiving Clerk | | 13.22 |
| 21140 - Store Worker I | | 10.39 |
| 21150 - Stock Clerk | | 14.56 |
| 21210 - Tools And Parts Attendant | | 17.58 |
| 21410 - Warehouse Specialist | | 17.58 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 21.41 |
| 23021 - Aircraft Mechanic I | | 20.27 |
| 23022 - Aircraft Mechanic II | | 21.41 |
| 23023 - Aircraft Mechanic III | | 22.54 |
| 23040 - Aircraft Mechanic Helper | | 14.65 |
| 23050 - Aircraft, Painter | | 19.05 |
| 23060 - Aircraft Servicer | | 16.89 |
| 23080 - Aircraft Worker | | 17.72 |
| 23110 - Appliance Mechanic | | 16.91 |
| 23120 - Bicycle Repairer | | 11.29 |
| 23125 - Cable Splicer | | 24.80 |
| 23130 - Carpenter, Maintenance | | 17.68 |
| 23140 - Carpet Layer | | 15.52 |
| 23160 - Electrician, Maintenance | | 19.61 |
| 23181 - Electronics Technician Maintenance I | | 17.56 |
| 23182 - Electronics Technician Maintenance II | | 20.93 |

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| 23183 - Electronics Technician Maintenance III | 22.27 |
| 23260 - Fabric Worker | 14.91 |
| 23290 - Fire Alarm System Mechanic | 18.00 |
| 23310 - Fire Extinguisher Repairer | 13.81 |
| 23311 - Fuel Distribution System Mechanic | 18.33 |
| 23312 - Fuel Distribution System Operator | 14.29 |
| 23370 - General Maintenance Worker | 19.25 |
| 23380 - Ground Support Equipment Mechanic | 20.27 |
| 23381 - Ground Support Equipment Servicer | 16.89 |
| 23382 - Ground Support Equipment Worker | 17.72 |
| 23391 - Gunsmith I | 13.81 |
| 23392 - Gunsmith II | 15.93 |
| 23393 - Gunsmith III | 18.63 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.00 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.07 |
| 23430 - Heavy Equipment Mechanic | 20.78 |
| 23440 - Heavy Equipment Operator | 17.76 |
| 23460 - Instrument Mechanic | 21.80 |
| 23465 - Laboratory/Shelter Mechanic | 17.49 |
| 23470 - Laborer | 10.77 |
| 23510 - Locksmith | 16.91 |
| 23530 - Machinery Maintenance Mechanic | 22.52 |
| 23550 - Machinist, Maintenance | 18.94 |
| 23580 - Maintenance Trades Helper | 15.16 |
| 23591 - Metrology Technician I | 21.80 |
| 23592 - Metrology Technician II | 23.08 |
| 23593 - Metrology Technician III | 24.31 |
| 23640 - Millwright | 20.16 |
| 23710 - Office Appliance Repairer | 17.81 |
| 23760 - Painter, Maintenance | 16.37 |
| 23790 - Pipefitter, Maintenance | 18.23 |
| 23810 - Plumber, Maintenance | 17.24 |
| 23820 - Pneudraulic Systems Mechanic | 18.00 |
| 23850 - Rigger | 18.00 |
| 23870 - Scale Mechanic | 15.93 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.53 |
| 23910 - Small Engine Mechanic | 15.52 |
| 23931 - Telecommunications Mechanic I | 23.54 |
| 23932 - Telecommunications Mechanic II | 24.96 |
| 23950 - Telephone Lineman | 17.41 |
| 23960 - Welder, Combination, Maintenance | 18.00 |
| 23965 - Well Driller | 18.00 |
| 23970 - Woodcraft Worker | 18.00 |
| 23980 - Woodworker | 15.20 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.00 |
| 24580 - Child Care Center Clerk | 14.04 |
| 24610 - Chore Aide | 9.42 |
| 24620 - Family Readiness And Support Services Coordinator | 12.93 |
| 24630 - Homemaker | 15.32 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.58 |
| 25040 - Sewage Plant Operator | 18.55 |
| 25070 - Stationary Engineer | 23.58 |
| 25190 - Ventilation Equipment Tender | 16.66 |
| 25210 - Water Treatment Plant Operator | 18.55 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.45 |
| 27007 - Baggage Inspector | 13.19 |
| 27008 - Corrections Officer | 15.55 |

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| 27010 - Court Security Officer | 16.71 |
| 27030 - Detection Dog Handler | 14.75 |
| 27040 - Detention Officer | 15.55 |
| 27070 - Firefighter | 17.27 |
| 27101 - Guard I | 13.19 |
| 27102 - Guard II | 14.75 |
| 27131 - Police Officer I | 17.14 |
| 27132 - Police Officer II | 18.98 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.16 |
| 28042 - Carnival Equipment Repairer | 11.99 |
| 28043 - Carnival Equipment Worker | 8.57 |
| 28210 - Gate Attendant/Gate Tender | 14.30 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 16.00 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.68 |
| 28515 - Recreation Specialist | 17.62 |
| 28630 - Sports Official | 12.75 |
| 28690 - Swimming Pool Operator | 17.62 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.18 |
| 29020 - Hatch Tender | 22.18 |
| 29030 - Line Handler | 22.18 |
| 29041 - Stevedore I | 21.49 |
| 29042 - Stevedore II | 24.37 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 20.28 |
| 30022 - Archeological Technician II | 22.69 |
| 30023 - Archeological Technician III | 28.11 |
| 30030 - Cartographic Technician | 27.87 |
| 30040 - Civil Engineering Technician | 24.43 |
| 30061 - Drafter/CAD Operator I | 20.28 |
| 30062 - Drafter/CAD Operator II | 22.69 |
| 30063 - Drafter/CAD Operator III | 25.28 |
| 30064 - Drafter/CAD Operator IV | 29.85 |
| 30081 - Engineering Technician I | 17.77 |
| 30082 - Engineering Technician II | 20.10 |
| 30083 - Engineering Technician III | 22.53 |
| 30084 - Engineering Technician IV | 27.93 |
| 30085 - Engineering Technician V | 32.62 |
| 30086 - Engineering Technician VI | 37.46 |
| 30090 - Environmental Technician | 27.76 |
| 30210 - Laboratory Technician | 23.96 |
| 30240 - Mathematical Technician | 27.76 |
| 30361 - Paralegal/Legal Assistant I | 15.07 |
| 30362 - Paralegal/Legal Assistant II | 21.76 |
| 30363 - Paralegal/Legal Assistant III | 26.62 |
| 30364 - Paralegal/Legal Assistant IV | 32.19 |
| 30390 - Photo-Optics Technician | 27.76 |
| 30461 - Technical Writer I | 25.63 |
| 30462 - Technical Writer II | 31.34 |
| 30463 - Technical Writer III | 37.91 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 23.71 |
| 30621 - Weather Observer, Senior (see 2) | 26.00 |

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| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.40 |
| 31030 - Bus Driver | 13.64 |
| 31043 - Driver Courier | 13.74 |
| 31260 - Parking and Lot Attendant | 9.90 |
| 31290 - Shuttle Bus Driver | 14.10 |
| 31310 - Taxi Driver | 10.19 |
| 31361 - Truckdriver, Light | 14.10 |
| 31362 - Truckdriver, Medium | 15.22 |
| 31363 - Truckdriver, Heavy | 16.28 |
| 31364 - Truckdriver, Tractor-Trailer | 16.28 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.05 |
| 99050 - Desk Clerk | 10.00 |
| 99095 - Embalmer | 21.73 |
| 99251 - Laboratory Animal Caretaker I | 9.28 |
| 99252 - Laboratory Animal Caretaker II | 10.08 |
| 99310 - Mortician | 26.29 |
| 99410 - Pest Controller | 13.56 |
| 99510 - Photofinishing Worker | 12.34 |
| 99710 - Recycling Laborer | 13.96 |
| 99711 - Recycling Specialist | 16.94 |
| 99730 - Refuse Collector | 11.96 |
| 99810 - Sales Clerk | 10.45 |
| 99820 - School Crossing Guard | 11.07 |
| 99830 - Survey Party Chief | 20.77 |
| 99831 - Surveying Aide | 13.52 |
| 99832 - Surveying Technician | 18.47 |
| 99840 - Vending Machine Attendant | 14.31 |
| 99841 - Vending Machine Repairer | 17.62 |
| 99842 - Vending Machine Repairer Helper | 14.31 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin

Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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
Page 990

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

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

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2137
Revision No.: 15
Date Of Last Revision: 07/25/2014

States: Alabama, Georgia

Area: Alabama Counties of Chambers, Lee, Randolph, Russell

Georgia Counties of Chattahoochee, Harris, Heard, Marion, Meriwether, Muscogee,
Quitman, Schley, Stewart, Talbot, Taylor, Troup, Webster

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.99 |
| 01012 - Accounting Clerk II | | 15.15 |
| 01013 - Accounting Clerk III | | 17.27 |
| 01020 - Administrative Assistant | | 18.90 |
| 01040 - Court Reporter | | 13.82 |
| 01051 - Data Entry Operator I | | 12.11 |
| 01052 - Data Entry Operator II | | 13.34 |
| 01060 - Dispatcher, Motor Vehicle | | 13.82 |
| 01070 - Document Preparation Clerk | | 11.59 |
| 01090 - Duplicating Machine Operator | | 11.59 |
| 01111 - General Clerk I | | 10.88 |
| 01112 - General Clerk II | | 11.87 |
| 01113 - General Clerk III | | 13.32 |
| 01120 - Housing Referral Assistant | | 15.43 |
| 01141 - Messenger Courier | | 10.22 |
| 01191 - Order Clerk I | | 11.21 |
| 01192 - Order Clerk II | | 12.43 |
| 01261 - Personnel Assistant (Employment) I | | 12.92 |
| 01262 - Personnel Assistant (Employment) II | | 14.45 |
| 01263 - Personnel Assistant (Employment) III | | 16.12 |
| 01270 - Production Control Clerk | | 19.01 |
| 01280 - Receptionist | | 10.48 |
| 01290 - Rental Clerk | | 10.51 |
| 01300 - Scheduler, Maintenance | | 12.14 |
| 01311 - Secretary I | | 12.14 |
| 01312 - Secretary II | | 13.82 |
| 01313 - Secretary III | | 15.43 |
| 01320 - Service Order Dispatcher | | 12.14 |
| 01410 - Supply Technician | | 18.90 |
| 01420 - Survey Worker | | 12.90 |
| 01531 - Travel Clerk I | | 11.62 |
| 01532 - Travel Clerk II | | 12.49 |
| 01533 - Travel Clerk III | | 13.23 |
| 01611 - Word Processor I | | 10.81 |
| 01612 - Word Processor II | | 12.14 |
| 01613 - Word Processor III | | 14.44 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 20.32 |
| 05010 - Automotive Electrician | | 17.62 |
| 05040 - Automotive Glass Installer | | 15.94 |
| 05070 - Automotive Worker | | 15.94 |
| 05110 - Mobile Equipment Servicer | | 13.96 |
| 05130 - Motor Equipment Metal Mechanic | | 17.91 |
| 05160 - Motor Equipment Metal Worker | | 15.94 |
| 05190 - Motor Vehicle Mechanic | | 17.93 |
| 05220 - Motor Vehicle Mechanic Helper | | 13.86 |
| 05250 - Motor Vehicle Upholstery Worker | | 15.59 |
| 05280 - Motor Vehicle Wrecker | | 15.94 |
| 05310 - Painter, Automotive | | 16.98 |
| 05340 - Radiator Repair Specialist | | 15.94 |
| 05370 - Tire Repairer | | 10.21 |
| 05400 - Transmission Repair Specialist | | 17.91 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 13.07 |

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| 07041 - Cook I | 9.48 |
| 07042 - Cook II | 11.27 |
| 07070 - Dishwasher | 7.87 |
| 07130 - Food Service Worker | 8.71 |
| 07210 - Meat Cutter | 13.02 |
| 07260 - Waiter/Waitress | 7.65 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.78 |
| 09040 - Furniture Handler | 11.16 |
| 09080 - Furniture Refinisher | 15.55 |
| 09090 - Furniture Refinisher Helper | 13.03 |
| 09110 - Furniture Repairer, Minor | 14.91 |
| 09130 - Upholsterer | 16.78 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.44 |
| 11060 - Elevator Operator | 8.44 |
| 11090 - Gardener | 10.95 |
| 11122 - Housekeeping Aide | 8.92 |
| 11150 - Janitor | 8.92 |
| 11210 - Laborer, Grounds Maintenance | 9.79 |
| 11240 - Maid or Houseman | 7.83 |
| 11260 - Pruner | 8.97 |
| 11270 - Tractor Operator | 11.42 |
| 11330 - Trail Maintenance Worker | 9.79 |
| 11360 - Window Cleaner | 9.74 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.34 |
| 12011 - Breath Alcohol Technician | 16.16 |
| 12012 - Certified Occupational Therapist Assistant | 22.17 |
| 12015 - Certified Physical Therapist Assistant | 20.80 |
| 12020 - Dental Assistant | 14.78 |
| 12025 - Dental Hygienist | 32.84 |
| 12030 - EKG Technician | 24.50 |
| 12035 - Electroneurodiagnostic Technologist | 22.64 |
| 12040 - Emergency Medical Technician | 14.34 |
| 12071 - Licensed Practical Nurse I | 14.44 |
| 12072 - Licensed Practical Nurse II | 16.16 |
| 12073 - Licensed Practical Nurse III | 18.02 |
| 12100 - Medical Assistant | 11.88 |
| 12130 - Medical Laboratory Technician | 14.61 |
| 12160 - Medical Record Clerk | 12.50 |
| 12190 - Medical Record Technician | 16.16 |
| 12195 - Medical Transcriptionist | 13.66 |
| 12210 - Nuclear Medicine Technologist | 35.35 |
| 12221 - Nursing Assistant I | 9.93 |
| 12222 - Nursing Assistant II | 10.31 |
| 12223 - Nursing Assistant III | 11.25 |
| 12224 - Nursing Assistant IV | 12.63 |
| 12235 - Optical Dispenser | 16.16 |
| 12236 - Optical Technician | 14.44 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 12.63 |
| 12305 - Radiologic Technologist | 23.01 |
| 12311 - Registered Nurse I | 19.07 |
| 12312 - Registered Nurse II | 23.33 |
| 12313 - Registered Nurse II, Specialist | 23.33 |
| 12314 - Registered Nurse III | 28.22 |
| 12315 - Registered Nurse III, Anesthetist | 28.22 |
| 12316 - Registered Nurse IV | 33.82 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.02 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.45 |
| 13012 - Exhibits Specialist II | 23.68 |

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| 13013 - Exhibits Specialist III | 28.98 |
| 13041 - Illustrator I | 20.60 |
| 13042 - Illustrator II | 23.68 |
| 13043 - Illustrator III | 28.98 |
| 13047 - Librarian | 26.24 |
| 13050 - Library Aide/Clerk | 10.66 |
| 13054 - Library Information Technology Systems Administrator | 23.68 |
| 13058 - Library Technician | 19.12 |
| 13061 - Media Specialist I | 16.74 |
| 13062 - Media Specialist II | 19.45 |
| 13063 - Media Specialist III | 20.89 |
| 13071 - Photographer I | 13.70 |
| 13072 - Photographer II | 15.44 |
| 13073 - Photographer III | 18.89 |
| 13074 - Photographer IV | 23.22 |
| 13075 - Photographer V | 28.07 |
| 13110 - Video Teleconference Technician | 16.73 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.49 |
| 14042 - Computer Operator II | 15.09 |
| 14043 - Computer Operator III | 16.83 |
| 14044 - Computer Operator IV | 18.70 |
| 14045 - Computer Operator V | 20.70 |
| 14071 - Computer Programmer I | 20.24 |
| 14072 - Computer Programmer II | 25.08 |
| 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 | 13.49 |
| 14160 - Personal Computer Support Technician | 18.70 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.93 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.98 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.50 |
| 15050 - Computer Based Training Specialist / Instructor | 26.93 |
| 15060 - Educational Technologist | 27.49 |
| 15070 - Flight Instructor (Pilot) | 34.09 |
| 15080 - Graphic Artist | 19.48 |
| 15090 - Technical Instructor | 21.88 |
| 15095 - Technical Instructor/Course Developer | 26.77 |
| 15110 - Test Proctor | 17.66 |
| 15120 - Tutor | 17.66 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.09 |
| 16030 - Counter Attendant | 8.09 |
| 16040 - Dry Cleaner | 9.84 |
| 16070 - Finisher, Flatwork, Machine | 8.09 |
| 16090 - Presser, Hand | 8.09 |
| 16110 - Presser, Machine, Drycleaning | 8.09 |
| 16130 - Presser, Machine, Shirts | 8.09 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.09 |
| 16190 - Sewing Machine Operator | 10.41 |
| 16220 - Tailor | 10.97 |
| 16250 - Washer, Machine | 8.64 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.05 |
| 19040 - Tool And Die Maker | 22.29 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.67 |
| 21030 - Material Coordinator | 19.01 |

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| 21040 - Material Expediter | 19.01 |
| 21050 - Material Handling Laborer | 11.19 |
| 21071 - Order Filler | 11.23 |
| 21080 - Production Line Worker (Food Processing) | 12.67 |
| 21110 - Shipping Packer | 12.52 |
| 21130 - Shipping/Receiving Clerk | 12.52 |
| 21140 - Store Worker I | 10.59 |
| 21150 - Stock Clerk | 13.81 |
| 21210 - Tools And Parts Attendant | 12.67 |
| 21410 - Warehouse Specialist | 12.67 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.83 |
| 23021 - Aircraft Mechanic I | 19.84 |
| 23022 - Aircraft Mechanic II | 20.83 |
| 23023 - Aircraft Mechanic III | 21.88 |
| 23040 - Aircraft Mechanic Helper | 14.58 |
| 23050 - Aircraft, Painter | 18.78 |
| 23060 - Aircraft Servicer | 16.68 |
| 23080 - Aircraft Worker | 17.72 |
| 23110 - Appliance Mechanic | 16.52 |
| 23120 - Bicycle Repairer | 10.21 |
| 23125 - Cable Splicer | 24.52 |
| 23130 - Carpenter, Maintenance | 15.59 |
| 23140 - Carpet Layer | 15.84 |
| 23160 - Electrician, Maintenance | 17.19 |
| 23181 - Electronics Technician Maintenance I | 19.46 |
| 23182 - Electronics Technician Maintenance II | 20.76 |
| 23183 - Electronics Technician Maintenance III | 23.23 |
| 23260 - Fabric Worker | 14.91 |
| 23290 - Fire Alarm System Mechanic | 17.03 |
| 23310 - Fire Extinguisher Repairer | 13.97 |
| 23311 - Fuel Distribution System Mechanic | 17.74 |
| 23312 - Fuel Distribution System Operator | 13.97 |
| 23370 - General Maintenance Worker | 15.03 |
| 23380 - Ground Support Equipment Mechanic | 19.84 |
| 23381 - Ground Support Equipment Servicer | 16.68 |
| 23382 - Ground Support Equipment Worker | 17.72 |
| 23391 - Gunsmith I | 15.53 |
| 23392 - Gunsmith II | 17.61 |
| 23393 - Gunsmith III | 19.72 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.82 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.76 |
| 23430 - Heavy Equipment Mechanic | 18.30 |
| 23440 - Heavy Equipment Operator | 14.76 |
| 23460 - Instrument Mechanic | 17.74 |
| 23465 - Laboratory/Shelter Mechanic | 18.67 |
| 23470 - Laborer | 9.31 |
| 23510 - Locksmith | 16.52 |
| 23530 - Machinery Maintenance Mechanic | 17.31 |
| 23550 - Machinist, Maintenance | 17.26 |
| 23580 - Maintenance Trades Helper | 10.82 |
| 23591 - Metrology Technician I | 17.74 |
| 23592 - Metrology Technician II | 18.67 |
| 23593 - Metrology Technician III | 19.60 |
| 23640 - Millwright | 18.87 |
| 23710 - Office Appliance Repairer | 16.76 |
| 23760 - Painter, Maintenance | 15.59 |
| 23790 - Pipefitter, Maintenance | 18.11 |
| 23810 - Plumber, Maintenance | 17.20 |
| 23820 - Pneudraulic Systems Mechanic | 17.74 |
| 23850 - Rigger | 17.74 |

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| 23870 - Scale Mechanic | 15.84 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.45 |
| 23910 - Small Engine Mechanic | 15.84 |
| 23931 - Telecommunications Mechanic I | 21.44 |
| 23932 - Telecommunications Mechanic II | 22.52 |
| 23950 - Telephone Lineman | 16.91 |
| 23960 - Welder, Combination, Maintenance | 15.29 |
| 23965 - Well Driller | 17.74 |
| 23970 - Woodcraft Worker | 17.74 |
| 23980 - Woodworker | 13.97 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.06 |
| 24580 - Child Care Center Clerk | 13.83 |
| 24610 - Chore Aide | 9.10 |
| 24620 - Family Readiness And Support Services Coordinator | 13.70 |
| 24630 - Homemaker | 15.32 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.03 |
| 25040 - Sewage Plant Operator | 16.12 |
| 25070 - Stationary Engineer | 17.03 |
| 25190 - Ventilation Equipment Tender | 12.59 |
| 25210 - Water Treatment Plant Operator | 16.12 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.33 |
| 27007 - Baggage Inspector | 13.38 |
| 27008 - Corrections Officer | 16.85 |
| 27010 - Court Security Officer | 14.92 |
| 27030 - Detection Dog Handler | 15.58 |
| 27040 - Detention Officer | 16.85 |
| 27070 - Firefighter | 15.68 |
| 27101 - Guard I | 13.38 |
| 27102 - Guard II | 15.58 |
| 27131 - Police Officer I | 16.23 |
| 27132 - Police Officer II | 18.04 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.34 |
| 28042 - Carnival Equipment Repairer | 10.68 |
| 28043 - Carnival Equipment Worker | 8.80 |
| 28210 - Gate Attendant/Gate Tender | 12.90 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.42 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.53 |
| 28515 - Recreation Specialist | 15.99 |
| 28630 - Sports Official | 11.49 |
| 28690 - Swimming Pool Operator | 17.09 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 15.84 |
| 29020 - Hatch Tender | 15.84 |
| 29030 - Line Handler | 15.84 |
| 29041 - Stevedore I | 14.91 |
| 29042 - Stevedore II | 16.78 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.68 |
| 30022 - Archeological Technician II | 17.53 |
| 30023 - Archeological Technician III | 21.72 |
| 30030 - Cartographic Technician | 21.72 |
| 30040 - Civil Engineering Technician | 20.50 |
| 30061 - Drafter/CAD Operator I | 15.68 |
| 30062 - Drafter/CAD Operator II | 17.53 |

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| 30063 | - Drafter/CAD Operator III | 19.55 |
| 30064 | - Drafter/CAD Operator IV | 24.06 |
| 30081 | - Engineering Technician I | 14.46 |
| 30082 | - Engineering Technician II | 16.24 |
| 30083 | - Engineering Technician III | 18.16 |
| 30084 | - Engineering Technician IV | 27.52 |
| 30085 | - Engineering Technician V | 33.30 |
| 30086 | - Engineering Technician VI | 33.30 |
| 30090 | - Environmental Technician | 21.72 |
| 30210 | - Laboratory Technician | 18.48 |
| 30240 | - Mathematical Technician | 21.72 |
| 30361 | - Paralegal/Legal Assistant I | 17.48 |
| 30362 | - Paralegal/Legal Assistant II | 21.65 |
| 30363 | - Paralegal/Legal Assistant III | 26.49 |
| 30364 | - Paralegal/Legal Assistant IV | 32.05 |
| 30390 | - Photo-Optics Technician | 23.24 |
| 30461 | - Technical Writer I | 19.51 |
| 30462 | - Technical Writer II | 23.87 |
| 30463 | - Technical Writer III | 28.88 |
| 30491 | - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 | - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 | - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 | - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 | - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 | - Weather Observer, Combined Upper Air Or | (see 2) 20.94 |
| Surface Programs | | |
| 30621 | - Weather Observer, Senior | (see 2) 23.24 |
| 31000 | - Transportation/Mobile Equipment Operation Occupations | |
| 31020 | - Bus Aide | 10.27 |
| 31030 | - Bus Driver | 13.72 |
| 31043 | - Driver Courier | 11.99 |
| 31260 | - Parking and Lot Attendant | 9.41 |
| 31290 | - Shuttle Bus Driver | 12.77 |
| 31310 | - Taxi Driver | 10.53 |
| 31361 | - Truckdriver, Light | 12.77 |
| 31362 | - Truckdriver, Medium | 13.62 |
| 31363 | - Truckdriver, Heavy | 15.09 |
| 31364 | - Truckdriver, Tractor-Trailer | 15.09 |
| 99000 | - Miscellaneous Occupations | |
| 99030 | - Cashier | 7.76 |
| 99050 | - Desk Clerk | 10.10 |
| 99095 | - Embalmer | 22.74 |
| 99251 | - Laboratory Animal Caretaker I | 9.50 |
| 99252 | - Laboratory Animal Caretaker II | 10.21 |
| 99310 | - Mortician | 22.74 |
| 99410 | - Pest Controller | 12.98 |
| 99510 | - Photofinishing Worker | 11.74 |
| 99710 | - Recycling Laborer | 12.34 |
| 99711 | - Recycling Specialist | 14.76 |
| 99730 | - Refuse Collector | 11.59 |
| 99810 | - Sales Clerk | 10.80 |
| 99820 | - School Crossing Guard | 11.68 |
| 99830 | - Survey Party Chief | 12.83 |
| 99831 | - Surveying Aide | 9.09 |
| 99832 | - Surveying Technician | 12.43 |
| 99840 | - Vending Machine Attendant | 14.88 |
| 99841 | - Vending Machine Repairer | 16.45 |
| 99842 | - Vending Machine Repairer Helper | 14.88 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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 regrading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es)

of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that

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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.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2138
Revision No.: 16
Date Of Last Revision: 07/25/2014

States: Alabama, Georgia

Area: Alabama Counties of Chambers, Lee, Randolph, Russell

Georgia Counties of Chattahoochee, Harris, Heard, Marion, Meriwether, Muscogee,
Quitman, Schley, Stewart, Talbot, Taylor, Troup, Webster

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.99 |
| 01012 - Accounting Clerk II | | 15.15 |
| 01013 - Accounting Clerk III | | 17.27 |
| 01020 - Administrative Assistant | | 18.90 |
| 01040 - Court Reporter | | 13.82 |
| 01051 - Data Entry Operator I | | 12.11 |
| 01052 - Data Entry Operator II | | 13.34 |
| 01060 - Dispatcher, Motor Vehicle | | 13.82 |
| 01070 - Document Preparation Clerk | | 11.59 |
| 01090 - Duplicating Machine Operator | | 11.59 |
| 01111 - General Clerk I | | 10.88 |
| 01112 - General Clerk II | | 11.87 |
| 01113 - General Clerk III | | 13.32 |
| 01120 - Housing Referral Assistant | | 15.43 |
| 01141 - Messenger Courier | | 10.22 |
| 01191 - Order Clerk I | | 11.21 |
| 01192 - Order Clerk II | | 12.43 |
| 01261 - Personnel Assistant (Employment) I | | 12.92 |
| 01262 - Personnel Assistant (Employment) II | | 14.45 |
| 01263 - Personnel Assistant (Employment) III | | 16.12 |
| 01270 - Production Control Clerk | | 19.01 |
| 01280 - Receptionist | | 10.48 |
| 01290 - Rental Clerk | | 10.51 |
| 01300 - Scheduler, Maintenance | | 12.14 |
| 01311 - Secretary I | | 12.14 |
| 01312 - Secretary II | | 13.82 |
| 01313 - Secretary III | | 15.43 |
| 01320 - Service Order Dispatcher | | 12.14 |
| 01410 - Supply Technician | | 18.90 |
| 01420 - Survey Worker | | 12.90 |
| 01531 - Travel Clerk I | | 11.62 |
| 01532 - Travel Clerk II | | 12.49 |

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| 01533 - Travel Clerk III | 13.23 |
| 01611 - Word Processor I | 10.81 |
| 01612 - Word Processor II | 12.14 |
| 01613 - Word Processor III | 14.44 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.32 |
| 05010 - Automotive Electrician | 17.62 |
| 05040 - Automotive Glass Installer | 15.94 |
| 05070 - Automotive Worker | 15.94 |
| 05110 - Mobile Equipment Servicer | 13.96 |
| 05130 - Motor Equipment Metal Mechanic | 17.91 |
| 05160 - Motor Equipment Metal Worker | 15.94 |
| 05190 - Motor Vehicle Mechanic | 17.93 |
| 05220 - Motor Vehicle Mechanic Helper | 13.86 |
| 05250 - Motor Vehicle Upholstery Worker | 15.59 |
| 05280 - Motor Vehicle Wrecker | 15.94 |
| 05310 - Painter, Automotive | 16.98 |
| 05340 - Radiator Repair Specialist | 15.94 |
| 05370 - Tire Repairer | 10.21 |
| 05400 - Transmission Repair Specialist | 17.91 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.07 |
| 07041 - Cook I | 9.48 |
| 07042 - Cook II | 11.27 |
| 07070 - Dishwasher | 7.87 |
| 07130 - Food Service Worker | 8.71 |
| 07210 - Meat Cutter | 13.02 |
| 07260 - Waiter/Waitress | 7.65 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.78 |
| 09040 - Furniture Handler | 11.16 |
| 09080 - Furniture Refinisher | 15.55 |
| 09090 - Furniture Refinisher Helper | 13.03 |
| 09110 - Furniture Repairer, Minor | 14.91 |
| 09130 - Upholsterer | 16.78 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.44 |
| 11060 - Elevator Operator | 8.44 |
| 11090 - Gardener | 10.95 |
| 11122 - Housekeeping Aide | 8.92 |
| 11150 - Janitor | 8.92 |
| 11210 - Laborer, Grounds Maintenance | 9.79 |
| 11240 - Maid or Houseman | 7.83 |
| 11260 - Pruner | 8.97 |
| 11270 - Tractor Operator | 11.42 |
| 11330 - Trail Maintenance Worker | 9.79 |
| 11360 - Window Cleaner | 9.74 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.34 |
| 12011 - Breath Alcohol Technician | 16.16 |
| 12012 - Certified Occupational Therapist Assistant | 22.17 |
| 12015 - Certified Physical Therapist Assistant | 20.80 |
| 12020 - Dental Assistant | 14.78 |
| 12025 - Dental Hygienist | 32.84 |
| 12030 - EKG Technician | 24.50 |
| 12035 - Electroneurodiagnostic Technologist | 22.64 |
| 12040 - Emergency Medical Technician | 14.34 |
| 12071 - Licensed Practical Nurse I | 14.44 |
| 12072 - Licensed Practical Nurse II | 16.16 |
| 12073 - Licensed Practical Nurse III | 18.02 |
| 12100 - Medical Assistant | 11.88 |
| 12130 - Medical Laboratory Technician | 14.61 |
| 12160 - Medical Record Clerk | 12.50 |

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| 12190 - Medical Record Technician | 16.16 |
| 12195 - Medical Transcriptionist | 13.66 |
| 12210 - Nuclear Medicine Technologist | 35.35 |
| 12221 - Nursing Assistant I | 9.93 |
| 12222 - Nursing Assistant II | 10.31 |
| 12223 - Nursing Assistant III | 11.25 |
| 12224 - Nursing Assistant IV | 12.63 |
| 12235 - Optical Dispenser | 16.16 |
| 12236 - Optical Technician | 14.44 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 12.63 |
| 12305 - Radiologic Technologist | 23.01 |
| 12311 - Registered Nurse I | 19.07 |
| 12312 - Registered Nurse II | 23.33 |
| 12313 - Registered Nurse II, Specialist | 23.33 |
| 12314 - Registered Nurse III | 28.22 |
| 12315 - Registered Nurse III, Anesthetist | 28.22 |
| 12316 - Registered Nurse IV | 33.82 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.02 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.45 |
| 13012 - Exhibits Specialist II | 23.68 |
| 13013 - Exhibits Specialist III | 28.98 |
| 13041 - Illustrator I | 20.60 |
| 13042 - Illustrator II | 23.68 |
| 13043 - Illustrator III | 28.98 |
| 13047 - Librarian | 26.24 |
| 13050 - Library Aide/Clerk | 10.66 |
| 13054 - Library Information Technology Systems Administrator | 23.68 |
| 13058 - Library Technician | 19.12 |
| 13061 - Media Specialist I | 16.74 |
| 13062 - Media Specialist II | 19.45 |
| 13063 - Media Specialist III | 20.89 |
| 13071 - Photographer I | 13.70 |
| 13072 - Photographer II | 15.44 |
| 13073 - Photographer III | 18.89 |
| 13074 - Photographer IV | 23.22 |
| 13075 - Photographer V | 28.07 |
| 13110 - Video Teleconference Technician | 16.73 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.49 |
| 14042 - Computer Operator II | 15.09 |
| 14043 - Computer Operator III | 16.83 |
| 14044 - Computer Operator IV | 18.70 |
| 14045 - Computer Operator V | 20.70 |
| 14071 - Computer Programmer I | 20.24 |
| 14072 - Computer Programmer II | 25.08 |
| 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 | 13.49 |
| 14160 - Personal Computer Support Technician | 18.70 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.93 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.98 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.50 |
| 15050 - Computer Based Training Specialist / Instructor | 26.93 |
| 15060 - Educational Technologist | 27.49 |
| 15070 - Flight Instructor (Pilot) | 34.09 |
| 15080 - Graphic Artist | 19.48 |

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|---|-------|
| 15090 - Technical Instructor | 21.88 |
| 15095 - Technical Instructor/Course Developer | 26.77 |
| 15110 - Test Proctor | 17.66 |
| 15120 - Tutor | 17.66 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.09 |
| 16030 - Counter Attendant | 8.09 |
| 16040 - Dry Cleaner | 9.84 |
| 16070 - Finisher, Flatwork, Machine | 8.09 |
| 16090 - Presser, Hand | 8.09 |
| 16110 - Presser, Machine, Drycleaning | 8.09 |
| 16130 - Presser, Machine, Shirts | 8.09 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.09 |
| 16190 - Sewing Machine Operator | 10.41 |
| 16220 - Tailor | 10.97 |
| 16250 - Washer, Machine | 8.64 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.05 |
| 19040 - Tool And Die Maker | 22.29 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.67 |
| 21030 - Material Coordinator | 19.01 |
| 21040 - Material Expediter | 19.01 |
| 21050 - Material Handling Laborer | 11.19 |
| 21071 - Order Filler | 11.23 |
| 21080 - Production Line Worker (Food Processing) | 12.67 |
| 21110 - Shipping Packer | 12.52 |
| 21130 - Shipping/Receiving Clerk | 12.52 |
| 21140 - Store Worker I | 10.59 |
| 21150 - Stock Clerk | 13.81 |
| 21210 - Tools And Parts Attendant | 12.67 |
| 21410 - Warehouse Specialist | 12.67 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.83 |
| 23021 - Aircraft Mechanic I | 19.84 |
| 23022 - Aircraft Mechanic II | 20.83 |
| 23023 - Aircraft Mechanic III | 21.88 |
| 23040 - Aircraft Mechanic Helper | 14.58 |
| 23050 - Aircraft, Painter | 18.78 |
| 23060 - Aircraft Servicer | 16.68 |
| 23080 - Aircraft Worker | 17.72 |
| 23110 - Appliance Mechanic | 16.52 |
| 23120 - Bicycle Repairer | 10.21 |
| 23125 - Cable Splicer | 24.52 |
| 23130 - Carpenter, Maintenance | 15.59 |
| 23140 - Carpet Layer | 15.84 |
| 23160 - Electrician, Maintenance | 17.19 |
| 23181 - Electronics Technician Maintenance I | 19.46 |
| 23182 - Electronics Technician Maintenance II | 20.76 |
| 23183 - Electronics Technician Maintenance III | 23.23 |
| 23260 - Fabric Worker | 14.91 |
| 23290 - Fire Alarm System Mechanic | 17.03 |
| 23310 - Fire Extinguisher Repairer | 13.97 |
| 23311 - Fuel Distribution System Mechanic | 17.74 |
| 23312 - Fuel Distribution System Operator | 13.97 |
| 23370 - General Maintenance Worker | 15.03 |
| 23380 - Ground Support Equipment Mechanic | 19.84 |
| 23381 - Ground Support Equipment Servicer | 16.68 |
| 23382 - Ground Support Equipment Worker | 17.72 |
| 23391 - Gunsmith I | 15.53 |
| 23392 - Gunsmith II | 17.61 |
| 23393 - Gunsmith III | 19.72 |
| 23410 - Heating, Ventilation And Air-Conditioning | 17.82 |

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|---|-------|
| Mechanic | |
| 23411 - Heating, Ventilation And Air Contditioning | 18.76 |
| Mechanic (Research Facility) | |
| 23430 - Heavy Equipment Mechanic | 18.30 |
| 23440 - Heavy Equipment Operator | 14.76 |
| 23460 - Instrument Mechanic | 17.74 |
| 23465 - Laboratory/Shelter Mechanic | 18.67 |
| 23470 - Laborer | 9.31 |
| 23510 - Locksmith | 16.52 |
| 23530 - Machinery Maintenance Mechanic | 17.31 |
| 23550 - Machinist, Maintenance | 17.26 |
| 23580 - Maintenance Trades Helper | 10.82 |
| 23591 - Metrology Technician I | 17.74 |
| 23592 - Metrology Technician II | 18.67 |
| 23593 - Metrology Technician III | 19.60 |
| 23640 - Millwright | 18.87 |
| 23710 - Office Appliance Repairer | 16.76 |
| 23760 - Painter, Maintenance | 15.59 |
| 23790 - Pipefitter, Maintenance | 18.11 |
| 23810 - Plumber, Maintenance | 17.20 |
| 23820 - Pneudraulic Systems Mechanic | 17.74 |
| 23850 - Rigger | 17.74 |
| 23870 - Scale Mechanic | 15.84 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.45 |
| 23910 - Small Engine Mechanic | 15.84 |
| 23931 - Telecommunications Mechanic I | 21.44 |
| 23932 - Telecommunications Mechanic II | 22.52 |
| 23950 - Telephone Lineman | 16.91 |
| 23960 - welder, Combination, Maintenance | 15.29 |
| 23965 - well Driller | 17.74 |
| 23970 - Woodcraft Worker | 17.74 |
| 23980 - Woodworker | 13.97 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.06 |
| 24580 - Child Care Center Clerk | 13.83 |
| 24610 - Chore Aide | 9.10 |
| 24620 - Family Readiness And Support Services Coordinator | 13.70 |
| 24630 - Homemaker | 15.32 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.03 |
| 25040 - Sewage Plant Operator | 16.12 |
| 25070 - Stationary Engineer | 17.03 |
| 25190 - Ventilation Equipment Tender | 12.59 |
| 25210 - Water Treatment Plant Operator | 16.12 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.33 |
| 27007 - Baggage Inspector | 13.38 |
| 27008 - Corrections Officer | 16.85 |
| 27010 - Court Security Officer | 14.92 |
| 27030 - Detection Dog Handler | 15.58 |
| 27040 - Detention Officer | 16.85 |
| 27070 - Firefighter | 15.68 |
| 27101 - Guard I | 13.38 |
| 27102 - Guard II | 15.58 |
| 27131 - Police Officer I | 16.23 |
| 27132 - Police Officer II | 18.04 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.34 |
| 28042 - Carnival Equipment Repairer | 10.68 |
| 28043 - Carnival Equipment Worker | 8.80 |
| 28210 - Gate Attendant/Gate Tender | 12.90 |
| 28310 - Lifeguard | 11.34 |

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| 28350 - Park Attendant (Aide) | 14.42 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.53 |
| 28515 - Recreation Specialist | 15.99 |
| 28630 - Sports Official | 11.49 |
| 28690 - Swimming Pool Operator | 17.09 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 15.84 |
| 29020 - Hatch Tender | 15.84 |
| 29030 - Line Handler | 15.84 |
| 29041 - Stevedore I | 14.91 |
| 29042 - Stevedore II | 16.78 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.68 |
| 30022 - Archeological Technician II | 17.53 |
| 30023 - Archeological Technician III | 21.72 |
| 30030 - Cartographic Technician | 21.72 |
| 30040 - Civil Engineering Technician | 20.50 |
| 30061 - Drafter/CAD Operator I | 15.68 |
| 30062 - Drafter/CAD Operator II | 17.53 |
| 30063 - Drafter/CAD Operator III | 19.55 |
| 30064 - Drafter/CAD Operator IV | 24.06 |
| 30081 - Engineering Technician I | 14.46 |
| 30082 - Engineering Technician II | 16.24 |
| 30083 - Engineering Technician III | 18.16 |
| 30084 - Engineering Technician IV | 27.52 |
| 30085 - Engineering Technician V | 33.30 |
| 30086 - Engineering Technician VI | 33.30 |
| 30090 - Environmental Technician | 21.72 |
| 30210 - Laboratory Technician | 18.48 |
| 30240 - Mathematical Technician | 21.72 |
| 30361 - Paralegal/Legal Assistant I | 17.48 |
| 30362 - Paralegal/Legal Assistant II | 21.65 |
| 30363 - Paralegal/Legal Assistant III | 26.49 |
| 30364 - Paralegal/Legal Assistant IV | 32.05 |
| 30390 - Photo-Optics Technician | 23.24 |
| 30461 - Technical Writer I | 19.51 |
| 30462 - Technical Writer II | 23.87 |
| 30463 - Technical Writer III | 28.88 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 20.94 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 23.24 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.27 |
| 31030 - Bus Driver | 13.72 |
| 31043 - Driver Courier | 11.99 |
| 31260 - Parking and Lot Attendant | 9.41 |
| 31290 - Shuttle Bus Driver | 12.77 |
| 31310 - Taxi Driver | 10.53 |
| 31361 - Truckdriver, Light | 12.77 |
| 31362 - Truckdriver, Medium | 13.62 |
| 31363 - Truckdriver, Heavy | 15.09 |
| 31364 - Truckdriver, Tractor-Trailer | 15.09 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.76 |
| 99050 - Desk Clerk | 10.10 |

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|---|-------|
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 9.50 |
| 99252 - Laboratory Animal Caretaker II | 10.21 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 12.98 |
| 99510 - Photofinishing Worker | 11.74 |
| 99710 - Recycling Laborer | 12.34 |
| 99711 - Recycling Specialist | 14.76 |
| 99730 - Refuse Collector | 11.59 |
| 99810 - Sales Clerk | 10.80 |
| 99820 - School Crossing Guard | 11.68 |
| 99830 - Survey Party Chief | 12.83 |
| 99831 - Surveying Aide | 9.09 |
| 99832 - Surveying Technician | 12.43 |
| 99840 - Vending Machine Attendant | 14.88 |
| 99841 - Vending Machine Repairer | 16.45 |
| 99842 - Vending Machine Repairer Helper | 14.88 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2139
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Georgia

Area: Georgia Counties of Baldwin, Bibb, Bleckley, Crawford, Crisp, Dodge, Dooley, Hancock, Houston, Jasper, Johnson, Jones, Lamar, Laurens, Macon, Monroe, Montgomery, Peach, Pike, Pulaski, Putnam, Telfair, Treutlen, Twiggs, Upson, Washington, Wheeler, Wilcox, Wilkinson

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.15 |
| 01012 - Accounting Clerk II | | 12.70 |
| 01013 - Accounting Clerk III | | 15.43 |
| 01020 - Administrative Assistant | | 17.56 |
| 01040 - Court Reporter | | 13.47 |
| 01051 - Data Entry Operator I | | 12.01 |
| 01052 - Data Entry Operator II | | 13.11 |

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| 01060 - Dispatcher, Motor Vehicle | 13.43 |
| 01070 - Document Preparation Clerk | 10.78 |
| 01090 - Duplicating Machine Operator | 10.78 |
| 01111 - General Clerk I | 10.42 |
| 01112 - General Clerk II | 11.37 |
| 01113 - General Clerk III | 12.76 |
| 01120 - Housing Referral Assistant | 16.01 |
| 01141 - Messenger Courier | 10.86 |
| 01191 - Order Clerk I | 11.98 |
| 01192 - Order Clerk II | 13.69 |
| 01261 - Personnel Assistant (Employment) I | 13.60 |
| 01262 - Personnel Assistant (Employment) II | 15.00 |
| 01263 - Personnel Assistant (Employment) III | 16.73 |
| 01270 - Production Control Clerk | 19.94 |
| 01280 - Receptionist | 11.08 |
| 01290 - Rental Clerk | 12.09 |
| 01300 - Scheduler, Maintenance | 12.10 |
| 01311 - Secretary I | 12.10 |
| 01312 - Secretary II | 13.47 |
| 01313 - Secretary III | 16.01 |
| 01320 - Service Order Dispatcher | 11.55 |
| 01410 - Supply Technician | 17.56 |
| 01420 - Survey Worker | 13.11 |
| 01531 - Travel Clerk I | 11.07 |
| 01532 - Travel Clerk II | 12.02 |
| 01533 - Travel Clerk III | 12.98 |
| 01611 - Word Processor I | 12.17 |
| 01612 - Word Processor II | 13.41 |
| 01613 - Word Processor III | 15.00 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.70 |
| 05010 - Automotive Electrician | 17.65 |
| 05040 - Automotive Glass Installer | 16.98 |
| 05070 - Automotive Worker | 16.98 |
| 05110 - Mobile Equipment Servicer | 15.63 |
| 05130 - Motor Equipment Metal Mechanic | 18.36 |
| 05160 - Motor Equipment Metal Worker | 16.98 |
| 05190 - Motor Vehicle Mechanic | 17.40 |
| 05220 - Motor Vehicle Mechanic Helper | 14.95 |
| 05250 - Motor Vehicle Upholstery Worker | 16.30 |
| 05280 - Motor Vehicle Wrecker | 16.98 |
| 05310 - Painter, Automotive | 17.65 |
| 05340 - Radiator Repair Specialist | 16.98 |
| 05370 - Tire Repairer | 14.01 |
| 05400 - Transmission Repair Specialist | 18.36 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.28 |
| 07041 - Cook I | 8.41 |
| 07042 - Cook II | 9.84 |
| 07070 - Dishwasher | 7.25 |
| 07130 - Food Service Worker | 8.60 |
| 07210 - Meat Cutter | 13.23 |
| 07260 - Waiter/Waitress | 7.45 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.28 |
| 09040 - Furniture Handler | 12.35 |
| 09080 - Furniture Refinisher | 17.28 |
| 09090 - Furniture Refinisher Helper | 14.63 |
| 09110 - Furniture Repairer, Minor | 15.95 |
| 09130 - Upholsterer | 17.28 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.84 |
| 11060 - Elevator Operator | 8.95 |

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| 11090 - Gardener | 13.56 |
| 11122 - Housekeeping Aide | 8.22 |
| 11150 - Janitor | 8.18 |
| 11210 - Laborer, Grounds Maintenance | 10.99 |
| 11240 - Maid or Houseman | 7.89 |
| 11260 - Pruner | 10.14 |
| 11270 - Tractor Operator | 12.40 |
| 11330 - Trail Maintenance Worker | 10.99 |
| 11360 - Window Cleaner | 9.22 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.17 |
| 12011 - Breath Alcohol Technician | 16.33 |
| 12012 - Certified Occupational Therapist Assistant | 22.40 |
| 12015 - Certified Physical Therapist Assistant | 25.63 |
| 12020 - Dental Assistant | 15.33 |
| 12025 - Dental Hygienist | 24.42 |
| 12030 - EKG Technician | 24.76 |
| 12035 - Electroneurodiagnostic Technologist | 24.76 |
| 12040 - Emergency Medical Technician | 13.17 |
| 12071 - Licensed Practical Nurse I | 14.60 |
| 12072 - Licensed Practical Nurse II | 16.33 |
| 12073 - Licensed Practical Nurse III | 18.21 |
| 12100 - Medical Assistant | 14.21 |
| 12130 - Medical Laboratory Technician | 16.13 |
| 12160 - Medical Record Clerk | 12.87 |
| 12190 - Medical Record Technician | 15.01 |
| 12195 - Medical Transcriptionist | 14.09 |
| 12210 - Nuclear Medicine Technologist | 35.89 |
| 12221 - Nursing Assistant I | 9.54 |
| 12222 - Nursing Assistant II | 10.77 |
| 12223 - Nursing Assistant III | 11.74 |
| 12224 - Nursing Assistant IV | 13.18 |
| 12235 - Optical Dispenser | 21.66 |
| 12236 - Optical Technician | 12.91 |
| 12250 - Pharmacy Technician | 13.63 |
| 12280 - Phlebotomist | 13.18 |
| 12305 - Radiologic Technologist | 22.80 |
| 12311 - Registered Nurse I | 23.44 |
| 12312 - Registered Nurse II | 28.67 |
| 12313 - Registered Nurse II, Specialist | 28.67 |
| 12314 - Registered Nurse III | 34.68 |
| 12315 - Registered Nurse III, Anesthetist | 34.68 |
| 12316 - Registered Nurse IV | 41.57 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.24 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.81 |
| 13012 - Exhibits Specialist II | 22.08 |
| 13013 - Exhibits Specialist III | 27.01 |
| 13041 - Illustrator I | 17.81 |
| 13042 - Illustrator II | 22.08 |
| 13043 - Illustrator III | 27.01 |
| 13047 - Librarian | 24.61 |
| 13050 - Library Aide/Clerk | 11.97 |
| 13054 - Library Information Technology Systems Administrator | 22.65 |
| 13058 - Library Technician | 17.94 |
| 13061 - Media Specialist I | 15.93 |
| 13062 - Media Specialist II | 17.81 |
| 13063 - Media Specialist III | 19.87 |
| 13071 - Photographer I | 13.47 |
| 13072 - Photographer II | 17.09 |
| 13073 - Photographer III | 20.02 |
| 13074 - Photographer IV | 24.50 |

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|---|---------|
| 13075 - Photographer V | 29.66 |
| 13110 - Video Teleconference Technician | 16.04 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.53 |
| 14042 - Computer Operator II | 16.25 |
| 14043 - Computer Operator III | 18.71 |
| 14044 - Computer Operator IV | 21.28 |
| 14045 - Computer Operator V | 24.78 |
| 14071 - Computer Programmer I | 21.48 |
| 14072 - Computer Programmer II | 26.62 |
| 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 | 14.53 |
| 14160 - Personal Computer Support Technician | 22.40 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.04 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.91 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.31 |
| 15050 - Computer Based Training Specialist / Instructor | 29.61 |
| 15060 - Educational Technologist | 24.72 |
| 15070 - Flight Instructor (Pilot) | 37.31 |
| 15080 - Graphic Artist | 16.91 |
| 15090 - Technical Instructor | 20.87 |
| 15095 - Technical Instructor/Course Developer | 25.53 |
| 15110 - Test Proctor | 16.84 |
| 15120 - Tutor | 16.84 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.23 |
| 16030 - Counter Attendant | 8.23 |
| 16040 - Dry Cleaner | 9.63 |
| 16070 - Finisher, Flatwork, Machine | 8.23 |
| 16090 - Presser, Hand | 8.23 |
| 16110 - Presser, Machine, Drycleaning | 8.23 |
| 16130 - Presser, Machine, Shirts | 8.23 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.23 |
| 16190 - Sewing Machine Operator | 10.09 |
| 16220 - Tailor | 10.56 |
| 16250 - Washer, Machine | 8.71 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.54 |
| 19040 - Tool And Die Maker | 24.92 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.11 |
| 21030 - Material Coordinator | 20.57 |
| 21040 - Material Expediter | 20.57 |
| 21050 - Material Handling Laborer | 11.91 |
| 21071 - Order Filler | 10.84 |
| 21080 - Production Line Worker (Food Processing) | 14.11 |
| 21110 - Shipping Packer | 12.22 |
| 21130 - Shipping/Receiving Clerk | 12.22 |
| 21140 - Store Worker I | 13.47 |
| 21150 - Stock Clerk | 16.73 |
| 21210 - Tools And Parts Attendant | 15.99 |
| 21410 - Warehouse Specialist | 15.99 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.55 |
| 23021 - Aircraft Mechanic I | 22.65 |
| 23022 - Aircraft Mechanic II | 23.55 |
| 23023 - Aircraft Mechanic III | 24.52 |
| 23040 - Aircraft Mechanic Helper | 18.45 |

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| 23050 - Aircraft, Painter | 21.45 |
| 23060 - Aircraft Servicer | 20.12 |
| 23080 - Aircraft Worker | 20.94 |
| 23110 - Appliance Mechanic | 19.83 |
| 23120 - Bicycle Repairer | 14.01 |
| 23125 - Cable Splicer | 26.17 |
| 23130 - Carpenter, Maintenance | 18.03 |
| 23140 - Carpet Layer | 19.81 |
| 23160 - Electrician, Maintenance | 19.22 |
| 23181 - Electronics Technician Maintenance I | 21.40 |
| 23182 - Electronics Technician Maintenance II | 22.46 |
| 23183 - Electronics Technician Maintenance III | 23.33 |
| 23260 - Fabric Worker | 16.22 |
| 23290 - Fire Alarm System Mechanic | 18.52 |
| 23310 - Fire Extinguisher Repairer | 15.47 |
| 23311 - Fuel Distribution System Mechanic | 21.13 |
| 23312 - Fuel Distribution System Operator | 17.73 |
| 23370 - General Maintenance Worker | 16.96 |
| 23380 - Ground Support Equipment Mechanic | 22.65 |
| 23381 - Ground Support Equipment Servicer | 20.12 |
| 23382 - Ground Support Equipment Worker | 20.94 |
| 23391 - Gunsmith I | 15.47 |
| 23392 - Gunsmith II | 16.98 |
| 23393 - Gunsmith III | 18.52 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.95 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.90 |
| 23430 - Heavy Equipment Mechanic | 20.14 |
| 23440 - Heavy Equipment Operator | 16.10 |
| 23460 - Instrument Mechanic | 20.61 |
| 23465 - Laboratory/Shelter Mechanic | 17.76 |
| 23470 - Laborer | 10.96 |
| 23510 - Locksmith | 17.76 |
| 23530 - Machinery Maintenance Mechanic | 22.18 |
| 23550 - Machinist, Maintenance | 18.52 |
| 23580 - Maintenance Trades Helper | 14.64 |
| 23591 - Metrology Technician I | 20.61 |
| 23592 - Metrology Technician II | 21.65 |
| 23593 - Metrology Technician III | 22.73 |
| 23640 - Millwright | 22.52 |
| 23710 - Office Appliance Repairer | 16.53 |
| 23760 - Painter, Maintenance | 17.76 |
| 23790 - Pipefitter, Maintenance | 20.61 |
| 23810 - Plumber, Maintenance | 19.83 |
| 23820 - Pneudraulic Systems Mechanic | 18.52 |
| 23850 - Rigger | 18.52 |
| 23870 - Scale Mechanic | 16.98 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.36 |
| 23910 - Small Engine Mechanic | 16.69 |
| 23931 - Telecommunications Mechanic I | 24.72 |
| 23932 - Telecommunications Mechanic II | 25.64 |
| 23950 - Telephone Lineman | 21.63 |
| 23960 - Welder, Combination, Maintenance | 18.52 |
| 23965 - Well Driller | 18.52 |
| 23970 - Woodcraft Worker | 18.52 |
| 23980 - Woodworker | 15.47 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.10 |
| 24580 - Child Care Center Clerk | 12.58 |
| 24610 - Chore Aide | 8.82 |
| 24620 - Family Readiness And Support Services Coordinator | 11.18 |

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| 24630 - Homemaker | 13.66 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.48 |
| 25040 - Sewage Plant Operator | 17.43 |
| 25070 - Stationary Engineer | 22.48 |
| 25190 - Ventilation Equipment Tender | 15.26 |
| 25210 - Water Treatment Plant Operator | 17.43 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 12.21 |
| 27007 - Baggage Inspector | 11.17 |
| 27008 - Corrections Officer | 14.01 |
| 27010 - Court Security Officer | 15.25 |
| 27030 - Detection Dog Handler | 12.49 |
| 27040 - Detention Officer | 14.01 |
| 27070 - Firefighter | 15.25 |
| 27101 - Guard I | 11.17 |
| 27102 - Guard II | 12.49 |
| 27131 - Police Officer I | 16.73 |
| 27132 - Police Officer II | 18.58 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 8.61 |
| 28042 - Carnival Equipment Repairer | 8.99 |
| 28043 - Carnival Equipment Worker | 7.58 |
| 28210 - Gate Attendant/Gate Tender | 13.99 |
| 28310 - Lifeguard | 11.74 |
| 28350 - Park Attendant (Aide) | 15.64 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.42 |
| 28515 - Recreation Specialist | 15.64 |
| 28630 - Sports Official | 12.46 |
| 28690 - Swimming Pool Operator | 14.20 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.23 |
| 29020 - Hatch Tender | 20.23 |
| 29030 - Line Handler | 20.23 |
| 29041 - Stevedore I | 19.51 |
| 29042 - Stevedore II | 21.12 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.40 |
| 30022 - Archeological Technician II | 18.39 |
| 30023 - Archeological Technician III | 21.32 |
| 30030 - Cartographic Technician | 23.13 |
| 30040 - Civil Engineering Technician | 21.32 |
| 30061 - Drafter/CAD Operator I | 18.00 |
| 30062 - Drafter/CAD Operator II | 20.72 |
| 30063 - Drafter/CAD Operator III | 20.95 |
| 30064 - Drafter/CAD Operator IV | 23.60 |
| 30081 - Engineering Technician I | 14.47 |
| 30082 - Engineering Technician II | 16.46 |
| 30083 - Engineering Technician III | 18.42 |
| 30084 - Engineering Technician IV | 22.50 |
| 30085 - Engineering Technician V | 27.52 |
| 30086 - Engineering Technician VI | 33.31 |
| 30090 - Environmental Technician | 22.26 |
| 30210 - Laboratory Technician | 20.95 |
| 30240 - Mathematical Technician | 21.32 |
| 30361 - Paralegal/Legal Assistant I | 17.65 |
| 30362 - Paralegal/Legal Assistant II | 21.88 |
| 30363 - Paralegal/Legal Assistant III | 26.76 |
| 30364 - Paralegal/Legal Assistant IV | 32.38 |
| 30390 - Photo-Optics Technician | 21.32 |

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|---|---------------|
| 30461 - Technical Writer I | 21.32 |
| 30462 - Technical Writer II | 26.08 |
| 30463 - Technical Writer III | 31.55 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.25 |
| 30621 - Weather Observer, Senior | (see 2) 21.32 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.29 |
| 31030 - Bus Driver | 14.03 |
| 31043 - Driver Courier | 13.52 |
| 31260 - Parking and Lot Attendant | 11.04 |
| 31290 - Shuttle Bus Driver | 14.31 |
| 31310 - Taxi Driver | 10.40 |
| 31361 - Truckdriver, Light | 14.31 |
| 31362 - Truckdriver, Medium | 15.10 |
| 31363 - Truckdriver, Heavy | 16.70 |
| 31364 - Truckdriver, Tractor-Trailer | 16.70 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.96 |
| 99050 - Desk Clerk | 8.76 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.22 |
| 99252 - Laboratory Animal Caretaker II | 11.80 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 14.91 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 11.36 |
| 99711 - Recycling Specialist | 14.18 |
| 99730 - Refuse Collector | 10.43 |
| 99810 - Sales Clerk | 11.45 |
| 99820 - School Crossing Guard | 9.65 |
| 99830 - Survey Party Chief | 16.92 |
| 99831 - Surveying Aide | 13.06 |
| 99832 - Surveying Technician | 15.39 |
| 99840 - Vending Machine Attendant | 17.18 |
| 99841 - Vending Machine Repairer | 19.53 |
| 99842 - Vending Machine Repairer Helper | 17.18 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or
Page 1020

successor; 3 weeks after 8 years, and 4 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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2140
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Georgia

Area: Georgia Counties of Baldwin, Bibb, Bleckley, Crawford, Crisp, Dodge, Dooley, Hancock, Houston, Jasper, Johnson, Jones, Lamar, Laurens, Macon, Monroe, Montgomery, Peach, Pike, Pulaski, Putnam, Telfair, Treutlen, Twiggs, Upson, Washington, Wheeler, Wilcox, Wilkinson

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.15 |
| 01012 - Accounting Clerk II | | 12.70 |
| 01013 - Accounting Clerk III | | 15.43 |
| 01020 - Administrative Assistant | | 17.56 |
| 01040 - Court Reporter | | 13.47 |
| 01051 - Data Entry Operator I | | 12.01 |
| 01052 - Data Entry Operator II | | 13.11 |
| 01060 - Dispatcher, Motor Vehicle | | 13.43 |
| 01070 - Document Preparation Clerk | | 10.78 |
| 01090 - Duplicating Machine Operator | | 10.78 |
| 01111 - General Clerk I | | 10.42 |
| 01112 - General Clerk II | | 11.37 |
| 01113 - General Clerk III | | 12.76 |
| 01120 - Housing Referral Assistant | | 16.01 |
| 01141 - Messenger Courier | | 10.86 |
| 01191 - Order Clerk I | | 11.98 |
| 01192 - Order Clerk II | | 13.69 |
| 01261 - Personnel Assistant (Employment) I | | 13.60 |
| 01262 - Personnel Assistant (Employment) II | | 15.00 |
| 01263 - Personnel Assistant (Employment) III | | 16.73 |
| 01270 - Production Control Clerk | | 19.94 |
| 01280 - Receptionist | | 11.08 |
| 01290 - Rental Clerk | | 12.09 |
| 01300 - Scheduler, Maintenance | | 12.10 |
| 01311 - Secretary I | | 12.10 |
| 01312 - Secretary II | | 13.47 |
| 01313 - Secretary III | | 16.01 |
| 01320 - Service Order Dispatcher | | 11.55 |
| 01410 - Supply Technician | | 17.56 |
| 01420 - Survey Worker | | 13.11 |
| 01531 - Travel Clerk I | | 11.07 |
| 01532 - Travel Clerk II | | 12.02 |
| 01533 - Travel Clerk III | | 12.98 |
| 01611 - Word Processor I | | 12.17 |
| 01612 - Word Processor II | | 13.41 |
| 01613 - Word Processor III | | 15.00 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 21.70 |
| 05010 - Automotive Electrician | | 17.65 |
| 05040 - Automotive Glass Installer | | 16.98 |
| 05070 - Automotive Worker | | 16.98 |
| 05110 - Mobile Equipment Servicer | | 15.63 |
| 05130 - Motor Equipment Metal Mechanic | | 18.36 |
| 05160 - Motor Equipment Metal Worker | | 16.98 |
| 05190 - Motor Vehicle Mechanic | | 17.40 |
| 05220 - Motor Vehicle Mechanic Helper | | 14.95 |
| 05250 - Motor Vehicle Upholstery Worker | | 16.30 |
| 05280 - Motor Vehicle Wrecker | | 16.98 |

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| 05310 - Painter, Automotive | 17.65 |
| 05340 - Radiator Repair Specialist | 16.98 |
| 05370 - Tire Repairer | 14.01 |
| 05400 - Transmission Repair Specialist | 18.36 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.28 |
| 07041 - Cook I | 8.41 |
| 07042 - Cook II | 9.84 |
| 07070 - Dishwasher | 7.25 |
| 07130 - Food Service Worker | 8.60 |
| 07210 - Meat Cutter | 13.23 |
| 07260 - Waiter/Waitress | 7.45 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.28 |
| 09040 - Furniture Handler | 12.35 |
| 09080 - Furniture Refinisher | 17.28 |
| 09090 - Furniture Refinisher Helper | 14.63 |
| 09110 - Furniture Repairer, Minor | 15.95 |
| 09130 - Upholsterer | 17.28 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.84 |
| 11060 - Elevator Operator | 8.95 |
| 11090 - Gardener | 13.56 |
| 11122 - Housekeeping Aide | 8.22 |
| 11150 - Janitor | 8.18 |
| 11210 - Laborer, Grounds Maintenance | 10.99 |
| 11240 - Maid or Houseman | 7.89 |
| 11260 - Pruner | 10.14 |
| 11270 - Tractor Operator | 12.40 |
| 11330 - Trail Maintenance Worker | 10.99 |
| 11360 - Window Cleaner | 9.22 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.17 |
| 12011 - Breath Alcohol Technician | 16.33 |
| 12012 - Certified Occupational Therapist Assistant | 22.40 |
| 12015 - Certified Physical Therapist Assistant | 25.63 |
| 12020 - Dental Assistant | 15.33 |
| 12025 - Dental Hygienist | 24.42 |
| 12030 - EKG Technician | 24.76 |
| 12035 - Electroneurodiagnostic Technologist | 24.76 |
| 12040 - Emergency Medical Technician | 13.17 |
| 12071 - Licensed Practical Nurse I | 14.60 |
| 12072 - Licensed Practical Nurse II | 16.33 |
| 12073 - Licensed Practical Nurse III | 18.21 |
| 12100 - Medical Assistant | 14.21 |
| 12130 - Medical Laboratory Technician | 16.13 |
| 12160 - Medical Record Clerk | 12.87 |
| 12190 - Medical Record Technician | 15.01 |
| 12195 - Medical Transcriptionist | 14.09 |
| 12210 - Nuclear Medicine Technologist | 35.89 |
| 12221 - Nursing Assistant I | 9.54 |
| 12222 - Nursing Assistant II | 10.77 |
| 12223 - Nursing Assistant III | 11.74 |
| 12224 - Nursing Assistant IV | 13.18 |
| 12235 - Optical Dispenser | 21.66 |
| 12236 - Optical Technician | 12.91 |
| 12250 - Pharmacy Technician | 13.63 |
| 12280 - Phlebotomist | 13.18 |
| 12305 - Radiologic Technologist | 22.80 |
| 12311 - Registered Nurse I | 23.44 |
| 12312 - Registered Nurse II | 28.67 |
| 12313 - Registered Nurse II, Specialist | 28.67 |
| 12314 - Registered Nurse III | 34.68 |

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|---|---------|
| 12315 - Registered Nurse III, Anesthetist | 34.68 |
| 12316 - Registered Nurse IV | 41.57 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.24 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.81 |
| 13012 - Exhibits Specialist II | 22.08 |
| 13013 - Exhibits Specialist III | 27.01 |
| 13041 - Illustrator I | 17.81 |
| 13042 - Illustrator II | 22.08 |
| 13043 - Illustrator III | 27.01 |
| 13047 - Librarian | 24.61 |
| 13050 - Library Aide/Clerk | 11.97 |
| 13054 - Library Information Technology Systems Administrator | 22.65 |
| 13058 - Library Technician | 17.94 |
| 13061 - Media Specialist I | 15.93 |
| 13062 - Media Specialist II | 17.81 |
| 13063 - Media Specialist III | 19.87 |
| 13071 - Photographer I | 13.47 |
| 13072 - Photographer II | 17.09 |
| 13073 - Photographer III | 20.02 |
| 13074 - Photographer IV | 24.50 |
| 13075 - Photographer V | 29.66 |
| 13110 - Video Teleconference Technician | 16.04 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.53 |
| 14042 - Computer Operator II | 16.25 |
| 14043 - Computer Operator III | 18.71 |
| 14044 - Computer Operator IV | 21.28 |
| 14045 - Computer Operator V | 24.78 |
| 14071 - Computer Programmer I | 21.48 |
| 14072 - Computer Programmer II | 26.62 |
| 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 | 14.53 |
| 14160 - Personal Computer Support Technician | 22.40 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.04 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.91 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.31 |
| 15050 - Computer Based Training Specialist / Instructor | 29.61 |
| 15060 - Educational Technologist | 24.72 |
| 15070 - Flight Instructor (Pilot) | 37.31 |
| 15080 - Graphic Artist | 16.91 |
| 15090 - Technical Instructor | 20.87 |
| 15095 - Technical Instructor/Course Developer | 25.53 |
| 15110 - Test Proctor | 16.84 |
| 15120 - Tutor | 16.84 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.23 |
| 16030 - Counter Attendant | 8.23 |
| 16040 - Dry Cleaner | 9.63 |
| 16070 - Finisher, Flatwork, Machine | 8.23 |
| 16090 - Presser, Hand | 8.23 |
| 16110 - Presser, Machine, Drycleaning | 8.23 |
| 16130 - Presser, Machine, Shirts | 8.23 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.23 |
| 16190 - Sewing Machine Operator | 10.09 |
| 16220 - Tailor | 10.56 |
| 16250 - Washer, Machine | 8.71 |

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|---|-------|
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.54 |
| 19040 - Tool And Die Maker | 24.92 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.11 |
| 21030 - Material Coordinator | 20.57 |
| 21040 - Material Expediter | 20.57 |
| 21050 - Material Handling Laborer | 11.91 |
| 21071 - Order Filler | 10.84 |
| 21080 - Production Line Worker (Food Processing) | 14.11 |
| 21110 - Shipping Packer | 12.22 |
| 21130 - Shipping/Receiving Clerk | 12.22 |
| 21140 - Store Worker I | 13.47 |
| 21150 - Stock Clerk | 16.73 |
| 21210 - Tools And Parts Attendant | 15.99 |
| 21410 - Warehouse Specialist | 15.99 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.55 |
| 23021 - Aircraft Mechanic I | 22.65 |
| 23022 - Aircraft Mechanic II | 23.55 |
| 23023 - Aircraft Mechanic III | 24.52 |
| 23040 - Aircraft Mechanic Helper | 18.45 |
| 23050 - Aircraft, Painter | 21.45 |
| 23060 - Aircraft Servicer | 20.12 |
| 23080 - Aircraft Worker | 20.94 |
| 23110 - Appliance Mechanic | 19.83 |
| 23120 - Bicycle Repairer | 14.01 |
| 23125 - Cable Splicer | 26.17 |
| 23130 - Carpenter, Maintenance | 18.03 |
| 23140 - Carpet Layer | 19.81 |
| 23160 - Electrician, Maintenance | 19.22 |
| 23181 - Electronics Technician Maintenance I | 21.40 |
| 23182 - Electronics Technician Maintenance II | 22.46 |
| 23183 - Electronics Technician Maintenance III | 23.33 |
| 23260 - Fabric Worker | 16.22 |
| 23290 - Fire Alarm System Mechanic | 18.52 |
| 23310 - Fire Extinguisher Repairer | 15.47 |
| 23311 - Fuel Distribution System Mechanic | 21.13 |
| 23312 - Fuel Distribution System Operator | 17.73 |
| 23370 - General Maintenance Worker | 16.96 |
| 23380 - Ground Support Equipment Mechanic | 22.65 |
| 23381 - Ground Support Equipment Servicer | 20.12 |
| 23382 - Ground Support Equipment Worker | 20.94 |
| 23391 - Gunsmith I | 15.47 |
| 23392 - Gunsmith II | 16.98 |
| 23393 - Gunsmith III | 18.52 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.95 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.90 |
| 23430 - Heavy Equipment Mechanic | 20.14 |
| 23440 - Heavy Equipment Operator | 16.10 |
| 23460 - Instrument Mechanic | 20.61 |
| 23465 - Laboratory/Shelter Mechanic | 17.76 |
| 23470 - Laborer | 10.96 |
| 23510 - Locksmith | 17.76 |
| 23530 - Machinery Maintenance Mechanic | 22.18 |
| 23550 - Machinist, Maintenance | 18.52 |
| 23580 - Maintenance Trades Helper | 14.64 |
| 23591 - Metrology Technician I | 20.61 |
| 23592 - Metrology Technician II | 21.65 |
| 23593 - Metrology Technician III | 22.73 |
| 23640 - Millwright | 22.52 |

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| 23710 - Office Appliance Repairer | 16.53 |
| 23760 - Painter, Maintenance | 17.76 |
| 23790 - Pipefitter, Maintenance | 20.61 |
| 23810 - Plumber, Maintenance | 19.83 |
| 23820 - Pneudraulic Systems Mechanic | 18.52 |
| 23850 - Rigger | 18.52 |
| 23870 - Scale Mechanic | 16.98 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.36 |
| 23910 - Small Engine Mechanic | 16.69 |
| 23931 - Telecommunications Mechanic I | 24.72 |
| 23932 - Telecommunications Mechanic II | 25.64 |
| 23950 - Telephone Lineman | 21.63 |
| 23960 - Welder, Combination, Maintenance | 18.52 |
| 23965 - Well Driller | 18.52 |
| 23970 - Woodcraft Worker | 18.52 |
| 23980 - Woodworker | 15.47 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.10 |
| 24580 - Child Care Center Clerk | 12.58 |
| 24610 - Chore Aide | 8.82 |
| 24620 - Family Readiness And Support Services Coordinator | 11.18 |
| 24630 - Homemaker | 13.66 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.48 |
| 25040 - Sewage Plant Operator | 17.43 |
| 25070 - Stationary Engineer | 22.48 |
| 25190 - Ventilation Equipment Tender | 15.26 |
| 25210 - Water Treatment Plant Operator | 17.43 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 12.21 |
| 27007 - Baggage Inspector | 11.17 |
| 27008 - Corrections Officer | 14.01 |
| 27010 - Court Security Officer | 15.25 |
| 27030 - Detection Dog Handler | 12.49 |
| 27040 - Detention Officer | 14.01 |
| 27070 - Firefighter | 15.25 |
| 27101 - Guard I | 11.17 |
| 27102 - Guard II | 12.49 |
| 27131 - Police Officer I | 16.73 |
| 27132 - Police Officer II | 18.58 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 8.61 |
| 28042 - Carnival Equipment Repairer | 8.99 |
| 28043 - Carnival Equipment Worker | 7.58 |
| 28210 - Gate Attendant/Gate Tender | 13.99 |
| 28310 - Lifeguard | 11.74 |
| 28350 - Park Attendant (Aide) | 15.64 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.42 |
| 28515 - Recreation Specialist | 15.64 |
| 28630 - Sports Official | 12.46 |
| 28690 - Swimming Pool Operator | 14.20 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.23 |
| 29020 - Hatch Tender | 20.23 |
| 29030 - Line Handler | 20.23 |
| 29041 - Stevedore I | 19.51 |
| 29042 - Stevedore II | 21.12 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.40 |

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| 30022 - Archeological Technician II | 18.39 |
| 30023 - Archeological Technician III | 21.32 |
| 30030 - Cartographic Technician | 23.13 |
| 30040 - Civil Engineering Technician | 21.32 |
| 30061 - Drafter/CAD Operator I | 18.00 |
| 30062 - Drafter/CAD Operator II | 20.72 |
| 30063 - Drafter/CAD Operator III | 20.95 |
| 30064 - Drafter/CAD Operator IV | 23.60 |
| 30081 - Engineering Technician I | 14.47 |
| 30082 - Engineering Technician II | 16.46 |
| 30083 - Engineering Technician III | 18.42 |
| 30084 - Engineering Technician IV | 22.50 |
| 30085 - Engineering Technician V | 27.52 |
| 30086 - Engineering Technician VI | 33.31 |
| 30090 - Environmental Technician | 22.26 |
| 30210 - Laboratory Technician | 20.95 |
| 30240 - Mathematical Technician | 21.32 |
| 30361 - Paralegal/Legal Assistant I | 17.65 |
| 30362 - Paralegal/Legal Assistant II | 21.88 |
| 30363 - Paralegal/Legal Assistant III | 26.76 |
| 30364 - Paralegal/Legal Assistant IV | 32.38 |
| 30390 - Photo-Optics Technician | 21.32 |
| 30461 - Technical Writer I | 21.32 |
| 30462 - Technical Writer II | 26.08 |
| 30463 - Technical Writer III | 31.55 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.25 |
| 30621 - Weather Observer, Senior | (see 2) 21.32 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.29 |
| 31030 - Bus Driver | 14.03 |
| 31043 - Driver Courier | 13.52 |
| 31260 - Parking and Lot Attendant | 11.04 |
| 31290 - Shuttle Bus Driver | 14.31 |
| 31310 - Taxi Driver | 10.40 |
| 31361 - Truckdriver, Light | 14.31 |
| 31362 - Truckdriver, Medium | 15.10 |
| 31363 - Truckdriver, Heavy | 16.70 |
| 31364 - Truckdriver, Tractor-Trailer | 16.70 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.96 |
| 99050 - Desk Clerk | 8.76 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.22 |
| 99252 - Laboratory Animal Caretaker II | 11.80 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 14.91 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 11.36 |
| 99711 - Recycling Specialist | 14.18 |
| 99730 - Refuse Collector | 10.43 |
| 99810 - Sales Clerk | 11.45 |
| 99820 - School Crossing Guard | 9.65 |
| 99830 - Survey Party Chief | 16.92 |
| 99831 - Surveying Aide | 13.06 |
| 99832 - Surveying Technician | 15.39 |
| 99840 - Vending Machine Attendant | 17.18 |
| 99841 - Vending Machine Repairer | 19.53 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2141
Revision No.: 15
Date of Last Revision: 07/25/2014

States: Georgia, South Carolina

Area: Georgia Counties of Appling, Bacon, Bryan, Bulloch, Candler, Chatham, Effingham, Evans, Jeff Davis, Liberty, Long, McIntosh, Screven, Tattnall, Toombs, Wayne

South Carolina Counties of Hampton, Jasper

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.94 |
| 01012 - Accounting Clerk II | | 13.40 |
| 01013 - Accounting Clerk III | | 14.99 |
| 01020 - Administrative Assistant | | 16.85 |
| 01040 - Court Reporter | | 13.33 |
| 01051 - Data Entry Operator I | | 10.82 |
| 01052 - Data Entry Operator II | | 12.82 |
| 01060 - Dispatcher, Motor Vehicle | | 18.34 |
| 01070 - Document Preparation Clerk | | 11.45 |
| 01090 - Duplicating Machine Operator | | 11.45 |
| 01111 - General Clerk I | | 10.83 |
| 01112 - General Clerk II | | 11.82 |
| 01113 - General Clerk III | | 13.26 |
| 01120 - Housing Referral Assistant | | 14.86 |
| 01141 - Messenger Courier | | 10.37 |
| 01191 - Order Clerk I | | 10.77 |
| 01192 - Order Clerk II | | 12.93 |
| 01261 - Personnel Assistant (Employment) I | | 17.24 |
| 01262 - Personnel Assistant (Employment) II | | 20.67 |
| 01263 - Personnel Assistant (Employment) III | | 24.58 |
| 01270 - Production Control Clerk | | 23.11 |
| 01280 - Receptionist | | 10.70 |

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| 01290 - Rental Clerk | 11.58 |
| 01300 - Scheduler, Maintenance | 11.91 |
| 01311 - Secretary I | 11.91 |
| 01312 - Secretary II | 13.33 |
| 01313 - Secretary III | 14.86 |
| 01320 - Service Order Dispatcher | 14.92 |
| 01410 - Supply Technician | 16.85 |
| 01420 - Survey Worker | 13.73 |
| 01531 - Travel Clerk I | 12.02 |
| 01532 - Travel Clerk II | 12.84 |
| 01533 - Travel Clerk III | 13.86 |
| 01611 - Word Processor I | 11.68 |
| 01612 - Word Processor II | 13.13 |
| 01613 - Word Processor III | 14.69 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.50 |
| 05010 - Automotive Electrician | 16.31 |
| 05040 - Automotive Glass Installer | 15.44 |
| 05070 - Automotive Worker | 15.75 |
| 05110 - Mobile Equipment Servicer | 13.74 |
| 05130 - Motor Equipment Metal Mechanic | 17.21 |
| 05160 - Motor Equipment Metal Worker | 15.44 |
| 05190 - Motor Vehicle Mechanic | 17.21 |
| 05220 - Motor Vehicle Mechanic Helper | 12.88 |
| 05250 - Motor Vehicle Upholstery Worker | 14.61 |
| 05280 - Motor Vehicle Wrecker | 15.44 |
| 05310 - Painter, Automotive | 16.31 |
| 05340 - Radiator Repair Specialist | 15.44 |
| 05370 - Tire Repairer | 10.86 |
| 05400 - Transmission Repair Specialist | 17.21 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.67 |
| 07041 - Cook I | 9.98 |
| 07042 - Cook II | 11.40 |
| 07070 - Dishwasher | 8.40 |
| 07130 - Food Service Worker | 9.69 |
| 07210 - Meat Cutter | 13.03 |
| 07260 - Waiter/Waitress | 9.39 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.52 |
| 09040 - Furniture Handler | 12.95 |
| 09080 - Furniture Refinisher | 20.14 |
| 09090 - Furniture Refinisher Helper | 15.40 |
| 09110 - Furniture Repairer, Minor | 17.71 |
| 09130 - Upholsterer | 20.14 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.63 |
| 11060 - Elevator Operator | 9.58 |
| 11090 - Gardener | 13.28 |
| 11122 - Housekeeping Aide | 9.58 |
| 11150 - Janitor | 9.58 |
| 11210 - Laborer, Grounds Maintenance | 10.84 |
| 11240 - Maid or Houseman | 8.20 |
| 11260 - Pruner | 10.78 |
| 11270 - Tractor Operator | 12.46 |
| 11330 - Trail Maintenance Worker | 10.84 |
| 11360 - Window Cleaner | 10.44 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.67 |
| 12011 - Breath Alcohol Technician | 16.08 |
| 12012 - Certified Occupational Therapist Assistant | 22.06 |
| 12015 - Certified Physical Therapist Assistant | 22.06 |
| 12020 - Dental Assistant | 14.09 |

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| 12025 - Dental Hygienist | 32.84 |
| 12030 - EKG Technician | 22.85 |
| 12035 - Electroneurodiagnostic Technologist | 22.85 |
| 12040 - Emergency Medical Technician | 15.67 |
| 12071 - Licensed Practical Nurse I | 14.37 |
| 12072 - Licensed Practical Nurse II | 16.08 |
| 12073 - Licensed Practical Nurse III | 17.93 |
| 12100 - Medical Assistant | 12.64 |
| 12130 - Medical Laboratory Technician | 13.46 |
| 12160 - Medical Record Clerk | 13.31 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 16.94 |
| 12210 - Nuclear Medicine Technologist | 35.33 |
| 12221 - Nursing Assistant I | 10.09 |
| 12222 - Nursing Assistant II | 11.34 |
| 12223 - Nursing Assistant III | 12.38 |
| 12224 - Nursing Assistant IV | 13.89 |
| 12235 - Optical Dispenser | 17.75 |
| 12236 - Optical Technician | 13.41 |
| 12250 - Pharmacy Technician | 15.16 |
| 12280 - Phlebotomist | 13.89 |
| 12305 - Radiologic Technologist | 22.50 |
| 12311 - Registered Nurse I | 22.85 |
| 12312 - Registered Nurse II | 27.94 |
| 12313 - Registered Nurse II, Specialist | 27.94 |
| 12314 - Registered Nurse III | 33.07 |
| 12315 - Registered Nurse III, Anesthetist | 33.80 |
| 12316 - Registered Nurse IV | 39.40 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.92 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.60 |
| 13012 - Exhibits Specialist II | 24.29 |
| 13013 - Exhibits Specialist III | 29.71 |
| 13041 - Illustrator I | 19.60 |
| 13042 - Illustrator II | 24.29 |
| 13043 - Illustrator III | 29.71 |
| 13047 - Librarian | 26.89 |
| 13050 - Library Aide/Clerk | 12.62 |
| 13054 - Library Information Technology Systems Administrator | 24.29 |
| 13058 - Library Technician | 17.42 |
| 13061 - Media Specialist I | 17.52 |
| 13062 - Media Specialist II | 19.60 |
| 13063 - Media Specialist III | 21.86 |
| 13071 - Photographer I | 15.24 |
| 13072 - Photographer II | 17.12 |
| 13073 - Photographer III | 21.04 |
| 13074 - Photographer IV | 25.73 |
| 13075 - Photographer V | 31.13 |
| 13110 - Video Teleconference Technician | 17.52 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.48 |
| 14042 - Computer Operator II | 17.25 |
| 14043 - Computer Operator III | 21.23 |
| 14044 - Computer Operator IV | 23.62 |
| 14045 - Computer Operator V | 26.13 |
| 14071 - Computer Programmer I | (see 2) 20.15 |
| 14072 - Computer Programmer II | (see 2) 26.57 |
| 14073 - Computer Programmer III | (see 2) |
| 14074 - Computer Programmer IV | (see 2) |
| 14101 - Computer Systems Analyst I | (see 2) |
| 14102 - Computer Systems Analyst II | (see 2) |
| 14103 - Computer Systems Analyst III | (see 2) |

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| 14150 - Peripheral Equipment Operator | 15.48 |
| 14160 - Personal Computer Support Technician | 23.62 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.92 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.99 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.11 |
| 15050 - Computer Based Training Specialist / Instructor | 28.92 |
| 15060 - Educational Technologist | 24.24 |
| 15070 - Flight Instructor (Pilot) | 41.11 |
| 15080 - Graphic Artist | 24.84 |
| 15090 - Technical Instructor | 21.66 |
| 15095 - Technical Instructor/Course Developer | 26.49 |
| 15110 - Test Proctor | 17.47 |
| 15120 - Tutor | 17.47 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.67 |
| 16030 - Counter Attendant | 8.67 |
| 16040 - Dry Cleaner | 10.52 |
| 16070 - Finisher, Flatwork, Machine | 8.67 |
| 16090 - Presser, Hand | 8.67 |
| 16110 - Presser, Machine, Drycleaning | 8.67 |
| 16130 - Presser, Machine, Shirts | 8.67 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.67 |
| 16190 - Sewing Machine Operator | 11.17 |
| 16220 - Tailor | 11.83 |
| 16250 - Washer, Machine | 9.17 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.57 |
| 19040 - Tool And Die Maker | 22.49 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.30 |
| 21030 - Material Coordinator | 23.11 |
| 21040 - Material Expediter | 23.11 |
| 21050 - Material Handling Laborer | 14.26 |
| 21071 - Order Filler | 12.65 |
| 21080 - Production Line Worker (Food Processing) | 15.30 |
| 21110 - Shipping Packer | 15.62 |
| 21130 - Shipping/Receiving Clerk | 15.62 |
| 21140 - Store Worker I | 11.72 |
| 21150 - Stock Clerk | 15.90 |
| 21210 - Tools And Parts Attendant | 15.30 |
| 21410 - Warehouse Specialist | 15.30 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.07 |
| 23021 - Aircraft Mechanic I | 22.92 |
| 23022 - Aircraft Mechanic II | 24.07 |
| 23023 - Aircraft Mechanic III | 25.27 |
| 23040 - Aircraft Mechanic Helper | 17.16 |
| 23050 - Aircraft, Painter | 21.75 |
| 23060 - Aircraft Servicer | 19.45 |
| 23080 - Aircraft Worker | 20.56 |
| 23110 - Appliance Mechanic | 18.50 |
| 23120 - Bicycle Repairer | 13.66 |
| 23125 - Cable Splicer | 20.30 |
| 23130 - Carpenter, Maintenance | 16.38 |
| 23140 - Carpet Layer | 17.58 |
| 23160 - Electrician, Maintenance | 21.23 |
| 23181 - Electronics Technician Maintenance I | 21.54 |
| 23182 - Electronics Technician Maintenance II | 22.76 |
| 23183 - Electronics Technician Maintenance III | 24.04 |
| 23260 - Fabric Worker | 16.33 |
| 23290 - Fire Alarm System Mechanic | 19.62 |
| 23310 - Fire Extinguisher Repairer | 15.17 |

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| 23311 - Fuel Distribution System Mechanic | 18.45 |
| 23312 - Fuel Distribution System Operator | 14.70 |
| 23370 - General Maintenance Worker | 15.94 |
| 23380 - Ground Support Equipment Mechanic | 22.92 |
| 23381 - Ground Support Equipment Servicer | 19.45 |
| 23382 - Ground Support Equipment Worker | 20.56 |
| 23391 - Gunsmith I | 15.17 |
| 23392 - Gunsmith II | 17.58 |
| 23393 - Gunsmith III | 19.62 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.62 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.62 |
| 23430 - Heavy Equipment Mechanic | 22.69 |
| 23440 - Heavy Equipment Operator | 19.62 |
| 23460 - Instrument Mechanic | 21.25 |
| 23465 - Laboratory/Shelter Mechanic | 18.57 |
| 23470 - Laborer | 14.26 |
| 23510 - Locksmith | 18.57 |
| 23530 - Machinery Maintenance Mechanic | 23.45 |
| 23550 - Machinist, Maintenance | 22.08 |
| 23580 - Maintenance Trades Helper | 13.28 |
| 23591 - Metrology Technician I | 21.25 |
| 23592 - Metrology Technician II | 22.32 |
| 23593 - Metrology Technician III | 23.43 |
| 23640 - Millwright | 20.82 |
| 23710 - Office Appliance Repairer | 19.44 |
| 23760 - Painter, Maintenance | 18.57 |
| 23790 - Pipefitter, Maintenance | 19.62 |
| 23810 - Plumber, Maintenance | 18.57 |
| 23820 - Pneudraulic Systems Mechanic | 19.62 |
| 23850 - Rigger | 19.62 |
| 23870 - Scale Mechanic | 17.58 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.62 |
| 23910 - Small Engine Mechanic | 17.58 |
| 23931 - Telecommunications Mechanic I | 23.83 |
| 23932 - Telecommunications Mechanic II | 25.05 |
| 23950 - Telephone Lineman | 20.38 |
| 23960 - Welder, Combination, Maintenance | 18.65 |
| 23965 - Well Driller | 19.62 |
| 23970 - Woodcraft Worker | 19.62 |
| 23980 - Woodworker | 15.17 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.31 |
| 24580 - Child Care Center Clerk | 12.75 |
| 24610 - Chore Aide | 9.45 |
| 24620 - Family Readiness And Support Services Coordinator | 12.85 |
| 24630 - Homemaker | 14.19 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.46 |
| 25040 - Sewage Plant Operator | 16.82 |
| 25070 - Stationary Engineer | 21.46 |
| 25190 - Ventilation Equipment Tender | 14.20 |
| 25210 - Water Treatment Plant Operator | 16.82 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.01 |
| 27007 - Baggage Inspector | 10.55 |
| 27008 - Corrections Officer | 17.25 |
| 27010 - Court Security Officer | 17.41 |
| 27030 - Detection Dog Handler | 13.87 |
| 27040 - Detention Officer | 17.25 |
| 27070 - Firefighter | 17.11 |

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| 27101 - Guard I | 10.55 |
| 27102 - Guard II | 13.87 |
| 27131 - Police Officer I | 17.71 |
| 27132 - Police Officer II | 19.68 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.84 |
| 28042 - Carnival Equipment Repairer | 11.56 |
| 28043 - Carnival Equipment Worker | 8.70 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |
| 28310 - Lifeguard | 11.59 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.82 |
| 28515 - Recreation Specialist | 15.61 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 14.35 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.94 |
| 29020 - Hatch Tender | 18.94 |
| 29030 - Line Handler | 18.94 |
| 29041 - Stevedore I | 17.59 |
| 29042 - Stevedore II | 20.00 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 1) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 1) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 1) | 27.16 |
| 30021 - Archeological Technician I | 16.69 |
| 30022 - Archeological Technician II | 18.67 |
| 30023 - Archeological Technician III | 23.13 |
| 30030 - Cartographic Technician | 22.77 |
| 30040 - Civil Engineering Technician | 21.31 |
| 30061 - Drafter/CAD Operator I | 16.69 |
| 30062 - Drafter/CAD Operator II | 18.67 |
| 30063 - Drafter/CAD Operator III | 20.82 |
| 30064 - Drafter/CAD Operator IV | 25.61 |
| 30081 - Engineering Technician I | 15.31 |
| 30082 - Engineering Technician II | 17.18 |
| 30083 - Engineering Technician III | 19.22 |
| 30084 - Engineering Technician IV | 23.78 |
| 30085 - Engineering Technician V | 29.14 |
| 30086 - Engineering Technician VI | 25.35 |
| 30090 - Environmental Technician | 22.79 |
| 30210 - Laboratory Technician | 20.97 |
| 30240 - Mathematical Technician | 23.13 |
| 30361 - Paralegal/Legal Assistant I | 18.28 |
| 30362 - Paralegal/Legal Assistant II | 22.66 |
| 30363 - Paralegal/Legal Assistant III | 26.08 |
| 30364 - Paralegal/Legal Assistant IV | 31.56 |
| 30390 - Photo-Optics Technician | 23.14 |
| 30461 - Technical Writer I | 23.13 |
| 30462 - Technical Writer II | 28.30 |
| 30463 - Technical Writer III | 34.24 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 1) | 20.82 |
| 30621 - Weather Observer, Senior (see 1) | 23.13 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.24 |
| 31030 - Bus Driver | 14.05 |
| 31043 - Driver Courier | 13.68 |

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| 31260 - Parking and Lot Attendant | 9.21 |
| 31290 - Shuttle Bus Driver | 13.68 |
| 31310 - Taxi Driver | 10.86 |
| 31361 - Truckdriver, Light | 13.68 |
| 31362 - Truckdriver, Medium | 14.55 |
| 31363 - Truckdriver, Heavy | 18.76 |
| 31364 - Truckdriver, Tractor-Trailer | 18.76 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.11 |
| 99050 - Desk Clerk | 9.12 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.15 |
| 99252 - Laboratory Animal Caretaker II | 11.72 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 14.40 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.65 |
| 99711 - Recycling Specialist | 16.17 |
| 99730 - Refuse Collector | 12.67 |
| 99810 - Sales Clerk | 11.19 |
| 99820 - School Crossing Guard | 11.23 |
| 99830 - Survey Party Chief | 18.50 |
| 99831 - Surveying Aide | 11.56 |
| 99832 - Surveying Technician | 15.85 |
| 99840 - Vending Machine Attendant | 11.62 |
| 99841 - Vending Machine Repairer | 13.94 |
| 99842 - Vending Machine Repairer Helper | 11.62 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 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 4174)

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

2) 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).

1) 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 regrading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

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

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2142
Revision No.: 15
Date Of Last Revision: 07/25/2014

States: Georgia, South Carolina

Area: Georgia Counties of Appling, Bacon, Bryan, Bulloch, Candler, Chatham, Effingham, Evans, Jeff Davis, Liberty, Long, McIntosh, Screven, Tattnall, Toombs, Wayne

South Carolina Counties of Hampton, Jasper

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

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

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|---|-------|
| 01000 - Administrative Support And Clerical Occupations | |
| 01011 - Accounting Clerk I | 11.94 |
| 01012 - Accounting Clerk II | 13.40 |
| 01013 - Accounting Clerk III | 14.99 |
| 01020 - Administrative Assistant | 16.85 |
| 01040 - Court Reporter | 13.33 |
| 01051 - Data Entry Operator I | 10.82 |
| 01052 - Data Entry Operator II | 12.82 |
| 01060 - Dispatcher, Motor Vehicle | 18.34 |
| 01070 - Document Preparation Clerk | 11.45 |
| 01090 - Duplicating Machine Operator | 11.45 |
| 01111 - General Clerk I | 10.83 |
| 01112 - General Clerk II | 11.82 |
| 01113 - General Clerk III | 13.26 |
| 01120 - Housing Referral Assistant | 14.86 |
| 01141 - Messenger Courier | 10.37 |
| 01191 - Order Clerk I | 10.77 |
| 01192 - Order Clerk II | 12.93 |
| 01261 - Personnel Assistant (Employment) I | 17.24 |
| 01262 - Personnel Assistant (Employment) II | 20.67 |
| 01263 - Personnel Assistant (Employment) III | 24.58 |
| 01270 - Production Control Clerk | 23.11 |
| 01280 - Receptionist | 10.70 |
| 01290 - Rental Clerk | 11.58 |
| 01300 - Scheduler, Maintenance | 11.91 |
| 01311 - Secretary I | 11.91 |
| 01312 - Secretary II | 13.33 |
| 01313 - Secretary III | 14.86 |
| 01320 - Service Order Dispatcher | 14.92 |
| 01410 - Supply Technician | 16.85 |
| 01420 - Survey Worker | 13.73 |
| 01531 - Travel Clerk I | 12.02 |
| 01532 - Travel Clerk II | 12.84 |
| 01533 - Travel Clerk III | 13.86 |
| 01611 - Word Processor I | 11.68 |
| 01612 - Word Processor II | 13.13 |
| 01613 - Word Processor III | 14.69 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.50 |
| 05010 - Automotive Electrician | 16.31 |
| 05040 - Automotive Glass Installer | 15.44 |
| 05070 - Automotive Worker | 15.75 |
| 05110 - Mobile Equipment Servicer | 13.74 |
| 05130 - Motor Equipment Metal Mechanic | 17.21 |
| 05160 - Motor Equipment Metal Worker | 15.44 |
| 05190 - Motor Vehicle Mechanic | 17.21 |
| 05220 - Motor Vehicle Mechanic Helper | 12.88 |
| 05250 - Motor Vehicle Upholstery Worker | 14.61 |
| 05280 - Motor Vehicle Wrecker | 15.44 |
| 05310 - Painter, Automotive | 16.31 |
| 05340 - Radiator Repair Specialist | 15.44 |
| 05370 - Tire Repairer | 10.86 |
| 05400 - Transmission Repair Specialist | 17.21 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.67 |
| 07041 - Cook I | 9.98 |
| 07042 - Cook II | 11.40 |
| 07070 - Dishwasher | 8.40 |
| 07130 - Food Service Worker | 9.69 |
| 07210 - Meat Cutter | 13.03 |
| 07260 - Waiter/Waitress | 9.39 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.52 |

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| 09040 - Furniture Handler | 12.95 |
| 09080 - Furniture Refinisher | 20.14 |
| 09090 - Furniture Refinisher Helper | 15.40 |
| 09110 - Furniture Repairer, Minor | 17.71 |
| 09130 - Upholsterer | 20.14 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.63 |
| 11060 - Elevator Operator | 9.58 |
| 11090 - Gardener | 13.28 |
| 11122 - Housekeeping Aide | 9.58 |
| 11150 - Janitor | 9.58 |
| 11210 - Laborer, Grounds Maintenance | 10.84 |
| 11240 - Maid or Houseman | 8.20 |
| 11260 - Pruner | 10.78 |
| 11270 - Tractor Operator | 12.46 |
| 11330 - Trail Maintenance Worker | 10.84 |
| 11360 - Window Cleaner | 10.44 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.67 |
| 12011 - Breath Alcohol Technician | 16.08 |
| 12012 - Certified Occupational Therapist Assistant | 22.06 |
| 12015 - Certified Physical Therapist Assistant | 22.06 |
| 12020 - Dental Assistant | 14.09 |
| 12025 - Dental Hygienist | 32.84 |
| 12030 - EKG Technician | 22.85 |
| 12035 - Electroneurodiagnostic Technologist | 22.85 |
| 12040 - Emergency Medical Technician | 15.67 |
| 12071 - Licensed Practical Nurse I | 14.37 |
| 12072 - Licensed Practical Nurse II | 16.08 |
| 12073 - Licensed Practical Nurse III | 17.93 |
| 12100 - Medical Assistant | 12.64 |
| 12130 - Medical Laboratory Technician | 13.46 |
| 12160 - Medical Record Clerk | 13.31 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 16.94 |
| 12210 - Nuclear Medicine Technologist | 35.33 |
| 12221 - Nursing Assistant I | 10.09 |
| 12222 - Nursing Assistant II | 11.34 |
| 12223 - Nursing Assistant III | 12.38 |
| 12224 - Nursing Assistant IV | 13.89 |
| 12235 - Optical Dispenser | 17.75 |
| 12236 - Optical Technician | 13.41 |
| 12250 - Pharmacy Technician | 15.16 |
| 12280 - Phlebotomist | 13.89 |
| 12305 - Radiologic Technologist | 22.50 |
| 12311 - Registered Nurse I | 22.85 |
| 12312 - Registered Nurse II | 27.94 |
| 12313 - Registered Nurse II, Specialist | 27.94 |
| 12314 - Registered Nurse III | 33.07 |
| 12315 - Registered Nurse III, Anesthetist | 33.80 |
| 12316 - Registered Nurse IV | 39.40 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.92 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.60 |
| 13012 - Exhibits Specialist II | 24.29 |
| 13013 - Exhibits Specialist III | 29.71 |
| 13041 - Illustrator I | 19.60 |
| 13042 - Illustrator II | 24.29 |
| 13043 - Illustrator III | 29.71 |
| 13047 - Librarian | 26.89 |
| 13050 - Library Aide/Clerk | 12.62 |
| 13054 - Library Information Technology Systems Administrator | 24.29 |

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|---|---------------|
| 13058 - Library Technician | 17.42 |
| 13061 - Media Specialist I | 17.52 |
| 13062 - Media Specialist II | 19.60 |
| 13063 - Media Specialist III | 21.86 |
| 13071 - Photographer I | 15.24 |
| 13072 - Photographer II | 17.12 |
| 13073 - Photographer III | 21.04 |
| 13074 - Photographer IV | 25.73 |
| 13075 - Photographer V | 31.13 |
| 13110 - Video Teleconference Technician | 17.52 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.48 |
| 14042 - Computer Operator II | 17.25 |
| 14043 - Computer Operator III | 21.23 |
| 14044 - Computer Operator IV | 23.62 |
| 14045 - Computer Operator V | 26.13 |
| 14071 - Computer Programmer I | (see 1) 20.15 |
| 14072 - Computer Programmer II | (see 1) 26.57 |
| 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 | 23.62 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.92 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.99 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.11 |
| 15050 - Computer Based Training Specialist / Instructor | 28.92 |
| 15060 - Educational Technologist | 24.24 |
| 15070 - Flight Instructor (Pilot) | 41.11 |
| 15080 - Graphic Artist | 24.84 |
| 15090 - Technical Instructor | 21.66 |
| 15095 - Technical Instructor/Course Developer | 26.49 |
| 15110 - Test Proctor | 17.47 |
| 15120 - Tutor | 17.47 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.67 |
| 16030 - Counter Attendant | 8.67 |
| 16040 - Dry Cleaner | 10.52 |
| 16070 - Finisher, Flatwork, Machine | 8.67 |
| 16090 - Presser, Hand | 8.67 |
| 16110 - Presser, Machine, Drycleaning | 8.67 |
| 16130 - Presser, Machine, Shirts | 8.67 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.67 |
| 16190 - Sewing Machine Operator | 11.17 |
| 16220 - Tailor | 11.83 |
| 16250 - Washer, Machine | 9.17 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.57 |
| 19040 - Tool And Die Maker | 22.49 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.30 |
| 21030 - Material Coordinator | 23.11 |
| 21040 - Material Expediter | 23.11 |
| 21050 - Material Handling Laborer | 14.26 |
| 21071 - Order Filler | 12.65 |
| 21080 - Production Line Worker (Food Processing) | 15.30 |
| 21110 - Shipping Packer | 15.62 |
| 21130 - Shipping/Receiving Clerk | 15.62 |
| 21140 - Store Worker I | 11.72 |
| 21150 - Stock Clerk | 15.90 |

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| 21210 - Tools And Parts Attendant | 15.30 |
| 21410 - Warehouse Specialist | 15.30 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.07 |
| 23021 - Aircraft Mechanic I | 22.92 |
| 23022 - Aircraft Mechanic II | 24.07 |
| 23023 - Aircraft Mechanic III | 25.27 |
| 23040 - Aircraft Mechanic Helper | 17.16 |
| 23050 - Aircraft, Painter | 21.75 |
| 23060 - Aircraft Servicer | 19.45 |
| 23080 - Aircraft Worker | 20.56 |
| 23110 - Appliance Mechanic | 18.50 |
| 23120 - Bicycle Repairer | 13.66 |
| 23125 - Cable Splicer | 20.30 |
| 23130 - Carpenter, Maintenance | 16.38 |
| 23140 - Carpet Layer | 17.58 |
| 23160 - Electrician, Maintenance | 21.23 |
| 23181 - Electronics Technician Maintenance I | 21.54 |
| 23182 - Electronics Technician Maintenance II | 22.76 |
| 23183 - Electronics Technician Maintenance III | 24.04 |
| 23260 - Fabric Worker | 16.33 |
| 23290 - Fire Alarm System Mechanic | 19.62 |
| 23310 - Fire Extinguisher Repairer | 15.17 |
| 23311 - Fuel Distribution System Mechanic | 18.45 |
| 23312 - Fuel Distribution System Operator | 14.70 |
| 23370 - General Maintenance Worker | 15.94 |
| 23380 - Ground Support Equipment Mechanic | 22.92 |
| 23381 - Ground Support Equipment Servicer | 19.45 |
| 23382 - Ground Support Equipment Worker | 20.56 |
| 23391 - Gunsmith I | 15.17 |
| 23392 - Gunsmith II | 17.58 |
| 23393 - Gunsmith III | 19.62 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.62 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.62 |
| 23430 - Heavy Equipment Mechanic | 22.69 |
| 23440 - Heavy Equipment Operator | 19.62 |
| 23460 - Instrument Mechanic | 21.25 |
| 23465 - Laboratory/Shelter Mechanic | 18.57 |
| 23470 - Laborer | 14.26 |
| 23510 - Locksmith | 18.57 |
| 23530 - Machinery Maintenance Mechanic | 23.45 |
| 23550 - Machinist, Maintenance | 22.08 |
| 23580 - Maintenance Trades Helper | 13.28 |
| 23591 - Metrology Technician I | 21.25 |
| 23592 - Metrology Technician II | 22.32 |
| 23593 - Metrology Technician III | 23.43 |
| 23640 - Millwright | 20.82 |
| 23710 - Office Appliance Repairer | 19.44 |
| 23760 - Painter, Maintenance | 18.57 |
| 23790 - Pipefitter, Maintenance | 19.62 |
| 23810 - Plumber, Maintenance | 18.57 |
| 23820 - Pneudraulic Systems Mechanic | 19.62 |
| 23850 - Rigger | 19.62 |
| 23870 - Scale Mechanic | 17.58 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.62 |
| 23910 - Small Engine Mechanic | 17.58 |
| 23931 - Telecommunications Mechanic I | 23.83 |
| 23932 - Telecommunications Mechanic II | 25.05 |
| 23950 - Telephone Lineman | 20.38 |
| 23960 - Welder, Combination, Maintenance | 18.65 |
| 23965 - Well Driller | 19.62 |

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| 23970 - Woodcraft Worker | 19.62 |
| 23980 - Woodworker | 15.17 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.31 |
| 24580 - Child Care Center Clerk | 12.75 |
| 24610 - Chore Aide | 9.45 |
| 24620 - Family Readiness And Support Services Coordinator | 12.85 |
| 24630 - Homemaker | 14.19 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.46 |
| 25040 - Sewage Plant Operator | 16.82 |
| 25070 - Stationary Engineer | 21.46 |
| 25190 - Ventilation Equipment Tender | 14.20 |
| 25210 - Water Treatment Plant Operator | 16.82 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.01 |
| 27007 - Baggage Inspector | 10.55 |
| 27008 - Corrections Officer | 17.25 |
| 27010 - Court Security Officer | 17.41 |
| 27030 - Detection Dog Handler | 13.87 |
| 27040 - Detention Officer | 17.25 |
| 27070 - Firefighter | 17.11 |
| 27101 - Guard I | 10.55 |
| 27102 - Guard II | 13.87 |
| 27131 - Police Officer I | 17.71 |
| 27132 - Police Officer II | 19.68 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.84 |
| 28042 - Carnival Equipment Repairer | 11.56 |
| 28043 - Carnival Equipment Worker | 8.70 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |
| 28310 - Lifeguard | 11.59 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.82 |
| 28515 - Recreation Specialist | 15.61 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 14.35 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.94 |
| 29020 - Hatch Tender | 18.94 |
| 29030 - Line Handler | 18.94 |
| 29041 - Stevedore I | 17.59 |
| 29042 - Stevedore II | 20.00 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.69 |
| 30022 - Archeological Technician II | 18.67 |
| 30023 - Archeological Technician III | 23.13 |
| 30030 - Cartographic Technician | 22.77 |
| 30040 - Civil Engineering Technician | 21.31 |
| 30061 - Drafter/CAD Operator I | 16.69 |
| 30062 - Drafter/CAD Operator II | 18.67 |
| 30063 - Drafter/CAD Operator III | 20.82 |
| 30064 - Drafter/CAD Operator IV | 25.61 |
| 30081 - Engineering Technician I | 15.31 |
| 30082 - Engineering Technician II | 17.18 |
| 30083 - Engineering Technician III | 19.22 |
| 30084 - Engineering Technician IV | 23.78 |
| 30085 - Engineering Technician V | 29.14 |
| 30086 - Engineering Technician VI | 25.35 |

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|---|---------------|
| 30090 - Environmental Technician | 22.79 |
| 30210 - Laboratory Technician | 20.97 |
| 30240 - Mathematical Technician | 23.13 |
| 30361 - Paralegal/Legal Assistant I | 18.28 |
| 30362 - Paralegal/Legal Assistant II | 22.66 |
| 30363 - Paralegal/Legal Assistant III | 26.08 |
| 30364 - Paralegal/Legal Assistant IV | 31.56 |
| 30390 - Photo-Optics Technician | 23.14 |
| 30461 - Technical Writer I | 23.13 |
| 30462 - Technical Writer II | 28.30 |
| 30463 - Technical Writer III | 34.24 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.82 |
| 30621 - Weather Observer, Senior | (see 2) 23.13 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.24 |
| 31030 - Bus Driver | 14.05 |
| 31043 - Driver Courier | 13.68 |
| 31260 - Parking and Lot Attendant | 9.21 |
| 31290 - Shuttle Bus Driver | 13.68 |
| 31310 - Taxi Driver | 10.86 |
| 31361 - Truckdriver, Light | 13.68 |
| 31362 - Truckdriver, Medium | 14.55 |
| 31363 - Truckdriver, Heavy | 18.76 |
| 31364 - Truckdriver, Tractor-Trailer | 18.76 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.11 |
| 99050 - Desk Clerk | 9.12 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.15 |
| 99252 - Laboratory Animal Caretaker II | 11.72 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 14.40 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.65 |
| 99711 - Recycling Specialist | 16.17 |
| 99730 - Refuse Collector | 12.67 |
| 99810 - Sales Clerk | 11.19 |
| 99820 - School Crossing Guard | 11.23 |
| 99830 - Survey Party Chief | 18.50 |
| 99831 - Surveying Aide | 11.56 |
| 99832 - Surveying Technician | 15.85 |
| 99840 - Vending Machine Attendant | 11.62 |
| 99841 - Vending Machine Repairer | 13.94 |
| 99842 - Vending Machine Repairer Helper | 11.62 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 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 4174)

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 regrading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2147
Revision No.: 16
Date of Last Revision: 07/25/2014

States: Guam, Northern Marianas, Wake Island

Area: Guam Statewide

Northern Marianas Statewide

Wake Island Statewide

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.50 |
| 01012 - Accounting Clerk II | | 13.53 |
| 01013 - Accounting Clerk III | | 15.59 |
| 01020 - Administrative Assistant | | 17.67 |
| 01040 - Court Reporter | | 15.38 |
| 01051 - Data Entry Operator I | | 10.48 |
| 01052 - Data Entry Operator II | | 11.99 |
| 01060 - Dispatcher, Motor Vehicle | | 13.06 |
| 01070 - Document Preparation Clerk | | 12.25 |
| 01090 - Duplicating Machine Operator | | 12.25 |
| 01111 - General Clerk I | | 10.29 |
| 01112 - General Clerk II | | 11.28 |
| 01113 - General Clerk III | | 12.32 |
| 01120 - Housing Referral Assistant | | 17.15 |
| 01141 - Messenger Courier | | 10.12 |
| 01191 - Order Clerk I | | 11.23 |
| 01192 - Order Clerk II | | 12.25 |
| 01261 - Personnel Assistant (Employment) I | | 14.33 |
| 01262 - Personnel Assistant (Employment) II | | 14.90 |
| 01263 - Personnel Assistant (Employment) III | | 16.48 |
| 01270 - Production Control Clerk | | 18.34 |
| 01280 - Receptionist | | 9.67 |
| 01290 - Rental Clerk | | 11.10 |
| 01300 - Scheduler, Maintenance | | 13.75 |
| 01311 - Secretary I | | 13.75 |
| 01312 - Secretary II | | 15.38 |
| 01313 - Secretary III | | 17.15 |
| 01320 - Service Order Dispatcher | | 11.57 |
| 01410 - Supply Technician | | 17.67 |
| 01420 - Survey Worker | | 15.26 |
| 01531 - Travel Clerk I | | 11.61 |
| 01532 - Travel Clerk II | | 12.57 |
| 01533 - Travel Clerk III | | 13.44 |
| 01611 - Word Processor I | | 12.25 |
| 01612 - Word Processor II | | 13.75 |
| 01613 - Word Processor III | | 15.38 |

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| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 13.34 |
| 05010 - Automotive Electrician | 13.06 |
| 05040 - Automotive Glass Installer | 12.10 |
| 05070 - Automotive Worker | 12.10 |
| 05110 - Mobile Equipment Servicer | 8.59 |
| 05130 - Motor Equipment Metal Mechanic | 13.06 |
| 05160 - Motor Equipment Metal Worker | 12.10 |
| 05190 - Motor Vehicle Mechanic | 13.06 |
| 05220 - Motor Vehicle Mechanic Helper | 10.12 |
| 05250 - Motor Vehicle Upholstery Worker | 12.10 |
| 05280 - Motor Vehicle Wrecker | 12.10 |
| 05310 - Painter, Automotive | 12.37 |
| 05340 - Radiator Repair Specialist | 12.10 |
| 05370 - Tire Repairer | 7.81 |
| 05400 - Transmission Repair Specialist | 12.10 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.47 |
| 07041 - Cook I | 9.54 |
| 07042 - Cook II | 11.78 |
| 07070 - Dishwasher | 7.25 |
| 07130 - Food Service Worker | 7.78 |
| 07210 - Meat Cutter | 11.86 |
| 07260 - Waiter/Waitress | 7.59 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.38 |
| 09040 - Furniture Handler | 8.85 |
| 09080 - Furniture Refinisher | 14.38 |
| 09090 - Furniture Refinisher Helper | 10.66 |
| 09110 - Furniture Repairer, Minor | 12.51 |
| 09130 - Upholsterer | 14.38 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.23 |
| 11060 - Elevator Operator | 8.23 |
| 11090 - Gardener | 10.99 |
| 11122 - Housekeeping Aide | 8.33 |
| 11150 - Janitor | 8.23 |
| 11210 - Laborer, Grounds Maintenance | 9.14 |
| 11240 - Maid or Houseman | 7.25 |
| 11260 - Pruner | 8.23 |
| 11270 - Tractor Operator | 10.33 |
| 11330 - Trail Maintenance Worker | 9.14 |
| 11360 - Window Cleaner | 9.14 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.81 |
| 12011 - Breath Alcohol Technician | 15.81 |
| 12012 - Certified Occupational Therapist Assistant | 21.70 |
| 12015 - Certified Physical Therapist Assistant | 21.70 |
| 12020 - Dental Assistant | 13.20 |
| 12025 - Dental Hygienist | 29.85 |
| 12030 - EKG Technician | 23.96 |
| 12035 - Electroneurodiagnostic Technologist | 23.96 |
| 12040 - Emergency Medical Technician | 15.81 |
| 12071 - Licensed Practical Nurse I | 14.14 |
| 12072 - Licensed Practical Nurse II | 15.81 |
| 12073 - Licensed Practical Nurse III | 17.63 |
| 12100 - Medical Assistant | 11.54 |
| 12130 - Medical Laboratory Technician | 14.14 |
| 12160 - Medical Record Clerk | 11.82 |
| 12190 - Medical Record Technician | 13.59 |
| 12195 - Medical Transcriptionist | 14.14 |
| 12210 - Nuclear Medicine Technologist | 34.75 |
| 12221 - Nursing Assistant I | 10.03 |

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| 12222 - Nursing Assistant II | 11.30 |
| 12223 - Nursing Assistant III | 12.31 |
| 12224 - Nursing Assistant IV | 13.84 |
| 12235 - Optical Dispenser | 15.81 |
| 12236 - Optical Technician | 14.14 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.84 |
| 12305 - Radiologic Technologist | 22.64 |
| 12311 - Registered Nurse I | 20.70 |
| 12312 - Registered Nurse II | 25.32 |
| 12313 - Registered Nurse II, Specialist | 25.32 |
| 12314 - Registered Nurse III | 30.64 |
| 12315 - Registered Nurse III, Anesthetist | 30.64 |
| 12316 - Registered Nurse IV | 36.72 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.59 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 15.06 |
| 13012 - Exhibits Specialist II | 18.66 |
| 13013 - Exhibits Specialist III | 22.83 |
| 13041 - Illustrator I | 15.06 |
| 13042 - Illustrator II | 18.66 |
| 13043 - Illustrator III | 22.83 |
| 13047 - Librarian | 20.66 |
| 13050 - Library Aide/Clerk | 12.00 |
| 13054 - Library Information Technology Systems Administrator | 18.66 |
| 13058 - Library Technician | 15.06 |
| 13061 - Media Specialist I | 13.46 |
| 13062 - Media Specialist II | 15.06 |
| 13063 - Media Specialist III | 16.80 |
| 13071 - Photographer I | 12.82 |
| 13072 - Photographer II | 14.32 |
| 13073 - Photographer III | 17.75 |
| 13074 - Photographer IV | 21.73 |
| 13075 - Photographer V | 26.30 |
| 13110 - Video Teleconference Technician | 12.91 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.65 |
| 14042 - Computer Operator II | 15.76 |
| 14043 - Computer Operator III | 17.56 |
| 14044 - Computer Operator IV | 19.50 |
| 14045 - Computer Operator V | 21.81 |
| 14071 - Computer Programmer I | (see 1) 15.73 |
| 14072 - Computer Programmer II | (see 1) 19.50 |
| 14073 - Computer Programmer III | (see 1) 23.84 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 24.23 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.65 |
| 14160 - Personal Computer Support Technician | 19.50 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 24.23 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 29.32 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 33.30 |
| 15050 - Computer Based Training Specialist / Instructor | 24.23 |
| 15060 - Educational Technologist | 22.82 |
| 15070 - Flight Instructor (Pilot) | 33.30 |
| 15080 - Graphic Artist | 20.47 |
| 15090 - Technical Instructor | 17.65 |
| 15095 - Technical Instructor/Course Developer | 21.58 |
| 15110 - Test Proctor | 13.87 |
| 15120 - Tutor | 13.87 |

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|---|-------|
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.08 |
| 16030 - Counter Attendant | 8.08 |
| 16040 - Dry Cleaner | 9.34 |
| 16070 - Finisher, Flatwork, Machine | 8.08 |
| 16090 - Presser, Hand | 8.08 |
| 16110 - Presser, Machine, Drycleaning | 8.08 |
| 16130 - Presser, Machine, Shirts | 8.08 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.08 |
| 16190 - Sewing Machine Operator | 9.86 |
| 16220 - Tailor | 10.33 |
| 16250 - Washer, Machine | 8.46 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 14.49 |
| 19040 - Tool And Die Maker | 18.20 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.49 |
| 21030 - Material Coordinator | 18.34 |
| 21040 - Material Expediter | 18.34 |
| 21050 - Material Handling Laborer | 10.65 |
| 21071 - Order Filler | 9.66 |
| 21080 - Production Line Worker (Food Processing) | 12.49 |
| 21110 - Shipping Packer | 13.33 |
| 21130 - Shipping/Receiving Clerk | 13.33 |
| 21140 - Store Worker I | 13.23 |
| 21150 - Stock Clerk | 18.58 |
| 21210 - Tools And Parts Attendant | 12.49 |
| 21410 - Warehouse Specialist | 12.49 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.69 |
| 23021 - Aircraft Mechanic I | 19.70 |
| 23022 - Aircraft Mechanic II | 20.69 |
| 23023 - Aircraft Mechanic III | 21.74 |
| 23040 - Aircraft Mechanic Helper | 13.70 |
| 23050 - Aircraft, Painter | 18.50 |
| 23060 - Aircraft Servicer | 16.09 |
| 23080 - Aircraft Worker | 17.38 |
| 23110 - Appliance Mechanic | 14.49 |
| 23120 - Bicycle Repairer | 9.74 |
| 23125 - Cable Splicer | 15.43 |
| 23130 - Carpenter, Maintenance | 13.00 |
| 23140 - Carpet Layer | 13.55 |
| 23160 - Electrician, Maintenance | 14.99 |
| 23181 - Electronics Technician Maintenance I | 14.72 |
| 23182 - Electronics Technician Maintenance II | 15.05 |
| 23183 - Electronics Technician Maintenance III | 18.31 |
| 23260 - Fabric Worker | 12.60 |
| 23290 - Fire Alarm System Mechanic | 15.43 |
| 23310 - Fire Extinguisher Repairer | 11.67 |
| 23311 - Fuel Distribution System Mechanic | 15.43 |
| 23312 - Fuel Distribution System Operator | 13.01 |
| 23370 - General Maintenance Worker | 11.95 |
| 23380 - Ground Support Equipment Mechanic | 19.70 |
| 23381 - Ground Support Equipment Servicer | 16.09 |
| 23382 - Ground Support Equipment Worker | 17.38 |
| 23391 - Gunsmith I | 11.67 |
| 23392 - Gunsmith II | 13.55 |
| 23393 - Gunsmith III | 15.43 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 15.76 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 16.55 |
| 23430 - Heavy Equipment Mechanic | 15.15 |

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| 23440 - Heavy Equipment Operator | 13.73 |
| 23460 - Instrument Mechanic | 15.43 |
| 23465 - Laboratory/Shelter Mechanic | 14.49 |
| 23470 - Laborer | 10.65 |
| 23510 - Locksmith | 14.49 |
| 23530 - Machinery Maintenance Mechanic | 17.38 |
| 23550 - Machinist, Maintenance | 15.43 |
| 23580 - Maintenance Trades Helper | 9.92 |
| 23591 - Metrology Technician I | 15.43 |
| 23592 - Metrology Technician II | 16.41 |
| 23593 - Metrology Technician III | 17.37 |
| 23640 - Millwright | 15.43 |
| 23710 - Office Appliance Repairer | 14.38 |
| 23760 - Painter, Maintenance | 13.55 |
| 23790 - Pipefitter, Maintenance | 15.32 |
| 23810 - Plumber, Maintenance | 14.38 |
| 23820 - Pneudraulic Systems Mechanic | 15.43 |
| 23850 - Rigger | 15.43 |
| 23870 - Scale Mechanic | 13.55 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.21 |
| 23910 - Small Engine Mechanic | 13.55 |
| 23931 - Telecommunications Mechanic I | 19.01 |
| 23932 - Telecommunications Mechanic II | 19.76 |
| 23950 - Telephone Lineman | 18.24 |
| 23960 - Welder, Combination, Maintenance | 14.66 |
| 23965 - Well Driller | 15.43 |
| 23970 - Woodcraft Worker | 15.43 |
| 23980 - Woodworker | 11.67 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.09 |
| 24580 - Child Care Center Clerk | 12.58 |
| 24610 - Chore Aide | 12.43 |
| 24620 - Family Readiness And Support Services Coordinator | 12.44 |
| 24630 - Homemaker | 16.12 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 15.43 |
| 25040 - Sewage Plant Operator | 14.49 |
| 25070 - Stationary Engineer | 15.43 |
| 25190 - Ventilation Equipment Tender | 10.73 |
| 25210 - Water Treatment Plant Operator | 14.49 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 10.90 |
| 27007 - Baggage Inspector | 7.35 |
| 27008 - Corrections Officer | 12.05 |
| 27010 - Court Security Officer | 12.05 |
| 27030 - Detection Dog Handler | 10.90 |
| 27040 - Detention Officer | 12.05 |
| 27070 - Firefighter | 12.05 |
| 27101 - Guard I | 7.37 |
| 27102 - Guard II | 10.90 |
| 27131 - Police Officer I | 12.05 |
| 27132 - Police Officer II | 13.40 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.53 |
| 28042 - Carnival Equipment Repairer | 10.08 |
| 28043 - Carnival Equipment Worker | 7.78 |
| 28210 - Gate Attendant/Gate Tender | 13.18 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.74 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.76 |
| 28515 - Recreation Specialist | 18.26 |
| 28630 - Sports Official | 11.74 |

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| 28690 - Swimming Pool Operator | 17.71 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 15.20 |
| 29020 - Hatch Tender | 15.20 |
| 29030 - Line Handler | 15.20 |
| 29041 - Stevedore I | 14.22 |
| 29042 - Stevedore II | 16.25 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.49 |
| 30022 - Archeological Technician II | 19.56 |
| 30023 - Archeological Technician III | 24.21 |
| 30030 - Cartographic Technician | 23.18 |
| 30040 - Civil Engineering Technician | 21.93 |
| 30061 - Drafter/CAD Operator I | 17.49 |
| 30062 - Drafter/CAD Operator II | 19.56 |
| 30063 - Drafter/CAD Operator III | 20.74 |
| 30064 - Drafter/CAD Operator IV | 24.21 |
| 30081 - Engineering Technician I | 14.62 |
| 30082 - Engineering Technician II | 16.41 |
| 30083 - Engineering Technician III | 18.36 |
| 30084 - Engineering Technician IV | 22.34 |
| 30085 - Engineering Technician V | 27.83 |
| 30086 - Engineering Technician VI | 33.66 |
| 30090 - Environmental Technician | 21.10 |
| 30210 - Laboratory Technician | 20.74 |
| 30240 - Mathematical Technician | 23.34 |
| 30361 - Paralegal/Legal Assistant I | 19.06 |
| 30362 - Paralegal/Legal Assistant II | 21.53 |
| 30363 - Paralegal/Legal Assistant III | 26.35 |
| 30364 - Paralegal/Legal Assistant IV | 30.80 |
| 30390 - Photo-Optics Technician | 21.93 |
| 30461 - Technical Writer I | 22.17 |
| 30462 - Technical Writer II | 27.10 |
| 30463 - Technical Writer III | 32.79 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 20.74 |
| 30621 - Weather Observer, Senior (see 2) | 23.00 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.15 |
| 31030 - Bus Driver | 9.69 |
| 31043 - Driver Courier | 8.97 |
| 31260 - Parking and Lot Attendant | 7.25 |
| 31290 - Shuttle Bus Driver | 9.99 |
| 31310 - Taxi Driver | 8.21 |
| 31361 - Truckdriver, Light | 8.97 |
| 31362 - Truckdriver, Medium | 11.61 |
| 31363 - Truckdriver, Heavy | 12.48 |
| 31364 - Truckdriver, Tractor-Trailer | 12.48 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.46 |
| 99050 - Desk Clerk | 9.70 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 16.24 |
| 99252 - Laboratory Animal Caretaker II | 17.04 |
| 99310 - Mortician | 22.74 |

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| 99410 - Pest Controller | 13.28 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 10.76 |
| 99711 - Recycling Specialist | 16.27 |
| 99730 - Refuse Collector | 10.24 |
| 99810 - Sales Clerk | 8.95 |
| 99820 - School Crossing Guard | 15.03 |
| 99830 - Survey Party Chief | 20.30 |
| 99831 - Surveying Aide | 11.54 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 20.19 |
| 99841 - Vending Machine Repairer | 23.57 |
| 99842 - Vending Machine Repairer Helper | 20.19 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 4 weeks after 3 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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2148
Revision No.: 18
Date of Last Revision: 07/25/2014

States: Guam, Northern Marianas, Wake Island

Area: Guam Statewide

Northern Marianas Statewide

Wake Island Statewide

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.50 |
| 01012 - Accounting Clerk II | | 13.53 |
| 01013 - Accounting Clerk III | | 15.59 |
| 01020 - Administrative Assistant | | 17.67 |
| 01040 - Court Reporter | | 15.38 |
| 01051 - Data Entry Operator I | | 10.48 |
| 01052 - Data Entry Operator II | | 11.99 |
| 01060 - Dispatcher, Motor Vehicle | | 13.06 |
| 01070 - Document Preparation Clerk | | 12.25 |
| 01090 - Duplicating Machine Operator | | 12.25 |
| 01111 - General Clerk I | | 10.29 |
| 01112 - General Clerk II | | 11.28 |
| 01113 - General Clerk III | | 12.32 |

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| 01120 - Housing Referral Assistant | 17.15 |
| 01141 - Messenger Courier | 10.12 |
| 01191 - Order Clerk I | 11.23 |
| 01192 - Order Clerk II | 12.25 |
| 01261 - Personnel Assistant (Employment) I | 14.33 |
| 01262 - Personnel Assistant (Employment) II | 14.90 |
| 01263 - Personnel Assistant (Employment) III | 16.48 |
| 01270 - Production Control Clerk | 18.34 |
| 01280 - Receptionist | 9.67 |
| 01290 - Rental Clerk | 11.10 |
| 01300 - Scheduler, Maintenance | 13.75 |
| 01311 - Secretary I | 13.75 |
| 01312 - Secretary II | 15.38 |
| 01313 - Secretary III | 17.15 |
| 01320 - Service Order Dispatcher | 11.57 |
| 01410 - Supply Technician | 17.67 |
| 01420 - Survey Worker | 15.26 |
| 01531 - Travel Clerk I | 11.61 |
| 01532 - Travel Clerk II | 12.57 |
| 01533 - Travel Clerk III | 13.44 |
| 01611 - Word Processor I | 12.25 |
| 01612 - Word Processor II | 13.75 |
| 01613 - Word Processor III | 15.38 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 13.34 |
| 05010 - Automotive Electrician | 13.06 |
| 05040 - Automotive Glass Installer | 12.10 |
| 05070 - Automotive Worker | 12.10 |
| 05110 - Mobile Equipment Servicer | 8.59 |
| 05130 - Motor Equipment Metal Mechanic | 13.06 |
| 05160 - Motor Equipment Metal Worker | 12.10 |
| 05190 - Motor Vehicle Mechanic | 13.06 |
| 05220 - Motor Vehicle Mechanic Helper | 10.12 |
| 05250 - Motor Vehicle Upholstery Worker | 12.10 |
| 05280 - Motor Vehicle Wrecker | 12.10 |
| 05310 - Painter, Automotive | 12.37 |
| 05340 - Radiator Repair Specialist | 12.10 |
| 05370 - Tire Repairer | 7.81 |
| 05400 - Transmission Repair Specialist | 12.10 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.47 |
| 07041 - Cook I | 9.54 |
| 07042 - Cook II | 11.78 |
| 07070 - Dishwasher | 7.25 |
| 07130 - Food Service Worker | 7.78 |
| 07210 - Meat Cutter | 11.86 |
| 07260 - Waiter/Waitress | 7.59 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.38 |
| 09040 - Furniture Handler | 8.85 |
| 09080 - Furniture Refinisher | 14.38 |
| 09090 - Furniture Refinisher Helper | 10.66 |
| 09110 - Furniture Repairer, Minor | 12.51 |
| 09130 - Upholsterer | 14.38 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.23 |
| 11060 - Elevator Operator | 8.23 |
| 11090 - Gardener | 10.99 |
| 11122 - Housekeeping Aide | 8.33 |
| 11150 - Janitor | 8.23 |
| 11210 - Laborer, Grounds Maintenance | 9.14 |
| 11240 - Maid or Houseman | 7.25 |
| 11260 - Pruner | 8.23 |

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| 11270 - Tractor Operator | 10.33 |
| 11330 - Trail Maintenance Worker | 9.14 |
| 11360 - Window Cleaner | 9.14 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.81 |
| 12011 - Breath Alcohol Technician | 15.81 |
| 12012 - Certified Occupational Therapist Assistant | 21.70 |
| 12015 - Certified Physical Therapist Assistant | 21.70 |
| 12020 - Dental Assistant | 13.20 |
| 12025 - Dental Hygienist | 29.85 |
| 12030 - EKG Technician | 23.96 |
| 12035 - Electroneurodiagnostic Technologist | 23.96 |
| 12040 - Emergency Medical Technician | 15.81 |
| 12071 - Licensed Practical Nurse I | 14.14 |
| 12072 - Licensed Practical Nurse II | 15.81 |
| 12073 - Licensed Practical Nurse III | 17.63 |
| 12100 - Medical Assistant | 11.54 |
| 12130 - Medical Laboratory Technician | 14.14 |
| 12160 - Medical Record Clerk | 11.82 |
| 12190 - Medical Record Technician | 13.59 |
| 12195 - Medical Transcriptionist | 14.14 |
| 12210 - Nuclear Medicine Technologist | 34.75 |
| 12221 - Nursing Assistant I | 10.03 |
| 12222 - Nursing Assistant II | 11.30 |
| 12223 - Nursing Assistant III | 12.31 |
| 12224 - Nursing Assistant IV | 13.84 |
| 12235 - Optical Dispenser | 15.81 |
| 12236 - Optical Technician | 14.14 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.84 |
| 12305 - Radiologic Technologist | 22.64 |
| 12311 - Registered Nurse I | 20.70 |
| 12312 - Registered Nurse II | 25.32 |
| 12313 - Registered Nurse II, Specialist | 25.32 |
| 12314 - Registered Nurse III | 30.64 |
| 12315 - Registered Nurse III, Anesthetist | 30.64 |
| 12316 - Registered Nurse IV | 36.72 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.59 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 15.06 |
| 13012 - Exhibits Specialist II | 18.66 |
| 13013 - Exhibits Specialist III | 22.83 |
| 13041 - Illustrator I | 15.06 |
| 13042 - Illustrator II | 18.66 |
| 13043 - Illustrator III | 22.83 |
| 13047 - Librarian | 20.66 |
| 13050 - Library Aide/Clerk | 12.00 |
| 13054 - Library Information Technology Systems Administrator | 18.66 |
| 13058 - Library Technician | 15.06 |
| 13061 - Media Specialist I | 13.46 |
| 13062 - Media Specialist II | 15.06 |
| 13063 - Media Specialist III | 16.80 |
| 13071 - Photographer I | 12.82 |
| 13072 - Photographer II | 14.32 |
| 13073 - Photographer III | 17.75 |
| 13074 - Photographer IV | 21.73 |
| 13075 - Photographer V | 26.30 |
| 13110 - Video Teleconference Technician | 12.91 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.65 |
| 14042 - Computer Operator II | 15.76 |
| 14043 - Computer Operator III | 17.56 |

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| 14044 - Computer Operator IV | 19.50 |
| 14045 - Computer Operator V | 21.81 |
| 14071 - Computer Programmer I (see 1) | 15.73 |
| 14072 - Computer Programmer II (see 1) | 19.50 |
| 14073 - Computer Programmer III (see 1) | 23.84 |
| 14074 - Computer Programmer IV (see 1) | |
| 14101 - Computer Systems Analyst I (see 1) | 24.23 |
| 14102 - Computer Systems Analyst II (see 1) | |
| 14103 - Computer Systems Analyst III (see 1) | |
| 14150 - Peripheral Equipment Operator | 13.65 |
| 14160 - Personal Computer Support Technician | 19.50 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 24.23 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 29.32 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 33.30 |
| 15050 - Computer Based Training Specialist / Instructor | 24.23 |
| 15060 - Educational Technologist | 22.82 |
| 15070 - Flight Instructor (Pilot) | 33.30 |
| 15080 - Graphic Artist | 20.47 |
| 15090 - Technical Instructor | 17.65 |
| 15095 - Technical Instructor/Course Developer | 21.58 |
| 15110 - Test Proctor | 13.87 |
| 15120 - Tutor | 13.87 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.08 |
| 16030 - Counter Attendant | 8.08 |
| 16040 - Dry Cleaner | 9.34 |
| 16070 - Finisher, Flatwork, Machine | 8.08 |
| 16090 - Presser, Hand | 8.08 |
| 16110 - Presser, Machine, Drycleaning | 8.08 |
| 16130 - Presser, Machine, Shirts | 8.08 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.08 |
| 16190 - Sewing Machine Operator | 9.86 |
| 16220 - Tailor | 10.33 |
| 16250 - Washer, Machine | 8.46 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 14.49 |
| 19040 - Tool And Die Maker | 18.20 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.49 |
| 21030 - Material Coordinator | 18.34 |
| 21040 - Material Expediter | 18.34 |
| 21050 - Material Handling Laborer | 10.65 |
| 21071 - Order Filler | 9.66 |
| 21080 - Production Line Worker (Food Processing) | 12.49 |
| 21110 - Shipping Packer | 13.33 |
| 21130 - Shipping/Receiving Clerk | 13.33 |
| 21140 - Store Worker I | 13.23 |
| 21150 - Stock Clerk | 18.58 |
| 21210 - Tools And Parts Attendant | 12.49 |
| 21410 - Warehouse Specialist | 12.49 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.69 |
| 23021 - Aircraft Mechanic I | 19.70 |
| 23022 - Aircraft Mechanic II | 20.69 |
| 23023 - Aircraft Mechanic III | 21.74 |
| 23040 - Aircraft Mechanic Helper | 13.70 |
| 23050 - Aircraft, Painter | 18.50 |
| 23060 - Aircraft Servicer | 16.09 |
| 23080 - Aircraft Worker | 17.38 |
| 23110 - Appliance Mechanic | 14.49 |
| 23120 - Bicycle Repairer | 9.74 |
| 23125 - Cable Splicer | 15.43 |

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| 23130 - Carpenter, Maintenance | 13.00 |
| 23140 - Carpet Layer | 13.55 |
| 23160 - Electrician, Maintenance | 14.99 |
| 23181 - Electronics Technician Maintenance I | 14.72 |
| 23182 - Electronics Technician Maintenance II | 15.05 |
| 23183 - Electronics Technician Maintenance III | 18.31 |
| 23260 - Fabric Worker | 12.60 |
| 23290 - Fire Alarm System Mechanic | 15.43 |
| 23310 - Fire Extinguisher Repairer | 11.67 |
| 23311 - Fuel Distribution System Mechanic | 15.43 |
| 23312 - Fuel Distribution System Operator | 13.01 |
| 23370 - General Maintenance Worker | 11.95 |
| 23380 - Ground Support Equipment Mechanic | 19.70 |
| 23381 - Ground Support Equipment Servicer | 16.09 |
| 23382 - Ground Support Equipment Worker | 17.38 |
| 23391 - Gunsmith I | 11.67 |
| 23392 - Gunsmith II | 13.55 |
| 23393 - Gunsmith III | 15.43 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 15.76 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 16.55 |
| 23430 - Heavy Equipment Mechanic | 15.15 |
| 23440 - Heavy Equipment Operator | 13.73 |
| 23460 - Instrument Mechanic | 15.43 |
| 23465 - Laboratory/Shelter Mechanic | 14.49 |
| 23470 - Laborer | 10.65 |
| 23510 - Locksmith | 14.49 |
| 23530 - Machinery Maintenance Mechanic | 17.38 |
| 23550 - Machinist, Maintenance | 15.43 |
| 23580 - Maintenance Trades Helper | 9.92 |
| 23591 - Metrology Technician I | 15.43 |
| 23592 - Metrology Technician II | 16.41 |
| 23593 - Metrology Technician III | 17.37 |
| 23640 - Millwright | 15.43 |
| 23710 - Office Appliance Repairer | 14.38 |
| 23760 - Painter, Maintenance | 13.55 |
| 23790 - Pipefitter, Maintenance | 15.32 |
| 23810 - Plumber, Maintenance | 14.38 |
| 23820 - Pneudraulic Systems Mechanic | 15.43 |
| 23850 - Rigger | 15.43 |
| 23870 - Scale Mechanic | 13.55 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.21 |
| 23910 - Small Engine Mechanic | 13.55 |
| 23931 - Telecommunications Mechanic I | 19.01 |
| 23932 - Telecommunications Mechanic II | 19.76 |
| 23950 - Telephone Lineman | 18.24 |
| 23960 - Welder, Combination, Maintenance | 14.66 |
| 23965 - Well Driller | 15.43 |
| 23970 - Woodcraft Worker | 15.43 |
| 23980 - Woodworker | 11.67 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.09 |
| 24580 - Child Care Center Clerk | 12.58 |
| 24610 - Chore Aide | 12.43 |
| 24620 - Family Readiness And Support Services Coordinator | 12.44 |
| 24630 - Homemaker | 16.12 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 15.43 |
| 25040 - Sewage Plant Operator | 14.49 |
| 25070 - Stationary Engineer | 15.43 |
| 25190 - Ventilation Equipment Tender | 10.73 |

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| 25210 - Water Treatment Plant Operator | 14.49 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 10.90 |
| 27007 - Baggage Inspector | 7.35 |
| 27008 - Corrections Officer | 12.05 |
| 27010 - Court Security Officer | 12.05 |
| 27030 - Detection Dog Handler | 10.90 |
| 27040 - Detention Officer | 12.05 |
| 27070 - Firefighter | 12.05 |
| 27101 - Guard I | 7.37 |
| 27102 - Guard II | 10.90 |
| 27131 - Police Officer I | 12.05 |
| 27132 - Police Officer II | 13.40 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.53 |
| 28042 - Carnival Equipment Repairer | 10.08 |
| 28043 - Carnival Equipment Worker | 7.78 |
| 28210 - Gate Attendant/Gate Tender | 13.18 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.74 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.76 |
| 28515 - Recreation Specialist | 18.26 |
| 28630 - Sports Official | 11.74 |
| 28690 - Swimming Pool Operator | 17.71 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 15.20 |
| 29020 - Hatch Tender | 15.20 |
| 29030 - Line Handler | 15.20 |
| 29041 - Stevedore I | 14.22 |
| 29042 - Stevedore II | 16.25 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.49 |
| 30022 - Archeological Technician II | 19.56 |
| 30023 - Archeological Technician III | 24.21 |
| 30030 - Cartographic Technician | 23.18 |
| 30040 - Civil Engineering Technician | 21.93 |
| 30061 - Drafter/CAD Operator I | 17.49 |
| 30062 - Drafter/CAD Operator II | 19.56 |
| 30063 - Drafter/CAD Operator III | 20.74 |
| 30064 - Drafter/CAD Operator IV | 24.21 |
| 30081 - Engineering Technician I | 14.62 |
| 30082 - Engineering Technician II | 16.41 |
| 30083 - Engineering Technician III | 18.36 |
| 30084 - Engineering Technician IV | 22.34 |
| 30085 - Engineering Technician V | 27.83 |
| 30086 - Engineering Technician VI | 33.66 |
| 30090 - Environmental Technician | 21.10 |
| 30210 - Laboratory Technician | 20.74 |
| 30240 - Mathematical Technician | 23.34 |
| 30361 - Paralegal/Legal Assistant I | 19.06 |
| 30362 - Paralegal/Legal Assistant II | 21.53 |
| 30363 - Paralegal/Legal Assistant III | 26.35 |
| 30364 - Paralegal/Legal Assistant IV | 30.80 |
| 30390 - Photo-Optics Technician | 21.93 |
| 30461 - Technical Writer I | 22.17 |
| 30462 - Technical Writer II | 27.10 |
| 30463 - Technical Writer III | 32.79 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |

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| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.74 |
| 30621 - Weather Observer, Senior | (see 2) 23.00 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.15 |
| 31030 - Bus Driver | 9.69 |
| 31043 - Driver Courier | 8.97 |
| 31260 - Parking and Lot Attendant | 7.25 |
| 31290 - Shuttle Bus Driver | 9.99 |
| 31310 - Taxi Driver | 8.21 |
| 31361 - Truckdriver, Light | 8.97 |
| 31362 - Truckdriver, Medium | 11.61 |
| 31363 - Truckdriver, Heavy | 12.48 |
| 31364 - Truckdriver, Tractor-Trailer | 12.48 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.46 |
| 99050 - Desk Clerk | 9.70 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 16.24 |
| 99252 - Laboratory Animal Caretaker II | 17.04 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 13.28 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 10.76 |
| 99711 - Recycling Specialist | 16.27 |
| 99730 - Refuse Collector | 10.24 |
| 99810 - Sales Clerk | 8.95 |
| 99820 - School Crossing Guard | 15.03 |
| 99830 - Survey Party Chief | 20.30 |
| 99831 - Surveying Aide | 11.54 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 20.19 |
| 99841 - Vending Machine Repairer | 23.57 |
| 99842 - Vending Machine Repairer Helper | 20.19 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 4 weeks after 3 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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

- 2) After contract award, the contractor prepares a written report listing in order

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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2153
Revision No.: 18
Date Of Last Revision: 07/25/2014

States: American Samoa, Hawaii

Area: American Samoa Statewide

Hawaii Statewide
OCCUPATION NOTE:STEVEDORING AND LONGSHOREMEN: Wage rates and fringe benefits can be found on
Wage Determination 2000-0085

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.20 |
| 01012 - Accounting Clerk II | | 15.93 |
| 01013 - Accounting Clerk III | | 17.40 |
| 01020 - Administrative Assistant | | 26.48 |
| 01040 - Court Reporter | | 18.59 |
| 01051 - Data Entry Operator I | | 13.16 |
| 01052 - Data Entry Operator II | | 14.36 |
| 01060 - Dispatcher, Motor Vehicle | | 17.10 |
| 01070 - Document Preparation Clerk | | 13.15 |
| 01090 - Duplicating Machine Operator | | 13.79 |
| 01111 - General Clerk I | | 12.53 |
| 01112 - General Clerk II | | 13.67 |
| 01113 - General Clerk III | | 15.45 |
| 01120 - Housing Referral Assistant | | 23.77 |
| 01141 - Messenger Courier | | 12.47 |
| 01191 - Order Clerk I | | 13.18 |
| 01192 - Order Clerk II | | 14.38 |
| 01261 - Personnel Assistant (Employment) I | | 15.79 |
| 01262 - Personnel Assistant (Employment) II | | 17.88 |
| 01263 - Personnel Assistant (Employment) III | | 19.68 |
| 01270 - Production Control Clerk | | 18.86 |
| 01280 - Receptionist | | 15.40 |
| 01290 - Rental Clerk | | 15.79 |
| 01300 - Scheduler, Maintenance | | 19.05 |
| 01311 - Secretary I | | 19.05 |
| 01312 - Secretary II | | 21.31 |
| 01313 - Secretary III | | 23.77 |
| 01320 - Service Order Dispatcher | | 14.05 |
| 01410 - Supply Technician | | 25.82 |
| 01420 - Survey Worker | | 17.10 |
| 01531 - Travel Clerk I | | 14.78 |
| 01532 - Travel Clerk II | | 15.97 |
| 01533 - Travel Clerk III | | 17.12 |
| 01611 - Word Processor I | | 14.36 |
| 01612 - Word Processor II | | 16.11 |
| 01613 - Word Processor III | | 18.03 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.19 |
| 05010 - Automotive Electrician | | 22.43 |
| 05040 - Automotive Glass Installer | | 22.00 |
| 05070 - Automotive Worker | | 22.00 |
| 05110 - Mobile Equipment Servicer | | 18.99 |
| 05130 - Motor Equipment Metal Mechanic | | 24.41 |
| 05160 - Motor Equipment Metal Worker | | 22.00 |

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| 05190 - Motor Vehicle Mechanic | 25.65 |
| 05220 - Motor Vehicle Mechanic Helper | 17.39 |
| 05250 - Motor Vehicle Upholstery Worker | 20.80 |
| 05280 - Motor Vehicle Wrecker | 22.00 |
| 05310 - Painter, Automotive | 23.19 |
| 05340 - Radiator Repair Specialist | 22.00 |
| 05370 - Tire Repairer | 13.78 |
| 05400 - Transmission Repair Specialist | 24.37 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.87 |
| 07041 - Cook I | 13.17 |
| 07042 - Cook II | 15.29 |
| 07070 - Dishwasher | 12.05 |
| 07130 - Food Service Worker | 11.14 |
| 07210 - Meat Cutter | 18.70 |
| 07260 - Waiter/Waitress | 12.01 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.41 |
| 09040 - Furniture Handler | 11.71 |
| 09080 - Furniture Refinisher | 19.15 |
| 09090 - Furniture Refinisher Helper | 14.19 |
| 09110 - Furniture Repairer, Minor | 16.63 |
| 09130 - Upholsterer | 17.41 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.89 |
| 11060 - Elevator Operator | 12.89 |
| 11090 - Gardener | 16.40 |
| 11122 - Housekeeping Aide | 14.00 |
| 11150 - Janitor | 14.00 |
| 11210 - Laborer, Grounds Maintenance | 13.55 |
| 11240 - Maid or Houseman | 14.49 |
| 11260 - Pruner | 12.13 |
| 11270 - Tractor Operator | 16.43 |
| 11330 - Trail Maintenance Worker | 13.55 |
| 11360 - Window Cleaner | 15.25 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.70 |
| 12011 - Breath Alcohol Technician | 20.70 |
| 12012 - Certified Occupational Therapist Assistant | 19.67 |
| 12015 - Certified Physical Therapist Assistant | 18.41 |
| 12020 - Dental Assistant | 14.80 |
| 12025 - Dental Hygienist | 30.34 |
| 12030 - EKG Technician | 26.02 |
| 12035 - Electroneurodiagnostic Technologist | 26.02 |
| 12040 - Emergency Medical Technician | 22.19 |
| 12071 - Licensed Practical Nurse I | 18.51 |
| 12072 - Licensed Practical Nurse II | 20.70 |
| 12073 - Licensed Practical Nurse III | 23.09 |
| 12100 - Medical Assistant | 14.83 |
| 12130 - Medical Laboratory Technician | 19.74 |
| 12160 - Medical Record Clerk | 17.82 |
| 12190 - Medical Record Technician | 19.93 |
| 12195 - Medical Transcriptionist | 19.74 |
| 12210 - Nuclear Medicine Technologist | 31.72 |
| 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 | 20.03 |
| 12236 - Optical Technician | 14.91 |
| 12250 - Pharmacy Technician | 17.19 |
| 12280 - Phlebotomist | 15.69 |
| 12305 - Radiologic Technologist | 29.04 |

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|---|---------------|
| 12311 - Registered Nurse I | 29.29 |
| 12312 - Registered Nurse II | 35.82 |
| 12313 - Registered Nurse II, Specialist | 35.82 |
| 12314 - Registered Nurse III | 43.34 |
| 12315 - Registered Nurse III, Anesthetist | 43.34 |
| 12316 - Registered Nurse IV | 51.94 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.66 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.61 |
| 13012 - Exhibits Specialist II | 23.29 |
| 13013 - Exhibits Specialist III | 28.49 |
| 13041 - Illustrator I | 20.71 |
| 13042 - Illustrator II | 25.67 |
| 13043 - Illustrator III | 31.40 |
| 13047 - Librarian | 28.71 |
| 13050 - Library Aide/Clerk | 14.17 |
| 13054 - Library Information Technology Systems Administrator | 21.89 |
| 13058 - Library Technician | 17.36 |
| 13061 - Media Specialist I | 15.86 |
| 13062 - Media Specialist II | 17.74 |
| 13063 - Media Specialist III | 19.78 |
| 13071 - Photographer I | 14.00 |
| 13072 - Photographer II | 16.54 |
| 13073 - Photographer III | 19.61 |
| 13074 - Photographer IV | 23.99 |
| 13075 - Photographer V | 28.99 |
| 13110 - Video Teleconference Technician | 20.30 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.54 |
| 14042 - Computer Operator II | 19.62 |
| 14043 - Computer Operator III | 22.80 |
| 14044 - Computer Operator IV | 24.81 |
| 14045 - Computer Operator V | 27.45 |
| 14071 - Computer Programmer I | (see 1) 27.62 |
| 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 | 17.54 |
| 14160 - Personal Computer Support Technician | 24.81 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.83 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.30 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 43.09 |
| 15050 - Computer Based Training Specialist / Instructor | 30.83 |
| 15060 - Educational Technologist | 25.80 |
| 15070 - Flight Instructor (Pilot) | 43.09 |
| 15080 - Graphic Artist | 22.97 |
| 15090 - Technical Instructor | 19.66 |
| 15095 - Technical Instructor/Course Developer | 24.05 |
| 15110 - Test Proctor | 19.47 |
| 15120 - Tutor | 19.47 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.72 |
| 16030 - Counter Attendant | 11.72 |
| 16040 - Dry Cleaner | 14.51 |
| 16070 - Finisher, Flatwork, Machine | 11.72 |
| 16090 - Presser, Hand | 11.72 |
| 16110 - Presser, Machine, Drycleaning | 11.72 |
| 16130 - Presser, Machine, Shirts | 11.72 |

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| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.72 |
| 16190 - Sewing Machine Operator | 15.45 |
| 16220 - Tailor | 16.27 |
| 16250 - Washer, Machine | 12.67 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 24.08 |
| 19040 - Tool And Die Maker | 30.25 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 20.84 |
| 21030 - Material Coordinator | 21.89 |
| 21040 - Material Expediter | 21.89 |
| 21050 - Material Handling Laborer | 16.89 |
| 21071 - Order Filler | 13.51 |
| 21080 - Production Line Worker (Food Processing) | 20.84 |
| 21110 - Shipping Packer | 15.22 |
| 21130 - Shipping/Receiving Clerk | 14.69 |
| 21140 - Store Worker I | 13.23 |
| 21150 - Stock Clerk | 18.58 |
| 21210 - Tools And Parts Attendant | 20.84 |
| 21410 - Warehouse Specialist | 20.84 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 28.74 |
| 23021 - Aircraft Mechanic I | 27.03 |
| 23022 - Aircraft Mechanic II | 28.74 |
| 23023 - Aircraft Mechanic III | 30.43 |
| 23040 - Aircraft Mechanic Helper | 19.51 |
| 23050 - Aircraft, Painter | 25.27 |
| 23060 - Aircraft Servicer | 22.63 |
| 23080 - Aircraft Worker | 24.16 |
| 23110 - Appliance Mechanic | 21.94 |
| 23120 - Bicycle Repairer | 15.16 |
| 23125 - Cable Splicer | 28.39 |
| 23130 - Carpenter, Maintenance | 30.99 |
| 23140 - Carpet Layer | 24.86 |
| 23160 - Electrician, Maintenance | 28.25 |
| 23181 - Electronics Technician Maintenance I | 26.83 |
| 23182 - Electronics Technician Maintenance II | 28.69 |
| 23183 - Electronics Technician Maintenance III | 30.56 |
| 23260 - Fabric Worker | 20.95 |
| 23290 - Fire Alarm System Mechanic | 23.46 |
| 23310 - Fire Extinguisher Repairer | 19.40 |
| 23311 - Fuel Distribution System Mechanic | 27.68 |
| 23312 - Fuel Distribution System Operator | 21.58 |
| 23370 - General Maintenance Worker | 18.45 |
| 23380 - Ground Support Equipment Mechanic | 27.03 |
| 23381 - Ground Support Equipment Servicer | 22.63 |
| 23382 - Ground Support Equipment Worker | 24.16 |
| 23391 - Gunsmith I | 19.40 |
| 23392 - Gunsmith II | 22.51 |
| 23393 - Gunsmith III | 25.64 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.07 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.52 |
| 23430 - Heavy Equipment Mechanic | 28.29 |
| 23440 - Heavy Equipment Operator | 34.11 |
| 23460 - Instrument Mechanic | 29.96 |
| 23465 - Laboratory/Shelter Mechanic | 24.07 |
| 23470 - Laborer | 16.49 |
| 23510 - Locksmith | 23.45 |
| 23530 - Machinery Maintenance Mechanic | 24.70 |
| 23550 - Machinist, Maintenance | 24.58 |
| 23580 - Maintenance Trades Helper | 14.93 |

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| 23591 - Metrology Technician I | 29.96 |
| 23592 - Metrology Technician II | 31.76 |
| 23593 - Metrology Technician III | 33.49 |
| 23640 - Millwright | 25.64 |
| 23710 - Office Appliance Repairer | 21.56 |
| 23760 - Painter, Maintenance | 25.29 |
| 23790 - Pipefitter, Maintenance | 27.69 |
| 23810 - Plumber, Maintenance | 25.71 |
| 23820 - Pneudraulic Systems Mechanic | 25.64 |
| 23850 - Rigger | 25.64 |
| 23870 - Scale Mechanic | 22.51 |
| 23890 - Sheet-Metal Worker, Maintenance | 28.46 |
| 23910 - Small Engine Mechanic | 20.91 |
| 23931 - Telecommunications Mechanic I | 27.52 |
| 23932 - Telecommunications Mechanic II | 28.05 |
| 23950 - Telephone Lineman | 24.18 |
| 23960 - welder, Combination, Maintenance | 25.04 |
| 23965 - well Driller | 25.14 |
| 23970 - Woodcraft Worker | 25.64 |
| 23980 - Woodworker | 17.67 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.62 |
| 24580 - Child Care Center Clerk | 15.14 |
| 24610 - Chore Aide | 11.40 |
| 24620 - Family Readiness And Support Services Coordinator | 16.19 |
| 24630 - Homemaker | 20.11 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.42 |
| 25040 - Sewage Plant Operator | 21.94 |
| 25070 - Stationary Engineer | 26.42 |
| 25190 - Ventilation Equipment Tender | 19.25 |
| 25210 - Water Treatment Plant Operator | 21.94 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.69 |
| 27007 - Baggage Inspector | 12.13 |
| 27008 - Corrections Officer | 21.67 |
| 27010 - Court Security Officer | 23.28 |
| 27030 - Detection Dog Handler | 15.35 |
| 27040 - Detention Officer | 21.67 |
| 27070 - Firefighter | 23.69 |
| 27101 - Guard I | 12.13 |
| 27102 - Guard II | 15.35 |
| 27131 - Police Officer I | 23.97 |
| 27132 - Police Officer II | 26.64 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.47 |
| 28042 - Carnival Equipment Repairer | 13.26 |
| 28043 - Carnival Equipment Worker | 9.93 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |
| 28310 - Lifeguard | 15.84 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.19 |
| 28515 - Recreation Specialist | 21.44 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 17.14 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.98 |
| 30022 - Archeological Technician II | 19.43 |
| 30023 - Archeological Technician III | 24.08 |

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| 30030 - Cartographic Technician | 24.08 |
| 30040 - Civil Engineering Technician | 21.55 |
| 30061 - Drafter/CAD Operator I | 16.86 |
| 30062 - Drafter/CAD Operator II | 19.43 |
| 30063 - Drafter/CAD Operator III | 21.67 |
| 30064 - Drafter/CAD Operator IV | 26.66 |
| 30081 - Engineering Technician I | 15.91 |
| 30082 - Engineering Technician II | 18.64 |
| 30083 - Engineering Technician III | 22.50 |
| 30084 - Engineering Technician IV | 29.74 |
| 30085 - Engineering Technician V | 32.60 |
| 30086 - Engineering Technician VI | 39.41 |
| 30090 - Environmental Technician | 22.21 |
| 30210 - Laboratory Technician | 23.01 |
| 30240 - Mathematical Technician | 25.78 |
| 30361 - Paralegal/Legal Assistant I | 18.66 |
| 30362 - Paralegal/Legal Assistant II | 23.13 |
| 30363 - Paralegal/Legal Assistant III | 28.30 |
| 30364 - Paralegal/Legal Assistant IV | 34.23 |
| 30390 - Photo-Optics Technician | 25.78 |
| 30461 - Technical Writer I | 22.86 |
| 30462 - Technical Writer II | 27.96 |
| 30463 - Technical Writer III | 33.84 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 21.67 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 24.08 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.94 |
| 31030 - Bus Driver | 18.43 |
| 31043 - Driver Courier | 14.10 |
| 31260 - Parking and Lot Attendant | 9.16 |
| 31290 - Shuttle Bus Driver | 14.98 |
| 31310 - Taxi Driver | 11.77 |
| 31361 - Truckdriver, Light | 14.98 |
| 31362 - Truckdriver, Medium | 17.26 |
| 31363 - Truckdriver, Heavy | 18.27 |
| 31364 - Truckdriver, Tractor-Trailer | 18.27 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.93 |
| 99050 - Desk Clerk | 18.46 |
| 99095 - Embalmer | 22.34 |
| 99251 - Laboratory Animal Caretaker I | 12.41 |
| 99252 - Laboratory Animal Caretaker II | 17.67 |
| 99310 - Mortician | 24.57 |
| 99410 - Pest Controller | 17.33 |
| 99510 - Photofinishing Worker | 13.86 |
| 99710 - Recycling Laborer | 19.19 |
| 99711 - Recycling Specialist | 23.10 |
| 99730 - Refuse Collector | 17.18 |
| 99810 - Sales Clerk | 14.39 |
| 99820 - School Crossing Guard | 15.03 |
| 99830 - Survey Party Chief | 24.01 |
| 99831 - Surveying Aide | 13.13 |
| 99832 - Surveying Technician | 17.99 |
| 99840 - Vending Machine Attendant | 12.64 |
| 99841 - Vending Machine Repairer | 15.06 |
| 99842 - Vending Machine Repairer Helper | 12.64 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: (Hawaii): \$1.66 per hour, or \$66.40 per week, or \$297.73 per month hour for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act, the new health and welfare benefit rate will be \$4.02 per hour.

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

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

THE OCCUPATIONS WHICH HAVE 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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

Shirley F. Ebbesen Division of
Director Wage Determinations

Wage Determination No.: 2005-2154
Revision No.: 14
Date of Last Revision: 09/09/2010

States: American Samoa, Hawaii

Area: American Samoa Statewide

Hawaii Statewide
OCCUPATION NOTE:

STEVEDORING AND LONGSHOREMEN: Wage rates and fringe benefits can be found on
Wage Determination 2000-0085

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.20 |
| 01012 - Accounting Clerk II | | 15.93 |
| 01013 - Accounting Clerk III | | 17.40 |
| 01020 - Administrative Assistant | | 26.48 |
| 01040 - Court Reporter | | 18.59 |
| 01051 - Data Entry Operator I | | 13.16 |
| 01052 - Data Entry Operator II | | 14.36 |
| 01060 - Dispatcher, Motor Vehicle | | 17.10 |
| 01070 - Document Preparation Clerk | | 13.15 |
| 01090 - Duplicating Machine Operator | | 13.79 |
| 01111 - General Clerk I | | 12.53 |
| 01112 - General Clerk II | | 13.67 |
| 01113 - General Clerk III | | 15.45 |
| 01120 - Housing Referral Assistant | | 23.77 |
| 01141 - Messenger Courier | | 12.47 |
| 01191 - Order Clerk I | | 13.18 |

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| 01192 - Order Clerk II | 14.38 |
| 01261 - Personnel Assistant (Employment) I | 15.79 |
| 01262 - Personnel Assistant (Employment) II | 17.88 |
| 01263 - Personnel Assistant (Employment) III | 19.68 |
| 01270 - Production Control Clerk | 18.86 |
| 01280 - Receptionist | 15.40 |
| 01290 - Rental Clerk | 15.79 |
| 01300 - Scheduler, Maintenance | 19.05 |
| 01311 - Secretary I | 19.05 |
| 01312 - Secretary II | 21.31 |
| 01313 - Secretary III | 23.77 |
| 01320 - Service Order Dispatcher | 14.05 |
| 01410 - Supply Technician | 25.82 |
| 01420 - Survey Worker | 17.10 |
| 01531 - Travel Clerk I | 14.78 |
| 01532 - Travel Clerk II | 15.97 |
| 01533 - Travel Clerk III | 17.12 |
| 01611 - Word Processor I | 14.36 |
| 01612 - Word Processor II | 16.11 |
| 01613 - Word Processor III | 18.03 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.19 |
| 05010 - Automotive Electrician | 22.43 |
| 05040 - Automotive Glass Installer | 22.00 |
| 05070 - Automotive Worker | 22.00 |
| 05110 - Mobile Equipment Servicer | 18.99 |
| 05130 - Motor Equipment Metal Mechanic | 24.41 |
| 05160 - Motor Equipment Metal Worker | 22.00 |
| 05190 - Motor Vehicle Mechanic | 25.65 |
| 05220 - Motor Vehicle Mechanic Helper | 17.39 |
| 05250 - Motor Vehicle Upholstery Worker | 20.80 |
| 05280 - Motor Vehicle Wrecker | 22.00 |
| 05310 - Painter, Automotive | 23.19 |
| 05340 - Radiator Repair Specialist | 22.00 |
| 05370 - Tire Repairer | 13.78 |
| 05400 - Transmission Repair Specialist | 24.37 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.87 |
| 07041 - Cook I | 13.17 |
| 07042 - Cook II | 15.29 |
| 07070 - Dishwasher | 12.05 |
| 07130 - Food Service Worker | 11.14 |
| 07210 - Meat Cutter | 18.70 |
| 07260 - Waiter/Waitress | 12.01 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.41 |
| 09040 - Furniture Handler | 11.71 |
| 09080 - Furniture Refinisher | 19.15 |
| 09090 - Furniture Refinisher Helper | 14.19 |
| 09110 - Furniture Repairer, Minor | 16.63 |
| 09130 - Upholsterer | 17.41 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.89 |
| 11060 - Elevator Operator | 12.89 |
| 11090 - Gardener | 16.40 |
| 11122 - Housekeeping Aide | 14.00 |
| 11150 - Janitor | 14.00 |
| 11210 - Laborer, Grounds Maintenance | 13.55 |
| 11240 - Maid or Houseman | 14.49 |
| 11260 - Pruner | 12.13 |
| 11270 - Tractor Operator | 16.43 |
| 11330 - Trail Maintenance Worker | 13.55 |
| 11360 - Window Cleaner | 15.25 |

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| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.70 |
| 12011 - Breath Alcohol Technician | 20.70 |
| 12012 - Certified Occupational Therapist Assistant | 19.67 |
| 12015 - Certified Physical Therapist Assistant | 18.41 |
| 12020 - Dental Assistant | 14.80 |
| 12025 - Dental Hygienist | 30.34 |
| 12030 - EKG Technician | 26.02 |
| 12035 - Electroneurodiagnostic Technologist | 26.02 |
| 12040 - Emergency Medical Technician | 22.19 |
| 12071 - Licensed Practical Nurse I | 18.51 |
| 12072 - Licensed Practical Nurse II | 20.70 |
| 12073 - Licensed Practical Nurse III | 23.09 |
| 12100 - Medical Assistant | 14.83 |
| 12130 - Medical Laboratory Technician | 19.74 |
| 12160 - Medical Record Clerk | 17.82 |
| 12190 - Medical Record Technician | 19.93 |
| 12195 - Medical Transcriptionist | 19.74 |
| 12210 - Nuclear Medicine Technologist | 31.72 |
| 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 | 20.03 |
| 12236 - Optical Technician | 14.91 |
| 12250 - Pharmacy Technician | 17.19 |
| 12280 - Phlebotomist | 15.69 |
| 12305 - Radiologic Technologist | 29.04 |
| 12311 - Registered Nurse I | 29.29 |
| 12312 - Registered Nurse II | 35.82 |
| 12313 - Registered Nurse II, Specialist | 35.82 |
| 12314 - Registered Nurse III | 43.34 |
| 12315 - Registered Nurse III, Anesthetist | 43.34 |
| 12316 - Registered Nurse IV | 51.94 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.66 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.61 |
| 13012 - Exhibits Specialist II | 23.29 |
| 13013 - Exhibits Specialist III | 28.49 |
| 13041 - Illustrator I | 20.71 |
| 13042 - Illustrator II | 25.67 |
| 13043 - Illustrator III | 31.40 |
| 13047 - Librarian | 28.71 |
| 13050 - Library Aide/Clerk | 14.17 |
| 13054 - Library Information Technology Systems Administrator | 21.89 |
| 13058 - Library Technician | 17.36 |
| 13061 - Media Specialist I | 15.86 |
| 13062 - Media Specialist II | 17.74 |
| 13063 - Media Specialist III | 19.78 |
| 13071 - Photographer I | 14.00 |
| 13072 - Photographer II | 16.54 |
| 13073 - Photographer III | 19.61 |
| 13074 - Photographer IV | 23.99 |
| 13075 - Photographer V | 28.99 |
| 13110 - Video Teleconference Technician | 20.30 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.54 |
| 14042 - Computer Operator II | 19.62 |
| 14043 - Computer Operator III | 22.80 |
| 14044 - Computer Operator IV | 24.81 |
| 14045 - Computer Operator V | 27.45 |
| 14071 - Computer Programmer I | 27.62 |

(see 1)

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|---|---------|-------|
| 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 | | 17.54 |
| 14160 - Personal Computer Support Technician | | 24.81 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 30.83 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 37.30 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 43.09 |
| 15050 - Computer Based Training Specialist / Instructor | | 30.83 |
| 15060 - Educational Technologist | | 25.80 |
| 15070 - Flight Instructor (Pilot) | | 43.09 |
| 15080 - Graphic Artist | | 22.97 |
| 15090 - Technical Instructor | | 19.66 |
| 15095 - Technical Instructor/Course Developer | | 24.05 |
| 15110 - Test Proctor | | 19.47 |
| 15120 - Tutor | | 19.47 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 11.72 |
| 16030 - Counter Attendant | | 11.72 |
| 16040 - Dry Cleaner | | 14.51 |
| 16070 - Finisher, Flatwork, Machine | | 11.72 |
| 16090 - Presser, Hand | | 11.72 |
| 16110 - Presser, Machine, Drycleaning | | 11.72 |
| 16130 - Presser, Machine, Shirts | | 11.72 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 11.72 |
| 16190 - Sewing Machine Operator | | 15.45 |
| 16220 - Tailor | | 16.27 |
| 16250 - Washer, Machine | | 12.67 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 24.08 |
| 19040 - Tool And Die Maker | | 30.25 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 20.84 |
| 21030 - Material Coordinator | | 21.89 |
| 21040 - Material Expediter | | 21.89 |
| 21050 - Material Handling Laborer | | 16.89 |
| 21071 - Order Filler | | 13.51 |
| 21080 - Production Line Worker (Food Processing) | | 20.84 |
| 21110 - Shipping Packer | | 15.22 |
| 21130 - Shipping/Receiving Clerk | | 14.69 |
| 21140 - Store Worker I | | 13.23 |
| 21150 - Stock Clerk | | 18.58 |
| 21210 - Tools And Parts Attendant | | 20.84 |
| 21410 - Warehouse Specialist | | 20.84 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 28.74 |
| 23021 - Aircraft Mechanic I | | 27.03 |
| 23022 - Aircraft Mechanic II | | 28.74 |
| 23023 - Aircraft Mechanic III | | 30.43 |
| 23040 - Aircraft Mechanic Helper | | 19.51 |
| 23050 - Aircraft, Painter | | 25.27 |
| 23060 - Aircraft Servicer | | 22.63 |
| 23080 - Aircraft Worker | | 24.16 |
| 23110 - Appliance Mechanic | | 21.94 |
| 23120 - Bicycle Repairer | | 15.16 |
| 23125 - Cable Splicer | | 28.39 |
| 23130 - Carpenter, Maintenance | | 30.99 |
| 23140 - Carpet Layer | | 24.86 |
| 23160 - Electrician, Maintenance | | 28.25 |

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| 23181 - Electronics Technician Maintenance I | 26.83 |
| 23182 - Electronics Technician Maintenance II | 28.69 |
| 23183 - Electronics Technician Maintenance III | 30.56 |
| 23260 - Fabric Worker | 20.95 |
| 23290 - Fire Alarm System Mechanic | 23.46 |
| 23310 - Fire Extinguisher Repairer | 19.40 |
| 23311 - Fuel Distribution System Mechanic | 27.68 |
| 23312 - Fuel Distribution System Operator | 21.58 |
| 23370 - General Maintenance Worker | 18.45 |
| 23380 - Ground Support Equipment Mechanic | 27.03 |
| 23381 - Ground Support Equipment Servicer | 22.63 |
| 23382 - Ground Support Equipment Worker | 24.16 |
| 23391 - Gunsmith I | 19.40 |
| 23392 - Gunsmith II | 22.51 |
| 23393 - Gunsmith III | 25.64 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.07 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.52 |
| 23430 - Heavy Equipment Mechanic | 28.29 |
| 23440 - Heavy Equipment Operator | 34.11 |
| 23460 - Instrument Mechanic | 29.96 |
| 23465 - Laboratory/Shelter Mechanic | 24.07 |
| 23470 - Laborer | 16.49 |
| 23510 - Locksmith | 23.45 |
| 23530 - Machinery Maintenance Mechanic | 24.70 |
| 23550 - Machinist, Maintenance | 24.58 |
| 23580 - Maintenance Trades Helper | 14.93 |
| 23591 - Metrology Technician I | 29.96 |
| 23592 - Metrology Technician II | 31.76 |
| 23593 - Metrology Technician III | 33.49 |
| 23640 - Millwright | 25.64 |
| 23710 - Office Appliance Repairer | 21.56 |
| 23760 - Painter, Maintenance | 25.29 |
| 23790 - Pipefitter, Maintenance | 27.69 |
| 23810 - Plumber, Maintenance | 25.71 |
| 23820 - Pneudraulic Systems Mechanic | 25.64 |
| 23850 - Rigger | 25.64 |
| 23870 - Scale Mechanic | 22.51 |
| 23890 - Sheet-Metal Worker, Maintenance | 28.46 |
| 23910 - Small Engine Mechanic | 20.91 |
| 23931 - Telecommunications Mechanic I | 27.52 |
| 23932 - Telecommunications Mechanic II | 28.05 |
| 23950 - Telephone Lineman | 24.18 |
| 23960 - Welder, Combination, Maintenance | 25.04 |
| 23965 - well Driller | 25.14 |
| 23970 - Woodcraft Worker | 25.64 |
| 23980 - Woodworker | 17.67 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.62 |
| 24580 - Child Care Center Clerk | 15.14 |
| 24610 - Chore Aide | 11.40 |
| 24620 - Family Readiness And Support Services Coordinator | 16.19 |
| 24630 - Homemaker | 20.11 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.42 |
| 25040 - Sewage Plant Operator | 21.94 |
| 25070 - Stationary Engineer | 26.42 |
| 25190 - Ventilation Equipment Tender | 19.25 |
| 25210 - Water Treatment Plant Operator | 21.94 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.69 |

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| 27007 - Baggage Inspector | 12.13 |
| 27008 - Corrections Officer | 21.67 |
| 27010 - Court Security Officer | 23.28 |
| 27030 - Detection Dog Handler | 15.35 |
| 27040 - Detention Officer | 21.67 |
| 27070 - Firefighter | 23.69 |
| 27101 - Guard I | 12.13 |
| 27102 - Guard II | 15.35 |
| 27131 - Police Officer I | 23.97 |
| 27132 - Police Officer II | 26.64 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.47 |
| 28042 - Carnival Equipment Repairer | 13.26 |
| 28043 - Carnival Equipment Worker | 9.93 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |
| 28310 - Lifeguard | 15.84 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.19 |
| 28515 - Recreation Specialist | 21.44 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 17.14 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.98 |
| 30022 - Archeological Technician II | 19.43 |
| 30023 - Archeological Technician III | 24.08 |
| 30030 - Cartographic Technician | 24.08 |
| 30040 - Civil Engineering Technician | 21.55 |
| 30061 - Drafter/CAD Operator I | 16.86 |
| 30062 - Drafter/CAD Operator II | 19.43 |
| 30063 - Drafter/CAD Operator III | 21.67 |
| 30064 - Drafter/CAD Operator IV | 26.66 |
| 30081 - Engineering Technician I | 15.91 |
| 30082 - Engineering Technician II | 18.64 |
| 30083 - Engineering Technician III | 22.50 |
| 30084 - Engineering Technician IV | 29.74 |
| 30085 - Engineering Technician V | 32.60 |
| 30086 - Engineering Technician VI | 39.41 |
| 30090 - Environmental Technician | 22.21 |
| 30210 - Laboratory Technician | 23.01 |
| 30240 - Mathematical Technician | 25.78 |
| 30361 - Paralegal/Legal Assistant I | 18.66 |
| 30362 - Paralegal/Legal Assistant II | 23.13 |
| 30363 - Paralegal/Legal Assistant III | 28.30 |
| 30364 - Paralegal/Legal Assistant IV | 34.23 |
| 30390 - Photo-Optics Technician | 25.78 |
| 30461 - Technical Writer I | 22.86 |
| 30462 - Technical Writer II | 27.96 |
| 30463 - Technical Writer III | 33.84 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 21.67 |
| 30621 - Weather Observer, Senior (see 2) | 24.08 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.94 |
| 31030 - Bus Driver | 18.43 |
| 31043 - Driver Courier | 14.10 |

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|---|-------|
| 31260 - Parking and Lot Attendant | 9.16 |
| 31290 - Shuttle Bus Driver | 14.98 |
| 31310 - Taxi Driver | 11.77 |
| 31361 - Truckdriver, Light | 14.98 |
| 31362 - Truckdriver, Medium | 17.26 |
| 31363 - Truckdriver, Heavy | 18.27 |
| 31364 - Truckdriver, Tractor-Trailer | 18.27 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.93 |
| 99050 - Desk Clerk | 18.46 |
| 99095 - Embalmer | 22.34 |
| 99251 - Laboratory Animal Caretaker I | 12.41 |
| 99252 - Laboratory Animal Caretaker II | 17.67 |
| 99310 - Mortician | 24.57 |
| 99410 - Pest Controller | 17.33 |
| 99510 - Photofinishing Worker | 13.86 |
| 99710 - Recycling Laborer | 19.19 |
| 99711 - Recycling Specialist | 23.10 |
| 99730 - Refuse Collector | 17.18 |
| 99810 - Sales Clerk | 14.39 |
| 99820 - School Crossing Guard | 15.03 |
| 99830 - Survey Party Chief | 24.01 |
| 99831 - Surveying Aide | 13.13 |
| 99832 - Surveying Technician | 17.99 |
| 99840 - Vending Machine Attendant | 12.64 |
| 99841 - Vending Machine Repairer | 15.06 |
| 99842 - Vending Machine Repairer Helper | 12.64 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans: Employer contributions costing an average of \$1.64 per hour computed on the basis of all hours worked by service employees employed on the contract. (See 29 CFR 4.175(b)) Contributions are exclusive of items required under Federal, State, and Local Government Statutes. (See 29 CFR 4.162)

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

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther

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

THE OCCUPATIONS WHICH HAVE 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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2159
Revision No.: 15
Date of Last Revision: 07/25/2014

State: Idaho

Area: Idaho Statewide

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

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

| | |
|---|-------|
| 01000 - Administrative Support And Clerical Occupations | |
| 01011 - Accounting Clerk I | 12.27 |
| 01012 - Accounting Clerk II | 13.83 |
| 01013 - Accounting Clerk III | 15.09 |
| 01020 - Administrative Assistant | 17.16 |
| 01040 - Court Reporter | 22.66 |
| 01051 - Data Entry Operator I | 11.51 |
| 01052 - Data Entry Operator II | 12.57 |
| 01060 - Dispatcher, Motor Vehicle | 17.87 |
| 01070 - Document Preparation Clerk | 14.34 |
| 01090 - Duplicating Machine Operator | 14.34 |
| 01111 - General Clerk I | 11.17 |
| 01112 - General Clerk II | 12.19 |
| 01113 - General Clerk III | 13.68 |
| 01120 - Housing Referral Assistant | 17.37 |
| 01141 - Messenger Courier | 10.69 |
| 01191 - Order Clerk I | 14.76 |
| 01192 - Order Clerk II | 16.11 |
| 01261 - Personnel Assistant (Employment) I | 13.55 |
| 01262 - Personnel Assistant (Employment) II | 15.15 |
| 01263 - Personnel Assistant (Employment) III | 16.89 |
| 01270 - Production Control Clerk | 18.51 |
| 01280 - Receptionist | 11.51 |
| 01290 - Rental Clerk | 12.35 |
| 01300 - Scheduler, Maintenance | 13.93 |
| 01311 - Secretary I | 13.93 |
| 01312 - Secretary II | 15.58 |
| 01313 - Secretary III | 17.37 |
| 01320 - Service Order Dispatcher | 16.49 |
| 01410 - Supply Technician | 17.16 |
| 01420 - Survey Worker | 11.40 |
| 01531 - Travel Clerk I | 12.07 |
| 01532 - Travel Clerk II | 12.66 |
| 01533 - Travel Clerk III | 13.73 |
| 01611 - Word Processor I | 13.03 |
| 01612 - Word Processor II | 13.92 |
| 01613 - Word Processor III | 15.58 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 17.65 |
| 05010 - Automotive Electrician | 14.43 |
| 05040 - Automotive Glass Installer | 14.24 |
| 05070 - Automotive Worker | 14.07 |
| 05110 - Mobile Equipment Servicer | 11.50 |
| 05130 - Motor Equipment Metal Mechanic | 15.83 |
| 05160 - Motor Equipment Metal Worker | 14.07 |
| 05190 - Motor Vehicle Mechanic | 15.83 |
| 05220 - Motor Vehicle Mechanic Helper | 11.50 |
| 05250 - Motor Vehicle Upholstery Worker | 13.30 |
| 05280 - Motor Vehicle Wrecker | 14.07 |
| 05310 - Painter, Automotive | 15.03 |
| 05340 - Radiator Repair Specialist | 15.27 |
| 05370 - Tire Repairer | 10.02 |
| 05400 - Transmission Repair Specialist | 15.83 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.89 |
| 07041 - Cook I | 9.80 |
| 07042 - Cook II | 11.37 |
| 07070 - Dishwasher | 7.90 |
| 07130 - Food Service Worker | 9.41 |
| 07210 - Meat Cutter | 14.58 |
| 07260 - Waiter/Waitress | 8.62 |
| 09000 - Furniture Maintenance And Repair Occupations | |

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| 09010 - Electrostatic Spray Painter | 13.60 |
| 09040 - Furniture Handler | 10.99 |
| 09080 - Furniture Refinisher | 13.05 |
| 09090 - Furniture Refinisher Helper | 11.51 |
| 09110 - Furniture Repairer, Minor | 11.54 |
| 09130 - Upholsterer | 12.83 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.95 |
| 11060 - Elevator Operator | 8.95 |
| 11090 - Gardener | 14.27 |
| 11122 - Housekeeping Aide | 10.75 |
| 11150 - Janitor | 11.06 |
| 11210 - Laborer, Grounds Maintenance | 11.56 |
| 11240 - Maid or Houseman | 8.80 |
| 11260 - Pruner | 10.14 |
| 11270 - Tractor Operator | 14.11 |
| 11330 - Trail Maintenance Worker | 11.56 |
| 11360 - Window Cleaner | 12.19 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.49 |
| 12011 - Breath Alcohol Technician | 16.25 |
| 12012 - Certified Occupational Therapist Assistant | 24.40 |
| 12015 - Certified Physical Therapist Assistant | 21.99 |
| 12020 - Dental Assistant | 14.94 |
| 12025 - Dental Hygienist | 33.20 |
| 12030 - EKG Technician | 24.91 |
| 12035 - Electroneurodiagnostic Technologist | 24.91 |
| 12040 - Emergency Medical Technician | 16.49 |
| 12071 - Licensed Practical Nurse I | 14.53 |
| 12072 - Licensed Practical Nurse II | 16.25 |
| 12073 - Licensed Practical Nurse III | 18.12 |
| 12100 - Medical Assistant | 14.79 |
| 12130 - Medical Laboratory Technician | 17.53 |
| 12160 - Medical Record Clerk | 13.47 |
| 12190 - Medical Record Technician | 15.07 |
| 12195 - Medical Transcriptionist | 15.16 |
| 12210 - Nuclear Medicine Technologist | 32.30 |
| 12221 - Nursing Assistant I | 10.66 |
| 12222 - Nursing Assistant II | 11.99 |
| 12223 - Nursing Assistant III | 13.08 |
| 12224 - Nursing Assistant IV | 14.66 |
| 12235 - Optical Dispenser | 14.76 |
| 12236 - Optical Technician | 13.18 |
| 12250 - Pharmacy Technician | 14.80 |
| 12280 - Phlebotomist | 14.66 |
| 12305 - Radiologic Technologist | 22.77 |
| 12311 - Registered Nurse I | 22.72 |
| 12312 - Registered Nurse II | 27.78 |
| 12313 - Registered Nurse II, Specialist | 27.78 |
| 12314 - Registered Nurse III | 33.61 |
| 12315 - Registered Nurse III, Anesthetist | 33.61 |
| 12316 - Registered Nurse IV | 40.02 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.13 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.36 |
| 13012 - Exhibits Specialist II | 20.27 |
| 13013 - Exhibits Specialist III | 24.80 |
| 13041 - Illustrator I | 16.36 |
| 13042 - Illustrator II | 20.27 |
| 13043 - Illustrator III | 24.80 |
| 13047 - Librarian | 22.59 |
| 13050 - Library Aide/Clerk | 13.53 |
| 13054 - Library Information Technology Systems | 20.57 |

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| Administrator | |
| 13058 - Library Technician | 13.31 |
| 13061 - Media Specialist I | 14.72 |
| 13062 - Media Specialist II | 16.48 |
| 13063 - Media Specialist III | 18.36 |
| 13071 - Photographer I | 13.38 |
| 13072 - Photographer II | 16.76 |
| 13073 - Photographer III | 18.78 |
| 13074 - Photographer IV | 23.09 |
| 13075 - Photographer V | 28.39 |
| 13110 - Video Teleconference Technician | 18.11 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.69 |
| 14042 - Computer Operator II | 16.43 |
| 14043 - Computer Operator III | 18.32 |
| 14044 - Computer Operator IV | 20.50 |
| 14045 - Computer Operator V | 22.54 |
| 14071 - Computer Programmer I | 17.62 |
| 14072 - Computer Programmer II | 22.88 |
| 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 | 14.69 |
| 14160 - Personal Computer Support Technician | 20.50 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.58 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.36 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.70 |
| 15050 - Computer Based Training Specialist / Instructor | 27.58 |
| 15060 - Educational Technologist | 20.74 |
| 15070 - Flight Instructor (Pilot) | 36.70 |
| 15080 - Graphic Artist | 18.46 |
| 15090 - Technical Instructor | 18.36 |
| 15095 - Technical Instructor/Course Developer | 22.46 |
| 15110 - Test Proctor | 14.79 |
| 15120 - Tutor | 14.79 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.97 |
| 16030 - Counter Attendant | 8.97 |
| 16040 - Dry Cleaner | 10.70 |
| 16070 - Finisher, Flatwork, Machine | 8.97 |
| 16090 - Presser, Hand | 8.97 |
| 16110 - Presser, Machine, Drycleaning | 8.97 |
| 16130 - Presser, Machine, Shirts | 8.97 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.97 |
| 16190 - Sewing Machine Operator | 11.28 |
| 16220 - Tailor | 11.90 |
| 16250 - Washer, Machine | 9.39 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 14.91 |
| 19040 - Tool And Die Maker | 22.33 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.95 |
| 21030 - Material Coordinator | 18.51 |
| 21040 - Material Expediter | 18.51 |
| 21050 - Material Handling Laborer | 10.85 |
| 21071 - Order Filler | 11.95 |
| 21080 - Production Line Worker (Food Processing) | 12.95 |
| 21110 - Shipping Packer | 12.87 |
| 21130 - Shipping/Receiving Clerk | 12.87 |
| 21140 - Store Worker I | 10.50 |

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| 21150 - Stock Clerk | 15.07 |
| 21210 - Tools And Parts Attendant | 12.95 |
| 21410 - Warehouse Specialist | 12.95 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.20 |
| 23021 - Aircraft Mechanic I | 20.19 |
| 23022 - Aircraft Mechanic II | 21.20 |
| 23023 - Aircraft Mechanic III | 22.26 |
| 23040 - Aircraft Mechanic Helper | 13.63 |
| 23050 - Aircraft, Painter | 19.01 |
| 23060 - Aircraft Servicer | 16.63 |
| 23080 - Aircraft Worker | 17.60 |
| 23110 - Appliance Mechanic | 17.03 |
| 23120 - Bicycle Repairer | 10.23 |
| 23125 - Cable Splicer | 29.76 |
| 23130 - Carpenter, Maintenance | 17.46 |
| 23140 - Carpet Layer | 19.20 |
| 23160 - Electrician, Maintenance | 20.50 |
| 23181 - Electronics Technician Maintenance I | 21.33 |
| 23182 - Electronics Technician Maintenance II | 22.66 |
| 23183 - Electronics Technician Maintenance III | 26.15 |
| 23260 - Fabric Worker | 16.56 |
| 23290 - Fire Alarm System Mechanic | 18.62 |
| 23310 - Fire Extinguisher Repairer | 15.33 |
| 23311 - Fuel Distribution System Mechanic | 21.65 |
| 23312 - Fuel Distribution System Operator | 17.67 |
| 23370 - General Maintenance Worker | 16.45 |
| 23380 - Ground Support Equipment Mechanic | 20.19 |
| 23381 - Ground Support Equipment Servicer | 16.63 |
| 23382 - Ground Support Equipment Worker | 17.60 |
| 23391 - Gunsmith I | 15.33 |
| 23392 - Gunsmith II | 17.65 |
| 23393 - Gunsmith III | 21.89 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.62 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.43 |
| 23430 - Heavy Equipment Mechanic | 18.62 |
| 23440 - Heavy Equipment Operator | 18.62 |
| 23460 - Instrument Mechanic | 20.48 |
| 23465 - Laboratory/Shelter Mechanic | 18.74 |
| 23470 - Laborer | 10.85 |
| 23510 - Locksmith | 17.48 |
| 23530 - Machinery Maintenance Mechanic | 21.22 |
| 23550 - Machinist, Maintenance | 17.44 |
| 23580 - Maintenance Trades Helper | 13.09 |
| 23591 - Metrology Technician I | 20.48 |
| 23592 - Metrology Technician II | 21.51 |
| 23593 - Metrology Technician III | 22.53 |
| 23640 - Millwright | 22.43 |
| 23710 - Office Appliance Repairer | 17.48 |
| 23760 - Painter, Maintenance | 16.06 |
| 23790 - Pipefitter, Maintenance | 21.74 |
| 23810 - Plumber, Maintenance | 19.55 |
| 23820 - Pneudraulic Systems Mechanic | 21.89 |
| 23850 - Rigger | 21.88 |
| 23870 - Scale Mechanic | 17.65 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.69 |
| 23910 - Small Engine Mechanic | 14.51 |
| 23931 - Telecommunications Mechanic I | 23.06 |
| 23932 - Telecommunications Mechanic II | 24.50 |
| 23950 - Telephone Lineman | 20.45 |
| 23960 - Welder, Combination, Maintenance | 16.65 |

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| 23965 - Well Driller | 18.62 |
| 23970 - Woodcraft Worker | 21.89 |
| 23980 - Woodworker | 14.28 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.80 |
| 24580 - Child Care Center Clerk | 12.47 |
| 24610 - Chore Aide | 9.06 |
| 24620 - Family Readiness And Support Services Coordinator | 12.08 |
| 24630 - Homemaker | 10.19 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.84 |
| 25040 - Sewage Plant Operator | 15.28 |
| 25070 - Stationary Engineer | 19.84 |
| 25190 - Ventilation Equipment Tender | 13.95 |
| 25210 - Water Treatment Plant Operator | 15.28 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.88 |
| 27007 - Baggage Inspector | 13.20 |
| 27008 - Corrections Officer | 18.72 |
| 27010 - Court Security Officer | 19.91 |
| 27030 - Detection Dog Handler | 15.80 |
| 27040 - Detention Officer | 18.72 |
| 27070 - Firefighter | 18.98 |
| 27101 - Guard I | 13.20 |
| 27102 - Guard II | 15.80 |
| 27131 - Police Officer I | 22.26 |
| 27132 - Police Officer II | 24.73 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.94 |
| 28042 - Carnival Equipment Repairer | 14.41 |
| 28043 - Carnival Equipment Worker | 10.11 |
| 28210 - Gate Attendant/Gate Tender | 14.60 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 15.36 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.92 |
| 28515 - Recreation Specialist | 15.92 |
| 28630 - Sports Official | 13.01 |
| 28690 - Swimming Pool Operator | 17.28 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.42 |
| 29020 - Hatch Tender | 19.42 |
| 29030 - Line Handler | 19.42 |
| 29041 - Stevedore I | 16.97 |
| 29042 - Stevedore II | 19.50 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.67 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.79 |
| 30022 - Archeological Technician II | 20.00 |
| 30023 - Archeological Technician III | 24.38 |
| 30030 - Cartographic Technician | 24.39 |
| 30040 - Civil Engineering Technician | 22.41 |
| 30061 - Drafter/CAD Operator I | 17.59 |
| 30062 - Drafter/CAD Operator II | 20.76 |
| 30063 - Drafter/CAD Operator III | 21.94 |
| 30064 - Drafter/CAD Operator IV | 25.54 |
| 30081 - Engineering Technician I | 13.93 |
| 30082 - Engineering Technician II | 15.62 |
| 30083 - Engineering Technician III | 18.43 |
| 30084 - Engineering Technician IV | 21.66 |
| 30085 - Engineering Technician V | 26.49 |

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| 30086 - Engineering Technician VI | 30.94 |
| 30090 - Environmental Technician | 22.32 |
| 30210 - Laboratory Technician | 20.26 |
| 30240 - Mathematical Technician | 24.45 |
| 30361 - Paralegal/Legal Assistant I | 16.96 |
| 30362 - Paralegal/Legal Assistant II | 21.01 |
| 30363 - Paralegal/Legal Assistant III | 25.70 |
| 30364 - Paralegal/Legal Assistant IV | 31.10 |
| 30390 - Photo-Optics Technician | 24.45 |
| 30461 - Technical Writer I | 20.81 |
| 30462 - Technical Writer II | 25.45 |
| 30463 - Technical Writer III | 27.75 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 19.61 |
| 30621 - Weather Observer, Senior (see 2) | 23.97 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.06 |
| 31030 - Bus Driver | 12.58 |
| 31043 - Driver Courier | 12.40 |
| 31260 - Parking and Lot Attendant | 8.69 |
| 31290 - Shuttle Bus Driver | 13.52 |
| 31310 - Taxi Driver | 9.78 |
| 31361 - Truckdriver, Light | 13.52 |
| 31362 - Truckdriver, Medium | 14.62 |
| 31363 - Truckdriver, Heavy | 16.12 |
| 31364 - Truckdriver, Tractor-Trailer | 16.12 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.03 |
| 99050 - Desk Clerk | 8.36 |
| 99095 - Embalmer | 25.86 |
| 99251 - Laboratory Animal Caretaker I | 9.90 |
| 99252 - Laboratory Animal Caretaker II | 10.80 |
| 99310 - Mortician | 25.86 |
| 99410 - Pest Controller | 16.64 |
| 99510 - Photofinishing Worker | 13.32 |
| 99710 - Recycling Laborer | 15.96 |
| 99711 - Recycling Specialist | 18.07 |
| 99730 - Refuse Collector | 13.99 |
| 99810 - Sales Clerk | 11.95 |
| 99820 - School Crossing Guard | 11.85 |
| 99830 - Survey Party Chief | 20.27 |
| 99831 - Surveying Aide | 13.74 |
| 99832 - Surveying Technician | 18.43 |
| 99840 - Vending Machine Attendant | 11.52 |
| 99841 - Vending Machine Repairer | 14.81 |
| 99842 - Vending Machine Repairer Helper | 11.13 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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| By direction of the Secretary of Labor | | WDS_Revision_Received_10.9.2014 WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 |
| Diane C. Koplewski Director | Division of Wage Determinations | Wage Determination No.: 2005-2160 Revision No.: 16 Date Of Last Revision: 07/25/2014 |
| State: Idaho | | |
| Area: Idaho Statewide | | |

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.27 |
| 01012 - Accounting Clerk II | | 13.83 |
| 01013 - Accounting Clerk III | | 15.09 |
| 01020 - Administrative Assistant | | 17.16 |
| 01040 - Court Reporter | | 22.66 |
| 01051 - Data Entry Operator I | | 11.51 |
| 01052 - Data Entry Operator II | | 12.57 |
| 01060 - Dispatcher, Motor Vehicle | | 17.87 |
| 01070 - Document Preparation Clerk | | 14.34 |
| 01090 - Duplicating Machine Operator | | 14.34 |
| 01111 - General Clerk I | | 11.17 |
| 01112 - General Clerk II | | 12.19 |
| 01113 - General Clerk III | | 13.68 |
| 01120 - Housing Referral Assistant | | 17.37 |
| 01141 - Messenger Courier | | 10.69 |
| 01191 - Order Clerk I | | 14.76 |
| 01192 - Order Clerk II | | 16.11 |
| 01261 - Personnel Assistant (Employment) I | | 13.55 |
| 01262 - Personnel Assistant (Employment) II | | 15.15 |
| 01263 - Personnel Assistant (Employment) III | | 16.89 |
| 01270 - Production Control Clerk | | 18.51 |
| 01280 - Receptionist | | 11.51 |
| 01290 - Rental Clerk | | 12.35 |
| 01300 - Scheduler, Maintenance | | 13.93 |
| 01311 - Secretary I | | 13.93 |
| 01312 - Secretary II | | 15.58 |
| 01313 - Secretary III | | 17.37 |
| 01320 - Service Order Dispatcher | | 16.49 |
| 01410 - Supply Technician | | 17.16 |
| 01420 - Survey Worker | | 11.40 |
| 01531 - Travel Clerk I | | 12.07 |
| 01532 - Travel Clerk II | | 12.66 |
| 01533 - Travel Clerk III | | 13.73 |
| 01611 - Word Processor I | | 13.03 |
| 01612 - Word Processor II | | 13.92 |
| 01613 - Word Processor III | | 15.58 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 17.65 |
| 05010 - Automotive Electrician | | 14.43 |
| 05040 - Automotive Glass Installer | | 14.24 |
| 05070 - Automotive Worker | | 14.07 |
| 05110 - Mobile Equipment Servicer | | 11.50 |
| 05130 - Motor Equipment Metal Mechanic | | 15.83 |
| 05160 - Motor Equipment Metal Worker | | 14.07 |

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| 05190 - Motor Vehicle Mechanic | 15.83 |
| 05220 - Motor Vehicle Mechanic Helper | 11.50 |
| 05250 - Motor Vehicle Upholstery Worker | 13.30 |
| 05280 - Motor Vehicle Wrecker | 14.07 |
| 05310 - Painter, Automotive | 15.03 |
| 05340 - Radiator Repair Specialist | 15.27 |
| 05370 - Tire Repairer | 10.02 |
| 05400 - Transmission Repair Specialist | 15.83 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.89 |
| 07041 - Cook I | 9.80 |
| 07042 - Cook II | 11.37 |
| 07070 - Dishwasher | 7.90 |
| 07130 - Food Service Worker | 9.41 |
| 07210 - Meat Cutter | 14.58 |
| 07260 - Waiter/Waitress | 8.62 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.60 |
| 09040 - Furniture Handler | 10.99 |
| 09080 - Furniture Refinisher | 13.05 |
| 09090 - Furniture Refinisher Helper | 11.51 |
| 09110 - Furniture Repairer, Minor | 11.54 |
| 09130 - Upholsterer | 12.83 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.95 |
| 11060 - Elevator Operator | 8.95 |
| 11090 - Gardener | 14.27 |
| 11122 - Housekeeping Aide | 10.75 |
| 11150 - Janitor | 11.06 |
| 11210 - Laborer, Grounds Maintenance | 11.56 |
| 11240 - Maid or Houseman | 8.80 |
| 11260 - Pruner | 10.14 |
| 11270 - Tractor Operator | 14.11 |
| 11330 - Trail Maintenance Worker | 11.56 |
| 11360 - Window Cleaner | 12.19 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.49 |
| 12011 - Breath Alcohol Technician | 16.25 |
| 12012 - Certified Occupational Therapist Assistant | 24.40 |
| 12015 - Certified Physical Therapist Assistant | 21.99 |
| 12020 - Dental Assistant | 14.94 |
| 12025 - Dental Hygienist | 33.20 |
| 12030 - EKG Technician | 24.91 |
| 12035 - Electroneurodiagnostic Technologist | 24.91 |
| 12040 - Emergency Medical Technician | 16.49 |
| 12071 - Licensed Practical Nurse I | 14.53 |
| 12072 - Licensed Practical Nurse II | 16.25 |
| 12073 - Licensed Practical Nurse III | 18.12 |
| 12100 - Medical Assistant | 14.79 |
| 12130 - Medical Laboratory Technician | 17.53 |
| 12160 - Medical Record Clerk | 13.47 |
| 12190 - Medical Record Technician | 15.07 |
| 12195 - Medical Transcriptionist | 15.16 |
| 12210 - Nuclear Medicine Technologist | 32.30 |
| 12221 - Nursing Assistant I | 10.66 |
| 12222 - Nursing Assistant II | 11.99 |
| 12223 - Nursing Assistant III | 13.08 |
| 12224 - Nursing Assistant IV | 14.66 |
| 12235 - Optical Dispenser | 14.76 |
| 12236 - Optical Technician | 13.18 |
| 12250 - Pharmacy Technician | 14.80 |
| 12280 - Phlebotomist | 14.66 |
| 12305 - Radiologic Technologist | 22.77 |

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|---|---------|
| 12311 - Registered Nurse I | 22.72 |
| 12312 - Registered Nurse II | 27.78 |
| 12313 - Registered Nurse II, Specialist | 27.78 |
| 12314 - Registered Nurse III | 33.61 |
| 12315 - Registered Nurse III, Anesthetist | 33.61 |
| 12316 - Registered Nurse IV | 40.02 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.13 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.36 |
| 13012 - Exhibits Specialist II | 20.27 |
| 13013 - Exhibits Specialist III | 24.80 |
| 13041 - Illustrator I | 16.36 |
| 13042 - Illustrator II | 20.27 |
| 13043 - Illustrator III | 24.80 |
| 13047 - Librarian | 22.59 |
| 13050 - Library Aide/Clerk | 13.53 |
| 13054 - Library Information Technology Systems Administrator | 20.57 |
| 13058 - Library Technician | 13.31 |
| 13061 - Media Specialist I | 14.72 |
| 13062 - Media Specialist II | 16.48 |
| 13063 - Media Specialist III | 18.36 |
| 13071 - Photographer I | 13.38 |
| 13072 - Photographer II | 16.76 |
| 13073 - Photographer III | 18.78 |
| 13074 - Photographer IV | 23.09 |
| 13075 - Photographer V | 28.39 |
| 13110 - Video Teleconference Technician | 18.11 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.69 |
| 14042 - Computer Operator II | 16.43 |
| 14043 - Computer Operator III | 18.32 |
| 14044 - Computer Operator IV | 20.50 |
| 14045 - Computer Operator V | 22.54 |
| 14071 - Computer Programmer I | 17.62 |
| 14072 - Computer Programmer II | 22.88 |
| 14073 - Computer Programmer III | (see 2) |
| 14074 - Computer Programmer IV | (see 2) |
| 14101 - Computer Systems Analyst I | (see 2) |
| 14102 - Computer Systems Analyst II | (see 2) |
| 14103 - Computer Systems Analyst III | (see 2) |
| 14150 - Peripheral Equipment Operator | 14.69 |
| 14160 - Personal Computer Support Technician | 20.50 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.58 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.36 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.70 |
| 15050 - Computer Based Training Specialist / Instructor | 27.58 |
| 15060 - Educational Technologist | 20.74 |
| 15070 - Flight Instructor (Pilot) | 36.70 |
| 15080 - Graphic Artist | 18.46 |
| 15090 - Technical Instructor | 18.36 |
| 15095 - Technical Instructor/Course Developer | 22.46 |
| 15110 - Test Proctor | 14.79 |
| 15120 - Tutor | 14.79 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.97 |
| 16030 - Counter Attendant | 8.97 |
| 16040 - Dry Cleaner | 10.70 |
| 16070 - Finisher, Flatwork, Machine | 8.97 |
| 16090 - Presser, Hand | 8.97 |
| 16110 - Presser, Machine, Drycleaning | 8.97 |
| 16130 - Presser, Machine, Shirts | 8.97 |

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| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.97 |
| 16190 - Sewing Machine Operator | 11.28 |
| 16220 - Tailor | 11.90 |
| 16250 - Washer, Machine | 9.39 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 14.91 |
| 19040 - Tool And Die Maker | 22.33 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.95 |
| 21030 - Material Coordinator | 18.51 |
| 21040 - Material Expediter | 18.51 |
| 21050 - Material Handling Laborer | 10.85 |
| 21071 - Order Filler | 11.95 |
| 21080 - Production Line Worker (Food Processing) | 12.95 |
| 21110 - Shipping Packer | 12.87 |
| 21130 - Shipping/Receiving Clerk | 12.87 |
| 21140 - Store Worker I | 10.50 |
| 21150 - Stock Clerk | 15.07 |
| 21210 - Tools And Parts Attendant | 12.95 |
| 21410 - Warehouse Specialist | 12.95 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.20 |
| 23021 - Aircraft Mechanic I | 20.19 |
| 23022 - Aircraft Mechanic II | 21.20 |
| 23023 - Aircraft Mechanic III | 22.26 |
| 23040 - Aircraft Mechanic Helper | 13.63 |
| 23050 - Aircraft, Painter | 19.01 |
| 23060 - Aircraft Servicer | 16.63 |
| 23080 - Aircraft Worker | 17.60 |
| 23110 - Appliance Mechanic | 17.03 |
| 23120 - Bicycle Repairer | 10.23 |
| 23125 - Cable Splicer | 29.76 |
| 23130 - Carpenter, Maintenance | 17.46 |
| 23140 - Carpet Layer | 19.20 |
| 23160 - Electrician, Maintenance | 20.50 |
| 23181 - Electronics Technician Maintenance I | 21.33 |
| 23182 - Electronics Technician Maintenance II | 22.66 |
| 23183 - Electronics Technician Maintenance III | 26.15 |
| 23260 - Fabric Worker | 16.56 |
| 23290 - Fire Alarm System Mechanic | 18.62 |
| 23310 - Fire Extinguisher Repairer | 15.33 |
| 23311 - Fuel Distribution System Mechanic | 21.65 |
| 23312 - Fuel Distribution System Operator | 17.67 |
| 23370 - General Maintenance Worker | 16.45 |
| 23380 - Ground Support Equipment Mechanic | 20.19 |
| 23381 - Ground Support Equipment Servicer | 16.63 |
| 23382 - Ground Support Equipment Worker | 17.60 |
| 23391 - Gunsmith I | 15.33 |
| 23392 - Gunsmith II | 17.65 |
| 23393 - Gunsmith III | 21.89 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.62 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.43 |
| 23430 - Heavy Equipment Mechanic | 18.62 |
| 23440 - Heavy Equipment Operator | 18.62 |
| 23460 - Instrument Mechanic | 20.48 |
| 23465 - Laboratory/Shelter Mechanic | 18.74 |
| 23470 - Laborer | 10.85 |
| 23510 - Locksmith | 17.48 |
| 23530 - Machinery Maintenance Mechanic | 21.22 |
| 23550 - Machinist, Maintenance | 17.44 |
| 23580 - Maintenance Trades Helper | 13.09 |

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|---|-------|
| 23591 - Metrology Technician I | 20.48 |
| 23592 - Metrology Technician II | 21.51 |
| 23593 - Metrology Technician III | 22.53 |
| 23640 - Millwright | 22.43 |
| 23710 - Office Appliance Repairer | 17.48 |
| 23760 - Painter, Maintenance | 16.06 |
| 23790 - Pipefitter, Maintenance | 21.74 |
| 23810 - Plumber, Maintenance | 19.55 |
| 23820 - Pneudraulic Systems Mechanic | 21.89 |
| 23850 - Rigger | 21.88 |
| 23870 - Scale Mechanic | 17.65 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.69 |
| 23910 - Small Engine Mechanic | 14.51 |
| 23931 - Telecommunications Mechanic I | 23.06 |
| 23932 - Telecommunications Mechanic II | 24.50 |
| 23950 - Telephone Lineman | 20.45 |
| 23960 - welder, Combination, Maintenance | 16.65 |
| 23965 - well Driller | 18.62 |
| 23970 - Woodcraft Worker | 21.89 |
| 23980 - woodworker | 14.28 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.80 |
| 24580 - Child Care Center Clerk | 12.47 |
| 24610 - Chore Aide | 9.06 |
| 24620 - Family Readiness And Support Services Coordinator | 12.08 |
| 24630 - Homemaker | 10.19 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.84 |
| 25040 - Sewage Plant Operator | 15.28 |
| 25070 - Stationary Engineer | 19.84 |
| 25190 - Ventilation Equipment Tender | 13.95 |
| 25210 - Water Treatment Plant Operator | 15.28 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.88 |
| 27007 - Baggage Inspector | 13.20 |
| 27008 - Corrections Officer | 18.72 |
| 27010 - Court Security Officer | 19.91 |
| 27030 - Detection Dog Handler | 15.80 |
| 27040 - Detention Officer | 18.72 |
| 27070 - Firefighter | 18.98 |
| 27101 - Guard I | 13.20 |
| 27102 - Guard II | 15.80 |
| 27131 - Police Officer I | 22.26 |
| 27132 - Police Officer II | 24.73 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.94 |
| 28042 - Carnival Equipment Repairer | 14.41 |
| 28043 - Carnival Equipment Worker | 10.11 |
| 28210 - Gate Attendant/Gate Tender | 14.60 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 15.36 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.92 |
| 28515 - Recreation Specialist | 15.92 |
| 28630 - Sports Official | 13.01 |
| 28690 - Swimming Pool Operator | 17.28 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.42 |
| 29020 - Hatch Tender | 19.42 |
| 29030 - Line Handler | 19.42 |
| 29041 - Stevedore I | 16.97 |
| 29042 - Stevedore II | 19.50 |
| 30000 - Technical Occupations | |

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|------------------|---|---------|-------|
| 30010 | - Air Traffic Control Specialist, Center (HFO) | (see 1) | 35.77 |
| 30011 | - Air Traffic Control Specialist, Station (HFO) | (see 1) | 24.67 |
| 30012 | - Air Traffic Control Specialist, Terminal (HFO) | (see 1) | 27.16 |
| 30021 | - Archeological Technician I | | 17.79 |
| 30022 | - Archeological Technician II | | 20.00 |
| 30023 | - Archeological Technician III | | 24.38 |
| 30030 | - Cartographic Technician | | 24.39 |
| 30040 | - Civil Engineering Technician | | 22.41 |
| 30061 | - Drafter/CAD Operator I | | 17.59 |
| 30062 | - Drafter/CAD Operator II | | 20.76 |
| 30063 | - Drafter/CAD Operator III | | 21.94 |
| 30064 | - Drafter/CAD Operator IV | | 25.54 |
| 30081 | - Engineering Technician I | | 13.93 |
| 30082 | - Engineering Technician II | | 15.62 |
| 30083 | - Engineering Technician III | | 18.43 |
| 30084 | - Engineering Technician IV | | 21.66 |
| 30085 | - Engineering Technician V | | 26.49 |
| 30086 | - Engineering Technician VI | | 30.94 |
| 30090 | - Environmental Technician | | 22.32 |
| 30210 | - Laboratory Technician | | 20.26 |
| 30240 | - Mathematical Technician | | 24.45 |
| 30361 | - Paralegal/Legal Assistant I | | 16.96 |
| 30362 | - Paralegal/Legal Assistant II | | 21.01 |
| 30363 | - Paralegal/Legal Assistant III | | 25.70 |
| 30364 | - Paralegal/Legal Assistant IV | | 31.10 |
| 30390 | - Photo-Optics Technician | | 24.45 |
| 30461 | - Technical Writer I | | 20.81 |
| 30462 | - Technical Writer II | | 25.45 |
| 30463 | - Technical Writer III | | 27.75 |
| 30491 | - Unexploded Ordnance (UXO) Technician I | | 22.74 |
| 30492 | - Unexploded Ordnance (UXO) Technician II | | 27.51 |
| 30493 | - Unexploded Ordnance (UXO) Technician III | | 32.97 |
| 30494 | - Unexploded (UXO) Safety Escort | | 22.74 |
| 30495 | - Unexploded (UXO) Sweep Personnel | | 22.74 |
| 30620 | - Weather Observer, Combined Upper Air Or | (see 1) | 19.61 |
| Surface Programs | | | |
| 30621 | - Weather Observer, Senior | (see 1) | 23.97 |
| 31000 | - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 | - Bus Aide | | 10.06 |
| 31030 | - Bus Driver | | 12.58 |
| 31043 | - Driver Courier | | 12.40 |
| 31260 | - Parking and Lot Attendant | | 8.69 |
| 31290 | - Shuttle Bus Driver | | 13.52 |
| 31310 | - Taxi Driver | | 9.78 |
| 31361 | - Truckdriver, Light | | 13.52 |
| 31362 | - Truckdriver, Medium | | 14.62 |
| 31363 | - Truckdriver, Heavy | | 16.12 |
| 31364 | - Truckdriver, Tractor-Trailer | | 16.12 |
| 99000 | - Miscellaneous Occupations | | |
| 99030 | - Cashier | | 9.03 |
| 99050 | - Desk Clerk | | 8.36 |
| 99095 | - Embalmer | | 25.86 |
| 99251 | - Laboratory Animal Caretaker I | | 9.90 |
| 99252 | - Laboratory Animal Caretaker II | | 10.80 |
| 99310 | - Mortician | | 25.86 |
| 99410 | - Pest Controller | | 16.64 |
| 99510 | - Photofinishing Worker | | 13.32 |
| 99710 | - Recycling Laborer | | 15.96 |
| 99711 | - Recycling Specialist | | 18.07 |
| 99730 | - Refuse Collector | | 13.99 |
| 99810 | - Sales Clerk | | 11.95 |
| 99820 | - School Crossing Guard | | 11.85 |
| 99830 | - Survey Party Chief | | 20.27 |

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| 99831 - Surveying Aide | 13.74 |
| 99832 - Surveying Technician | 18.43 |
| 99840 - Vending Machine Attendant | 11.52 |
| 99841 - Vending Machine Repairer | 14.81 |
| 99842 - Vending Machine Repairer Helper | 11.13 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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

2) **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 conformance 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).

1) 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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2165
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Champaign, De Witt, Douglas, Edgar, Ford, McLean, Piatt, Vermilion

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.18 |
| 01012 - Accounting Clerk II | | 14.79 |
| 01013 - Accounting Clerk III | | 16.54 |
| 01020 - Administrative Assistant | | 18.90 |
| 01040 - Court Reporter | | 16.62 |
| 01051 - Data Entry Operator I | | 12.85 |
| 01052 - Data Entry Operator II | | 14.02 |
| 01060 - Dispatcher, Motor Vehicle | | 16.26 |
| 01070 - Document Preparation Clerk | | 13.23 |
| 01090 - Duplicating Machine Operator | | 13.23 |
| 01111 - General Clerk I | | 11.55 |
| 01112 - General Clerk II | | 12.61 |
| 01113 - General Clerk III | | 14.16 |
| 01120 - Housing Referral Assistant | | 18.54 |
| 01141 - Messenger Courier | | 11.80 |
| 01191 - Order Clerk I | | 12.17 |
| 01192 - Order Clerk II | | 13.84 |
| 01261 - Personnel Assistant (Employment) I | | 15.05 |
| 01262 - Personnel Assistant (Employment) II | | 16.71 |
| 01263 - Personnel Assistant (Employment) III | | 18.64 |
| 01270 - Production Control Clerk | | 19.26 |

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| 01280 - Receptionist | 11.86 |
| 01290 - Rental Clerk | 11.69 |
| 01300 - Scheduler, Maintenance | 14.86 |
| 01311 - Secretary I | 14.86 |
| 01312 - Secretary II | 16.62 |
| 01313 - Secretary III | 18.54 |
| 01320 - Service Order Dispatcher | 14.06 |
| 01410 - Supply Technician | 18.90 |
| 01420 - Survey Worker | 15.45 |
| 01531 - Travel Clerk I | 11.70 |
| 01532 - Travel Clerk II | 12.60 |
| 01533 - Travel Clerk III | 13.44 |
| 01611 - Word Processor I | 13.61 |
| 01612 - Word Processor II | 14.86 |
| 01613 - Word Processor III | 16.62 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.36 |
| 05010 - Automotive Electrician | 18.64 |
| 05040 - Automotive Glass Installer | 17.41 |
| 05070 - Automotive Worker | 17.41 |
| 05110 - Mobile Equipment Servicer | 15.99 |
| 05130 - Motor Equipment Metal Mechanic | 18.64 |
| 05160 - Motor Equipment Metal Worker | 17.41 |
| 05190 - Motor Vehicle Mechanic | 18.64 |
| 05220 - Motor Vehicle Mechanic Helper | 15.40 |
| 05250 - Motor Vehicle Upholstery Worker | 17.41 |
| 05280 - Motor Vehicle Wrecker | 17.41 |
| 05310 - Painter, Automotive | 17.97 |
| 05340 - Radiator Repair Specialist | 17.41 |
| 05370 - Tire Repairer | 12.15 |
| 05400 - Transmission Repair Specialist | 18.64 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.98 |
| 07041 - Cook I | 11.80 |
| 07042 - Cook II | 12.65 |
| 07070 - Dishwasher | 8.66 |
| 07130 - Food Service Worker | 9.86 |
| 07210 - Meat Cutter | 13.41 |
| 07260 - Waiter/Waitress | 9.38 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.10 |
| 09040 - Furniture Handler | 12.54 |
| 09080 - Furniture Refinisher | 16.10 |
| 09090 - Furniture Refinisher Helper | 13.79 |
| 09110 - Furniture Repairer, Minor | 14.37 |
| 09130 - Upholsterer | 16.10 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.35 |
| 11060 - Elevator Operator | 11.18 |
| 11090 - Gardener | 15.80 |
| 11122 - Housekeeping Aide | 13.40 |
| 11150 - Janitor | 13.66 |
| 11210 - Laborer, Grounds Maintenance | 13.37 |
| 11240 - Maid or Houseman | 9.50 |
| 11260 - Pruner | 12.29 |
| 11270 - Tractor Operator | 15.53 |
| 11330 - Trail Maintenance Worker | 13.37 |
| 11360 - Window Cleaner | 14.63 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.40 |
| 12011 - Breath Alcohol Technician | 17.33 |
| 12012 - Certified Occupational Therapist Assistant | 23.29 |
| 12015 - Certified Physical Therapist Assistant | 23.78 |

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| 12020 - Dental Assistant | 17.99 |
| 12025 - Dental Hygienist | 26.47 |
| 12030 - EKG Technician | 22.66 |
| 12035 - Electroneurodiagnostic Technologist | 22.66 |
| 12040 - Emergency Medical Technician | 17.40 |
| 12071 - Licensed Practical Nurse I | 15.49 |
| 12072 - Licensed Practical Nurse II | 17.33 |
| 12073 - Licensed Practical Nurse III | 19.33 |
| 12100 - Medical Assistant | 13.83 |
| 12130 - Medical Laboratory Technician | 18.85 |
| 12160 - Medical Record Clerk | 13.01 |
| 12190 - Medical Record Technician | 16.38 |
| 12195 - Medical Transcriptionist | 15.36 |
| 12210 - Nuclear Medicine Technologist | 38.09 |
| 12221 - Nursing Assistant I | 10.09 |
| 12222 - Nursing Assistant II | 11.34 |
| 12223 - Nursing Assistant III | 12.38 |
| 12224 - Nursing Assistant IV | 13.89 |
| 12235 - Optical Dispenser | 15.37 |
| 12236 - Optical Technician | 15.49 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.89 |
| 12305 - Radiologic Technologist | 25.58 |
| 12311 - Registered Nurse I | 18.86 |
| 12312 - Registered Nurse II | 23.08 |
| 12313 - Registered Nurse II, Specialist | 23.08 |
| 12314 - Registered Nurse III | 27.92 |
| 12315 - Registered Nurse III, Anesthetist | 27.92 |
| 12316 - Registered Nurse IV | 33.47 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.46 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.23 |
| 13012 - Exhibits Specialist II | 20.22 |
| 13013 - Exhibits Specialist III | 24.66 |
| 13041 - Illustrator I | 16.23 |
| 13042 - Illustrator II | 20.22 |
| 13043 - Illustrator III | 24.66 |
| 13047 - Librarian | 22.22 |
| 13050 - Library Aide/Clerk | 12.84 |
| 13054 - Library Information Technology Systems Administrator | 20.22 |
| 13058 - Library Technician | 14.42 |
| 13061 - Media Specialist I | 14.98 |
| 13062 - Media Specialist II | 16.76 |
| 13063 - Media Specialist III | 18.69 |
| 13071 - Photographer I | 12.95 |
| 13072 - Photographer II | 14.48 |
| 13073 - Photographer III | 17.94 |
| 13074 - Photographer IV | 21.95 |
| 13075 - Photographer V | 26.55 |
| 13110 - Video Teleconference Technician | 13.48 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.48 |
| 14042 - Computer Operator II | 17.31 |
| 14043 - Computer Operator III | 19.31 |
| 14044 - Computer Operator IV | 21.45 |
| 14045 - Computer Operator V | 23.76 |
| 14071 - Computer Programmer I | 19.91 |
| 14072 - Computer Programmer II | 24.67 |
| 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) |

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| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 15.48 |
| 14160 - Personal Computer Support Technician | | 21.45 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 27.20 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 32.91 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 39.45 |
| 15050 - Computer Based Training Specialist / Instructor | | 27.20 |
| 15060 - Educational Technologist | | 23.31 |
| 15070 - Flight Instructor (Pilot) | | 39.45 |
| 15080 - Graphic Artist | | 19.81 |
| 15090 - Technical Instructor | | 23.51 |
| 15095 - Technical Instructor/Course Developer | | 30.42 |
| 15110 - Test Proctor | | 17.45 |
| 15120 - Tutor | | 17.45 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 8.99 |
| 16030 - Counter Attendant | | 8.99 |
| 16040 - Dry Cleaner | | 11.05 |
| 16070 - Finisher, Flatwork, Machine | | 8.99 |
| 16090 - Presser, Hand | | 8.99 |
| 16110 - Presser, Machine, Drycleaning | | 8.99 |
| 16130 - Presser, Machine, Shirts | | 8.99 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 8.99 |
| 16190 - Sewing Machine Operator | | 11.73 |
| 16220 - Tailor | | 12.41 |
| 16250 - Washer, Machine | | 9.75 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 24.49 |
| 19040 - Tool And Die Maker | | 28.90 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 14.89 |
| 21030 - Material Coordinator | | 19.26 |
| 21040 - Material Expediter | | 19.26 |
| 21050 - Material Handling Laborer | | 12.40 |
| 21071 - Order Filler | | 12.33 |
| 21080 - Production Line Worker (Food Processing) | | 14.89 |
| 21110 - Shipping Packer | | 13.91 |
| 21130 - Shipping/Receiving Clerk | | 13.91 |
| 21140 - Store Worker I | | 12.50 |
| 21150 - Stock Clerk | | 16.12 |
| 21210 - Tools And Parts Attendant | | 14.89 |
| 21410 - Warehouse Specialist | | 14.89 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 25.91 |
| 23021 - Aircraft Mechanic I | | 24.64 |
| 23022 - Aircraft Mechanic II | | 25.91 |
| 23023 - Aircraft Mechanic III | | 27.18 |
| 23040 - Aircraft Mechanic Helper | | 18.29 |
| 23050 - Aircraft, Painter | | 23.36 |
| 23060 - Aircraft Servicer | | 20.82 |
| 23080 - Aircraft Worker | | 22.10 |
| 23110 - Appliance Mechanic | | 23.36 |
| 23120 - Bicycle Repairer | | 12.15 |
| 23125 - Cable Splicer | | 24.70 |
| 23130 - Carpenter, Maintenance | | 24.42 |
| 23140 - Carpet Layer | | 24.77 |
| 23160 - Electrician, Maintenance | | 28.77 |
| 23181 - Electronics Technician Maintenance I | | 22.10 |
| 23182 - Electronics Technician Maintenance II | | 23.36 |
| 23183 - Electronics Technician Maintenance III | | 24.64 |
| 23260 - Fabric Worker | | 20.82 |
| 23290 - Fire Alarm System Mechanic | | 24.64 |

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| 23310 - Fire Extinguisher Repairer | 19.57 |
| 23311 - Fuel Distribution System Mechanic | 24.64 |
| 23312 - Fuel Distribution System Operator | 19.57 |
| 23370 - General Maintenance Worker | 16.30 |
| 23380 - Ground Support Equipment Mechanic | 24.64 |
| 23381 - Ground Support Equipment Servicer | 20.82 |
| 23382 - Ground Support Equipment Worker | 22.10 |
| 23391 - Gunsmith I | 19.57 |
| 23392 - Gunsmith II | 22.10 |
| 23393 - Gunsmith III | 24.64 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.66 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.79 |
| 23430 - Heavy Equipment Mechanic | 24.64 |
| 23440 - Heavy Equipment Operator | 25.31 |
| 23460 - Instrument Mechanic | 24.64 |
| 23465 - Laboratory/Shelter Mechanic | 23.36 |
| 23470 - Laborer | 12.83 |
| 23510 - Locksmith | 21.24 |
| 23530 - Machinery Maintenance Mechanic | 21.89 |
| 23550 - Machinist, Maintenance | 19.15 |
| 23580 - Maintenance Trades Helper | 13.32 |
| 23591 - Metrology Technician I | 24.64 |
| 23592 - Metrology Technician II | 25.91 |
| 23593 - Metrology Technician III | 27.18 |
| 23640 - Millwright | 24.64 |
| 23710 - Office Appliance Repairer | 22.12 |
| 23760 - Painter, Maintenance | 23.03 |
| 23790 - Pipefitter, Maintenance | 34.33 |
| 23810 - Plumber, Maintenance | 32.62 |
| 23820 - Pneudraulic Systems Mechanic | 24.64 |
| 23850 - Rigger | 24.64 |
| 23870 - Scale Mechanic | 22.10 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.10 |
| 23910 - Small Engine Mechanic | 22.10 |
| 23931 - Telecommunications Mechanic I | 27.60 |
| 23932 - Telecommunications Mechanic II | 28.57 |
| 23950 - Telephone Lineman | 25.27 |
| 23960 - Welder, Combination, Maintenance | 17.24 |
| 23965 - well Driller | 24.64 |
| 23970 - Woodcraft Worker | 24.64 |
| 23980 - Woodworker | 19.57 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.04 |
| 24580 - Child Care Center Clerk | 12.53 |
| 24610 - Chore Aide | 12.50 |
| 24620 - Family Readiness And Support Services Coordinator | 13.41 |
| 24630 - Homemaker | 13.92 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.46 |
| 25040 - Sewage Plant Operator | 20.54 |
| 25070 - Stationary Engineer | 22.46 |
| 25190 - Ventilation Equipment Tender | 15.61 |
| 25210 - Water Treatment Plant Operator | 20.54 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.47 |
| 27007 - Baggage Inspector | 13.66 |
| 27008 - Corrections Officer | 20.68 |
| 27010 - Court Security Officer | 21.66 |
| 27030 - Detection Dog Handler | 16.41 |
| 27040 - Detention Officer | 20.68 |

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| 27070 - Firefighter | 21.13 |
| 27101 - Guard I | 13.66 |
| 27102 - Guard II | 16.41 |
| 27131 - Police Officer I | 25.26 |
| 27132 - Police Officer II | 28.09 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.44 |
| 28042 - Carnival Equipment Repairer | 12.09 |
| 28043 - Carnival Equipment Worker | 10.24 |
| 28210 - Gate Attendant/Gate Tender | 13.01 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.55 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.62 |
| 28515 - Recreation Specialist | 16.65 |
| 28630 - Sports Official | 11.59 |
| 28690 - Swimming Pool Operator | 17.64 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.10 |
| 29020 - Hatch Tender | 22.10 |
| 29030 - Line Handler | 22.10 |
| 29041 - Stevedore I | 20.82 |
| 29042 - Stevedore II | 23.36 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.05 |
| 30022 - Archeological Technician II | 17.06 |
| 30023 - Archeological Technician III | 19.71 |
| 30030 - Cartographic Technician | 19.71 |
| 30040 - Civil Engineering Technician | 22.24 |
| 30061 - Drafter/CAD Operator I | 15.05 |
| 30062 - Drafter/CAD Operator II | 17.18 |
| 30063 - Drafter/CAD Operator III | 18.17 |
| 30064 - Drafter/CAD Operator IV | 21.83 |
| 30081 - Engineering Technician I | 15.19 |
| 30082 - Engineering Technician II | 17.41 |
| 30083 - Engineering Technician III | 19.48 |
| 30084 - Engineering Technician IV | 24.12 |
| 30085 - Engineering Technician V | 29.52 |
| 30086 - Engineering Technician VI | 32.47 |
| 30090 - Environmental Technician | 19.71 |
| 30210 - Laboratory Technician | 19.51 |
| 30240 - Mathematical Technician | 19.71 |
| 30361 - Paralegal/Legal Assistant I | 16.51 |
| 30362 - Paralegal/Legal Assistant II | 20.46 |
| 30363 - Paralegal/Legal Assistant III | 25.03 |
| 30364 - Paralegal/Legal Assistant IV | 30.28 |
| 30390 - Photo-Optics Technician | 19.71 |
| 30461 - Technical Writer I | 21.30 |
| 30462 - Technical Writer II | 26.04 |
| 30463 - Technical Writer III | 31.51 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 18.17 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 20.20 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.98 |
| 31030 - Bus Driver | 17.64 |

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| 31043 - Driver Courier | 15.08 |
| 31260 - Parking and Lot Attendant | 11.16 |
| 31290 - Shuttle Bus Driver | 15.08 |
| 31310 - Taxi Driver | 11.36 |
| 31361 - Truckdriver, Light | 15.08 |
| 31362 - Truckdriver, Medium | 16.04 |
| 31363 - Truckdriver, Heavy | 17.79 |
| 31364 - Truckdriver, Tractor-Trailer | 17.79 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.91 |
| 99050 - Desk Clerk | 9.38 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.85 |
| 99252 - Laboratory Animal Caretaker II | 12.44 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 19.71 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.87 |
| 99711 - Recycling Specialist | 16.11 |
| 99730 - Refuse Collector | 12.75 |
| 99810 - Sales Clerk | 12.08 |
| 99820 - School Crossing Guard | 13.53 |
| 99830 - Survey Party Chief | 19.22 |
| 99831 - Surveying Aide | 12.58 |
| 99832 - Surveying Technician | 17.23 |
| 99840 - Vending Machine Attendant | 16.52 |
| 99841 - Vending Machine Repairer | 20.92 |
| 99842 - Vending Machine Repairer Helper | 17.85 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

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

there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2166
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Champaign, De Witt, Douglas, Edgar, Ford, McLean, Piatt, Vermilion

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.18 |

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| 01012 - Accounting Clerk II | 14.79 |
| 01013 - Accounting Clerk III | 16.54 |
| 01020 - Administrative Assistant | 18.90 |
| 01040 - Court Reporter | 16.62 |
| 01051 - Data Entry Operator I | 12.85 |
| 01052 - Data Entry Operator II | 14.02 |
| 01060 - Dispatcher, Motor Vehicle | 16.26 |
| 01070 - Document Preparation Clerk | 13.23 |
| 01090 - Duplicating Machine Operator | 13.23 |
| 01111 - General Clerk I | 11.55 |
| 01112 - General Clerk II | 12.61 |
| 01113 - General Clerk III | 14.16 |
| 01120 - Housing Referral Assistant | 18.54 |
| 01141 - Messenger Courier | 11.80 |
| 01191 - Order Clerk I | 12.17 |
| 01192 - Order Clerk II | 13.84 |
| 01261 - Personnel Assistant (Employment) I | 15.05 |
| 01262 - Personnel Assistant (Employment) II | 16.71 |
| 01263 - Personnel Assistant (Employment) III | 18.64 |
| 01270 - Production Control Clerk | 19.26 |
| 01280 - Receptionist | 11.86 |
| 01290 - Rental Clerk | 11.69 |
| 01300 - Scheduler, Maintenance | 14.86 |
| 01311 - Secretary I | 14.86 |
| 01312 - Secretary II | 16.62 |
| 01313 - Secretary III | 18.54 |
| 01320 - Service Order Dispatcher | 14.06 |
| 01410 - Supply Technician | 18.90 |
| 01420 - Survey Worker | 15.45 |
| 01531 - Travel Clerk I | 11.70 |
| 01532 - Travel Clerk II | 12.60 |
| 01533 - Travel Clerk III | 13.44 |
| 01611 - Word Processor I | 13.61 |
| 01612 - Word Processor II | 14.86 |
| 01613 - Word Processor III | 16.62 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.36 |
| 05010 - Automotive Electrician | 18.64 |
| 05040 - Automotive Glass Installer | 17.41 |
| 05070 - Automotive Worker | 17.41 |
| 05110 - Mobile Equipment Servicer | 15.99 |
| 05130 - Motor Equipment Metal Mechanic | 18.64 |
| 05160 - Motor Equipment Metal Worker | 17.41 |
| 05190 - Motor Vehicle Mechanic | 18.64 |
| 05220 - Motor Vehicle Mechanic Helper | 15.40 |
| 05250 - Motor Vehicle Upholstery Worker | 17.41 |
| 05280 - Motor Vehicle Wrecker | 17.41 |
| 05310 - Painter, Automotive | 17.97 |
| 05340 - Radiator Repair Specialist | 17.41 |
| 05370 - Tire Repairer | 12.15 |
| 05400 - Transmission Repair Specialist | 18.64 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.98 |
| 07041 - Cook I | 11.80 |
| 07042 - Cook II | 12.65 |
| 07070 - Dishwasher | 8.66 |
| 07130 - Food Service Worker | 9.86 |
| 07210 - Meat Cutter | 13.41 |
| 07260 - Waiter/Waitress | 9.38 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.10 |
| 09040 - Furniture Handler | 12.54 |
| 09080 - Furniture Refinisher | 16.10 |

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| 09090 - Furniture Refinisher Helper | 13.79 |
| 09110 - Furniture Repairer, Minor | 14.37 |
| 09130 - Upholsterer | 16.10 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.35 |
| 11060 - Elevator Operator | 11.18 |
| 11090 - Gardener | 15.80 |
| 11122 - Housekeeping Aide | 13.40 |
| 11150 - Janitor | 13.66 |
| 11210 - Laborer, Grounds Maintenance | 13.37 |
| 11240 - Maid or Houseman | 9.50 |
| 11260 - Pruner | 12.29 |
| 11270 - Tractor Operator | 15.53 |
| 11330 - Trail Maintenance Worker | 13.37 |
| 11360 - Window Cleaner | 14.63 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.40 |
| 12011 - Breath Alcohol Technician | 17.33 |
| 12012 - Certified Occupational Therapist Assistant | 23.29 |
| 12015 - Certified Physical Therapist Assistant | 23.78 |
| 12020 - Dental Assistant | 17.99 |
| 12025 - Dental Hygienist | 26.47 |
| 12030 - EKG Technician | 22.66 |
| 12035 - Electroneurodiagnostic Technologist | 22.66 |
| 12040 - Emergency Medical Technician | 17.40 |
| 12071 - Licensed Practical Nurse I | 15.49 |
| 12072 - Licensed Practical Nurse II | 17.33 |
| 12073 - Licensed Practical Nurse III | 19.33 |
| 12100 - Medical Assistant | 13.83 |
| 12130 - Medical Laboratory Technician | 18.85 |
| 12160 - Medical Record Clerk | 13.01 |
| 12190 - Medical Record Technician | 16.38 |
| 12195 - Medical Transcriptionist | 15.36 |
| 12210 - Nuclear Medicine Technologist | 38.09 |
| 12221 - Nursing Assistant I | 10.09 |
| 12222 - Nursing Assistant II | 11.34 |
| 12223 - Nursing Assistant III | 12.38 |
| 12224 - Nursing Assistant IV | 13.89 |
| 12235 - Optical Dispenser | 15.37 |
| 12236 - Optical Technician | 15.49 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.89 |
| 12305 - Radiologic Technologist | 25.58 |
| 12311 - Registered Nurse I | 18.86 |
| 12312 - Registered Nurse II | 23.08 |
| 12313 - Registered Nurse II, Specialist | 23.08 |
| 12314 - Registered Nurse III | 27.92 |
| 12315 - Registered Nurse III, Anesthetist | 27.92 |
| 12316 - Registered Nurse IV | 33.47 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.46 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.23 |
| 13012 - Exhibits Specialist II | 20.22 |
| 13013 - Exhibits Specialist III | 24.66 |
| 13041 - Illustrator I | 16.23 |
| 13042 - Illustrator II | 20.22 |
| 13043 - Illustrator III | 24.66 |
| 13047 - Librarian | 22.22 |
| 13050 - Library Aide/Clerk | 12.84 |
| 13054 - Library Information Technology Systems Administrator | 20.22 |
| 13058 - Library Technician | 14.42 |
| 13061 - Media Specialist I | 14.98 |

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| 13062 - Media Specialist II | 16.76 |
| 13063 - Media Specialist III | 18.69 |
| 13071 - Photographer I | 12.95 |
| 13072 - Photographer II | 14.48 |
| 13073 - Photographer III | 17.94 |
| 13074 - Photographer IV | 21.95 |
| 13075 - Photographer V | 26.55 |
| 13110 - Video Teleconference Technician | 13.48 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.48 |
| 14042 - Computer Operator II | 17.31 |
| 14043 - Computer Operator III | 19.31 |
| 14044 - Computer Operator IV | 21.45 |
| 14045 - Computer Operator V | 23.76 |
| 14071 - Computer Programmer I | 19.91 |
| 14072 - Computer Programmer II | 24.67 |
| 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 | 21.45 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.20 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.91 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.45 |
| 15050 - Computer Based Training Specialist / Instructor | 27.20 |
| 15060 - Educational Technologist | 23.31 |
| 15070 - Flight Instructor (Pilot) | 39.45 |
| 15080 - Graphic Artist | 19.81 |
| 15090 - Technical Instructor | 23.51 |
| 15095 - Technical Instructor/Course Developer | 30.42 |
| 15110 - Test Proctor | 17.45 |
| 15120 - Tutor | 17.45 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.99 |
| 16030 - Counter Attendant | 8.99 |
| 16040 - Dry Cleaner | 11.05 |
| 16070 - Finisher, Flatwork, Machine | 8.99 |
| 16090 - Presser, Hand | 8.99 |
| 16110 - Presser, Machine, Drycleaning | 8.99 |
| 16130 - Presser, Machine, Shirts | 8.99 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.99 |
| 16190 - Sewing Machine Operator | 11.73 |
| 16220 - Tailor | 12.41 |
| 16250 - Washer, Machine | 9.75 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 24.49 |
| 19040 - Tool And Die Maker | 28.90 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.89 |
| 21030 - Material Coordinator | 19.26 |
| 21040 - Material Expediter | 19.26 |
| 21050 - Material Handling Laborer | 12.40 |
| 21071 - Order Filler | 12.33 |
| 21080 - Production Line Worker (Food Processing) | 14.89 |
| 21110 - Shipping Packer | 13.91 |
| 21130 - Shipping/Receiving Clerk | 13.91 |
| 21140 - Store Worker I | 12.50 |
| 21150 - Stock Clerk | 16.12 |
| 21210 - Tools And Parts Attendant | 14.89 |
| 21410 - Warehouse Specialist | 14.89 |

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| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.91 |
| 23021 - Aircraft Mechanic I | 24.64 |
| 23022 - Aircraft Mechanic II | 25.91 |
| 23023 - Aircraft Mechanic III | 27.18 |
| 23040 - Aircraft Mechanic Helper | 18.29 |
| 23050 - Aircraft, Painter | 23.36 |
| 23060 - Aircraft Servicer | 20.82 |
| 23080 - Aircraft Worker | 22.10 |
| 23110 - Appliance Mechanic | 23.36 |
| 23120 - Bicycle Repairer | 12.15 |
| 23125 - Cable Splicer | 24.70 |
| 23130 - Carpenter, Maintenance | 24.42 |
| 23140 - Carpet Layer | 24.77 |
| 23160 - Electrician, Maintenance | 28.77 |
| 23181 - Electronics Technician Maintenance I | 22.10 |
| 23182 - Electronics Technician Maintenance II | 23.36 |
| 23183 - Electronics Technician Maintenance III | 24.64 |
| 23260 - Fabric Worker | 20.82 |
| 23290 - Fire Alarm System Mechanic | 24.64 |
| 23310 - Fire Extinguisher Repairer | 19.57 |
| 23311 - Fuel Distribution System Mechanic | 24.64 |
| 23312 - Fuel Distribution System Operator | 19.57 |
| 23370 - General Maintenance Worker | 16.30 |
| 23380 - Ground Support Equipment Mechanic | 24.64 |
| 23381 - Ground Support Equipment Servicer | 20.82 |
| 23382 - Ground Support Equipment Worker | 22.10 |
| 23391 - Gunsmith I | 19.57 |
| 23392 - Gunsmith II | 22.10 |
| 23393 - Gunsmith III | 24.64 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.66 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.79 |
| 23430 - Heavy Equipment Mechanic | 24.64 |
| 23440 - Heavy Equipment Operator | 25.31 |
| 23460 - Instrument Mechanic | 24.64 |
| 23465 - Laboratory/Shelter Mechanic | 23.36 |
| 23470 - Laborer | 12.83 |
| 23510 - Locksmith | 21.24 |
| 23530 - Machinery Maintenance Mechanic | 21.89 |
| 23550 - Machinist, Maintenance | 19.15 |
| 23580 - Maintenance Trades Helper | 13.32 |
| 23591 - Metrology Technician I | 24.64 |
| 23592 - Metrology Technician II | 25.91 |
| 23593 - Metrology Technician III | 27.18 |
| 23640 - Millwright | 24.64 |
| 23710 - Office Appliance Repairer | 22.12 |
| 23760 - Painter, Maintenance | 23.03 |
| 23790 - Pipefitter, Maintenance | 34.33 |
| 23810 - Plumber, Maintenance | 32.62 |
| 23820 - Pneudraulic Systems Mechanic | 24.64 |
| 23850 - Rigger | 24.64 |
| 23870 - Scale Mechanic | 22.10 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.10 |
| 23910 - Small Engine Mechanic | 22.10 |
| 23931 - Telecommunications Mechanic I | 27.60 |
| 23932 - Telecommunications Mechanic II | 28.57 |
| 23950 - Telephone Lineman | 25.27 |
| 23960 - Welder, Combination, Maintenance | 17.24 |
| 23965 - well Driller | 24.64 |
| 23970 - Woodcraft Worker | 24.64 |
| 23980 - Woodworker | 19.57 |

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| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.04 |
| 24580 - Child Care Center Clerk | 12.53 |
| 24610 - Chore Aide | 12.50 |
| 24620 - Family Readiness And Support Services Coordinator | 13.41 |
| 24630 - Homemaker | 13.92 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.46 |
| 25040 - Sewage Plant Operator | 20.54 |
| 25070 - Stationary Engineer | 22.46 |
| 25190 - Ventilation Equipment Tender | 15.61 |
| 25210 - Water Treatment Plant Operator | 20.54 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.47 |
| 27007 - Baggage Inspector | 13.66 |
| 27008 - Corrections Officer | 20.68 |
| 27010 - Court Security Officer | 21.66 |
| 27030 - Detection Dog Handler | 16.41 |
| 27040 - Detention Officer | 20.68 |
| 27070 - Firefighter | 21.13 |
| 27101 - Guard I | 13.66 |
| 27102 - Guard II | 16.41 |
| 27131 - Police Officer I | 25.26 |
| 27132 - Police Officer II | 28.09 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.44 |
| 28042 - Carnival Equipment Repairer | 12.09 |
| 28043 - Carnival Equipment Worker | 10.24 |
| 28210 - Gate Attendant/Gate Tender | 13.01 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.55 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.62 |
| 28515 - Recreation Specialist | 16.65 |
| 28630 - Sports Official | 11.59 |
| 28690 - Swimming Pool Operator | 17.64 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.10 |
| 29020 - Hatch Tender | 22.10 |
| 29030 - Line Handler | 22.10 |
| 29041 - Stevedore I | 20.82 |
| 29042 - Stevedore II | 23.36 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.05 |
| 30022 - Archeological Technician II | 17.06 |
| 30023 - Archeological Technician III | 19.71 |
| 30030 - Cartographic Technician | 19.71 |
| 30040 - Civil Engineering Technician | 22.24 |
| 30061 - Drafter/CAD Operator I | 15.05 |
| 30062 - Drafter/CAD Operator II | 17.18 |
| 30063 - Drafter/CAD Operator III | 18.17 |
| 30064 - Drafter/CAD Operator IV | 21.83 |
| 30081 - Engineering Technician I | 15.19 |
| 30082 - Engineering Technician II | 17.41 |
| 30083 - Engineering Technician III | 19.48 |
| 30084 - Engineering Technician IV | 24.12 |
| 30085 - Engineering Technician V | 29.52 |
| 30086 - Engineering Technician VI | 32.47 |
| 30090 - Environmental Technician | 19.71 |
| 30210 - Laboratory Technician | 19.51 |

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| 30240 - Mathematical Technician | 19.71 |
| 30361 - Paralegal/Legal Assistant I | 16.51 |
| 30362 - Paralegal/Legal Assistant II | 20.46 |
| 30363 - Paralegal/Legal Assistant III | 25.03 |
| 30364 - Paralegal/Legal Assistant IV | 30.28 |
| 30390 - Photo-Optics Technician | 19.71 |
| 30461 - Technical Writer I | 21.30 |
| 30462 - Technical Writer II | 26.04 |
| 30463 - Technical Writer III | 31.51 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 18.17 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 20.20 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.98 |
| 31030 - Bus Driver | 17.64 |
| 31043 - Driver Courier | 15.08 |
| 31260 - Parking and Lot Attendant | 11.16 |
| 31290 - Shuttle Bus Driver | 15.08 |
| 31310 - Taxi Driver | 11.36 |
| 31361 - Truckdriver, Light | 15.08 |
| 31362 - Truckdriver, Medium | 16.04 |
| 31363 - Truckdriver, Heavy | 17.79 |
| 31364 - Truckdriver, Tractor-Trailer | 17.79 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.91 |
| 99050 - Desk Clerk | 9.38 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.85 |
| 99252 - Laboratory Animal Caretaker II | 12.44 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 19.71 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.87 |
| 99711 - Recycling Specialist | 16.11 |
| 99730 - Refuse Collector | 12.75 |
| 99810 - Sales Clerk | 12.08 |
| 99820 - School Crossing Guard | 13.53 |
| 99830 - Survey Party Chief | 19.22 |
| 99831 - Surveying Aide | 12.58 |
| 99832 - Surveying Technician | 17.23 |
| 99840 - Vending Machine Attendant | 16.52 |
| 99841 - Vending Machine Repairer | 20.92 |
| 99842 - Vending Machine Repairer Helper | 17.85 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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 regrading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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| By direction of the Secretary of Labor | | WDS_Revision_Received_10.9.2014 WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 |
| Diane C. Koplewski Director | Division of Wage Determinations | Wage Determination No.: 2005-2167 Revision No.: 14 Date Of Last Revision: 07/25/2014 |
| State: Illinois | | |

Area: Illinois Counties of Cook, De Kalb, Du Page, Kane, Lake, Lee, McHenry

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.25 |
| 01012 - Accounting Clerk II | | 19.37 |
| 01013 - Accounting Clerk III | | 21.66 |
| 01020 - Administrative Assistant | | 28.01 |
| 01040 - Court Reporter | | 20.25 |
| 01051 - Data Entry Operator I | | 14.81 |
| 01052 - Data Entry Operator II | | 16.15 |
| 01060 - Dispatcher, Motor Vehicle | | 22.93 |
| 01070 - Document Preparation Clerk | | 13.67 |
| 01090 - Duplicating Machine Operator | | 13.67 |
| 01111 - General Clerk I | | 12.73 |
| 01112 - General Clerk II | | 13.89 |
| 01113 - General Clerk III | | 16.34 |
| 01120 - Housing Referral Assistant | | 22.12 |
| 01141 - Messenger Courier | | 11.93 |
| 01191 - Order Clerk I | | 16.00 |
| 01192 - Order Clerk II | | 17.58 |
| 01261 - Personnel Assistant (Employment) I | | 17.84 |
| 01262 - Personnel Assistant (Employment) II | | 19.95 |
| 01263 - Personnel Assistant (Employment) III | | 22.24 |
| 01270 - Production Control Clerk | | 21.43 |
| 01280 - Receptionist | | 13.53 |
| 01290 - Rental Clerk | | 17.41 |
| 01300 - Scheduler, Maintenance | | 18.36 |
| 01311 - Secretary I | | 18.36 |
| 01312 - Secretary II | | 19.84 |
| 01313 - Secretary III | | 22.12 |
| 01320 - Service Order Dispatcher | | 21.04 |
| 01410 - Supply Technician | | 28.01 |
| 01420 - Survey Worker | | 19.19 |
| 01531 - Travel Clerk I | | 13.20 |
| 01532 - Travel Clerk II | | 14.27 |
| 01533 - Travel Clerk III | | 15.44 |
| 01611 - Word Processor I | | 15.50 |
| 01612 - Word Processor II | | 17.41 |
| 01613 - Word Processor III | | 19.47 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 21.89 |
| 05010 - Automotive Electrician | | 24.16 |
| 05040 - Automotive Glass Installer | | 23.05 |
| 05070 - Automotive Worker | | 23.05 |
| 05110 - Mobile Equipment Servicer | | 20.85 |

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| 05130 - Motor Equipment Metal Mechanic | 27.79 |
| 05160 - Motor Equipment Metal Worker | 23.05 |
| 05190 - Motor Vehicle Mechanic | 27.79 |
| 05220 - Motor Vehicle Mechanic Helper | 19.73 |
| 05250 - Motor Vehicle Upholstery Worker | 21.96 |
| 05280 - Motor Vehicle Wrecker | 23.09 |
| 05310 - Painter, Automotive | 24.16 |
| 05340 - Radiator Repair Specialist | 23.05 |
| 05370 - Tire Repairer | 15.92 |
| 05400 - Transmission Repair Specialist | 27.79 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.71 |
| 07041 - Cook I | 13.34 |
| 07042 - Cook II | 15.03 |
| 07070 - Dishwasher | 10.19 |
| 07130 - Food Service Worker | 10.52 |
| 07210 - Meat Cutter | 13.72 |
| 07260 - Waiter/Waitress | 9.96 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.06 |
| 09040 - Furniture Handler | 14.52 |
| 09080 - Furniture Refinisher | 20.06 |
| 09090 - Furniture Refinisher Helper | 16.37 |
| 09110 - Furniture Repairer, Minor | 18.23 |
| 09130 - Upholsterer | 20.05 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.32 |
| 11060 - Elevator Operator | 12.32 |
| 11090 - Gardener | 16.87 |
| 11122 - Housekeeping Aide | 12.75 |
| 11150 - Janitor | 12.75 |
| 11210 - Laborer, Grounds Maintenance | 13.50 |
| 11240 - Maid or Houseman | 12.11 |
| 11260 - Pruner | 12.35 |
| 11270 - Tractor Operator | 15.81 |
| 11330 - Trail Maintenance Worker | 13.50 |
| 11360 - Window Cleaner | 13.95 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.39 |
| 12011 - Breath Alcohol Technician | 18.40 |
| 12012 - Certified Occupational Therapist Assistant | 23.55 |
| 12015 - Certified Physical Therapist Assistant | 24.61 |
| 12020 - Dental Assistant | 15.74 |
| 12025 - Dental Hygienist | 31.96 |
| 12030 - EKG Technician | 26.94 |
| 12035 - Electroneurodiagnostic Technologist | 26.94 |
| 12040 - Emergency Medical Technician | 17.39 |
| 12071 - Licensed Practical Nurse I | 18.53 |
| 12072 - Licensed Practical Nurse II | 20.72 |
| 12073 - Licensed Practical Nurse III | 23.10 |
| 12100 - Medical Assistant | 15.83 |
| 12130 - Medical Laboratory Technician | 19.40 |
| 12160 - Medical Record Clerk | 16.98 |
| 12190 - Medical Record Technician | 18.38 |
| 12195 - Medical Transcriptionist | 17.07 |
| 12210 - Nuclear Medicine Technologist | 34.34 |
| 12221 - Nursing Assistant I | 11.40 |
| 12222 - Nursing Assistant II | 12.82 |
| 12223 - Nursing Assistant III | 13.99 |
| 12224 - Nursing Assistant IV | 15.71 |
| 12235 - Optical Dispenser | 15.59 |
| 12236 - Optical Technician | 17.48 |
| 12250 - Pharmacy Technician | 15.58 |

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| 12280 - Phlebotomist | 15.71 |
| 12305 - Radiologic Technologist | 31.10 |
| 12311 - Registered Nurse I | 29.17 |
| 12312 - Registered Nurse II | 32.57 |
| 12313 - Registered Nurse II, Specialist | 32.57 |
| 12314 - Registered Nurse III | 38.43 |
| 12315 - Registered Nurse III, Anesthetist | 38.43 |
| 12316 - Registered Nurse IV | 46.07 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.53 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.92 |
| 13012 - Exhibits Specialist II | 27.16 |
| 13013 - Exhibits Specialist III | 33.22 |
| 13041 - Illustrator I | 21.63 |
| 13042 - Illustrator II | 26.80 |
| 13043 - Illustrator III | 32.77 |
| 13047 - Librarian | 35.08 |
| 13050 - Library Aide/Clerk | 14.14 |
| 13054 - Library Information Technology Systems Administrator | 29.01 |
| 13058 - Library Technician | 17.38 |
| 13061 - Media Specialist I | 21.16 |
| 13062 - Media Specialist II | 23.66 |
| 13063 - Media Specialist III | 26.39 |
| 13071 - Photographer I | 18.50 |
| 13072 - Photographer II | 20.70 |
| 13073 - Photographer III | 25.64 |
| 13074 - Photographer IV | 31.35 |
| 13075 - Photographer V | 37.94 |
| 13110 - Video Teleconference Technician | 17.89 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.11 |
| 14042 - Computer Operator II | 20.25 |
| 14043 - Computer Operator III | 22.58 |
| 14044 - Computer Operator IV | 25.09 |
| 14045 - Computer Operator V | 27.79 |
| 14071 - Computer Programmer I | (see 1) 25.49 |
| 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 | 18.11 |
| 14160 - Personal Computer Support Technician | 25.09 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.22 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 41.82 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 46.94 |
| 15050 - Computer Based Training Specialist / Instructor | 36.22 |
| 15060 - Educational Technologist | 30.14 |
| 15070 - Flight Instructor (Pilot) | 46.94 |
| 15080 - Graphic Artist | 26.41 |
| 15090 - Technical Instructor | 27.45 |
| 15095 - Technical Instructor/Course Developer | 26.88 |
| 15110 - Test Proctor | 17.84 |
| 15120 - Tutor | 17.74 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.53 |
| 16030 - Counter Attendant | 9.53 |
| 16040 - Dry Cleaner | 12.42 |
| 16070 - Finisher, Flatwork, Machine | 9.53 |
| 16090 - Presser, Hand | 9.53 |

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| 16110 - Presser, Machine, Drycleaning | 9.53 |
| 16130 - Presser, Machine, Shirts | 9.53 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.53 |
| 16190 - Sewing Machine Operator | 13.37 |
| 16220 - Tailor | 14.31 |
| 16250 - Washer, Machine | 10.54 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.40 |
| 19040 - Tool And Die Maker | 28.57 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.53 |
| 21030 - Material Coordinator | 21.74 |
| 21040 - Material Expediter | 21.74 |
| 21050 - Material Handling Laborer | 18.12 |
| 21071 - Order Filler | 13.80 |
| 21080 - Production Line Worker (Food Processing) | 16.53 |
| 21110 - Shipping Packer | 16.66 |
| 21130 - Shipping/Receiving Clerk | 16.66 |
| 21140 - Store Worker I | 13.87 |
| 21150 - Stock Clerk | 18.17 |
| 21210 - Tools And Parts Attendant | 16.53 |
| 21410 - Warehouse Specialist | 16.53 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.96 |
| 23021 - Aircraft Mechanic I | 28.38 |
| 23022 - Aircraft Mechanic II | 29.96 |
| 23023 - Aircraft Mechanic III | 31.40 |
| 23040 - Aircraft Mechanic Helper | 20.38 |
| 23050 - Aircraft, Painter | 24.99 |
| 23060 - Aircraft Servicer | 23.85 |
| 23080 - Aircraft Worker | 25.02 |
| 23110 - Appliance Mechanic | 22.50 |
| 23120 - Bicycle Repairer | 15.92 |
| 23125 - Cable Splicer | 27.69 |
| 23130 - Carpenter, Maintenance | 31.86 |
| 23140 - Carpet Layer | 29.49 |
| 23160 - Electrician, Maintenance | 34.00 |
| 23181 - Electronics Technician Maintenance I | 26.30 |
| 23182 - Electronics Technician Maintenance II | 27.75 |
| 23183 - Electronics Technician Maintenance III | 29.24 |
| 23260 - Fabric Worker | 21.01 |
| 23290 - Fire Alarm System Mechanic | 27.57 |
| 23310 - Fire Extinguisher Repairer | 21.36 |
| 23311 - Fuel Distribution System Mechanic | 27.14 |
| 23312 - Fuel Distribution System Operator | 22.65 |
| 23370 - General Maintenance Worker | 23.74 |
| 23380 - Ground Support Equipment Mechanic | 28.38 |
| 23381 - Ground Support Equipment Servicer | 23.85 |
| 23382 - Ground Support Equipment Worker | 25.20 |
| 23391 - Gunsmith I | 21.36 |
| 23392 - Gunsmith II | 24.07 |
| 23393 - Gunsmith III | 26.76 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.18 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.46 |
| 23430 - Heavy Equipment Mechanic | 28.00 |
| 23440 - Heavy Equipment Operator | 35.59 |
| 23460 - Instrument Mechanic | 24.39 |
| 23465 - Laboratory/Shelter Mechanic | 25.18 |
| 23470 - Laborer | 13.78 |
| 23510 - Locksmith | 20.06 |
| 23530 - Machinery Maintenance Mechanic | 23.74 |

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| 23550 - Machinist, Maintenance | 27.46 |
| 23580 - Maintenance Trades Helper | 16.14 |
| 23591 - Metrology Technician I | 24.39 |
| 23592 - Metrology Technician II | 25.63 |
| 23593 - Metrology Technician III | 26.82 |
| 23640 - Millwright | 29.97 |
| 23710 - Office Appliance Repairer | 23.17 |
| 23760 - Painter, Maintenance | 23.57 |
| 23790 - Pipefitter, Maintenance | 31.00 |
| 23810 - Plumber, Maintenance | 29.42 |
| 23820 - Pneudraulic Systems Mechanic | 26.76 |
| 23850 - Rigger | 28.51 |
| 23870 - Scale Mechanic | 24.07 |
| 23890 - Sheet-Metal Worker, Maintenance | 30.39 |
| 23910 - Small Engine Mechanic | 19.13 |
| 23931 - Telecommunications Mechanic I | 27.78 |
| 23932 - Telecommunications Mechanic II | 29.10 |
| 23950 - Telephone Lineman | 27.68 |
| 23960 - Welder, Combination, Maintenance | 20.97 |
| 23965 - Well Driller | 27.68 |
| 23970 - Woodcraft Worker | 26.76 |
| 23980 - Woodworker | 18.02 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.86 |
| 24580 - Child Care Center Clerk | 14.27 |
| 24610 - Chore Aide | 9.44 |
| 24620 - Family Readiness And Support Services Coordinator | 14.63 |
| 24630 - Homemaker | 16.03 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 30.89 |
| 25040 - Sewage Plant Operator | 27.09 |
| 25070 - Stationary Engineer | 30.89 |
| 25190 - Ventilation Equipment Tender | 23.04 |
| 25210 - Water Treatment Plant Operator | 27.09 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 21.57 |
| 27007 - Baggage Inspector | 12.10 |
| 27008 - Corrections Officer | 28.69 |
| 27010 - Court Security Officer | 28.69 |
| 27030 - Detection Dog Handler | 16.66 |
| 27040 - Detention Officer | 28.69 |
| 27070 - Firefighter | 27.04 |
| 27101 - Guard I | 12.10 |
| 27102 - Guard II | 16.66 |
| 27131 - Police Officer I | 30.33 |
| 27132 - Police Officer II | 33.11 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.37 |
| 28042 - Carnival Equipment Repairer | 14.31 |
| 28043 - Carnival Equipment Worker | 10.02 |
| 28210 - Gate Attendant/Gate Tender | 16.44 |
| 28310 - Lifeguard | 13.10 |
| 28350 - Park Attendant (Aide) | 18.37 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.81 |
| 28515 - Recreation Specialist | 17.46 |
| 28630 - Sports Official | 14.64 |
| 28690 - Swimming Pool Operator | 18.21 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.68 |
| 29020 - Hatch Tender | 24.68 |
| 29030 - Line Handler | 24.68 |
| 29041 - Stevedore I | 23.37 |

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| 29042 - Stevedore II | 26.05 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.20 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.03 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.77 |
| 30021 - Archeological Technician I | 17.64 |
| 30022 - Archeological Technician II | 19.73 |
| 30023 - Archeological Technician III | 25.81 |
| 30030 - Cartographic Technician | 26.98 |
| 30040 - Civil Engineering Technician | 25.64 |
| 30061 - Drafter/CAD Operator I | 17.64 |
| 30062 - Drafter/CAD Operator II | 19.73 |
| 30063 - Drafter/CAD Operator III | 21.99 |
| 30064 - Drafter/CAD Operator IV | 28.96 |
| 30081 - Engineering Technician I | 18.16 |
| 30082 - Engineering Technician II | 20.39 |
| 30083 - Engineering Technician III | 22.81 |
| 30084 - Engineering Technician IV | 28.26 |
| 30085 - Engineering Technician V | 34.56 |
| 30086 - Engineering Technician VI | 45.66 |
| 30090 - Environmental Technician | 22.17 |
| 30210 - Laboratory Technician | 22.13 |
| 30240 - Mathematical Technician | 25.18 |
| 30361 - Paralegal/Legal Assistant I | 21.05 |
| 30362 - Paralegal/Legal Assistant II | 26.08 |
| 30363 - Paralegal/Legal Assistant III | 31.89 |
| 30364 - Paralegal/Legal Assistant IV | 38.59 |
| 30390 - Photo-Optics Technician | 26.33 |
| 30461 - Technical Writer I | 26.76 |
| 30462 - Technical Writer II | 32.65 |
| 30463 - Technical Writer III | 39.34 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.91 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.14 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.13 |
| 30494 - Unexploded (UXO) Safety Escort | 24.91 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.91 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 21.99 |
| 30621 - Weather Observer, Senior (see 2) | 24.44 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 17.27 |
| 31030 - Bus Driver | 22.93 |
| 31043 - Driver Courier | 19.14 |
| 31260 - Parking and Lot Attendant | 12.59 |
| 31290 - Shuttle Bus Driver | 21.43 |
| 31310 - Taxi Driver | 15.18 |
| 31361 - Truckdriver, Light | 21.43 |
| 31362 - Truckdriver, Medium | 22.78 |
| 31363 - Truckdriver, Heavy | 24.15 |
| 31364 - Truckdriver, Tractor-Trailer | 24.15 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.94 |
| 99050 - Desk Clerk | 11.94 |
| 99095 - Embalmer | 24.84 |
| 99251 - Laboratory Animal Caretaker I | 14.03 |
| 99252 - Laboratory Animal Caretaker II | 15.43 |
| 99310 - Mortician | 35.46 |
| 99410 - Pest Controller | 17.55 |
| 99510 - Photofinishing Worker | 15.92 |
| 99710 - Recycling Laborer | 22.41 |
| 99711 - Recycling Specialist | 26.24 |
| 99730 - Refuse Collector | 20.49 |
| 99810 - Sales Clerk | 13.81 |

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| 99820 - School Crossing Guard | 13.99 |
| 99830 - Survey Party Chief | 24.14 |
| 99831 - Surveying Aide | 15.15 |
| 99832 - Surveying Technician | 20.76 |
| 99840 - Vending Machine Attendant | 14.63 |
| 99841 - Vending Machine Repairer | 16.79 |
| 99842 - Vending Machine Repairer Helper | 14.63 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2168
Revision No.: 15
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State: Illinois

Area: Illinois Counties of Cook, De Kalb, Du Page, Kane, Lake, Lee, McHenry

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.25 |
| 01012 - Accounting Clerk II | | 19.37 |
| 01013 - Accounting Clerk III | | 21.66 |
| 01020 - Administrative Assistant | | 28.01 |
| 01040 - Court Reporter | | 20.25 |
| 01051 - Data Entry Operator I | | 14.81 |
| 01052 - Data Entry Operator II | | 16.15 |
| 01060 - Dispatcher, Motor Vehicle | | 22.93 |
| 01070 - Document Preparation Clerk | | 13.67 |
| 01090 - Duplicating Machine Operator | | 13.67 |
| 01111 - General Clerk I | | 12.73 |
| 01112 - General Clerk II | | 13.89 |
| 01113 - General Clerk III | | 16.34 |
| 01120 - Housing Referral Assistant | | 22.12 |
| 01141 - Messenger Courier | | 11.93 |
| 01191 - Order Clerk I | | 16.00 |
| 01192 - Order Clerk II | | 17.58 |
| 01261 - Personnel Assistant (Employment) I | | 17.84 |
| 01262 - Personnel Assistant (Employment) II | | 19.95 |
| 01263 - Personnel Assistant (Employment) III | | 22.24 |
| 01270 - Production Control Clerk | | 21.43 |
| 01280 - Receptionist | | 13.53 |
| 01290 - Rental Clerk | | 17.41 |

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| 01300 - Scheduler, Maintenance | 18.36 |
| 01311 - Secretary I | 18.36 |
| 01312 - Secretary II | 19.84 |
| 01313 - Secretary III | 22.12 |
| 01320 - Service Order Dispatcher | 21.04 |
| 01410 - Supply Technician | 28.01 |
| 01420 - Survey Worker | 19.19 |
| 01531 - Travel Clerk I | 13.20 |
| 01532 - Travel Clerk II | 14.27 |
| 01533 - Travel Clerk III | 15.44 |
| 01611 - Word Processor I | 15.50 |
| 01612 - Word Processor II | 17.41 |
| 01613 - Word Processor III | 19.47 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.89 |
| 05010 - Automotive Electrician | 24.16 |
| 05040 - Automotive Glass Installer | 23.05 |
| 05070 - Automotive Worker | 23.05 |
| 05110 - Mobile Equipment Servicer | 20.85 |
| 05130 - Motor Equipment Metal Mechanic | 27.79 |
| 05160 - Motor Equipment Metal Worker | 23.05 |
| 05190 - Motor Vehicle Mechanic | 27.79 |
| 05220 - Motor Vehicle Mechanic Helper | 19.73 |
| 05250 - Motor Vehicle Upholstery Worker | 21.96 |
| 05280 - Motor Vehicle Wrecker | 23.09 |
| 05310 - Painter, Automotive | 24.16 |
| 05340 - Radiator Repair Specialist | 23.05 |
| 05370 - Tire Repairer | 15.92 |
| 05400 - Transmission Repair Specialist | 27.79 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.71 |
| 07041 - Cook I | 13.34 |
| 07042 - Cook II | 15.03 |
| 07070 - Dishwasher | 10.19 |
| 07130 - Food Service Worker | 10.52 |
| 07210 - Meat Cutter | 13.72 |
| 07260 - Waiter/Waitress | 9.96 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.06 |
| 09040 - Furniture Handler | 14.52 |
| 09080 - Furniture Refinisher | 20.06 |
| 09090 - Furniture Refinisher Helper | 16.37 |
| 09110 - Furniture Repairer, Minor | 18.23 |
| 09130 - Upholsterer | 20.05 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.32 |
| 11060 - Elevator Operator | 12.32 |
| 11090 - Gardener | 16.87 |
| 11122 - Housekeeping Aide | 12.75 |
| 11150 - Janitor | 12.75 |
| 11210 - Laborer, Grounds Maintenance | 13.50 |
| 11240 - Maid or Houseman | 12.11 |
| 11260 - Pruner | 12.35 |
| 11270 - Tractor Operator | 15.81 |
| 11330 - Trail Maintenance Worker | 13.50 |
| 11360 - Window Cleaner | 13.95 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.39 |
| 12011 - Breath Alcohol Technician | 18.40 |
| 12012 - Certified Occupational Therapist Assistant | 23.55 |
| 12015 - Certified Physical Therapist Assistant | 24.61 |
| 12020 - Dental Assistant | 15.74 |
| 12025 - Dental Hygienist | 31.96 |

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| 12030 - EKG Technician | 26.94 |
| 12035 - Electroneurodiagnostic Technologist | 26.94 |
| 12040 - Emergency Medical Technician | 17.39 |
| 12071 - Licensed Practical Nurse I | 18.53 |
| 12072 - Licensed Practical Nurse II | 20.72 |
| 12073 - Licensed Practical Nurse III | 23.10 |
| 12100 - Medical Assistant | 15.83 |
| 12130 - Medical Laboratory Technician | 19.40 |
| 12160 - Medical Record Clerk | 16.98 |
| 12190 - Medical Record Technician | 18.38 |
| 12195 - Medical Transcriptionist | 17.07 |
| 12210 - Nuclear Medicine Technologist | 34.34 |
| 12221 - Nursing Assistant I | 11.40 |
| 12222 - Nursing Assistant II | 12.82 |
| 12223 - Nursing Assistant III | 13.99 |
| 12224 - Nursing Assistant IV | 15.71 |
| 12235 - Optical Dispenser | 15.59 |
| 12236 - Optical Technician | 17.48 |
| 12250 - Pharmacy Technician | 15.58 |
| 12280 - Phlebotomist | 15.71 |
| 12305 - Radiologic Technologist | 31.10 |
| 12311 - Registered Nurse I | 29.17 |
| 12312 - Registered Nurse II | 32.57 |
| 12313 - Registered Nurse II, Specialist | 32.57 |
| 12314 - Registered Nurse III | 38.43 |
| 12315 - Registered Nurse III, Anesthetist | 38.43 |
| 12316 - Registered Nurse IV | 46.07 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.53 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.92 |
| 13012 - Exhibits Specialist II | 27.16 |
| 13013 - Exhibits Specialist III | 33.22 |
| 13041 - Illustrator I | 21.63 |
| 13042 - Illustrator II | 26.80 |
| 13043 - Illustrator III | 32.77 |
| 13047 - Librarian | 35.08 |
| 13050 - Library Aide/Clerk | 14.14 |
| 13054 - Library Information Technology Systems Administrator | 29.01 |
| 13058 - Library Technician | 17.38 |
| 13061 - Media Specialist I | 21.16 |
| 13062 - Media Specialist II | 23.66 |
| 13063 - Media Specialist III | 26.39 |
| 13071 - Photographer I | 18.50 |
| 13072 - Photographer II | 20.70 |
| 13073 - Photographer III | 25.64 |
| 13074 - Photographer IV | 31.35 |
| 13075 - Photographer V | 37.94 |
| 13110 - Video Teleconference Technician | 17.89 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.11 |
| 14042 - Computer Operator II | 20.25 |
| 14043 - Computer Operator III | 22.58 |
| 14044 - Computer Operator IV | 25.09 |
| 14045 - Computer Operator V | 27.79 |
| 14071 - Computer Programmer I | (see 1) 25.49 |
| 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 | 18.11 |

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| 14160 - Personal Computer Support Technician | 25.09 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.22 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 41.82 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 46.94 |
| 15050 - Computer Based Training Specialist / Instructor | 36.22 |
| 15060 - Educational Technologist | 30.14 |
| 15070 - Flight Instructor (Pilot) | 46.94 |
| 15080 - Graphic Artist | 26.41 |
| 15090 - Technical Instructor | 27.45 |
| 15095 - Technical Instructor/Course Developer | 26.88 |
| 15110 - Test Proctor | 17.84 |
| 15120 - Tutor | 17.74 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.53 |
| 16030 - Counter Attendant | 9.53 |
| 16040 - Dry Cleaner | 12.42 |
| 16070 - Finisher, Flatwork, Machine | 9.53 |
| 16090 - Presser, Hand | 9.53 |
| 16110 - Presser, Machine, Drycleaning | 9.53 |
| 16130 - Presser, Machine, Shirts | 9.53 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.53 |
| 16190 - Sewing Machine Operator | 13.37 |
| 16220 - Tailor | 14.31 |
| 16250 - Washer, Machine | 10.54 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.40 |
| 19040 - Tool And Die Maker | 28.57 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.53 |
| 21030 - Material Coordinator | 21.74 |
| 21040 - Material Expediter | 21.74 |
| 21050 - Material Handling Laborer | 18.12 |
| 21071 - Order Filler | 13.80 |
| 21080 - Production Line Worker (Food Processing) | 16.53 |
| 21110 - Shipping Packer | 16.66 |
| 21130 - Shipping/Receiving Clerk | 16.66 |
| 21140 - Store Worker I | 13.87 |
| 21150 - Stock Clerk | 18.17 |
| 21210 - Tools And Parts Attendant | 16.53 |
| 21410 - Warehouse Specialist | 16.53 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.96 |
| 23021 - Aircraft Mechanic I | 28.38 |
| 23022 - Aircraft Mechanic II | 29.96 |
| 23023 - Aircraft Mechanic III | 31.40 |
| 23040 - Aircraft Mechanic Helper | 20.38 |
| 23050 - Aircraft, Painter | 24.99 |
| 23060 - Aircraft Servicer | 23.85 |
| 23080 - Aircraft Worker | 25.02 |
| 23110 - Appliance Mechanic | 22.50 |
| 23120 - Bicycle Repairer | 15.92 |
| 23125 - Cable Splicer | 27.69 |
| 23130 - Carpenter, Maintenance | 31.86 |
| 23140 - Carpet Layer | 29.49 |
| 23160 - Electrician, Maintenance | 34.00 |
| 23181 - Electronics Technician Maintenance I | 26.30 |
| 23182 - Electronics Technician Maintenance II | 27.75 |
| 23183 - Electronics Technician Maintenance III | 29.24 |
| 23260 - Fabric Worker | 21.01 |
| 23290 - Fire Alarm System Mechanic | 27.57 |
| 23310 - Fire Extinguisher Repairer | 21.36 |
| 23311 - Fuel Distribution System Mechanic | 27.14 |

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| 23312 - Fuel Distribution System Operator | 22.65 |
| 23370 - General Maintenance Worker | 23.74 |
| 23380 - Ground Support Equipment Mechanic | 28.38 |
| 23381 - Ground Support Equipment Servicer | 23.85 |
| 23382 - Ground Support Equipment Worker | 25.20 |
| 23391 - Gunsmith I | 21.36 |
| 23392 - Gunsmith II | 24.07 |
| 23393 - Gunsmith III | 26.76 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.18 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.46 |
| 23430 - Heavy Equipment Mechanic | 28.00 |
| 23440 - Heavy Equipment Operator | 35.59 |
| 23460 - Instrument Mechanic | 24.39 |
| 23465 - Laboratory/Shelter Mechanic | 25.18 |
| 23470 - Laborer | 13.78 |
| 23510 - Locksmith | 20.06 |
| 23530 - Machinery Maintenance Mechanic | 23.74 |
| 23550 - Machinist, Maintenance | 27.46 |
| 23580 - Maintenance Trades Helper | 16.14 |
| 23591 - Metrology Technician I | 24.39 |
| 23592 - Metrology Technician II | 25.63 |
| 23593 - Metrology Technician III | 26.82 |
| 23640 - Millwright | 29.97 |
| 23710 - Office Appliance Repairer | 23.17 |
| 23760 - Painter, Maintenance | 23.57 |
| 23790 - Pipefitter, Maintenance | 31.00 |
| 23810 - Plumber, Maintenance | 29.42 |
| 23820 - Pneudraulic Systems Mechanic | 26.76 |
| 23850 - Rigger | 28.51 |
| 23870 - Scale Mechanic | 24.07 |
| 23890 - Sheet-Metal Worker, Maintenance | 30.39 |
| 23910 - Small Engine Mechanic | 19.13 |
| 23931 - Telecommunications Mechanic I | 27.78 |
| 23932 - Telecommunications Mechanic II | 29.10 |
| 23950 - Telephone Lineman | 27.68 |
| 23960 - Welder, Combination, Maintenance | 20.97 |
| 23965 - Well Driller | 27.68 |
| 23970 - Woodcraft Worker | 26.76 |
| 23980 - Woodworker | 18.02 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.86 |
| 24580 - Child Care Center Clerk | 14.27 |
| 24610 - Chore Aide | 9.44 |
| 24620 - Family Readiness And Support Services Coordinator | 14.63 |
| 24630 - Homemaker | 16.03 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 30.89 |
| 25040 - Sewage Plant Operator | 27.09 |
| 25070 - Stationary Engineer | 30.89 |
| 25190 - Ventilation Equipment Tender | 23.04 |
| 25210 - Water Treatment Plant Operator | 27.09 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 21.57 |
| 27007 - Baggage Inspector | 12.10 |
| 27008 - Corrections Officer | 28.69 |
| 27010 - Court Security Officer | 28.69 |
| 27030 - Detection Dog Handler | 16.66 |
| 27040 - Detention Officer | 28.69 |
| 27070 - Firefighter | 27.04 |
| 27101 - Guard I | 12.10 |

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| 27102 - Guard II | 16.66 |
| 27131 - Police Officer I | 30.33 |
| 27132 - Police Officer II | 33.11 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.37 |
| 28042 - Carnival Equipment Repairer | 14.31 |
| 28043 - Carnival Equipment Worker | 10.02 |
| 28210 - Gate Attendant/Gate Tender | 16.44 |
| 28310 - Lifeguard | 13.10 |
| 28350 - Park Attendant (Aide) | 18.37 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.81 |
| 28515 - Recreation Specialist | 17.46 |
| 28630 - Sports Official | 14.64 |
| 28690 - Swimming Pool Operator | 18.21 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.68 |
| 29020 - Hatch Tender | 24.68 |
| 29030 - Line Handler | 24.68 |
| 29041 - Stevedore I | 23.37 |
| 29042 - Stevedore II | 26.05 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.20 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.03 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.77 |
| 30021 - Archeological Technician I | 17.64 |
| 30022 - Archeological Technician II | 19.73 |
| 30023 - Archeological Technician III | 25.81 |
| 30030 - Cartographic Technician | 26.98 |
| 30040 - Civil Engineering Technician | 25.64 |
| 30061 - Drafter/CAD Operator I | 17.64 |
| 30062 - Drafter/CAD Operator II | 19.73 |
| 30063 - Drafter/CAD Operator III | 21.99 |
| 30064 - Drafter/CAD Operator IV | 28.96 |
| 30081 - Engineering Technician I | 18.16 |
| 30082 - Engineering Technician II | 20.39 |
| 30083 - Engineering Technician III | 22.81 |
| 30084 - Engineering Technician IV | 28.26 |
| 30085 - Engineering Technician V | 34.56 |
| 30086 - Engineering Technician VI | 45.66 |
| 30090 - Environmental Technician | 22.17 |
| 30210 - Laboratory Technician | 22.13 |
| 30240 - Mathematical Technician | 25.18 |
| 30361 - Paralegal/Legal Assistant I | 21.05 |
| 30362 - Paralegal/Legal Assistant II | 26.08 |
| 30363 - Paralegal/Legal Assistant III | 31.89 |
| 30364 - Paralegal/Legal Assistant IV | 38.59 |
| 30390 - Photo-Optics Technician | 26.33 |
| 30461 - Technical Writer I | 26.76 |
| 30462 - Technical Writer II | 32.65 |
| 30463 - Technical Writer III | 39.34 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.91 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.14 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.13 |
| 30494 - Unexploded (UXO) Safety Escort | 24.91 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.91 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 21.99 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 24.44 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 17.27 |
| 31030 - Bus Driver | 22.93 |
| 31043 - Driver Courier | 19.14 |
| 31260 - Parking and Lot Attendant | 12.59 |

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| 31290 - Shuttle Bus Driver | 21.43 |
| 31310 - Taxi Driver | 15.18 |
| 31361 - Truckdriver, Light | 21.43 |
| 31362 - Truckdriver, Medium | 22.78 |
| 31363 - Truckdriver, Heavy | 24.15 |
| 31364 - Truckdriver, Tractor-Trailer | 24.15 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.94 |
| 99050 - Desk Clerk | 11.94 |
| 99095 - Embalmer | 24.84 |
| 99251 - Laboratory Animal Caretaker I | 14.03 |
| 99252 - Laboratory Animal Caretaker II | 15.43 |
| 99310 - Mortician | 35.46 |
| 99410 - Pest Controller | 17.55 |
| 99510 - Photofinishing Worker | 15.92 |
| 99710 - Recycling Laborer | 22.41 |
| 99711 - Recycling Specialist | 26.24 |
| 99730 - Refuse Collector | 20.49 |
| 99810 - Sales Clerk | 13.81 |
| 99820 - School Crossing Guard | 13.99 |
| 99830 - Survey Party Chief | 24.14 |
| 99831 - Surveying Aide | 15.15 |
| 99832 - Surveying Technician | 20.76 |
| 99840 - Vending Machine Attendant | 14.63 |
| 99841 - Vending Machine Repairer | 16.79 |
| 99842 - Vending Machine Repairer Helper | 14.63 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

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

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2169
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Christian, Clark, Coles, Crawford, Cumberland,
Jasper, Macon, Moultrie, Shelby

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|------|
| 01000 - Administrative Support And Clerical Occupations | | |

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|--|-------|
| 01011 - Accounting Clerk I | 13.98 |
| 01012 - Accounting Clerk II | 15.70 |
| 01013 - Accounting Clerk III | 19.48 |
| 01020 - Administrative Assistant | 19.57 |
| 01040 - Court Reporter | 14.35 |
| 01051 - Data Entry Operator I | 10.95 |
| 01052 - Data Entry Operator II | 11.95 |
| 01060 - Dispatcher, Motor Vehicle | 17.37 |
| 01070 - Document Preparation Clerk | 12.19 |
| 01090 - Duplicating Machine Operator | 12.19 |
| 01111 - General Clerk I | 10.06 |
| 01112 - General Clerk II | 10.97 |
| 01113 - General Clerk III | 13.19 |
| 01120 - Housing Referral Assistant | 16.07 |
| 01141 - Messenger Courier | 9.94 |
| 01191 - Order Clerk I | 12.59 |
| 01192 - Order Clerk II | 13.73 |
| 01261 - Personnel Assistant (Employment) I | 18.47 |
| 01262 - Personnel Assistant (Employment) II | 20.66 |
| 01263 - Personnel Assistant (Employment) III | 23.03 |
| 01270 - Production Control Clerk | 19.27 |
| 01280 - Receptionist | 10.59 |
| 01290 - Rental Clerk | 12.14 |
| 01300 - Scheduler, Maintenance | 12.83 |
| 01311 - Secretary I | 12.83 |
| 01312 - Secretary II | 14.35 |
| 01313 - Secretary III | 16.07 |
| 01320 - Service Order Dispatcher | 14.18 |
| 01410 - Supply Technician | 18.11 |
| 01420 - Survey Worker | 14.35 |
| 01531 - Travel Clerk I | 11.70 |
| 01532 - Travel Clerk II | 12.60 |
| 01533 - Travel Clerk III | 13.44 |
| 01611 - Word Processor I | 11.57 |
| 01612 - Word Processor II | 12.99 |
| 01613 - Word Processor III | 14.53 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.05 |
| 05010 - Automotive Electrician | 19.76 |
| 05040 - Automotive Glass Installer | 18.48 |
| 05070 - Automotive Worker | 18.48 |
| 05110 - Mobile Equipment Servicer | 16.31 |
| 05130 - Motor Equipment Metal Mechanic | 19.76 |
| 05160 - Motor Equipment Metal Worker | 18.48 |
| 05190 - Motor Vehicle Mechanic | 19.53 |
| 05220 - Motor Vehicle Mechanic Helper | 15.42 |
| 05250 - Motor Vehicle Upholstery Worker | 18.48 |
| 05280 - Motor Vehicle Wrecker | 18.48 |
| 05310 - Painter, Automotive | 18.02 |
| 05340 - Radiator Repair Specialist | 18.48 |
| 05370 - Tire Repairer | 13.55 |
| 05400 - Transmission Repair Specialist | 18.67 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.38 |
| 07041 - Cook I | 10.79 |
| 07042 - Cook II | 12.18 |
| 07070 - Dishwasher | 8.36 |
| 07130 - Food Service Worker | 9.33 |
| 07210 - Meat Cutter | 14.55 |
| 07260 - Waiter/Waitress | 9.85 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.38 |
| 09040 - Furniture Handler | 14.31 |

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|--|-------|
| 09080 - Furniture Refinisher | 19.26 |
| 09090 - Furniture Refinisher Helper | 15.09 |
| 09110 - Furniture Repairer, Minor | 17.17 |
| 09130 - Upholsterer | 19.26 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.92 |
| 11060 - Elevator Operator | 10.89 |
| 11090 - Gardener | 13.67 |
| 11122 - Housekeeping Aide | 10.76 |
| 11150 - Janitor | 10.93 |
| 11210 - Laborer, Grounds Maintenance | 10.64 |
| 11240 - Maid or Houseman | 8.90 |
| 11260 - Pruner | 9.90 |
| 11270 - Tractor Operator | 12.65 |
| 11330 - Trail Maintenance Worker | 10.64 |
| 11360 - Window Cleaner | 11.89 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.26 |
| 12011 - Breath Alcohol Technician | 18.26 |
| 12012 - Certified Occupational Therapist Assistant | 25.30 |
| 12015 - Certified Physical Therapist Assistant | 25.38 |
| 12020 - Dental Assistant | 14.32 |
| 12025 - Dental Hygienist | 36.85 |
| 12030 - EKG Technician | 27.67 |
| 12035 - Electroneurodiagnostic Technologist | 27.67 |
| 12040 - Emergency Medical Technician | 18.26 |
| 12071 - Licensed Practical Nurse I | 16.33 |
| 12072 - Licensed Practical Nurse II | 18.26 |
| 12073 - Licensed Practical Nurse III | 19.46 |
| 12100 - Medical Assistant | 13.63 |
| 12130 - Medical Laboratory Technician | 16.84 |
| 12160 - Medical Record Clerk | 14.48 |
| 12190 - Medical Record Technician | 16.64 |
| 12195 - Medical Transcriptionist | 15.36 |
| 12210 - Nuclear Medicine Technologist | 36.85 |
| 12221 - Nursing Assistant I | 10.72 |
| 12222 - Nursing Assistant II | 12.06 |
| 12223 - Nursing Assistant III | 13.16 |
| 12224 - Nursing Assistant IV | 14.77 |
| 12235 - Optical Dispenser | 14.88 |
| 12236 - Optical Technician | 16.33 |
| 12250 - Pharmacy Technician | 13.34 |
| 12280 - Phlebotomist | 14.77 |
| 12305 - Radiologic Technologist | 25.08 |
| 12311 - Registered Nurse I | 21.62 |
| 12312 - Registered Nurse II | 26.43 |
| 12313 - Registered Nurse II, Specialist | 26.43 |
| 12314 - Registered Nurse III | 31.99 |
| 12315 - Registered Nurse III, Anesthetist | 31.99 |
| 12316 - Registered Nurse IV | 38.34 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.63 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.46 |
| 13012 - Exhibits Specialist II | 20.15 |
| 13013 - Exhibits Specialist III | 21.12 |
| 13041 - Illustrator I | 18.38 |
| 13042 - Illustrator II | 22.49 |
| 13043 - Illustrator III | 23.56 |
| 13047 - Librarian | 22.21 |
| 13050 - Library Aide/Clerk | 12.90 |
| 13054 - Library Information Technology Systems Administrator | 21.45 |
| 13058 - Library Technician | 15.64 |

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|---|---------------|
| 13061 - Media Specialist I | 13.98 |
| 13062 - Media Specialist II | 15.64 |
| 13063 - Media Specialist III | 17.43 |
| 13071 - Photographer I | 15.26 |
| 13072 - Photographer II | 16.39 |
| 13073 - Photographer III | 20.06 |
| 13074 - Photographer IV | 21.01 |
| 13075 - Photographer V | 21.64 |
| 13110 - Video Teleconference Technician | 14.11 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.77 |
| 14042 - Computer Operator II | 17.17 |
| 14043 - Computer Operator III | 20.90 |
| 14044 - Computer Operator IV | 22.51 |
| 14045 - Computer Operator V | 24.92 |
| 14071 - Computer Programmer I | (see 1) 23.84 |
| 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 | 14.77 |
| 14160 - Personal Computer Support Technician | 22.51 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.28 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 40.24 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 44.26 |
| 15050 - Computer Based Training Specialist / Instructor | 33.28 |
| 15060 - Educational Technologist | 25.83 |
| 15070 - Flight Instructor (Pilot) | 44.26 |
| 15080 - Graphic Artist | 21.69 |
| 15090 - Technical Instructor | 16.53 |
| 15095 - Technical Instructor/Course Developer | 22.16 |
| 15110 - Test Proctor | 13.35 |
| 15120 - Tutor | 13.35 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.99 |
| 16030 - Counter Attendant | 8.99 |
| 16040 - Dry Cleaner | 11.05 |
| 16070 - Finisher, Flatwork, Machine | 8.99 |
| 16090 - Presser, Hand | 8.99 |
| 16110 - Presser, Machine, Drycleaning | 8.99 |
| 16130 - Presser, Machine, Shirts | 8.99 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.99 |
| 16190 - Sewing Machine Operator | 11.73 |
| 16220 - Tailor | 12.41 |
| 16250 - Washer, Machine | 9.70 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.72 |
| 19040 - Tool And Die Maker | 28.31 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.54 |
| 21030 - Material Coordinator | 20.57 |
| 21040 - Material Expediter | 20.57 |
| 21050 - Material Handling Laborer | 14.43 |
| 21071 - Order Filler | 13.30 |
| 21080 - Production Line Worker (Food Processing) | 16.54 |
| 21110 - Shipping Packer | 14.02 |
| 21130 - Shipping/Receiving Clerk | 14.02 |
| 21140 - Store Worker I | 12.50 |
| 21150 - Stock Clerk | 16.12 |
| 21210 - Tools And Parts Attendant | 16.54 |

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| 21410 - Warehouse Specialist | 16.54 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.09 |
| 23021 - Aircraft Mechanic I | 22.92 |
| 23022 - Aircraft Mechanic II | 24.09 |
| 23023 - Aircraft Mechanic III | 25.27 |
| 23040 - Aircraft Mechanic Helper | 18.94 |
| 23050 - Aircraft, Painter | 21.48 |
| 23060 - Aircraft Servicer | 20.76 |
| 23080 - Aircraft Worker | 21.46 |
| 23110 - Appliance Mechanic | 21.73 |
| 23120 - Bicycle Repairer | 14.91 |
| 23125 - Cable Splicer | 22.92 |
| 23130 - Carpenter, Maintenance | 20.61 |
| 23140 - Carpet Layer | 20.56 |
| 23160 - Electrician, Maintenance | 29.27 |
| 23181 - Electronics Technician Maintenance I | 20.36 |
| 23182 - Electronics Technician Maintenance II | 21.49 |
| 23183 - Electronics Technician Maintenance III | 22.64 |
| 23260 - Fabric Worker | 19.37 |
| 23290 - Fire Alarm System Mechanic | 22.92 |
| 23310 - Fire Extinguisher Repairer | 18.21 |
| 23311 - Fuel Distribution System Mechanic | 22.92 |
| 23312 - Fuel Distribution System Operator | 18.21 |
| 23370 - General Maintenance Worker | 17.38 |
| 23380 - Ground Support Equipment Mechanic | 22.92 |
| 23381 - Ground Support Equipment Servicer | 20.76 |
| 23382 - Ground Support Equipment Worker | 21.46 |
| 23391 - Gunsmith I | 18.21 |
| 23392 - Gunsmith II | 20.56 |
| 23393 - Gunsmith III | 22.92 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.36 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.35 |
| 23430 - Heavy Equipment Mechanic | 22.92 |
| 23440 - Heavy Equipment Operator | 30.38 |
| 23460 - Instrument Mechanic | 22.92 |
| 23465 - Laboratory/Shelter Mechanic | 21.73 |
| 23470 - Laborer | 13.50 |
| 23510 - Locksmith | 21.73 |
| 23530 - Machinery Maintenance Mechanic | 21.69 |
| 23550 - Machinist, Maintenance | 19.14 |
| 23580 - Maintenance Trades Helper | 15.42 |
| 23591 - Metrology Technician I | 22.92 |
| 23592 - Metrology Technician II | 24.09 |
| 23593 - Metrology Technician III | 25.26 |
| 23640 - Millwright | 26.84 |
| 23710 - Office Appliance Repairer | 21.73 |
| 23760 - Painter, Maintenance | 21.43 |
| 23790 - Pipefitter, Maintenance | 31.72 |
| 23810 - Plumber, Maintenance | 29.06 |
| 23820 - Pneudraulic Systems Mechanic | 22.92 |
| 23850 - Rigger | 22.92 |
| 23870 - Scale Mechanic | 20.56 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.80 |
| 23910 - Small Engine Mechanic | 20.56 |
| 23931 - Telecommunications Mechanic I | 23.86 |
| 23932 - Telecommunications Mechanic II | 24.83 |
| 23950 - Telephone Lineman | 22.40 |
| 23960 - Welder, Combination, Maintenance | 18.67 |
| 23965 - Well Driller | 22.92 |
| 23970 - Woodcraft Worker | 22.92 |

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| 23980 - Woodworker | 18.21 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.95 |
| 24580 - Child Care Center Clerk | 14.13 |
| 24610 - Chore Aide | 11.86 |
| 24620 - Family Readiness And Support Services Coordinator | 14.96 |
| 24630 - Homemaker | 16.86 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.92 |
| 25040 - Sewage Plant Operator | 21.73 |
| 25070 - Stationary Engineer | 22.92 |
| 25190 - Ventilation Equipment Tender | 17.02 |
| 25210 - Water Treatment Plant Operator | 21.73 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.38 |
| 27007 - Baggage Inspector | 12.86 |
| 27008 - Corrections Officer | 22.21 |
| 27010 - Court Security Officer | 22.21 |
| 27030 - Detection Dog Handler | 14.38 |
| 27040 - Detention Officer | 22.21 |
| 27070 - Firefighter | 20.05 |
| 27101 - Guard I | 12.86 |
| 27102 - Guard II | 14.38 |
| 27131 - Police Officer I | 26.11 |
| 27132 - Police Officer II | 29.02 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.10 |
| 28042 - Carnival Equipment Repairer | 12.65 |
| 28043 - Carnival Equipment Worker | 10.12 |
| 28210 - Gate Attendant/Gate Tender | 14.57 |
| 28310 - Lifeguard | 12.97 |
| 28350 - Park Attendant (Aide) | 16.29 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.89 |
| 28515 - Recreation Specialist | 13.26 |
| 28630 - Sports Official | 12.97 |
| 28690 - Swimming Pool Operator | 17.84 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.56 |
| 29020 - Hatch Tender | 20.56 |
| 29030 - Line Handler | 20.56 |
| 29041 - Stevedore I | 19.37 |
| 29042 - Stevedore II | 21.73 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.20 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.03 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.77 |
| 30021 - Archeological Technician I | 16.74 |
| 30022 - Archeological Technician II | 19.23 |
| 30023 - Archeological Technician III | 23.82 |
| 30030 - Cartographic Technician | 25.49 |
| 30040 - Civil Engineering Technician | 26.67 |
| 30061 - Drafter/CAD Operator I | 14.83 |
| 30062 - Drafter/CAD Operator II | 19.23 |
| 30063 - Drafter/CAD Operator III | 21.44 |
| 30064 - Drafter/CAD Operator IV | 26.38 |
| 30081 - Engineering Technician I | 14.36 |
| 30082 - Engineering Technician II | 19.88 |
| 30083 - Engineering Technician III | 22.26 |
| 30084 - Engineering Technician IV | 27.58 |
| 30085 - Engineering Technician V | 29.70 |
| 30086 - Engineering Technician VI | 32.71 |
| 30090 - Environmental Technician | 25.49 |

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|---|---------------|
| 30210 - Laboratory Technician | 23.82 |
| 30240 - Mathematical Technician | 25.49 |
| 30361 - Paralegal/Legal Assistant I | 18.78 |
| 30362 - Paralegal/Legal Assistant II | 23.27 |
| 30363 - Paralegal/Legal Assistant III | 28.46 |
| 30364 - Paralegal/Legal Assistant IV | 34.43 |
| 30390 - Photo-Optics Technician | 25.49 |
| 30461 - Technical Writer I | 23.60 |
| 30462 - Technical Writer II | 28.06 |
| 30463 - Technical Writer III | 33.92 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.91 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.14 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.13 |
| 30494 - Unexploded (UXO) Safety Escort | 24.91 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.91 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 21.44 |
| 30621 - Weather Observer, Senior | (see 2) 23.82 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.12 |
| 31030 - Bus Driver | 18.66 |
| 31043 - Driver Courier | 13.69 |
| 31260 - Parking and Lot Attendant | 12.98 |
| 31290 - Shuttle Bus Driver | 14.88 |
| 31310 - Taxi Driver | 15.03 |
| 31361 - Truckdriver, Light | 14.65 |
| 31362 - Truckdriver, Medium | 15.58 |
| 31363 - Truckdriver, Heavy | 19.80 |
| 31364 - Truckdriver, Tractor-Trailer | 19.80 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.78 |
| 99050 - Desk Clerk | 9.98 |
| 99095 - Embalmer | 24.42 |
| 99251 - Laboratory Animal Caretaker I | 14.82 |
| 99252 - Laboratory Animal Caretaker II | 15.55 |
| 99310 - Mortician | 24.42 |
| 99410 - Pest Controller | 19.34 |
| 99510 - Photofinishing Worker | 13.09 |
| 99710 - Recycling Laborer | 16.88 |
| 99711 - Recycling Specialist | 19.61 |
| 99730 - Refuse Collector | 15.52 |
| 99810 - Sales Clerk | 11.46 |
| 99820 - School Crossing Guard | 13.71 |
| 99830 - Survey Party Chief | 19.36 |
| 99831 - Surveying Aide | 12.09 |
| 99832 - Surveying Technician | 17.55 |
| 99840 - Vending Machine Attendant | 17.32 |
| 99841 - Vending Machine Repairer | 20.92 |
| 99842 - Vending Machine Repairer Helper | 17.32 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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

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

Diane C. Koplewski
DirectorDivision of
Wage DeterminationsWage Determination No.: 2005-2170
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Christian, Clark, Coles, Crawford, Cumberland,
Jasper, Macon, Moultrie, Shelby****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.98 |
| 01012 - Accounting Clerk II | | 15.70 |
| 01013 - Accounting Clerk III | | 19.48 |
| 01020 - Administrative Assistant | | 19.57 |
| 01040 - Court Reporter | | 14.35 |
| 01051 - Data Entry Operator I | | 10.95 |
| 01052 - Data Entry Operator II | | 11.95 |
| 01060 - Dispatcher, Motor Vehicle | | 17.37 |
| 01070 - Document Preparation Clerk | | 12.19 |
| 01090 - Duplicating Machine Operator | | 12.19 |
| 01111 - General Clerk I | | 10.06 |
| 01112 - General Clerk II | | 10.97 |
| 01113 - General Clerk III | | 13.19 |
| 01120 - Housing Referral Assistant | | 16.07 |
| 01141 - Messenger Courier | | 9.94 |
| 01191 - Order Clerk I | | 12.59 |
| 01192 - Order Clerk II | | 13.73 |
| 01261 - Personnel Assistant (Employment) I | | 18.47 |
| 01262 - Personnel Assistant (Employment) II | | 20.66 |
| 01263 - Personnel Assistant (Employment) III | | 23.03 |
| 01270 - Production Control Clerk | | 19.27 |
| 01280 - Receptionist | | 10.59 |
| 01290 - Rental Clerk | | 12.14 |
| 01300 - Scheduler, Maintenance | | 12.83 |
| 01311 - Secretary I | | 12.83 |
| 01312 - Secretary II | | 14.35 |
| 01313 - Secretary III | | 16.07 |
| 01320 - Service Order Dispatcher | | 14.18 |
| 01410 - Supply Technician | | 18.11 |
| 01420 - Survey Worker | | 14.35 |
| 01531 - Travel Clerk I | | 11.70 |
| 01532 - Travel Clerk II | | 12.60 |
| 01533 - Travel Clerk III | | 13.44 |
| 01611 - Word Processor I | | 11.57 |
| 01612 - Word Processor II | | 12.99 |
| 01613 - Word Processor III | | 14.53 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 21.05 |
| 05010 - Automotive Electrician | | 19.76 |
| 05040 - Automotive Glass Installer | | 18.48 |
| 05070 - Automotive Worker | | 18.48 |
| 05110 - Mobile Equipment Servicer | | 16.31 |
| 05130 - Motor Equipment Metal Mechanic | | 19.76 |

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|--|-------|
| 05160 - Motor Equipment Metal Worker | 18.48 |
| 05190 - Motor Vehicle Mechanic | 19.53 |
| 05220 - Motor Vehicle Mechanic Helper | 15.42 |
| 05250 - Motor Vehicle Upholstery Worker | 18.48 |
| 05280 - Motor Vehicle Wrecker | 18.48 |
| 05310 - Painter, Automotive | 18.02 |
| 05340 - Radiator Repair Specialist | 18.48 |
| 05370 - Tire Repairer | 13.55 |
| 05400 - Transmission Repair Specialist | 18.67 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.38 |
| 07041 - Cook I | 10.79 |
| 07042 - Cook II | 12.18 |
| 07070 - Dishwasher | 8.36 |
| 07130 - Food Service Worker | 9.33 |
| 07210 - Meat Cutter | 14.55 |
| 07260 - Waiter/Waitress | 9.85 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.38 |
| 09040 - Furniture Handler | 14.31 |
| 09080 - Furniture Refinisher | 19.26 |
| 09090 - Furniture Refinisher Helper | 15.09 |
| 09110 - Furniture Repairer, Minor | 17.17 |
| 09130 - Upholsterer | 19.26 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.92 |
| 11060 - Elevator Operator | 10.89 |
| 11090 - Gardener | 13.67 |
| 11122 - Housekeeping Aide | 10.76 |
| 11150 - Janitor | 10.93 |
| 11210 - Laborer, Grounds Maintenance | 10.64 |
| 11240 - Maid or Houseman | 8.90 |
| 11260 - Pruner | 9.90 |
| 11270 - Tractor Operator | 12.65 |
| 11330 - Trail Maintenance Worker | 10.64 |
| 11360 - Window Cleaner | 11.89 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.26 |
| 12011 - Breath Alcohol Technician | 18.26 |
| 12012 - Certified Occupational Therapist Assistant | 25.30 |
| 12015 - Certified Physical Therapist Assistant | 25.38 |
| 12020 - Dental Assistant | 14.32 |
| 12025 - Dental Hygienist | 36.85 |
| 12030 - EKG Technician | 27.67 |
| 12035 - Electroneurodiagnostic Technologist | 27.67 |
| 12040 - Emergency Medical Technician | 18.26 |
| 12071 - Licensed Practical Nurse I | 16.33 |
| 12072 - Licensed Practical Nurse II | 18.26 |
| 12073 - Licensed Practical Nurse III | 19.46 |
| 12100 - Medical Assistant | 13.63 |
| 12130 - Medical Laboratory Technician | 16.84 |
| 12160 - Medical Record Clerk | 14.48 |
| 12190 - Medical Record Technician | 16.64 |
| 12195 - Medical Transcriptionist | 15.36 |
| 12210 - Nuclear Medicine Technologist | 36.85 |
| 12221 - Nursing Assistant I | 10.72 |
| 12222 - Nursing Assistant II | 12.06 |
| 12223 - Nursing Assistant III | 13.16 |
| 12224 - Nursing Assistant IV | 14.77 |
| 12235 - Optical Dispenser | 14.88 |
| 12236 - Optical Technician | 16.33 |
| 12250 - Pharmacy Technician | 13.34 |
| 12280 - Phlebotomist | 14.77 |

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|---|---------------|
| 12305 - Radiologic Technologist | 25.08 |
| 12311 - Registered Nurse I | 21.62 |
| 12312 - Registered Nurse II | 26.43 |
| 12313 - Registered Nurse II, Specialist | 26.43 |
| 12314 - Registered Nurse III | 31.99 |
| 12315 - Registered Nurse III, Anesthetist | 31.99 |
| 12316 - Registered Nurse IV | 38.34 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.63 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.46 |
| 13012 - Exhibits Specialist II | 20.15 |
| 13013 - Exhibits Specialist III | 21.12 |
| 13041 - Illustrator I | 18.38 |
| 13042 - Illustrator II | 22.49 |
| 13043 - Illustrator III | 23.56 |
| 13047 - Librarian | 22.21 |
| 13050 - Library Aide/Clerk | 12.90 |
| 13054 - Library Information Technology Systems Administrator | 21.45 |
| 13058 - Library Technician | 15.64 |
| 13061 - Media Specialist I | 13.98 |
| 13062 - Media Specialist II | 15.64 |
| 13063 - Media Specialist III | 17.43 |
| 13071 - Photographer I | 15.26 |
| 13072 - Photographer II | 16.39 |
| 13073 - Photographer III | 20.06 |
| 13074 - Photographer IV | 21.01 |
| 13075 - Photographer V | 21.64 |
| 13110 - Video Teleconference Technician | 14.11 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.77 |
| 14042 - Computer Operator II | 17.17 |
| 14043 - Computer Operator III | 20.90 |
| 14044 - Computer Operator IV | 22.51 |
| 14045 - Computer Operator V | 24.92 |
| 14071 - Computer Programmer I | (see 1) 23.84 |
| 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 | 14.77 |
| 14160 - Personal Computer Support Technician | 22.51 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.28 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 40.24 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 44.26 |
| 15050 - Computer Based Training Specialist / Instructor | 33.28 |
| 15060 - Educational Technologist | 25.83 |
| 15070 - Flight Instructor (Pilot) | 44.26 |
| 15080 - Graphic Artist | 21.69 |
| 15090 - Technical Instructor | 16.53 |
| 15095 - Technical Instructor/Course Developer | 22.16 |
| 15110 - Test Proctor | 13.35 |
| 15120 - Tutor | 13.35 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.99 |
| 16030 - Counter Attendant | 8.99 |
| 16040 - Dry Cleaner | 11.05 |
| 16070 - Finisher, Flatwork, Machine | 8.99 |
| 16090 - Presser, Hand | 8.99 |
| 16110 - Presser, Machine, Drycleaning | 8.99 |

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| 16130 - Presser, Machine, Shirts | 8.99 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.99 |
| 16190 - Sewing Machine Operator | 11.73 |
| 16220 - Tailor | 12.41 |
| 16250 - Washer, Machine | 9.70 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.72 |
| 19040 - Tool And Die Maker | 28.31 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.54 |
| 21030 - Material Coordinator | 20.57 |
| 21040 - Material Expediter | 20.57 |
| 21050 - Material Handling Laborer | 14.43 |
| 21071 - Order Filler | 13.30 |
| 21080 - Production Line Worker (Food Processing) | 16.54 |
| 21110 - Shipping Packer | 14.02 |
| 21130 - Shipping/Receiving Clerk | 14.02 |
| 21140 - Store Worker I | 12.50 |
| 21150 - Stock Clerk | 16.12 |
| 21210 - Tools And Parts Attendant | 16.54 |
| 21410 - Warehouse Specialist | 16.54 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.09 |
| 23021 - Aircraft Mechanic I | 22.92 |
| 23022 - Aircraft Mechanic II | 24.09 |
| 23023 - Aircraft Mechanic III | 25.27 |
| 23040 - Aircraft Mechanic Helper | 18.94 |
| 23050 - Aircraft, Painter | 21.48 |
| 23060 - Aircraft Servicer | 20.76 |
| 23080 - Aircraft Worker | 21.46 |
| 23110 - Appliance Mechanic | 21.73 |
| 23120 - Bicycle Repairer | 14.91 |
| 23125 - Cable Splicer | 22.92 |
| 23130 - Carpenter, Maintenance | 20.61 |
| 23140 - Carpet Layer | 20.56 |
| 23160 - Electrician, Maintenance | 29.27 |
| 23181 - Electronics Technician Maintenance I | 20.36 |
| 23182 - Electronics Technician Maintenance II | 21.49 |
| 23183 - Electronics Technician Maintenance III | 22.64 |
| 23260 - Fabric Worker | 19.37 |
| 23290 - Fire Alarm System Mechanic | 22.92 |
| 23310 - Fire Extinguisher Repairer | 18.21 |
| 23311 - Fuel Distribution System Mechanic | 22.92 |
| 23312 - Fuel Distribution System Operator | 18.21 |
| 23370 - General Maintenance Worker | 17.38 |
| 23380 - Ground Support Equipment Mechanic | 22.92 |
| 23381 - Ground Support Equipment Servicer | 20.76 |
| 23382 - Ground Support Equipment Worker | 21.46 |
| 23391 - Gunsmith I | 18.21 |
| 23392 - Gunsmith II | 20.56 |
| 23393 - Gunsmith III | 22.92 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.36 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.35 |
| 23430 - Heavy Equipment Mechanic | 22.92 |
| 23440 - Heavy Equipment Operator | 30.38 |
| 23460 - Instrument Mechanic | 22.92 |
| 23465 - Laboratory/Shelter Mechanic | 21.73 |
| 23470 - Laborer | 13.50 |
| 23510 - Locksmith | 21.73 |
| 23530 - Machinery Maintenance Mechanic | 21.69 |
| 23550 - Machinist, Maintenance | 19.14 |

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|---|-------|
| 23580 - Maintenance Trades Helper | 15.42 |
| 23591 - Metrology Technician I | 22.92 |
| 23592 - Metrology Technician II | 24.09 |
| 23593 - Metrology Technician III | 25.26 |
| 23640 - Millwright | 26.84 |
| 23710 - Office Appliance Repairer | 21.73 |
| 23760 - Painter, Maintenance | 21.43 |
| 23790 - Pipefitter, Maintenance | 31.72 |
| 23810 - Plumber, Maintenance | 29.06 |
| 23820 - Pneudraulic Systems Mechanic | 22.92 |
| 23850 - Rigger | 22.92 |
| 23870 - Scale Mechanic | 20.56 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.80 |
| 23910 - Small Engine Mechanic | 20.56 |
| 23931 - Telecommunications Mechanic I | 23.86 |
| 23932 - Telecommunications Mechanic II | 24.83 |
| 23950 - Telephone Lineman | 22.40 |
| 23960 - Welder, Combination, Maintenance | 18.67 |
| 23965 - Well Driller | 22.92 |
| 23970 - Woodcraft Worker | 22.92 |
| 23980 - Woodworker | 18.21 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.95 |
| 24580 - Child Care Center Clerk | 14.13 |
| 24610 - Chore Aide | 11.86 |
| 24620 - Family Readiness And Support Services Coordinator | 14.96 |
| 24630 - Homemaker | 16.86 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.92 |
| 25040 - Sewage Plant Operator | 21.73 |
| 25070 - Stationary Engineer | 22.92 |
| 25190 - Ventilation Equipment Tender | 17.02 |
| 25210 - Water Treatment Plant Operator | 21.73 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.38 |
| 27007 - Baggage Inspector | 12.86 |
| 27008 - Corrections Officer | 22.21 |
| 27010 - Court Security Officer | 22.21 |
| 27030 - Detection Dog Handler | 14.38 |
| 27040 - Detention Officer | 22.21 |
| 27070 - Firefighter | 20.05 |
| 27101 - Guard I | 12.86 |
| 27102 - Guard II | 14.38 |
| 27131 - Police Officer I | 26.11 |
| 27132 - Police Officer II | 29.02 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.10 |
| 28042 - Carnival Equipment Repairer | 12.65 |
| 28043 - Carnival Equipment Worker | 10.12 |
| 28210 - Gate Attendant/Gate Tender | 14.57 |
| 28310 - Lifeguard | 12.97 |
| 28350 - Park Attendant (Aide) | 16.29 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.89 |
| 28515 - Recreation Specialist | 13.26 |
| 28630 - Sports Official | 12.97 |
| 28690 - Swimming Pool Operator | 17.84 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.56 |
| 29020 - Hatch Tender | 20.56 |
| 29030 - Line Handler | 20.56 |
| 29041 - Stevedore I | 19.37 |
| 29042 - Stevedore II | 21.73 |

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| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.20 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.03 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.77 |
| 30021 - Archeological Technician I | 16.74 |
| 30022 - Archeological Technician II | 19.23 |
| 30023 - Archeological Technician III | 23.82 |
| 30030 - Cartographic Technician | 25.49 |
| 30040 - Civil Engineering Technician | 26.67 |
| 30061 - Drafter/CAD Operator I | 14.83 |
| 30062 - Drafter/CAD Operator II | 19.23 |
| 30063 - Drafter/CAD Operator III | 21.44 |
| 30064 - Drafter/CAD Operator IV | 26.38 |
| 30081 - Engineering Technician I | 14.36 |
| 30082 - Engineering Technician II | 19.88 |
| 30083 - Engineering Technician III | 22.26 |
| 30084 - Engineering Technician IV | 27.58 |
| 30085 - Engineering Technician V | 29.70 |
| 30086 - Engineering Technician VI | 32.71 |
| 30090 - Environmental Technician | 25.49 |
| 30210 - Laboratory Technician | 23.82 |
| 30240 - Mathematical Technician | 25.49 |
| 30361 - Paralegal/Legal Assistant I | 18.78 |
| 30362 - Paralegal/Legal Assistant II | 23.27 |
| 30363 - Paralegal/Legal Assistant III | 28.46 |
| 30364 - Paralegal/Legal Assistant IV | 34.43 |
| 30390 - Photo-Optics Technician | 25.49 |
| 30461 - Technical Writer I | 23.60 |
| 30462 - Technical Writer II | 28.06 |
| 30463 - Technical Writer III | 33.92 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.91 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.14 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.13 |
| 30494 - Unexploded (UXO) Safety Escort | 24.91 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.91 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 21.44 |
| 30621 - Weather Observer, Senior (see 2) | 23.82 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.12 |
| 31030 - Bus Driver | 18.66 |
| 31043 - Driver Courier | 13.69 |
| 31260 - Parking and Lot Attendant | 12.98 |
| 31290 - Shuttle Bus Driver | 14.88 |
| 31310 - Taxi Driver | 15.03 |
| 31361 - Truckdriver, Light | 14.65 |
| 31362 - Truckdriver, Medium | 15.58 |
| 31363 - Truckdriver, Heavy | 19.80 |
| 31364 - Truckdriver, Tractor-Trailer | 19.80 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.78 |
| 99050 - Desk Clerk | 9.98 |
| 99095 - Embalmer | 24.42 |
| 99251 - Laboratory Animal Caretaker I | 14.82 |
| 99252 - Laboratory Animal Caretaker II | 15.55 |
| 99310 - Mortician | 24.42 |
| 99410 - Pest Controller | 19.34 |
| 99510 - Photofinishing Worker | 13.09 |
| 99710 - Recycling Laborer | 16.88 |
| 99711 - Recycling Specialist | 19.61 |
| 99730 - Refuse Collector | 15.52 |
| 99810 - Sales Clerk | 11.46 |
| 99820 - School Crossing Guard | 13.71 |

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| 99830 - Survey Party Chief | 19.36 |
| 99831 - Surveying Aide | 12.09 |
| 99832 - Surveying Technician | 17.55 |
| 99840 - Vending Machine Attendant | 17.32 |
| 99841 - Vending Machine Repairer | 20.92 |
| 99842 - Vending Machine Repairer Helper | 17.32 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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. Conformance 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 regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2171
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Grundy, Iroquois, Kankakee, Kendall, La Salle, Livingston, Will

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.25 |
| 01012 - Accounting Clerk II | | 19.37 |
| 01013 - Accounting Clerk III | | 21.66 |
| 01020 - Administrative Assistant | | 28.01 |
| 01040 - Court Reporter | | 20.25 |
| 01051 - Data Entry Operator I | | 14.81 |
| 01052 - Data Entry Operator II | | 16.15 |
| 01060 - Dispatcher, Motor Vehicle | | 22.93 |
| 01070 - Document Preparation Clerk | | 13.67 |
| 01090 - Duplicating Machine Operator | | 13.67 |
| 01111 - General Clerk I | | 12.73 |
| 01112 - General Clerk II | | 13.89 |
| 01113 - General Clerk III | | 16.34 |
| 01120 - Housing Referral Assistant | | 22.12 |
| 01141 - Messenger Courier | | 11.93 |
| 01191 - Order Clerk I | | 15.99 |
| 01192 - Order Clerk II | | 17.58 |
| 01261 - Personnel Assistant (Employment) I | | 17.84 |
| 01262 - Personnel Assistant (Employment) II | | 19.95 |
| 01263 - Personnel Assistant (Employment) III | | 22.24 |

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|--|-------|
| 01270 - Production Control Clerk | 21.43 |
| 01280 - Receptionist | 13.53 |
| 01290 - Rental Clerk | 17.41 |
| 01300 - Scheduler, Maintenance | 18.36 |
| 01311 - Secretary I | 18.36 |
| 01312 - Secretary II | 19.84 |
| 01313 - Secretary III | 22.12 |
| 01320 - Service Order Dispatcher | 21.04 |
| 01410 - Supply Technician | 28.01 |
| 01420 - Survey Worker | 19.19 |
| 01531 - Travel Clerk I | 13.20 |
| 01532 - Travel Clerk II | 14.27 |
| 01533 - Travel Clerk III | 15.44 |
| 01611 - Word Processor I | 15.50 |
| 01612 - Word Processor II | 17.41 |
| 01613 - Word Processor III | 19.47 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.34 |
| 05010 - Automotive Electrician | 24.51 |
| 05040 - Automotive Glass Installer | 23.47 |
| 05070 - Automotive Worker | 23.47 |
| 05110 - Mobile Equipment Servicer | 21.37 |
| 05130 - Motor Equipment Metal Mechanic | 28.12 |
| 05160 - Motor Equipment Metal Worker | 23.47 |
| 05190 - Motor Vehicle Mechanic | 28.63 |
| 05220 - Motor Vehicle Mechanic Helper | 20.28 |
| 05250 - Motor Vehicle Upholstery Worker | 22.45 |
| 05280 - Motor Vehicle Wrecker | 23.47 |
| 05310 - Painter, Automotive | 23.47 |
| 05340 - Radiator Repair Specialist | 23.47 |
| 05370 - Tire Repairer | 16.41 |
| 05400 - Transmission Repair Specialist | 28.12 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.77 |
| 07041 - Cook I | 14.43 |
| 07042 - Cook II | 15.77 |
| 07070 - Dishwasher | 11.17 |
| 07130 - Food Service Worker | 11.17 |
| 07210 - Meat Cutter | 15.77 |
| 07260 - Waiter/Waitress | 12.02 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.79 |
| 09040 - Furniture Handler | 15.81 |
| 09080 - Furniture Refinisher | 21.77 |
| 09090 - Furniture Refinisher Helper | 18.02 |
| 09110 - Furniture Repairer, Minor | 19.94 |
| 09130 - Upholsterer | 21.77 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.29 |
| 11060 - Elevator Operator | 12.29 |
| 11090 - Gardener | 16.87 |
| 11122 - Housekeeping Aide | 12.75 |
| 11150 - Janitor | 12.75 |
| 11210 - Laborer, Grounds Maintenance | 13.50 |
| 11240 - Maid or Houseman | 12.11 |
| 11260 - Pruner | 12.35 |
| 11270 - Tractor Operator | 15.80 |
| 11330 - Trail Maintenance Worker | 13.50 |
| 11360 - Window Cleaner | 13.95 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.84 |
| 12011 - Breath Alcohol Technician | 18.40 |
| 12012 - Certified Occupational Therapist Assistant | 25.32 |

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| 12015 - Certified Physical Therapist Assistant | 24.85 |
| 12020 - Dental Assistant | 14.23 |
| 12025 - Dental Hygienist | 31.96 |
| 12030 - EKG Technician | 26.94 |
| 12035 - Electroneurodiagnostic Technologist | 26.94 |
| 12040 - Emergency Medical Technician | 18.40 |
| 12071 - Licensed Practical Nurse I | 18.53 |
| 12072 - Licensed Practical Nurse II | 20.72 |
| 12073 - Licensed Practical Nurse III | 23.10 |
| 12100 - Medical Assistant | 15.77 |
| 12130 - Medical Laboratory Technician | 19.40 |
| 12160 - Medical Record Clerk | 16.98 |
| 12190 - Medical Record Technician | 18.38 |
| 12195 - Medical Transcriptionist | 17.59 |
| 12210 - Nuclear Medicine Technologist | 36.15 |
| 12221 - Nursing Assistant I | 11.40 |
| 12222 - Nursing Assistant II | 12.82 |
| 12223 - Nursing Assistant III | 13.99 |
| 12224 - Nursing Assistant IV | 15.71 |
| 12235 - Optical Dispenser | 17.70 |
| 12236 - Optical Technician | 17.48 |
| 12250 - Pharmacy Technician | 15.58 |
| 12280 - Phlebotomist | 15.71 |
| 12305 - Radiologic Technologist | 31.10 |
| 12311 - Registered Nurse I | 29.17 |
| 12312 - Registered Nurse II | 32.57 |
| 12313 - Registered Nurse II, Specialist | 32.57 |
| 12314 - Registered Nurse III | 38.43 |
| 12315 - Registered Nurse III, Anesthetist | 38.43 |
| 12316 - Registered Nurse IV | 46.07 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.53 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.51 |
| 13012 - Exhibits Specialist II | 26.65 |
| 13013 - Exhibits Specialist III | 32.46 |
| 13041 - Illustrator I | 22.03 |
| 13042 - Illustrator II | 27.53 |
| 13043 - Illustrator III | 32.62 |
| 13047 - Librarian | 33.74 |
| 13050 - Library Aide/Clerk | 14.14 |
| 13054 - Library Information Technology Systems Administrator | 29.74 |
| 13058 - Library Technician | 17.76 |
| 13061 - Media Specialist I | 21.16 |
| 13062 - Media Specialist II | 23.66 |
| 13063 - Media Specialist III | 26.39 |
| 13071 - Photographer I | 19.24 |
| 13072 - Photographer II | 21.51 |
| 13073 - Photographer III | 26.65 |
| 13074 - Photographer IV | 32.46 |
| 13075 - Photographer V | 35.76 |
| 13110 - Video Teleconference Technician | 17.89 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.11 |
| 14042 - Computer Operator II | 20.25 |
| 14043 - Computer Operator III | 22.58 |
| 14044 - Computer Operator IV | 25.09 |
| 14045 - Computer Operator V | 27.79 |
| 14071 - Computer Programmer I | (see 1) |
| 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) |

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|---|---------|-------|
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 18.11 |
| 14160 - Personal Computer Support Technician | | 25.09 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 36.22 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 41.82 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 46.94 |
| 15050 - Computer Based Training Specialist / Instructor | | 36.22 |
| 15060 - Educational Technologist | | 28.07 |
| 15070 - Flight Instructor (Pilot) | | 46.94 |
| 15080 - Graphic Artist | | 26.41 |
| 15090 - Technical Instructor | | 27.45 |
| 15095 - Technical Instructor/Course Developer | | 28.07 |
| 15110 - Test Proctor | | 18.53 |
| 15120 - Tutor | | 18.53 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 9.53 |
| 16030 - Counter Attendant | | 9.53 |
| 16040 - Dry Cleaner | | 12.42 |
| 16070 - Finisher, Flatwork, Machine | | 9.53 |
| 16090 - Presser, Hand | | 9.53 |
| 16110 - Presser, Machine, Drycleaning | | 9.53 |
| 16130 - Presser, Machine, Shirts | | 9.53 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 9.53 |
| 16190 - Sewing Machine Operator | | 13.37 |
| 16220 - Tailor | | 14.31 |
| 16250 - Washer, Machine | | 10.54 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 23.85 |
| 19040 - Tool And Die Maker | | 28.57 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 16.93 |
| 21030 - Material Coordinator | | 21.74 |
| 21040 - Material Expediter | | 21.74 |
| 21050 - Material Handling Laborer | | 17.45 |
| 21071 - Order Filler | | 13.80 |
| 21080 - Production Line Worker (Food Processing) | | 16.93 |
| 21110 - Shipping Packer | | 17.20 |
| 21130 - Shipping/Receiving Clerk | | 17.20 |
| 21140 - Store Worker I | | 13.87 |
| 21150 - Stock Clerk | | 18.17 |
| 21210 - Tools And Parts Attendant | | 16.93 |
| 21410 - Warehouse Specialist | | 16.93 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 29.96 |
| 23021 - Aircraft Mechanic I | | 28.13 |
| 23022 - Aircraft Mechanic II | | 29.96 |
| 23023 - Aircraft Mechanic III | | 31.40 |
| 23040 - Aircraft Mechanic Helper | | 20.38 |
| 23050 - Aircraft, Painter | | 24.99 |
| 23060 - Aircraft Servicer | | 23.85 |
| 23080 - Aircraft Worker | | 25.02 |
| 23110 - Appliance Mechanic | | 22.70 |
| 23120 - Bicycle Repairer | | 16.41 |
| 23125 - Cable Splicer | | 28.80 |
| 23130 - Carpenter, Maintenance | | 31.86 |
| 23140 - Carpet Layer | | 25.28 |
| 23160 - Electrician, Maintenance | | 34.00 |
| 23181 - Electronics Technician Maintenance I | | 26.30 |
| 23182 - Electronics Technician Maintenance II | | 27.75 |
| 23183 - Electronics Technician Maintenance III | | 29.24 |
| 23260 - Fabric Worker | | 22.20 |

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| 23290 - Fire Alarm System Mechanic | 26.18 |
| 23310 - Fire Extinguisher Repairer | 21.36 |
| 23311 - Fuel Distribution System Mechanic | 27.14 |
| 23312 - Fuel Distribution System Operator | 21.66 |
| 23370 - General Maintenance Worker | 23.74 |
| 23380 - Ground Support Equipment Mechanic | 28.13 |
| 23381 - Ground Support Equipment Servicer | 23.85 |
| 23382 - Ground Support Equipment Worker | 25.02 |
| 23391 - Gunsmith I | 21.36 |
| 23392 - Gunsmith II | 24.07 |
| 23393 - Gunsmith III | 26.76 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.69 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.95 |
| 23430 - Heavy Equipment Mechanic | 28.00 |
| 23440 - Heavy Equipment Operator | 35.02 |
| 23460 - Instrument Mechanic | 26.18 |
| 23465 - Laboratory/Shelter Mechanic | 24.84 |
| 23470 - Laborer | 13.78 |
| 23510 - Locksmith | 24.84 |
| 23530 - Machinery Maintenance Mechanic | 23.74 |
| 23550 - Machinist, Maintenance | 27.64 |
| 23580 - Maintenance Trades Helper | 19.22 |
| 23591 - Metrology Technician I | 26.18 |
| 23592 - Metrology Technician II | 27.46 |
| 23593 - Metrology Technician III | 28.56 |
| 23640 - Millwright | 28.64 |
| 23710 - Office Appliance Repairer | 24.84 |
| 23760 - Painter, Maintenance | 24.38 |
| 23790 - Pipefitter, Maintenance | 31.00 |
| 23810 - Plumber, Maintenance | 29.42 |
| 23820 - Pneudraulic Systems Mechanic | 26.76 |
| 23850 - Rigger | 28.80 |
| 23870 - Scale Mechanic | 24.07 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.73 |
| 23910 - Small Engine Mechanic | 23.54 |
| 23931 - Telecommunications Mechanic I | 27.25 |
| 23932 - Telecommunications Mechanic II | 28.30 |
| 23950 - Telephone Lineman | 26.18 |
| 23960 - welder, Combination, Maintenance | 21.33 |
| 23965 - Well Driller | 26.18 |
| 23970 - Woodcraft Worker | 26.76 |
| 23980 - Woodworker | 20.55 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.86 |
| 24580 - Child Care Center Clerk | 16.17 |
| 24610 - Chore Aide | 14.01 |
| 24620 - Family Readiness And Support Services Coordinator | 14.81 |
| 24630 - Homemaker | 14.38 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 31.66 |
| 25040 - Sewage Plant Operator | 26.93 |
| 25070 - Stationary Engineer | 31.66 |
| 25190 - Ventilation Equipment Tender | 23.04 |
| 25210 - Water Treatment Plant Operator | 26.93 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.11 |
| 27007 - Baggage Inspector | 12.10 |
| 27008 - Corrections Officer | 28.69 |
| 27010 - Court Security Officer | 28.69 |
| 27030 - Detection Dog Handler | 14.73 |

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| 27040 - Detention Officer | 28.69 |
| 27070 - Firefighter | 27.04 |
| 27101 - Guard I | 12.10 |
| 27102 - Guard II | 14.73 |
| 27131 - Police Officer I | 30.33 |
| 27132 - Police Officer II | 33.11 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.71 |
| 28042 - Carnival Equipment Repairer | 14.43 |
| 28043 - Carnival Equipment Worker | 11.17 |
| 28210 - Gate Attendant/Gate Tender | 16.44 |
| 28310 - Lifeguard | 13.10 |
| 28350 - Park Attendant (Aide) | 18.37 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.40 |
| 28515 - Recreation Specialist | 18.25 |
| 28630 - Sports Official | 14.64 |
| 28690 - Swimming Pool Operator | 20.03 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.75 |
| 29020 - Hatch Tender | 23.75 |
| 29030 - Line Handler | 23.75 |
| 29041 - Stevedore I | 22.40 |
| 29042 - Stevedore II | 25.07 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.20 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.03 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.77 |
| 30021 - Archeological Technician I | 17.64 |
| 30022 - Archeological Technician II | 19.76 |
| 30023 - Archeological Technician III | 26.59 |
| 30030 - Cartographic Technician | 26.33 |
| 30040 - Civil Engineering Technician | 25.64 |
| 30061 - Drafter/CAD Operator I | 17.64 |
| 30062 - Drafter/CAD Operator II | 19.76 |
| 30063 - Drafter/CAD Operator III | 21.99 |
| 30064 - Drafter/CAD Operator IV | 28.96 |
| 30081 - Engineering Technician I | 17.38 |
| 30082 - Engineering Technician II | 20.39 |
| 30083 - Engineering Technician III | 22.81 |
| 30084 - Engineering Technician IV | 28.26 |
| 30085 - Engineering Technician V | 34.56 |
| 30086 - Engineering Technician VI | 40.57 |
| 30090 - Environmental Technician | 24.28 |
| 30210 - Laboratory Technician | 22.13 |
| 30240 - Mathematical Technician | 26.13 |
| 30361 - Paralegal/Legal Assistant I | 20.55 |
| 30362 - Paralegal/Legal Assistant II | 25.43 |
| 30363 - Paralegal/Legal Assistant III | 31.14 |
| 30364 - Paralegal/Legal Assistant IV | 37.63 |
| 30390 - Photo-Optics Technician | 26.33 |
| 30461 - Technical Writer I | 25.16 |
| 30462 - Technical Writer II | 30.77 |
| 30463 - Technical Writer III | 37.23 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.91 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.14 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.13 |
| 30494 - Unexploded (UXO) Safety Escort | 24.91 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.91 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 21.99 |
| 30621 - Weather Observer, Senior (see 2) | 24.44 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 17.27 |

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|---|-------|
| 31030 - Bus Driver | 22.93 |
| 31043 - Driver Courier | 19.14 |
| 31260 - Parking and Lot Attendant | 11.21 |
| 31290 - Shuttle Bus Driver | 17.30 |
| 31310 - Taxi Driver | 12.74 |
| 31361 - Truckdriver, Light | 17.30 |
| 31362 - Truckdriver, Medium | 22.78 |
| 31363 - Truckdriver, Heavy | 24.15 |
| 31364 - Truckdriver, Tractor-Trailer | 24.15 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.94 |
| 99050 - Desk Clerk | 11.94 |
| 99095 - Embalmer | 24.65 |
| 99251 - Laboratory Animal Caretaker I | 19.18 |
| 99252 - Laboratory Animal Caretaker II | 20.46 |
| 99310 - Mortician | 30.13 |
| 99410 - Pest Controller | 19.25 |
| 99510 - Photofinishing Worker | 12.83 |
| 99710 - Recycling Laborer | 17.79 |
| 99711 - Recycling Specialist | 20.42 |
| 99730 - Refuse Collector | 16.48 |
| 99810 - Sales Clerk | 12.95 |
| 99820 - School Crossing Guard | 15.24 |
| 99830 - Survey Party Chief | 22.51 |
| 99831 - Surveying Aide | 13.73 |
| 99832 - Surveying Technician | 17.73 |
| 99840 - Vending Machine Attendant | 18.25 |
| 99841 - Vending Machine Repairer | 21.08 |
| 99842 - Vending Machine Repairer Helper | 18.25 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundrying in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2172
Revision No.: 15
Date of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Grundy, Iroquois, Kankakee, Kendall, La Salle,
Livingston, Will

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

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FOOTNOTE

RATE

| | |
|---|-------|
| 01000 - Administrative Support And Clerical Occupations | |
| 01011 - Accounting Clerk I | 17.25 |
| 01012 - Accounting Clerk II | 19.37 |
| 01013 - Accounting Clerk III | 21.66 |
| 01020 - Administrative Assistant | 28.01 |
| 01040 - Court Reporter | 20.25 |
| 01051 - Data Entry Operator I | 14.81 |
| 01052 - Data Entry Operator II | 16.15 |
| 01060 - Dispatcher, Motor Vehicle | 22.93 |
| 01070 - Document Preparation Clerk | 13.67 |
| 01090 - Duplicating Machine Operator | 13.67 |
| 01111 - General Clerk I | 12.73 |
| 01112 - General Clerk II | 13.89 |
| 01113 - General Clerk III | 16.34 |
| 01120 - Housing Referral Assistant | 22.12 |
| 01141 - Messenger Courier | 11.93 |
| 01191 - Order Clerk I | 15.99 |
| 01192 - Order Clerk II | 17.58 |
| 01261 - Personnel Assistant (Employment) I | 17.84 |
| 01262 - Personnel Assistant (Employment) II | 19.95 |
| 01263 - Personnel Assistant (Employment) III | 22.24 |
| 01270 - Production Control Clerk | 21.43 |
| 01280 - Receptionist | 13.53 |
| 01290 - Rental Clerk | 17.41 |
| 01300 - Scheduler, Maintenance | 18.36 |
| 01311 - Secretary I | 18.36 |
| 01312 - Secretary II | 19.84 |
| 01313 - Secretary III | 22.12 |
| 01320 - Service Order Dispatcher | 21.04 |
| 01410 - Supply Technician | 28.01 |
| 01420 - Survey Worker | 19.19 |
| 01531 - Travel Clerk I | 13.20 |
| 01532 - Travel Clerk II | 14.27 |
| 01533 - Travel Clerk III | 15.44 |
| 01611 - Word Processor I | 15.50 |
| 01612 - Word Processor II | 17.41 |
| 01613 - Word Processor III | 19.47 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.34 |
| 05010 - Automotive Electrician | 24.51 |
| 05040 - Automotive Glass Installer | 23.47 |
| 05070 - Automotive Worker | 23.47 |
| 05110 - Mobile Equipment Servicer | 21.37 |
| 05130 - Motor Equipment Metal Mechanic | 28.12 |
| 05160 - Motor Equipment Metal Worker | 23.47 |
| 05190 - Motor Vehicle Mechanic | 28.63 |
| 05220 - Motor Vehicle Mechanic Helper | 20.28 |
| 05250 - Motor Vehicle Upholstery Worker | 22.45 |
| 05280 - Motor Vehicle Wrecker | 23.47 |
| 05310 - Painter, Automotive | 23.47 |
| 05340 - Radiator Repair Specialist | 23.47 |
| 05370 - Tire Repairer | 16.41 |
| 05400 - Transmission Repair Specialist | 28.12 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.77 |
| 07041 - Cook I | 14.43 |
| 07042 - Cook II | 15.77 |
| 07070 - Dishwasher | 11.17 |
| 07130 - Food Service Worker | 11.17 |
| 07210 - Meat Cutter | 15.77 |
| 07260 - Waiter/Waitress | 12.02 |
| 09000 - Furniture Maintenance And Repair Occupations | |

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|--|-------|
| 09010 - Electrostatic Spray Painter | 19.79 |
| 09040 - Furniture Handler | 15.81 |
| 09080 - Furniture Refinisher | 21.77 |
| 09090 - Furniture Refinisher Helper | 18.02 |
| 09110 - Furniture Repairer, Minor | 19.94 |
| 09130 - Upholsterer | 21.77 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.29 |
| 11060 - Elevator Operator | 12.29 |
| 11090 - Gardener | 16.87 |
| 11122 - Housekeeping Aide | 12.75 |
| 11150 - Janitor | 12.75 |
| 11210 - Laborer, Grounds Maintenance | 13.50 |
| 11240 - Maid or Houseman | 12.11 |
| 11260 - Pruner | 12.35 |
| 11270 - Tractor Operator | 15.80 |
| 11330 - Trail Maintenance Worker | 13.50 |
| 11360 - Window Cleaner | 13.95 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.84 |
| 12011 - Breath Alcohol Technician | 18.40 |
| 12012 - Certified Occupational Therapist Assistant | 25.32 |
| 12015 - Certified Physical Therapist Assistant | 24.85 |
| 12020 - Dental Assistant | 14.23 |
| 12025 - Dental Hygienist | 31.96 |
| 12030 - EKG Technician | 26.94 |
| 12035 - Electroneurodiagnostic Technologist | 26.94 |
| 12040 - Emergency Medical Technician | 18.40 |
| 12071 - Licensed Practical Nurse I | 18.53 |
| 12072 - Licensed Practical Nurse II | 20.72 |
| 12073 - Licensed Practical Nurse III | 23.10 |
| 12100 - Medical Assistant | 15.77 |
| 12130 - Medical Laboratory Technician | 19.40 |
| 12160 - Medical Record Clerk | 16.98 |
| 12190 - Medical Record Technician | 18.38 |
| 12195 - Medical Transcriptionist | 17.59 |
| 12210 - Nuclear Medicine Technologist | 36.15 |
| 12221 - Nursing Assistant I | 11.40 |
| 12222 - Nursing Assistant II | 12.82 |
| 12223 - Nursing Assistant III | 13.99 |
| 12224 - Nursing Assistant IV | 15.71 |
| 12235 - Optical Dispenser | 17.70 |
| 12236 - Optical Technician | 17.48 |
| 12250 - Pharmacy Technician | 15.58 |
| 12280 - Phlebotomist | 15.71 |
| 12305 - Radiologic Technologist | 31.10 |
| 12311 - Registered Nurse I | 29.17 |
| 12312 - Registered Nurse II | 32.57 |
| 12313 - Registered Nurse II, Specialist | 32.57 |
| 12314 - Registered Nurse III | 38.43 |
| 12315 - Registered Nurse III, Anesthetist | 38.43 |
| 12316 - Registered Nurse IV | 46.07 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.53 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.51 |
| 13012 - Exhibits Specialist II | 26.65 |
| 13013 - Exhibits Specialist III | 32.46 |
| 13041 - Illustrator I | 22.03 |
| 13042 - Illustrator II | 27.53 |
| 13043 - Illustrator III | 32.62 |
| 13047 - Librarian | 33.74 |
| 13050 - Library Aide/Clerk | 14.14 |
| 13054 - Library Information Technology Systems | 29.74 |

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|---|---------------|
| Administrator | |
| 13058 - Library Technician | 17.76 |
| 13061 - Media Specialist I | 21.16 |
| 13062 - Media Specialist II | 23.66 |
| 13063 - Media Specialist III | 26.39 |
| 13071 - Photographer I | 19.24 |
| 13072 - Photographer II | 21.51 |
| 13073 - Photographer III | 26.65 |
| 13074 - Photographer IV | 32.46 |
| 13075 - Photographer V | 35.76 |
| 13110 - Video Teleconference Technician | 17.89 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.11 |
| 14042 - Computer Operator II | 20.25 |
| 14043 - Computer Operator III | 22.58 |
| 14044 - Computer Operator IV | 25.09 |
| 14045 - Computer Operator V | 27.79 |
| 14071 - Computer Programmer I | (see 1) 25.49 |
| 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 | 18.11 |
| 14160 - Personal Computer Support Technician | 25.09 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.22 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 41.82 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 46.94 |
| 15050 - Computer Based Training Specialist / Instructor | 36.22 |
| 15060 - Educational Technologist | 28.07 |
| 15070 - Flight Instructor (Pilot) | 46.94 |
| 15080 - Graphic Artist | 26.41 |
| 15090 - Technical Instructor | 27.45 |
| 15095 - Technical Instructor/Course Developer | 28.07 |
| 15110 - Test Proctor | 18.53 |
| 15120 - Tutor | 18.53 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.53 |
| 16030 - Counter Attendant | 9.53 |
| 16040 - Dry Cleaner | 12.42 |
| 16070 - Finisher, Flatwork, Machine | 9.53 |
| 16090 - Presser, Hand | 9.53 |
| 16110 - Presser, Machine, Drycleaning | 9.53 |
| 16130 - Presser, Machine, Shirts | 9.53 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.53 |
| 16190 - Sewing Machine Operator | 13.37 |
| 16220 - Tailor | 14.31 |
| 16250 - Washer, Machine | 10.54 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.85 |
| 19040 - Tool And Die Maker | 28.57 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.93 |
| 21030 - Material Coordinator | 21.74 |
| 21040 - Material Expediter | 21.74 |
| 21050 - Material Handling Laborer | 17.45 |
| 21071 - Order Filler | 13.80 |
| 21080 - Production Line Worker (Food Processing) | 16.93 |
| 21110 - Shipping Packer | 17.20 |
| 21130 - Shipping/Receiving Clerk | 17.20 |
| 21140 - Store Worker I | 13.87 |

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|---|-------|
| 21150 - Stock Clerk | 18.17 |
| 21210 - Tools And Parts Attendant | 16.93 |
| 21410 - Warehouse Specialist | 16.93 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.96 |
| 23021 - Aircraft Mechanic I | 28.13 |
| 23022 - Aircraft Mechanic II | 29.96 |
| 23023 - Aircraft Mechanic III | 31.40 |
| 23040 - Aircraft Mechanic Helper | 20.38 |
| 23050 - Aircraft, Painter | 24.99 |
| 23060 - Aircraft Servicer | 23.85 |
| 23080 - Aircraft Worker | 25.02 |
| 23110 - Appliance Mechanic | 22.70 |
| 23120 - Bicycle Repairer | 16.41 |
| 23125 - Cable Splicer | 28.80 |
| 23130 - Carpenter, Maintenance | 31.86 |
| 23140 - Carpet Layer | 25.28 |
| 23160 - Electrician, Maintenance | 34.00 |
| 23181 - Electronics Technician Maintenance I | 26.30 |
| 23182 - Electronics Technician Maintenance II | 27.75 |
| 23183 - Electronics Technician Maintenance III | 29.24 |
| 23260 - Fabric Worker | 22.20 |
| 23290 - Fire Alarm System Mechanic | 26.18 |
| 23310 - Fire Extinguisher Repairer | 21.36 |
| 23311 - Fuel Distribution System Mechanic | 27.14 |
| 23312 - Fuel Distribution System Operator | 21.66 |
| 23370 - General Maintenance Worker | 23.74 |
| 23380 - Ground Support Equipment Mechanic | 28.13 |
| 23381 - Ground Support Equipment Servicer | 23.85 |
| 23382 - Ground Support Equipment Worker | 25.02 |
| 23391 - Gunsmith I | 21.36 |
| 23392 - Gunsmith II | 24.07 |
| 23393 - Gunsmith III | 26.76 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.69 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.95 |
| 23430 - Heavy Equipment Mechanic | 28.00 |
| 23440 - Heavy Equipment Operator | 35.02 |
| 23460 - Instrument Mechanic | 26.18 |
| 23465 - Laboratory/Shelter Mechanic | 24.84 |
| 23470 - Laborer | 13.78 |
| 23510 - Locksmith | 24.84 |
| 23530 - Machinery Maintenance Mechanic | 23.74 |
| 23550 - Machinist, Maintenance | 27.64 |
| 23580 - Maintenance Trades Helper | 19.22 |
| 23591 - Metrology Technician I | 26.18 |
| 23592 - Metrology Technician II | 27.46 |
| 23593 - Metrology Technician III | 28.56 |
| 23640 - Millwright | 28.64 |
| 23710 - Office Appliance Repairer | 24.84 |
| 23760 - Painter, Maintenance | 24.38 |
| 23790 - Pipefitter, Maintenance | 31.00 |
| 23810 - Plumber, Maintenance | 29.42 |
| 23820 - Pneudraulic Systems Mechanic | 26.76 |
| 23850 - Rigger | 28.80 |
| 23870 - Scale Mechanic | 24.07 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.73 |
| 23910 - Small Engine Mechanic | 23.54 |
| 23931 - Telecommunications Mechanic I | 27.25 |
| 23932 - Telecommunications Mechanic II | 28.30 |
| 23950 - Telephone Lineman | 26.18 |
| 23960 - Welder, Combination, Maintenance | 21.33 |

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| 23965 - Well Driller | 26.18 |
| 23970 - Woodcraft Worker | 26.76 |
| 23980 - Woodworker | 20.55 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.86 |
| 24580 - Child Care Center Clerk | 16.17 |
| 24610 - Chore Aide | 14.01 |
| 24620 - Family Readiness And Support Services Coordinator | 14.81 |
| 24630 - Homemaker | 14.38 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 31.66 |
| 25040 - Sewage Plant Operator | 26.93 |
| 25070 - Stationary Engineer | 31.66 |
| 25190 - Ventilation Equipment Tender | 23.04 |
| 25210 - Water Treatment Plant Operator | 26.93 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.11 |
| 27007 - Baggage Inspector | 12.10 |
| 27008 - Corrections Officer | 28.69 |
| 27010 - Court Security Officer | 28.69 |
| 27030 - Detection Dog Handler | 14.73 |
| 27040 - Detention Officer | 28.69 |
| 27070 - Firefighter | 27.04 |
| 27101 - Guard I | 12.10 |
| 27102 - Guard II | 14.73 |
| 27131 - Police Officer I | 30.33 |
| 27132 - Police Officer II | 33.11 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.71 |
| 28042 - Carnival Equipment Repairer | 14.43 |
| 28043 - Carnival Equipment Worker | 11.17 |
| 28210 - Gate Attendant/Gate Tender | 16.44 |
| 28310 - Lifeguard | 13.10 |
| 28350 - Park Attendant (Aide) | 18.37 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.40 |
| 28515 - Recreation Specialist | 18.25 |
| 28630 - Sports Official | 14.64 |
| 28690 - Swimming Pool Operator | 20.03 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.75 |
| 29020 - Hatch Tender | 23.75 |
| 29030 - Line Handler | 23.75 |
| 29041 - Stevedore I | 22.40 |
| 29042 - Stevedore II | 25.07 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.20 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.03 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.77 |
| 30021 - Archeological Technician I | 17.64 |
| 30022 - Archeological Technician II | 19.76 |
| 30023 - Archeological Technician III | 26.59 |
| 30030 - Cartographic Technician | 26.33 |
| 30040 - Civil Engineering Technician | 25.64 |
| 30061 - Drafter/CAD Operator I | 17.64 |
| 30062 - Drafter/CAD Operator II | 19.76 |
| 30063 - Drafter/CAD Operator III | 21.99 |
| 30064 - Drafter/CAD Operator IV | 28.96 |
| 30081 - Engineering Technician I | 17.38 |
| 30082 - Engineering Technician II | 20.39 |
| 30083 - Engineering Technician III | 22.81 |
| 30084 - Engineering Technician IV | 28.26 |
| 30085 - Engineering Technician V | 34.56 |

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| 30086 - Engineering Technician VI | 40.57 |
| 30090 - Environmental Technician | 24.28 |
| 30210 - Laboratory Technician | 22.13 |
| 30240 - Mathematical Technician | 26.13 |
| 30361 - Paralegal/Legal Assistant I | 20.55 |
| 30362 - Paralegal/Legal Assistant II | 25.43 |
| 30363 - Paralegal/Legal Assistant III | 31.14 |
| 30364 - Paralegal/Legal Assistant IV | 37.63 |
| 30390 - Photo-Optics Technician | 26.33 |
| 30461 - Technical Writer I | 25.16 |
| 30462 - Technical Writer II | 30.77 |
| 30463 - Technical Writer III | 37.23 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.91 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.14 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.13 |
| 30494 - Unexploded (UXO) Safety Escort | 24.91 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.91 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 21.99 |
| 30621 - Weather Observer, Senior (see 2) | 24.44 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 17.27 |
| 31030 - Bus Driver | 22.93 |
| 31043 - Driver Courier | 19.14 |
| 31260 - Parking and Lot Attendant | 11.21 |
| 31290 - Shuttle Bus Driver | 17.30 |
| 31310 - Taxi Driver | 12.74 |
| 31361 - Truckdriver, Light | 17.30 |
| 31362 - Truckdriver, Medium | 22.78 |
| 31363 - Truckdriver, Heavy | 24.15 |
| 31364 - Truckdriver, Tractor-Trailer | 24.15 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.94 |
| 99050 - Desk Clerk | 11.94 |
| 99095 - Embalmer | 24.65 |
| 99251 - Laboratory Animal Caretaker I | 19.18 |
| 99252 - Laboratory Animal Caretaker II | 20.46 |
| 99310 - Mortician | 30.13 |
| 99410 - Pest Controller | 19.25 |
| 99510 - Photofinishing Worker | 12.83 |
| 99710 - Recycling Laborer | 17.79 |
| 99711 - Recycling Specialist | 20.42 |
| 99730 - Refuse Collector | 16.48 |
| 99810 - Sales Clerk | 12.95 |
| 99820 - School Crossing Guard | 15.24 |
| 99830 - Survey Party Chief | 22.51 |
| 99831 - Surveying Aide | 13.73 |
| 99832 - Surveying Technician | 17.73 |
| 99840 - Vending Machine Attendant | 18.25 |
| 99841 - Vending Machine Repairer | 21.08 |
| 99842 - Vending Machine Repairer Helper | 18.25 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}
When multiple wage determinations are included in a contract, a separate SF 1444
should be prepared for each wage determination to which a class(es) is to be
conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide

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classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2173
Revision No.: 14
Date of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Fulton, Hancock, Knox, Marshall, Mason, McDonough,
Peoria, Putnam, Schuyler, Stark, Tazewell, Woodford

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.62 |
| 01012 - Accounting Clerk II | | 15.28 |
| 01013 - Accounting Clerk III | | 17.09 |
| 01020 - Administrative Assistant | | 17.64 |
| 01040 - Court Reporter | | 15.50 |
| 01051 - Data Entry Operator I | | 12.21 |
| 01052 - Data Entry Operator II | | 13.33 |
| 01060 - Dispatcher, Motor Vehicle | | 18.13 |
| 01070 - Document Preparation Clerk | | 14.00 |
| 01090 - Duplicating Machine Operator | | 14.00 |
| 01111 - General Clerk I | | 11.11 |
| 01112 - General Clerk II | | 12.13 |
| 01113 - General Clerk III | | 13.61 |
| 01120 - Housing Referral Assistant | | 17.34 |
| 01141 - Messenger Courier | | 11.85 |
| 01191 - Order Clerk I | | 12.00 |
| 01192 - Order Clerk II | | 14.79 |
| 01261 - Personnel Assistant (Employment) I | | 14.00 |
| 01262 - Personnel Assistant (Employment) II | | 17.19 |
| 01263 - Personnel Assistant (Employment) III | | 19.39 |
| 01270 - Production Control Clerk | | 20.93 |
| 01280 - Receptionist | | 11.03 |
| 01290 - Rental Clerk | | 10.75 |
| 01300 - Scheduler, Maintenance | | 13.86 |
| 01311 - Secretary I | | 13.86 |
| 01312 - Secretary II | | 15.50 |
| 01313 - Secretary III | | 17.34 |
| 01320 - Service Order Dispatcher | | 14.23 |
| 01410 - Supply Technician | | 19.21 |
| 01420 - Survey Worker | | 12.52 |
| 01531 - Travel Clerk I | | 11.94 |
| 01532 - Travel Clerk II | | 12.86 |
| 01533 - Travel Clerk III | | 13.72 |
| 01611 - Word Processor I | | 13.00 |
| 01612 - Word Processor II | | 14.63 |
| 01613 - Word Processor III | | 16.37 |

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| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.60 |
| 05010 - Automotive Electrician | 20.68 |
| 05040 - Automotive Glass Installer | 20.00 |
| 05070 - Automotive Worker | 20.00 |
| 05110 - Mobile Equipment Servicer | 18.69 |
| 05130 - Motor Equipment Metal Mechanic | 21.34 |
| 05160 - Motor Equipment Metal Worker | 20.00 |
| 05190 - Motor Vehicle Mechanic | 21.34 |
| 05220 - Motor Vehicle Mechanic Helper | 18.04 |
| 05250 - Motor Vehicle Upholstery Worker | 19.36 |
| 05280 - Motor Vehicle Wrecker | 20.00 |
| 05310 - Painter, Automotive | 20.68 |
| 05340 - Radiator Repair Specialist | 20.00 |
| 05370 - Tire Repairer | 16.62 |
| 05400 - Transmission Repair Specialist | 21.34 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.45 |
| 07041 - Cook I | 11.63 |
| 07042 - Cook II | 12.45 |
| 07070 - Dishwasher | 9.96 |
| 07130 - Food Service Worker | 9.96 |
| 07210 - Meat Cutter | 14.32 |
| 07260 - Waiter/Waitress | 10.42 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.03 |
| 09040 - Furniture Handler | 15.38 |
| 09080 - Furniture Refinisher | 19.29 |
| 09090 - Furniture Refinisher Helper | 16.60 |
| 09110 - Furniture Repairer, Minor | 17.82 |
| 09130 - Upholsterer | 19.03 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.58 |
| 11060 - Elevator Operator | 10.91 |
| 11090 - Gardener | 15.41 |
| 11122 - Housekeeping Aide | 10.88 |
| 11150 - Janitor | 10.91 |
| 11210 - Laborer, Grounds Maintenance | 12.75 |
| 11240 - Maid or Houseman | 9.51 |
| 11260 - Pruner | 11.72 |
| 11270 - Tractor Operator | 13.73 |
| 11330 - Trail Maintenance Worker | 12.75 |
| 11360 - Window Cleaner | 11.86 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.48 |
| 12011 - Breath Alcohol Technician | 17.70 |
| 12012 - Certified Occupational Therapist Assistant | 15.73 |
| 12015 - Certified Physical Therapist Assistant | 20.16 |
| 12020 - Dental Assistant | 15.77 |
| 12025 - Dental Hygienist | 31.98 |
| 12030 - EKG Technician | 27.85 |
| 12035 - Electroneurodiagnostic Technologist | 30.13 |
| 12040 - Emergency Medical Technician | 15.48 |
| 12071 - Licensed Practical Nurse I | 16.48 |
| 12072 - Licensed Practical Nurse II | 18.43 |
| 12073 - Licensed Practical Nurse III | 20.49 |
| 12100 - Medical Assistant | 13.86 |
| 12130 - Medical Laboratory Technician | 19.40 |
| 12160 - Medical Record Clerk | 12.69 |
| 12190 - Medical Record Technician | 18.24 |
| 12195 - Medical Transcriptionist | 16.46 |
| 12210 - Nuclear Medicine Technologist | 36.12 |
| 12221 - Nursing Assistant I | 9.65 |

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| 12222 - Nursing Assistant II | 10.85 |
| 12223 - Nursing Assistant III | 11.84 |
| 12224 - Nursing Assistant IV | 13.29 |
| 12235 - Optical Dispenser | 13.26 |
| 12236 - Optical Technician | 16.16 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.29 |
| 12305 - Radiologic Technologist | 24.29 |
| 12311 - Registered Nurse I | 21.30 |
| 12312 - Registered Nurse II | 26.05 |
| 12313 - Registered Nurse II, Specialist | 26.05 |
| 12314 - Registered Nurse III | 31.51 |
| 12315 - Registered Nurse III, Anesthetist | 31.51 |
| 12316 - Registered Nurse IV | 37.77 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.77 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.25 |
| 13012 - Exhibits Specialist II | 19.20 |
| 13013 - Exhibits Specialist III | 20.47 |
| 13041 - Illustrator I | 16.28 |
| 13042 - Illustrator II | 18.12 |
| 13043 - Illustrator III | 20.83 |
| 13047 - Librarian | 19.95 |
| 13050 - Library Aide/Clerk | 10.45 |
| 13054 - Library Information Technology Systems Administrator | 19.76 |
| 13058 - Library Technician | 12.79 |
| 13061 - Media Specialist I | 13.00 |
| 13062 - Media Specialist II | 14.54 |
| 13063 - Media Specialist III | 16.22 |
| 13071 - Photographer I | 15.68 |
| 13072 - Photographer II | 17.45 |
| 13073 - Photographer III | 18.65 |
| 13074 - Photographer IV | 21.09 |
| 13075 - Photographer V | 21.73 |
| 13110 - Video Teleconference Technician | 13.79 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.37 |
| 14042 - Computer Operator II | 17.17 |
| 14043 - Computer Operator III | 19.13 |
| 14044 - Computer Operator IV | 21.29 |
| 14045 - Computer Operator V | 23.58 |
| 14071 - Computer Programmer I | (see 1) 21.32 |
| 14072 - Computer Programmer II | (see 1) 24.43 |
| 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 | 15.37 |
| 14160 - Personal Computer Support Technician | 21.31 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.93 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.00 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.39 |
| 15050 - Computer Based Training Specialist / Instructor | 28.93 |
| 15060 - Educational Technologist | 27.97 |
| 15070 - Flight Instructor (Pilot) | 41.39 |
| 15080 - Graphic Artist | 21.60 |
| 15090 - Technical Instructor | 23.53 |
| 15095 - Technical Instructor/Course Developer | 26.16 |
| 15110 - Test Proctor | 17.27 |
| 15120 - Tutor | 17.27 |

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| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.18 |
| 16030 - Counter Attendant | 9.18 |
| 16040 - Dry Cleaner | 11.31 |
| 16070 - Finisher, Flatwork, Machine | 9.18 |
| 16090 - Presser, Hand | 9.18 |
| 16110 - Presser, Machine, Drycleaning | 9.18 |
| 16130 - Presser, Machine, Shirts | 9.18 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.18 |
| 16190 - Sewing Machine Operator | 11.95 |
| 16220 - Tailor | 12.63 |
| 16250 - Washer, Machine | 9.95 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.57 |
| 19040 - Tool And Die Maker | 24.32 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.55 |
| 21030 - Material Coordinator | 20.93 |
| 21040 - Material Expediter | 20.93 |
| 21050 - Material Handling Laborer | 17.28 |
| 21071 - Order Filler | 12.41 |
| 21080 - Production Line Worker (Food Processing) | 15.55 |
| 21110 - Shipping Packer | 14.56 |
| 21130 - Shipping/Receiving Clerk | 14.56 |
| 21140 - Store Worker I | 13.01 |
| 21150 - Stock Clerk | 16.12 |
| 21210 - Tools And Parts Attendant | 17.22 |
| 21410 - Warehouse Specialist | 15.55 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.50 |
| 23021 - Aircraft Mechanic I | 23.30 |
| 23022 - Aircraft Mechanic II | 24.50 |
| 23023 - Aircraft Mechanic III | 25.70 |
| 23040 - Aircraft Mechanic Helper | 19.04 |
| 23050 - Aircraft, Painter | 21.82 |
| 23060 - Aircraft Servicer | 20.43 |
| 23080 - Aircraft Worker | 21.12 |
| 23110 - Appliance Mechanic | 19.82 |
| 23120 - Bicycle Repairer | 16.87 |
| 23125 - Cable Splicer | 27.56 |
| 23130 - Carpenter, Maintenance | 24.93 |
| 23140 - Carpet Layer | 23.22 |
| 23160 - Electrician, Maintenance | 28.26 |
| 23181 - Electronics Technician Maintenance I | 20.74 |
| 23182 - Electronics Technician Maintenance II | 22.33 |
| 23183 - Electronics Technician Maintenance III | 23.55 |
| 23260 - Fabric Worker | 19.70 |
| 23290 - Fire Alarm System Mechanic | 22.50 |
| 23310 - Fire Extinguisher Repairer | 18.52 |
| 23311 - Fuel Distribution System Mechanic | 23.50 |
| 23312 - Fuel Distribution System Operator | 19.95 |
| 23370 - General Maintenance Worker | 18.63 |
| 23380 - Ground Support Equipment Mechanic | 23.30 |
| 23381 - Ground Support Equipment Servicer | 20.43 |
| 23382 - Ground Support Equipment Worker | 21.12 |
| 23391 - Gunsmith I | 18.52 |
| 23392 - Gunsmith II | 20.90 |
| 23393 - Gunsmith III | 23.30 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.82 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.03 |
| 23430 - Heavy Equipment Mechanic | 22.72 |

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| 23440 - Heavy Equipment Operator | 27.42 |
| 23460 - Instrument Mechanic | 23.30 |
| 23465 - Laboratory/Shelter Mechanic | 22.09 |
| 23470 - Laborer | 11.31 |
| 23510 - Locksmith | 23.72 |
| 23530 - Machinery Maintenance Mechanic | 27.54 |
| 23550 - Machinist, Maintenance | 19.64 |
| 23580 - Maintenance Trades Helper | 18.26 |
| 23591 - Metrology Technician I | 23.30 |
| 23592 - Metrology Technician II | 24.50 |
| 23593 - Metrology Technician III | 25.70 |
| 23640 - Millwright | 23.30 |
| 23710 - Office Appliance Repairer | 20.29 |
| 23760 - Painter, Maintenance | 26.72 |
| 23790 - Pipefitter, Maintenance | 31.23 |
| 23810 - Plumber, Maintenance | 23.87 |
| 23820 - Pneudraulic Systems Mechanic | 23.30 |
| 23850 - Rigger | 23.30 |
| 23870 - Scale Mechanic | 20.90 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.28 |
| 23910 - Small Engine Mechanic | 20.16 |
| 23931 - Telecommunications Mechanic I | 27.84 |
| 23932 - Telecommunications Mechanic II | 28.73 |
| 23950 - Telephone Lineman | 26.66 |
| 23960 - Welder, Combination, Maintenance | 19.64 |
| 23965 - Well Driller | 23.30 |
| 23970 - Woodcraft Worker | 23.30 |
| 23980 - Woodworker | 18.52 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.42 |
| 24580 - Child Care Center Clerk | 13.08 |
| 24610 - Chore Aide | 10.44 |
| 24620 - Family Readiness And Support Services Coordinator | 14.53 |
| 24630 - Homemaker | 14.53 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 30.80 |
| 25040 - Sewage Plant Operator | 21.84 |
| 25070 - Stationary Engineer | 30.80 |
| 25190 - Ventilation Equipment Tender | 20.81 |
| 25210 - Water Treatment Plant Operator | 21.84 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.08 |
| 27007 - Baggage Inspector | 14.46 |
| 27008 - Corrections Officer | 19.73 |
| 27010 - Court Security Officer | 21.18 |
| 27030 - Detection Dog Handler | 16.17 |
| 27040 - Detention Officer | 19.73 |
| 27070 - Firefighter | 21.85 |
| 27101 - Guard I | 14.46 |
| 27102 - Guard II | 16.17 |
| 27131 - Police Officer I | 23.72 |
| 27132 - Police Officer II | 26.36 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.69 |
| 28042 - Carnival Equipment Repairer | 11.08 |
| 28043 - Carnival Equipment Worker | 10.44 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |
| 28515 - Recreation Specialist | 13.35 |
| 28630 - Sports Official | 11.34 |

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| 28690 - Swimming Pool Operator | 18.07 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.22 |
| 29020 - Hatch Tender | 19.22 |
| 29030 - Line Handler | 19.22 |
| 29041 - Stevedore I | 18.11 |
| 29042 - Stevedore II | 20.31 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.98 |
| 30022 - Archeological Technician II | 18.70 |
| 30023 - Archeological Technician III | 23.18 |
| 30030 - Cartographic Technician | 23.28 |
| 30040 - Civil Engineering Technician | 22.63 |
| 30061 - Drafter/CAD Operator I | 15.49 |
| 30062 - Drafter/CAD Operator II | 18.70 |
| 30063 - Drafter/CAD Operator III | 20.97 |
| 30064 - Drafter/CAD Operator IV | 25.66 |
| 30081 - Engineering Technician I | 13.62 |
| 30082 - Engineering Technician II | 15.75 |
| 30083 - Engineering Technician III | 19.80 |
| 30084 - Engineering Technician IV | 22.86 |
| 30085 - Engineering Technician V | 25.95 |
| 30086 - Engineering Technician VI | 31.34 |
| 30090 - Environmental Technician | 21.77 |
| 30210 - Laboratory Technician | 20.97 |
| 30240 - Mathematical Technician | 23.28 |
| 30361 - Paralegal/Legal Assistant I | 18.88 |
| 30362 - Paralegal/Legal Assistant II | 23.39 |
| 30363 - Paralegal/Legal Assistant III | 27.54 |
| 30364 - Paralegal/Legal Assistant IV | 33.29 |
| 30390 - Photo-Optics Technician | 23.28 |
| 30461 - Technical Writer I | 23.18 |
| 30462 - Technical Writer II | 28.35 |
| 30463 - Technical Writer III | 33.48 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 20.97 |
| 30621 - Weather Observer, Senior (see 2) | 23.28 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.42 |
| 31030 - Bus Driver | 17.75 |
| 31043 - Driver Courier | 12.39 |
| 31260 - Parking and Lot Attendant | 11.98 |
| 31290 - Shuttle Bus Driver | 14.48 |
| 31310 - Taxi Driver | 11.96 |
| 31361 - Truckdriver, Light | 13.26 |
| 31362 - Truckdriver, Medium | 14.03 |
| 31363 - Truckdriver, Heavy | 18.18 |
| 31364 - Truckdriver, Tractor-Trailer | 18.18 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.95 |
| 99050 - Desk Clerk | 10.62 |
| 99095 - Embalmer | 29.30 |
| 99251 - Laboratory Animal Caretaker I | 13.68 |
| 99252 - Laboratory Animal Caretaker II | 15.81 |
| 99310 - Mortician | 35.40 |

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|---|-------|
| 99410 - Pest Controller | 17.39 |
| 99510 - Photofinishing Worker | 12.68 |
| 99710 - Recycling Laborer | 17.44 |
| 99711 - Recycling Specialist | 20.24 |
| 99730 - Refuse Collector | 16.04 |
| 99810 - Sales Clerk | 11.32 |
| 99820 - School Crossing Guard | 12.17 |
| 99830 - Survey Party Chief | 19.19 |
| 99831 - Surveying Aide | 12.75 |
| 99832 - Surveying Technician | 17.45 |
| 99840 - Vending Machine Attendant | 15.49 |
| 99841 - Vending Machine Repairer | 18.92 |
| 99842 - Vending Machine Repairer Helper | 15.49 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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 thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordinance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2174
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Fulton, Hancock, Knox, Marshall, Mason, McDonough, Peoria, Putnam, Schuyler, Stark, Tazewell, Woodford

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.62 |
| 01012 - Accounting Clerk II | | 15.28 |
| 01013 - Accounting Clerk III | | 17.09 |
| 01020 - Administrative Assistant | | 17.64 |
| 01040 - Court Reporter | | 15.50 |
| 01051 - Data Entry Operator I | | 12.21 |
| 01052 - Data Entry Operator II | | 13.33 |
| 01060 - Dispatcher, Motor Vehicle | | 18.13 |
| 01070 - Document Preparation Clerk | | 14.00 |
| 01090 - Duplicating Machine Operator | | 14.00 |
| 01111 - General Clerk I | | 11.11 |
| 01112 - General Clerk II | | 12.13 |
| 01113 - General Clerk III | | 13.61 |
| 01120 - Housing Referral Assistant | | 17.34 |

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| 01141 - Messenger Courier | 11.85 |
| 01191 - Order Clerk I | 12.00 |
| 01192 - Order Clerk II | 14.79 |
| 01261 - Personnel Assistant (Employment) I | 14.00 |
| 01262 - Personnel Assistant (Employment) II | 17.19 |
| 01263 - Personnel Assistant (Employment) III | 19.39 |
| 01270 - Production Control Clerk | 20.93 |
| 01280 - Receptionist | 11.03 |
| 01290 - Rental Clerk | 10.75 |
| 01300 - Scheduler, Maintenance | 13.86 |
| 01311 - Secretary I | 13.86 |
| 01312 - Secretary II | 15.50 |
| 01313 - Secretary III | 17.34 |
| 01320 - Service Order Dispatcher | 14.23 |
| 01410 - Supply Technician | 19.21 |
| 01420 - Survey Worker | 12.52 |
| 01531 - Travel Clerk I | 11.94 |
| 01532 - Travel Clerk II | 12.86 |
| 01533 - Travel Clerk III | 13.72 |
| 01611 - Word Processor I | 13.00 |
| 01612 - Word Processor II | 14.63 |
| 01613 - Word Processor III | 16.37 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.60 |
| 05010 - Automotive Electrician | 20.68 |
| 05040 - Automotive Glass Installer | 20.00 |
| 05070 - Automotive Worker | 20.00 |
| 05110 - Mobile Equipment Servicer | 18.69 |
| 05130 - Motor Equipment Metal Mechanic | 21.34 |
| 05160 - Motor Equipment Metal Worker | 20.00 |
| 05190 - Motor Vehicle Mechanic | 21.34 |
| 05220 - Motor Vehicle Mechanic Helper | 18.04 |
| 05250 - Motor Vehicle Upholstery Worker | 19.36 |
| 05280 - Motor Vehicle Wrecker | 20.00 |
| 05310 - Painter, Automotive | 20.68 |
| 05340 - Radiator Repair Specialist | 20.00 |
| 05370 - Tire Repairer | 16.62 |
| 05400 - Transmission Repair Specialist | 21.34 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.45 |
| 07041 - Cook I | 11.63 |
| 07042 - Cook II | 12.45 |
| 07070 - Dishwasher | 9.96 |
| 07130 - Food Service Worker | 9.96 |
| 07210 - Meat Cutter | 14.32 |
| 07260 - Waiter/Waitress | 10.42 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.03 |
| 09040 - Furniture Handler | 15.38 |
| 09080 - Furniture Refinisher | 19.29 |
| 09090 - Furniture Refinisher Helper | 16.60 |
| 09110 - Furniture Repairer, Minor | 17.82 |
| 09130 - Upholsterer | 19.03 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.58 |
| 11060 - Elevator Operator | 10.91 |
| 11090 - Gardener | 15.41 |
| 11122 - Housekeeping Aide | 10.88 |
| 11150 - Janitor | 10.91 |
| 11210 - Laborer, Grounds Maintenance | 12.75 |
| 11240 - Maid or Houseman | 9.51 |
| 11260 - Pruner | 11.72 |
| 11270 - Tractor Operator | 13.73 |

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| 11330 - Trail Maintenance Worker | 12.75 |
| 11360 - Window Cleaner | 11.86 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.48 |
| 12011 - Breath Alcohol Technician | 17.70 |
| 12012 - Certified Occupational Therapist Assistant | 15.73 |
| 12015 - Certified Physical Therapist Assistant | 20.16 |
| 12020 - Dental Assistant | 15.77 |
| 12025 - Dental Hygienist | 31.98 |
| 12030 - EKG Technician | 27.85 |
| 12035 - Electroneurodiagnostic Technologist | 30.13 |
| 12040 - Emergency Medical Technician | 15.48 |
| 12071 - Licensed Practical Nurse I | 16.48 |
| 12072 - Licensed Practical Nurse II | 18.43 |
| 12073 - Licensed Practical Nurse III | 20.49 |
| 12100 - Medical Assistant | 13.86 |
| 12130 - Medical Laboratory Technician | 19.40 |
| 12160 - Medical Record Clerk | 12.69 |
| 12190 - Medical Record Technician | 18.24 |
| 12195 - Medical Transcriptionist | 16.46 |
| 12210 - Nuclear Medicine Technologist | 36.12 |
| 12221 - Nursing Assistant I | 9.65 |
| 12222 - Nursing Assistant II | 10.85 |
| 12223 - Nursing Assistant III | 11.84 |
| 12224 - Nursing Assistant IV | 13.29 |
| 12235 - Optical Dispenser | 13.26 |
| 12236 - Optical Technician | 16.16 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.29 |
| 12305 - Radiologic Technologist | 24.29 |
| 12311 - Registered Nurse I | 21.30 |
| 12312 - Registered Nurse II | 26.05 |
| 12313 - Registered Nurse II, Specialist | 26.05 |
| 12314 - Registered Nurse III | 31.51 |
| 12315 - Registered Nurse III, Anesthetist | 31.51 |
| 12316 - Registered Nurse IV | 37.77 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.77 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.25 |
| 13012 - Exhibits Specialist II | 19.20 |
| 13013 - Exhibits Specialist III | 20.47 |
| 13041 - Illustrator I | 16.28 |
| 13042 - Illustrator II | 18.12 |
| 13043 - Illustrator III | 20.83 |
| 13047 - Librarian | 19.95 |
| 13050 - Library Aide/Clerk | 10.45 |
| 13054 - Library Information Technology Systems Administrator | 19.76 |
| 13058 - Library Technician | 12.79 |
| 13061 - Media Specialist I | 13.00 |
| 13062 - Media Specialist II | 14.54 |
| 13063 - Media Specialist III | 16.22 |
| 13071 - Photographer I | 15.68 |
| 13072 - Photographer II | 17.45 |
| 13073 - Photographer III | 18.65 |
| 13074 - Photographer IV | 21.09 |
| 13075 - Photographer V | 21.73 |
| 13110 - Video Teleconference Technician | 13.79 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.37 |
| 14042 - Computer Operator II | 17.17 |
| 14043 - Computer Operator III | 19.13 |
| 14044 - Computer Operator IV | 21.29 |

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| 14045 - Computer Operator V | 23.58 |
| 14071 - Computer Programmer I (see 1) | 21.32 |
| 14072 - Computer Programmer II (see 1) | 24.43 |
| 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 | 15.37 |
| 14160 - Personal Computer Support Technician | 21.31 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.93 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.00 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.39 |
| 15050 - Computer Based Training Specialist / Instructor | 28.93 |
| 15060 - Educational Technologist | 27.97 |
| 15070 - Flight Instructor (Pilot) | 41.39 |
| 15080 - Graphic Artist | 21.60 |
| 15090 - Technical Instructor | 23.53 |
| 15095 - Technical Instructor/Course Developer | 26.16 |
| 15110 - Test Proctor | 17.27 |
| 15120 - Tutor | 17.27 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.18 |
| 16030 - Counter Attendant | 9.18 |
| 16040 - Dry Cleaner | 11.31 |
| 16070 - Finisher, Flatwork, Machine | 9.18 |
| 16090 - Presser, Hand | 9.18 |
| 16110 - Presser, Machine, Drycleaning | 9.18 |
| 16130 - Presser, Machine, Shirts | 9.18 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.18 |
| 16190 - Sewing Machine Operator | 11.95 |
| 16220 - Tailor | 12.63 |
| 16250 - Washer, Machine | 9.95 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.57 |
| 19040 - Tool And Die Maker | 24.32 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.55 |
| 21030 - Material Coordinator | 20.93 |
| 21040 - Material Expediter | 20.93 |
| 21050 - Material Handling Laborer | 17.28 |
| 21071 - Order Filler | 12.41 |
| 21080 - Production Line Worker (Food Processing) | 15.55 |
| 21110 - Shipping Packer | 14.56 |
| 21130 - Shipping/Receiving Clerk | 14.56 |
| 21140 - Store Worker I | 13.01 |
| 21150 - Stock Clerk | 16.12 |
| 21210 - Tools And Parts Attendant | 17.22 |
| 21410 - Warehouse Specialist | 15.55 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 24.50 |
| 23021 - Aircraft Mechanic I | 23.30 |
| 23022 - Aircraft Mechanic II | 24.50 |
| 23023 - Aircraft Mechanic III | 25.70 |
| 23040 - Aircraft Mechanic Helper | 19.04 |
| 23050 - Aircraft, Painter | 21.82 |
| 23060 - Aircraft Servicer | 20.43 |
| 23080 - Aircraft Worker | 21.12 |
| 23110 - Appliance Mechanic | 19.82 |
| 23120 - Bicycle Repairer | 16.87 |
| 23125 - Cable Splicer | 27.56 |
| 23130 - Carpenter, Maintenance | 24.93 |

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| 23140 - Carpet Layer | 23.22 |
| 23160 - Electrician, Maintenance | 28.26 |
| 23181 - Electronics Technician Maintenance I | 20.74 |
| 23182 - Electronics Technician Maintenance II | 22.33 |
| 23183 - Electronics Technician Maintenance III | 23.55 |
| 23260 - Fabric Worker | 19.70 |
| 23290 - Fire Alarm System Mechanic | 22.50 |
| 23310 - Fire Extinguisher Repairer | 18.52 |
| 23311 - Fuel Distribution System Mechanic | 23.50 |
| 23312 - Fuel Distribution System Operator | 19.95 |
| 23370 - General Maintenance Worker | 18.63 |
| 23380 - Ground Support Equipment Mechanic | 23.30 |
| 23381 - Ground Support Equipment Servicer | 20.43 |
| 23382 - Ground Support Equipment Worker | 21.12 |
| 23391 - Gunsmith I | 18.52 |
| 23392 - Gunsmith II | 20.90 |
| 23393 - Gunsmith III | 23.30 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.82 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.03 |
| 23430 - Heavy Equipment Mechanic | 22.72 |
| 23440 - Heavy Equipment Operator | 27.42 |
| 23460 - Instrument Mechanic | 23.30 |
| 23465 - Laboratory/Shelter Mechanic | 22.09 |
| 23470 - Laborer | 11.31 |
| 23510 - Locksmith | 23.72 |
| 23530 - Machinery Maintenance Mechanic | 27.54 |
| 23550 - Machinist, Maintenance | 19.64 |
| 23580 - Maintenance Trades Helper | 18.26 |
| 23591 - Metrology Technician I | 23.30 |
| 23592 - Metrology Technician II | 24.50 |
| 23593 - Metrology Technician III | 25.70 |
| 23640 - Millwright | 23.30 |
| 23710 - Office Appliance Repairer | 20.29 |
| 23760 - Painter, Maintenance | 26.72 |
| 23790 - Pipefitter, Maintenance | 31.23 |
| 23810 - Plumber, Maintenance | 23.87 |
| 23820 - Pneudraulic Systems Mechanic | 23.30 |
| 23850 - Rigger | 23.30 |
| 23870 - Scale Mechanic | 20.90 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.28 |
| 23910 - Small Engine Mechanic | 20.16 |
| 23931 - Telecommunications Mechanic I | 27.84 |
| 23932 - Telecommunications Mechanic II | 28.73 |
| 23950 - Telephone Lineman | 26.66 |
| 23960 - Welder, Combination, Maintenance | 19.64 |
| 23965 - Well Driller | 23.30 |
| 23970 - Woodcraft Worker | 23.30 |
| 23980 - Woodworker | 18.52 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.42 |
| 24580 - Child Care Center Clerk | 13.08 |
| 24610 - Chore Aide | 10.44 |
| 24620 - Family Readiness And Support Services Coordinator | 14.53 |
| 24630 - Homemaker | 14.53 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 30.80 |
| 25040 - Sewage Plant Operator | 21.84 |
| 25070 - Stationary Engineer | 30.80 |
| 25190 - Ventilation Equipment Tender | 20.81 |
| 25210 - Water Treatment Plant Operator | 21.84 |

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| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.08 |
| 27007 - Baggage Inspector | 14.46 |
| 27008 - Corrections Officer | 19.73 |
| 27010 - Court Security Officer | 21.18 |
| 27030 - Detection Dog Handler | 16.17 |
| 27040 - Detention Officer | 19.73 |
| 27070 - Firefighter | 21.85 |
| 27101 - Guard I | 14.46 |
| 27102 - Guard II | 16.17 |
| 27131 - Police Officer I | 23.72 |
| 27132 - Police Officer II | 26.36 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.69 |
| 28042 - Carnival Equipment Repairer | 11.08 |
| 28043 - Carnival Equipment Worker | 10.44 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |
| 28515 - Recreation Specialist | 13.35 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 18.07 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.22 |
| 29020 - Hatch Tender | 19.22 |
| 29030 - Line Handler | 19.22 |
| 29041 - Stevedore I | 18.11 |
| 29042 - Stevedore II | 20.31 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.98 |
| 30022 - Archeological Technician II | 18.70 |
| 30023 - Archeological Technician III | 23.18 |
| 30030 - Cartographic Technician | 23.28 |
| 30040 - Civil Engineering Technician | 22.63 |
| 30061 - Drafter/CAD Operator I | 15.49 |
| 30062 - Drafter/CAD Operator II | 18.70 |
| 30063 - Drafter/CAD Operator III | 20.97 |
| 30064 - Drafter/CAD Operator IV | 25.66 |
| 30081 - Engineering Technician I | 13.62 |
| 30082 - Engineering Technician II | 15.75 |
| 30083 - Engineering Technician III | 19.80 |
| 30084 - Engineering Technician IV | 22.86 |
| 30085 - Engineering Technician V | 25.95 |
| 30086 - Engineering Technician VI | 31.34 |
| 30090 - Environmental Technician | 21.77 |
| 30210 - Laboratory Technician | 20.97 |
| 30240 - Mathematical Technician | 23.28 |
| 30361 - Paralegal/Legal Assistant I | 18.88 |
| 30362 - Paralegal/Legal Assistant II | 23.39 |
| 30363 - Paralegal/Legal Assistant III | 27.54 |
| 30364 - Paralegal/Legal Assistant IV | 33.29 |
| 30390 - Photo-Optics Technician | 23.28 |
| 30461 - Technical Writer I | 23.18 |
| 30462 - Technical Writer II | 28.35 |
| 30463 - Technical Writer III | 33.48 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |

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| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.97 |
| 30621 - Weather Observer, Senior | (see 2) 23.28 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.42 |
| 31030 - Bus Driver | 17.75 |
| 31043 - Driver Courier | 12.39 |
| 31260 - Parking and Lot Attendant | 11.98 |
| 31290 - Shuttle Bus Driver | 14.48 |
| 31310 - Taxi Driver | 11.96 |
| 31361 - Truckdriver, Light | 13.26 |
| 31362 - Truckdriver, Medium | 14.03 |
| 31363 - Truckdriver, Heavy | 18.18 |
| 31364 - Truckdriver, Tractor-Trailer | 18.18 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.95 |
| 99050 - Desk Clerk | 10.62 |
| 99095 - Embalmer | 29.30 |
| 99251 - Laboratory Animal Caretaker I | 13.68 |
| 99252 - Laboratory Animal Caretaker II | 15.81 |
| 99310 - Mortician | 35.40 |
| 99410 - Pest Controller | 17.39 |
| 99510 - Photofinishing Worker | 12.68 |
| 99710 - Recycling Laborer | 17.44 |
| 99711 - Recycling Specialist | 20.24 |
| 99730 - Refuse Collector | 16.04 |
| 99810 - Sales Clerk | 11.32 |
| 99820 - School Crossing Guard | 12.17 |
| 99830 - Survey Party Chief | 19.19 |
| 99831 - Surveying Aide | 12.75 |
| 99832 - Surveying Technician | 17.45 |
| 99840 - Vending Machine Attendant | 15.49 |
| 99841 - Vending Machine Repairer | 18.92 |
| 99842 - Vending Machine Repairer Helper | 15.49 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 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 thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2175
Revision No.: 15
Date Of Last Revision: 07/25/2014

States: Illinois, Iowa

Area: Iowa Counties of Des Moines, Henry, Lee, Louisa, Muscatine, Scott

Illinois Counties of Bureau, Carroll, Henderson, Henry, Jo Daviess, Mercer,
Rock Island, Warren, Whiteside

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.43 |
| 01012 - Accounting Clerk II | | 17.85 |
| 01013 - Accounting Clerk III | | 21.24 |
| 01020 - Administrative Assistant | | 19.43 |
| 01040 - Court Reporter | | 19.13 |
| 01051 - Data Entry Operator I | | 11.60 |
| 01052 - Data Entry Operator II | | 16.71 |
| 01060 - Dispatcher, Motor Vehicle | | 14.89 |
| 01070 - Document Preparation Clerk | | 12.85 |
| 01090 - Duplicating Machine Operator | | 12.85 |
| 01111 - General Clerk I | | 11.10 |
| 01112 - General Clerk II | | 12.11 |
| 01113 - General Clerk III | | 14.50 |
| 01120 - Housing Referral Assistant | | 17.43 |
| 01141 - Messenger Courier | | 10.77 |
| 01191 - Order Clerk I | | 12.50 |
| 01192 - Order Clerk II | | 16.10 |
| 01261 - Personnel Assistant (Employment) I | | 13.56 |
| 01262 - Personnel Assistant (Employment) II | | 15.16 |
| 01263 - Personnel Assistant (Employment) III | | 16.91 |
| 01270 - Production Control Clerk | | 20.22 |
| 01280 - Receptionist | | 11.05 |
| 01290 - Rental Clerk | | 10.64 |
| 01300 - Scheduler, Maintenance | | 13.15 |
| 01311 - Secretary I | | 13.15 |
| 01312 - Secretary II | | 14.71 |
| 01313 - Secretary III | | 17.43 |
| 01320 - Service Order Dispatcher | | 14.86 |
| 01410 - Supply Technician | | 19.43 |
| 01420 - Survey Worker | | 13.09 |
| 01531 - Travel Clerk I | | 12.64 |
| 01532 - Travel Clerk II | | 13.66 |
| 01533 - Travel Clerk III | | 14.78 |
| 01611 - Word Processor I | | 11.89 |
| 01612 - Word Processor II | | 13.67 |
| 01613 - Word Processor III | | 15.29 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.83 |
| 05010 - Automotive Electrician | | 18.27 |
| 05040 - Automotive Glass Installer | | 17.62 |
| 05070 - Automotive Worker | | 17.62 |
| 05110 - Mobile Equipment Servicer | | 16.17 |
| 05130 - Motor Equipment Metal Mechanic | | 18.91 |
| 05160 - Motor Equipment Metal Worker | | 17.62 |
| 05190 - Motor Vehicle Mechanic | | 18.83 |
| 05220 - Motor Vehicle Mechanic Helper | | 15.60 |
| 05250 - Motor Vehicle Upholstery Worker | | 16.98 |
| 05280 - Motor Vehicle Wrecker | | 17.62 |
| 05310 - Painter, Automotive | | 17.90 |
| 05340 - Radiator Repair Specialist | | 17.62 |

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|--|-------|
| 05370 - Tire Repairer | 14.88 |
| 05400 - Transmission Repair Specialist | 18.48 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.48 |
| 07041 - Cook I | 11.67 |
| 07042 - Cook II | 12.48 |
| 07070 - Dishwasher | 9.99 |
| 07130 - Food Service Worker | 9.99 |
| 07210 - Meat Cutter | 15.36 |
| 07260 - Waiter/Waitress | 10.43 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.90 |
| 09040 - Furniture Handler | 14.47 |
| 09080 - Furniture Refinisher | 18.27 |
| 09090 - Furniture Refinisher Helper | 15.92 |
| 09110 - Furniture Repairer, Minor | 17.12 |
| 09130 - Upholsterer | 18.27 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.77 |
| 11060 - Elevator Operator | 10.67 |
| 11090 - Gardener | 12.78 |
| 11122 - Housekeeping Aide | 10.67 |
| 11150 - Janitor | 10.67 |
| 11210 - Laborer, Grounds Maintenance | 11.29 |
| 11240 - Maid or Houseman | 9.11 |
| 11260 - Pruner | 11.66 |
| 11270 - Tractor Operator | 12.29 |
| 11330 - Trail Maintenance Worker | 11.29 |
| 11360 - Window Cleaner | 11.14 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.66 |
| 12011 - Breath Alcohol Technician | 15.66 |
| 12012 - Certified Occupational Therapist Assistant | 21.24 |
| 12015 - Certified Physical Therapist Assistant | 21.24 |
| 12020 - Dental Assistant | 14.69 |
| 12025 - Dental Hygienist | 30.53 |
| 12030 - EKG Technician | 23.32 |
| 12035 - Electroneurodiagnostic Technologist | 23.32 |
| 12040 - Emergency Medical Technician | 15.66 |
| 12071 - Licensed Practical Nurse I | 14.65 |
| 12072 - Licensed Practical Nurse II | 15.66 |
| 12073 - Licensed Practical Nurse III | 16.87 |
| 12100 - Medical Assistant | 13.06 |
| 12130 - Medical Laboratory Technician | 16.83 |
| 12160 - Medical Record Clerk | 11.85 |
| 12190 - Medical Record Technician | 12.93 |
| 12195 - Medical Transcriptionist | 16.02 |
| 12210 - Nuclear Medicine Technologist | 33.83 |
| 12221 - Nursing Assistant I | 9.79 |
| 12222 - Nursing Assistant II | 11.11 |
| 12223 - Nursing Assistant III | 12.12 |
| 12224 - Nursing Assistant IV | 13.49 |
| 12235 - Optical Dispenser | 14.30 |
| 12236 - Optical Technician | 13.38 |
| 12250 - Pharmacy Technician | 11.79 |
| 12280 - Phlebotomist | 13.52 |
| 12305 - Radiologic Technologist | 21.91 |
| 12311 - Registered Nurse I | 22.29 |
| 12312 - Registered Nurse II | 27.27 |
| 12313 - Registered Nurse II, Specialist | 26.28 |
| 12314 - Registered Nurse III | 32.99 |
| 12315 - Registered Nurse III, Anesthetist | 31.82 |
| 12316 - Registered Nurse IV | 39.53 |

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|---|---------------|
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.06 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.48 |
| 13012 - Exhibits Specialist II | 23.58 |
| 13013 - Exhibits Specialist III | 27.60 |
| 13041 - Illustrator I | 18.21 |
| 13042 - Illustrator II | 22.91 |
| 13043 - Illustrator III | 27.60 |
| 13047 - Librarian | 24.98 |
| 13050 - Library Aide/Clerk | 11.50 |
| 13054 - Library Information Technology Systems Administrator | 22.56 |
| 13058 - Library Technician | 13.29 |
| 13061 - Media Specialist I | 16.28 |
| 13062 - Media Specialist II | 18.21 |
| 13063 - Media Specialist III | 20.31 |
| 13071 - Photographer I | 13.34 |
| 13072 - Photographer II | 17.10 |
| 13073 - Photographer III | 21.83 |
| 13074 - Photographer IV | 26.69 |
| 13075 - Photographer V | 28.08 |
| 13110 - Video Teleconference Technician | 12.06 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.48 |
| 14042 - Computer Operator II | 18.43 |
| 14043 - Computer Operator III | 21.18 |
| 14044 - Computer Operator IV | 24.24 |
| 14045 - Computer Operator V | 26.85 |
| 14071 - Computer Programmer I | (see 1) 20.59 |
| 14072 - Computer Programmer II | (see 1) 26.66 |
| 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 | 16.48 |
| 14160 - Personal Computer Support Technician | 24.24 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.84 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.10 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.51 |
| 15050 - Computer Based Training Specialist / Instructor | 22.55 |
| 15060 - Educational Technologist | 26.08 |
| 15070 - Flight Instructor (Pilot) | 37.51 |
| 15080 - Graphic Artist | 20.42 |
| 15090 - Technical Instructor | 17.36 |
| 15095 - Technical Instructor/Course Developer | 21.23 |
| 15110 - Test Proctor | 14.37 |
| 15120 - Tutor | 14.37 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.94 |
| 16030 - Counter Attendant | 8.94 |
| 16040 - Dry Cleaner | 11.61 |
| 16070 - Finisher, Flatwork, Machine | 8.94 |
| 16090 - Presser, Hand | 8.94 |
| 16110 - Presser, Machine, Drycleaning | 8.94 |
| 16130 - Presser, Machine, Shirts | 8.94 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.94 |
| 16190 - Sewing Machine Operator | 12.46 |
| 16220 - Tailor | 13.33 |
| 16250 - Washer, Machine | 9.87 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.29 |

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| 19040 - Tool And Die Maker | 23.91 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.18 |
| 21030 - Material Coordinator | 20.22 |
| 21040 - Material Expediter | 20.22 |
| 21050 - Material Handling Laborer | 13.08 |
| 21071 - Order Filler | 11.69 |
| 21080 - Production Line Worker (Food Processing) | 16.18 |
| 21110 - Shipping Packer | 14.48 |
| 21130 - Shipping/Receiving Clerk | 14.48 |
| 21140 - Store Worker I | 16.96 |
| 21150 - Stock Clerk | 19.39 |
| 21210 - Tools And Parts Attendant | 16.18 |
| 21410 - Warehouse Specialist | 16.18 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.95 |
| 23021 - Aircraft Mechanic I | 22.01 |
| 23022 - Aircraft Mechanic II | 22.95 |
| 23023 - Aircraft Mechanic III | 23.91 |
| 23040 - Aircraft Mechanic Helper | 18.43 |
| 23050 - Aircraft, Painter | 22.13 |
| 23060 - Aircraft Servicer | 19.81 |
| 23080 - Aircraft Worker | 20.51 |
| 23110 - Appliance Mechanic | 18.76 |
| 23120 - Bicycle Repairer | 16.37 |
| 23125 - Cable Splicer | 28.42 |
| 23130 - Carpenter, Maintenance | 21.59 |
| 23140 - Carpet Layer | 18.26 |
| 23160 - Electrician, Maintenance | 25.82 |
| 23181 - Electronics Technician Maintenance I | 21.42 |
| 23182 - Electronics Technician Maintenance II | 22.39 |
| 23183 - Electronics Technician Maintenance III | 23.42 |
| 23260 - Fabric Worker | 19.46 |
| 23290 - Fire Alarm System Mechanic | 19.64 |
| 23310 - Fire Extinguisher Repairer | 18.73 |
| 23311 - Fuel Distribution System Mechanic | 23.58 |
| 23312 - Fuel Distribution System Operator | 19.82 |
| 23370 - General Maintenance Worker | 17.60 |
| 23380 - Ground Support Equipment Mechanic | 22.01 |
| 23381 - Ground Support Equipment Servicer | 19.81 |
| 23382 - Ground Support Equipment Worker | 20.51 |
| 23391 - Gunsmith I | 18.98 |
| 23392 - Gunsmith II | 20.67 |
| 23393 - Gunsmith III | 22.59 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.67 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.90 |
| 23430 - Heavy Equipment Mechanic | 20.30 |
| 23440 - Heavy Equipment Operator | 28.17 |
| 23460 - Instrument Mechanic | 23.63 |
| 23465 - Laboratory/Shelter Mechanic | 21.04 |
| 23470 - Laborer | 11.44 |
| 23510 - Locksmith | 20.51 |
| 23530 - Machinery Maintenance Mechanic | 21.53 |
| 23550 - Machinist, Maintenance | 18.72 |
| 23580 - Maintenance Trades Helper | 16.35 |
| 23591 - Metrology Technician I | 23.63 |
| 23592 - Metrology Technician II | 24.64 |
| 23593 - Metrology Technician III | 25.65 |
| 23640 - Millwright | 23.24 |
| 23710 - Office Appliance Repairer | 19.62 |
| 23760 - Painter, Maintenance | 18.64 |

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| 23790 - Pipefitter, Maintenance | 24.66 |
| 23810 - Plumber, Maintenance | 22.82 |
| 23820 - Pneudraulic Systems Mechanic | 22.30 |
| 23850 - Rigger | 22.30 |
| 23870 - Scale Mechanic | 20.40 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.06 |
| 23910 - Small Engine Mechanic | 18.15 |
| 23931 - Telecommunications Mechanic I | 25.05 |
| 23932 - Telecommunications Mechanic II | 29.00 |
| 23950 - Telephone Lineman | 27.64 |
| 23960 - Welder, Combination, Maintenance | 18.91 |
| 23965 - Well Driller | 21.48 |
| 23970 - Woodcraft Worker | 22.30 |
| 23980 - Woodworker | 18.73 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.74 |
| 24580 - Child Care Center Clerk | 13.55 |
| 24610 - Chore Aide | 10.02 |
| 24620 - Family Readiness And Support Services Coordinator | 12.80 |
| 24630 - Homemaker | 13.51 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.87 |
| 25040 - Sewage Plant Operator | 20.30 |
| 25070 - Stationary Engineer | 25.87 |
| 25190 - Ventilation Equipment Tender | 20.89 |
| 25210 - Water Treatment Plant Operator | 20.30 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.39 |
| 27007 - Baggage Inspector | 11.17 |
| 27008 - Corrections Officer | 23.27 |
| 27010 - Court Security Officer | 21.16 |
| 27030 - Detection Dog Handler | 15.08 |
| 27040 - Detention Officer | 23.27 |
| 27070 - Firefighter | 17.91 |
| 27101 - Guard I | 11.17 |
| 27102 - Guard II | 15.08 |
| 27131 - Police Officer I | 22.23 |
| 27132 - Police Officer II | 24.70 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.71 |
| 28042 - Carnival Equipment Repairer | 11.11 |
| 28043 - Carnival Equipment Worker | 9.51 |
| 28210 - Gate Attendant/Gate Tender | 13.69 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 15.32 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 16.35 |
| 28630 - Sports Official | 12.20 |
| 28690 - Swimming Pool Operator | 13.31 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.34 |
| 29020 - Hatch Tender | 23.34 |
| 29030 - Line Handler | 22.13 |
| 29041 - Stevedore I | 22.27 |
| 29042 - Stevedore II | 24.40 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.88 |
| 30022 - Archeological Technician II | 21.11 |
| 30023 - Archeological Technician III | 26.16 |

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|---|---------------|
| 30030 - Cartographic Technician | 25.49 |
| 30040 - Civil Engineering Technician | 23.42 |
| 30061 - Drafter/CAD Operator I | 17.21 |
| 30062 - Drafter/CAD Operator II | 20.58 |
| 30063 - Drafter/CAD Operator III | 22.95 |
| 30064 - Drafter/CAD Operator IV | 28.25 |
| 30081 - Engineering Technician I | 18.52 |
| 30082 - Engineering Technician II | 20.79 |
| 30083 - Engineering Technician III | 23.25 |
| 30084 - Engineering Technician IV | 28.85 |
| 30085 - Engineering Technician V | 35.57 |
| 30086 - Engineering Technician VI | 42.64 |
| 30090 - Environmental Technician | 23.77 |
| 30210 - Laboratory Technician | 21.58 |
| 30240 - Mathematical Technician | 25.49 |
| 30361 - Paralegal/Legal Assistant I | 16.09 |
| 30362 - Paralegal/Legal Assistant II | 18.32 |
| 30363 - Paralegal/Legal Assistant III | 21.73 |
| 30364 - Paralegal/Legal Assistant IV | 26.28 |
| 30390 - Photo-Optics Technician | 25.49 |
| 30461 - Technical Writer I | 21.11 |
| 30462 - Technical Writer II | 25.82 |
| 30463 - Technical Writer III | 31.37 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 22.95 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 25.49 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.37 |
| 31030 - Bus Driver | 13.49 |
| 31043 - Driver Courier | 12.48 |
| 31260 - Parking and Lot Attendant | 10.44 |
| 31290 - Shuttle Bus Driver | 13.26 |
| 31310 - Taxi Driver | 10.70 |
| 31361 - Truckdriver, Light | 12.98 |
| 31362 - Truckdriver, Medium | 13.49 |
| 31363 - Truckdriver, Heavy | 18.94 |
| 31364 - Truckdriver, Tractor-Trailer | 18.94 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.75 |
| 99050 - Desk Clerk | 9.74 |
| 99095 - Embalmer | 30.13 |
| 99251 - Laboratory Animal Caretaker I | 9.18 |
| 99252 - Laboratory Animal Caretaker II | 9.55 |
| 99310 - Mortician | 31.54 |
| 99410 - Pest Controller | 14.27 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 16.15 |
| 99711 - Recycling Specialist | 17.57 |
| 99730 - Refuse Collector | 15.43 |
| 99810 - Sales Clerk | 11.36 |
| 99820 - School Crossing Guard | 11.44 |
| 99830 - Survey Party Chief | 28.51 |
| 99831 - Surveying Aide | 14.77 |
| 99832 - Surveying Technician | 20.48 |
| 99840 - Vending Machine Attendant | 12.90 |
| 99841 - Vending Machine Repairer | 14.61 |
| 99842 - Vending Machine Repairer Helper | 13.00 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, the Day before Christmas, and Christmas Day. (A contractor may substitute for any of the named holidays another day of 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

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not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2176
Revision No.: 17
Date Of Last Revision: 07/25/2014

States: Illinois, Iowa

Area: Iowa Counties of Des Moines, Henry, Lee, Louisa, Muscatine, Scott

Illinois Counties of Bureau, Carroll, Henderson, Henry, Jo Daviess, Mercer,
Rock Island, Warren, Whiteside

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.43 |
| 01012 - Accounting Clerk II | | 17.85 |
| 01013 - Accounting Clerk III | | 21.24 |
| 01020 - Administrative Assistant | | 19.43 |
| 01040 - Court Reporter | | 19.13 |
| 01051 - Data Entry Operator I | | 11.60 |
| 01052 - Data Entry Operator II | | 16.71 |
| 01060 - Dispatcher, Motor Vehicle | | 14.89 |
| 01070 - Document Preparation Clerk | | 12.85 |
| 01090 - Duplicating Machine Operator | | 12.85 |
| 01111 - General Clerk I | | 11.10 |
| 01112 - General Clerk II | | 12.11 |
| 01113 - General Clerk III | | 14.50 |
| 01120 - Housing Referral Assistant | | 17.43 |
| 01141 - Messenger Courier | | 10.77 |
| 01191 - Order Clerk I | | 12.50 |
| 01192 - Order Clerk II | | 16.10 |
| 01261 - Personnel Assistant (Employment) I | | 13.56 |
| 01262 - Personnel Assistant (Employment) II | | 15.16 |
| 01263 - Personnel Assistant (Employment) III | | 16.91 |
| 01270 - Production Control Clerk | | 20.22 |
| 01280 - Receptionist | | 11.05 |
| 01290 - Rental Clerk | | 10.64 |
| 01300 - Scheduler, Maintenance | | 13.15 |

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| 01311 - Secretary I | 13.15 |
| 01312 - Secretary II | 14.71 |
| 01313 - Secretary III | 17.43 |
| 01320 - Service Order Dispatcher | 14.86 |
| 01410 - Supply Technician | 19.43 |
| 01420 - Survey Worker | 13.09 |
| 01531 - Travel Clerk I | 12.64 |
| 01532 - Travel Clerk II | 13.66 |
| 01533 - Travel Clerk III | 14.78 |
| 01611 - Word Processor I | 11.89 |
| 01612 - Word Processor II | 13.67 |
| 01613 - Word Processor III | 15.29 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.83 |
| 05010 - Automotive Electrician | 18.27 |
| 05040 - Automotive Glass Installer | 17.62 |
| 05070 - Automotive Worker | 17.62 |
| 05110 - Mobile Equipment Servicer | 16.17 |
| 05130 - Motor Equipment Metal Mechanic | 18.91 |
| 05160 - Motor Equipment Metal Worker | 17.62 |
| 05190 - Motor Vehicle Mechanic | 18.83 |
| 05220 - Motor Vehicle Mechanic Helper | 15.60 |
| 05250 - Motor Vehicle Upholstery Worker | 16.98 |
| 05280 - Motor Vehicle Wrecker | 17.62 |
| 05310 - Painter, Automotive | 17.90 |
| 05340 - Radiator Repair Specialist | 17.62 |
| 05370 - Tire Repairer | 14.88 |
| 05400 - Transmission Repair Specialist | 18.48 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.48 |
| 07041 - Cook I | 11.67 |
| 07042 - Cook II | 12.48 |
| 07070 - Dishwasher | 9.99 |
| 07130 - Food Service Worker | 9.99 |
| 07210 - Meat Cutter | 15.36 |
| 07260 - Waiter/Waitress | 10.43 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.90 |
| 09040 - Furniture Handler | 14.47 |
| 09080 - Furniture Refinisher | 18.27 |
| 09090 - Furniture Refinisher Helper | 15.92 |
| 09110 - Furniture Repairer, Minor | 17.12 |
| 09130 - Upholsterer | 18.27 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.77 |
| 11060 - Elevator Operator | 10.67 |
| 11090 - Gardener | 12.78 |
| 11122 - Housekeeping Aide | 10.67 |
| 11150 - Janitor | 10.67 |
| 11210 - Laborer, Grounds Maintenance | 11.29 |
| 11240 - Maid or Houseman | 9.11 |
| 11260 - Pruner | 11.66 |
| 11270 - Tractor Operator | 12.29 |
| 11330 - Trail Maintenance Worker | 11.29 |
| 11360 - Window Cleaner | 11.14 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.66 |
| 12011 - Breath Alcohol Technician | 15.66 |
| 12012 - Certified Occupational Therapist Assistant | 21.24 |
| 12015 - Certified Physical Therapist Assistant | 21.24 |
| 12020 - Dental Assistant | 14.69 |
| 12025 - Dental Hygienist | 30.53 |
| 12030 - EKG Technician | 23.32 |

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| 12035 - Electroneurodiagnostic Technologist | 23.32 |
| 12040 - Emergency Medical Technician | 15.66 |
| 12071 - Licensed Practical Nurse I | 14.65 |
| 12072 - Licensed Practical Nurse II | 15.66 |
| 12073 - Licensed Practical Nurse III | 16.87 |
| 12100 - Medical Assistant | 13.06 |
| 12130 - Medical Laboratory Technician | 16.83 |
| 12160 - Medical Record Clerk | 11.85 |
| 12190 - Medical Record Technician | 12.93 |
| 12195 - Medical Transcriptionist | 16.02 |
| 12210 - Nuclear Medicine Technologist | 33.83 |
| 12221 - Nursing Assistant I | 9.79 |
| 12222 - Nursing Assistant II | 11.11 |
| 12223 - Nursing Assistant III | 12.12 |
| 12224 - Nursing Assistant IV | 13.49 |
| 12235 - Optical Dispenser | 14.30 |
| 12236 - Optical Technician | 13.38 |
| 12250 - Pharmacy Technician | 11.79 |
| 12280 - Phlebotomist | 13.52 |
| 12305 - Radiologic Technologist | 21.91 |
| 12311 - Registered Nurse I | 22.29 |
| 12312 - Registered Nurse II | 27.27 |
| 12313 - Registered Nurse II, Specialist | 26.28 |
| 12314 - Registered Nurse III | 32.99 |
| 12315 - Registered Nurse III, Anesthetist | 31.82 |
| 12316 - Registered Nurse IV | 39.53 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.06 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.48 |
| 13012 - Exhibits Specialist II | 23.58 |
| 13013 - Exhibits Specialist III | 27.60 |
| 13041 - Illustrator I | 18.21 |
| 13042 - Illustrator II | 22.91 |
| 13043 - Illustrator III | 27.60 |
| 13047 - Librarian | 24.98 |
| 13050 - Library Aide/Clerk | 11.50 |
| 13054 - Library Information Technology Systems Administrator | 22.56 |
| 13058 - Library Technician | 13.29 |
| 13061 - Media Specialist I | 16.28 |
| 13062 - Media Specialist II | 18.21 |
| 13063 - Media Specialist III | 20.31 |
| 13071 - Photographer I | 13.34 |
| 13072 - Photographer II | 17.10 |
| 13073 - Photographer III | 21.83 |
| 13074 - Photographer IV | 26.69 |
| 13075 - Photographer V | 28.08 |
| 13110 - Video Teleconference Technician | 12.06 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.48 |
| 14042 - Computer Operator II | 18.43 |
| 14043 - Computer Operator III | 21.18 |
| 14044 - Computer Operator IV | 24.24 |
| 14045 - Computer Operator V | 26.85 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 16.48 |
| 14160 - Personal Computer Support Technician | 24.24 |

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| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.84 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.10 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.51 |
| 15050 - Computer Based Training Specialist / Instructor | 22.55 |
| 15060 - Educational Technologist | 26.08 |
| 15070 - Flight Instructor (Pilot) | 37.51 |
| 15080 - Graphic Artist | 20.42 |
| 15090 - Technical Instructor | 17.36 |
| 15095 - Technical Instructor/Course Developer | 21.23 |
| 15110 - Test Proctor | 14.37 |
| 15120 - Tutor | 14.37 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.94 |
| 16030 - Counter Attendant | 8.94 |
| 16040 - Dry Cleaner | 11.61 |
| 16070 - Finisher, Flatwork, Machine | 8.94 |
| 16090 - Presser, Hand | 8.94 |
| 16110 - Presser, Machine, Drycleaning | 8.94 |
| 16130 - Presser, Machine, Shirts | 8.94 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.94 |
| 16190 - Sewing Machine Operator | 12.46 |
| 16220 - Tailor | 13.33 |
| 16250 - Washer, Machine | 9.87 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.29 |
| 19040 - Tool And Die Maker | 23.91 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.18 |
| 21030 - Material Coordinator | 20.22 |
| 21040 - Material Expediter | 20.22 |
| 21050 - Material Handling Laborer | 13.08 |
| 21071 - Order Filler | 11.69 |
| 21080 - Production Line Worker (Food Processing) | 16.18 |
| 21110 - Shipping Packer | 14.48 |
| 21130 - Shipping/Receiving Clerk | 14.48 |
| 21140 - Store Worker I | 16.96 |
| 21150 - Stock Clerk | 19.39 |
| 21210 - Tools And Parts Attendant | 16.18 |
| 21410 - Warehouse Specialist | 16.18 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.95 |
| 23021 - Aircraft Mechanic I | 22.01 |
| 23022 - Aircraft Mechanic II | 22.95 |
| 23023 - Aircraft Mechanic III | 23.91 |
| 23040 - Aircraft Mechanic Helper | 18.43 |
| 23050 - Aircraft, Painter | 22.13 |
| 23060 - Aircraft Servicer | 19.81 |
| 23080 - Aircraft Worker | 20.51 |
| 23110 - Appliance Mechanic | 18.76 |
| 23120 - Bicycle Repairer | 16.37 |
| 23125 - Cable Splicer | 28.42 |
| 23130 - Carpenter, Maintenance | 21.59 |
| 23140 - Carpet Layer | 18.26 |
| 23160 - Electrician, Maintenance | 25.82 |
| 23181 - Electronics Technician Maintenance I | 21.42 |
| 23182 - Electronics Technician Maintenance II | 22.39 |
| 23183 - Electronics Technician Maintenance III | 23.42 |
| 23260 - Fabric Worker | 19.46 |
| 23290 - Fire Alarm System Mechanic | 19.64 |
| 23310 - Fire Extinguisher Repairer | 18.73 |
| 23311 - Fuel Distribution System Mechanic | 23.58 |
| 23312 - Fuel Distribution System Operator | 19.82 |

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| 23370 - General Maintenance Worker | 17.60 |
| 23380 - Ground Support Equipment Mechanic | 22.01 |
| 23381 - Ground Support Equipment Servicer | 19.81 |
| 23382 - Ground Support Equipment Worker | 20.51 |
| 23391 - Gunsmith I | 18.98 |
| 23392 - Gunsmith II | 20.67 |
| 23393 - Gunsmith III | 22.59 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.67 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.90 |
| 23430 - Heavy Equipment Mechanic | 20.30 |
| 23440 - Heavy Equipment Operator | 28.17 |
| 23460 - Instrument Mechanic | 23.63 |
| 23465 - Laboratory/Shelter Mechanic | 21.04 |
| 23470 - Laborer | 11.44 |
| 23510 - Locksmith | 20.51 |
| 23530 - Machinery Maintenance Mechanic | 21.53 |
| 23550 - Machinist, Maintenance | 18.72 |
| 23580 - Maintenance Trades Helper | 16.35 |
| 23591 - Metrology Technician I | 23.63 |
| 23592 - Metrology Technician II | 24.64 |
| 23593 - Metrology Technician III | 25.65 |
| 23640 - Millwright | 23.24 |
| 23710 - Office Appliance Repairer | 19.62 |
| 23760 - Painter, Maintenance | 18.64 |
| 23790 - Pipefitter, Maintenance | 24.66 |
| 23810 - Plumber, Maintenance | 22.82 |
| 23820 - Pneudraulic Systems Mechanic | 22.30 |
| 23850 - Rigger | 22.30 |
| 23870 - Scale Mechanic | 20.40 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.06 |
| 23910 - Small Engine Mechanic | 18.15 |
| 23931 - Telecommunications Mechanic I | 25.05 |
| 23932 - Telecommunications Mechanic II | 29.00 |
| 23950 - Telephone Lineman | 27.64 |
| 23960 - Welder, Combination, Maintenance | 18.91 |
| 23965 - Well Driller | 21.48 |
| 23970 - Woodcraft Worker | 22.30 |
| 23980 - Woodworker | 18.73 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.74 |
| 24580 - Child Care Center Clerk | 13.55 |
| 24610 - Chore Aide | 10.02 |
| 24620 - Family Readiness And Support Services Coordinator | 12.80 |
| 24630 - Homemaker | 13.51 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.87 |
| 25040 - Sewage Plant Operator | 20.30 |
| 25070 - Stationary Engineer | 25.87 |
| 25190 - Ventilation Equipment Tender | 20.89 |
| 25210 - Water Treatment Plant Operator | 20.30 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.39 |
| 27007 - Baggage Inspector | 11.17 |
| 27008 - Corrections Officer | 23.27 |
| 27010 - Court Security Officer | 21.16 |
| 27030 - Detection Dog Handler | 15.08 |
| 27040 - Detention Officer | 23.27 |
| 27070 - Firefighter | 17.91 |
| 27101 - Guard I | 11.17 |
| 27102 - Guard II | 15.08 |

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| 27131 - Police Officer I | 22.23 |
| 27132 - Police Officer II | 24.70 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.71 |
| 28042 - Carnival Equipment Repairer | 11.11 |
| 28043 - Carnival Equipment Worker | 9.51 |
| 28210 - Gate Attendant/Gate Tender | 13.69 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 15.32 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 16.35 |
| 28630 - Sports Official | 12.20 |
| 28690 - Swimming Pool Operator | 13.31 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.34 |
| 29020 - Hatch Tender | 23.34 |
| 29030 - Line Handler | 22.13 |
| 29041 - Stevedore I | 22.27 |
| 29042 - Stevedore II | 24.40 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.88 |
| 30022 - Archeological Technician II | 21.11 |
| 30023 - Archeological Technician III | 26.16 |
| 30030 - Cartographic Technician | 25.49 |
| 30040 - Civil Engineering Technician | 23.42 |
| 30061 - Drafter/CAD Operator I | 17.21 |
| 30062 - Drafter/CAD Operator II | 20.58 |
| 30063 - Drafter/CAD Operator III | 22.95 |
| 30064 - Drafter/CAD Operator IV | 28.25 |
| 30081 - Engineering Technician I | 18.52 |
| 30082 - Engineering Technician II | 20.79 |
| 30083 - Engineering Technician III | 23.25 |
| 30084 - Engineering Technician IV | 28.85 |
| 30085 - Engineering Technician V | 35.57 |
| 30086 - Engineering Technician VI | 42.64 |
| 30090 - Environmental Technician | 23.77 |
| 30210 - Laboratory Technician | 21.58 |
| 30240 - Mathematical Technician | 25.49 |
| 30361 - Paralegal/Legal Assistant I | 16.09 |
| 30362 - Paralegal/Legal Assistant II | 18.32 |
| 30363 - Paralegal/Legal Assistant III | 21.73 |
| 30364 - Paralegal/Legal Assistant IV | 26.28 |
| 30390 - Photo-Optics Technician | 25.49 |
| 30461 - Technical Writer I | 21.11 |
| 30462 - Technical Writer II | 25.82 |
| 30463 - Technical Writer III | 31.37 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 22.95 |
| 30621 - Weather Observer, Senior (see 2) | 25.49 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.37 |
| 31030 - Bus Driver | 13.49 |
| 31043 - Driver Courier | 12.48 |
| 31260 - Parking and Lot Attendant | 10.44 |
| 31290 - Shuttle Bus Driver | 13.26 |

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|---|-------|
| 31310 - Taxi Driver | 10.70 |
| 31361 - Truckdriver, Light | 12.98 |
| 31362 - Truckdriver, Medium | 13.49 |
| 31363 - Truckdriver, Heavy | 18.94 |
| 31364 - Truckdriver, Tractor-Trailer | 18.94 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.75 |
| 99050 - Desk Clerk | 9.74 |
| 99095 - Embalmer | 30.13 |
| 99251 - Laboratory Animal Caretaker I | 9.18 |
| 99252 - Laboratory Animal Caretaker II | 9.55 |
| 99310 - Mortician | 31.54 |
| 99410 - Pest Controller | 14.27 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 16.15 |
| 99711 - Recycling Specialist | 17.57 |
| 99730 - Refuse Collector | 15.43 |
| 99810 - Sales Clerk | 11.36 |
| 99820 - School Crossing Guard | 11.44 |
| 99830 - Survey Party Chief | 28.51 |
| 99831 - Surveying Aide | 14.77 |
| 99832 - Surveying Technician | 20.48 |
| 99840 - Vending Machine Attendant | 12.90 |
| 99841 - Vending Machine Repairer | 14.61 |
| 99842 - Vending Machine Repairer Helper | 13.00 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, the Day before Christmas, and Christmas Day. (A contractor may substitute for any of the

named holidays another day of 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundrying in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2177
Revision No.: 13
Date of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Adams, Brown, Cass, Greene, Logan, Macoupin, Menard,
Montgomery, Morgan, Pike, Sangamon, Scott

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.09 |
| 01012 - Accounting Clerk II | | 14.84 |
| 01013 - Accounting Clerk III | | 16.59 |
| 01020 - Administrative Assistant | | 22.42 |
| 01040 - Court Reporter | | 17.94 |
| 01051 - Data Entry Operator I | | 12.33 |
| 01052 - Data Entry Operator II | | 13.46 |
| 01060 - Dispatcher, Motor Vehicle | | 15.83 |
| 01070 - Document Preparation Clerk | | 13.48 |
| 01090 - Duplicating Machine Operator | | 13.48 |
| 01111 - General Clerk I | | 12.45 |
| 01112 - General Clerk II | | 13.59 |
| 01113 - General Clerk III | | 15.25 |
| 01120 - Housing Referral Assistant | | 19.55 |
| 01141 - Messenger Courier | | 12.02 |
| 01191 - Order Clerk I | | 12.41 |
| 01192 - Order Clerk II | | 13.94 |
| 01261 - Personnel Assistant (Employment) I | | 15.82 |
| 01262 - Personnel Assistant (Employment) II | | 17.70 |
| 01263 - Personnel Assistant (Employment) III | | 19.74 |
| 01270 - Production Control Clerk | | 23.12 |
| 01280 - Receptionist | | 11.51 |
| 01290 - Rental Clerk | | 12.38 |
| 01300 - Scheduler, Maintenance | | 16.04 |
| 01311 - Secretary I | | 16.04 |
| 01312 - Secretary II | | 17.94 |
| 01313 - Secretary III | | 20.00 |
| 01320 - Service Order Dispatcher | | 12.92 |
| 01410 - Supply Technician | | 22.22 |
| 01420 - Survey Worker | | 14.25 |
| 01531 - Travel Clerk I | | 13.20 |
| 01532 - Travel Clerk II | | 14.27 |
| 01533 - Travel Clerk III | | 15.44 |
| 01611 - Word Processor I | | 14.28 |
| 01612 - Word Processor II | | 16.01 |
| 01613 - Word Processor III | | 17.92 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 20.51 |
| 05010 - Automotive Electrician | | 18.39 |
| 05040 - Automotive Glass Installer | | 17.20 |
| 05070 - Automotive Worker | | 17.79 |
| 05110 - Mobile Equipment Servicer | | 15.75 |
| 05130 - Motor Equipment Metal Mechanic | | 19.09 |
| 05160 - Motor Equipment Metal Worker | | 17.79 |
| 05190 - Motor Vehicle Mechanic | | 18.46 |
| 05220 - Motor Vehicle Mechanic Helper | | 15.23 |
| 05250 - Motor Vehicle Upholstery Worker | | 17.79 |
| 05280 - Motor Vehicle Wrecker | | 17.79 |
| 05310 - Painter, Automotive | | 18.37 |
| 05340 - Radiator Repair Specialist | | 17.79 |
| 05370 - Tire Repairer | | 13.46 |
| 05400 - Transmission Repair Specialist | | 19.09 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 11.98 |
| 07041 - Cook I | | 10.59 |
| 07042 - Cook II | | 11.57 |
| 07070 - Dishwasher | | 8.60 |
| 07130 - Food Service Worker | | 9.23 |
| 07210 - Meat Cutter | | 13.47 |
| 07260 - Waiter/Waitress | | 9.66 |

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| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.57 |
| 09040 - Furniture Handler | 15.74 |
| 09080 - Furniture Refinisher | 19.57 |
| 09090 - Furniture Refinisher Helper | 16.76 |
| 09110 - Furniture Repairer, Minor | 18.27 |
| 09130 - Upholsterer | 19.57 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.76 |
| 11060 - Elevator Operator | 9.59 |
| 11090 - Gardener | 14.36 |
| 11122 - Housekeeping Aide | 10.75 |
| 11150 - Janitor | 11.86 |
| 11210 - Laborer, Grounds Maintenance | 13.51 |
| 11240 - Maid or Houseman | 9.58 |
| 11260 - Pruner | 12.93 |
| 11270 - Tractor Operator | 14.80 |
| 11330 - Trail Maintenance Worker | 13.51 |
| 11360 - Window Cleaner | 12.41 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.54 |
| 12011 - Breath Alcohol Technician | 15.76 |
| 12012 - Certified Occupational Therapist Assistant | 23.77 |
| 12015 - Certified Physical Therapist Assistant | 20.51 |
| 12020 - Dental Assistant | 15.82 |
| 12025 - Dental Hygienist | 27.08 |
| 12030 - EKG Technician | 23.88 |
| 12035 - Electroneurodiagnostic Technologist | 23.88 |
| 12040 - Emergency Medical Technician | 14.54 |
| 12071 - Licensed Practical Nurse I | 15.00 |
| 12072 - Licensed Practical Nurse II | 16.78 |
| 12073 - Licensed Practical Nurse III | 18.72 |
| 12100 - Medical Assistant | 14.56 |
| 12130 - Medical Laboratory Technician | 18.18 |
| 12160 - Medical Record Clerk | 13.66 |
| 12190 - Medical Record Technician | 16.38 |
| 12195 - Medical Transcriptionist | 16.53 |
| 12210 - Nuclear Medicine Technologist | 33.92 |
| 12221 - Nursing Assistant I | 10.61 |
| 12222 - Nursing Assistant II | 11.93 |
| 12223 - Nursing Assistant III | 13.02 |
| 12224 - Nursing Assistant IV | 14.61 |
| 12235 - Optical Dispenser | 16.78 |
| 12236 - Optical Technician | 12.60 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 14.61 |
| 12305 - Radiologic Technologist | 23.75 |
| 12311 - Registered Nurse I | 23.67 |
| 12312 - Registered Nurse II | 28.95 |
| 12313 - Registered Nurse II, Specialist | 28.95 |
| 12314 - Registered Nurse III | 35.02 |
| 12315 - Registered Nurse III, Anesthetist | 35.02 |
| 12316 - Registered Nurse IV | 41.97 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.51 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.16 |
| 13012 - Exhibits Specialist II | 21.26 |
| 13013 - Exhibits Specialist III | 25.07 |
| 13041 - Illustrator I | 17.16 |
| 13042 - Illustrator II | 21.26 |
| 13043 - Illustrator III | 25.07 |
| 13047 - Librarian | 23.55 |
| 13050 - Library Aide/Clerk | 13.29 |

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| 13054 - Library Information Technology Systems Administrator | 21.78 |
| 13058 - Library Technician | 14.88 |
| 13061 - Media Specialist I | 14.42 |
| 13062 - Media Specialist II | 16.13 |
| 13063 - Media Specialist III | 17.99 |
| 13071 - Photographer I | 15.67 |
| 13072 - Photographer II | 17.53 |
| 13073 - Photographer III | 21.72 |
| 13074 - Photographer IV | 26.22 |
| 13075 - Photographer V | 30.87 |
| 13110 - Video Teleconference Technician | 16.41 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.29 |
| 14042 - Computer Operator II | 16.81 |
| 14043 - Computer Operator III | 18.74 |
| 14044 - Computer Operator IV | 20.81 |
| 14045 - Computer Operator V | 23.07 |
| 14071 - Computer Programmer I | 22.94 |
| 14072 - Computer Programmer II | 25.86 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 27.52 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 15.60 |
| 14160 - Personal Computer Support Technician | 22.10 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.17 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.66 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.94 |
| 15050 - Computer Based Training Specialist / Instructor | 26.17 |
| 15060 - Educational Technologist | 24.11 |
| 15070 - Flight Instructor (Pilot) | 37.94 |
| 15080 - Graphic Artist | 20.82 |
| 15090 - Technical Instructor | 17.89 |
| 15095 - Technical Instructor/Course Developer | 21.88 |
| 15110 - Test Proctor | 14.43 |
| 15120 - Tutor | 14.43 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.34 |
| 16030 - Counter Attendant | 9.34 |
| 16040 - Dry Cleaner | 12.17 |
| 16070 - Finisher, Flatwork, Machine | 9.34 |
| 16090 - Presser, Hand | 9.34 |
| 16110 - Presser, Machine, Drycleaning | 9.34 |
| 16130 - Presser, Machine, Shirts | 9.34 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.34 |
| 16190 - Sewing Machine Operator | 13.10 |
| 16220 - Tailor | 14.02 |
| 16250 - Washer, Machine | 10.33 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.77 |
| 19040 - Tool And Die Maker | 25.73 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.76 |
| 21030 - Material Coordinator | 23.12 |
| 21040 - Material Expediter | 23.12 |
| 21050 - Material Handling Laborer | 14.10 |
| 21071 - Order Filler | 12.34 |
| 21080 - Production Line Worker (Food Processing) | 15.76 |
| 21110 - Shipping Packer | 12.65 |
| 21130 - Shipping/Receiving Clerk | 12.65 |

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| 21140 - Store Worker I | 17.14 |
| 21150 - Stock Clerk | 19.65 |
| 21210 - Tools And Parts Attendant | 15.76 |
| 21410 - Warehouse Specialist | 15.76 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.49 |
| 23021 - Aircraft Mechanic I | 26.36 |
| 23022 - Aircraft Mechanic II | 27.49 |
| 23023 - Aircraft Mechanic III | 28.63 |
| 23040 - Aircraft Mechanic Helper | 21.74 |
| 23050 - Aircraft, Painter | 24.80 |
| 23060 - Aircraft Servicer | 23.71 |
| 23080 - Aircraft Worker | 24.58 |
| 23110 - Appliance Mechanic | 21.77 |
| 23120 - Bicycle Repairer | 12.57 |
| 23125 - Cable Splicer | 31.88 |
| 23130 - Carpenter, Maintenance | 20.93 |
| 23140 - Carpet Layer | 23.14 |
| 23160 - Electrician, Maintenance | 30.48 |
| 23181 - Electronics Technician Maintenance I | 27.98 |
| 23182 - Electronics Technician Maintenance II | 28.92 |
| 23183 - Electronics Technician Maintenance III | 30.01 |
| 23260 - Fabric Worker | 22.07 |
| 23290 - Fire Alarm System Mechanic | 25.30 |
| 23310 - Fire Extinguisher Repairer | 21.25 |
| 23311 - Fuel Distribution System Mechanic | 25.30 |
| 23312 - Fuel Distribution System Operator | 21.25 |
| 23370 - General Maintenance Worker | 17.75 |
| 23380 - Ground Support Equipment Mechanic | 26.36 |
| 23381 - Ground Support Equipment Servicer | 23.71 |
| 23382 - Ground Support Equipment Worker | 24.58 |
| 23391 - Gunsmith I | 21.25 |
| 23392 - Gunsmith II | 23.14 |
| 23393 - Gunsmith III | 25.30 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.83 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.93 |
| 23430 - Heavy Equipment Mechanic | 22.66 |
| 23440 - Heavy Equipment Operator | 29.49 |
| 23460 - Instrument Mechanic | 25.30 |
| 23465 - Laboratory/Shelter Mechanic | 24.19 |
| 23470 - Laborer | 12.95 |
| 23510 - Locksmith | 24.04 |
| 23530 - Machinery Maintenance Mechanic | 24.02 |
| 23550 - Machinist, Maintenance | 24.02 |
| 23580 - Maintenance Trades Helper | 14.31 |
| 23591 - Metrology Technician I | 25.30 |
| 23592 - Metrology Technician II | 26.38 |
| 23593 - Metrology Technician III | 27.48 |
| 23640 - Millwright | 25.30 |
| 23710 - Office Appliance Repairer | 21.21 |
| 23760 - Painter, Maintenance | 23.34 |
| 23790 - Pipefitter, Maintenance | 28.33 |
| 23810 - Plumber, Maintenance | 26.88 |
| 23820 - Pneudraulic Systems Mechanic | 25.30 |
| 23850 - Rigger | 25.30 |
| 23870 - Scale Mechanic | 23.14 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.77 |
| 23910 - Small Engine Mechanic | 21.98 |
| 23931 - Telecommunications Mechanic I | 30.73 |
| 23932 - Telecommunications Mechanic II | 31.90 |
| 23950 - Telephone Lineman | 25.81 |

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| 23960 - Welder, Combination, Maintenance | 20.29 |
| 23965 - Well Driller | 25.30 |
| 23970 - Woodcraft Worker | 25.30 |
| 23980 - Woodworker | 21.25 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.57 |
| 24580 - Child Care Center Clerk | 15.08 |
| 24610 - Chore Aide | 8.99 |
| 24620 - Family Readiness And Support Services Coordinator | 16.53 |
| 24630 - Homemaker | 16.05 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 32.56 |
| 25040 - Sewage Plant Operator | 23.19 |
| 25070 - Stationary Engineer | 33.82 |
| 25190 - Ventilation Equipment Tender | 24.49 |
| 25210 - Water Treatment Plant Operator | 23.19 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.13 |
| 27007 - Baggage Inspector | 13.13 |
| 27008 - Corrections Officer | 18.93 |
| 27010 - Court Security Officer | 18.93 |
| 27030 - Detection Dog Handler | 17.12 |
| 27040 - Detention Officer | 18.93 |
| 27070 - Firefighter | 17.46 |
| 27101 - Guard I | 13.13 |
| 27102 - Guard II | 17.12 |
| 27131 - Police Officer I | 22.90 |
| 27132 - Police Officer II | 25.44 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.67 |
| 28042 - Carnival Equipment Repairer | 13.82 |
| 28043 - Carnival Equipment Worker | 10.97 |
| 28210 - Gate Attendant/Gate Tender | 13.43 |
| 28310 - Lifeguard | 11.97 |
| 28350 - Park Attendant (Aide) | 15.03 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.97 |
| 28515 - Recreation Specialist | 16.57 |
| 28630 - Sports Official | 11.97 |
| 28690 - Swimming Pool Operator | 16.13 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.14 |
| 29020 - Hatch Tender | 23.14 |
| 29030 - Line Handler | 23.14 |
| 29041 - Stevedore I | 22.07 |
| 29042 - Stevedore II | 24.19 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.07 |
| 30022 - Archeological Technician II | 20.21 |
| 30023 - Archeological Technician III | 25.05 |
| 30030 - Cartographic Technician | 25.05 |
| 30040 - Civil Engineering Technician | 24.81 |
| 30061 - Drafter/CAD Operator I | 18.07 |
| 30062 - Drafter/CAD Operator II | 20.21 |
| 30063 - Drafter/CAD Operator III | 22.54 |
| 30064 - Drafter/CAD Operator IV | 27.72 |
| 30081 - Engineering Technician I | 15.08 |
| 30082 - Engineering Technician II | 18.66 |
| 30083 - Engineering Technician III | 21.49 |
| 30084 - Engineering Technician IV | 26.30 |

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| 30085 - Engineering Technician V | 29.59 |
| 30086 - Engineering Technician VI | 34.74 |
| 30090 - Environmental Technician | 21.45 |
| 30210 - Laboratory Technician | 22.54 |
| 30240 - Mathematical Technician | 25.05 |
| 30361 - Paralegal/Legal Assistant I | 18.58 |
| 30362 - Paralegal/Legal Assistant II | 20.97 |
| 30363 - Paralegal/Legal Assistant III | 25.13 |
| 30364 - Paralegal/Legal Assistant IV | 30.06 |
| 30390 - Photo-Optics Technician | 25.05 |
| 30461 - Technical Writer I | 24.16 |
| 30462 - Technical Writer II | 29.55 |
| 30463 - Technical Writer III | 35.74 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 3) 22.54 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 3) 25.05 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.06 |
| 31030 - Bus Driver | 15.35 |
| 31043 - Driver Courier | 14.21 |
| 31260 - Parking and Lot Attendant | 12.48 |
| 31290 - Shuttle Bus Driver | 14.78 |
| 31310 - Taxi Driver | 14.21 |
| 31361 - Truckdriver, Light | 14.78 |
| 31362 - Truckdriver, Medium | 15.53 |
| 31363 - Truckdriver, Heavy | 19.58 |
| 31364 - Truckdriver, Tractor-Trailer | 19.58 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.76 |
| 99050 - Desk Clerk | 9.10 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.17 |
| 99252 - Laboratory Animal Caretaker II | 11.62 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 14.11 |
| 99510 - Photofinishing Worker | 11.74 |
| 99710 - Recycling Laborer | 14.32 |
| 99711 - Recycling Specialist | 15.58 |
| 99730 - Refuse Collector | 13.68 |
| 99810 - Sales Clerk | 11.45 |
| 99820 - School Crossing Guard | 12.69 |
| 99830 - Survey Party Chief | 17.27 |
| 99831 - Surveying Aide | 10.78 |
| 99832 - Surveying Technician | 15.64 |
| 99840 - Vending Machine Attendant | 15.26 |
| 99841 - Vending Machine Repairer | 17.74 |
| 99842 - Vending Machine Repairer Helper | 15.26 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006,

unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2178
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Adams, Brown, Cass, Greene, Logan, Macoupin, Menard, Montgomery, Morgan, Pike, Sangamon, Scott

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.09 |
| 01012 - Accounting Clerk II | | 14.84 |
| 01013 - Accounting Clerk III | | 16.59 |
| 01020 - Administrative Assistant | | 22.42 |
| 01040 - Court Reporter | | 17.94 |
| 01051 - Data Entry Operator I | | 12.33 |
| 01052 - Data Entry Operator II | | 13.46 |
| 01060 - Dispatcher, Motor Vehicle | | 15.83 |

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|--|-------|
| 01070 - Document Preparation Clerk | 13.48 |
| 01090 - Duplicating Machine Operator | 13.48 |
| 01111 - General Clerk I | 12.45 |
| 01112 - General Clerk II | 13.59 |
| 01113 - General Clerk III | 15.25 |
| 01120 - Housing Referral Assistant | 19.55 |
| 01141 - Messenger Courier | 12.02 |
| 01191 - Order Clerk I | 12.41 |
| 01192 - Order Clerk II | 13.94 |
| 01261 - Personnel Assistant (Employment) I | 15.82 |
| 01262 - Personnel Assistant (Employment) II | 17.70 |
| 01263 - Personnel Assistant (Employment) III | 19.74 |
| 01270 - Production Control Clerk | 23.12 |
| 01280 - Receptionist | 11.51 |
| 01290 - Rental Clerk | 12.38 |
| 01300 - Scheduler, Maintenance | 16.04 |
| 01311 - Secretary I | 16.04 |
| 01312 - Secretary II | 17.94 |
| 01313 - Secretary III | 20.00 |
| 01320 - Service Order Dispatcher | 12.92 |
| 01410 - Supply Technician | 22.22 |
| 01420 - Survey Worker | 14.25 |
| 01531 - Travel Clerk I | 13.20 |
| 01532 - Travel Clerk II | 14.27 |
| 01533 - Travel Clerk III | 15.44 |
| 01611 - Word Processor I | 14.28 |
| 01612 - Word Processor II | 16.01 |
| 01613 - Word Processor III | 17.92 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.51 |
| 05010 - Automotive Electrician | 18.39 |
| 05040 - Automotive Glass Installer | 17.20 |
| 05070 - Automotive Worker | 17.79 |
| 05110 - Mobile Equipment Servicer | 15.75 |
| 05130 - Motor Equipment Metal Mechanic | 19.09 |
| 05160 - Motor Equipment Metal Worker | 17.79 |
| 05190 - Motor Vehicle Mechanic | 18.46 |
| 05220 - Motor Vehicle Mechanic Helper | 15.23 |
| 05250 - Motor Vehicle Upholstery Worker | 17.79 |
| 05280 - Motor Vehicle Wrecker | 17.79 |
| 05310 - Painter, Automotive | 18.37 |
| 05340 - Radiator Repair Specialist | 17.79 |
| 05370 - Tire Repairer | 13.46 |
| 05400 - Transmission Repair Specialist | 19.09 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.98 |
| 07041 - Cook I | 10.59 |
| 07042 - Cook II | 11.57 |
| 07070 - Dishwasher | 8.60 |
| 07130 - Food Service Worker | 9.23 |
| 07210 - Meat Cutter | 13.47 |
| 07260 - Waiter/Waitress | 9.66 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.57 |
| 09040 - Furniture Handler | 15.74 |
| 09080 - Furniture Refinisher | 19.57 |
| 09090 - Furniture Refinisher Helper | 16.76 |
| 09110 - Furniture Repairer, Minor | 18.27 |
| 09130 - Upholsterer | 19.57 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.76 |
| 11060 - Elevator Operator | 9.59 |
| 11090 - Gardener | 14.36 |

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| 11122 - Housekeeping Aide | 10.75 |
| 11150 - Janitor | 11.86 |
| 11210 - Laborer, Grounds Maintenance | 13.51 |
| 11240 - Maid or Houseman | 9.58 |
| 11260 - Pruner | 12.93 |
| 11270 - Tractor Operator | 14.80 |
| 11330 - Trail Maintenance Worker | 13.51 |
| 11360 - Window Cleaner | 12.41 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.54 |
| 12011 - Breath Alcohol Technician | 15.76 |
| 12012 - Certified Occupational Therapist Assistant | 23.77 |
| 12015 - Certified Physical Therapist Assistant | 20.51 |
| 12020 - Dental Assistant | 15.82 |
| 12025 - Dental Hygienist | 27.08 |
| 12030 - EKG Technician | 23.88 |
| 12035 - Electroneurodiagnostic Technologist | 23.88 |
| 12040 - Emergency Medical Technician | 14.54 |
| 12071 - Licensed Practical Nurse I | 15.00 |
| 12072 - Licensed Practical Nurse II | 16.78 |
| 12073 - Licensed Practical Nurse III | 18.72 |
| 12100 - Medical Assistant | 14.56 |
| 12130 - Medical Laboratory Technician | 18.18 |
| 12160 - Medical Record Clerk | 13.66 |
| 12190 - Medical Record Technician | 16.38 |
| 12195 - Medical Transcriptionist | 16.53 |
| 12210 - Nuclear Medicine Technologist | 33.92 |
| 12221 - Nursing Assistant I | 10.61 |
| 12222 - Nursing Assistant II | 11.93 |
| 12223 - Nursing Assistant III | 13.02 |
| 12224 - Nursing Assistant IV | 14.61 |
| 12235 - Optical Dispenser | 16.78 |
| 12236 - Optical Technician | 12.60 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 14.61 |
| 12305 - Radiologic Technologist | 23.75 |
| 12311 - Registered Nurse I | 23.67 |
| 12312 - Registered Nurse II | 28.95 |
| 12313 - Registered Nurse II, Specialist | 28.95 |
| 12314 - Registered Nurse III | 35.02 |
| 12315 - Registered Nurse III, Anesthetist | 35.02 |
| 12316 - Registered Nurse IV | 41.97 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.51 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.16 |
| 13012 - Exhibits Specialist II | 21.26 |
| 13013 - Exhibits Specialist III | 25.07 |
| 13041 - Illustrator I | 17.16 |
| 13042 - Illustrator II | 21.26 |
| 13043 - Illustrator III | 25.07 |
| 13047 - Librarian | 23.55 |
| 13050 - Library Aide/Clerk | 13.29 |
| 13054 - Library Information Technology Systems Administrator | 21.78 |
| 13058 - Library Technician | 14.88 |
| 13061 - Media Specialist I | 14.42 |
| 13062 - Media Specialist II | 16.13 |
| 13063 - Media Specialist III | 17.99 |
| 13071 - Photographer I | 15.67 |
| 13072 - Photographer II | 17.53 |
| 13073 - Photographer III | 21.72 |
| 13074 - Photographer IV | 26.22 |
| 13075 - Photographer V | 30.87 |

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| 13110 - Video Teleconference Technician | 16.41 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.29 |
| 14042 - Computer Operator II | 16.81 |
| 14043 - Computer Operator III | 18.74 |
| 14044 - Computer Operator IV | 20.81 |
| 14045 - Computer Operator V | 23.07 |
| 14071 - Computer Programmer I | 22.94 |
| 14072 - Computer Programmer II | 25.86 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 27.52 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 15.60 |
| 14160 - Personal Computer Support Technician | 22.10 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.17 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.66 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.94 |
| 15050 - Computer Based Training Specialist / Instructor | 26.17 |
| 15060 - Educational Technologist | 24.11 |
| 15070 - Flight Instructor (Pilot) | 37.94 |
| 15080 - Graphic Artist | 20.82 |
| 15090 - Technical Instructor | 17.89 |
| 15095 - Technical Instructor/Course Developer | 21.88 |
| 15110 - Test Proctor | 14.43 |
| 15120 - Tutor | 14.43 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.34 |
| 16030 - Counter Attendant | 9.34 |
| 16040 - Dry Cleaner | 12.17 |
| 16070 - Finisher, Flatwork, Machine | 9.34 |
| 16090 - Presser, Hand | 9.34 |
| 16110 - Presser, Machine, Drycleaning | 9.34 |
| 16130 - Presser, Machine, Shirts | 9.34 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.34 |
| 16190 - Sewing Machine Operator | 13.10 |
| 16220 - Tailor | 14.02 |
| 16250 - Washer, Machine | 10.33 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.77 |
| 19040 - Tool And Die Maker | 25.73 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.76 |
| 21030 - Material Coordinator | 23.12 |
| 21040 - Material Expediter | 23.12 |
| 21050 - Material Handling Laborer | 14.10 |
| 21071 - Order Filler | 12.34 |
| 21080 - Production Line Worker (Food Processing) | 15.76 |
| 21110 - Shipping Packer | 12.65 |
| 21130 - Shipping/Receiving Clerk | 12.65 |
| 21140 - Store Worker I | 17.14 |
| 21150 - Stock Clerk | 19.65 |
| 21210 - Tools And Parts Attendant | 15.76 |
| 21410 - Warehouse Specialist | 15.76 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 27.49 |
| 23021 - Aircraft Mechanic I | 26.36 |
| 23022 - Aircraft Mechanic II | 27.49 |
| 23023 - Aircraft Mechanic III | 28.63 |
| 23040 - Aircraft Mechanic Helper | 21.74 |
| 23050 - Aircraft, Painter | 24.80 |

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| 23060 - Aircraft Servicer | 23.71 |
| 23080 - Aircraft Worker | 24.58 |
| 23110 - Appliance Mechanic | 21.77 |
| 23120 - Bicycle Repairer | 12.57 |
| 23125 - Cable Splicer | 31.88 |
| 23130 - Carpenter, Maintenance | 20.93 |
| 23140 - Carpet Layer | 23.14 |
| 23160 - Electrician, Maintenance | 30.48 |
| 23181 - Electronics Technician Maintenance I | 27.98 |
| 23182 - Electronics Technician Maintenance II | 28.92 |
| 23183 - Electronics Technician Maintenance III | 30.01 |
| 23260 - Fabric Worker | 22.07 |
| 23290 - Fire Alarm System Mechanic | 25.30 |
| 23310 - Fire Extinguisher Repairer | 21.25 |
| 23311 - Fuel Distribution System Mechanic | 25.30 |
| 23312 - Fuel Distribution System Operator | 21.25 |
| 23370 - General Maintenance Worker | 17.75 |
| 23380 - Ground Support Equipment Mechanic | 26.36 |
| 23381 - Ground Support Equipment Servicer | 23.71 |
| 23382 - Ground Support Equipment Worker | 24.58 |
| 23391 - Gunsmith I | 21.25 |
| 23392 - Gunsmith II | 23.14 |
| 23393 - Gunsmith III | 25.30 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.83 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.93 |
| 23430 - Heavy Equipment Mechanic | 22.66 |
| 23440 - Heavy Equipment Operator | 29.49 |
| 23460 - Instrument Mechanic | 25.30 |
| 23465 - Laboratory/Shelter Mechanic | 24.19 |
| 23470 - Laborer | 12.95 |
| 23510 - Locksmith | 24.04 |
| 23530 - Machinery Maintenance Mechanic | 24.02 |
| 23550 - Machinist, Maintenance | 24.02 |
| 23580 - Maintenance Trades Helper | 14.31 |
| 23591 - Metrology Technician I | 25.30 |
| 23592 - Metrology Technician II | 26.38 |
| 23593 - Metrology Technician III | 27.48 |
| 23640 - Millwright | 25.30 |
| 23710 - Office Appliance Repairer | 21.21 |
| 23760 - Painter, Maintenance | 23.34 |
| 23790 - Pipefitter, Maintenance | 28.33 |
| 23810 - Plumber, Maintenance | 26.88 |
| 23820 - Pneudraulic Systems Mechanic | 25.30 |
| 23850 - Rigger | 25.30 |
| 23870 - Scale Mechanic | 23.14 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.77 |
| 23910 - Small Engine Mechanic | 21.98 |
| 23931 - Telecommunications Mechanic I | 30.73 |
| 23932 - Telecommunications Mechanic II | 31.90 |
| 23950 - Telephone Lineman | 25.81 |
| 23960 - Welder, Combination, Maintenance | 20.29 |
| 23965 - Well Driller | 25.30 |
| 23970 - Woodcraft Worker | 25.30 |
| 23980 - Woodworker | 21.25 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.57 |
| 24580 - Child Care Center Clerk | 15.08 |
| 24610 - Chore Aide | 8.99 |
| 24620 - Family Readiness And Support Services Coordinator | 16.53 |
| 24630 - Homemaker | 16.05 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 32.56 |
| 25040 - Sewage Plant Operator | 23.19 |
| 25070 - Stationary Engineer | 33.82 |
| 25190 - Ventilation Equipment Tender | 24.49 |
| 25210 - Water Treatment Plant Operator | 23.19 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.13 |
| 27007 - Baggage Inspector | 13.13 |
| 27008 - Corrections Officer | 18.93 |
| 27010 - Court Security Officer | 18.93 |
| 27030 - Detection Dog Handler | 17.12 |
| 27040 - Detention Officer | 18.93 |
| 27070 - Firefighter | 17.46 |
| 27101 - Guard I | 13.13 |
| 27102 - Guard II | 17.12 |
| 27131 - Police Officer I | 22.90 |
| 27132 - Police Officer II | 25.44 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.67 |
| 28042 - Carnival Equipment Repairer | 13.82 |
| 28043 - Carnival Equipment Worker | 10.97 |
| 28210 - Gate Attendant/Gate Tender | 13.43 |
| 28310 - Lifeguard | 11.97 |
| 28350 - Park Attendant (Aide) | 15.03 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.97 |
| 28515 - Recreation Specialist | 16.57 |
| 28630 - Sports Official | 11.97 |
| 28690 - Swimming Pool Operator | 16.13 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.14 |
| 29020 - Hatch Tender | 23.14 |
| 29030 - Line Handler | 23.14 |
| 29041 - Stevedore I | 22.07 |
| 29042 - Stevedore II | 24.19 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.07 |
| 30022 - Archeological Technician II | 20.21 |
| 30023 - Archeological Technician III | 25.05 |
| 30030 - Cartographic Technician | 25.05 |
| 30040 - Civil Engineering Technician | 24.81 |
| 30061 - Drafter/CAD Operator I | 18.07 |
| 30062 - Drafter/CAD Operator II | 20.21 |
| 30063 - Drafter/CAD Operator III | 22.54 |
| 30064 - Drafter/CAD Operator IV | 27.72 |
| 30081 - Engineering Technician I | 15.08 |
| 30082 - Engineering Technician II | 18.66 |
| 30083 - Engineering Technician III | 21.49 |
| 30084 - Engineering Technician IV | 26.30 |
| 30085 - Engineering Technician V | 29.59 |
| 30086 - Engineering Technician VI | 34.74 |
| 30090 - Environmental Technician | 21.45 |
| 30210 - Laboratory Technician | 22.54 |
| 30240 - Mathematical Technician | 25.05 |
| 30361 - Paralegal/Legal Assistant I | 18.58 |
| 30362 - Paralegal/Legal Assistant II | 20.97 |
| 30363 - Paralegal/Legal Assistant III | 25.13 |
| 30364 - Paralegal/Legal Assistant IV | 30.06 |
| 30390 - Photo-Optics Technician | 25.05 |
| 30461 - Technical Writer I | 24.16 |

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|---|---------------|
| 30462 - Technical Writer II | 29.55 |
| 30463 - Technical Writer III | 35.74 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 3) 22.54 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 3) 25.05 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.06 |
| 31030 - Bus Driver | 15.35 |
| 31043 - Driver Courier | 14.21 |
| 31260 - Parking and Lot Attendant | 12.48 |
| 31290 - Shuttle Bus Driver | 14.78 |
| 31310 - Taxi Driver | 14.21 |
| 31361 - Truckdriver, Light | 14.78 |
| 31362 - Truckdriver, Medium | 15.53 |
| 31363 - Truckdriver, Heavy | 19.58 |
| 31364 - Truckdriver, Tractor-Trailer | 19.58 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.76 |
| 99050 - Desk Clerk | 9.10 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.17 |
| 99252 - Laboratory Animal Caretaker II | 11.62 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 14.11 |
| 99510 - Photofinishing Worker | 11.74 |
| 99710 - Recycling Laborer | 14.32 |
| 99711 - Recycling Specialist | 15.58 |
| 99730 - Refuse Collector | 13.68 |
| 99810 - Sales Clerk | 11.45 |
| 99820 - School Crossing Guard | 12.69 |
| 99830 - Survey Party Chief | 17.27 |
| 99831 - Surveying Aide | 10.78 |
| 99832 - Surveying Technician | 15.64 |
| 99840 - Vending Machine Attendant | 15.26 |
| 99841 - Vending Machine Repairer | 17.74 |
| 99842 - Vending Machine Repairer Helper | 15.26 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2183
Revision No.: 14
Date of Last Revision: 07/25/2014

States: Illinois, Indiana

Area: Illinois Counties of Edwards, Gallatin, Hardin, Lawrence, Richland, Wabash, White

Indiana Counties of Brown, Crawford, Daviess, Dubois, Gibson, Greene, Jackson, Knox, Lawrence, Martin, Monroe, Orange, Owen, Pike, Washington

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.45 |
| 01012 - Accounting Clerk II | | 13.97 |
| 01013 - Accounting Clerk III | | 16.76 |
| 01020 - Administrative Assistant | | 18.38 |
| 01040 - Court Reporter | | 15.01 |
| 01051 - Data Entry Operator I | | 11.52 |
| 01052 - Data Entry Operator II | | 12.90 |
| 01060 - Dispatcher, Motor Vehicle | | 15.01 |
| 01070 - Document Preparation Clerk | | 13.36 |
| 01090 - Duplicating Machine Operator | | 13.36 |
| 01111 - General Clerk I | | 11.65 |
| 01112 - General Clerk II | | 12.71 |
| 01113 - General Clerk III | | 14.27 |

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| 01120 - Housing Referral Assistant | 17.08 |
| 01141 - Messenger Courier | 11.29 |
| 01191 - Order Clerk I | 11.82 |
| 01192 - Order Clerk II | 14.54 |
| 01261 - Personnel Assistant (Employment) I | 13.59 |
| 01262 - Personnel Assistant (Employment) II | 15.21 |
| 01263 - Personnel Assistant (Employment) III | 18.65 |
| 01270 - Production Control Clerk | 18.58 |
| 01280 - Receptionist | 12.21 |
| 01290 - Rental Clerk | 13.37 |
| 01300 - Scheduler, Maintenance | 13.37 |
| 01311 - Secretary I | 13.37 |
| 01312 - Secretary II | 14.69 |
| 01313 - Secretary III | 17.08 |
| 01320 - Service Order Dispatcher | 13.50 |
| 01410 - Supply Technician | 19.27 |
| 01420 - Survey Worker | 14.69 |
| 01531 - Travel Clerk I | 12.60 |
| 01532 - Travel Clerk II | 13.44 |
| 01533 - Travel Clerk III | 14.25 |
| 01611 - Word Processor I | 12.21 |
| 01612 - Word Processor II | 13.37 |
| 01613 - Word Processor III | 15.33 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.21 |
| 05010 - Automotive Electrician | 17.67 |
| 05040 - Automotive Glass Installer | 16.52 |
| 05070 - Automotive Worker | 16.52 |
| 05110 - Mobile Equipment Servicer | 14.71 |
| 05130 - Motor Equipment Metal Mechanic | 18.35 |
| 05160 - Motor Equipment Metal Worker | 16.52 |
| 05190 - Motor Vehicle Mechanic | 18.35 |
| 05220 - Motor Vehicle Mechanic Helper | 13.82 |
| 05250 - Motor Vehicle Upholstery Worker | 15.91 |
| 05280 - Motor Vehicle Wrecker | 16.52 |
| 05310 - Painter, Automotive | 17.41 |
| 05340 - Radiator Repair Specialist | 16.52 |
| 05370 - Tire Repairer | 12.92 |
| 05400 - Transmission Repair Specialist | 18.35 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.81 |
| 07041 - Cook I | 12.15 |
| 07042 - Cook II | 13.81 |
| 07070 - Dishwasher | 8.88 |
| 07130 - Food Service Worker | 8.88 |
| 07210 - Meat Cutter | 14.66 |
| 07260 - Waiter/Waitress | 9.68 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.64 |
| 09040 - Furniture Handler | 14.99 |
| 09080 - Furniture Refinisher | 19.64 |
| 09090 - Furniture Refinisher Helper | 17.91 |
| 09110 - Furniture Repairer, Minor | 18.81 |
| 09130 - Upholsterer | 19.64 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.97 |
| 11060 - Elevator Operator | 11.59 |
| 11090 - Gardener | 14.93 |
| 11122 - Housekeeping Aide | 10.85 |
| 11150 - Janitor | 11.59 |
| 11210 - Laborer, Grounds Maintenance | 12.06 |
| 11240 - Maid or Houseman | 9.80 |
| 11260 - Pruner | 12.13 |

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| 11270 - Tractor Operator | 14.66 |
| 11330 - Trail Maintenance Worker | 12.06 |
| 11360 - Window Cleaner | 11.84 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.81 |
| 12011 - Breath Alcohol Technician | 14.81 |
| 12012 - Certified Occupational Therapist Assistant | 20.32 |
| 12015 - Certified Physical Therapist Assistant | 22.24 |
| 12020 - Dental Assistant | 17.13 |
| 12025 - Dental Hygienist | 33.44 |
| 12030 - EKG Technician | 22.34 |
| 12035 - Electroneurodiagnostic Technologist | 22.34 |
| 12040 - Emergency Medical Technician | 14.81 |
| 12071 - Licensed Practical Nurse I | 13.24 |
| 12072 - Licensed Practical Nurse II | 14.81 |
| 12073 - Licensed Practical Nurse III | 16.52 |
| 12100 - Medical Assistant | 12.92 |
| 12130 - Medical Laboratory Technician | 16.32 |
| 12160 - Medical Record Clerk | 13.41 |
| 12190 - Medical Record Technician | 14.99 |
| 12195 - Medical Transcriptionist | 15.85 |
| 12210 - Nuclear Medicine Technologist | 34.05 |
| 12221 - Nursing Assistant I | 10.85 |
| 12222 - Nursing Assistant II | 12.20 |
| 12223 - Nursing Assistant III | 13.31 |
| 12224 - Nursing Assistant IV | 14.94 |
| 12235 - Optical Dispenser | 14.15 |
| 12236 - Optical Technician | 13.24 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 14.93 |
| 12305 - Radiologic Technologist | 22.95 |
| 12311 - Registered Nurse I | 20.93 |
| 12312 - Registered Nurse II | 25.60 |
| 12313 - Registered Nurse II, Specialist | 25.60 |
| 12314 - Registered Nurse III | 30.97 |
| 12315 - Registered Nurse III, Anesthetist | 30.97 |
| 12316 - Registered Nurse IV | 37.11 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.36 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.83 |
| 13012 - Exhibits Specialist II | 20.32 |
| 13013 - Exhibits Specialist III | 25.49 |
| 13041 - Illustrator I | 16.79 |
| 13042 - Illustrator II | 20.32 |
| 13043 - Illustrator III | 25.49 |
| 13047 - Librarian | 18.19 |
| 13050 - Library Aide/Clerk | 13.09 |
| 13054 - Library Information Technology Systems Administrator | 20.32 |
| 13058 - Library Technician | 13.18 |
| 13061 - Media Specialist I | 14.80 |
| 13062 - Media Specialist II | 16.43 |
| 13063 - Media Specialist III | 18.32 |
| 13071 - Photographer I | 16.97 |
| 13072 - Photographer II | 19.00 |
| 13073 - Photographer III | 22.94 |
| 13074 - Photographer IV | 28.77 |
| 13075 - Photographer V | 34.82 |
| 13110 - Video Teleconference Technician | 16.49 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.84 |
| 14042 - Computer Operator II | 15.93 |
| 14043 - Computer Operator III | 18.89 |

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| 14044 - Computer Operator IV | 20.68 |
| 14045 - Computer Operator V | 22.92 |
| 14071 - Computer Programmer I | 16.10 |
| 14072 - Computer Programmer II | 19.94 |
| 14073 - Computer Programmer III | 24.40 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 26.02 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.84 |
| 14160 - Personal Computer Support Technician | 20.68 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.02 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 30.38 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 34.70 |
| 15050 - Computer Based Training Specialist / Instructor | 26.02 |
| 15060 - Educational Technologist | 26.11 |
| 15070 - Flight Instructor (Pilot) | 34.70 |
| 15080 - Graphic Artist | 18.75 |
| 15090 - Technical Instructor | 18.78 |
| 15095 - Technical Instructor/Course Developer | 23.75 |
| 15110 - Test Proctor | 15.70 |
| 15120 - Tutor | 15.70 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.88 |
| 16030 - Counter Attendant | 8.88 |
| 16040 - Dry Cleaner | 11.27 |
| 16070 - Finisher, Flatwork, Machine | 8.88 |
| 16090 - Presser, Hand | 8.88 |
| 16110 - Presser, Machine, Drycleaning | 8.88 |
| 16130 - Presser, Machine, Shirts | 8.88 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.88 |
| 16190 - Sewing Machine Operator | 12.06 |
| 16220 - Tailor | 12.83 |
| 16250 - Washer, Machine | 9.67 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.64 |
| 19040 - Tool And Die Maker | 23.99 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.61 |
| 21030 - Material Coordinator | 18.58 |
| 21040 - Material Expediter | 18.58 |
| 21050 - Material Handling Laborer | 11.87 |
| 21071 - Order Filler | 12.57 |
| 21080 - Production Line Worker (Food Processing) | 17.61 |
| 21110 - Shipping Packer | 12.84 |
| 21130 - Shipping/Receiving Clerk | 12.84 |
| 21140 - Store Worker I | 12.53 |
| 21150 - Stock Clerk | 16.41 |
| 21210 - Tools And Parts Attendant | 17.61 |
| 21410 - Warehouse Specialist | 17.61 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.80 |
| 23021 - Aircraft Mechanic I | 20.76 |
| 23022 - Aircraft Mechanic II | 21.80 |
| 23023 - Aircraft Mechanic III | 22.87 |
| 23040 - Aircraft Mechanic Helper | 15.19 |
| 23050 - Aircraft, Painter | 19.66 |
| 23060 - Aircraft Servicer | 17.40 |
| 23080 - Aircraft Worker | 18.54 |
| 23110 - Appliance Mechanic | 18.64 |
| 23120 - Bicycle Repairer | 14.21 |
| 23125 - Cable Splicer | 21.79 |

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| 23130 - Carpenter, Maintenance | 19.56 |
| 23140 - Carpet Layer | 18.53 |
| 23160 - Electrician, Maintenance | 23.68 |
| 23181 - Electronics Technician Maintenance I | 18.53 |
| 23182 - Electronics Technician Maintenance II | 19.64 |
| 23183 - Electronics Technician Maintenance III | 20.76 |
| 23260 - Fabric Worker | 17.41 |
| 23290 - Fire Alarm System Mechanic | 20.76 |
| 23310 - Fire Extinguisher Repairer | 16.29 |
| 23311 - Fuel Distribution System Mechanic | 24.15 |
| 23312 - Fuel Distribution System Operator | 18.93 |
| 23370 - General Maintenance Worker | 16.62 |
| 23380 - Ground Support Equipment Mechanic | 20.76 |
| 23381 - Ground Support Equipment Servicer | 17.40 |
| 23382 - Ground Support Equipment Worker | 18.54 |
| 23391 - Gunsmith I | 16.29 |
| 23392 - Gunsmith II | 18.53 |
| 23393 - Gunsmith III | 20.76 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.69 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.80 |
| 23430 - Heavy Equipment Mechanic | 20.76 |
| 23440 - Heavy Equipment Operator | 23.13 |
| 23460 - Instrument Mechanic | 20.76 |
| 23465 - Laboratory/Shelter Mechanic | 19.64 |
| 23470 - Laborer | 11.18 |
| 23510 - Locksmith | 19.64 |
| 23530 - Machinery Maintenance Mechanic | 20.76 |
| 23550 - Machinist, Maintenance | 18.23 |
| 23580 - Maintenance Trades Helper | 13.91 |
| 23591 - Metrology Technician I | 20.76 |
| 23592 - Metrology Technician II | 21.80 |
| 23593 - Metrology Technician III | 22.87 |
| 23640 - Millwright | 20.76 |
| 23710 - Office Appliance Repairer | 20.86 |
| 23760 - Painter, Maintenance | 17.41 |
| 23790 - Pipefitter, Maintenance | 25.53 |
| 23810 - Plumber, Maintenance | 24.22 |
| 23820 - Pneudraulic Systems Mechanic | 20.76 |
| 23850 - Rigger | 20.76 |
| 23870 - Scale Mechanic | 18.53 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.06 |
| 23910 - Small Engine Mechanic | 18.53 |
| 23931 - Telecommunications Mechanic I | 22.86 |
| 23932 - Telecommunications Mechanic II | 24.00 |
| 23950 - Telephone Lineman | 20.76 |
| 23960 - Welder, Combination, Maintenance | 20.76 |
| 23965 - Well Driller | 20.76 |
| 23970 - Woodcraft Worker | 20.76 |
| 23980 - Woodworker | 16.29 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.81 |
| 24580 - Child Care Center Clerk | 12.22 |
| 24610 - Chore Aide | 11.89 |
| 24620 - Family Readiness And Support Services Coordinator | 12.08 |
| 24630 - Homemaker | 13.59 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.76 |
| 25040 - Sewage Plant Operator | 19.64 |
| 25070 - Stationary Engineer | 20.76 |
| 25190 - Ventilation Equipment Tender | 15.20 |

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| 25210 - Water Treatment Plant Operator | 19.64 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.31 |
| 27007 - Baggage Inspector | 10.53 |
| 27008 - Corrections Officer | 15.09 |
| 27010 - Court Security Officer | 16.60 |
| 27030 - Detection Dog Handler | 13.80 |
| 27040 - Detention Officer | 15.09 |
| 27070 - Firefighter | 17.29 |
| 27101 - Guard I | 10.53 |
| 27102 - Guard II | 13.28 |
| 27131 - Police Officer I | 18.75 |
| 27132 - Police Officer II | 20.81 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.20 |
| 28042 - Carnival Equipment Repairer | 13.20 |
| 28043 - Carnival Equipment Worker | 9.93 |
| 28210 - Gate Attendant/Gate Tender | 14.21 |
| 28310 - Lifeguard | 11.51 |
| 28350 - Park Attendant (Aide) | 15.90 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.99 |
| 28515 - Recreation Specialist | 19.69 |
| 28630 - Sports Official | 12.66 |
| 28690 - Swimming Pool Operator | 18.83 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.53 |
| 29020 - Hatch Tender | 18.53 |
| 29030 - Line Handler | 18.53 |
| 29041 - Stevedore I | 17.41 |
| 29042 - Stevedore II | 19.64 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 13.75 |
| 30022 - Archeological Technician II | 15.39 |
| 30023 - Archeological Technician III | 18.58 |
| 30030 - Cartographic Technician | 18.58 |
| 30040 - Civil Engineering Technician | 22.35 |
| 30061 - Drafter/CAD Operator I | 13.75 |
| 30062 - Drafter/CAD Operator II | 15.39 |
| 30063 - Drafter/CAD Operator III | 17.08 |
| 30064 - Drafter/CAD Operator IV | 19.44 |
| 30081 - Engineering Technician I | 14.62 |
| 30082 - Engineering Technician II | 14.94 |
| 30083 - Engineering Technician III | 16.68 |
| 30084 - Engineering Technician IV | 20.68 |
| 30085 - Engineering Technician V | 25.29 |
| 30086 - Engineering Technician VI | 30.60 |
| 30090 - Environmental Technician | 17.56 |
| 30210 - Laboratory Technician | 17.15 |
| 30240 - Mathematical Technician | 17.56 |
| 30361 - Paralegal/Legal Assistant I | 15.54 |
| 30362 - Paralegal/Legal Assistant II | 21.27 |
| 30363 - Paralegal/Legal Assistant III | 23.46 |
| 30364 - Paralegal/Legal Assistant IV | 31.57 |
| 30390 - Photo-Optics Technician | 18.99 |
| 30461 - Technical Writer I | 17.56 |
| 30462 - Technical Writer II | 21.48 |
| 30463 - Technical Writer III | 25.54 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |

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| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 17.08 |
| 30621 - Weather Observer, Senior | (see 2) 17.56 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.92 |
| 31030 - Bus Driver | 15.97 |
| 31043 - Driver Courier | 12.68 |
| 31260 - Parking and Lot Attendant | 9.92 |
| 31290 - Shuttle Bus Driver | 13.59 |
| 31310 - Taxi Driver | 12.06 |
| 31361 - Truckdriver, Light | 13.59 |
| 31362 - Truckdriver, Medium | 14.42 |
| 31363 - Truckdriver, Heavy | 18.36 |
| 31364 - Truckdriver, Tractor-Trailer | 18.36 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.18 |
| 99050 - Desk Clerk | 8.17 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 10.05 |
| 99252 - Laboratory Animal Caretaker II | 10.55 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 18.58 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.87 |
| 99711 - Recycling Specialist | 17.40 |
| 99730 - Refuse Collector | 13.61 |
| 99810 - Sales Clerk | 10.77 |
| 99820 - School Crossing Guard | 13.68 |
| 99830 - Survey Party Chief | 19.13 |
| 99831 - Surveying Aide | 11.54 |
| 99832 - Surveying Technician | 15.70 |
| 99840 - Vending Machine Attendant | 17.70 |
| 99841 - Vending Machine Repairer | 21.57 |
| 99842 - Vending Machine Repairer Helper | 17.70 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2184
Revision No.: 15
Date of Last Revision: 07/25/2014

States: Illinois, Indiana

Area: Illinois Counties of Edwards, Gallatin, Hardin, Lawrence, Richland,
Page 1272

wabash, white

Indiana Counties of Brown, Crawford, Daviess, Dubois, Gibson, Greene, Jackson, Knox, Lawrence, Martin, Monroe, Orange, Owen, Pike, Washington

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.45 |
| 01012 - Accounting Clerk II | | 13.97 |
| 01013 - Accounting Clerk III | | 16.76 |
| 01020 - Administrative Assistant | | 18.38 |
| 01040 - Court Reporter | | 15.01 |
| 01051 - Data Entry Operator I | | 11.52 |
| 01052 - Data Entry Operator II | | 12.90 |
| 01060 - Dispatcher, Motor Vehicle | | 15.01 |
| 01070 - Document Preparation Clerk | | 13.36 |
| 01090 - Duplicating Machine Operator | | 13.36 |
| 01111 - General Clerk I | | 11.65 |
| 01112 - General Clerk II | | 12.71 |
| 01113 - General Clerk III | | 14.27 |
| 01120 - Housing Referral Assistant | | 17.08 |
| 01141 - Messenger Courier | | 11.29 |
| 01191 - Order Clerk I | | 11.82 |
| 01192 - Order Clerk II | | 14.54 |
| 01261 - Personnel Assistant (Employment) I | | 13.59 |
| 01262 - Personnel Assistant (Employment) II | | 15.21 |
| 01263 - Personnel Assistant (Employment) III | | 18.65 |
| 01270 - Production Control Clerk | | 18.58 |
| 01280 - Receptionist | | 12.21 |
| 01290 - Rental Clerk | | 13.37 |
| 01300 - Scheduler, Maintenance | | 13.37 |
| 01311 - Secretary I | | 13.37 |
| 01312 - Secretary II | | 14.69 |
| 01313 - Secretary III | | 17.08 |
| 01320 - Service Order Dispatcher | | 13.50 |
| 01410 - Supply Technician | | 19.27 |
| 01420 - Survey Worker | | 14.69 |
| 01531 - Travel Clerk I | | 12.60 |
| 01532 - Travel Clerk II | | 13.44 |
| 01533 - Travel Clerk III | | 14.25 |
| 01611 - Word Processor I | | 12.21 |
| 01612 - Word Processor II | | 13.37 |
| 01613 - Word Processor III | | 15.33 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.21 |
| 05010 - Automotive Electrician | | 17.67 |
| 05040 - Automotive Glass Installer | | 16.52 |
| 05070 - Automotive Worker | | 16.52 |
| 05110 - Mobile Equipment Servicer | | 14.71 |
| 05130 - Motor Equipment Metal Mechanic | | 18.35 |
| 05160 - Motor Equipment Metal Worker | | 16.52 |
| 05190 - Motor Vehicle Mechanic | | 18.35 |
| 05220 - Motor Vehicle Mechanic Helper | | 13.82 |
| 05250 - Motor Vehicle Upholstery Worker | | 15.91 |
| 05280 - Motor Vehicle Wrecker | | 16.52 |
| 05310 - Painter, Automotive | | 17.41 |
| 05340 - Radiator Repair Specialist | | 16.52 |
| 05370 - Tire Repairer | | 12.92 |
| 05400 - Transmission Repair Specialist | | 18.35 |

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|--|-------|
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.81 |
| 07041 - Cook I | 12.15 |
| 07042 - Cook II | 13.81 |
| 07070 - Dishwasher | 8.88 |
| 07130 - Food Service Worker | 8.88 |
| 07210 - Meat Cutter | 14.66 |
| 07260 - Waiter/Waitress | 9.68 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.64 |
| 09040 - Furniture Handler | 14.99 |
| 09080 - Furniture Refinisher | 19.64 |
| 09090 - Furniture Refinisher Helper | 17.91 |
| 09110 - Furniture Repairer, Minor | 18.81 |
| 09130 - Upholsterer | 19.64 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.97 |
| 11060 - Elevator Operator | 11.59 |
| 11090 - Gardener | 14.93 |
| 11122 - Housekeeping Aide | 10.85 |
| 11150 - Janitor | 11.59 |
| 11210 - Laborer, Grounds Maintenance | 12.06 |
| 11240 - Maid or Houseman | 9.80 |
| 11260 - Pruner | 12.13 |
| 11270 - Tractor Operator | 14.66 |
| 11330 - Trail Maintenance Worker | 12.06 |
| 11360 - Window Cleaner | 11.84 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.81 |
| 12011 - Breath Alcohol Technician | 14.81 |
| 12012 - Certified Occupational Therapist Assistant | 20.32 |
| 12015 - Certified Physical Therapist Assistant | 22.24 |
| 12020 - Dental Assistant | 17.13 |
| 12025 - Dental Hygienist | 33.44 |
| 12030 - EKG Technician | 22.34 |
| 12035 - Electroneurodiagnostic Technologist | 22.34 |
| 12040 - Emergency Medical Technician | 14.81 |
| 12071 - Licensed Practical Nurse I | 13.24 |
| 12072 - Licensed Practical Nurse II | 14.81 |
| 12073 - Licensed Practical Nurse III | 16.52 |
| 12100 - Medical Assistant | 12.92 |
| 12130 - Medical Laboratory Technician | 16.32 |
| 12160 - Medical Record Clerk | 13.41 |
| 12190 - Medical Record Technician | 14.99 |
| 12195 - Medical Transcriptionist | 15.85 |
| 12210 - Nuclear Medicine Technologist | 34.05 |
| 12221 - Nursing Assistant I | 10.85 |
| 12222 - Nursing Assistant II | 12.20 |
| 12223 - Nursing Assistant III | 13.31 |
| 12224 - Nursing Assistant IV | 14.94 |
| 12235 - Optical Dispenser | 14.15 |
| 12236 - Optical Technician | 13.24 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 14.93 |
| 12305 - Radiologic Technologist | 22.95 |
| 12311 - Registered Nurse I | 20.93 |
| 12312 - Registered Nurse II | 25.60 |
| 12313 - Registered Nurse II, Specialist | 25.60 |
| 12314 - Registered Nurse III | 30.97 |
| 12315 - Registered Nurse III, Anesthetist | 30.97 |
| 12316 - Registered Nurse IV | 37.11 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.36 |
| 13000 - Information And Arts Occupations | |

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|---|---------|
| 13011 - Exhibits Specialist I | 16.83 |
| 13012 - Exhibits Specialist II | 20.32 |
| 13013 - Exhibits Specialist III | 25.49 |
| 13041 - Illustrator I | 16.79 |
| 13042 - Illustrator II | 20.32 |
| 13043 - Illustrator III | 25.49 |
| 13047 - Librarian | 18.19 |
| 13050 - Library Aide/Clerk | 13.09 |
| 13054 - Library Information Technology Systems Administrator | 20.32 |
| 13058 - Library Technician | 13.18 |
| 13061 - Media Specialist I | 14.80 |
| 13062 - Media Specialist II | 16.43 |
| 13063 - Media Specialist III | 18.32 |
| 13071 - Photographer I | 16.97 |
| 13072 - Photographer II | 19.00 |
| 13073 - Photographer III | 22.94 |
| 13074 - Photographer IV | 28.77 |
| 13075 - Photographer V | 34.82 |
| 13110 - Video Teleconference Technician | 16.49 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.84 |
| 14042 - Computer Operator II | 15.93 |
| 14043 - Computer Operator III | 18.89 |
| 14044 - Computer Operator IV | 20.68 |
| 14045 - Computer Operator V | 22.92 |
| 14071 - Computer Programmer I | 16.10 |
| 14072 - Computer Programmer II | 19.94 |
| 14073 - Computer Programmer III | 24.40 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 26.02 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.84 |
| 14160 - Personal Computer Support Technician | 20.68 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.02 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 30.38 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 34.70 |
| 15050 - Computer Based Training Specialist / Instructor | 26.02 |
| 15060 - Educational Technologist | 26.11 |
| 15070 - Flight Instructor (Pilot) | 34.70 |
| 15080 - Graphic Artist | 18.75 |
| 15090 - Technical Instructor | 18.78 |
| 15095 - Technical Instructor/Course Developer | 23.75 |
| 15110 - Test Proctor | 15.70 |
| 15120 - Tutor | 15.70 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.88 |
| 16030 - Counter Attendant | 8.88 |
| 16040 - Dry Cleaner | 11.27 |
| 16070 - Finisher, Flatwork, Machine | 8.88 |
| 16090 - Presser, Hand | 8.88 |
| 16110 - Presser, Machine, Drycleaning | 8.88 |
| 16130 - Presser, Machine, Shirts | 8.88 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.88 |
| 16190 - Sewing Machine Operator | 12.06 |
| 16220 - Tailor | 12.83 |
| 16250 - Washer, Machine | 9.67 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.64 |
| 19040 - Tool And Die Maker | 23.99 |
| 21000 - Materials Handling And Packing Occupations | |

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|---|-------|
| 21020 - Forklift Operator | 17.61 |
| 21030 - Material Coordinator | 18.58 |
| 21040 - Material Expediter | 18.58 |
| 21050 - Material Handling Laborer | 11.87 |
| 21071 - Order Filler | 12.57 |
| 21080 - Production Line Worker (Food Processing) | 17.61 |
| 21110 - Shipping Packer | 12.84 |
| 21130 - Shipping/Receiving Clerk | 12.84 |
| 21140 - Store Worker I | 12.53 |
| 21150 - Stock Clerk | 16.41 |
| 21210 - Tools And Parts Attendant | 17.61 |
| 21410 - Warehouse Specialist | 17.61 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.80 |
| 23021 - Aircraft Mechanic I | 20.76 |
| 23022 - Aircraft Mechanic II | 21.80 |
| 23023 - Aircraft Mechanic III | 22.87 |
| 23040 - Aircraft Mechanic Helper | 15.19 |
| 23050 - Aircraft, Painter | 19.66 |
| 23060 - Aircraft Servicer | 17.40 |
| 23080 - Aircraft Worker | 18.54 |
| 23110 - Appliance Mechanic | 18.64 |
| 23120 - Bicycle Repairer | 14.21 |
| 23125 - Cable Splicer | 21.79 |
| 23130 - Carpenter, Maintenance | 19.56 |
| 23140 - Carpet Layer | 18.53 |
| 23160 - Electrician, Maintenance | 23.68 |
| 23181 - Electronics Technician Maintenance I | 18.53 |
| 23182 - Electronics Technician Maintenance II | 19.64 |
| 23183 - Electronics Technician Maintenance III | 20.76 |
| 23260 - Fabric Worker | 17.41 |
| 23290 - Fire Alarm System Mechanic | 20.76 |
| 23310 - Fire Extinguisher Repairer | 16.29 |
| 23311 - Fuel Distribution System Mechanic | 24.15 |
| 23312 - Fuel Distribution System Operator | 18.93 |
| 23370 - General Maintenance Worker | 16.62 |
| 23380 - Ground Support Equipment Mechanic | 20.76 |
| 23381 - Ground Support Equipment Servicer | 17.40 |
| 23382 - Ground Support Equipment Worker | 18.54 |
| 23391 - Gunsmith I | 16.29 |
| 23392 - Gunsmith II | 18.53 |
| 23393 - Gunsmith III | 20.76 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.69 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.80 |
| 23430 - Heavy Equipment Mechanic | 20.76 |
| 23440 - Heavy Equipment Operator | 23.13 |
| 23460 - Instrument Mechanic | 20.76 |
| 23465 - Laboratory/Shelter Mechanic | 19.64 |
| 23470 - Laborer | 11.18 |
| 23510 - Locksmith | 19.64 |
| 23530 - Machinery Maintenance Mechanic | 20.76 |
| 23550 - Machinist, Maintenance | 18.23 |
| 23580 - Maintenance Trades Helper | 13.91 |
| 23591 - Metrology Technician I | 20.76 |
| 23592 - Metrology Technician II | 21.80 |
| 23593 - Metrology Technician III | 22.87 |
| 23640 - Millwright | 20.76 |
| 23710 - Office Appliance Repairer | 20.86 |
| 23760 - Painter, Maintenance | 17.41 |
| 23790 - Pipefitter, Maintenance | 25.53 |
| 23810 - Plumber, Maintenance | 24.22 |

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| 23820 - Pneudraulic Systems Mechanic | 20.76 |
| 23850 - Rigger | 20.76 |
| 23870 - Scale Mechanic | 18.53 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.06 |
| 23910 - Small Engine Mechanic | 18.53 |
| 23931 - Telecommunications Mechanic I | 22.86 |
| 23932 - Telecommunications Mechanic II | 24.00 |
| 23950 - Telephone Lineman | 20.76 |
| 23960 - Welder, Combination, Maintenance | 20.76 |
| 23965 - Well Driller | 20.76 |
| 23970 - Woodcraft Worker | 20.76 |
| 23980 - Woodworker | 16.29 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.81 |
| 24580 - Child Care Center Clerk | 12.22 |
| 24610 - Chore Aide | 11.89 |
| 24620 - Family Readiness And Support Services Coordinator | 12.08 |
| 24630 - Homemaker | 13.59 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.76 |
| 25040 - Sewage Plant Operator | 19.64 |
| 25070 - Stationary Engineer | 20.76 |
| 25190 - Ventilation Equipment Tender | 15.20 |
| 25210 - Water Treatment Plant Operator | 19.64 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.31 |
| 27007 - Baggage Inspector | 10.53 |
| 27008 - Corrections Officer | 15.09 |
| 27010 - Court Security Officer | 16.60 |
| 27030 - Detection Dog Handler | 13.80 |
| 27040 - Detention Officer | 15.09 |
| 27070 - Firefighter | 17.29 |
| 27101 - Guard I | 10.53 |
| 27102 - Guard II | 13.28 |
| 27131 - Police Officer I | 18.75 |
| 27132 - Police Officer II | 20.81 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.20 |
| 28042 - Carnival Equipment Repairer | 13.20 |
| 28043 - Carnival Equipment Worker | 9.93 |
| 28210 - Gate Attendant/Gate Tender | 14.21 |
| 28310 - Lifeguard | 11.51 |
| 28350 - Park Attendant (Aide) | 15.90 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.99 |
| 28515 - Recreation Specialist | 19.69 |
| 28630 - Sports Official | 12.66 |
| 28690 - Swimming Pool Operator | 18.83 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.53 |
| 29020 - Hatch Tender | 18.53 |
| 29030 - Line Handler | 18.53 |
| 29041 - Stevedore I | 17.41 |
| 29042 - Stevedore II | 19.64 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 13.75 |
| 30022 - Archeological Technician II | 15.39 |
| 30023 - Archeological Technician III | 18.58 |
| 30030 - Cartographic Technician | 18.58 |
| 30040 - Civil Engineering Technician | 22.35 |

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|---|---------------|
| 30061 - Drafter/CAD Operator I | 13.75 |
| 30062 - Drafter/CAD Operator II | 15.39 |
| 30063 - Drafter/CAD Operator III | 17.08 |
| 30064 - Drafter/CAD Operator IV | 19.44 |
| 30081 - Engineering Technician I | 14.62 |
| 30082 - Engineering Technician II | 14.94 |
| 30083 - Engineering Technician III | 16.68 |
| 30084 - Engineering Technician IV | 20.68 |
| 30085 - Engineering Technician V | 25.29 |
| 30086 - Engineering Technician VI | 30.60 |
| 30090 - Environmental Technician | 17.56 |
| 30210 - Laboratory Technician | 17.15 |
| 30240 - Mathematical Technician | 17.56 |
| 30361 - Paralegal/Legal Assistant I | 15.54 |
| 30362 - Paralegal/Legal Assistant II | 21.27 |
| 30363 - Paralegal/Legal Assistant III | 23.46 |
| 30364 - Paralegal/Legal Assistant IV | 31.57 |
| 30390 - Photo-Optics Technician | 18.99 |
| 30461 - Technical Writer I | 17.56 |
| 30462 - Technical Writer II | 21.48 |
| 30463 - Technical Writer III | 25.54 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 17.08 |
| 30621 - Weather Observer, Senior | (see 2) 17.56 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.92 |
| 31030 - Bus Driver | 15.97 |
| 31043 - Driver Courier | 12.68 |
| 31260 - Parking and Lot Attendant | 9.92 |
| 31290 - Shuttle Bus Driver | 13.59 |
| 31310 - Taxi Driver | 12.06 |
| 31361 - Truckdriver, Light | 13.59 |
| 31362 - Truckdriver, Medium | 14.42 |
| 31363 - Truckdriver, Heavy | 18.36 |
| 31364 - Truckdriver, Tractor-Trailer | 18.36 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.18 |
| 99050 - Desk Clerk | 8.17 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 10.05 |
| 99252 - Laboratory Animal Caretaker II | 10.55 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 18.58 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.87 |
| 99711 - Recycling Specialist | 17.40 |
| 99730 - Refuse Collector | 13.61 |
| 99810 - Sales Clerk | 10.77 |
| 99820 - School Crossing Guard | 13.68 |
| 99830 - Survey Party Chief | 19.13 |
| 99831 - Surveying Aide | 11.54 |
| 99832 - Surveying Technician | 15.70 |
| 99840 - Vending Machine Attendant | 17.70 |
| 99841 - Vending Machine Repairer | 21.57 |
| 99842 - Vending Machine Repairer Helper | 17.70 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage

determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2185
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Elkhart, Kosciusko

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.68 |
| 01012 - Accounting Clerk II | | 14.24 |
| 01013 - Accounting Clerk III | | 15.93 |
| 01020 - Administrative Assistant | | 19.73 |
| 01040 - Court Reporter | | 18.84 |
| 01051 - Data Entry Operator I | | 12.23 |
| 01052 - Data Entry Operator II | | 13.38 |
| 01060 - Dispatcher, Motor Vehicle | | 18.54 |
| 01070 - Document Preparation Clerk | | 12.31 |
| 01090 - Duplicating Machine Operator | | 12.31 |
| 01111 - General Clerk I | | 11.16 |
| 01112 - General Clerk II | | 12.71 |
| 01113 - General Clerk III | | 14.07 |
| 01120 - Housing Referral Assistant | | 18.28 |
| 01141 - Messenger Courier | | 11.73 |
| 01191 - Order Clerk I | | 12.73 |
| 01192 - Order Clerk II | | 14.11 |
| 01261 - Personnel Assistant (Employment) I | | 14.85 |
| 01262 - Personnel Assistant (Employment) II | | 18.27 |
| 01263 - Personnel Assistant (Employment) III | | 20.37 |
| 01270 - Production Control Clerk | | 20.55 |
| 01280 - Receptionist | | 11.17 |
| 01290 - Rental Clerk | | 13.42 |
| 01300 - Scheduler, Maintenance | | 14.27 |
| 01311 - Secretary I | | 14.27 |
| 01312 - Secretary II | | 16.66 |
| 01313 - Secretary III | | 17.78 |
| 01320 - Service Order Dispatcher | | 15.87 |
| 01410 - Supply Technician | | 19.73 |

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| 01420 - Survey Worker | 17.05 |
| 01531 - Travel Clerk I | 12.86 |
| 01532 - Travel Clerk II | 13.72 |
| 01533 - Travel Clerk III | 14.55 |
| 01611 - Word Processor I | 12.74 |
| 01612 - Word Processor II | 14.27 |
| 01613 - Word Processor III | 17.60 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.58 |
| 05010 - Automotive Electrician | 16.43 |
| 05040 - Automotive Glass Installer | 16.23 |
| 05070 - Automotive Worker | 16.43 |
| 05110 - Mobile Equipment Servicer | 15.27 |
| 05130 - Motor Equipment Metal Mechanic | 17.53 |
| 05160 - Motor Equipment Metal Worker | 16.43 |
| 05190 - Motor Vehicle Mechanic | 17.80 |
| 05220 - Motor Vehicle Mechanic Helper | 15.99 |
| 05250 - Motor Vehicle Upholstery Worker | 15.82 |
| 05280 - Motor Vehicle Wrecker | 17.38 |
| 05310 - Painter, Automotive | 16.71 |
| 05340 - Radiator Repair Specialist | 16.43 |
| 05370 - Tire Repairer | 12.64 |
| 05400 - Transmission Repair Specialist | 17.53 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.27 |
| 07041 - Cook I | 12.36 |
| 07042 - Cook II | 13.27 |
| 07070 - Dishwasher | 9.89 |
| 07130 - Food Service Worker | 9.89 |
| 07210 - Meat Cutter | 13.27 |
| 07260 - Waiter/Waitress | 10.64 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.93 |
| 09040 - Furniture Handler | 12.40 |
| 09080 - Furniture Refinisher | 15.93 |
| 09090 - Furniture Refinisher Helper | 13.86 |
| 09110 - Furniture Repairer, Minor | 14.91 |
| 09130 - Upholsterer | 15.93 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 13.73 |
| 11060 - Elevator Operator | 13.15 |
| 11090 - Gardener | 15.27 |
| 11122 - Housekeeping Aide | 13.15 |
| 11150 - Janitor | 13.73 |
| 11210 - Laborer, Grounds Maintenance | 13.39 |
| 11240 - Maid or Houseman | 10.07 |
| 11260 - Pruner | 12.18 |
| 11270 - Tractor Operator | 16.45 |
| 11330 - Trail Maintenance Worker | 13.39 |
| 11360 - Window Cleaner | 14.77 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.06 |
| 12011 - Breath Alcohol Technician | 16.08 |
| 12012 - Certified Occupational Therapist Assistant | 22.07 |
| 12015 - Certified Physical Therapist Assistant | 22.07 |
| 12020 - Dental Assistant | 14.82 |
| 12025 - Dental Hygienist | 30.06 |
| 12030 - EKG Technician | 23.82 |
| 12035 - Electroneurodiagnostic Technologist | 23.82 |
| 12040 - Emergency Medical Technician | 14.06 |
| 12071 - Licensed Practical Nurse I | 14.38 |
| 12072 - Licensed Practical Nurse II | 16.08 |
| 12073 - Licensed Practical Nurse III | 17.94 |

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| 12100 - Medical Assistant | 12.81 |
| 12130 - Medical Laboratory Technician | 16.41 |
| 12160 - Medical Record Clerk | 12.49 |
| 12190 - Medical Record Technician | 13.97 |
| 12195 - Medical Transcriptionist | 14.06 |
| 12210 - Nuclear Medicine Technologist | 34.28 |
| 12221 - Nursing Assistant I | 10.37 |
| 12222 - Nursing Assistant II | 11.67 |
| 12223 - Nursing Assistant III | 12.73 |
| 12224 - Nursing Assistant IV | 14.28 |
| 12235 - Optical Dispenser | 13.58 |
| 12236 - Optical Technician | 14.38 |
| 12250 - Pharmacy Technician | 12.77 |
| 12280 - Phlebotomist | 14.28 |
| 12305 - Radiologic Technologist | 22.94 |
| 12311 - Registered Nurse I | 20.83 |
| 12312 - Registered Nurse II | 25.48 |
| 12313 - Registered Nurse II, Specialist | 25.48 |
| 12314 - Registered Nurse III | 30.82 |
| 12315 - Registered Nurse III, Anesthetist | 30.82 |
| 12316 - Registered Nurse IV | 36.95 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.93 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.23 |
| 13012 - Exhibits Specialist II | 20.09 |
| 13013 - Exhibits Specialist III | 24.58 |
| 13041 - Illustrator I | 16.23 |
| 13042 - Illustrator II | 20.09 |
| 13043 - Illustrator III | 24.58 |
| 13047 - Librarian | 22.30 |
| 13050 - Library Aide/Clerk | 12.92 |
| 13054 - Library Information Technology Systems Administrator | 20.11 |
| 13058 - Library Technician | 15.47 |
| 13061 - Media Specialist I | 14.52 |
| 13062 - Media Specialist II | 16.23 |
| 13063 - Media Specialist III | 18.11 |
| 13071 - Photographer I | 11.20 |
| 13072 - Photographer II | 14.00 |
| 13073 - Photographer III | 17.35 |
| 13074 - Photographer IV | 21.21 |
| 13075 - Photographer V | 27.98 |
| 13110 - Video Teleconference Technician | 14.52 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.91 |
| 14042 - Computer Operator II | 16.68 |
| 14043 - Computer Operator III | 20.74 |
| 14044 - Computer Operator IV | 22.43 |
| 14045 - Computer Operator V | 24.81 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 14.91 |
| 14160 - Personal Computer Support Technician | 22.43 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.28 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.64 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.44 |
| 15050 - Computer Based Training Specialist / Instructor | 30.28 |

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| 15060 - Educational Technologist | 24.46 |
| 15070 - Flight Instructor (Pilot) | 40.44 |
| 15080 - Graphic Artist | 22.10 |
| 15090 - Technical Instructor | 18.59 |
| 15095 - Technical Instructor/Course Developer | 22.74 |
| 15110 - Test Proctor | 15.28 |
| 15120 - Tutor | 15.28 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.13 |
| 16030 - Counter Attendant | 9.13 |
| 16040 - Dry Cleaner | 11.56 |
| 16070 - Finisher, Flatwork, Machine | 9.13 |
| 16090 - Presser, Hand | 9.13 |
| 16110 - Presser, Machine, Drycleaning | 9.13 |
| 16130 - Presser, Machine, Shirts | 9.13 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.13 |
| 16190 - Sewing Machine Operator | 12.37 |
| 16220 - Tailor | 13.18 |
| 16250 - Washer, Machine | 9.91 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.84 |
| 19040 - Tool And Die Maker | 22.30 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.74 |
| 21030 - Material Coordinator | 19.40 |
| 21040 - Material Expediter | 19.40 |
| 21050 - Material Handling Laborer | 12.60 |
| 21071 - Order Filler | 13.03 |
| 21080 - Production Line Worker (Food Processing) | 14.74 |
| 21110 - Shipping Packer | 12.54 |
| 21130 - Shipping/Receiving Clerk | 12.54 |
| 21140 - Store Worker I | 13.05 |
| 21150 - Stock Clerk | 17.39 |
| 21210 - Tools And Parts Attendant | 14.74 |
| 21410 - Warehouse Specialist | 14.74 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.72 |
| 23021 - Aircraft Mechanic I | 20.04 |
| 23022 - Aircraft Mechanic II | 20.72 |
| 23023 - Aircraft Mechanic III | 21.67 |
| 23040 - Aircraft Mechanic Helper | 16.83 |
| 23050 - Aircraft, Painter | 18.38 |
| 23060 - Aircraft Servicer | 18.10 |
| 23080 - Aircraft Worker | 18.79 |
| 23110 - Appliance Mechanic | 19.40 |
| 23120 - Bicycle Repairer | 12.64 |
| 23125 - Cable Splicer | 20.04 |
| 23130 - Carpenter, Maintenance | 19.36 |
| 23140 - Carpet Layer | 18.53 |
| 23160 - Electrician, Maintenance | 21.11 |
| 23181 - Electronics Technician Maintenance I | 19.23 |
| 23182 - Electronics Technician Maintenance II | 20.25 |
| 23183 - Electronics Technician Maintenance III | 20.90 |
| 23260 - Fabric Worker | 17.43 |
| 23290 - Fire Alarm System Mechanic | 20.04 |
| 23310 - Fire Extinguisher Repairer | 16.29 |
| 23311 - Fuel Distribution System Mechanic | 21.48 |
| 23312 - Fuel Distribution System Operator | 18.16 |
| 23370 - General Maintenance Worker | 17.53 |
| 23380 - Ground Support Equipment Mechanic | 20.04 |
| 23381 - Ground Support Equipment Servicer | 18.10 |
| 23382 - Ground Support Equipment Worker | 18.79 |
| 23391 - Gunsmith I | 16.29 |

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| 23392 - Gunsmith II | 18.42 |
| 23393 - Gunsmith III | 20.04 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.25 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.22 |
| 23430 - Heavy Equipment Mechanic | 19.55 |
| 23440 - Heavy Equipment Operator | 26.46 |
| 23460 - Instrument Mechanic | 20.04 |
| 23465 - Laboratory/Shelter Mechanic | 19.40 |
| 23470 - Laborer | 12.02 |
| 23510 - Locksmith | 19.40 |
| 23530 - Machinery Maintenance Mechanic | 21.08 |
| 23550 - Machinist, Maintenance | 17.56 |
| 23580 - Maintenance Trades Helper | 15.02 |
| 23591 - Metrology Technician I | 20.04 |
| 23592 - Metrology Technician II | 20.72 |
| 23593 - Metrology Technician III | 21.48 |
| 23640 - Millwright | 24.74 |
| 23710 - Office Appliance Repairer | 19.26 |
| 23760 - Painter, Maintenance | 17.52 |
| 23790 - Pipefitter, Maintenance | 25.75 |
| 23810 - Plumber, Maintenance | 23.87 |
| 23820 - Pneudraulic Systems Mechanic | 20.04 |
| 23850 - Rigger | 20.04 |
| 23870 - Scale Mechanic | 18.94 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.64 |
| 23910 - Small Engine Mechanic | 18.42 |
| 23931 - Telecommunications Mechanic I | 21.63 |
| 23932 - Telecommunications Mechanic II | 22.35 |
| 23950 - Telephone Lineman | 21.62 |
| 23960 - Welder, Combination, Maintenance | 16.55 |
| 23965 - Well Driller | 19.92 |
| 23970 - Woodcraft Worker | 20.04 |
| 23980 - Woodworker | 14.72 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.15 |
| 24580 - Child Care Center Clerk | 13.89 |
| 24610 - Chore Aide | 12.41 |
| 24620 - Family Readiness And Support Services Coordinator | 13.70 |
| 24630 - Homemaker | 17.00 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.04 |
| 25040 - Sewage Plant Operator | 18.87 |
| 25070 - Stationary Engineer | 20.04 |
| 25190 - Ventilation Equipment Tender | 15.13 |
| 25210 - Water Treatment Plant Operator | 18.87 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.09 |
| 27007 - Baggage Inspector | 10.34 |
| 27008 - Corrections Officer | 17.91 |
| 27010 - Court Security Officer | 17.91 |
| 27030 - Detection Dog Handler | 12.23 |
| 27040 - Detention Officer | 17.91 |
| 27070 - Firefighter | 17.42 |
| 27101 - Guard I | 10.34 |
| 27102 - Guard II | 12.23 |
| 27131 - Police Officer I | 18.63 |
| 27132 - Police Officer II | 20.70 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.08 |
| 28042 - Carnival Equipment Repairer | 13.59 |

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| 28043 - Carnival Equipment Worker | 10.88 |
| 28210 - Gate Attendant/Gate Tender | 13.95 |
| 28310 - Lifeguard | 11.10 |
| 28350 - Park Attendant (Aide) | 15.60 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.19 |
| 28515 - Recreation Specialist | 14.59 |
| 28630 - Sports Official | 12.34 |
| 28690 - Swimming Pool Operator | 21.09 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.42 |
| 29020 - Hatch Tender | 18.42 |
| 29030 - Line Handler | 18.42 |
| 29041 - Stevedore I | 17.32 |
| 29042 - Stevedore II | 19.40 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.30 |
| 30022 - Archeological Technician II | 18.53 |
| 30023 - Archeological Technician III | 21.88 |
| 30030 - Cartographic Technician | 21.88 |
| 30040 - Civil Engineering Technician | 21.46 |
| 30061 - Drafter/CAD Operator I | 16.57 |
| 30062 - Drafter/CAD Operator II | 18.53 |
| 30063 - Drafter/CAD Operator III | 20.66 |
| 30064 - Drafter/CAD Operator IV | 24.07 |
| 30081 - Engineering Technician I | 15.61 |
| 30082 - Engineering Technician II | 17.53 |
| 30083 - Engineering Technician III | 19.61 |
| 30084 - Engineering Technician IV | 24.28 |
| 30085 - Engineering Technician V | 29.71 |
| 30086 - Engineering Technician VI | 35.95 |
| 30090 - Environmental Technician | 21.46 |
| 30210 - Laboratory Technician | 22.39 |
| 30240 - Mathematical Technician | 21.99 |
| 30361 - Paralegal/Legal Assistant I | 17.38 |
| 30362 - Paralegal/Legal Assistant II | 19.08 |
| 30363 - Paralegal/Legal Assistant III | 23.35 |
| 30364 - Paralegal/Legal Assistant IV | 28.25 |
| 30390 - Photo-Optics Technician | 21.46 |
| 30461 - Technical Writer I | 19.57 |
| 30462 - Technical Writer II | 23.93 |
| 30463 - Technical Writer III | 26.44 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 3) | 20.66 |
| 30621 - Weather Observer, Senior (see 3) | 21.98 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.16 |
| 31030 - Bus Driver | 16.69 |
| 31043 - Driver Courier | 13.72 |
| 31260 - Parking and Lot Attendant | 11.57 |
| 31290 - Shuttle Bus Driver | 15.44 |
| 31310 - Taxi Driver | 13.72 |
| 31361 - Truckdriver, Light | 15.44 |
| 31362 - Truckdriver, Medium | 16.69 |
| 31363 - Truckdriver, Heavy | 21.03 |
| 31364 - Truckdriver, Tractor-Trailer | 21.03 |

| | |
|---|-------|
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.98 |
| 99050 - Desk Clerk | 9.36 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 13.26 |
| 99252 - Laboratory Animal Caretaker II | 14.27 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 21.69 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 16.85 |
| 99711 - Recycling Specialist | 19.93 |
| 99730 - Refuse Collector | 15.35 |
| 99810 - Sales Clerk | 12.09 |
| 99820 - School Crossing Guard | 13.74 |
| 99830 - Survey Party Chief | 19.05 |
| 99831 - Surveying Aide | 12.48 |
| 99832 - Surveying Technician | 17.12 |
| 99840 - Vending Machine Attendant | 20.14 |
| 99841 - Vending Machine Repairer | 22.90 |
| 99842 - Vending Machine Repairer Helper | 20.14 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; and 2 weeks after 2 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 4174)

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) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2186
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Elkhart, Kosciusko

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.68 |
| 01012 - Accounting Clerk II | | 14.24 |

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|-------|--|-------|
| 01013 | - Accounting Clerk III | 15.93 |
| 01020 | - Administrative Assistant | 19.73 |
| 01040 | - Court Reporter | 18.84 |
| 01051 | - Data Entry Operator I | 12.23 |
| 01052 | - Data Entry Operator II | 13.38 |
| 01060 | - Dispatcher, Motor Vehicle | 18.54 |
| 01070 | - Document Preparation Clerk | 12.31 |
| 01090 | - Duplicating Machine Operator | 12.31 |
| 01111 | - General Clerk I | 11.16 |
| 01112 | - General Clerk II | 12.71 |
| 01113 | - General Clerk III | 14.07 |
| 01120 | - Housing Referral Assistant | 18.28 |
| 01141 | - Messenger Courier | 11.73 |
| 01191 | - Order Clerk I | 12.73 |
| 01192 | - Order Clerk II | 14.11 |
| 01261 | - Personnel Assistant (Employment) I | 14.85 |
| 01262 | - Personnel Assistant (Employment) II | 18.27 |
| 01263 | - Personnel Assistant (Employment) III | 20.37 |
| 01270 | - Production Control Clerk | 20.55 |
| 01280 | - Receptionist | 11.17 |
| 01290 | - Rental Clerk | 13.42 |
| 01300 | - Scheduler, Maintenance | 14.27 |
| 01311 | - Secretary I | 14.27 |
| 01312 | - Secretary II | 16.66 |
| 01313 | - Secretary III | 17.78 |
| 01320 | - Service Order Dispatcher | 15.87 |
| 01410 | - Supply Technician | 19.73 |
| 01420 | - Survey Worker | 17.05 |
| 01531 | - Travel Clerk I | 12.86 |
| 01532 | - Travel Clerk II | 13.72 |
| 01533 | - Travel Clerk III | 14.55 |
| 01611 | - Word Processor I | 12.74 |
| 01612 | - Word Processor II | 14.27 |
| 01613 | - Word Processor III | 17.60 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 19.58 |
| 05010 | - Automotive Electrician | 16.43 |
| 05040 | - Automotive Glass Installer | 16.23 |
| 05070 | - Automotive Worker | 16.43 |
| 05110 | - Mobile Equipment Servicer | 15.27 |
| 05130 | - Motor Equipment Metal Mechanic | 17.53 |
| 05160 | - Motor Equipment Metal Worker | 16.43 |
| 05190 | - Motor Vehicle Mechanic | 17.80 |
| 05220 | - Motor Vehicle Mechanic Helper | 15.99 |
| 05250 | - Motor Vehicle Upholstery Worker | 15.82 |
| 05280 | - Motor Vehicle Wrecker | 17.38 |
| 05310 | - Painter, Automotive | 16.71 |
| 05340 | - Radiator Repair Specialist | 16.43 |
| 05370 | - Tire Repairer | 12.64 |
| 05400 | - Transmission Repair Specialist | 17.53 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 13.27 |
| 07041 | - Cook I | 12.36 |
| 07042 | - Cook II | 13.27 |
| 07070 | - Dishwasher | 9.89 |
| 07130 | - Food Service Worker | 9.89 |
| 07210 | - Meat Cutter | 13.27 |
| 07260 | - Waiter/Waitress | 10.64 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 15.93 |
| 09040 | - Furniture Handler | 12.40 |
| 09080 | - Furniture Refinisher | 15.93 |
| 09090 | - Furniture Refinisher Helper | 13.86 |

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| 09110 - Furniture Repairer, Minor | 14.91 |
| 09130 - Upholsterer | 15.93 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 13.73 |
| 11060 - Elevator Operator | 13.15 |
| 11090 - Gardener | 15.27 |
| 11122 - Housekeeping Aide | 13.15 |
| 11150 - Janitor | 13.73 |
| 11210 - Laborer, Grounds Maintenance | 13.39 |
| 11240 - Maid or Houseman | 10.07 |
| 11260 - Pruner | 12.18 |
| 11270 - Tractor Operator | 16.45 |
| 11330 - Trail Maintenance Worker | 13.39 |
| 11360 - Window Cleaner | 14.77 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.06 |
| 12011 - Breath Alcohol Technician | 16.08 |
| 12012 - Certified Occupational Therapist Assistant | 22.07 |
| 12015 - Certified Physical Therapist Assistant | 22.07 |
| 12020 - Dental Assistant | 14.82 |
| 12025 - Dental Hygienist | 30.06 |
| 12030 - EKG Technician | 23.82 |
| 12035 - Electroneurodiagnostic Technologist | 23.82 |
| 12040 - Emergency Medical Technician | 14.06 |
| 12071 - Licensed Practical Nurse I | 14.38 |
| 12072 - Licensed Practical Nurse II | 16.08 |
| 12073 - Licensed Practical Nurse III | 17.94 |
| 12100 - Medical Assistant | 12.81 |
| 12130 - Medical Laboratory Technician | 16.41 |
| 12160 - Medical Record Clerk | 12.49 |
| 12190 - Medical Record Technician | 13.97 |
| 12195 - Medical Transcriptionist | 14.06 |
| 12210 - Nuclear Medicine Technologist | 34.28 |
| 12221 - Nursing Assistant I | 10.37 |
| 12222 - Nursing Assistant II | 11.67 |
| 12223 - Nursing Assistant III | 12.73 |
| 12224 - Nursing Assistant IV | 14.28 |
| 12235 - Optical Dispenser | 13.58 |
| 12236 - Optical Technician | 14.38 |
| 12250 - Pharmacy Technician | 12.77 |
| 12280 - Phlebotomist | 14.28 |
| 12305 - Radiologic Technologist | 22.94 |
| 12311 - Registered Nurse I | 20.83 |
| 12312 - Registered Nurse II | 25.48 |
| 12313 - Registered Nurse II, Specialist | 25.48 |
| 12314 - Registered Nurse III | 30.82 |
| 12315 - Registered Nurse III, Anesthetist | 30.82 |
| 12316 - Registered Nurse IV | 36.95 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.93 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.23 |
| 13012 - Exhibits Specialist II | 20.09 |
| 13013 - Exhibits Specialist III | 24.58 |
| 13041 - Illustrator I | 16.23 |
| 13042 - Illustrator II | 20.09 |
| 13043 - Illustrator III | 24.58 |
| 13047 - Librarian | 22.30 |
| 13050 - Library Aide/Clerk | 12.92 |
| 13054 - Library Information Technology Systems Administrator | 20.11 |
| 13058 - Library Technician | 15.47 |
| 13061 - Media Specialist I | 14.52 |
| 13062 - Media Specialist II | 16.23 |

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| 13063 - Media Specialist III | 18.11 |
| 13071 - Photographer I | 11.20 |
| 13072 - Photographer II | 14.00 |
| 13073 - Photographer III | 17.35 |
| 13074 - Photographer IV | 21.21 |
| 13075 - Photographer V | 27.98 |
| 13110 - Video Teleconference Technician | 14.52 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.91 |
| 14042 - Computer Operator II | 16.68 |
| 14043 - Computer Operator III | 20.74 |
| 14044 - Computer Operator IV | 22.43 |
| 14045 - Computer Operator V | 24.81 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 14.91 |
| 14160 - Personal Computer Support Technician | 22.43 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.28 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.64 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.44 |
| 15050 - Computer Based Training Specialist / Instructor | 30.28 |
| 15060 - Educational Technologist | 24.46 |
| 15070 - Flight Instructor (Pilot) | 40.44 |
| 15080 - Graphic Artist | 22.10 |
| 15090 - Technical Instructor | 18.59 |
| 15095 - Technical Instructor/Course Developer | 22.74 |
| 15110 - Test Proctor | 15.28 |
| 15120 - Tutor | 15.28 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.13 |
| 16030 - Counter Attendant | 9.13 |
| 16040 - Dry Cleaner | 11.56 |
| 16070 - Finisher, Flatwork, Machine | 9.13 |
| 16090 - Presser, Hand | 9.13 |
| 16110 - Presser, Machine, Drycleaning | 9.13 |
| 16130 - Presser, Machine, Shirts | 9.13 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.13 |
| 16190 - Sewing Machine Operator | 12.37 |
| 16220 - Tailor | 13.18 |
| 16250 - Washer, Machine | 9.91 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.84 |
| 19040 - Tool And Die Maker | 22.30 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.74 |
| 21030 - Material Coordinator | 19.40 |
| 21040 - Material Expediter | 19.40 |
| 21050 - Material Handling Laborer | 12.60 |
| 21071 - Order Filler | 13.03 |
| 21080 - Production Line Worker (Food Processing) | 14.74 |
| 21110 - Shipping Packer | 12.54 |
| 21130 - Shipping/Receiving Clerk | 12.54 |
| 21140 - Store Worker I | 13.05 |
| 21150 - Stock Clerk | 17.39 |
| 21210 - Tools And Parts Attendant | 14.74 |
| 21410 - Warehouse Specialist | 14.74 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |

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|---|-------|
| 23010 - Aerospace Structural Welder | 20.72 |
| 23021 - Aircraft Mechanic I | 20.04 |
| 23022 - Aircraft Mechanic II | 20.72 |
| 23023 - Aircraft Mechanic III | 21.67 |
| 23040 - Aircraft Mechanic Helper | 16.83 |
| 23050 - Aircraft, Painter | 18.38 |
| 23060 - Aircraft Servicer | 18.10 |
| 23080 - Aircraft Worker | 18.79 |
| 23110 - Appliance Mechanic | 19.40 |
| 23120 - Bicycle Repairer | 12.64 |
| 23125 - Cable Splicer | 20.04 |
| 23130 - Carpenter, Maintenance | 19.36 |
| 23140 - Carpet Layer | 18.53 |
| 23160 - Electrician, Maintenance | 21.11 |
| 23181 - Electronics Technician Maintenance I | 19.23 |
| 23182 - Electronics Technician Maintenance II | 20.25 |
| 23183 - Electronics Technician Maintenance III | 20.90 |
| 23260 - Fabric Worker | 17.43 |
| 23290 - Fire Alarm System Mechanic | 20.04 |
| 23310 - Fire Extinguisher Repairer | 16.29 |
| 23311 - Fuel Distribution System Mechanic | 21.48 |
| 23312 - Fuel Distribution System Operator | 18.16 |
| 23370 - General Maintenance Worker | 17.53 |
| 23380 - Ground Support Equipment Mechanic | 20.04 |
| 23381 - Ground Support Equipment Servicer | 18.10 |
| 23382 - Ground Support Equipment Worker | 18.79 |
| 23391 - Gunsmith I | 16.29 |
| 23392 - Gunsmith II | 18.42 |
| 23393 - Gunsmith III | 20.04 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.25 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.22 |
| 23430 - Heavy Equipment Mechanic | 19.55 |
| 23440 - Heavy Equipment Operator | 26.46 |
| 23460 - Instrument Mechanic | 20.04 |
| 23465 - Laboratory/Shelter Mechanic | 19.40 |
| 23470 - Laborer | 12.02 |
| 23510 - Locksmith | 19.40 |
| 23530 - Machinery Maintenance Mechanic | 21.08 |
| 23550 - Machinist, Maintenance | 17.56 |
| 23580 - Maintenance Trades Helper | 15.02 |
| 23591 - Metrology Technician I | 20.04 |
| 23592 - Metrology Technician II | 20.72 |
| 23593 - Metrology Technician III | 21.48 |
| 23640 - Millwright | 24.74 |
| 23710 - Office Appliance Repairer | 19.26 |
| 23760 - Painter, Maintenance | 17.52 |
| 23790 - Pipefitter, Maintenance | 25.75 |
| 23810 - Plumber, Maintenance | 23.87 |
| 23820 - Pneudraulic Systems Mechanic | 20.04 |
| 23850 - Rigger | 20.04 |
| 23870 - Scale Mechanic | 18.94 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.64 |
| 23910 - Small Engine Mechanic | 18.42 |
| 23931 - Telecommunications Mechanic I | 21.63 |
| 23932 - Telecommunications Mechanic II | 22.35 |
| 23950 - Telephone Lineman | 21.62 |
| 23960 - Welder, Combination, Maintenance | 16.55 |
| 23965 - Well Driller | 19.92 |
| 23970 - Woodcraft Worker | 20.04 |
| 23980 - Woodworker | 14.72 |
| 24000 - Personal Needs Occupations | |

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| 24570 - Child Care Attendant | 11.15 |
| 24580 - Child Care Center Clerk | 13.89 |
| 24610 - Chore Aide | 12.41 |
| 24620 - Family Readiness And Support Services Coordinator | 13.70 |
| 24630 - Homemaker | 17.00 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.04 |
| 25040 - Sewage Plant Operator | 18.87 |
| 25070 - Stationary Engineer | 20.04 |
| 25190 - Ventilation Equipment Tender | 15.13 |
| 25210 - Water Treatment Plant Operator | 18.87 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.09 |
| 27007 - Baggage Inspector | 10.34 |
| 27008 - Corrections Officer | 17.91 |
| 27010 - Court Security Officer | 17.91 |
| 27030 - Detection Dog Handler | 12.23 |
| 27040 - Detention Officer | 17.91 |
| 27070 - Firefighter | 17.42 |
| 27101 - Guard I | 10.34 |
| 27102 - Guard II | 12.23 |
| 27131 - Police Officer I | 18.63 |
| 27132 - Police Officer II | 20.70 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.08 |
| 28042 - Carnival Equipment Repairer | 13.59 |
| 28043 - Carnival Equipment Worker | 10.88 |
| 28210 - Gate Attendant/Gate Tender | 13.95 |
| 28310 - Lifeguard | 11.10 |
| 28350 - Park Attendant (Aide) | 15.60 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.19 |
| 28515 - Recreation Specialist | 14.59 |
| 28630 - Sports Official | 12.34 |
| 28690 - Swimming Pool Operator | 21.09 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.42 |
| 29020 - Hatch Tender | 18.42 |
| 29030 - Line Handler | 18.42 |
| 29041 - Stevedore I | 17.32 |
| 29042 - Stevedore II | 19.40 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.30 |
| 30022 - Archeological Technician II | 18.53 |
| 30023 - Archeological Technician III | 21.88 |
| 30030 - Cartographic Technician | 21.88 |
| 30040 - Civil Engineering Technician | 21.46 |
| 30061 - Drafter/CAD Operator I | 16.57 |
| 30062 - Drafter/CAD Operator II | 18.53 |
| 30063 - Drafter/CAD Operator III | 20.66 |
| 30064 - Drafter/CAD Operator IV | 24.07 |
| 30081 - Engineering Technician I | 15.61 |
| 30082 - Engineering Technician II | 17.53 |
| 30083 - Engineering Technician III | 19.61 |
| 30084 - Engineering Technician IV | 24.28 |
| 30085 - Engineering Technician V | 29.71 |
| 30086 - Engineering Technician VI | 35.95 |
| 30090 - Environmental Technician | 21.46 |
| 30210 - Laboratory Technician | 22.39 |
| 30240 - Mathematical Technician | 21.99 |

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| 30361 - Paralegal/Legal Assistant I | 17.38 |
| 30362 - Paralegal/Legal Assistant II | 19.08 |
| 30363 - Paralegal/Legal Assistant III | 23.35 |
| 30364 - Paralegal/Legal Assistant IV | 28.25 |
| 30390 - Photo-Optics Technician | 21.46 |
| 30461 - Technical Writer I | 19.57 |
| 30462 - Technical Writer II | 23.93 |
| 30463 - Technical Writer III | 26.44 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 3) 20.66 |
| 30621 - Weather Observer, Senior | (see 3) 21.98 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.16 |
| 31030 - Bus Driver | 16.69 |
| 31043 - Driver Courier | 13.72 |
| 31260 - Parking and Lot Attendant | 11.57 |
| 31290 - Shuttle Bus Driver | 15.44 |
| 31310 - Taxi Driver | 13.72 |
| 31361 - Truckdriver, Light | 15.44 |
| 31362 - Truckdriver, Medium | 16.69 |
| 31363 - Truckdriver, Heavy | 21.03 |
| 31364 - Truckdriver, Tractor-Trailer | 21.03 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.98 |
| 99050 - Desk Clerk | 9.36 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 13.26 |
| 99252 - Laboratory Animal Caretaker II | 14.27 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 21.69 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 16.85 |
| 99711 - Recycling Specialist | 19.93 |
| 99730 - Refuse Collector | 15.35 |
| 99810 - Sales Clerk | 12.09 |
| 99820 - School Crossing Guard | 13.74 |
| 99830 - Survey Party Chief | 19.05 |
| 99831 - Surveying Aide | 12.48 |
| 99832 - Surveying Technician | 17.12 |
| 99840 - Vending Machine Attendant | 20.14 |
| 99841 - Vending Machine Repairer | 22.90 |
| 99842 - Vending Machine Repairer Helper | 20.14 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; and 2 weeks after 2 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 4174)

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es)

of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that

determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2187
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: Indiana, Kentucky, Tennessee

Area: Indiana Counties of Perry, Posey, Spencer, Vanderburgh, Warrick

Kentucky Counties of Butler, Caldwell, Christian, Crittenden, Daviess, Hancock, Henderson, Hopkins, Livingston, Logan, Lyon, McLean, Muhlenberg, Ohio, Todd, Trigg, Union, Warren, Webster

Tennessee Counties of Montgomery, Stewart

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.35 |
| 01012 - Accounting Clerk II | | 13.86 |
| 01013 - Accounting Clerk III | | 15.50 |
| 01020 - Administrative Assistant | | 15.65 |
| 01040 - Court Reporter | | 13.03 |
| 01051 - Data Entry Operator I | | 11.55 |
| 01052 - Data Entry Operator II | | 12.60 |
| 01060 - Dispatcher, Motor Vehicle | | 15.64 |
| 01070 - Document Preparation Clerk | | 11.00 |
| 01090 - Duplicating Machine Operator | | 11.00 |
| 01111 - General Clerk I | | 10.83 |
| 01112 - General Clerk II | | 11.82 |
| 01113 - General Clerk III | | 13.26 |
| 01120 - Housing Referral Assistant | | 14.53 |
| 01141 - Messenger Courier | | 9.22 |
| 01191 - Order Clerk I | | 11.10 |
| 01192 - Order Clerk II | | 12.33 |
| 01261 - Personnel Assistant (Employment) I | | 14.43 |
| 01262 - Personnel Assistant (Employment) II | | 16.14 |
| 01263 - Personnel Assistant (Employment) III | | 18.00 |
| 01270 - Production Control Clerk | | 19.18 |
| 01280 - Receptionist | | 10.38 |
| 01290 - Rental Clerk | | 9.95 |
| 01300 - Scheduler, Maintenance | | 11.65 |
| 01311 - Secretary I | | 11.65 |
| 01312 - Secretary II | | 13.03 |
| 01313 - Secretary III | | 14.53 |
| 01320 - Service Order Dispatcher | | 14.35 |
| 01410 - Supply Technician | | 16.15 |

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| 01420 - Survey Worker | 11.93 |
| 01531 - Travel Clerk I | 12.44 |
| 01532 - Travel Clerk II | 13.21 |
| 01533 - Travel Clerk III | 13.92 |
| 01611 - Word Processor I | 11.98 |
| 01612 - Word Processor II | 13.44 |
| 01613 - Word Processor III | 15.03 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 17.91 |
| 05010 - Automotive Electrician | 17.11 |
| 05040 - Automotive Glass Installer | 16.28 |
| 05070 - Automotive Worker | 16.28 |
| 05110 - Mobile Equipment Servicer | 14.59 |
| 05130 - Motor Equipment Metal Mechanic | 17.91 |
| 05160 - Motor Equipment Metal Worker | 16.28 |
| 05190 - Motor Vehicle Mechanic | 17.91 |
| 05220 - Motor Vehicle Mechanic Helper | 13.73 |
| 05250 - Motor Vehicle Upholstery Worker | 15.45 |
| 05280 - Motor Vehicle Wrecker | 16.28 |
| 05310 - Painter, Automotive | 17.11 |
| 05340 - Radiator Repair Specialist | 16.28 |
| 05370 - Tire Repairer | 12.86 |
| 05400 - Transmission Repair Specialist | 17.19 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.37 |
| 07041 - Cook I | 10.90 |
| 07042 - Cook II | 12.15 |
| 07070 - Dishwasher | 8.49 |
| 07130 - Food Service Worker | 8.48 |
| 07210 - Meat Cutter | 13.12 |
| 07260 - Waiter/Waitress | 8.97 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.17 |
| 09040 - Furniture Handler | 11.82 |
| 09080 - Furniture Refinisher | 17.17 |
| 09090 - Furniture Refinisher Helper | 13.82 |
| 09110 - Furniture Repairer, Minor | 15.50 |
| 09130 - Upholsterer | 17.17 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.73 |
| 11060 - Elevator Operator | 9.93 |
| 11090 - Gardener | 12.49 |
| 11122 - Housekeeping Aide | 9.38 |
| 11150 - Janitor | 9.95 |
| 11210 - Laborer, Grounds Maintenance | 9.93 |
| 11240 - Maid or Houseman | 7.90 |
| 11260 - Pruner | 9.42 |
| 11270 - Tractor Operator | 11.68 |
| 11330 - Trail Maintenance Worker | 9.93 |
| 11360 - Window Cleaner | 10.70 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.86 |
| 12011 - Breath Alcohol Technician | 15.41 |
| 12012 - Certified Occupational Therapist Assistant | 21.53 |
| 12015 - Certified Physical Therapist Assistant | 22.48 |
| 12020 - Dental Assistant | 14.05 |
| 12025 - Dental Hygienist | 25.70 |
| 12030 - EKG Technician | 20.58 |
| 12035 - Electroneurodiagnostic Technologist | 20.58 |
| 12040 - Emergency Medical Technician | 13.68 |
| 12071 - Licensed Practical Nurse I | 14.93 |
| 12072 - Licensed Practical Nurse II | 16.69 |
| 12073 - Licensed Practical Nurse III | 18.61 |

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|-------|--|---------|
| 12100 | - Medical Assistant | 11.37 |
| 12130 | - Medical Laboratory Technician | 16.90 |
| 12160 | - Medical Record Clerk | 12.26 |
| 12190 | - Medical Record Technician | 13.71 |
| 12195 | - Medical Transcriptionist | 13.40 |
| 12210 | - Nuclear Medicine Technologist | 27.88 |
| 12221 | - Nursing Assistant I | 10.15 |
| 12222 | - Nursing Assistant II | 11.41 |
| 12223 | - Nursing Assistant III | 12.45 |
| 12224 | - Nursing Assistant IV | 13.98 |
| 12235 | - Optical Dispenser | 16.90 |
| 12236 | - Optical Technician | 13.99 |
| 12250 | - Pharmacy Technician | 14.75 |
| 12280 | - Phlebotomist | 13.98 |
| 12305 | - Radiologic Technologist | 21.61 |
| 12311 | - Registered Nurse I | 21.17 |
| 12312 | - Registered Nurse II | 25.89 |
| 12313 | - Registered Nurse II, Specialist | 25.89 |
| 12314 | - Registered Nurse III | 31.32 |
| 12315 | - Registered Nurse III, Anesthetist | 31.32 |
| 12316 | - Registered Nurse IV | 37.54 |
| 12317 | - Scheduler (Drug and Alcohol Testing) | 19.08 |
| 13000 | - Information And Arts Occupations | |
| 13011 | - Exhibits Specialist I | 16.88 |
| 13012 | - Exhibits Specialist II | 20.92 |
| 13013 | - Exhibits Specialist III | 25.91 |
| 13041 | - Illustrator I | 16.88 |
| 13042 | - Illustrator II | 20.92 |
| 13043 | - Illustrator III | 25.91 |
| 13047 | - Librarian | 23.16 |
| 13050 | - Library Aide/Clerk | 9.39 |
| 13054 | - Library Information Technology Systems Administrator | 20.92 |
| 13058 | - Library Technician | 13.35 |
| 13061 | - Media Specialist I | 15.09 |
| 13062 | - Media Specialist II | 16.88 |
| 13063 | - Media Specialist III | 18.83 |
| 13071 | - Photographer I | 13.29 |
| 13072 | - Photographer II | 14.87 |
| 13073 | - Photographer III | 18.42 |
| 13074 | - Photographer IV | 21.08 |
| 13075 | - Photographer V | 22.87 |
| 13110 | - Video Teleconference Technician | 15.09 |
| 14000 | - Information Technology Occupations | |
| 14041 | - Computer Operator I | 14.13 |
| 14042 | - Computer Operator II | 16.01 |
| 14043 | - Computer Operator III | 17.85 |
| 14044 | - Computer Operator IV | 19.84 |
| 14045 | - Computer Operator V | 21.98 |
| 14071 | - Computer Programmer I | (see 1) |
| 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 | 14.13 |
| 14160 | - Personal Computer Support Technician | 21.98 |
| 15000 | - Instructional Occupations | |
| 15010 | - Aircrew Training Devices Instructor (Non-Rated) | 29.95 |
| 15020 | - Aircrew Training Devices Instructor (Rated) | 36.23 |
| 15030 | - Air Crew Training Devices Instructor (Pilot) | 39.68 |
| 15050 | - Computer Based Training Specialist / Instructor | 27.36 |

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| 15060 - Educational Technologist | 27.18 |
| 15070 - Flight Instructor (Pilot) | 39.68 |
| 15080 - Graphic Artist | 19.39 |
| 15090 - Technical Instructor | 18.54 |
| 15095 - Technical Instructor/Course Developer | 22.68 |
| 15110 - Test Proctor | 14.96 |
| 15120 - Tutor | 14.96 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.96 |
| 16030 - Counter Attendant | 8.96 |
| 16040 - Dry Cleaner | 11.16 |
| 16070 - Finisher, Flatwork, Machine | 8.96 |
| 16090 - Presser, Hand | 8.96 |
| 16110 - Presser, Machine, Drycleaning | 8.96 |
| 16130 - Presser, Machine, Shirts | 8.96 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.96 |
| 16190 - Sewing Machine Operator | 11.86 |
| 16220 - Tailor | 12.51 |
| 16250 - Washer, Machine | 9.76 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.35 |
| 19040 - Tool And Die Maker | 22.22 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.85 |
| 21030 - Material Coordinator | 19.18 |
| 21040 - Material Expediter | 19.18 |
| 21050 - Material Handling Laborer | 12.75 |
| 21071 - Order Filler | 11.70 |
| 21080 - Production Line Worker (Food Processing) | 13.85 |
| 21110 - Shipping Packer | 14.07 |
| 21130 - Shipping/Receiving Clerk | 14.07 |
| 21140 - Store Worker I | 12.19 |
| 21150 - Stock Clerk | 16.22 |
| 21210 - Tools And Parts Attendant | 13.85 |
| 21410 - Warehouse Specialist | 13.85 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.08 |
| 23021 - Aircraft Mechanic I | 21.05 |
| 23022 - Aircraft Mechanic II | 22.08 |
| 23023 - Aircraft Mechanic III | 23.09 |
| 23040 - Aircraft Mechanic Helper | 15.70 |
| 23050 - Aircraft, Painter | 19.48 |
| 23060 - Aircraft Servicer | 17.86 |
| 23080 - Aircraft Worker | 18.98 |
| 23110 - Appliance Mechanic | 17.18 |
| 23120 - Bicycle Repairer | 12.87 |
| 23125 - Cable Splicer | 22.66 |
| 23130 - Carpenter, Maintenance | 15.78 |
| 23140 - Carpet Layer | 16.86 |
| 23160 - Electrician, Maintenance | 19.65 |
| 23181 - Electronics Technician Maintenance I | 21.98 |
| 23182 - Electronics Technician Maintenance II | 23.23 |
| 23183 - Electronics Technician Maintenance III | 26.91 |
| 23260 - Fabric Worker | 15.85 |
| 23290 - Fire Alarm System Mechanic | 18.23 |
| 23310 - Fire Extinguisher Repairer | 14.90 |
| 23311 - Fuel Distribution System Mechanic | 20.41 |
| 23312 - Fuel Distribution System Operator | 19.33 |
| 23370 - General Maintenance Worker | 15.76 |
| 23380 - Ground Support Equipment Mechanic | 21.05 |
| 23381 - Ground Support Equipment Servicer | 17.86 |
| 23382 - Ground Support Equipment Worker | 18.53 |
| 23391 - Gunsmith I | 14.90 |

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| 23392 - Gunsmith II | 16.86 |
| 23393 - Gunsmith III | 18.78 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.88 |
| 23430 - Heavy Equipment Mechanic | 18.04 |
| 23440 - Heavy Equipment Operator | 18.62 |
| 23460 - Instrument Mechanic | 22.75 |
| 23465 - Laboratory/Shelter Mechanic | 17.81 |
| 23470 - Laborer | 11.20 |
| 23510 - Locksmith | 17.80 |
| 23530 - Machinery Maintenance Mechanic | 21.46 |
| 23550 - Machinist, Maintenance | 17.80 |
| 23580 - Maintenance Trades Helper | 13.82 |
| 23591 - Metrology Technician I | 22.75 |
| 23592 - Metrology Technician II | 23.79 |
| 23593 - Metrology Technician III | 24.89 |
| 23640 - Millwright | 23.03 |
| 23710 - Office Appliance Repairer | 17.33 |
| 23760 - Painter, Maintenance | 15.61 |
| 23790 - Pipefitter, Maintenance | 21.57 |
| 23810 - Plumber, Maintenance | 21.51 |
| 23820 - Pneudraulic Systems Mechanic | 18.80 |
| 23850 - Rigger | 18.78 |
| 23870 - Scale Mechanic | 16.86 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.63 |
| 23910 - Small Engine Mechanic | 14.85 |
| 23931 - Telecommunications Mechanic I | 23.85 |
| 23932 - Telecommunications Mechanic II | 25.02 |
| 23950 - Telephone Lineman | 23.22 |
| 23960 - Welder, Combination, Maintenance | 17.97 |
| 23965 - Well Driller | 18.78 |
| 23970 - Woodcraft Worker | 18.78 |
| 23980 - Woodworker | 13.32 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.22 |
| 24580 - Child Care Center Clerk | 12.43 |
| 24610 - Chore Aide | 9.83 |
| 24620 - Family Readiness And Support Services Coordinator | 12.20 |
| 24630 - Homemaker | 13.11 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.84 |
| 25040 - Sewage Plant Operator | 17.69 |
| 25070 - Stationary Engineer | 20.67 |
| 25190 - Ventilation Equipment Tender | 15.33 |
| 25210 - Water Treatment Plant Operator | 17.69 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.21 |
| 27007 - Baggage Inspector | 11.06 |
| 27008 - Corrections Officer | 15.64 |
| 27010 - Court Security Officer | 16.68 |
| 27030 - Detection Dog Handler | 13.60 |
| 27040 - Detention Officer | 15.64 |
| 27070 - Firefighter | 18.17 |
| 27101 - Guard I | 11.06 |
| 27102 - Guard II | 13.60 |
| 27131 - Police Officer I | 18.21 |
| 27132 - Police Officer II | 20.24 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.33 |
| 28042 - Carnival Equipment Repairer | 14.17 |

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| 28043 - Carnival Equipment Worker | 9.87 |
| 28210 - Gate Attendant/Gate Tender | 12.36 |
| 28310 - Lifeguard | 11.74 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |
| 28515 - Recreation Specialist | 12.54 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 16.81 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.57 |
| 29020 - Hatch Tender | 18.57 |
| 29030 - Line Handler | 18.57 |
| 29041 - Stevedore I | 18.05 |
| 29042 - Stevedore II | 19.63 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.10 |
| 30021 - Archeological Technician I | 17.66 |
| 30022 - Archeological Technician II | 19.75 |
| 30023 - Archeological Technician III | 24.48 |
| 30030 - Cartographic Technician | 24.48 |
| 30040 - Civil Engineering Technician | 24.86 |
| 30061 - Drafter/CAD Operator I | 17.66 |
| 30062 - Drafter/CAD Operator II | 19.75 |
| 30063 - Drafter/CAD Operator III | 22.03 |
| 30064 - Drafter/CAD Operator IV | 27.10 |
| 30081 - Engineering Technician I | 15.52 |
| 30082 - Engineering Technician II | 17.41 |
| 30083 - Engineering Technician III | 19.48 |
| 30084 - Engineering Technician IV | 24.14 |
| 30085 - Engineering Technician V | 29.66 |
| 30086 - Engineering Technician VI | 35.90 |
| 30090 - Environmental Technician | 23.02 |
| 30210 - Laboratory Technician | 21.43 |
| 30240 - Mathematical Technician | 24.48 |
| 30361 - Paralegal/Legal Assistant I | 15.98 |
| 30362 - Paralegal/Legal Assistant II | 18.90 |
| 30363 - Paralegal/Legal Assistant III | 23.12 |
| 30364 - Paralegal/Legal Assistant IV | 27.95 |
| 30390 - Photo-Optics Technician | 24.48 |
| 30461 - Technical Writer I | 24.48 |
| 30462 - Technical Writer II | 29.45 |
| 30463 - Technical Writer III | 32.79 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 22.03 |
| 30621 - Weather Observer, Senior (see 2) | 24.48 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.51 |
| 31030 - Bus Driver | 14.07 |
| 31043 - Driver Courier | 12.36 |
| 31260 - Parking and Lot Attendant | 10.06 |
| 31290 - Shuttle Bus Driver | 13.21 |
| 31310 - Taxi Driver | 10.59 |
| 31361 - Truckdriver, Light | 13.21 |
| 31362 - Truckdriver, Medium | 14.07 |
| 31363 - Truckdriver, Heavy | 15.07 |
| 31364 - Truckdriver, Tractor-Trailer | 15.07 |

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|---|-------|
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.88 |
| 99050 - Desk Clerk | 8.22 |
| 99095 - Embalmer | 22.29 |
| 99251 - Laboratory Animal Caretaker I | 9.65 |
| 99252 - Laboratory Animal Caretaker II | 10.31 |
| 99310 - Mortician | 22.29 |
| 99410 - Pest Controller | 13.39 |
| 99510 - Photofinishing Worker | 12.74 |
| 99710 - Recycling Laborer | 14.53 |
| 99711 - Recycling Specialist | 17.02 |
| 99730 - Refuse Collector | 13.30 |
| 99810 - Sales Clerk | 10.75 |
| 99820 - School Crossing Guard | 13.56 |
| 99830 - Survey Party Chief | 18.67 |
| 99831 - Surveying Aide | 11.09 |
| 99832 - Surveying Technician | 16.97 |
| 99840 - Vending Machine Attendant | 10.81 |
| 99841 - Vending Machine Repairer | 12.82 |
| 99842 - Vending Machine Repairer Helper | 10.81 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2188
Revision No.: 15
Date Of Last Revision: 07/25/2014

States: Indiana, Kentucky, Tennessee

Area: Indiana Counties of Perry, Posey, Spencer, Vanderburgh, Warrick

Kentucky Counties of Butler, Caldwell, Christian, Crittenden, Daviess, Hancock, Henderson, Hopkins, Livingston, Logan, Lyon, McLean, Muhlenberg, Ohio, Todd, Trigg, Union, Warren, Webster

Tennessee Counties of Montgomery, Stewart

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.35 |
| 01012 - Accounting Clerk II | | 13.86 |
| 01013 - Accounting Clerk III | | 15.50 |
| 01020 - Administrative Assistant | | 15.65 |

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| 01040 - Court Reporter | 13.03 |
| 01051 - Data Entry Operator I | 11.55 |
| 01052 - Data Entry Operator II | 12.60 |
| 01060 - Dispatcher, Motor Vehicle | 15.64 |
| 01070 - Document Preparation Clerk | 11.00 |
| 01090 - Duplicating Machine Operator | 11.00 |
| 01111 - General Clerk I | 10.83 |
| 01112 - General Clerk II | 11.82 |
| 01113 - General Clerk III | 13.26 |
| 01120 - Housing Referral Assistant | 14.53 |
| 01141 - Messenger Courier | 9.22 |
| 01191 - Order Clerk I | 11.10 |
| 01192 - Order Clerk II | 12.33 |
| 01261 - Personnel Assistant (Employment) I | 14.43 |
| 01262 - Personnel Assistant (Employment) II | 16.14 |
| 01263 - Personnel Assistant (Employment) III | 18.00 |
| 01270 - Production Control Clerk | 19.18 |
| 01280 - Receptionist | 10.38 |
| 01290 - Rental Clerk | 9.95 |
| 01300 - Scheduler, Maintenance | 11.65 |
| 01311 - Secretary I | 11.65 |
| 01312 - Secretary II | 13.03 |
| 01313 - Secretary III | 14.53 |
| 01320 - Service Order Dispatcher | 14.35 |
| 01410 - Supply Technician | 16.15 |
| 01420 - Survey Worker | 11.93 |
| 01531 - Travel Clerk I | 12.44 |
| 01532 - Travel Clerk II | 13.21 |
| 01533 - Travel Clerk III | 13.92 |
| 01611 - Word Processor I | 11.98 |
| 01612 - Word Processor II | 13.44 |
| 01613 - Word Processor III | 15.03 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 17.91 |
| 05010 - Automotive Electrician | 17.11 |
| 05040 - Automotive Glass Installer | 16.28 |
| 05070 - Automotive Worker | 16.28 |
| 05110 - Mobile Equipment Servicer | 14.59 |
| 05130 - Motor Equipment Metal Mechanic | 17.91 |
| 05160 - Motor Equipment Metal Worker | 16.28 |
| 05190 - Motor Vehicle Mechanic | 17.91 |
| 05220 - Motor Vehicle Mechanic Helper | 13.73 |
| 05250 - Motor Vehicle Upholstery Worker | 15.45 |
| 05280 - Motor Vehicle Wrecker | 16.28 |
| 05310 - Painter, Automotive | 17.11 |
| 05340 - Radiator Repair Specialist | 16.28 |
| 05370 - Tire Repairer | 12.86 |
| 05400 - Transmission Repair Specialist | 17.19 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.37 |
| 07041 - Cook I | 10.90 |
| 07042 - Cook II | 12.15 |
| 07070 - Dishwasher | 8.49 |
| 07130 - Food Service Worker | 8.48 |
| 07210 - Meat Cutter | 13.12 |
| 07260 - Waiter/Waitress | 8.97 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.17 |
| 09040 - Furniture Handler | 11.82 |
| 09080 - Furniture Refinisher | 17.17 |
| 09090 - Furniture Refinisher Helper | 13.82 |
| 09110 - Furniture Repairer, Minor | 15.50 |
| 09130 - Upholsterer | 17.17 |

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| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.73 |
| 11060 - Elevator Operator | 9.93 |
| 11090 - Gardener | 12.49 |
| 11122 - Housekeeping Aide | 9.38 |
| 11150 - Janitor | 9.95 |
| 11210 - Laborer, Grounds Maintenance | 9.93 |
| 11240 - Maid or Houseman | 7.90 |
| 11260 - Pruner | 9.42 |
| 11270 - Tractor Operator | 11.68 |
| 11330 - Trail Maintenance Worker | 9.93 |
| 11360 - Window Cleaner | 10.70 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.86 |
| 12011 - Breath Alcohol Technician | 15.41 |
| 12012 - Certified Occupational Therapist Assistant | 21.53 |
| 12015 - Certified Physical Therapist Assistant | 22.48 |
| 12020 - Dental Assistant | 14.05 |
| 12025 - Dental Hygienist | 25.70 |
| 12030 - EKG Technician | 20.58 |
| 12035 - Electroneurodiagnostic Technologist | 20.58 |
| 12040 - Emergency Medical Technician | 13.68 |
| 12071 - Licensed Practical Nurse I | 14.93 |
| 12072 - Licensed Practical Nurse II | 16.69 |
| 12073 - Licensed Practical Nurse III | 18.61 |
| 12100 - Medical Assistant | 11.37 |
| 12130 - Medical Laboratory Technician | 16.90 |
| 12160 - Medical Record Clerk | 12.26 |
| 12190 - Medical Record Technician | 13.71 |
| 12195 - Medical Transcriptionist | 13.40 |
| 12210 - Nuclear Medicine Technologist | 27.88 |
| 12221 - Nursing Assistant I | 10.15 |
| 12222 - Nursing Assistant II | 11.41 |
| 12223 - Nursing Assistant III | 12.45 |
| 12224 - Nursing Assistant IV | 13.98 |
| 12235 - Optical Dispenser | 16.90 |
| 12236 - Optical Technician | 13.99 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.98 |
| 12305 - Radiologic Technologist | 21.61 |
| 12311 - Registered Nurse I | 21.17 |
| 12312 - Registered Nurse II | 25.89 |
| 12313 - Registered Nurse II, Specialist | 25.89 |
| 12314 - Registered Nurse III | 31.32 |
| 12315 - Registered Nurse III, Anesthetist | 31.32 |
| 12316 - Registered Nurse IV | 37.54 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.08 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.88 |
| 13012 - Exhibits Specialist II | 20.92 |
| 13013 - Exhibits Specialist III | 25.91 |
| 13041 - Illustrator I | 16.88 |
| 13042 - Illustrator II | 20.92 |
| 13043 - Illustrator III | 25.91 |
| 13047 - Librarian | 23.16 |
| 13050 - Library Aide/Clerk | 9.39 |
| 13054 - Library Information Technology Systems Administrator | 20.92 |
| 13058 - Library Technician | 13.35 |
| 13061 - Media Specialist I | 15.09 |
| 13062 - Media Specialist II | 16.88 |
| 13063 - Media Specialist III | 18.83 |
| 13071 - Photographer I | 13.29 |

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| 13072 - Photographer II | 14.87 |
| 13073 - Photographer III | 18.42 |
| 13074 - Photographer IV | 21.08 |
| 13075 - Photographer V | 22.87 |
| 13110 - Video Teleconference Technician | 15.09 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.13 |
| 14042 - Computer Operator II | 16.01 |
| 14043 - Computer Operator III | 17.85 |
| 14044 - Computer Operator IV | 19.84 |
| 14045 - Computer Operator V | 21.98 |
| 14071 - Computer Programmer I | (see 2) 20.94 |
| 14072 - Computer Programmer II | (see 2) 25.96 |
| 14073 - Computer Programmer III | (see 2) |
| 14074 - Computer Programmer IV | (see 2) |
| 14101 - Computer Systems Analyst I | (see 2) |
| 14102 - Computer Systems Analyst II | (see 2) |
| 14103 - Computer Systems Analyst III | (see 2) |
| 14150 - Peripheral Equipment Operator | 14.13 |
| 14160 - Personal Computer Support Technician | 21.98 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.95 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.23 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.68 |
| 15050 - Computer Based Training Specialist / Instructor | 27.36 |
| 15060 - Educational Technologist | 27.18 |
| 15070 - Flight Instructor (Pilot) | 39.68 |
| 15080 - Graphic Artist | 19.39 |
| 15090 - Technical Instructor | 18.54 |
| 15095 - Technical Instructor/Course Developer | 22.68 |
| 15110 - Test Proctor | 14.96 |
| 15120 - Tutor | 14.96 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.96 |
| 16030 - Counter Attendant | 8.96 |
| 16040 - Dry Cleaner | 11.16 |
| 16070 - Finisher, Flatwork, Machine | 8.96 |
| 16090 - Presser, Hand | 8.96 |
| 16110 - Presser, Machine, Drycleaning | 8.96 |
| 16130 - Presser, Machine, Shirts | 8.96 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.96 |
| 16190 - Sewing Machine Operator | 11.86 |
| 16220 - Tailor | 12.51 |
| 16250 - Washer, Machine | 9.76 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.35 |
| 19040 - Tool And Die Maker | 22.22 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.85 |
| 21030 - Material Coordinator | 19.18 |
| 21040 - Material Expediter | 19.18 |
| 21050 - Material Handling Laborer | 12.75 |
| 21071 - Order Filler | 11.70 |
| 21080 - Production Line Worker (Food Processing) | 13.85 |
| 21110 - Shipping Packer | 14.07 |
| 21130 - Shipping/Receiving Clerk | 14.07 |
| 21140 - Store Worker I | 12.19 |
| 21150 - Stock Clerk | 16.22 |
| 21210 - Tools And Parts Attendant | 13.85 |
| 21410 - Warehouse Specialist | 13.85 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.08 |
| 23021 - Aircraft Mechanic I | 21.05 |

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| 23022 - Aircraft Mechanic II | 22.08 |
| 23023 - Aircraft Mechanic III | 23.09 |
| 23040 - Aircraft Mechanic Helper | 15.70 |
| 23050 - Aircraft, Painter | 19.48 |
| 23060 - Aircraft Servicer | 17.86 |
| 23080 - Aircraft Worker | 18.98 |
| 23110 - Appliance Mechanic | 17.18 |
| 23120 - Bicycle Repairer | 12.87 |
| 23125 - Cable Splicer | 22.66 |
| 23130 - Carpenter, Maintenance | 15.78 |
| 23140 - Carpet Layer | 16.86 |
| 23160 - Electrician, Maintenance | 19.65 |
| 23181 - Electronics Technician Maintenance I | 21.98 |
| 23182 - Electronics Technician Maintenance II | 23.23 |
| 23183 - Electronics Technician Maintenance III | 26.91 |
| 23260 - Fabric Worker | 15.85 |
| 23290 - Fire Alarm System Mechanic | 18.23 |
| 23310 - Fire Extinguisher Repairer | 14.90 |
| 23311 - Fuel Distribution System Mechanic | 20.41 |
| 23312 - Fuel Distribution System Operator | 19.33 |
| 23370 - General Maintenance Worker | 15.76 |
| 23380 - Ground Support Equipment Mechanic | 21.05 |
| 23381 - Ground Support Equipment Servicer | 17.86 |
| 23382 - Ground Support Equipment Worker | 18.53 |
| 23391 - Gunsmith I | 14.90 |
| 23392 - Gunsmith II | 16.86 |
| 23393 - Gunsmith III | 18.78 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.88 |
| 23430 - Heavy Equipment Mechanic | 18.04 |
| 23440 - Heavy Equipment Operator | 18.62 |
| 23460 - Instrument Mechanic | 22.75 |
| 23465 - Laboratory/Shelter Mechanic | 17.81 |
| 23470 - Laborer | 11.20 |
| 23510 - Locksmith | 17.80 |
| 23530 - Machinery Maintenance Mechanic | 21.46 |
| 23550 - Machinist, Maintenance | 17.80 |
| 23580 - Maintenance Trades Helper | 13.82 |
| 23591 - Metrology Technician I | 22.75 |
| 23592 - Metrology Technician II | 23.79 |
| 23593 - Metrology Technician III | 24.89 |
| 23640 - Millwright | 23.03 |
| 23710 - Office Appliance Repairer | 17.33 |
| 23760 - Painter, Maintenance | 15.61 |
| 23790 - Pipefitter, Maintenance | 21.57 |
| 23810 - Plumber, Maintenance | 21.51 |
| 23820 - Pneudraulic Systems Mechanic | 18.80 |
| 23850 - Rigger | 18.78 |
| 23870 - Scale Mechanic | 16.86 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.63 |
| 23910 - Small Engine Mechanic | 14.85 |
| 23931 - Telecommunications Mechanic I | 23.85 |
| 23932 - Telecommunications Mechanic II | 25.02 |
| 23950 - Telephone Lineman | 23.22 |
| 23960 - welder, Combination, Maintenance | 17.97 |
| 23965 - well Driller | 18.78 |
| 23970 - woodcraft worker | 18.78 |
| 23980 - woodworker | 13.32 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.22 |
| 24580 - Child Care Center Clerk | 12.43 |

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| 24610 - Chore Aide | 9.83 |
| 24620 - Family Readiness And Support Services Coordinator | 12.20 |
| 24630 - Homemaker | 13.11 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.84 |
| 25040 - Sewage Plant Operator | 17.69 |
| 25070 - Stationary Engineer | 20.67 |
| 25190 - Ventilation Equipment Tender | 15.33 |
| 25210 - Water Treatment Plant Operator | 17.69 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.21 |
| 27007 - Baggage Inspector | 11.06 |
| 27008 - Corrections Officer | 15.64 |
| 27010 - Court Security Officer | 16.68 |
| 27030 - Detection Dog Handler | 13.60 |
| 27040 - Detention Officer | 15.64 |
| 27070 - Firefighter | 18.17 |
| 27101 - Guard I | 11.06 |
| 27102 - Guard II | 13.60 |
| 27131 - Police Officer I | 18.21 |
| 27132 - Police Officer II | 20.24 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.33 |
| 28042 - Carnival Equipment Repairer | 14.17 |
| 28043 - Carnival Equipment Worker | 9.87 |
| 28210 - Gate Attendant/Gate Tender | 12.36 |
| 28310 - Lifeguard | 11.74 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |
| 28515 - Recreation Specialist | 12.54 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 16.81 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.57 |
| 29020 - Hatch Tender | 18.57 |
| 29030 - Line Handler | 18.57 |
| 29041 - Stevedore I | 18.05 |
| 29042 - Stevedore II | 19.63 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 1) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 1) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 1) | 27.10 |
| 30021 - Archeological Technician I | 17.66 |
| 30022 - Archeological Technician II | 19.75 |
| 30023 - Archeological Technician III | 24.48 |
| 30030 - Cartographic Technician | 24.48 |
| 30040 - Civil Engineering Technician | 24.86 |
| 30061 - Drafter/CAD Operator I | 17.66 |
| 30062 - Drafter/CAD Operator II | 19.75 |
| 30063 - Drafter/CAD Operator III | 22.03 |
| 30064 - Drafter/CAD Operator IV | 27.10 |
| 30081 - Engineering Technician I | 15.52 |
| 30082 - Engineering Technician II | 17.41 |
| 30083 - Engineering Technician III | 19.48 |
| 30084 - Engineering Technician IV | 24.14 |
| 30085 - Engineering Technician V | 29.66 |
| 30086 - Engineering Technician VI | 35.90 |
| 30090 - Environmental Technician | 23.02 |
| 30210 - Laboratory Technician | 21.43 |
| 30240 - Mathematical Technician | 24.48 |
| 30361 - Paralegal/Legal Assistant I | 15.98 |
| 30362 - Paralegal/Legal Assistant II | 18.90 |

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| 30363 - Paralegal/Legal Assistant III | 23.12 |
| 30364 - Paralegal/Legal Assistant IV | 27.95 |
| 30390 - Photo-Optics Technician | 24.48 |
| 30461 - Technical Writer I | 24.48 |
| 30462 - Technical Writer II | 29.45 |
| 30463 - Technical Writer III | 32.79 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 1) 22.03 |
| 30621 - Weather Observer, Senior | (see 1) 24.48 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.51 |
| 31030 - Bus Driver | 14.07 |
| 31043 - Driver Courier | 12.36 |
| 31260 - Parking and Lot Attendant | 10.06 |
| 31290 - Shuttle Bus Driver | 13.21 |
| 31310 - Taxi Driver | 10.59 |
| 31361 - Truckdriver, Light | 13.21 |
| 31362 - Truckdriver, Medium | 14.07 |
| 31363 - Truckdriver, Heavy | 15.07 |
| 31364 - Truckdriver, Tractor-Trailer | 15.07 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.88 |
| 99050 - Desk Clerk | 8.22 |
| 99095 - Embalmer | 22.29 |
| 99251 - Laboratory Animal Caretaker I | 9.65 |
| 99252 - Laboratory Animal Caretaker II | 10.31 |
| 99310 - Mortician | 22.29 |
| 99410 - Pest Controller | 13.39 |
| 99510 - Photofinishing Worker | 12.74 |
| 99710 - Recycling Laborer | 14.53 |
| 99711 - Recycling Specialist | 17.02 |
| 99730 - Refuse Collector | 13.30 |
| 99810 - Sales Clerk | 10.75 |
| 99820 - School Crossing Guard | 13.56 |
| 99830 - Survey Party Chief | 18.67 |
| 99831 - Surveying Aide | 11.09 |
| 99832 - Surveying Technician | 16.97 |
| 99840 - Vending Machine Attendant | 10.81 |
| 99841 - Vending Machine Repairer | 12.82 |
| 99842 - Vending Machine Repairer Helper | 10.81 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans.

Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

2) 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).

1) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2189
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: Indiana, Ohio

Area: Indiana Counties of Adams, Allen, Blackford, De Kalb, Grant, Huntington, Jay, Lagrange, Noble, Steuben, Wabash, Wells, Whitley

Ohio Counties of Defiance, Paulding, Williams

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.12 |
| 01012 - Accounting Clerk II | | 14.74 |
| 01013 - Accounting Clerk III | | 16.49 |
| 01020 - Administrative Assistant | | 17.32 |
| 01040 - Court Reporter | | 20.85 |
| 01051 - Data Entry Operator I | | 13.63 |
| 01052 - Data Entry Operator II | | 14.88 |
| 01060 - Dispatcher, Motor Vehicle | | 17.20 |
| 01070 - Document Preparation Clerk | | 12.06 |
| 01090 - Duplicating Machine Operator | | 12.30 |
| 01111 - General Clerk I | | 11.78 |
| 01112 - General Clerk II | | 12.86 |
| 01113 - General Clerk III | | 14.43 |
| 01120 - Housing Referral Assistant | | 17.22 |
| 01141 - Messenger Courier | | 11.49 |
| 01191 - Order Clerk I | | 12.97 |
| 01192 - Order Clerk II | | 14.15 |
| 01261 - Personnel Assistant (Employment) I | | 15.01 |
| 01262 - Personnel Assistant (Employment) II | | 16.79 |
| 01263 - Personnel Assistant (Employment) III | | 18.73 |
| 01270 - Production Control Clerk | | 21.04 |
| 01280 - Receptionist | | 11.66 |
| 01290 - Rental Clerk | | 10.60 |
| 01300 - Scheduler, Maintenance | | 13.80 |
| 01311 - Secretary I | | 13.80 |
| 01312 - Secretary II | | 15.44 |
| 01313 - Secretary III | | 17.22 |
| 01320 - Service Order Dispatcher | | 16.29 |
| 01410 - Supply Technician | | 18.99 |
| 01420 - Survey Worker | | 13.88 |
| 01531 - Travel Clerk I | | 12.86 |
| 01532 - Travel Clerk II | | 13.72 |
| 01533 - Travel Clerk III | | 14.55 |
| 01611 - Word Processor I | | 12.86 |
| 01612 - Word Processor II | | 14.43 |
| 01613 - Word Processor III | | 16.14 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.96 |
| 05010 - Automotive Electrician | | 18.37 |
| 05040 - Automotive Glass Installer | | 17.76 |
| 05070 - Automotive Worker | | 17.76 |
| 05110 - Mobile Equipment Servicer | | 16.52 |

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| 05130 - Motor Equipment Metal Mechanic | 18.96 |
| 05160 - Motor Equipment Metal Worker | 17.76 |
| 05190 - Motor Vehicle Mechanic | 18.96 |
| 05220 - Motor Vehicle Mechanic Helper | 15.90 |
| 05250 - Motor Vehicle Upholstery Worker | 17.11 |
| 05280 - Motor Vehicle Wrecker | 17.76 |
| 05310 - Painter, Automotive | 18.37 |
| 05340 - Radiator Repair Specialist | 17.76 |
| 05370 - Tire Repairer | 14.09 |
| 05400 - Transmission Repair Specialist | 18.96 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.93 |
| 07041 - Cook I | 10.69 |
| 07042 - Cook II | 11.48 |
| 07070 - Dishwasher | 7.83 |
| 07130 - Food Service Worker | 8.81 |
| 07210 - Meat Cutter | 14.57 |
| 07260 - Waiter/Waitress | 8.21 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.83 |
| 09040 - Furniture Handler | 13.78 |
| 09080 - Furniture Refinisher | 17.83 |
| 09090 - Furniture Refinisher Helper | 15.43 |
| 09110 - Furniture Repairer, Minor | 16.61 |
| 09130 - Upholsterer | 17.83 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.28 |
| 11060 - Elevator Operator | 10.28 |
| 11090 - Gardener | 12.42 |
| 11122 - Housekeeping Aide | 10.09 |
| 11150 - Janitor | 11.34 |
| 11210 - Laborer, Grounds Maintenance | 11.35 |
| 11240 - Maid or Houseman | 9.16 |
| 11260 - Pruner | 11.68 |
| 11270 - Tractor Operator | 12.45 |
| 11330 - Trail Maintenance Worker | 11.35 |
| 11360 - Window Cleaner | 12.45 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.16 |
| 12011 - Breath Alcohol Technician | 15.16 |
| 12012 - Certified Occupational Therapist Assistant | 22.06 |
| 12015 - Certified Physical Therapist Assistant | 21.66 |
| 12020 - Dental Assistant | 15.96 |
| 12025 - Dental Hygienist | 26.13 |
| 12030 - EKG Technician | 26.40 |
| 12035 - Electroneurodiagnostic Technologist | 26.40 |
| 12040 - Emergency Medical Technician | 15.16 |
| 12071 - Licensed Practical Nurse I | 15.57 |
| 12072 - Licensed Practical Nurse II | 17.41 |
| 12073 - Licensed Practical Nurse III | 19.44 |
| 12100 - Medical Assistant | 12.57 |
| 12130 - Medical Laboratory Technician | 16.51 |
| 12160 - Medical Record Clerk | 12.95 |
| 12190 - Medical Record Technician | 14.49 |
| 12195 - Medical Transcriptionist | 14.60 |
| 12210 - Nuclear Medicine Technologist | 29.15 |
| 12221 - Nursing Assistant I | 9.16 |
| 12222 - Nursing Assistant II | 10.30 |
| 12223 - Nursing Assistant III | 11.24 |
| 12224 - Nursing Assistant IV | 12.61 |
| 12235 - Optical Dispenser | 14.03 |
| 12236 - Optical Technician | 14.80 |
| 12250 - Pharmacy Technician | 14.75 |

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| 12280 - Phlebotomist | 12.61 |
| 12305 - Radiologic Technologist | 22.78 |
| 12311 - Registered Nurse I | 20.35 |
| 12312 - Registered Nurse II | 24.89 |
| 12313 - Registered Nurse II, Specialist | 24.89 |
| 12314 - Registered Nurse III | 30.11 |
| 12315 - Registered Nurse III, Anesthetist | 30.11 |
| 12316 - Registered Nurse IV | 36.09 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.61 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.47 |
| 13012 - Exhibits Specialist II | 20.41 |
| 13013 - Exhibits Specialist III | 24.95 |
| 13041 - Illustrator I | 16.47 |
| 13042 - Illustrator II | 20.41 |
| 13043 - Illustrator III | 24.95 |
| 13047 - Librarian | 21.54 |
| 13050 - Library Aide/Clerk | 11.01 |
| 13054 - Library Information Technology Systems Administrator | 19.46 |
| 13058 - Library Technician | 12.62 |
| 13061 - Media Specialist I | 14.04 |
| 13062 - Media Specialist II | 15.70 |
| 13063 - Media Specialist III | 17.50 |
| 13071 - Photographer I | 13.50 |
| 13072 - Photographer II | 15.10 |
| 13073 - Photographer III | 18.71 |
| 13074 - Photographer IV | 22.89 |
| 13075 - Photographer V | 27.69 |
| 13110 - Video Teleconference Technician | 15.36 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.81 |
| 14042 - Computer Operator II | 18.80 |
| 14043 - Computer Operator III | 20.97 |
| 14044 - Computer Operator IV | 23.30 |
| 14045 - Computer Operator V | 25.80 |
| 14071 - Computer Programmer I | (see 1) 19.81 |
| 14072 - Computer Programmer II | (see 1) 26.23 |
| 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 | 16.81 |
| 14160 - Personal Computer Support Technician | 23.30 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 31.32 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.89 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.43 |
| 15050 - Computer Based Training Specialist / Instructor | 31.32 |
| 15060 - Educational Technologist | 26.32 |
| 15070 - Flight Instructor (Pilot) | 42.43 |
| 15080 - Graphic Artist | 21.71 |
| 15090 - Technical Instructor | 19.04 |
| 15095 - Technical Instructor/Course Developer | 23.29 |
| 15110 - Test Proctor | 15.36 |
| 15120 - Tutor | 15.36 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.13 |
| 16030 - Counter Attendant | 9.13 |
| 16040 - Dry Cleaner | 11.56 |
| 16070 - Finisher, Flatwork, Machine | 9.13 |
| 16090 - Presser, Hand | 9.13 |

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| 16110 - Presser, Machine, Drycleaning | 9.13 |
| 16130 - Presser, Machine, Shirts | 9.13 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.13 |
| 16190 - Sewing Machine Operator | 12.37 |
| 16220 - Tailor | 13.18 |
| 16250 - Washer, Machine | 9.91 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.91 |
| 19040 - Tool And Die Maker | 22.71 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.01 |
| 21030 - Material Coordinator | 21.04 |
| 21040 - Material Expediter | 21.04 |
| 21050 - Material Handling Laborer | 12.33 |
| 21071 - Order Filler | 10.58 |
| 21080 - Production Line Worker (Food Processing) | 16.01 |
| 21110 - Shipping Packer | 13.56 |
| 21130 - Shipping/Receiving Clerk | 13.56 |
| 21140 - Store Worker I | 13.05 |
| 21150 - Stock Clerk | 17.39 |
| 21210 - Tools And Parts Attendant | 16.13 |
| 21410 - Warehouse Specialist | 16.01 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.78 |
| 23021 - Aircraft Mechanic I | 26.86 |
| 23022 - Aircraft Mechanic II | 27.78 |
| 23023 - Aircraft Mechanic III | 28.82 |
| 23040 - Aircraft Mechanic Helper | 20.43 |
| 23050 - Aircraft, Painter | 26.01 |
| 23060 - Aircraft Servicer | 23.55 |
| 23080 - Aircraft Worker | 24.86 |
| 23110 - Appliance Mechanic | 19.68 |
| 23120 - Bicycle Repairer | 14.09 |
| 23125 - Cable Splicer | 26.64 |
| 23130 - Carpenter, Maintenance | 20.13 |
| 23140 - Carpet Layer | 22.40 |
| 23160 - Electrician, Maintenance | 26.41 |
| 23181 - Electronics Technician Maintenance I | 21.58 |
| 23182 - Electronics Technician Maintenance II | 22.73 |
| 23183 - Electronics Technician Maintenance III | 23.47 |
| 23260 - Fabric Worker | 18.78 |
| 23290 - Fire Alarm System Mechanic | 21.57 |
| 23310 - Fire Extinguisher Repairer | 17.54 |
| 23311 - Fuel Distribution System Mechanic | 24.61 |
| 23312 - Fuel Distribution System Operator | 18.19 |
| 23370 - General Maintenance Worker | 17.52 |
| 23380 - Ground Support Equipment Mechanic | 26.86 |
| 23381 - Ground Support Equipment Servicer | 23.55 |
| 23382 - Ground Support Equipment Worker | 24.86 |
| 23391 - Gunsmith I | 17.54 |
| 23392 - Gunsmith II | 19.83 |
| 23393 - Gunsmith III | 21.57 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.14 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.99 |
| 23430 - Heavy Equipment Mechanic | 20.30 |
| 23440 - Heavy Equipment Operator | 21.96 |
| 23460 - Instrument Mechanic | 21.57 |
| 23465 - Laboratory/Shelter Mechanic | 20.89 |
| 23470 - Laborer | 12.55 |
| 23510 - Locksmith | 20.10 |
| 23530 - Machinery Maintenance Mechanic | 21.96 |

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|-------|---|-------|
| 23550 | - Machinist, Maintenance | 20.24 |
| 23580 | - Maintenance Trades Helper | 15.43 |
| 23591 | - Metrology Technician I | 21.57 |
| 23592 | - Metrology Technician II | 22.31 |
| 23593 | - Metrology Technician III | 23.14 |
| 23640 | - Millwright | 23.47 |
| 23710 | - Office Appliance Repairer | 20.48 |
| 23760 | - Painter, Maintenance | 19.31 |
| 23790 | - Pipefitter, Maintenance | 25.33 |
| 23810 | - Plumber, Maintenance | 24.09 |
| 23820 | - Pneudraulic Systems Mechanic | 21.57 |
| 23850 | - Rigger | 21.57 |
| 23870 | - Scale Mechanic | 19.83 |
| 23890 | - Sheet-Metal Worker, Maintenance | 20.92 |
| 23910 | - Small Engine Mechanic | 18.96 |
| 23931 | - Telecommunications Mechanic I | 23.46 |
| 23932 | - Telecommunications Mechanic II | 24.27 |
| 23950 | - Telephone Lineman | 20.71 |
| 23960 | - Welder, Combination, Maintenance | 20.24 |
| 23965 | - Well Driller | 21.57 |
| 23970 | - Woodcraft Worker | 21.57 |
| 23980 | - Woodworker | 16.04 |
| 24000 | - Personal Needs Occupations | |
| 24570 | - Child Care Attendant | 10.67 |
| 24580 | - Child Care Center Clerk | 15.39 |
| 24610 | - Chore Aide | 9.96 |
| 24620 | - Family Readiness And Support Services Coordinator | 12.17 |
| 24630 | - Homemaker | 17.11 |
| 25000 | - Plant And System Operations Occupations | |
| 25010 | - Boiler Tender | 22.91 |
| 25040 | - Sewage Plant Operator | 19.42 |
| 25070 | - Stationary Engineer | 22.91 |
| 25190 | - Ventilation Equipment Tender | 16.99 |
| 25210 | - Water Treatment Plant Operator | 18.57 |
| 27000 | - Protective Service Occupations | |
| 27004 | - Alarm Monitor | 18.17 |
| 27007 | - Baggage Inspector | 12.10 |
| 27008 | - Corrections Officer | 16.54 |
| 27010 | - Court Security Officer | 17.57 |
| 27030 | - Detection Dog Handler | 16.13 |
| 27040 | - Detention Officer | 16.54 |
| 27070 | - Firefighter | 17.55 |
| 27101 | - Guard I | 12.10 |
| 27102 | - Guard II | 16.13 |
| 27131 | - Police Officer I | 20.69 |
| 27132 | - Police Officer II | 22.99 |
| 28000 | - Recreation Occupations | |
| 28041 | - Carnival Equipment Operator | 10.38 |
| 28042 | - Carnival Equipment Repairer | 10.79 |
| 28043 | - Carnival Equipment Worker | 8.60 |
| 28210 | - Gate Attendant/Gate Tender | 13.36 |
| 28310 | - Lifeguard | 11.34 |
| 28350 | - Park Attendant (Aide) | 14.95 |
| 28510 | - Recreation Aide/Health Facility Attendant | 10.91 |
| 28515 | - Recreation Specialist | 16.24 |
| 28630 | - Sports Official | 11.91 |
| 28690 | - Swimming Pool Operator | 20.90 |
| 29000 | - Stevedoring/Longshoremen Occupational Services | |
| 29010 | - Blocker And Bracer | 22.62 |
| 29020 | - Hatch Tender | 22.62 |
| 29030 | - Line Handler | 22.62 |
| 29041 | - Stevedore I | 21.42 |

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|---|---------------|
| 29042 - Stevedore II | 25.65 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.85 |
| 30022 - Archeological Technician II | 19.88 |
| 30023 - Archeological Technician III | 25.12 |
| 30030 - Cartographic Technician | 24.72 |
| 30040 - Civil Engineering Technician | 22.59 |
| 30061 - Drafter/CAD Operator I | 17.85 |
| 30062 - Drafter/CAD Operator II | 19.88 |
| 30063 - Drafter/CAD Operator III | 21.82 |
| 30064 - Drafter/CAD Operator IV | 26.84 |
| 30081 - Engineering Technician I | 15.92 |
| 30082 - Engineering Technician II | 17.86 |
| 30083 - Engineering Technician III | 19.98 |
| 30084 - Engineering Technician IV | 24.76 |
| 30085 - Engineering Technician V | 30.29 |
| 30086 - Engineering Technician VI | 36.64 |
| 30090 - Environmental Technician | 23.21 |
| 30210 - Laboratory Technician | 18.48 |
| 30240 - Mathematical Technician | 24.53 |
| 30361 - Paralegal/Legal Assistant I | 16.27 |
| 30362 - Paralegal/Legal Assistant II | 20.16 |
| 30363 - Paralegal/Legal Assistant III | 24.66 |
| 30364 - Paralegal/Legal Assistant IV | 29.83 |
| 30390 - Photo-Optics Technician | 24.53 |
| 30461 - Technical Writer I | 24.95 |
| 30462 - Technical Writer II | 30.54 |
| 30463 - Technical Writer III | 36.92 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 3) 21.82 |
| 30621 - Weather Observer, Senior | (see 3) 24.22 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.34 |
| 31030 - Bus Driver | 18.12 |
| 31043 - Driver Courier | 14.28 |
| 31260 - Parking and Lot Attendant | 10.82 |
| 31290 - Shuttle Bus Driver | 15.55 |
| 31310 - Taxi Driver | 12.98 |
| 31361 - Truckdriver, Light | 15.39 |
| 31362 - Truckdriver, Medium | 16.50 |
| 31363 - Truckdriver, Heavy | 20.33 |
| 31364 - Truckdriver, Tractor-Trailer | 20.33 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.94 |
| 99050 - Desk Clerk | 10.67 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 10.21 |
| 99252 - Laboratory Animal Caretaker II | 10.99 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 15.93 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 16.81 |
| 99711 - Recycling Specialist | 18.71 |
| 99730 - Refuse Collector | 15.31 |
| 99810 - Sales Clerk | 11.07 |

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| 99820 - School Crossing Guard | 13.05 |
| 99830 - Survey Party Chief | 21.85 |
| 99831 - Surveying Aide | 12.89 |
| 99832 - Surveying Technician | 15.76 |
| 99840 - Vending Machine Attendant | 14.72 |
| 99841 - Vending Machine Repairer | 16.45 |
| 99842 - Vending Machine Repairer Helper | 14.72 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 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 4174)

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 conformance 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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2190
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: Indiana, Ohio

Area: Indiana Counties of Adams, Allen, Blackford, De Kalb, Grant, Huntington, Jay, Lagrange, Noble, Steuben, Wabash, Wells, Whitley

Ohio Counties of Defiance, Paulding, Williams

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.12 |
| 01012 - Accounting Clerk II | | 14.74 |
| 01013 - Accounting Clerk III | | 16.49 |
| 01020 - Administrative Assistant | | 17.32 |
| 01040 - Court Reporter | | 20.85 |
| 01051 - Data Entry Operator I | | 13.63 |
| 01052 - Data Entry Operator II | | 14.88 |
| 01060 - Dispatcher, Motor Vehicle | | 17.20 |
| 01070 - Document Preparation Clerk | | 12.06 |
| 01090 - Duplicating Machine Operator | | 12.30 |
| 01111 - General Clerk I | | 11.78 |

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|-------|--|-------|
| 01112 | - General Clerk II | 12.86 |
| 01113 | - General Clerk III | 14.43 |
| 01120 | - Housing Referral Assistant | 17.22 |
| 01141 | - Messenger Courier | 11.49 |
| 01191 | - Order Clerk I | 12.97 |
| 01192 | - Order Clerk II | 14.15 |
| 01261 | - Personnel Assistant (Employment) I | 15.01 |
| 01262 | - Personnel Assistant (Employment) II | 16.79 |
| 01263 | - Personnel Assistant (Employment) III | 18.73 |
| 01270 | - Production Control Clerk | 21.04 |
| 01280 | - Receptionist | 11.66 |
| 01290 | - Rental Clerk | 10.60 |
| 01300 | - Scheduler, Maintenance | 13.80 |
| 01311 | - Secretary I | 13.80 |
| 01312 | - Secretary II | 15.44 |
| 01313 | - Secretary III | 17.22 |
| 01320 | - Service Order Dispatcher | 16.29 |
| 01410 | - Supply Technician | 18.99 |
| 01420 | - Survey Worker | 13.88 |
| 01531 | - Travel Clerk I | 12.86 |
| 01532 | - Travel Clerk II | 13.72 |
| 01533 | - Travel Clerk III | 14.55 |
| 01611 | - Word Processor I | 12.86 |
| 01612 | - Word Processor II | 14.43 |
| 01613 | - Word Processor III | 16.14 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 18.96 |
| 05010 | - Automotive Electrician | 18.37 |
| 05040 | - Automotive Glass Installer | 17.76 |
| 05070 | - Automotive Worker | 17.76 |
| 05110 | - Mobile Equipment Servicer | 16.52 |
| 05130 | - Motor Equipment Metal Mechanic | 18.96 |
| 05160 | - Motor Equipment Metal Worker | 17.76 |
| 05190 | - Motor Vehicle Mechanic | 18.96 |
| 05220 | - Motor Vehicle Mechanic Helper | 15.90 |
| 05250 | - Motor Vehicle Upholstery Worker | 17.11 |
| 05280 | - Motor Vehicle Wrecker | 17.76 |
| 05310 | - Painter, Automotive | 18.37 |
| 05340 | - Radiator Repair Specialist | 17.76 |
| 05370 | - Tire Repairer | 14.09 |
| 05400 | - Transmission Repair Specialist | 18.96 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 11.93 |
| 07041 | - Cook I | 10.69 |
| 07042 | - Cook II | 11.48 |
| 07070 | - Dishwasher | 7.83 |
| 07130 | - Food Service Worker | 8.81 |
| 07210 | - Meat Cutter | 14.57 |
| 07260 | - Waiter/Waitress | 8.21 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 17.83 |
| 09040 | - Furniture Handler | 13.78 |
| 09080 | - Furniture Refinisher | 17.83 |
| 09090 | - Furniture Refinisher Helper | 15.43 |
| 09110 | - Furniture Repairer, Minor | 16.61 |
| 09130 | - Upholsterer | 17.83 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 10.28 |
| 11060 | - Elevator Operator | 10.28 |
| 11090 | - Gardener | 12.42 |
| 11122 | - Housekeeping Aide | 10.09 |
| 11150 | - Janitor | 11.34 |
| 11210 | - Laborer, Grounds Maintenance | 11.35 |

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| 11240 - Maid or Houseman | 9.16 |
| 11260 - Pruner | 11.68 |
| 11270 - Tractor Operator | 12.45 |
| 11330 - Trail Maintenance Worker | 11.35 |
| 11360 - Window Cleaner | 12.45 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.16 |
| 12011 - Breath Alcohol Technician | 15.16 |
| 12012 - Certified Occupational Therapist Assistant | 22.06 |
| 12015 - Certified Physical Therapist Assistant | 21.66 |
| 12020 - Dental Assistant | 15.96 |
| 12025 - Dental Hygienist | 26.13 |
| 12030 - EKG Technician | 26.40 |
| 12035 - Electroneurodiagnostic Technologist | 26.40 |
| 12040 - Emergency Medical Technician | 15.16 |
| 12071 - Licensed Practical Nurse I | 15.57 |
| 12072 - Licensed Practical Nurse II | 17.41 |
| 12073 - Licensed Practical Nurse III | 19.44 |
| 12100 - Medical Assistant | 12.57 |
| 12130 - Medical Laboratory Technician | 16.51 |
| 12160 - Medical Record Clerk | 12.95 |
| 12190 - Medical Record Technician | 14.49 |
| 12195 - Medical Transcriptionist | 14.60 |
| 12210 - Nuclear Medicine Technologist | 29.15 |
| 12221 - Nursing Assistant I | 9.16 |
| 12222 - Nursing Assistant II | 10.30 |
| 12223 - Nursing Assistant III | 11.24 |
| 12224 - Nursing Assistant IV | 12.61 |
| 12235 - Optical Dispenser | 14.03 |
| 12236 - Optical Technician | 14.80 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 12.61 |
| 12305 - Radiologic Technologist | 22.78 |
| 12311 - Registered Nurse I | 20.35 |
| 12312 - Registered Nurse II | 24.89 |
| 12313 - Registered Nurse II, Specialist | 24.89 |
| 12314 - Registered Nurse III | 30.11 |
| 12315 - Registered Nurse III, Anesthetist | 30.11 |
| 12316 - Registered Nurse IV | 36.09 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.61 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.47 |
| 13012 - Exhibits Specialist II | 20.41 |
| 13013 - Exhibits Specialist III | 24.95 |
| 13041 - Illustrator I | 16.47 |
| 13042 - Illustrator II | 20.41 |
| 13043 - Illustrator III | 24.95 |
| 13047 - Librarian | 21.54 |
| 13050 - Library Aide/Clerk | 11.01 |
| 13054 - Library Information Technology Systems Administrator | 19.46 |
| 13058 - Library Technician | 12.62 |
| 13061 - Media Specialist I | 14.04 |
| 13062 - Media Specialist II | 15.70 |
| 13063 - Media Specialist III | 17.50 |
| 13071 - Photographer I | 13.50 |
| 13072 - Photographer II | 15.10 |
| 13073 - Photographer III | 18.71 |
| 13074 - Photographer IV | 22.89 |
| 13075 - Photographer V | 27.69 |
| 13110 - Video Teleconference Technician | 15.36 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.81 |

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| 14042 - Computer Operator II | 18.80 |
| 14043 - Computer Operator III | 20.97 |
| 14044 - Computer Operator IV | 23.30 |
| 14045 - Computer Operator V | 25.80 |
| 14071 - Computer Programmer I (see 1) | 19.81 |
| 14072 - Computer Programmer II (see 1) | 26.23 |
| 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 | 16.81 |
| 14160 - Personal Computer Support Technician | 23.30 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 31.32 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.89 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.43 |
| 15050 - Computer Based Training Specialist / Instructor | 31.32 |
| 15060 - Educational Technologist | 26.32 |
| 15070 - Flight Instructor (Pilot) | 42.43 |
| 15080 - Graphic Artist | 21.71 |
| 15090 - Technical Instructor | 19.04 |
| 15095 - Technical Instructor/Course Developer | 23.29 |
| 15110 - Test Proctor | 15.36 |
| 15120 - Tutor | 15.36 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.13 |
| 16030 - Counter Attendant | 9.13 |
| 16040 - Dry Cleaner | 11.56 |
| 16070 - Finisher, Flatwork, Machine | 9.13 |
| 16090 - Presser, Hand | 9.13 |
| 16110 - Presser, Machine, Drycleaning | 9.13 |
| 16130 - Presser, Machine, Shirts | 9.13 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.13 |
| 16190 - Sewing Machine Operator | 12.37 |
| 16220 - Tailor | 13.18 |
| 16250 - Washer, Machine | 9.91 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.91 |
| 19040 - Tool And Die Maker | 22.71 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.01 |
| 21030 - Material Coordinator | 21.04 |
| 21040 - Material Expediter | 21.04 |
| 21050 - Material Handling Laborer | 12.33 |
| 21071 - Order Filler | 10.58 |
| 21080 - Production Line Worker (Food Processing) | 16.01 |
| 21110 - Shipping Packer | 13.56 |
| 21130 - Shipping/Receiving Clerk | 13.56 |
| 21140 - Store Worker I | 13.05 |
| 21150 - Stock Clerk | 17.39 |
| 21210 - Tools And Parts Attendant | 16.13 |
| 21410 - Warehouse Specialist | 16.01 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.78 |
| 23021 - Aircraft Mechanic I | 26.86 |
| 23022 - Aircraft Mechanic II | 27.78 |
| 23023 - Aircraft Mechanic III | 28.82 |
| 23040 - Aircraft Mechanic Helper | 20.43 |
| 23050 - Aircraft, Painter | 26.01 |
| 23060 - Aircraft Servicer | 23.55 |
| 23080 - Aircraft Worker | 24.86 |
| 23110 - Appliance Mechanic | 19.68 |

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| 23120 - Bicycle Repairer | 14.09 |
| 23125 - Cable Splicer | 26.64 |
| 23130 - Carpenter, Maintenance | 20.13 |
| 23140 - Carpet Layer | 22.40 |
| 23160 - Electrician, Maintenance | 26.41 |
| 23181 - Electronics Technician Maintenance I | 21.58 |
| 23182 - Electronics Technician Maintenance II | 22.73 |
| 23183 - Electronics Technician Maintenance III | 23.47 |
| 23260 - Fabric Worker | 18.78 |
| 23290 - Fire Alarm System Mechanic | 21.57 |
| 23310 - Fire Extinguisher Repairer | 17.54 |
| 23311 - Fuel Distribution System Mechanic | 24.61 |
| 23312 - Fuel Distribution System Operator | 18.19 |
| 23370 - General Maintenance Worker | 17.52 |
| 23380 - Ground Support Equipment Mechanic | 26.86 |
| 23381 - Ground Support Equipment Servicer | 23.55 |
| 23382 - Ground Support Equipment Worker | 24.86 |
| 23391 - Gunsmith I | 17.54 |
| 23392 - Gunsmith II | 19.83 |
| 23393 - Gunsmith III | 21.57 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.14 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.99 |
| 23430 - Heavy Equipment Mechanic | 20.30 |
| 23440 - Heavy Equipment Operator | 21.96 |
| 23460 - Instrument Mechanic | 21.57 |
| 23465 - Laboratory/Shelter Mechanic | 20.89 |
| 23470 - Laborer | 12.55 |
| 23510 - Locksmith | 20.10 |
| 23530 - Machinery Maintenance Mechanic | 21.96 |
| 23550 - Machinist, Maintenance | 20.24 |
| 23580 - Maintenance Trades Helper | 15.43 |
| 23591 - Metrology Technician I | 21.57 |
| 23592 - Metrology Technician II | 22.31 |
| 23593 - Metrology Technician III | 23.14 |
| 23640 - Millwright | 23.47 |
| 23710 - Office Appliance Repairer | 20.48 |
| 23760 - Painter, Maintenance | 19.31 |
| 23790 - Pipefitter, Maintenance | 25.33 |
| 23810 - Plumber, Maintenance | 24.09 |
| 23820 - Pneudraulic Systems Mechanic | 21.57 |
| 23850 - Rigger | 21.57 |
| 23870 - Scale Mechanic | 19.83 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.92 |
| 23910 - Small Engine Mechanic | 18.96 |
| 23931 - Telecommunications Mechanic I | 23.46 |
| 23932 - Telecommunications Mechanic II | 24.27 |
| 23950 - Telephone Lineman | 20.71 |
| 23960 - Welder, Combination, Maintenance | 20.24 |
| 23965 - Well Driller | 21.57 |
| 23970 - Woodcraft Worker | 21.57 |
| 23980 - Woodworker | 16.04 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.67 |
| 24580 - Child Care Center Clerk | 15.39 |
| 24610 - Chore Aide | 9.96 |
| 24620 - Family Readiness And Support Services Coordinator | 12.17 |
| 24630 - Homemaker | 17.11 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.91 |
| 25040 - Sewage Plant Operator | 19.42 |

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|--|-------|
| 25070 - Stationary Engineer | 22.91 |
| 25190 - Ventilation Equipment Tender | 16.99 |
| 25210 - Water Treatment Plant Operator | 18.57 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.17 |
| 27007 - Baggage Inspector | 12.10 |
| 27008 - Corrections Officer | 16.54 |
| 27010 - Court Security Officer | 17.57 |
| 27030 - Detection Dog Handler | 16.13 |
| 27040 - Detention Officer | 16.54 |
| 27070 - Firefighter | 17.55 |
| 27101 - Guard I | 12.10 |
| 27102 - Guard II | 16.13 |
| 27131 - Police Officer I | 20.69 |
| 27132 - Police Officer II | 22.99 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.38 |
| 28042 - Carnival Equipment Repairer | 10.79 |
| 28043 - Carnival Equipment Worker | 8.60 |
| 28210 - Gate Attendant/Gate Tender | 13.36 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.95 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.91 |
| 28515 - Recreation Specialist | 16.24 |
| 28630 - Sports Official | 11.91 |
| 28690 - Swimming Pool Operator | 20.90 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.62 |
| 29020 - Hatch Tender | 22.62 |
| 29030 - Line Handler | 22.62 |
| 29041 - Stevedore I | 21.42 |
| 29042 - Stevedore II | 25.65 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.85 |
| 30022 - Archeological Technician II | 19.88 |
| 30023 - Archeological Technician III | 25.12 |
| 30030 - Cartographic Technician | 24.72 |
| 30040 - Civil Engineering Technician | 22.59 |
| 30061 - Drafter/CAD Operator I | 17.85 |
| 30062 - Drafter/CAD Operator II | 19.88 |
| 30063 - Drafter/CAD Operator III | 21.82 |
| 30064 - Drafter/CAD Operator IV | 26.84 |
| 30081 - Engineering Technician I | 15.92 |
| 30082 - Engineering Technician II | 17.86 |
| 30083 - Engineering Technician III | 19.98 |
| 30084 - Engineering Technician IV | 24.76 |
| 30085 - Engineering Technician V | 30.29 |
| 30086 - Engineering Technician VI | 36.64 |
| 30090 - Environmental Technician | 23.21 |
| 30210 - Laboratory Technician | 18.48 |
| 30240 - Mathematical Technician | 24.53 |
| 30361 - Paralegal/Legal Assistant I | 16.27 |
| 30362 - Paralegal/Legal Assistant II | 20.16 |
| 30363 - Paralegal/Legal Assistant III | 24.66 |
| 30364 - Paralegal/Legal Assistant IV | 29.83 |
| 30390 - Photo-Optics Technician | 24.53 |
| 30461 - Technical Writer I | 24.95 |
| 30462 - Technical Writer II | 30.54 |
| 30463 - Technical Writer III | 36.92 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |

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| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 3) 21.82 |
| 30621 - Weather Observer, Senior | (see 3) 24.22 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.34 |
| 31030 - Bus Driver | 18.12 |
| 31043 - Driver Courier | 14.28 |
| 31260 - Parking and Lot Attendant | 10.82 |
| 31290 - Shuttle Bus Driver | 15.55 |
| 31310 - Taxi Driver | 12.98 |
| 31361 - Truckdriver, Light | 15.39 |
| 31362 - Truckdriver, Medium | 16.50 |
| 31363 - Truckdriver, Heavy | 20.33 |
| 31364 - Truckdriver, Tractor-Trailer | 20.33 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.94 |
| 99050 - Desk Clerk | 10.67 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 10.21 |
| 99252 - Laboratory Animal Caretaker II | 10.99 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 15.93 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 16.81 |
| 99711 - Recycling Specialist | 18.71 |
| 99730 - Refuse Collector | 15.31 |
| 99810 - Sales Clerk | 11.07 |
| 99820 - School Crossing Guard | 13.05 |
| 99830 - Survey Party Chief | 21.85 |
| 99831 - Surveying Aide | 12.89 |
| 99832 - Surveying Technician | 15.76 |
| 99840 - Vending Machine Attendant | 14.72 |
| 99841 - Vending Machine Repairer | 16.45 |
| 99842 - Vending Machine Repairer Helper | 14.72 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25

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 4174)

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundrying 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 laundrying in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Diane C. Koplewski
DirectorDivision of
Wage DeterminationsWage Determination No.: 2005-2191
Revision No.: 14
Date of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Benton, Jasper, La Porte, Lake, Newton, Porter,
Pulaski, Starke

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.25 |
| 01012 - Accounting Clerk II | | 19.37 |
| 01013 - Accounting Clerk III | | 21.66 |
| 01020 - Administrative Assistant | | 28.01 |
| 01040 - Court Reporter | | 20.25 |
| 01051 - Data Entry Operator I | | 14.81 |
| 01052 - Data Entry Operator II | | 16.15 |
| 01060 - Dispatcher, Motor Vehicle | | 22.93 |
| 01070 - Document Preparation Clerk | | 13.67 |
| 01090 - Duplicating Machine Operator | | 13.67 |
| 01111 - General Clerk I | | 12.73 |
| 01112 - General Clerk II | | 13.89 |
| 01113 - General Clerk III | | 16.34 |
| 01120 - Housing Referral Assistant | | 22.12 |
| 01141 - Messenger Courier | | 11.93 |
| 01191 - Order Clerk I | | 15.69 |
| 01192 - Order Clerk II | | 17.58 |
| 01261 - Personnel Assistant (Employment) I | | 17.84 |
| 01262 - Personnel Assistant (Employment) II | | 19.95 |
| 01263 - Personnel Assistant (Employment) III | | 22.24 |
| 01270 - Production Control Clerk | | 21.43 |
| 01280 - Receptionist | | 13.53 |
| 01290 - Rental Clerk | | 17.41 |
| 01300 - Scheduler, Maintenance | | 18.36 |
| 01311 - Secretary I | | 18.36 |
| 01312 - Secretary II | | 19.84 |
| 01313 - Secretary III | | 22.12 |
| 01320 - Service Order Dispatcher | | 21.04 |
| 01410 - Supply Technician | | 28.01 |
| 01420 - Survey Worker | | 18.89 |
| 01531 - Travel Clerk I | | 13.20 |
| 01532 - Travel Clerk II | | 14.27 |
| 01533 - Travel Clerk III | | 15.44 |
| 01611 - Word Processor I | | 15.50 |
| 01612 - Word Processor II | | 17.41 |
| 01613 - Word Processor III | | 19.47 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 21.89 |
| 05010 - Automotive Electrician | | 23.06 |
| 05040 - Automotive Glass Installer | | 21.85 |
| 05070 - Automotive Worker | | 21.85 |
| 05110 - Mobile Equipment Servicer | | 19.92 |

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| 05130 - Motor Equipment Metal Mechanic | 26.41 |
| 05160 - Motor Equipment Metal Worker | 21.85 |
| 05190 - Motor Vehicle Mechanic | 25.88 |
| 05220 - Motor Vehicle Mechanic Helper | 18.73 |
| 05250 - Motor Vehicle Upholstery Worker | 20.90 |
| 05280 - Motor Vehicle Wrecker | 21.85 |
| 05310 - Painter, Automotive | 23.06 |
| 05340 - Radiator Repair Specialist | 21.85 |
| 05370 - Tire Repairer | 15.22 |
| 05400 - Transmission Repair Specialist | 26.41 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.75 |
| 07041 - Cook I | 13.34 |
| 07042 - Cook II | 15.03 |
| 07070 - Dishwasher | 10.19 |
| 07130 - Food Service Worker | 10.52 |
| 07210 - Meat Cutter | 14.37 |
| 07260 - Waiter/Waitress | 9.93 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.14 |
| 09040 - Furniture Handler | 14.56 |
| 09080 - Furniture Refinisher | 19.14 |
| 09090 - Furniture Refinisher Helper | 15.55 |
| 09110 - Furniture Repairer, Minor | 17.35 |
| 09130 - Upholsterer | 19.14 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.29 |
| 11060 - Elevator Operator | 12.29 |
| 11090 - Gardener | 15.46 |
| 11122 - Housekeeping Aide | 12.75 |
| 11150 - Janitor | 12.75 |
| 11210 - Laborer, Grounds Maintenance | 13.50 |
| 11240 - Maid or Houseman | 12.11 |
| 11260 - Pruner | 12.35 |
| 11270 - Tractor Operator | 15.07 |
| 11330 - Trail Maintenance Worker | 13.50 |
| 11360 - Window Cleaner | 13.95 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.28 |
| 12011 - Breath Alcohol Technician | 18.40 |
| 12012 - Certified Occupational Therapist Assistant | 23.55 |
| 12015 - Certified Physical Therapist Assistant | 24.61 |
| 12020 - Dental Assistant | 15.74 |
| 12025 - Dental Hygienist | 31.96 |
| 12030 - EKG Technician | 26.94 |
| 12035 - Electroneurodiagnostic Technologist | 26.94 |
| 12040 - Emergency Medical Technician | 17.28 |
| 12071 - Licensed Practical Nurse I | 18.53 |
| 12072 - Licensed Practical Nurse II | 20.72 |
| 12073 - Licensed Practical Nurse III | 23.10 |
| 12100 - Medical Assistant | 15.83 |
| 12130 - Medical Laboratory Technician | 19.40 |
| 12160 - Medical Record Clerk | 16.98 |
| 12190 - Medical Record Technician | 18.38 |
| 12195 - Medical Transcriptionist | 17.07 |
| 12210 - Nuclear Medicine Technologist | 34.34 |
| 12221 - Nursing Assistant I | 11.40 |
| 12222 - Nursing Assistant II | 12.82 |
| 12223 - Nursing Assistant III | 13.99 |
| 12224 - Nursing Assistant IV | 15.71 |
| 12235 - Optical Dispenser | 15.59 |
| 12236 - Optical Technician | 17.40 |
| 12250 - Pharmacy Technician | 15.58 |

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| 12280 - Phlebotomist | 15.71 |
| 12305 - Radiologic Technologist | 31.10 |
| 12311 - Registered Nurse I | 29.17 |
| 12312 - Registered Nurse II | 32.57 |
| 12313 - Registered Nurse II, Specialist | 32.57 |
| 12314 - Registered Nurse III | 38.43 |
| 12315 - Registered Nurse III, Anesthetist | 38.43 |
| 12316 - Registered Nurse IV | 46.07 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.53 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.51 |
| 13012 - Exhibits Specialist II | 26.55 |
| 13013 - Exhibits Specialist III | 32.62 |
| 13041 - Illustrator I | 21.63 |
| 13042 - Illustrator II | 26.80 |
| 13043 - Illustrator III | 32.77 |
| 13047 - Librarian | 33.70 |
| 13050 - Library Aide/Clerk | 14.14 |
| 13054 - Library Information Technology Systems Administrator | 31.05 |
| 13058 - Library Technician | 17.38 |
| 13061 - Media Specialist I | 21.16 |
| 13062 - Media Specialist II | 23.66 |
| 13063 - Media Specialist III | 26.39 |
| 13071 - Photographer I | 18.33 |
| 13072 - Photographer II | 20.53 |
| 13073 - Photographer III | 25.48 |
| 13074 - Photographer IV | 31.15 |
| 13075 - Photographer V | 37.57 |
| 13110 - Video Teleconference Technician | 17.51 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.11 |
| 14042 - Computer Operator II | 20.25 |
| 14043 - Computer Operator III | 22.58 |
| 14044 - Computer Operator IV | 25.09 |
| 14045 - Computer Operator V | 27.79 |
| 14071 - Computer Programmer I | (see 1) 25.49 |
| 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 | 18.11 |
| 14160 - Personal Computer Support Technician | 25.09 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.22 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 41.82 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 46.94 |
| 15050 - Computer Based Training Specialist / Instructor | 36.22 |
| 15060 - Educational Technologist | 30.14 |
| 15070 - Flight Instructor (Pilot) | 46.94 |
| 15080 - Graphic Artist | 26.41 |
| 15090 - Technical Instructor | 27.45 |
| 15095 - Technical Instructor/Course Developer | 26.88 |
| 15110 - Test Proctor | 19.62 |
| 15120 - Tutor | 17.74 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.53 |
| 16030 - Counter Attendant | 9.53 |
| 16040 - Dry Cleaner | 12.42 |
| 16070 - Finisher, Flatwork, Machine | 9.53 |
| 16090 - Presser, Hand | 9.53 |

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| 16110 - Presser, Machine, Drycleaning | 9.53 |
| 16130 - Presser, Machine, Shirts | 9.53 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.53 |
| 16190 - Sewing Machine Operator | 13.37 |
| 16220 - Tailor | 14.31 |
| 16250 - Washer, Machine | 10.54 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.33 |
| 19040 - Tool And Die Maker | 28.57 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.91 |
| 21030 - Material Coordinator | 21.74 |
| 21040 - Material Expediter | 21.74 |
| 21050 - Material Handling Laborer | 17.05 |
| 21071 - Order Filler | 13.80 |
| 21080 - Production Line Worker (Food Processing) | 16.91 |
| 21110 - Shipping Packer | 17.00 |
| 21130 - Shipping/Receiving Clerk | 17.00 |
| 21140 - Store Worker I | 13.87 |
| 21150 - Stock Clerk | 18.17 |
| 21210 - Tools And Parts Attendant | 16.91 |
| 21410 - Warehouse Specialist | 16.91 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.96 |
| 23021 - Aircraft Mechanic I | 28.13 |
| 23022 - Aircraft Mechanic II | 29.96 |
| 23023 - Aircraft Mechanic III | 31.40 |
| 23040 - Aircraft Mechanic Helper | 20.38 |
| 23050 - Aircraft, Painter | 24.99 |
| 23060 - Aircraft Servicer | 23.85 |
| 23080 - Aircraft Worker | 25.02 |
| 23110 - Appliance Mechanic | 22.50 |
| 23120 - Bicycle Repairer | 15.75 |
| 23125 - Cable Splicer | 27.69 |
| 23130 - Carpenter, Maintenance | 31.86 |
| 23140 - Carpet Layer | 28.36 |
| 23160 - Electrician, Maintenance | 34.00 |
| 23181 - Electronics Technician Maintenance I | 26.30 |
| 23182 - Electronics Technician Maintenance II | 27.75 |
| 23183 - Electronics Technician Maintenance III | 29.24 |
| 23260 - Fabric Worker | 21.33 |
| 23290 - Fire Alarm System Mechanic | 24.80 |
| 23310 - Fire Extinguisher Repairer | 21.36 |
| 23311 - Fuel Distribution System Mechanic | 27.14 |
| 23312 - Fuel Distribution System Operator | 21.66 |
| 23370 - General Maintenance Worker | 22.99 |
| 23380 - Ground Support Equipment Mechanic | 28.13 |
| 23381 - Ground Support Equipment Servicer | 23.85 |
| 23382 - Ground Support Equipment Worker | 25.02 |
| 23391 - Gunsmith I | 21.36 |
| 23392 - Gunsmith II | 24.07 |
| 23393 - Gunsmith III | 26.76 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.98 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.25 |
| 23430 - Heavy Equipment Mechanic | 28.00 |
| 23440 - Heavy Equipment Operator | 32.57 |
| 23460 - Instrument Mechanic | 23.92 |
| 23465 - Laboratory/Shelter Mechanic | 25.18 |
| 23470 - Laborer | 13.78 |
| 23510 - Locksmith | 22.81 |
| 23530 - Machinery Maintenance Mechanic | 23.74 |

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| 23550 | - Machinist, Maintenance | 27.46 |
| 23580 | - Maintenance Trades Helper | 17.11 |
| 23591 | - Metrology Technician I | 23.92 |
| 23592 | - Metrology Technician II | 25.14 |
| 23593 | - Metrology Technician III | 27.49 |
| 23640 | - Millwright | 29.97 |
| 23710 | - Office Appliance Repairer | 21.40 |
| 23760 | - Painter, Maintenance | 23.57 |
| 23790 | - Pipefitter, Maintenance | 31.00 |
| 23810 | - Plumber, Maintenance | 29.42 |
| 23820 | - Pseudraulic Systems Mechanic | 26.76 |
| 23850 | - Rigger | 27.57 |
| 23870 | - Scale Mechanic | 24.07 |
| 23890 | - Sheet-Metal Worker, Maintenance | 29.95 |
| 23910 | - Small Engine Mechanic | 18.13 |
| 23931 | - Telecommunications Mechanic I | 27.78 |
| 23932 | - Telecommunications Mechanic II | 28.87 |
| 23950 | - Telephone Lineman | 27.68 |
| 23960 | - Welder, Combination, Maintenance | 19.93 |
| 23965 | - Well Driller | 27.68 |
| 23970 | - Woodcraft Worker | 26.76 |
| 23980 | - Woodworker | 17.53 |
| 24000 | - Personal Needs Occupations | |
| 24570 | - Child Care Attendant | 10.86 |
| 24580 | - Child Care Center Clerk | 13.13 |
| 24610 | - Chore Aide | 9.44 |
| 24620 | - Family Readiness And Support Services Coordinator | 14.63 |
| 24630 | - Homemaker | 14.05 |
| 25000 | - Plant And System Operations Occupations | |
| 25010 | - Boiler Tender | 29.95 |
| 25040 | - Sewage Plant Operator | 24.22 |
| 25070 | - Stationary Engineer | 29.95 |
| 25190 | - Ventilation Equipment Tender | 23.04 |
| 25210 | - Water Treatment Plant Operator | 24.22 |
| 27000 | - Protective Service Occupations | |
| 27004 | - Alarm Monitor | 17.86 |
| 27007 | - Baggage Inspector | 12.10 |
| 27008 | - Corrections Officer | 28.70 |
| 27010 | - Court Security Officer | 28.70 |
| 27030 | - Detection Dog Handler | 15.44 |
| 27040 | - Detention Officer | 28.70 |
| 27070 | - Firefighter | 27.04 |
| 27101 | - Guard I | 12.10 |
| 27102 | - Guard II | 15.44 |
| 27131 | - Police Officer I | 30.33 |
| 27132 | - Police Officer II | 33.11 |
| 28000 | - Recreation Occupations | |
| 28041 | - Carnival Equipment Operator | 12.83 |
| 28042 | - Carnival Equipment Repairer | 13.68 |
| 28043 | - Carnival Equipment Worker | 10.02 |
| 28210 | - Gate Attendant/Gate Tender | 16.44 |
| 28310 | - Lifeguard | 13.10 |
| 28350 | - Park Attendant (Aide) | 18.27 |
| 28510 | - Recreation Aide/Health Facility Attendant | 10.81 |
| 28515 | - Recreation Specialist | 18.71 |
| 28630 | - Sports Official | 14.64 |
| 28690 | - Swimming Pool Operator | 17.47 |
| 29000 | - Stevedoring/Longshoremen Occupational Services | |
| 29010 | - Blocker And Bracer | 23.75 |
| 29020 | - Hatch Tender | 23.75 |
| 29030 | - Line Handler | 23.75 |
| 29041 | - Stevedore I | 22.40 |

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| 29042 - Stevedore II | 25.07 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.20 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.03 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.77 |
| 30021 - Archeological Technician I | 17.64 |
| 30022 - Archeological Technician II | 19.73 |
| 30023 - Archeological Technician III | 26.32 |
| 30030 - Cartographic Technician | 26.33 |
| 30040 - Civil Engineering Technician | 25.64 |
| 30061 - Drafter/CAD Operator I | 17.64 |
| 30062 - Drafter/CAD Operator II | 19.73 |
| 30063 - Drafter/CAD Operator III | 21.99 |
| 30064 - Drafter/CAD Operator IV | 28.96 |
| 30081 - Engineering Technician I | 18.16 |
| 30082 - Engineering Technician II | 20.39 |
| 30083 - Engineering Technician III | 22.81 |
| 30084 - Engineering Technician IV | 28.26 |
| 30085 - Engineering Technician V | 34.56 |
| 30086 - Engineering Technician VI | 45.66 |
| 30090 - Environmental Technician | 23.93 |
| 30210 - Laboratory Technician | 22.13 |
| 30240 - Mathematical Technician | 26.15 |
| 30361 - Paralegal/Legal Assistant I | 21.05 |
| 30362 - Paralegal/Legal Assistant II | 26.08 |
| 30363 - Paralegal/Legal Assistant III | 31.89 |
| 30364 - Paralegal/Legal Assistant IV | 38.59 |
| 30390 - Photo-Optics Technician | 26.33 |
| 30461 - Technical Writer I | 27.48 |
| 30462 - Technical Writer II | 33.60 |
| 30463 - Technical Writer III | 40.66 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.91 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.14 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.13 |
| 30494 - Unexploded (UXO) Safety Escort | 24.91 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.91 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 21.99 |
| 30621 - Weather Observer, Senior (see 2) | 24.44 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 17.27 |
| 31030 - Bus Driver | 22.93 |
| 31043 - Driver Courier | 19.14 |
| 31260 - Parking and Lot Attendant | 11.21 |
| 31290 - Shuttle Bus Driver | 20.81 |
| 31310 - Taxi Driver | 12.96 |
| 31361 - Truckdriver, Light | 20.81 |
| 31362 - Truckdriver, Medium | 22.78 |
| 31363 - Truckdriver, Heavy | 24.15 |
| 31364 - Truckdriver, Tractor-Trailer | 24.15 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.94 |
| 99050 - Desk Clerk | 11.94 |
| 99095 - Embalmer | 24.84 |
| 99251 - Laboratory Animal Caretaker I | 11.69 |
| 99252 - Laboratory Animal Caretaker II | 12.86 |
| 99310 - Mortician | 32.31 |
| 99410 - Pest Controller | 17.55 |
| 99510 - Photofinishing Worker | 13.78 |
| 99710 - Recycling Laborer | 20.89 |
| 99711 - Recycling Specialist | 24.46 |
| 99730 - Refuse Collector | 19.11 |
| 99810 - Sales Clerk | 13.18 |

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| 99820 - School Crossing Guard | 13.57 |
| 99830 - Survey Party Chief | 23.57 |
| 99831 - Surveying Aide | 16.71 |
| 99832 - Surveying Technician | 20.76 |
| 99840 - Vending Machine Attendant | 13.40 |
| 99841 - Vending Machine Repairer | 15.48 |
| 99842 - Vending Machine Repairer Helper | 13.06 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that

represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2192
Revision No.: 16
Date of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Benton, Jasper, La Porte, Lake, Newton, Porter,
Pulaski, Starke

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.25 |
| 01012 - Accounting Clerk II | | 19.37 |
| 01013 - Accounting Clerk III | | 21.66 |
| 01020 - Administrative Assistant | | 28.01 |
| 01040 - Court Reporter | | 20.25 |
| 01051 - Data Entry Operator I | | 14.81 |
| 01052 - Data Entry Operator II | | 16.15 |
| 01060 - Dispatcher, Motor Vehicle | | 22.93 |
| 01070 - Document Preparation Clerk | | 13.67 |
| 01090 - Duplicating Machine Operator | | 13.67 |
| 01111 - General Clerk I | | 12.73 |
| 01112 - General Clerk II | | 13.89 |
| 01113 - General Clerk III | | 16.34 |
| 01120 - Housing Referral Assistant | | 22.12 |
| 01141 - Messenger Courier | | 11.93 |
| 01191 - Order Clerk I | | 15.69 |
| 01192 - Order Clerk II | | 17.58 |
| 01261 - Personnel Assistant (Employment) I | | 17.84 |
| 01262 - Personnel Assistant (Employment) II | | 19.95 |
| 01263 - Personnel Assistant (Employment) III | | 22.24 |
| 01270 - Production Control Clerk | | 21.43 |
| 01280 - Receptionist | | 13.53 |

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| 01290 - Rental Clerk | 17.41 |
| 01300 - Scheduler, Maintenance | 18.36 |
| 01311 - Secretary I | 18.36 |
| 01312 - Secretary II | 19.84 |
| 01313 - Secretary III | 22.12 |
| 01320 - Service Order Dispatcher | 21.04 |
| 01410 - Supply Technician | 28.01 |
| 01420 - Survey Worker | 18.89 |
| 01531 - Travel Clerk I | 13.20 |
| 01532 - Travel Clerk II | 14.27 |
| 01533 - Travel Clerk III | 15.44 |
| 01611 - Word Processor I | 15.50 |
| 01612 - Word Processor II | 17.41 |
| 01613 - Word Processor III | 19.47 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.89 |
| 05010 - Automotive Electrician | 23.06 |
| 05040 - Automotive Glass Installer | 21.85 |
| 05070 - Automotive Worker | 21.85 |
| 05110 - Mobile Equipment Servicer | 19.92 |
| 05130 - Motor Equipment Metal Mechanic | 26.41 |
| 05160 - Motor Equipment Metal Worker | 21.85 |
| 05190 - Motor Vehicle Mechanic | 25.88 |
| 05220 - Motor Vehicle Mechanic Helper | 18.73 |
| 05250 - Motor Vehicle Upholstery Worker | 20.90 |
| 05280 - Motor Vehicle Wrecker | 21.85 |
| 05310 - Painter, Automotive | 23.06 |
| 05340 - Radiator Repair Specialist | 21.85 |
| 05370 - Tire Repairer | 15.22 |
| 05400 - Transmission Repair Specialist | 26.41 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.75 |
| 07041 - Cook I | 13.34 |
| 07042 - Cook II | 15.03 |
| 07070 - Dishwasher | 10.19 |
| 07130 - Food Service Worker | 10.52 |
| 07210 - Meat Cutter | 14.37 |
| 07260 - Waiter/Waitress | 9.93 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.14 |
| 09040 - Furniture Handler | 14.56 |
| 09080 - Furniture Refinisher | 19.14 |
| 09090 - Furniture Refinisher Helper | 15.55 |
| 09110 - Furniture Repairer, Minor | 17.35 |
| 09130 - Upholsterer | 19.14 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.29 |
| 11060 - Elevator Operator | 12.29 |
| 11090 - Gardener | 15.46 |
| 11122 - Housekeeping Aide | 12.75 |
| 11150 - Janitor | 12.75 |
| 11210 - Laborer, Grounds Maintenance | 13.50 |
| 11240 - Maid or Houseman | 12.11 |
| 11260 - Pruner | 12.35 |
| 11270 - Tractor Operator | 15.07 |
| 11330 - Trail Maintenance Worker | 13.50 |
| 11360 - Window Cleaner | 13.95 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.28 |
| 12011 - Breath Alcohol Technician | 18.40 |
| 12012 - Certified Occupational Therapist Assistant | 23.55 |
| 12015 - Certified Physical Therapist Assistant | 24.61 |
| 12020 - Dental Assistant | 15.74 |

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| 12025 - Dental Hygienist | 31.96 |
| 12030 - EKG Technician | 26.94 |
| 12035 - Electroneurodiagnostic Technologist | 26.94 |
| 12040 - Emergency Medical Technician | 17.28 |
| 12071 - Licensed Practical Nurse I | 18.53 |
| 12072 - Licensed Practical Nurse II | 20.72 |
| 12073 - Licensed Practical Nurse III | 23.10 |
| 12100 - Medical Assistant | 15.83 |
| 12130 - Medical Laboratory Technician | 19.40 |
| 12160 - Medical Record Clerk | 16.98 |
| 12190 - Medical Record Technician | 18.38 |
| 12195 - Medical Transcriptionist | 17.07 |
| 12210 - Nuclear Medicine Technologist | 34.34 |
| 12221 - Nursing Assistant I | 11.40 |
| 12222 - Nursing Assistant II | 12.82 |
| 12223 - Nursing Assistant III | 13.99 |
| 12224 - Nursing Assistant IV | 15.71 |
| 12235 - Optical Dispenser | 15.59 |
| 12236 - Optical Technician | 17.40 |
| 12250 - Pharmacy Technician | 15.58 |
| 12280 - Phlebotomist | 15.71 |
| 12305 - Radiologic Technologist | 31.10 |
| 12311 - Registered Nurse I | 29.17 |
| 12312 - Registered Nurse II | 32.57 |
| 12313 - Registered Nurse II, Specialist | 32.57 |
| 12314 - Registered Nurse III | 38.43 |
| 12315 - Registered Nurse III, Anesthetist | 38.43 |
| 12316 - Registered Nurse IV | 46.07 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.53 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.51 |
| 13012 - Exhibits Specialist II | 26.55 |
| 13013 - Exhibits Specialist III | 32.62 |
| 13041 - Illustrator I | 21.63 |
| 13042 - Illustrator II | 26.80 |
| 13043 - Illustrator III | 32.77 |
| 13047 - Librarian | 33.70 |
| 13050 - Library Aide/Clerk | 14.14 |
| 13054 - Library Information Technology Systems Administrator | 31.05 |
| 13058 - Library Technician | 17.38 |
| 13061 - Media Specialist I | 21.16 |
| 13062 - Media Specialist II | 23.66 |
| 13063 - Media Specialist III | 26.39 |
| 13071 - Photographer I | 18.33 |
| 13072 - Photographer II | 20.53 |
| 13073 - Photographer III | 25.48 |
| 13074 - Photographer IV | 31.15 |
| 13075 - Photographer V | 37.57 |
| 13110 - Video Teleconference Technician | 17.51 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.11 |
| 14042 - Computer Operator II | 20.25 |
| 14043 - Computer Operator III | 22.58 |
| 14044 - Computer Operator IV | 25.09 |
| 14045 - Computer Operator V | 27.79 |
| 14071 - Computer Programmer I | (see 1) |
| 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) |

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| 14150 - Peripheral Equipment Operator | 18.11 |
| 14160 - Personal Computer Support Technician | 25.09 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.22 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 41.82 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 46.94 |
| 15050 - Computer Based Training Specialist / Instructor | 36.22 |
| 15060 - Educational Technologist | 30.14 |
| 15070 - Flight Instructor (Pilot) | 46.94 |
| 15080 - Graphic Artist | 26.41 |
| 15090 - Technical Instructor | 27.45 |
| 15095 - Technical Instructor/Course Developer | 26.88 |
| 15110 - Test Proctor | 19.62 |
| 15120 - Tutor | 17.74 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.53 |
| 16030 - Counter Attendant | 9.53 |
| 16040 - Dry Cleaner | 12.42 |
| 16070 - Finisher, Flatwork, Machine | 9.53 |
| 16090 - Presser, Hand | 9.53 |
| 16110 - Presser, Machine, Drycleaning | 9.53 |
| 16130 - Presser, Machine, Shirts | 9.53 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.53 |
| 16190 - Sewing Machine Operator | 13.37 |
| 16220 - Tailor | 14.31 |
| 16250 - Washer, Machine | 10.54 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.33 |
| 19040 - Tool And Die Maker | 28.57 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.91 |
| 21030 - Material Coordinator | 21.74 |
| 21040 - Material Expediter | 21.74 |
| 21050 - Material Handling Laborer | 17.05 |
| 21071 - Order Filler | 13.80 |
| 21080 - Production Line Worker (Food Processing) | 16.91 |
| 21110 - Shipping Packer | 17.00 |
| 21130 - Shipping/Receiving Clerk | 17.00 |
| 21140 - Store Worker I | 13.87 |
| 21150 - Stock Clerk | 18.17 |
| 21210 - Tools And Parts Attendant | 16.91 |
| 21410 - Warehouse Specialist | 16.91 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.96 |
| 23021 - Aircraft Mechanic I | 28.13 |
| 23022 - Aircraft Mechanic II | 29.96 |
| 23023 - Aircraft Mechanic III | 31.40 |
| 23040 - Aircraft Mechanic Helper | 20.38 |
| 23050 - Aircraft, Painter | 24.99 |
| 23060 - Aircraft Servicer | 23.85 |
| 23080 - Aircraft Worker | 25.02 |
| 23110 - Appliance Mechanic | 22.50 |
| 23120 - Bicycle Repairer | 15.75 |
| 23125 - Cable Splicer | 27.69 |
| 23130 - Carpenter, Maintenance | 31.86 |
| 23140 - Carpet Layer | 28.36 |
| 23160 - Electrician, Maintenance | 34.00 |
| 23181 - Electronics Technician Maintenance I | 26.30 |
| 23182 - Electronics Technician Maintenance II | 27.75 |
| 23183 - Electronics Technician Maintenance III | 29.24 |
| 23260 - Fabric Worker | 21.33 |
| 23290 - Fire Alarm System Mechanic | 24.80 |
| 23310 - Fire Extinguisher Repairer | 21.36 |

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| 23311 - Fuel Distribution System Mechanic | 27.14 |
| 23312 - Fuel Distribution System Operator | 21.66 |
| 23370 - General Maintenance Worker | 22.99 |
| 23380 - Ground Support Equipment Mechanic | 28.13 |
| 23381 - Ground Support Equipment Servicer | 23.85 |
| 23382 - Ground Support Equipment Worker | 25.02 |
| 23391 - Gunsmith I | 21.36 |
| 23392 - Gunsmith II | 24.07 |
| 23393 - Gunsmith III | 26.76 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.98 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.25 |
| 23430 - Heavy Equipment Mechanic | 28.00 |
| 23440 - Heavy Equipment Operator | 32.57 |
| 23460 - Instrument Mechanic | 23.92 |
| 23465 - Laboratory/Shelter Mechanic | 25.18 |
| 23470 - Laborer | 13.78 |
| 23510 - Locksmith | 22.81 |
| 23530 - Machinery Maintenance Mechanic | 23.74 |
| 23550 - Machinist, Maintenance | 27.46 |
| 23580 - Maintenance Trades Helper | 17.11 |
| 23591 - Metrology Technician I | 23.92 |
| 23592 - Metrology Technician II | 25.14 |
| 23593 - Metrology Technician III | 27.49 |
| 23640 - Millwright | 29.97 |
| 23710 - Office Appliance Repairer | 21.40 |
| 23760 - Painter, Maintenance | 23.57 |
| 23790 - Pipefitter, Maintenance | 31.00 |
| 23810 - Plumber, Maintenance | 29.42 |
| 23820 - Pneudraulic Systems Mechanic | 26.76 |
| 23850 - Rigger | 27.57 |
| 23870 - Scale Mechanic | 24.07 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.95 |
| 23910 - Small Engine Mechanic | 18.13 |
| 23931 - Telecommunications Mechanic I | 27.78 |
| 23932 - Telecommunications Mechanic II | 28.87 |
| 23950 - Telephone Lineman | 27.68 |
| 23960 - Welder, Combination, Maintenance | 19.93 |
| 23965 - Well Driller | 27.68 |
| 23970 - Woodcraft Worker | 26.76 |
| 23980 - Woodworker | 17.53 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.86 |
| 24580 - Child Care Center Clerk | 13.13 |
| 24610 - Chore Aide | 9.44 |
| 24620 - Family Readiness And Support Services Coordinator | 14.63 |
| 24630 - Homemaker | 14.05 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.95 |
| 25040 - Sewage Plant Operator | 24.22 |
| 25070 - Stationary Engineer | 29.95 |
| 25190 - Ventilation Equipment Tender | 23.04 |
| 25210 - Water Treatment Plant Operator | 24.22 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.86 |
| 27007 - Baggage Inspector | 12.10 |
| 27008 - Corrections Officer | 28.70 |
| 27010 - Court Security Officer | 28.70 |
| 27030 - Detection Dog Handler | 15.44 |
| 27040 - Detention Officer | 28.70 |
| 27070 - Firefighter | 27.04 |

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| 27101 - Guard I | 12.10 |
| 27102 - Guard II | 15.44 |
| 27131 - Police Officer I | 30.33 |
| 27132 - Police Officer II | 33.11 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.83 |
| 28042 - Carnival Equipment Repairer | 13.68 |
| 28043 - Carnival Equipment Worker | 10.02 |
| 28210 - Gate Attendant/Gate Tender | 16.44 |
| 28310 - Lifeguard | 13.10 |
| 28350 - Park Attendant (Aide) | 18.27 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.81 |
| 28515 - Recreation Specialist | 18.71 |
| 28630 - Sports Official | 14.64 |
| 28690 - Swimming Pool Operator | 17.47 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.75 |
| 29020 - Hatch Tender | 23.75 |
| 29030 - Line Handler | 23.75 |
| 29041 - Stevedore I | 22.40 |
| 29042 - Stevedore II | 25.07 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.20 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.03 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.77 |
| 30021 - Archeological Technician I | 17.64 |
| 30022 - Archeological Technician II | 19.73 |
| 30023 - Archeological Technician III | 26.32 |
| 30030 - Cartographic Technician | 26.33 |
| 30040 - Civil Engineering Technician | 25.64 |
| 30061 - Drafter/CAD Operator I | 17.64 |
| 30062 - Drafter/CAD Operator II | 19.73 |
| 30063 - Drafter/CAD Operator III | 21.99 |
| 30064 - Drafter/CAD Operator IV | 28.96 |
| 30081 - Engineering Technician I | 18.16 |
| 30082 - Engineering Technician II | 20.39 |
| 30083 - Engineering Technician III | 22.81 |
| 30084 - Engineering Technician IV | 28.26 |
| 30085 - Engineering Technician V | 34.56 |
| 30086 - Engineering Technician VI | 45.66 |
| 30090 - Environmental Technician | 23.93 |
| 30210 - Laboratory Technician | 22.13 |
| 30240 - Mathematical Technician | 26.15 |
| 30361 - Paralegal/Legal Assistant I | 21.05 |
| 30362 - Paralegal/Legal Assistant II | 26.08 |
| 30363 - Paralegal/Legal Assistant III | 31.89 |
| 30364 - Paralegal/Legal Assistant IV | 38.59 |
| 30390 - Photo-Optics Technician | 26.33 |
| 30461 - Technical Writer I | 27.48 |
| 30462 - Technical Writer II | 33.60 |
| 30463 - Technical Writer III | 40.66 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.91 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.14 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.13 |
| 30494 - Unexploded (UXO) Safety Escort | 24.91 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.91 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 21.99 |
| 30621 - Weather Observer, Senior (see 2) | 24.44 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 17.27 |
| 31030 - Bus Driver | 22.93 |
| 31043 - Driver Courier | 19.14 |

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|---|-------|
| 31260 - Parking and Lot Attendant | 11.21 |
| 31290 - Shuttle Bus Driver | 20.81 |
| 31310 - Taxi Driver | 12.96 |
| 31361 - Truckdriver, Light | 20.81 |
| 31362 - Truckdriver, Medium | 22.78 |
| 31363 - Truckdriver, Heavy | 24.15 |
| 31364 - Truckdriver, Tractor-Trailer | 24.15 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.94 |
| 99050 - Desk Clerk | 11.94 |
| 99095 - Embalmer | 24.84 |
| 99251 - Laboratory Animal Caretaker I | 11.69 |
| 99252 - Laboratory Animal Caretaker II | 12.86 |
| 99310 - Mortician | 32.31 |
| 99410 - Pest Controller | 17.55 |
| 99510 - Photofinishing Worker | 13.78 |
| 99710 - Recycling Laborer | 20.89 |
| 99711 - Recycling Specialist | 24.46 |
| 99730 - Refuse Collector | 19.11 |
| 99810 - Sales Clerk | 13.18 |
| 99820 - School Crossing Guard | 13.57 |
| 99830 - Survey Party Chief | 23.57 |
| 99831 - Surveying Aide | 16.71 |
| 99832 - Surveying Technician | 20.76 |
| 99840 - Vending Machine Attendant | 13.40 |
| 99841 - Vending Machine Repairer | 15.48 |
| 99842 - Vending Machine Repairer Helper | 13.06 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2193
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Bartholomew, Boone, Clay, Decatur, Delaware, Fayette, Fountain, Hamilton, Hancock, Hendricks, Henry, Johnson, Madison, Marion, Montgomery, Morgan, Parke, Putnam, Rush, Shelby, Sullivan, Tippecanoe, Vermillion, Vigo, Warren

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.37 |
| 01012 - Accounting Clerk II | | 16.13 |
| 01013 - Accounting Clerk III | | 18.05 |
| 01020 - Administrative Assistant | | 22.88 |
| 01040 - Court Reporter | | 18.14 |
| 01051 - Data Entry Operator I | | 13.28 |
| 01052 - Data Entry Operator II | | 14.71 |
| 01060 - Dispatcher, Motor Vehicle | | 18.00 |
| 01070 - Document Preparation Clerk | | 14.05 |
| 01090 - Duplicating Machine Operator | | 14.05 |
| 01111 - General Clerk I | | 13.22 |
| 01112 - General Clerk II | | 14.45 |
| 01113 - General Clerk III | | 15.92 |
| 01120 - Housing Referral Assistant | | 20.59 |
| 01141 - Messenger Courier | | 11.99 |
| 01191 - Order Clerk I | | 13.48 |
| 01192 - Order Clerk II | | 15.84 |
| 01261 - Personnel Assistant (Employment) I | | 15.48 |
| 01262 - Personnel Assistant (Employment) II | | 17.32 |
| 01263 - Personnel Assistant (Employment) III | | 19.31 |
| 01270 - Production Control Clerk | | 21.08 |
| 01280 - Receptionist | | 13.61 |
| 01290 - Rental Clerk | | 15.07 |
| 01300 - Scheduler, Maintenance | | 16.51 |
| 01311 - Secretary I | | 16.51 |
| 01312 - Secretary II | | 18.47 |
| 01313 - Secretary III | | 20.59 |
| 01320 - Service Order Dispatcher | | 17.76 |
| 01410 - Supply Technician | | 22.88 |
| 01420 - Survey Worker | | 16.49 |
| 01531 - Travel Clerk I | | 12.86 |
| 01532 - Travel Clerk II | | 13.72 |
| 01533 - Travel Clerk III | | 14.55 |
| 01611 - Word Processor I | | 13.70 |
| 01612 - Word Processor II | | 15.13 |
| 01613 - Word Processor III | | 16.65 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 21.67 |
| 05010 - Automotive Electrician | | 20.01 |
| 05040 - Automotive Glass Installer | | 19.42 |
| 05070 - Automotive Worker | | 19.39 |
| 05110 - Mobile Equipment Servicer | | 17.72 |
| 05130 - Motor Equipment Metal Mechanic | | 20.84 |
| 05160 - Motor Equipment Metal Worker | | 19.39 |
| 05190 - Motor Vehicle Mechanic | | 20.84 |
| 05220 - Motor Vehicle Mechanic Helper | | 17.09 |
| 05250 - Motor Vehicle Upholstery Worker | | 18.62 |
| 05280 - Motor Vehicle Wrecker | | 19.39 |
| 05310 - Painter, Automotive | | 21.87 |
| 05340 - Radiator Repair Specialist | | 19.39 |
| 05370 - Tire Repairer | | 14.84 |
| 05400 - Transmission Repair Specialist | | 20.84 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 14.11 |
| 07041 - Cook I | | 11.84 |
| 07042 - Cook II | | 13.15 |
| 07070 - Dishwasher | | 9.31 |
| 07130 - Food Service Worker | | 9.31 |
| 07210 - Meat Cutter | | 13.92 |
| 07260 - Waiter/Waitress | | 9.11 |

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| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.52 |
| 09040 - Furniture Handler | 15.60 |
| 09080 - Furniture Refinisher | 20.52 |
| 09090 - Furniture Refinisher Helper | 17.34 |
| 09110 - Furniture Repairer, Minor | 19.02 |
| 09130 - Upholsterer | 20.52 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.47 |
| 11060 - Elevator Operator | 11.47 |
| 11090 - Gardener | 12.39 |
| 11122 - Housekeeping Aide | 11.10 |
| 11150 - Janitor | 11.10 |
| 11210 - Laborer, Grounds Maintenance | 11.23 |
| 11240 - Maid or Houseman | 8.94 |
| 11260 - Pruner | 11.94 |
| 11270 - Tractor Operator | 12.87 |
| 11330 - Trail Maintenance Worker | 11.39 |
| 11360 - Window Cleaner | 11.13 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.25 |
| 12011 - Breath Alcohol Technician | 17.18 |
| 12012 - Certified Occupational Therapist Assistant | 22.24 |
| 12015 - Certified Physical Therapist Assistant | 25.41 |
| 12020 - Dental Assistant | 17.49 |
| 12025 - Dental Hygienist | 34.02 |
| 12030 - EKG Technician | 24.30 |
| 12035 - Electroneurodiagnostic Technologist | 24.30 |
| 12040 - Emergency Medical Technician | 15.25 |
| 12071 - Licensed Practical Nurse I | 15.35 |
| 12072 - Licensed Practical Nurse II | 17.18 |
| 12073 - Licensed Practical Nurse III | 19.15 |
| 12100 - Medical Assistant | 14.10 |
| 12130 - Medical Laboratory Technician | 19.29 |
| 12160 - Medical Record Clerk | 14.72 |
| 12190 - Medical Record Technician | 16.48 |
| 12195 - Medical Transcriptionist | 15.19 |
| 12210 - Nuclear Medicine Technologist | 33.19 |
| 12221 - Nursing Assistant I | 10.69 |
| 12222 - Nursing Assistant II | 12.02 |
| 12223 - Nursing Assistant III | 13.12 |
| 12224 - Nursing Assistant IV | 14.72 |
| 12235 - Optical Dispenser | 14.98 |
| 12236 - Optical Technician | 15.35 |
| 12250 - Pharmacy Technician | 13.68 |
| 12280 - Phlebotomist | 14.72 |
| 12305 - Radiologic Technologist | 26.36 |
| 12311 - Registered Nurse I | 23.99 |
| 12312 - Registered Nurse II | 29.35 |
| 12313 - Registered Nurse II, Specialist | 29.35 |
| 12314 - Registered Nurse III | 35.51 |
| 12315 - Registered Nurse III, Anesthetist | 35.51 |
| 12316 - Registered Nurse IV | 42.56 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.28 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.04 |
| 13012 - Exhibits Specialist II | 22.35 |
| 13013 - Exhibits Specialist III | 27.33 |
| 13041 - Illustrator I | 19.93 |
| 13042 - Illustrator II | 24.69 |
| 13043 - Illustrator III | 30.20 |
| 13047 - Librarian | 24.08 |
| 13050 - Library Aide/Clerk | 13.82 |

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| 13054 - Library Information Technology Systems Administrator | 25.49 |
| 13058 - Library Technician | 16.41 |
| 13061 - Media Specialist I | 15.68 |
| 13062 - Media Specialist II | 17.53 |
| 13063 - Media Specialist III | 19.55 |
| 13071 - Photographer I | 15.46 |
| 13072 - Photographer II | 17.30 |
| 13073 - Photographer III | 21.43 |
| 13074 - Photographer IV | 26.21 |
| 13075 - Photographer V | 31.71 |
| 13110 - Video Teleconference Technician | 18.13 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.19 |
| 14042 - Computer Operator II | 19.23 |
| 14043 - Computer Operator III | 21.44 |
| 14044 - Computer Operator IV | 23.83 |
| 14045 - Computer Operator V | 27.51 |
| 14071 - Computer Programmer I | (see 1) 21.92 |
| 14072 - Computer Programmer II | (see 1) 27.18 |
| 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 | 17.19 |
| 14160 - Personal Computer Support Technician | 24.52 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.63 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.84 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.96 |
| 15050 - Computer Based Training Specialist / Instructor | 29.63 |
| 15060 - Educational Technologist | 30.94 |
| 15070 - Flight Instructor (Pilot) | 42.96 |
| 15080 - Graphic Artist | 21.39 |
| 15090 - Technical Instructor | 21.01 |
| 15095 - Technical Instructor/Course Developer | 25.70 |
| 15110 - Test Proctor | 16.96 |
| 15120 - Tutor | 16.96 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.05 |
| 16030 - Counter Attendant | 9.05 |
| 16040 - Dry Cleaner | 11.49 |
| 16070 - Finisher, Flatwork, Machine | 9.05 |
| 16090 - Presser, Hand | 9.05 |
| 16110 - Presser, Machine, Drycleaning | 9.05 |
| 16130 - Presser, Machine, Shirts | 9.05 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.05 |
| 16190 - Sewing Machine Operator | 12.29 |
| 16220 - Tailor | 13.08 |
| 16250 - Washer, Machine | 9.86 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 25.46 |
| 19040 - Tool And Die Maker | 30.19 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.63 |
| 21030 - Material Coordinator | 21.00 |
| 21040 - Material Expediter | 21.00 |
| 21050 - Material Handling Laborer | 15.55 |
| 21071 - Order Filler | 13.04 |
| 21080 - Production Line Worker (Food Processing) | 17.63 |
| 21110 - Shipping Packer | 16.00 |
| 21130 - Shipping/Receiving Clerk | 16.00 |

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| 21140 - Store Worker I | 13.69 |
| 21150 - Stock Clerk | 18.89 |
| 21210 - Tools And Parts Attendant | 17.63 |
| 21410 - Warehouse Specialist | 17.63 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 30.87 |
| 23021 - Aircraft Mechanic I | 29.80 |
| 23022 - Aircraft Mechanic II | 30.87 |
| 23023 - Aircraft Mechanic III | 32.03 |
| 23040 - Aircraft Mechanic Helper | 24.43 |
| 23050 - Aircraft, Painter | 29.05 |
| 23060 - Aircraft Servicer | 26.52 |
| 23080 - Aircraft Worker | 27.71 |
| 23110 - Appliance Mechanic | 20.52 |
| 23120 - Bicycle Repairer | 15.95 |
| 23125 - Cable Splicer | 25.01 |
| 23130 - Carpenter, Maintenance | 20.00 |
| 23140 - Carpet Layer | 18.17 |
| 23160 - Electrician, Maintenance | 28.10 |
| 23181 - Electronics Technician Maintenance I | 23.75 |
| 23182 - Electronics Technician Maintenance II | 25.84 |
| 23183 - Electronics Technician Maintenance III | 26.89 |
| 23260 - Fabric Worker | 21.16 |
| 23290 - Fire Alarm System Mechanic | 20.49 |
| 23310 - Fire Extinguisher Repairer | 18.49 |
| 23311 - Fuel Distribution System Mechanic | 24.90 |
| 23312 - Fuel Distribution System Operator | 20.21 |
| 23370 - General Maintenance Worker | 17.51 |
| 23380 - Ground Support Equipment Mechanic | 29.80 |
| 23381 - Ground Support Equipment Servicer | 26.52 |
| 23382 - Ground Support Equipment Worker | 27.71 |
| 23391 - Gunsmith I | 18.49 |
| 23392 - Gunsmith II | 20.53 |
| 23393 - Gunsmith III | 22.33 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.76 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.54 |
| 23430 - Heavy Equipment Mechanic | 20.89 |
| 23440 - Heavy Equipment Operator | 23.27 |
| 23460 - Instrument Mechanic | 22.33 |
| 23465 - Laboratory/Shelter Mechanic | 21.45 |
| 23470 - Laborer | 12.96 |
| 23510 - Locksmith | 21.45 |
| 23530 - Machinery Maintenance Mechanic | 28.94 |
| 23550 - Machinist, Maintenance | 19.55 |
| 23580 - Maintenance Trades Helper | 17.34 |
| 23591 - Metrology Technician I | 22.33 |
| 23592 - Metrology Technician II | 23.13 |
| 23593 - Metrology Technician III | 23.94 |
| 23640 - Millwright | 28.58 |
| 23710 - Office Appliance Repairer | 21.45 |
| 23760 - Painter, Maintenance | 20.52 |
| 23790 - Pipefitter, Maintenance | 25.04 |
| 23810 - Plumber, Maintenance | 23.29 |
| 23820 - Pneudraulic Systems Mechanic | 22.33 |
| 23850 - Rigger | 22.33 |
| 23870 - Scale Mechanic | 20.53 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.51 |
| 23910 - Small Engine Mechanic | 19.88 |
| 23931 - Telecommunications Mechanic I | 24.45 |
| 23932 - Telecommunications Mechanic II | 25.31 |
| 23950 - Telephone Lineman | 22.33 |

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| 23960 - Welder, Combination, Maintenance | 21.37 |
| 23965 - Well Driller | 22.33 |
| 23970 - Woodcraft Worker | 22.33 |
| 23980 - Woodworker | 18.49 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.76 |
| 24580 - Child Care Center Clerk | 13.07 |
| 24610 - Chore Aide | 11.33 |
| 24620 - Family Readiness And Support Services Coordinator | 14.58 |
| 24630 - Homemaker | 16.18 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.27 |
| 25040 - Sewage Plant Operator | 21.65 |
| 25070 - Stationary Engineer | 24.27 |
| 25190 - Ventilation Equipment Tender | 18.80 |
| 25210 - Water Treatment Plant Operator | 21.19 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.68 |
| 27007 - Baggage Inspector | 12.58 |
| 27008 - Corrections Officer | 18.80 |
| 27010 - Court Security Officer | 19.65 |
| 27030 - Detection Dog Handler | 17.22 |
| 27040 - Detention Officer | 18.80 |
| 27070 - Firefighter | 22.50 |
| 27101 - Guard I | 12.58 |
| 27102 - Guard II | 17.22 |
| 27131 - Police Officer I | 23.19 |
| 27132 - Police Officer II | 25.74 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.64 |
| 28042 - Carnival Equipment Repairer | 10.09 |
| 28043 - Carnival Equipment Worker | 8.32 |
| 28210 - Gate Attendant/Gate Tender | 15.46 |
| 28310 - Lifeguard | 12.16 |
| 28350 - Park Attendant (Aide) | 17.28 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.35 |
| 28515 - Recreation Specialist | 16.61 |
| 28630 - Sports Official | 13.76 |
| 28690 - Swimming Pool Operator | 18.29 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.18 |
| 29020 - Hatch Tender | 24.18 |
| 29030 - Line Handler | 24.18 |
| 29041 - Stevedore I | 21.14 |
| 29042 - Stevedore II | 25.14 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.93 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.78 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.29 |
| 30021 - Archeological Technician I | 18.58 |
| 30022 - Archeological Technician II | 21.49 |
| 30023 - Archeological Technician III | 25.75 |
| 30030 - Cartographic Technician | 25.75 |
| 30040 - Civil Engineering Technician | 22.58 |
| 30061 - Drafter/CAD Operator I | 18.58 |
| 30062 - Drafter/CAD Operator II | 21.49 |
| 30063 - Drafter/CAD Operator III | 23.17 |
| 30064 - Drafter/CAD Operator IV | 28.52 |
| 30081 - Engineering Technician I | 16.48 |
| 30082 - Engineering Technician II | 18.50 |
| 30083 - Engineering Technician III | 21.32 |
| 30084 - Engineering Technician IV | 27.03 |

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| 30085 - Engineering Technician V | 31.36 |
| 30086 - Engineering Technician VI | 37.94 |
| 30090 - Environmental Technician | 21.25 |
| 30210 - Laboratory Technician | 18.86 |
| 30240 - Mathematical Technician | 25.78 |
| 30361 - Paralegal/Legal Assistant I | 17.14 |
| 30362 - Paralegal/Legal Assistant II | 21.23 |
| 30363 - Paralegal/Legal Assistant III | 25.97 |
| 30364 - Paralegal/Legal Assistant IV | 31.42 |
| 30390 - Photo-Optics Technician | 25.75 |
| 30461 - Technical Writer I | 21.24 |
| 30462 - Technical Writer II | 25.98 |
| 30463 - Technical Writer III | 31.44 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.84 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.63 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 33.12 |
| 30494 - Unexploded (UXO) Safety Escort | 22.84 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.84 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 23.17 |
| 30621 - Weather Observer, Senior (see 2) | 25.75 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.09 |
| 31030 - Bus Driver | 18.45 |
| 31043 - Driver Courier | 16.07 |
| 31260 - Parking and Lot Attendant | 9.77 |
| 31290 - Shuttle Bus Driver | 17.52 |
| 31310 - Taxi Driver | 11.31 |
| 31361 - Truckdriver, Light | 17.52 |
| 31362 - Truckdriver, Medium | 22.44 |
| 31363 - Truckdriver, Heavy | 22.50 |
| 31364 - Truckdriver, Tractor-Trailer | 22.50 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.46 |
| 99050 - Desk Clerk | 10.56 |
| 99095 - Embalmer | 26.25 |
| 99251 - Laboratory Animal Caretaker I | 11.04 |
| 99252 - Laboratory Animal Caretaker II | 11.77 |
| 99310 - Mortician | 26.25 |
| 99410 - Pest Controller | 14.48 |
| 99510 - Photofinishing Worker | 12.78 |
| 99710 - Recycling Laborer | 17.63 |
| 99711 - Recycling Specialist | 22.03 |
| 99730 - Refuse Collector | 14.77 |
| 99810 - Sales Clerk | 12.58 |
| 99820 - School Crossing Guard | 11.61 |
| 99830 - Survey Party Chief | 22.50 |
| 99831 - Surveying Aide | 13.85 |
| 99832 - Surveying Technician | 18.05 |
| 99840 - Vending Machine Attendant | 14.74 |
| 99841 - Vending Machine Repairer | 16.72 |
| 99842 - Vending Machine Repairer Helper | 14.74 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 30 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be

conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2194
Revision No.: 16
Date of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Bartholomew, Boone, Clay, Decatur, Delaware, Fayette, Fountain, Hamilton, Hancock, Hendricks, Henry, Johnson, Madison, Marion, Montgomery, Morgan, Parke, Putnam, Rush, Shelby, Sullivan, Tippecanoe, Vermillion, Vigo, Warren

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.37 |
| 01012 - Accounting Clerk II | | 16.13 |
| 01013 - Accounting Clerk III | | 18.05 |
| 01020 - Administrative Assistant | | 22.88 |
| 01040 - Court Reporter | | 18.14 |
| 01051 - Data Entry Operator I | | 13.28 |
| 01052 - Data Entry Operator II | | 14.71 |
| 01060 - Dispatcher, Motor Vehicle | | 18.00 |
| 01070 - Document Preparation Clerk | | 14.05 |
| 01090 - Duplicating Machine Operator | | 14.05 |
| 01111 - General Clerk I | | 13.22 |
| 01112 - General Clerk II | | 14.45 |
| 01113 - General Clerk III | | 15.92 |
| 01120 - Housing Referral Assistant | | 20.59 |
| 01141 - Messenger Courier | | 11.99 |
| 01191 - Order Clerk I | | 13.48 |
| 01192 - Order Clerk II | | 15.84 |
| 01261 - Personnel Assistant (Employment) I | | 15.48 |
| 01262 - Personnel Assistant (Employment) II | | 17.32 |
| 01263 - Personnel Assistant (Employment) III | | 19.31 |
| 01270 - Production Control Clerk | | 21.08 |
| 01280 - Receptionist | | 13.61 |
| 01290 - Rental Clerk | | 15.07 |
| 01300 - Scheduler, Maintenance | | 16.51 |
| 01311 - Secretary I | | 16.51 |
| 01312 - Secretary II | | 18.47 |
| 01313 - Secretary III | | 20.59 |
| 01320 - Service Order Dispatcher | | 17.76 |
| 01410 - Supply Technician | | 22.88 |
| 01420 - Survey Worker | | 16.49 |
| 01531 - Travel Clerk I | | 12.86 |
| 01532 - Travel Clerk II | | 13.72 |
| 01533 - Travel Clerk III | | 14.55 |
| 01611 - Word Processor I | | 13.70 |
| 01612 - Word Processor II | | 15.13 |
| 01613 - Word Processor III | | 16.65 |
| 05000 - Automotive Service Occupations | | |

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| 05005 - Automobile Body Repairer, Fiberglass | 21.67 |
| 05010 - Automotive Electrician | 20.01 |
| 05040 - Automotive Glass Installer | 19.42 |
| 05070 - Automotive Worker | 19.39 |
| 05110 - Mobile Equipment Servicer | 17.72 |
| 05130 - Motor Equipment Metal Mechanic | 20.84 |
| 05160 - Motor Equipment Metal Worker | 19.39 |
| 05190 - Motor Vehicle Mechanic | 20.84 |
| 05220 - Motor Vehicle Mechanic Helper | 17.09 |
| 05250 - Motor Vehicle Upholstery Worker | 18.62 |
| 05280 - Motor Vehicle Wrecker | 19.39 |
| 05310 - Painter, Automotive | 21.87 |
| 05340 - Radiator Repair Specialist | 19.39 |
| 05370 - Tire Repairer | 14.84 |
| 05400 - Transmission Repair Specialist | 20.84 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.11 |
| 07041 - Cook I | 11.84 |
| 07042 - Cook II | 13.15 |
| 07070 - Dishwasher | 9.31 |
| 07130 - Food Service Worker | 9.31 |
| 07210 - Meat Cutter | 13.92 |
| 07260 - Waiter/Waitress | 9.11 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.52 |
| 09040 - Furniture Handler | 15.60 |
| 09080 - Furniture Refinisher | 20.52 |
| 09090 - Furniture Refinisher Helper | 17.34 |
| 09110 - Furniture Repairer, Minor | 19.02 |
| 09130 - Upholsterer | 20.52 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.47 |
| 11060 - Elevator Operator | 11.47 |
| 11090 - Gardener | 12.39 |
| 11122 - Housekeeping Aide | 11.10 |
| 11150 - Janitor | 11.10 |
| 11210 - Laborer, Grounds Maintenance | 11.23 |
| 11240 - Maid or Houseman | 8.94 |
| 11260 - Pruner | 11.94 |
| 11270 - Tractor Operator | 12.87 |
| 11330 - Trail Maintenance Worker | 11.39 |
| 11360 - Window Cleaner | 11.13 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.25 |
| 12011 - Breath Alcohol Technician | 17.18 |
| 12012 - Certified Occupational Therapist Assistant | 22.24 |
| 12015 - Certified Physical Therapist Assistant | 25.41 |
| 12020 - Dental Assistant | 17.49 |
| 12025 - Dental Hygienist | 34.02 |
| 12030 - EKG Technician | 24.30 |
| 12035 - Electroneurodiagnostic Technologist | 24.30 |
| 12040 - Emergency Medical Technician | 15.25 |
| 12071 - Licensed Practical Nurse I | 15.35 |
| 12072 - Licensed Practical Nurse II | 17.18 |
| 12073 - Licensed Practical Nurse III | 19.15 |
| 12100 - Medical Assistant | 14.10 |
| 12130 - Medical Laboratory Technician | 19.29 |
| 12160 - Medical Record Clerk | 14.72 |
| 12190 - Medical Record Technician | 16.48 |
| 12195 - Medical Transcriptionist | 15.19 |
| 12210 - Nuclear Medicine Technologist | 33.19 |
| 12221 - Nursing Assistant I | 10.69 |
| 12222 - Nursing Assistant II | 12.02 |

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| 12223 - Nursing Assistant III | 13.12 |
| 12224 - Nursing Assistant IV | 14.72 |
| 12235 - Optical Dispenser | 14.98 |
| 12236 - Optical Technician | 15.35 |
| 12250 - Pharmacy Technician | 13.68 |
| 12280 - Phlebotomist | 14.72 |
| 12305 - Radiologic Technologist | 26.36 |
| 12311 - Registered Nurse I | 23.99 |
| 12312 - Registered Nurse II | 29.35 |
| 12313 - Registered Nurse II, Specialist | 29.35 |
| 12314 - Registered Nurse III | 35.51 |
| 12315 - Registered Nurse III, Anesthetist | 35.51 |
| 12316 - Registered Nurse IV | 42.56 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.28 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.04 |
| 13012 - Exhibits Specialist II | 22.35 |
| 13013 - Exhibits Specialist III | 27.33 |
| 13041 - Illustrator I | 19.93 |
| 13042 - Illustrator II | 24.69 |
| 13043 - Illustrator III | 30.20 |
| 13047 - Librarian | 24.08 |
| 13050 - Library Aide/Clerk | 13.82 |
| 13054 - Library Information Technology Systems Administrator | 25.49 |
| 13058 - Library Technician | 16.41 |
| 13061 - Media Specialist I | 15.68 |
| 13062 - Media Specialist II | 17.53 |
| 13063 - Media Specialist III | 19.55 |
| 13071 - Photographer I | 15.46 |
| 13072 - Photographer II | 17.30 |
| 13073 - Photographer III | 21.43 |
| 13074 - Photographer IV | 26.21 |
| 13075 - Photographer V | 31.71 |
| 13110 - Video Teleconference Technician | 18.13 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.19 |
| 14042 - Computer Operator II | 19.23 |
| 14043 - Computer Operator III | 21.44 |
| 14044 - Computer Operator IV | 23.83 |
| 14045 - Computer Operator V | 27.51 |
| 14071 - Computer Programmer I | (see 1) 21.92 |
| 14072 - Computer Programmer II | (see 1) 27.18 |
| 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 | 17.19 |
| 14160 - Personal Computer Support Technician | 24.52 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.63 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.84 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.96 |
| 15050 - Computer Based Training Specialist / Instructor | 29.63 |
| 15060 - Educational Technologist | 30.94 |
| 15070 - Flight Instructor (Pilot) | 42.96 |
| 15080 - Graphic Artist | 21.39 |
| 15090 - Technical Instructor | 21.01 |
| 15095 - Technical Instructor/Course Developer | 25.70 |
| 15110 - Test Proctor | 16.96 |
| 15120 - Tutor | 16.96 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |

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| 16010 - Assembler | 9.05 |
| 16030 - Counter Attendant | 9.05 |
| 16040 - Dry Cleaner | 11.49 |
| 16070 - Finisher, Flatwork, Machine | 9.05 |
| 16090 - Presser, Hand | 9.05 |
| 16110 - Presser, Machine, Drycleaning | 9.05 |
| 16130 - Presser, Machine, Shirts | 9.05 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.05 |
| 16190 - Sewing Machine Operator | 12.29 |
| 16220 - Tailor | 13.08 |
| 16250 - Washer, Machine | 9.86 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 25.46 |
| 19040 - Tool And Die Maker | 30.19 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.63 |
| 21030 - Material Coordinator | 21.00 |
| 21040 - Material Expediter | 21.00 |
| 21050 - Material Handling Laborer | 15.55 |
| 21071 - Order Filler | 13.04 |
| 21080 - Production Line Worker (Food Processing) | 17.63 |
| 21110 - Shipping Packer | 16.00 |
| 21130 - Shipping/Receiving Clerk | 16.00 |
| 21140 - Store Worker I | 13.69 |
| 21150 - Stock Clerk | 18.89 |
| 21210 - Tools And Parts Attendant | 17.63 |
| 21410 - Warehouse Specialist | 17.63 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 30.87 |
| 23021 - Aircraft Mechanic I | 29.80 |
| 23022 - Aircraft Mechanic II | 30.87 |
| 23023 - Aircraft Mechanic III | 32.03 |
| 23040 - Aircraft Mechanic Helper | 24.43 |
| 23050 - Aircraft, Painter | 29.05 |
| 23060 - Aircraft Servicer | 26.52 |
| 23080 - Aircraft Worker | 27.71 |
| 23110 - Appliance Mechanic | 20.52 |
| 23120 - Bicycle Repairer | 15.95 |
| 23125 - Cable Splicer | 25.01 |
| 23130 - Carpenter, Maintenance | 20.00 |
| 23140 - Carpet Layer | 18.17 |
| 23160 - Electrician, Maintenance | 28.10 |
| 23181 - Electronics Technician Maintenance I | 23.75 |
| 23182 - Electronics Technician Maintenance II | 25.84 |
| 23183 - Electronics Technician Maintenance III | 26.89 |
| 23260 - Fabric Worker | 21.16 |
| 23290 - Fire Alarm System Mechanic | 20.49 |
| 23310 - Fire Extinguisher Repairer | 18.49 |
| 23311 - Fuel Distribution System Mechanic | 24.90 |
| 23312 - Fuel Distribution System Operator | 20.21 |
| 23370 - General Maintenance Worker | 17.51 |
| 23380 - Ground Support Equipment Mechanic | 29.80 |
| 23381 - Ground Support Equipment Servicer | 26.52 |
| 23382 - Ground Support Equipment Worker | 27.71 |
| 23391 - Gunsmith I | 18.49 |
| 23392 - Gunsmith II | 20.53 |
| 23393 - Gunsmith III | 22.33 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.76 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.54 |
| 23430 - Heavy Equipment Mechanic | 20.89 |
| 23440 - Heavy Equipment Operator | 23.27 |

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|---|-------|
| 23460 - Instrument Mechanic | 22.33 |
| 23465 - Laboratory/Shelter Mechanic | 21.45 |
| 23470 - Laborer | 12.96 |
| 23510 - Locksmith | 21.45 |
| 23530 - Machinery Maintenance Mechanic | 28.94 |
| 23550 - Machinist, Maintenance | 19.55 |
| 23580 - Maintenance Trades Helper | 17.34 |
| 23591 - Metrology Technician I | 22.33 |
| 23592 - Metrology Technician II | 23.13 |
| 23593 - Metrology Technician III | 23.94 |
| 23640 - Millwright | 28.58 |
| 23710 - Office Appliance Repairer | 21.45 |
| 23760 - Painter, Maintenance | 20.52 |
| 23790 - Pipefitter, Maintenance | 25.04 |
| 23810 - Plumber, Maintenance | 23.29 |
| 23820 - Pneudraulic Systems Mechanic | 22.33 |
| 23850 - Rigger | 22.33 |
| 23870 - Scale Mechanic | 20.53 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.51 |
| 23910 - Small Engine Mechanic | 19.88 |
| 23931 - Telecommunications Mechanic I | 24.45 |
| 23932 - Telecommunications Mechanic II | 25.31 |
| 23950 - Telephone Lineman | 22.33 |
| 23960 - Welder, Combination, Maintenance | 21.37 |
| 23965 - Well Driller | 22.33 |
| 23970 - Woodcraft Worker | 22.33 |
| 23980 - Woodworker | 18.49 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.76 |
| 24580 - Child Care Center Clerk | 13.07 |
| 24610 - Chore Aide | 11.33 |
| 24620 - Family Readiness And Support Services Coordinator | 14.58 |
| 24630 - Homemaker | 16.18 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.27 |
| 25040 - Sewage Plant Operator | 21.65 |
| 25070 - Stationary Engineer | 24.27 |
| 25190 - Ventilation Equipment Tender | 18.80 |
| 25210 - Water Treatment Plant Operator | 21.19 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.68 |
| 27007 - Baggage Inspector | 12.58 |
| 27008 - Corrections Officer | 18.80 |
| 27010 - Court Security Officer | 19.65 |
| 27030 - Detection Dog Handler | 17.22 |
| 27040 - Detention Officer | 18.80 |
| 27070 - Firefighter | 22.50 |
| 27101 - Guard I | 12.58 |
| 27102 - Guard II | 17.22 |
| 27131 - Police Officer I | 23.19 |
| 27132 - Police Officer II | 25.74 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.64 |
| 28042 - Carnival Equipment Repairer | 10.09 |
| 28043 - Carnival Equipment Worker | 8.32 |
| 28210 - Gate Attendant/Gate Tender | 15.46 |
| 28310 - Lifeguard | 12.16 |
| 28350 - Park Attendant (Aide) | 17.28 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.35 |
| 28515 - Recreation Specialist | 16.61 |
| 28630 - Sports Official | 13.76 |
| 28690 - Swimming Pool Operator | 18.29 |

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| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.18 |
| 29020 - Hatch Tender | 24.18 |
| 29030 - Line Handler | 24.18 |
| 29041 - Stevedore I | 21.14 |
| 29042 - Stevedore II | 25.14 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.93 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.78 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.29 |
| 30021 - Archeological Technician I | 18.58 |
| 30022 - Archeological Technician II | 21.49 |
| 30023 - Archeological Technician III | 25.75 |
| 30030 - Cartographic Technician | 25.75 |
| 30040 - Civil Engineering Technician | 22.58 |
| 30061 - Drafter/CAD Operator I | 18.58 |
| 30062 - Drafter/CAD Operator II | 21.49 |
| 30063 - Drafter/CAD Operator III | 23.17 |
| 30064 - Drafter/CAD Operator IV | 28.52 |
| 30081 - Engineering Technician I | 16.48 |
| 30082 - Engineering Technician II | 18.50 |
| 30083 - Engineering Technician III | 21.32 |
| 30084 - Engineering Technician IV | 27.03 |
| 30085 - Engineering Technician V | 31.36 |
| 30086 - Engineering Technician VI | 37.94 |
| 30090 - Environmental Technician | 21.25 |
| 30210 - Laboratory Technician | 18.86 |
| 30240 - Mathematical Technician | 25.78 |
| 30361 - Paralegal/Legal Assistant I | 17.14 |
| 30362 - Paralegal/Legal Assistant II | 21.23 |
| 30363 - Paralegal/Legal Assistant III | 25.97 |
| 30364 - Paralegal/Legal Assistant IV | 31.42 |
| 30390 - Photo-Optics Technician | 25.75 |
| 30461 - Technical Writer I | 21.24 |
| 30462 - Technical Writer II | 25.98 |
| 30463 - Technical Writer III | 31.44 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.84 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.63 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 33.12 |
| 30494 - Unexploded (UXO) Safety Escort | 22.84 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.84 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 23.17 |
| 30621 - Weather Observer, Senior (see 2) | 25.75 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.09 |
| 31030 - Bus Driver | 18.45 |
| 31043 - Driver Courier | 16.07 |
| 31260 - Parking and Lot Attendant | 9.77 |
| 31290 - Shuttle Bus Driver | 17.52 |
| 31310 - Taxi Driver | 11.31 |
| 31361 - Truckdriver, Light | 17.52 |
| 31362 - Truckdriver, Medium | 22.44 |
| 31363 - Truckdriver, Heavy | 22.50 |
| 31364 - Truckdriver, Tractor-Trailer | 22.50 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.46 |
| 99050 - Desk Clerk | 10.56 |
| 99095 - Embalmer | 26.25 |
| 99251 - Laboratory Animal Caretaker I | 11.04 |
| 99252 - Laboratory Animal Caretaker II | 11.77 |
| 99310 - Mortician | 26.25 |
| 99410 - Pest Controller | 14.48 |

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| 99510 - Photofinishing Worker | 12.78 |
| 99710 - Recycling Laborer | 17.63 |
| 99711 - Recycling Specialist | 22.03 |
| 99730 - Refuse Collector | 14.77 |
| 99810 - Sales Clerk | 12.58 |
| 99820 - School Crossing Guard | 11.61 |
| 99830 - Survey Party Chief | 22.50 |
| 99831 - Surveying Aide | 13.85 |
| 99832 - Surveying Technician | 18.05 |
| 99840 - Vending Machine Attendant | 14.74 |
| 99841 - Vending Machine Repairer | 16.72 |
| 99842 - Vending Machine Repairer Helper | 14.74 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 30 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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2195
Revision No.: 15
Date of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Carroll, Cass, Clinton, Fulton, Howard, Miami, Tipton, White

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.04 |
| 01012 - Accounting Clerk II | | 13.51 |
| 01013 - Accounting Clerk III | | 16.29 |
| 01020 - Administrative Assistant | | 19.70 |
| 01040 - Court Reporter | | 14.53 |
| 01051 - Data Entry Operator I | | 10.83 |
| 01052 - Data Entry Operator II | | 11.82 |
| 01060 - Dispatcher, Motor Vehicle | | 18.05 |
| 01070 - Document Preparation Clerk | | 11.58 |
| 01090 - Duplicating Machine Operator | | 11.58 |
| 01111 - General Clerk I | | 10.95 |
| 01112 - General Clerk II | | 11.82 |
| 01113 - General Clerk III | | 13.27 |

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| 01120 - Housing Referral Assistant | 16.21 |
| 01141 - Messenger Courier | 9.43 |
| 01191 - Order Clerk I | 12.93 |
| 01192 - Order Clerk II | 15.75 |
| 01261 - Personnel Assistant (Employment) I | 12.99 |
| 01262 - Personnel Assistant (Employment) II | 14.53 |
| 01263 - Personnel Assistant (Employment) III | 16.21 |
| 01270 - Production Control Clerk | 24.49 |
| 01280 - Receptionist | 11.25 |
| 01290 - Rental Clerk | 10.55 |
| 01300 - Scheduler, Maintenance | 12.99 |
| 01311 - Secretary I | 12.99 |
| 01312 - Secretary II | 14.53 |
| 01313 - Secretary III | 16.21 |
| 01320 - Service Order Dispatcher | 17.84 |
| 01410 - Supply Technician | 19.70 |
| 01420 - Survey Worker | 15.36 |
| 01531 - Travel Clerk I | 12.86 |
| 01532 - Travel Clerk II | 13.72 |
| 01533 - Travel Clerk III | 14.55 |
| 01611 - Word Processor I | 11.58 |
| 01612 - Word Processor II | 12.99 |
| 01613 - Word Processor III | 14.53 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.40 |
| 05010 - Automotive Electrician | 16.40 |
| 05040 - Automotive Glass Installer | 15.86 |
| 05070 - Automotive Worker | 15.86 |
| 05110 - Mobile Equipment Servicer | 14.88 |
| 05130 - Motor Equipment Metal Mechanic | 16.87 |
| 05160 - Motor Equipment Metal Worker | 15.86 |
| 05190 - Motor Vehicle Mechanic | 16.85 |
| 05220 - Motor Vehicle Mechanic Helper | 14.39 |
| 05250 - Motor Vehicle Upholstery Worker | 15.36 |
| 05280 - Motor Vehicle Wrecker | 15.86 |
| 05310 - Painter, Automotive | 16.40 |
| 05340 - Radiator Repair Specialist | 15.86 |
| 05370 - Tire Repairer | 12.67 |
| 05400 - Transmission Repair Specialist | 16.84 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.83 |
| 07041 - Cook I | 13.84 |
| 07042 - Cook II | 14.83 |
| 07070 - Dishwasher | 11.07 |
| 07130 - Food Service Worker | 11.07 |
| 07210 - Meat Cutter | 14.83 |
| 07260 - Waiter/Waitress | 11.96 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.25 |
| 09040 - Furniture Handler | 15.60 |
| 09080 - Furniture Refinisher | 19.25 |
| 09090 - Furniture Refinisher Helper | 17.29 |
| 09110 - Furniture Repairer, Minor | 18.02 |
| 09130 - Upholsterer | 19.25 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.07 |
| 11060 - Elevator Operator | 13.69 |
| 11090 - Gardener | 15.39 |
| 11122 - Housekeeping Aide | 13.66 |
| 11150 - Janitor | 15.19 |
| 11210 - Laborer, Grounds Maintenance | 11.96 |
| 11240 - Maid or Houseman | 10.18 |
| 11260 - Pruner | 11.97 |

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| 11270 - Tractor Operator | 16.07 |
| 11330 - Trail Maintenance Worker | 11.96 |
| 11360 - Window Cleaner | 15.46 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.73 |
| 12011 - Breath Alcohol Technician | 15.73 |
| 12012 - Certified Occupational Therapist Assistant | 21.42 |
| 12015 - Certified Physical Therapist Assistant | 21.42 |
| 12020 - Dental Assistant | 15.54 |
| 12025 - Dental Hygienist | 29.30 |
| 12030 - EKG Technician | 23.66 |
| 12035 - Electroneurodiagnostic Technologist | 23.66 |
| 12040 - Emergency Medical Technician | 15.73 |
| 12071 - Licensed Practical Nurse I | 13.95 |
| 12072 - Licensed Practical Nurse II | 15.61 |
| 12073 - Licensed Practical Nurse III | 17.41 |
| 12100 - Medical Assistant | 14.83 |
| 12130 - Medical Laboratory Technician | 13.98 |
| 12160 - Medical Record Clerk | 12.81 |
| 12190 - Medical Record Technician | 14.63 |
| 12195 - Medical Transcriptionist | 13.79 |
| 12210 - Nuclear Medicine Technologist | 34.31 |
| 12221 - Nursing Assistant I | 9.96 |
| 12222 - Nursing Assistant II | 11.20 |
| 12223 - Nursing Assistant III | 12.22 |
| 12224 - Nursing Assistant IV | 13.72 |
| 12235 - Optical Dispenser | 14.49 |
| 12236 - Optical Technician | 13.96 |
| 12250 - Pharmacy Technician | 12.19 |
| 12280 - Phlebotomist | 13.72 |
| 12305 - Radiologic Technologist | 23.65 |
| 12311 - Registered Nurse I | 20.41 |
| 12312 - Registered Nurse II | 24.97 |
| 12313 - Registered Nurse II, Specialist | 24.97 |
| 12314 - Registered Nurse III | 30.21 |
| 12315 - Registered Nurse III, Anesthetist | 30.21 |
| 12316 - Registered Nurse IV | 36.20 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.49 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.75 |
| 13012 - Exhibits Specialist II | 20.76 |
| 13013 - Exhibits Specialist III | 25.39 |
| 13041 - Illustrator I | 16.75 |
| 13042 - Illustrator II | 20.76 |
| 13043 - Illustrator III | 25.39 |
| 13047 - Librarian | 22.98 |
| 13050 - Library Aide/Clerk | 13.34 |
| 13054 - Library Information Technology Systems Administrator | 20.76 |
| 13058 - Library Technician | 13.67 |
| 13061 - Media Specialist I | 14.97 |
| 13062 - Media Specialist II | 16.75 |
| 13063 - Media Specialist III | 18.68 |
| 13071 - Photographer I | 14.97 |
| 13072 - Photographer II | 16.75 |
| 13073 - Photographer III | 20.76 |
| 13074 - Photographer IV | 25.39 |
| 13075 - Photographer V | 30.72 |
| 13110 - Video Teleconference Technician | 14.97 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.21 |
| 14042 - Computer Operator II | 15.41 |
| 14043 - Computer Operator III | 16.81 |

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| 14044 - Computer Operator IV | 18.26 |
| 14045 - Computer Operator V | 20.23 |
| 14071 - Computer Programmer I | 16.05 |
| 14072 - Computer Programmer II | 19.91 |
| 14073 - Computer Programmer III | 23.86 |
| 14074 - Computer Programmer IV | 27.08 |
| 14101 - Computer Systems Analyst I | 22.39 |
| 14102 - Computer Systems Analyst II | 27.08 |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.21 |
| 14160 - Personal Computer Support Technician | 18.26 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 22.39 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 27.08 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 32.47 |
| 15050 - Computer Based Training Specialist / Instructor | 22.39 |
| 15060 - Educational Technologist | 20.35 |
| 15070 - Flight Instructor (Pilot) | 32.47 |
| 15080 - Graphic Artist | 19.89 |
| 15090 - Technical Instructor | 19.40 |
| 15095 - Technical Instructor/Course Developer | 23.74 |
| 15110 - Test Proctor | 15.66 |
| 15120 - Tutor | 15.66 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.96 |
| 16030 - Counter Attendant | 8.96 |
| 16040 - Dry Cleaner | 11.35 |
| 16070 - Finisher, Flatwork, Machine | 8.96 |
| 16090 - Presser, Hand | 8.96 |
| 16110 - Presser, Machine, Drycleaning | 8.96 |
| 16130 - Presser, Machine, Shirts | 8.96 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.96 |
| 16190 - Sewing Machine Operator | 12.20 |
| 16220 - Tailor | 12.94 |
| 16250 - Washer, Machine | 9.73 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 25.25 |
| 19040 - Tool And Die Maker | 27.16 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 23.12 |
| 21030 - Material Coordinator | 24.54 |
| 21040 - Material Expediter | 24.54 |
| 21050 - Material Handling Laborer | 17.19 |
| 21071 - Order Filler | 12.40 |
| 21080 - Production Line Worker (Food Processing) | 23.12 |
| 21110 - Shipping Packer | 15.40 |
| 21130 - Shipping/Receiving Clerk | 15.40 |
| 21140 - Store Worker I | 13.07 |
| 21150 - Stock Clerk | 17.42 |
| 21210 - Tools And Parts Attendant | 23.12 |
| 21410 - Warehouse Specialist | 23.12 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.26 |
| 23021 - Aircraft Mechanic I | 24.42 |
| 23022 - Aircraft Mechanic II | 25.26 |
| 23023 - Aircraft Mechanic III | 26.19 |
| 23040 - Aircraft Mechanic Helper | 19.56 |
| 23050 - Aircraft, Painter | 23.65 |
| 23060 - Aircraft Servicer | 22.26 |
| 23080 - Aircraft Worker | 22.99 |
| 23110 - Appliance Mechanic | 23.67 |
| 23120 - Bicycle Repairer | 13.78 |
| 23125 - Cable Splicer | 24.42 |

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|---|-------|
| 23130 - Carpenter, Maintenance | 19.85 |
| 23140 - Carpet Layer | 22.47 |
| 23160 - Electrician, Maintenance | 25.30 |
| 23181 - Electronics Technician Maintenance I | 22.27 |
| 23182 - Electronics Technician Maintenance II | 23.67 |
| 23183 - Electronics Technician Maintenance III | 24.42 |
| 23260 - Fabric Worker | 21.31 |
| 23290 - Fire Alarm System Mechanic | 24.42 |
| 23310 - Fire Extinguisher Repairer | 20.69 |
| 23311 - Fuel Distribution System Mechanic | 24.42 |
| 23312 - Fuel Distribution System Operator | 19.86 |
| 23370 - General Maintenance Worker | 20.41 |
| 23380 - Ground Support Equipment Mechanic | 24.42 |
| 23381 - Ground Support Equipment Servicer | 22.26 |
| 23382 - Ground Support Equipment Worker | 22.99 |
| 23391 - Gunsmith I | 19.86 |
| 23392 - Gunsmith II | 22.47 |
| 23393 - Gunsmith III | 24.42 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.04 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.86 |
| 23430 - Heavy Equipment Mechanic | 21.87 |
| 23440 - Heavy Equipment Operator | 22.84 |
| 23460 - Instrument Mechanic | 24.42 |
| 23465 - Laboratory/Shelter Mechanic | 23.67 |
| 23470 - Laborer | 17.19 |
| 23510 - Locksmith | 23.67 |
| 23530 - Machinery Maintenance Mechanic | 25.06 |
| 23550 - Machinist, Maintenance | 24.42 |
| 23580 - Maintenance Trades Helper | 13.99 |
| 23591 - Metrology Technician I | 24.42 |
| 23592 - Metrology Technician II | 25.76 |
| 23593 - Metrology Technician III | 26.72 |
| 23640 - Millwright | 24.42 |
| 23710 - Office Appliance Repairer | 23.67 |
| 23760 - Painter, Maintenance | 23.67 |
| 23790 - Pipefitter, Maintenance | 26.12 |
| 23810 - Plumber, Maintenance | 24.28 |
| 23820 - Pneudraulic Systems Mechanic | 24.42 |
| 23850 - Rigger | 24.42 |
| 23870 - Scale Mechanic | 22.47 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.44 |
| 23910 - Small Engine Mechanic | 22.47 |
| 23931 - Telecommunications Mechanic I | 23.98 |
| 23932 - Telecommunications Mechanic II | 25.07 |
| 23950 - Telephone Lineman | 24.42 |
| 23960 - Welder, Combination, Maintenance | 22.97 |
| 23965 - Well Driller | 24.42 |
| 23970 - Woodcraft Worker | 24.42 |
| 23980 - Woodworker | 19.86 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.11 |
| 24580 - Child Care Center Clerk | 16.04 |
| 24610 - Chore Aide | 11.19 |
| 24620 - Family Readiness And Support Services Coordinator | 14.95 |
| 24630 - Homemaker | 17.68 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.44 |
| 25040 - Sewage Plant Operator | 23.92 |
| 25070 - Stationary Engineer | 25.44 |
| 25190 - Ventilation Equipment Tender | 19.22 |

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|--|-------|
| 25210 - Water Treatment Plant Operator | 23.92 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.86 |
| 27007 - Baggage Inspector | 14.89 |
| 27008 - Corrections Officer | 16.66 |
| 27010 - Court Security Officer | 16.71 |
| 27030 - Detection Dog Handler | 16.35 |
| 27040 - Detention Officer | 16.66 |
| 27070 - Firefighter | 17.20 |
| 27101 - Guard I | 14.89 |
| 27102 - Guard II | 16.66 |
| 27131 - Police Officer I | 19.18 |
| 27132 - Police Officer II | 21.31 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 16.52 |
| 28042 - Carnival Equipment Repairer | 16.52 |
| 28043 - Carnival Equipment Worker | 12.18 |
| 28210 - Gate Attendant/Gate Tender | 14.41 |
| 28310 - Lifeguard | 11.95 |
| 28350 - Park Attendant (Aide) | 15.00 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.95 |
| 28515 - Recreation Specialist | 16.92 |
| 28630 - Sports Official | 11.95 |
| 28690 - Swimming Pool Operator | 21.60 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.47 |
| 29020 - Hatch Tender | 22.47 |
| 29030 - Line Handler | 22.47 |
| 29041 - Stevedore I | 21.31 |
| 29042 - Stevedore II | 23.67 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 13.70 |
| 30022 - Archeological Technician II | 15.18 |
| 30023 - Archeological Technician III | 18.79 |
| 30030 - Cartographic Technician | 18.79 |
| 30040 - Civil Engineering Technician | 18.79 |
| 30061 - Drafter/CAD Operator I | 12.62 |
| 30062 - Drafter/CAD Operator II | 15.32 |
| 30063 - Drafter/CAD Operator III | 16.92 |
| 30064 - Drafter/CAD Operator IV | 20.82 |
| 30081 - Engineering Technician I | 12.58 |
| 30082 - Engineering Technician II | 14.23 |
| 30083 - Engineering Technician III | 15.92 |
| 30084 - Engineering Technician IV | 19.72 |
| 30085 - Engineering Technician V | 24.12 |
| 30086 - Engineering Technician VI | 28.09 |
| 30090 - Environmental Technician | 18.79 |
| 30210 - Laboratory Technician | 16.92 |
| 30240 - Mathematical Technician | 18.79 |
| 30361 - Paralegal/Legal Assistant I | 16.20 |
| 30362 - Paralegal/Legal Assistant II | 20.08 |
| 30363 - Paralegal/Legal Assistant III | 24.56 |
| 30364 - Paralegal/Legal Assistant IV | 29.71 |
| 30390 - Photo-Optics Technician | 18.79 |
| 30461 - Technical Writer I | 17.77 |
| 30462 - Technical Writer II | 21.74 |
| 30463 - Technical Writer III | 26.30 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |

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| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 16.92 |
| 30621 - Weather Observer, Senior | (see 2) 18.79 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.23 |
| 31030 - Bus Driver | 16.68 |
| 31043 - Driver Courier | 13.92 |
| 31260 - Parking and Lot Attendant | 11.13 |
| 31290 - Shuttle Bus Driver | 14.99 |
| 31310 - Taxi Driver | 11.39 |
| 31361 - Truckdriver, Light | 14.99 |
| 31362 - Truckdriver, Medium | 16.63 |
| 31363 - Truckdriver, Heavy | 18.80 |
| 31364 - Truckdriver, Tractor-Trailer | 18.80 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.95 |
| 99050 - Desk Clerk | 10.15 |
| 99095 - Embalmer | 23.74 |
| 99251 - Laboratory Animal Caretaker I | 14.80 |
| 99252 - Laboratory Animal Caretaker II | 15.92 |
| 99310 - Mortician | 23.74 |
| 99410 - Pest Controller | 21.76 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.95 |
| 99711 - Recycling Specialist | 18.88 |
| 99730 - Refuse Collector | 14.53 |
| 99810 - Sales Clerk | 11.10 |
| 99820 - School Crossing Guard | 14.53 |
| 99830 - Survey Party Chief | 17.84 |
| 99831 - Surveying Aide | 10.95 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 18.88 |
| 99841 - Vending Machine Repairer | 22.95 |
| 99842 - Vending Machine Repairer Helper | 18.88 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, the Day before Christmas, and Christmas Day. (A contractor may substitute for any of the named holidays another day of 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2196
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Carroll, Cass, Clinton, Fulton, Howard, Miami, Tipton, White

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.04 |
| 01012 - Accounting Clerk II | | 13.51 |
| 01013 - Accounting Clerk III | | 16.29 |
| 01020 - Administrative Assistant | | 19.70 |
| 01040 - Court Reporter | | 14.53 |
| 01051 - Data Entry Operator I | | 10.83 |
| 01052 - Data Entry Operator II | | 11.82 |
| 01060 - Dispatcher, Motor Vehicle | | 18.05 |
| 01070 - Document Preparation Clerk | | 11.58 |
| 01090 - Duplicating Machine Operator | | 11.58 |
| 01111 - General Clerk I | | 10.95 |
| 01112 - General Clerk II | | 11.82 |
| 01113 - General Clerk III | | 13.27 |
| 01120 - Housing Referral Assistant | | 16.21 |
| 01141 - Messenger Courier | | 9.43 |
| 01191 - Order Clerk I | | 12.93 |
| 01192 - Order Clerk II | | 15.75 |
| 01261 - Personnel Assistant (Employment) I | | 12.99 |
| 01262 - Personnel Assistant (Employment) II | | 14.53 |
| 01263 - Personnel Assistant (Employment) III | | 16.21 |
| 01270 - Production Control Clerk | | 24.49 |
| 01280 - Receptionist | | 11.25 |
| 01290 - Rental Clerk | | 10.55 |
| 01300 - Scheduler, Maintenance | | 12.99 |
| 01311 - Secretary I | | 12.99 |
| 01312 - Secretary II | | 14.53 |
| 01313 - Secretary III | | 16.21 |
| 01320 - Service Order Dispatcher | | 17.84 |
| 01410 - Supply Technician | | 19.70 |
| 01420 - Survey Worker | | 15.36 |
| 01531 - Travel Clerk I | | 12.86 |
| 01532 - Travel Clerk II | | 13.72 |
| 01533 - Travel Clerk III | | 14.55 |
| 01611 - Word Processor I | | 11.58 |
| 01612 - Word Processor II | | 12.99 |
| 01613 - Word Processor III | | 14.53 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 21.40 |
| 05010 - Automotive Electrician | | 16.40 |
| 05040 - Automotive Glass Installer | | 15.86 |
| 05070 - Automotive Worker | | 15.86 |
| 05110 - Mobile Equipment Servicer | | 14.88 |
| 05130 - Motor Equipment Metal Mechanic | | 16.87 |
| 05160 - Motor Equipment Metal Worker | | 15.86 |
| 05190 - Motor Vehicle Mechanic | | 16.85 |
| 05220 - Motor Vehicle Mechanic Helper | | 14.39 |
| 05250 - Motor Vehicle Upholstery Worker | | 15.36 |
| 05280 - Motor Vehicle Wrecker | | 15.86 |
| 05310 - Painter, Automotive | | 16.40 |
| 05340 - Radiator Repair Specialist | | 15.86 |
| 05370 - Tire Repairer | | 12.67 |
| 05400 - Transmission Repair Specialist | | 16.84 |

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| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.83 |
| 07041 - Cook I | 13.84 |
| 07042 - Cook II | 14.83 |
| 07070 - Dishwasher | 11.07 |
| 07130 - Food Service Worker | 11.07 |
| 07210 - Meat Cutter | 14.83 |
| 07260 - Waiter/Waitress | 11.96 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.25 |
| 09040 - Furniture Handler | 15.60 |
| 09080 - Furniture Refinisher | 19.25 |
| 09090 - Furniture Refinisher Helper | 17.29 |
| 09110 - Furniture Repairer, Minor | 18.02 |
| 09130 - Upholsterer | 19.25 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.07 |
| 11060 - Elevator Operator | 13.69 |
| 11090 - Gardener | 15.39 |
| 11122 - Housekeeping Aide | 13.66 |
| 11150 - Janitor | 15.19 |
| 11210 - Laborer, Grounds Maintenance | 11.96 |
| 11240 - Maid or Houseman | 10.18 |
| 11260 - Pruner | 11.97 |
| 11270 - Tractor Operator | 16.07 |
| 11330 - Trail Maintenance Worker | 11.96 |
| 11360 - Window Cleaner | 15.46 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.73 |
| 12011 - Breath Alcohol Technician | 15.73 |
| 12012 - Certified Occupational Therapist Assistant | 21.42 |
| 12015 - Certified Physical Therapist Assistant | 21.42 |
| 12020 - Dental Assistant | 15.54 |
| 12025 - Dental Hygienist | 29.30 |
| 12030 - EKG Technician | 23.66 |
| 12035 - Electroneurodiagnostic Technologist | 23.66 |
| 12040 - Emergency Medical Technician | 15.73 |
| 12071 - Licensed Practical Nurse I | 13.95 |
| 12072 - Licensed Practical Nurse II | 15.61 |
| 12073 - Licensed Practical Nurse III | 17.41 |
| 12100 - Medical Assistant | 14.83 |
| 12130 - Medical Laboratory Technician | 13.98 |
| 12160 - Medical Record Clerk | 12.81 |
| 12190 - Medical Record Technician | 14.63 |
| 12195 - Medical Transcriptionist | 13.79 |
| 12210 - Nuclear Medicine Technologist | 34.31 |
| 12221 - Nursing Assistant I | 9.96 |
| 12222 - Nursing Assistant II | 11.20 |
| 12223 - Nursing Assistant III | 12.22 |
| 12224 - Nursing Assistant IV | 13.72 |
| 12235 - Optical Dispenser | 14.49 |
| 12236 - Optical Technician | 13.96 |
| 12250 - Pharmacy Technician | 12.19 |
| 12280 - Phlebotomist | 13.72 |
| 12305 - Radiologic Technologist | 23.65 |
| 12311 - Registered Nurse I | 20.41 |
| 12312 - Registered Nurse II | 24.97 |
| 12313 - Registered Nurse II, Specialist | 24.97 |
| 12314 - Registered Nurse III | 30.21 |
| 12315 - Registered Nurse III, Anesthetist | 30.21 |
| 12316 - Registered Nurse IV | 36.20 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.49 |
| 13000 - Information And Arts Occupations | |

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|---|---------|
| 13011 - Exhibits Specialist I | 16.75 |
| 13012 - Exhibits Specialist II | 20.76 |
| 13013 - Exhibits Specialist III | 25.39 |
| 13041 - Illustrator I | 16.75 |
| 13042 - Illustrator II | 20.76 |
| 13043 - Illustrator III | 25.39 |
| 13047 - Librarian | 22.98 |
| 13050 - Library Aide/Clerk | 13.34 |
| 13054 - Library Information Technology Systems Administrator | 20.76 |
| 13058 - Library Technician | 13.67 |
| 13061 - Media Specialist I | 14.97 |
| 13062 - Media Specialist II | 16.75 |
| 13063 - Media Specialist III | 18.68 |
| 13071 - Photographer I | 14.97 |
| 13072 - Photographer II | 16.75 |
| 13073 - Photographer III | 20.76 |
| 13074 - Photographer IV | 25.39 |
| 13075 - Photographer V | 30.72 |
| 13110 - Video Teleconference Technician | 14.97 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.21 |
| 14042 - Computer Operator II | 15.41 |
| 14043 - Computer Operator III | 16.81 |
| 14044 - Computer Operator IV | 18.26 |
| 14045 - Computer Operator V | 20.23 |
| 14071 - Computer Programmer I | 16.05 |
| 14072 - Computer Programmer II | 19.91 |
| 14073 - Computer Programmer III | 23.86 |
| 14074 - Computer Programmer IV | 27.08 |
| 14101 - Computer Systems Analyst I | 22.39 |
| 14102 - Computer Systems Analyst II | 27.08 |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.21 |
| 14160 - Personal Computer Support Technician | 18.26 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 22.39 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 27.08 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 32.47 |
| 15050 - Computer Based Training Specialist / Instructor | 22.39 |
| 15060 - Educational Technologist | 20.35 |
| 15070 - Flight Instructor (Pilot) | 32.47 |
| 15080 - Graphic Artist | 19.89 |
| 15090 - Technical Instructor | 19.40 |
| 15095 - Technical Instructor/Course Developer | 23.74 |
| 15110 - Test Proctor | 15.66 |
| 15120 - Tutor | 15.66 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.96 |
| 16030 - Counter Attendant | 8.96 |
| 16040 - Dry Cleaner | 11.35 |
| 16070 - Finisher, Flatwork, Machine | 8.96 |
| 16090 - Presser, Hand | 8.96 |
| 16110 - Presser, Machine, Drycleaning | 8.96 |
| 16130 - Presser, Machine, Shirts | 8.96 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.96 |
| 16190 - Sewing Machine Operator | 12.20 |
| 16220 - Tailor | 12.94 |
| 16250 - Washer, Machine | 9.73 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 25.25 |
| 19040 - Tool And Die Maker | 27.16 |
| 21000 - Materials Handling And Packing Occupations | |

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|---|-------|
| 21020 - Forklift Operator | 23.12 |
| 21030 - Material Coordinator | 24.54 |
| 21040 - Material Expediter | 24.54 |
| 21050 - Material Handling Laborer | 17.19 |
| 21071 - Order Filler | 12.40 |
| 21080 - Production Line Worker (Food Processing) | 23.12 |
| 21110 - Shipping Packer | 15.40 |
| 21130 - Shipping/Receiving Clerk | 15.40 |
| 21140 - Store Worker I | 13.07 |
| 21150 - Stock Clerk | 17.42 |
| 21210 - Tools And Parts Attendant | 23.12 |
| 21410 - Warehouse Specialist | 23.12 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.26 |
| 23021 - Aircraft Mechanic I | 24.42 |
| 23022 - Aircraft Mechanic II | 25.26 |
| 23023 - Aircraft Mechanic III | 26.19 |
| 23040 - Aircraft Mechanic Helper | 19.56 |
| 23050 - Aircraft, Painter | 23.65 |
| 23060 - Aircraft Servicer | 22.26 |
| 23080 - Aircraft Worker | 22.99 |
| 23110 - Appliance Mechanic | 23.67 |
| 23120 - Bicycle Repairer | 13.78 |
| 23125 - Cable Splicer | 24.42 |
| 23130 - Carpenter, Maintenance | 19.85 |
| 23140 - Carpet Layer | 22.47 |
| 23160 - Electrician, Maintenance | 25.30 |
| 23181 - Electronics Technician Maintenance I | 22.27 |
| 23182 - Electronics Technician Maintenance II | 23.67 |
| 23183 - Electronics Technician Maintenance III | 24.42 |
| 23260 - Fabric Worker | 21.31 |
| 23290 - Fire Alarm System Mechanic | 24.42 |
| 23310 - Fire Extinguisher Repairer | 20.69 |
| 23311 - Fuel Distribution System Mechanic | 24.42 |
| 23312 - Fuel Distribution System Operator | 19.86 |
| 23370 - General Maintenance Worker | 20.41 |
| 23380 - Ground Support Equipment Mechanic | 24.42 |
| 23381 - Ground Support Equipment Servicer | 22.26 |
| 23382 - Ground Support Equipment Worker | 22.99 |
| 23391 - Gunsmith I | 19.86 |
| 23392 - Gunsmith II | 22.47 |
| 23393 - Gunsmith III | 24.42 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.04 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.86 |
| 23430 - Heavy Equipment Mechanic | 21.87 |
| 23440 - Heavy Equipment Operator | 22.84 |
| 23460 - Instrument Mechanic | 24.42 |
| 23465 - Laboratory/Shelter Mechanic | 23.67 |
| 23470 - Laborer | 17.19 |
| 23510 - Locksmith | 23.67 |
| 23530 - Machinery Maintenance Mechanic | 25.06 |
| 23550 - Machinist, Maintenance | 24.42 |
| 23580 - Maintenance Trades Helper | 13.99 |
| 23591 - Metrology Technician I | 24.42 |
| 23592 - Metrology Technician II | 25.76 |
| 23593 - Metrology Technician III | 26.72 |
| 23640 - Millwright | 24.42 |
| 23710 - Office Appliance Repairer | 23.67 |
| 23760 - Painter, Maintenance | 23.67 |
| 23790 - Pipefitter, Maintenance | 26.12 |
| 23810 - Plumber, Maintenance | 24.28 |

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| 23820 - Pneudraulic Systems Mechanic | 24.42 |
| 23850 - Rigger | 24.42 |
| 23870 - Scale Mechanic | 22.47 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.44 |
| 23910 - Small Engine Mechanic | 22.47 |
| 23931 - Telecommunications Mechanic I | 23.98 |
| 23932 - Telecommunications Mechanic II | 25.07 |
| 23950 - Telephone Lineman | 24.42 |
| 23960 - Welder, Combination, Maintenance | 22.97 |
| 23965 - Well Driller | 24.42 |
| 23970 - Woodcraft Worker | 24.42 |
| 23980 - Woodworker | 19.86 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.11 |
| 24580 - Child Care Center Clerk | 16.04 |
| 24610 - Chore Aide | 11.19 |
| 24620 - Family Readiness And Support Services Coordinator | 14.95 |
| 24630 - Homemaker | 17.68 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.44 |
| 25040 - Sewage Plant Operator | 23.92 |
| 25070 - Stationary Engineer | 25.44 |
| 25190 - Ventilation Equipment Tender | 19.22 |
| 25210 - Water Treatment Plant Operator | 23.92 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.86 |
| 27007 - Baggage Inspector | 14.89 |
| 27008 - Corrections Officer | 16.66 |
| 27010 - Court Security Officer | 16.71 |
| 27030 - Detection Dog Handler | 16.35 |
| 27040 - Detention Officer | 16.66 |
| 27070 - Firefighter | 17.20 |
| 27101 - Guard I | 14.89 |
| 27102 - Guard II | 16.66 |
| 27131 - Police Officer I | 19.18 |
| 27132 - Police Officer II | 21.31 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 16.52 |
| 28042 - Carnival Equipment Repairer | 16.52 |
| 28043 - Carnival Equipment Worker | 12.18 |
| 28210 - Gate Attendant/Gate Tender | 14.41 |
| 28310 - Lifeguard | 11.95 |
| 28350 - Park Attendant (Aide) | 15.00 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.95 |
| 28515 - Recreation Specialist | 16.92 |
| 28630 - Sports Official | 11.95 |
| 28690 - Swimming Pool Operator | 21.60 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.47 |
| 29020 - Hatch Tender | 22.47 |
| 29030 - Line Handler | 22.47 |
| 29041 - Stevedore I | 21.31 |
| 29042 - Stevedore II | 23.67 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 13.70 |
| 30022 - Archeological Technician II | 15.18 |
| 30023 - Archeological Technician III | 18.79 |
| 30030 - Cartographic Technician | 18.79 |
| 30040 - Civil Engineering Technician | 18.79 |

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| 30061 - Drafter/CAD Operator I | 12.62 |
| 30062 - Drafter/CAD Operator II | 15.32 |
| 30063 - Drafter/CAD Operator III | 16.92 |
| 30064 - Drafter/CAD Operator IV | 20.82 |
| 30081 - Engineering Technician I | 12.58 |
| 30082 - Engineering Technician II | 14.23 |
| 30083 - Engineering Technician III | 15.92 |
| 30084 - Engineering Technician IV | 19.72 |
| 30085 - Engineering Technician V | 24.12 |
| 30086 - Engineering Technician VI | 28.09 |
| 30090 - Environmental Technician | 18.79 |
| 30210 - Laboratory Technician | 16.92 |
| 30240 - Mathematical Technician | 18.79 |
| 30361 - Paralegal/Legal Assistant I | 16.20 |
| 30362 - Paralegal/Legal Assistant II | 20.08 |
| 30363 - Paralegal/Legal Assistant III | 24.56 |
| 30364 - Paralegal/Legal Assistant IV | 29.71 |
| 30390 - Photo-Optics Technician | 18.79 |
| 30461 - Technical Writer I | 17.77 |
| 30462 - Technical Writer II | 21.74 |
| 30463 - Technical Writer III | 26.30 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 16.92 |
| 30621 - Weather Observer, Senior | (see 2) 18.79 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.23 |
| 31030 - Bus Driver | 16.68 |
| 31043 - Driver Courier | 13.92 |
| 31260 - Parking and Lot Attendant | 11.13 |
| 31290 - Shuttle Bus Driver | 14.99 |
| 31310 - Taxi Driver | 11.39 |
| 31361 - Truckdriver, Light | 14.99 |
| 31362 - Truckdriver, Medium | 16.63 |
| 31363 - Truckdriver, Heavy | 18.80 |
| 31364 - Truckdriver, Tractor-Trailer | 18.80 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.95 |
| 99050 - Desk Clerk | 10.15 |
| 99095 - Embalmer | 23.74 |
| 99251 - Laboratory Animal Caretaker I | 14.80 |
| 99252 - Laboratory Animal Caretaker II | 15.92 |
| 99310 - Mortician | 23.74 |
| 99410 - Pest Controller | 21.76 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.95 |
| 99711 - Recycling Specialist | 18.88 |
| 99730 - Refuse Collector | 14.53 |
| 99810 - Sales Clerk | 11.10 |
| 99820 - School Crossing Guard | 14.53 |
| 99830 - Survey Party Chief | 17.84 |
| 99831 - Surveying Aide | 10.95 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 18.88 |
| 99841 - Vending Machine Repairer | 22.95 |
| 99842 - Vending Machine Repairer Helper | 18.88 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, the Day before Christmas, and Christmas Day. (A contractor may substitute for any of the named holidays another day of 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2197
Revision No.: 14
Date of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Marshall, Saint Joseph

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.96 |
| 01012 - Accounting Clerk II | | 13.42 |
| 01013 - Accounting Clerk III | | 16.63 |
| 01020 - Administrative Assistant | | 18.42 |
| 01040 - Court Reporter | | 15.11 |
| 01051 - Data Entry Operator I | | 11.04 |
| 01052 - Data Entry Operator II | | 12.82 |
| 01060 - Dispatcher, Motor Vehicle | | 16.25 |
| 01070 - Document Preparation Clerk | | 11.84 |
| 01090 - Duplicating Machine Operator | | 11.84 |
| 01111 - General Clerk I | | 10.82 |
| 01112 - General Clerk II | | 11.81 |
| 01113 - General Clerk III | | 13.25 |
| 01120 - Housing Referral Assistant | | 16.58 |
| 01141 - Messenger Courier | | 12.85 |
| 01191 - Order Clerk I | | 12.14 |
| 01192 - Order Clerk II | | 13.25 |
| 01261 - Personnel Assistant (Employment) I | | 13.85 |
| 01262 - Personnel Assistant (Employment) II | | 15.49 |
| 01263 - Personnel Assistant (Employment) III | | 17.27 |
| 01270 - Production Control Clerk | | 19.91 |
| 01280 - Receptionist | | 10.77 |
| 01290 - Rental Clerk | | 10.34 |
| 01300 - Scheduler, Maintenance | | 13.29 |
| 01311 - Secretary I | | 13.29 |
| 01312 - Secretary II | | 15.11 |

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| 01313 - Secretary III | 16.58 |
| 01320 - Service Order Dispatcher | 13.89 |
| 01410 - Supply Technician | 18.42 |
| 01420 - Survey Worker | 13.77 |
| 01531 - Travel Clerk I | 12.60 |
| 01532 - Travel Clerk II | 13.44 |
| 01533 - Travel Clerk III | 14.25 |
| 01611 - Word Processor I | 11.73 |
| 01612 - Word Processor II | 13.16 |
| 01613 - Word Processor III | 14.99 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.23 |
| 05010 - Automotive Electrician | 17.72 |
| 05040 - Automotive Glass Installer | 17.20 |
| 05070 - Automotive Worker | 17.20 |
| 05110 - Mobile Equipment Servicer | 16.01 |
| 05130 - Motor Equipment Metal Mechanic | 18.36 |
| 05160 - Motor Equipment Metal Worker | 17.20 |
| 05190 - Motor Vehicle Mechanic | 17.79 |
| 05220 - Motor Vehicle Mechanic Helper | 15.41 |
| 05250 - Motor Vehicle Upholstery Worker | 16.59 |
| 05280 - Motor Vehicle Wrecker | 17.20 |
| 05310 - Painter, Automotive | 19.20 |
| 05340 - Radiator Repair Specialist | 17.20 |
| 05370 - Tire Repairer | 13.94 |
| 05400 - Transmission Repair Specialist | 18.36 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.89 |
| 07041 - Cook I | 11.56 |
| 07042 - Cook II | 12.89 |
| 07070 - Dishwasher | 8.98 |
| 07130 - Food Service Worker | 8.98 |
| 07210 - Meat Cutter | 13.56 |
| 07260 - Waiter/Waitress | 9.40 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.57 |
| 09040 - Furniture Handler | 13.66 |
| 09080 - Furniture Refinisher | 19.12 |
| 09090 - Furniture Refinisher Helper | 15.51 |
| 09110 - Furniture Repairer, Minor | 17.78 |
| 09130 - Upholsterer | 19.12 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.94 |
| 11060 - Elevator Operator | 10.50 |
| 11090 - Gardener | 13.39 |
| 11122 - Housekeeping Aide | 11.28 |
| 11150 - Janitor | 11.28 |
| 11210 - Laborer, Grounds Maintenance | 11.12 |
| 11240 - Maid or Houseman | 9.27 |
| 11260 - Pruner | 10.13 |
| 11270 - Tractor Operator | 13.07 |
| 11330 - Trail Maintenance Worker | 11.12 |
| 11360 - Window Cleaner | 12.19 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.78 |
| 12011 - Breath Alcohol Technician | 16.86 |
| 12012 - Certified Occupational Therapist Assistant | 20.58 |
| 12015 - Certified Physical Therapist Assistant | 20.68 |
| 12020 - Dental Assistant | 17.84 |
| 12025 - Dental Hygienist | 29.07 |
| 12030 - EKG Technician | 23.12 |
| 12035 - Electroneurodiagnostic Technologist | 23.12 |
| 12040 - Emergency Medical Technician | 15.78 |

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| 12071 - Licensed Practical Nurse I | 15.08 |
| 12072 - Licensed Practical Nurse II | 16.86 |
| 12073 - Licensed Practical Nurse III | 18.81 |
| 12100 - Medical Assistant | 13.16 |
| 12130 - Medical Laboratory Technician | 17.36 |
| 12160 - Medical Record Clerk | 12.96 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 15.14 |
| 12210 - Nuclear Medicine Technologist | 37.07 |
| 12221 - Nursing Assistant I | 9.93 |
| 12222 - Nursing Assistant II | 11.17 |
| 12223 - Nursing Assistant III | 12.19 |
| 12224 - Nursing Assistant IV | 13.68 |
| 12235 - Optical Dispenser | 16.35 |
| 12236 - Optical Technician | 16.19 |
| 12250 - Pharmacy Technician | 13.35 |
| 12280 - Phlebotomist | 13.68 |
| 12305 - Radiologic Technologist | 24.03 |
| 12311 - Registered Nurse I | 21.08 |
| 12312 - Registered Nurse II | 25.79 |
| 12313 - Registered Nurse II, Specialist | 25.79 |
| 12314 - Registered Nurse III | 31.20 |
| 12315 - Registered Nurse III, Anesthetist | 31.20 |
| 12316 - Registered Nurse IV | 37.39 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.90 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.09 |
| 13012 - Exhibits Specialist II | 21.18 |
| 13013 - Exhibits Specialist III | 25.91 |
| 13041 - Illustrator I | 17.09 |
| 13042 - Illustrator II | 21.18 |
| 13043 - Illustrator III | 25.91 |
| 13047 - Librarian | 23.46 |
| 13050 - Library Aide/Clerk | 13.43 |
| 13054 - Library Information Technology Systems Administrator | 21.18 |
| 13058 - Library Technician | 15.31 |
| 13061 - Media Specialist I | 15.28 |
| 13062 - Media Specialist II | 17.09 |
| 13063 - Media Specialist III | 19.06 |
| 13071 - Photographer I | 16.05 |
| 13072 - Photographer II | 19.00 |
| 13073 - Photographer III | 20.21 |
| 13074 - Photographer IV | 24.72 |
| 13075 - Photographer V | 29.91 |
| 13110 - Video Teleconference Technician | 18.59 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.22 |
| 14042 - Computer Operator II | 15.53 |
| 14043 - Computer Operator III | 20.83 |
| 14044 - Computer Operator IV | 23.25 |
| 14045 - Computer Operator V | 25.74 |
| 14071 - Computer Programmer I | 18.78 |
| 14072 - Computer Programmer II | 24.47 |
| 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 | 13.22 |
| 14160 - Personal Computer Support Technician | 23.85 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.52 |

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| 15020 - Aircrew Training Devices Instructor (Rated) | 31.47 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.71 |
| 15050 - Computer Based Training Specialist / Instructor | 28.52 |
| 15060 - Educational Technologist | 23.85 |
| 15070 - Flight Instructor (Pilot) | 37.71 |
| 15080 - Graphic Artist | 19.11 |
| 15090 - Technical Instructor | 22.17 |
| 15095 - Technical Instructor/Course Developer | 27.12 |
| 15110 - Test Proctor | 17.89 |
| 15120 - Tutor | 17.89 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.13 |
| 16030 - Counter Attendant | 9.13 |
| 16040 - Dry Cleaner | 11.56 |
| 16070 - Finisher, Flatwork, Machine | 9.13 |
| 16090 - Presser, Hand | 9.13 |
| 16110 - Presser, Machine, Drycleaning | 9.13 |
| 16130 - Presser, Machine, Shirts | 9.13 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.13 |
| 16190 - Sewing Machine Operator | 12.37 |
| 16220 - Tailor | 13.18 |
| 16250 - Washer, Machine | 9.91 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.56 |
| 19040 - Tool And Die Maker | 20.68 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.49 |
| 21030 - Material Coordinator | 19.91 |
| 21040 - Material Expediter | 19.91 |
| 21050 - Material Handling Laborer | 11.66 |
| 21071 - Order Filler | 11.47 |
| 21080 - Production Line Worker (Food Processing) | 13.49 |
| 21110 - Shipping Packer | 13.10 |
| 21130 - Shipping/Receiving Clerk | 13.10 |
| 21140 - Store Worker I | 13.05 |
| 21150 - Stock Clerk | 17.39 |
| 21210 - Tools And Parts Attendant | 13.49 |
| 21410 - Warehouse Specialist | 13.49 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.60 |
| 23021 - Aircraft Mechanic I | 21.86 |
| 23022 - Aircraft Mechanic II | 22.60 |
| 23023 - Aircraft Mechanic III | 23.32 |
| 23040 - Aircraft Mechanic Helper | 17.09 |
| 23050 - Aircraft, Painter | 21.00 |
| 23060 - Aircraft Servicer | 19.70 |
| 23080 - Aircraft Worker | 20.49 |
| 23110 - Appliance Mechanic | 19.33 |
| 23120 - Bicycle Repairer | 13.94 |
| 23125 - Cable Splicer | 24.84 |
| 23130 - Carpenter, Maintenance | 20.37 |
| 23140 - Carpet Layer | 20.09 |
| 23160 - Electrician, Maintenance | 24.40 |
| 23181 - Electronics Technician Maintenance I | 21.24 |
| 23182 - Electronics Technician Maintenance II | 21.97 |
| 23183 - Electronics Technician Maintenance III | 22.66 |
| 23260 - Fabric Worker | 19.03 |
| 23290 - Fire Alarm System Mechanic | 21.86 |
| 23310 - Fire Extinguisher Repairer | 17.78 |
| 23311 - Fuel Distribution System Mechanic | 20.57 |
| 23312 - Fuel Distribution System Operator | 16.73 |
| 23370 - General Maintenance Worker | 17.54 |
| 23380 - Ground Support Equipment Mechanic | 21.86 |

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| 23381 - Ground Support Equipment Servicer | 19.07 |
| 23382 - Ground Support Equipment Worker | 20.49 |
| 23391 - Gunsmith I | 17.78 |
| 23392 - Gunsmith II | 20.09 |
| 23393 - Gunsmith III | 21.86 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.91 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.05 |
| 23430 - Heavy Equipment Mechanic | 23.08 |
| 23440 - Heavy Equipment Operator | 25.76 |
| 23460 - Instrument Mechanic | 20.62 |
| 23465 - Laboratory/Shelter Mechanic | 21.16 |
| 23470 - Laborer | 11.66 |
| 23510 - Locksmith | 19.97 |
| 23530 - Machinery Maintenance Mechanic | 20.75 |
| 23550 - Machinist, Maintenance | 18.67 |
| 23580 - Maintenance Trades Helper | 15.28 |
| 23591 - Metrology Technician I | 20.62 |
| 23592 - Metrology Technician II | 21.33 |
| 23593 - Metrology Technician III | 22.73 |
| 23640 - Millwright | 25.21 |
| 23710 - Office Appliance Repairer | 19.46 |
| 23760 - Painter, Maintenance | 19.11 |
| 23790 - Pipefitter, Maintenance | 26.62 |
| 23810 - Plumber, Maintenance | 24.82 |
| 23820 - Pneudraulic Systems Mechanic | 21.86 |
| 23850 - Rigger | 20.62 |
| 23870 - Scale Mechanic | 20.09 |
| 23890 - Sheet-Metal Worker, Maintenance | 21.55 |
| 23910 - Small Engine Mechanic | 20.09 |
| 23931 - Telecommunications Mechanic I | 25.07 |
| 23932 - Telecommunications Mechanic II | 25.92 |
| 23950 - Telephone Lineman | 23.66 |
| 23960 - Welder, Combination, Maintenance | 18.21 |
| 23965 - Well Driller | 21.75 |
| 23970 - Woodcraft Worker | 21.86 |
| 23980 - Woodworker | 17.78 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.58 |
| 24580 - Child Care Center Clerk | 11.95 |
| 24610 - Chore Aide | 9.30 |
| 24620 - Family Readiness And Support Services Coordinator | 12.83 |
| 24630 - Homemaker | 13.28 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.86 |
| 25040 - Sewage Plant Operator | 19.57 |
| 25070 - Stationary Engineer | 21.86 |
| 25190 - Ventilation Equipment Tender | 16.50 |
| 25210 - Water Treatment Plant Operator | 19.57 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.01 |
| 27007 - Baggage Inspector | 10.96 |
| 27008 - Corrections Officer | 15.04 |
| 27010 - Court Security Officer | 16.73 |
| 27030 - Detection Dog Handler | 13.10 |
| 27040 - Detention Officer | 15.04 |
| 27070 - Firefighter | 18.40 |
| 27101 - Guard I | 10.96 |
| 27102 - Guard II | 13.10 |
| 27131 - Police Officer I | 19.68 |
| 27132 - Police Officer II | 21.87 |

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| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.54 |
| 28042 - Carnival Equipment Repairer | 12.01 |
| 28043 - Carnival Equipment Worker | 9.61 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 16.07 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 18.38 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.29 |
| 29020 - Hatch Tender | 18.29 |
| 29030 - Line Handler | 18.29 |
| 29041 - Stevedore I | 17.33 |
| 29042 - Stevedore II | 19.27 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.55 |
| 30022 - Archeological Technician II | 18.51 |
| 30023 - Archeological Technician III | 22.94 |
| 30030 - Cartographic Technician | 22.94 |
| 30040 - Civil Engineering Technician | 21.96 |
| 30061 - Drafter/CAD Operator I | 16.55 |
| 30062 - Drafter/CAD Operator II | 18.51 |
| 30063 - Drafter/CAD Operator III | 20.65 |
| 30064 - Drafter/CAD Operator IV | 25.40 |
| 30081 - Engineering Technician I | 16.09 |
| 30082 - Engineering Technician II | 18.05 |
| 30083 - Engineering Technician III | 20.19 |
| 30084 - Engineering Technician IV | 25.03 |
| 30085 - Engineering Technician V | 30.62 |
| 30086 - Engineering Technician VI | 37.04 |
| 30090 - Environmental Technician | 22.94 |
| 30210 - Laboratory Technician | 19.92 |
| 30240 - Mathematical Technician | 22.94 |
| 30361 - Paralegal/Legal Assistant I | 17.77 |
| 30362 - Paralegal/Legal Assistant II | 22.02 |
| 30363 - Paralegal/Legal Assistant III | 26.94 |
| 30364 - Paralegal/Legal Assistant IV | 32.59 |
| 30390 - Photo-Optics Technician | 22.94 |
| 30461 - Technical Writer I | 22.94 |
| 30462 - Technical Writer II | 28.07 |
| 30463 - Technical Writer III | 33.96 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 92.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 20.65 |
| 30621 - Weather Observer, Senior (see 2) | 22.94 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.96 |
| 31030 - Bus Driver | 16.25 |
| 31043 - Driver Courier | 13.71 |
| 31260 - Parking and Lot Attendant | 10.84 |
| 31290 - Shuttle Bus Driver | 15.17 |
| 31310 - Taxi Driver | 12.01 |
| 31361 - Truckdriver, Light | 14.27 |

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|---|-------|
| 31362 - Truckdriver, Medium | 17.18 |
| 31363 - Truckdriver, Heavy | 18.25 |
| 31364 - Truckdriver, Tractor-Trailer | 18.25 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.16 |
| 99050 - Desk Clerk | 9.03 |
| 99095 - Embalmer | 22.37 |
| 99251 - Laboratory Animal Caretaker I | 10.49 |
| 99252 - Laboratory Animal Caretaker II | 11.30 |
| 99310 - Mortician | 22.37 |
| 99410 - Pest Controller | 17.01 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.95 |
| 99711 - Recycling Specialist | 17.68 |
| 99730 - Refuse Collector | 13.62 |
| 99810 - Sales Clerk | 11.74 |
| 99820 - School Crossing Guard | 11.63 |
| 99830 - Survey Party Chief | 17.26 |
| 99831 - Surveying Aide | 10.44 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 14.96 |
| 99841 - Vending Machine Repairer | 16.71 |
| 99842 - Vending Machine Repairer Helper | 14.95 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; and 2 weeks after 2 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2198
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Marshall, Saint Joseph

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.96 |
| 01012 - Accounting Clerk II | | 13.42 |
| 01013 - Accounting Clerk III | | 16.63 |
| 01020 - Administrative Assistant | | 18.42 |
| 01040 - Court Reporter | | 15.11 |
| 01051 - Data Entry Operator I | | 11.04 |
| 01052 - Data Entry Operator II | | 12.82 |

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| 01060 - Dispatcher, Motor Vehicle | 16.25 |
| 01070 - Document Preparation Clerk | 11.84 |
| 01090 - Duplicating Machine Operator | 11.84 |
| 01111 - General Clerk I | 10.82 |
| 01112 - General Clerk II | 11.81 |
| 01113 - General Clerk III | 13.25 |
| 01120 - Housing Referral Assistant | 16.58 |
| 01141 - Messenger Courier | 12.85 |
| 01191 - Order Clerk I | 12.14 |
| 01192 - Order Clerk II | 13.25 |
| 01261 - Personnel Assistant (Employment) I | 13.85 |
| 01262 - Personnel Assistant (Employment) II | 15.49 |
| 01263 - Personnel Assistant (Employment) III | 17.27 |
| 01270 - Production Control Clerk | 19.91 |
| 01280 - Receptionist | 10.77 |
| 01290 - Rental Clerk | 10.34 |
| 01300 - Scheduler, Maintenance | 13.29 |
| 01311 - Secretary I | 13.29 |
| 01312 - Secretary II | 15.11 |
| 01313 - Secretary III | 16.58 |
| 01320 - Service Order Dispatcher | 13.89 |
| 01410 - Supply Technician | 18.42 |
| 01420 - Survey Worker | 13.77 |
| 01531 - Travel Clerk I | 12.60 |
| 01532 - Travel Clerk II | 13.44 |
| 01533 - Travel Clerk III | 14.25 |
| 01611 - Word Processor I | 11.73 |
| 01612 - Word Processor II | 13.16 |
| 01613 - Word Processor III | 14.99 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.23 |
| 05010 - Automotive Electrician | 17.72 |
| 05040 - Automotive Glass Installer | 17.20 |
| 05070 - Automotive Worker | 17.20 |
| 05110 - Mobile Equipment Servicer | 16.01 |
| 05130 - Motor Equipment Metal Mechanic | 18.36 |
| 05160 - Motor Equipment Metal Worker | 17.20 |
| 05190 - Motor Vehicle Mechanic | 17.79 |
| 05220 - Motor Vehicle Mechanic Helper | 15.41 |
| 05250 - Motor Vehicle Upholstery Worker | 16.59 |
| 05280 - Motor Vehicle Wrecker | 17.20 |
| 05310 - Painter, Automotive | 19.20 |
| 05340 - Radiator Repair Specialist | 17.20 |
| 05370 - Tire Repairer | 13.94 |
| 05400 - Transmission Repair Specialist | 18.36 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.89 |
| 07041 - Cook I | 11.56 |
| 07042 - Cook II | 12.89 |
| 07070 - Dishwasher | 8.98 |
| 07130 - Food Service Worker | 8.98 |
| 07210 - Meat Cutter | 13.56 |
| 07260 - Waiter/Waitress | 9.40 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.57 |
| 09040 - Furniture Handler | 13.66 |
| 09080 - Furniture Refinisher | 19.12 |
| 09090 - Furniture Refinisher Helper | 15.51 |
| 09110 - Furniture Repairer, Minor | 17.78 |
| 09130 - Upholsterer | 19.12 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.94 |
| 11060 - Elevator Operator | 10.50 |

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| 11090 - Gardener | 13.39 |
| 11122 - Housekeeping Aide | 11.28 |
| 11150 - Janitor | 11.28 |
| 11210 - Laborer, Grounds Maintenance | 11.12 |
| 11240 - Maid or Houseman | 9.27 |
| 11260 - Pruner | 10.13 |
| 11270 - Tractor Operator | 13.07 |
| 11330 - Trail Maintenance Worker | 11.12 |
| 11360 - Window Cleaner | 12.19 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.78 |
| 12011 - Breath Alcohol Technician | 16.86 |
| 12012 - Certified Occupational Therapist Assistant | 20.58 |
| 12015 - Certified Physical Therapist Assistant | 20.68 |
| 12020 - Dental Assistant | 17.84 |
| 12025 - Dental Hygienist | 29.07 |
| 12030 - EKG Technician | 23.12 |
| 12035 - Electroneurodiagnostic Technologist | 23.12 |
| 12040 - Emergency Medical Technician | 15.78 |
| 12071 - Licensed Practical Nurse I | 15.08 |
| 12072 - Licensed Practical Nurse II | 16.86 |
| 12073 - Licensed Practical Nurse III | 18.81 |
| 12100 - Medical Assistant | 13.16 |
| 12130 - Medical Laboratory Technician | 17.36 |
| 12160 - Medical Record Clerk | 12.96 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 15.14 |
| 12210 - Nuclear Medicine Technologist | 37.07 |
| 12221 - Nursing Assistant I | 9.93 |
| 12222 - Nursing Assistant II | 11.17 |
| 12223 - Nursing Assistant III | 12.19 |
| 12224 - Nursing Assistant IV | 13.68 |
| 12235 - Optical Dispenser | 16.35 |
| 12236 - Optical Technician | 16.19 |
| 12250 - Pharmacy Technician | 13.35 |
| 12280 - Phlebotomist | 13.68 |
| 12305 - Radiologic Technologist | 24.03 |
| 12311 - Registered Nurse I | 21.08 |
| 12312 - Registered Nurse II | 25.79 |
| 12313 - Registered Nurse II, Specialist | 25.79 |
| 12314 - Registered Nurse III | 31.20 |
| 12315 - Registered Nurse III, Anesthetist | 31.20 |
| 12316 - Registered Nurse IV | 37.39 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.90 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.09 |
| 13012 - Exhibits Specialist II | 21.18 |
| 13013 - Exhibits Specialist III | 25.91 |
| 13041 - Illustrator I | 17.09 |
| 13042 - Illustrator II | 21.18 |
| 13043 - Illustrator III | 25.91 |
| 13047 - Librarian | 23.46 |
| 13050 - Library Aide/Clerk | 13.43 |
| 13054 - Library Information Technology Systems Administrator | 21.18 |
| 13058 - Library Technician | 15.31 |
| 13061 - Media Specialist I | 15.28 |
| 13062 - Media Specialist II | 17.09 |
| 13063 - Media Specialist III | 19.06 |
| 13071 - Photographer I | 16.05 |
| 13072 - Photographer II | 19.00 |
| 13073 - Photographer III | 20.21 |
| 13074 - Photographer IV | 24.72 |

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| 13075 - Photographer V | 29.91 |
| 13110 - Video Teleconference Technician | 18.59 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.22 |
| 14042 - Computer Operator II | 15.53 |
| 14043 - Computer Operator III | 20.83 |
| 14044 - Computer Operator IV | 23.25 |
| 14045 - Computer Operator V | 25.74 |
| 14071 - Computer Programmer I | 18.78 |
| 14072 - Computer Programmer II | 24.47 |
| 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 | 13.22 |
| 14160 - Personal Computer Support Technician | 23.85 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.52 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.47 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.71 |
| 15050 - Computer Based Training Specialist / Instructor | 28.52 |
| 15060 - Educational Technologist | 23.85 |
| 15070 - Flight Instructor (Pilot) | 37.71 |
| 15080 - Graphic Artist | 19.11 |
| 15090 - Technical Instructor | 22.17 |
| 15095 - Technical Instructor/Course Developer | 27.12 |
| 15110 - Test Proctor | 17.89 |
| 15120 - Tutor | 17.89 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.13 |
| 16030 - Counter Attendant | 9.13 |
| 16040 - Dry Cleaner | 11.56 |
| 16070 - Finisher, Flatwork, Machine | 9.13 |
| 16090 - Presser, Hand | 9.13 |
| 16110 - Presser, Machine, Drycleaning | 9.13 |
| 16130 - Presser, Machine, Shirts | 9.13 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.13 |
| 16190 - Sewing Machine Operator | 12.37 |
| 16220 - Tailor | 13.18 |
| 16250 - Washer, Machine | 9.91 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.56 |
| 19040 - Tool And Die Maker | 20.68 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.49 |
| 21030 - Material Coordinator | 19.91 |
| 21040 - Material Expediter | 19.91 |
| 21050 - Material Handling Laborer | 11.66 |
| 21071 - Order Filler | 11.47 |
| 21080 - Production Line Worker (Food Processing) | 13.49 |
| 21110 - Shipping Packer | 13.10 |
| 21130 - Shipping/Receiving Clerk | 13.10 |
| 21140 - Store Worker I | 13.05 |
| 21150 - Stock Clerk | 17.39 |
| 21210 - Tools And Parts Attendant | 13.49 |
| 21410 - Warehouse Specialist | 13.49 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.60 |
| 23021 - Aircraft Mechanic I | 21.86 |
| 23022 - Aircraft Mechanic II | 22.60 |
| 23023 - Aircraft Mechanic III | 23.32 |
| 23040 - Aircraft Mechanic Helper | 17.09 |

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| 23050 - Aircraft, Painter | 21.00 |
| 23060 - Aircraft Servicer | 19.70 |
| 23080 - Aircraft Worker | 20.49 |
| 23110 - Appliance Mechanic | 19.33 |
| 23120 - Bicycle Repairer | 13.94 |
| 23125 - Cable Splicer | 24.84 |
| 23130 - Carpenter, Maintenance | 20.37 |
| 23140 - Carpet Layer | 20.09 |
| 23160 - Electrician, Maintenance | 24.40 |
| 23181 - Electronics Technician Maintenance I | 21.24 |
| 23182 - Electronics Technician Maintenance II | 21.97 |
| 23183 - Electronics Technician Maintenance III | 22.66 |
| 23260 - Fabric Worker | 19.03 |
| 23290 - Fire Alarm System Mechanic | 21.86 |
| 23310 - Fire Extinguisher Repairer | 17.78 |
| 23311 - Fuel Distribution System Mechanic | 20.57 |
| 23312 - Fuel Distribution System Operator | 16.73 |
| 23370 - General Maintenance Worker | 17.54 |
| 23380 - Ground Support Equipment Mechanic | 21.86 |
| 23381 - Ground Support Equipment Servicer | 19.07 |
| 23382 - Ground Support Equipment Worker | 20.49 |
| 23391 - Gunsmith I | 17.78 |
| 23392 - Gunsmith II | 20.09 |
| 23393 - Gunsmith III | 21.86 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.91 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.05 |
| 23430 - Heavy Equipment Mechanic | 23.08 |
| 23440 - Heavy Equipment Operator | 25.76 |
| 23460 - Instrument Mechanic | 20.62 |
| 23465 - Laboratory/Shelter Mechanic | 21.16 |
| 23470 - Laborer | 11.66 |
| 23510 - Locksmith | 19.97 |
| 23530 - Machinery Maintenance Mechanic | 20.75 |
| 23550 - Machinist, Maintenance | 18.67 |
| 23580 - Maintenance Trades Helper | 15.28 |
| 23591 - Metrology Technician I | 20.62 |
| 23592 - Metrology Technician II | 21.33 |
| 23593 - Metrology Technician III | 22.73 |
| 23640 - Millwright | 25.21 |
| 23710 - Office Appliance Repairer | 19.46 |
| 23760 - Painter, Maintenance | 19.11 |
| 23790 - Pipefitter, Maintenance | 26.62 |
| 23810 - Plumber, Maintenance | 24.82 |
| 23820 - Pneudraulic Systems Mechanic | 21.86 |
| 23850 - Rigger | 20.62 |
| 23870 - Scale Mechanic | 20.09 |
| 23890 - Sheet-Metal Worker, Maintenance | 21.55 |
| 23910 - Small Engine Mechanic | 20.09 |
| 23931 - Telecommunications Mechanic I | 25.07 |
| 23932 - Telecommunications Mechanic II | 25.92 |
| 23950 - Telephone Lineman | 23.66 |
| 23960 - Welder, Combination, Maintenance | 18.21 |
| 23965 - Well Driller | 21.75 |
| 23970 - Woodcraft Worker | 21.86 |
| 23980 - Woodworker | 17.78 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.58 |
| 24580 - Child Care Center Clerk | 11.95 |
| 24610 - Chore Aide | 9.30 |
| 24620 - Family Readiness And Support Services Coordinator | 12.83 |

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| 24630 - Homemaker | 13.28 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.86 |
| 25040 - Sewage Plant Operator | 19.57 |
| 25070 - Stationary Engineer | 21.86 |
| 25190 - Ventilation Equipment Tender | 16.50 |
| 25210 - Water Treatment Plant Operator | 19.57 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.01 |
| 27007 - Baggage Inspector | 10.96 |
| 27008 - Corrections Officer | 15.04 |
| 27010 - Court Security Officer | 16.73 |
| 27030 - Detection Dog Handler | 13.10 |
| 27040 - Detention Officer | 15.04 |
| 27070 - Firefighter | 18.40 |
| 27101 - Guard I | 10.96 |
| 27102 - Guard II | 13.10 |
| 27131 - Police Officer I | 19.68 |
| 27132 - Police Officer II | 21.87 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.54 |
| 28042 - Carnival Equipment Repairer | 12.01 |
| 28043 - Carnival Equipment Worker | 9.61 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 16.07 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 18.38 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.29 |
| 29020 - Hatch Tender | 18.29 |
| 29030 - Line Handler | 18.29 |
| 29041 - Stevedore I | 17.33 |
| 29042 - Stevedore II | 19.27 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.55 |
| 30022 - Archeological Technician II | 18.51 |
| 30023 - Archeological Technician III | 22.94 |
| 30030 - Cartographic Technician | 22.94 |
| 30040 - Civil Engineering Technician | 21.96 |
| 30061 - Drafter/CAD Operator I | 16.55 |
| 30062 - Drafter/CAD Operator II | 18.51 |
| 30063 - Drafter/CAD Operator III | 20.65 |
| 30064 - Drafter/CAD Operator IV | 25.40 |
| 30081 - Engineering Technician I | 16.09 |
| 30082 - Engineering Technician II | 18.05 |
| 30083 - Engineering Technician III | 20.19 |
| 30084 - Engineering Technician IV | 25.03 |
| 30085 - Engineering Technician V | 30.62 |
| 30086 - Engineering Technician VI | 37.04 |
| 30090 - Environmental Technician | 22.94 |
| 30210 - Laboratory Technician | 19.92 |
| 30240 - Mathematical Technician | 22.94 |
| 30361 - Paralegal/Legal Assistant I | 17.77 |
| 30362 - Paralegal/Legal Assistant II | 22.02 |
| 30363 - Paralegal/Legal Assistant III | 26.94 |
| 30364 - Paralegal/Legal Assistant IV | 32.59 |
| 30390 - Photo-Optics Technician | 22.94 |

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|---|---------------|
| 30461 - Technical Writer I | 22.94 |
| 30462 - Technical Writer II | 28.07 |
| 30463 - Technical Writer III | 33.96 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 92.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.65 |
| 30621 - Weather Observer, Senior | (see 2) 22.94 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.96 |
| 31030 - Bus Driver | 16.25 |
| 31043 - Driver Courier | 13.71 |
| 31260 - Parking and Lot Attendant | 10.84 |
| 31290 - Shuttle Bus Driver | 15.17 |
| 31310 - Taxi Driver | 12.01 |
| 31361 - Truckdriver, Light | 14.27 |
| 31362 - Truckdriver, Medium | 17.18 |
| 31363 - Truckdriver, Heavy | 18.25 |
| 31364 - Truckdriver, Tractor-Trailer | 18.25 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.16 |
| 99050 - Desk Clerk | 9.03 |
| 99095 - Embalmer | 22.37 |
| 99251 - Laboratory Animal Caretaker I | 10.49 |
| 99252 - Laboratory Animal Caretaker II | 11.30 |
| 99310 - Mortician | 22.37 |
| 99410 - Pest Controller | 17.01 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.95 |
| 99711 - Recycling Specialist | 17.68 |
| 99730 - Refuse Collector | 13.62 |
| 99810 - Sales Clerk | 11.74 |
| 99820 - School Crossing Guard | 11.63 |
| 99830 - Survey Party Chief | 17.26 |
| 99831 - Surveying Aide | 10.44 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 14.96 |
| 99841 - Vending Machine Repairer | 16.71 |
| 99842 - Vending Machine Repairer Helper | 14.95 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; and 2 weeks after 2 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Area: Iowa Counties of Allamakee, Benton, Black Hawk, Bremer, Buchanan, Butler, Cedar, Chickasaw, Clayton, Clinton, Delaware, Dubuque, Fayette, Floyd, Grundy, Howard, Iowa, Jackson, Jefferson, Johnson, Jones, Keokuk, Linn, Mitchell, Tama, Van Buren, Washington, Winneshiek

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.93 |
| 01012 - Accounting Clerk II | | 15.40 |
| 01013 - Accounting Clerk III | | 21.42 |
| 01020 - Administrative Assistant | | 19.38 |
| 01040 - Court Reporter | | 20.39 |
| 01051 - Data Entry Operator I | | 12.49 |
| 01052 - Data Entry Operator II | | 14.56 |
| 01060 - Dispatcher, Motor Vehicle | | 15.38 |
| 01070 - Document Preparation Clerk | | 14.31 |
| 01090 - Duplicating Machine Operator | | 14.31 |
| 01111 - General Clerk I | | 11.63 |
| 01112 - General Clerk II | | 12.68 |
| 01113 - General Clerk III | | 14.24 |
| 01120 - Housing Referral Assistant | | 16.52 |
| 01141 - Messenger Courier | | 11.00 |
| 01191 - Order Clerk I | | 13.30 |
| 01192 - Order Clerk II | | 15.41 |
| 01261 - Personnel Assistant (Employment) I | | 14.60 |
| 01262 - Personnel Assistant (Employment) II | | 16.34 |
| 01263 - Personnel Assistant (Employment) III | | 18.22 |
| 01270 - Production Control Clerk | | 19.25 |
| 01280 - Receptionist | | 11.71 |
| 01290 - Rental Clerk | | 10.87 |
| 01300 - Scheduler, Maintenance | | 13.24 |
| 01311 - Secretary I | | 13.24 |
| 01312 - Secretary II | | 14.81 |
| 01313 - Secretary III | | 16.52 |
| 01320 - Service Order Dispatcher | | 14.62 |
| 01410 - Supply Technician | | 19.38 |
| 01420 - Survey Worker | | 13.11 |
| 01531 - Travel Clerk I | | 13.20 |
| 01532 - Travel Clerk II | | 14.27 |
| 01533 - Travel Clerk III | | 15.44 |
| 01611 - Word Processor I | | 11.67 |
| 01612 - Word Processor II | | 13.10 |
| 01613 - Word Processor III | | 14.65 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.02 |
| 05010 - Automotive Electrician | | 18.51 |
| 05040 - Automotive Glass Installer | | 18.00 |
| 05070 - Automotive Worker | | 18.00 |
| 05110 - Mobile Equipment Servicer | | 16.94 |
| 05130 - Motor Equipment Metal Mechanic | | 19.02 |
| 05160 - Motor Equipment Metal Worker | | 18.00 |
| 05190 - Motor Vehicle Mechanic | | 19.02 |

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| 05220 - Motor Vehicle Mechanic Helper | 16.40 |
| 05250 - Motor Vehicle Upholstery Worker | 17.45 |
| 05280 - Motor Vehicle Wrecker | 18.00 |
| 05310 - Painter, Automotive | 18.51 |
| 05340 - Radiator Repair Specialist | 18.00 |
| 05370 - Tire Repairer | 15.19 |
| 05400 - Transmission Repair Specialist | 19.02 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.88 |
| 07041 - Cook I | 10.68 |
| 07042 - Cook II | 11.88 |
| 07070 - Dishwasher | 8.74 |
| 07130 - Food Service Worker | 8.96 |
| 07210 - Meat Cutter | 14.01 |
| 07260 - Waiter/Waitress | 9.07 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.76 |
| 09040 - Furniture Handler | 15.32 |
| 09080 - Furniture Refinisher | 20.24 |
| 09090 - Furniture Refinisher Helper | 16.46 |
| 09110 - Furniture Repairer, Minor | 18.49 |
| 09130 - Upholsterer | 20.24 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.91 |
| 11060 - Elevator Operator | 10.73 |
| 11090 - Gardener | 13.23 |
| 11122 - Housekeeping Aide | 10.73 |
| 11150 - Janitor | 10.73 |
| 11210 - Laborer, Grounds Maintenance | 11.79 |
| 11240 - Maid or Houseman | 9.50 |
| 11260 - Pruner | 10.95 |
| 11270 - Tractor Operator | 13.46 |
| 11330 - Trail Maintenance Worker | 11.79 |
| 11360 - Window Cleaner | 11.55 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.48 |
| 12011 - Breath Alcohol Technician | 15.48 |
| 12012 - Certified Occupational Therapist Assistant | 19.38 |
| 12015 - Certified Physical Therapist Assistant | 22.25 |
| 12020 - Dental Assistant | 17.85 |
| 12025 - Dental Hygienist | 30.40 |
| 12030 - EKG Technician | 24.95 |
| 12035 - Electroneurodiagnostic Technologist | 24.95 |
| 12040 - Emergency Medical Technician | 15.48 |
| 12071 - Licensed Practical Nurse I | 14.72 |
| 12072 - Licensed Practical Nurse II | 16.46 |
| 12073 - Licensed Practical Nurse III | 18.36 |
| 12100 - Medical Assistant | 14.34 |
| 12130 - Medical Laboratory Technician | 16.34 |
| 12160 - Medical Record Clerk | 14.21 |
| 12190 - Medical Record Technician | 16.41 |
| 12195 - Medical Transcriptionist | 14.36 |
| 12210 - Nuclear Medicine Technologist | 36.18 |
| 12221 - Nursing Assistant I | 10.66 |
| 12222 - Nursing Assistant II | 11.98 |
| 12223 - Nursing Assistant III | 13.07 |
| 12224 - Nursing Assistant IV | 14.67 |
| 12235 - Optical Dispenser | 15.13 |
| 12236 - Optical Technician | 14.72 |
| 12250 - Pharmacy Technician | 16.23 |
| 12280 - Phlebotomist | 14.67 |
| 12305 - Radiologic Technologist | 24.45 |
| 12311 - Registered Nurse I | 21.66 |

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| 12312 - Registered Nurse II | 26.51 |
| 12313 - Registered Nurse II, Specialist | 26.51 |
| 12314 - Registered Nurse III | 32.08 |
| 12315 - Registered Nurse III, Anesthetist | 32.08 |
| 12316 - Registered Nurse IV | 38.42 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.40 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.56 |
| 13012 - Exhibits Specialist II | 21.43 |
| 13013 - Exhibits Specialist III | 26.17 |
| 13041 - Illustrator I | 16.69 |
| 13042 - Illustrator II | 20.69 |
| 13043 - Illustrator III | 25.31 |
| 13047 - Librarian | 22.91 |
| 13050 - Library Aide/Clerk | 10.65 |
| 13054 - Library Information Technology Systems Administrator | 20.69 |
| 13058 - Library Technician | 13.33 |
| 13061 - Media Specialist I | 14.93 |
| 13062 - Media Specialist II | 16.69 |
| 13063 - Media Specialist III | 18.62 |
| 13071 - Photographer I | 14.72 |
| 13072 - Photographer II | 17.66 |
| 13073 - Photographer III | 20.94 |
| 13074 - Photographer IV | 26.01 |
| 13075 - Photographer V | 30.93 |
| 13110 - Video Teleconference Technician | 16.03 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.51 |
| 14042 - Computer Operator II | 15.11 |
| 14043 - Computer Operator III | 18.95 |
| 14044 - Computer Operator IV | 21.08 |
| 14045 - Computer Operator V | 23.33 |
| 14071 - Computer Programmer I | 20.67 |
| 14072 - Computer Programmer II | 25.59 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 27.53 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.51 |
| 14160 - Personal Computer Support Technician | 21.08 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.53 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.31 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.12 |
| 15050 - Computer Based Training Specialist / Instructor | 27.53 |
| 15060 - Educational Technologist | 26.59 |
| 15070 - Flight Instructor (Pilot) | 39.12 |
| 15080 - Graphic Artist | 19.60 |
| 15090 - Technical Instructor | 18.70 |
| 15095 - Technical Instructor/Course Developer | 22.98 |
| 15110 - Test Proctor | 15.09 |
| 15120 - Tutor | 15.09 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.53 |
| 16030 - Counter Attendant | 9.53 |
| 16040 - Dry Cleaner | 12.42 |
| 16070 - Finisher, Flatwork, Machine | 9.53 |
| 16090 - Presser, Hand | 9.53 |
| 16110 - Presser, Machine, Drycleaning | 9.53 |
| 16130 - Presser, Machine, Shirts | 9.53 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.53 |

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|---|-------|
| 16190 - Sewing Machine Operator | 13.37 |
| 16220 - Tailor | 14.31 |
| 16250 - Washer, Machine | 10.54 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.47 |
| 19040 - Tool And Die Maker | 22.07 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.86 |
| 21030 - Material Coordinator | 19.25 |
| 21040 - Material Expediter | 19.25 |
| 21050 - Material Handling Laborer | 15.82 |
| 21071 - Order Filler | 10.93 |
| 21080 - Production Line Worker (Food Processing) | 15.86 |
| 21110 - Shipping Packer | 17.16 |
| 21130 - Shipping/Receiving Clerk | 15.94 |
| 21140 - Store Worker I | 14.36 |
| 21150 - Stock Clerk | 17.94 |
| 21210 - Tools And Parts Attendant | 15.86 |
| 21410 - Warehouse Specialist | 15.86 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.70 |
| 23021 - Aircraft Mechanic I | 22.78 |
| 23022 - Aircraft Mechanic II | 23.70 |
| 23023 - Aircraft Mechanic III | 24.39 |
| 23040 - Aircraft Mechanic Helper | 17.66 |
| 23050 - Aircraft, Painter | 21.89 |
| 23060 - Aircraft Servicer | 19.85 |
| 23080 - Aircraft Worker | 20.94 |
| 23110 - Appliance Mechanic | 21.89 |
| 23120 - Bicycle Repairer | 15.87 |
| 23125 - Cable Splicer | 29.41 |
| 23130 - Carpenter, Maintenance | 20.39 |
| 23140 - Carpet Layer | 20.94 |
| 23160 - Electrician, Maintenance | 25.46 |
| 23181 - Electronics Technician Maintenance I | 23.27 |
| 23182 - Electronics Technician Maintenance II | 24.15 |
| 23183 - Electronics Technician Maintenance III | 25.31 |
| 23260 - Fabric Worker | 19.85 |
| 23290 - Fire Alarm System Mechanic | 22.78 |
| 23310 - Fire Extinguisher Repairer | 18.75 |
| 23311 - Fuel Distribution System Mechanic | 21.24 |
| 23312 - Fuel Distribution System Operator | 17.57 |
| 23370 - General Maintenance Worker | 18.15 |
| 23380 - Ground Support Equipment Mechanic | 22.78 |
| 23381 - Ground Support Equipment Servicer | 19.85 |
| 23382 - Ground Support Equipment Worker | 20.94 |
| 23391 - Gunsmith I | 18.75 |
| 23392 - Gunsmith II | 20.94 |
| 23393 - Gunsmith III | 22.78 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.46 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.68 |
| 23430 - Heavy Equipment Mechanic | 21.15 |
| 23440 - Heavy Equipment Operator | 19.95 |
| 23460 - Instrument Mechanic | 22.78 |
| 23465 - Laboratory/Shelter Mechanic | 21.89 |
| 23470 - Laborer | 13.20 |
| 23510 - Locksmith | 21.89 |
| 23530 - Machinery Maintenance Mechanic | 24.28 |
| 23550 - Machinist, Maintenance | 19.63 |
| 23580 - Maintenance Trades Helper | 16.46 |
| 23591 - Metrology Technician I | 22.78 |

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| 23592 - Metrology Technician II | 23.57 |
| 23593 - Metrology Technician III | 24.26 |
| 23640 - Millwright | 23.19 |
| 23710 - Office Appliance Repairer | 20.39 |
| 23760 - Painter, Maintenance | 18.50 |
| 23790 - Pipefitter, Maintenance | 25.63 |
| 23810 - Plumber, Maintenance | 21.82 |
| 23820 - Pneudraulic Systems Mechanic | 22.78 |
| 23850 - Rigger | 22.78 |
| 23870 - Scale Mechanic | 20.94 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.17 |
| 23910 - Small Engine Mechanic | 19.22 |
| 23931 - Telecommunications Mechanic I | 23.73 |
| 23932 - Telecommunications Mechanic II | 24.67 |
| 23950 - Telephone Lineman | 21.08 |
| 23960 - Welder, Combination, Maintenance | 20.27 |
| 23965 - well Driller | 22.78 |
| 23970 - Woodcraft Worker | 22.78 |
| 23980 - Woodworker | 18.75 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.63 |
| 24580 - Child Care Center Clerk | 12.02 |
| 24610 - Chore Aide | 11.02 |
| 24620 - Family Readiness And Support Services Coordinator | 12.50 |
| 24630 - Homemaker | 15.31 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.78 |
| 25040 - Sewage Plant Operator | 18.72 |
| 25070 - Stationary Engineer | 22.78 |
| 25190 - Ventilation Equipment Tender | 17.66 |
| 25210 - Water Treatment Plant Operator | 18.72 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.82 |
| 27007 - Baggage Inspector | 10.95 |
| 27008 - Corrections Officer | 18.93 |
| 27010 - Court Security Officer | 19.14 |
| 27030 - Detection Dog Handler | 14.39 |
| 27040 - Detention Officer | 18.93 |
| 27070 - Firefighter | 18.68 |
| 27101 - Guard I | 10.95 |
| 27102 - Guard II | 14.39 |
| 27131 - Police Officer I | 21.40 |
| 27132 - Police Officer II | 23.77 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.45 |
| 28042 - Carnival Equipment Repairer | 10.82 |
| 28043 - Carnival Equipment Worker | 9.09 |
| 28210 - Gate Attendant/Gate Tender | 13.41 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 15.00 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.95 |
| 28515 - Recreation Specialist | 18.59 |
| 28630 - Sports Official | 11.95 |
| 28690 - Swimming Pool Operator | 15.27 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.93 |
| 29020 - Hatch Tender | 20.93 |
| 29030 - Line Handler | 20.93 |
| 29041 - Stevedore I | 18.59 |
| 29042 - Stevedore II | 21.89 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |

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| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.33 |
| 30022 - Archeological Technician II | 19.39 |
| 30023 - Archeological Technician III | 24.03 |
| 30030 - Cartographic Technician | 24.03 |
| 30040 - Civil Engineering Technician | 22.29 |
| 30061 - Drafter/CAD Operator I | 17.33 |
| 30062 - Drafter/CAD Operator II | 21.58 |
| 30063 - Drafter/CAD Operator III | 22.11 |
| 30064 - Drafter/CAD Operator IV | 26.60 |
| 30081 - Engineering Technician I | 15.65 |
| 30082 - Engineering Technician II | 17.86 |
| 30083 - Engineering Technician III | 20.62 |
| 30084 - Engineering Technician IV | 24.34 |
| 30085 - Engineering Technician V | 29.79 |
| 30086 - Engineering Technician VI | 36.05 |
| 30090 - Environmental Technician | 24.03 |
| 30210 - Laboratory Technician | 25.15 |
| 30240 - Mathematical Technician | 24.03 |
| 30361 - Paralegal/Legal Assistant I | 15.73 |
| 30362 - Paralegal/Legal Assistant II | 19.50 |
| 30363 - Paralegal/Legal Assistant III | 23.85 |
| 30364 - Paralegal/Legal Assistant IV | 28.86 |
| 30390 - Photo-Optics Technician | 24.03 |
| 30461 - Technical Writer I | 18.08 |
| 30462 - Technical Writer II | 22.11 |
| 30463 - Technical Writer III | 26.75 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 21.63 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 24.03 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.53 |
| 31030 - Bus Driver | 15.72 |
| 31043 - Driver Courier | 13.44 |
| 31260 - Parking and Lot Attendant | 11.13 |
| 31290 - Shuttle Bus Driver | 14.05 |
| 31310 - Taxi Driver | 12.42 |
| 31361 - Truckdriver, Light | 14.05 |
| 31362 - Truckdriver, Medium | 14.87 |
| 31363 - Truckdriver, Heavy | 19.87 |
| 31364 - Truckdriver, Tractor-Trailer | 19.87 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.77 |
| 99050 - Desk Clerk | 9.56 |
| 99095 - Embalmer | 24.57 |
| 99251 - Laboratory Animal Caretaker I | 12.85 |
| 99252 - Laboratory Animal Caretaker II | 13.63 |
| 99310 - Mortician | 24.57 |
| 99410 - Pest Controller | 15.59 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.04 |
| 99711 - Recycling Specialist | 17.17 |
| 99730 - Refuse Collector | 13.97 |
| 99810 - Sales Clerk | 12.45 |
| 99820 - School Crossing Guard | 13.71 |
| 99830 - Survey Party Chief | 24.55 |
| 99831 - Surveying Aide | 12.29 |

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| 99832 - Surveying Technician | 16.84 |
| 99840 - Vending Machine Attendant | 13.02 |
| 99841 - Vending Machine Repairer | 14.28 |
| 99842 - Vending Machine Repairer Helper | 13.02 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 25 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials

which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2204
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: Iowa

Area: Iowa Counties of Allamakee, Benton, Black Hawk, Bremer, Buchanan, Butler, Cedar, Chickasaw, Clayton, Clinton, Delaware, Dubuque, Fayette, Floyd, Grundy, Howard, Iowa, Jackson, Jefferson, Johnson, Jones, Keokuk, Linn, Mitchell, Tama, Van Buren, Washington, Winnebago

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.93 |
| 01012 - Accounting Clerk II | | 15.40 |
| 01013 - Accounting Clerk III | | 21.42 |
| 01020 - Administrative Assistant | | 19.38 |
| 01040 - Court Reporter | | 20.39 |
| 01051 - Data Entry Operator I | | 12.49 |
| 01052 - Data Entry Operator II | | 14.56 |
| 01060 - Dispatcher, Motor Vehicle | | 15.38 |
| 01070 - Document Preparation Clerk | | 14.31 |
| 01090 - Duplicating Machine Operator | | 14.31 |
| 01111 - General Clerk I | | 11.63 |
| 01112 - General Clerk II | | 12.68 |
| 01113 - General Clerk III | | 14.24 |
| 01120 - Housing Referral Assistant | | 16.52 |
| 01141 - Messenger Courier | | 11.00 |
| 01191 - Order Clerk I | | 13.30 |
| 01192 - Order Clerk II | | 15.41 |
| 01261 - Personnel Assistant (Employment) I | | 14.60 |
| 01262 - Personnel Assistant (Employment) II | | 16.34 |
| 01263 - Personnel Assistant (Employment) III | | 18.22 |
| 01270 - Production Control Clerk | | 19.25 |
| 01280 - Receptionist | | 11.71 |

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| 01290 - Rental Clerk | 10.87 |
| 01300 - Scheduler, Maintenance | 13.24 |
| 01311 - Secretary I | 13.24 |
| 01312 - Secretary II | 14.81 |
| 01313 - Secretary III | 16.52 |
| 01320 - Service Order Dispatcher | 14.62 |
| 01410 - Supply Technician | 19.38 |
| 01420 - Survey Worker | 13.11 |
| 01531 - Travel Clerk I | 13.20 |
| 01532 - Travel Clerk II | 14.27 |
| 01533 - Travel Clerk III | 15.44 |
| 01611 - Word Processor I | 11.67 |
| 01612 - Word Processor II | 13.10 |
| 01613 - Word Processor III | 14.65 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.02 |
| 05010 - Automotive Electrician | 18.51 |
| 05040 - Automotive Glass Installer | 18.00 |
| 05070 - Automotive Worker | 18.00 |
| 05110 - Mobile Equipment Servicer | 16.94 |
| 05130 - Motor Equipment Metal Mechanic | 19.02 |
| 05160 - Motor Equipment Metal Worker | 18.00 |
| 05190 - Motor Vehicle Mechanic | 19.02 |
| 05220 - Motor Vehicle Mechanic Helper | 16.40 |
| 05250 - Motor Vehicle Upholstery Worker | 17.45 |
| 05280 - Motor Vehicle Wrecker | 18.00 |
| 05310 - Painter, Automotive | 18.51 |
| 05340 - Radiator Repair Specialist | 18.00 |
| 05370 - Tire Repairer | 15.19 |
| 05400 - Transmission Repair Specialist | 19.02 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.88 |
| 07041 - Cook I | 10.68 |
| 07042 - Cook II | 11.88 |
| 07070 - Dishwasher | 8.74 |
| 07130 - Food Service Worker | 8.96 |
| 07210 - Meat Cutter | 14.01 |
| 07260 - Waiter/Waitress | 9.07 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.76 |
| 09040 - Furniture Handler | 15.32 |
| 09080 - Furniture Refinisher | 20.24 |
| 09090 - Furniture Refinisher Helper | 16.46 |
| 09110 - Furniture Repairer, Minor | 18.49 |
| 09130 - Upholsterer | 20.24 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.91 |
| 11060 - Elevator Operator | 10.73 |
| 11090 - Gardener | 13.23 |
| 11122 - Housekeeping Aide | 10.73 |
| 11150 - Janitor | 10.73 |
| 11210 - Laborer, Grounds Maintenance | 11.79 |
| 11240 - Maid or Houseman | 9.50 |
| 11260 - Pruner | 10.95 |
| 11270 - Tractor Operator | 13.46 |
| 11330 - Trail Maintenance Worker | 11.79 |
| 11360 - Window Cleaner | 11.55 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.48 |
| 12011 - Breath Alcohol Technician | 15.48 |
| 12012 - Certified Occupational Therapist Assistant | 19.38 |
| 12015 - Certified Physical Therapist Assistant | 22.25 |
| 12020 - Dental Assistant | 17.85 |

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| 12025 - Dental Hygienist | 30.40 |
| 12030 - EKG Technician | 24.95 |
| 12035 - Electroneurodiagnostic Technologist | 24.95 |
| 12040 - Emergency Medical Technician | 15.48 |
| 12071 - Licensed Practical Nurse I | 14.72 |
| 12072 - Licensed Practical Nurse II | 16.46 |
| 12073 - Licensed Practical Nurse III | 18.36 |
| 12100 - Medical Assistant | 14.34 |
| 12130 - Medical Laboratory Technician | 16.34 |
| 12160 - Medical Record Clerk | 14.21 |
| 12190 - Medical Record Technician | 16.41 |
| 12195 - Medical Transcriptionist | 14.36 |
| 12210 - Nuclear Medicine Technologist | 36.18 |
| 12221 - Nursing Assistant I | 10.66 |
| 12222 - Nursing Assistant II | 11.98 |
| 12223 - Nursing Assistant III | 13.07 |
| 12224 - Nursing Assistant IV | 14.67 |
| 12235 - Optical Dispenser | 15.13 |
| 12236 - Optical Technician | 14.72 |
| 12250 - Pharmacy Technician | 16.23 |
| 12280 - Phlebotomist | 14.67 |
| 12305 - Radiologic Technologist | 24.45 |
| 12311 - Registered Nurse I | 21.66 |
| 12312 - Registered Nurse II | 26.51 |
| 12313 - Registered Nurse II, Specialist | 26.51 |
| 12314 - Registered Nurse III | 32.08 |
| 12315 - Registered Nurse III, Anesthetist | 32.08 |
| 12316 - Registered Nurse IV | 38.42 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.40 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.56 |
| 13012 - Exhibits Specialist II | 21.43 |
| 13013 - Exhibits Specialist III | 26.17 |
| 13041 - Illustrator I | 16.69 |
| 13042 - Illustrator II | 20.69 |
| 13043 - Illustrator III | 25.31 |
| 13047 - Librarian | 22.91 |
| 13050 - Library Aide/Clerk | 10.65 |
| 13054 - Library Information Technology Systems Administrator | 20.69 |
| 13058 - Library Technician | 13.33 |
| 13061 - Media Specialist I | 14.93 |
| 13062 - Media Specialist II | 16.69 |
| 13063 - Media Specialist III | 18.62 |
| 13071 - Photographer I | 14.72 |
| 13072 - Photographer II | 17.66 |
| 13073 - Photographer III | 20.94 |
| 13074 - Photographer IV | 26.01 |
| 13075 - Photographer V | 30.93 |
| 13110 - Video Teleconference Technician | 16.03 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.51 |
| 14042 - Computer Operator II | 15.11 |
| 14043 - Computer Operator III | 18.95 |
| 14044 - Computer Operator IV | 21.08 |
| 14045 - Computer Operator V | 23.33 |
| 14071 - Computer Programmer I | (see 1) 20.67 |
| 14072 - Computer Programmer II | (see 1) 25.59 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 27.53 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |

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| 14150 - Peripheral Equipment Operator | 13.51 |
| 14160 - Personal Computer Support Technician | 21.08 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.53 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.31 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.12 |
| 15050 - Computer Based Training Specialist / Instructor | 27.53 |
| 15060 - Educational Technologist | 26.59 |
| 15070 - Flight Instructor (Pilot) | 39.12 |
| 15080 - Graphic Artist | 19.60 |
| 15090 - Technical Instructor | 18.70 |
| 15095 - Technical Instructor/Course Developer | 22.98 |
| 15110 - Test Proctor | 15.09 |
| 15120 - Tutor | 15.09 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.53 |
| 16030 - Counter Attendant | 9.53 |
| 16040 - Dry Cleaner | 12.42 |
| 16070 - Finisher, Flatwork, Machine | 9.53 |
| 16090 - Presser, Hand | 9.53 |
| 16110 - Presser, Machine, Drycleaning | 9.53 |
| 16130 - Presser, Machine, Shirts | 9.53 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.53 |
| 16190 - Sewing Machine Operator | 13.37 |
| 16220 - Tailor | 14.31 |
| 16250 - Washer, Machine | 10.54 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.47 |
| 19040 - Tool And Die Maker | 22.07 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.86 |
| 21030 - Material Coordinator | 19.25 |
| 21040 - Material Expediter | 19.25 |
| 21050 - Material Handling Laborer | 15.82 |
| 21071 - Order Filler | 10.93 |
| 21080 - Production Line Worker (Food Processing) | 15.86 |
| 21110 - Shipping Packer | 17.16 |
| 21130 - Shipping/Receiving Clerk | 15.94 |
| 21140 - Store Worker I | 14.36 |
| 21150 - Stock Clerk | 17.94 |
| 21210 - Tools And Parts Attendant | 15.86 |
| 21410 - Warehouse Specialist | 15.86 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.70 |
| 23021 - Aircraft Mechanic I | 22.78 |
| 23022 - Aircraft Mechanic II | 23.70 |
| 23023 - Aircraft Mechanic III | 24.39 |
| 23040 - Aircraft Mechanic Helper | 17.66 |
| 23050 - Aircraft, Painter | 21.89 |
| 23060 - Aircraft Servicer | 19.85 |
| 23080 - Aircraft Worker | 20.94 |
| 23110 - Appliance Mechanic | 21.89 |
| 23120 - Bicycle Repairer | 15.87 |
| 23125 - Cable Splicer | 29.41 |
| 23130 - Carpenter, Maintenance | 20.39 |
| 23140 - Carpet Layer | 20.94 |
| 23160 - Electrician, Maintenance | 25.46 |
| 23181 - Electronics Technician Maintenance I | 23.27 |
| 23182 - Electronics Technician Maintenance II | 24.15 |
| 23183 - Electronics Technician Maintenance III | 25.31 |
| 23260 - Fabric Worker | 19.85 |
| 23290 - Fire Alarm System Mechanic | 22.78 |
| 23310 - Fire Extinguisher Repairer | 18.75 |

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| 23311 - Fuel Distribution System Mechanic | 21.24 |
| 23312 - Fuel Distribution System Operator | 17.57 |
| 23370 - General Maintenance Worker | 18.15 |
| 23380 - Ground Support Equipment Mechanic | 22.78 |
| 23381 - Ground Support Equipment Servicer | 19.85 |
| 23382 - Ground Support Equipment Worker | 20.94 |
| 23391 - Gunsmith I | 18.75 |
| 23392 - Gunsmith II | 20.94 |
| 23393 - Gunsmith III | 22.78 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.46 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.68 |
| 23430 - Heavy Equipment Mechanic | 21.15 |
| 23440 - Heavy Equipment Operator | 19.95 |
| 23460 - Instrument Mechanic | 22.78 |
| 23465 - Laboratory/Shelter Mechanic | 21.89 |
| 23470 - Laborer | 13.20 |
| 23510 - Locksmith | 21.89 |
| 23530 - Machinery Maintenance Mechanic | 24.28 |
| 23550 - Machinist, Maintenance | 19.63 |
| 23580 - Maintenance Trades Helper | 16.46 |
| 23591 - Metrology Technician I | 22.78 |
| 23592 - Metrology Technician II | 23.57 |
| 23593 - Metrology Technician III | 24.26 |
| 23640 - Millwright | 23.19 |
| 23710 - Office Appliance Repairer | 20.39 |
| 23760 - Painter, Maintenance | 18.50 |
| 23790 - Pipefitter, Maintenance | 25.63 |
| 23810 - Plumber, Maintenance | 21.82 |
| 23820 - Pneudraulic Systems Mechanic | 22.78 |
| 23850 - Rigger | 22.78 |
| 23870 - Scale Mechanic | 20.94 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.17 |
| 23910 - Small Engine Mechanic | 19.22 |
| 23931 - Telecommunications Mechanic I | 23.73 |
| 23932 - Telecommunications Mechanic II | 24.67 |
| 23950 - Telephone Lineman | 21.08 |
| 23960 - Welder, Combination, Maintenance | 20.27 |
| 23965 - Well Driller | 22.78 |
| 23970 - Woodcraft Worker | 22.78 |
| 23980 - Woodworker | 18.75 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.63 |
| 24580 - Child Care Center Clerk | 12.02 |
| 24610 - Chore Aide | 11.02 |
| 24620 - Family Readiness And Support Services Coordinator | 12.50 |
| 24630 - Homemaker | 15.31 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.78 |
| 25040 - Sewage Plant Operator | 18.72 |
| 25070 - Stationary Engineer | 22.78 |
| 25190 - Ventilation Equipment Tender | 17.66 |
| 25210 - Water Treatment Plant Operator | 18.72 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.82 |
| 27007 - Baggage Inspector | 10.95 |
| 27008 - Corrections Officer | 18.93 |
| 27010 - Court Security Officer | 19.14 |
| 27030 - Detection Dog Handler | 14.39 |
| 27040 - Detention Officer | 18.93 |
| 27070 - Firefighter | 18.68 |

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| 27101 - Guard I | 10.95 |
| 27102 - Guard II | 14.39 |
| 27131 - Police Officer I | 21.40 |
| 27132 - Police Officer II | 23.77 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.45 |
| 28042 - Carnival Equipment Repairer | 10.82 |
| 28043 - Carnival Equipment Worker | 9.09 |
| 28210 - Gate Attendant/Gate Tender | 13.41 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 15.00 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.95 |
| 28515 - Recreation Specialist | 18.59 |
| 28630 - Sports Official | 11.95 |
| 28690 - Swimming Pool Operator | 15.27 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.93 |
| 29020 - Hatch Tender | 20.93 |
| 29030 - Line Handler | 20.93 |
| 29041 - Stevedore I | 18.59 |
| 29042 - Stevedore II | 21.89 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.33 |
| 30022 - Archeological Technician II | 19.39 |
| 30023 - Archeological Technician III | 24.03 |
| 30030 - Cartographic Technician | 24.03 |
| 30040 - Civil Engineering Technician | 22.29 |
| 30061 - Drafter/CAD Operator I | 17.33 |
| 30062 - Drafter/CAD Operator II | 21.58 |
| 30063 - Drafter/CAD Operator III | 22.11 |
| 30064 - Drafter/CAD Operator IV | 26.60 |
| 30081 - Engineering Technician I | 15.65 |
| 30082 - Engineering Technician II | 17.86 |
| 30083 - Engineering Technician III | 20.62 |
| 30084 - Engineering Technician IV | 24.34 |
| 30085 - Engineering Technician V | 29.79 |
| 30086 - Engineering Technician VI | 36.05 |
| 30090 - Environmental Technician | 24.03 |
| 30210 - Laboratory Technician | 25.15 |
| 30240 - Mathematical Technician | 24.03 |
| 30361 - Paralegal/Legal Assistant I | 15.73 |
| 30362 - Paralegal/Legal Assistant II | 19.50 |
| 30363 - Paralegal/Legal Assistant III | 23.85 |
| 30364 - Paralegal/Legal Assistant IV | 28.86 |
| 30390 - Photo-Optics Technician | 24.03 |
| 30461 - Technical Writer I | 18.08 |
| 30462 - Technical Writer II | 22.11 |
| 30463 - Technical Writer III | 26.75 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 21.63 |
| 30621 - Weather Observer, Senior (see 2) | 24.03 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.53 |
| 31030 - Bus Driver | 15.72 |
| 31043 - Driver Courier | 13.44 |

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| 31260 - Parking and Lot Attendant | 11.13 |
| 31290 - Shuttle Bus Driver | 14.05 |
| 31310 - Taxi Driver | 12.42 |
| 31361 - Truckdriver, Light | 14.05 |
| 31362 - Truckdriver, Medium | 14.87 |
| 31363 - Truckdriver, Heavy | 19.87 |
| 31364 - Truckdriver, Tractor-Trailer | 19.87 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.77 |
| 99050 - Desk Clerk | 9.56 |
| 99095 - Embalmer | 24.57 |
| 99251 - Laboratory Animal Caretaker I | 12.85 |
| 99252 - Laboratory Animal Caretaker II | 13.63 |
| 99310 - Mortician | 24.57 |
| 99410 - Pest Controller | 15.59 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.04 |
| 99711 - Recycling Specialist | 17.17 |
| 99730 - Refuse Collector | 13.97 |
| 99810 - Sales Clerk | 12.45 |
| 99820 - School Crossing Guard | 13.71 |
| 99830 - Survey Party Chief | 24.55 |
| 99831 - Surveying Aide | 12.29 |
| 99832 - Surveying Technician | 16.84 |
| 99840 - Vending Machine Attendant | 13.02 |
| 99841 - Vending Machine Repairer | 14.28 |
| 99842 - Vending Machine Repairer Helper | 13.02 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundrying in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2205
Revision No.: 17
Date of Last Revision: 07/25/2014

State: Iowa

Area: Iowa Counties of Adair, Appanoose, Audubon, Boone, Calhoun, Carroll, Cerro Gordo, Clarke, Dallas, Davis, Decatur, Emmet, Franklin, Greene, Guthrie, Hamilton, Hancock, Hardin, Humboldt, Jasper, Kossuth, Lucas, Madison, Mahaska, Marion, Marshall, Monroe, Palo Alto, Pocahontas, Polk, Poweshiek, Ringgold, Story, Taylor, Union, Wapello, Warren, Wayne, Webster, Winnebago, Worth, Wright

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.67 |
| 01012 - Accounting Clerk II | | 14.21 |
| 01013 - Accounting Clerk III | | 15.90 |
| 01020 - Administrative Assistant | | 22.14 |
| 01040 - Court Reporter | | 16.25 |
| 01051 - Data Entry Operator I | | 12.10 |
| 01052 - Data Entry Operator II | | 13.20 |
| 01060 - Dispatcher, Motor Vehicle | | 18.58 |
| 01070 - Document Preparation Clerk | | 13.79 |
| 01090 - Duplicating Machine Operator | | 13.79 |
| 01111 - General Clerk I | | 12.53 |
| 01112 - General Clerk II | | 13.68 |
| 01113 - General Clerk III | | 15.35 |
| 01120 - Housing Referral Assistant | | 18.58 |
| 01141 - Messenger Courier | | 11.61 |
| 01191 - Order Clerk I | | 15.21 |
| 01192 - Order Clerk II | | 18.54 |
| 01261 - Personnel Assistant (Employment) I | | 15.06 |
| 01262 - Personnel Assistant (Employment) II | | 16.85 |
| 01263 - Personnel Assistant (Employment) III | | 21.01 |
| 01270 - Production Control Clerk | | 19.65 |
| 01280 - Receptionist | | 12.00 |
| 01290 - Rental Clerk | | 12.28 |
| 01300 - Scheduler, Maintenance | | 14.53 |
| 01311 - Secretary I | | 14.53 |
| 01312 - Secretary II | | 16.25 |
| 01313 - Secretary III | | 18.43 |
| 01320 - Service Order Dispatcher | | 16.60 |
| 01410 - Supply Technician | | 22.14 |
| 01420 - Survey Worker | | 16.09 |
| 01531 - Travel Clerk I | | 12.17 |
| 01532 - Travel Clerk II | | 12.94 |
| 01533 - Travel Clerk III | | 13.73 |
| 01611 - Word Processor I | | 13.30 |
| 01612 - Word Processor II | | 14.93 |
| 01613 - Word Processor III | | 16.70 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 20.28 |
| 05010 - Automotive Electrician | | 20.43 |
| 05040 - Automotive Glass Installer | | 19.68 |
| 05070 - Automotive Worker | | 19.68 |
| 05110 - Mobile Equipment Servicer | | 18.10 |
| 05130 - Motor Equipment Metal Mechanic | | 21.62 |
| 05160 - Motor Equipment Metal Worker | | 19.68 |
| 05190 - Motor Vehicle Mechanic | | 19.87 |
| 05220 - Motor Vehicle Mechanic Helper | | 17.33 |
| 05250 - Motor Vehicle Upholstery Worker | | 18.88 |
| 05280 - Motor Vehicle Wrecker | | 19.68 |
| 05310 - Painter, Automotive | | 20.02 |
| 05340 - Radiator Repair Specialist | | 19.68 |
| 05370 - Tire Repairer | | 13.35 |
| 05400 - Transmission Repair Specialist | | 21.62 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 12.11 |
| 07041 - Cook I | | 11.57 |
| 07042 - Cook II | | 13.25 |
| 07070 - Dishwasher | | 8.49 |
| 07130 - Food Service Worker | | 9.05 |

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| 07210 - Meat Cutter | 12.99 |
| 07260 - Waiter/Waitress | 9.10 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.13 |
| 09040 - Furniture Handler | 14.77 |
| 09080 - Furniture Refinisher | 17.13 |
| 09090 - Furniture Refinisher Helper | 14.53 |
| 09110 - Furniture Repairer, Minor | 15.83 |
| 09130 - Upholsterer | 15.90 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.86 |
| 11060 - Elevator Operator | 10.87 |
| 11090 - Gardener | 14.73 |
| 11122 - Housekeeping Aide | 10.87 |
| 11150 - Janitor | 10.87 |
| 11210 - Laborer, Grounds Maintenance | 12.27 |
| 11240 - Maid or Houseman | 9.66 |
| 11260 - Pruner | 11.19 |
| 11270 - Tractor Operator | 14.01 |
| 11330 - Trail Maintenance Worker | 13.08 |
| 11360 - Window Cleaner | 11.94 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.11 |
| 12011 - Breath Alcohol Technician | 16.44 |
| 12012 - Certified Occupational Therapist Assistant | 21.71 |
| 12015 - Certified Physical Therapist Assistant | 20.56 |
| 12020 - Dental Assistant | 16.95 |
| 12025 - Dental Hygienist | 31.76 |
| 12030 - EKG Technician | 22.64 |
| 12035 - Electroneurodiagnostic Technologist | 22.64 |
| 12040 - Emergency Medical Technician | 16.11 |
| 12071 - Licensed Practical Nurse I | 14.40 |
| 12072 - Licensed Practical Nurse II | 16.10 |
| 12073 - Licensed Practical Nurse III | 17.96 |
| 12100 - Medical Assistant | 15.08 |
| 12130 - Medical Laboratory Technician | 18.33 |
| 12160 - Medical Record Clerk | 13.71 |
| 12190 - Medical Record Technician | 15.32 |
| 12195 - Medical Transcriptionist | 14.60 |
| 12210 - Nuclear Medicine Technologist | 30.80 |
| 12221 - Nursing Assistant I | 9.78 |
| 12222 - Nursing Assistant II | 11.00 |
| 12223 - Nursing Assistant III | 12.00 |
| 12224 - Nursing Assistant IV | 13.47 |
| 12235 - Optical Dispenser | 16.10 |
| 12236 - Optical Technician | 13.93 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 14.70 |
| 12305 - Radiologic Technologist | 22.29 |
| 12311 - Registered Nurse I | 20.82 |
| 12312 - Registered Nurse II | 25.47 |
| 12313 - Registered Nurse II, Specialist | 25.47 |
| 12314 - Registered Nurse III | 30.81 |
| 12315 - Registered Nurse III, Anesthetist | 30.81 |
| 12316 - Registered Nurse IV | 36.93 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.66 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.57 |
| 13012 - Exhibits Specialist II | 21.77 |
| 13013 - Exhibits Specialist III | 26.63 |
| 13041 - Illustrator I | 17.57 |
| 13042 - Illustrator II | 21.77 |
| 13043 - Illustrator III | 26.63 |

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| 13047 - Librarian | 24.10 |
| 13050 - Library Aide/Clerk | 11.11 |
| 13054 - Library Information Technology Systems Administrator | 21.77 |
| 13058 - Library Technician | 12.56 |
| 13061 - Media Specialist I | 14.39 |
| 13062 - Media Specialist II | 16.12 |
| 13063 - Media Specialist III | 18.05 |
| 13071 - Photographer I | 15.38 |
| 13072 - Photographer II | 17.57 |
| 13073 - Photographer III | 21.76 |
| 13074 - Photographer IV | 26.74 |
| 13075 - Photographer V | 32.21 |
| 13110 - Video Teleconference Technician | 18.44 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.71 |
| 14042 - Computer Operator II | 16.46 |
| 14043 - Computer Operator III | 18.36 |
| 14044 - Computer Operator IV | 20.40 |
| 14045 - Computer Operator V | 22.58 |
| 14071 - Computer Programmer I | 22.64 |
| 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 | 14.71 |
| 14160 - Personal Computer Support Technician | 22.33 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.72 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.74 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.63 |
| 15050 - Computer Based Training Specialist / Instructor | 28.72 |
| 15060 - Educational Technologist | 30.99 |
| 15070 - Flight Instructor (Pilot) | 41.63 |
| 15080 - Graphic Artist | 22.58 |
| 15090 - Technical Instructor | 19.97 |
| 15095 - Technical Instructor/Course Developer | 24.42 |
| 15110 - Test Proctor | 16.12 |
| 15120 - Tutor | 16.12 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.03 |
| 16030 - Counter Attendant | 9.03 |
| 16040 - Dry Cleaner | 10.82 |
| 16070 - Finisher, Flatwork, Machine | 9.03 |
| 16090 - Presser, Hand | 9.03 |
| 16110 - Presser, Machine, Drycleaning | 9.03 |
| 16130 - Presser, Machine, Shirts | 9.03 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.03 |
| 16190 - Sewing Machine Operator | 11.44 |
| 16220 - Tailor | 12.11 |
| 16250 - Washer, Machine | 9.68 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.61 |
| 19040 - Tool And Die Maker | 21.54 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.29 |
| 21030 - Material Coordinator | 19.65 |
| 21040 - Material Expediter | 19.65 |
| 21050 - Material Handling Laborer | 11.70 |
| 21071 - Order Filler | 12.56 |
| 21080 - Production Line Worker (Food Processing) | 14.29 |

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| 21110 - Shipping Packer | 15.83 |
| 21130 - Shipping/Receiving Clerk | 15.83 |
| 21140 - Store Worker I | 11.66 |
| 21150 - Stock Clerk | 15.46 |
| 21210 - Tools And Parts Attendant | 14.29 |
| 21410 - Warehouse Specialist | 14.29 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.77 |
| 23021 - Aircraft Mechanic I | 25.32 |
| 23022 - Aircraft Mechanic II | 26.77 |
| 23023 - Aircraft Mechanic III | 28.21 |
| 23040 - Aircraft Mechanic Helper | 19.20 |
| 23050 - Aircraft, Painter | 23.15 |
| 23060 - Aircraft Servicer | 20.92 |
| 23080 - Aircraft Worker | 21.81 |
| 23110 - Appliance Mechanic | 21.67 |
| 23120 - Bicycle Repairer | 13.32 |
| 23125 - Cable Splicer | 22.76 |
| 23130 - Carpenter, Maintenance | 18.98 |
| 23140 - Carpet Layer | 18.48 |
| 23160 - Electrician, Maintenance | 23.63 |
| 23181 - Electronics Technician Maintenance I | 24.42 |
| 23182 - Electronics Technician Maintenance II | 26.02 |
| 23183 - Electronics Technician Maintenance III | 27.60 |
| 23260 - Fabric Worker | 17.30 |
| 23290 - Fire Alarm System Mechanic | 20.16 |
| 23310 - Fire Extinguisher Repairer | 16.13 |
| 23311 - Fuel Distribution System Mechanic | 23.91 |
| 23312 - Fuel Distribution System Operator | 18.94 |
| 23370 - General Maintenance Worker | 16.44 |
| 23380 - Ground Support Equipment Mechanic | 25.32 |
| 23381 - Ground Support Equipment Servicer | 20.92 |
| 23382 - Ground Support Equipment Worker | 21.81 |
| 23391 - Gunsmith I | 16.13 |
| 23392 - Gunsmith II | 18.48 |
| 23393 - Gunsmith III | 20.89 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.22 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.16 |
| 23430 - Heavy Equipment Mechanic | 21.40 |
| 23440 - Heavy Equipment Operator | 22.46 |
| 23460 - Instrument Mechanic | 20.89 |
| 23465 - Laboratory/Shelter Mechanic | 19.69 |
| 23470 - Laborer | 11.70 |
| 23510 - Locksmith | 18.54 |
| 23530 - Machinery Maintenance Mechanic | 19.77 |
| 23550 - Machinist, Maintenance | 18.83 |
| 23580 - Maintenance Trades Helper | 14.86 |
| 23591 - Metrology Technician I | 20.89 |
| 23592 - Metrology Technician II | 22.09 |
| 23593 - Metrology Technician III | 23.26 |
| 23640 - Millwright | 20.89 |
| 23710 - Office Appliance Repairer | 18.51 |
| 23760 - Painter, Maintenance | 18.51 |
| 23790 - Pipefitter, Maintenance | 23.55 |
| 23810 - Plumber, Maintenance | 22.20 |
| 23820 - Pneudraulic Systems Mechanic | 20.89 |
| 23850 - Rigger | 20.89 |
| 23870 - Scale Mechanic | 18.48 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.02 |
| 23910 - Small Engine Mechanic | 16.48 |
| 23931 - Telecommunications Mechanic I | 23.13 |

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| 23932 - Telecommunications Mechanic II | 24.46 |
| 23950 - Telephone Lineman | 19.64 |
| 23960 - Welder, Combination, Maintenance | 19.58 |
| 23965 - Well Driller | 21.33 |
| 23970 - Woodcraft Worker | 20.89 |
| 23980 - Woodworker | 16.13 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.51 |
| 24580 - Child Care Center Clerk | 13.10 |
| 24610 - Chore Aide | 12.44 |
| 24620 - Family Readiness And Support Services Coordinator | 14.20 |
| 24630 - Homemaker | 17.64 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.08 |
| 25040 - Sewage Plant Operator | 20.55 |
| 25070 - Stationary Engineer | 22.08 |
| 25190 - Ventilation Equipment Tender | 15.94 |
| 25210 - Water Treatment Plant Operator | 20.55 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.77 |
| 27007 - Baggage Inspector | 13.55 |
| 27008 - Corrections Officer | 22.35 |
| 27010 - Court Security Officer | 20.95 |
| 27030 - Detection Dog Handler | 18.66 |
| 27040 - Detention Officer | 22.35 |
| 27070 - Firefighter | 19.70 |
| 27101 - Guard I | 13.55 |
| 27102 - Guard II | 18.66 |
| 27131 - Police Officer I | 23.98 |
| 27132 - Police Officer II | 26.63 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.75 |
| 28042 - Carnival Equipment Repairer | 11.32 |
| 28043 - Carnival Equipment Worker | 9.19 |
| 28210 - Gate Attendant/Gate Tender | 12.94 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.48 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.57 |
| 28515 - Recreation Specialist | 17.62 |
| 28630 - Sports Official | 11.53 |
| 28690 - Swimming Pool Operator | 15.77 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.21 |
| 29020 - Hatch Tender | 22.21 |
| 29030 - Line Handler | 22.21 |
| 29041 - Stevedore I | 21.05 |
| 29042 - Stevedore II | 23.26 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I (see 2) | 16.46 |
| 30022 - Archeological Technician II | 18.42 |
| 30023 - Archeological Technician III | 22.80 |
| 30030 - Cartographic Technician | 22.80 |
| 30040 - Civil Engineering Technician | 22.57 |
| 30061 - Drafter/CAD Operator I | 16.29 |
| 30062 - Drafter/CAD Operator II | 18.42 |
| 30063 - Drafter/CAD Operator III | 20.32 |
| 30064 - Drafter/CAD Operator IV | 25.00 |
| 30081 - Engineering Technician I | 15.76 |
| 30082 - Engineering Technician II | 17.69 |

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| 30083 - Engineering Technician III | 19.79 |
| 30084 - Engineering Technician IV | 24.51 |
| 30085 - Engineering Technician V | 29.98 |
| 30086 - Engineering Technician VI | 36.28 |
| 30090 - Environmental Technician | 24.12 |
| 30210 - Laboratory Technician | 20.36 |
| 30240 - Mathematical Technician | 22.80 |
| 30361 - Paralegal/Legal Assistant I | 19.03 |
| 30362 - Paralegal/Legal Assistant II | 23.63 |
| 30363 - Paralegal/Legal Assistant III | 28.90 |
| 30364 - Paralegal/Legal Assistant IV | 34.98 |
| 30390 - Photo-Optics Technician | 25.08 |
| 30461 - Technical Writer I | 22.42 |
| 30462 - Technical Writer II | 28.41 |
| 30463 - Technical Writer III | 34.37 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.47 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.32 |
| 30621 - Weather Observer, Senior | (see 2) 24.83 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.57 |
| 31030 - Bus Driver | 16.61 |
| 31043 - Driver Courier | 14.48 |
| 31260 - Parking and Lot Attendant | 9.41 |
| 31290 - Shuttle Bus Driver | 15.81 |
| 31310 - Taxi Driver | 9.93 |
| 31361 - Truckdriver, Light | 15.81 |
| 31362 - Truckdriver, Medium | 16.06 |
| 31363 - Truckdriver, Heavy | 19.88 |
| 31364 - Truckdriver, Tractor-Trailer | 19.88 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.17 |
| 99050 - Desk Clerk | 9.97 |
| 99095 - Embalmer | 26.52 |
| 99251 - Laboratory Animal Caretaker I | 10.04 |
| 99252 - Laboratory Animal Caretaker II | 10.65 |
| 99310 - Mortician | 27.89 |
| 99410 - Pest Controller | 17.29 |
| 99510 - Photofinishing Worker | 12.16 |
| 99710 - Recycling Laborer | 16.00 |
| 99711 - Recycling Specialist | 18.82 |
| 99730 - Refuse Collector | 14.56 |
| 99810 - Sales Clerk | 13.46 |
| 99820 - School Crossing Guard | 11.95 |
| 99830 - Survey Party Chief | 26.36 |
| 99831 - Surveying Aide | 14.12 |
| 99832 - Surveying Technician | 19.93 |
| 99840 - Vending Machine Attendant | 15.47 |
| 99841 - Vending Machine Repairer | 17.52 |
| 99842 - Vending Machine Repairer Helper | 15.47 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}
When multiple wage determinations are included in a contract, a separate SF 1444

should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2206
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: Iowa

Area: Iowa Counties of Adair, Appanoose, Audubon, Boone, Calhoun, Carroll, Cerro Gordo, Clarke, Dallas, Davis, Decatur, Emmet, Franklin, Greene, Guthrie, Hamilton, Hancock, Hardin, Humboldt, Jasper, Kossuth, Lucas, Madison, Mahaska, Marion, Marshall, Monroe, Palo Alto, Pocahontas, Polk, Poweshiek, Ringgold, Story, Taylor, Union, Wapello, Warren, Wayne, Webster, Winnebago, Worth, Wright

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.67 |
| 01012 - Accounting Clerk II | | 14.21 |
| 01013 - Accounting Clerk III | | 15.90 |
| 01020 - Administrative Assistant | | 22.14 |
| 01040 - Court Reporter | | 16.25 |
| 01051 - Data Entry Operator I | | 12.10 |
| 01052 - Data Entry Operator II | | 13.20 |
| 01060 - Dispatcher, Motor Vehicle | | 18.58 |
| 01070 - Document Preparation Clerk | | 13.79 |
| 01090 - Duplicating Machine Operator | | 13.79 |
| 01111 - General Clerk I | | 12.53 |
| 01112 - General Clerk II | | 13.68 |
| 01113 - General Clerk III | | 15.35 |
| 01120 - Housing Referral Assistant | | 18.58 |
| 01141 - Messenger Courier | | 11.61 |
| 01191 - Order Clerk I | | 15.21 |
| 01192 - Order Clerk II | | 18.54 |
| 01261 - Personnel Assistant (Employment) I | | 15.06 |
| 01262 - Personnel Assistant (Employment) II | | 16.85 |
| 01263 - Personnel Assistant (Employment) III | | 21.01 |
| 01270 - Production Control Clerk | | 19.65 |
| 01280 - Receptionist | | 12.00 |
| 01290 - Rental Clerk | | 12.28 |
| 01300 - Scheduler, Maintenance | | 14.53 |
| 01311 - Secretary I | | 14.53 |
| 01312 - Secretary II | | 16.25 |
| 01313 - Secretary III | | 18.43 |
| 01320 - Service Order Dispatcher | | 16.60 |
| 01410 - Supply Technician | | 22.14 |
| 01420 - Survey Worker | | 16.09 |
| 01531 - Travel Clerk I | | 12.17 |
| 01532 - Travel Clerk II | | 12.94 |
| 01533 - Travel Clerk III | | 13.73 |
| 01611 - Word Processor I | | 13.30 |
| 01612 - Word Processor II | | 14.93 |

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| 01613 - Word Processor III | 16.70 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.28 |
| 05010 - Automotive Electrician | 20.43 |
| 05040 - Automotive Glass Installer | 19.68 |
| 05070 - Automotive Worker | 19.68 |
| 05110 - Mobile Equipment Servicer | 18.10 |
| 05130 - Motor Equipment Metal Mechanic | 21.62 |
| 05160 - Motor Equipment Metal Worker | 19.68 |
| 05190 - Motor Vehicle Mechanic | 19.87 |
| 05220 - Motor Vehicle Mechanic Helper | 17.33 |
| 05250 - Motor Vehicle Upholstery Worker | 18.88 |
| 05280 - Motor Vehicle Wrecker | 19.68 |
| 05310 - Painter, Automotive | 20.02 |
| 05340 - Radiator Repair Specialist | 19.68 |
| 05370 - Tire Repairer | 13.35 |
| 05400 - Transmission Repair Specialist | 21.62 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.11 |
| 07041 - Cook I | 11.57 |
| 07042 - Cook II | 13.25 |
| 07070 - Dishwasher | 8.49 |
| 07130 - Food Service Worker | 9.05 |
| 07210 - Meat Cutter | 12.99 |
| 07260 - Waiter/Waitress | 9.10 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.13 |
| 09040 - Furniture Handler | 14.77 |
| 09080 - Furniture Refinisher | 17.13 |
| 09090 - Furniture Refinisher Helper | 14.53 |
| 09110 - Furniture Repairer, Minor | 15.83 |
| 09130 - Upholsterer | 15.90 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.86 |
| 11060 - Elevator Operator | 10.87 |
| 11090 - Gardener | 14.73 |
| 11122 - Housekeeping Aide | 10.87 |
| 11150 - Janitor | 10.87 |
| 11210 - Laborer, Grounds Maintenance | 12.27 |
| 11240 - Maid or Houseman | 9.66 |
| 11260 - Pruner | 11.19 |
| 11270 - Tractor Operator | 14.01 |
| 11330 - Trail Maintenance Worker | 13.08 |
| 11360 - Window Cleaner | 11.94 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.11 |
| 12011 - Breath Alcohol Technician | 16.44 |
| 12012 - Certified Occupational Therapist Assistant | 21.71 |
| 12015 - Certified Physical Therapist Assistant | 20.56 |
| 12020 - Dental Assistant | 16.95 |
| 12025 - Dental Hygienist | 31.76 |
| 12030 - EKG Technician | 22.64 |
| 12035 - Electroneurodiagnostic Technologist | 22.64 |
| 12040 - Emergency Medical Technician | 16.11 |
| 12071 - Licensed Practical Nurse I | 14.40 |
| 12072 - Licensed Practical Nurse II | 16.10 |
| 12073 - Licensed Practical Nurse III | 17.96 |
| 12100 - Medical Assistant | 15.08 |
| 12130 - Medical Laboratory Technician | 18.33 |
| 12160 - Medical Record Clerk | 13.71 |
| 12190 - Medical Record Technician | 15.32 |
| 12195 - Medical Transcriptionist | 14.60 |
| 12210 - Nuclear Medicine Technologist | 30.80 |

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| 12221 - Nursing Assistant I | 9.78 |
| 12222 - Nursing Assistant II | 11.00 |
| 12223 - Nursing Assistant III | 12.00 |
| 12224 - Nursing Assistant IV | 13.47 |
| 12235 - Optical Dispenser | 16.10 |
| 12236 - Optical Technician | 13.93 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 14.70 |
| 12305 - Radiologic Technologist | 22.29 |
| 12311 - Registered Nurse I | 20.82 |
| 12312 - Registered Nurse II | 25.47 |
| 12313 - Registered Nurse II, Specialist | 25.47 |
| 12314 - Registered Nurse III | 30.81 |
| 12315 - Registered Nurse III, Anesthetist | 30.81 |
| 12316 - Registered Nurse IV | 36.93 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.66 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.57 |
| 13012 - Exhibits Specialist II | 21.77 |
| 13013 - Exhibits Specialist III | 26.63 |
| 13041 - Illustrator I | 17.57 |
| 13042 - Illustrator II | 21.77 |
| 13043 - Illustrator III | 26.63 |
| 13047 - Librarian | 24.10 |
| 13050 - Library Aide/Clerk | 11.11 |
| 13054 - Library Information Technology Systems Administrator | 21.77 |
| 13058 - Library Technician | 12.56 |
| 13061 - Media Specialist I | 14.39 |
| 13062 - Media Specialist II | 16.12 |
| 13063 - Media Specialist III | 18.05 |
| 13071 - Photographer I | 15.38 |
| 13072 - Photographer II | 17.57 |
| 13073 - Photographer III | 21.76 |
| 13074 - Photographer IV | 26.74 |
| 13075 - Photographer V | 32.21 |
| 13110 - Video Teleconference Technician | 18.44 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.71 |
| 14042 - Computer Operator II | 16.46 |
| 14043 - Computer Operator III | 18.36 |
| 14044 - Computer Operator IV | 20.40 |
| 14045 - Computer Operator V | 22.58 |
| 14071 - Computer Programmer I | 22.64 |
| 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 | 14.71 |
| 14160 - Personal Computer Support Technician | 22.33 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.72 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.74 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.63 |
| 15050 - Computer Based Training Specialist / Instructor | 28.72 |
| 15060 - Educational Technologist | 30.99 |
| 15070 - Flight Instructor (Pilot) | 41.63 |
| 15080 - Graphic Artist | 22.58 |
| 15090 - Technical Instructor | 19.97 |
| 15095 - Technical Instructor/Course Developer | 24.42 |
| 15110 - Test Proctor | 16.12 |

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|---|-------|
| 15120 - Tutor | 16.12 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.03 |
| 16030 - Counter Attendant | 9.03 |
| 16040 - Dry Cleaner | 10.82 |
| 16070 - Finisher, Flatwork, Machine | 9.03 |
| 16090 - Presser, Hand | 9.03 |
| 16110 - Presser, Machine, Drycleaning | 9.03 |
| 16130 - Presser, Machine, Shirts | 9.03 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.03 |
| 16190 - Sewing Machine Operator | 11.44 |
| 16220 - Tailor | 12.11 |
| 16250 - Washer, Machine | 9.68 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.61 |
| 19040 - Tool And Die Maker | 21.54 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.29 |
| 21030 - Material Coordinator | 19.65 |
| 21040 - Material Expediter | 19.65 |
| 21050 - Material Handling Laborer | 11.70 |
| 21071 - Order Filler | 12.56 |
| 21080 - Production Line Worker (Food Processing) | 14.29 |
| 21110 - Shipping Packer | 15.83 |
| 21130 - Shipping/Receiving Clerk | 15.83 |
| 21140 - Store Worker I | 11.66 |
| 21150 - Stock Clerk | 15.46 |
| 21210 - Tools And Parts Attendant | 14.29 |
| 21410 - Warehouse Specialist | 14.29 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.77 |
| 23021 - Aircraft Mechanic I | 25.32 |
| 23022 - Aircraft Mechanic II | 26.77 |
| 23023 - Aircraft Mechanic III | 28.21 |
| 23040 - Aircraft Mechanic Helper | 19.20 |
| 23050 - Aircraft, Painter | 23.15 |
| 23060 - Aircraft Servicer | 20.92 |
| 23080 - Aircraft Worker | 21.81 |
| 23110 - Appliance Mechanic | 21.67 |
| 23120 - Bicycle Repairer | 13.32 |
| 23125 - Cable Splicer | 22.76 |
| 23130 - Carpenter, Maintenance | 18.98 |
| 23140 - Carpet Layer | 18.48 |
| 23160 - Electrician, Maintenance | 23.63 |
| 23181 - Electronics Technician Maintenance I | 24.42 |
| 23182 - Electronics Technician Maintenance II | 26.02 |
| 23183 - Electronics Technician Maintenance III | 27.60 |
| 23260 - Fabric Worker | 17.30 |
| 23290 - Fire Alarm System Mechanic | 20.16 |
| 23310 - Fire Extinguisher Repairer | 16.13 |
| 23311 - Fuel Distribution System Mechanic | 23.91 |
| 23312 - Fuel Distribution System Operator | 18.94 |
| 23370 - General Maintenance Worker | 16.44 |
| 23380 - Ground Support Equipment Mechanic | 25.32 |
| 23381 - Ground Support Equipment Servicer | 20.92 |
| 23382 - Ground Support Equipment Worker | 21.81 |
| 23391 - Gunsmith I | 16.13 |
| 23392 - Gunsmith II | 18.48 |
| 23393 - Gunsmith III | 20.89 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.22 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.16 |

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| 23430 - Heavy Equipment Mechanic | 21.40 |
| 23440 - Heavy Equipment Operator | 22.46 |
| 23460 - Instrument Mechanic | 20.89 |
| 23465 - Laboratory/Shelter Mechanic | 19.69 |
| 23470 - Laborer | 11.70 |
| 23510 - Locksmith | 18.54 |
| 23530 - Machinery Maintenance Mechanic | 19.77 |
| 23550 - Machinist, Maintenance | 18.83 |
| 23580 - Maintenance Trades Helper | 14.86 |
| 23591 - Metrology Technician I | 20.89 |
| 23592 - Metrology Technician II | 22.09 |
| 23593 - Metrology Technician III | 23.26 |
| 23640 - Millwright | 20.89 |
| 23710 - Office Appliance Repairer | 18.51 |
| 23760 - Painter, Maintenance | 18.51 |
| 23790 - Pipefitter, Maintenance | 23.55 |
| 23810 - Plumber, Maintenance | 22.20 |
| 23820 - Pneudraulic Systems Mechanic | 20.89 |
| 23850 - Rigger | 20.89 |
| 23870 - Scale Mechanic | 18.48 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.02 |
| 23910 - Small Engine Mechanic | 16.48 |
| 23931 - Telecommunications Mechanic I | 23.13 |
| 23932 - Telecommunications Mechanic II | 24.46 |
| 23950 - Telephone Lineman | 19.64 |
| 23960 - Welder, Combination, Maintenance | 19.58 |
| 23965 - Well Driller | 21.33 |
| 23970 - Woodcraft Worker | 20.89 |
| 23980 - Woodworker | 16.13 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.51 |
| 24580 - Child Care Center Clerk | 13.10 |
| 24610 - Chore Aide | 12.44 |
| 24620 - Family Readiness And Support Services Coordinator | 14.20 |
| 24630 - Homemaker | 17.64 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.08 |
| 25040 - Sewage Plant Operator | 20.55 |
| 25070 - Stationary Engineer | 22.08 |
| 25190 - Ventilation Equipment Tender | 15.94 |
| 25210 - Water Treatment Plant Operator | 20.55 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.77 |
| 27007 - Baggage Inspector | 13.55 |
| 27008 - Corrections Officer | 22.35 |
| 27010 - Court Security Officer | 20.95 |
| 27030 - Detection Dog Handler | 18.66 |
| 27040 - Detention Officer | 22.35 |
| 27070 - Firefighter | 19.70 |
| 27101 - Guard I | 13.55 |
| 27102 - Guard II | 18.66 |
| 27131 - Police Officer I | 23.98 |
| 27132 - Police Officer II | 26.63 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.75 |
| 28042 - Carnival Equipment Repairer | 11.32 |
| 28043 - Carnival Equipment Worker | 9.19 |
| 28210 - Gate Attendant/Gate Tender | 12.94 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.48 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.57 |
| 28515 - Recreation Specialist | 17.62 |

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| 28630 - Sports Official | 11.53 |
| 28690 - Swimming Pool Operator | 15.77 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.21 |
| 29020 - Hatch Tender | 22.21 |
| 29030 - Line Handler | 22.21 |
| 29041 - Stevedore I | 21.05 |
| 29042 - Stevedore II | 23.26 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.46 |
| 30022 - Archeological Technician II | 18.42 |
| 30023 - Archeological Technician III | 22.80 |
| 30030 - Cartographic Technician | 22.80 |
| 30040 - Civil Engineering Technician | 22.57 |
| 30061 - Drafter/CAD Operator I | 16.29 |
| 30062 - Drafter/CAD Operator II | 18.42 |
| 30063 - Drafter/CAD Operator III | 20.32 |
| 30064 - Drafter/CAD Operator IV | 25.00 |
| 30081 - Engineering Technician I | 15.76 |
| 30082 - Engineering Technician II | 17.69 |
| 30083 - Engineering Technician III | 19.79 |
| 30084 - Engineering Technician IV | 24.51 |
| 30085 - Engineering Technician V | 29.98 |
| 30086 - Engineering Technician VI | 36.28 |
| 30090 - Environmental Technician | 24.12 |
| 30210 - Laboratory Technician | 20.36 |
| 30240 - Mathematical Technician | 22.80 |
| 30361 - Paralegal/Legal Assistant I | 19.03 |
| 30362 - Paralegal/Legal Assistant II | 23.63 |
| 30363 - Paralegal/Legal Assistant III | 28.90 |
| 30364 - Paralegal/Legal Assistant IV | 34.98 |
| 30390 - Photo-Optics Technician | 25.08 |
| 30461 - Technical Writer I | 22.42 |
| 30462 - Technical Writer II | 28.41 |
| 30463 - Technical Writer III | 34.37 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.47 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 20.32 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 24.83 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.57 |
| 31030 - Bus Driver | 16.61 |
| 31043 - Driver Courier | 14.48 |
| 31260 - Parking and Lot Attendant | 9.41 |
| 31290 - Shuttle Bus Driver | 15.81 |
| 31310 - Taxi Driver | 9.93 |
| 31361 - Truckdriver, Light | 15.81 |
| 31362 - Truckdriver, Medium | 16.06 |
| 31363 - Truckdriver, Heavy | 19.88 |
| 31364 - Truckdriver, Tractor-Trailer | 19.88 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.17 |
| 99050 - Desk Clerk | 9.97 |
| 99095 - Embalmer | 26.52 |
| 99251 - Laboratory Animal Caretaker I | 10.04 |
| 99252 - Laboratory Animal Caretaker II | 10.65 |

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| 99310 - Mortician | 27.89 |
| 99410 - Pest Controller | 17.29 |
| 99510 - Photofinishing Worker | 12.16 |
| 99710 - Recycling Laborer | 16.00 |
| 99711 - Recycling Specialist | 18.82 |
| 99730 - Refuse Collector | 14.56 |
| 99810 - Sales Clerk | 13.46 |
| 99820 - School Crossing Guard | 11.95 |
| 99830 - Survey Party Chief | 26.36 |
| 99831 - Surveying Aide | 14.12 |
| 99832 - Surveying Technician | 19.93 |
| 99840 - Vending Machine Attendant | 15.47 |
| 99841 - Vending Machine Repairer | 17.52 |
| 99842 - Vending Machine Repairer Helper | 15.47 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at

<http://wdo1.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2211
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Johnston Island

Area: Johnston Island Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.20 |
| 01012 - Accounting Clerk II | | 15.93 |
| 01013 - Accounting Clerk III | | 17.40 |
| 01020 - Administrative Assistant | | 26.48 |
| 01040 - Court Reporter | | 18.59 |
| 01051 - Data Entry Operator I | | 13.16 |
| 01052 - Data Entry Operator II | | 14.36 |
| 01060 - Dispatcher, Motor Vehicle | | 17.10 |
| 01070 - Document Preparation Clerk | | 13.15 |
| 01090 - Duplicating Machine Operator | | 13.79 |
| 01111 - General Clerk I | | 12.53 |
| 01112 - General Clerk II | | 13.67 |
| 01113 - General Clerk III | | 15.45 |
| 01120 - Housing Referral Assistant | | 23.77 |
| 01141 - Messenger Courier | | 12.47 |

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| 01191 - Order Clerk I | 13.18 |
| 01192 - Order Clerk II | 14.38 |
| 01261 - Personnel Assistant (Employment) I | 15.79 |
| 01262 - Personnel Assistant (Employment) II | 17.88 |
| 01263 - Personnel Assistant (Employment) III | 19.68 |
| 01270 - Production Control Clerk | 18.86 |
| 01280 - Receptionist | 15.40 |
| 01290 - Rental Clerk | 15.79 |
| 01300 - Scheduler, Maintenance | 19.05 |
| 01311 - Secretary I | 19.05 |
| 01312 - Secretary II | 21.31 |
| 01313 - Secretary III | 23.77 |
| 01320 - Service Order Dispatcher | 14.05 |
| 01410 - Supply Technician | 25.82 |
| 01420 - Survey Worker | 17.10 |
| 01531 - Travel Clerk I | 14.78 |
| 01532 - Travel Clerk II | 15.97 |
| 01533 - Travel Clerk III | 17.12 |
| 01611 - Word Processor I | 14.36 |
| 01612 - Word Processor II | 16.11 |
| 01613 - Word Processor III | 18.03 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.19 |
| 05010 - Automotive Electrician | 22.43 |
| 05040 - Automotive Glass Installer | 22.00 |
| 05070 - Automotive Worker | 22.00 |
| 05110 - Mobile Equipment Servicer | 18.99 |
| 05130 - Motor Equipment Metal Mechanic | 24.41 |
| 05160 - Motor Equipment Metal Worker | 22.00 |
| 05190 - Motor Vehicle Mechanic | 25.65 |
| 05220 - Motor Vehicle Mechanic Helper | 17.39 |
| 05250 - Motor Vehicle Upholstery Worker | 20.80 |
| 05280 - Motor Vehicle Wrecker | 22.00 |
| 05310 - Painter, Automotive | 23.19 |
| 05340 - Radiator Repair Specialist | 22.00 |
| 05370 - Tire Repairer | 13.78 |
| 05400 - Transmission Repair Specialist | 24.37 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.87 |
| 07041 - Cook I | 13.17 |
| 07042 - Cook II | 15.29 |
| 07070 - Dishwasher | 12.05 |
| 07130 - Food Service Worker | 11.14 |
| 07210 - Meat Cutter | 18.70 |
| 07260 - Waiter/Waitress | 12.01 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.41 |
| 09040 - Furniture Handler | 11.71 |
| 09080 - Furniture Refinisher | 19.15 |
| 09090 - Furniture Refinisher Helper | 14.19 |
| 09110 - Furniture Repairer, Minor | 16.63 |
| 09130 - Upholsterer | 17.41 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.89 |
| 11060 - Elevator Operator | 12.89 |
| 11090 - Gardener | 16.40 |
| 11122 - Housekeeping Aide | 14.00 |
| 11150 - Janitor | 14.00 |
| 11210 - Laborer, Grounds Maintenance | 13.55 |
| 11240 - Maid or Houseman | 14.49 |
| 11260 - Pruner | 12.13 |
| 11270 - Tractor Operator | 16.43 |
| 11330 - Trail Maintenance Worker | 13.55 |

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| 11360 - Window Cleaner | 15.25 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.70 |
| 12011 - Breath Alcohol Technician | 20.70 |
| 12012 - Certified Occupational Therapist Assistant | 19.67 |
| 12015 - Certified Physical Therapist Assistant | 18.41 |
| 12020 - Dental Assistant | 14.80 |
| 12025 - Dental Hygienist | 30.34 |
| 12030 - EKG Technician | 26.02 |
| 12035 - Electroneurodiagnostic Technologist | 26.02 |
| 12040 - Emergency Medical Technician | 22.19 |
| 12071 - Licensed Practical Nurse I | 18.51 |
| 12072 - Licensed Practical Nurse II | 20.70 |
| 12073 - Licensed Practical Nurse III | 23.09 |
| 12100 - Medical Assistant | 14.83 |
| 12130 - Medical Laboratory Technician | 19.74 |
| 12160 - Medical Record Clerk | 17.82 |
| 12190 - Medical Record Technician | 19.93 |
| 12195 - Medical Transcriptionist | 19.74 |
| 12210 - Nuclear Medicine Technologist | 31.72 |
| 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 | 20.03 |
| 12236 - Optical Technician | 14.91 |
| 12250 - Pharmacy Technician | 17.19 |
| 12280 - Phlebotomist | 15.69 |
| 12305 - Radiologic Technologist | 29.04 |
| 12311 - Registered Nurse I | 29.29 |
| 12312 - Registered Nurse II | 35.82 |
| 12313 - Registered Nurse II, Specialist | 35.82 |
| 12314 - Registered Nurse III | 43.34 |
| 12315 - Registered Nurse III, Anesthetist | 43.34 |
| 12316 - Registered Nurse IV | 51.94 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.66 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.61 |
| 13012 - Exhibits Specialist II | 23.29 |
| 13013 - Exhibits Specialist III | 28.49 |
| 13041 - Illustrator I | 20.71 |
| 13042 - Illustrator II | 25.67 |
| 13043 - Illustrator III | 31.40 |
| 13047 - Librarian | 28.71 |
| 13050 - Library Aide/Clerk | 14.17 |
| 13054 - Library Information Technology Systems Administrator | 21.89 |
| 13058 - Library Technician | 17.36 |
| 13061 - Media Specialist I | 15.86 |
| 13062 - Media Specialist II | 17.74 |
| 13063 - Media Specialist III | 19.78 |
| 13071 - Photographer I | 14.00 |
| 13072 - Photographer II | 16.54 |
| 13073 - Photographer III | 19.61 |
| 13074 - Photographer IV | 23.99 |
| 13075 - Photographer V | 28.99 |
| 13110 - Video Teleconference Technician | 20.30 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.54 |
| 14042 - Computer Operator II | 19.62 |
| 14043 - Computer Operator III | 22.80 |
| 14044 - Computer Operator IV | 24.81 |
| 14045 - Computer Operator V | 27.45 |

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|---|---------|-------|
| 14071 - Computer Programmer I | (see 1) | 27.62 |
| 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 | | 17.54 |
| 14160 - Personal Computer Support Technician | | 24.81 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 30.83 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 37.30 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 43.09 |
| 15050 - Computer Based Training Specialist / Instructor | | 30.83 |
| 15060 - Educational Technologist | | 25.80 |
| 15070 - Flight Instructor (Pilot) | | 43.09 |
| 15080 - Graphic Artist | | 22.97 |
| 15090 - Technical Instructor | | 19.66 |
| 15095 - Technical Instructor/Course Developer | | 24.05 |
| 15110 - Test Proctor | | 19.47 |
| 15120 - Tutor | | 19.47 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 11.72 |
| 16030 - Counter Attendant | | 11.72 |
| 16040 - Dry Cleaner | | 14.51 |
| 16070 - Finisher, Flatwork, Machine | | 11.72 |
| 16090 - Presser, Hand | | 11.72 |
| 16110 - Presser, Machine, Drycleaning | | 11.72 |
| 16130 - Presser, Machine, Shirts | | 11.72 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 11.72 |
| 16190 - Sewing Machine Operator | | 15.45 |
| 16220 - Tailor | | 16.27 |
| 16250 - Washer, Machine | | 12.67 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 24.08 |
| 19040 - Tool And Die Maker | | 30.25 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 20.84 |
| 21030 - Material Coordinator | | 21.89 |
| 21040 - Material Expediter | | 21.89 |
| 21050 - Material Handling Laborer | | 16.89 |
| 21071 - Order Filler | | 13.51 |
| 21080 - Production Line Worker (Food Processing) | | 20.84 |
| 21110 - Shipping Packer | | 15.22 |
| 21130 - Shipping/Receiving Clerk | | 14.69 |
| 21140 - Store Worker I | | 13.23 |
| 21150 - Stock Clerk | | 18.58 |
| 21210 - Tools And Parts Attendant | | 20.84 |
| 21410 - Warehouse Specialist | | 20.84 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 28.74 |
| 23021 - Aircraft Mechanic I | | 27.03 |
| 23022 - Aircraft Mechanic II | | 28.74 |
| 23023 - Aircraft Mechanic III | | 30.43 |
| 23040 - Aircraft Mechanic Helper | | 19.51 |
| 23050 - Aircraft, Painter | | 25.27 |
| 23060 - Aircraft Servicer | | 22.63 |
| 23080 - Aircraft Worker | | 24.16 |
| 23110 - Appliance Mechanic | | 21.94 |
| 23120 - Bicycle Repairer | | 15.16 |
| 23125 - Cable Splicer | | 28.39 |
| 23130 - Carpenter, Maintenance | | 30.99 |
| 23140 - Carpet Layer | | 24.86 |

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|---|-------|
| 23160 - Electrician, Maintenance | 28.25 |
| 23181 - Electronics Technician Maintenance I | 26.83 |
| 23182 - Electronics Technician Maintenance II | 28.69 |
| 23183 - Electronics Technician Maintenance III | 30.56 |
| 23260 - Fabric Worker | 20.95 |
| 23290 - Fire Alarm System Mechanic | 23.46 |
| 23310 - Fire Extinguisher Repairer | 19.40 |
| 23311 - Fuel Distribution System Mechanic | 27.68 |
| 23312 - Fuel Distribution System Operator | 21.58 |
| 23370 - General Maintenance Worker | 18.45 |
| 23380 - Ground Support Equipment Mechanic | 27.03 |
| 23381 - Ground Support Equipment Servicer | 22.63 |
| 23382 - Ground Support Equipment Worker | 24.16 |
| 23391 - Gunsmith I | 19.40 |
| 23392 - Gunsmith II | 22.51 |
| 23393 - Gunsmith III | 25.64 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.07 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.52 |
| 23430 - Heavy Equipment Mechanic | 28.29 |
| 23440 - Heavy Equipment Operator | 34.11 |
| 23460 - Instrument Mechanic | 29.96 |
| 23465 - Laboratory/Shelter Mechanic | 24.07 |
| 23470 - Laborer | 16.49 |
| 23510 - Locksmith | 23.45 |
| 23530 - Machinery Maintenance Mechanic | 24.70 |
| 23550 - Machinist, Maintenance | 24.58 |
| 23580 - Maintenance Trades Helper | 14.93 |
| 23591 - Metrology Technician I | 29.96 |
| 23592 - Metrology Technician II | 31.76 |
| 23593 - Metrology Technician III | 33.49 |
| 23640 - Millwright | 25.64 |
| 23710 - Office Appliance Repairer | 21.56 |
| 23760 - Painter, Maintenance | 25.29 |
| 23790 - Pipefitter, Maintenance | 27.69 |
| 23810 - Plumber, Maintenance | 25.71 |
| 23820 - Pneudraulic Systems Mechanic | 25.64 |
| 23850 - Rigger | 25.64 |
| 23870 - Scale Mechanic | 22.51 |
| 23890 - Sheet-Metal Worker, Maintenance | 28.46 |
| 23910 - Small Engine Mechanic | 20.91 |
| 23931 - Telecommunications Mechanic I | 27.52 |
| 23932 - Telecommunications Mechanic II | 28.05 |
| 23950 - Telephone Lineman | 24.18 |
| 23960 - Welder, Combination, Maintenance | 25.04 |
| 23965 - Well Driller | 25.14 |
| 23970 - Woodcraft Worker | 25.64 |
| 23980 - Woodworker | 17.67 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.62 |
| 24580 - Child Care Center Clerk | 15.14 |
| 24610 - Chore Aide | 11.40 |
| 24620 - Family Readiness And Support Services Coordinator | 16.19 |
| 24630 - Homemaker | 20.11 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.42 |
| 25040 - Sewage Plant Operator | 21.94 |
| 25070 - Stationary Engineer | 26.42 |
| 25190 - Ventilation Equipment Tender | 19.25 |
| 25210 - Water Treatment Plant Operator | 21.94 |
| 27000 - Protective Service Occupations | |

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| 27004 - Alarm Monitor | 18.69 |
| 27007 - Baggage Inspector | 12.13 |
| 27008 - Corrections Officer | 21.67 |
| 27010 - Court Security Officer | 23.28 |
| 27030 - Detection Dog Handler | 15.35 |
| 27040 - Detention Officer | 21.67 |
| 27070 - Firefighter | 23.69 |
| 27101 - Guard I | 12.13 |
| 27102 - Guard II | 15.35 |
| 27131 - Police Officer I | 23.97 |
| 27132 - Police Officer II | 26.64 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.47 |
| 28042 - Carnival Equipment Repairer | 13.26 |
| 28043 - Carnival Equipment Worker | 9.93 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |
| 28310 - Lifeguard | 15.84 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.19 |
| 28515 - Recreation Specialist | 21.44 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 17.14 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.41 |
| 29020 - Hatch Tender | 29.41 |
| 29030 - Line Handler | 29.41 |
| 29041 - Stevedore I | 26.62 |
| 29042 - Stevedore II | 29.66 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.98 |
| 30022 - Archeological Technician II | 19.43 |
| 30023 - Archeological Technician III | 24.08 |
| 30030 - Cartographic Technician | 24.08 |
| 30040 - Civil Engineering Technician | 21.55 |
| 30061 - Drafter/CAD Operator I | 16.86 |
| 30062 - Drafter/CAD Operator II | 19.43 |
| 30063 - Drafter/CAD Operator III | 21.67 |
| 30064 - Drafter/CAD Operator IV | 26.66 |
| 30081 - Engineering Technician I | 15.91 |
| 30082 - Engineering Technician II | 18.64 |
| 30083 - Engineering Technician III | 22.50 |
| 30084 - Engineering Technician IV | 29.74 |
| 30085 - Engineering Technician V | 32.60 |
| 30086 - Engineering Technician VI | 39.41 |
| 30090 - Environmental Technician | 22.21 |
| 30210 - Laboratory Technician | 23.01 |
| 30240 - Mathematical Technician | 25.78 |
| 30361 - Paralegal/Legal Assistant I | 18.66 |
| 30362 - Paralegal/Legal Assistant II | 23.13 |
| 30363 - Paralegal/Legal Assistant III | 28.30 |
| 30364 - Paralegal/Legal Assistant IV | 34.23 |
| 30390 - Photo-Optics Technician | 25.78 |
| 30461 - Technical Writer I | 22.86 |
| 30462 - Technical Writer II | 27.96 |
| 30463 - Technical Writer III | 33.84 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |

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| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) | 21.67 |
| 30621 - Weather Observer, Senior | (see 2) | 24.08 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 12.94 |
| 31030 - Bus Driver | | 18.43 |
| 31043 - Driver Courier | | 14.10 |
| 31260 - Parking and Lot Attendant | | 9.16 |
| 31290 - Shuttle Bus Driver | | 14.98 |
| 31310 - Taxi Driver | | 11.77 |
| 31361 - Truckdriver, Light | | 14.98 |
| 31362 - Truckdriver, Medium | | 17.26 |
| 31363 - Truckdriver, Heavy | | 18.27 |
| 31364 - Truckdriver, Tractor-Trailer | | 18.27 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 10.93 |
| 99050 - Desk Clerk | | 18.46 |
| 99095 - Embalmer | | 22.34 |
| 99251 - Laboratory Animal Caretaker I | | 12.41 |
| 99252 - Laboratory Animal Caretaker II | | 17.67 |
| 99310 - Mortician | | 24.57 |
| 99410 - Pest Controller | | 17.33 |
| 99510 - Photofinishing Worker | | 13.86 |
| 99710 - Recycling Laborer | | 19.19 |
| 99711 - Recycling Specialist | | 23.10 |
| 99730 - Refuse Collector | | 17.18 |
| 99810 - Sales Clerk | | 14.39 |
| 99820 - School Crossing Guard | | 15.03 |
| 99830 - Survey Party Chief | | 24.01 |
| 99831 - Surveying Aide | | 13.13 |
| 99832 - Surveying Technician | | 17.99 |
| 99840 - Vending Machine Attendant | | 12.64 |
| 99841 - Vending Machine Repairer | | 15.06 |
| 99842 - Vending Machine Repairer Helper | | 12.64 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in

those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2212
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Johnston Island

Area: Johnston Island Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.20 |
| 01012 - Accounting Clerk II | | 15.93 |
| 01013 - Accounting Clerk III | | 17.40 |
| 01020 - Administrative Assistant | | 26.48 |
| 01040 - Court Reporter | | 18.59 |
| 01051 - Data Entry Operator I | | 13.16 |
| 01052 - Data Entry Operator II | | 14.36 |
| 01060 - Dispatcher, Motor Vehicle | | 17.10 |
| 01070 - Document Preparation Clerk | | 13.15 |
| 01090 - Duplicating Machine Operator | | 13.79 |
| 01111 - General Clerk I | | 12.53 |
| 01112 - General Clerk II | | 13.67 |
| 01113 - General Clerk III | | 15.45 |
| 01120 - Housing Referral Assistant | | 23.77 |
| 01141 - Messenger Courier | | 12.47 |
| 01191 - Order Clerk I | | 13.18 |
| 01192 - Order Clerk II | | 14.38 |
| 01261 - Personnel Assistant (Employment) I | | 15.79 |
| 01262 - Personnel Assistant (Employment) II | | 17.88 |
| 01263 - Personnel Assistant (Employment) III | | 19.68 |
| 01270 - Production Control Clerk | | 18.86 |
| 01280 - Receptionist | | 15.40 |
| 01290 - Rental Clerk | | 15.79 |
| 01300 - Scheduler, Maintenance | | 19.05 |
| 01311 - Secretary I | | 19.05 |
| 01312 - Secretary II | | 21.31 |
| 01313 - Secretary III | | 23.77 |
| 01320 - Service Order Dispatcher | | 14.05 |
| 01410 - Supply Technician | | 25.82 |
| 01420 - Survey Worker | | 17.10 |
| 01531 - Travel Clerk I | | 14.78 |
| 01532 - Travel Clerk II | | 15.97 |
| 01533 - Travel Clerk III | | 17.12 |
| 01611 - Word Processor I | | 14.36 |
| 01612 - Word Processor II | | 16.11 |
| 01613 - Word Processor III | | 18.03 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.19 |
| 05010 - Automotive Electrician | | 22.43 |
| 05040 - Automotive Glass Installer | | 22.00 |
| 05070 - Automotive Worker | | 22.00 |
| 05110 - Mobile Equipment Servicer | | 18.99 |
| 05130 - Motor Equipment Metal Mechanic | | 24.41 |
| 05160 - Motor Equipment Metal Worker | | 22.00 |
| 05190 - Motor Vehicle Mechanic | | 25.65 |
| 05220 - Motor Vehicle Mechanic Helper | | 17.39 |
| 05250 - Motor Vehicle Upholstery Worker | | 20.80 |
| 05280 - Motor Vehicle Wrecker | | 22.00 |
| 05310 - Painter, Automotive | | 23.19 |
| 05340 - Radiator Repair Specialist | | 22.00 |
| 05370 - Tire Repairer | | 13.78 |
| 05400 - Transmission Repair Specialist | | 24.37 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 14.87 |
| 07041 - Cook I | | 13.17 |
| 07042 - Cook II | | 15.29 |
| 07070 - Dishwasher | | 12.05 |
| 07130 - Food Service Worker | | 11.14 |
| 07210 - Meat Cutter | | 18.70 |
| 07260 - Waiter/Waitress | | 12.01 |

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| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.41 |
| 09040 - Furniture Handler | 11.71 |
| 09080 - Furniture Refinisher | 19.15 |
| 09090 - Furniture Refinisher Helper | 14.19 |
| 09110 - Furniture Repairer, Minor | 16.63 |
| 09130 - Upholsterer | 17.41 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.89 |
| 11060 - Elevator Operator | 12.89 |
| 11090 - Gardener | 16.40 |
| 11122 - Housekeeping Aide | 14.00 |
| 11150 - Janitor | 14.00 |
| 11210 - Laborer, Grounds Maintenance | 13.36 |
| 11240 - Maid or Houseman | 13.55 |
| 11260 - Pruner | 12.13 |
| 11270 - Tractor Operator | 16.43 |
| 11330 - Trail Maintenance Worker | 13.55 |
| 11360 - Window Cleaner | 15.25 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.70 |
| 12011 - Breath Alcohol Technician | 20.70 |
| 12012 - Certified Occupational Therapist Assistant | 19.67 |
| 12015 - Certified Physical Therapist Assistant | 18.41 |
| 12020 - Dental Assistant | 14.80 |
| 12025 - Dental Hygienist | 30.34 |
| 12030 - EKG Technician | 26.02 |
| 12035 - Electroneurodiagnostic Technologist | 26.02 |
| 12040 - Emergency Medical Technician | 22.19 |
| 12071 - Licensed Practical Nurse I | 18.51 |
| 12072 - Licensed Practical Nurse II | 20.70 |
| 12073 - Licensed Practical Nurse III | 23.09 |
| 12100 - Medical Assistant | 14.83 |
| 12130 - Medical Laboratory Technician | 19.74 |
| 12160 - Medical Record Clerk | 17.82 |
| 12190 - Medical Record Technician | 19.93 |
| 12195 - Medical Transcriptionist | 19.74 |
| 12210 - Nuclear Medicine Technologist | 31.72 |
| 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 | 20.03 |
| 12236 - Optical Technician | 14.91 |
| 12250 - Pharmacy Technician | 17.19 |
| 12280 - Phlebotomist | 15.69 |
| 12305 - Radiologic Technologist | 29.04 |
| 12311 - Registered Nurse I | 29.29 |
| 12312 - Registered Nurse II | 35.82 |
| 12313 - Registered Nurse II, Specialist | 35.82 |
| 12314 - Registered Nurse III | 43.34 |
| 12315 - Registered Nurse III, Anesthetist | 43.34 |
| 12316 - Registered Nurse IV | 51.94 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.66 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.61 |
| 13012 - Exhibits Specialist II | 23.29 |
| 13013 - Exhibits Specialist III | 28.49 |
| 13041 - Illustrator I | 20.71 |
| 13042 - Illustrator II | 25.67 |
| 13043 - Illustrator III | 31.40 |
| 13047 - Librarian | 28.71 |
| 13050 - Library Aide/Clerk | 14.17 |

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|---|---------------|
| 13054 - Library Information Technology Systems Administrator | 21.89 |
| 13058 - Library Technician | 17.36 |
| 13061 - Media Specialist I | 15.86 |
| 13062 - Media Specialist II | 17.74 |
| 13063 - Media Specialist III | 19.78 |
| 13071 - Photographer I | 14.00 |
| 13072 - Photographer II | 16.54 |
| 13073 - Photographer III | 19.61 |
| 13074 - Photographer IV | 23.99 |
| 13075 - Photographer V | 28.99 |
| 13110 - Video Teleconference Technician | 20.30 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.54 |
| 14042 - Computer Operator II | 19.62 |
| 14043 - Computer Operator III | 22.80 |
| 14044 - Computer Operator IV | 24.81 |
| 14045 - Computer Operator V | 27.45 |
| 14071 - Computer Programmer I | (see 1) 27.62 |
| 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 | 17.54 |
| 14160 - Personal Computer Support Technician | 24.81 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.83 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.30 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 43.09 |
| 15050 - Computer Based Training Specialist / Instructor | 30.83 |
| 15060 - Educational Technologist | 25.80 |
| 15070 - Flight Instructor (Pilot) | 43.09 |
| 15080 - Graphic Artist | 22.97 |
| 15090 - Technical Instructor | 19.66 |
| 15095 - Technical Instructor/Course Developer | 24.05 |
| 15110 - Test Proctor | 19.47 |
| 15120 - Tutor | 19.47 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.72 |
| 16030 - Counter Attendant | 11.72 |
| 16040 - Dry Cleaner | 14.51 |
| 16070 - Finisher, Flatwork, Machine | 11.72 |
| 16090 - Presser, Hand | 11.72 |
| 16110 - Presser, Machine, Drycleaning | 11.72 |
| 16130 - Presser, Machine, Shirts | 11.72 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.72 |
| 16190 - Sewing Machine Operator | 16.27 |
| 16220 - Tailor | 16.27 |
| 16250 - Washer, Machine | 12.67 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 24.08 |
| 19040 - Tool And Die Maker | 30.25 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 20.84 |
| 21030 - Material Coordinator | 21.89 |
| 21040 - Material Expediter | 21.89 |
| 21050 - Material Handling Laborer | 16.89 |
| 21071 - Order Filler | 13.51 |
| 21080 - Production Line Worker (Food Processing) | 20.84 |
| 21110 - Shipping Packer | 15.22 |
| 21130 - Shipping/Receiving Clerk | 14.69 |

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|---|-------|
| 21140 - Store Worker I | 13.23 |
| 21150 - Stock Clerk | 18.58 |
| 21210 - Tools And Parts Attendant | 20.84 |
| 21410 - Warehouse Specialist | 20.84 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 28.74 |
| 23021 - Aircraft Mechanic I | 27.03 |
| 23022 - Aircraft Mechanic II | 28.74 |
| 23023 - Aircraft Mechanic III | 30.43 |
| 23040 - Aircraft Mechanic Helper | 19.51 |
| 23050 - Aircraft, Painter | 25.27 |
| 23060 - Aircraft Servicer | 22.63 |
| 23080 - Aircraft Worker | 24.16 |
| 23110 - Appliance Mechanic | 21.94 |
| 23120 - Bicycle Repairer | 15.16 |
| 23125 - Cable Splicer | 28.39 |
| 23130 - Carpenter, Maintenance | 30.99 |
| 23140 - Carpet Layer | 24.86 |
| 23160 - Electrician, Maintenance | 28.25 |
| 23181 - Electronics Technician Maintenance I | 26.83 |
| 23182 - Electronics Technician Maintenance II | 28.69 |
| 23183 - Electronics Technician Maintenance III | 30.56 |
| 23260 - Fabric Worker | 20.95 |
| 23290 - Fire Alarm System Mechanic | 23.46 |
| 23310 - Fire Extinguisher Repairer | 19.40 |
| 23311 - Fuel Distribution System Mechanic | 27.68 |
| 23312 - Fuel Distribution System Operator | 21.58 |
| 23370 - General Maintenance Worker | 18.45 |
| 23380 - Ground Support Equipment Mechanic | 27.03 |
| 23381 - Ground Support Equipment Servicer | 22.63 |
| 23382 - Ground Support Equipment Worker | 24.16 |
| 23391 - Gunsmith I | 19.40 |
| 23392 - Gunsmith II | 22.51 |
| 23393 - Gunsmith III | 25.64 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.07 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.52 |
| 23430 - Heavy Equipment Mechanic | 28.29 |
| 23440 - Heavy Equipment Operator | 34.11 |
| 23460 - Instrument Mechanic | 29.96 |
| 23465 - Laboratory/Shelter Mechanic | 24.07 |
| 23470 - Laborer | 16.49 |
| 23510 - Locksmith | 23.45 |
| 23530 - Machinery Maintenance Mechanic | 24.70 |
| 23550 - Machinist, Maintenance | 24.58 |
| 23580 - Maintenance Trades Helper | 14.93 |
| 23591 - Metrology Technician I | 29.96 |
| 23592 - Metrology Technician II | 31.76 |
| 23593 - Metrology Technician III | 33.49 |
| 23640 - Millwright | 25.64 |
| 23710 - Office Appliance Repairer | 21.56 |
| 23760 - Painter, Maintenance | 25.29 |
| 23790 - Pipefitter, Maintenance | 27.69 |
| 23810 - Plumber, Maintenance | 25.71 |
| 23820 - Pneudraulic Systems Mechanic | 25.64 |
| 23850 - Rigger | 25.64 |
| 23870 - Scale Mechanic | 22.51 |
| 23890 - Sheet-Metal Worker, Maintenance | 28.46 |
| 23910 - Small Engine Mechanic | 20.91 |
| 23931 - Telecommunications Mechanic I | 27.52 |
| 23932 - Telecommunications Mechanic II | 28.05 |
| 23950 - Telephone Lineman | 24.18 |

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| 23960 - Welder, Combination, Maintenance | 25.04 |
| 23965 - Well Driller | 25.14 |
| 23970 - Woodcraft Worker | 25.64 |
| 23980 - Woodworker | 17.67 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.62 |
| 24580 - Child Care Center Clerk | 15.14 |
| 24610 - Chore Aide | 11.40 |
| 24620 - Family Readiness And Support Services Coordinator | 16.19 |
| 24630 - Homemaker | 20.11 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.42 |
| 25040 - Sewage Plant Operator | 21.94 |
| 25070 - Stationary Engineer | 26.42 |
| 25190 - Ventilation Equipment Tender | 19.25 |
| 25210 - Water Treatment Plant Operator | 21.94 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.69 |
| 27007 - Baggage Inspector | 12.13 |
| 27008 - Corrections Officer | 21.67 |
| 27010 - Court Security Officer | 23.28 |
| 27030 - Detection Dog Handler | 15.35 |
| 27040 - Detention Officer | 21.67 |
| 27070 - Firefighter | 23.69 |
| 27101 - Guard I | 12.13 |
| 27102 - Guard II | 15.35 |
| 27131 - Police Officer I | 23.97 |
| 27132 - Police Officer II | 26.64 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.47 |
| 28042 - Carnival Equipment Repairer | 13.26 |
| 28043 - Carnival Equipment Worker | 9.93 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |
| 28310 - Lifeguard | 15.84 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 21.44 |
| 28515 - Recreation Specialist | 21.44 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 17.14 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.41 |
| 29020 - Hatch Tender | 29.41 |
| 29030 - Line Handler | 29.41 |
| 29041 - Stevedore I | 26.62 |
| 29042 - Stevedore II | 29.66 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.98 |
| 30022 - Archeological Technician II | 19.43 |
| 30023 - Archeological Technician III | 24.08 |
| 30030 - Cartographic Technician | 24.08 |
| 30040 - Civil Engineering Technician | 21.55 |
| 30061 - Drafter/CAD Operator I | 16.86 |
| 30062 - Drafter/CAD Operator II | 19.43 |
| 30063 - Drafter/CAD Operator III | 21.67 |
| 30064 - Drafter/CAD Operator IV | 26.66 |
| 30081 - Engineering Technician I | 15.91 |
| 30082 - Engineering Technician II | 18.64 |
| 30083 - Engineering Technician III | 22.50 |
| 30084 - Engineering Technician IV | 29.74 |

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| 30085 - Engineering Technician V | 32.60 |
| 30086 - Engineering Technician VI | 39.41 |
| 30090 - Environmental Technician | 22.21 |
| 30210 - Laboratory Technician | 23.01 |
| 30240 - Mathematical Technician | 25.78 |
| 30361 - Paralegal/Legal Assistant I | 18.66 |
| 30362 - Paralegal/Legal Assistant II | 23.13 |
| 30363 - Paralegal/Legal Assistant III | 28.30 |
| 30364 - Paralegal/Legal Assistant IV | 34.23 |
| 30390 - Photo-Optics Technician | 25.78 |
| 30461 - Technical Writer I | 22.86 |
| 30462 - Technical Writer II | 27.96 |
| 30463 - Technical Writer III | 33.84 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 21.67 |
| 30621 - Weather Observer, Senior | (see 2) 24.08 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.94 |
| 31030 - Bus Driver | 18.43 |
| 31043 - Driver Courier | 14.10 |
| 31260 - Parking and Lot Attendant | 9.16 |
| 31290 - Shuttle Bus Driver | 14.98 |
| 31310 - Taxi Driver | 11.77 |
| 31361 - Truckdriver, Light | 14.98 |
| 31362 - Truckdriver, Medium | 17.26 |
| 31363 - Truckdriver, Heavy | 18.27 |
| 31364 - Truckdriver, Tractor-Trailer | 18.27 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.93 |
| 99050 - Desk Clerk | 18.46 |
| 99095 - Embalmer | 22.34 |
| 99251 - Laboratory Animal Caretaker I | 12.41 |
| 99252 - Laboratory Animal Caretaker II | 17.67 |
| 99310 - Mortician | 24.57 |
| 99410 - Pest Controller | 17.33 |
| 99510 - Photofinishing Worker | 13.86 |
| 99710 - Recycling Laborer | 19.19 |
| 99711 - Recycling Specialist | 23.10 |
| 99730 - Refuse Collector | 17.18 |
| 99810 - Sales Clerk | 14.39 |
| 99820 - School Crossing Guard | 15.03 |
| 99830 - Survey Party Chief | 24.01 |
| 99831 - Surveying Aide | 13.13 |
| 99832 - Surveying Technician | 17.99 |
| 99840 - Vending Machine Attendant | 12.64 |
| 99841 - Vending Machine Repairer | 15.06 |
| 99842 - Vending Machine Repairer Helper | 12.64 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}
When multiple wage determinations are included in a contract, a separate SF 1444
should be prepared for each wage determination to which a class(es) is to be
conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide

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classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2213
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Kansas

Area: Kansas Counties of Brown, Clay, Cloud, Coffey, Dickinson, Geary, Jackson,
Jefferson, Lyon, Marshall, Morris, Nemaha, Osage, Ottawa, Pottawatomie,
Republic, Riley, Saline, Shawnee, Wabaunsee, Washington

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.46 |
| 01012 - Accounting Clerk II | | 14.00 |
| 01013 - Accounting Clerk III | | 15.65 |
| 01020 - Administrative Assistant | | 18.70 |
| 01040 - Court Reporter | | 16.14 |
| 01051 - Data Entry Operator I | | 11.27 |
| 01052 - Data Entry Operator II | | 12.31 |
| 01060 - Dispatcher, Motor Vehicle | | 14.93 |
| 01070 - Document Preparation Clerk | | 12.34 |
| 01090 - Duplicating Machine Operator | | 12.34 |
| 01111 - General Clerk I | | 11.85 |
| 01112 - General Clerk II | | 12.94 |
| 01113 - General Clerk III | | 14.52 |
| 01120 - Housing Referral Assistant | | 16.31 |
| 01141 - Messenger Courier | | 9.90 |
| 01191 - Order Clerk I | | 11.73 |
| 01192 - Order Clerk II | | 12.93 |
| 01261 - Personnel Assistant (Employment) I | | 13.97 |
| 01262 - Personnel Assistant (Employment) II | | 15.59 |
| 01263 - Personnel Assistant (Employment) III | | 17.37 |
| 01270 - Production Control Clerk | | 21.17 |
| 01280 - Receptionist | | 11.12 |
| 01290 - Rental Clerk | | 12.18 |
| 01300 - Scheduler, Maintenance | | 12.18 |
| 01311 - Secretary I | | 12.18 |
| 01312 - Secretary II | | 14.66 |
| 01313 - Secretary III | | 16.31 |
| 01320 - Service Order Dispatcher | | 12.18 |
| 01410 - Supply Technician | | 18.70 |
| 01420 - Survey Worker | | 13.09 |
| 01531 - Travel Clerk I | | 12.58 |
| 01532 - Travel Clerk II | | 13.25 |
| 01533 - Travel Clerk III | | 14.27 |
| 01611 - Word Processor I | | 12.47 |
| 01612 - Word Processor II | | 14.01 |

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| 01613 - Word Processor III | 15.93 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.18 |
| 05010 - Automotive Electrician | 17.36 |
| 05040 - Automotive Glass Installer | 16.62 |
| 05070 - Automotive Worker | 16.62 |
| 05110 - Mobile Equipment Servicer | 15.23 |
| 05130 - Motor Equipment Metal Mechanic | 18.03 |
| 05160 - Motor Equipment Metal Worker | 16.62 |
| 05190 - Motor Vehicle Mechanic | 18.03 |
| 05220 - Motor Vehicle Mechanic Helper | 14.59 |
| 05250 - Motor Vehicle Upholstery Worker | 15.96 |
| 05280 - Motor Vehicle Wrecker | 16.62 |
| 05310 - Painter, Automotive | 17.36 |
| 05340 - Radiator Repair Specialist | 16.62 |
| 05370 - Tire Repairer | 12.95 |
| 05400 - Transmission Repair Specialist | 18.03 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.42 |
| 07041 - Cook I | 10.66 |
| 07042 - Cook II | 12.27 |
| 07070 - Dishwasher | 7.46 |
| 07130 - Food Service Worker | 8.41 |
| 07210 - Meat Cutter | 13.93 |
| 07260 - Waiter/Waitress | 7.75 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.00 |
| 09040 - Furniture Handler | 12.56 |
| 09080 - Furniture Refinisher | 18.00 |
| 09090 - Furniture Refinisher Helper | 13.93 |
| 09110 - Furniture Repairer, Minor | 16.07 |
| 09130 - Upholsterer | 18.00 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.55 |
| 11060 - Elevator Operator | 10.32 |
| 11090 - Gardener | 12.68 |
| 11122 - Housekeeping Aide | 10.32 |
| 11150 - Janitor | 10.32 |
| 11210 - Laborer, Grounds Maintenance | 11.36 |
| 11240 - Maid or Houseman | 8.22 |
| 11260 - Pruner | 10.25 |
| 11270 - Tractor Operator | 12.12 |
| 11330 - Trail Maintenance Worker | 11.36 |
| 11360 - Window Cleaner | 11.51 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.82 |
| 12011 - Breath Alcohol Technician | 14.82 |
| 12012 - Certified Occupational Therapist Assistant | 21.92 |
| 12015 - Certified Physical Therapist Assistant | 21.90 |
| 12020 - Dental Assistant | 13.77 |
| 12025 - Dental Hygienist | 34.41 |
| 12030 - EKG Technician | 23.18 |
| 12035 - Electroneurodiagnostic Technologist | 23.18 |
| 12040 - Emergency Medical Technician | 14.82 |
| 12071 - Licensed Practical Nurse I | 13.93 |
| 12072 - Licensed Practical Nurse II | 15.58 |
| 12073 - Licensed Practical Nurse III | 17.37 |
| 12100 - Medical Assistant | 11.83 |
| 12130 - Medical Laboratory Technician | 13.81 |
| 12160 - Medical Record Clerk | 13.37 |
| 12190 - Medical Record Technician | 14.95 |
| 12195 - Medical Transcriptionist | 14.84 |
| 12210 - Nuclear Medicine Technologist | 33.67 |

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| 12221 - Nursing Assistant I | 9.70 |
| 12222 - Nursing Assistant II | 10.91 |
| 12223 - Nursing Assistant III | 11.90 |
| 12224 - Nursing Assistant IV | 13.35 |
| 12235 - Optical Dispenser | 14.27 |
| 12236 - Optical Technician | 13.69 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.35 |
| 12305 - Radiologic Technologist | 21.99 |
| 12311 - Registered Nurse I | 21.78 |
| 12312 - Registered Nurse II | 26.63 |
| 12313 - Registered Nurse II, Specialist | 26.63 |
| 12314 - Registered Nurse III | 32.22 |
| 12315 - Registered Nurse III, Anesthetist | 32.22 |
| 12316 - Registered Nurse IV | 38.61 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.41 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.03 |
| 13012 - Exhibits Specialist II | 22.33 |
| 13013 - Exhibits Specialist III | 27.34 |
| 13041 - Illustrator I | 18.03 |
| 13042 - Illustrator II | 22.33 |
| 13043 - Illustrator III | 27.34 |
| 13047 - Librarian | 24.76 |
| 13050 - Library Aide/Clerk | 11.56 |
| 13054 - Library Information Technology Systems Administrator | 22.33 |
| 13058 - Library Technician | 15.31 |
| 13061 - Media Specialist I | 16.12 |
| 13062 - Media Specialist II | 18.03 |
| 13063 - Media Specialist III | 20.11 |
| 13071 - Photographer I | 14.78 |
| 13072 - Photographer II | 16.56 |
| 13073 - Photographer III | 20.49 |
| 13074 - Photographer IV | 25.06 |
| 13075 - Photographer V | 30.32 |
| 13110 - Video Teleconference Technician | 14.99 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.72 |
| 14042 - Computer Operator II | 16.86 |
| 14043 - Computer Operator III | 17.92 |
| 14044 - Computer Operator IV | 20.46 |
| 14045 - Computer Operator V | 22.66 |
| 14071 - Computer Programmer I | 22.89 |
| 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 | 14.72 |
| 14160 - Personal Computer Support Technician | 20.46 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.18 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.87 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.03 |
| 15050 - Computer Based Training Specialist / Instructor | 27.18 |
| 15060 - Educational Technologist | 26.40 |
| 15070 - Flight Instructor (Pilot) | 39.03 |
| 15080 - Graphic Artist | 21.89 |
| 15090 - Technical Instructor | 19.59 |
| 15095 - Technical Instructor/Course Developer | 23.98 |
| 15110 - Test Proctor | 15.80 |

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| 15120 - Tutor | 15.80 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.85 |
| 16030 - Counter Attendant | 8.85 |
| 16040 - Dry Cleaner | 11.22 |
| 16070 - Finisher, Flatwork, Machine | 8.85 |
| 16090 - Presser, Hand | 8.85 |
| 16110 - Presser, Machine, Drycleaning | 8.85 |
| 16130 - Presser, Machine, Shirts | 8.85 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.85 |
| 16190 - Sewing Machine Operator | 11.96 |
| 16220 - Tailor | 12.71 |
| 16250 - Washer, Machine | 9.61 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.87 |
| 19040 - Tool And Die Maker | 23.38 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.02 |
| 21030 - Material Coordinator | 21.17 |
| 21040 - Material Expediter | 21.17 |
| 21050 - Material Handling Laborer | 12.52 |
| 21071 - Order Filler | 13.16 |
| 21080 - Production Line Worker (Food Processing) | 15.02 |
| 21110 - Shipping Packer | 15.40 |
| 21130 - Shipping/Receiving Clerk | 15.40 |
| 21140 - Store Worker I | 12.07 |
| 21150 - Stock Clerk | 16.14 |
| 21210 - Tools And Parts Attendant | 15.02 |
| 21410 - Warehouse Specialist | 15.02 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.51 |
| 23021 - Aircraft Mechanic I | 25.37 |
| 23022 - Aircraft Mechanic II | 26.51 |
| 23023 - Aircraft Mechanic III | 27.39 |
| 23040 - Aircraft Mechanic Helper | 18.95 |
| 23050 - Aircraft, Painter | 24.10 |
| 23060 - Aircraft Servicer | 21.55 |
| 23080 - Aircraft Worker | 22.42 |
| 23110 - Appliance Mechanic | 19.87 |
| 23120 - Bicycle Repairer | 12.95 |
| 23125 - Cable Splicer | 26.52 |
| 23130 - Carpenter, Maintenance | 19.62 |
| 23140 - Carpet Layer | 18.42 |
| 23160 - Electrician, Maintenance | 21.74 |
| 23181 - Electronics Technician Maintenance I | 20.77 |
| 23182 - Electronics Technician Maintenance II | 21.84 |
| 23183 - Electronics Technician Maintenance III | 24.76 |
| 23260 - Fabric Worker | 17.73 |
| 23290 - Fire Alarm System Mechanic | 20.38 |
| 23310 - Fire Extinguisher Repairer | 16.50 |
| 23311 - Fuel Distribution System Mechanic | 23.81 |
| 23312 - Fuel Distribution System Operator | 17.46 |
| 23370 - General Maintenance Worker | 17.73 |
| 23380 - Ground Support Equipment Mechanic | 25.37 |
| 23381 - Ground Support Equipment Servicer | 21.55 |
| 23382 - Ground Support Equipment Worker | 22.42 |
| 23391 - Gunsmith I | 16.50 |
| 23392 - Gunsmith II | 18.78 |
| 23393 - Gunsmith III | 22.42 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.63 |
| 23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility) | 22.39 |

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| 23430 - Heavy Equipment Mechanic | 20.04 |
| 23440 - Heavy Equipment Operator | 18.63 |
| 23460 - Instrument Mechanic | 23.38 |
| 23465 - Laboratory/Shelter Mechanic | 19.87 |
| 23470 - Laborer | 11.21 |
| 23510 - Locksmith | 19.87 |
| 23530 - Machinery Maintenance Mechanic | 22.64 |
| 23550 - Machinist, Maintenance | 18.16 |
| 23580 - Maintenance Trades Helper | 14.11 |
| 23591 - Metrology Technician I | 23.81 |
| 23592 - Metrology Technician II | 22.55 |
| 23593 - Metrology Technician III | 23.45 |
| 23640 - Millwright | 23.27 |
| 23710 - Office Appliance Repairer | 19.78 |
| 23760 - Painter, Maintenance | 19.02 |
| 23790 - Pipefitter, Maintenance | 25.50 |
| 23810 - Plumber, Maintenance | 24.55 |
| 23820 - Pneudraulic Systems Mechanic | 22.42 |
| 23850 - Rigger | 22.42 |
| 23870 - Scale Mechanic | 18.78 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.81 |
| 23910 - Small Engine Mechanic | 18.78 |
| 23931 - Telecommunications Mechanic I | 23.81 |
| 23932 - Telecommunications Mechanic II | 27.20 |
| 23950 - Telephone Lineman | 24.21 |
| 23960 - Welder, Combination, Maintenance | 19.18 |
| 23965 - Well Driller | 22.42 |
| 23970 - Woodcraft Worker | 22.42 |
| 23980 - Woodworker | 16.50 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.42 |
| 24580 - Child Care Center Clerk | 15.05 |
| 24610 - Chore Aide | 12.03 |
| 24620 - Family Readiness And Support Services Coordinator | 13.73 |
| 24630 - Homemaker | 17.66 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.42 |
| 25040 - Sewage Plant Operator | 19.87 |
| 25070 - Stationary Engineer | 22.42 |
| 25190 - Ventilation Equipment Tender | 15.37 |
| 25210 - Water Treatment Plant Operator | 19.87 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.07 |
| 27007 - Baggage Inspector | 12.40 |
| 27008 - Corrections Officer | 15.26 |
| 27010 - Court Security Officer | 17.84 |
| 27030 - Detection Dog Handler | 13.87 |
| 27040 - Detention Officer | 15.26 |
| 27070 - Firefighter | 17.84 |
| 27101 - Guard I | 12.40 |
| 27102 - Guard II | 13.87 |
| 27131 - Police Officer I | 19.05 |
| 27132 - Police Officer II | 21.18 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.17 |
| 28042 - Carnival Equipment Repairer | 12.55 |
| 28043 - Carnival Equipment Worker | 9.72 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.96 |
| 28515 - Recreation Specialist | 15.16 |

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| 28630 - Sports Official | 13.06 |
| 28690 - Swimming Pool Operator | 16.85 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.26 |
| 29020 - Hatch Tender | 20.26 |
| 29030 - Line Handler | 20.26 |
| 29041 - Stevedore I | 19.39 |
| 29042 - Stevedore II | 21.45 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.67 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.12 |
| 30022 - Archeological Technician II | 19.48 |
| 30023 - Archeological Technician III | 22.96 |
| 30030 - Cartographic Technician | 23.01 |
| 30040 - Civil Engineering Technician | 20.62 |
| 30061 - Drafter/CAD Operator I | 16.60 |
| 30062 - Drafter/CAD Operator II | 18.57 |
| 30063 - Drafter/CAD Operator III | 20.73 |
| 30064 - Drafter/CAD Operator IV | 25.50 |
| 30081 - Engineering Technician I | 16.89 |
| 30082 - Engineering Technician II | 17.92 |
| 30083 - Engineering Technician III | 20.05 |
| 30084 - Engineering Technician IV | 24.85 |
| 30085 - Engineering Technician V | 30.39 |
| 30086 - Engineering Technician VI | 36.79 |
| 30090 - Environmental Technician | 23.01 |
| 30210 - Laboratory Technician | 23.53 |
| 30240 - Mathematical Technician | 23.01 |
| 30361 - Paralegal/Legal Assistant I | 18.97 |
| 30362 - Paralegal/Legal Assistant II | 23.52 |
| 30363 - Paralegal/Legal Assistant III | 28.76 |
| 30364 - Paralegal/Legal Assistant IV | 34.79 |
| 30390 - Photo-Optics Technician | 24.16 |
| 30461 - Technical Writer I | 23.01 |
| 30462 - Technical Writer II | 28.14 |
| 30463 - Technical Writer III | 34.05 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 21.74 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 23.01 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.14 |
| 31030 - Bus Driver | 16.67 |
| 31043 - Driver Courier | 14.75 |
| 31260 - Parking and Lot Attendant | 11.23 |
| 31290 - Shuttle Bus Driver | 15.82 |
| 31310 - Taxi Driver | 13.86 |
| 31361 - Truckdriver, Light | 15.82 |
| 31362 - Truckdriver, Medium | 16.58 |
| 31363 - Truckdriver, Heavy | 17.23 |
| 31364 - Truckdriver, Tractor-Trailer | 17.23 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.03 |
| 99050 - Desk Clerk | 9.94 |
| 99095 - Embalmer | 23.05 |
| 99251 - Laboratory Animal Caretaker I | 10.80 |
| 99252 - Laboratory Animal Caretaker II | 11.46 |

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| 99310 - Mortician | 23.05 |
| 99410 - Pest Controller | 15.30 |
| 99510 - Photofinishing Worker | 14.29 |
| 99710 - Recycling Laborer | 13.16 |
| 99711 - Recycling Specialist | 15.64 |
| 99730 - Refuse Collector | 11.91 |
| 99810 - Sales Clerk | 11.92 |
| 99820 - School Crossing Guard | 12.01 |
| 99830 - Survey Party Chief | 19.88 |
| 99831 - Surveying Aide | 12.44 |
| 99832 - Surveying Technician | 15.54 |
| 99840 - Vending Machine Attendant | 13.20 |
| 99841 - Vending Machine Repairer | 15.03 |
| 99842 - Vending Machine Repairer Helper | 13.20 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordinance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2214
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: Kansas

Area: Kansas Counties of Brown, Clay, Cloud, Coffey, Dickinson, Geary, Jackson, Jefferson, Lyon, Marshall, Morris, Nemaha, Osage, Ottawa, Pottawatomie, Republic, Riley, Saline, Shawnee, Wabaunsee, Washington

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.46 |
| 01012 - Accounting Clerk II | | 14.00 |
| 01013 - Accounting Clerk III | | 15.65 |
| 01020 - Administrative Assistant | | 18.70 |
| 01040 - Court Reporter | | 16.14 |
| 01051 - Data Entry Operator I | | 11.27 |
| 01052 - Data Entry Operator II | | 12.31 |
| 01060 - Dispatcher, Motor Vehicle | | 14.93 |
| 01070 - Document Preparation Clerk | | 12.34 |
| 01090 - Duplicating Machine Operator | | 12.34 |
| 01111 - General Clerk I | | 11.85 |
| 01112 - General Clerk II | | 12.94 |
| 01113 - General Clerk III | | 14.52 |
| 01120 - Housing Referral Assistant | | 16.31 |

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| 01141 - Messenger Courier | 9.90 |
| 01191 - Order Clerk I | 11.73 |
| 01192 - Order Clerk II | 12.93 |
| 01261 - Personnel Assistant (Employment) I | 13.97 |
| 01262 - Personnel Assistant (Employment) II | 15.59 |
| 01263 - Personnel Assistant (Employment) III | 17.37 |
| 01270 - Production Control Clerk | 21.17 |
| 01280 - Receptionist | 11.12 |
| 01290 - Rental Clerk | 12.18 |
| 01300 - Scheduler, Maintenance | 12.18 |
| 01311 - Secretary I | 12.18 |
| 01312 - Secretary II | 14.66 |
| 01313 - Secretary III | 16.31 |
| 01320 - Service Order Dispatcher | 12.18 |
| 01410 - Supply Technician | 18.70 |
| 01420 - Survey Worker | 13.09 |
| 01531 - Travel Clerk I | 12.58 |
| 01532 - Travel Clerk II | 13.25 |
| 01533 - Travel Clerk III | 14.27 |
| 01611 - Word Processor I | 12.47 |
| 01612 - Word Processor II | 14.01 |
| 01613 - Word Processor III | 15.93 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.18 |
| 05010 - Automotive Electrician | 17.36 |
| 05040 - Automotive Glass Installer | 16.62 |
| 05070 - Automotive Worker | 16.62 |
| 05110 - Mobile Equipment Servicer | 15.23 |
| 05130 - Motor Equipment Metal Mechanic | 18.03 |
| 05160 - Motor Equipment Metal Worker | 16.62 |
| 05190 - Motor Vehicle Mechanic | 18.03 |
| 05220 - Motor Vehicle Mechanic Helper | 14.59 |
| 05250 - Motor Vehicle Upholstery Worker | 15.96 |
| 05280 - Motor Vehicle Wrecker | 16.62 |
| 05310 - Painter, Automotive | 17.36 |
| 05340 - Radiator Repair Specialist | 16.62 |
| 05370 - Tire Repairer | 12.95 |
| 05400 - Transmission Repair Specialist | 18.03 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.42 |
| 07041 - Cook I | 10.66 |
| 07042 - Cook II | 12.27 |
| 07070 - Dishwasher | 7.46 |
| 07130 - Food Service Worker | 8.41 |
| 07210 - Meat Cutter | 13.93 |
| 07260 - Waiter/Waitress | 7.75 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.00 |
| 09040 - Furniture Handler | 12.56 |
| 09080 - Furniture Refinisher | 18.00 |
| 09090 - Furniture Refinisher Helper | 13.93 |
| 09110 - Furniture Repairer, Minor | 16.07 |
| 09130 - Upholsterer | 18.00 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.55 |
| 11060 - Elevator Operator | 10.32 |
| 11090 - Gardener | 12.68 |
| 11122 - Housekeeping Aide | 10.32 |
| 11150 - Janitor | 10.32 |
| 11210 - Laborer, Grounds Maintenance | 11.36 |
| 11240 - Maid or Houseman | 8.22 |
| 11260 - Pruner | 10.25 |
| 11270 - Tractor Operator | 12.12 |

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| 11330 - Trail Maintenance Worker | 11.36 |
| 11360 - Window Cleaner | 11.51 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.82 |
| 12011 - Breath Alcohol Technician | 14.82 |
| 12012 - Certified Occupational Therapist Assistant | 21.92 |
| 12015 - Certified Physical Therapist Assistant | 21.90 |
| 12020 - Dental Assistant | 13.77 |
| 12025 - Dental Hygienist | 34.41 |
| 12030 - EKG Technician | 23.18 |
| 12035 - Electroneurodiagnostic Technologist | 23.18 |
| 12040 - Emergency Medical Technician | 14.82 |
| 12071 - Licensed Practical Nurse I | 13.93 |
| 12072 - Licensed Practical Nurse II | 15.58 |
| 12073 - Licensed Practical Nurse III | 17.37 |
| 12100 - Medical Assistant | 11.83 |
| 12130 - Medical Laboratory Technician | 13.81 |
| 12160 - Medical Record Clerk | 13.37 |
| 12190 - Medical Record Technician | 14.95 |
| 12195 - Medical Transcriptionist | 14.84 |
| 12210 - Nuclear Medicine Technologist | 33.67 |
| 12221 - Nursing Assistant I | 9.70 |
| 12222 - Nursing Assistant II | 10.91 |
| 12223 - Nursing Assistant III | 11.90 |
| 12224 - Nursing Assistant IV | 13.35 |
| 12235 - Optical Dispenser | 14.27 |
| 12236 - Optical Technician | 13.69 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.35 |
| 12305 - Radiologic Technologist | 21.99 |
| 12311 - Registered Nurse I | 21.78 |
| 12312 - Registered Nurse II | 26.63 |
| 12313 - Registered Nurse II, Specialist | 26.63 |
| 12314 - Registered Nurse III | 32.22 |
| 12315 - Registered Nurse III, Anesthetist | 32.22 |
| 12316 - Registered Nurse IV | 38.61 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.41 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.03 |
| 13012 - Exhibits Specialist II | 22.33 |
| 13013 - Exhibits Specialist III | 27.34 |
| 13041 - Illustrator I | 18.03 |
| 13042 - Illustrator II | 22.33 |
| 13043 - Illustrator III | 27.34 |
| 13047 - Librarian | 24.76 |
| 13050 - Library Aide/Clerk | 11.56 |
| 13054 - Library Information Technology Systems Administrator | 22.33 |
| 13058 - Library Technician | 15.31 |
| 13061 - Media Specialist I | 16.12 |
| 13062 - Media Specialist II | 18.03 |
| 13063 - Media Specialist III | 20.11 |
| 13071 - Photographer I | 14.78 |
| 13072 - Photographer II | 16.56 |
| 13073 - Photographer III | 20.49 |
| 13074 - Photographer IV | 25.06 |
| 13075 - Photographer V | 30.32 |
| 13110 - Video Teleconference Technician | 14.99 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.72 |
| 14042 - Computer Operator II | 16.86 |
| 14043 - Computer Operator III | 17.92 |
| 14044 - Computer Operator IV | 20.46 |

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| 14045 - Computer Operator V | 22.66 |
| 14071 - Computer Programmer I | 22.89 |
| 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 | 14.72 |
| 14160 - Personal Computer Support Technician | 20.46 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.18 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.87 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.03 |
| 15050 - Computer Based Training Specialist / Instructor | 27.18 |
| 15060 - Educational Technologist | 26.40 |
| 15070 - Flight Instructor (Pilot) | 39.03 |
| 15080 - Graphic Artist | 21.89 |
| 15090 - Technical Instructor | 19.59 |
| 15095 - Technical Instructor/Course Developer | 23.98 |
| 15110 - Test Proctor | 15.80 |
| 15120 - Tutor | 15.80 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.85 |
| 16030 - Counter Attendant | 8.85 |
| 16040 - Dry Cleaner | 11.22 |
| 16070 - Finisher, Flatwork, Machine | 8.85 |
| 16090 - Presser, Hand | 8.85 |
| 16110 - Presser, Machine, Drycleaning | 8.85 |
| 16130 - Presser, Machine, Shirts | 8.85 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.85 |
| 16190 - Sewing Machine Operator | 11.96 |
| 16220 - Tailor | 12.71 |
| 16250 - Washer, Machine | 9.61 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.87 |
| 19040 - Tool And Die Maker | 23.38 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.02 |
| 21030 - Material Coordinator | 21.17 |
| 21040 - Material Expediter | 21.17 |
| 21050 - Material Handling Laborer | 12.52 |
| 21071 - Order Filler | 13.16 |
| 21080 - Production Line Worker (Food Processing) | 15.02 |
| 21110 - Shipping Packer | 15.40 |
| 21130 - Shipping/Receiving Clerk | 15.40 |
| 21140 - Store Worker I | 12.07 |
| 21150 - Stock Clerk | 16.14 |
| 21210 - Tools And Parts Attendant | 15.02 |
| 21410 - Warehouse Specialist | 15.02 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 26.51 |
| 23021 - Aircraft Mechanic I | 25.37 |
| 23022 - Aircraft Mechanic II | 26.51 |
| 23023 - Aircraft Mechanic III | 27.39 |
| 23040 - Aircraft Mechanic Helper | 18.95 |
| 23050 - Aircraft, Painter | 24.10 |
| 23060 - Aircraft Servicer | 21.55 |
| 23080 - Aircraft Worker | 22.42 |
| 23110 - Appliance Mechanic | 19.87 |
| 23120 - Bicycle Repairer | 12.95 |
| 23125 - Cable Splicer | 26.52 |
| 23130 - Carpenter, Maintenance | 19.62 |

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| 23140 - Carpet Layer | 18.42 |
| 23160 - Electrician, Maintenance | 21.74 |
| 23181 - Electronics Technician Maintenance I | 20.77 |
| 23182 - Electronics Technician Maintenance II | 21.84 |
| 23183 - Electronics Technician Maintenance III | 24.76 |
| 23260 - Fabric Worker | 17.73 |
| 23290 - Fire Alarm System Mechanic | 20.38 |
| 23310 - Fire Extinguisher Repairer | 16.50 |
| 23311 - Fuel Distribution System Mechanic | 23.81 |
| 23312 - Fuel Distribution System Operator | 17.46 |
| 23370 - General Maintenance Worker | 17.73 |
| 23380 - Ground Support Equipment Mechanic | 25.37 |
| 23381 - Ground Support Equipment Servicer | 21.55 |
| 23382 - Ground Support Equipment Worker | 22.42 |
| 23391 - Gunsmith I | 16.50 |
| 23392 - Gunsmith II | 18.78 |
| 23393 - Gunsmith III | 22.42 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.63 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.39 |
| 23430 - Heavy Equipment Mechanic | 20.04 |
| 23440 - Heavy Equipment Operator | 18.63 |
| 23460 - Instrument Mechanic | 23.38 |
| 23465 - Laboratory/Shelter Mechanic | 19.87 |
| 23470 - Laborer | 11.21 |
| 23510 - Locksmith | 19.87 |
| 23530 - Machinery Maintenance Mechanic | 22.64 |
| 23550 - Machinist, Maintenance | 18.16 |
| 23580 - Maintenance Trades Helper | 14.11 |
| 23591 - Metrology Technician I | 23.81 |
| 23592 - Metrology Technician II | 22.55 |
| 23593 - Metrology Technician III | 23.45 |
| 23640 - Millwright | 23.27 |
| 23710 - Office Appliance Repairer | 19.78 |
| 23760 - Painter, Maintenance | 19.02 |
| 23790 - Pipefitter, Maintenance | 25.50 |
| 23810 - Plumber, Maintenance | 24.55 |
| 23820 - Pneudraulic Systems Mechanic | 22.42 |
| 23850 - Rigger | 22.42 |
| 23870 - Scale Mechanic | 18.78 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.81 |
| 23910 - Small Engine Mechanic | 18.78 |
| 23931 - Telecommunications Mechanic I | 23.81 |
| 23932 - Telecommunications Mechanic II | 27.20 |
| 23950 - Telephone Lineman | 24.21 |
| 23960 - Welder, Combination, Maintenance | 19.18 |
| 23965 - Well Driller | 22.42 |
| 23970 - Woodcraft Worker | 22.42 |
| 23980 - Woodworker | 16.50 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.42 |
| 24580 - Child Care Center Clerk | 15.05 |
| 24610 - Chore Aide | 12.03 |
| 24620 - Family Readiness And Support Services Coordinator | 13.73 |
| 24630 - Homemaker | 17.66 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.42 |
| 25040 - Sewage Plant Operator | 19.87 |
| 25070 - Stationary Engineer | 22.42 |
| 25190 - Ventilation Equipment Tender | 15.37 |
| 25210 - Water Treatment Plant Operator | 19.87 |

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| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.07 |
| 27007 - Baggage Inspector | 12.40 |
| 27008 - Corrections Officer | 15.26 |
| 27010 - Court Security Officer | 17.84 |
| 27030 - Detection Dog Handler | 13.87 |
| 27040 - Detention Officer | 15.26 |
| 27070 - Firefighter | 17.84 |
| 27101 - Guard I | 12.40 |
| 27102 - Guard II | 13.87 |
| 27131 - Police Officer I | 19.05 |
| 27132 - Police Officer II | 21.18 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.17 |
| 28042 - Carnival Equipment Repairer | 12.55 |
| 28043 - Carnival Equipment Worker | 9.72 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.96 |
| 28515 - Recreation Specialist | 15.16 |
| 28630 - Sports Official | 13.06 |
| 28690 - Swimming Pool Operator | 16.85 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.26 |
| 29020 - Hatch Tender | 20.26 |
| 29030 - Line Handler | 20.26 |
| 29041 - Stevedore I | 19.39 |
| 29042 - Stevedore II | 21.45 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.67 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.12 |
| 30022 - Archeological Technician II | 19.48 |
| 30023 - Archeological Technician III | 22.96 |
| 30030 - Cartographic Technician | 23.01 |
| 30040 - Civil Engineering Technician | 20.62 |
| 30061 - Drafter/CAD Operator I | 16.60 |
| 30062 - Drafter/CAD Operator II | 18.57 |
| 30063 - Drafter/CAD Operator III | 20.73 |
| 30064 - Drafter/CAD Operator IV | 25.50 |
| 30081 - Engineering Technician I | 16.89 |
| 30082 - Engineering Technician II | 17.92 |
| 30083 - Engineering Technician III | 20.05 |
| 30084 - Engineering Technician IV | 24.85 |
| 30085 - Engineering Technician V | 30.39 |
| 30086 - Engineering Technician VI | 36.79 |
| 30090 - Environmental Technician | 23.01 |
| 30210 - Laboratory Technician | 23.53 |
| 30240 - Mathematical Technician | 23.01 |
| 30361 - Paralegal/Legal Assistant I | 18.97 |
| 30362 - Paralegal/Legal Assistant II | 23.52 |
| 30363 - Paralegal/Legal Assistant III | 28.76 |
| 30364 - Paralegal/Legal Assistant IV | 34.79 |
| 30390 - Photo-Optics Technician | 24.16 |
| 30461 - Technical Writer I | 23.01 |
| 30462 - Technical Writer II | 28.14 |
| 30463 - Technical Writer III | 34.05 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |

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| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 21.74 |
| 30621 - Weather Observer, Senior | (see 2) 23.01 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.14 |
| 31030 - Bus Driver | 16.67 |
| 31043 - Driver Courier | 14.75 |
| 31260 - Parking and Lot Attendant | 11.23 |
| 31290 - Shuttle Bus Driver | 15.82 |
| 31310 - Taxi Driver | 13.86 |
| 31361 - Truckdriver, Light | 15.82 |
| 31362 - Truckdriver, Medium | 16.58 |
| 31363 - Truckdriver, Heavy | 17.23 |
| 31364 - Truckdriver, Tractor-Trailer | 17.23 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.03 |
| 99050 - Desk Clerk | 9.94 |
| 99095 - Embalmer | 23.05 |
| 99251 - Laboratory Animal Caretaker I | 10.80 |
| 99252 - Laboratory Animal Caretaker II | 11.46 |
| 99310 - Mortician | 23.05 |
| 99410 - Pest Controller | 15.30 |
| 99510 - Photofinishing Worker | 14.29 |
| 99710 - Recycling Laborer | 13.16 |
| 99711 - Recycling Specialist | 15.64 |
| 99730 - Refuse Collector | 11.91 |
| 99810 - Sales Clerk | 11.92 |
| 99820 - School Crossing Guard | 12.01 |
| 99830 - Survey Party Chief | 19.88 |
| 99831 - Surveying Aide | 12.44 |
| 99832 - Surveying Technician | 15.54 |
| 99840 - Vending Machine Attendant | 13.20 |
| 99841 - Vending Machine Repairer | 15.03 |
| 99842 - Vending Machine Repairer Helper | 13.20 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2215
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Kansas

Area: Kansas Counties of Allen, Barber, Barton, Bourbon, Butler, Chase, Chautauqua, Cherokee, Cheyenne, Clark, Comanche, Cowley, Crawford, Decatur, Edwards, Elk, Ellis, Ellsworth, Finney, Ford, Gove, Graham, Grant, Gray, Greeley, Greenwood, Hamilton, Harper, Harvey, Haskell, Hodgeman, Jewell, Kearny, Kingman, Kiowa, Labette, Lane, Lincoln, Logan, Marion, McPherson, Meade, Mitchell, Montgomery, Morton, Neosho, Ness, Norton, Osborne, Pawnee, Phillips, Pratt, Rawlins, Reno, Rice, Rooks, Rush, Russell, Scott, Sedgwick, Seward, Sheridan, Sherman, Smith, Stafford, Stanton, Stevens, Sumner, Thomas, Trego, Wallace, Wichita, Wilson, Woodson

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.69 |
| 01012 - Accounting Clerk II | | 15.89 |
| 01013 - Accounting Clerk III | | 17.75 |
| 01020 - Administrative Assistant | | 19.09 |
| 01040 - Court Reporter | | 22.72 |
| 01051 - Data Entry Operator I | | 13.80 |
| 01052 - Data Entry Operator II | | 15.07 |
| 01060 - Dispatcher, Motor Vehicle | | 16.19 |
| 01070 - Document Preparation Clerk | | 14.46 |
| 01090 - Duplicating Machine Operator | | 14.47 |
| 01111 - General Clerk I | | 11.59 |
| 01112 - General Clerk II | | 12.65 |
| 01113 - General Clerk III | | 14.20 |
| 01120 - Housing Referral Assistant | | 16.15 |
| 01141 - Messenger Courier | | 12.43 |
| 01191 - Order Clerk I | | 12.48 |
| 01192 - Order Clerk II | | 13.62 |
| 01261 - Personnel Assistant (Employment) I | | 14.14 |
| 01262 - Personnel Assistant (Employment) II | | 15.81 |
| 01263 - Personnel Assistant (Employment) III | | 17.85 |
| 01270 - Production Control Clerk | | 20.84 |
| 01280 - Receptionist | | 10.96 |
| 01290 - Rental Clerk | | 13.83 |
| 01300 - Scheduler, Maintenance | | 12.55 |
| 01311 - Secretary I | | 12.55 |
| 01312 - Secretary II | | 14.04 |
| 01313 - Secretary III | | 16.15 |
| 01320 - Service Order Dispatcher | | 14.01 |
| 01410 - Supply Technician | | 19.09 |
| 01420 - Survey Worker | | 13.37 |
| 01531 - Travel Clerk I | | 12.58 |
| 01532 - Travel Clerk II | | 13.25 |
| 01533 - Travel Clerk III | | 14.27 |
| 01611 - Word Processor I | | 11.87 |
| 01612 - Word Processor II | | 13.24 |
| 01613 - Word Processor III | | 14.74 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 20.95 |
| 05010 - Automotive Electrician | | 19.91 |
| 05040 - Automotive Glass Installer | | 19.06 |
| 05070 - Automotive Worker | | 19.06 |
| 05110 - Mobile Equipment Servicer | | 16.98 |
| 05130 - Motor Equipment Metal Mechanic | | 20.95 |
| 05160 - Motor Equipment Metal Worker | | 19.06 |
| 05190 - Motor Vehicle Mechanic | | 21.18 |
| 05220 - Motor Vehicle Mechanic Helper | | 15.92 |
| 05250 - Motor Vehicle Upholstery Worker | | 18.02 |

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| 05280 - Motor Vehicle wrecker | 19.06 |
| 05310 - Painter, Automotive | 19.91 |
| 05340 - Radiator Repair Specialist | 19.06 |
| 05370 - Tire Repairer | 15.62 |
| 05400 - Transmission Repair Specialist | 20.95 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.71 |
| 07041 - Cook I | 10.46 |
| 07042 - Cook II | 11.75 |
| 07070 - Dishwasher | 7.66 |
| 07130 - Food Service Worker | 8.12 |
| 07210 - Meat Cutter | 13.67 |
| 07260 - Waiter/Waitress | 8.14 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.62 |
| 09040 - Furniture Handler | 13.76 |
| 09080 - Furniture Refinisher | 19.62 |
| 09090 - Furniture Refinisher Helper | 15.66 |
| 09110 - Furniture Repairer, Minor | 17.54 |
| 09130 - Upholsterer | 19.62 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.31 |
| 11060 - Elevator Operator | 10.62 |
| 11090 - Gardener | 11.43 |
| 11122 - Housekeeping Aide | 10.62 |
| 11150 - Janitor | 10.62 |
| 11210 - Laborer, Grounds Maintenance | 10.55 |
| 11240 - Maid or Houseman | 8.83 |
| 11260 - Pruner | 9.68 |
| 11270 - Tractor Operator | 11.39 |
| 11330 - Trail Maintenance Worker | 10.55 |
| 11360 - Window Cleaner | 11.57 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.19 |
| 12011 - Breath Alcohol Technician | 15.23 |
| 12012 - Certified Occupational Therapist Assistant | 21.08 |
| 12015 - Certified Physical Therapist Assistant | 20.99 |
| 12020 - Dental Assistant | 15.32 |
| 12025 - Dental Hygienist | 29.85 |
| 12030 - EKG Technician | 21.59 |
| 12035 - Electroneurodiagnostic Technologist | 21.59 |
| 12040 - Emergency Medical Technician | 16.19 |
| 12071 - Licensed Practical Nurse I | 14.10 |
| 12072 - Licensed Practical Nurse II | 15.77 |
| 12073 - Licensed Practical Nurse III | 17.59 |
| 12100 - Medical Assistant | 12.05 |
| 12130 - Medical Laboratory Technician | 13.97 |
| 12160 - Medical Record Clerk | 13.01 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 14.22 |
| 12210 - Nuclear Medicine Technologist | 32.84 |
| 12221 - Nursing Assistant I | 9.71 |
| 12222 - Nursing Assistant II | 10.92 |
| 12223 - Nursing Assistant III | 11.92 |
| 12224 - Nursing Assistant IV | 13.37 |
| 12235 - Optical Dispenser | 13.59 |
| 12236 - Optical Technician | 13.86 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.37 |
| 12305 - Radiologic Technologist | 20.92 |
| 12311 - Registered Nurse I | 20.98 |
| 12312 - Registered Nurse II | 25.67 |
| 12313 - Registered Nurse II, Specialist | 25.67 |

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|---|---------|
| 12314 - Registered Nurse III | 31.05 |
| 12315 - Registered Nurse III, Anesthetist | 31.05 |
| 12316 - Registered Nurse IV | 37.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.54 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.44 |
| 13012 - Exhibits Specialist II | 21.59 |
| 13013 - Exhibits Specialist III | 26.42 |
| 13041 - Illustrator I | 17.44 |
| 13042 - Illustrator II | 21.59 |
| 13043 - Illustrator III | 26.42 |
| 13047 - Librarian | 23.91 |
| 13050 - Library Aide/Clerk | 12.63 |
| 13054 - Library Information Technology Systems Administrator | 19.64 |
| 13058 - Library Technician | 14.40 |
| 13061 - Media Specialist I | 16.19 |
| 13062 - Media Specialist II | 18.05 |
| 13063 - Media Specialist III | 20.13 |
| 13071 - Photographer I | 13.75 |
| 13072 - Photographer II | 16.29 |
| 13073 - Photographer III | 20.16 |
| 13074 - Photographer IV | 24.59 |
| 13075 - Photographer V | 29.83 |
| 13110 - Video Teleconference Technician | 15.59 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.92 |
| 14042 - Computer Operator II | 18.33 |
| 14043 - Computer Operator III | 21.46 |
| 14044 - Computer Operator IV | 23.01 |
| 14045 - Computer Operator V | 25.46 |
| 14071 - Computer Programmer I | 22.75 |
| 14072 - Computer Programmer II | 25.78 |
| 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 | 17.92 |
| 14160 - Personal Computer Support Technician | 24.04 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.83 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.88 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.05 |
| 15050 - Computer Based Training Specialist / Instructor | 28.83 |
| 15060 - Educational Technologist | 26.09 |
| 15070 - Flight Instructor (Pilot) | 40.05 |
| 15080 - Graphic Artist | 21.75 |
| 15090 - Technical Instructor | 17.81 |
| 15095 - Technical Instructor/Course Developer | 21.79 |
| 15110 - Test Proctor | 14.37 |
| 15120 - Tutor | 14.37 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.85 |
| 16030 - Counter Attendant | 8.85 |
| 16040 - Dry Cleaner | 11.22 |
| 16070 - Finisher, Flatwork, Machine | 8.85 |
| 16090 - Presser, Hand | 8.85 |
| 16110 - Presser, Machine, Drycleaning | 8.85 |
| 16130 - Presser, Machine, Shirts | 8.85 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.85 |
| 16190 - Sewing Machine Operator | 11.96 |
| 16220 - Tailor | 12.71 |

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| 16250 - Washer, Machine | 9.61 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.95 |
| 19040 - Tool And Die Maker | 29.95 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.06 |
| 21030 - Material Coordinator | 21.09 |
| 21040 - Material Expediter | 21.09 |
| 21050 - Material Handling Laborer | 11.21 |
| 21071 - Order Filler | 12.00 |
| 21080 - Production Line Worker (Food Processing) | 15.06 |
| 21110 - Shipping Packer | 16.54 |
| 21130 - Shipping/Receiving Clerk | 16.54 |
| 21140 - Store Worker I | 14.77 |
| 21150 - Stock Clerk | 18.92 |
| 21210 - Tools And Parts Attendant | 15.06 |
| 21410 - Warehouse Specialist | 15.06 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.92 |
| 23021 - Aircraft Mechanic I | 24.68 |
| 23022 - Aircraft Mechanic II | 25.92 |
| 23023 - Aircraft Mechanic III | 27.21 |
| 23040 - Aircraft Mechanic Helper | 18.46 |
| 23050 - Aircraft, Painter | 22.94 |
| 23060 - Aircraft Servicer | 20.90 |
| 23080 - Aircraft Worker | 22.11 |
| 23110 - Appliance Mechanic | 19.62 |
| 23120 - Bicycle Repairer | 15.62 |
| 23125 - Cable Splicer | 24.49 |
| 23130 - Carpenter, Maintenance | 19.62 |
| 23140 - Carpet Layer | 18.15 |
| 23160 - Electrician, Maintenance | 21.21 |
| 23181 - Electronics Technician Maintenance I | 24.31 |
| 23182 - Electronics Technician Maintenance II | 25.52 |
| 23183 - Electronics Technician Maintenance III | 30.71 |
| 23260 - Fabric Worker | 17.67 |
| 23290 - Fire Alarm System Mechanic | 19.95 |
| 23310 - Fire Extinguisher Repairer | 16.71 |
| 23311 - Fuel Distribution System Mechanic | 21.21 |
| 23312 - Fuel Distribution System Operator | 17.45 |
| 23370 - General Maintenance Worker | 18.69 |
| 23380 - Ground Support Equipment Mechanic | 24.68 |
| 23381 - Ground Support Equipment Servicer | 20.90 |
| 23382 - Ground Support Equipment Worker | 22.11 |
| 23391 - Gunsmith I | 16.71 |
| 23392 - Gunsmith II | 18.69 |
| 23393 - Gunsmith III | 20.58 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.58 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.53 |
| 23430 - Heavy Equipment Mechanic | 20.67 |
| 23440 - Heavy Equipment Operator | 20.58 |
| 23460 - Instrument Mechanic | 21.96 |
| 23465 - Laboratory/Shelter Mechanic | 19.62 |
| 23470 - Laborer | 11.21 |
| 23510 - Locksmith | 20.86 |
| 23530 - Machinery Maintenance Mechanic | 21.70 |
| 23550 - Machinist, Maintenance | 20.58 |
| 23580 - Maintenance Trades Helper | 15.77 |
| 23591 - Metrology Technician I | 21.96 |
| 23592 - Metrology Technician II | 23.03 |
| 23593 - Metrology Technician III | 24.00 |

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| 23640 - Millwright | 20.58 |
| 23710 - Office Appliance Repairer | 19.00 |
| 23760 - Painter, Maintenance | 18.96 |
| 23790 - Pipefitter, Maintenance | 22.34 |
| 23810 - Plumber, Maintenance | 21.22 |
| 23820 - Pneudraulic Systems Mechanic | 20.58 |
| 23850 - Rigger | 20.58 |
| 23870 - Scale Mechanic | 18.69 |
| 23890 - Sheet-Metal Worker, Maintenance | 21.95 |
| 23910 - Small Engine Mechanic | 18.69 |
| 23931 - Telecommunications Mechanic I | 23.82 |
| 23932 - Telecommunications Mechanic II | 24.92 |
| 23950 - Telephone Lineman | 23.77 |
| 23960 - Welder, Combination, Maintenance | 19.95 |
| 23965 - Well Driller | 20.58 |
| 23970 - Woodcraft Worker | 20.58 |
| 23980 - Woodworker | 16.71 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.20 |
| 24580 - Child Care Center Clerk | 12.75 |
| 24610 - Chore Aide | 10.01 |
| 24620 - Family Readiness And Support Services Coordinator | 12.73 |
| 24630 - Homemaker | 16.25 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.93 |
| 25040 - Sewage Plant Operator | 23.96 |
| 25070 - Stationary Engineer | 25.22 |
| 25190 - Ventilation Equipment Tender | 16.68 |
| 25210 - Water Treatment Plant Operator | 20.86 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.74 |
| 27007 - Baggage Inspector | 12.36 |
| 27008 - Corrections Officer | 15.13 |
| 27010 - Court Security Officer | 16.04 |
| 27030 - Detection Dog Handler | 17.18 |
| 27040 - Detention Officer | 15.13 |
| 27070 - Firefighter | 17.61 |
| 27101 - Guard I | 12.36 |
| 27102 - Guard II | 17.18 |
| 27131 - Police Officer I | 18.17 |
| 27132 - Police Officer II | 20.19 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.43 |
| 28042 - Carnival Equipment Repairer | 12.08 |
| 28043 - Carnival Equipment Worker | 9.29 |
| 28210 - Gate Attendant/Gate Tender | 14.32 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 16.01 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.69 |
| 28515 - Recreation Specialist | 19.85 |
| 28630 - Sports Official | 12.76 |
| 28690 - Swimming Pool Operator | 15.81 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.69 |
| 29020 - Hatch Tender | 18.69 |
| 29030 - Line Handler | 18.69 |
| 29041 - Stevedore I | 16.97 |
| 29042 - Stevedore II | 19.62 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 25.90 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |

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| 30021 - Archeological Technician I | 17.30 |
| 30022 - Archeological Technician II | 18.10 |
| 30023 - Archeological Technician III | 22.43 |
| 30030 - Cartographic Technician | 22.43 |
| 30040 - Civil Engineering Technician | 19.66 |
| 30061 - Drafter/CAD Operator I | 16.18 |
| 30062 - Drafter/CAD Operator II | 18.10 |
| 30063 - Drafter/CAD Operator III | 20.18 |
| 30064 - Drafter/CAD Operator IV | 24.83 |
| 30081 - Engineering Technician I | 16.25 |
| 30082 - Engineering Technician II | 18.25 |
| 30083 - Engineering Technician III | 22.54 |
| 30084 - Engineering Technician IV | 24.66 |
| 30085 - Engineering Technician V | 33.08 |
| 30086 - Engineering Technician VI | 40.00 |
| 30090 - Environmental Technician | 22.43 |
| 30210 - Laboratory Technician | 20.33 |
| 30240 - Mathematical Technician | 23.48 |
| 30361 - Paralegal/Legal Assistant I | 18.18 |
| 30362 - Paralegal/Legal Assistant II | 23.48 |
| 30363 - Paralegal/Legal Assistant III | 28.72 |
| 30364 - Paralegal/Legal Assistant IV | 33.95 |
| 30390 - Photo-Optics Technician | 23.48 |
| 30461 - Technical Writer I | 20.98 |
| 30462 - Technical Writer II | 25.67 |
| 30463 - Technical Writer III | 31.05 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 23.01 |
| 30495 - Unexploded (UXO) Sweep Personnel | 23.00 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | 20.18 |
| 30621 - Weather Observer, Senior | 22.43 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.85 |
| 31030 - Bus Driver | 13.88 |
| 31043 - Driver Courier | 11.90 |
| 31260 - Parking and Lot Attendant | 9.19 |
| 31290 - Shuttle Bus Driver | 12.61 |
| 31310 - Taxi Driver | 9.48 |
| 31361 - Truckdriver, Light | 12.61 |
| 31362 - Truckdriver, Medium | 12.87 |
| 31363 - Truckdriver, Heavy | 18.13 |
| 31364 - Truckdriver, Tractor-Trailer | 18.13 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.25 |
| 99050 - Desk Clerk | 9.27 |
| 99095 - Embalmer | 24.91 |
| 99251 - Laboratory Animal Caretaker I | 8.96 |
| 99252 - Laboratory Animal Caretaker II | 9.49 |
| 99310 - Mortician | 24.91 |
| 99410 - Pest Controller | 18.68 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.15 |
| 99711 - Recycling Specialist | 17.51 |
| 99730 - Refuse Collector | 12.75 |
| 99810 - Sales Clerk | 11.90 |
| 99820 - School Crossing Guard | 10.33 |
| 99830 - Survey Party Chief | 20.22 |
| 99831 - Surveying Aide | 12.47 |
| 99832 - Surveying Technician | 17.11 |
| 99840 - Vending Machine Attendant | 13.31 |

(see 3)

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| 99841 - Vending Machine Repairer | 15.81 |
| 99842 - Vending Machine Repairer Helper | 13.31 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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).

3) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2216
Revision No.: 17
Date of Last Revision: 07/25/2014

State: Kansas

Area: Kansas Counties of Allen, Barber, Barton, Bourbon, Butler, Chase, Chautauqua, Cherokee, Cheyenne, Clark, Comanche, Cowley, Crawford, Decatur, Edwards, Elk, Ellis, Ellsworth, Finney, Ford, Gove, Graham, Grant, Gray, Greeley, Greenwood, Hamilton, Harper, Harvey, Haskell, Hodgeman, Jewell, Kearny, Kingman, Kiowa, Labette, Lane, Lincoln, Logan, Marion, McPherson, Meade, Mitchell, Montgomery, Morton, Neosho, Ness, Norton, Osborne, Pawnee, Phillips, Pratt, Rawlins, Reno, Rice, Rooks, Rush, Russell, Scott, Sedgwick, Seward, Sheridan, Sherman, Smith, Stafford, Stanton, Stevens, Sumner, Thomas, Trego, Wallace, Wichita, Wilson, Woodson

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.69 |
| 01012 - Accounting Clerk II | | 15.89 |
| 01013 - Accounting Clerk III | | 17.75 |
| 01020 - Administrative Assistant | | 19.09 |
| 01040 - Court Reporter | | 22.72 |
| 01051 - Data Entry Operator I | | 13.80 |
| 01052 - Data Entry Operator II | | 15.07 |
| 01060 - Dispatcher, Motor Vehicle | | 16.19 |
| 01070 - Document Preparation Clerk | | 14.46 |
| 01090 - Duplicating Machine Operator | | 14.47 |
| 01111 - General Clerk I | | 11.59 |
| 01112 - General Clerk II | | 12.65 |

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| 01113 - General Clerk III | 14.20 |
| 01120 - Housing Referral Assistant | 16.15 |
| 01141 - Messenger Courier | 12.43 |
| 01191 - Order Clerk I | 12.48 |
| 01192 - Order Clerk II | 13.62 |
| 01261 - Personnel Assistant (Employment) I | 14.14 |
| 01262 - Personnel Assistant (Employment) II | 15.81 |
| 01263 - Personnel Assistant (Employment) III | 17.85 |
| 01270 - Production Control Clerk | 20.84 |
| 01280 - Receptionist | 10.96 |
| 01290 - Rental Clerk | 13.83 |
| 01300 - Scheduler, Maintenance | 12.55 |
| 01311 - Secretary I | 12.55 |
| 01312 - Secretary II | 14.04 |
| 01313 - Secretary III | 16.15 |
| 01320 - Service Order Dispatcher | 14.01 |
| 01410 - Supply Technician | 19.09 |
| 01420 - Survey Worker | 13.37 |
| 01531 - Travel Clerk I | 12.58 |
| 01532 - Travel Clerk II | 13.25 |
| 01533 - Travel Clerk III | 14.27 |
| 01611 - Word Processor I | 11.87 |
| 01612 - Word Processor II | 13.24 |
| 01613 - Word Processor III | 14.74 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.95 |
| 05010 - Automotive Electrician | 19.91 |
| 05040 - Automotive Glass Installer | 19.06 |
| 05070 - Automotive Worker | 19.06 |
| 05110 - Mobile Equipment Servicer | 16.98 |
| 05130 - Motor Equipment Metal Mechanic | 20.95 |
| 05160 - Motor Equipment Metal Worker | 19.06 |
| 05190 - Motor Vehicle Mechanic | 21.18 |
| 05220 - Motor Vehicle Mechanic Helper | 15.92 |
| 05250 - Motor Vehicle Upholstery Worker | 18.02 |
| 05280 - Motor Vehicle Wrecker | 19.06 |
| 05310 - Painter, Automotive | 19.91 |
| 05340 - Radiator Repair Specialist | 19.06 |
| 05370 - Tire Repairer | 15.62 |
| 05400 - Transmission Repair Specialist | 20.95 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.71 |
| 07041 - Cook I | 10.46 |
| 07042 - Cook II | 11.75 |
| 07070 - Dishwasher | 7.66 |
| 07130 - Food Service Worker | 8.12 |
| 07210 - Meat Cutter | 13.67 |
| 07260 - Waiter/Waitress | 8.14 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.62 |
| 09040 - Furniture Handler | 13.76 |
| 09080 - Furniture Refinisher | 19.62 |
| 09090 - Furniture Refinisher Helper | 15.66 |
| 09110 - Furniture Repairer, Minor | 17.54 |
| 09130 - Upholsterer | 19.62 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.31 |
| 11060 - Elevator Operator | 10.62 |
| 11090 - Gardener | 11.43 |
| 11122 - Housekeeping Aide | 10.62 |
| 11150 - Janitor | 10.62 |
| 11210 - Laborer, Grounds Maintenance | 10.55 |
| 11240 - Maid or Houseman | 8.83 |

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| 11260 - Pruner | 9.68 |
| 11270 - Tractor Operator | 11.39 |
| 11330 - Trail Maintenance Worker | 10.55 |
| 11360 - Window Cleaner | 11.57 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.19 |
| 12011 - Breath Alcohol Technician | 15.23 |
| 12012 - Certified Occupational Therapist Assistant | 21.08 |
| 12015 - Certified Physical Therapist Assistant | 20.99 |
| 12020 - Dental Assistant | 15.32 |
| 12025 - Dental Hygienist | 29.85 |
| 12030 - EKG Technician | 21.59 |
| 12035 - Electroneurodiagnostic Technologist | 21.59 |
| 12040 - Emergency Medical Technician | 16.19 |
| 12071 - Licensed Practical Nurse I | 14.10 |
| 12072 - Licensed Practical Nurse II | 15.77 |
| 12073 - Licensed Practical Nurse III | 17.59 |
| 12100 - Medical Assistant | 12.05 |
| 12130 - Medical Laboratory Technician | 13.97 |
| 12160 - Medical Record Clerk | 13.01 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 14.22 |
| 12210 - Nuclear Medicine Technologist | 32.84 |
| 12221 - Nursing Assistant I | 9.71 |
| 12222 - Nursing Assistant II | 10.92 |
| 12223 - Nursing Assistant III | 11.92 |
| 12224 - Nursing Assistant IV | 13.37 |
| 12235 - Optical Dispenser | 13.59 |
| 12236 - Optical Technician | 13.86 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.37 |
| 12305 - Radiologic Technologist | 20.92 |
| 12311 - Registered Nurse I | 20.98 |
| 12312 - Registered Nurse II | 25.67 |
| 12313 - Registered Nurse II, Specialist | 25.67 |
| 12314 - Registered Nurse III | 31.05 |
| 12315 - Registered Nurse III, Anesthetist | 31.05 |
| 12316 - Registered Nurse IV | 37.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.54 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.44 |
| 13012 - Exhibits Specialist II | 21.59 |
| 13013 - Exhibits Specialist III | 26.42 |
| 13041 - Illustrator I | 17.44 |
| 13042 - Illustrator II | 21.59 |
| 13043 - Illustrator III | 26.42 |
| 13047 - Librarian | 23.91 |
| 13050 - Library Aide/Clerk | 12.63 |
| 13054 - Library Information Technology Systems Administrator | 19.64 |
| 13058 - Library Technician | 14.40 |
| 13061 - Media Specialist I | 16.19 |
| 13062 - Media Specialist II | 18.05 |
| 13063 - Media Specialist III | 20.13 |
| 13071 - Photographer I | 13.75 |
| 13072 - Photographer II | 16.29 |
| 13073 - Photographer III | 20.16 |
| 13074 - Photographer IV | 24.59 |
| 13075 - Photographer V | 29.83 |
| 13110 - Video Teleconference Technician | 15.59 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.92 |
| 14042 - Computer Operator II | 18.33 |

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| 14043 - Computer Operator III | 21.46 |
| 14044 - Computer Operator IV | 23.01 |
| 14045 - Computer Operator V | 25.46 |
| 14071 - Computer Programmer I | 22.75 |
| 14072 - Computer Programmer II | 25.78 |
| 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 | 17.92 |
| 14160 - Personal Computer Support Technician | 24.04 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.83 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.88 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.05 |
| 15050 - Computer Based Training Specialist / Instructor | 28.83 |
| 15060 - Educational Technologist | 26.09 |
| 15070 - Flight Instructor (Pilot) | 40.05 |
| 15080 - Graphic Artist | 21.75 |
| 15090 - Technical Instructor | 17.81 |
| 15095 - Technical Instructor/Course Developer | 21.79 |
| 15110 - Test Proctor | 14.37 |
| 15120 - Tutor | 14.37 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.85 |
| 16030 - Counter Attendant | 8.85 |
| 16040 - Dry Cleaner | 11.22 |
| 16070 - Finisher, Flatwork, Machine | 8.85 |
| 16090 - Presser, Hand | 8.85 |
| 16110 - Presser, Machine, Drycleaning | 8.85 |
| 16130 - Presser, Machine, Shirts | 8.85 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.85 |
| 16190 - Sewing Machine Operator | 11.96 |
| 16220 - Tailor | 12.71 |
| 16250 - Washer, Machine | 9.61 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.95 |
| 19040 - Tool And Die Maker | 29.95 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.06 |
| 21030 - Material Coordinator | 21.09 |
| 21040 - Material Expediter | 21.09 |
| 21050 - Material Handling Laborer | 11.21 |
| 21071 - Order Filler | 12.00 |
| 21080 - Production Line Worker (Food Processing) | 15.06 |
| 21110 - Shipping Packer | 16.54 |
| 21130 - Shipping/Receiving Clerk | 16.54 |
| 21140 - Store Worker I | 14.77 |
| 21150 - Stock Clerk | 18.92 |
| 21210 - Tools And Parts Attendant | 15.06 |
| 21410 - Warehouse Specialist | 15.06 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.92 |
| 23021 - Aircraft Mechanic I | 24.68 |
| 23022 - Aircraft Mechanic II | 25.92 |
| 23023 - Aircraft Mechanic III | 27.21 |
| 23040 - Aircraft Mechanic Helper | 18.46 |
| 23050 - Aircraft, Painter | 22.94 |
| 23060 - Aircraft Servicer | 20.90 |
| 23080 - Aircraft Worker | 22.11 |
| 23110 - Appliance Mechanic | 19.62 |
| 23120 - Bicycle Repairer | 15.62 |

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| 23125 - Cable Splicer | 24.49 |
| 23130 - Carpenter, Maintenance | 19.62 |
| 23140 - Carpet Layer | 18.15 |
| 23160 - Electrician, Maintenance | 21.21 |
| 23181 - Electronics Technician Maintenance I | 24.31 |
| 23182 - Electronics Technician Maintenance II | 25.52 |
| 23183 - Electronics Technician Maintenance III | 30.71 |
| 23260 - Fabric Worker | 17.67 |
| 23290 - Fire Alarm System Mechanic | 19.95 |
| 23310 - Fire Extinguisher Repairer | 16.71 |
| 23311 - Fuel Distribution System Mechanic | 21.21 |
| 23312 - Fuel Distribution System Operator | 17.45 |
| 23370 - General Maintenance Worker | 18.69 |
| 23380 - Ground Support Equipment Mechanic | 24.68 |
| 23381 - Ground Support Equipment Servicer | 20.90 |
| 23382 - Ground Support Equipment Worker | 22.11 |
| 23391 - Gunsmith I | 16.71 |
| 23392 - Gunsmith II | 18.69 |
| 23393 - Gunsmith III | 20.58 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.58 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.53 |
| 23430 - Heavy Equipment Mechanic | 20.67 |
| 23440 - Heavy Equipment Operator | 20.58 |
| 23460 - Instrument Mechanic | 21.96 |
| 23465 - Laboratory/Shelter Mechanic | 19.62 |
| 23470 - Laborer | 11.21 |
| 23510 - Locksmith | 20.86 |
| 23530 - Machinery Maintenance Mechanic | 21.70 |
| 23550 - Machinist, Maintenance | 20.58 |
| 23580 - Maintenance Trades Helper | 15.77 |
| 23591 - Metrology Technician I | 21.96 |
| 23592 - Metrology Technician II | 23.03 |
| 23593 - Metrology Technician III | 24.00 |
| 23640 - Millwright | 20.58 |
| 23710 - Office Appliance Repairer | 19.00 |
| 23760 - Painter, Maintenance | 18.96 |
| 23790 - Pipefitter, Maintenance | 22.34 |
| 23810 - Plumber, Maintenance | 21.22 |
| 23820 - Pneudraulic Systems Mechanic | 20.58 |
| 23850 - Rigger | 20.58 |
| 23870 - Scale Mechanic | 18.69 |
| 23890 - Sheet-Metal Worker, Maintenance | 21.95 |
| 23910 - Small Engine Mechanic | 18.69 |
| 23931 - Telecommunications Mechanic I | 23.82 |
| 23932 - Telecommunications Mechanic II | 24.92 |
| 23950 - Telephone Lineman | 23.77 |
| 23960 - Welder, Combination, Maintenance | 19.95 |
| 23965 - Well Driller | 20.58 |
| 23970 - Woodcraft Worker | 20.58 |
| 23980 - Woodworker | 16.71 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.20 |
| 24580 - Child Care Center Clerk | 12.75 |
| 24610 - Chore Aide | 10.01 |
| 24620 - Family Readiness And Support Services Coordinator | 12.73 |
| 24630 - Homemaker | 16.25 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.93 |
| 25040 - Sewage Plant Operator | 23.96 |
| 25070 - Stationary Engineer | 25.22 |

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| 25190 - Ventilation Equipment Tender | 16.68 |
| 25210 - Water Treatment Plant Operator | 20.86 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.74 |
| 27007 - Baggage Inspector | 12.36 |
| 27008 - Corrections Officer | 15.13 |
| 27010 - Court Security Officer | 16.04 |
| 27030 - Detection Dog Handler | 17.18 |
| 27040 - Detention Officer | 15.13 |
| 27070 - Firefighter | 17.61 |
| 27101 - Guard I | 12.36 |
| 27102 - Guard II | 17.18 |
| 27131 - Police Officer I | 18.17 |
| 27132 - Police Officer II | 20.19 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.43 |
| 28042 - Carnival Equipment Repairer | 12.08 |
| 28043 - Carnival Equipment Worker | 9.29 |
| 28210 - Gate Attendant/Gate Tender | 14.32 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 16.01 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.69 |
| 28515 - Recreation Specialist | 19.85 |
| 28630 - Sports Official | 12.76 |
| 28690 - Swimming Pool Operator | 15.81 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.69 |
| 29020 - Hatch Tender | 18.69 |
| 29030 - Line Handler | 18.69 |
| 29041 - Stevedore I | 16.97 |
| 29042 - Stevedore II | 19.62 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 25.90 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.30 |
| 30022 - Archeological Technician II | 18.10 |
| 30023 - Archeological Technician III | 22.43 |
| 30030 - Cartographic Technician | 22.43 |
| 30040 - Civil Engineering Technician | 19.66 |
| 30061 - Drafter/CAD Operator I | 16.18 |
| 30062 - Drafter/CAD Operator II | 18.10 |
| 30063 - Drafter/CAD Operator III | 20.18 |
| 30064 - Drafter/CAD Operator IV | 24.83 |
| 30081 - Engineering Technician I | 16.25 |
| 30082 - Engineering Technician II | 18.25 |
| 30083 - Engineering Technician III | 22.54 |
| 30084 - Engineering Technician IV | 24.66 |
| 30085 - Engineering Technician V | 33.08 |
| 30086 - Engineering Technician VI | 40.00 |
| 30090 - Environmental Technician | 22.43 |
| 30210 - Laboratory Technician | 20.33 |
| 30240 - Mathematical Technician | 23.48 |
| 30361 - Paralegal/Legal Assistant I | 18.18 |
| 30362 - Paralegal/Legal Assistant II | 23.48 |
| 30363 - Paralegal/Legal Assistant III | 28.72 |
| 30364 - Paralegal/Legal Assistant IV | 33.95 |
| 30390 - Photo-Optics Technician | 23.48 |
| 30461 - Technical Writer I | 20.98 |
| 30462 - Technical Writer II | 25.67 |
| 30463 - Technical Writer III | 31.05 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |

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| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 23.01 |
| 30495 - Unexploded (UXO) Sweep Personnel | 23.00 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.18 |
| 30621 - Weather Observer, Senior | (see 2) 22.43 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.85 |
| 31030 - Bus Driver | 13.88 |
| 31043 - Driver Courier | 11.90 |
| 31260 - Parking and Lot Attendant | 9.19 |
| 31290 - Shuttle Bus Driver | 12.61 |
| 31310 - Taxi Driver | 9.48 |
| 31361 - Truckdriver, Light | 12.61 |
| 31362 - Truckdriver, Medium | 12.87 |
| 31363 - Truckdriver, Heavy | 18.13 |
| 31364 - Truckdriver, Tractor-Trailer | 18.13 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.25 |
| 99050 - Desk Clerk | 9.27 |
| 99095 - Embalmer | 24.91 |
| 99251 - Laboratory Animal Caretaker I | 8.96 |
| 99252 - Laboratory Animal Caretaker II | 9.49 |
| 99310 - Mortician | 24.91 |
| 99410 - Pest Controller | 18.68 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.15 |
| 99711 - Recycling Specialist | 17.51 |
| 99730 - Refuse Collector | 12.75 |
| 99810 - Sales Clerk | 11.90 |
| 99820 - School Crossing Guard | 10.33 |
| 99830 - Survey Party Chief | 20.22 |
| 99831 - Surveying Aide | 12.47 |
| 99832 - Surveying Technician | 17.11 |
| 99840 - Vending Machine Attendant | 13.31 |
| 99841 - Vending Machine Repairer | 15.81 |
| 99842 - Vending Machine Repairer Helper | 13.31 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2221
Revision No.: 19
Date of Last Revision: 07/25/2014

State: Kentucky

Area: Kentucky Counties of Anderson, Bath, Bell, Bourbon, Boyle, Breathitt, Casey, Clark, Clay, Estill, Fayette, Fleming, Franklin, Garrard, Green, Harlan, Harrison, Jackson, Jessamine, Knott, Knox, Laurel, Leslie, Letcher, Lincoln, Madison, McCreary, Menifee, Mercer, Montgomery, Morgan, Nicholas, Owen, Owsley, Perry, Powell, Pulaski, Robertson, Rockcastle, Rowan, Scott, Taylor, Washington, Wayne, Whitley, Wolfe, Woodford

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.45 |
| 01012 - Accounting Clerk II | | 13.97 |
| 01013 - Accounting Clerk III | | 15.63 |
| 01020 - Administrative Assistant | | 19.21 |
| 01040 - Court Reporter | | 14.47 |
| 01051 - Data Entry Operator I | | 10.55 |
| 01052 - Data Entry Operator II | | 11.51 |
| 01060 - Dispatcher, Motor Vehicle | | 14.01 |
| 01070 - Document Preparation Clerk | | 11.63 |
| 01090 - Duplicating Machine Operator | | 11.63 |
| 01111 - General Clerk I | | 10.52 |
| 01112 - General Clerk II | | 11.49 |
| 01113 - General Clerk III | | 12.89 |
| 01120 - Housing Referral Assistant | | 16.14 |
| 01141 - Messenger Courier | | 10.23 |
| 01191 - Order Clerk I | | 11.88 |
| 01192 - Order Clerk II | | 12.97 |
| 01261 - Personnel Assistant (Employment) I | | 14.52 |
| 01262 - Personnel Assistant (Employment) II | | 16.24 |
| 01263 - Personnel Assistant (Employment) III | | 18.11 |
| 01270 - Production Control Clerk | | 20.17 |
| 01280 - Receptionist | | 11.49 |
| 01290 - Rental Clerk | | 11.39 |
| 01300 - Scheduler, Maintenance | | 12.94 |
| 01311 - Secretary I | | 12.94 |
| 01312 - Secretary II | | 14.47 |
| 01313 - Secretary III | | 16.14 |
| 01320 - Service Order Dispatcher | | 13.40 |
| 01410 - Supply Technician | | 19.21 |
| 01420 - Survey Worker | | 13.72 |
| 01531 - Travel Clerk I | | 12.75 |
| 01532 - Travel Clerk II | | 13.39 |
| 01533 - Travel Clerk III | | 14.00 |
| 01611 - Word Processor I | | 12.59 |
| 01612 - Word Processor II | | 14.13 |
| 01613 - Word Processor III | | 15.81 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.86 |
| 05010 - Automotive Electrician | | 15.46 |
| 05040 - Automotive Glass Installer | | 14.77 |
| 05070 - Automotive Worker | | 14.77 |
| 05110 - Mobile Equipment Servicer | | 13.43 |
| 05130 - Motor Equipment Metal Mechanic | | 18.22 |
| 05160 - Motor Equipment Metal Worker | | 14.77 |
| 05190 - Motor Vehicle Mechanic | | 18.22 |

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| 05220 - Motor Vehicle Mechanic Helper | 12.74 |
| 05250 - Motor Vehicle Upholstery Worker | 14.07 |
| 05280 - Motor Vehicle Wrecker | 14.77 |
| 05310 - Painter, Automotive | 15.46 |
| 05340 - Radiator Repair Specialist | 14.77 |
| 05370 - Tire Repairer | 11.87 |
| 05400 - Transmission Repair Specialist | 18.22 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.65 |
| 07041 - Cook I | 10.57 |
| 07042 - Cook II | 11.65 |
| 07070 - Dishwasher | 9.00 |
| 07130 - Food Service Worker | 9.85 |
| 07210 - Meat Cutter | 13.26 |
| 07260 - Waiter/Waitress | 8.36 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.79 |
| 09040 - Furniture Handler | 11.90 |
| 09080 - Furniture Refinisher | 16.79 |
| 09090 - Furniture Refinisher Helper | 13.79 |
| 09110 - Furniture Repairer, Minor | 15.38 |
| 09130 - Upholsterer | 16.79 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.59 |
| 11060 - Elevator Operator | 9.59 |
| 11090 - Gardener | 14.09 |
| 11122 - Housekeeping Aide | 10.17 |
| 11150 - Janitor | 10.17 |
| 11210 - Laborer, Grounds Maintenance | 11.21 |
| 11240 - Maid or Houseman | 8.71 |
| 11260 - Pruner | 10.67 |
| 11270 - Tractor Operator | 13.09 |
| 11330 - Trail Maintenance Worker | 11.21 |
| 11360 - Window Cleaner | 10.90 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.71 |
| 12011 - Breath Alcohol Technician | 16.50 |
| 12012 - Certified Occupational Therapist Assistant | 22.14 |
| 12015 - Certified Physical Therapist Assistant | 19.71 |
| 12020 - Dental Assistant | 13.91 |
| 12025 - Dental Hygienist | 29.85 |
| 12030 - EKG Technician | 20.94 |
| 12035 - Electroneurodiagnostic Technologist | 20.94 |
| 12040 - Emergency Medical Technician | 13.71 |
| 12071 - Licensed Practical Nurse I | 14.75 |
| 12072 - Licensed Practical Nurse II | 16.49 |
| 12073 - Licensed Practical Nurse III | 18.40 |
| 12100 - Medical Assistant | 14.11 |
| 12130 - Medical Laboratory Technician | 17.23 |
| 12160 - Medical Record Clerk | 14.74 |
| 12190 - Medical Record Technician | 16.83 |
| 12195 - Medical Transcriptionist | 14.00 |
| 12210 - Nuclear Medicine Technologist | 29.85 |
| 12221 - Nursing Assistant I | 9.52 |
| 12222 - Nursing Assistant II | 10.70 |
| 12223 - Nursing Assistant III | 11.68 |
| 12224 - Nursing Assistant IV | 13.11 |
| 12235 - Optical Dispenser | 15.51 |
| 12236 - Optical Technician | 13.24 |
| 12250 - Pharmacy Technician | 16.21 |
| 12280 - Phlebotomist | 13.11 |
| 12305 - Radiologic Technologist | 21.42 |
| 12311 - Registered Nurse I | 22.53 |

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| 12312 - Registered Nurse II | 27.56 |
| 12313 - Registered Nurse II, Specialist | 27.56 |
| 12314 - Registered Nurse III | 33.34 |
| 12315 - Registered Nurse III, Anesthetist | 33.34 |
| 12316 - Registered Nurse IV | 39.95 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.16 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.26 |
| 13012 - Exhibits Specialist II | 22.63 |
| 13013 - Exhibits Specialist III | 26.68 |
| 13041 - Illustrator I | 18.26 |
| 13042 - Illustrator II | 22.63 |
| 13043 - Illustrator III | 26.68 |
| 13047 - Librarian | 25.05 |
| 13050 - Library Aide/Clerk | 11.31 |
| 13054 - Library Information Technology Systems Administrator | 22.63 |
| 13058 - Library Technician | 15.11 |
| 13061 - Media Specialist I | 16.16 |
| 13062 - Media Specialist II | 18.06 |
| 13063 - Media Specialist III | 20.15 |
| 13071 - Photographer I | 16.09 |
| 13072 - Photographer II | 17.37 |
| 13073 - Photographer III | 21.53 |
| 13074 - Photographer IV | 26.33 |
| 13075 - Photographer V | 31.86 |
| 13110 - Video Teleconference Technician | 17.99 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.72 |
| 14042 - Computer Operator II | 16.47 |
| 14043 - Computer Operator III | 18.37 |
| 14044 - Computer Operator IV | 20.41 |
| 14045 - Computer Operator V | 22.60 |
| 14071 - Computer Programmer I | (see 1) 22.36 |
| 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 | 15.39 |
| 14160 - Personal Computer Support Technician | 21.42 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.30 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.82 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.77 |
| 15050 - Computer Based Training Specialist / Instructor | 26.30 |
| 15060 - Educational Technologist | 25.81 |
| 15070 - Flight Instructor (Pilot) | 35.77 |
| 15080 - Graphic Artist | 22.34 |
| 15090 - Technical Instructor | 19.54 |
| 15095 - Technical Instructor/Course Developer | 23.90 |
| 15110 - Test Proctor | 15.79 |
| 15120 - Tutor | 15.79 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.32 |
| 16030 - Counter Attendant | 9.32 |
| 16040 - Dry Cleaner | 11.96 |
| 16070 - Finisher, Flatwork, Machine | 9.32 |
| 16090 - Presser, Hand | 9.32 |
| 16110 - Presser, Machine, Drycleaning | 9.32 |
| 16130 - Presser, Machine, Shirts | 9.32 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.32 |

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| 16190 - Sewing Machine Operator | 12.70 |
| 16220 - Tailor | 13.40 |
| 16250 - Washer, Machine | 10.28 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.81 |
| 19040 - Tool And Die Maker | 23.79 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.72 |
| 21030 - Material Coordinator | 19.78 |
| 21040 - Material Expediter | 19.78 |
| 21050 - Material Handling Laborer | 13.80 |
| 21071 - Order Filler | 14.18 |
| 21080 - Production Line Worker (Food Processing) | 15.72 |
| 21110 - Shipping Packer | 14.78 |
| 21130 - Shipping/Receiving Clerk | 14.78 |
| 21140 - Store Worker I | 11.57 |
| 21150 - Stock Clerk | 15.12 |
| 21210 - Tools And Parts Attendant | 15.72 |
| 21410 - Warehouse Specialist | 15.72 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.71 |
| 23021 - Aircraft Mechanic I | 23.53 |
| 23022 - Aircraft Mechanic II | 24.71 |
| 23023 - Aircraft Mechanic III | 25.94 |
| 23040 - Aircraft Mechanic Helper | 18.37 |
| 23050 - Aircraft, Painter | 21.24 |
| 23060 - Aircraft Servicer | 20.10 |
| 23080 - Aircraft Worker | 21.24 |
| 23110 - Appliance Mechanic | 18.99 |
| 23120 - Bicycle Repairer | 13.70 |
| 23125 - Cable Splicer | 21.03 |
| 23130 - Carpenter, Maintenance | 18.99 |
| 23140 - Carpet Layer | 17.88 |
| 23160 - Electrician, Maintenance | 19.51 |
| 23181 - Electronics Technician Maintenance I | 21.87 |
| 23182 - Electronics Technician Maintenance II | 23.11 |
| 23183 - Electronics Technician Maintenance III | 24.26 |
| 23260 - Fabric Worker | 16.88 |
| 23290 - Fire Alarm System Mechanic | 19.91 |
| 23310 - Fire Extinguisher Repairer | 15.71 |
| 23311 - Fuel Distribution System Mechanic | 19.43 |
| 23312 - Fuel Distribution System Operator | 15.43 |
| 23370 - General Maintenance Worker | 17.68 |
| 23380 - Ground Support Equipment Mechanic | 23.53 |
| 23381 - Ground Support Equipment Servicer | 20.10 |
| 23382 - Ground Support Equipment Worker | 21.24 |
| 23391 - Gunsmith I | 15.71 |
| 23392 - Gunsmith II | 17.88 |
| 23393 - Gunsmith III | 19.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.91 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.78 |
| 23430 - Heavy Equipment Mechanic | 20.67 |
| 23440 - Heavy Equipment Operator | 18.73 |
| 23460 - Instrument Mechanic | 19.03 |
| 23465 - Laboratory/Shelter Mechanic | 18.99 |
| 23470 - Laborer | 11.34 |
| 23510 - Locksmith | 18.99 |
| 23530 - Machinery Maintenance Mechanic | 21.47 |
| 23550 - Machinist, Maintenance | 19.91 |
| 23580 - Maintenance Trades Helper | 14.60 |
| 23591 - Metrology Technician I | 19.03 |

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| 23592 - Metrology Technician II | 19.86 |
| 23593 - Metrology Technician III | 20.67 |
| 23640 - Millwright | 25.30 |
| 23710 - Office Appliance Repairer | 19.24 |
| 23760 - Painter, Maintenance | 18.99 |
| 23790 - Pipefitter, Maintenance | 21.87 |
| 23810 - Plumber, Maintenance | 20.79 |
| 23820 - Pneudraulic Systems Mechanic | 19.88 |
| 23850 - Rigger | 19.91 |
| 23870 - Scale Mechanic | 17.88 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.79 |
| 23910 - Small Engine Mechanic | 17.88 |
| 23931 - Telecommunications Mechanic I | 26.83 |
| 23932 - Telecommunications Mechanic II | 27.90 |
| 23950 - Telephone Lineman | 20.98 |
| 23960 - Welder, Combination, Maintenance | 19.91 |
| 23965 - well Driller | 19.91 |
| 23970 - Woodcraft Worker | 19.91 |
| 23980 - Woodworker | 15.71 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.09 |
| 24580 - Child Care Center Clerk | 15.29 |
| 24610 - Chore Aide | 9.83 |
| 24620 - Family Readiness And Support Services Coordinator | 13.53 |
| 24630 - Homemaker | 18.10 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.02 |
| 25040 - Sewage Plant Operator | 18.07 |
| 25070 - Stationary Engineer | 22.02 |
| 25190 - Ventilation Equipment Tender | 15.14 |
| 25210 - Water Treatment Plant Operator | 18.07 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.41 |
| 27007 - Baggage Inspector | 10.17 |
| 27008 - Corrections Officer | 16.58 |
| 27010 - Court Security Officer | 16.65 |
| 27030 - Detection Dog Handler | 15.17 |
| 27040 - Detention Officer | 16.58 |
| 27070 - Firefighter | 16.64 |
| 27101 - Guard I | 10.17 |
| 27102 - Guard II | 15.17 |
| 27131 - Police Officer I | 18.00 |
| 27132 - Police Officer II | 20.00 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.60 |
| 28042 - Carnival Equipment Repairer | 11.00 |
| 28043 - Carnival Equipment Worker | 8.57 |
| 28210 - Gate Attendant/Gate Tender | 12.50 |
| 28310 - Lifeguard | 11.14 |
| 28350 - Park Attendant (Aide) | 13.83 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.21 |
| 28515 - Recreation Specialist | 14.86 |
| 28630 - Sports Official | 11.14 |
| 28690 - Swimming Pool Operator | 16.46 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.69 |
| 29020 - Hatch Tender | 21.69 |
| 29030 - Line Handler | 21.69 |
| 29041 - Stevedore I | 18.67 |
| 29042 - Stevedore II | 22.57 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) | 35.77 |

(see 2)

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| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.09 |
| 30022 - Archeological Technician II | 18.00 |
| 30023 - Archeological Technician III | 22.31 |
| 30030 - Cartographic Technician | 22.31 |
| 30040 - Civil Engineering Technician | 22.31 |
| 30061 - Drafter/CAD Operator I | 16.09 |
| 30062 - Drafter/CAD Operator II | 18.00 |
| 30063 - Drafter/CAD Operator III | 20.08 |
| 30064 - Drafter/CAD Operator IV | 24.70 |
| 30081 - Engineering Technician I | 15.91 |
| 30082 - Engineering Technician II | 17.49 |
| 30083 - Engineering Technician III | 20.67 |
| 30084 - Engineering Technician IV | 24.23 |
| 30085 - Engineering Technician V | 31.34 |
| 30086 - Engineering Technician VI | 35.87 |
| 30090 - Environmental Technician | 20.66 |
| 30210 - Laboratory Technician | 17.36 |
| 30240 - Mathematical Technician | 22.31 |
| 30361 - Paralegal/Legal Assistant I | 19.13 |
| 30362 - Paralegal/Legal Assistant II | 26.11 |
| 30363 - Paralegal/Legal Assistant III | 31.92 |
| 30364 - Paralegal/Legal Assistant IV | 38.63 |
| 30390 - Photo-Optics Technician | 22.31 |
| 30461 - Technical Writer I | 22.15 |
| 30462 - Technical Writer II | 27.11 |
| 30463 - Technical Writer III | 32.79 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 20.08 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 22.31 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.02 |
| 31030 - Bus Driver | 17.47 |
| 31043 - Driver Courier | 13.71 |
| 31260 - Parking and Lot Attendant | 9.13 |
| 31290 - Shuttle Bus Driver | 14.76 |
| 31310 - Taxi Driver | 10.10 |
| 31361 - Truckdriver, Light | 14.76 |
| 31362 - Truckdriver, Medium | 18.91 |
| 31363 - Truckdriver, Heavy | 19.75 |
| 31364 - Truckdriver, Tractor-Trailer | 19.75 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.50 |
| 99050 - Desk Clerk | 9.96 |
| 99095 - Embalmer | 22.34 |
| 99251 - Laboratory Animal Caretaker I | 10.32 |
| 99252 - Laboratory Animal Caretaker II | 11.11 |
| 99310 - Mortician | 23.25 |
| 99410 - Pest Controller | 14.43 |
| 99510 - Photofinishing Worker | 10.37 |
| 99710 - Recycling Laborer | 12.95 |
| 99711 - Recycling Specialist | 15.04 |
| 99730 - Refuse Collector | 12.28 |
| 99810 - Sales Clerk | 11.59 |
| 99820 - School Crossing Guard | 12.18 |
| 99830 - Survey Party Chief | 18.10 |
| 99831 - Surveying Aide | 10.67 |

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| 99832 - Surveying Technician | 16.07 |
| 99840 - Vending Machine Attendant | 11.52 |
| 99841 - Vending Machine Repairer | 13.38 |
| 99842 - Vending Machine Repairer Helper | 11.52 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2222
Revision No.: 20
Date Of Last Revision: 07/25/2014

State: Kentucky

Area: Kentucky Counties of Anderson, Bath, Bell, Bourbon, Boyle, Breathitt, Casey, Clark, Clay, Estill, Fayette, Fleming, Franklin, Garrard, Green, Harlan, Harrison, Jackson, Jessamine, Knott, Knox, Laurel, Leslie, Letcher, Lincoln, Madison, McCreary, Menifee, Mercer, Montgomery, Morgan, Nicholas, Owen, Owsley, Perry, Powell, Pulaski, Robertson, Rockcastle, Rowan, Scott, Taylor, Washington, Wayne, Whitley, Wolfe, Woodford

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.45 |
| 01012 - Accounting Clerk II | | 13.97 |
| 01013 - Accounting Clerk III | | 15.63 |
| 01020 - Administrative Assistant | | 19.21 |
| 01040 - Court Reporter | | 14.47 |
| 01051 - Data Entry Operator I | | 10.55 |
| 01052 - Data Entry Operator II | | 11.51 |
| 01060 - Dispatcher, Motor Vehicle | | 14.01 |
| 01070 - Document Preparation Clerk | | 11.63 |
| 01090 - Duplicating Machine Operator | | 11.63 |
| 01111 - General Clerk I | | 10.52 |
| 01112 - General Clerk II | | 11.49 |
| 01113 - General Clerk III | | 12.89 |
| 01120 - Housing Referral Assistant | | 16.14 |
| 01141 - Messenger Courier | | 10.23 |
| 01191 - Order Clerk I | | 11.88 |
| 01192 - Order Clerk II | | 12.97 |
| 01261 - Personnel Assistant (Employment) I | | 14.52 |
| 01262 - Personnel Assistant (Employment) II | | 16.24 |
| 01263 - Personnel Assistant (Employment) III | | 18.11 |
| 01270 - Production Control Clerk | | 20.17 |
| 01280 - Receptionist | | 11.49 |

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| 01290 - Rental Clerk | 11.39 |
| 01300 - Scheduler, Maintenance | 12.94 |
| 01311 - Secretary I | 12.94 |
| 01312 - Secretary II | 14.47 |
| 01313 - Secretary III | 16.14 |
| 01320 - Service Order Dispatcher | 13.40 |
| 01410 - Supply Technician | 19.21 |
| 01420 - Survey Worker | 13.72 |
| 01531 - Travel Clerk I | 12.75 |
| 01532 - Travel Clerk II | 13.39 |
| 01533 - Travel Clerk III | 14.00 |
| 01611 - Word Processor I | 12.59 |
| 01612 - Word Processor II | 14.13 |
| 01613 - Word Processor III | 15.81 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.86 |
| 05010 - Automotive Electrician | 15.46 |
| 05040 - Automotive Glass Installer | 14.77 |
| 05070 - Automotive Worker | 14.77 |
| 05110 - Mobile Equipment Servicer | 13.43 |
| 05130 - Motor Equipment Metal Mechanic | 18.22 |
| 05160 - Motor Equipment Metal Worker | 14.77 |
| 05190 - Motor Vehicle Mechanic | 18.22 |
| 05220 - Motor Vehicle Mechanic Helper | 12.74 |
| 05250 - Motor Vehicle Upholstery Worker | 14.07 |
| 05280 - Motor Vehicle Wrecker | 14.77 |
| 05310 - Painter, Automotive | 15.46 |
| 05340 - Radiator Repair Specialist | 14.77 |
| 05370 - Tire Repairer | 11.87 |
| 05400 - Transmission Repair Specialist | 18.22 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.65 |
| 07041 - Cook I | 10.57 |
| 07042 - Cook II | 11.65 |
| 07070 - Dishwasher | 9.00 |
| 07130 - Food Service Worker | 9.85 |
| 07210 - Meat Cutter | 13.26 |
| 07260 - Waiter/Waitress | 8.36 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.79 |
| 09040 - Furniture Handler | 11.90 |
| 09080 - Furniture Refinisher | 16.79 |
| 09090 - Furniture Refinisher Helper | 13.79 |
| 09110 - Furniture Repairer, Minor | 15.38 |
| 09130 - Upholsterer | 16.79 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.59 |
| 11060 - Elevator Operator | 9.59 |
| 11090 - Gardener | 14.09 |
| 11122 - Housekeeping Aide | 10.17 |
| 11150 - Janitor | 10.17 |
| 11210 - Laborer, Grounds Maintenance | 11.21 |
| 11240 - Maid or Houseman | 8.71 |
| 11260 - Pruner | 10.67 |
| 11270 - Tractor Operator | 13.09 |
| 11330 - Trail Maintenance Worker | 11.21 |
| 11360 - Window Cleaner | 10.90 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.71 |
| 12011 - Breath Alcohol Technician | 16.50 |
| 12012 - Certified Occupational Therapist Assistant | 22.14 |
| 12015 - Certified Physical Therapist Assistant | 19.71 |
| 12020 - Dental Assistant | 13.91 |

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| 12025 - Dental Hygienist | 29.85 |
| 12030 - EKG Technician | 20.94 |
| 12035 - Electroneurodiagnostic Technologist | 20.94 |
| 12040 - Emergency Medical Technician | 13.71 |
| 12071 - Licensed Practical Nurse I | 14.75 |
| 12072 - Licensed Practical Nurse II | 16.49 |
| 12073 - Licensed Practical Nurse III | 18.40 |
| 12100 - Medical Assistant | 14.11 |
| 12130 - Medical Laboratory Technician | 17.23 |
| 12160 - Medical Record Clerk | 14.74 |
| 12190 - Medical Record Technician | 16.83 |
| 12195 - Medical Transcriptionist | 14.00 |
| 12210 - Nuclear Medicine Technologist | 29.85 |
| 12221 - Nursing Assistant I | 9.52 |
| 12222 - Nursing Assistant II | 10.70 |
| 12223 - Nursing Assistant III | 11.68 |
| 12224 - Nursing Assistant IV | 13.11 |
| 12235 - Optical Dispenser | 15.51 |
| 12236 - Optical Technician | 13.24 |
| 12250 - Pharmacy Technician | 16.21 |
| 12280 - Phlebotomist | 13.11 |
| 12305 - Radiologic Technologist | 21.42 |
| 12311 - Registered Nurse I | 22.53 |
| 12312 - Registered Nurse II | 27.56 |
| 12313 - Registered Nurse II, Specialist | 27.56 |
| 12314 - Registered Nurse III | 33.34 |
| 12315 - Registered Nurse III, Anesthetist | 33.34 |
| 12316 - Registered Nurse IV | 39.95 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.16 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.26 |
| 13012 - Exhibits Specialist II | 22.63 |
| 13013 - Exhibits Specialist III | 26.68 |
| 13041 - Illustrator I | 18.26 |
| 13042 - Illustrator II | 22.63 |
| 13043 - Illustrator III | 26.68 |
| 13047 - Librarian | 25.05 |
| 13050 - Library Aide/Clerk | 11.31 |
| 13054 - Library Information Technology Systems Administrator | 22.63 |
| 13058 - Library Technician | 15.11 |
| 13061 - Media Specialist I | 16.16 |
| 13062 - Media Specialist II | 18.06 |
| 13063 - Media Specialist III | 20.15 |
| 13071 - Photographer I | 16.09 |
| 13072 - Photographer II | 17.37 |
| 13073 - Photographer III | 21.53 |
| 13074 - Photographer IV | 26.33 |
| 13075 - Photographer V | 31.86 |
| 13110 - Video Teleconference Technician | 17.99 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.72 |
| 14042 - Computer Operator II | 16.47 |
| 14043 - Computer Operator III | 18.37 |
| 14044 - Computer Operator IV | 20.41 |
| 14045 - Computer Operator V | 22.60 |
| 14071 - Computer Programmer I | (see 1) 22.36 |
| 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) |

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| 14150 - Peripheral Equipment Operator | 15.39 |
| 14160 - Personal Computer Support Technician | 21.42 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.30 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.82 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.77 |
| 15050 - Computer Based Training Specialist / Instructor | 26.30 |
| 15060 - Educational Technologist | 25.81 |
| 15070 - Flight Instructor (Pilot) | 35.77 |
| 15080 - Graphic Artist | 22.34 |
| 15090 - Technical Instructor | 19.54 |
| 15095 - Technical Instructor/Course Developer | 23.90 |
| 15110 - Test Proctor | 15.79 |
| 15120 - Tutor | 15.79 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.32 |
| 16030 - Counter Attendant | 9.32 |
| 16040 - Dry Cleaner | 11.96 |
| 16070 - Finisher, Flatwork, Machine | 9.32 |
| 16090 - Presser, Hand | 9.32 |
| 16110 - Presser, Machine, Drycleaning | 9.32 |
| 16130 - Presser, Machine, Shirts | 9.32 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.32 |
| 16190 - Sewing Machine Operator | 12.70 |
| 16220 - Tailor | 13.40 |
| 16250 - Washer, Machine | 10.28 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.81 |
| 19040 - Tool And Die Maker | 23.79 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.72 |
| 21030 - Material Coordinator | 19.78 |
| 21040 - Material Expediter | 19.78 |
| 21050 - Material Handling Laborer | 13.80 |
| 21071 - Order Filler | 14.18 |
| 21080 - Production Line Worker (Food Processing) | 15.72 |
| 21110 - Shipping Packer | 14.78 |
| 21130 - Shipping/Receiving Clerk | 14.78 |
| 21140 - Store Worker I | 11.57 |
| 21150 - Stock Clerk | 15.12 |
| 21210 - Tools And Parts Attendant | 15.72 |
| 21410 - Warehouse Specialist | 15.72 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.71 |
| 23021 - Aircraft Mechanic I | 23.53 |
| 23022 - Aircraft Mechanic II | 24.71 |
| 23023 - Aircraft Mechanic III | 25.94 |
| 23040 - Aircraft Mechanic Helper | 18.37 |
| 23050 - Aircraft, Painter | 21.24 |
| 23060 - Aircraft Servicer | 20.10 |
| 23080 - Aircraft Worker | 21.24 |
| 23110 - Appliance Mechanic | 18.99 |
| 23120 - Bicycle Repairer | 13.70 |
| 23125 - Cable Splicer | 21.03 |
| 23130 - Carpenter, Maintenance | 18.99 |
| 23140 - Carpet Layer | 17.88 |
| 23160 - Electrician, Maintenance | 19.51 |
| 23181 - Electronics Technician Maintenance I | 21.87 |
| 23182 - Electronics Technician Maintenance II | 23.11 |
| 23183 - Electronics Technician Maintenance III | 24.26 |
| 23260 - Fabric Worker | 16.88 |
| 23290 - Fire Alarm System Mechanic | 19.91 |
| 23310 - Fire Extinguisher Repairer | 15.71 |

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| 23311 - Fuel Distribution System Mechanic | 19.43 |
| 23312 - Fuel Distribution System Operator | 15.43 |
| 23370 - General Maintenance Worker | 17.68 |
| 23380 - Ground Support Equipment Mechanic | 23.53 |
| 23381 - Ground Support Equipment Servicer | 20.10 |
| 23382 - Ground Support Equipment Worker | 21.24 |
| 23391 - Gunsmith I | 15.71 |
| 23392 - Gunsmith II | 17.88 |
| 23393 - Gunsmith III | 19.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.91 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.78 |
| 23430 - Heavy Equipment Mechanic | 20.67 |
| 23440 - Heavy Equipment Operator | 18.73 |
| 23460 - Instrument Mechanic | 19.03 |
| 23465 - Laboratory/Shelter Mechanic | 18.99 |
| 23470 - Laborer | 11.34 |
| 23510 - Locksmith | 18.99 |
| 23530 - Machinery Maintenance Mechanic | 21.47 |
| 23550 - Machinist, Maintenance | 19.91 |
| 23580 - Maintenance Trades Helper | 14.60 |
| 23591 - Metrology Technician I | 19.03 |
| 23592 - Metrology Technician II | 19.86 |
| 23593 - Metrology Technician III | 20.67 |
| 23640 - Millwright | 25.30 |
| 23710 - Office Appliance Repairer | 19.24 |
| 23760 - Painter, Maintenance | 18.99 |
| 23790 - Pipefitter, Maintenance | 21.87 |
| 23810 - Plumber, Maintenance | 20.79 |
| 23820 - Pneudraulic Systems Mechanic | 19.88 |
| 23850 - Rigger | 19.91 |
| 23870 - Scale Mechanic | 17.88 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.79 |
| 23910 - Small Engine Mechanic | 17.88 |
| 23931 - Telecommunications Mechanic I | 26.83 |
| 23932 - Telecommunications Mechanic II | 27.90 |
| 23950 - Telephone Lineman | 20.98 |
| 23960 - Welder, Combination, Maintenance | 19.91 |
| 23965 - Well Driller | 19.91 |
| 23970 - Woodcraft Worker | 19.91 |
| 23980 - Woodworker | 15.71 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.09 |
| 24580 - Child Care Center Clerk | 15.29 |
| 24610 - Chore Aide | 9.83 |
| 24620 - Family Readiness And Support Services Coordinator | 13.53 |
| 24630 - Homemaker | 18.10 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.02 |
| 25040 - Sewage Plant Operator | 18.07 |
| 25070 - Stationary Engineer | 22.02 |
| 25190 - Ventilation Equipment Tender | 15.14 |
| 25210 - Water Treatment Plant Operator | 18.07 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.41 |
| 27007 - Baggage Inspector | 10.17 |
| 27008 - Corrections Officer | 16.58 |
| 27010 - Court Security Officer | 16.65 |
| 27030 - Detection Dog Handler | 15.17 |
| 27040 - Detention Officer | 16.58 |
| 27070 - Firefighter | 16.64 |

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| 27101 - Guard I | 10.17 |
| 27102 - Guard II | 15.17 |
| 27131 - Police Officer I | 18.00 |
| 27132 - Police Officer II | 20.00 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.60 |
| 28042 - Carnival Equipment Repairer | 11.00 |
| 28043 - Carnival Equipment Worker | 8.57 |
| 28210 - Gate Attendant/Gate Tender | 12.50 |
| 28310 - Lifeguard | 11.14 |
| 28350 - Park Attendant (Aide) | 13.83 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.21 |
| 28515 - Recreation Specialist | 14.86 |
| 28630 - Sports Official | 11.14 |
| 28690 - Swimming Pool Operator | 16.46 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.69 |
| 29020 - Hatch Tender | 21.69 |
| 29030 - Line Handler | 21.69 |
| 29041 - Stevedore I | 18.67 |
| 29042 - Stevedore II | 22.57 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.09 |
| 30022 - Archeological Technician II | 18.00 |
| 30023 - Archeological Technician III | 22.31 |
| 30030 - Cartographic Technician | 22.31 |
| 30040 - Civil Engineering Technician | 22.31 |
| 30061 - Drafter/CAD Operator I | 16.09 |
| 30062 - Drafter/CAD Operator II | 18.00 |
| 30063 - Drafter/CAD Operator III | 20.08 |
| 30064 - Drafter/CAD Operator IV | 24.70 |
| 30081 - Engineering Technician I | 15.91 |
| 30082 - Engineering Technician II | 17.49 |
| 30083 - Engineering Technician III | 20.67 |
| 30084 - Engineering Technician IV | 24.23 |
| 30085 - Engineering Technician V | 31.34 |
| 30086 - Engineering Technician VI | 35.87 |
| 30090 - Environmental Technician | 20.66 |
| 30210 - Laboratory Technician | 17.36 |
| 30240 - Mathematical Technician | 22.31 |
| 30361 - Paralegal/Legal Assistant I | 19.13 |
| 30362 - Paralegal/Legal Assistant II | 26.11 |
| 30363 - Paralegal/Legal Assistant III | 31.92 |
| 30364 - Paralegal/Legal Assistant IV | 38.63 |
| 30390 - Photo-Optics Technician | 22.31 |
| 30461 - Technical Writer I | 22.15 |
| 30462 - Technical Writer II | 27.11 |
| 30463 - Technical Writer III | 32.79 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 20.08 |
| 30621 - Weather Observer, Senior (see 2) | 22.31 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.02 |
| 31030 - Bus Driver | 17.47 |
| 31043 - Driver Courier | 13.71 |

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| 31260 - Parking and Lot Attendant | 9.13 |
| 31290 - Shuttle Bus Driver | 14.76 |
| 31310 - Taxi Driver | 10.10 |
| 31361 - Truckdriver, Light | 14.76 |
| 31362 - Truckdriver, Medium | 18.91 |
| 31363 - Truckdriver, Heavy | 19.75 |
| 31364 - Truckdriver, Tractor-Trailer | 19.75 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.50 |
| 99050 - Desk Clerk | 9.96 |
| 99095 - Embalmer | 22.34 |
| 99251 - Laboratory Animal Caretaker I | 10.32 |
| 99252 - Laboratory Animal Caretaker II | 11.11 |
| 99310 - Mortician | 23.25 |
| 99410 - Pest Controller | 14.43 |
| 99510 - Photofinishing Worker | 10.37 |
| 99710 - Recycling Laborer | 12.95 |
| 99711 - Recycling Specialist | 15.04 |
| 99730 - Refuse Collector | 12.28 |
| 99810 - Sales Clerk | 11.59 |
| 99820 - School Crossing Guard | 12.18 |
| 99830 - Survey Party Chief | 18.10 |
| 99831 - Surveying Aide | 10.67 |
| 99832 - Surveying Technician | 16.07 |
| 99840 - Vending Machine Attendant | 11.52 |
| 99841 - Vending Machine Repairer | 13.38 |
| 99842 - Vending Machine Repairer Helper | 11.52 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2223
Revision No.: 16
Date Of Last Revision: 07/25/2014

States: Indiana, Kentucky

Area: Indiana Counties of Clark, Floyd, Harrison, Jefferson, Jennings, Scott
Kentucky Counties of Breckinridge, Bullitt, Edmonson, Grayson, Hardin, Hart,
Henry, Jefferson, Larue, Meade, Nelson, Oldham, Shelby, Spencer, Trimble

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

| | |
|---|-------|
| 01000 - Administrative Support And Clerical Occupations | |
| 01011 - Accounting Clerk I | 13.99 |
| 01012 - Accounting Clerk II | 15.70 |
| 01013 - Accounting Clerk III | 17.56 |
| 01020 - Administrative Assistant | 21.20 |
| 01040 - Court Reporter | 17.22 |
| 01051 - Data Entry Operator I | 12.14 |
| 01052 - Data Entry Operator II | 13.63 |
| 01060 - Dispatcher, Motor Vehicle | 17.22 |
| 01070 - Document Preparation Clerk | 12.72 |
| 01090 - Duplicating Machine Operator | 12.72 |
| 01111 - General Clerk I | 12.25 |
| 01112 - General Clerk II | 13.37 |
| 01113 - General Clerk III | 15.01 |
| 01120 - Housing Referral Assistant | 20.99 |
| 01141 - Messenger Courier | 10.59 |
| 01191 - Order Clerk I | 12.72 |
| 01192 - Order Clerk II | 15.16 |
| 01261 - Personnel Assistant (Employment) I | 15.81 |
| 01262 - Personnel Assistant (Employment) II | 17.52 |
| 01263 - Personnel Assistant (Employment) III | 20.96 |
| 01270 - Production Control Clerk | 19.93 |
| 01280 - Receptionist | 12.23 |
| 01290 - Rental Clerk | 12.53 |
| 01300 - Scheduler, Maintenance | 16.39 |
| 01311 - Secretary I | 16.39 |
| 01312 - Secretary II | 18.99 |
| 01313 - Secretary III | 20.99 |
| 01320 - Service Order Dispatcher | 15.34 |
| 01410 - Supply Technician | 21.20 |
| 01420 - Survey Worker | 15.50 |
| 01531 - Travel Clerk I | 13.02 |
| 01532 - Travel Clerk II | 13.67 |
| 01533 - Travel Clerk III | 14.29 |
| 01611 - Word Processor I | 13.37 |
| 01612 - Word Processor II | 15.01 |
| 01613 - Word Processor III | 17.22 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.11 |
| 05010 - Automotive Electrician | 20.33 |
| 05040 - Automotive Glass Installer | 19.78 |
| 05070 - Automotive Worker | 19.35 |
| 05110 - Mobile Equipment Servicer | 17.20 |
| 05130 - Motor Equipment Metal Mechanic | 21.11 |
| 05160 - Motor Equipment Metal Worker | 19.35 |
| 05190 - Motor Vehicle Mechanic | 21.11 |
| 05220 - Motor Vehicle Mechanic Helper | 16.14 |
| 05250 - Motor Vehicle Upholstery Worker | 18.36 |
| 05280 - Motor Vehicle Wrecker | 19.35 |
| 05310 - Painter, Automotive | 20.33 |
| 05340 - Radiator Repair Specialist | 19.35 |
| 05370 - Tire Repairer | 13.74 |
| 05400 - Transmission Repair Specialist | 21.11 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.63 |
| 07041 - Cook I | 10.51 |
| 07042 - Cook II | 11.67 |
| 07070 - Dishwasher | 8.48 |
| 07130 - Food Service Worker | 9.57 |
| 07210 - Meat Cutter | 14.54 |
| 07260 - Waiter/Waitress | 7.74 |
| 09000 - Furniture Maintenance And Repair Occupations | |

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|--|-------|
| 09010 - Electrostatic Spray Painter | 17.88 |
| 09040 - Furniture Handler | 13.79 |
| 09080 - Furniture Refinisher | 17.88 |
| 09090 - Furniture Refinisher Helper | 14.20 |
| 09110 - Furniture Repairer, Minor | 16.58 |
| 09130 - Upholsterer | 17.88 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.02 |
| 11060 - Elevator Operator | 10.75 |
| 11090 - Gardener | 13.75 |
| 11122 - Housekeeping Aide | 10.75 |
| 11150 - Janitor | 12.37 |
| 11210 - Laborer, Grounds Maintenance | 12.22 |
| 11240 - Maid or Houseman | 9.19 |
| 11260 - Pruner | 11.43 |
| 11270 - Tractor Operator | 12.90 |
| 11330 - Trail Maintenance Worker | 12.22 |
| 11360 - Window Cleaner | 12.80 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.09 |
| 12011 - Breath Alcohol Technician | 16.27 |
| 12012 - Certified Occupational Therapist Assistant | 24.99 |
| 12015 - Certified Physical Therapist Assistant | 24.13 |
| 12020 - Dental Assistant | 16.66 |
| 12025 - Dental Hygienist | 28.37 |
| 12030 - EKG Technician | 20.58 |
| 12035 - Electroneurodiagnostic Technologist | 20.58 |
| 12040 - Emergency Medical Technician | 14.09 |
| 12071 - Licensed Practical Nurse I | 14.55 |
| 12072 - Licensed Practical Nurse II | 16.27 |
| 12073 - Licensed Practical Nurse III | 18.15 |
| 12100 - Medical Assistant | 13.84 |
| 12130 - Medical Laboratory Technician | 16.55 |
| 12160 - Medical Record Clerk | 13.64 |
| 12190 - Medical Record Technician | 15.12 |
| 12195 - Medical Transcriptionist | 14.85 |
| 12210 - Nuclear Medicine Technologist | 27.39 |
| 12221 - Nursing Assistant I | 11.57 |
| 12222 - Nursing Assistant II | 13.01 |
| 12223 - Nursing Assistant III | 14.20 |
| 12224 - Nursing Assistant IV | 15.94 |
| 12235 - Optical Dispenser | 17.49 |
| 12236 - Optical Technician | 13.77 |
| 12250 - Pharmacy Technician | 12.30 |
| 12280 - Phlebotomist | 15.94 |
| 12305 - Radiologic Technologist | 22.46 |
| 12311 - Registered Nurse I | 22.82 |
| 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 | 40.47 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.47 |
| 13012 - Exhibits Specialist II | 21.65 |
| 13013 - Exhibits Specialist III | 26.48 |
| 13041 - Illustrator I | 18.77 |
| 13042 - Illustrator II | 23.26 |
| 13043 - Illustrator III | 28.45 |
| 13047 - Librarian | 25.75 |
| 13050 - Library Aide/Clerk | 12.22 |
| 13054 - Library Information Technology Systems | 23.26 |

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|---|---------|
| Administrator | |
| 13058 - Library Technician | 14.11 |
| 13061 - Media Specialist I | 15.36 |
| 13062 - Media Specialist II | 16.84 |
| 13063 - Media Specialist III | 18.78 |
| 13071 - Photographer I | 14.79 |
| 13072 - Photographer II | 16.55 |
| 13073 - Photographer III | 18.63 |
| 13074 - Photographer IV | 22.79 |
| 13075 - Photographer V | 27.59 |
| 13110 - Video Teleconference Technician | 19.23 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.80 |
| 14042 - Computer Operator II | 17.67 |
| 14043 - Computer Operator III | 19.71 |
| 14044 - Computer Operator IV | 21.90 |
| 14045 - Computer Operator V | 24.24 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 15.80 |
| 14160 - Personal Computer Support Technician | 21.90 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.28 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.79 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 38.10 |
| 15050 - Computer Based Training Specialist / Instructor | 26.28 |
| 15060 - Educational Technologist | 27.05 |
| 15070 - Flight Instructor (Pilot) | 38.10 |
| 15080 - Graphic Artist | 21.68 |
| 15090 - Technical Instructor | 19.17 |
| 15095 - Technical Instructor/Course Developer | 23.45 |
| 15110 - Test Proctor | 15.71 |
| 15120 - Tutor | 15.71 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.49 |
| 16030 - Counter Attendant | 9.49 |
| 16040 - Dry Cleaner | 12.18 |
| 16070 - Finisher, Flatwork, Machine | 9.49 |
| 16090 - Presser, Hand | 9.49 |
| 16110 - Presser, Machine, Drycleaning | 9.49 |
| 16130 - Presser, Machine, Shirts | 9.49 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.49 |
| 16190 - Sewing Machine Operator | 12.93 |
| 16220 - Tailor | 13.64 |
| 16250 - Washer, Machine | 10.47 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.20 |
| 19040 - Tool And Die Maker | 22.21 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.09 |
| 21030 - Material Coordinator | 19.38 |
| 21040 - Material Expediter | 19.38 |
| 21050 - Material Handling Laborer | 12.82 |
| 21071 - Order Filler | 12.37 |
| 21080 - Production Line Worker (Food Processing) | 16.09 |
| 21110 - Shipping Packer | 14.51 |
| 21130 - Shipping/Receiving Clerk | 14.51 |
| 21140 - Store Worker I | 16.63 |

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|---|-------|
| 21150 - Stock Clerk | 17.51 |
| 21210 - Tools And Parts Attendant | 16.09 |
| 21410 - Warehouse Specialist | 16.09 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.70 |
| 23021 - Aircraft Mechanic I | 24.48 |
| 23022 - Aircraft Mechanic II | 25.70 |
| 23023 - Aircraft Mechanic III | 26.98 |
| 23040 - Aircraft Mechanic Helper | 18.50 |
| 23050 - Aircraft, Painter | 23.80 |
| 23060 - Aircraft Servicer | 21.79 |
| 23080 - Aircraft Worker | 22.40 |
| 23110 - Appliance Mechanic | 20.68 |
| 23120 - Bicycle Repairer | 13.60 |
| 23125 - Cable Splicer | 23.47 |
| 23130 - Carpenter, Maintenance | 18.24 |
| 23140 - Carpet Layer | 17.33 |
| 23160 - Electrician, Maintenance | 20.75 |
| 23181 - Electronics Technician Maintenance I | 20.23 |
| 23182 - Electronics Technician Maintenance II | 21.25 |
| 23183 - Electronics Technician Maintenance III | 21.95 |
| 23260 - Fabric Worker | 18.95 |
| 23290 - Fire Alarm System Mechanic | 21.16 |
| 23310 - Fire Extinguisher Repairer | 17.81 |
| 23311 - Fuel Distribution System Mechanic | 21.99 |
| 23312 - Fuel Distribution System Operator | 17.62 |
| 23370 - General Maintenance Worker | 17.33 |
| 23380 - Ground Support Equipment Mechanic | 24.48 |
| 23381 - Ground Support Equipment Servicer | 21.79 |
| 23382 - Ground Support Equipment Worker | 22.40 |
| 23391 - Gunsmith I | 17.81 |
| 23392 - Gunsmith II | 19.99 |
| 23393 - Gunsmith III | 21.83 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.63 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.22 |
| 23430 - Heavy Equipment Mechanic | 20.26 |
| 23440 - Heavy Equipment Operator | 19.93 |
| 23460 - Instrument Mechanic | 25.43 |
| 23465 - Laboratory/Shelter Mechanic | 21.00 |
| 23470 - Laborer | 12.85 |
| 23510 - Locksmith | 19.20 |
| 23530 - Machinery Maintenance Mechanic | 22.74 |
| 23550 - Machinist, Maintenance | 18.63 |
| 23580 - Maintenance Trades Helper | 15.49 |
| 23591 - Metrology Technician I | 25.43 |
| 23592 - Metrology Technician II | 26.40 |
| 23593 - Metrology Technician III | 27.54 |
| 23640 - Millwright | 24.90 |
| 23710 - Office Appliance Repairer | 19.13 |
| 23760 - Painter, Maintenance | 19.67 |
| 23790 - Pipefitter, Maintenance | 27.89 |
| 23810 - Plumber, Maintenance | 24.34 |
| 23820 - Pneudraulic Systems Mechanic | 21.83 |
| 23850 - Rigger | 21.83 |
| 23870 - Scale Mechanic | 19.99 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.80 |
| 23910 - Small Engine Mechanic | 17.33 |
| 23931 - Telecommunications Mechanic I | 22.94 |
| 23932 - Telecommunications Mechanic II | 23.76 |
| 23950 - Telephone Lineman | 21.18 |
| 23960 - Welder, Combination, Maintenance | 18.63 |

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| 23965 - Well Driller | 18.63 |
| 23970 - Woodcraft Worker | 19.85 |
| 23980 - Woodworker | 17.62 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.87 |
| 24580 - Child Care Center Clerk | 12.09 |
| 24610 - Chore Aide | 8.75 |
| 24620 - Family Readiness And Support Services Coordinator | 12.86 |
| 24630 - Homemaker | 12.86 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.86 |
| 25040 - Sewage Plant Operator | 19.57 |
| 25070 - Stationary Engineer | 20.86 |
| 25190 - Ventilation Equipment Tender | 16.66 |
| 25210 - Water Treatment Plant Operator | 17.88 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.21 |
| 27007 - Baggage Inspector | 12.16 |
| 27008 - Corrections Officer | 17.26 |
| 27010 - Court Security Officer | 17.26 |
| 27030 - Detection Dog Handler | 15.74 |
| 27040 - Detention Officer | 17.26 |
| 27070 - Firefighter | 17.47 |
| 27101 - Guard I | 12.83 |
| 27102 - Guard II | 16.01 |
| 27131 - Police Officer I | 19.87 |
| 27132 - Police Officer II | 22.08 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.02 |
| 28042 - Carnival Equipment Repairer | 9.14 |
| 28043 - Carnival Equipment Worker | 7.65 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 11.05 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.21 |
| 28515 - Recreation Specialist | 13.52 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 15.35 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.56 |
| 29020 - Hatch Tender | 20.56 |
| 29030 - Line Handler | 20.56 |
| 29041 - Stevedore I | 19.93 |
| 29042 - Stevedore II | 21.60 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.17 |
| 30022 - Archeological Technician II | 20.32 |
| 30023 - Archeological Technician III | 25.19 |
| 30030 - Cartographic Technician | 25.19 |
| 30040 - Civil Engineering Technician | 24.71 |
| 30061 - Drafter/CAD Operator I | 18.17 |
| 30062 - Drafter/CAD Operator II | 20.32 |
| 30063 - Drafter/CAD Operator III | 22.67 |
| 30064 - Drafter/CAD Operator IV | 27.88 |
| 30081 - Engineering Technician I | 19.98 |
| 30082 - Engineering Technician II | 22.43 |
| 30083 - Engineering Technician III | 25.09 |
| 30084 - Engineering Technician IV | 31.08 |
| 30085 - Engineering Technician V | 38.03 |

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| 30086 - Engineering Technician VI | 46.01 |
| 30090 - Environmental Technician | 21.05 |
| 30210 - Laboratory Technician | 21.00 |
| 30240 - Mathematical Technician | 26.61 |
| 30361 - Paralegal/Legal Assistant I | 19.75 |
| 30362 - Paralegal/Legal Assistant II | 26.15 |
| 30363 - Paralegal/Legal Assistant III | 29.48 |
| 30364 - Paralegal/Legal Assistant IV | 35.63 |
| 30390 - Photo-Optics Technician | 25.19 |
| 30461 - Technical Writer I | 19.73 |
| 30462 - Technical Writer II | 24.14 |
| 30463 - Technical Writer III | 29.20 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.84 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 3) | 22.67 |
| 30621 - Weather Observer, Senior (see 3) | 24.33 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.04 |
| 31030 - Bus Driver | 16.48 |
| 31043 - Driver Courier | 12.90 |
| 31260 - Parking and Lot Attendant | 10.51 |
| 31290 - Shuttle Bus Driver | 15.90 |
| 31310 - Taxi Driver | 10.20 |
| 31361 - Truckdriver, Light | 15.90 |
| 31362 - Truckdriver, Medium | 16.56 |
| 31363 - Truckdriver, Heavy | 17.65 |
| 31364 - Truckdriver, Tractor-Trailer | 17.65 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.24 |
| 99050 - Desk Clerk | 9.28 |
| 99095 - Embalmer | 20.40 |
| 99251 - Laboratory Animal Caretaker I | 10.15 |
| 99252 - Laboratory Animal Caretaker II | 10.85 |
| 99310 - Mortician | 23.25 |
| 99410 - Pest Controller | 12.92 |
| 99510 - Photofinishing Worker | 11.96 |
| 99710 - Recycling Laborer | 13.72 |
| 99711 - Recycling Specialist | 14.83 |
| 99730 - Refuse Collector | 12.63 |
| 99810 - Sales Clerk | 12.99 |
| 99820 - School Crossing Guard | 10.73 |
| 99830 - Survey Party Chief | 17.65 |
| 99831 - Surveying Aide | 15.50 |
| 99832 - Surveying Technician | 15.99 |
| 99840 - Vending Machine Attendant | 13.87 |
| 99841 - Vending Machine Repairer | 16.40 |
| 99842 - Vending Machine Repairer Helper | 13.87 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2224
Revision No.: 18
Date of Last Revision: 07/25/2014

States: Indiana, Kentucky

Area: Indiana Counties of Clark, Floyd, Harrison, Jefferson, Jennings, Scott
Kentucky Counties of Breckinridge, Bullitt, Edmonson, Grayson, Hardin, Hart,
Henry, Jefferson, Larue, Meade, Nelson, Oldham, Shelby, Spencer, Trimble

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.99 |
| 01012 - Accounting Clerk II | | 15.70 |
| 01013 - Accounting Clerk III | | 17.56 |
| 01020 - Administrative Assistant | | 21.20 |
| 01040 - Court Reporter | | 17.22 |

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| 01051 - Data Entry Operator I | 12.14 |
| 01052 - Data Entry Operator II | 13.63 |
| 01060 - Dispatcher, Motor Vehicle | 17.22 |
| 01070 - Document Preparation Clerk | 12.72 |
| 01090 - Duplicating Machine Operator | 12.72 |
| 01111 - General Clerk I | 12.25 |
| 01112 - General Clerk II | 13.37 |
| 01113 - General Clerk III | 15.01 |
| 01120 - Housing Referral Assistant | 20.99 |
| 01141 - Messenger Courier | 10.59 |
| 01191 - Order Clerk I | 12.72 |
| 01192 - Order Clerk II | 15.16 |
| 01261 - Personnel Assistant (Employment) I | 15.81 |
| 01262 - Personnel Assistant (Employment) II | 17.52 |
| 01263 - Personnel Assistant (Employment) III | 20.96 |
| 01270 - Production Control Clerk | 19.93 |
| 01280 - Receptionist | 12.23 |
| 01290 - Rental Clerk | 12.53 |
| 01300 - Scheduler, Maintenance | 16.39 |
| 01311 - Secretary I | 16.39 |
| 01312 - Secretary II | 18.99 |
| 01313 - Secretary III | 20.99 |
| 01320 - Service Order Dispatcher | 15.34 |
| 01410 - Supply Technician | 21.20 |
| 01420 - Survey Worker | 15.50 |
| 01531 - Travel Clerk I | 13.02 |
| 01532 - Travel Clerk II | 13.67 |
| 01533 - Travel Clerk III | 14.29 |
| 01611 - Word Processor I | 13.37 |
| 01612 - Word Processor II | 15.01 |
| 01613 - Word Processor III | 17.22 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.11 |
| 05010 - Automotive Electrician | 20.33 |
| 05040 - Automotive Glass Installer | 19.78 |
| 05070 - Automotive Worker | 19.35 |
| 05110 - Mobile Equipment Servicer | 17.20 |
| 05130 - Motor Equipment Metal Mechanic | 21.11 |
| 05160 - Motor Equipment Metal Worker | 19.35 |
| 05190 - Motor Vehicle Mechanic | 21.11 |
| 05220 - Motor Vehicle Mechanic Helper | 16.14 |
| 05250 - Motor Vehicle Upholstery Worker | 18.36 |
| 05280 - Motor Vehicle Wrecker | 19.35 |
| 05310 - Painter, Automotive | 20.33 |
| 05340 - Radiator Repair Specialist | 19.35 |
| 05370 - Tire Repairer | 13.74 |
| 05400 - Transmission Repair Specialist | 21.11 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.63 |
| 07041 - Cook I | 10.51 |
| 07042 - Cook II | 11.67 |
| 07070 - Dishwasher | 8.48 |
| 07130 - Food Service Worker | 9.57 |
| 07210 - Meat Cutter | 14.54 |
| 07260 - Waiter/Waitress | 7.74 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.88 |
| 09040 - Furniture Handler | 13.79 |
| 09080 - Furniture Refinisher | 17.88 |
| 09090 - Furniture Refinisher Helper | 14.20 |
| 09110 - Furniture Repairer, Minor | 16.58 |
| 09130 - Upholsterer | 17.88 |
| 11000 - General Services And Support Occupations | |

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| 11030 - Cleaner, Vehicles | 12.02 |
| 11060 - Elevator Operator | 10.75 |
| 11090 - Gardener | 13.75 |
| 11122 - Housekeeping Aide | 10.75 |
| 11150 - Janitor | 12.37 |
| 11210 - Laborer, Grounds Maintenance | 12.22 |
| 11240 - Maid or Houseman | 9.19 |
| 11260 - Pruner | 11.43 |
| 11270 - Tractor Operator | 12.90 |
| 11330 - Trail Maintenance Worker | 12.22 |
| 11360 - Window Cleaner | 12.80 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.09 |
| 12011 - Breath Alcohol Technician | 16.27 |
| 12012 - Certified Occupational Therapist Assistant | 24.99 |
| 12015 - Certified Physical Therapist Assistant | 24.13 |
| 12020 - Dental Assistant | 16.66 |
| 12025 - Dental Hygienist | 28.37 |
| 12030 - EKG Technician | 20.58 |
| 12035 - Electroneurodiagnostic Technologist | 20.58 |
| 12040 - Emergency Medical Technician | 14.09 |
| 12071 - Licensed Practical Nurse I | 14.55 |
| 12072 - Licensed Practical Nurse II | 16.27 |
| 12073 - Licensed Practical Nurse III | 18.15 |
| 12100 - Medical Assistant | 13.84 |
| 12130 - Medical Laboratory Technician | 16.55 |
| 12160 - Medical Record Clerk | 13.64 |
| 12190 - Medical Record Technician | 15.12 |
| 12195 - Medical Transcriptionist | 14.85 |
| 12210 - Nuclear Medicine Technologist | 27.39 |
| 12221 - Nursing Assistant I | 11.57 |
| 12222 - Nursing Assistant II | 13.01 |
| 12223 - Nursing Assistant III | 14.20 |
| 12224 - Nursing Assistant IV | 15.94 |
| 12235 - Optical Dispenser | 17.49 |
| 12236 - Optical Technician | 13.77 |
| 12250 - Pharmacy Technician | 12.30 |
| 12280 - Phlebotomist | 15.94 |
| 12305 - Radiologic Technologist | 22.46 |
| 12311 - Registered Nurse I | 22.82 |
| 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 | 40.47 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.47 |
| 13012 - Exhibits Specialist II | 21.65 |
| 13013 - Exhibits Specialist III | 26.48 |
| 13041 - Illustrator I | 18.77 |
| 13042 - Illustrator II | 23.26 |
| 13043 - Illustrator III | 28.45 |
| 13047 - Librarian | 25.75 |
| 13050 - Library Aide/Clerk | 12.22 |
| 13054 - Library Information Technology Systems Administrator | 23.26 |
| 13058 - Library Technician | 14.11 |
| 13061 - Media Specialist I | 15.36 |
| 13062 - Media Specialist II | 16.84 |
| 13063 - Media Specialist III | 18.78 |
| 13071 - Photographer I | 14.79 |
| 13072 - Photographer II | 16.55 |

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| 13073 - Photographer III | 18.63 |
| 13074 - Photographer IV | 22.79 |
| 13075 - Photographer V | 27.59 |
| 13110 - Video Teleconference Technician | 19.23 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.80 |
| 14042 - Computer Operator II | 17.67 |
| 14043 - Computer Operator III | 19.71 |
| 14044 - Computer Operator IV | 21.90 |
| 14045 - Computer Operator V | 24.24 |
| 14071 - Computer Programmer I | (see 1) 21.18 |
| 14072 - Computer Programmer II | (see 1) 26.25 |
| 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 | 15.80 |
| 14160 - Personal Computer Support Technician | 21.90 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.28 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.79 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 38.10 |
| 15050 - Computer Based Training Specialist / Instructor | 26.28 |
| 15060 - Educational Technologist | 27.05 |
| 15070 - Flight Instructor (Pilot) | 38.10 |
| 15080 - Graphic Artist | 21.68 |
| 15090 - Technical Instructor | 19.17 |
| 15095 - Technical Instructor/Course Developer | 23.45 |
| 15110 - Test Proctor | 15.71 |
| 15120 - Tutor | 15.71 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.49 |
| 16030 - Counter Attendant | 9.49 |
| 16040 - Dry Cleaner | 12.18 |
| 16070 - Finisher, Flatwork, Machine | 9.49 |
| 16090 - Presser, Hand | 9.49 |
| 16110 - Presser, Machine, Drycleaning | 9.49 |
| 16130 - Presser, Machine, Shirts | 9.49 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.49 |
| 16190 - Sewing Machine Operator | 12.93 |
| 16220 - Tailor | 13.64 |
| 16250 - Washer, Machine | 10.47 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.20 |
| 19040 - Tool And Die Maker | 22.21 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.09 |
| 21030 - Material Coordinator | 19.38 |
| 21040 - Material Expediter | 19.38 |
| 21050 - Material Handling Laborer | 12.82 |
| 21071 - Order Filler | 12.37 |
| 21080 - Production Line Worker (Food Processing) | 16.09 |
| 21110 - Shipping Packer | 14.51 |
| 21130 - Shipping/Receiving Clerk | 14.51 |
| 21140 - Store Worker I | 16.63 |
| 21150 - Stock Clerk | 17.51 |
| 21210 - Tools And Parts Attendant | 16.09 |
| 21410 - Warehouse Specialist | 16.09 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 25.70 |
| 23021 - Aircraft Mechanic I | 24.48 |
| 23022 - Aircraft Mechanic II | 25.70 |

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| 23023 - Aircraft Mechanic III | 26.98 |
| 23040 - Aircraft Mechanic Helper | 18.50 |
| 23050 - Aircraft, Painter | 23.80 |
| 23060 - Aircraft Servicer | 21.79 |
| 23080 - Aircraft Worker | 22.40 |
| 23110 - Appliance Mechanic | 20.68 |
| 23120 - Bicycle Repairer | 13.60 |
| 23125 - Cable Splicer | 23.47 |
| 23130 - Carpenter, Maintenance | 18.24 |
| 23140 - Carpet Layer | 17.33 |
| 23160 - Electrician, Maintenance | 20.75 |
| 23181 - Electronics Technician Maintenance I | 20.23 |
| 23182 - Electronics Technician Maintenance II | 21.25 |
| 23183 - Electronics Technician Maintenance III | 21.95 |
| 23260 - Fabric Worker | 18.95 |
| 23290 - Fire Alarm System Mechanic | 21.16 |
| 23310 - Fire Extinguisher Repairer | 17.81 |
| 23311 - Fuel Distribution System Mechanic | 21.99 |
| 23312 - Fuel Distribution System Operator | 17.62 |
| 23370 - General Maintenance Worker | 17.33 |
| 23380 - Ground Support Equipment Mechanic | 24.48 |
| 23381 - Ground Support Equipment Servicer | 21.79 |
| 23382 - Ground Support Equipment Worker | 22.40 |
| 23391 - Gunsmith I | 17.81 |
| 23392 - Gunsmith II | 19.99 |
| 23393 - Gunsmith III | 21.83 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.63 |
| 23411 - Heating, Ventilation And Air Contditiioning Mechanic (Research Facility) | 19.22 |
| 23430 - Heavy Equipment Mechanic | 20.26 |
| 23440 - Heavy Equipment Operator | 19.93 |
| 23460 - Instrument Mechanic | 25.43 |
| 23465 - Laboratory/Shelter Mechanic | 21.00 |
| 23470 - Laborer | 12.85 |
| 23510 - Locksmith | 19.20 |
| 23530 - Machinery Maintenance Mechanic | 22.74 |
| 23550 - Machinist, Maintenance | 18.63 |
| 23580 - Maintenance Trades Helper | 15.49 |
| 23591 - Metrology Technician I | 25.43 |
| 23592 - Metrology Technician II | 26.40 |
| 23593 - Metrology Technician III | 27.54 |
| 23640 - Millwright | 24.90 |
| 23710 - Office Appliance Repairer | 19.13 |
| 23760 - Painter, Maintenance | 19.67 |
| 23790 - Pipefitter, Maintenance | 27.89 |
| 23810 - Plumber, Maintenance | 24.34 |
| 23820 - Pneudraulic Systems Mechanic | 21.83 |
| 23850 - Rigger | 21.83 |
| 23870 - Scale Mechanic | 19.99 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.80 |
| 23910 - Small Engine Mechanic | 17.33 |
| 23931 - Telecommunications Mechanic I | 22.94 |
| 23932 - Telecommunications Mechanic II | 23.76 |
| 23950 - Telephone Lineman | 21.18 |
| 23960 - Welder, Combination, Maintenance | 18.63 |
| 23965 - Well Driller | 18.63 |
| 23970 - Woodcraft Worker | 19.85 |
| 23980 - Woodworker | 17.62 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.87 |
| 24580 - Child Care Center Clerk | 12.09 |
| 24610 - Chore Aide | 8.75 |

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| 24620 - Family Readiness And Support Services Coordinator | 12.86 |
| 24630 - Homemaker | 12.86 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.86 |
| 25040 - Sewage Plant Operator | 19.57 |
| 25070 - Stationary Engineer | 20.86 |
| 25190 - Ventilation Equipment Tender | 16.66 |
| 25210 - Water Treatment Plant Operator | 17.88 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.21 |
| 27007 - Baggage Inspector | 12.16 |
| 27008 - Corrections Officer | 17.26 |
| 27010 - Court Security Officer | 17.26 |
| 27030 - Detection Dog Handler | 15.74 |
| 27040 - Detention Officer | 17.26 |
| 27070 - Firefighter | 17.47 |
| 27101 - Guard I | 12.83 |
| 27102 - Guard II | 16.01 |
| 27131 - Police Officer I | 19.87 |
| 27132 - Police Officer II | 22.08 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.02 |
| 28042 - Carnival Equipment Repairer | 9.14 |
| 28043 - Carnival Equipment Worker | 7.65 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 11.05 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.21 |
| 28515 - Recreation Specialist | 13.52 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 15.35 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.56 |
| 29020 - Hatch Tender | 20.56 |
| 29030 - Line Handler | 20.56 |
| 29041 - Stevedore I | 19.93 |
| 29042 - Stevedore II | 21.60 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.17 |
| 30022 - Archeological Technician II | 20.32 |
| 30023 - Archeological Technician III | 25.19 |
| 30030 - Cartographic Technician | 25.19 |
| 30040 - Civil Engineering Technician | 24.71 |
| 30061 - Drafter/CAD Operator I | 18.17 |
| 30062 - Drafter/CAD Operator II | 20.32 |
| 30063 - Drafter/CAD Operator III | 22.67 |
| 30064 - Drafter/CAD Operator IV | 27.88 |
| 30081 - Engineering Technician I | 19.98 |
| 30082 - Engineering Technician II | 22.43 |
| 30083 - Engineering Technician III | 25.09 |
| 30084 - Engineering Technician IV | 31.08 |
| 30085 - Engineering Technician V | 38.03 |
| 30086 - Engineering Technician VI | 46.01 |
| 30090 - Environmental Technician | 21.05 |
| 30210 - Laboratory Technician | 21.00 |
| 30240 - Mathematical Technician | 26.61 |
| 30361 - Paralegal/Legal Assistant I | 19.75 |
| 30362 - Paralegal/Legal Assistant II | 26.15 |
| 30363 - Paralegal/Legal Assistant III | 29.48 |

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| 30364 - Paralegal/Legal Assistant IV | 35.63 |
| 30390 - Photo-Optics Technician | 25.19 |
| 30461 - Technical Writer I | 19.73 |
| 30462 - Technical Writer II | 24.14 |
| 30463 - Technical Writer III | 29.20 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.84 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 3) 22.67 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 3) 24.33 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.04 |
| 31030 - Bus Driver | 16.48 |
| 31043 - Driver Courier | 12.90 |
| 31260 - Parking and Lot Attendant | 10.51 |
| 31290 - Shuttle Bus Driver | 15.90 |
| 31310 - Taxi Driver | 10.20 |
| 31361 - Truckdriver, Light | 15.90 |
| 31362 - Truckdriver, Medium | 16.56 |
| 31363 - Truckdriver, Heavy | 17.65 |
| 31364 - Truckdriver, Tractor-Trailer | 17.65 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.24 |
| 99050 - Desk Clerk | 9.28 |
| 99095 - Embalmer | 20.40 |
| 99251 - Laboratory Animal Caretaker I | 10.15 |
| 99252 - Laboratory Animal Caretaker II | 10.85 |
| 99310 - Mortician | 23.25 |
| 99410 - Pest Controller | 12.92 |
| 99510 - Photofinishing Worker | 11.96 |
| 99710 - Recycling Laborer | 13.72 |
| 99711 - Recycling Specialist | 14.83 |
| 99730 - Refuse Collector | 12.63 |
| 99810 - Sales Clerk | 12.99 |
| 99820 - School Crossing Guard | 10.73 |
| 99830 - Survey Party Chief | 17.65 |
| 99831 - Surveying Aide | 15.50 |
| 99832 - Surveying Technician | 15.99 |
| 99840 - Vending Machine Attendant | 13.87 |
| 99841 - Vending Machine Repairer | 16.40 |
| 99842 - Vending Machine Repairer Helper | 13.87 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans.
Minimum employer contributions costing an average of \$4.02 per hour computed on the

basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive

ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol>.

gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2229
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Louisiana

Area: Louisiana Parishes of Acadia, Allen, Avoyelles, Beauregard, Caldwell, Catahoula, Concordia, Evangeline, Franklin, Grant, La Salle, Natchitoches, Rapides, Sabine, Tensas, Vernon, Winn

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.28 |
| 01012 - Accounting Clerk II | | 14.20 |
| 01013 - Accounting Clerk III | | 15.45 |
| 01020 - Administrative Assistant | | 16.21 |
| 01040 - Court Reporter | | 12.81 |
| 01051 - Data Entry Operator I | | 10.30 |
| 01052 - Data Entry Operator II | | 11.37 |
| 01060 - Dispatcher, Motor Vehicle | | 14.08 |
| 01070 - Document Preparation Clerk | | 10.20 |
| 01090 - Duplicating Machine Operator | | 10.20 |

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| 01111 | - General Clerk I | 10.13 |
| 01112 | - General Clerk II | 11.06 |
| 01113 | - General Clerk III | 13.19 |
| 01120 | - Housing Referral Assistant | 14.59 |
| 01141 | - Messenger Courier | 8.31 |
| 01191 | - Order Clerk I | 11.12 |
| 01192 | - Order Clerk II | 13.15 |
| 01261 | - Personnel Assistant (Employment) I | 12.53 |
| 01262 | - Personnel Assistant (Employment) II | 14.03 |
| 01263 | - Personnel Assistant (Employment) III | 16.08 |
| 01270 | - Production Control Clerk | 22.69 |
| 01280 | - Receptionist | 9.39 |
| 01290 | - Rental Clerk | 12.58 |
| 01300 | - Scheduler, Maintenance | 11.45 |
| 01311 | - Secretary I | 11.45 |
| 01312 | - Secretary II | 12.81 |
| 01313 | - Secretary III | 14.59 |
| 01320 | - Service Order Dispatcher | 18.30 |
| 01410 | - Supply Technician | 16.21 |
| 01420 | - Survey Worker | 12.55 |
| 01531 | - Travel Clerk I | 11.07 |
| 01532 | - Travel Clerk II | 12.10 |
| 01533 | - Travel Clerk III | 13.01 |
| 01611 | - Word Processor I | 11.02 |
| 01612 | - Word Processor II | 12.43 |
| 01613 | - Word Processor III | 13.77 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 19.10 |
| 05010 | - Automotive Electrician | 17.86 |
| 05040 | - Automotive Glass Installer | 16.72 |
| 05070 | - Automotive Worker | 16.72 |
| 05110 | - Mobile Equipment Servicer | 14.63 |
| 05130 | - Motor Equipment Metal Mechanic | 19.00 |
| 05160 | - Motor Equipment Metal Worker | 17.23 |
| 05190 | - Motor Vehicle Mechanic | 19.00 |
| 05220 | - Motor Vehicle Mechanic Helper | 13.30 |
| 05250 | - Motor Vehicle Upholstery Worker | 15.77 |
| 05280 | - Motor Vehicle Wrecker | 16.72 |
| 05310 | - Painter, Automotive | 17.86 |
| 05340 | - Radiator Repair Specialist | 16.72 |
| 05370 | - Tire Repairer | 10.79 |
| 05400 | - Transmission Repair Specialist | 19.00 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 12.42 |
| 07041 | - Cook I | 9.57 |
| 07042 | - Cook II | 11.64 |
| 07070 | - Dishwasher | 7.25 |
| 07130 | - Food Service Worker | 7.58 |
| 07210 | - Meat Cutter | 12.42 |
| 07260 | - Waiter/Waitress | 7.39 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 13.78 |
| 09040 | - Furniture Handler | 9.79 |
| 09080 | - Furniture Refinisher | 13.78 |
| 09090 | - Furniture Refinisher Helper | 10.26 |
| 09110 | - Furniture Repairer, Minor | 12.17 |
| 09130 | - Upholsterer | 13.78 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 7.78 |
| 11060 | - Elevator Operator | 8.37 |
| 11090 | - Gardener | 10.60 |
| 11122 | - Housekeeping Aide | 8.95 |
| 11150 | - Janitor | 8.95 |

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| 11210 - Laborer, Grounds Maintenance | 9.50 |
| 11240 - Maid or Houseman | 7.40 |
| 11260 - Pruner | 8.03 |
| 11270 - Tractor Operator | 9.81 |
| 11330 - Trail Maintenance Worker | 9.50 |
| 11360 - Window Cleaner | 9.50 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.23 |
| 12011 - Breath Alcohol Technician | 16.60 |
| 12012 - Certified Occupational Therapist Assistant | 21.27 |
| 12015 - Certified Physical Therapist Assistant | 21.27 |
| 12020 - Dental Assistant | 13.27 |
| 12025 - Dental Hygienist | 32.85 |
| 12030 - EKG Technician | 22.64 |
| 12035 - Electroneurodiagnostic Technologist | 22.64 |
| 12040 - Emergency Medical Technician | 16.23 |
| 12071 - Licensed Practical Nurse I | 14.84 |
| 12072 - Licensed Practical Nurse II | 16.60 |
| 12073 - Licensed Practical Nurse III | 18.51 |
| 12100 - Medical Assistant | 13.28 |
| 12130 - Medical Laboratory Technician | 14.84 |
| 12160 - Medical Record Clerk | 13.00 |
| 12190 - Medical Record Technician | 14.84 |
| 12195 - Medical Transcriptionist | 12.23 |
| 12210 - Nuclear Medicine Technologist | 34.07 |
| 12221 - Nursing Assistant I | 9.49 |
| 12222 - Nursing Assistant II | 10.67 |
| 12223 - Nursing Assistant III | 11.64 |
| 12224 - Nursing Assistant IV | 13.07 |
| 12235 - Optical Dispenser | 15.54 |
| 12236 - Optical Technician | 14.84 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.07 |
| 12305 - Radiologic Technologist | 21.06 |
| 12311 - Registered Nurse I | 20.97 |
| 12312 - Registered Nurse II | 25.63 |
| 12313 - Registered Nurse II, Specialist | 25.63 |
| 12314 - Registered Nurse III | 31.01 |
| 12315 - Registered Nurse III, Anesthetist | 31.01 |
| 12316 - Registered Nurse IV | 37.16 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.57 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 14.24 |
| 13012 - Exhibits Specialist II | 17.64 |
| 13013 - Exhibits Specialist III | 21.58 |
| 13041 - Illustrator I | 14.24 |
| 13042 - Illustrator II | 17.64 |
| 13043 - Illustrator III | 21.58 |
| 13047 - Librarian | 19.54 |
| 13050 - Library Aide/Clerk | 11.34 |
| 13054 - Library Information Technology Systems Administrator | 17.64 |
| 13058 - Library Technician | 14.24 |
| 13061 - Media Specialist I | 12.73 |
| 13062 - Media Specialist II | 14.24 |
| 13063 - Media Specialist III | 15.88 |
| 13071 - Photographer I | 12.61 |
| 13072 - Photographer II | 15.05 |
| 13073 - Photographer III | 19.31 |
| 13074 - Photographer IV | 21.54 |
| 13075 - Photographer V | 26.06 |
| 13110 - Video Teleconference Technician | 12.73 |
| 14000 - Information Technology Occupations | |

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|---|---------|
| 14041 - Computer Operator I | 14.71 |
| 14042 - Computer Operator II | 16.45 |
| 14043 - Computer Operator III | 19.02 |
| 14044 - Computer Operator IV | 21.11 |
| 14045 - Computer Operator V | 23.44 |
| 14071 - Computer Programmer I | 20.16 |
| 14072 - Computer Programmer II | 26.93 |
| 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 | 14.71 |
| 14160 - Personal Computer Support Technician | 21.11 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.34 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.50 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.05 |
| 15050 - Computer Based Training Specialist / Instructor | 26.93 |
| 15060 - Educational Technologist | 22.25 |
| 15070 - Flight Instructor (Pilot) | 39.05 |
| 15080 - Graphic Artist | 19.28 |
| 15090 - Technical Instructor | 14.52 |
| 15095 - Technical Instructor/Course Developer | 17.75 |
| 15110 - Test Proctor | 12.55 |
| 15120 - Tutor | 12.55 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 7.82 |
| 16030 - Counter Attendant | 7.82 |
| 16040 - Dry Cleaner | 9.44 |
| 16070 - Finisher, Flatwork, Machine | 7.82 |
| 16090 - Presser, Hand | 7.82 |
| 16110 - Presser, Machine, Drycleaning | 7.82 |
| 16130 - Presser, Machine, Shirts | 7.82 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 7.82 |
| 16190 - Sewing Machine Operator | 9.98 |
| 16220 - Tailor | 10.54 |
| 16250 - Washer, Machine | 8.36 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.53 |
| 19040 - Tool And Die Maker | 20.67 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.55 |
| 21030 - Material Coordinator | 19.94 |
| 21040 - Material Expediter | 19.94 |
| 21050 - Material Handling Laborer | 9.98 |
| 21071 - Order Filler | 10.22 |
| 21080 - Production Line Worker (Food Processing) | 13.55 |
| 21110 - Shipping Packer | 14.78 |
| 21130 - Shipping/Receiving Clerk | 14.78 |
| 21140 - Store Worker I | 10.18 |
| 21150 - Stock Clerk | 15.63 |
| 21210 - Tools And Parts Attendant | 13.55 |
| 21410 - Warehouse Specialist | 13.55 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.60 |
| 23021 - Aircraft Mechanic I | 22.48 |
| 23022 - Aircraft Mechanic II | 23.60 |
| 23023 - Aircraft Mechanic III | 24.79 |
| 23040 - Aircraft Mechanic Helper | 14.31 |
| 23050 - Aircraft, Painter | 18.56 |
| 23060 - Aircraft Servicer | 16.96 |
| 23080 - Aircraft Worker | 18.00 |

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| 23110 - Appliance Mechanic | 16.53 |
| 23120 - Bicycle Repairer | 10.79 |
| 23125 - Cable Splicer | 21.63 |
| 23130 - Carpenter, Maintenance | 15.37 |
| 23140 - Carpet Layer | 15.26 |
| 23160 - Electrician, Maintenance | 20.63 |
| 23181 - Electronics Technician Maintenance I | 23.64 |
| 23182 - Electronics Technician Maintenance II | 25.66 |
| 23183 - Electronics Technician Maintenance III | 27.97 |
| 23260 - Fabric Worker | 14.03 |
| 23290 - Fire Alarm System Mechanic | 17.64 |
| 23310 - Fire Extinguisher Repairer | 12.69 |
| 23311 - Fuel Distribution System Mechanic | 17.64 |
| 23312 - Fuel Distribution System Operator | 15.16 |
| 23370 - General Maintenance Worker | 14.45 |
| 23380 - Ground Support Equipment Mechanic | 22.48 |
| 23381 - Ground Support Equipment Servicer | 16.96 |
| 23382 - Ground Support Equipment Worker | 18.00 |
| 23391 - Gunsmith I | 12.69 |
| 23392 - Gunsmith II | 15.26 |
| 23393 - Gunsmith III | 17.64 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.74 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.63 |
| 23430 - Heavy Equipment Mechanic | 20.92 |
| 23440 - Heavy Equipment Operator | 14.67 |
| 23460 - Instrument Mechanic | 17.64 |
| 23465 - Laboratory/Shelter Mechanic | 16.53 |
| 23470 - Laborer | 9.98 |
| 23510 - Locksmith | 16.53 |
| 23530 - Machinery Maintenance Mechanic | 17.89 |
| 23550 - Machinist, Maintenance | 19.85 |
| 23580 - Maintenance Trades Helper | 12.29 |
| 23591 - Metrology Technician I | 17.64 |
| 23592 - Metrology Technician II | 18.65 |
| 23593 - Metrology Technician III | 19.67 |
| 23640 - Millwright | 18.14 |
| 23710 - Office Appliance Repairer | 16.53 |
| 23760 - Painter, Maintenance | 15.37 |
| 23790 - Pipefitter, Maintenance | 22.63 |
| 23810 - Plumber, Maintenance | 21.41 |
| 23820 - Pneudraulic Systems Mechanic | 17.64 |
| 23850 - Rigger | 17.64 |
| 23870 - Scale Mechanic | 15.26 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.40 |
| 23910 - Small Engine Mechanic | 15.26 |
| 23931 - Telecommunications Mechanic I | 18.33 |
| 23932 - Telecommunications Mechanic II | 21.33 |
| 23950 - Telephone Lineman | 18.33 |
| 23960 - Welder, Combination, Maintenance | 15.95 |
| 23965 - Well Driller | 17.64 |
| 23970 - Woodcraft Worker | 17.64 |
| 23980 - Woodworker | 13.83 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.48 |
| 24580 - Child Care Center Clerk | 13.66 |
| 24610 - Chore Aide | 8.88 |
| 24620 - Family Readiness And Support Services Coordinator | 15.60 |
| 24630 - Homemaker | 14.50 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.33 |

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| 25040 - Sewage Plant Operator | 17.25 |
| 25070 - Stationary Engineer | 18.33 |
| 25190 - Ventilation Equipment Tender | 12.31 |
| 25210 - Water Treatment Plant Operator | 17.25 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.01 |
| 27007 - Baggage Inspector | 10.44 |
| 27008 - Corrections Officer | 18.05 |
| 27010 - Court Security Officer | 15.65 |
| 27030 - Detection Dog Handler | 13.86 |
| 27040 - Detention Officer | 18.05 |
| 27070 - Firefighter | 14.63 |
| 27101 - Guard I | 10.44 |
| 27102 - Guard II | 13.86 |
| 27131 - Police Officer I | 14.91 |
| 27132 - Police Officer II | 16.57 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.29 |
| 28042 - Carnival Equipment Repairer | 11.33 |
| 28043 - Carnival Equipment Worker | 7.27 |
| 28210 - Gate Attendant/Gate Tender | 13.41 |
| 28310 - Lifeguard | 11.95 |
| 28350 - Park Attendant (Aide) | 15.00 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.95 |
| 28515 - Recreation Specialist | 14.49 |
| 28630 - Sports Official | 11.95 |
| 28690 - Swimming Pool Operator | 13.04 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 15.26 |
| 29020 - Hatch Tender | 15.26 |
| 29030 - Line Handler | 15.26 |
| 29041 - Stevedore I | 14.03 |
| 29042 - Stevedore II | 16.53 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.67 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.24 |
| 30022 - Archeological Technician II | 17.04 |
| 30023 - Archeological Technician III | 23.02 |
| 30030 - Cartographic Technician | 23.02 |
| 30040 - Civil Engineering Technician | 20.83 |
| 30061 - Drafter/CAD Operator I | 16.60 |
| 30062 - Drafter/CAD Operator II | 18.58 |
| 30063 - Drafter/CAD Operator III | 20.71 |
| 30064 - Drafter/CAD Operator IV | 25.48 |
| 30081 - Engineering Technician I | 13.44 |
| 30082 - Engineering Technician II | 15.24 |
| 30083 - Engineering Technician III | 17.04 |
| 30084 - Engineering Technician IV | 21.11 |
| 30085 - Engineering Technician V | 25.83 |
| 30086 - Engineering Technician VI | 31.43 |
| 30090 - Environmental Technician | 21.11 |
| 30210 - Laboratory Technician | 20.71 |
| 30240 - Mathematical Technician | 21.11 |
| 30361 - Paralegal/Legal Assistant I | 17.37 |
| 30362 - Paralegal/Legal Assistant II | 21.54 |
| 30363 - Paralegal/Legal Assistant III | 26.33 |
| 30364 - Paralegal/Legal Assistant IV | 31.86 |
| 30390 - Photo-Optics Technician | 23.02 |
| 30461 - Technical Writer I | 21.11 |
| 30462 - Technical Writer II | 25.83 |
| 30463 - Technical Writer III | 31.25 |

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| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 18.83 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 21.11 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.34 |
| 31030 - Bus Driver | 15.33 |
| 31043 - Driver Courier | 13.59 |
| 31260 - Parking and Lot Attendant | 7.99 |
| 31290 - Shuttle Bus Driver | 13.87 |
| 31310 - Taxi Driver | 11.20 |
| 31361 - Truckdriver, Light | 13.87 |
| 31362 - Truckdriver, Medium | 15.33 |
| 31363 - Truckdriver, Heavy | 17.36 |
| 31364 - Truckdriver, Tractor-Trailer | 17.36 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.79 |
| 99050 - Desk Clerk | 8.97 |
| 99095 - Embalmer | 22.34 |
| 99251 - Laboratory Animal Caretaker I | 10.98 |
| 99252 - Laboratory Animal Caretaker II | 11.76 |
| 99310 - Mortician | 22.34 |
| 99410 - Pest Controller | 12.60 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 12.77 |
| 99711 - Recycling Specialist | 13.44 |
| 99730 - Refuse Collector | 11.43 |
| 99810 - Sales Clerk | 11.67 |
| 99820 - School Crossing Guard | 11.43 |
| 99830 - Survey Party Chief | 16.21 |
| 99831 - Surveying Aide | 10.00 |
| 99832 - Surveying Technician | 14.74 |
| 99840 - Vending Machine Attendant | 13.88 |
| 99841 - Vending Machine Repairer | 16.48 |
| 99842 - Vending Machine Repairer Helper | 13.88 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2230
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Louisiana

Area: Louisiana Parishes of Acadia, Allen, Avoyelles, Beauregard, Caldwell, Catahoula, Concordia, Evangeline, Franklin, Grant, La Salle, Natchitoches, Rapides, Sabine, Tensas, Vernon, Winn

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.28 |
| 01012 - Accounting Clerk II | | 14.20 |
| 01013 - Accounting Clerk III | | 15.45 |
| 01020 - Administrative Assistant | | 16.21 |
| 01040 - Court Reporter | | 12.81 |
| 01051 - Data Entry Operator I | | 10.30 |
| 01052 - Data Entry Operator II | | 11.37 |
| 01060 - Dispatcher, Motor Vehicle | | 14.08 |
| 01070 - Document Preparation Clerk | | 10.20 |
| 01090 - Duplicating Machine Operator | | 10.20 |
| 01111 - General Clerk I | | 10.13 |
| 01112 - General Clerk II | | 11.06 |
| 01113 - General Clerk III | | 13.19 |
| 01120 - Housing Referral Assistant | | 14.59 |
| 01141 - Messenger Courier | | 8.31 |
| 01191 - Order Clerk I | | 11.12 |
| 01192 - Order Clerk II | | 13.15 |
| 01261 - Personnel Assistant (Employment) I | | 12.53 |
| 01262 - Personnel Assistant (Employment) II | | 14.03 |
| 01263 - Personnel Assistant (Employment) III | | 16.08 |
| 01270 - Production Control Clerk | | 22.69 |
| 01280 - Receptionist | | 9.39 |
| 01290 - Rental Clerk | | 12.58 |
| 01300 - Scheduler, Maintenance | | 11.45 |
| 01311 - Secretary I | | 11.45 |
| 01312 - Secretary II | | 12.81 |
| 01313 - Secretary III | | 14.59 |
| 01320 - Service Order Dispatcher | | 18.30 |
| 01410 - Supply Technician | | 16.21 |
| 01420 - Survey Worker | | 12.55 |
| 01531 - Travel Clerk I | | 11.07 |
| 01532 - Travel Clerk II | | 12.10 |
| 01533 - Travel Clerk III | | 13.01 |
| 01611 - Word Processor I | | 11.02 |
| 01612 - Word Processor II | | 12.43 |
| 01613 - Word Processor III | | 13.77 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.10 |
| 05010 - Automotive Electrician | | 17.86 |
| 05040 - Automotive Glass Installer | | 16.72 |
| 05070 - Automotive Worker | | 16.72 |
| 05110 - Mobile Equipment Servicer | | 14.63 |
| 05130 - Motor Equipment Metal Mechanic | | 19.00 |
| 05160 - Motor Equipment Metal Worker | | 17.23 |
| 05190 - Motor Vehicle Mechanic | | 19.00 |
| 05220 - Motor Vehicle Mechanic Helper | | 13.30 |
| 05250 - Motor Vehicle Upholstery Worker | | 15.77 |
| 05280 - Motor Vehicle Wrecker | | 16.72 |
| 05310 - Painter, Automotive | | 17.86 |
| 05340 - Radiator Repair Specialist | | 16.72 |
| 05370 - Tire Repairer | | 10.79 |

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| 05400 - Transmission Repair Specialist | 19.00 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.42 |
| 07041 - Cook I | 9.57 |
| 07042 - Cook II | 11.64 |
| 07070 - Dishwasher | 7.25 |
| 07130 - Food Service Worker | 7.58 |
| 07210 - Meat Cutter | 12.42 |
| 07260 - Waiter/Waitress | 7.39 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.78 |
| 09040 - Furniture Handler | 9.79 |
| 09080 - Furniture Refinisher | 13.78 |
| 09090 - Furniture Refinisher Helper | 10.26 |
| 09110 - Furniture Repairer, Minor | 12.17 |
| 09130 - Upholsterer | 13.78 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 7.78 |
| 11060 - Elevator Operator | 8.37 |
| 11090 - Gardener | 10.60 |
| 11122 - Housekeeping Aide | 8.95 |
| 11150 - Janitor | 8.95 |
| 11210 - Laborer, Grounds Maintenance | 9.50 |
| 11240 - Maid or Houseman | 7.40 |
| 11260 - Pruner | 8.03 |
| 11270 - Tractor Operator | 9.81 |
| 11330 - Trail Maintenance Worker | 9.50 |
| 11360 - Window Cleaner | 9.50 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.23 |
| 12011 - Breath Alcohol Technician | 16.60 |
| 12012 - Certified Occupational Therapist Assistant | 21.27 |
| 12015 - Certified Physical Therapist Assistant | 21.27 |
| 12020 - Dental Assistant | 13.27 |
| 12025 - Dental Hygienist | 32.85 |
| 12030 - EKG Technician | 22.64 |
| 12035 - Electroneurodiagnostic Technologist | 22.64 |
| 12040 - Emergency Medical Technician | 16.23 |
| 12071 - Licensed Practical Nurse I | 14.84 |
| 12072 - Licensed Practical Nurse II | 16.60 |
| 12073 - Licensed Practical Nurse III | 18.51 |
| 12100 - Medical Assistant | 13.28 |
| 12130 - Medical Laboratory Technician | 14.84 |
| 12160 - Medical Record Clerk | 13.00 |
| 12190 - Medical Record Technician | 14.84 |
| 12195 - Medical Transcriptionist | 12.23 |
| 12210 - Nuclear Medicine Technologist | 34.07 |
| 12221 - Nursing Assistant I | 9.49 |
| 12222 - Nursing Assistant II | 10.67 |
| 12223 - Nursing Assistant III | 11.64 |
| 12224 - Nursing Assistant IV | 13.07 |
| 12235 - Optical Dispenser | 15.54 |
| 12236 - Optical Technician | 14.84 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.07 |
| 12305 - Radiologic Technologist | 21.06 |
| 12311 - Registered Nurse I | 20.97 |
| 12312 - Registered Nurse II | 25.63 |
| 12313 - Registered Nurse II, Specialist | 25.63 |
| 12314 - Registered Nurse III | 31.01 |
| 12315 - Registered Nurse III, Anesthetist | 31.01 |
| 12316 - Registered Nurse IV | 37.16 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.57 |

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| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 14.24 |
| 13012 - Exhibits Specialist II | 17.64 |
| 13013 - Exhibits Specialist III | 21.58 |
| 13041 - Illustrator I | 14.24 |
| 13042 - Illustrator II | 17.64 |
| 13043 - Illustrator III | 21.58 |
| 13047 - Librarian | 19.54 |
| 13050 - Library Aide/Clerk | 11.34 |
| 13054 - Library Information Technology Systems Administrator | 17.64 |
| 13058 - Library Technician | 14.24 |
| 13061 - Media Specialist I | 12.73 |
| 13062 - Media Specialist II | 14.24 |
| 13063 - Media Specialist III | 15.88 |
| 13071 - Photographer I | 12.61 |
| 13072 - Photographer II | 15.05 |
| 13073 - Photographer III | 19.31 |
| 13074 - Photographer IV | 21.54 |
| 13075 - Photographer V | 26.06 |
| 13110 - Video Teleconference Technician | 12.73 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.71 |
| 14042 - Computer Operator II | 16.45 |
| 14043 - Computer Operator III | 19.02 |
| 14044 - Computer Operator IV | 21.11 |
| 14045 - Computer Operator V | 23.44 |
| 14071 - Computer Programmer I | 20.16 |
| 14072 - Computer Programmer II | 26.93 |
| 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 | 14.71 |
| 14160 - Personal Computer Support Technician | 21.11 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.34 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.50 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.05 |
| 15050 - Computer Based Training Specialist / Instructor | 26.93 |
| 15060 - Educational Technologist | 22.25 |
| 15070 - Flight Instructor (Pilot) | 39.05 |
| 15080 - Graphic Artist | 19.28 |
| 15090 - Technical Instructor | 14.52 |
| 15095 - Technical Instructor/Course Developer | 17.75 |
| 15110 - Test Proctor | 12.55 |
| 15120 - Tutor | 12.55 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 7.82 |
| 16030 - Counter Attendant | 7.82 |
| 16040 - Dry Cleaner | 9.44 |
| 16070 - Finisher, Flatwork, Machine | 7.82 |
| 16090 - Presser, Hand | 7.82 |
| 16110 - Presser, Machine, Drycleaning | 7.82 |
| 16130 - Presser, Machine, Shirts | 7.82 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 7.82 |
| 16190 - Sewing Machine Operator | 9.98 |
| 16220 - Tailor | 10.54 |
| 16250 - Washer, Machine | 8.36 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.53 |
| 19040 - Tool And Die Maker | 20.67 |

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| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.55 |
| 21030 - Material Coordinator | 19.94 |
| 21040 - Material Expediter | 19.94 |
| 21050 - Material Handling Laborer | 9.98 |
| 21071 - Order Filler | 10.22 |
| 21080 - Production Line Worker (Food Processing) | 13.55 |
| 21110 - Shipping Packer | 14.78 |
| 21130 - Shipping/Receiving Clerk | 14.78 |
| 21140 - Store Worker I | 10.18 |
| 21150 - Stock Clerk | 15.63 |
| 21210 - Tools And Parts Attendant | 13.55 |
| 21410 - Warehouse Specialist | 13.55 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.60 |
| 23021 - Aircraft Mechanic I | 22.48 |
| 23022 - Aircraft Mechanic II | 23.60 |
| 23023 - Aircraft Mechanic III | 24.79 |
| 23040 - Aircraft Mechanic Helper | 14.31 |
| 23050 - Aircraft, Painter | 18.56 |
| 23060 - Aircraft Servicer | 16.96 |
| 23080 - Aircraft Worker | 18.00 |
| 23110 - Appliance Mechanic | 16.53 |
| 23120 - Bicycle Repairer | 10.79 |
| 23125 - Cable Splicer | 21.63 |
| 23130 - Carpenter, Maintenance | 15.37 |
| 23140 - Carpet Layer | 15.26 |
| 23160 - Electrician, Maintenance | 20.63 |
| 23181 - Electronics Technician Maintenance I | 23.64 |
| 23182 - Electronics Technician Maintenance II | 25.66 |
| 23183 - Electronics Technician Maintenance III | 27.97 |
| 23260 - Fabric Worker | 14.03 |
| 23290 - Fire Alarm System Mechanic | 17.64 |
| 23310 - Fire Extinguisher Repairer | 12.69 |
| 23311 - Fuel Distribution System Mechanic | 17.64 |
| 23312 - Fuel Distribution System Operator | 15.16 |
| 23370 - General Maintenance Worker | 14.45 |
| 23380 - Ground Support Equipment Mechanic | 22.48 |
| 23381 - Ground Support Equipment Servicer | 16.96 |
| 23382 - Ground Support Equipment Worker | 18.00 |
| 23391 - Gunsmith I | 12.69 |
| 23392 - Gunsmith II | 15.26 |
| 23393 - Gunsmith III | 17.64 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.74 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.63 |
| 23430 - Heavy Equipment Mechanic | 20.92 |
| 23440 - Heavy Equipment Operator | 14.67 |
| 23460 - Instrument Mechanic | 17.64 |
| 23465 - Laboratory/Shelter Mechanic | 16.53 |
| 23470 - Laborer | 9.98 |
| 23510 - Locksmith | 16.53 |
| 23530 - Machinery Maintenance Mechanic | 17.89 |
| 23550 - Machinist, Maintenance | 19.85 |
| 23580 - Maintenance Trades Helper | 12.29 |
| 23591 - Metrology Technician I | 17.64 |
| 23592 - Metrology Technician II | 18.65 |
| 23593 - Metrology Technician III | 19.67 |
| 23640 - Millwright | 18.14 |
| 23710 - Office Appliance Repairer | 16.53 |
| 23760 - Painter, Maintenance | 15.37 |
| 23790 - Pipefitter, Maintenance | 22.63 |

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| 23810 - Plumber, Maintenance | 21.41 |
| 23820 - Pneudraulic Systems Mechanic | 17.64 |
| 23850 - Rigger | 17.64 |
| 23870 - Scale Mechanic | 15.26 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.40 |
| 23910 - Small Engine Mechanic | 15.26 |
| 23931 - Telecommunications Mechanic I | 18.33 |
| 23932 - Telecommunications Mechanic II | 21.33 |
| 23950 - Telephone Lineman | 18.33 |
| 23960 - Welder, Combination, Maintenance | 15.95 |
| 23965 - well Driller | 17.64 |
| 23970 - Woodcraft Worker | 17.64 |
| 23980 - Woodworker | 13.83 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.48 |
| 24580 - Child Care Center Clerk | 13.66 |
| 24610 - Chore Aide | 8.88 |
| 24620 - Family Readiness And Support Services Coordinator | 15.60 |
| 24630 - Homemaker | 14.50 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.33 |
| 25040 - Sewage Plant Operator | 17.25 |
| 25070 - Stationary Engineer | 18.33 |
| 25190 - Ventilation Equipment Tender | 12.31 |
| 25210 - Water Treatment Plant Operator | 17.25 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.01 |
| 27007 - Baggage Inspector | 10.44 |
| 27008 - Corrections Officer | 18.05 |
| 27010 - Court Security Officer | 15.65 |
| 27030 - Detection Dog Handler | 13.86 |
| 27040 - Detention Officer | 18.05 |
| 27070 - Firefighter | 14.63 |
| 27101 - Guard I | 10.44 |
| 27102 - Guard II | 13.86 |
| 27131 - Police Officer I | 14.91 |
| 27132 - Police Officer II | 16.57 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.29 |
| 28042 - Carnival Equipment Repairer | 11.33 |
| 28043 - Carnival Equipment Worker | 7.27 |
| 28210 - Gate Attendant/Gate Tender | 13.41 |
| 28310 - Lifeguard | 11.95 |
| 28350 - Park Attendant (Aide) | 15.00 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.95 |
| 28515 - Recreation Specialist | 14.49 |
| 28630 - Sports Official | 11.95 |
| 28690 - Swimming Pool Operator | 13.04 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 15.26 |
| 29020 - Hatch Tender | 15.26 |
| 29030 - Line Handler | 15.26 |
| 29041 - Stevedore I | 14.03 |
| 29042 - Stevedore II | 16.53 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.67 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.24 |
| 30022 - Archeological Technician II | 17.04 |
| 30023 - Archeological Technician III | 23.02 |
| 30030 - Cartographic Technician | 23.02 |

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| 30040 - Civil Engineering Technician | 20.83 |
| 30061 - Drafter/CAD Operator I | 16.60 |
| 30062 - Drafter/CAD Operator II | 18.58 |
| 30063 - Drafter/CAD Operator III | 20.71 |
| 30064 - Drafter/CAD Operator IV | 25.48 |
| 30081 - Engineering Technician I | 13.44 |
| 30082 - Engineering Technician II | 15.24 |
| 30083 - Engineering Technician III | 17.04 |
| 30084 - Engineering Technician IV | 21.11 |
| 30085 - Engineering Technician V | 25.83 |
| 30086 - Engineering Technician VI | 31.43 |
| 30090 - Environmental Technician | 21.11 |
| 30210 - Laboratory Technician | 20.71 |
| 30240 - Mathematical Technician | 21.11 |
| 30361 - Paralegal/Legal Assistant I | 17.37 |
| 30362 - Paralegal/Legal Assistant II | 21.54 |
| 30363 - Paralegal/Legal Assistant III | 26.33 |
| 30364 - Paralegal/Legal Assistant IV | 31.86 |
| 30390 - Photo-Optics Technician | 23.02 |
| 30461 - Technical Writer I | 21.11 |
| 30462 - Technical Writer II | 25.83 |
| 30463 - Technical Writer III | 31.25 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 18.83 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 21.11 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.34 |
| 31030 - Bus Driver | 15.33 |
| 31043 - Driver Courier | 13.59 |
| 31260 - Parking and Lot Attendant | 7.99 |
| 31290 - Shuttle Bus Driver | 13.87 |
| 31310 - Taxi Driver | 11.20 |
| 31361 - Truckdriver, Light | 13.87 |
| 31362 - Truckdriver, Medium | 15.33 |
| 31363 - Truckdriver, Heavy | 17.36 |
| 31364 - Truckdriver, Tractor-Trailer | 17.36 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.79 |
| 99050 - Desk Clerk | 8.97 |
| 99095 - Embalmer | 22.34 |
| 99251 - Laboratory Animal Caretaker I | 10.98 |
| 99252 - Laboratory Animal Caretaker II | 11.76 |
| 99310 - Mortician | 22.34 |
| 99410 - Pest Controller | 12.60 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 12.77 |
| 99711 - Recycling Specialist | 13.44 |
| 99730 - Refuse Collector | 11.43 |
| 99810 - Sales Clerk | 11.67 |
| 99820 - School Crossing Guard | 11.43 |
| 99830 - Survey Party Chief | 16.21 |
| 99831 - Surveying Aide | 10.00 |
| 99832 - Surveying Technician | 14.74 |
| 99840 - Vending Machine Attendant | 13.88 |
| 99841 - Vending Machine Repairer | 16.48 |
| 99842 - Vending Machine Repairer Helper | 13.88 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2231
Revision No.: 15
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State: Louisiana

Area: Louisiana Parishes of Ascension, Assumption, East Baton Rouge, East Feliciana, Iberia, Iberville, Livingston, Pointe Coupee, Saint James, St Helena, St Landry, St Martin, St Mary, Tangipahoa, 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 | | 12.07 |
| 01012 - Accounting Clerk II | | 14.83 |
| 01013 - Accounting Clerk III | | 16.50 |
| 01020 - Administrative Assistant | | 19.45 |
| 01040 - Court Reporter | | 20.01 |
| 01051 - Data Entry Operator I | | 10.95 |
| 01052 - Data Entry Operator II | | 12.45 |
| 01060 - Dispatcher, Motor Vehicle | | 16.13 |
| 01070 - Document Preparation Clerk | | 12.62 |
| 01090 - Duplicating Machine Operator | | 12.62 |
| 01111 - General Clerk I | | 10.56 |
| 01112 - General Clerk II | | 11.52 |
| 01113 - General Clerk III | | 12.93 |
| 01120 - Housing Referral Assistant | | 17.11 |
| 01141 - Messenger Courier | | 9.25 |
| 01191 - Order Clerk I | | 10.74 |
| 01192 - Order Clerk II | | 12.38 |
| 01261 - Personnel Assistant (Employment) I | | 13.39 |
| 01262 - Personnel Assistant (Employment) II | | 16.80 |
| 01263 - Personnel Assistant (Employment) III | | 17.38 |
| 01270 - Production Control Clerk | | 22.14 |
| 01280 - Receptionist | | 10.53 |
| 01290 - Rental Clerk | | 11.17 |
| 01300 - Scheduler, Maintenance | | 12.93 |
| 01311 - Secretary I | | 12.93 |

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| 01312 - Secretary II | 16.54 |
| 01313 - Secretary III | 17.11 |
| 01320 - Service Order Dispatcher | 11.21 |
| 01410 - Supply Technician | 19.84 |
| 01420 - Survey Worker | 14.61 |
| 01531 - Travel Clerk I | 12.61 |
| 01532 - Travel Clerk II | 13.44 |
| 01533 - Travel Clerk III | 14.18 |
| 01611 - Word Processor I | 11.20 |
| 01612 - Word Processor II | 13.08 |
| 01613 - Word Processor III | 15.30 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.65 |
| 05010 - Automotive Electrician | 17.41 |
| 05040 - Automotive Glass Installer | 16.45 |
| 05070 - Automotive Worker | 16.45 |
| 05110 - Mobile Equipment Servicer | 14.50 |
| 05130 - Motor Equipment Metal Mechanic | 18.41 |
| 05160 - Motor Equipment Metal Worker | 16.45 |
| 05190 - Motor Vehicle Mechanic | 18.41 |
| 05220 - Motor Vehicle Mechanic Helper | 14.50 |
| 05250 - Motor Vehicle Upholstery Worker | 15.33 |
| 05280 - Motor Vehicle Wrecker | 16.45 |
| 05310 - Painter, Automotive | 17.41 |
| 05340 - Radiator Repair Specialist | 16.45 |
| 05370 - Tire Repairer | 13.67 |
| 05400 - Transmission Repair Specialist | 18.41 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.47 |
| 07041 - Cook I | 8.06 |
| 07042 - Cook II | 9.49 |
| 07070 - Dishwasher | 7.51 |
| 07130 - Food Service Worker | 7.55 |
| 07210 - Meat Cutter | 12.51 |
| 07260 - Waiter/Waitress | 8.22 |
| 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 | 8.68 |
| 11090 - Gardener | 11.87 |
| 11122 - Housekeeping Aide | 8.68 |
| 11150 - Janitor | 8.68 |
| 11210 - Laborer, Grounds Maintenance | 10.73 |
| 11240 - Maid or Houseman | 7.95 |
| 11260 - Pruner | 9.42 |
| 11270 - Tractor Operator | 13.20 |
| 11330 - Trail Maintenance Worker | 10.73 |
| 11360 - Window Cleaner | 9.66 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.79 |
| 12011 - Breath Alcohol Technician | 16.79 |
| 12012 - Certified Occupational Therapist Assistant | 24.39 |
| 12015 - Certified Physical Therapist Assistant | 22.83 |
| 12020 - Dental Assistant | 13.25 |
| 12025 - Dental Hygienist | 25.66 |
| 12030 - EKG Technician | 25.92 |
| 12035 - Electroneurodiagnostic Technologist | 25.92 |

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| 12040 - Emergency Medical Technician | 16.79 |
| 12071 - Licensed Practical Nurse I | 15.25 |
| 12072 - Licensed Practical Nurse II | 17.11 |
| 12073 - Licensed Practical Nurse III | 19.14 |
| 12100 - Medical Assistant | 12.06 |
| 12130 - Medical Laboratory Technician | 15.03 |
| 12160 - Medical Record Clerk | 13.24 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 14.09 |
| 12210 - Nuclear Medicine Technologist | 36.37 |
| 12221 - Nursing Assistant I | 8.94 |
| 12222 - Nursing Assistant II | 10.05 |
| 12223 - Nursing Assistant III | 10.97 |
| 12224 - Nursing Assistant IV | 12.31 |
| 12235 - Optical Dispenser | 16.54 |
| 12236 - Optical Technician | 13.86 |
| 12250 - Pharmacy Technician | 12.47 |
| 12280 - Phlebotomist | 12.31 |
| 12305 - Radiologic Technologist | 22.89 |
| 12311 - Registered Nurse I | 22.29 |
| 12312 - Registered Nurse II | 27.26 |
| 12313 - Registered Nurse II, Specialist | 27.26 |
| 12314 - Registered Nurse III | 32.98 |
| 12315 - Registered Nurse III, Anesthetist | 32.98 |
| 12316 - Registered Nurse IV | 39.52 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.19 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 15.60 |
| 13012 - Exhibits Specialist II | 19.32 |
| 13013 - Exhibits Specialist III | 23.64 |
| 13041 - Illustrator I | 15.60 |
| 13042 - Illustrator II | 19.32 |
| 13043 - Illustrator III | 23.64 |
| 13047 - Librarian | 21.41 |
| 13050 - Library Aide/Clerk | 11.96 |
| 13054 - Library Information Technology Systems Administrator | 19.32 |
| 13058 - Library Technician | 15.02 |
| 13061 - Media Specialist I | 13.95 |
| 13062 - Media Specialist II | 15.60 |
| 13063 - Media Specialist III | 17.40 |
| 13071 - Photographer I | 13.57 |
| 13072 - Photographer II | 17.69 |
| 13073 - Photographer III | 18.31 |
| 13074 - Photographer IV | 21.64 |
| 13075 - Photographer V | 26.19 |
| 13110 - Video Teleconference Technician | 14.86 |
| 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) |
| 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 | 15.21 |
| 14160 - Personal Computer Support Technician | 21.27 |
| 15000 - Instructional Occupations | |

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| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.64 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.44 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 38.26 |
| 15050 - Computer Based Training Specialist / Instructor | 27.64 |
| 15060 - Educational Technologist | 21.73 |
| 15070 - Flight Instructor (Pilot) | 38.26 |
| 15080 - Graphic Artist | 16.81 |
| 15090 - Technical Instructor | 17.88 |
| 15095 - Technical Instructor/Course Developer | 21.88 |
| 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) | 19.20 |
| 19040 - Tool And Die Maker | 24.29 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.47 |
| 21030 - Material Coordinator | 22.14 |
| 21040 - Material Expediter | 22.14 |
| 21050 - Material Handling Laborer | 11.23 |
| 21071 - Order Filler | 12.17 |
| 21080 - Production Line Worker (Food Processing) | 13.47 |
| 21110 - Shipping Packer | 13.16 |
| 21130 - Shipping/Receiving Clerk | 13.16 |
| 21140 - Store Worker I | 8.95 |
| 21150 - Stock Clerk | 13.25 |
| 21210 - Tools And Parts Attendant | 13.47 |
| 21410 - Warehouse Specialist | 13.47 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.83 |
| 23021 - Aircraft Mechanic I | 21.74 |
| 23022 - Aircraft Mechanic II | 22.83 |
| 23023 - Aircraft Mechanic III | 24.13 |
| 23040 - Aircraft Mechanic Helper | 15.40 |
| 23050 - Aircraft, Painter | 20.56 |
| 23060 - Aircraft Servicer | 18.11 |
| 23080 - Aircraft Worker | 19.43 |
| 23110 - Appliance Mechanic | 17.06 |
| 23120 - Bicycle Repairer | 13.67 |
| 23125 - Cable Splicer | 21.89 |
| 23130 - Carpenter, Maintenance | 18.62 |
| 23140 - Carpet Layer | 17.66 |
| 23160 - Electrician, Maintenance | 20.65 |
| 23181 - Electronics Technician Maintenance I | 20.60 |
| 23182 - Electronics Technician Maintenance II | 24.31 |
| 23183 - Electronics Technician Maintenance III | 26.04 |
| 23260 - Fabric Worker | 16.52 |
| 23290 - Fire Alarm System Mechanic | 18.31 |
| 23310 - Fire Extinguisher Repairer | 15.17 |
| 23311 - Fuel Distribution System Mechanic | 20.99 |
| 23312 - Fuel Distribution System Operator | 15.96 |
| 23370 - General Maintenance Worker | 16.12 |

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| 23380 - Ground Support Equipment Mechanic | 21.74 |
| 23381 - Ground Support Equipment Servicer | 18.11 |
| 23382 - Ground Support Equipment Worker | 19.43 |
| 23391 - Gunsmith I | 15.17 |
| 23392 - Gunsmith II | 17.86 |
| 23393 - Gunsmith III | 20.57 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.76 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.75 |
| 23430 - Heavy Equipment Mechanic | 21.87 |
| 23440 - Heavy Equipment Operator | 19.76 |
| 23460 - Instrument Mechanic | 20.57 |
| 23465 - Laboratory/Shelter Mechanic | 19.20 |
| 23470 - Laborer | 10.55 |
| 23510 - Locksmith | 19.20 |
| 23530 - Machinery Maintenance Mechanic | 22.59 |
| 23550 - Machinist, Maintenance | 20.21 |
| 23580 - Maintenance Trades Helper | 13.31 |
| 23591 - Metrology Technician I | 20.57 |
| 23592 - Metrology Technician II | 21.90 |
| 23593 - Metrology Technician III | 23.26 |
| 23640 - Millwright | 20.45 |
| 23710 - Office Appliance Repairer | 17.34 |
| 23760 - Painter, Maintenance | 18.69 |
| 23790 - Pipefitter, Maintenance | 22.74 |
| 23810 - Plumber, Maintenance | 21.50 |
| 23820 - Pneudraulic Systems Mechanic | 20.57 |
| 23850 - Rigger | 22.39 |
| 23870 - Scale Mechanic | 17.86 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.72 |
| 23910 - Small Engine Mechanic | 17.86 |
| 23931 - Telecommunications Mechanic I | 23.39 |
| 23932 - Telecommunications Mechanic II | 24.91 |
| 23950 - Telephone Lineman | 20.54 |
| 23960 - Welder, Combination, Maintenance | 20.95 |
| 23965 - Well Driller | 20.57 |
| 23970 - Woodcraft Worker | 20.57 |
| 23980 - Woodworker | 16.10 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.04 |
| 24580 - Child Care Center Clerk | 14.51 |
| 24610 - Chore Aide | 8.15 |
| 24620 - Family Readiness And Support Services Coordinator | 15.30 |
| 24630 - Homemaker | 17.40 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.17 |
| 25040 - Sewage Plant Operator | 18.69 |
| 25070 - Stationary Engineer | 21.17 |
| 25190 - Ventilation Equipment Tender | 13.81 |
| 25210 - Water Treatment Plant Operator | 18.69 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.92 |
| 27007 - Baggage Inspector | 11.47 |
| 27008 - Corrections Officer | 14.89 |
| 27010 - Court Security Officer | 15.40 |
| 27030 - Detection Dog Handler | 13.12 |
| 27040 - Detention Officer | 14.89 |
| 27070 - Firefighter | 15.17 |
| 27101 - Guard I | 11.47 |
| 27102 - Guard II | 13.12 |
| 27131 - Police Officer I | 16.27 |

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| 27132 - Police Officer II | 18.07 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.04 |
| 28042 - Carnival Equipment Repairer | 10.94 |
| 28043 - Carnival Equipment Worker | 7.42 |
| 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 | 13.53 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.09 |
| 29020 - Hatch Tender | 17.09 |
| 29030 - Line Handler | 17.09 |
| 29041 - Stevedore I | 15.92 |
| 29042 - Stevedore II | 18.08 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.64 |
| 30022 - Archeological Technician II | 16.90 |
| 30023 - Archeological Technician III | 20.95 |
| 30030 - Cartographic Technician | 20.95 |
| 30040 - Civil Engineering Technician | 20.65 |
| 30061 - Drafter/CAD Operator I | 15.11 |
| 30062 - Drafter/CAD Operator II | 16.90 |
| 30063 - Drafter/CAD Operator III | 18.85 |
| 30064 - Drafter/CAD Operator IV | 23.19 |
| 30081 - Engineering Technician I | 14.22 |
| 30082 - Engineering Technician II | 15.96 |
| 30083 - Engineering Technician III | 17.85 |
| 30084 - Engineering Technician IV | 22.12 |
| 30085 - Engineering Technician V | 25.27 |
| 30086 - Engineering Technician VI | 32.74 |
| 30090 - Environmental Technician | 18.19 |
| 30210 - Laboratory Technician | 25.38 |
| 30240 - Mathematical Technician | 20.95 |
| 30361 - Paralegal/Legal Assistant I | 17.56 |
| 30362 - Paralegal/Legal Assistant II | 21.37 |
| 30363 - Paralegal/Legal Assistant III | 26.16 |
| 30364 - Paralegal/Legal Assistant IV | 31.64 |
| 30390 - Photo-Optics Technician | 20.95 |
| 30461 - Technical Writer I | 20.95 |
| 30462 - Technical Writer II | 25.62 |
| 30463 - Technical Writer III | 31.00 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 18.85 |
| 30621 - Weather Observer, Senior (see 2) | 20.95 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.54 |
| 31030 - Bus Driver | 17.28 |
| 31043 - Driver Courier | 13.39 |
| 31260 - Parking and Lot Attendant | 8.60 |
| 31290 - Shuttle Bus Driver | 14.55 |
| 31310 - Taxi Driver | 9.68 |

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| 31361 - Truckdriver, Light | 14.55 |
| 31362 - Truckdriver, Medium | 16.01 |
| 31363 - Truckdriver, Heavy | 17.31 |
| 31364 - Truckdriver, Tractor-Trailer | 17.31 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.64 |
| 99050 - Desk Clerk | 10.56 |
| 99095 - Embalmer | 24.57 |
| 99251 - Laboratory Animal Caretaker I | 9.99 |
| 99252 - Laboratory Animal Caretaker II | 10.75 |
| 99310 - Mortician | 24.57 |
| 99410 - Pest Controller | 12.93 |
| 99510 - Photofinishing Worker | 12.82 |
| 99710 - Recycling Laborer | 13.63 |
| 99711 - Recycling Specialist | 14.54 |
| 99730 - Refuse Collector | 12.97 |
| 99810 - Sales Clerk | 10.62 |
| 99820 - School Crossing Guard | 15.67 |
| 99830 - Survey Party Chief | 19.50 |
| 99831 - Surveying Aide | 12.22 |
| 99832 - Surveying Technician | 16.74 |
| 99840 - Vending Machine Attendant | 11.08 |
| 99841 - Vending Machine Repairer | 14.05 |
| 99842 - Vending Machine Repairer Helper | 11.08 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2232
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Louisiana

Area: Louisiana Parishes of Ascension, Assumption, East Baton Rouge, East Feliciana, Iberia, Iberville, Livingston, Pointe Coupee, Saint James, St Helena, St Landry, St Martin, St Mary, Tangipahoa, 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 | | 12.07 |
| 01012 - Accounting Clerk II | | 14.83 |
| 01013 - Accounting Clerk III | | 16.50 |

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|--|-------|
| 01020 - Administrative Assistant | 19.45 |
| 01040 - Court Reporter | 20.01 |
| 01051 - Data Entry Operator I | 10.95 |
| 01052 - Data Entry Operator II | 12.45 |
| 01060 - Dispatcher, Motor Vehicle | 16.13 |
| 01070 - Document Preparation Clerk | 12.62 |
| 01090 - Duplicating Machine Operator | 12.62 |
| 01111 - General Clerk I | 10.56 |
| 01112 - General Clerk II | 11.52 |
| 01113 - General Clerk III | 12.93 |
| 01120 - Housing Referral Assistant | 17.11 |
| 01141 - Messenger Courier | 9.25 |
| 01191 - Order Clerk I | 10.74 |
| 01192 - Order Clerk II | 12.38 |
| 01261 - Personnel Assistant (Employment) I | 13.39 |
| 01262 - Personnel Assistant (Employment) II | 16.80 |
| 01263 - Personnel Assistant (Employment) III | 17.38 |
| 01270 - Production Control Clerk | 22.14 |
| 01280 - Receptionist | 10.53 |
| 01290 - Rental Clerk | 11.17 |
| 01300 - Scheduler, Maintenance | 12.93 |
| 01311 - Secretary I | 12.93 |
| 01312 - Secretary II | 16.54 |
| 01313 - Secretary III | 17.11 |
| 01320 - Service Order Dispatcher | 11.21 |
| 01410 - Supply Technician | 19.84 |
| 01420 - Survey Worker | 14.61 |
| 01531 - Travel Clerk I | 12.61 |
| 01532 - Travel Clerk II | 13.44 |
| 01533 - Travel Clerk III | 14.18 |
| 01611 - Word Processor I | 11.20 |
| 01612 - Word Processor II | 13.08 |
| 01613 - Word Processor III | 15.30 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.65 |
| 05010 - Automotive Electrician | 17.41 |
| 05040 - Automotive Glass Installer | 16.45 |
| 05070 - Automotive Worker | 16.45 |
| 05110 - Mobile Equipment Servicer | 14.50 |
| 05130 - Motor Equipment Metal Mechanic | 18.41 |
| 05160 - Motor Equipment Metal Worker | 16.45 |
| 05190 - Motor Vehicle Mechanic | 18.41 |
| 05220 - Motor Vehicle Mechanic Helper | 14.50 |
| 05250 - Motor Vehicle Upholstery Worker | 15.33 |
| 05280 - Motor Vehicle Wrecker | 16.45 |
| 05310 - Painter, Automotive | 17.41 |
| 05340 - Radiator Repair Specialist | 16.45 |
| 05370 - Tire Repairer | 13.67 |
| 05400 - Transmission Repair Specialist | 18.41 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.47 |
| 07041 - Cook I | 8.06 |
| 07042 - Cook II | 9.49 |
| 07070 - Dishwasher | 7.51 |
| 07130 - Food Service Worker | 7.55 |
| 07210 - Meat Cutter | 12.51 |
| 07260 - Waiter/Waitress | 8.22 |
| 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 |

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|--|-------|
| 09130 - Upholsterer | 18.69 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.57 |
| 11060 - Elevator Operator | 8.68 |
| 11090 - Gardener | 11.87 |
| 11122 - Housekeeping Aide | 8.68 |
| 11150 - Janitor | 8.68 |
| 11210 - Laborer, Grounds Maintenance | 10.73 |
| 11240 - Maid or Houseman | 7.95 |
| 11260 - Pruner | 9.42 |
| 11270 - Tractor Operator | 13.20 |
| 11330 - Trail Maintenance Worker | 10.73 |
| 11360 - Window Cleaner | 9.66 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.79 |
| 12011 - Breath Alcohol Technician | 16.79 |
| 12012 - Certified Occupational Therapist Assistant | 24.39 |
| 12015 - Certified Physical Therapist Assistant | 22.83 |
| 12020 - Dental Assistant | 13.25 |
| 12025 - Dental Hygienist | 25.66 |
| 12030 - EKG Technician | 25.92 |
| 12035 - Electroneurodiagnostic Technologist | 25.92 |
| 12040 - Emergency Medical Technician | 16.79 |
| 12071 - Licensed Practical Nurse I | 15.25 |
| 12072 - Licensed Practical Nurse II | 17.11 |
| 12073 - Licensed Practical Nurse III | 19.14 |
| 12100 - Medical Assistant | 12.06 |
| 12130 - Medical Laboratory Technician | 15.03 |
| 12160 - Medical Record Clerk | 13.24 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 14.09 |
| 12210 - Nuclear Medicine Technologist | 36.37 |
| 12221 - Nursing Assistant I | 8.94 |
| 12222 - Nursing Assistant II | 10.05 |
| 12223 - Nursing Assistant III | 10.97 |
| 12224 - Nursing Assistant IV | 12.31 |
| 12235 - Optical Dispenser | 16.54 |
| 12236 - Optical Technician | 13.86 |
| 12250 - Pharmacy Technician | 12.47 |
| 12280 - Phlebotomist | 12.31 |
| 12305 - Radiologic Technologist | 22.89 |
| 12311 - Registered Nurse I | 22.29 |
| 12312 - Registered Nurse II | 27.26 |
| 12313 - Registered Nurse II, Specialist | 27.26 |
| 12314 - Registered Nurse III | 32.98 |
| 12315 - Registered Nurse III, Anesthetist | 32.98 |
| 12316 - Registered Nurse IV | 39.52 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.19 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 15.60 |
| 13012 - Exhibits Specialist II | 19.32 |
| 13013 - Exhibits Specialist III | 23.64 |
| 13041 - Illustrator I | 15.60 |
| 13042 - Illustrator II | 19.32 |
| 13043 - Illustrator III | 23.64 |
| 13047 - Librarian | 21.41 |
| 13050 - Library Aide/Clerk | 11.96 |
| 13054 - Library Information Technology Systems Administrator | 19.32 |
| 13058 - Library Technician | 15.02 |
| 13061 - Media Specialist I | 13.95 |
| 13062 - Media Specialist II | 15.60 |
| 13063 - Media Specialist III | 17.40 |

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|---|---------|
| 13071 - Photographer I | 13.57 |
| 13072 - Photographer II | 17.69 |
| 13073 - Photographer III | 18.31 |
| 13074 - Photographer IV | 21.64 |
| 13075 - Photographer V | 26.19 |
| 13110 - Video Teleconference Technician | 14.86 |
| 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) |
| 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 | 15.21 |
| 14160 - Personal Computer Support Technician | 21.27 |
| 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) | 38.26 |
| 15050 - Computer Based Training Specialist / Instructor | 27.64 |
| 15060 - Educational Technologist | 21.73 |
| 15070 - Flight Instructor (Pilot) | 38.26 |
| 15080 - Graphic Artist | 16.81 |
| 15090 - Technical Instructor | 17.88 |
| 15095 - Technical Instructor/Course Developer | 21.88 |
| 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) | 19.20 |
| 19040 - Tool And Die Maker | 24.29 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.47 |
| 21030 - Material Coordinator | 22.14 |
| 21040 - Material Expediter | 22.14 |
| 21050 - Material Handling Laborer | 11.23 |
| 21071 - Order Filler | 12.17 |
| 21080 - Production Line Worker (Food Processing) | 13.47 |
| 21110 - Shipping Packer | 13.16 |
| 21130 - Shipping/Receiving Clerk | 13.16 |
| 21140 - Store Worker I | 8.95 |
| 21150 - Stock Clerk | 13.25 |
| 21210 - Tools And Parts Attendant | 13.47 |
| 21410 - Warehouse Specialist | 13.47 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.83 |

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|---|-------|
| 23021 - Aircraft Mechanic I | 21.74 |
| 23022 - Aircraft Mechanic II | 22.83 |
| 23023 - Aircraft Mechanic III | 24.13 |
| 23040 - Aircraft Mechanic Helper | 15.40 |
| 23050 - Aircraft, Painter | 20.56 |
| 23060 - Aircraft Servicer | 18.11 |
| 23080 - Aircraft Worker | 19.43 |
| 23110 - Appliance Mechanic | 17.06 |
| 23120 - Bicycle Repairer | 13.67 |
| 23125 - Cable Splicer | 21.89 |
| 23130 - Carpenter, Maintenance | 18.62 |
| 23140 - Carpet Layer | 17.66 |
| 23160 - Electrician, Maintenance | 20.65 |
| 23181 - Electronics Technician Maintenance I | 20.60 |
| 23182 - Electronics Technician Maintenance II | 24.31 |
| 23183 - Electronics Technician Maintenance III | 26.04 |
| 23260 - Fabric Worker | 16.52 |
| 23290 - Fire Alarm System Mechanic | 18.31 |
| 23310 - Fire Extinguisher Repairer | 15.17 |
| 23311 - Fuel Distribution System Mechanic | 20.99 |
| 23312 - Fuel Distribution System Operator | 15.96 |
| 23370 - General Maintenance Worker | 16.12 |
| 23380 - Ground Support Equipment Mechanic | 21.74 |
| 23381 - Ground Support Equipment Servicer | 18.11 |
| 23382 - Ground Support Equipment Worker | 19.43 |
| 23391 - Gunsmith I | 15.17 |
| 23392 - Gunsmith II | 17.86 |
| 23393 - Gunsmith III | 20.57 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.76 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.75 |
| 23430 - Heavy Equipment Mechanic | 21.87 |
| 23440 - Heavy Equipment Operator | 19.76 |
| 23460 - Instrument Mechanic | 20.57 |
| 23465 - Laboratory/Shelter Mechanic | 19.20 |
| 23470 - Laborer | 10.55 |
| 23510 - Locksmith | 19.20 |
| 23530 - Machinery Maintenance Mechanic | 22.59 |
| 23550 - Machinist, Maintenance | 20.21 |
| 23580 - Maintenance Trades Helper | 13.31 |
| 23591 - Metrology Technician I | 20.57 |
| 23592 - Metrology Technician II | 21.90 |
| 23593 - Metrology Technician III | 23.26 |
| 23640 - Millwright | 20.45 |
| 23710 - Office Appliance Repairer | 17.34 |
| 23760 - Painter, Maintenance | 18.69 |
| 23790 - Pipefitter, Maintenance | 22.74 |
| 23810 - Plumber, Maintenance | 21.50 |
| 23820 - Pneudraulic Systems Mechanic | 20.57 |
| 23850 - Rigger | 22.39 |
| 23870 - Scale Mechanic | 17.86 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.72 |
| 23910 - Small Engine Mechanic | 17.86 |
| 23931 - Telecommunications Mechanic I | 23.39 |
| 23932 - Telecommunications Mechanic II | 24.91 |
| 23950 - Telephone Lineman | 20.54 |
| 23960 - welder, Combination, Maintenance | 20.95 |
| 23965 - well Driller | 20.57 |
| 23970 - Woodcraft Worker | 20.57 |
| 23980 - woodworker | 16.10 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.04 |

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| 24580 - Child Care Center Clerk | 14.51 |
| 24610 - Chore Aide | 8.15 |
| 24620 - Family Readiness And Support Services Coordinator | 15.30 |
| 24630 - Homemaker | 17.40 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.17 |
| 25040 - Sewage Plant Operator | 18.69 |
| 25070 - Stationary Engineer | 21.17 |
| 25190 - Ventilation Equipment Tender | 13.81 |
| 25210 - Water Treatment Plant Operator | 18.69 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.92 |
| 27007 - Baggage Inspector | 11.47 |
| 27008 - Corrections Officer | 14.89 |
| 27010 - Court Security Officer | 15.40 |
| 27030 - Detection Dog Handler | 13.12 |
| 27040 - Detention Officer | 14.89 |
| 27070 - Firefighter | 15.17 |
| 27101 - Guard I | 11.47 |
| 27102 - Guard II | 13.12 |
| 27131 - Police Officer I | 16.27 |
| 27132 - Police Officer II | 18.07 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.04 |
| 28042 - Carnival Equipment Repairer | 10.94 |
| 28043 - Carnival Equipment Worker | 7.42 |
| 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 | 13.53 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.09 |
| 29020 - Hatch Tender | 17.09 |
| 29030 - Line Handler | 17.09 |
| 29041 - Stevedore I | 15.92 |
| 29042 - Stevedore II | 18.08 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.64 |
| 30022 - Archeological Technician II | 16.90 |
| 30023 - Archeological Technician III | 20.95 |
| 30030 - Cartographic Technician | 20.95 |
| 30040 - Civil Engineering Technician | 20.65 |
| 30061 - Drafter/CAD Operator I | 15.11 |
| 30062 - Drafter/CAD Operator II | 16.90 |
| 30063 - Drafter/CAD Operator III | 18.85 |
| 30064 - Drafter/CAD Operator IV | 23.19 |
| 30081 - Engineering Technician I | 14.22 |
| 30082 - Engineering Technician II | 15.96 |
| 30083 - Engineering Technician III | 17.85 |
| 30084 - Engineering Technician IV | 22.12 |
| 30085 - Engineering Technician V | 25.27 |
| 30086 - Engineering Technician VI | 32.74 |
| 30090 - Environmental Technician | 18.19 |
| 30210 - Laboratory Technician | 25.38 |
| 30240 - Mathematical Technician | 20.95 |
| 30361 - Paralegal/Legal Assistant I | 17.56 |

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| 30362 - Paralegal/Legal Assistant II | 21.37 |
| 30363 - Paralegal/Legal Assistant III | 26.16 |
| 30364 - Paralegal/Legal Assistant IV | 31.64 |
| 30390 - Photo-Optics Technician | 20.95 |
| 30461 - Technical Writer I | 20.95 |
| 30462 - Technical Writer II | 25.62 |
| 30463 - Technical Writer III | 31.00 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 18.85 |
| 30621 - Weather Observer, Senior (see 2) | 20.95 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.54 |
| 31030 - Bus Driver | 17.28 |
| 31043 - Driver Courier | 13.39 |
| 31260 - Parking and Lot Attendant | 8.60 |
| 31290 - Shuttle Bus Driver | 14.55 |
| 31310 - Taxi Driver | 9.68 |
| 31361 - Truckdriver, Light | 14.55 |
| 31362 - Truckdriver, Medium | 16.01 |
| 31363 - Truckdriver, Heavy | 17.31 |
| 31364 - Truckdriver, Tractor-Trailer | 17.31 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.64 |
| 99050 - Desk Clerk | 10.56 |
| 99095 - Embalmer | 24.57 |
| 99251 - Laboratory Animal Caretaker I | 9.99 |
| 99252 - Laboratory Animal Caretaker II | 10.75 |
| 99310 - Mortician | 24.57 |
| 99410 - Pest Controller | 12.93 |
| 99510 - Photofinishing Worker | 12.82 |
| 99710 - Recycling Laborer | 13.63 |
| 99711 - Recycling Specialist | 14.54 |
| 99730 - Refuse Collector | 12.97 |
| 99810 - Sales Clerk | 10.62 |
| 99820 - School Crossing Guard | 15.67 |
| 99830 - Survey Party Chief | 19.50 |
| 99831 - Surveying Aide | 12.22 |
| 99832 - Surveying Technician | 16.74 |
| 99840 - Vending Machine Attendant | 11.08 |
| 99841 - Vending Machine Repairer | 14.05 |
| 99842 - Vending Machine Repairer Helper | 11.08 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension
Page 1610

plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
DirectorDivision of
Wage DeterminationsWage Determination No.: 2005-2233
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: Louisiana

Area: Louisiana Parishes of Jefferson, Lafourche, Orleans, Plaquemines, Saint John The Baptist, St Bernard, St Charles, St Tammany, Terrebonne, Washington

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.15 |
| 01012 - Accounting Clerk II | | 15.88 |
| 01013 - Accounting Clerk III | | 17.77 |
| 01020 - Administrative Assistant | | 23.95 |
| 01040 - Court Reporter | | 19.08 |
| 01051 - Data Entry Operator I | | 11.04 |
| 01052 - Data Entry Operator II | | 12.64 |
| 01060 - Dispatcher, Motor Vehicle | | 18.12 |
| 01070 - Document Preparation Clerk | | 13.09 |
| 01090 - Duplicating Machine Operator | | 13.09 |
| 01111 - General Clerk I | | 11.35 |
| 01112 - General Clerk II | | 12.39 |
| 01113 - General Clerk III | | 14.07 |
| 01120 - Housing Referral Assistant | | 21.88 |
| 01141 - Messenger Courier | | 12.11 |
| 01191 - Order Clerk I | | 11.04 |
| 01192 - Order Clerk II | | 12.99 |
| 01261 - Personnel Assistant (Employment) I | | 14.11 |
| 01262 - Personnel Assistant (Employment) II | | 18.12 |
| 01263 - Personnel Assistant (Employment) III | | 19.97 |
| 01270 - Production Control Clerk | | 20.40 |
| 01280 - Receptionist | | 10.88 |
| 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 |
| 01320 - Service Order Dispatcher | | 16.02 |
| 01410 - Supply Technician | | 23.95 |
| 01420 - Survey Worker | | 15.82 |
| 01531 - Travel Clerk I | | 12.61 |
| 01532 - Travel Clerk II | | 13.44 |
| 01533 - Travel Clerk III | | 14.18 |
| 01611 - Word Processor I | | 13.92 |
| 01612 - Word Processor II | | 15.62 |
| 01613 - Word Processor III | | 17.47 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.97 |
| 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 |

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| 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 | 11.51 |
| 05400 - Transmission Repair Specialist | 19.45 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.75 |
| 07041 - Cook I | 9.98 |
| 07042 - Cook II | 11.75 |
| 07070 - Dishwasher | 7.60 |
| 07130 - Food Service Worker | 7.99 |
| 07210 - Meat Cutter | 11.54 |
| 07260 - Waiter/Waitress | 8.36 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.29 |
| 09040 - Furniture Handler | 11.88 |
| 09080 - Furniture Refinisher | 16.29 |
| 09090 - Furniture Refinisher Helper | 12.05 |
| 09110 - Furniture Repairer, Minor | 14.18 |
| 09130 - Upholsterer | 16.29 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.05 |
| 11060 - Elevator Operator | 9.53 |
| 11090 - Gardener | 12.27 |
| 11122 - Housekeeping Aide | 9.63 |
| 11150 - Janitor | 9.53 |
| 11210 - Laborer, Grounds Maintenance | 10.59 |
| 11240 - Maid or Houseman | 9.14 |
| 11260 - Pruner | 9.35 |
| 11270 - Tractor Operator | 11.81 |
| 11330 - Trail Maintenance Worker | 10.59 |
| 11360 - Window Cleaner | 10.85 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.93 |
| 12011 - Breath Alcohol Technician | 17.74 |
| 12012 - Certified Occupational Therapist Assistant | 22.37 |
| 12015 - Certified Physical Therapist Assistant | 22.37 |
| 12020 - Dental Assistant | 13.94 |
| 12025 - Dental Hygienist | 29.85 |
| 12030 - EKG Technician | 22.64 |
| 12035 - Electroneurodiagnostic Technologist | 22.64 |
| 12040 - Emergency Medical Technician | 15.38 |
| 12071 - Licensed Practical Nurse I | 15.86 |
| 12072 - Licensed Practical Nurse II | 17.74 |
| 12073 - Licensed Practical Nurse III | 19.79 |
| 12100 - Medical Assistant | 12.13 |
| 12130 - Medical Laboratory Technician | 17.46 |
| 12160 - Medical Record Clerk | 14.61 |
| 12190 - Medical Record Technician | 17.74 |
| 12195 - Medical Transcriptionist | 14.62 |
| 12210 - Nuclear Medicine Technologist | 31.65 |
| 12221 - Nursing Assistant I | 10.67 |
| 12222 - Nursing Assistant II | 12.00 |
| 12223 - Nursing Assistant III | 13.09 |
| 12224 - Nursing Assistant IV | 14.69 |
| 12235 - Optical Dispenser | 15.67 |
| 12236 - Optical Technician | 12.46 |
| 12250 - Pharmacy Technician | 15.02 |
| 12280 - Phlebotomist | 14.69 |

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|---|---------------|
| 12305 - Radiologic Technologist | 23.50 |
| 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) | 19.86 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.40 |
| 13012 - Exhibits Specialist II | 22.61 |
| 13013 - Exhibits Specialist III | 27.58 |
| 13041 - Illustrator I | 18.40 |
| 13042 - Illustrator II | 22.61 |
| 13043 - Illustrator III | 27.58 |
| 13047 - Librarian | 24.17 |
| 13050 - Library Aide/Clerk | 13.00 |
| 13054 - Library Information Technology Systems Administrator | 21.83 |
| 13058 - Library Technician | 14.21 |
| 13061 - Media Specialist I | 15.75 |
| 13062 - Media Specialist II | 17.62 |
| 13063 - Media Specialist III | 19.65 |
| 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 |
| 13110 - Video Teleconference Technician | 19.17 |
| 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 |
| 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 |
| 15060 - Educational Technologist | 23.29 |
| 15070 - Flight Instructor (Pilot) | 40.77 |
| 15080 - Graphic Artist | 21.54 |
| 15090 - Technical Instructor | 19.91 |
| 15095 - Technical Instructor/Course Developer | 24.35 |
| 15110 - Test Proctor | 16.06 |
| 15120 - Tutor | 16.06 |
| 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 |

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| 16130 - Presser, Machine, Shirts | 9.44 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.44 |
| 16190 - Sewing Machine Operator | 12.59 |
| 16220 - Tailor | 13.38 |
| 16250 - Washer, Machine | 10.22 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.00 |
| 19040 - Tool And Die Maker | 24.08 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.43 |
| 21030 - Material Coordinator | 20.91 |
| 21040 - Material Expediter | 20.91 |
| 21050 - Material Handling Laborer | 14.29 |
| 21071 - Order Filler | 10.73 |
| 21080 - Production Line Worker (Food Processing) | 14.43 |
| 21110 - Shipping Packer | 13.65 |
| 21130 - Shipping/Receiving Clerk | 13.65 |
| 21140 - Store Worker I | 8.95 |
| 21150 - Stock Clerk | 13.25 |
| 21210 - Tools And Parts Attendant | 14.43 |
| 21410 - Warehouse Specialist | 14.43 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.24 |
| 23021 - Aircraft Mechanic I | 22.76 |
| 23022 - Aircraft Mechanic II | 24.24 |
| 23023 - Aircraft Mechanic III | 25.73 |
| 23040 - Aircraft Mechanic Helper | 15.92 |
| 23050 - Aircraft, Painter | 17.67 |
| 23060 - Aircraft Servicer | 18.73 |
| 23080 - Aircraft Worker | 20.14 |
| 23110 - Appliance Mechanic | 18.79 |
| 23120 - Bicycle Repairer | 11.51 |
| 23125 - Cable Splicer | 23.23 |
| 23130 - Carpenter, Maintenance | 18.92 |
| 23140 - Carpet Layer | 16.47 |
| 23160 - Electrician, Maintenance | 21.71 |
| 23181 - Electronics Technician Maintenance I | 23.31 |
| 23182 - Electronics Technician Maintenance II | 25.07 |
| 23183 - Electronics Technician Maintenance III | 26.85 |
| 23260 - Fabric Worker | 15.22 |
| 23290 - Fire Alarm System Mechanic | 18.17 |
| 23310 - Fire Extinguisher Repairer | 14.85 |
| 23311 - Fuel Distribution System Mechanic | 21.87 |
| 23312 - Fuel Distribution System Operator | 16.13 |
| 23370 - General Maintenance Worker | 16.43 |
| 23380 - Ground Support Equipment Mechanic | 22.76 |
| 23381 - Ground Support Equipment Servicer | 18.73 |
| 23382 - Ground Support Equipment Worker | 20.14 |
| 23391 - Gunsmith I | 14.85 |
| 23392 - Gunsmith II | 17.48 |
| 23393 - Gunsmith III | 20.14 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.14 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.45 |
| 23430 - Heavy Equipment Mechanic | 18.40 |
| 23440 - Heavy Equipment Operator | 18.24 |
| 23460 - Instrument Mechanic | 22.06 |
| 23465 - Laboratory/Shelter Mechanic | 18.80 |
| 23470 - Laborer | 10.79 |
| 23510 - Locksmith | 19.01 |
| 23530 - Machinery Maintenance Mechanic | 21.02 |
| 23550 - Machinist, Maintenance | 20.88 |

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| 23580 - Maintenance Trades Helper | 13.26 |
| 23591 - Metrology Technician I | 22.06 |
| 23592 - Metrology Technician II | 23.50 |
| 23593 - Metrology Technician III | 24.94 |
| 23640 - Millwright | 23.61 |
| 23710 - Office Appliance Repairer | 17.58 |
| 23760 - Painter, Maintenance | 18.14 |
| 23790 - Pipefitter, Maintenance | 20.38 |
| 23810 - Plumber, Maintenance | 19.28 |
| 23820 - Pneudraulic Systems Mechanic | 20.14 |
| 23850 - Rigger | 18.57 |
| 23870 - Scale Mechanic | 17.48 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.57 |
| 23910 - Small Engine Mechanic | 16.73 |
| 23931 - Telecommunications Mechanic I | 21.10 |
| 23932 - Telecommunications Mechanic II | 22.47 |
| 23950 - Telephone Lineman | 21.06 |
| 23960 - Welder, Combination, Maintenance | 19.18 |
| 23965 - Well Driller | 20.14 |
| 23970 - Woodcraft Worker | 20.14 |
| 23980 - Woodworker | 15.39 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.58 |
| 24580 - Child Care Center Clerk | 12.73 |
| 24610 - Chore Aide | 8.02 |
| 24620 - Family Readiness And Support Services Coordinator | 13.04 |
| 24630 - Homemaker | 14.78 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.73 |
| 25040 - Sewage Plant Operator | 16.43 |
| 25070 - Stationary Engineer | 18.73 |
| 25190 - Ventilation Equipment Tender | 13.02 |
| 25210 - Water Treatment Plant Operator | 16.43 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.58 |
| 27007 - Baggage Inspector | 10.51 |
| 27008 - Corrections Officer | 14.48 |
| 27010 - Court Security Officer | 14.99 |
| 27030 - Detection Dog Handler | 13.71 |
| 27040 - Detention Officer | 13.16 |
| 27070 - Firefighter | 14.08 |
| 27101 - Guard I | 10.51 |
| 27102 - Guard II | 13.71 |
| 27131 - Police Officer I | 18.29 |
| 27132 - Police Officer II | 20.32 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.31 |
| 28042 - Carnival Equipment Repairer | 12.31 |
| 28043 - Carnival Equipment Worker | 8.32 |
| 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 | 14.76 |
| 28630 - Sports Official | 11.68 |
| 28690 - Swimming Pool Operator | 15.41 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.16 |
| 29020 - Hatch Tender | 18.68 |
| 29030 - Line Handler | 18.68 |
| 29041 - Stevedore I | 16.80 |
| 29042 - Stevedore II | 19.53 |

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| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.95 |
| 30022 - Archeological Technician II | 20.02 |
| 30023 - Archeological Technician III | 27.09 |
| 30030 - Cartographic Technician | 27.22 |
| 30040 - Civil Engineering Technician | 24.02 |
| 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 |
| 30210 - Laboratory Technician | 23.99 |
| 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 |
| 30390 - Photo-Optics Technician | 27.22 |
| 30461 - Technical Writer I | 22.62 |
| 30462 - Technical Writer II | 27.67 |
| 30463 - Technical Writer III | 35.20 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 23.71 |
| 30621 - Weather Observer, Senior (see 2) | 26.36 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.90 |
| 31030 - Bus Driver | 14.93 |
| 31043 - Driver Courier | 13.44 |
| 31260 - Parking and Lot Attendant | 8.01 |
| 31290 - Shuttle Bus Driver | 14.76 |
| 31310 - Taxi Driver | 10.84 |
| 31361 - Truckdriver, Light | 14.76 |
| 31362 - Truckdriver, Medium | 16.07 |
| 31363 - Truckdriver, Heavy | 17.37 |
| 31364 - Truckdriver, Tractor-Trailer | 17.37 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.53 |
| 99050 - Desk Clerk | 10.59 |
| 99095 - Embalmer | 19.51 |
| 99251 - Laboratory Animal Caretaker I | 10.19 |
| 99252 - Laboratory Animal Caretaker II | 11.20 |
| 99310 - Mortician | 27.18 |
| 99410 - Pest Controller | 14.18 |
| 99510 - Photofinishing Worker | 12.47 |
| 99710 - Recycling Laborer | 13.96 |
| 99711 - Recycling Specialist | 17.79 |
| 99730 - Refuse Collector | 12.61 |
| 99810 - Sales Clerk | 11.60 |
| 99820 - School Crossing Guard | 9.76 |

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|---|-------|
| 99830 - Survey Party Chief | 22.37 |
| 99831 - Surveying Aide | 16.53 |
| 99832 - Surveying Technician | 20.33 |
| 99840 - Vending Machine Attendant | 12.18 |
| 99841 - Vending Machine Repairer | 16.52 |
| 99842 - Vending Machine Repairer Helper | 12.18 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2234
Revision No.: 19
Date Of Last Revision: 07/25/2014

State: Louisiana

Area: Louisiana Parishes of Jefferson, Lafourche, Orleans, Plaquemines, Saint John The Baptist, St Bernard, St Charles, St Tammany, Terrebonne, Washington

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|------|
| 01000 - Administrative Support And Clerical Occupations | | |

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|--|-------|
| 01011 - Accounting Clerk I | 14.15 |
| 01012 - Accounting Clerk II | 15.88 |
| 01013 - Accounting Clerk III | 17.77 |
| 01020 - Administrative Assistant | 23.95 |
| 01040 - Court Reporter | 19.08 |
| 01051 - Data Entry Operator I | 11.04 |
| 01052 - Data Entry Operator II | 12.64 |
| 01060 - Dispatcher, Motor Vehicle | 18.12 |
| 01070 - Document Preparation Clerk | 13.09 |
| 01090 - Duplicating Machine Operator | 13.09 |
| 01111 - General Clerk I | 11.35 |
| 01112 - General Clerk II | 12.39 |
| 01113 - General Clerk III | 14.07 |
| 01120 - Housing Referral Assistant | 21.88 |
| 01141 - Messenger Courier | 12.11 |
| 01191 - Order Clerk I | 11.04 |
| 01192 - Order Clerk II | 12.99 |
| 01261 - Personnel Assistant (Employment) I | 14.11 |
| 01262 - Personnel Assistant (Employment) II | 18.12 |
| 01263 - Personnel Assistant (Employment) III | 19.97 |
| 01270 - Production Control Clerk | 20.40 |
| 01280 - Receptionist | 10.88 |
| 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 |
| 01320 - Service Order Dispatcher | 16.02 |
| 01410 - Supply Technician | 23.95 |
| 01420 - Survey Worker | 15.82 |
| 01531 - Travel Clerk I | 12.61 |
| 01532 - Travel Clerk II | 13.44 |
| 01533 - Travel Clerk III | 14.18 |
| 01611 - Word Processor I | 13.92 |
| 01612 - Word Processor II | 15.62 |
| 01613 - Word Processor III | 17.47 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.97 |
| 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 | 11.51 |
| 05400 - Transmission Repair Specialist | 19.45 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.75 |
| 07041 - Cook I | 9.98 |
| 07042 - Cook II | 11.75 |
| 07070 - Dishwasher | 7.60 |
| 07130 - Food Service Worker | 7.99 |
| 07210 - Meat Cutter | 11.54 |
| 07260 - Waiter/Waitress | 8.36 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.29 |
| 09040 - Furniture Handler | 11.88 |

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|--|-------|
| 09080 - Furniture Refinisher | 16.29 |
| 09090 - Furniture Refinisher Helper | 12.05 |
| 09110 - Furniture Repairer, Minor | 14.18 |
| 09130 - Upholsterer | 16.29 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.05 |
| 11060 - Elevator Operator | 9.53 |
| 11090 - Gardener | 12.27 |
| 11122 - Housekeeping Aide | 9.63 |
| 11150 - Janitor | 9.53 |
| 11210 - Laborer, Grounds Maintenance | 10.59 |
| 11240 - Maid or Houseman | 9.14 |
| 11260 - Pruner | 9.35 |
| 11270 - Tractor Operator | 11.81 |
| 11330 - Trail Maintenance Worker | 10.59 |
| 11360 - Window Cleaner | 10.85 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.93 |
| 12011 - Breath Alcohol Technician | 17.74 |
| 12012 - Certified Occupational Therapist Assistant | 22.37 |
| 12015 - Certified Physical Therapist Assistant | 22.37 |
| 12020 - Dental Assistant | 13.94 |
| 12025 - Dental Hygienist | 29.85 |
| 12030 - EKG Technician | 22.64 |
| 12035 - Electroneurodiagnostic Technologist | 22.64 |
| 12040 - Emergency Medical Technician | 15.38 |
| 12071 - Licensed Practical Nurse I | 15.86 |
| 12072 - Licensed Practical Nurse II | 17.74 |
| 12073 - Licensed Practical Nurse III | 19.79 |
| 12100 - Medical Assistant | 12.13 |
| 12130 - Medical Laboratory Technician | 17.46 |
| 12160 - Medical Record Clerk | 14.61 |
| 12190 - Medical Record Technician | 17.74 |
| 12195 - Medical Transcriptionist | 14.62 |
| 12210 - Nuclear Medicine Technologist | 31.65 |
| 12221 - Nursing Assistant I | 10.67 |
| 12222 - Nursing Assistant II | 12.00 |
| 12223 - Nursing Assistant III | 13.09 |
| 12224 - Nursing Assistant IV | 14.69 |
| 12235 - Optical Dispenser | 15.67 |
| 12236 - Optical Technician | 12.46 |
| 12250 - Pharmacy Technician | 15.02 |
| 12280 - Phlebotomist | 14.69 |
| 12305 - Radiologic Technologist | 23.50 |
| 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) | 19.86 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.40 |
| 13012 - Exhibits Specialist II | 22.61 |
| 13013 - Exhibits Specialist III | 27.58 |
| 13041 - Illustrator I | 18.40 |
| 13042 - Illustrator II | 22.61 |
| 13043 - Illustrator III | 27.58 |
| 13047 - Librarian | 24.17 |
| 13050 - Library Aide/Clerk | 13.00 |
| 13054 - Library Information Technology Systems Administrator | 21.83 |
| 13058 - Library Technician | 14.21 |

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|---|---------------|
| 13061 - Media Specialist I | 15.75 |
| 13062 - Media Specialist II | 17.62 |
| 13063 - Media Specialist III | 19.65 |
| 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 |
| 13110 - Video Teleconference Technician | 19.17 |
| 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 |
| 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 |
| 15060 - Educational Technologist | 23.29 |
| 15070 - Flight Instructor (Pilot) | 40.77 |
| 15080 - Graphic Artist | 21.54 |
| 15090 - Technical Instructor | 19.91 |
| 15095 - Technical Instructor/Course Developer | 24.35 |
| 15110 - Test Proctor | 16.06 |
| 15120 - Tutor | 16.06 |
| 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 | 12.59 |
| 16220 - Tailor | 13.38 |
| 16250 - Washer, Machine | 10.22 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.00 |
| 19040 - Tool And Die Maker | 24.08 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.43 |
| 21030 - Material Coordinator | 20.91 |
| 21040 - Material Expediter | 20.91 |
| 21050 - Material Handling Laborer | 14.29 |
| 21071 - Order Filler | 10.73 |
| 21080 - Production Line Worker (Food Processing) | 14.43 |
| 21110 - Shipping Packer | 13.65 |
| 21130 - Shipping/Receiving Clerk | 13.65 |
| 21140 - Store Worker I | 8.95 |
| 21150 - Stock Clerk | 13.25 |
| 21210 - Tools And Parts Attendant | 14.43 |

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|---|-------|
| 21410 - Warehouse Specialist | 14.43 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.24 |
| 23021 - Aircraft Mechanic I | 22.76 |
| 23022 - Aircraft Mechanic II | 24.24 |
| 23023 - Aircraft Mechanic III | 25.73 |
| 23040 - Aircraft Mechanic Helper | 15.92 |
| 23050 - Aircraft, Painter | 17.67 |
| 23060 - Aircraft Servicer | 18.73 |
| 23080 - Aircraft Worker | 20.14 |
| 23110 - Appliance Mechanic | 18.79 |
| 23120 - Bicycle Repairer | 11.51 |
| 23125 - Cable Splicer | 23.23 |
| 23130 - Carpenter, Maintenance | 18.92 |
| 23140 - Carpet Layer | 16.47 |
| 23160 - Electrician, Maintenance | 21.71 |
| 23181 - Electronics Technician Maintenance I | 23.31 |
| 23182 - Electronics Technician Maintenance II | 25.07 |
| 23183 - Electronics Technician Maintenance III | 26.85 |
| 23260 - Fabric Worker | 15.22 |
| 23290 - Fire Alarm System Mechanic | 18.17 |
| 23310 - Fire Extinguisher Repairer | 14.85 |
| 23311 - Fuel Distribution System Mechanic | 21.87 |
| 23312 - Fuel Distribution System Operator | 16.13 |
| 23370 - General Maintenance Worker | 16.43 |
| 23380 - Ground Support Equipment Mechanic | 22.76 |
| 23381 - Ground Support Equipment Servicer | 18.73 |
| 23382 - Ground Support Equipment Worker | 20.14 |
| 23391 - Gunsmith I | 14.85 |
| 23392 - Gunsmith II | 17.48 |
| 23393 - Gunsmith III | 20.14 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.14 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.45 |
| 23430 - Heavy Equipment Mechanic | 18.40 |
| 23440 - Heavy Equipment Operator | 18.24 |
| 23460 - Instrument Mechanic | 22.06 |
| 23465 - Laboratory/Shelter Mechanic | 18.80 |
| 23470 - Laborer | 10.79 |
| 23510 - Locksmith | 19.01 |
| 23530 - Machinery Maintenance Mechanic | 21.02 |
| 23550 - Machinist, Maintenance | 20.88 |
| 23580 - Maintenance Trades Helper | 13.26 |
| 23591 - Metrology Technician I | 22.06 |
| 23592 - Metrology Technician II | 23.50 |
| 23593 - Metrology Technician III | 24.94 |
| 23640 - Millwright | 23.61 |
| 23710 - Office Appliance Repairer | 17.58 |
| 23760 - Painter, Maintenance | 18.14 |
| 23790 - Pipefitter, Maintenance | 20.38 |
| 23810 - Plumber, Maintenance | 19.28 |
| 23820 - Pneudraulic Systems Mechanic | 20.14 |
| 23850 - Rigger | 18.57 |
| 23870 - Scale Mechanic | 17.48 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.57 |
| 23910 - Small Engine Mechanic | 16.73 |
| 23931 - Telecommunications Mechanic I | 21.10 |
| 23932 - Telecommunications Mechanic II | 22.47 |
| 23950 - Telephone Lineman | 21.06 |
| 23960 - Welder, Combination, Maintenance | 19.18 |
| 23965 - Well Driller | 20.14 |
| 23970 - Woodcraft Worker | 20.14 |

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|--|-------|
| 23980 - Woodworker | 15.39 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.58 |
| 24580 - Child Care Center Clerk | 12.73 |
| 24610 - Chore Aide | 8.02 |
| 24620 - Family Readiness And Support Services Coordinator | 13.04 |
| 24630 - Homemaker | 14.78 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.73 |
| 25040 - Sewage Plant Operator | 16.43 |
| 25070 - Stationary Engineer | 18.73 |
| 25190 - Ventilation Equipment Tender | 13.02 |
| 25210 - Water Treatment Plant Operator | 16.43 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.58 |
| 27007 - Baggage Inspector | 10.51 |
| 27008 - Corrections Officer | 14.48 |
| 27010 - Court Security Officer | 14.99 |
| 27030 - Detection Dog Handler | 13.71 |
| 27040 - Detention Officer | 13.16 |
| 27070 - Firefighter | 14.08 |
| 27101 - Guard I | 10.51 |
| 27102 - Guard II | 13.71 |
| 27131 - Police Officer I | 18.29 |
| 27132 - Police Officer II | 20.32 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.31 |
| 28042 - Carnival Equipment Repairer | 12.31 |
| 28043 - Carnival Equipment Worker | 8.32 |
| 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 | 14.76 |
| 28630 - Sports Official | 11.68 |
| 28690 - Swimming Pool Operator | 15.41 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.16 |
| 29020 - Hatch Tender | 18.68 |
| 29030 - Line Handler | 18.68 |
| 29041 - Stevedore I | 16.80 |
| 29042 - Stevedore II | 19.53 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.95 |
| 30022 - Archeological Technician II | 20.02 |
| 30023 - Archeological Technician III | 27.09 |
| 30030 - Cartographic Technician | 27.22 |
| 30040 - Civil Engineering Technician | 24.02 |
| 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 |

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|---|---------------|
| 30210 - Laboratory Technician | 23.99 |
| 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 |
| 30390 - Photo-Optics Technician | 27.22 |
| 30461 - Technical Writer I | 22.62 |
| 30462 - Technical Writer II | 27.67 |
| 30463 - Technical Writer III | 35.20 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 23.71 |
| 30621 - Weather Observer, Senior | (see 2) 26.36 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.90 |
| 31030 - Bus Driver | 14.93 |
| 31043 - Driver Courier | 13.44 |
| 31260 - Parking and Lot Attendant | 8.01 |
| 31290 - Shuttle Bus Driver | 14.76 |
| 31310 - Taxi Driver | 10.84 |
| 31361 - Truckdriver, Light | 14.76 |
| 31362 - Truckdriver, Medium | 16.07 |
| 31363 - Truckdriver, Heavy | 17.37 |
| 31364 - Truckdriver, Tractor-Trailer | 17.37 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.53 |
| 99050 - Desk Clerk | 10.59 |
| 99095 - Embalmer | 19.51 |
| 99251 - Laboratory Animal Caretaker I | 10.19 |
| 99252 - Laboratory Animal Caretaker II | 11.20 |
| 99310 - Mortician | 27.18 |
| 99410 - Pest Controller | 14.18 |
| 99510 - Photofinishing worker | 12.47 |
| 99710 - Recycling Laborer | 13.96 |
| 99711 - Recycling Specialist | 17.79 |
| 99730 - Refuse Collector | 12.61 |
| 99810 - Sales Clerk | 11.60 |
| 99820 - School Crossing Guard | 9.76 |
| 99830 - Survey Party Chief | 22.37 |
| 99831 - Surveying Aide | 16.53 |
| 99832 - Surveying Technician | 20.33 |
| 99840 - Vending Machine Attendant | 12.18 |
| 99841 - Vending Machine Repairer | 16.52 |
| 99842 - Vending Machine Repairer Helper | 12.18 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations

involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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.
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By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2235
Revision No.: 16
Date Of Last Revision: 07/25/2014

States: Arkansas, Louisiana, Texas

Area: Arkansas Counties of Columbia, Hempstead, Howard, Lafayette, Little River, Miller, Nevada, Sevier

Louisiana Parishes of Bienville, Bossier, Caddo, Claiborne, De Soto, East Carroll, Jackson, Lincoln, Madison, Morehouse, Ouachita, Red River, Richland, Union, Webster, West Carroll

Texas Counties of Bowie, Camp, Cass, Cherokee, Franklin, Gregg, Harrison, Marion, Morris, Panola, Red River, Rusk, Titus, Upshur

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.65 |
| 01012 - Accounting Clerk II | | 14.20 |
| 01013 - Accounting Clerk III | | 15.88 |
| 01020 - Administrative Assistant | | 17.12 |
| 01040 - Court Reporter | | 19.24 |
| 01051 - Data Entry Operator I | | 11.42 |
| 01052 - Data Entry Operator II | | 12.46 |
| 01060 - Dispatcher, Motor Vehicle | | 15.65 |
| 01070 - Document Preparation Clerk | | 11.74 |
| 01090 - Duplicating Machine Operator | | 11.74 |

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| 01111 | - General Clerk I | 9.82 |
| 01112 | - General Clerk II | 11.14 |
| 01113 | - General Clerk III | 12.38 |
| 01120 | - Housing Referral Assistant | 15.49 |
| 01141 | - Messenger Courier | 9.26 |
| 01191 | - Order Clerk I | 12.75 |
| 01192 | - Order Clerk II | 13.92 |
| 01261 | - Personnel Assistant (Employment) I | 13.66 |
| 01262 | - Personnel Assistant (Employment) II | 15.28 |
| 01263 | - Personnel Assistant (Employment) III | 17.04 |
| 01270 | - Production Control Clerk | 16.42 |
| 01280 | - Receptionist | 9.85 |
| 01290 | - Rental Clerk | 11.36 |
| 01300 | - Scheduler, Maintenance | 12.42 |
| 01311 | - Secretary I | 12.42 |
| 01312 | - Secretary II | 14.18 |
| 01313 | - Secretary III | 15.49 |
| 01320 | - Service Order Dispatcher | 13.13 |
| 01410 | - Supply Technician | 17.22 |
| 01420 | - Survey Worker | 13.89 |
| 01531 | - Travel Clerk I | 11.80 |
| 01532 | - Travel Clerk II | 12.66 |
| 01533 | - Travel Clerk III | 13.29 |
| 01611 | - Word Processor I | 13.43 |
| 01612 | - Word Processor II | 15.15 |
| 01613 | - Word Processor III | 16.86 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 20.91 |
| 05010 | - Automotive Electrician | 19.87 |
| 05040 | - Automotive Glass Installer | 17.89 |
| 05070 | - Automotive Worker | 17.89 |
| 05110 | - Mobile Equipment Servicer | 16.31 |
| 05130 | - Motor Equipment Metal Mechanic | 20.91 |
| 05160 | - Motor Equipment Metal Worker | 17.89 |
| 05190 | - Motor Vehicle Mechanic | 20.91 |
| 05220 | - Motor Vehicle Mechanic Helper | 15.27 |
| 05250 | - Motor Vehicle Upholstery Worker | 17.57 |
| 05280 | - Motor Vehicle Wrecker | 17.89 |
| 05310 | - Painter, Automotive | 19.87 |
| 05340 | - Radiator Repair Specialist | 17.89 |
| 05370 | - Tire Repairer | 14.33 |
| 05400 | - Transmission Repair Specialist | 20.91 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 9.85 |
| 07041 | - Cook I | 8.18 |
| 07042 | - Cook II | 9.41 |
| 07070 | - Dishwasher | 7.25 |
| 07130 | - Food Service Worker | 7.50 |
| 07210 | - Meat Cutter | 13.63 |
| 07260 | - Waiter/Waitress | 7.36 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 18.06 |
| 09040 | - Furniture Handler | 11.41 |
| 09080 | - Furniture Refinisher | 18.06 |
| 09090 | - Furniture Refinisher Helper | 13.88 |
| 09110 | - Furniture Repairer, Minor | 15.97 |
| 09130 | - Upholsterer | 18.06 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 8.60 |
| 11060 | - Elevator Operator | 8.60 |
| 11090 | - Gardener | 13.09 |
| 11122 | - Housekeeping Aide | 8.66 |
| 11150 | - Janitor | 8.66 |

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| 11210 - Laborer, Grounds Maintenance | 9.97 |
| 11240 - Maid or Houseman | 7.63 |
| 11260 - Pruner | 8.83 |
| 11270 - Tractor Operator | 12.18 |
| 11330 - Trail Maintenance Worker | 9.97 |
| 11360 - Window Cleaner | 9.34 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.54 |
| 12011 - Breath Alcohol Technician | 14.75 |
| 12012 - Certified Occupational Therapist Assistant | 22.72 |
| 12015 - Certified Physical Therapist Assistant | 22.23 |
| 12020 - Dental Assistant | 13.82 |
| 12025 - Dental Hygienist | 31.06 |
| 12030 - EKG Technician | 18.22 |
| 12035 - Electroneurodiagnostic Technologist | 18.22 |
| 12040 - Emergency Medical Technician | 14.54 |
| 12071 - Licensed Practical Nurse I | 14.20 |
| 12072 - Licensed Practical Nurse II | 15.89 |
| 12073 - Licensed Practical Nurse III | 17.72 |
| 12100 - Medical Assistant | 12.61 |
| 12130 - Medical Laboratory Technician | 14.08 |
| 12160 - Medical Record Clerk | 10.17 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 14.77 |
| 12210 - Nuclear Medicine Technologist | 30.79 |
| 12221 - Nursing Assistant I | 8.96 |
| 12222 - Nursing Assistant II | 10.07 |
| 12223 - Nursing Assistant III | 10.99 |
| 12224 - Nursing Assistant IV | 12.34 |
| 12235 - Optical Dispenser | 20.89 |
| 12236 - Optical Technician | 15.07 |
| 12250 - Pharmacy Technician | 12.67 |
| 12280 - Phlebotomist | 12.34 |
| 12305 - Radiologic Technologist | 20.88 |
| 12311 - Registered Nurse I | 22.23 |
| 12312 - Registered Nurse II | 27.62 |
| 12313 - Registered Nurse II, Specialist | 27.62 |
| 12314 - Registered Nurse III | 32.92 |
| 12315 - Registered Nurse III, Anesthetist | 32.92 |
| 12316 - Registered Nurse IV | 39.44 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.27 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.10 |
| 13012 - Exhibits Specialist II | 21.88 |
| 13013 - Exhibits Specialist III | 25.92 |
| 13041 - Illustrator I | 17.10 |
| 13042 - Illustrator II | 21.88 |
| 13043 - Illustrator III | 25.92 |
| 13047 - Librarian | 23.46 |
| 13050 - Library Aide/Clerk | 11.33 |
| 13054 - Library Information Technology Systems Administrator | 21.19 |
| 13058 - Library Technician | 13.32 |
| 13061 - Media Specialist I | 15.29 |
| 13062 - Media Specialist II | 17.10 |
| 13063 - Media Specialist III | 19.07 |
| 13071 - Photographer I | 14.79 |
| 13072 - Photographer II | 16.54 |
| 13073 - Photographer III | 20.92 |
| 13074 - Photographer IV | 25.08 |
| 13075 - Photographer V | 30.34 |
| 13110 - Video Teleconference Technician | 15.49 |
| 14000 - Information Technology Occupations | |

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| 14041 - Computer Operator I | 13.95 |
| 14042 - Computer Operator II | 15.11 |
| 14043 - Computer Operator III | 19.08 |
| 14044 - Computer Operator IV | 20.40 |
| 14045 - Computer Operator V | 22.26 |
| 14071 - Computer Programmer I | (see 1) 18.85 |
| 14072 - Computer Programmer II | (see 1) 23.36 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 27.52 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.95 |
| 14160 - Personal Computer Support Technician | 23.14 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.22 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.13 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 38.52 |
| 15050 - Computer Based Training Specialist / Instructor | 27.30 |
| 15060 - Educational Technologist | 23.84 |
| 15070 - Flight Instructor (Pilot) | 38.52 |
| 15080 - Graphic Artist | 18.90 |
| 15090 - Technical Instructor | 18.38 |
| 15095 - Technical Instructor/Course Developer | 22.48 |
| 15110 - Test Proctor | 14.83 |
| 15120 - Tutor | 14.83 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.64 |
| 16030 - Counter Attendant | 8.64 |
| 16040 - Dry Cleaner | 10.16 |
| 16070 - Finisher, Flatwork, Machine | 8.64 |
| 16090 - Presser, Hand | 8.64 |
| 16110 - Presser, Machine, Drycleaning | 8.64 |
| 16130 - Presser, Machine, Shirts | 8.64 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.64 |
| 16190 - Sewing Machine Operator | 10.77 |
| 16220 - Tailor | 11.34 |
| 16250 - Washer, Machine | 9.07 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.96 |
| 19040 - Tool And Die Maker | 23.82 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.22 |
| 21030 - Material Coordinator | 16.72 |
| 21040 - Material Expediter | 16.72 |
| 21050 - Material Handling Laborer | 11.80 |
| 21071 - Order Filler | 11.15 |
| 21080 - Production Line Worker (Food Processing) | 13.22 |
| 21110 - Shipping Packer | 12.13 |
| 21130 - Shipping/Receiving Clerk | 12.13 |
| 21140 - Store Worker I | 10.82 |
| 21150 - Stock Clerk | 15.32 |
| 21210 - Tools And Parts Attendant | 13.22 |
| 21410 - Warehouse Specialist | 13.22 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.13 |
| 23021 - Aircraft Mechanic I | 22.95 |
| 23022 - Aircraft Mechanic II | 24.13 |
| 23023 - Aircraft Mechanic III | 25.35 |
| 23040 - Aircraft Mechanic Helper | 16.56 |
| 23050 - Aircraft, Painter | 20.57 |
| 23060 - Aircraft Servicer | 19.06 |
| 23080 - Aircraft Worker | 20.18 |

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| 23110 - Appliance Mechanic | 19.04 |
| 23120 - Bicycle Repairer | 14.33 |
| 23125 - Cable Splicer | 22.25 |
| 23130 - Carpenter, Maintenance | 18.11 |
| 23140 - Carpet Layer | 18.61 |
| 23160 - Electrician, Maintenance | 22.08 |
| 23181 - Electronics Technician Maintenance I | 21.43 |
| 23182 - Electronics Technician Maintenance II | 22.72 |
| 23183 - Electronics Technician Maintenance III | 24.65 |
| 23260 - Fabric Worker | 15.97 |
| 23290 - Fire Alarm System Mechanic | 19.17 |
| 23310 - Fire Extinguisher Repairer | 14.84 |
| 23311 - Fuel Distribution System Mechanic | 19.17 |
| 23312 - Fuel Distribution System Operator | 17.06 |
| 23370 - General Maintenance Worker | 17.08 |
| 23380 - Ground Support Equipment Mechanic | 22.95 |
| 23381 - Ground Support Equipment Servicer | 19.06 |
| 23382 - Ground Support Equipment Worker | 20.18 |
| 23391 - Gunsmith I | 14.84 |
| 23392 - Gunsmith II | 17.08 |
| 23393 - Gunsmith III | 19.17 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.17 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.16 |
| 23430 - Heavy Equipment Mechanic | 19.57 |
| 23440 - Heavy Equipment Operator | 19.17 |
| 23460 - Instrument Mechanic | 19.17 |
| 23465 - Laboratory/Shelter Mechanic | 18.11 |
| 23470 - Laborer | 10.11 |
| 23510 - Locksmith | 18.11 |
| 23530 - Machinery Maintenance Mechanic | 21.69 |
| 23550 - Machinist, Maintenance | 19.17 |
| 23580 - Maintenance Trades Helper | 15.27 |
| 23591 - Metrology Technician I | 19.17 |
| 23592 - Metrology Technician II | 20.16 |
| 23593 - Metrology Technician III | 21.18 |
| 23640 - Millwright | 19.17 |
| 23710 - Office Appliance Repairer | 18.11 |
| 23760 - Painter, Maintenance | 18.11 |
| 23790 - Pipefitter, Maintenance | 22.64 |
| 23810 - Plumber, Maintenance | 21.52 |
| 23820 - Pneudraulic Systems Mechanic | 19.17 |
| 23850 - Rigger | 19.17 |
| 23870 - Scale Mechanic | 17.08 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.17 |
| 23910 - Small Engine Mechanic | 17.08 |
| 23931 - Telecommunications Mechanic I | 20.91 |
| 23932 - Telecommunications Mechanic II | 21.97 |
| 23950 - Telephone Lineman | 21.59 |
| 23960 - Welder, Combination, Maintenance | 19.17 |
| 23965 - Well Driller | 19.17 |
| 23970 - Woodcraft Worker | 19.17 |
| 23980 - Woodworker | 14.84 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.49 |
| 24580 - Child Care Center Clerk | 13.02 |
| 24610 - Chore Aide | 8.19 |
| 24620 - Family Readiness And Support Services Coordinator | 14.53 |
| 24630 - Homemaker | 14.53 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.00 |

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| 25040 - Sewage Plant Operator | 19.87 |
| 25070 - Stationary Engineer | 23.71 |
| 25190 - Ventilation Equipment Tender | 15.69 |
| 25210 - Water Treatment Plant Operator | 18.06 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.88 |
| 27007 - Baggage Inspector | 10.52 |
| 27008 - Corrections Officer | 17.31 |
| 27010 - Court Security Officer | 17.74 |
| 27030 - Detection Dog Handler | 12.94 |
| 27040 - Detention Officer | 17.31 |
| 27070 - Firefighter | 18.39 |
| 27101 - Guard I | 10.52 |
| 27102 - Guard II | 12.94 |
| 27131 - Police Officer I | 18.32 |
| 27132 - Police Officer II | 20.36 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.96 |
| 28042 - Carnival Equipment Repairer | 10.79 |
| 28043 - Carnival Equipment Worker | 8.03 |
| 28210 - Gate Attendant/Gate Tender | 13.13 |
| 28310 - Lifeguard | 11.70 |
| 28350 - Park Attendant (Aide) | 14.68 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.72 |
| 28515 - Recreation Specialist | 17.55 |
| 28630 - Sports Official | 11.70 |
| 28690 - Swimming Pool Operator | 14.00 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.82 |
| 29020 - Hatch Tender | 17.89 |
| 29030 - Line Handler | 19.68 |
| 29041 - Stevedore I | 18.59 |
| 29042 - Stevedore II | 21.00 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.64 |
| 30022 - Archeological Technician II | 19.73 |
| 30023 - Archeological Technician III | 24.44 |
| 30030 - Cartographic Technician | 24.44 |
| 30040 - Civil Engineering Technician | 23.23 |
| 30061 - Drafter/CAD Operator I | 17.64 |
| 30062 - Drafter/CAD Operator II | 19.73 |
| 30063 - Drafter/CAD Operator III | 22.00 |
| 30064 - Drafter/CAD Operator IV | 27.08 |
| 30081 - Engineering Technician I | 14.86 |
| 30082 - Engineering Technician II | 19.06 |
| 30083 - Engineering Technician III | 21.32 |
| 30084 - Engineering Technician IV | 26.42 |
| 30085 - Engineering Technician V | 32.32 |
| 30086 - Engineering Technician VI | 38.24 |
| 30090 - Environmental Technician | 23.24 |
| 30210 - Laboratory Technician | 22.86 |
| 30240 - Mathematical Technician | 24.44 |
| 30361 - Paralegal/Legal Assistant I | 16.24 |
| 30362 - Paralegal/Legal Assistant II | 20.12 |
| 30363 - Paralegal/Legal Assistant III | 24.62 |
| 30364 - Paralegal/Legal Assistant IV | 29.78 |
| 30390 - Photo-Optics Technician | 24.44 |
| 30461 - Technical Writer I | 24.44 |
| 30462 - Technical Writer II | 31.19 |
| 30463 - Technical Writer III | 37.52 |

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| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 22.00 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 24.44 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.23 |
| 31030 - Bus Driver | 15.86 |
| 31043 - Driver Courier | 12.78 |
| 31260 - Parking and Lot Attendant | 8.01 |
| 31290 - Shuttle Bus Driver | 13.16 |
| 31310 - Taxi Driver | 9.90 |
| 31361 - Truckdriver, Light | 13.16 |
| 31362 - Truckdriver, Medium | 15.99 |
| 31363 - Truckdriver, Heavy | 18.17 |
| 31364 - Truckdriver, Tractor-Trailer | 18.17 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.89 |
| 99050 - Desk Clerk | 9.85 |
| 99095 - Embalmer | 21.56 |
| 99251 - Laboratory Animal Caretaker I | 9.26 |
| 99252 - Laboratory Animal Caretaker II | 9.40 |
| 99310 - Mortician | 21.56 |
| 99410 - Pest Controller | 12.73 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 12.46 |
| 99711 - Recycling Specialist | 15.03 |
| 99730 - Refuse Collector | 10.96 |
| 99810 - Sales Clerk | 12.21 |
| 99820 - School Crossing Guard | 10.86 |
| 99830 - Survey Party Chief | 18.48 |
| 99831 - Surveying Aide | 11.32 |
| 99832 - Surveying Technician | 15.52 |
| 99840 - Vending Machine Attendant | 12.31 |
| 99841 - Vending Machine Repairer | 15.21 |
| 99842 - Vending Machine Repairer Helper | 12.31 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order

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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2236
Revision No.: 19
Date Of Last Revision: 07/25/2014

States: Arkansas, Louisiana, Texas

Area: Arkansas Counties of Columbia, Hempstead, Howard, Lafayette, Little River, Miller, Nevada, Sevier

Louisiana Parishes of Bienville, Bossier, Caddo, Claiborne, De Soto, East Carroll, Jackson, Lincoln, Madison, Morehouse, Ouachita, Red River, Richland, Union, Webster, West Carroll

Texas Counties of Bowie, Camp, Cass, Cherokee, Franklin, Gregg, Harrison, Marion, Morris, Panola, Red River, Rusk, Titus, Upshur

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.65 |
| 01012 - Accounting Clerk II | | 14.20 |
| 01013 - Accounting Clerk III | | 15.88 |
| 01020 - Administrative Assistant | | 17.12 |
| 01040 - Court Reporter | | 19.24 |
| 01051 - Data Entry Operator I | | 11.42 |
| 01052 - Data Entry Operator II | | 12.46 |
| 01060 - Dispatcher, Motor Vehicle | | 15.65 |
| 01070 - Document Preparation Clerk | | 11.74 |
| 01090 - Duplicating Machine Operator | | 11.74 |
| 01111 - General Clerk I | | 9.82 |
| 01112 - General Clerk II | | 11.14 |
| 01113 - General Clerk III | | 12.38 |
| 01120 - Housing Referral Assistant | | 15.49 |
| 01141 - Messenger Courier | | 9.26 |
| 01191 - Order Clerk I | | 12.75 |
| 01192 - Order Clerk II | | 13.92 |
| 01261 - Personnel Assistant (Employment) I | | 13.66 |
| 01262 - Personnel Assistant (Employment) II | | 15.28 |
| 01263 - Personnel Assistant (Employment) III | | 17.04 |
| 01270 - Production Control Clerk | | 16.42 |
| 01280 - Receptionist | | 9.85 |
| 01290 - Rental Clerk | | 11.36 |
| 01300 - Scheduler, Maintenance | | 12.42 |
| 01311 - Secretary I | | 12.42 |
| 01312 - Secretary II | | 14.18 |
| 01313 - Secretary III | | 15.49 |
| 01320 - Service Order Dispatcher | | 13.13 |
| 01410 - Supply Technician | | 17.22 |
| 01420 - Survey Worker | | 13.89 |
| 01531 - Travel Clerk I | | 11.80 |
| 01532 - Travel Clerk II | | 12.66 |
| 01533 - Travel Clerk III | | 13.29 |
| 01611 - Word Processor I | | 13.43 |
| 01612 - Word Processor II | | 15.15 |
| 01613 - Word Processor III | | 16.86 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 20.91 |
| 05010 - Automotive Electrician | | 19.87 |
| 05040 - Automotive Glass Installer | | 17.89 |
| 05070 - Automotive Worker | | 17.89 |
| 05110 - Mobile Equipment Servicer | | 16.31 |
| 05130 - Motor Equipment Metal Mechanic | | 20.91 |
| 05160 - Motor Equipment Metal Worker | | 17.89 |
| 05190 - Motor Vehicle Mechanic | | 20.91 |
| 05220 - Motor Vehicle Mechanic Helper | | 15.27 |

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| 05250 - Motor Vehicle Upholstery Worker | 17.57 |
| 05280 - Motor Vehicle Wrecker | 17.89 |
| 05310 - Painter, Automotive | 19.87 |
| 05340 - Radiator Repair Specialist | 17.89 |
| 05370 - Tire Repairer | 14.33 |
| 05400 - Transmission Repair Specialist | 20.91 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 9.85 |
| 07041 - Cook I | 8.18 |
| 07042 - Cook II | 9.41 |
| 07070 - Dishwasher | 7.25 |
| 07130 - Food Service Worker | 7.50 |
| 07210 - Meat Cutter | 13.63 |
| 07260 - Waiter/Waitress | 7.36 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.06 |
| 09040 - Furniture Handler | 11.41 |
| 09080 - Furniture Refinisher | 18.06 |
| 09090 - Furniture Refinisher Helper | 13.88 |
| 09110 - Furniture Repairer, Minor | 15.97 |
| 09130 - Upholsterer | 18.06 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.60 |
| 11060 - Elevator Operator | 8.60 |
| 11090 - Gardener | 13.09 |
| 11122 - Housekeeping Aide | 8.66 |
| 11150 - Janitor | 8.66 |
| 11210 - Laborer, Grounds Maintenance | 9.97 |
| 11240 - Maid or Houseman | 7.63 |
| 11260 - Pruner | 8.83 |
| 11270 - Tractor Operator | 12.18 |
| 11330 - Trail Maintenance Worker | 9.97 |
| 11360 - Window Cleaner | 9.34 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.54 |
| 12011 - Breath Alcohol Technician | 14.75 |
| 12012 - Certified Occupational Therapist Assistant | 22.72 |
| 12015 - Certified Physical Therapist Assistant | 22.23 |
| 12020 - Dental Assistant | 13.82 |
| 12025 - Dental Hygienist | 31.06 |
| 12030 - EKG Technician | 18.22 |
| 12035 - Electroneurodiagnostic Technologist | 18.22 |
| 12040 - Emergency Medical Technician | 14.54 |
| 12071 - Licensed Practical Nurse I | 14.20 |
| 12072 - Licensed Practical Nurse II | 15.89 |
| 12073 - Licensed Practical Nurse III | 17.72 |
| 12100 - Medical Assistant | 12.61 |
| 12130 - Medical Laboratory Technician | 14.08 |
| 12160 - Medical Record Clerk | 10.17 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 14.77 |
| 12210 - Nuclear Medicine Technologist | 30.79 |
| 12221 - Nursing Assistant I | 8.96 |
| 12222 - Nursing Assistant II | 10.07 |
| 12223 - Nursing Assistant III | 10.99 |
| 12224 - Nursing Assistant IV | 12.34 |
| 12235 - Optical Dispenser | 20.89 |
| 12236 - Optical Technician | 15.07 |
| 12250 - Pharmacy Technician | 12.67 |
| 12280 - Phlebotomist | 12.34 |
| 12305 - Radiologic Technologist | 20.88 |
| 12311 - Registered Nurse I | 22.23 |
| 12312 - Registered Nurse II | 27.62 |

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| 12313 - Registered Nurse II, Specialist | 27.62 |
| 12314 - Registered Nurse III | 32.92 |
| 12315 - Registered Nurse III, Anesthetist | 32.92 |
| 12316 - Registered Nurse IV | 39.44 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.27 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.10 |
| 13012 - Exhibits Specialist II | 21.88 |
| 13013 - Exhibits Specialist III | 25.92 |
| 13041 - Illustrator I | 17.10 |
| 13042 - Illustrator II | 21.88 |
| 13043 - Illustrator III | 25.92 |
| 13047 - Librarian | 23.46 |
| 13050 - Library Aide/Clerk | 11.33 |
| 13054 - Library Information Technology Systems Administrator | 21.19 |
| 13058 - Library Technician | 13.32 |
| 13061 - Media Specialist I | 15.29 |
| 13062 - Media Specialist II | 17.10 |
| 13063 - Media Specialist III | 19.07 |
| 13071 - Photographer I | 14.79 |
| 13072 - Photographer II | 16.54 |
| 13073 - Photographer III | 20.92 |
| 13074 - Photographer IV | 25.08 |
| 13075 - Photographer V | 30.34 |
| 13110 - Video Teleconference Technician | 15.49 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.95 |
| 14042 - Computer Operator II | 15.11 |
| 14043 - Computer Operator III | 19.08 |
| 14044 - Computer Operator IV | 20.40 |
| 14045 - Computer Operator V | 22.26 |
| 14071 - Computer Programmer I | (see 1) 18.85 |
| 14072 - Computer Programmer II | (see 1) 23.36 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 27.52 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.95 |
| 14160 - Personal Computer Support Technician | 23.14 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.22 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.13 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 38.52 |
| 15050 - Computer Based Training Specialist / Instructor | 27.30 |
| 15060 - Educational Technologist | 23.84 |
| 15070 - Flight Instructor (Pilot) | 38.52 |
| 15080 - Graphic Artist | 18.90 |
| 15090 - Technical Instructor | 18.38 |
| 15095 - Technical Instructor/Course Developer | 22.48 |
| 15110 - Test Proctor | 14.83 |
| 15120 - Tutor | 14.83 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.64 |
| 16030 - Counter Attendant | 8.64 |
| 16040 - Dry Cleaner | 10.16 |
| 16070 - Finisher, Flatwork, Machine | 8.64 |
| 16090 - Presser, Hand | 8.64 |
| 16110 - Presser, Machine, Drycleaning | 8.64 |
| 16130 - Presser, Machine, Shirts | 8.64 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.64 |
| 16190 - Sewing Machine Operator | 10.77 |

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| 16220 - Tailor | 11.34 |
| 16250 - Washer, Machine | 9.07 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.96 |
| 19040 - Tool And Die Maker | 23.82 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.22 |
| 21030 - Material Coordinator | 16.72 |
| 21040 - Material Expediter | 16.72 |
| 21050 - Material Handling Laborer | 11.80 |
| 21071 - Order Filler | 11.15 |
| 21080 - Production Line Worker (Food Processing) | 13.22 |
| 21110 - Shipping Packer | 12.13 |
| 21130 - Shipping/Receiving Clerk | 12.13 |
| 21140 - Store Worker I | 10.82 |
| 21150 - Stock Clerk | 15.32 |
| 21210 - Tools And Parts Attendant | 13.22 |
| 21410 - Warehouse Specialist | 13.22 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.13 |
| 23021 - Aircraft Mechanic I | 22.95 |
| 23022 - Aircraft Mechanic II | 24.13 |
| 23023 - Aircraft Mechanic III | 25.35 |
| 23040 - Aircraft Mechanic Helper | 16.56 |
| 23050 - Aircraft, Painter | 20.57 |
| 23060 - Aircraft Servicer | 19.06 |
| 23080 - Aircraft Worker | 20.18 |
| 23110 - Appliance Mechanic | 19.04 |
| 23120 - Bicycle Repairer | 14.33 |
| 23125 - Cable Splicer | 22.25 |
| 23130 - Carpenter, Maintenance | 18.11 |
| 23140 - Carpet Layer | 18.61 |
| 23160 - Electrician, Maintenance | 22.08 |
| 23181 - Electronics Technician Maintenance I | 21.43 |
| 23182 - Electronics Technician Maintenance II | 22.72 |
| 23183 - Electronics Technician Maintenance III | 24.65 |
| 23260 - Fabric Worker | 15.97 |
| 23290 - Fire Alarm System Mechanic | 19.17 |
| 23310 - Fire Extinguisher Repairer | 14.84 |
| 23311 - Fuel Distribution System Mechanic | 19.17 |
| 23312 - Fuel Distribution System Operator | 17.06 |
| 23370 - General Maintenance Worker | 17.08 |
| 23380 - Ground Support Equipment Mechanic | 22.95 |
| 23381 - Ground Support Equipment Servicer | 19.06 |
| 23382 - Ground Support Equipment Worker | 20.18 |
| 23391 - Gunsmith I | 14.84 |
| 23392 - Gunsmith II | 17.08 |
| 23393 - Gunsmith III | 19.17 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.17 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.16 |
| 23430 - Heavy Equipment Mechanic | 19.57 |
| 23440 - Heavy Equipment Operator | 19.17 |
| 23460 - Instrument Mechanic | 19.17 |
| 23465 - Laboratory/Shelter Mechanic | 18.11 |
| 23470 - Laborer | 10.11 |
| 23510 - Locksmith | 18.11 |
| 23530 - Machinery Maintenance Mechanic | 21.69 |
| 23550 - Machinist, Maintenance | 19.17 |
| 23580 - Maintenance Trades Helper | 15.27 |
| 23591 - Metrology Technician I | 19.17 |
| 23592 - Metrology Technician II | 20.16 |

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| 23593 - Metrology Technician III | 21.18 |
| 23640 - Millwright | 19.17 |
| 23710 - Office Appliance Repairer | 18.11 |
| 23760 - Painter, Maintenance | 18.11 |
| 23790 - Pipefitter, Maintenance | 22.64 |
| 23810 - Plumber, Maintenance | 21.52 |
| 23820 - Pneudraulic Systems Mechanic | 19.17 |
| 23850 - Rigger | 19.17 |
| 23870 - Scale Mechanic | 17.08 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.17 |
| 23910 - Small Engine Mechanic | 17.08 |
| 23931 - Telecommunications Mechanic I | 20.91 |
| 23932 - Telecommunications Mechanic II | 21.97 |
| 23950 - Telephone Lineman | 21.59 |
| 23960 - Welder, Combination, Maintenance | 19.17 |
| 23965 - Well Driller | 19.17 |
| 23970 - Woodcraft Worker | 19.17 |
| 23980 - Woodworker | 14.84 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.49 |
| 24580 - Child Care Center Clerk | 13.02 |
| 24610 - Chore Aide | 8.19 |
| 24620 - Family Readiness And Support Services Coordinator | 14.53 |
| 24630 - Homemaker | 14.53 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.00 |
| 25040 - Sewage Plant Operator | 19.87 |
| 25070 - Stationary Engineer | 23.71 |
| 25190 - Ventilation Equipment Tender | 15.69 |
| 25210 - Water Treatment Plant Operator | 18.06 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.88 |
| 27007 - Baggage Inspector | 10.52 |
| 27008 - Corrections Officer | 17.31 |
| 27010 - Court Security Officer | 17.74 |
| 27030 - Detection Dog Handler | 12.94 |
| 27040 - Detention Officer | 17.31 |
| 27070 - Firefighter | 18.39 |
| 27101 - Guard I | 10.52 |
| 27102 - Guard II | 12.94 |
| 27131 - Police Officer I | 18.32 |
| 27132 - Police Officer II | 20.36 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.96 |
| 28042 - Carnival Equipment Repairer | 10.79 |
| 28043 - Carnival Equipment Worker | 8.03 |
| 28210 - Gate Attendant/Gate Tender | 13.13 |
| 28310 - Lifeguard | 11.70 |
| 28350 - Park Attendant (Aide) | 14.68 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.72 |
| 28515 - Recreation Specialist | 17.55 |
| 28630 - Sports Official | 11.70 |
| 28690 - Swimming Pool Operator | 14.00 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.82 |
| 29020 - Hatch Tender | 17.89 |
| 29030 - Line Handler | 19.68 |
| 29041 - Stevedore I | 18.59 |
| 29042 - Stevedore II | 21.00 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |

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| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.64 |
| 30022 - Archeological Technician II | 19.73 |
| 30023 - Archeological Technician III | 24.44 |
| 30030 - Cartographic Technician | 24.44 |
| 30040 - Civil Engineering Technician | 23.23 |
| 30061 - Drafter/CAD Operator I | 17.64 |
| 30062 - Drafter/CAD Operator II | 19.73 |
| 30063 - Drafter/CAD Operator III | 22.00 |
| 30064 - Drafter/CAD Operator IV | 27.08 |
| 30081 - Engineering Technician I | 14.86 |
| 30082 - Engineering Technician II | 19.06 |
| 30083 - Engineering Technician III | 21.32 |
| 30084 - Engineering Technician IV | 26.42 |
| 30085 - Engineering Technician V | 32.32 |
| 30086 - Engineering Technician VI | 38.24 |
| 30090 - Environmental Technician | 23.24 |
| 30210 - Laboratory Technician | 22.86 |
| 30240 - Mathematical Technician | 24.44 |
| 30361 - Paralegal/Legal Assistant I | 16.24 |
| 30362 - Paralegal/Legal Assistant II | 20.12 |
| 30363 - Paralegal/Legal Assistant III | 24.62 |
| 30364 - Paralegal/Legal Assistant IV | 29.78 |
| 30390 - Photo-Optics Technician | 24.44 |
| 30461 - Technical Writer I | 24.44 |
| 30462 - Technical Writer II | 31.19 |
| 30463 - Technical Writer III | 37.52 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 22.00 |
| 30621 - Weather Observer, Senior (see 2) | 24.44 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.23 |
| 31030 - Bus Driver | 15.86 |
| 31043 - Driver Courier | 12.78 |
| 31260 - Parking and Lot Attendant | 8.01 |
| 31290 - Shuttle Bus Driver | 13.16 |
| 31310 - Taxi Driver | 9.90 |
| 31361 - Truckdriver, Light | 13.16 |
| 31362 - Truckdriver, Medium | 15.99 |
| 31363 - Truckdriver, Heavy | 18.17 |
| 31364 - Truckdriver, Tractor-Trailer | 18.17 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.89 |
| 99050 - Desk Clerk | 9.85 |
| 99095 - Embalmer | 21.56 |
| 99251 - Laboratory Animal Caretaker I | 9.26 |
| 99252 - Laboratory Animal Caretaker II | 9.40 |
| 99310 - Mortician | 21.56 |
| 99410 - Pest Controller | 12.73 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 12.46 |
| 99711 - Recycling Specialist | 15.03 |
| 99730 - Refuse Collector | 10.96 |
| 99810 - Sales Clerk | 12.21 |
| 99820 - School Crossing Guard | 10.86 |
| 99830 - Survey Party Chief | 18.48 |
| 99831 - Surveying Aide | 11.32 |
| 99832 - Surveying Technician | 15.52 |

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| 99840 - Vending Machine Attendant | 12.31 |
| 99841 - Vending Machine Repairer | 15.21 |
| 99842 - Vending Machine Repairer Helper | 12.31 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to

ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2241
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Maine

Area: Maine Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.90 |
| 01012 - Accounting Clerk II | | 14.49 |
| 01013 - Accounting Clerk III | | 16.20 |
| 01020 - Administrative Assistant | | 19.33 |
| 01040 - Court Reporter | | 18.63 |
| 01051 - Data Entry Operator I | | 12.24 |
| 01052 - Data Entry Operator II | | 13.64 |
| 01060 - Dispatcher, Motor Vehicle | | 16.55 |
| 01070 - Document Preparation Clerk | | 13.51 |
| 01090 - Duplicating Machine Operator | | 13.24 |
| 01111 - General Clerk I | | 12.23 |
| 01112 - General Clerk II | | 13.35 |
| 01113 - General Clerk III | | 14.98 |
| 01120 - Housing Referral Assistant | | 17.87 |
| 01141 - Messenger Courier | | 12.47 |
| 01191 - Order Clerk I | | 11.69 |
| 01192 - Order Clerk II | | 14.38 |
| 01261 - Personnel Assistant (Employment) I | | 13.75 |
| 01262 - Personnel Assistant (Employment) II | | 15.38 |
| 01263 - Personnel Assistant (Employment) III | | 17.15 |
| 01270 - Production Control Clerk | | 19.89 |
| 01280 - Receptionist | | 11.61 |
| 01290 - Rental Clerk | | 11.05 |
| 01300 - Scheduler, Maintenance | | 14.32 |
| 01311 - Secretary I | | 14.32 |
| 01312 - Secretary II | | 16.02 |

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| 01313 - Secretary III | 17.87 |
| 01320 - Service Order Dispatcher | 12.25 |
| 01410 - Supply Technician | 19.85 |
| 01420 - Survey Worker | 12.37 |
| 01531 - Travel Clerk I | 12.99 |
| 01532 - Travel Clerk II | 14.07 |
| 01533 - Travel Clerk III | 15.16 |
| 01611 - Word Processor I | 13.00 |
| 01612 - Word Processor II | 14.73 |
| 01613 - Word Processor III | 16.34 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 16.40 |
| 05010 - Automotive Electrician | 16.16 |
| 05040 - Automotive Glass Installer | 15.07 |
| 05070 - Automotive Worker | 15.07 |
| 05110 - Mobile Equipment Servicer | 13.79 |
| 05130 - Motor Equipment Metal Mechanic | 16.22 |
| 05160 - Motor Equipment Metal Worker | 15.08 |
| 05190 - Motor Vehicle Mechanic | 16.22 |
| 05220 - Motor Vehicle Mechanic Helper | 13.74 |
| 05250 - Motor Vehicle Upholstery Worker | 14.44 |
| 05280 - Motor Vehicle Wrecker | 15.07 |
| 05310 - Painter, Automotive | 16.16 |
| 05340 - Radiator Repair Specialist | 15.07 |
| 05370 - Tire Repairer | 11.67 |
| 05400 - Transmission Repair Specialist | 16.22 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.43 |
| 07041 - Cook I | 12.01 |
| 07042 - Cook II | 13.30 |
| 07070 - Dishwasher | 8.72 |
| 07130 - Food Service Worker | 10.11 |
| 07210 - Meat Cutter | 15.18 |
| 07260 - Waiter/Waitress | 10.00 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.33 |
| 09040 - Furniture Handler | 12.99 |
| 09080 - Furniture Refinisher | 16.03 |
| 09090 - Furniture Refinisher Helper | 13.66 |
| 09110 - Furniture Repairer, Minor | 14.95 |
| 09130 - Upholsterer | 17.57 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.97 |
| 11060 - Elevator Operator | 10.97 |
| 11090 - Gardener | 14.40 |
| 11122 - Housekeeping Aide | 12.17 |
| 11150 - Janitor | 12.17 |
| 11210 - Laborer, Grounds Maintenance | 12.41 |
| 11240 - Maid or Houseman | 10.01 |
| 11260 - Pruner | 14.10 |
| 11270 - Tractor Operator | 13.90 |
| 11330 - Trail Maintenance Worker | 12.41 |
| 11360 - Window Cleaner | 12.99 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.64 |
| 12011 - Breath Alcohol Technician | 16.92 |
| 12012 - Certified Occupational Therapist Assistant | 22.15 |
| 12015 - Certified Physical Therapist Assistant | 20.14 |
| 12020 - Dental Assistant | 16.26 |
| 12025 - Dental Hygienist | 29.04 |
| 12030 - EKG Technician | 25.37 |
| 12035 - Electroneurodiagnostic Technologist | 25.37 |
| 12040 - Emergency Medical Technician | 13.64 |

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| 12071 - Licensed Practical Nurse I | 15.31 |
| 12072 - Licensed Practical Nurse II | 17.12 |
| 12073 - Licensed Practical Nurse III | 19.10 |
| 12100 - Medical Assistant | 13.94 |
| 12130 - Medical Laboratory Technician | 17.56 |
| 12160 - Medical Record Clerk | 13.54 |
| 12190 - Medical Record Technician | 15.14 |
| 12195 - Medical Transcriptionist | 15.17 |
| 12210 - Nuclear Medicine Technologist | 32.44 |
| 12221 - Nursing Assistant I | 10.03 |
| 12222 - Nursing Assistant II | 11.28 |
| 12223 - Nursing Assistant III | 12.31 |
| 12224 - Nursing Assistant IV | 13.81 |
| 12235 - Optical Dispenser | 15.53 |
| 12236 - Optical Technician | 13.16 |
| 12250 - Pharmacy Technician | 12.99 |
| 12280 - Phlebotomist | 13.81 |
| 12305 - Radiologic Technologist | 26.94 |
| 12311 - Registered Nurse I | 23.39 |
| 12312 - Registered Nurse II | 28.61 |
| 12313 - Registered Nurse II, Specialist | 28.61 |
| 12314 - Registered Nurse III | 34.61 |
| 12315 - Registered Nurse III, Anesthetist | 34.61 |
| 12316 - Registered Nurse IV | 41.48 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.25 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.25 |
| 13012 - Exhibits Specialist II | 20.11 |
| 13013 - Exhibits Specialist III | 24.96 |
| 13041 - Illustrator I | 16.25 |
| 13042 - Illustrator II | 20.11 |
| 13043 - Illustrator III | 24.62 |
| 13047 - Librarian | 20.94 |
| 13050 - Library Aide/Clerk | 10.82 |
| 13054 - Library Information Technology Systems Administrator | 18.92 |
| 13058 - Library Technician | 13.80 |
| 13061 - Media Specialist I | 13.64 |
| 13062 - Media Specialist II | 15.26 |
| 13063 - Media Specialist III | 17.02 |
| 13071 - Photographer I | 14.36 |
| 13072 - Photographer II | 19.74 |
| 13073 - Photographer III | 24.42 |
| 13074 - Photographer IV | 29.89 |
| 13075 - Photographer V | 36.16 |
| 13110 - Video Teleconference Technician | 17.37 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.31 |
| 14042 - Computer Operator II | 17.13 |
| 14043 - Computer Operator III | 19.11 |
| 14044 - Computer Operator IV | 21.64 |
| 14045 - Computer Operator V | 23.50 |
| 14071 - Computer Programmer I | (see 1) 18.41 |
| 14072 - Computer Programmer II | (see 1) 22.82 |
| 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 | 15.31 |
| 14160 - Personal Computer Support Technician | 25.11 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.51 |

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| 15020 - Aircrew Training Devices Instructor (Rated) | 33.68 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.03 |
| 15050 - Computer Based Training Specialist / Instructor | 26.00 |
| 15060 - Educational Technologist | 23.27 |
| 15070 - Flight Instructor (Pilot) | 37.03 |
| 15080 - Graphic Artist | 21.34 |
| 15090 - Technical Instructor | 18.11 |
| 15095 - Technical Instructor/Course Developer | 22.15 |
| 15110 - Test Proctor | 14.61 |
| 15120 - Tutor | 14.61 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.12 |
| 16030 - Counter Attendant | 10.12 |
| 16040 - Dry Cleaner | 12.26 |
| 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 | 12.92 |
| 16220 - Tailor | 13.62 |
| 16250 - Washer, Machine | 10.84 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.32 |
| 19040 - Tool And Die Maker | 23.65 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.40 |
| 21030 - Material Coordinator | 19.89 |
| 21040 - Material Expediter | 19.89 |
| 21050 - Material Handling Laborer | 11.87 |
| 21071 - Order Filler | 10.55 |
| 21080 - Production Line Worker (Food Processing) | 14.40 |
| 21110 - Shipping Packer | 13.50 |
| 21130 - Shipping/Receiving Clerk | 13.50 |
| 21140 - Store Worker I | 12.70 |
| 21150 - Stock Clerk | 15.48 |
| 21210 - Tools And Parts Attendant | 14.40 |
| 21410 - Warehouse Specialist | 14.40 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.19 |
| 23021 - Aircraft Mechanic I | 21.39 |
| 23022 - Aircraft Mechanic II | 22.19 |
| 23023 - Aircraft Mechanic III | 23.00 |
| 23040 - Aircraft Mechanic Helper | 17.30 |
| 23050 - Aircraft, Painter | 20.55 |
| 23060 - Aircraft Servicer | 18.89 |
| 23080 - Aircraft Worker | 19.72 |
| 23110 - Appliance Mechanic | 17.30 |
| 23120 - Bicycle Repairer | 12.57 |
| 23125 - Cable Splicer | 24.06 |
| 23130 - Carpenter, Maintenance | 16.95 |
| 23140 - Carpet Layer | 15.84 |
| 23160 - Electrician, Maintenance | 21.73 |
| 23181 - Electronics Technician Maintenance I | 19.64 |
| 23182 - Electronics Technician Maintenance II | 23.73 |
| 23183 - Electronics Technician Maintenance III | 25.06 |
| 23260 - Fabric Worker | 17.71 |
| 23290 - Fire Alarm System Mechanic | 19.70 |
| 23310 - Fire Extinguisher Repairer | 16.78 |
| 23311 - Fuel Distribution System Mechanic | 23.73 |
| 23312 - Fuel Distribution System Operator | 19.85 |
| 23370 - General Maintenance Worker | 16.44 |
| 23380 - Ground Support Equipment Mechanic | 21.39 |

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| 23381 - Ground Support Equipment Servicer | 18.89 |
| 23382 - Ground Support Equipment Worker | 19.72 |
| 23391 - Gunsmith I | 16.78 |
| 23392 - Gunsmith II | 18.59 |
| 23393 - Gunsmith III | 20.28 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.81 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.55 |
| 23430 - Heavy Equipment Mechanic | 18.74 |
| 23440 - Heavy Equipment Operator | 16.37 |
| 23460 - Instrument Mechanic | 22.77 |
| 23465 - Laboratory/Shelter Mechanic | 19.46 |
| 23470 - Laborer | 11.87 |
| 23510 - Locksmith | 17.39 |
| 23530 - Machinery Maintenance Mechanic | 19.80 |
| 23550 - Machinist, Maintenance | 20.09 |
| 23580 - Maintenance Trades Helper | 14.01 |
| 23591 - Metrology Technician I | 22.77 |
| 23592 - Metrology Technician II | 23.61 |
| 23593 - Metrology Technician III | 24.52 |
| 23640 - Millwright | 21.56 |
| 23710 - Office Appliance Repairer | 18.91 |
| 23760 - Painter, Maintenance | 16.49 |
| 23790 - Pipefitter, Maintenance | 19.84 |
| 23810 - Plumber, Maintenance | 17.51 |
| 23820 - Pneudraulic Systems Mechanic | 20.28 |
| 23850 - Rigger | 20.03 |
| 23870 - Scale Mechanic | 18.59 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.60 |
| 23910 - Small Engine Mechanic | 15.58 |
| 23931 - Telecommunications Mechanic I | 22.81 |
| 23932 - Telecommunications Mechanic II | 25.46 |
| 23950 - Telephone Lineman | 25.17 |
| 23960 - Welder, Combination, Maintenance | 18.40 |
| 23965 - Well Driller | 18.82 |
| 23970 - Woodcraft Worker | 20.28 |
| 23980 - Woodworker | 14.70 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.46 |
| 24580 - Child Care Center Clerk | 13.98 |
| 24610 - Chore Aide | 9.76 |
| 24620 - Family Readiness And Support Services Coordinator | 12.62 |
| 24630 - Homemaker | 14.35 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.25 |
| 25040 - Sewage Plant Operator | 18.09 |
| 25070 - Stationary Engineer | 20.25 |
| 25190 - Ventilation Equipment Tender | 15.89 |
| 25210 - Water Treatment Plant Operator | 18.09 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.12 |
| 27007 - Baggage Inspector | 11.98 |
| 27008 - Corrections Officer | 19.46 |
| 27010 - Court Security Officer | 20.42 |
| 27030 - Detection Dog Handler | 18.98 |
| 27040 - Detention Officer | 19.46 |
| 27070 - Firefighter | 19.24 |
| 27101 - Guard I | 11.98 |
| 27102 - Guard II | 18.98 |
| 27131 - Police Officer I | 20.49 |
| 27132 - Police Officer II | 22.78 |

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| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.98 |
| 28042 - Carnival Equipment Repairer | 12.53 |
| 28043 - Carnival Equipment Worker | 9.65 |
| 28210 - Gate Attendant/Gate Tender | 14.87 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 16.63 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.14 |
| 28515 - Recreation Specialist | 17.78 |
| 28630 - Sports Official | 13.25 |
| 28690 - Swimming Pool Operator | 18.70 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.00 |
| 29020 - Hatch Tender | 20.00 |
| 29030 - Line Handler | 19.80 |
| 29041 - Stevedore I | 17.60 |
| 29042 - Stevedore II | 20.97 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.67 |
| 30022 - Archeological Technician II | 18.40 |
| 30023 - Archeological Technician III | 22.49 |
| 30030 - Cartographic Technician | 22.49 |
| 30040 - Civil Engineering Technician | 22.13 |
| 30061 - Drafter/CAD Operator I | 16.22 |
| 30062 - Drafter/CAD Operator II | 18.15 |
| 30063 - Drafter/CAD Operator III | 20.24 |
| 30064 - Drafter/CAD Operator IV | 24.90 |
| 30081 - Engineering Technician I | 15.49 |
| 30082 - Engineering Technician II | 17.38 |
| 30083 - Engineering Technician III | 19.45 |
| 30084 - Engineering Technician IV | 24.10 |
| 30085 - Engineering Technician V | 29.48 |
| 30086 - Engineering Technician VI | 35.66 |
| 30090 - Environmental Technician | 17.86 |
| 30210 - Laboratory Technician | 17.74 |
| 30240 - Mathematical Technician | 23.34 |
| 30361 - Paralegal/Legal Assistant I | 20.12 |
| 30362 - Paralegal/Legal Assistant II | 24.94 |
| 30363 - Paralegal/Legal Assistant III | 30.50 |
| 30364 - Paralegal/Legal Assistant IV | 36.90 |
| 30390 - Photo-Optics Technician | 22.49 |
| 30461 - Technical Writer I | 22.53 |
| 30462 - Technical Writer II | 27.56 |
| 30463 - Technical Writer III | 33.34 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 3) | 20.24 |
| 30621 - Weather Observer, Senior (see 3) | 22.49 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.21 |
| 31030 - Bus Driver | 15.33 |
| 31043 - Driver Courier | 14.03 |
| 31260 - Parking and Lot Attendant | 10.22 |
| 31290 - Shuttle Bus Driver | 14.80 |
| 31310 - Taxi Driver | 10.25 |
| 31361 - Truckdriver, Light | 14.80 |

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|---|-------|
| 31362 - Truckdriver, Medium | 15.62 |
| 31363 - Truckdriver, Heavy | 16.15 |
| 31364 - Truckdriver, Tractor-Trailer | 16.15 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.92 |
| 99050 - Desk Clerk | 10.51 |
| 99095 - Embalmer | 24.30 |
| 99251 - Laboratory Animal Caretaker I | 12.46 |
| 99252 - Laboratory Animal Caretaker II | 13.14 |
| 99310 - Mortician | 24.30 |
| 99410 - Pest Controller | 16.17 |
| 99510 - Photofinishing Worker | 14.91 |
| 99710 - Recycling Laborer | 13.16 |
| 99711 - Recycling Specialist | 14.85 |
| 99730 - Refuse Collector | 12.33 |
| 99810 - Sales Clerk | 12.44 |
| 99820 - School Crossing Guard | 9.38 |
| 99830 - Survey Party Chief | 19.27 |
| 99831 - Surveying Aide | 13.14 |
| 99832 - Surveying Technician | 17.52 |
| 99840 - Vending Machine Attendant | 11.32 |
| 99841 - Vending Machine Repairer | 15.52 |
| 99842 - Vending Machine Repairer Helper | 11.33 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundrying in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2242
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Maine

Area: Maine Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|------|
| 01000 - Administrative Support And Clerical Occupations | | |

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|--|-------|
| 01011 - Accounting Clerk I | 12.90 |
| 01012 - Accounting Clerk II | 14.49 |
| 01013 - Accounting Clerk III | 16.20 |
| 01020 - Administrative Assistant | 19.33 |
| 01040 - Court Reporter | 18.63 |
| 01051 - Data Entry Operator I | 12.24 |
| 01052 - Data Entry Operator II | 13.64 |
| 01060 - Dispatcher, Motor Vehicle | 16.55 |
| 01070 - Document Preparation Clerk | 13.51 |
| 01090 - Duplicating Machine Operator | 13.24 |
| 01111 - General Clerk I | 12.23 |
| 01112 - General Clerk II | 13.35 |
| 01113 - General Clerk III | 14.98 |
| 01120 - Housing Referral Assistant | 17.87 |
| 01141 - Messenger Courier | 12.47 |
| 01191 - Order Clerk I | 11.69 |
| 01192 - Order Clerk II | 14.38 |
| 01261 - Personnel Assistant (Employment) I | 13.75 |
| 01262 - Personnel Assistant (Employment) II | 15.38 |
| 01263 - Personnel Assistant (Employment) III | 17.15 |
| 01270 - Production Control Clerk | 19.89 |
| 01280 - Receptionist | 11.61 |
| 01290 - Rental Clerk | 11.05 |
| 01300 - Scheduler, Maintenance | 14.32 |
| 01311 - Secretary I | 14.32 |
| 01312 - Secretary II | 16.02 |
| 01313 - Secretary III | 17.87 |
| 01320 - Service Order Dispatcher | 12.25 |
| 01410 - Supply Technician | 19.85 |
| 01420 - Survey Worker | 12.37 |
| 01531 - Travel Clerk I | 12.99 |
| 01532 - Travel Clerk II | 14.07 |
| 01533 - Travel Clerk III | 15.16 |
| 01611 - Word Processor I | 13.00 |
| 01612 - Word Processor II | 14.73 |
| 01613 - Word Processor III | 16.34 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 16.40 |
| 05010 - Automotive Electrician | 16.16 |
| 05040 - Automotive Glass Installer | 15.07 |
| 05070 - Automotive Worker | 15.07 |
| 05110 - Mobile Equipment Servicicer | 13.79 |
| 05130 - Motor Equipment Metal Mechanic | 16.22 |
| 05160 - Motor Equipment Metal Worker | 15.08 |
| 05190 - Motor Vehicle Mechanic | 16.22 |
| 05220 - Motor Vehicle Mechanic Helper | 13.74 |
| 05250 - Motor Vehicle Upholstery Worker | 14.44 |
| 05280 - Motor Vehicle Wrecker | 15.07 |
| 05310 - Painter, Automotive | 16.16 |
| 05340 - Radiator Repair Specialist | 15.07 |
| 05370 - Tire Repairer | 11.67 |
| 05400 - Transmission Repair Specialist | 16.22 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.43 |
| 07041 - Cook I | 12.01 |
| 07042 - Cook II | 13.30 |
| 07070 - Dishwasher | 8.72 |
| 07130 - Food Service Worker | 10.11 |
| 07210 - Meat Cutter | 15.18 |
| 07260 - Waiter/Waitress | 10.00 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.33 |
| 09040 - Furniture Handler | 12.99 |

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|--|-------|
| 09080 - Furniture Refinisher | 16.03 |
| 09090 - Furniture Refinisher Helper | 13.66 |
| 09110 - Furniture Repairer, Minor | 14.95 |
| 09130 - Upholsterer | 17.57 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.97 |
| 11060 - Elevator Operator | 10.97 |
| 11090 - Gardener | 14.40 |
| 11122 - Housekeeping Aide | 12.17 |
| 11150 - Janitor | 12.17 |
| 11210 - Laborer, Grounds Maintenance | 12.41 |
| 11240 - Maid or Houseman | 10.01 |
| 11260 - Pruner | 14.10 |
| 11270 - Tractor Operator | 13.90 |
| 11330 - Trail Maintenance Worker | 12.41 |
| 11360 - Window Cleaner | 12.99 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.64 |
| 12011 - Breath Alcohol Technician | 16.92 |
| 12012 - Certified Occupational Therapist Assistant | 22.15 |
| 12015 - Certified Physical Therapist Assistant | 20.14 |
| 12020 - Dental Assistant | 16.26 |
| 12025 - Dental Hygienist | 29.04 |
| 12030 - EKG Technician | 25.37 |
| 12035 - Electroneurodiagnostic Technologist | 25.37 |
| 12040 - Emergency Medical Technician | 13.64 |
| 12071 - Licensed Practical Nurse I | 15.31 |
| 12072 - Licensed Practical Nurse II | 17.12 |
| 12073 - Licensed Practical Nurse III | 19.10 |
| 12100 - Medical Assistant | 13.94 |
| 12130 - Medical Laboratory Technician | 17.56 |
| 12160 - Medical Record Clerk | 13.54 |
| 12190 - Medical Record Technician | 15.14 |
| 12195 - Medical Transcriptionist | 15.17 |
| 12210 - Nuclear Medicine Technologist | 32.44 |
| 12221 - Nursing Assistant I | 10.03 |
| 12222 - Nursing Assistant II | 11.28 |
| 12223 - Nursing Assistant III | 12.31 |
| 12224 - Nursing Assistant IV | 13.81 |
| 12235 - Optical Dispenser | 15.53 |
| 12236 - Optical Technician | 13.16 |
| 12250 - Pharmacy Technician | 12.99 |
| 12280 - Phlebotomist | 13.81 |
| 12305 - Radiologic Technologist | 26.94 |
| 12311 - Registered Nurse I | 23.39 |
| 12312 - Registered Nurse II | 28.61 |
| 12313 - Registered Nurse II, Specialist | 28.61 |
| 12314 - Registered Nurse III | 34.61 |
| 12315 - Registered Nurse III, Anesthetist | 34.61 |
| 12316 - Registered Nurse IV | 41.48 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.25 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.25 |
| 13012 - Exhibits Specialist II | 20.11 |
| 13013 - Exhibits Specialist III | 24.96 |
| 13041 - Illustrator I | 16.25 |
| 13042 - Illustrator II | 20.11 |
| 13043 - Illustrator III | 24.62 |
| 13047 - Librarian | 20.94 |
| 13050 - Library Aide/Clerk | 10.82 |
| 13054 - Library Information Technology Systems Administrator | 18.92 |
| 13058 - Library Technician | 13.80 |

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| 13061 - Media Specialist I | 13.64 |
| 13062 - Media Specialist II | 15.26 |
| 13063 - Media Specialist III | 17.02 |
| 13071 - Photographer I | 14.36 |
| 13072 - Photographer II | 19.74 |
| 13073 - Photographer III | 24.42 |
| 13074 - Photographer IV | 29.89 |
| 13075 - Photographer V | 36.16 |
| 13110 - Video Teleconference Technician | 17.37 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.31 |
| 14042 - Computer Operator II | 17.13 |
| 14043 - Computer Operator III | 19.11 |
| 14044 - Computer Operator IV | 21.64 |
| 14045 - Computer Operator V | 23.50 |
| 14071 - Computer Programmer I | (see 1) 18.41 |
| 14072 - Computer Programmer II | (see 1) 22.82 |
| 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 | 15.31 |
| 14160 - Personal Computer Support Technician | 25.11 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.51 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.68 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.03 |
| 15050 - Computer Based Training Specialist / Instructor | 26.00 |
| 15060 - Educational Technologist | 23.27 |
| 15070 - Flight Instructor (Pilot) | 37.03 |
| 15080 - Graphic Artist | 21.34 |
| 15090 - Technical Instructor | 18.11 |
| 15095 - Technical Instructor/Course Developer | 22.15 |
| 15110 - Test Proctor | 14.61 |
| 15120 - Tutor | 14.61 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.12 |
| 16030 - Counter Attendant | 10.12 |
| 16040 - Dry Cleaner | 12.26 |
| 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 | 12.92 |
| 16220 - Tailor | 13.62 |
| 16250 - Washer, Machine | 10.84 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.32 |
| 19040 - Tool And Die Maker | 23.65 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.40 |
| 21030 - Material Coordinator | 19.89 |
| 21040 - Material Expediter | 19.89 |
| 21050 - Material Handling Laborer | 11.87 |
| 21071 - Order Filler | 10.55 |
| 21080 - Production Line Worker (Food Processing) | 14.40 |
| 21110 - Shipping Packer | 13.50 |
| 21130 - Shipping/Receiving Clerk | 13.50 |
| 21140 - Store Worker I | 12.70 |
| 21150 - Stock Clerk | 15.48 |
| 21210 - Tools And Parts Attendant | 14.40 |

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| 21410 - Warehouse Specialist | 14.40 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.19 |
| 23021 - Aircraft Mechanic I | 21.39 |
| 23022 - Aircraft Mechanic II | 22.19 |
| 23023 - Aircraft Mechanic III | 23.00 |
| 23040 - Aircraft Mechanic Helper | 17.30 |
| 23050 - Aircraft, Painter | 20.55 |
| 23060 - Aircraft Servicer | 18.89 |
| 23080 - Aircraft Worker | 19.72 |
| 23110 - Appliance Mechanic | 17.30 |
| 23120 - Bicycle Repairer | 12.57 |
| 23125 - Cable Splicer | 24.06 |
| 23130 - Carpenter, Maintenance | 16.95 |
| 23140 - Carpet Layer | 15.84 |
| 23160 - Electrician, Maintenance | 21.73 |
| 23181 - Electronics Technician Maintenance I | 19.64 |
| 23182 - Electronics Technician Maintenance II | 23.73 |
| 23183 - Electronics Technician Maintenance III | 25.06 |
| 23260 - Fabric Worker | 17.71 |
| 23290 - Fire Alarm System Mechanic | 19.70 |
| 23310 - Fire Extinguisher Repairer | 16.78 |
| 23311 - Fuel Distribution System Mechanic | 23.73 |
| 23312 - Fuel Distribution System Operator | 19.85 |
| 23370 - General Maintenance Worker | 16.44 |
| 23380 - Ground Support Equipment Mechanic | 21.39 |
| 23381 - Ground Support Equipment Servicer | 18.89 |
| 23382 - Ground Support Equipment Worker | 19.72 |
| 23391 - Gunsmith I | 16.78 |
| 23392 - Gunsmith II | 18.59 |
| 23393 - Gunsmith III | 20.28 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.81 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.55 |
| 23430 - Heavy Equipment Mechanic | 18.74 |
| 23440 - Heavy Equipment Operator | 16.37 |
| 23460 - Instrument Mechanic | 22.77 |
| 23465 - Laboratory/Shelter Mechanic | 19.46 |
| 23470 - Laborer | 11.87 |
| 23510 - Locksmith | 17.39 |
| 23530 - Machinery Maintenance Mechanic | 19.80 |
| 23550 - Machinist, Maintenance | 20.09 |
| 23580 - Maintenance Trades Helper | 14.01 |
| 23591 - Metrology Technician I | 22.77 |
| 23592 - Metrology Technician II | 23.61 |
| 23593 - Metrology Technician III | 24.52 |
| 23640 - Millwright | 21.56 |
| 23710 - Office Appliance Repairer | 18.91 |
| 23760 - Painter, Maintenance | 16.49 |
| 23790 - Pipefitter, Maintenance | 19.84 |
| 23810 - Plumber, Maintenance | 17.51 |
| 23820 - Pneudraulic Systems Mechanic | 20.28 |
| 23850 - Rigger | 20.03 |
| 23870 - Scale Mechanic | 18.59 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.60 |
| 23910 - Small Engine Mechanic | 15.58 |
| 23931 - Telecommunications Mechanic I | 22.81 |
| 23932 - Telecommunications Mechanic II | 25.46 |
| 23950 - Telephone Lineman | 25.17 |
| 23960 - Welder, Combination, Maintenance | 18.40 |
| 23965 - Well Driller | 18.82 |
| 23970 - Woodcraft Worker | 20.28 |

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| 23980 - Woodworker | 14.70 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.46 |
| 24580 - Child Care Center Clerk | 13.98 |
| 24610 - Chore Aide | 9.76 |
| 24620 - Family Readiness And Support Services Coordinator | 12.62 |
| 24630 - Homemaker | 14.35 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.25 |
| 25040 - Sewage Plant Operator | 18.09 |
| 25070 - Stationary Engineer | 20.25 |
| 25190 - Ventilation Equipment Tender | 15.89 |
| 25210 - Water Treatment Plant Operator | 18.09 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.12 |
| 27007 - Baggage Inspector | 11.98 |
| 27008 - Corrections Officer | 19.46 |
| 27010 - Court Security Officer | 20.42 |
| 27030 - Detection Dog Handler | 18.98 |
| 27040 - Detention Officer | 19.46 |
| 27070 - Firefighter | 19.24 |
| 27101 - Guard I | 11.98 |
| 27102 - Guard II | 18.98 |
| 27131 - Police Officer I | 20.49 |
| 27132 - Police Officer II | 22.78 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.98 |
| 28042 - Carnival Equipment Repairer | 12.53 |
| 28043 - Carnival Equipment Worker | 9.65 |
| 28210 - Gate Attendant/Gate Tender | 14.87 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 16.63 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.14 |
| 28515 - Recreation Specialist | 17.78 |
| 28630 - Sports Official | 13.25 |
| 28690 - Swimming Pool Operator | 18.70 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.00 |
| 29020 - Hatch Tender | 20.00 |
| 29030 - Line Handler | 19.80 |
| 29041 - Stevedore I | 17.60 |
| 29042 - Stevedore II | 20.97 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.67 |
| 30022 - Archeological Technician II | 18.40 |
| 30023 - Archeological Technician III | 22.49 |
| 30030 - Cartographic Technician | 22.49 |
| 30040 - Civil Engineering Technician | 22.13 |
| 30061 - Drafter/CAD Operator I | 16.22 |
| 30062 - Drafter/CAD Operator II | 18.15 |
| 30063 - Drafter/CAD Operator III | 20.24 |
| 30064 - Drafter/CAD Operator IV | 24.90 |
| 30081 - Engineering Technician I | 15.49 |
| 30082 - Engineering Technician II | 17.38 |
| 30083 - Engineering Technician III | 19.45 |
| 30084 - Engineering Technician IV | 24.10 |
| 30085 - Engineering Technician V | 29.48 |
| 30086 - Engineering Technician VI | 35.66 |
| 30090 - Environmental Technician | 17.86 |

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|---|---------------|
| 30210 - Laboratory Technician | 17.74 |
| 30240 - Mathematical Technician | 23.34 |
| 30361 - Paralegal/Legal Assistant I | 20.12 |
| 30362 - Paralegal/Legal Assistant II | 24.94 |
| 30363 - Paralegal/Legal Assistant III | 30.50 |
| 30364 - Paralegal/Legal Assistant IV | 36.90 |
| 30390 - Photo-Optics Technician | 22.49 |
| 30461 - Technical Writer I | 22.53 |
| 30462 - Technical Writer II | 27.56 |
| 30463 - Technical Writer III | 33.34 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 3) 20.24 |
| 30621 - Weather Observer, Senior | (see 3) 22.49 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.21 |
| 31030 - Bus Driver | 15.33 |
| 31043 - Driver Courier | 14.03 |
| 31260 - Parking and Lot Attendant | 10.22 |
| 31290 - Shuttle Bus Driver | 14.80 |
| 31310 - Taxi Driver | 10.25 |
| 31361 - Truckdriver, Light | 14.80 |
| 31362 - Truckdriver, Medium | 15.62 |
| 31363 - Truckdriver, Heavy | 16.15 |
| 31364 - Truckdriver, Tractor-Trailer | 16.15 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.92 |
| 99050 - Desk Clerk | 10.51 |
| 99095 - Embalmer | 24.30 |
| 99251 - Laboratory Animal Caretaker I | 12.46 |
| 99252 - Laboratory Animal Caretaker II | 13.14 |
| 99310 - Mortician | 24.30 |
| 99410 - Pest Controller | 16.17 |
| 99510 - Photofinishing Worker | 14.91 |
| 99710 - Recycling Laborer | 13.16 |
| 99711 - Recycling Specialist | 14.85 |
| 99730 - Refuse Collector | 12.33 |
| 99810 - Sales Clerk | 12.44 |
| 99820 - School Crossing Guard | 9.38 |
| 99830 - Survey Party Chief | 19.27 |
| 99831 - Surveying Aide | 13.14 |
| 99832 - Surveying Technician | 17.52 |
| 99840 - Vending Machine Attendant | 11.32 |
| 99841 - Vending Machine Repairer | 15.52 |
| 99842 - Vending Machine Repairer Helper | 11.33 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of
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Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2247
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Maryland

Area: Maryland Counties of Anne Arundel, Baltimore, Baltimore City, Carroll,
Harford, Howard

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.08 |
| 01012 - Accounting Clerk II | | 16.92 |
| 01013 - Accounting Clerk III | | 22.30 |
| 01020 - Administrative Assistant | | 31.41 |
| 01040 - Court Reporter | | 21.84 |
| 01051 - Data Entry Operator I | | 14.38 |
| 01052 - Data Entry Operator II | | 15.69 |
| 01060 - Dispatcher, Motor Vehicle | | 17.87 |
| 01070 - Document Preparation Clerk | | 14.21 |
| 01090 - Duplicating Machine Operator | | 14.21 |
| 01111 - General Clerk I | | 14.88 |
| 01112 - General Clerk II | | 16.24 |
| 01113 - General Clerk III | | 18.23 |
| 01120 - Housing Referral Assistant | | 25.29 |
| 01141 - Messenger Courier | | 13.40 |
| 01191 - Order Clerk I | | 15.12 |
| 01192 - Order Clerk II | | 16.50 |
| 01261 - Personnel Assistant (Employment) I | | 18.15 |
| 01262 - Personnel Assistant (Employment) II | | 20.32 |
| 01263 - Personnel Assistant (Employment) III | | 22.65 |
| 01270 - Production Control Clerk | | 22.03 |
| 01280 - Receptionist | | 14.43 |
| 01290 - Rental Clerk | | 16.55 |
| 01300 - Scheduler, Maintenance | | 18.07 |
| 01311 - Secretary I | | 18.07 |
| 01312 - Secretary II | | 20.18 |
| 01313 - Secretary III | | 25.29 |
| 01320 - Service Order Dispatcher | | 16.13 |
| 01410 - Supply Technician | | 28.55 |
| 01420 - Survey Worker | | 20.03 |
| 01531 - Travel Clerk I | | 13.29 |

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| 01532 - Travel Clerk II | 14.36 |
| 01533 - Travel Clerk III | 15.49 |
| 01611 - Word Processor I | 15.63 |
| 01612 - Word Processor II | 17.67 |
| 01613 - Word Processor III | 19.95 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.54 |
| 05010 - Automotive Electrician | 23.51 |
| 05040 - Automotive Glass Installer | 22.15 |
| 05070 - Automotive Worker | 22.15 |
| 05110 - Mobile Equipment Servicer | 19.89 |
| 05130 - Motor Equipment Metal Mechanic | 24.10 |
| 05160 - Motor Equipment Metal Worker | 22.15 |
| 05190 - Motor Vehicle Mechanic | 24.10 |
| 05220 - Motor Vehicle Mechanic Helper | 18.92 |
| 05250 - Motor Vehicle Upholstery Worker | 21.81 |
| 05280 - Motor Vehicle Wrecker | 22.15 |
| 05310 - Painter, Automotive | 23.51 |
| 05340 - Radiator Repair Specialist | 22.15 |
| 05370 - Tire Repairer | 13.77 |
| 05400 - Transmission Repair Specialist | 24.10 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.85 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 14.60 |
| 07070 - Dishwasher | 10.11 |
| 07130 - Food Service Worker | 10.66 |
| 07210 - Meat Cutter | 17.72 |
| 07260 - Waiter/Waitress | 9.04 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.13 |
| 09040 - Furniture Handler | 14.06 |
| 09080 - Furniture Refinisher | 17.69 |
| 09090 - Furniture Refinisher Helper | 15.15 |
| 09110 - Furniture Repairer, Minor | 16.42 |
| 09130 - Upholsterer | 18.63 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.54 |
| 11060 - Elevator Operator | 10.54 |
| 11090 - Gardener | 17.52 |
| 11122 - Housekeeping Aide | 11.83 |
| 11150 - Janitor | 11.83 |
| 11210 - Laborer, Grounds Maintenance | 13.07 |
| 11240 - Maid or Houseman | 11.26 |
| 11260 - Pruner | 11.76 |
| 11270 - Tractor Operator | 16.04 |
| 11330 - Trail Maintenance Worker | 13.07 |
| 11360 - Window Cleaner | 12.85 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 19.56 |
| 12011 - Breath Alcohol Technician | 19.44 |
| 12012 - Certified Occupational Therapist Assistant | 24.54 |
| 12015 - Certified Physical Therapist Assistant | 23.03 |
| 12020 - Dental Assistant | 17.18 |
| 12025 - Dental Hygienist | 36.35 |
| 12030 - EKG Technician | 26.77 |
| 12035 - Electroneurodiagnostic Technologist | 26.77 |
| 12040 - Emergency Medical Technician | 20.27 |
| 12071 - Licensed Practical Nurse I | 19.07 |
| 12072 - Licensed Practical Nurse II | 21.35 |
| 12073 - Licensed Practical Nurse III | 24.13 |
| 12100 - Medical Assistant | 15.01 |
| 12130 - Medical Laboratory Technician | 18.04 |

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| 12160 - Medical Record Clerk | 17.42 |
| 12190 - Medical Record Technician | 19.50 |
| 12195 - Medical Transcriptionist | 17.93 |
| 12210 - Nuclear Medicine Technologist | 37.60 |
| 12221 - Nursing Assistant I | 10.80 |
| 12222 - Nursing Assistant II | 12.14 |
| 12223 - Nursing Assistant III | 13.98 |
| 12224 - Nursing Assistant IV | 15.69 |
| 12235 - Optical Dispenser | 16.90 |
| 12236 - Optical Technician | 15.80 |
| 12250 - Pharmacy Technician | 18.12 |
| 12280 - Phlebotomist | 15.69 |
| 12305 - Radiologic Technologist | 31.11 |
| 12311 - Registered Nurse I | 27.64 |
| 12312 - Registered Nurse II | 33.44 |
| 12313 - Registered Nurse II, Specialist | 33.44 |
| 12314 - Registered Nurse III | 40.13 |
| 12315 - Registered Nurse III, Anesthetist | 40.13 |
| 12316 - Registered Nurse IV | 48.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.73 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.08 |
| 13012 - Exhibits Specialist II | 23.63 |
| 13013 - Exhibits Specialist III | 28.91 |
| 13041 - Illustrator I | 20.12 |
| 13042 - Illustrator II | 24.91 |
| 13043 - Illustrator III | 30.48 |
| 13047 - Librarian | 33.88 |
| 13050 - Library Aide/Clerk | 14.21 |
| 13054 - Library Information Technology Systems Administrator | 30.60 |
| 13058 - Library Technician | 19.89 |
| 13061 - Media Specialist I | 18.73 |
| 13062 - Media Specialist II | 20.95 |
| 13063 - Media Specialist III | 23.36 |
| 13071 - Photographer I | 15.59 |
| 13072 - Photographer II | 18.64 |
| 13073 - Photographer III | 23.09 |
| 13074 - Photographer IV | 25.14 |
| 13075 - Photographer V | 30.39 |
| 13110 - Video Teleconference Technician | 20.39 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.92 |
| 14042 - Computer Operator II | 21.18 |
| 14043 - Computer Operator III | 23.60 |
| 14044 - Computer Operator IV | 26.22 |
| 14045 - Computer Operator V | 29.05 |
| 14071 - Computer Programmer I | (see 1) 26.36 |
| 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 | 18.92 |
| 14160 - Personal Computer Support Technician | 26.22 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.47 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.06 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.81 |
| 15050 - Computer Based Training Specialist / Instructor | 36.47 |
| 15060 - Educational Technologist | 31.17 |
| 15070 - Flight Instructor (Pilot) | 52.81 |

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| 15080 - Graphic Artist | 26.73 |
| 15090 - Technical Instructor | 21.53 |
| 15095 - Technical Instructor/Course Developer | 28.96 |
| 15110 - Test Proctor | 19.37 |
| 15120 - Tutor | 19.37 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.88 |
| 16030 - Counter Attendant | 9.88 |
| 16040 - Dry Cleaner | 12.94 |
| 16070 - Finisher, Flatwork, Machine | 9.88 |
| 16090 - Presser, Hand | 9.88 |
| 16110 - Presser, Machine, Drycleaning | 9.88 |
| 16130 - Presser, Machine, Shirts | 9.88 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.88 |
| 16190 - Sewing Machine Operator | 13.78 |
| 16220 - Tailor | 14.66 |
| 16250 - Washer, Machine | 10.88 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.49 |
| 19040 - Tool And Die Maker | 23.34 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.02 |
| 21030 - Material Coordinator | 22.03 |
| 21040 - Material Expediter | 22.03 |
| 21050 - Material Handling Laborer | 13.83 |
| 21071 - Order Filler | 14.44 |
| 21080 - Production Line Worker (Food Processing) | 18.02 |
| 21110 - Shipping Packer | 15.09 |
| 21130 - Shipping/Receiving Clerk | 15.09 |
| 21140 - Store Worker I | 14.98 |
| 21150 - Stock Clerk | 17.06 |
| 21210 - Tools And Parts Attendant | 18.02 |
| 21410 - Warehouse Specialist | 18.02 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.97 |
| 23021 - Aircraft Mechanic I | 25.69 |
| 23022 - Aircraft Mechanic II | 26.97 |
| 23023 - Aircraft Mechanic III | 28.33 |
| 23040 - Aircraft Mechanic Helper | 18.03 |
| 23050 - Aircraft, Painter | 21.98 |
| 23060 - Aircraft Servicer | 19.76 |
| 23080 - Aircraft Worker | 21.01 |
| 23110 - Appliance Mechanic | 21.54 |
| 23120 - Bicycle Repairer | 13.77 |
| 23125 - Cable Splicer | 26.02 |
| 23130 - Carpenter, Maintenance | 21.40 |
| 23140 - Carpet Layer | 21.27 |
| 23160 - Electrician, Maintenance | 27.98 |
| 23181 - Electronics Technician Maintenance I | 24.94 |
| 23182 - Electronics Technician Maintenance II | 26.07 |
| 23183 - Electronics Technician Maintenance III | 27.06 |
| 23260 - Fabric Worker | 20.30 |
| 23290 - Fire Alarm System Mechanic | 22.91 |
| 23310 - Fire Extinguisher Repairer | 18.92 |
| 23311 - Fuel Distribution System Mechanic | 25.38 |
| 23312 - Fuel Distribution System Operator | 21.21 |
| 23370 - General Maintenance Worker | 21.43 |
| 23380 - Ground Support Equipment Mechanic | 25.69 |
| 23381 - Ground Support Equipment Servicer | 19.76 |
| 23382 - Ground Support Equipment Worker | 21.01 |
| 23391 - Gunsmith I | 19.39 |
| 23392 - Gunsmith II | 21.13 |
| 23393 - Gunsmith III | 22.91 |

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| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.72 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.56 |
| 23430 - Heavy Equipment Mechanic | 22.91 |
| 23440 - Heavy Equipment Operator | 22.91 |
| 23460 - Instrument Mechanic | 23.58 |
| 23465 - Laboratory/Shelter Mechanic | 21.91 |
| 23470 - Laborer | 14.98 |
| 23510 - Locksmith | 21.90 |
| 23530 - Machinery Maintenance Mechanic | 23.12 |
| 23550 - Machinist, Maintenance | 21.87 |
| 23580 - Maintenance Trades Helper | 18.27 |
| 23591 - Metrology Technician I | 23.58 |
| 23592 - Metrology Technician II | 24.42 |
| 23593 - Metrology Technician III | 25.12 |
| 23640 - Millwright | 26.16 |
| 23710 - Office Appliance Repairer | 21.24 |
| 23760 - Painter, Maintenance | 21.91 |
| 23790 - Pipefitter, Maintenance | 23.64 |
| 23810 - Plumber, Maintenance | 22.29 |
| 23820 - Pneudraulic Systems Mechanic | 22.91 |
| 23850 - Rigger | 24.07 |
| 23870 - Scale Mechanic | 21.13 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.91 |
| 23910 - Small Engine Mechanic | 21.13 |
| 23931 - Telecommunications Mechanic I | 28.17 |
| 23932 - Telecommunications Mechanic II | 31.26 |
| 23950 - Telephone Lineman | 27.41 |
| 23960 - Welder, Combination, Maintenance | 22.91 |
| 23965 - Well Driller | 22.91 |
| 23970 - Woodcraft Worker | 22.91 |
| 23980 - Woodworker | 19.39 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.73 |
| 24580 - Child Care Center Clerk | 15.95 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 15.66 |
| 24630 - Homemaker | 17.24 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.24 |
| 25040 - Sewage Plant Operator | 20.84 |
| 25070 - Stationary Engineer | 24.24 |
| 25190 - Ventilation Equipment Tender | 19.21 |
| 25210 - Water Treatment Plant Operator | 20.84 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.17 |
| 27007 - Baggage Inspector | 12.71 |
| 27008 - Corrections Officer | 22.80 |
| 27010 - Court Security Officer | 24.72 |
| 27030 - Detection Dog Handler | 17.85 |
| 27040 - Detention Officer | 22.80 |
| 27070 - Firefighter | 24.63 |
| 27101 - Guard I | 12.71 |
| 27102 - Guard II | 17.85 |
| 27131 - Police Officer I | 26.52 |
| 27132 - Police Officer II | 29.67 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.84 |
| 28042 - Carnival Equipment Repairer | 12.31 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 13.01 |

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| 28310 - Lifeguard | 11.59 |
| 28350 - Park Attendant (Aide) | 14.56 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.62 |
| 28515 - Recreation Specialist | 18.04 |
| 28630 - Sports Official | 11.33 |
| 28690 - Swimming Pool Operator | 15.87 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.75 |
| 29020 - Hatch Tender | 22.75 |
| 29030 - Line Handler | 22.75 |
| 29041 - Stevedore I | 21.24 |
| 29042 - Stevedore II | 24.15 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.92 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.84 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.56 |
| 30021 - Archeological Technician I | 19.80 |
| 30022 - Archeological Technician II | 22.60 |
| 30023 - Archeological Technician III | 27.98 |
| 30030 - Cartographic Technician | 27.98 |
| 30040 - Civil Engineering Technician | 26.41 |
| 30061 - Drafter/CAD Operator I | 20.19 |
| 30062 - Drafter/CAD Operator II | 22.60 |
| 30063 - Drafter/CAD Operator III | 25.19 |
| 30064 - Drafter/CAD Operator IV | 31.00 |
| 30081 - Engineering Technician I | 22.92 |
| 30082 - Engineering Technician II | 25.72 |
| 30083 - Engineering Technician III | 28.79 |
| 30084 - Engineering Technician IV | 35.64 |
| 30085 - Engineering Technician V | 43.61 |
| 30086 - Engineering Technician VI | 52.76 |
| 30090 - Environmental Technician | 26.85 |
| 30210 - Laboratory Technician | 23.38 |
| 30240 - Mathematical Technician | 27.98 |
| 30361 - Paralegal/Legal Assistant I | 20.82 |
| 30362 - Paralegal/Legal Assistant II | 25.78 |
| 30363 - Paralegal/Legal Assistant III | 31.54 |
| 30364 - Paralegal/Legal Assistant IV | 38.16 |
| 30390 - Photo-Optics Technician | 27.98 |
| 30461 - Technical Writer I | 21.93 |
| 30462 - Technical Writer II | 26.84 |
| 30463 - Technical Writer III | 32.47 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.93 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.88 |
| 30494 - Unexploded (UXO) Safety Escort | 24.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 25.19 |
| 30621 - Weather Observer, Senior (see 2) | 27.98 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 15.46 |
| 31030 - Bus Driver | 20.85 |
| 31043 - Driver Courier | 14.33 |
| 31260 - Parking and Lot Attendant | 10.80 |
| 31290 - Shuttle Bus Driver | 15.66 |
| 31310 - Taxi Driver | 12.25 |
| 31361 - Truckdriver, Light | 15.66 |
| 31362 - Truckdriver, Medium | 17.90 |
| 31363 - Truckdriver, Heavy | 19.30 |
| 31364 - Truckdriver, Tractor-Trailer | 19.30 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.03 |

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|---|-------|
| 99050 - Desk Clerk | 11.16 |
| 99095 - Embalmer | 23.05 |
| 99251 - Laboratory Animal Caretaker I | 11.24 |
| 99252 - Laboratory Animal Caretaker II | 12.28 |
| 99310 - Mortician | 29.35 |
| 99410 - Pest Controller | 17.69 |
| 99510 - Photofinishing Worker | 13.20 |
| 99710 - Recycling Laborer | 16.17 |
| 99711 - Recycling Specialist | 18.01 |
| 99730 - Refuse Collector | 15.26 |
| 99810 - Sales Clerk | 12.09 |
| 99820 - School Crossing Guard | 13.43 |
| 99830 - Survey Party Chief | 21.94 |
| 99831 - Surveying Aide | 11.95 |
| 99832 - Surveying Technician | 18.23 |
| 99840 - Vending Machine Attendant | 14.42 |
| 99841 - Vending Machine Repairer | 17.79 |
| 99842 - Vending Machine Repairer Helper | 14.42 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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
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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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive

ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov>.

gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2248
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Maryland

Area: Maryland Counties of Anne Arundel, Baltimore, Baltimore City, Carroll, Harford, Howard

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.08 |
| 01012 - Accounting Clerk II | | 16.92 |
| 01013 - Accounting Clerk III | | 22.30 |
| 01020 - Administrative Assistant | | 31.41 |
| 01040 - Court Reporter | | 21.84 |
| 01051 - Data Entry Operator I | | 14.38 |
| 01052 - Data Entry Operator II | | 15.69 |
| 01060 - Dispatcher, Motor Vehicle | | 17.87 |
| 01070 - Document Preparation Clerk | | 14.21 |
| 01090 - Duplicating Machine Operator | | 14.21 |
| 01111 - General Clerk I | | 14.88 |

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| 01112 - General Clerk II | 16.24 |
| 01113 - General Clerk III | 18.23 |
| 01120 - Housing Referral Assistant | 25.29 |
| 01141 - Messenger Courier | 13.40 |
| 01191 - Order Clerk I | 15.12 |
| 01192 - Order Clerk II | 16.50 |
| 01261 - Personnel Assistant (Employment) I | 18.15 |
| 01262 - Personnel Assistant (Employment) II | 20.32 |
| 01263 - Personnel Assistant (Employment) III | 22.65 |
| 01270 - Production Control Clerk | 22.03 |
| 01280 - Receptionist | 14.43 |
| 01290 - Rental Clerk | 16.55 |
| 01300 - Scheduler, Maintenance | 18.07 |
| 01311 - Secretary I | 18.07 |
| 01312 - Secretary II | 20.18 |
| 01313 - Secretary III | 25.29 |
| 01320 - Service Order Dispatcher | 16.13 |
| 01410 - Supply Technician | 28.55 |
| 01420 - Survey Worker | 20.03 |
| 01531 - Travel Clerk I | 13.29 |
| 01532 - Travel Clerk II | 14.36 |
| 01533 - Travel Clerk III | 15.49 |
| 01611 - Word Processor I | 15.63 |
| 01612 - Word Processor II | 17.67 |
| 01613 - Word Processor III | 19.95 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.54 |
| 05010 - Automotive Electrician | 23.51 |
| 05040 - Automotive Glass Installer | 22.15 |
| 05070 - Automotive Worker | 22.15 |
| 05110 - Mobile Equipment Servicer | 19.89 |
| 05130 - Motor Equipment Metal Mechanic | 24.10 |
| 05160 - Motor Equipment Metal Worker | 22.15 |
| 05190 - Motor Vehicle Mechanic | 24.10 |
| 05220 - Motor Vehicle Mechanic Helper | 18.92 |
| 05250 - Motor Vehicle Upholstery Worker | 21.81 |
| 05280 - Motor Vehicle Wrecker | 22.15 |
| 05310 - Painter, Automotive | 23.51 |
| 05340 - Radiator Repair Specialist | 22.15 |
| 05370 - Tire Repairer | 13.77 |
| 05400 - Transmission Repair Specialist | 24.10 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.85 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 14.60 |
| 07070 - Dishwasher | 10.11 |
| 07130 - Food Service Worker | 10.66 |
| 07210 - Meat Cutter | 17.72 |
| 07260 - Waiter/Waitress | 9.04 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.13 |
| 09040 - Furniture Handler | 14.06 |
| 09080 - Furniture Refinisher | 17.69 |
| 09090 - Furniture Refinisher Helper | 15.15 |
| 09110 - Furniture Repairer, Minor | 16.42 |
| 09130 - Upholsterer | 18.63 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.54 |
| 11060 - Elevator Operator | 10.54 |
| 11090 - Gardener | 17.52 |
| 11122 - Housekeeping Aide | 11.83 |
| 11150 - Janitor | 11.83 |
| 11210 - Laborer, Grounds Maintenance | 13.07 |

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| 11240 - Maid or Houseman | 11.26 |
| 11260 - Pruner | 11.76 |
| 11270 - Tractor Operator | 16.04 |
| 11330 - Trail Maintenance Worker | 13.07 |
| 11360 - Window Cleaner | 12.85 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 19.56 |
| 12011 - Breath Alcohol Technician | 19.44 |
| 12012 - Certified Occupational Therapist Assistant | 24.54 |
| 12015 - Certified Physical Therapist Assistant | 23.03 |
| 12020 - Dental Assistant | 17.18 |
| 12025 - Dental Hygienist | 36.35 |
| 12030 - EKG Technician | 26.77 |
| 12035 - Electroneurodiagnostic Technologist | 26.77 |
| 12040 - Emergency Medical Technician | 20.27 |
| 12071 - Licensed Practical Nurse I | 19.07 |
| 12072 - Licensed Practical Nurse II | 21.35 |
| 12073 - Licensed Practical Nurse III | 24.13 |
| 12100 - Medical Assistant | 15.01 |
| 12130 - Medical Laboratory Technician | 18.04 |
| 12160 - Medical Record Clerk | 17.42 |
| 12190 - Medical Record Technician | 19.50 |
| 12195 - Medical Transcriptionist | 17.93 |
| 12210 - Nuclear Medicine Technologist | 37.60 |
| 12221 - Nursing Assistant I | 10.80 |
| 12222 - Nursing Assistant II | 12.14 |
| 12223 - Nursing Assistant III | 13.98 |
| 12224 - Nursing Assistant IV | 15.69 |
| 12235 - Optical Dispenser | 16.90 |
| 12236 - Optical Technician | 15.80 |
| 12250 - Pharmacy Technician | 18.12 |
| 12280 - Phlebotomist | 15.69 |
| 12305 - Radiologic Technologist | 31.11 |
| 12311 - Registered Nurse I | 27.64 |
| 12312 - Registered Nurse II | 33.44 |
| 12313 - Registered Nurse II, Specialist | 33.44 |
| 12314 - Registered Nurse III | 40.13 |
| 12315 - Registered Nurse III, Anesthetist | 40.13 |
| 12316 - Registered Nurse IV | 48.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.73 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.08 |
| 13012 - Exhibits Specialist II | 23.63 |
| 13013 - Exhibits Specialist III | 28.91 |
| 13041 - Illustrator I | 20.12 |
| 13042 - Illustrator II | 24.91 |
| 13043 - Illustrator III | 30.48 |
| 13047 - Librarian | 33.88 |
| 13050 - Library Aide/Clerk | 14.21 |
| 13054 - Library Information Technology Systems Administrator | 30.60 |
| 13058 - Library Technician | 19.89 |
| 13061 - Media Specialist I | 18.73 |
| 13062 - Media Specialist II | 20.95 |
| 13063 - Media Specialist III | 23.36 |
| 13071 - Photographer I | 15.59 |
| 13072 - Photographer II | 18.64 |
| 13073 - Photographer III | 23.09 |
| 13074 - Photographer IV | 25.14 |
| 13075 - Photographer V | 30.39 |
| 13110 - Video Teleconference Technician | 20.39 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.92 |

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| 14042 - Computer Operator II | 21.18 |
| 14043 - Computer Operator III | 23.60 |
| 14044 - Computer Operator IV | 26.22 |
| 14045 - Computer Operator V | 29.05 |
| 14071 - Computer Programmer I (see 1) | 26.36 |
| 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 | 18.92 |
| 14160 - Personal Computer Support Technician | 26.22 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.47 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.06 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.81 |
| 15050 - Computer Based Training Specialist / Instructor | 36.47 |
| 15060 - Educational Technologist | 31.17 |
| 15070 - Flight Instructor (Pilot) | 52.81 |
| 15080 - Graphic Artist | 26.73 |
| 15090 - Technical Instructor | 21.53 |
| 15095 - Technical Instructor/Course Developer | 28.96 |
| 15110 - Test Proctor | 19.37 |
| 15120 - Tutor | 19.37 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.88 |
| 16030 - Counter Attendant | 9.88 |
| 16040 - Dry Cleaner | 12.94 |
| 16070 - Finisher, Flatwork, Machine | 9.88 |
| 16090 - Presser, Hand | 9.88 |
| 16110 - Presser, Machine, Drycleaning | 9.88 |
| 16130 - Presser, Machine, Shirts | 9.88 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.88 |
| 16190 - Sewing Machine Operator | 13.78 |
| 16220 - Tailor | 14.66 |
| 16250 - Washer, Machine | 10.88 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.49 |
| 19040 - Tool And Die Maker | 23.34 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.02 |
| 21030 - Material Coordinator | 22.03 |
| 21040 - Material Expediter | 22.03 |
| 21050 - Material Handling Laborer | 13.83 |
| 21071 - Order Filler | 14.44 |
| 21080 - Production Line Worker (Food Processing) | 18.02 |
| 21110 - Shipping Packer | 15.09 |
| 21130 - Shipping/Receiving Clerk | 15.09 |
| 21140 - Store Worker I | 14.98 |
| 21150 - Stock Clerk | 17.06 |
| 21210 - Tools And Parts Attendant | 18.02 |
| 21410 - Warehouse Specialist | 18.02 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.97 |
| 23021 - Aircraft Mechanic I | 25.69 |
| 23022 - Aircraft Mechanic II | 26.97 |
| 23023 - Aircraft Mechanic III | 28.33 |
| 23040 - Aircraft Mechanic Helper | 18.03 |
| 23050 - Aircraft, Painter | 21.98 |
| 23060 - Aircraft Servicer | 19.76 |
| 23080 - Aircraft Worker | 21.01 |
| 23110 - Appliance Mechanic | 21.54 |

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| 23120 - Bicycle Repairer | 13.77 |
| 23125 - Cable Splicer | 26.02 |
| 23130 - Carpenter, Maintenance | 21.40 |
| 23140 - Carpet Layer | 21.27 |
| 23160 - Electrician, Maintenance | 27.98 |
| 23181 - Electronics Technician Maintenance I | 24.94 |
| 23182 - Electronics Technician Maintenance II | 26.07 |
| 23183 - Electronics Technician Maintenance III | 27.06 |
| 23260 - Fabric Worker | 20.30 |
| 23290 - Fire Alarm System Mechanic | 22.91 |
| 23310 - Fire Extinguisher Repairer | 18.92 |
| 23311 - Fuel Distribution System Mechanic | 25.38 |
| 23312 - Fuel Distribution System Operator | 21.21 |
| 23370 - General Maintenance Worker | 21.43 |
| 23380 - Ground Support Equipment Mechanic | 25.69 |
| 23381 - Ground Support Equipment Servicer | 19.76 |
| 23382 - Ground Support Equipment Worker | 21.01 |
| 23391 - Gunsmith I | 19.39 |
| 23392 - Gunsmith II | 21.13 |
| 23393 - Gunsmith III | 22.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.72 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.56 |
| 23430 - Heavy Equipment Mechanic | 22.91 |
| 23440 - Heavy Equipment Operator | 22.91 |
| 23460 - Instrument Mechanic | 23.58 |
| 23465 - Laboratory/Shelter Mechanic | 21.91 |
| 23470 - Laborer | 14.98 |
| 23510 - Locksmith | 21.90 |
| 23530 - Machinery Maintenance Mechanic | 23.12 |
| 23550 - Machinist, Maintenance | 21.87 |
| 23580 - Maintenance Trades Helper | 18.27 |
| 23591 - Metrology Technician I | 23.58 |
| 23592 - Metrology Technician II | 24.42 |
| 23593 - Metrology Technician III | 25.12 |
| 23640 - Millwright | 26.16 |
| 23710 - Office Appliance Repairer | 21.24 |
| 23760 - Painter, Maintenance | 21.91 |
| 23790 - Pipefitter, Maintenance | 23.64 |
| 23810 - Plumber, Maintenance | 22.29 |
| 23820 - Pneudraulic Systems Mechanic | 22.91 |
| 23850 - Rigger | 24.07 |
| 23870 - Scale Mechanic | 21.13 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.91 |
| 23910 - Small Engine Mechanic | 21.13 |
| 23931 - Telecommunications Mechanic I | 28.17 |
| 23932 - Telecommunications Mechanic II | 31.26 |
| 23950 - Telephone Lineman | 27.41 |
| 23960 - Welder, Combination, Maintenance | 22.91 |
| 23965 - Well Driller | 22.91 |
| 23970 - Woodcraft Worker | 22.91 |
| 23980 - Woodworker | 19.39 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.73 |
| 24580 - Child Care Center Clerk | 15.95 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 15.66 |
| 24630 - Homemaker | 17.24 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.24 |
| 25040 - Sewage Plant Operator | 20.84 |

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| 25070 - Stationary Engineer | 24.24 |
| 25190 - Ventilation Equipment Tender | 19.21 |
| 25210 - Water Treatment Plant Operator | 20.84 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.17 |
| 27007 - Baggage Inspector | 12.71 |
| 27008 - Corrections Officer | 22.80 |
| 27010 - Court Security Officer | 24.72 |
| 27030 - Detection Dog Handler | 17.85 |
| 27040 - Detention Officer | 22.80 |
| 27070 - Firefighter | 24.63 |
| 27101 - Guard I | 12.71 |
| 27102 - Guard II | 17.85 |
| 27131 - Police Officer I | 26.52 |
| 27132 - Police Officer II | 29.67 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.84 |
| 28042 - Carnival Equipment Repairer | 12.31 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 13.01 |
| 28310 - Lifeguard | 11.59 |
| 28350 - Park Attendant (Aide) | 14.56 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.62 |
| 28515 - Recreation Specialist | 18.04 |
| 28630 - Sports Official | 11.33 |
| 28690 - Swimming Pool Operator | 15.87 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.75 |
| 29020 - Hatch Tender | 22.75 |
| 29030 - Line Handler | 22.75 |
| 29041 - Stevedore I | 21.24 |
| 29042 - Stevedore II | 24.15 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.92 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.84 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.56 |
| 30021 - Archeological Technician I | 19.80 |
| 30022 - Archeological Technician II | 22.60 |
| 30023 - Archeological Technician III | 27.98 |
| 30030 - Cartographic Technician | 27.98 |
| 30040 - Civil Engineering Technician | 26.41 |
| 30061 - Drafter/CAD Operator I | 20.19 |
| 30062 - Drafter/CAD Operator II | 22.60 |
| 30063 - Drafter/CAD Operator III | 25.19 |
| 30064 - Drafter/CAD Operator IV | 31.00 |
| 30081 - Engineering Technician I | 22.92 |
| 30082 - Engineering Technician II | 25.72 |
| 30083 - Engineering Technician III | 28.79 |
| 30084 - Engineering Technician IV | 35.64 |
| 30085 - Engineering Technician V | 43.61 |
| 30086 - Engineering Technician VI | 52.76 |
| 30090 - Environmental Technician | 26.85 |
| 30210 - Laboratory Technician | 23.38 |
| 30240 - Mathematical Technician | 27.98 |
| 30361 - Paralegal/Legal Assistant I | 20.82 |
| 30362 - Paralegal/Legal Assistant II | 25.78 |
| 30363 - Paralegal/Legal Assistant III | 31.54 |
| 30364 - Paralegal/Legal Assistant IV | 38.16 |
| 30390 - Photo-Optics Technician | 27.98 |
| 30461 - Technical Writer I | 21.93 |
| 30462 - Technical Writer II | 26.84 |
| 30463 - Technical Writer III | 32.47 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.74 |

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| 30492 - Unexploded Ordnance (UXO) Technician II | 29.93 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.88 |
| 30494 - Unexploded (UXO) Safety Escort | 24.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 25.19 |
| 30621 - Weather Observer, Senior | (see 2) 27.98 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 15.46 |
| 31030 - Bus Driver | 20.85 |
| 31043 - Driver Courier | 14.33 |
| 31260 - Parking and Lot Attendant | 10.80 |
| 31290 - Shuttle Bus Driver | 15.66 |
| 31310 - Taxi Driver | 12.25 |
| 31361 - Truckdriver, Light | 15.66 |
| 31362 - Truckdriver, Medium | 17.90 |
| 31363 - Truckdriver, Heavy | 19.30 |
| 31364 - Truckdriver, Tractor-Trailer | 19.30 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.03 |
| 99050 - Desk Clerk | 11.16 |
| 99095 - Embalmer | 23.05 |
| 99251 - Laboratory Animal Caretaker I | 11.24 |
| 99252 - Laboratory Animal Caretaker II | 12.28 |
| 99310 - Mortician | 29.35 |
| 99410 - Pest Controller | 17.69 |
| 99510 - Photofinishing Worker | 13.20 |
| 99710 - Recycling Laborer | 16.17 |
| 99711 - Recycling Specialist | 18.01 |
| 99730 - Refuse Collector | 15.26 |
| 99810 - Sales Clerk | 12.09 |
| 99820 - School Crossing Guard | 13.43 |
| 99830 - Survey Party Chief | 21.94 |
| 99831 - Surveying Aide | 11.95 |
| 99832 - Surveying Technician | 18.23 |
| 99840 - Vending Machine Attendant | 14.42 |
| 99841 - Vending Machine Repairer | 17.79 |
| 99842 - Vending Machine Repairer Helper | 14.42 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2249
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: Maryland, Pennsylvania, Virginia

Area: Maryland Counties of Allegany, Garrett, Washington

Pennsylvania County of Franklin

Virginia Counties of Clarke, Culpeper, Frederick, Greene, Madison, Page, Rappahannock, Rockingham, Shenandoah, Warren

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.08 |
| 01012 - Accounting Clerk II | | 16.92 |
| 01013 - Accounting Clerk III | | 22.30 |
| 01020 - Administrative Assistant | | 31.41 |
| 01040 - Court Reporter | | 21.84 |
| 01051 - Data Entry Operator I | | 14.38 |
| 01052 - Data Entry Operator II | | 15.69 |
| 01060 - Dispatcher, Motor Vehicle | | 17.87 |
| 01070 - Document Preparation Clerk | | 14.21 |
| 01090 - Duplicating Machine Operator | | 14.21 |
| 01111 - General Clerk I | | 14.88 |
| 01112 - General Clerk II | | 16.24 |
| 01113 - General Clerk III | | 18.23 |
| 01120 - Housing Referral Assistant | | 25.29 |
| 01141 - Messenger Courier | | 12.18 |
| 01191 - Order Clerk I | | 15.12 |
| 01192 - Order Clerk II | | 16.50 |
| 01261 - Personnel Assistant (Employment) I | | 18.15 |
| 01262 - Personnel Assistant (Employment) II | | 20.32 |
| 01263 - Personnel Assistant (Employment) III | | 22.65 |
| 01270 - Production Control Clerk | | 22.03 |
| 01280 - Receptionist | | 14.43 |
| 01290 - Rental Clerk | | 16.55 |
| 01300 - Scheduler, Maintenance | | 18.07 |
| 01311 - Secretary I | | 18.07 |
| 01312 - Secretary II | | 20.18 |
| 01313 - Secretary III | | 25.29 |
| 01320 - Service Order Dispatcher | | 16.13 |
| 01410 - Supply Technician | | 28.55 |
| 01420 - Survey Worker | | 20.03 |
| 01531 - Travel Clerk I | | 13.29 |
| 01532 - Travel Clerk II | | 14.36 |
| 01533 - Travel Clerk III | | 15.49 |
| 01611 - Word Processor I | | 15.63 |
| 01612 - Word Processor II | | 17.67 |
| 01613 - Word Processor III | | 19.95 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.07 |
| 05010 - Automotive Electrician | | 20.32 |
| 05040 - Automotive Glass Installer | | 19.34 |
| 05070 - Automotive Worker | | 19.34 |
| 05110 - Mobile Equipment Servicer | | 18.88 |
| 05130 - Motor Equipment Metal Mechanic | | 21.01 |
| 05160 - Motor Equipment Metal Worker | | 19.34 |
| 05190 - Motor Vehicle Mechanic | | 21.01 |
| 05220 - Motor Vehicle Mechanic Helper | | 18.12 |
| 05250 - Motor Vehicle Upholstery Worker | | 19.61 |

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|--|-------|
| 05280 - Motor Vehicle wrecker | 19.31 |
| 05310 - Painter, Automotive | 20.32 |
| 05340 - Radiator Repair Specialist | 19.31 |
| 05370 - Tire Repairer | 11.41 |
| 05400 - Transmission Repair Specialist | 21.01 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.16 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 14.60 |
| 07070 - Dishwasher | 10.11 |
| 07130 - Food Service Worker | 10.66 |
| 07210 - Meat Cutter | 15.60 |
| 07260 - Waiter/Waitress | 9.44 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.25 |
| 09040 - Furniture Handler | 14.06 |
| 09080 - Furniture Refinisher | 18.25 |
| 09090 - Furniture Refinisher Helper | 15.52 |
| 09110 - Furniture Repairer, Minor | 17.06 |
| 09130 - Upholsterer | 18.25 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.54 |
| 11060 - Elevator Operator | 10.54 |
| 11090 - Gardener | 17.52 |
| 11122 - Housekeeping Aide | 11.83 |
| 11150 - Janitor | 11.83 |
| 11210 - Laborer, Grounds Maintenance | 13.07 |
| 11240 - Maid or Houseman | 11.26 |
| 11260 - Pruner | 11.76 |
| 11270 - Tractor Operator | 15.51 |
| 11330 - Trail Maintenance Worker | 13.07 |
| 11360 - Window Cleaner | 12.85 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.73 |
| 12011 - Breath Alcohol Technician | 17.67 |
| 12012 - Certified Occupational Therapist Assistant | 19.15 |
| 12015 - Certified Physical Therapist Assistant | 20.21 |
| 12020 - Dental Assistant | 15.57 |
| 12025 - Dental Hygienist | 34.29 |
| 12030 - EKG Technician | 26.77 |
| 12035 - Electroneurodiagnostic Technologist | 26.77 |
| 12040 - Emergency Medical Technician | 16.73 |
| 12071 - Licensed Practical Nurse I | 19.07 |
| 12072 - Licensed Practical Nurse II | 21.35 |
| 12073 - Licensed Practical Nurse III | 24.13 |
| 12100 - Medical Assistant | 15.01 |
| 12130 - Medical Laboratory Technician | 17.36 |
| 12160 - Medical Record Clerk | 16.29 |
| 12190 - Medical Record Technician | 18.40 |
| 12195 - Medical Transcriptionist | 16.73 |
| 12210 - Nuclear Medicine Technologist | 37.60 |
| 12221 - Nursing Assistant I | 10.80 |
| 12222 - Nursing Assistant II | 12.14 |
| 12223 - Nursing Assistant III | 13.98 |
| 12224 - Nursing Assistant IV | 15.69 |
| 12235 - Optical Dispenser | 16.90 |
| 12236 - Optical Technician | 14.96 |
| 12250 - Pharmacy Technician | 18.12 |
| 12280 - Phlebotomist | 15.69 |
| 12305 - Radiologic Technologist | 31.11 |
| 12311 - Registered Nurse I | 27.64 |
| 12312 - Registered Nurse II | 33.44 |
| 12313 - Registered Nurse II, Specialist | 33.44 |

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| 12314 - Registered Nurse III | 40.13 |
| 12315 - Registered Nurse III, Anesthetist | 40.13 |
| 12316 - Registered Nurse IV | 48.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.73 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.08 |
| 13012 - Exhibits Specialist II | 23.63 |
| 13013 - Exhibits Specialist III | 28.91 |
| 13041 - Illustrator I | 20.12 |
| 13042 - Illustrator II | 24.91 |
| 13043 - Illustrator III | 30.48 |
| 13047 - Librarian | 33.88 |
| 13050 - Library Aide/Clerk | 14.21 |
| 13054 - Library Information Technology Systems Administrator | 30.60 |
| 13058 - Library Technician | 19.89 |
| 13061 - Media Specialist I | 18.73 |
| 13062 - Media Specialist II | 20.95 |
| 13063 - Media Specialist III | 23.36 |
| 13071 - Photographer I | 15.68 |
| 13072 - Photographer II | 18.64 |
| 13073 - Photographer III | 23.08 |
| 13074 - Photographer IV | 28.24 |
| 13075 - Photographer V | 33.76 |
| 13110 - Video Teleconference Technician | 20.39 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.92 |
| 14042 - Computer Operator II | 21.18 |
| 14043 - Computer Operator III | 23.60 |
| 14044 - Computer Operator IV | 26.22 |
| 14045 - Computer Operator V | 29.05 |
| 14071 - Computer Programmer I | (see 1) 26.36 |
| 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 | 18.92 |
| 14160 - Personal Computer Support Technician | 26.22 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.47 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.06 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.81 |
| 15050 - Computer Based Training Specialist / Instructor | 33.41 |
| 15060 - Educational Technologist | 29.91 |
| 15070 - Flight Instructor (Pilot) | 52.81 |
| 15080 - Graphic Artist | 25.95 |
| 15090 - Technical Instructor | 21.02 |
| 15095 - Technical Instructor/Course Developer | 25.71 |
| 15110 - Test Proctor | 19.04 |
| 15120 - Tutor | 19.04 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.83 |
| 16030 - Counter Attendant | 9.83 |
| 16040 - Dry Cleaner | 12.54 |
| 16070 - Finisher, Flatwork, Machine | 9.83 |
| 16090 - Presser, Hand | 9.83 |
| 16110 - Presser, Machine, Drycleaning | 9.83 |
| 16130 - Presser, Machine, Shirts | 9.83 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.83 |
| 16190 - Sewing Machine Operator | 13.44 |
| 16220 - Tailor | 14.30 |

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| 16250 - Washer, Machine | 10.84 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.49 |
| 19040 - Tool And Die Maker | 23.34 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.02 |
| 21030 - Material Coordinator | 22.03 |
| 21040 - Material Expediter | 22.03 |
| 21050 - Material Handling Laborer | 13.83 |
| 21071 - Order Filler | 13.57 |
| 21080 - Production Line Worker (Food Processing) | 18.02 |
| 21110 - Shipping Packer | 15.09 |
| 21130 - Shipping/Receiving Clerk | 15.09 |
| 21140 - Store Worker I | 14.95 |
| 21150 - Stock Clerk | 16.86 |
| 21210 - Tools And Parts Attendant | 18.02 |
| 21410 - Warehouse Specialist | 18.02 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.72 |
| 23021 - Aircraft Mechanic I | 24.89 |
| 23022 - Aircraft Mechanic II | 25.72 |
| 23023 - Aircraft Mechanic III | 26.51 |
| 23040 - Aircraft Mechanic Helper | 18.03 |
| 23050 - Aircraft, Painter | 21.98 |
| 23060 - Aircraft Servicer | 19.76 |
| 23080 - Aircraft Worker | 21.01 |
| 23110 - Appliance Mechanic | 21.54 |
| 23120 - Bicycle Repairer | 12.53 |
| 23125 - Cable Splicer | 26.02 |
| 23130 - Carpenter, Maintenance | 21.40 |
| 23140 - Carpet Layer | 21.03 |
| 23160 - Electrician, Maintenance | 27.98 |
| 23181 - Electronics Technician Maintenance I | 21.82 |
| 23182 - Electronics Technician Maintenance II | 22.57 |
| 23183 - Electronics Technician Maintenance III | 24.50 |
| 23260 - Fabric Worker | 20.30 |
| 23290 - Fire Alarm System Mechanic | 22.91 |
| 23310 - Fire Extinguisher Repairer | 19.35 |
| 23311 - Fuel Distribution System Mechanic | 22.33 |
| 23312 - Fuel Distribution System Operator | 18.63 |
| 23370 - General Maintenance Worker | 21.43 |
| 23380 - Ground Support Equipment Mechanic | 24.89 |
| 23381 - Ground Support Equipment Servicer | 19.76 |
| 23382 - Ground Support Equipment Worker | 21.01 |
| 23391 - Gunsmith I | 19.56 |
| 23392 - Gunsmith II | 21.03 |
| 23393 - Gunsmith III | 22.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.25 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.96 |
| 23430 - Heavy Equipment Mechanic | 22.13 |
| 23440 - Heavy Equipment Operator | 22.91 |
| 23460 - Instrument Mechanic | 22.69 |
| 23465 - Laboratory/Shelter Mechanic | 21.75 |
| 23470 - Laborer | 14.98 |
| 23510 - Locksmith | 21.90 |
| 23530 - Machinery Maintenance Mechanic | 23.43 |
| 23550 - Machinist, Maintenance | 22.36 |
| 23580 - Maintenance Trades Helper | 18.27 |
| 23591 - Metrology Technician I | 22.69 |
| 23592 - Metrology Technician II | 23.24 |
| 23593 - Metrology Technician III | 23.97 |

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| 23640 - Millwright | 25.33 |
| 23710 - Office Appliance Repairer | 21.24 |
| 23760 - Painter, Maintenance | 21.75 |
| 23790 - Pipefitter, Maintenance | 23.29 |
| 23810 - Plumber, Maintenance | 22.29 |
| 23820 - Pneudraulic Systems Mechanic | 22.91 |
| 23850 - Rigger | 22.91 |
| 23870 - Scale Mechanic | 21.03 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.91 |
| 23910 - Small Engine Mechanic | 21.03 |
| 23931 - Telecommunications Mechanic I | 28.17 |
| 23932 - Telecommunications Mechanic II | 29.10 |
| 23950 - Telephone Lineman | 27.41 |
| 23960 - Welder, Combination, Maintenance | 22.91 |
| 23965 - Well Driller | 22.91 |
| 23970 - Woodcraft Worker | 22.91 |
| 23980 - Woodworker | 19.56 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.19 |
| 24580 - Child Care Center Clerk | 14.50 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 14.25 |
| 24630 - Homemaker | 16.90 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.35 |
| 25040 - Sewage Plant Operator | 19.09 |
| 25070 - Stationary Engineer | 20.60 |
| 25190 - Ventilation Equipment Tender | 16.83 |
| 25210 - Water Treatment Plant Operator | 19.09 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.60 |
| 27007 - Baggage Inspector | 12.71 |
| 27008 - Corrections Officer | 22.80 |
| 27010 - Court Security Officer | 24.72 |
| 27030 - Detection Dog Handler | 15.60 |
| 27040 - Detention Officer | 22.80 |
| 27070 - Firefighter | 24.63 |
| 27101 - Guard I | 12.71 |
| 27102 - Guard II | 15.60 |
| 27131 - Police Officer I | 26.52 |
| 27132 - Police Officer II | 29.67 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.51 |
| 28042 - Carnival Equipment Repairer | 12.00 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 13.01 |
| 28310 - Lifeguard | 11.59 |
| 28350 - Park Attendant (Aide) | 14.56 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.62 |
| 28515 - Recreation Specialist | 17.15 |
| 28630 - Sports Official | 11.59 |
| 28690 - Swimming Pool Operator | 15.60 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.98 |
| 29020 - Hatch Tender | 21.98 |
| 29030 - Line Handler | 21.98 |
| 29041 - Stevedore I | 20.33 |
| 29042 - Stevedore II | 22.85 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.92 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.84 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.56 |

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| 30021 - Archeological Technician I | 19.53 |
| 30022 - Archeological Technician II | 22.00 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 27.27 |
| 30040 - Civil Engineering Technician | 24.79 |
| 30061 - Drafter/CAD Operator I | 19.53 |
| 30062 - Drafter/CAD Operator II | 22.00 |
| 30063 - Drafter/CAD Operator III | 25.19 |
| 30064 - Drafter/CAD Operator IV | 29.89 |
| 30081 - Engineering Technician I | 22.92 |
| 30082 - Engineering Technician II | 25.72 |
| 30083 - Engineering Technician III | 28.79 |
| 30084 - Engineering Technician IV | 35.64 |
| 30085 - Engineering Technician V | 43.61 |
| 30086 - Engineering Technician VI | 52.76 |
| 30090 - Environmental Technician | 26.85 |
| 30210 - Laboratory Technician | 23.38 |
| 30240 - Mathematical Technician | 27.12 |
| 30361 - Paralegal/Legal Assistant I | 19.53 |
| 30362 - Paralegal/Legal Assistant II | 25.78 |
| 30363 - Paralegal/Legal Assistant III | 31.54 |
| 30364 - Paralegal/Legal Assistant IV | 38.16 |
| 30390 - Photo-Optics Technician | 27.98 |
| 30461 - Technical Writer I | 21.93 |
| 30462 - Technical Writer II | 26.84 |
| 30463 - Technical Writer III | 32.47 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.93 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.88 |
| 30494 - Unexploded (UXO) Safety Escort | 24.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 25.19 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 27.12 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 16.22 |
| 31030 - Bus Driver | 20.85 |
| 31043 - Driver Courier | 14.33 |
| 31260 - Parking and Lot Attendant | 9.81 |
| 31290 - Shuttle Bus Driver | 15.66 |
| 31310 - Taxi Driver | 11.99 |
| 31361 - Truckdriver, Light | 15.66 |
| 31362 - Truckdriver, Medium | 17.90 |
| 31363 - Truckdriver, Heavy | 19.18 |
| 31364 - Truckdriver, Tractor-Trailer | 19.18 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.00 |
| 99050 - Desk Clerk | 11.16 |
| 99095 - Embalmer | 23.05 |
| 99251 - Laboratory Animal Caretaker I | 11.24 |
| 99252 - Laboratory Animal Caretaker II | 11.83 |
| 99310 - Mortician | 26.70 |
| 99410 - Pest Controller | 16.65 |
| 99510 - Photofinishing Worker | 13.20 |
| 99710 - Recycling Laborer | 14.11 |
| 99711 - Recycling Specialist | 14.31 |
| 99730 - Refuse Collector | 12.65 |
| 99810 - Sales Clerk | 12.09 |
| 99820 - School Crossing Guard | 13.43 |
| 99830 - Survey Party Chief | 17.64 |
| 99831 - Surveying Aide | 11.01 |
| 99832 - Surveying Technician | 15.08 |
| 99840 - Vending Machine Attendant | 14.38 |

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|---|-------|
| 99841 - Vending Machine Repairer | 17.79 |
| 99842 - Vending Machine Repairer Helper | 14.38 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2250
Revision No.: 15
Date Of Last Revision: 07/25/2014

States: Maryland, Pennsylvania, Virginia

Area: Maryland Counties of Allegany, Garrett, Washington

Pennsylvania County of Franklin

Virginia Counties of Clarke, Culpeper, Frederick, Greene, Madison, Page,
Rappahannock, Rockingham, Shenandoah, Warren

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.08 |
| 01012 - Accounting Clerk II | | 16.92 |
| 01013 - Accounting Clerk III | | 22.30 |
| 01020 - Administrative Assistant | | 31.41 |
| 01040 - Court Reporter | | 21.84 |
| 01051 - Data Entry Operator I | | 14.38 |
| 01052 - Data Entry Operator II | | 15.69 |
| 01060 - Dispatcher, Motor Vehicle | | 17.87 |
| 01070 - Document Preparation Clerk | | 14.21 |
| 01090 - Duplicating Machine Operator | | 14.21 |
| 01111 - General Clerk I | | 14.88 |
| 01112 - General Clerk II | | 16.24 |
| 01113 - General Clerk III | | 18.23 |
| 01120 - Housing Referral Assistant | | 25.29 |
| 01141 - Messenger Courier | | 12.18 |
| 01191 - Order Clerk I | | 15.12 |
| 01192 - Order Clerk II | | 16.50 |
| 01261 - Personnel Assistant (Employment) I | | 18.15 |
| 01262 - Personnel Assistant (Employment) II | | 20.32 |
| 01263 - Personnel Assistant (Employment) III | | 22.65 |
| 01270 - Production Control Clerk | | 22.03 |
| 01280 - Receptionist | | 14.43 |
| 01290 - Rental Clerk | | 16.55 |

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| 01300 - Scheduler, Maintenance | 18.07 |
| 01311 - Secretary I | 18.07 |
| 01312 - Secretary II | 20.18 |
| 01313 - Secretary III | 25.29 |
| 01320 - Service Order Dispatcher | 16.13 |
| 01410 - Supply Technician | 28.55 |
| 01420 - Survey Worker | 20.03 |
| 01531 - Travel Clerk I | 13.29 |
| 01532 - Travel Clerk II | 14.36 |
| 01533 - Travel Clerk III | 15.49 |
| 01611 - Word Processor I | 15.63 |
| 01612 - Word Processor II | 17.67 |
| 01613 - Word Processor III | 19.95 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.07 |
| 05010 - Automotive Electrician | 20.32 |
| 05040 - Automotive Glass Installer | 19.34 |
| 05070 - Automotive Worker | 19.34 |
| 05110 - Mobile Equipment Servicer | 18.88 |
| 05130 - Motor Equipment Metal Mechanic | 21.01 |
| 05160 - Motor Equipment Metal Worker | 19.34 |
| 05190 - Motor Vehicle Mechanic | 21.01 |
| 05220 - Motor Vehicle Mechanic Helper | 18.12 |
| 05250 - Motor Vehicle Upholstery Worker | 19.61 |
| 05280 - Motor Vehicle Wrecker | 19.31 |
| 05310 - Painter, Automotive | 20.32 |
| 05340 - Radiator Repair Specialist | 19.31 |
| 05370 - Tire Repairer | 11.41 |
| 05400 - Transmission Repair Specialist | 21.01 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.16 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 14.60 |
| 07070 - Dishwasher | 10.11 |
| 07130 - Food Service Worker | 10.66 |
| 07210 - Meat Cutter | 15.60 |
| 07260 - Waiter/Waitress | 9.44 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.25 |
| 09040 - Furniture Handler | 14.06 |
| 09080 - Furniture Refinisher | 18.25 |
| 09090 - Furniture Refinisher Helper | 15.52 |
| 09110 - Furniture Repairer, Minor | 17.06 |
| 09130 - Upholsterer | 18.25 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.54 |
| 11060 - Elevator Operator | 10.54 |
| 11090 - Gardener | 17.52 |
| 11122 - Housekeeping Aide | 11.83 |
| 11150 - Janitor | 11.83 |
| 11210 - Laborer, Grounds Maintenance | 13.07 |
| 11240 - Maid or Houseman | 11.26 |
| 11260 - Pruner | 11.76 |
| 11270 - Tractor Operator | 15.51 |
| 11330 - Trail Maintenance Worker | 13.07 |
| 11360 - Window Cleaner | 12.85 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.73 |
| 12011 - Breath Alcohol Technician | 17.67 |
| 12012 - Certified Occupational Therapist Assistant | 19.15 |
| 12015 - Certified Physical Therapist Assistant | 20.21 |
| 12020 - Dental Assistant | 15.57 |
| 12025 - Dental Hygienist | 34.29 |

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| 12030 - EKG Technician | 26.77 |
| 12035 - Electroneurodiagnostic Technologist | 26.77 |
| 12040 - Emergency Medical Technician | 16.73 |
| 12071 - Licensed Practical Nurse I | 19.07 |
| 12072 - Licensed Practical Nurse II | 21.35 |
| 12073 - Licensed Practical Nurse III | 24.13 |
| 12100 - Medical Assistant | 15.01 |
| 12130 - Medical Laboratory Technician | 17.36 |
| 12160 - Medical Record Clerk | 16.29 |
| 12190 - Medical Record Technician | 18.40 |
| 12195 - Medical Transcriptionist | 16.73 |
| 12210 - Nuclear Medicine Technologist | 37.60 |
| 12221 - Nursing Assistant I | 10.80 |
| 12222 - Nursing Assistant II | 12.14 |
| 12223 - Nursing Assistant III | 13.98 |
| 12224 - Nursing Assistant IV | 15.69 |
| 12235 - Optical Dispenser | 16.90 |
| 12236 - Optical Technician | 14.96 |
| 12250 - Pharmacy Technician | 18.12 |
| 12280 - Phlebotomist | 15.69 |
| 12305 - Radiologic Technologist | 31.11 |
| 12311 - Registered Nurse I | 27.64 |
| 12312 - Registered Nurse II | 33.44 |
| 12313 - Registered Nurse II, Specialist | 33.44 |
| 12314 - Registered Nurse III | 40.13 |
| 12315 - Registered Nurse III, Anesthetist | 40.13 |
| 12316 - Registered Nurse IV | 48.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.73 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.08 |
| 13012 - Exhibits Specialist II | 23.63 |
| 13013 - Exhibits Specialist III | 28.91 |
| 13041 - Illustrator I | 20.12 |
| 13042 - Illustrator II | 24.91 |
| 13043 - Illustrator III | 30.48 |
| 13047 - Librarian | 33.88 |
| 13050 - Library Aide/Clerk | 14.21 |
| 13054 - Library Information Technology Systems Administrator | 30.60 |
| 13058 - Library Technician | 19.89 |
| 13061 - Media Specialist I | 18.73 |
| 13062 - Media Specialist II | 20.95 |
| 13063 - Media Specialist III | 23.36 |
| 13071 - Photographer I | 15.68 |
| 13072 - Photographer II | 18.64 |
| 13073 - Photographer III | 23.08 |
| 13074 - Photographer IV | 28.24 |
| 13075 - Photographer V | 33.76 |
| 13110 - Video Teleconference Technician | 20.39 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.92 |
| 14042 - Computer Operator II | 21.18 |
| 14043 - Computer Operator III | 23.60 |
| 14044 - Computer Operator IV | 26.22 |
| 14045 - Computer Operator V | 29.05 |
| 14071 - Computer Programmer I | (see 1) 26.36 |
| 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 | 18.92 |

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| 14160 - Personal Computer Support Technician | 26.22 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.47 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.06 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.81 |
| 15050 - Computer Based Training Specialist / Instructor | 33.41 |
| 15060 - Educational Technologist | 29.91 |
| 15070 - Flight Instructor (Pilot) | 52.81 |
| 15080 - Graphic Artist | 25.95 |
| 15090 - Technical Instructor | 21.02 |
| 15095 - Technical Instructor/Course Developer | 25.71 |
| 15110 - Test Proctor | 19.04 |
| 15120 - Tutor | 19.04 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.83 |
| 16030 - Counter Attendant | 9.83 |
| 16040 - Dry Cleaner | 12.54 |
| 16070 - Finisher, Flatwork, Machine | 9.83 |
| 16090 - Presser, Hand | 9.83 |
| 16110 - Presser, Machine, Drycleaning | 9.83 |
| 16130 - Presser, Machine, Shirts | 9.83 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.83 |
| 16190 - Sewing Machine Operator | 13.44 |
| 16220 - Tailor | 14.30 |
| 16250 - Washer, Machine | 10.84 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.49 |
| 19040 - Tool And Die Maker | 23.34 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.02 |
| 21030 - Material Coordinator | 22.03 |
| 21040 - Material Expediter | 22.03 |
| 21050 - Material Handling Laborer | 13.83 |
| 21071 - Order Filler | 13.57 |
| 21080 - Production Line Worker (Food Processing) | 18.02 |
| 21110 - Shipping Packer | 15.09 |
| 21130 - Shipping/Receiving Clerk | 15.09 |
| 21140 - Store Worker I | 14.95 |
| 21150 - Stock Clerk | 16.86 |
| 21210 - Tools And Parts Attendant | 18.02 |
| 21410 - Warehouse Specialist | 18.02 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.72 |
| 23021 - Aircraft Mechanic I | 24.89 |
| 23022 - Aircraft Mechanic II | 25.72 |
| 23023 - Aircraft Mechanic III | 26.51 |
| 23040 - Aircraft Mechanic Helper | 18.03 |
| 23050 - Aircraft, Painter | 21.98 |
| 23060 - Aircraft Servicer | 19.76 |
| 23080 - Aircraft Worker | 21.01 |
| 23110 - Appliance Mechanic | 21.54 |
| 23120 - Bicycle Repairer | 12.53 |
| 23125 - Cable Splicer | 26.02 |
| 23130 - Carpenter, Maintenance | 21.40 |
| 23140 - Carpet Layer | 21.03 |
| 23160 - Electrician, Maintenance | 27.98 |
| 23181 - Electronics Technician Maintenance I | 21.82 |
| 23182 - Electronics Technician Maintenance II | 22.57 |
| 23183 - Electronics Technician Maintenance III | 24.50 |
| 23260 - Fabric Worker | 20.30 |
| 23290 - Fire Alarm System Mechanic | 22.91 |
| 23310 - Fire Extinguisher Repairer | 19.35 |
| 23311 - Fuel Distribution System Mechanic | 22.33 |

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| 23312 - Fuel Distribution System Operator | 18.63 |
| 23370 - General Maintenance Worker | 21.43 |
| 23380 - Ground Support Equipment Mechanic | 24.89 |
| 23381 - Ground Support Equipment Servicer | 19.76 |
| 23382 - Ground Support Equipment Worker | 21.01 |
| 23391 - Gunsmith I | 19.56 |
| 23392 - Gunsmith II | 21.03 |
| 23393 - Gunsmith III | 22.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.25 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.96 |
| 23430 - Heavy Equipment Mechanic | 22.13 |
| 23440 - Heavy Equipment Operator | 22.91 |
| 23460 - Instrument Mechanic | 22.69 |
| 23465 - Laboratory/Shelter Mechanic | 21.75 |
| 23470 - Laborer | 14.98 |
| 23510 - Locksmith | 21.90 |
| 23530 - Machinery Maintenance Mechanic | 23.43 |
| 23550 - Machinist, Maintenance | 22.36 |
| 23580 - Maintenance Trades Helper | 18.27 |
| 23591 - Metrology Technician I | 22.69 |
| 23592 - Metrology Technician II | 23.24 |
| 23593 - Metrology Technician III | 23.97 |
| 23640 - Millwright | 25.33 |
| 23710 - Office Appliance Repairer | 21.24 |
| 23760 - Painter, Maintenance | 21.75 |
| 23790 - Pipefitter, Maintenance | 23.29 |
| 23810 - Plumber, Maintenance | 22.29 |
| 23820 - Pneudraulic Systems Mechanic | 22.91 |
| 23850 - Rigger | 22.91 |
| 23870 - Scale Mechanic | 21.03 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.91 |
| 23910 - Small Engine Mechanic | 21.03 |
| 23931 - Telecommunications Mechanic I | 28.17 |
| 23932 - Telecommunications Mechanic II | 29.10 |
| 23950 - Telephone Lineman | 27.41 |
| 23960 - welder, Combination, Maintenance | 22.91 |
| 23965 - well Driller | 22.91 |
| 23970 - Woodcraft Worker | 22.91 |
| 23980 - Woodworker | 19.56 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.19 |
| 24580 - Child Care Center Clerk | 14.50 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 14.25 |
| 24630 - Homemaker | 16.90 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.35 |
| 25040 - Sewage Plant Operator | 19.09 |
| 25070 - Stationary Engineer | 20.60 |
| 25190 - Ventilation Equipment Tender | 16.83 |
| 25210 - Water Treatment Plant Operator | 19.09 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.60 |
| 27007 - Baggage Inspector | 12.71 |
| 27008 - Corrections Officer | 22.80 |
| 27010 - Court Security Officer | 24.72 |
| 27030 - Detection Dog Handler | 15.60 |
| 27040 - Detention Officer | 22.80 |
| 27070 - Firefighter | 24.63 |
| 27101 - Guard I | 12.71 |

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| 27102 - Guard II | 15.60 |
| 27131 - Police Officer I | 26.52 |
| 27132 - Police Officer II | 29.67 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.51 |
| 28042 - Carnival Equipment Repairer | 12.00 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 13.01 |
| 28310 - Lifeguard | 11.59 |
| 28350 - Park Attendant (Aide) | 14.56 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.62 |
| 28515 - Recreation Specialist | 17.15 |
| 28630 - Sports Official | 11.59 |
| 28690 - Swimming Pool Operator | 15.60 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.98 |
| 29020 - Hatch Tender | 21.98 |
| 29030 - Line Handler | 21.98 |
| 29041 - Stevedore I | 20.33 |
| 29042 - Stevedore II | 22.85 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.92 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.84 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.56 |
| 30021 - Archeological Technician I | 19.53 |
| 30022 - Archeological Technician II | 22.00 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 27.27 |
| 30040 - Civil Engineering Technician | 24.79 |
| 30061 - Drafter/CAD Operator I | 19.53 |
| 30062 - Drafter/CAD Operator II | 22.00 |
| 30063 - Drafter/CAD Operator III | 25.19 |
| 30064 - Drafter/CAD Operator IV | 29.89 |
| 30081 - Engineering Technician I | 22.92 |
| 30082 - Engineering Technician II | 25.72 |
| 30083 - Engineering Technician III | 28.79 |
| 30084 - Engineering Technician IV | 35.64 |
| 30085 - Engineering Technician V | 43.61 |
| 30086 - Engineering Technician VI | 52.76 |
| 30090 - Environmental Technician | 26.85 |
| 30210 - Laboratory Technician | 23.38 |
| 30240 - Mathematical Technician | 27.12 |
| 30361 - Paralegal/Legal Assistant I | 19.53 |
| 30362 - Paralegal/Legal Assistant II | 25.78 |
| 30363 - Paralegal/Legal Assistant III | 31.54 |
| 30364 - Paralegal/Legal Assistant IV | 38.16 |
| 30390 - Photo-Optics Technician | 27.98 |
| 30461 - Technical Writer I | 21.93 |
| 30462 - Technical Writer II | 26.84 |
| 30463 - Technical Writer III | 32.47 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.93 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.88 |
| 30494 - Unexploded (UXO) Safety Escort | 24.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 25.19 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 27.12 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 16.22 |
| 31030 - Bus Driver | 20.85 |
| 31043 - Driver Courier | 14.33 |
| 31260 - Parking and Lot Attendant | 9.81 |

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| 31290 - Shuttle Bus Driver | 15.66 |
| 31310 - Taxi Driver | 11.99 |
| 31361 - Truckdriver, Light | 15.66 |
| 31362 - Truckdriver, Medium | 17.90 |
| 31363 - Truckdriver, Heavy | 19.18 |
| 31364 - Truckdriver, Tractor-Trailer | 19.18 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.00 |
| 99050 - Desk Clerk | 11.16 |
| 99095 - Embalmer | 23.05 |
| 99251 - Laboratory Animal Caretaker I | 11.24 |
| 99252 - Laboratory Animal Caretaker II | 11.83 |
| 99310 - Mortician | 26.70 |
| 99410 - Pest Controller | 16.65 |
| 99510 - Photofinishing Worker | 13.20 |
| 99710 - Recycling Laborer | 14.11 |
| 99711 - Recycling Specialist | 14.31 |
| 99730 - Refuse Collector | 12.65 |
| 99810 - Sales Clerk | 12.09 |
| 99820 - School Crossing Guard | 13.43 |
| 99830 - Survey Party Chief | 17.64 |
| 99831 - Surveying Aide | 11.01 |
| 99832 - Surveying Technician | 15.08 |
| 99840 - Vending Machine Attendant | 14.38 |
| 99841 - Vending Machine Repairer | 17.79 |
| 99842 - Vending Machine Repairer Helper | 14.38 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2253
Revision No.: 15
Date Of Last Revision: 07/25/2014

Applicable in the following cities and towns in Massachusetts and Rhode Island:

Massachusetts:

WORCESTER COUNTY: Blackstone, Millville, and Woonsocket

BRISTOL COUNTY: Attleboro, North Attleboro, Rehoboth, and Seekonk

NORFOLK COUNTY: Plainville

Rhode Island:

PROVIDENCE COUNTY: Burrillville, Central Falls, City of Providence, Cumberland, Lincoln, North Smithfield, Pawtucket, Smithfield, and Woonsocket

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.29 |
| 01012 - Accounting Clerk II | | 15.90 |
| 01013 - Accounting Clerk III | | 17.78 |
| 01020 - Administrative Assistant | | 23.60 |
| 01040 - Court Reporter | | 17.86 |
| 01051 - Data Entry Operator I | | 13.48 |
| 01052 - Data Entry Operator II | | 14.73 |
| 01060 - Dispatcher, Motor Vehicle | | 18.07 |
| 01070 - Document Preparation Clerk | | 14.29 |
| 01090 - Duplicating Machine Operator | | 14.29 |
| 01111 - General Clerk I | | 12.83 |
| 01112 - General Clerk II | | 14.00 |
| 01113 - General Clerk III | | 16.35 |
| 01120 - Housing Referral Assistant | | 20.41 |
| 01141 - Messenger Courier | | 14.41 |
| 01191 - Order Clerk I | | 13.44 |
| 01192 - Order Clerk II | | 14.67 |
| 01261 - Personnel Assistant (Employment) I | | 15.90 |
| 01262 - Personnel Assistant (Employment) II | | 17.79 |
| 01263 - Personnel Assistant (Employment) III | | 21.91 |
| 01270 - Production Control Clerk | | 19.90 |
| 01280 - Receptionist | | 14.29 |
| 01290 - Rental Clerk | | 15.65 |
| 01300 - Scheduler, Maintenance | | 16.36 |
| 01311 - Secretary I | | 16.36 |
| 01312 - Secretary II | | 18.30 |
| 01313 - Secretary III | | 20.41 |
| 01320 - Service Order Dispatcher | | 17.26 |
| 01410 - Supply Technician | | 23.60 |
| 01420 - Survey Worker | | 17.78 |
| 01531 - Travel Clerk I | | 12.75 |
| 01532 - Travel Clerk II | | 13.54 |
| 01533 - Travel Clerk III | | 14.21 |
| 01611 - Word Processor I | | 14.59 |
| 01612 - Word Processor II | | 16.54 |
| 01613 - Word Processor III | | 18.56 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.87 |
| 05010 - Automotive Electrician | | 18.24 |
| 05040 - Automotive Glass Installer | | 16.97 |
| 05070 - Automotive Worker | | 16.97 |
| 05110 - Mobile Equipment Servicer | | 15.73 |
| 05130 - Motor Equipment Metal Mechanic | | 18.37 |
| 05160 - Motor Equipment Metal Worker | | 17.04 |
| 05190 - Motor Vehicle Mechanic | | 18.37 |
| 05220 - Motor Vehicle Mechanic Helper | | 15.02 |
| 05250 - Motor Vehicle Upholstery Worker | | 17.49 |
| 05280 - Motor Vehicle Wrecker | | 17.04 |
| 05310 - Painter, Automotive | | 17.71 |
| 05340 - Radiator Repair Specialist | | 17.04 |

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|--|-------|
| 05370 - Tire Repairer | 12.12 |
| 05400 - Transmission Repair Specialist | 18.37 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.77 |
| 07041 - Cook I | 14.52 |
| 07042 - Cook II | 16.62 |
| 07070 - Dishwasher | 10.29 |
| 07130 - Food Service Worker | 9.85 |
| 07210 - Meat Cutter | 17.38 |
| 07260 - Waiter/Waitress | 9.64 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.11 |
| 09040 - Furniture Handler | 12.42 |
| 09080 - Furniture Refinisher | 14.76 |
| 09090 - Furniture Refinisher Helper | 12.51 |
| 09110 - Furniture Repairer, Minor | 13.66 |
| 09130 - Upholsterer | 15.52 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.13 |
| 11060 - Elevator Operator | 13.74 |
| 11090 - Gardener | 15.09 |
| 11122 - Housekeeping Aide | 14.04 |
| 11150 - Janitor | 14.04 |
| 11210 - Laborer, Grounds Maintenance | 12.94 |
| 11240 - Maid or Houseman | 11.74 |
| 11260 - Pruner | 11.84 |
| 11270 - Tractor Operator | 15.12 |
| 11330 - Trail Maintenance Worker | 12.94 |
| 11360 - Window Cleaner | 14.04 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.01 |
| 12011 - Breath Alcohol Technician | 20.65 |
| 12012 - Certified Occupational Therapist Assistant | 22.10 |
| 12015 - Certified Physical Therapist Assistant | 23.71 |
| 12020 - Dental Assistant | 16.70 |
| 12025 - Dental Hygienist | 32.76 |
| 12030 - EKG Technician | 24.98 |
| 12035 - Electroneurodiagnostic Technologist | 24.98 |
| 12040 - Emergency Medical Technician | 17.01 |
| 12071 - Licensed Practical Nurse I | 20.04 |
| 12072 - Licensed Practical Nurse II | 22.41 |
| 12073 - Licensed Practical Nurse III | 25.00 |
| 12100 - Medical Assistant | 14.57 |
| 12130 - Medical Laboratory Technician | 22.41 |
| 12160 - Medical Record Clerk | 15.71 |
| 12190 - Medical Record Technician | 17.48 |
| 12195 - Medical Transcriptionist | 17.27 |
| 12210 - Nuclear Medicine Technologist | 36.48 |
| 12221 - Nursing Assistant I | 11.24 |
| 12222 - Nursing Assistant II | 12.64 |
| 12223 - Nursing Assistant III | 13.79 |
| 12224 - Nursing Assistant IV | 15.47 |
| 12235 - Optical Dispenser | 20.48 |
| 12236 - Optical Technician | 13.33 |
| 12250 - Pharmacy Technician | 14.53 |
| 12280 - Phlebotomist | 15.47 |
| 12305 - Radiologic Technologist | 29.51 |
| 12311 - Registered Nurse I | 29.78 |
| 12312 - Registered Nurse II | 34.81 |
| 12313 - Registered Nurse II, Specialist | 34.81 |
| 12314 - Registered Nurse III | 40.02 |
| 12315 - Registered Nurse III, Anesthetist | 40.02 |
| 12316 - Registered Nurse IV | 47.94 |

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|---|---------------|
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.64 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.97 |
| 13012 - Exhibits Specialist II | 24.75 |
| 13013 - Exhibits Specialist III | 30.28 |
| 13041 - Illustrator I | 19.97 |
| 13042 - Illustrator II | 24.74 |
| 13043 - Illustrator III | 30.28 |
| 13047 - Librarian | 27.56 |
| 13050 - Library Aide/Clerk | 11.84 |
| 13054 - Library Information Technology Systems Administrator | 24.88 |
| 13058 - Library Technician | 15.84 |
| 13061 - Media Specialist I | 17.85 |
| 13062 - Media Specialist II | 19.97 |
| 13063 - Media Specialist III | 22.27 |
| 13071 - Photographer I | 16.99 |
| 13072 - Photographer II | 19.00 |
| 13073 - Photographer III | 23.78 |
| 13074 - Photographer IV | 28.78 |
| 13075 - Photographer V | 33.72 |
| 13110 - Video Teleconference Technician | 17.78 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.88 |
| 14042 - Computer Operator II | 17.76 |
| 14043 - Computer Operator III | 19.81 |
| 14044 - Computer Operator IV | 23.18 |
| 14045 - Computer Operator V | 25.70 |
| 14071 - Computer Programmer I | (see 1) 21.65 |
| 14072 - Computer Programmer II | (see 1) 24.90 |
| 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 | 15.88 |
| 14160 - Personal Computer Support Technician | 25.50 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.37 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.01 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.96 |
| 15050 - Computer Based Training Specialist / Instructor | 29.37 |
| 15060 - Educational Technologist | 28.32 |
| 15070 - Flight Instructor (Pilot) | 41.96 |
| 15080 - Graphic Artist | 23.45 |
| 15090 - Technical Instructor | 22.50 |
| 15095 - Technical Instructor/Course Developer | 27.52 |
| 15110 - Test Proctor | 18.15 |
| 15120 - Tutor | 18.15 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.26 |
| 16030 - Counter Attendant | 10.26 |
| 16040 - Dry Cleaner | 12.43 |
| 16070 - Finisher, Flatwork, Machine | 10.26 |
| 16090 - Presser, Hand | 10.26 |
| 16110 - Presser, Machine, Drycleaning | 10.26 |
| 16130 - Presser, Machine, Shirts | 10.26 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.26 |
| 16190 - Sewing Machine Operator | 13.16 |
| 16220 - Tailor | 13.93 |
| 16250 - Washer, Machine | 10.83 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.05 |

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|---|-------|
| 19040 - Tool And Die Maker | 22.18 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.57 |
| 21030 - Material Coordinator | 19.90 |
| 21040 - Material Expediter | 19.90 |
| 21050 - Material Handling Laborer | 13.55 |
| 21071 - Order Filler | 12.87 |
| 21080 - Production Line Worker (Food Processing) | 17.57 |
| 21110 - Shipping Packer | 13.91 |
| 21130 - Shipping/Receiving Clerk | 13.91 |
| 21140 - Store Worker I | 12.17 |
| 21150 - Stock Clerk | 15.88 |
| 21210 - Tools And Parts Attendant | 17.57 |
| 21410 - Warehouse Specialist | 17.57 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.13 |
| 23021 - Aircraft Mechanic I | 22.98 |
| 23022 - Aircraft Mechanic II | 24.13 |
| 23023 - Aircraft Mechanic III | 25.33 |
| 23040 - Aircraft Mechanic Helper | 18.50 |
| 23050 - Aircraft, Painter | 21.66 |
| 23060 - Aircraft Servicer | 20.28 |
| 23080 - Aircraft Worker | 21.19 |
| 23110 - Appliance Mechanic | 20.86 |
| 23120 - Bicycle Repairer | 12.12 |
| 23125 - Cable Splicer | 27.32 |
| 23130 - Carpenter, Maintenance | 22.85 |
| 23140 - Carpet Layer | 20.82 |
| 23160 - Electrician, Maintenance | 25.28 |
| 23181 - Electronics Technician Maintenance I | 24.89 |
| 23182 - Electronics Technician Maintenance II | 25.93 |
| 23183 - Electronics Technician Maintenance III | 27.00 |
| 23260 - Fabric Worker | 17.45 |
| 23290 - Fire Alarm System Mechanic | 20.53 |
| 23310 - Fire Extinguisher Repairer | 19.51 |
| 23311 - Fuel Distribution System Mechanic | 23.18 |
| 23312 - Fuel Distribution System Operator | 19.61 |
| 23370 - General Maintenance Worker | 18.76 |
| 23380 - Ground Support Equipment Mechanic | 22.98 |
| 23381 - Ground Support Equipment Servicer | 20.28 |
| 23382 - Ground Support Equipment Worker | 21.19 |
| 23391 - Gunsmith I | 19.51 |
| 23392 - Gunsmith II | 21.27 |
| 23393 - Gunsmith III | 23.07 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.13 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.00 |
| 23430 - Heavy Equipment Mechanic | 21.73 |
| 23440 - Heavy Equipment Operator | 28.39 |
| 23460 - Instrument Mechanic | 23.07 |
| 23465 - Laboratory/Shelter Mechanic | 22.16 |
| 23470 - Laborer | 13.76 |
| 23510 - Locksmith | 19.69 |
| 23530 - Machinery Maintenance Mechanic | 20.23 |
| 23550 - Machinist, Maintenance | 19.39 |
| 23580 - Maintenance Trades Helper | 12.23 |
| 23591 - Metrology Technician I | 23.07 |
| 23592 - Metrology Technician II | 23.94 |
| 23593 - Metrology Technician III | 24.86 |
| 23640 - Millwright | 24.19 |
| 23710 - Office Appliance Repairer | 19.04 |
| 23760 - Painter, Maintenance | 18.12 |

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| 23790 - Pipefitter, Maintenance | 26.04 |
| 23810 - Plumber, Maintenance | 25.33 |
| 23820 - Pseudraulic Systems Mechanic | 23.07 |
| 23850 - Rigger | 20.55 |
| 23870 - Scale Mechanic | 21.27 |
| 23890 - Sheet-Metal Worker, Maintenance | 21.63 |
| 23910 - Small Engine Mechanic | 18.65 |
| 23931 - Telecommunications Mechanic I | 26.11 |
| 23932 - Telecommunications Mechanic II | 27.09 |
| 23950 - Telephone Lineman | 27.18 |
| 23960 - Welder, Combination, Maintenance | 18.25 |
| 23965 - Well Driller | 22.85 |
| 23970 - Woodcraft Worker | 23.07 |
| 23980 - Woodworker | 17.59 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.34 |
| 24580 - Child Care Center Clerk | 12.74 |
| 24610 - Chore Aide | 10.80 |
| 24620 - Family Readiness And Support Services Coordinator | 13.52 |
| 24630 - Homemaker | 16.61 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.13 |
| 25040 - Sewage Plant Operator | 20.36 |
| 25070 - Stationary Engineer | 25.13 |
| 25190 - Ventilation Equipment Tender | 18.54 |
| 25210 - Water Treatment Plant Operator | 20.36 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.79 |
| 27007 - Baggage Inspector | 12.39 |
| 27008 - Corrections Officer | 22.87 |
| 27010 - Court Security Officer | 23.06 |
| 27030 - Detection Dog Handler | 15.92 |
| 27040 - Detention Officer | 22.87 |
| 27070 - Firefighter | 23.24 |
| 27101 - Guard I | 12.39 |
| 27102 - Guard II | 15.92 |
| 27131 - Police Officer I | 23.30 |
| 27132 - Police Officer II | 25.90 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.06 |
| 28042 - Carnival Equipment Repairer | 12.66 |
| 28043 - Carnival Equipment Worker | 10.31 |
| 28210 - Gate Attendant/Gate Tender | 13.93 |
| 28310 - Lifeguard | 12.11 |
| 28350 - Park Attendant (Aide) | 15.58 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 12.20 |
| 28630 - Sports Official | 12.41 |
| 28690 - Swimming Pool Operator | 15.97 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 25.19 |
| 29020 - Hatch Tender | 25.19 |
| 29030 - Line Handler | 25.19 |
| 29041 - Stevedore I | 24.11 |
| 29042 - Stevedore II | 26.25 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.09 |
| 30022 - Archeological Technician II | 20.24 |
| 30023 - Archeological Technician III | 25.08 |

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|---|---------------|
| 30030 - Cartographic Technician | 25.08 |
| 30040 - Civil Engineering Technician | 23.95 |
| 30061 - Drafter/CAD Operator I | 18.09 |
| 30062 - Drafter/CAD Operator II | 20.24 |
| 30063 - Drafter/CAD Operator III | 23.42 |
| 30064 - Drafter/CAD Operator IV | 27.76 |
| 30081 - Engineering Technician I | 16.82 |
| 30082 - Engineering Technician II | 18.87 |
| 30083 - Engineering Technician III | 21.12 |
| 30084 - Engineering Technician IV | 25.39 |
| 30085 - Engineering Technician V | 31.06 |
| 30086 - Engineering Technician VI | 38.73 |
| 30090 - Environmental Technician | 21.75 |
| 30210 - Laboratory Technician | 18.27 |
| 30240 - Mathematical Technician | 25.14 |
| 30361 - Paralegal/Legal Assistant I | 18.09 |
| 30362 - Paralegal/Legal Assistant II | 22.43 |
| 30363 - Paralegal/Legal Assistant III | 27.44 |
| 30364 - Paralegal/Legal Assistant IV | 33.19 |
| 30390 - Photo-Optics Technician | 25.14 |
| 30461 - Technical Writer I | 23.77 |
| 30462 - Technical Writer II | 29.08 |
| 30463 - Technical Writer III | 37.68 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.72 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 24.04 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 25.14 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.15 |
| 31030 - Bus Driver | 18.12 |
| 31043 - Driver Courier | 15.20 |
| 31260 - Parking and Lot Attendant | 10.92 |
| 31290 - Shuttle Bus Driver | 16.12 |
| 31310 - Taxi Driver | 12.72 |
| 31361 - Truckdriver, Light | 16.12 |
| 31362 - Truckdriver, Medium | 18.40 |
| 31363 - Truckdriver, Heavy | 20.47 |
| 31364 - Truckdriver, Tractor-Trailer | 23.16 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.26 |
| 99050 - Desk Clerk | 10.58 |
| 99095 - Embalmer | 25.48 |
| 99251 - Laboratory Animal Caretaker I | 11.99 |
| 99252 - Laboratory Animal Caretaker II | 12.60 |
| 99310 - Mortician | 38.43 |
| 99410 - Pest Controller | 14.73 |
| 99510 - Photofinishing Worker | 12.16 |
| 99710 - Recycling Laborer | 18.17 |
| 99711 - Recycling Specialist | 18.90 |
| 99730 - Refuse Collector | 16.87 |
| 99810 - Sales Clerk | 11.63 |
| 99820 - School Crossing Guard | 14.35 |
| 99830 - Survey Party Chief | 18.06 |
| 99831 - Surveying Aide | 12.94 |
| 99832 - Surveying Technician | 17.23 |
| 99840 - Vending Machine Attendant | 15.86 |
| 99841 - Vending Machine Repairer | 18.00 |
| 99842 - Vending Machine Repairer Helper | 15.86 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2254
Revision No.: 17
Date Of Last Revision: 07/25/2014

Applicable in the following cities and towns in Massachusetts and Rhode Island:

Massachusetts:

WORCESTER COUNTY: Blackstone, Millville, and Woonsocket

BRISTOL COUNTY: Attleboro, North Attleboro, Rehoboth, and Seekonk

NORFOLK COUNTY: Plainville

Rhode Island:

PROVIDENCE COUNTY: Burrillville, Central Falls, City of Providence, Cumberland, Lincoln, North Smithfield, Pawtucket, Smithfield, and Woonsocket

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.29 |
| 01012 - Accounting Clerk II | | 15.90 |
| 01013 - Accounting Clerk III | | 17.78 |
| 01020 - Administrative Assistant | | 23.60 |
| 01040 - Court Reporter | | 17.86 |
| 01051 - Data Entry Operator I | | 13.48 |
| 01052 - Data Entry Operator II | | 14.73 |
| 01060 - Dispatcher, Motor Vehicle | | 18.07 |
| 01070 - Document Preparation Clerk | | 14.29 |
| 01090 - Duplicating Machine Operator | | 14.29 |
| 01111 - General Clerk I | | 12.83 |
| 01112 - General Clerk II | | 14.00 |
| 01113 - General Clerk III | | 16.35 |
| 01120 - Housing Referral Assistant | | 20.41 |

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| 01141 - Messenger Courier | 14.41 |
| 01191 - Order Clerk I | 13.44 |
| 01192 - Order Clerk II | 14.67 |
| 01261 - Personnel Assistant (Employment) I | 15.90 |
| 01262 - Personnel Assistant (Employment) II | 17.79 |
| 01263 - Personnel Assistant (Employment) III | 21.91 |
| 01270 - Production Control Clerk | 19.90 |
| 01280 - Receptionist | 14.29 |
| 01290 - Rental Clerk | 15.65 |
| 01300 - Scheduler, Maintenance | 16.36 |
| 01311 - Secretary I | 16.36 |
| 01312 - Secretary II | 18.30 |
| 01313 - Secretary III | 20.41 |
| 01320 - Service Order Dispatcher | 17.26 |
| 01410 - Supply Technician | 23.60 |
| 01420 - Survey Worker | 17.78 |
| 01531 - Travel Clerk I | 12.75 |
| 01532 - Travel Clerk II | 13.54 |
| 01533 - Travel Clerk III | 14.21 |
| 01611 - Word Processor I | 14.59 |
| 01612 - Word Processor II | 16.54 |
| 01613 - Word Processor III | 18.56 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.87 |
| 05010 - Automotive Electrician | 18.24 |
| 05040 - Automotive Glass Installer | 16.97 |
| 05070 - Automotive Worker | 16.97 |
| 05110 - Mobile Equipment Servicer | 15.73 |
| 05130 - Motor Equipment Metal Mechanic | 18.37 |
| 05160 - Motor Equipment Metal Worker | 17.04 |
| 05190 - Motor Vehicle Mechanic | 18.37 |
| 05220 - Motor Vehicle Mechanic Helper | 15.02 |
| 05250 - Motor Vehicle Upholstery Worker | 17.49 |
| 05280 - Motor Vehicle Wrecker | 17.04 |
| 05310 - Painter, Automotive | 17.71 |
| 05340 - Radiator Repair Specialist | 17.04 |
| 05370 - Tire Repairer | 12.12 |
| 05400 - Transmission Repair Specialist | 18.37 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.77 |
| 07041 - Cook I | 14.52 |
| 07042 - Cook II | 16.62 |
| 07070 - Dishwasher | 10.29 |
| 07130 - Food Service Worker | 9.85 |
| 07210 - Meat Cutter | 17.38 |
| 07260 - Waiter/Waitress | 9.64 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.11 |
| 09040 - Furniture Handler | 12.42 |
| 09080 - Furniture Refinisher | 14.76 |
| 09090 - Furniture Refinisher Helper | 12.51 |
| 09110 - Furniture Repairer, Minor | 13.66 |
| 09130 - Upholsterer | 15.52 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.13 |
| 11060 - Elevator Operator | 13.74 |
| 11090 - Gardener | 15.09 |
| 11122 - Housekeeping Aide | 14.04 |
| 11150 - Janitor | 14.04 |
| 11210 - Laborer, Grounds Maintenance | 12.94 |
| 11240 - Maid or Houseman | 11.74 |
| 11260 - Pruner | 11.84 |
| 11270 - Tractor Operator | 15.12 |

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| 11330 - Trail Maintenance Worker | 12.94 |
| 11360 - Window Cleaner | 14.04 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.01 |
| 12011 - Breath Alcohol Technician | 20.65 |
| 12012 - Certified Occupational Therapist Assistant | 22.10 |
| 12015 - Certified Physical Therapist Assistant | 23.71 |
| 12020 - Dental Assistant | 16.70 |
| 12025 - Dental Hygienist | 32.76 |
| 12030 - EKG Technician | 24.98 |
| 12035 - Electroneurodiagnostic Technologist | 24.98 |
| 12040 - Emergency Medical Technician | 17.01 |
| 12071 - Licensed Practical Nurse I | 20.04 |
| 12072 - Licensed Practical Nurse II | 22.41 |
| 12073 - Licensed Practical Nurse III | 25.00 |
| 12100 - Medical Assistant | 14.57 |
| 12130 - Medical Laboratory Technician | 22.41 |
| 12160 - Medical Record Clerk | 15.71 |
| 12190 - Medical Record Technician | 17.48 |
| 12195 - Medical Transcriptionist | 17.27 |
| 12210 - Nuclear Medicine Technologist | 36.48 |
| 12221 - Nursing Assistant I | 11.24 |
| 12222 - Nursing Assistant II | 12.64 |
| 12223 - Nursing Assistant III | 13.79 |
| 12224 - Nursing Assistant IV | 15.47 |
| 12235 - Optical Dispenser | 20.48 |
| 12236 - Optical Technician | 13.33 |
| 12250 - Pharmacy Technician | 14.53 |
| 12280 - Phlebotomist | 15.47 |
| 12305 - Radiologic Technologist | 29.51 |
| 12311 - Registered Nurse I | 29.78 |
| 12312 - Registered Nurse II | 34.81 |
| 12313 - Registered Nurse II, Specialist | 34.81 |
| 12314 - Registered Nurse III | 40.02 |
| 12315 - Registered Nurse III, Anesthetist | 40.02 |
| 12316 - Registered Nurse IV | 47.94 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.64 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.97 |
| 13012 - Exhibits Specialist II | 24.75 |
| 13013 - Exhibits Specialist III | 30.28 |
| 13041 - Illustrator I | 19.97 |
| 13042 - Illustrator II | 24.74 |
| 13043 - Illustrator III | 30.28 |
| 13047 - Librarian | 27.56 |
| 13050 - Library Aide/Clerk | 11.84 |
| 13054 - Library Information Technology Systems Administrator | 24.88 |
| 13058 - Library Technician | 15.84 |
| 13061 - Media Specialist I | 17.85 |
| 13062 - Media Specialist II | 19.97 |
| 13063 - Media Specialist III | 22.27 |
| 13071 - Photographer I | 16.99 |
| 13072 - Photographer II | 19.00 |
| 13073 - Photographer III | 23.78 |
| 13074 - Photographer IV | 28.78 |
| 13075 - Photographer V | 33.72 |
| 13110 - Video Teleconference Technician | 17.78 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.88 |
| 14042 - Computer Operator II | 17.76 |
| 14043 - Computer Operator III | 19.81 |
| 14044 - Computer Operator IV | 23.18 |

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| 14045 - Computer Operator V | 25.70 |
| 14071 - Computer Programmer I (see 1) | 21.65 |
| 14072 - Computer Programmer II (see 1) | 24.90 |
| 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 | 15.88 |
| 14160 - Personal Computer Support Technician | 25.50 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.37 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.01 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.96 |
| 15050 - Computer Based Training Specialist / Instructor | 29.37 |
| 15060 - Educational Technologist | 28.32 |
| 15070 - Flight Instructor (Pilot) | 41.96 |
| 15080 - Graphic Artist | 23.45 |
| 15090 - Technical Instructor | 22.50 |
| 15095 - Technical Instructor/Course Developer | 27.52 |
| 15110 - Test Proctor | 18.15 |
| 15120 - Tutor | 18.15 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.26 |
| 16030 - Counter Attendant | 10.26 |
| 16040 - Dry Cleaner | 12.43 |
| 16070 - Finisher, Flatwork, Machine | 10.26 |
| 16090 - Presser, Hand | 10.26 |
| 16110 - Presser, Machine, Drycleaning | 10.26 |
| 16130 - Presser, Machine, Shirts | 10.26 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.26 |
| 16190 - Sewing Machine Operator | 13.16 |
| 16220 - Tailor | 13.93 |
| 16250 - Washer, Machine | 10.83 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.05 |
| 19040 - Tool And Die Maker | 22.18 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.57 |
| 21030 - Material Coordinator | 19.90 |
| 21040 - Material Expediter | 19.90 |
| 21050 - Material Handling Laborer | 13.55 |
| 21071 - Order Filler | 12.87 |
| 21080 - Production Line Worker (Food Processing) | 17.57 |
| 21110 - Shipping Packer | 13.91 |
| 21130 - Shipping/Receiving Clerk | 13.91 |
| 21140 - Store Worker I | 12.17 |
| 21150 - Stock Clerk | 15.88 |
| 21210 - Tools And Parts Attendant | 17.57 |
| 21410 - Warehouse Specialist | 17.57 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 24.13 |
| 23021 - Aircraft Mechanic I | 22.98 |
| 23022 - Aircraft Mechanic II | 24.13 |
| 23023 - Aircraft Mechanic III | 25.33 |
| 23040 - Aircraft Mechanic Helper | 18.50 |
| 23050 - Aircraft, Painter | 21.66 |
| 23060 - Aircraft Servicer | 20.28 |
| 23080 - Aircraft Worker | 21.19 |
| 23110 - Appliance Mechanic | 20.86 |
| 23120 - Bicycle Repairer | 12.12 |
| 23125 - Cable Splicer | 27.32 |
| 23130 - Carpenter, Maintenance | 22.85 |

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|---|-------|
| 23140 - Carpet Layer | 20.82 |
| 23160 - Electrician, Maintenance | 25.28 |
| 23181 - Electronics Technician Maintenance I | 24.89 |
| 23182 - Electronics Technician Maintenance II | 25.93 |
| 23183 - Electronics Technician Maintenance III | 27.00 |
| 23260 - Fabric Worker | 17.45 |
| 23290 - Fire Alarm System Mechanic | 20.53 |
| 23310 - Fire Extinguisher Repairer | 19.51 |
| 23311 - Fuel Distribution System Mechanic | 23.18 |
| 23312 - Fuel Distribution System Operator | 19.61 |
| 23370 - General Maintenance Worker | 18.76 |
| 23380 - Ground Support Equipment Mechanic | 22.98 |
| 23381 - Ground Support Equipment Servicer | 20.28 |
| 23382 - Ground Support Equipment Worker | 21.19 |
| 23391 - Gunsmith I | 19.51 |
| 23392 - Gunsmith II | 21.27 |
| 23393 - Gunsmith III | 23.07 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.13 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.00 |
| 23430 - Heavy Equipment Mechanic | 21.73 |
| 23440 - Heavy Equipment Operator | 28.39 |
| 23460 - Instrument Mechanic | 23.07 |
| 23465 - Laboratory/Shelter Mechanic | 22.16 |
| 23470 - Laborer | 13.76 |
| 23510 - Locksmith | 19.69 |
| 23530 - Machinery Maintenance Mechanic | 20.23 |
| 23550 - Machinist, Maintenance | 19.39 |
| 23580 - Maintenance Trades Helper | 12.23 |
| 23591 - Metrology Technician I | 23.07 |
| 23592 - Metrology Technician II | 23.94 |
| 23593 - Metrology Technician III | 24.86 |
| 23640 - Millwright | 24.19 |
| 23710 - Office Appliance Repairer | 19.04 |
| 23760 - Painter, Maintenance | 18.12 |
| 23790 - Pipefitter, Maintenance | 26.04 |
| 23810 - Plumber, Maintenance | 25.33 |
| 23820 - Pneudraulic Systems Mechanic | 23.07 |
| 23850 - Rigger | 20.55 |
| 23870 - Scale Mechanic | 21.27 |
| 23890 - Sheet-Metal Worker, Maintenance | 21.63 |
| 23910 - Small Engine Mechanic | 18.65 |
| 23931 - Telecommunications Mechanic I | 26.11 |
| 23932 - Telecommunications Mechanic II | 27.09 |
| 23950 - Telephone Lineman | 27.18 |
| 23960 - Welder, Combination, Maintenance | 18.25 |
| 23965 - Well Driller | 22.85 |
| 23970 - Woodcraft Worker | 23.07 |
| 23980 - Woodworker | 17.59 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.34 |
| 24580 - Child Care Center Clerk | 12.74 |
| 24610 - Chore Aide | 10.80 |
| 24620 - Family Readiness And Support Services Coordinator | 13.52 |
| 24630 - Homemaker | 16.61 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.13 |
| 25040 - Sewage Plant Operator | 20.36 |
| 25070 - Stationary Engineer | 25.13 |
| 25190 - Ventilation Equipment Tender | 18.54 |
| 25210 - Water Treatment Plant Operator | 20.36 |

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| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.79 |
| 27007 - Baggage Inspector | 12.39 |
| 27008 - Corrections Officer | 22.87 |
| 27010 - Court Security Officer | 23.06 |
| 27030 - Detection Dog Handler | 15.92 |
| 27040 - Detention Officer | 22.87 |
| 27070 - Firefighter | 23.24 |
| 27101 - Guard I | 12.39 |
| 27102 - Guard II | 15.92 |
| 27131 - Police Officer I | 23.30 |
| 27132 - Police Officer II | 25.90 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.06 |
| 28042 - Carnival Equipment Repairer | 12.66 |
| 28043 - Carnival Equipment Worker | 10.31 |
| 28210 - Gate Attendant/Gate Tender | 13.93 |
| 28310 - Lifeguard | 12.11 |
| 28350 - Park Attendant (Aide) | 15.58 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 12.20 |
| 28630 - Sports Official | 12.41 |
| 28690 - Swimming Pool Operator | 15.97 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 25.19 |
| 29020 - Hatch Tender | 25.19 |
| 29030 - Line Handler | 25.19 |
| 29041 - Stevedore I | 24.11 |
| 29042 - Stevedore II | 26.25 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.09 |
| 30022 - Archeological Technician II | 20.24 |
| 30023 - Archeological Technician III | 25.08 |
| 30030 - Cartographic Technician | 25.08 |
| 30040 - Civil Engineering Technician | 23.95 |
| 30061 - Drafter/CAD Operator I | 18.09 |
| 30062 - Drafter/CAD Operator II | 20.24 |
| 30063 - Drafter/CAD Operator III | 23.42 |
| 30064 - Drafter/CAD Operator IV | 27.76 |
| 30081 - Engineering Technician I | 16.82 |
| 30082 - Engineering Technician II | 18.87 |
| 30083 - Engineering Technician III | 21.12 |
| 30084 - Engineering Technician IV | 25.39 |
| 30085 - Engineering Technician V | 31.06 |
| 30086 - Engineering Technician VI | 38.73 |
| 30090 - Environmental Technician | 21.75 |
| 30210 - Laboratory Technician | 18.27 |
| 30240 - Mathematical Technician | 25.14 |
| 30361 - Paralegal/Legal Assistant I | 18.09 |
| 30362 - Paralegal/Legal Assistant II | 22.43 |
| 30363 - Paralegal/Legal Assistant III | 27.44 |
| 30364 - Paralegal/Legal Assistant IV | 33.19 |
| 30390 - Photo-Optics Technician | 25.14 |
| 30461 - Technical Writer I | 23.77 |
| 30462 - Technical Writer II | 29.08 |
| 30463 - Technical Writer III | 37.68 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.72 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |

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|---|---------------|
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 24.04 |
| 30621 - Weather Observer, Senior | (see 2) 25.14 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.15 |
| 31030 - Bus Driver | 18.12 |
| 31043 - Driver Courier | 15.20 |
| 31260 - Parking and Lot Attendant | 10.92 |
| 31290 - Shuttle Bus Driver | 16.12 |
| 31310 - Taxi Driver | 12.72 |
| 31361 - Truckdriver, Light | 16.12 |
| 31362 - Truckdriver, Medium | 18.40 |
| 31363 - Truckdriver, Heavy | 20.47 |
| 31364 - Truckdriver, Tractor-Trailer | 23.16 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.26 |
| 99050 - Desk Clerk | 10.58 |
| 99095 - Embalmer | 25.48 |
| 99251 - Laboratory Animal Caretaker I | 11.99 |
| 99252 - Laboratory Animal Caretaker II | 12.60 |
| 99310 - Mortician | 38.43 |
| 99410 - Pest Controller | 14.73 |
| 99510 - Photofinishing Worker | 12.16 |
| 99710 - Recycling Laborer | 18.17 |
| 99711 - Recycling Specialist | 18.90 |
| 99730 - Refuse Collector | 16.87 |
| 99810 - Sales Clerk | 11.63 |
| 99820 - School Crossing Guard | 14.35 |
| 99830 - Survey Party Chief | 18.06 |
| 99831 - Surveying Aide | 12.94 |
| 99832 - Surveying Technician | 17.23 |
| 99840 - Vending Machine Attendant | 15.86 |
| 99841 - Vending Machine Repairer | 18.00 |
| 99842 - Vending Machine Repairer Helper | 15.86 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of

similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2255
Revision No.: 16
Date Of Last Revision: 07/25/2014

Applicable in the state of Massachusetts in the areas listed below:

BRISTOL COUNTY: Mansfield, Norton, Rayham

ESSEX COUNTY: Lynn, Lynnfield, Nahant, Saugus

MIDDLESEX COUNTY: Entire County

NORFOLK COUNTY: Bellingham, Braintree, Brookline, Canton, Cohasset, Dedham, Dover, Foxborough, Franklin, Holbrook, Medfield, Medway, Millis, Milton, Needham, Norfolk, Norwood, Quincy, Randolph, Sharon, Stoughton, Walpole, Wellesley, Westwood, Weymouth, Wrentham

PLYMOUTH COUNTY: Carver, Duxbury, Hanover, Hanson, Hingham, Hull, Kingston, Lakeville, Marshfield, Middleborough, Norwell, Pembroke, Plymouth, Plympton, Rockland, Scituate

SUFFOLK COUNTY: Entire County

WORCESTER COUNTY: Berlin, Bolton, Harvard, Hopedale, Lancaster, Mendon, Milford, Southborough, Upton

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.23 |
| 01012 - Accounting Clerk II | | 17.10 |
| 01013 - Accounting Clerk III | | 19.14 |
| 01020 - Administrative Assistant | | 25.42 |
| 01040 - Court Reporter | | 20.86 |
| 01051 - Data Entry Operator I | | 15.64 |
| 01052 - Data Entry Operator II | | 16.92 |
| 01060 - Dispatcher, Motor Vehicle | | 19.79 |
| 01070 - Document Preparation Clerk | | 14.87 |
| 01090 - Duplicating Machine Operator | | 14.87 |
| 01111 - General Clerk I | | 14.66 |
| 01112 - General Clerk II | | 16.00 |
| 01113 - General Clerk III | | 18.17 |
| 01120 - Housing Referral Assistant | | 23.44 |
| 01141 - Messenger Courier | | 12.98 |
| 01191 - Order Clerk I | | 15.91 |
| 01192 - Order Clerk II | | 17.36 |
| 01261 - Personnel Assistant (Employment) I | | 17.41 |
| 01262 - Personnel Assistant (Employment) II | | 19.48 |
| 01263 - Personnel Assistant (Employment) III | | 21.71 |
| 01270 - Production Control Clerk | | 22.65 |
| 01280 - Receptionist | | 14.31 |

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| 01290 - Rental Clerk | 17.19 |
| 01300 - Scheduler, Maintenance | 18.80 |
| 01311 - Secretary I | 18.80 |
| 01312 - Secretary II | 21.03 |
| 01313 - Secretary III | 23.44 |
| 01320 - Service Order Dispatcher | 17.49 |
| 01410 - Supply Technician | 25.42 |
| 01420 - Survey Worker | 15.77 |
| 01531 - Travel Clerk I | 13.79 |
| 01532 - Travel Clerk II | 14.92 |
| 01533 - Travel Clerk III | 16.08 |
| 01611 - Word Processor I | 16.11 |
| 01612 - Word Processor II | 18.08 |
| 01613 - Word Processor III | 20.22 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 24.65 |
| 05010 - Automotive Electrician | 21.99 |
| 05040 - Automotive Glass Installer | 21.02 |
| 05070 - Automotive Worker | 21.02 |
| 05110 - Mobile Equipment Servicer | 19.02 |
| 05130 - Motor Equipment Metal Mechanic | 22.95 |
| 05160 - Motor Equipment Metal Worker | 21.02 |
| 05190 - Motor Vehicle Mechanic | 22.95 |
| 05220 - Motor Vehicle Mechanic Helper | 17.94 |
| 05250 - Motor Vehicle Upholstery Worker | 19.98 |
| 05280 - Motor Vehicle Wrecker | 21.02 |
| 05310 - Painter, Automotive | 21.99 |
| 05340 - Radiator Repair Specialist | 21.02 |
| 05370 - Tire Repairer | 14.22 |
| 05400 - Transmission Repair Specialist | 22.95 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.36 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 13.85 |
| 07070 - Dishwasher | 9.74 |
| 07130 - Food Service Worker | 12.03 |
| 07210 - Meat Cutter | 20.00 |
| 07260 - Waiter/Waitress | 12.62 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.02 |
| 09040 - Furniture Handler | 13.14 |
| 09080 - Furniture Refinisher | 17.25 |
| 09090 - Furniture Refinisher Helper | 13.94 |
| 09110 - Furniture Repairer, Minor | 15.68 |
| 09130 - Upholsterer | 17.64 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.66 |
| 11060 - Elevator Operator | 11.66 |
| 11090 - Gardener | 18.44 |
| 11122 - Housekeeping Aide | 14.28 |
| 11150 - Janitor | 14.28 |
| 11210 - Laborer, Grounds Maintenance | 15.13 |
| 11240 - Maid or Houseman | 11.80 |
| 11260 - Pruner | 13.72 |
| 11270 - Tractor Operator | 17.62 |
| 11330 - Trail Maintenance Worker | 15.13 |
| 11360 - Window Cleaner | 15.75 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.55 |
| 12011 - Breath Alcohol Technician | 18.55 |
| 12012 - Certified Occupational Therapist Assistant | 22.30 |
| 12015 - Certified Physical Therapist Assistant | 22.60 |
| 12020 - Dental Assistant | 18.96 |

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| 12025 - Dental Hygienist | 37.80 |
| 12030 - EKG Technician | 28.17 |
| 12035 - Electroneurodiagnostic Technologist | 28.17 |
| 12040 - Emergency Medical Technician | 18.55 |
| 12071 - Licensed Practical Nurse I | 18.83 |
| 12072 - Licensed Practical Nurse II | 21.06 |
| 12073 - Licensed Practical Nurse III | 23.48 |
| 12100 - Medical Assistant | 16.90 |
| 12130 - Medical Laboratory Technician | 19.41 |
| 12160 - Medical Record Clerk | 15.94 |
| 12190 - Medical Record Technician | 17.83 |
| 12195 - Medical Transcriptionist | 18.12 |
| 12210 - Nuclear Medicine Technologist | 35.16 |
| 12221 - Nursing Assistant I | 11.45 |
| 12222 - Nursing Assistant II | 12.87 |
| 12223 - Nursing Assistant III | 13.65 |
| 12224 - Nursing Assistant IV | 15.90 |
| 12235 - Optical Dispenser | 22.55 |
| 12236 - Optical Technician | 19.18 |
| 12250 - Pharmacy Technician | 20.80 |
| 12280 - Phlebotomist | 15.90 |
| 12305 - Radiologic Technologist | 32.92 |
| 12311 - Registered Nurse I | 31.18 |
| 12312 - Registered Nurse II | 40.19 |
| 12313 - Registered Nurse II, Specialist | 40.19 |
| 12314 - Registered Nurse III | 48.63 |
| 12315 - Registered Nurse III, Anesthetist | 48.63 |
| 12316 - Registered Nurse IV | 58.29 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.62 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.17 |
| 13012 - Exhibits Specialist II | 27.46 |
| 13013 - Exhibits Specialist III | 33.59 |
| 13041 - Illustrator I | 21.90 |
| 13042 - Illustrator II | 27.12 |
| 13043 - Illustrator III | 33.18 |
| 13047 - Librarian | 34.75 |
| 13050 - Library Aide/Clerk | 15.72 |
| 13054 - Library Information Technology Systems Administrator | 28.03 |
| 13058 - Library Technician | 18.69 |
| 13061 - Media Specialist I | 17.09 |
| 13062 - Media Specialist II | 18.13 |
| 13063 - Media Specialist III | 20.22 |
| 13071 - Photographer I | 17.70 |
| 13072 - Photographer II | 19.80 |
| 13073 - Photographer III | 24.53 |
| 13074 - Photographer IV | 30.00 |
| 13075 - Photographer V | 36.30 |
| 13110 - Video Teleconference Technician | 19.27 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.71 |
| 14042 - Computer Operator II | 22.05 |
| 14043 - Computer Operator III | 24.58 |
| 14044 - Computer Operator IV | 27.32 |
| 14045 - Computer Operator V | 30.25 |
| 14071 - Computer Programmer I | (see 1) 24.68 |
| 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) |

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| 14150 - Peripheral Equipment Operator | 19.71 |
| 14160 - Personal Computer Support Technician | 27.32 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 35.72 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.22 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 51.80 |
| 15050 - Computer Based Training Specialist / Instructor | 35.72 |
| 15060 - Educational Technologist | 32.16 |
| 15070 - Flight Instructor (Pilot) | 51.80 |
| 15080 - Graphic Artist | 31.54 |
| 15090 - Technical Instructor | 25.37 |
| 15095 - Technical Instructor/Course Developer | 31.02 |
| 15110 - Test Proctor | 20.47 |
| 15120 - Tutor | 20.47 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.71 |
| 16030 - Counter Attendant | 10.71 |
| 16040 - Dry Cleaner | 14.24 |
| 16070 - Finisher, Flatwork, Machine | 10.71 |
| 16090 - Presser, Hand | 10.71 |
| 16110 - Presser, Machine, Drycleaning | 10.71 |
| 16130 - Presser, Machine, Shirts | 10.71 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.71 |
| 16190 - Sewing Machine Operator | 15.10 |
| 16220 - Tailor | 15.78 |
| 16250 - Washer, Machine | 11.92 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.72 |
| 19040 - Tool And Die Maker | 26.82 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.64 |
| 21030 - Material Coordinator | 22.65 |
| 21040 - Material Expediter | 22.65 |
| 21050 - Material Handling Laborer | 14.26 |
| 21071 - Order Filler | 15.51 |
| 21080 - Production Line Worker (Food Processing) | 17.64 |
| 21110 - Shipping Packer | 18.63 |
| 21130 - Shipping/Receiving Clerk | 18.63 |
| 21140 - Store Worker I | 12.66 |
| 21150 - Stock Clerk | 17.11 |
| 21210 - Tools And Parts Attendant | 17.64 |
| 21410 - Warehouse Specialist | 17.64 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 30.32 |
| 23021 - Aircraft Mechanic I | 28.22 |
| 23022 - Aircraft Mechanic II | 30.32 |
| 23023 - Aircraft Mechanic III | 30.61 |
| 23040 - Aircraft Mechanic Helper | 20.65 |
| 23050 - Aircraft, Painter | 24.38 |
| 23060 - Aircraft Servicer | 23.22 |
| 23080 - Aircraft Worker | 24.04 |
| 23110 - Appliance Mechanic | 24.24 |
| 23120 - Bicycle Repairer | 14.22 |
| 23125 - Cable Splicer | 30.77 |
| 23130 - Carpenter, Maintenance | 28.56 |
| 23140 - Carpet Layer | 26.29 |
| 23160 - Electrician, Maintenance | 32.18 |
| 23181 - Electronics Technician Maintenance I | 26.39 |
| 23182 - Electronics Technician Maintenance II | 27.59 |
| 23183 - Electronics Technician Maintenance III | 28.80 |
| 23260 - Fabric Worker | 22.03 |
| 23290 - Fire Alarm System Mechanic | 24.63 |
| 23310 - Fire Extinguisher Repairer | 21.01 |

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| 23311 - Fuel Distribution System Mechanic | 25.71 |
| 23312 - Fuel Distribution System Operator | 20.37 |
| 23370 - General Maintenance Worker | 23.18 |
| 23380 - Ground Support Equipment Mechanic | 28.22 |
| 23381 - Ground Support Equipment Servicer | 23.22 |
| 23382 - Ground Support Equipment Worker | 24.04 |
| 23391 - Gunsmith I | 21.01 |
| 23392 - Gunsmith II | 23.18 |
| 23393 - Gunsmith III | 25.30 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.66 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.02 |
| 23430 - Heavy Equipment Mechanic | 24.63 |
| 23440 - Heavy Equipment Operator | 28.89 |
| 23460 - Instrument Mechanic | 25.45 |
| 23465 - Laboratory/Shelter Mechanic | 24.24 |
| 23470 - Laborer | 15.05 |
| 23510 - Locksmith | 24.24 |
| 23530 - Machinery Maintenance Mechanic | 25.30 |
| 23550 - Machinist, Maintenance | 25.30 |
| 23580 - Maintenance Trades Helper | 19.59 |
| 23591 - Metrology Technician I | 25.45 |
| 23592 - Metrology Technician II | 26.51 |
| 23593 - Metrology Technician III | 27.61 |
| 23640 - Millwright | 25.78 |
| 23710 - Office Appliance Repairer | 24.24 |
| 23760 - Painter, Maintenance | 24.24 |
| 23790 - Pipefitter, Maintenance | 28.03 |
| 23810 - Plumber, Maintenance | 26.86 |
| 23820 - Pneudraulic Systems Mechanic | 25.30 |
| 23850 - Rigger | 25.30 |
| 23870 - Scale Mechanic | 23.18 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.56 |
| 23910 - Small Engine Mechanic | 23.18 |
| 23931 - Telecommunications Mechanic I | 27.79 |
| 23932 - Telecommunications Mechanic II | 29.70 |
| 23950 - Telephone Lineman | 28.74 |
| 23960 - Welder, Combination, Maintenance | 25.30 |
| 23965 - Well Driller | 25.30 |
| 23970 - Woodcraft Worker | 25.30 |
| 23980 - Woodworker | 21.01 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 14.11 |
| 24580 - Child Care Center Clerk | 17.60 |
| 24610 - Chore Aide | 11.80 |
| 24620 - Family Readiness And Support Services Coordinator | 15.78 |
| 24630 - Homemaker | 19.55 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.78 |
| 25040 - Sewage Plant Operator | 22.18 |
| 25070 - Stationary Engineer | 24.78 |
| 25190 - Ventilation Equipment Tender | 19.18 |
| 25210 - Water Treatment Plant Operator | 22.18 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.31 |
| 27007 - Baggage Inspector | 15.85 |
| 27008 - Corrections Officer | 26.87 |
| 27010 - Court Security Officer | 25.91 |
| 27030 - Detection Dog Handler | 18.95 |
| 27040 - Detention Officer | 26.87 |
| 27070 - Firefighter | 23.93 |

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| 27101 - Guard I | 15.85 |
| 27102 - Guard II | 18.95 |
| 27131 - Police Officer I | 26.92 |
| 27132 - Police Officer II | 29.74 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.20 |
| 28042 - Carnival Equipment Repairer | 13.98 |
| 28043 - Carnival Equipment Worker | 10.92 |
| 28210 - Gate Attendant/Gate Tender | 16.24 |
| 28310 - Lifeguard | 13.45 |
| 28350 - Park Attendant (Aide) | 17.74 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.58 |
| 28515 - Recreation Specialist | 22.62 |
| 28630 - Sports Official | 14.47 |
| 28690 - Swimming Pool Operator | 19.44 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 25.54 |
| 29020 - Hatch Tender | 25.54 |
| 29030 - Line Handler | 25.54 |
| 29041 - Stevedore I | 26.29 |
| 29042 - Stevedore II | 29.25 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.10 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.25 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.69 |
| 30021 - Archeological Technician I | 21.07 |
| 30022 - Archeological Technician II | 23.57 |
| 30023 - Archeological Technician III | 29.20 |
| 30030 - Cartographic Technician | 29.20 |
| 30040 - Civil Engineering Technician | 26.54 |
| 30061 - Drafter/CAD Operator I | 21.07 |
| 30062 - Drafter/CAD Operator II | 23.57 |
| 30063 - Drafter/CAD Operator III | 26.27 |
| 30064 - Drafter/CAD Operator IV | 32.34 |
| 30081 - Engineering Technician I | 17.29 |
| 30082 - Engineering Technician II | 19.42 |
| 30083 - Engineering Technician III | 21.74 |
| 30084 - Engineering Technician IV | 26.93 |
| 30085 - Engineering Technician V | 32.93 |
| 30086 - Engineering Technician VI | 38.49 |
| 30090 - Environmental Technician | 28.49 |
| 30210 - Laboratory Technician | 23.40 |
| 30240 - Mathematical Technician | 29.20 |
| 30361 - Paralegal/Legal Assistant I | 20.44 |
| 30362 - Paralegal/Legal Assistant II | 25.32 |
| 30363 - Paralegal/Legal Assistant III | 30.97 |
| 30364 - Paralegal/Legal Assistant IV | 37.46 |
| 30390 - Photo-Optics Technician | 29.20 |
| 30461 - Technical Writer I | 26.44 |
| 30462 - Technical Writer II | 32.34 |
| 30463 - Technical Writer III | 39.13 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.85 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.07 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.04 |
| 30494 - Unexploded (UXO) Safety Escort | 24.85 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.85 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 26.27 |
| 30621 - Weather Observer, Senior (see 2) | 29.20 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.20 |
| 31030 - Bus Driver | 17.52 |
| 31043 - Driver Courier | 15.79 |

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|---|-------|
| 31260 - Parking and Lot Attendant | 10.69 |
| 31290 - Shuttle Bus Driver | 16.93 |
| 31310 - Taxi Driver | 12.95 |
| 31361 - Truckdriver, Light | 16.93 |
| 31362 - Truckdriver, Medium | 18.70 |
| 31363 - Truckdriver, Heavy | 20.68 |
| 31364 - Truckdriver, Tractor-Trailer | 20.68 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.25 |
| 99050 - Desk Clerk | 13.70 |
| 99095 - Embalmer | 26.39 |
| 99251 - Laboratory Animal Caretaker I | 14.60 |
| 99252 - Laboratory Animal Caretaker II | 15.66 |
| 99310 - Mortician | 36.23 |
| 99410 - Pest Controller | 16.87 |
| 99510 - Photofinishing Worker | 14.38 |
| 99710 - Recycling Laborer | 19.74 |
| 99711 - Recycling Specialist | 23.30 |
| 99730 - Refuse Collector | 17.90 |
| 99810 - Sales Clerk | 13.61 |
| 99820 - School Crossing Guard | 13.77 |
| 99830 - Survey Party Chief | 24.28 |
| 99831 - Surveying Aide | 16.06 |
| 99832 - Surveying Technician | 22.08 |
| 99840 - Vending Machine Attendant | 15.79 |
| 99841 - Vending Machine Repairer | 18.68 |
| 99842 - Vending Machine Repairer Helper | 15.79 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2256
Revision No.: 17
Date Of Last Revision: 07/25/2014

Applicable in the state of Massachusetts in the areas listed below:

BRISTOL COUNTY: Mansfield, Norton, Rayham

ESSEX COUNTY: Lynn, Lynnfield, Nahant, Saugus

MIDDLESEX COUNTY: Entire County

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NORFOLK COUNTY: Bellingham, Braintree, Brookline, Canton, Cohasset, Dedham, Dover, Foxborough, Franklin, Holbrook, Medfield, Medway, Millis, Milton, Needham, Norfolk, Norwood, Quincy, Randolph, Sharon, Stoughton, Walpole, Wellesley, Westwood, Weymouth, Wrentham

PLYMOUTH COUNTY: Carver, Duxbury, Hanover, Hanson, Hingham, Hull, Kingston, Lakeville, Marshfield, Middleborough, Norwell, Pembroke, Plymouth, Plympton, Rockland, Scituate

SUFFOLK COUNTY: Entire County

WORCESTER COUNTY: Berlin, Bolton, Harvard, Hopedale, Lancaster, Mendon, Milford, Southborough, Upton

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.23 |
| 01012 - Accounting Clerk II | | 17.10 |
| 01013 - Accounting Clerk III | | 19.14 |
| 01020 - Administrative Assistant | | 25.42 |
| 01040 - Court Reporter | | 20.86 |
| 01051 - Data Entry Operator I | | 15.64 |
| 01052 - Data Entry Operator II | | 16.92 |
| 01060 - Dispatcher, Motor Vehicle | | 19.79 |
| 01070 - Document Preparation Clerk | | 14.87 |
| 01090 - Duplicating Machine Operator | | 14.87 |
| 01111 - General Clerk I | | 14.66 |
| 01112 - General Clerk II | | 16.00 |
| 01113 - General Clerk III | | 18.17 |
| 01120 - Housing Referral Assistant | | 23.44 |
| 01141 - Messenger Courier | | 12.98 |
| 01191 - Order Clerk I | | 15.91 |
| 01192 - Order Clerk II | | 17.36 |
| 01261 - Personnel Assistant (Employment) I | | 17.41 |
| 01262 - Personnel Assistant (Employment) II | | 19.48 |
| 01263 - Personnel Assistant (Employment) III | | 21.71 |
| 01270 - Production Control Clerk | | 22.65 |
| 01280 - Receptionist | | 14.31 |
| 01290 - Rental Clerk | | 17.19 |
| 01300 - Scheduler, Maintenance | | 18.80 |
| 01311 - Secretary I | | 18.80 |
| 01312 - Secretary II | | 21.03 |
| 01313 - Secretary III | | 23.44 |
| 01320 - Service Order Dispatcher | | 17.49 |
| 01410 - Supply Technician | | 25.42 |
| 01420 - Survey Worker | | 15.77 |
| 01531 - Travel Clerk I | | 13.79 |
| 01532 - Travel Clerk II | | 14.92 |
| 01533 - Travel Clerk III | | 16.08 |
| 01611 - Word Processor I | | 16.11 |
| 01612 - Word Processor II | | 18.08 |
| 01613 - Word Processor III | | 20.22 |

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| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 24.65 |
| 05010 - Automotive Electrician | 21.99 |
| 05040 - Automotive Glass Installer | 21.02 |
| 05070 - Automotive Worker | 21.02 |
| 05110 - Mobile Equipment Servicer | 19.02 |
| 05130 - Motor Equipment Metal Mechanic | 22.95 |
| 05160 - Motor Equipment Metal Worker | 21.02 |
| 05190 - Motor Vehicle Mechanic | 22.95 |
| 05220 - Motor Vehicle Mechanic Helper | 17.94 |
| 05250 - Motor Vehicle Upholstery Worker | 19.98 |
| 05280 - Motor Vehicle Wrecker | 21.02 |
| 05310 - Painter, Automotive | 21.99 |
| 05340 - Radiator Repair Specialist | 21.02 |
| 05370 - Tire Repairer | 14.22 |
| 05400 - Transmission Repair Specialist | 22.95 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.36 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 13.85 |
| 07070 - Dishwasher | 9.74 |
| 07130 - Food Service Worker | 12.03 |
| 07210 - Meat Cutter | 20.00 |
| 07260 - Waiter/Waitress | 12.62 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.02 |
| 09040 - Furniture Handler | 13.14 |
| 09080 - Furniture Refinisher | 17.25 |
| 09090 - Furniture Refinisher Helper | 13.94 |
| 09110 - Furniture Repairer, Minor | 15.68 |
| 09130 - Upholsterer | 17.64 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.66 |
| 11060 - Elevator Operator | 11.66 |
| 11090 - Gardener | 18.44 |
| 11122 - Housekeeping Aide | 14.28 |
| 11150 - Janitor | 14.28 |
| 11210 - Laborer, Grounds Maintenance | 15.13 |
| 11240 - Maid or Houseman | 11.80 |
| 11260 - Pruner | 13.72 |
| 11270 - Tractor Operator | 17.62 |
| 11330 - Trail Maintenance Worker | 15.13 |
| 11360 - Window Cleaner | 15.75 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.55 |
| 12011 - Breath Alcohol Technician | 18.55 |
| 12012 - Certified Occupational Therapist Assistant | 22.30 |
| 12015 - Certified Physical Therapist Assistant | 22.60 |
| 12020 - Dental Assistant | 18.96 |
| 12025 - Dental Hygienist | 37.80 |
| 12030 - EKG Technician | 28.17 |
| 12035 - Electroneurodiagnostic Technologist | 28.17 |
| 12040 - Emergency Medical Technician | 18.55 |
| 12071 - Licensed Practical Nurse I | 18.83 |
| 12072 - Licensed Practical Nurse II | 21.06 |
| 12073 - Licensed Practical Nurse III | 23.48 |
| 12100 - Medical Assistant | 16.90 |
| 12130 - Medical Laboratory Technician | 19.41 |
| 12160 - Medical Record Clerk | 15.94 |
| 12190 - Medical Record Technician | 17.83 |
| 12195 - Medical Transcriptionist | 18.12 |
| 12210 - Nuclear Medicine Technologist | 35.16 |
| 12221 - Nursing Assistant I | 11.45 |

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| 12222 - Nursing Assistant II | 12.87 |
| 12223 - Nursing Assistant III | 13.65 |
| 12224 - Nursing Assistant IV | 15.90 |
| 12235 - Optical Dispenser | 22.55 |
| 12236 - Optical Technician | 19.18 |
| 12250 - Pharmacy Technician | 20.80 |
| 12280 - Phlebotomist | 15.90 |
| 12305 - Radiologic Technologist | 32.92 |
| 12311 - Registered Nurse I | 31.18 |
| 12312 - Registered Nurse II | 40.19 |
| 12313 - Registered Nurse II, Specialist | 40.19 |
| 12314 - Registered Nurse III | 48.63 |
| 12315 - Registered Nurse III, Anesthetist | 48.63 |
| 12316 - Registered Nurse IV | 58.29 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.62 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.17 |
| 13012 - Exhibits Specialist II | 27.46 |
| 13013 - Exhibits Specialist III | 33.59 |
| 13041 - Illustrator I | 21.90 |
| 13042 - Illustrator II | 27.12 |
| 13043 - Illustrator III | 33.18 |
| 13047 - Librarian | 34.75 |
| 13050 - Library Aide/Clerk | 15.72 |
| 13054 - Library Information Technology Systems Administrator | 28.03 |
| 13058 - Library Technician | 18.69 |
| 13061 - Media Specialist I | 17.09 |
| 13062 - Media Specialist II | 18.13 |
| 13063 - Media Specialist III | 20.22 |
| 13071 - Photographer I | 17.70 |
| 13072 - Photographer II | 19.80 |
| 13073 - Photographer III | 24.53 |
| 13074 - Photographer IV | 30.00 |
| 13075 - Photographer V | 36.30 |
| 13110 - Video Teleconference Technician | 19.27 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.71 |
| 14042 - Computer Operator II | 22.05 |
| 14043 - Computer Operator III | 24.58 |
| 14044 - Computer Operator IV | 27.32 |
| 14045 - Computer Operator V | 30.25 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 19.71 |
| 14160 - Personal Computer Support Technician | 27.32 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 35.72 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.22 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 51.80 |
| 15050 - Computer Based Training Specialist / Instructor | 35.72 |
| 15060 - Educational Technologist | 32.16 |
| 15070 - Flight Instructor (Pilot) | 51.80 |
| 15080 - Graphic Artist | 31.54 |
| 15090 - Technical Instructor | 25.37 |
| 15095 - Technical Instructor/Course Developer | 31.02 |
| 15110 - Test Proctor | 20.47 |
| 15120 - Tutor | 20.47 |

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| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.71 |
| 16030 - Counter Attendant | 10.71 |
| 16040 - Dry Cleaner | 14.24 |
| 16070 - Finisher, Flatwork, Machine | 10.71 |
| 16090 - Presser, Hand | 10.71 |
| 16110 - Presser, Machine, Drycleaning | 10.71 |
| 16130 - Presser, Machine, Shirts | 10.71 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.71 |
| 16190 - Sewing Machine Operator | 15.10 |
| 16220 - Tailor | 15.78 |
| 16250 - Washer, Machine | 11.92 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.72 |
| 19040 - Tool And Die Maker | 26.82 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.64 |
| 21030 - Material Coordinator | 22.65 |
| 21040 - Material Expediter | 22.65 |
| 21050 - Material Handling Laborer | 14.26 |
| 21071 - Order Filler | 15.51 |
| 21080 - Production Line Worker (Food Processing) | 17.64 |
| 21110 - Shipping Packer | 18.63 |
| 21130 - Shipping/Receiving Clerk | 18.63 |
| 21140 - Store Worker I | 12.66 |
| 21150 - Stock Clerk | 17.11 |
| 21210 - Tools And Parts Attendant | 17.64 |
| 21410 - Warehouse Specialist | 17.64 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 30.32 |
| 23021 - Aircraft Mechanic I | 28.22 |
| 23022 - Aircraft Mechanic II | 30.32 |
| 23023 - Aircraft Mechanic III | 30.61 |
| 23040 - Aircraft Mechanic Helper | 20.65 |
| 23050 - Aircraft, Painter | 24.38 |
| 23060 - Aircraft Servicer | 23.22 |
| 23080 - Aircraft Worker | 24.04 |
| 23110 - Appliance Mechanic | 24.24 |
| 23120 - Bicycle Repairer | 14.22 |
| 23125 - Cable Splicer | 30.77 |
| 23130 - Carpenter, Maintenance | 28.56 |
| 23140 - Carpet Layer | 26.29 |
| 23160 - Electrician, Maintenance | 32.18 |
| 23181 - Electronics Technician Maintenance I | 26.39 |
| 23182 - Electronics Technician Maintenance II | 27.59 |
| 23183 - Electronics Technician Maintenance III | 28.80 |
| 23260 - Fabric Worker | 22.03 |
| 23290 - Fire Alarm System Mechanic | 24.63 |
| 23310 - Fire Extinguisher Repairer | 21.01 |
| 23311 - Fuel Distribution System Mechanic | 25.71 |
| 23312 - Fuel Distribution System Operator | 20.37 |
| 23370 - General Maintenance Worker | 23.18 |
| 23380 - Ground Support Equipment Mechanic | 28.22 |
| 23381 - Ground Support Equipment Servicer | 23.22 |
| 23382 - Ground Support Equipment Worker | 24.04 |
| 23391 - Gunsmith I | 21.01 |
| 23392 - Gunsmith II | 23.18 |
| 23393 - Gunsmith III | 25.30 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.66 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.02 |
| 23430 - Heavy Equipment Mechanic | 24.63 |

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| 23440 - Heavy Equipment Operator | 28.89 |
| 23460 - Instrument Mechanic | 25.45 |
| 23465 - Laboratory/Shelter Mechanic | 24.24 |
| 23470 - Laborer | 15.05 |
| 23510 - Locksmith | 24.24 |
| 23530 - Machinery Maintenance Mechanic | 25.30 |
| 23550 - Machinist, Maintenance | 25.30 |
| 23580 - Maintenance Trades Helper | 19.59 |
| 23591 - Metrology Technician I | 25.45 |
| 23592 - Metrology Technician II | 26.51 |
| 23593 - Metrology Technician III | 27.61 |
| 23640 - Millwright | 25.78 |
| 23710 - Office Appliance Repairer | 24.24 |
| 23760 - Painter, Maintenance | 24.24 |
| 23790 - Pipefitter, Maintenance | 28.03 |
| 23810 - Plumber, Maintenance | 26.86 |
| 23820 - Pneudraulic Systems Mechanic | 25.30 |
| 23850 - Rigger | 25.30 |
| 23870 - Scale Mechanic | 23.18 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.56 |
| 23910 - Small Engine Mechanic | 23.18 |
| 23931 - Telecommunications Mechanic I | 27.79 |
| 23932 - Telecommunications Mechanic II | 29.70 |
| 23950 - Telephone Lineman | 28.74 |
| 23960 - Welder, Combination, Maintenance | 25.30 |
| 23965 - Well Driller | 25.30 |
| 23970 - Woodcraft Worker | 25.30 |
| 23980 - Woodworker | 21.01 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 14.11 |
| 24580 - Child Care Center Clerk | 17.60 |
| 24610 - Chore Aide | 11.80 |
| 24620 - Family Readiness And Support Services Coordinator | 15.78 |
| 24630 - Homemaker | 19.55 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.78 |
| 25040 - Sewage Plant Operator | 22.18 |
| 25070 - Stationary Engineer | 24.78 |
| 25190 - Ventilation Equipment Tender | 19.18 |
| 25210 - Water Treatment Plant Operator | 22.18 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.31 |
| 27007 - Baggage Inspector | 15.85 |
| 27008 - Corrections Officer | 26.87 |
| 27010 - Court Security Officer | 25.91 |
| 27030 - Detection Dog Handler | 18.95 |
| 27040 - Detention Officer | 26.87 |
| 27070 - Firefighter | 23.93 |
| 27101 - Guard I | 15.85 |
| 27102 - Guard II | 18.95 |
| 27131 - Police Officer I | 26.92 |
| 27132 - Police Officer II | 29.74 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.20 |
| 28042 - Carnival Equipment Repairer | 13.98 |
| 28043 - Carnival Equipment Worker | 10.92 |
| 28210 - Gate Attendant/Gate Tender | 16.24 |
| 28310 - Lifeguard | 13.45 |
| 28350 - Park Attendant (Aide) | 17.74 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.58 |
| 28515 - Recreation Specialist | 22.62 |
| 28630 - Sports Official | 14.47 |

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| 28690 - Swimming Pool Operator | 19.44 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 25.54 |
| 29020 - Hatch Tender | 25.54 |
| 29030 - Line Handler | 25.54 |
| 29041 - Stevedore I | 26.29 |
| 29042 - Stevedore II | 29.25 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.10 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.25 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.69 |
| 30021 - Archeological Technician I | 21.07 |
| 30022 - Archeological Technician II | 23.57 |
| 30023 - Archeological Technician III | 29.20 |
| 30030 - Cartographic Technician | 29.20 |
| 30040 - Civil Engineering Technician | 26.54 |
| 30061 - Drafter/CAD Operator I | 21.07 |
| 30062 - Drafter/CAD Operator II | 23.57 |
| 30063 - Drafter/CAD Operator III | 26.27 |
| 30064 - Drafter/CAD Operator IV | 32.34 |
| 30081 - Engineering Technician I | 17.29 |
| 30082 - Engineering Technician II | 19.42 |
| 30083 - Engineering Technician III | 21.74 |
| 30084 - Engineering Technician IV | 26.93 |
| 30085 - Engineering Technician V | 32.93 |
| 30086 - Engineering Technician VI | 38.49 |
| 30090 - Environmental Technician | 28.49 |
| 30210 - Laboratory Technician | 23.40 |
| 30240 - Mathematical Technician | 29.20 |
| 30361 - Paralegal/Legal Assistant I | 20.44 |
| 30362 - Paralegal/Legal Assistant II | 25.32 |
| 30363 - Paralegal/Legal Assistant III | 30.97 |
| 30364 - Paralegal/Legal Assistant IV | 37.46 |
| 30390 - Photo-Optics Technician | 29.20 |
| 30461 - Technical Writer I | 26.44 |
| 30462 - Technical Writer II | 32.34 |
| 30463 - Technical Writer III | 39.13 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.85 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.07 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.04 |
| 30494 - Unexploded (UXO) Safety Escort | 24.85 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.85 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 26.27 |
| 30621 - Weather Observer, Senior (see 2) | 29.20 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.20 |
| 31030 - Bus Driver | 17.52 |
| 31043 - Driver Courier | 15.79 |
| 31260 - Parking and Lot Attendant | 10.69 |
| 31290 - Shuttle Bus Driver | 16.93 |
| 31310 - Taxi Driver | 12.95 |
| 31361 - Truckdriver, Light | 16.93 |
| 31362 - Truckdriver, Medium | 18.70 |
| 31363 - Truckdriver, Heavy | 20.68 |
| 31364 - Truckdriver, Tractor-Trailer | 20.68 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.25 |
| 99050 - Desk Clerk | 13.70 |
| 99095 - Embalmer | 26.39 |
| 99251 - Laboratory Animal Caretaker I | 14.60 |
| 99252 - Laboratory Animal Caretaker II | 15.66 |
| 99310 - Mortician | 36.23 |

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|---|-------|
| 99410 - Pest Controller | 16.87 |
| 99510 - Photofinishing Worker | 14.38 |
| 99710 - Recycling Laborer | 19.74 |
| 99711 - Recycling Specialist | 23.30 |
| 99730 - Refuse Collector | 17.90 |
| 99810 - Sales Clerk | 13.61 |
| 99820 - School Crossing Guard | 13.77 |
| 99830 - Survey Party Chief | 24.28 |
| 99831 - Surveying Aide | 16.06 |
| 99832 - Surveying Technician | 22.08 |
| 99840 - Vending Machine Attendant | 15.79 |
| 99841 - Vending Machine Repairer | 18.68 |
| 99842 - Vending Machine Repairer Helper | 15.79 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2257
Revision No.: 18
Date of Last Revision: 07/25/2014

Applicable in Massachusetts and New Hampshire as listed below:

Massachusetts:

ESSEX COUNTY: Excluding these cities and towns: Lynn, Lynnfield, Nahant, and Saugus

New Hampshire:

ROCKINGHAM COUNTY: Including these cities and towns: Atkinson, Brentwood, Danville, Derry, East Kingston, Hampstead, Kingston, Newton, Plaistow, Salem, Sandown, Seabrook, and Windham

See WD 2005-2339 for other cities and towns that are excluded.

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

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| 01000 - Administrative Support And Clerical Occupations | |
| 01011 - Accounting Clerk I | 15.23 |
| 01012 - Accounting Clerk II | 17.10 |
| 01013 - Accounting Clerk III | 19.14 |
| 01020 - Administrative Assistant | 25.42 |
| 01040 - Court Reporter | 20.86 |
| 01051 - Data Entry Operator I | 15.46 |
| 01052 - Data Entry Operator II | 16.79 |
| 01060 - Dispatcher, Motor Vehicle | 19.79 |
| 01070 - Document Preparation Clerk | 14.87 |
| 01090 - Duplicating Machine Operator | 14.87 |
| 01111 - General Clerk I | 14.66 |
| 01112 - General Clerk II | 16.00 |
| 01113 - General Clerk III | 18.17 |
| 01120 - Housing Referral Assistant | 23.44 |
| 01141 - Messenger Courier | 12.98 |
| 01191 - Order Clerk I | 15.91 |
| 01192 - Order Clerk II | 17.36 |
| 01261 - Personnel Assistant (Employment) I | 17.41 |
| 01262 - Personnel Assistant (Employment) II | 19.48 |
| 01263 - Personnel Assistant (Employment) III | 21.71 |
| 01270 - Production Control Clerk | 22.65 |
| 01280 - Receptionist | 14.31 |
| 01290 - Rental Clerk | 17.19 |
| 01300 - Scheduler, Maintenance | 18.80 |
| 01311 - Secretary I | 18.80 |
| 01312 - Secretary II | 21.03 |
| 01313 - Secretary III | 23.44 |
| 01320 - Service Order Dispatcher | 17.49 |
| 01410 - Supply Technician | 25.42 |
| 01420 - Survey Worker | 15.77 |
| 01531 - Travel Clerk I | 13.79 |
| 01532 - Travel Clerk II | 14.92 |
| 01533 - Travel Clerk III | 16.08 |
| 01611 - Word Processor I | 16.11 |
| 01612 - Word Processor II | 18.08 |
| 01613 - Word Processor III | 20.22 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 24.65 |
| 05010 - Automotive Electrician | 21.99 |
| 05040 - Automotive Glass Installer | 21.02 |
| 05070 - Automotive Worker | 21.02 |
| 05110 - Mobile Equipment Servicer | 19.02 |
| 05130 - Motor Equipment Metal Mechanic | 22.95 |
| 05160 - Motor Equipment Metal Worker | 21.02 |
| 05190 - Motor Vehicle Mechanic | 22.95 |
| 05220 - Motor Vehicle Mechanic Helper | 17.94 |
| 05250 - Motor Vehicle Upholstery Worker | 19.98 |
| 05280 - Motor Vehicle Wrecker | 21.02 |
| 05310 - Painter, Automotive | 21.99 |
| 05340 - Radiator Repair Specialist | 21.02 |
| 05370 - Tire Repairer | 14.51 |
| 05400 - Transmission Repair Specialist | 22.95 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.49 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 13.85 |
| 07070 - Dishwasher | 9.74 |
| 07130 - Food Service Worker | 12.03 |
| 07210 - Meat Cutter | 20.00 |
| 07260 - Waiter/Waitress | 12.62 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.37 |

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| 09040 - Furniture Handler | 12.48 |
| 09080 - Furniture Refinisher | 17.37 |
| 09090 - Furniture Refinisher Helper | 14.11 |
| 09110 - Furniture Repairer, Minor | 15.74 |
| 09130 - Upholsterer | 17.64 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.66 |
| 11060 - Elevator Operator | 11.66 |
| 11090 - Gardener | 18.44 |
| 11122 - Housekeeping Aide | 14.28 |
| 11150 - Janitor | 14.28 |
| 11210 - Laborer, Grounds Maintenance | 15.13 |
| 11240 - Maid or Houseman | 11.58 |
| 11260 - Pruner | 13.72 |
| 11270 - Tractor Operator | 17.66 |
| 11330 - Trail Maintenance Worker | 15.13 |
| 11360 - Window Cleaner | 15.75 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.55 |
| 12011 - Breath Alcohol Technician | 18.55 |
| 12012 - Certified Occupational Therapist Assistant | 22.30 |
| 12015 - Certified Physical Therapist Assistant | 22.60 |
| 12020 - Dental Assistant | 18.96 |
| 12025 - Dental Hygienist | 37.80 |
| 12030 - EKG Technician | 28.17 |
| 12035 - Electroneurodiagnostic Technologist | 28.17 |
| 12040 - Emergency Medical Technician | 18.55 |
| 12071 - Licensed Practical Nurse I | 18.83 |
| 12072 - Licensed Practical Nurse II | 21.60 |
| 12073 - Licensed Practical Nurse III | 23.48 |
| 12100 - Medical Assistant | 16.90 |
| 12130 - Medical Laboratory Technician | 19.41 |
| 12160 - Medical Record Clerk | 15.94 |
| 12190 - Medical Record Technician | 17.83 |
| 12195 - Medical Transcriptionist | 18.12 |
| 12210 - Nuclear Medicine Technologist | 35.16 |
| 12221 - Nursing Assistant I | 11.45 |
| 12222 - Nursing Assistant II | 12.87 |
| 12223 - Nursing Assistant III | 13.65 |
| 12224 - Nursing Assistant IV | 15.90 |
| 12235 - Optical Dispenser | 22.55 |
| 12236 - Optical Technician | 19.18 |
| 12250 - Pharmacy Technician | 20.80 |
| 12280 - Phlebotomist | 15.90 |
| 12305 - Radiologic Technologist | 32.92 |
| 12311 - Registered Nurse I | 31.18 |
| 12312 - Registered Nurse II | 40.19 |
| 12313 - Registered Nurse II, Specialist | 40.19 |
| 12314 - Registered Nurse III | 48.63 |
| 12315 - Registered Nurse III, Anesthetist | 48.63 |
| 12316 - Registered Nurse IV | 58.29 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.62 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.17 |
| 13012 - Exhibits Specialist II | 27.46 |
| 13013 - Exhibits Specialist III | 33.59 |
| 13041 - Illustrator I | 21.90 |
| 13042 - Illustrator II | 27.12 |
| 13043 - Illustrator III | 33.18 |
| 13047 - Librarian | 34.75 |
| 13050 - Library Aide/Clerk | 15.72 |
| 13054 - Library Information Technology Systems Administrator | 28.03 |

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| 13058 - Library Technician | 18.69 |
| 13061 - Media Specialist I | 17.09 |
| 13062 - Media Specialist II | 18.13 |
| 13063 - Media Specialist III | 20.22 |
| 13071 - Photographer I | 17.70 |
| 13072 - Photographer II | 19.80 |
| 13073 - Photographer III | 24.53 |
| 13074 - Photographer IV | 30.00 |
| 13075 - Photographer V | 36.30 |
| 13110 - Video Teleconference Technician | 19.27 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.71 |
| 14042 - Computer Operator II | 22.05 |
| 14043 - Computer Operator III | 24.58 |
| 14044 - Computer Operator IV | 27.32 |
| 14045 - Computer Operator V | 30.25 |
| 14071 - Computer Programmer I | (see 1) 24.68 |
| 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 | 19.71 |
| 14160 - Personal Computer Support Technician | 27.32 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 35.72 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.22 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 50.97 |
| 15050 - Computer Based Training Specialist / Instructor | 35.46 |
| 15060 - Educational Technologist | 32.16 |
| 15070 - Flight Instructor (Pilot) | 50.97 |
| 15080 - Graphic Artist | 31.54 |
| 15090 - Technical Instructor | 25.37 |
| 15095 - Technical Instructor/Course Developer | 31.02 |
| 15110 - Test Proctor | 20.47 |
| 15120 - Tutor | 20.47 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.71 |
| 16030 - Counter Attendant | 10.71 |
| 16040 - Dry Cleaner | 14.24 |
| 16070 - Finisher, Flatwork, Machine | 10.71 |
| 16090 - Presser, Hand | 10.71 |
| 16110 - Presser, Machine, Drycleaning | 10.71 |
| 16130 - Presser, Machine, Shirts | 10.71 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.71 |
| 16190 - Sewing Machine Operator | 15.10 |
| 16220 - Tailor | 15.78 |
| 16250 - Washer, Machine | 11.92 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.72 |
| 19040 - Tool And Die Maker | 26.82 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.64 |
| 21030 - Material Coordinator | 22.65 |
| 21040 - Material Expediter | 22.65 |
| 21050 - Material Handling Laborer | 14.26 |
| 21071 - Order Filler | 15.03 |
| 21080 - Production Line Worker (Food Processing) | 17.64 |
| 21110 - Shipping Packer | 18.63 |
| 21130 - Shipping/Receiving Clerk | 18.63 |
| 21140 - Store Worker I | 12.66 |
| 21150 - Stock Clerk | 17.11 |

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| 21210 - Tools And Parts Attendant | 17.64 |
| 21410 - Warehouse Specialist | 17.64 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 30.32 |
| 23021 - Aircraft Mechanic I | 28.22 |
| 23022 - Aircraft Mechanic II | 30.32 |
| 23023 - Aircraft Mechanic III | 30.61 |
| 23040 - Aircraft Mechanic Helper | 20.65 |
| 23050 - Aircraft, Painter | 24.38 |
| 23060 - Aircraft Servicer | 23.22 |
| 23080 - Aircraft Worker | 24.04 |
| 23110 - Appliance Mechanic | 24.24 |
| 23120 - Bicycle Repairer | 14.51 |
| 23125 - Cable Splicer | 30.77 |
| 23130 - Carpenter, Maintenance | 28.56 |
| 23140 - Carpet Layer | 26.29 |
| 23160 - Electrician, Maintenance | 32.18 |
| 23181 - Electronics Technician Maintenance I | 26.39 |
| 23182 - Electronics Technician Maintenance II | 27.59 |
| 23183 - Electronics Technician Maintenance III | 28.80 |
| 23260 - Fabric Worker | 22.03 |
| 23290 - Fire Alarm System Mechanic | 24.63 |
| 23310 - Fire Extinguisher Repairer | 21.01 |
| 23311 - Fuel Distribution System Mechanic | 25.71 |
| 23312 - Fuel Distribution System Operator | 20.37 |
| 23370 - General Maintenance Worker | 23.18 |
| 23380 - Ground Support Equipment Mechanic | 28.22 |
| 23381 - Ground Support Equipment Servicer | 23.22 |
| 23382 - Ground Support Equipment Worker | 24.04 |
| 23391 - Gunsmith I | 21.01 |
| 23392 - Gunsmith II | 23.18 |
| 23393 - Gunsmith III | 25.30 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.66 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.02 |
| 23430 - Heavy Equipment Mechanic | 24.63 |
| 23440 - Heavy Equipment Operator | 28.89 |
| 23460 - Instrument Mechanic | 24.45 |
| 23465 - Laboratory/Shelter Mechanic | 24.24 |
| 23470 - Laborer | 15.05 |
| 23510 - Locksmith | 24.24 |
| 23530 - Machinery Maintenance Mechanic | 25.30 |
| 23550 - Machinist, Maintenance | 25.30 |
| 23580 - Maintenance Trades Helper | 19.59 |
| 23591 - Metrology Technician I | 25.45 |
| 23592 - Metrology Technician II | 26.51 |
| 23593 - Metrology Technician III | 27.61 |
| 23640 - Millwright | 25.78 |
| 23710 - Office Appliance Repairer | 24.24 |
| 23760 - Painter, Maintenance | 24.24 |
| 23790 - Pipefitter, Maintenance | 28.03 |
| 23810 - Plumber, Maintenance | 26.86 |
| 23820 - Pneudraulic Systems Mechanic | 25.30 |
| 23850 - Rigger | 25.30 |
| 23870 - Scale Mechanic | 23.18 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.56 |
| 23910 - Small Engine Mechanic | 23.18 |
| 23931 - Telecommunications Mechanic I | 27.79 |
| 23932 - Telecommunications Mechanic II | 29.70 |
| 23950 - Telephone Lineman | 28.74 |
| 23960 - Welder, Combination, Maintenance | 25.30 |
| 23965 - Well Driller | 25.30 |

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| 23970 - Woodcraft Worker | 25.30 |
| 23980 - Woodworker | 21.01 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 14.11 |
| 24580 - Child Care Center Clerk | 17.60 |
| 24610 - Chore Aide | 11.77 |
| 24620 - Family Readiness And Support Services Coordinator | 15.78 |
| 24630 - Homemaker | 19.55 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.78 |
| 25040 - Sewage Plant Operator | 22.18 |
| 25070 - Stationary Engineer | 24.78 |
| 25190 - Ventilation Equipment Tender | 19.18 |
| 25210 - Water Treatment Plant Operator | 22.18 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.31 |
| 27007 - Baggage Inspector | 15.85 |
| 27008 - Corrections Officer | 26.87 |
| 27010 - Court Security Officer | 25.91 |
| 27030 - Detection Dog Handler | 18.95 |
| 27040 - Detention Officer | 26.87 |
| 27070 - Firefighter | 23.93 |
| 27101 - Guard I | 15.85 |
| 27102 - Guard II | 18.95 |
| 27131 - Police Officer I | 26.92 |
| 27132 - Police Officer II | 29.74 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.20 |
| 28042 - Carnival Equipment Repairer | 13.98 |
| 28043 - Carnival Equipment Worker | 10.92 |
| 28210 - Gate Attendant/Gate Tender | 16.24 |
| 28310 - Lifeguard | 13.01 |
| 28350 - Park Attendant (Aide) | 17.74 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.58 |
| 28515 - Recreation Specialist | 22.62 |
| 28630 - Sports Official | 14.47 |
| 28690 - Swimming Pool Operator | 19.44 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 25.54 |
| 29020 - Hatch Tender | 25.54 |
| 29030 - Line Handler | 25.54 |
| 29041 - Stevedore I | 26.57 |
| 29042 - Stevedore II | 29.25 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.10 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.25 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.69 |
| 30021 - Archeological Technician I | 21.07 |
| 30022 - Archeological Technician II | 23.57 |
| 30023 - Archeological Technician III | 29.20 |
| 30030 - Cartographic Technician | 29.20 |
| 30040 - Civil Engineering Technician | 26.54 |
| 30061 - Drafter/CAD Operator I | 21.07 |
| 30062 - Drafter/CAD Operator II | 23.57 |
| 30063 - Drafter/CAD Operator III | 26.27 |
| 30064 - Drafter/CAD Operator IV | 32.34 |
| 30081 - Engineering Technician I | 15.84 |
| 30082 - Engineering Technician II | 19.42 |
| 30083 - Engineering Technician III | 21.74 |
| 30084 - Engineering Technician IV | 26.93 |
| 30085 - Engineering Technician V | 32.93 |
| 30086 - Engineering Technician VI | 39.85 |

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|---|---------------|
| 30090 - Environmental Technician | 26.92 |
| 30210 - Laboratory Technician | 23.40 |
| 30240 - Mathematical Technician | 29.20 |
| 30361 - Paralegal/Legal Assistant I | 20.44 |
| 30362 - Paralegal/Legal Assistant II | 25.32 |
| 30363 - Paralegal/Legal Assistant III | 30.97 |
| 30364 - Paralegal/Legal Assistant IV | 37.46 |
| 30390 - Photo-Optics Technician | 29.20 |
| 30461 - Technical Writer I | 26.44 |
| 30462 - Technical Writer II | 32.34 |
| 30463 - Technical Writer III | 39.13 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.85 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.07 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.04 |
| 30494 - Unexploded (UXO) Safety Escort | 24.85 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.85 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 26.27 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 29.20 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.20 |
| 31030 - Bus Driver | 17.52 |
| 31043 - Driver Courier | 15.79 |
| 31260 - Parking and Lot Attendant | 10.69 |
| 31290 - Shuttle Bus Driver | 16.93 |
| 31310 - Taxi Driver | 12.95 |
| 31361 - Truckdriver, Light | 16.93 |
| 31362 - Truckdriver, Medium | 18.70 |
| 31363 - Truckdriver, Heavy | 20.68 |
| 31364 - Truckdriver, Tractor-Trailer | 20.68 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.32 |
| 99050 - Desk Clerk | 12.56 |
| 99095 - Embalmer | 26.39 |
| 99251 - Laboratory Animal Caretaker I | 14.60 |
| 99252 - Laboratory Animal Caretaker II | 15.66 |
| 99310 - Mortician | 36.23 |
| 99410 - Pest Controller | 16.87 |
| 99510 - Photofinishing Worker | 14.38 |
| 99710 - Recycling Laborer | 19.74 |
| 99711 - Recycling Specialist | 23.30 |
| 99730 - Refuse Collector | 17.90 |
| 99810 - Sales Clerk | 13.61 |
| 99820 - School Crossing Guard | 13.77 |
| 99830 - Survey Party Chief | 24.28 |
| 99831 - Surveying Aide | 16.06 |
| 99832 - Surveying Technician | 22.08 |
| 99840 - Vending Machine Attendant | 15.79 |
| 99841 - Vending Machine Repairer | 18.68 |
| 99842 - Vending Machine Repairer Helper | 15.79 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundrying 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 laundrying in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2258
Revision No.: 19
Date of Last Revision: 07/25/2014

Applicable in Massachusetts and New Hampshire as listed below:

Massachusetts:

ESSEX COUNTY: Excluding these cities and towns: Lynn, Lynnfield, Nahant, and Saugus

New Hampshire:

ROCKINGHAM COUNTY: Including these cities and towns: Atkinson, Brentwood, Danville, Derry, East Kingston, Hampstead, Kingston, Newton, Plaistow, Salem, Sandown, Seabrook, and Windham

See WD 2005-2340 for other cities and towns that are excluded.

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.23 |
| 01012 - Accounting Clerk II | | 17.10 |
| 01013 - Accounting Clerk III | | 19.14 |
| 01020 - Administrative Assistant | | 25.42 |
| 01040 - Court Reporter | | 20.86 |
| 01051 - Data Entry Operator I | | 15.46 |
| 01052 - Data Entry Operator II | | 16.79 |
| 01060 - Dispatcher, Motor Vehicle | | 19.79 |
| 01070 - Document Preparation Clerk | | 14.87 |
| 01090 - Duplicating Machine Operator | | 14.87 |
| 01111 - General Clerk I | | 14.66 |
| 01112 - General Clerk II | | 16.00 |
| 01113 - General Clerk III | | 18.17 |
| 01120 - Housing Referral Assistant | | 23.44 |
| 01141 - Messenger Courier | | 12.98 |
| 01191 - Order Clerk I | | 15.91 |
| 01192 - Order Clerk II | | 17.36 |
| 01261 - Personnel Assistant (Employment) I | | 17.41 |
| 01262 - Personnel Assistant (Employment) II | | 19.48 |
| 01263 - Personnel Assistant (Employment) III | | 21.71 |
| 01270 - Production Control Clerk | | 22.65 |
| 01280 - Receptionist | | 14.31 |
| 01290 - Rental Clerk | | 17.19 |
| 01300 - Scheduler, Maintenance | | 18.80 |
| 01311 - Secretary I | | 18.80 |
| 01312 - Secretary II | | 21.03 |
| 01313 - Secretary III | | 23.44 |
| 01320 - Service Order Dispatcher | | 17.49 |

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| 01410 - Supply Technician | 25.42 |
| 01420 - Survey Worker | 15.77 |
| 01531 - Travel Clerk I | 13.79 |
| 01532 - Travel Clerk II | 14.92 |
| 01533 - Travel Clerk III | 16.08 |
| 01611 - Word Processor I | 16.11 |
| 01612 - Word Processor II | 18.08 |
| 01613 - Word Processor III | 20.22 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 24.65 |
| 05010 - Automotive Electrician | 21.99 |
| 05040 - Automotive Glass Installer | 21.02 |
| 05070 - Automotive Worker | 21.02 |
| 05110 - Mobile Equipment Servicer | 19.02 |
| 05130 - Motor Equipment Metal Mechanic | 22.95 |
| 05160 - Motor Equipment Metal Worker | 21.02 |
| 05190 - Motor Vehicle Mechanic | 22.95 |
| 05220 - Motor Vehicle Mechanic Helper | 17.94 |
| 05250 - Motor Vehicle Upholstery Worker | 19.98 |
| 05280 - Motor Vehicle Wrecker | 21.02 |
| 05310 - Painter, Automotive | 21.99 |
| 05340 - Radiator Repair Specialist | 21.02 |
| 05370 - Tire Repairer | 14.51 |
| 05400 - Transmission Repair Specialist | 22.95 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.49 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 13.85 |
| 07070 - Dishwasher | 9.74 |
| 07130 - Food Service Worker | 12.03 |
| 07210 - Meat Cutter | 20.00 |
| 07260 - Waiter/Waitress | 12.62 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.37 |
| 09040 - Furniture Handler | 12.48 |
| 09080 - Furniture Refinisher | 17.37 |
| 09090 - Furniture Refinisher Helper | 14.11 |
| 09110 - Furniture Repairer, Minor | 15.74 |
| 09130 - Upholsterer | 17.64 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.66 |
| 11060 - Elevator Operator | 11.66 |
| 11090 - Gardener | 18.44 |
| 11122 - Housekeeping Aide | 14.28 |
| 11150 - Janitor | 14.28 |
| 11210 - Laborer, Grounds Maintenance | 15.13 |
| 11240 - Maid or Houseman | 11.58 |
| 11260 - Pruner | 13.72 |
| 11270 - Tractor Operator | 17.66 |
| 11330 - Trail Maintenance Worker | 15.13 |
| 11360 - Window Cleaner | 15.75 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.55 |
| 12011 - Breath Alcohol Technician | 18.55 |
| 12012 - Certified Occupational Therapist Assistant | 22.30 |
| 12015 - Certified Physical Therapist Assistant | 22.60 |
| 12020 - Dental Assistant | 18.96 |
| 12025 - Dental Hygienist | 37.80 |
| 12030 - EKG Technician | 28.17 |
| 12035 - Electroneurodiagnostic Technologist | 28.17 |
| 12040 - Emergency Medical Technician | 18.55 |
| 12071 - Licensed Practical Nurse I | 18.83 |
| 12072 - Licensed Practical Nurse II | 21.60 |

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| 12073 - Licensed Practical Nurse III | 23.48 |
| 12100 - Medical Assistant | 16.90 |
| 12130 - Medical Laboratory Technician | 19.41 |
| 12160 - Medical Record Clerk | 15.94 |
| 12190 - Medical Record Technician | 17.83 |
| 12195 - Medical Transcriptionist | 18.12 |
| 12210 - Nuclear Medicine Technologist | 35.16 |
| 12221 - Nursing Assistant I | 11.45 |
| 12222 - Nursing Assistant II | 12.87 |
| 12223 - Nursing Assistant III | 13.65 |
| 12224 - Nursing Assistant IV | 15.90 |
| 12235 - Optical Dispenser | 22.55 |
| 12236 - Optical Technician | 19.18 |
| 12250 - Pharmacy Technician | 20.80 |
| 12280 - Phlebotomist | 15.90 |
| 12305 - Radiologic Technologist | 32.92 |
| 12311 - Registered Nurse I | 31.18 |
| 12312 - Registered Nurse II | 40.19 |
| 12313 - Registered Nurse II, Specialist | 40.19 |
| 12314 - Registered Nurse III | 48.63 |
| 12315 - Registered Nurse III, Anesthetist | 48.63 |
| 12316 - Registered Nurse IV | 58.29 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.62 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.17 |
| 13012 - Exhibits Specialist II | 27.46 |
| 13013 - Exhibits Specialist III | 33.59 |
| 13041 - Illustrator I | 21.90 |
| 13042 - Illustrator II | 27.12 |
| 13043 - Illustrator III | 33.18 |
| 13047 - Librarian | 34.75 |
| 13050 - Library Aide/Clerk | 15.72 |
| 13054 - Library Information Technology Systems Administrator | 28.03 |
| 13058 - Library Technician | 18.69 |
| 13061 - Media Specialist I | 17.09 |
| 13062 - Media Specialist II | 18.13 |
| 13063 - Media Specialist III | 20.22 |
| 13071 - Photographer I | 17.70 |
| 13072 - Photographer II | 19.80 |
| 13073 - Photographer III | 24.53 |
| 13074 - Photographer IV | 30.00 |
| 13075 - Photographer V | 36.30 |
| 13110 - Video Teleconference Technician | 19.27 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.71 |
| 14042 - Computer Operator II | 22.05 |
| 14043 - Computer Operator III | 24.58 |
| 14044 - Computer Operator IV | 27.32 |
| 14045 - Computer Operator V | 30.25 |
| 14071 - Computer Programmer I | (see 1) 24.68 |
| 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 | 19.71 |
| 14160 - Personal Computer Support Technician | 27.32 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 35.72 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.22 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 50.97 |

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| 15050 - Computer Based Training Specialist / Instructor | 35.46 |
| 15060 - Educational Technologist | 32.16 |
| 15070 - Flight Instructor (Pilot) | 50.97 |
| 15080 - Graphic Artist | 31.54 |
| 15090 - Technical Instructor | 25.37 |
| 15095 - Technical Instructor/Course Developer | 31.02 |
| 15110 - Test Proctor | 20.47 |
| 15120 - Tutor | 20.47 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.71 |
| 16030 - Counter Attendant | 10.71 |
| 16040 - Dry Cleaner | 14.24 |
| 16070 - Finisher, Flatwork, Machine | 10.71 |
| 16090 - Presser, Hand | 10.71 |
| 16110 - Presser, Machine, Drycleaning | 10.71 |
| 16130 - Presser, Machine, Shirts | 10.71 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.71 |
| 16190 - Sewing Machine Operator | 15.10 |
| 16220 - Tailor | 15.78 |
| 16250 - Washer, Machine | 11.92 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.72 |
| 19040 - Tool And Die Maker | 26.82 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.64 |
| 21030 - Material Coordinator | 22.65 |
| 21040 - Material Expediter | 22.65 |
| 21050 - Material Handling Laborer | 14.26 |
| 21071 - Order Filler | 15.03 |
| 21080 - Production Line Worker (Food Processing) | 17.64 |
| 21110 - Shipping Packer | 18.63 |
| 21130 - Shipping/Receiving Clerk | 18.63 |
| 21140 - Store Worker I | 12.66 |
| 21150 - Stock Clerk | 17.11 |
| 21210 - Tools And Parts Attendant | 17.64 |
| 21410 - Warehouse Specialist | 17.64 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 30.32 |
| 23021 - Aircraft Mechanic I | 28.22 |
| 23022 - Aircraft Mechanic II | 30.32 |
| 23023 - Aircraft Mechanic III | 30.61 |
| 23040 - Aircraft Mechanic Helper | 20.65 |
| 23050 - Aircraft, Painter | 24.38 |
| 23060 - Aircraft Servicer | 23.22 |
| 23080 - Aircraft Worker | 24.04 |
| 23110 - Appliance Mechanic | 24.24 |
| 23120 - Bicycle Repairer | 14.51 |
| 23125 - Cable Splicer | 30.77 |
| 23130 - Carpenter, Maintenance | 28.56 |
| 23140 - Carpet Layer | 26.29 |
| 23160 - Electrician, Maintenance | 32.18 |
| 23181 - Electronics Technician Maintenance I | 26.39 |
| 23182 - Electronics Technician Maintenance II | 27.59 |
| 23183 - Electronics Technician Maintenance III | 28.80 |
| 23260 - Fabric Worker | 22.03 |
| 23290 - Fire Alarm System Mechanic | 24.63 |
| 23310 - Fire Extinguisher Repairer | 21.01 |
| 23311 - Fuel Distribution System Mechanic | 25.71 |
| 23312 - Fuel Distribution System Operator | 20.37 |
| 23370 - General Maintenance Worker | 23.18 |
| 23380 - Ground Support Equipment Mechanic | 28.22 |
| 23381 - Ground Support Equipment Servicer | 23.22 |
| 23382 - Ground Support Equipment Worker | 24.04 |

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| 23391 - Gunsmith I | 21.01 |
| 23392 - Gunsmith II | 23.18 |
| 23393 - Gunsmith III | 25.30 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.66 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.02 |
| 23430 - Heavy Equipment Mechanic | 24.63 |
| 23440 - Heavy Equipment Operator | 28.89 |
| 23460 - Instrument Mechanic | 24.45 |
| 23465 - Laboratory/Shelter Mechanic | 24.24 |
| 23470 - Laborer | 15.05 |
| 23510 - Locksmith | 24.24 |
| 23530 - Machinery Maintenance Mechanic | 25.30 |
| 23550 - Machinist, Maintenance | 25.30 |
| 23580 - Maintenance Trades Helper | 19.59 |
| 23591 - Metrology Technician I | 25.45 |
| 23592 - Metrology Technician II | 26.51 |
| 23593 - Metrology Technician III | 27.61 |
| 23640 - Millwright | 25.78 |
| 23710 - Office Appliance Repairer | 24.24 |
| 23760 - Painter, Maintenance | 24.24 |
| 23790 - Pipefitter, Maintenance | 28.03 |
| 23810 - Plumber, Maintenance | 26.86 |
| 23820 - Pneudraulic Systems Mechanic | 25.30 |
| 23850 - Rigger | 25.30 |
| 23870 - Scale Mechanic | 23.18 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.56 |
| 23910 - Small Engine Mechanic | 23.18 |
| 23931 - Telecommunications Mechanic I | 27.79 |
| 23932 - Telecommunications Mechanic II | 29.70 |
| 23950 - Telephone Lineman | 28.74 |
| 23960 - Welder, Combination, Maintenance | 25.30 |
| 23965 - well Driller | 25.30 |
| 23970 - Woodcraft Worker | 25.30 |
| 23980 - Woodworker | 21.01 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 14.11 |
| 24580 - Child Care Center Clerk | 17.60 |
| 24610 - Chore Aide | 11.77 |
| 24620 - Family Readiness And Support Services Coordinator | 15.78 |
| 24630 - Homemaker | 19.55 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.78 |
| 25040 - Sewage Plant Operator | 22.18 |
| 25070 - Stationary Engineer | 24.78 |
| 25190 - Ventilation Equipment Tender | 19.18 |
| 25210 - Water Treatment Plant Operator | 22.18 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.31 |
| 27007 - Baggage Inspector | 15.85 |
| 27008 - Corrections Officer | 26.87 |
| 27010 - Court Security Officer | 25.91 |
| 27030 - Detection Dog Handler | 18.95 |
| 27040 - Detention Officer | 26.87 |
| 27070 - Firefighter | 23.93 |
| 27101 - Guard I | 15.85 |
| 27102 - Guard II | 18.95 |
| 27131 - Police Officer I | 26.92 |
| 27132 - Police Officer II | 29.74 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.20 |

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| 28042 - Carnival Equipment Repairer | 13.98 |
| 28043 - Carnival Equipment Worker | 10.92 |
| 28210 - Gate Attendant/Gate Tender | 16.24 |
| 28310 - Lifeguard | 13.01 |
| 28350 - Park Attendant (Aide) | 17.74 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.58 |
| 28515 - Recreation Specialist | 22.62 |
| 28630 - Sports Official | 14.47 |
| 28690 - Swimming Pool Operator | 19.44 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 25.54 |
| 29020 - Hatch Tender | 25.54 |
| 29030 - Line Handler | 25.54 |
| 29041 - Stevedore I | 26.57 |
| 29042 - Stevedore II | 29.25 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.10 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.25 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.69 |
| 30021 - Archeological Technician I | 21.07 |
| 30022 - Archeological Technician II | 23.57 |
| 30023 - Archeological Technician III | 29.20 |
| 30030 - Cartographic Technician | 29.20 |
| 30040 - Civil Engineering Technician | 26.54 |
| 30061 - Drafter/CAD Operator I | 21.07 |
| 30062 - Drafter/CAD Operator II | 23.57 |
| 30063 - Drafter/CAD Operator III | 26.27 |
| 30064 - Drafter/CAD Operator IV | 32.34 |
| 30081 - Engineering Technician I | 15.84 |
| 30082 - Engineering Technician II | 19.42 |
| 30083 - Engineering Technician III | 21.74 |
| 30084 - Engineering Technician IV | 26.93 |
| 30085 - Engineering Technician V | 32.93 |
| 30086 - Engineering Technician VI | 39.85 |
| 30090 - Environmental Technician | 26.92 |
| 30210 - Laboratory Technician | 23.40 |
| 30240 - Mathematical Technician | 29.20 |
| 30361 - Paralegal/Legal Assistant I | 20.44 |
| 30362 - Paralegal/Legal Assistant II | 25.32 |
| 30363 - Paralegal/Legal Assistant III | 30.97 |
| 30364 - Paralegal/Legal Assistant IV | 37.46 |
| 30390 - Photo-Optics Technician | 29.20 |
| 30461 - Technical Writer I | 26.44 |
| 30462 - Technical Writer II | 32.34 |
| 30463 - Technical Writer III | 39.13 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.85 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.07 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.04 |
| 30494 - Unexploded (UXO) Safety Escort | 24.85 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.85 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 26.27 |
| 30621 - Weather Observer, Senior (see 2) | 29.20 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.20 |
| 31030 - Bus Driver | 17.52 |
| 31043 - Driver Courier | 15.79 |
| 31260 - Parking and Lot Attendant | 10.69 |
| 31290 - Shuttle Bus Driver | 16.93 |
| 31310 - Taxi Driver | 12.95 |
| 31361 - Truckdriver, Light | 16.93 |
| 31362 - Truckdriver, Medium | 18.70 |
| 31363 - Truckdriver, Heavy | 20.68 |

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|---|-------|
| 31364 - Truckdriver, Tractor-Trailer | 20.68 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.32 |
| 99050 - Desk Clerk | 12.56 |
| 99095 - Embalmer | 26.39 |
| 99251 - Laboratory Animal Caretaker I | 14.60 |
| 99252 - Laboratory Animal Caretaker II | 15.66 |
| 99310 - Mortician | 36.23 |
| 99410 - Pest Controller | 16.87 |
| 99510 - Photofinishing Worker | 14.38 |
| 99710 - Recycling Laborer | 19.74 |
| 99711 - Recycling Specialist | 23.30 |
| 99730 - Refuse Collector | 17.90 |
| 99810 - Sales Clerk | 13.61 |
| 99820 - School Crossing Guard | 13.77 |
| 99830 - Survey Party Chief | 24.28 |
| 99831 - Surveying Aide | 16.06 |
| 99832 - Surveying Technician | 22.08 |
| 99840 - Vending Machine Attendant | 15.79 |
| 99841 - Vending Machine Repairer | 18.68 |
| 99842 - Vending Machine Repairer Helper | 15.79 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2259
Revision No.: 15
Date Of Last Revision: 07/25/2014

This wage determination applies to the following counties in MASSACHUSETTS:
BARNSTABLE, BRISTOL, DUKES, NANTUCKET, NORFOLK, and PLYMOUTH Excluding the
cities and towns listed below:

BRISTOL County: Attleboro City, Mansfield, North Attleborough Town, Norton
Town, Raynham, Reheoboth Town, and Seekonk.

NORFOLK County: Quincy City, Bellingham Town, Braintree Town, Brookline Town,
Canton Town, Cohasset Town, Dedham Town, Dover Town, Foxborough Town, Franklin
Town, Holbrook Town, Medfield Town, Medway Town, Millis Town, Milton Town,
Needham Town, Norfolk Town, Norwood Town, Randolph Town, Sharon Town,
Stoughton Town, Walpole Town, Wellesley Town, Westwood Town, Weymouth Town,
and Wrentham Town.

PLYMOUTH County: Carver, Duxbury Town, Hanover Town, Hanson Town, Hingham Town, Hull Town, Kingston Town, Lakeville, Marshfield Town, Middleborough, Norwell Town, Pembroke Town, Plymouth, Plympton, Rockland Town, and Scituate Town.

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.23 |
| 01012 - Accounting Clerk II | | 17.10 |
| 01013 - Accounting Clerk III | | 19.14 |
| 01020 - Administrative Assistant | | 25.42 |
| 01040 - Court Reporter | | 20.86 |
| 01051 - Data Entry Operator I | | 15.64 |
| 01052 - Data Entry Operator II | | 16.79 |
| 01060 - Dispatcher, Motor Vehicle | | 19.79 |
| 01070 - Document Preparation Clerk | | 14.87 |
| 01090 - Duplicating Machine Operator | | 14.87 |
| 01111 - General Clerk I | | 14.66 |
| 01112 - General Clerk II | | 16.00 |
| 01113 - General Clerk III | | 18.17 |
| 01120 - Housing Referral Assistant | | 23.44 |
| 01141 - Messenger Courier | | 12.98 |
| 01191 - Order Clerk I | | 15.91 |
| 01192 - Order Clerk II | | 17.36 |
| 01261 - Personnel Assistant (Employment) I | | 17.41 |
| 01262 - Personnel Assistant (Employment) II | | 19.48 |
| 01263 - Personnel Assistant (Employment) III | | 21.71 |
| 01270 - Production Control Clerk | | 22.65 |
| 01280 - Receptionist | | 14.31 |
| 01290 - Rental Clerk | | 17.19 |
| 01300 - Scheduler, Maintenance | | 18.80 |
| 01311 - Secretary I | | 18.80 |
| 01312 - Secretary II | | 21.03 |
| 01313 - Secretary III | | 23.44 |
| 01320 - Service Order Dispatcher | | 17.49 |
| 01410 - Supply Technician | | 25.42 |
| 01420 - Survey Worker | | 15.77 |
| 01531 - Travel Clerk I | | 13.79 |
| 01532 - Travel Clerk II | | 14.92 |
| 01533 - Travel Clerk III | | 16.08 |
| 01611 - Word Processor I | | 16.11 |
| 01612 - Word Processor II | | 18.08 |
| 01613 - Word Processor III | | 20.22 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 24.65 |
| 05010 - Automotive Electrician | | 21.99 |
| 05040 - Automotive Glass Installer | | 21.02 |
| 05070 - Automotive Worker | | 21.02 |
| 05110 - Mobile Equipment Servicer | | 19.02 |
| 05130 - Motor Equipment Metal Mechanic | | 22.95 |
| 05160 - Motor Equipment Metal Worker | | 21.02 |
| 05190 - Motor Vehicle Mechanic | | 22.95 |
| 05220 - Motor Vehicle Mechanic Helper | | 17.94 |
| 05250 - Motor Vehicle Upholstery Worker | | 19.98 |
| 05280 - Motor Vehicle Wrecker | | 21.02 |
| 05310 - Painter, Automotive | | 21.99 |
| 05340 - Radiator Repair Specialist | | 21.02 |
| 05370 - Tire Repairer | | 13.39 |

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| 05400 - Transmission Repair Specialist | 22.95 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.00 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 13.85 |
| 07070 - Dishwasher | 9.74 |
| 07130 - Food Service Worker | 12.03 |
| 07210 - Meat Cutter | 20.00 |
| 07260 - Waiter/Waitress | 12.62 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.33 |
| 09040 - Furniture Handler | 11.81 |
| 09080 - Furniture Refinisher | 17.25 |
| 09090 - Furniture Refinisher Helper | 13.94 |
| 09110 - Furniture Repairer, Minor | 15.68 |
| 09130 - Upholsterer | 17.64 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.66 |
| 11060 - Elevator Operator | 11.66 |
| 11090 - Gardener | 18.44 |
| 11122 - Housekeeping Aide | 14.28 |
| 11150 - Janitor | 14.28 |
| 11210 - Laborer, Grounds Maintenance | 15.13 |
| 11240 - Maid or Houseman | 11.58 |
| 11260 - Pruner | 13.72 |
| 11270 - Tractor Operator | 17.31 |
| 11330 - Trail Maintenance Worker | 15.13 |
| 11360 - Window Cleaner | 15.75 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.55 |
| 12011 - Breath Alcohol Technician | 18.55 |
| 12012 - Certified Occupational Therapist Assistant | 22.30 |
| 12015 - Certified Physical Therapist Assistant | 22.60 |
| 12020 - Dental Assistant | 18.96 |
| 12025 - Dental Hygienist | 37.80 |
| 12030 - EKG Technician | 28.17 |
| 12035 - Electroneurodiagnostic Technologist | 28.17 |
| 12040 - Emergency Medical Technician | 18.55 |
| 12071 - Licensed Practical Nurse I | 18.83 |
| 12072 - Licensed Practical Nurse II | 21.06 |
| 12073 - Licensed Practical Nurse III | 23.48 |
| 12100 - Medical Assistant | 16.90 |
| 12130 - Medical Laboratory Technician | 19.41 |
| 12160 - Medical Record Clerk | 15.94 |
| 12190 - Medical Record Technician | 17.83 |
| 12195 - Medical Transcriptionist | 18.12 |
| 12210 - Nuclear Medicine Technologist | 35.16 |
| 12221 - Nursing Assistant I | 11.45 |
| 12222 - Nursing Assistant II | 12.87 |
| 12223 - Nursing Assistant III | 13.65 |
| 12224 - Nursing Assistant IV | 15.90 |
| 12235 - Optical Dispenser | 22.55 |
| 12236 - Optical Technician | 19.18 |
| 12250 - Pharmacy Technician | 20.80 |
| 12280 - Phlebotomist | 15.92 |
| 12305 - Radiologic Technologist | 32.92 |
| 12311 - Registered Nurse I | 31.18 |
| 12312 - Registered Nurse II | 40.19 |
| 12313 - Registered Nurse II, Specialist | 40.19 |
| 12314 - Registered Nurse III | 48.63 |
| 12315 - Registered Nurse III, Anesthetist | 48.63 |
| 12316 - Registered Nurse IV | 58.29 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.62 |

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|---|---------------|
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.17 |
| 13012 - Exhibits Specialist II | 27.46 |
| 13013 - Exhibits Specialist III | 33.59 |
| 13041 - Illustrator I | 21.90 |
| 13042 - Illustrator II | 27.12 |
| 13043 - Illustrator III | 33.18 |
| 13047 - Librarian | 34.75 |
| 13050 - Library Aide/Clerk | 15.72 |
| 13054 - Library Information Technology Systems Administrator | 28.03 |
| 13058 - Library Technician | 18.69 |
| 13061 - Media Specialist I | 16.60 |
| 13062 - Media Specialist II | 18.13 |
| 13063 - Media Specialist III | 20.22 |
| 13071 - Photographer I | 17.70 |
| 13072 - Photographer II | 19.80 |
| 13073 - Photographer III | 24.53 |
| 13074 - Photographer IV | 30.00 |
| 13075 - Photographer V | 36.30 |
| 13110 - Video Teleconference Technician | 19.27 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.71 |
| 14042 - Computer Operator II | 22.05 |
| 14043 - Computer Operator III | 24.58 |
| 14044 - Computer Operator IV | 27.32 |
| 14045 - Computer Operator V | 30.25 |
| 14071 - Computer Programmer I | (see 1) 24.68 |
| 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 | 19.71 |
| 14160 - Personal Computer Support Technician | 27.32 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 35.72 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.22 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 48.81 |
| 15050 - Computer Based Training Specialist / Instructor | 35.72 |
| 15060 - Educational Technologist | 32.16 |
| 15070 - Flight Instructor (Pilot) | 48.81 |
| 15080 - Graphic Artist | 31.54 |
| 15090 - Technical Instructor | 25.37 |
| 15095 - Technical Instructor/Course Developer | 31.02 |
| 15110 - Test Proctor | 20.47 |
| 15120 - Tutor | 20.47 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.71 |
| 16030 - Counter Attendant | 10.71 |
| 16040 - Dry Cleaner | 14.24 |
| 16070 - Finisher, Flatwork, Machine | 10.71 |
| 16090 - Presser, Hand | 10.71 |
| 16110 - Presser, Machine, Drycleaning | 10.71 |
| 16130 - Presser, Machine, Shirts | 10.71 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.71 |
| 16190 - Sewing Machine Operator | 15.10 |
| 16220 - Tailor | 15.78 |
| 16250 - Washer, Machine | 11.92 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.72 |
| 19040 - Tool And Die Maker | 26.82 |

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|---|-------|
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.64 |
| 21030 - Material Coordinator | 22.65 |
| 21040 - Material Expediter | 22.65 |
| 21050 - Material Handling Laborer | 14.26 |
| 21071 - Order Filler | 15.03 |
| 21080 - Production Line Worker (Food Processing) | 17.64 |
| 21110 - Shipping Packer | 18.63 |
| 21130 - Shipping/Receiving Clerk | 18.63 |
| 21140 - Store Worker I | 12.66 |
| 21150 - Stock Clerk | 17.11 |
| 21210 - Tools And Parts Attendant | 17.64 |
| 21410 - Warehouse Specialist | 17.64 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 30.32 |
| 23021 - Aircraft Mechanic I | 28.22 |
| 23022 - Aircraft Mechanic II | 30.32 |
| 23023 - Aircraft Mechanic III | 30.61 |
| 23040 - Aircraft Mechanic Helper | 20.65 |
| 23050 - Aircraft, Painter | 24.38 |
| 23060 - Aircraft Servicer | 23.22 |
| 23080 - Aircraft Worker | 24.04 |
| 23110 - Appliance Mechanic | 24.24 |
| 23120 - Bicycle Repairer | 14.12 |
| 23125 - Cable Splicer | 30.77 |
| 23130 - Carpenter, Maintenance | 28.56 |
| 23140 - Carpet Layer | 26.29 |
| 23160 - Electrician, Maintenance | 32.18 |
| 23181 - Electronics Technician Maintenance I | 26.39 |
| 23182 - Electronics Technician Maintenance II | 27.59 |
| 23183 - Electronics Technician Maintenance III | 28.80 |
| 23260 - Fabric Worker | 22.03 |
| 23290 - Fire Alarm System Mechanic | 24.63 |
| 23310 - Fire Extinguisher Repairer | 21.01 |
| 23311 - Fuel Distribution System Mechanic | 25.71 |
| 23312 - Fuel Distribution System Operator | 20.37 |
| 23370 - General Maintenance Worker | 23.18 |
| 23380 - Ground Support Equipment Mechanic | 28.22 |
| 23381 - Ground Support Equipment Servicer | 23.22 |
| 23382 - Ground Support Equipment Worker | 24.04 |
| 23391 - Gunsmith I | 21.01 |
| 23392 - Gunsmith II | 23.18 |
| 23393 - Gunsmith III | 25.30 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.66 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.02 |
| 23430 - Heavy Equipment Mechanic | 24.63 |
| 23440 - Heavy Equipment Operator | 28.89 |
| 23460 - Instrument Mechanic | 24.45 |
| 23465 - Laboratory/Shelter Mechanic | 24.24 |
| 23470 - Laborer | 15.05 |
| 23510 - Locksmith | 24.24 |
| 23530 - Machinery Maintenance Mechanic | 25.30 |
| 23550 - Machinist, Maintenance | 25.30 |
| 23580 - Maintenance Trades Helper | 19.59 |
| 23591 - Metrology Technician I | 25.45 |
| 23592 - Metrology Technician II | 26.51 |
| 23593 - Metrology Technician III | 27.61 |
| 23640 - Millwright | 25.78 |
| 23710 - Office Appliance Repairer | 24.24 |
| 23760 - Painter, Maintenance | 24.24 |
| 23790 - Pipefitter, Maintenance | 28.03 |

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| 23810 - Plumber, Maintenance | 26.86 |
| 23820 - Pneudraulic Systems Mechanic | 25.30 |
| 23850 - Rigger | 25.30 |
| 23870 - Scale Mechanic | 23.18 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.56 |
| 23910 - Small Engine Mechanic | 23.18 |
| 23931 - Telecommunications Mechanic I | 27.79 |
| 23932 - Telecommunications Mechanic II | 29.70 |
| 23950 - Telephone Lineman | 28.74 |
| 23960 - Welder, Combination, Maintenance | 25.30 |
| 23965 - well Driller | 25.30 |
| 23970 - Woodcraft Worker | 25.30 |
| 23980 - Woodworker | 21.01 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 14.11 |
| 24580 - Child Care Center Clerk | 17.60 |
| 24610 - Chore Aide | 11.77 |
| 24620 - Family Readiness And Support Services Coordinator | 15.78 |
| 24630 - Homemaker | 19.55 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.78 |
| 25040 - Sewage Plant Operator | 22.18 |
| 25070 - Stationary Engineer | 24.78 |
| 25190 - Ventilation Equipment Tender | 19.18 |
| 25210 - Water Treatment Plant Operator | 22.18 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.31 |
| 27007 - Baggage Inspector | 15.85 |
| 27008 - Corrections Officer | 26.87 |
| 27010 - Court Security Officer | 25.91 |
| 27030 - Detection Dog Handler | 18.95 |
| 27040 - Detention Officer | 26.87 |
| 27070 - Firefighter | 23.93 |
| 27101 - Guard I | 15.85 |
| 27102 - Guard II | 18.95 |
| 27131 - Police Officer I | 26.92 |
| 27132 - Police Officer II | 29.74 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.20 |
| 28042 - Carnival Equipment Repairer | 13.98 |
| 28043 - Carnival Equipment Worker | 10.92 |
| 28210 - Gate Attendant/Gate Tender | 16.24 |
| 28310 - Lifeguard | 13.01 |
| 28350 - Park Attendant (Aide) | 17.74 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.58 |
| 28515 - Recreation Specialist | 22.62 |
| 28630 - Sports Official | 14.47 |
| 28690 - Swimming Pool Operator | 19.44 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.66 |
| 29020 - Hatch Tender | 23.66 |
| 29030 - Line Handler | 23.66 |
| 29041 - Stevedore I | 21.96 |
| 29042 - Stevedore II | 24.16 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.10 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.25 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.69 |
| 30021 - Archeological Technician I | 21.07 |
| 30022 - Archeological Technician II | 23.57 |
| 30023 - Archeological Technician III | 29.20 |
| 30030 - Cartographic Technician | 29.20 |

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| 30040 - Civil Engineering Technician | 26.54 |
| 30061 - Drafter/CAD Operator I | 21.07 |
| 30062 - Drafter/CAD Operator II | 23.57 |
| 30063 - Drafter/CAD Operator III | 26.27 |
| 30064 - Drafter/CAD Operator IV | 32.34 |
| 30081 - Engineering Technician I | 17.29 |
| 30082 - Engineering Technician II | 19.42 |
| 30083 - Engineering Technician III | 21.74 |
| 30084 - Engineering Technician IV | 26.93 |
| 30085 - Engineering Technician V | 32.93 |
| 30086 - Engineering Technician VI | 39.07 |
| 30090 - Environmental Technician | 26.74 |
| 30210 - Laboratory Technician | 23.40 |
| 30240 - Mathematical Technician | 29.20 |
| 30361 - Paralegal/Legal Assistant I | 20.13 |
| 30362 - Paralegal/Legal Assistant II | 25.32 |
| 30363 - Paralegal/Legal Assistant III | 30.97 |
| 30364 - Paralegal/Legal Assistant IV | 37.46 |
| 30390 - Photo-Optics Technician | 29.20 |
| 30461 - Technical Writer I | 26.44 |
| 30462 - Technical Writer II | 32.34 |
| 30463 - Technical Writer III | 39.13 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.85 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.07 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.04 |
| 30494 - Unexploded (UXO) Safety Escort | 24.85 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.85 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 26.27 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 29.20 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.20 |
| 31030 - Bus Driver | 17.52 |
| 31043 - Driver Courier | 15.79 |
| 31260 - Parking and Lot Attendant | 10.84 |
| 31290 - Shuttle Bus Driver | 16.93 |
| 31310 - Taxi Driver | 12.95 |
| 31361 - Truckdriver, Light | 16.93 |
| 31362 - Truckdriver, Medium | 18.70 |
| 31363 - Truckdriver, Heavy | 20.68 |
| 31364 - Truckdriver, Tractor-Trailer | 20.68 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.32 |
| 99050 - Desk Clerk | 12.56 |
| 99095 - Embalmer | 26.39 |
| 99251 - Laboratory Animal Caretaker I | 14.60 |
| 99252 - Laboratory Animal Caretaker II | 15.66 |
| 99310 - Mortician | 36.23 |
| 99410 - Pest Controller | 16.87 |
| 99510 - Photofinishing Worker | 14.38 |
| 99710 - Recycling Laborer | 19.74 |
| 99711 - Recycling Specialist | 23.30 |
| 99730 - Refuse Collector | 17.90 |
| 99810 - Sales Clerk | 13.61 |
| 99820 - School Crossing Guard | 13.77 |
| 99830 - Survey Party Chief | 24.28 |
| 99831 - Surveying Aide | 17.27 |
| 99832 - Surveying Technician | 22.08 |
| 99840 - Vending Machine Attendant | 15.59 |
| 99841 - Vending Machine Repairer | 18.68 |
| 99842 - Vending Machine Repairer Helper | 15.79 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

ordance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of
Page 1791

Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2260
Revision No.: 16
Date Of Last Revision: 07/25/2014

This wage determination applies to the following counties in MASSACHUSETTS:
BARNSTABLE, BRISTOL, DUKES, NANTUCKET, NORFOLK, and PLYMOUTH Excluding the
cities and towns listed below:

BRISTOL County: Attleboro City, Mansfield, North Attleborough Town, Norton
Town, Raynham, Reheoboth Town, and Seekonk.

NORFOLK County: Quincy City, Bellingham Town, Braintree Town, Brookline Town,
Canton Town, Cohasset Town, Dedham Town, Dover Town, Foxborough Town, Franklin
Town, Holbrook Town, Medfield Town, Medway Town, Millis Town, Milton Town,
Needham Town, Norfolk Town, Norwood Town, Randolph Town, Sharon Town,
Stoughton Town, Walpole Town, Wellesley Town, Westwood Town, Weymouth Town,
and Wrentham Town.

PLYMOUTH County: Carver, Duxbury Town, Hanover Town, Hanson Town, Hingham Town,
Hull Town, Kingston Town, Lakeville, Marshfield Town, Middleborough, Norwell
Town, Pembroke Town, Plymouth, Plympton, Rockland Town, and Scituate Town.

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.23 |
| 01012 - Accounting Clerk II | | 17.10 |
| 01013 - Accounting Clerk III | | 19.14 |
| 01020 - Administrative Assistant | | 25.42 |
| 01040 - Court Reporter | | 20.86 |
| 01051 - Data Entry Operator I | | 15.64 |
| 01052 - Data Entry Operator II | | 16.79 |
| 01060 - Dispatcher, Motor Vehicle | | 19.79 |
| 01070 - Document Preparation Clerk | | 14.87 |
| 01090 - Duplicating Machine Operator | | 14.87 |
| 01111 - General Clerk I | | 14.66 |
| 01112 - General Clerk II | | 16.00 |
| 01113 - General Clerk III | | 18.17 |
| 01120 - Housing Referral Assistant | | 23.44 |

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| 01141 - Messenger Courier | 12.98 |
| 01191 - Order Clerk I | 15.91 |
| 01192 - Order Clerk II | 17.36 |
| 01261 - Personnel Assistant (Employment) I | 17.41 |
| 01262 - Personnel Assistant (Employment) II | 19.48 |
| 01263 - Personnel Assistant (Employment) III | 21.71 |
| 01270 - Production Control Clerk | 22.65 |
| 01280 - Receptionist | 14.31 |
| 01290 - Rental Clerk | 17.19 |
| 01300 - Scheduler, Maintenance | 18.80 |
| 01311 - Secretary I | 18.80 |
| 01312 - Secretary II | 21.03 |
| 01313 - Secretary III | 23.44 |
| 01320 - Service Order Dispatcher | 17.49 |
| 01410 - Supply Technician | 25.42 |
| 01420 - Survey Worker | 15.77 |
| 01531 - Travel Clerk I | 13.79 |
| 01532 - Travel Clerk II | 14.92 |
| 01533 - Travel Clerk III | 16.08 |
| 01611 - Word Processor I | 16.11 |
| 01612 - Word Processor II | 18.08 |
| 01613 - Word Processor III | 20.22 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 24.65 |
| 05010 - Automotive Electrician | 21.99 |
| 05040 - Automotive Glass Installer | 21.02 |
| 05070 - Automotive Worker | 21.02 |
| 05110 - Mobile Equipment Servicer | 19.02 |
| 05130 - Motor Equipment Metal Mechanic | 22.95 |
| 05160 - Motor Equipment Metal Worker | 21.02 |
| 05190 - Motor Vehicle Mechanic | 22.95 |
| 05220 - Motor Vehicle Mechanic Helper | 17.94 |
| 05250 - Motor Vehicle Upholstery Worker | 19.98 |
| 05280 - Motor Vehicle Wrecker | 21.02 |
| 05310 - Painter, Automotive | 21.99 |
| 05340 - Radiator Repair Specialist | 21.02 |
| 05370 - Tire Repairer | 13.39 |
| 05400 - Transmission Repair Specialist | 22.95 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.00 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 13.85 |
| 07070 - Dishwasher | 9.74 |
| 07130 - Food Service Worker | 12.03 |
| 07210 - Meat Cutter | 20.00 |
| 07260 - Waiter/Waitress | 12.62 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.33 |
| 09040 - Furniture Handler | 11.81 |
| 09080 - Furniture Refinisher | 17.25 |
| 09090 - Furniture Refinisher Helper | 13.94 |
| 09110 - Furniture Repairer, Minor | 15.68 |
| 09130 - Upholsterer | 17.64 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.66 |
| 11060 - Elevator Operator | 11.66 |
| 11090 - Gardener | 18.44 |
| 11122 - Housekeeping Aide | 14.28 |
| 11150 - Janitor | 14.28 |
| 11210 - Laborer, Grounds Maintenance | 15.13 |
| 11240 - Maid or Houseman | 11.58 |
| 11260 - Pruner | 13.72 |
| 11270 - Tractor Operator | 17.31 |

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| 11330 - Trail Maintenance Worker | 15.13 |
| 11360 - Window Cleaner | 15.75 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.55 |
| 12011 - Breath Alcohol Technician | 18.55 |
| 12012 - Certified Occupational Therapist Assistant | 22.30 |
| 12015 - Certified Physical Therapist Assistant | 22.60 |
| 12020 - Dental Assistant | 18.96 |
| 12025 - Dental Hygienist | 37.80 |
| 12030 - EKG Technician | 28.17 |
| 12035 - Electroneurodiagnostic Technologist | 28.17 |
| 12040 - Emergency Medical Technician | 18.55 |
| 12071 - Licensed Practical Nurse I | 18.83 |
| 12072 - Licensed Practical Nurse II | 21.06 |
| 12073 - Licensed Practical Nurse III | 23.48 |
| 12100 - Medical Assistant | 16.90 |
| 12130 - Medical Laboratory Technician | 19.41 |
| 12160 - Medical Record Clerk | 15.94 |
| 12190 - Medical Record Technician | 17.83 |
| 12195 - Medical Transcriptionist | 18.12 |
| 12210 - Nuclear Medicine Technologist | 35.16 |
| 12221 - Nursing Assistant I | 11.45 |
| 12222 - Nursing Assistant II | 12.87 |
| 12223 - Nursing Assistant III | 13.65 |
| 12224 - Nursing Assistant IV | 15.90 |
| 12235 - Optical Dispenser | 22.55 |
| 12236 - Optical Technician | 19.18 |
| 12250 - Pharmacy Technician | 20.80 |
| 12280 - Phlebotomist | 15.92 |
| 12305 - Radiologic Technologist | 32.92 |
| 12311 - Registered Nurse I | 31.18 |
| 12312 - Registered Nurse II | 40.19 |
| 12313 - Registered Nurse II, Specialist | 40.19 |
| 12314 - Registered Nurse III | 48.63 |
| 12315 - Registered Nurse III, Anesthetist | 48.63 |
| 12316 - Registered Nurse IV | 58.29 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.62 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.17 |
| 13012 - Exhibits Specialist II | 27.46 |
| 13013 - Exhibits Specialist III | 33.59 |
| 13041 - Illustrator I | 21.90 |
| 13042 - Illustrator II | 27.12 |
| 13043 - Illustrator III | 33.18 |
| 13047 - Librarian | 34.75 |
| 13050 - Library Aide/Clerk | 15.72 |
| 13054 - Library Information Technology Systems Administrator | 28.03 |
| 13058 - Library Technician | 18.69 |
| 13061 - Media Specialist I | 16.60 |
| 13062 - Media Specialist II | 18.13 |
| 13063 - Media Specialist III | 20.22 |
| 13071 - Photographer I | 17.70 |
| 13072 - Photographer II | 19.80 |
| 13073 - Photographer III | 24.53 |
| 13074 - Photographer IV | 30.00 |
| 13075 - Photographer V | 36.30 |
| 13110 - Video Teleconference Technician | 19.27 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.71 |
| 14042 - Computer Operator II | 22.05 |
| 14043 - Computer Operator III | 24.58 |
| 14044 - Computer Operator IV | 27.32 |

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| 14045 - Computer Operator V | 30.25 |
| 14071 - Computer Programmer I (see 1) | 24.68 |
| 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 | 19.71 |
| 14160 - Personal Computer Support Technician | 27.32 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 35.72 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.22 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 48.81 |
| 15050 - Computer Based Training Specialist / Instructor | 35.72 |
| 15060 - Educational Technologist | 32.16 |
| 15070 - Flight Instructor (Pilot) | 48.81 |
| 15080 - Graphic Artist | 31.54 |
| 15090 - Technical Instructor | 25.37 |
| 15095 - Technical Instructor/Course Developer | 31.02 |
| 15110 - Test Proctor | 20.47 |
| 15120 - Tutor | 20.47 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.71 |
| 16030 - Counter Attendant | 10.71 |
| 16040 - Dry Cleaner | 14.24 |
| 16070 - Finisher, Flatwork, Machine | 10.71 |
| 16090 - Presser, Hand | 10.71 |
| 16110 - Presser, Machine, Drycleaning | 10.71 |
| 16130 - Presser, Machine, Shirts | 10.71 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.71 |
| 16190 - Sewing Machine Operator | 15.10 |
| 16220 - Tailor | 15.78 |
| 16250 - Washer, Machine | 11.92 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.72 |
| 19040 - Tool And Die Maker | 26.82 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.64 |
| 21030 - Material Coordinator | 22.65 |
| 21040 - Material Expediter | 22.65 |
| 21050 - Material Handling Laborer | 14.26 |
| 21071 - Order Filler | 15.03 |
| 21080 - Production Line Worker (Food Processing) | 17.64 |
| 21110 - Shipping Packer | 18.63 |
| 21130 - Shipping/Receiving Clerk | 18.63 |
| 21140 - Store Worker I | 12.66 |
| 21150 - Stock Clerk | 17.11 |
| 21210 - Tools And Parts Attendant | 17.64 |
| 21410 - Warehouse Specialist | 17.64 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 30.32 |
| 23021 - Aircraft Mechanic I | 28.22 |
| 23022 - Aircraft Mechanic II | 30.32 |
| 23023 - Aircraft Mechanic III | 30.61 |
| 23040 - Aircraft Mechanic Helper | 20.65 |
| 23050 - Aircraft, Painter | 24.38 |
| 23060 - Aircraft Servicer | 23.22 |
| 23080 - Aircraft Worker | 24.04 |
| 23110 - Appliance Mechanic | 24.24 |
| 23120 - Bicycle Repairer | 14.12 |
| 23125 - Cable Splicer | 30.77 |
| 23130 - Carpenter, Maintenance | 28.56 |

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| 23140 - Carpet Layer | 26.29 |
| 23160 - Electrician, Maintenance | 32.18 |
| 23181 - Electronics Technician Maintenance I | 26.39 |
| 23182 - Electronics Technician Maintenance II | 27.59 |
| 23183 - Electronics Technician Maintenance III | 28.80 |
| 23260 - Fabric Worker | 22.03 |
| 23290 - Fire Alarm System Mechanic | 24.63 |
| 23310 - Fire Extinguisher Repairer | 21.01 |
| 23311 - Fuel Distribution System Mechanic | 25.71 |
| 23312 - Fuel Distribution System Operator | 20.37 |
| 23370 - General Maintenance Worker | 23.18 |
| 23380 - Ground Support Equipment Mechanic | 28.22 |
| 23381 - Ground Support Equipment Servicer | 23.22 |
| 23382 - Ground Support Equipment Worker | 24.04 |
| 23391 - Gunsmith I | 21.01 |
| 23392 - Gunsmith II | 23.18 |
| 23393 - Gunsmith III | 25.30 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.66 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.02 |
| 23430 - Heavy Equipment Mechanic | 24.63 |
| 23440 - Heavy Equipment Operator | 28.89 |
| 23460 - Instrument Mechanic | 24.45 |
| 23465 - Laboratory/Shelter Mechanic | 24.24 |
| 23470 - Laborer | 15.05 |
| 23510 - Locksmith | 24.24 |
| 23530 - Machinery Maintenance Mechanic | 25.30 |
| 23550 - Machinist, Maintenance | 25.30 |
| 23580 - Maintenance Trades Helper | 19.59 |
| 23591 - Metrology Technician I | 25.45 |
| 23592 - Metrology Technician II | 26.51 |
| 23593 - Metrology Technician III | 27.61 |
| 23640 - Millwright | 25.78 |
| 23710 - Office Appliance Repairer | 24.24 |
| 23760 - Painter, Maintenance | 24.24 |
| 23790 - Pipefitter, Maintenance | 28.03 |
| 23810 - Plumber, Maintenance | 26.86 |
| 23820 - Pneudraulic Systems Mechanic | 25.30 |
| 23850 - Rigger | 25.30 |
| 23870 - Scale Mechanic | 23.18 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.56 |
| 23910 - Small Engine Mechanic | 23.18 |
| 23931 - Telecommunications Mechanic I | 27.79 |
| 23932 - Telecommunications Mechanic II | 29.70 |
| 23950 - Telephone Lineman | 28.74 |
| 23960 - Welder, Combination, Maintenance | 25.30 |
| 23965 - Well Driller | 25.30 |
| 23970 - Woodcraft Worker | 25.30 |
| 23980 - Woodworker | 21.01 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 14.11 |
| 24580 - Child Care Center Clerk | 17.60 |
| 24610 - Chore Aide | 11.77 |
| 24620 - Family Readiness And Support Services Coordinator | 15.78 |
| 24630 - Homemaker | 19.55 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.78 |
| 25040 - Sewage Plant Operator | 22.18 |
| 25070 - Stationary Engineer | 24.78 |
| 25190 - Ventilation Equipment Tender | 19.18 |
| 25210 - Water Treatment Plant Operator | 22.18 |

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|--|-------|
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.31 |
| 27007 - Baggage Inspector | 15.85 |
| 27008 - Corrections Officer | 26.87 |
| 27010 - Court Security Officer | 25.91 |
| 27030 - Detection Dog Handler | 18.95 |
| 27040 - Detention Officer | 26.87 |
| 27070 - Firefighter | 23.93 |
| 27101 - Guard I | 15.85 |
| 27102 - Guard II | 18.95 |
| 27131 - Police Officer I | 26.92 |
| 27132 - Police Officer II | 29.74 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.20 |
| 28042 - Carnival Equipment Repairer | 13.98 |
| 28043 - Carnival Equipment Worker | 10.92 |
| 28210 - Gate Attendant/Gate Tender | 16.24 |
| 28310 - Lifeguard | 13.01 |
| 28350 - Park Attendant (Aide) | 17.74 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.58 |
| 28515 - Recreation Specialist | 22.62 |
| 28630 - Sports Official | 14.47 |
| 28690 - Swimming Pool Operator | 19.44 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.66 |
| 29020 - Hatch Tender | 23.66 |
| 29030 - Line Handler | 23.66 |
| 29041 - Stevedore I | 21.96 |
| 29042 - Stevedore II | 24.16 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.10 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.25 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.69 |
| 30021 - Archeological Technician I | 21.07 |
| 30022 - Archeological Technician II | 23.57 |
| 30023 - Archeological Technician III | 29.20 |
| 30030 - Cartographic Technician | 29.20 |
| 30040 - Civil Engineering Technician | 26.54 |
| 30061 - Drafter/CAD Operator I | 21.07 |
| 30062 - Drafter/CAD Operator II | 23.57 |
| 30063 - Drafter/CAD Operator III | 26.27 |
| 30064 - Drafter/CAD Operator IV | 32.34 |
| 30081 - Engineering Technician I | 17.29 |
| 30082 - Engineering Technician II | 19.42 |
| 30083 - Engineering Technician III | 21.74 |
| 30084 - Engineering Technician IV | 26.93 |
| 30085 - Engineering Technician V | 32.93 |
| 30086 - Engineering Technician VI | 39.07 |
| 30090 - Environmental Technician | 26.74 |
| 30210 - Laboratory Technician | 23.40 |
| 30240 - Mathematical Technician | 29.20 |
| 30361 - Paralegal/Legal Assistant I | 20.13 |
| 30362 - Paralegal/Legal Assistant II | 25.32 |
| 30363 - Paralegal/Legal Assistant III | 30.97 |
| 30364 - Paralegal/Legal Assistant IV | 37.46 |
| 30390 - Photo-Optics Technician | 29.20 |
| 30461 - Technical Writer I | 26.44 |
| 30462 - Technical Writer II | 32.34 |
| 30463 - Technical Writer III | 39.13 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.85 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.07 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.04 |
| 30494 - Unexploded (UXO) Safety Escort | 24.85 |

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|---|---------------|
| 30495 - Unexploded (UXO) Sweep Personnel | 24.85 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 26.27 |
| 30621 - Weather Observer, Senior | (see 2) 29.20 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.20 |
| 31030 - Bus Driver | 17.52 |
| 31043 - Driver Courier | 15.79 |
| 31260 - Parking and Lot Attendant | 10.84 |
| 31290 - Shuttle Bus Driver | 16.93 |
| 31310 - Taxi Driver | 12.95 |
| 31361 - Truckdriver, Light | 16.93 |
| 31362 - Truckdriver, Medium | 18.70 |
| 31363 - Truckdriver, Heavy | 20.68 |
| 31364 - Truckdriver, Tractor-Trailer | 20.68 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.32 |
| 99050 - Desk Clerk | 12.56 |
| 99095 - Embalmer | 26.39 |
| 99251 - Laboratory Animal Caretaker I | 14.60 |
| 99252 - Laboratory Animal Caretaker II | 15.66 |
| 99310 - Mortician | 36.23 |
| 99410 - Pest Controller | 16.87 |
| 99510 - Photofinishing Worker | 14.38 |
| 99710 - Recycling Laborer | 19.74 |
| 99711 - Recycling Specialist | 23.30 |
| 99730 - Refuse Collector | 17.90 |
| 99810 - Sales Clerk | 13.61 |
| 99820 - School Crossing Guard | 13.77 |
| 99830 - Survey Party Chief | 24.28 |
| 99831 - Surveying Aide | 17.27 |
| 99832 - Surveying Technician | 22.08 |
| 99840 - Vending Machine Attendant | 15.59 |
| 99841 - Vending Machine Repairer | 18.68 |
| 99842 - Vending Machine Repairer Helper | 15.79 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2261
Revision No.: 16
Date Of Last Revision: 07/25/2014

This wage determination applies to the following counties in MASSACHUSETTS: BERKSHIRE, FRANKLIN, HAMPDEN, HAMPSHIRE, and WORCESTER Excluding the cities and towns in Boston, Worcester, Pawtucket-Woonsocket-Attleboro metropolitan areas listed below:

WORCESTER County: Auburn, Barre, Berlin, Blackstone, Bolton, Boylston, Brookfield, Charlton, Clinton, Douglas, Dudley, East Brookfield, Grafton, Harvard, Holden, Hopedale, Lancaster, Leicester, Mendon, Milford, Millbury, Millville, Northborough, Northbridge, North Brookfield, Oxford, Paxton, Princeton, Rutland, Shrewsbury, Southborough, Spencer, Sterling, Sutton, Upton, Uxbridge, Webster, Westborough, West Boylston, and Worcester.

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.32 |
| 01012 - Accounting Clerk II | | 17.19 |
| 01013 - Accounting Clerk III | | 19.23 |
| 01020 - Administrative Assistant | | 23.97 |
| 01040 - Court Reporter | | 19.14 |
| 01051 - Data Entry Operator I | | 13.78 |
| 01052 - Data Entry Operator II | | 14.81 |
| 01060 - Dispatcher, Motor Vehicle | | 19.14 |
| 01070 - Document Preparation Clerk | | 14.97 |
| 01090 - Duplicating Machine Operator | | 14.97 |
| 01111 - General Clerk I | | 14.46 |
| 01112 - General Clerk II | | 15.90 |
| 01113 - General Clerk III | | 17.86 |
| 01120 - Housing Referral Assistant | | 21.57 |
| 01141 - Messenger Courier | | 12.52 |
| 01191 - Order Clerk I | | 14.02 |
| 01192 - Order Clerk II | | 15.35 |
| 01261 - Personnel Assistant (Employment) I | | 16.04 |
| 01262 - Personnel Assistant (Employment) II | | 17.96 |
| 01263 - Personnel Assistant (Employment) III | | 20.01 |
| 01270 - Production Control Clerk | | 20.45 |
| 01280 - Receptionist | | 15.36 |
| 01290 - Rental Clerk | | 16.25 |
| 01300 - Scheduler, Maintenance | | 17.30 |
| 01311 - Secretary I | | 17.30 |
| 01312 - Secretary II | | 19.35 |
| 01313 - Secretary III | | 21.57 |
| 01320 - Service Order Dispatcher | | 17.79 |
| 01410 - Supply Technician | | 23.97 |
| 01420 - Survey Worker | | 18.55 |
| 01531 - Travel Clerk I | | 13.24 |
| 01532 - Travel Clerk II | | 14.43 |
| 01533 - Travel Clerk III | | 15.70 |
| 01611 - Word Processor I | | 14.97 |
| 01612 - Word Processor II | | 16.25 |
| 01613 - Word Processor III | | 19.14 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 17.86 |
| 05010 - Automotive Electrician | | 17.80 |
| 05040 - Automotive Glass Installer | | 17.13 |
| 05070 - Automotive Worker | | 17.13 |
| 05110 - Mobile Equipment Servicer | | 15.78 |
| 05130 - Motor Equipment Metal Mechanic | | 18.52 |
| 05160 - Motor Equipment Metal Worker | | 17.13 |
| 05190 - Motor Vehicle Mechanic | | 18.52 |
| 05220 - Motor Vehicle Mechanic Helper | | 15.03 |
| 05250 - Motor Vehicle Upholstery Worker | | 16.47 |

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| 05280 - Motor Vehicle wrecker | 17.13 |
| 05310 - Painter, Automotive | 17.80 |
| 05340 - Radiator Repair Specialist | 17.13 |
| 05370 - Tire Repairer | 13.23 |
| 05400 - Transmission Repair Specialist | 18.52 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.64 |
| 07041 - Cook I | 14.67 |
| 07042 - Cook II | 16.10 |
| 07070 - Dishwasher | 10.37 |
| 07130 - Food Service Worker | 10.44 |
| 07210 - Meat Cutter | 19.73 |
| 07260 - Waiter/Waitress | 10.51 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.24 |
| 09040 - Furniture Handler | 12.35 |
| 09080 - Furniture Refinisher | 16.97 |
| 09090 - Furniture Refinisher Helper | 14.32 |
| 09110 - Furniture Repairer, Minor | 15.70 |
| 09130 - Upholsterer | 16.97 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.64 |
| 11060 - Elevator Operator | 12.64 |
| 11090 - Gardener | 17.03 |
| 11122 - Housekeeping Aide | 13.56 |
| 11150 - Janitor | 13.56 |
| 11210 - Laborer, Grounds Maintenance | 14.50 |
| 11240 - Maid or Houseman | 10.09 |
| 11260 - Pruner | 13.37 |
| 11270 - Tractor Operator | 16.69 |
| 11330 - Trail Maintenance Worker | 14.50 |
| 11360 - Window Cleaner | 14.70 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.50 |
| 12011 - Breath Alcohol Technician | 20.78 |
| 12012 - Certified Occupational Therapist Assistant | 22.14 |
| 12015 - Certified Physical Therapist Assistant | 23.84 |
| 12020 - Dental Assistant | 16.09 |
| 12025 - Dental Hygienist | 31.36 |
| 12030 - EKG Technician | 27.63 |
| 12035 - Electroneurodiagnostic Technologist | 27.93 |
| 12040 - Emergency Medical Technician | 17.50 |
| 12071 - Licensed Practical Nurse I | 18.56 |
| 12072 - Licensed Practical Nurse II | 20.78 |
| 12073 - Licensed Practical Nurse III | 23.17 |
| 12100 - Medical Assistant | 15.14 |
| 12130 - Medical Laboratory Technician | 17.91 |
| 12160 - Medical Record Clerk | 16.29 |
| 12190 - Medical Record Technician | 18.24 |
| 12195 - Medical Transcriptionist | 16.45 |
| 12210 - Nuclear Medicine Technologist | 35.67 |
| 12221 - Nursing Assistant I | 10.13 |
| 12222 - Nursing Assistant II | 11.40 |
| 12223 - Nursing Assistant III | 12.43 |
| 12224 - Nursing Assistant IV | 13.95 |
| 12235 - Optical Dispenser | 20.29 |
| 12236 - Optical Technician | 16.83 |
| 12250 - Pharmacy Technician | 13.57 |
| 12280 - Phlebotomist | 13.95 |
| 12305 - Radiologic Technologist | 27.64 |
| 12311 - Registered Nurse I | 29.56 |
| 12312 - Registered Nurse II | 36.16 |
| 12313 - Registered Nurse II, Specialist | 36.16 |

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| 12314 - Registered Nurse III | 45.75 |
| 12315 - Registered Nurse III, Anesthetist | 43.75 |
| 12316 - Registered Nurse IV | 52.44 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.87 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.83 |
| 13012 - Exhibits Specialist II | 22.02 |
| 13013 - Exhibits Specialist III | 26.95 |
| 13041 - Illustrator I | 17.79 |
| 13042 - Illustrator II | 22.02 |
| 13043 - Illustrator III | 26.95 |
| 13047 - Librarian | 24.40 |
| 13050 - Library Aide/Clerk | 14.25 |
| 13054 - Library Information Technology Systems Administrator | 22.02 |
| 13058 - Library Technician | 15.39 |
| 13061 - Media Specialist I | 15.26 |
| 13062 - Media Specialist II | 16.95 |
| 13063 - Media Specialist III | 18.89 |
| 13071 - Photographer I | 13.95 |
| 13072 - Photographer II | 18.37 |
| 13073 - Photographer III | 22.37 |
| 13074 - Photographer IV | 27.72 |
| 13075 - Photographer V | 35.87 |
| 13110 - Video Teleconference Technician | 18.56 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.66 |
| 14042 - Computer Operator II | 16.96 |
| 14043 - Computer Operator III | 18.59 |
| 14044 - Computer Operator IV | 21.25 |
| 14045 - Computer Operator V | 23.54 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 14.66 |
| 14160 - Personal Computer Support Technician | 21.25 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.46 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.67 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.73 |
| 15050 - Computer Based Training Specialist / Instructor | 29.46 |
| 15060 - Educational Technologist | 29.66 |
| 15070 - Flight Instructor (Pilot) | 42.73 |
| 15080 - Graphic Artist | 23.96 |
| 15090 - Technical Instructor | 20.74 |
| 15095 - Technical Instructor/Course Developer | 25.39 |
| 15110 - Test Proctor | 16.76 |
| 15120 - Tutor | 16.76 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.08 |
| 16030 - Counter Attendant | 10.08 |
| 16040 - Dry Cleaner | 12.86 |
| 16070 - Finisher, Flatwork, Machine | 10.08 |
| 16090 - Presser, Hand | 10.08 |
| 16110 - Presser, Machine, Drycleaning | 10.08 |
| 16130 - Presser, Machine, Shirts | 10.08 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.08 |
| 16190 - Sewing Machine Operator | 14.04 |
| 16220 - Tailor | 15.16 |

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| 16250 - Washer, Machine | 10.97 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.41 |
| 19040 - Tool And Die Maker | 21.27 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.98 |
| 21030 - Material Coordinator | 21.04 |
| 21040 - Material Expediter | 21.04 |
| 21050 - Material Handling Laborer | 14.54 |
| 21071 - Order Filler | 12.84 |
| 21080 - Production Line Worker (Food Processing) | 18.98 |
| 21110 - Shipping Packer | 14.41 |
| 21130 - Shipping/Receiving Clerk | 14.41 |
| 21140 - Store Worker I | 11.88 |
| 21150 - Stock Clerk | 15.10 |
| 21210 - Tools And Parts Attendant | 18.98 |
| 21410 - Warehouse Specialist | 18.98 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.81 |
| 23021 - Aircraft Mechanic I | 23.95 |
| 23022 - Aircraft Mechanic II | 24.81 |
| 23023 - Aircraft Mechanic III | 25.70 |
| 23040 - Aircraft Mechanic Helper | 20.35 |
| 23050 - Aircraft, Painter | 23.13 |
| 23060 - Aircraft Servicer | 21.20 |
| 23080 - Aircraft Worker | 22.10 |
| 23110 - Appliance Mechanic | 18.38 |
| 23120 - Bicycle Repairer | 13.23 |
| 23125 - Cable Splicer | 27.01 |
| 23130 - Carpenter, Maintenance | 20.80 |
| 23140 - Carpet Layer | 21.42 |
| 23160 - Electrician, Maintenance | 22.95 |
| 23181 - Electronics Technician Maintenance I | 20.19 |
| 23182 - Electronics Technician Maintenance II | 21.01 |
| 23183 - Electronics Technician Maintenance III | 22.14 |
| 23260 - Fabric Worker | 19.38 |
| 23290 - Fire Alarm System Mechanic | 20.45 |
| 23310 - Fire Extinguisher Repairer | 18.29 |
| 23311 - Fuel Distribution System Mechanic | 21.46 |
| 23312 - Fuel Distribution System Operator | 18.23 |
| 23370 - General Maintenance Worker | 18.38 |
| 23380 - Ground Support Equipment Mechanic | 23.95 |
| 23381 - Ground Support Equipment Servicer | 21.20 |
| 23382 - Ground Support Equipment Worker | 22.10 |
| 23391 - Gunsmith I | 18.29 |
| 23392 - Gunsmith II | 20.35 |
| 23393 - Gunsmith III | 22.12 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.37 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.21 |
| 23430 - Heavy Equipment Mechanic | 20.92 |
| 23440 - Heavy Equipment Operator | 24.55 |
| 23460 - Instrument Mechanic | 24.22 |
| 23465 - Laboratory/Shelter Mechanic | 21.19 |
| 23470 - Laborer | 14.54 |
| 23510 - Locksmith | 22.94 |
| 23530 - Machinery Maintenance Mechanic | 19.05 |
| 23550 - Machinist, Maintenance | 19.18 |
| 23580 - Maintenance Trades Helper | 14.32 |
| 23591 - Metrology Technician I | 24.22 |
| 23592 - Metrology Technician II | 25.06 |
| 23593 - Metrology Technician III | 25.99 |

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| 23640 - Millwright | 20.16 |
| 23710 - Office Appliance Repairer | 20.59 |
| 23760 - Painter, Maintenance | 17.79 |
| 23790 - Pipefitter, Maintenance | 23.85 |
| 23810 - Plumber, Maintenance | 21.14 |
| 23820 - Pneudraulic Systems Mechanic | 22.12 |
| 23850 - Rigger | 22.12 |
| 23870 - Scale Mechanic | 20.35 |
| 23890 - Sheet-Metal Worker, Maintenance | 21.02 |
| 23910 - Small Engine Mechanic | 17.67 |
| 23931 - Telecommunications Mechanic I | 27.98 |
| 23932 - Telecommunications Mechanic II | 29.00 |
| 23950 - Telephone Lineman | 24.55 |
| 23960 - Welder, Combination, Maintenance | 20.28 |
| 23965 - Well Driller | 21.45 |
| 23970 - Woodcraft Worker | 22.12 |
| 23980 - Woodworker | 16.56 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.31 |
| 24580 - Child Care Center Clerk | 15.37 |
| 24610 - Chore Aide | 11.18 |
| 24620 - Family Readiness And Support Services Coordinator | 14.79 |
| 24630 - Homemaker | 18.54 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.51 |
| 25040 - Sewage Plant Operator | 20.96 |
| 25070 - Stationary Engineer | 21.51 |
| 25190 - Ventilation Equipment Tender | 16.41 |
| 25210 - Water Treatment Plant Operator | 20.96 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.14 |
| 27007 - Baggage Inspector | 13.41 |
| 27008 - Corrections Officer | 21.96 |
| 27010 - Court Security Officer | 21.81 |
| 27030 - Detection Dog Handler | 18.61 |
| 27040 - Detention Officer | 21.96 |
| 27070 - Firefighter | 20.89 |
| 27101 - Guard I | 13.41 |
| 27102 - Guard II | 18.61 |
| 27131 - Police Officer I | 21.81 |
| 27132 - Police Officer II | 23.77 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.07 |
| 28042 - Carnival Equipment Repairer | 10.48 |
| 28043 - Carnival Equipment Worker | 9.57 |
| 28210 - Gate Attendant/Gate Tender | 13.79 |
| 28310 - Lifeguard | 11.53 |
| 28350 - Park Attendant (Aide) | 15.44 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.27 |
| 28515 - Recreation Specialist | 14.83 |
| 28630 - Sports Official | 12.28 |
| 28690 - Swimming Pool Operator | 15.21 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.02 |
| 29020 - Hatch Tender | 21.02 |
| 29030 - Line Handler | 21.02 |
| 29041 - Stevedore I | 20.02 |
| 29042 - Stevedore II | 21.90 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.10 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.96 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.69 |

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|---|---------------|
| 30021 - Archeological Technician I | 17.24 |
| 30022 - Archeological Technician II | 18.64 |
| 30023 - Archeological Technician III | 23.06 |
| 30030 - Cartographic Technician | 23.06 |
| 30040 - Civil Engineering Technician | 23.00 |
| 30061 - Drafter/CAD Operator I | 16.64 |
| 30062 - Drafter/CAD Operator II | 18.63 |
| 30063 - Drafter/CAD Operator III | 20.75 |
| 30064 - Drafter/CAD Operator IV | 25.54 |
| 30081 - Engineering Technician I | 14.62 |
| 30082 - Engineering Technician II | 16.92 |
| 30083 - Engineering Technician III | 18.98 |
| 30084 - Engineering Technician IV | 23.51 |
| 30085 - Engineering Technician V | 28.77 |
| 30086 - Engineering Technician VI | 34.25 |
| 30090 - Environmental Technician | 22.78 |
| 30210 - Laboratory Technician | 22.33 |
| 30240 - Mathematical Technician | 23.06 |
| 30361 - Paralegal/Legal Assistant I | 18.00 |
| 30362 - Paralegal/Legal Assistant II | 22.31 |
| 30363 - Paralegal/Legal Assistant III | 27.29 |
| 30364 - Paralegal/Legal Assistant IV | 33.00 |
| 30390 - Photo-Optics Technician | 23.06 |
| 30461 - Technical Writer I | 22.78 |
| 30462 - Technical Writer II | 27.86 |
| 30463 - Technical Writer III | 33.73 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.85 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.07 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.04 |
| 30494 - Unexploded (UXO) Safety Escort | 24.85 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.85 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 20.75 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 22.78 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.17 |
| 31030 - Bus Driver | 15.99 |
| 31043 - Driver Courier | 15.73 |
| 31260 - Parking and Lot Attendant | 10.08 |
| 31290 - Shuttle Bus Driver | 16.81 |
| 31310 - Taxi Driver | 11.59 |
| 31361 - Truckdriver, Light | 16.81 |
| 31362 - Truckdriver, Medium | 17.90 |
| 31363 - Truckdriver, Heavy | 19.31 |
| 31364 - Truckdriver, Tractor-Trailer | 19.31 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.31 |
| 99050 - Desk Clerk | 12.20 |
| 99095 - Embalmer | 26.05 |
| 99251 - Laboratory Animal Caretaker I | 13.75 |
| 99252 - Laboratory Animal Caretaker II | 14.19 |
| 99310 - Mortician | 29.67 |
| 99410 - Pest Controller | 16.50 |
| 99510 - Photofinishing Worker | 12.67 |
| 99710 - Recycling Laborer | 15.78 |
| 99711 - Recycling Specialist | 18.20 |
| 99730 - Refuse Collector | 14.56 |
| 99810 - Sales Clerk | 11.83 |
| 99820 - School Crossing Guard | 11.70 |
| 99830 - Survey Party Chief | 19.16 |
| 99831 - Surveying Aide | 12.55 |
| 99832 - Surveying Technician | 17.19 |
| 99840 - Vending Machine Attendant | 16.75 |

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|---|-------|
| 99841 - Vending Machine Repairer | 19.82 |
| 99842 - Vending Machine Repairer Helper | 16.75 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2262
Revision No.: 18
Date Of Last Revision: 07/25/2014

This wage determination applies to the following counties in MASSACHUSETTS: BERKSHIRE, FRANKLIN, HAMPDEN, HAMPSHIRE, and WORCESTER Excluding the cities and towns in Boston, Worcester, Pawtucket-Woonsocket-Attleboro metropolitan areas listed below:

WORCESTER County: Auburn, Barre, Berlin, Blackstone, Bolton, Boylston, Brookfield, Charlton, Clinton, Douglas, Dudley, East Brookfield, Grafton, Harvard, Holden, Hopedale, Lancaster, Leicester, Mendon, Milford, Millbury, Millville, Northborough, Northbridge, North Brookfield, Oxford, Paxton, Princeton, Rutland, Shrewsbury, Southborough, Spencer, Sterling, Sutton, Upton, Uxbridge, Webster, Westborough, West Boylston, and Worcester.

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.32 |
| 01012 - Accounting Clerk II | | 17.19 |
| 01013 - Accounting Clerk III | | 19.23 |
| 01020 - Administrative Assistant | | 23.97 |
| 01040 - Court Reporter | | 19.14 |
| 01051 - Data Entry Operator I | | 13.78 |
| 01052 - Data Entry Operator II | | 14.81 |
| 01060 - Dispatcher, Motor Vehicle | | 19.14 |
| 01070 - Document Preparation Clerk | | 14.97 |
| 01090 - Duplicating Machine Operator | | 14.97 |
| 01111 - General Clerk I | | 14.46 |
| 01112 - General Clerk II | | 15.90 |
| 01113 - General Clerk III | | 17.86 |
| 01120 - Housing Referral Assistant | | 21.57 |
| 01141 - Messenger Courier | | 12.52 |
| 01191 - Order Clerk I | | 14.02 |
| 01192 - Order Clerk II | | 15.35 |
| 01261 - Personnel Assistant (Employment) I | | 16.04 |
| 01262 - Personnel Assistant (Employment) II | | 17.96 |
| 01263 - Personnel Assistant (Employment) III | | 20.01 |
| 01270 - Production Control Clerk | | 20.45 |
| 01280 - Receptionist | | 15.36 |
| 01290 - Rental Clerk | | 16.25 |
| 01300 - Scheduler, Maintenance | | 17.30 |
| 01311 - Secretary I | | 17.30 |
| 01312 - Secretary II | | 19.35 |
| 01313 - Secretary III | | 21.57 |
| 01320 - Service Order Dispatcher | | 17.79 |
| 01410 - Supply Technician | | 23.97 |
| 01420 - Survey Worker | | 18.55 |
| 01531 - Travel Clerk I | | 13.24 |
| 01532 - Travel Clerk II | | 14.43 |
| 01533 - Travel Clerk III | | 15.70 |
| 01611 - Word Processor I | | 14.97 |
| 01612 - Word Processor II | | 16.25 |
| 01613 - Word Processor III | | 19.14 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 17.86 |
| 05010 - Automotive Electrician | | 17.80 |
| 05040 - Automotive Glass Installer | | 17.13 |
| 05070 - Automotive Worker | | 17.13 |
| 05110 - Mobile Equipment Servicer | | 15.78 |
| 05130 - Motor Equipment Metal Mechanic | | 18.52 |
| 05160 - Motor Equipment Metal Worker | | 17.13 |
| 05190 - Motor Vehicle Mechanic | | 18.52 |
| 05220 - Motor Vehicle Mechanic Helper | | 15.03 |
| 05250 - Motor Vehicle Upholstery Worker | | 16.47 |
| 05280 - Motor Vehicle Wrecker | | 17.13 |
| 05310 - Painter, Automotive | | 17.80 |
| 05340 - Radiator Repair Specialist | | 17.13 |
| 05370 - Tire Repairer | | 13.23 |
| 05400 - Transmission Repair Specialist | | 18.52 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 12.64 |
| 07041 - Cook I | | 14.67 |
| 07042 - Cook II | | 16.10 |
| 07070 - Dishwasher | | 10.37 |
| 07130 - Food Service Worker | | 10.44 |

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| 07210 - Meat Cutter | 19.73 |
| 07260 - Waiter/Waitress | 10.51 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.24 |
| 09040 - Furniture Handler | 12.35 |
| 09080 - Furniture Refinisher | 16.97 |
| 09090 - Furniture Refinisher Helper | 14.32 |
| 09110 - Furniture Repairer, Minor | 15.70 |
| 09130 - Upholsterer | 16.97 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.64 |
| 11060 - Elevator Operator | 12.64 |
| 11090 - Gardener | 17.03 |
| 11122 - Housekeeping Aide | 13.56 |
| 11150 - Janitor | 13.56 |
| 11210 - Laborer, Grounds Maintenance | 14.50 |
| 11240 - Maid or Houseman | 10.09 |
| 11260 - Pruner | 13.37 |
| 11270 - Tractor Operator | 16.69 |
| 11330 - Trail Maintenance Worker | 14.50 |
| 11360 - Window Cleaner | 14.70 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.50 |
| 12011 - Breath Alcohol Technician | 20.78 |
| 12012 - Certified Occupational Therapist Assistant | 22.14 |
| 12015 - Certified Physical Therapist Assistant | 23.84 |
| 12020 - Dental Assistant | 16.09 |
| 12025 - Dental Hygienist | 31.36 |
| 12030 - EKG Technician | 27.63 |
| 12035 - Electroneurodiagnostic Technologist | 27.93 |
| 12040 - Emergency Medical Technician | 17.50 |
| 12071 - Licensed Practical Nurse I | 18.56 |
| 12072 - Licensed Practical Nurse II | 20.78 |
| 12073 - Licensed Practical Nurse III | 23.17 |
| 12100 - Medical Assistant | 15.14 |
| 12130 - Medical Laboratory Technician | 17.91 |
| 12160 - Medical Record Clerk | 16.29 |
| 12190 - Medical Record Technician | 18.24 |
| 12195 - Medical Transcriptionist | 16.45 |
| 12210 - Nuclear Medicine Technologist | 35.67 |
| 12221 - Nursing Assistant I | 10.13 |
| 12222 - Nursing Assistant II | 11.40 |
| 12223 - Nursing Assistant III | 12.43 |
| 12224 - Nursing Assistant IV | 13.95 |
| 12235 - Optical Dispenser | 20.29 |
| 12236 - Optical Technician | 16.83 |
| 12250 - Pharmacy Technician | 13.57 |
| 12280 - Phlebotomist | 13.95 |
| 12305 - Radiologic Technologist | 27.64 |
| 12311 - Registered Nurse I | 29.56 |
| 12312 - Registered Nurse II | 36.16 |
| 12313 - Registered Nurse II, Specialist | 36.16 |
| 12314 - Registered Nurse III | 45.75 |
| 12315 - Registered Nurse III, Anesthetist | 43.75 |
| 12316 - Registered Nurse IV | 52.44 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.87 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.83 |
| 13012 - Exhibits Specialist II | 22.02 |
| 13013 - Exhibits Specialist III | 26.95 |
| 13041 - Illustrator I | 17.79 |
| 13042 - Illustrator II | 22.02 |
| 13043 - Illustrator III | 26.95 |

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| 13047 - Librarian | 24.40 |
| 13050 - Library Aide/Clerk | 14.25 |
| 13054 - Library Information Technology Systems Administrator | 22.02 |
| 13058 - Library Technician | 15.39 |
| 13061 - Media Specialist I | 15.26 |
| 13062 - Media Specialist II | 16.95 |
| 13063 - Media Specialist III | 18.89 |
| 13071 - Photographer I | 13.95 |
| 13072 - Photographer II | 18.37 |
| 13073 - Photographer III | 22.37 |
| 13074 - Photographer IV | 27.72 |
| 13075 - Photographer V | 35.87 |
| 13110 - Video Teleconference Technician | 18.56 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.66 |
| 14042 - Computer Operator II | 16.96 |
| 14043 - Computer Operator III | 18.59 |
| 14044 - Computer Operator IV | 21.25 |
| 14045 - Computer Operator V | 23.54 |
| 14071 - Computer Programmer I | 21.27 |
| 14072 - Computer Programmer II | 26.34 |
| 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 | 14.66 |
| 14160 - Personal Computer Support Technician | 21.25 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.46 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.67 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.73 |
| 15050 - Computer Based Training Specialist / Instructor | 29.46 |
| 15060 - Educational Technologist | 29.66 |
| 15070 - Flight Instructor (Pilot) | 42.73 |
| 15080 - Graphic Artist | 23.96 |
| 15090 - Technical Instructor | 20.74 |
| 15095 - Technical Instructor/Course Developer | 25.39 |
| 15110 - Test Proctor | 16.76 |
| 15120 - Tutor | 16.76 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.08 |
| 16030 - Counter Attendant | 10.08 |
| 16040 - Dry Cleaner | 12.86 |
| 16070 - Finisher, Flatwork, Machine | 10.08 |
| 16090 - Presser, Hand | 10.08 |
| 16110 - Presser, Machine, Drycleaning | 10.08 |
| 16130 - Presser, Machine, Shirts | 10.08 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.08 |
| 16190 - Sewing Machine Operator | 14.04 |
| 16220 - Tailor | 15.16 |
| 16250 - Washer, Machine | 10.97 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.41 |
| 19040 - Tool And Die Maker | 21.27 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.98 |
| 21030 - Material Coordinator | 21.04 |
| 21040 - Material Expediter | 21.04 |
| 21050 - Material Handling Laborer | 14.54 |
| 21071 - Order Filler | 12.84 |
| 21080 - Production Line Worker (Food Processing) | 18.98 |

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|---|-------|
| 21110 - Shipping Packer | 14.41 |
| 21130 - Shipping/Receiving Clerk | 14.41 |
| 21140 - Store Worker I | 11.88 |
| 21150 - Stock Clerk | 15.10 |
| 21210 - Tools And Parts Attendant | 18.98 |
| 21410 - Warehouse Specialist | 18.98 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.81 |
| 23021 - Aircraft Mechanic I | 23.95 |
| 23022 - Aircraft Mechanic II | 24.81 |
| 23023 - Aircraft Mechanic III | 25.70 |
| 23040 - Aircraft Mechanic Helper | 20.35 |
| 23050 - Aircraft, Painter | 23.13 |
| 23060 - Aircraft Servicer | 21.20 |
| 23080 - Aircraft Worker | 22.10 |
| 23110 - Appliance Mechanic | 18.38 |
| 23120 - Bicycle Repairer | 13.23 |
| 23125 - Cable Splicer | 27.01 |
| 23130 - Carpenter, Maintenance | 20.80 |
| 23140 - Carpet Layer | 21.42 |
| 23160 - Electrician, Maintenance | 22.95 |
| 23181 - Electronics Technician Maintenance I | 20.19 |
| 23182 - Electronics Technician Maintenance II | 21.01 |
| 23183 - Electronics Technician Maintenance III | 22.14 |
| 23260 - Fabric Worker | 19.38 |
| 23290 - Fire Alarm System Mechanic | 20.45 |
| 23310 - Fire Extinguisher Repairer | 18.29 |
| 23311 - Fuel Distribution System Mechanic | 21.46 |
| 23312 - Fuel Distribution System Operator | 18.23 |
| 23370 - General Maintenance Worker | 18.38 |
| 23380 - Ground Support Equipment Mechanic | 23.95 |
| 23381 - Ground Support Equipment Servicer | 21.20 |
| 23382 - Ground Support Equipment Worker | 22.10 |
| 23391 - Gunsmith I | 18.29 |
| 23392 - Gunsmith II | 20.35 |
| 23393 - Gunsmith III | 22.12 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.37 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.21 |
| 23430 - Heavy Equipment Mechanic | 20.92 |
| 23440 - Heavy Equipment Operator | 24.55 |
| 23460 - Instrument Mechanic | 24.22 |
| 23465 - Laboratory/Shelter Mechanic | 21.19 |
| 23470 - Laborer | 14.54 |
| 23510 - Locksmith | 22.94 |
| 23530 - Machinery Maintenance Mechanic | 19.05 |
| 23550 - Machinist, Maintenance | 19.18 |
| 23580 - Maintenance Trades Helper | 14.32 |
| 23591 - Metrology Technician I | 24.22 |
| 23592 - Metrology Technician II | 25.06 |
| 23593 - Metrology Technician III | 25.99 |
| 23640 - Millwright | 20.16 |
| 23710 - Office Appliance Repairer | 20.59 |
| 23760 - Painter, Maintenance | 17.79 |
| 23790 - Pipefitter, Maintenance | 23.85 |
| 23810 - Plumber, Maintenance | 21.14 |
| 23820 - Pneudraulic Systems Mechanic | 22.12 |
| 23850 - Rigger | 22.12 |
| 23870 - Scale Mechanic | 20.35 |
| 23890 - Sheet-Metal Worker, Maintenance | 21.02 |
| 23910 - Small Engine Mechanic | 17.67 |
| 23931 - Telecommunications Mechanic I | 27.98 |

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| 23932 - Telecommunications Mechanic II | 29.00 |
| 23950 - Telephone Lineman | 24.55 |
| 23960 - Welder, Combination, Maintenance | 20.28 |
| 23965 - Well Driller | 21.45 |
| 23970 - Woodcraft Worker | 22.12 |
| 23980 - Woodworker | 16.56 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.31 |
| 24580 - Child Care Center Clerk | 15.37 |
| 24610 - Chore Aide | 11.18 |
| 24620 - Family Readiness And Support Services Coordinator | 14.79 |
| 24630 - Homemaker | 18.54 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.51 |
| 25040 - Sewage Plant Operator | 20.96 |
| 25070 - Stationary Engineer | 21.51 |
| 25190 - Ventilation Equipment Tender | 16.41 |
| 25210 - Water Treatment Plant Operator | 20.96 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.14 |
| 27007 - Baggage Inspector | 13.41 |
| 27008 - Corrections Officer | 21.96 |
| 27010 - Court Security Officer | 21.81 |
| 27030 - Detection Dog Handler | 18.61 |
| 27040 - Detention Officer | 21.96 |
| 27070 - Firefighter | 20.89 |
| 27101 - Guard I | 13.41 |
| 27102 - Guard II | 18.61 |
| 27131 - Police Officer I | 21.81 |
| 27132 - Police Officer II | 23.77 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.07 |
| 28042 - Carnival Equipment Repairer | 10.48 |
| 28043 - Carnival Equipment Worker | 9.57 |
| 28210 - Gate Attendant/Gate Tender | 13.79 |
| 28310 - Lifeguard | 11.53 |
| 28350 - Park Attendant (Aide) | 15.44 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.27 |
| 28515 - Recreation Specialist | 14.83 |
| 28630 - Sports Official | 12.28 |
| 28690 - Swimming Pool Operator | 15.21 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.02 |
| 29020 - Hatch Tender | 21.02 |
| 29030 - Line Handler | 21.02 |
| 29041 - Stevedore I | 20.02 |
| 29042 - Stevedore II | 21.90 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.10 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.96 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.69 |
| 30021 - Archeological Technician I | 17.24 |
| 30022 - Archeological Technician II | 18.64 |
| 30023 - Archeological Technician III | 23.06 |
| 30030 - Cartographic Technician | 23.06 |
| 30040 - Civil Engineering Technician | 23.00 |
| 30061 - Drafter/CAD Operator I | 16.64 |
| 30062 - Drafter/CAD Operator II | 18.63 |
| 30063 - Drafter/CAD Operator III | 20.75 |
| 30064 - Drafter/CAD Operator IV | 25.54 |
| 30081 - Engineering Technician I | 14.62 |
| 30082 - Engineering Technician II | 16.92 |

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|---|---------------|
| 30083 - Engineering Technician III | 18.98 |
| 30084 - Engineering Technician IV | 23.51 |
| 30085 - Engineering Technician V | 28.77 |
| 30086 - Engineering Technician VI | 34.25 |
| 30090 - Environmental Technician | 22.78 |
| 30210 - Laboratory Technician | 22.33 |
| 30240 - Mathematical Technician | 23.06 |
| 30361 - Paralegal/Legal Assistant I | 18.00 |
| 30362 - Paralegal/Legal Assistant II | 22.31 |
| 30363 - Paralegal/Legal Assistant III | 27.29 |
| 30364 - Paralegal/Legal Assistant IV | 33.00 |
| 30390 - Photo-Optics Technician | 23.06 |
| 30461 - Technical Writer I | 22.78 |
| 30462 - Technical Writer II | 27.86 |
| 30463 - Technical Writer III | 33.73 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.85 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.07 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.04 |
| 30494 - Unexploded (UXO) Safety Escort | 24.85 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.85 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.75 |
| 30621 - Weather Observer, Senior | (see 2) 22.78 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.17 |
| 31030 - Bus Driver | 15.99 |
| 31043 - Driver Courier | 15.73 |
| 31260 - Parking and Lot Attendant | 10.08 |
| 31290 - Shuttle Bus Driver | 16.81 |
| 31310 - Taxi Driver | 11.59 |
| 31361 - Truckdriver, Light | 16.81 |
| 31362 - Truckdriver, Medium | 17.90 |
| 31363 - Truckdriver, Heavy | 19.31 |
| 31364 - Truckdriver, Tractor-Trailer | 19.31 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.31 |
| 99050 - Desk Clerk | 12.20 |
| 99095 - Embalmer | 26.05 |
| 99251 - Laboratory Animal Caretaker I | 13.75 |
| 99252 - Laboratory Animal Caretaker II | 14.19 |
| 99310 - Mortician | 29.67 |
| 99410 - Pest Controller | 16.50 |
| 99510 - Photofinishing Worker | 12.67 |
| 99710 - Recycling Laborer | 15.78 |
| 99711 - Recycling Specialist | 18.20 |
| 99730 - Refuse Collector | 14.56 |
| 99810 - Sales Clerk | 11.83 |
| 99820 - School Crossing Guard | 11.70 |
| 99830 - Survey Party Chief | 19.16 |
| 99831 - Surveying Aide | 12.55 |
| 99832 - Surveying Technician | 17.19 |
| 99840 - Vending Machine Attendant | 16.75 |
| 99841 - Vending Machine Repairer | 19.82 |
| 99842 - Vending Machine Repairer Helper | 16.75 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 ordinance, explosives, and incendiary materials. This

includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2263
Revision No.: 18
Date of Last Revision: 07/25/2014

This wage determination applies to WORCESTER county in MASSACHUSETTS including only the cities and towns listed below:

WORCESTER County: Auburn, Barre, Berlin Town, Boylston Town, Brookfield Town, Charlton Town, Clinton, Douglas, Dudley, East Brookfield Town, Grafton Town, Holden Town, Leicester Town, Millbury Town, Northborough Town, Northbridge Town, North Brookfield Town, Oxford Town, Paxton Town, Princeton, Ruthland, Shrewsbury Town, Spencer Town, Sterling Town, Sutton Town, Upton Town, Uxbridge Town, Webster Town, Westborough Town, West Boylston Town, and Worcester City.

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.23 |
| 01012 - Accounting Clerk II | | 17.10 |
| 01013 - Accounting Clerk III | | 19.14 |
| 01020 - Administrative Assistant | | 25.42 |

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| 01040 - Court Reporter | 20.86 |
| 01051 - Data Entry Operator I | 15.64 |
| 01052 - Data Entry Operator II | 16.79 |
| 01060 - Dispatcher, Motor Vehicle | 19.79 |
| 01070 - Document Preparation Clerk | 14.87 |
| 01090 - Duplicating Machine Operator | 14.87 |
| 01111 - General Clerk I | 14.66 |
| 01112 - General Clerk II | 16.00 |
| 01113 - General Clerk III | 18.17 |
| 01120 - Housing Referral Assistant | 23.44 |
| 01141 - Messenger Courier | 12.98 |
| 01191 - Order Clerk I | 15.91 |
| 01192 - Order Clerk II | 17.36 |
| 01261 - Personnel Assistant (Employment) I | 17.41 |
| 01262 - Personnel Assistant (Employment) II | 19.48 |
| 01263 - Personnel Assistant (Employment) III | 21.71 |
| 01270 - Production Control Clerk | 22.65 |
| 01280 - Receptionist | 14.31 |
| 01290 - Rental Clerk | 17.19 |
| 01300 - Scheduler, Maintenance | 18.80 |
| 01311 - Secretary I | 18.80 |
| 01312 - Secretary II | 21.03 |
| 01313 - Secretary III | 23.44 |
| 01320 - Service Order Dispatcher | 17.49 |
| 01410 - Supply Technician | 25.42 |
| 01420 - Survey Worker | 15.77 |
| 01531 - Travel Clerk I | 13.79 |
| 01532 - Travel Clerk II | 14.92 |
| 01533 - Travel Clerk III | 16.08 |
| 01611 - Word Processor I | 16.11 |
| 01612 - Word Processor II | 18.08 |
| 01613 - Word Processor III | 20.22 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 24.65 |
| 05010 - Automotive Electrician | 21.99 |
| 05040 - Automotive Glass Installer | 21.02 |
| 05070 - Automotive Worker | 21.02 |
| 05110 - Mobile Equipment Servicer | 19.02 |
| 05130 - Motor Equipment Metal Mechanic | 22.95 |
| 05160 - Motor Equipment Metal Worker | 21.02 |
| 05190 - Motor Vehicle Mechanic | 22.95 |
| 05220 - Motor Vehicle Mechanic Helper | 17.94 |
| 05250 - Motor Vehicle Upholstery Worker | 19.98 |
| 05280 - Motor Vehicle Wrecker | 21.02 |
| 05310 - Painter, Automotive | 21.99 |
| 05340 - Radiator Repair Specialist | 21.02 |
| 05370 - Tire Repairer | 12.12 |
| 05400 - Transmission Repair Specialist | 22.95 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.20 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 13.85 |
| 07070 - Dishwasher | 9.74 |
| 07130 - Food Service Worker | 12.03 |
| 07210 - Meat Cutter | 20.00 |
| 07260 - Waiter/Waitress | 12.62 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.33 |
| 09040 - Furniture Handler | 11.81 |
| 09080 - Furniture Refinisher | 17.25 |
| 09090 - Furniture Refinisher Helper | 13.94 |
| 09110 - Furniture Repairer, Minor | 15.68 |
| 09130 - Upholsterer | 17.64 |

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| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.66 |
| 11060 - Elevator Operator | 11.66 |
| 11090 - Gardener | 18.44 |
| 11122 - Housekeeping Aide | 14.28 |
| 11150 - Janitor | 14.28 |
| 11210 - Laborer, Grounds Maintenance | 15.13 |
| 11240 - Maid or Houseman | 11.58 |
| 11260 - Pruner | 13.72 |
| 11270 - Tractor Operator | 17.43 |
| 11330 - Trail Maintenance Worker | 15.13 |
| 11360 - Window Cleaner | 15.75 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.55 |
| 12011 - Breath Alcohol Technician | 18.55 |
| 12012 - Certified Occupational Therapist Assistant | 22.03 |
| 12015 - Certified Physical Therapist Assistant | 22.60 |
| 12020 - Dental Assistant | 18.96 |
| 12025 - Dental Hygienist | 37.80 |
| 12030 - EKG Technician | 28.17 |
| 12035 - Electroneurodiagnostic Technologist | 28.17 |
| 12040 - Emergency Medical Technician | 18.55 |
| 12071 - Licensed Practical Nurse I | 18.83 |
| 12072 - Licensed Practical Nurse II | 21.06 |
| 12073 - Licensed Practical Nurse III | 23.48 |
| 12100 - Medical Assistant | 16.90 |
| 12130 - Medical Laboratory Technician | 19.41 |
| 12160 - Medical Record Clerk | 15.94 |
| 12190 - Medical Record Technician | 17.83 |
| 12195 - Medical Transcriptionist | 18.12 |
| 12210 - Nuclear Medicine Technologist | 35.16 |
| 12221 - Nursing Assistant I | 11.45 |
| 12222 - Nursing Assistant II | 12.87 |
| 12223 - Nursing Assistant III | 13.65 |
| 12224 - Nursing Assistant IV | 15.90 |
| 12235 - Optical Dispenser | 22.55 |
| 12236 - Optical Technician | 19.18 |
| 12250 - Pharmacy Technician | 20.80 |
| 12280 - Phlebotomist | 15.90 |
| 12305 - Radiologic Technologist | 32.92 |
| 12311 - Registered Nurse I | 31.18 |
| 12312 - Registered Nurse II | 40.19 |
| 12313 - Registered Nurse II, Specialist | 40.19 |
| 12314 - Registered Nurse III | 48.83 |
| 12315 - Registered Nurse III, Anesthetist | 48.63 |
| 12316 - Registered Nurse IV | 58.29 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.62 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.17 |
| 13012 - Exhibits Specialist II | 27.46 |
| 13013 - Exhibits Specialist III | 33.59 |
| 13041 - Illustrator I | 21.90 |
| 13042 - Illustrator II | 27.12 |
| 13043 - Illustrator III | 33.18 |
| 13047 - Librarian | 34.14 |
| 13050 - Library Aide/Clerk | 15.72 |
| 13054 - Library Information Technology Systems Administrator | 28.03 |
| 13058 - Library Technician | 18.69 |
| 13061 - Media Specialist I | 16.21 |
| 13062 - Media Specialist II | 18.13 |
| 13063 - Media Specialist III | 20.20 |
| 13071 - Photographer I | 17.70 |

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| 13072 - Photographer II | 19.80 |
| 13073 - Photographer III | 24.53 |
| 13074 - Photographer IV | 30.00 |
| 13075 - Photographer V | 36.30 |
| 13110 - Video Teleconference Technician | 19.27 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.71 |
| 14042 - Computer Operator II | 22.05 |
| 14043 - Computer Operator III | 24.58 |
| 14044 - Computer Operator IV | 27.32 |
| 14045 - Computer Operator V | 30.25 |
| 14071 - Computer Programmer I | (see 1) 24.68 |
| 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 | 19.71 |
| 14160 - Personal Computer Support Technician | 27.32 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 35.72 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.22 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 51.80 |
| 15050 - Computer Based Training Specialist / Instructor | 35.46 |
| 15060 - Educational Technologist | 32.46 |
| 15070 - Flight Instructor (Pilot) | 51.80 |
| 15080 - Graphic Artist | 31.54 |
| 15090 - Technical Instructor | 25.37 |
| 15095 - Technical Instructor/Course Developer | 31.02 |
| 15110 - Test Proctor | 20.47 |
| 15120 - Tutor | 20.47 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.71 |
| 16030 - Counter Attendant | 10.71 |
| 16040 - Dry Cleaner | 14.24 |
| 16070 - Finisher, Flatwork, Machine | 10.71 |
| 16090 - Presser, Hand | 10.71 |
| 16110 - Presser, Machine, Drycleaning | 10.71 |
| 16130 - Presser, Machine, Shirts | 10.71 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.71 |
| 16190 - Sewing Machine Operator | 15.10 |
| 16220 - Tailor | 15.78 |
| 16250 - Washer, Machine | 11.92 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.72 |
| 19040 - Tool And Die Maker | 26.82 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.64 |
| 21030 - Material Coordinator | 22.65 |
| 21040 - Material Expediter | 22.65 |
| 21050 - Material Handling Laborer | 14.26 |
| 21071 - Order Filler | 15.03 |
| 21080 - Production Line Worker (Food Processing) | 17.64 |
| 21110 - Shipping Packer | 18.63 |
| 21130 - Shipping/Receiving Clerk | 18.63 |
| 21140 - Store Worker I | 12.66 |
| 21150 - Stock Clerk | 17.11 |
| 21210 - Tools And Parts Attendant | 17.64 |
| 21410 - Warehouse Specialist | 17.64 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 30.32 |
| 23021 - Aircraft Mechanic I | 28.22 |

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|---|-------|
| 23022 - Aircraft Mechanic II | 30.32 |
| 23023 - Aircraft Mechanic III | 30.61 |
| 23040 - Aircraft Mechanic Helper | 20.65 |
| 23050 - Aircraft, Painter | 24.38 |
| 23060 - Aircraft Servicer | 23.22 |
| 23080 - Aircraft Worker | 24.04 |
| 23110 - Appliance Mechanic | 24.24 |
| 23120 - Bicycle Repairer | 13.99 |
| 23125 - Cable Splicer | 30.77 |
| 23130 - Carpenter, Maintenance | 28.56 |
| 23140 - Carpet Layer | 26.29 |
| 23160 - Electrician, Maintenance | 31.35 |
| 23181 - Electronics Technician Maintenance I | 26.39 |
| 23182 - Electronics Technician Maintenance II | 27.59 |
| 23183 - Electronics Technician Maintenance III | 28.80 |
| 23260 - Fabric Worker | 22.03 |
| 23290 - Fire Alarm System Mechanic | 24.63 |
| 23310 - Fire Extinguisher Repairer | 21.01 |
| 23311 - Fuel Distribution System Mechanic | 25.71 |
| 23312 - Fuel Distribution System Operator | 20.37 |
| 23370 - General Maintenance Worker | 23.18 |
| 23380 - Ground Support Equipment Mechanic | 28.22 |
| 23381 - Ground Support Equipment Servicer | 23.22 |
| 23382 - Ground Support Equipment Worker | 24.04 |
| 23391 - Gunsmith I | 21.01 |
| 23392 - Gunsmith II | 23.16 |
| 23393 - Gunsmith III | 25.30 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.66 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.02 |
| 23430 - Heavy Equipment Mechanic | 24.63 |
| 23440 - Heavy Equipment Operator | 28.89 |
| 23460 - Instrument Mechanic | 25.45 |
| 23465 - Laboratory/Shelter Mechanic | 24.24 |
| 23470 - Laborer | 15.05 |
| 23510 - Locksmith | 24.24 |
| 23530 - Machinery Maintenance Mechanic | 25.30 |
| 23550 - Machinist, Maintenance | 25.30 |
| 23580 - Maintenance Trades Helper | 19.59 |
| 23591 - Metrology Technician I | 25.45 |
| 23592 - Metrology Technician II | 26.51 |
| 23593 - Metrology Technician III | 27.61 |
| 23640 - Millwright | 25.78 |
| 23710 - Office Appliance Repairer | 24.24 |
| 23760 - Painter, Maintenance | 24.24 |
| 23790 - Pipefitter, Maintenance | 28.03 |
| 23810 - Plumber, Maintenance | 26.86 |
| 23820 - Pneudraulic Systems Mechanic | 25.30 |
| 23850 - Rigger | 25.30 |
| 23870 - Scale Mechanic | 23.18 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.56 |
| 23910 - Small Engine Mechanic | 23.18 |
| 23931 - Telecommunications Mechanic I | 27.79 |
| 23932 - Telecommunications Mechanic II | 29.70 |
| 23950 - Telephone Lineman | 28.74 |
| 23960 - welder, Combination, Maintenance | 25.30 |
| 23965 - well Driller | 25.30 |
| 23970 - woodcraft worker | 25.30 |
| 23980 - woodworker | 21.01 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 14.11 |
| 24580 - Child Care Center Clerk | 17.60 |

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| 24610 - Chore Aide | 11.77 |
| 24620 - Family Readiness And Support Services Coordinator | 15.78 |
| 24630 - Homemaker | 18.90 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.78 |
| 25040 - Sewage Plant Operator | 22.18 |
| 25070 - Stationary Engineer | 24.78 |
| 25190 - Ventilation Equipment Tender | 19.18 |
| 25210 - Water Treatment Plant Operator | 22.16 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.31 |
| 27007 - Baggage Inspector | 15.85 |
| 27008 - Corrections Officer | 26.87 |
| 27010 - Court Security Officer | 25.91 |
| 27030 - Detection Dog Handler | 18.95 |
| 27040 - Detention Officer | 26.87 |
| 27070 - Firefighter | 23.93 |
| 27101 - Guard I | 15.85 |
| 27102 - Guard II | 18.95 |
| 27131 - Police Officer I | 26.93 |
| 27132 - Police Officer II | 29.74 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.20 |
| 28042 - Carnival Equipment Repairer | 13.98 |
| 28043 - Carnival Equipment Worker | 10.92 |
| 28210 - Gate Attendant/Gate Tender | 16.24 |
| 28310 - Lifeguard | 13.01 |
| 28350 - Park Attendant (Aide) | 17.74 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.58 |
| 28515 - Recreation Specialist | 22.62 |
| 28630 - Sports Official | 14.47 |
| 28690 - Swimming Pool Operator | 19.44 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.66 |
| 29020 - Hatch Tender | 23.66 |
| 29030 - Line Handler | 23.66 |
| 29041 - Stevedore I | 21.96 |
| 29042 - Stevedore II | 24.16 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.10 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.25 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.69 |
| 30021 - Archeological Technician I | 21.07 |
| 30022 - Archeological Technician II | 23.57 |
| 30023 - Archeological Technician III | 29.20 |
| 30030 - Cartographic Technician | 29.20 |
| 30040 - Civil Engineering Technician | 26.54 |
| 30061 - Drafter/CAD Operator I | 21.07 |
| 30062 - Drafter/CAD Operator II | 23.57 |
| 30063 - Drafter/CAD Operator III | 26.27 |
| 30064 - Drafter/CAD Operator IV | 32.34 |
| 30081 - Engineering Technician I | 17.47 |
| 30082 - Engineering Technician II | 19.62 |
| 30083 - Engineering Technician III | 21.96 |
| 30084 - Engineering Technician IV | 26.93 |
| 30085 - Engineering Technician V | 32.93 |
| 30086 - Engineering Technician VI | 39.85 |
| 30090 - Environmental Technician | 26.74 |
| 30210 - Laboratory Technician | 23.40 |
| 30240 - Mathematical Technician | 29.20 |
| 30361 - Paralegal/Legal Assistant I | 20.44 |
| 30362 - Paralegal/Legal Assistant II | 25.32 |

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| 30363 - Paralegal/Legal Assistant III | 30.97 |
| 30364 - Paralegal/Legal Assistant IV | 37.46 |
| 30390 - Photo-Optics Technician | 29.20 |
| 30461 - Technical Writer I | 26.44 |
| 30462 - Technical Writer II | 32.34 |
| 30463 - Technical Writer III | 39.13 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.85 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.07 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.04 |
| 30494 - Unexploded (UXO) Safety Escort | 24.85 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.85 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 26.27 |
| 30621 - Weather Observer, Senior | (see 2) 29.20 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.20 |
| 31030 - Bus Driver | 17.52 |
| 31043 - Driver Courier | 15.79 |
| 31260 - Parking and Lot Attendant | 10.69 |
| 31290 - Shuttle Bus Driver | 16.93 |
| 31310 - Taxi Driver | 12.95 |
| 31361 - Truckdriver, Light | 16.93 |
| 31362 - Truckdriver, Medium | 18.64 |
| 31363 - Truckdriver, Heavy | 20.68 |
| 31364 - Truckdriver, Tractor-Trailer | 20.68 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.32 |
| 99050 - Desk Clerk | 12.56 |
| 99095 - Embalmer | 26.39 |
| 99251 - Laboratory Animal Caretaker I | 14.60 |
| 99252 - Laboratory Animal Caretaker II | 15.66 |
| 99310 - Mortician | 36.23 |
| 99410 - Pest Controller | 16.87 |
| 99510 - Photofinishing Worker | 14.31 |
| 99710 - Recycling Laborer | 19.74 |
| 99711 - Recycling Specialist | 23.30 |
| 99730 - Refuse Collector | 17.90 |
| 99810 - Sales Clerk | 13.61 |
| 99820 - School Crossing Guard | 13.77 |
| 99830 - Survey Party Chief | 23.91 |
| 99831 - Surveying Aide | 15.82 |
| 99832 - Surveying Technician | 21.73 |
| 99840 - Vending Machine Attendant | 15.79 |
| 99841 - Vending Machine Repairer | 18.68 |
| 99842 - Vending Machine Repairer Helper | 15.79 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 30 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
DirectorDivision of
Wage DeterminationsWage Determination No.: 2005-2264
Revision No.: 19
Date Of Last Revision: 07/25/2014

This wage determination applies to WORCESTER county in MASSACHUSETTS including only the cities and towns listed below:

WORCESTER County: Auburn, Barre, Berlin Town, Boylston Town, Brookfield Town, Charlton Town, Clinton, Douglas, Dudley, East Brookfield Town, Grafton Town, Holden Town, Leicester Town, Millbury Town, Northborough Town, Northbridge Town, North Brookfield Town, Oxford Town, Paxton Town, Princeton, Rutland, Shrewsbury Town, Spencer Town, Sterling Town, Sutton Town, Upton Town, Uxbridge Town, Webster Town, Westborough Town, West Boylston Town, and Worcester City.

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.23 |
| 01012 - Accounting Clerk II | | 17.10 |
| 01013 - Accounting Clerk III | | 19.14 |
| 01020 - Administrative Assistant | | 25.42 |
| 01040 - Court Reporter | | 20.86 |
| 01051 - Data Entry Operator I | | 15.64 |
| 01052 - Data Entry Operator II | | 16.79 |
| 01060 - Dispatcher, Motor Vehicle | | 19.79 |
| 01070 - Document Preparation Clerk | | 14.87 |
| 01090 - Duplicating Machine Operator | | 14.87 |
| 01111 - General Clerk I | | 14.66 |
| 01112 - General Clerk II | | 16.00 |
| 01113 - General Clerk III | | 18.17 |
| 01120 - Housing Referral Assistant | | 23.44 |
| 01141 - Messenger Courier | | 12.98 |
| 01191 - Order Clerk I | | 15.91 |
| 01192 - Order Clerk II | | 17.36 |
| 01261 - Personnel Assistant (Employment) I | | 17.41 |
| 01262 - Personnel Assistant (Employment) II | | 19.48 |
| 01263 - Personnel Assistant (Employment) III | | 21.71 |
| 01270 - Production Control Clerk | | 22.65 |
| 01280 - Receptionist | | 14.31 |
| 01290 - Rental Clerk | | 17.19 |
| 01300 - Scheduler, Maintenance | | 18.80 |
| 01311 - Secretary I | | 18.80 |
| 01312 - Secretary II | | 21.03 |
| 01313 - Secretary III | | 23.44 |
| 01320 - Service Order Dispatcher | | 17.49 |
| 01410 - Supply Technician | | 25.42 |
| 01420 - Survey Worker | | 15.77 |
| 01531 - Travel Clerk I | | 13.79 |
| 01532 - Travel Clerk II | | 14.92 |
| 01533 - Travel Clerk III | | 16.08 |
| 01611 - Word Processor I | | 16.11 |
| 01612 - Word Processor II | | 18.08 |
| 01613 - Word Processor III | | 20.22 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 24.65 |
| 05010 - Automotive Electrician | | 21.99 |
| 05040 - Automotive Glass Installer | | 21.02 |

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| 05070 - Automotive Worker | 21.02 |
| 05110 - Mobile Equipment Servicer | 19.02 |
| 05130 - Motor Equipment Metal Mechanic | 22.95 |
| 05160 - Motor Equipment Metal Worker | 21.02 |
| 05190 - Motor Vehicle Mechanic | 22.95 |
| 05220 - Motor Vehicle Mechanic Helper | 17.94 |
| 05250 - Motor Vehicle Upholstery Worker | 19.98 |
| 05280 - Motor Vehicle Wrecker | 21.02 |
| 05310 - Painter, Automotive | 21.99 |
| 05340 - Radiator Repair Specialist | 21.02 |
| 05370 - Tire Repairer | 12.12 |
| 05400 - Transmission Repair Specialist | 22.95 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.20 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 13.85 |
| 07070 - Dishwasher | 9.74 |
| 07130 - Food Service Worker | 12.03 |
| 07210 - Meat Cutter | 20.00 |
| 07260 - Waiter/Waitress | 12.62 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.33 |
| 09040 - Furniture Handler | 11.81 |
| 09080 - Furniture Refinisher | 17.25 |
| 09090 - Furniture Refinisher Helper | 13.94 |
| 09110 - Furniture Repairer, Minor | 15.68 |
| 09130 - Upholsterer | 17.64 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.66 |
| 11060 - Elevator Operator | 11.66 |
| 11090 - Gardener | 18.44 |
| 11122 - Housekeeping Aide | 14.28 |
| 11150 - Janitor | 14.28 |
| 11210 - Laborer, Grounds Maintenance | 15.13 |
| 11240 - Maid or Houseman | 11.58 |
| 11260 - Pruner | 13.72 |
| 11270 - Tractor Operator | 17.43 |
| 11330 - Trail Maintenance Worker | 15.13 |
| 11360 - Window Cleaner | 15.75 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.55 |
| 12011 - Breath Alcohol Technician | 18.55 |
| 12012 - Certified Occupational Therapist Assistant | 22.03 |
| 12015 - Certified Physical Therapist Assistant | 22.60 |
| 12020 - Dental Assistant | 18.96 |
| 12025 - Dental Hygienist | 37.80 |
| 12030 - EKG Technician | 28.17 |
| 12035 - Electroneurodiagnostic Technologist | 28.17 |
| 12040 - Emergency Medical Technician | 18.55 |
| 12071 - Licensed Practical Nurse I | 18.83 |
| 12072 - Licensed Practical Nurse II | 21.06 |
| 12073 - Licensed Practical Nurse III | 23.48 |
| 12100 - Medical Assistant | 16.90 |
| 12130 - Medical Laboratory Technician | 19.41 |
| 12160 - Medical Record Clerk | 15.94 |
| 12190 - Medical Record Technician | 17.83 |
| 12195 - Medical Transcriptionist | 18.12 |
| 12210 - Nuclear Medicine Technologist | 35.16 |
| 12221 - Nursing Assistant I | 11.45 |
| 12222 - Nursing Assistant II | 12.87 |
| 12223 - Nursing Assistant III | 13.65 |
| 12224 - Nursing Assistant IV | 15.90 |
| 12235 - Optical Dispenser | 22.55 |

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| 12236 - Optical Technician | 19.18 |
| 12250 - Pharmacy Technician | 20.80 |
| 12280 - Phlebotomist | 15.90 |
| 12305 - Radiologic Technologist | 32.92 |
| 12311 - Registered Nurse I | 31.18 |
| 12312 - Registered Nurse II | 40.19 |
| 12313 - Registered Nurse II, Specialist | 40.19 |
| 12314 - Registered Nurse III | 48.83 |
| 12315 - Registered Nurse III, Anesthetist | 48.63 |
| 12316 - Registered Nurse IV | 58.29 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.62 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.17 |
| 13012 - Exhibits Specialist II | 27.46 |
| 13013 - Exhibits Specialist III | 33.59 |
| 13041 - Illustrator I | 21.90 |
| 13042 - Illustrator II | 27.12 |
| 13043 - Illustrator III | 33.18 |
| 13047 - Librarian | 34.14 |
| 13050 - Library Aide/Clerk | 15.72 |
| 13054 - Library Information Technology Systems Administrator | 28.03 |
| 13058 - Library Technician | 18.69 |
| 13061 - Media Specialist I | 16.21 |
| 13062 - Media Specialist II | 18.13 |
| 13063 - Media Specialist III | 20.20 |
| 13071 - Photographer I | 17.70 |
| 13072 - Photographer II | 19.80 |
| 13073 - Photographer III | 24.53 |
| 13074 - Photographer IV | 30.00 |
| 13075 - Photographer V | 36.30 |
| 13110 - Video Teleconference Technician | 19.27 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.71 |
| 14042 - Computer Operator II | 22.05 |
| 14043 - Computer Operator III | 24.58 |
| 14044 - Computer Operator IV | 27.32 |
| 14045 - Computer Operator V | 30.25 |
| 14071 - Computer Programmer I | (see 1) 24.68 |
| 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 | 19.71 |
| 14160 - Personal Computer Support Technician | 27.32 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 35.72 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.22 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 51.80 |
| 15050 - Computer Based Training Specialist / Instructor | 35.46 |
| 15060 - Educational Technologist | 32.46 |
| 15070 - Flight Instructor (Pilot) | 51.80 |
| 15080 - Graphic Artist | 31.54 |
| 15090 - Technical Instructor | 25.37 |
| 15095 - Technical Instructor/Course Developer | 31.02 |
| 15110 - Test Proctor | 20.47 |
| 15120 - Tutor | 20.47 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.71 |
| 16030 - Counter Attendant | 10.71 |
| 16040 - Dry Cleaner | 14.24 |

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| 16070 - Finisher, Flatwork, Machine | 10.71 |
| 16090 - Presser, Hand | 10.71 |
| 16110 - Presser, Machine, Drycleaning | 10.71 |
| 16130 - Presser, Machine, Shirts | 10.71 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.71 |
| 16190 - Sewing Machine Operator | 15.10 |
| 16220 - Tailor | 15.78 |
| 16250 - Washer, Machine | 11.92 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.72 |
| 19040 - Tool And Die Maker | 26.82 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.64 |
| 21030 - Material Coordinator | 22.65 |
| 21040 - Material Expediter | 22.65 |
| 21050 - Material Handling Laborer | 14.26 |
| 21071 - Order Filler | 15.03 |
| 21080 - Production Line Worker (Food Processing) | 17.64 |
| 21110 - Shipping Packer | 18.63 |
| 21130 - Shipping/Receiving Clerk | 18.63 |
| 21140 - Store Worker I | 12.66 |
| 21150 - Stock Clerk | 17.11 |
| 21210 - Tools And Parts Attendant | 17.64 |
| 21410 - Warehouse Specialist | 17.64 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 30.32 |
| 23021 - Aircraft Mechanic I | 28.22 |
| 23022 - Aircraft Mechanic II | 30.32 |
| 23023 - Aircraft Mechanic III | 30.61 |
| 23040 - Aircraft Mechanic Helper | 20.65 |
| 23050 - Aircraft, Painter | 24.38 |
| 23060 - Aircraft Servicer | 23.22 |
| 23080 - Aircraft Worker | 24.04 |
| 23110 - Appliance Mechanic | 24.24 |
| 23120 - Bicycle Repairer | 13.99 |
| 23125 - Cable Splicer | 30.77 |
| 23130 - Carpenter, Maintenance | 28.56 |
| 23140 - Carpet Layer | 26.29 |
| 23160 - Electrician, Maintenance | 31.35 |
| 23181 - Electronics Technician Maintenance I | 26.39 |
| 23182 - Electronics Technician Maintenance II | 27.59 |
| 23183 - Electronics Technician Maintenance III | 28.80 |
| 23260 - Fabric Worker | 22.03 |
| 23290 - Fire Alarm System Mechanic | 24.63 |
| 23310 - Fire Extinguisher Repairer | 21.01 |
| 23311 - Fuel Distribution System Mechanic | 25.71 |
| 23312 - Fuel Distribution System Operator | 20.37 |
| 23370 - General Maintenance Worker | 23.18 |
| 23380 - Ground Support Equipment Mechanic | 28.22 |
| 23381 - Ground Support Equipment Servicer | 23.22 |
| 23382 - Ground Support Equipment Worker | 24.04 |
| 23391 - Gunsmith I | 21.01 |
| 23392 - Gunsmith II | 23.16 |
| 23393 - Gunsmith III | 25.30 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.66 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.02 |
| 23430 - Heavy Equipment Mechanic | 24.63 |
| 23440 - Heavy Equipment Operator | 28.89 |
| 23460 - Instrument Mechanic | 25.45 |
| 23465 - Laboratory/Shelter Mechanic | 24.24 |
| 23470 - Laborer | 15.05 |

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| 23510 - Locksmith | 24.24 |
| 23530 - Machinery Maintenance Mechanic | 25.30 |
| 23550 - Machinist, Maintenance | 25.30 |
| 23580 - Maintenance Trades Helper | 19.59 |
| 23591 - Metrology Technician I | 25.45 |
| 23592 - Metrology Technician II | 26.51 |
| 23593 - Metrology Technician III | 27.61 |
| 23640 - Millwright | 25.78 |
| 23710 - Office Appliance Repairer | 24.24 |
| 23760 - Painter, Maintenance | 24.24 |
| 23790 - Pipefitter, Maintenance | 28.03 |
| 23810 - Plumber, Maintenance | 26.86 |
| 23820 - Pneudraulic Systems Mechanic | 25.30 |
| 23850 - Rigger | 25.30 |
| 23870 - Scale Mechanic | 23.18 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.56 |
| 23910 - Small Engine Mechanic | 23.18 |
| 23931 - Telecommunications Mechanic I | 27.79 |
| 23932 - Telecommunications Mechanic II | 29.70 |
| 23950 - Telephone Lineman | 28.74 |
| 23960 - Welder, Combination, Maintenance | 25.30 |
| 23965 - Well Driller | 25.30 |
| 23970 - Woodcraft Worker | 25.30 |
| 23980 - Woodworker | 21.01 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 14.11 |
| 24580 - Child Care Center Clerk | 17.60 |
| 24610 - Chore Aide | 11.77 |
| 24620 - Family Readiness And Support Services Coordinator | 15.78 |
| 24630 - Homemaker | 18.90 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.78 |
| 25040 - Sewage Plant Operator | 22.18 |
| 25070 - Stationary Engineer | 24.78 |
| 25190 - Ventilation Equipment Tender | 19.18 |
| 25210 - Water Treatment Plant Operator | 22.16 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.31 |
| 27007 - Baggage Inspector | 15.85 |
| 27008 - Corrections Officer | 26.87 |
| 27010 - Court Security Officer | 25.91 |
| 27030 - Detection Dog Handler | 18.95 |
| 27040 - Detention Officer | 26.87 |
| 27070 - Firefighter | 23.93 |
| 27101 - Guard I | 15.85 |
| 27102 - Guard II | 18.95 |
| 27131 - Police Officer I | 26.93 |
| 27132 - Police Officer II | 29.74 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.20 |
| 28042 - Carnival Equipment Repairer | 13.98 |
| 28043 - Carnival Equipment Worker | 10.92 |
| 28210 - Gate Attendant/Gate Tender | 16.24 |
| 28310 - Lifeguard | 13.01 |
| 28350 - Park Attendant (Aide) | 17.74 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.58 |
| 28515 - Recreation Specialist | 22.62 |
| 28630 - Sports Official | 14.47 |
| 28690 - Swimming Pool Operator | 19.44 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.66 |
| 29020 - Hatch Tender | 23.66 |

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| 29030 - Line Handler | 23.66 |
| 29041 - Stevedore I | 21.96 |
| 29042 - Stevedore II | 24.16 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.10 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.25 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.69 |
| 30021 - Archeological Technician I | 21.07 |
| 30022 - Archeological Technician II | 23.57 |
| 30023 - Archeological Technician III | 29.20 |
| 30030 - Cartographic Technician | 29.20 |
| 30040 - Civil Engineering Technician | 26.54 |
| 30061 - Drafter/CAD Operator I | 21.07 |
| 30062 - Drafter/CAD Operator II | 23.57 |
| 30063 - Drafter/CAD Operator III | 26.27 |
| 30064 - Drafter/CAD Operator IV | 32.34 |
| 30081 - Engineering Technician I | 17.47 |
| 30082 - Engineering Technician II | 19.62 |
| 30083 - Engineering Technician III | 21.96 |
| 30084 - Engineering Technician IV | 26.93 |
| 30085 - Engineering Technician V | 32.93 |
| 30086 - Engineering Technician VI | 39.85 |
| 30090 - Environmental Technician | 26.74 |
| 30210 - Laboratory Technician | 23.40 |
| 30240 - Mathematical Technician | 29.20 |
| 30361 - Paralegal/Legal Assistant I | 20.44 |
| 30362 - Paralegal/Legal Assistant II | 25.32 |
| 30363 - Paralegal/Legal Assistant III | 30.97 |
| 30364 - Paralegal/Legal Assistant IV | 37.46 |
| 30390 - Photo-Optics Technician | 29.20 |
| 30461 - Technical Writer I | 26.44 |
| 30462 - Technical Writer II | 32.34 |
| 30463 - Technical Writer III | 39.13 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.85 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.07 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.04 |
| 30494 - Unexploded (UXO) Safety Escort | 24.85 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.85 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 26.27 |
| 30621 - Weather Observer, Senior (see 2) | 29.20 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.20 |
| 31030 - Bus Driver | 17.52 |
| 31043 - Driver Courier | 15.79 |
| 31260 - Parking and Lot Attendant | 10.69 |
| 31290 - Shuttle Bus Driver | 16.93 |
| 31310 - Taxi Driver | 12.95 |
| 31361 - Truckdriver, Light | 16.93 |
| 31362 - Truckdriver, Medium | 18.64 |
| 31363 - Truckdriver, Heavy | 20.68 |
| 31364 - Truckdriver, Tractor-Trailer | 20.68 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.32 |
| 99050 - Desk Clerk | 12.56 |
| 99095 - Embalmer | 26.39 |
| 99251 - Laboratory Animal Caretaker I | 14.60 |
| 99252 - Laboratory Animal Caretaker II | 15.66 |
| 99310 - Mortician | 36.23 |
| 99410 - Pest Controller | 16.87 |
| 99510 - Photofinishing Worker | 14.31 |
| 99710 - Recycling Laborer | 19.74 |
| 99711 - Recycling Specialist | 23.30 |

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| 99730 - Refuse Collector | 17.90 |
| 99810 - Sales Clerk | 13.61 |
| 99820 - School Crossing Guard | 13.77 |
| 99830 - Survey Party Chief | 23.91 |
| 99831 - Surveying Aide | 15.82 |
| 99832 - Surveying Technician | 21.73 |
| 99840 - Vending Machine Attendant | 15.79 |
| 99841 - Vending Machine Repairer | 18.68 |
| 99842 - Vending Machine Repairer Helper | 15.79 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 30 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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2269
Revision No.: 15
Date of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Lenawee, Washtenaw

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.22 |
| 01012 - Accounting Clerk II | | 15.96 |
| 01013 - Accounting Clerk III | | 18.77 |
| 01020 - Administrative Assistant | | 26.95 |
| 01040 - Court Reporter | | 19.80 |
| 01051 - Data Entry Operator I | | 13.85 |
| 01052 - Data Entry Operator II | | 15.12 |
| 01060 - Dispatcher, Motor Vehicle | | 21.98 |
| 01070 - Document Preparation Clerk | | 15.38 |
| 01090 - Duplicating Machine Operator | | 15.38 |
| 01111 - General Clerk I | | 13.37 |
| 01112 - General Clerk II | | 14.60 |
| 01113 - General Clerk III | | 16.39 |
| 01120 - Housing Referral Assistant | | 22.04 |
| 01141 - Messenger Courier | | 11.47 |
| 01191 - Order Clerk I | | 14.16 |
| 01192 - Order Clerk II | | 15.83 |

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| 01261 - Personnel Assistant (Employment) I | 17.30 |
| 01262 - Personnel Assistant (Employment) II | 19.35 |
| 01263 - Personnel Assistant (Employment) III | 21.57 |
| 01270 - Production Control Clerk | 21.45 |
| 01280 - Receptionist | 13.67 |
| 01290 - Rental Clerk | 15.38 |
| 01300 - Scheduler, Maintenance | 17.30 |
| 01311 - Secretary I | 17.30 |
| 01312 - Secretary II | 19.35 |
| 01313 - Secretary III | 22.04 |
| 01320 - Service Order Dispatcher | 19.04 |
| 01410 - Supply Technician | 25.70 |
| 01420 - Survey Worker | 18.56 |
| 01531 - Travel Clerk I | 13.02 |
| 01532 - Travel Clerk II | 14.14 |
| 01533 - Travel Clerk III | 15.31 |
| 01611 - Word Processor I | 15.07 |
| 01612 - Word Processor II | 16.92 |
| 01613 - Word Processor III | 18.93 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 25.09 |
| 05010 - Automotive Electrician | 22.58 |
| 05040 - Automotive Glass Installer | 21.84 |
| 05070 - Automotive Worker | 21.84 |
| 05110 - Mobile Equipment Servicer | 20.43 |
| 05130 - Motor Equipment Metal Mechanic | 23.31 |
| 05160 - Motor Equipment Metal Worker | 21.84 |
| 05190 - Motor Vehicle Mechanic | 23.31 |
| 05220 - Motor Vehicle Mechanic Helper | 19.71 |
| 05250 - Motor Vehicle Upholstery Worker | 21.12 |
| 05280 - Motor Vehicle Wrecker | 21.84 |
| 05310 - Painter, Automotive | 22.58 |
| 05340 - Radiator Repair Specialist | 21.84 |
| 05370 - Tire Repairer | 18.30 |
| 05400 - Transmission Repair Specialist | 23.31 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.07 |
| 07041 - Cook I | 13.99 |
| 07042 - Cook II | 15.07 |
| 07070 - Dishwasher | 11.35 |
| 07130 - Food Service Worker | 11.35 |
| 07210 - Meat Cutter | 16.29 |
| 07260 - Waiter/Waitress | 12.05 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 22.98 |
| 09040 - Furniture Handler | 18.10 |
| 09080 - Furniture Refinisher | 22.98 |
| 09090 - Furniture Refinisher Helper | 20.13 |
| 09110 - Furniture Repairer, Minor | 21.55 |
| 09130 - Upholsterer | 22.98 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 14.91 |
| 11060 - Elevator Operator | 14.91 |
| 11090 - Gardener | 17.80 |
| 11122 - Housekeeping Aide | 13.40 |
| 11150 - Janitor | 13.41 |
| 11210 - Laborer, Grounds Maintenance | 14.78 |
| 11240 - Maid or Houseman | 12.07 |
| 11260 - Pruner | 13.63 |
| 11270 - Tractor Operator | 15.88 |
| 11330 - Trail Maintenance Worker | 14.78 |
| 11360 - Window Cleaner | 14.24 |
| 12000 - Health Occupations | |

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| 12010 - Ambulance Driver | 17.90 |
| 12011 - Breath Alcohol Technician | 19.72 |
| 12012 - Certified Occupational Therapist Assistant | 22.17 |
| 12015 - Certified Physical Therapist Assistant | 22.17 |
| 12020 - Dental Assistant | 17.78 |
| 12025 - Dental Hygienist | 35.19 |
| 12030 - EKG Technician | 26.77 |
| 12035 - Electroneurodiagnostic Technologist | 26.77 |
| 12040 - Emergency Medical Technician | 17.90 |
| 12071 - Licensed Practical Nurse I | 17.61 |
| 12072 - Licensed Practical Nurse II | 19.72 |
| 12073 - Licensed Practical Nurse III | 21.34 |
| 12100 - Medical Assistant | 14.38 |
| 12130 - Medical Laboratory Technician | 22.29 |
| 12160 - Medical Record Clerk | 16.13 |
| 12190 - Medical Record Technician | 19.47 |
| 12195 - Medical Transcriptionist | 18.11 |
| 12210 - Nuclear Medicine Technologist | 33.73 |
| 12221 - Nursing Assistant I | 11.25 |
| 12222 - Nursing Assistant II | 12.27 |
| 12223 - Nursing Assistant III | 13.40 |
| 12224 - Nursing Assistant IV | 15.04 |
| 12235 - Optical Dispenser | 19.36 |
| 12236 - Optical Technician | 17.61 |
| 12250 - Pharmacy Technician | 17.43 |
| 12280 - Phlebotomist | 15.04 |
| 12305 - Radiologic Technologist | 26.11 |
| 12311 - Registered Nurse I | 29.83 |
| 12312 - Registered Nurse II | 32.20 |
| 12313 - Registered Nurse II, Specialist | 32.20 |
| 12314 - Registered Nurse III | 44.14 |
| 12315 - Registered Nurse III, Anesthetist | 44.14 |
| 12316 - Registered Nurse IV | 52.92 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.04 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.47 |
| 13012 - Exhibits Specialist II | 26.61 |
| 13013 - Exhibits Specialist III | 32.54 |
| 13041 - Illustrator I | 21.64 |
| 13042 - Illustrator II | 28.26 |
| 13043 - Illustrator III | 33.45 |
| 13047 - Librarian | 30.28 |
| 13050 - Library Aide/Clerk | 13.49 |
| 13054 - Library Information Technology Systems Administrator | 25.71 |
| 13058 - Library Technician | 18.56 |
| 13061 - Media Specialist I | 18.54 |
| 13062 - Media Specialist II | 20.75 |
| 13063 - Media Specialist III | 23.13 |
| 13071 - Photographer I | 19.42 |
| 13072 - Photographer II | 22.61 |
| 13073 - Photographer III | 29.56 |
| 13074 - Photographer IV | 34.28 |
| 13075 - Photographer V | 39.82 |
| 13110 - Video Teleconference Technician | 19.13 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.74 |
| 14042 - Computer Operator II | 19.20 |
| 14043 - Computer Operator III | 21.16 |
| 14044 - Computer Operator IV | 23.46 |
| 14045 - Computer Operator V | 25.58 |
| 14071 - Computer Programmer I | 22.60 |
| 14072 - Computer Programmer II | |

(see 1)

(see 1)

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| 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 | | 16.74 |
| 14160 - Personal Computer Support Technician | | 23.46 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 32.52 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 39.35 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 45.62 |
| 15050 - Computer Based Training Specialist / Instructor | | 32.52 |
| 15060 - Educational Technologist | | 30.30 |
| 15070 - Flight Instructor (Pilot) | | 45.62 |
| 15080 - Graphic Artist | | 25.87 |
| 15090 - Technical Instructor | | 24.59 |
| 15095 - Technical Instructor/Course Developer | | 32.69 |
| 15110 - Test Proctor | | 21.80 |
| 15120 - Tutor | | 21.80 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.00 |
| 16030 - Counter Attendant | | 10.00 |
| 16040 - Dry Cleaner | | 13.34 |
| 16070 - Finisher, Flatwork, Machine | | 10.00 |
| 16090 - Presser, Hand | | 10.00 |
| 16110 - Presser, Machine, Drycleaning | | 10.00 |
| 16130 - Presser, Machine, Shirts | | 10.00 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 10.00 |
| 16190 - Sewing Machine Operator | | 14.52 |
| 16220 - Tailor | | 15.65 |
| 16250 - Washer, Machine | | 11.08 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 26.18 |
| 19040 - Tool And Die Maker | | 29.03 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 20.65 |
| 21030 - Material Coordinator | | 24.54 |
| 21040 - Material Expediter | | 24.54 |
| 21050 - Material Handling Laborer | | 15.24 |
| 21071 - Order Filler | | 15.25 |
| 21080 - Production Line Worker (Food Processing) | | 20.65 |
| 21110 - Shipping Packer | | 17.34 |
| 21130 - Shipping/Receiving Clerk | | 17.34 |
| 21140 - Store Worker I | | 17.19 |
| 21150 - Stock Clerk | | 21.86 |
| 21210 - Tools And Parts Attendant | | 20.65 |
| 21410 - Warehouse Specialist | | 20.65 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 27.20 |
| 23021 - Aircraft Mechanic I | | 26.35 |
| 23022 - Aircraft Mechanic II | | 27.20 |
| 23023 - Aircraft Mechanic III | | 28.07 |
| 23040 - Aircraft Mechanic Helper | | 19.51 |
| 23050 - Aircraft, Painter | | 25.57 |
| 23060 - Aircraft Servicer | | 22.27 |
| 23080 - Aircraft Worker | | 23.38 |
| 23110 - Appliance Mechanic | | 23.56 |
| 23120 - Bicycle Repairer | | 18.30 |
| 23125 - Cable Splicer | | 27.91 |
| 23130 - Carpenter, Maintenance | | 25.65 |
| 23140 - Carpet Layer | | 25.15 |
| 23160 - Electrician, Maintenance | | 32.65 |
| 23181 - Electronics Technician Maintenance I | | 25.50 |

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| 23182 - Electronics Technician Maintenance II | 27.07 |
| 23183 - Electronics Technician Maintenance III | 28.00 |
| 23260 - Fabric Worker | 23.75 |
| 23290 - Fire Alarm System Mechanic | 26.30 |
| 23310 - Fire Extinguisher Repairer | 22.37 |
| 23311 - Fuel Distribution System Mechanic | 26.51 |
| 23312 - Fuel Distribution System Operator | 22.77 |
| 23370 - General Maintenance Worker | 23.96 |
| 23380 - Ground Support Equipment Mechanic | 26.35 |
| 23381 - Ground Support Equipment Servicer | 22.27 |
| 23382 - Ground Support Equipment Worker | 23.38 |
| 23391 - Gunsmith I | 22.37 |
| 23392 - Gunsmith II | 24.10 |
| 23393 - Gunsmith III | 25.75 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 27.61 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.40 |
| 23430 - Heavy Equipment Mechanic | 29.63 |
| 23440 - Heavy Equipment Operator | 25.52 |
| 23460 - Instrument Mechanic | 28.93 |
| 23465 - Laboratory/Shelter Mechanic | 24.89 |
| 23470 - Laborer | 16.69 |
| 23510 - Locksmith | 23.44 |
| 23530 - Machinery Maintenance Mechanic | 28.66 |
| 23550 - Machinist, Maintenance | 27.99 |
| 23580 - Maintenance Trades Helper | 19.73 |
| 23591 - Metrology Technician I | 28.93 |
| 23592 - Metrology Technician II | 29.73 |
| 23593 - Metrology Technician III | 30.69 |
| 23640 - Millwright | 34.10 |
| 23710 - Office Appliance Repairer | 24.76 |
| 23760 - Painter, Maintenance | 26.60 |
| 23790 - Pipefitter, Maintenance | 29.87 |
| 23810 - Plumber, Maintenance | 29.24 |
| 23820 - Pneudraulic Systems Mechanic | 25.75 |
| 23850 - Rigger | 25.94 |
| 23870 - Scale Mechanic | 24.10 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.24 |
| 23910 - Small Engine Mechanic | 23.98 |
| 23931 - Telecommunications Mechanic I | 26.78 |
| 23932 - Telecommunications Mechanic II | 27.49 |
| 23950 - Telephone Lineman | 25.23 |
| 23960 - Welder, Combination, Maintenance | 26.46 |
| 23965 - Well Driller | 25.34 |
| 23970 - Woodcraft Worker | 26.30 |
| 23980 - Woodworker | 22.37 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.85 |
| 24580 - Child Care Center Clerk | 18.10 |
| 24610 - Chore Aide | 11.09 |
| 24620 - Family Readiness And Support Services Coordinator | 17.41 |
| 24630 - Homemaker | 19.20 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 28.00 |
| 25040 - Sewage Plant Operator | 25.78 |
| 25070 - Stationary Engineer | 28.00 |
| 25190 - Ventilation Equipment Tender | 22.06 |
| 25210 - Water Treatment Plant Operator | 25.67 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.29 |
| 27007 - Baggage Inspector | 12.93 |

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| 27008 - Corrections Officer | 23.65 |
| 27010 - Court Security Officer | 23.72 |
| 27030 - Detection Dog Handler | 18.96 |
| 27040 - Detention Officer | 23.65 |
| 27070 - Firefighter | 21.27 |
| 27101 - Guard I | 12.93 |
| 27102 - Guard II | 18.96 |
| 27131 - Police Officer I | 27.65 |
| 27132 - Police Officer II | 30.72 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.14 |
| 28042 - Carnival Equipment Repairer | 14.65 |
| 28043 - Carnival Equipment Worker | 12.22 |
| 28210 - Gate Attendant/Gate Tender | 14.59 |
| 28310 - Lifeguard | 13.00 |
| 28350 - Park Attendant (Aide) | 16.32 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.16 |
| 28515 - Recreation Specialist | 17.46 |
| 28630 - Sports Official | 13.00 |
| 28690 - Swimming Pool Operator | 20.87 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.84 |
| 29020 - Hatch Tender | 24.84 |
| 29030 - Line Handler | 24.84 |
| 29041 - Stevedore I | 24.00 |
| 29042 - Stevedore II | 25.70 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.88 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.53 |
| 30021 - Archeological Technician I | 20.08 |
| 30022 - Archeological Technician II | 22.47 |
| 30023 - Archeological Technician III | 27.83 |
| 30030 - Cartographic Technician | 27.83 |
| 30040 - Civil Engineering Technician | 25.65 |
| 30061 - Drafter/CAD Operator I | 20.08 |
| 30062 - Drafter/CAD Operator II | 22.47 |
| 30063 - Drafter/CAD Operator III | 25.05 |
| 30064 - Drafter/CAD Operator IV | 30.82 |
| 30081 - Engineering Technician I | 18.36 |
| 30082 - Engineering Technician II | 21.64 |
| 30083 - Engineering Technician III | 24.21 |
| 30084 - Engineering Technician IV | 30.00 |
| 30085 - Engineering Technician V | 36.70 |
| 30086 - Engineering Technician VI | 44.38 |
| 30090 - Environmental Technician | 23.66 |
| 30210 - Laboratory Technician | 20.83 |
| 30240 - Mathematical Technician | 27.83 |
| 30361 - Paralegal/Legal Assistant I | 20.88 |
| 30362 - Paralegal/Legal Assistant II | 25.86 |
| 30363 - Paralegal/Legal Assistant III | 31.63 |
| 30364 - Paralegal/Legal Assistant IV | 38.28 |
| 30390 - Photo-Optics Technician | 28.08 |
| 30461 - Technical Writer I | 24.37 |
| 30462 - Technical Writer II | 29.82 |
| 30463 - Technical Writer III | 36.08 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.71 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.90 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.84 |
| 30494 - Unexploded (UXO) Safety Escort | 24.71 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.71 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 24.80 |

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| 30621 - Weather Observer, Senior | (see 2) | 27.55 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 13.47 |
| 31030 - Bus Driver | | 17.19 |
| 31043 - Driver Courier | | 17.03 |
| 31260 - Parking and Lot Attendant | | 13.20 |
| 31290 - Shuttle Bus Driver | | 18.55 |
| 31310 - Taxi Driver | | 13.70 |
| 31361 - Truckdriver, Light | | 18.08 |
| 31362 - Truckdriver, Medium | | 19.61 |
| 31363 - Truckdriver, Heavy | | 21.82 |
| 31364 - Truckdriver, Tractor-Trailer | | 21.82 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 10.62 |
| 99050 - Desk Clerk | | 10.62 |
| 99095 - Embalmer | | 26.66 |
| 99251 - Laboratory Animal Caretaker I | | 13.77 |
| 99252 - Laboratory Animal Caretaker II | | 15.32 |
| 99310 - Mortician | | 28.35 |
| 99410 - Pest Controller | | 20.39 |
| 99510 - Photofinishing Worker | | 15.49 |
| 99710 - Recycling Laborer | | 15.07 |
| 99711 - Recycling Specialist | | 16.58 |
| 99730 - Refuse Collector | | 16.82 |
| 99810 - Sales Clerk | | 12.09 |
| 99820 - School Crossing Guard | | 11.92 |
| 99830 - Survey Party Chief | | 22.62 |
| 99831 - Surveying Aide | | 12.97 |
| 99832 - Surveying Technician | | 19.86 |
| 99840 - Vending Machine Attendant | | 20.52 |
| 99841 - Vending Machine Repairer | | 22.53 |
| 99842 - Vending Machine Repairer Helper | | 20.52 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do

not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2270
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Lenawee, Washtenaw

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.22 |
| 01012 - Accounting Clerk II | | 15.96 |
| 01013 - Accounting Clerk III | | 18.77 |
| 01020 - Administrative Assistant | | 26.95 |
| 01040 - Court Reporter | | 19.80 |
| 01051 - Data Entry Operator I | | 13.85 |
| 01052 - Data Entry Operator II | | 15.12 |
| 01060 - Dispatcher, Motor Vehicle | | 21.98 |
| 01070 - Document Preparation Clerk | | 15.38 |
| 01090 - Duplicating Machine Operator | | 15.38 |
| 01111 - General Clerk I | | 13.37 |
| 01112 - General Clerk II | | 14.60 |
| 01113 - General Clerk III | | 16.39 |
| 01120 - Housing Referral Assistant | | 22.04 |
| 01141 - Messenger Courier | | 11.47 |
| 01191 - Order Clerk I | | 14.16 |
| 01192 - Order Clerk II | | 15.83 |
| 01261 - Personnel Assistant (Employment) I | | 17.30 |
| 01262 - Personnel Assistant (Employment) II | | 19.35 |
| 01263 - Personnel Assistant (Employment) III | | 21.57 |
| 01270 - Production Control Clerk | | 21.45 |
| 01280 - Receptionist | | 13.67 |
| 01290 - Rental Clerk | | 15.38 |
| 01300 - Scheduler, Maintenance | | 17.30 |
| 01311 - Secretary I | | 17.30 |
| 01312 - Secretary II | | 19.35 |
| 01313 - Secretary III | | 22.04 |
| 01320 - Service Order Dispatcher | | 19.04 |
| 01410 - Supply Technician | | 25.70 |
| 01420 - Survey Worker | | 18.56 |
| 01531 - Travel Clerk I | | 13.02 |
| 01532 - Travel Clerk II | | 14.14 |
| 01533 - Travel Clerk III | | 15.31 |
| 01611 - Word Processor I | | 15.07 |
| 01612 - Word Processor II | | 16.92 |
| 01613 - Word Processor III | | 18.93 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 25.09 |
| 05010 - Automotive Electrician | | 22.58 |
| 05040 - Automotive Glass Installer | | 21.84 |
| 05070 - Automotive Worker | | 21.84 |
| 05110 - Mobile Equipment Servicer | | 20.43 |
| 05130 - Motor Equipment Metal Mechanic | | 23.31 |
| 05160 - Motor Equipment Metal Worker | | 21.84 |
| 05190 - Motor Vehicle Mechanic | | 23.31 |
| 05220 - Motor Vehicle Mechanic Helper | | 19.71 |
| 05250 - Motor Vehicle Upholstery Worker | | 21.12 |
| 05280 - Motor Vehicle Wrecker | | 21.84 |
| 05310 - Painter, Automotive | | 22.58 |
| 05340 - Radiator Repair Specialist | | 21.84 |
| 05370 - Tire Repairer | | 18.30 |
| 05400 - Transmission Repair Specialist | | 23.31 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 15.07 |
| 07041 - Cook I | | 13.99 |
| 07042 - Cook II | | 15.07 |
| 07070 - Dishwasher | | 11.35 |
| 07130 - Food Service Worker | | 11.35 |
| 07210 - Meat Cutter | | 16.29 |
| 07260 - Waiter/Waitress | | 12.05 |

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| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 22.98 |
| 09040 - Furniture Handler | 18.10 |
| 09080 - Furniture Refinisher | 22.98 |
| 09090 - Furniture Refinisher Helper | 20.13 |
| 09110 - Furniture Repairer, Minor | 21.55 |
| 09130 - Upholsterer | 22.98 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 14.91 |
| 11060 - Elevator Operator | 14.91 |
| 11090 - Gardener | 17.80 |
| 11122 - Housekeeping Aide | 13.40 |
| 11150 - Janitor | 13.41 |
| 11210 - Laborer, Grounds Maintenance | 14.78 |
| 11240 - Maid or Houseman | 12.07 |
| 11260 - Pruner | 13.63 |
| 11270 - Tractor Operator | 15.88 |
| 11330 - Trail Maintenance Worker | 14.78 |
| 11360 - Window Cleaner | 14.24 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.90 |
| 12011 - Breath Alcohol Technician | 19.72 |
| 12012 - Certified Occupational Therapist Assistant | 22.17 |
| 12015 - Certified Physical Therapist Assistant | 22.17 |
| 12020 - Dental Assistant | 17.78 |
| 12025 - Dental Hygienist | 35.19 |
| 12030 - EKG Technician | 26.77 |
| 12035 - Electroneurodiagnostic Technologist | 26.77 |
| 12040 - Emergency Medical Technician | 17.90 |
| 12071 - Licensed Practical Nurse I | 17.61 |
| 12072 - Licensed Practical Nurse II | 19.72 |
| 12073 - Licensed Practical Nurse III | 21.34 |
| 12100 - Medical Assistant | 14.38 |
| 12130 - Medical Laboratory Technician | 22.29 |
| 12160 - Medical Record Clerk | 16.13 |
| 12190 - Medical Record Technician | 19.47 |
| 12195 - Medical Transcriptionist | 18.11 |
| 12210 - Nuclear Medicine Technologist | 33.73 |
| 12221 - Nursing Assistant I | 11.25 |
| 12222 - Nursing Assistant II | 12.27 |
| 12223 - Nursing Assistant III | 13.40 |
| 12224 - Nursing Assistant IV | 15.04 |
| 12235 - Optical Dispenser | 19.36 |
| 12236 - Optical Technician | 17.61 |
| 12250 - Pharmacy Technician | 17.43 |
| 12280 - Phlebotomist | 15.04 |
| 12305 - Radiologic Technologist | 26.11 |
| 12311 - Registered Nurse I | 29.83 |
| 12312 - Registered Nurse II | 32.20 |
| 12313 - Registered Nurse II, Specialist | 32.20 |
| 12314 - Registered Nurse III | 44.14 |
| 12315 - Registered Nurse III, Anesthetist | 44.14 |
| 12316 - Registered Nurse IV | 52.92 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.04 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.47 |
| 13012 - Exhibits Specialist II | 26.61 |
| 13013 - Exhibits Specialist III | 32.54 |
| 13041 - Illustrator I | 21.64 |
| 13042 - Illustrator II | 28.26 |
| 13043 - Illustrator III | 33.45 |
| 13047 - Librarian | 30.28 |
| 13050 - Library Aide/Clerk | 13.49 |

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| 13054 - Library Information Technology Systems Administrator | 25.71 |
| 13058 - Library Technician | 18.56 |
| 13061 - Media Specialist I | 18.54 |
| 13062 - Media Specialist II | 20.75 |
| 13063 - Media Specialist III | 23.13 |
| 13071 - Photographer I | 19.42 |
| 13072 - Photographer II | 22.61 |
| 13073 - Photographer III | 29.56 |
| 13074 - Photographer IV | 34.28 |
| 13075 - Photographer V | 39.82 |
| 13110 - Video Teleconference Technician | 19.13 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.74 |
| 14042 - Computer Operator II | 19.20 |
| 14043 - Computer Operator III | 21.16 |
| 14044 - Computer Operator IV | 23.46 |
| 14045 - Computer Operator V | 25.58 |
| 14071 - Computer Programmer I | (see 1) 22.60 |
| 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 | 16.74 |
| 14160 - Personal Computer Support Technician | 23.46 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 32.52 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 39.35 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 45.62 |
| 15050 - Computer Based Training Specialist / Instructor | 32.52 |
| 15060 - Educational Technologist | 30.30 |
| 15070 - Flight Instructor (Pilot) | 45.62 |
| 15080 - Graphic Artist | 25.87 |
| 15090 - Technical Instructor | 24.59 |
| 15095 - Technical Instructor/Course Developer | 32.69 |
| 15110 - Test Proctor | 21.80 |
| 15120 - Tutor | 21.80 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.00 |
| 16030 - Counter Attendant | 10.00 |
| 16040 - Dry Cleaner | 13.34 |
| 16070 - Finisher, Flatwork, Machine | 10.00 |
| 16090 - Presser, Hand | 10.00 |
| 16110 - Presser, Machine, Drycleaning | 10.00 |
| 16130 - Presser, Machine, Shirts | 10.00 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.00 |
| 16190 - Sewing Machine Operator | 14.52 |
| 16220 - Tailor | 15.65 |
| 16250 - Washer, Machine | 11.08 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 26.18 |
| 19040 - Tool And Die Maker | 29.03 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 20.65 |
| 21030 - Material Coordinator | 24.54 |
| 21040 - Material Expediter | 24.54 |
| 21050 - Material Handling Laborer | 15.24 |
| 21071 - Order Filler | 15.25 |
| 21080 - Production Line Worker (Food Processing) | 20.65 |
| 21110 - Shipping Packer | 17.34 |
| 21130 - Shipping/Receiving Clerk | 17.34 |

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| 21140 - Store Worker I | 17.19 |
| 21150 - Stock Clerk | 21.86 |
| 21210 - Tools And Parts Attendant | 20.65 |
| 21410 - Warehouse Specialist | 20.65 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.20 |
| 23021 - Aircraft Mechanic I | 26.35 |
| 23022 - Aircraft Mechanic II | 27.20 |
| 23023 - Aircraft Mechanic III | 28.07 |
| 23040 - Aircraft Mechanic Helper | 19.51 |
| 23050 - Aircraft, Painter | 25.57 |
| 23060 - Aircraft Servicer | 22.27 |
| 23080 - Aircraft Worker | 23.38 |
| 23110 - Appliance Mechanic | 23.56 |
| 23120 - Bicycle Repairer | 18.30 |
| 23125 - Cable Splicer | 27.91 |
| 23130 - Carpenter, Maintenance | 25.65 |
| 23140 - Carpet Layer | 25.15 |
| 23160 - Electrician, Maintenance | 32.65 |
| 23181 - Electronics Technician Maintenance I | 25.50 |
| 23182 - Electronics Technician Maintenance II | 27.07 |
| 23183 - Electronics Technician Maintenance III | 28.00 |
| 23260 - Fabric Worker | 23.75 |
| 23290 - Fire Alarm System Mechanic | 26.30 |
| 23310 - Fire Extinguisher Repairer | 22.37 |
| 23311 - Fuel Distribution System Mechanic | 26.51 |
| 23312 - Fuel Distribution System Operator | 22.77 |
| 23370 - General Maintenance Worker | 23.96 |
| 23380 - Ground Support Equipment Mechanic | 26.35 |
| 23381 - Ground Support Equipment Servicer | 22.27 |
| 23382 - Ground Support Equipment Worker | 23.38 |
| 23391 - Gunsmith I | 22.37 |
| 23392 - Gunsmith II | 24.10 |
| 23393 - Gunsmith III | 25.75 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 27.61 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.40 |
| 23430 - Heavy Equipment Mechanic | 29.63 |
| 23440 - Heavy Equipment Operator | 25.52 |
| 23460 - Instrument Mechanic | 28.93 |
| 23465 - Laboratory/Shelter Mechanic | 24.89 |
| 23470 - Laborer | 16.69 |
| 23510 - Locksmith | 23.44 |
| 23530 - Machinery Maintenance Mechanic | 28.66 |
| 23550 - Machinist, Maintenance | 27.99 |
| 23580 - Maintenance Trades Helper | 19.73 |
| 23591 - Metrology Technician I | 28.93 |
| 23592 - Metrology Technician II | 29.73 |
| 23593 - Metrology Technician III | 30.69 |
| 23640 - Millwright | 34.10 |
| 23710 - Office Appliance Repairer | 24.76 |
| 23760 - Painter, Maintenance | 26.60 |
| 23790 - Pipefitter, Maintenance | 29.87 |
| 23810 - Plumber, Maintenance | 29.24 |
| 23820 - Pneudraulic Systems Mechanic | 25.75 |
| 23850 - Rigger | 25.94 |
| 23870 - Scale Mechanic | 24.10 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.24 |
| 23910 - Small Engine Mechanic | 23.98 |
| 23931 - Telecommunications Mechanic I | 26.78 |
| 23932 - Telecommunications Mechanic II | 27.49 |
| 23950 - Telephone Lineman | 25.23 |

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| 23960 - Welder, Combination, Maintenance | 26.46 |
| 23965 - Well Driller | 25.34 |
| 23970 - Woodcraft Worker | 26.30 |
| 23980 - Woodworker | 22.37 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.85 |
| 24580 - Child Care Center Clerk | 18.10 |
| 24610 - Chore Aide | 11.09 |
| 24620 - Family Readiness And Support Services Coordinator | 17.41 |
| 24630 - Homemaker | 19.20 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 28.00 |
| 25040 - Sewage Plant Operator | 25.78 |
| 25070 - Stationary Engineer | 28.00 |
| 25190 - Ventilation Equipment Tender | 22.06 |
| 25210 - Water Treatment Plant Operator | 25.67 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.29 |
| 27007 - Baggage Inspector | 12.93 |
| 27008 - Corrections Officer | 23.65 |
| 27010 - Court Security Officer | 23.72 |
| 27030 - Detection Dog Handler | 18.96 |
| 27040 - Detention Officer | 23.65 |
| 27070 - Firefighter | 21.27 |
| 27101 - Guard I | 12.93 |
| 27102 - Guard II | 18.96 |
| 27131 - Police Officer I | 27.65 |
| 27132 - Police Officer II | 30.72 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.14 |
| 28042 - Carnival Equipment Repairer | 14.65 |
| 28043 - Carnival Equipment Worker | 12.22 |
| 28210 - Gate Attendant/Gate Tender | 14.59 |
| 28310 - Lifeguard | 13.00 |
| 28350 - Park Attendant (Aide) | 16.32 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.16 |
| 28515 - Recreation Specialist | 17.46 |
| 28630 - Sports Official | 13.00 |
| 28690 - Swimming Pool Operator | 20.87 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.84 |
| 29020 - Hatch Tender | 24.84 |
| 29030 - Line Handler | 24.84 |
| 29041 - Stevedore I | 24.00 |
| 29042 - Stevedore II | 25.70 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.88 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.53 |
| 30021 - Archeological Technician I | 20.08 |
| 30022 - Archeological Technician II | 22.47 |
| 30023 - Archeological Technician III | 27.83 |
| 30030 - Cartographic Technician | 27.83 |
| 30040 - Civil Engineering Technician | 25.65 |
| 30061 - Drafter/CAD Operator I | 20.08 |
| 30062 - Drafter/CAD Operator II | 22.47 |
| 30063 - Drafter/CAD Operator III | 25.05 |
| 30064 - Drafter/CAD Operator IV | 30.82 |
| 30081 - Engineering Technician I | 18.36 |
| 30082 - Engineering Technician II | 21.64 |
| 30083 - Engineering Technician III | 24.21 |
| 30084 - Engineering Technician IV | 30.00 |

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| 30085 - Engineering Technician V | 36.70 |
| 30086 - Engineering Technician VI | 44.38 |
| 30090 - Environmental Technician | 23.66 |
| 30210 - Laboratory Technician | 20.83 |
| 30240 - Mathematical Technician | 27.83 |
| 30361 - Paralegal/Legal Assistant I | 20.88 |
| 30362 - Paralegal/Legal Assistant II | 25.86 |
| 30363 - Paralegal/Legal Assistant III | 31.63 |
| 30364 - Paralegal/Legal Assistant IV | 38.28 |
| 30390 - Photo-Optics Technician | 28.08 |
| 30461 - Technical Writer I | 24.37 |
| 30462 - Technical Writer II | 29.82 |
| 30463 - Technical Writer III | 36.08 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.71 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.90 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.84 |
| 30494 - Unexploded (UXO) Safety Escort | 24.71 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.71 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 24.80 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 27.55 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.47 |
| 31030 - Bus Driver | 17.19 |
| 31043 - Driver Courier | 17.03 |
| 31260 - Parking and Lot Attendant | 13.20 |
| 31290 - Shuttle Bus Driver | 18.55 |
| 31310 - Taxi Driver | 13.70 |
| 31361 - Truckdriver, Light | 18.08 |
| 31362 - Truckdriver, Medium | 19.61 |
| 31363 - Truckdriver, Heavy | 21.82 |
| 31364 - Truckdriver, Tractor-Trailer | 21.82 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.62 |
| 99050 - Desk Clerk | 10.62 |
| 99095 - Embalmer | 26.66 |
| 99251 - Laboratory Animal Caretaker I | 13.77 |
| 99252 - Laboratory Animal Caretaker II | 15.32 |
| 99310 - Mortician | 28.35 |
| 99410 - Pest Controller | 20.39 |
| 99510 - Photofinishing Worker | 15.49 |
| 99710 - Recycling Laborer | 15.07 |
| 99711 - Recycling Specialist | 16.58 |
| 99730 - Refuse Collector | 16.82 |
| 99810 - Sales Clerk | 12.09 |
| 99820 - School Crossing Guard | 11.92 |
| 99830 - Survey Party Chief | 22.62 |
| 99831 - Surveying Aide | 12.97 |
| 99832 - Surveying Technician | 19.86 |
| 99840 - Vending Machine Attendant | 20.52 |
| 99841 - Vending Machine Repairer | 22.53 |
| 99842 - Vending Machine Repairer Helper | 20.52 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2271
Revision No.: 14
Date of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Alcona, Alpena, Antrim, Arenac, Benzie, Charlevoix, Cheboygan, Crawford, Emmet, Grand Traverse, Iosco, Kalkaska, Leelanau, Manistee, Missaukee, Montmorency, Ogemaw, Oscoda, Otsego, Presque Isle, Roscommon, Wexford

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.36 |
| 01012 - Accounting Clerk II | | 16.12 |
| 01013 - Accounting Clerk III | | 18.03 |
| 01020 - Administrative Assistant | | 18.45 |
| 01040 - Court Reporter | | 16.99 |
| 01051 - Data Entry Operator I | | 12.21 |
| 01052 - Data Entry Operator II | | 13.61 |
| 01060 - Dispatcher, Motor Vehicle | | 15.61 |
| 01070 - Document Preparation Clerk | | 12.72 |
| 01090 - Duplicating Machine Operator | | 12.72 |
| 01111 - General Clerk I | | 11.12 |

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| 01112 - General Clerk II | 12.12 |
| 01113 - General Clerk III | 14.69 |
| 01120 - Housing Referral Assistant | 18.95 |
| 01141 - Messenger Courier | 11.63 |
| 01191 - Order Clerk I | 14.47 |
| 01192 - Order Clerk II | 15.80 |
| 01261 - Personnel Assistant (Employment) I | 16.72 |
| 01262 - Personnel Assistant (Employment) II | 18.70 |
| 01263 - Personnel Assistant (Employment) III | 20.86 |
| 01270 - Production Control Clerk | 22.01 |
| 01280 - Receptionist | 11.64 |
| 01290 - Rental Clerk | 13.70 |
| 01300 - Scheduler, Maintenance | 15.19 |
| 01311 - Secretary I | 15.19 |
| 01312 - Secretary II | 16.99 |
| 01313 - Secretary III | 18.95 |
| 01320 - Service Order Dispatcher | 13.70 |
| 01410 - Supply Technician | 20.12 |
| 01420 - Survey Worker | 14.46 |
| 01531 - Travel Clerk I | 12.78 |
| 01532 - Travel Clerk II | 13.89 |
| 01533 - Travel Clerk III | 15.03 |
| 01611 - Word Processor I | 13.15 |
| 01612 - Word Processor II | 14.77 |
| 01613 - Word Processor III | 16.51 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.01 |
| 05010 - Automotive Electrician | 15.41 |
| 05040 - Automotive Glass Installer | 14.85 |
| 05070 - Automotive Worker | 14.85 |
| 05110 - Mobile Equipment Servicer | 13.71 |
| 05130 - Motor Equipment Metal Mechanic | 15.95 |
| 05160 - Motor Equipment Metal Worker | 14.85 |
| 05190 - Motor Vehicle Mechanic | 18.92 |
| 05220 - Motor Vehicle Mechanic Helper | 13.07 |
| 05250 - Motor Vehicle Upholstery Worker | 14.33 |
| 05280 - Motor Vehicle Wrecker | 14.85 |
| 05310 - Painter, Automotive | 15.41 |
| 05340 - Radiator Repair Specialist | 14.85 |
| 05370 - Tire Repairer | 12.62 |
| 05400 - Transmission Repair Specialist | 15.95 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.08 |
| 07041 - Cook I | 11.36 |
| 07042 - Cook II | 12.01 |
| 07070 - Dishwasher | 8.39 |
| 07130 - Food Service Worker | 9.03 |
| 07210 - Meat Cutter | 14.58 |
| 07260 - Waiter/Waitress | 8.87 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.71 |
| 09040 - Furniture Handler | 13.62 |
| 09080 - Furniture Refinisher | 17.77 |
| 09090 - Furniture Refinisher Helper | 15.07 |
| 09110 - Furniture Repairer, Minor | 16.52 |
| 09130 - Upholsterer | 17.71 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.81 |
| 11060 - Elevator Operator | 10.81 |
| 11090 - Gardener | 14.64 |
| 11122 - Housekeeping Aide | 10.15 |
| 11150 - Janitor | 11.90 |
| 11210 - Laborer, Grounds Maintenance | 13.01 |

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| 11240 - Maid or Houseman | 9.01 |
| 11260 - Pruner | 12.00 |
| 11270 - Tractor Operator | 14.61 |
| 11330 - Trail Maintenance Worker | 13.01 |
| 11360 - Window Cleaner | 12.36 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.64 |
| 12011 - Breath Alcohol Technician | 17.64 |
| 12012 - Certified Occupational Therapist Assistant | 18.70 |
| 12015 - Certified Physical Therapist Assistant | 19.44 |
| 12020 - Dental Assistant | 16.19 |
| 12025 - Dental Hygienist | 26.13 |
| 12030 - EKG Technician | 24.53 |
| 12035 - Electroneurodiagnostic Technologist | 24.53 |
| 12040 - Emergency Medical Technician | 17.64 |
| 12071 - Licensed Practical Nurse I | 15.92 |
| 12072 - Licensed Practical Nurse II | 17.80 |
| 12073 - Licensed Practical Nurse III | 19.87 |
| 12100 - Medical Assistant | 11.93 |
| 12130 - Medical Laboratory Technician | 17.49 |
| 12160 - Medical Record Clerk | 15.63 |
| 12190 - Medical Record Technician | 17.48 |
| 12195 - Medical Transcriptionist | 13.71 |
| 12210 - Nuclear Medicine Technologist | 34.28 |
| 12221 - Nursing Assistant I | 11.43 |
| 12222 - Nursing Assistant II | 12.85 |
| 12223 - Nursing Assistant III | 14.02 |
| 12224 - Nursing Assistant IV | 15.74 |
| 12235 - Optical Dispenser | 17.04 |
| 12236 - Optical Technician | 15.22 |
| 12250 - Pharmacy Technician | 14.11 |
| 12280 - Phlebotomist | 15.74 |
| 12305 - Radiologic Technologist | 22.95 |
| 12311 - Registered Nurse I | 23.13 |
| 12312 - Registered Nurse II | 29.25 |
| 12313 - Registered Nurse II, Specialist | 29.25 |
| 12314 - Registered Nurse III | 34.84 |
| 12315 - Registered Nurse III, Anesthetist | 34.84 |
| 12316 - Registered Nurse IV | 41.76 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.06 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.64 |
| 13012 - Exhibits Specialist II | 22.75 |
| 13013 - Exhibits Specialist III | 27.67 |
| 13041 - Illustrator I | 19.64 |
| 13042 - Illustrator II | 22.75 |
| 13043 - Illustrator III | 27.67 |
| 13047 - Librarian | 25.04 |
| 13050 - Library Aide/Clerk | 12.12 |
| 13054 - Library Information Technology Systems Administrator | 22.62 |
| 13058 - Library Technician | 15.72 |
| 13061 - Media Specialist I | 16.32 |
| 13062 - Media Specialist II | 18.25 |
| 13063 - Media Specialist III | 20.36 |
| 13071 - Photographer I | 16.92 |
| 13072 - Photographer II | 18.93 |
| 13073 - Photographer III | 23.45 |
| 13074 - Photographer IV | 28.69 |
| 13075 - Photographer V | 32.49 |
| 13110 - Video Teleconference Technician | 16.32 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.20 |

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| 14042 - Computer Operator II | 15.89 |
| 14043 - Computer Operator III | 17.72 |
| 14044 - Computer Operator IV | 19.69 |
| 14045 - Computer Operator V | 21.80 |
| 14071 - Computer Programmer I (see 1) | 20.41 |
| 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) | 24.52 |
| 14102 - Computer Systems Analyst II (see 1) | 27.62 |
| 14103 - Computer Systems Analyst III (see 1) | |
| 14150 - Peripheral Equipment Operator | 14.20 |
| 14160 - Personal Computer Support Technician | 19.69 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 24.50 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 29.66 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 34.69 |
| 15050 - Computer Based Training Specialist / Instructor | 24.50 |
| 15060 - Educational Technologist | 26.06 |
| 15070 - Flight Instructor (Pilot) | 34.69 |
| 15080 - Graphic Artist | 18.59 |
| 15090 - Technical Instructor | 20.15 |
| 15095 - Technical Instructor/Course Developer | 23.97 |
| 15110 - Test Proctor | 15.81 |
| 15120 - Tutor | 15.81 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.87 |
| 16030 - Counter Attendant | 9.87 |
| 16040 - Dry Cleaner | 13.34 |
| 16070 - Finisher, Flatwork, Machine | 9.87 |
| 16090 - Presser, Hand | 9.87 |
| 16110 - Presser, Machine, Drycleaning | 9.87 |
| 16130 - Presser, Machine, Shirts | 9.87 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.87 |
| 16190 - Sewing Machine Operator | 14.52 |
| 16220 - Tailor | 15.65 |
| 16250 - Washer, Machine | 11.01 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.11 |
| 19040 - Tool And Die Maker | 25.86 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 20.74 |
| 21030 - Material Coordinator | 22.01 |
| 21040 - Material Expediter | 22.01 |
| 21050 - Material Handling Laborer | 14.43 |
| 21071 - Order Filler | 11.50 |
| 21080 - Production Line Worker (Food Processing) | 20.74 |
| 21110 - Shipping Packer | 19.25 |
| 21130 - Shipping/Receiving Clerk | 19.25 |
| 21140 - Store Worker I | 14.39 |
| 21150 - Stock Clerk | 17.43 |
| 21210 - Tools And Parts Attendant | 20.74 |
| 21410 - Warehouse Specialist | 20.74 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.97 |
| 23021 - Aircraft Mechanic I | 23.04 |
| 23022 - Aircraft Mechanic II | 23.97 |
| 23023 - Aircraft Mechanic III | 24.93 |
| 23040 - Aircraft Mechanic Helper | 18.62 |
| 23050 - Aircraft, Painter | 23.59 |
| 23060 - Aircraft Servicer | 20.42 |
| 23080 - Aircraft Worker | 21.14 |
| 23110 - Appliance Mechanic | 17.86 |

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| 23120 - Bicycle Repairer | 12.62 |
| 23125 - Cable Splicer | 23.56 |
| 23130 - Carpenter, Maintenance | 22.99 |
| 23140 - Carpet Layer | 20.01 |
| 23160 - Electrician, Maintenance | 29.53 |
| 23181 - Electronics Technician Maintenance I | 21.16 |
| 23182 - Electronics Technician Maintenance II | 22.10 |
| 23183 - Electronics Technician Maintenance III | 23.04 |
| 23260 - Fabric Worker | 20.15 |
| 23290 - Fire Alarm System Mechanic | 21.79 |
| 23310 - Fire Extinguisher Repairer | 19.16 |
| 23311 - Fuel Distribution System Mechanic | 25.02 |
| 23312 - Fuel Distribution System Operator | 20.81 |
| 23370 - General Maintenance Worker | 17.93 |
| 23380 - Ground Support Equipment Mechanic | 23.04 |
| 23381 - Ground Support Equipment Servicer | 20.42 |
| 23382 - Ground Support Equipment Worker | 21.14 |
| 23391 - Gunsmith I | 19.16 |
| 23392 - Gunsmith II | 21.16 |
| 23393 - Gunsmith III | 23.04 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.50 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.22 |
| 23430 - Heavy Equipment Mechanic | 22.78 |
| 23440 - Heavy Equipment Operator | 21.06 |
| 23460 - Instrument Mechanic | 23.04 |
| 23465 - Laboratory/Shelter Mechanic | 22.10 |
| 23470 - Laborer | 15.09 |
| 23510 - Locksmith | 20.90 |
| 23530 - Machinery Maintenance Mechanic | 23.04 |
| 23550 - Machinist, Maintenance | 23.04 |
| 23580 - Maintenance Trades Helper | 14.34 |
| 23591 - Metrology Technician I | 23.04 |
| 23592 - Metrology Technician II | 23.97 |
| 23593 - Metrology Technician III | 24.93 |
| 23640 - Millwright | 30.95 |
| 23710 - Office Appliance Repairer | 19.00 |
| 23760 - Painter, Maintenance | 19.95 |
| 23790 - Pipefitter, Maintenance | 26.28 |
| 23810 - Plumber, Maintenance | 24.44 |
| 23820 - Pneudraulic Systems Mechanic | 23.04 |
| 23850 - Rigger | 23.04 |
| 23870 - Scale Mechanic | 21.16 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.41 |
| 23910 - Small Engine Mechanic | 21.16 |
| 23931 - Telecommunications Mechanic I | 23.04 |
| 23932 - Telecommunications Mechanic II | 23.97 |
| 23950 - Telephone Lineman | 22.72 |
| 23960 - Welder, Combination, Maintenance | 22.10 |
| 23965 - Well Driller | 23.04 |
| 23970 - Woodcraft Worker | 23.04 |
| 23980 - Woodworker | 19.16 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.66 |
| 24580 - Child Care Center Clerk | 12.05 |
| 24610 - Chore Aide | 10.48 |
| 24620 - Family Readiness And Support Services Coordinator | 13.41 |
| 24630 - Homemaker | 13.39 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.76 |
| 25040 - Sewage Plant Operator | 18.57 |

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| 25070 - Stationary Engineer | 24.76 |
| 25190 - Ventilation Equipment Tender | 18.19 |
| 25210 - Water Treatment Plant Operator | 17.86 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.23 |
| 27007 - Baggage Inspector | 12.24 |
| 27008 - Corrections Officer | 20.44 |
| 27010 - Court Security Officer | 20.76 |
| 27030 - Detection Dog Handler | 16.73 |
| 27040 - Detention Officer | 20.44 |
| 27070 - Firefighter | 18.68 |
| 27101 - Guard I | 12.24 |
| 27102 - Guard II | 16.73 |
| 27131 - Police Officer I | 23.25 |
| 27132 - Police Officer II | 25.85 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.86 |
| 28042 - Carnival Equipment Repairer | 11.32 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |
| 28310 - Lifeguard | 11.56 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.43 |
| 28515 - Recreation Specialist | 17.67 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 17.16 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.91 |
| 29020 - Hatch Tender | 22.91 |
| 29030 - Line Handler | 22.91 |
| 29041 - Stevedore I | 21.88 |
| 29042 - Stevedore II | 23.94 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 12.62 |
| 30022 - Archeological Technician II | 13.27 |
| 30023 - Archeological Technician III | 17.90 |
| 30030 - Cartographic Technician | 23.91 |
| 30040 - Civil Engineering Technician | 22.19 |
| 30061 - Drafter/CAD Operator I | 17.25 |
| 30062 - Drafter/CAD Operator II | 19.29 |
| 30063 - Drafter/CAD Operator III | 21.51 |
| 30064 - Drafter/CAD Operator IV | 26.47 |
| 30081 - Engineering Technician I | 16.17 |
| 30082 - Engineering Technician II | 18.13 |
| 30083 - Engineering Technician III | 20.28 |
| 30084 - Engineering Technician IV | 25.14 |
| 30085 - Engineering Technician V | 30.72 |
| 30086 - Engineering Technician VI | 32.98 |
| 30090 - Environmental Technician | 23.91 |
| 30210 - Laboratory Technician | 21.97 |
| 30240 - Mathematical Technician | 23.91 |
| 30361 - Paralegal/Legal Assistant I | 18.52 |
| 30362 - Paralegal/Legal Assistant II | 22.93 |
| 30363 - Paralegal/Legal Assistant III | 28.06 |
| 30364 - Paralegal/Legal Assistant IV | 33.95 |
| 30390 - Photo-Optics Technician | 23.91 |
| 30461 - Technical Writer I | 23.07 |
| 30462 - Technical Writer II | 28.20 |
| 30463 - Technical Writer III | 30.94 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |

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| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 3) 21.51 |
| 30621 - Weather Observer, Senior | (see 3) 23.42 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.30 |
| 31030 - Bus Driver | 15.41 |
| 31043 - Driver Courier | 14.35 |
| 31260 - Parking and Lot Attendant | 11.54 |
| 31290 - Shuttle Bus Driver | 15.35 |
| 31310 - Taxi Driver | 12.05 |
| 31361 - Truckdriver, Light | 14.66 |
| 31362 - Truckdriver, Medium | 15.05 |
| 31363 - Truckdriver, Heavy | 19.39 |
| 31364 - Truckdriver, Tractor-Trailer | 19.39 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.13 |
| 99050 - Desk Clerk | 9.66 |
| 99095 - Embalmer | 25.36 |
| 99251 - Laboratory Animal Caretaker I | 12.10 |
| 99252 - Laboratory Animal Caretaker II | 12.75 |
| 99310 - Mortician | 27.17 |
| 99410 - Pest Controller | 18.04 |
| 99510 - Photofinishing Worker | 12.86 |
| 99710 - Recycling Laborer | 17.08 |
| 99711 - Recycling Specialist | 18.51 |
| 99730 - Refuse Collector | 15.36 |
| 99810 - Sales Clerk | 10.46 |
| 99820 - School Crossing Guard | 10.42 |
| 99830 - Survey Party Chief | 19.26 |
| 99831 - Surveying Aide | 11.45 |
| 99832 - Surveying Technician | 17.13 |
| 99840 - Vending Machine Attendant | 14.58 |
| 99841 - Vending Machine Repairer | 17.93 |
| 99842 - Vending Machine Repairer Helper | 16.08 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
DirectorDivision of
Wage DeterminationsWage Determination No.: 2005-2272
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Alcona, Alpena, Antrim, Arenac, Benzie, Charlevoix, Cheboygan, Crawford, Emmet, Grand Traverse, Iosco, Kalkaska, Leelanau, Manistee, Missaukee, Montmorency, Ogemaw, Oscoda, Otsego, Presque Isle, Roscommon, Wexford

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.36 |
| 01012 - Accounting Clerk II | | 16.12 |
| 01013 - Accounting Clerk III | | 18.03 |
| 01020 - Administrative Assistant | | 18.45 |
| 01040 - Court Reporter | | 16.99 |
| 01051 - Data Entry Operator I | | 12.21 |
| 01052 - Data Entry Operator II | | 13.61 |
| 01060 - Dispatcher, Motor Vehicle | | 15.61 |
| 01070 - Document Preparation Clerk | | 12.72 |
| 01090 - Duplicating Machine Operator | | 12.72 |
| 01111 - General Clerk I | | 11.12 |
| 01112 - General Clerk II | | 12.12 |
| 01113 - General Clerk III | | 14.69 |
| 01120 - Housing Referral Assistant | | 18.95 |
| 01141 - Messenger Courier | | 11.63 |
| 01191 - Order Clerk I | | 14.47 |
| 01192 - Order Clerk II | | 15.80 |
| 01261 - Personnel Assistant (Employment) I | | 16.72 |
| 01262 - Personnel Assistant (Employment) II | | 18.70 |
| 01263 - Personnel Assistant (Employment) III | | 20.86 |
| 01270 - Production Control Clerk | | 22.01 |
| 01280 - Receptionist | | 11.64 |
| 01290 - Rental Clerk | | 13.70 |
| 01300 - Scheduler, Maintenance | | 15.19 |
| 01311 - Secretary I | | 15.19 |
| 01312 - Secretary II | | 16.99 |
| 01313 - Secretary III | | 18.95 |
| 01320 - Service Order Dispatcher | | 13.70 |
| 01410 - Supply Technician | | 20.12 |
| 01420 - Survey Worker | | 14.46 |
| 01531 - Travel Clerk I | | 12.78 |
| 01532 - Travel Clerk II | | 13.89 |
| 01533 - Travel Clerk III | | 15.03 |
| 01611 - Word Processor I | | 13.15 |
| 01612 - Word Processor II | | 14.77 |
| 01613 - Word Processor III | | 16.51 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 20.01 |
| 05010 - Automotive Electrician | | 15.41 |
| 05040 - Automotive Glass Installer | | 14.85 |
| 05070 - Automotive Worker | | 14.85 |

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| 05110 - Mobile Equipment Servicer | 13.71 |
| 05130 - Motor Equipment Metal Mechanic | 15.95 |
| 05160 - Motor Equipment Metal Worker | 14.85 |
| 05190 - Motor Vehicle Mechanic | 18.92 |
| 05220 - Motor Vehicle Mechanic Helper | 13.07 |
| 05250 - Motor Vehicle Upholstery Worker | 14.33 |
| 05280 - Motor Vehicle Wrecker | 14.85 |
| 05310 - Painter, Automotive | 15.41 |
| 05340 - Radiator Repair Specialist | 14.85 |
| 05370 - Tire Repairer | 12.62 |
| 05400 - Transmission Repair Specialist | 15.95 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.08 |
| 07041 - Cook I | 11.36 |
| 07042 - Cook II | 12.01 |
| 07070 - Dishwasher | 8.39 |
| 07130 - Food Service Worker | 9.03 |
| 07210 - Meat Cutter | 14.58 |
| 07260 - Waiter/Waitress | 8.87 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.71 |
| 09040 - Furniture Handler | 13.62 |
| 09080 - Furniture Refinisher | 17.77 |
| 09090 - Furniture Refinisher Helper | 15.07 |
| 09110 - Furniture Repairer, Minor | 16.52 |
| 09130 - Upholsterer | 17.71 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.81 |
| 11060 - Elevator Operator | 10.81 |
| 11090 - Gardener | 14.64 |
| 11122 - Housekeeping Aide | 10.15 |
| 11150 - Janitor | 11.90 |
| 11210 - Laborer, Grounds Maintenance | 13.01 |
| 11240 - Maid or Houseman | 9.01 |
| 11260 - Pruner | 12.00 |
| 11270 - Tractor Operator | 14.61 |
| 11330 - Trail Maintenance Worker | 13.01 |
| 11360 - Window Cleaner | 12.36 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.64 |
| 12011 - Breath Alcohol Technician | 17.64 |
| 12012 - Certified Occupational Therapist Assistant | 18.70 |
| 12015 - Certified Physical Therapist Assistant | 19.44 |
| 12020 - Dental Assistant | 16.19 |
| 12025 - Dental Hygienist | 26.13 |
| 12030 - EKG Technician | 24.53 |
| 12035 - Electroneurodiagnostic Technologist | 24.53 |
| 12040 - Emergency Medical Technician | 17.64 |
| 12071 - Licensed Practical Nurse I | 15.92 |
| 12072 - Licensed Practical Nurse II | 17.80 |
| 12073 - Licensed Practical Nurse III | 19.87 |
| 12100 - Medical Assistant | 11.93 |
| 12130 - Medical Laboratory Technician | 17.49 |
| 12160 - Medical Record Clerk | 15.63 |
| 12190 - Medical Record Technician | 17.48 |
| 12195 - Medical Transcriptionist | 13.71 |
| 12210 - Nuclear Medicine Technologist | 34.28 |
| 12221 - Nursing Assistant I | 11.43 |
| 12222 - Nursing Assistant II | 12.85 |
| 12223 - Nursing Assistant III | 14.02 |
| 12224 - Nursing Assistant IV | 15.74 |
| 12235 - Optical Dispenser | 17.04 |
| 12236 - Optical Technician | 15.22 |

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| 12250 - Pharmacy Technician | 14.11 |
| 12280 - Phlebotomist | 15.74 |
| 12305 - Radiologic Technologist | 22.95 |
| 12311 - Registered Nurse I | 23.13 |
| 12312 - Registered Nurse II | 29.25 |
| 12313 - Registered Nurse II, Specialist | 29.25 |
| 12314 - Registered Nurse III | 34.84 |
| 12315 - Registered Nurse III, Anesthetist | 34.84 |
| 12316 - Registered Nurse IV | 41.76 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.06 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.64 |
| 13012 - Exhibits Specialist II | 22.75 |
| 13013 - Exhibits Specialist III | 27.67 |
| 13041 - Illustrator I | 19.64 |
| 13042 - Illustrator II | 22.75 |
| 13043 - Illustrator III | 27.67 |
| 13047 - Librarian | 25.04 |
| 13050 - Library Aide/Clerk | 12.12 |
| 13054 - Library Information Technology Systems Administrator | 22.62 |
| 13058 - Library Technician | 15.72 |
| 13061 - Media Specialist I | 16.32 |
| 13062 - Media Specialist II | 18.25 |
| 13063 - Media Specialist III | 20.36 |
| 13071 - Photographer I | 16.92 |
| 13072 - Photographer II | 18.93 |
| 13073 - Photographer III | 23.45 |
| 13074 - Photographer IV | 28.69 |
| 13075 - Photographer V | 32.49 |
| 13110 - Video Teleconference Technician | 16.32 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.20 |
| 14042 - Computer Operator II | 15.89 |
| 14043 - Computer Operator III | 17.72 |
| 14044 - Computer Operator IV | 19.69 |
| 14045 - Computer Operator V | 21.80 |
| 14071 - Computer Programmer I | (see 1) 20.41 |
| 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) 24.52 |
| 14102 - Computer Systems Analyst II | (see 1) 27.62 |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.20 |
| 14160 - Personal Computer Support Technician | 19.69 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 24.50 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 29.66 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 34.69 |
| 15050 - Computer Based Training Specialist / Instructor | 24.50 |
| 15060 - Educational Technologist | 26.06 |
| 15070 - Flight Instructor (Pilot) | 34.69 |
| 15080 - Graphic Artist | 18.59 |
| 15090 - Technical Instructor | 20.15 |
| 15095 - Technical Instructor/Course Developer | 23.97 |
| 15110 - Test Proctor | 15.81 |
| 15120 - Tutor | 15.81 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.87 |
| 16030 - Counter Attendant | 9.87 |
| 16040 - Dry Cleaner | 13.34 |
| 16070 - Finisher, Flatwork, Machine | 9.87 |

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|---|-------|
| 16090 - Presser, Hand | 9.87 |
| 16110 - Presser, Machine, Drycleaning | 9.87 |
| 16130 - Presser, Machine, Shirts | 9.87 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.87 |
| 16190 - Sewing Machine Operator | 14.52 |
| 16220 - Tailor | 15.65 |
| 16250 - Washer, Machine | 11.01 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.11 |
| 19040 - Tool And Die Maker | 25.86 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 20.74 |
| 21030 - Material Coordinator | 22.01 |
| 21040 - Material Expediter | 22.01 |
| 21050 - Material Handling Laborer | 14.43 |
| 21071 - Order Filler | 11.50 |
| 21080 - Production Line Worker (Food Processing) | 20.74 |
| 21110 - Shipping Packer | 19.25 |
| 21130 - Shipping/Receiving Clerk | 19.25 |
| 21140 - Store Worker I | 14.39 |
| 21150 - Stock Clerk | 17.43 |
| 21210 - Tools And Parts Attendant | 20.74 |
| 21410 - Warehouse Specialist | 20.74 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.97 |
| 23021 - Aircraft Mechanic I | 23.04 |
| 23022 - Aircraft Mechanic II | 23.97 |
| 23023 - Aircraft Mechanic III | 24.93 |
| 23040 - Aircraft Mechanic Helper | 18.62 |
| 23050 - Aircraft, Painter | 23.59 |
| 23060 - Aircraft Servicer | 20.42 |
| 23080 - Aircraft Worker | 21.14 |
| 23110 - Appliance Mechanic | 17.86 |
| 23120 - Bicycle Repairer | 12.62 |
| 23125 - Cable Splicer | 23.56 |
| 23130 - Carpenter, Maintenance | 22.99 |
| 23140 - Carpet Layer | 20.01 |
| 23160 - Electrician, Maintenance | 29.53 |
| 23181 - Electronics Technician Maintenance I | 21.16 |
| 23182 - Electronics Technician Maintenance II | 22.10 |
| 23183 - Electronics Technician Maintenance III | 23.04 |
| 23260 - Fabric Worker | 20.15 |
| 23290 - Fire Alarm System Mechanic | 21.79 |
| 23310 - Fire Extinguisher Repairer | 19.16 |
| 23311 - Fuel Distribution System Mechanic | 25.02 |
| 23312 - Fuel Distribution System Operator | 20.81 |
| 23370 - General Maintenance Worker | 17.93 |
| 23380 - Ground Support Equipment Mechanic | 23.04 |
| 23381 - Ground Support Equipment Servicer | 20.42 |
| 23382 - Ground Support Equipment Worker | 21.14 |
| 23391 - Gunsmith I | 19.16 |
| 23392 - Gunsmith II | 21.16 |
| 23393 - Gunsmith III | 23.04 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.50 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.22 |
| 23430 - Heavy Equipment Mechanic | 22.78 |
| 23440 - Heavy Equipment Operator | 21.06 |
| 23460 - Instrument Mechanic | 23.04 |
| 23465 - Laboratory/Shelter Mechanic | 22.10 |
| 23470 - Laborer | 15.09 |
| 23510 - Locksmith | 20.90 |

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|---|-------|
| 23530 - Machinery Maintenance Mechanic | 23.04 |
| 23550 - Machinist, Maintenance | 23.04 |
| 23580 - Maintenance Trades Helper | 14.34 |
| 23591 - Metrology Technician I | 23.04 |
| 23592 - Metrology Technician II | 23.97 |
| 23593 - Metrology Technician III | 24.93 |
| 23640 - Millwright | 30.95 |
| 23710 - Office Appliance Repairer | 19.00 |
| 23760 - Painter, Maintenance | 19.95 |
| 23790 - Pipefitter, Maintenance | 26.28 |
| 23810 - Plumber, Maintenance | 24.44 |
| 23820 - Pneudraulic Systems Mechanic | 23.04 |
| 23850 - Rigger | 23.04 |
| 23870 - Scale Mechanic | 21.16 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.41 |
| 23910 - Small Engine Mechanic | 21.16 |
| 23931 - Telecommunications Mechanic I | 23.04 |
| 23932 - Telecommunications Mechanic II | 23.97 |
| 23950 - Telephone Lineman | 22.72 |
| 23960 - Welder, Combination, Maintenance | 22.10 |
| 23965 - Well Driller | 23.04 |
| 23970 - Woodcraft Worker | 23.04 |
| 23980 - Woodworker | 19.16 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.66 |
| 24580 - Child Care Center Clerk | 12.05 |
| 24610 - Chore Aide | 10.48 |
| 24620 - Family Readiness And Support Services Coordinator | 13.41 |
| 24630 - Homemaker | 13.39 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.76 |
| 25040 - Sewage Plant Operator | 18.57 |
| 25070 - Stationary Engineer | 24.76 |
| 25190 - Ventilation Equipment Tender | 18.19 |
| 25210 - Water Treatment Plant Operator | 17.86 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.23 |
| 27007 - Baggage Inspector | 12.24 |
| 27008 - Corrections Officer | 20.44 |
| 27010 - Court Security Officer | 20.76 |
| 27030 - Detection Dog Handler | 16.73 |
| 27040 - Detention Officer | 20.44 |
| 27070 - Firefighter | 18.68 |
| 27101 - Guard I | 12.24 |
| 27102 - Guard II | 16.73 |
| 27131 - Police Officer I | 23.25 |
| 27132 - Police Officer II | 25.85 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.86 |
| 28042 - Carnival Equipment Repairer | 11.32 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |
| 28310 - Lifeguard | 11.56 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.43 |
| 28515 - Recreation Specialist | 17.67 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 17.16 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.91 |
| 29020 - Hatch Tender | 22.91 |
| 29030 - Line Handler | 22.91 |

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| 29041 - Stevedore I | 21.88 |
| 29042 - Stevedore II | 23.94 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 12.62 |
| 30022 - Archeological Technician II | 13.27 |
| 30023 - Archeological Technician III | 17.90 |
| 30030 - Cartographic Technician | 23.91 |
| 30040 - Civil Engineering Technician | 22.19 |
| 30061 - Drafter/CAD Operator I | 17.25 |
| 30062 - Drafter/CAD Operator II | 19.29 |
| 30063 - Drafter/CAD Operator III | 21.51 |
| 30064 - Drafter/CAD Operator IV | 26.47 |
| 30081 - Engineering Technician I | 16.17 |
| 30082 - Engineering Technician II | 18.13 |
| 30083 - Engineering Technician III | 20.28 |
| 30084 - Engineering Technician IV | 25.14 |
| 30085 - Engineering Technician V | 30.72 |
| 30086 - Engineering Technician VI | 32.98 |
| 30090 - Environmental Technician | 23.91 |
| 30210 - Laboratory Technician | 21.97 |
| 30240 - Mathematical Technician | 23.91 |
| 30361 - Paralegal/Legal Assistant I | 18.52 |
| 30362 - Paralegal/Legal Assistant II | 22.93 |
| 30363 - Paralegal/Legal Assistant III | 28.06 |
| 30364 - Paralegal/Legal Assistant IV | 33.95 |
| 30390 - Photo-Optics Technician | 23.91 |
| 30461 - Technical Writer I | 23.07 |
| 30462 - Technical Writer II | 28.20 |
| 30463 - Technical Writer III | 30.94 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 3) | 21.51 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 3) | 23.42 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.30 |
| 31030 - Bus Driver | 15.41 |
| 31043 - Driver Courier | 14.35 |
| 31260 - Parking and Lot Attendant | 11.54 |
| 31290 - Shuttle Bus Driver | 15.35 |
| 31310 - Taxi Driver | 12.05 |
| 31361 - Truckdriver, Light | 14.66 |
| 31362 - Truckdriver, Medium | 15.05 |
| 31363 - Truckdriver, Heavy | 19.39 |
| 31364 - Truckdriver, Tractor-Trailer | 19.39 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.13 |
| 99050 - Desk Clerk | 9.66 |
| 99095 - Embalmer | 25.36 |
| 99251 - Laboratory Animal Caretaker I | 12.10 |
| 99252 - Laboratory Animal Caretaker II | 12.75 |
| 99310 - Mortician | 27.17 |
| 99410 - Pest Controller | 18.04 |
| 99510 - Photofinishing Worker | 12.86 |
| 99710 - Recycling Laborer | 17.08 |
| 99711 - Recycling Specialist | 18.51 |
| 99730 - Refuse Collector | 15.36 |

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| 99810 - Sales Clerk | 10.46 |
| 99820 - School Crossing Guard | 10.42 |
| 99830 - Survey Party Chief | 19.26 |
| 99831 - Surveying Aide | 11.45 |
| 99832 - Surveying Technician | 17.13 |
| 99840 - Vending Machine Attendant | 14.58 |
| 99841 - Vending Machine Repairer | 17.93 |
| 99842 - Vending Machine Repairer Helper | 16.08 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2273
Revision No.: 15
Date of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Genesee, Lapeer, Macomb, Monroe, Oakland, St Clair, Wayne

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.22 |
| 01012 - Accounting Clerk II | | 15.96 |
| 01013 - Accounting Clerk III | | 18.77 |
| 01020 - Administrative Assistant | | 26.95 |
| 01040 - Court Reporter | | 19.80 |
| 01051 - Data Entry Operator I | | 13.85 |
| 01052 - Data Entry Operator II | | 15.12 |

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| 01060 - Dispatcher, Motor Vehicle | 21.98 |
| 01070 - Document Preparation Clerk | 15.38 |
| 01090 - Duplicating Machine Operator | 15.38 |
| 01111 - General Clerk I | 13.37 |
| 01112 - General Clerk II | 14.60 |
| 01113 - General Clerk III | 16.39 |
| 01120 - Housing Referral Assistant | 22.04 |
| 01141 - Messenger Courier | 11.47 |
| 01191 - Order Clerk I | 14.16 |
| 01192 - Order Clerk II | 15.95 |
| 01261 - Personnel Assistant (Employment) I | 17.30 |
| 01262 - Personnel Assistant (Employment) II | 19.35 |
| 01263 - Personnel Assistant (Employment) III | 21.57 |
| 01270 - Production Control Clerk | 21.45 |
| 01280 - Receptionist | 13.67 |
| 01290 - Rental Clerk | 15.38 |
| 01300 - Scheduler, Maintenance | 17.30 |
| 01311 - Secretary I | 17.30 |
| 01312 - Secretary II | 19.35 |
| 01313 - Secretary III | 22.04 |
| 01320 - Service Order Dispatcher | 19.04 |
| 01410 - Supply Technician | 25.70 |
| 01420 - Survey Worker | 18.56 |
| 01531 - Travel Clerk I | 13.02 |
| 01532 - Travel Clerk II | 14.14 |
| 01533 - Travel Clerk III | 15.31 |
| 01611 - Word Processor I | 15.07 |
| 01612 - Word Processor II | 16.92 |
| 01613 - Word Processor III | 18.93 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.66 |
| 05010 - Automotive Electrician | 22.58 |
| 05040 - Automotive Glass Installer | 21.84 |
| 05070 - Automotive Worker | 21.84 |
| 05110 - Mobile Equipment Servicer | 20.43 |
| 05130 - Motor Equipment Metal Mechanic | 23.31 |
| 05160 - Motor Equipment Metal Worker | 21.84 |
| 05190 - Motor Vehicle Mechanic | 23.31 |
| 05220 - Motor Vehicle Mechanic Helper | 19.71 |
| 05250 - Motor Vehicle Upholstery Worker | 21.12 |
| 05280 - Motor Vehicle Wrecker | 21.84 |
| 05310 - Painter, Automotive | 22.58 |
| 05340 - Radiator Repair Specialist | 21.84 |
| 05370 - Tire Repairer | 19.58 |
| 05400 - Transmission Repair Specialist | 23.31 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 18.55 |
| 07041 - Cook I | 13.99 |
| 07042 - Cook II | 15.07 |
| 07070 - Dishwasher | 11.64 |
| 07130 - Food Service Worker | 11.64 |
| 07210 - Meat Cutter | 16.26 |
| 07260 - Waiter/Waitress | 12.36 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 23.44 |
| 09040 - Furniture Handler | 18.10 |
| 09080 - Furniture Refinisher | 23.44 |
| 09090 - Furniture Refinisher Helper | 20.50 |
| 09110 - Furniture Repairer, Minor | 21.98 |
| 09130 - Upholsterer | 23.44 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 14.97 |
| 11060 - Elevator Operator | 14.97 |

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| 11090 - Gardener | 17.38 |
| 11122 - Housekeeping Aide | 13.40 |
| 11150 - Janitor | 13.41 |
| 11210 - Laborer, Grounds Maintenance | 14.78 |
| 11240 - Maid or Houseman | 12.13 |
| 11260 - Pruner | 13.63 |
| 11270 - Tractor Operator | 15.88 |
| 11330 - Trail Maintenance Worker | 14.78 |
| 11360 - Window Cleaner | 14.24 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.90 |
| 12011 - Breath Alcohol Technician | 19.72 |
| 12012 - Certified Occupational Therapist Assistant | 22.17 |
| 12015 - Certified Physical Therapist Assistant | 22.17 |
| 12020 - Dental Assistant | 17.03 |
| 12025 - Dental Hygienist | 30.37 |
| 12030 - EKG Technician | 25.82 |
| 12035 - Electroneurodiagnostic Technologist | 25.82 |
| 12040 - Emergency Medical Technician | 17.90 |
| 12071 - Licensed Practical Nurse I | 17.61 |
| 12072 - Licensed Practical Nurse II | 19.72 |
| 12073 - Licensed Practical Nurse III | 21.34 |
| 12100 - Medical Assistant | 14.58 |
| 12130 - Medical Laboratory Technician | 22.29 |
| 12160 - Medical Record Clerk | 15.74 |
| 12190 - Medical Record Technician | 19.47 |
| 12195 - Medical Transcriptionist | 18.11 |
| 12210 - Nuclear Medicine Technologist | 33.56 |
| 12221 - Nursing Assistant I | 11.25 |
| 12222 - Nursing Assistant II | 12.27 |
| 12223 - Nursing Assistant III | 13.40 |
| 12224 - Nursing Assistant IV | 15.04 |
| 12235 - Optical Dispenser | 19.36 |
| 12236 - Optical Technician | 17.61 |
| 12250 - Pharmacy Technician | 17.78 |
| 12280 - Phlebotomist | 15.04 |
| 12305 - Radiologic Technologist | 26.11 |
| 12311 - Registered Nurse I | 29.83 |
| 12312 - Registered Nurse II | 32.20 |
| 12313 - Registered Nurse II, Specialist | 32.20 |
| 12314 - Registered Nurse III | 44.14 |
| 12315 - Registered Nurse III, Anesthetist | 44.14 |
| 12316 - Registered Nurse IV | 52.92 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.02 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.47 |
| 13012 - Exhibits Specialist II | 26.61 |
| 13013 - Exhibits Specialist III | 32.54 |
| 13041 - Illustrator I | 25.01 |
| 13042 - Illustrator II | 30.40 |
| 13043 - Illustrator III | 35.82 |
| 13047 - Librarian | 30.28 |
| 13050 - Library Aide/Clerk | 13.49 |
| 13054 - Library Information Technology Systems Administrator | 27.34 |
| 13058 - Library Technician | 18.56 |
| 13061 - Media Specialist I | 18.54 |
| 13062 - Media Specialist II | 20.75 |
| 13063 - Media Specialist III | 23.13 |
| 13071 - Photographer I | 19.42 |
| 13072 - Photographer II | 22.83 |
| 13073 - Photographer III | 29.56 |
| 13074 - Photographer IV | 34.28 |

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| 13075 - Photographer V | 39.82 |
| 13110 - Video Teleconference Technician | 19.13 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.16 |
| 14042 - Computer Operator II | 19.20 |
| 14043 - Computer Operator III | 21.40 |
| 14044 - Computer Operator IV | 23.77 |
| 14045 - Computer Operator V | 26.33 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 17.16 |
| 14160 - Personal Computer Support Technician | 23.77 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 32.52 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 39.35 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 50.79 |
| 15050 - Computer Based Training Specialist / Instructor | 32.52 |
| 15060 - Educational Technologist | 30.30 |
| 15070 - Flight Instructor (Pilot) | 50.79 |
| 15080 - Graphic Artist | 30.61 |
| 15090 - Technical Instructor | 26.84 |
| 15095 - Technical Instructor/Course Developer | 32.69 |
| 15110 - Test Proctor | 21.80 |
| 15120 - Tutor | 21.80 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.00 |
| 16030 - Counter Attendant | 10.00 |
| 16040 - Dry Cleaner | 13.34 |
| 16070 - Finisher, Flatwork, Machine | 10.00 |
| 16090 - Presser, Hand | 10.00 |
| 16110 - Presser, Machine, Drycleaning | 10.00 |
| 16130 - Presser, Machine, Shirts | 10.00 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.00 |
| 16190 - Sewing Machine Operator | 14.52 |
| 16220 - Tailor | 15.65 |
| 16250 - Washer, Machine | 11.08 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 26.18 |
| 19040 - Tool And Die Maker | 29.03 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 20.65 |
| 21030 - Material Coordinator | 24.49 |
| 21040 - Material Expediter | 24.54 |
| 21050 - Material Handling Laborer | 18.05 |
| 21071 - Order Filler | 15.92 |
| 21080 - Production Line Worker (Food Processing) | 20.65 |
| 21110 - Shipping Packer | 17.34 |
| 21130 - Shipping/Receiving Clerk | 17.34 |
| 21140 - Store Worker I | 17.19 |
| 21150 - Stock Clerk | 21.86 |
| 21210 - Tools And Parts Attendant | 20.65 |
| 21410 - Warehouse Specialist | 20.65 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.30 |
| 23021 - Aircraft Mechanic I | 27.91 |
| 23022 - Aircraft Mechanic II | 29.30 |
| 23023 - Aircraft Mechanic III | 30.84 |
| 23040 - Aircraft Mechanic Helper | 19.51 |

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|---|-------|
| 23050 - Aircraft, Painter | 25.78 |
| 23060 - Aircraft Servicer | 22.27 |
| 23080 - Aircraft Worker | 23.38 |
| 23110 - Appliance Mechanic | 23.44 |
| 23120 - Bicycle Repairer | 18.66 |
| 23125 - Cable Splicer | 27.79 |
| 23130 - Carpenter, Maintenance | 25.15 |
| 23140 - Carpet Layer | 24.10 |
| 23160 - Electrician, Maintenance | 32.65 |
| 23181 - Electronics Technician Maintenance I | 26.20 |
| 23182 - Electronics Technician Maintenance II | 27.07 |
| 23183 - Electronics Technician Maintenance III | 31.31 |
| 23260 - Fabric Worker | 23.20 |
| 23290 - Fire Alarm System Mechanic | 24.83 |
| 23310 - Fire Extinguisher Repairer | 22.37 |
| 23311 - Fuel Distribution System Mechanic | 25.62 |
| 23312 - Fuel Distribution System Operator | 22.26 |
| 23370 - General Maintenance Worker | 23.96 |
| 23380 - Ground Support Equipment Mechanic | 27.91 |
| 23381 - Ground Support Equipment Servicer | 22.27 |
| 23382 - Ground Support Equipment Worker | 23.38 |
| 23391 - Gunsmith I | 22.37 |
| 23392 - Gunsmith II | 24.10 |
| 23393 - Gunsmith III | 25.75 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.96 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.71 |
| 23430 - Heavy Equipment Mechanic | 29.63 |
| 23440 - Heavy Equipment Operator | 27.30 |
| 23460 - Instrument Mechanic | 29.03 |
| 23465 - Laboratory/Shelter Mechanic | 24.89 |
| 23470 - Laborer | 16.69 |
| 23510 - Locksmith | 23.44 |
| 23530 - Machinery Maintenance Mechanic | 28.66 |
| 23550 - Machinist, Maintenance | 27.99 |
| 23580 - Maintenance Trades Helper | 19.60 |
| 23591 - Metrology Technician I | 29.03 |
| 23592 - Metrology Technician II | 29.96 |
| 23593 - Metrology Technician III | 30.88 |
| 23640 - Millwright | 34.10 |
| 23710 - Office Appliance Repairer | 24.76 |
| 23760 - Painter, Maintenance | 26.60 |
| 23790 - Pipefitter, Maintenance | 29.87 |
| 23810 - Plumber, Maintenance | 29.24 |
| 23820 - Pneudraulic Systems Mechanic | 25.75 |
| 23850 - Rigger | 25.62 |
| 23870 - Scale Mechanic | 24.10 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.24 |
| 23910 - Small Engine Mechanic | 23.98 |
| 23931 - Telecommunications Mechanic I | 26.29 |
| 23932 - Telecommunications Mechanic II | 27.07 |
| 23950 - Telephone Lineman | 26.29 |
| 23960 - Welder, Combination, Maintenance | 26.46 |
| 23965 - Well Driller | 25.34 |
| 23970 - Woodcraft Worker | 25.75 |
| 23980 - Woodworker | 22.37 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.85 |
| 24580 - Child Care Center Clerk | 18.10 |
| 24610 - Chore Aide | 11.03 |
| 24620 - Family Readiness And Support Services Coordinator | 16.29 |

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|--|-------|
| 24630 - Homemaker | 19.20 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 28.00 |
| 25040 - Sewage Plant Operator | 25.78 |
| 25070 - Stationary Engineer | 28.00 |
| 25190 - Ventilation Equipment Tender | 21.57 |
| 25210 - Water Treatment Plant Operator | 25.78 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.29 |
| 27007 - Baggage Inspector | 12.93 |
| 27008 - Corrections Officer | 23.65 |
| 27010 - Court Security Officer | 23.72 |
| 27030 - Detection Dog Handler | 19.75 |
| 27040 - Detention Officer | 23.65 |
| 27070 - Firefighter | 21.27 |
| 27101 - Guard I | 12.93 |
| 27102 - Guard II | 19.75 |
| 27131 - Police Officer I | 27.65 |
| 27132 - Police Officer II | 30.72 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.14 |
| 28042 - Carnival Equipment Repairer | 14.65 |
| 28043 - Carnival Equipment Worker | 12.22 |
| 28210 - Gate Attendant/Gate Tender | 14.59 |
| 28310 - Lifeguard | 13.00 |
| 28350 - Park Attendant (Aide) | 16.32 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.16 |
| 28515 - Recreation Specialist | 16.58 |
| 28630 - Sports Official | 13.00 |
| 28690 - Swimming Pool Operator | 20.87 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.58 |
| 29020 - Hatch Tender | 22.58 |
| 29030 - Line Handler | 22.58 |
| 29041 - Stevedore I | 21.82 |
| 29042 - Stevedore II | 23.37 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.88 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.53 |
| 30021 - Archeological Technician I | 20.08 |
| 30022 - Archeological Technician II | 22.47 |
| 30023 - Archeological Technician III | 27.83 |
| 30030 - Cartographic Technician | 27.83 |
| 30040 - Civil Engineering Technician | 27.83 |
| 30061 - Drafter/CAD Operator I | 20.08 |
| 30062 - Drafter/CAD Operator II | 22.47 |
| 30063 - Drafter/CAD Operator III | 25.05 |
| 30064 - Drafter/CAD Operator IV | 30.82 |
| 30081 - Engineering Technician I | 18.36 |
| 30082 - Engineering Technician II | 21.64 |
| 30083 - Engineering Technician III | 25.16 |
| 30084 - Engineering Technician IV | 31.16 |
| 30085 - Engineering Technician V | 36.70 |
| 30086 - Engineering Technician VI | 44.38 |
| 30090 - Environmental Technician | 25.01 |
| 30210 - Laboratory Technician | 21.70 |
| 30240 - Mathematical Technician | 27.83 |
| 30361 - Paralegal/Legal Assistant I | 20.88 |
| 30362 - Paralegal/Legal Assistant II | 25.86 |
| 30363 - Paralegal/Legal Assistant III | 31.63 |
| 30364 - Paralegal/Legal Assistant IV | 38.28 |
| 30390 - Photo-Optics Technician | 27.83 |

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|---|---------------|
| 30461 - Technical Writer I | 25.25 |
| 30462 - Technical Writer II | 30.90 |
| 30463 - Technical Writer III | 36.08 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.71 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.90 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.84 |
| 30494 - Unexploded (UXO) Safety Escort | 24.71 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.71 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 24.80 |
| 30621 - Weather Observer, Senior | (see 2) 27.55 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.47 |
| 31030 - Bus Driver | 17.19 |
| 31043 - Driver Courier | 17.03 |
| 31260 - Parking and Lot Attendant | 12.47 |
| 31290 - Shuttle Bus Driver | 18.08 |
| 31310 - Taxi Driver | 13.66 |
| 31361 - Truckdriver, Light | 18.08 |
| 31362 - Truckdriver, Medium | 19.61 |
| 31363 - Truckdriver, Heavy | 21.82 |
| 31364 - Truckdriver, Tractor-Trailer | 21.85 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.62 |
| 99050 - Desk Clerk | 11.40 |
| 99095 - Embalmer | 26.66 |
| 99251 - Laboratory Animal Caretaker I | 13.63 |
| 99252 - Laboratory Animal Caretaker II | 15.18 |
| 99310 - Mortician | 33.88 |
| 99410 - Pest Controller | 17.53 |
| 99510 - Photofinishing Worker | 15.49 |
| 99710 - Recycling Laborer | 17.40 |
| 99711 - Recycling Specialist | 19.31 |
| 99730 - Refuse Collector | 15.45 |
| 99810 - Sales Clerk | 12.17 |
| 99820 - School Crossing Guard | 12.22 |
| 99830 - Survey Party Chief | 24.92 |
| 99831 - Surveying Aide | 12.97 |
| 99832 - Surveying Technician | 19.86 |
| 99840 - Vending Machine Attendant | 17.14 |
| 99841 - Vending Machine Repairer | 21.54 |
| 99842 - Vending Machine Repairer Helper | 17.14 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or
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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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2274
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Genesee, Lapeer, Macomb, Monroe, Oakland, St Clair, Wayne

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.22 |
| 01012 - Accounting Clerk II | | 15.96 |
| 01013 - Accounting Clerk III | | 18.77 |
| 01020 - Administrative Assistant | | 26.95 |
| 01040 - Court Reporter | | 19.80 |
| 01051 - Data Entry Operator I | | 13.85 |
| 01052 - Data Entry Operator II | | 15.12 |
| 01060 - Dispatcher, Motor Vehicle | | 21.98 |
| 01070 - Document Preparation Clerk | | 15.38 |
| 01090 - Duplicating Machine Operator | | 15.38 |
| 01111 - General Clerk I | | 13.37 |
| 01112 - General Clerk II | | 14.60 |
| 01113 - General Clerk III | | 16.39 |
| 01120 - Housing Referral Assistant | | 22.04 |
| 01141 - Messenger Courier | | 11.47 |
| 01191 - Order Clerk I | | 14.16 |
| 01192 - Order Clerk II | | 15.95 |
| 01261 - Personnel Assistant (Employment) I | | 17.30 |
| 01262 - Personnel Assistant (Employment) II | | 19.35 |
| 01263 - Personnel Assistant (Employment) III | | 21.57 |
| 01270 - Production Control Clerk | | 21.45 |
| 01280 - Receptionist | | 13.67 |
| 01290 - Rental Clerk | | 15.38 |
| 01300 - Scheduler, Maintenance | | 17.30 |
| 01311 - Secretary I | | 17.30 |
| 01312 - Secretary II | | 19.35 |
| 01313 - Secretary III | | 22.04 |

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| 01320 - Service Order Dispatcher | 19.04 |
| 01410 - Supply Technician | 25.70 |
| 01420 - Survey Worker | 18.56 |
| 01531 - Travel Clerk I | 13.02 |
| 01532 - Travel Clerk II | 14.14 |
| 01533 - Travel Clerk III | 15.31 |
| 01611 - Word Processor I | 15.07 |
| 01612 - Word Processor II | 16.92 |
| 01613 - Word Processor III | 18.93 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.66 |
| 05010 - Automotive Electrician | 22.58 |
| 05040 - Automotive Glass Installer | 21.84 |
| 05070 - Automotive Worker | 21.84 |
| 05110 - Mobile Equipment Servicer | 20.43 |
| 05130 - Motor Equipment Metal Mechanic | 23.31 |
| 05160 - Motor Equipment Metal Worker | 21.84 |
| 05190 - Motor Vehicle Mechanic | 23.31 |
| 05220 - Motor Vehicle Mechanic Helper | 19.71 |
| 05250 - Motor Vehicle Upholstery Worker | 21.12 |
| 05280 - Motor Vehicle Wrecker | 21.84 |
| 05310 - Painter, Automotive | 22.58 |
| 05340 - Radiator Repair Specialist | 21.84 |
| 05370 - Tire Repairer | 19.58 |
| 05400 - Transmission Repair Specialist | 23.31 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 18.55 |
| 07041 - Cook I | 13.99 |
| 07042 - Cook II | 15.07 |
| 07070 - Dishwasher | 11.64 |
| 07130 - Food Service Worker | 11.64 |
| 07210 - Meat Cutter | 16.26 |
| 07260 - Waiter/Waitress | 12.36 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 23.44 |
| 09040 - Furniture Handler | 18.10 |
| 09080 - Furniture Refinisher | 23.44 |
| 09090 - Furniture Refinisher Helper | 20.50 |
| 09110 - Furniture Repairer, Minor | 21.98 |
| 09130 - Upholsterer | 23.44 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 14.97 |
| 11060 - Elevator Operator | 14.97 |
| 11090 - Gardener | 17.38 |
| 11122 - Housekeeping Aide | 13.40 |
| 11150 - Janitor | 13.41 |
| 11210 - Laborer, Grounds Maintenance | 14.78 |
| 11240 - Maid or Houseman | 12.13 |
| 11260 - Pruner | 13.63 |
| 11270 - Tractor Operator | 15.88 |
| 11330 - Trail Maintenance Worker | 14.78 |
| 11360 - Window Cleaner | 14.24 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.90 |
| 12011 - Breath Alcohol Technician | 19.72 |
| 12012 - Certified Occupational Therapist Assistant | 22.17 |
| 12015 - Certified Physical Therapist Assistant | 22.17 |
| 12020 - Dental Assistant | 17.03 |
| 12025 - Dental Hygienist | 30.37 |
| 12030 - EKG Technician | 25.82 |
| 12035 - Electroneurodiagnostic Technologist | 25.82 |
| 12040 - Emergency Medical Technician | 17.90 |
| 12071 - Licensed Practical Nurse I | 17.61 |

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| 12072 | - Licensed Practical Nurse II | 19.72 |
| 12073 | - Licensed Practical Nurse III | 21.34 |
| 12100 | - Medical Assistant | 14.58 |
| 12130 | - Medical Laboratory Technician | 22.29 |
| 12160 | - Medical Record Clerk | 15.74 |
| 12190 | - Medical Record Technician | 19.47 |
| 12195 | - Medical Transcriptionist | 18.11 |
| 12210 | - Nuclear Medicine Technologist | 33.56 |
| 12221 | - Nursing Assistant I | 11.25 |
| 12222 | - Nursing Assistant II | 12.27 |
| 12223 | - Nursing Assistant III | 13.40 |
| 12224 | - Nursing Assistant IV | 15.04 |
| 12235 | - Optical Dispenser | 19.36 |
| 12236 | - Optical Technician | 17.61 |
| 12250 | - Pharmacy Technician | 17.78 |
| 12280 | - Phlebotomist | 15.04 |
| 12305 | - Radiologic Technologist | 26.11 |
| 12311 | - Registered Nurse I | 29.83 |
| 12312 | - Registered Nurse II | 32.20 |
| 12313 | - Registered Nurse II, Specialist | 32.20 |
| 12314 | - Registered Nurse III | 44.14 |
| 12315 | - Registered Nurse III, Anesthetist | 44.14 |
| 12316 | - Registered Nurse IV | 52.92 |
| 12317 | - Scheduler (Drug and Alcohol Testing) | 24.02 |
| 13000 | - Information And Arts Occupations | |
| 13011 | - Exhibits Specialist I | 21.47 |
| 13012 | - Exhibits Specialist II | 26.61 |
| 13013 | - Exhibits Specialist III | 32.54 |
| 13041 | - Illustrator I | 25.01 |
| 13042 | - Illustrator II | 30.40 |
| 13043 | - Illustrator III | 35.82 |
| 13047 | - Librarian | 30.28 |
| 13050 | - Library Aide/Clerk | 13.49 |
| 13054 | - Library Information Technology Systems Administrator | 27.34 |
| 13058 | - Library Technician | 18.56 |
| 13061 | - Media Specialist I | 18.54 |
| 13062 | - Media Specialist II | 20.75 |
| 13063 | - Media Specialist III | 23.13 |
| 13071 | - Photographer I | 19.42 |
| 13072 | - Photographer II | 22.83 |
| 13073 | - Photographer III | 29.56 |
| 13074 | - Photographer IV | 34.28 |
| 13075 | - Photographer V | 39.82 |
| 13110 | - Video Teleconference Technician | 19.13 |
| 14000 | - Information Technology Occupations | |
| 14041 | - Computer Operator I | 17.16 |
| 14042 | - Computer Operator II | 19.20 |
| 14043 | - Computer Operator III | 21.40 |
| 14044 | - Computer Operator IV | 23.77 |
| 14045 | - Computer Operator V | 26.33 |
| 14071 | - Computer Programmer I | (see 1) 22.60 |
| 14072 | - Computer Programmer II | (see 1) 27.62 |
| 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 | 17.16 |
| 14160 | - Personal Computer Support Technician | 23.77 |
| 15000 | - Instructional Occupations | |
| 15010 | - Aircrew Training Devices Instructor (Non-Rated) | 32.52 |
| 15020 | - Aircrew Training Devices Instructor (Rated) | 39.35 |

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| 15030 - Air Crew Training Devices Instructor (Pilot) | 50.79 |
| 15050 - Computer Based Training Specialist / Instructor | 32.52 |
| 15060 - Educational Technologist | 30.30 |
| 15070 - Flight Instructor (Pilot) | 50.79 |
| 15080 - Graphic Artist | 30.61 |
| 15090 - Technical Instructor | 26.84 |
| 15095 - Technical Instructor/Course Developer | 32.69 |
| 15110 - Test Proctor | 21.80 |
| 15120 - Tutor | 21.80 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.00 |
| 16030 - Counter Attendant | 10.00 |
| 16040 - Dry Cleaner | 13.34 |
| 16070 - Finisher, Flatwork, Machine | 10.00 |
| 16090 - Presser, Hand | 10.00 |
| 16110 - Presser, Machine, Drycleaning | 10.00 |
| 16130 - Presser, Machine, Shirts | 10.00 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.00 |
| 16190 - Sewing Machine Operator | 14.52 |
| 16220 - Tailor | 15.65 |
| 16250 - Washer, Machine | 11.08 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 26.18 |
| 19040 - Tool And Die Maker | 29.03 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 20.65 |
| 21030 - Material Coordinator | 24.49 |
| 21040 - Material Expediter | 24.54 |
| 21050 - Material Handling Laborer | 18.05 |
| 21071 - Order Filler | 15.92 |
| 21080 - Production Line Worker (Food Processing) | 20.65 |
| 21110 - Shipping Packer | 17.34 |
| 21130 - Shipping/Receiving Clerk | 17.34 |
| 21140 - Store Worker I | 17.19 |
| 21150 - Stock Clerk | 21.86 |
| 21210 - Tools And Parts Attendant | 20.65 |
| 21410 - Warehouse Specialist | 20.65 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.30 |
| 23021 - Aircraft Mechanic I | 27.91 |
| 23022 - Aircraft Mechanic II | 29.30 |
| 23023 - Aircraft Mechanic III | 30.84 |
| 23040 - Aircraft Mechanic Helper | 19.51 |
| 23050 - Aircraft, Painter | 25.78 |
| 23060 - Aircraft Servicer | 22.27 |
| 23080 - Aircraft Worker | 23.38 |
| 23110 - Appliance Mechanic | 23.44 |
| 23120 - Bicycle Repairer | 18.66 |
| 23125 - Cable Splicer | 27.79 |
| 23130 - Carpenter, Maintenance | 25.15 |
| 23140 - Carpet Layer | 24.10 |
| 23160 - Electrician, Maintenance | 32.65 |
| 23181 - Electronics Technician Maintenance I | 26.20 |
| 23182 - Electronics Technician Maintenance II | 27.07 |
| 23183 - Electronics Technician Maintenance III | 31.31 |
| 23260 - Fabric Worker | 23.20 |
| 23290 - Fire Alarm System Mechanic | 24.83 |
| 23310 - Fire Extinguisher Repairer | 22.37 |
| 23311 - Fuel Distribution System Mechanic | 25.62 |
| 23312 - Fuel Distribution System Operator | 22.26 |
| 23370 - General Maintenance Worker | 23.96 |
| 23380 - Ground Support Equipment Mechanic | 27.91 |
| 23381 - Ground Support Equipment Servicer | 22.27 |

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| 23382 - Ground Support Equipment Worker | 23.38 |
| 23391 - Gunsmith I | 22.37 |
| 23392 - Gunsmith II | 24.10 |
| 23393 - Gunsmith III | 25.75 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.96 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.71 |
| 23430 - Heavy Equipment Mechanic | 29.63 |
| 23440 - Heavy Equipment Operator | 27.30 |
| 23460 - Instrument Mechanic | 29.03 |
| 23465 - Laboratory/Shelter Mechanic | 24.89 |
| 23470 - Laborer | 16.69 |
| 23510 - Locksmith | 23.44 |
| 23530 - Machinery Maintenance Mechanic | 28.66 |
| 23550 - Machinist, Maintenance | 27.99 |
| 23580 - Maintenance Trades Helper | 19.60 |
| 23591 - Metrology Technician I | 29.03 |
| 23592 - Metrology Technician II | 29.96 |
| 23593 - Metrology Technician III | 30.88 |
| 23640 - Millwright | 34.10 |
| 23710 - Office Appliance Repairer | 24.76 |
| 23760 - Painter, Maintenance | 26.60 |
| 23790 - Pipefitter, Maintenance | 29.87 |
| 23810 - Plumber, Maintenance | 29.24 |
| 23820 - Pneudraulic Systems Mechanic | 25.75 |
| 23850 - Rigger | 25.62 |
| 23870 - Scale Mechanic | 24.10 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.24 |
| 23910 - Small Engine Mechanic | 23.98 |
| 23931 - Telecommunications Mechanic I | 26.29 |
| 23932 - Telecommunications Mechanic II | 27.07 |
| 23950 - Telephone Lineman | 26.29 |
| 23960 - Welder, Combination, Maintenance | 26.46 |
| 23965 - Well Driller | 25.34 |
| 23970 - Woodcraft Worker | 25.75 |
| 23980 - Woodworker | 22.37 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.85 |
| 24580 - Child Care Center Clerk | 18.10 |
| 24610 - Chore Aide | 11.03 |
| 24620 - Family Readiness And Support Services Coordinator | 16.29 |
| 24630 - Homemaker | 19.20 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 28.00 |
| 25040 - Sewage Plant Operator | 25.78 |
| 25070 - Stationary Engineer | 28.00 |
| 25190 - Ventilation Equipment Tender | 21.57 |
| 25210 - Water Treatment Plant Operator | 25.78 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.29 |
| 27007 - Baggage Inspector | 12.93 |
| 27008 - Corrections Officer | 23.65 |
| 27010 - Court Security Officer | 23.72 |
| 27030 - Detection Dog Handler | 19.75 |
| 27040 - Detention Officer | 23.65 |
| 27070 - Firefighter | 21.27 |
| 27101 - Guard I | 12.93 |
| 27102 - Guard II | 19.75 |
| 27131 - Police Officer I | 27.65 |
| 27132 - Police Officer II | 30.72 |
| 28000 - Recreation Occupations | |

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| 28041 - Carnival Equipment Operator | 14.14 |
| 28042 - Carnival Equipment Repairer | 14.65 |
| 28043 - Carnival Equipment Worker | 12.22 |
| 28210 - Gate Attendant/Gate Tender | 14.59 |
| 28310 - Lifeguard | 13.00 |
| 28350 - Park Attendant (Aide) | 16.32 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.16 |
| 28515 - Recreation Specialist | 16.58 |
| 28630 - Sports Official | 13.00 |
| 28690 - Swimming Pool Operator | 20.87 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.58 |
| 29020 - Hatch Tender | 22.58 |
| 29030 - Line Handler | 22.58 |
| 29041 - Stevedore I | 21.82 |
| 29042 - Stevedore II | 23.37 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.88 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.53 |
| 30021 - Archeological Technician I | 20.08 |
| 30022 - Archeological Technician II | 22.47 |
| 30023 - Archeological Technician III | 27.83 |
| 30030 - Cartographic Technician | 27.83 |
| 30040 - Civil Engineering Technician | 27.83 |
| 30061 - Drafter/CAD Operator I | 20.08 |
| 30062 - Drafter/CAD Operator II | 22.47 |
| 30063 - Drafter/CAD Operator III | 25.05 |
| 30064 - Drafter/CAD Operator IV | 30.82 |
| 30081 - Engineering Technician I | 18.36 |
| 30082 - Engineering Technician II | 21.64 |
| 30083 - Engineering Technician III | 25.16 |
| 30084 - Engineering Technician IV | 31.16 |
| 30085 - Engineering Technician V | 36.70 |
| 30086 - Engineering Technician VI | 44.38 |
| 30090 - Environmental Technician | 25.01 |
| 30210 - Laboratory Technician | 21.70 |
| 30240 - Mathematical Technician | 27.83 |
| 30361 - Paralegal/Legal Assistant I | 20.88 |
| 30362 - Paralegal/Legal Assistant II | 25.86 |
| 30363 - Paralegal/Legal Assistant III | 31.63 |
| 30364 - Paralegal/Legal Assistant IV | 38.28 |
| 30390 - Photo-Optics Technician | 27.83 |
| 30461 - Technical Writer I | 25.25 |
| 30462 - Technical Writer II | 30.90 |
| 30463 - Technical Writer III | 36.08 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.71 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.90 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.84 |
| 30494 - Unexploded (UXO) Safety Escort | 24.71 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.71 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 24.80 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 27.55 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.47 |
| 31030 - Bus Driver | 17.19 |
| 31043 - Driver Courier | 17.03 |
| 31260 - Parking and Lot Attendant | 12.47 |
| 31290 - Shuttle Bus Driver | 18.08 |
| 31310 - Taxi Driver | 13.66 |
| 31361 - Truckdriver, Light | 18.08 |
| 31362 - Truckdriver, Medium | 19.61 |

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|---|-------|
| 31363 - Truckdriver, Heavy | 21.82 |
| 31364 - Truckdriver, Tractor-Trailer | 21.85 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.62 |
| 99050 - Desk Clerk | 11.40 |
| 99095 - Embalmer | 26.66 |
| 99251 - Laboratory Animal Caretaker I | 13.63 |
| 99252 - Laboratory Animal Caretaker II | 15.18 |
| 99310 - Mortician | 33.88 |
| 99410 - Pest Controller | 17.53 |
| 99510 - Photofinishing Worker | 15.49 |
| 99710 - Recycling Laborer | 17.40 |
| 99711 - Recycling Specialist | 19.31 |
| 99730 - Refuse Collector | 15.45 |
| 99810 - Sales Clerk | 12.17 |
| 99820 - School Crossing Guard | 12.22 |
| 99830 - Survey Party Chief | 24.92 |
| 99831 - Surveying Aide | 12.97 |
| 99832 - Surveying Technician | 19.86 |
| 99840 - Vending Machine Attendant | 17.14 |
| 99841 - Vending Machine Repairer | 21.54 |
| 99842 - Vending Machine Repairer Helper | 17.14 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2275
Revision No.: 14
Date of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Bay, Clare, Clinton, Gladwin, Gratiot, Huron, Isabella, Lake, Mason, Mecosta, Midland, Montcalm, Newaygo, Oceana, Osceola, Saginaw, Sanilac, Shiawassee, Tuscola

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.36 |
| 01012 - Accounting Clerk II | | 16.12 |
| 01013 - Accounting Clerk III | | 18.03 |

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| 01020 - Administrative Assistant | 18.61 |
| 01040 - Court Reporter | 16.99 |
| 01051 - Data Entry Operator I | 12.21 |
| 01052 - Data Entry Operator II | 13.61 |
| 01060 - Dispatcher, Motor Vehicle | 15.61 |
| 01070 - Document Preparation Clerk | 12.72 |
| 01090 - Duplicating Machine Operator | 12.72 |
| 01111 - General Clerk I | 11.12 |
| 01112 - General Clerk II | 12.12 |
| 01113 - General Clerk III | 14.69 |
| 01120 - Housing Referral Assistant | 18.95 |
| 01141 - Messenger Courier | 11.63 |
| 01191 - Order Clerk I | 14.47 |
| 01192 - Order Clerk II | 15.80 |
| 01261 - Personnel Assistant (Employment) I | 16.72 |
| 01262 - Personnel Assistant (Employment) II | 18.70 |
| 01263 - Personnel Assistant (Employment) III | 20.86 |
| 01270 - Production Control Clerk | 22.01 |
| 01280 - Receptionist | 11.64 |
| 01290 - Rental Clerk | 14.54 |
| 01300 - Scheduler, Maintenance | 15.19 |
| 01311 - Secretary I | 15.19 |
| 01312 - Secretary II | 16.99 |
| 01313 - Secretary III | 18.95 |
| 01320 - Service Order Dispatcher | 14.39 |
| 01410 - Supply Technician | 20.47 |
| 01420 - Survey Worker | 14.46 |
| 01531 - Travel Clerk I | 12.78 |
| 01532 - Travel Clerk II | 13.89 |
| 01533 - Travel Clerk III | 15.03 |
| 01611 - Word Processor I | 13.15 |
| 01612 - Word Processor II | 14.77 |
| 01613 - Word Processor III | 16.51 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.12 |
| 05010 - Automotive Electrician | 20.14 |
| 05040 - Automotive Glass Installer | 19.51 |
| 05070 - Automotive Worker | 19.51 |
| 05110 - Mobile Equipment Servicer | 18.27 |
| 05130 - Motor Equipment Metal Mechanic | 20.76 |
| 05160 - Motor Equipment Metal Worker | 19.51 |
| 05190 - Motor Vehicle Mechanic | 20.76 |
| 05220 - Motor Vehicle Mechanic Helper | 17.65 |
| 05250 - Motor Vehicle Upholstery Worker | 18.89 |
| 05280 - Motor Vehicle Wrecker | 19.51 |
| 05310 - Painter, Automotive | 20.14 |
| 05340 - Radiator Repair Specialist | 19.51 |
| 05370 - Tire Repairer | 16.81 |
| 05400 - Transmission Repair Specialist | 20.76 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.65 |
| 07041 - Cook I | 11.90 |
| 07042 - Cook II | 12.68 |
| 07070 - Dishwasher | 10.00 |
| 07130 - Food Service Worker | 10.00 |
| 07210 - Meat Cutter | 14.15 |
| 07260 - Waiter/Waitress | 10.61 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 21.10 |
| 09040 - Furniture Handler | 16.08 |
| 09080 - Furniture Refinisher | 21.10 |
| 09090 - Furniture Refinisher Helper | 18.19 |
| 09110 - Furniture Repairer, Minor | 19.79 |

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| 09130 - Upholsterer | 21.10 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.92 |
| 11060 - Elevator Operator | 12.65 |
| 11090 - Gardener | 14.60 |
| 11122 - Housekeeping Aide | 11.80 |
| 11150 - Janitor | 12.65 |
| 11210 - Laborer, Grounds Maintenance | 13.01 |
| 11240 - Maid or Houseman | 9.46 |
| 11260 - Pruner | 12.00 |
| 11270 - Tractor Operator | 14.64 |
| 11330 - Trail Maintenance Worker | 13.01 |
| 11360 - Window Cleaner | 13.42 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.65 |
| 12011 - Breath Alcohol Technician | 17.64 |
| 12012 - Certified Occupational Therapist Assistant | 18.70 |
| 12015 - Certified Physical Therapist Assistant | 19.44 |
| 12020 - Dental Assistant | 16.19 |
| 12025 - Dental Hygienist | 26.13 |
| 12030 - EKG Technician | 24.53 |
| 12035 - Electroneurodiagnostic Technologist | 24.53 |
| 12040 - Emergency Medical Technician | 17.64 |
| 12071 - Licensed Practical Nurse I | 15.92 |
| 12072 - Licensed Practical Nurse II | 17.80 |
| 12073 - Licensed Practical Nurse III | 19.87 |
| 12100 - Medical Assistant | 11.93 |
| 12130 - Medical Laboratory Technician | 17.49 |
| 12160 - Medical Record Clerk | 15.63 |
| 12190 - Medical Record Technician | 17.48 |
| 12195 - Medical Transcriptionist | 13.71 |
| 12210 - Nuclear Medicine Technologist | 34.28 |
| 12221 - Nursing Assistant I | 11.43 |
| 12222 - Nursing Assistant II | 12.85 |
| 12223 - Nursing Assistant III | 14.02 |
| 12224 - Nursing Assistant IV | 15.74 |
| 12235 - Optical Dispenser | 17.04 |
| 12236 - Optical Technician | 15.22 |
| 12250 - Pharmacy Technician | 14.11 |
| 12280 - Phlebotomist | 15.74 |
| 12305 - Radiologic Technologist | 22.95 |
| 12311 - Registered Nurse I | 23.28 |
| 12312 - Registered Nurse II | 29.25 |
| 12313 - Registered Nurse II, Specialist | 29.25 |
| 12314 - Registered Nurse III | 34.84 |
| 12315 - Registered Nurse III, Anesthetist | 34.84 |
| 12316 - Registered Nurse IV | 41.76 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.06 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.10 |
| 13012 - Exhibits Specialist II | 25.28 |
| 13013 - Exhibits Specialist III | 30.92 |
| 13041 - Illustrator I | 18.61 |
| 13042 - Illustrator II | 23.45 |
| 13043 - Illustrator III | 30.92 |
| 13047 - Librarian | 25.96 |
| 13050 - Library Aide/Clerk | 12.12 |
| 13054 - Library Information Technology Systems Administrator | 25.57 |
| 13058 - Library Technician | 15.73 |
| 13061 - Media Specialist I | 16.32 |
| 13062 - Media Specialist II | 18.25 |
| 13063 - Media Specialist III | 20.36 |

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| 13071 - Photographer I | 16.92 |
| 13072 - Photographer II | 18.93 |
| 13073 - Photographer III | 23.45 |
| 13074 - Photographer IV | 28.69 |
| 13075 - Photographer V | 34.71 |
| 13110 - Video Teleconference Technician | 16.32 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.20 |
| 14042 - Computer Operator II | 15.89 |
| 14043 - Computer Operator III | 17.72 |
| 14044 - Computer Operator IV | 19.69 |
| 14045 - Computer Operator V | 21.80 |
| 14071 - Computer Programmer I | (see 1) 20.41 |
| 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 | 14.91 |
| 14160 - Personal Computer Support Technician | 19.69 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 24.93 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 30.15 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 34.38 |
| 15050 - Computer Based Training Specialist / Instructor | 24.93 |
| 15060 - Educational Technologist | 27.50 |
| 15070 - Flight Instructor (Pilot) | 34.38 |
| 15080 - Graphic Artist | 20.46 |
| 15090 - Technical Instructor | 20.16 |
| 15095 - Technical Instructor/Course Developer | 24.64 |
| 15110 - Test Proctor | 16.29 |
| 15120 - Tutor | 16.29 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.87 |
| 16030 - Counter Attendant | 9.87 |
| 16040 - Dry Cleaner | 13.34 |
| 16070 - Finisher, Flatwork, Machine | 9.87 |
| 16090 - Presser, Hand | 9.87 |
| 16110 - Presser, Machine, Drycleaning | 9.87 |
| 16130 - Presser, Machine, Shirts | 9.87 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.87 |
| 16190 - Sewing Machine Operator | 14.52 |
| 16220 - Tailor | 15.65 |
| 16250 - Washer, Machine | 11.01 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.11 |
| 19040 - Tool And Die Maker | 25.86 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 20.74 |
| 21030 - Material Coordinator | 22.01 |
| 21040 - Material Expediter | 22.01 |
| 21050 - Material Handling Laborer | 15.24 |
| 21071 - Order Filler | 15.88 |
| 21080 - Production Line Worker (Food Processing) | 20.74 |
| 21110 - Shipping Packer | 19.25 |
| 21130 - Shipping/Receiving Clerk | 19.25 |
| 21140 - Store Worker I | 14.39 |
| 21150 - Stock Clerk | 17.43 |
| 21210 - Tools And Parts Attendant | 20.74 |
| 21410 - Warehouse Specialist | 20.74 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.97 |

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| 23021 - Aircraft Mechanic I | 23.04 |
| 23022 - Aircraft Mechanic II | 23.97 |
| 23023 - Aircraft Mechanic III | 24.93 |
| 23040 - Aircraft Mechanic Helper | 19.55 |
| 23050 - Aircraft, Painter | 25.66 |
| 23060 - Aircraft Servicer | 20.92 |
| 23080 - Aircraft Worker | 21.61 |
| 23110 - Appliance Mechanic | 19.18 |
| 23120 - Bicycle Repairer | 16.81 |
| 23125 - Cable Splicer | 24.14 |
| 23130 - Carpenter, Maintenance | 23.21 |
| 23140 - Carpet Layer | 20.44 |
| 23160 - Electrician, Maintenance | 29.53 |
| 23181 - Electronics Technician Maintenance I | 21.16 |
| 23182 - Electronics Technician Maintenance II | 22.10 |
| 23183 - Electronics Technician Maintenance III | 23.04 |
| 23260 - Fabric Worker | 20.15 |
| 23290 - Fire Alarm System Mechanic | 22.53 |
| 23310 - Fire Extinguisher Repairer | 19.16 |
| 23311 - Fuel Distribution System Mechanic | 25.02 |
| 23312 - Fuel Distribution System Operator | 20.81 |
| 23370 - General Maintenance Worker | 18.58 |
| 23380 - Ground Support Equipment Mechanic | 23.04 |
| 23381 - Ground Support Equipment Servicer | 20.92 |
| 23382 - Ground Support Equipment Worker | 21.61 |
| 23391 - Gunsmith I | 19.16 |
| 23392 - Gunsmith II | 21.16 |
| 23393 - Gunsmith III | 23.04 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.50 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.22 |
| 23430 - Heavy Equipment Mechanic | 22.78 |
| 23440 - Heavy Equipment Operator | 21.06 |
| 23460 - Instrument Mechanic | 23.04 |
| 23465 - Laboratory/Shelter Mechanic | 22.10 |
| 23470 - Laborer | 15.09 |
| 23510 - Locksmith | 21.63 |
| 23530 - Machinery Maintenance Mechanic | 25.13 |
| 23550 - Machinist, Maintenance | 23.04 |
| 23580 - Maintenance Trades Helper | 17.01 |
| 23591 - Metrology Technician I | 23.04 |
| 23592 - Metrology Technician II | 23.97 |
| 23593 - Metrology Technician III | 24.93 |
| 23640 - Millwright | 32.40 |
| 23710 - Office Appliance Repairer | 19.95 |
| 23760 - Painter, Maintenance | 21.10 |
| 23790 - Pipefitter, Maintenance | 28.95 |
| 23810 - Plumber, Maintenance | 25.41 |
| 23820 - Pneudraulic Systems Mechanic | 23.04 |
| 23850 - Rigger | 23.04 |
| 23870 - Scale Mechanic | 21.16 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.41 |
| 23910 - Small Engine Mechanic | 21.16 |
| 23931 - Telecommunications Mechanic I | 23.04 |
| 23932 - Telecommunications Mechanic II | 23.97 |
| 23950 - Telephone Lineman | 23.04 |
| 23960 - welder, Combination, Maintenance | 22.10 |
| 23965 - well Driller | 23.04 |
| 23970 - Woodcraft Worker | 23.04 |
| 23980 - woodworker | 19.16 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.66 |

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| 24580 - Child Care Center Clerk | 12.05 |
| 24610 - Chore Aide | 10.65 |
| 24620 - Family Readiness And Support Services Coordinator | 12.79 |
| 24630 - Homemaker | 13.39 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.76 |
| 25040 - Sewage Plant Operator | 19.52 |
| 25070 - Stationary Engineer | 24.76 |
| 25190 - Ventilation Equipment Tender | 18.49 |
| 25210 - Water Treatment Plant Operator | 19.81 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.23 |
| 27007 - Baggage Inspector | 12.87 |
| 27008 - Corrections Officer | 20.44 |
| 27010 - Court Security Officer | 20.76 |
| 27030 - Detection Dog Handler | 17.04 |
| 27040 - Detention Officer | 20.44 |
| 27070 - Firefighter | 18.68 |
| 27101 - Guard I | 12.87 |
| 27102 - Guard II | 17.04 |
| 27131 - Police Officer I | 23.25 |
| 27132 - Police Officer II | 25.85 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.56 |
| 28042 - Carnival Equipment Repairer | 11.99 |
| 28043 - Carnival Equipment Worker | 10.00 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |
| 28310 - Lifeguard | 11.56 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.43 |
| 28515 - Recreation Specialist | 14.80 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 19.46 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.91 |
| 29020 - Hatch Tender | 22.91 |
| 29030 - Line Handler | 22.91 |
| 29041 - Stevedore I | 22.25 |
| 29042 - Stevedore II | 23.94 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.25 |
| 30022 - Archeological Technician II | 19.05 |
| 30023 - Archeological Technician III | 23.43 |
| 30030 - Cartographic Technician | 23.91 |
| 30040 - Civil Engineering Technician | 22.19 |
| 30061 - Drafter/CAD Operator I | 17.25 |
| 30062 - Drafter/CAD Operator II | 19.29 |
| 30063 - Drafter/CAD Operator III | 21.51 |
| 30064 - Drafter/CAD Operator IV | 26.47 |
| 30081 - Engineering Technician I | 16.36 |
| 30082 - Engineering Technician II | 18.36 |
| 30083 - Engineering Technician III | 20.53 |
| 30084 - Engineering Technician IV | 25.45 |
| 30085 - Engineering Technician V | 31.13 |
| 30086 - Engineering Technician VI | 37.66 |
| 30090 - Environmental Technician | 23.91 |
| 30210 - Laboratory Technician | 21.97 |
| 30240 - Mathematical Technician | 23.91 |
| 30361 - Paralegal/Legal Assistant I | 18.52 |

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| 30362 - Paralegal/Legal Assistant II | 22.93 |
| 30363 - Paralegal/Legal Assistant III | 28.06 |
| 30364 - Paralegal/Legal Assistant IV | 33.95 |
| 30390 - Photo-Optics Technician | 23.91 |
| 30461 - Technical Writer I | 23.33 |
| 30462 - Technical Writer II | 28.56 |
| 30463 - Technical Writer III | 33.42 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 3) | 21.51 |
| 30621 - Weather Observer, Senior (see 3) | 23.42 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.41 |
| 31030 - Bus Driver | 15.41 |
| 31043 - Driver Courier | 14.35 |
| 31260 - Parking and Lot Attendant | 11.66 |
| 31290 - Shuttle Bus Driver | 14.99 |
| 31310 - Taxi Driver | 13.95 |
| 31361 - Truckdriver, Light | 14.66 |
| 31362 - Truckdriver, Medium | 15.94 |
| 31363 - Truckdriver, Heavy | 19.53 |
| 31364 - Truckdriver, Tractor-Trailer | 19.53 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.13 |
| 99050 - Desk Clerk | 9.66 |
| 99095 - Embalmer | 25.36 |
| 99251 - Laboratory Animal Caretaker I | 12.10 |
| 99252 - Laboratory Animal Caretaker II | 12.75 |
| 99310 - Mortician | 31.98 |
| 99410 - Pest Controller | 20.50 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 17.08 |
| 99711 - Recycling Specialist | 18.51 |
| 99730 - Refuse Collector | 15.36 |
| 99810 - Sales Clerk | 10.46 |
| 99820 - School Crossing Guard | 11.00 |
| 99830 - Survey Party Chief | 20.05 |
| 99831 - Surveying Aide | 11.46 |
| 99832 - Surveying Technician | 17.13 |
| 99840 - Vending Machine Attendant | 17.70 |
| 99841 - Vending Machine Repairer | 19.46 |
| 99842 - Vending Machine Repairer Helper | 17.70 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 25 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 thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, 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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}
When multiple wage determinations are included in a contract, a separate SF 1444
should be prepared for each wage determination to which a class(es) is to be
conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide

classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2276
Revision No.: 16
Date of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Bay, Clare, Clinton, Gladwin, Gratiot, Huron, Isabella, Lake, Mason, Mecosta, Midland, Montcalm, Newaygo, Oceana, Osceola, Saginaw, Sanilac, Shiawassee, Tuscola

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.36 |
| 01012 - Accounting Clerk II | | 16.12 |
| 01013 - Accounting Clerk III | | 18.03 |
| 01020 - Administrative Assistant | | 18.61 |
| 01040 - Court Reporter | | 16.99 |
| 01051 - Data Entry Operator I | | 12.21 |
| 01052 - Data Entry Operator II | | 13.61 |
| 01060 - Dispatcher, Motor Vehicle | | 15.61 |
| 01070 - Document Preparation Clerk | | 12.72 |
| 01090 - Duplicating Machine Operator | | 12.72 |
| 01111 - General Clerk I | | 11.12 |
| 01112 - General Clerk II | | 12.12 |
| 01113 - General Clerk III | | 14.69 |
| 01120 - Housing Referral Assistant | | 18.95 |
| 01141 - Messenger Courier | | 11.63 |
| 01191 - Order Clerk I | | 14.47 |
| 01192 - Order Clerk II | | 15.80 |
| 01261 - Personnel Assistant (Employment) I | | 16.72 |
| 01262 - Personnel Assistant (Employment) II | | 18.70 |
| 01263 - Personnel Assistant (Employment) III | | 20.86 |
| 01270 - Production Control Clerk | | 22.01 |
| 01280 - Receptionist | | 11.64 |
| 01290 - Rental Clerk | | 14.54 |
| 01300 - Scheduler, Maintenance | | 15.19 |
| 01311 - Secretary I | | 15.19 |
| 01312 - Secretary II | | 16.99 |
| 01313 - Secretary III | | 18.95 |
| 01320 - Service Order Dispatcher | | 14.39 |
| 01410 - Supply Technician | | 20.47 |
| 01420 - Survey Worker | | 14.46 |
| 01531 - Travel Clerk I | | 12.78 |
| 01532 - Travel Clerk II | | 13.89 |
| 01533 - Travel Clerk III | | 15.03 |
| 01611 - Word Processor I | | 13.15 |
| 01612 - Word Processor II | | 14.77 |

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| 01613 - Word Processor III | 16.51 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.12 |
| 05010 - Automotive Electrician | 20.14 |
| 05040 - Automotive Glass Installer | 19.51 |
| 05070 - Automotive Worker | 19.51 |
| 05110 - Mobile Equipment Servicer | 18.27 |
| 05130 - Motor Equipment Metal Mechanic | 20.76 |
| 05160 - Motor Equipment Metal Worker | 19.51 |
| 05190 - Motor Vehicle Mechanic | 20.76 |
| 05220 - Motor Vehicle Mechanic Helper | 17.65 |
| 05250 - Motor Vehicle Upholstery Worker | 18.89 |
| 05280 - Motor Vehicle Wrecker | 19.51 |
| 05310 - Painter, Automotive | 20.14 |
| 05340 - Radiator Repair Specialist | 19.51 |
| 05370 - Tire Repairer | 16.81 |
| 05400 - Transmission Repair Specialist | 20.76 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.65 |
| 07041 - Cook I | 11.90 |
| 07042 - Cook II | 12.68 |
| 07070 - Dishwasher | 10.00 |
| 07130 - Food Service Worker | 10.00 |
| 07210 - Meat Cutter | 14.15 |
| 07260 - Waiter/Waitress | 10.61 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 21.10 |
| 09040 - Furniture Handler | 16.08 |
| 09080 - Furniture Refinisher | 21.10 |
| 09090 - Furniture Refinisher Helper | 18.19 |
| 09110 - Furniture Repairer, Minor | 19.79 |
| 09130 - Upholsterer | 21.10 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.92 |
| 11060 - Elevator Operator | 12.65 |
| 11090 - Gardener | 14.60 |
| 11122 - Housekeeping Aide | 11.80 |
| 11150 - Janitor | 12.65 |
| 11210 - Laborer, Grounds Maintenance | 13.01 |
| 11240 - Maid or Houseman | 9.46 |
| 11260 - Pruner | 12.00 |
| 11270 - Tractor Operator | 14.64 |
| 11330 - Trail Maintenance Worker | 13.01 |
| 11360 - Window Cleaner | 13.42 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.65 |
| 12011 - Breath Alcohol Technician | 17.64 |
| 12012 - Certified Occupational Therapist Assistant | 18.70 |
| 12015 - Certified Physical Therapist Assistant | 19.44 |
| 12020 - Dental Assistant | 16.19 |
| 12025 - Dental Hygienist | 26.13 |
| 12030 - EKG Technician | 24.53 |
| 12035 - Electroneurodiagnostic Technologist | 24.53 |
| 12040 - Emergency Medical Technician | 17.64 |
| 12071 - Licensed Practical Nurse I | 15.92 |
| 12072 - Licensed Practical Nurse II | 17.80 |
| 12073 - Licensed Practical Nurse III | 19.87 |
| 12100 - Medical Assistant | 11.93 |
| 12130 - Medical Laboratory Technician | 17.49 |
| 12160 - Medical Record Clerk | 15.63 |
| 12190 - Medical Record Technician | 17.48 |
| 12195 - Medical Transcriptionist | 13.71 |
| 12210 - Nuclear Medicine Technologist | 34.28 |

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| 12221 - Nursing Assistant I | 11.43 |
| 12222 - Nursing Assistant II | 12.85 |
| 12223 - Nursing Assistant III | 14.02 |
| 12224 - Nursing Assistant IV | 15.74 |
| 12235 - Optical Dispenser | 17.04 |
| 12236 - Optical Technician | 15.22 |
| 12250 - Pharmacy Technician | 14.11 |
| 12280 - Phlebotomist | 15.74 |
| 12305 - Radiologic Technologist | 22.95 |
| 12311 - Registered Nurse I | 23.28 |
| 12312 - Registered Nurse II | 29.25 |
| 12313 - Registered Nurse II, Specialist | 29.25 |
| 12314 - Registered Nurse III | 34.84 |
| 12315 - Registered Nurse III, Anesthetist | 34.84 |
| 12316 - Registered Nurse IV | 41.76 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.06 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.10 |
| 13012 - Exhibits Specialist II | 25.28 |
| 13013 - Exhibits Specialist III | 30.92 |
| 13041 - Illustrator I | 18.61 |
| 13042 - Illustrator II | 23.45 |
| 13043 - Illustrator III | 30.92 |
| 13047 - Librarian | 25.96 |
| 13050 - Library Aide/Clerk | 12.12 |
| 13054 - Library Information Technology Systems Administrator | 25.57 |
| 13058 - Library Technician | 15.73 |
| 13061 - Media Specialist I | 16.32 |
| 13062 - Media Specialist II | 18.25 |
| 13063 - Media Specialist III | 20.36 |
| 13071 - Photographer I | 16.92 |
| 13072 - Photographer II | 18.93 |
| 13073 - Photographer III | 23.45 |
| 13074 - Photographer IV | 28.69 |
| 13075 - Photographer V | 34.71 |
| 13110 - Video Teleconference Technician | 16.32 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.20 |
| 14042 - Computer Operator II | 15.89 |
| 14043 - Computer Operator III | 17.72 |
| 14044 - Computer Operator IV | 19.69 |
| 14045 - Computer Operator V | 21.80 |
| 14071 - Computer Programmer I | (see 3) 20.41 |
| 14072 - Computer Programmer II | (see 3) 25.30 |
| 14073 - Computer Programmer III | (see 3) |
| 14074 - Computer Programmer IV | (see 3) |
| 14101 - Computer Systems Analyst I | (see 3) |
| 14102 - Computer Systems Analyst II | (see 3) |
| 14103 - Computer Systems Analyst III | (see 3) |
| 14150 - Peripheral Equipment Operator | 14.91 |
| 14160 - Personal Computer Support Technician | 19.69 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 24.93 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 30.15 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 34.38 |
| 15050 - Computer Based Training Specialist / Instructor | 24.93 |
| 15060 - Educational Technologist | 27.50 |
| 15070 - Flight Instructor (Pilot) | 34.38 |
| 15080 - Graphic Artist | 20.46 |
| 15090 - Technical Instructor | 20.16 |
| 15095 - Technical Instructor/Course Developer | 24.64 |
| 15110 - Test Proctor | 16.29 |

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| 15120 - Tutor | 16.29 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.87 |
| 16030 - Counter Attendant | 9.87 |
| 16040 - Dry Cleaner | 13.34 |
| 16070 - Finisher, Flatwork, Machine | 9.87 |
| 16090 - Presser, Hand | 9.87 |
| 16110 - Presser, Machine, Drycleaning | 9.87 |
| 16130 - Presser, Machine, Shirts | 9.87 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.87 |
| 16190 - Sewing Machine Operator | 14.52 |
| 16220 - Tailor | 15.65 |
| 16250 - Washer, Machine | 11.01 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.11 |
| 19040 - Tool And Die Maker | 25.86 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 20.74 |
| 21030 - Material Coordinator | 22.01 |
| 21040 - Material Expediter | 22.01 |
| 21050 - Material Handling Laborer | 15.24 |
| 21071 - Order Filler | 15.88 |
| 21080 - Production Line Worker (Food Processing) | 20.74 |
| 21110 - Shipping Packer | 19.25 |
| 21130 - Shipping/Receiving Clerk | 19.25 |
| 21140 - Store Worker I | 14.39 |
| 21150 - Stock Clerk | 17.43 |
| 21210 - Tools And Parts Attendant | 20.74 |
| 21410 - Warehouse Specialist | 20.74 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.97 |
| 23021 - Aircraft Mechanic I | 23.04 |
| 23022 - Aircraft Mechanic II | 23.97 |
| 23023 - Aircraft Mechanic III | 24.93 |
| 23040 - Aircraft Mechanic Helper | 19.55 |
| 23050 - Aircraft, Painter | 25.66 |
| 23060 - Aircraft Servicer | 20.92 |
| 23080 - Aircraft Worker | 21.61 |
| 23110 - Appliance Mechanic | 19.18 |
| 23120 - Bicycle Repairer | 16.81 |
| 23125 - Cable Splicer | 24.14 |
| 23130 - Carpenter, Maintenance | 23.21 |
| 23140 - Carpet Layer | 20.44 |
| 23160 - Electrician, Maintenance | 29.53 |
| 23181 - Electronics Technician Maintenance I | 21.16 |
| 23182 - Electronics Technician Maintenance II | 22.10 |
| 23183 - Electronics Technician Maintenance III | 23.04 |
| 23260 - Fabric Worker | 20.15 |
| 23290 - Fire Alarm System Mechanic | 22.53 |
| 23310 - Fire Extinguisher Repairer | 19.16 |
| 23311 - Fuel Distribution System Mechanic | 25.02 |
| 23312 - Fuel Distribution System Operator | 20.81 |
| 23370 - General Maintenance Worker | 18.58 |
| 23380 - Ground Support Equipment Mechanic | 23.04 |
| 23381 - Ground Support Equipment Servicer | 20.92 |
| 23382 - Ground Support Equipment Worker | 21.61 |
| 23391 - Gunsmith I | 19.16 |
| 23392 - Gunsmith II | 21.16 |
| 23393 - Gunsmith III | 23.04 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.50 |
| 23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility) | 22.22 |

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| 23430 - Heavy Equipment Mechanic | 22.78 |
| 23440 - Heavy Equipment Operator | 21.06 |
| 23460 - Instrument Mechanic | 23.04 |
| 23465 - Laboratory/Shelter Mechanic | 22.10 |
| 23470 - Laborer | 15.09 |
| 23510 - Locksmith | 21.63 |
| 23530 - Machinery Maintenance Mechanic | 25.13 |
| 23550 - Machinist, Maintenance | 23.04 |
| 23580 - Maintenance Trades Helper | 17.01 |
| 23591 - Metrology Technician I | 23.04 |
| 23592 - Metrology Technician II | 23.97 |
| 23593 - Metrology Technician III | 24.93 |
| 23640 - Millwright | 32.40 |
| 23710 - Office Appliance Repairer | 19.95 |
| 23760 - Painter, Maintenance | 21.10 |
| 23790 - Pipefitter, Maintenance | 28.95 |
| 23810 - Plumber, Maintenance | 25.41 |
| 23820 - Pneudraulic Systems Mechanic | 23.04 |
| 23850 - Rigger | 23.04 |
| 23870 - Scale Mechanic | 21.16 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.41 |
| 23910 - Small Engine Mechanic | 21.16 |
| 23931 - Telecommunications Mechanic I | 23.04 |
| 23932 - Telecommunications Mechanic II | 23.97 |
| 23950 - Telephone Lineman | 23.04 |
| 23960 - Welder, Combination, Maintenance | 22.10 |
| 23965 - Well Driller | 23.04 |
| 23970 - Woodcraft Worker | 23.04 |
| 23980 - Woodworker | 19.16 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.66 |
| 24580 - Child Care Center Clerk | 12.05 |
| 24610 - Chore Aide | 10.65 |
| 24620 - Family Readiness And Support Services Coordinator | 12.79 |
| 24630 - Homemaker | 13.39 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.76 |
| 25040 - Sewage Plant Operator | 19.52 |
| 25070 - Stationary Engineer | 24.76 |
| 25190 - Ventilation Equipment Tender | 18.49 |
| 25210 - Water Treatment Plant Operator | 19.81 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.23 |
| 27007 - Baggage Inspector | 12.87 |
| 27008 - Corrections Officer | 20.44 |
| 27010 - Court Security Officer | 20.76 |
| 27030 - Detection Dog Handler | 17.04 |
| 27040 - Detention Officer | 20.44 |
| 27070 - Firefighter | 18.68 |
| 27101 - Guard I | 12.87 |
| 27102 - Guard II | 17.04 |
| 27131 - Police Officer I | 23.25 |
| 27132 - Police Officer II | 25.85 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.56 |
| 28042 - Carnival Equipment Repairer | 11.99 |
| 28043 - Carnival Equipment Worker | 10.00 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |
| 28310 - Lifeguard | 11.56 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.43 |
| 28515 - Recreation Specialist | 14.80 |

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| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 19.46 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.91 |
| 29020 - Hatch Tender | 22.91 |
| 29030 - Line Handler | 22.91 |
| 29041 - Stevedore I | 22.25 |
| 29042 - Stevedore II | 23.94 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 1) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 1) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 1) | 27.16 |
| 30021 - Archeological Technician I | 17.25 |
| 30022 - Archeological Technician II | 19.05 |
| 30023 - Archeological Technician III | 23.43 |
| 30030 - Cartographic Technician | 23.91 |
| 30040 - Civil Engineering Technician | 22.19 |
| 30061 - Drafter/CAD Operator I | 17.25 |
| 30062 - Drafter/CAD Operator II | 19.29 |
| 30063 - Drafter/CAD Operator III | 21.51 |
| 30064 - Drafter/CAD Operator IV | 26.47 |
| 30081 - Engineering Technician I | 16.36 |
| 30082 - Engineering Technician II | 18.36 |
| 30083 - Engineering Technician III | 20.53 |
| 30084 - Engineering Technician IV | 25.45 |
| 30085 - Engineering Technician V | 31.13 |
| 30086 - Engineering Technician VI | 37.66 |
| 30090 - Environmental Technician | 23.91 |
| 30210 - Laboratory Technician | 21.97 |
| 30240 - Mathematical Technician | 23.91 |
| 30361 - Paralegal/Legal Assistant I | 18.52 |
| 30362 - Paralegal/Legal Assistant II | 22.93 |
| 30363 - Paralegal/Legal Assistant III | 28.06 |
| 30364 - Paralegal/Legal Assistant IV | 33.95 |
| 30390 - Photo-Optics Technician | 23.91 |
| 30461 - Technical Writer I | 23.33 |
| 30462 - Technical Writer II | 28.56 |
| 30463 - Technical Writer III | 33.42 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 21.51 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 23.42 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.41 |
| 31030 - Bus Driver | 15.41 |
| 31043 - Driver Courier | 14.35 |
| 31260 - Parking and Lot Attendant | 11.66 |
| 31290 - Shuttle Bus Driver | 14.99 |
| 31310 - Taxi Driver | 13.95 |
| 31361 - Truckdriver, Light | 14.66 |
| 31362 - Truckdriver, Medium | 15.94 |
| 31363 - Truckdriver, Heavy | 19.53 |
| 31364 - Truckdriver, Tractor-Trailer | 19.53 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.13 |
| 99050 - Desk Clerk | 9.66 |
| 99095 - Embalmer | 25.36 |
| 99251 - Laboratory Animal Caretaker I | 12.10 |
| 99252 - Laboratory Animal Caretaker II | 12.75 |

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| 99310 - Mortician | 31.98 |
| 99410 - Pest Controller | 20.50 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 17.08 |
| 99711 - Recycling Specialist | 18.51 |
| 99730 - Refuse Collector | 15.36 |
| 99810 - Sales Clerk | 10.46 |
| 99820 - School Crossing Guard | 11.00 |
| 99830 - Survey Party Chief | 20.05 |
| 99831 - Surveying Aide | 11.46 |
| 99832 - Surveying Technician | 17.13 |
| 99840 - Vending Machine Attendant | 17.70 |
| 99841 - Vending Machine Repairer | 19.46 |
| 99842 - Vending Machine Repairer Helper | 17.70 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, 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:

3) 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).

1) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2277
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Barry, Berrien, Branch, Calhoun, Cass, Eaton, Hillsdale, Ingham, Ionia, Jackson, Kalamazoo, Saint Joseph, Van Buren

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.30 |
| 01012 - Accounting Clerk II | | 14.93 |

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| 01013 - Accounting Clerk III | 17.42 |
| 01020 - Administrative Assistant | 19.59 |
| 01040 - Court Reporter | 16.95 |
| 01051 - Data Entry Operator I | 13.06 |
| 01052 - Data Entry Operator II | 14.25 |
| 01060 - Dispatcher, Motor Vehicle | 17.83 |
| 01070 - Document Preparation Clerk | 14.96 |
| 01090 - Duplicating Machine Operator | 14.96 |
| 01111 - General Clerk I | 12.00 |
| 01112 - General Clerk II | 13.10 |
| 01113 - General Clerk III | 14.70 |
| 01120 - Housing Referral Assistant | 18.02 |
| 01141 - Messenger Courier | 12.42 |
| 01191 - Order Clerk I | 13.63 |
| 01192 - Order Clerk II | 14.87 |
| 01261 - Personnel Assistant (Employment) I | 15.43 |
| 01262 - Personnel Assistant (Employment) II | 17.16 |
| 01263 - Personnel Assistant (Employment) III | 19.14 |
| 01270 - Production Control Clerk | 19.25 |
| 01280 - Receptionist | 11.72 |
| 01290 - Rental Clerk | 14.44 |
| 01300 - Scheduler, Maintenance | 14.44 |
| 01311 - Secretary I | 14.44 |
| 01312 - Secretary II | 16.51 |
| 01313 - Secretary III | 18.02 |
| 01320 - Service Order Dispatcher | 15.57 |
| 01410 - Supply Technician | 19.59 |
| 01420 - Survey Worker | 16.95 |
| 01531 - Travel Clerk I | 12.78 |
| 01532 - Travel Clerk II | 13.89 |
| 01533 - Travel Clerk III | 15.03 |
| 01611 - Word Processor I | 13.21 |
| 01612 - Word Processor II | 15.98 |
| 01613 - Word Processor III | 18.09 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.06 |
| 05010 - Automotive Electrician | 21.05 |
| 05040 - Automotive Glass Installer | 20.05 |
| 05070 - Automotive Worker | 20.05 |
| 05110 - Mobile Equipment Servicer | 18.05 |
| 05130 - Motor Equipment Metal Mechanic | 22.06 |
| 05160 - Motor Equipment Metal Worker | 20.05 |
| 05190 - Motor Vehicle Mechanic | 22.06 |
| 05220 - Motor Vehicle Mechanic Helper | 17.04 |
| 05250 - Motor Vehicle Upholstery Worker | 19.05 |
| 05280 - Motor Vehicle Wrecker | 20.05 |
| 05310 - Painter, Automotive | 21.05 |
| 05340 - Radiator Repair Specialist | 20.05 |
| 05370 - Tire Repairer | 16.02 |
| 05400 - Transmission Repair Specialist | 22.06 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 17.67 |
| 07041 - Cook I | 16.28 |
| 07042 - Cook II | 17.67 |
| 07070 - Dishwasher | 13.43 |
| 07130 - Food Service Worker | 13.43 |
| 07210 - Meat Cutter | 17.67 |
| 07260 - Waiter/Waitress | 14.12 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.63 |
| 09040 - Furniture Handler | 15.88 |
| 09080 - Furniture Refinisher | 20.63 |
| 09090 - Furniture Refinisher Helper | 17.43 |

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| 09110 - Furniture Repairer, Minor | 19.06 |
| 09130 - Upholsterer | 20.63 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.95 |
| 11060 - Elevator Operator | 12.95 |
| 11090 - Gardener | 15.98 |
| 11122 - Housekeeping Aide | 12.95 |
| 11150 - Janitor | 12.95 |
| 11210 - Laborer, Grounds Maintenance | 13.86 |
| 11240 - Maid or Houseman | 12.02 |
| 11260 - Pruner | 14.77 |
| 11270 - Tractor Operator | 15.57 |
| 11330 - Trail Maintenance Worker | 13.86 |
| 11360 - Window Cleaner | 13.86 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.51 |
| 12011 - Breath Alcohol Technician | 17.51 |
| 12012 - Certified Occupational Therapist Assistant | 18.72 |
| 12015 - Certified Physical Therapist Assistant | 23.04 |
| 12020 - Dental Assistant | 16.22 |
| 12025 - Dental Hygienist | 27.68 |
| 12030 - EKG Technician | 25.99 |
| 12035 - Electroneurodiagnostic Technologist | 25.99 |
| 12040 - Emergency Medical Technician | 17.51 |
| 12071 - Licensed Practical Nurse I | 15.73 |
| 12072 - Licensed Practical Nurse II | 17.60 |
| 12073 - Licensed Practical Nurse III | 19.63 |
| 12100 - Medical Assistant | 13.83 |
| 12130 - Medical Laboratory Technician | 19.05 |
| 12160 - Medical Record Clerk | 14.37 |
| 12190 - Medical Record Technician | 16.07 |
| 12195 - Medical Transcriptionist | 14.43 |
| 12210 - Nuclear Medicine Technologist | 32.84 |
| 12221 - Nursing Assistant I | 10.08 |
| 12222 - Nursing Assistant II | 11.33 |
| 12223 - Nursing Assistant III | 12.37 |
| 12224 - Nursing Assistant IV | 13.88 |
| 12235 - Optical Dispenser | 16.32 |
| 12236 - Optical Technician | 15.73 |
| 12250 - Pharmacy Technician | 16.28 |
| 12280 - Phlebotomist | 15.73 |
| 12305 - Radiologic Technologist | 23.64 |
| 12311 - Registered Nurse I | 24.60 |
| 12312 - Registered Nurse II | 30.09 |
| 12313 - Registered Nurse II, Specialist | 30.09 |
| 12314 - Registered Nurse III | 36.40 |
| 12315 - Registered Nurse III, Anesthetist | 36.40 |
| 12316 - Registered Nurse IV | 43.34 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.81 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.85 |
| 13012 - Exhibits Specialist II | 22.12 |
| 13013 - Exhibits Specialist III | 27.06 |
| 13041 - Illustrator I | 17.85 |
| 13042 - Illustrator II | 22.12 |
| 13043 - Illustrator III | 27.06 |
| 13047 - Librarian | 24.50 |
| 13050 - Library Aide/Clerk | 13.54 |
| 13054 - Library Information Technology Systems Administrator | 22.12 |
| 13058 - Library Technician | 13.81 |
| 13061 - Media Specialist I | 15.96 |
| 13062 - Media Specialist II | 17.85 |

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| 13063 - Media Specialist III | 19.90 |
| 13071 - Photographer I | 14.64 |
| 13072 - Photographer II | 17.05 |
| 13073 - Photographer III | 19.81 |
| 13074 - Photographer IV | 23.58 |
| 13075 - Photographer V | 28.31 |
| 13110 - Video Teleconference Technician | 16.65 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.12 |
| 14042 - Computer Operator II | 19.15 |
| 14043 - Computer Operator III | 21.36 |
| 14044 - Computer Operator IV | 23.73 |
| 14045 - Computer Operator V | 26.27 |
| 14071 - Computer Programmer I | 21.24 |
| 14072 - Computer Programmer II | 26.32 |
| 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 | 17.12 |
| 14160 - Personal Computer Support Technician | 23.73 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.44 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.62 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.18 |
| 15050 - Computer Based Training Specialist / Instructor | 29.44 |
| 15060 - Educational Technologist | 30.63 |
| 15070 - Flight Instructor (Pilot) | 39.18 |
| 15080 - Graphic Artist | 19.32 |
| 15090 - Technical Instructor | 24.30 |
| 15095 - Technical Instructor/Course Developer | 29.73 |
| 15110 - Test Proctor | 19.97 |
| 15120 - Tutor | 19.97 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.87 |
| 16030 - Counter Attendant | 9.87 |
| 16040 - Dry Cleaner | 13.34 |
| 16070 - Finisher, Flatwork, Machine | 9.87 |
| 16090 - Presser, Hand | 9.87 |
| 16110 - Presser, Machine, Drycleaning | 9.87 |
| 16130 - Presser, Machine, Shirts | 9.87 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.87 |
| 16190 - Sewing Machine Operator | 14.52 |
| 16220 - Tailor | 15.65 |
| 16250 - Washer, Machine | 11.01 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.43 |
| 19040 - Tool And Die Maker | 25.52 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.27 |
| 21030 - Material Coordinator | 19.25 |
| 21040 - Material Expediter | 19.25 |
| 21050 - Material Handling Laborer | 14.29 |
| 21071 - Order Filler | 15.26 |
| 21080 - Production Line Worker (Food Processing) | 20.02 |
| 21110 - Shipping Packer | 15.09 |
| 21130 - Shipping/Receiving Clerk | 14.64 |
| 21140 - Store Worker I | 14.24 |
| 21150 - Stock Clerk | 17.52 |
| 21210 - Tools And Parts Attendant | 17.80 |
| 21410 - Warehouse Specialist | 19.79 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |

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|---|-------|
| 23010 - Aerospace Structural Welder | 23.40 |
| 23021 - Aircraft Mechanic I | 22.38 |
| 23022 - Aircraft Mechanic II | 23.40 |
| 23023 - Aircraft Mechanic III | 24.43 |
| 23040 - Aircraft Mechanic Helper | 18.22 |
| 23050 - Aircraft, Painter | 21.77 |
| 23060 - Aircraft Servicer | 19.88 |
| 23080 - Aircraft Worker | 20.70 |
| 23110 - Appliance Mechanic | 20.19 |
| 23120 - Bicycle Repairer | 16.02 |
| 23125 - Cable Splicer | 26.31 |
| 23130 - Carpenter, Maintenance | 20.92 |
| 23140 - Carpet Layer | 21.72 |
| 23160 - Electrician, Maintenance | 24.44 |
| 23181 - Electronics Technician Maintenance I | 23.56 |
| 23182 - Electronics Technician Maintenance II | 24.73 |
| 23183 - Electronics Technician Maintenance III | 25.90 |
| 23260 - Fabric Worker | 19.39 |
| 23290 - Fire Alarm System Mechanic | 22.45 |
| 23310 - Fire Extinguisher Repairer | 18.37 |
| 23311 - Fuel Distribution System Mechanic | 24.15 |
| 23312 - Fuel Distribution System Operator | 19.75 |
| 23370 - General Maintenance Worker | 19.06 |
| 23380 - Ground Support Equipment Mechanic | 22.38 |
| 23381 - Ground Support Equipment Servicer | 19.88 |
| 23382 - Ground Support Equipment Worker | 20.70 |
| 23391 - Gunsmith I | 18.37 |
| 23392 - Gunsmith II | 20.41 |
| 23393 - Gunsmith III | 22.45 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.58 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.74 |
| 23430 - Heavy Equipment Mechanic | 21.01 |
| 23440 - Heavy Equipment Operator | 21.97 |
| 23460 - Instrument Mechanic | 22.45 |
| 23465 - Laboratory/Shelter Mechanic | 21.43 |
| 23470 - Laborer | 13.45 |
| 23510 - Locksmith | 23.06 |
| 23530 - Machinery Maintenance Mechanic | 23.17 |
| 23550 - Machinist, Maintenance | 21.59 |
| 23580 - Maintenance Trades Helper | 17.35 |
| 23591 - Metrology Technician I | 22.45 |
| 23592 - Metrology Technician II | 23.47 |
| 23593 - Metrology Technician III | 24.50 |
| 23640 - Millwright | 29.28 |
| 23710 - Office Appliance Repairer | 20.96 |
| 23760 - Painter, Maintenance | 20.63 |
| 23790 - Pipefitter, Maintenance | 26.41 |
| 23810 - Plumber, Maintenance | 24.71 |
| 23820 - Pneudraulic Systems Mechanic | 22.45 |
| 23850 - Rigger | 22.45 |
| 23870 - Scale Mechanic | 20.41 |
| 23890 - Sheet-Metal Worker, Maintenance | 27.51 |
| 23910 - Small Engine Mechanic | 19.84 |
| 23931 - Telecommunications Mechanic I | 25.28 |
| 23932 - Telecommunications Mechanic II | 26.15 |
| 23950 - Telephone Lineman | 23.24 |
| 23960 - Welder, Combination, Maintenance | 21.46 |
| 23965 - Well Driller | 22.45 |
| 23970 - Woodcraft Worker | 22.45 |
| 23980 - Woodworker | 18.37 |
| 24000 - Personal Needs Occupations | |

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| 24570 - Child Care Attendant | 11.59 |
| 24580 - Child Care Center Clerk | 14.45 |
| 24610 - Chore Aide | 12.62 |
| 24620 - Family Readiness And Support Services Coordinator | 14.75 |
| 24630 - Homemaker | 16.05 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.39 |
| 25040 - Sewage Plant Operator | 19.67 |
| 25070 - Stationary Engineer | 24.39 |
| 25190 - Ventilation Equipment Tender | 19.77 |
| 25210 - Water Treatment Plant Operator | 19.67 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.84 |
| 27007 - Baggage Inspector | 12.10 |
| 27008 - Corrections Officer | 20.78 |
| 27010 - Court Security Officer | 20.94 |
| 27030 - Detection Dog Handler | 16.64 |
| 27040 - Detention Officer | 20.78 |
| 27070 - Firefighter | 17.65 |
| 27101 - Guard I | 12.10 |
| 27102 - Guard II | 16.64 |
| 27131 - Police Officer I | 24.29 |
| 27132 - Police Officer II | 26.51 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.15 |
| 28042 - Carnival Equipment Repairer | 15.81 |
| 28043 - Carnival Equipment Worker | 13.47 |
| 28210 - Gate Attendant/Gate Tender | 13.51 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 15.11 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.03 |
| 28515 - Recreation Specialist | 18.50 |
| 28630 - Sports Official | 12.03 |
| 28690 - Swimming Pool Operator | 20.18 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.73 |
| 29020 - Hatch Tender | 24.73 |
| 29030 - Line Handler | 24.73 |
| 29041 - Stevedore I | 23.74 |
| 29042 - Stevedore II | 25.96 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.55 |
| 30022 - Archeological Technician II | 18.23 |
| 30023 - Archeological Technician III | 22.94 |
| 30030 - Cartographic Technician | 22.94 |
| 30040 - Civil Engineering Technician | 22.74 |
| 30061 - Drafter/CAD Operator I | 16.55 |
| 30062 - Drafter/CAD Operator II | 18.51 |
| 30063 - Drafter/CAD Operator III | 20.65 |
| 30064 - Drafter/CAD Operator IV | 25.40 |
| 30081 - Engineering Technician I | 14.89 |
| 30082 - Engineering Technician II | 16.55 |
| 30083 - Engineering Technician III | 19.40 |
| 30084 - Engineering Technician IV | 21.81 |
| 30085 - Engineering Technician V | 25.82 |
| 30086 - Engineering Technician VI | 31.24 |
| 30090 - Environmental Technician | 22.03 |
| 30210 - Laboratory Technician | 20.31 |
| 30240 - Mathematical Technician | 22.94 |

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| 30361 - Paralegal/Legal Assistant I | 18.32 |
| 30362 - Paralegal/Legal Assistant II | 21.59 |
| 30363 - Paralegal/Legal Assistant III | 26.41 |
| 30364 - Paralegal/Legal Assistant IV | 31.96 |
| 30390 - Photo-Optics Technician | 22.94 |
| 30461 - Technical Writer I | 22.94 |
| 30462 - Technical Writer II | 28.07 |
| 30463 - Technical Writer III | 31.90 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.65 |
| 30621 - Weather Observer, Senior | (see 2) 24.08 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.98 |
| 31030 - Bus Driver | 15.19 |
| 31043 - Driver Courier | 15.94 |
| 31260 - Parking and Lot Attendant | 13.12 |
| 31290 - Shuttle Bus Driver | 16.87 |
| 31310 - Taxi Driver | 15.19 |
| 31361 - Truckdriver, Light | 16.87 |
| 31362 - Truckdriver, Medium | 17.81 |
| 31363 - Truckdriver, Heavy | 21.92 |
| 31364 - Truckdriver, Tractor-Trailer | 21.92 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.89 |
| 99050 - Desk Clerk | 11.59 |
| 99095 - Embalmer | 23.74 |
| 99251 - Laboratory Animal Caretaker I | 13.39 |
| 99252 - Laboratory Animal Caretaker II | 14.18 |
| 99310 - Mortician | 26.68 |
| 99410 - Pest Controller | 15.84 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 17.34 |
| 99711 - Recycling Specialist | 19.67 |
| 99730 - Refuse Collector | 16.20 |
| 99810 - Sales Clerk | 11.58 |
| 99820 - School Crossing Guard | 12.21 |
| 99830 - Survey Party Chief | 21.71 |
| 99831 - Surveying Aide | 11.40 |
| 99832 - Surveying Technician | 18.09 |
| 99840 - Vending Machine Attendant | 16.81 |
| 99841 - Vending Machine Repairer | 21.13 |
| 99842 - Vending Machine Repairer Helper | 16.81 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundrying 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 laundrying in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2278
Revision No.: 14
Date of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Barry, Berrien, Branch, Calhoun, Cass, Eaton, Hillsdale, Ingham, Ionia, Jackson, Kalamazoo, Saint Joseph, Van Buren

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.30 |
| 01012 - Accounting Clerk II | | 14.93 |
| 01013 - Accounting Clerk III | | 17.42 |
| 01020 - Administrative Assistant | | 19.59 |
| 01040 - Court Reporter | | 16.95 |
| 01051 - Data Entry Operator I | | 13.06 |
| 01052 - Data Entry Operator II | | 14.25 |
| 01060 - Dispatcher, Motor Vehicle | | 17.83 |
| 01070 - Document Preparation Clerk | | 14.96 |
| 01090 - Duplicating Machine Operator | | 14.96 |
| 01111 - General Clerk I | | 12.00 |
| 01112 - General Clerk II | | 13.10 |
| 01113 - General Clerk III | | 14.70 |
| 01120 - Housing Referral Assistant | | 18.02 |
| 01141 - Messenger Courier | | 12.42 |
| 01191 - Order Clerk I | | 13.63 |
| 01192 - Order Clerk II | | 14.87 |
| 01261 - Personnel Assistant (Employment) I | | 15.43 |
| 01262 - Personnel Assistant (Employment) II | | 17.16 |
| 01263 - Personnel Assistant (Employment) III | | 19.14 |
| 01270 - Production Control Clerk | | 19.25 |
| 01280 - Receptionist | | 11.72 |
| 01290 - Rental Clerk | | 14.44 |
| 01300 - Scheduler, Maintenance | | 14.44 |
| 01311 - Secretary I | | 14.44 |
| 01312 - Secretary II | | 16.51 |
| 01313 - Secretary III | | 18.02 |
| 01320 - Service Order Dispatcher | | 15.57 |
| 01410 - Supply Technician | | 19.59 |
| 01420 - Survey Worker | | 16.95 |
| 01531 - Travel Clerk I | | 12.78 |
| 01532 - Travel Clerk II | | 13.89 |
| 01533 - Travel Clerk III | | 15.03 |
| 01611 - Word Processor I | | 13.21 |
| 01612 - Word Processor II | | 15.98 |
| 01613 - Word Processor III | | 18.09 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.06 |
| 05010 - Automotive Electrician | | 21.05 |
| 05040 - Automotive Glass Installer | | 20.05 |
| 05070 - Automotive Worker | | 20.05 |
| 05110 - Mobile Equipment Servicer | | 18.05 |

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| 05130 - Motor Equipment Metal Mechanic | 22.06 |
| 05160 - Motor Equipment Metal Worker | 20.05 |
| 05190 - Motor Vehicle Mechanic | 22.06 |
| 05220 - Motor Vehicle Mechanic Helper | 17.04 |
| 05250 - Motor Vehicle Upholstery Worker | 19.05 |
| 05280 - Motor Vehicle Wrecker | 20.05 |
| 05310 - Painter, Automotive | 21.05 |
| 05340 - Radiator Repair Specialist | 20.05 |
| 05370 - Tire Repairer | 16.02 |
| 05400 - Transmission Repair Specialist | 22.06 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 17.67 |
| 07041 - Cook I | 16.28 |
| 07042 - Cook II | 17.67 |
| 07070 - Dishwasher | 13.43 |
| 07130 - Food Service Worker | 13.43 |
| 07210 - Meat Cutter | 17.67 |
| 07260 - Waiter/Waitress | 14.12 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.63 |
| 09040 - Furniture Handler | 15.88 |
| 09080 - Furniture Refinisher | 20.63 |
| 09090 - Furniture Refinisher Helper | 17.43 |
| 09110 - Furniture Repairer, Minor | 19.06 |
| 09130 - Upholsterer | 20.63 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.95 |
| 11060 - Elevator Operator | 12.95 |
| 11090 - Gardener | 15.98 |
| 11122 - Housekeeping Aide | 12.95 |
| 11150 - Janitor | 12.95 |
| 11210 - Laborer, Grounds Maintenance | 13.86 |
| 11240 - Maid or Houseman | 12.02 |
| 11260 - Pruner | 14.77 |
| 11270 - Tractor Operator | 15.57 |
| 11330 - Trail Maintenance Worker | 13.86 |
| 11360 - Window Cleaner | 13.86 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.51 |
| 12011 - Breath Alcohol Technician | 17.51 |
| 12012 - Certified Occupational Therapist Assistant | 18.72 |
| 12015 - Certified Physical Therapist Assistant | 23.04 |
| 12020 - Dental Assistant | 16.22 |
| 12025 - Dental Hygienist | 27.68 |
| 12030 - EKG Technician | 25.99 |
| 12035 - Electroneurodiagnostic Technologist | 25.99 |
| 12040 - Emergency Medical Technician | 17.51 |
| 12071 - Licensed Practical Nurse I | 15.73 |
| 12072 - Licensed Practical Nurse II | 17.60 |
| 12073 - Licensed Practical Nurse III | 19.63 |
| 12100 - Medical Assistant | 13.83 |
| 12130 - Medical Laboratory Technician | 19.05 |
| 12160 - Medical Record Clerk | 14.37 |
| 12190 - Medical Record Technician | 16.07 |
| 12195 - Medical Transcriptionist | 14.43 |
| 12210 - Nuclear Medicine Technologist | 32.84 |
| 12221 - Nursing Assistant I | 10.08 |
| 12222 - Nursing Assistant II | 11.33 |
| 12223 - Nursing Assistant III | 12.37 |
| 12224 - Nursing Assistant IV | 13.88 |
| 12235 - Optical Dispenser | 16.32 |
| 12236 - Optical Technician | 15.73 |
| 12250 - Pharmacy Technician | 16.28 |

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| 12280 - Phlebotomist | 15.73 |
| 12305 - Radiologic Technologist | 23.64 |
| 12311 - Registered Nurse I | 24.60 |
| 12312 - Registered Nurse II | 30.09 |
| 12313 - Registered Nurse II, Specialist | 30.09 |
| 12314 - Registered Nurse III | 36.40 |
| 12315 - Registered Nurse III, Anesthetist | 36.40 |
| 12316 - Registered Nurse IV | 43.34 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.81 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.85 |
| 13012 - Exhibits Specialist II | 22.12 |
| 13013 - Exhibits Specialist III | 27.06 |
| 13041 - Illustrator I | 17.85 |
| 13042 - Illustrator II | 22.12 |
| 13043 - Illustrator III | 27.06 |
| 13047 - Librarian | 24.50 |
| 13050 - Library Aide/Clerk | 13.54 |
| 13054 - Library Information Technology Systems Administrator | 22.12 |
| 13058 - Library Technician | 13.81 |
| 13061 - Media Specialist I | 15.96 |
| 13062 - Media Specialist II | 17.85 |
| 13063 - Media Specialist III | 19.90 |
| 13071 - Photographer I | 14.64 |
| 13072 - Photographer II | 17.05 |
| 13073 - Photographer III | 19.81 |
| 13074 - Photographer IV | 23.58 |
| 13075 - Photographer V | 28.31 |
| 13110 - Video Teleconference Technician | 16.65 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.12 |
| 14042 - Computer Operator II | 19.15 |
| 14043 - Computer Operator III | 21.36 |
| 14044 - Computer Operator IV | 23.73 |
| 14045 - Computer Operator V | 26.27 |
| 14071 - Computer Programmer I | 21.24 |
| 14072 - Computer Programmer II | 26.32 |
| 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 | 17.12 |
| 14160 - Personal Computer Support Technician | 23.73 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.44 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.62 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.18 |
| 15050 - Computer Based Training Specialist / Instructor | 29.44 |
| 15060 - Educational Technologist | 30.63 |
| 15070 - Flight Instructor (Pilot) | 39.18 |
| 15080 - Graphic Artist | 19.32 |
| 15090 - Technical Instructor | 24.30 |
| 15095 - Technical Instructor/Course Developer | 29.73 |
| 15110 - Test Proctor | 19.97 |
| 15120 - Tutor | 19.97 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.87 |
| 16030 - Counter Attendant | 9.87 |
| 16040 - Dry Cleaner | 13.34 |
| 16070 - Finisher, Flatwork, Machine | 9.87 |
| 16090 - Presser, Hand | 9.87 |

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| 16110 - Presser, Machine, Drycleaning | 9.87 |
| 16130 - Presser, Machine, Shirts | 9.87 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.87 |
| 16190 - Sewing Machine Operator | 14.52 |
| 16220 - Tailor | 15.65 |
| 16250 - Washer, Machine | 11.01 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.43 |
| 19040 - Tool And Die Maker | 25.52 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.27 |
| 21030 - Material Coordinator | 19.25 |
| 21040 - Material Expediter | 19.25 |
| 21050 - Material Handling Laborer | 14.29 |
| 21071 - Order Filler | 15.26 |
| 21080 - Production Line Worker (Food Processing) | 20.02 |
| 21110 - Shipping Packer | 15.09 |
| 21130 - Shipping/Receiving Clerk | 14.64 |
| 21140 - Store Worker I | 14.24 |
| 21150 - Stock Clerk | 17.52 |
| 21210 - Tools And Parts Attendant | 17.80 |
| 21410 - Warehouse Specialist | 19.79 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.40 |
| 23021 - Aircraft Mechanic I | 22.38 |
| 23022 - Aircraft Mechanic II | 23.40 |
| 23023 - Aircraft Mechanic III | 24.43 |
| 23040 - Aircraft Mechanic Helper | 18.22 |
| 23050 - Aircraft, Painter | 21.77 |
| 23060 - Aircraft Servicer | 19.88 |
| 23080 - Aircraft Worker | 20.70 |
| 23110 - Appliance Mechanic | 20.19 |
| 23120 - Bicycle Repairer | 16.02 |
| 23125 - Cable Splicer | 26.31 |
| 23130 - Carpenter, Maintenance | 20.92 |
| 23140 - Carpet Layer | 21.72 |
| 23160 - Electrician, Maintenance | 24.44 |
| 23181 - Electronics Technician Maintenance I | 23.56 |
| 23182 - Electronics Technician Maintenance II | 24.73 |
| 23183 - Electronics Technician Maintenance III | 25.90 |
| 23260 - Fabric Worker | 19.39 |
| 23290 - Fire Alarm System Mechanic | 22.45 |
| 23310 - Fire Extinguisher Repairer | 18.37 |
| 23311 - Fuel Distribution System Mechanic | 24.15 |
| 23312 - Fuel Distribution System Operator | 19.75 |
| 23370 - General Maintenance Worker | 19.06 |
| 23380 - Ground Support Equipment Mechanic | 22.38 |
| 23381 - Ground Support Equipment Servicer | 19.88 |
| 23382 - Ground Support Equipment Worker | 20.70 |
| 23391 - Gunsmith I | 18.37 |
| 23392 - Gunsmith II | 20.41 |
| 23393 - Gunsmith III | 22.45 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.58 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.74 |
| 23430 - Heavy Equipment Mechanic | 21.01 |
| 23440 - Heavy Equipment Operator | 21.97 |
| 23460 - Instrument Mechanic | 22.45 |
| 23465 - Laboratory/Shelter Mechanic | 21.43 |
| 23470 - Laborer | 13.45 |
| 23510 - Locksmith | 23.06 |
| 23530 - Machinery Maintenance Mechanic | 23.17 |

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| 23550 | - Machinist, Maintenance | 21.59 |
| 23580 | - Maintenance Trades Helper | 17.35 |
| 23591 | - Metrology Technician I | 22.45 |
| 23592 | - Metrology Technician II | 23.47 |
| 23593 | - Metrology Technician III | 24.50 |
| 23640 | - Millwright | 29.28 |
| 23710 | - Office Appliance Repairer | 20.96 |
| 23760 | - Painter, Maintenance | 20.63 |
| 23790 | - Pipefitter, Maintenance | 26.41 |
| 23810 | - Plumber, Maintenance | 24.71 |
| 23820 | - Pneudraulic Systems Mechanic | 22.45 |
| 23850 | - Rigger | 22.45 |
| 23870 | - Scale Mechanic | 20.41 |
| 23890 | - Sheet-Metal Worker, Maintenance | 27.51 |
| 23910 | - Small Engine Mechanic | 19.84 |
| 23931 | - Telecommunications Mechanic I | 25.28 |
| 23932 | - Telecommunications Mechanic II | 26.15 |
| 23950 | - Telephone Lineman | 23.24 |
| 23960 | - Welder, Combination, Maintenance | 21.46 |
| 23965 | - Well Driller | 22.45 |
| 23970 | - Woodcraft Worker | 22.45 |
| 23980 | - Woodworker | 18.37 |
| 24000 | - Personal Needs Occupations | |
| 24570 | - Child Care Attendant | 11.59 |
| 24580 | - Child Care Center Clerk | 14.45 |
| 24610 | - Chore Aide | 12.62 |
| 24620 | - Family Readiness And Support Services Coordinator | 14.75 |
| 24630 | - Homemaker | 16.05 |
| 25000 | - Plant And System Operations Occupations | |
| 25010 | - Boiler Tender | 24.39 |
| 25040 | - Sewage Plant Operator | 19.67 |
| 25070 | - Stationary Engineer | 24.39 |
| 25190 | - Ventilation Equipment Tender | 19.77 |
| 25210 | - Water Treatment Plant Operator | 19.67 |
| 27000 | - Protective Service Occupations | |
| 27004 | - Alarm Monitor | 18.84 |
| 27007 | - Baggage Inspector | 12.10 |
| 27008 | - Corrections Officer | 20.78 |
| 27010 | - Court Security Officer | 20.94 |
| 27030 | - Detection Dog Handler | 16.64 |
| 27040 | - Detention Officer | 20.78 |
| 27070 | - Firefighter | 17.65 |
| 27101 | - Guard I | 12.10 |
| 27102 | - Guard II | 16.64 |
| 27131 | - Police Officer I | 24.29 |
| 27132 | - Police Officer II | 26.51 |
| 28000 | - Recreation Occupations | |
| 28041 | - Carnival Equipment Operator | 15.15 |
| 28042 | - Carnival Equipment Repairer | 15.81 |
| 28043 | - Carnival Equipment Worker | 13.47 |
| 28210 | - Gate Attendant/Gate Tender | 13.51 |
| 28310 | - Lifeguard | 11.34 |
| 28350 | - Park Attendant (Aide) | 15.11 |
| 28510 | - Recreation Aide/Health Facility Attendant | 11.03 |
| 28515 | - Recreation Specialist | 18.50 |
| 28630 | - Sports Official | 12.03 |
| 28690 | - Swimming Pool Operator | 20.18 |
| 29000 | - Stevedoring/Longshoremen Occupational Services | |
| 29010 | - Blocker And Bracer | 24.73 |
| 29020 | - Hatch Tender | 24.73 |
| 29030 | - Line Handler | 24.73 |
| 29041 | - Stevedore I | 23.74 |

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| 29042 - Stevedore II | 25.96 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.55 |
| 30022 - Archeological Technician II | 18.23 |
| 30023 - Archeological Technician III | 22.94 |
| 30030 - Cartographic Technician | 22.94 |
| 30040 - Civil Engineering Technician | 22.74 |
| 30061 - Drafter/CAD Operator I | 16.55 |
| 30062 - Drafter/CAD Operator II | 18.51 |
| 30063 - Drafter/CAD Operator III | 20.65 |
| 30064 - Drafter/CAD Operator IV | 25.40 |
| 30081 - Engineering Technician I | 14.89 |
| 30082 - Engineering Technician II | 16.55 |
| 30083 - Engineering Technician III | 19.40 |
| 30084 - Engineering Technician IV | 21.81 |
| 30085 - Engineering Technician V | 25.82 |
| 30086 - Engineering Technician VI | 31.24 |
| 30090 - Environmental Technician | 22.03 |
| 30210 - Laboratory Technician | 20.31 |
| 30240 - Mathematical Technician | 22.94 |
| 30361 - Paralegal/Legal Assistant I | 18.32 |
| 30362 - Paralegal/Legal Assistant II | 21.59 |
| 30363 - Paralegal/Legal Assistant III | 26.41 |
| 30364 - Paralegal/Legal Assistant IV | 31.96 |
| 30390 - Photo-Optics Technician | 22.94 |
| 30461 - Technical Writer I | 22.94 |
| 30462 - Technical Writer II | 28.07 |
| 30463 - Technical Writer III | 31.90 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 20.65 |
| 30621 - Weather Observer, Senior (see 2) | 24.08 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.98 |
| 31030 - Bus Driver | 15.19 |
| 31043 - Driver Courier | 15.94 |
| 31260 - Parking and Lot Attendant | 13.12 |
| 31290 - Shuttle Bus Driver | 16.87 |
| 31310 - Taxi Driver | 15.19 |
| 31361 - Truckdriver, Light | 16.87 |
| 31362 - Truckdriver, Medium | 17.81 |
| 31363 - Truckdriver, Heavy | 21.92 |
| 31364 - Truckdriver, Tractor-Trailer | 21.92 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.89 |
| 99050 - Desk Clerk | 11.59 |
| 99095 - Embalmer | 23.74 |
| 99251 - Laboratory Animal Caretaker I | 13.39 |
| 99252 - Laboratory Animal Caretaker II | 14.18 |
| 99310 - Mortician | 26.68 |
| 99410 - Pest Controller | 15.84 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 17.34 |
| 99711 - Recycling Specialist | 19.67 |
| 99730 - Refuse Collector | 16.20 |
| 99810 - Sales Clerk | 11.58 |

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| 99820 - School Crossing Guard | 12.21 |
| 99830 - Survey Party Chief | 21.71 |
| 99831 - Surveying Aide | 11.40 |
| 99832 - Surveying Technician | 18.09 |
| 99840 - Vending Machine Attendant | 16.81 |
| 99841 - Vending Machine Repairer | 21.13 |
| 99842 - Vending Machine Repairer Helper | 16.81 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2279
Revision No.: 15
Date of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Alger, Baraga, Chippewa, Delta, Dickinson, Gogebic, Houghton, Iron, Keweenaw, Luce, Mackinac, Marquette, Menominee, Ontonagon, Schoolcraft

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.73 |
| 01012 - Accounting Clerk II | | 14.80 |
| 01013 - Accounting Clerk III | | 19.42 |
| 01020 - Administrative Assistant | | 21.53 |
| 01040 - Court Reporter | | 20.59 |
| 01051 - Data Entry Operator I | | 12.33 |
| 01052 - Data Entry Operator II | | 13.45 |
| 01060 - Dispatcher, Motor Vehicle | | 16.91 |
| 01070 - Document Preparation Clerk | | 11.87 |
| 01090 - Duplicating Machine Operator | | 11.87 |
| 01111 - General Clerk I | | 11.86 |
| 01112 - General Clerk II | | 15.60 |
| 01113 - General Clerk III | | 17.71 |
| 01120 - Housing Referral Assistant | | 17.66 |
| 01141 - Messenger Courier | | 11.31 |

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| 01191 - Order Clerk I | 12.51 |
| 01192 - Order Clerk II | 13.34 |
| 01261 - Personnel Assistant (Employment) I | 14.50 |
| 01262 - Personnel Assistant (Employment) II | 16.22 |
| 01263 - Personnel Assistant (Employment) III | 18.09 |
| 01270 - Production Control Clerk | 20.04 |
| 01280 - Receptionist | 11.95 |
| 01290 - Rental Clerk | 10.30 |
| 01300 - Scheduler, Maintenance | 12.55 |
| 01311 - Secretary I | 12.55 |
| 01312 - Secretary II | 15.88 |
| 01313 - Secretary III | 17.66 |
| 01320 - Service Order Dispatcher | 14.26 |
| 01410 - Supply Technician | 21.53 |
| 01420 - Survey Worker | 13.84 |
| 01531 - Travel Clerk I | 12.78 |
| 01532 - Travel Clerk II | 13.89 |
| 01533 - Travel Clerk III | 15.03 |
| 01611 - Word Processor I | 13.48 |
| 01612 - Word Processor II | 15.32 |
| 01613 - Word Processor III | 17.12 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.67 |
| 05010 - Automotive Electrician | 19.04 |
| 05040 - Automotive Glass Installer | 18.25 |
| 05070 - Automotive Worker | 18.25 |
| 05110 - Mobile Equipment Servicer | 16.89 |
| 05130 - Motor Equipment Metal Mechanic | 19.62 |
| 05160 - Motor Equipment Metal Worker | 18.25 |
| 05190 - Motor Vehicle Mechanic | 20.06 |
| 05220 - Motor Vehicle Mechanic Helper | 16.09 |
| 05250 - Motor Vehicle Upholstery Worker | 17.67 |
| 05280 - Motor Vehicle Wrecker | 18.25 |
| 05310 - Painter, Automotive | 19.04 |
| 05340 - Radiator Repair Specialist | 18.25 |
| 05370 - Tire Repairer | 14.83 |
| 05400 - Transmission Repair Specialist | 19.62 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.10 |
| 07041 - Cook I | 13.02 |
| 07042 - Cook II | 14.57 |
| 07070 - Dishwasher | 10.61 |
| 07130 - Food Service Worker | 10.61 |
| 07210 - Meat Cutter | 15.51 |
| 07260 - Waiter/Waitress | 11.21 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.51 |
| 09040 - Furniture Handler | 14.65 |
| 09080 - Furniture Refinisher | 19.51 |
| 09090 - Furniture Refinisher Helper | 16.27 |
| 09110 - Furniture Repairer, Minor | 17.89 |
| 09130 - Upholsterer | 19.51 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.61 |
| 11060 - Elevator Operator | 10.96 |
| 11090 - Gardener | 14.77 |
| 11122 - Housekeeping Aide | 10.96 |
| 11150 - Janitor | 10.96 |
| 11210 - Laborer, Grounds Maintenance | 12.59 |
| 11240 - Maid or Houseman | 10.00 |
| 11260 - Pruner | 12.00 |
| 11270 - Tractor Operator | 13.94 |
| 11330 - Trail Maintenance Worker | 12.59 |

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| 11360 - Window Cleaner | 11.68 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.40 |
| 12011 - Breath Alcohol Technician | 16.92 |
| 12012 - Certified Occupational Therapist Assistant | 22.56 |
| 12015 - Certified Physical Therapist Assistant | 20.27 |
| 12020 - Dental Assistant | 17.46 |
| 12025 - Dental Hygienist | 29.51 |
| 12030 - EKG Technician | 19.82 |
| 12035 - Electroneurodiagnostic Technologist | 19.82 |
| 12040 - Emergency Medical Technician | 15.40 |
| 12071 - Licensed Practical Nurse I | 15.13 |
| 12072 - Licensed Practical Nurse II | 16.92 |
| 12073 - Licensed Practical Nurse III | 18.87 |
| 12100 - Medical Assistant | 13.38 |
| 12130 - Medical Laboratory Technician | 19.90 |
| 12160 - Medical Record Clerk | 12.77 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 13.84 |
| 12210 - Nuclear Medicine Technologist | 30.24 |
| 12221 - Nursing Assistant I | 10.83 |
| 12222 - Nursing Assistant II | 12.17 |
| 12223 - Nursing Assistant III | 13.28 |
| 12224 - Nursing Assistant IV | 14.90 |
| 12235 - Optical Dispenser | 14.98 |
| 12236 - Optical Technician | 15.13 |
| 12250 - Pharmacy Technician | 12.51 |
| 12280 - Phlebotomist | 14.90 |
| 12305 - Radiologic Technologist | 22.23 |
| 12311 - Registered Nurse I | 19.67 |
| 12312 - Registered Nurse II | 24.06 |
| 12313 - Registered Nurse II, Specialist | 24.06 |
| 12314 - Registered Nurse III | 29.11 |
| 12315 - Registered Nurse III, Anesthetist | 29.11 |
| 12316 - Registered Nurse IV | 34.88 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.96 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.97 |
| 13012 - Exhibits Specialist II | 22.26 |
| 13013 - Exhibits Specialist III | 27.23 |
| 13041 - Illustrator I | 17.97 |
| 13042 - Illustrator II | 22.26 |
| 13043 - Illustrator III | 27.23 |
| 13047 - Librarian | 24.66 |
| 13050 - Library Aide/Clerk | 12.79 |
| 13054 - Library Information Technology Systems Administrator | 22.26 |
| 13058 - Library Technician | 13.76 |
| 13061 - Media Specialist I | 16.07 |
| 13062 - Media Specialist II | 17.97 |
| 13063 - Media Specialist III | 20.04 |
| 13071 - Photographer I | 13.44 |
| 13072 - Photographer II | 16.12 |
| 13073 - Photographer III | 19.97 |
| 13074 - Photographer IV | 24.42 |
| 13075 - Photographer V | 29.60 |
| 13110 - Video Teleconference Technician | 16.07 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.47 |
| 14042 - Computer Operator II | 16.20 |
| 14043 - Computer Operator III | 18.05 |
| 14044 - Computer Operator IV | 20.05 |
| 14045 - Computer Operator V | 22.21 |

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|---|---------|
| 14071 - Computer Programmer I | 20.85 |
| 14072 - Computer Programmer II | 25.83 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 25.19 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.47 |
| 14160 - Personal Computer Support Technician | 20.05 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.19 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 30.48 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.53 |
| 15050 - Computer Based Training Specialist / Instructor | 25.19 |
| 15060 - Educational Technologist | 25.84 |
| 15070 - Flight Instructor (Pilot) | 36.53 |
| 15080 - Graphic Artist | 22.64 |
| 15090 - Technical Instructor | 18.66 |
| 15095 - Technical Instructor/Course Developer | 22.83 |
| 15110 - Test Proctor | 15.69 |
| 15120 - Tutor | 15.69 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.87 |
| 16030 - Counter Attendant | 9.87 |
| 16040 - Dry Cleaner | 13.34 |
| 16070 - Finisher, Flatwork, Machine | 9.87 |
| 16090 - Presser, Hand | 9.87 |
| 16110 - Presser, Machine, Drycleaning | 9.87 |
| 16130 - Presser, Machine, Shirts | 9.87 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.87 |
| 16190 - Sewing Machine Operator | 14.52 |
| 16220 - Tailor | 15.65 |
| 16250 - Washer, Machine | 11.01 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.52 |
| 19040 - Tool And Die Maker | 23.64 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.88 |
| 21030 - Material Coordinator | 20.04 |
| 21040 - Material Expediter | 20.04 |
| 21050 - Material Handling Laborer | 11.82 |
| 21071 - Order Filler | 12.79 |
| 21080 - Production Line Worker (Food Processing) | 17.88 |
| 21110 - Shipping Packer | 14.53 |
| 21130 - Shipping/Receiving Clerk | 14.53 |
| 21140 - Store Worker I | 14.39 |
| 21150 - Stock Clerk | 17.43 |
| 21210 - Tools And Parts Attendant | 17.88 |
| 21410 - Warehouse Specialist | 17.88 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.58 |
| 23021 - Aircraft Mechanic I | 22.66 |
| 23022 - Aircraft Mechanic II | 23.58 |
| 23023 - Aircraft Mechanic III | 24.53 |
| 23040 - Aircraft Mechanic Helper | 18.04 |
| 23050 - Aircraft, Painter | 21.75 |
| 23060 - Aircraft Servicer | 19.87 |
| 23080 - Aircraft Worker | 20.80 |
| 23110 - Appliance Mechanic | 20.28 |
| 23120 - Bicycle Repairer | 14.83 |
| 23125 - Cable Splicer | 27.17 |
| 23130 - Carpenter, Maintenance | 20.52 |
| 23140 - Carpet Layer | 19.64 |

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|---|-------|
| 23160 - Electrician, Maintenance | 22.73 |
| 23181 - Electronics Technician Maintenance I | 21.92 |
| 23182 - Electronics Technician Maintenance II | 22.90 |
| 23183 - Electronics Technician Maintenance III | 23.87 |
| 23260 - Fabric Worker | 18.70 |
| 23290 - Fire Alarm System Mechanic | 21.39 |
| 23310 - Fire Extinguisher Repairer | 17.79 |
| 23311 - Fuel Distribution System Mechanic | 24.22 |
| 23312 - Fuel Distribution System Operator | 20.21 |
| 23370 - General Maintenance Worker | 18.94 |
| 23380 - Ground Support Equipment Mechanic | 22.66 |
| 23381 - Ground Support Equipment Servicer | 19.87 |
| 23382 - Ground Support Equipment Worker | 20.80 |
| 23391 - Gunsmith I | 17.79 |
| 23392 - Gunsmith II | 19.64 |
| 23393 - Gunsmith III | 21.39 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.59 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.50 |
| 23430 - Heavy Equipment Mechanic | 20.23 |
| 23440 - Heavy Equipment Operator | 21.48 |
| 23460 - Instrument Mechanic | 21.39 |
| 23465 - Laboratory/Shelter Mechanic | 20.52 |
| 23470 - Laborer | 11.98 |
| 23510 - Locksmith | 20.52 |
| 23530 - Machinery Maintenance Mechanic | 21.39 |
| 23550 - Machinist, Maintenance | 19.21 |
| 23580 - Maintenance Trades Helper | 16.09 |
| 23591 - Metrology Technician I | 21.39 |
| 23592 - Metrology Technician II | 22.25 |
| 23593 - Metrology Technician III | 23.15 |
| 23640 - Millwright | 26.83 |
| 23710 - Office Appliance Repairer | 21.44 |
| 23760 - Painter, Maintenance | 19.04 |
| 23790 - Pipefitter, Maintenance | 23.42 |
| 23810 - Plumber, Maintenance | 22.39 |
| 23820 - Pneudraulic Systems Mechanic | 21.39 |
| 23850 - Rigger | 21.39 |
| 23870 - Scale Mechanic | 19.64 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.61 |
| 23910 - Small Engine Mechanic | 18.25 |
| 23931 - Telecommunications Mechanic I | 24.42 |
| 23932 - Telecommunications Mechanic II | 25.41 |
| 23950 - Telephone Lineman | 21.39 |
| 23960 - Welder, Combination, Maintenance | 19.62 |
| 23965 - Well Driller | 25.92 |
| 23970 - Woodcraft Worker | 21.39 |
| 23980 - Woodworker | 17.79 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.58 |
| 24580 - Child Care Center Clerk | 13.20 |
| 24610 - Chore Aide | 11.00 |
| 24620 - Family Readiness And Support Services Coordinator | 13.86 |
| 24630 - Homemaker | 14.66 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.24 |
| 25040 - Sewage Plant Operator | 21.34 |
| 25070 - Stationary Engineer | 22.24 |
| 25190 - Ventilation Equipment Tender | 17.71 |
| 25210 - Water Treatment Plant Operator | 20.94 |
| 27000 - Protective Service Occupations | |

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| 27004 - Alarm Monitor | 17.27 |
| 27007 - Baggage Inspector | 11.56 |
| 27008 - Corrections Officer | 20.93 |
| 27010 - Court Security Officer | 21.23 |
| 27030 - Detection Dog Handler | 13.92 |
| 27040 - Detention Officer | 20.93 |
| 27070 - Firefighter | 17.11 |
| 27101 - Guard I | 11.56 |
| 27102 - Guard II | 13.92 |
| 27131 - Police Officer I | 22.63 |
| 27132 - Police Officer II | 25.14 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.41 |
| 28042 - Carnival Equipment Repairer | 13.02 |
| 28043 - Carnival Equipment Worker | 10.61 |
| 28210 - Gate Attendant/Gate Tender | 13.65 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 15.26 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 14.62 |
| 28630 - Sports Official | 12.15 |
| 28690 - Swimming Pool Operator | 17.06 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.38 |
| 29020 - Hatch Tender | 23.38 |
| 29030 - Line Handler | 23.38 |
| 29041 - Stevedore I | 22.27 |
| 29042 - Stevedore II | 24.42 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.60 |
| 30022 - Archeological Technician II | 18.34 |
| 30023 - Archeological Technician III | 22.72 |
| 30030 - Cartographic Technician | 23.50 |
| 30040 - Civil Engineering Technician | 22.25 |
| 30061 - Drafter/CAD Operator I | 16.96 |
| 30062 - Drafter/CAD Operator II | 18.97 |
| 30063 - Drafter/CAD Operator III | 21.16 |
| 30064 - Drafter/CAD Operator IV | 26.04 |
| 30081 - Engineering Technician I | 17.07 |
| 30082 - Engineering Technician II | 19.16 |
| 30083 - Engineering Technician III | 21.43 |
| 30084 - Engineering Technician IV | 26.56 |
| 30085 - Engineering Technician V | 32.49 |
| 30086 - Engineering Technician VI | 39.30 |
| 30090 - Environmental Technician | 21.85 |
| 30210 - Laboratory Technician | 19.75 |
| 30240 - Mathematical Technician | 23.02 |
| 30361 - Paralegal/Legal Assistant I | 15.59 |
| 30362 - Paralegal/Legal Assistant II | 19.31 |
| 30363 - Paralegal/Legal Assistant III | 23.62 |
| 30364 - Paralegal/Legal Assistant IV | 28.58 |
| 30390 - Photo-Optics Technician | 23.50 |
| 30461 - Technical Writer I | 23.02 |
| 30462 - Technical Writer II | 27.49 |
| 30463 - Technical Writer III | 34.07 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |

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|---|---------|-------|
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) | 21.16 |
| 30621 - Weather Observer, Senior | (see 2) | 23.50 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 10.07 |
| 31030 - Bus Driver | | 12.62 |
| 31043 - Driver Courier | | 13.76 |
| 31260 - Parking and Lot Attendant | | 10.39 |
| 31290 - Shuttle Bus Driver | | 14.51 |
| 31310 - Taxi Driver | | 10.37 |
| 31361 - Truckdriver, Light | | 14.51 |
| 31362 - Truckdriver, Medium | | 16.34 |
| 31363 - Truckdriver, Heavy | | 16.69 |
| 31364 - Truckdriver, Tractor-Trailer | | 16.69 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 9.61 |
| 99050 - Desk Clerk | | 10.56 |
| 99095 - Embalmer | | 24.42 |
| 99251 - Laboratory Animal Caretaker I | | 11.81 |
| 99252 - Laboratory Animal Caretaker II | | 12.41 |
| 99310 - Mortician | | 24.42 |
| 99410 - Pest Controller | | 20.50 |
| 99510 - Photofinishing Worker | | 12.11 |
| 99710 - Recycling Laborer | | 15.72 |
| 99711 - Recycling Specialist | | 20.71 |
| 99730 - Refuse Collector | | 17.19 |
| 99810 - Sales Clerk | | 10.46 |
| 99820 - School Crossing Guard | | 10.61 |
| 99830 - Survey Party Chief | | 19.27 |
| 99831 - Surveying Aide | | 11.46 |
| 99832 - Surveying Technician | | 17.53 |
| 99840 - Vending Machine Attendant | | 13.65 |
| 99841 - Vending Machine Repairer | | 15.79 |
| 99842 - Vending Machine Repairer Helper | | 13.65 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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
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King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2280
Revision No.: 15
Date of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Alger, Baraga, Chippewa, Delta, Dickinson, Gogebic, Houghton, Iron, Keweenaw, Luce, Mackinac, Marquette, Menominee, Ontonagon, Schoolcraft

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.73 |
| 01012 - Accounting Clerk II | | 14.80 |
| 01013 - Accounting Clerk III | | 19.42 |
| 01020 - Administrative Assistant | | 21.53 |
| 01040 - Court Reporter | | 20.59 |
| 01051 - Data Entry Operator I | | 12.33 |
| 01052 - Data Entry Operator II | | 13.45 |
| 01060 - Dispatcher, Motor Vehicle | | 16.91 |
| 01070 - Document Preparation Clerk | | 11.87 |
| 01090 - Duplicating Machine Operator | | 11.87 |
| 01111 - General Clerk I | | 11.86 |
| 01112 - General Clerk II | | 15.60 |
| 01113 - General Clerk III | | 17.71 |
| 01120 - Housing Referral Assistant | | 17.66 |
| 01141 - Messenger Courier | | 11.31 |
| 01191 - Order Clerk I | | 12.51 |
| 01192 - Order Clerk II | | 13.34 |
| 01261 - Personnel Assistant (Employment) I | | 14.50 |
| 01262 - Personnel Assistant (Employment) II | | 16.22 |
| 01263 - Personnel Assistant (Employment) III | | 18.09 |
| 01270 - Production Control Clerk | | 20.04 |
| 01280 - Receptionist | | 11.95 |
| 01290 - Rental Clerk | | 10.30 |
| 01300 - Scheduler, Maintenance | | 12.55 |
| 01311 - Secretary I | | 12.55 |
| 01312 - Secretary II | | 15.88 |
| 01313 - Secretary III | | 17.66 |
| 01320 - Service Order Dispatcher | | 14.26 |
| 01410 - Supply Technician | | 21.53 |
| 01420 - Survey Worker | | 13.84 |
| 01531 - Travel Clerk I | | 12.78 |
| 01532 - Travel Clerk II | | 13.89 |
| 01533 - Travel Clerk III | | 15.03 |
| 01611 - Word Processor I | | 13.48 |
| 01612 - Word Processor II | | 15.32 |
| 01613 - Word Processor III | | 17.12 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 20.67 |
| 05010 - Automotive Electrician | | 19.04 |
| 05040 - Automotive Glass Installer | | 18.25 |
| 05070 - Automotive Worker | | 18.25 |
| 05110 - Mobile Equipment Servicer | | 16.89 |
| 05130 - Motor Equipment Metal Mechanic | | 19.62 |
| 05160 - Motor Equipment Metal Worker | | 18.25 |
| 05190 - Motor Vehicle Mechanic | | 20.06 |
| 05220 - Motor Vehicle Mechanic Helper | | 16.09 |
| 05250 - Motor Vehicle Upholstery Worker | | 17.67 |
| 05280 - Motor Vehicle Wrecker | | 18.25 |
| 05310 - Painter, Automotive | | 19.04 |
| 05340 - Radiator Repair Specialist | | 18.25 |
| 05370 - Tire Repairer | | 14.83 |
| 05400 - Transmission Repair Specialist | | 19.62 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 14.10 |
| 07041 - Cook I | | 13.02 |
| 07042 - Cook II | | 14.57 |
| 07070 - Dishwasher | | 10.61 |

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| 07130 - Food Service Worker | 10.61 |
| 07210 - Meat Cutter | 15.51 |
| 07260 - Waiter/Waitress | 11.21 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.51 |
| 09040 - Furniture Handler | 14.65 |
| 09080 - Furniture Refinisher | 19.51 |
| 09090 - Furniture Refinisher Helper | 16.27 |
| 09110 - Furniture Repairer, Minor | 17.89 |
| 09130 - Upholsterer | 19.51 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.61 |
| 11060 - Elevator Operator | 10.96 |
| 11090 - Gardener | 14.77 |
| 11122 - Housekeeping Aide | 10.96 |
| 11150 - Janitor | 10.96 |
| 11210 - Laborer, Grounds Maintenance | 12.59 |
| 11240 - Maid or Houseman | 10.00 |
| 11260 - Pruner | 12.00 |
| 11270 - Tractor Operator | 13.94 |
| 11330 - Trail Maintenance Worker | 12.59 |
| 11360 - Window Cleaner | 11.68 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.40 |
| 12011 - Breath Alcohol Technician | 16.92 |
| 12012 - Certified Occupational Therapist Assistant | 22.56 |
| 12015 - Certified Physical Therapist Assistant | 20.27 |
| 12020 - Dental Assistant | 17.46 |
| 12025 - Dental Hygienist | 29.51 |
| 12030 - EKG Technician | 19.82 |
| 12035 - Electroneurodiagnostic Technologist | 19.82 |
| 12040 - Emergency Medical Technician | 15.40 |
| 12071 - Licensed Practical Nurse I | 15.13 |
| 12072 - Licensed Practical Nurse II | 16.92 |
| 12073 - Licensed Practical Nurse III | 18.87 |
| 12100 - Medical Assistant | 13.38 |
| 12130 - Medical Laboratory Technician | 19.90 |
| 12160 - Medical Record Clerk | 12.77 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 13.84 |
| 12210 - Nuclear Medicine Technologist | 30.24 |
| 12221 - Nursing Assistant I | 10.83 |
| 12222 - Nursing Assistant II | 12.17 |
| 12223 - Nursing Assistant III | 13.28 |
| 12224 - Nursing Assistant IV | 14.90 |
| 12235 - Optical Dispenser | 14.98 |
| 12236 - Optical Technician | 15.13 |
| 12250 - Pharmacy Technician | 12.51 |
| 12280 - Phlebotomist | 14.90 |
| 12305 - Radiologic Technologist | 22.23 |
| 12311 - Registered Nurse I | 19.67 |
| 12312 - Registered Nurse II | 24.06 |
| 12313 - Registered Nurse II, Specialist | 24.06 |
| 12314 - Registered Nurse III | 29.11 |
| 12315 - Registered Nurse III, Anesthetist | 29.11 |
| 12316 - Registered Nurse IV | 34.88 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.96 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.97 |
| 13012 - Exhibits Specialist II | 22.26 |
| 13013 - Exhibits Specialist III | 27.23 |
| 13041 - Illustrator I | 17.97 |
| 13042 - Illustrator II | 22.26 |

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| 13043 - Illustrator III | 27.23 |
| 13047 - Librarian | 24.66 |
| 13050 - Library Aide/Clerk | 12.79 |
| 13054 - Library Information Technology Systems Administrator | 22.26 |
| 13058 - Library Technician | 13.76 |
| 13061 - Media Specialist I | 16.07 |
| 13062 - Media Specialist II | 17.97 |
| 13063 - Media Specialist III | 20.04 |
| 13071 - Photographer I | 13.44 |
| 13072 - Photographer II | 16.12 |
| 13073 - Photographer III | 19.97 |
| 13074 - Photographer IV | 24.42 |
| 13075 - Photographer V | 29.60 |
| 13110 - Video Teleconference Technician | 16.07 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.47 |
| 14042 - Computer Operator II | 16.20 |
| 14043 - Computer Operator III | 18.05 |
| 14044 - Computer Operator IV | 20.05 |
| 14045 - Computer Operator V | 22.21 |
| 14071 - Computer Programmer I | 20.85 |
| 14072 - Computer Programmer II | 25.83 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 25.19 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.47 |
| 14160 - Personal Computer Support Technician | 20.05 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.19 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 30.48 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.53 |
| 15050 - Computer Based Training Specialist / Instructor | 25.19 |
| 15060 - Educational Technologist | 25.84 |
| 15070 - Flight Instructor (Pilot) | 36.53 |
| 15080 - Graphic Artist | 22.64 |
| 15090 - Technical Instructor | 18.66 |
| 15095 - Technical Instructor/Course Developer | 22.83 |
| 15110 - Test Proctor | 15.69 |
| 15120 - Tutor | 15.69 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.87 |
| 16030 - Counter Attendant | 9.87 |
| 16040 - Dry Cleaner | 13.34 |
| 16070 - Finisher, Flatwork, Machine | 9.87 |
| 16090 - Presser, Hand | 9.87 |
| 16110 - Presser, Machine, Drycleaning | 9.87 |
| 16130 - Presser, Machine, Shirts | 9.87 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.87 |
| 16190 - Sewing Machine Operator | 14.52 |
| 16220 - Tailor | 15.65 |
| 16250 - Washer, Machine | 11.01 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.52 |
| 19040 - Tool And Die Maker | 23.64 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.88 |
| 21030 - Material Coordinator | 20.04 |
| 21040 - Material Expediter | 20.04 |
| 21050 - Material Handling Laborer | 11.82 |
| 21071 - Order Filler | 12.79 |

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| 21080 - Production Line Worker (Food Processing) | 17.88 |
| 21110 - Shipping Packer | 14.53 |
| 21130 - Shipping/Receiving Clerk | 14.53 |
| 21140 - Store Worker I | 14.39 |
| 21150 - Stock Clerk | 17.43 |
| 21210 - Tools And Parts Attendant | 17.88 |
| 21410 - Warehouse Specialist | 17.88 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.58 |
| 23021 - Aircraft Mechanic I | 22.66 |
| 23022 - Aircraft Mechanic II | 23.58 |
| 23023 - Aircraft Mechanic III | 24.53 |
| 23040 - Aircraft Mechanic Helper | 18.04 |
| 23050 - Aircraft, Painter | 21.75 |
| 23060 - Aircraft Servicer | 19.87 |
| 23080 - Aircraft Worker | 20.80 |
| 23110 - Appliance Mechanic | 20.28 |
| 23120 - Bicycle Repairer | 14.83 |
| 23125 - Cable Splicer | 27.17 |
| 23130 - Carpenter, Maintenance | 20.52 |
| 23140 - Carpet Layer | 19.64 |
| 23160 - Electrician, Maintenance | 22.73 |
| 23181 - Electronics Technician Maintenance I | 21.92 |
| 23182 - Electronics Technician Maintenance II | 22.90 |
| 23183 - Electronics Technician Maintenance III | 23.87 |
| 23260 - Fabric Worker | 18.70 |
| 23290 - Fire Alarm System Mechanic | 21.39 |
| 23310 - Fire Extinguisher Repairer | 17.79 |
| 23311 - Fuel Distribution System Mechanic | 24.22 |
| 23312 - Fuel Distribution System Operator | 20.21 |
| 23370 - General Maintenance Worker | 18.94 |
| 23380 - Ground Support Equipment Mechanic | 22.66 |
| 23381 - Ground Support Equipment Servicer | 19.87 |
| 23382 - Ground Support Equipment Worker | 20.80 |
| 23391 - Gunsmith I | 17.79 |
| 23392 - Gunsmith II | 19.64 |
| 23393 - Gunsmith III | 21.39 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.59 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.50 |
| 23430 - Heavy Equipment Mechanic | 20.23 |
| 23440 - Heavy Equipment Operator | 21.48 |
| 23460 - Instrument Mechanic | 21.39 |
| 23465 - Laboratory/Shelter Mechanic | 20.52 |
| 23470 - Laborer | 11.98 |
| 23510 - Locksmith | 20.52 |
| 23530 - Machinery Maintenance Mechanic | 21.39 |
| 23550 - Machinist, Maintenance | 19.21 |
| 23580 - Maintenance Trades Helper | 16.09 |
| 23591 - Metrology Technician I | 21.39 |
| 23592 - Metrology Technician II | 22.25 |
| 23593 - Metrology Technician III | 23.15 |
| 23640 - Millwright | 26.83 |
| 23710 - Office Appliance Repairer | 21.44 |
| 23760 - Painter, Maintenance | 19.04 |
| 23790 - Pipefitter, Maintenance | 23.42 |
| 23810 - Plumber, Maintenance | 22.39 |
| 23820 - Pneudraulic Systems Mechanic | 21.39 |
| 23850 - Rigger | 21.39 |
| 23870 - Scale Mechanic | 19.64 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.61 |
| 23910 - Small Engine Mechanic | 18.25 |

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| 23931 - Telecommunications Mechanic I | 24.42 |
| 23932 - Telecommunications Mechanic II | 25.41 |
| 23950 - Telephone Lineman | 21.39 |
| 23960 - Welder, Combination, Maintenance | 19.62 |
| 23965 - Well Driller | 25.92 |
| 23970 - Woodcraft Worker | 21.39 |
| 23980 - Woodworker | 17.79 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.58 |
| 24580 - Child Care Center Clerk | 13.20 |
| 24610 - Chore Aide | 11.00 |
| 24620 - Family Readiness And Support Services Coordinator | 13.86 |
| 24630 - Homemaker | 14.66 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.24 |
| 25040 - Sewage Plant Operator | 21.34 |
| 25070 - Stationary Engineer | 22.24 |
| 25190 - Ventilation Equipment Tender | 17.71 |
| 25210 - Water Treatment Plant Operator | 20.94 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.27 |
| 27007 - Baggage Inspector | 11.56 |
| 27008 - Corrections Officer | 20.93 |
| 27010 - Court Security Officer | 21.23 |
| 27030 - Detection Dog Handler | 13.92 |
| 27040 - Detention Officer | 20.93 |
| 27070 - Firefighter | 17.11 |
| 27101 - Guard I | 11.56 |
| 27102 - Guard II | 13.92 |
| 27131 - Police Officer I | 22.63 |
| 27132 - Police Officer II | 25.14 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.41 |
| 28042 - Carnival Equipment Repairer | 13.02 |
| 28043 - Carnival Equipment Worker | 10.61 |
| 28210 - Gate Attendant/Gate Tender | 13.65 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 15.26 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 14.62 |
| 28630 - Sports Official | 12.15 |
| 28690 - Swimming Pool Operator | 17.06 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.38 |
| 29020 - Hatch Tender | 23.38 |
| 29030 - Line Handler | 23.38 |
| 29041 - Stevedore I | 22.27 |
| 29042 - Stevedore II | 24.42 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.60 |
| 30022 - Archeological Technician II | 18.34 |
| 30023 - Archeological Technician III | 22.72 |
| 30030 - Cartographic Technician | 23.50 |
| 30040 - Civil Engineering Technician | 22.25 |
| 30061 - Drafter/CAD Operator I | 16.96 |
| 30062 - Drafter/CAD Operator II | 18.97 |
| 30063 - Drafter/CAD Operator III | 21.16 |
| 30064 - Drafter/CAD Operator IV | 26.04 |
| 30081 - Engineering Technician I | 17.07 |

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| 30082 - Engineering Technician II | 19.16 |
| 30083 - Engineering Technician III | 21.43 |
| 30084 - Engineering Technician IV | 26.56 |
| 30085 - Engineering Technician V | 32.49 |
| 30086 - Engineering Technician VI | 39.30 |
| 30090 - Environmental Technician | 21.85 |
| 30210 - Laboratory Technician | 19.75 |
| 30240 - Mathematical Technician | 23.02 |
| 30361 - Paralegal/Legal Assistant I | 15.59 |
| 30362 - Paralegal/Legal Assistant II | 19.31 |
| 30363 - Paralegal/Legal Assistant III | 23.62 |
| 30364 - Paralegal/Legal Assistant IV | 28.58 |
| 30390 - Photo-Optics Technician | 23.50 |
| 30461 - Technical Writer I | 23.02 |
| 30462 - Technical Writer II | 27.49 |
| 30463 - Technical Writer III | 34.07 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 21.16 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 23.50 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.07 |
| 31030 - Bus Driver | 12.62 |
| 31043 - Driver Courier | 13.76 |
| 31260 - Parking and Lot Attendant | 10.39 |
| 31290 - Shuttle Bus Driver | 14.51 |
| 31310 - Taxi Driver | 10.37 |
| 31361 - Truckdriver, Light | 14.51 |
| 31362 - Truckdriver, Medium | 16.34 |
| 31363 - Truckdriver, Heavy | 16.69 |
| 31364 - Truckdriver, Tractor-Trailer | 16.69 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.61 |
| 99050 - Desk Clerk | 10.56 |
| 99095 - Embalmer | 24.42 |
| 99251 - Laboratory Animal Caretaker I | 11.81 |
| 99252 - Laboratory Animal Caretaker II | 12.41 |
| 99310 - Mortician | 24.42 |
| 99410 - Pest Controller | 20.50 |
| 99510 - Photofinishing Worker | 12.11 |
| 99710 - Recycling Laborer | 15.72 |
| 99711 - Recycling Specialist | 20.71 |
| 99730 - Refuse Collector | 17.19 |
| 99810 - Sales Clerk | 10.46 |
| 99820 - School Crossing Guard | 10.61 |
| 99830 - Survey Party Chief | 19.27 |
| 99831 - Surveying Aide | 11.46 |
| 99832 - Surveying Technician | 17.53 |
| 99840 - Vending Machine Attendant | 13.65 |
| 99841 - Vending Machine Repairer | 15.79 |
| 99842 - Vending Machine Repairer Helper | 13.65 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the

wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2285
Revision No.: 13
Date Of Last Revision: 07/25/2014

States: Minnesota, Wisconsin

Area: Minnesota Counties of Aitkin, Becker, Beltrami, Carlton, Cass, Clay, Clearwater, Cook, Crow Wing, Hubbard, Itasca, Kanabec, Kittson, Koochiching, Lake, Lake of The Woods, Mahanomen, Marshall, Norman, Otter Tail, Pennington, Pine, Polk, Red Lake, Roseau, St Louis, Wadena, Wilkin

Wisconsin Counties of Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, Washburn

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.79 |
| 01012 - Accounting Clerk II | | 16.60 |
| 01013 - Accounting Clerk III | | 18.56 |
| 01020 - Administrative Assistant | | 20.26 |
| 01040 - Court Reporter | | 18.20 |
| 01051 - Data Entry Operator I | | 12.27 |
| 01052 - Data Entry Operator II | | 13.46 |
| 01060 - Dispatcher, Motor Vehicle | | 19.01 |
| 01070 - Document Preparation Clerk | | 14.78 |
| 01090 - Duplicating Machine Operator | | 14.78 |
| 01111 - General Clerk I | | 11.51 |
| 01112 - General Clerk II | | 12.56 |
| 01113 - General Clerk III | | 14.09 |
| 01120 - Housing Referral Assistant | | 20.30 |
| 01141 - Messenger Courier | | 12.25 |
| 01191 - Order Clerk I | | 14.05 |
| 01192 - Order Clerk II | | 15.19 |
| 01261 - Personnel Assistant (Employment) I | | 16.05 |
| 01262 - Personnel Assistant (Employment) II | | 17.95 |
| 01263 - Personnel Assistant (Employment) III | | 20.02 |
| 01270 - Production Control Clerk | | 21.13 |
| 01280 - Receptionist | | 11.40 |
| 01290 - Rental Clerk | | 10.60 |
| 01300 - Scheduler, Maintenance | | 16.27 |
| 01311 - Secretary I | | 16.27 |
| 01312 - Secretary II | | 18.20 |
| 01313 - Secretary III | | 20.30 |
| 01320 - Service Order Dispatcher | | 14.81 |

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| 01410 - Supply Technician | 20.26 |
| 01420 - Survey Worker | 14.47 |
| 01531 - Travel Clerk I | 13.72 |
| 01532 - Travel Clerk II | 14.81 |
| 01533 - Travel Clerk III | 15.89 |
| 01611 - Word Processor I | 13.51 |
| 01612 - Word Processor II | 15.17 |
| 01613 - Word Processor III | 16.96 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.48 |
| 05010 - Automotive Electrician | 16.89 |
| 05040 - Automotive Glass Installer | 16.40 |
| 05070 - Automotive Worker | 16.40 |
| 05110 - Mobile Equipment Servicer | 14.99 |
| 05130 - Motor Equipment Metal Mechanic | 17.42 |
| 05160 - Motor Equipment Metal Worker | 16.40 |
| 05190 - Motor Vehicle Mechanic | 17.16 |
| 05220 - Motor Vehicle Mechanic Helper | 15.87 |
| 05250 - Motor Vehicle Upholstery Worker | 15.58 |
| 05280 - Motor Vehicle Wrecker | 16.40 |
| 05310 - Painter, Automotive | 16.63 |
| 05340 - Radiator Repair Specialist | 16.40 |
| 05370 - Tire Repairer | 13.24 |
| 05400 - Transmission Repair Specialist | 17.42 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.34 |
| 07041 - Cook I | 10.76 |
| 07042 - Cook II | 11.58 |
| 07070 - Dishwasher | 7.94 |
| 07130 - Food Service Worker | 10.69 |
| 07210 - Meat Cutter | 17.76 |
| 07260 - Waiter/Waitress | 9.38 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.84 |
| 09040 - Furniture Handler | 12.26 |
| 09080 - Furniture Refinisher | 17.84 |
| 09090 - Furniture Refinisher Helper | 14.60 |
| 09110 - Furniture Repairer, Minor | 15.77 |
| 09130 - Upholsterer | 17.84 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.29 |
| 11060 - Elevator Operator | 10.96 |
| 11090 - Gardener | 13.39 |
| 11122 - Housekeeping Aide | 10.96 |
| 11150 - Janitor | 11.09 |
| 11210 - Laborer, Grounds Maintenance | 12.45 |
| 11240 - Maid or Houseman | 10.24 |
| 11260 - Pruner | 10.55 |
| 11270 - Tractor Operator | 12.20 |
| 11330 - Trail Maintenance Worker | 12.45 |
| 11360 - Window Cleaner | 11.65 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 12.63 |
| 12011 - Breath Alcohol Technician | 16.85 |
| 12012 - Certified Occupational Therapist Assistant | 18.69 |
| 12015 - Certified Physical Therapist Assistant | 20.00 |
| 12020 - Dental Assistant | 17.71 |
| 12025 - Dental Hygienist | 28.01 |
| 12030 - EKG Technician | 24.55 |
| 12035 - Electroneurodiagnostic Technologist | 24.55 |
| 12040 - Emergency Medical Technician | 12.63 |
| 12071 - Licensed Practical Nurse I | 14.48 |
| 12072 - Licensed Practical Nurse II | 16.19 |

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| 12073 | - Licensed Practical Nurse III | 18.06 |
| 12100 | - Medical Assistant | 14.00 |
| 12130 | - Medical Laboratory Technician | 19.03 |
| 12160 | - Medical Record Clerk | 15.34 |
| 12190 | - Medical Record Technician | 17.16 |
| 12195 | - Medical Transcriptionist | 16.24 |
| 12210 | - Nuclear Medicine Technologist | 34.98 |
| 12221 | - Nursing Assistant I | 10.66 |
| 12222 | - Nursing Assistant II | 11.98 |
| 12223 | - Nursing Assistant III | 13.07 |
| 12224 | - Nursing Assistant IV | 14.67 |
| 12235 | - Optical Dispenser | 12.84 |
| 12236 | - Optical Technician | 12.93 |
| 12250 | - Pharmacy Technician | 14.21 |
| 12280 | - Phlebotomist | 14.67 |
| 12305 | - Radiologic Technologist | 25.69 |
| 12311 | - Registered Nurse I | 25.14 |
| 12312 | - Registered Nurse II | 29.52 |
| 12313 | - Registered Nurse II, Specialist | 29.52 |
| 12314 | - Registered Nurse III | 35.72 |
| 12315 | - Registered Nurse III, Anesthetist | 35.72 |
| 12316 | - Registered Nurse IV | 42.81 |
| 12317 | - Scheduler (Drug and Alcohol Testing) | 18.97 |
| 13000 | - Information And Arts Occupations | |
| 13011 | - Exhibits Specialist I | 17.73 |
| 13012 | - Exhibits Specialist II | 21.97 |
| 13013 | - Exhibits Specialist III | 26.87 |
| 13041 | - Illustrator I | 17.73 |
| 13042 | - Illustrator II | 21.97 |
| 13043 | - Illustrator III | 26.87 |
| 13047 | - Librarian | 24.32 |
| 13050 | - Library Aide/Clerk | 12.64 |
| 13054 | - Library Information Technology Systems Administrator | 21.97 |
| 13058 | - Library Technician | 16.20 |
| 13061 | - Media Specialist I | 16.59 |
| 13062 | - Media Specialist II | 18.12 |
| 13063 | - Media Specialist III | 20.20 |
| 13071 | - Photographer I | 15.00 |
| 13072 | - Photographer II | 18.19 |
| 13073 | - Photographer III | 22.54 |
| 13074 | - Photographer IV | 27.57 |
| 13075 | - Photographer V | 33.36 |
| 13110 | - Video Teleconference Technician | 16.28 |
| 14000 | - Information Technology Occupations | |
| 14041 | - Computer Operator I | 15.98 |
| 14042 | - Computer Operator II | 17.87 |
| 14043 | - Computer Operator III | 20.92 |
| 14044 | - Computer Operator IV | 23.25 |
| 14045 | - Computer Operator V | 25.73 |
| 14071 | - Computer Programmer I | (see 1) 19.03 |
| 14072 | - Computer Programmer II | (see 1) 22.53 |
| 14073 | - Computer Programmer III | (see 1) 27.36 |
| 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 | 15.98 |
| 14160 | - Personal Computer Support Technician | 25.73 |
| 15000 | - Instructional Occupations | |
| 15010 | - Aircrew Training Devices Instructor (Non-Rated) | 28.96 |
| 15020 | - Aircrew Training Devices Instructor (Rated) | 35.04 |
| 15030 | - Air Crew Training Devices Instructor (Pilot) | 40.44 |

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|---|-------|
| 15050 - Computer Based Training Specialist / Instructor | 28.96 |
| 15060 - Educational Technologist | 29.11 |
| 15070 - Flight Instructor (Pilot) | 40.44 |
| 15080 - Graphic Artist | 18.10 |
| 15090 - Technical Instructor | 19.74 |
| 15095 - Technical Instructor/Course Developer | 24.15 |
| 15110 - Test Proctor | 15.93 |
| 15120 - Tutor | 15.93 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.19 |
| 16030 - Counter Attendant | 11.19 |
| 16040 - Dry Cleaner | 14.10 |
| 16070 - Finisher, Flatwork, Machine | 11.19 |
| 16090 - Presser, Hand | 11.19 |
| 16110 - Presser, Machine, Drycleaning | 11.19 |
| 16130 - Presser, Machine, Shirts | 11.19 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.19 |
| 16190 - Sewing Machine Operator | 14.92 |
| 16220 - Tailor | 15.77 |
| 16250 - Washer, Machine | 12.41 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.10 |
| 19040 - Tool And Die Maker | 25.88 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.17 |
| 21030 - Material Coordinator | 21.13 |
| 21040 - Material Expediter | 21.13 |
| 21050 - Material Handling Laborer | 12.63 |
| 21071 - Order Filler | 10.71 |
| 21080 - Production Line Worker (Food Processing) | 17.17 |
| 21110 - Shipping Packer | 15.63 |
| 21130 - Shipping/Receiving Clerk | 13.77 |
| 21140 - Store Worker I | 15.63 |
| 21150 - Stock Clerk | 19.08 |
| 21210 - Tools And Parts Attendant | 17.17 |
| 21410 - Warehouse Specialist | 17.17 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.61 |
| 23021 - Aircraft Mechanic I | 23.44 |
| 23022 - Aircraft Mechanic II | 24.61 |
| 23023 - Aircraft Mechanic III | 25.84 |
| 23040 - Aircraft Mechanic Helper | 20.70 |
| 23050 - Aircraft, Painter | 22.65 |
| 23060 - Aircraft Servicer | 21.17 |
| 23080 - Aircraft Worker | 22.06 |
| 23110 - Appliance Mechanic | 24.98 |
| 23120 - Bicycle Repairer | 13.24 |
| 23125 - Cable Splicer | 27.72 |
| 23130 - Carpenter, Maintenance | 21.48 |
| 23140 - Carpet Layer | 22.07 |
| 23160 - Electrician, Maintenance | 28.31 |
| 23181 - Electronics Technician Maintenance I | 26.05 |
| 23182 - Electronics Technician Maintenance II | 26.81 |
| 23183 - Electronics Technician Maintenance III | 27.67 |
| 23260 - Fabric Worker | 21.08 |
| 23290 - Fire Alarm System Mechanic | 23.44 |
| 23310 - Fire Extinguisher Repairer | 19.98 |
| 23311 - Fuel Distribution System Mechanic | 24.50 |
| 23312 - Fuel Distribution System Operator | 21.26 |
| 23370 - General Maintenance Worker | 17.89 |
| 23380 - Ground Support Equipment Mechanic | 23.44 |
| 23381 - Ground Support Equipment Servicer | 21.17 |
| 23382 - Ground Support Equipment Worker | 22.06 |

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| 23391 - Gunsmith I | 19.98 |
| 23392 - Gunsmith II | 22.07 |
| 23393 - Gunsmith III | 23.44 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.44 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.85 |
| 23430 - Heavy Equipment Mechanic | 23.73 |
| 23440 - Heavy Equipment Operator | 23.09 |
| 23460 - Instrument Mechanic | 23.44 |
| 23465 - Laboratory/Shelter Mechanic | 22.72 |
| 23470 - Laborer | 12.63 |
| 23510 - Locksmith | 23.44 |
| 23530 - Machinery Maintenance Mechanic | 22.84 |
| 23550 - Machinist, Maintenance | 18.85 |
| 23580 - Maintenance Trades Helper | 16.62 |
| 23591 - Metrology Technician I | 23.44 |
| 23592 - Metrology Technician II | 24.16 |
| 23593 - Metrology Technician III | 24.99 |
| 23640 - Millwright | 24.38 |
| 23710 - Office Appliance Repairer | 21.08 |
| 23760 - Painter, Maintenance | 22.23 |
| 23790 - Pipefitter, Maintenance | 29.07 |
| 23810 - Plumber, Maintenance | 24.55 |
| 23820 - Pneudraulic Systems Mechanic | 23.44 |
| 23850 - Rigger | 23.44 |
| 23870 - Scale Mechanic | 22.07 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.47 |
| 23910 - Small Engine Mechanic | 17.88 |
| 23931 - Telecommunications Mechanic I | 26.45 |
| 23932 - Telecommunications Mechanic II | 27.27 |
| 23950 - Telephone Lineman | 23.44 |
| 23960 - Welder, Combination, Maintenance | 19.95 |
| 23965 - well Driller | 21.56 |
| 23970 - Woodcraft Worker | 23.44 |
| 23980 - Woodworker | 18.65 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.20 |
| 24580 - Child Care Center Clerk | 13.95 |
| 24610 - Chore Aide | 10.81 |
| 24620 - Family Readiness And Support Services Coordinator | 12.95 |
| 24630 - Homemaker | 17.83 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.17 |
| 25040 - Sewage Plant Operator | 23.08 |
| 25070 - Stationary Engineer | 23.17 |
| 25190 - Ventilation Equipment Tender | 18.84 |
| 25210 - Water Treatment Plant Operator | 23.08 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.47 |
| 27007 - Baggage Inspector | 11.27 |
| 27008 - Corrections Officer | 21.97 |
| 27010 - Court Security Officer | 20.42 |
| 27030 - Detection Dog Handler | 14.85 |
| 27040 - Detention Officer | 21.97 |
| 27070 - Firefighter | 16.27 |
| 27101 - Guard I | 11.27 |
| 27102 - Guard II | 14.85 |
| 27131 - Police Officer I | 23.38 |
| 27132 - Police Officer II | 25.97 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.28 |

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| 28042 - Carnival Equipment Repairer | 10.73 |
| 28043 - Carnival Equipment Worker | 9.09 |
| 28210 - Gate Attendant/Gate Tender | 13.80 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 15.43 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.27 |
| 28515 - Recreation Specialist | 15.51 |
| 28630 - Sports Official | 12.30 |
| 28690 - Swimming Pool Operator | 13.78 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.80 |
| 29020 - Hatch Tender | 22.80 |
| 29030 - Line Handler | 22.80 |
| 29041 - Stevedore I | 21.78 |
| 29042 - Stevedore II | 24.36 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.56 |
| 30022 - Archeological Technician II | 18.65 |
| 30023 - Archeological Technician III | 23.01 |
| 30030 - Cartographic Technician | 22.89 |
| 30040 - Civil Engineering Technician | 25.25 |
| 30061 - Drafter/CAD Operator I | 16.51 |
| 30062 - Drafter/CAD Operator II | 18.62 |
| 30063 - Drafter/CAD Operator III | 20.60 |
| 30064 - Drafter/CAD Operator IV | 25.34 |
| 30081 - Engineering Technician I | 14.97 |
| 30082 - Engineering Technician II | 16.80 |
| 30083 - Engineering Technician III | 18.79 |
| 30084 - Engineering Technician IV | 23.28 |
| 30085 - Engineering Technician V | 28.48 |
| 30086 - Engineering Technician VI | 34.46 |
| 30090 - Environmental Technician | 21.39 |
| 30210 - Laboratory Technician | 21.32 |
| 30240 - Mathematical Technician | 22.89 |
| 30361 - Paralegal/Legal Assistant I | 18.62 |
| 30362 - Paralegal/Legal Assistant II | 22.37 |
| 30363 - Paralegal/Legal Assistant III | 27.38 |
| 30364 - Paralegal/Legal Assistant IV | 33.12 |
| 30390 - Photo-Optics Technician | 22.89 |
| 30461 - Technical Writer I | 21.42 |
| 30462 - Technical Writer II | 26.19 |
| 30463 - Technical Writer III | 31.70 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 19.67 |
| 30621 - Weather Observer, Senior (see 2) | 22.89 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.34 |
| 31030 - Bus Driver | 16.93 |
| 31043 - Driver Courier | 14.34 |
| 31260 - Parking and Lot Attendant | 12.44 |
| 31290 - Shuttle Bus Driver | 15.42 |
| 31310 - Taxi Driver | 15.13 |
| 31361 - Truckdriver, Light | 15.38 |
| 31362 - Truckdriver, Medium | 15.99 |
| 31363 - Truckdriver, Heavy | 19.03 |

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| 31364 - Truckdriver, Tractor-Trailer | 19.03 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.39 |
| 99050 - Desk Clerk | 9.36 |
| 99095 - Embalmer | 31.81 |
| 99251 - Laboratory Animal Caretaker I | 11.47 |
| 99252 - Laboratory Animal Caretaker II | 12.16 |
| 99310 - Mortician | 31.81 |
| 99410 - Pest Controller | 14.83 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.90 |
| 99711 - Recycling Specialist | 17.45 |
| 99730 - Refuse Collector | 15.01 |
| 99810 - Sales Clerk | 11.04 |
| 99820 - School Crossing Guard | 12.24 |
| 99830 - Survey Party Chief | 22.95 |
| 99831 - Surveying Aide | 15.42 |
| 99832 - Surveying Technician | 20.16 |
| 99840 - Vending Machine Attendant | 14.70 |
| 99841 - Vending Machine Repairer | 16.40 |
| 99842 - Vending Machine Repairer Helper | 14.78 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2286
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: Minnesota, Wisconsin

Area: Minnesota Counties of Aitkin, Becker, Beltrami, Carlton, Cass, Clay, Clearwater, Cook, Crow Wing, Hubbard, Itasca, Kanabec, Kittson, Koochiching, Lake, Lake of The Woods, Mahanomen, Marshall, Norman, Otter Tail, Pennington, Pine, Polk, Red Lake, Roseau, St Louis, Wadena, Wilkin

Wisconsin Counties of Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, Washburn

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.79 |

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| 01012 | - Accounting Clerk II | 16.60 |
| 01013 | - Accounting Clerk III | 18.56 |
| 01020 | - Administrative Assistant | 20.26 |
| 01040 | - Court Reporter | 18.20 |
| 01051 | - Data Entry Operator I | 12.27 |
| 01052 | - Data Entry Operator II | 13.46 |
| 01060 | - Dispatcher, Motor Vehicle | 19.01 |
| 01070 | - Document Preparation Clerk | 14.78 |
| 01090 | - Duplicating Machine Operator | 14.78 |
| 01111 | - General Clerk I | 11.51 |
| 01112 | - General Clerk II | 12.56 |
| 01113 | - General Clerk III | 14.09 |
| 01120 | - Housing Referral Assistant | 20.30 |
| 01141 | - Messenger Courier | 12.25 |
| 01191 | - Order Clerk I | 14.05 |
| 01192 | - Order Clerk II | 15.19 |
| 01261 | - Personnel Assistant (Employment) I | 16.05 |
| 01262 | - Personnel Assistant (Employment) II | 17.95 |
| 01263 | - Personnel Assistant (Employment) III | 20.02 |
| 01270 | - Production Control Clerk | 21.13 |
| 01280 | - Receptionist | 11.40 |
| 01290 | - Rental Clerk | 10.60 |
| 01300 | - Scheduler, Maintenance | 16.27 |
| 01311 | - Secretary I | 16.27 |
| 01312 | - Secretary II | 18.20 |
| 01313 | - Secretary III | 20.30 |
| 01320 | - Service Order Dispatcher | 14.81 |
| 01410 | - Supply Technician | 20.26 |
| 01420 | - Survey Worker | 14.47 |
| 01531 | - Travel Clerk I | 13.72 |
| 01532 | - Travel Clerk II | 14.81 |
| 01533 | - Travel Clerk III | 15.89 |
| 01611 | - Word Processor I | 13.51 |
| 01612 | - Word Processor II | 15.17 |
| 01613 | - Word Processor III | 16.96 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 18.48 |
| 05010 | - Automotive Electrician | 16.89 |
| 05040 | - Automotive Glass Installer | 16.40 |
| 05070 | - Automotive Worker | 16.40 |
| 05110 | - Mobile Equipment Servicer | 14.99 |
| 05130 | - Motor Equipment Metal Mechanic | 17.42 |
| 05160 | - Motor Equipment Metal Worker | 16.40 |
| 05190 | - Motor Vehicle Mechanic | 17.16 |
| 05220 | - Motor Vehicle Mechanic Helper | 15.87 |
| 05250 | - Motor Vehicle Upholstery Worker | 15.58 |
| 05280 | - Motor Vehicle Wrecker | 16.40 |
| 05310 | - Painter, Automotive | 16.63 |
| 05340 | - Radiator Repair Specialist | 16.40 |
| 05370 | - Tire Repairer | 13.24 |
| 05400 | - Transmission Repair Specialist | 17.42 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 12.34 |
| 07041 | - Cook I | 10.76 |
| 07042 | - Cook II | 11.58 |
| 07070 | - Dishwasher | 7.94 |
| 07130 | - Food Service Worker | 10.69 |
| 07210 | - Meat Cutter | 17.76 |
| 07260 | - Waiter/Waitress | 9.38 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 17.84 |
| 09040 | - Furniture Handler | 12.26 |
| 09080 | - Furniture Refinisher | 17.84 |

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| 09090 - Furniture Refinisher Helper | 14.60 |
| 09110 - Furniture Repairer, Minor | 15.77 |
| 09130 - Upholsterer | 17.84 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.29 |
| 11060 - Elevator Operator | 10.96 |
| 11090 - Gardener | 13.39 |
| 11122 - Housekeeping Aide | 10.96 |
| 11150 - Janitor | 11.09 |
| 11210 - Laborer, Grounds Maintenance | 12.45 |
| 11240 - Maid or Houseman | 10.24 |
| 11260 - Pruner | 10.55 |
| 11270 - Tractor Operator | 12.20 |
| 11330 - Trail Maintenance Worker | 12.45 |
| 11360 - Window Cleaner | 11.65 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 12.63 |
| 12011 - Breath Alcohol Technician | 16.85 |
| 12012 - Certified Occupational Therapist Assistant | 18.69 |
| 12015 - Certified Physical Therapist Assistant | 20.00 |
| 12020 - Dental Assistant | 17.71 |
| 12025 - Dental Hygienist | 28.01 |
| 12030 - EKG Technician | 24.55 |
| 12035 - Electroneurodiagnostic Technologist | 24.55 |
| 12040 - Emergency Medical Technician | 12.63 |
| 12071 - Licensed Practical Nurse I | 14.48 |
| 12072 - Licensed Practical Nurse II | 16.19 |
| 12073 - Licensed Practical Nurse III | 18.06 |
| 12100 - Medical Assistant | 14.00 |
| 12130 - Medical Laboratory Technician | 19.03 |
| 12160 - Medical Record Clerk | 15.34 |
| 12190 - Medical Record Technician | 17.16 |
| 12195 - Medical Transcriptionist | 16.24 |
| 12210 - Nuclear Medicine Technologist | 34.98 |
| 12221 - Nursing Assistant I | 10.66 |
| 12222 - Nursing Assistant II | 11.98 |
| 12223 - Nursing Assistant III | 13.07 |
| 12224 - Nursing Assistant IV | 14.67 |
| 12235 - Optical Dispenser | 12.84 |
| 12236 - Optical Technician | 12.93 |
| 12250 - Pharmacy Technician | 14.21 |
| 12280 - Phlebotomist | 14.67 |
| 12305 - Radiologic Technologist | 25.69 |
| 12311 - Registered Nurse I | 25.14 |
| 12312 - Registered Nurse II | 29.52 |
| 12313 - Registered Nurse II, Specialist | 29.52 |
| 12314 - Registered Nurse III | 35.72 |
| 12315 - Registered Nurse III, Anesthetist | 35.72 |
| 12316 - Registered Nurse IV | 42.81 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.97 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.73 |
| 13012 - Exhibits Specialist II | 21.97 |
| 13013 - Exhibits Specialist III | 26.87 |
| 13041 - Illustrator I | 17.73 |
| 13042 - Illustrator II | 21.97 |
| 13043 - Illustrator III | 26.87 |
| 13047 - Librarian | 24.32 |
| 13050 - Library Aide/Clerk | 12.64 |
| 13054 - Library Information Technology Systems Administrator | 21.97 |
| 13058 - Library Technician | 16.20 |
| 13061 - Media Specialist I | 16.59 |

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| 13062 - Media Specialist II | 18.12 |
| 13063 - Media Specialist III | 20.20 |
| 13071 - Photographer I | 15.00 |
| 13072 - Photographer II | 18.19 |
| 13073 - Photographer III | 22.54 |
| 13074 - Photographer IV | 27.57 |
| 13075 - Photographer V | 33.36 |
| 13110 - Video Teleconference Technician | 16.28 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.98 |
| 14042 - Computer Operator II | 17.87 |
| 14043 - Computer Operator III | 20.92 |
| 14044 - Computer Operator IV | 23.25 |
| 14045 - Computer Operator V | 25.73 |
| 14071 - Computer Programmer I | (see 1) 19.03 |
| 14072 - Computer Programmer II | (see 1) 22.53 |
| 14073 - Computer Programmer III | (see 1) 27.36 |
| 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 | 15.98 |
| 14160 - Personal Computer Support Technician | 25.73 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.96 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.04 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.44 |
| 15050 - Computer Based Training Specialist / Instructor | 28.96 |
| 15060 - Educational Technologist | 29.11 |
| 15070 - Flight Instructor (Pilot) | 40.44 |
| 15080 - Graphic Artist | 18.10 |
| 15090 - Technical Instructor | 19.74 |
| 15095 - Technical Instructor/Course Developer | 24.15 |
| 15110 - Test Proctor | 15.93 |
| 15120 - Tutor | 15.93 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.19 |
| 16030 - Counter Attendant | 11.19 |
| 16040 - Dry Cleaner | 14.10 |
| 16070 - Finisher, Flatwork, Machine | 11.19 |
| 16090 - Presser, Hand | 11.19 |
| 16110 - Presser, Machine, Drycleaning | 11.19 |
| 16130 - Presser, Machine, Shirts | 11.19 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.19 |
| 16190 - Sewing Machine Operator | 14.92 |
| 16220 - Tailor | 15.77 |
| 16250 - Washer, Machine | 12.41 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.10 |
| 19040 - Tool And Die Maker | 25.88 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.17 |
| 21030 - Material Coordinator | 21.13 |
| 21040 - Material Expediter | 21.13 |
| 21050 - Material Handling Laborer | 12.63 |
| 21071 - Order Filler | 10.71 |
| 21080 - Production Line Worker (Food Processing) | 17.17 |
| 21110 - Shipping Packer | 15.63 |
| 21130 - Shipping/Receiving Clerk | 13.77 |
| 21140 - Store Worker I | 15.63 |
| 21150 - Stock Clerk | 19.08 |
| 21210 - Tools And Parts Attendant | 17.17 |
| 21410 - Warehouse Specialist | 17.17 |

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| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.61 |
| 23021 - Aircraft Mechanic I | 23.44 |
| 23022 - Aircraft Mechanic II | 24.61 |
| 23023 - Aircraft Mechanic III | 25.84 |
| 23040 - Aircraft Mechanic Helper | 20.70 |
| 23050 - Aircraft, Painter | 22.65 |
| 23060 - Aircraft Servicer | 21.17 |
| 23080 - Aircraft Worker | 22.06 |
| 23110 - Appliance Mechanic | 24.98 |
| 23120 - Bicycle Repairer | 13.24 |
| 23125 - Cable Splicer | 27.72 |
| 23130 - Carpenter, Maintenance | 21.48 |
| 23140 - Carpet Layer | 22.07 |
| 23160 - Electrician, Maintenance | 28.31 |
| 23181 - Electronics Technician Maintenance I | 26.05 |
| 23182 - Electronics Technician Maintenance II | 26.81 |
| 23183 - Electronics Technician Maintenance III | 27.67 |
| 23260 - Fabric Worker | 21.08 |
| 23290 - Fire Alarm System Mechanic | 23.44 |
| 23310 - Fire Extinguisher Repairer | 19.98 |
| 23311 - Fuel Distribution System Mechanic | 24.50 |
| 23312 - Fuel Distribution System Operator | 21.26 |
| 23370 - General Maintenance Worker | 17.89 |
| 23380 - Ground Support Equipment Mechanic | 23.44 |
| 23381 - Ground Support Equipment Servicer | 21.17 |
| 23382 - Ground Support Equipment Worker | 22.06 |
| 23391 - Gunsmith I | 19.98 |
| 23392 - Gunsmith II | 22.07 |
| 23393 - Gunsmith III | 23.44 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.44 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.85 |
| 23430 - Heavy Equipment Mechanic | 23.73 |
| 23440 - Heavy Equipment Operator | 23.09 |
| 23460 - Instrument Mechanic | 23.44 |
| 23465 - Laboratory/Shelter Mechanic | 22.72 |
| 23470 - Laborer | 12.63 |
| 23510 - Locksmith | 23.44 |
| 23530 - Machinery Maintenance Mechanic | 22.84 |
| 23550 - Machinist, Maintenance | 18.85 |
| 23580 - Maintenance Trades Helper | 16.62 |
| 23591 - Metrology Technician I | 23.44 |
| 23592 - Metrology Technician II | 24.16 |
| 23593 - Metrology Technician III | 24.99 |
| 23640 - Millwright | 24.38 |
| 23710 - Office Appliance Repairer | 21.08 |
| 23760 - Painter, Maintenance | 22.23 |
| 23790 - Pipefitter, Maintenance | 29.07 |
| 23810 - Plumber, Maintenance | 24.55 |
| 23820 - Pneudraulic Systems Mechanic | 23.44 |
| 23850 - Rigger | 23.44 |
| 23870 - Scale Mechanic | 22.07 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.47 |
| 23910 - Small Engine Mechanic | 17.88 |
| 23931 - Telecommunications Mechanic I | 26.45 |
| 23932 - Telecommunications Mechanic II | 27.27 |
| 23950 - Telephone Lineman | 23.44 |
| 23960 - Welder, Combination, Maintenance | 19.95 |
| 23965 - well Driller | 21.56 |
| 23970 - Woodcraft Worker | 23.44 |
| 23980 - Woodworker | 18.65 |

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| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.20 |
| 24580 - Child Care Center Clerk | 13.95 |
| 24610 - Chore Aide | 10.81 |
| 24620 - Family Readiness And Support Services Coordinator | 12.95 |
| 24630 - Homemaker | 17.83 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.17 |
| 25040 - Sewage Plant Operator | 23.08 |
| 25070 - Stationary Engineer | 23.17 |
| 25190 - Ventilation Equipment Tender | 18.84 |
| 25210 - Water Treatment Plant Operator | 23.08 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.47 |
| 27007 - Baggage Inspector | 11.27 |
| 27008 - Corrections Officer | 21.97 |
| 27010 - Court Security Officer | 20.42 |
| 27030 - Detection Dog Handler | 14.85 |
| 27040 - Detention Officer | 21.97 |
| 27070 - Firefighter | 16.27 |
| 27101 - Guard I | 11.27 |
| 27102 - Guard II | 14.85 |
| 27131 - Police Officer I | 23.38 |
| 27132 - Police Officer II | 25.97 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.28 |
| 28042 - Carnival Equipment Repairer | 10.73 |
| 28043 - Carnival Equipment Worker | 9.09 |
| 28210 - Gate Attendant/Gate Tender | 13.80 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 15.43 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.27 |
| 28515 - Recreation Specialist | 15.51 |
| 28630 - Sports Official | 12.30 |
| 28690 - Swimming Pool Operator | 13.78 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.80 |
| 29020 - Hatch Tender | 22.80 |
| 29030 - Line Handler | 22.80 |
| 29041 - Stevedore I | 21.78 |
| 29042 - Stevedore II | 24.36 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.56 |
| 30022 - Archeological Technician II | 18.65 |
| 30023 - Archeological Technician III | 23.01 |
| 30030 - Cartographic Technician | 22.89 |
| 30040 - Civil Engineering Technician | 25.25 |
| 30061 - Drafter/CAD Operator I | 16.51 |
| 30062 - Drafter/CAD Operator II | 18.62 |
| 30063 - Drafter/CAD Operator III | 20.60 |
| 30064 - Drafter/CAD Operator IV | 25.34 |
| 30081 - Engineering Technician I | 14.97 |
| 30082 - Engineering Technician II | 16.80 |
| 30083 - Engineering Technician III | 18.79 |
| 30084 - Engineering Technician IV | 23.28 |
| 30085 - Engineering Technician V | 28.48 |
| 30086 - Engineering Technician VI | 34.46 |
| 30090 - Environmental Technician | 21.39 |
| 30210 - Laboratory Technician | 21.32 |

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| 30240 - Mathematical Technician | 22.89 |
| 30361 - Paralegal/Legal Assistant I | 18.62 |
| 30362 - Paralegal/Legal Assistant II | 22.37 |
| 30363 - Paralegal/Legal Assistant III | 27.38 |
| 30364 - Paralegal/Legal Assistant IV | 33.12 |
| 30390 - Photo-Optics Technician | 22.89 |
| 30461 - Technical Writer I | 21.42 |
| 30462 - Technical Writer II | 26.19 |
| 30463 - Technical Writer III | 31.70 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 19.67 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 22.89 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.34 |
| 31030 - Bus Driver | 16.93 |
| 31043 - Driver Courier | 14.34 |
| 31260 - Parking and Lot Attendant | 12.44 |
| 31290 - Shuttle Bus Driver | 15.42 |
| 31310 - Taxi Driver | 15.13 |
| 31361 - Truckdriver, Light | 15.38 |
| 31362 - Truckdriver, Medium | 15.99 |
| 31363 - Truckdriver, Heavy | 19.03 |
| 31364 - Truckdriver, Tractor-Trailer | 19.03 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.39 |
| 99050 - Desk Clerk | 9.36 |
| 99095 - Embalmer | 31.81 |
| 99251 - Laboratory Animal Caretaker I | 11.47 |
| 99252 - Laboratory Animal Caretaker II | 12.16 |
| 99310 - Mortician | 31.81 |
| 99410 - Pest Controller | 14.83 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.90 |
| 99711 - Recycling Specialist | 17.45 |
| 99730 - Refuse Collector | 15.01 |
| 99810 - Sales Clerk | 11.04 |
| 99820 - School Crossing Guard | 12.24 |
| 99830 - Survey Party Chief | 22.95 |
| 99831 - Surveying Aide | 15.42 |
| 99832 - Surveying Technician | 20.16 |
| 99840 - Vending Machine Attendant | 14.70 |
| 99841 - Vending Machine Repairer | 16.40 |
| 99842 - Vending Machine Repairer Helper | 14.78 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be

conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2287
Revision No.: 14
Date of Last Revision: 07/25/2014

States: Minnesota, Wisconsin

Area: Minnesota Counties of Anoka, Carver, Chisago, Dakota, Hennepin, Isanti,
Ramsey, Scott, Washington, Wright

Wisconsin Counties of Pierce, Polk, St Croix

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.12 |
| 01012 - Accounting Clerk II | | 16.97 |
| 01013 - Accounting Clerk III | | 18.99 |
| 01020 - Administrative Assistant | | 22.97 |
| 01040 - Court Reporter | | 19.17 |
| 01051 - Data Entry Operator I | | 13.68 |
| 01052 - Data Entry Operator II | | 14.93 |
| 01060 - Dispatcher, Motor Vehicle | | 21.93 |
| 01070 - Document Preparation Clerk | | 15.07 |
| 01090 - Duplicating Machine Operator | | 15.07 |
| 01111 - General Clerk I | | 14.03 |
| 01112 - General Clerk II | | 15.31 |
| 01113 - General Clerk III | | 18.25 |
| 01120 - Housing Referral Assistant | | 22.38 |
| 01141 - Messenger Courier | | 13.62 |
| 01191 - Order Clerk I | | 16.23 |
| 01192 - Order Clerk II | | 17.72 |
| 01261 - Personnel Assistant (Employment) I | | 17.75 |
| 01262 - Personnel Assistant (Employment) II | | 19.86 |
| 01263 - Personnel Assistant (Employment) III | | 22.13 |
| 01270 - Production Control Clerk | | 22.34 |
| 01280 - Receptionist | | 15.24 |
| 01290 - Rental Clerk | | 16.80 |
| 01300 - Scheduler, Maintenance | | 17.95 |
| 01311 - Secretary I | | 17.95 |
| 01312 - Secretary II | | 20.09 |
| 01313 - Secretary III | | 22.38 |
| 01320 - Service Order Dispatcher | | 20.00 |
| 01410 - Supply Technician | | 22.97 |
| 01420 - Survey Worker | | 19.17 |
| 01531 - Travel Clerk I | | 14.01 |
| 01532 - Travel Clerk II | | 15.12 |
| 01533 - Travel Clerk III | | 16.22 |
| 01611 - Word Processor I | | 15.01 |
| 01612 - Word Processor II | | 16.85 |
| 01613 - Word Processor III | | 18.85 |
| 05000 - Automotive Service Occupations | | |

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| 05005 - Automobile Body Repairer, Fiberglass | 23.66 |
| 05010 - Automotive Electrician | 20.79 |
| 05040 - Automotive Glass Installer | 19.11 |
| 05070 - Automotive Worker | 19.93 |
| 05110 - Mobile Equipment Servicer | 17.51 |
| 05130 - Motor Equipment Metal Mechanic | 21.60 |
| 05160 - Motor Equipment Metal Worker | 19.93 |
| 05190 - Motor Vehicle Mechanic | 21.70 |
| 05220 - Motor Vehicle Mechanic Helper | 16.72 |
| 05250 - Motor Vehicle Upholstery Worker | 18.51 |
| 05280 - Motor Vehicle Wrecker | 19.93 |
| 05310 - Painter, Automotive | 19.94 |
| 05340 - Radiator Repair Specialist | 19.73 |
| 05370 - Tire Repairer | 16.12 |
| 05400 - Transmission Repair Specialist | 21.60 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.80 |
| 07041 - Cook I | 13.58 |
| 07042 - Cook II | 14.78 |
| 07070 - Dishwasher | 10.58 |
| 07130 - Food Service Worker | 10.92 |
| 07210 - Meat Cutter | 20.01 |
| 07260 - Waiter/Waitress | 11.59 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.90 |
| 09040 - Furniture Handler | 16.13 |
| 09080 - Furniture Refinisher | 19.90 |
| 09090 - Furniture Refinisher Helper | 18.07 |
| 09110 - Furniture Repairer, Minor | 19.60 |
| 09130 - Upholsterer | 19.90 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.56 |
| 11060 - Elevator Operator | 15.31 |
| 11090 - Gardener | 20.25 |
| 11122 - Housekeeping Aide | 15.31 |
| 11150 - Janitor | 15.31 |
| 11210 - Laborer, Grounds Maintenance | 16.54 |
| 11240 - Maid or Houseman | 11.37 |
| 11260 - Pruner | 16.00 |
| 11270 - Tractor Operator | 18.46 |
| 11330 - Trail Maintenance Worker | 16.54 |
| 11360 - Window Cleaner | 16.67 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.62 |
| 12011 - Breath Alcohol Technician | 19.34 |
| 12012 - Certified Occupational Therapist Assistant | 19.52 |
| 12015 - Certified Physical Therapist Assistant | 21.11 |
| 12020 - Dental Assistant | 19.97 |
| 12025 - Dental Hygienist | 33.77 |
| 12030 - EKG Technician | 27.56 |
| 12035 - Electroneurodiagnostic Technologist | 27.56 |
| 12040 - Emergency Medical Technician | 18.62 |
| 12071 - Licensed Practical Nurse I | 17.28 |
| 12072 - Licensed Practical Nurse II | 19.34 |
| 12073 - Licensed Practical Nurse III | 21.55 |
| 12100 - Medical Assistant | 16.35 |
| 12130 - Medical Laboratory Technician | 19.22 |
| 12160 - Medical Record Clerk | 16.01 |
| 12190 - Medical Record Technician | 17.91 |
| 12195 - Medical Transcriptionist | 17.67 |
| 12210 - Nuclear Medicine Technologist | 34.10 |
| 12221 - Nursing Assistant I | 11.37 |
| 12222 - Nursing Assistant II | 12.78 |

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| 12223 - Nursing Assistant III | 13.95 |
| 12224 - Nursing Assistant IV | 15.79 |
| 12235 - Optical Dispenser | 18.70 |
| 12236 - Optical Technician | 16.04 |
| 12250 - Pharmacy Technician | 15.53 |
| 12280 - Phlebotomist | 15.79 |
| 12305 - Radiologic Technologist | 27.30 |
| 12311 - Registered Nurse I | 29.71 |
| 12312 - Registered Nurse II | 36.35 |
| 12313 - Registered Nurse II, Specialist | 36.35 |
| 12314 - Registered Nurse III | 43.98 |
| 12315 - Registered Nurse III, Anesthetist | 43.98 |
| 12316 - Registered Nurse IV | 52.71 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.34 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.47 |
| 13012 - Exhibits Specialist II | 26.14 |
| 13013 - Exhibits Specialist III | 30.90 |
| 13041 - Illustrator I | 21.81 |
| 13042 - Illustrator II | 27.01 |
| 13043 - Illustrator III | 33.05 |
| 13047 - Librarian | 33.12 |
| 13050 - Library Aide/Clerk | 13.54 |
| 13054 - Library Information Technology Systems Administrator | 25.74 |
| 13058 - Library Technician | 18.54 |
| 13061 - Media Specialist I | 18.14 |
| 13062 - Media Specialist II | 19.95 |
| 13063 - Media Specialist III | 22.00 |
| 13071 - Photographer I | 18.66 |
| 13072 - Photographer II | 20.87 |
| 13073 - Photographer III | 25.85 |
| 13074 - Photographer IV | 31.63 |
| 13075 - Photographer V | 36.15 |
| 13110 - Video Teleconference Technician | 19.84 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.63 |
| 14042 - Computer Operator II | 20.85 |
| 14043 - Computer Operator III | 23.23 |
| 14044 - Computer Operator IV | 25.81 |
| 14045 - Computer Operator V | 28.59 |
| 14071 - Computer Programmer I | (see 1) 26.47 |
| 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 | 18.63 |
| 14160 - Personal Computer Support Technician | 25.81 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 34.82 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 39.04 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.83 |
| 15050 - Computer Based Training Specialist / Instructor | 34.82 |
| 15060 - Educational Technologist | 28.68 |
| 15070 - Flight Instructor (Pilot) | 42.83 |
| 15080 - Graphic Artist | 24.15 |
| 15090 - Technical Instructor | 23.67 |
| 15095 - Technical Instructor/Course Developer | 28.96 |
| 15110 - Test Proctor | 19.57 |
| 15120 - Tutor | 19.57 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |

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|---|-------|
| 16010 - Assembler | 11.42 |
| 16030 - Counter Attendant | 11.42 |
| 16040 - Dry Cleaner | 14.39 |
| 16070 - Finisher, Flatwork, Machine | 11.42 |
| 16090 - Presser, Hand | 11.42 |
| 16110 - Presser, Machine, Drycleaning | 11.42 |
| 16130 - Presser, Machine, Shirts | 11.42 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.42 |
| 16190 - Sewing Machine Operator | 15.22 |
| 16220 - Tailor | 16.09 |
| 16250 - Washer, Machine | 12.66 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.64 |
| 19040 - Tool And Die Maker | 29.32 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.74 |
| 21030 - Material Coordinator | 22.34 |
| 21040 - Material Expediter | 22.34 |
| 21050 - Material Handling Laborer | 16.04 |
| 21071 - Order Filler | 15.92 |
| 21080 - Production Line Worker (Food Processing) | 17.74 |
| 21110 - Shipping Packer | 18.04 |
| 21130 - Shipping/Receiving Clerk | 18.04 |
| 21140 - Store Worker I | 14.40 |
| 21150 - Stock Clerk | 18.61 |
| 21210 - Tools And Parts Attendant | 17.74 |
| 21410 - Warehouse Specialist | 18.67 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.14 |
| 23021 - Aircraft Mechanic I | 27.99 |
| 23022 - Aircraft Mechanic II | 29.14 |
| 23023 - Aircraft Mechanic III | 30.35 |
| 23040 - Aircraft Mechanic Helper | 21.64 |
| 23050 - Aircraft, Painter | 26.79 |
| 23060 - Aircraft Servicer | 24.57 |
| 23080 - Aircraft Worker | 25.65 |
| 23110 - Appliance Mechanic | 23.16 |
| 23120 - Bicycle Repairer | 17.12 |
| 23125 - Cable Splicer | 31.75 |
| 23130 - Carpenter, Maintenance | 24.26 |
| 23140 - Carpet Layer | 26.15 |
| 23160 - Electrician, Maintenance | 29.96 |
| 23181 - Electronics Technician Maintenance I | 23.74 |
| 23182 - Electronics Technician Maintenance II | 26.06 |
| 23183 - Electronics Technician Maintenance III | 29.52 |
| 23260 - Fabric Worker | 22.65 |
| 23290 - Fire Alarm System Mechanic | 24.43 |
| 23310 - Fire Extinguisher Repairer | 21.27 |
| 23311 - Fuel Distribution System Mechanic | 24.62 |
| 23312 - Fuel Distribution System Operator | 21.94 |
| 23370 - General Maintenance Worker | 21.45 |
| 23380 - Ground Support Equipment Mechanic | 27.99 |
| 23381 - Ground Support Equipment Servicer | 25.65 |
| 23382 - Ground Support Equipment Worker | 21.27 |
| 23391 - Gunsmith I | 23.64 |
| 23392 - Gunsmith II | 25.92 |
| 23393 - Gunsmith III | 26.09 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 27.16 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 27.16 |
| 23430 - Heavy Equipment Mechanic | 24.56 |
| 23440 - Heavy Equipment Operator | 28.74 |

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|---|-------|
| 23460 - Instrument Mechanic | 23.53 |
| 23465 - Laboratory/Shelter Mechanic | 24.85 |
| 23470 - Laborer | 13.69 |
| 23510 - Locksmith | 22.19 |
| 23530 - Machinery Maintenance Mechanic | 24.68 |
| 23550 - Machinist, Maintenance | 21.98 |
| 23580 - Maintenance Trades Helper | 16.19 |
| 23591 - Metrology Technician I | 23.53 |
| 23592 - Metrology Technician II | 24.50 |
| 23593 - Metrology Technician III | 25.51 |
| 23640 - Millwright | 26.97 |
| 23710 - Office Appliance Repairer | 21.42 |
| 23760 - Painter, Maintenance | 21.49 |
| 23790 - Pipefitter, Maintenance | 32.15 |
| 23810 - Plumber, Maintenance | 27.99 |
| 23820 - Pneudraulic Systems Mechanic | 25.92 |
| 23850 - Rigger | 25.38 |
| 23870 - Scale Mechanic | 23.64 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.90 |
| 23910 - Small Engine Mechanic | 23.36 |
| 23931 - Telecommunications Mechanic I | 26.00 |
| 23932 - Telecommunications Mechanic II | 27.07 |
| 23950 - Telephone Lineman | 24.43 |
| 23960 - Welder, Combination, Maintenance | 22.63 |
| 23965 - Well Driller | 23.07 |
| 23970 - Woodcraft Worker | 25.92 |
| 23980 - Woodworker | 21.01 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.15 |
| 24580 - Child Care Center Clerk | 18.03 |
| 24610 - Chore Aide | 11.26 |
| 24620 - Family Readiness And Support Services Coordinator | 14.71 |
| 24630 - Homemaker | 20.05 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.13 |
| 25040 - Sewage Plant Operator | 22.17 |
| 25070 - Stationary Engineer | 27.13 |
| 25190 - Ventilation Equipment Tender | 20.79 |
| 25210 - Water Treatment Plant Operator | 22.17 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 22.00 |
| 27007 - Baggage Inspector | 14.94 |
| 27008 - Corrections Officer | 20.73 |
| 27010 - Court Security Officer | 21.99 |
| 27030 - Detection Dog Handler | 18.37 |
| 27040 - Detention Officer | 20.73 |
| 27070 - Firefighter | 20.84 |
| 27101 - Guard I | 14.94 |
| 27102 - Guard II | 18.37 |
| 27131 - Police Officer I | 27.66 |
| 27132 - Police Officer II | 30.73 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.15 |
| 28042 - Carnival Equipment Repairer | 12.21 |
| 28043 - Carnival Equipment Worker | 9.93 |
| 28210 - Gate Attendant/Gate Tender | 13.43 |
| 28310 - Lifeguard | 11.28 |
| 28350 - Park Attendant (Aide) | 15.03 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.59 |
| 28515 - Recreation Specialist | 16.18 |
| 28630 - Sports Official | 11.97 |
| 28690 - Swimming Pool Operator | 19.47 |

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| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 25.63 |
| 29020 - Hatch Tender | 25.63 |
| 29030 - Line Handler | 25.63 |
| 29041 - Stevedore I | 24.75 |
| 29042 - Stevedore II | 26.78 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.91 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.13 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.78 |
| 30021 - Archeological Technician I | 20.60 |
| 30022 - Archeological Technician II | 23.05 |
| 30023 - Archeological Technician III | 28.54 |
| 30030 - Cartographic Technician | 29.12 |
| 30040 - Civil Engineering Technician | 25.55 |
| 30061 - Drafter/CAD Operator I | 20.60 |
| 30062 - Drafter/CAD Operator II | 23.05 |
| 30063 - Drafter/CAD Operator III | 25.69 |
| 30064 - Drafter/CAD Operator IV | 31.62 |
| 30081 - Engineering Technician I | 18.51 |
| 30082 - Engineering Technician II | 21.39 |
| 30083 - Engineering Technician III | 23.93 |
| 30084 - Engineering Technician IV | 29.64 |
| 30085 - Engineering Technician V | 31.93 |
| 30086 - Engineering Technician VI | 39.73 |
| 30090 - Environmental Technician | 22.39 |
| 30210 - Laboratory Technician | 20.75 |
| 30240 - Mathematical Technician | 23.33 |
| 30361 - Paralegal/Legal Assistant I | 20.05 |
| 30362 - Paralegal/Legal Assistant II | 24.83 |
| 30363 - Paralegal/Legal Assistant III | 30.38 |
| 30364 - Paralegal/Legal Assistant IV | 36.76 |
| 30390 - Photo-Optics Technician | 29.64 |
| 30461 - Technical Writer I | 25.29 |
| 30462 - Technical Writer II | 30.95 |
| 30463 - Technical Writer III | 37.39 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.09 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.15 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.93 |
| 30494 - Unexploded (UXO) Safety Escort | 24.09 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.09 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 25.69 |
| 30621 - Weather Observer, Senior (see 2) | 28.54 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.23 |
| 31030 - Bus Driver | 17.55 |
| 31043 - Driver Courier | 16.94 |
| 31260 - Parking and Lot Attendant | 10.53 |
| 31290 - Shuttle Bus Driver | 18.14 |
| 31310 - Taxi Driver | 12.19 |
| 31361 - Truckdriver, Light | 18.14 |
| 31362 - Truckdriver, Medium | 22.10 |
| 31363 - Truckdriver, Heavy | 22.46 |
| 31364 - Truckdriver, Tractor-Trailer | 22.43 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.11 |
| 99050 - Desk Clerk | 10.62 |
| 99095 - Embalmer | 30.75 |
| 99251 - Laboratory Animal Caretaker I | 11.41 |
| 99252 - Laboratory Animal Caretaker II | 12.22 |
| 99310 - Mortician | 35.34 |
| 99410 - Pest Controller | 19.77 |

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| 99510 - Photofinishing Worker | 17.97 |
| 99710 - Recycling Laborer | 20.39 |
| 99711 - Recycling Specialist | 23.70 |
| 99730 - Refuse Collector | 18.73 |
| 99810 - Sales Clerk | 12.21 |
| 99820 - School Crossing Guard | 12.01 |
| 99830 - Survey Party Chief | 29.97 |
| 99831 - Surveying Aide | 19.91 |
| 99832 - Surveying Technician | 22.89 |
| 99840 - Vending Machine Attendant | 16.99 |
| 99841 - Vending Machine Repairer | 19.47 |
| 99842 - Vending Machine Repairer Helper | 16.99 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2288
Revision No.: 15
Date Of Last Revision: 07/25/2014

States: Minnesota, Wisconsin

Area: Minnesota Counties of Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Washington, Wright

Wisconsin Counties of Pierce, Polk, St Croix

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.12 |
| 01012 - Accounting Clerk II | | 16.97 |
| 01013 - Accounting Clerk III | | 18.99 |
| 01020 - Administrative Assistant | | 22.97 |
| 01040 - Court Reporter | | 19.17 |
| 01051 - Data Entry Operator I | | 13.68 |
| 01052 - Data Entry Operator II | | 14.93 |
| 01060 - Dispatcher, Motor Vehicle | | 21.93 |
| 01070 - Document Preparation Clerk | | 15.07 |
| 01090 - Duplicating Machine Operator | | 15.07 |
| 01111 - General Clerk I | | 14.03 |
| 01112 - General Clerk II | | 15.31 |
| 01113 - General Clerk III | | 18.25 |
| 01120 - Housing Referral Assistant | | 22.38 |
| 01141 - Messenger Courier | | 13.62 |

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| 01191 - Order Clerk I | 16.23 |
| 01192 - Order Clerk II | 17.72 |
| 01261 - Personnel Assistant (Employment) I | 17.75 |
| 01262 - Personnel Assistant (Employment) II | 19.86 |
| 01263 - Personnel Assistant (Employment) III | 22.13 |
| 01270 - Production Control Clerk | 22.34 |
| 01280 - Receptionist | 15.24 |
| 01290 - Rental Clerk | 16.80 |
| 01300 - Scheduler, Maintenance | 17.95 |
| 01311 - Secretary I | 17.95 |
| 01312 - Secretary II | 20.09 |
| 01313 - Secretary III | 22.38 |
| 01320 - Service Order Dispatcher | 20.00 |
| 01410 - Supply Technician | 22.97 |
| 01420 - Survey Worker | 19.17 |
| 01531 - Travel Clerk I | 14.01 |
| 01532 - Travel Clerk II | 15.12 |
| 01533 - Travel Clerk III | 16.22 |
| 01611 - Word Processor I | 15.01 |
| 01612 - Word Processor II | 16.85 |
| 01613 - Word Processor III | 18.85 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.66 |
| 05010 - Automotive Electrician | 20.79 |
| 05040 - Automotive Glass Installer | 19.11 |
| 05070 - Automotive Worker | 19.93 |
| 05110 - Mobile Equipment Servicer | 17.51 |
| 05130 - Motor Equipment Metal Mechanic | 21.60 |
| 05160 - Motor Equipment Metal Worker | 19.93 |
| 05190 - Motor Vehicle Mechanic | 21.70 |
| 05220 - Motor Vehicle Mechanic Helper | 16.72 |
| 05250 - Motor Vehicle Upholstery Worker | 18.51 |
| 05280 - Motor Vehicle Wrecker | 19.93 |
| 05310 - Painter, Automotive | 19.94 |
| 05340 - Radiator Repair Specialist | 19.73 |
| 05370 - Tire Repairer | 16.12 |
| 05400 - Transmission Repair Specialist | 21.60 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.80 |
| 07041 - Cook I | 13.58 |
| 07042 - Cook II | 14.78 |
| 07070 - Dishwasher | 10.58 |
| 07130 - Food Service Worker | 10.92 |
| 07210 - Meat Cutter | 20.01 |
| 07260 - Waiter/Waitress | 11.59 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.90 |
| 09040 - Furniture Handler | 16.13 |
| 09080 - Furniture Refinisher | 19.90 |
| 09090 - Furniture Refinisher Helper | 18.07 |
| 09110 - Furniture Repairer, Minor | 19.60 |
| 09130 - Upholsterer | 19.90 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.56 |
| 11060 - Elevator Operator | 15.31 |
| 11090 - Gardener | 20.25 |
| 11122 - Housekeeping Aide | 15.31 |
| 11150 - Janitor | 15.31 |
| 11210 - Laborer, Grounds Maintenance | 16.54 |
| 11240 - Maid or Houseman | 11.37 |
| 11260 - Pruner | 16.00 |
| 11270 - Tractor Operator | 18.46 |
| 11330 - Trail Maintenance Worker | 16.54 |

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| 11360 - Window Cleaner | 16.67 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.62 |
| 12011 - Breath Alcohol Technician | 19.34 |
| 12012 - Certified Occupational Therapist Assistant | 19.52 |
| 12015 - Certified Physical Therapist Assistant | 21.11 |
| 12020 - Dental Assistant | 19.97 |
| 12025 - Dental Hygienist | 33.77 |
| 12030 - EKG Technician | 27.56 |
| 12035 - Electroneurodiagnostic Technologist | 27.56 |
| 12040 - Emergency Medical Technician | 18.62 |
| 12071 - Licensed Practical Nurse I | 17.28 |
| 12072 - Licensed Practical Nurse II | 19.34 |
| 12073 - Licensed Practical Nurse III | 21.55 |
| 12100 - Medical Assistant | 16.35 |
| 12130 - Medical Laboratory Technician | 19.22 |
| 12160 - Medical Record Clerk | 16.01 |
| 12190 - Medical Record Technician | 17.91 |
| 12195 - Medical Transcriptionist | 17.67 |
| 12210 - Nuclear Medicine Technologist | 34.10 |
| 12221 - Nursing Assistant I | 11.37 |
| 12222 - Nursing Assistant II | 12.78 |
| 12223 - Nursing Assistant III | 13.95 |
| 12224 - Nursing Assistant IV | 15.79 |
| 12235 - Optical Dispenser | 18.70 |
| 12236 - Optical Technician | 16.04 |
| 12250 - Pharmacy Technician | 15.53 |
| 12280 - Phlebotomist | 15.79 |
| 12305 - Radiologic Technologist | 27.30 |
| 12311 - Registered Nurse I | 29.71 |
| 12312 - Registered Nurse II | 36.35 |
| 12313 - Registered Nurse II, Specialist | 36.35 |
| 12314 - Registered Nurse III | 43.98 |
| 12315 - Registered Nurse III, Anesthetist | 43.98 |
| 12316 - Registered Nurse IV | 52.71 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.34 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.47 |
| 13012 - Exhibits Specialist II | 26.14 |
| 13013 - Exhibits Specialist III | 30.90 |
| 13041 - Illustrator I | 21.81 |
| 13042 - Illustrator II | 27.01 |
| 13043 - Illustrator III | 33.05 |
| 13047 - Librarian | 33.12 |
| 13050 - Library Aide/Clerk | 13.54 |
| 13054 - Library Information Technology Systems Administrator | 25.74 |
| 13058 - Library Technician | 18.54 |
| 13061 - Media Specialist I | 18.14 |
| 13062 - Media Specialist II | 19.95 |
| 13063 - Media Specialist III | 22.00 |
| 13071 - Photographer I | 18.66 |
| 13072 - Photographer II | 20.87 |
| 13073 - Photographer III | 25.85 |
| 13074 - Photographer IV | 31.63 |
| 13075 - Photographer V | 36.15 |
| 13110 - Video Teleconference Technician | 19.84 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.63 |
| 14042 - Computer Operator II | 20.85 |
| 14043 - Computer Operator III | 23.23 |
| 14044 - Computer Operator IV | 25.81 |
| 14045 - Computer Operator V | 28.59 |

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| 14071 - Computer Programmer I | (see 1) | 26.47 |
| 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 | | 18.63 |
| 14160 - Personal Computer Support Technician | | 25.81 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 34.82 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 39.04 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 42.83 |
| 15050 - Computer Based Training Specialist / Instructor | | 34.82 |
| 15060 - Educational Technologist | | 28.68 |
| 15070 - Flight Instructor (Pilot) | | 42.83 |
| 15080 - Graphic Artist | | 24.15 |
| 15090 - Technical Instructor | | 23.67 |
| 15095 - Technical Instructor/Course Developer | | 28.96 |
| 15110 - Test Proctor | | 19.57 |
| 15120 - Tutor | | 19.57 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 11.42 |
| 16030 - Counter Attendant | | 11.42 |
| 16040 - Dry Cleaner | | 14.39 |
| 16070 - Finisher, Flatwork, Machine | | 11.42 |
| 16090 - Presser, Hand | | 11.42 |
| 16110 - Presser, Machine, Drycleaning | | 11.42 |
| 16130 - Presser, Machine, Shirts | | 11.42 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 11.42 |
| 16190 - Sewing Machine Operator | | 15.22 |
| 16220 - Tailor | | 16.09 |
| 16250 - Washer, Machine | | 12.66 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 23.64 |
| 19040 - Tool And Die Maker | | 29.32 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 17.74 |
| 21030 - Material Coordinator | | 22.34 |
| 21040 - Material Expediter | | 22.34 |
| 21050 - Material Handling Laborer | | 16.04 |
| 21071 - Order Filler | | 15.92 |
| 21080 - Production Line Worker (Food Processing) | | 17.74 |
| 21110 - Shipping Packer | | 18.04 |
| 21130 - Shipping/Receiving Clerk | | 18.04 |
| 21140 - Store Worker I | | 14.40 |
| 21150 - Stock Clerk | | 18.61 |
| 21210 - Tools And Parts Attendant | | 17.74 |
| 21410 - Warehouse Specialist | | 18.67 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 29.14 |
| 23021 - Aircraft Mechanic I | | 27.99 |
| 23022 - Aircraft Mechanic II | | 29.14 |
| 23023 - Aircraft Mechanic III | | 30.35 |
| 23040 - Aircraft Mechanic Helper | | 21.64 |
| 23050 - Aircraft, Painter | | 26.79 |
| 23060 - Aircraft Servicer | | 24.57 |
| 23080 - Aircraft Worker | | 25.65 |
| 23110 - Appliance Mechanic | | 23.16 |
| 23120 - Bicycle Repairer | | 17.12 |
| 23125 - Cable Splicer | | 31.75 |
| 23130 - Carpenter, Maintenance | | 24.26 |
| 23140 - Carpet Layer | | 26.15 |

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| 23160 - Electrician, Maintenance | 29.96 |
| 23181 - Electronics Technician Maintenance I | 23.74 |
| 23182 - Electronics Technician Maintenance II | 26.06 |
| 23183 - Electronics Technician Maintenance III | 29.52 |
| 23260 - Fabric Worker | 22.65 |
| 23290 - Fire Alarm System Mechanic | 24.43 |
| 23310 - Fire Extinguisher Repairer | 21.27 |
| 23311 - Fuel Distribution System Mechanic | 24.62 |
| 23312 - Fuel Distribution System Operator | 21.94 |
| 23370 - General Maintenance Worker | 21.45 |
| 23380 - Ground Support Equipment Mechanic | 27.99 |
| 23381 - Ground Support Equipment Servicer | 25.65 |
| 23382 - Ground Support Equipment Worker | 21.27 |
| 23391 - Gunsmith I | 23.64 |
| 23392 - Gunsmith II | 25.92 |
| 23393 - Gunsmith III | 26.09 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 27.16 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 27.16 |
| 23430 - Heavy Equipment Mechanic | 24.56 |
| 23440 - Heavy Equipment Operator | 28.74 |
| 23460 - Instrument Mechanic | 23.53 |
| 23465 - Laboratory/Shelter Mechanic | 24.85 |
| 23470 - Laborer | 13.69 |
| 23510 - Locksmith | 22.19 |
| 23530 - Machinery Maintenance Mechanic | 24.68 |
| 23550 - Machinist, Maintenance | 21.98 |
| 23580 - Maintenance Trades Helper | 16.19 |
| 23591 - Metrology Technician I | 23.53 |
| 23592 - Metrology Technician II | 24.50 |
| 23593 - Metrology Technician III | 25.51 |
| 23640 - Millwright | 26.97 |
| 23710 - Office Appliance Repairer | 21.42 |
| 23760 - Painter, Maintenance | 21.49 |
| 23790 - Pipefitter, Maintenance | 32.15 |
| 23810 - Plumber, Maintenance | 27.99 |
| 23820 - Pneudraulic Systems Mechanic | 25.92 |
| 23850 - Rigger | 25.38 |
| 23870 - Scale Mechanic | 23.64 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.90 |
| 23910 - Small Engine Mechanic | 23.36 |
| 23931 - Telecommunications Mechanic I | 26.00 |
| 23932 - Telecommunications Mechanic II | 27.07 |
| 23950 - Telephone Lineman | 24.43 |
| 23960 - Welder, Combination, Maintenance | 22.63 |
| 23965 - Well Driller | 23.07 |
| 23970 - Woodcraft Worker | 25.92 |
| 23980 - Woodworker | 21.01 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.15 |
| 24580 - Child Care Center Clerk | 18.03 |
| 24610 - Chore Aide | 11.26 |
| 24620 - Family Readiness And Support Services Coordinator | 14.71 |
| 24630 - Homemaker | 20.05 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.13 |
| 25040 - Sewage Plant Operator | 22.17 |
| 25070 - Stationary Engineer | 27.13 |
| 25190 - Ventilation Equipment Tender | 20.79 |
| 25210 - Water Treatment Plant Operator | 22.17 |
| 27000 - Protective Service Occupations | |

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| 27004 - Alarm Monitor | 22.00 |
| 27007 - Baggage Inspector | 14.94 |
| 27008 - Corrections Officer | 20.73 |
| 27010 - Court Security Officer | 21.99 |
| 27030 - Detection Dog Handler | 18.37 |
| 27040 - Detention Officer | 20.73 |
| 27070 - Firefighter | 20.84 |
| 27101 - Guard I | 14.94 |
| 27102 - Guard II | 18.37 |
| 27131 - Police Officer I | 27.66 |
| 27132 - Police Officer II | 30.73 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.15 |
| 28042 - Carnival Equipment Repairer | 12.21 |
| 28043 - Carnival Equipment Worker | 9.93 |
| 28210 - Gate Attendant/Gate Tender | 13.43 |
| 28310 - Lifeguard | 11.28 |
| 28350 - Park Attendant (Aide) | 15.03 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.59 |
| 28515 - Recreation Specialist | 16.18 |
| 28630 - Sports Official | 11.97 |
| 28690 - Swimming Pool Operator | 19.47 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 25.63 |
| 29020 - Hatch Tender | 25.63 |
| 29030 - Line Handler | 25.63 |
| 29041 - Stevedore I | 24.75 |
| 29042 - Stevedore II | 26.78 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.91 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.13 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.78 |
| 30021 - Archeological Technician I | 20.60 |
| 30022 - Archeological Technician II | 23.05 |
| 30023 - Archeological Technician III | 28.54 |
| 30030 - Cartographic Technician | 29.12 |
| 30040 - Civil Engineering Technician | 25.55 |
| 30061 - Drafter/CAD Operator I | 20.60 |
| 30062 - Drafter/CAD Operator II | 23.05 |
| 30063 - Drafter/CAD Operator III | 25.69 |
| 30064 - Drafter/CAD Operator IV | 31.62 |
| 30081 - Engineering Technician I | 18.51 |
| 30082 - Engineering Technician II | 21.39 |
| 30083 - Engineering Technician III | 23.93 |
| 30084 - Engineering Technician IV | 29.64 |
| 30085 - Engineering Technician V | 31.93 |
| 30086 - Engineering Technician VI | 39.73 |
| 30090 - Environmental Technician | 22.39 |
| 30210 - Laboratory Technician | 20.75 |
| 30240 - Mathematical Technician | 23.33 |
| 30361 - Paralegal/Legal Assistant I | 20.05 |
| 30362 - Paralegal/Legal Assistant II | 24.83 |
| 30363 - Paralegal/Legal Assistant III | 30.38 |
| 30364 - Paralegal/Legal Assistant IV | 36.76 |
| 30390 - Photo-Optics Technician | 29.64 |
| 30461 - Technical Writer I | 25.29 |
| 30462 - Technical Writer II | 30.95 |
| 30463 - Technical Writer III | 37.39 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.09 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.15 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.93 |
| 30494 - Unexploded (UXO) Safety Escort | 24.09 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.09 |

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| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) | 25.69 |
| 30621 - Weather Observer, Senior | (see 2) | 28.54 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 13.23 |
| 31030 - Bus Driver | | 17.55 |
| 31043 - Driver Courier | | 16.94 |
| 31260 - Parking and Lot Attendant | | 10.53 |
| 31290 - Shuttle Bus Driver | | 18.14 |
| 31310 - Taxi Driver | | 12.19 |
| 31361 - Truckdriver, Light | | 18.14 |
| 31362 - Truckdriver, Medium | | 22.10 |
| 31363 - Truckdriver, Heavy | | 22.46 |
| 31364 - Truckdriver, Tractor-Trailer | | 22.43 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 10.11 |
| 99050 - Desk Clerk | | 10.62 |
| 99095 - Embalmer | | 30.75 |
| 99251 - Laboratory Animal Caretaker I | | 11.41 |
| 99252 - Laboratory Animal Caretaker II | | 12.22 |
| 99310 - Mortician | | 35.34 |
| 99410 - Pest Controller | | 19.77 |
| 99510 - Photofinishing Worker | | 17.97 |
| 99710 - Recycling Laborer | | 20.39 |
| 99711 - Recycling Specialist | | 23.70 |
| 99730 - Refuse Collector | | 18.73 |
| 99810 - Sales Clerk | | 12.21 |
| 99820 - School Crossing Guard | | 12.01 |
| 99830 - Survey Party Chief | | 29.97 |
| 99831 - Surveying Aide | | 19.91 |
| 99832 - Surveying Technician | | 22.89 |
| 99840 - Vending Machine Attendant | | 16.99 |
| 99841 - Vending Machine Repairer | | 19.47 |
| 99842 - Vending Machine Repairer Helper | | 16.99 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2289
Revision No.: 16
Date of Last Revision: 07/25/2014

State: Minnesota

Cottonwood, Dodge, Douglas, Faribault, Fillmore, Freeborn, Goodhue, Grant, Houston, Jackson, Kandiyohi, Lac Qui Parle, Le Sueur, Lincoln, Lyon, Martin, McLeod, Meeker, Mille Lacs, Morrison, Mower, Murray, Nicollet, Nobles, Olmsted, Pipestone, Pope, Redwood, Renville, Rice, Rock, Sherburne, Sibley, Stearns, Steele, Stevens, Todd, Traverse, Wabasha, Waseca, Watonwan, Winona, Yellow Medicine

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.01 |
| 01012 - Accounting Clerk II | | 16.84 |
| 01013 - Accounting Clerk III | | 18.84 |
| 01020 - Administrative Assistant | | 18.78 |
| 01040 - Court Reporter | | 17.56 |
| 01051 - Data Entry Operator I | | 12.38 |
| 01052 - Data Entry Operator II | | 13.51 |
| 01060 - Dispatcher, Motor Vehicle | | 18.67 |
| 01070 - Document Preparation Clerk | | 14.53 |
| 01090 - Duplicating Machine Operator | | 14.53 |
| 01111 - General Clerk I | | 12.59 |
| 01112 - General Clerk II | | 13.74 |
| 01113 - General Clerk III | | 15.42 |
| 01120 - Housing Referral Assistant | | 19.59 |
| 01141 - Messenger Courier | | 13.19 |
| 01191 - Order Clerk I | | 12.32 |
| 01192 - Order Clerk II | | 13.86 |
| 01261 - Personnel Assistant (Employment) I | | 13.60 |
| 01262 - Personnel Assistant (Employment) II | | 15.21 |
| 01263 - Personnel Assistant (Employment) III | | 17.07 |
| 01270 - Production Control Clerk | | 21.31 |
| 01280 - Receptionist | | 12.39 |
| 01290 - Rental Clerk | | 11.24 |
| 01300 - Scheduler, Maintenance | | 15.70 |
| 01311 - Secretary I | | 15.70 |
| 01312 - Secretary II | | 17.56 |
| 01313 - Secretary III | | 19.59 |
| 01320 - Service Order Dispatcher | | 16.62 |
| 01410 - Supply Technician | | 20.25 |
| 01420 - Survey Worker | | 17.44 |
| 01531 - Travel Clerk I | | 14.01 |
| 01532 - Travel Clerk II | | 15.12 |
| 01533 - Travel Clerk III | | 16.22 |
| 01611 - Word Processor I | | 13.32 |
| 01612 - Word Processor II | | 14.95 |
| 01613 - Word Processor III | | 16.72 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.27 |
| 05010 - Automotive Electrician | | 16.40 |
| 05040 - Automotive Glass Installer | | 15.72 |
| 05070 - Automotive Worker | | 15.72 |
| 05110 - Mobile Equipment Servicer | | 14.52 |
| 05130 - Motor Equipment Metal Mechanic | | 17.08 |
| 05160 - Motor Equipment Metal Worker | | 15.72 |
| 05190 - Motor Vehicle Mechanic | | 17.86 |
| 05220 - Motor Vehicle Mechanic Helper | | 13.84 |
| 05250 - Motor Vehicle Upholstery Worker | | 15.20 |
| 05280 - Motor Vehicle Wrecker | | 15.72 |
| 05310 - Painter, Automotive | | 16.40 |
| 05340 - Radiator Repair Specialist | | 15.72 |

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| 05370 - Tire Repairer | 12.59 |
| 05400 - Transmission Repair Specialist | 17.08 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.75 |
| 07041 - Cook I | 12.10 |
| 07042 - Cook II | 13.43 |
| 07070 - Dishwasher | 8.16 |
| 07130 - Food Service Worker | 9.58 |
| 07210 - Meat Cutter | 15.17 |
| 07260 - Waiter/Waitress | 9.15 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.94 |
| 09040 - Furniture Handler | 12.31 |
| 09080 - Furniture Refinisher | 16.47 |
| 09090 - Furniture Refinisher Helper | 13.66 |
| 09110 - Furniture Repairer, Minor | 15.13 |
| 09130 - Upholsterer | 16.54 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.20 |
| 11060 - Elevator Operator | 10.20 |
| 11090 - Gardener | 14.76 |
| 11122 - Housekeeping Aide | 11.26 |
| 11150 - Janitor | 11.26 |
| 11210 - Laborer, Grounds Maintenance | 12.07 |
| 11240 - Maid or Houseman | 9.89 |
| 11260 - Pruner | 12.14 |
| 11270 - Tractor Operator | 13.96 |
| 11330 - Trail Maintenance Worker | 12.07 |
| 11360 - Window Cleaner | 12.25 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.93 |
| 12011 - Breath Alcohol Technician | 15.93 |
| 12012 - Certified Occupational Therapist Assistant | 21.86 |
| 12015 - Certified Physical Therapist Assistant | 20.19 |
| 12020 - Dental Assistant | 19.57 |
| 12025 - Dental Hygienist | 34.27 |
| 12030 - EKG Technician | 24.15 |
| 12035 - Electroneurodiagnostic Technologist | 24.15 |
| 12040 - Emergency Medical Technician | 15.93 |
| 12071 - Licensed Practical Nurse I | 14.24 |
| 12072 - Licensed Practical Nurse II | 15.93 |
| 12073 - Licensed Practical Nurse III | 17.77 |
| 12100 - Medical Assistant | 14.65 |
| 12130 - Medical Laboratory Technician | 18.86 |
| 12160 - Medical Record Clerk | 14.63 |
| 12190 - Medical Record Technician | 17.14 |
| 12195 - Medical Transcriptionist | 15.90 |
| 12210 - Nuclear Medicine Technologist | 35.02 |
| 12221 - Nursing Assistant I | 10.78 |
| 12222 - Nursing Assistant II | 12.12 |
| 12223 - Nursing Assistant III | 13.23 |
| 12224 - Nursing Assistant IV | 14.84 |
| 12235 - Optical Dispenser | 16.48 |
| 12236 - Optical Technician | 11.65 |
| 12250 - Pharmacy Technician | 14.18 |
| 12280 - Phlebotomist | 14.84 |
| 12305 - Radiologic Technologist | 26.50 |
| 12311 - Registered Nurse I | 19.59 |
| 12312 - Registered Nurse II | 23.96 |
| 12313 - Registered Nurse II, Specialist | 23.96 |
| 12314 - Registered Nurse III | 28.99 |
| 12315 - Registered Nurse III, Anesthetist | 28.99 |
| 12316 - Registered Nurse IV | 34.74 |

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|---|---------------|
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.75 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.61 |
| 13012 - Exhibits Specialist II | 23.06 |
| 13013 - Exhibits Specialist III | 28.23 |
| 13041 - Illustrator I | 18.61 |
| 13042 - Illustrator II | 23.06 |
| 13043 - Illustrator III | 28.23 |
| 13047 - Librarian | 25.57 |
| 13050 - Library Aide/Clerk | 13.64 |
| 13054 - Library Information Technology Systems Administrator | 23.06 |
| 13058 - Library Technician | 19.38 |
| 13061 - Media Specialist I | 16.65 |
| 13062 - Media Specialist II | 18.61 |
| 13063 - Media Specialist III | 20.76 |
| 13071 - Photographer I | 16.94 |
| 13072 - Photographer II | 18.94 |
| 13073 - Photographer III | 23.46 |
| 13074 - Photographer IV | 28.70 |
| 13075 - Photographer V | 33.26 |
| 13110 - Video Teleconference Technician | 16.23 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.37 |
| 14042 - Computer Operator II | 17.19 |
| 14043 - Computer Operator III | 19.17 |
| 14044 - Computer Operator IV | 21.30 |
| 14045 - Computer Operator V | 23.58 |
| 14071 - Computer Programmer I | (see 1) 19.02 |
| 14072 - Computer Programmer II | (see 1) 23.57 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 27.62 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 15.37 |
| 14160 - Personal Computer Support Technician | 21.30 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.12 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.22 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.01 |
| 15050 - Computer Based Training Specialist / Instructor | 29.12 |
| 15060 - Educational Technologist | 25.40 |
| 15070 - Flight Instructor (Pilot) | 41.01 |
| 15080 - Graphic Artist | 20.03 |
| 15090 - Technical Instructor | 19.78 |
| 15095 - Technical Instructor/Course Developer | 24.20 |
| 15110 - Test Proctor | 15.96 |
| 15120 - Tutor | 15.96 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.42 |
| 16030 - Counter Attendant | 11.42 |
| 16040 - Dry Cleaner | 14.39 |
| 16070 - Finisher, Flatwork, Machine | 11.42 |
| 16090 - Presser, Hand | 11.42 |
| 16110 - Presser, Machine, Drycleaning | 11.42 |
| 16130 - Presser, Machine, Shirts | 11.42 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.42 |
| 16190 - Sewing Machine Operator | 15.22 |
| 16220 - Tailor | 16.09 |
| 16250 - Washer, Machine | 12.66 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.56 |

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|---|-------|
| 19040 - Tool And Die Maker | 24.94 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.45 |
| 21030 - Material Coordinator | 21.31 |
| 21040 - Material Expediter | 21.31 |
| 21050 - Material Handling Laborer | 13.98 |
| 21071 - Order Filler | 12.27 |
| 21080 - Production Line Worker (Food Processing) | 14.45 |
| 21110 - Shipping Packer | 13.34 |
| 21130 - Shipping/Receiving Clerk | 13.34 |
| 21140 - Store Worker I | 14.83 |
| 21150 - Stock Clerk | 19.13 |
| 21210 - Tools And Parts Attendant | 14.45 |
| 21410 - Warehouse Specialist | 14.67 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.33 |
| 23021 - Aircraft Mechanic I | 22.45 |
| 23022 - Aircraft Mechanic II | 23.33 |
| 23023 - Aircraft Mechanic III | 24.22 |
| 23040 - Aircraft Mechanic Helper | 16.98 |
| 23050 - Aircraft, Painter | 20.76 |
| 23060 - Aircraft Servicer | 18.93 |
| 23080 - Aircraft Worker | 19.74 |
| 23110 - Appliance Mechanic | 21.55 |
| 23120 - Bicycle Repairer | 12.59 |
| 23125 - Cable Splicer | 25.70 |
| 23130 - Carpenter, Maintenance | 18.16 |
| 23140 - Carpet Layer | 21.21 |
| 23160 - Electrician, Maintenance | 26.33 |
| 23181 - Electronics Technician Maintenance I | 20.70 |
| 23182 - Electronics Technician Maintenance II | 21.62 |
| 23183 - Electronics Technician Maintenance III | 22.45 |
| 23260 - Fabric Worker | 19.85 |
| 23290 - Fire Alarm System Mechanic | 22.45 |
| 23310 - Fire Extinguisher Repairer | 18.63 |
| 23311 - Fuel Distribution System Mechanic | 23.36 |
| 23312 - Fuel Distribution System Operator | 19.84 |
| 23370 - General Maintenance Worker | 16.52 |
| 23380 - Ground Support Equipment Mechanic | 22.45 |
| 23381 - Ground Support Equipment Servicer | 18.93 |
| 23382 - Ground Support Equipment Worker | 19.74 |
| 23391 - Gunsmith I | 18.63 |
| 23392 - Gunsmith II | 20.70 |
| 23393 - Gunsmith III | 22.45 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.71 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.69 |
| 23430 - Heavy Equipment Mechanic | 21.11 |
| 23440 - Heavy Equipment Operator | 21.22 |
| 23460 - Instrument Mechanic | 22.45 |
| 23465 - Laboratory/Shelter Mechanic | 21.62 |
| 23470 - Laborer | 11.82 |
| 23510 - Locksmith | 20.91 |
| 23530 - Machinery Maintenance Mechanic | 22.71 |
| 23550 - Machinist, Maintenance | 20.00 |
| 23580 - Maintenance Trades Helper | 14.25 |
| 23591 - Metrology Technician I | 22.45 |
| 23592 - Metrology Technician II | 23.34 |
| 23593 - Metrology Technician III | 24.24 |
| 23640 - Millwright | 22.45 |
| 23710 - Office Appliance Repairer | 20.26 |
| 23760 - Painter, Maintenance | 17.37 |

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| 23790 - Pipefitter, Maintenance | 29.66 |
| 23810 - Plumber, Maintenance | 27.18 |
| 23820 - Pseudraulic Systems Mechanic | 22.45 |
| 23850 - Rigger | 22.45 |
| 23870 - Scale Mechanic | 20.70 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.69 |
| 23910 - Small Engine Mechanic | 20.03 |
| 23931 - Telecommunications Mechanic I | 23.26 |
| 23932 - Telecommunications Mechanic II | 25.62 |
| 23950 - Telephone Lineman | 20.04 |
| 23960 - Welder, Combination, Maintenance | 19.39 |
| 23965 - Well Driller | 22.45 |
| 23970 - Woodcraft Worker | 22.45 |
| 23980 - Woodworker | 18.98 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.15 |
| 24580 - Child Care Center Clerk | 11.42 |
| 24610 - Chore Aide | 12.41 |
| 24620 - Family Readiness And Support Services Coordinator | 11.97 |
| 24630 - Homemaker | 13.88 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.95 |
| 25040 - Sewage Plant Operator | 21.36 |
| 25070 - Stationary Engineer | 23.95 |
| 25190 - Ventilation Equipment Tender | 18.56 |
| 25210 - Water Treatment Plant Operator | 21.36 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.13 |
| 27007 - Baggage Inspector | 13.21 |
| 27008 - Corrections Officer | 19.76 |
| 27010 - Court Security Officer | 20.63 |
| 27030 - Detection Dog Handler | 16.09 |
| 27040 - Detention Officer | 19.76 |
| 27070 - Firefighter | 19.76 |
| 27101 - Guard I | 13.21 |
| 27102 - Guard II | 16.09 |
| 27131 - Police Officer I | 25.07 |
| 27132 - Police Officer II | 27.86 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.78 |
| 28042 - Carnival Equipment Repairer | 11.23 |
| 28043 - Carnival Equipment Worker | 9.13 |
| 28210 - Gate Attendant/Gate Tender | 14.96 |
| 28310 - Lifeguard | 13.72 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.99 |
| 28515 - Recreation Specialist | 14.65 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 16.40 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.72 |
| 29020 - Hatch Tender | 20.72 |
| 29030 - Line Handler | 20.72 |
| 29041 - Stevedore I | 19.87 |
| 29042 - Stevedore II | 21.65 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.02 |
| 30022 - Archeological Technician II | 20.21 |
| 30023 - Archeological Technician III | 25.58 |

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|---|---------------|
| 30030 - Cartographic Technician | 25.58 |
| 30040 - Civil Engineering Technician | 23.43 |
| 30061 - Drafter/CAD Operator I | 18.45 |
| 30062 - Drafter/CAD Operator II | 20.64 |
| 30063 - Drafter/CAD Operator III | 23.02 |
| 30064 - Drafter/CAD Operator IV | 28.32 |
| 30081 - Engineering Technician I | 16.21 |
| 30082 - Engineering Technician II | 18.21 |
| 30083 - Engineering Technician III | 20.37 |
| 30084 - Engineering Technician IV | 25.22 |
| 30085 - Engineering Technician V | 29.98 |
| 30086 - Engineering Technician VI | 37.34 |
| 30090 - Environmental Technician | 25.58 |
| 30210 - Laboratory Technician | 23.02 |
| 30240 - Mathematical Technician | 25.58 |
| 30361 - Paralegal/Legal Assistant I | 18.85 |
| 30362 - Paralegal/Legal Assistant II | 23.34 |
| 30363 - Paralegal/Legal Assistant III | 28.56 |
| 30364 - Paralegal/Legal Assistant IV | 34.55 |
| 30390 - Photo-Optics Technician | 25.58 |
| 30461 - Technical Writer I | 25.58 |
| 30462 - Technical Writer II | 31.29 |
| 30463 - Technical Writer III | 37.85 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 23.02 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 25.58 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.37 |
| 31030 - Bus Driver | 15.11 |
| 31043 - Driver Courier | 12.63 |
| 31260 - Parking and Lot Attendant | 11.71 |
| 31290 - Shuttle Bus Driver | 13.15 |
| 31310 - Taxi Driver | 11.51 |
| 31361 - Truckdriver, Light | 13.15 |
| 31362 - Truckdriver, Medium | 16.11 |
| 31363 - Truckdriver, Heavy | 18.58 |
| 31364 - Truckdriver, Tractor-Trailer | 18.58 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.55 |
| 99050 - Desk Clerk | 8.78 |
| 99095 - Embalmer | 25.36 |
| 99251 - Laboratory Animal Caretaker I | 11.29 |
| 99252 - Laboratory Animal Caretaker II | 12.10 |
| 99310 - Mortician | 25.36 |
| 99410 - Pest Controller | 18.41 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 18.71 |
| 99711 - Recycling Specialist | 20.77 |
| 99730 - Refuse Collector | 17.08 |
| 99810 - Sales Clerk | 11.12 |
| 99820 - School Crossing Guard | 14.52 |
| 99830 - Survey Party Chief | 22.62 |
| 99831 - Surveying Aide | 13.23 |
| 99832 - Surveying Technician | 17.27 |
| 99840 - Vending Machine Attendant | 19.77 |
| 99841 - Vending Machine Repairer | 21.62 |
| 99842 - Vending Machine Repairer Helper | 19.77 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2290
Revision No.: 17
Date of Last Revision: 07/25/2014

State: Minnesota

Area: Minnesota Counties of Benton, Big Stone, Blue Earth, Brown, Chippewa, Cottonwood, Dodge, Douglas, Faribault, Fillmore, Freeborn, Goodhue, Grant, Houston, Jackson, Kandiyohi, Lac Qui Parle, Le Sueur, Lincoln, Lyon, Martin, McLeod, Meeker, Mille Lacs, Morrison, Mower, Murray, Nicollet, Nobles, Olmsted, Pipestone, Pope, Redwood, Renville, Rice, Rock, Sherburne, Sibley, Stearns, Steele, Stevens, Todd, Traverse, Wabasha, Waseca, Watonwan, Winona, Yellow Medicine

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.01 |
| 01012 - Accounting Clerk II | | 16.84 |

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|-------|--|-------|
| 01013 | - Accounting Clerk III | 18.84 |
| 01020 | - Administrative Assistant | 18.78 |
| 01040 | - Court Reporter | 17.56 |
| 01051 | - Data Entry Operator I | 12.38 |
| 01052 | - Data Entry Operator II | 13.51 |
| 01060 | - Dispatcher, Motor Vehicle | 18.67 |
| 01070 | - Document Preparation Clerk | 14.53 |
| 01090 | - Duplicating Machine Operator | 14.53 |
| 01111 | - General Clerk I | 12.59 |
| 01112 | - General Clerk II | 13.74 |
| 01113 | - General Clerk III | 15.42 |
| 01120 | - Housing Referral Assistant | 19.59 |
| 01141 | - Messenger Courier | 13.19 |
| 01191 | - Order Clerk I | 12.32 |
| 01192 | - Order Clerk II | 13.86 |
| 01261 | - Personnel Assistant (Employment) I | 13.60 |
| 01262 | - Personnel Assistant (Employment) II | 15.21 |
| 01263 | - Personnel Assistant (Employment) III | 17.07 |
| 01270 | - Production Control Clerk | 21.31 |
| 01280 | - Receptionist | 12.39 |
| 01290 | - Rental Clerk | 11.24 |
| 01300 | - Scheduler, Maintenance | 15.70 |
| 01311 | - Secretary I | 15.70 |
| 01312 | - Secretary II | 17.56 |
| 01313 | - Secretary III | 19.59 |
| 01320 | - Service Order Dispatcher | 16.62 |
| 01410 | - Supply Technician | 20.25 |
| 01420 | - Survey Worker | 17.44 |
| 01531 | - Travel Clerk I | 14.01 |
| 01532 | - Travel Clerk II | 15.12 |
| 01533 | - Travel Clerk III | 16.22 |
| 01611 | - Word Processor I | 13.32 |
| 01612 | - Word Processor II | 14.95 |
| 01613 | - Word Processor III | 16.72 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 18.27 |
| 05010 | - Automotive Electrician | 16.40 |
| 05040 | - Automotive Glass Installer | 15.72 |
| 05070 | - Automotive Worker | 15.72 |
| 05110 | - Mobile Equipment Servicer | 14.52 |
| 05130 | - Motor Equipment Metal Mechanic | 17.08 |
| 05160 | - Motor Equipment Metal Worker | 15.72 |
| 05190 | - Motor Vehicle Mechanic | 17.86 |
| 05220 | - Motor Vehicle Mechanic Helper | 13.84 |
| 05250 | - Motor Vehicle Upholstery Worker | 15.20 |
| 05280 | - Motor Vehicle Wrecker | 15.72 |
| 05310 | - Painter, Automotive | 16.40 |
| 05340 | - Radiator Repair Specialist | 15.72 |
| 05370 | - Tire Repairer | 12.59 |
| 05400 | - Transmission Repair Specialist | 17.08 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 12.75 |
| 07041 | - Cook I | 12.10 |
| 07042 | - Cook II | 13.43 |
| 07070 | - Dishwasher | 8.16 |
| 07130 | - Food Service Worker | 9.58 |
| 07210 | - Meat Cutter | 15.17 |
| 07260 | - Waiter/Waitress | 9.15 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 16.94 |
| 09040 | - Furniture Handler | 12.31 |
| 09080 | - Furniture Refinisher | 16.47 |
| 09090 | - Furniture Refinisher Helper | 13.66 |

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| 09110 - Furniture Repairer, Minor | 15.13 |
| 09130 - Upholsterer | 16.54 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.20 |
| 11060 - Elevator Operator | 10.20 |
| 11090 - Gardener | 14.76 |
| 11122 - Housekeeping Aide | 11.26 |
| 11150 - Janitor | 11.26 |
| 11210 - Laborer, Grounds Maintenance | 12.07 |
| 11240 - Maid or Houseman | 9.89 |
| 11260 - Pruner | 12.14 |
| 11270 - Tractor Operator | 13.96 |
| 11330 - Trail Maintenance Worker | 12.07 |
| 11360 - Window Cleaner | 12.25 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.93 |
| 12011 - Breath Alcohol Technician | 15.93 |
| 12012 - Certified Occupational Therapist Assistant | 21.86 |
| 12015 - Certified Physical Therapist Assistant | 20.19 |
| 12020 - Dental Assistant | 19.57 |
| 12025 - Dental Hygienist | 34.27 |
| 12030 - EKG Technician | 24.15 |
| 12035 - Electroneurodiagnostic Technologist | 24.15 |
| 12040 - Emergency Medical Technician | 15.93 |
| 12071 - Licensed Practical Nurse I | 14.24 |
| 12072 - Licensed Practical Nurse II | 15.93 |
| 12073 - Licensed Practical Nurse III | 17.77 |
| 12100 - Medical Assistant | 14.65 |
| 12130 - Medical Laboratory Technician | 18.86 |
| 12160 - Medical Record Clerk | 14.63 |
| 12190 - Medical Record Technician | 17.14 |
| 12195 - Medical Transcriptionist | 15.90 |
| 12210 - Nuclear Medicine Technologist | 35.02 |
| 12221 - Nursing Assistant I | 10.78 |
| 12222 - Nursing Assistant II | 12.12 |
| 12223 - Nursing Assistant III | 13.23 |
| 12224 - Nursing Assistant IV | 14.84 |
| 12235 - Optical Dispenser | 16.48 |
| 12236 - Optical Technician | 11.65 |
| 12250 - Pharmacy Technician | 14.18 |
| 12280 - Phlebotomist | 14.84 |
| 12305 - Radiologic Technologist | 26.50 |
| 12311 - Registered Nurse I | 19.59 |
| 12312 - Registered Nurse II | 23.96 |
| 12313 - Registered Nurse II, Specialist | 23.96 |
| 12314 - Registered Nurse III | 28.99 |
| 12315 - Registered Nurse III, Anesthetist | 28.99 |
| 12316 - Registered Nurse IV | 34.74 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.75 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.61 |
| 13012 - Exhibits Specialist II | 23.06 |
| 13013 - Exhibits Specialist III | 28.23 |
| 13041 - Illustrator I | 18.61 |
| 13042 - Illustrator II | 23.06 |
| 13043 - Illustrator III | 28.23 |
| 13047 - Librarian | 25.57 |
| 13050 - Library Aide/Clerk | 13.64 |
| 13054 - Library Information Technology Systems Administrator | 23.06 |
| 13058 - Library Technician | 19.38 |
| 13061 - Media Specialist I | 16.65 |
| 13062 - Media Specialist II | 18.61 |

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| 13063 - Media Specialist III | 20.76 |
| 13071 - Photographer I | 16.94 |
| 13072 - Photographer II | 18.94 |
| 13073 - Photographer III | 23.46 |
| 13074 - Photographer IV | 28.70 |
| 13075 - Photographer V | 33.26 |
| 13110 - Video Teleconference Technician | 16.23 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.37 |
| 14042 - Computer Operator II | 17.19 |
| 14043 - Computer Operator III | 19.17 |
| 14044 - Computer Operator IV | 21.30 |
| 14045 - Computer Operator V | 23.58 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 15.37 |
| 14160 - Personal Computer Support Technician | 21.30 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.12 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.22 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.01 |
| 15050 - Computer Based Training Specialist / Instructor | 29.12 |
| 15060 - Educational Technologist | 25.40 |
| 15070 - Flight Instructor (Pilot) | 41.01 |
| 15080 - Graphic Artist | 20.03 |
| 15090 - Technical Instructor | 19.78 |
| 15095 - Technical Instructor/Course Developer | 24.20 |
| 15110 - Test Proctor | 15.96 |
| 15120 - Tutor | 15.96 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.42 |
| 16030 - Counter Attendant | 11.42 |
| 16040 - Dry Cleaner | 14.39 |
| 16070 - Finisher, Flatwork, Machine | 11.42 |
| 16090 - Presser, Hand | 11.42 |
| 16110 - Presser, Machine, Drycleaning | 11.42 |
| 16130 - Presser, Machine, Shirts | 11.42 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.42 |
| 16190 - Sewing Machine Operator | 15.22 |
| 16220 - Tailor | 16.09 |
| 16250 - Washer, Machine | 12.66 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.56 |
| 19040 - Tool And Die Maker | 24.94 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.45 |
| 21030 - Material Coordinator | 21.31 |
| 21040 - Material Expediter | 21.31 |
| 21050 - Material Handling Laborer | 13.98 |
| 21071 - Order Filler | 12.27 |
| 21080 - Production Line Worker (Food Processing) | 14.45 |
| 21110 - Shipping Packer | 13.34 |
| 21130 - Shipping/Receiving Clerk | 13.34 |
| 21140 - Store Worker I | 14.83 |
| 21150 - Stock Clerk | 19.13 |
| 21210 - Tools And Parts Attendant | 14.45 |
| 21410 - Warehouse Specialist | 14.67 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |

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|---|-------|
| 23010 - Aerospace Structural Welder | 23.33 |
| 23021 - Aircraft Mechanic I | 22.45 |
| 23022 - Aircraft Mechanic II | 23.33 |
| 23023 - Aircraft Mechanic III | 24.22 |
| 23040 - Aircraft Mechanic Helper | 16.98 |
| 23050 - Aircraft, Painter | 20.76 |
| 23060 - Aircraft Servicer | 18.93 |
| 23080 - Aircraft Worker | 19.74 |
| 23110 - Appliance Mechanic | 21.55 |
| 23120 - Bicycle Repairer | 12.59 |
| 23125 - Cable Splicer | 25.70 |
| 23130 - Carpenter, Maintenance | 18.16 |
| 23140 - Carpet Layer | 21.21 |
| 23160 - Electrician, Maintenance | 26.33 |
| 23181 - Electronics Technician Maintenance I | 20.70 |
| 23182 - Electronics Technician Maintenance II | 21.62 |
| 23183 - Electronics Technician Maintenance III | 22.45 |
| 23260 - Fabric Worker | 19.85 |
| 23290 - Fire Alarm System Mechanic | 22.45 |
| 23310 - Fire Extinguisher Repairer | 18.63 |
| 23311 - Fuel Distribution System Mechanic | 23.36 |
| 23312 - Fuel Distribution System Operator | 19.84 |
| 23370 - General Maintenance Worker | 16.52 |
| 23380 - Ground Support Equipment Mechanic | 22.45 |
| 23381 - Ground Support Equipment Servicer | 18.93 |
| 23382 - Ground Support Equipment Worker | 19.74 |
| 23391 - Gunsmith I | 18.63 |
| 23392 - Gunsmith II | 20.70 |
| 23393 - Gunsmith III | 22.45 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.71 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.69 |
| 23430 - Heavy Equipment Mechanic | 21.11 |
| 23440 - Heavy Equipment Operator | 21.22 |
| 23460 - Instrument Mechanic | 22.45 |
| 23465 - Laboratory/Shelter Mechanic | 21.62 |
| 23470 - Laborer | 11.82 |
| 23510 - Locksmith | 20.91 |
| 23530 - Machinery Maintenance Mechanic | 22.71 |
| 23550 - Machinist, Maintenance | 20.00 |
| 23580 - Maintenance Trades Helper | 14.25 |
| 23591 - Metrology Technician I | 22.45 |
| 23592 - Metrology Technician II | 23.34 |
| 23593 - Metrology Technician III | 24.24 |
| 23640 - Millwright | 22.45 |
| 23710 - Office Appliance Repairer | 20.26 |
| 23760 - Painter, Maintenance | 17.37 |
| 23790 - Pipefitter, Maintenance | 29.66 |
| 23810 - Plumber, Maintenance | 27.18 |
| 23820 - Pneudraulic Systems Mechanic | 22.45 |
| 23850 - Rigger | 22.45 |
| 23870 - Scale Mechanic | 20.70 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.69 |
| 23910 - Small Engine Mechanic | 20.03 |
| 23931 - Telecommunications Mechanic I | 23.26 |
| 23932 - Telecommunications Mechanic II | 25.62 |
| 23950 - Telephone Lineman | 20.04 |
| 23960 - Welder, Combination, Maintenance | 19.39 |
| 23965 - Well Driller | 22.45 |
| 23970 - Woodcraft Worker | 22.45 |
| 23980 - Woodworker | 18.98 |
| 24000 - Personal Needs Occupations | |

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| 24570 - Child Care Attendant | 9.15 |
| 24580 - Child Care Center Clerk | 11.42 |
| 24610 - Chore Aide | 12.41 |
| 24620 - Family Readiness And Support Services Coordinator | 11.97 |
| 24630 - Homemaker | 13.88 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.95 |
| 25040 - Sewage Plant Operator | 21.36 |
| 25070 - Stationary Engineer | 23.95 |
| 25190 - Ventilation Equipment Tender | 18.56 |
| 25210 - Water Treatment Plant Operator | 21.36 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.13 |
| 27007 - Baggage Inspector | 13.21 |
| 27008 - Corrections Officer | 19.76 |
| 27010 - Court Security Officer | 20.63 |
| 27030 - Detection Dog Handler | 16.09 |
| 27040 - Detention Officer | 19.76 |
| 27070 - Firefighter | 19.76 |
| 27101 - Guard I | 13.21 |
| 27102 - Guard II | 16.09 |
| 27131 - Police Officer I | 25.07 |
| 27132 - Police Officer II | 27.86 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.78 |
| 28042 - Carnival Equipment Repairer | 11.23 |
| 28043 - Carnival Equipment Worker | 9.13 |
| 28210 - Gate Attendant/Gate Tender | 14.96 |
| 28310 - Lifeguard | 13.72 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.99 |
| 28515 - Recreation Specialist | 14.65 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 16.40 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.72 |
| 29020 - Hatch Tender | 20.72 |
| 29030 - Line Handler | 20.72 |
| 29041 - Stevedore I | 19.87 |
| 29042 - Stevedore II | 21.65 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.02 |
| 30022 - Archeological Technician II | 20.21 |
| 30023 - Archeological Technician III | 25.58 |
| 30030 - Cartographic Technician | 25.58 |
| 30040 - Civil Engineering Technician | 23.43 |
| 30061 - Drafter/CAD Operator I | 18.45 |
| 30062 - Drafter/CAD Operator II | 20.64 |
| 30063 - Drafter/CAD Operator III | 23.02 |
| 30064 - Drafter/CAD Operator IV | 28.32 |
| 30081 - Engineering Technician I | 16.21 |
| 30082 - Engineering Technician II | 18.21 |
| 30083 - Engineering Technician III | 20.37 |
| 30084 - Engineering Technician IV | 25.22 |
| 30085 - Engineering Technician V | 29.98 |
| 30086 - Engineering Technician VI | 37.34 |
| 30090 - Environmental Technician | 25.58 |
| 30210 - Laboratory Technician | 23.02 |
| 30240 - Mathematical Technician | 25.58 |

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|---|---------------|
| 30361 - Paralegal/Legal Assistant I | 18.85 |
| 30362 - Paralegal/Legal Assistant II | 23.34 |
| 30363 - Paralegal/Legal Assistant III | 28.56 |
| 30364 - Paralegal/Legal Assistant IV | 34.55 |
| 30390 - Photo-Optics Technician | 25.58 |
| 30461 - Technical Writer I | 25.58 |
| 30462 - Technical Writer II | 31.29 |
| 30463 - Technical Writer III | 37.85 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 23.02 |
| 30621 - Weather Observer, Senior | (see 2) 25.58 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.37 |
| 31030 - Bus Driver | 15.11 |
| 31043 - Driver Courier | 12.63 |
| 31260 - Parking and Lot Attendant | 11.71 |
| 31290 - Shuttle Bus Driver | 13.15 |
| 31310 - Taxi Driver | 11.51 |
| 31361 - Truckdriver, Light | 13.15 |
| 31362 - Truckdriver, Medium | 16.11 |
| 31363 - Truckdriver, Heavy | 18.58 |
| 31364 - Truckdriver, Tractor-Trailer | 18.58 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.55 |
| 99050 - Desk Clerk | 8.78 |
| 99095 - Embalmer | 25.36 |
| 99251 - Laboratory Animal Caretaker I | 11.29 |
| 99252 - Laboratory Animal Caretaker II | 12.10 |
| 99310 - Mortician | 25.36 |
| 99410 - Pest Controller | 18.41 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 18.71 |
| 99711 - Recycling Specialist | 20.77 |
| 99730 - Refuse Collector | 17.08 |
| 99810 - Sales Clerk | 11.12 |
| 99820 - School Crossing Guard | 14.52 |
| 99830 - Survey Party Chief | 22.62 |
| 99831 - Surveying Aide | 13.23 |
| 99832 - Surveying Technician | 17.27 |
| 99840 - Vending Machine Attendant | 19.77 |
| 99841 - Vending Machine Repairer | 21.62 |
| 99842 - Vending Machine Repairer Helper | 19.77 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2295
Revision No.: 18
Date of Last Revision: 07/25/2014

State: Mississippi

Area: Mississippi Counties of Alcorn, Bolivar, Calhoun, Carroll, Chickasaw, Choctaw, Clay, Coahoma, Grenada, Itawamba, Lafayette, Lee, Leflore, Lowndes, Monroe, Montgomery, Noxubee, Oktibbeha, Panola, Pontotoc, Prentiss, Quitman, Sunflower, Tate, Tishomingo, Tunica, Union, Washington, Webster, Winston, Yalobusha

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.88 |
| 01012 - Accounting Clerk II | | 13.34 |
| 01013 - Accounting Clerk III | | 14.92 |
| 01020 - Administrative Assistant | | 15.98 |
| 01040 - Court Reporter | | 13.46 |
| 01051 - Data Entry Operator I | | 10.88 |
| 01052 - Data Entry Operator II | | 11.87 |
| 01060 - Dispatcher, Motor Vehicle | | 13.46 |
| 01070 - Document Preparation Clerk | | 11.67 |
| 01090 - Duplicating Machine Operator | | 11.67 |
| 01111 - General Clerk I | | 11.11 |
| 01112 - General Clerk II | | 11.80 |
| 01113 - General Clerk III | | 13.57 |
| 01120 - Housing Referral Assistant | | 14.25 |
| 01141 - Messenger Courier | | 9.25 |
| 01191 - Order Clerk I | | 11.38 |

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| 01192 - Order Clerk II | 13.40 |
| 01261 - Personnel Assistant (Employment) I | 12.70 |
| 01262 - Personnel Assistant (Employment) II | 14.20 |
| 01263 - Personnel Assistant (Employment) III | 15.84 |
| 01270 - Production Control Clerk | 17.31 |
| 01280 - Receptionist | 9.85 |
| 01290 - Rental Clerk | 11.72 |
| 01300 - Scheduler, Maintenance | 11.72 |
| 01311 - Secretary I | 11.42 |
| 01312 - Secretary II | 12.77 |
| 01313 - Secretary III | 14.25 |
| 01320 - Service Order Dispatcher | 12.31 |
| 01410 - Supply Technician | 16.25 |
| 01420 - Survey Worker | 11.94 |
| 01531 - Travel Clerk I | 11.08 |
| 01532 - Travel Clerk II | 11.64 |
| 01533 - Travel Clerk III | 12.25 |
| 01611 - Word Processor I | 11.06 |
| 01612 - Word Processor II | 12.42 |
| 01613 - Word Processor III | 13.89 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 16.38 |
| 05010 - Automotive Electrician | 15.70 |
| 05040 - Automotive Glass Installer | 15.02 |
| 05070 - Automotive Worker | 15.02 |
| 05110 - Mobile Equipment Servicer | 13.61 |
| 05130 - Motor Equipment Metal Mechanic | 16.38 |
| 05160 - Motor Equipment Metal Worker | 15.02 |
| 05190 - Motor Vehicle Mechanic | 16.38 |
| 05220 - Motor Vehicle Mechanic Helper | 12.88 |
| 05250 - Motor Vehicle Upholstery Worker | 14.27 |
| 05280 - Motor Vehicle Wrecker | 15.02 |
| 05310 - Painter, Automotive | 15.70 |
| 05340 - Radiator Repair Specialist | 15.02 |
| 05370 - Tire Repairer | 12.52 |
| 05400 - Transmission Repair Specialist | 16.38 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.37 |
| 07041 - Cook I | 9.35 |
| 07042 - Cook II | 10.37 |
| 07070 - Dishwasher | 7.40 |
| 07130 - Food Service Worker | 7.41 |
| 07210 - Meat Cutter | 12.36 |
| 07260 - Waiter/Waitress | 7.91 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.95 |
| 09040 - Furniture Handler | 10.91 |
| 09080 - Furniture Refinisher | 14.95 |
| 09090 - Furniture Refinisher Helper | 12.27 |
| 09110 - Furniture Repairer, Minor | 13.59 |
| 09130 - Upholsterer | 14.95 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.73 |
| 11060 - Elevator Operator | 9.73 |
| 11090 - Gardener | 13.26 |
| 11122 - Housekeeping Aide | 8.99 |
| 11150 - Janitor | 8.92 |
| 11210 - Laborer, Grounds Maintenance | 9.93 |
| 11240 - Maid or Houseman | 7.81 |
| 11260 - Pruner | 10.99 |
| 11270 - Tractor Operator | 12.10 |
| 11330 - Trail Maintenance Worker | 9.93 |
| 11360 - Window Cleaner | 10.49 |

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| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.01 |
| 12011 - Breath Alcohol Technician | 14.01 |
| 12012 - Certified Occupational Therapist Assistant | 20.25 |
| 12015 - Certified Physical Therapist Assistant | 21.31 |
| 12020 - Dental Assistant | 11.59 |
| 12025 - Dental Hygienist | 22.74 |
| 12030 - EKG Technician | 20.31 |
| 12035 - Electroneurodiagnostic Technologist | 20.31 |
| 12040 - Emergency Medical Technician | 14.14 |
| 12071 - Licensed Practical Nurse I | 13.61 |
| 12072 - Licensed Practical Nurse II | 15.57 |
| 12073 - Licensed Practical Nurse III | 16.98 |
| 12100 - Medical Assistant | 11.94 |
| 12130 - Medical Laboratory Technician | 15.02 |
| 12160 - Medical Record Clerk | 11.04 |
| 12190 - Medical Record Technician | 14.22 |
| 12195 - Medical Transcriptionist | 13.05 |
| 12210 - Nuclear Medicine Technologist | 30.67 |
| 12221 - Nursing Assistant I | 8.93 |
| 12222 - Nursing Assistant II | 10.04 |
| 12223 - Nursing Assistant III | 10.96 |
| 12224 - Nursing Assistant IV | 12.29 |
| 12235 - Optical Dispenser | 13.42 |
| 12236 - Optical Technician | 13.07 |
| 12250 - Pharmacy Technician | 14.07 |
| 12280 - Phlebotomist | 13.20 |
| 12305 - Radiologic Technologist | 21.16 |
| 12311 - Registered Nurse I | 22.46 |
| 12312 - Registered Nurse II | 27.47 |
| 12313 - Registered Nurse II, Specialist | 27.47 |
| 12314 - Registered Nurse III | 33.23 |
| 12315 - Registered Nurse III, Anesthetist | 33.23 |
| 12316 - Registered Nurse IV | 39.83 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.87 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 14.32 |
| 13012 - Exhibits Specialist II | 17.67 |
| 13013 - Exhibits Specialist III | 21.61 |
| 13041 - Illustrator I | 14.27 |
| 13042 - Illustrator II | 17.67 |
| 13043 - Illustrator III | 21.61 |
| 13047 - Librarian | 19.56 |
| 13050 - Library Aide/Clerk | 10.26 |
| 13054 - Library Information Technology Systems Administrator | 17.67 |
| 13058 - Library Technician | 12.66 |
| 13061 - Media Specialist I | 12.75 |
| 13062 - Media Specialist II | 14.32 |
| 13063 - Media Specialist III | 15.90 |
| 13071 - Photographer I | 14.22 |
| 13072 - Photographer II | 14.70 |
| 13073 - Photographer III | 18.21 |
| 13074 - Photographer IV | 24.10 |
| 13075 - Photographer V | 29.16 |
| 13110 - Video Teleconference Technician | 15.85 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.69 |
| 14042 - Computer Operator II | 15.31 |
| 14043 - Computer Operator III | 17.08 |
| 14044 - Computer Operator IV | 18.98 |
| 14045 - Computer Operator V | 21.01 |
| 14071 - Computer Programmer I | 17.07 |

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| 14072 - Computer Programmer II | (see 1) | 21.16 |
| 14073 - Computer Programmer III | (see 1) | 25.88 |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | 24.51 |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 13.69 |
| 14160 - Personal Computer Support Technician | | 18.98 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 24.51 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 29.66 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 35.55 |
| 15050 - Computer Based Training Specialist / Instructor | | 24.51 |
| 15060 - Educational Technologist | | 26.41 |
| 15070 - Flight Instructor (Pilot) | | 35.55 |
| 15080 - Graphic Artist | | 18.44 |
| 15090 - Technical Instructor | | 15.38 |
| 15095 - Technical Instructor/Course Developer | | 18.81 |
| 15110 - Test Proctor | | 12.39 |
| 15120 - Tutor | | 12.39 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 7.93 |
| 16030 - Counter Attendant | | 7.93 |
| 16040 - Dry Cleaner | | 9.13 |
| 16070 - Finisher, Flatwork, Machine | | 7.93 |
| 16090 - Presser, Hand | | 7.93 |
| 16110 - Presser, Machine, Drycleaning | | 7.93 |
| 16130 - Presser, Machine, Shirts | | 7.93 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 7.93 |
| 16190 - Sewing Machine Operator | | 9.55 |
| 16220 - Tailor | | 9.98 |
| 16250 - Washer, Machine | | 8.31 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 15.90 |
| 19040 - Tool And Die Maker | | 18.86 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 12.08 |
| 21030 - Material Coordinator | | 17.31 |
| 21040 - Material Expediter | | 17.31 |
| 21050 - Material Handling Laborer | | 11.13 |
| 21071 - Order Filler | | 10.54 |
| 21080 - Production Line Worker (Food Processing) | | 12.27 |
| 21110 - Shipping Packer | | 13.06 |
| 21130 - Shipping/Receiving Clerk | | 13.06 |
| 21140 - Store Worker I | | 11.12 |
| 21150 - Stock Clerk | | 13.88 |
| 21210 - Tools And Parts Attendant | | 13.07 |
| 21410 - Warehouse Specialist | | 13.07 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 22.01 |
| 23021 - Aircraft Mechanic I | | 21.08 |
| 23022 - Aircraft Mechanic II | | 22.01 |
| 23023 - Aircraft Mechanic III | | 22.94 |
| 23040 - Aircraft Mechanic Helper | | 16.58 |
| 23050 - Aircraft, Painter | | 19.91 |
| 23060 - Aircraft Servicer | | 18.37 |
| 23080 - Aircraft Worker | | 19.32 |
| 23110 - Appliance Mechanic | | 14.95 |
| 23120 - Bicycle Repairer | | 12.52 |
| 23125 - Cable Splicer | | 19.84 |
| 23130 - Carpenter, Maintenance | | 14.95 |
| 23140 - Carpet Layer | | 14.30 |
| 23160 - Electrician, Maintenance | | 18.12 |

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| 23181 - Electronics Technician Maintenance I | 18.05 |
| 23182 - Electronics Technician Maintenance II | 18.98 |
| 23183 - Electronics Technician Maintenance III | 19.86 |
| 23260 - Fabric Worker | 14.14 |
| 23290 - Fire Alarm System Mechanic | 15.60 |
| 23310 - Fire Extinguisher Repairer | 13.54 |
| 23311 - Fuel Distribution System Mechanic | 19.57 |
| 23312 - Fuel Distribution System Operator | 15.88 |
| 23370 - General Maintenance Worker | 15.02 |
| 23380 - Ground Support Equipment Mechanic | 21.08 |
| 23381 - Ground Support Equipment Servicer | 18.37 |
| 23382 - Ground Support Equipment Worker | 19.32 |
| 23391 - Gunsmith I | 13.54 |
| 23392 - Gunsmith II | 15.16 |
| 23393 - Gunsmith III | 16.68 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 15.60 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 16.29 |
| 23430 - Heavy Equipment Mechanic | 17.06 |
| 23440 - Heavy Equipment Operator | 15.28 |
| 23460 - Instrument Mechanic | 18.03 |
| 23465 - Laboratory/Shelter Mechanic | 15.94 |
| 23470 - Laborer | 10.00 |
| 23510 - Locksmith | 14.95 |
| 23530 - Machinery Maintenance Mechanic | 17.65 |
| 23550 - Machinist, Maintenance | 15.62 |
| 23580 - Maintenance Trades Helper | 12.31 |
| 23591 - Metrology Technician I | 18.03 |
| 23592 - Metrology Technician II | 18.83 |
| 23593 - Metrology Technician III | 19.62 |
| 23640 - Millwright | 19.58 |
| 23710 - Office Appliance Repairer | 14.95 |
| 23760 - Painter, Maintenance | 14.95 |
| 23790 - Pipefitter, Maintenance | 15.60 |
| 23810 - Plumber, Maintenance | 14.95 |
| 23820 - Pneudraulic Systems Mechanic | 16.68 |
| 23850 - Rigger | 18.15 |
| 23870 - Scale Mechanic | 15.16 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.60 |
| 23910 - Small Engine Mechanic | 14.30 |
| 23931 - Telecommunications Mechanic I | 23.63 |
| 23932 - Telecommunications Mechanic II | 25.93 |
| 23950 - Telephone Lineman | 19.99 |
| 23960 - Welder, Combination, Maintenance | 15.60 |
| 23965 - well Driller | 17.16 |
| 23970 - Woodcraft Worker | 17.16 |
| 23980 - Woodworker | 12.96 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.15 |
| 24580 - Child Care Center Clerk | 12.91 |
| 24610 - Chore Aide | 8.45 |
| 24620 - Family Readiness And Support Services Coordinator | 11.66 |
| 24630 - Homemaker | 14.95 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.87 |
| 25040 - Sewage Plant Operator | 14.97 |
| 25070 - Stationary Engineer | 17.95 |
| 25190 - Ventilation Equipment Tender | 13.67 |
| 25210 - Water Treatment Plant Operator | 14.97 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 11.59 |

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| 27007 - Baggage Inspector | 8.80 |
| 27008 - Corrections Officer | 13.92 |
| 27010 - Court Security Officer | 14.37 |
| 27030 - Detection Dog Handler | 13.10 |
| 27040 - Detention Officer | 13.92 |
| 27070 - Firefighter | 13.62 |
| 27101 - Guard I | 8.80 |
| 27102 - Guard II | 13.10 |
| 27131 - Police Officer I | 16.01 |
| 27132 - Police Officer II | 17.80 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.07 |
| 28042 - Carnival Equipment Repairer | 14.87 |
| 28043 - Carnival Equipment Worker | 10.84 |
| 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 | 16.61 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 18.77 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.96 |
| 29020 - Hatch Tender | 15.89 |
| 29030 - Line Handler | 15.89 |
| 29041 - Stevedore I | 15.25 |
| 29042 - Stevedore II | 16.79 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.48 |
| 30022 - Archeological Technician II | 16.19 |
| 30023 - Archeological Technician III | 20.06 |
| 30030 - Cartographic Technician | 20.06 |
| 30040 - Civil Engineering Technician | 16.17 |
| 30061 - Drafter/CAD Operator I | 14.48 |
| 30062 - Drafter/CAD Operator II | 16.19 |
| 30063 - Drafter/CAD Operator III | 18.06 |
| 30064 - Drafter/CAD Operator IV | 22.22 |
| 30081 - Engineering Technician I | 12.53 |
| 30082 - Engineering Technician II | 14.06 |
| 30083 - Engineering Technician III | 15.73 |
| 30084 - Engineering Technician IV | 19.49 |
| 30085 - Engineering Technician V | 23.84 |
| 30086 - Engineering Technician VI | 28.84 |
| 30090 - Environmental Technician | 20.06 |
| 30210 - Laboratory Technician | 20.69 |
| 30240 - Mathematical Technician | 20.06 |
| 30361 - Paralegal/Legal Assistant I | 14.85 |
| 30362 - Paralegal/Legal Assistant II | 18.40 |
| 30363 - Paralegal/Legal Assistant III | 22.51 |
| 30364 - Paralegal/Legal Assistant IV | 27.23 |
| 30390 - Photo-Optics Technician | 20.06 |
| 30461 - Technical Writer I | 20.06 |
| 30462 - Technical Writer II | 24.54 |
| 30463 - Technical Writer III | 29.43 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 18.06 |

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| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 20.06 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.38 |
| 31030 - Bus Driver | 11.95 |
| 31043 - Driver Courier | 13.33 |
| 31260 - Parking and Lot Attendant | 8.95 |
| 31290 - Shuttle Bus Driver | 14.17 |
| 31310 - Taxi Driver | 9.51 |
| 31361 - Truckdriver, Light | 14.17 |
| 31362 - Truckdriver, Medium | 15.00 |
| 31363 - Truckdriver, Heavy | 16.66 |
| 31364 - Truckdriver, Tractor-Trailer | 16.66 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.86 |
| 99050 - Desk Clerk | 9.00 |
| 99095 - Embalmer | 20.02 |
| 99251 - Laboratory Animal Caretaker I | 8.84 |
| 99252 - Laboratory Animal Caretaker II | 9.36 |
| 99310 - Mortician | 20.02 |
| 99410 - Pest Controller | 14.22 |
| 99510 - Photofinishing Worker | 15.84 |
| 99710 - Recycling Laborer | 11.87 |
| 99711 - Recycling Specialist | 13.49 |
| 99730 - Refuse Collector | 11.02 |
| 99810 - Sales Clerk | 10.87 |
| 99820 - School Crossing Guard | 9.48 |
| 99830 - Survey Party Chief | 17.92 |
| 99831 - Surveying Aide | 12.06 |
| 99832 - Surveying Technician | 16.53 |
| 99840 - Vending Machine Attendant | 12.10 |
| 99841 - Vending Machine Repairer | 14.67 |
| 99842 - Vending Machine Repairer Helper | 12.10 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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
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King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2296
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Mississippi

Area: Mississippi Counties of Alcorn, Bolivar, Calhoun, Carroll, Chickasaw, Choctaw, Clay, Coahoma, Grenada, Itawamba, Lafayette, Lee, Leflore, Lowndes, Monroe, Montgomery, Noxubee, Oktibbeha, Panola, Pontotoc, Prentiss, Quitman, Sunflower, Tate, Tishomingo, Tunica, Union, Washington, Webster, Winston,

Yalobusha

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.88 |
| 01012 - Accounting Clerk II | | 13.34 |
| 01013 - Accounting Clerk III | | 14.92 |
| 01020 - Administrative Assistant | | 15.98 |
| 01040 - Court Reporter | | 13.46 |
| 01051 - Data Entry Operator I | | 10.88 |
| 01052 - Data Entry Operator II | | 11.87 |
| 01060 - Dispatcher, Motor Vehicle | | 13.46 |
| 01070 - Document Preparation Clerk | | 11.67 |
| 01090 - Duplicating Machine Operator | | 11.67 |
| 01111 - General Clerk I | | 11.11 |
| 01112 - General Clerk II | | 11.80 |
| 01113 - General Clerk III | | 13.57 |
| 01120 - Housing Referral Assistant | | 14.25 |
| 01141 - Messenger Courier | | 9.25 |
| 01191 - Order Clerk I | | 11.38 |
| 01192 - Order Clerk II | | 13.40 |
| 01261 - Personnel Assistant (Employment) I | | 12.70 |
| 01262 - Personnel Assistant (Employment) II | | 14.20 |
| 01263 - Personnel Assistant (Employment) III | | 15.84 |
| 01270 - Production Control Clerk | | 17.31 |
| 01280 - Receptionist | | 9.85 |
| 01290 - Rental Clerk | | 11.72 |
| 01300 - Scheduler, Maintenance | | 11.72 |
| 01311 - Secretary I | | 11.42 |
| 01312 - Secretary II | | 12.77 |
| 01313 - Secretary III | | 14.25 |
| 01320 - Service Order Dispatcher | | 12.31 |
| 01410 - Supply Technician | | 16.25 |
| 01420 - Survey Worker | | 11.94 |
| 01531 - Travel Clerk I | | 11.08 |
| 01532 - Travel Clerk II | | 11.64 |
| 01533 - Travel Clerk III | | 12.25 |
| 01611 - Word Processor I | | 11.06 |
| 01612 - Word Processor II | | 12.42 |
| 01613 - Word Processor III | | 13.89 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 16.38 |
| 05010 - Automotive Electrician | | 15.70 |
| 05040 - Automotive Glass Installer | | 15.02 |
| 05070 - Automotive Worker | | 15.02 |
| 05110 - Mobile Equipment Servicer | | 13.61 |
| 05130 - Motor Equipment Metal Mechanic | | 16.38 |
| 05160 - Motor Equipment Metal Worker | | 15.02 |
| 05190 - Motor Vehicle Mechanic | | 16.38 |
| 05220 - Motor Vehicle Mechanic Helper | | 12.88 |
| 05250 - Motor Vehicle Upholstery Worker | | 14.27 |
| 05280 - Motor Vehicle Wrecker | | 15.02 |
| 05310 - Painter, Automotive | | 15.70 |
| 05340 - Radiator Repair Specialist | | 15.02 |
| 05370 - Tire Repairer | | 12.52 |
| 05400 - Transmission Repair Specialist | | 16.38 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 10.37 |
| 07041 - Cook I | | 9.35 |

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| 07042 - Cook II | 10.37 |
| 07070 - Dishwasher | 7.40 |
| 07130 - Food Service Worker | 7.41 |
| 07210 - Meat Cutter | 12.36 |
| 07260 - Waiter/Waitress | 7.91 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.95 |
| 09040 - Furniture Handler | 10.91 |
| 09080 - Furniture Refinisher | 14.95 |
| 09090 - Furniture Refinisher Helper | 12.27 |
| 09110 - Furniture Repairer, Minor | 13.59 |
| 09130 - Upholsterer | 14.95 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.73 |
| 11060 - Elevator Operator | 9.73 |
| 11090 - Gardener | 13.26 |
| 11122 - Housekeeping Aide | 8.99 |
| 11150 - Janitor | 8.92 |
| 11210 - Laborer, Grounds Maintenance | 9.93 |
| 11240 - Maid or Houseman | 7.81 |
| 11260 - Pruner | 10.99 |
| 11270 - Tractor Operator | 12.10 |
| 11330 - Trail Maintenance Worker | 9.93 |
| 11360 - Window Cleaner | 10.49 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.01 |
| 12011 - Breath Alcohol Technician | 14.01 |
| 12012 - Certified Occupational Therapist Assistant | 20.25 |
| 12015 - Certified Physical Therapist Assistant | 21.31 |
| 12020 - Dental Assistant | 11.59 |
| 12025 - Dental Hygienist | 22.74 |
| 12030 - EKG Technician | 20.31 |
| 12035 - Electroneurodiagnostic Technologist | 20.31 |
| 12040 - Emergency Medical Technician | 14.14 |
| 12071 - Licensed Practical Nurse I | 13.61 |
| 12072 - Licensed Practical Nurse II | 15.57 |
| 12073 - Licensed Practical Nurse III | 16.98 |
| 12100 - Medical Assistant | 11.94 |
| 12130 - Medical Laboratory Technician | 15.02 |
| 12160 - Medical Record Clerk | 11.04 |
| 12190 - Medical Record Technician | 14.22 |
| 12195 - Medical Transcriptionist | 13.05 |
| 12210 - Nuclear Medicine Technologist | 30.67 |
| 12221 - Nursing Assistant I | 8.93 |
| 12222 - Nursing Assistant II | 10.04 |
| 12223 - Nursing Assistant III | 10.96 |
| 12224 - Nursing Assistant IV | 12.29 |
| 12235 - Optical Dispenser | 13.42 |
| 12236 - Optical Technician | 13.07 |
| 12250 - Pharmacy Technician | 14.07 |
| 12280 - Phlebotomist | 13.20 |
| 12305 - Radiologic Technologist | 21.16 |
| 12311 - Registered Nurse I | 22.46 |
| 12312 - Registered Nurse II | 27.47 |
| 12313 - Registered Nurse II, Specialist | 27.47 |
| 12314 - Registered Nurse III | 33.23 |
| 12315 - Registered Nurse III, Anesthetist | 33.23 |
| 12316 - Registered Nurse IV | 39.83 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.87 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 14.32 |
| 13012 - Exhibits Specialist II | 17.67 |
| 13013 - Exhibits Specialist III | 21.61 |

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| 13041 - Illustrator I | 14.27 |
| 13042 - Illustrator II | 17.67 |
| 13043 - Illustrator III | 21.61 |
| 13047 - Librarian | 19.56 |
| 13050 - Library Aide/Clerk | 10.26 |
| 13054 - Library Information Technology Systems Administrator | 17.67 |
| 13058 - Library Technician | 12.66 |
| 13061 - Media Specialist I | 12.75 |
| 13062 - Media Specialist II | 14.32 |
| 13063 - Media Specialist III | 15.90 |
| 13071 - Photographer I | 14.22 |
| 13072 - Photographer II | 14.70 |
| 13073 - Photographer III | 18.21 |
| 13074 - Photographer IV | 24.10 |
| 13075 - Photographer V | 29.16 |
| 13110 - Video Teleconference Technician | 15.85 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.69 |
| 14042 - Computer Operator II | 15.31 |
| 14043 - Computer Operator III | 17.08 |
| 14044 - Computer Operator IV | 18.98 |
| 14045 - Computer Operator V | 21.01 |
| 14071 - Computer Programmer I | (see 1) 17.07 |
| 14072 - Computer Programmer II | (see 1) 21.16 |
| 14073 - Computer Programmer III | (see 1) 25.88 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 24.51 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.69 |
| 14160 - Personal Computer Support Technician | 18.98 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 24.51 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 29.66 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.55 |
| 15050 - Computer Based Training Specialist / Instructor | 24.51 |
| 15060 - Educational Technologist | 26.41 |
| 15070 - Flight Instructor (Pilot) | 35.55 |
| 15080 - Graphic Artist | 18.44 |
| 15090 - Technical Instructor | 15.38 |
| 15095 - Technical Instructor/Course Developer | 18.81 |
| 15110 - Test Proctor | 12.39 |
| 15120 - Tutor | 12.39 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 7.93 |
| 16030 - Counter Attendant | 7.93 |
| 16040 - Dry Cleaner | 9.13 |
| 16070 - Finisher, Flatwork, Machine | 7.93 |
| 16090 - Presser, Hand | 7.93 |
| 16110 - Presser, Machine, Drycleaning | 7.93 |
| 16130 - Presser, Machine, Shirts | 7.93 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 7.93 |
| 16190 - Sewing Machine Operator | 9.55 |
| 16220 - Tailor | 9.98 |
| 16250 - Washer, Machine | 8.31 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.90 |
| 19040 - Tool And Die Maker | 18.86 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.08 |
| 21030 - Material Coordinator | 17.31 |
| 21040 - Material Expediter | 17.31 |

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| 21050 - Material Handling Laborer | 11.13 |
| 21071 - Order Filler | 10.54 |
| 21080 - Production Line Worker (Food Processing) | 12.27 |
| 21110 - Shipping Packer | 13.06 |
| 21130 - Shipping/Receiving Clerk | 13.06 |
| 21140 - Store Worker I | 11.12 |
| 21150 - Stock Clerk | 13.88 |
| 21210 - Tools And Parts Attendant | 13.07 |
| 21410 - Warehouse Specialist | 13.07 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 22.01 |
| 23021 - Aircraft Mechanic I | 21.08 |
| 23022 - Aircraft Mechanic II | 22.01 |
| 23023 - Aircraft Mechanic III | 22.94 |
| 23040 - Aircraft Mechanic Helper | 16.58 |
| 23050 - Aircraft, Painter | 19.91 |
| 23060 - Aircraft Servicer | 18.37 |
| 23080 - Aircraft Worker | 19.32 |
| 23110 - Appliance Mechanic | 14.95 |
| 23120 - Bicycle Repairer | 12.52 |
| 23125 - Cable Splicer | 19.84 |
| 23130 - Carpenter, Maintenance | 14.95 |
| 23140 - Carpet Layer | 14.30 |
| 23160 - Electrician, Maintenance | 18.12 |
| 23181 - Electronics Technician Maintenance I | 18.05 |
| 23182 - Electronics Technician Maintenance II | 18.98 |
| 23183 - Electronics Technician Maintenance III | 19.86 |
| 23260 - Fabric Worker | 14.14 |
| 23290 - Fire Alarm System Mechanic | 15.60 |
| 23310 - Fire Extinguisher Repairer | 13.54 |
| 23311 - Fuel Distribution System Mechanic | 19.57 |
| 23312 - Fuel Distribution System Operator | 15.88 |
| 23370 - General Maintenance Worker | 15.02 |
| 23380 - Ground Support Equipment Mechanic | 21.08 |
| 23381 - Ground Support Equipment Servicer | 18.37 |
| 23382 - Ground Support Equipment Worker | 19.32 |
| 23391 - Gunsmith I | 13.54 |
| 23392 - Gunsmith II | 15.16 |
| 23393 - Gunsmith III | 16.68 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 15.60 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 16.29 |
| 23430 - Heavy Equipment Mechanic | 17.06 |
| 23440 - Heavy Equipment Operator | 15.28 |
| 23460 - Instrument Mechanic | 18.03 |
| 23465 - Laboratory/Shelter Mechanic | 15.94 |
| 23470 - Laborer | 10.00 |
| 23510 - Locksmith | 14.95 |
| 23530 - Machinery Maintenance Mechanic | 17.65 |
| 23550 - Machinist, Maintenance | 15.62 |
| 23580 - Maintenance Trades Helper | 12.31 |
| 23591 - Metrology Technician I | 18.03 |
| 23592 - Metrology Technician II | 18.83 |
| 23593 - Metrology Technician III | 19.62 |
| 23640 - Millwright | 19.58 |
| 23710 - Office Appliance Repairer | 14.95 |
| 23760 - Painter, Maintenance | 14.95 |
| 23790 - Pipefitter, Maintenance | 15.60 |
| 23810 - Plumber, Maintenance | 14.95 |
| 23820 - Pneudraulic Systems Mechanic | 16.68 |
| 23850 - Rigger | 18.15 |
| 23870 - Scale Mechanic | 15.16 |

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| 23890 - Sheet-Metal Worker, Maintenance | 15.60 |
| 23910 - Small Engine Mechanic | 14.30 |
| 23931 - Telecommunications Mechanic I | 23.63 |
| 23932 - Telecommunications Mechanic II | 25.93 |
| 23950 - Telephone Lineman | 19.99 |
| 23960 - Welder, Combination, Maintenance | 15.60 |
| 23965 - Well Driller | 17.16 |
| 23970 - Woodcraft Worker | 17.16 |
| 23980 - Woodworker | 12.96 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.15 |
| 24580 - Child Care Center Clerk | 12.91 |
| 24610 - Chore Aide | 8.45 |
| 24620 - Family Readiness And Support Services Coordinator | 11.66 |
| 24630 - Homemaker | 14.95 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.87 |
| 25040 - Sewage Plant Operator | 14.97 |
| 25070 - Stationary Engineer | 17.95 |
| 25190 - Ventilation Equipment Tender | 13.67 |
| 25210 - Water Treatment Plant Operator | 14.97 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 11.59 |
| 27007 - Baggage Inspector | 8.80 |
| 27008 - Corrections Officer | 13.92 |
| 27010 - Court Security Officer | 14.37 |
| 27030 - Detection Dog Handler | 13.10 |
| 27040 - Detention Officer | 13.92 |
| 27070 - Firefighter | 13.62 |
| 27101 - Guard I | 8.80 |
| 27102 - Guard II | 13.10 |
| 27131 - Police Officer I | 16.01 |
| 27132 - Police Officer II | 17.80 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.07 |
| 28042 - Carnival Equipment Repairer | 14.87 |
| 28043 - Carnival Equipment Worker | 10.84 |
| 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 | 16.61 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 18.77 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.96 |
| 29020 - Hatch Tender | 15.89 |
| 29030 - Line Handler | 15.89 |
| 29041 - Stevedore I | 15.25 |
| 29042 - Stevedore II | 16.79 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.48 |
| 30022 - Archeological Technician II | 16.19 |
| 30023 - Archeological Technician III | 20.06 |
| 30030 - Cartographic Technician | 20.06 |
| 30040 - Civil Engineering Technician | 16.17 |
| 30061 - Drafter/CAD Operator I | 14.48 |
| 30062 - Drafter/CAD Operator II | 16.19 |
| 30063 - Drafter/CAD Operator III | 18.06 |

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| 30064 - Drafter/CAD Operator IV | 22.22 |
| 30081 - Engineering Technician I | 12.53 |
| 30082 - Engineering Technician II | 14.06 |
| 30083 - Engineering Technician III | 15.73 |
| 30084 - Engineering Technician IV | 19.49 |
| 30085 - Engineering Technician V | 23.84 |
| 30086 - Engineering Technician VI | 28.84 |
| 30090 - Environmental Technician | 20.06 |
| 30210 - Laboratory Technician | 20.69 |
| 30240 - Mathematical Technician | 20.06 |
| 30361 - Paralegal/Legal Assistant I | 14.85 |
| 30362 - Paralegal/Legal Assistant II | 18.40 |
| 30363 - Paralegal/Legal Assistant III | 22.51 |
| 30364 - Paralegal/Legal Assistant IV | 27.23 |
| 30390 - Photo-Optics Technician | 20.06 |
| 30461 - Technical Writer I | 20.06 |
| 30462 - Technical Writer II | 24.54 |
| 30463 - Technical Writer III | 29.43 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 18.06 |
| 30621 - Weather Observer, Senior (see 2) | 20.06 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.38 |
| 31030 - Bus Driver | 11.95 |
| 31043 - Driver Courier | 13.33 |
| 31260 - Parking and Lot Attendant | 8.95 |
| 31290 - Shuttle Bus Driver | 14.17 |
| 31310 - Taxi Driver | 9.51 |
| 31361 - Truckdriver, Light | 14.17 |
| 31362 - Truckdriver, Medium | 15.00 |
| 31363 - Truckdriver, Heavy | 16.66 |
| 31364 - Truckdriver, Tractor-Trailer | 16.66 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.86 |
| 99050 - Desk Clerk | 9.00 |
| 99095 - Embalmer | 20.02 |
| 99251 - Laboratory Animal Caretaker I | 8.84 |
| 99252 - Laboratory Animal Caretaker II | 9.36 |
| 99310 - Mortician | 20.02 |
| 99410 - Pest Controller | 14.22 |
| 99510 - Photofinishing Worker | 15.84 |
| 99710 - Recycling Laborer | 11.87 |
| 99711 - Recycling Specialist | 13.49 |
| 99730 - Refuse Collector | 11.02 |
| 99810 - Sales Clerk | 10.87 |
| 99820 - School Crossing Guard | 9.48 |
| 99830 - Survey Party Chief | 17.92 |
| 99831 - Surveying Aide | 12.06 |
| 99832 - Surveying Technician | 16.53 |
| 99840 - Vending Machine Attendant | 12.10 |
| 99841 - Vending Machine Repairer | 14.67 |
| 99842 - Vending Machine Repairer Helper | 12.10 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

ordance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of
Page 2048

Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2297
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Mississippi

Area: Mississippi Counties of Adams, Amite, Attala, Claiborne, Copiah, Covington, Franklin, Hinds, Holmes, Humphreys, Issaquena, Jefferson, Jefferson Davis, Lamar, Lawrence, Leake, Lincoln, Madison, Marion, Pike, Rankin, Scott, Sharkey, Simpson, Smith, Walthall, Warren, Wilkinson, Yazoo

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.16 |
| 01012 - Accounting Clerk II | | 14.77 |
| 01013 - Accounting Clerk III | | 16.68 |
| 01020 - Administrative Assistant | | 19.90 |
| 01040 - Court Reporter | | 17.17 |
| 01051 - Data Entry Operator I | | 11.23 |
| 01052 - Data Entry Operator II | | 12.26 |
| 01060 - Dispatcher, Motor Vehicle | | 15.93 |
| 01070 - Document Preparation Clerk | | 11.29 |
| 01090 - Duplicating Machine Operator | | 11.29 |
| 01111 - General Clerk I | | 10.84 |
| 01112 - General Clerk II | | 11.83 |
| 01113 - General Clerk III | | 13.28 |
| 01120 - Housing Referral Assistant | | 16.76 |
| 01141 - Messenger Courier | | 9.35 |
| 01191 - Order Clerk I | | 11.73 |
| 01192 - Order Clerk II | | 13.84 |
| 01261 - Personnel Assistant (Employment) I | | 14.80 |
| 01262 - Personnel Assistant (Employment) II | | 16.56 |
| 01263 - Personnel Assistant (Employment) III | | 18.47 |
| 01270 - Production Control Clerk | | 19.50 |
| 01280 - Receptionist | | 10.87 |
| 01290 - Rental Clerk | | 12.00 |
| 01300 - Scheduler, Maintenance | | 12.82 |
| 01311 - Secretary I | | 12.82 |
| 01312 - Secretary II | | 14.34 |
| 01313 - Secretary III | | 16.76 |
| 01320 - Service Order Dispatcher | | 13.96 |
| 01410 - Supply Technician | | 19.90 |

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| 01420 - Survey Worker | 12.43 |
| 01531 - Travel Clerk I | 11.20 |
| 01532 - Travel Clerk II | 11.80 |
| 01533 - Travel Clerk III | 12.40 |
| 01611 - Word Processor I | 12.29 |
| 01612 - Word Processor II | 13.79 |
| 01613 - Word Processor III | 15.43 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.56 |
| 05010 - Automotive Electrician | 17.13 |
| 05040 - Automotive Glass Installer | 16.21 |
| 05070 - Automotive Worker | 16.21 |
| 05110 - Mobile Equipment Servicer | 14.24 |
| 05130 - Motor Equipment Metal Mechanic | 18.03 |
| 05160 - Motor Equipment Metal Worker | 16.21 |
| 05190 - Motor Vehicle Mechanic | 17.35 |
| 05220 - Motor Vehicle Mechanic Helper | 13.16 |
| 05250 - Motor Vehicle Upholstery Worker | 15.14 |
| 05280 - Motor Vehicle Wrecker | 16.21 |
| 05310 - Painter, Automotive | 17.13 |
| 05340 - Radiator Repair Specialist | 16.21 |
| 05370 - Tire Repairer | 12.92 |
| 05400 - Transmission Repair Specialist | 18.03 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 9.91 |
| 07041 - Cook I | 8.59 |
| 07042 - Cook II | 10.12 |
| 07070 - Dishwasher | 7.53 |
| 07130 - Food Service Worker | 7.77 |
| 07210 - Meat Cutter | 12.48 |
| 07260 - Waiter/Waitress | 7.56 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.01 |
| 09040 - Furniture Handler | 9.68 |
| 09080 - Furniture Refinisher | 16.01 |
| 09090 - Furniture Refinisher Helper | 11.79 |
| 09110 - Furniture Repairer, Minor | 13.92 |
| 09130 - Upholsterer | 16.01 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.12 |
| 11060 - Elevator Operator | 9.12 |
| 11090 - Gardener | 14.95 |
| 11122 - Housekeeping Aide | 9.36 |
| 11150 - Janitor | 9.47 |
| 11210 - Laborer, Grounds Maintenance | 10.19 |
| 11240 - Maid or Houseman | 7.54 |
| 11260 - Pruner | 8.96 |
| 11270 - Tractor Operator | 13.53 |
| 11330 - Trail Maintenance Worker | 10.19 |
| 11360 - Window Cleaner | 10.71 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 12.04 |
| 12011 - Breath Alcohol Technician | 15.48 |
| 12012 - Certified Occupational Therapist Assistant | 18.83 |
| 12015 - Certified Physical Therapist Assistant | 18.74 |
| 12020 - Dental Assistant | 15.24 |
| 12025 - Dental Hygienist | 30.04 |
| 12030 - EKG Technician | 21.41 |
| 12035 - Electroneurodiagnostic Technologist | 21.41 |
| 12040 - Emergency Medical Technician | 12.04 |
| 12071 - Licensed Practical Nurse I | 15.22 |
| 12072 - Licensed Practical Nurse II | 17.03 |
| 12073 - Licensed Practical Nurse III | 17.27 |

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|--|---------|
| 12100 - Medical Assistant | 12.52 |
| 12130 - Medical Laboratory Technician | 14.51 |
| 12160 - Medical Record Clerk | 12.68 |
| 12190 - Medical Record Technician | 14.18 |
| 12195 - Medical Transcriptionist | 14.24 |
| 12210 - Nuclear Medicine Technologist | 29.72 |
| 12221 - Nursing Assistant I | 9.42 |
| 12222 - Nursing Assistant II | 10.59 |
| 12223 - Nursing Assistant III | 11.56 |
| 12224 - Nursing Assistant IV | 12.97 |
| 12235 - Optical Dispenser | 15.92 |
| 12236 - Optical Technician | 14.62 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.84 |
| 12305 - Radiologic Technologist | 22.41 |
| 12311 - Registered Nurse I | 23.01 |
| 12312 - Registered Nurse II | 28.15 |
| 12313 - Registered Nurse II, Specialist | 28.15 |
| 12314 - Registered Nurse III | 34.05 |
| 12315 - Registered Nurse III, Anesthetist | 34.05 |
| 12316 - Registered Nurse IV | 40.81 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.18 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 14.52 |
| 13012 - Exhibits Specialist II | 17.99 |
| 13013 - Exhibits Specialist III | 21.74 |
| 13041 - Illustrator I | 14.52 |
| 13042 - Illustrator II | 17.99 |
| 13043 - Illustrator III | 21.74 |
| 13047 - Librarian | 19.92 |
| 13050 - Library Aide/Clerk | 10.39 |
| 13054 - Library Information Technology Systems Administrator | 17.99 |
| 13058 - Library Technician | 12.56 |
| 13061 - Media Specialist I | 12.98 |
| 13062 - Media Specialist II | 14.52 |
| 13063 - Media Specialist III | 16.19 |
| 13071 - Photographer I | 13.18 |
| 13072 - Photographer II | 14.74 |
| 13073 - Photographer III | 18.27 |
| 13074 - Photographer IV | 22.35 |
| 13075 - Photographer V | 27.03 |
| 13110 - Video Teleconference Technician | 15.48 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.58 |
| 14042 - Computer Operator II | 18.55 |
| 14043 - Computer Operator III | 21.14 |
| 14044 - Computer Operator IV | 27.01 |
| 14045 - Computer Operator V | 27.20 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 16.58 |
| 14160 - Personal Computer Support Technician | 27.01 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.72 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.74 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.64 |
| 15050 - Computer Based Training Specialist / Instructor | 28.72 |

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| 15060 - Educational Technologist | 21.99 |
| 15070 - Flight Instructor (Pilot) | 41.64 |
| 15080 - Graphic Artist | 20.31 |
| 15090 - Technical Instructor | 19.44 |
| 15095 - Technical Instructor/Course Developer | 23.57 |
| 15110 - Test Proctor | 15.32 |
| 15120 - Tutor | 15.32 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.05 |
| 16030 - Counter Attendant | 8.05 |
| 16040 - Dry Cleaner | 9.40 |
| 16070 - Finisher, Flatwork, Machine | 8.05 |
| 16090 - Presser, Hand | 8.05 |
| 16110 - Presser, Machine, Drycleaning | 8.05 |
| 16130 - Presser, Machine, Shirts | 8.05 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.05 |
| 16190 - Sewing Machine Operator | 9.86 |
| 16220 - Tailor | 10.33 |
| 16250 - Washer, Machine | 8.49 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.39 |
| 19040 - Tool And Die Maker | 24.71 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.59 |
| 21030 - Material Coordinator | 19.50 |
| 21040 - Material Expediter | 19.50 |
| 21050 - Material Handling Laborer | 11.88 |
| 21071 - Order Filler | 11.27 |
| 21080 - Production Line Worker (Food Processing) | 12.59 |
| 21110 - Shipping Packer | 13.45 |
| 21130 - Shipping/Receiving Clerk | 13.45 |
| 21140 - Store Worker I | 9.50 |
| 21150 - Stock Clerk | 14.04 |
| 21210 - Tools And Parts Attendant | 13.37 |
| 21410 - Warehouse Specialist | 12.59 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.06 |
| 23021 - Aircraft Mechanic I | 19.98 |
| 23022 - Aircraft Mechanic II | 21.06 |
| 23023 - Aircraft Mechanic III | 22.06 |
| 23040 - Aircraft Mechanic Helper | 14.58 |
| 23050 - Aircraft, Painter | 18.15 |
| 23060 - Aircraft Servicer | 16.78 |
| 23080 - Aircraft Worker | 17.98 |
| 23110 - Appliance Mechanic | 17.58 |
| 23120 - Bicycle Repairer | 12.32 |
| 23125 - Cable Splicer | 19.97 |
| 23130 - Carpenter, Maintenance | 15.33 |
| 23140 - Carpet Layer | 15.06 |
| 23160 - Electrician, Maintenance | 22.67 |
| 23181 - Electronics Technician Maintenance I | 16.91 |
| 23182 - Electronics Technician Maintenance II | 17.78 |
| 23183 - Electronics Technician Maintenance III | 18.75 |
| 23260 - Fabric Worker | 14.26 |
| 23290 - Fire Alarm System Mechanic | 16.14 |
| 23310 - Fire Extinguisher Repairer | 13.18 |
| 23311 - Fuel Distribution System Mechanic | 16.59 |
| 23312 - Fuel Distribution System Operator | 13.99 |
| 23370 - General Maintenance Worker | 14.93 |
| 23380 - Ground Support Equipment Mechanic | 19.98 |
| 23381 - Ground Support Equipment Servicer | 16.78 |
| 23382 - Ground Support Equipment Worker | 17.98 |
| 23391 - Gunsmith I | 13.10 |

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| 23392 - Gunsmith II | 15.42 |
| 23393 - Gunsmith III | 17.50 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.93 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.90 |
| 23430 - Heavy Equipment Mechanic | 17.28 |
| 23440 - Heavy Equipment Operator | 16.14 |
| 23460 - Instrument Mechanic | 17.50 |
| 23465 - Laboratory/Shelter Mechanic | 16.40 |
| 23470 - Laborer | 11.28 |
| 23510 - Locksmith | 16.01 |
| 23530 - Machinery Maintenance Mechanic | 21.48 |
| 23550 - Machinist, Maintenance | 18.13 |
| 23580 - Maintenance Trades Helper | 11.84 |
| 23591 - Metrology Technician I | 17.50 |
| 23592 - Metrology Technician II | 18.45 |
| 23593 - Metrology Technician III | 19.32 |
| 23640 - Millwright | 19.53 |
| 23710 - Office Appliance Repairer | 19.75 |
| 23760 - Painter, Maintenance | 15.33 |
| 23790 - Pipefitter, Maintenance | 16.42 |
| 23810 - Plumber, Maintenance | 15.60 |
| 23820 - Pneudraulic Systems Mechanic | 17.50 |
| 23850 - Rigger | 17.50 |
| 23870 - Scale Mechanic | 15.42 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.14 |
| 23910 - Small Engine Mechanic | 15.42 |
| 23931 - Telecommunications Mechanic I | 24.27 |
| 23932 - Telecommunications Mechanic II | 25.47 |
| 23950 - Telephone Lineman | 17.99 |
| 23960 - Welder, Combination, Maintenance | 16.14 |
| 23965 - Well Driller | 17.50 |
| 23970 - Woodcraft Worker | 17.08 |
| 23980 - Woodworker | 13.97 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.08 |
| 24580 - Child Care Center Clerk | 11.19 |
| 24610 - Chore Aide | 9.91 |
| 24620 - Family Readiness And Support Services Coordinator | 12.47 |
| 24630 - Homemaker | 12.47 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.47 |
| 25040 - Sewage Plant Operator | 16.05 |
| 25070 - Stationary Engineer | 18.47 |
| 25190 - Ventilation Equipment Tender | 12.58 |
| 25210 - Water Treatment Plant Operator | 16.05 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 12.19 |
| 27007 - Baggage Inspector | 9.19 |
| 27008 - Corrections Officer | 12.60 |
| 27010 - Court Security Officer | 14.69 |
| 27030 - Detection Dog Handler | 12.03 |
| 27040 - Detention Officer | 12.60 |
| 27070 - Firefighter | 16.94 |
| 27101 - Guard I | 9.19 |
| 27102 - Guard II | 12.03 |
| 27131 - Police Officer I | 16.87 |
| 27132 - Police Officer II | 18.75 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.24 |
| 28042 - Carnival Equipment Repairer | 13.23 |

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| 28043 - Carnival Equipment Worker | 9.02 |
| 28210 - Gate Attendant/Gate Tender | 13.81 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 15.45 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.28 |
| 28515 - Recreation Specialist | 15.95 |
| 28630 - Sports Official | 12.31 |
| 28690 - Swimming Pool Operator | 16.49 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 15.33 |
| 29020 - Hatch Tender | 15.33 |
| 29030 - Line Handler | 15.33 |
| 29041 - Stevedore I | 14.17 |
| 29042 - Stevedore II | 16.30 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.09 |
| 30022 - Archeological Technician II | 16.62 |
| 30023 - Archeological Technician III | 22.65 |
| 30030 - Cartographic Technician | 23.21 |
| 30040 - Civil Engineering Technician | 18.16 |
| 30061 - Drafter/CAD Operator I | 16.65 |
| 30062 - Drafter/CAD Operator II | 19.14 |
| 30063 - Drafter/CAD Operator III | 21.92 |
| 30064 - Drafter/CAD Operator IV | 25.70 |
| 30081 - Engineering Technician I | 15.04 |
| 30082 - Engineering Technician II | 16.88 |
| 30083 - Engineering Technician III | 18.88 |
| 30084 - Engineering Technician IV | 23.40 |
| 30085 - Engineering Technician V | 28.82 |
| 30086 - Engineering Technician VI | 34.63 |
| 30090 - Environmental Technician | 23.21 |
| 30210 - Laboratory Technician | 20.89 |
| 30240 - Mathematical Technician | 23.21 |
| 30361 - Paralegal/Legal Assistant I | 18.76 |
| 30362 - Paralegal/Legal Assistant II | 23.25 |
| 30363 - Paralegal/Legal Assistant III | 28.44 |
| 30364 - Paralegal/Legal Assistant IV | 33.85 |
| 30390 - Photo-Optics Technician | 23.21 |
| 30461 - Technical Writer I | 22.85 |
| 30462 - Technical Writer II | 27.94 |
| 30463 - Technical Writer III | 33.80 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 21.92 |
| 30621 - Weather Observer, Senior (see 2) | 23.21 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.44 |
| 31030 - Bus Driver | 12.51 |
| 31043 - Driver Courier | 12.60 |
| 31260 - Parking and Lot Attendant | 8.62 |
| 31290 - Shuttle Bus Driver | 13.84 |
| 31310 - Taxi Driver | 10.24 |
| 31361 - Truckdriver, Light | 13.84 |
| 31362 - Truckdriver, Medium | 15.12 |
| 31363 - Truckdriver, Heavy | 18.54 |
| 31364 - Truckdriver, Tractor-Trailer | 18.54 |

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| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.30 |
| 99050 - Desk Clerk | 8.33 |
| 99095 - Embalmer | 22.02 |
| 99251 - Laboratory Animal Caretaker I | 9.70 |
| 99252 - Laboratory Animal Caretaker II | 10.65 |
| 99310 - Mortician | 20.72 |
| 99410 - Pest Controller | 16.93 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 12.69 |
| 99711 - Recycling Specialist | 15.76 |
| 99730 - Refuse Collector | 11.15 |
| 99810 - Sales Clerk | 11.98 |
| 99820 - School Crossing Guard | 9.96 |
| 99830 - Survey Party Chief | 18.14 |
| 99831 - Surveying Aide | 13.20 |
| 99832 - Surveying Technician | 16.49 |
| 99840 - Vending Machine Attendant | 12.31 |
| 99841 - Vending Machine Repairer | 15.11 |
| 99842 - Vending Machine Repairer Helper | 12.31 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2298
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Mississippi

Area: Mississippi Counties of Adams, Amite, Attala, Claiborne, Copiah, Covington, Franklin, Hinds, Holmes, Humphreys, Issaquena, Jefferson, Jefferson Davis, Lamar, Lawrence, Leake, Lincoln, Madison, Marion, Pike, Rankin, Scott, Sharkey, Simpson, Smith, Walthall, Warren, Wilkinson, Yazoo

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.16 |
| 01012 - Accounting Clerk II | | 14.77 |
| 01013 - Accounting Clerk III | | 16.68 |
| 01020 - Administrative Assistant | | 19.90 |
| 01040 - Court Reporter | | 17.17 |
| 01051 - Data Entry Operator I | | 11.23 |
| 01052 - Data Entry Operator II | | 12.26 |

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| 01060 - Dispatcher, Motor Vehicle | 15.93 |
| 01070 - Document Preparation Clerk | 11.29 |
| 01090 - Duplicating Machine Operator | 11.29 |
| 01111 - General Clerk I | 10.84 |
| 01112 - General Clerk II | 11.83 |
| 01113 - General Clerk III | 13.28 |
| 01120 - Housing Referral Assistant | 16.76 |
| 01141 - Messenger Courier | 9.35 |
| 01191 - Order Clerk I | 11.73 |
| 01192 - Order Clerk II | 13.84 |
| 01261 - Personnel Assistant (Employment) I | 14.80 |
| 01262 - Personnel Assistant (Employment) II | 16.56 |
| 01263 - Personnel Assistant (Employment) III | 18.47 |
| 01270 - Production Control Clerk | 19.50 |
| 01280 - Receptionist | 10.87 |
| 01290 - Rental Clerk | 12.00 |
| 01300 - Scheduler, Maintenance | 12.82 |
| 01311 - Secretary I | 12.82 |
| 01312 - Secretary II | 14.34 |
| 01313 - Secretary III | 16.76 |
| 01320 - Service Order Dispatcher | 13.96 |
| 01410 - Supply Technician | 19.90 |
| 01420 - Survey Worker | 12.43 |
| 01531 - Travel Clerk I | 11.20 |
| 01532 - Travel Clerk II | 11.80 |
| 01533 - Travel Clerk III | 12.40 |
| 01611 - Word Processor I | 12.29 |
| 01612 - Word Processor II | 13.79 |
| 01613 - Word Processor III | 15.43 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.56 |
| 05010 - Automotive Electrician | 17.13 |
| 05040 - Automotive Glass Installer | 16.21 |
| 05070 - Automotive Worker | 16.21 |
| 05110 - Mobile Equipment Servicer | 14.24 |
| 05130 - Motor Equipment Metal Mechanic | 18.03 |
| 05160 - Motor Equipment Metal Worker | 16.21 |
| 05190 - Motor Vehicle Mechanic | 17.35 |
| 05220 - Motor Vehicle Mechanic Helper | 13.16 |
| 05250 - Motor Vehicle Upholstery Worker | 15.14 |
| 05280 - Motor Vehicle Wrecker | 16.21 |
| 05310 - Painter, Automotive | 17.13 |
| 05340 - Radiator Repair Specialist | 16.21 |
| 05370 - Tire Repairer | 12.92 |
| 05400 - Transmission Repair Specialist | 18.03 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 9.91 |
| 07041 - Cook I | 8.59 |
| 07042 - Cook II | 10.12 |
| 07070 - Dishwasher | 7.53 |
| 07130 - Food Service Worker | 7.77 |
| 07210 - Meat Cutter | 12.48 |
| 07260 - Waiter/Waitress | 7.56 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.01 |
| 09040 - Furniture Handler | 9.68 |
| 09080 - Furniture Refinisher | 16.01 |
| 09090 - Furniture Refinisher Helper | 11.79 |
| 09110 - Furniture Repairer, Minor | 13.92 |
| 09130 - Upholsterer | 16.01 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.12 |
| 11060 - Elevator Operator | 9.12 |

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| 11090 - Gardener | 14.95 |
| 11122 - Housekeeping Aide | 9.36 |
| 11150 - Janitor | 9.47 |
| 11210 - Laborer, Grounds Maintenance | 10.19 |
| 11240 - Maid or Houseman | 7.54 |
| 11260 - Pruner | 8.96 |
| 11270 - Tractor Operator | 13.53 |
| 11330 - Trail Maintenance Worker | 10.19 |
| 11360 - Window Cleaner | 10.71 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 12.04 |
| 12011 - Breath Alcohol Technician | 15.48 |
| 12012 - Certified Occupational Therapist Assistant | 18.83 |
| 12015 - Certified Physical Therapist Assistant | 18.74 |
| 12020 - Dental Assistant | 15.24 |
| 12025 - Dental Hygienist | 30.04 |
| 12030 - EKG Technician | 21.41 |
| 12035 - Electroneurodiagnostic Technologist | 21.41 |
| 12040 - Emergency Medical Technician | 12.04 |
| 12071 - Licensed Practical Nurse I | 15.22 |
| 12072 - Licensed Practical Nurse II | 17.03 |
| 12073 - Licensed Practical Nurse III | 17.27 |
| 12100 - Medical Assistant | 12.52 |
| 12130 - Medical Laboratory Technician | 14.51 |
| 12160 - Medical Record Clerk | 12.68 |
| 12190 - Medical Record Technician | 14.18 |
| 12195 - Medical Transcriptionist | 14.24 |
| 12210 - Nuclear Medicine Technologist | 29.72 |
| 12221 - Nursing Assistant I | 9.42 |
| 12222 - Nursing Assistant II | 10.59 |
| 12223 - Nursing Assistant III | 11.56 |
| 12224 - Nursing Assistant IV | 12.97 |
| 12235 - Optical Dispenser | 15.92 |
| 12236 - Optical Technician | 14.62 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.84 |
| 12305 - Radiologic Technologist | 22.41 |
| 12311 - Registered Nurse I | 23.01 |
| 12312 - Registered Nurse II | 28.15 |
| 12313 - Registered Nurse II, Specialist | 28.15 |
| 12314 - Registered Nurse III | 34.05 |
| 12315 - Registered Nurse III, Anesthetist | 34.05 |
| 12316 - Registered Nurse IV | 40.81 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.18 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 14.52 |
| 13012 - Exhibits Specialist II | 17.99 |
| 13013 - Exhibits Specialist III | 21.74 |
| 13041 - Illustrator I | 14.52 |
| 13042 - Illustrator II | 17.99 |
| 13043 - Illustrator III | 21.74 |
| 13047 - Librarian | 19.92 |
| 13050 - Library Aide/Clerk | 10.39 |
| 13054 - Library Information Technology Systems Administrator | 17.99 |
| 13058 - Library Technician | 12.56 |
| 13061 - Media Specialist I | 12.98 |
| 13062 - Media Specialist II | 14.52 |
| 13063 - Media Specialist III | 16.19 |
| 13071 - Photographer I | 13.18 |
| 13072 - Photographer II | 14.74 |
| 13073 - Photographer III | 18.27 |
| 13074 - Photographer IV | 22.35 |

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| 13075 - Photographer V | 27.03 |
| 13110 - Video Teleconference Technician | 15.48 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.58 |
| 14042 - Computer Operator II | 18.55 |
| 14043 - Computer Operator III | 21.14 |
| 14044 - Computer Operator IV | 27.01 |
| 14045 - Computer Operator V | 27.20 |
| 14071 - Computer Programmer I (see 1) | 20.08 |
| 14072 - Computer Programmer II (see 1) | 24.87 |
| 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 | 16.58 |
| 14160 - Personal Computer Support Technician | 27.01 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.72 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.74 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.64 |
| 15050 - Computer Based Training Specialist / Instructor | 28.72 |
| 15060 - Educational Technologist | 21.99 |
| 15070 - Flight Instructor (Pilot) | 41.64 |
| 15080 - Graphic Artist | 20.31 |
| 15090 - Technical Instructor | 19.44 |
| 15095 - Technical Instructor/Course Developer | 23.57 |
| 15110 - Test Proctor | 15.32 |
| 15120 - Tutor | 15.32 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.05 |
| 16030 - Counter Attendant | 8.05 |
| 16040 - Dry Cleaner | 9.40 |
| 16070 - Finisher, Flatwork, Machine | 8.05 |
| 16090 - Presser, Hand | 8.05 |
| 16110 - Presser, Machine, Drycleaning | 8.05 |
| 16130 - Presser, Machine, Shirts | 8.05 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.05 |
| 16190 - Sewing Machine Operator | 9.86 |
| 16220 - Tailor | 10.33 |
| 16250 - Washer, Machine | 8.49 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.39 |
| 19040 - Tool And Die Maker | 24.71 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.59 |
| 21030 - Material Coordinator | 19.50 |
| 21040 - Material Expediter | 19.50 |
| 21050 - Material Handling Laborer | 11.88 |
| 21071 - Order Filler | 11.27 |
| 21080 - Production Line Worker (Food Processing) | 12.59 |
| 21110 - Shipping Packer | 13.45 |
| 21130 - Shipping/Receiving Clerk | 13.45 |
| 21140 - Store Worker I | 9.50 |
| 21150 - Stock Clerk | 14.04 |
| 21210 - Tools And Parts Attendant | 13.37 |
| 21410 - Warehouse Specialist | 12.59 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.06 |
| 23021 - Aircraft Mechanic I | 19.98 |
| 23022 - Aircraft Mechanic II | 21.06 |
| 23023 - Aircraft Mechanic III | 22.06 |
| 23040 - Aircraft Mechanic Helper | 14.58 |

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| 23050 - Aircraft, Painter | 18.15 |
| 23060 - Aircraft Servicer | 16.78 |
| 23080 - Aircraft Worker | 17.98 |
| 23110 - Appliance Mechanic | 17.58 |
| 23120 - Bicycle Repairer | 12.32 |
| 23125 - Cable Splicer | 19.97 |
| 23130 - Carpenter, Maintenance | 15.33 |
| 23140 - Carpet Layer | 15.06 |
| 23160 - Electrician, Maintenance | 22.67 |
| 23181 - Electronics Technician Maintenance I | 16.91 |
| 23182 - Electronics Technician Maintenance II | 17.78 |
| 23183 - Electronics Technician Maintenance III | 18.75 |
| 23260 - Fabric Worker | 14.26 |
| 23290 - Fire Alarm System Mechanic | 16.14 |
| 23310 - Fire Extinguisher Repairer | 13.18 |
| 23311 - Fuel Distribution System Mechanic | 16.59 |
| 23312 - Fuel Distribution System Operator | 13.99 |
| 23370 - General Maintenance Worker | 14.93 |
| 23380 - Ground Support Equipment Mechanic | 19.98 |
| 23381 - Ground Support Equipment Servicer | 16.78 |
| 23382 - Ground Support Equipment Worker | 17.98 |
| 23391 - Gunsmith I | 13.10 |
| 23392 - Gunsmith II | 15.42 |
| 23393 - Gunsmith III | 17.50 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.93 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.90 |
| 23430 - Heavy Equipment Mechanic | 17.28 |
| 23440 - Heavy Equipment Operator | 16.14 |
| 23460 - Instrument Mechanic | 17.50 |
| 23465 - Laboratory/Shelter Mechanic | 16.40 |
| 23470 - Laborer | 11.28 |
| 23510 - Locksmith | 16.01 |
| 23530 - Machinery Maintenance Mechanic | 21.48 |
| 23550 - Machinist, Maintenance | 18.13 |
| 23580 - Maintenance Trades Helper | 11.84 |
| 23591 - Metrology Technician I | 17.50 |
| 23592 - Metrology Technician II | 18.45 |
| 23593 - Metrology Technician III | 19.32 |
| 23640 - Millwright | 19.53 |
| 23710 - Office Appliance Repairer | 19.75 |
| 23760 - Painter, Maintenance | 15.33 |
| 23790 - Pipefitter, Maintenance | 16.42 |
| 23810 - Plumber, Maintenance | 15.60 |
| 23820 - Pneudraulic Systems Mechanic | 17.50 |
| 23850 - Rigger | 17.50 |
| 23870 - Scale Mechanic | 15.42 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.14 |
| 23910 - Small Engine Mechanic | 15.42 |
| 23931 - Telecommunications Mechanic I | 24.27 |
| 23932 - Telecommunications Mechanic II | 25.47 |
| 23950 - Telephone Lineman | 17.99 |
| 23960 - Welder, Combination, Maintenance | 16.14 |
| 23965 - Well Driller | 17.50 |
| 23970 - Woodcraft Worker | 17.08 |
| 23980 - Woodworker | 13.97 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.08 |
| 24580 - Child Care Center Clerk | 11.19 |
| 24610 - Chore Aide | 9.91 |
| 24620 - Family Readiness And Support Services Coordinator | 12.47 |

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| 24630 - Homemaker | 12.47 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.47 |
| 25040 - Sewage Plant Operator | 16.05 |
| 25070 - Stationary Engineer | 18.47 |
| 25190 - Ventilation Equipment Tender | 12.58 |
| 25210 - Water Treatment Plant Operator | 16.05 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 12.19 |
| 27007 - Baggage Inspector | 9.19 |
| 27008 - Corrections Officer | 12.60 |
| 27010 - Court Security Officer | 14.69 |
| 27030 - Detection Dog Handler | 12.03 |
| 27040 - Detention Officer | 12.60 |
| 27070 - Firefighter | 16.94 |
| 27101 - Guard I | 9.19 |
| 27102 - Guard II | 12.03 |
| 27131 - Police Officer I | 16.87 |
| 27132 - Police Officer II | 18.75 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.24 |
| 28042 - Carnival Equipment Repairer | 13.23 |
| 28043 - Carnival Equipment Worker | 9.02 |
| 28210 - Gate Attendant/Gate Tender | 13.81 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 15.45 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.28 |
| 28515 - Recreation Specialist | 15.95 |
| 28630 - Sports Official | 12.31 |
| 28690 - Swimming Pool Operator | 16.49 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 15.33 |
| 29020 - Hatch Tender | 15.33 |
| 29030 - Line Handler | 15.33 |
| 29041 - Stevedore I | 14.17 |
| 29042 - Stevedore II | 16.30 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.09 |
| 30022 - Archeological Technician II | 16.62 |
| 30023 - Archeological Technician III | 22.65 |
| 30030 - Cartographic Technician | 23.21 |
| 30040 - Civil Engineering Technician | 18.16 |
| 30061 - Drafter/CAD Operator I | 16.65 |
| 30062 - Drafter/CAD Operator II | 19.14 |
| 30063 - Drafter/CAD Operator III | 21.92 |
| 30064 - Drafter/CAD Operator IV | 25.70 |
| 30081 - Engineering Technician I | 15.04 |
| 30082 - Engineering Technician II | 16.88 |
| 30083 - Engineering Technician III | 18.88 |
| 30084 - Engineering Technician IV | 23.40 |
| 30085 - Engineering Technician V | 28.82 |
| 30086 - Engineering Technician VI | 34.63 |
| 30090 - Environmental Technician | 23.21 |
| 30210 - Laboratory Technician | 20.89 |
| 30240 - Mathematical Technician | 23.21 |
| 30361 - Paralegal/Legal Assistant I | 18.76 |
| 30362 - Paralegal/Legal Assistant II | 23.25 |
| 30363 - Paralegal/Legal Assistant III | 28.44 |
| 30364 - Paralegal/Legal Assistant IV | 33.85 |
| 30390 - Photo-Optics Technician | 23.21 |

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|---|---------------|
| 30461 - Technical Writer I | 22.85 |
| 30462 - Technical Writer II | 27.94 |
| 30463 - Technical Writer III | 33.80 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 21.92 |
| 30621 - Weather Observer, Senior | (see 2) 23.21 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.44 |
| 31030 - Bus Driver | 12.51 |
| 31043 - Driver Courier | 12.60 |
| 31260 - Parking and Lot Attendant | 8.62 |
| 31290 - Shuttle Bus Driver | 13.84 |
| 31310 - Taxi Driver | 10.24 |
| 31361 - Truckdriver, Light | 13.84 |
| 31362 - Truckdriver, Medium | 15.12 |
| 31363 - Truckdriver, Heavy | 18.54 |
| 31364 - Truckdriver, Tractor-Trailer | 18.54 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.30 |
| 99050 - Desk Clerk | 8.33 |
| 99095 - Embalmer | 22.02 |
| 99251 - Laboratory Animal Caretaker I | 9.70 |
| 99252 - Laboratory Animal Caretaker II | 10.65 |
| 99310 - Mortician | 20.72 |
| 99410 - Pest Controller | 16.93 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 12.69 |
| 99711 - Recycling Specialist | 15.76 |
| 99730 - Refuse Collector | 11.15 |
| 99810 - Sales Clerk | 11.98 |
| 99820 - School Crossing Guard | 9.96 |
| 99830 - Survey Party Chief | 18.14 |
| 99831 - Surveying Aide | 13.20 |
| 99832 - Surveying Technician | 16.49 |
| 99840 - Vending Machine Attendant | 12.31 |
| 99841 - Vending Machine Repairer | 15.11 |
| 99842 - Vending Machine Repairer Helper | 12.31 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Area: Alabama County of Sumter

Mississippi Counties of Clarke, Forrest, Greene, Jasper, Jones, Kemper,
Lauderdale, Neshoba, Newton, Perry, Wayne

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.11 |
| 01012 - Accounting Clerk II | | 13.60 |
| 01013 - Accounting Clerk III | | 15.22 |
| 01020 - Administrative Assistant | | 17.39 |
| 01040 - Court Reporter | | 13.17 |
| 01051 - Data Entry Operator I | | 11.13 |
| 01052 - Data Entry Operator II | | 12.14 |
| 01060 - Dispatcher, Motor Vehicle | | 14.10 |
| 01070 - Document Preparation Clerk | | 10.59 |
| 01090 - Duplicating Machine Operator | | 10.59 |
| 01111 - General Clerk I | | 9.05 |
| 01112 - General Clerk II | | 10.37 |
| 01113 - General Clerk III | | 11.64 |
| 01120 - Housing Referral Assistant | | 14.68 |
| 01141 - Messenger Courier | | 10.01 |
| 01191 - Order Clerk I | | 10.91 |
| 01192 - Order Clerk II | | 11.91 |
| 01261 - Personnel Assistant (Employment) I | | 11.98 |
| 01262 - Personnel Assistant (Employment) II | | 13.40 |
| 01263 - Personnel Assistant (Employment) III | | 14.94 |
| 01270 - Production Control Clerk | | 18.90 |
| 01280 - Receptionist | | 9.78 |
| 01290 - Rental Clerk | | 9.92 |
| 01300 - Scheduler, Maintenance | | 11.77 |
| 01311 - Secretary I | | 11.77 |
| 01312 - Secretary II | | 13.17 |
| 01313 - Secretary III | | 14.68 |
| 01320 - Service Order Dispatcher | | 13.69 |
| 01410 - Supply Technician | | 16.32 |
| 01420 - Survey Worker | | 13.12 |
| 01531 - Travel Clerk I | | 11.20 |
| 01532 - Travel Clerk II | | 11.80 |
| 01533 - Travel Clerk III | | 12.40 |
| 01611 - Word Processor I | | 10.49 |
| 01612 - Word Processor II | | 11.77 |
| 01613 - Word Processor III | | 13.17 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 17.84 |
| 05010 - Automotive Electrician | | 16.88 |
| 05040 - Automotive Glass Installer | | 15.94 |
| 05070 - Automotive Worker | | 15.94 |
| 05110 - Mobile Equipment Servicer | | 14.01 |
| 05130 - Motor Equipment Metal Mechanic | | 17.84 |
| 05160 - Motor Equipment Metal Worker | | 15.94 |
| 05190 - Motor Vehicle Mechanic | | 17.84 |

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|--|-------|
| 05220 - Motor Vehicle Mechanic Helper | 13.11 |
| 05250 - Motor Vehicle Upholstery Worker | 14.96 |
| 05280 - Motor Vehicle Wrecker | 15.94 |
| 05310 - Painter, Automotive | 16.88 |
| 05340 - Radiator Repair Specialist | 15.94 |
| 05370 - Tire Repairer | 12.89 |
| 05400 - Transmission Repair Specialist | 17.84 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.78 |
| 07041 - Cook I | 8.50 |
| 07042 - Cook II | 10.31 |
| 07070 - Dishwasher | 7.43 |
| 07130 - Food Service Worker | 7.94 |
| 07210 - Meat Cutter | 12.22 |
| 07260 - Waiter/Waitress | 7.42 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.08 |
| 09040 - Furniture Handler | 11.14 |
| 09080 - Furniture Refinisher | 16.08 |
| 09090 - Furniture Refinisher Helper | 12.49 |
| 09110 - Furniture Repairer, Minor | 14.25 |
| 09130 - Upholsterer | 16.08 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.63 |
| 11060 - Elevator Operator | 8.82 |
| 11090 - Gardener | 12.09 |
| 11122 - Housekeeping Aide | 8.82 |
| 11150 - Janitor | 8.82 |
| 11210 - Laborer, Grounds Maintenance | 10.11 |
| 11240 - Maid or Houseman | 7.49 |
| 11260 - Pruner | 9.10 |
| 11270 - Tractor Operator | 11.47 |
| 11330 - Trail Maintenance Worker | 10.11 |
| 11360 - Window Cleaner | 9.79 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.82 |
| 12011 - Breath Alcohol Technician | 13.82 |
| 12012 - Certified Occupational Therapist Assistant | 20.45 |
| 12015 - Certified Physical Therapist Assistant | 18.92 |
| 12020 - Dental Assistant | 12.61 |
| 12025 - Dental Hygienist | 24.92 |
| 12030 - EKG Technician | 20.95 |
| 12035 - Electroneurodiagnostic Technologist | 20.95 |
| 12040 - Emergency Medical Technician | 13.82 |
| 12071 - Licensed Practical Nurse I | 12.35 |
| 12072 - Licensed Practical Nurse II | 13.82 |
| 12073 - Licensed Practical Nurse III | 15.41 |
| 12100 - Medical Assistant | 11.31 |
| 12130 - Medical Laboratory Technician | 13.90 |
| 12160 - Medical Record Clerk | 11.66 |
| 12190 - Medical Record Technician | 13.54 |
| 12195 - Medical Transcriptionist | 12.30 |
| 12210 - Nuclear Medicine Technologist | 30.37 |
| 12221 - Nursing Assistant I | 9.11 |
| 12222 - Nursing Assistant II | 10.24 |
| 12223 - Nursing Assistant III | 11.18 |
| 12224 - Nursing Assistant IV | 12.54 |
| 12235 - Optical Dispenser | 12.82 |
| 12236 - Optical Technician | 11.03 |
| 12250 - Pharmacy Technician | 12.19 |
| 12280 - Phlebotomist | 12.54 |
| 12305 - Radiologic Technologist | 20.01 |
| 12311 - Registered Nurse I | 22.34 |

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| 12312 - Registered Nurse II | 27.33 |
| 12313 - Registered Nurse II, Specialist | 27.33 |
| 12314 - Registered Nurse III | 33.07 |
| 12315 - Registered Nurse III, Anesthetist | 33.07 |
| 12316 - Registered Nurse IV | 39.64 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 17.12 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.28 |
| 13012 - Exhibits Specialist II | 20.17 |
| 13013 - Exhibits Specialist III | 24.67 |
| 13041 - Illustrator I | 16.28 |
| 13042 - Illustrator II | 20.17 |
| 13043 - Illustrator III | 24.67 |
| 13047 - Librarian | 22.33 |
| 13050 - Library Aide/Clerk | 12.60 |
| 13054 - Library Information Technology Systems Administrator | 20.17 |
| 13058 - Library Technician | 16.28 |
| 13061 - Media Specialist I | 13.55 |
| 13062 - Media Specialist II | 16.28 |
| 13063 - Media Specialist III | 18.15 |
| 13071 - Photographer I | 14.12 |
| 13072 - Photographer II | 15.08 |
| 13073 - Photographer III | 19.59 |
| 13074 - Photographer IV | 23.95 |
| 13075 - Photographer V | 28.97 |
| 13110 - Video Teleconference Technician | 14.55 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 11.20 |
| 14042 - Computer Operator II | 13.52 |
| 14043 - Computer Operator III | 16.20 |
| 14044 - Computer Operator IV | 18.59 |
| 14045 - Computer Operator V | 20.74 |
| 14071 - Computer Programmer I | (see 1) 17.37 |
| 14072 - Computer Programmer II | (see 1) 21.47 |
| 14073 - Computer Programmer III | (see 1) 25.88 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 25.45 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 11.20 |
| 14160 - Personal Computer Support Technician | 18.59 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.45 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 30.80 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.76 |
| 15050 - Computer Based Training Specialist / Instructor | 25.45 |
| 15060 - Educational Technologist | 24.32 |
| 15070 - Flight Instructor (Pilot) | 36.76 |
| 15080 - Graphic Artist | 15.43 |
| 15090 - Technical Instructor | 15.84 |
| 15095 - Technical Instructor/Course Developer | 19.38 |
| 15110 - Test Proctor | 12.78 |
| 15120 - Tutor | 12.78 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.05 |
| 16030 - Counter Attendant | 8.05 |
| 16040 - Dry Cleaner | 9.40 |
| 16070 - Finisher, Flatwork, Machine | 8.05 |
| 16090 - Presser, Hand | 8.05 |
| 16110 - Presser, Machine, Drycleaning | 8.05 |
| 16130 - Presser, Machine, Shirts | 8.05 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.05 |

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| 16190 - Sewing Machine Operator | 9.86 |
| 16220 - Tailor | 10.33 |
| 16250 - Washer, Machine | 8.49 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.36 |
| 19040 - Tool And Die Maker | 19.50 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.67 |
| 21030 - Material Coordinator | 18.90 |
| 21040 - Material Expediter | 18.90 |
| 21050 - Material Handling Laborer | 10.22 |
| 21071 - Order Filler | 9.56 |
| 21080 - Production Line Worker (Food Processing) | 14.67 |
| 21110 - Shipping Packer | 11.84 |
| 21130 - Shipping/Receiving Clerk | 11.84 |
| 21140 - Store Worker I | 10.63 |
| 21150 - Stock Clerk | 14.60 |
| 21210 - Tools And Parts Attendant | 14.67 |
| 21410 - Warehouse Specialist | 14.67 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 18.98 |
| 23021 - Aircraft Mechanic I | 17.95 |
| 23022 - Aircraft Mechanic II | 18.85 |
| 23023 - Aircraft Mechanic III | 19.79 |
| 23040 - Aircraft Mechanic Helper | 13.20 |
| 23050 - Aircraft, Painter | 16.92 |
| 23060 - Aircraft Servicer | 15.06 |
| 23080 - Aircraft Worker | 16.04 |
| 23110 - Appliance Mechanic | 16.08 |
| 23120 - Bicycle Repairer | 12.89 |
| 23125 - Cable Splicer | 21.03 |
| 23130 - Carpenter, Maintenance | 16.08 |
| 23140 - Carpet Layer | 15.18 |
| 23160 - Electrician, Maintenance | 17.74 |
| 23181 - Electronics Technician Maintenance I | 17.75 |
| 23182 - Electronics Technician Maintenance II | 21.69 |
| 23183 - Electronics Technician Maintenance III | 23.36 |
| 23260 - Fabric Worker | 14.25 |
| 23290 - Fire Alarm System Mechanic | 17.43 |
| 23310 - Fire Extinguisher Repairer | 13.34 |
| 23311 - Fuel Distribution System Mechanic | 16.99 |
| 23312 - Fuel Distribution System Operator | 13.34 |
| 23370 - General Maintenance Worker | 15.18 |
| 23380 - Ground Support Equipment Mechanic | 17.95 |
| 23381 - Ground Support Equipment Servicer | 15.06 |
| 23382 - Ground Support Equipment Worker | 16.04 |
| 23391 - Gunsmith I | 12.57 |
| 23392 - Gunsmith II | 14.64 |
| 23393 - Gunsmith III | 16.65 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.99 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 17.83 |
| 23430 - Heavy Equipment Mechanic | 18.85 |
| 23440 - Heavy Equipment Operator | 16.99 |
| 23460 - Instrument Mechanic | 16.99 |
| 23465 - Laboratory/Shelter Mechanic | 15.66 |
| 23470 - Laborer | 10.22 |
| 23510 - Locksmith | 16.08 |
| 23530 - Machinery Maintenance Mechanic | 18.74 |
| 23550 - Machinist, Maintenance | 16.99 |
| 23580 - Maintenance Trades Helper | 12.49 |
| 23591 - Metrology Technician I | 16.99 |

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| 23592 - Metrology Technician II | 17.96 |
| 23593 - Metrology Technician III | 18.93 |
| 23640 - Millwright | 20.93 |
| 23710 - Office Appliance Repairer | 16.08 |
| 23760 - Painter, Maintenance | 16.08 |
| 23790 - Pipefitter, Maintenance | 16.99 |
| 23810 - Plumber, Maintenance | 16.08 |
| 23820 - Pneudraulic Systems Mechanic | 16.99 |
| 23850 - Rigger | 16.99 |
| 23870 - Scale Mechanic | 15.18 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.99 |
| 23910 - Small Engine Mechanic | 15.18 |
| 23931 - Telecommunications Mechanic I | 21.90 |
| 23932 - Telecommunications Mechanic II | 25.48 |
| 23950 - Telephone Lineman | 18.69 |
| 23960 - Welder, Combination, Maintenance | 16.99 |
| 23965 - well Driller | 16.99 |
| 23970 - Woodcraft Worker | 16.99 |
| 23980 - Woodworker | 13.34 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 7.29 |
| 24580 - Child Care Center Clerk | 10.98 |
| 24610 - Chore Aide | 10.63 |
| 24620 - Family Readiness And Support Services Coordinator | 11.40 |
| 24630 - Homemaker | 12.20 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.38 |
| 25040 - Sewage Plant Operator | 16.08 |
| 25070 - Stationary Engineer | 19.38 |
| 25190 - Ventilation Equipment Tender | 12.49 |
| 25210 - Water Treatment Plant Operator | 16.08 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 10.81 |
| 27007 - Baggage Inspector | 9.53 |
| 27008 - Corrections Officer | 12.43 |
| 27010 - Court Security Officer | 12.43 |
| 27030 - Detection Dog Handler | 10.67 |
| 27040 - Detention Officer | 12.43 |
| 27070 - Firefighter | 12.43 |
| 27101 - Guard I | 9.53 |
| 27102 - Guard II | 10.67 |
| 27131 - Police Officer I | 14.75 |
| 27132 - Police Officer II | 16.39 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.01 |
| 28042 - Carnival Equipment Repairer | 12.24 |
| 28043 - Carnival Equipment Worker | 8.51 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 13.92 |
| 28510 - Recreation Aide/Health Facility Attendant | 9.80 |
| 28515 - Recreation Specialist | 13.19 |
| 28630 - Sports Official | 10.24 |
| 28690 - Swimming Pool Operator | 19.02 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.68 |
| 29020 - Hatch Tender | 18.68 |
| 29030 - Line Handler | 18.68 |
| 29041 - Stevedore I | 17.88 |
| 29042 - Stevedore II | 19.99 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |

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| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.55 |
| 30022 - Archeological Technician II | 16.90 |
| 30023 - Archeological Technician III | 20.65 |
| 30030 - Cartographic Technician | 21.34 |
| 30040 - Civil Engineering Technician | 17.15 |
| 30061 - Drafter/CAD Operator I | 14.89 |
| 30062 - Drafter/CAD Operator II | 16.90 |
| 30063 - Drafter/CAD Operator III | 18.85 |
| 30064 - Drafter/CAD Operator IV | 22.86 |
| 30081 - Engineering Technician I | 13.46 |
| 30082 - Engineering Technician II | 15.11 |
| 30083 - Engineering Technician III | 16.90 |
| 30084 - Engineering Technician IV | 20.93 |
| 30085 - Engineering Technician V | 25.61 |
| 30086 - Engineering Technician VI | 30.98 |
| 30090 - Environmental Technician | 23.03 |
| 30210 - Laboratory Technician | 17.40 |
| 30240 - Mathematical Technician | 20.94 |
| 30361 - Paralegal/Legal Assistant I | 16.45 |
| 30362 - Paralegal/Legal Assistant II | 21.07 |
| 30363 - Paralegal/Legal Assistant III | 22.77 |
| 30364 - Paralegal/Legal Assistant IV | 27.56 |
| 30390 - Photo-Optics Technician | 23.03 |
| 30461 - Technical Writer I | 20.65 |
| 30462 - Technical Writer II | 25.25 |
| 30463 - Technical Writer III | 30.55 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 18.85 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 23.03 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.53 |
| 31030 - Bus Driver | 14.74 |
| 31043 - Driver Courier | 13.98 |
| 31260 - Parking and Lot Attendant | 10.48 |
| 31290 - Shuttle Bus Driver | 15.20 |
| 31310 - Taxi Driver | 11.48 |
| 31361 - Truckdriver, Light | 15.20 |
| 31362 - Truckdriver, Medium | 15.97 |
| 31363 - Truckdriver, Heavy | 16.98 |
| 31364 - Truckdriver, Tractor-Trailer | 16.98 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.12 |
| 99050 - Desk Clerk | 7.99 |
| 99095 - Embalmer | 22.64 |
| 99251 - Laboratory Animal Caretaker I | 9.30 |
| 99252 - Laboratory Animal Caretaker II | 10.08 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 14.49 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 12.78 |
| 99711 - Recycling Specialist | 14.30 |
| 99730 - Refuse Collector | 11.52 |
| 99810 - Sales Clerk | 12.08 |
| 99820 - School Crossing Guard | 11.89 |
| 99830 - Survey Party Chief | 16.50 |
| 99831 - Surveying Aide | 10.73 |

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| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 16.07 |
| 99841 - Vending Machine Repairer | 20.36 |
| 99842 - Vending Machine Repairer Helper | 16.07 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials

which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2300
Revision No.: 16
Date Of Last Revision: 07/25/2014

States: Alabama, Mississippi

Area: Alabama County of Sumter

Mississippi Counties of Clarke, Forrest, Greene, Jasper, Jones, Kemper,
Lauderdale, Neshoba, Newton, Perry, Wayne

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.11 |
| 01012 - Accounting Clerk II | | 13.60 |
| 01013 - Accounting Clerk III | | 15.22 |
| 01020 - Administrative Assistant | | 17.39 |
| 01040 - Court Reporter | | 13.17 |
| 01051 - Data Entry Operator I | | 11.13 |
| 01052 - Data Entry Operator II | | 12.14 |
| 01060 - Dispatcher, Motor Vehicle | | 14.10 |
| 01070 - Document Preparation Clerk | | 10.59 |
| 01090 - Duplicating Machine Operator | | 10.59 |
| 01111 - General Clerk I | | 9.05 |
| 01112 - General Clerk II | | 10.37 |
| 01113 - General Clerk III | | 11.64 |
| 01120 - Housing Referral Assistant | | 14.68 |
| 01141 - Messenger Courier | | 10.01 |
| 01191 - Order Clerk I | | 10.91 |
| 01192 - Order Clerk II | | 11.91 |
| 01261 - Personnel Assistant (Employment) I | | 11.98 |
| 01262 - Personnel Assistant (Employment) II | | 13.40 |
| 01263 - Personnel Assistant (Employment) III | | 14.94 |
| 01270 - Production Control Clerk | | 18.90 |
| 01280 - Receptionist | | 9.78 |

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|--|-------|
| 01290 - Rental Clerk | 9.92 |
| 01300 - Scheduler, Maintenance | 11.77 |
| 01311 - Secretary I | 11.77 |
| 01312 - Secretary II | 13.17 |
| 01313 - Secretary III | 14.68 |
| 01320 - Service Order Dispatcher | 13.69 |
| 01410 - Supply Technician | 16.32 |
| 01420 - Survey Worker | 13.12 |
| 01531 - Travel Clerk I | 11.20 |
| 01532 - Travel Clerk II | 11.80 |
| 01533 - Travel Clerk III | 12.40 |
| 01611 - Word Processor I | 10.49 |
| 01612 - Word Processor II | 11.77 |
| 01613 - Word Processor III | 13.17 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 17.84 |
| 05010 - Automotive Electrician | 16.88 |
| 05040 - Automotive Glass Installer | 15.94 |
| 05070 - Automotive Worker | 15.94 |
| 05110 - Mobile Equipment Servicer | 14.01 |
| 05130 - Motor Equipment Metal Mechanic | 17.84 |
| 05160 - Motor Equipment Metal Worker | 15.94 |
| 05190 - Motor Vehicle Mechanic | 17.84 |
| 05220 - Motor Vehicle Mechanic Helper | 13.11 |
| 05250 - Motor Vehicle Upholstery Worker | 14.96 |
| 05280 - Motor Vehicle Wrecker | 15.94 |
| 05310 - Painter, Automotive | 16.88 |
| 05340 - Radiator Repair Specialist | 15.94 |
| 05370 - Tire Repairer | 12.89 |
| 05400 - Transmission Repair Specialist | 17.84 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.78 |
| 07041 - Cook I | 8.50 |
| 07042 - Cook II | 10.31 |
| 07070 - Dishwasher | 7.43 |
| 07130 - Food Service Worker | 7.94 |
| 07210 - Meat Cutter | 12.22 |
| 07260 - Waiter/Waitress | 7.42 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.08 |
| 09040 - Furniture Handler | 11.14 |
| 09080 - Furniture Refinisher | 16.08 |
| 09090 - Furniture Refinisher Helper | 12.49 |
| 09110 - Furniture Repairer, Minor | 14.25 |
| 09130 - Upholsterer | 16.08 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.63 |
| 11060 - Elevator Operator | 8.82 |
| 11090 - Gardener | 12.09 |
| 11122 - Housekeeping Aide | 8.82 |
| 11150 - Janitor | 8.82 |
| 11210 - Laborer, Grounds Maintenance | 10.11 |
| 11240 - Maid or Houseman | 7.49 |
| 11260 - Pruner | 9.10 |
| 11270 - Tractor Operator | 11.47 |
| 11330 - Trail Maintenance Worker | 10.11 |
| 11360 - Window Cleaner | 9.79 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.82 |
| 12011 - Breath Alcohol Technician | 13.82 |
| 12012 - Certified Occupational Therapist Assistant | 20.45 |
| 12015 - Certified Physical Therapist Assistant | 18.92 |
| 12020 - Dental Assistant | 12.61 |

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| 12025 - Dental Hygienist | 24.92 |
| 12030 - EKG Technician | 20.95 |
| 12035 - Electroneurodiagnostic Technologist | 20.95 |
| 12040 - Emergency Medical Technician | 13.82 |
| 12071 - Licensed Practical Nurse I | 12.35 |
| 12072 - Licensed Practical Nurse II | 13.82 |
| 12073 - Licensed Practical Nurse III | 15.41 |
| 12100 - Medical Assistant | 11.31 |
| 12130 - Medical Laboratory Technician | 13.90 |
| 12160 - Medical Record Clerk | 11.66 |
| 12190 - Medical Record Technician | 13.54 |
| 12195 - Medical Transcriptionist | 12.30 |
| 12210 - Nuclear Medicine Technologist | 30.37 |
| 12221 - Nursing Assistant I | 9.11 |
| 12222 - Nursing Assistant II | 10.24 |
| 12223 - Nursing Assistant III | 11.18 |
| 12224 - Nursing Assistant IV | 12.54 |
| 12235 - Optical Dispenser | 12.82 |
| 12236 - Optical Technician | 11.03 |
| 12250 - Pharmacy Technician | 12.19 |
| 12280 - Phlebotomist | 12.54 |
| 12305 - Radiologic Technologist | 20.01 |
| 12311 - Registered Nurse I | 22.34 |
| 12312 - Registered Nurse II | 27.33 |
| 12313 - Registered Nurse II, Specialist | 27.33 |
| 12314 - Registered Nurse III | 33.07 |
| 12315 - Registered Nurse III, Anesthetist | 33.07 |
| 12316 - Registered Nurse IV | 39.64 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 17.12 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.28 |
| 13012 - Exhibits Specialist II | 20.17 |
| 13013 - Exhibits Specialist III | 24.67 |
| 13041 - Illustrator I | 16.28 |
| 13042 - Illustrator II | 20.17 |
| 13043 - Illustrator III | 24.67 |
| 13047 - Librarian | 22.33 |
| 13050 - Library Aide/Clerk | 12.60 |
| 13054 - Library Information Technology Systems Administrator | 20.17 |
| 13058 - Library Technician | 16.28 |
| 13061 - Media Specialist I | 13.55 |
| 13062 - Media Specialist II | 16.28 |
| 13063 - Media Specialist III | 18.15 |
| 13071 - Photographer I | 14.12 |
| 13072 - Photographer II | 15.08 |
| 13073 - Photographer III | 19.59 |
| 13074 - Photographer IV | 23.95 |
| 13075 - Photographer V | 28.97 |
| 13110 - Video Teleconference Technician | 14.55 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 11.20 |
| 14042 - Computer Operator II | 13.52 |
| 14043 - Computer Operator III | 16.20 |
| 14044 - Computer Operator IV | 18.59 |
| 14045 - Computer Operator V | 20.74 |
| 14071 - Computer Programmer I | (see 1) 17.37 |
| 14072 - Computer Programmer II | (see 1) 21.47 |
| 14073 - Computer Programmer III | (see 1) 25.88 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 25.45 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |

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| 14150 - Peripheral Equipment Operator | 11.20 |
| 14160 - Personal Computer Support Technician | 18.59 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.45 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 30.80 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.76 |
| 15050 - Computer Based Training Specialist / Instructor | 25.45 |
| 15060 - Educational Technologist | 24.32 |
| 15070 - Flight Instructor (Pilot) | 36.76 |
| 15080 - Graphic Artist | 15.43 |
| 15090 - Technical Instructor | 15.84 |
| 15095 - Technical Instructor/Course Developer | 19.38 |
| 15110 - Test Proctor | 12.78 |
| 15120 - Tutor | 12.78 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.05 |
| 16030 - Counter Attendant | 8.05 |
| 16040 - Dry Cleaner | 9.40 |
| 16070 - Finisher, Flatwork, Machine | 8.05 |
| 16090 - Presser, Hand | 8.05 |
| 16110 - Presser, Machine, Drycleaning | 8.05 |
| 16130 - Presser, Machine, Shirts | 8.05 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.05 |
| 16190 - Sewing Machine Operator | 9.86 |
| 16220 - Tailor | 10.33 |
| 16250 - Washer, Machine | 8.49 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.36 |
| 19040 - Tool And Die Maker | 19.50 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.67 |
| 21030 - Material Coordinator | 18.90 |
| 21040 - Material Expediter | 18.90 |
| 21050 - Material Handling Laborer | 10.22 |
| 21071 - Order Filler | 9.56 |
| 21080 - Production Line Worker (Food Processing) | 14.67 |
| 21110 - Shipping Packer | 11.84 |
| 21130 - Shipping/Receiving Clerk | 11.84 |
| 21140 - Store Worker I | 10.63 |
| 21150 - Stock Clerk | 14.60 |
| 21210 - Tools And Parts Attendant | 14.67 |
| 21410 - Warehouse Specialist | 14.67 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 18.98 |
| 23021 - Aircraft Mechanic I | 17.95 |
| 23022 - Aircraft Mechanic II | 18.85 |
| 23023 - Aircraft Mechanic III | 19.79 |
| 23040 - Aircraft Mechanic Helper | 13.20 |
| 23050 - Aircraft, Painter | 16.92 |
| 23060 - Aircraft Servicer | 15.06 |
| 23080 - Aircraft Worker | 16.04 |
| 23110 - Appliance Mechanic | 16.08 |
| 23120 - Bicycle Repairer | 12.89 |
| 23125 - Cable Splicer | 21.03 |
| 23130 - Carpenter, Maintenance | 16.08 |
| 23140 - Carpet Layer | 15.18 |
| 23160 - Electrician, Maintenance | 17.74 |
| 23181 - Electronics Technician Maintenance I | 17.75 |
| 23182 - Electronics Technician Maintenance II | 21.69 |
| 23183 - Electronics Technician Maintenance III | 23.36 |
| 23260 - Fabric Worker | 14.25 |
| 23290 - Fire Alarm System Mechanic | 17.43 |
| 23310 - Fire Extinguisher Repairer | 13.34 |

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| 23311 - Fuel Distribution System Mechanic | 16.99 |
| 23312 - Fuel Distribution System Operator | 13.34 |
| 23370 - General Maintenance Worker | 15.18 |
| 23380 - Ground Support Equipment Mechanic | 17.95 |
| 23381 - Ground Support Equipment Servicer | 15.06 |
| 23382 - Ground Support Equipment Worker | 16.04 |
| 23391 - Gunsmith I | 12.57 |
| 23392 - Gunsmith II | 14.64 |
| 23393 - Gunsmith III | 16.65 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.99 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 17.83 |
| 23430 - Heavy Equipment Mechanic | 18.85 |
| 23440 - Heavy Equipment Operator | 16.99 |
| 23460 - Instrument Mechanic | 16.99 |
| 23465 - Laboratory/Shelter Mechanic | 15.66 |
| 23470 - Laborer | 10.22 |
| 23510 - Locksmith | 16.08 |
| 23530 - Machinery Maintenance Mechanic | 18.74 |
| 23550 - Machinist, Maintenance | 16.99 |
| 23580 - Maintenance Trades Helper | 12.49 |
| 23591 - Metrology Technician I | 16.99 |
| 23592 - Metrology Technician II | 17.96 |
| 23593 - Metrology Technician III | 18.93 |
| 23640 - Millwright | 20.93 |
| 23710 - Office Appliance Repairer | 16.08 |
| 23760 - Painter, Maintenance | 16.08 |
| 23790 - Pipefitter, Maintenance | 16.99 |
| 23810 - Plumber, Maintenance | 16.08 |
| 23820 - Pneudraulic Systems Mechanic | 16.99 |
| 23850 - Rigger | 16.99 |
| 23870 - Scale Mechanic | 15.18 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.99 |
| 23910 - Small Engine Mechanic | 15.18 |
| 23931 - Telecommunications Mechanic I | 21.90 |
| 23932 - Telecommunications Mechanic II | 25.48 |
| 23950 - Telephone Lineman | 18.69 |
| 23960 - Welder, Combination, Maintenance | 16.99 |
| 23965 - Well Driller | 16.99 |
| 23970 - Woodcraft Worker | 16.99 |
| 23980 - Woodworker | 13.34 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 7.29 |
| 24580 - Child Care Center Clerk | 10.98 |
| 24610 - Chore Aide | 10.63 |
| 24620 - Family Readiness And Support Services Coordinator | 11.40 |
| 24630 - Homemaker | 12.20 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.38 |
| 25040 - Sewage Plant Operator | 16.08 |
| 25070 - Stationary Engineer | 19.38 |
| 25190 - Ventilation Equipment Tender | 12.49 |
| 25210 - Water Treatment Plant Operator | 16.08 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 10.81 |
| 27007 - Baggage Inspector | 9.53 |
| 27008 - Corrections Officer | 12.43 |
| 27010 - Court Security Officer | 12.43 |
| 27030 - Detection Dog Handler | 10.67 |
| 27040 - Detention Officer | 12.43 |
| 27070 - Firefighter | 12.43 |

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| 27101 - Guard I | 9.53 |
| 27102 - Guard II | 10.67 |
| 27131 - Police Officer I | 14.75 |
| 27132 - Police Officer II | 16.39 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.01 |
| 28042 - Carnival Equipment Repairer | 12.24 |
| 28043 - Carnival Equipment Worker | 8.51 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 13.92 |
| 28510 - Recreation Aide/Health Facility Attendant | 9.80 |
| 28515 - Recreation Specialist | 13.19 |
| 28630 - Sports Official | 10.24 |
| 28690 - Swimming Pool Operator | 19.02 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.68 |
| 29020 - Hatch Tender | 18.68 |
| 29030 - Line Handler | 18.68 |
| 29041 - Stevedore I | 17.88 |
| 29042 - Stevedore II | 19.99 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.55 |
| 30022 - Archeological Technician II | 16.90 |
| 30023 - Archeological Technician III | 20.65 |
| 30030 - Cartographic Technician | 21.34 |
| 30040 - Civil Engineering Technician | 17.15 |
| 30061 - Drafter/CAD Operator I | 14.89 |
| 30062 - Drafter/CAD Operator II | 16.90 |
| 30063 - Drafter/CAD Operator III | 18.85 |
| 30064 - Drafter/CAD Operator IV | 22.86 |
| 30081 - Engineering Technician I | 13.46 |
| 30082 - Engineering Technician II | 15.11 |
| 30083 - Engineering Technician III | 16.90 |
| 30084 - Engineering Technician IV | 20.93 |
| 30085 - Engineering Technician V | 25.61 |
| 30086 - Engineering Technician VI | 30.98 |
| 30090 - Environmental Technician | 23.03 |
| 30210 - Laboratory Technician | 17.40 |
| 30240 - Mathematical Technician | 20.94 |
| 30361 - Paralegal/Legal Assistant I | 16.45 |
| 30362 - Paralegal/Legal Assistant II | 21.07 |
| 30363 - Paralegal/Legal Assistant III | 22.77 |
| 30364 - Paralegal/Legal Assistant IV | 27.56 |
| 30390 - Photo-Optics Technician | 23.03 |
| 30461 - Technical Writer I | 20.65 |
| 30462 - Technical Writer II | 25.25 |
| 30463 - Technical Writer III | 30.55 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 18.85 |
| 30621 - Weather Observer, Senior (see 2) | 23.03 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.53 |
| 31030 - Bus Driver | 14.74 |
| 31043 - Driver Courier | 13.98 |

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| 31260 - Parking and Lot Attendant | 10.48 |
| 31290 - Shuttle Bus Driver | 15.20 |
| 31310 - Taxi Driver | 11.48 |
| 31361 - Truckdriver, Light | 15.20 |
| 31362 - Truckdriver, Medium | 15.97 |
| 31363 - Truckdriver, Heavy | 16.98 |
| 31364 - Truckdriver, Tractor-Trailer | 16.98 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.12 |
| 99050 - Desk Clerk | 7.99 |
| 99095 - Embalmer | 22.64 |
| 99251 - Laboratory Animal Caretaker I | 9.30 |
| 99252 - Laboratory Animal Caretaker II | 10.08 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 14.49 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 12.78 |
| 99711 - Recycling Specialist | 14.30 |
| 99730 - Refuse Collector | 11.52 |
| 99810 - Sales Clerk | 12.08 |
| 99820 - School Crossing Guard | 11.89 |
| 99830 - Survey Party Chief | 16.50 |
| 99831 - Surveying Aide | 10.73 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 16.07 |
| 99841 - Vending Machine Repairer | 20.36 |
| 99842 - Vending Machine Repairer Helper | 16.07 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundrying in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2301
Revision No.: 14
Date of Last Revision: 07/25/2014

State: Mississippi

Area: Mississippi Counties of George, Hancock, Harrison, Jackson, Pearl River, Stone

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

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FOOTNOTE

RATE

WDs_Revision_Received_10.9.2014

| | |
|---|-------|
| 01000 - Administrative Support And Clerical Occupations | |
| 01011 - Accounting Clerk I | 12.39 |
| 01012 - Accounting Clerk II | 15.08 |
| 01013 - Accounting Clerk III | 16.77 |
| 01020 - Administrative Assistant | 18.76 |
| 01040 - Court Reporter | 14.61 |
| 01051 - Data Entry Operator I | 10.76 |
| 01052 - Data Entry Operator II | 12.08 |
| 01060 - Dispatcher, Motor Vehicle | 15.59 |
| 01070 - Document Preparation Clerk | 11.31 |
| 01090 - Duplicating Machine Operator | 11.31 |
| 01111 - General Clerk I | 11.03 |
| 01112 - General Clerk II | 12.04 |
| 01113 - General Clerk III | 13.67 |
| 01120 - Housing Referral Assistant | 16.29 |
| 01141 - Messenger Courier | 9.56 |
| 01191 - Order Clerk I | 12.09 |
| 01192 - Order Clerk II | 14.67 |
| 01261 - Personnel Assistant (Employment) I | 13.54 |
| 01262 - Personnel Assistant (Employment) II | 15.14 |
| 01263 - Personnel Assistant (Employment) III | 16.89 |
| 01270 - Production Control Clerk | 18.74 |
| 01280 - Receptionist | 11.19 |
| 01290 - Rental Clerk | 10.82 |
| 01300 - Scheduler, Maintenance | 13.06 |
| 01311 - Secretary I | 13.06 |
| 01312 - Secretary II | 14.61 |
| 01313 - Secretary III | 16.29 |
| 01320 - Service Order Dispatcher | 12.47 |
| 01410 - Supply Technician | 18.10 |
| 01420 - Survey Worker | 13.80 |
| 01531 - Travel Clerk I | 11.65 |
| 01532 - Travel Clerk II | 12.37 |
| 01533 - Travel Clerk III | 12.97 |
| 01611 - Word Processor I | 13.29 |
| 01612 - Word Processor II | 14.92 |
| 01613 - Word Processor III | 16.69 |
| 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 | 12.36 |
| 05400 - Transmission Repair Specialist | 18.27 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.15 |
| 07041 - Cook I | 10.34 |
| 07042 - Cook II | 11.28 |
| 07070 - Dishwasher | 8.77 |
| 07130 - Food Service Worker | 8.41 |
| 07210 - Meat Cutter | 13.16 |
| 07260 - Waiter/Waitress | 8.83 |
| 09000 - Furniture Maintenance And Repair Occupations | |

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|--|-------|
| 09010 - Electrostatic Spray Painter | 16.50 |
| 09040 - Furniture Handler | 13.10 |
| 09080 - Furniture Refinisher | 16.50 |
| 09090 - Furniture Refinisher Helper | 13.94 |
| 09110 - Furniture Repairer, Minor | 15.20 |
| 09130 - Upholsterer | 16.50 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.14 |
| 11060 - Elevator Operator | 9.14 |
| 11090 - Gardener | 12.62 |
| 11122 - Housekeeping Aide | 10.53 |
| 11150 - Janitor | 10.53 |
| 11210 - Laborer, Grounds Maintenance | 10.96 |
| 11240 - Maid or Houseman | 8.89 |
| 11260 - Pruner | 10.35 |
| 11270 - Tractor Operator | 12.20 |
| 11330 - Trail Maintenance Worker | 10.96 |
| 11360 - Window Cleaner | 11.11 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.53 |
| 12011 - Breath Alcohol Technician | 15.99 |
| 12012 - Certified Occupational Therapist Assistant | 18.30 |
| 12015 - Certified Physical Therapist Assistant | 16.64 |
| 12020 - Dental Assistant | 13.64 |
| 12025 - Dental Hygienist | 26.82 |
| 12030 - EKG Technician | 24.24 |
| 12035 - Electroneurodiagnostic Technologist | 24.24 |
| 12040 - Emergency Medical Technician | 14.53 |
| 12071 - Licensed Practical Nurse I | 14.30 |
| 12072 - Licensed Practical Nurse II | 15.99 |
| 12073 - Licensed Practical Nurse III | 17.83 |
| 12100 - Medical Assistant | 13.23 |
| 12130 - Medical Laboratory Technician | 13.98 |
| 12160 - Medical Record Clerk | 12.63 |
| 12190 - Medical Record Technician | 14.22 |
| 12195 - Medical Transcriptionist | 13.85 |
| 12210 - Nuclear Medicine Technologist | 30.24 |
| 12221 - Nursing Assistant I | 9.73 |
| 12222 - Nursing Assistant II | 10.94 |
| 12223 - Nursing Assistant III | 11.94 |
| 12224 - Nursing Assistant IV | 13.40 |
| 12235 - Optical Dispenser | 15.66 |
| 12236 - Optical Technician | 12.82 |
| 12250 - Pharmacy Technician | 13.17 |
| 12280 - Phlebotomist | 13.52 |
| 12305 - Radiologic Technologist | 21.02 |
| 12311 - Registered Nurse I | 22.23 |
| 12312 - Registered Nurse II | 25.94 |
| 12313 - Registered Nurse II, Specialist | 27.19 |
| 12314 - Registered Nurse III | 32.89 |
| 12315 - Registered Nurse III, Anesthetist | 32.89 |
| 12316 - Registered Nurse IV | 39.42 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.82 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.83 |
| 13012 - Exhibits Specialist II | 20.86 |
| 13013 - Exhibits Specialist III | 25.61 |
| 13041 - Illustrator I | 16.83 |
| 13042 - Illustrator II | 20.86 |
| 13043 - Illustrator III | 25.61 |
| 13047 - Librarian | 23.09 |
| 13050 - Library Aide/Clerk | 9.77 |
| 13054 - Library Information Technology Systems | 20.86 |

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|---|---------------|
| Administrator | |
| 13058 - Library Technician | 12.78 |
| 13061 - Media Specialist I | 15.05 |
| 13062 - Media Specialist II | 16.83 |
| 13063 - Media Specialist III | 18.77 |
| 13071 - Photographer I | 12.74 |
| 13072 - Photographer II | 14.25 |
| 13073 - Photographer III | 17.66 |
| 13074 - Photographer IV | 21.74 |
| 13075 - Photographer V | 26.13 |
| 13110 - Video Teleconference Technician | 14.62 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.48 |
| 14042 - Computer Operator II | 16.20 |
| 14043 - Computer Operator III | 18.76 |
| 14044 - Computer Operator IV | 20.07 |
| 14045 - Computer Operator V | 22.22 |
| 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 | 14.48 |
| 14160 - Personal Computer Support Technician | 20.07 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.76 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.59 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.14 |
| 15050 - Computer Based Training Specialist / Instructor | 27.76 |
| 15060 - Educational Technologist | 34.22 |
| 15070 - Flight Instructor (Pilot) | 40.14 |
| 15080 - Graphic Artist | 19.42 |
| 15090 - Technical Instructor | 19.73 |
| 15095 - Technical Instructor/Course Developer | 22.52 |
| 15110 - Test Proctor | 15.92 |
| 15120 - Tutor | 15.92 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.97 |
| 16030 - Counter Attendant | 8.97 |
| 16040 - Dry Cleaner | 10.38 |
| 16070 - Finisher, Flatwork, Machine | 8.97 |
| 16090 - Presser, Hand | 8.97 |
| 16110 - Presser, Machine, Drycleaning | 8.97 |
| 16130 - Presser, Machine, Shirts | 8.97 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.97 |
| 16190 - Sewing Machine Operator | 11.00 |
| 16220 - Tailor | 11.65 |
| 16250 - Washer, Machine | 9.36 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.58 |
| 19040 - Tool And Die Maker | 21.01 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.50 |
| 21030 - Material Coordinator | 18.74 |
| 21040 - Material Expediter | 18.74 |
| 21050 - Material Handling Laborer | 11.36 |
| 21071 - Order Filler | 11.80 |
| 21080 - Production Line Worker (Food Processing) | 15.50 |
| 21110 - Shipping Packer | 12.52 |
| 21130 - Shipping/Receiving Clerk | 12.52 |
| 21140 - Store Worker I | 14.79 |

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| 21150 - Stock Clerk | 16.50 |
| 21210 - Tools And Parts Attendant | 15.50 |
| 21410 - Warehouse Specialist | 15.50 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.47 |
| 23021 - Aircraft Mechanic I | 23.29 |
| 23022 - Aircraft Mechanic II | 24.47 |
| 23023 - Aircraft Mechanic III | 25.68 |
| 23040 - Aircraft Mechanic Helper | 18.92 |
| 23050 - Aircraft, Painter | 22.06 |
| 23060 - Aircraft Servicer | 20.66 |
| 23080 - Aircraft Worker | 21.56 |
| 23110 - Appliance Mechanic | 18.58 |
| 23120 - Bicycle Repairer | 12.36 |
| 23125 - Cable Splicer | 22.88 |
| 23130 - Carpenter, Maintenance | 17.95 |
| 23140 - Carpet Layer | 14.76 |
| 23160 - Electrician, Maintenance | 19.75 |
| 23181 - Electronics Technician Maintenance I | 20.75 |
| 23182 - Electronics Technician Maintenance II | 21.51 |
| 23183 - Electronics Technician Maintenance III | 22.25 |
| 23260 - Fabric Worker | 17.20 |
| 23290 - Fire Alarm System Mechanic | 20.09 |
| 23310 - Fire Extinguisher Repairer | 16.49 |
| 23311 - Fuel Distribution System Mechanic | 21.51 |
| 23312 - Fuel Distribution System Operator | 16.76 |
| 23370 - General Maintenance Worker | 14.91 |
| 23380 - Ground Support Equipment Mechanic | 23.29 |
| 23381 - Ground Support Equipment Servicer | 20.66 |
| 23382 - Ground Support Equipment Worker | 21.56 |
| 23391 - Gunsmith I | 16.49 |
| 23392 - Gunsmith II | 17.92 |
| 23393 - Gunsmith III | 19.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.90 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.16 |
| 23430 - Heavy Equipment Mechanic | 18.79 |
| 23440 - Heavy Equipment Operator | 16.03 |
| 23460 - Instrument Mechanic | 19.91 |
| 23465 - Laboratory/Shelter Mechanic | 18.58 |
| 23470 - Laborer | 11.36 |
| 23510 - Locksmith | 18.22 |
| 23530 - Machinery Maintenance Mechanic | 20.21 |
| 23550 - Machinist, Maintenance | 18.65 |
| 23580 - Maintenance Trades Helper | 15.22 |
| 23591 - Metrology Technician I | 19.91 |
| 23592 - Metrology Technician II | 20.59 |
| 23593 - Metrology Technician III | 21.20 |
| 23640 - Millwright | 19.82 |
| 23710 - Office Appliance Repairer | 16.72 |
| 23760 - Painter, Maintenance | 15.08 |
| 23790 - Pipefitter, Maintenance | 18.47 |
| 23810 - Plumber, Maintenance | 17.40 |
| 23820 - Pneudraulic Systems Mechanic | 19.91 |
| 23850 - Rigger | 19.91 |
| 23870 - Scale Mechanic | 17.92 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.08 |
| 23910 - Small Engine Mechanic | 13.96 |
| 23931 - Telecommunications Mechanic I | 24.20 |
| 23932 - Telecommunications Mechanic II | 27.78 |
| 23950 - Telephone Lineman | 20.70 |
| 23960 - Welder, Combination, Maintenance | 17.57 |

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| 23965 - Well Driller | 18.90 |
| 23970 - Woodcraft Worker | 19.91 |
| 23980 - Woodworker | 17.07 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.61 |
| 24580 - Child Care Center Clerk | 11.40 |
| 24610 - Chore Aide | 11.01 |
| 24620 - Family Readiness And Support Services Coordinator | 15.82 |
| 24630 - Homemaker | 12.19 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.60 |
| 25040 - Sewage Plant Operator | 16.13 |
| 25070 - Stationary Engineer | 19.60 |
| 25190 - Ventilation Equipment Tender | 15.23 |
| 25210 - Water Treatment Plant Operator | 15.97 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.21 |
| 27007 - Baggage Inspector | 11.23 |
| 27008 - Corrections Officer | 12.80 |
| 27010 - Court Security Officer | 15.40 |
| 27030 - Detection Dog Handler | 15.38 |
| 27040 - Detention Officer | 12.80 |
| 27070 - Firefighter | 17.64 |
| 27101 - Guard I | 11.23 |
| 27102 - Guard II | 15.38 |
| 27131 - Police Officer I | 15.75 |
| 27132 - Police Officer II | 17.50 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.14 |
| 28042 - Carnival Equipment Repairer | 12.75 |
| 28043 - Carnival Equipment Worker | 9.60 |
| 28210 - Gate Attendant/Gate Tender | 14.28 |
| 28310 - Lifeguard | 12.19 |
| 28350 - Park Attendant (Aide) | 15.97 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.66 |
| 28515 - Recreation Specialist | 19.61 |
| 28630 - Sports Official | 12.72 |
| 28690 - Swimming Pool Operator | 17.32 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.56 |
| 29020 - Hatch Tender | 19.81 |
| 29030 - Line Handler | 19.81 |
| 29041 - Stevedore I | 19.70 |
| 29042 - Stevedore II | 21.36 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.91 |
| 30022 - Archeological Technician II | 20.08 |
| 30023 - Archeological Technician III | 24.82 |
| 30030 - Cartographic Technician | 26.10 |
| 30040 - Civil Engineering Technician | 18.35 |
| 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 |

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| 30086 - Engineering Technician VI | 37.41 |
| 30090 - Environmental Technician | 23.70 |
| 30210 - Laboratory Technician | 18.70 |
| 30240 - Mathematical Technician | 25.12 |
| 30361 - Paralegal/Legal Assistant I | 15.77 |
| 30362 - Paralegal/Legal Assistant II | 19.54 |
| 30363 - Paralegal/Legal Assistant III | 23.91 |
| 30364 - Paralegal/Legal Assistant IV | 28.92 |
| 30390 - Photo-Optics Technician | 25.12 |
| 30461 - Technical Writer I | 24.33 |
| 30462 - Technical Writer II | 27.26 |
| 30463 - Technical Writer III | 32.98 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 23.45 |
| 30621 - Weather Observer, Senior (see 2) | 25.12 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.59 |
| 31030 - Bus Driver | 14.48 |
| 31043 - Driver Courier | 12.79 |
| 31260 - Parking and Lot Attendant | 8.66 |
| 31290 - Shuttle Bus Driver | 13.37 |
| 31310 - Taxi Driver | 10.09 |
| 31361 - Truckdriver, Light | 13.37 |
| 31362 - Truckdriver, Medium | 15.35 |
| 31363 - Truckdriver, Heavy | 18.33 |
| 31364 - Truckdriver, Tractor-Trailer | 18.33 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.64 |
| 99050 - Desk Clerk | 9.43 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 13.56 |
| 99252 - Laboratory Animal Caretaker II | 13.95 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 12.79 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.77 |
| 99711 - Recycling Specialist | 16.34 |
| 99730 - Refuse Collector | 13.46 |
| 99810 - Sales Clerk | 11.54 |
| 99820 - School Crossing Guard | 13.99 |
| 99830 - Survey Party Chief | 16.49 |
| 99831 - Surveying Aide | 10.91 |
| 99832 - Surveying Technician | 14.98 |
| 99840 - Vending Machine Attendant | 13.25 |
| 99841 - Vending Machine Repairer | 15.07 |
| 99842 - Vending Machine Repairer Helper | 12.35 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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| THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION |
| By direction of the Secretary of Labor | WAGE AND HOUR DIVISION |
| | WASHINGTON D.C. 20210 |
| | |
| Diane C. Koplewski | Wage Determination No.: 2005-2302 |
| Director | Revision No.: 14 |
| Division of | Date Of Last Revision: 07/25/2014 |
| Wage Determinations | |
| State: Mississippi | |

Area: Mississippi Counties of George, Hancock, Harrison, Jackson, Pearl River, Stone

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.39 |
| 01012 - Accounting Clerk II | | 15.08 |
| 01013 - Accounting Clerk III | | 16.77 |
| 01020 - Administrative Assistant | | 18.76 |
| 01040 - Court Reporter | | 14.61 |
| 01051 - Data Entry Operator I | | 10.76 |
| 01052 - Data Entry Operator II | | 12.08 |
| 01060 - Dispatcher, Motor Vehicle | | 15.59 |
| 01070 - Document Preparation Clerk | | 11.31 |
| 01090 - Duplicating Machine Operator | | 11.31 |
| 01111 - General Clerk I | | 11.03 |
| 01112 - General Clerk II | | 12.04 |
| 01113 - General Clerk III | | 13.67 |
| 01120 - Housing Referral Assistant | | 16.29 |
| 01141 - Messenger Courier | | 9.56 |
| 01191 - Order Clerk I | | 12.09 |
| 01192 - Order Clerk II | | 14.67 |
| 01261 - Personnel Assistant (Employment) I | | 13.54 |
| 01262 - Personnel Assistant (Employment) II | | 15.14 |
| 01263 - Personnel Assistant (Employment) III | | 16.89 |
| 01270 - Production Control Clerk | | 18.74 |
| 01280 - Receptionist | | 11.19 |
| 01290 - Rental Clerk | | 10.82 |
| 01300 - Scheduler, Maintenance | | 13.06 |
| 01311 - Secretary I | | 13.06 |
| 01312 - Secretary II | | 14.61 |
| 01313 - Secretary III | | 16.29 |
| 01320 - Service Order Dispatcher | | 12.47 |
| 01410 - Supply Technician | | 18.10 |
| 01420 - Survey Worker | | 13.80 |
| 01531 - Travel Clerk I | | 11.65 |
| 01532 - Travel Clerk II | | 12.37 |
| 01533 - Travel Clerk III | | 12.97 |
| 01611 - Word Processor I | | 13.29 |
| 01612 - Word Processor II | | 14.92 |
| 01613 - Word Processor III | | 16.69 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 21.73 |
| 05010 - Automotive Electrician | | 17.59 |
| 05040 - Automotive Glass Installer | | 16.90 |

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| 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 | 12.36 |
| 05400 - Transmission Repair Specialist | 18.27 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.15 |
| 07041 - Cook I | 10.34 |
| 07042 - Cook II | 11.28 |
| 07070 - Dishwasher | 8.77 |
| 07130 - Food Service Worker | 8.41 |
| 07210 - Meat Cutter | 13.16 |
| 07260 - Waiter/Waitress | 8.83 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.50 |
| 09040 - Furniture Handler | 13.10 |
| 09080 - Furniture Refinisher | 16.50 |
| 09090 - Furniture Refinisher Helper | 13.94 |
| 09110 - Furniture Repairer, Minor | 15.20 |
| 09130 - Upholsterer | 16.50 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.14 |
| 11060 - Elevator Operator | 9.14 |
| 11090 - Gardener | 12.62 |
| 11122 - Housekeeping Aide | 10.53 |
| 11150 - Janitor | 10.53 |
| 11210 - Laborer, Grounds Maintenance | 10.96 |
| 11240 - Maid or Houseman | 8.89 |
| 11260 - Pruner | 10.35 |
| 11270 - Tractor Operator | 12.20 |
| 11330 - Trail Maintenance Worker | 10.96 |
| 11360 - Window Cleaner | 11.11 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.53 |
| 12011 - Breath Alcohol Technician | 15.99 |
| 12012 - Certified Occupational Therapist Assistant | 18.30 |
| 12015 - Certified Physical Therapist Assistant | 16.64 |
| 12020 - Dental Assistant | 13.64 |
| 12025 - Dental Hygienist | 26.82 |
| 12030 - EKG Technician | 24.24 |
| 12035 - Electroneurodiagnostic Technologist | 24.24 |
| 12040 - Emergency Medical Technician | 14.53 |
| 12071 - Licensed Practical Nurse I | 14.30 |
| 12072 - Licensed Practical Nurse II | 15.99 |
| 12073 - Licensed Practical Nurse III | 17.83 |
| 12100 - Medical Assistant | 13.23 |
| 12130 - Medical Laboratory Technician | 13.98 |
| 12160 - Medical Record Clerk | 12.63 |
| 12190 - Medical Record Technician | 14.22 |
| 12195 - Medical Transcriptionist | 13.85 |
| 12210 - Nuclear Medicine Technologist | 30.24 |
| 12221 - Nursing Assistant I | 9.73 |
| 12222 - Nursing Assistant II | 10.94 |
| 12223 - Nursing Assistant III | 11.94 |
| 12224 - Nursing Assistant IV | 13.40 |
| 12235 - Optical Dispenser | 15.66 |

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| 12236 - Optical Technician | 12.82 |
| 12250 - Pharmacy Technician | 13.17 |
| 12280 - Phlebotomist | 13.52 |
| 12305 - Radiologic Technologist | 21.02 |
| 12311 - Registered Nurse I | 22.23 |
| 12312 - Registered Nurse II | 25.94 |
| 12313 - Registered Nurse II, Specialist | 27.19 |
| 12314 - Registered Nurse III | 32.89 |
| 12315 - Registered Nurse III, Anesthetist | 32.89 |
| 12316 - Registered Nurse IV | 39.42 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.82 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.83 |
| 13012 - Exhibits Specialist II | 20.86 |
| 13013 - Exhibits Specialist III | 25.61 |
| 13041 - Illustrator I | 16.83 |
| 13042 - Illustrator II | 20.86 |
| 13043 - Illustrator III | 25.61 |
| 13047 - Librarian | 23.09 |
| 13050 - Library Aide/Clerk | 9.77 |
| 13054 - Library Information Technology Systems Administrator | 20.86 |
| 13058 - Library Technician | 12.78 |
| 13061 - Media Specialist I | 15.05 |
| 13062 - Media Specialist II | 16.83 |
| 13063 - Media Specialist III | 18.77 |
| 13071 - Photographer I | 12.74 |
| 13072 - Photographer II | 14.25 |
| 13073 - Photographer III | 17.66 |
| 13074 - Photographer IV | 21.74 |
| 13075 - Photographer V | 26.13 |
| 13110 - Video Teleconference Technician | 14.62 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.48 |
| 14042 - Computer Operator II | 16.20 |
| 14043 - Computer Operator III | 18.76 |
| 14044 - Computer Operator IV | 20.07 |
| 14045 - Computer Operator V | 22.22 |
| 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 | 14.48 |
| 14160 - Personal Computer Support Technician | 20.07 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.76 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.59 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.14 |
| 15050 - Computer Based Training Specialist / Instructor | 27.76 |
| 15060 - Educational Technologist | 34.22 |
| 15070 - Flight Instructor (Pilot) | 40.14 |
| 15080 - Graphic Artist | 19.42 |
| 15090 - Technical Instructor | 19.73 |
| 15095 - Technical Instructor/Course Developer | 22.52 |
| 15110 - Test Proctor | 15.92 |
| 15120 - Tutor | 15.92 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.97 |
| 16030 - Counter Attendant | 8.97 |
| 16040 - Dry Cleaner | 10.38 |

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| 16070 - Finisher, Flatwork, Machine | 8.97 |
| 16090 - Presser, Hand | 8.97 |
| 16110 - Presser, Machine, Drycleaning | 8.97 |
| 16130 - Presser, Machine, Shirts | 8.97 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.97 |
| 16190 - Sewing Machine Operator | 11.00 |
| 16220 - Tailor | 11.65 |
| 16250 - Washer, Machine | 9.36 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.58 |
| 19040 - Tool And Die Maker | 21.01 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.50 |
| 21030 - Material Coordinator | 18.74 |
| 21040 - Material Expediter | 18.74 |
| 21050 - Material Handling Laborer | 11.36 |
| 21071 - Order Filler | 11.80 |
| 21080 - Production Line Worker (Food Processing) | 15.50 |
| 21110 - Shipping Packer | 12.52 |
| 21130 - Shipping/Receiving Clerk | 12.52 |
| 21140 - Store Worker I | 14.79 |
| 21150 - Stock Clerk | 16.50 |
| 21210 - Tools And Parts Attendant | 15.50 |
| 21410 - Warehouse Specialist | 15.50 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.47 |
| 23021 - Aircraft Mechanic I | 23.29 |
| 23022 - Aircraft Mechanic II | 24.47 |
| 23023 - Aircraft Mechanic III | 25.68 |
| 23040 - Aircraft Mechanic Helper | 18.92 |
| 23050 - Aircraft, Painter | 22.06 |
| 23060 - Aircraft Servicer | 20.66 |
| 23080 - Aircraft Worker | 21.56 |
| 23110 - Appliance Mechanic | 18.58 |
| 23120 - Bicycle Repairer | 12.36 |
| 23125 - Cable Splicer | 22.88 |
| 23130 - Carpenter, Maintenance | 17.95 |
| 23140 - Carpet Layer | 14.76 |
| 23160 - Electrician, Maintenance | 19.75 |
| 23181 - Electronics Technician Maintenance I | 20.75 |
| 23182 - Electronics Technician Maintenance II | 21.51 |
| 23183 - Electronics Technician Maintenance III | 22.25 |
| 23260 - Fabric Worker | 17.20 |
| 23290 - Fire Alarm System Mechanic | 20.09 |
| 23310 - Fire Extinguisher Repairer | 16.49 |
| 23311 - Fuel Distribution System Mechanic | 21.51 |
| 23312 - Fuel Distribution System Operator | 16.76 |
| 23370 - General Maintenance Worker | 14.91 |
| 23380 - Ground Support Equipment Mechanic | 23.29 |
| 23381 - Ground Support Equipment Servicer | 20.66 |
| 23382 - Ground Support Equipment Worker | 21.56 |
| 23391 - Gunsmith I | 16.49 |
| 23392 - Gunsmith II | 17.92 |
| 23393 - Gunsmith III | 19.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.90 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.16 |
| 23430 - Heavy Equipment Mechanic | 18.79 |
| 23440 - Heavy Equipment Operator | 16.03 |
| 23460 - Instrument Mechanic | 19.91 |
| 23465 - Laboratory/Shelter Mechanic | 18.58 |
| 23470 - Laborer | 11.36 |

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| 23510 - Locksmith | 18.22 |
| 23530 - Machinery Maintenance Mechanic | 20.21 |
| 23550 - Machinist, Maintenance | 18.65 |
| 23580 - Maintenance Trades Helper | 15.22 |
| 23591 - Metrology Technician I | 19.91 |
| 23592 - Metrology Technician II | 20.59 |
| 23593 - Metrology Technician III | 21.20 |
| 23640 - Millwright | 19.82 |
| 23710 - Office Appliance Repairer | 16.72 |
| 23760 - Painter, Maintenance | 15.08 |
| 23790 - Pipefitter, Maintenance | 18.47 |
| 23810 - Plumber, Maintenance | 17.40 |
| 23820 - Pneudraulic Systems Mechanic | 19.91 |
| 23850 - Rigger | 19.91 |
| 23870 - Scale Mechanic | 17.92 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.08 |
| 23910 - Small Engine Mechanic | 13.96 |
| 23931 - Telecommunications Mechanic I | 24.20 |
| 23932 - Telecommunications Mechanic II | 27.78 |
| 23950 - Telephone Lineman | 20.70 |
| 23960 - Welder, Combination, Maintenance | 17.57 |
| 23965 - Well Driller | 18.90 |
| 23970 - Woodcraft Worker | 19.91 |
| 23980 - Woodworker | 17.07 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.61 |
| 24580 - Child Care Center Clerk | 11.40 |
| 24610 - Chore Aide | 11.01 |
| 24620 - Family Readiness And Support Services Coordinator | 15.82 |
| 24630 - Homemaker | 12.19 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.60 |
| 25040 - Sewage Plant Operator | 16.13 |
| 25070 - Stationary Engineer | 19.60 |
| 25190 - Ventilation Equipment Tender | 15.23 |
| 25210 - Water Treatment Plant Operator | 15.97 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.21 |
| 27007 - Baggage Inspector | 11.23 |
| 27008 - Corrections Officer | 12.80 |
| 27010 - Court Security Officer | 15.40 |
| 27030 - Detection Dog Handler | 15.38 |
| 27040 - Detention Officer | 12.80 |
| 27070 - Firefighter | 17.64 |
| 27101 - Guard I | 11.23 |
| 27102 - Guard II | 15.38 |
| 27131 - Police Officer I | 15.75 |
| 27132 - Police Officer II | 17.50 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.14 |
| 28042 - Carnival Equipment Repairer | 12.75 |
| 28043 - Carnival Equipment Worker | 9.60 |
| 28210 - Gate Attendant/Gate Tender | 14.28 |
| 28310 - Lifeguard | 12.19 |
| 28350 - Park Attendant (Aide) | 15.97 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.66 |
| 28515 - Recreation Specialist | 19.61 |
| 28630 - Sports Official | 12.72 |
| 28690 - Swimming Pool Operator | 17.32 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.56 |
| 29020 - Hatch Tender | 19.81 |

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| 29030 - Line Handler | 19.81 |
| 29041 - Stevedore I | 19.70 |
| 29042 - Stevedore II | 21.36 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.91 |
| 30022 - Archeological Technician II | 20.08 |
| 30023 - Archeological Technician III | 24.82 |
| 30030 - Cartographic Technician | 26.10 |
| 30040 - Civil Engineering Technician | 18.35 |
| 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 |
| 30210 - Laboratory Technician | 18.70 |
| 30240 - Mathematical Technician | 25.12 |
| 30361 - Paralegal/Legal Assistant I | 15.77 |
| 30362 - Paralegal/Legal Assistant II | 19.54 |
| 30363 - Paralegal/Legal Assistant III | 23.91 |
| 30364 - Paralegal/Legal Assistant IV | 28.92 |
| 30390 - Photo-Optics Technician | 25.12 |
| 30461 - Technical Writer I | 24.33 |
| 30462 - Technical Writer II | 27.26 |
| 30463 - Technical Writer III | 32.98 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 23.45 |
| 30621 - Weather Observer, Senior (see 2) | 25.12 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.59 |
| 31030 - Bus Driver | 14.48 |
| 31043 - Driver Courier | 12.79 |
| 31260 - Parking and Lot Attendant | 8.66 |
| 31290 - Shuttle Bus Driver | 13.37 |
| 31310 - Taxi Driver | 10.09 |
| 31361 - Truckdriver, Light | 13.37 |
| 31362 - Truckdriver, Medium | 15.35 |
| 31363 - Truckdriver, Heavy | 18.33 |
| 31364 - Truckdriver, Tractor-Trailer | 18.33 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.64 |
| 99050 - Desk Clerk | 9.43 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 13.56 |
| 99252 - Laboratory Animal Caretaker II | 13.95 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 12.79 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.77 |
| 99711 - Recycling Specialist | 16.34 |

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| 99730 - Refuse Collector | 13.46 |
| 99810 - Sales Clerk | 11.54 |
| 99820 - School Crossing Guard | 13.99 |
| 99830 - Survey Party Chief | 16.49 |
| 99831 - Surveying Aide | 10.91 |
| 99832 - Surveying Technician | 14.98 |
| 99840 - Vending Machine Attendant | 13.25 |
| 99841 - Vending Machine Repairer | 15.07 |
| 99842 - Vending Machine Repairer Helper | 12.35 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2307
Revision No.: 15
Date of Last Revision: 07/25/2014

States: Kansas, Missouri

Area: Kansas Counties of Anderson, Atchison, Doniphan, Douglas, Franklin, Johnson, Leavenworth, Linn, Miami, Wyandotte

Missouri Counties of Adair, Andrew, Atchison, Bates, Buchanan, Caldwell, Carroll, Cass, Chariton, Clay, Clinton, Cooper, Daviess, De Kalb, Gentry, Grundy, Harrison, Henry, Holt, Howard, Jackson, Johnson, Lafayette, Linn, Livingston, Macon, Mercer, Nodaway, Pettis, Platte, Putnam, Ray, Saline, Schuyler, Sullivan, Worth

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.97 |
| 01012 - Accounting Clerk II | | 15.69 |
| 01013 - Accounting Clerk III | | 17.77 |
| 01020 - Administrative Assistant | | 21.80 |
| 01040 - Court Reporter | | 18.32 |
| 01051 - Data Entry Operator I | | 12.47 |
| 01052 - Data Entry Operator II | | 14.14 |
| 01060 - Dispatcher, Motor Vehicle | | 18.55 |
| 01070 - Document Preparation Clerk | | 14.22 |
| 01090 - Duplicating Machine Operator | | 14.22 |

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|-------|--|-------|
| 01111 | - General Clerk I | 12.95 |
| 01112 | - General Clerk II | 14.22 |
| 01113 | - General Clerk III | 15.96 |
| 01120 | - Housing Referral Assistant | 20.79 |
| 01141 | - Messenger Courier | 11.41 |
| 01191 | - Order Clerk I | 12.73 |
| 01192 | - Order Clerk II | 15.29 |
| 01261 | - Personnel Assistant (Employment) I | 16.17 |
| 01262 | - Personnel Assistant (Employment) II | 17.97 |
| 01263 | - Personnel Assistant (Employment) III | 20.54 |
| 01270 | - Production Control Clerk | 20.04 |
| 01280 | - Receptionist | 13.87 |
| 01290 | - Rental Clerk | 14.97 |
| 01300 | - Scheduler, Maintenance | 15.96 |
| 01311 | - Secretary I | 15.96 |
| 01312 | - Secretary II | 17.90 |
| 01313 | - Secretary III | 20.79 |
| 01320 | - Service Order Dispatcher | 21.18 |
| 01410 | - Supply Technician | 23.09 |
| 01420 | - Survey Worker | 17.02 |
| 01531 | - Travel Clerk I | 12.96 |
| 01532 | - Travel Clerk II | 14.00 |
| 01533 | - Travel Clerk III | 15.03 |
| 01611 | - Word Processor I | 14.09 |
| 01612 | - Word Processor II | 15.81 |
| 01613 | - Word Processor III | 17.69 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 23.30 |
| 05010 | - Automotive Electrician | 19.32 |
| 05040 | - Automotive Glass Installer | 18.59 |
| 05070 | - Automotive Worker | 18.59 |
| 05110 | - Mobile Equipment Servicer | 16.51 |
| 05130 | - Motor Equipment Metal Mechanic | 20.03 |
| 05160 | - Motor Equipment Metal Worker | 18.59 |
| 05190 | - Motor Vehicle Mechanic | 21.70 |
| 05220 | - Motor Vehicle Mechanic Helper | 15.47 |
| 05250 | - Motor Vehicle Upholstery Worker | 17.54 |
| 05280 | - Motor Vehicle Wrecker | 18.59 |
| 05310 | - Painter, Automotive | 19.32 |
| 05340 | - Radiator Repair Specialist | 18.59 |
| 05370 | - Tire Repairer | 15.18 |
| 05400 | - Transmission Repair Specialist | 20.03 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 14.52 |
| 07041 | - Cook I | 10.88 |
| 07042 | - Cook II | 12.54 |
| 07070 | - Dishwasher | 9.60 |
| 07130 | - Food Service Worker | 10.31 |
| 07210 | - Meat Cutter | 15.48 |
| 07260 | - Waiter/Waitress | 9.27 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 21.23 |
| 09040 | - Furniture Handler | 15.75 |
| 09080 | - Furniture Refinisher | 21.23 |
| 09090 | - Furniture Refinisher Helper | 17.01 |
| 09110 | - Furniture Repairer, Minor | 19.27 |
| 09130 | - Upholsterer | 12.46 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 11.24 |
| 11060 | - Elevator Operator | 12.93 |
| 11090 | - Gardener | 16.01 |
| 11122 | - Housekeeping Aide | 12.93 |
| 11150 | - Janitor | 12.93 |

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|--|-------|
| 11210 - Laborer, Grounds Maintenance | 13.34 |
| 11240 - Maid or Houseman | 10.52 |
| 11260 - Pruner | 12.93 |
| 11270 - Tractor Operator | 15.37 |
| 11330 - Trail Maintenance Worker | 13.34 |
| 11360 - Window Cleaner | 13.33 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.12 |
| 12011 - Breath Alcohol Technician | 17.12 |
| 12012 - Certified Occupational Therapist Assistant | 21.32 |
| 12015 - Certified Physical Therapist Assistant | 22.07 |
| 12020 - Dental Assistant | 16.52 |
| 12025 - Dental Hygienist | 34.35 |
| 12030 - EKG Technician | 24.23 |
| 12035 - Electroneurodiagnostic Technologist | 24.23 |
| 12040 - Emergency Medical Technician | 17.12 |
| 12071 - Licensed Practical Nurse I | 14.58 |
| 12072 - Licensed Practical Nurse II | 16.31 |
| 12073 - Licensed Practical Nurse III | 18.19 |
| 12100 - Medical Assistant | 14.08 |
| 12130 - Medical Laboratory Technician | 15.52 |
| 12160 - Medical Record Clerk | 13.62 |
| 12190 - Medical Record Technician | 15.23 |
| 12195 - Medical Transcriptionist | 15.38 |
| 12210 - Nuclear Medicine Technologist | 32.27 |
| 12221 - Nursing Assistant I | 9.93 |
| 12222 - Nursing Assistant II | 11.18 |
| 12223 - Nursing Assistant III | 12.18 |
| 12224 - Nursing Assistant IV | 13.68 |
| 12235 - Optical Dispenser | 14.12 |
| 12236 - Optical Technician | 14.95 |
| 12250 - Pharmacy Technician | 14.84 |
| 12280 - Phlebotomist | 13.68 |
| 12305 - Radiologic Technologist | 25.29 |
| 12311 - Registered Nurse I | 23.68 |
| 12312 - Registered Nurse II | 27.27 |
| 12313 - Registered Nurse II, Specialist | 27.27 |
| 12314 - Registered Nurse III | 33.15 |
| 12315 - Registered Nurse III, Anesthetist | 33.15 |
| 12316 - Registered Nurse IV | 39.45 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.20 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.11 |
| 13012 - Exhibits Specialist II | 27.35 |
| 13013 - Exhibits Specialist III | 29.94 |
| 13041 - Illustrator I | 18.65 |
| 13042 - Illustrator II | 22.33 |
| 13043 - Illustrator III | 27.90 |
| 13047 - Librarian | 30.95 |
| 13050 - Library Aide/Clerk | 10.37 |
| 13054 - Library Information Technology Systems Administrator | 23.49 |
| 13058 - Library Technician | 13.96 |
| 13061 - Media Specialist I | 17.03 |
| 13062 - Media Specialist II | 19.04 |
| 13063 - Media Specialist III | 21.24 |
| 13071 - Photographer I | 17.20 |
| 13072 - Photographer II | 19.24 |
| 13073 - Photographer III | 23.84 |
| 13074 - Photographer IV | 29.17 |
| 13075 - Photographer V | 35.29 |
| 13110 - Video Teleconference Technician | 17.91 |
| 14000 - Information Technology Occupations | |

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| 14041 - Computer Operator I | 16.03 |
| 14042 - Computer Operator II | 17.93 |
| 14043 - Computer Operator III | 19.99 |
| 14044 - Computer Operator IV | 23.48 |
| 14045 - Computer Operator V | 24.61 |
| 14071 - Computer Programmer I | 22.38 |
| 14072 - Computer Programmer II | 26.04 |
| 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 | 16.03 |
| 14160 - Personal Computer Support Technician | 23.48 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.38 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.12 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.69 |
| 15050 - Computer Based Training Specialist / Instructor | 27.62 |
| 15060 - Educational Technologist | 26.64 |
| 15070 - Flight Instructor (Pilot) | 39.69 |
| 15080 - Graphic Artist | 25.30 |
| 15090 - Technical Instructor | 20.74 |
| 15095 - Technical Instructor/Course Developer | 25.38 |
| 15110 - Test Proctor | 17.30 |
| 15120 - Tutor | 17.30 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.16 |
| 16030 - Counter Attendant | 9.16 |
| 16040 - Dry Cleaner | 11.82 |
| 16070 - Finisher, Flatwork, Machine | 9.16 |
| 16090 - Presser, Hand | 9.16 |
| 16110 - Presser, Machine, Drycleaning | 9.16 |
| 16130 - Presser, Machine, Shirts | 9.16 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.16 |
| 16190 - Sewing Machine Operator | 12.70 |
| 16220 - Tailor | 13.57 |
| 16250 - Washer, Machine | 10.08 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.23 |
| 19040 - Tool And Die Maker | 27.26 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.24 |
| 21030 - Material Coordinator | 20.04 |
| 21040 - Material Expediter | 20.04 |
| 21050 - Material Handling Laborer | 16.19 |
| 21071 - Order Filler | 13.52 |
| 21080 - Production Line Worker (Food Processing) | 19.24 |
| 21110 - Shipping Packer | 15.57 |
| 21130 - Shipping/Receiving Clerk | 15.57 |
| 21140 - Store Worker I | 13.27 |
| 21150 - Stock Clerk | 19.19 |
| 21210 - Tools And Parts Attendant | 19.24 |
| 21410 - Warehouse Specialist | 19.24 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.87 |
| 23021 - Aircraft Mechanic I | 24.88 |
| 23022 - Aircraft Mechanic II | 25.87 |
| 23023 - Aircraft Mechanic III | 26.77 |
| 23040 - Aircraft Mechanic Helper | 19.23 |
| 23050 - Aircraft, Painter | 23.93 |
| 23060 - Aircraft Servicer | 21.78 |
| 23080 - Aircraft Worker | 23.09 |

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| 23110 - Appliance Mechanic | 19.30 |
| 23120 - Bicycle Repairer | 15.18 |
| 23125 - Cable Splicer | 28.03 |
| 23130 - Carpenter, Maintenance | 23.76 |
| 23140 - Carpet Layer | 25.78 |
| 23160 - Electrician, Maintenance | 29.98 |
| 23181 - Electronics Technician Maintenance I | 21.55 |
| 23182 - Electronics Technician Maintenance II | 27.18 |
| 23183 - Electronics Technician Maintenance III | 27.74 |
| 23260 - Fabric Worker | 19.01 |
| 23290 - Fire Alarm System Mechanic | 22.01 |
| 23310 - Fire Extinguisher Repairer | 17.66 |
| 23311 - Fuel Distribution System Mechanic | 25.39 |
| 23312 - Fuel Distribution System Operator | 19.91 |
| 23370 - General Maintenance Worker | 20.36 |
| 23380 - Ground Support Equipment Mechanic | 24.88 |
| 23381 - Ground Support Equipment Servicer | 21.78 |
| 23382 - Ground Support Equipment Worker | 23.09 |
| 23391 - Gunsmith I | 17.66 |
| 23392 - Gunsmith II | 20.36 |
| 23393 - Gunsmith III | 22.53 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.80 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.71 |
| 23430 - Heavy Equipment Mechanic | 21.39 |
| 23440 - Heavy Equipment Operator | 23.00 |
| 23460 - Instrument Mechanic | 22.53 |
| 23465 - Laboratory/Shelter Mechanic | 21.55 |
| 23470 - Laborer | 13.44 |
| 23510 - Locksmith | 21.75 |
| 23530 - Machinery Maintenance Mechanic | 21.01 |
| 23550 - Machinist, Maintenance | 22.01 |
| 23580 - Maintenance Trades Helper | 16.31 |
| 23591 - Metrology Technician I | 22.59 |
| 23592 - Metrology Technician II | 23.38 |
| 23593 - Metrology Technician III | 24.19 |
| 23640 - Millwright | 25.77 |
| 23710 - Office Appliance Repairer | 21.38 |
| 23760 - Painter, Maintenance | 21.23 |
| 23790 - Pipefitter, Maintenance | 27.67 |
| 23810 - Plumber, Maintenance | 24.62 |
| 23820 - Pneudraulic Systems Mechanic | 22.53 |
| 23850 - Rigger | 22.53 |
| 23870 - Scale Mechanic | 20.36 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.89 |
| 23910 - Small Engine Mechanic | 21.10 |
| 23931 - Telecommunications Mechanic I | 23.21 |
| 23932 - Telecommunications Mechanic II | 24.05 |
| 23950 - Telephone Lineman | 24.54 |
| 23960 - Welder, Combination, Maintenance | 22.01 |
| 23965 - Well Driller | 21.20 |
| 23970 - Woodcraft Worker | 22.53 |
| 23980 - Woodworker | 17.66 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.63 |
| 24580 - Child Care Center Clerk | 14.51 |
| 24610 - Chore Aide | 9.51 |
| 24620 - Family Readiness And Support Services Coordinator | 13.66 |
| 24630 - Homemaker | 16.12 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.16 |

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| 25040 - Sewage Plant Operator | 21.30 |
| 25070 - Stationary Engineer | 25.16 |
| 25190 - Ventilation Equipment Tender | 17.01 |
| 25210 - Water Treatment Plant Operator | 21.23 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.02 |
| 27007 - Baggage Inspector | 13.32 |
| 27008 - Corrections Officer | 18.89 |
| 27010 - Court Security Officer | 20.41 |
| 27030 - Detection Dog Handler | 16.62 |
| 27040 - Detention Officer | 18.89 |
| 27070 - Firefighter | 21.35 |
| 27101 - Guard I | 13.32 |
| 27102 - Guard II | 16.62 |
| 27131 - Police Officer I | 22.07 |
| 27132 - Police Officer II | 24.51 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.14 |
| 28042 - Carnival Equipment Repairer | 11.89 |
| 28043 - Carnival Equipment Worker | 9.01 |
| 28210 - Gate Attendant/Gate Tender | 15.25 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 17.05 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.45 |
| 28515 - Recreation Specialist | 19.43 |
| 28630 - Sports Official | 13.59 |
| 28690 - Swimming Pool Operator | 19.20 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.29 |
| 29020 - Hatch Tender | 23.29 |
| 29030 - Line Handler | 23.29 |
| 29041 - Stevedore I | 21.62 |
| 29042 - Stevedore II | 24.53 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.88 |
| 30022 - Archeological Technician II | 19.99 |
| 30023 - Archeological Technician III | 24.76 |
| 30030 - Cartographic Technician | 25.01 |
| 30040 - Civil Engineering Technician | 25.17 |
| 30061 - Drafter/CAD Operator I | 18.04 |
| 30062 - Drafter/CAD Operator II | 20.18 |
| 30063 - Drafter/CAD Operator III | 22.51 |
| 30064 - Drafter/CAD Operator IV | 27.69 |
| 30081 - Engineering Technician I | 15.54 |
| 30082 - Engineering Technician II | 19.08 |
| 30083 - Engineering Technician III | 21.95 |
| 30084 - Engineering Technician IV | 24.41 |
| 30085 - Engineering Technician V | 29.54 |
| 30086 - Engineering Technician VI | 36.00 |
| 30090 - Environmental Technician | 20.48 |
| 30210 - Laboratory Technician | 20.07 |
| 30240 - Mathematical Technician | 25.01 |
| 30361 - Paralegal/Legal Assistant I | 17.19 |
| 30362 - Paralegal/Legal Assistant II | 21.79 |
| 30363 - Paralegal/Legal Assistant III | 26.66 |
| 30364 - Paralegal/Legal Assistant IV | 32.25 |
| 30390 - Photo-Optics Technician | 25.01 |
| 30461 - Technical Writer I | 20.53 |
| 30462 - Technical Writer II | 25.11 |
| 30463 - Technical Writer III | 30.38 |

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|---|---------------|
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 22.51 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 25.01 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.37 |
| 31030 - Bus Driver | 17.28 |
| 31043 - Driver Courier | 14.58 |
| 31260 - Parking and Lot Attendant | 12.07 |
| 31290 - Shuttle Bus Driver | 15.77 |
| 31310 - Taxi Driver | 11.26 |
| 31361 - Truckdriver, Light | 15.77 |
| 31362 - Truckdriver, Medium | 21.15 |
| 31363 - Truckdriver, Heavy | 21.54 |
| 31364 - Truckdriver, Tractor-Trailer | 21.54 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.19 |
| 99050 - Desk Clerk | 9.42 |
| 99095 - Embalmer | 22.23 |
| 99251 - Laboratory Animal Caretaker I | 9.92 |
| 99252 - Laboratory Animal Caretaker II | 10.65 |
| 99310 - Mortician | 30.24 |
| 99410 - Pest Controller | 17.98 |
| 99510 - Photofinishing Worker | 12.76 |
| 99710 - Recycling Laborer | 15.79 |
| 99711 - Recycling Specialist | 18.79 |
| 99730 - Refuse Collector | 14.15 |
| 99810 - Sales Clerk | 12.20 |
| 99820 - School Crossing Guard | 10.90 |
| 99830 - Survey Party Chief | 21.44 |
| 99831 - Surveying Aide | 13.33 |
| 99832 - Surveying Technician | 18.25 |
| 99840 - Vending Machine Attendant | 14.51 |
| 99841 - Vending Machine Repairer | 17.45 |
| 99842 - Vending Machine Repairer Helper | 14.51 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order

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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2308
Revision No.: 16
Date Of Last Revision: 07/25/2014

States: Kansas, Missouri

Area: Kansas Counties of Anderson, Atchison, Doniphan, Douglas, Franklin, Johnson, Leavenworth, Linn, Miami, Wyandotte

Missouri Counties of Adair, Andrew, Atchison, Bates, Buchanan, Caldwell, Carroll, Cass, Chariton, Clay, Clinton, Cooper, Daviess, De Kalb, Gentry, Grundy, Harrison, Henry, Holt, Howard, Jackson, Johnson, Lafayette, Linn, Livingston, Macon, Mercer, Nodaway, Pettis, Platte, Putnam, Ray, Saline, Schuyler, Sullivan, Worth

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.97 |
| 01012 - Accounting Clerk II | | 15.69 |
| 01013 - Accounting Clerk III | | 17.77 |
| 01020 - Administrative Assistant | | 21.80 |
| 01040 - Court Reporter | | 18.32 |
| 01051 - Data Entry Operator I | | 12.47 |
| 01052 - Data Entry Operator II | | 14.14 |
| 01060 - Dispatcher, Motor Vehicle | | 18.55 |
| 01070 - Document Preparation Clerk | | 14.22 |
| 01090 - Duplicating Machine Operator | | 14.22 |
| 01111 - General Clerk I | | 12.95 |
| 01112 - General Clerk II | | 14.22 |
| 01113 - General Clerk III | | 15.96 |
| 01120 - Housing Referral Assistant | | 20.79 |
| 01141 - Messenger Courier | | 11.41 |
| 01191 - Order Clerk I | | 12.73 |
| 01192 - Order Clerk II | | 15.29 |
| 01261 - Personnel Assistant (Employment) I | | 16.17 |
| 01262 - Personnel Assistant (Employment) II | | 17.97 |
| 01263 - Personnel Assistant (Employment) III | | 20.54 |
| 01270 - Production Control Clerk | | 20.04 |
| 01280 - Receptionist | | 13.87 |
| 01290 - Rental Clerk | | 14.97 |
| 01300 - Scheduler, Maintenance | | 15.96 |
| 01311 - Secretary I | | 15.96 |
| 01312 - Secretary II | | 17.90 |
| 01313 - Secretary III | | 20.79 |
| 01320 - Service Order Dispatcher | | 21.18 |
| 01410 - Supply Technician | | 23.09 |
| 01420 - Survey Worker | | 17.02 |
| 01531 - Travel Clerk I | | 12.96 |
| 01532 - Travel Clerk II | | 14.00 |
| 01533 - Travel Clerk III | | 15.03 |
| 01611 - Word Processor I | | 14.09 |
| 01612 - Word Processor II | | 15.81 |
| 01613 - Word Processor III | | 17.69 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 23.30 |
| 05010 - Automotive Electrician | | 19.32 |
| 05040 - Automotive Glass Installer | | 18.59 |
| 05070 - Automotive Worker | | 18.59 |
| 05110 - Mobile Equipment Servicer | | 16.51 |
| 05130 - Motor Equipment Metal Mechanic | | 20.03 |
| 05160 - Motor Equipment Metal Worker | | 18.59 |
| 05190 - Motor Vehicle Mechanic | | 21.70 |
| 05220 - Motor Vehicle Mechanic Helper | | 15.47 |
| 05250 - Motor Vehicle Upholstery Worker | | 17.54 |

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| 05280 - Motor Vehicle wrecker | 18.59 |
| 05310 - Painter, Automotive | 19.32 |
| 05340 - Radiator Repair Specialist | 18.59 |
| 05370 - Tire Repairer | 15.18 |
| 05400 - Transmission Repair Specialist | 20.03 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.52 |
| 07041 - Cook I | 10.88 |
| 07042 - Cook II | 12.54 |
| 07070 - Dishwasher | 9.60 |
| 07130 - Food Service Worker | 10.31 |
| 07210 - Meat Cutter | 15.48 |
| 07260 - Waiter/Waitress | 9.27 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 21.23 |
| 09040 - Furniture Handler | 15.75 |
| 09080 - Furniture Refinisher | 21.23 |
| 09090 - Furniture Refinisher Helper | 17.01 |
| 09110 - Furniture Repairer, Minor | 19.27 |
| 09130 - Upholsterer | 12.46 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.24 |
| 11060 - Elevator Operator | 12.93 |
| 11090 - Gardener | 16.01 |
| 11122 - Housekeeping Aide | 12.93 |
| 11150 - Janitor | 12.93 |
| 11210 - Laborer, Grounds Maintenance | 13.34 |
| 11240 - Maid or Houseman | 10.52 |
| 11260 - Pruner | 12.93 |
| 11270 - Tractor Operator | 15.37 |
| 11330 - Trail Maintenance Worker | 13.34 |
| 11360 - Window Cleaner | 13.33 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.12 |
| 12011 - Breath Alcohol Technician | 17.12 |
| 12012 - Certified Occupational Therapist Assistant | 21.32 |
| 12015 - Certified Physical Therapist Assistant | 22.07 |
| 12020 - Dental Assistant | 16.52 |
| 12025 - Dental Hygienist | 34.35 |
| 12030 - EKG Technician | 24.23 |
| 12035 - Electroneurodiagnostic Technologist | 24.23 |
| 12040 - Emergency Medical Technician | 17.12 |
| 12071 - Licensed Practical Nurse I | 14.58 |
| 12072 - Licensed Practical Nurse II | 16.31 |
| 12073 - Licensed Practical Nurse III | 18.19 |
| 12100 - Medical Assistant | 14.08 |
| 12130 - Medical Laboratory Technician | 15.52 |
| 12160 - Medical Record Clerk | 13.62 |
| 12190 - Medical Record Technician | 15.23 |
| 12195 - Medical Transcriptionist | 15.38 |
| 12210 - Nuclear Medicine Technologist | 32.27 |
| 12221 - Nursing Assistant I | 9.93 |
| 12222 - Nursing Assistant II | 11.18 |
| 12223 - Nursing Assistant III | 12.18 |
| 12224 - Nursing Assistant IV | 13.68 |
| 12235 - Optical Dispenser | 14.12 |
| 12236 - Optical Technician | 14.95 |
| 12250 - Pharmacy Technician | 14.84 |
| 12280 - Phlebotomist | 13.68 |
| 12305 - Radiologic Technologist | 25.29 |
| 12311 - Registered Nurse I | 23.68 |
| 12312 - Registered Nurse II | 27.27 |
| 12313 - Registered Nurse II, Specialist | 27.27 |

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| 12314 - Registered Nurse III | 33.15 |
| 12315 - Registered Nurse III, Anesthetist | 33.15 |
| 12316 - Registered Nurse IV | 39.45 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.20 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.11 |
| 13012 - Exhibits Specialist II | 27.35 |
| 13013 - Exhibits Specialist III | 29.94 |
| 13041 - Illustrator I | 18.65 |
| 13042 - Illustrator II | 22.33 |
| 13043 - Illustrator III | 27.90 |
| 13047 - Librarian | 30.95 |
| 13050 - Library Aide/Clerk | 10.37 |
| 13054 - Library Information Technology Systems Administrator | 23.49 |
| 13058 - Library Technician | 13.96 |
| 13061 - Media Specialist I | 17.03 |
| 13062 - Media Specialist II | 19.04 |
| 13063 - Media Specialist III | 21.24 |
| 13071 - Photographer I | 17.20 |
| 13072 - Photographer II | 19.24 |
| 13073 - Photographer III | 23.84 |
| 13074 - Photographer IV | 29.17 |
| 13075 - Photographer V | 35.29 |
| 13110 - Video Teleconference Technician | 17.91 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.03 |
| 14042 - Computer Operator II | 17.93 |
| 14043 - Computer Operator III | 19.99 |
| 14044 - Computer Operator IV | 23.48 |
| 14045 - Computer Operator V | 24.61 |
| 14071 - Computer Programmer I | 22.38 |
| 14072 - Computer Programmer II | 26.04 |
| 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 | 16.03 |
| 14160 - Personal Computer Support Technician | 23.48 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.38 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.12 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.69 |
| 15050 - Computer Based Training Specialist / Instructor | 27.62 |
| 15060 - Educational Technologist | 26.64 |
| 15070 - Flight Instructor (Pilot) | 39.69 |
| 15080 - Graphic Artist | 25.30 |
| 15090 - Technical Instructor | 20.74 |
| 15095 - Technical Instructor/Course Developer | 25.38 |
| 15110 - Test Proctor | 17.30 |
| 15120 - Tutor | 17.30 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.16 |
| 16030 - Counter Attendant | 9.16 |
| 16040 - Dry Cleaner | 11.82 |
| 16070 - Finisher, Flatwork, Machine | 9.16 |
| 16090 - Presser, Hand | 9.16 |
| 16110 - Presser, Machine, Drycleaning | 9.16 |
| 16130 - Presser, Machine, Shirts | 9.16 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.16 |
| 16190 - Sewing Machine Operator | 12.70 |
| 16220 - Tailor | 13.57 |

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| 16250 - Washer, Machine | 10.08 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.23 |
| 19040 - Tool And Die Maker | 27.26 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.24 |
| 21030 - Material Coordinator | 20.04 |
| 21040 - Material Expediter | 20.04 |
| 21050 - Material Handling Laborer | 16.19 |
| 21071 - Order Filler | 13.52 |
| 21080 - Production Line Worker (Food Processing) | 19.24 |
| 21110 - Shipping Packer | 15.57 |
| 21130 - Shipping/Receiving Clerk | 15.57 |
| 21140 - Store Worker I | 13.27 |
| 21150 - Stock Clerk | 19.19 |
| 21210 - Tools And Parts Attendant | 19.24 |
| 21410 - Warehouse Specialist | 19.24 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.87 |
| 23021 - Aircraft Mechanic I | 24.88 |
| 23022 - Aircraft Mechanic II | 25.87 |
| 23023 - Aircraft Mechanic III | 26.77 |
| 23040 - Aircraft Mechanic Helper | 19.23 |
| 23050 - Aircraft, Painter | 23.93 |
| 23060 - Aircraft Servicer | 21.78 |
| 23080 - Aircraft Worker | 23.09 |
| 23110 - Appliance Mechanic | 19.30 |
| 23120 - Bicycle Repairer | 15.18 |
| 23125 - Cable Splicer | 28.03 |
| 23130 - Carpenter, Maintenance | 23.76 |
| 23140 - Carpet Layer | 25.78 |
| 23160 - Electrician, Maintenance | 29.98 |
| 23181 - Electronics Technician Maintenance I | 21.55 |
| 23182 - Electronics Technician Maintenance II | 27.18 |
| 23183 - Electronics Technician Maintenance III | 27.74 |
| 23260 - Fabric Worker | 19.01 |
| 23290 - Fire Alarm System Mechanic | 22.01 |
| 23310 - Fire Extinguisher Repairer | 17.66 |
| 23311 - Fuel Distribution System Mechanic | 25.39 |
| 23312 - Fuel Distribution System Operator | 19.91 |
| 23370 - General Maintenance Worker | 20.36 |
| 23380 - Ground Support Equipment Mechanic | 24.88 |
| 23381 - Ground Support Equipment Servicer | 21.78 |
| 23382 - Ground Support Equipment Worker | 23.09 |
| 23391 - Gunsmith I | 17.66 |
| 23392 - Gunsmith II | 20.36 |
| 23393 - Gunsmith III | 22.53 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.80 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.71 |
| 23430 - Heavy Equipment Mechanic | 21.39 |
| 23440 - Heavy Equipment Operator | 23.00 |
| 23460 - Instrument Mechanic | 22.53 |
| 23465 - Laboratory/Shelter Mechanic | 21.55 |
| 23470 - Laborer | 13.44 |
| 23510 - Locksmith | 21.75 |
| 23530 - Machinery Maintenance Mechanic | 21.01 |
| 23550 - Machinist, Maintenance | 22.01 |
| 23580 - Maintenance Trades Helper | 16.31 |
| 23591 - Metrology Technician I | 22.59 |
| 23592 - Metrology Technician II | 23.38 |
| 23593 - Metrology Technician III | 24.19 |

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| 23640 - Millwright | 25.77 |
| 23710 - Office Appliance Repairer | 21.38 |
| 23760 - Painter, Maintenance | 21.23 |
| 23790 - Pipefitter, Maintenance | 27.67 |
| 23810 - Plumber, Maintenance | 24.62 |
| 23820 - Pneudraulic Systems Mechanic | 22.53 |
| 23850 - Rigger | 22.53 |
| 23870 - Scale Mechanic | 20.36 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.89 |
| 23910 - Small Engine Mechanic | 21.10 |
| 23931 - Telecommunications Mechanic I | 23.21 |
| 23932 - Telecommunications Mechanic II | 24.05 |
| 23950 - Telephone Lineman | 24.54 |
| 23960 - Welder, Combination, Maintenance | 22.01 |
| 23965 - Well Driller | 21.20 |
| 23970 - Woodcraft Worker | 22.53 |
| 23980 - Woodworker | 17.66 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.63 |
| 24580 - Child Care Center Clerk | 14.51 |
| 24610 - Chore Aide | 9.51 |
| 24620 - Family Readiness And Support Services Coordinator | 13.66 |
| 24630 - Homemaker | 16.12 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.16 |
| 25040 - Sewage Plant Operator | 21.30 |
| 25070 - Stationary Engineer | 25.16 |
| 25190 - Ventilation Equipment Tender | 17.01 |
| 25210 - Water Treatment Plant Operator | 21.23 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.02 |
| 27007 - Baggage Inspector | 13.32 |
| 27008 - Corrections Officer | 18.89 |
| 27010 - Court Security Officer | 20.41 |
| 27030 - Detection Dog Handler | 16.62 |
| 27040 - Detention Officer | 18.89 |
| 27070 - Firefighter | 21.35 |
| 27101 - Guard I | 13.32 |
| 27102 - Guard II | 16.62 |
| 27131 - Police Officer I | 22.07 |
| 27132 - Police Officer II | 24.51 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.14 |
| 28042 - Carnival Equipment Repairer | 11.89 |
| 28043 - Carnival Equipment Worker | 9.01 |
| 28210 - Gate Attendant/Gate Tender | 15.25 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 17.05 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.45 |
| 28515 - Recreation Specialist | 19.43 |
| 28630 - Sports Official | 13.59 |
| 28690 - Swimming Pool Operator | 19.20 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.29 |
| 29020 - Hatch Tender | 23.29 |
| 29030 - Line Handler | 23.29 |
| 29041 - Stevedore I | 21.62 |
| 29042 - Stevedore II | 24.53 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |

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| 30021 - Archeological Technician I | 17.88 |
| 30022 - Archeological Technician II | 19.99 |
| 30023 - Archeological Technician III | 24.76 |
| 30030 - Cartographic Technician | 25.01 |
| 30040 - Civil Engineering Technician | 25.17 |
| 30061 - Drafter/CAD Operator I | 18.04 |
| 30062 - Drafter/CAD Operator II | 20.18 |
| 30063 - Drafter/CAD Operator III | 22.51 |
| 30064 - Drafter/CAD Operator IV | 27.69 |
| 30081 - Engineering Technician I | 15.54 |
| 30082 - Engineering Technician II | 19.08 |
| 30083 - Engineering Technician III | 21.95 |
| 30084 - Engineering Technician IV | 24.41 |
| 30085 - Engineering Technician V | 29.54 |
| 30086 - Engineering Technician VI | 36.00 |
| 30090 - Environmental Technician | 20.48 |
| 30210 - Laboratory Technician | 20.07 |
| 30240 - Mathematical Technician | 25.01 |
| 30361 - Paralegal/Legal Assistant I | 17.19 |
| 30362 - Paralegal/Legal Assistant II | 21.79 |
| 30363 - Paralegal/Legal Assistant III | 26.66 |
| 30364 - Paralegal/Legal Assistant IV | 32.25 |
| 30390 - Photo-Optics Technician | 25.01 |
| 30461 - Technical Writer I | 20.53 |
| 30462 - Technical Writer II | 25.11 |
| 30463 - Technical Writer III | 30.38 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 22.51 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 25.01 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.37 |
| 31030 - Bus Driver | 17.28 |
| 31043 - Driver Courier | 14.58 |
| 31260 - Parking and Lot Attendant | 12.07 |
| 31290 - Shuttle Bus Driver | 15.77 |
| 31310 - Taxi Driver | 11.26 |
| 31361 - Truckdriver, Light | 15.77 |
| 31362 - Truckdriver, Medium | 21.15 |
| 31363 - Truckdriver, Heavy | 21.54 |
| 31364 - Truckdriver, Tractor-Trailer | 21.54 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.19 |
| 99050 - Desk Clerk | 9.42 |
| 99095 - Embalmer | 22.23 |
| 99251 - Laboratory Animal Caretaker I | 9.92 |
| 99252 - Laboratory Animal Caretaker II | 10.65 |
| 99310 - Mortician | 30.24 |
| 99410 - Pest Controller | 17.98 |
| 99510 - Photofinishing Worker | 12.76 |
| 99710 - Recycling Laborer | 15.79 |
| 99711 - Recycling Specialist | 18.79 |
| 99730 - Refuse Collector | 14.15 |
| 99810 - Sales Clerk | 12.20 |
| 99820 - School Crossing Guard | 10.90 |
| 99830 - Survey Party Chief | 21.44 |
| 99831 - Surveying Aide | 13.33 |
| 99832 - Surveying Technician | 18.25 |
| 99840 - Vending Machine Attendant | 14.51 |

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|---|-------|
| 99841 - Vending Machine Repairer | 17.45 |
| 99842 - Vending Machine Repairer Helper | 14.51 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials

which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2309
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: Illinois, Missouri

Area: Illinois Counties of Alexander, Bond, Calhoun, Clay, Clinton, Effingham, Fayette, Franklin, Hamilton, Jackson, Jefferson, Jersey, Johnson, Madison, Marion, Massac, Monroe, Perry, Pope, Pulaski, Randolph, Saline, St Clair, Union, Washington, Wayne, Williamson

Missouri Counties of Audrain, Boone, Callaway, Clark, Cole, Crawford, Franklin, Gasconade, Jefferson, Knox, Lewis, Lincoln, Marion, Monroe, Montgomery, Osage, Pike, Ralls, Randolph, Scotland, Shelby, St Charles, St Francois, St Louis, Ste Genevieve, Warren, Washington

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.10 |
| 01012 - Accounting Clerk II | | 15.83 |
| 01013 - Accounting Clerk III | | 18.57 |
| 01020 - Administrative Assistant | | 24.14 |
| 01040 - Court Reporter | | 19.05 |
| 01051 - Data Entry Operator I | | 12.22 |
| 01052 - Data Entry Operator II | | 14.40 |
| 01060 - Dispatcher, Motor Vehicle | | 19.05 |
| 01070 - Document Preparation Clerk | | 13.51 |
| 01090 - Duplicating Machine Operator | | 13.51 |
| 01111 - General Clerk I | | 12.33 |
| 01112 - General Clerk II | | 15.00 |
| 01113 - General Clerk III | | 17.07 |
| 01120 - Housing Referral Assistant | | 20.96 |
| 01141 - Messenger Courier | | 11.61 |
| 01191 - Order Clerk I | | 12.99 |
| 01192 - Order Clerk II | | 14.18 |

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| 01261 - Personnel Assistant (Employment) I | 16.33 |
| 01262 - Personnel Assistant (Employment) II | 19.05 |
| 01263 - Personnel Assistant (Employment) III | 20.73 |
| 01270 - Production Control Clerk | 20.73 |
| 01280 - Receptionist | 15.10 |
| 01290 - Rental Clerk | 16.06 |
| 01300 - Scheduler, Maintenance | 15.96 |
| 01311 - Secretary I | 15.96 |
| 01312 - Secretary II | 17.85 |
| 01313 - Secretary III | 20.96 |
| 01320 - Service Order Dispatcher | 18.12 |
| 01410 - Supply Technician | 22.39 |
| 01420 - Survey Worker | 19.05 |
| 01531 - Travel Clerk I | 11.94 |
| 01532 - Travel Clerk II | 12.86 |
| 01533 - Travel Clerk III | 13.72 |
| 01611 - Word Processor I | 13.51 |
| 01612 - Word Processor II | 16.06 |
| 01613 - Word Processor III | 19.05 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.80 |
| 05010 - Automotive Electrician | 20.59 |
| 05040 - Automotive Glass Installer | 19.74 |
| 05070 - Automotive Worker | 19.74 |
| 05110 - Mobile Equipment Servicer | 18.01 |
| 05130 - Motor Equipment Metal Mechanic | 21.46 |
| 05160 - Motor Equipment Metal Worker | 19.74 |
| 05190 - Motor Vehicle Mechanic | 20.40 |
| 05220 - Motor Vehicle Mechanic Helper | 16.72 |
| 05250 - Motor Vehicle Upholstery Worker | 18.88 |
| 05280 - Motor Vehicle Wrecker | 19.74 |
| 05310 - Painter, Automotive | 20.59 |
| 05340 - Radiator Repair Specialist | 19.74 |
| 05370 - Tire Repairer | 15.80 |
| 05400 - Transmission Repair Specialist | 21.46 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.77 |
| 07041 - Cook I | 11.02 |
| 07042 - Cook II | 12.07 |
| 07070 - Dishwasher | 8.11 |
| 07130 - Food Service Worker | 10.05 |
| 07210 - Meat Cutter | 16.34 |
| 07260 - Waiter/Waitress | 8.69 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.56 |
| 09040 - Furniture Handler | 13.35 |
| 09080 - Furniture Refinisher | 20.56 |
| 09090 - Furniture Refinisher Helper | 16.55 |
| 09110 - Furniture Repairer, Minor | 18.84 |
| 09130 - Upholsterer | 22.61 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.74 |
| 11060 - Elevator Operator | 11.10 |
| 11090 - Gardener | 16.03 |
| 11122 - Housekeeping Aide | 11.46 |
| 11150 - Janitor | 11.46 |
| 11210 - Laborer, Grounds Maintenance | 12.55 |
| 11240 - Maid or Houseman | 8.62 |
| 11260 - Pruner | 11.10 |
| 11270 - Tractor Operator | 15.03 |
| 11330 - Trail Maintenance Worker | 12.55 |
| 11360 - Window Cleaner | 13.02 |
| 12000 - Health Occupations | |

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| 12010 - Ambulance Driver | 17.73 |
| 12011 - Breath Alcohol Technician | 16.55 |
| 12012 - Certified Occupational Therapist Assistant | 21.69 |
| 12015 - Certified Physical Therapist Assistant | 20.81 |
| 12020 - Dental Assistant | 16.87 |
| 12025 - Dental Hygienist | 29.20 |
| 12030 - EKG Technician | 22.64 |
| 12035 - Electroneurodiagnostic Technologist | 22.64 |
| 12040 - Emergency Medical Technician | 19.90 |
| 12071 - Licensed Practical Nurse I | 14.80 |
| 12072 - Licensed Practical Nurse II | 16.55 |
| 12073 - Licensed Practical Nurse III | 18.46 |
| 12100 - Medical Assistant | 13.28 |
| 12130 - Medical Laboratory Technician | 17.14 |
| 12160 - Medical Record Clerk | 14.89 |
| 12190 - Medical Record Technician | 15.83 |
| 12195 - Medical Transcriptionist | 16.10 |
| 12210 - Nuclear Medicine Technologist | 31.23 |
| 12221 - Nursing Assistant I | 10.22 |
| 12222 - Nursing Assistant II | 11.49 |
| 12223 - Nursing Assistant III | 12.54 |
| 12224 - Nursing Assistant IV | 14.07 |
| 12235 - Optical Dispenser | 16.07 |
| 12236 - Optical Technician | 15.99 |
| 12250 - Pharmacy Technician | 15.52 |
| 12280 - Phlebotomist | 14.07 |
| 12305 - Radiologic Technologist | 25.09 |
| 12311 - Registered Nurse I | 26.36 |
| 12312 - Registered Nurse II | 29.18 |
| 12313 - Registered Nurse II, Specialist | 29.18 |
| 12314 - Registered Nurse III | 35.30 |
| 12315 - Registered Nurse III, Anesthetist | 35.30 |
| 12316 - Registered Nurse IV | 42.33 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.03 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.31 |
| 13012 - Exhibits Specialist II | 22.69 |
| 13013 - Exhibits Specialist III | 27.76 |
| 13041 - Illustrator I | 20.80 |
| 13042 - Illustrator II | 25.56 |
| 13043 - Illustrator III | 30.15 |
| 13047 - Librarian | 26.36 |
| 13050 - Library Aide/Clerk | 12.34 |
| 13054 - Library Information Technology Systems Administrator | 23.81 |
| 13058 - Library Technician | 14.61 |
| 13061 - Media Specialist I | 17.18 |
| 13062 - Media Specialist II | 19.21 |
| 13063 - Media Specialist III | 21.43 |
| 13071 - Photographer I | 16.71 |
| 13072 - Photographer II | 18.69 |
| 13073 - Photographer III | 23.16 |
| 13074 - Photographer IV | 27.91 |
| 13075 - Photographer V | 33.77 |
| 13110 - Video Teleconference Technician | 17.77 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.04 |
| 14042 - Computer Operator II | 19.06 |
| 14043 - Computer Operator III | 21.26 |
| 14044 - Computer Operator IV | 23.61 |
| 14045 - Computer Operator V | 26.16 |
| 14071 - Computer Programmer I | 22.01 |
| 14072 - Computer Programmer II | 26.17 |

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|---|---------|-------|
| 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 | | 18.26 |
| 14160 - Personal Computer Support Technician | | 25.31 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 34.92 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 42.25 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 50.64 |
| 15050 - Computer Based Training Specialist / Instructor | | 33.63 |
| 15060 - Educational Technologist | | 28.74 |
| 15070 - Flight Instructor (Pilot) | | 50.64 |
| 15080 - Graphic Artist | | 21.87 |
| 15090 - Technical Instructor | | 20.66 |
| 15095 - Technical Instructor/Course Developer | | 25.27 |
| 15110 - Test Proctor | | 16.67 |
| 15120 - Tutor | | 16.67 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 9.18 |
| 16030 - Counter Attendant | | 9.18 |
| 16040 - Dry Cleaner | | 11.31 |
| 16070 - Finisher, Flatwork, Machine | | 9.18 |
| 16090 - Presser, Hand | | 9.18 |
| 16110 - Presser, Machine, Drycleaning | | 9.18 |
| 16130 - Presser, Machine, Shirts | | 9.18 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 9.18 |
| 16190 - Sewing Machine Operator | | 11.95 |
| 16220 - Tailor | | 12.63 |
| 16250 - Washer, Machine | | 9.95 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 22.05 |
| 19040 - Tool And Die Maker | | 25.72 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 19.14 |
| 21030 - Material Coordinator | | 20.64 |
| 21040 - Material Expediter | | 20.64 |
| 21050 - Material Handling Laborer | | 19.18 |
| 21071 - Order Filler | | 12.91 |
| 21080 - Production Line Worker (Food Processing) | | 18.77 |
| 21110 - Shipping Packer | | 13.96 |
| 21130 - Shipping/Receiving Clerk | | 13.96 |
| 21140 - Store Worker I | | 11.56 |
| 21150 - Stock Clerk | | 17.04 |
| 21210 - Tools And Parts Attendant | | 19.14 |
| 21410 - Warehouse Specialist | | 19.14 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 26.30 |
| 23021 - Aircraft Mechanic I | | 25.34 |
| 23022 - Aircraft Mechanic II | | 26.30 |
| 23023 - Aircraft Mechanic III | | 27.31 |
| 23040 - Aircraft Mechanic Helper | | 19.24 |
| 23050 - Aircraft, Painter | | 24.07 |
| 23060 - Aircraft Servicer | | 21.72 |
| 23080 - Aircraft Worker | | 22.71 |
| 23110 - Appliance Mechanic | | 22.59 |
| 23120 - Bicycle Repairer | | 15.80 |
| 23125 - Cable Splicer | | 26.41 |
| 23130 - Carpenter, Maintenance | | 26.52 |
| 23140 - Carpet Layer | | 22.39 |
| 23160 - Electrician, Maintenance | | 30.81 |
| 23181 - Electronics Technician Maintenance I | | 24.18 |

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| 23182 - Electronics Technician Maintenance II | 25.38 |
| 23183 - Electronics Technician Maintenance III | 26.95 |
| 23260 - Fabric Worker | 20.13 |
| 23290 - Fire Alarm System Mechanic | 23.21 |
| 23310 - Fire Extinguisher Repairer | 18.57 |
| 23311 - Fuel Distribution System Mechanic | 22.56 |
| 23312 - Fuel Distribution System Operator | 17.91 |
| 23370 - General Maintenance Worker | 20.67 |
| 23380 - Ground Support Equipment Mechanic | 25.34 |
| 23381 - Ground Support Equipment Servicer | 21.72 |
| 23382 - Ground Support Equipment Worker | 22.71 |
| 23391 - Gunsmith I | 18.57 |
| 23392 - Gunsmith II | 21.52 |
| 23393 - Gunsmith III | 23.58 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.39 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.24 |
| 23430 - Heavy Equipment Mechanic | 23.21 |
| 23440 - Heavy Equipment Operator | 25.39 |
| 23460 - Instrument Mechanic | 21.16 |
| 23465 - Laboratory/Shelter Mechanic | 22.59 |
| 23470 - Laborer | 17.17 |
| 23510 - Locksmith | 22.23 |
| 23530 - Machinery Maintenance Mechanic | 27.80 |
| 23550 - Machinist, Maintenance | 24.17 |
| 23580 - Maintenance Trades Helper | 18.37 |
| 23591 - Metrology Technician I | 21.16 |
| 23592 - Metrology Technician II | 21.96 |
| 23593 - Metrology Technician III | 22.79 |
| 23640 - Millwright | 27.07 |
| 23710 - Office Appliance Repairer | 22.23 |
| 23760 - Painter, Maintenance | 23.03 |
| 23790 - Pipefitter, Maintenance | 30.12 |
| 23810 - Plumber, Maintenance | 28.85 |
| 23820 - Pneudraulic Systems Mechanic | 23.58 |
| 23850 - Rigger | 23.58 |
| 23870 - Scale Mechanic | 21.52 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.55 |
| 23910 - Small Engine Mechanic | 21.36 |
| 23931 - Telecommunications Mechanic I | 24.81 |
| 23932 - Telecommunications Mechanic II | 25.76 |
| 23950 - Telephone Lineman | 23.55 |
| 23960 - Welder, Combination, Maintenance | 23.21 |
| 23965 - Well Driller | 23.21 |
| 23970 - Woodcraft Worker | 23.58 |
| 23980 - Woodworker | 18.57 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.61 |
| 24580 - Child Care Center Clerk | 13.39 |
| 24610 - Chore Aide | 9.28 |
| 24620 - Family Readiness And Support Services Coordinator | 13.20 |
| 24630 - Homemaker | 13.20 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.70 |
| 25040 - Sewage Plant Operator | 23.34 |
| 25070 - Stationary Engineer | 25.70 |
| 25190 - Ventilation Equipment Tender | 18.44 |
| 25210 - Water Treatment Plant Operator | 23.34 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.23 |
| 27007 - Baggage Inspector | 12.71 |

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| 27008 - Corrections Officer | 18.82 |
| 27010 - Court Security Officer | 22.13 |
| 27030 - Detection Dog Handler | 16.66 |
| 27040 - Detention Officer | 18.82 |
| 27070 - Firefighter | 25.67 |
| 27101 - Guard I | 12.71 |
| 27102 - Guard II | 16.66 |
| 27131 - Police Officer I | 22.39 |
| 27132 - Police Officer II | 24.88 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.57 |
| 28042 - Carnival Equipment Repairer | 13.41 |
| 28043 - Carnival Equipment Worker | 8.87 |
| 28210 - Gate Attendant/Gate Tender | 13.47 |
| 28310 - Lifeguard | 11.59 |
| 28350 - Park Attendant (Aide) | 15.07 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.00 |
| 28515 - Recreation Specialist | 18.05 |
| 28630 - Sports Official | 12.00 |
| 28690 - Swimming Pool Operator | 16.53 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.72 |
| 29020 - Hatch Tender | 23.72 |
| 29030 - Line Handler | 23.72 |
| 29041 - Stevedore I | 22.09 |
| 29042 - Stevedore II | 24.90 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 19.36 |
| 30022 - Archeological Technician II | 21.56 |
| 30023 - Archeological Technician III | 25.04 |
| 30030 - Cartographic Technician | 27.52 |
| 30040 - Civil Engineering Technician | 22.72 |
| 30061 - Drafter/CAD Operator I | 19.36 |
| 30062 - Drafter/CAD Operator II | 21.56 |
| 30063 - Drafter/CAD Operator III | 24.15 |
| 30064 - Drafter/CAD Operator IV | 29.71 |
| 30081 - Engineering Technician I | 17.67 |
| 30082 - Engineering Technician II | 19.83 |
| 30083 - Engineering Technician III | 22.18 |
| 30084 - Engineering Technician IV | 27.48 |
| 30085 - Engineering Technician V | 33.62 |
| 30086 - Engineering Technician VI | 40.68 |
| 30090 - Environmental Technician | 22.06 |
| 30210 - Laboratory Technician | 20.55 |
| 30240 - Mathematical Technician | 26.82 |
| 30361 - Paralegal/Legal Assistant I | 20.04 |
| 30362 - Paralegal/Legal Assistant II | 24.86 |
| 30363 - Paralegal/Legal Assistant III | 30.37 |
| 30364 - Paralegal/Legal Assistant IV | 36.75 |
| 30390 - Photo-Optics Technician | 26.82 |
| 30461 - Technical Writer I | 23.51 |
| 30462 - Technical Writer II | 28.76 |
| 30463 - Technical Writer III | 34.79 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 24.15 |

| | | |
|---|---------|-------|
| 30621 - Weather Observer, Senior | (see 2) | 26.82 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 12.28 |
| 31030 - Bus Driver | | 16.52 |
| 31043 - Driver Courier | | 15.43 |
| 31260 - Parking and Lot Attendant | | 9.85 |
| 31290 - Shuttle Bus Driver | | 16.94 |
| 31310 - Taxi Driver | | 11.23 |
| 31361 - Truckdriver, Light | | 16.94 |
| 31362 - Truckdriver, Medium | | 17.97 |
| 31363 - Truckdriver, Heavy | | 20.79 |
| 31364 - Truckdriver, Tractor-Trailer | | 20.79 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 8.79 |
| 99050 - Desk Clerk | | 9.86 |
| 99095 - Embalmer | | 24.71 |
| 99251 - Laboratory Animal Caretaker I | | 10.84 |
| 99252 - Laboratory Animal Caretaker II | | 11.89 |
| 99310 - Mortician | | 30.54 |
| 99410 - Pest Controller | | 16.01 |
| 99510 - Photofinishing Worker | | 13.06 |
| 99710 - Recycling Laborer | | 18.45 |
| 99711 - Recycling Specialist | | 22.00 |
| 99730 - Refuse Collector | | 16.24 |
| 99810 - Sales Clerk | | 12.95 |
| 99820 - School Crossing Guard | | 9.90 |
| 99830 - Survey Party Chief | | 20.39 |
| 99831 - Surveying Aide | | 13.53 |
| 99832 - Surveying Technician | | 18.54 |
| 99840 - Vending Machine Attendant | | 12.95 |
| 99841 - Vending Machine Repairer | | 15.14 |
| 99842 - Vending Machine Repairer Helper | | 12.95 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundrying in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2310
Revision No.: 15
Date Of Last Revision: 07/25/2014

States: Illinois, Missouri

Area: Illinois Counties of Alexander, Bond, Calhoun, Clay, Clinton, Effingham, Fayette, Franklin, Hamilton, Jackson, Jefferson, Jersey, Johnson, Madison, Marion, Massac, Monroe, Perry, Pope, Pulaski, Randolph, Saline, St Clair, Union, Washington, Wayne, Williamson

Missouri Counties of Audrain, Boone, Callaway, Clark, Cole, Crawford, Franklin,
Page 2142

Gasconade, Jefferson, Knox, Lewis, Lincoln, Marion, Monroe, Montgomery, Osage,
 Pike, Ralls, Randolph, Scotland, Shelby, St Charles, St Francois, St Louis,
 Ste Genevieve, Warren, Washington

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.10 |
| 01012 - Accounting Clerk II | | 15.83 |
| 01013 - Accounting Clerk III | | 18.57 |
| 01020 - Administrative Assistant | | 24.14 |
| 01040 - Court Reporter | | 19.05 |
| 01051 - Data Entry Operator I | | 12.22 |
| 01052 - Data Entry Operator II | | 14.40 |
| 01060 - Dispatcher, Motor Vehicle | | 19.05 |
| 01070 - Document Preparation Clerk | | 13.51 |
| 01090 - Duplicating Machine Operator | | 13.51 |
| 01111 - General Clerk I | | 12.33 |
| 01112 - General Clerk II | | 15.00 |
| 01113 - General Clerk III | | 17.07 |
| 01120 - Housing Referral Assistant | | 20.96 |
| 01141 - Messenger Courier | | 11.61 |
| 01191 - Order Clerk I | | 12.99 |
| 01192 - Order Clerk II | | 14.18 |
| 01261 - Personnel Assistant (Employment) I | | 16.33 |
| 01262 - Personnel Assistant (Employment) II | | 19.05 |
| 01263 - Personnel Assistant (Employment) III | | 20.73 |
| 01270 - Production Control Clerk | | 20.73 |
| 01280 - Receptionist | | 15.10 |
| 01290 - Rental Clerk | | 16.06 |
| 01300 - Scheduler, Maintenance | | 15.96 |
| 01311 - Secretary I | | 15.96 |
| 01312 - Secretary II | | 17.85 |
| 01313 - Secretary III | | 20.96 |
| 01320 - Service Order Dispatcher | | 18.12 |
| 01410 - Supply Technician | | 22.39 |
| 01420 - Survey Worker | | 19.05 |
| 01531 - Travel Clerk I | | 11.94 |
| 01532 - Travel Clerk II | | 12.86 |
| 01533 - Travel Clerk III | | 13.72 |
| 01611 - Word Processor I | | 13.51 |
| 01612 - Word Processor II | | 16.06 |
| 01613 - Word Processor III | | 19.05 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.80 |
| 05010 - Automotive Electrician | | 20.59 |
| 05040 - Automotive Glass Installer | | 19.74 |
| 05070 - Automotive Worker | | 19.74 |
| 05110 - Mobile Equipment Servicer | | 18.01 |
| 05130 - Motor Equipment Metal Mechanic | | 21.46 |
| 05160 - Motor Equipment Metal Worker | | 19.74 |
| 05190 - Motor Vehicle Mechanic | | 20.40 |
| 05220 - Motor Vehicle Mechanic Helper | | 16.72 |
| 05250 - Motor Vehicle Upholstery Worker | | 18.88 |
| 05280 - Motor Vehicle Wrecker | | 19.74 |
| 05310 - Painter, Automotive | | 20.59 |
| 05340 - Radiator Repair Specialist | | 19.74 |
| 05370 - Tire Repairer | | 15.80 |
| 05400 - Transmission Repair Specialist | | 21.46 |
| 07000 - Food Preparation And Service Occupations | | |

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|--|-------|
| 07010 - Baker | 12.77 |
| 07041 - Cook I | 11.02 |
| 07042 - Cook II | 12.07 |
| 07070 - Dishwasher | 8.11 |
| 07130 - Food Service Worker | 10.05 |
| 07210 - Meat Cutter | 16.34 |
| 07260 - Waiter/Waitress | 8.69 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.56 |
| 09040 - Furniture Handler | 13.35 |
| 09080 - Furniture Refinisher | 20.56 |
| 09090 - Furniture Refinisher Helper | 16.55 |
| 09110 - Furniture Repairer, Minor | 18.84 |
| 09130 - Upholsterer | 22.61 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.74 |
| 11060 - Elevator Operator | 11.10 |
| 11090 - Gardener | 16.03 |
| 11122 - Housekeeping Aide | 11.46 |
| 11150 - Janitor | 11.46 |
| 11210 - Laborer, Grounds Maintenance | 12.55 |
| 11240 - Maid or Houseman | 8.62 |
| 11260 - Pruner | 11.10 |
| 11270 - Tractor Operator | 15.03 |
| 11330 - Trail Maintenance Worker | 12.55 |
| 11360 - Window Cleaner | 13.02 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.73 |
| 12011 - Breath Alcohol Technician | 16.55 |
| 12012 - Certified Occupational Therapist Assistant | 21.69 |
| 12015 - Certified Physical Therapist Assistant | 20.81 |
| 12020 - Dental Assistant | 16.87 |
| 12025 - Dental Hygienist | 29.20 |
| 12030 - EKG Technician | 22.64 |
| 12035 - Electroneurodiagnostic Technologist | 22.64 |
| 12040 - Emergency Medical Technician | 19.90 |
| 12071 - Licensed Practical Nurse I | 14.80 |
| 12072 - Licensed Practical Nurse II | 16.55 |
| 12073 - Licensed Practical Nurse III | 18.46 |
| 12100 - Medical Assistant | 13.28 |
| 12130 - Medical Laboratory Technician | 17.14 |
| 12160 - Medical Record Clerk | 14.89 |
| 12190 - Medical Record Technician | 15.83 |
| 12195 - Medical Transcriptionist | 16.10 |
| 12210 - Nuclear Medicine Technologist | 31.23 |
| 12221 - Nursing Assistant I | 10.22 |
| 12222 - Nursing Assistant II | 11.49 |
| 12223 - Nursing Assistant III | 12.54 |
| 12224 - Nursing Assistant IV | 14.07 |
| 12235 - Optical Dispenser | 16.07 |
| 12236 - Optical Technician | 15.99 |
| 12250 - Pharmacy Technician | 15.52 |
| 12280 - Phlebotomist | 14.07 |
| 12305 - Radiologic Technologist | 25.09 |
| 12311 - Registered Nurse I | 26.36 |
| 12312 - Registered Nurse II | 29.18 |
| 12313 - Registered Nurse II, Specialist | 29.18 |
| 12314 - Registered Nurse III | 35.30 |
| 12315 - Registered Nurse III, Anesthetist | 35.30 |
| 12316 - Registered Nurse IV | 42.33 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.03 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.31 |

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|---|---------|
| 13012 - Exhibits Specialist II | 22.69 |
| 13013 - Exhibits Specialist III | 27.76 |
| 13041 - Illustrator I | 20.80 |
| 13042 - Illustrator II | 25.56 |
| 13043 - Illustrator III | 30.15 |
| 13047 - Librarian | 26.36 |
| 13050 - Library Aide/Clerk | 12.34 |
| 13054 - Library Information Technology Systems Administrator | 23.81 |
| 13058 - Library Technician | 14.61 |
| 13061 - Media Specialist I | 17.18 |
| 13062 - Media Specialist II | 19.21 |
| 13063 - Media Specialist III | 21.43 |
| 13071 - Photographer I | 16.71 |
| 13072 - Photographer II | 18.69 |
| 13073 - Photographer III | 23.16 |
| 13074 - Photographer IV | 27.91 |
| 13075 - Photographer V | 33.77 |
| 13110 - Video Teleconference Technician | 17.77 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.04 |
| 14042 - Computer Operator II | 19.06 |
| 14043 - Computer Operator III | 21.26 |
| 14044 - Computer Operator IV | 23.61 |
| 14045 - Computer Operator V | 26.16 |
| 14071 - Computer Programmer I | 22.01 |
| 14072 - Computer Programmer II | 26.17 |
| 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 | 18.26 |
| 14160 - Personal Computer Support Technician | 25.31 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 34.92 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 42.25 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 50.64 |
| 15050 - Computer Based Training Specialist / Instructor | 33.63 |
| 15060 - Educational Technologist | 28.74 |
| 15070 - Flight Instructor (Pilot) | 50.64 |
| 15080 - Graphic Artist | 21.87 |
| 15090 - Technical Instructor | 20.66 |
| 15095 - Technical Instructor/Course Developer | 25.27 |
| 15110 - Test Proctor | 16.67 |
| 15120 - Tutor | 16.67 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.18 |
| 16030 - Counter Attendant | 9.18 |
| 16040 - Dry Cleaner | 11.31 |
| 16070 - Finisher, Flatwork, Machine | 9.18 |
| 16090 - Presser, Hand | 9.18 |
| 16110 - Presser, Machine, Drycleaning | 9.18 |
| 16130 - Presser, Machine, Shirts | 9.18 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.18 |
| 16190 - Sewing Machine Operator | 11.95 |
| 16220 - Tailor | 12.63 |
| 16250 - Washer, Machine | 9.95 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.05 |
| 19040 - Tool And Die Maker | 25.72 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.14 |

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| 21030 - Material Coordinator | 20.64 |
| 21040 - Material Expediter | 20.64 |
| 21050 - Material Handling Laborer | 19.18 |
| 21071 - Order Filler | 12.91 |
| 21080 - Production Line Worker (Food Processing) | 18.77 |
| 21110 - Shipping Packer | 13.96 |
| 21130 - Shipping/Receiving Clerk | 13.96 |
| 21140 - Store Worker I | 11.56 |
| 21150 - Stock Clerk | 17.04 |
| 21210 - Tools And Parts Attendant | 19.14 |
| 21410 - Warehouse Specialist | 19.14 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.30 |
| 23021 - Aircraft Mechanic I | 25.34 |
| 23022 - Aircraft Mechanic II | 26.30 |
| 23023 - Aircraft Mechanic III | 27.31 |
| 23040 - Aircraft Mechanic Helper | 19.24 |
| 23050 - Aircraft, Painter | 24.07 |
| 23060 - Aircraft Servicer | 21.72 |
| 23080 - Aircraft Worker | 22.71 |
| 23110 - Appliance Mechanic | 22.59 |
| 23120 - Bicycle Repairer | 15.80 |
| 23125 - Cable Splicer | 26.41 |
| 23130 - Carpenter, Maintenance | 26.52 |
| 23140 - Carpet Layer | 22.39 |
| 23160 - Electrician, Maintenance | 30.81 |
| 23181 - Electronics Technician Maintenance I | 24.18 |
| 23182 - Electronics Technician Maintenance II | 25.38 |
| 23183 - Electronics Technician Maintenance III | 26.95 |
| 23260 - Fabric Worker | 20.13 |
| 23290 - Fire Alarm System Mechanic | 23.21 |
| 23310 - Fire Extinguisher Repairer | 18.57 |
| 23311 - Fuel Distribution System Mechanic | 22.56 |
| 23312 - Fuel Distribution System Operator | 17.91 |
| 23370 - General Maintenance Worker | 20.67 |
| 23380 - Ground Support Equipment Mechanic | 25.34 |
| 23381 - Ground Support Equipment Servicer | 21.72 |
| 23382 - Ground Support Equipment Worker | 22.71 |
| 23391 - Gunsmith I | 18.57 |
| 23392 - Gunsmith II | 21.52 |
| 23393 - Gunsmith III | 23.58 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.39 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.24 |
| 23430 - Heavy Equipment Mechanic | 23.21 |
| 23440 - Heavy Equipment Operator | 25.39 |
| 23460 - Instrument Mechanic | 21.16 |
| 23465 - Laboratory/Shelter Mechanic | 22.59 |
| 23470 - Laborer | 17.17 |
| 23510 - Locksmith | 22.23 |
| 23530 - Machinery Maintenance Mechanic | 27.80 |
| 23550 - Machinist, Maintenance | 24.17 |
| 23580 - Maintenance Trades Helper | 18.37 |
| 23591 - Metrology Technician I | 21.16 |
| 23592 - Metrology Technician II | 21.96 |
| 23593 - Metrology Technician III | 22.79 |
| 23640 - Millwright | 27.07 |
| 23710 - Office Appliance Repairer | 22.23 |
| 23760 - Painter, Maintenance | 23.03 |
| 23790 - Pipefitter, Maintenance | 30.12 |
| 23810 - Plumber, Maintenance | 28.85 |
| 23820 - Pneudraulic Systems Mechanic | 23.58 |

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| 23850 - Rigger | 23.58 |
| 23870 - Scale Mechanic | 21.52 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.55 |
| 23910 - Small Engine Mechanic | 21.36 |
| 23931 - Telecommunications Mechanic I | 24.81 |
| 23932 - Telecommunications Mechanic II | 25.76 |
| 23950 - Telephone Lineman | 23.55 |
| 23960 - Welder, Combination, Maintenance | 23.21 |
| 23965 - Well Driller | 23.21 |
| 23970 - Woodcraft Worker | 23.58 |
| 23980 - Woodworker | 18.57 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.61 |
| 24580 - Child Care Center Clerk | 13.39 |
| 24610 - Chore Aide | 9.28 |
| 24620 - Family Readiness And Support Services Coordinator | 13.20 |
| 24630 - Homemaker | 13.20 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.70 |
| 25040 - Sewage Plant Operator | 23.34 |
| 25070 - Stationary Engineer | 25.70 |
| 25190 - Ventilation Equipment Tender | 18.44 |
| 25210 - Water Treatment Plant Operator | 23.34 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.23 |
| 27007 - Baggage Inspector | 12.71 |
| 27008 - Corrections Officer | 18.82 |
| 27010 - Court Security Officer | 22.13 |
| 27030 - Detection Dog Handler | 16.66 |
| 27040 - Detention Officer | 18.82 |
| 27070 - Firefighter | 25.67 |
| 27101 - Guard I | 12.71 |
| 27102 - Guard II | 16.66 |
| 27131 - Police Officer I | 22.39 |
| 27132 - Police Officer II | 24.88 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.57 |
| 28042 - Carnival Equipment Repairer | 13.41 |
| 28043 - Carnival Equipment Worker | 8.87 |
| 28210 - Gate Attendant/Gate Tender | 13.47 |
| 28310 - Lifeguard | 11.59 |
| 28350 - Park Attendant (Aide) | 15.07 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.00 |
| 28515 - Recreation Specialist | 18.05 |
| 28630 - Sports Official | 12.00 |
| 28690 - Swimming Pool Operator | 16.53 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.72 |
| 29020 - Hatch Tender | 23.72 |
| 29030 - Line Handler | 23.72 |
| 29041 - Stevedore I | 22.09 |
| 29042 - Stevedore II | 24.90 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 19.36 |
| 30022 - Archeological Technician II | 21.56 |
| 30023 - Archeological Technician III | 25.04 |
| 30030 - Cartographic Technician | 27.52 |
| 30040 - Civil Engineering Technician | 22.72 |
| 30061 - Drafter/CAD Operator I | 19.36 |

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|------------------|---|---------------|
| 30062 | - Drafter/CAD Operator II | 21.56 |
| 30063 | - Drafter/CAD Operator III | 24.15 |
| 30064 | - Drafter/CAD Operator IV | 29.71 |
| 30081 | - Engineering Technician I | 17.67 |
| 30082 | - Engineering Technician II | 19.83 |
| 30083 | - Engineering Technician III | 22.18 |
| 30084 | - Engineering Technician IV | 27.48 |
| 30085 | - Engineering Technician V | 33.62 |
| 30086 | - Engineering Technician VI | 40.68 |
| 30090 | - Environmental Technician | 22.06 |
| 30210 | - Laboratory Technician | 20.55 |
| 30240 | - Mathematical Technician | 26.82 |
| 30361 | - Paralegal/Legal Assistant I | 20.04 |
| 30362 | - Paralegal/Legal Assistant II | 24.86 |
| 30363 | - Paralegal/Legal Assistant III | 30.37 |
| 30364 | - Paralegal/Legal Assistant IV | 36.75 |
| 30390 | - Photo-Optics Technician | 26.82 |
| 30461 | - Technical Writer I | 23.51 |
| 30462 | - Technical Writer II | 28.76 |
| 30463 | - Technical Writer III | 34.79 |
| 30491 | - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 | - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 | - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 | - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 | - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 | - Weather Observer, Combined Upper Air Or | (see 2) 24.15 |
| Surface Programs | | |
| 30621 | - Weather Observer, Senior | (see 2) 26.82 |
| 31000 | - Transportation/Mobile Equipment Operation Occupations | |
| 31020 | - Bus Aide | 12.28 |
| 31030 | - Bus Driver | 16.52 |
| 31043 | - Driver Courier | 15.43 |
| 31260 | - Parking and Lot Attendant | 9.85 |
| 31290 | - Shuttle Bus Driver | 16.94 |
| 31310 | - Taxi Driver | 11.23 |
| 31361 | - Truckdriver, Light | 16.94 |
| 31362 | - Truckdriver, Medium | 17.97 |
| 31363 | - Truckdriver, Heavy | 20.79 |
| 31364 | - Truckdriver, Tractor-Trailer | 20.79 |
| 99000 | - Miscellaneous Occupations | |
| 99030 | - Cashier | 8.79 |
| 99050 | - Desk Clerk | 9.86 |
| 99095 | - Embalmer | 24.71 |
| 99251 | - Laboratory Animal Caretaker I | 10.84 |
| 99252 | - Laboratory Animal Caretaker II | 11.89 |
| 99310 | - Mortician | 30.54 |
| 99410 | - Pest Controller | 16.01 |
| 99510 | - Photofinishing Worker | 13.06 |
| 99710 | - Recycling Laborer | 18.45 |
| 99711 | - Recycling Specialist | 22.00 |
| 99730 | - Refuse Collector | 16.24 |
| 99810 | - Sales Clerk | 12.95 |
| 99820 | - School Crossing Guard | 9.90 |
| 99830 | - Survey Party Chief | 20.39 |
| 99831 | - Surveying Aide | 13.53 |
| 99832 | - Surveying Technician | 18.54 |
| 99840 | - Vending Machine Attendant | 12.95 |
| 99841 | - Vending Machine Repairer | 15.14 |
| 99842 | - Vending Machine Repairer Helper | 12.95 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials

are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2311
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Missouri

Area: Missouri Counties of Barry, Barton, Benton, Bollinger, Butler, Camden, Cape Girardeau, Carter, Cedar, Christian, Dade, Dallas, Dent, Douglas, Dunklin, Greene, Hickory, Howell, Iron, Jasper, Laclede, Lawrence, Madison, Maries, McDonald, Miller, Mississippi, Moniteau, Morgan, New Madrid, Newton, Oregon, Ozark, Pemiscot, Perry, Phelps, Polk, Pulaski, Reynolds, Ripley, Scott, Shannon, St Clair, Stoddard, Stone, Taney, Texas, Vernon, Wayne, Webster, Wright

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.21 |
| 01012 - Accounting Clerk II | | 13.71 |
| 01013 - Accounting Clerk III | | 15.33 |
| 01020 - Administrative Assistant | | 17.39 |
| 01040 - Court Reporter | | 13.70 |
| 01051 - Data Entry Operator I | | 10.72 |
| 01052 - Data Entry Operator II | | 11.70 |
| 01060 - Dispatcher, Motor Vehicle | | 13.70 |
| 01070 - Document Preparation Clerk | | 11.35 |
| 01090 - Duplicating Machine Operator | | 11.35 |
| 01111 - General Clerk I | | 10.87 |
| 01112 - General Clerk II | | 11.86 |
| 01113 - General Clerk III | | 13.87 |
| 01120 - Housing Referral Assistant | | 15.00 |
| 01141 - Messenger Courier | | 10.41 |
| 01191 - Order Clerk I | | 10.72 |
| 01192 - Order Clerk II | | 12.17 |
| 01261 - Personnel Assistant (Employment) I | | 12.67 |
| 01262 - Personnel Assistant (Employment) II | | 14.17 |
| 01263 - Personnel Assistant (Employment) III | | 17.38 |
| 01270 - Production Control Clerk | | 16.57 |
| 01280 - Receptionist | | 10.49 |
| 01290 - Rental Clerk | | 12.62 |
| 01300 - Scheduler, Maintenance | | 12.02 |
| 01311 - Secretary I | | 12.02 |

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|--|-------|
| 01312 - Secretary II | 13.45 |
| 01313 - Secretary III | 15.00 |
| 01320 - Service Order Dispatcher | 12.52 |
| 01410 - Supply Technician | 17.39 |
| 01420 - Survey Worker | 13.59 |
| 01531 - Travel Clerk I | 11.95 |
| 01532 - Travel Clerk II | 12.86 |
| 01533 - Travel Clerk III | 13.72 |
| 01611 - Word Processor I | 11.09 |
| 01612 - Word Processor II | 12.45 |
| 01613 - Word Processor III | 14.10 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.23 |
| 05010 - Automotive Electrician | 16.87 |
| 05040 - Automotive Glass Installer | 15.76 |
| 05070 - Automotive Worker | 15.76 |
| 05110 - Mobile Equipment Servicer | 14.19 |
| 05130 - Motor Equipment Metal Mechanic | 17.31 |
| 05160 - Motor Equipment Metal Worker | 15.76 |
| 05190 - Motor Vehicle Mechanic | 17.31 |
| 05220 - Motor Vehicle Mechanic Helper | 13.33 |
| 05250 - Motor Vehicle Upholstery Worker | 15.36 |
| 05280 - Motor Vehicle Wrecker | 15.76 |
| 05310 - Painter, Automotive | 16.62 |
| 05340 - Radiator Repair Specialist | 15.76 |
| 05370 - Tire Repairer | 10.96 |
| 05400 - Transmission Repair Specialist | 17.31 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.02 |
| 07041 - Cook I | 9.41 |
| 07042 - Cook II | 10.55 |
| 07070 - Dishwasher | 8.09 |
| 07130 - Food Service Worker | 8.82 |
| 07210 - Meat Cutter | 12.88 |
| 07260 - Waiter/Waitress | 8.77 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.84 |
| 09040 - Furniture Handler | 10.52 |
| 09080 - Furniture Refinisher | 15.84 |
| 09090 - Furniture Refinisher Helper | 12.95 |
| 09110 - Furniture Repairer, Minor | 14.06 |
| 09130 - Upholsterer | 14.59 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.26 |
| 11060 - Elevator Operator | 10.55 |
| 11090 - Gardener | 14.73 |
| 11122 - Housekeeping Aide | 10.55 |
| 11150 - Janitor | 10.82 |
| 11210 - Laborer, Grounds Maintenance | 11.42 |
| 11240 - Maid or Houseman | 9.04 |
| 11260 - Pruner | 11.41 |
| 11270 - Tractor Operator | 13.68 |
| 11330 - Trail Maintenance Worker | 11.42 |
| 11360 - Window Cleaner | 12.23 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.46 |
| 12011 - Breath Alcohol Technician | 16.46 |
| 12012 - Certified Occupational Therapist Assistant | 20.83 |
| 12015 - Certified Physical Therapist Assistant | 18.20 |
| 12020 - Dental Assistant | 15.71 |
| 12025 - Dental Hygienist | 30.78 |
| 12030 - EKG Technician | 23.85 |
| 12035 - Electroneurodiagnostic Technologist | 23.85 |

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| 12040 - Emergency Medical Technician | 16.46 |
| 12071 - Licensed Practical Nurse I | 14.72 |
| 12072 - Licensed Practical Nurse II | 16.46 |
| 12073 - Licensed Practical Nurse III | 18.36 |
| 12100 - Medical Assistant | 11.54 |
| 12130 - Medical Laboratory Technician | 13.19 |
| 12160 - Medical Record Clerk | 13.26 |
| 12190 - Medical Record Technician | 14.83 |
| 12195 - Medical Transcriptionist | 13.22 |
| 12210 - Nuclear Medicine Technologist | 31.37 |
| 12221 - Nursing Assistant I | 10.30 |
| 12222 - Nursing Assistant II | 11.58 |
| 12223 - Nursing Assistant III | 12.64 |
| 12224 - Nursing Assistant IV | 14.19 |
| 12235 - Optical Dispenser | 12.71 |
| 12236 - Optical Technician | 12.35 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 14.19 |
| 12305 - Radiologic Technologist | 23.85 |
| 12311 - Registered Nurse I | 21.22 |
| 12312 - Registered Nurse II | 25.95 |
| 12313 - Registered Nurse II, Specialist | 25.95 |
| 12314 - Registered Nurse III | 31.40 |
| 12315 - Registered Nurse III, Anesthetist | 31.40 |
| 12316 - Registered Nurse IV | 37.64 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.39 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.13 |
| 13012 - Exhibits Specialist II | 22.20 |
| 13013 - Exhibits Specialist III | 24.73 |
| 13041 - Illustrator I | 18.13 |
| 13042 - Illustrator II | 22.20 |
| 13043 - Illustrator III | 24.73 |
| 13047 - Librarian | 21.91 |
| 13050 - Library Aide/Clerk | 12.51 |
| 13054 - Library Information Technology Systems Administrator | 19.78 |
| 13058 - Library Technician | 14.15 |
| 13061 - Media Specialist I | 14.27 |
| 13062 - Media Specialist II | 15.96 |
| 13063 - Media Specialist III | 17.80 |
| 13071 - Photographer I | 12.42 |
| 13072 - Photographer II | 15.34 |
| 13073 - Photographer III | 19.91 |
| 13074 - Photographer IV | 24.34 |
| 13075 - Photographer V | 30.59 |
| 13110 - Video Teleconference Technician | 14.92 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.31 |
| 14042 - Computer Operator II | 16.01 |
| 14043 - Computer Operator III | 17.85 |
| 14044 - Computer Operator IV | 19.84 |
| 14045 - Computer Operator V | 21.96 |
| 14071 - Computer Programmer I | (see 1) 15.95 |
| 14072 - Computer Programmer II | (see 1) 19.77 |
| 14073 - Computer Programmer III | (see 1) 24.18 |
| 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 | 14.31 |
| 14160 - Personal Computer Support Technician | 19.84 |
| 15000 - Instructional Occupations | |

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| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.62 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.61 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.95 |
| 15050 - Computer Based Training Specialist / Instructor | 28.62 |
| 15060 - Educational Technologist | 23.17 |
| 15070 - Flight Instructor (Pilot) | 39.95 |
| 15080 - Graphic Artist | 20.17 |
| 15090 - Technical Instructor | 17.04 |
| 15095 - Technical Instructor/Course Developer | 20.84 |
| 15110 - Test Proctor | 13.75 |
| 15120 - Tutor | 13.75 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.18 |
| 16030 - Counter Attendant | 9.18 |
| 16040 - Dry Cleaner | 11.31 |
| 16070 - Finisher, Flatwork, Machine | 9.18 |
| 16090 - Presser, Hand | 9.18 |
| 16110 - Presser, Machine, Drycleaning | 9.18 |
| 16130 - Presser, Machine, Shirts | 9.18 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.18 |
| 16190 - Sewing Machine Operator | 11.95 |
| 16220 - Tailor | 12.63 |
| 16250 - Washer, Machine | 9.95 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.26 |
| 19040 - Tool And Die Maker | 21.25 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.10 |
| 21030 - Material Coordinator | 15.76 |
| 21040 - Material Expediter | 15.76 |
| 21050 - Material Handling Laborer | 11.24 |
| 21071 - Order Filler | 11.62 |
| 21080 - Production Line Worker (Food Processing) | 12.10 |
| 21110 - Shipping Packer | 11.86 |
| 21130 - Shipping/Receiving Clerk | 11.86 |
| 21140 - Store Worker I | 10.52 |
| 21150 - Stock Clerk | 14.09 |
| 21210 - Tools And Parts Attendant | 12.10 |
| 21410 - Warehouse Specialist | 12.10 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.37 |
| 23021 - Aircraft Mechanic I | 20.20 |
| 23022 - Aircraft Mechanic II | 21.37 |
| 23023 - Aircraft Mechanic III | 22.47 |
| 23040 - Aircraft Mechanic Helper | 15.57 |
| 23050 - Aircraft, Painter | 19.14 |
| 23060 - Aircraft Servicer | 17.37 |
| 23080 - Aircraft Worker | 18.40 |
| 23110 - Appliance Mechanic | 17.69 |
| 23120 - Bicycle Repairer | 10.96 |
| 23125 - Cable Splicer | 24.97 |
| 23130 - Carpenter, Maintenance | 15.82 |
| 23140 - Carpet Layer | 20.01 |
| 23160 - Electrician, Maintenance | 17.00 |
| 23181 - Electronics Technician Maintenance I | 19.29 |
| 23182 - Electronics Technician Maintenance II | 20.57 |
| 23183 - Electronics Technician Maintenance III | 22.12 |
| 23260 - Fabric Worker | 15.05 |
| 23290 - Fire Alarm System Mechanic | 18.08 |
| 23310 - Fire Extinguisher Repairer | 14.03 |
| 23311 - Fuel Distribution System Mechanic | 19.03 |
| 23312 - Fuel Distribution System Operator | 14.73 |
| 23370 - General Maintenance Worker | 14.35 |

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| 23380 - Ground Support Equipment Mechanic | 20.20 |
| 23381 - Ground Support Equipment Servicer | 17.37 |
| 23382 - Ground Support Equipment Worker | 18.40 |
| 23391 - Gunsmith I | 14.03 |
| 23392 - Gunsmith II | 16.03 |
| 23393 - Gunsmith III | 18.13 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.45 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.94 |
| 23430 - Heavy Equipment Mechanic | 19.14 |
| 23440 - Heavy Equipment Operator | 18.44 |
| 23460 - Instrument Mechanic | 18.13 |
| 23465 - Laboratory/Shelter Mechanic | 17.10 |
| 23470 - Laborer | 13.72 |
| 23510 - Locksmith | 17.73 |
| 23530 - Machinery Maintenance Mechanic | 18.39 |
| 23550 - Machinist, Maintenance | 17.41 |
| 23580 - Maintenance Trades Helper | 13.16 |
| 23591 - Metrology Technician I | 18.13 |
| 23592 - Metrology Technician II | 19.13 |
| 23593 - Metrology Technician III | 20.96 |
| 23640 - Millwright | 18.13 |
| 23710 - Office Appliance Repairer | 17.16 |
| 23760 - Painter, Maintenance | 15.60 |
| 23790 - Pipefitter, Maintenance | 26.04 |
| 23810 - Plumber, Maintenance | 23.07 |
| 23820 - Pneudraulic Systems Mechanic | 18.13 |
| 23850 - Rigger | 18.08 |
| 23870 - Scale Mechanic | 16.03 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.08 |
| 23910 - Small Engine Mechanic | 15.87 |
| 23931 - Telecommunications Mechanic I | 23.03 |
| 23932 - Telecommunications Mechanic II | 24.36 |
| 23950 - Telephone Lineman | 20.25 |
| 23960 - Welder, Combination, Maintenance | 15.92 |
| 23965 - Well Driller | 18.13 |
| 23970 - Woodcraft Worker | 18.13 |
| 23980 - Woodworker | 13.99 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.35 |
| 24580 - Child Care Center Clerk | 13.26 |
| 24610 - Chore Aide | 9.71 |
| 24620 - Family Readiness And Support Services Coordinator | 12.12 |
| 24630 - Homemaker | 15.27 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.08 |
| 25040 - Sewage Plant Operator | 17.46 |
| 25070 - Stationary Engineer | 18.08 |
| 25190 - Ventilation Equipment Tender | 13.05 |
| 25210 - Water Treatment Plant Operator | 17.46 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.33 |
| 27007 - Baggage Inspector | 11.29 |
| 27008 - Corrections Officer | 18.04 |
| 27010 - Court Security Officer | 17.21 |
| 27030 - Detection Dog Handler | 16.84 |
| 27040 - Detention Officer | 18.04 |
| 27070 - Firefighter | 17.21 |
| 27101 - Guard I | 11.29 |
| 27102 - Guard II | 16.84 |
| 27131 - Police Officer I | 18.60 |

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| 27132 - Police Officer II | 20.68 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.98 |
| 28042 - Carnival Equipment Repairer | 11.67 |
| 28043 - Carnival Equipment Worker | 9.35 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 10.83 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |
| 28515 - Recreation Specialist | 16.84 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 17.18 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.60 |
| 29020 - Hatch Tender | 17.60 |
| 29030 - Line Handler | 17.60 |
| 29041 - Stevedore I | 17.71 |
| 29042 - Stevedore II | 19.43 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.43 |
| 30022 - Archeological Technician II | 18.31 |
| 30023 - Archeological Technician III | 22.93 |
| 30030 - Cartographic Technician | 22.93 |
| 30040 - Civil Engineering Technician | 19.46 |
| 30061 - Drafter/CAD Operator I | 15.43 |
| 30062 - Drafter/CAD Operator II | 18.51 |
| 30063 - Drafter/CAD Operator III | 20.64 |
| 30064 - Drafter/CAD Operator IV | 25.40 |
| 30081 - Engineering Technician I | 13.62 |
| 30082 - Engineering Technician II | 15.82 |
| 30083 - Engineering Technician III | 20.33 |
| 30084 - Engineering Technician IV | 25.19 |
| 30085 - Engineering Technician V | 30.82 |
| 30086 - Engineering Technician VI | 37.29 |
| 30090 - Environmental Technician | 22.93 |
| 30210 - Laboratory Technician | 20.64 |
| 30240 - Mathematical Technician | 22.93 |
| 30361 - Paralegal/Legal Assistant I | 16.32 |
| 30362 - Paralegal/Legal Assistant II | 19.97 |
| 30363 - Paralegal/Legal Assistant III | 24.73 |
| 30364 - Paralegal/Legal Assistant IV | 29.93 |
| 30390 - Photo-Optics Technician | 22.93 |
| 30461 - Technical Writer I | 21.40 |
| 30462 - Technical Writer II | 26.16 |
| 30463 - Technical Writer III | 31.93 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 20.64 |
| 30621 - Weather Observer, Senior (see 2) | 22.18 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.10 |
| 31030 - Bus Driver | 16.53 |
| 31043 - Driver Courier | 14.29 |
| 31260 - Parking and Lot Attendant | 10.99 |
| 31290 - Shuttle Bus Driver | 15.41 |
| 31310 - Taxi Driver | 10.46 |

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| 31361 - Truckdriver, Light | 15.41 |
| 31362 - Truckdriver, Medium | 16.89 |
| 31363 - Truckdriver, Heavy | 20.23 |
| 31364 - Truckdriver, Tractor-Trailer | 20.23 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.09 |
| 99050 - Desk Clerk | 9.25 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 8.51 |
| 99252 - Laboratory Animal Caretaker II | 9.17 |
| 99310 - Mortician | 22.02 |
| 99410 - Pest Controller | 13.21 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.44 |
| 99711 - Recycling Specialist | 15.38 |
| 99730 - Refuse Collector | 12.22 |
| 99810 - Sales Clerk | 12.63 |
| 99820 - School Crossing Guard | 11.72 |
| 99830 - Survey Party Chief | 16.31 |
| 99831 - Surveying Aide | 9.44 |
| 99832 - Surveying Technician | 15.62 |
| 99840 - Vending Machine Attendant | 10.35 |
| 99841 - Vending Machine Repairer | 13.22 |
| 99842 - Vending Machine Repairer Helper | 10.96 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
DirectorDivision of
Wage DeterminationsWage Determination No.: 2005-2312
Revision No.: 16
Date of Last Revision: 07/25/2014

State: Missouri

Area: Missouri Counties of Barry, Barton, Benton, Bollinger, Butler, Camden, Cape Girardeau, Carter, Cedar, Christian, Dade, Dallas, Dent, Douglas, Dunklin, Greene, Hickory, Howell, Iron, Jasper, Laclede, Lawrence, Madison, Maries, McDonald, Miller, Mississippi, Moniteau, Morgan, New Madrid, Newton, Oregon, Ozark, Pemiscot, Perry, Phelps, Polk, Pulaski, Reynolds, Ripley, Scott, Shannon, St Clair, Stoddard, Stone, Taney, Texas, Vernon, Wayne, Webster, Wright

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.21 |
| 01012 - Accounting Clerk II | | 13.71 |
| 01013 - Accounting Clerk III | | 15.33 |
| 01020 - Administrative Assistant | | 17.39 |
| 01040 - Court Reporter | | 13.70 |
| 01051 - Data Entry Operator I | | 10.72 |
| 01052 - Data Entry Operator II | | 11.70 |
| 01060 - Dispatcher, Motor Vehicle | | 13.70 |
| 01070 - Document Preparation Clerk | | 11.35 |
| 01090 - Duplicating Machine Operator | | 11.35 |
| 01111 - General Clerk I | | 10.87 |
| 01112 - General Clerk II | | 11.86 |
| 01113 - General Clerk III | | 13.87 |
| 01120 - Housing Referral Assistant | | 15.00 |
| 01141 - Messenger Courier | | 10.41 |
| 01191 - Order Clerk I | | 10.72 |
| 01192 - Order Clerk II | | 12.17 |
| 01261 - Personnel Assistant (Employment) I | | 12.67 |
| 01262 - Personnel Assistant (Employment) II | | 14.17 |
| 01263 - Personnel Assistant (Employment) III | | 17.38 |
| 01270 - Production Control Clerk | | 16.57 |
| 01280 - Receptionist | | 10.49 |
| 01290 - Rental Clerk | | 12.62 |
| 01300 - Scheduler, Maintenance | | 12.02 |
| 01311 - Secretary I | | 12.02 |
| 01312 - Secretary II | | 13.45 |
| 01313 - Secretary III | | 15.00 |
| 01320 - Service Order Dispatcher | | 12.52 |
| 01410 - Supply Technician | | 17.39 |
| 01420 - Survey Worker | | 13.59 |
| 01531 - Travel Clerk I | | 11.95 |
| 01532 - Travel Clerk II | | 12.86 |
| 01533 - Travel Clerk III | | 13.72 |
| 01611 - Word Processor I | | 11.09 |
| 01612 - Word Processor II | | 12.45 |
| 01613 - Word Processor III | | 14.10 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.23 |
| 05010 - Automotive Electrician | | 16.87 |
| 05040 - Automotive Glass Installer | | 15.76 |

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| 05070 - Automotive Worker | 15.76 |
| 05110 - Mobile Equipment Servicer | 14.19 |
| 05130 - Motor Equipment Metal Mechanic | 17.31 |
| 05160 - Motor Equipment Metal Worker | 15.76 |
| 05190 - Motor Vehicle Mechanic | 17.31 |
| 05220 - Motor Vehicle Mechanic Helper | 13.33 |
| 05250 - Motor Vehicle Upholstery Worker | 15.36 |
| 05280 - Motor Vehicle Wrecker | 15.76 |
| 05310 - Painter, Automotive | 16.62 |
| 05340 - Radiator Repair Specialist | 15.76 |
| 05370 - Tire Repairer | 10.96 |
| 05400 - Transmission Repair Specialist | 17.31 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.02 |
| 07041 - Cook I | 9.41 |
| 07042 - Cook II | 10.55 |
| 07070 - Dishwasher | 8.09 |
| 07130 - Food Service Worker | 8.82 |
| 07210 - Meat Cutter | 12.88 |
| 07260 - Waiter/Waitress | 8.77 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.84 |
| 09040 - Furniture Handler | 10.52 |
| 09080 - Furniture Refinisher | 15.84 |
| 09090 - Furniture Refinisher Helper | 12.95 |
| 09110 - Furniture Repairer, Minor | 14.06 |
| 09130 - Upholsterer | 14.59 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.26 |
| 11060 - Elevator Operator | 10.55 |
| 11090 - Gardener | 14.73 |
| 11122 - Housekeeping Aide | 10.55 |
| 11150 - Janitor | 10.82 |
| 11210 - Laborer, Grounds Maintenance | 11.42 |
| 11240 - Maid or Houseman | 9.04 |
| 11260 - Pruner | 11.41 |
| 11270 - Tractor Operator | 13.68 |
| 11330 - Trail Maintenance Worker | 11.42 |
| 11360 - Window Cleaner | 12.23 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.46 |
| 12011 - Breath Alcohol Technician | 16.46 |
| 12012 - Certified Occupational Therapist Assistant | 20.83 |
| 12015 - Certified Physical Therapist Assistant | 18.20 |
| 12020 - Dental Assistant | 15.71 |
| 12025 - Dental Hygienist | 30.78 |
| 12030 - EKG Technician | 23.85 |
| 12035 - Electroneurodiagnostic Technologist | 23.85 |
| 12040 - Emergency Medical Technician | 16.46 |
| 12071 - Licensed Practical Nurse I | 14.72 |
| 12072 - Licensed Practical Nurse II | 16.46 |
| 12073 - Licensed Practical Nurse III | 18.36 |
| 12100 - Medical Assistant | 11.54 |
| 12130 - Medical Laboratory Technician | 13.19 |
| 12160 - Medical Record Clerk | 13.26 |
| 12190 - Medical Record Technician | 14.83 |
| 12195 - Medical Transcriptionist | 13.22 |
| 12210 - Nuclear Medicine Technologist | 31.37 |
| 12221 - Nursing Assistant I | 10.30 |
| 12222 - Nursing Assistant II | 11.58 |
| 12223 - Nursing Assistant III | 12.64 |
| 12224 - Nursing Assistant IV | 14.19 |
| 12235 - Optical Dispenser | 12.71 |

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| 12236 - Optical Technician | 12.35 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 14.19 |
| 12305 - Radiologic Technologist | 23.85 |
| 12311 - Registered Nurse I | 21.22 |
| 12312 - Registered Nurse II | 25.95 |
| 12313 - Registered Nurse II, Specialist | 25.95 |
| 12314 - Registered Nurse III | 31.40 |
| 12315 - Registered Nurse III, Anesthetist | 31.40 |
| 12316 - Registered Nurse IV | 37.64 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.39 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.13 |
| 13012 - Exhibits Specialist II | 22.20 |
| 13013 - Exhibits Specialist III | 24.73 |
| 13041 - Illustrator I | 18.13 |
| 13042 - Illustrator II | 22.20 |
| 13043 - Illustrator III | 24.73 |
| 13047 - Librarian | 21.91 |
| 13050 - Library Aide/Clerk | 12.51 |
| 13054 - Library Information Technology Systems Administrator | 19.78 |
| 13058 - Library Technician | 14.15 |
| 13061 - Media Specialist I | 14.27 |
| 13062 - Media Specialist II | 15.96 |
| 13063 - Media Specialist III | 17.80 |
| 13071 - Photographer I | 12.42 |
| 13072 - Photographer II | 15.34 |
| 13073 - Photographer III | 19.91 |
| 13074 - Photographer IV | 24.34 |
| 13075 - Photographer V | 30.59 |
| 13110 - Video Teleconference Technician | 14.92 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.31 |
| 14042 - Computer Operator II | 16.01 |
| 14043 - Computer Operator III | 17.85 |
| 14044 - Computer Operator IV | 19.84 |
| 14045 - Computer Operator V | 21.96 |
| 14071 - Computer Programmer I | (see 1) 15.95 |
| 14072 - Computer Programmer II | (see 1) 19.77 |
| 14073 - Computer Programmer III | (see 1) 24.18 |
| 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 | 14.31 |
| 14160 - Personal Computer Support Technician | 19.84 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.62 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.61 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.95 |
| 15050 - Computer Based Training Specialist / Instructor | 28.62 |
| 15060 - Educational Technologist | 23.17 |
| 15070 - Flight Instructor (Pilot) | 39.95 |
| 15080 - Graphic Artist | 20.17 |
| 15090 - Technical Instructor | 17.04 |
| 15095 - Technical Instructor/Course Developer | 20.84 |
| 15110 - Test Proctor | 13.75 |
| 15120 - Tutor | 13.75 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.18 |
| 16030 - Counter Attendant | 9.18 |
| 16040 - Dry Cleaner | 11.31 |

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| 16070 - Finisher, Flatwork, Machine | 9.18 |
| 16090 - Presser, Hand | 9.18 |
| 16110 - Presser, Machine, Drycleaning | 9.18 |
| 16130 - Presser, Machine, Shirts | 9.18 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.18 |
| 16190 - Sewing Machine Operator | 11.95 |
| 16220 - Tailor | 12.63 |
| 16250 - Washer, Machine | 9.95 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.26 |
| 19040 - Tool And Die Maker | 21.25 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.10 |
| 21030 - Material Coordinator | 15.76 |
| 21040 - Material Expediter | 15.76 |
| 21050 - Material Handling Laborer | 11.24 |
| 21071 - Order Filler | 11.62 |
| 21080 - Production Line Worker (Food Processing) | 12.10 |
| 21110 - Shipping Packer | 11.86 |
| 21130 - Shipping/Receiving Clerk | 11.86 |
| 21140 - Store Worker I | 10.52 |
| 21150 - Stock Clerk | 14.09 |
| 21210 - Tools And Parts Attendant | 12.10 |
| 21410 - Warehouse Specialist | 12.10 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.37 |
| 23021 - Aircraft Mechanic I | 20.20 |
| 23022 - Aircraft Mechanic II | 21.37 |
| 23023 - Aircraft Mechanic III | 22.47 |
| 23040 - Aircraft Mechanic Helper | 15.57 |
| 23050 - Aircraft, Painter | 19.14 |
| 23060 - Aircraft Servicer | 17.37 |
| 23080 - Aircraft Worker | 18.40 |
| 23110 - Appliance Mechanic | 17.69 |
| 23120 - Bicycle Repairer | 10.96 |
| 23125 - Cable Splicer | 24.97 |
| 23130 - Carpenter, Maintenance | 15.82 |
| 23140 - Carpet Layer | 20.01 |
| 23160 - Electrician, Maintenance | 17.00 |
| 23181 - Electronics Technician Maintenance I | 19.29 |
| 23182 - Electronics Technician Maintenance II | 20.57 |
| 23183 - Electronics Technician Maintenance III | 22.12 |
| 23260 - Fabric Worker | 15.05 |
| 23290 - Fire Alarm System Mechanic | 18.08 |
| 23310 - Fire Extinguisher Repairer | 14.03 |
| 23311 - Fuel Distribution System Mechanic | 19.03 |
| 23312 - Fuel Distribution System Operator | 14.73 |
| 23370 - General Maintenance Worker | 14.35 |
| 23380 - Ground Support Equipment Mechanic | 20.20 |
| 23381 - Ground Support Equipment Servicer | 17.37 |
| 23382 - Ground Support Equipment Worker | 18.40 |
| 23391 - Gunsmith I | 14.03 |
| 23392 - Gunsmith II | 16.03 |
| 23393 - Gunsmith III | 18.13 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.45 |
| 23411 - Heating, Ventilation And Air Contditiioning Mechanic (Research Facility) | 20.94 |
| 23430 - Heavy Equipment Mechanic | 19.14 |
| 23440 - Heavy Equipment Operator | 18.44 |
| 23460 - Instrument Mechanic | 18.13 |
| 23465 - Laboratory/Shelter Mechanic | 17.10 |
| 23470 - Laborer | 13.72 |

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| 23510 - Locksmith | 17.73 |
| 23530 - Machinery Maintenance Mechanic | 18.39 |
| 23550 - Machinist, Maintenance | 17.41 |
| 23580 - Maintenance Trades Helper | 13.16 |
| 23591 - Metrology Technician I | 18.13 |
| 23592 - Metrology Technician II | 19.13 |
| 23593 - Metrology Technician III | 20.96 |
| 23640 - Millwright | 18.13 |
| 23710 - Office Appliance Repairer | 17.16 |
| 23760 - Painter, Maintenance | 15.60 |
| 23790 - Pipefitter, Maintenance | 26.04 |
| 23810 - Plumber, Maintenance | 23.07 |
| 23820 - Pneudraulic Systems Mechanic | 18.13 |
| 23850 - Rigger | 18.08 |
| 23870 - Scale Mechanic | 16.03 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.08 |
| 23910 - Small Engine Mechanic | 15.87 |
| 23931 - Telecommunications Mechanic I | 23.03 |
| 23932 - Telecommunications Mechanic II | 24.36 |
| 23950 - Telephone Lineman | 20.25 |
| 23960 - Welder, Combination, Maintenance | 15.92 |
| 23965 - Well Driller | 18.13 |
| 23970 - Woodcraft Worker | 18.13 |
| 23980 - Woodworker | 13.99 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.35 |
| 24580 - Child Care Center Clerk | 13.26 |
| 24610 - Chore Aide | 9.71 |
| 24620 - Family Readiness And Support Services Coordinator | 12.12 |
| 24630 - Homemaker | 15.27 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.08 |
| 25040 - Sewage Plant Operator | 17.46 |
| 25070 - Stationary Engineer | 18.08 |
| 25190 - Ventilation Equipment Tender | 13.05 |
| 25210 - Water Treatment Plant Operator | 17.46 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.33 |
| 27007 - Baggage Inspector | 11.29 |
| 27008 - Corrections Officer | 18.04 |
| 27010 - Court Security Officer | 17.21 |
| 27030 - Detection Dog Handler | 16.84 |
| 27040 - Detention Officer | 18.04 |
| 27070 - Firefighter | 17.21 |
| 27101 - Guard I | 11.29 |
| 27102 - Guard II | 16.84 |
| 27131 - Police Officer I | 18.60 |
| 27132 - Police Officer II | 20.68 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.98 |
| 28042 - Carnival Equipment Repairer | 11.67 |
| 28043 - Carnival Equipment Worker | 9.35 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 10.83 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |
| 28515 - Recreation Specialist | 16.84 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 17.18 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.60 |
| 29020 - Hatch Tender | 17.60 |

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| 29030 - Line Handler | 17.60 |
| 29041 - Stevedore I | 17.71 |
| 29042 - Stevedore II | 19.43 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.43 |
| 30022 - Archeological Technician II | 18.31 |
| 30023 - Archeological Technician III | 22.93 |
| 30030 - Cartographic Technician | 22.93 |
| 30040 - Civil Engineering Technician | 19.46 |
| 30061 - Drafter/CAD Operator I | 15.43 |
| 30062 - Drafter/CAD Operator II | 18.51 |
| 30063 - Drafter/CAD Operator III | 20.64 |
| 30064 - Drafter/CAD Operator IV | 25.40 |
| 30081 - Engineering Technician I | 13.62 |
| 30082 - Engineering Technician II | 15.82 |
| 30083 - Engineering Technician III | 20.33 |
| 30084 - Engineering Technician IV | 25.19 |
| 30085 - Engineering Technician V | 30.82 |
| 30086 - Engineering Technician VI | 37.29 |
| 30090 - Environmental Technician | 22.93 |
| 30210 - Laboratory Technician | 20.64 |
| 30240 - Mathematical Technician | 22.93 |
| 30361 - Paralegal/Legal Assistant I | 16.32 |
| 30362 - Paralegal/Legal Assistant II | 19.97 |
| 30363 - Paralegal/Legal Assistant III | 24.73 |
| 30364 - Paralegal/Legal Assistant IV | 29.93 |
| 30390 - Photo-Optics Technician | 22.93 |
| 30461 - Technical Writer I | 21.40 |
| 30462 - Technical Writer II | 26.16 |
| 30463 - Technical Writer III | 31.93 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 20.64 |
| 30621 - Weather Observer, Senior (see 2) | 22.18 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.10 |
| 31030 - Bus Driver | 16.53 |
| 31043 - Driver Courier | 14.29 |
| 31260 - Parking and Lot Attendant | 10.99 |
| 31290 - Shuttle Bus Driver | 15.41 |
| 31310 - Taxi Driver | 10.46 |
| 31361 - Truckdriver, Light | 15.41 |
| 31362 - Truckdriver, Medium | 16.89 |
| 31363 - Truckdriver, Heavy | 20.23 |
| 31364 - Truckdriver, Tractor-Trailer | 20.23 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.09 |
| 99050 - Desk Clerk | 9.25 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 8.51 |
| 99252 - Laboratory Animal Caretaker II | 9.17 |
| 99310 - Mortician | 22.02 |
| 99410 - Pest Controller | 13.21 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.44 |
| 99711 - Recycling Specialist | 15.38 |

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| 99730 - Refuse Collector | 12.22 |
| 99810 - Sales Clerk | 12.63 |
| 99820 - School Crossing Guard | 11.72 |
| 99830 - Survey Party Chief | 16.31 |
| 99831 - Surveying Aide | 9.44 |
| 99832 - Surveying Technician | 15.62 |
| 99840 - Vending Machine Attendant | 10.35 |
| 99841 - Vending Machine Repairer | 13.22 |
| 99842 - Vending Machine Repairer Helper | 10.96 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in

those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2317
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Montana

Area: Montana Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.83 |
| 01012 - Accounting Clerk II | | 14.40 |
| 01013 - Accounting Clerk III | | 16.11 |
| 01020 - Administrative Assistant | | 16.87 |
| 01040 - Court Reporter | | 16.65 |
| 01051 - Data Entry Operator I | | 10.84 |
| 01052 - Data Entry Operator II | | 11.83 |
| 01060 - Dispatcher, Motor Vehicle | | 16.63 |
| 01070 - Document Preparation Clerk | | 12.32 |
| 01090 - Duplicating Machine Operator | | 12.32 |
| 01111 - General Clerk I | | 10.43 |
| 01112 - General Clerk II | | 11.38 |
| 01113 - General Clerk III | | 12.77 |
| 01120 - Housing Referral Assistant | | 15.91 |
| 01141 - Messenger Courier | | 10.55 |
| 01191 - Order Clerk I | | 11.91 |
| 01192 - Order Clerk II | | 13.00 |
| 01261 - Personnel Assistant (Employment) I | | 13.69 |
| 01262 - Personnel Assistant (Employment) II | | 15.31 |
| 01263 - Personnel Assistant (Employment) III | | 17.08 |
| 01270 - Production Control Clerk | | 19.04 |
| 01280 - Receptionist | | 10.95 |
| 01290 - Rental Clerk | | 10.31 |
| 01300 - Scheduler, Maintenance | | 11.98 |
| 01311 - Secretary I | | 11.98 |
| 01312 - Secretary II | | 13.40 |
| 01313 - Secretary III | | 15.91 |
| 01320 - Service Order Dispatcher | | 15.82 |
| 01410 - Supply Technician | | 16.87 |
| 01420 - Survey Worker | | 13.27 |
| 01531 - Travel Clerk I | | 11.66 |
| 01532 - Travel Clerk II | | 12.50 |
| 01533 - Travel Clerk III | | 13.31 |
| 01611 - Word Processor I | | 11.82 |
| 01612 - Word Processor II | | 13.27 |
| 01613 - Word Processor III | | 14.84 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 16.97 |
| 05010 - Automotive Electrician | | 16.06 |
| 05040 - Automotive Glass Installer | | 15.17 |
| 05070 - Automotive Worker | | 15.17 |
| 05110 - Mobile Equipment Servicer | | 13.53 |
| 05130 - Motor Equipment Metal Mechanic | | 16.97 |
| 05160 - Motor Equipment Metal Worker | | 15.17 |
| 05190 - Motor Vehicle Mechanic | | 16.97 |
| 05220 - Motor Vehicle Mechanic Helper | | 12.78 |
| 05250 - Motor Vehicle Upholstery Worker | | 14.30 |
| 05280 - Motor Vehicle Wrecker | | 15.17 |
| 05310 - Painter, Automotive | | 16.06 |
| 05340 - Radiator Repair Specialist | | 15.17 |
| 05370 - Tire Repairer | | 12.99 |
| 05400 - Transmission Repair Specialist | | 16.97 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 11.11 |
| 07041 - Cook I | | 10.09 |
| 07042 - Cook II | | 11.65 |
| 07070 - Dishwasher | | 7.96 |
| 07130 - Food Service Worker | | 8.86 |
| 07210 - Meat Cutter | | 12.85 |
| 07260 - Waiter/Waitress | | 8.07 |

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| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.96 |
| 09040 - Furniture Handler | 11.23 |
| 09080 - Furniture Refinisher | 15.96 |
| 09090 - Furniture Refinisher Helper | 12.70 |
| 09110 - Furniture Repairer, Minor | 14.21 |
| 09130 - Upholsterer | 15.96 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.97 |
| 11060 - Elevator Operator | 10.58 |
| 11090 - Gardener | 13.74 |
| 11122 - Housekeeping Aide | 10.58 |
| 11150 - Janitor | 10.58 |
| 11210 - Laborer, Grounds Maintenance | 11.50 |
| 11240 - Maid or Houseman | 8.68 |
| 11260 - Pruner | 10.29 |
| 11270 - Tractor Operator | 13.64 |
| 11330 - Trail Maintenance Worker | 11.50 |
| 11360 - Window Cleaner | 11.82 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 12.02 |
| 12011 - Breath Alcohol Technician | 14.61 |
| 12012 - Certified Occupational Therapist Assistant | 16.95 |
| 12015 - Certified Physical Therapist Assistant | 17.30 |
| 12020 - Dental Assistant | 14.77 |
| 12025 - Dental Hygienist | 31.69 |
| 12030 - EKG Technician | 22.99 |
| 12035 - Electroneurodiagnostic Technologist | 22.99 |
| 12040 - Emergency Medical Technician | 12.45 |
| 12071 - Licensed Practical Nurse I | 13.06 |
| 12072 - Licensed Practical Nurse II | 14.61 |
| 12073 - Licensed Practical Nurse III | 16.30 |
| 12100 - Medical Assistant | 13.12 |
| 12130 - Medical Laboratory Technician | 18.21 |
| 12160 - Medical Record Clerk | 12.98 |
| 12190 - Medical Record Technician | 14.52 |
| 12195 - Medical Transcriptionist | 14.63 |
| 12210 - Nuclear Medicine Technologist | 30.19 |
| 12221 - Nursing Assistant I | 10.54 |
| 12222 - Nursing Assistant II | 11.85 |
| 12223 - Nursing Assistant III | 12.93 |
| 12224 - Nursing Assistant IV | 14.51 |
| 12235 - Optical Dispenser | 12.45 |
| 12236 - Optical Technician | 12.76 |
| 12250 - Pharmacy Technician | 13.78 |
| 12280 - Phlebotomist | 13.87 |
| 12305 - Radiologic Technologist | 24.21 |
| 12311 - Registered Nurse I | 21.64 |
| 12312 - Registered Nurse II | 26.47 |
| 12313 - Registered Nurse II, Specialist | 26.47 |
| 12314 - Registered Nurse III | 32.02 |
| 12315 - Registered Nurse III, Anesthetist | 32.02 |
| 12316 - Registered Nurse IV | 38.38 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.11 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 15.39 |
| 13012 - Exhibits Specialist II | 19.07 |
| 13013 - Exhibits Specialist III | 23.33 |
| 13041 - Illustrator I | 16.93 |
| 13042 - Illustrator II | 20.98 |
| 13043 - Illustrator III | 24.94 |
| 13047 - Librarian | 19.26 |
| 13050 - Library Aide/Clerk | 10.31 |

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| 13054 - Library Information Technology Systems Administrator | 18.76 |
| 13058 - Library Technician | 12.55 |
| 13061 - Media Specialist I | 12.70 |
| 13062 - Media Specialist II | 14.03 |
| 13063 - Media Specialist III | 15.66 |
| 13071 - Photographer I | 15.46 |
| 13072 - Photographer II | 17.98 |
| 13073 - Photographer III | 22.28 |
| 13074 - Photographer IV | 26.63 |
| 13075 - Photographer V | 32.98 |
| 13110 - Video Teleconference Technician | 13.61 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 12.91 |
| 14042 - Computer Operator II | 14.44 |
| 14043 - Computer Operator III | 16.10 |
| 14044 - Computer Operator IV | 17.93 |
| 14045 - Computer Operator V | 19.82 |
| 14071 - Computer Programmer I | (see 1) 21.01 |
| 14072 - Computer Programmer II | (see 1) 26.04 |
| 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 | 12.72 |
| 14160 - Personal Computer Support Technician | 17.07 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.19 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.31 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.49 |
| 15050 - Computer Based Training Specialist / Instructor | 29.19 |
| 15060 - Educational Technologist | 20.72 |
| 15070 - Flight Instructor (Pilot) | 41.49 |
| 15080 - Graphic Artist | 18.83 |
| 15090 - Technical Instructor | 16.45 |
| 15095 - Technical Instructor/Course Developer | 20.12 |
| 15110 - Test Proctor | 13.27 |
| 15120 - Tutor | 13.27 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.23 |
| 16030 - Counter Attendant | 8.23 |
| 16040 - Dry Cleaner | 10.12 |
| 16070 - Finisher, Flatwork, Machine | 8.23 |
| 16090 - Presser, Hand | 8.23 |
| 16110 - Presser, Machine, Drycleaning | 8.23 |
| 16130 - Presser, Machine, Shirts | 8.23 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.23 |
| 16190 - Sewing Machine Operator | 10.80 |
| 16220 - Tailor | 11.49 |
| 16250 - Washer, Machine | 8.77 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.63 |
| 19040 - Tool And Die Maker | 23.01 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.91 |
| 21030 - Material Coordinator | 19.94 |
| 21040 - Material Expediter | 19.94 |
| 21050 - Material Handling Laborer | 14.36 |
| 21071 - Order Filler | 13.39 |
| 21080 - Production Line Worker (Food Processing) | 14.91 |
| 21110 - Shipping Packer | 13.26 |
| 21130 - Shipping/Receiving Clerk | 13.26 |

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| 21140 - Store Worker I | 11.32 |
| 21150 - Stock Clerk | 15.86 |
| 21210 - Tools And Parts Attendant | 14.91 |
| 21410 - Warehouse Specialist | 14.91 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.77 |
| 23021 - Aircraft Mechanic I | 22.52 |
| 23022 - Aircraft Mechanic II | 23.77 |
| 23023 - Aircraft Mechanic III | 25.14 |
| 23040 - Aircraft Mechanic Helper | 17.57 |
| 23050 - Aircraft, Painter | 21.76 |
| 23060 - Aircraft Servicer | 19.21 |
| 23080 - Aircraft Worker | 20.12 |
| 23110 - Appliance Mechanic | 17.56 |
| 23120 - Bicycle Repairer | 12.99 |
| 23125 - Cable Splicer | 29.51 |
| 23130 - Carpenter, Maintenance | 16.62 |
| 23140 - Carpet Layer | 23.17 |
| 23160 - Electrician, Maintenance | 23.13 |
| 23181 - Electronics Technician Maintenance I | 20.10 |
| 23182 - Electronics Technician Maintenance II | 23.77 |
| 23183 - Electronics Technician Maintenance III | 25.38 |
| 23260 - Fabric Worker | 17.74 |
| 23290 - Fire Alarm System Mechanic | 19.48 |
| 23310 - Fire Extinguisher Repairer | 16.46 |
| 23311 - Fuel Distribution System Mechanic | 22.45 |
| 23312 - Fuel Distribution System Operator | 18.71 |
| 23370 - General Maintenance Worker | 16.68 |
| 23380 - Ground Support Equipment Mechanic | 22.52 |
| 23381 - Ground Support Equipment Servicer | 18.67 |
| 23382 - Ground Support Equipment Worker | 19.88 |
| 23391 - Gunsmith I | 16.46 |
| 23392 - Gunsmith II | 19.00 |
| 23393 - Gunsmith III | 21.80 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.06 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.06 |
| 23430 - Heavy Equipment Mechanic | 20.06 |
| 23440 - Heavy Equipment Operator | 19.96 |
| 23460 - Instrument Mechanic | 21.68 |
| 23465 - Laboratory/Shelter Mechanic | 20.42 |
| 23470 - Laborer | 11.88 |
| 23510 - Locksmith | 17.12 |
| 23530 - Machinery Maintenance Mechanic | 22.53 |
| 23550 - Machinist, Maintenance | 17.62 |
| 23580 - Maintenance Trades Helper | 13.80 |
| 23591 - Metrology Technician I | 21.68 |
| 23592 - Metrology Technician II | 22.88 |
| 23593 - Metrology Technician III | 24.20 |
| 23640 - Millwright | 20.67 |
| 23710 - Office Appliance Repairer | 18.45 |
| 23760 - Painter, Maintenance | 19.96 |
| 23790 - Pipefitter, Maintenance | 22.26 |
| 23810 - Plumber, Maintenance | 18.37 |
| 23820 - Pneudraulic Systems Mechanic | 21.80 |
| 23850 - Rigger | 21.80 |
| 23870 - Scale Mechanic | 19.00 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.53 |
| 23910 - Small Engine Mechanic | 15.82 |
| 23931 - Telecommunications Mechanic I | 23.70 |
| 23932 - Telecommunications Mechanic II | 25.02 |
| 23950 - Telephone Lineman | 22.32 |

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| 23960 - Welder, Combination, Maintenance | 20.41 |
| 23965 - Well Driller | 20.96 |
| 23970 - Woodcraft Worker | 21.80 |
| 23980 - Woodworker | 15.13 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.59 |
| 24580 - Child Care Center Clerk | 11.40 |
| 24610 - Chore Aide | 9.54 |
| 24620 - Family Readiness And Support Services Coordinator | 11.87 |
| 24630 - Homemaker | 13.26 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.45 |
| 25040 - Sewage Plant Operator | 18.95 |
| 25070 - Stationary Engineer | 22.45 |
| 25190 - Ventilation Equipment Tender | 15.60 |
| 25210 - Water Treatment Plant Operator | 18.62 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.68 |
| 27007 - Baggage Inspector | 11.20 |
| 27008 - Corrections Officer | 18.00 |
| 27010 - Court Security Officer | 19.14 |
| 27030 - Detection Dog Handler | 13.28 |
| 27040 - Detention Officer | 18.00 |
| 27070 - Firefighter | 19.79 |
| 27101 - Guard I | 11.20 |
| 27102 - Guard II | 13.28 |
| 27131 - Police Officer I | 21.39 |
| 27132 - Police Officer II | 22.13 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.99 |
| 28042 - Carnival Equipment Repairer | 12.05 |
| 28043 - Carnival Equipment Worker | 9.16 |
| 28210 - Gate Attendant/Gate Tender | 13.98 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 15.64 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.42 |
| 28515 - Recreation Specialist | 12.69 |
| 28630 - Sports Official | 12.46 |
| 28690 - Swimming Pool Operator | 15.55 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.31 |
| 29020 - Hatch Tender | 19.31 |
| 29030 - Line Handler | 19.31 |
| 29041 - Stevedore I | 18.93 |
| 29042 - Stevedore II | 21.26 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.19 |
| 30022 - Archeological Technician II | 18.62 |
| 30023 - Archeological Technician III | 22.43 |
| 30030 - Cartographic Technician | 22.86 |
| 30040 - Civil Engineering Technician | 19.24 |
| 30061 - Drafter/CAD Operator I | 16.19 |
| 30062 - Drafter/CAD Operator II | 18.44 |
| 30063 - Drafter/CAD Operator III | 20.47 |
| 30064 - Drafter/CAD Operator IV | 24.86 |
| 30081 - Engineering Technician I | 12.90 |
| 30082 - Engineering Technician II | 15.44 |
| 30083 - Engineering Technician III | 17.27 |
| 30084 - Engineering Technician IV | 21.41 |

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| 30085 - Engineering Technician V | 26.19 |
| 30086 - Engineering Technician VI | 31.68 |
| 30090 - Environmental Technician | 16.38 |
| 30210 - Laboratory Technician | 17.46 |
| 30240 - Mathematical Technician | 21.60 |
| 30361 - Paralegal/Legal Assistant I | 14.34 |
| 30362 - Paralegal/Legal Assistant II | 17.77 |
| 30363 - Paralegal/Legal Assistant III | 21.74 |
| 30364 - Paralegal/Legal Assistant IV | 25.66 |
| 30390 - Photo-Optics Technician | 21.89 |
| 30461 - Technical Writer I | 18.37 |
| 30462 - Technical Writer II | 22.46 |
| 30463 - Technical Writer III | 27.18 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 19.69 |
| 30621 - Weather Observer, Senior | (see 2) 21.60 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.08 |
| 31030 - Bus Driver | 15.15 |
| 31043 - Driver Courier | 11.78 |
| 31260 - Parking and Lot Attendant | 9.06 |
| 31290 - Shuttle Bus Driver | 12.80 |
| 31310 - Taxi Driver | 9.75 |
| 31361 - Truckdriver, Light | 12.80 |
| 31362 - Truckdriver, Medium | 18.56 |
| 31363 - Truckdriver, Heavy | 17.79 |
| 31364 - Truckdriver, Tractor-Trailer | 17.79 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.82 |
| 99050 - Desk Clerk | 8.60 |
| 99095 - Embalmer | 23.62 |
| 99251 - Laboratory Animal Caretaker I | 9.85 |
| 99252 - Laboratory Animal Caretaker II | 10.70 |
| 99310 - Mortician | 23.62 |
| 99410 - Pest Controller | 13.90 |
| 99510 - Photofinishing Worker | 12.97 |
| 99710 - Recycling Laborer | 13.96 |
| 99711 - Recycling Specialist | 17.95 |
| 99730 - Refuse Collector | 13.26 |
| 99810 - Sales Clerk | 11.90 |
| 99820 - School Crossing Guard | 11.12 |
| 99830 - Survey Party Chief | 20.39 |
| 99831 - Surveying Aide | 12.66 |
| 99832 - Surveying Technician | 17.22 |
| 99840 - Vending Machine Attendant | 12.12 |
| 99841 - Vending Machine Repairer | 14.38 |
| 99842 - Vending Machine Repairer Helper | 12.12 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract
Page 2180

(either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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| | | WDS_Revision_Received_10.9.2014 |
| THE SERVICE CONTRACT ACT | | EMPLOYMENT STANDARDS ADMINISTRATION |
| By direction of the Secretary of Labor | | WAGE AND HOUR DIVISION |
| | | WASHINGTON D.C. 20210 |
| | | |
| Diane C. Koplewski | Division of | Wage Determination No.: 2005-2318 |
| Director | Wage Determinations | Revision No.: 15 |
| | | Date Of Last Revision: 07/25/2014 |

State: Montana

Area: Montana Statewide

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.83 |
| 01012 - Accounting Clerk II | | 14.40 |
| 01013 - Accounting Clerk III | | 16.11 |
| 01020 - Administrative Assistant | | 16.87 |
| 01040 - Court Reporter | | 16.65 |
| 01051 - Data Entry Operator I | | 10.84 |
| 01052 - Data Entry Operator II | | 11.83 |
| 01060 - Dispatcher, Motor Vehicle | | 16.63 |
| 01070 - Document Preparation Clerk | | 12.32 |
| 01090 - Duplicating Machine Operator | | 12.32 |
| 01111 - General Clerk I | | 10.43 |
| 01112 - General Clerk II | | 11.38 |
| 01113 - General Clerk III | | 12.77 |
| 01120 - Housing Referral Assistant | | 15.91 |
| 01141 - Messenger Courier | | 10.55 |
| 01191 - Order Clerk I | | 11.91 |
| 01192 - Order Clerk II | | 13.00 |
| 01261 - Personnel Assistant (Employment) I | | 13.69 |
| 01262 - Personnel Assistant (Employment) II | | 15.31 |
| 01263 - Personnel Assistant (Employment) III | | 17.08 |
| 01270 - Production Control Clerk | | 19.04 |
| 01280 - Receptionist | | 10.95 |
| 01290 - Rental Clerk | | 10.31 |
| 01300 - Scheduler, Maintenance | | 11.98 |
| 01311 - Secretary I | | 11.98 |
| 01312 - Secretary II | | 13.40 |
| 01313 - Secretary III | | 15.91 |
| 01320 - Service Order Dispatcher | | 15.82 |
| 01410 - Supply Technician | | 16.87 |
| 01420 - Survey Worker | | 13.27 |
| 01531 - Travel Clerk I | | 11.66 |
| 01532 - Travel Clerk II | | 12.50 |
| 01533 - Travel Clerk III | | 13.31 |
| 01611 - Word Processor I | | 11.82 |
| 01612 - Word Processor II | | 13.27 |
| 01613 - Word Processor III | | 14.84 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 16.97 |
| 05010 - Automotive Electrician | | 16.06 |
| 05040 - Automotive Glass Installer | | 15.17 |
| 05070 - Automotive Worker | | 15.17 |
| 05110 - Mobile Equipment Servicer | | 13.53 |
| 05130 - Motor Equipment Metal Mechanic | | 16.97 |

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| 05160 - Motor Equipment Metal Worker | 15.17 |
| 05190 - Motor Vehicle Mechanic | 16.97 |
| 05220 - Motor Vehicle Mechanic Helper | 12.78 |
| 05250 - Motor Vehicle Upholstery Worker | 14.30 |
| 05280 - Motor Vehicle Wrecker | 15.17 |
| 05310 - Painter, Automotive | 16.06 |
| 05340 - Radiator Repair Specialist | 15.17 |
| 05370 - Tire Repairer | 12.99 |
| 05400 - Transmission Repair Specialist | 16.97 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.11 |
| 07041 - Cook I | 10.09 |
| 07042 - Cook II | 11.65 |
| 07070 - Dishwasher | 7.96 |
| 07130 - Food Service Worker | 8.86 |
| 07210 - Meat Cutter | 12.85 |
| 07260 - Waiter/Waitress | 8.07 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.96 |
| 09040 - Furniture Handler | 11.23 |
| 09080 - Furniture Refinisher | 15.96 |
| 09090 - Furniture Refinisher Helper | 12.70 |
| 09110 - Furniture Repairer, Minor | 14.21 |
| 09130 - Upholsterer | 15.96 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.97 |
| 11060 - Elevator Operator | 10.58 |
| 11090 - Gardener | 13.74 |
| 11122 - Housekeeping Aide | 10.58 |
| 11150 - Janitor | 10.58 |
| 11210 - Laborer, Grounds Maintenance | 11.50 |
| 11240 - Maid or Houseman | 8.68 |
| 11260 - Pruner | 10.29 |
| 11270 - Tractor Operator | 13.64 |
| 11330 - Trail Maintenance Worker | 11.50 |
| 11360 - Window Cleaner | 11.82 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 12.02 |
| 12011 - Breath Alcohol Technician | 14.61 |
| 12012 - Certified Occupational Therapist Assistant | 16.95 |
| 12015 - Certified Physical Therapist Assistant | 17.30 |
| 12020 - Dental Assistant | 14.77 |
| 12025 - Dental Hygienist | 31.69 |
| 12030 - EKG Technician | 22.99 |
| 12035 - Electroneurodiagnostic Technologist | 22.99 |
| 12040 - Emergency Medical Technician | 12.45 |
| 12071 - Licensed Practical Nurse I | 13.06 |
| 12072 - Licensed Practical Nurse II | 14.61 |
| 12073 - Licensed Practical Nurse III | 16.30 |
| 12100 - Medical Assistant | 13.12 |
| 12130 - Medical Laboratory Technician | 18.21 |
| 12160 - Medical Record Clerk | 12.98 |
| 12190 - Medical Record Technician | 14.52 |
| 12195 - Medical Transcriptionist | 14.63 |
| 12210 - Nuclear Medicine Technologist | 30.19 |
| 12221 - Nursing Assistant I | 10.54 |
| 12222 - Nursing Assistant II | 11.85 |
| 12223 - Nursing Assistant III | 12.93 |
| 12224 - Nursing Assistant IV | 14.51 |
| 12235 - Optical Dispenser | 12.45 |
| 12236 - Optical Technician | 12.76 |
| 12250 - Pharmacy Technician | 13.78 |
| 12280 - Phlebotomist | 13.87 |

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|---|---------------|
| 12305 - Radiologic Technologist | 24.21 |
| 12311 - Registered Nurse I | 21.64 |
| 12312 - Registered Nurse II | 26.47 |
| 12313 - Registered Nurse II, Specialist | 26.47 |
| 12314 - Registered Nurse III | 32.02 |
| 12315 - Registered Nurse III, Anesthetist | 32.02 |
| 12316 - Registered Nurse IV | 38.38 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.11 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 15.39 |
| 13012 - Exhibits Specialist II | 19.07 |
| 13013 - Exhibits Specialist III | 23.33 |
| 13041 - Illustrator I | 16.93 |
| 13042 - Illustrator II | 20.98 |
| 13043 - Illustrator III | 24.94 |
| 13047 - Librarian | 19.26 |
| 13050 - Library Aide/Clerk | 10.31 |
| 13054 - Library Information Technology Systems Administrator | 18.76 |
| 13058 - Library Technician | 12.55 |
| 13061 - Media Specialist I | 12.70 |
| 13062 - Media Specialist II | 14.03 |
| 13063 - Media Specialist III | 15.66 |
| 13071 - Photographer I | 15.46 |
| 13072 - Photographer II | 17.98 |
| 13073 - Photographer III | 22.28 |
| 13074 - Photographer IV | 26.63 |
| 13075 - Photographer V | 32.98 |
| 13110 - Video Teleconference Technician | 13.61 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 12.91 |
| 14042 - Computer Operator II | 14.44 |
| 14043 - Computer Operator III | 16.10 |
| 14044 - Computer Operator IV | 17.93 |
| 14045 - Computer Operator V | 19.82 |
| 14071 - Computer Programmer I | (see 1) 21.01 |
| 14072 - Computer Programmer II | (see 1) 26.04 |
| 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 | 12.72 |
| 14160 - Personal Computer Support Technician | 17.07 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.19 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.31 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.49 |
| 15050 - Computer Based Training Specialist / Instructor | 29.19 |
| 15060 - Educational Technologist | 20.72 |
| 15070 - Flight Instructor (Pilot) | 41.49 |
| 15080 - Graphic Artist | 18.83 |
| 15090 - Technical Instructor | 16.45 |
| 15095 - Technical Instructor/Course Developer | 20.12 |
| 15110 - Test Proctor | 13.27 |
| 15120 - Tutor | 13.27 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.23 |
| 16030 - Counter Attendant | 8.23 |
| 16040 - Dry Cleaner | 10.12 |
| 16070 - Finisher, Flatwork, Machine | 8.23 |
| 16090 - Presser, Hand | 8.23 |
| 16110 - Presser, Machine, Drycleaning | 8.23 |

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| 16130 - Presser, Machine, Shirts | 8.23 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.23 |
| 16190 - Sewing Machine Operator | 10.80 |
| 16220 - Tailor | 11.49 |
| 16250 - Washer, Machine | 8.77 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.63 |
| 19040 - Tool And Die Maker | 23.01 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.91 |
| 21030 - Material Coordinator | 19.94 |
| 21040 - Material Expediter | 19.94 |
| 21050 - Material Handling Laborer | 14.36 |
| 21071 - Order Filler | 13.39 |
| 21080 - Production Line Worker (Food Processing) | 14.91 |
| 21110 - Shipping Packer | 13.26 |
| 21130 - Shipping/Receiving Clerk | 13.26 |
| 21140 - Store Worker I | 11.32 |
| 21150 - Stock Clerk | 15.86 |
| 21210 - Tools And Parts Attendant | 14.91 |
| 21410 - Warehouse Specialist | 14.91 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.77 |
| 23021 - Aircraft Mechanic I | 22.52 |
| 23022 - Aircraft Mechanic II | 23.77 |
| 23023 - Aircraft Mechanic III | 25.14 |
| 23040 - Aircraft Mechanic Helper | 17.57 |
| 23050 - Aircraft, Painter | 21.76 |
| 23060 - Aircraft Servicer | 19.21 |
| 23080 - Aircraft Worker | 20.12 |
| 23110 - Appliance Mechanic | 17.56 |
| 23120 - Bicycle Repairer | 12.99 |
| 23125 - Cable Splicer | 29.51 |
| 23130 - Carpenter, Maintenance | 16.62 |
| 23140 - Carpet Layer | 23.17 |
| 23160 - Electrician, Maintenance | 23.13 |
| 23181 - Electronics Technician Maintenance I | 20.10 |
| 23182 - Electronics Technician Maintenance II | 23.77 |
| 23183 - Electronics Technician Maintenance III | 25.38 |
| 23260 - Fabric Worker | 17.74 |
| 23290 - Fire Alarm System Mechanic | 19.48 |
| 23310 - Fire Extinguisher Repairer | 16.46 |
| 23311 - Fuel Distribution System Mechanic | 22.45 |
| 23312 - Fuel Distribution System Operator | 18.71 |
| 23370 - General Maintenance Worker | 16.68 |
| 23380 - Ground Support Equipment Mechanic | 22.52 |
| 23381 - Ground Support Equipment Servicer | 18.67 |
| 23382 - Ground Support Equipment Worker | 19.88 |
| 23391 - Gunsmith I | 16.46 |
| 23392 - Gunsmith II | 19.00 |
| 23393 - Gunsmith III | 21.80 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.06 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.06 |
| 23430 - Heavy Equipment Mechanic | 20.06 |
| 23440 - Heavy Equipment Operator | 19.96 |
| 23460 - Instrument Mechanic | 21.68 |
| 23465 - Laboratory/Shelter Mechanic | 20.42 |
| 23470 - Laborer | 11.88 |
| 23510 - Locksmith | 17.12 |
| 23530 - Machinery Maintenance Mechanic | 22.53 |
| 23550 - Machinist, Maintenance | 17.62 |

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| 23580 - Maintenance Trades Helper | 13.80 |
| 23591 - Metrology Technician I | 21.68 |
| 23592 - Metrology Technician II | 22.88 |
| 23593 - Metrology Technician III | 24.20 |
| 23640 - Millwright | 20.67 |
| 23710 - Office Appliance Repairer | 18.45 |
| 23760 - Painter, Maintenance | 19.96 |
| 23790 - Pipefitter, Maintenance | 22.26 |
| 23810 - Plumber, Maintenance | 18.37 |
| 23820 - Pneudraulic Systems Mechanic | 21.80 |
| 23850 - Rigger | 21.80 |
| 23870 - Scale Mechanic | 19.00 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.53 |
| 23910 - Small Engine Mechanic | 15.82 |
| 23931 - Telecommunications Mechanic I | 23.70 |
| 23932 - Telecommunications Mechanic II | 25.02 |
| 23950 - Telephone Lineman | 22.32 |
| 23960 - Welder, Combination, Maintenance | 20.41 |
| 23965 - Well Driller | 20.96 |
| 23970 - Woodcraft Worker | 21.80 |
| 23980 - Woodworker | 15.13 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.59 |
| 24580 - Child Care Center Clerk | 11.40 |
| 24610 - Chore Aide | 9.54 |
| 24620 - Family Readiness And Support Services Coordinator | 11.87 |
| 24630 - Homemaker | 13.26 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.45 |
| 25040 - Sewage Plant Operator | 18.95 |
| 25070 - Stationary Engineer | 22.45 |
| 25190 - Ventilation Equipment Tender | 15.60 |
| 25210 - Water Treatment Plant Operator | 18.62 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.68 |
| 27007 - Baggage Inspector | 11.20 |
| 27008 - Corrections Officer | 18.00 |
| 27010 - Court Security Officer | 19.14 |
| 27030 - Detection Dog Handler | 13.28 |
| 27040 - Detention Officer | 18.00 |
| 27070 - Firefighter | 19.79 |
| 27101 - Guard I | 11.20 |
| 27102 - Guard II | 13.28 |
| 27131 - Police Officer I | 21.39 |
| 27132 - Police Officer II | 22.13 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.99 |
| 28042 - Carnival Equipment Repairer | 12.05 |
| 28043 - Carnival Equipment Worker | 9.16 |
| 28210 - Gate Attendant/Gate Tender | 13.98 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 15.64 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.42 |
| 28515 - Recreation Specialist | 12.69 |
| 28630 - Sports Official | 12.46 |
| 28690 - Swimming Pool Operator | 15.55 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.31 |
| 29020 - Hatch Tender | 19.31 |
| 29030 - Line Handler | 19.31 |
| 29041 - Stevedore I | 18.93 |
| 29042 - Stevedore II | 21.26 |

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| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.19 |
| 30022 - Archeological Technician II | 18.62 |
| 30023 - Archeological Technician III | 22.43 |
| 30030 - Cartographic Technician | 22.86 |
| 30040 - Civil Engineering Technician | 19.24 |
| 30061 - Drafter/CAD Operator I | 16.19 |
| 30062 - Drafter/CAD Operator II | 18.44 |
| 30063 - Drafter/CAD Operator III | 20.47 |
| 30064 - Drafter/CAD Operator IV | 24.86 |
| 30081 - Engineering Technician I | 12.90 |
| 30082 - Engineering Technician II | 15.44 |
| 30083 - Engineering Technician III | 17.27 |
| 30084 - Engineering Technician IV | 21.41 |
| 30085 - Engineering Technician V | 26.19 |
| 30086 - Engineering Technician VI | 31.68 |
| 30090 - Environmental Technician | 16.38 |
| 30210 - Laboratory Technician | 17.46 |
| 30240 - Mathematical Technician | 21.60 |
| 30361 - Paralegal/Legal Assistant I | 14.34 |
| 30362 - Paralegal/Legal Assistant II | 17.77 |
| 30363 - Paralegal/Legal Assistant III | 21.74 |
| 30364 - Paralegal/Legal Assistant IV | 25.66 |
| 30390 - Photo-Optics Technician | 21.89 |
| 30461 - Technical Writer I | 18.37 |
| 30462 - Technical Writer II | 22.46 |
| 30463 - Technical Writer III | 27.18 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 19.69 |
| 30621 - Weather Observer, Senior (see 2) | 21.60 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.08 |
| 31030 - Bus Driver | 15.15 |
| 31043 - Driver Courier | 11.78 |
| 31260 - Parking and Lot Attendant | 9.06 |
| 31290 - Shuttle Bus Driver | 12.80 |
| 31310 - Taxi Driver | 9.75 |
| 31361 - Truckdriver, Light | 12.80 |
| 31362 - Truckdriver, Medium | 18.56 |
| 31363 - Truckdriver, Heavy | 17.79 |
| 31364 - Truckdriver, Tractor-Trailer | 17.79 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.82 |
| 99050 - Desk Clerk | 8.60 |
| 99095 - Embalmer | 23.62 |
| 99251 - Laboratory Animal Caretaker I | 9.85 |
| 99252 - Laboratory Animal Caretaker II | 10.70 |
| 99310 - Mortician | 23.62 |
| 99410 - Pest Controller | 13.90 |
| 99510 - Photofinishing Worker | 12.97 |
| 99710 - Recycling Laborer | 13.96 |
| 99711 - Recycling Specialist | 17.95 |
| 99730 - Refuse Collector | 13.26 |
| 99810 - Sales Clerk | 11.90 |
| 99820 - School Crossing Guard | 11.12 |

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|---|-------|
| 99830 - Survey Party Chief | 20.39 |
| 99831 - Surveying Aide | 12.66 |
| 99832 - Surveying Technician | 17.22 |
| 99840 - Vending Machine Attendant | 12.12 |
| 99841 - Vending Machine Repairer | 14.38 |
| 99842 - Vending Machine Repairer Helper | 12.12 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. Conformance 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2323
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Nebraska

Area: Nebraska Counties of Adams, Antelope, Arthur, Blaine, Boone, Boyd, Brown, Buffalo, Chase, Cherry, Clay, Custer, Dawson, Dundy, Fillmore, Franklin, Frontier, Furnas, Garfield, Gosper, Grant, Greeley, Hall, Hamilton, Harlan, Hayes, Hitchcock, Holt, Hooker, Howard, Jefferson, Kearney, Keith, Keya Paha, Knox, Lincoln, Logan, Loup, McPherson, Merrick, Nance, Nuckolls, Perkins, Phelps, Platte, Polk, Red Willow, Rock, Saline, Seward, Sherman, Thayer, Thomas, Valley, Webster, Wheeler, York

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.61 |
| 01012 - Accounting Clerk II | | 14.40 |
| 01013 - Accounting Clerk III | | 16.11 |
| 01020 - Administrative Assistant | | 19.65 |
| 01040 - Court Reporter | | 15.75 |
| 01051 - Data Entry Operator I | | 10.70 |
| 01052 - Data Entry Operator II | | 12.72 |
| 01060 - Dispatcher, Motor Vehicle | | 15.75 |
| 01070 - Document Preparation Clerk | | 12.04 |
| 01090 - Duplicating Machine Operator | | 12.04 |
| 01111 - General Clerk I | | 11.45 |
| 01112 - General Clerk II | | 12.59 |
| 01113 - General Clerk III | | 14.02 |
| 01120 - Housing Referral Assistant | | 17.77 |
| 01141 - Messenger Courier | | 10.46 |

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| 01191 - Order Clerk I | 10.41 |
| 01192 - Order Clerk II | 12.04 |
| 01261 - Personnel Assistant (Employment) I | 13.53 |
| 01262 - Personnel Assistant (Employment) II | 15.75 |
| 01263 - Personnel Assistant (Employment) III | 16.91 |
| 01270 - Production Control Clerk | 17.94 |
| 01280 - Receptionist | 13.41 |
| 01290 - Rental Clerk | 13.20 |
| 01300 - Scheduler, Maintenance | 14.24 |
| 01311 - Secretary I | 14.24 |
| 01312 - Secretary II | 15.93 |
| 01313 - Secretary III | 17.77 |
| 01320 - Service Order Dispatcher | 14.36 |
| 01410 - Supply Technician | 19.65 |
| 01420 - Survey Worker | 15.75 |
| 01531 - Travel Clerk I | 12.17 |
| 01532 - Travel Clerk II | 12.94 |
| 01533 - Travel Clerk III | 13.73 |
| 01611 - Word Processor I | 12.04 |
| 01612 - Word Processor II | 13.38 |
| 01613 - Word Processor III | 15.75 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.72 |
| 05010 - Automotive Electrician | 17.07 |
| 05040 - Automotive Glass Installer | 16.53 |
| 05070 - Automotive Worker | 16.53 |
| 05110 - Mobile Equipment Servicer | 15.40 |
| 05130 - Motor Equipment Metal Mechanic | 17.66 |
| 05160 - Motor Equipment Metal Worker | 16.53 |
| 05190 - Motor Vehicle Mechanic | 17.68 |
| 05220 - Motor Vehicle Mechanic Helper | 15.64 |
| 05250 - Motor Vehicle Upholstery Worker | 15.94 |
| 05280 - Motor Vehicle Wrecker | 16.53 |
| 05310 - Painter, Automotive | 17.07 |
| 05340 - Radiator Repair Specialist | 16.53 |
| 05370 - Tire Repairer | 11.41 |
| 05400 - Transmission Repair Specialist | 17.66 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.10 |
| 07041 - Cook I | 10.12 |
| 07042 - Cook II | 10.86 |
| 07070 - Dishwasher | 8.39 |
| 07130 - Food Service Worker | 8.85 |
| 07210 - Meat Cutter | 12.79 |
| 07260 - Waiter/Waitress | 8.81 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.52 |
| 09040 - Furniture Handler | 10.39 |
| 09080 - Furniture Refinisher | 14.52 |
| 09090 - Furniture Refinisher Helper | 11.92 |
| 09110 - Furniture Repairer, Minor | 13.46 |
| 09130 - Upholsterer | 14.40 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.57 |
| 11060 - Elevator Operator | 10.89 |
| 11090 - Gardener | 14.73 |
| 11122 - Housekeeping Aide | 11.55 |
| 11150 - Janitor | 11.55 |
| 11210 - Laborer, Grounds Maintenance | 12.28 |
| 11240 - Maid or Houseman | 8.57 |
| 11260 - Pruner | 11.30 |
| 11270 - Tractor Operator | 13.86 |
| 11330 - Trail Maintenance Worker | 12.28 |

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| 11360 - Window Cleaner | 12.41 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.67 |
| 12011 - Breath Alcohol Technician | 16.67 |
| 12012 - Certified Occupational Therapist Assistant | 19.16 |
| 12015 - Certified Physical Therapist Assistant | 21.00 |
| 12020 - Dental Assistant | 14.52 |
| 12025 - Dental Hygienist | 31.55 |
| 12030 - EKG Technician | 25.67 |
| 12035 - Electroneurodiagnostic Technologist | 25.67 |
| 12040 - Emergency Medical Technician | 16.67 |
| 12071 - Licensed Practical Nurse I | 14.90 |
| 12072 - Licensed Practical Nurse II | 16.67 |
| 12073 - Licensed Practical Nurse III | 18.60 |
| 12100 - Medical Assistant | 12.90 |
| 12130 - Medical Laboratory Technician | 14.94 |
| 12160 - Medical Record Clerk | 12.96 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 15.75 |
| 12210 - Nuclear Medicine Technologist | 26.60 |
| 12221 - Nursing Assistant I | 9.82 |
| 12222 - Nursing Assistant II | 11.04 |
| 12223 - Nursing Assistant III | 12.05 |
| 12224 - Nursing Assistant IV | 13.52 |
| 12235 - Optical Dispenser | 14.52 |
| 12236 - Optical Technician | 14.90 |
| 12250 - Pharmacy Technician | 13.64 |
| 12280 - Phlebotomist | 13.52 |
| 12305 - Radiologic Technologist | 23.16 |
| 12311 - Registered Nurse I | 22.12 |
| 12312 - Registered Nurse II | 27.06 |
| 12313 - Registered Nurse II, Specialist | 27.06 |
| 12314 - Registered Nurse III | 32.74 |
| 12315 - Registered Nurse III, Anesthetist | 32.74 |
| 12316 - Registered Nurse IV | 39.23 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.56 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.44 |
| 13012 - Exhibits Specialist II | 21.61 |
| 13013 - Exhibits Specialist III | 26.43 |
| 13041 - Illustrator I | 17.24 |
| 13042 - Illustrator II | 21.37 |
| 13043 - Illustrator III | 26.13 |
| 13047 - Librarian | 23.92 |
| 13050 - Library Aide/Clerk | 11.71 |
| 13054 - Library Information Technology Systems Administrator | 21.61 |
| 13058 - Library Technician | 16.15 |
| 13061 - Media Specialist I | 15.59 |
| 13062 - Media Specialist II | 17.44 |
| 13063 - Media Specialist III | 19.45 |
| 13071 - Photographer I | 13.84 |
| 13072 - Photographer II | 15.09 |
| 13073 - Photographer III | 19.05 |
| 13074 - Photographer IV | 22.90 |
| 13075 - Photographer V | 24.87 |
| 13110 - Video Teleconference Technician | 13.78 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.57 |
| 14042 - Computer Operator II | 16.30 |
| 14043 - Computer Operator III | 18.18 |
| 14044 - Computer Operator IV | 20.20 |
| 14045 - Computer Operator V | 22.36 |

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| 14071 - Computer Programmer I | (see 1) | 20.99 |
| 14072 - Computer Programmer II | (see 1) | 26.01 |
| 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 | | 14.57 |
| 14160 - Personal Computer Support Technician | | 20.20 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 29.42 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 35.59 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 40.58 |
| 15050 - Computer Based Training Specialist / Instructor | | 29.42 |
| 15060 - Educational Technologist | | 25.73 |
| 15070 - Flight Instructor (Pilot) | | 40.58 |
| 15080 - Graphic Artist | | 19.22 |
| 15090 - Technical Instructor | | 17.81 |
| 15095 - Technical Instructor/Course Developer | | 21.78 |
| 15110 - Test Proctor | | 14.37 |
| 15120 - Tutor | | 14.37 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 9.03 |
| 16030 - Counter Attendant | | 9.03 |
| 16040 - Dry Cleaner | | 10.82 |
| 16070 - Finisher, Flatwork, Machine | | 9.03 |
| 16090 - Presser, Hand | | 9.03 |
| 16110 - Presser, Machine, Drycleaning | | 9.03 |
| 16130 - Presser, Machine, Shirts | | 9.03 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 9.03 |
| 16190 - Sewing Machine Operator | | 11.44 |
| 16220 - Tailor | | 12.11 |
| 16250 - Washer, Machine | | 9.68 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 19.30 |
| 19040 - Tool And Die Maker | | 22.14 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 13.82 |
| 21030 - Material Coordinator | | 19.10 |
| 21040 - Material Expediter | | 19.10 |
| 21050 - Material Handling Laborer | | 10.83 |
| 21071 - Order Filler | | 11.67 |
| 21080 - Production Line Worker (Food Processing) | | 13.82 |
| 21110 - Shipping Packer | | 11.67 |
| 21130 - Shipping/Receiving Clerk | | 11.67 |
| 21140 - Store Worker I | | 11.77 |
| 21150 - Stock Clerk | | 14.98 |
| 21210 - Tools And Parts Attendant | | 13.82 |
| 21410 - Warehouse Specialist | | 13.82 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 19.80 |
| 23021 - Aircraft Mechanic I | | 18.95 |
| 23022 - Aircraft Mechanic II | | 19.80 |
| 23023 - Aircraft Mechanic III | | 20.42 |
| 23040 - Aircraft Mechanic Helper | | 14.48 |
| 23050 - Aircraft, Painter | | 18.24 |
| 23060 - Aircraft Servicer | | 16.35 |
| 23080 - Aircraft Worker | | 17.30 |
| 23110 - Appliance Mechanic | | 17.16 |
| 23120 - Bicycle Repairer | | 11.41 |
| 23125 - Cable Splicer | | 20.63 |
| 23130 - Carpenter, Maintenance | | 18.18 |
| 23140 - Carpet Layer | | 17.28 |

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| 23160 - Electrician, Maintenance | 19.13 |
| 23181 - Electronics Technician Maintenance I | 19.71 |
| 23182 - Electronics Technician Maintenance II | 22.43 |
| 23183 - Electronics Technician Maintenance III | 22.53 |
| 23260 - Fabric Worker | 16.31 |
| 23290 - Fire Alarm System Mechanic | 20.56 |
| 23310 - Fire Extinguisher Repairer | 15.34 |
| 23311 - Fuel Distribution System Mechanic | 18.95 |
| 23312 - Fuel Distribution System Operator | 15.34 |
| 23370 - General Maintenance Worker | 17.35 |
| 23380 - Ground Support Equipment Mechanic | 18.95 |
| 23381 - Ground Support Equipment Servicer | 16.35 |
| 23382 - Ground Support Equipment Worker | 17.30 |
| 23391 - Gunsmith I | 15.34 |
| 23392 - Gunsmith II | 17.28 |
| 23393 - Gunsmith III | 18.95 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.71 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.64 |
| 23430 - Heavy Equipment Mechanic | 20.48 |
| 23440 - Heavy Equipment Operator | 16.78 |
| 23460 - Instrument Mechanic | 18.95 |
| 23465 - Laboratory/Shelter Mechanic | 18.20 |
| 23470 - Laborer | 11.91 |
| 23510 - Locksmith | 18.20 |
| 23530 - Machinery Maintenance Mechanic | 20.67 |
| 23550 - Machinist, Maintenance | 17.07 |
| 23580 - Maintenance Trades Helper | 15.96 |
| 23591 - Metrology Technician I | 18.95 |
| 23592 - Metrology Technician II | 19.80 |
| 23593 - Metrology Technician III | 20.42 |
| 23640 - Millwright | 18.95 |
| 23710 - Office Appliance Repairer | 16.94 |
| 23760 - Painter, Maintenance | 17.75 |
| 23790 - Pipefitter, Maintenance | 21.17 |
| 23810 - Plumber, Maintenance | 20.48 |
| 23820 - Pneudraulic Systems Mechanic | 18.95 |
| 23850 - Rigger | 18.69 |
| 23870 - Scale Mechanic | 17.28 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.47 |
| 23910 - Small Engine Mechanic | 16.86 |
| 23931 - Telecommunications Mechanic I | 22.06 |
| 23932 - Telecommunications Mechanic II | 23.05 |
| 23950 - Telephone Lineman | 20.56 |
| 23960 - Welder, Combination, Maintenance | 16.49 |
| 23965 - Well Driller | 18.95 |
| 23970 - Woodcraft Worker | 18.95 |
| 23980 - Woodworker | 15.34 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.77 |
| 24580 - Child Care Center Clerk | 11.85 |
| 24610 - Chore Aide | 10.37 |
| 24620 - Family Readiness And Support Services Coordinator | 12.02 |
| 24630 - Homemaker | 14.49 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.77 |
| 25040 - Sewage Plant Operator | 18.93 |
| 25070 - Stationary Engineer | 17.77 |
| 25190 - Ventilation Equipment Tender | 14.92 |
| 25210 - Water Treatment Plant Operator | 18.93 |
| 27000 - Protective Service Occupations | |

| | |
|--|-------|
| 27004 - Alarm Monitor | 16.41 |
| 27007 - Baggage Inspector | 12.45 |
| 27008 - Corrections Officer | 16.38 |
| 27010 - Court Security Officer | 16.75 |
| 27030 - Detection Dog Handler | 13.93 |
| 27040 - Detention Officer | 16.38 |
| 27070 - Firefighter | 16.75 |
| 27101 - Guard I | 12.82 |
| 27102 - Guard II | 14.34 |
| 27131 - Police Officer I | 18.67 |
| 27132 - Police Officer II | 20.72 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.24 |
| 28042 - Carnival Equipment Repairer | 11.87 |
| 28043 - Carnival Equipment Worker | 9.21 |
| 28210 - Gate Attendant/Gate Tender | 13.00 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.54 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.62 |
| 28515 - Recreation Specialist | 17.03 |
| 28630 - Sports Official | 11.59 |
| 28690 - Swimming Pool Operator | 17.35 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.82 |
| 29020 - Hatch Tender | 19.82 |
| 29030 - Line Handler | 19.82 |
| 29041 - Stevedore I | 18.71 |
| 29042 - Stevedore II | 20.87 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.06 |
| 30022 - Archeological Technician II | 19.40 |
| 30023 - Archeological Technician III | 24.05 |
| 30030 - Cartographic Technician | 24.05 |
| 30040 - Civil Engineering Technician | 19.37 |
| 30061 - Drafter/CAD Operator I | 17.06 |
| 30062 - Drafter/CAD Operator II | 19.40 |
| 30063 - Drafter/CAD Operator III | 21.64 |
| 30064 - Drafter/CAD Operator IV | 26.17 |
| 30081 - Engineering Technician I | 14.27 |
| 30082 - Engineering Technician II | 16.16 |
| 30083 - Engineering Technician III | 18.06 |
| 30084 - Engineering Technician IV | 22.38 |
| 30085 - Engineering Technician V | 27.37 |
| 30086 - Engineering Technician VI | 32.87 |
| 30090 - Environmental Technician | 21.02 |
| 30210 - Laboratory Technician | 17.33 |
| 30240 - Mathematical Technician | 23.64 |
| 30361 - Paralegal/Legal Assistant I | 18.03 |
| 30362 - Paralegal/Legal Assistant II | 22.35 |
| 30363 - Paralegal/Legal Assistant III | 25.03 |
| 30364 - Paralegal/Legal Assistant IV | 27.70 |
| 30390 - Photo-Optics Technician | 23.64 |
| 30461 - Technical Writer I | 20.71 |
| 30462 - Technical Writer II | 25.33 |
| 30463 - Technical Writer III | 30.65 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |

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|---|---------|-------|
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) | 21.64 |
| 30621 - Weather Observer, Senior | (see 2) | 23.64 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 10.13 |
| 31030 - Bus Driver | | 14.33 |
| 31043 - Driver Courier | | 13.07 |
| 31260 - Parking and Lot Attendant | | 8.88 |
| 31290 - Shuttle Bus Driver | | 13.44 |
| 31310 - Taxi Driver | | 10.49 |
| 31361 - Truckdriver, Light | | 13.44 |
| 31362 - Truckdriver, Medium | | 14.10 |
| 31363 - Truckdriver, Heavy | | 15.27 |
| 31364 - Truckdriver, Tractor-Trailer | | 15.27 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 9.43 |
| 99050 - Desk Clerk | | 8.76 |
| 99095 - Embalmer | | 27.90 |
| 99251 - Laboratory Animal Caretaker I | | 10.90 |
| 99252 - Laboratory Animal Caretaker II | | 11.65 |
| 99310 - Mortician | | 27.90 |
| 99410 - Pest Controller | | 17.69 |
| 99510 - Photofinishing Worker | | 12.92 |
| 99710 - Recycling Laborer | | 14.78 |
| 99711 - Recycling Specialist | | 17.06 |
| 99730 - Refuse Collector | | 13.63 |
| 99810 - Sales Clerk | | 10.98 |
| 99820 - School Crossing Guard | | 12.83 |
| 99830 - Survey Party Chief | | 26.88 |
| 99831 - Surveying Aide | | 14.51 |
| 99832 - Surveying Technician | | 17.85 |
| 99840 - Vending Machine Attendant | | 15.40 |
| 99841 - Vending Machine Repairer | | 17.51 |
| 99842 - Vending Machine Repairer Helper | | 15.46 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2324
Revision No.: 17
Date of Last Revision: 07/25/2014

State: Nebraska

Area: Nebraska Counties of Adams, Antelope, Arthur, Blaine, Boone, Boyd, Brown, Buffalo, Chase, Cherry, Clay, Custer, Dawson, Dundy, Fillmore, Franklin, Frontier, Furnas, Garfield, Gosper, Grant, Greeley, Hall, Hamilton, Harlan, Hayes, Hitchcock, Holt, Hooker, Howard, Jefferson, Kearney, Keith, Keya Paha,

Knox, Lincoln, Logan, Loup, McPherson, Merrick, Nance, Nuckolls, Perkins,
 Phelps, Platte, Polk, Red Willow, Rock, Saline, Seward, Sherman, Thayer,
 Thomas, Valley, Webster, Wheeler, York

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.61 |
| 01012 - Accounting Clerk II | | 14.40 |
| 01013 - Accounting Clerk III | | 16.11 |
| 01020 - Administrative Assistant | | 19.65 |
| 01040 - Court Reporter | | 15.75 |
| 01051 - Data Entry Operator I | | 10.70 |
| 01052 - Data Entry Operator II | | 12.72 |
| 01060 - Dispatcher, Motor Vehicle | | 15.75 |
| 01070 - Document Preparation Clerk | | 12.04 |
| 01090 - Duplicating Machine Operator | | 12.04 |
| 01111 - General Clerk I | | 11.45 |
| 01112 - General Clerk II | | 12.59 |
| 01113 - General Clerk III | | 14.02 |
| 01120 - Housing Referral Assistant | | 17.77 |
| 01141 - Messenger Courier | | 10.46 |
| 01191 - Order Clerk I | | 10.41 |
| 01192 - Order Clerk II | | 12.04 |
| 01261 - Personnel Assistant (Employment) I | | 13.53 |
| 01262 - Personnel Assistant (Employment) II | | 15.75 |
| 01263 - Personnel Assistant (Employment) III | | 16.91 |
| 01270 - Production Control Clerk | | 17.94 |
| 01280 - Receptionist | | 13.41 |
| 01290 - Rental Clerk | | 13.20 |
| 01300 - Scheduler, Maintenance | | 14.24 |
| 01311 - Secretary I | | 14.24 |
| 01312 - Secretary II | | 15.93 |
| 01313 - Secretary III | | 17.77 |
| 01320 - Service Order Dispatcher | | 14.36 |
| 01410 - Supply Technician | | 19.65 |
| 01420 - Survey Worker | | 15.75 |
| 01531 - Travel Clerk I | | 12.17 |
| 01532 - Travel Clerk II | | 12.94 |
| 01533 - Travel Clerk III | | 13.73 |
| 01611 - Word Processor I | | 12.04 |
| 01612 - Word Processor II | | 13.38 |
| 01613 - Word Processor III | | 15.75 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.72 |
| 05010 - Automotive Electrician | | 17.07 |
| 05040 - Automotive Glass Installer | | 16.53 |
| 05070 - Automotive Worker | | 16.53 |
| 05110 - Mobile Equipment Servicer | | 15.40 |
| 05130 - Motor Equipment Metal Mechanic | | 17.66 |
| 05160 - Motor Equipment Metal Worker | | 16.53 |
| 05190 - Motor Vehicle Mechanic | | 17.68 |
| 05220 - Motor Vehicle Mechanic Helper | | 15.64 |
| 05250 - Motor Vehicle Upholstery Worker | | 15.94 |
| 05280 - Motor Vehicle Wrecker | | 16.53 |
| 05310 - Painter, Automotive | | 17.07 |
| 05340 - Radiator Repair Specialist | | 16.53 |
| 05370 - Tire Repairer | | 11.41 |
| 05400 - Transmission Repair Specialist | | 17.66 |
| 07000 - Food Preparation And Service Occupations | | |

| | |
|--|-------|
| 07010 - Baker | 12.10 |
| 07041 - Cook I | 10.12 |
| 07042 - Cook II | 10.86 |
| 07070 - Dishwasher | 8.39 |
| 07130 - Food Service Worker | 8.85 |
| 07210 - Meat Cutter | 12.79 |
| 07260 - Waiter/Waitress | 8.81 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.52 |
| 09040 - Furniture Handler | 10.39 |
| 09080 - Furniture Refinisher | 14.52 |
| 09090 - Furniture Refinisher Helper | 11.92 |
| 09110 - Furniture Repairer, Minor | 13.46 |
| 09130 - Upholsterer | 14.40 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.57 |
| 11060 - Elevator Operator | 10.89 |
| 11090 - Gardener | 14.73 |
| 11122 - Housekeeping Aide | 11.55 |
| 11150 - Janitor | 11.55 |
| 11210 - Laborer, Grounds Maintenance | 12.28 |
| 11240 - Maid or Houseman | 8.57 |
| 11260 - Pruner | 11.30 |
| 11270 - Tractor Operator | 13.86 |
| 11330 - Trail Maintenance Worker | 12.28 |
| 11360 - Window Cleaner | 12.41 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.67 |
| 12011 - Breath Alcohol Technician | 16.67 |
| 12012 - Certified Occupational Therapist Assistant | 19.16 |
| 12015 - Certified Physical Therapist Assistant | 21.00 |
| 12020 - Dental Assistant | 14.52 |
| 12025 - Dental Hygienist | 31.55 |
| 12030 - EKG Technician | 25.67 |
| 12035 - Electroneurodiagnostic Technologist | 25.67 |
| 12040 - Emergency Medical Technician | 16.67 |
| 12071 - Licensed Practical Nurse I | 14.90 |
| 12072 - Licensed Practical Nurse II | 16.67 |
| 12073 - Licensed Practical Nurse III | 18.60 |
| 12100 - Medical Assistant | 12.90 |
| 12130 - Medical Laboratory Technician | 14.94 |
| 12160 - Medical Record Clerk | 12.96 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 15.75 |
| 12210 - Nuclear Medicine Technologist | 26.60 |
| 12221 - Nursing Assistant I | 9.82 |
| 12222 - Nursing Assistant II | 11.04 |
| 12223 - Nursing Assistant III | 12.05 |
| 12224 - Nursing Assistant IV | 13.52 |
| 12235 - Optical Dispenser | 14.52 |
| 12236 - Optical Technician | 14.90 |
| 12250 - Pharmacy Technician | 13.64 |
| 12280 - Phlebotomist | 13.52 |
| 12305 - Radiologic Technologist | 23.16 |
| 12311 - Registered Nurse I | 22.12 |
| 12312 - Registered Nurse II | 27.06 |
| 12313 - Registered Nurse II, Specialist | 27.06 |
| 12314 - Registered Nurse III | 32.74 |
| 12315 - Registered Nurse III, Anesthetist | 32.74 |
| 12316 - Registered Nurse IV | 39.23 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.56 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.44 |

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|---|---------|
| 13012 - Exhibits Specialist II | 21.61 |
| 13013 - Exhibits Specialist III | 26.43 |
| 13041 - Illustrator I | 17.24 |
| 13042 - Illustrator II | 21.37 |
| 13043 - Illustrator III | 26.13 |
| 13047 - Librarian | 23.92 |
| 13050 - Library Aide/Clerk | 11.71 |
| 13054 - Library Information Technology Systems Administrator | 21.61 |
| 13058 - Library Technician | 16.15 |
| 13061 - Media Specialist I | 15.59 |
| 13062 - Media Specialist II | 17.44 |
| 13063 - Media Specialist III | 19.45 |
| 13071 - Photographer I | 13.84 |
| 13072 - Photographer II | 15.09 |
| 13073 - Photographer III | 19.05 |
| 13074 - Photographer IV | 22.90 |
| 13075 - Photographer V | 24.87 |
| 13110 - Video Teleconference Technician | 13.78 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.57 |
| 14042 - Computer Operator II | 16.30 |
| 14043 - Computer Operator III | 18.18 |
| 14044 - Computer Operator IV | 20.20 |
| 14045 - Computer Operator V | 22.36 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 14.57 |
| 14160 - Personal Computer Support Technician | 20.20 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.42 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.59 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.58 |
| 15050 - Computer Based Training Specialist / Instructor | 29.42 |
| 15060 - Educational Technologist | 25.73 |
| 15070 - Flight Instructor (Pilot) | 40.58 |
| 15080 - Graphic Artist | 19.22 |
| 15090 - Technical Instructor | 17.81 |
| 15095 - Technical Instructor/Course Developer | 21.78 |
| 15110 - Test Proctor | 14.37 |
| 15120 - Tutor | 14.37 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.03 |
| 16030 - Counter Attendant | 9.03 |
| 16040 - Dry Cleaner | 10.82 |
| 16070 - Finisher, Flatwork, Machine | 9.03 |
| 16090 - Presser, Hand | 9.03 |
| 16110 - Presser, Machine, Drycleaning | 9.03 |
| 16130 - Presser, Machine, Shirts | 9.03 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.03 |
| 16190 - Sewing Machine Operator | 11.44 |
| 16220 - Tailor | 12.11 |
| 16250 - Washer, Machine | 9.68 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.30 |
| 19040 - Tool And Die Maker | 22.14 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.82 |

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| 21030 - Material Coordinator | 19.10 |
| 21040 - Material Expediter | 19.10 |
| 21050 - Material Handling Laborer | 10.83 |
| 21071 - Order Filler | 11.67 |
| 21080 - Production Line Worker (Food Processing) | 13.82 |
| 21110 - Shipping Packer | 11.67 |
| 21130 - Shipping/Receiving Clerk | 11.67 |
| 21140 - Store Worker I | 11.77 |
| 21150 - Stock Clerk | 14.98 |
| 21210 - Tools And Parts Attendant | 13.82 |
| 21410 - Warehouse Specialist | 13.82 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 19.80 |
| 23021 - Aircraft Mechanic I | 18.95 |
| 23022 - Aircraft Mechanic II | 19.80 |
| 23023 - Aircraft Mechanic III | 20.42 |
| 23040 - Aircraft Mechanic Helper | 14.48 |
| 23050 - Aircraft, Painter | 18.24 |
| 23060 - Aircraft Servicer | 16.35 |
| 23080 - Aircraft Worker | 17.30 |
| 23110 - Appliance Mechanic | 17.16 |
| 23120 - Bicycle Repairer | 11.41 |
| 23125 - Cable Splicer | 20.63 |
| 23130 - Carpenter, Maintenance | 18.18 |
| 23140 - Carpet Layer | 17.28 |
| 23160 - Electrician, Maintenance | 19.13 |
| 23181 - Electronics Technician Maintenance I | 19.71 |
| 23182 - Electronics Technician Maintenance II | 22.43 |
| 23183 - Electronics Technician Maintenance III | 22.53 |
| 23260 - Fabric Worker | 16.31 |
| 23290 - Fire Alarm System Mechanic | 20.56 |
| 23310 - Fire Extinguisher Repairer | 15.34 |
| 23311 - Fuel Distribution System Mechanic | 18.95 |
| 23312 - Fuel Distribution System Operator | 15.34 |
| 23370 - General Maintenance Worker | 17.35 |
| 23380 - Ground Support Equipment Mechanic | 18.95 |
| 23381 - Ground Support Equipment Servicer | 16.35 |
| 23382 - Ground Support Equipment Worker | 17.30 |
| 23391 - Gunsmith I | 15.34 |
| 23392 - Gunsmith II | 17.28 |
| 23393 - Gunsmith III | 18.95 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.71 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.64 |
| 23430 - Heavy Equipment Mechanic | 20.48 |
| 23440 - Heavy Equipment Operator | 16.78 |
| 23460 - Instrument Mechanic | 18.95 |
| 23465 - Laboratory/Shelter Mechanic | 18.20 |
| 23470 - Laborer | 11.91 |
| 23510 - Locksmith | 18.20 |
| 23530 - Machinery Maintenance Mechanic | 20.67 |
| 23550 - Machinist, Maintenance | 17.07 |
| 23580 - Maintenance Trades Helper | 15.96 |
| 23591 - Metrology Technician I | 18.95 |
| 23592 - Metrology Technician II | 19.80 |
| 23593 - Metrology Technician III | 20.42 |
| 23640 - Millwright | 18.95 |
| 23710 - Office Appliance Repairer | 16.94 |
| 23760 - Painter, Maintenance | 17.75 |
| 23790 - Pipefitter, Maintenance | 21.17 |
| 23810 - Plumber, Maintenance | 20.48 |
| 23820 - Pneudraulic Systems Mechanic | 18.95 |

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|--|-------|
| 23850 - Rigger | 18.69 |
| 23870 - Scale Mechanic | 17.28 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.47 |
| 23910 - Small Engine Mechanic | 16.86 |
| 23931 - Telecommunications Mechanic I | 22.06 |
| 23932 - Telecommunications Mechanic II | 23.05 |
| 23950 - Telephone Lineman | 20.56 |
| 23960 - Welder, Combination, Maintenance | 16.49 |
| 23965 - Well Driller | 18.95 |
| 23970 - Woodcraft Worker | 18.95 |
| 23980 - Woodworker | 15.34 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.77 |
| 24580 - Child Care Center Clerk | 11.85 |
| 24610 - Chore Aide | 10.37 |
| 24620 - Family Readiness And Support Services Coordinator | 12.02 |
| 24630 - Homemaker | 14.49 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.77 |
| 25040 - Sewage Plant Operator | 18.93 |
| 25070 - Stationary Engineer | 17.77 |
| 25190 - Ventilation Equipment Tender | 14.92 |
| 25210 - Water Treatment Plant Operator | 18.93 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.41 |
| 27007 - Baggage Inspector | 12.45 |
| 27008 - Corrections Officer | 16.38 |
| 27010 - Court Security Officer | 16.75 |
| 27030 - Detection Dog Handler | 13.93 |
| 27040 - Detention Officer | 16.38 |
| 27070 - Firefighter | 16.75 |
| 27101 - Guard I | 12.82 |
| 27102 - Guard II | 14.34 |
| 27131 - Police Officer I | 18.67 |
| 27132 - Police Officer II | 20.72 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.24 |
| 28042 - Carnival Equipment Repairer | 11.87 |
| 28043 - Carnival Equipment Worker | 9.21 |
| 28210 - Gate Attendant/Gate Tender | 13.00 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.54 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.62 |
| 28515 - Recreation Specialist | 17.03 |
| 28630 - Sports Official | 11.59 |
| 28690 - Swimming Pool Operator | 17.35 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.82 |
| 29020 - Hatch Tender | 19.82 |
| 29030 - Line Handler | 19.82 |
| 29041 - Stevedore I | 18.71 |
| 29042 - Stevedore II | 20.87 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.06 |
| 30022 - Archeological Technician II | 19.40 |
| 30023 - Archeological Technician III | 24.05 |
| 30030 - Cartographic Technician | 24.05 |
| 30040 - Civil Engineering Technician | 19.37 |
| 30061 - Drafter/CAD Operator I | 17.06 |

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|---|---------------|
| 30062 - Drafter/CAD Operator II | 19.40 |
| 30063 - Drafter/CAD Operator III | 21.64 |
| 30064 - Drafter/CAD Operator IV | 26.17 |
| 30081 - Engineering Technician I | 14.27 |
| 30082 - Engineering Technician II | 16.16 |
| 30083 - Engineering Technician III | 18.06 |
| 30084 - Engineering Technician IV | 22.38 |
| 30085 - Engineering Technician V | 27.37 |
| 30086 - Engineering Technician VI | 32.87 |
| 30090 - Environmental Technician | 21.02 |
| 30210 - Laboratory Technician | 17.33 |
| 30240 - Mathematical Technician | 23.64 |
| 30361 - Paralegal/Legal Assistant I | 18.03 |
| 30362 - Paralegal/Legal Assistant II | 22.35 |
| 30363 - Paralegal/Legal Assistant III | 25.03 |
| 30364 - Paralegal/Legal Assistant IV | 27.70 |
| 30390 - Photo-Optics Technician | 23.64 |
| 30461 - Technical Writer I | 20.71 |
| 30462 - Technical Writer II | 25.33 |
| 30463 - Technical Writer III | 30.65 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 21.64 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 23.64 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.13 |
| 31030 - Bus Driver | 14.33 |
| 31043 - Driver Courier | 13.07 |
| 31260 - Parking and Lot Attendant | 8.88 |
| 31290 - Shuttle Bus Driver | 13.44 |
| 31310 - Taxi Driver | 10.49 |
| 31361 - Truckdriver, Light | 13.44 |
| 31362 - Truckdriver, Medium | 14.10 |
| 31363 - Truckdriver, Heavy | 15.27 |
| 31364 - Truckdriver, Tractor-Trailer | 15.27 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.43 |
| 99050 - Desk Clerk | 8.76 |
| 99095 - Embalmer | 27.90 |
| 99251 - Laboratory Animal Caretaker I | 10.90 |
| 99252 - Laboratory Animal Caretaker II | 11.65 |
| 99310 - Mortician | 27.90 |
| 99410 - Pest Controller | 17.69 |
| 99510 - Photofinishing Worker | 12.92 |
| 99710 - Recycling Laborer | 14.78 |
| 99711 - Recycling Specialist | 17.06 |
| 99730 - Refuse Collector | 13.63 |
| 99810 - Sales Clerk | 10.98 |
| 99820 - School Crossing Guard | 12.83 |
| 99830 - Survey Party Chief | 26.88 |
| 99831 - Surveying Aide | 14.51 |
| 99832 - Surveying Technician | 17.85 |
| 99840 - Vending Machine Attendant | 15.40 |
| 99841 - Vending Machine Repairer | 17.51 |
| 99842 - Vending Machine Repairer Helper | 15.46 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials

are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2325
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: Iowa, Nebraska

Area: Iowa Counties of Adams, Buena Vista, Cass, Cherokee, Clay, Crawford, Dickinson, Fremont, Harrison, Ida, Lyon, Mills, Monona, Montgomery, Obrien, Osceola, Page, Plymouth, Pottawattamie, Sac, Shelby, Sioux, Woodbury

Nebraska Counties of Burt, Butler, Cass, Cedar, Colfax, Cuming, Dakota, Dixon, Dodge, Douglas, Gage, Johnson, Lancaster, Madison, Nemaha, Otoe, Pawnee, Pierce, Richardson, Sarpy, Saunders, Stanton, Thurston, Washington, Wayne

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.31 |
| 01012 - Accounting Clerk II | | 14.94 |
| 01013 - Accounting Clerk III | | 18.73 |
| 01020 - Administrative Assistant | | 20.14 |
| 01040 - Court Reporter | | 19.61 |
| 01051 - Data Entry Operator I | | 11.53 |
| 01052 - Data Entry Operator II | | 12.58 |
| 01060 - Dispatcher, Motor Vehicle | | 17.90 |
| 01070 - Document Preparation Clerk | | 12.76 |
| 01090 - Duplicating Machine Operator | | 12.76 |
| 01111 - General Clerk I | | 12.53 |
| 01112 - General Clerk II | | 13.67 |
| 01113 - General Clerk III | | 17.51 |
| 01120 - Housing Referral Assistant | | 17.59 |
| 01141 - Messenger Courier | | 11.68 |
| 01191 - Order Clerk I | | 11.55 |
| 01192 - Order Clerk II | | 12.60 |
| 01261 - Personnel Assistant (Employment) I | | 14.81 |
| 01262 - Personnel Assistant (Employment) II | | 17.58 |
| 01263 - Personnel Assistant (Employment) III | | 19.55 |
| 01270 - Production Control Clerk | | 18.04 |
| 01280 - Receptionist | | 12.32 |
| 01290 - Rental Clerk | | 12.30 |
| 01300 - Scheduler, Maintenance | | 13.94 |
| 01311 - Secretary I | | 13.94 |

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| 01312 - Secretary II | 15.59 |
| 01313 - Secretary III | 17.59 |
| 01320 - Service Order Dispatcher | 15.74 |
| 01410 - Supply Technician | 20.14 |
| 01420 - Survey Worker | 12.93 |
| 01531 - Travel Clerk I | 12.17 |
| 01532 - Travel Clerk II | 12.94 |
| 01533 - Travel Clerk III | 13.73 |
| 01611 - Word Processor I | 13.07 |
| 01612 - Word Processor II | 14.67 |
| 01613 - Word Processor III | 16.41 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.50 |
| 05010 - Automotive Electrician | 18.93 |
| 05040 - Automotive Glass Installer | 18.38 |
| 05070 - Automotive Worker | 18.38 |
| 05110 - Mobile Equipment Servicer | 16.99 |
| 05130 - Motor Equipment Metal Mechanic | 19.53 |
| 05160 - Motor Equipment Metal Worker | 18.38 |
| 05190 - Motor Vehicle Mechanic | 17.96 |
| 05220 - Motor Vehicle Mechanic Helper | 16.21 |
| 05250 - Motor Vehicle Upholstery Worker | 18.08 |
| 05280 - Motor Vehicle Wrecker | 18.38 |
| 05310 - Painter, Automotive | 18.93 |
| 05340 - Radiator Repair Specialist | 17.13 |
| 05370 - Tire Repairer | 13.49 |
| 05400 - Transmission Repair Specialist | 19.53 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.54 |
| 07041 - Cook I | 10.87 |
| 07042 - Cook II | 12.11 |
| 07070 - Dishwasher | 8.33 |
| 07130 - Food Service Worker | 9.03 |
| 07210 - Meat Cutter | 12.74 |
| 07260 - Waiter/Waitress | 7.74 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.35 |
| 09040 - Furniture Handler | 12.31 |
| 09080 - Furniture Refinisher | 16.35 |
| 09090 - Furniture Refinisher Helper | 13.99 |
| 09110 - Furniture Repairer, Minor | 15.17 |
| 09130 - Upholsterer | 16.35 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.63 |
| 11060 - Elevator Operator | 9.63 |
| 11090 - Gardener | 14.37 |
| 11122 - Housekeeping Aide | 10.67 |
| 11150 - Janitor | 10.39 |
| 11210 - Laborer, Grounds Maintenance | 11.65 |
| 11240 - Maid or Houseman | 9.05 |
| 11260 - Pruner | 11.11 |
| 11270 - Tractor Operator | 13.44 |
| 11330 - Trail Maintenance Worker | 11.65 |
| 11360 - Window Cleaner | 11.27 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.76 |
| 12011 - Breath Alcohol Technician | 15.75 |
| 12012 - Certified Occupational Therapist Assistant | 22.31 |
| 12015 - Certified Physical Therapist Assistant | 19.08 |
| 12020 - Dental Assistant | 15.10 |
| 12025 - Dental Hygienist | 33.94 |
| 12030 - EKG Technician | 23.41 |
| 12035 - Electroneurodiagnostic Technologist | 23.41 |

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| 12040 - Emergency Medical Technician | 14.46 |
| 12071 - Licensed Practical Nurse I | 14.68 |
| 12072 - Licensed Practical Nurse II | 16.43 |
| 12073 - Licensed Practical Nurse III | 18.32 |
| 12100 - Medical Assistant | 14.00 |
| 12130 - Medical Laboratory Technician | 16.42 |
| 12160 - Medical Record Clerk | 14.21 |
| 12190 - Medical Record Technician | 15.90 |
| 12195 - Medical Transcriptionist | 15.22 |
| 12210 - Nuclear Medicine Technologist | 31.93 |
| 12221 - Nursing Assistant I | 10.49 |
| 12222 - Nursing Assistant II | 11.79 |
| 12223 - Nursing Assistant III | 12.87 |
| 12224 - Nursing Assistant IV | 14.44 |
| 12235 - Optical Dispenser | 13.87 |
| 12236 - Optical Technician | 11.74 |
| 12250 - Pharmacy Technician | 13.17 |
| 12280 - Phlebotomist | 14.44 |
| 12305 - Radiologic Technologist | 23.06 |
| 12311 - Registered Nurse I | 22.24 |
| 12312 - Registered Nurse II | 27.20 |
| 12313 - Registered Nurse II, Specialist | 27.20 |
| 12314 - Registered Nurse III | 32.91 |
| 12315 - Registered Nurse III, Anesthetist | 32.91 |
| 12316 - Registered Nurse IV | 39.44 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.95 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.43 |
| 13012 - Exhibits Specialist II | 21.58 |
| 13013 - Exhibits Specialist III | 26.39 |
| 13041 - Illustrator I | 19.13 |
| 13042 - Illustrator II | 23.71 |
| 13043 - Illustrator III | 29.00 |
| 13047 - Librarian | 23.91 |
| 13050 - Library Aide/Clerk | 9.09 |
| 13054 - Library Information Technology Systems Administrator | 21.59 |
| 13058 - Library Technician | 15.09 |
| 13061 - Media Specialist I | 15.58 |
| 13062 - Media Specialist II | 17.42 |
| 13063 - Media Specialist III | 19.42 |
| 13071 - Photographer I | 13.89 |
| 13072 - Photographer II | 15.54 |
| 13073 - Photographer III | 19.17 |
| 13074 - Photographer IV | 22.54 |
| 13075 - Photographer V | 27.27 |
| 13110 - Video Teleconference Technician | 14.95 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.26 |
| 14042 - Computer Operator II | 17.08 |
| 14043 - Computer Operator III | 20.69 |
| 14044 - Computer Operator IV | 22.16 |
| 14045 - Computer Operator V | 24.58 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 15.26 |
| 14160 - Personal Computer Support Technician | 22.16 |
| 15000 - Instructional Occupations | |

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| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.60 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.46 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.44 |
| 15050 - Computer Based Training Specialist / Instructor | 30.60 |
| 15060 - Educational Technologist | 27.15 |
| 15070 - Flight Instructor (Pilot) | 40.44 |
| 15080 - Graphic Artist | 21.89 |
| 15090 - Technical Instructor | 21.17 |
| 15095 - Technical Instructor/Course Developer | 23.58 |
| 15110 - Test Proctor | 17.08 |
| 15120 - Tutor | 17.08 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.03 |
| 16030 - Counter Attendant | 9.03 |
| 16040 - Dry Cleaner | 10.82 |
| 16070 - Finisher, Flatwork, Machine | 9.03 |
| 16090 - Presser, Hand | 9.03 |
| 16110 - Presser, Machine, Drycleaning | 9.03 |
| 16130 - Presser, Machine, Shirts | 9.03 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.03 |
| 16190 - Sewing Machine Operator | 11.44 |
| 16220 - Tailor | 12.11 |
| 16250 - Washer, Machine | 9.68 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.95 |
| 19040 - Tool And Die Maker | 22.62 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.53 |
| 21030 - Material Coordinator | 18.04 |
| 21040 - Material Expediter | 18.04 |
| 21050 - Material Handling Laborer | 12.09 |
| 21071 - Order Filler | 11.76 |
| 21080 - Production Line Worker (Food Processing) | 14.53 |
| 21110 - Shipping Packer | 14.67 |
| 21130 - Shipping/Receiving Clerk | 14.67 |
| 21140 - Store Worker I | 11.77 |
| 21150 - Stock Clerk | 14.98 |
| 21210 - Tools And Parts Attendant | 14.53 |
| 21410 - Warehouse Specialist | 14.53 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.14 |
| 23021 - Aircraft Mechanic I | 24.89 |
| 23022 - Aircraft Mechanic II | 26.14 |
| 23023 - Aircraft Mechanic III | 27.45 |
| 23040 - Aircraft Mechanic Helper | 20.66 |
| 23050 - Aircraft, Painter | 24.50 |
| 23060 - Aircraft Servicer | 23.11 |
| 23080 - Aircraft Worker | 23.40 |
| 23110 - Appliance Mechanic | 18.35 |
| 23120 - Bicycle Repairer | 13.49 |
| 23125 - Cable Splicer | 26.38 |
| 23130 - Carpenter, Maintenance | 16.67 |
| 23140 - Carpet Layer | 18.06 |
| 23160 - Electrician, Maintenance | 21.66 |
| 23181 - Electronics Technician Maintenance I | 21.23 |
| 23182 - Electronics Technician Maintenance II | 23.35 |
| 23183 - Electronics Technician Maintenance III | 23.92 |
| 23260 - Fabric Worker | 17.71 |
| 23290 - Fire Alarm System Mechanic | 20.26 |
| 23310 - Fire Extinguisher Repairer | 16.65 |
| 23311 - Fuel Distribution System Mechanic | 26.39 |
| 23312 - Fuel Distribution System Operator | 22.22 |
| 23370 - General Maintenance Worker | 16.54 |

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|---|-------|
| 23380 - Ground Support Equipment Mechanic | 24.89 |
| 23381 - Ground Support Equipment Servicer | 23.11 |
| 23382 - Ground Support Equipment Worker | 23.40 |
| 23391 - Gunsmith I | 16.65 |
| 23392 - Gunsmith II | 18.76 |
| 23393 - Gunsmith III | 20.57 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.40 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.40 |
| 23430 - Heavy Equipment Mechanic | 18.56 |
| 23440 - Heavy Equipment Operator | 18.14 |
| 23460 - Instrument Mechanic | 23.27 |
| 23465 - Laboratory/Shelter Mechanic | 19.75 |
| 23470 - Laborer | 12.09 |
| 23510 - Locksmith | 19.51 |
| 23530 - Machinery Maintenance Mechanic | 19.36 |
| 23550 - Machinist, Maintenance | 18.26 |
| 23580 - Maintenance Trades Helper | 14.65 |
| 23591 - Metrology Technician I | 22.91 |
| 23592 - Metrology Technician II | 23.34 |
| 23593 - Metrology Technician III | 24.08 |
| 23640 - Millwright | 20.83 |
| 23710 - Office Appliance Repairer | 20.16 |
| 23760 - Painter, Maintenance | 15.61 |
| 23790 - Pipefitter, Maintenance | 26.10 |
| 23810 - Plumber, Maintenance | 25.32 |
| 23820 - Pneudraulic Systems Mechanic | 20.57 |
| 23850 - Rigger | 20.57 |
| 23870 - Scale Mechanic | 18.76 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.73 |
| 23910 - Small Engine Mechanic | 16.69 |
| 23931 - Telecommunications Mechanic I | 23.54 |
| 23932 - Telecommunications Mechanic II | 26.07 |
| 23950 - Telephone Lineman | 19.67 |
| 23960 - Welder, Combination, Maintenance | 16.05 |
| 23965 - Well Driller | 18.93 |
| 23970 - Woodcraft Worker | 20.57 |
| 23980 - Woodworker | 15.36 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.72 |
| 24580 - Child Care Center Clerk | 13.42 |
| 24610 - Chore Aide | 10.04 |
| 24620 - Family Readiness And Support Services Coordinator | 14.31 |
| 24630 - Homemaker | 15.60 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.95 |
| 25040 - Sewage Plant Operator | 20.76 |
| 25070 - Stationary Engineer | 19.95 |
| 25190 - Ventilation Equipment Tender | 14.84 |
| 25210 - Water Treatment Plant Operator | 20.76 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.14 |
| 27007 - Baggage Inspector | 13.01 |
| 27008 - Corrections Officer | 17.79 |
| 27010 - Court Security Officer | 22.20 |
| 27030 - Detection Dog Handler | 16.42 |
| 27040 - Detention Officer | 17.79 |
| 27070 - Firefighter | 22.36 |
| 27101 - Guard I | 13.01 |
| 27102 - Guard II | 16.42 |
| 27131 - Police Officer I | 22.90 |

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| 27132 - Police Officer II | 25.45 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.27 |
| 28042 - Carnival Equipment Repairer | 11.72 |
| 28043 - Carnival Equipment Worker | 8.15 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.43 |
| 28515 - Recreation Specialist | 13.43 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 17.03 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.13 |
| 29020 - Hatch Tender | 19.13 |
| 29030 - Line Handler | 19.13 |
| 29041 - Stevedore I | 18.13 |
| 29042 - Stevedore II | 20.23 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.46 |
| 30022 - Archeological Technician II | 20.64 |
| 30023 - Archeological Technician III | 25.57 |
| 30030 - Cartographic Technician | 25.57 |
| 30040 - Civil Engineering Technician | 20.26 |
| 30061 - Drafter/CAD Operator I | 18.46 |
| 30062 - Drafter/CAD Operator II | 20.64 |
| 30063 - Drafter/CAD Operator III | 23.02 |
| 30064 - Drafter/CAD Operator IV | 27.98 |
| 30081 - Engineering Technician I | 16.00 |
| 30082 - Engineering Technician II | 17.95 |
| 30083 - Engineering Technician III | 20.08 |
| 30084 - Engineering Technician IV | 24.89 |
| 30085 - Engineering Technician V | 30.45 |
| 30086 - Engineering Technician VI | 36.83 |
| 30090 - Environmental Technician | 21.47 |
| 30210 - Laboratory Technician | 22.74 |
| 30240 - Mathematical Technician | 25.41 |
| 30361 - Paralegal/Legal Assistant I | 17.58 |
| 30362 - Paralegal/Legal Assistant II | 21.80 |
| 30363 - Paralegal/Legal Assistant III | 26.65 |
| 30364 - Paralegal/Legal Assistant IV | 32.25 |
| 30390 - Photo-Optics Technician | 25.37 |
| 30461 - Technical Writer I | 19.99 |
| 30462 - Technical Writer II | 24.46 |
| 30463 - Technical Writer III | 29.39 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 23.02 |
| 30621 - Weather Observer, Senior (see 2) | 25.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.66 |
| 31030 - Bus Driver | 15.35 |
| 31043 - Driver Courier | 13.50 |
| 31260 - Parking and Lot Attendant | 8.57 |
| 31290 - Shuttle Bus Driver | 14.43 |
| 31310 - Taxi Driver | 9.88 |

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|---|-------|
| 31361 - Truckdriver, Light | 14.43 |
| 31362 - Truckdriver, Medium | 21.01 |
| 31363 - Truckdriver, Heavy | 19.94 |
| 31364 - Truckdriver, Tractor-Trailer | 19.94 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.71 |
| 99050 - Desk Clerk | 10.58 |
| 99095 - Embalmer | 29.68 |
| 99251 - Laboratory Animal Caretaker I | 10.85 |
| 99252 - Laboratory Animal Caretaker II | 11.13 |
| 99310 - Mortician | 34.13 |
| 99410 - Pest Controller | 16.74 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.67 |
| 99711 - Recycling Specialist | 15.77 |
| 99730 - Refuse Collector | 12.60 |
| 99810 - Sales Clerk | 12.39 |
| 99820 - School Crossing Guard | 12.83 |
| 99830 - Survey Party Chief | 26.90 |
| 99831 - Surveying Aide | 14.56 |
| 99832 - Surveying Technician | 18.47 |
| 99840 - Vending Machine Attendant | 13.19 |
| 99841 - Vending Machine Repairer | 14.70 |
| 99842 - Vending Machine Repairer Helper | 13.19 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2326
Revision No.: 13
Date of Last Revision: 07/25/2014

States: Iowa, Nebraska

Area: Iowa Counties of Adams, Buena Vista, Cass, Cherokee, Clay, Crawford, Dickinson, Fremont, Harrison, Ida, Lyon, Mills, Monona, Montgomery, Obrien, Osceola, Page, Plymouth, Pottawattamie, Sac, Shelby, Sioux, Woodbury

Nebraska Counties of Burt, Butler, Cass, Cedar, Colfax, Cuming, Dakota, Dixon, Dodge, Douglas, Gage, Johnson, Lancaster, Madison, Nemaha, Otoe, Pawnee, Pierce, Richardson, Sarpy, Saunders, Stanton, Thurston, Washington, Wayne

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

| | |
|---|-------|
| 01000 - Administrative Support And Clerical Occupations | |
| 01011 - Accounting Clerk I | 13.31 |
| 01012 - Accounting Clerk II | 14.94 |
| 01013 - Accounting Clerk III | 18.73 |
| 01020 - Administrative Assistant | 20.14 |
| 01040 - Court Reporter | 19.61 |
| 01051 - Data Entry Operator I | 11.53 |
| 01052 - Data Entry Operator II | 12.58 |
| 01060 - Dispatcher, Motor Vehicle | 17.90 |
| 01070 - Document Preparation Clerk | 12.76 |
| 01090 - Duplicating Machine Operator | 12.76 |
| 01111 - General Clerk I | 12.53 |
| 01112 - General Clerk II | 13.67 |
| 01113 - General Clerk III | 17.51 |
| 01120 - Housing Referral Assistant | 17.59 |
| 01141 - Messenger Courier | 11.68 |
| 01191 - Order Clerk I | 11.55 |
| 01192 - Order Clerk II | 12.60 |
| 01261 - Personnel Assistant (Employment) I | 14.81 |
| 01262 - Personnel Assistant (Employment) II | 17.58 |
| 01263 - Personnel Assistant (Employment) III | 19.55 |
| 01270 - Production Control Clerk | 18.04 |
| 01280 - Receptionist | 12.32 |
| 01290 - Rental Clerk | 12.30 |
| 01300 - Scheduler, Maintenance | 13.94 |
| 01311 - Secretary I | 13.94 |
| 01312 - Secretary II | 15.59 |
| 01313 - Secretary III | 17.59 |
| 01320 - Service Order Dispatcher | 15.74 |
| 01410 - Supply Technician | 20.14 |
| 01420 - Survey Worker | 12.93 |
| 01531 - Travel Clerk I | 12.17 |
| 01532 - Travel Clerk II | 12.94 |
| 01533 - Travel Clerk III | 13.73 |
| 01611 - Word Processor I | 13.07 |
| 01612 - Word Processor II | 14.67 |
| 01613 - Word Processor III | 16.41 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.50 |
| 05010 - Automotive Electrician | 18.93 |
| 05040 - Automotive Glass Installer | 18.38 |
| 05070 - Automotive Worker | 18.38 |
| 05110 - Mobile Equipment Servicer | 16.99 |
| 05130 - Motor Equipment Metal Mechanic | 19.53 |
| 05160 - Motor Equipment Metal Worker | 18.38 |
| 05190 - Motor Vehicle Mechanic | 17.96 |
| 05220 - Motor Vehicle Mechanic Helper | 16.21 |
| 05250 - Motor Vehicle Upholstery Worker | 18.08 |
| 05280 - Motor Vehicle Wrecker | 18.38 |
| 05310 - Painter, Automotive | 18.93 |
| 05340 - Radiator Repair Specialist | 17.13 |
| 05370 - Tire Repairer | 13.49 |
| 05400 - Transmission Repair Specialist | 19.53 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.54 |
| 07041 - Cook I | 10.87 |
| 07042 - Cook II | 12.11 |
| 07070 - Dishwasher | 8.33 |
| 07130 - Food Service Worker | 9.03 |
| 07210 - Meat Cutter | 12.74 |
| 07260 - Waiter/Waitress | 7.74 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.35 |

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| 09040 - Furniture Handler | 12.31 |
| 09080 - Furniture Refinisher | 16.35 |
| 09090 - Furniture Refinisher Helper | 13.99 |
| 09110 - Furniture Repairer, Minor | 15.17 |
| 09130 - Upholsterer | 16.35 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.63 |
| 11060 - Elevator Operator | 9.63 |
| 11090 - Gardener | 14.37 |
| 11122 - Housekeeping Aide | 10.67 |
| 11150 - Janitor | 10.39 |
| 11210 - Laborer, Grounds Maintenance | 11.65 |
| 11240 - Maid or Houseman | 9.05 |
| 11260 - Pruner | 11.11 |
| 11270 - Tractor Operator | 13.44 |
| 11330 - Trail Maintenance Worker | 11.65 |
| 11360 - Window Cleaner | 11.27 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.76 |
| 12011 - Breath Alcohol Technician | 15.75 |
| 12012 - Certified Occupational Therapist Assistant | 22.31 |
| 12015 - Certified Physical Therapist Assistant | 19.08 |
| 12020 - Dental Assistant | 15.10 |
| 12025 - Dental Hygienist | 33.94 |
| 12030 - EKG Technician | 23.41 |
| 12035 - Electroneurodiagnostic Technologist | 23.41 |
| 12040 - Emergency Medical Technician | 14.46 |
| 12071 - Licensed Practical Nurse I | 14.68 |
| 12072 - Licensed Practical Nurse II | 16.43 |
| 12073 - Licensed Practical Nurse III | 18.32 |
| 12100 - Medical Assistant | 14.00 |
| 12130 - Medical Laboratory Technician | 16.42 |
| 12160 - Medical Record Clerk | 14.21 |
| 12190 - Medical Record Technician | 15.90 |
| 12195 - Medical Transcriptionist | 15.22 |
| 12210 - Nuclear Medicine Technologist | 31.93 |
| 12221 - Nursing Assistant I | 10.49 |
| 12222 - Nursing Assistant II | 11.79 |
| 12223 - Nursing Assistant III | 12.87 |
| 12224 - Nursing Assistant IV | 14.44 |
| 12235 - Optical Dispenser | 13.87 |
| 12236 - Optical Technician | 11.74 |
| 12250 - Pharmacy Technician | 13.17 |
| 12280 - Phlebotomist | 14.44 |
| 12305 - Radiologic Technologist | 23.06 |
| 12311 - Registered Nurse I | 22.24 |
| 12312 - Registered Nurse II | 27.20 |
| 12313 - Registered Nurse II, Specialist | 27.20 |
| 12314 - Registered Nurse III | 32.91 |
| 12315 - Registered Nurse III, Anesthetist | 32.91 |
| 12316 - Registered Nurse IV | 39.44 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.95 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.43 |
| 13012 - Exhibits Specialist II | 21.58 |
| 13013 - Exhibits Specialist III | 26.39 |
| 13041 - Illustrator I | 19.13 |
| 13042 - Illustrator II | 23.71 |
| 13043 - Illustrator III | 29.00 |
| 13047 - Librarian | 23.91 |
| 13050 - Library Aide/Clerk | 9.09 |
| 13054 - Library Information Technology Systems Administrator | 21.59 |

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| 13058 - Library Technician | 15.09 |
| 13061 - Media Specialist I | 15.58 |
| 13062 - Media Specialist II | 17.42 |
| 13063 - Media Specialist III | 19.42 |
| 13071 - Photographer I | 13.89 |
| 13072 - Photographer II | 15.54 |
| 13073 - Photographer III | 19.17 |
| 13074 - Photographer IV | 22.54 |
| 13075 - Photographer V | 27.27 |
| 13110 - Video Teleconference Technician | 14.95 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.26 |
| 14042 - Computer Operator II | 17.08 |
| 14043 - Computer Operator III | 20.69 |
| 14044 - Computer Operator IV | 22.16 |
| 14045 - Computer Operator V | 24.58 |
| 14071 - Computer Programmer I | (see 1) 24.18 |
| 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 | 15.26 |
| 14160 - Personal Computer Support Technician | 22.16 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.60 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.46 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.44 |
| 15050 - Computer Based Training Specialist / Instructor | 30.60 |
| 15060 - Educational Technologist | 27.15 |
| 15070 - Flight Instructor (Pilot) | 40.44 |
| 15080 - Graphic Artist | 21.89 |
| 15090 - Technical Instructor | 21.17 |
| 15095 - Technical Instructor/Course Developer | 23.58 |
| 15110 - Test Proctor | 17.08 |
| 15120 - Tutor | 17.08 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.03 |
| 16030 - Counter Attendant | 9.03 |
| 16040 - Dry Cleaner | 10.82 |
| 16070 - Finisher, Flatwork, Machine | 9.03 |
| 16090 - Presser, Hand | 9.03 |
| 16110 - Presser, Machine, Drycleaning | 9.03 |
| 16130 - Presser, Machine, Shirts | 9.03 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.03 |
| 16190 - Sewing Machine Operator | 11.44 |
| 16220 - Tailor | 12.11 |
| 16250 - Washer, Machine | 9.68 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.95 |
| 19040 - Tool And Die Maker | 22.62 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.53 |
| 21030 - Material Coordinator | 18.04 |
| 21040 - Material Expediter | 18.04 |
| 21050 - Material Handling Laborer | 12.09 |
| 21071 - Order Filler | 11.76 |
| 21080 - Production Line Worker (Food Processing) | 14.53 |
| 21110 - Shipping Packer | 14.67 |
| 21130 - Shipping/Receiving Clerk | 14.67 |
| 21140 - Store Worker I | 11.77 |
| 21150 - Stock Clerk | 14.98 |

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| 21210 - Tools And Parts Attendant | 14.53 |
| 21410 - Warehouse Specialist | 14.53 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.14 |
| 23021 - Aircraft Mechanic I | 24.89 |
| 23022 - Aircraft Mechanic II | 26.14 |
| 23023 - Aircraft Mechanic III | 27.45 |
| 23040 - Aircraft Mechanic Helper | 20.66 |
| 23050 - Aircraft, Painter | 24.50 |
| 23060 - Aircraft Servicer | 23.11 |
| 23080 - Aircraft Worker | 23.40 |
| 23110 - Appliance Mechanic | 18.35 |
| 23120 - Bicycle Repairer | 13.49 |
| 23125 - Cable Splicer | 26.38 |
| 23130 - Carpenter, Maintenance | 16.67 |
| 23140 - Carpet Layer | 18.06 |
| 23160 - Electrician, Maintenance | 21.66 |
| 23181 - Electronics Technician Maintenance I | 21.23 |
| 23182 - Electronics Technician Maintenance II | 23.35 |
| 23183 - Electronics Technician Maintenance III | 23.92 |
| 23260 - Fabric Worker | 17.71 |
| 23290 - Fire Alarm System Mechanic | 20.26 |
| 23310 - Fire Extinguisher Repairer | 16.65 |
| 23311 - Fuel Distribution System Mechanic | 26.39 |
| 23312 - Fuel Distribution System Operator | 22.22 |
| 23370 - General Maintenance Worker | 16.54 |
| 23380 - Ground Support Equipment Mechanic | 24.89 |
| 23381 - Ground Support Equipment Servicer | 23.11 |
| 23382 - Ground Support Equipment Worker | 23.40 |
| 23391 - Gunsmith I | 16.65 |
| 23392 - Gunsmith II | 18.76 |
| 23393 - Gunsmith III | 20.57 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.40 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.40 |
| 23430 - Heavy Equipment Mechanic | 18.56 |
| 23440 - Heavy Equipment Operator | 18.14 |
| 23460 - Instrument Mechanic | 23.27 |
| 23465 - Laboratory/Shelter Mechanic | 19.75 |
| 23470 - Laborer | 12.09 |
| 23510 - Locksmith | 19.51 |
| 23530 - Machinery Maintenance Mechanic | 19.36 |
| 23550 - Machinist, Maintenance | 18.26 |
| 23580 - Maintenance Trades Helper | 14.65 |
| 23591 - Metrology Technician I | 22.91 |
| 23592 - Metrology Technician II | 23.34 |
| 23593 - Metrology Technician III | 24.08 |
| 23640 - Millwright | 20.83 |
| 23710 - Office Appliance Repairer | 20.16 |
| 23760 - Painter, Maintenance | 15.61 |
| 23790 - Pipefitter, Maintenance | 26.10 |
| 23810 - Plumber, Maintenance | 25.32 |
| 23820 - Pneudraulic Systems Mechanic | 20.57 |
| 23850 - Rigger | 20.57 |
| 23870 - Scale Mechanic | 18.76 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.73 |
| 23910 - Small Engine Mechanic | 16.69 |
| 23931 - Telecommunications Mechanic I | 23.54 |
| 23932 - Telecommunications Mechanic II | 26.07 |
| 23950 - Telephone Lineman | 19.67 |
| 23960 - Welder, Combination, Maintenance | 16.05 |
| 23965 - Well Driller | 18.93 |

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| 23970 - Woodcraft Worker | 20.57 |
| 23980 - Woodworker | 15.36 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.72 |
| 24580 - Child Care Center Clerk | 13.42 |
| 24610 - Chore Aide | 10.04 |
| 24620 - Family Readiness And Support Services Coordinator | 14.31 |
| 24630 - Homemaker | 15.60 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.95 |
| 25040 - Sewage Plant Operator | 20.76 |
| 25070 - Stationary Engineer | 19.95 |
| 25190 - Ventilation Equipment Tender | 14.84 |
| 25210 - Water Treatment Plant Operator | 20.76 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.14 |
| 27007 - Baggage Inspector | 13.01 |
| 27008 - Corrections Officer | 17.79 |
| 27010 - Court Security Officer | 22.20 |
| 27030 - Detection Dog Handler | 16.42 |
| 27040 - Detention Officer | 17.79 |
| 27070 - Firefighter | 22.36 |
| 27101 - Guard I | 13.01 |
| 27102 - Guard II | 16.42 |
| 27131 - Police Officer I | 22.90 |
| 27132 - Police Officer II | 25.45 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.27 |
| 28042 - Carnival Equipment Repairer | 11.72 |
| 28043 - Carnival Equipment Worker | 8.15 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.43 |
| 28515 - Recreation Specialist | 13.43 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 17.03 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.13 |
| 29020 - Hatch Tender | 19.13 |
| 29030 - Line Handler | 19.13 |
| 29041 - Stevedore I | 18.13 |
| 29042 - Stevedore II | 20.23 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.46 |
| 30022 - Archeological Technician II | 20.64 |
| 30023 - Archeological Technician III | 25.57 |
| 30030 - Cartographic Technician | 25.57 |
| 30040 - Civil Engineering Technician | 20.26 |
| 30061 - Drafter/CAD Operator I | 18.46 |
| 30062 - Drafter/CAD Operator II | 20.64 |
| 30063 - Drafter/CAD Operator III | 23.02 |
| 30064 - Drafter/CAD Operator IV | 27.98 |
| 30081 - Engineering Technician I | 16.00 |
| 30082 - Engineering Technician II | 17.95 |
| 30083 - Engineering Technician III | 20.08 |
| 30084 - Engineering Technician IV | 24.89 |
| 30085 - Engineering Technician V | 30.45 |
| 30086 - Engineering Technician VI | 36.83 |

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| 30090 - Environmental Technician | 21.47 |
| 30210 - Laboratory Technician | 22.74 |
| 30240 - Mathematical Technician | 25.41 |
| 30361 - Paralegal/Legal Assistant I | 17.58 |
| 30362 - Paralegal/Legal Assistant II | 21.80 |
| 30363 - Paralegal/Legal Assistant III | 26.65 |
| 30364 - Paralegal/Legal Assistant IV | 32.25 |
| 30390 - Photo-Optics Technician | 25.37 |
| 30461 - Technical Writer I | 19.99 |
| 30462 - Technical Writer II | 24.46 |
| 30463 - Technical Writer III | 29.39 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 23.02 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 25.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.66 |
| 31030 - Bus Driver | 15.35 |
| 31043 - Driver Courier | 13.50 |
| 31260 - Parking and Lot Attendant | 8.57 |
| 31290 - Shuttle Bus Driver | 14.43 |
| 31310 - Taxi Driver | 9.88 |
| 31361 - Truckdriver, Light | 14.43 |
| 31362 - Truckdriver, Medium | 21.01 |
| 31363 - Truckdriver, Heavy | 19.94 |
| 31364 - Truckdriver, Tractor-Trailer | 19.94 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.71 |
| 99050 - Desk Clerk | 10.58 |
| 99095 - Embalmer | 29.68 |
| 99251 - Laboratory Animal Caretaker I | 10.85 |
| 99252 - Laboratory Animal Caretaker II | 11.13 |
| 99310 - Mortician | 34.13 |
| 99410 - Pest Controller | 16.74 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.67 |
| 99711 - Recycling Specialist | 15.77 |
| 99730 - Refuse Collector | 12.60 |
| 99810 - Sales Clerk | 12.39 |
| 99820 - School Crossing Guard | 12.83 |
| 99830 - Survey Party Chief | 26.90 |
| 99831 - Surveying Aide | 14.56 |
| 99832 - Surveying Technician | 18.47 |
| 99840 - Vending Machine Attendant | 13.19 |
| 99841 - Vending Machine Repairer | 14.70 |
| 99842 - Vending Machine Repairer Helper | 13.19 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444

should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2331
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: Arizona, Nevada

Area: Arizona County of Mohave

Nevada Counties of Clark, Esmeralda, Lincoln, Nye

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.49 |
| 01012 - Accounting Clerk II | | 16.26 |
| 01013 - Accounting Clerk III | | 18.19 |
| 01020 - Administrative Assistant | | 21.20 |
| 01040 - Court Reporter | | 19.97 |
| 01051 - Data Entry Operator I | | 12.72 |
| 01052 - Data Entry Operator II | | 15.23 |
| 01060 - Dispatcher, Motor Vehicle | | 15.24 |
| 01070 - Document Preparation Clerk | | 12.73 |
| 01090 - Duplicating Machine Operator | | 12.73 |
| 01111 - General Clerk I | | 12.93 |
| 01112 - General Clerk II | | 14.11 |
| 01113 - General Clerk III | | 15.83 |
| 01120 - Housing Referral Assistant | | 20.62 |
| 01141 - Messenger Courier | | 11.48 |
| 01191 - Order Clerk I | | 12.53 |
| 01192 - Order Clerk II | | 13.86 |
| 01261 - Personnel Assistant (Employment) I | | 16.36 |
| 01262 - Personnel Assistant (Employment) II | | 18.30 |
| 01263 - Personnel Assistant (Employment) III | | 20.41 |
| 01270 - Production Control Clerk | | 19.21 |
| 01280 - Receptionist | | 12.42 |
| 01290 - Rental Clerk | | 12.93 |
| 01300 - Scheduler, Maintenance | | 16.53 |
| 01311 - Secretary I | | 16.53 |
| 01312 - Secretary II | | 18.49 |
| 01313 - Secretary III | | 20.62 |
| 01320 - Service Order Dispatcher | | 14.55 |
| 01410 - Supply Technician | | 21.70 |
| 01420 - Survey Worker | | 15.69 |
| 01531 - Travel Clerk I | | 13.26 |
| 01532 - Travel Clerk II | | 14.08 |
| 01533 - Travel Clerk III | | 15.10 |
| 01611 - Word Processor I | | 14.01 |
| 01612 - Word Processor II | | 15.72 |
| 01613 - Word Processor III | | 17.59 |
| 05000 - Automotive Service Occupations | | |

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| 05005 - Automobile Body Repairer, Fiberglass | 23.16 |
| 05010 - Automotive Electrician | 19.42 |
| 05040 - Automotive Glass Installer | 18.81 |
| 05070 - Automotive Worker | 18.81 |
| 05110 - Mobile Equipment Servicer | 17.19 |
| 05130 - Motor Equipment Metal Mechanic | 20.23 |
| 05160 - Motor Equipment Metal Worker | 18.81 |
| 05190 - Motor Vehicle Mechanic | 19.73 |
| 05220 - Motor Vehicle Mechanic Helper | 16.39 |
| 05250 - Motor Vehicle Upholstery Worker | 18.01 |
| 05280 - Motor Vehicle Wrecker | 18.81 |
| 05310 - Painter, Automotive | 19.42 |
| 05340 - Radiator Repair Specialist | 18.81 |
| 05370 - Tire Repairer | 15.78 |
| 05400 - Transmission Repair Specialist | 20.23 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.83 |
| 07041 - Cook I | 13.62 |
| 07042 - Cook II | 15.12 |
| 07070 - Dishwasher | 10.94 |
| 07130 - Food Service Worker | 11.99 |
| 07210 - Meat Cutter | 16.52 |
| 07260 - Waiter/Waitress | 10.74 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.45 |
| 09040 - Furniture Handler | 15.34 |
| 09080 - Furniture Refinisher | 17.07 |
| 09090 - Furniture Refinisher Helper | 16.15 |
| 09110 - Furniture Repairer, Minor | 17.74 |
| 09130 - Upholsterer | 20.46 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.24 |
| 11060 - Elevator Operator | 10.24 |
| 11090 - Gardener | 14.77 |
| 11122 - Housekeeping Aide | 12.62 |
| 11150 - Janitor | 12.59 |
| 11210 - Laborer, Grounds Maintenance | 12.59 |
| 11240 - Maid or Houseman | 12.68 |
| 11260 - Pruner | 11.69 |
| 11270 - Tractor Operator | 13.67 |
| 11330 - Trail Maintenance Worker | 12.59 |
| 11360 - Window Cleaner | 13.56 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 19.15 |
| 12011 - Breath Alcohol Technician | 19.15 |
| 12012 - Certified Occupational Therapist Assistant | 24.02 |
| 12015 - Certified Physical Therapist Assistant | 25.40 |
| 12020 - Dental Assistant | 16.51 |
| 12025 - Dental Hygienist | 34.83 |
| 12030 - EKG Technician | 23.40 |
| 12035 - Electroneurodiagnostic Technologist | 23.40 |
| 12040 - Emergency Medical Technician | 19.15 |
| 12071 - Licensed Practical Nurse I | 17.99 |
| 12072 - Licensed Practical Nurse II | 20.13 |
| 12073 - Licensed Practical Nurse III | 22.45 |
| 12100 - Medical Assistant | 15.59 |
| 12130 - Medical Laboratory Technician | 16.47 |
| 12160 - Medical Record Clerk | 15.87 |
| 12190 - Medical Record Technician | 17.75 |
| 12195 - Medical Transcriptionist | 17.03 |
| 12210 - Nuclear Medicine Technologist | 38.94 |
| 12221 - Nursing Assistant I | 10.77 |
| 12222 - Nursing Assistant II | 12.11 |

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| 12223 - Nursing Assistant III | 13.21 |
| 12224 - Nursing Assistant IV | 14.83 |
| 12235 - Optical Dispenser | 22.54 |
| 12236 - Optical Technician | 12.88 |
| 12250 - Pharmacy Technician | 16.46 |
| 12280 - Phlebotomist | 15.93 |
| 12305 - Radiologic Technologist | 31.88 |
| 12311 - Registered Nurse I | 28.00 |
| 12312 - Registered Nurse II | 34.26 |
| 12313 - Registered Nurse II, Specialist | 34.26 |
| 12314 - Registered Nurse III | 41.45 |
| 12315 - Registered Nurse III, Anesthetist | 41.45 |
| 12316 - Registered Nurse IV | 49.67 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.95 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.20 |
| 13012 - Exhibits Specialist II | 27.51 |
| 13013 - Exhibits Specialist III | 29.18 |
| 13041 - Illustrator I | 20.20 |
| 13042 - Illustrator II | 25.05 |
| 13043 - Illustrator III | 27.64 |
| 13047 - Librarian | 30.46 |
| 13050 - Library Aide/Clerk | 15.52 |
| 13054 - Library Information Technology Systems Administrator | 27.51 |
| 13058 - Library Technician | 18.72 |
| 13061 - Media Specialist I | 19.85 |
| 13062 - Media Specialist II | 22.20 |
| 13063 - Media Specialist III | 24.76 |
| 13071 - Photographer I | 15.64 |
| 13072 - Photographer II | 17.49 |
| 13073 - Photographer III | 21.68 |
| 13074 - Photographer IV | 26.51 |
| 13075 - Photographer V | 32.08 |
| 13110 - Video Teleconference Technician | 25.69 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.25 |
| 14042 - Computer Operator II | 19.48 |
| 14043 - Computer Operator III | 21.51 |
| 14044 - Computer Operator IV | 23.91 |
| 14045 - Computer Operator V | 26.47 |
| 14071 - Computer Programmer I | (see 1) 24.59 |
| 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 | 17.25 |
| 14160 - Personal Computer Support Technician | 23.91 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.50 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.69 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.62 |
| 15050 - Computer Based Training Specialist / Instructor | 29.50 |
| 15060 - Educational Technologist | 28.49 |
| 15070 - Flight Instructor (Pilot) | 41.62 |
| 15080 - Graphic Artist | 23.97 |
| 15090 - Technical Instructor | 19.87 |
| 15095 - Technical Instructor/Course Developer | 24.31 |
| 15110 - Test Proctor | 16.04 |
| 15120 - Tutor | 16.04 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |

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| 16010 - Assembler | 11.45 |
| 16030 - Counter Attendant | 11.45 |
| 16040 - Dry Cleaner | 14.81 |
| 16070 - Finisher, Flatwork, Machine | 11.45 |
| 16090 - Presser, Hand | 11.45 |
| 16110 - Presser, Machine, Drycleaning | 11.45 |
| 16130 - Presser, Machine, Shirts | 11.45 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.45 |
| 16190 - Sewing Machine Operator | 15.93 |
| 16220 - Tailor | 17.05 |
| 16250 - Washer, Machine | 12.56 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.34 |
| 19040 - Tool And Die Maker | 24.66 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.30 |
| 21030 - Material Coordinator | 19.21 |
| 21040 - Material Expediter | 19.21 |
| 21050 - Material Handling Laborer | 12.80 |
| 21071 - Order Filler | 13.11 |
| 21080 - Production Line Worker (Food Processing) | 15.30 |
| 21110 - Shipping Packer | 15.06 |
| 21130 - Shipping/Receiving Clerk | 15.06 |
| 21140 - Store Worker I | 15.61 |
| 21150 - Stock Clerk | 19.49 |
| 21210 - Tools And Parts Attendant | 15.30 |
| 21410 - Warehouse Specialist | 15.30 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 28.33 |
| 23021 - Aircraft Mechanic I | 27.07 |
| 23022 - Aircraft Mechanic II | 28.33 |
| 23023 - Aircraft Mechanic III | 29.37 |
| 23040 - Aircraft Mechanic Helper | 21.93 |
| 23050 - Aircraft, Painter | 26.48 |
| 23060 - Aircraft Servicer | 24.10 |
| 23080 - Aircraft Worker | 25.17 |
| 23110 - Appliance Mechanic | 24.30 |
| 23120 - Bicycle Repairer | 15.78 |
| 23125 - Cable Splicer | 29.84 |
| 23130 - Carpenter, Maintenance | 23.90 |
| 23140 - Carpet Layer | 21.37 |
| 23160 - Electrician, Maintenance | 27.33 |
| 23181 - Electronics Technician Maintenance I | 22.03 |
| 23182 - Electronics Technician Maintenance II | 28.30 |
| 23183 - Electronics Technician Maintenance III | 29.71 |
| 23260 - Fabric Worker | 21.14 |
| 23290 - Fire Alarm System Mechanic | 22.50 |
| 23310 - Fire Extinguisher Repairer | 20.03 |
| 23311 - Fuel Distribution System Mechanic | 23.31 |
| 23312 - Fuel Distribution System Operator | 19.76 |
| 23370 - General Maintenance Worker | 20.17 |
| 23380 - Ground Support Equipment Mechanic | 27.07 |
| 23381 - Ground Support Equipment Servicer | 24.10 |
| 23382 - Ground Support Equipment Worker | 25.17 |
| 23391 - Gunsmith I | 20.03 |
| 23392 - Gunsmith II | 22.24 |
| 23393 - Gunsmith III | 24.75 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.30 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.29 |
| 23430 - Heavy Equipment Mechanic | 24.09 |
| 23440 - Heavy Equipment Operator | 26.66 |

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|---|-------|
| 23460 - Instrument Mechanic | 25.29 |
| 23465 - Laboratory/Shelter Mechanic | 23.44 |
| 23470 - Laborer | 12.80 |
| 23510 - Locksmith | 19.47 |
| 23530 - Machinery Maintenance Mechanic | 29.74 |
| 23550 - Machinist, Maintenance | 20.67 |
| 23580 - Maintenance Trades Helper | 20.86 |
| 23591 - Metrology Technician I | 25.29 |
| 23592 - Metrology Technician II | 26.47 |
| 23593 - Metrology Technician III | 27.44 |
| 23640 - Millwright | 23.20 |
| 23710 - Office Appliance Repairer | 20.43 |
| 23760 - Painter, Maintenance | 22.10 |
| 23790 - Pipefitter, Maintenance | 26.83 |
| 23810 - Plumber, Maintenance | 26.03 |
| 23820 - Pneudraulic Systems Mechanic | 24.75 |
| 23850 - Rigger | 28.15 |
| 23870 - Scale Mechanic | 22.24 |
| 23890 - Sheet-Metal Worker, Maintenance | 28.32 |
| 23910 - Small Engine Mechanic | 17.87 |
| 23931 - Telecommunications Mechanic I | 22.23 |
| 23932 - Telecommunications Mechanic II | 25.08 |
| 23950 - Telephone Lineman | 22.85 |
| 23960 - Welder, Combination, Maintenance | 20.67 |
| 23965 - Well Driller | 25.40 |
| 23970 - Woodcraft Worker | 24.75 |
| 23980 - Woodworker | 16.81 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.74 |
| 24580 - Child Care Center Clerk | 17.75 |
| 24610 - Chore Aide | 11.04 |
| 24620 - Family Readiness And Support Services Coordinator | 14.97 |
| 24630 - Homemaker | 19.78 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 28.14 |
| 25040 - Sewage Plant Operator | 30.12 |
| 25070 - Stationary Engineer | 28.14 |
| 25190 - Ventilation Equipment Tender | 22.77 |
| 25210 - Water Treatment Plant Operator | 30.12 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 22.53 |
| 27007 - Baggage Inspector | 12.46 |
| 27008 - Corrections Officer | 28.25 |
| 27010 - Court Security Officer | 28.63 |
| 27030 - Detection Dog Handler | 20.45 |
| 27040 - Detention Officer | 28.25 |
| 27070 - Firefighter | 26.62 |
| 27101 - Guard I | 12.46 |
| 27102 - Guard II | 20.45 |
| 27131 - Police Officer I | 28.20 |
| 27132 - Police Officer II | 31.34 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.87 |
| 28042 - Carnival Equipment Repairer | 12.49 |
| 28043 - Carnival Equipment Worker | 10.24 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |
| 28310 - Lifeguard | 11.52 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.57 |
| 28515 - Recreation Specialist | 16.48 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 20.30 |

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| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.18 |
| 29020 - Hatch Tender | 29.18 |
| 29030 - Line Handler | 29.21 |
| 29041 - Stevedore I | 28.02 |
| 29042 - Stevedore II | 33.40 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.05 |
| 30022 - Archeological Technician II | 20.17 |
| 30023 - Archeological Technician III | 26.16 |
| 30030 - Cartographic Technician | 28.17 |
| 30040 - Civil Engineering Technician | 25.49 |
| 30061 - Drafter/CAD Operator I | 20.33 |
| 30062 - Drafter/CAD Operator II | 22.74 |
| 30063 - Drafter/CAD Operator III | 25.36 |
| 30064 - Drafter/CAD Operator IV | 30.87 |
| 30081 - Engineering Technician I | 16.94 |
| 30082 - Engineering Technician II | 19.03 |
| 30083 - Engineering Technician III | 23.33 |
| 30084 - Engineering Technician IV | 26.37 |
| 30085 - Engineering Technician V | 32.26 |
| 30086 - Engineering Technician VI | 39.04 |
| 30090 - Environmental Technician | 24.02 |
| 30210 - Laboratory Technician | 23.26 |
| 30240 - Mathematical Technician | 28.17 |
| 30361 - Paralegal/Legal Assistant I | 18.47 |
| 30362 - Paralegal/Legal Assistant II | 22.89 |
| 30363 - Paralegal/Legal Assistant III | 28.00 |
| 30364 - Paralegal/Legal Assistant IV | 33.87 |
| 30390 - Photo-Optics Technician | 28.17 |
| 30461 - Technical Writer I | 22.46 |
| 30462 - Technical Writer II | 27.49 |
| 30463 - Technical Writer III | 32.96 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 25.36 |
| 30621 - Weather Observer, Senior (see 2) | 27.49 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.60 |
| 31030 - Bus Driver | 17.32 |
| 31043 - Driver Courier | 15.16 |
| 31260 - Parking and Lot Attendant | 11.11 |
| 31290 - Shuttle Bus Driver | 16.04 |
| 31310 - Taxi Driver | 13.55 |
| 31361 - Truckdriver, Light | 16.04 |
| 31362 - Truckdriver, Medium | 16.92 |
| 31363 - Truckdriver, Heavy | 20.72 |
| 31364 - Truckdriver, Tractor-Trailer | 20.72 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.29 |
| 99050 - Desk Clerk | 13.86 |
| 99095 - Embalmer | 30.13 |
| 99251 - Laboratory Animal Caretaker I | 11.36 |
| 99252 - Laboratory Animal Caretaker II | 12.50 |
| 99310 - Mortician | 30.13 |
| 99410 - Pest Controller | 16.64 |

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| 99510 - Photofinishing Worker | 16.36 |
| 99710 - Recycling Laborer | 18.30 |
| 99711 - Recycling Specialist | 20.76 |
| 99730 - Refuse Collector | 16.90 |
| 99810 - Sales Clerk | 12.06 |
| 99820 - School Crossing Guard | 13.75 |
| 99830 - Survey Party Chief | 31.79 |
| 99831 - Surveying Aide | 18.08 |
| 99832 - Surveying Technician | 24.80 |
| 99840 - Vending Machine Attendant | 14.51 |
| 99841 - Vending Machine Repairer | 19.29 |
| 99842 - Vending Machine Repairer Helper | 16.68 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2332
Revision No.: 16
Date Of Last Revision: 07/25/2014

States: Arizona, Nevada

Area: Arizona County of Mohave

Nevada Counties of Clark, Esmeralda, Lincoln, Nye

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.49 |
| 01012 - Accounting Clerk II | | 16.26 |
| 01013 - Accounting Clerk III | | 18.19 |
| 01020 - Administrative Assistant | | 21.20 |
| 01040 - Court Reporter | | 19.97 |
| 01051 - Data Entry Operator I | | 12.72 |
| 01052 - Data Entry Operator II | | 15.23 |
| 01060 - Dispatcher, Motor Vehicle | | 15.24 |
| 01070 - Document Preparation Clerk | | 12.73 |
| 01090 - Duplicating Machine Operator | | 12.73 |
| 01111 - General Clerk I | | 12.93 |
| 01112 - General Clerk II | | 14.11 |
| 01113 - General Clerk III | | 15.83 |
| 01120 - Housing Referral Assistant | | 20.62 |
| 01141 - Messenger Courier | | 11.48 |
| 01191 - Order Clerk I | | 12.53 |

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|--|-------|
| 01192 - Order Clerk II | 13.86 |
| 01261 - Personnel Assistant (Employment) I | 16.36 |
| 01262 - Personnel Assistant (Employment) II | 18.30 |
| 01263 - Personnel Assistant (Employment) III | 20.41 |
| 01270 - Production Control Clerk | 19.21 |
| 01280 - Receptionist | 12.42 |
| 01290 - Rental Clerk | 12.93 |
| 01300 - Scheduler, Maintenance | 16.53 |
| 01311 - Secretary I | 16.53 |
| 01312 - Secretary II | 18.49 |
| 01313 - Secretary III | 20.62 |
| 01320 - Service Order Dispatcher | 14.55 |
| 01410 - Supply Technician | 21.70 |
| 01420 - Survey Worker | 15.69 |
| 01531 - Travel Clerk I | 13.26 |
| 01532 - Travel Clerk II | 14.08 |
| 01533 - Travel Clerk III | 15.10 |
| 01611 - Word Processor I | 14.01 |
| 01612 - Word Processor II | 15.72 |
| 01613 - Word Processor III | 17.59 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.16 |
| 05010 - Automotive Electrician | 19.42 |
| 05040 - Automotive Glass Installer | 18.81 |
| 05070 - Automotive Worker | 18.81 |
| 05110 - Mobile Equipment Servicer | 17.19 |
| 05130 - Motor Equipment Metal Mechanic | 20.23 |
| 05160 - Motor Equipment Metal Worker | 18.81 |
| 05190 - Motor Vehicle Mechanic | 19.73 |
| 05220 - Motor Vehicle Mechanic Helper | 16.39 |
| 05250 - Motor Vehicle Upholstery Worker | 18.01 |
| 05280 - Motor Vehicle Wrecker | 18.81 |
| 05310 - Painter, Automotive | 19.42 |
| 05340 - Radiator Repair Specialist | 18.81 |
| 05370 - Tire Repairer | 15.78 |
| 05400 - Transmission Repair Specialist | 20.23 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.83 |
| 07041 - Cook I | 13.62 |
| 07042 - Cook II | 15.12 |
| 07070 - Dishwasher | 10.94 |
| 07130 - Food Service Worker | 11.99 |
| 07210 - Meat Cutter | 16.52 |
| 07260 - Waiter/Waitress | 10.74 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.45 |
| 09040 - Furniture Handler | 15.34 |
| 09080 - Furniture Refinisher | 17.07 |
| 09090 - Furniture Refinisher Helper | 16.15 |
| 09110 - Furniture Repairer, Minor | 17.74 |
| 09130 - Upholsterer | 20.46 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.24 |
| 11060 - Elevator Operator | 10.24 |
| 11090 - Gardener | 14.77 |
| 11122 - Housekeeping Aide | 12.62 |
| 11150 - Janitor | 12.59 |
| 11210 - Laborer, Grounds Maintenance | 12.59 |
| 11240 - Maid or Houseman | 12.68 |
| 11260 - Pruner | 11.69 |
| 11270 - Tractor Operator | 13.67 |
| 11330 - Trail Maintenance Worker | 12.59 |
| 11360 - Window Cleaner | 13.56 |

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| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 19.15 |
| 12011 - Breath Alcohol Technician | 19.15 |
| 12012 - Certified Occupational Therapist Assistant | 24.02 |
| 12015 - Certified Physical Therapist Assistant | 25.40 |
| 12020 - Dental Assistant | 16.51 |
| 12025 - Dental Hygienist | 34.83 |
| 12030 - EKG Technician | 23.40 |
| 12035 - Electroneurodiagnostic Technologist | 23.40 |
| 12040 - Emergency Medical Technician | 19.15 |
| 12071 - Licensed Practical Nurse I | 17.99 |
| 12072 - Licensed Practical Nurse II | 20.13 |
| 12073 - Licensed Practical Nurse III | 22.45 |
| 12100 - Medical Assistant | 15.59 |
| 12130 - Medical Laboratory Technician | 16.47 |
| 12160 - Medical Record Clerk | 15.87 |
| 12190 - Medical Record Technician | 17.75 |
| 12195 - Medical Transcriptionist | 17.03 |
| 12210 - Nuclear Medicine Technologist | 38.94 |
| 12221 - Nursing Assistant I | 10.77 |
| 12222 - Nursing Assistant II | 12.11 |
| 12223 - Nursing Assistant III | 13.21 |
| 12224 - Nursing Assistant IV | 14.83 |
| 12235 - Optical Dispenser | 22.54 |
| 12236 - Optical Technician | 12.88 |
| 12250 - Pharmacy Technician | 16.46 |
| 12280 - Phlebotomist | 15.93 |
| 12305 - Radiologic Technologist | 31.88 |
| 12311 - Registered Nurse I | 28.00 |
| 12312 - Registered Nurse II | 34.26 |
| 12313 - Registered Nurse II, Specialist | 34.26 |
| 12314 - Registered Nurse III | 41.45 |
| 12315 - Registered Nurse III, Anesthetist | 41.45 |
| 12316 - Registered Nurse IV | 49.67 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.95 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.20 |
| 13012 - Exhibits Specialist II | 27.51 |
| 13013 - Exhibits Specialist III | 29.18 |
| 13041 - Illustrator I | 20.20 |
| 13042 - Illustrator II | 25.05 |
| 13043 - Illustrator III | 27.64 |
| 13047 - Librarian | 30.46 |
| 13050 - Library Aide/Clerk | 15.52 |
| 13054 - Library Information Technology Systems Administrator | 27.51 |
| 13058 - Library Technician | 18.72 |
| 13061 - Media Specialist I | 19.85 |
| 13062 - Media Specialist II | 22.20 |
| 13063 - Media Specialist III | 24.76 |
| 13071 - Photographer I | 15.64 |
| 13072 - Photographer II | 17.49 |
| 13073 - Photographer III | 21.68 |
| 13074 - Photographer IV | 26.51 |
| 13075 - Photographer V | 32.08 |
| 13110 - Video Teleconference Technician | 25.69 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.25 |
| 14042 - Computer Operator II | 19.48 |
| 14043 - Computer Operator III | 21.51 |
| 14044 - Computer Operator IV | 23.91 |
| 14045 - Computer Operator V | 26.47 |
| 14071 - Computer Programmer I | 24.59 |

(see 1)

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|---|---------|-------|
| 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 | | 17.25 |
| 14160 - Personal Computer Support Technician | | 23.91 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 29.50 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 35.69 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 41.62 |
| 15050 - Computer Based Training Specialist / Instructor | | 29.50 |
| 15060 - Educational Technologist | | 28.49 |
| 15070 - Flight Instructor (Pilot) | | 41.62 |
| 15080 - Graphic Artist | | 23.97 |
| 15090 - Technical Instructor | | 19.87 |
| 15095 - Technical Instructor/Course Developer | | 24.31 |
| 15110 - Test Proctor | | 16.04 |
| 15120 - Tutor | | 16.04 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 11.45 |
| 16030 - Counter Attendant | | 11.45 |
| 16040 - Dry Cleaner | | 14.81 |
| 16070 - Finisher, Flatwork, Machine | | 11.45 |
| 16090 - Presser, Hand | | 11.45 |
| 16110 - Presser, Machine, Drycleaning | | 11.45 |
| 16130 - Presser, Machine, Shirts | | 11.45 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 11.45 |
| 16190 - Sewing Machine Operator | | 15.93 |
| 16220 - Tailor | | 17.05 |
| 16250 - Washer, Machine | | 12.56 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 21.34 |
| 19040 - Tool And Die Maker | | 24.66 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 15.30 |
| 21030 - Material Coordinator | | 19.21 |
| 21040 - Material Expediter | | 19.21 |
| 21050 - Material Handling Laborer | | 12.80 |
| 21071 - Order Filler | | 13.11 |
| 21080 - Production Line Worker (Food Processing) | | 15.30 |
| 21110 - Shipping Packer | | 15.06 |
| 21130 - Shipping/Receiving Clerk | | 15.06 |
| 21140 - Store Worker I | | 15.61 |
| 21150 - Stock Clerk | | 19.49 |
| 21210 - Tools And Parts Attendant | | 15.30 |
| 21410 - Warehouse Specialist | | 15.30 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 28.33 |
| 23021 - Aircraft Mechanic I | | 27.07 |
| 23022 - Aircraft Mechanic II | | 28.33 |
| 23023 - Aircraft Mechanic III | | 29.37 |
| 23040 - Aircraft Mechanic Helper | | 21.93 |
| 23050 - Aircraft, Painter | | 26.48 |
| 23060 - Aircraft Servicer | | 24.10 |
| 23080 - Aircraft Worker | | 25.17 |
| 23110 - Appliance Mechanic | | 24.30 |
| 23120 - Bicycle Repairer | | 15.78 |
| 23125 - Cable Splicer | | 29.84 |
| 23130 - Carpenter, Maintenance | | 23.90 |
| 23140 - Carpet Layer | | 21.37 |
| 23160 - Electrician, Maintenance | | 27.33 |

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|---|-------|
| 23181 - Electronics Technician Maintenance I | 22.03 |
| 23182 - Electronics Technician Maintenance II | 28.30 |
| 23183 - Electronics Technician Maintenance III | 29.71 |
| 23260 - Fabric Worker | 21.14 |
| 23290 - Fire Alarm System Mechanic | 22.50 |
| 23310 - Fire Extinguisher Repairer | 20.03 |
| 23311 - Fuel Distribution System Mechanic | 23.31 |
| 23312 - Fuel Distribution System Operator | 19.76 |
| 23370 - General Maintenance Worker | 20.17 |
| 23380 - Ground Support Equipment Mechanic | 27.07 |
| 23381 - Ground Support Equipment Servicer | 24.10 |
| 23382 - Ground Support Equipment Worker | 25.17 |
| 23391 - Gunsmith I | 20.03 |
| 23392 - Gunsmith II | 22.24 |
| 23393 - Gunsmith III | 24.75 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.30 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.29 |
| 23430 - Heavy Equipment Mechanic | 24.09 |
| 23440 - Heavy Equipment Operator | 26.66 |
| 23460 - Instrument Mechanic | 25.29 |
| 23465 - Laboratory/Shelter Mechanic | 23.44 |
| 23470 - Laborer | 12.80 |
| 23510 - Locksmith | 19.47 |
| 23530 - Machinery Maintenance Mechanic | 29.74 |
| 23550 - Machinist, Maintenance | 20.67 |
| 23580 - Maintenance Trades Helper | 20.86 |
| 23591 - Metrology Technician I | 25.29 |
| 23592 - Metrology Technician II | 26.47 |
| 23593 - Metrology Technician III | 27.44 |
| 23640 - Millwright | 23.20 |
| 23710 - Office Appliance Repairer | 20.43 |
| 23760 - Painter, Maintenance | 22.10 |
| 23790 - Pipefitter, Maintenance | 26.83 |
| 23810 - Plumber, Maintenance | 26.03 |
| 23820 - Pneudraulic Systems Mechanic | 24.75 |
| 23850 - Rigger | 28.15 |
| 23870 - Scale Mechanic | 22.24 |
| 23890 - Sheet-Metal Worker, Maintenance | 28.32 |
| 23910 - Small Engine Mechanic | 17.87 |
| 23931 - Telecommunications Mechanic I | 22.23 |
| 23932 - Telecommunications Mechanic II | 25.08 |
| 23950 - Telephone Lineman | 22.85 |
| 23960 - Welder, Combination, Maintenance | 20.67 |
| 23965 - well Driller | 25.40 |
| 23970 - Woodcraft Worker | 24.75 |
| 23980 - Woodworker | 16.81 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.74 |
| 24580 - Child Care Center Clerk | 17.75 |
| 24610 - Chore Aide | 11.04 |
| 24620 - Family Readiness And Support Services Coordinator | 14.97 |
| 24630 - Homemaker | 19.78 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 28.14 |
| 25040 - Sewage Plant Operator | 30.12 |
| 25070 - Stationary Engineer | 28.14 |
| 25190 - Ventilation Equipment Tender | 22.77 |
| 25210 - Water Treatment Plant Operator | 30.12 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 22.53 |

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| 27007 - Baggage Inspector | 12.46 |
| 27008 - Corrections Officer | 28.25 |
| 27010 - Court Security Officer | 28.63 |
| 27030 - Detection Dog Handler | 20.45 |
| 27040 - Detention Officer | 28.25 |
| 27070 - Firefighter | 26.62 |
| 27101 - Guard I | 12.46 |
| 27102 - Guard II | 20.45 |
| 27131 - Police Officer I | 28.20 |
| 27132 - Police Officer II | 31.34 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.87 |
| 28042 - Carnival Equipment Repairer | 12.49 |
| 28043 - Carnival Equipment Worker | 10.24 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |
| 28310 - Lifeguard | 11.52 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.57 |
| 28515 - Recreation Specialist | 16.48 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 20.30 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.18 |
| 29020 - Hatch Tender | 29.18 |
| 29030 - Line Handler | 29.21 |
| 29041 - Stevedore I | 28.02 |
| 29042 - Stevedore II | 33.40 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.05 |
| 30022 - Archeological Technician II | 20.17 |
| 30023 - Archeological Technician III | 26.16 |
| 30030 - Cartographic Technician | 28.17 |
| 30040 - Civil Engineering Technician | 25.49 |
| 30061 - Drafter/CAD Operator I | 20.33 |
| 30062 - Drafter/CAD Operator II | 22.74 |
| 30063 - Drafter/CAD Operator III | 25.36 |
| 30064 - Drafter/CAD Operator IV | 30.87 |
| 30081 - Engineering Technician I | 16.94 |
| 30082 - Engineering Technician II | 19.03 |
| 30083 - Engineering Technician III | 23.33 |
| 30084 - Engineering Technician IV | 26.37 |
| 30085 - Engineering Technician V | 32.26 |
| 30086 - Engineering Technician VI | 39.04 |
| 30090 - Environmental Technician | 24.02 |
| 30210 - Laboratory Technician | 23.26 |
| 30240 - Mathematical Technician | 28.17 |
| 30361 - Paralegal/Legal Assistant I | 18.47 |
| 30362 - Paralegal/Legal Assistant II | 22.89 |
| 30363 - Paralegal/Legal Assistant III | 28.00 |
| 30364 - Paralegal/Legal Assistant IV | 33.87 |
| 30390 - Photo-Optics Technician | 28.17 |
| 30461 - Technical Writer I | 22.46 |
| 30462 - Technical Writer II | 27.49 |
| 30463 - Technical Writer III | 32.96 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 25.36 |

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|---|---------|-------|
| Surface Programs | | |
| 30621 - Weather Observer, Senior | (see 2) | 27.49 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 13.60 |
| 31030 - Bus Driver | | 17.32 |
| 31043 - Driver Courier | | 15.16 |
| 31260 - Parking and Lot Attendant | | 11.11 |
| 31290 - Shuttle Bus Driver | | 16.04 |
| 31310 - Taxi Driver | | 13.55 |
| 31361 - Truckdriver, Light | | 16.04 |
| 31362 - Truckdriver, Medium | | 16.92 |
| 31363 - Truckdriver, Heavy | | 20.72 |
| 31364 - Truckdriver, Tractor-Trailer | | 20.72 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 10.29 |
| 99050 - Desk Clerk | | 13.86 |
| 99095 - Embalmer | | 30.13 |
| 99251 - Laboratory Animal Caretaker I | | 11.36 |
| 99252 - Laboratory Animal Caretaker II | | 12.50 |
| 99310 - Mortician | | 30.13 |
| 99410 - Pest Controller | | 16.64 |
| 99510 - Photofinishing Worker | | 16.36 |
| 99710 - Recycling Laborer | | 18.30 |
| 99711 - Recycling Specialist | | 20.76 |
| 99730 - Refuse Collector | | 16.90 |
| 99810 - Sales Clerk | | 12.06 |
| 99820 - School Crossing Guard | | 13.75 |
| 99830 - Survey Party Chief | | 31.79 |
| 99831 - Surveying Aide | | 18.08 |
| 99832 - Surveying Technician | | 24.80 |
| 99840 - Vending Machine Attendant | | 14.51 |
| 99841 - Vending Machine Repairer | | 19.29 |
| 99842 - Vending Machine Repairer Helper | | 16.68 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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
Page 2252

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2333
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: California, Nevada

Area: California Counties of Lassen, Mono

Nevada - All Counties except : Clark, Esmeralda, Lincoln, Nye

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 | | 16.46 |
| 01013 - Accounting Clerk III | | 18.34 |
| 01020 - Administrative Assistant | | 23.69 |
| 01040 - Court Reporter | | 19.55 |
| 01051 - Data Entry Operator I | | 11.86 |
| 01052 - Data Entry Operator II | | 13.86 |
| 01060 - Dispatcher, Motor Vehicle | | 21.62 |
| 01070 - Document Preparation Clerk | | 15.67 |
| 01090 - Duplicating Machine Operator | | 15.67 |
| 01111 - General Clerk I | | 14.06 |
| 01112 - General Clerk II | | 15.35 |
| 01113 - General Clerk III | | 17.51 |
| 01120 - Housing Referral Assistant | | 21.80 |
| 01141 - Messenger Courier | | 11.66 |
| 01191 - Order Clerk I | | 12.52 |
| 01192 - Order Clerk II | | 14.81 |
| 01261 - Personnel Assistant (Employment) I | | 15.66 |
| 01262 - Personnel Assistant (Employment) II | | 17.52 |
| 01263 - Personnel Assistant (Employment) III | | 19.53 |
| 01270 - Production Control Clerk | | 18.98 |
| 01280 - Receptionist | | 14.53 |
| 01290 - Rental Clerk | | 14.77 |
| 01300 - Scheduler, Maintenance | | 17.48 |
| 01311 - Secretary I | | 17.48 |
| 01312 - Secretary II | | 19.55 |
| 01313 - Secretary III | | 21.80 |
| 01320 - Service Order Dispatcher | | 17.78 |
| 01410 - Supply Technician | | 23.69 |
| 01420 - Survey Worker | | 17.81 |
| 01531 - Travel Clerk I | | 13.06 |
| 01532 - Travel Clerk II | | 13.87 |
| 01533 - Travel Clerk III | | 14.50 |
| 01611 - Word Processor I | | 14.86 |
| 01612 - Word Processor II | | 16.69 |
| 01613 - Word Processor III | | 18.66 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 23.47 |
| 05010 - Automotive Electrician | | 21.13 |
| 05040 - Automotive Glass Installer | | 19.65 |
| 05070 - Automotive Worker | | 19.65 |
| 05110 - Mobile Equipment Servicer | | 17.34 |
| 05130 - Motor Equipment Metal Mechanic | | 21.13 |
| 05160 - Motor Equipment Metal Worker | | 19.65 |
| 05190 - Motor Vehicle Mechanic | | 21.73 |
| 05220 - Motor Vehicle Mechanic Helper | | 17.34 |
| 05250 - Motor Vehicle Upholstery Worker | | 19.65 |
| 05280 - Motor Vehicle Wrecker | | 19.65 |
| 05310 - Painter, Automotive | | 20.49 |
| 05340 - Radiator Repair Specialist | | 19.65 |
| 05370 - Tire Repairer | | 14.76 |
| 05400 - Transmission Repair Specialist | | 21.13 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 13.19 |
| 07041 - Cook I | | 11.79 |

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| 07042 - Cook II | 13.25 |
| 07070 - Dishwasher | 9.30 |
| 07130 - Food Service Worker | 9.66 |
| 07210 - Meat Cutter | 19.04 |
| 07260 - Waiter/Waitress | 8.11 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.99 |
| 09040 - Furniture Handler | 14.83 |
| 09080 - Furniture Refinisher | 18.99 |
| 09090 - Furniture Refinisher Helper | 15.28 |
| 09110 - Furniture Repairer, Minor | 17.11 |
| 09130 - Upholsterer | 17.31 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.89 |
| 11060 - Elevator Operator | 10.23 |
| 11090 - Gardener | 15.14 |
| 11122 - Housekeeping Aide | 10.23 |
| 11150 - Janitor | 10.23 |
| 11210 - Laborer, Grounds Maintenance | 12.80 |
| 11240 - Maid or Houseman | 10.03 |
| 11260 - Pruner | 11.64 |
| 11270 - Tractor Operator | 14.51 |
| 11330 - Trail Maintenance Worker | 12.60 |
| 11360 - Window Cleaner | 11.07 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.95 |
| 12011 - Breath Alcohol Technician | 16.75 |
| 12012 - Certified Occupational Therapist Assistant | 27.17 |
| 12015 - Certified Physical Therapist Assistant | 23.73 |
| 12020 - Dental Assistant | 18.09 |
| 12025 - Dental Hygienist | 38.07 |
| 12030 - EKG Technician | 30.03 |
| 12035 - Electroneurodiagnostic Technologist | 30.03 |
| 12040 - Emergency Medical Technician | 18.95 |
| 12071 - Licensed Practical Nurse I | 18.01 |
| 12072 - Licensed Practical Nurse II | 20.15 |
| 12073 - Licensed Practical Nurse III | 22.47 |
| 12100 - Medical Assistant | 16.51 |
| 12130 - Medical Laboratory Technician | 16.92 |
| 12160 - Medical Record Clerk | 15.91 |
| 12190 - Medical Record Technician | 16.31 |
| 12195 - Medical Transcriptionist | 20.17 |
| 12210 - Nuclear Medicine Technologist | 38.38 |
| 12221 - Nursing Assistant I | 10.39 |
| 12222 - Nursing Assistant II | 11.68 |
| 12223 - Nursing Assistant III | 12.74 |
| 12224 - Nursing Assistant IV | 14.31 |
| 12235 - Optical Dispenser | 18.41 |
| 12236 - Optical Technician | 13.13 |
| 12250 - Pharmacy Technician | 15.46 |
| 12280 - Phlebotomist | 14.31 |
| 12305 - Radiologic Technologist | 29.43 |
| 12311 - Registered Nurse I | 27.63 |
| 12312 - Registered Nurse II | 35.14 |
| 12313 - Registered Nurse II, Specialist | 35.14 |
| 12314 - Registered Nurse III | 40.94 |
| 12315 - Registered Nurse III, Anesthetist | 40.94 |
| 12316 - Registered Nurse IV | 49.04 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.88 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.37 |
| 13012 - Exhibits Specialist II | 25.68 |
| 13013 - Exhibits Specialist III | 32.35 |

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| 13041 - Illustrator I | 21.37 |
| 13042 - Illustrator II | 25.68 |
| 13043 - Illustrator III | 32.35 |
| 13047 - Librarian | 29.32 |
| 13050 - Library Aide/Clerk | 17.58 |
| 13054 - Library Information Technology Systems Administrator | 26.48 |
| 13058 - Library Technician | 18.86 |
| 13061 - Media Specialist I | 18.53 |
| 13062 - Media Specialist II | 20.73 |
| 13063 - Media Specialist III | 23.84 |
| 13071 - Photographer I | 15.87 |
| 13072 - Photographer II | 17.74 |
| 13073 - Photographer III | 21.98 |
| 13074 - Photographer IV | 26.88 |
| 13075 - Photographer V | 32.53 |
| 13110 - Video Teleconference Technician | 20.97 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.70 |
| 14042 - Computer Operator II | 17.56 |
| 14043 - Computer Operator III | 19.59 |
| 14044 - Computer Operator IV | 21.76 |
| 14045 - Computer Operator V | 24.09 |
| 14071 - Computer Programmer I | (see 1) 22.61 |
| 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 | 15.70 |
| 14160 - Personal Computer Support Technician | 21.76 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.62 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 39.42 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.72 |
| 15050 - Computer Based Training Specialist / Instructor | 29.62 |
| 15060 - Educational Technologist | 34.68 |
| 15070 - Flight Instructor (Pilot) | 40.72 |
| 15080 - Graphic Artist | 22.57 |
| 15090 - Technical Instructor | 17.84 |
| 15095 - Technical Instructor/Course Developer | 20.61 |
| 15110 - Test Proctor | 16.24 |
| 15120 - Tutor | 16.24 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.62 |
| 16030 - Counter Attendant | 9.62 |
| 16040 - Dry Cleaner | 12.34 |
| 16070 - Finisher, Flatwork, Machine | 9.62 |
| 16090 - Presser, Hand | 9.62 |
| 16110 - Presser, Machine, Drycleaning | 9.62 |
| 16130 - Presser, Machine, Shirts | 9.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.62 |
| 16190 - Sewing Machine Operator | 13.24 |
| 16220 - Tailor | 14.02 |
| 16250 - Washer, Machine | 10.55 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.40 |
| 19040 - Tool And Die Maker | 25.47 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.40 |
| 21030 - Material Coordinator | 17.92 |
| 21040 - Material Expediter | 19.69 |

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| 21050 - Material Handling Laborer | 14.34 |
| 21071 - Order Filler | 14.13 |
| 21080 - Production Line Worker (Food Processing) | 18.40 |
| 21110 - Shipping Packer | 16.09 |
| 21130 - Shipping/Receiving Clerk | 16.09 |
| 21140 - Store Worker I | 13.51 |
| 21150 - Stock Clerk | 17.12 |
| 21210 - Tools And Parts Attendant | 18.40 |
| 21410 - Warehouse Specialist | 18.40 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 26.47 |
| 23021 - Aircraft Mechanic I | 25.39 |
| 23022 - Aircraft Mechanic II | 26.47 |
| 23023 - Aircraft Mechanic III | 27.47 |
| 23040 - Aircraft Mechanic Helper | 19.61 |
| 23050 - Aircraft, Painter | 25.84 |
| 23060 - Aircraft Servicer | 21.97 |
| 23080 - Aircraft Worker | 23.14 |
| 23110 - Appliance Mechanic | 21.84 |
| 23120 - Bicycle Repairer | 13.42 |
| 23125 - Cable Splicer | 24.46 |
| 23130 - Carpenter, Maintenance | 22.71 |
| 23140 - Carpet Layer | 20.85 |
| 23160 - Electrician, Maintenance | 25.61 |
| 23181 - Electronics Technician Maintenance I | 20.33 |
| 23182 - Electronics Technician Maintenance II | 23.14 |
| 23183 - Electronics Technician Maintenance III | 28.00 |
| 23260 - Fabric Worker | 19.56 |
| 23290 - Fire Alarm System Mechanic | 22.68 |
| 23310 - Fire Extinguisher Repairer | 18.41 |
| 23311 - Fuel Distribution System Mechanic | 25.17 |
| 23312 - Fuel Distribution System Operator | 21.51 |
| 23370 - General Maintenance Worker | 18.24 |
| 23380 - Ground Support Equipment Mechanic | 25.39 |
| 23381 - Ground Support Equipment Servicer | 21.97 |
| 23382 - Ground Support Equipment Worker | 23.14 |
| 23391 - Gunsmith I | 18.41 |
| 23392 - Gunsmith II | 20.69 |
| 23393 - Gunsmith III | 23.01 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.45 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.63 |
| 23430 - Heavy Equipment Mechanic | 23.00 |
| 23440 - Heavy Equipment Operator | 24.61 |
| 23460 - Instrument Mechanic | 23.90 |
| 23465 - Laboratory/Shelter Mechanic | 21.84 |
| 23470 - Laborer | 11.62 |
| 23510 - Locksmith | 20.89 |
| 23530 - Machinery Maintenance Mechanic | 22.80 |
| 23550 - Machinist, Maintenance | 20.64 |
| 23580 - Maintenance Trades Helper | 16.61 |
| 23591 - Metrology Technician I | 23.90 |
| 23592 - Metrology Technician II | 24.97 |
| 23593 - Metrology Technician III | 26.19 |
| 23640 - Millwright | 23.01 |
| 23710 - Office Appliance Repairer | 20.16 |
| 23760 - Painter, Maintenance | 18.20 |
| 23790 - Pipefitter, Maintenance | 27.67 |
| 23810 - Plumber, Maintenance | 26.88 |
| 23820 - Pneudraulic Systems Mechanic | 23.01 |
| 23850 - Rigger | 23.01 |
| 23870 - Scale Mechanic | 20.69 |

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| 23890 - Sheet-Metal Worker, Maintenance | 23.24 |
| 23910 - Small Engine Mechanic | 16.80 |
| 23931 - Telecommunications Mechanic I | 21.44 |
| 23932 - Telecommunications Mechanic II | 22.62 |
| 23950 - Telephone Lineman | 22.80 |
| 23960 - Welder, Combination, Maintenance | 21.89 |
| 23965 - Well Driller | 25.17 |
| 23970 - Woodcraft Worker | 23.01 |
| 23980 - Woodworker | 18.21 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.95 |
| 24580 - Child Care Center Clerk | 14.96 |
| 24610 - Chore Aide | 10.24 |
| 24620 - Family Readiness And Support Services Coordinator | 15.19 |
| 24630 - Homemaker | 16.68 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.88 |
| 25040 - Sewage Plant Operator | 26.90 |
| 25070 - Stationary Engineer | 22.88 |
| 25190 - Ventilation Equipment Tender | 17.28 |
| 25210 - Water Treatment Plant Operator | 26.90 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 24.00 |
| 27007 - Baggage Inspector | 11.95 |
| 27008 - Corrections Officer | 25.60 |
| 27010 - Court Security Officer | 25.60 |
| 27030 - Detection Dog Handler | 18.18 |
| 27040 - Detention Officer | 25.60 |
| 27070 - Firefighter | 22.91 |
| 27101 - Guard I | 11.95 |
| 27102 - Guard II | 18.18 |
| 27131 - Police Officer I | 30.96 |
| 27132 - Police Officer II | 34.42 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.60 |
| 28042 - Carnival Equipment Repairer | 12.13 |
| 28043 - Carnival Equipment Worker | 9.05 |
| 28210 - Gate Attendant/Gate Tender | 13.43 |
| 28310 - Lifeguard | 11.84 |
| 28350 - Park Attendant (Aide) | 15.03 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 18.62 |
| 28630 - Sports Official | 12.42 |
| 28690 - Swimming Pool Operator | 17.68 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.53 |
| 29020 - Hatch Tender | 21.53 |
| 29030 - Line Handler | 21.53 |
| 29041 - Stevedore I | 20.81 |
| 29042 - Stevedore II | 23.24 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.02 |
| 30022 - Archeological Technician II | 20.17 |
| 30023 - Archeological Technician III | 24.55 |
| 30030 - Cartographic Technician | 24.55 |
| 30040 - Civil Engineering Technician | 22.23 |
| 30061 - Drafter/CAD Operator I | 18.02 |
| 30062 - Drafter/CAD Operator II | 20.17 |
| 30063 - Drafter/CAD Operator III | 22.50 |

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| 30064 - Drafter/CAD Operator IV | 27.19 |
| 30081 - Engineering Technician I | 16.00 |
| 30082 - Engineering Technician II | 17.96 |
| 30083 - Engineering Technician III | 20.10 |
| 30084 - Engineering Technician IV | 24.88 |
| 30085 - Engineering Technician V | 30.45 |
| 30086 - Engineering Technician VI | 36.85 |
| 30090 - Environmental Technician | 27.01 |
| 30210 - Laboratory Technician | 17.03 |
| 30240 - Mathematical Technician | 26.12 |
| 30361 - Paralegal/Legal Assistant I | 20.22 |
| 30362 - Paralegal/Legal Assistant II | 25.06 |
| 30363 - Paralegal/Legal Assistant III | 30.36 |
| 30364 - Paralegal/Legal Assistant IV | 37.09 |
| 30390 - Photo-Optics Technician | 24.55 |
| 30461 - Technical Writer I | 25.32 |
| 30462 - Technical Writer II | 30.65 |
| 30463 - Technical Writer III | 32.80 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 3) | 22.50 |
| 30621 - Weather Observer, Senior (see 3) | 24.55 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.07 |
| 31030 - Bus Driver | 17.04 |
| 31043 - Driver Courier | 15.81 |
| 31260 - Parking and Lot Attendant | 9.63 |
| 31290 - Shuttle Bus Driver | 16.04 |
| 31310 - Taxi Driver | 11.80 |
| 31361 - Truckdriver, Light | 16.04 |
| 31362 - Truckdriver, Medium | 17.68 |
| 31363 - Truckdriver, Heavy | 22.69 |
| 31364 - Truckdriver, Tractor-Trailer | 22.69 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.48 |
| 99050 - Desk Clerk | 10.44 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 10.53 |
| 99252 - Laboratory Animal Caretaker II | 11.22 |
| 99310 - Mortician | 20.20 |
| 99410 - Pest Controller | 16.43 |
| 99510 - Photofinishing Worker | 12.53 |
| 99710 - Recycling Laborer | 12.46 |
| 99711 - Recycling Specialist | 14.37 |
| 99730 - Refuse Collector | 14.50 |
| 99810 - Sales Clerk | 14.32 |
| 99820 - School Crossing Guard | 14.70 |
| 99830 - Survey Party Chief | 29.98 |
| 99831 - Surveying Aide | 20.22 |
| 99832 - Surveying Technician | 21.98 |
| 99840 - Vending Machine Attendant | 13.60 |
| 99841 - Vending Machine Repairer | 16.29 |
| 99842 - Vending Machine Repairer Helper | 13.60 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2334
Revision No.: 16
Date Of Last Revision: 07/25/2014

States: California, Nevada

Area: California Counties of Lassen, Mono

Nevada - All Counties except : Clark, Esmeralda, Lincoln, Nye

****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 | | 16.46 |
| 01013 - Accounting Clerk III | | 18.34 |
| 01020 - Administrative Assistant | | 23.69 |
| 01040 - Court Reporter | | 19.55 |
| 01051 - Data Entry Operator I | | 11.86 |
| 01052 - Data Entry Operator II | | 13.86 |
| 01060 - Dispatcher, Motor Vehicle | | 21.62 |
| 01070 - Document Preparation Clerk | | 15.67 |
| 01090 - Duplicating Machine Operator | | 15.67 |
| 01111 - General Clerk I | | 14.06 |
| 01112 - General Clerk II | | 15.35 |
| 01113 - General Clerk III | | 17.51 |
| 01120 - Housing Referral Assistant | | 21.80 |
| 01141 - Messenger Courier | | 11.66 |
| 01191 - Order Clerk I | | 12.52 |
| 01192 - Order Clerk II | | 14.81 |
| 01261 - Personnel Assistant (Employment) I | | 15.66 |
| 01262 - Personnel Assistant (Employment) II | | 17.52 |
| 01263 - Personnel Assistant (Employment) III | | 19.53 |
| 01270 - Production Control Clerk | | 18.98 |
| 01280 - Receptionist | | 14.53 |
| 01290 - Rental Clerk | | 14.77 |
| 01300 - Scheduler, Maintenance | | 17.48 |
| 01311 - Secretary I | | 17.48 |
| 01312 - Secretary II | | 19.55 |

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| 01313 - Secretary III | 21.80 |
| 01320 - Service Order Dispatcher | 17.78 |
| 01410 - Supply Technician | 23.69 |
| 01420 - Survey Worker | 17.81 |
| 01531 - Travel Clerk I | 13.06 |
| 01532 - Travel Clerk II | 13.87 |
| 01533 - Travel Clerk III | 14.50 |
| 01611 - Word Processor I | 14.86 |
| 01612 - Word Processor II | 16.69 |
| 01613 - Word Processor III | 18.66 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.47 |
| 05010 - Automotive Electrician | 21.13 |
| 05040 - Automotive Glass Installer | 19.65 |
| 05070 - Automotive Worker | 19.65 |
| 05110 - Mobile Equipment Servicer | 17.34 |
| 05130 - Motor Equipment Metal Mechanic | 21.13 |
| 05160 - Motor Equipment Metal Worker | 19.65 |
| 05190 - Motor Vehicle Mechanic | 21.73 |
| 05220 - Motor Vehicle Mechanic Helper | 17.34 |
| 05250 - Motor Vehicle Upholstery Worker | 19.65 |
| 05280 - Motor Vehicle Wrecker | 19.65 |
| 05310 - Painter, Automotive | 20.49 |
| 05340 - Radiator Repair Specialist | 19.65 |
| 05370 - Tire Repairer | 14.76 |
| 05400 - Transmission Repair Specialist | 21.13 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.19 |
| 07041 - Cook I | 11.79 |
| 07042 - Cook II | 13.25 |
| 07070 - Dishwasher | 9.30 |
| 07130 - Food Service Worker | 9.66 |
| 07210 - Meat Cutter | 19.04 |
| 07260 - Waiter/Waitress | 8.11 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.99 |
| 09040 - Furniture Handler | 14.83 |
| 09080 - Furniture Refinisher | 18.99 |
| 09090 - Furniture Refinisher Helper | 15.28 |
| 09110 - Furniture Repairer, Minor | 17.11 |
| 09130 - Upholsterer | 17.31 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.89 |
| 11060 - Elevator Operator | 10.23 |
| 11090 - Gardener | 15.14 |
| 11122 - Housekeeping Aide | 10.23 |
| 11150 - Janitor | 10.23 |
| 11210 - Laborer, Grounds Maintenance | 12.80 |
| 11240 - Maid or Houseman | 10.03 |
| 11260 - Pruner | 11.64 |
| 11270 - Tractor Operator | 14.51 |
| 11330 - Trail Maintenance Worker | 12.60 |
| 11360 - Window Cleaner | 11.07 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.95 |
| 12011 - Breath Alcohol Technician | 16.75 |
| 12012 - Certified Occupational Therapist Assistant | 27.17 |
| 12015 - Certified Physical Therapist Assistant | 23.73 |
| 12020 - Dental Assistant | 18.09 |
| 12025 - Dental Hygienist | 38.07 |
| 12030 - EKG Technician | 30.03 |
| 12035 - Electroneurodiagnostic Technologist | 30.03 |
| 12040 - Emergency Medical Technician | 18.95 |

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| 12071 - Licensed Practical Nurse I | 18.01 |
| 12072 - Licensed Practical Nurse II | 20.15 |
| 12073 - Licensed Practical Nurse III | 22.47 |
| 12100 - Medical Assistant | 16.51 |
| 12130 - Medical Laboratory Technician | 16.92 |
| 12160 - Medical Record Clerk | 15.91 |
| 12190 - Medical Record Technician | 16.31 |
| 12195 - Medical Transcriptionist | 20.17 |
| 12210 - Nuclear Medicine Technologist | 38.38 |
| 12221 - Nursing Assistant I | 10.39 |
| 12222 - Nursing Assistant II | 11.68 |
| 12223 - Nursing Assistant III | 12.74 |
| 12224 - Nursing Assistant IV | 14.31 |
| 12235 - Optical Dispenser | 18.41 |
| 12236 - Optical Technician | 13.13 |
| 12250 - Pharmacy Technician | 15.46 |
| 12280 - Phlebotomist | 14.31 |
| 12305 - Radiologic Technologist | 29.43 |
| 12311 - Registered Nurse I | 27.63 |
| 12312 - Registered Nurse II | 35.14 |
| 12313 - Registered Nurse II, Specialist | 35.14 |
| 12314 - Registered Nurse III | 40.94 |
| 12315 - Registered Nurse III, Anesthetist | 40.94 |
| 12316 - Registered Nurse IV | 49.04 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.88 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.37 |
| 13012 - Exhibits Specialist II | 25.68 |
| 13013 - Exhibits Specialist III | 32.35 |
| 13041 - Illustrator I | 21.37 |
| 13042 - Illustrator II | 25.68 |
| 13043 - Illustrator III | 32.35 |
| 13047 - Librarian | 29.32 |
| 13050 - Library Aide/Clerk | 17.58 |
| 13054 - Library Information Technology Systems Administrator | 26.48 |
| 13058 - Library Technician | 18.86 |
| 13061 - Media Specialist I | 18.53 |
| 13062 - Media Specialist II | 20.73 |
| 13063 - Media Specialist III | 23.84 |
| 13071 - Photographer I | 15.87 |
| 13072 - Photographer II | 17.74 |
| 13073 - Photographer III | 21.98 |
| 13074 - Photographer IV | 26.88 |
| 13075 - Photographer V | 32.53 |
| 13110 - Video Teleconference Technician | 20.97 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.70 |
| 14042 - Computer Operator II | 17.56 |
| 14043 - Computer Operator III | 19.59 |
| 14044 - Computer Operator IV | 21.76 |
| 14045 - Computer Operator V | 24.09 |
| 14071 - Computer Programmer I | (see 1) 22.61 |
| 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 | 15.70 |
| 14160 - Personal Computer Support Technician | 21.76 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.62 |

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| 15020 - Aircrew Training Devices Instructor (Rated) | 39.42 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.72 |
| 15050 - Computer Based Training Specialist / Instructor | 29.62 |
| 15060 - Educational Technologist | 34.68 |
| 15070 - Flight Instructor (Pilot) | 40.72 |
| 15080 - Graphic Artist | 22.57 |
| 15090 - Technical Instructor | 17.84 |
| 15095 - Technical Instructor/Course Developer | 20.61 |
| 15110 - Test Proctor | 16.24 |
| 15120 - Tutor | 16.24 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.62 |
| 16030 - Counter Attendant | 9.62 |
| 16040 - Dry Cleaner | 12.34 |
| 16070 - Finisher, Flatwork, Machine | 9.62 |
| 16090 - Presser, Hand | 9.62 |
| 16110 - Presser, Machine, Drycleaning | 9.62 |
| 16130 - Presser, Machine, Shirts | 9.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.62 |
| 16190 - Sewing Machine Operator | 13.24 |
| 16220 - Tailor | 14.02 |
| 16250 - Washer, Machine | 10.55 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.40 |
| 19040 - Tool And Die Maker | 25.47 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.40 |
| 21030 - Material Coordinator | 17.92 |
| 21040 - Material Expediter | 19.69 |
| 21050 - Material Handling Laborer | 14.34 |
| 21071 - Order Filler | 14.13 |
| 21080 - Production Line Worker (Food Processing) | 18.40 |
| 21110 - Shipping Packer | 16.09 |
| 21130 - Shipping/Receiving Clerk | 16.09 |
| 21140 - Store Worker I | 13.51 |
| 21150 - Stock Clerk | 17.12 |
| 21210 - Tools And Parts Attendant | 18.40 |
| 21410 - Warehouse Specialist | 18.40 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.47 |
| 23021 - Aircraft Mechanic I | 25.39 |
| 23022 - Aircraft Mechanic II | 26.47 |
| 23023 - Aircraft Mechanic III | 27.47 |
| 23040 - Aircraft Mechanic Helper | 19.61 |
| 23050 - Aircraft, Painter | 25.84 |
| 23060 - Aircraft Servicer | 21.97 |
| 23080 - Aircraft Worker | 23.14 |
| 23110 - Appliance Mechanic | 21.84 |
| 23120 - Bicycle Repairer | 13.42 |
| 23125 - Cable Splicer | 24.46 |
| 23130 - Carpenter, Maintenance | 22.71 |
| 23140 - Carpet Layer | 20.85 |
| 23160 - Electrician, Maintenance | 25.61 |
| 23181 - Electronics Technician Maintenance I | 20.33 |
| 23182 - Electronics Technician Maintenance II | 23.14 |
| 23183 - Electronics Technician Maintenance III | 28.00 |
| 23260 - Fabric Worker | 19.56 |
| 23290 - Fire Alarm System Mechanic | 22.68 |
| 23310 - Fire Extinguisher Repairer | 18.41 |
| 23311 - Fuel Distribution System Mechanic | 25.17 |
| 23312 - Fuel Distribution System Operator | 21.51 |
| 23370 - General Maintenance Worker | 18.24 |
| 23380 - Ground Support Equipment Mechanic | 25.39 |

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| 23381 - Ground Support Equipment Servicer | 21.97 |
| 23382 - Ground Support Equipment Worker | 23.14 |
| 23391 - Gunsmith I | 18.41 |
| 23392 - Gunsmith II | 20.69 |
| 23393 - Gunsmith III | 23.01 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.45 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.63 |
| 23430 - Heavy Equipment Mechanic | 23.00 |
| 23440 - Heavy Equipment Operator | 24.61 |
| 23460 - Instrument Mechanic | 23.90 |
| 23465 - Laboratory/Shelter Mechanic | 21.84 |
| 23470 - Laborer | 11.62 |
| 23510 - Locksmith | 20.89 |
| 23530 - Machinery Maintenance Mechanic | 22.80 |
| 23550 - Machinist, Maintenance | 20.64 |
| 23580 - Maintenance Trades Helper | 16.61 |
| 23591 - Metrology Technician I | 23.90 |
| 23592 - Metrology Technician II | 24.97 |
| 23593 - Metrology Technician III | 26.19 |
| 23640 - Millwright | 23.01 |
| 23710 - Office Appliance Repairer | 20.16 |
| 23760 - Painter, Maintenance | 18.20 |
| 23790 - Pipefitter, Maintenance | 27.67 |
| 23810 - Plumber, Maintenance | 26.88 |
| 23820 - Pneudraulic Systems Mechanic | 23.01 |
| 23850 - Rigger | 23.01 |
| 23870 - Scale Mechanic | 20.69 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.24 |
| 23910 - Small Engine Mechanic | 16.80 |
| 23931 - Telecommunications Mechanic I | 21.44 |
| 23932 - Telecommunications Mechanic II | 22.62 |
| 23950 - Telephone Lineman | 22.80 |
| 23960 - Welder, Combination, Maintenance | 21.89 |
| 23965 - Well Driller | 25.17 |
| 23970 - Woodcraft Worker | 23.01 |
| 23980 - Woodworker | 18.21 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.95 |
| 24580 - Child Care Center Clerk | 14.96 |
| 24610 - Chore Aide | 10.24 |
| 24620 - Family Readiness And Support Services Coordinator | 15.19 |
| 24630 - Homemaker | 16.68 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.88 |
| 25040 - Sewage Plant Operator | 26.90 |
| 25070 - Stationary Engineer | 22.88 |
| 25190 - Ventilation Equipment Tender | 17.28 |
| 25210 - Water Treatment Plant Operator | 26.90 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 24.00 |
| 27007 - Baggage Inspector | 11.95 |
| 27008 - Corrections Officer | 25.60 |
| 27010 - Court Security Officer | 25.60 |
| 27030 - Detection Dog Handler | 18.18 |
| 27040 - Detention Officer | 25.60 |
| 27070 - Firefighter | 22.91 |
| 27101 - Guard I | 11.95 |
| 27102 - Guard II | 18.18 |
| 27131 - Police Officer I | 30.96 |
| 27132 - Police Officer II | 34.42 |

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| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.60 |
| 28042 - Carnival Equipment Repairer | 12.13 |
| 28043 - Carnival Equipment Worker | 9.05 |
| 28210 - Gate Attendant/Gate Tender | 13.43 |
| 28310 - Lifeguard | 11.84 |
| 28350 - Park Attendant (Aide) | 15.03 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 18.62 |
| 28630 - Sports Official | 12.42 |
| 28690 - Swimming Pool Operator | 17.68 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.53 |
| 29020 - Hatch Tender | 21.53 |
| 29030 - Line Handler | 21.53 |
| 29041 - Stevedore I | 20.81 |
| 29042 - Stevedore II | 23.24 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.02 |
| 30022 - Archeological Technician II | 20.17 |
| 30023 - Archeological Technician III | 24.55 |
| 30030 - Cartographic Technician | 24.55 |
| 30040 - Civil Engineering Technician | 22.23 |
| 30061 - Drafter/CAD Operator I | 18.02 |
| 30062 - Drafter/CAD Operator II | 20.17 |
| 30063 - Drafter/CAD Operator III | 22.50 |
| 30064 - Drafter/CAD Operator IV | 27.19 |
| 30081 - Engineering Technician I | 16.00 |
| 30082 - Engineering Technician II | 17.96 |
| 30083 - Engineering Technician III | 20.10 |
| 30084 - Engineering Technician IV | 24.88 |
| 30085 - Engineering Technician V | 30.45 |
| 30086 - Engineering Technician VI | 36.85 |
| 30090 - Environmental Technician | 27.01 |
| 30210 - Laboratory Technician | 17.03 |
| 30240 - Mathematical Technician | 26.12 |
| 30361 - Paralegal/Legal Assistant I | 20.22 |
| 30362 - Paralegal/Legal Assistant II | 25.06 |
| 30363 - Paralegal/Legal Assistant III | 30.36 |
| 30364 - Paralegal/Legal Assistant IV | 37.09 |
| 30390 - Photo-Optics Technician | 24.55 |
| 30461 - Technical Writer I | 25.32 |
| 30462 - Technical Writer II | 30.65 |
| 30463 - Technical Writer III | 32.80 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 3) | 22.50 |
| 30621 - Weather Observer, Senior (see 3) | 24.55 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.07 |
| 31030 - Bus Driver | 17.04 |
| 31043 - Driver Courier | 15.81 |
| 31260 - Parking and Lot Attendant | 9.63 |
| 31290 - Shuttle Bus Driver | 16.04 |
| 31310 - Taxi Driver | 11.80 |
| 31361 - Truckdriver, Light | 16.04 |

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| 31362 - Truckdriver, Medium | 17.68 |
| 31363 - Truckdriver, Heavy | 22.69 |
| 31364 - Truckdriver, Tractor-Trailer | 22.69 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.48 |
| 99050 - Desk Clerk | 10.44 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 10.53 |
| 99252 - Laboratory Animal Caretaker II | 11.22 |
| 99310 - Mortician | 20.20 |
| 99410 - Pest Controller | 16.43 |
| 99510 - Photofinishing Worker | 12.53 |
| 99710 - Recycling Laborer | 12.46 |
| 99711 - Recycling Specialist | 14.37 |
| 99730 - Refuse Collector | 14.50 |
| 99810 - Sales Clerk | 14.32 |
| 99820 - School Crossing Guard | 14.70 |
| 99830 - Survey Party Chief | 29.98 |
| 99831 - Surveying Aide | 20.22 |
| 99832 - Surveying Technician | 21.98 |
| 99840 - Vending Machine Attendant | 13.60 |
| 99841 - Vending Machine Repairer | 16.29 |
| 99842 - Vending Machine Repairer Helper | 13.60 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2339
Revision No.: 16
Date Of Last Revision: 07/25/2014

This wage determination applies to the entire state of NEW HAMPSHIRE Excluding the cities and towns in ROCKINGHAM county listed below:

ROCKINGHAM County: Atkinson, Brentwood, Danville, Derry, East Kingston, Hampstead, Kingston, Newton, Plaistow, Salem, Sandown, Seabrook, and Windham

see WD 2005-2257 for other cities and towns that are included.

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.21 |
| 01012 - Accounting Clerk II | | 14.82 |
| 01013 - Accounting Clerk III | | 16.58 |
| 01020 - Administrative Assistant | | 19.72 |
| 01040 - Court Reporter | | 16.02 |
| 01051 - Data Entry Operator I | | 12.04 |
| 01052 - Data Entry Operator II | | 13.14 |
| 01060 - Dispatcher, Motor Vehicle | | 18.10 |
| 01070 - Document Preparation Clerk | | 14.12 |
| 01090 - Duplicating Machine Operator | | 14.12 |
| 01111 - General Clerk I | | 11.84 |
| 01112 - General Clerk II | | 12.92 |
| 01113 - General Clerk III | | 14.50 |
| 01120 - Housing Referral Assistant | | 17.87 |
| 01141 - Messenger Courier | | 11.87 |
| 01191 - Order Clerk I | | 12.93 |
| 01192 - Order Clerk II | | 14.11 |
| 01261 - Personnel Assistant (Employment) I | | 13.89 |
| 01262 - Personnel Assistant (Employment) II | | 15.54 |
| 01263 - Personnel Assistant (Employment) III | | 17.33 |
| 01270 - Production Control Clerk | | 20.97 |
| 01280 - Receptionist | | 12.46 |
| 01290 - Rental Clerk | | 12.86 |
| 01300 - Scheduler, Maintenance | | 14.32 |
| 01311 - Secretary I | | 14.32 |
| 01312 - Secretary II | | 16.02 |
| 01313 - Secretary III | | 17.87 |
| 01320 - Service Order Dispatcher | | 18.47 |
| 01410 - Supply Technician | | 19.87 |
| 01420 - Survey Worker | | 13.97 |
| 01531 - Travel Clerk I | | 13.79 |
| 01532 - Travel Clerk II | | 14.92 |
| 01533 - Travel Clerk III | | 16.08 |
| 01611 - Word Processor I | | 12.80 |
| 01612 - Word Processor II | | 14.37 |
| 01613 - Word Processor III | | 16.07 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.30 |
| 05010 - Automotive Electrician | | 18.69 |
| 05040 - Automotive Glass Installer | | 17.79 |
| 05070 - Automotive Worker | | 17.72 |
| 05110 - Mobile Equipment Servicer | | 15.80 |
| 05130 - Motor Equipment Metal Mechanic | | 19.63 |
| 05160 - Motor Equipment Metal Worker | | 17.72 |
| 05190 - Motor Vehicle Mechanic | | 19.30 |
| 05220 - Motor Vehicle Mechanic Helper | | 14.90 |
| 05250 - Motor Vehicle Upholstery Worker | | 16.77 |
| 05280 - Motor Vehicle Wrecker | | 17.72 |
| 05310 - Painter, Automotive | | 20.31 |
| 05340 - Radiator Repair Specialist | | 17.72 |
| 05370 - Tire Repairer | | 12.26 |
| 05400 - Transmission Repair Specialist | | 19.63 |
| 07000 - Food Preparation And Service Occupations | | |

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| 07010 - Baker | 13.19 |
| 07041 - Cook I | 12.31 |
| 07042 - Cook II | 14.29 |
| 07070 - Dishwasher | 9.00 |
| 07130 - Food Service Worker | 9.42 |
| 07210 - Meat Cutter | 16.52 |
| 07260 - Waiter/Waitress | 9.53 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.62 |
| 09040 - Furniture Handler | 11.63 |
| 09080 - Furniture Refinisher | 16.50 |
| 09090 - Furniture Refinisher Helper | 13.15 |
| 09110 - Furniture Repairer, Minor | 14.81 |
| 09130 - Upholsterer | 16.50 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.70 |
| 11060 - Elevator Operator | 11.70 |
| 11090 - Gardener | 15.64 |
| 11122 - Housekeeping Aide | 12.07 |
| 11150 - Janitor | 12.07 |
| 11210 - Laborer, Grounds Maintenance | 13.10 |
| 11240 - Maid or Houseman | 10.21 |
| 11260 - Pruner | 12.25 |
| 11270 - Tractor Operator | 14.78 |
| 11330 - Trail Maintenance Worker | 13.10 |
| 11360 - Window Cleaner | 12.91 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.19 |
| 12011 - Breath Alcohol Technician | 18.20 |
| 12012 - Certified Occupational Therapist Assistant | 20.82 |
| 12015 - Certified Physical Therapist Assistant | 20.93 |
| 12020 - Dental Assistant | 19.41 |
| 12025 - Dental Hygienist | 34.59 |
| 12030 - EKG Technician | 25.01 |
| 12035 - Electroneurodiagnostic Technologist | 25.01 |
| 12040 - Emergency Medical Technician | 16.80 |
| 12071 - Licensed Practical Nurse I | 16.84 |
| 12072 - Licensed Practical Nurse II | 18.84 |
| 12073 - Licensed Practical Nurse III | 21.01 |
| 12100 - Medical Assistant | 14.60 |
| 12130 - Medical Laboratory Technician | 19.22 |
| 12160 - Medical Record Clerk | 13.47 |
| 12190 - Medical Record Technician | 15.07 |
| 12195 - Medical Transcriptionist | 16.30 |
| 12210 - Nuclear Medicine Technologist | 33.89 |
| 12221 - Nursing Assistant I | 10.91 |
| 12222 - Nursing Assistant II | 12.27 |
| 12223 - Nursing Assistant III | 13.39 |
| 12224 - Nursing Assistant IV | 15.03 |
| 12235 - Optical Dispenser | 17.60 |
| 12236 - Optical Technician | 15.46 |
| 12250 - Pharmacy Technician | 13.84 |
| 12280 - Phlebotomist | 15.03 |
| 12305 - Radiologic Technologist | 26.78 |
| 12311 - Registered Nurse I | 23.67 |
| 12312 - Registered Nurse II | 28.95 |
| 12313 - Registered Nurse II, Specialist | 28.95 |
| 12314 - Registered Nurse III | 35.02 |
| 12315 - Registered Nurse III, Anesthetist | 35.02 |
| 12316 - Registered Nurse IV | 41.97 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.55 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.49 |

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| 13012 - Exhibits Specialist II | 20.40 |
| 13013 - Exhibits Specialist III | 24.95 |
| 13041 - Illustrator I | 16.46 |
| 13042 - Illustrator II | 20.40 |
| 13043 - Illustrator III | 24.95 |
| 13047 - Librarian | 22.58 |
| 13050 - Library Aide/Clerk | 11.01 |
| 13054 - Library Information Technology Systems Administrator | 20.40 |
| 13058 - Library Technician | 14.22 |
| 13061 - Media Specialist I | 14.71 |
| 13062 - Media Specialist II | 16.46 |
| 13063 - Media Specialist III | 18.36 |
| 13071 - Photographer I | 14.38 |
| 13072 - Photographer II | 16.08 |
| 13073 - Photographer III | 19.92 |
| 13074 - Photographer IV | 24.37 |
| 13075 - Photographer V | 29.49 |
| 13110 - Video Teleconference Technician | 18.04 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.60 |
| 14042 - Computer Operator II | 18.57 |
| 14043 - Computer Operator III | 20.71 |
| 14044 - Computer Operator IV | 23.00 |
| 14045 - Computer Operator V | 25.48 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 16.60 |
| 14160 - Personal Computer Support Technician | 23.03 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 31.98 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 38.33 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 45.94 |
| 15050 - Computer Based Training Specialist / Instructor | 31.98 |
| 15060 - Educational Technologist | 28.31 |
| 15070 - Flight Instructor (Pilot) | 45.94 |
| 15080 - Graphic Artist | 21.11 |
| 15090 - Technical Instructor | 20.43 |
| 15095 - Technical Instructor/Course Developer | 24.99 |
| 15110 - Test Proctor | 16.48 |
| 15120 - Tutor | 16.48 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.71 |
| 16030 - Counter Attendant | 10.71 |
| 16040 - Dry Cleaner | 14.24 |
| 16070 - Finisher, Flatwork, Machine | 10.71 |
| 16090 - Presser, Hand | 10.71 |
| 16110 - Presser, Machine, Drycleaning | 10.71 |
| 16130 - Presser, Machine, Shirts | 10.71 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.71 |
| 16190 - Sewing Machine Operator | 15.10 |
| 16220 - Tailor | 15.78 |
| 16250 - Washer, Machine | 11.92 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.20 |
| 19040 - Tool And Die Maker | 21.75 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.68 |

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| 21030 - Material Coordinator | 20.97 |
| 21040 - Material Expediter | 20.97 |
| 21050 - Material Handling Laborer | 12.62 |
| 21071 - Order Filler | 12.73 |
| 21080 - Production Line Worker (Food Processing) | 14.68 |
| 21110 - Shipping Packer | 14.26 |
| 21130 - Shipping/Receiving Clerk | 14.26 |
| 21140 - Store Worker I | 13.78 |
| 21150 - Stock Clerk | 16.77 |
| 21210 - Tools And Parts Attendant | 14.68 |
| 21410 - Warehouse Specialist | 14.68 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.94 |
| 23021 - Aircraft Mechanic I | 23.78 |
| 23022 - Aircraft Mechanic II | 24.94 |
| 23023 - Aircraft Mechanic III | 26.06 |
| 23040 - Aircraft Mechanic Helper | 17.05 |
| 23050 - Aircraft, Painter | 20.77 |
| 23060 - Aircraft Servicer | 19.21 |
| 23080 - Aircraft Worker | 20.31 |
| 23110 - Appliance Mechanic | 20.23 |
| 23120 - Bicycle Repairer | 12.26 |
| 23125 - Cable Splicer | 28.05 |
| 23130 - Carpenter, Maintenance | 19.95 |
| 23140 - Carpet Layer | 18.11 |
| 23160 - Electrician, Maintenance | 22.43 |
| 23181 - Electronics Technician Maintenance I | 21.55 |
| 23182 - Electronics Technician Maintenance II | 23.50 |
| 23183 - Electronics Technician Maintenance III | 24.70 |
| 23260 - Fabric Worker | 18.48 |
| 23290 - Fire Alarm System Mechanic | 21.13 |
| 23310 - Fire Extinguisher Repairer | 17.45 |
| 23311 - Fuel Distribution System Mechanic | 19.10 |
| 23312 - Fuel Distribution System Operator | 17.00 |
| 23370 - General Maintenance Worker | 17.53 |
| 23380 - Ground Support Equipment Mechanic | 23.78 |
| 23381 - Ground Support Equipment Servicer | 19.21 |
| 23382 - Ground Support Equipment Worker | 20.31 |
| 23391 - Gunsmith I | 17.45 |
| 23392 - Gunsmith II | 19.54 |
| 23393 - Gunsmith III | 21.71 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.15 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.18 |
| 23430 - Heavy Equipment Mechanic | 20.41 |
| 23440 - Heavy Equipment Operator | 19.48 |
| 23460 - Instrument Mechanic | 22.13 |
| 23465 - Laboratory/Shelter Mechanic | 20.65 |
| 23470 - Laborer | 12.62 |
| 23510 - Locksmith | 17.69 |
| 23530 - Machinery Maintenance Mechanic | 21.67 |
| 23550 - Machinist, Maintenance | 18.83 |
| 23580 - Maintenance Trades Helper | 13.16 |
| 23591 - Metrology Technician I | 22.13 |
| 23592 - Metrology Technician II | 23.21 |
| 23593 - Metrology Technician III | 24.25 |
| 23640 - Millwright | 27.57 |
| 23710 - Office Appliance Repairer | 19.25 |
| 23760 - Painter, Maintenance | 16.50 |
| 23790 - Pipefitter, Maintenance | 24.35 |
| 23810 - Plumber, Maintenance | 22.30 |
| 23820 - Pneudraulic Systems Mechanic | 21.71 |

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| 23850 - Rigger | 21.71 |
| 23870 - Scale Mechanic | 19.54 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.35 |
| 23910 - Small Engine Mechanic | 14.88 |
| 23931 - Telecommunications Mechanic I | 24.67 |
| 23932 - Telecommunications Mechanic II | 27.10 |
| 23950 - Telephone Lineman | 25.74 |
| 23960 - Welder, Combination, Maintenance | 19.03 |
| 23965 - Well Driller | 21.29 |
| 23970 - Woodcraft Worker | 21.71 |
| 23980 - Woodworker | 14.36 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.67 |
| 24580 - Child Care Center Clerk | 12.06 |
| 24610 - Chore Aide | 10.68 |
| 24620 - Family Readiness And Support Services Coordinator | 12.30 |
| 24630 - Homemaker | 13.55 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.18 |
| 25040 - Sewage Plant Operator | 19.75 |
| 25070 - Stationary Engineer | 21.18 |
| 25190 - Ventilation Equipment Tender | 16.01 |
| 25210 - Water Treatment Plant Operator | 19.75 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.77 |
| 27007 - Baggage Inspector | 13.37 |
| 27008 - Corrections Officer | 19.46 |
| 27010 - Court Security Officer | 19.73 |
| 27030 - Detection Dog Handler | 16.60 |
| 27040 - Detention Officer | 19.46 |
| 27070 - Firefighter | 19.14 |
| 27101 - Guard I | 13.37 |
| 27102 - Guard II | 16.60 |
| 27131 - Police Officer I | 21.92 |
| 27132 - Police Officer II | 24.36 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.41 |
| 28042 - Carnival Equipment Repairer | 12.06 |
| 28043 - Carnival Equipment Worker | 9.45 |
| 28210 - Gate Attendant/Gate Tender | 14.77 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 16.52 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.06 |
| 28515 - Recreation Specialist | 14.66 |
| 28630 - Sports Official | 13.16 |
| 28690 - Swimming Pool Operator | 17.64 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.74 |
| 29020 - Hatch Tender | 20.74 |
| 29030 - Line Handler | 20.74 |
| 29041 - Stevedore I | 20.29 |
| 29042 - Stevedore II | 22.63 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.71 |
| 30022 - Archeological Technician II | 19.81 |
| 30023 - Archeological Technician III | 24.55 |
| 30030 - Cartographic Technician | 24.55 |
| 30040 - Civil Engineering Technician | 25.22 |
| 30061 - Drafter/CAD Operator I | 17.71 |

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|---|---------------|
| 30062 - Drafter/CAD Operator II | 19.81 |
| 30063 - Drafter/CAD Operator III | 22.09 |
| 30064 - Drafter/CAD Operator IV | 27.17 |
| 30081 - Engineering Technician I | 15.12 |
| 30082 - Engineering Technician II | 16.97 |
| 30083 - Engineering Technician III | 21.45 |
| 30084 - Engineering Technician IV | 23.52 |
| 30085 - Engineering Technician V | 28.77 |
| 30086 - Engineering Technician VI | 34.81 |
| 30090 - Environmental Technician | 18.38 |
| 30210 - Laboratory Technician | 20.17 |
| 30240 - Mathematical Technician | 24.55 |
| 30361 - Paralegal/Legal Assistant I | 17.37 |
| 30362 - Paralegal/Legal Assistant II | 21.53 |
| 30363 - Paralegal/Legal Assistant III | 26.34 |
| 30364 - Paralegal/Legal Assistant IV | 31.86 |
| 30390 - Photo-Optics Technician | 24.55 |
| 30461 - Technical Writer I | 23.62 |
| 30462 - Technical Writer II | 28.90 |
| 30463 - Technical Writer III | 34.96 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 22.09 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 24.55 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.57 |
| 31030 - Bus Driver | 15.29 |
| 31043 - Driver Courier | 14.03 |
| 31260 - Parking and Lot Attendant | 10.25 |
| 31290 - Shuttle Bus Driver | 14.57 |
| 31310 - Taxi Driver | 11.16 |
| 31361 - Truckdriver, Light | 14.57 |
| 31362 - Truckdriver, Medium | 15.55 |
| 31363 - Truckdriver, Heavy | 18.76 |
| 31364 - Truckdriver, Tractor-Trailer | 18.76 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.22 |
| 99050 - Desk Clerk | 10.61 |
| 99095 - Embalmer | 28.59 |
| 99251 - Laboratory Animal Caretaker I | 10.17 |
| 99252 - Laboratory Animal Caretaker II | 10.81 |
| 99310 - Mortician | 28.59 |
| 99410 - Pest Controller | 17.70 |
| 99510 - Photofinishing Worker | 15.03 |
| 99710 - Recycling Laborer | 14.64 |
| 99711 - Recycling Specialist | 16.68 |
| 99730 - Refuse Collector | 13.69 |
| 99810 - Sales Clerk | 12.38 |
| 99820 - School Crossing Guard | 11.44 |
| 99830 - Survey Party Chief | 17.19 |
| 99831 - Surveying Aide | 10.46 |
| 99832 - Surveying Technician | 15.64 |
| 99840 - Vending Machine Attendant | 13.85 |
| 99841 - Vending Machine Repairer | 16.49 |
| 99842 - Vending Machine Repairer Helper | 13.85 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the

wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2340
Revision No.: 16
Date Of Last Revision: 07/25/2014

This wage determination applies to the entire state of NEW HAMPSHIRE Excluding the cities and towns in ROCKINGHAM county listed below:

ROCKINGHAM County: Atkinson, Brentwood, Danville, Derry, East Kingston, Hampstead, Kingston, Newton, Plaistow, Salem, Sandown, Seabrook, and Windham

See WD 2005-2258 for other cities and towns that are included.

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.21 |
| 01012 - Accounting Clerk II | | 14.82 |
| 01013 - Accounting Clerk III | | 16.58 |
| 01020 - Administrative Assistant | | 19.72 |
| 01040 - Court Reporter | | 16.02 |
| 01051 - Data Entry Operator I | | 12.04 |
| 01052 - Data Entry Operator II | | 13.14 |
| 01060 - Dispatcher, Motor Vehicle | | 18.10 |
| 01070 - Document Preparation Clerk | | 14.12 |
| 01090 - Duplicating Machine Operator | | 14.12 |
| 01111 - General Clerk I | | 11.84 |
| 01112 - General Clerk II | | 12.92 |
| 01113 - General Clerk III | | 14.50 |
| 01120 - Housing Referral Assistant | | 17.87 |
| 01141 - Messenger Courier | | 11.87 |
| 01191 - Order Clerk I | | 12.93 |
| 01192 - Order Clerk II | | 14.11 |
| 01261 - Personnel Assistant (Employment) I | | 13.89 |
| 01262 - Personnel Assistant (Employment) II | | 15.54 |
| 01263 - Personnel Assistant (Employment) III | | 17.33 |
| 01270 - Production Control Clerk | | 20.97 |
| 01280 - Receptionist | | 12.46 |
| 01290 - Rental Clerk | | 12.86 |
| 01300 - Scheduler, Maintenance | | 14.32 |
| 01311 - Secretary I | | 14.32 |
| 01312 - Secretary II | | 16.02 |
| 01313 - Secretary III | | 17.87 |
| 01320 - Service Order Dispatcher | | 18.47 |

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| 01410 - Supply Technician | 19.87 |
| 01420 - Survey Worker | 13.97 |
| 01531 - Travel Clerk I | 13.79 |
| 01532 - Travel Clerk II | 14.92 |
| 01533 - Travel Clerk III | 16.08 |
| 01611 - Word Processor I | 12.80 |
| 01612 - Word Processor II | 14.37 |
| 01613 - Word Processor III | 16.07 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.30 |
| 05010 - Automotive Electrician | 18.69 |
| 05040 - Automotive Glass Installer | 17.79 |
| 05070 - Automotive Worker | 17.72 |
| 05110 - Mobile Equipment Servicer | 15.80 |
| 05130 - Motor Equipment Metal Mechanic | 19.63 |
| 05160 - Motor Equipment Metal Worker | 17.72 |
| 05190 - Motor Vehicle Mechanic | 19.30 |
| 05220 - Motor Vehicle Mechanic Helper | 14.90 |
| 05250 - Motor Vehicle Upholstery Worker | 16.77 |
| 05280 - Motor Vehicle Wrecker | 17.72 |
| 05310 - Painter, Automotive | 20.31 |
| 05340 - Radiator Repair Specialist | 17.72 |
| 05370 - Tire Repairer | 12.26 |
| 05400 - Transmission Repair Specialist | 19.63 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.19 |
| 07041 - Cook I | 12.31 |
| 07042 - Cook II | 14.29 |
| 07070 - Dishwasher | 9.00 |
| 07130 - Food Service Worker | 9.42 |
| 07210 - Meat Cutter | 16.52 |
| 07260 - Waiter/Waitress | 9.53 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.62 |
| 09040 - Furniture Handler | 11.63 |
| 09080 - Furniture Refinisher | 16.50 |
| 09090 - Furniture Refinisher Helper | 13.15 |
| 09110 - Furniture Repairer, Minor | 14.81 |
| 09130 - Upholsterer | 16.50 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.70 |
| 11060 - Elevator Operator | 11.70 |
| 11090 - Gardener | 15.64 |
| 11122 - Housekeeping Aide | 12.07 |
| 11150 - Janitor | 12.07 |
| 11210 - Laborer, Grounds Maintenance | 13.10 |
| 11240 - Maid or Houseman | 10.21 |
| 11260 - Pruner | 12.25 |
| 11270 - Tractor Operator | 14.78 |
| 11330 - Trail Maintenance Worker | 13.10 |
| 11360 - Window Cleaner | 12.91 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.19 |
| 12011 - Breath Alcohol Technician | 18.20 |
| 12012 - Certified Occupational Therapist Assistant | 20.82 |
| 12015 - Certified Physical Therapist Assistant | 20.93 |
| 12020 - Dental Assistant | 19.41 |
| 12025 - Dental Hygienist | 34.59 |
| 12030 - EKG Technician | 25.01 |
| 12035 - Electroneurodiagnostic Technologist | 25.01 |
| 12040 - Emergency Medical Technician | 16.80 |
| 12071 - Licensed Practical Nurse I | 16.84 |
| 12072 - Licensed Practical Nurse II | 18.84 |

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| 12073 - Licensed Practical Nurse III | 21.01 |
| 12100 - Medical Assistant | 14.60 |
| 12130 - Medical Laboratory Technician | 19.22 |
| 12160 - Medical Record Clerk | 13.47 |
| 12190 - Medical Record Technician | 15.07 |
| 12195 - Medical Transcriptionist | 16.30 |
| 12210 - Nuclear Medicine Technologist | 33.89 |
| 12221 - Nursing Assistant I | 10.91 |
| 12222 - Nursing Assistant II | 12.27 |
| 12223 - Nursing Assistant III | 13.39 |
| 12224 - Nursing Assistant IV | 15.03 |
| 12235 - Optical Dispenser | 17.60 |
| 12236 - Optical Technician | 15.46 |
| 12250 - Pharmacy Technician | 13.84 |
| 12280 - Phlebotomist | 15.03 |
| 12305 - Radiologic Technologist | 26.78 |
| 12311 - Registered Nurse I | 23.67 |
| 12312 - Registered Nurse II | 28.95 |
| 12313 - Registered Nurse II, Specialist | 28.95 |
| 12314 - Registered Nurse III | 35.02 |
| 12315 - Registered Nurse III, Anesthetist | 35.02 |
| 12316 - Registered Nurse IV | 41.97 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.55 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.49 |
| 13012 - Exhibits Specialist II | 20.40 |
| 13013 - Exhibits Specialist III | 24.95 |
| 13041 - Illustrator I | 16.46 |
| 13042 - Illustrator II | 20.40 |
| 13043 - Illustrator III | 24.95 |
| 13047 - Librarian | 22.58 |
| 13050 - Library Aide/Clerk | 11.01 |
| 13054 - Library Information Technology Systems Administrator | 20.40 |
| 13058 - Library Technician | 14.22 |
| 13061 - Media Specialist I | 14.71 |
| 13062 - Media Specialist II | 16.46 |
| 13063 - Media Specialist III | 18.36 |
| 13071 - Photographer I | 14.38 |
| 13072 - Photographer II | 16.08 |
| 13073 - Photographer III | 19.92 |
| 13074 - Photographer IV | 24.37 |
| 13075 - Photographer V | 29.49 |
| 13110 - Video Teleconference Technician | 18.04 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.60 |
| 14042 - Computer Operator II | 18.57 |
| 14043 - Computer Operator III | 20.71 |
| 14044 - Computer Operator IV | 23.00 |
| 14045 - Computer Operator V | 25.48 |
| 14071 - Computer Programmer I | (see 1) 20.16 |
| 14072 - Computer Programmer II | (see 1) 24.47 |
| 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 | 16.60 |
| 14160 - Personal Computer Support Technician | 23.03 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 31.98 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 38.33 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 45.94 |

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|---|-------|
| 15050 - Computer Based Training Specialist / Instructor | 31.98 |
| 15060 - Educational Technologist | 28.31 |
| 15070 - Flight Instructor (Pilot) | 45.94 |
| 15080 - Graphic Artist | 21.11 |
| 15090 - Technical Instructor | 20.43 |
| 15095 - Technical Instructor/Course Developer | 24.99 |
| 15110 - Test Proctor | 16.48 |
| 15120 - Tutor | 16.48 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.71 |
| 16030 - Counter Attendant | 10.71 |
| 16040 - Dry Cleaner | 14.24 |
| 16070 - Finisher, Flatwork, Machine | 10.71 |
| 16090 - Presser, Hand | 10.71 |
| 16110 - Presser, Machine, Drycleaning | 10.71 |
| 16130 - Presser, Machine, Shirts | 10.71 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.71 |
| 16190 - Sewing Machine Operator | 15.10 |
| 16220 - Tailor | 15.78 |
| 16250 - Washer, Machine | 11.92 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.20 |
| 19040 - Tool And Die Maker | 21.75 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.68 |
| 21030 - Material Coordinator | 20.97 |
| 21040 - Material Expediter | 20.97 |
| 21050 - Material Handling Laborer | 12.62 |
| 21071 - Order Filler | 12.73 |
| 21080 - Production Line Worker (Food Processing) | 14.68 |
| 21110 - Shipping Packer | 14.26 |
| 21130 - Shipping/Receiving Clerk | 14.26 |
| 21140 - Store Worker I | 13.78 |
| 21150 - Stock Clerk | 16.77 |
| 21210 - Tools And Parts Attendant | 14.68 |
| 21410 - Warehouse Specialist | 14.68 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.94 |
| 23021 - Aircraft Mechanic I | 23.78 |
| 23022 - Aircraft Mechanic II | 24.94 |
| 23023 - Aircraft Mechanic III | 26.06 |
| 23040 - Aircraft Mechanic Helper | 17.05 |
| 23050 - Aircraft, Painter | 20.77 |
| 23060 - Aircraft Servicer | 19.21 |
| 23080 - Aircraft Worker | 20.31 |
| 23110 - Appliance Mechanic | 20.23 |
| 23120 - Bicycle Repairer | 12.26 |
| 23125 - Cable Splicer | 28.05 |
| 23130 - Carpenter, Maintenance | 19.95 |
| 23140 - Carpet Layer | 18.11 |
| 23160 - Electrician, Maintenance | 22.43 |
| 23181 - Electronics Technician Maintenance I | 21.55 |
| 23182 - Electronics Technician Maintenance II | 23.50 |
| 23183 - Electronics Technician Maintenance III | 24.70 |
| 23260 - Fabric Worker | 18.48 |
| 23290 - Fire Alarm System Mechanic | 21.13 |
| 23310 - Fire Extinguisher Repairer | 17.45 |
| 23311 - Fuel Distribution System Mechanic | 19.10 |
| 23312 - Fuel Distribution System Operator | 17.00 |
| 23370 - General Maintenance Worker | 17.53 |
| 23380 - Ground Support Equipment Mechanic | 23.78 |
| 23381 - Ground Support Equipment Servicer | 19.21 |
| 23382 - Ground Support Equipment Worker | 20.31 |

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|---|-------|
| 23391 - Gunsmith I | 17.45 |
| 23392 - Gunsmith II | 19.54 |
| 23393 - Gunsmith III | 21.71 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.15 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.18 |
| 23430 - Heavy Equipment Mechanic | 20.41 |
| 23440 - Heavy Equipment Operator | 19.48 |
| 23460 - Instrument Mechanic | 22.13 |
| 23465 - Laboratory/Shelter Mechanic | 20.65 |
| 23470 - Laborer | 12.62 |
| 23510 - Locksmith | 17.69 |
| 23530 - Machinery Maintenance Mechanic | 21.67 |
| 23550 - Machinist, Maintenance | 18.83 |
| 23580 - Maintenance Trades Helper | 13.16 |
| 23591 - Metrology Technician I | 22.13 |
| 23592 - Metrology Technician II | 23.21 |
| 23593 - Metrology Technician III | 24.25 |
| 23640 - Millwright | 27.57 |
| 23710 - Office Appliance Repairer | 19.25 |
| 23760 - Painter, Maintenance | 16.50 |
| 23790 - Pipefitter, Maintenance | 24.35 |
| 23810 - Plumber, Maintenance | 22.30 |
| 23820 - Pneudraulic Systems Mechanic | 21.71 |
| 23850 - Rigger | 21.71 |
| 23870 - Scale Mechanic | 19.54 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.35 |
| 23910 - Small Engine Mechanic | 14.88 |
| 23931 - Telecommunications Mechanic I | 24.67 |
| 23932 - Telecommunications Mechanic II | 27.10 |
| 23950 - Telephone Lineman | 25.74 |
| 23960 - Welder, Combination, Maintenance | 19.03 |
| 23965 - well Driller | 21.29 |
| 23970 - Woodcraft Worker | 21.71 |
| 23980 - Woodworker | 14.36 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.67 |
| 24580 - Child Care Center Clerk | 12.06 |
| 24610 - Chore Aide | 10.68 |
| 24620 - Family Readiness And Support Services Coordinator | 12.30 |
| 24630 - Homemaker | 13.55 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.18 |
| 25040 - Sewage Plant Operator | 19.75 |
| 25070 - Stationary Engineer | 21.18 |
| 25190 - Ventilation Equipment Tender | 16.01 |
| 25210 - Water Treatment Plant Operator | 19.75 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.77 |
| 27007 - Baggage Inspector | 13.37 |
| 27008 - Corrections Officer | 19.46 |
| 27010 - Court Security Officer | 19.73 |
| 27030 - Detection Dog Handler | 16.60 |
| 27040 - Detention Officer | 19.46 |
| 27070 - Firefighter | 19.14 |
| 27101 - Guard I | 13.37 |
| 27102 - Guard II | 16.60 |
| 27131 - Police Officer I | 21.92 |
| 27132 - Police Officer II | 24.36 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.41 |

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| 28042 - Carnival Equipment Repairer | 12.06 |
| 28043 - Carnival Equipment Worker | 9.45 |
| 28210 - Gate Attendant/Gate Tender | 14.77 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 16.52 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.06 |
| 28515 - Recreation Specialist | 14.66 |
| 28630 - Sports Official | 13.16 |
| 28690 - Swimming Pool Operator | 17.64 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.74 |
| 29020 - Hatch Tender | 20.74 |
| 29030 - Line Handler | 20.74 |
| 29041 - Stevedore I | 20.29 |
| 29042 - Stevedore II | 22.63 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.71 |
| 30022 - Archeological Technician II | 19.81 |
| 30023 - Archeological Technician III | 24.55 |
| 30030 - Cartographic Technician | 24.55 |
| 30040 - Civil Engineering Technician | 25.22 |
| 30061 - Drafter/CAD Operator I | 17.71 |
| 30062 - Drafter/CAD Operator II | 19.81 |
| 30063 - Drafter/CAD Operator III | 22.09 |
| 30064 - Drafter/CAD Operator IV | 27.17 |
| 30081 - Engineering Technician I | 15.12 |
| 30082 - Engineering Technician II | 16.97 |
| 30083 - Engineering Technician III | 21.45 |
| 30084 - Engineering Technician IV | 23.52 |
| 30085 - Engineering Technician V | 28.77 |
| 30086 - Engineering Technician VI | 34.81 |
| 30090 - Environmental Technician | 18.38 |
| 30210 - Laboratory Technician | 20.17 |
| 30240 - Mathematical Technician | 24.55 |
| 30361 - Paralegal/Legal Assistant I | 17.37 |
| 30362 - Paralegal/Legal Assistant II | 21.53 |
| 30363 - Paralegal/Legal Assistant III | 26.34 |
| 30364 - Paralegal/Legal Assistant IV | 31.86 |
| 30390 - Photo-Optics Technician | 24.55 |
| 30461 - Technical Writer I | 23.62 |
| 30462 - Technical Writer II | 28.90 |
| 30463 - Technical Writer III | 34.96 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 22.09 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 24.55 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.57 |
| 31030 - Bus Driver | 15.29 |
| 31043 - Driver Courier | 14.03 |
| 31260 - Parking and Lot Attendant | 10.25 |
| 31290 - Shuttle Bus Driver | 14.57 |
| 31310 - Taxi Driver | 11.16 |
| 31361 - Truckdriver, Light | 14.57 |
| 31362 - Truckdriver, Medium | 15.55 |
| 31363 - Truckdriver, Heavy | 18.76 |

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|---|-------|
| 31364 - Truckdriver, Tractor-Trailer | 18.76 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.22 |
| 99050 - Desk Clerk | 10.61 |
| 99095 - Embalmer | 28.59 |
| 99251 - Laboratory Animal Caretaker I | 10.17 |
| 99252 - Laboratory Animal Caretaker II | 10.81 |
| 99310 - Mortician | 28.59 |
| 99410 - Pest Controller | 17.70 |
| 99510 - Photofinishing Worker | 15.03 |
| 99710 - Recycling Laborer | 14.64 |
| 99711 - Recycling Specialist | 16.68 |
| 99730 - Refuse Collector | 13.69 |
| 99810 - Sales Clerk | 12.38 |
| 99820 - School Crossing Guard | 11.44 |
| 99830 - Survey Party Chief | 17.19 |
| 99831 - Surveying Aide | 10.46 |
| 99832 - Surveying Technician | 15.64 |
| 99840 - Vending Machine Attendant | 13.85 |
| 99841 - Vending Machine Repairer | 16.49 |
| 99842 - Vending Machine Repairer Helper | 13.85 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2345
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey Counties of Atlantic, Cape May, Cumberland

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.53 |
| 01012 - Accounting Clerk II | | 16.31 |
| 01013 - Accounting Clerk III | | 18.24 |
| 01020 - Administrative Assistant | | 27.42 |
| 01040 - Court Reporter | | 20.94 |
| 01051 - Data Entry Operator I | | 14.22 |

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| 01052 - Data Entry Operator II | 15.93 |
| 01060 - Dispatcher, Motor Vehicle | 17.92 |
| 01070 - Document Preparation Clerk | 13.66 |
| 01090 - Duplicating Machine Operator | 13.66 |
| 01111 - General Clerk I | 13.45 |
| 01112 - General Clerk II | 14.68 |
| 01113 - General Clerk III | 16.48 |
| 01120 - Housing Referral Assistant | 24.11 |
| 01141 - Messenger Courier | 12.91 |
| 01191 - Order Clerk I | 14.81 |
| 01192 - Order Clerk II | 15.68 |
| 01261 - Personnel Assistant (Employment) I | 16.56 |
| 01262 - Personnel Assistant (Employment) II | 18.52 |
| 01263 - Personnel Assistant (Employment) III | 20.64 |
| 01270 - Production Control Clerk | 22.74 |
| 01280 - Receptionist | 14.72 |
| 01290 - Rental Clerk | 16.83 |
| 01300 - Scheduler, Maintenance | 17.52 |
| 01311 - Secretary I | 19.12 |
| 01312 - Secretary II | 21.84 |
| 01313 - Secretary III | 24.11 |
| 01320 - Service Order Dispatcher | 16.76 |
| 01410 - Supply Technician | 27.02 |
| 01420 - Survey Worker | 17.92 |
| 01531 - Travel Clerk I | 12.87 |
| 01532 - Travel Clerk II | 13.61 |
| 01533 - Travel Clerk III | 14.53 |
| 01611 - Word Processor I | 15.91 |
| 01612 - Word Processor II | 17.86 |
| 01613 - Word Processor III | 19.98 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.53 |
| 05010 - Automotive Electrician | 22.35 |
| 05040 - Automotive Glass Installer | 20.34 |
| 05070 - Automotive Worker | 21.67 |
| 05110 - Mobile Equipment Servicer | 19.63 |
| 05130 - Motor Equipment Metal Mechanic | 22.81 |
| 05160 - Motor Equipment Metal Worker | 21.22 |
| 05190 - Motor Vehicle Mechanic | 22.83 |
| 05220 - Motor Vehicle Mechanic Helper | 18.71 |
| 05250 - Motor Vehicle Upholstery Worker | 20.54 |
| 05280 - Motor Vehicle Wrecker | 21.22 |
| 05310 - Painter, Automotive | 22.14 |
| 05340 - Radiator Repair Specialist | 21.22 |
| 05370 - Tire Repairer | 13.58 |
| 05400 - Transmission Repair Specialist | 23.49 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.84 |
| 07041 - Cook I | 12.99 |
| 07042 - Cook II | 13.84 |
| 07070 - Dishwasher | 9.86 |
| 07130 - Food Service Worker | 11.22 |
| 07210 - Meat Cutter | 19.04 |
| 07260 - Waiter/Waitress | 11.05 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.42 |
| 09040 - Furniture Handler | 17.39 |
| 09080 - Furniture Refinisher | 22.85 |
| 09090 - Furniture Refinisher Helper | 19.50 |
| 09110 - Furniture Repairer, Minor | 21.21 |
| 09130 - Upholsterer | 22.43 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.81 |

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| 11060 - Elevator Operator | 12.33 |
| 11090 - Gardener | 16.09 |
| 11122 - Housekeeping Aide | 12.81 |
| 11150 - Janitor | 12.81 |
| 11210 - Laborer, Grounds Maintenance | 13.67 |
| 11240 - Maid or Houseman | 11.29 |
| 11260 - Pruner | 12.83 |
| 11270 - Tractor Operator | 15.33 |
| 11330 - Trail Maintenance Worker | 13.67 |
| 11360 - Window Cleaner | 13.61 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.48 |
| 12011 - Breath Alcohol Technician | 20.44 |
| 12012 - Certified Occupational Therapist Assistant | 23.94 |
| 12015 - Certified Physical Therapist Assistant | 22.60 |
| 12020 - Dental Assistant | 18.36 |
| 12025 - Dental Hygienist | 34.74 |
| 12030 - EKG Technician | 33.35 |
| 12035 - Electroneurodiagnostic Technologist | 33.35 |
| 12040 - Emergency Medical Technician | 17.48 |
| 12071 - Licensed Practical Nurse I | 20.15 |
| 12072 - Licensed Practical Nurse II | 22.05 |
| 12073 - Licensed Practical Nurse III | 24.57 |
| 12100 - Medical Assistant | 14.97 |
| 12130 - Medical Laboratory Technician | 21.17 |
| 12160 - Medical Record Clerk | 15.47 |
| 12190 - Medical Record Technician | 17.31 |
| 12195 - Medical Transcriptionist | 17.02 |
| 12210 - Nuclear Medicine Technologist | 36.14 |
| 12221 - Nursing Assistant I | 10.52 |
| 12222 - Nursing Assistant II | 11.83 |
| 12223 - Nursing Assistant III | 12.91 |
| 12224 - Nursing Assistant IV | 14.49 |
| 12235 - Optical Dispenser | 21.62 |
| 12236 - Optical Technician | 16.61 |
| 12250 - Pharmacy Technician | 15.13 |
| 12280 - Phlebotomist | 14.49 |
| 12305 - Radiologic Technologist | 29.38 |
| 12311 - Registered Nurse I | 29.51 |
| 12312 - Registered Nurse II | 32.76 |
| 12313 - Registered Nurse II, Specialist | 32.76 |
| 12314 - Registered Nurse III | 39.32 |
| 12315 - Registered Nurse III, Anesthetist | 39.32 |
| 12316 - Registered Nurse IV | 47.11 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.50 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.74 |
| 13012 - Exhibits Specialist II | 25.72 |
| 13013 - Exhibits Specialist III | 31.69 |
| 13041 - Illustrator I | 22.72 |
| 13042 - Illustrator II | 28.29 |
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| 13047 - Librarian | 32.55 |
| 13050 - Library Aide/Clerk | 16.83 |
| 13054 - Library Information Technology Systems Administrator | 28.26 |
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| 13063 - Media Specialist III | 22.37 |
| 13071 - Photographer I | 18.07 |
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| 13073 - Photographer III | 25.65 |

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| 13074 - Photographer IV | 30.62 |
| 13075 - Photographer V | 37.06 |
| 13110 - Video Teleconference Technician | 21.70 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.50 |
| 14042 - Computer Operator II | 20.70 |
| 14043 - Computer Operator III | 23.07 |
| 14044 - Computer Operator IV | 25.64 |
| 14045 - Computer Operator V | 28.39 |
| 14071 - Computer Programmer I (see 1) | 27.62 |
| 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 | 18.50 |
| 14160 - Personal Computer Support Technician | 25.64 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.14 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 40.11 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 48.06 |
| 15050 - Computer Based Training Specialist / Instructor | 33.14 |
| 15060 - Educational Technologist | 32.83 |
| 15070 - Flight Instructor (Pilot) | 48.06 |
| 15080 - Graphic Artist | 24.99 |
| 15090 - Technical Instructor | 23.41 |
| 15095 - Technical Instructor/Course Developer | 29.27 |
| 15110 - Test Proctor | 19.71 |
| 15120 - Tutor | 19.32 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.93 |
| 16030 - Counter Attendant | 9.93 |
| 16040 - Dry Cleaner | 12.54 |
| 16070 - Finisher, Flatwork, Machine | 9.93 |
| 16090 - Presser, Hand | 9.93 |
| 16110 - Presser, Machine, Drycleaning | 9.93 |
| 16130 - Presser, Machine, Shirts | 9.93 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.93 |
| 16190 - Sewing Machine Operator | 13.44 |
| 16220 - Tailor | 14.32 |
| 16250 - Washer, Machine | 10.81 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.29 |
| 19040 - Tool And Die Maker | 24.23 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.21 |
| 21030 - Material Coordinator | 19.55 |
| 21040 - Material Expediter | 19.55 |
| 21050 - Material Handling Laborer | 12.65 |
| 21071 - Order Filler | 13.73 |
| 21080 - Production Line Worker (Food Processing) | 19.21 |
| 21110 - Shipping Packer | 16.45 |
| 21130 - Shipping/Receiving Clerk | 16.45 |
| 21140 - Store Worker I | 16.93 |
| 21150 - Stock Clerk | 19.11 |
| 21210 - Tools And Parts Attendant | 19.21 |
| 21410 - Warehouse Specialist | 19.21 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 28.72 |
| 23021 - Aircraft Mechanic I | 27.48 |
| 23022 - Aircraft Mechanic II | 28.72 |
| 23023 - Aircraft Mechanic III | 30.43 |

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| 23040 - Aircraft Mechanic Helper | 22.62 |
| 23050 - Aircraft, Painter | 25.65 |
| 23060 - Aircraft Servicer | 23.98 |
| 23080 - Aircraft Worker | 23.30 |
| 23110 - Appliance Mechanic | 23.93 |
| 23120 - Bicycle Repairer | 15.11 |
| 23125 - Cable Splicer | 32.44 |
| 23130 - Carpenter, Maintenance | 24.40 |
| 23140 - Carpet Layer | 24.83 |
| 23160 - Electrician, Maintenance | 27.23 |
| 23181 - Electronics Technician Maintenance I | 24.75 |
| 23182 - Electronics Technician Maintenance II | 26.66 |
| 23183 - Electronics Technician Maintenance III | 27.60 |
| 23260 - Fabric Worker | 23.98 |
| 23290 - Fire Alarm System Mechanic | 25.51 |
| 23310 - Fire Extinguisher Repairer | 23.10 |
| 23311 - Fuel Distribution System Mechanic | 26.89 |
| 23312 - Fuel Distribution System Operator | 23.16 |
| 23370 - General Maintenance Worker | 21.37 |
| 23380 - Ground Support Equipment Mechanic | 27.48 |
| 23381 - Ground Support Equipment Servicer | 23.98 |
| 23382 - Ground Support Equipment Worker | 23.95 |
| 23391 - Gunsmith I | 23.10 |
| 23392 - Gunsmith II | 24.92 |
| 23393 - Gunsmith III | 26.76 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.17 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.15 |
| 23430 - Heavy Equipment Mechanic | 24.73 |
| 23440 - Heavy Equipment Operator | 27.89 |
| 23460 - Instrument Mechanic | 26.76 |
| 23465 - Laboratory/Shelter Mechanic | 25.83 |
| 23470 - Laborer | 15.83 |
| 23510 - Locksmith | 23.29 |
| 23530 - Machinery Maintenance Mechanic | 24.32 |
| 23550 - Machinist, Maintenance | 25.08 |
| 23580 - Maintenance Trades Helper | 18.52 |
| 23591 - Metrology Technician I | 26.76 |
| 23592 - Metrology Technician II | 27.73 |
| 23593 - Metrology Technician III | 28.58 |
| 23640 - Millwright | 26.76 |
| 23710 - Office Appliance Repairer | 23.06 |
| 23760 - Painter, Maintenance | 24.18 |
| 23790 - Pipefitter, Maintenance | 30.39 |
| 23810 - Plumber, Maintenance | 26.93 |
| 23820 - Pneudraulic Systems Mechanic | 26.76 |
| 23850 - Rigger | 26.76 |
| 23870 - Scale Mechanic | 25.73 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.49 |
| 23910 - Small Engine Mechanic | 21.06 |
| 23931 - Telecommunications Mechanic I | 27.82 |
| 23932 - Telecommunications Mechanic II | 28.86 |
| 23950 - Telephone Lineman | 28.29 |
| 23960 - Welder, Combination, Maintenance | 20.91 |
| 23965 - Well Driller | 24.36 |
| 23970 - Woodcraft Worker | 26.76 |
| 23980 - Woodworker | 23.89 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.15 |
| 24580 - Child Care Center Clerk | 13.90 |
| 24610 - Chore Aide | 13.56 |
| 24620 - Family Readiness And Support Services | 15.61 |

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| Coordinator | |
| 24630 - Homemaker | 17.02 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.28 |
| 25040 - Sewage Plant Operator | 22.82 |
| 25070 - Stationary Engineer | 22.28 |
| 25190 - Ventilation Equipment Tender | 18.37 |
| 25210 - Water Treatment Plant Operator | 22.82 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.60 |
| 27007 - Baggage Inspector | 13.48 |
| 27008 - Corrections Officer | 24.29 |
| 27010 - Court Security Officer | 27.70 |
| 27030 - Detection Dog Handler | 18.63 |
| 27040 - Detention Officer | 24.29 |
| 27070 - Firefighter | 27.25 |
| 27101 - Guard I | 13.48 |
| 27102 - Guard II | 18.63 |
| 27131 - Police Officer I | 28.28 |
| 27132 - Police Officer II | 31.43 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.46 |
| 28042 - Carnival Equipment Repairer | 12.02 |
| 28043 - Carnival Equipment Worker | 9.76 |
| 28210 - Gate Attendant/Gate Tender | 16.04 |
| 28310 - Lifeguard | 12.78 |
| 28350 - Park Attendant (Aide) | 17.94 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.54 |
| 28515 - Recreation Specialist | 18.87 |
| 28630 - Sports Official | 14.29 |
| 28690 - Swimming Pool Operator | 20.24 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.30 |
| 29020 - Hatch Tender | 24.30 |
| 29030 - Line Handler | 24.30 |
| 29041 - Stevedore I | 23.38 |
| 29042 - Stevedore II | 25.20 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.17 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.31 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.98 |
| 30021 - Archeological Technician I | 19.23 |
| 30022 - Archeological Technician II | 21.57 |
| 30023 - Archeological Technician III | 28.14 |
| 30030 - Cartographic Technician | 28.27 |
| 30040 - Civil Engineering Technician | 27.94 |
| 30061 - Drafter/CAD Operator I | 20.33 |
| 30062 - Drafter/CAD Operator II | 22.75 |
| 30063 - Drafter/CAD Operator III | 25.36 |
| 30064 - Drafter/CAD Operator IV | 31.21 |
| 30081 - Engineering Technician I | 16.38 |
| 30082 - Engineering Technician II | 18.19 |
| 30083 - Engineering Technician III | 24.23 |
| 30084 - Engineering Technician IV | 29.51 |
| 30085 - Engineering Technician V | 35.18 |
| 30086 - Engineering Technician VI | 37.71 |
| 30090 - Environmental Technician | 26.73 |
| 30210 - Laboratory Technician | 25.35 |
| 30240 - Mathematical Technician | 28.72 |
| 30361 - Paralegal/Legal Assistant I | 18.87 |
| 30362 - Paralegal/Legal Assistant II | 23.37 |
| 30363 - Paralegal/Legal Assistant III | 28.59 |
| 30364 - Paralegal/Legal Assistant IV | 34.58 |

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|---|-------|
| 30390 - Photo-Optics Technician | 28.22 |
| 30461 - Technical Writer I | 21.04 |
| 30462 - Technical Writer II | 25.74 |
| 30463 - Technical Writer III | 34.45 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.25 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.35 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.17 |
| 30494 - Unexploded (UXO) Safety Escort | 24.25 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.25 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 23.26 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 25.85 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 15.22 |
| 31030 - Bus Driver | 18.56 |
| 31043 - Driver Courier | 18.13 |
| 31260 - Parking and Lot Attendant | 10.89 |
| 31290 - Shuttle Bus Driver | 19.00 |
| 31310 - Taxi Driver | 12.23 |
| 31361 - Truckdriver, Light | 19.00 |
| 31362 - Truckdriver, Medium | 19.73 |
| 31363 - Truckdriver, Heavy | 19.99 |
| 31364 - Truckdriver, Tractor-Trailer | 19.99 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.80 |
| 99050 - Desk Clerk | 12.64 |
| 99095 - Embalmer | 26.03 |
| 99251 - Laboratory Animal Caretaker I | 12.64 |
| 99252 - Laboratory Animal Caretaker II | 13.13 |
| 99310 - Mortician | 31.70 |
| 99410 - Pest Controller | 17.02 |
| 99510 - Photofinishing Worker | 14.65 |
| 99710 - Recycling Laborer | 18.85 |
| 99711 - Recycling Specialist | 21.14 |
| 99730 - Refuse Collector | 17.69 |
| 99810 - Sales Clerk | 12.66 |
| 99820 - School Crossing Guard | 14.21 |
| 99830 - Survey Party Chief | 19.61 |
| 99831 - Surveying Aide | 13.27 |
| 99832 - Surveying Technician | 18.22 |
| 99840 - Vending Machine Attendant | 16.45 |
| 99841 - Vending Machine Repairer | 19.22 |
| 99842 - Vending Machine Repairer Helper | 16.45 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 nine paid holidays per year: New Year's Day, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed

occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski

Division of

Wage Determination No.: 2005-2346
Revision No.: 17

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
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| 05340 - Radiator Repair Specialist | 21.22 |
| 05370 - Tire Repairer | 13.58 |
| 05400 - Transmission Repair Specialist | 23.49 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.84 |
| 07041 - Cook I | 12.99 |
| 07042 - Cook II | 13.84 |
| 07070 - Dishwasher | 9.86 |
| 07130 - Food Service Worker | 11.22 |
| 07210 - Meat Cutter | 19.04 |
| 07260 - Waiter/Waitress | 11.05 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.42 |
| 09040 - Furniture Handler | 17.39 |
| 09080 - Furniture Refinisher | 22.85 |
| 09090 - Furniture Refinisher Helper | 19.50 |
| 09110 - Furniture Repairer, Minor | 21.21 |
| 09130 - Upholsterer | 22.43 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.81 |
| 11060 - Elevator Operator | 12.33 |
| 11090 - Gardener | 16.09 |
| 11122 - Housekeeping Aide | 12.81 |
| 11150 - Janitor | 12.81 |
| 11210 - Laborer, Grounds Maintenance | 13.67 |
| 11240 - Maid or Houseman | 11.29 |
| 11260 - Pruner | 12.83 |
| 11270 - Tractor Operator | 15.33 |
| 11330 - Trail Maintenance Worker | 13.67 |
| 11360 - Window Cleaner | 13.61 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.48 |
| 12011 - Breath Alcohol Technician | 20.44 |
| 12012 - Certified Occupational Therapist Assistant | 23.94 |
| 12015 - Certified Physical Therapist Assistant | 22.60 |
| 12020 - Dental Assistant | 18.36 |
| 12025 - Dental Hygienist | 34.74 |
| 12030 - EKG Technician | 33.35 |
| 12035 - Electroneurodiagnostic Technologist | 33.35 |
| 12040 - Emergency Medical Technician | 17.48 |
| 12071 - Licensed Practical Nurse I | 20.15 |
| 12072 - Licensed Practical Nurse II | 22.05 |
| 12073 - Licensed Practical Nurse III | 24.57 |
| 12100 - Medical Assistant | 14.97 |
| 12130 - Medical Laboratory Technician | 21.17 |
| 12160 - Medical Record Clerk | 15.47 |
| 12190 - Medical Record Technician | 17.31 |
| 12195 - Medical Transcriptionist | 17.02 |
| 12210 - Nuclear Medicine Technologist | 36.14 |
| 12221 - Nursing Assistant I | 10.52 |
| 12222 - Nursing Assistant II | 11.83 |
| 12223 - Nursing Assistant III | 12.91 |
| 12224 - Nursing Assistant IV | 14.49 |
| 12235 - Optical Dispenser | 21.62 |
| 12236 - Optical Technician | 16.61 |
| 12250 - Pharmacy Technician | 15.13 |
| 12280 - Phlebotomist | 14.49 |
| 12305 - Radiologic Technologist | 29.38 |
| 12311 - Registered Nurse I | 29.51 |
| 12312 - Registered Nurse II | 32.76 |
| 12313 - Registered Nurse II, Specialist | 32.76 |
| 12314 - Registered Nurse III | 39.32 |
| 12315 - Registered Nurse III, Anesthetist | 39.32 |

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| 12316 - Registered Nurse IV | 47.11 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.50 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.74 |
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| 13041 - Illustrator I | 22.72 |
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| 13075 - Photographer V | 37.06 |
| 13110 - Video Teleconference Technician | 21.70 |
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| 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 | |
| 14150 - Peripheral Equipment Operator | 18.50 |
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| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.14 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 40.11 |
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| 15080 - Graphic Artist | 24.99 |
| 15090 - Technical Instructor | 23.41 |
| 15095 - Technical Instructor/Course Developer | 29.27 |
| 15110 - Test Proctor | 19.71 |
| 15120 - Tutor | 19.32 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.93 |
| 16030 - Counter Attendant | 9.93 |
| 16040 - Dry Cleaner | 12.54 |
| 16070 - Finisher, Flatwork, Machine | 9.93 |
| 16090 - Presser, Hand | 9.93 |
| 16110 - Presser, Machine, Drycleaning | 9.93 |
| 16130 - Presser, Machine, Shirts | 9.93 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.93 |
| 16190 - Sewing Machine Operator | 13.44 |
| 16220 - Tailor | 14.32 |
| 16250 - Washer, Machine | 10.81 |
| 19000 - Machine Tool Operation And Repair Occupations | |

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| 19010 - Machine-Tool Operator (Tool Room) | 21.29 |
| 19040 - Tool And Die Maker | 24.23 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.21 |
| 21030 - Material Coordinator | 19.55 |
| 21040 - Material Expediter | 19.55 |
| 21050 - Material Handling Laborer | 12.65 |
| 21071 - Order Filler | 13.73 |
| 21080 - Production Line Worker (Food Processing) | 19.21 |
| 21110 - Shipping Packer | 16.45 |
| 21130 - Shipping/Receiving Clerk | 16.45 |
| 21140 - Store Worker I | 16.93 |
| 21150 - Stock Clerk | 19.11 |
| 21210 - Tools And Parts Attendant | 19.21 |
| 21410 - Warehouse Specialist | 19.21 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 28.72 |
| 23021 - Aircraft Mechanic I | 27.48 |
| 23022 - Aircraft Mechanic II | 28.72 |
| 23023 - Aircraft Mechanic III | 30.43 |
| 23040 - Aircraft Mechanic Helper | 22.62 |
| 23050 - Aircraft, Painter | 25.65 |
| 23060 - Aircraft Servicer | 23.98 |
| 23080 - Aircraft Worker | 23.30 |
| 23110 - Appliance Mechanic | 23.93 |
| 23120 - Bicycle Repairer | 15.11 |
| 23125 - Cable Splicer | 32.44 |
| 23130 - Carpenter, Maintenance | 24.40 |
| 23140 - Carpet Layer | 24.83 |
| 23160 - Electrician, Maintenance | 27.23 |
| 23181 - Electronics Technician Maintenance I | 24.75 |
| 23182 - Electronics Technician Maintenance II | 26.66 |
| 23183 - Electronics Technician Maintenance III | 27.60 |
| 23260 - Fabric Worker | 23.98 |
| 23290 - Fire Alarm System Mechanic | 25.51 |
| 23310 - Fire Extinguisher Repairer | 23.10 |
| 23311 - Fuel Distribution System Mechanic | 26.89 |
| 23312 - Fuel Distribution System Operator | 23.16 |
| 23370 - General Maintenance Worker | 21.37 |
| 23380 - Ground Support Equipment Mechanic | 27.48 |
| 23381 - Ground Support Equipment Servicer | 23.98 |
| 23382 - Ground Support Equipment Worker | 23.95 |
| 23391 - Gunsmith I | 23.10 |
| 23392 - Gunsmith II | 24.92 |
| 23393 - Gunsmith III | 26.76 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.17 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.15 |
| 23430 - Heavy Equipment Mechanic | 24.73 |
| 23440 - Heavy Equipment Operator | 27.89 |
| 23460 - Instrument Mechanic | 26.76 |
| 23465 - Laboratory/Shelter Mechanic | 25.83 |
| 23470 - Laborer | 15.83 |
| 23510 - Locksmith | 23.29 |
| 23530 - Machinery Maintenance Mechanic | 24.32 |
| 23550 - Machinist, Maintenance | 25.08 |
| 23580 - Maintenance Trades Helper | 18.52 |
| 23591 - Metrology Technician I | 26.76 |
| 23592 - Metrology Technician II | 27.73 |
| 23593 - Metrology Technician III | 28.58 |
| 23640 - Millwright | 26.76 |
| 23710 - Office Appliance Repairer | 23.06 |

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| 23760 - Painter, Maintenance | 24.18 |
| 23790 - Pipefitter, Maintenance | 30.39 |
| 23810 - Plumber, Maintenance | 26.93 |
| 23820 - Pneudraulic Systems Mechanic | 26.76 |
| 23850 - Rigger | 26.76 |
| 23870 - Scale Mechanic | 25.73 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.49 |
| 23910 - Small Engine Mechanic | 21.06 |
| 23931 - Telecommunications Mechanic I | 27.82 |
| 23932 - Telecommunications Mechanic II | 28.86 |
| 23950 - Telephone Lineman | 28.29 |
| 23960 - Welder, Combination, Maintenance | 20.91 |
| 23965 - Well Driller | 24.36 |
| 23970 - Woodcraft Worker | 26.76 |
| 23980 - Woodworker | 23.89 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.15 |
| 24580 - Child Care Center Clerk | 13.90 |
| 24610 - Chore Aide | 13.56 |
| 24620 - Family Readiness And Support Services Coordinator | 15.61 |
| 24630 - Homemaker | 17.02 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.28 |
| 25040 - Sewage Plant Operator | 22.82 |
| 25070 - Stationary Engineer | 22.28 |
| 25190 - Ventilation Equipment Tender | 18.37 |
| 25210 - Water Treatment Plant Operator | 22.82 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.60 |
| 27007 - Baggage Inspector | 13.48 |
| 27008 - Corrections Officer | 24.29 |
| 27010 - Court Security Officer | 27.70 |
| 27030 - Detection Dog Handler | 18.63 |
| 27040 - Detention Officer | 24.29 |
| 27070 - Firefighter | 27.25 |
| 27101 - Guard I | 13.48 |
| 27102 - Guard II | 18.63 |
| 27131 - Police Officer I | 28.28 |
| 27132 - Police Officer II | 31.43 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.46 |
| 28042 - Carnival Equipment Repairer | 12.02 |
| 28043 - Carnival Equipment Worker | 9.76 |
| 28210 - Gate Attendant/Gate Tender | 16.04 |
| 28310 - Lifeguard | 12.78 |
| 28350 - Park Attendant (Aide) | 17.94 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.54 |
| 28515 - Recreation Specialist | 18.87 |
| 28630 - Sports Official | 14.29 |
| 28690 - Swimming Pool Operator | 20.24 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.30 |
| 29020 - Hatch Tender | 24.30 |
| 29030 - Line Handler | 24.30 |
| 29041 - Stevedore I | 23.38 |
| 29042 - Stevedore II | 25.20 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.17 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.31 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.98 |
| 30021 - Archeological Technician I | 19.23 |
| 30022 - Archeological Technician II | 21.57 |

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| 30023 - Archeological Technician III | 28.14 |
| 30030 - Cartographic Technician | 28.27 |
| 30040 - Civil Engineering Technician | 27.94 |
| 30061 - Drafter/CAD Operator I | 20.33 |
| 30062 - Drafter/CAD Operator II | 22.75 |
| 30063 - Drafter/CAD Operator III | 25.36 |
| 30064 - Drafter/CAD Operator IV | 31.21 |
| 30081 - Engineering Technician I | 16.38 |
| 30082 - Engineering Technician II | 18.19 |
| 30083 - Engineering Technician III | 24.23 |
| 30084 - Engineering Technician IV | 29.51 |
| 30085 - Engineering Technician V | 35.18 |
| 30086 - Engineering Technician VI | 37.71 |
| 30090 - Environmental Technician | 26.73 |
| 30210 - Laboratory Technician | 25.35 |
| 30240 - Mathematical Technician | 28.72 |
| 30361 - Paralegal/Legal Assistant I | 18.87 |
| 30362 - Paralegal/Legal Assistant II | 23.37 |
| 30363 - Paralegal/Legal Assistant III | 28.59 |
| 30364 - Paralegal/Legal Assistant IV | 34.58 |
| 30390 - Photo-Optics Technician | 28.22 |
| 30461 - Technical Writer I | 21.04 |
| 30462 - Technical Writer II | 25.74 |
| 30463 - Technical Writer III | 34.45 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.25 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.35 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.17 |
| 30494 - Unexploded (UXO) Safety Escort | 24.25 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.25 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 23.26 |
| 30621 - Weather Observer, Senior (see 2) | 25.85 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 15.22 |
| 31030 - Bus Driver | 18.56 |
| 31043 - Driver Courier | 18.13 |
| 31260 - Parking and Lot Attendant | 10.89 |
| 31290 - Shuttle Bus Driver | 19.00 |
| 31310 - Taxi Driver | 12.23 |
| 31361 - Truckdriver, Light | 19.00 |
| 31362 - Truckdriver, Medium | 19.73 |
| 31363 - Truckdriver, Heavy | 19.99 |
| 31364 - Truckdriver, Tractor-Trailer | 19.99 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.80 |
| 99050 - Desk Clerk | 12.64 |
| 99095 - Embalmer | 26.03 |
| 99251 - Laboratory Animal Caretaker I | 12.64 |
| 99252 - Laboratory Animal Caretaker II | 13.13 |
| 99310 - Mortician | 31.70 |
| 99410 - Pest Controller | 17.02 |
| 99510 - Photofinishing Worker | 14.65 |
| 99710 - Recycling Laborer | 18.85 |
| 99711 - Recycling Specialist | 21.14 |
| 99730 - Refuse Collector | 17.69 |
| 99810 - Sales Clerk | 12.66 |
| 99820 - School Crossing Guard | 14.21 |
| 99830 - Survey Party Chief | 19.61 |
| 99831 - Surveying Aide | 13.27 |
| 99832 - Surveying Technician | 18.22 |
| 99840 - Vending Machine Attendant | 16.45 |
| 99841 - Vending Machine Repairer | 19.22 |
| 99842 - Vending Machine Repairer Helper | 16.45 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2347
Revision No.: 14
Date of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey Counties of Bergen, Passaic

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.11 |
| 01012 - Accounting Clerk II | | 19.61 |
| 01013 - Accounting Clerk III | | 21.89 |
| 01020 - Administrative Assistant | | 30.93 |
| 01040 - Court Reporter | | 21.64 |
| 01051 - Data Entry Operator I | | 14.71 |
| 01052 - Data Entry Operator II | | 16.05 |
| 01060 - Dispatcher, Motor Vehicle | | 25.79 |
| 01070 - Document Preparation Clerk | | 15.56 |
| 01090 - Duplicating Machine Operator | | 15.56 |
| 01111 - General Clerk I | | 14.82 |
| 01112 - General Clerk II | | 17.49 |
| 01113 - General Clerk III | | 18.82 |
| 01120 - Housing Referral Assistant | | 26.92 |
| 01141 - Messenger Courier | | 12.87 |
| 01191 - Order Clerk I | | 17.78 |
| 01192 - Order Clerk II | | 21.37 |
| 01261 - Personnel Assistant (Employment) I | | 18.96 |
| 01262 - Personnel Assistant (Employment) II | | 21.22 |
| 01263 - Personnel Assistant (Employment) III | | 23.66 |
| 01270 - Production Control Clerk | | 23.51 |
| 01280 - Receptionist | | 15.67 |
| 01290 - Rental Clerk | | 18.04 |
| 01300 - Scheduler, Maintenance | | 21.57 |
| 01311 - Secretary I | | 21.57 |
| 01312 - Secretary II | | 24.82 |

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| 01313 - Secretary III | 26.92 |
| 01320 - Service Order Dispatcher | 19.93 |
| 01410 - Supply Technician | 30.93 |
| 01420 - Survey Worker | 21.64 |
| 01531 - Travel Clerk I | 15.98 |
| 01532 - Travel Clerk II | 17.31 |
| 01533 - Travel Clerk III | 18.79 |
| 01611 - Word Processor I | 17.62 |
| 01612 - Word Processor II | 19.79 |
| 01613 - Word Processor III | 22.13 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 26.89 |
| 05010 - Automotive Electrician | 28.50 |
| 05040 - Automotive Glass Installer | 27.31 |
| 05070 - Automotive Worker | 27.31 |
| 05110 - Mobile Equipment Servicer | 24.42 |
| 05130 - Motor Equipment Metal Mechanic | 29.68 |
| 05160 - Motor Equipment Metal Worker | 27.31 |
| 05190 - Motor Vehicle Mechanic | 29.68 |
| 05220 - Motor Vehicle Mechanic Helper | 23.29 |
| 05250 - Motor Vehicle Upholstery Worker | 26.12 |
| 05280 - Motor Vehicle Wrecker | 27.31 |
| 05310 - Painter, Automotive | 28.50 |
| 05340 - Radiator Repair Specialist | 27.31 |
| 05370 - Tire Repairer | 15.13 |
| 05400 - Transmission Repair Specialist | 29.68 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 18.55 |
| 07041 - Cook I | 15.07 |
| 07042 - Cook II | 16.80 |
| 07070 - Dishwasher | 9.99 |
| 07130 - Food Service Worker | 12.77 |
| 07210 - Meat Cutter | 19.20 |
| 07260 - Waiter/Waitress | 12.67 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.17 |
| 09040 - Furniture Handler | 15.44 |
| 09080 - Furniture Refinisher | 20.17 |
| 09090 - Furniture Refinisher Helper | 16.94 |
| 09110 - Furniture Repairer, Minor | 18.54 |
| 09130 - Upholsterer | 20.17 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.94 |
| 11060 - Elevator Operator | 12.94 |
| 11090 - Gardener | 19.39 |
| 11122 - Housekeeping Aide | 15.05 |
| 11150 - Janitor | 15.70 |
| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.34 |
| 11260 - Pruner | 14.75 |
| 11270 - Tractor Operator | 18.43 |
| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 16.95 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 21.77 |
| 12011 - Breath Alcohol Technician | 22.61 |
| 12012 - Certified Occupational Therapist Assistant | 24.12 |
| 12015 - Certified Physical Therapist Assistant | 22.28 |
| 12020 - Dental Assistant | 16.75 |
| 12025 - Dental Hygienist | 35.31 |
| 12030 - EKG Technician | 28.65 |
| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 21.77 |

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| 12071 - Licensed Practical Nurse I | 21.76 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |
| 12100 - Medical Assistant | 16.66 |
| 12130 - Medical Laboratory Technician | 20.63 |
| 12160 - Medical Record Clerk | 18.00 |
| 12190 - Medical Record Technician | 20.55 |
| 12195 - Medical Transcriptionist | 19.43 |
| 12210 - Nuclear Medicine Technologist | 36.93 |
| 12221 - Nursing Assistant I | 12.37 |
| 12222 - Nursing Assistant II | 13.91 |
| 12223 - Nursing Assistant III | 15.82 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 24.64 |
| 12236 - Optical Technician | 16.64 |
| 12250 - Pharmacy Technician | 14.58 |
| 12280 - Phlebotomist | 16.79 |
| 12305 - Radiologic Technologist | 28.08 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |
| 12316 - Registered Nurse IV | 59.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 27.03 |
| 13012 - Exhibits Specialist II | 33.49 |
| 13013 - Exhibits Specialist III | 40.95 |
| 13041 - Illustrator I | 25.89 |
| 13042 - Illustrator II | 32.88 |
| 13043 - Illustrator III | 38.37 |
| 13047 - Librarian | 37.25 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 32.65 |
| 13058 - Library Technician | 25.62 |
| 13061 - Media Specialist I | 23.57 |
| 13062 - Media Specialist II | 26.35 |
| 13063 - Media Specialist III | 29.39 |
| 13071 - Photographer I | 21.29 |
| 13072 - Photographer II | 24.10 |
| 13073 - Photographer III | 32.88 |
| 13074 - Photographer IV | 36.91 |
| 13075 - Photographer V | 50.36 |
| 13110 - Video Teleconference Technician | 24.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.00 |
| 14042 - Computer Operator II | 21.26 |
| 14043 - Computer Operator III | 23.71 |
| 14044 - Computer Operator IV | 26.69 |
| 14045 - Computer Operator V | 29.17 |
| 14071 - Computer Programmer I | (see 1) 27.56 |
| 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 | 19.00 |
| 14160 - Personal Computer Support Technician | 26.69 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 39.54 |

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| 15020 - Aircrew Training Devices Instructor (Rated) | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.46 |
| 15050 - Computer Based Training Specialist / Instructor | 39.54 |
| 15060 - Educational Technologist | 35.38 |
| 15070 - Flight Instructor (Pilot) | 52.46 |
| 15080 - Graphic Artist | 32.91 |
| 15090 - Technical Instructor | 27.17 |
| 15095 - Technical Instructor/Course Developer | 32.99 |
| 15110 - Test Proctor | 21.77 |
| 15120 - Tutor | 21.77 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.62 |
| 16030 - Counter Attendant | 11.62 |
| 16040 - Dry Cleaner | 14.30 |
| 16070 - Finisher, Flatwork, Machine | 11.62 |
| 16090 - Presser, Hand | 11.62 |
| 16110 - Presser, Machine, Drycleaning | 11.62 |
| 16130 - Presser, Machine, Shirts | 11.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.62 |
| 16190 - Sewing Machine Operator | 15.19 |
| 16220 - Tailor | 16.04 |
| 16250 - Washer, Machine | 12.60 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.77 |
| 19040 - Tool And Die Maker | 24.21 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.96 |
| 21030 - Material Coordinator | 23.51 |
| 21040 - Material Expediter | 23.51 |
| 21050 - Material Handling Laborer | 14.62 |
| 21071 - Order Filler | 14.92 |
| 21080 - Production Line Worker (Food Processing) | 16.96 |
| 21110 - Shipping Packer | 15.28 |
| 21130 - Shipping/Receiving Clerk | 15.28 |
| 21140 - Store Worker I | 15.06 |
| 21150 - Stock Clerk | 18.88 |
| 21210 - Tools And Parts Attendant | 16.96 |
| 21410 - Warehouse Specialist | 16.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.79 |
| 23021 - Aircraft Mechanic I | 27.11 |
| 23022 - Aircraft Mechanic II | 29.58 |
| 23023 - Aircraft Mechanic III | 30.66 |
| 23040 - Aircraft Mechanic Helper | 22.71 |
| 23050 - Aircraft, Painter | 23.71 |
| 23060 - Aircraft Servicer | 24.80 |
| 23080 - Aircraft Worker | 25.95 |
| 23110 - Appliance Mechanic | 20.93 |
| 23120 - Bicycle Repairer | 16.33 |
| 23125 - Cable Splicer | 32.14 |
| 23130 - Carpenter, Maintenance | 29.89 |
| 23140 - Carpet Layer | 27.98 |
| 23160 - Electrician, Maintenance | 36.84 |
| 23181 - Electronics Technician Maintenance I | 24.51 |
| 23182 - Electronics Technician Maintenance II | 25.26 |
| 23183 - Electronics Technician Maintenance III | 26.18 |
| 23260 - Fabric Worker | 28.00 |
| 23290 - Fire Alarm System Mechanic | 22.77 |
| 23310 - Fire Extinguisher Repairer | 22.51 |
| 23311 - Fuel Distribution System Mechanic | 29.00 |
| 23312 - Fuel Distribution System Operator | 27.20 |
| 23370 - General Maintenance Worker | 24.49 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |

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| 23381 - Ground Support Equipment Servicer | 24.80 |
| 23382 - Ground Support Equipment Worker | 25.95 |
| 23391 - Gunsmith I | 22.51 |
| 23392 - Gunsmith II | 25.12 |
| 23393 - Gunsmith III | 27.25 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.93 |
| 23430 - Heavy Equipment Mechanic | 26.10 |
| 23440 - Heavy Equipment Operator | 34.30 |
| 23460 - Instrument Mechanic | 30.86 |
| 23465 - Laboratory/Shelter Mechanic | 26.21 |
| 23470 - Laborer | 14.74 |
| 23510 - Locksmith | 20.70 |
| 23530 - Machinery Maintenance Mechanic | 23.76 |
| 23550 - Machinist, Maintenance | 19.74 |
| 23580 - Maintenance Trades Helper | 16.13 |
| 23591 - Metrology Technician I | 30.86 |
| 23592 - Metrology Technician II | 33.21 |
| 23593 - Metrology Technician III | 34.43 |
| 23640 - Millwright | 31.22 |
| 23710 - Office Appliance Repairer | 21.80 |
| 23760 - Painter, Maintenance | 32.02 |
| 23790 - Pipefitter, Maintenance | 32.13 |
| 23810 - Plumber, Maintenance | 30.02 |
| 23820 - Pneudraulic Systems Mechanic | 27.25 |
| 23850 - Rigger | 24.36 |
| 23870 - Scale Mechanic | 25.12 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.46 |
| 23910 - Small Engine Mechanic | 20.24 |
| 23931 - Telecommunications Mechanic I | 30.91 |
| 23932 - Telecommunications Mechanic II | 32.20 |
| 23950 - Telephone Lineman | 32.15 |
| 23960 - Welder, Combination, Maintenance | 22.17 |
| 23965 - Well Driller | 23.31 |
| 23970 - Woodcraft Worker | 27.25 |
| 23980 - Woodworker | 18.59 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.05 |
| 24580 - Child Care Center Clerk | 16.28 |
| 24610 - Chore Aide | 11.81 |
| 24620 - Family Readiness And Support Services Coordinator | 15.05 |
| 24630 - Homemaker | 17.35 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.03 |
| 25040 - Sewage Plant Operator | 25.52 |
| 25070 - Stationary Engineer | 29.03 |
| 25190 - Ventilation Equipment Tender | 23.71 |
| 25210 - Water Treatment Plant Operator | 25.81 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.12 |
| 27007 - Baggage Inspector | 17.98 |
| 27008 - Corrections Officer | 30.97 |
| 27010 - Court Security Officer | 30.66 |
| 27030 - Detection Dog Handler | 20.36 |
| 27040 - Detention Officer | 30.97 |
| 27070 - Firefighter | 31.42 |
| 27101 - Guard I | 17.98 |
| 27102 - Guard II | 20.36 |
| 27131 - Police Officer I | 32.54 |
| 27132 - Police Officer II | 35.94 |

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| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.29 |
| 28042 - Carnival Equipment Repairer | 13.84 |
| 28043 - Carnival Equipment Worker | 10.96 |
| 28210 - Gate Attendant/Gate Tender | 16.49 |
| 28310 - Lifeguard | 13.00 |
| 28350 - Park Attendant (Aide) | 18.46 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.48 |
| 28515 - Recreation Specialist | 22.84 |
| 28630 - Sports Official | 14.69 |
| 28690 - Swimming Pool Operator | 20.98 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 27.64 |
| 29020 - Hatch Tender | 27.64 |
| 29030 - Line Handler | 27.64 |
| 29041 - Stevedore I | 26.22 |
| 29042 - Stevedore II | 32.84 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 21.25 |
| 30022 - Archeological Technician II | 24.17 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 30.02 |
| 30040 - Civil Engineering Technician | 25.21 |
| 30061 - Drafter/CAD Operator I | 21.25 |
| 30062 - Drafter/CAD Operator II | 25.50 |
| 30063 - Drafter/CAD Operator III | 28.31 |
| 30064 - Drafter/CAD Operator IV | 33.24 |
| 30081 - Engineering Technician I | 19.98 |
| 30082 - Engineering Technician II | 22.47 |
| 30083 - Engineering Technician III | 25.28 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 46.20 |
| 30090 - Environmental Technician | 26.21 |
| 30210 - Laboratory Technician | 21.37 |
| 30240 - Mathematical Technician | 30.13 |
| 30361 - Paralegal/Legal Assistant I | 23.36 |
| 30362 - Paralegal/Legal Assistant II | 28.94 |
| 30363 - Paralegal/Legal Assistant III | 35.39 |
| 30364 - Paralegal/Legal Assistant IV | 42.84 |
| 30390 - Photo-Optics Technician | 27.73 |
| 30461 - Technical Writer I | 26.41 |
| 30462 - Technical Writer II | 32.29 |
| 30463 - Technical Writer III | 39.10 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 27.96 |
| 30621 - Weather Observer, Senior (see 2) | 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 16.40 |
| 31030 - Bus Driver | 19.89 |
| 31043 - Driver Courier | 16.75 |
| 31260 - Parking and Lot Attendant | 10.05 |
| 31290 - Shuttle Bus Driver | 17.80 |
| 31310 - Taxi Driver | 15.35 |
| 31361 - Truckdriver, Light | 17.80 |

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|---|-------|
| 31362 - Truckdriver, Medium | 20.08 |
| 31363 - Truckdriver, Heavy | 24.52 |
| 31364 - Truckdriver, Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.53 |
| 99050 - Desk Clerk | 13.34 |
| 99095 - Embalmer | 31.12 |
| 99251 - Laboratory Animal Caretaker I | 12.72 |
| 99252 - Laboratory Animal Caretaker II | 14.70 |
| 99310 - Mortician | 34.82 |
| 99410 - Pest Controller | 16.49 |
| 99510 - Photofinishing Worker | 16.23 |
| 99710 - Recycling Laborer | 19.78 |
| 99711 - Recycling Specialist | 24.70 |
| 99730 - Refuse Collector | 18.50 |
| 99810 - Sales Clerk | 14.70 |
| 99820 - School Crossing Guard | 14.08 |
| 99830 - Survey Party Chief | 23.31 |
| 99831 - Surveying Aide | 13.87 |
| 99832 - Surveying Technician | 20.42 |
| 99840 - Vending Machine Attendant | 17.66 |
| 99841 - Vending Machine Repairer | 21.80 |
| 99842 - Vending Machine Repairer Helper | 17.66 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2348
Revision No.: 14
Date of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey Counties of Bergen, Passaic

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.11 |
| 01012 - Accounting Clerk II | | 19.61 |
| 01013 - Accounting Clerk III | | 21.89 |
| 01020 - Administrative Assistant | | 30.93 |
| 01040 - Court Reporter | | 21.64 |

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| 01051 - Data Entry Operator I | 14.71 |
| 01052 - Data Entry Operator II | 16.05 |
| 01060 - Dispatcher, Motor Vehicle | 25.79 |
| 01070 - Document Preparation Clerk | 15.56 |
| 01090 - Duplicating Machine Operator | 15.56 |
| 01111 - General Clerk I | 14.82 |
| 01112 - General Clerk II | 17.49 |
| 01113 - General Clerk III | 18.82 |
| 01120 - Housing Referral Assistant | 26.92 |
| 01141 - Messenger Courier | 12.87 |
| 01191 - Order Clerk I | 17.78 |
| 01192 - Order Clerk II | 21.37 |
| 01261 - Personnel Assistant (Employment) I | 18.96 |
| 01262 - Personnel Assistant (Employment) II | 21.22 |
| 01263 - Personnel Assistant (Employment) III | 23.66 |
| 01270 - Production Control Clerk | 23.51 |
| 01280 - Receptionist | 15.67 |
| 01290 - Rental Clerk | 18.04 |
| 01300 - Scheduler, Maintenance | 21.57 |
| 01311 - Secretary I | 21.57 |
| 01312 - Secretary II | 24.82 |
| 01313 - Secretary III | 26.92 |
| 01320 - Service Order Dispatcher | 19.93 |
| 01410 - Supply Technician | 30.93 |
| 01420 - Survey Worker | 21.64 |
| 01531 - Travel Clerk I | 15.98 |
| 01532 - Travel Clerk II | 17.31 |
| 01533 - Travel Clerk III | 18.79 |
| 01611 - Word Processor I | 17.62 |
| 01612 - Word Processor II | 19.79 |
| 01613 - Word Processor III | 22.13 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 26.89 |
| 05010 - Automotive Electrician | 28.50 |
| 05040 - Automotive Glass Installer | 27.31 |
| 05070 - Automotive Worker | 27.31 |
| 05110 - Mobile Equipment Servicer | 24.42 |
| 05130 - Motor Equipment Metal Mechanic | 29.68 |
| 05160 - Motor Equipment Metal Worker | 27.31 |
| 05190 - Motor Vehicle Mechanic | 29.68 |
| 05220 - Motor Vehicle Mechanic Helper | 23.29 |
| 05250 - Motor Vehicle Upholstery Worker | 26.12 |
| 05280 - Motor Vehicle Wrecker | 27.31 |
| 05310 - Painter, Automotive | 28.50 |
| 05340 - Radiator Repair Specialist | 27.31 |
| 05370 - Tire Repairer | 15.13 |
| 05400 - Transmission Repair Specialist | 29.68 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 18.55 |
| 07041 - Cook I | 15.07 |
| 07042 - Cook II | 16.80 |
| 07070 - Dishwasher | 9.99 |
| 07130 - Food Service Worker | 12.77 |
| 07210 - Meat Cutter | 19.20 |
| 07260 - Waiter/Waitress | 12.67 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.17 |
| 09040 - Furniture Handler | 15.44 |
| 09080 - Furniture Refinisher | 20.17 |
| 09090 - Furniture Refinisher Helper | 16.94 |
| 09110 - Furniture Repairer, Minor | 18.54 |
| 09130 - Upholsterer | 20.17 |
| 11000 - General Services And Support Occupations | |

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| 11030 - Cleaner, Vehicles | 12.94 |
| 11060 - Elevator Operator | 12.94 |
| 11090 - Gardener | 19.39 |
| 11122 - Housekeeping Aide | 15.05 |
| 11150 - Janitor | 15.70 |
| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.34 |
| 11260 - Pruner | 14.75 |
| 11270 - Tractor Operator | 18.43 |
| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 16.95 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 21.77 |
| 12011 - Breath Alcohol Technician | 22.61 |
| 12012 - Certified Occupational Therapist Assistant | 24.12 |
| 12015 - Certified Physical Therapist Assistant | 22.28 |
| 12020 - Dental Assistant | 16.75 |
| 12025 - Dental Hygienist | 35.31 |
| 12030 - EKG Technician | 28.65 |
| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 21.77 |
| 12071 - Licensed Practical Nurse I | 21.76 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |
| 12100 - Medical Assistant | 16.66 |
| 12130 - Medical Laboratory Technician | 20.63 |
| 12160 - Medical Record Clerk | 18.00 |
| 12190 - Medical Record Technician | 20.55 |
| 12195 - Medical Transcriptionist | 19.43 |
| 12210 - Nuclear Medicine Technologist | 36.93 |
| 12221 - Nursing Assistant I | 12.37 |
| 12222 - Nursing Assistant II | 13.91 |
| 12223 - Nursing Assistant III | 15.82 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 24.64 |
| 12236 - Optical Technician | 16.64 |
| 12250 - Pharmacy Technician | 14.58 |
| 12280 - Phlebotomist | 16.79 |
| 12305 - Radiologic Technologist | 28.08 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |
| 12316 - Registered Nurse IV | 59.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 27.03 |
| 13012 - Exhibits Specialist II | 33.49 |
| 13013 - Exhibits Specialist III | 40.95 |
| 13041 - Illustrator I | 25.89 |
| 13042 - Illustrator II | 32.88 |
| 13043 - Illustrator III | 38.37 |
| 13047 - Librarian | 37.25 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 32.65 |
| 13058 - Library Technician | 25.62 |
| 13061 - Media Specialist I | 23.57 |
| 13062 - Media Specialist II | 26.35 |
| 13063 - Media Specialist III | 29.39 |
| 13071 - Photographer I | 21.29 |
| 13072 - Photographer II | 24.10 |

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| 13073 - Photographer III | 32.88 |
| 13074 - Photographer IV | 36.91 |
| 13075 - Photographer V | 50.36 |
| 13110 - Video Teleconference Technician | 24.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.00 |
| 14042 - Computer Operator II | 21.26 |
| 14043 - Computer Operator III | 23.71 |
| 14044 - Computer Operator IV | 26.69 |
| 14045 - Computer Operator V | 29.17 |
| 14071 - Computer Programmer I | (see 1) 27.56 |
| 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 | 19.00 |
| 14160 - Personal Computer Support Technician | 26.69 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 39.54 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.46 |
| 15050 - Computer Based Training Specialist / Instructor | 39.54 |
| 15060 - Educational Technologist | 35.38 |
| 15070 - Flight Instructor (Pilot) | 52.46 |
| 15080 - Graphic Artist | 32.91 |
| 15090 - Technical Instructor | 27.17 |
| 15095 - Technical Instructor/Course Developer | 32.99 |
| 15110 - Test Proctor | 21.77 |
| 15120 - Tutor | 21.77 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.62 |
| 16030 - Counter Attendant | 11.62 |
| 16040 - Dry Cleaner | 14.30 |
| 16070 - Finisher, Flatwork, Machine | 11.62 |
| 16090 - Presser, Hand | 11.62 |
| 16110 - Presser, Machine, Drycleaning | 11.62 |
| 16130 - Presser, Machine, Shirts | 11.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.62 |
| 16190 - Sewing Machine Operator | 15.19 |
| 16220 - Tailor | 16.04 |
| 16250 - Washer, Machine | 12.60 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.77 |
| 19040 - Tool And Die Maker | 24.21 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.96 |
| 21030 - Material Coordinator | 23.51 |
| 21040 - Material Expediter | 23.51 |
| 21050 - Material Handling Laborer | 14.62 |
| 21071 - Order Filler | 14.92 |
| 21080 - Production Line Worker (Food Processing) | 16.96 |
| 21110 - Shipping Packer | 15.28 |
| 21130 - Shipping/Receiving Clerk | 15.28 |
| 21140 - Store Worker I | 15.06 |
| 21150 - Stock Clerk | 18.88 |
| 21210 - Tools And Parts Attendant | 16.96 |
| 21410 - Warehouse Specialist | 16.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.79 |
| 23021 - Aircraft Mechanic I | 27.11 |
| 23022 - Aircraft Mechanic II | 29.58 |

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| 23023 - Aircraft Mechanic III | 30.66 |
| 23040 - Aircraft Mechanic Helper | 22.71 |
| 23050 - Aircraft, Painter | 23.71 |
| 23060 - Aircraft Servicer | 24.80 |
| 23080 - Aircraft Worker | 25.95 |
| 23110 - Appliance Mechanic | 20.93 |
| 23120 - Bicycle Repairer | 16.33 |
| 23125 - Cable Splicer | 32.14 |
| 23130 - Carpenter, Maintenance | 29.89 |
| 23140 - Carpet Layer | 27.98 |
| 23160 - Electrician, Maintenance | 36.84 |
| 23181 - Electronics Technician Maintenance I | 24.51 |
| 23182 - Electronics Technician Maintenance II | 25.26 |
| 23183 - Electronics Technician Maintenance III | 26.18 |
| 23260 - Fabric Worker | 28.00 |
| 23290 - Fire Alarm System Mechanic | 22.77 |
| 23310 - Fire Extinguisher Repairer | 22.51 |
| 23311 - Fuel Distribution System Mechanic | 29.00 |
| 23312 - Fuel Distribution System Operator | 27.20 |
| 23370 - General Maintenance Worker | 24.49 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |
| 23381 - Ground Support Equipment Servicer | 24.80 |
| 23382 - Ground Support Equipment Worker | 25.95 |
| 23391 - Gunsmith I | 22.51 |
| 23392 - Gunsmith II | 25.12 |
| 23393 - Gunsmith III | 27.25 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.93 |
| 23430 - Heavy Equipment Mechanic | 26.10 |
| 23440 - Heavy Equipment Operator | 34.30 |
| 23460 - Instrument Mechanic | 30.86 |
| 23465 - Laboratory/Shelter Mechanic | 26.21 |
| 23470 - Laborer | 14.74 |
| 23510 - Locksmith | 20.70 |
| 23530 - Machinery Maintenance Mechanic | 23.76 |
| 23550 - Machinist, Maintenance | 19.74 |
| 23580 - Maintenance Trades Helper | 16.13 |
| 23591 - Metrology Technician I | 30.86 |
| 23592 - Metrology Technician II | 33.21 |
| 23593 - Metrology Technician III | 34.43 |
| 23640 - Millwright | 31.22 |
| 23710 - Office Appliance Repairer | 21.80 |
| 23760 - Painter, Maintenance | 32.02 |
| 23790 - Pipefitter, Maintenance | 32.13 |
| 23810 - Plumber, Maintenance | 30.02 |
| 23820 - Pneudraulic Systems Mechanic | 27.25 |
| 23850 - Rigger | 24.36 |
| 23870 - Scale Mechanic | 25.12 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.46 |
| 23910 - Small Engine Mechanic | 20.24 |
| 23931 - Telecommunications Mechanic I | 30.91 |
| 23932 - Telecommunications Mechanic II | 32.20 |
| 23950 - Telephone Lineman | 32.15 |
| 23960 - Welder, Combination, Maintenance | 22.17 |
| 23965 - Well Driller | 23.31 |
| 23970 - Woodcraft Worker | 27.25 |
| 23980 - Woodworker | 18.59 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.05 |
| 24580 - Child Care Center Clerk | 16.28 |
| 24610 - Chore Aide | 11.81 |

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| 24620 - Family Readiness And Support Services Coordinator | 15.05 |
| 24630 - Homemaker | 17.35 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.03 |
| 25040 - Sewage Plant Operator | 25.52 |
| 25070 - Stationary Engineer | 29.03 |
| 25190 - Ventilation Equipment Tender | 23.71 |
| 25210 - Water Treatment Plant Operator | 25.81 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.12 |
| 27007 - Baggage Inspector | 17.98 |
| 27008 - Corrections Officer | 30.97 |
| 27010 - Court Security Officer | 30.66 |
| 27030 - Detection Dog Handler | 20.36 |
| 27040 - Detention Officer | 30.97 |
| 27070 - Firefighter | 31.42 |
| 27101 - Guard I | 17.98 |
| 27102 - Guard II | 20.36 |
| 27131 - Police Officer I | 32.54 |
| 27132 - Police Officer II | 35.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.29 |
| 28042 - Carnival Equipment Repairer | 13.84 |
| 28043 - Carnival Equipment Worker | 10.96 |
| 28210 - Gate Attendant/Gate Tender | 16.49 |
| 28310 - Lifeguard | 13.00 |
| 28350 - Park Attendant (Aide) | 18.46 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.48 |
| 28515 - Recreation Specialist | 22.84 |
| 28630 - Sports Official | 14.69 |
| 28690 - Swimming Pool Operator | 20.98 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 27.64 |
| 29020 - Hatch Tender | 27.64 |
| 29030 - Line Handler | 27.64 |
| 29041 - Stevedore I | 26.22 |
| 29042 - Stevedore II | 32.84 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 21.25 |
| 30022 - Archeological Technician II | 24.17 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 30.02 |
| 30040 - Civil Engineering Technician | 25.21 |
| 30061 - Drafter/CAD Operator I | 21.25 |
| 30062 - Drafter/CAD Operator II | 25.50 |
| 30063 - Drafter/CAD Operator III | 28.31 |
| 30064 - Drafter/CAD Operator IV | 33.24 |
| 30081 - Engineering Technician I | 19.98 |
| 30082 - Engineering Technician II | 22.47 |
| 30083 - Engineering Technician III | 25.28 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 46.20 |
| 30090 - Environmental Technician | 26.21 |
| 30210 - Laboratory Technician | 21.37 |
| 30240 - Mathematical Technician | 30.13 |
| 30361 - Paralegal/Legal Assistant I | 23.36 |
| 30362 - Paralegal/Legal Assistant II | 28.94 |
| 30363 - Paralegal/Legal Assistant III | 35.39 |

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| 30364 - Paralegal/Legal Assistant IV | 42.84 |
| 30390 - Photo-Optics Technician | 27.73 |
| 30461 - Technical Writer I | 26.41 |
| 30462 - Technical Writer II | 32.29 |
| 30463 - Technical Writer III | 39.10 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 27.96 |
| 30621 - Weather Observer, Senior | (see 2) 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 16.40 |
| 31030 - Bus Driver | 19.89 |
| 31043 - Driver Courier | 16.75 |
| 31260 - Parking and Lot Attendant | 10.05 |
| 31290 - Shuttle Bus Driver | 17.80 |
| 31310 - Taxi Driver | 15.35 |
| 31361 - Truckdriver, Light | 17.80 |
| 31362 - Truckdriver, Medium | 20.08 |
| 31363 - Truckdriver, Heavy | 24.52 |
| 31364 - Truckdriver, Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.53 |
| 99050 - Desk Clerk | 13.34 |
| 99095 - Embalmer | 31.12 |
| 99251 - Laboratory Animal Caretaker I | 12.72 |
| 99252 - Laboratory Animal Caretaker II | 14.70 |
| 99310 - Mortician | 34.82 |
| 99410 - Pest Controller | 16.49 |
| 99510 - Photofinishing Worker | 16.23 |
| 99710 - Recycling Laborer | 19.78 |
| 99711 - Recycling Specialist | 24.70 |
| 99730 - Refuse Collector | 18.50 |
| 99810 - Sales Clerk | 14.70 |
| 99820 - School Crossing Guard | 14.08 |
| 99830 - Survey Party Chief | 23.31 |
| 99831 - Surveying Aide | 13.87 |
| 99832 - Surveying Technician | 20.42 |
| 99840 - Vending Machine Attendant | 17.66 |
| 99841 - Vending Machine Repairer | 21.80 |
| 99842 - Vending Machine Repairer Helper | 17.66 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans.
Minimum employer contributions costing an average of \$4.02 per hour computed on the

basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
DirectorDivision of
Wage DeterminationsWage Determination No.: 2005-2349
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey Counties of Hunterdon, Middlesex, Somerset, Warren

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.11 |
| 01012 - Accounting Clerk II | | 19.61 |
| 01013 - Accounting Clerk III | | 21.89 |
| 01020 - Administrative Assistant | | 30.93 |
| 01040 - Court Reporter | | 21.64 |
| 01051 - Data Entry Operator I | | 14.71 |
| 01052 - Data Entry Operator II | | 16.05 |
| 01060 - Dispatcher, Motor Vehicle | | 25.79 |
| 01070 - Document Preparation Clerk | | 15.56 |
| 01090 - Duplicating Machine Operator | | 15.56 |
| 01111 - General Clerk I | | 14.82 |
| 01112 - General Clerk II | | 17.49 |
| 01113 - General Clerk III | | 18.82 |
| 01120 - Housing Referral Assistant | | 26.92 |
| 01141 - Messenger Courier | | 12.34 |
| 01191 - Order Clerk I | | 17.35 |
| 01192 - Order Clerk II | | 21.37 |
| 01261 - Personnel Assistant (Employment) I | | 18.96 |
| 01262 - Personnel Assistant (Employment) II | | 21.22 |
| 01263 - Personnel Assistant (Employment) III | | 23.66 |
| 01270 - Production Control Clerk | | 23.51 |
| 01280 - Receptionist | | 15.67 |
| 01290 - Rental Clerk | | 18.04 |
| 01300 - Scheduler, Maintenance | | 21.57 |
| 01311 - Secretary I | | 21.57 |
| 01312 - Secretary II | | 24.82 |
| 01313 - Secretary III | | 26.92 |
| 01320 - Service Order Dispatcher | | 18.55 |
| 01410 - Supply Technician | | 30.93 |
| 01420 - Survey Worker | | 21.64 |
| 01531 - Travel Clerk I | | 14.64 |
| 01532 - Travel Clerk II | | 15.88 |
| 01533 - Travel Clerk III | | 17.17 |
| 01611 - Word Processor I | | 17.62 |
| 01612 - Word Processor II | | 19.79 |
| 01613 - Word Processor III | | 22.13 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 29.36 |
| 05010 - Automotive Electrician | | 28.50 |
| 05040 - Automotive Glass Installer | | 27.31 |
| 05070 - Automotive Worker | | 27.31 |
| 05110 - Mobile Equipment Servicer | | 24.42 |
| 05130 - Motor Equipment Metal Mechanic | | 29.68 |
| 05160 - Motor Equipment Metal Worker | | 27.31 |

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| 05190 - Motor Vehicle Mechanic | 29.68 |
| 05220 - Motor Vehicle Mechanic Helper | 23.15 |
| 05250 - Motor Vehicle Upholstery Worker | 26.12 |
| 05280 - Motor Vehicle Wrecker | 27.31 |
| 05310 - Painter, Automotive | 28.50 |
| 05340 - Radiator Repair Specialist | 27.31 |
| 05370 - Tire Repairer | 17.20 |
| 05400 - Transmission Repair Specialist | 29.68 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 18.00 |
| 07041 - Cook I | 15.06 |
| 07042 - Cook II | 16.80 |
| 07070 - Dishwasher | 9.34 |
| 07130 - Food Service Worker | 12.02 |
| 07210 - Meat Cutter | 19.20 |
| 07260 - Waiter/Waitress | 12.67 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 21.17 |
| 09040 - Furniture Handler | 16.74 |
| 09080 - Furniture Refinisher | 21.17 |
| 09090 - Furniture Refinisher Helper | 17.77 |
| 09110 - Furniture Repairer, Minor | 19.47 |
| 09130 - Upholsterer | 21.17 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.94 |
| 11060 - Elevator Operator | 12.94 |
| 11090 - Gardener | 19.34 |
| 11122 - Housekeeping Aide | 15.14 |
| 11150 - Janitor | 15.70 |
| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.34 |
| 11260 - Pruner | 14.75 |
| 11270 - Tractor Operator | 18.12 |
| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 16.95 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 22.50 |
| 12011 - Breath Alcohol Technician | 22.61 |
| 12012 - Certified Occupational Therapist Assistant | 24.12 |
| 12015 - Certified Physical Therapist Assistant | 22.28 |
| 12020 - Dental Assistant | 16.83 |
| 12025 - Dental Hygienist | 35.31 |
| 12030 - EKG Technician | 28.65 |
| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 22.50 |
| 12071 - Licensed Practical Nurse I | 21.76 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |
| 12100 - Medical Assistant | 16.66 |
| 12130 - Medical Laboratory Technician | 20.63 |
| 12160 - Medical Record Clerk | 18.00 |
| 12190 - Medical Record Technician | 20.55 |
| 12195 - Medical Transcriptionist | 18.33 |
| 12210 - Nuclear Medicine Technologist | 36.93 |
| 12221 - Nursing Assistant I | 12.37 |
| 12222 - Nursing Assistant II | 13.91 |
| 12223 - Nursing Assistant III | 15.82 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 24.64 |
| 12236 - Optical Technician | 16.64 |
| 12250 - Pharmacy Technician | 14.58 |
| 12280 - Phlebotomist | 16.79 |
| 12305 - Radiologic Technologist | 28.08 |

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| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |
| 12316 - Registered Nurse IV | 59.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 27.03 |
| 13012 - Exhibits Specialist II | 33.19 |
| 13013 - Exhibits Specialist III | 35.62 |
| 13041 - Illustrator I | 25.89 |
| 13042 - Illustrator II | 32.08 |
| 13043 - Illustrator III | 35.62 |
| 13047 - Librarian | 36.42 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 32.65 |
| 13058 - Library Technician | 24.10 |
| 13061 - Media Specialist I | 20.90 |
| 13062 - Media Specialist II | 21.56 |
| 13063 - Media Specialist III | 23.95 |
| 13071 - Photographer I | 21.29 |
| 13072 - Photographer II | 24.10 |
| 13073 - Photographer III | 29.53 |
| 13074 - Photographer IV | 36.11 |
| 13075 - Photographer V | 43.69 |
| 13110 - Video Teleconference Technician | 24.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.00 |
| 14042 - Computer Operator II | 21.26 |
| 14043 - Computer Operator III | 23.71 |
| 14044 - Computer Operator IV | 26.35 |
| 14045 - Computer Operator V | 29.17 |
| 14071 - Computer Programmer I | (see 1) 27.56 |
| 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 | 19.00 |
| 14160 - Personal Computer Support Technician | 26.35 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 39.54 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.46 |
| 15050 - Computer Based Training Specialist / Instructor | 39.54 |
| 15060 - Educational Technologist | 33.25 |
| 15070 - Flight Instructor (Pilot) | 52.46 |
| 15080 - Graphic Artist | 33.72 |
| 15090 - Technical Instructor | 31.19 |
| 15095 - Technical Instructor/Course Developer | 38.04 |
| 15110 - Test Proctor | 25.11 |
| 15120 - Tutor | 25.11 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.75 |
| 16030 - Counter Attendant | 10.75 |
| 16040 - Dry Cleaner | 13.97 |
| 16070 - Finisher, Flatwork, Machine | 10.75 |
| 16090 - Presser, Hand | 10.75 |
| 16110 - Presser, Machine, Drycleaning | 10.75 |
| 16130 - Presser, Machine, Shirts | 10.75 |

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| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.75 |
| 16190 - Sewing Machine Operator | 14.96 |
| 16220 - Tailor | 15.93 |
| 16250 - Washer, Machine | 12.02 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.82 |
| 19040 - Tool And Die Maker | 24.21 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.96 |
| 21030 - Material Coordinator | 23.51 |
| 21040 - Material Expediter | 23.51 |
| 21050 - Material Handling Laborer | 14.24 |
| 21071 - Order Filler | 13.99 |
| 21080 - Production Line Worker (Food Processing) | 16.96 |
| 21110 - Shipping Packer | 15.28 |
| 21130 - Shipping/Receiving Clerk | 15.28 |
| 21140 - Store Worker I | 15.06 |
| 21150 - Stock Clerk | 18.88 |
| 21210 - Tools And Parts Attendant | 16.96 |
| 21410 - Warehouse Specialist | 16.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.79 |
| 23021 - Aircraft Mechanic I | 27.11 |
| 23022 - Aircraft Mechanic II | 29.58 |
| 23023 - Aircraft Mechanic III | 30.66 |
| 23040 - Aircraft Mechanic Helper | 21.15 |
| 23050 - Aircraft, Painter | 26.03 |
| 23060 - Aircraft Servicer | 23.86 |
| 23080 - Aircraft Worker | 24.93 |
| 23110 - Appliance Mechanic | 23.29 |
| 23120 - Bicycle Repairer | 17.14 |
| 23125 - Cable Splicer | 36.53 |
| 23130 - Carpenter, Maintenance | 29.89 |
| 23140 - Carpet Layer | 27.98 |
| 23160 - Electrician, Maintenance | 36.84 |
| 23181 - Electronics Technician Maintenance I | 24.37 |
| 23182 - Electronics Technician Maintenance II | 25.26 |
| 23183 - Electronics Technician Maintenance III | 25.32 |
| 23260 - Fabric Worker | 28.00 |
| 23290 - Fire Alarm System Mechanic | 22.02 |
| 23310 - Fire Extinguisher Repairer | 22.51 |
| 23311 - Fuel Distribution System Mechanic | 29.05 |
| 23312 - Fuel Distribution System Operator | 26.70 |
| 23370 - General Maintenance Worker | 24.67 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |
| 23381 - Ground Support Equipment Servicer | 23.86 |
| 23382 - Ground Support Equipment Worker | 24.93 |
| 23391 - Gunsmith I | 22.51 |
| 23392 - Gunsmith II | 25.12 |
| 23393 - Gunsmith III | 27.25 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.93 |
| 23430 - Heavy Equipment Mechanic | 26.10 |
| 23440 - Heavy Equipment Operator | 34.30 |
| 23460 - Instrument Mechanic | 30.86 |
| 23465 - Laboratory/Shelter Mechanic | 26.21 |
| 23470 - Laborer | 14.74 |
| 23510 - Locksmith | 20.70 |
| 23530 - Machinery Maintenance Mechanic | 23.95 |
| 23550 - Machinist, Maintenance | 19.98 |
| 23580 - Maintenance Trades Helper | 15.09 |

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|---|-------|
| 23591 - Metrology Technician I | 30.34 |
| 23592 - Metrology Technician II | 31.53 |
| 23593 - Metrology Technician III | 32.67 |
| 23640 - Millwright | 31.22 |
| 23710 - Office Appliance Repairer | 22.16 |
| 23760 - Painter, Maintenance | 26.69 |
| 23790 - Pipefitter, Maintenance | 33.20 |
| 23810 - Plumber, Maintenance | 32.93 |
| 23820 - Pneudraulic Systems Mechanic | 27.25 |
| 23850 - Rigger | 24.36 |
| 23870 - Scale Mechanic | 25.12 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.46 |
| 23910 - Small Engine Mechanic | 19.34 |
| 23931 - Telecommunications Mechanic I | 30.91 |
| 23932 - Telecommunications Mechanic II | 32.20 |
| 23950 - Telephone Lineman | 32.90 |
| 23960 - welder, Combination, Maintenance | 23.01 |
| 23965 - well Driller | 25.57 |
| 23970 - Woodcraft Worker | 27.25 |
| 23980 - Woodworker | 21.46 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.38 |
| 24580 - Child Care Center Clerk | 16.51 |
| 24610 - Chore Aide | 11.53 |
| 24620 - Family Readiness And Support Services Coordinator | 15.08 |
| 24630 - Homemaker | 19.66 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.03 |
| 25040 - Sewage Plant Operator | 25.19 |
| 25070 - Stationary Engineer | 29.03 |
| 25190 - Ventilation Equipment Tender | 23.71 |
| 25210 - Water Treatment Plant Operator | 26.43 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.12 |
| 27007 - Baggage Inspector | 17.98 |
| 27008 - Corrections Officer | 30.97 |
| 27010 - Court Security Officer | 30.66 |
| 27030 - Detection Dog Handler | 19.18 |
| 27040 - Detention Officer | 30.97 |
| 27070 - Firefighter | 31.42 |
| 27101 - Guard I | 17.98 |
| 27102 - Guard II | 19.18 |
| 27131 - Police Officer I | 32.37 |
| 27132 - Police Officer II | 35.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.28 |
| 28042 - Carnival Equipment Repairer | 13.84 |
| 28043 - Carnival Equipment Worker | 10.96 |
| 28210 - Gate Attendant/Gate Tender | 16.49 |
| 28310 - Lifeguard | 13.00 |
| 28350 - Park Attendant (Aide) | 18.46 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.48 |
| 28515 - Recreation Specialist | 22.22 |
| 28630 - Sports Official | 14.69 |
| 28690 - Swimming Pool Operator | 12.77 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 27.64 |
| 29020 - Hatch Tender | 27.64 |
| 29030 - Line Handler | 27.64 |
| 29041 - Stevedore I | 26.22 |
| 29042 - Stevedore II | 30.32 |
| 30000 - Technical Occupations | |

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| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 19.73 |
| 30022 - Archeological Technician II | 22.02 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 27.27 |
| 30040 - Civil Engineering Technician | 25.21 |
| 30061 - Drafter/CAD Operator I | 19.69 |
| 30062 - Drafter/CAD Operator II | 22.02 |
| 30063 - Drafter/CAD Operator III | 24.55 |
| 30064 - Drafter/CAD Operator IV | 30.20 |
| 30081 - Engineering Technician I | 19.16 |
| 30082 - Engineering Technician II | 22.24 |
| 30083 - Engineering Technician III | 25.28 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 46.20 |
| 30090 - Environmental Technician | 20.55 |
| 30210 - Laboratory Technician | 21.37 |
| 30240 - Mathematical Technician | 26.78 |
| 30361 - Paralegal/Legal Assistant I | 23.36 |
| 30362 - Paralegal/Legal Assistant II | 28.94 |
| 30363 - Paralegal/Legal Assistant III | 35.39 |
| 30364 - Paralegal/Legal Assistant IV | 42.84 |
| 30390 - Photo-Optics Technician | 27.27 |
| 30461 - Technical Writer I | 26.41 |
| 30462 - Technical Writer II | 32.29 |
| 30463 - Technical Writer III | 39.17 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 24.55 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 16.40 |
| 31030 - Bus Driver | 19.89 |
| 31043 - Driver Courier | 16.75 |
| 31260 - Parking and Lot Attendant | 10.05 |
| 31290 - Shuttle Bus Driver | 17.80 |
| 31310 - Taxi Driver | 13.23 |
| 31361 - Truckdriver, Light | 17.80 |
| 31362 - Truckdriver, Medium | 18.87 |
| 31363 - Truckdriver, Heavy | 24.52 |
| 31364 - Truckdriver, Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.53 |
| 99050 - Desk Clerk | 13.34 |
| 99095 - Embalmer | 27.84 |
| 99251 - Laboratory Animal Caretaker I | 12.33 |
| 99252 - Laboratory Animal Caretaker II | 13.11 |
| 99310 - Mortician | 34.44 |
| 99410 - Pest Controller | 17.74 |
| 99510 - Photofinishing Worker | 16.23 |
| 99710 - Recycling Laborer | 19.78 |
| 99711 - Recycling Specialist | 22.62 |
| 99730 - Refuse Collector | 18.36 |
| 99810 - Sales Clerk | 14.70 |
| 99820 - School Crossing Guard | 14.27 |
| 99830 - Survey Party Chief | 25.53 |

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|---|-------|
| 99831 - Surveying Aide | 15.48 |
| 99832 - Surveying Technician | 20.42 |
| 99840 - Vending Machine Attendant | 13.66 |
| 99841 - Vending Machine Repairer | 17.44 |
| 99842 - Vending Machine Repairer Helper | 14.72 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that

represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2350
Revision No.: 15
Date of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey Counties of Hunterdon, Middlesex, Somerset, Warren

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.11 |
| 01012 - Accounting Clerk II | | 19.61 |
| 01013 - Accounting Clerk III | | 21.89 |
| 01020 - Administrative Assistant | | 30.93 |
| 01040 - Court Reporter | | 21.64 |
| 01051 - Data Entry Operator I | | 14.71 |
| 01052 - Data Entry Operator II | | 16.05 |
| 01060 - Dispatcher, Motor Vehicle | | 25.79 |
| 01070 - Document Preparation Clerk | | 15.56 |
| 01090 - Duplicating Machine Operator | | 15.56 |
| 01111 - General Clerk I | | 14.82 |
| 01112 - General Clerk II | | 17.49 |
| 01113 - General Clerk III | | 18.82 |
| 01120 - Housing Referral Assistant | | 26.92 |
| 01141 - Messenger Courier | | 12.34 |
| 01191 - Order Clerk I | | 17.35 |
| 01192 - Order Clerk II | | 21.37 |
| 01261 - Personnel Assistant (Employment) I | | 18.96 |
| 01262 - Personnel Assistant (Employment) II | | 21.22 |
| 01263 - Personnel Assistant (Employment) III | | 23.66 |
| 01270 - Production Control Clerk | | 23.51 |
| 01280 - Receptionist | | 15.67 |
| 01290 - Rental Clerk | | 18.04 |

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| 01300 - Scheduler, Maintenance | 21.57 |
| 01311 - Secretary I | 21.57 |
| 01312 - Secretary II | 24.82 |
| 01313 - Secretary III | 26.92 |
| 01320 - Service Order Dispatcher | 18.55 |
| 01410 - Supply Technician | 30.93 |
| 01420 - Survey Worker | 21.64 |
| 01531 - Travel Clerk I | 14.64 |
| 01532 - Travel Clerk II | 15.88 |
| 01533 - Travel Clerk III | 17.17 |
| 01611 - Word Processor I | 17.62 |
| 01612 - Word Processor II | 19.79 |
| 01613 - Word Processor III | 22.13 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 29.36 |
| 05010 - Automotive Electrician | 28.50 |
| 05040 - Automotive Glass Installer | 27.31 |
| 05070 - Automotive Worker | 27.31 |
| 05110 - Mobile Equipment Servicer | 24.42 |
| 05130 - Motor Equipment Metal Mechanic | 29.68 |
| 05160 - Motor Equipment Metal Worker | 27.31 |
| 05190 - Motor Vehicle Mechanic | 29.68 |
| 05220 - Motor Vehicle Mechanic Helper | 23.15 |
| 05250 - Motor Vehicle Upholstery Worker | 26.12 |
| 05280 - Motor Vehicle Wrecker | 27.31 |
| 05310 - Painter, Automotive | 28.50 |
| 05340 - Radiator Repair Specialist | 27.31 |
| 05370 - Tire Repairer | 17.20 |
| 05400 - Transmission Repair Specialist | 29.68 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 18.00 |
| 07041 - Cook I | 15.06 |
| 07042 - Cook II | 16.80 |
| 07070 - Dishwasher | 9.34 |
| 07130 - Food Service Worker | 12.02 |
| 07210 - Meat Cutter | 19.20 |
| 07260 - Waiter/Waitress | 12.67 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 21.17 |
| 09040 - Furniture Handler | 16.74 |
| 09080 - Furniture Refinisher | 21.17 |
| 09090 - Furniture Refinisher Helper | 17.77 |
| 09110 - Furniture Repairer, Minor | 19.47 |
| 09130 - Upholsterer | 21.17 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.94 |
| 11060 - Elevator Operator | 12.94 |
| 11090 - Gardener | 19.34 |
| 11122 - Housekeeping Aide | 15.14 |
| 11150 - Janitor | 15.70 |
| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.34 |
| 11260 - Pruner | 14.75 |
| 11270 - Tractor Operator | 18.12 |
| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 16.95 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 22.50 |
| 12011 - Breath Alcohol Technician | 22.61 |
| 12012 - Certified Occupational Therapist Assistant | 24.12 |
| 12015 - Certified Physical Therapist Assistant | 22.28 |
| 12020 - Dental Assistant | 16.83 |
| 12025 - Dental Hygienist | 35.31 |

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| 12030 - EKG Technician | 28.65 |
| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 22.50 |
| 12071 - Licensed Practical Nurse I | 21.76 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |
| 12100 - Medical Assistant | 16.66 |
| 12130 - Medical Laboratory Technician | 20.63 |
| 12160 - Medical Record Clerk | 18.00 |
| 12190 - Medical Record Technician | 20.55 |
| 12195 - Medical Transcriptionist | 18.33 |
| 12210 - Nuclear Medicine Technologist | 36.93 |
| 12221 - Nursing Assistant I | 12.37 |
| 12222 - Nursing Assistant II | 13.91 |
| 12223 - Nursing Assistant III | 15.82 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 24.64 |
| 12236 - Optical Technician | 16.64 |
| 12250 - Pharmacy Technician | 14.58 |
| 12280 - Phlebotomist | 16.79 |
| 12305 - Radiologic Technologist | 28.08 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |
| 12316 - Registered Nurse IV | 59.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 27.03 |
| 13012 - Exhibits Specialist II | 33.19 |
| 13013 - Exhibits Specialist III | 35.62 |
| 13041 - Illustrator I | 25.89 |
| 13042 - Illustrator II | 32.08 |
| 13043 - Illustrator III | 35.62 |
| 13047 - Librarian | 36.42 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 32.65 |
| 13058 - Library Technician | 24.10 |
| 13061 - Media Specialist I | 20.90 |
| 13062 - Media Specialist II | 21.56 |
| 13063 - Media Specialist III | 23.95 |
| 13071 - Photographer I | 21.29 |
| 13072 - Photographer II | 24.10 |
| 13073 - Photographer III | 29.53 |
| 13074 - Photographer IV | 36.11 |
| 13075 - Photographer V | 43.69 |
| 13110 - Video Teleconference Technician | 24.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.00 |
| 14042 - Computer Operator II | 21.26 |
| 14043 - Computer Operator III | 23.71 |
| 14044 - Computer Operator IV | 26.35 |
| 14045 - Computer Operator V | 29.17 |
| 14071 - Computer Programmer I | (see 1) 27.56 |
| 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 | 19.00 |

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| 14160 - Personal Computer Support Technician | 26.35 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 39.54 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.46 |
| 15050 - Computer Based Training Specialist / Instructor | 39.54 |
| 15060 - Educational Technologist | 33.25 |
| 15070 - Flight Instructor (Pilot) | 52.46 |
| 15080 - Graphic Artist | 33.72 |
| 15090 - Technical Instructor | 31.19 |
| 15095 - Technical Instructor/Course Developer | 38.04 |
| 15110 - Test Proctor | 25.11 |
| 15120 - Tutor | 25.11 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.75 |
| 16030 - Counter Attendant | 10.75 |
| 16040 - Dry Cleaner | 13.97 |
| 16070 - Finisher, Flatwork, Machine | 10.75 |
| 16090 - Presser, Hand | 10.75 |
| 16110 - Presser, Machine, Drycleaning | 10.75 |
| 16130 - Presser, Machine, Shirts | 10.75 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.75 |
| 16190 - Sewing Machine Operator | 14.96 |
| 16220 - Tailor | 15.93 |
| 16250 - Washer, Machine | 12.02 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.82 |
| 19040 - Tool And Die Maker | 24.21 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.96 |
| 21030 - Material Coordinator | 23.51 |
| 21040 - Material Expediter | 23.51 |
| 21050 - Material Handling Laborer | 14.24 |
| 21071 - Order Filler | 13.99 |
| 21080 - Production Line Worker (Food Processing) | 16.96 |
| 21110 - Shipping Packer | 15.28 |
| 21130 - Shipping/Receiving Clerk | 15.28 |
| 21140 - Store Worker I | 15.06 |
| 21150 - Stock Clerk | 18.88 |
| 21210 - Tools And Parts Attendant | 16.96 |
| 21410 - Warehouse Specialist | 16.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.79 |
| 23021 - Aircraft Mechanic I | 27.11 |
| 23022 - Aircraft Mechanic II | 29.58 |
| 23023 - Aircraft Mechanic III | 30.66 |
| 23040 - Aircraft Mechanic Helper | 21.15 |
| 23050 - Aircraft, Painter | 26.03 |
| 23060 - Aircraft Servicer | 23.86 |
| 23080 - Aircraft Worker | 24.93 |
| 23110 - Appliance Mechanic | 23.29 |
| 23120 - Bicycle Repairer | 17.14 |
| 23125 - Cable Splicer | 36.53 |
| 23130 - Carpenter, Maintenance | 29.89 |
| 23140 - Carpet Layer | 27.98 |
| 23160 - Electrician, Maintenance | 36.84 |
| 23181 - Electronics Technician Maintenance I | 24.37 |
| 23182 - Electronics Technician Maintenance II | 25.26 |
| 23183 - Electronics Technician Maintenance III | 25.32 |
| 23260 - Fabric Worker | 28.00 |
| 23290 - Fire Alarm System Mechanic | 22.02 |
| 23310 - Fire Extinguisher Repairer | 22.51 |
| 23311 - Fuel Distribution System Mechanic | 29.05 |

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| 23312 - Fuel Distribution System Operator | 26.70 |
| 23370 - General Maintenance Worker | 24.67 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |
| 23381 - Ground Support Equipment Servicer | 23.86 |
| 23382 - Ground Support Equipment Worker | 24.93 |
| 23391 - Gunsmith I | 22.51 |
| 23392 - Gunsmith II | 25.12 |
| 23393 - Gunsmith III | 27.25 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.93 |
| 23430 - Heavy Equipment Mechanic | 26.10 |
| 23440 - Heavy Equipment Operator | 34.30 |
| 23460 - Instrument Mechanic | 30.86 |
| 23465 - Laboratory/Shelter Mechanic | 26.21 |
| 23470 - Laborer | 14.74 |
| 23510 - Locksmith | 20.70 |
| 23530 - Machinery Maintenance Mechanic | 23.95 |
| 23550 - Machinist, Maintenance | 19.98 |
| 23580 - Maintenance Trades Helper | 15.09 |
| 23591 - Metrology Technician I | 30.34 |
| 23592 - Metrology Technician II | 31.53 |
| 23593 - Metrology Technician III | 32.67 |
| 23640 - Millwright | 31.22 |
| 23710 - Office Appliance Repairer | 22.16 |
| 23760 - Painter, Maintenance | 26.69 |
| 23790 - Pipefitter, Maintenance | 33.20 |
| 23810 - Plumber, Maintenance | 32.93 |
| 23820 - Pneudraulic Systems Mechanic | 27.25 |
| 23850 - Rigger | 24.36 |
| 23870 - Scale Mechanic | 25.12 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.46 |
| 23910 - Small Engine Mechanic | 19.34 |
| 23931 - Telecommunications Mechanic I | 30.91 |
| 23932 - Telecommunications Mechanic II | 32.20 |
| 23950 - Telephone Lineman | 32.90 |
| 23960 - welder, Combination, Maintenance | 23.01 |
| 23965 - well Driller | 25.57 |
| 23970 - Woodcraft Worker | 27.25 |
| 23980 - Woodworker | 21.46 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.38 |
| 24580 - Child Care Center Clerk | 16.51 |
| 24610 - Chore Aide | 11.53 |
| 24620 - Family Readiness And Support Services Coordinator | 15.08 |
| 24630 - Homemaker | 19.66 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.03 |
| 25040 - Sewage Plant Operator | 25.19 |
| 25070 - Stationary Engineer | 29.03 |
| 25190 - Ventilation Equipment Tender | 23.71 |
| 25210 - Water Treatment Plant Operator | 26.43 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.12 |
| 27007 - Baggage Inspector | 17.98 |
| 27008 - Corrections Officer | 30.97 |
| 27010 - Court Security Officer | 30.66 |
| 27030 - Detection Dog Handler | 19.18 |
| 27040 - Detention Officer | 30.97 |
| 27070 - Firefighter | 31.42 |
| 27101 - Guard I | 17.98 |

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| 27102 - Guard II | 19.18 |
| 27131 - Police Officer I | 32.37 |
| 27132 - Police Officer II | 35.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.28 |
| 28042 - Carnival Equipment Repairer | 13.84 |
| 28043 - Carnival Equipment Worker | 10.96 |
| 28210 - Gate Attendant/Gate Tender | 16.49 |
| 28310 - Lifeguard | 13.00 |
| 28350 - Park Attendant (Aide) | 18.46 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.48 |
| 28515 - Recreation Specialist | 22.22 |
| 28630 - Sports Official | 14.69 |
| 28690 - Swimming Pool Operator | 12.77 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 27.64 |
| 29020 - Hatch Tender | 27.64 |
| 29030 - Line Handler | 27.64 |
| 29041 - Stevedore I | 26.22 |
| 29042 - Stevedore II | 30.32 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 19.73 |
| 30022 - Archeological Technician II | 22.02 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 27.27 |
| 30040 - Civil Engineering Technician | 25.21 |
| 30061 - Drafter/CAD Operator I | 19.69 |
| 30062 - Drafter/CAD Operator II | 22.02 |
| 30063 - Drafter/CAD Operator III | 24.55 |
| 30064 - Drafter/CAD Operator IV | 30.20 |
| 30081 - Engineering Technician I | 19.16 |
| 30082 - Engineering Technician II | 22.24 |
| 30083 - Engineering Technician III | 25.28 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 46.20 |
| 30090 - Environmental Technician | 20.55 |
| 30210 - Laboratory Technician | 21.37 |
| 30240 - Mathematical Technician | 26.78 |
| 30361 - Paralegal/Legal Assistant I | 23.36 |
| 30362 - Paralegal/Legal Assistant II | 28.94 |
| 30363 - Paralegal/Legal Assistant III | 35.39 |
| 30364 - Paralegal/Legal Assistant IV | 42.84 |
| 30390 - Photo-Optics Technician | 27.27 |
| 30461 - Technical Writer I | 26.41 |
| 30462 - Technical Writer II | 32.29 |
| 30463 - Technical Writer III | 39.17 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 24.55 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 16.40 |
| 31030 - Bus Driver | 19.89 |
| 31043 - Driver Courier | 16.75 |
| 31260 - Parking and Lot Attendant | 10.05 |

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| 31290 - Shuttle Bus Driver | 17.80 |
| 31310 - Taxi Driver | 13.23 |
| 31361 - Truckdriver, Light | 17.80 |
| 31362 - Truckdriver, Medium | 18.87 |
| 31363 - Truckdriver, Heavy | 24.52 |
| 31364 - Truckdriver, Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.53 |
| 99050 - Desk Clerk | 13.34 |
| 99095 - Embalmer | 27.84 |
| 99251 - Laboratory Animal Caretaker I | 12.33 |
| 99252 - Laboratory Animal Caretaker II | 13.11 |
| 99310 - Mortician | 34.44 |
| 99410 - Pest Controller | 17.74 |
| 99510 - Photofinishing Worker | 16.23 |
| 99710 - Recycling Laborer | 19.78 |
| 99711 - Recycling Specialist | 22.62 |
| 99730 - Refuse Collector | 18.36 |
| 99810 - Sales Clerk | 14.70 |
| 99820 - School Crossing Guard | 14.27 |
| 99830 - Survey Party Chief | 25.53 |
| 99831 - Surveying Aide | 15.48 |
| 99832 - Surveying Technician | 20.42 |
| 99840 - Vending Machine Attendant | 13.66 |
| 99841 - Vending Machine Repairer | 17.44 |
| 99842 - Vending Machine Repairer Helper | 14.72 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundrying in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2351
Revision No.: 13
Date of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey Counties of Monmouth, Ocean

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

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|---|-------|
| 01000 - Administrative Support And Clerical Occupations | |
| 01011 - Accounting Clerk I | 15.11 |
| 01012 - Accounting Clerk II | 19.61 |
| 01013 - Accounting Clerk III | 21.89 |
| 01020 - Administrative Assistant | 30.93 |
| 01040 - Court Reporter | 21.64 |
| 01051 - Data Entry Operator I | 14.71 |
| 01052 - Data Entry Operator II | 16.05 |
| 01060 - Dispatcher, Motor Vehicle | 25.79 |
| 01070 - Document Preparation Clerk | 15.56 |
| 01090 - Duplicating Machine Operator | 15.56 |
| 01111 - General Clerk I | 14.82 |
| 01112 - General Clerk II | 17.49 |
| 01113 - General Clerk III | 18.82 |
| 01120 - Housing Referral Assistant | 26.92 |
| 01141 - Messenger Courier | 12.87 |
| 01191 - Order Clerk I | 15.29 |
| 01192 - Order Clerk II | 17.07 |
| 01261 - Personnel Assistant (Employment) I | 18.96 |
| 01262 - Personnel Assistant (Employment) II | 21.22 |
| 01263 - Personnel Assistant (Employment) III | 23.66 |
| 01270 - Production Control Clerk | 23.51 |
| 01280 - Receptionist | 15.67 |
| 01290 - Rental Clerk | 18.04 |
| 01300 - Scheduler, Maintenance | 21.57 |
| 01311 - Secretary I | 21.57 |
| 01312 - Secretary II | 24.82 |
| 01313 - Secretary III | 26.92 |
| 01320 - Service Order Dispatcher | 19.99 |
| 01410 - Supply Technician | 30.93 |
| 01420 - Survey Worker | 21.64 |
| 01531 - Travel Clerk I | 13.20 |
| 01532 - Travel Clerk II | 14.05 |
| 01533 - Travel Clerk III | 14.85 |
| 01611 - Word Processor I | 17.62 |
| 01612 - Word Processor II | 19.79 |
| 01613 - Word Processor III | 22.13 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 27.95 |
| 05010 - Automotive Electrician | 28.50 |
| 05040 - Automotive Glass Installer | 27.31 |
| 05070 - Automotive Worker | 27.31 |
| 05110 - Mobile Equipment Servicer | 24.42 |
| 05130 - Motor Equipment Metal Mechanic | 29.68 |
| 05160 - Motor Equipment Metal Worker | 27.31 |
| 05190 - Motor Vehicle Mechanic | 29.68 |
| 05220 - Motor Vehicle Mechanic Helper | 23.15 |
| 05250 - Motor Vehicle Upholstery Worker | 26.12 |
| 05280 - Motor Vehicle Wrecker | 27.31 |
| 05310 - Painter, Automotive | 28.50 |
| 05340 - Radiator Repair Specialist | 27.31 |
| 05370 - Tire Repairer | 14.59 |
| 05400 - Transmission Repair Specialist | 29.68 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 18.55 |
| 07041 - Cook I | 15.07 |
| 07042 - Cook II | 16.80 |
| 07070 - Dishwasher | 11.19 |
| 07130 - Food Service Worker | 12.77 |
| 07210 - Meat Cutter | 19.44 |
| 07260 - Waiter/Waitress | 12.67 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.44 |

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| 09040 - Furniture Handler | 15.61 |
| 09080 - Furniture Refinisher | 18.44 |
| 09090 - Furniture Refinisher Helper | 15.48 |
| 09110 - Furniture Repairer, Minor | 16.96 |
| 09130 - Upholsterer | 19.06 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.94 |
| 11060 - Elevator Operator | 12.94 |
| 11090 - Gardener | 19.39 |
| 11122 - Housekeeping Aide | 15.70 |
| 11150 - Janitor | 15.70 |
| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.34 |
| 11260 - Pruner | 14.75 |
| 11270 - Tractor Operator | 18.27 |
| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 16.95 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 22.17 |
| 12011 - Breath Alcohol Technician | 22.17 |
| 12012 - Certified Occupational Therapist Assistant | 24.12 |
| 12015 - Certified Physical Therapist Assistant | 22.28 |
| 12020 - Dental Assistant | 16.75 |
| 12025 - Dental Hygienist | 35.31 |
| 12030 - EKG Technician | 28.65 |
| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 22.17 |
| 12071 - Licensed Practical Nurse I | 19.53 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |
| 12100 - Medical Assistant | 16.66 |
| 12130 - Medical Laboratory Technician | 20.63 |
| 12160 - Medical Record Clerk | 18.00 |
| 12190 - Medical Record Technician | 20.55 |
| 12195 - Medical Transcriptionist | 18.33 |
| 12210 - Nuclear Medicine Technologist | 36.93 |
| 12221 - Nursing Assistant I | 12.37 |
| 12222 - Nursing Assistant II | 13.91 |
| 12223 - Nursing Assistant III | 15.82 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 24.64 |
| 12236 - Optical Technician | 16.64 |
| 12250 - Pharmacy Technician | 14.58 |
| 12280 - Phlebotomist | 16.79 |
| 12305 - Radiologic Technologist | 28.08 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |
| 12316 - Registered Nurse IV | 59.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 27.03 |
| 13012 - Exhibits Specialist II | 33.49 |
| 13013 - Exhibits Specialist III | 40.95 |
| 13041 - Illustrator I | 27.04 |
| 13042 - Illustrator II | 33.23 |
| 13043 - Illustrator III | 40.66 |
| 13047 - Librarian | 36.42 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 32.65 |

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|---|---------------|
| 13058 - Library Technician | 23.36 |
| 13061 - Media Specialist I | 22.39 |
| 13062 - Media Specialist II | 25.16 |
| 13063 - Media Specialist III | 27.93 |
| 13071 - Photographer I | 20.06 |
| 13072 - Photographer II | 24.10 |
| 13073 - Photographer III | 31.90 |
| 13074 - Photographer IV | 37.88 |
| 13075 - Photographer V | 43.69 |
| 13110 - Video Teleconference Technician | 24.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.00 |
| 14042 - Computer Operator II | 21.26 |
| 14043 - Computer Operator III | 23.71 |
| 14044 - Computer Operator IV | 26.35 |
| 14045 - Computer Operator V | 29.17 |
| 14071 - Computer Programmer I | (see 1) 27.56 |
| 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 | 19.00 |
| 14160 - Personal Computer Support Technician | 28.75 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 39.54 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.46 |
| 15050 - Computer Based Training Specialist / Instructor | 39.54 |
| 15060 - Educational Technologist | 36.60 |
| 15070 - Flight Instructor (Pilot) | 52.46 |
| 15080 - Graphic Artist | 30.86 |
| 15090 - Technical Instructor | 27.17 |
| 15095 - Technical Instructor/Course Developer | 31.35 |
| 15110 - Test Proctor | 21.13 |
| 15120 - Tutor | 21.13 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.29 |
| 16030 - Counter Attendant | 10.29 |
| 16040 - Dry Cleaner | 12.75 |
| 16070 - Finisher, Flatwork, Machine | 10.29 |
| 16090 - Presser, Hand | 10.29 |
| 16110 - Presser, Machine, Drycleaning | 10.29 |
| 16130 - Presser, Machine, Shirts | 10.29 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.29 |
| 16190 - Sewing Machine Operator | 13.58 |
| 16220 - Tailor | 14.40 |
| 16250 - Washer, Machine | 11.12 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.74 |
| 19040 - Tool And Die Maker | 24.21 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.96 |
| 21030 - Material Coordinator | 23.51 |
| 21040 - Material Expediter | 23.51 |
| 21050 - Material Handling Laborer | 13.99 |
| 21071 - Order Filler | 14.00 |
| 21080 - Production Line Worker (Food Processing) | 16.96 |
| 21110 - Shipping Packer | 15.28 |
| 21130 - Shipping/Receiving Clerk | 15.28 |
| 21140 - Store Worker I | 15.06 |
| 21150 - Stock Clerk | 18.88 |

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| 21210 - Tools And Parts Attendant | 16.96 |
| 21410 - Warehouse Specialist | 16.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.63 |
| 23021 - Aircraft Mechanic I | 27.11 |
| 23022 - Aircraft Mechanic II | 29.58 |
| 23023 - Aircraft Mechanic III | 30.66 |
| 23040 - Aircraft Mechanic Helper | 22.60 |
| 23050 - Aircraft, Painter | 25.97 |
| 23060 - Aircraft Servicer | 23.73 |
| 23080 - Aircraft Worker | 24.95 |
| 23110 - Appliance Mechanic | 24.11 |
| 23120 - Bicycle Repairer | 14.93 |
| 23125 - Cable Splicer | 36.53 |
| 23130 - Carpenter, Maintenance | 29.56 |
| 23140 - Carpet Layer | 27.62 |
| 23160 - Electrician, Maintenance | 36.84 |
| 23181 - Electronics Technician Maintenance I | 24.19 |
| 23182 - Electronics Technician Maintenance II | 27.62 |
| 23183 - Electronics Technician Maintenance III | 28.68 |
| 23260 - Fabric Worker | 25.86 |
| 23290 - Fire Alarm System Mechanic | 22.64 |
| 23310 - Fire Extinguisher Repairer | 22.51 |
| 23311 - Fuel Distribution System Mechanic | 29.00 |
| 23312 - Fuel Distribution System Operator | 24.41 |
| 23370 - General Maintenance Worker | 23.33 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |
| 23381 - Ground Support Equipment Servicer | 23.73 |
| 23382 - Ground Support Equipment Worker | 24.95 |
| 23391 - Gunsmith I | 22.51 |
| 23392 - Gunsmith II | 25.12 |
| 23393 - Gunsmith III | 27.25 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.93 |
| 23430 - Heavy Equipment Mechanic | 26.10 |
| 23440 - Heavy Equipment Operator | 34.10 |
| 23460 - Instrument Mechanic | 30.86 |
| 23465 - Laboratory/Shelter Mechanic | 26.21 |
| 23470 - Laborer | 13.74 |
| 23510 - Locksmith | 20.70 |
| 23530 - Machinery Maintenance Mechanic | 23.76 |
| 23550 - Machinist, Maintenance | 19.74 |
| 23580 - Maintenance Trades Helper | 16.11 |
| 23591 - Metrology Technician I | 30.35 |
| 23592 - Metrology Technician II | 31.54 |
| 23593 - Metrology Technician III | 32.62 |
| 23640 - Millwright | 30.36 |
| 23710 - Office Appliance Repairer | 21.80 |
| 23760 - Painter, Maintenance | 22.59 |
| 23790 - Pipefitter, Maintenance | 28.93 |
| 23810 - Plumber, Maintenance | 29.26 |
| 23820 - Pneudraulic Systems Mechanic | 27.25 |
| 23850 - Rigger | 24.36 |
| 23870 - Scale Mechanic | 25.12 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.46 |
| 23910 - Small Engine Mechanic | 18.88 |
| 23931 - Telecommunications Mechanic I | 29.87 |
| 23932 - Telecommunications Mechanic II | 31.05 |
| 23950 - Telephone Lineman | 29.40 |
| 23960 - Welder, Combination, Maintenance | 22.17 |
| 23965 - Well Driller | 22.73 |

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| 23970 - Woodcraft Worker | 25.89 |
| 23980 - Woodworker | 17.56 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.05 |
| 24580 - Child Care Center Clerk | 16.27 |
| 24610 - Chore Aide | 10.49 |
| 24620 - Family Readiness And Support Services Coordinator | 14.89 |
| 24630 - Homemaker | 14.99 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.03 |
| 25040 - Sewage Plant Operator | 25.19 |
| 25070 - Stationary Engineer | 29.03 |
| 25190 - Ventilation Equipment Tender | 23.71 |
| 25210 - Water Treatment Plant Operator | 25.19 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.12 |
| 27007 - Baggage Inspector | 17.98 |
| 27008 - Corrections Officer | 30.97 |
| 27010 - Court Security Officer | 30.66 |
| 27030 - Detection Dog Handler | 20.36 |
| 27040 - Detention Officer | 30.97 |
| 27070 - Firefighter | 31.42 |
| 27101 - Guard I | 17.98 |
| 27102 - Guard II | 20.36 |
| 27131 - Police Officer I | 32.37 |
| 27132 - Police Officer II | 35.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.45 |
| 28042 - Carnival Equipment Repairer | 14.22 |
| 28043 - Carnival Equipment Worker | 11.19 |
| 28210 - Gate Attendant/Gate Tender | 16.49 |
| 28310 - Lifeguard | 13.00 |
| 28350 - Park Attendant (Aide) | 18.46 |
| 28510 - Recreation Aide/Health Facility Attendant | 14.91 |
| 28515 - Recreation Specialist | 19.84 |
| 28630 - Sports Official | 14.69 |
| 28690 - Swimming Pool Operator | 21.52 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 27.64 |
| 29020 - Hatch Tender | 27.64 |
| 29030 - Line Handler | 27.64 |
| 29041 - Stevedore I | 25.53 |
| 29042 - Stevedore II | 27.61 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 19.69 |
| 30022 - Archeological Technician II | 20.44 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 27.27 |
| 30040 - Civil Engineering Technician | 25.21 |
| 30061 - Drafter/CAD Operator I | 19.69 |
| 30062 - Drafter/CAD Operator II | 22.02 |
| 30063 - Drafter/CAD Operator III | 24.55 |
| 30064 - Drafter/CAD Operator IV | 30.20 |
| 30081 - Engineering Technician I | 19.28 |
| 30082 - Engineering Technician II | 22.03 |
| 30083 - Engineering Technician III | 24.65 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 46.20 |

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| 30090 - Environmental Technician | 22.50 |
| 30210 - Laboratory Technician | 21.37 |
| 30240 - Mathematical Technician | 26.78 |
| 30361 - Paralegal/Legal Assistant I | 23.36 |
| 30362 - Paralegal/Legal Assistant II | 28.94 |
| 30363 - Paralegal/Legal Assistant III | 35.39 |
| 30364 - Paralegal/Legal Assistant IV | 42.84 |
| 30390 - Photo-Optics Technician | 27.27 |
| 30461 - Technical Writer I | 26.46 |
| 30462 - Technical Writer II | 32.35 |
| 30463 - Technical Writer III | 39.92 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 3) 24.55 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 3) 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 16.40 |
| 31030 - Bus Driver | 19.89 |
| 31043 - Driver Courier | 16.75 |
| 31260 - Parking and Lot Attendant | 12.93 |
| 31290 - Shuttle Bus Driver | 17.80 |
| 31310 - Taxi Driver | 13.51 |
| 31361 - Truckdriver, Light | 17.80 |
| 31362 - Truckdriver, Medium | 18.87 |
| 31363 - Truckdriver, Heavy | 24.52 |
| 31364 - Truckdriver, Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.53 |
| 99050 - Desk Clerk | 13.34 |
| 99095 - Embalmer | 30.19 |
| 99251 - Laboratory Animal Caretaker I | 13.64 |
| 99252 - Laboratory Animal Caretaker II | 14.32 |
| 99310 - Mortician | 34.82 |
| 99410 - Pest Controller | 16.49 |
| 99510 - Photofinishing Worker | 16.23 |
| 99710 - Recycling Laborer | 22.08 |
| 99711 - Recycling Specialist | 23.50 |
| 99730 - Refuse Collector | 19.82 |
| 99810 - Sales Clerk | 14.70 |
| 99820 - School Crossing Guard | 14.08 |
| 99830 - Survey Party Chief | 21.47 |
| 99831 - Surveying Aide | 12.78 |
| 99832 - Surveying Technician | 20.42 |
| 99840 - Vending Machine Attendant | 16.40 |
| 99841 - Vending Machine Repairer | 19.12 |
| 99842 - Vending Machine Repairer Helper | 16.40 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2352
Revision No.: 13
Date of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey Counties of Monmouth, Ocean

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.11 |
| 01012 - Accounting Clerk II | | 19.61 |
| 01013 - Accounting Clerk III | | 21.89 |
| 01020 - Administrative Assistant | | 30.93 |
| 01040 - Court Reporter | | 21.64 |
| 01051 - Data Entry Operator I | | 14.71 |
| 01052 - Data Entry Operator II | | 16.05 |
| 01060 - Dispatcher, Motor Vehicle | | 25.79 |
| 01070 - Document Preparation Clerk | | 15.56 |
| 01090 - Duplicating Machine Operator | | 15.56 |
| 01111 - General Clerk I | | 14.82 |
| 01112 - General Clerk II | | 17.49 |
| 01113 - General Clerk III | | 18.82 |
| 01120 - Housing Referral Assistant | | 26.92 |

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| 01141 - Messenger Courier | 12.87 |
| 01191 - Order Clerk I | 15.29 |
| 01192 - Order Clerk II | 17.07 |
| 01261 - Personnel Assistant (Employment) I | 18.96 |
| 01262 - Personnel Assistant (Employment) II | 21.22 |
| 01263 - Personnel Assistant (Employment) III | 23.66 |
| 01270 - Production Control Clerk | 23.51 |
| 01280 - Receptionist | 15.67 |
| 01290 - Rental Clerk | 18.04 |
| 01300 - Scheduler, Maintenance | 21.57 |
| 01311 - Secretary I | 21.57 |
| 01312 - Secretary II | 24.82 |
| 01313 - Secretary III | 26.92 |
| 01320 - Service Order Dispatcher | 19.99 |
| 01410 - Supply Technician | 30.93 |
| 01420 - Survey Worker | 21.64 |
| 01531 - Travel Clerk I | 13.20 |
| 01532 - Travel Clerk II | 14.05 |
| 01533 - Travel Clerk III | 14.85 |
| 01611 - Word Processor I | 17.62 |
| 01612 - Word Processor II | 19.79 |
| 01613 - Word Processor III | 22.13 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 27.95 |
| 05010 - Automotive Electrician | 28.50 |
| 05040 - Automotive Glass Installer | 27.31 |
| 05070 - Automotive Worker | 27.31 |
| 05110 - Mobile Equipment Servicer | 24.42 |
| 05130 - Motor Equipment Metal Mechanic | 29.68 |
| 05160 - Motor Equipment Metal Worker | 27.31 |
| 05190 - Motor Vehicle Mechanic | 29.68 |
| 05220 - Motor Vehicle Mechanic Helper | 23.15 |
| 05250 - Motor Vehicle Upholstery Worker | 26.12 |
| 05280 - Motor Vehicle Wrecker | 27.31 |
| 05310 - Painter, Automotive | 28.50 |
| 05340 - Radiator Repair Specialist | 27.31 |
| 05370 - Tire Repairer | 14.59 |
| 05400 - Transmission Repair Specialist | 29.68 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 18.55 |
| 07041 - Cook I | 15.07 |
| 07042 - Cook II | 16.80 |
| 07070 - Dishwasher | 11.19 |
| 07130 - Food Service Worker | 12.77 |
| 07210 - Meat Cutter | 19.44 |
| 07260 - Waiter/Waitress | 12.67 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.44 |
| 09040 - Furniture Handler | 15.61 |
| 09080 - Furniture Refinisher | 18.44 |
| 09090 - Furniture Refinisher Helper | 15.48 |
| 09110 - Furniture Repairer, Minor | 16.96 |
| 09130 - Upholsterer | 19.06 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.94 |
| 11060 - Elevator Operator | 12.94 |
| 11090 - Gardener | 19.39 |
| 11122 - Housekeeping Aide | 15.70 |
| 11150 - Janitor | 15.70 |
| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.34 |
| 11260 - Pruner | 14.75 |
| 11270 - Tractor Operator | 18.27 |

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| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 16.95 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 22.17 |
| 12011 - Breath Alcohol Technician | 22.17 |
| 12012 - Certified Occupational Therapist Assistant | 24.12 |
| 12015 - Certified Physical Therapist Assistant | 22.28 |
| 12020 - Dental Assistant | 16.75 |
| 12025 - Dental Hygienist | 35.31 |
| 12030 - EKG Technician | 28.65 |
| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 22.17 |
| 12071 - Licensed Practical Nurse I | 19.53 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |
| 12100 - Medical Assistant | 16.66 |
| 12130 - Medical Laboratory Technician | 20.63 |
| 12160 - Medical Record Clerk | 18.00 |
| 12190 - Medical Record Technician | 20.55 |
| 12195 - Medical Transcriptionist | 18.33 |
| 12210 - Nuclear Medicine Technologist | 36.93 |
| 12221 - Nursing Assistant I | 12.37 |
| 12222 - Nursing Assistant II | 13.91 |
| 12223 - Nursing Assistant III | 15.82 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 24.64 |
| 12236 - Optical Technician | 16.64 |
| 12250 - Pharmacy Technician | 14.58 |
| 12280 - Phlebotomist | 16.79 |
| 12305 - Radiologic Technologist | 28.08 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |
| 12316 - Registered Nurse IV | 59.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 27.03 |
| 13012 - Exhibits Specialist II | 33.49 |
| 13013 - Exhibits Specialist III | 40.95 |
| 13041 - Illustrator I | 27.04 |
| 13042 - Illustrator II | 33.23 |
| 13043 - Illustrator III | 40.66 |
| 13047 - Librarian | 36.42 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 32.65 |
| 13058 - Library Technician | 23.36 |
| 13061 - Media Specialist I | 22.39 |
| 13062 - Media Specialist II | 25.16 |
| 13063 - Media Specialist III | 27.93 |
| 13071 - Photographer I | 20.06 |
| 13072 - Photographer II | 24.10 |
| 13073 - Photographer III | 31.90 |
| 13074 - Photographer IV | 37.88 |
| 13075 - Photographer V | 43.69 |
| 13110 - Video Teleconference Technician | 24.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.00 |
| 14042 - Computer Operator II | 21.26 |
| 14043 - Computer Operator III | 23.71 |
| 14044 - Computer Operator IV | 26.35 |

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|---|-------|
| 14045 - Computer Operator V | 29.17 |
| 14071 - Computer Programmer I (see 1) | 27.56 |
| 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 | 19.00 |
| 14160 - Personal Computer Support Technician | 28.75 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 39.54 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.46 |
| 15050 - Computer Based Training Specialist / Instructor | 39.54 |
| 15060 - Educational Technologist | 36.60 |
| 15070 - Flight Instructor (Pilot) | 52.46 |
| 15080 - Graphic Artist | 30.86 |
| 15090 - Technical Instructor | 27.17 |
| 15095 - Technical Instructor/Course Developer | 31.35 |
| 15110 - Test Proctor | 21.13 |
| 15120 - Tutor | 21.13 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.29 |
| 16030 - Counter Attendant | 10.29 |
| 16040 - Dry Cleaner | 12.75 |
| 16070 - Finisher, Flatwork, Machine | 10.29 |
| 16090 - Presser, Hand | 10.29 |
| 16110 - Presser, Machine, Drycleaning | 10.29 |
| 16130 - Presser, Machine, Shirts | 10.29 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.29 |
| 16190 - Sewing Machine Operator | 13.58 |
| 16220 - Tailor | 14.40 |
| 16250 - Washer, Machine | 11.12 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.74 |
| 19040 - Tool And Die Maker | 24.21 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.96 |
| 21030 - Material Coordinator | 23.51 |
| 21040 - Material Expediter | 23.51 |
| 21050 - Material Handling Laborer | 13.99 |
| 21071 - Order Filler | 14.00 |
| 21080 - Production Line Worker (Food Processing) | 16.96 |
| 21110 - Shipping Packer | 15.28 |
| 21130 - Shipping/Receiving Clerk | 15.28 |
| 21140 - Store Worker I | 15.06 |
| 21150 - Stock Clerk | 18.88 |
| 21210 - Tools And Parts Attendant | 16.96 |
| 21410 - Warehouse Specialist | 16.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 29.63 |
| 23021 - Aircraft Mechanic I | 27.11 |
| 23022 - Aircraft Mechanic II | 29.58 |
| 23023 - Aircraft Mechanic III | 30.66 |
| 23040 - Aircraft Mechanic Helper | 22.60 |
| 23050 - Aircraft, Painter | 25.97 |
| 23060 - Aircraft Servicer | 23.73 |
| 23080 - Aircraft Worker | 24.95 |
| 23110 - Appliance Mechanic | 24.11 |
| 23120 - Bicycle Repairer | 14.93 |
| 23125 - Cable Splicer | 36.53 |
| 23130 - Carpenter, Maintenance | 29.56 |

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|---|-------|
| 23140 - Carpet Layer | 27.62 |
| 23160 - Electrician, Maintenance | 36.84 |
| 23181 - Electronics Technician Maintenance I | 24.19 |
| 23182 - Electronics Technician Maintenance II | 27.62 |
| 23183 - Electronics Technician Maintenance III | 28.68 |
| 23260 - Fabric Worker | 25.86 |
| 23290 - Fire Alarm System Mechanic | 22.64 |
| 23310 - Fire Extinguisher Repairer | 22.51 |
| 23311 - Fuel Distribution System Mechanic | 29.00 |
| 23312 - Fuel Distribution System Operator | 24.41 |
| 23370 - General Maintenance Worker | 23.33 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |
| 23381 - Ground Support Equipment Servicer | 23.73 |
| 23382 - Ground Support Equipment Worker | 24.95 |
| 23391 - Gunsmith I | 22.51 |
| 23392 - Gunsmith II | 25.12 |
| 23393 - Gunsmith III | 27.25 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.93 |
| 23430 - Heavy Equipment Mechanic | 26.10 |
| 23440 - Heavy Equipment Operator | 34.10 |
| 23460 - Instrument Mechanic | 30.86 |
| 23465 - Laboratory/Shelter Mechanic | 26.21 |
| 23470 - Laborer | 13.74 |
| 23510 - Locksmith | 20.70 |
| 23530 - Machinery Maintenance Mechanic | 23.76 |
| 23550 - Machinist, Maintenance | 19.74 |
| 23580 - Maintenance Trades Helper | 16.11 |
| 23591 - Metrology Technician I | 30.35 |
| 23592 - Metrology Technician II | 31.54 |
| 23593 - Metrology Technician III | 32.62 |
| 23640 - Millwright | 30.36 |
| 23710 - Office Appliance Repairer | 21.80 |
| 23760 - Painter, Maintenance | 22.59 |
| 23790 - Pipefitter, Maintenance | 28.93 |
| 23810 - Plumber, Maintenance | 29.26 |
| 23820 - Pneudraulic Systems Mechanic | 27.25 |
| 23850 - Rigger | 24.36 |
| 23870 - Scale Mechanic | 25.12 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.46 |
| 23910 - Small Engine Mechanic | 18.88 |
| 23931 - Telecommunications Mechanic I | 29.87 |
| 23932 - Telecommunications Mechanic II | 31.05 |
| 23950 - Telephone Lineman | 29.40 |
| 23960 - Welder, Combination, Maintenance | 22.17 |
| 23965 - Well Driller | 22.73 |
| 23970 - Woodcraft Worker | 25.89 |
| 23980 - Woodworker | 17.56 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.05 |
| 24580 - Child Care Center Clerk | 16.27 |
| 24610 - Chore Aide | 10.49 |
| 24620 - Family Readiness And Support Services Coordinator | 14.89 |
| 24630 - Homemaker | 14.99 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.03 |
| 25040 - Sewage Plant Operator | 25.19 |
| 25070 - Stationary Engineer | 29.03 |
| 25190 - Ventilation Equipment Tender | 23.71 |
| 25210 - Water Treatment Plant Operator | 25.19 |

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|--|-------|
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.12 |
| 27007 - Baggage Inspector | 17.98 |
| 27008 - Corrections Officer | 30.97 |
| 27010 - Court Security Officer | 30.66 |
| 27030 - Detection Dog Handler | 20.36 |
| 27040 - Detention Officer | 30.97 |
| 27070 - Firefighter | 31.42 |
| 27101 - Guard I | 17.98 |
| 27102 - Guard II | 20.36 |
| 27131 - Police Officer I | 32.37 |
| 27132 - Police Officer II | 35.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.45 |
| 28042 - Carnival Equipment Repairer | 14.22 |
| 28043 - Carnival Equipment Worker | 11.19 |
| 28210 - Gate Attendant/Gate Tender | 16.49 |
| 28310 - Lifeguard | 13.00 |
| 28350 - Park Attendant (Aide) | 18.46 |
| 28510 - Recreation Aide/Health Facility Attendant | 14.91 |
| 28515 - Recreation Specialist | 19.84 |
| 28630 - Sports Official | 14.69 |
| 28690 - Swimming Pool Operator | 21.52 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 27.64 |
| 29020 - Hatch Tender | 27.64 |
| 29030 - Line Handler | 27.64 |
| 29041 - Stevedore I | 25.53 |
| 29042 - Stevedore II | 27.61 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 19.69 |
| 30022 - Archeological Technician II | 20.44 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 27.27 |
| 30040 - Civil Engineering Technician | 25.21 |
| 30061 - Drafter/CAD Operator I | 19.69 |
| 30062 - Drafter/CAD Operator II | 22.02 |
| 30063 - Drafter/CAD Operator III | 24.55 |
| 30064 - Drafter/CAD Operator IV | 30.20 |
| 30081 - Engineering Technician I | 19.28 |
| 30082 - Engineering Technician II | 22.03 |
| 30083 - Engineering Technician III | 24.65 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 46.20 |
| 30090 - Environmental Technician | 22.50 |
| 30210 - Laboratory Technician | 21.37 |
| 30240 - Mathematical Technician | 26.78 |
| 30361 - Paralegal/Legal Assistant I | 23.36 |
| 30362 - Paralegal/Legal Assistant II | 28.94 |
| 30363 - Paralegal/Legal Assistant III | 35.39 |
| 30364 - Paralegal/Legal Assistant IV | 42.84 |
| 30390 - Photo-Optics Technician | 27.27 |
| 30461 - Technical Writer I | 26.46 |
| 30462 - Technical Writer II | 32.35 |
| 30463 - Technical Writer III | 39.92 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |

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|---|---------------|
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 3) 24.55 |
| 30621 - Weather Observer, Senior | (see 3) 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 16.40 |
| 31030 - Bus Driver | 19.89 |
| 31043 - Driver Courier | 16.75 |
| 31260 - Parking and Lot Attendant | 12.93 |
| 31290 - Shuttle Bus Driver | 17.80 |
| 31310 - Taxi Driver | 13.51 |
| 31361 - Truckdriver, Light | 17.80 |
| 31362 - Truckdriver, Medium | 18.87 |
| 31363 - Truckdriver, Heavy | 24.52 |
| 31364 - Truckdriver, Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.53 |
| 99050 - Desk Clerk | 13.34 |
| 99095 - Embalmer | 30.19 |
| 99251 - Laboratory Animal Caretaker I | 13.64 |
| 99252 - Laboratory Animal Caretaker II | 14.32 |
| 99310 - Mortician | 34.82 |
| 99410 - Pest Controller | 16.49 |
| 99510 - Photofinishing Worker | 16.23 |
| 99710 - Recycling Laborer | 22.08 |
| 99711 - Recycling Specialist | 23.50 |
| 99730 - Refuse Collector | 19.82 |
| 99810 - Sales Clerk | 14.70 |
| 99820 - School Crossing Guard | 14.08 |
| 99830 - Survey Party Chief | 21.47 |
| 99831 - Surveying Aide | 12.78 |
| 99832 - Surveying Technician | 20.42 |
| 99840 - Vending Machine Attendant | 16.40 |
| 99841 - Vending Machine Repairer | 19.12 |
| 99842 - Vending Machine Repairer Helper | 16.40 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2353
Revision No.: 14
Date of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey Counties of Essex, Hudson, Morris, Sussex, Union

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.11 |
| 01012 - Accounting Clerk II | | 19.61 |
| 01013 - Accounting Clerk III | | 21.89 |
| 01020 - Administrative Assistant | | 30.93 |
| 01040 - Court Reporter | | 21.64 |
| 01051 - Data Entry Operator I | | 14.71 |
| 01052 - Data Entry Operator II | | 16.05 |
| 01060 - Dispatcher, Motor Vehicle | | 25.79 |
| 01070 - Document Preparation Clerk | | 15.56 |
| 01090 - Duplicating Machine Operator | | 15.56 |
| 01111 - General Clerk I | | 14.82 |
| 01112 - General Clerk II | | 17.49 |
| 01113 - General Clerk III | | 19.01 |
| 01120 - Housing Referral Assistant | | 26.92 |
| 01141 - Messenger Courier | | 12.87 |
| 01191 - Order Clerk I | | 16.49 |
| 01192 - Order Clerk II | | 21.31 |
| 01261 - Personnel Assistant (Employment) I | | 18.96 |
| 01262 - Personnel Assistant (Employment) II | | 21.22 |
| 01263 - Personnel Assistant (Employment) III | | 23.66 |
| 01270 - Production Control Clerk | | 23.51 |
| 01280 - Receptionist | | 15.67 |
| 01290 - Rental Clerk | | 18.04 |
| 01300 - Scheduler, Maintenance | | 21.57 |
| 01311 - Secretary I | | 21.57 |
| 01312 - Secretary II | | 24.82 |

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| 01313 - Secretary III | 26.92 |
| 01320 - Service Order Dispatcher | 20.50 |
| 01410 - Supply Technician | 30.93 |
| 01420 - Survey Worker | 21.64 |
| 01531 - Travel Clerk I | 15.98 |
| 01532 - Travel Clerk II | 17.31 |
| 01533 - Travel Clerk III | 18.79 |
| 01611 - Word Processor I | 17.62 |
| 01612 - Word Processor II | 19.79 |
| 01613 - Word Processor III | 22.13 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 28.43 |
| 05010 - Automotive Electrician | 28.50 |
| 05040 - Automotive Glass Installer | 27.31 |
| 05070 - Automotive Worker | 27.31 |
| 05110 - Mobile Equipment Servicer | 24.42 |
| 05130 - Motor Equipment Metal Mechanic | 29.68 |
| 05160 - Motor Equipment Metal Worker | 27.31 |
| 05190 - Motor Vehicle Mechanic | 29.68 |
| 05220 - Motor Vehicle Mechanic Helper | 23.15 |
| 05250 - Motor Vehicle Upholstery Worker | 26.12 |
| 05280 - Motor Vehicle Wrecker | 27.31 |
| 05310 - Painter, Automotive | 28.50 |
| 05340 - Radiator Repair Specialist | 27.31 |
| 05370 - Tire Repairer | 17.92 |
| 05400 - Transmission Repair Specialist | 29.68 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 17.64 |
| 07041 - Cook I | 15.07 |
| 07042 - Cook II | 16.80 |
| 07070 - Dishwasher | 9.45 |
| 07130 - Food Service Worker | 12.58 |
| 07210 - Meat Cutter | 19.20 |
| 07260 - Waiter/Waitress | 12.67 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 22.00 |
| 09040 - Furniture Handler | 16.73 |
| 09080 - Furniture Refinisher | 22.00 |
| 09090 - Furniture Refinisher Helper | 18.56 |
| 09110 - Furniture Repairer, Minor | 20.16 |
| 09130 - Upholsterer | 22.00 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.85 |
| 11060 - Elevator Operator | 12.85 |
| 11090 - Gardener | 19.39 |
| 11122 - Housekeeping Aide | 15.70 |
| 11150 - Janitor | 15.70 |
| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.34 |
| 11260 - Pruner | 14.75 |
| 11270 - Tractor Operator | 19.39 |
| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 16.86 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 22.53 |
| 12011 - Breath Alcohol Technician | 22.61 |
| 12012 - Certified Occupational Therapist Assistant | 24.12 |
| 12015 - Certified Physical Therapist Assistant | 22.28 |
| 12020 - Dental Assistant | 16.75 |
| 12025 - Dental Hygienist | 35.31 |
| 12030 - EKG Technician | 28.65 |
| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 22.53 |

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| 12071 - Licensed Practical Nurse I | 20.52 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |
| 12100 - Medical Assistant | 16.66 |
| 12130 - Medical Laboratory Technician | 20.63 |
| 12160 - Medical Record Clerk | 18.00 |
| 12190 - Medical Record Technician | 20.55 |
| 12195 - Medical Transcriptionist | 19.09 |
| 12210 - Nuclear Medicine Technologist | 36.93 |
| 12221 - Nursing Assistant I | 12.37 |
| 12222 - Nursing Assistant II | 13.91 |
| 12223 - Nursing Assistant III | 15.82 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 24.64 |
| 12236 - Optical Technician | 16.64 |
| 12250 - Pharmacy Technician | 14.58 |
| 12280 - Phlebotomist | 16.79 |
| 12305 - Radiologic Technologist | 28.08 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |
| 12316 - Registered Nurse IV | 59.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 27.03 |
| 13012 - Exhibits Specialist II | 33.49 |
| 13013 - Exhibits Specialist III | 40.95 |
| 13041 - Illustrator I | 26.51 |
| 13042 - Illustrator II | 33.23 |
| 13043 - Illustrator III | 40.60 |
| 13047 - Librarian | 36.42 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 32.65 |
| 13058 - Library Technician | 25.62 |
| 13061 - Media Specialist I | 23.57 |
| 13062 - Media Specialist II | 26.35 |
| 13063 - Media Specialist III | 29.39 |
| 13071 - Photographer I | 21.29 |
| 13072 - Photographer II | 24.10 |
| 13073 - Photographer III | 32.88 |
| 13074 - Photographer IV | 41.88 |
| 13075 - Photographer V | 50.02 |
| 13110 - Video Teleconference Technician | 24.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.00 |
| 14042 - Computer Operator II | 21.26 |
| 14043 - Computer Operator III | 23.71 |
| 14044 - Computer Operator IV | 26.35 |
| 14045 - Computer Operator V | 29.17 |
| 14071 - Computer Programmer I | (see 1) 27.56 |
| 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 | 19.00 |
| 14160 - Personal Computer Support Technician | 26.35 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 39.54 |

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| 15020 - Aircrew Training Devices Instructor (Rated) | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.46 |
| 15050 - Computer Based Training Specialist / Instructor | 39.54 |
| 15060 - Educational Technologist | 35.73 |
| 15070 - Flight Instructor (Pilot) | 52.46 |
| 15080 - Graphic Artist | 31.85 |
| 15090 - Technical Instructor | 30.07 |
| 15095 - Technical Instructor/Course Developer | 36.67 |
| 15110 - Test Proctor | 23.24 |
| 15120 - Tutor | 23.24 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.62 |
| 16030 - Counter Attendant | 11.62 |
| 16040 - Dry Cleaner | 14.30 |
| 16070 - Finisher, Flatwork, Machine | 11.62 |
| 16090 - Presser, Hand | 11.62 |
| 16110 - Presser, Machine, Drycleaning | 11.62 |
| 16130 - Presser, Machine, Shirts | 11.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.62 |
| 16190 - Sewing Machine Operator | 15.19 |
| 16220 - Tailor | 16.04 |
| 16250 - Washer, Machine | 12.60 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.89 |
| 19040 - Tool And Die Maker | 30.07 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.28 |
| 21030 - Material Coordinator | 23.51 |
| 21040 - Material Expediter | 23.51 |
| 21050 - Material Handling Laborer | 13.57 |
| 21071 - Order Filler | 14.92 |
| 21080 - Production Line Worker (Food Processing) | 17.28 |
| 21110 - Shipping Packer | 15.28 |
| 21130 - Shipping/Receiving Clerk | 15.28 |
| 21140 - Store Worker I | 15.06 |
| 21150 - Stock Clerk | 18.88 |
| 21210 - Tools And Parts Attendant | 18.10 |
| 21410 - Warehouse Specialist | 18.10 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.79 |
| 23021 - Aircraft Mechanic I | 27.11 |
| 23022 - Aircraft Mechanic II | 29.58 |
| 23023 - Aircraft Mechanic III | 30.66 |
| 23040 - Aircraft Mechanic Helper | 22.98 |
| 23050 - Aircraft, Painter | 26.03 |
| 23060 - Aircraft Servicer | 24.93 |
| 23080 - Aircraft Worker | 26.07 |
| 23110 - Appliance Mechanic | 23.37 |
| 23120 - Bicycle Repairer | 17.92 |
| 23125 - Cable Splicer | 36.53 |
| 23130 - Carpenter, Maintenance | 29.89 |
| 23140 - Carpet Layer | 27.98 |
| 23160 - Electrician, Maintenance | 37.18 |
| 23181 - Electronics Technician Maintenance I | 24.19 |
| 23182 - Electronics Technician Maintenance II | 25.36 |
| 23183 - Electronics Technician Maintenance III | 26.40 |
| 23260 - Fabric Worker | 28.00 |
| 23290 - Fire Alarm System Mechanic | 23.94 |
| 23310 - Fire Extinguisher Repairer | 22.51 |
| 23311 - Fuel Distribution System Mechanic | 29.00 |
| 23312 - Fuel Distribution System Operator | 26.13 |
| 23370 - General Maintenance Worker | 23.69 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |

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| 23381 - Ground Support Equipment Servicer | 24.93 |
| 23382 - Ground Support Equipment Worker | 26.07 |
| 23391 - Gunsmith I | 22.51 |
| 23392 - Gunsmith II | 25.12 |
| 23393 - Gunsmith III | 27.25 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.93 |
| 23430 - Heavy Equipment Mechanic | 26.10 |
| 23440 - Heavy Equipment Operator | 34.30 |
| 23460 - Instrument Mechanic | 30.35 |
| 23465 - Laboratory/Shelter Mechanic | 26.21 |
| 23470 - Laborer | 13.74 |
| 23510 - Locksmith | 20.95 |
| 23530 - Machinery Maintenance Mechanic | 23.76 |
| 23550 - Machinist, Maintenance | 19.79 |
| 23580 - Maintenance Trades Helper | 15.09 |
| 23591 - Metrology Technician I | 30.35 |
| 23592 - Metrology Technician II | 31.54 |
| 23593 - Metrology Technician III | 32.68 |
| 23640 - Millwright | 30.87 |
| 23710 - Office Appliance Repairer | 22.91 |
| 23760 - Painter, Maintenance | 26.50 |
| 23790 - Pipefitter, Maintenance | 31.12 |
| 23810 - Plumber, Maintenance | 31.90 |
| 23820 - Pneudraulic Systems Mechanic | 27.25 |
| 23850 - Rigger | 25.59 |
| 23870 - Scale Mechanic | 25.12 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.46 |
| 23910 - Small Engine Mechanic | 20.07 |
| 23931 - Telecommunications Mechanic I | 30.91 |
| 23932 - Telecommunications Mechanic II | 32.20 |
| 23950 - Telephone Lineman | 32.90 |
| 23960 - Welder, Combination, Maintenance | 22.17 |
| 23965 - Well Driller | 25.11 |
| 23970 - Woodcraft Worker | 27.25 |
| 23980 - Woodworker | 20.41 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.05 |
| 24580 - Child Care Center Clerk | 16.41 |
| 24610 - Chore Aide | 10.32 |
| 24620 - Family Readiness And Support Services Coordinator | 14.59 |
| 24630 - Homemaker | 20.13 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.03 |
| 25040 - Sewage Plant Operator | 25.19 |
| 25070 - Stationary Engineer | 29.03 |
| 25190 - Ventilation Equipment Tender | 23.71 |
| 25210 - Water Treatment Plant Operator | 25.36 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.12 |
| 27007 - Baggage Inspector | 17.98 |
| 27008 - Corrections Officer | 30.97 |
| 27010 - Court Security Officer | 30.66 |
| 27030 - Detection Dog Handler | 20.36 |
| 27040 - Detention Officer | 30.97 |
| 27070 - Firefighter | 31.42 |
| 27101 - Guard I | 17.98 |
| 27102 - Guard II | 20.36 |
| 27131 - Police Officer I | 32.37 |
| 27132 - Police Officer II | 35.94 |

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| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.27 |
| 28042 - Carnival Equipment Repairer | 13.85 |
| 28043 - Carnival Equipment Worker | 10.96 |
| 28210 - Gate Attendant/Gate Tender | 16.49 |
| 28310 - Lifeguard | 13.40 |
| 28350 - Park Attendant (Aide) | 18.46 |
| 28510 - Recreation Aide/Health Facility Attendant | 18.95 |
| 28515 - Recreation Specialist | 22.88 |
| 28630 - Sports Official | 14.69 |
| 28690 - Swimming Pool Operator | 20.05 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.08 |
| 29020 - Hatch Tender | 29.08 |
| 29030 - Line Handler | 29.08 |
| 29041 - Stevedore I | 27.56 |
| 29042 - Stevedore II | 32.96 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 19.69 |
| 30022 - Archeological Technician II | 22.02 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 27.27 |
| 30040 - Civil Engineering Technician | 25.21 |
| 30061 - Drafter/CAD Operator I | 19.69 |
| 30062 - Drafter/CAD Operator II | 22.02 |
| 30063 - Drafter/CAD Operator III | 24.55 |
| 30064 - Drafter/CAD Operator IV | 30.20 |
| 30081 - Engineering Technician I | 19.98 |
| 30082 - Engineering Technician II | 22.47 |
| 30083 - Engineering Technician III | 25.28 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 46.20 |
| 30090 - Environmental Technician | 21.65 |
| 30210 - Laboratory Technician | 21.37 |
| 30240 - Mathematical Technician | 27.04 |
| 30361 - Paralegal/Legal Assistant I | 23.36 |
| 30362 - Paralegal/Legal Assistant II | 28.94 |
| 30363 - Paralegal/Legal Assistant III | 35.39 |
| 30364 - Paralegal/Legal Assistant IV | 42.84 |
| 30390 - Photo-Optics Technician | 27.27 |
| 30461 - Technical Writer I | 26.41 |
| 30462 - Technical Writer II | 32.29 |
| 30463 - Technical Writer III | 39.16 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 24.55 |
| 30621 - Weather Observer, Senior (see 2) | 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 16.40 |
| 31030 - Bus Driver | 21.88 |
| 31043 - Driver Courier | 18.39 |
| 31260 - Parking and Lot Attendant | 10.05 |
| 31290 - Shuttle Bus Driver | 17.81 |
| 31310 - Taxi Driver | 13.23 |
| 31361 - Truckdriver, Light | 19.53 |

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| 31362 - Truckdriver, Medium | 20.63 |
| 31363 - Truckdriver, Heavy | 24.52 |
| 31364 - Truckdriver, Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.53 |
| 99050 - Desk Clerk | 13.34 |
| 99095 - Embalmer | 30.19 |
| 99251 - Laboratory Animal Caretaker I | 12.33 |
| 99252 - Laboratory Animal Caretaker II | 13.11 |
| 99310 - Mortician | 34.82 |
| 99410 - Pest Controller | 17.08 |
| 99510 - Photofinishing Worker | 16.23 |
| 99710 - Recycling Laborer | 19.78 |
| 99711 - Recycling Specialist | 22.59 |
| 99730 - Refuse Collector | 18.36 |
| 99810 - Sales Clerk | 14.70 |
| 99820 - School Crossing Guard | 14.08 |
| 99830 - Survey Party Chief | 22.53 |
| 99831 - Surveying Aide | 16.33 |
| 99832 - Surveying Technician | 20.42 |
| 99840 - Vending Machine Attendant | 19.31 |
| 99841 - Vending Machine Repairer | 22.06 |
| 99842 - Vending Machine Repairer Helper | 19.31 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2354
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey Counties of Essex, Hudson, Morris, Sussex, Union

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.11 |
| 01012 - Accounting Clerk II | | 19.61 |
| 01013 - Accounting Clerk III | | 21.89 |
| 01020 - Administrative Assistant | | 30.93 |

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| 01040 - Court Reporter | 21.64 |
| 01051 - Data Entry Operator I | 14.71 |
| 01052 - Data Entry Operator II | 16.05 |
| 01060 - Dispatcher, Motor Vehicle | 25.79 |
| 01070 - Document Preparation Clerk | 15.56 |
| 01090 - Duplicating Machine Operator | 15.56 |
| 01111 - General Clerk I | 14.82 |
| 01112 - General Clerk II | 17.49 |
| 01113 - General Clerk III | 19.01 |
| 01120 - Housing Referral Assistant | 26.92 |
| 01141 - Messenger Courier | 12.87 |
| 01191 - Order Clerk I | 16.49 |
| 01192 - Order Clerk II | 21.31 |
| 01261 - Personnel Assistant (Employment) I | 18.96 |
| 01262 - Personnel Assistant (Employment) II | 21.22 |
| 01263 - Personnel Assistant (Employment) III | 23.66 |
| 01270 - Production Control Clerk | 23.51 |
| 01280 - Receptionist | 15.67 |
| 01290 - Rental Clerk | 18.04 |
| 01300 - Scheduler, Maintenance | 21.57 |
| 01311 - Secretary I | 21.57 |
| 01312 - Secretary II | 24.82 |
| 01313 - Secretary III | 26.92 |
| 01320 - Service Order Dispatcher | 20.50 |
| 01410 - Supply Technician | 30.93 |
| 01420 - Survey Worker | 21.64 |
| 01531 - Travel Clerk I | 15.98 |
| 01532 - Travel Clerk II | 17.31 |
| 01533 - Travel Clerk III | 18.79 |
| 01611 - Word Processor I | 17.62 |
| 01612 - Word Processor II | 19.79 |
| 01613 - Word Processor III | 22.13 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 28.43 |
| 05010 - Automotive Electrician | 28.50 |
| 05040 - Automotive Glass Installer | 27.31 |
| 05070 - Automotive Worker | 27.31 |
| 05110 - Mobile Equipment Servicer | 24.42 |
| 05130 - Motor Equipment Metal Mechanic | 29.68 |
| 05160 - Motor Equipment Metal Worker | 27.31 |
| 05190 - Motor Vehicle Mechanic | 29.68 |
| 05220 - Motor Vehicle Mechanic Helper | 23.15 |
| 05250 - Motor Vehicle Upholstery Worker | 26.12 |
| 05280 - Motor Vehicle Wrecker | 27.31 |
| 05310 - Painter, Automotive | 28.50 |
| 05340 - Radiator Repair Specialist | 27.31 |
| 05370 - Tire Repairer | 17.92 |
| 05400 - Transmission Repair Specialist | 29.68 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 17.64 |
| 07041 - Cook I | 15.07 |
| 07042 - Cook II | 16.80 |
| 07070 - Dishwasher | 9.45 |
| 07130 - Food Service Worker | 12.58 |
| 07210 - Meat Cutter | 19.20 |
| 07260 - Waiter/Waitress | 12.67 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 22.00 |
| 09040 - Furniture Handler | 16.73 |
| 09080 - Furniture Refinisher | 22.00 |
| 09090 - Furniture Refinisher Helper | 18.56 |
| 09110 - Furniture Repairer, Minor | 20.16 |
| 09130 - Upholsterer | 22.00 |

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| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.85 |
| 11060 - Elevator Operator | 12.85 |
| 11090 - Gardener | 19.39 |
| 11122 - Housekeeping Aide | 15.70 |
| 11150 - Janitor | 15.70 |
| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.34 |
| 11260 - Pruner | 14.75 |
| 11270 - Tractor Operator | 19.39 |
| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 16.86 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 22.53 |
| 12011 - Breath Alcohol Technician | 22.61 |
| 12012 - Certified Occupational Therapist Assistant | 24.12 |
| 12015 - Certified Physical Therapist Assistant | 22.28 |
| 12020 - Dental Assistant | 16.75 |
| 12025 - Dental Hygienist | 35.31 |
| 12030 - EKG Technician | 28.65 |
| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 22.53 |
| 12071 - Licensed Practical Nurse I | 20.52 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |
| 12100 - Medical Assistant | 16.66 |
| 12130 - Medical Laboratory Technician | 20.63 |
| 12160 - Medical Record Clerk | 18.00 |
| 12190 - Medical Record Technician | 20.55 |
| 12195 - Medical Transcriptionist | 19.09 |
| 12210 - Nuclear Medicine Technologist | 36.93 |
| 12221 - Nursing Assistant I | 12.37 |
| 12222 - Nursing Assistant II | 13.91 |
| 12223 - Nursing Assistant III | 15.82 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 24.64 |
| 12236 - Optical Technician | 16.64 |
| 12250 - Pharmacy Technician | 14.58 |
| 12280 - Phlebotomist | 16.79 |
| 12305 - Radiologic Technologist | 28.08 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |
| 12316 - Registered Nurse IV | 59.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 27.03 |
| 13012 - Exhibits Specialist II | 33.49 |
| 13013 - Exhibits Specialist III | 40.95 |
| 13041 - Illustrator I | 26.51 |
| 13042 - Illustrator II | 33.23 |
| 13043 - Illustrator III | 40.60 |
| 13047 - Librarian | 36.42 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 32.65 |
| 13058 - Library Technician | 25.62 |
| 13061 - Media Specialist I | 23.57 |
| 13062 - Media Specialist II | 26.35 |
| 13063 - Media Specialist III | 29.39 |
| 13071 - Photographer I | 21.29 |

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| 13072 - Photographer II | 24.10 |
| 13073 - Photographer III | 32.88 |
| 13074 - Photographer IV | 41.88 |
| 13075 - Photographer V | 50.02 |
| 13110 - Video Teleconference Technician | 24.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.00 |
| 14042 - Computer Operator II | 21.26 |
| 14043 - Computer Operator III | 23.71 |
| 14044 - Computer Operator IV | 26.35 |
| 14045 - Computer Operator V | 29.17 |
| 14071 - Computer Programmer I | (see 1) 27.56 |
| 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 | 19.00 |
| 14160 - Personal Computer Support Technician | 26.35 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 39.54 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.46 |
| 15050 - Computer Based Training Specialist / Instructor | 39.54 |
| 15060 - Educational Technologist | 35.73 |
| 15070 - Flight Instructor (Pilot) | 52.46 |
| 15080 - Graphic Artist | 31.85 |
| 15090 - Technical Instructor | 30.07 |
| 15095 - Technical Instructor/Course Developer | 36.67 |
| 15110 - Test Proctor | 23.24 |
| 15120 - Tutor | 23.24 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.62 |
| 16030 - Counter Attendant | 11.62 |
| 16040 - Dry Cleaner | 14.30 |
| 16070 - Finisher, Flatwork, Machine | 11.62 |
| 16090 - Presser, Hand | 11.62 |
| 16110 - Presser, Machine, Drycleaning | 11.62 |
| 16130 - Presser, Machine, Shirts | 11.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.62 |
| 16190 - Sewing Machine Operator | 15.19 |
| 16220 - Tailor | 16.04 |
| 16250 - Washer, Machine | 12.60 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.89 |
| 19040 - Tool And Die Maker | 30.07 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.28 |
| 21030 - Material Coordinator | 23.51 |
| 21040 - Material Expediter | 23.51 |
| 21050 - Material Handling Laborer | 13.57 |
| 21071 - Order Filler | 14.92 |
| 21080 - Production Line Worker (Food Processing) | 17.28 |
| 21110 - Shipping Packer | 15.28 |
| 21130 - Shipping/Receiving Clerk | 15.28 |
| 21140 - Store Worker I | 15.06 |
| 21150 - Stock Clerk | 18.88 |
| 21210 - Tools And Parts Attendant | 18.10 |
| 21410 - Warehouse Specialist | 18.10 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.79 |
| 23021 - Aircraft Mechanic I | 27.11 |

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| 23022 - Aircraft Mechanic II | 29.58 |
| 23023 - Aircraft Mechanic III | 30.66 |
| 23040 - Aircraft Mechanic Helper | 22.98 |
| 23050 - Aircraft, Painter | 26.03 |
| 23060 - Aircraft Servicer | 24.93 |
| 23080 - Aircraft Worker | 26.07 |
| 23110 - Appliance Mechanic | 23.37 |
| 23120 - Bicycle Repairer | 17.92 |
| 23125 - Cable Splicer | 36.53 |
| 23130 - Carpenter, Maintenance | 29.89 |
| 23140 - Carpet Layer | 27.98 |
| 23160 - Electrician, Maintenance | 37.18 |
| 23181 - Electronics Technician Maintenance I | 24.19 |
| 23182 - Electronics Technician Maintenance II | 25.36 |
| 23183 - Electronics Technician Maintenance III | 26.40 |
| 23260 - Fabric Worker | 28.00 |
| 23290 - Fire Alarm System Mechanic | 23.94 |
| 23310 - Fire Extinguisher Repairer | 22.51 |
| 23311 - Fuel Distribution System Mechanic | 29.00 |
| 23312 - Fuel Distribution System Operator | 26.13 |
| 23370 - General Maintenance Worker | 23.69 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |
| 23381 - Ground Support Equipment Servicer | 24.93 |
| 23382 - Ground Support Equipment Worker | 26.07 |
| 23391 - Gunsmith I | 22.51 |
| 23392 - Gunsmith II | 25.12 |
| 23393 - Gunsmith III | 27.25 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.93 |
| 23430 - Heavy Equipment Mechanic | 26.10 |
| 23440 - Heavy Equipment Operator | 34.30 |
| 23460 - Instrument Mechanic | 30.35 |
| 23465 - Laboratory/Shelter Mechanic | 26.21 |
| 23470 - Laborer | 13.74 |
| 23510 - Locksmith | 20.95 |
| 23530 - Machinery Maintenance Mechanic | 23.76 |
| 23550 - Machinist, Maintenance | 19.79 |
| 23580 - Maintenance Trades Helper | 15.09 |
| 23591 - Metrology Technician I | 30.35 |
| 23592 - Metrology Technician II | 31.54 |
| 23593 - Metrology Technician III | 32.68 |
| 23640 - Millwright | 30.87 |
| 23710 - Office Appliance Repairer | 22.91 |
| 23760 - Painter, Maintenance | 26.50 |
| 23790 - Pipefitter, Maintenance | 31.12 |
| 23810 - Plumber, Maintenance | 31.90 |
| 23820 - Pneudraulic Systems Mechanic | 27.25 |
| 23850 - Rigger | 25.59 |
| 23870 - Scale Mechanic | 25.12 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.46 |
| 23910 - Small Engine Mechanic | 20.07 |
| 23931 - Telecommunications Mechanic I | 30.91 |
| 23932 - Telecommunications Mechanic II | 32.20 |
| 23950 - Telephone Lineman | 32.90 |
| 23960 - welder, Combination, Maintenance | 22.17 |
| 23965 - well Driller | 25.11 |
| 23970 - woodcraft worker | 27.25 |
| 23980 - woodworker | 20.41 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.05 |
| 24580 - Child Care Center Clerk | 16.41 |

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| 24610 - Chore Aide | 10.32 |
| 24620 - Family Readiness And Support Services Coordinator | 14.59 |
| 24630 - Homemaker | 20.13 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.03 |
| 25040 - Sewage Plant Operator | 25.19 |
| 25070 - Stationary Engineer | 29.03 |
| 25190 - Ventilation Equipment Tender | 23.71 |
| 25210 - Water Treatment Plant Operator | 25.36 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.12 |
| 27007 - Baggage Inspector | 17.98 |
| 27008 - Corrections Officer | 30.97 |
| 27010 - Court Security Officer | 30.66 |
| 27030 - Detection Dog Handler | 20.36 |
| 27040 - Detention Officer | 30.97 |
| 27070 - Firefighter | 31.42 |
| 27101 - Guard I | 17.98 |
| 27102 - Guard II | 20.36 |
| 27131 - Police Officer I | 32.37 |
| 27132 - Police Officer II | 35.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.27 |
| 28042 - Carnival Equipment Repairer | 13.85 |
| 28043 - Carnival Equipment Worker | 10.96 |
| 28210 - Gate Attendant/Gate Tender | 16.49 |
| 28310 - Lifeguard | 13.40 |
| 28350 - Park Attendant (Aide) | 18.46 |
| 28510 - Recreation Aide/Health Facility Attendant | 18.95 |
| 28515 - Recreation Specialist | 22.88 |
| 28630 - Sports Official | 14.69 |
| 28690 - Swimming Pool Operator | 20.05 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.08 |
| 29020 - Hatch Tender | 29.08 |
| 29030 - Line Handler | 29.08 |
| 29041 - Stevedore I | 27.56 |
| 29042 - Stevedore II | 32.96 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 19.69 |
| 30022 - Archeological Technician II | 22.02 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 27.27 |
| 30040 - Civil Engineering Technician | 25.21 |
| 30061 - Drafter/CAD Operator I | 19.69 |
| 30062 - Drafter/CAD Operator II | 22.02 |
| 30063 - Drafter/CAD Operator III | 24.55 |
| 30064 - Drafter/CAD Operator IV | 30.20 |
| 30081 - Engineering Technician I | 19.98 |
| 30082 - Engineering Technician II | 22.47 |
| 30083 - Engineering Technician III | 25.28 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 46.20 |
| 30090 - Environmental Technician | 21.65 |
| 30210 - Laboratory Technician | 21.37 |
| 30240 - Mathematical Technician | 27.04 |
| 30361 - Paralegal/Legal Assistant I | 23.36 |
| 30362 - Paralegal/Legal Assistant II | 28.94 |

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| 30363 - Paralegal/Legal Assistant III | 35.39 |
| 30364 - Paralegal/Legal Assistant IV | 42.84 |
| 30390 - Photo-Optics Technician | 27.27 |
| 30461 - Technical Writer I | 26.41 |
| 30462 - Technical Writer II | 32.29 |
| 30463 - Technical Writer III | 39.16 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 24.55 |
| 30621 - Weather Observer, Senior | (see 2) 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 16.40 |
| 31030 - Bus Driver | 21.88 |
| 31043 - Driver Courier | 18.39 |
| 31260 - Parking and Lot Attendant | 10.05 |
| 31290 - Shuttle Bus Driver | 17.81 |
| 31310 - Taxi Driver | 13.23 |
| 31361 - Truckdriver, Light | 19.53 |
| 31362 - Truckdriver, Medium | 20.63 |
| 31363 - Truckdriver, Heavy | 24.52 |
| 31364 - Truckdriver, Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.53 |
| 99050 - Desk Clerk | 13.34 |
| 99095 - Embalmer | 30.19 |
| 99251 - Laboratory Animal Caretaker I | 12.33 |
| 99252 - Laboratory Animal Caretaker II | 13.11 |
| 99310 - Mortician | 34.82 |
| 99410 - Pest Controller | 17.08 |
| 99510 - Photofinishing Worker | 16.23 |
| 99710 - Recycling Laborer | 19.78 |
| 99711 - Recycling Specialist | 22.59 |
| 99730 - Refuse Collector | 18.36 |
| 99810 - Sales Clerk | 14.70 |
| 99820 - School Crossing Guard | 14.08 |
| 99830 - Survey Party Chief | 22.53 |
| 99831 - Surveying Aide | 16.33 |
| 99832 - Surveying Technician | 20.42 |
| 99840 - Vending Machine Attendant | 19.31 |
| 99841 - Vending Machine Repairer | 22.06 |
| 99842 - Vending Machine Repairer Helper | 19.31 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans.

Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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| By direction of the Secretary of Labor | | WDS_Revision_Received_10.9.2014 WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 |
| Diane C. Koplewski Director | Division of Wage Determinations | Wage Determination No.: 2005-2355 Revision No.: 14 Date Of Last Revision: 07/25/2014 |
| State: New Jersey | | |

Area: New Jersey County of Mercer

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.11 |
| 01012 - Accounting Clerk II | | 19.61 |
| 01013 - Accounting Clerk III | | 21.89 |
| 01020 - Administrative Assistant | | 30.93 |
| 01040 - Court Reporter | | 21.64 |
| 01051 - Data Entry Operator I | | 14.71 |
| 01052 - Data Entry Operator II | | 16.05 |
| 01060 - Dispatcher, Motor Vehicle | | 25.79 |
| 01070 - Document Preparation Clerk | | 15.56 |
| 01090 - Duplicating Machine Operator | | 15.56 |
| 01111 - General Clerk I | | 14.82 |
| 01112 - General Clerk II | | 17.49 |
| 01113 - General Clerk III | | 18.82 |
| 01120 - Housing Referral Assistant | | 26.92 |
| 01141 - Messenger Courier | | 12.46 |
| 01191 - Order Clerk I | | 15.52 |
| 01192 - Order Clerk II | | 17.25 |
| 01261 - Personnel Assistant (Employment) I | | 18.96 |
| 01262 - Personnel Assistant (Employment) II | | 21.22 |
| 01263 - Personnel Assistant (Employment) III | | 23.66 |
| 01270 - Production Control Clerk | | 23.51 |
| 01280 - Receptionist | | 15.67 |
| 01290 - Rental Clerk | | 18.04 |
| 01300 - Scheduler, Maintenance | | 21.57 |
| 01311 - Secretary I | | 21.57 |
| 01312 - Secretary II | | 24.82 |
| 01313 - Secretary III | | 26.92 |
| 01320 - Service Order Dispatcher | | 21.31 |
| 01410 - Supply Technician | | 30.93 |
| 01420 - Survey Worker | | 21.64 |
| 01531 - Travel Clerk I | | 13.50 |
| 01532 - Travel Clerk II | | 14.17 |
| 01533 - Travel Clerk III | | 15.10 |
| 01611 - Word Processor I | | 17.62 |
| 01612 - Word Processor II | | 19.79 |
| 01613 - Word Processor III | | 22.13 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 24.21 |
| 05010 - Automotive Electrician | | 28.50 |
| 05040 - Automotive Glass Installer | | 27.61 |
| 05070 - Automotive Worker | | 27.61 |
| 05110 - Mobile Equipment Servicer | | 25.23 |

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| 05130 - Motor Equipment Metal Mechanic | 29.68 |
| 05160 - Motor Equipment Metal Worker | 27.61 |
| 05190 - Motor Vehicle Mechanic | 29.68 |
| 05220 - Motor Vehicle Mechanic Helper | 24.05 |
| 05250 - Motor Vehicle Upholstery Worker | 26.42 |
| 05280 - Motor Vehicle Wrecker | 27.61 |
| 05310 - Painter, Automotive | 28.80 |
| 05340 - Radiator Repair Specialist | 27.61 |
| 05370 - Tire Repairer | 14.60 |
| 05400 - Transmission Repair Specialist | 29.68 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 16.41 |
| 07041 - Cook I | 15.41 |
| 07042 - Cook II | 16.80 |
| 07070 - Dishwasher | 9.86 |
| 07130 - Food Service Worker | 12.77 |
| 07210 - Meat Cutter | 19.20 |
| 07260 - Waiter/Waitress | 12.67 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.59 |
| 09040 - Furniture Handler | 15.26 |
| 09080 - Furniture Refinisher | 19.39 |
| 09090 - Furniture Refinisher Helper | 16.60 |
| 09110 - Furniture Repairer, Minor | 17.99 |
| 09130 - Upholsterer | 17.53 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.94 |
| 11060 - Elevator Operator | 12.94 |
| 11090 - Gardener | 18.71 |
| 11122 - Housekeeping Aide | 15.70 |
| 11150 - Janitor | 15.70 |
| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.34 |
| 11260 - Pruner | 14.89 |
| 11270 - Tractor Operator | 17.68 |
| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 16.80 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 25.29 |
| 12011 - Breath Alcohol Technician | 24.87 |
| 12012 - Certified Occupational Therapist Assistant | 24.12 |
| 12015 - Certified Physical Therapist Assistant | 22.28 |
| 12020 - Dental Assistant | 16.75 |
| 12025 - Dental Hygienist | 35.31 |
| 12030 - EKG Technician | 28.65 |
| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 25.29 |
| 12071 - Licensed Practical Nurse I | 21.76 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |
| 12100 - Medical Assistant | 16.66 |
| 12130 - Medical Laboratory Technician | 20.63 |
| 12160 - Medical Record Clerk | 18.71 |
| 12190 - Medical Record Technician | 20.55 |
| 12195 - Medical Transcriptionist | 19.01 |
| 12210 - Nuclear Medicine Technologist | 36.93 |
| 12221 - Nursing Assistant I | 12.37 |
| 12222 - Nursing Assistant II | 13.91 |
| 12223 - Nursing Assistant III | 15.82 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 24.64 |
| 12236 - Optical Technician | 16.64 |
| 12250 - Pharmacy Technician | 14.58 |

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| 12280 - Phlebotomist | 16.79 |
| 12305 - Radiologic Technologist | 28.08 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |
| 12316 - Registered Nurse IV | 59.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 27.03 |
| 13012 - Exhibits Specialist II | 33.49 |
| 13013 - Exhibits Specialist III | 40.95 |
| 13041 - Illustrator I | 26.51 |
| 13042 - Illustrator II | 33.23 |
| 13043 - Illustrator III | 40.66 |
| 13047 - Librarian | 36.15 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 32.65 |
| 13058 - Library Technician | 25.05 |
| 13061 - Media Specialist I | 23.57 |
| 13062 - Media Specialist II | 26.35 |
| 13063 - Media Specialist III | 29.39 |
| 13071 - Photographer I | 21.29 |
| 13072 - Photographer II | 24.10 |
| 13073 - Photographer III | 32.88 |
| 13074 - Photographer IV | 41.76 |
| 13075 - Photographer V | 45.54 |
| 13110 - Video Teleconference Technician | 24.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.00 |
| 14042 - Computer Operator II | 21.26 |
| 14043 - Computer Operator III | 23.71 |
| 14044 - Computer Operator IV | 26.35 |
| 14045 - Computer Operator V | 29.17 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 19.00 |
| 14160 - Personal Computer Support Technician | 28.75 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 39.54 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.46 |
| 15050 - Computer Based Training Specialist / Instructor | 39.54 |
| 15060 - Educational Technologist | 34.57 |
| 15070 - Flight Instructor (Pilot) | 52.46 |
| 15080 - Graphic Artist | 35.27 |
| 15090 - Technical Instructor | 27.17 |
| 15095 - Technical Instructor/Course Developer | 32.84 |
| 15110 - Test Proctor | 21.67 |
| 15120 - Tutor | 21.67 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.82 |
| 16030 - Counter Attendant | 9.82 |
| 16040 - Dry Cleaner | 12.95 |
| 16070 - Finisher, Flatwork, Machine | 9.82 |
| 16090 - Presser, Hand | 9.82 |

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| 16110 - Presser, Machine, Drycleaning | 9.82 |
| 16130 - Presser, Machine, Shirts | 9.82 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.82 |
| 16190 - Sewing Machine Operator | 13.89 |
| 16220 - Tailor | 14.75 |
| 16250 - Washer, Machine | 10.83 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.45 |
| 19040 - Tool And Die Maker | 25.59 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.96 |
| 21030 - Material Coordinator | 23.51 |
| 21040 - Material Expediter | 23.51 |
| 21050 - Material Handling Laborer | 14.07 |
| 21071 - Order Filler | 15.41 |
| 21080 - Production Line Worker (Food Processing) | 19.96 |
| 21110 - Shipping Packer | 15.28 |
| 21130 - Shipping/Receiving Clerk | 15.28 |
| 21140 - Store Worker I | 15.37 |
| 21150 - Stock Clerk | 18.56 |
| 21210 - Tools And Parts Attendant | 18.66 |
| 21410 - Warehouse Specialist | 18.66 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 31.75 |
| 23021 - Aircraft Mechanic I | 27.11 |
| 23022 - Aircraft Mechanic II | 29.84 |
| 23023 - Aircraft Mechanic III | 30.71 |
| 23040 - Aircraft Mechanic Helper | 21.96 |
| 23050 - Aircraft, Painter | 23.33 |
| 23060 - Aircraft Servicer | 23.86 |
| 23080 - Aircraft Worker | 24.93 |
| 23110 - Appliance Mechanic | 21.33 |
| 23120 - Bicycle Repairer | 14.60 |
| 23125 - Cable Splicer | 31.92 |
| 23130 - Carpenter, Maintenance | 29.55 |
| 23140 - Carpet Layer | 27.05 |
| 23160 - Electrician, Maintenance | 36.84 |
| 23181 - Electronics Technician Maintenance I | 24.19 |
| 23182 - Electronics Technician Maintenance II | 25.39 |
| 23183 - Electronics Technician Maintenance III | 26.96 |
| 23260 - Fabric Worker | 28.00 |
| 23290 - Fire Alarm System Mechanic | 21.80 |
| 23310 - Fire Extinguisher Repairer | 22.94 |
| 23311 - Fuel Distribution System Mechanic | 29.02 |
| 23312 - Fuel Distribution System Operator | 27.37 |
| 23370 - General Maintenance Worker | 22.57 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |
| 23381 - Ground Support Equipment Servicer | 23.86 |
| 23382 - Ground Support Equipment Worker | 24.93 |
| 23391 - Gunsmith I | 22.94 |
| 23392 - Gunsmith II | 25.04 |
| 23393 - Gunsmith III | 27.25 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.93 |
| 23430 - Heavy Equipment Mechanic | 26.10 |
| 23440 - Heavy Equipment Operator | 34.30 |
| 23460 - Instrument Mechanic | 30.86 |
| 23465 - Laboratory/Shelter Mechanic | 26.21 |
| 23470 - Laborer | 13.99 |
| 23510 - Locksmith | 20.70 |
| 23530 - Machinery Maintenance Mechanic | 23.95 |

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|-------|---|-------|
| 23550 | - Machinist, Maintenance | 19.74 |
| 23580 | - Maintenance Trades Helper | 15.98 |
| 23591 | - Metrology Technician I | 30.86 |
| 23592 | - Metrology Technician II | 33.37 |
| 23593 | - Metrology Technician III | 34.09 |
| 23640 | - Millwright | 29.72 |
| 23710 | - Office Appliance Repairer | 21.80 |
| 23760 | - Painter, Maintenance | 22.59 |
| 23790 | - Pipefitter, Maintenance | 31.75 |
| 23810 | - Plumber, Maintenance | 29.96 |
| 23820 | - Pneudraulic Systems Mechanic | 27.25 |
| 23850 | - Rigger | 24.36 |
| 23870 | - Scale Mechanic | 25.04 |
| 23890 | - Sheet-Metal Worker, Maintenance | 29.46 |
| 23910 | - Small Engine Mechanic | 20.32 |
| 23931 | - Telecommunications Mechanic I | 30.03 |
| 23932 | - Telecommunications Mechanic II | 31.10 |
| 23950 | - Telephone Lineman | 30.03 |
| 23960 | - Welder, Combination, Maintenance | 22.17 |
| 23965 | - Well Driller | 23.98 |
| 23970 | - Woodcraft Worker | 26.38 |
| 23980 | - Woodworker | 20.56 |
| 24000 | - Personal Needs Occupations | |
| 24570 | - Child Care Attendant | 13.05 |
| 24580 | - Child Care Center Clerk | 16.27 |
| 24610 | - Chore Aide | 11.33 |
| 24620 | - Family Readiness And Support Services Coordinator | 16.30 |
| 24630 | - Homemaker | 18.08 |
| 25000 | - Plant And System Operations Occupations | |
| 25010 | - Boiler Tender | 29.03 |
| 25040 | - Sewage Plant Operator | 25.19 |
| 25070 | - Stationary Engineer | 29.03 |
| 25190 | - Ventilation Equipment Tender | 24.54 |
| 25210 | - Water Treatment Plant Operator | 25.31 |
| 27000 | - Protective Service Occupations | |
| 27004 | - Alarm Monitor | 19.12 |
| 27007 | - Baggage Inspector | 17.98 |
| 27008 | - Corrections Officer | 30.97 |
| 27010 | - Court Security Officer | 30.66 |
| 27030 | - Detection Dog Handler | 20.36 |
| 27040 | - Detention Officer | 30.97 |
| 27070 | - Firefighter | 31.42 |
| 27101 | - Guard I | 17.98 |
| 27102 | - Guard II | 20.36 |
| 27131 | - Police Officer I | 32.37 |
| 27132 | - Police Officer II | 35.94 |
| 28000 | - Recreation Occupations | |
| 28041 | - Carnival Equipment Operator | 12.91 |
| 28042 | - Carnival Equipment Repairer | 13.49 |
| 28043 | - Carnival Equipment Worker | 10.96 |
| 28210 | - Gate Attendant/Gate Tender | 16.49 |
| 28310 | - Lifeguard | 13.00 |
| 28350 | - Park Attendant (Aide) | 18.46 |
| 28510 | - Recreation Aide/Health Facility Attendant | 14.69 |
| 28515 | - Recreation Specialist | 19.56 |
| 28630 | - Sports Official | 14.69 |
| 28690 | - Swimming Pool Operator | 18.46 |
| 29000 | - Stevedoring/Longshoremen Occupational Services | |
| 29010 | - Blocker And Bracer | 27.55 |
| 29020 | - Hatch Tender | 27.55 |
| 29030 | - Line Handler | 27.55 |
| 29041 | - Stevedore I | 26.15 |

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| 29042 - Stevedore II | 28.31 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 20.00 |
| 30022 - Archeological Technician II | 22.02 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 27.27 |
| 30040 - Civil Engineering Technician | 25.21 |
| 30061 - Drafter/CAD Operator I | 19.69 |
| 30062 - Drafter/CAD Operator II | 22.02 |
| 30063 - Drafter/CAD Operator III | 24.55 |
| 30064 - Drafter/CAD Operator IV | 30.20 |
| 30081 - Engineering Technician I | 19.98 |
| 30082 - Engineering Technician II | 22.47 |
| 30083 - Engineering Technician III | 25.28 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 46.20 |
| 30090 - Environmental Technician | 22.74 |
| 30210 - Laboratory Technician | 21.37 |
| 30240 - Mathematical Technician | 26.78 |
| 30361 - Paralegal/Legal Assistant I | 23.36 |
| 30362 - Paralegal/Legal Assistant II | 28.94 |
| 30363 - Paralegal/Legal Assistant III | 35.39 |
| 30364 - Paralegal/Legal Assistant IV | 42.84 |
| 30390 - Photo-Optics Technician | 27.27 |
| 30461 - Technical Writer I | 26.41 |
| 30462 - Technical Writer II | 32.29 |
| 30463 - Technical Writer III | 39.10 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 24.55 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 16.06 |
| 31030 - Bus Driver | 18.97 |
| 31043 - Driver Courier | 17.02 |
| 31260 - Parking and Lot Attendant | 10.05 |
| 31290 - Shuttle Bus Driver | 17.80 |
| 31310 - Taxi Driver | 18.60 |
| 31361 - Truckdriver, Light | 17.80 |
| 31362 - Truckdriver, Medium | 18.62 |
| 31363 - Truckdriver, Heavy | 24.52 |
| 31364 - Truckdriver, Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.53 |
| 99050 - Desk Clerk | 13.34 |
| 99095 - Embalmer | 30.19 |
| 99251 - Laboratory Animal Caretaker I | 12.33 |
| 99252 - Laboratory Animal Caretaker II | 12.91 |
| 99310 - Mortician | 34.44 |
| 99410 - Pest Controller | 16.49 |
| 99510 - Photofinishing Worker | 16.23 |
| 99710 - Recycling Laborer | 19.55 |
| 99711 - Recycling Specialist | 21.96 |
| 99730 - Refuse Collector | 18.36 |
| 99810 - Sales Clerk | 14.70 |

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| 99820 - School Crossing Guard | 15.37 |
| 99830 - Survey Party Chief | 23.67 |
| 99831 - Surveying Aide | 15.50 |
| 99832 - Surveying Technician | 20.42 |
| 99840 - Vending Machine Attendant | 20.17 |
| 99841 - Vending Machine Repairer | 22.36 |
| 99842 - Vending Machine Repairer Helper | 20.04 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2356
Revision No.: 14
Date of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey County of Mercer

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.11 |
| 01012 - Accounting Clerk II | | 19.61 |
| 01013 - Accounting Clerk III | | 21.89 |
| 01020 - Administrative Assistant | | 30.93 |
| 01040 - Court Reporter | | 21.64 |
| 01051 - Data Entry Operator I | | 14.71 |
| 01052 - Data Entry Operator II | | 16.05 |
| 01060 - Dispatcher, Motor Vehicle | | 25.79 |
| 01070 - Document Preparation Clerk | | 15.56 |
| 01090 - Duplicating Machine Operator | | 15.56 |
| 01111 - General Clerk I | | 14.82 |
| 01112 - General Clerk II | | 17.49 |
| 01113 - General Clerk III | | 18.82 |
| 01120 - Housing Referral Assistant | | 26.92 |
| 01141 - Messenger Courier | | 12.46 |
| 01191 - Order Clerk I | | 15.52 |
| 01192 - Order Clerk II | | 17.25 |
| 01261 - Personnel Assistant (Employment) I | | 18.96 |
| 01262 - Personnel Assistant (Employment) II | | 21.22 |
| 01263 - Personnel Assistant (Employment) III | | 23.66 |

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| 01270 - Production Control Clerk | 23.51 |
| 01280 - Receptionist | 15.67 |
| 01290 - Rental Clerk | 18.04 |
| 01300 - Scheduler, Maintenance | 21.57 |
| 01311 - Secretary I | 21.57 |
| 01312 - Secretary II | 24.82 |
| 01313 - Secretary III | 26.92 |
| 01320 - Service Order Dispatcher | 21.31 |
| 01410 - Supply Technician | 30.93 |
| 01420 - Survey Worker | 21.64 |
| 01531 - Travel Clerk I | 13.50 |
| 01532 - Travel Clerk II | 14.17 |
| 01533 - Travel Clerk III | 15.10 |
| 01611 - Word Processor I | 17.62 |
| 01612 - Word Processor II | 19.79 |
| 01613 - Word Processor III | 22.13 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 24.21 |
| 05010 - Automotive Electrician | 28.50 |
| 05040 - Automotive Glass Installer | 27.61 |
| 05070 - Automotive Worker | 27.61 |
| 05110 - Mobile Equipment Servicer | 25.23 |
| 05130 - Motor Equipment Metal Mechanic | 29.68 |
| 05160 - Motor Equipment Metal Worker | 27.61 |
| 05190 - Motor Vehicle Mechanic | 29.68 |
| 05220 - Motor Vehicle Mechanic Helper | 24.05 |
| 05250 - Motor Vehicle Upholstery Worker | 26.42 |
| 05280 - Motor Vehicle Wrecker | 27.61 |
| 05310 - Painter, Automotive | 28.80 |
| 05340 - Radiator Repair Specialist | 27.61 |
| 05370 - Tire Repairer | 14.60 |
| 05400 - Transmission Repair Specialist | 29.68 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 16.41 |
| 07041 - Cook I | 15.41 |
| 07042 - Cook II | 16.80 |
| 07070 - Dishwasher | 9.86 |
| 07130 - Food Service Worker | 12.77 |
| 07210 - Meat Cutter | 19.20 |
| 07260 - Waiter/Waitress | 12.67 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.59 |
| 09040 - Furniture Handler | 15.26 |
| 09080 - Furniture Refinisher | 19.39 |
| 09090 - Furniture Refinisher Helper | 16.60 |
| 09110 - Furniture Repairer, Minor | 17.99 |
| 09130 - Upholsterer | 17.53 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.94 |
| 11060 - Elevator Operator | 12.94 |
| 11090 - Gardener | 18.71 |
| 11122 - Housekeeping Aide | 15.70 |
| 11150 - Janitor | 15.70 |
| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.34 |
| 11260 - Pruner | 14.89 |
| 11270 - Tractor Operator | 17.68 |
| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 16.80 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 25.29 |
| 12011 - Breath Alcohol Technician | 24.87 |
| 12012 - Certified Occupational Therapist Assistant | 24.12 |

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| 12015 - Certified Physical Therapist Assistant | 22.28 |
| 12020 - Dental Assistant | 16.75 |
| 12025 - Dental Hygienist | 35.31 |
| 12030 - EKG Technician | 28.65 |
| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 25.29 |
| 12071 - Licensed Practical Nurse I | 21.76 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |
| 12100 - Medical Assistant | 16.66 |
| 12130 - Medical Laboratory Technician | 20.63 |
| 12160 - Medical Record Clerk | 18.71 |
| 12190 - Medical Record Technician | 20.55 |
| 12195 - Medical Transcriptionist | 19.01 |
| 12210 - Nuclear Medicine Technologist | 36.93 |
| 12221 - Nursing Assistant I | 12.37 |
| 12222 - Nursing Assistant II | 13.91 |
| 12223 - Nursing Assistant III | 15.82 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 24.64 |
| 12236 - Optical Technician | 16.64 |
| 12250 - Pharmacy Technician | 14.58 |
| 12280 - Phlebotomist | 16.79 |
| 12305 - Radiologic Technologist | 28.08 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |
| 12316 - Registered Nurse IV | 59.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 27.03 |
| 13012 - Exhibits Specialist II | 33.49 |
| 13013 - Exhibits Specialist III | 40.95 |
| 13041 - Illustrator I | 26.51 |
| 13042 - Illustrator II | 33.23 |
| 13043 - Illustrator III | 40.66 |
| 13047 - Librarian | 36.15 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 32.65 |
| 13058 - Library Technician | 25.05 |
| 13061 - Media Specialist I | 23.57 |
| 13062 - Media Specialist II | 26.35 |
| 13063 - Media Specialist III | 29.39 |
| 13071 - Photographer I | 21.29 |
| 13072 - Photographer II | 24.10 |
| 13073 - Photographer III | 32.88 |
| 13074 - Photographer IV | 41.76 |
| 13075 - Photographer V | 45.54 |
| 13110 - Video Teleconference Technician | 24.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.00 |
| 14042 - Computer Operator II | 21.26 |
| 14043 - Computer Operator III | 23.71 |
| 14044 - Computer Operator IV | 26.35 |
| 14045 - Computer Operator V | 29.17 |
| 14071 - Computer Programmer I | (see 1) |
| 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) |

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|---|---------|-------|
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 19.00 |
| 14160 - Personal Computer Support Technician | | 28.75 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 39.54 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 52.46 |
| 15050 - Computer Based Training Specialist / Instructor | | 39.54 |
| 15060 - Educational Technologist | | 34.57 |
| 15070 - Flight Instructor (Pilot) | | 52.46 |
| 15080 - Graphic Artist | | 35.27 |
| 15090 - Technical Instructor | | 27.17 |
| 15095 - Technical Instructor/Course Developer | | 32.84 |
| 15110 - Test Proctor | | 21.67 |
| 15120 - Tutor | | 21.67 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 9.82 |
| 16030 - Counter Attendant | | 9.82 |
| 16040 - Dry Cleaner | | 12.95 |
| 16070 - Finisher, Flatwork, Machine | | 9.82 |
| 16090 - Presser, Hand | | 9.82 |
| 16110 - Presser, Machine, Drycleaning | | 9.82 |
| 16130 - Presser, Machine, Shirts | | 9.82 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 9.82 |
| 16190 - Sewing Machine Operator | | 13.89 |
| 16220 - Tailor | | 14.75 |
| 16250 - Washer, Machine | | 10.83 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 22.45 |
| 19040 - Tool And Die Maker | | 25.59 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 19.96 |
| 21030 - Material Coordinator | | 23.51 |
| 21040 - Material Expediter | | 23.51 |
| 21050 - Material Handling Laborer | | 14.07 |
| 21071 - Order Filler | | 15.41 |
| 21080 - Production Line Worker (Food Processing) | | 19.96 |
| 21110 - Shipping Packer | | 15.28 |
| 21130 - Shipping/Receiving Clerk | | 15.28 |
| 21140 - Store Worker I | | 15.37 |
| 21150 - Stock Clerk | | 18.56 |
| 21210 - Tools And Parts Attendant | | 18.66 |
| 21410 - Warehouse Specialist | | 18.66 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 31.75 |
| 23021 - Aircraft Mechanic I | | 27.11 |
| 23022 - Aircraft Mechanic II | | 29.84 |
| 23023 - Aircraft Mechanic III | | 30.71 |
| 23040 - Aircraft Mechanic Helper | | 21.96 |
| 23050 - Aircraft, Painter | | 23.33 |
| 23060 - Aircraft Servicer | | 23.86 |
| 23080 - Aircraft Worker | | 24.93 |
| 23110 - Appliance Mechanic | | 21.33 |
| 23120 - Bicycle Repairer | | 14.60 |
| 23125 - Cable Splicer | | 31.92 |
| 23130 - Carpenter, Maintenance | | 29.55 |
| 23140 - Carpet Layer | | 27.05 |
| 23160 - Electrician, Maintenance | | 36.84 |
| 23181 - Electronics Technician Maintenance I | | 24.19 |
| 23182 - Electronics Technician Maintenance II | | 25.39 |
| 23183 - Electronics Technician Maintenance III | | 26.96 |
| 23260 - Fabric Worker | | 28.00 |

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| 23290 - Fire Alarm System Mechanic | 21.80 |
| 23310 - Fire Extinguisher Repairer | 22.94 |
| 23311 - Fuel Distribution System Mechanic | 29.02 |
| 23312 - Fuel Distribution System Operator | 27.37 |
| 23370 - General Maintenance Worker | 22.57 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |
| 23381 - Ground Support Equipment Servicer | 23.86 |
| 23382 - Ground Support Equipment Worker | 24.93 |
| 23391 - Gunsmith I | 22.94 |
| 23392 - Gunsmith II | 25.04 |
| 23393 - Gunsmith III | 27.25 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.93 |
| 23430 - Heavy Equipment Mechanic | 26.10 |
| 23440 - Heavy Equipment Operator | 34.30 |
| 23460 - Instrument Mechanic | 30.86 |
| 23465 - Laboratory/Shelter Mechanic | 26.21 |
| 23470 - Laborer | 13.99 |
| 23510 - Locksmith | 20.70 |
| 23530 - Machinery Maintenance Mechanic | 23.95 |
| 23550 - Machinist, Maintenance | 19.74 |
| 23580 - Maintenance Trades Helper | 15.98 |
| 23591 - Metrology Technician I | 30.86 |
| 23592 - Metrology Technician II | 33.37 |
| 23593 - Metrology Technician III | 34.09 |
| 23640 - Millwright | 29.72 |
| 23710 - Office Appliance Repairer | 21.80 |
| 23760 - Painter, Maintenance | 22.59 |
| 23790 - Pipefitter, Maintenance | 31.75 |
| 23810 - Plumber, Maintenance | 29.96 |
| 23820 - Pneudraulic Systems Mechanic | 27.25 |
| 23850 - Rigger | 24.36 |
| 23870 - Scale Mechanic | 25.04 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.46 |
| 23910 - Small Engine Mechanic | 20.32 |
| 23931 - Telecommunications Mechanic I | 30.03 |
| 23932 - Telecommunications Mechanic II | 31.10 |
| 23950 - Telephone Lineman | 30.03 |
| 23960 - welder, Combination, Maintenance | 22.17 |
| 23965 - Well Driller | 23.98 |
| 23970 - Woodcraft Worker | 26.38 |
| 23980 - Woodworker | 20.56 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.05 |
| 24580 - Child Care Center Clerk | 16.27 |
| 24610 - Chore Aide | 11.33 |
| 24620 - Family Readiness And Support Services Coordinator | 16.30 |
| 24630 - Homemaker | 18.08 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.03 |
| 25040 - Sewage Plant Operator | 25.19 |
| 25070 - Stationary Engineer | 29.03 |
| 25190 - Ventilation Equipment Tender | 24.54 |
| 25210 - Water Treatment Plant Operator | 25.31 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.12 |
| 27007 - Baggage Inspector | 17.98 |
| 27008 - Corrections Officer | 30.97 |
| 27010 - Court Security Officer | 30.66 |
| 27030 - Detection Dog Handler | 20.36 |

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| 27040 - Detention Officer | 30.97 |
| 27070 - Firefighter | 31.42 |
| 27101 - Guard I | 17.98 |
| 27102 - Guard II | 20.36 |
| 27131 - Police Officer I | 32.37 |
| 27132 - Police Officer II | 35.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.91 |
| 28042 - Carnival Equipment Repairer | 13.49 |
| 28043 - Carnival Equipment Worker | 10.96 |
| 28210 - Gate Attendant/Gate Tender | 16.49 |
| 28310 - Lifeguard | 13.00 |
| 28350 - Park Attendant (Aide) | 18.46 |
| 28510 - Recreation Aide/Health Facility Attendant | 14.69 |
| 28515 - Recreation Specialist | 19.56 |
| 28630 - Sports Official | 14.69 |
| 28690 - Swimming Pool Operator | 18.46 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 27.55 |
| 29020 - Hatch Tender | 27.55 |
| 29030 - Line Handler | 27.55 |
| 29041 - Stevedore I | 26.15 |
| 29042 - Stevedore II | 28.31 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 20.00 |
| 30022 - Archeological Technician II | 22.02 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 27.27 |
| 30040 - Civil Engineering Technician | 25.21 |
| 30061 - Drafter/CAD Operator I | 19.69 |
| 30062 - Drafter/CAD Operator II | 22.02 |
| 30063 - Drafter/CAD Operator III | 24.55 |
| 30064 - Drafter/CAD Operator IV | 30.20 |
| 30081 - Engineering Technician I | 19.98 |
| 30082 - Engineering Technician II | 22.47 |
| 30083 - Engineering Technician III | 25.28 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 46.20 |
| 30090 - Environmental Technician | 22.74 |
| 30210 - Laboratory Technician | 21.37 |
| 30240 - Mathematical Technician | 26.78 |
| 30361 - Paralegal/Legal Assistant I | 23.36 |
| 30362 - Paralegal/Legal Assistant II | 28.94 |
| 30363 - Paralegal/Legal Assistant III | 35.39 |
| 30364 - Paralegal/Legal Assistant IV | 42.84 |
| 30390 - Photo-Optics Technician | 27.27 |
| 30461 - Technical Writer I | 26.41 |
| 30462 - Technical Writer II | 32.29 |
| 30463 - Technical Writer III | 39.10 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 24.55 |
| 30621 - Weather Observer, Senior (see 2) | 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 16.06 |

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| 31030 - Bus Driver | 18.97 |
| 31043 - Driver Courier | 17.02 |
| 31260 - Parking and Lot Attendant | 10.05 |
| 31290 - Shuttle Bus Driver | 17.80 |
| 31310 - Taxi Driver | 18.60 |
| 31361 - Truckdriver, Light | 17.80 |
| 31362 - Truckdriver, Medium | 18.62 |
| 31363 - Truckdriver, Heavy | 24.52 |
| 31364 - Truckdriver, Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.53 |
| 99050 - Desk Clerk | 13.34 |
| 99095 - Embalmer | 30.19 |
| 99251 - Laboratory Animal Caretaker I | 12.33 |
| 99252 - Laboratory Animal Caretaker II | 12.91 |
| 99310 - Mortician | 34.44 |
| 99410 - Pest Controller | 16.49 |
| 99510 - Photofinishing Worker | 16.23 |
| 99710 - Recycling Laborer | 19.55 |
| 99711 - Recycling Specialist | 21.96 |
| 99730 - Refuse Collector | 18.36 |
| 99810 - Sales Clerk | 14.70 |
| 99820 - School Crossing Guard | 15.37 |
| 99830 - Survey Party Chief | 23.67 |
| 99831 - Surveying Aide | 15.50 |
| 99832 - Surveying Technician | 20.42 |
| 99840 - Vending Machine Attendant | 20.17 |
| 99841 - Vending Machine Repairer | 22.36 |
| 99842 - Vending Machine Repairer Helper | 20.04 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in

those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2361
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: New Mexico

Area: New Mexico Counties of Bernalillo, Catron, Cibola, Colfax, De Baca, Guadalupe, Harding, Los Alamos, McKinley, Mora, Rio Arriba, San Juan, San Miguel, Sandoval, Santa Fe, Socorro, Taos, Torrance, Valencia

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.01 |
| 01012 - Accounting Clerk II | | 14.60 |
| 01013 - Accounting Clerk III | | 16.33 |
| 01020 - Administrative Assistant | | 18.17 |
| 01040 - Court Reporter | | 18.61 |
| 01051 - Data Entry Operator I | | 11.03 |
| 01052 - Data Entry Operator II | | 13.44 |
| 01060 - Dispatcher, Motor Vehicle | | 15.56 |
| 01070 - Document Preparation Clerk | | 13.86 |
| 01090 - Duplicating Machine Operator | | 13.86 |
| 01111 - General Clerk I | | 11.35 |
| 01112 - General Clerk II | | 12.39 |
| 01113 - General Clerk III | | 13.90 |
| 01120 - Housing Referral Assistant | | 16.74 |
| 01141 - Messenger Courier | | 9.98 |
| 01191 - Order Clerk I | | 11.33 |
| 01192 - Order Clerk II | | 12.91 |
| 01261 - Personnel Assistant (Employment) I | | 13.80 |
| 01262 - Personnel Assistant (Employment) II | | 15.44 |
| 01263 - Personnel Assistant (Employment) III | | 17.22 |
| 01270 - Production Control Clerk | | 21.06 |
| 01280 - Receptionist | | 11.02 |
| 01290 - Rental Clerk | | 12.25 |
| 01300 - Scheduler, Maintenance | | 13.42 |
| 01311 - Secretary I | | 13.42 |
| 01312 - Secretary II | | 15.01 |
| 01313 - Secretary III | | 16.74 |
| 01320 - Service Order Dispatcher | | 14.08 |
| 01410 - Supply Technician | | 18.60 |
| 01420 - Survey Worker | | 14.01 |
| 01531 - Travel Clerk I | | 11.82 |
| 01532 - Travel Clerk II | | 12.76 |
| 01533 - Travel Clerk III | | 13.57 |
| 01611 - Word Processor I | | 11.91 |
| 01612 - Word Processor II | | 13.37 |
| 01613 - Word Processor III | | 14.95 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.06 |
| 05010 - Automotive Electrician | | 18.12 |
| 05040 - Automotive Glass Installer | | 15.82 |
| 05070 - Automotive Worker | | 15.82 |
| 05110 - Mobile Equipment Servicer | | 13.50 |
| 05130 - Motor Equipment Metal Mechanic | | 17.99 |
| 05160 - Motor Equipment Metal Worker | | 15.82 |
| 05190 - Motor Vehicle Mechanic | | 18.12 |
| 05220 - Motor Vehicle Mechanic Helper | | 13.62 |
| 05250 - Motor Vehicle Upholstery Worker | | 15.82 |
| 05280 - Motor Vehicle Wrecker | | 15.82 |
| 05310 - Painter, Automotive | | 17.19 |
| 05340 - Radiator Repair Specialist | | 15.82 |
| 05370 - Tire Repairer | | 11.49 |
| 05400 - Transmission Repair Specialist | | 17.99 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 11.60 |
| 07041 - Cook I | | 9.75 |
| 07042 - Cook II | | 11.64 |

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|-------|--|-------|
| 07070 | - Dishwasher | 7.89 |
| 07130 | - Food Service Worker | 9.36 |
| 07210 | - Meat Cutter | 16.07 |
| 07260 | - Waiter/Waitress | 7.80 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 14.65 |
| 09040 | - Furniture Handler | 11.44 |
| 09080 | - Furniture Refinisher | 14.65 |
| 09090 | - Furniture Refinisher Helper | 12.45 |
| 09110 | - Furniture Repairer, Minor | 13.85 |
| 09130 | - Upholsterer | 14.65 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 9.11 |
| 11060 | - Elevator Operator | 9.11 |
| 11090 | - Gardener | 14.29 |
| 11122 | - Housekeeping Aide | 9.73 |
| 11150 | - Janitor | 9.73 |
| 11210 | - Laborer, Grounds Maintenance | 10.39 |
| 11240 | - Maid or Houseman | 8.48 |
| 11260 | - Pruner | 8.88 |
| 11270 | - Tractor Operator | 13.22 |
| 11330 | - Trail Maintenance Worker | 10.39 |
| 11360 | - Window Cleaner | 11.39 |
| 12000 | - Health Occupations | |
| 12010 | - Ambulance Driver | 15.94 |
| 12011 | - Breath Alcohol Technician | 18.04 |
| 12012 | - Certified Occupational Therapist Assistant | 25.32 |
| 12015 | - Certified Physical Therapist Assistant | 21.02 |
| 12020 | - Dental Assistant | 14.93 |
| 12025 | - Dental Hygienist | 36.30 |
| 12030 | - EKG Technician | 26.19 |
| 12035 | - Electroneurodiagnostic Technologist | 26.19 |
| 12040 | - Emergency Medical Technician | 15.94 |
| 12071 | - Licensed Practical Nurse I | 18.73 |
| 12072 | - Licensed Practical Nurse II | 20.92 |
| 12073 | - Licensed Practical Nurse III | 23.32 |
| 12100 | - Medical Assistant | 13.10 |
| 12130 | - Medical Laboratory Technician | 18.44 |
| 12160 | - Medical Record Clerk | 13.62 |
| 12190 | - Medical Record Technician | 15.65 |
| 12195 | - Medical Transcriptionist | 14.42 |
| 12210 | - Nuclear Medicine Technologist | 36.03 |
| 12221 | - Nursing Assistant I | 10.38 |
| 12222 | - Nursing Assistant II | 11.67 |
| 12223 | - Nursing Assistant III | 12.74 |
| 12224 | - Nursing Assistant IV | 14.29 |
| 12235 | - Optical Dispenser | 14.29 |
| 12236 | - Optical Technician | 14.53 |
| 12250 | - Pharmacy Technician | 14.09 |
| 12280 | - Phlebotomist | 14.29 |
| 12305 | - Radiologic Technologist | 26.71 |
| 12311 | - Registered Nurse I | 25.39 |
| 12312 | - Registered Nurse II | 31.06 |
| 12313 | - Registered Nurse II, Specialist | 31.06 |
| 12314 | - Registered Nurse III | 37.58 |
| 12315 | - Registered Nurse III, Anesthetist | 37.58 |
| 12316 | - Registered Nurse IV | 45.04 |
| 12317 | - Scheduler (Drug and Alcohol Testing) | 20.31 |
| 13000 | - Information And Arts Occupations | |
| 13011 | - Exhibits Specialist I | 17.35 |
| 13012 | - Exhibits Specialist II | 21.18 |
| 13013 | - Exhibits Specialist III | 25.33 |
| 13041 | - Illustrator I | 16.10 |

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|---|---------------|
| 13042 - Illustrator II | 19.95 |
| 13043 - Illustrator III | 23.03 |
| 13047 - Librarian | 22.91 |
| 13050 - Library Aide/Clerk | 9.11 |
| 13054 - Library Information Technology Systems Administrator | 20.67 |
| 13058 - Library Technician | 13.73 |
| 13061 - Media Specialist I | 15.31 |
| 13062 - Media Specialist II | 17.18 |
| 13063 - Media Specialist III | 19.07 |
| 13071 - Photographer I | 15.88 |
| 13072 - Photographer II | 17.63 |
| 13073 - Photographer III | 21.70 |
| 13074 - Photographer IV | 24.30 |
| 13075 - Photographer V | 29.39 |
| 13110 - Video Teleconference Technician | 18.57 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.98 |
| 14042 - Computer Operator II | 16.76 |
| 14043 - Computer Operator III | 19.12 |
| 14044 - Computer Operator IV | 21.26 |
| 14045 - Computer Operator V | 24.34 |
| 14071 - Computer Programmer I | (see 1) 22.41 |
| 14072 - Computer Programmer II | (see 1) 26.14 |
| 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 | 14.98 |
| 14160 - Personal Computer Support Technician | 21.52 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.62 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.39 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.05 |
| 15050 - Computer Based Training Specialist / Instructor | 27.62 |
| 15060 - Educational Technologist | 25.93 |
| 15070 - Flight Instructor (Pilot) | 40.05 |
| 15080 - Graphic Artist | 22.41 |
| 15090 - Technical Instructor | 18.61 |
| 15095 - Technical Instructor/Course Developer | 25.06 |
| 15110 - Test Proctor | 15.01 |
| 15120 - Tutor | 15.01 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.80 |
| 16030 - Counter Attendant | 8.80 |
| 16040 - Dry Cleaner | 10.58 |
| 16070 - Finisher, Flatwork, Machine | 8.80 |
| 16090 - Presser, Hand | 8.80 |
| 16110 - Presser, Machine, Drycleaning | 8.80 |
| 16130 - Presser, Machine, Shirts | 8.80 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.80 |
| 16190 - Sewing Machine Operator | 11.15 |
| 16220 - Tailor | 11.73 |
| 16250 - Washer, Machine | 9.39 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.95 |
| 19040 - Tool And Die Maker | 24.09 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.21 |
| 21030 - Material Coordinator | 21.06 |
| 21040 - Material Expediter | 21.06 |
| 21050 - Material Handling Laborer | 10.90 |

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| 21071 - Order Filler | 11.53 |
| 21080 - Production Line Worker (Food Processing) | 14.21 |
| 21110 - Shipping Packer | 13.14 |
| 21130 - Shipping/Receiving Clerk | 13.14 |
| 21140 - Store Worker I | 8.78 |
| 21150 - Stock Clerk | 13.78 |
| 21210 - Tools And Parts Attendant | 14.21 |
| 21410 - Warehouse Specialist | 14.21 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.01 |
| 23021 - Aircraft Mechanic I | 22.48 |
| 23022 - Aircraft Mechanic II | 24.01 |
| 23023 - Aircraft Mechanic III | 25.31 |
| 23040 - Aircraft Mechanic Helper | 16.62 |
| 23050 - Aircraft, Painter | 20.56 |
| 23060 - Aircraft Servicer | 18.79 |
| 23080 - Aircraft Worker | 20.11 |
| 23110 - Appliance Mechanic | 14.70 |
| 23120 - Bicycle Repairer | 10.94 |
| 23125 - Cable Splicer | 21.67 |
| 23130 - Carpenter, Maintenance | 16.70 |
| 23140 - Carpet Layer | 17.16 |
| 23160 - Electrician, Maintenance | 21.52 |
| 23181 - Electronics Technician Maintenance I | 25.16 |
| 23182 - Electronics Technician Maintenance II | 27.32 |
| 23183 - Electronics Technician Maintenance III | 29.47 |
| 23260 - Fabric Worker | 15.70 |
| 23290 - Fire Alarm System Mechanic | 18.76 |
| 23310 - Fire Extinguisher Repairer | 14.23 |
| 23311 - Fuel Distribution System Mechanic | 21.10 |
| 23312 - Fuel Distribution System Operator | 16.38 |
| 23370 - General Maintenance Worker | 15.10 |
| 23380 - Ground Support Equipment Mechanic | 22.48 |
| 23381 - Ground Support Equipment Servicer | 18.79 |
| 23382 - Ground Support Equipment Worker | 20.11 |
| 23391 - Gunsmith I | 14.23 |
| 23392 - Gunsmith II | 17.16 |
| 23393 - Gunsmith III | 20.11 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.25 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.26 |
| 23430 - Heavy Equipment Mechanic | 19.48 |
| 23440 - Heavy Equipment Operator | 17.25 |
| 23460 - Instrument Mechanic | 27.47 |
| 23465 - Laboratory/Shelter Mechanic | 18.64 |
| 23470 - Laborer | 10.90 |
| 23510 - Locksmith | 18.64 |
| 23530 - Machinery Maintenance Mechanic | 22.60 |
| 23550 - Machinist, Maintenance | 21.25 |
| 23580 - Maintenance Trades Helper | 12.56 |
| 23591 - Metrology Technician I | 27.47 |
| 23592 - Metrology Technician II | 29.34 |
| 23593 - Metrology Technician III | 30.82 |
| 23640 - Millwright | 20.11 |
| 23710 - Office Appliance Repairer | 19.21 |
| 23760 - Painter, Maintenance | 15.94 |
| 23790 - Pipefitter, Maintenance | 22.03 |
| 23810 - Plumber, Maintenance | 20.60 |
| 23820 - Pneudraulic Systems Mechanic | 20.11 |
| 23850 - Rigger | 20.11 |
| 23870 - Scale Mechanic | 17.16 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.22 |

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| 23910 - Small Engine Mechanic | 15.07 |
| 23931 - Telecommunications Mechanic I | 24.06 |
| 23932 - Telecommunications Mechanic II | 25.71 |
| 23950 - Telephone Lineman | 21.26 |
| 23960 - Welder, Combination, Maintenance | 18.39 |
| 23965 - Well Driller | 19.77 |
| 23970 - Woodcraft Worker | 20.11 |
| 23980 - Woodworker | 16.61 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.31 |
| 24580 - Child Care Center Clerk | 14.77 |
| 24610 - Chore Aide | 9.40 |
| 24620 - Family Readiness And Support Services Coordinator | 13.49 |
| 24630 - Homemaker | 17.49 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.77 |
| 25040 - Sewage Plant Operator | 18.32 |
| 25070 - Stationary Engineer | 19.77 |
| 25190 - Ventilation Equipment Tender | 12.56 |
| 25210 - Water Treatment Plant Operator | 17.38 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.86 |
| 27007 - Baggage Inspector | 11.23 |
| 27008 - Corrections Officer | 15.36 |
| 27010 - Court Security Officer | 16.86 |
| 27030 - Detection Dog Handler | 13.16 |
| 27040 - Detention Officer | 15.36 |
| 27070 - Firefighter | 16.86 |
| 27101 - Guard I | 11.23 |
| 27102 - Guard II | 12.56 |
| 27131 - Police Officer I | 18.47 |
| 27132 - Police Officer II | 20.52 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.55 |
| 28042 - Carnival Equipment Repairer | 14.77 |
| 28043 - Carnival Equipment Worker | 9.34 |
| 28210 - Gate Attendant/Gate Tender | 13.59 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 15.21 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 18.06 |
| 28630 - Sports Official | 12.11 |
| 28690 - Swimming Pool Operator | 18.36 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.42 |
| 29020 - Hatch Tender | 20.42 |
| 29030 - Line Handler | 20.42 |
| 29041 - Stevedore I | 19.04 |
| 29042 - Stevedore II | 22.17 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.39 |
| 30022 - Archeological Technician II | 19.50 |
| 30023 - Archeological Technician III | 23.87 |
| 30030 - Cartographic Technician | 24.17 |
| 30040 - Civil Engineering Technician | 24.00 |
| 30061 - Drafter/CAD Operator I | 17.39 |
| 30062 - Drafter/CAD Operator II | 19.50 |
| 30063 - Drafter/CAD Operator III | 21.75 |
| 30064 - Drafter/CAD Operator IV | 25.91 |

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| 30081 - Engineering Technician I | 15.18 |
| 30082 - Engineering Technician II | 17.03 |
| 30083 - Engineering Technician III | 19.05 |
| 30084 - Engineering Technician IV | 23.61 |
| 30085 - Engineering Technician V | 28.88 |
| 30086 - Engineering Technician VI | 34.94 |
| 30090 - Environmental Technician | 20.36 |
| 30210 - Laboratory Technician | 22.61 |
| 30240 - Mathematical Technician | 24.17 |
| 30361 - Paralegal/Legal Assistant I | 15.40 |
| 30362 - Paralegal/Legal Assistant II | 19.08 |
| 30363 - Paralegal/Legal Assistant III | 23.34 |
| 30364 - Paralegal/Legal Assistant IV | 28.24 |
| 30390 - Photo-Optics Technician | 24.17 |
| 30461 - Technical Writer I | 21.22 |
| 30462 - Technical Writer II | 25.96 |
| 30463 - Technical Writer III | 31.40 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 21.75 |
| 30621 - Weather Observer, Senior | (see 2) 24.17 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.73 |
| 31030 - Bus Driver | 17.17 |
| 31043 - Driver Courier | 13.34 |
| 31260 - Parking and Lot Attendant | 9.72 |
| 31290 - Shuttle Bus Driver | 13.56 |
| 31310 - Taxi Driver | 10.53 |
| 31361 - Truckdriver, Light | 13.56 |
| 31362 - Truckdriver, Medium | 16.66 |
| 31363 - Truckdriver, Heavy | 18.93 |
| 31364 - Truckdriver, Tractor-Trailer | 18.93 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.11 |
| 99050 - Desk Clerk | 9.14 |
| 99095 - Embalmer | 23.74 |
| 99251 - Laboratory Animal Caretaker I | 11.13 |
| 99252 - Laboratory Animal Caretaker II | 12.42 |
| 99310 - Mortician | 23.75 |
| 99410 - Pest Controller | 17.07 |
| 99510 - Photofinishing Worker | 12.14 |
| 99710 - Recycling Laborer | 12.03 |
| 99711 - Recycling Specialist | 15.57 |
| 99730 - Refuse Collector | 10.99 |
| 99810 - Sales Clerk | 11.98 |
| 99820 - School Crossing Guard | 10.28 |
| 99830 - Survey Party Chief | 19.48 |
| 99831 - Surveying Aide | 17.72 |
| 99832 - Surveying Technician | 17.87 |
| 99840 - Vending Machine Attendant | 11.72 |
| 99841 - Vending Machine Repairer | 14.59 |
| 99842 - Vending Machine Repairer Helper | 10.51 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2362
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: New Mexico

Area: New Mexico Counties of Bernalillo, Catron, Cibola, Colfax, De Baca, Guadalupe, Harding, Los Alamos, McKinley, Mora, Rio Arriba, San Juan, San Miguel, Sandoval, Santa Fe, Socorro, Taos, Torrance, Valencia

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.01 |
| 01012 - Accounting Clerk II | | 14.60 |
| 01013 - Accounting Clerk III | | 16.33 |
| 01020 - Administrative Assistant | | 18.17 |
| 01040 - Court Reporter | | 18.61 |
| 01051 - Data Entry Operator I | | 11.03 |
| 01052 - Data Entry Operator II | | 13.44 |
| 01060 - Dispatcher, Motor Vehicle | | 15.56 |
| 01070 - Document Preparation Clerk | | 13.86 |
| 01090 - Duplicating Machine Operator | | 13.86 |
| 01111 - General Clerk I | | 11.35 |
| 01112 - General Clerk II | | 12.39 |
| 01113 - General Clerk III | | 13.90 |
| 01120 - Housing Referral Assistant | | 16.74 |
| 01141 - Messenger Courier | | 9.98 |
| 01191 - Order Clerk I | | 11.33 |
| 01192 - Order Clerk II | | 12.91 |
| 01261 - Personnel Assistant (Employment) I | | 13.80 |
| 01262 - Personnel Assistant (Employment) II | | 15.44 |
| 01263 - Personnel Assistant (Employment) III | | 17.22 |
| 01270 - Production Control Clerk | | 21.06 |
| 01280 - Receptionist | | 11.02 |
| 01290 - Rental Clerk | | 12.25 |
| 01300 - Scheduler, Maintenance | | 13.42 |
| 01311 - Secretary I | | 13.42 |
| 01312 - Secretary II | | 15.01 |
| 01313 - Secretary III | | 16.74 |
| 01320 - Service Order Dispatcher | | 14.08 |
| 01410 - Supply Technician | | 18.60 |
| 01420 - Survey Worker | | 14.01 |
| 01531 - Travel Clerk I | | 11.82 |
| 01532 - Travel Clerk II | | 12.76 |
| 01533 - Travel Clerk III | | 13.57 |
| 01611 - Word Processor I | | 11.91 |

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| 01612 - Word Processor II | 13.37 |
| 01613 - Word Processor III | 14.95 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.06 |
| 05010 - Automotive Electrician | 18.12 |
| 05040 - Automotive Glass Installer | 15.82 |
| 05070 - Automotive Worker | 15.82 |
| 05110 - Mobile Equipment Servicer | 13.50 |
| 05130 - Motor Equipment Metal Mechanic | 17.99 |
| 05160 - Motor Equipment Metal Worker | 15.82 |
| 05190 - Motor Vehicle Mechanic | 18.12 |
| 05220 - Motor Vehicle Mechanic Helper | 13.62 |
| 05250 - Motor Vehicle Upholstery Worker | 15.82 |
| 05280 - Motor Vehicle Wrecker | 15.82 |
| 05310 - Painter, Automotive | 17.19 |
| 05340 - Radiator Repair Specialist | 15.82 |
| 05370 - Tire Repairer | 11.49 |
| 05400 - Transmission Repair Specialist | 17.99 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.60 |
| 07041 - Cook I | 9.75 |
| 07042 - Cook II | 11.64 |
| 07070 - Dishwasher | 7.89 |
| 07130 - Food Service Worker | 9.36 |
| 07210 - Meat Cutter | 16.07 |
| 07260 - Waiter/Waitress | 7.80 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.65 |
| 09040 - Furniture Handler | 11.44 |
| 09080 - Furniture Refinisher | 14.65 |
| 09090 - Furniture Refinisher Helper | 12.45 |
| 09110 - Furniture Repairer, Minor | 13.85 |
| 09130 - Upholsterer | 14.65 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.11 |
| 11060 - Elevator Operator | 9.11 |
| 11090 - Gardener | 14.29 |
| 11122 - Housekeeping Aide | 9.73 |
| 11150 - Janitor | 9.73 |
| 11210 - Laborer, Grounds Maintenance | 10.39 |
| 11240 - Maid or Houseman | 8.48 |
| 11260 - Pruner | 8.88 |
| 11270 - Tractor Operator | 13.22 |
| 11330 - Trail Maintenance Worker | 10.39 |
| 11360 - Window Cleaner | 11.39 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.94 |
| 12011 - Breath Alcohol Technician | 18.04 |
| 12012 - Certified Occupational Therapist Assistant | 25.32 |
| 12015 - Certified Physical Therapist Assistant | 21.02 |
| 12020 - Dental Assistant | 14.93 |
| 12025 - Dental Hygienist | 36.30 |
| 12030 - EKG Technician | 26.19 |
| 12035 - Electroneurodiagnostic Technologist | 26.19 |
| 12040 - Emergency Medical Technician | 15.94 |
| 12071 - Licensed Practical Nurse I | 18.73 |
| 12072 - Licensed Practical Nurse II | 20.92 |
| 12073 - Licensed Practical Nurse III | 23.32 |
| 12100 - Medical Assistant | 13.10 |
| 12130 - Medical Laboratory Technician | 18.44 |
| 12160 - Medical Record Clerk | 13.62 |
| 12190 - Medical Record Technician | 15.65 |
| 12195 - Medical Transcriptionist | 14.42 |

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| 12210 - Nuclear Medicine Technologist | 36.03 |
| 12221 - Nursing Assistant I | 10.38 |
| 12222 - Nursing Assistant II | 11.67 |
| 12223 - Nursing Assistant III | 12.74 |
| 12224 - Nursing Assistant IV | 14.29 |
| 12235 - Optical Dispenser | 14.29 |
| 12236 - Optical Technician | 14.53 |
| 12250 - Pharmacy Technician | 14.09 |
| 12280 - Phlebotomist | 14.29 |
| 12305 - Radiologic Technologist | 26.71 |
| 12311 - Registered Nurse I | 25.39 |
| 12312 - Registered Nurse II | 31.06 |
| 12313 - Registered Nurse II, Specialist | 31.06 |
| 12314 - Registered Nurse III | 37.58 |
| 12315 - Registered Nurse III, Anesthetist | 37.58 |
| 12316 - Registered Nurse IV | 45.04 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.31 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.35 |
| 13012 - Exhibits Specialist II | 21.18 |
| 13013 - Exhibits Specialist III | 25.33 |
| 13041 - Illustrator I | 16.10 |
| 13042 - Illustrator II | 19.95 |
| 13043 - Illustrator III | 23.03 |
| 13047 - Librarian | 22.91 |
| 13050 - Library Aide/Clerk | 9.11 |
| 13054 - Library Information Technology Systems Administrator | 20.67 |
| 13058 - Library Technician | 13.73 |
| 13061 - Media Specialist I | 15.31 |
| 13062 - Media Specialist II | 17.18 |
| 13063 - Media Specialist III | 19.07 |
| 13071 - Photographer I | 15.88 |
| 13072 - Photographer II | 17.63 |
| 13073 - Photographer III | 21.70 |
| 13074 - Photographer IV | 24.30 |
| 13075 - Photographer V | 29.39 |
| 13110 - Video Teleconference Technician | 18.57 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.98 |
| 14042 - Computer Operator II | 16.76 |
| 14043 - Computer Operator III | 19.12 |
| 14044 - Computer Operator IV | 21.26 |
| 14045 - Computer Operator V | 24.34 |
| 14071 - Computer Programmer I | (see 1) 22.41 |
| 14072 - Computer Programmer II | (see 1) 26.14 |
| 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 | 14.98 |
| 14160 - Personal Computer Support Technician | 21.52 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.62 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.39 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.05 |
| 15050 - Computer Based Training Specialist / Instructor | 27.62 |
| 15060 - Educational Technologist | 25.93 |
| 15070 - Flight Instructor (Pilot) | 40.05 |
| 15080 - Graphic Artist | 22.41 |
| 15090 - Technical Instructor | 18.61 |
| 15095 - Technical Instructor/Course Developer | 25.06 |

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| 15110 - Test Proctor | 15.01 |
| 15120 - Tutor | 15.01 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.80 |
| 16030 - Counter Attendant | 8.80 |
| 16040 - Dry Cleaner | 10.58 |
| 16070 - Finisher, Flatwork, Machine | 8.80 |
| 16090 - Presser, Hand | 8.80 |
| 16110 - Presser, Machine, Drycleaning | 8.80 |
| 16130 - Presser, Machine, Shirts | 8.80 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.80 |
| 16190 - Sewing Machine Operator | 11.15 |
| 16220 - Tailor | 11.73 |
| 16250 - Washer, Machine | 9.39 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.95 |
| 19040 - Tool And Die Maker | 24.09 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.21 |
| 21030 - Material Coordinator | 21.06 |
| 21040 - Material Expediter | 21.06 |
| 21050 - Material Handling Laborer | 10.90 |
| 21071 - Order Filler | 11.53 |
| 21080 - Production Line Worker (Food Processing) | 14.21 |
| 21110 - Shipping Packer | 13.14 |
| 21130 - Shipping/Receiving Clerk | 13.14 |
| 21140 - Store Worker I | 8.78 |
| 21150 - Stock Clerk | 13.78 |
| 21210 - Tools And Parts Attendant | 14.21 |
| 21410 - Warehouse Specialist | 14.21 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.01 |
| 23021 - Aircraft Mechanic I | 22.48 |
| 23022 - Aircraft Mechanic II | 24.01 |
| 23023 - Aircraft Mechanic III | 25.31 |
| 23040 - Aircraft Mechanic Helper | 16.62 |
| 23050 - Aircraft, Painter | 20.56 |
| 23060 - Aircraft Servicer | 18.79 |
| 23080 - Aircraft Worker | 20.11 |
| 23110 - Appliance Mechanic | 14.70 |
| 23120 - Bicycle Repairer | 10.94 |
| 23125 - Cable Splicer | 21.67 |
| 23130 - Carpenter, Maintenance | 16.70 |
| 23140 - Carpet Layer | 17.16 |
| 23160 - Electrician, Maintenance | 21.52 |
| 23181 - Electronics Technician Maintenance I | 25.16 |
| 23182 - Electronics Technician Maintenance II | 27.32 |
| 23183 - Electronics Technician Maintenance III | 29.47 |
| 23260 - Fabric Worker | 15.70 |
| 23290 - Fire Alarm System Mechanic | 18.76 |
| 23310 - Fire Extinguisher Repairer | 14.23 |
| 23311 - Fuel Distribution System Mechanic | 21.10 |
| 23312 - Fuel Distribution System Operator | 16.38 |
| 23370 - General Maintenance Worker | 15.10 |
| 23380 - Ground Support Equipment Mechanic | 22.48 |
| 23381 - Ground Support Equipment Servicer | 18.79 |
| 23382 - Ground Support Equipment Worker | 20.11 |
| 23391 - Gunsmith I | 14.23 |
| 23392 - Gunsmith II | 17.16 |
| 23393 - Gunsmith III | 20.11 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.25 |
| 23411 - Heating, Ventilation And Air Contditiioning | 21.26 |

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| Mechanic (Research Facility) | |
| 23430 - Heavy Equipment Mechanic | 19.48 |
| 23440 - Heavy Equipment Operator | 17.25 |
| 23460 - Instrument Mechanic | 27.47 |
| 23465 - Laboratory/Shelter Mechanic | 18.64 |
| 23470 - Laborer | 10.90 |
| 23510 - Locksmith | 18.64 |
| 23530 - Machinery Maintenance Mechanic | 22.60 |
| 23550 - Machinist, Maintenance | 21.25 |
| 23580 - Maintenance Trades Helper | 12.56 |
| 23591 - Metrology Technician I | 27.47 |
| 23592 - Metrology Technician II | 29.34 |
| 23593 - Metrology Technician III | 30.82 |
| 23640 - Millwright | 20.11 |
| 23710 - Office Appliance Repairer | 19.21 |
| 23760 - Painter, Maintenance | 15.94 |
| 23790 - Pipefitter, Maintenance | 22.03 |
| 23810 - Plumber, Maintenance | 20.60 |
| 23820 - Pneudraulic Systems Mechanic | 20.11 |
| 23850 - Rigger | 20.11 |
| 23870 - Scale Mechanic | 17.16 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.22 |
| 23910 - Small Engine Mechanic | 15.07 |
| 23931 - Telecommunications Mechanic I | 24.06 |
| 23932 - Telecommunications Mechanic II | 25.71 |
| 23950 - Telephone Lineman | 21.26 |
| 23960 - Welder, Combination, Maintenance | 18.39 |
| 23965 - Well Driller | 19.77 |
| 23970 - Woodcraft Worker | 20.11 |
| 23980 - Woodworker | 16.61 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.31 |
| 24580 - Child Care Center Clerk | 14.77 |
| 24610 - Chore Aide | 9.40 |
| 24620 - Family Readiness And Support Services Coordinator | 13.49 |
| 24630 - Homemaker | 17.49 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.77 |
| 25040 - Sewage Plant Operator | 18.32 |
| 25070 - Stationary Engineer | 19.77 |
| 25190 - Ventilation Equipment Tender | 12.56 |
| 25210 - Water Treatment Plant Operator | 17.38 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.86 |
| 27007 - Baggage Inspector | 11.23 |
| 27008 - Corrections Officer | 15.36 |
| 27010 - Court Security Officer | 16.86 |
| 27030 - Detection Dog Handler | 13.16 |
| 27040 - Detention Officer | 15.36 |
| 27070 - Firefighter | 16.86 |
| 27101 - Guard I | 11.23 |
| 27102 - Guard II | 12.56 |
| 27131 - Police Officer I | 18.47 |
| 27132 - Police Officer II | 20.52 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.55 |
| 28042 - Carnival Equipment Repairer | 14.77 |
| 28043 - Carnival Equipment Worker | 9.34 |
| 28210 - Gate Attendant/Gate Tender | 13.59 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 15.21 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |

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| 28515 - Recreation Specialist | 18.06 |
| 28630 - Sports Official | 12.11 |
| 28690 - Swimming Pool Operator | 18.36 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.42 |
| 29020 - Hatch Tender | 20.42 |
| 29030 - Line Handler | 20.42 |
| 29041 - Stevedore I | 19.04 |
| 29042 - Stevedore II | 22.17 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.39 |
| 30022 - Archeological Technician II | 19.50 |
| 30023 - Archeological Technician III | 23.87 |
| 30030 - Cartographic Technician | 24.17 |
| 30040 - Civil Engineering Technician | 24.00 |
| 30061 - Drafter/CAD Operator I | 17.39 |
| 30062 - Drafter/CAD Operator II | 19.50 |
| 30063 - Drafter/CAD Operator III | 21.75 |
| 30064 - Drafter/CAD Operator IV | 25.91 |
| 30081 - Engineering Technician I | 15.18 |
| 30082 - Engineering Technician II | 17.03 |
| 30083 - Engineering Technician III | 19.05 |
| 30084 - Engineering Technician IV | 23.61 |
| 30085 - Engineering Technician V | 28.88 |
| 30086 - Engineering Technician VI | 34.94 |
| 30090 - Environmental Technician | 20.36 |
| 30210 - Laboratory Technician | 22.61 |
| 30240 - Mathematical Technician | 24.17 |
| 30361 - Paralegal/Legal Assistant I | 15.40 |
| 30362 - Paralegal/Legal Assistant II | 19.08 |
| 30363 - Paralegal/Legal Assistant III | 23.34 |
| 30364 - Paralegal/Legal Assistant IV | 28.24 |
| 30390 - Photo-Optics Technician | 24.17 |
| 30461 - Technical Writer I | 21.22 |
| 30462 - Technical Writer II | 25.96 |
| 30463 - Technical Writer III | 31.40 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 21.75 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 24.17 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.73 |
| 31030 - Bus Driver | 17.17 |
| 31043 - Driver Courier | 13.34 |
| 31260 - Parking and Lot Attendant | 9.72 |
| 31290 - Shuttle Bus Driver | 13.56 |
| 31310 - Taxi Driver | 10.53 |
| 31361 - Truckdriver, Light | 13.56 |
| 31362 - Truckdriver, Medium | 16.66 |
| 31363 - Truckdriver, Heavy | 18.93 |
| 31364 - Truckdriver, Tractor-Trailer | 18.93 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.11 |
| 99050 - Desk Clerk | 9.14 |
| 99095 - Embalmer | 23.74 |
| 99251 - Laboratory Animal Caretaker I | 11.13 |

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| 99252 - Laboratory Animal Caretaker II | 12.42 |
| 99310 - Mortician | 23.75 |
| 99410 - Pest Controller | 17.07 |
| 99510 - Photofinishing Worker | 12.14 |
| 99710 - Recycling Laborer | 12.03 |
| 99711 - Recycling Specialist | 15.57 |
| 99730 - Refuse Collector | 10.99 |
| 99810 - Sales Clerk | 11.98 |
| 99820 - School Crossing Guard | 10.28 |
| 99830 - Survey Party Chief | 19.48 |
| 99831 - Surveying Aide | 17.72 |
| 99832 - Surveying Technician | 17.87 |
| 99840 - Vending Machine Attendant | 11.72 |
| 99841 - Vending Machine Repairer | 14.59 |
| 99842 - Vending Machine Repairer Helper | 10.51 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: 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 ordinance, explosives, and incendiary materials. This

includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2367
Revision No.: 14
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State: New York

Area: New York Counties of Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie, Warren, Washington

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.81 |
| 01012 - Accounting Clerk II | | 15.49 |
| 01013 - Accounting Clerk III | | 17.36 |
| 01020 - Administrative Assistant | | 19.63 |
| 01040 - Court Reporter | | 24.28 |
| 01051 - Data Entry Operator I | | 12.77 |
| 01052 - Data Entry Operator II | | 14.43 |
| 01060 - Dispatcher, Motor Vehicle | | 17.06 |
| 01070 - Document Preparation Clerk | | 13.37 |
| 01090 - Duplicating Machine Operator | | 13.37 |

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| 01111 | - General Clerk I | 12.34 |
| 01112 | - General Clerk II | 13.47 |
| 01113 | - General Clerk III | 15.11 |
| 01120 | - Housing Referral Assistant | 17.42 |
| 01141 | - Messenger Courier | 11.76 |
| 01191 | - Order Clerk I | 13.32 |
| 01192 | - Order Clerk II | 14.54 |
| 01261 | - Personnel Assistant (Employment) I | 14.63 |
| 01262 | - Personnel Assistant (Employment) II | 16.36 |
| 01263 | - Personnel Assistant (Employment) III | 18.24 |
| 01270 | - Production Control Clerk | 21.51 |
| 01280 | - Receptionist | 11.76 |
| 01290 | - Rental Clerk | 13.56 |
| 01300 | - Scheduler, Maintenance | 14.73 |
| 01311 | - Secretary I | 14.73 |
| 01312 | - Secretary II | 16.48 |
| 01313 | - Secretary III | 18.38 |
| 01320 | - Service Order Dispatcher | 15.81 |
| 01410 | - Supply Technician | 19.62 |
| 01420 | - Survey Worker | 15.79 |
| 01531 | - Travel Clerk I | 11.42 |
| 01532 | - Travel Clerk II | 12.32 |
| 01533 | - Travel Clerk III | 13.23 |
| 01611 | - Word Processor I | 13.26 |
| 01612 | - Word Processor II | 14.90 |
| 01613 | - Word Processor III | 16.66 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 18.34 |
| 05010 | - Automotive Electrician | 17.60 |
| 05040 | - Automotive Glass Installer | 16.87 |
| 05070 | - Automotive Worker | 16.87 |
| 05110 | - Mobile Equipment Servicer | 15.41 |
| 05130 | - Motor Equipment Metal Mechanic | 18.34 |
| 05160 | - Motor Equipment Metal Worker | 16.87 |
| 05190 | - Motor Vehicle Mechanic | 19.75 |
| 05220 | - Motor Vehicle Mechanic Helper | 14.49 |
| 05250 | - Motor Vehicle Upholstery Worker | 16.14 |
| 05280 | - Motor Vehicle Wrecker | 16.87 |
| 05310 | - Painter, Automotive | 18.03 |
| 05340 | - Radiator Repair Specialist | 16.87 |
| 05370 | - Tire Repairer | 14.61 |
| 05400 | - Transmission Repair Specialist | 18.34 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 13.73 |
| 07041 | - Cook I | 12.80 |
| 07042 | - Cook II | 14.06 |
| 07070 | - Dishwasher | 8.57 |
| 07130 | - Food Service Worker | 9.61 |
| 07210 | - Meat Cutter | 15.19 |
| 07260 | - Waiter/Waitress | 9.24 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 19.76 |
| 09040 | - Furniture Handler | 13.47 |
| 09080 | - Furniture Refinisher | 19.76 |
| 09090 | - Furniture Refinisher Helper | 16.01 |
| 09110 | - Furniture Repairer, Minor | 18.19 |
| 09130 | - Upholsterer | 19.11 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 11.11 |
| 11060 | - Elevator Operator | 11.11 |
| 11090 | - Gardener | 15.33 |
| 11122 | - Housekeeping Aide | 12.07 |
| 11150 | - Janitor | 12.07 |

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| 11210 - Laborer, Grounds Maintenance | 11.82 |
| 11240 - Maid or Houseman | 9.68 |
| 11260 - Pruner | 11.40 |
| 11270 - Tractor Operator | 14.25 |
| 11330 - Trail Maintenance Worker | 11.82 |
| 11360 - Window Cleaner | 12.75 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.26 |
| 12011 - Breath Alcohol Technician | 17.63 |
| 12012 - Certified Occupational Therapist Assistant | 18.98 |
| 12015 - Certified Physical Therapist Assistant | 22.24 |
| 12020 - Dental Assistant | 16.16 |
| 12025 - Dental Hygienist | 29.79 |
| 12030 - EKG Technician | 21.84 |
| 12035 - Electroneurodiagnostic Technologist | 22.67 |
| 12040 - Emergency Medical Technician | 15.26 |
| 12071 - Licensed Practical Nurse I | 15.76 |
| 12072 - Licensed Practical Nurse II | 17.63 |
| 12073 - Licensed Practical Nurse III | 19.66 |
| 12100 - Medical Assistant | 13.68 |
| 12130 - Medical Laboratory Technician | 17.65 |
| 12160 - Medical Record Clerk | 13.68 |
| 12190 - Medical Record Technician | 16.38 |
| 12195 - Medical Transcriptionist | 16.19 |
| 12210 - Nuclear Medicine Technologist | 33.64 |
| 12221 - Nursing Assistant I | 10.61 |
| 12222 - Nursing Assistant II | 11.93 |
| 12223 - Nursing Assistant III | 13.02 |
| 12224 - Nursing Assistant IV | 14.61 |
| 12235 - Optical Dispenser | 18.79 |
| 12236 - Optical Technician | 17.61 |
| 12250 - Pharmacy Technician | 13.86 |
| 12280 - Phlebotomist | 14.61 |
| 12305 - Radiologic Technologist | 25.48 |
| 12311 - Registered Nurse I | 22.63 |
| 12312 - Registered Nurse II | 27.69 |
| 12313 - Registered Nurse II, Specialist | 27.69 |
| 12314 - Registered Nurse III | 33.50 |
| 12315 - Registered Nurse III, Anesthetist | 33.50 |
| 12316 - Registered Nurse IV | 40.15 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.85 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.39 |
| 13012 - Exhibits Specialist II | 25.27 |
| 13013 - Exhibits Specialist III | 30.91 |
| 13041 - Illustrator I | 21.59 |
| 13042 - Illustrator II | 26.76 |
| 13043 - Illustrator III | 33.49 |
| 13047 - Librarian | 29.12 |
| 13050 - Library Aide/Clerk | 12.75 |
| 13054 - Library Information Technology Systems Administrator | 23.85 |
| 13058 - Library Technician | 15.27 |
| 13061 - Media Specialist I | 17.67 |
| 13062 - Media Specialist II | 19.76 |
| 13063 - Media Specialist III | 22.03 |
| 13071 - Photographer I | 16.02 |
| 13072 - Photographer II | 20.38 |
| 13073 - Photographer III | 25.24 |
| 13074 - Photographer IV | 31.60 |
| 13075 - Photographer V | 36.65 |
| 13110 - Video Teleconference Technician | 20.61 |
| 14000 - Information Technology Occupations | |

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| 14041 - Computer Operator I | 15.64 |
| 14042 - Computer Operator II | 17.49 |
| 14043 - Computer Operator III | 20.68 |
| 14044 - Computer Operator IV | 22.89 |
| 14045 - Computer Operator V | 25.40 |
| 14071 - Computer Programmer I | 19.79 |
| 14072 - Computer Programmer II | 24.29 |
| 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 | 15.64 |
| 14160 - Personal Computer Support Technician | 22.89 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.50 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.57 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.22 |
| 15050 - Computer Based Training Specialist / Instructor | 28.63 |
| 15060 - Educational Technologist | 26.69 |
| 15070 - Flight Instructor (Pilot) | 39.22 |
| 15080 - Graphic Artist | 21.56 |
| 15090 - Technical Instructor | 19.93 |
| 15095 - Technical Instructor/Course Developer | 24.38 |
| 15110 - Test Proctor | 16.08 |
| 15120 - Tutor | 16.08 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.70 |
| 16030 - Counter Attendant | 8.70 |
| 16040 - Dry Cleaner | 10.09 |
| 16070 - Finisher, Flatwork, Machine | 8.70 |
| 16090 - Presser, Hand | 8.70 |
| 16110 - Presser, Machine, Drycleaning | 8.70 |
| 16130 - Presser, Machine, Shirts | 8.70 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.70 |
| 16190 - Sewing Machine Operator | 10.69 |
| 16220 - Tailor | 11.29 |
| 16250 - Washer, Machine | 9.12 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.48 |
| 19040 - Tool And Die Maker | 22.69 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.64 |
| 21030 - Material Coordinator | 20.72 |
| 21040 - Material Expediter | 20.72 |
| 21050 - Material Handling Laborer | 14.63 |
| 21071 - Order Filler | 13.63 |
| 21080 - Production Line Worker (Food Processing) | 16.84 |
| 21110 - Shipping Packer | 14.27 |
| 21130 - Shipping/Receiving Clerk | 14.27 |
| 21140 - Store Worker I | 11.88 |
| 21150 - Stock Clerk | 16.52 |
| 21210 - Tools And Parts Attendant | 16.64 |
| 21410 - Warehouse Specialist | 16.64 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.23 |
| 23021 - Aircraft Mechanic I | 26.30 |
| 23022 - Aircraft Mechanic II | 27.23 |
| 23023 - Aircraft Mechanic III | 28.26 |
| 23040 - Aircraft Mechanic Helper | 20.47 |
| 23050 - Aircraft, Painter | 25.05 |
| 23060 - Aircraft Servicer | 23.28 |
| 23080 - Aircraft Worker | 24.27 |

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| 23110 - Appliance Mechanic | 19.76 |
| 23120 - Bicycle Repairer | 15.21 |
| 23125 - Cable Splicer | 30.33 |
| 23130 - Carpenter, Maintenance | 19.42 |
| 23140 - Carpet Layer | 21.35 |
| 23160 - Electrician, Maintenance | 23.15 |
| 23181 - Electronics Technician Maintenance I | 21.20 |
| 23182 - Electronics Technician Maintenance II | 22.57 |
| 23183 - Electronics Technician Maintenance III | 23.77 |
| 23260 - Fabric Worker | 20.12 |
| 23290 - Fire Alarm System Mechanic | 21.14 |
| 23310 - Fire Extinguisher Repairer | 18.66 |
| 23311 - Fuel Distribution System Mechanic | 27.70 |
| 23312 - Fuel Distribution System Operator | 23.63 |
| 23370 - General Maintenance Worker | 17.24 |
| 23380 - Ground Support Equipment Mechanic | 26.30 |
| 23381 - Ground Support Equipment Servicer | 23.28 |
| 23382 - Ground Support Equipment Worker | 24.27 |
| 23391 - Gunsmith I | 18.33 |
| 23392 - Gunsmith II | 21.35 |
| 23393 - Gunsmith III | 23.94 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.89 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.55 |
| 23430 - Heavy Equipment Mechanic | 20.53 |
| 23440 - Heavy Equipment Operator | 22.51 |
| 23460 - Instrument Mechanic | 28.61 |
| 23465 - Laboratory/Shelter Mechanic | 22.73 |
| 23470 - Laborer | 12.18 |
| 23510 - Locksmith | 19.98 |
| 23530 - Machinery Maintenance Mechanic | 24.92 |
| 23550 - Machinist, Maintenance | 20.44 |
| 23580 - Maintenance Trades Helper | 15.64 |
| 23591 - Metrology Technician I | 28.61 |
| 23592 - Metrology Technician II | 29.61 |
| 23593 - Metrology Technician III | 30.75 |
| 23640 - Millwright | 26.51 |
| 23710 - Office Appliance Repairer | 20.69 |
| 23760 - Painter, Maintenance | 19.76 |
| 23790 - Pipefitter, Maintenance | 25.17 |
| 23810 - Plumber, Maintenance | 21.19 |
| 23820 - Pneudraulic Systems Mechanic | 23.94 |
| 23850 - Rigger | 23.94 |
| 23870 - Scale Mechanic | 21.35 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.75 |
| 23910 - Small Engine Mechanic | 17.24 |
| 23931 - Telecommunications Mechanic I | 29.59 |
| 23932 - Telecommunications Mechanic II | 30.64 |
| 23950 - Telephone Lineman | 29.59 |
| 23960 - Welder, Combination, Maintenance | 20.57 |
| 23965 - Well Driller | 21.16 |
| 23970 - Woodcraft Worker | 23.94 |
| 23980 - Woodworker | 17.31 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.09 |
| 24580 - Child Care Center Clerk | 12.58 |
| 24610 - Chore Aide | 10.56 |
| 24620 - Family Readiness And Support Services Coordinator | 14.29 |
| 24630 - Homemaker | 15.05 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.11 |

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| 25040 - Sewage Plant Operator | 19.64 |
| 25070 - Stationary Engineer | 24.11 |
| 25190 - Ventilation Equipment Tender | 16.73 |
| 25210 - Water Treatment Plant Operator | 19.64 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.85 |
| 27007 - Baggage Inspector | 12.63 |
| 27008 - Corrections Officer | 23.40 |
| 27010 - Court Security Officer | 22.02 |
| 27030 - Detection Dog Handler | 18.45 |
| 27040 - Detention Officer | 23.40 |
| 27070 - Firefighter | 21.69 |
| 27101 - Guard I | 12.63 |
| 27102 - Guard II | 16.99 |
| 27131 - Police Officer I | 23.40 |
| 27132 - Police Officer II | 26.00 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.82 |
| 28042 - Carnival Equipment Repairer | 12.80 |
| 28043 - Carnival Equipment Worker | 8.92 |
| 28210 - Gate Attendant/Gate Tender | 13.69 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.35 |
| 28515 - Recreation Specialist | 14.29 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 16.24 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.09 |
| 29020 - Hatch Tender | 22.09 |
| 29030 - Line Handler | 22.09 |
| 29041 - Stevedore I | 21.85 |
| 29042 - Stevedore II | 24.04 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.15 |
| 30021 - Archeological Technician I | 15.74 |
| 30022 - Archeological Technician II | 17.61 |
| 30023 - Archeological Technician III | 21.81 |
| 30030 - Cartographic Technician | 21.81 |
| 30040 - Civil Engineering Technician | 23.09 |
| 30061 - Drafter/CAD Operator I | 15.74 |
| 30062 - Drafter/CAD Operator II | 17.61 |
| 30063 - Drafter/CAD Operator III | 19.65 |
| 30064 - Drafter/CAD Operator IV | 24.17 |
| 30081 - Engineering Technician I | 15.61 |
| 30082 - Engineering Technician II | 17.52 |
| 30083 - Engineering Technician III | 19.60 |
| 30084 - Engineering Technician IV | 24.29 |
| 30085 - Engineering Technician V | 29.71 |
| 30086 - Engineering Technician VI | 35.94 |
| 30090 - Environmental Technician | 20.92 |
| 30210 - Laboratory Technician | 20.77 |
| 30240 - Mathematical Technician | 21.81 |
| 30361 - Paralegal/Legal Assistant I | 16.72 |
| 30362 - Paralegal/Legal Assistant II | 19.83 |
| 30363 - Paralegal/Legal Assistant III | 23.43 |
| 30364 - Paralegal/Legal Assistant IV | 29.35 |
| 30390 - Photo-Optics Technician | 21.81 |
| 30461 - Technical Writer I | 21.46 |
| 30462 - Technical Writer II | 26.24 |
| 30463 - Technical Writer III | 30.21 |

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| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 19.65 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 21.81 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.56 |
| 31030 - Bus Driver | 18.39 |
| 31043 - Driver Courier | 13.87 |
| 31260 - Parking and Lot Attendant | 10.86 |
| 31290 - Shuttle Bus Driver | 13.65 |
| 31310 - Taxi Driver | 11.52 |
| 31361 - Truckdriver, Light | 13.65 |
| 31362 - Truckdriver, Medium | 15.55 |
| 31363 - Truckdriver, Heavy | 19.04 |
| 31364 - Truckdriver, Tractor-Trailer | 19.04 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.94 |
| 99050 - Desk Clerk | 10.66 |
| 99095 - Embalmer | 23.67 |
| 99251 - Laboratory Animal Caretaker I | 12.00 |
| 99252 - Laboratory Animal Caretaker II | 13.04 |
| 99310 - Mortician | 31.14 |
| 99410 - Pest Controller | 16.25 |
| 99510 - Photofinishing Worker | 13.41 |
| 99710 - Recycling Laborer | 16.50 |
| 99711 - Recycling Specialist | 19.47 |
| 99730 - Refuse Collector | 14.79 |
| 99810 - Sales Clerk | 12.24 |
| 99820 - School Crossing Guard | 10.89 |
| 99830 - Survey Party Chief | 21.63 |
| 99831 - Surveying Aide | 12.89 |
| 99832 - Surveying Technician | 19.67 |
| 99840 - Vending Machine Attendant | 13.40 |
| 99841 - Vending Machine Repairer | 15.96 |
| 99842 - Vending Machine Repairer Helper | 13.40 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2368
Revision No.: 15
Date of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie, Warren, Washington

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.81 |
| 01012 - Accounting Clerk II | | 15.49 |
| 01013 - Accounting Clerk III | | 17.36 |
| 01020 - Administrative Assistant | | 19.63 |
| 01040 - Court Reporter | | 24.28 |
| 01051 - Data Entry Operator I | | 12.77 |
| 01052 - Data Entry Operator II | | 14.43 |
| 01060 - Dispatcher, Motor Vehicle | | 17.06 |
| 01070 - Document Preparation Clerk | | 13.37 |
| 01090 - Duplicating Machine Operator | | 13.37 |
| 01111 - General Clerk I | | 12.34 |
| 01112 - General Clerk II | | 13.47 |
| 01113 - General Clerk III | | 15.11 |
| 01120 - Housing Referral Assistant | | 17.42 |
| 01141 - Messenger Courier | | 11.76 |
| 01191 - Order Clerk I | | 13.32 |
| 01192 - Order Clerk II | | 14.54 |
| 01261 - Personnel Assistant (Employment) I | | 14.63 |
| 01262 - Personnel Assistant (Employment) II | | 16.36 |
| 01263 - Personnel Assistant (Employment) III | | 18.24 |
| 01270 - Production Control Clerk | | 21.51 |
| 01280 - Receptionist | | 11.76 |
| 01290 - Rental Clerk | | 13.56 |
| 01300 - Scheduler, Maintenance | | 14.73 |
| 01311 - Secretary I | | 14.73 |
| 01312 - Secretary II | | 16.48 |
| 01313 - Secretary III | | 18.38 |
| 01320 - Service Order Dispatcher | | 15.81 |
| 01410 - Supply Technician | | 19.62 |
| 01420 - Survey Worker | | 15.79 |
| 01531 - Travel Clerk I | | 11.42 |
| 01532 - Travel Clerk II | | 12.32 |
| 01533 - Travel Clerk III | | 13.23 |
| 01611 - Word Processor I | | 13.26 |
| 01612 - Word Processor II | | 14.90 |
| 01613 - Word Processor III | | 16.66 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.34 |
| 05010 - Automotive Electrician | | 17.60 |
| 05040 - Automotive Glass Installer | | 16.87 |
| 05070 - Automotive Worker | | 16.87 |
| 05110 - Mobile Equipment Servicer | | 15.41 |
| 05130 - Motor Equipment Metal Mechanic | | 18.34 |
| 05160 - Motor Equipment Metal Worker | | 16.87 |
| 05190 - Motor Vehicle Mechanic | | 19.75 |
| 05220 - Motor Vehicle Mechanic Helper | | 14.49 |
| 05250 - Motor Vehicle Upholstery Worker | | 16.14 |
| 05280 - Motor Vehicle Wrecker | | 16.87 |
| 05310 - Painter, Automotive | | 18.03 |
| 05340 - Radiator Repair Specialist | | 16.87 |
| 05370 - Tire Repairer | | 14.61 |
| 05400 - Transmission Repair Specialist | | 18.34 |

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|--|-------|
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.73 |
| 07041 - Cook I | 12.80 |
| 07042 - Cook II | 14.06 |
| 07070 - Dishwasher | 8.57 |
| 07130 - Food Service Worker | 9.61 |
| 07210 - Meat Cutter | 15.19 |
| 07260 - Waiter/Waitress | 9.24 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.76 |
| 09040 - Furniture Handler | 13.47 |
| 09080 - Furniture Refinisher | 19.76 |
| 09090 - Furniture Refinisher Helper | 16.01 |
| 09110 - Furniture Repairer, Minor | 18.19 |
| 09130 - Upholsterer | 19.11 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.11 |
| 11060 - Elevator Operator | 11.11 |
| 11090 - Gardener | 15.33 |
| 11122 - Housekeeping Aide | 12.07 |
| 11150 - Janitor | 12.07 |
| 11210 - Laborer, Grounds Maintenance | 11.82 |
| 11240 - Maid or Houseman | 9.68 |
| 11260 - Pruner | 11.40 |
| 11270 - Tractor Operator | 14.25 |
| 11330 - Trail Maintenance Worker | 11.82 |
| 11360 - Window Cleaner | 12.75 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.26 |
| 12011 - Breath Alcohol Technician | 17.63 |
| 12012 - Certified Occupational Therapist Assistant | 18.98 |
| 12015 - Certified Physical Therapist Assistant | 22.24 |
| 12020 - Dental Assistant | 16.16 |
| 12025 - Dental Hygienist | 29.79 |
| 12030 - EKG Technician | 21.84 |
| 12035 - Electroneurodiagnostic Technologist | 22.67 |
| 12040 - Emergency Medical Technician | 15.26 |
| 12071 - Licensed Practical Nurse I | 15.76 |
| 12072 - Licensed Practical Nurse II | 17.63 |
| 12073 - Licensed Practical Nurse III | 19.66 |
| 12100 - Medical Assistant | 13.68 |
| 12130 - Medical Laboratory Technician | 17.65 |
| 12160 - Medical Record Clerk | 13.68 |
| 12190 - Medical Record Technician | 16.38 |
| 12195 - Medical Transcriptionist | 16.19 |
| 12210 - Nuclear Medicine Technologist | 33.64 |
| 12221 - Nursing Assistant I | 10.61 |
| 12222 - Nursing Assistant II | 11.93 |
| 12223 - Nursing Assistant III | 13.02 |
| 12224 - Nursing Assistant IV | 14.61 |
| 12235 - Optical Dispenser | 18.79 |
| 12236 - Optical Technician | 17.61 |
| 12250 - Pharmacy Technician | 13.86 |
| 12280 - Phlebotomist | 14.61 |
| 12305 - Radiologic Technologist | 25.48 |
| 12311 - Registered Nurse I | 22.63 |
| 12312 - Registered Nurse II | 27.69 |
| 12313 - Registered Nurse II, Specialist | 27.69 |
| 12314 - Registered Nurse III | 33.50 |
| 12315 - Registered Nurse III, Anesthetist | 33.50 |
| 12316 - Registered Nurse IV | 40.15 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.85 |
| 13000 - Information And Arts Occupations | |

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|---|---------|
| 13011 - Exhibits Specialist I | 20.39 |
| 13012 - Exhibits Specialist II | 25.27 |
| 13013 - Exhibits Specialist III | 30.91 |
| 13041 - Illustrator I | 21.59 |
| 13042 - Illustrator II | 26.76 |
| 13043 - Illustrator III | 33.49 |
| 13047 - Librarian | 29.12 |
| 13050 - Library Aide/Clerk | 12.75 |
| 13054 - Library Information Technology Systems Administrator | 23.85 |
| 13058 - Library Technician | 15.27 |
| 13061 - Media Specialist I | 17.67 |
| 13062 - Media Specialist II | 19.76 |
| 13063 - Media Specialist III | 22.03 |
| 13071 - Photographer I | 16.02 |
| 13072 - Photographer II | 20.38 |
| 13073 - Photographer III | 25.24 |
| 13074 - Photographer IV | 31.60 |
| 13075 - Photographer V | 36.65 |
| 13110 - Video Teleconference Technician | 20.61 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.64 |
| 14042 - Computer Operator II | 17.49 |
| 14043 - Computer Operator III | 20.68 |
| 14044 - Computer Operator IV | 22.89 |
| 14045 - Computer Operator V | 25.40 |
| 14071 - Computer Programmer I | 19.79 |
| 14072 - Computer Programmer II | 24.29 |
| 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 | 15.64 |
| 14160 - Personal Computer Support Technician | 22.89 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.50 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.57 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.22 |
| 15050 - Computer Based Training Specialist / Instructor | 28.63 |
| 15060 - Educational Technologist | 26.69 |
| 15070 - Flight Instructor (Pilot) | 39.22 |
| 15080 - Graphic Artist | 21.56 |
| 15090 - Technical Instructor | 19.93 |
| 15095 - Technical Instructor/Course Developer | 24.38 |
| 15110 - Test Proctor | 16.08 |
| 15120 - Tutor | 16.08 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.70 |
| 16030 - Counter Attendant | 8.70 |
| 16040 - Dry Cleaner | 10.09 |
| 16070 - Finisher, Flatwork, Machine | 8.70 |
| 16090 - Presser, Hand | 8.70 |
| 16110 - Presser, Machine, Drycleaning | 8.70 |
| 16130 - Presser, Machine, Shirts | 8.70 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.70 |
| 16190 - Sewing Machine Operator | 10.69 |
| 16220 - Tailor | 11.29 |
| 16250 - Washer, Machine | 9.12 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.48 |
| 19040 - Tool And Die Maker | 22.69 |
| 21000 - Materials Handling And Packing Occupations | |

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|---|-------|
| 21020 - Forklift Operator | 16.64 |
| 21030 - Material Coordinator | 20.72 |
| 21040 - Material Expediter | 20.72 |
| 21050 - Material Handling Laborer | 14.63 |
| 21071 - Order Filler | 13.63 |
| 21080 - Production Line Worker (Food Processing) | 16.84 |
| 21110 - Shipping Packer | 14.27 |
| 21130 - Shipping/Receiving Clerk | 14.27 |
| 21140 - Store Worker I | 11.88 |
| 21150 - Stock Clerk | 16.52 |
| 21210 - Tools And Parts Attendant | 16.64 |
| 21410 - Warehouse Specialist | 16.64 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.23 |
| 23021 - Aircraft Mechanic I | 26.30 |
| 23022 - Aircraft Mechanic II | 27.23 |
| 23023 - Aircraft Mechanic III | 28.26 |
| 23040 - Aircraft Mechanic Helper | 20.47 |
| 23050 - Aircraft, Painter | 25.05 |
| 23060 - Aircraft Servicer | 23.28 |
| 23080 - Aircraft Worker | 24.27 |
| 23110 - Appliance Mechanic | 19.76 |
| 23120 - Bicycle Repairer | 15.21 |
| 23125 - Cable Splicer | 30.33 |
| 23130 - Carpenter, Maintenance | 19.42 |
| 23140 - Carpet Layer | 21.35 |
| 23160 - Electrician, Maintenance | 23.15 |
| 23181 - Electronics Technician Maintenance I | 21.20 |
| 23182 - Electronics Technician Maintenance II | 22.57 |
| 23183 - Electronics Technician Maintenance III | 23.77 |
| 23260 - Fabric Worker | 20.12 |
| 23290 - Fire Alarm System Mechanic | 21.14 |
| 23310 - Fire Extinguisher Repairer | 18.66 |
| 23311 - Fuel Distribution System Mechanic | 27.70 |
| 23312 - Fuel Distribution System Operator | 23.63 |
| 23370 - General Maintenance Worker | 17.24 |
| 23380 - Ground Support Equipment Mechanic | 26.30 |
| 23381 - Ground Support Equipment Servicer | 23.28 |
| 23382 - Ground Support Equipment Worker | 24.27 |
| 23391 - Gunsmith I | 18.33 |
| 23392 - Gunsmith II | 21.35 |
| 23393 - Gunsmith III | 23.94 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.89 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.55 |
| 23430 - Heavy Equipment Mechanic | 20.53 |
| 23440 - Heavy Equipment Operator | 22.51 |
| 23460 - Instrument Mechanic | 28.61 |
| 23465 - Laboratory/Shelter Mechanic | 22.73 |
| 23470 - Laborer | 12.18 |
| 23510 - Locksmith | 19.98 |
| 23530 - Machinery Maintenance Mechanic | 24.92 |
| 23550 - Machinist, Maintenance | 20.44 |
| 23580 - Maintenance Trades Helper | 15.64 |
| 23591 - Metrology Technician I | 28.61 |
| 23592 - Metrology Technician II | 29.61 |
| 23593 - Metrology Technician III | 30.75 |
| 23640 - Millwright | 26.51 |
| 23710 - Office Appliance Repairer | 20.69 |
| 23760 - Painter, Maintenance | 19.76 |
| 23790 - Pipefitter, Maintenance | 25.17 |
| 23810 - Plumber, Maintenance | 21.19 |

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|--|-------|
| 23820 - Pneudraulic Systems Mechanic | 23.94 |
| 23850 - Rigger | 23.94 |
| 23870 - Scale Mechanic | 21.35 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.75 |
| 23910 - Small Engine Mechanic | 17.24 |
| 23931 - Telecommunications Mechanic I | 29.59 |
| 23932 - Telecommunications Mechanic II | 30.64 |
| 23950 - Telephone Lineman | 29.59 |
| 23960 - Welder, Combination, Maintenance | 20.57 |
| 23965 - Well Driller | 21.16 |
| 23970 - Woodcraft Worker | 23.94 |
| 23980 - Woodworker | 17.31 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.09 |
| 24580 - Child Care Center Clerk | 12.58 |
| 24610 - Chore Aide | 10.56 |
| 24620 - Family Readiness And Support Services Coordinator | 14.29 |
| 24630 - Homemaker | 15.05 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.11 |
| 25040 - Sewage Plant Operator | 19.64 |
| 25070 - Stationary Engineer | 24.11 |
| 25190 - Ventilation Equipment Tender | 16.73 |
| 25210 - Water Treatment Plant Operator | 19.64 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.85 |
| 27007 - Baggage Inspector | 12.63 |
| 27008 - Corrections Officer | 23.40 |
| 27010 - Court Security Officer | 22.02 |
| 27030 - Detection Dog Handler | 18.45 |
| 27040 - Detention Officer | 23.40 |
| 27070 - Firefighter | 21.69 |
| 27101 - Guard I | 12.63 |
| 27102 - Guard II | 16.99 |
| 27131 - Police Officer I | 23.40 |
| 27132 - Police Officer II | 26.00 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.82 |
| 28042 - Carnival Equipment Repairer | 12.80 |
| 28043 - Carnival Equipment Worker | 8.92 |
| 28210 - Gate Attendant/Gate Tender | 13.69 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.35 |
| 28515 - Recreation Specialist | 14.29 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 16.24 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.09 |
| 29020 - Hatch Tender | 22.09 |
| 29030 - Line Handler | 22.09 |
| 29041 - Stevedore I | 21.85 |
| 29042 - Stevedore II | 24.04 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.15 |
| 30021 - Archeological Technician I | 15.74 |
| 30022 - Archeological Technician II | 17.61 |
| 30023 - Archeological Technician III | 21.81 |
| 30030 - Cartographic Technician | 21.81 |
| 30040 - Civil Engineering Technician | 23.09 |

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|---|---------------|
| 30061 - Drafter/CAD Operator I | 15.74 |
| 30062 - Drafter/CAD Operator II | 17.61 |
| 30063 - Drafter/CAD Operator III | 19.65 |
| 30064 - Drafter/CAD Operator IV | 24.17 |
| 30081 - Engineering Technician I | 15.61 |
| 30082 - Engineering Technician II | 17.52 |
| 30083 - Engineering Technician III | 19.60 |
| 30084 - Engineering Technician IV | 24.29 |
| 30085 - Engineering Technician V | 29.71 |
| 30086 - Engineering Technician VI | 35.94 |
| 30090 - Environmental Technician | 20.92 |
| 30210 - Laboratory Technician | 20.77 |
| 30240 - Mathematical Technician | 21.81 |
| 30361 - Paralegal/Legal Assistant I | 16.72 |
| 30362 - Paralegal/Legal Assistant II | 19.83 |
| 30363 - Paralegal/Legal Assistant III | 23.43 |
| 30364 - Paralegal/Legal Assistant IV | 29.35 |
| 30390 - Photo-Optics Technician | 21.81 |
| 30461 - Technical Writer I | 21.46 |
| 30462 - Technical Writer II | 26.24 |
| 30463 - Technical Writer III | 30.21 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 19.65 |
| 30621 - Weather Observer, Senior | (see 2) 21.81 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.56 |
| 31030 - Bus Driver | 18.39 |
| 31043 - Driver Courier | 13.87 |
| 31260 - Parking and Lot Attendant | 10.86 |
| 31290 - Shuttle Bus Driver | 13.65 |
| 31310 - Taxi Driver | 11.52 |
| 31361 - Truckdriver, Light | 13.65 |
| 31362 - Truckdriver, Medium | 15.55 |
| 31363 - Truckdriver, Heavy | 19.04 |
| 31364 - Truckdriver, Tractor-Trailer | 19.04 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.94 |
| 99050 - Desk Clerk | 10.66 |
| 99095 - Embalmer | 23.67 |
| 99251 - Laboratory Animal Caretaker I | 12.00 |
| 99252 - Laboratory Animal Caretaker II | 13.04 |
| 99310 - Mortician | 31.14 |
| 99410 - Pest Controller | 16.25 |
| 99510 - Photofinishing Worker | 13.41 |
| 99710 - Recycling Laborer | 16.50 |
| 99711 - Recycling Specialist | 19.47 |
| 99730 - Refuse Collector | 14.79 |
| 99810 - Sales Clerk | 12.24 |
| 99820 - School Crossing Guard | 10.89 |
| 99830 - Survey Party Chief | 21.63 |
| 99831 - Surveying Aide | 12.89 |
| 99832 - Surveying Technician | 19.67 |
| 99840 - Vending Machine Attendant | 13.40 |
| 99841 - Vending Machine Repairer | 15.96 |
| 99842 - Vending Machine Repairer Helper | 13.40 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage

determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2371
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Allegany, Cattaraugus, Chautauqua, Erie, Niagara,
Wyoming

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.52 |
| 01012 - Accounting Clerk II | | 15.17 |
| 01013 - Accounting Clerk III | | 17.39 |
| 01020 - Administrative Assistant | | 23.11 |
| 01040 - Court Reporter | | 18.95 |
| 01051 - Data Entry Operator I | | 14.30 |
| 01052 - Data Entry Operator II | | 15.61 |
| 01060 - Dispatcher, Motor Vehicle | | 15.86 |
| 01070 - Document Preparation Clerk | | 12.75 |
| 01090 - Duplicating Machine Operator | | 12.75 |
| 01111 - General Clerk I | | 12.37 |
| 01112 - General Clerk II | | 13.50 |
| 01113 - General Clerk III | | 15.23 |
| 01120 - Housing Referral Assistant | | 23.17 |
| 01141 - Messenger Courier | | 11.85 |
| 01191 - Order Clerk I | | 13.39 |
| 01192 - Order Clerk II | | 14.61 |
| 01261 - Personnel Assistant (Employment) I | | 15.23 |
| 01262 - Personnel Assistant (Employment) II | | 16.19 |
| 01263 - Personnel Assistant (Employment) III | | 19.97 |
| 01270 - Production Control Clerk | | 21.15 |
| 01280 - Receptionist | | 12.75 |
| 01290 - Rental Clerk | | 15.23 |
| 01300 - Scheduler, Maintenance | | 18.57 |
| 01311 - Secretary I | | 18.57 |
| 01312 - Secretary II | | 20.77 |
| 01313 - Secretary III | | 23.17 |
| 01320 - Service Order Dispatcher | | 14.59 |

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| 01410 - Supply Technician | 23.11 |
| 01420 - Survey Worker | 15.84 |
| 01531 - Travel Clerk I | 11.74 |
| 01532 - Travel Clerk II | 12.41 |
| 01533 - Travel Clerk III | 13.09 |
| 01611 - Word Processor I | 14.97 |
| 01612 - Word Processor II | 15.93 |
| 01613 - Word Processor III | 17.82 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.34 |
| 05010 - Automotive Electrician | 21.67 |
| 05040 - Automotive Glass Installer | 20.85 |
| 05070 - Automotive Worker | 20.85 |
| 05110 - Mobile Equipment Servicer | 19.45 |
| 05130 - Motor Equipment Metal Mechanic | 22.34 |
| 05160 - Motor Equipment Metal Worker | 20.85 |
| 05190 - Motor Vehicle Mechanic | 22.34 |
| 05220 - Motor Vehicle Mechanic Helper | 18.03 |
| 05250 - Motor Vehicle Upholstery Worker | 20.11 |
| 05280 - Motor Vehicle Wrecker | 20.85 |
| 05310 - Painter, Automotive | 21.67 |
| 05340 - Radiator Repair Specialist | 20.85 |
| 05370 - Tire Repairer | 18.78 |
| 05400 - Transmission Repair Specialist | 22.34 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.15 |
| 07041 - Cook I | 10.89 |
| 07042 - Cook II | 12.01 |
| 07070 - Dishwasher | 8.75 |
| 07130 - Food Service Worker | 9.13 |
| 07210 - Meat Cutter | 15.63 |
| 07260 - Waiter/Waitress | 9.87 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 22.34 |
| 09040 - Furniture Handler | 17.51 |
| 09080 - Furniture Refinisher | 22.34 |
| 09090 - Furniture Refinisher Helper | 19.23 |
| 09110 - Furniture Repairer, Minor | 20.73 |
| 09130 - Upholsterer | 22.34 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.18 |
| 11060 - Elevator Operator | 10.18 |
| 11090 - Gardener | 16.78 |
| 11122 - Housekeeping Aide | 11.01 |
| 11150 - Janitor | 12.70 |
| 11210 - Laborer, Grounds Maintenance | 14.30 |
| 11240 - Maid or Houseman | 9.95 |
| 11260 - Pruner | 13.27 |
| 11270 - Tractor Operator | 16.13 |
| 11330 - Trail Maintenance Worker | 14.30 |
| 11360 - Window Cleaner | 13.24 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.91 |
| 12011 - Breath Alcohol Technician | 16.34 |
| 12012 - Certified Occupational Therapist Assistant | 20.38 |
| 12015 - Certified Physical Therapist Assistant | 20.38 |
| 12020 - Dental Assistant | 14.92 |
| 12025 - Dental Hygienist | 29.85 |
| 12030 - EKG Technician | 24.71 |
| 12035 - Electroneurodiagnostic Technologist | 24.71 |
| 12040 - Emergency Medical Technician | 14.91 |
| 12071 - Licensed Practical Nurse I | 15.18 |
| 12072 - Licensed Practical Nurse II | 16.98 |

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| 12073 - Licensed Practical Nurse III | 18.94 |
| 12100 - Medical Assistant | 13.94 |
| 12130 - Medical Laboratory Technician | 19.46 |
| 12160 - Medical Record Clerk | 15.23 |
| 12190 - Medical Record Technician | 17.04 |
| 12195 - Medical Transcriptionist | 14.23 |
| 12210 - Nuclear Medicine Technologist | 32.82 |
| 12221 - Nursing Assistant I | 10.56 |
| 12222 - Nursing Assistant II | 11.87 |
| 12223 - Nursing Assistant III | 12.95 |
| 12224 - Nursing Assistant IV | 14.54 |
| 12235 - Optical Dispenser | 19.63 |
| 12236 - Optical Technician | 14.37 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 14.54 |
| 12305 - Radiologic Technologist | 23.53 |
| 12311 - Registered Nurse I | 23.63 |
| 12312 - Registered Nurse II | 28.90 |
| 12313 - Registered Nurse II, Specialist | 28.90 |
| 12314 - Registered Nurse III | 34.96 |
| 12315 - Registered Nurse III, Anesthetist | 34.96 |
| 12316 - Registered Nurse IV | 41.90 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.04 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.91 |
| 13012 - Exhibits Specialist II | 23.40 |
| 13013 - Exhibits Specialist III | 28.53 |
| 13041 - Illustrator I | 19.84 |
| 13042 - Illustrator II | 24.54 |
| 13043 - Illustrator III | 29.93 |
| 13047 - Librarian | 26.64 |
| 13050 - Library Aide/Clerk | 13.31 |
| 13054 - Library Information Technology Systems Administrator | 23.38 |
| 13058 - Library Technician | 15.75 |
| 13061 - Media Specialist I | 17.36 |
| 13062 - Media Specialist II | 19.42 |
| 13063 - Media Specialist III | 21.66 |
| 13071 - Photographer I | 14.07 |
| 13072 - Photographer II | 17.34 |
| 13073 - Photographer III | 21.45 |
| 13074 - Photographer IV | 26.17 |
| 13075 - Photographer V | 31.74 |
| 13110 - Video Teleconference Technician | 18.61 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.40 |
| 14042 - Computer Operator II | 17.23 |
| 14043 - Computer Operator III | 20.20 |
| 14044 - Computer Operator IV | 23.94 |
| 14045 - Computer Operator V | 26.51 |
| 14071 - Computer Programmer I | 20.28 |
| 14072 - Computer Programmer II | 25.12 |
| 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 | 15.40 |
| 14160 - Personal Computer Support Technician | 23.94 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.63 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.64 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.52 |

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| 15050 - Computer Based Training Specialist / Instructor | 28.63 |
| 15060 - Educational Technologist | 27.34 |
| 15070 - Flight Instructor (Pilot) | 41.52 |
| 15080 - Graphic Artist | 19.69 |
| 15090 - Technical Instructor | 21.43 |
| 15095 - Technical Instructor/Course Developer | 26.22 |
| 15110 - Test Proctor | 17.30 |
| 15120 - Tutor | 17.30 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.71 |
| 16030 - Counter Attendant | 8.71 |
| 16040 - Dry Cleaner | 10.34 |
| 16070 - Finisher, Flatwork, Machine | 8.71 |
| 16090 - Presser, Hand | 8.71 |
| 16110 - Presser, Machine, Drycleaning | 8.71 |
| 16130 - Presser, Machine, Shirts | 8.71 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.71 |
| 16190 - Sewing Machine Operator | 10.91 |
| 16220 - Tailor | 11.48 |
| 16250 - Washer, Machine | 9.25 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.93 |
| 19040 - Tool And Die Maker | 27.13 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.06 |
| 21030 - Material Coordinator | 21.15 |
| 21040 - Material Expediter | 21.15 |
| 21050 - Material Handling Laborer | 17.74 |
| 21071 - Order Filler | 15.19 |
| 21080 - Production Line Worker (Food Processing) | 18.06 |
| 21110 - Shipping Packer | 14.98 |
| 21130 - Shipping/Receiving Clerk | 13.00 |
| 21140 - Store Worker I | 15.51 |
| 21150 - Stock Clerk | 19.51 |
| 21210 - Tools And Parts Attendant | 18.06 |
| 21410 - Warehouse Specialist | 18.06 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.70 |
| 23021 - Aircraft Mechanic I | 25.80 |
| 23022 - Aircraft Mechanic II | 26.70 |
| 23023 - Aircraft Mechanic III | 27.47 |
| 23040 - Aircraft Mechanic Helper | 21.36 |
| 23050 - Aircraft, Painter | 25.00 |
| 23060 - Aircraft Servicer | 23.29 |
| 23080 - Aircraft Worker | 24.13 |
| 23110 - Appliance Mechanic | 21.25 |
| 23120 - Bicycle Repairer | 18.98 |
| 23125 - Cable Splicer | 28.97 |
| 23130 - Carpenter, Maintenance | 20.64 |
| 23140 - Carpet Layer | 21.57 |
| 23160 - Electrician, Maintenance | 25.51 |
| 23181 - Electronics Technician Maintenance I | 22.23 |
| 23182 - Electronics Technician Maintenance II | 23.02 |
| 23183 - Electronics Technician Maintenance III | 23.84 |
| 23260 - Fabric Worker | 20.80 |
| 23290 - Fire Alarm System Mechanic | 22.21 |
| 23310 - Fire Extinguisher Repairer | 19.91 |
| 23311 - Fuel Distribution System Mechanic | 29.69 |
| 23312 - Fuel Distribution System Operator | 22.98 |
| 23370 - General Maintenance Worker | 20.01 |
| 23380 - Ground Support Equipment Mechanic | 25.80 |
| 23381 - Ground Support Equipment Servicer | 23.29 |
| 23382 - Ground Support Equipment Worker | 24.13 |

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| 23391 - Gunsmith I | 19.91 |
| 23392 - Gunsmith II | 21.57 |
| 23393 - Gunsmith III | 23.16 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.28 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.06 |
| 23430 - Heavy Equipment Mechanic | 22.33 |
| 23440 - Heavy Equipment Operator | 23.80 |
| 23460 - Instrument Mechanic | 23.40 |
| 23465 - Laboratory/Shelter Mechanic | 22.36 |
| 23470 - Laborer | 13.61 |
| 23510 - Locksmith | 20.64 |
| 23530 - Machinery Maintenance Mechanic | 24.20 |
| 23550 - Machinist, Maintenance | 21.28 |
| 23580 - Maintenance Trades Helper | 18.51 |
| 23591 - Metrology Technician I | 23.40 |
| 23592 - Metrology Technician II | 24.24 |
| 23593 - Metrology Technician III | 24.93 |
| 23640 - Millwright | 32.96 |
| 23710 - Office Appliance Repairer | 20.64 |
| 23760 - Painter, Maintenance | 21.73 |
| 23790 - Pipefitter, Maintenance | 25.74 |
| 23810 - Plumber, Maintenance | 24.26 |
| 23820 - Pneudraulic Systems Mechanic | 23.16 |
| 23850 - Rigger | 23.16 |
| 23870 - Scale Mechanic | 21.59 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.74 |
| 23910 - Small Engine Mechanic | 19.86 |
| 23931 - Telecommunications Mechanic I | 25.69 |
| 23932 - Telecommunications Mechanic II | 26.60 |
| 23950 - Telephone Lineman | 27.90 |
| 23960 - Welder, Combination, Maintenance | 21.28 |
| 23965 - well Driller | 26.30 |
| 23970 - Woodcraft Worker | 23.16 |
| 23980 - Woodworker | 19.58 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.03 |
| 24580 - Child Care Center Clerk | 12.55 |
| 24610 - Chore Aide | 9.67 |
| 24620 - Family Readiness And Support Services Coordinator | 13.06 |
| 24630 - Homemaker | 14.23 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.43 |
| 25040 - Sewage Plant Operator | 21.38 |
| 25070 - Stationary Engineer | 21.43 |
| 25190 - Ventilation Equipment Tender | 19.88 |
| 25210 - Water Treatment Plant Operator | 21.38 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.39 |
| 27007 - Baggage Inspector | 11.54 |
| 27008 - Corrections Officer | 26.94 |
| 27010 - Court Security Officer | 26.74 |
| 27030 - Detection Dog Handler | 15.49 |
| 27040 - Detention Officer | 26.94 |
| 27070 - Firefighter | 24.94 |
| 27101 - Guard I | 11.54 |
| 27102 - Guard II | 15.49 |
| 27131 - Police Officer I | 26.94 |
| 27132 - Police Officer II | 29.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.88 |

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| 28042 - Carnival Equipment Repairer | 11.32 |
| 28043 - Carnival Equipment Worker | 9.47 |
| 28210 - Gate Attendant/Gate Tender | 12.14 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 9.91 |
| 28515 - Recreation Specialist | 15.38 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 15.97 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.20 |
| 29020 - Hatch Tender | 22.20 |
| 29030 - Line Handler | 22.20 |
| 29041 - Stevedore I | 21.39 |
| 29042 - Stevedore II | 22.99 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.17 |
| 30021 - Archeological Technician I | 18.65 |
| 30022 - Archeological Technician II | 20.86 |
| 30023 - Archeological Technician III | 25.84 |
| 30030 - Cartographic Technician | 25.84 |
| 30040 - Civil Engineering Technician | 25.55 |
| 30061 - Drafter/CAD Operator I | 18.65 |
| 30062 - Drafter/CAD Operator II | 20.86 |
| 30063 - Drafter/CAD Operator III | 23.26 |
| 30064 - Drafter/CAD Operator IV | 28.63 |
| 30081 - Engineering Technician I | 19.15 |
| 30082 - Engineering Technician II | 21.49 |
| 30083 - Engineering Technician III | 24.04 |
| 30084 - Engineering Technician IV | 29.79 |
| 30085 - Engineering Technician V | 36.44 |
| 30086 - Engineering Technician VI | 37.46 |
| 30090 - Environmental Technician | 18.48 |
| 30210 - Laboratory Technician | 19.92 |
| 30240 - Mathematical Technician | 25.84 |
| 30361 - Paralegal/Legal Assistant I | 17.85 |
| 30362 - Paralegal/Legal Assistant II | 22.12 |
| 30363 - Paralegal/Legal Assistant III | 27.06 |
| 30364 - Paralegal/Legal Assistant IV | 32.73 |
| 30390 - Photo-Optics Technician | 25.84 |
| 30461 - Technical Writer I | 22.06 |
| 30462 - Technical Writer II | 26.98 |
| 30463 - Technical Writer III | 33.08 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.91 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 23.26 |
| 30621 - Weather Observer, Senior (see 2) | 25.84 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.34 |
| 31030 - Bus Driver | 16.73 |
| 31043 - Driver Courier | 16.62 |
| 31260 - Parking and Lot Attendant | 10.85 |
| 31290 - Shuttle Bus Driver | 17.39 |
| 31310 - Taxi Driver | 12.54 |
| 31361 - Truckdriver, Light | 17.39 |
| 31362 - Truckdriver, Medium | 20.24 |
| 31363 - Truckdriver, Heavy | 22.34 |

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| 31364 - Truckdriver, Tractor-Trailer | 22.34 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.21 |
| 99050 - Desk Clerk | 10.47 |
| 99095 - Embalmer | 25.38 |
| 99251 - Laboratory Animal Caretaker I | 11.10 |
| 99252 - Laboratory Animal Caretaker II | 11.61 |
| 99310 - Mortician | 27.92 |
| 99410 - Pest Controller | 18.06 |
| 99510 - Photofinishing Worker | 13.18 |
| 99710 - Recycling Laborer | 18.08 |
| 99711 - Recycling Specialist | 20.60 |
| 99730 - Refuse Collector | 16.80 |
| 99810 - Sales Clerk | 12.42 |
| 99820 - School Crossing Guard | 9.87 |
| 99830 - Survey Party Chief | 20.38 |
| 99831 - Surveying Aide | 10.53 |
| 99832 - Surveying Technician | 16.55 |
| 99840 - Vending Machine Attendant | 13.86 |
| 99841 - Vending Machine Repairer | 17.25 |
| 99842 - Vending Machine Repairer Helper | 14.77 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2372
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Allegany, Cattaraugus, Chautauqua, Erie, Niagara, Wyoming

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.52 |
| 01012 - Accounting Clerk II | | 15.17 |
| 01013 - Accounting Clerk III | | 17.39 |
| 01020 - Administrative Assistant | | 23.11 |
| 01040 - Court Reporter | | 18.95 |

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|--|-------|
| 01051 - Data Entry Operator I | 14.30 |
| 01052 - Data Entry Operator II | 15.61 |
| 01060 - Dispatcher, Motor Vehicle | 15.86 |
| 01070 - Document Preparation Clerk | 12.75 |
| 01090 - Duplicating Machine Operator | 12.75 |
| 01111 - General Clerk I | 12.37 |
| 01112 - General Clerk II | 13.50 |
| 01113 - General Clerk III | 15.23 |
| 01120 - Housing Referral Assistant | 23.17 |
| 01141 - Messenger Courier | 11.85 |
| 01191 - Order Clerk I | 13.39 |
| 01192 - Order Clerk II | 14.61 |
| 01261 - Personnel Assistant (Employment) I | 15.23 |
| 01262 - Personnel Assistant (Employment) II | 16.19 |
| 01263 - Personnel Assistant (Employment) III | 19.97 |
| 01270 - Production Control Clerk | 21.15 |
| 01280 - Receptionist | 12.75 |
| 01290 - Rental Clerk | 15.23 |
| 01300 - Scheduler, Maintenance | 18.57 |
| 01311 - Secretary I | 18.57 |
| 01312 - Secretary II | 20.77 |
| 01313 - Secretary III | 23.17 |
| 01320 - Service Order Dispatcher | 14.59 |
| 01410 - Supply Technician | 23.11 |
| 01420 - Survey Worker | 15.84 |
| 01531 - Travel Clerk I | 11.74 |
| 01532 - Travel Clerk II | 12.41 |
| 01533 - Travel Clerk III | 13.09 |
| 01611 - Word Processor I | 14.97 |
| 01612 - Word Processor II | 15.93 |
| 01613 - Word Processor III | 17.82 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.34 |
| 05010 - Automotive Electrician | 21.67 |
| 05040 - Automotive Glass Installer | 20.85 |
| 05070 - Automotive Worker | 20.85 |
| 05110 - Mobile Equipment Servicer | 19.45 |
| 05130 - Motor Equipment Metal Mechanic | 22.34 |
| 05160 - Motor Equipment Metal Worker | 20.85 |
| 05190 - Motor Vehicle Mechanic | 22.34 |
| 05220 - Motor Vehicle Mechanic Helper | 18.03 |
| 05250 - Motor Vehicle Upholstery Worker | 20.11 |
| 05280 - Motor Vehicle Wrecker | 20.85 |
| 05310 - Painter, Automotive | 21.67 |
| 05340 - Radiator Repair Specialist | 20.85 |
| 05370 - Tire Repairer | 18.78 |
| 05400 - Transmission Repair Specialist | 22.34 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.15 |
| 07041 - Cook I | 10.89 |
| 07042 - Cook II | 12.01 |
| 07070 - Dishwasher | 8.75 |
| 07130 - Food Service Worker | 9.13 |
| 07210 - Meat Cutter | 15.63 |
| 07260 - Waiter/Waitress | 9.87 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 22.34 |
| 09040 - Furniture Handler | 17.51 |
| 09080 - Furniture Refinisher | 22.34 |
| 09090 - Furniture Refinisher Helper | 19.23 |
| 09110 - Furniture Repairer, Minor | 20.73 |
| 09130 - Upholsterer | 22.34 |
| 11000 - General Services And Support Occupations | |

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|--|-------|
| 11030 - Cleaner, Vehicles | 10.18 |
| 11060 - Elevator Operator | 10.18 |
| 11090 - Gardener | 16.78 |
| 11122 - Housekeeping Aide | 11.01 |
| 11150 - Janitor | 12.70 |
| 11210 - Laborer, Grounds Maintenance | 14.30 |
| 11240 - Maid or Houseman | 9.95 |
| 11260 - Pruner | 13.27 |
| 11270 - Tractor Operator | 16.13 |
| 11330 - Trail Maintenance Worker | 14.30 |
| 11360 - Window Cleaner | 13.24 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.91 |
| 12011 - Breath Alcohol Technician | 16.34 |
| 12012 - Certified Occupational Therapist Assistant | 20.38 |
| 12015 - Certified Physical Therapist Assistant | 20.38 |
| 12020 - Dental Assistant | 14.92 |
| 12025 - Dental Hygienist | 29.85 |
| 12030 - EKG Technician | 24.71 |
| 12035 - Electroneurodiagnostic Technologist | 24.71 |
| 12040 - Emergency Medical Technician | 14.91 |
| 12071 - Licensed Practical Nurse I | 15.18 |
| 12072 - Licensed Practical Nurse II | 16.98 |
| 12073 - Licensed Practical Nurse III | 18.94 |
| 12100 - Medical Assistant | 13.94 |
| 12130 - Medical Laboratory Technician | 19.46 |
| 12160 - Medical Record Clerk | 15.23 |
| 12190 - Medical Record Technician | 17.04 |
| 12195 - Medical Transcriptionist | 14.23 |
| 12210 - Nuclear Medicine Technologist | 32.82 |
| 12221 - Nursing Assistant I | 10.56 |
| 12222 - Nursing Assistant II | 11.87 |
| 12223 - Nursing Assistant III | 12.95 |
| 12224 - Nursing Assistant IV | 14.54 |
| 12235 - Optical Dispenser | 19.63 |
| 12236 - Optical Technician | 14.37 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 14.54 |
| 12305 - Radiologic Technologist | 23.53 |
| 12311 - Registered Nurse I | 23.63 |
| 12312 - Registered Nurse II | 28.90 |
| 12313 - Registered Nurse II, Specialist | 28.90 |
| 12314 - Registered Nurse III | 34.96 |
| 12315 - Registered Nurse III, Anesthetist | 34.96 |
| 12316 - Registered Nurse IV | 41.90 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.04 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.91 |
| 13012 - Exhibits Specialist II | 23.40 |
| 13013 - Exhibits Specialist III | 28.53 |
| 13041 - Illustrator I | 19.84 |
| 13042 - Illustrator II | 24.54 |
| 13043 - Illustrator III | 29.93 |
| 13047 - Librarian | 26.64 |
| 13050 - Library Aide/Clerk | 13.31 |
| 13054 - Library Information Technology Systems Administrator | 23.38 |
| 13058 - Library Technician | 15.75 |
| 13061 - Media Specialist I | 17.36 |
| 13062 - Media Specialist II | 19.42 |
| 13063 - Media Specialist III | 21.66 |
| 13071 - Photographer I | 14.07 |
| 13072 - Photographer II | 17.34 |

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| 13073 - Photographer III | 21.45 |
| 13074 - Photographer IV | 26.17 |
| 13075 - Photographer V | 31.74 |
| 13110 - Video Teleconference Technician | 18.61 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.40 |
| 14042 - Computer Operator II | 17.23 |
| 14043 - Computer Operator III | 20.20 |
| 14044 - Computer Operator IV | 23.94 |
| 14045 - Computer Operator V | 26.51 |
| 14071 - Computer Programmer I | 20.28 |
| 14072 - Computer Programmer II | 25.12 |
| 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 | 15.40 |
| 14160 - Personal Computer Support Technician | 23.94 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.63 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.64 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.52 |
| 15050 - Computer Based Training Specialist / Instructor | 28.63 |
| 15060 - Educational Technologist | 27.34 |
| 15070 - Flight Instructor (Pilot) | 41.52 |
| 15080 - Graphic Artist | 19.69 |
| 15090 - Technical Instructor | 21.43 |
| 15095 - Technical Instructor/Course Developer | 26.22 |
| 15110 - Test Proctor | 17.30 |
| 15120 - Tutor | 17.30 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.71 |
| 16030 - Counter Attendant | 8.71 |
| 16040 - Dry Cleaner | 10.34 |
| 16070 - Finisher, Flatwork, Machine | 8.71 |
| 16090 - Presser, Hand | 8.71 |
| 16110 - Presser, Machine, Drycleaning | 8.71 |
| 16130 - Presser, Machine, Shirts | 8.71 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.71 |
| 16190 - Sewing Machine Operator | 10.91 |
| 16220 - Tailor | 11.48 |
| 16250 - Washer, Machine | 9.25 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.93 |
| 19040 - Tool And Die Maker | 27.13 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.06 |
| 21030 - Material Coordinator | 21.15 |
| 21040 - Material Expediter | 21.15 |
| 21050 - Material Handling Laborer | 17.74 |
| 21071 - Order Filler | 15.19 |
| 21080 - Production Line Worker (Food Processing) | 18.06 |
| 21110 - Shipping Packer | 14.98 |
| 21130 - Shipping/Receiving Clerk | 13.00 |
| 21140 - Store Worker I | 15.51 |
| 21150 - Stock Clerk | 19.51 |
| 21210 - Tools And Parts Attendant | 18.06 |
| 21410 - Warehouse Specialist | 18.06 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 26.70 |
| 23021 - Aircraft Mechanic I | 25.80 |
| 23022 - Aircraft Mechanic II | 26.70 |

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| 23023 - Aircraft Mechanic III | 27.47 |
| 23040 - Aircraft Mechanic Helper | 21.36 |
| 23050 - Aircraft, Painter | 25.00 |
| 23060 - Aircraft Servicer | 23.29 |
| 23080 - Aircraft Worker | 24.13 |
| 23110 - Appliance Mechanic | 21.25 |
| 23120 - Bicycle Repairer | 18.98 |
| 23125 - Cable Splicer | 28.97 |
| 23130 - Carpenter, Maintenance | 20.64 |
| 23140 - Carpet Layer | 21.57 |
| 23160 - Electrician, Maintenance | 25.51 |
| 23181 - Electronics Technician Maintenance I | 22.23 |
| 23182 - Electronics Technician Maintenance II | 23.02 |
| 23183 - Electronics Technician Maintenance III | 23.84 |
| 23260 - Fabric Worker | 20.80 |
| 23290 - Fire Alarm System Mechanic | 22.21 |
| 23310 - Fire Extinguisher Repairer | 19.91 |
| 23311 - Fuel Distribution System Mechanic | 29.69 |
| 23312 - Fuel Distribution System Operator | 22.98 |
| 23370 - General Maintenance Worker | 20.01 |
| 23380 - Ground Support Equipment Mechanic | 25.80 |
| 23381 - Ground Support Equipment Servicer | 23.29 |
| 23382 - Ground Support Equipment Worker | 24.13 |
| 23391 - Gunsmith I | 19.91 |
| 23392 - Gunsmith II | 21.57 |
| 23393 - Gunsmith III | 23.16 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.28 |
| 23411 - Heating, Ventilation And Air Contditiioning Mechanic (Research Facility) | 23.06 |
| 23430 - Heavy Equipment Mechanic | 22.33 |
| 23440 - Heavy Equipment Operator | 23.80 |
| 23460 - Instrument Mechanic | 23.40 |
| 23465 - Laboratory/Shelter Mechanic | 22.36 |
| 23470 - Laborer | 13.61 |
| 23510 - Locksmith | 20.64 |
| 23530 - Machinery Maintenance Mechanic | 24.20 |
| 23550 - Machinist, Maintenance | 21.28 |
| 23580 - Maintenance Trades Helper | 18.51 |
| 23591 - Metrology Technician I | 23.40 |
| 23592 - Metrology Technician II | 24.24 |
| 23593 - Metrology Technician III | 24.93 |
| 23640 - Millwright | 32.96 |
| 23710 - Office Appliance Repairer | 20.64 |
| 23760 - Painter, Maintenance | 21.73 |
| 23790 - Pipefitter, Maintenance | 25.74 |
| 23810 - Plumber, Maintenance | 24.26 |
| 23820 - Pneudraulic Systems Mechanic | 23.16 |
| 23850 - Rigger | 23.16 |
| 23870 - Scale Mechanic | 21.59 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.74 |
| 23910 - Small Engine Mechanic | 19.86 |
| 23931 - Telecommunications Mechanic I | 25.69 |
| 23932 - Telecommunications Mechanic II | 26.60 |
| 23950 - Telephone Lineman | 27.90 |
| 23960 - Welder, Combination, Maintenance | 21.28 |
| 23965 - Well Driller | 26.30 |
| 23970 - Woodcraft Worker | 23.16 |
| 23980 - Woodworker | 19.58 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.03 |
| 24580 - Child Care Center Clerk | 12.55 |
| 24610 - Chore Aide | 9.67 |

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| 24620 - Family Readiness And Support Services Coordinator | 13.06 |
| 24630 - Homemaker | 14.23 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.43 |
| 25040 - Sewage Plant Operator | 21.38 |
| 25070 - Stationary Engineer | 21.43 |
| 25190 - Ventilation Equipment Tender | 19.88 |
| 25210 - Water Treatment Plant Operator | 21.38 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.39 |
| 27007 - Baggage Inspector | 11.54 |
| 27008 - Corrections Officer | 26.94 |
| 27010 - Court Security Officer | 26.74 |
| 27030 - Detection Dog Handler | 15.49 |
| 27040 - Detention Officer | 26.94 |
| 27070 - Firefighter | 24.94 |
| 27101 - Guard I | 11.54 |
| 27102 - Guard II | 15.49 |
| 27131 - Police Officer I | 26.94 |
| 27132 - Police Officer II | 29.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.88 |
| 28042 - Carnival Equipment Repairer | 11.32 |
| 28043 - Carnival Equipment Worker | 9.47 |
| 28210 - Gate Attendant/Gate Tender | 12.14 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 9.91 |
| 28515 - Recreation Specialist | 15.38 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 15.97 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.20 |
| 29020 - Hatch Tender | 22.20 |
| 29030 - Line Handler | 22.20 |
| 29041 - Stevedore I | 21.39 |
| 29042 - Stevedore II | 22.99 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.17 |
| 30021 - Archeological Technician I | 18.65 |
| 30022 - Archeological Technician II | 20.86 |
| 30023 - Archeological Technician III | 25.84 |
| 30030 - Cartographic Technician | 25.84 |
| 30040 - Civil Engineering Technician | 25.55 |
| 30061 - Drafter/CAD Operator I | 18.65 |
| 30062 - Drafter/CAD Operator II | 20.86 |
| 30063 - Drafter/CAD Operator III | 23.26 |
| 30064 - Drafter/CAD Operator IV | 28.63 |
| 30081 - Engineering Technician I | 19.15 |
| 30082 - Engineering Technician II | 21.49 |
| 30083 - Engineering Technician III | 24.04 |
| 30084 - Engineering Technician IV | 29.79 |
| 30085 - Engineering Technician V | 36.44 |
| 30086 - Engineering Technician VI | 37.46 |
| 30090 - Environmental Technician | 18.48 |
| 30210 - Laboratory Technician | 19.92 |
| 30240 - Mathematical Technician | 25.84 |
| 30361 - Paralegal/Legal Assistant I | 17.85 |
| 30362 - Paralegal/Legal Assistant II | 22.12 |
| 30363 - Paralegal/Legal Assistant III | 27.06 |

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| 30364 - Paralegal/Legal Assistant IV | 32.73 |
| 30390 - Photo-Optics Technician | 25.84 |
| 30461 - Technical Writer I | 22.06 |
| 30462 - Technical Writer II | 26.98 |
| 30463 - Technical Writer III | 33.08 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.91 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 23.26 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 25.84 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.34 |
| 31030 - Bus Driver | 16.73 |
| 31043 - Driver Courier | 16.62 |
| 31260 - Parking and Lot Attendant | 10.85 |
| 31290 - Shuttle Bus Driver | 17.39 |
| 31310 - Taxi Driver | 12.54 |
| 31361 - Truckdriver, Light | 17.39 |
| 31362 - Truckdriver, Medium | 20.24 |
| 31363 - Truckdriver, Heavy | 22.34 |
| 31364 - Truckdriver, Tractor-Trailer | 22.34 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.21 |
| 99050 - Desk Clerk | 10.47 |
| 99095 - Embalmer | 25.38 |
| 99251 - Laboratory Animal Caretaker I | 11.10 |
| 99252 - Laboratory Animal Caretaker II | 11.61 |
| 99310 - Mortician | 27.92 |
| 99410 - Pest Controller | 18.06 |
| 99510 - Photofinishing Worker | 13.18 |
| 99710 - Recycling Laborer | 18.08 |
| 99711 - Recycling Specialist | 20.60 |
| 99730 - Refuse Collector | 16.80 |
| 99810 - Sales Clerk | 12.42 |
| 99820 - School Crossing Guard | 9.87 |
| 99830 - Survey Party Chief | 20.38 |
| 99831 - Surveying Aide | 10.53 |
| 99832 - Surveying Technician | 16.55 |
| 99840 - Vending Machine Attendant | 13.86 |
| 99841 - Vending Machine Repairer | 17.25 |
| 99842 - Vending Machine Repairer Helper | 14.77 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans.
Minimum employer contributions costing an average of \$4.02 per hour computed on the

basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundrying 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 laundrying in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Diane C. Koplewski
DirectorDivision of
Wage DeterminationsWage Determination No.: 2005-2373
Revision No.: 14
Date of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Nassau, Suffolk

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.11 |
| 01012 - Accounting Clerk II | | 19.61 |
| 01013 - Accounting Clerk III | | 21.89 |
| 01020 - Administrative Assistant | | 30.93 |
| 01040 - Court Reporter | | 21.64 |
| 01051 - Data Entry Operator I | | 14.71 |
| 01052 - Data Entry Operator II | | 16.05 |
| 01060 - Dispatcher, Motor Vehicle | | 25.79 |
| 01070 - Document Preparation Clerk | | 15.56 |
| 01090 - Duplicating Machine Operator | | 15.56 |
| 01111 - General Clerk I | | 14.82 |
| 01112 - General Clerk II | | 17.49 |
| 01113 - General Clerk III | | 18.82 |
| 01120 - Housing Referral Assistant | | 26.92 |
| 01141 - Messenger Courier | | 12.92 |
| 01191 - Order Clerk I | | 19.59 |
| 01192 - Order Clerk II | | 20.45 |
| 01261 - Personnel Assistant (Employment) I | | 18.96 |
| 01262 - Personnel Assistant (Employment) II | | 21.22 |
| 01263 - Personnel Assistant (Employment) III | | 23.66 |
| 01270 - Production Control Clerk | | 23.51 |
| 01280 - Receptionist | | 15.67 |
| 01290 - Rental Clerk | | 18.04 |
| 01300 - Scheduler, Maintenance | | 21.57 |
| 01311 - Secretary I | | 21.57 |
| 01312 - Secretary II | | 24.82 |
| 01313 - Secretary III | | 26.92 |
| 01320 - Service Order Dispatcher | | 20.50 |
| 01410 - Supply Technician | | 30.93 |
| 01420 - Survey Worker | | 21.64 |
| 01531 - Travel Clerk I | | 15.98 |
| 01532 - Travel Clerk II | | 17.31 |
| 01533 - Travel Clerk III | | 18.79 |
| 01611 - Word Processor I | | 17.62 |
| 01612 - Word Processor II | | 20.16 |
| 01613 - Word Processor III | | 22.13 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 28.50 |
| 05010 - Automotive Electrician | | 28.50 |
| 05040 - Automotive Glass Installer | | 27.31 |
| 05070 - Automotive Worker | | 27.31 |
| 05110 - Mobile Equipment Servicer | | 20.80 |
| 05130 - Motor Equipment Metal Mechanic | | 29.80 |

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| 05160 - Motor Equipment Metal Worker | 27.31 |
| 05190 - Motor Vehicle Mechanic | 29.68 |
| 05220 - Motor Vehicle Mechanic Helper | 23.15 |
| 05250 - Motor Vehicle Upholstery Worker | 26.12 |
| 05280 - Motor Vehicle Wrecker | 27.31 |
| 05310 - Painter, Automotive | 28.50 |
| 05340 - Radiator Repair Specialist | 27.31 |
| 05370 - Tire Repairer | 16.69 |
| 05400 - Transmission Repair Specialist | 29.68 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 18.55 |
| 07041 - Cook I | 16.75 |
| 07042 - Cook II | 18.23 |
| 07070 - Dishwasher | 13.67 |
| 07130 - Food Service Worker | 13.67 |
| 07210 - Meat Cutter | 22.64 |
| 07260 - Waiter/Waitress | 14.45 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 22.16 |
| 09040 - Furniture Handler | 16.83 |
| 09080 - Furniture Refinisher | 22.16 |
| 09090 - Furniture Refinisher Helper | 18.01 |
| 09110 - Furniture Repairer, Minor | 20.37 |
| 09130 - Upholsterer | 22.16 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 13.67 |
| 11060 - Elevator Operator | 13.67 |
| 11090 - Gardener | 18.74 |
| 11122 - Housekeeping Aide | 15.70 |
| 11150 - Janitor | 15.70 |
| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.68 |
| 11260 - Pruner | 14.75 |
| 11270 - Tractor Operator | 18.02 |
| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 18.07 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 25.29 |
| 12011 - Breath Alcohol Technician | 24.87 |
| 12012 - Certified Occupational Therapist Assistant | 24.12 |
| 12015 - Certified Physical Therapist Assistant | 22.28 |
| 12020 - Dental Assistant | 16.75 |
| 12025 - Dental Hygienist | 35.31 |
| 12030 - EKG Technician | 28.65 |
| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 25.29 |
| 12071 - Licensed Practical Nurse I | 23.69 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |
| 12100 - Medical Assistant | 16.66 |
| 12130 - Medical Laboratory Technician | 23.34 |
| 12160 - Medical Record Clerk | 18.71 |
| 12190 - Medical Record Technician | 20.55 |
| 12195 - Medical Transcriptionist | 19.43 |
| 12210 - Nuclear Medicine Technologist | 36.93 |
| 12221 - Nursing Assistant I | 13.17 |
| 12222 - Nursing Assistant II | 14.72 |
| 12223 - Nursing Assistant III | 15.82 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 24.64 |
| 12236 - Optical Technician | 16.64 |
| 12250 - Pharmacy Technician | 15.87 |
| 12280 - Phlebotomist | 23.02 |

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|---|---------------|
| 12305 - Radiologic Technologist | 28.08 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |
| 12316 - Registered Nurse IV | 59.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 27.03 |
| 13012 - Exhibits Specialist II | 33.49 |
| 13013 - Exhibits Specialist III | 40.95 |
| 13041 - Illustrator I | 28.35 |
| 13042 - Illustrator II | 33.23 |
| 13043 - Illustrator III | 40.66 |
| 13047 - Librarian | 37.25 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 32.65 |
| 13058 - Library Technician | 25.62 |
| 13061 - Media Specialist I | 23.57 |
| 13062 - Media Specialist II | 26.35 |
| 13063 - Media Specialist III | 29.39 |
| 13071 - Photographer I | 21.29 |
| 13072 - Photographer II | 24.62 |
| 13073 - Photographer III | 32.88 |
| 13074 - Photographer IV | 44.26 |
| 13075 - Photographer V | 50.85 |
| 13110 - Video Teleconference Technician | 24.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.00 |
| 14042 - Computer Operator II | 21.26 |
| 14043 - Computer Operator III | 23.71 |
| 14044 - Computer Operator IV | 26.35 |
| 14045 - Computer Operator V | 29.17 |
| 14071 - Computer Programmer I | (see 1) 27.56 |
| 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 | 19.00 |
| 14160 - Personal Computer Support Technician | 26.35 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 39.54 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.46 |
| 15050 - Computer Based Training Specialist / Instructor | 39.54 |
| 15060 - Educational Technologist | 35.73 |
| 15070 - Flight Instructor (Pilot) | 52.46 |
| 15080 - Graphic Artist | 33.31 |
| 15090 - Technical Instructor | 32.16 |
| 15095 - Technical Instructor/Course Developer | 39.22 |
| 15110 - Test Proctor | 25.56 |
| 15120 - Tutor | 25.56 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.62 |
| 16030 - Counter Attendant | 11.62 |
| 16040 - Dry Cleaner | 14.30 |
| 16070 - Finisher, Flatwork, Machine | 11.62 |
| 16090 - Presser, Hand | 11.62 |
| 16110 - Presser, Machine, Drycleaning | 11.62 |

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| 16130 - Presser, Machine, Shirts | 11.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.62 |
| 16190 - Sewing Machine Operator | 15.19 |
| 16220 - Tailor | 16.04 |
| 16250 - Washer, Machine | 12.60 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.89 |
| 19040 - Tool And Die Maker | 24.46 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.96 |
| 21030 - Material Coordinator | 23.51 |
| 21040 - Material Expediter | 23.51 |
| 21050 - Material Handling Laborer | 14.62 |
| 21071 - Order Filler | 16.34 |
| 21080 - Production Line Worker (Food Processing) | 16.96 |
| 21110 - Shipping Packer | 15.28 |
| 21130 - Shipping/Receiving Clerk | 15.28 |
| 21140 - Store Worker I | 15.06 |
| 21150 - Stock Clerk | 18.88 |
| 21210 - Tools And Parts Attendant | 16.96 |
| 21410 - Warehouse Specialist | 16.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.63 |
| 23021 - Aircraft Mechanic I | 27.11 |
| 23022 - Aircraft Mechanic II | 29.58 |
| 23023 - Aircraft Mechanic III | 30.72 |
| 23040 - Aircraft Mechanic Helper | 21.90 |
| 23050 - Aircraft, Painter | 25.88 |
| 23060 - Aircraft Servicer | 24.23 |
| 23080 - Aircraft Worker | 25.00 |
| 23110 - Appliance Mechanic | 22.16 |
| 23120 - Bicycle Repairer | 17.94 |
| 23125 - Cable Splicer | 35.97 |
| 23130 - Carpenter, Maintenance | 30.97 |
| 23140 - Carpet Layer | 27.24 |
| 23160 - Electrician, Maintenance | 37.18 |
| 23181 - Electronics Technician Maintenance I | 24.19 |
| 23182 - Electronics Technician Maintenance II | 27.39 |
| 23183 - Electronics Technician Maintenance III | 28.51 |
| 23260 - Fabric Worker | 25.82 |
| 23290 - Fire Alarm System Mechanic | 21.92 |
| 23310 - Fire Extinguisher Repairer | 22.51 |
| 23311 - Fuel Distribution System Mechanic | 29.94 |
| 23312 - Fuel Distribution System Operator | 27.20 |
| 23370 - General Maintenance Worker | 24.67 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |
| 23381 - Ground Support Equipment Servicer | 24.23 |
| 23382 - Ground Support Equipment Worker | 25.00 |
| 23391 - Gunsmith I | 22.51 |
| 23392 - Gunsmith II | 25.12 |
| 23393 - Gunsmith III | 27.25 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.93 |
| 23430 - Heavy Equipment Mechanic | 26.10 |
| 23440 - Heavy Equipment Operator | 34.30 |
| 23460 - Instrument Mechanic | 30.86 |
| 23465 - Laboratory/Shelter Mechanic | 26.21 |
| 23470 - Laborer | 15.95 |
| 23510 - Locksmith | 21.10 |
| 23530 - Machinery Maintenance Mechanic | 23.95 |
| 23550 - Machinist, Maintenance | 21.92 |

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| 23580 - Maintenance Trades Helper | 17.71 |
| 23591 - Metrology Technician I | 30.86 |
| 23592 - Metrology Technician II | 33.34 |
| 23593 - Metrology Technician III | 32.75 |
| 23640 - Millwright | 29.17 |
| 23710 - Office Appliance Repairer | 21.80 |
| 23760 - Painter, Maintenance | 26.70 |
| 23790 - Pipefitter, Maintenance | 32.44 |
| 23810 - Plumber, Maintenance | 31.23 |
| 23820 - Pneudraulic Systems Mechanic | 27.25 |
| 23850 - Rigger | 24.36 |
| 23870 - Scale Mechanic | 25.12 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.81 |
| 23910 - Small Engine Mechanic | 20.92 |
| 23931 - Telecommunications Mechanic I | 30.91 |
| 23932 - Telecommunications Mechanic II | 32.20 |
| 23950 - Telephone Lineman | 33.44 |
| 23960 - Welder, Combination, Maintenance | 24.11 |
| 23965 - Well Driller | 22.73 |
| 23970 - Woodcraft Worker | 27.25 |
| 23980 - Woodworker | 20.43 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.05 |
| 24580 - Child Care Center Clerk | 16.30 |
| 24610 - Chore Aide | 12.79 |
| 24620 - Family Readiness And Support Services Coordinator | 14.89 |
| 24630 - Homemaker | 16.85 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.03 |
| 25040 - Sewage Plant Operator | 25.19 |
| 25070 - Stationary Engineer | 29.03 |
| 25190 - Ventilation Equipment Tender | 23.71 |
| 25210 - Water Treatment Plant Operator | 25.53 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.12 |
| 27007 - Baggage Inspector | 17.98 |
| 27008 - Corrections Officer | 30.97 |
| 27010 - Court Security Officer | 30.66 |
| 27030 - Detection Dog Handler | 20.36 |
| 27040 - Detention Officer | 30.97 |
| 27070 - Firefighter | 31.42 |
| 27101 - Guard I | 17.98 |
| 27102 - Guard II | 20.36 |
| 27131 - Police Officer I | 32.37 |
| 27132 - Police Officer II | 35.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.96 |
| 28042 - Carnival Equipment Repairer | 16.75 |
| 28043 - Carnival Equipment Worker | 13.67 |
| 28210 - Gate Attendant/Gate Tender | 16.49 |
| 28310 - Lifeguard | 14.63 |
| 28350 - Park Attendant (Aide) | 18.46 |
| 28510 - Recreation Aide/Health Facility Attendant | 18.95 |
| 28515 - Recreation Specialist | 22.88 |
| 28630 - Sports Official | 14.69 |
| 28690 - Swimming Pool Operator | 20.98 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 27.64 |
| 29020 - Hatch Tender | 27.64 |
| 29030 - Line Handler | 27.64 |
| 29041 - Stevedore I | 26.22 |
| 29042 - Stevedore II | 32.85 |

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| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 22.43 |
| 30022 - Archeological Technician II | 26.50 |
| 30023 - Archeological Technician III | 31.09 |
| 30030 - Cartographic Technician | 29.15 |
| 30040 - Civil Engineering Technician | 25.21 |
| 30061 - Drafter/CAD Operator I | 19.69 |
| 30062 - Drafter/CAD Operator II | 26.50 |
| 30063 - Drafter/CAD Operator III | 29.42 |
| 30064 - Drafter/CAD Operator IV | 31.09 |
| 30081 - Engineering Technician I | 19.98 |
| 30082 - Engineering Technician II | 22.47 |
| 30083 - Engineering Technician III | 25.28 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 46.20 |
| 30090 - Environmental Technician | 21.10 |
| 30210 - Laboratory Technician | 21.37 |
| 30240 - Mathematical Technician | 31.09 |
| 30361 - Paralegal/Legal Assistant I | 23.36 |
| 30362 - Paralegal/Legal Assistant II | 28.94 |
| 30363 - Paralegal/Legal Assistant III | 35.39 |
| 30364 - Paralegal/Legal Assistant IV | 42.84 |
| 30390 - Photo-Optics Technician | 28.11 |
| 30461 - Technical Writer I | 26.41 |
| 30462 - Technical Writer II | 32.29 |
| 30463 - Technical Writer III | 39.84 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 29.42 |
| 30621 - Weather Observer, Senior (see 2) | 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 16.40 |
| 31030 - Bus Driver | 19.89 |
| 31043 - Driver Courier | 16.75 |
| 31260 - Parking and Lot Attendant | 10.05 |
| 31290 - Shuttle Bus Driver | 17.80 |
| 31310 - Taxi Driver | 13.37 |
| 31361 - Truckdriver, Light | 17.80 |
| 31362 - Truckdriver, Medium | 18.87 |
| 31363 - Truckdriver, Heavy | 24.52 |
| 31364 - Truckdriver, Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 18.74 |
| 99050 - Desk Clerk | 13.34 |
| 99095 - Embalmer | 27.84 |
| 99251 - Laboratory Animal Caretaker I | 15.21 |
| 99252 - Laboratory Animal Caretaker II | 15.97 |
| 99310 - Mortician | 34.64 |
| 99410 - Pest Controller | 18.15 |
| 99510 - Photofinishing Worker | 16.23 |
| 99710 - Recycling Laborer | 19.78 |
| 99711 - Recycling Specialist | 22.36 |
| 99730 - Refuse Collector | 21.17 |
| 99810 - Sales Clerk | 14.70 |
| 99820 - School Crossing Guard | 15.04 |

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| 99830 - Survey Party Chief | 26.35 |
| 99831 - Surveying Aide | 15.48 |
| 99832 - Surveying Technician | 20.42 |
| 99840 - Vending Machine Attendant | 23.41 |
| 99841 - Vending Machine Repairer | 25.44 |
| 99842 - Vending Machine Repairer Helper | 21.46 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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. Conformance 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2374
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Nassau, Suffolk

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.11 |
| 01012 - Accounting Clerk II | | 19.61 |
| 01013 - Accounting Clerk III | | 21.89 |
| 01020 - Administrative Assistant | | 30.93 |
| 01040 - Court Reporter | | 21.64 |
| 01051 - Data Entry Operator I | | 14.71 |
| 01052 - Data Entry Operator II | | 16.05 |
| 01060 - Dispatcher, Motor Vehicle | | 25.79 |
| 01070 - Document Preparation Clerk | | 15.56 |
| 01090 - Duplicating Machine Operator | | 15.56 |
| 01111 - General Clerk I | | 14.82 |
| 01112 - General Clerk II | | 17.49 |
| 01113 - General Clerk III | | 18.82 |
| 01120 - Housing Referral Assistant | | 26.92 |
| 01141 - Messenger Courier | | 12.92 |
| 01191 - Order Clerk I | | 19.59 |
| 01192 - Order Clerk II | | 20.45 |
| 01261 - Personnel Assistant (Employment) I | | 18.96 |
| 01262 - Personnel Assistant (Employment) II | | 21.22 |
| 01263 - Personnel Assistant (Employment) III | | 23.66 |
| 01270 - Production Control Clerk | | 23.51 |

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| 01280 - Receptionist | 15.67 |
| 01290 - Rental Clerk | 18.04 |
| 01300 - Scheduler, Maintenance | 21.57 |
| 01311 - Secretary I | 21.57 |
| 01312 - Secretary II | 24.82 |
| 01313 - Secretary III | 26.92 |
| 01320 - Service Order Dispatcher | 20.50 |
| 01410 - Supply Technician | 30.93 |
| 01420 - Survey Worker | 21.64 |
| 01531 - Travel Clerk I | 15.98 |
| 01532 - Travel Clerk II | 17.31 |
| 01533 - Travel Clerk III | 18.79 |
| 01611 - Word Processor I | 17.62 |
| 01612 - Word Processor II | 20.16 |
| 01613 - Word Processor III | 22.13 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 28.50 |
| 05010 - Automotive Electrician | 28.50 |
| 05040 - Automotive Glass Installer | 27.31 |
| 05070 - Automotive Worker | 27.31 |
| 05110 - Mobile Equipment Servicer | 20.80 |
| 05130 - Motor Equipment Metal Mechanic | 29.80 |
| 05160 - Motor Equipment Metal Worker | 27.31 |
| 05190 - Motor Vehicle Mechanic | 29.68 |
| 05220 - Motor Vehicle Mechanic Helper | 23.15 |
| 05250 - Motor Vehicle Upholstery Worker | 26.12 |
| 05280 - Motor Vehicle Wrecker | 27.31 |
| 05310 - Painter, Automotive | 28.50 |
| 05340 - Radiator Repair Specialist | 27.31 |
| 05370 - Tire Repairer | 16.69 |
| 05400 - Transmission Repair Specialist | 29.68 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 18.55 |
| 07041 - Cook I | 16.75 |
| 07042 - Cook II | 18.23 |
| 07070 - Dishwasher | 13.67 |
| 07130 - Food Service Worker | 13.67 |
| 07210 - Meat Cutter | 22.64 |
| 07260 - Waiter/Waitress | 14.45 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 22.16 |
| 09040 - Furniture Handler | 16.83 |
| 09080 - Furniture Refinisher | 22.16 |
| 09090 - Furniture Refinisher Helper | 18.01 |
| 09110 - Furniture Repairer, Minor | 20.37 |
| 09130 - Upholsterer | 22.16 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 13.67 |
| 11060 - Elevator Operator | 13.67 |
| 11090 - Gardener | 18.74 |
| 11122 - Housekeeping Aide | 15.70 |
| 11150 - Janitor | 15.70 |
| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.68 |
| 11260 - Pruner | 14.75 |
| 11270 - Tractor Operator | 18.02 |
| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 18.07 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 25.29 |
| 12011 - Breath Alcohol Technician | 24.87 |
| 12012 - Certified Occupational Therapist Assistant | 24.12 |
| 12015 - Certified Physical Therapist Assistant | 22.28 |

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| 12020 - Dental Assistant | 16.75 |
| 12025 - Dental Hygienist | 35.31 |
| 12030 - EKG Technician | 28.65 |
| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 25.29 |
| 12071 - Licensed Practical Nurse I | 23.69 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |
| 12100 - Medical Assistant | 16.66 |
| 12130 - Medical Laboratory Technician | 23.34 |
| 12160 - Medical Record Clerk | 18.71 |
| 12190 - Medical Record Technician | 20.55 |
| 12195 - Medical Transcriptionist | 19.43 |
| 12210 - Nuclear Medicine Technologist | 36.93 |
| 12221 - Nursing Assistant I | 13.17 |
| 12222 - Nursing Assistant II | 14.72 |
| 12223 - Nursing Assistant III | 15.82 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 24.64 |
| 12236 - Optical Technician | 16.64 |
| 12250 - Pharmacy Technician | 15.87 |
| 12280 - Phlebotomist | 23.02 |
| 12305 - Radiologic Technologist | 28.08 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |
| 12316 - Registered Nurse IV | 59.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 27.03 |
| 13012 - Exhibits Specialist II | 33.49 |
| 13013 - Exhibits Specialist III | 40.95 |
| 13041 - Illustrator I | 28.35 |
| 13042 - Illustrator II | 33.23 |
| 13043 - Illustrator III | 40.66 |
| 13047 - Librarian | 37.25 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 32.65 |
| 13058 - Library Technician | 25.62 |
| 13061 - Media Specialist I | 23.57 |
| 13062 - Media Specialist II | 26.35 |
| 13063 - Media Specialist III | 29.39 |
| 13071 - Photographer I | 21.29 |
| 13072 - Photographer II | 24.62 |
| 13073 - Photographer III | 32.88 |
| 13074 - Photographer IV | 44.26 |
| 13075 - Photographer V | 50.85 |
| 13110 - Video Teleconference Technician | 24.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.00 |
| 14042 - Computer Operator II | 21.26 |
| 14043 - Computer Operator III | 23.71 |
| 14044 - Computer Operator IV | 26.35 |
| 14045 - Computer Operator V | 29.17 |
| 14071 - Computer Programmer I | (see 1) 27.56 |
| 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) |

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| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 19.00 |
| 14160 - Personal Computer Support Technician | | 26.35 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 39.54 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 52.46 |
| 15050 - Computer Based Training Specialist / Instructor | | 39.54 |
| 15060 - Educational Technologist | | 35.73 |
| 15070 - Flight Instructor (Pilot) | | 52.46 |
| 15080 - Graphic Artist | | 33.31 |
| 15090 - Technical Instructor | | 32.16 |
| 15095 - Technical Instructor/Course Developer | | 39.22 |
| 15110 - Test Proctor | | 25.56 |
| 15120 - Tutor | | 25.56 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 11.62 |
| 16030 - Counter Attendant | | 11.62 |
| 16040 - Dry Cleaner | | 14.30 |
| 16070 - Finisher, Flatwork, Machine | | 11.62 |
| 16090 - Presser, Hand | | 11.62 |
| 16110 - Presser, Machine, Drycleaning | | 11.62 |
| 16130 - Presser, Machine, Shirts | | 11.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 11.62 |
| 16190 - Sewing Machine Operator | | 15.19 |
| 16220 - Tailor | | 16.04 |
| 16250 - Washer, Machine | | 12.60 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 20.89 |
| 19040 - Tool And Die Maker | | 24.46 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 16.96 |
| 21030 - Material Coordinator | | 23.51 |
| 21040 - Material Expediter | | 23.51 |
| 21050 - Material Handling Laborer | | 14.62 |
| 21071 - Order Filler | | 16.34 |
| 21080 - Production Line Worker (Food Processing) | | 16.96 |
| 21110 - Shipping Packer | | 15.28 |
| 21130 - Shipping/Receiving Clerk | | 15.28 |
| 21140 - Store Worker I | | 15.06 |
| 21150 - Stock Clerk | | 18.88 |
| 21210 - Tools And Parts Attendant | | 16.96 |
| 21410 - Warehouse Specialist | | 16.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 29.63 |
| 23021 - Aircraft Mechanic I | | 27.11 |
| 23022 - Aircraft Mechanic II | | 29.58 |
| 23023 - Aircraft Mechanic III | | 30.72 |
| 23040 - Aircraft Mechanic Helper | | 21.90 |
| 23050 - Aircraft, Painter | | 25.88 |
| 23060 - Aircraft Servicer | | 24.23 |
| 23080 - Aircraft Worker | | 25.00 |
| 23110 - Appliance Mechanic | | 22.16 |
| 23120 - Bicycle Repairer | | 17.94 |
| 23125 - Cable Splicer | | 35.97 |
| 23130 - Carpenter, Maintenance | | 30.97 |
| 23140 - Carpet Layer | | 27.24 |
| 23160 - Electrician, Maintenance | | 37.18 |
| 23181 - Electronics Technician Maintenance I | | 24.19 |
| 23182 - Electronics Technician Maintenance II | | 27.39 |
| 23183 - Electronics Technician Maintenance III | | 28.51 |
| 23260 - Fabric Worker | | 25.82 |
| 23290 - Fire Alarm System Mechanic | | 21.92 |

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| 23310 - Fire Extinguisher Repairer | 22.51 |
| 23311 - Fuel Distribution System Mechanic | 29.94 |
| 23312 - Fuel Distribution System Operator | 27.20 |
| 23370 - General Maintenance Worker | 24.67 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |
| 23381 - Ground Support Equipment Servicer | 24.23 |
| 23382 - Ground Support Equipment Worker | 25.00 |
| 23391 - Gunsmith I | 22.51 |
| 23392 - Gunsmith II | 25.12 |
| 23393 - Gunsmith III | 27.25 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.93 |
| 23430 - Heavy Equipment Mechanic | 26.10 |
| 23440 - Heavy Equipment Operator | 34.30 |
| 23460 - Instrument Mechanic | 30.86 |
| 23465 - Laboratory/Shelter Mechanic | 26.21 |
| 23470 - Laborer | 15.95 |
| 23510 - Locksmith | 21.10 |
| 23530 - Machinery Maintenance Mechanic | 23.95 |
| 23550 - Machinist, Maintenance | 21.92 |
| 23580 - Maintenance Trades Helper | 17.71 |
| 23591 - Metrology Technician I | 30.86 |
| 23592 - Metrology Technician II | 33.34 |
| 23593 - Metrology Technician III | 32.75 |
| 23640 - Millwright | 29.17 |
| 23710 - Office Appliance Repairer | 21.80 |
| 23760 - Painter, Maintenance | 26.70 |
| 23790 - Pipefitter, Maintenance | 32.44 |
| 23810 - Plumber, Maintenance | 31.23 |
| 23820 - Pneudraulic Systems Mechanic | 27.25 |
| 23850 - Rigger | 24.36 |
| 23870 - Scale Mechanic | 25.12 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.81 |
| 23910 - Small Engine Mechanic | 20.92 |
| 23931 - Telecommunications Mechanic I | 30.91 |
| 23932 - Telecommunications Mechanic II | 32.20 |
| 23950 - Telephone Lineman | 33.44 |
| 23960 - Welder, Combination, Maintenance | 24.11 |
| 23965 - well Driller | 22.73 |
| 23970 - Woodcraft Worker | 27.25 |
| 23980 - Woodworker | 20.43 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.05 |
| 24580 - Child Care Center Clerk | 16.30 |
| 24610 - Chore Aide | 12.79 |
| 24620 - Family Readiness And Support Services Coordinator | 14.89 |
| 24630 - Homemaker | 16.85 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.03 |
| 25040 - Sewage Plant Operator | 25.19 |
| 25070 - Stationary Engineer | 29.03 |
| 25190 - Ventilation Equipment Tender | 23.71 |
| 25210 - Water Treatment Plant Operator | 25.53 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.12 |
| 27007 - Baggage Inspector | 17.98 |
| 27008 - Corrections Officer | 30.97 |
| 27010 - Court Security Officer | 30.66 |
| 27030 - Detection Dog Handler | 20.36 |
| 27040 - Detention Officer | 30.97 |

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| 27070 - Firefighter | 31.42 |
| 27101 - Guard I | 17.98 |
| 27102 - Guard II | 20.36 |
| 27131 - Police Officer I | 32.37 |
| 27132 - Police Officer II | 35.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.96 |
| 28042 - Carnival Equipment Repairer | 16.75 |
| 28043 - Carnival Equipment Worker | 13.67 |
| 28210 - Gate Attendant/Gate Tender | 16.49 |
| 28310 - Lifeguard | 14.63 |
| 28350 - Park Attendant (Aide) | 18.46 |
| 28510 - Recreation Aide/Health Facility Attendant | 18.95 |
| 28515 - Recreation Specialist | 22.88 |
| 28630 - Sports Official | 14.69 |
| 28690 - Swimming Pool Operator | 20.98 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 27.64 |
| 29020 - Hatch Tender | 27.64 |
| 29030 - Line Handler | 27.64 |
| 29041 - Stevedore I | 26.22 |
| 29042 - Stevedore II | 32.85 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 22.43 |
| 30022 - Archeological Technician II | 26.50 |
| 30023 - Archeological Technician III | 31.09 |
| 30030 - Cartographic Technician | 29.15 |
| 30040 - Civil Engineering Technician | 25.21 |
| 30061 - Drafter/CAD Operator I | 19.69 |
| 30062 - Drafter/CAD Operator II | 26.50 |
| 30063 - Drafter/CAD Operator III | 29.42 |
| 30064 - Drafter/CAD Operator IV | 31.09 |
| 30081 - Engineering Technician I | 19.98 |
| 30082 - Engineering Technician II | 22.47 |
| 30083 - Engineering Technician III | 25.28 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 46.20 |
| 30090 - Environmental Technician | 21.10 |
| 30210 - Laboratory Technician | 21.37 |
| 30240 - Mathematical Technician | 31.09 |
| 30361 - Paralegal/Legal Assistant I | 23.36 |
| 30362 - Paralegal/Legal Assistant II | 28.94 |
| 30363 - Paralegal/Legal Assistant III | 35.39 |
| 30364 - Paralegal/Legal Assistant IV | 42.84 |
| 30390 - Photo-Optics Technician | 28.11 |
| 30461 - Technical Writer I | 26.41 |
| 30462 - Technical Writer II | 32.29 |
| 30463 - Technical Writer III | 39.84 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 29.42 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 16.40 |
| 31030 - Bus Driver | 19.89 |

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| 31043 - Driver Courier | 16.75 |
| 31260 - Parking and Lot Attendant | 10.05 |
| 31290 - Shuttle Bus Driver | 17.80 |
| 31310 - Taxi Driver | 13.37 |
| 31361 - Truckdriver, Light | 17.80 |
| 31362 - Truckdriver, Medium | 18.87 |
| 31363 - Truckdriver, Heavy | 24.52 |
| 31364 - Truckdriver, Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 18.74 |
| 99050 - Desk Clerk | 13.34 |
| 99095 - Embalmer | 27.84 |
| 99251 - Laboratory Animal Caretaker I | 15.21 |
| 99252 - Laboratory Animal Caretaker II | 15.97 |
| 99310 - Mortician | 34.64 |
| 99410 - Pest Controller | 18.15 |
| 99510 - Photofinishing Worker | 16.23 |
| 99710 - Recycling Laborer | 19.78 |
| 99711 - Recycling Specialist | 22.36 |
| 99730 - Refuse Collector | 21.17 |
| 99810 - Sales Clerk | 14.70 |
| 99820 - School Crossing Guard | 15.04 |
| 99830 - Survey Party Chief | 26.35 |
| 99831 - Surveying Aide | 15.48 |
| 99832 - Surveying Technician | 20.42 |
| 99840 - Vending Machine Attendant | 23.41 |
| 99841 - Vending Machine Repairer | 25.44 |
| 99842 - Vending Machine Repairer Helper | 21.46 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2375
Revision No.: 14
Date of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Bronx, Kings, New York, Putnam, Queens, Richmond,
Rockland, Westchester
OCCUPATION NOTE:

Janitor: The rate for the Janitor occupation applies to Putnam, Rockland, and Westchester Counties only. See Wage Determination 1977-0225 for wage rates and fringe benefits for Bronx, Kings, New York, Queens, and Richmond Counties.

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.11 |
| 01012 - Accounting Clerk II | | 19.61 |
| 01013 - Accounting Clerk III | | 21.89 |
| 01020 - Administrative Assistant | | 30.93 |
| 01040 - Court Reporter | | 21.64 |
| 01051 - Data Entry Operator I | | 14.71 |
| 01052 - Data Entry Operator II | | 16.05 |
| 01060 - Dispatcher, Motor Vehicle | | 25.79 |
| 01070 - Document Preparation Clerk | | 15.56 |
| 01090 - Duplicating Machine Operator | | 15.56 |
| 01111 - General Clerk I | | 14.82 |
| 01112 - General Clerk II | | 17.49 |
| 01113 - General Clerk III | | 18.82 |
| 01120 - Housing Referral Assistant | | 26.92 |
| 01141 - Messenger Courier | | 12.92 |
| 01191 - Order Clerk I | | 18.05 |
| 01192 - Order Clerk II | | 21.67 |
| 01261 - Personnel Assistant (Employment) I | | 18.96 |
| 01262 - Personnel Assistant (Employment) II | | 21.22 |
| 01263 - Personnel Assistant (Employment) III | | 23.66 |
| 01270 - Production Control Clerk | | 23.51 |
| 01280 - Receptionist | | 15.67 |
| 01290 - Rental Clerk | | 18.04 |
| 01300 - Scheduler, Maintenance | | 21.57 |
| 01311 - Secretary I | | 21.57 |
| 01312 - Secretary II | | 24.82 |
| 01313 - Secretary III | | 26.92 |
| 01320 - Service Order Dispatcher | | 20.50 |
| 01410 - Supply Technician | | 30.93 |
| 01420 - Survey Worker | | 21.64 |
| 01531 - Travel Clerk I | | 15.98 |
| 01532 - Travel Clerk II | | 17.31 |
| 01533 - Travel Clerk III | | 18.79 |
| 01611 - Word Processor I | | 17.62 |
| 01612 - Word Processor II | | 19.79 |
| 01613 - Word Processor III | | 22.13 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 28.29 |
| 05010 - Automotive Electrician | | 28.50 |
| 05040 - Automotive Glass Installer | | 27.31 |
| 05070 - Automotive Worker | | 27.31 |
| 05110 - Mobile Equipment Servicer | | 24.42 |
| 05130 - Motor Equipment Metal Mechanic | | 30.31 |
| 05160 - Motor Equipment Metal Worker | | 27.31 |
| 05190 - Motor Vehicle Mechanic | | 29.68 |
| 05220 - Motor Vehicle Mechanic Helper | | 23.15 |
| 05250 - Motor Vehicle Upholstery Worker | | 26.12 |
| 05280 - Motor Vehicle Wrecker | | 27.31 |
| 05310 - Painter, Automotive | | 28.50 |

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| 05340 - Radiator Repair Specialist | 27.31 |
| 05370 - Tire Repairer | 18.22 |
| 05400 - Transmission Repair Specialist | 29.68 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 19.55 |
| 07041 - Cook I | 17.97 |
| 07042 - Cook II | 19.55 |
| 07070 - Dishwasher | 14.67 |
| 07130 - Food Service Worker | 14.67 |
| 07210 - Meat Cutter | 19.55 |
| 07260 - Waiter/Waitress | 15.50 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 21.14 |
| 09040 - Furniture Handler | 16.07 |
| 09080 - Furniture Refinisher | 21.14 |
| 09090 - Furniture Refinisher Helper | 17.75 |
| 09110 - Furniture Repairer, Minor | 19.44 |
| 09130 - Upholsterer | 21.14 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 14.92 |
| 11060 - Elevator Operator | 14.92 |
| 11090 - Gardener | 18.74 |
| 11122 - Housekeeping Aide | 15.70 |
| 11150 - Janitor | 15.70 |
| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.98 |
| 11260 - Pruner | 14.75 |
| 11270 - Tractor Operator | 18.02 |
| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 16.95 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 24.99 |
| 12011 - Breath Alcohol Technician | 24.87 |
| 12012 - Certified Occupational Therapist Assistant | 24.12 |
| 12015 - Certified Physical Therapist Assistant | 22.28 |
| 12020 - Dental Assistant | 16.75 |
| 12025 - Dental Hygienist | 35.31 |
| 12030 - EKG Technician | 28.65 |
| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 24.99 |
| 12071 - Licensed Practical Nurse I | 21.76 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |
| 12100 - Medical Assistant | 16.66 |
| 12130 - Medical Laboratory Technician | 20.63 |
| 12160 - Medical Record Clerk | 18.00 |
| 12190 - Medical Record Technician | 20.55 |
| 12195 - Medical Transcriptionist | 19.01 |
| 12210 - Nuclear Medicine Technologist | 36.93 |
| 12221 - Nursing Assistant I | 12.37 |
| 12222 - Nursing Assistant II | 14.72 |
| 12223 - Nursing Assistant III | 15.82 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 24.64 |
| 12236 - Optical Technician | 16.64 |
| 12250 - Pharmacy Technician | 14.58 |
| 12280 - Phlebotomist | 16.79 |
| 12305 - Radiologic Technologist | 28.08 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |

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| 12316 - Registered Nurse IV | 59.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 27.03 |
| 13012 - Exhibits Specialist II | 33.49 |
| 13013 - Exhibits Specialist III | 40.95 |
| 13041 - Illustrator I | 26.51 |
| 13042 - Illustrator II | 32.31 |
| 13043 - Illustrator III | 39.22 |
| 13047 - Librarian | 37.25 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 32.65 |
| 13058 - Library Technician | 25.62 |
| 13061 - Media Specialist I | 23.57 |
| 13062 - Media Specialist II | 26.35 |
| 13063 - Media Specialist III | 29.39 |
| 13071 - Photographer I | 21.29 |
| 13072 - Photographer II | 24.10 |
| 13073 - Photographer III | 32.88 |
| 13074 - Photographer IV | 38.49 |
| 13075 - Photographer V | 46.55 |
| 13110 - Video Teleconference Technician | 24.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.00 |
| 14042 - Computer Operator II | 21.26 |
| 14043 - Computer Operator III | 23.71 |
| 14044 - Computer Operator IV | 26.94 |
| 14045 - Computer Operator V | 29.17 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 19.00 |
| 14160 - Personal Computer Support Technician | 26.94 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 39.54 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.46 |
| 15050 - Computer Based Training Specialist / Instructor | 39.54 |
| 15060 - Educational Technologist | 33.02 |
| 15070 - Flight Instructor (Pilot) | 52.46 |
| 15080 - Graphic Artist | 35.27 |
| 15090 - Technical Instructor | 31.44 |
| 15095 - Technical Instructor/Course Developer | 38.34 |
| 15110 - Test Proctor | 25.30 |
| 15120 - Tutor | 25.30 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.62 |
| 16030 - Counter Attendant | 11.62 |
| 16040 - Dry Cleaner | 14.30 |
| 16070 - Finisher, Flatwork, Machine | 11.62 |
| 16090 - Presser, Hand | 11.62 |
| 16110 - Presser, Machine, Drycleaning | 11.62 |
| 16130 - Presser, Machine, Shirts | 11.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.62 |
| 16190 - Sewing Machine Operator | 15.19 |
| 16220 - Tailor | 16.04 |
| 16250 - Washer, Machine | 12.60 |
| 19000 - Machine Tool Operation And Repair Occupations | |

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| 19010 - Machine-Tool Operator (Tool Room) | 20.89 |
| 19040 - Tool And Die Maker | 24.21 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.96 |
| 21030 - Material Coordinator | 23.51 |
| 21040 - Material Expediter | 23.51 |
| 21050 - Material Handling Laborer | 16.41 |
| 21071 - Order Filler | 15.58 |
| 21080 - Production Line Worker (Food Processing) | 16.96 |
| 21110 - Shipping Packer | 15.28 |
| 21130 - Shipping/Receiving Clerk | 15.28 |
| 21140 - Store Worker I | 15.06 |
| 21150 - Stock Clerk | 18.88 |
| 21210 - Tools And Parts Attendant | 16.96 |
| 21410 - Warehouse Specialist | 16.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 29.79 |
| 23021 - Aircraft Mechanic I | 27.11 |
| 23022 - Aircraft Mechanic II | 29.58 |
| 23023 - Aircraft Mechanic III | 30.66 |
| 23040 - Aircraft Mechanic Helper | 21.89 |
| 23050 - Aircraft, Painter | 24.18 |
| 23060 - Aircraft Servicer | 23.97 |
| 23080 - Aircraft Worker | 25.01 |
| 23110 - Appliance Mechanic | 21.38 |
| 23120 - Bicycle Repairer | 17.13 |
| 23125 - Cable Splicer | 36.53 |
| 23130 - Carpenter, Maintenance | 29.89 |
| 23140 - Carpet Layer | 27.98 |
| 23160 - Electrician, Maintenance | 37.18 |
| 23181 - Electronics Technician Maintenance I | 24.19 |
| 23182 - Electronics Technician Maintenance II | 29.17 |
| 23183 - Electronics Technician Maintenance III | 31.14 |
| 23260 - Fabric Worker | 28.00 |
| 23290 - Fire Alarm System Mechanic | 21.67 |
| 23310 - Fire Extinguisher Repairer | 22.51 |
| 23311 - Fuel Distribution System Mechanic | 29.94 |
| 23312 - Fuel Distribution System Operator | 27.20 |
| 23370 - General Maintenance Worker | 24.67 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |
| 23381 - Ground Support Equipment Servicer | 23.97 |
| 23382 - Ground Support Equipment Worker | 25.01 |
| 23391 - Gunsmith I | 22.51 |
| 23392 - Gunsmith II | 25.12 |
| 23393 - Gunsmith III | 27.25 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.93 |
| 23430 - Heavy Equipment Mechanic | 26.10 |
| 23440 - Heavy Equipment Operator | 34.38 |
| 23460 - Instrument Mechanic | 30.86 |
| 23465 - Laboratory/Shelter Mechanic | 26.21 |
| 23470 - Laborer | 15.95 |
| 23510 - Locksmith | 20.70 |
| 23530 - Machinery Maintenance Mechanic | 23.95 |
| 23550 - Machinist, Maintenance | 20.81 |
| 23580 - Maintenance Trades Helper | 16.90 |
| 23591 - Metrology Technician I | 30.86 |
| 23592 - Metrology Technician II | 33.34 |
| 23593 - Metrology Technician III | 34.56 |
| 23640 - Millwright | 31.22 |
| 23710 - Office Appliance Repairer | 22.95 |

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| 23760 - Painter, Maintenance | 25.47 |
| 23790 - Pipefitter, Maintenance | 32.88 |
| 23810 - Plumber, Maintenance | 32.93 |
| 23820 - Pneudraulic Systems Mechanic | 27.25 |
| 23850 - Rigger | 24.36 |
| 23870 - Scale Mechanic | 25.12 |
| 23890 - Sheet-Metal Worker, Maintenance | 30.55 |
| 23910 - Small Engine Mechanic | 19.30 |
| 23931 - Telecommunications Mechanic I | 30.91 |
| 23932 - Telecommunications Mechanic II | 32.20 |
| 23950 - Telephone Lineman | 32.90 |
| 23960 - Welder, Combination, Maintenance | 23.02 |
| 23965 - Well Driller | 24.89 |
| 23970 - Woodcraft Worker | 25.89 |
| 23980 - Woodworker | 19.50 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.87 |
| 24580 - Child Care Center Clerk | 17.30 |
| 24610 - Chore Aide | 12.67 |
| 24620 - Family Readiness And Support Services Coordinator | 14.89 |
| 24630 - Homemaker | 19.21 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.03 |
| 25040 - Sewage Plant Operator | 27.01 |
| 25070 - Stationary Engineer | 29.03 |
| 25190 - Ventilation Equipment Tender | 23.71 |
| 25210 - Water Treatment Plant Operator | 27.01 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.12 |
| 27007 - Baggage Inspector | 17.98 |
| 27008 - Corrections Officer | 30.97 |
| 27010 - Court Security Officer | 30.66 |
| 27030 - Detection Dog Handler | 20.36 |
| 27040 - Detention Officer | 30.97 |
| 27070 - Firefighter | 31.42 |
| 27101 - Guard I | 17.98 |
| 27102 - Guard II | 20.36 |
| 27131 - Police Officer I | 32.37 |
| 27132 - Police Officer II | 35.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 17.13 |
| 28042 - Carnival Equipment Repairer | 17.97 |
| 28043 - Carnival Equipment Worker | 14.67 |
| 28210 - Gate Attendant/Gate Tender | 16.49 |
| 28310 - Lifeguard | 13.13 |
| 28350 - Park Attendant (Aide) | 18.46 |
| 28510 - Recreation Aide/Health Facility Attendant | 18.95 |
| 28515 - Recreation Specialist | 22.88 |
| 28630 - Sports Official | 14.69 |
| 28690 - Swimming Pool Operator | 20.98 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.90 |
| 29020 - Hatch Tender | 29.90 |
| 29030 - Line Handler | 29.90 |
| 29041 - Stevedore I | 26.22 |
| 29042 - Stevedore II | 32.85 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 19.69 |
| 30022 - Archeological Technician II | 22.02 |

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| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 27.27 |
| 30040 - Civil Engineering Technician | 25.21 |
| 30061 - Drafter/CAD Operator I | 19.69 |
| 30062 - Drafter/CAD Operator II | 22.02 |
| 30063 - Drafter/CAD Operator III | 24.55 |
| 30064 - Drafter/CAD Operator IV | 30.20 |
| 30081 - Engineering Technician I | 19.98 |
| 30082 - Engineering Technician II | 22.47 |
| 30083 - Engineering Technician III | 25.28 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 46.07 |
| 30090 - Environmental Technician | 22.90 |
| 30210 - Laboratory Technician | 21.67 |
| 30240 - Mathematical Technician | 26.78 |
| 30361 - Paralegal/Legal Assistant I | 23.36 |
| 30362 - Paralegal/Legal Assistant II | 28.94 |
| 30363 - Paralegal/Legal Assistant III | 35.39 |
| 30364 - Paralegal/Legal Assistant IV | 42.84 |
| 30390 - Photo-Optics Technician | 27.27 |
| 30461 - Technical Writer I | 27.81 |
| 30462 - Technical Writer II | 33.91 |
| 30463 - Technical Writer III | 41.04 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 24.55 |
| 30621 - Weather Observer, Senior (see 2) | 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 16.40 |
| 31030 - Bus Driver | 19.89 |
| 31043 - Driver Courier | 16.75 |
| 31260 - Parking and Lot Attendant | 10.97 |
| 31290 - Shuttle Bus Driver | 17.80 |
| 31310 - Taxi Driver | 15.21 |
| 31361 - Truckdriver, Light | 17.80 |
| 31362 - Truckdriver, Medium | 18.87 |
| 31363 - Truckdriver, Heavy | 24.52 |
| 31364 - Truckdriver, Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.95 |
| 99050 - Desk Clerk | 16.69 |
| 99095 - Embalmer | 28.51 |
| 99251 - Laboratory Animal Caretaker I | 16.32 |
| 99252 - Laboratory Animal Caretaker II | 17.14 |
| 99310 - Mortician | 34.64 |
| 99410 - Pest Controller | 18.75 |
| 99510 - Photofinishing Worker | 16.23 |
| 99710 - Recycling Laborer | 19.78 |
| 99711 - Recycling Specialist | 22.59 |
| 99730 - Refuse Collector | 18.36 |
| 99810 - Sales Clerk | 14.70 |
| 99820 - School Crossing Guard | 15.07 |
| 99830 - Survey Party Chief | 23.68 |
| 99831 - Surveying Aide | 15.48 |
| 99832 - Surveying Technician | 20.42 |
| 99840 - Vending Machine Attendant | 19.20 |
| 99841 - Vending Machine Repairer | 23.47 |
| 99842 - Vending Machine Repairer Helper | 18.98 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage

determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2376
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Bronx, Kings, New York, Putnam, Queens, Richmond, Rockland, Westchester
OCCUPATION NOTE:

Janitor: The rate for the Janitor occupation applies to Putnam, Rockland, and Westchester Counties only. See Wage Determination 1977-0225 for wage rates and fringe benefits for Bronx, Kings, New York, Queens, and Richmond Counties.

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.11 |
| 01012 - Accounting Clerk II | | 19.61 |
| 01013 - Accounting Clerk III | | 21.89 |
| 01020 - Administrative Assistant | | 30.93 |
| 01040 - Court Reporter | | 21.64 |
| 01051 - Data Entry Operator I | | 14.71 |
| 01052 - Data Entry Operator II | | 16.05 |
| 01060 - Dispatcher, Motor Vehicle | | 25.79 |
| 01070 - Document Preparation Clerk | | 15.56 |
| 01090 - Duplicating Machine Operator | | 15.56 |
| 01111 - General Clerk I | | 14.82 |
| 01112 - General Clerk II | | 17.49 |
| 01113 - General Clerk III | | 18.82 |
| 01120 - Housing Referral Assistant | | 26.92 |
| 01141 - Messenger Courier | | 12.92 |
| 01191 - Order Clerk I | | 18.05 |
| 01192 - Order Clerk II | | 21.67 |
| 01261 - Personnel Assistant (Employment) I | | 18.96 |
| 01262 - Personnel Assistant (Employment) II | | 21.22 |

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|--|-------|
| 01263 - Personnel Assistant (Employment) III | 23.66 |
| 01270 - Production Control Clerk | 23.51 |
| 01280 - Receptionist | 15.67 |
| 01290 - Rental Clerk | 18.04 |
| 01300 - Scheduler, Maintenance | 21.57 |
| 01311 - Secretary I | 21.57 |
| 01312 - Secretary II | 24.82 |
| 01313 - Secretary III | 26.92 |
| 01320 - Service Order Dispatcher | 20.50 |
| 01410 - Supply Technician | 30.93 |
| 01420 - Survey Worker | 21.64 |
| 01531 - Travel Clerk I | 15.98 |
| 01532 - Travel Clerk II | 17.31 |
| 01533 - Travel Clerk III | 18.79 |
| 01611 - Word Processor I | 17.62 |
| 01612 - Word Processor II | 19.79 |
| 01613 - Word Processor III | 22.13 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 28.29 |
| 05010 - Automotive Electrician | 28.50 |
| 05040 - Automotive Glass Installer | 27.31 |
| 05070 - Automotive Worker | 27.31 |
| 05110 - Mobile Equipment Servicer | 24.42 |
| 05130 - Motor Equipment Metal Mechanic | 30.31 |
| 05160 - Motor Equipment Metal Worker | 27.31 |
| 05190 - Motor Vehicle Mechanic | 29.68 |
| 05220 - Motor Vehicle Mechanic Helper | 23.15 |
| 05250 - Motor Vehicle Upholstery Worker | 26.12 |
| 05280 - Motor Vehicle Wrecker | 27.31 |
| 05310 - Painter, Automotive | 28.50 |
| 05340 - Radiator Repair Specialist | 27.31 |
| 05370 - Tire Repairer | 18.22 |
| 05400 - Transmission Repair Specialist | 29.68 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 19.55 |
| 07041 - Cook I | 17.97 |
| 07042 - Cook II | 19.55 |
| 07070 - Dishwasher | 14.67 |
| 07130 - Food Service Worker | 14.67 |
| 07210 - Meat Cutter | 19.55 |
| 07260 - Waiter/Waitress | 15.50 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 21.14 |
| 09040 - Furniture Handler | 16.07 |
| 09080 - Furniture Refinisher | 21.14 |
| 09090 - Furniture Refinisher Helper | 17.75 |
| 09110 - Furniture Repairer, Minor | 19.44 |
| 09130 - Upholsterer | 21.14 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 14.92 |
| 11060 - Elevator Operator | 14.92 |
| 11090 - Gardener | 18.74 |
| 11122 - Housekeeping Aide | 15.70 |
| 11150 - Janitor | 15.70 |
| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.98 |
| 11260 - Pruner | 14.75 |
| 11270 - Tractor Operator | 18.02 |
| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 16.95 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 24.99 |
| 12011 - Breath Alcohol Technician | 24.87 |

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| 12012 - Certified Occupational Therapist Assistant | 24.12 |
| 12015 - Certified Physical Therapist Assistant | 22.28 |
| 12020 - Dental Assistant | 16.75 |
| 12025 - Dental Hygienist | 35.31 |
| 12030 - EKG Technician | 28.65 |
| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 24.99 |
| 12071 - Licensed Practical Nurse I | 21.76 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |
| 12100 - Medical Assistant | 16.66 |
| 12130 - Medical Laboratory Technician | 20.63 |
| 12160 - Medical Record Clerk | 18.00 |
| 12190 - Medical Record Technician | 20.55 |
| 12195 - Medical Transcriptionist | 19.01 |
| 12210 - Nuclear Medicine Technologist | 36.93 |
| 12221 - Nursing Assistant I | 12.37 |
| 12222 - Nursing Assistant II | 14.72 |
| 12223 - Nursing Assistant III | 15.82 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 24.64 |
| 12236 - Optical Technician | 16.64 |
| 12250 - Pharmacy Technician | 14.58 |
| 12280 - Phlebotomist | 16.79 |
| 12305 - Radiologic Technologist | 28.08 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |
| 12316 - Registered Nurse IV | 59.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 27.03 |
| 13012 - Exhibits Specialist II | 33.49 |
| 13013 - Exhibits Specialist III | 40.95 |
| 13041 - Illustrator I | 26.51 |
| 13042 - Illustrator II | 32.31 |
| 13043 - Illustrator III | 39.22 |
| 13047 - Librarian | 37.25 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 32.65 |
| 13058 - Library Technician | 25.62 |
| 13061 - Media Specialist I | 23.57 |
| 13062 - Media Specialist II | 26.35 |
| 13063 - Media Specialist III | 29.39 |
| 13071 - Photographer I | 21.29 |
| 13072 - Photographer II | 24.10 |
| 13073 - Photographer III | 32.88 |
| 13074 - Photographer IV | 38.49 |
| 13075 - Photographer V | 46.55 |
| 13110 - Video Teleconference Technician | 24.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.00 |
| 14042 - Computer Operator II | 21.26 |
| 14043 - Computer Operator III | 23.71 |
| 14044 - Computer Operator IV | 26.94 |
| 14045 - Computer Operator V | 29.17 |
| 14071 - Computer Programmer I | (see 1) |
| 14072 - Computer Programmer II | (see 1) |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |

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| 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 | | 19.00 |
| 14160 - Personal Computer Support Technician | | 26.94 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 39.54 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 52.46 |
| 15050 - Computer Based Training Specialist / Instructor | | 39.54 |
| 15060 - Educational Technologist | | 33.02 |
| 15070 - Flight Instructor (Pilot) | | 52.46 |
| 15080 - Graphic Artist | | 35.27 |
| 15090 - Technical Instructor | | 31.44 |
| 15095 - Technical Instructor/Course Developer | | 38.34 |
| 15110 - Test Proctor | | 25.30 |
| 15120 - Tutor | | 25.30 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 11.62 |
| 16030 - Counter Attendant | | 11.62 |
| 16040 - Dry Cleaner | | 14.30 |
| 16070 - Finisher, Flatwork, Machine | | 11.62 |
| 16090 - Presser, Hand | | 11.62 |
| 16110 - Presser, Machine, Drycleaning | | 11.62 |
| 16130 - Presser, Machine, Shirts | | 11.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 11.62 |
| 16190 - Sewing Machine Operator | | 15.19 |
| 16220 - Tailor | | 16.04 |
| 16250 - Washer, Machine | | 12.60 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 20.89 |
| 19040 - Tool And Die Maker | | 24.21 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 16.96 |
| 21030 - Material Coordinator | | 23.51 |
| 21040 - Material Expediter | | 23.51 |
| 21050 - Material Handling Laborer | | 16.41 |
| 21071 - Order Filler | | 15.58 |
| 21080 - Production Line Worker (Food Processing) | | 16.96 |
| 21110 - Shipping Packer | | 15.28 |
| 21130 - Shipping/Receiving Clerk | | 15.28 |
| 21140 - Store Worker I | | 15.06 |
| 21150 - Stock Clerk | | 18.88 |
| 21210 - Tools And Parts Attendant | | 16.96 |
| 21410 - Warehouse Specialist | | 16.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 29.79 |
| 23021 - Aircraft Mechanic I | | 27.11 |
| 23022 - Aircraft Mechanic II | | 29.58 |
| 23023 - Aircraft Mechanic III | | 30.66 |
| 23040 - Aircraft Mechanic Helper | | 21.89 |
| 23050 - Aircraft, Painter | | 24.18 |
| 23060 - Aircraft Servicer | | 23.97 |
| 23080 - Aircraft Worker | | 25.01 |
| 23110 - Appliance Mechanic | | 21.38 |
| 23120 - Bicycle Repairer | | 17.13 |
| 23125 - Cable Splicer | | 36.53 |
| 23130 - Carpenter, Maintenance | | 29.89 |
| 23140 - Carpet Layer | | 27.98 |
| 23160 - Electrician, Maintenance | | 37.18 |
| 23181 - Electronics Technician Maintenance I | | 24.19 |
| 23182 - Electronics Technician Maintenance II | | 29.17 |
| 23183 - Electronics Technician Maintenance III | | 31.14 |

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| 23260 - Fabric Worker | 28.00 |
| 23290 - Fire Alarm System Mechanic | 21.67 |
| 23310 - Fire Extinguisher Repairer | 22.51 |
| 23311 - Fuel Distribution System Mechanic | 29.94 |
| 23312 - Fuel Distribution System Operator | 27.20 |
| 23370 - General Maintenance Worker | 24.67 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |
| 23381 - Ground Support Equipment Servicer | 23.97 |
| 23382 - Ground Support Equipment Worker | 25.01 |
| 23391 - Gunsmith I | 22.51 |
| 23392 - Gunsmith II | 25.12 |
| 23393 - Gunsmith III | 27.25 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.93 |
| 23430 - Heavy Equipment Mechanic | 26.10 |
| 23440 - Heavy Equipment Operator | 34.38 |
| 23460 - Instrument Mechanic | 30.86 |
| 23465 - Laboratory/Shelter Mechanic | 26.21 |
| 23470 - Laborer | 15.95 |
| 23510 - Locksmith | 20.70 |
| 23530 - Machinery Maintenance Mechanic | 23.95 |
| 23550 - Machinist, Maintenance | 20.81 |
| 23580 - Maintenance Trades Helper | 16.90 |
| 23591 - Metrology Technician I | 30.86 |
| 23592 - Metrology Technician II | 33.34 |
| 23593 - Metrology Technician III | 34.56 |
| 23640 - Millwright | 31.22 |
| 23710 - Office Appliance Repairer | 22.95 |
| 23760 - Painter, Maintenance | 25.47 |
| 23790 - Pipefitter, Maintenance | 32.88 |
| 23810 - Plumber, Maintenance | 32.93 |
| 23820 - Pneudraulic Systems Mechanic | 27.25 |
| 23850 - Rigger | 24.36 |
| 23870 - Scale Mechanic | 25.12 |
| 23890 - Sheet-Metal Worker, Maintenance | 30.55 |
| 23910 - Small Engine Mechanic | 19.30 |
| 23931 - Telecommunications Mechanic I | 30.91 |
| 23932 - Telecommunications Mechanic II | 32.20 |
| 23950 - Telephone Lineman | 32.90 |
| 23960 - Welder, Combination, Maintenance | 23.02 |
| 23965 - Well Driller | 24.89 |
| 23970 - Woodcraft Worker | 25.89 |
| 23980 - Woodworker | 19.50 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.87 |
| 24580 - Child Care Center Clerk | 17.30 |
| 24610 - Chore Aide | 12.67 |
| 24620 - Family Readiness And Support Services Coordinator | 14.89 |
| 24630 - Homemaker | 19.21 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.03 |
| 25040 - Sewage Plant Operator | 27.01 |
| 25070 - Stationary Engineer | 29.03 |
| 25190 - Ventilation Equipment Tender | 23.71 |
| 25210 - Water Treatment Plant Operator | 27.01 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.12 |
| 27007 - Baggage Inspector | 17.98 |
| 27008 - Corrections Officer | 30.97 |
| 27010 - Court Security Officer | 30.66 |

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| 27030 - Detection Dog Handler | 20.36 |
| 27040 - Detention Officer | 30.97 |
| 27070 - Firefighter | 31.42 |
| 27101 - Guard I | 17.98 |
| 27102 - Guard II | 20.36 |
| 27131 - Police Officer I | 32.37 |
| 27132 - Police Officer II | 35.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 17.13 |
| 28042 - Carnival Equipment Repairer | 17.97 |
| 28043 - Carnival Equipment Worker | 14.67 |
| 28210 - Gate Attendant/Gate Tender | 16.49 |
| 28310 - Lifeguard | 13.13 |
| 28350 - Park Attendant (Aide) | 18.46 |
| 28510 - Recreation Aide/Health Facility Attendant | 18.95 |
| 28515 - Recreation Specialist | 22.88 |
| 28630 - Sports Official | 14.69 |
| 28690 - Swimming Pool Operator | 20.98 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.90 |
| 29020 - Hatch Tender | 29.90 |
| 29030 - Line Handler | 29.90 |
| 29041 - Stevedore I | 26.22 |
| 29042 - Stevedore II | 32.85 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 19.69 |
| 30022 - Archeological Technician II | 22.02 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 27.27 |
| 30040 - Civil Engineering Technician | 25.21 |
| 30061 - Drafter/CAD Operator I | 19.69 |
| 30062 - Drafter/CAD Operator II | 22.02 |
| 30063 - Drafter/CAD Operator III | 24.55 |
| 30064 - Drafter/CAD Operator IV | 30.20 |
| 30081 - Engineering Technician I | 19.98 |
| 30082 - Engineering Technician II | 22.47 |
| 30083 - Engineering Technician III | 25.28 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 46.07 |
| 30090 - Environmental Technician | 22.90 |
| 30210 - Laboratory Technician | 21.67 |
| 30240 - Mathematical Technician | 26.78 |
| 30361 - Paralegal/Legal Assistant I | 23.36 |
| 30362 - Paralegal/Legal Assistant II | 28.94 |
| 30363 - Paralegal/Legal Assistant III | 35.39 |
| 30364 - Paralegal/Legal Assistant IV | 42.84 |
| 30390 - Photo-Optics Technician | 27.27 |
| 30461 - Technical Writer I | 27.81 |
| 30462 - Technical Writer II | 33.91 |
| 30463 - Technical Writer III | 41.04 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 24.55 |
| 30621 - Weather Observer, Senior (see 2) | 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |

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| 31020 - Bus Aide | 16.40 |
| 31030 - Bus Driver | 19.89 |
| 31043 - Driver Courier | 16.75 |
| 31260 - Parking and Lot Attendant | 10.97 |
| 31290 - Shuttle Bus Driver | 17.80 |
| 31310 - Taxi Driver | 15.21 |
| 31361 - Truckdriver, Light | 17.80 |
| 31362 - Truckdriver, Medium | 18.87 |
| 31363 - Truckdriver, Heavy | 24.52 |
| 31364 - Truckdriver, Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.95 |
| 99050 - Desk Clerk | 16.69 |
| 99095 - Embalmer | 28.51 |
| 99251 - Laboratory Animal Caretaker I | 16.32 |
| 99252 - Laboratory Animal Caretaker II | 17.14 |
| 99310 - Mortician | 34.64 |
| 99410 - Pest Controller | 18.75 |
| 99510 - Photofinishing Worker | 16.23 |
| 99710 - Recycling Laborer | 19.78 |
| 99711 - Recycling Specialist | 22.59 |
| 99730 - Refuse Collector | 18.36 |
| 99810 - Sales Clerk | 14.70 |
| 99820 - School Crossing Guard | 15.07 |
| 99830 - Survey Party Chief | 23.68 |
| 99831 - Surveying Aide | 15.48 |
| 99832 - Surveying Technician | 20.42 |
| 99840 - Vending Machine Attendant | 19.20 |
| 99841 - Vending Machine Repairer | 23.47 |
| 99842 - Vending Machine Repairer Helper | 18.98 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2377
Revision No.: 13
Date of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Clinton, Essex, Franklin, Jefferson, Lewis, St
Lawrence

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.75 |
| 01012 - Accounting Clerk II | | 16.07 |
| 01013 - Accounting Clerk III | | 17.96 |
| 01020 - Administrative Assistant | | 19.50 |
| 01040 - Court Reporter | | 20.25 |
| 01051 - Data Entry Operator I | | 12.75 |
| 01052 - Data Entry Operator II | | 13.91 |
| 01060 - Dispatcher, Motor Vehicle | | 14.87 |
| 01070 - Document Preparation Clerk | | 11.24 |
| 01090 - Duplicating Machine Operator | | 12.04 |
| 01111 - General Clerk I | | 11.64 |
| 01112 - General Clerk II | | 12.70 |
| 01113 - General Clerk III | | 14.26 |
| 01120 - Housing Referral Assistant | | 16.85 |
| 01141 - Messenger Courier | | 11.05 |
| 01191 - Order Clerk I | | 11.66 |
| 01192 - Order Clerk II | | 12.72 |
| 01261 - Personnel Assistant (Employment) I | | 13.90 |
| 01262 - Personnel Assistant (Employment) II | | 15.55 |
| 01263 - Personnel Assistant (Employment) III | | 17.34 |
| 01270 - Production Control Clerk | | 18.94 |
| 01280 - Receptionist | | 11.64 |
| 01290 - Rental Clerk | | 12.33 |
| 01300 - Scheduler, Maintenance | | 13.51 |
| 01311 - Secretary I | | 13.51 |
| 01312 - Secretary II | | 15.11 |
| 01313 - Secretary III | | 16.85 |
| 01320 - Service Order Dispatcher | | 12.67 |
| 01410 - Supply Technician | | 18.73 |
| 01420 - Survey Worker | | 13.27 |
| 01531 - Travel Clerk I | | 11.42 |
| 01532 - Travel Clerk II | | 12.32 |
| 01533 - Travel Clerk III | | 13.23 |
| 01611 - Word Processor I | | 12.57 |
| 01612 - Word Processor II | | 14.11 |
| 01613 - Word Processor III | | 15.78 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.17 |
| 05010 - Automotive Electrician | | 18.42 |
| 05040 - Automotive Glass Installer | | 17.71 |
| 05070 - Automotive Worker | | 17.71 |
| 05110 - Mobile Equipment Servicer | | 16.32 |
| 05130 - Motor Equipment Metal Mechanic | | 19.17 |
| 05160 - Motor Equipment Metal Worker | | 17.71 |
| 05190 - Motor Vehicle Mechanic | | 19.17 |
| 05220 - Motor Vehicle Mechanic Helper | | 15.62 |
| 05250 - Motor Vehicle Upholstery Worker | | 17.02 |
| 05280 - Motor Vehicle Wrecker | | 17.71 |
| 05310 - Painter, Automotive | | 18.42 |
| 05340 - Radiator Repair Specialist | | 17.71 |
| 05370 - Tire Repairer | | 15.01 |
| 05400 - Transmission Repair Specialist | | 19.17 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 15.88 |
| 07041 - Cook I | | 14.40 |
| 07042 - Cook II | | 15.88 |
| 07070 - Dishwasher | | 11.69 |
| 07130 - Food Service Worker | | 11.69 |

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| 07210 - Meat Cutter | 15.88 |
| 07260 - Waiter/Waitress | 12.36 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.31 |
| 09040 - Furniture Handler | 13.32 |
| 09080 - Furniture Refinisher | 17.31 |
| 09090 - Furniture Refinisher Helper | 14.66 |
| 09110 - Furniture Repairer, Minor | 15.97 |
| 09130 - Upholsterer | 17.31 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.71 |
| 11060 - Elevator Operator | 13.43 |
| 11090 - Gardener | 14.78 |
| 11122 - Housekeeping Aide | 11.71 |
| 11150 - Janitor | 11.71 |
| 11210 - Laborer, Grounds Maintenance | 12.48 |
| 11240 - Maid or Houseman | 11.01 |
| 11260 - Pruner | 11.71 |
| 11270 - Tractor Operator | 14.01 |
| 11330 - Trail Maintenance Worker | 12.48 |
| 11360 - Window Cleaner | 12.48 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.86 |
| 12011 - Breath Alcohol Technician | 15.48 |
| 12012 - Certified Occupational Therapist Assistant | 18.21 |
| 12015 - Certified Physical Therapist Assistant | 16.54 |
| 12020 - Dental Assistant | 14.10 |
| 12025 - Dental Hygienist | 28.28 |
| 12030 - EKG Technician | 19.97 |
| 12035 - Electroneurodiagnostic Technologist | 19.97 |
| 12040 - Emergency Medical Technician | 13.86 |
| 12071 - Licensed Practical Nurse I | 14.09 |
| 12072 - Licensed Practical Nurse II | 15.76 |
| 12073 - Licensed Practical Nurse III | 17.58 |
| 12100 - Medical Assistant | 13.76 |
| 12130 - Medical Laboratory Technician | 18.18 |
| 12160 - Medical Record Clerk | 13.92 |
| 12190 - Medical Record Technician | 15.43 |
| 12195 - Medical Transcriptionist | 14.70 |
| 12210 - Nuclear Medicine Technologist | 34.55 |
| 12221 - Nursing Assistant I | 9.58 |
| 12222 - Nursing Assistant II | 10.77 |
| 12223 - Nursing Assistant III | 11.75 |
| 12224 - Nursing Assistant IV | 13.19 |
| 12235 - Optical Dispenser | 18.88 |
| 12236 - Optical Technician | 12.92 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.19 |
| 12305 - Radiologic Technologist | 23.17 |
| 12311 - Registered Nurse I | 21.50 |
| 12312 - Registered Nurse II | 26.25 |
| 12313 - Registered Nurse II, Specialist | 26.25 |
| 12314 - Registered Nurse III | 31.76 |
| 12315 - Registered Nurse III, Anesthetist | 31.76 |
| 12316 - Registered Nurse IV | 38.06 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.16 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.82 |
| 13012 - Exhibits Specialist II | 23.32 |
| 13013 - Exhibits Specialist III | 28.53 |
| 13041 - Illustrator I | 18.82 |
| 13042 - Illustrator II | 23.32 |
| 13043 - Illustrator III | 28.53 |

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| 13047 - Librarian | 25.82 |
| 13050 - Library Aide/Clerk | 11.29 |
| 13054 - Library Information Technology Systems Administrator | 23.32 |
| 13058 - Library Technician | 16.71 |
| 13061 - Media Specialist I | 16.82 |
| 13062 - Media Specialist II | 18.82 |
| 13063 - Media Specialist III | 20.99 |
| 13071 - Photographer I | 14.66 |
| 13072 - Photographer II | 15.95 |
| 13073 - Photographer III | 20.32 |
| 13074 - Photographer IV | 24.86 |
| 13075 - Photographer V | 30.07 |
| 13110 - Video Teleconference Technician | 19.73 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.30 |
| 14042 - Computer Operator II | 15.44 |
| 14043 - Computer Operator III | 17.83 |
| 14044 - Computer Operator IV | 19.81 |
| 14045 - Computer Operator V | 21.93 |
| 14071 - Computer Programmer I | (see 1) 19.43 |
| 14072 - Computer Programmer II | (see 1) 24.08 |
| 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 | 14.30 |
| 14160 - Personal Computer Support Technician | 19.81 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.11 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.60 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.21 |
| 15050 - Computer Based Training Specialist / Instructor | 29.11 |
| 15060 - Educational Technologist | 25.67 |
| 15070 - Flight Instructor (Pilot) | 42.21 |
| 15080 - Graphic Artist | 20.38 |
| 15090 - Technical Instructor | 19.48 |
| 15095 - Technical Instructor/Course Developer | 23.83 |
| 15110 - Test Proctor | 15.72 |
| 15120 - Tutor | 15.72 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.70 |
| 16030 - Counter Attendant | 8.70 |
| 16040 - Dry Cleaner | 10.09 |
| 16070 - Finisher, Flatwork, Machine | 8.70 |
| 16090 - Presser, Hand | 8.70 |
| 16110 - Presser, Machine, Drycleaning | 8.70 |
| 16130 - Presser, Machine, Shirts | 8.70 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.70 |
| 16190 - Sewing Machine Operator | 10.69 |
| 16220 - Tailor | 11.29 |
| 16250 - Washer, Machine | 9.12 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.65 |
| 19040 - Tool And Die Maker | 24.37 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.40 |
| 21030 - Material Coordinator | 18.94 |
| 21040 - Material Expediter | 18.94 |
| 21050 - Material Handling Laborer | 12.57 |
| 21071 - Order Filler | 12.84 |
| 21080 - Production Line Worker (Food Processing) | 14.40 |

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| 21110 - Shipping Packer | 12.84 |
| 21130 - Shipping/Receiving Clerk | 12.84 |
| 21140 - Store Worker I | 13.20 |
| 21150 - Stock Clerk | 16.00 |
| 21210 - Tools And Parts Attendant | 14.40 |
| 21410 - Warehouse Specialist | 14.40 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.30 |
| 23021 - Aircraft Mechanic I | 22.34 |
| 23022 - Aircraft Mechanic II | 23.30 |
| 23023 - Aircraft Mechanic III | 24.27 |
| 23040 - Aircraft Mechanic Helper | 18.31 |
| 23050 - Aircraft, Painter | 21.40 |
| 23060 - Aircraft Servicer | 20.40 |
| 23080 - Aircraft Worker | 20.97 |
| 23110 - Appliance Mechanic | 17.38 |
| 23120 - Bicycle Repairer | 14.16 |
| 23125 - Cable Splicer | 31.24 |
| 23130 - Carpenter, Maintenance | 18.55 |
| 23140 - Carpet Layer | 20.42 |
| 23160 - Electrician, Maintenance | 25.61 |
| 23181 - Electronics Technician Maintenance I | 20.09 |
| 23182 - Electronics Technician Maintenance II | 21.03 |
| 23183 - Electronics Technician Maintenance III | 22.00 |
| 23260 - Fabric Worker | 19.28 |
| 23290 - Fire Alarm System Mechanic | 21.83 |
| 23310 - Fire Extinguisher Repairer | 18.51 |
| 23311 - Fuel Distribution System Mechanic | 29.96 |
| 23312 - Fuel Distribution System Operator | 21.46 |
| 23370 - General Maintenance Worker | 18.59 |
| 23380 - Ground Support Equipment Mechanic | 22.34 |
| 23381 - Ground Support Equipment Servicer | 20.40 |
| 23382 - Ground Support Equipment Worker | 20.97 |
| 23391 - Gunsmith I | 18.51 |
| 23392 - Gunsmith II | 20.42 |
| 23393 - Gunsmith III | 22.34 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.53 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.50 |
| 23430 - Heavy Equipment Mechanic | 20.95 |
| 23440 - Heavy Equipment Operator | 20.42 |
| 23460 - Instrument Mechanic | 22.34 |
| 23465 - Laboratory/Shelter Mechanic | 21.37 |
| 23470 - Laborer | 12.57 |
| 23510 - Locksmith | 21.20 |
| 23530 - Machinery Maintenance Mechanic | 21.02 |
| 23550 - Machinist, Maintenance | 19.53 |
| 23580 - Maintenance Trades Helper | 15.42 |
| 23591 - Metrology Technician I | 22.34 |
| 23592 - Metrology Technician II | 23.30 |
| 23593 - Metrology Technician III | 24.27 |
| 23640 - Millwright | 24.61 |
| 23710 - Office Appliance Repairer | 19.46 |
| 23760 - Painter, Maintenance | 19.46 |
| 23790 - Pipefitter, Maintenance | 26.73 |
| 23810 - Plumber, Maintenance | 22.48 |
| 23820 - Pneudraulic Systems Mechanic | 22.34 |
| 23850 - Rigger | 22.34 |
| 23870 - Scale Mechanic | 20.42 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.60 |
| 23910 - Small Engine Mechanic | 17.49 |
| 23931 - Telecommunications Mechanic I | 26.66 |

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| 23932 - Telecommunications Mechanic II | 27.60 |
| 23950 - Telephone Lineman | 31.26 |
| 23960 - Welder, Combination, Maintenance | 20.34 |
| 23965 - Well Driller | 20.41 |
| 23970 - Woodcraft Worker | 22.34 |
| 23980 - Woodworker | 16.85 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.54 |
| 24580 - Child Care Center Clerk | 16.78 |
| 24610 - Chore Aide | 11.95 |
| 24620 - Family Readiness And Support Services Coordinator | 15.66 |
| 24630 - Homemaker | 18.19 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.35 |
| 25040 - Sewage Plant Operator | 18.15 |
| 25070 - Stationary Engineer | 22.35 |
| 25190 - Ventilation Equipment Tender | 17.56 |
| 25210 - Water Treatment Plant Operator | 18.15 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.47 |
| 27007 - Baggage Inspector | 12.92 |
| 27008 - Corrections Officer | 25.94 |
| 27010 - Court Security Officer | 22.91 |
| 27030 - Detection Dog Handler | 14.57 |
| 27040 - Detention Officer | 25.94 |
| 27070 - Firefighter | 22.83 |
| 27101 - Guard I | 12.92 |
| 27102 - Guard II | 14.57 |
| 27131 - Police Officer I | 21.11 |
| 27132 - Police Officer II | 23.46 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.06 |
| 28042 - Carnival Equipment Repairer | 15.81 |
| 28043 - Carnival Equipment Worker | 12.86 |
| 28210 - Gate Attendant/Gate Tender | 15.26 |
| 28310 - Lifeguard | 12.11 |
| 28350 - Park Attendant (Aide) | 17.07 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.47 |
| 28515 - Recreation Specialist | 21.04 |
| 28630 - Sports Official | 13.60 |
| 28690 - Swimming Pool Operator | 18.99 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.61 |
| 29020 - Hatch Tender | 19.39 |
| 29030 - Line Handler | 19.61 |
| 29041 - Stevedore I | 19.63 |
| 29042 - Stevedore II | 22.41 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.91 |
| 30022 - Archeological Technician II | 17.80 |
| 30023 - Archeological Technician III | 22.04 |
| 30030 - Cartographic Technician | 22.04 |
| 30040 - Civil Engineering Technician | 20.49 |
| 30061 - Drafter/CAD Operator I | 15.91 |
| 30062 - Drafter/CAD Operator II | 17.80 |
| 30063 - Drafter/CAD Operator III | 19.85 |
| 30064 - Drafter/CAD Operator IV | 24.42 |
| 30081 - Engineering Technician I | 15.29 |
| 30082 - Engineering Technician II | 17.15 |

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| 30083 - Engineering Technician III | 19.19 |
| 30084 - Engineering Technician IV | 23.78 |
| 30085 - Engineering Technician V | 29.09 |
| 30086 - Engineering Technician VI | 35.19 |
| 30090 - Environmental Technician | 20.49 |
| 30210 - Laboratory Technician | 19.89 |
| 30240 - Mathematical Technician | 22.04 |
| 30361 - Paralegal/Legal Assistant I | 19.44 |
| 30362 - Paralegal/Legal Assistant II | 24.08 |
| 30363 - Paralegal/Legal Assistant III | 29.45 |
| 30364 - Paralegal/Legal Assistant IV | 35.64 |
| 30390 - Photo-Optics Technician | 22.04 |
| 30461 - Technical Writer I | 21.61 |
| 30462 - Technical Writer II | 26.44 |
| 30463 - Technical Writer III | 31.98 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 19.85 |
| 30621 - Weather Observer, Senior | (see 2) 22.04 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.07 |
| 31030 - Bus Driver | 12.53 |
| 31043 - Driver Courier | 12.38 |
| 31260 - Parking and Lot Attendant | 10.49 |
| 31290 - Shuttle Bus Driver | 13.06 |
| 31310 - Taxi Driver | 12.07 |
| 31361 - Truckdriver, Light | 13.06 |
| 31362 - Truckdriver, Medium | 14.11 |
| 31363 - Truckdriver, Heavy | 16.87 |
| 31364 - Truckdriver, Tractor-Trailer | 16.87 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.62 |
| 99050 - Desk Clerk | 11.85 |
| 99095 - Embalmer | 22.80 |
| 99251 - Laboratory Animal Caretaker I | 13.01 |
| 99252 - Laboratory Animal Caretaker II | 13.72 |
| 99310 - Mortician | 22.80 |
| 99410 - Pest Controller | 18.76 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.94 |
| 99711 - Recycling Specialist | 15.65 |
| 99730 - Refuse Collector | 13.08 |
| 99810 - Sales Clerk | 11.79 |
| 99820 - School Crossing Guard | 11.69 |
| 99830 - Survey Party Chief | 21.06 |
| 99831 - Surveying Aide | 12.18 |
| 99832 - Surveying Technician | 16.70 |
| 99840 - Vending Machine Attendant | 15.06 |
| 99841 - Vending Machine Repairer | 17.26 |
| 99842 - Vending Machine Repairer Helper | 15.06 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2378
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Clinton, Essex, Franklin, Jefferson, Lewis, St
Lawrence

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.75 |
| 01012 - Accounting Clerk II | | 16.07 |
| 01013 - Accounting Clerk III | | 17.96 |
| 01020 - Administrative Assistant | | 19.50 |
| 01040 - Court Reporter | | 20.25 |
| 01051 - Data Entry Operator I | | 12.75 |
| 01052 - Data Entry Operator II | | 13.91 |
| 01060 - Dispatcher, Motor Vehicle | | 14.87 |
| 01070 - Document Preparation Clerk | | 11.24 |
| 01090 - Duplicating Machine Operator | | 12.04 |
| 01111 - General Clerk I | | 11.64 |
| 01112 - General Clerk II | | 12.70 |
| 01113 - General Clerk III | | 14.26 |
| 01120 - Housing Referral Assistant | | 16.85 |
| 01141 - Messenger Courier | | 11.05 |
| 01191 - Order Clerk I | | 11.66 |
| 01192 - Order Clerk II | | 12.72 |

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|--|-------|
| 01261 - Personnel Assistant (Employment) I | 13.90 |
| 01262 - Personnel Assistant (Employment) II | 15.55 |
| 01263 - Personnel Assistant (Employment) III | 17.34 |
| 01270 - Production Control Clerk | 18.94 |
| 01280 - Receptionist | 11.64 |
| 01290 - Rental Clerk | 12.33 |
| 01300 - Scheduler, Maintenance | 13.51 |
| 01311 - Secretary I | 13.51 |
| 01312 - Secretary II | 15.11 |
| 01313 - Secretary III | 16.85 |
| 01320 - Service Order Dispatcher | 12.67 |
| 01410 - Supply Technician | 18.73 |
| 01420 - Survey Worker | 13.27 |
| 01531 - Travel Clerk I | 11.42 |
| 01532 - Travel Clerk II | 12.32 |
| 01533 - Travel Clerk III | 13.23 |
| 01611 - Word Processor I | 12.57 |
| 01612 - Word Processor II | 14.11 |
| 01613 - Word Processor III | 15.78 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.17 |
| 05010 - Automotive Electrician | 18.42 |
| 05040 - Automotive Glass Installer | 17.71 |
| 05070 - Automotive Worker | 17.71 |
| 05110 - Mobile Equipment Servicer | 16.32 |
| 05130 - Motor Equipment Metal Mechanic | 19.17 |
| 05160 - Motor Equipment Metal Worker | 17.71 |
| 05190 - Motor Vehicle Mechanic | 19.17 |
| 05220 - Motor Vehicle Mechanic Helper | 15.62 |
| 05250 - Motor Vehicle Upholstery Worker | 17.02 |
| 05280 - Motor Vehicle Wrecker | 17.71 |
| 05310 - Painter, Automotive | 18.42 |
| 05340 - Radiator Repair Specialist | 17.71 |
| 05370 - Tire Repairer | 15.01 |
| 05400 - Transmission Repair Specialist | 19.17 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.88 |
| 07041 - Cook I | 14.40 |
| 07042 - Cook II | 15.88 |
| 07070 - Dishwasher | 11.69 |
| 07130 - Food Service Worker | 11.69 |
| 07210 - Meat Cutter | 15.88 |
| 07260 - Waiter/Waitress | 12.36 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.31 |
| 09040 - Furniture Handler | 13.32 |
| 09080 - Furniture Refinisher | 17.31 |
| 09090 - Furniture Refinisher Helper | 14.66 |
| 09110 - Furniture Repairer, Minor | 15.97 |
| 09130 - Upholsterer | 17.31 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.71 |
| 11060 - Elevator Operator | 13.43 |
| 11090 - Gardener | 14.78 |
| 11122 - Housekeeping Aide | 11.71 |
| 11150 - Janitor | 11.71 |
| 11210 - Laborer, Grounds Maintenance | 12.48 |
| 11240 - Maid or Houseman | 11.01 |
| 11260 - Pruner | 11.71 |
| 11270 - Tractor Operator | 14.01 |
| 11330 - Trail Maintenance Worker | 12.48 |
| 11360 - Window Cleaner | 12.48 |
| 12000 - Health Occupations | |

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|--|-------|
| 12010 - Ambulance Driver | 13.86 |
| 12011 - Breath Alcohol Technician | 15.48 |
| 12012 - Certified Occupational Therapist Assistant | 18.21 |
| 12015 - Certified Physical Therapist Assistant | 16.54 |
| 12020 - Dental Assistant | 14.10 |
| 12025 - Dental Hygienist | 28.28 |
| 12030 - EKG Technician | 19.97 |
| 12035 - Electroneurodiagnostic Technologist | 19.97 |
| 12040 - Emergency Medical Technician | 13.86 |
| 12071 - Licensed Practical Nurse I | 14.09 |
| 12072 - Licensed Practical Nurse II | 15.76 |
| 12073 - Licensed Practical Nurse III | 17.58 |
| 12100 - Medical Assistant | 13.76 |
| 12130 - Medical Laboratory Technician | 18.18 |
| 12160 - Medical Record Clerk | 13.92 |
| 12190 - Medical Record Technician | 15.43 |
| 12195 - Medical Transcriptionist | 14.70 |
| 12210 - Nuclear Medicine Technologist | 34.55 |
| 12221 - Nursing Assistant I | 9.58 |
| 12222 - Nursing Assistant II | 10.77 |
| 12223 - Nursing Assistant III | 11.75 |
| 12224 - Nursing Assistant IV | 13.19 |
| 12235 - Optical Dispenser | 18.88 |
| 12236 - Optical Technician | 12.92 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.19 |
| 12305 - Radiologic Technologist | 23.17 |
| 12311 - Registered Nurse I | 21.50 |
| 12312 - Registered Nurse II | 26.25 |
| 12313 - Registered Nurse II, Specialist | 26.25 |
| 12314 - Registered Nurse III | 31.76 |
| 12315 - Registered Nurse III, Anesthetist | 31.76 |
| 12316 - Registered Nurse IV | 38.06 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.16 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.82 |
| 13012 - Exhibits Specialist II | 23.32 |
| 13013 - Exhibits Specialist III | 28.53 |
| 13041 - Illustrator I | 18.82 |
| 13042 - Illustrator II | 23.32 |
| 13043 - Illustrator III | 28.53 |
| 13047 - Librarian | 25.82 |
| 13050 - Library Aide/Clerk | 11.29 |
| 13054 - Library Information Technology Systems Administrator | 23.32 |
| 13058 - Library Technician | 16.71 |
| 13061 - Media Specialist I | 16.82 |
| 13062 - Media Specialist II | 18.82 |
| 13063 - Media Specialist III | 20.99 |
| 13071 - Photographer I | 14.66 |
| 13072 - Photographer II | 15.95 |
| 13073 - Photographer III | 20.32 |
| 13074 - Photographer IV | 24.86 |
| 13075 - Photographer V | 30.07 |
| 13110 - Video Teleconference Technician | 19.73 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.30 |
| 14042 - Computer Operator II | 15.44 |
| 14043 - Computer Operator III | 17.83 |
| 14044 - Computer Operator IV | 19.81 |
| 14045 - Computer Operator V | 21.93 |
| 14071 - Computer Programmer I | 19.43 |
| 14072 - Computer Programmer II | 24.08 |

(see 1)

(see 1)

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| | | |
|---|---------|-------|
| 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 | | 14.30 |
| 14160 - Personal Computer Support Technician | | 19.81 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 29.11 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 35.60 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 42.21 |
| 15050 - Computer Based Training Specialist / Instructor | | 29.11 |
| 15060 - Educational Technologist | | 25.67 |
| 15070 - Flight Instructor (Pilot) | | 42.21 |
| 15080 - Graphic Artist | | 20.38 |
| 15090 - Technical Instructor | | 19.48 |
| 15095 - Technical Instructor/Course Developer | | 23.83 |
| 15110 - Test Proctor | | 15.72 |
| 15120 - Tutor | | 15.72 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 8.70 |
| 16030 - Counter Attendant | | 8.70 |
| 16040 - Dry Cleaner | | 10.09 |
| 16070 - Finisher, Flatwork, Machine | | 8.70 |
| 16090 - Presser, Hand | | 8.70 |
| 16110 - Presser, Machine, Drycleaning | | 8.70 |
| 16130 - Presser, Machine, Shirts | | 8.70 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 8.70 |
| 16190 - Sewing Machine Operator | | 10.69 |
| 16220 - Tailor | | 11.29 |
| 16250 - Washer, Machine | | 9.12 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 20.65 |
| 19040 - Tool And Die Maker | | 24.37 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 14.40 |
| 21030 - Material Coordinator | | 18.94 |
| 21040 - Material Expediter | | 18.94 |
| 21050 - Material Handling Laborer | | 12.57 |
| 21071 - Order Filler | | 12.84 |
| 21080 - Production Line Worker (Food Processing) | | 14.40 |
| 21110 - Shipping Packer | | 12.84 |
| 21130 - Shipping/Receiving Clerk | | 12.84 |
| 21140 - Store Worker I | | 13.20 |
| 21150 - Stock Clerk | | 16.00 |
| 21210 - Tools And Parts Attendant | | 14.40 |
| 21410 - Warehouse Specialist | | 14.40 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 23.30 |
| 23021 - Aircraft Mechanic I | | 22.34 |
| 23022 - Aircraft Mechanic II | | 23.30 |
| 23023 - Aircraft Mechanic III | | 24.27 |
| 23040 - Aircraft Mechanic Helper | | 18.31 |
| 23050 - Aircraft, Painter | | 21.40 |
| 23060 - Aircraft Servicer | | 20.40 |
| 23080 - Aircraft Worker | | 20.97 |
| 23110 - Appliance Mechanic | | 17.38 |
| 23120 - Bicycle Repairer | | 14.16 |
| 23125 - Cable Splicer | | 31.24 |
| 23130 - Carpenter, Maintenance | | 18.55 |
| 23140 - Carpet Layer | | 20.42 |
| 23160 - Electrician, Maintenance | | 25.61 |
| 23181 - Electronics Technician Maintenance I | | 20.09 |

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| 23182 - Electronics Technician Maintenance II | 21.03 |
| 23183 - Electronics Technician Maintenance III | 22.00 |
| 23260 - Fabric Worker | 19.28 |
| 23290 - Fire Alarm System Mechanic | 21.83 |
| 23310 - Fire Extinguisher Repairer | 18.51 |
| 23311 - Fuel Distribution System Mechanic | 29.96 |
| 23312 - Fuel Distribution System Operator | 21.46 |
| 23370 - General Maintenance Worker | 18.59 |
| 23380 - Ground Support Equipment Mechanic | 22.34 |
| 23381 - Ground Support Equipment Servicer | 20.40 |
| 23382 - Ground Support Equipment Worker | 20.97 |
| 23391 - Gunsmith I | 18.51 |
| 23392 - Gunsmith II | 20.42 |
| 23393 - Gunsmith III | 22.34 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.53 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.50 |
| 23430 - Heavy Equipment Mechanic | 20.95 |
| 23440 - Heavy Equipment Operator | 20.42 |
| 23460 - Instrument Mechanic | 22.34 |
| 23465 - Laboratory/Shelter Mechanic | 21.37 |
| 23470 - Laborer | 12.57 |
| 23510 - Locksmith | 21.20 |
| 23530 - Machinery Maintenance Mechanic | 21.02 |
| 23550 - Machinist, Maintenance | 19.53 |
| 23580 - Maintenance Trades Helper | 15.42 |
| 23591 - Metrology Technician I | 22.34 |
| 23592 - Metrology Technician II | 23.30 |
| 23593 - Metrology Technician III | 24.27 |
| 23640 - Millwright | 24.61 |
| 23710 - Office Appliance Repairer | 19.46 |
| 23760 - Painter, Maintenance | 19.46 |
| 23790 - Pipefitter, Maintenance | 26.73 |
| 23810 - Plumber, Maintenance | 22.48 |
| 23820 - Pneudraulic Systems Mechanic | 22.34 |
| 23850 - Rigger | 22.34 |
| 23870 - Scale Mechanic | 20.42 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.60 |
| 23910 - Small Engine Mechanic | 17.49 |
| 23931 - Telecommunications Mechanic I | 26.66 |
| 23932 - Telecommunications Mechanic II | 27.60 |
| 23950 - Telephone Lineman | 31.26 |
| 23960 - Welder, Combination, Maintenance | 20.34 |
| 23965 - Well Driller | 20.41 |
| 23970 - Woodcraft Worker | 22.34 |
| 23980 - Woodworker | 16.85 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.54 |
| 24580 - Child Care Center Clerk | 16.78 |
| 24610 - Chore Aide | 11.95 |
| 24620 - Family Readiness And Support Services Coordinator | 15.66 |
| 24630 - Homemaker | 18.19 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.35 |
| 25040 - Sewage Plant Operator | 18.15 |
| 25070 - Stationary Engineer | 22.35 |
| 25190 - Ventilation Equipment Tender | 17.56 |
| 25210 - Water Treatment Plant Operator | 18.15 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.47 |
| 27007 - Baggage Inspector | 12.92 |

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| 27008 - Corrections Officer | 25.94 |
| 27010 - Court Security Officer | 22.91 |
| 27030 - Detection Dog Handler | 14.57 |
| 27040 - Detention Officer | 25.94 |
| 27070 - Firefighter | 22.83 |
| 27101 - Guard I | 12.92 |
| 27102 - Guard II | 14.57 |
| 27131 - Police Officer I | 21.11 |
| 27132 - Police Officer II | 23.46 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.06 |
| 28042 - Carnival Equipment Repairer | 15.81 |
| 28043 - Carnival Equipment Worker | 12.86 |
| 28210 - Gate Attendant/Gate Tender | 15.26 |
| 28310 - Lifeguard | 12.11 |
| 28350 - Park Attendant (Aide) | 17.07 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.47 |
| 28515 - Recreation Specialist | 21.04 |
| 28630 - Sports Official | 13.60 |
| 28690 - Swimming Pool Operator | 18.99 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.61 |
| 29020 - Hatch Tender | 19.39 |
| 29030 - Line Handler | 19.61 |
| 29041 - Stevedore I | 19.63 |
| 29042 - Stevedore II | 22.41 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.91 |
| 30022 - Archeological Technician II | 17.80 |
| 30023 - Archeological Technician III | 22.04 |
| 30030 - Cartographic Technician | 22.04 |
| 30040 - Civil Engineering Technician | 20.49 |
| 30061 - Drafter/CAD Operator I | 15.91 |
| 30062 - Drafter/CAD Operator II | 17.80 |
| 30063 - Drafter/CAD Operator III | 19.85 |
| 30064 - Drafter/CAD Operator IV | 24.42 |
| 30081 - Engineering Technician I | 15.29 |
| 30082 - Engineering Technician II | 17.15 |
| 30083 - Engineering Technician III | 19.19 |
| 30084 - Engineering Technician IV | 23.78 |
| 30085 - Engineering Technician V | 29.09 |
| 30086 - Engineering Technician VI | 35.19 |
| 30090 - Environmental Technician | 20.49 |
| 30210 - Laboratory Technician | 19.89 |
| 30240 - Mathematical Technician | 22.04 |
| 30361 - Paralegal/Legal Assistant I | 19.44 |
| 30362 - Paralegal/Legal Assistant II | 24.08 |
| 30363 - Paralegal/Legal Assistant III | 29.45 |
| 30364 - Paralegal/Legal Assistant IV | 35.64 |
| 30390 - Photo-Optics Technician | 22.04 |
| 30461 - Technical Writer I | 21.61 |
| 30462 - Technical Writer II | 26.44 |
| 30463 - Technical Writer III | 31.98 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 19.85 |

| | | |
|---|---------|-------|
| 30621 - Weather Observer, Senior | (see 2) | 22.04 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 10.07 |
| 31030 - Bus Driver | | 12.53 |
| 31043 - Driver Courier | | 12.38 |
| 31260 - Parking and Lot Attendant | | 10.49 |
| 31290 - Shuttle Bus Driver | | 13.06 |
| 31310 - Taxi Driver | | 12.07 |
| 31361 - Truckdriver, Light | | 13.06 |
| 31362 - Truckdriver, Medium | | 14.11 |
| 31363 - Truckdriver, Heavy | | 16.87 |
| 31364 - Truckdriver, Tractor-Trailer | | 16.87 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 8.62 |
| 99050 - Desk Clerk | | 11.85 |
| 99095 - Embalmer | | 22.80 |
| 99251 - Laboratory Animal Caretaker I | | 13.01 |
| 99252 - Laboratory Animal Caretaker II | | 13.72 |
| 99310 - Mortician | | 22.80 |
| 99410 - Pest Controller | | 18.76 |
| 99510 - Photofinishing Worker | | 11.95 |
| 99710 - Recycling Laborer | | 13.94 |
| 99711 - Recycling Specialist | | 15.65 |
| 99730 - Refuse Collector | | 13.08 |
| 99810 - Sales Clerk | | 11.79 |
| 99820 - School Crossing Guard | | 11.69 |
| 99830 - Survey Party Chief | | 21.06 |
| 99831 - Surveying Aide | | 12.18 |
| 99832 - Surveying Technician | | 16.70 |
| 99840 - Vending Machine Attendant | | 15.06 |
| 99841 - Vending Machine Repairer | | 17.26 |
| 99842 - Vending Machine Repairer Helper | | 15.06 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}
When multiple wage determinations are included in a contract, a separate SF 1444
should be prepared for each wage determination to which a class(es) is to be
conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide

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classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2379
Revision No.: 14
Date of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Delaware, Dutchess, Orange, Sullivan, Ulster

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.11 |
| 01012 - Accounting Clerk II | | 19.61 |
| 01013 - Accounting Clerk III | | 21.89 |
| 01020 - Administrative Assistant | | 28.89 |
| 01040 - Court Reporter | | 21.64 |
| 01051 - Data Entry Operator I | | 14.71 |
| 01052 - Data Entry Operator II | | 16.05 |
| 01060 - Dispatcher, Motor Vehicle | | 24.39 |
| 01070 - Document Preparation Clerk | | 15.56 |
| 01090 - Duplicating Machine Operator | | 15.56 |
| 01111 - General Clerk I | | 14.80 |
| 01112 - General Clerk II | | 17.49 |
| 01113 - General Clerk III | | 18.82 |
| 01120 - Housing Referral Assistant | | 26.92 |
| 01141 - Messenger Courier | | 12.07 |
| 01191 - Order Clerk I | | 14.82 |
| 01192 - Order Clerk II | | 17.67 |
| 01261 - Personnel Assistant (Employment) I | | 18.96 |
| 01262 - Personnel Assistant (Employment) II | | 21.22 |
| 01263 - Personnel Assistant (Employment) III | | 23.66 |
| 01270 - Production Control Clerk | | 23.51 |
| 01280 - Receptionist | | 15.67 |
| 01290 - Rental Clerk | | 18.04 |
| 01300 - Scheduler, Maintenance | | 21.57 |
| 01311 - Secretary I | | 21.57 |
| 01312 - Secretary II | | 24.14 |
| 01313 - Secretary III | | 26.92 |
| 01320 - Service Order Dispatcher | | 21.75 |
| 01410 - Supply Technician | | 28.89 |
| 01420 - Survey Worker | | 21.64 |
| 01531 - Travel Clerk I | | 12.64 |
| 01532 - Travel Clerk II | | 13.36 |
| 01533 - Travel Clerk III | | 14.10 |
| 01611 - Word Processor I | | 17.62 |
| 01612 - Word Processor II | | 19.79 |
| 01613 - Word Processor III | | 22.13 |
| 05000 - Automotive Service Occupations | | |

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| 05005 - Automobile Body Repairer, Fiberglass | 21.68 |
| 05010 - Automotive Electrician | 26.09 |
| 05040 - Automotive Glass Installer | 24.15 |
| 05070 - Automotive Worker | 24.15 |
| 05110 - Mobile Equipment Servicer | 20.57 |
| 05130 - Motor Equipment Metal Mechanic | 26.94 |
| 05160 - Motor Equipment Metal Worker | 24.15 |
| 05190 - Motor Vehicle Mechanic | 26.94 |
| 05220 - Motor Vehicle Mechanic Helper | 19.94 |
| 05250 - Motor Vehicle Upholstery Worker | 21.07 |
| 05280 - Motor Vehicle Wrecker | 24.15 |
| 05310 - Painter, Automotive | 25.66 |
| 05340 - Radiator Repair Specialist | 24.15 |
| 05370 - Tire Repairer | 11.23 |
| 05400 - Transmission Repair Specialist | 26.94 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.40 |
| 07041 - Cook I | 14.28 |
| 07042 - Cook II | 16.80 |
| 07070 - Dishwasher | 9.34 |
| 07130 - Food Service Worker | 11.24 |
| 07210 - Meat Cutter | 19.20 |
| 07260 - Waiter/Waitress | 11.68 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.23 |
| 09040 - Furniture Handler | 12.01 |
| 09080 - Furniture Refinisher | 17.00 |
| 09090 - Furniture Refinisher Helper | 13.06 |
| 09110 - Furniture Repairer, Minor | 14.82 |
| 09130 - Upholsterer | 16.92 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.94 |
| 11060 - Elevator Operator | 12.94 |
| 11090 - Gardener | 16.02 |
| 11122 - Housekeeping Aide | 14.85 |
| 11150 - Janitor | 15.70 |
| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.34 |
| 11260 - Pruner | 14.29 |
| 11270 - Tractor Operator | 19.07 |
| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 15.70 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.22 |
| 12011 - Breath Alcohol Technician | 22.61 |
| 12012 - Certified Occupational Therapist Assistant | 24.12 |
| 12015 - Certified Physical Therapist Assistant | 22.28 |
| 12020 - Dental Assistant | 16.75 |
| 12025 - Dental Hygienist | 35.31 |
| 12030 - EKG Technician | 28.65 |
| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 20.22 |
| 12071 - Licensed Practical Nurse I | 21.76 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |
| 12100 - Medical Assistant | 16.66 |
| 12130 - Medical Laboratory Technician | 20.63 |
| 12160 - Medical Record Clerk | 18.65 |
| 12190 - Medical Record Technician | 20.55 |
| 12195 - Medical Transcriptionist | 18.65 |
| 12210 - Nuclear Medicine Technologist | 36.93 |
| 12221 - Nursing Assistant I | 12.37 |
| 12222 - Nursing Assistant II | 13.91 |

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| 12223 - Nursing Assistant III | 15.82 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 24.64 |
| 12236 - Optical Technician | 16.64 |
| 12250 - Pharmacy Technician | 14.58 |
| 12280 - Phlebotomist | 16.79 |
| 12305 - Radiologic Technologist | 28.08 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |
| 12316 - Registered Nurse IV | 59.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 27.03 |
| 13012 - Exhibits Specialist II | 30.45 |
| 13013 - Exhibits Specialist III | 34.25 |
| 13041 - Illustrator I | 25.89 |
| 13042 - Illustrator II | 30.45 |
| 13043 - Illustrator III | 34.25 |
| 13047 - Librarian | 34.02 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 25.15 |
| 13058 - Library Technician | 21.67 |
| 13061 - Media Specialist I | 21.21 |
| 13062 - Media Specialist II | 23.84 |
| 13063 - Media Specialist III | 26.70 |
| 13071 - Photographer I | 20.03 |
| 13072 - Photographer II | 23.82 |
| 13073 - Photographer III | 29.53 |
| 13074 - Photographer IV | 33.78 |
| 13075 - Photographer V | 40.89 |
| 13110 - Video Teleconference Technician | 24.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.00 |
| 14042 - Computer Operator II | 21.26 |
| 14043 - Computer Operator III | 23.71 |
| 14044 - Computer Operator IV | 26.35 |
| 14045 - Computer Operator V | 29.17 |
| 14071 - Computer Programmer I | (see 1) 27.56 |
| 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 | 19.00 |
| 14160 - Personal Computer Support Technician | 26.35 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 39.54 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 51.69 |
| 15050 - Computer Based Training Specialist / Instructor | 39.20 |
| 15060 - Educational Technologist | 32.92 |
| 15070 - Flight Instructor (Pilot) | 51.69 |
| 15080 - Graphic Artist | 27.68 |
| 15090 - Technical Instructor | 27.17 |
| 15095 - Technical Instructor/Course Developer | 31.35 |
| 15110 - Test Proctor | 20.72 |
| 15120 - Tutor | 20.72 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |

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| 16010 - Assembler | 9.79 |
| 16030 - Counter Attendant | 9.79 |
| 16040 - Dry Cleaner | 12.92 |
| 16070 - Finisher, Flatwork, Machine | 9.79 |
| 16090 - Presser, Hand | 9.79 |
| 16110 - Presser, Machine, Drycleaning | 9.79 |
| 16130 - Presser, Machine, Shirts | 9.79 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.79 |
| 16190 - Sewing Machine Operator | 13.96 |
| 16220 - Tailor | 14.99 |
| 16250 - Washer, Machine | 10.84 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.99 |
| 19040 - Tool And Die Maker | 24.02 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.96 |
| 21030 - Material Coordinator | 23.51 |
| 21040 - Material Expediter | 23.51 |
| 21050 - Material Handling Laborer | 14.24 |
| 21071 - Order Filler | 12.98 |
| 21080 - Production Line Worker (Food Processing) | 16.96 |
| 21110 - Shipping Packer | 15.09 |
| 21130 - Shipping/Receiving Clerk | 15.09 |
| 21140 - Store Worker I | 11.51 |
| 21150 - Stock Clerk | 15.77 |
| 21210 - Tools And Parts Attendant | 16.96 |
| 21410 - Warehouse Specialist | 16.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.81 |
| 23021 - Aircraft Mechanic I | 27.11 |
| 23022 - Aircraft Mechanic II | 29.81 |
| 23023 - Aircraft Mechanic III | 30.66 |
| 23040 - Aircraft Mechanic Helper | 19.26 |
| 23050 - Aircraft, Painter | 23.26 |
| 23060 - Aircraft Servicer | 21.84 |
| 23080 - Aircraft Worker | 23.20 |
| 23110 - Appliance Mechanic | 20.10 |
| 23120 - Bicycle Repairer | 10.66 |
| 23125 - Cable Splicer | 31.81 |
| 23130 - Carpenter, Maintenance | 29.55 |
| 23140 - Carpet Layer | 27.98 |
| 23160 - Electrician, Maintenance | 36.84 |
| 23181 - Electronics Technician Maintenance I | 24.19 |
| 23182 - Electronics Technician Maintenance II | 25.81 |
| 23183 - Electronics Technician Maintenance III | 25.80 |
| 23260 - Fabric Worker | 26.22 |
| 23290 - Fire Alarm System Mechanic | 20.95 |
| 23310 - Fire Extinguisher Repairer | 20.85 |
| 23311 - Fuel Distribution System Mechanic | 29.94 |
| 23312 - Fuel Distribution System Operator | 24.09 |
| 23370 - General Maintenance Worker | 19.92 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |
| 23381 - Ground Support Equipment Servicer | 21.84 |
| 23382 - Ground Support Equipment Worker | 23.20 |
| 23391 - Gunsmith I | 20.85 |
| 23392 - Gunsmith II | 24.03 |
| 23393 - Gunsmith III | 27.25 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 29.04 |
| 23430 - Heavy Equipment Mechanic | 26.10 |
| 23440 - Heavy Equipment Operator | 32.03 |

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| 23460 - Instrument Mechanic | 30.86 |
| 23465 - Laboratory/Shelter Mechanic | 25.64 |
| 23470 - Laborer | 12.82 |
| 23510 - Locksmith | 20.70 |
| 23530 - Machinery Maintenance Mechanic | 23.95 |
| 23550 - Machinist, Maintenance | 19.74 |
| 23580 - Maintenance Trades Helper | 15.09 |
| 23591 - Metrology Technician I | 30.86 |
| 23592 - Metrology Technician II | 33.24 |
| 23593 - Metrology Technician III | 34.64 |
| 23640 - Millwright | 29.72 |
| 23710 - Office Appliance Repairer | 21.80 |
| 23760 - Painter, Maintenance | 22.59 |
| 23790 - Pipefitter, Maintenance | 29.88 |
| 23810 - Plumber, Maintenance | 27.38 |
| 23820 - Pneudraulic Systems Mechanic | 27.25 |
| 23850 - Rigger | 24.36 |
| 23870 - Scale Mechanic | 24.03 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.46 |
| 23910 - Small Engine Mechanic | 19.18 |
| 23931 - Telecommunications Mechanic I | 29.87 |
| 23932 - Telecommunications Mechanic II | 31.25 |
| 23950 - Telephone Lineman | 31.86 |
| 23960 - Welder, Combination, Maintenance | 22.17 |
| 23965 - Well Driller | 22.28 |
| 23970 - Woodcraft Worker | 29.26 |
| 23980 - Woodworker | 15.58 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.05 |
| 24580 - Child Care Center Clerk | 16.26 |
| 24610 - Chore Aide | 10.62 |
| 24620 - Family Readiness And Support Services Coordinator | 14.89 |
| 24630 - Homemaker | 19.80 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.03 |
| 25040 - Sewage Plant Operator | 25.19 |
| 25070 - Stationary Engineer | 29.03 |
| 25190 - Ventilation Equipment Tender | 21.58 |
| 25210 - Water Treatment Plant Operator | 25.19 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.12 |
| 27007 - Baggage Inspector | 17.16 |
| 27008 - Corrections Officer | 30.97 |
| 27010 - Court Security Officer | 30.66 |
| 27030 - Detection Dog Handler | 20.36 |
| 27040 - Detention Officer | 30.97 |
| 27070 - Firefighter | 31.42 |
| 27101 - Guard I | 17.16 |
| 27102 - Guard II | 20.36 |
| 27131 - Police Officer I | 32.37 |
| 27132 - Police Officer II | 35.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.45 |
| 28042 - Carnival Equipment Repairer | 14.22 |
| 28043 - Carnival Equipment Worker | 10.96 |
| 28210 - Gate Attendant/Gate Tender | 16.49 |
| 28310 - Lifeguard | 13.00 |
| 28350 - Park Attendant (Aide) | 18.46 |
| 28510 - Recreation Aide/Health Facility Attendant | 15.76 |
| 28515 - Recreation Specialist | 20.98 |
| 28630 - Sports Official | 14.69 |
| 28690 - Swimming Pool Operator | 16.95 |

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| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 26.00 |
| 29020 - Hatch Tender | 26.00 |
| 29030 - Line Handler | 26.00 |
| 29041 - Stevedore I | 22.10 |
| 29042 - Stevedore II | 22.81 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 19.69 |
| 30022 - Archeological Technician II | 22.02 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 27.27 |
| 30040 - Civil Engineering Technician | 25.21 |
| 30061 - Drafter/CAD Operator I | 19.69 |
| 30062 - Drafter/CAD Operator II | 22.02 |
| 30063 - Drafter/CAD Operator III | 24.55 |
| 30064 - Drafter/CAD Operator IV | 27.68 |
| 30081 - Engineering Technician I | 19.62 |
| 30082 - Engineering Technician II | 22.47 |
| 30083 - Engineering Technician III | 25.28 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 39.40 |
| 30086 - Engineering Technician VI | 43.34 |
| 30090 - Environmental Technician | 20.12 |
| 30210 - Laboratory Technician | 21.37 |
| 30240 - Mathematical Technician | 26.27 |
| 30361 - Paralegal/Legal Assistant I | 20.15 |
| 30362 - Paralegal/Legal Assistant II | 22.81 |
| 30363 - Paralegal/Legal Assistant III | 35.39 |
| 30364 - Paralegal/Legal Assistant IV | 35.57 |
| 30390 - Photo-Optics Technician | 27.27 |
| 30461 - Technical Writer I | 27.81 |
| 30462 - Technical Writer II | 32.99 |
| 30463 - Technical Writer III | 39.10 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 24.55 |
| 30621 - Weather Observer, Senior (see 2) | 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 15.14 |
| 31030 - Bus Driver | 19.89 |
| 31043 - Driver Courier | 16.45 |
| 31260 - Parking and Lot Attendant | 10.12 |
| 31290 - Shuttle Bus Driver | 17.80 |
| 31310 - Taxi Driver | 13.51 |
| 31361 - Truckdriver, Light | 17.80 |
| 31362 - Truckdriver, Medium | 19.15 |
| 31363 - Truckdriver, Heavy | 24.52 |
| 31364 - Truckdriver, Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.53 |
| 99050 - Desk Clerk | 13.34 |
| 99095 - Embalmer | 30.19 |
| 99251 - Laboratory Animal Caretaker I | 12.33 |
| 99252 - Laboratory Animal Caretaker II | 13.37 |
| 99310 - Mortician | 34.44 |
| 99410 - Pest Controller | 16.49 |

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|---|-------|
| 99510 - Photofinishing Worker | 16.23 |
| 99710 - Recycling Laborer | 18.13 |
| 99711 - Recycling Specialist | 21.48 |
| 99730 - Refuse Collector | 18.36 |
| 99810 - Sales Clerk | 14.70 |
| 99820 - School Crossing Guard | 13.82 |
| 99830 - Survey Party Chief | 22.56 |
| 99831 - Surveying Aide | 14.74 |
| 99832 - Surveying Technician | 20.42 |
| 99840 - Vending Machine Attendant | 14.60 |
| 99841 - Vending Machine Repairer | 19.09 |
| 99842 - Vending Machine Repairer Helper | 15.77 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordinance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2380
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Delaware, Dutchess, Orange, Sullivan, Ulster

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.11 |
| 01012 - Accounting Clerk II | | 19.61 |
| 01013 - Accounting Clerk III | | 21.89 |
| 01020 - Administrative Assistant | | 28.89 |
| 01040 - Court Reporter | | 21.64 |
| 01051 - Data Entry Operator I | | 14.71 |
| 01052 - Data Entry Operator II | | 16.05 |
| 01060 - Dispatcher, Motor Vehicle | | 24.39 |
| 01070 - Document Preparation Clerk | | 15.56 |
| 01090 - Duplicating Machine Operator | | 15.56 |
| 01111 - General Clerk I | | 14.80 |
| 01112 - General Clerk II | | 17.49 |
| 01113 - General Clerk III | | 18.82 |
| 01120 - Housing Referral Assistant | | 26.92 |
| 01141 - Messenger Courier | | 12.07 |
| 01191 - Order Clerk I | | 14.82 |

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|--|-------|
| 01192 - Order Clerk II | 17.67 |
| 01261 - Personnel Assistant (Employment) I | 18.96 |
| 01262 - Personnel Assistant (Employment) II | 21.22 |
| 01263 - Personnel Assistant (Employment) III | 23.66 |
| 01270 - Production Control Clerk | 23.51 |
| 01280 - Receptionist | 15.67 |
| 01290 - Rental Clerk | 18.04 |
| 01300 - Scheduler, Maintenance | 21.57 |
| 01311 - Secretary I | 21.57 |
| 01312 - Secretary II | 24.14 |
| 01313 - Secretary III | 26.92 |
| 01320 - Service Order Dispatcher | 21.75 |
| 01410 - Supply Technician | 28.89 |
| 01420 - Survey Worker | 21.64 |
| 01531 - Travel Clerk I | 12.64 |
| 01532 - Travel Clerk II | 13.36 |
| 01533 - Travel Clerk III | 14.10 |
| 01611 - Word Processor I | 17.62 |
| 01612 - Word Processor II | 19.79 |
| 01613 - Word Processor III | 22.13 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.68 |
| 05010 - Automotive Electrician | 26.09 |
| 05040 - Automotive Glass Installer | 24.15 |
| 05070 - Automotive Worker | 24.15 |
| 05110 - Mobile Equipment Servicer | 20.57 |
| 05130 - Motor Equipment Metal Mechanic | 26.94 |
| 05160 - Motor Equipment Metal Worker | 24.15 |
| 05190 - Motor Vehicle Mechanic | 26.94 |
| 05220 - Motor Vehicle Mechanic Helper | 19.94 |
| 05250 - Motor Vehicle Upholstery Worker | 21.07 |
| 05280 - Motor Vehicle Wrecker | 24.15 |
| 05310 - Painter, Automotive | 25.66 |
| 05340 - Radiator Repair Specialist | 24.15 |
| 05370 - Tire Repairer | 11.23 |
| 05400 - Transmission Repair Specialist | 26.94 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.40 |
| 07041 - Cook I | 14.28 |
| 07042 - Cook II | 16.80 |
| 07070 - Dishwasher | 9.34 |
| 07130 - Food Service Worker | 11.24 |
| 07210 - Meat Cutter | 19.20 |
| 07260 - Waiter/Waitress | 11.68 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.23 |
| 09040 - Furniture Handler | 12.01 |
| 09080 - Furniture Refinisher | 17.00 |
| 09090 - Furniture Refinisher Helper | 13.06 |
| 09110 - Furniture Repairer, Minor | 14.82 |
| 09130 - Upholsterer | 16.92 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.94 |
| 11060 - Elevator Operator | 12.94 |
| 11090 - Gardener | 16.02 |
| 11122 - Housekeeping Aide | 14.85 |
| 11150 - Janitor | 15.70 |
| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.34 |
| 11260 - Pruner | 14.29 |
| 11270 - Tractor Operator | 19.07 |
| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 15.70 |

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| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.22 |
| 12011 - Breath Alcohol Technician | 22.61 |
| 12012 - Certified Occupational Therapist Assistant | 24.12 |
| 12015 - Certified Physical Therapist Assistant | 22.28 |
| 12020 - Dental Assistant | 16.75 |
| 12025 - Dental Hygienist | 35.31 |
| 12030 - EKG Technician | 28.65 |
| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 20.22 |
| 12071 - Licensed Practical Nurse I | 21.76 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |
| 12100 - Medical Assistant | 16.66 |
| 12130 - Medical Laboratory Technician | 20.63 |
| 12160 - Medical Record Clerk | 18.65 |
| 12190 - Medical Record Technician | 20.55 |
| 12195 - Medical Transcriptionist | 18.65 |
| 12210 - Nuclear Medicine Technologist | 36.93 |
| 12221 - Nursing Assistant I | 12.37 |
| 12222 - Nursing Assistant II | 13.91 |
| 12223 - Nursing Assistant III | 15.82 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 24.64 |
| 12236 - Optical Technician | 16.64 |
| 12250 - Pharmacy Technician | 14.58 |
| 12280 - Phlebotomist | 16.79 |
| 12305 - Radiologic Technologist | 28.08 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |
| 12316 - Registered Nurse IV | 59.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 27.03 |
| 13012 - Exhibits Specialist II | 30.45 |
| 13013 - Exhibits Specialist III | 34.25 |
| 13041 - Illustrator I | 25.89 |
| 13042 - Illustrator II | 30.45 |
| 13043 - Illustrator III | 34.25 |
| 13047 - Librarian | 34.02 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 25.15 |
| 13058 - Library Technician | 21.67 |
| 13061 - Media Specialist I | 21.21 |
| 13062 - Media Specialist II | 23.84 |
| 13063 - Media Specialist III | 26.70 |
| 13071 - Photographer I | 20.03 |
| 13072 - Photographer II | 23.82 |
| 13073 - Photographer III | 29.53 |
| 13074 - Photographer IV | 33.78 |
| 13075 - Photographer V | 40.89 |
| 13110 - Video Teleconference Technician | 24.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.00 |
| 14042 - Computer Operator II | 21.26 |
| 14043 - Computer Operator III | 23.71 |
| 14044 - Computer Operator IV | 26.35 |
| 14045 - Computer Operator V | 29.17 |
| 14071 - Computer Programmer I | 27.56 |

(see 1)

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| | | |
|---|---------|-------|
| 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 | | 19.00 |
| 14160 - Personal Computer Support Technician | | 26.35 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 39.54 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 51.69 |
| 15050 - Computer Based Training Specialist / Instructor | | 39.20 |
| 15060 - Educational Technologist | | 32.92 |
| 15070 - Flight Instructor (Pilot) | | 51.69 |
| 15080 - Graphic Artist | | 27.68 |
| 15090 - Technical Instructor | | 27.17 |
| 15095 - Technical Instructor/Course Developer | | 31.35 |
| 15110 - Test Proctor | | 20.72 |
| 15120 - Tutor | | 20.72 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 9.79 |
| 16030 - Counter Attendant | | 9.79 |
| 16040 - Dry Cleaner | | 12.92 |
| 16070 - Finisher, Flatwork, Machine | | 9.79 |
| 16090 - Presser, Hand | | 9.79 |
| 16110 - Presser, Machine, Drycleaning | | 9.79 |
| 16130 - Presser, Machine, Shirts | | 9.79 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 9.79 |
| 16190 - Sewing Machine Operator | | 13.96 |
| 16220 - Tailor | | 14.99 |
| 16250 - Washer, Machine | | 10.84 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 18.99 |
| 19040 - Tool And Die Maker | | 24.02 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 16.96 |
| 21030 - Material Coordinator | | 23.51 |
| 21040 - Material Expediter | | 23.51 |
| 21050 - Material Handling Laborer | | 14.24 |
| 21071 - Order Filler | | 12.98 |
| 21080 - Production Line Worker (Food Processing) | | 16.96 |
| 21110 - Shipping Packer | | 15.09 |
| 21130 - Shipping/Receiving Clerk | | 15.09 |
| 21140 - Store Worker I | | 11.51 |
| 21150 - Stock Clerk | | 15.77 |
| 21210 - Tools And Parts Attendant | | 16.96 |
| 21410 - Warehouse Specialist | | 16.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 29.81 |
| 23021 - Aircraft Mechanic I | | 27.11 |
| 23022 - Aircraft Mechanic II | | 29.81 |
| 23023 - Aircraft Mechanic III | | 30.66 |
| 23040 - Aircraft Mechanic Helper | | 19.26 |
| 23050 - Aircraft, Painter | | 23.26 |
| 23060 - Aircraft Servicer | | 21.84 |
| 23080 - Aircraft Worker | | 23.20 |
| 23110 - Appliance Mechanic | | 20.10 |
| 23120 - Bicycle Repairer | | 10.66 |
| 23125 - Cable Splicer | | 31.81 |
| 23130 - Carpenter, Maintenance | | 29.55 |
| 23140 - Carpet Layer | | 27.98 |
| 23160 - Electrician, Maintenance | | 36.84 |

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| 23181 - Electronics Technician Maintenance I | 24.19 |
| 23182 - Electronics Technician Maintenance II | 25.81 |
| 23183 - Electronics Technician Maintenance III | 25.80 |
| 23260 - Fabric Worker | 26.22 |
| 23290 - Fire Alarm System Mechanic | 20.95 |
| 23310 - Fire Extinguisher Repairer | 20.85 |
| 23311 - Fuel Distribution System Mechanic | 29.94 |
| 23312 - Fuel Distribution System Operator | 24.09 |
| 23370 - General Maintenance Worker | 19.92 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |
| 23381 - Ground Support Equipment Servicer | 21.84 |
| 23382 - Ground Support Equipment Worker | 23.20 |
| 23391 - Gunsmith I | 20.85 |
| 23392 - Gunsmith II | 24.03 |
| 23393 - Gunsmith III | 27.25 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 29.04 |
| 23430 - Heavy Equipment Mechanic | 26.10 |
| 23440 - Heavy Equipment Operator | 32.03 |
| 23460 - Instrument Mechanic | 30.86 |
| 23465 - Laboratory/Shelter Mechanic | 25.64 |
| 23470 - Laborer | 12.82 |
| 23510 - Locksmith | 20.70 |
| 23530 - Machinery Maintenance Mechanic | 23.95 |
| 23550 - Machinist, Maintenance | 19.74 |
| 23580 - Maintenance Trades Helper | 15.09 |
| 23591 - Metrology Technician I | 30.86 |
| 23592 - Metrology Technician II | 33.24 |
| 23593 - Metrology Technician III | 34.64 |
| 23640 - Millwright | 29.72 |
| 23710 - Office Appliance Repairer | 21.80 |
| 23760 - Painter, Maintenance | 22.59 |
| 23790 - Pipefitter, Maintenance | 29.88 |
| 23810 - Plumber, Maintenance | 27.38 |
| 23820 - Pneudraulic Systems Mechanic | 27.25 |
| 23850 - Rigger | 24.36 |
| 23870 - Scale Mechanic | 24.03 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.46 |
| 23910 - Small Engine Mechanic | 19.18 |
| 23931 - Telecommunications Mechanic I | 29.87 |
| 23932 - Telecommunications Mechanic II | 31.25 |
| 23950 - Telephone Lineman | 31.86 |
| 23960 - Welder, Combination, Maintenance | 22.17 |
| 23965 - well Driller | 22.28 |
| 23970 - Woodcraft Worker | 29.26 |
| 23980 - Woodworker | 15.58 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.05 |
| 24580 - Child Care Center Clerk | 16.26 |
| 24610 - Chore Aide | 10.62 |
| 24620 - Family Readiness And Support Services Coordinator | 14.89 |
| 24630 - Homemaker | 19.80 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.03 |
| 25040 - Sewage Plant Operator | 25.19 |
| 25070 - Stationary Engineer | 29.03 |
| 25190 - Ventilation Equipment Tender | 21.58 |
| 25210 - Water Treatment Plant Operator | 25.19 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.12 |

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| 27007 - Baggage Inspector | 17.16 |
| 27008 - Corrections Officer | 30.97 |
| 27010 - Court Security Officer | 30.66 |
| 27030 - Detection Dog Handler | 20.36 |
| 27040 - Detention Officer | 30.97 |
| 27070 - Firefighter | 31.42 |
| 27101 - Guard I | 17.16 |
| 27102 - Guard II | 20.36 |
| 27131 - Police Officer I | 32.37 |
| 27132 - Police Officer II | 35.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.45 |
| 28042 - Carnival Equipment Repairer | 14.22 |
| 28043 - Carnival Equipment Worker | 10.96 |
| 28210 - Gate Attendant/Gate Tender | 16.49 |
| 28310 - Lifeguard | 13.00 |
| 28350 - Park Attendant (Aide) | 18.46 |
| 28510 - Recreation Aide/Health Facility Attendant | 15.76 |
| 28515 - Recreation Specialist | 20.98 |
| 28630 - Sports Official | 14.69 |
| 28690 - Swimming Pool Operator | 16.95 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 26.00 |
| 29020 - Hatch Tender | 26.00 |
| 29030 - Line Handler | 26.00 |
| 29041 - Stevedore I | 22.10 |
| 29042 - Stevedore II | 22.81 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 19.69 |
| 30022 - Archeological Technician II | 22.02 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 27.27 |
| 30040 - Civil Engineering Technician | 25.21 |
| 30061 - Drafter/CAD Operator I | 19.69 |
| 30062 - Drafter/CAD Operator II | 22.02 |
| 30063 - Drafter/CAD Operator III | 24.55 |
| 30064 - Drafter/CAD Operator IV | 27.68 |
| 30081 - Engineering Technician I | 19.62 |
| 30082 - Engineering Technician II | 22.47 |
| 30083 - Engineering Technician III | 25.28 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 39.40 |
| 30086 - Engineering Technician VI | 43.34 |
| 30090 - Environmental Technician | 20.12 |
| 30210 - Laboratory Technician | 21.37 |
| 30240 - Mathematical Technician | 26.27 |
| 30361 - Paralegal/Legal Assistant I | 20.15 |
| 30362 - Paralegal/Legal Assistant II | 22.81 |
| 30363 - Paralegal/Legal Assistant III | 35.39 |
| 30364 - Paralegal/Legal Assistant IV | 35.57 |
| 30390 - Photo-Optics Technician | 27.27 |
| 30461 - Technical Writer I | 27.81 |
| 30462 - Technical Writer II | 32.99 |
| 30463 - Technical Writer III | 39.10 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 24.55 |

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|---|---------|-------|
| Surface Programs | | |
| 30621 - Weather Observer, Senior | (see 2) | 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 15.14 |
| 31030 - Bus Driver | | 19.89 |
| 31043 - Driver Courier | | 16.45 |
| 31260 - Parking and Lot Attendant | | 10.12 |
| 31290 - Shuttle Bus Driver | | 17.80 |
| 31310 - Taxi Driver | | 13.51 |
| 31361 - Truckdriver, Light | | 17.80 |
| 31362 - Truckdriver, Medium | | 19.15 |
| 31363 - Truckdriver, Heavy | | 24.52 |
| 31364 - Truckdriver, Tractor-Trailer | | 24.52 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 10.53 |
| 99050 - Desk Clerk | | 13.34 |
| 99095 - Embalmer | | 30.19 |
| 99251 - Laboratory Animal Caretaker I | | 12.33 |
| 99252 - Laboratory Animal Caretaker II | | 13.37 |
| 99310 - Mortician | | 34.44 |
| 99410 - Pest Controller | | 16.49 |
| 99510 - Photofinishing Worker | | 16.23 |
| 99710 - Recycling Laborer | | 18.13 |
| 99711 - Recycling Specialist | | 21.48 |
| 99730 - Refuse Collector | | 18.36 |
| 99810 - Sales Clerk | | 14.70 |
| 99820 - School Crossing Guard | | 13.82 |
| 99830 - Survey Party Chief | | 22.56 |
| 99831 - Surveying Aide | | 14.74 |
| 99832 - Surveying Technician | | 20.42 |
| 99840 - Vending Machine Attendant | | 14.60 |
| 99841 - Vending Machine Repairer | | 19.09 |
| 99842 - Vending Machine Repairer Helper | | 15.77 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2381
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Genesee, Livingston, Monroe, Ontario, Orleans,
Schuyler, Seneca, Steuben, Wayne, Yates

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.06 |
| 01012 - Accounting Clerk II | | 16.92 |
| 01013 - Accounting Clerk III | | 19.07 |
| 01020 - Administrative Assistant | | 21.45 |
| 01040 - Court Reporter | | 22.64 |
| 01051 - Data Entry Operator I | | 12.32 |
| 01052 - Data Entry Operator II | | 13.68 |
| 01060 - Dispatcher, Motor Vehicle | | 17.67 |
| 01070 - Document Preparation Clerk | | 14.56 |
| 01090 - Duplicating Machine Operator | | 14.56 |
| 01111 - General Clerk I | | 13.57 |
| 01112 - General Clerk II | | 13.91 |
| 01113 - General Clerk III | | 15.71 |
| 01120 - Housing Referral Assistant | | 19.89 |
| 01141 - Messenger Courier | | 11.67 |
| 01191 - Order Clerk I | | 13.16 |
| 01192 - Order Clerk II | | 16.05 |
| 01261 - Personnel Assistant (Employment) I | | 15.64 |
| 01262 - Personnel Assistant (Employment) II | | 17.49 |
| 01263 - Personnel Assistant (Employment) III | | 19.51 |
| 01270 - Production Control Clerk | | 19.51 |
| 01280 - Receptionist | | 14.53 |
| 01290 - Rental Clerk | | 14.96 |
| 01300 - Scheduler, Maintenance | | 15.94 |
| 01311 - Secretary I | | 15.94 |
| 01312 - Secretary II | | 17.84 |
| 01313 - Secretary III | | 19.89 |
| 01320 - Service Order Dispatcher | | 14.69 |
| 01410 - Supply Technician | | 21.45 |
| 01420 - Survey Worker | | 16.79 |
| 01531 - Travel Clerk I | | 11.57 |
| 01532 - Travel Clerk II | | 12.21 |
| 01533 - Travel Clerk III | | 12.89 |
| 01611 - Word Processor I | | 14.73 |
| 01612 - Word Processor II | | 16.53 |
| 01613 - Word Processor III | | 18.49 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 20.13 |
| 05010 - Automotive Electrician | | 19.24 |
| 05040 - Automotive Glass Installer | | 18.40 |
| 05070 - Automotive Worker | | 18.40 |
| 05110 - Mobile Equipment Servicer | | 16.67 |
| 05130 - Motor Equipment Metal Mechanic | | 20.13 |
| 05160 - Motor Equipment Metal Worker | | 18.40 |
| 05190 - Motor Vehicle Mechanic | | 20.13 |
| 05220 - Motor Vehicle Mechanic Helper | | 15.74 |
| 05250 - Motor Vehicle Upholstery Worker | | 17.52 |
| 05280 - Motor Vehicle Wrecker | | 18.40 |
| 05310 - Painter, Automotive | | 19.24 |
| 05340 - Radiator Repair Specialist | | 18.57 |
| 05370 - Tire Repairer | | 14.97 |
| 05400 - Transmission Repair Specialist | | 20.13 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 14.58 |

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| 07041 - Cook I | 12.45 |
| 07042 - Cook II | 14.97 |
| 07070 - Dishwasher | 10.55 |
| 07130 - Food Service Worker | 10.66 |
| 07210 - Meat Cutter | 18.50 |
| 07260 - Waiter/Waitress | 11.40 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.67 |
| 09040 - Furniture Handler | 12.95 |
| 09080 - Furniture Refinisher | 19.67 |
| 09090 - Furniture Refinisher Helper | 14.89 |
| 09110 - Furniture Repairer, Minor | 16.86 |
| 09130 - Upholsterer | 19.67 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.26 |
| 11060 - Elevator Operator | 11.62 |
| 11090 - Gardener | 15.36 |
| 11122 - Housekeeping Aide | 11.62 |
| 11150 - Janitor | 11.69 |
| 11210 - Laborer, Grounds Maintenance | 13.00 |
| 11240 - Maid or Houseman | 9.23 |
| 11260 - Pruner | 12.03 |
| 11270 - Tractor Operator | 14.85 |
| 11330 - Trail Maintenance Worker | 13.00 |
| 11360 - Window Cleaner | 12.64 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.44 |
| 12011 - Breath Alcohol Technician | 14.86 |
| 12012 - Certified Occupational Therapist Assistant | 19.10 |
| 12015 - Certified Physical Therapist Assistant | 19.10 |
| 12020 - Dental Assistant | 15.02 |
| 12025 - Dental Hygienist | 27.58 |
| 12030 - EKG Technician | 23.22 |
| 12035 - Electroneurodiagnostic Technologist | 23.22 |
| 12040 - Emergency Medical Technician | 14.44 |
| 12071 - Licensed Practical Nurse I | 18.19 |
| 12072 - Licensed Practical Nurse II | 20.43 |
| 12073 - Licensed Practical Nurse III | 22.77 |
| 12100 - Medical Assistant | 14.39 |
| 12130 - Medical Laboratory Technician | 14.96 |
| 12160 - Medical Record Clerk | 13.74 |
| 12190 - Medical Record Technician | 15.37 |
| 12195 - Medical Transcriptionist | 16.67 |
| 12210 - Nuclear Medicine Technologist | 29.18 |
| 12221 - Nursing Assistant I | 9.76 |
| 12222 - Nursing Assistant II | 10.98 |
| 12223 - Nursing Assistant III | 11.97 |
| 12224 - Nursing Assistant IV | 13.44 |
| 12235 - Optical Dispenser | 21.01 |
| 12236 - Optical Technician | 15.78 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 14.77 |
| 12305 - Radiologic Technologist | 22.51 |
| 12311 - Registered Nurse I | 25.22 |
| 12312 - Registered Nurse II | 29.83 |
| 12313 - Registered Nurse II, Specialist | 29.83 |
| 12314 - Registered Nurse III | 36.10 |
| 12315 - Registered Nurse III, Anesthetist | 36.10 |
| 12316 - Registered Nurse IV | 43.25 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.36 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.45 |
| 13012 - Exhibits Specialist II | 25.17 |

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| 13013 - Exhibits Specialist III | 27.49 |
| 13041 - Illustrator I | 20.34 |
| 13042 - Illustrator II | 25.04 |
| 13043 - Illustrator III | 27.35 |
| 13047 - Librarian | 25.37 |
| 13050 - Library Aide/Clerk | 11.31 |
| 13054 - Library Information Technology Systems Administrator | 21.84 |
| 13058 - Library Technician | 15.07 |
| 13061 - Media Specialist I | 15.77 |
| 13062 - Media Specialist II | 17.63 |
| 13063 - Media Specialist III | 19.66 |
| 13071 - Photographer I | 14.77 |
| 13072 - Photographer II | 17.54 |
| 13073 - Photographer III | 21.73 |
| 13074 - Photographer IV | 24.00 |
| 13075 - Photographer V | 25.73 |
| 13110 - Video Teleconference Technician | 17.71 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.38 |
| 14042 - Computer Operator II | 18.33 |
| 14043 - Computer Operator III | 20.44 |
| 14044 - Computer Operator IV | 23.31 |
| 14045 - Computer Operator V | 25.55 |
| 14071 - Computer Programmer I | 24.12 |
| 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 | 16.38 |
| 14160 - Personal Computer Support Technician | 23.31 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.76 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.78 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.67 |
| 15050 - Computer Based Training Specialist / Instructor | 30.38 |
| 15060 - Educational Technologist | 31.16 |
| 15070 - Flight Instructor (Pilot) | 41.67 |
| 15080 - Graphic Artist | 21.73 |
| 15090 - Technical Instructor | 22.88 |
| 15095 - Technical Instructor/Course Developer | 27.97 |
| 15110 - Test Proctor | 18.46 |
| 15120 - Tutor | 18.46 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.62 |
| 16030 - Counter Attendant | 8.62 |
| 16040 - Dry Cleaner | 10.32 |
| 16070 - Finisher, Flatwork, Machine | 8.62 |
| 16090 - Presser, Hand | 8.62 |
| 16110 - Presser, Machine, Drycleaning | 8.62 |
| 16130 - Presser, Machine, Shirts | 8.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.62 |
| 16190 - Sewing Machine Operator | 10.91 |
| 16220 - Tailor | 11.48 |
| 16250 - Washer, Machine | 9.20 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 14.54 |
| 19040 - Tool And Die Maker | 22.77 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.40 |
| 21030 - Material Coordinator | 20.73 |

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| 21040 - Material Expediter | 20.73 |
| 21050 - Material Handling Laborer | 11.56 |
| 21071 - Order Filler | 13.96 |
| 21080 - Production Line Worker (Food Processing) | 15.53 |
| 21110 - Shipping Packer | 13.35 |
| 21130 - Shipping/Receiving Clerk | 13.35 |
| 21140 - Store Worker I | 12.60 |
| 21150 - Stock Clerk | 15.95 |
| 21210 - Tools And Parts Attendant | 15.53 |
| 21410 - Warehouse Specialist | 15.53 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.01 |
| 23021 - Aircraft Mechanic I | 24.77 |
| 23022 - Aircraft Mechanic II | 25.99 |
| 23023 - Aircraft Mechanic III | 27.21 |
| 23040 - Aircraft Mechanic Helper | 18.82 |
| 23050 - Aircraft, Painter | 22.97 |
| 23060 - Aircraft Servicer | 21.20 |
| 23080 - Aircraft Worker | 22.38 |
| 23110 - Appliance Mechanic | 20.53 |
| 23120 - Bicycle Repairer | 16.47 |
| 23125 - Cable Splicer | 31.00 |
| 23130 - Carpenter, Maintenance | 19.25 |
| 23140 - Carpet Layer | 20.69 |
| 23160 - Electrician, Maintenance | 25.37 |
| 23181 - Electronics Technician Maintenance I | 22.74 |
| 23182 - Electronics Technician Maintenance II | 23.75 |
| 23183 - Electronics Technician Maintenance III | 24.85 |
| 23260 - Fabric Worker | 18.51 |
| 23290 - Fire Alarm System Mechanic | 21.68 |
| 23310 - Fire Extinguisher Repairer | 17.45 |
| 23311 - Fuel Distribution System Mechanic | 27.31 |
| 23312 - Fuel Distribution System Operator | 21.96 |
| 23370 - General Maintenance Worker | 19.57 |
| 23380 - Ground Support Equipment Mechanic | 24.77 |
| 23381 - Ground Support Equipment Servicer | 21.20 |
| 23382 - Ground Support Equipment Worker | 22.38 |
| 23391 - Gunsmith I | 17.45 |
| 23392 - Gunsmith II | 19.57 |
| 23393 - Gunsmith III | 21.68 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.59 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.65 |
| 23430 - Heavy Equipment Mechanic | 21.68 |
| 23440 - Heavy Equipment Operator | 21.96 |
| 23460 - Instrument Mechanic | 22.20 |
| 23465 - Laboratory/Shelter Mechanic | 20.53 |
| 23470 - Laborer | 13.44 |
| 23510 - Locksmith | 19.88 |
| 23530 - Machinery Maintenance Mechanic | 20.75 |
| 23550 - Machinist, Maintenance | 20.78 |
| 23580 - Maintenance Trades Helper | 16.09 |
| 23591 - Metrology Technician I | 22.20 |
| 23592 - Metrology Technician II | 23.27 |
| 23593 - Metrology Technician III | 24.38 |
| 23640 - Millwright | 23.78 |
| 23710 - Office Appliance Repairer | 20.63 |
| 23760 - Painter, Maintenance | 19.67 |
| 23790 - Pipefitter, Maintenance | 25.88 |
| 23810 - Plumber, Maintenance | 23.36 |
| 23820 - Pneudraulic Systems Mechanic | 21.68 |
| 23850 - Rigger | 23.01 |

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| 23870 - Scale Mechanic | 20.63 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.33 |
| 23910 - Small Engine Mechanic | 18.81 |
| 23931 - Telecommunications Mechanic I | 27.34 |
| 23932 - Telecommunications Mechanic II | 28.71 |
| 23950 - Telephone Lineman | 27.16 |
| 23960 - Welder, Combination, Maintenance | 20.58 |
| 23965 - Well Driller | 21.59 |
| 23970 - Woodcraft Worker | 21.68 |
| 23980 - Woodworker | 19.93 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.03 |
| 24580 - Child Care Center Clerk | 13.76 |
| 24610 - Chore Aide | 9.81 |
| 24620 - Family Readiness And Support Services Coordinator | 13.87 |
| 24630 - Homemaker | 15.30 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.77 |
| 25040 - Sewage Plant Operator | 20.20 |
| 25070 - Stationary Engineer | 23.77 |
| 25190 - Ventilation Equipment Tender | 17.67 |
| 25210 - Water Treatment Plant Operator | 20.20 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.89 |
| 27007 - Baggage Inspector | 15.59 |
| 27008 - Corrections Officer | 25.60 |
| 27010 - Court Security Officer | 25.40 |
| 27030 - Detection Dog Handler | 18.54 |
| 27040 - Detention Officer | 25.60 |
| 27070 - Firefighter | 25.70 |
| 27101 - Guard I | 15.59 |
| 27102 - Guard II | 18.54 |
| 27131 - Police Officer I | 24.89 |
| 27132 - Police Officer II | 27.68 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.62 |
| 28042 - Carnival Equipment Repairer | 12.04 |
| 28043 - Carnival Equipment Worker | 9.59 |
| 28210 - Gate Attendant/Gate Tender | 14.17 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 15.85 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.57 |
| 28515 - Recreation Specialist | 18.51 |
| 28630 - Sports Official | 12.63 |
| 28690 - Swimming Pool Operator | 17.64 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 26.13 |
| 29020 - Hatch Tender | 26.13 |
| 29030 - Line Handler | 26.13 |
| 29041 - Stevedore I | 24.72 |
| 29042 - Stevedore II | 27.56 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.67 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.82 |
| 30022 - Archeological Technician II | 21.05 |
| 30023 - Archeological Technician III | 26.06 |
| 30030 - Cartographic Technician | 26.06 |
| 30040 - Civil Engineering Technician | 23.33 |
| 30061 - Drafter/CAD Operator I | 18.82 |
| 30062 - Drafter/CAD Operator II | 21.05 |

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|------------------|---|---------------|
| 30063 | - Drafter/CAD Operator III | 23.47 |
| 30064 | - Drafter/CAD Operator IV | 28.88 |
| 30081 | - Engineering Technician I | 16.76 |
| 30082 | - Engineering Technician II | 18.85 |
| 30083 | - Engineering Technician III | 21.61 |
| 30084 | - Engineering Technician IV | 27.09 |
| 30085 | - Engineering Technician V | 31.56 |
| 30086 | - Engineering Technician VI | 32.84 |
| 30090 | - Environmental Technician | 19.35 |
| 30210 | - Laboratory Technician | 19.73 |
| 30240 | - Mathematical Technician | 26.54 |
| 30361 | - Paralegal/Legal Assistant I | 20.54 |
| 30362 | - Paralegal/Legal Assistant II | 26.28 |
| 30363 | - Paralegal/Legal Assistant III | 32.12 |
| 30364 | - Paralegal/Legal Assistant IV | 38.86 |
| 30390 | - Photo-Optics Technician | 26.06 |
| 30461 | - Technical Writer I | 23.54 |
| 30462 | - Technical Writer II | 28.78 |
| 30463 | - Technical Writer III | 32.68 |
| 30491 | - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 | - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 | - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 | - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 | - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 | - Weather Observer, Combined Upper Air Or | (see 3) 23.78 |
| Surface Programs | | |
| 30621 | - Weather Observer, Senior | (see 3) 26.06 |
| 31000 | - Transportation/Mobile Equipment Operation Occupations | |
| 31020 | - Bus Aide | 11.90 |
| 31030 | - Bus Driver | 16.49 |
| 31043 | - Driver Courier | 12.52 |
| 31260 | - Parking and Lot Attendant | 11.68 |
| 31290 | - Shuttle Bus Driver | 13.40 |
| 31310 | - Taxi Driver | 11.47 |
| 31361 | - Truckdriver, Light | 12.84 |
| 31362 | - Truckdriver, Medium | 17.67 |
| 31363 | - Truckdriver, Heavy | 17.89 |
| 31364 | - Truckdriver, Tractor-Trailer | 17.89 |
| 99000 | - Miscellaneous Occupations | |
| 99030 | - Cashier | 10.81 |
| 99050 | - Desk Clerk | 11.03 |
| 99095 | - Embalmer | 30.13 |
| 99251 | - Laboratory Animal Caretaker I | 11.88 |
| 99252 | - Laboratory Animal Caretaker II | 12.67 |
| 99310 | - Mortician | 30.13 |
| 99410 | - Pest Controller | 16.89 |
| 99510 | - Photofinishing Worker | 13.19 |
| 99710 | - Recycling Laborer | 16.06 |
| 99711 | - Recycling Specialist | 19.35 |
| 99730 | - Refuse Collector | 15.51 |
| 99810 | - Sales Clerk | 14.74 |
| 99820 | - School Crossing Guard | 12.08 |
| 99830 | - Survey Party Chief | 21.46 |
| 99831 | - Surveying Aide | 13.44 |
| 99832 | - Surveying Technician | 18.45 |
| 99840 | - Vending Machine Attendant | 13.39 |
| 99841 | - Vending Machine Repairer | 16.28 |
| 99842 | - Vending Machine Repairer Helper | 13.39 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 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 4174)

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2382
Revision No.: 16
Date of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Genesee, Livingston, Monroe, Ontario, Orleans,
Schuyler, Seneca, Steuben, Wayne, Yates

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.06 |
| 01012 - Accounting Clerk II | | 16.92 |
| 01013 - Accounting Clerk III | | 19.07 |
| 01020 - Administrative Assistant | | 21.45 |
| 01040 - Court Reporter | | 22.64 |
| 01051 - Data Entry Operator I | | 12.32 |
| 01052 - Data Entry Operator II | | 13.68 |
| 01060 - Dispatcher, Motor Vehicle | | 17.67 |
| 01070 - Document Preparation Clerk | | 14.56 |
| 01090 - Duplicating Machine Operator | | 14.56 |
| 01111 - General Clerk I | | 13.57 |
| 01112 - General Clerk II | | 13.91 |
| 01113 - General Clerk III | | 15.71 |
| 01120 - Housing Referral Assistant | | 19.89 |
| 01141 - Messenger Courier | | 11.67 |
| 01191 - Order Clerk I | | 13.16 |
| 01192 - Order Clerk II | | 16.05 |
| 01261 - Personnel Assistant (Employment) I | | 15.64 |
| 01262 - Personnel Assistant (Employment) II | | 17.49 |
| 01263 - Personnel Assistant (Employment) III | | 19.51 |
| 01270 - Production Control Clerk | | 19.51 |
| 01280 - Receptionist | | 14.53 |
| 01290 - Rental Clerk | | 14.96 |
| 01300 - Scheduler, Maintenance | | 15.94 |
| 01311 - Secretary I | | 15.94 |

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| 01312 - Secretary II | 17.84 |
| 01313 - Secretary III | 19.89 |
| 01320 - Service Order Dispatcher | 14.69 |
| 01410 - Supply Technician | 21.45 |
| 01420 - Survey Worker | 16.79 |
| 01531 - Travel Clerk I | 11.57 |
| 01532 - Travel Clerk II | 12.21 |
| 01533 - Travel Clerk III | 12.89 |
| 01611 - Word Processor I | 14.73 |
| 01612 - Word Processor II | 16.53 |
| 01613 - Word Processor III | 18.49 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.13 |
| 05010 - Automotive Electrician | 19.24 |
| 05040 - Automotive Glass Installer | 18.40 |
| 05070 - Automotive Worker | 18.40 |
| 05110 - Mobile Equipment Servicer | 16.67 |
| 05130 - Motor Equipment Metal Mechanic | 20.13 |
| 05160 - Motor Equipment Metal Worker | 18.40 |
| 05190 - Motor Vehicle Mechanic | 20.13 |
| 05220 - Motor Vehicle Mechanic Helper | 15.74 |
| 05250 - Motor Vehicle Upholstery Worker | 17.52 |
| 05280 - Motor Vehicle Wrecker | 18.40 |
| 05310 - Painter, Automotive | 19.24 |
| 05340 - Radiator Repair Specialist | 18.57 |
| 05370 - Tire Repairer | 14.97 |
| 05400 - Transmission Repair Specialist | 20.13 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.58 |
| 07041 - Cook I | 12.45 |
| 07042 - Cook II | 14.97 |
| 07070 - Dishwasher | 10.55 |
| 07130 - Food Service Worker | 10.66 |
| 07210 - Meat Cutter | 18.50 |
| 07260 - Waiter/Waitress | 11.40 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.67 |
| 09040 - Furniture Handler | 12.95 |
| 09080 - Furniture Refinisher | 19.67 |
| 09090 - Furniture Refinisher Helper | 14.89 |
| 09110 - Furniture Repairer, Minor | 16.86 |
| 09130 - Upholsterer | 19.67 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.26 |
| 11060 - Elevator Operator | 11.62 |
| 11090 - Gardener | 15.36 |
| 11122 - Housekeeping Aide | 11.62 |
| 11150 - Janitor | 11.69 |
| 11210 - Laborer, Grounds Maintenance | 13.00 |
| 11240 - Maid or Houseman | 9.23 |
| 11260 - Pruner | 12.03 |
| 11270 - Tractor Operator | 14.85 |
| 11330 - Trail Maintenance Worker | 13.00 |
| 11360 - Window Cleaner | 12.64 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.44 |
| 12011 - Breath Alcohol Technician | 14.86 |
| 12012 - Certified Occupational Therapist Assistant | 19.10 |
| 12015 - Certified Physical Therapist Assistant | 19.10 |
| 12020 - Dental Assistant | 15.02 |
| 12025 - Dental Hygienist | 27.58 |
| 12030 - EKG Technician | 23.22 |
| 12035 - Electroneurodiagnostic Technologist | 23.22 |

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| 12040 - Emergency Medical Technician | 14.44 |
| 12071 - Licensed Practical Nurse I | 18.19 |
| 12072 - Licensed Practical Nurse II | 20.43 |
| 12073 - Licensed Practical Nurse III | 22.77 |
| 12100 - Medical Assistant | 14.39 |
| 12130 - Medical Laboratory Technician | 14.96 |
| 12160 - Medical Record Clerk | 13.74 |
| 12190 - Medical Record Technician | 15.37 |
| 12195 - Medical Transcriptionist | 16.67 |
| 12210 - Nuclear Medicine Technologist | 29.18 |
| 12221 - Nursing Assistant I | 9.76 |
| 12222 - Nursing Assistant II | 10.98 |
| 12223 - Nursing Assistant III | 11.97 |
| 12224 - Nursing Assistant IV | 13.44 |
| 12235 - Optical Dispenser | 21.01 |
| 12236 - Optical Technician | 15.78 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 14.77 |
| 12305 - Radiologic Technologist | 22.51 |
| 12311 - Registered Nurse I | 25.22 |
| 12312 - Registered Nurse II | 29.83 |
| 12313 - Registered Nurse II, Specialist | 29.83 |
| 12314 - Registered Nurse III | 36.10 |
| 12315 - Registered Nurse III, Anesthetist | 36.10 |
| 12316 - Registered Nurse IV | 43.25 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.36 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.45 |
| 13012 - Exhibits Specialist II | 25.17 |
| 13013 - Exhibits Specialist III | 27.49 |
| 13041 - Illustrator I | 20.34 |
| 13042 - Illustrator II | 25.04 |
| 13043 - Illustrator III | 27.35 |
| 13047 - Librarian | 25.37 |
| 13050 - Library Aide/Clerk | 11.31 |
| 13054 - Library Information Technology Systems Administrator | 21.84 |
| 13058 - Library Technician | 15.07 |
| 13061 - Media Specialist I | 15.77 |
| 13062 - Media Specialist II | 17.63 |
| 13063 - Media Specialist III | 19.66 |
| 13071 - Photographer I | 14.77 |
| 13072 - Photographer II | 17.54 |
| 13073 - Photographer III | 21.73 |
| 13074 - Photographer IV | 24.00 |
| 13075 - Photographer V | 25.73 |
| 13110 - Video Teleconference Technician | 17.71 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.38 |
| 14042 - Computer Operator II | 18.33 |
| 14043 - Computer Operator III | 20.44 |
| 14044 - Computer Operator IV | 23.31 |
| 14045 - Computer Operator V | 25.55 |
| 14071 - Computer Programmer I | 24.12 |
| 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 | 16.38 |
| 14160 - Personal Computer Support Technician | 23.31 |
| 15000 - Instructional Occupations | |

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| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.76 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.78 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.67 |
| 15050 - Computer Based Training Specialist / Instructor | 30.38 |
| 15060 - Educational Technologist | 31.16 |
| 15070 - Flight Instructor (Pilot) | 41.67 |
| 15080 - Graphic Artist | 21.73 |
| 15090 - Technical Instructor | 22.88 |
| 15095 - Technical Instructor/Course Developer | 27.97 |
| 15110 - Test Proctor | 18.46 |
| 15120 - Tutor | 18.46 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.62 |
| 16030 - Counter Attendant | 8.62 |
| 16040 - Dry Cleaner | 10.32 |
| 16070 - Finisher, Flatwork, Machine | 8.62 |
| 16090 - Presser, Hand | 8.62 |
| 16110 - Presser, Machine, Drycleaning | 8.62 |
| 16130 - Presser, Machine, Shirts | 8.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.62 |
| 16190 - Sewing Machine Operator | 10.91 |
| 16220 - Tailor | 11.48 |
| 16250 - Washer, Machine | 9.20 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 14.54 |
| 19040 - Tool And Die Maker | 22.77 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.40 |
| 21030 - Material Coordinator | 20.73 |
| 21040 - Material Expediter | 20.73 |
| 21050 - Material Handling Laborer | 11.56 |
| 21071 - Order Filler | 13.96 |
| 21080 - Production Line Worker (Food Processing) | 15.53 |
| 21110 - Shipping Packer | 13.35 |
| 21130 - Shipping/Receiving Clerk | 13.35 |
| 21140 - Store Worker I | 12.60 |
| 21150 - Stock Clerk | 15.95 |
| 21210 - Tools And Parts Attendant | 15.53 |
| 21410 - Warehouse Specialist | 15.53 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.01 |
| 23021 - Aircraft Mechanic I | 24.77 |
| 23022 - Aircraft Mechanic II | 25.99 |
| 23023 - Aircraft Mechanic III | 27.21 |
| 23040 - Aircraft Mechanic Helper | 18.82 |
| 23050 - Aircraft, Painter | 22.97 |
| 23060 - Aircraft Servicer | 21.20 |
| 23080 - Aircraft Worker | 22.38 |
| 23110 - Appliance Mechanic | 20.53 |
| 23120 - Bicycle Repairer | 16.47 |
| 23125 - Cable Splicer | 31.00 |
| 23130 - Carpenter, Maintenance | 19.25 |
| 23140 - Carpet Layer | 20.69 |
| 23160 - Electrician, Maintenance | 25.37 |
| 23181 - Electronics Technician Maintenance I | 22.74 |
| 23182 - Electronics Technician Maintenance II | 23.75 |
| 23183 - Electronics Technician Maintenance III | 24.85 |
| 23260 - Fabric Worker | 18.51 |
| 23290 - Fire Alarm System Mechanic | 21.68 |
| 23310 - Fire Extinguisher Repairer | 17.45 |
| 23311 - Fuel Distribution System Mechanic | 27.31 |
| 23312 - Fuel Distribution System Operator | 21.96 |
| 23370 - General Maintenance Worker | 19.57 |

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| 23380 - Ground Support Equipment Mechanic | 24.77 |
| 23381 - Ground Support Equipment Servicer | 21.20 |
| 23382 - Ground Support Equipment Worker | 22.38 |
| 23391 - Gunsmith I | 17.45 |
| 23392 - Gunsmith II | 19.57 |
| 23393 - Gunsmith III | 21.68 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.59 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.65 |
| 23430 - Heavy Equipment Mechanic | 21.68 |
| 23440 - Heavy Equipment Operator | 21.96 |
| 23460 - Instrument Mechanic | 22.20 |
| 23465 - Laboratory/Shelter Mechanic | 20.53 |
| 23470 - Laborer | 13.44 |
| 23510 - Locksmith | 19.88 |
| 23530 - Machinery Maintenance Mechanic | 20.75 |
| 23550 - Machinist, Maintenance | 20.78 |
| 23580 - Maintenance Trades Helper | 16.09 |
| 23591 - Metrology Technician I | 22.20 |
| 23592 - Metrology Technician II | 23.27 |
| 23593 - Metrology Technician III | 24.38 |
| 23640 - Millwright | 23.78 |
| 23710 - Office Appliance Repairer | 20.63 |
| 23760 - Painter, Maintenance | 19.67 |
| 23790 - Pipefitter, Maintenance | 25.88 |
| 23810 - Plumber, Maintenance | 23.36 |
| 23820 - Pneudraulic Systems Mechanic | 21.68 |
| 23850 - Rigger | 23.01 |
| 23870 - Scale Mechanic | 20.63 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.33 |
| 23910 - Small Engine Mechanic | 18.81 |
| 23931 - Telecommunications Mechanic I | 27.34 |
| 23932 - Telecommunications Mechanic II | 28.71 |
| 23950 - Telephone Lineman | 27.16 |
| 23960 - Welder, Combination, Maintenance | 20.58 |
| 23965 - Well Driller | 21.59 |
| 23970 - Woodcraft Worker | 21.68 |
| 23980 - Woodworker | 19.93 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.03 |
| 24580 - Child Care Center Clerk | 13.76 |
| 24610 - Chore Aide | 9.81 |
| 24620 - Family Readiness And Support Services Coordinator | 13.87 |
| 24630 - Homemaker | 15.30 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.77 |
| 25040 - Sewage Plant Operator | 20.20 |
| 25070 - Stationary Engineer | 23.77 |
| 25190 - Ventilation Equipment Tender | 17.67 |
| 25210 - Water Treatment Plant Operator | 20.20 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.89 |
| 27007 - Baggage Inspector | 15.59 |
| 27008 - Corrections Officer | 25.60 |
| 27010 - Court Security Officer | 25.40 |
| 27030 - Detection Dog Handler | 18.54 |
| 27040 - Detention Officer | 25.60 |
| 27070 - Firefighter | 25.70 |
| 27101 - Guard I | 15.59 |
| 27102 - Guard II | 18.54 |
| 27131 - Police Officer I | 24.89 |

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| 27132 - Police Officer II | 27.68 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.62 |
| 28042 - Carnival Equipment Repairer | 12.04 |
| 28043 - Carnival Equipment Worker | 9.59 |
| 28210 - Gate Attendant/Gate Tender | 14.17 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 15.85 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.57 |
| 28515 - Recreation Specialist | 18.51 |
| 28630 - Sports Official | 12.63 |
| 28690 - Swimming Pool Operator | 17.64 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 26.13 |
| 29020 - Hatch Tender | 26.13 |
| 29030 - Line Handler | 26.13 |
| 29041 - Stevedore I | 24.72 |
| 29042 - Stevedore II | 27.56 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.67 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.82 |
| 30022 - Archeological Technician II | 21.05 |
| 30023 - Archeological Technician III | 26.06 |
| 30030 - Cartographic Technician | 26.06 |
| 30040 - Civil Engineering Technician | 23.33 |
| 30061 - Drafter/CAD Operator I | 18.82 |
| 30062 - Drafter/CAD Operator II | 21.05 |
| 30063 - Drafter/CAD Operator III | 23.47 |
| 30064 - Drafter/CAD Operator IV | 28.88 |
| 30081 - Engineering Technician I | 16.76 |
| 30082 - Engineering Technician II | 18.85 |
| 30083 - Engineering Technician III | 21.61 |
| 30084 - Engineering Technician IV | 27.09 |
| 30085 - Engineering Technician V | 31.56 |
| 30086 - Engineering Technician VI | 32.84 |
| 30090 - Environmental Technician | 19.35 |
| 30210 - Laboratory Technician | 19.73 |
| 30240 - Mathematical Technician | 26.54 |
| 30361 - Paralegal/Legal Assistant I | 20.54 |
| 30362 - Paralegal/Legal Assistant II | 26.28 |
| 30363 - Paralegal/Legal Assistant III | 32.12 |
| 30364 - Paralegal/Legal Assistant IV | 38.86 |
| 30390 - Photo-Optics Technician | 26.06 |
| 30461 - Technical Writer I | 23.54 |
| 30462 - Technical Writer II | 28.78 |
| 30463 - Technical Writer III | 32.68 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 3) | 23.78 |
| 30621 - Weather Observer, Senior (see 3) | 26.06 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.90 |
| 31030 - Bus Driver | 16.49 |
| 31043 - Driver Courier | 12.52 |
| 31260 - Parking and Lot Attendant | 11.68 |
| 31290 - Shuttle Bus Driver | 13.40 |
| 31310 - Taxi Driver | 11.47 |

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| 31361 - Truckdriver, Light | 12.84 |
| 31362 - Truckdriver, Medium | 17.67 |
| 31363 - Truckdriver, Heavy | 17.89 |
| 31364 - Truckdriver, Tractor-Trailer | 17.89 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.81 |
| 99050 - Desk Clerk | 11.03 |
| 99095 - Embalmer | 30.13 |
| 99251 - Laboratory Animal Caretaker I | 11.88 |
| 99252 - Laboratory Animal Caretaker II | 12.67 |
| 99310 - Mortician | 30.13 |
| 99410 - Pest Controller | 16.89 |
| 99510 - Photofinishing Worker | 13.19 |
| 99710 - Recycling Laborer | 16.06 |
| 99711 - Recycling Specialist | 19.35 |
| 99730 - Refuse Collector | 15.51 |
| 99810 - Sales Clerk | 14.74 |
| 99820 - School Crossing Guard | 12.08 |
| 99830 - Survey Party Chief | 21.46 |
| 99831 - Surveying Aide | 13.44 |
| 99832 - Surveying Technician | 18.45 |
| 99840 - Vending Machine Attendant | 13.39 |
| 99841 - Vending Machine Repairer | 16.28 |
| 99842 - Vending Machine Repairer Helper | 13.39 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 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 4174)

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2383
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Broome, Cayuga, Chemung, Chenango, Cortland,
Hamilton, Herkimer, Madison, Oneida, Onondaga, Oswego, Otsego, Tioga, Tompkins

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.91 |
| 01012 - Accounting Clerk II | | 14.49 |
| 01013 - Accounting Clerk III | | 17.66 |
| 01020 - Administrative Assistant | | 19.48 |
| 01040 - Court Reporter | | 18.96 |
| 01051 - Data Entry Operator I | | 11.55 |
| 01052 - Data Entry Operator II | | 12.77 |
| 01060 - Dispatcher, Motor Vehicle | | 15.33 |
| 01070 - Document Preparation Clerk | | 12.14 |
| 01090 - Duplicating Machine Operator | | 12.14 |
| 01111 - General Clerk I | | 11.53 |
| 01112 - General Clerk II | | 12.58 |
| 01113 - General Clerk III | | 14.12 |
| 01120 - Housing Referral Assistant | | 18.00 |
| 01141 - Messenger Courier | | 10.65 |
| 01191 - Order Clerk I | | 11.93 |
| 01192 - Order Clerk II | | 13.02 |
| 01261 - Personnel Assistant (Employment) I | | 13.96 |
| 01262 - Personnel Assistant (Employment) II | | 15.62 |
| 01263 - Personnel Assistant (Employment) III | | 17.25 |
| 01270 - Production Control Clerk | | 18.77 |
| 01280 - Receptionist | | 11.29 |
| 01290 - Rental Clerk | | 12.13 |
| 01300 - Scheduler, Maintenance | | 13.63 |
| 01311 - Secretary I | | 13.63 |
| 01312 - Secretary II | | 15.67 |
| 01313 - Secretary III | | 17.45 |
| 01320 - Service Order Dispatcher | | 12.29 |
| 01410 - Supply Technician | | 19.48 |
| 01420 - Survey Worker | | 14.47 |
| 01531 - Travel Clerk I | | 11.19 |
| 01532 - Travel Clerk II | | 12.07 |
| 01533 - Travel Clerk III | | 12.96 |
| 01611 - Word Processor I | | 12.29 |
| 01612 - Word Processor II | | 13.80 |
| 01613 - Word Processor III | | 15.43 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 23.28 |
| 05010 - Automotive Electrician | | 18.24 |
| 05040 - Automotive Glass Installer | | 17.63 |
| 05070 - Automotive Worker | | 17.63 |
| 05110 - Mobile Equipment Servicer | | 16.32 |
| 05130 - Motor Equipment Metal Mechanic | | 18.96 |
| 05160 - Motor Equipment Metal Worker | | 17.63 |
| 05190 - Motor Vehicle Mechanic | | 17.25 |
| 05220 - Motor Vehicle Mechanic Helper | | 15.63 |
| 05250 - Motor Vehicle Upholstery Worker | | 16.95 |
| 05280 - Motor Vehicle Wrecker | | 17.63 |
| 05310 - Painter, Automotive | | 18.24 |
| 05340 - Radiator Repair Specialist | | 17.63 |
| 05370 - Tire Repairer | | 14.34 |
| 05400 - Transmission Repair Specialist | | 18.96 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 11.05 |
| 07041 - Cook I | | 10.78 |
| 07042 - Cook II | | 12.06 |

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| 07070 - Dishwasher | 8.91 |
| 07130 - Food Service Worker | 9.34 |
| 07210 - Meat Cutter | 16.17 |
| 07260 - Waiter/Waitress | 9.99 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.28 |
| 09040 - Furniture Handler | 13.59 |
| 09080 - Furniture Refinisher | 18.28 |
| 09090 - Furniture Refinisher Helper | 15.63 |
| 09110 - Furniture Repairer, Minor | 16.95 |
| 09130 - Upholsterer | 20.09 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.11 |
| 11060 - Elevator Operator | 10.11 |
| 11090 - Gardener | 14.37 |
| 11122 - Housekeeping Aide | 11.12 |
| 11150 - Janitor | 11.12 |
| 11210 - Laborer, Grounds Maintenance | 12.34 |
| 11240 - Maid or Houseman | 9.99 |
| 11260 - Pruner | 17.78 |
| 11270 - Tractor Operator | 14.53 |
| 11330 - Trail Maintenance Worker | 12.34 |
| 11360 - Window Cleaner | 12.77 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.13 |
| 12011 - Breath Alcohol Technician | 14.88 |
| 12012 - Certified Occupational Therapist Assistant | 17.45 |
| 12015 - Certified Physical Therapist Assistant | 17.79 |
| 12020 - Dental Assistant | 15.13 |
| 12025 - Dental Hygienist | 26.52 |
| 12030 - EKG Technician | 24.38 |
| 12035 - Electroneurodiagnostic Technologist | 24.38 |
| 12040 - Emergency Medical Technician | 15.13 |
| 12071 - Licensed Practical Nurse I | 13.30 |
| 12072 - Licensed Practical Nurse II | 14.88 |
| 12073 - Licensed Practical Nurse III | 16.60 |
| 12100 - Medical Assistant | 12.44 |
| 12130 - Medical Laboratory Technician | 18.73 |
| 12160 - Medical Record Clerk | 13.27 |
| 12190 - Medical Record Technician | 14.85 |
| 12195 - Medical Transcriptionist | 15.34 |
| 12210 - Nuclear Medicine Technologist | 31.04 |
| 12221 - Nursing Assistant I | 9.40 |
| 12222 - Nursing Assistant II | 10.57 |
| 12223 - Nursing Assistant III | 11.54 |
| 12224 - Nursing Assistant IV | 12.95 |
| 12235 - Optical Dispenser | 20.61 |
| 12236 - Optical Technician | 14.38 |
| 12250 - Pharmacy Technician | 13.77 |
| 12280 - Phlebotomist | 12.95 |
| 12305 - Radiologic Technologist | 25.19 |
| 12311 - Registered Nurse I | 21.73 |
| 12312 - Registered Nurse II | 26.58 |
| 12313 - Registered Nurse II, Specialist | 26.58 |
| 12314 - Registered Nurse III | 32.15 |
| 12315 - Registered Nurse III, Anesthetist | 32.15 |
| 12316 - Registered Nurse IV | 38.54 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.44 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.42 |
| 13012 - Exhibits Specialist II | 22.83 |
| 13013 - Exhibits Specialist III | 27.93 |
| 13041 - Illustrator I | 18.42 |

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| 13042 - Illustrator II | 22.83 |
| 13043 - Illustrator III | 27.93 |
| 13047 - Librarian | 25.28 |
| 13050 - Library Aide/Clerk | 10.80 |
| 13054 - Library Information Technology Systems Administrator | 22.83 |
| 13058 - Library Technician | 12.68 |
| 13061 - Media Specialist I | 16.47 |
| 13062 - Media Specialist II | 18.42 |
| 13063 - Media Specialist III | 20.55 |
| 13071 - Photographer I | 15.46 |
| 13072 - Photographer II | 17.29 |
| 13073 - Photographer III | 21.43 |
| 13074 - Photographer IV | 26.21 |
| 13075 - Photographer V | 31.71 |
| 13110 - Video Teleconference Technician | 17.17 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.77 |
| 14042 - Computer Operator II | 16.52 |
| 14043 - Computer Operator III | 18.43 |
| 14044 - Computer Operator IV | 23.63 |
| 14045 - Computer Operator V | (see 1) |
| 14071 - Computer Programmer I | 20.57 |
| 14072 - Computer Programmer II | 24.53 |
| 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 | 14.77 |
| 14160 - Personal Computer Support Technician | 24.05 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.87 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.05 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.44 |
| 15050 - Computer Based Training Specialist / Instructor | 27.87 |
| 15060 - Educational Technologist | 27.22 |
| 15070 - Flight Instructor (Pilot) | 40.44 |
| 15080 - Graphic Artist | 22.64 |
| 15090 - Technical Instructor | 19.66 |
| 15095 - Technical Instructor/Course Developer | 24.06 |
| 15110 - Test Proctor | 15.87 |
| 15120 - Tutor | 15.87 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.54 |
| 16030 - Counter Attendant | 8.54 |
| 16040 - Dry Cleaner | 9.91 |
| 16070 - Finisher, Flatwork, Machine | 8.63 |
| 16090 - Presser, Hand | 8.63 |
| 16110 - Presser, Machine, Drycleaning | 8.63 |
| 16130 - Presser, Machine, Shirts | 8.63 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.63 |
| 16190 - Sewing Machine Operator | 10.50 |
| 16220 - Tailor | 11.09 |
| 16250 - Washer, Machine | 8.96 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.84 |
| 19040 - Tool And Die Maker | 21.55 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.75 |
| 21030 - Material Coordinator | 18.77 |
| 21040 - Material Expediter | 18.77 |
| 21050 - Material Handling Laborer | 13.66 |

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| 21071 - Order Filler | 10.41 |
| 21080 - Production Line Worker (Food Processing) | 14.75 |
| 21110 - Shipping Packer | 13.30 |
| 21130 - Shipping/Receiving Clerk | 13.30 |
| 21140 - Store Worker I | 13.30 |
| 21150 - Stock Clerk | 17.62 |
| 21210 - Tools And Parts Attendant | 14.75 |
| 21410 - Warehouse Specialist | 14.75 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.82 |
| 23021 - Aircraft Mechanic I | 24.88 |
| 23022 - Aircraft Mechanic II | 25.82 |
| 23023 - Aircraft Mechanic III | 26.88 |
| 23040 - Aircraft Mechanic Helper | 19.11 |
| 23050 - Aircraft, Painter | 22.56 |
| 23060 - Aircraft Servicer | 21.64 |
| 23080 - Aircraft Worker | 22.46 |
| 23110 - Appliance Mechanic | 18.24 |
| 23120 - Bicycle Repairer | 14.34 |
| 23125 - Cable Splicer | 29.40 |
| 23130 - Carpenter, Maintenance | 19.98 |
| 23140 - Carpet Layer | 19.67 |
| 23160 - Electrician, Maintenance | 23.73 |
| 23181 - Electronics Technician Maintenance I | 21.84 |
| 23182 - Electronics Technician Maintenance II | 23.49 |
| 23183 - Electronics Technician Maintenance III | 24.58 |
| 23260 - Fabric Worker | 18.65 |
| 23290 - Fire Alarm System Mechanic | 20.85 |
| 23310 - Fire Extinguisher Repairer | 17.73 |
| 23311 - Fuel Distribution System Mechanic | 28.12 |
| 23312 - Fuel Distribution System Operator | 23.24 |
| 23370 - General Maintenance Worker | 16.05 |
| 23380 - Ground Support Equipment Mechanic | 24.88 |
| 23381 - Ground Support Equipment Servicer | 20.62 |
| 23382 - Ground Support Equipment Worker | 21.69 |
| 23391 - Gunsmith I | 17.73 |
| 23392 - Gunsmith II | 19.83 |
| 23393 - Gunsmith III | 21.23 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.43 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.16 |
| 23430 - Heavy Equipment Mechanic | 19.24 |
| 23440 - Heavy Equipment Operator | 24.79 |
| 23460 - Instrument Mechanic | 21.23 |
| 23465 - Laboratory/Shelter Mechanic | 20.57 |
| 23470 - Laborer | 11.58 |
| 23510 - Locksmith | 20.37 |
| 23530 - Machinery Maintenance Mechanic | 20.06 |
| 23550 - Machinist, Maintenance | 17.18 |
| 23580 - Maintenance Trades Helper | 15.63 |
| 23591 - Metrology Technician I | 21.23 |
| 23592 - Metrology Technician II | 22.08 |
| 23593 - Metrology Technician III | 22.84 |
| 23640 - Millwright | 20.70 |
| 23710 - Office Appliance Repairer | 20.09 |
| 23760 - Painter, Maintenance | 18.10 |
| 23790 - Pipefitter, Maintenance | 27.88 |
| 23810 - Plumber, Maintenance | 21.26 |
| 23820 - Pneudraulic Systems Mechanic | 21.23 |
| 23850 - Rigger | 21.23 |
| 23870 - Scale Mechanic | 20.82 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.85 |

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|--|-------|
| 23910 - Small Engine Mechanic | 19.26 |
| 23931 - Telecommunications Mechanic I | 25.96 |
| 23932 - Telecommunications Mechanic II | 26.86 |
| 23950 - Telephone Lineman | 25.89 |
| 23960 - Welder, Combination, Maintenance | 18.96 |
| 23965 - Well Driller | 21.23 |
| 23970 - Woodcraft Worker | 21.23 |
| 23980 - Woodworker | 16.32 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.84 |
| 24580 - Child Care Center Clerk | 12.27 |
| 24610 - Chore Aide | 9.75 |
| 24620 - Family Readiness And Support Services Coordinator | 14.52 |
| 24630 - Homemaker | 13.64 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.39 |
| 25040 - Sewage Plant Operator | 18.54 |
| 25070 - Stationary Engineer | 24.39 |
| 25190 - Ventilation Equipment Tender | 18.72 |
| 25210 - Water Treatment Plant Operator | 18.28 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.51 |
| 27007 - Baggage Inspector | 13.35 |
| 27008 - Corrections Officer | 21.94 |
| 27010 - Court Security Officer | 21.74 |
| 27030 - Detection Dog Handler | 16.29 |
| 27040 - Detention Officer | 21.94 |
| 27070 - Firefighter | 23.44 |
| 27101 - Guard I | 13.35 |
| 27102 - Guard II | 16.29 |
| 27131 - Police Officer I | 22.40 |
| 27132 - Police Officer II | 24.88 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.05 |
| 28042 - Carnival Equipment Repairer | 11.40 |
| 28043 - Carnival Equipment Worker | 8.99 |
| 28210 - Gate Attendant/Gate Tender | 13.80 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 15.44 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.27 |
| 28515 - Recreation Specialist | 19.13 |
| 28630 - Sports Official | 12.29 |
| 28690 - Swimming Pool Operator | 18.62 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.08 |
| 29020 - Hatch Tender | 24.08 |
| 29030 - Line Handler | 24.08 |
| 29041 - Stevedore I | 21.05 |
| 29042 - Stevedore II | 24.98 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.31 |
| 30022 - Archeological Technician II | 17.07 |
| 30023 - Archeological Technician III | 21.22 |
| 30030 - Cartographic Technician | 23.74 |
| 30040 - Civil Engineering Technician | 21.56 |
| 30061 - Drafter/CAD Operator I | 16.43 |
| 30062 - Drafter/CAD Operator II | 19.13 |
| 30063 - Drafter/CAD Operator III | 21.29 |
| 30064 - Drafter/CAD Operator IV | 25.23 |

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|---|---------------|
| 30081 - Engineering Technician I | 14.27 |
| 30082 - Engineering Technician II | 16.02 |
| 30083 - Engineering Technician III | 18.70 |
| 30084 - Engineering Technician IV | 22.20 |
| 30085 - Engineering Technician V | 27.16 |
| 30086 - Engineering Technician VI | 32.86 |
| 30090 - Environmental Technician | 19.67 |
| 30210 - Laboratory Technician | 18.00 |
| 30240 - Mathematical Technician | 23.49 |
| 30361 - Paralegal/Legal Assistant I | 17.28 |
| 30362 - Paralegal/Legal Assistant II | 21.92 |
| 30363 - Paralegal/Legal Assistant III | 26.81 |
| 30364 - Paralegal/Legal Assistant IV | 32.44 |
| 30390 - Photo-Optics Technician | 23.49 |
| 30461 - Technical Writer I | 21.13 |
| 30462 - Technical Writer II | 25.85 |
| 30463 - Technical Writer III | 31.27 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 21.29 |
| 30621 - Weather Observer, Senior | (see 2) 22.77 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.64 |
| 31030 - Bus Driver | 14.20 |
| 31043 - Driver Courier | 12.21 |
| 31260 - Parking and Lot Attendant | 9.46 |
| 31290 - Shuttle Bus Driver | 13.14 |
| 31310 - Taxi Driver | 10.00 |
| 31361 - Truckdriver, Light | 13.14 |
| 31362 - Truckdriver, Medium | 17.61 |
| 31363 - Truckdriver, Heavy | 17.68 |
| 31364 - Truckdriver, Tractor-Trailer | 17.68 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.10 |
| 99050 - Desk Clerk | 10.17 |
| 99095 - Embalmer | 26.64 |
| 99251 - Laboratory Animal Caretaker I | 10.66 |
| 99252 - Laboratory Animal Caretaker II | 11.47 |
| 99310 - Mortician | 27.29 |
| 99410 - Pest Controller | 15.84 |
| 99510 - Photofinishing Worker | 11.97 |
| 99710 - Recycling Laborer | 14.91 |
| 99711 - Recycling Specialist | 17.56 |
| 99730 - Refuse Collector | 13.58 |
| 99810 - Sales Clerk | 11.34 |
| 99820 - School Crossing Guard | 9.90 |
| 99830 - Survey Party Chief | 20.03 |
| 99831 - Surveying Aide | 12.59 |
| 99832 - Surveying Technician | 17.23 |
| 99840 - Vending Machine Attendant | 14.59 |
| 99841 - Vending Machine Repairer | 16.15 |
| 99842 - Vending Machine Repairer Helper | 14.59 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the

wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2384
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Broome, Cayuga, Chemung, Chenango, Cortland,
Hamilton, Herkimer, Madison, Oneida, Onondaga, Oswego, Otsego, Tioga, Tompkins

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.91 |
| 01012 - Accounting Clerk II | | 14.49 |
| 01013 - Accounting Clerk III | | 17.66 |
| 01020 - Administrative Assistant | | 19.48 |
| 01040 - Court Reporter | | 18.96 |
| 01051 - Data Entry Operator I | | 11.55 |
| 01052 - Data Entry Operator II | | 12.77 |
| 01060 - Dispatcher, Motor Vehicle | | 15.33 |
| 01070 - Document Preparation Clerk | | 12.14 |
| 01090 - Duplicating Machine Operator | | 12.14 |
| 01111 - General Clerk I | | 11.53 |
| 01112 - General Clerk II | | 12.58 |
| 01113 - General Clerk III | | 14.12 |
| 01120 - Housing Referral Assistant | | 18.00 |
| 01141 - Messenger Courier | | 10.65 |
| 01191 - Order Clerk I | | 11.93 |
| 01192 - Order Clerk II | | 13.02 |
| 01261 - Personnel Assistant (Employment) I | | 13.96 |
| 01262 - Personnel Assistant (Employment) II | | 15.62 |
| 01263 - Personnel Assistant (Employment) III | | 17.25 |
| 01270 - Production Control Clerk | | 18.77 |
| 01280 - Receptionist | | 11.29 |
| 01290 - Rental Clerk | | 12.13 |
| 01300 - Scheduler, Maintenance | | 13.63 |
| 01311 - Secretary I | | 13.63 |
| 01312 - Secretary II | | 15.67 |
| 01313 - Secretary III | | 17.45 |
| 01320 - Service Order Dispatcher | | 12.29 |
| 01410 - Supply Technician | | 19.48 |
| 01420 - Survey Worker | | 14.47 |
| 01531 - Travel Clerk I | | 11.19 |
| 01532 - Travel Clerk II | | 12.07 |
| 01533 - Travel Clerk III | | 12.96 |

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| 01611 - Word Processor I | 12.29 |
| 01612 - Word Processor II | 13.80 |
| 01613 - Word Processor III | 15.43 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.28 |
| 05010 - Automotive Electrician | 18.24 |
| 05040 - Automotive Glass Installer | 17.63 |
| 05070 - Automotive Worker | 17.63 |
| 05110 - Mobile Equipment Servicer | 16.32 |
| 05130 - Motor Equipment Metal Mechanic | 18.96 |
| 05160 - Motor Equipment Metal Worker | 17.63 |
| 05190 - Motor Vehicle Mechanic | 17.25 |
| 05220 - Motor Vehicle Mechanic Helper | 15.63 |
| 05250 - Motor Vehicle Upholstery Worker | 16.95 |
| 05280 - Motor Vehicle Wrecker | 17.63 |
| 05310 - Painter, Automotive | 18.24 |
| 05340 - Radiator Repair Specialist | 17.63 |
| 05370 - Tire Repairer | 14.34 |
| 05400 - Transmission Repair Specialist | 18.96 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.05 |
| 07041 - Cook I | 10.78 |
| 07042 - Cook II | 12.06 |
| 07070 - Dishwasher | 8.91 |
| 07130 - Food Service Worker | 9.34 |
| 07210 - Meat Cutter | 16.17 |
| 07260 - Waiter/Waitress | 9.99 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.28 |
| 09040 - Furniture Handler | 13.59 |
| 09080 - Furniture Refinisher | 18.28 |
| 09090 - Furniture Refinisher Helper | 15.63 |
| 09110 - Furniture Repairer, Minor | 16.95 |
| 09130 - Upholsterer | 20.09 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.11 |
| 11060 - Elevator Operator | 10.11 |
| 11090 - Gardener | 14.37 |
| 11122 - Housekeeping Aide | 11.12 |
| 11150 - Janitor | 11.12 |
| 11210 - Laborer, Grounds Maintenance | 12.34 |
| 11240 - Maid or Houseman | 9.99 |
| 11260 - Pruner | 17.78 |
| 11270 - Tractor Operator | 14.53 |
| 11330 - Trail Maintenance Worker | 12.34 |
| 11360 - Window Cleaner | 12.77 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.13 |
| 12011 - Breath Alcohol Technician | 14.88 |
| 12012 - Certified Occupational Therapist Assistant | 17.45 |
| 12015 - Certified Physical Therapist Assistant | 17.79 |
| 12020 - Dental Assistant | 15.13 |
| 12025 - Dental Hygienist | 26.52 |
| 12030 - EKG Technician | 24.38 |
| 12035 - Electroneurodiagnostic Technologist | 24.38 |
| 12040 - Emergency Medical Technician | 15.13 |
| 12071 - Licensed Practical Nurse I | 13.30 |
| 12072 - Licensed Practical Nurse II | 14.88 |
| 12073 - Licensed Practical Nurse III | 16.60 |
| 12100 - Medical Assistant | 12.44 |
| 12130 - Medical Laboratory Technician | 18.73 |
| 12160 - Medical Record Clerk | 13.27 |
| 12190 - Medical Record Technician | 14.85 |

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| 12195 - Medical Transcriptionist | 15.34 |
| 12210 - Nuclear Medicine Technologist | 31.04 |
| 12221 - Nursing Assistant I | 9.40 |
| 12222 - Nursing Assistant II | 10.57 |
| 12223 - Nursing Assistant III | 11.54 |
| 12224 - Nursing Assistant IV | 12.95 |
| 12235 - Optical Dispenser | 20.61 |
| 12236 - Optical Technician | 14.38 |
| 12250 - Pharmacy Technician | 13.77 |
| 12280 - Phlebotomist | 12.95 |
| 12305 - Radiologic Technologist | 25.19 |
| 12311 - Registered Nurse I | 21.73 |
| 12312 - Registered Nurse II | 26.58 |
| 12313 - Registered Nurse II, Specialist | 26.58 |
| 12314 - Registered Nurse III | 32.15 |
| 12315 - Registered Nurse III, Anesthetist | 32.15 |
| 12316 - Registered Nurse IV | 38.54 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.44 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.42 |
| 13012 - Exhibits Specialist II | 22.83 |
| 13013 - Exhibits Specialist III | 27.93 |
| 13041 - Illustrator I | 18.42 |
| 13042 - Illustrator II | 22.83 |
| 13043 - Illustrator III | 27.93 |
| 13047 - Librarian | 25.28 |
| 13050 - Library Aide/Clerk | 10.80 |
| 13054 - Library Information Technology Systems Administrator | 22.83 |
| 13058 - Library Technician | 12.68 |
| 13061 - Media Specialist I | 16.47 |
| 13062 - Media Specialist II | 18.42 |
| 13063 - Media Specialist III | 20.55 |
| 13071 - Photographer I | 15.46 |
| 13072 - Photographer II | 17.29 |
| 13073 - Photographer III | 21.43 |
| 13074 - Photographer IV | 26.21 |
| 13075 - Photographer V | 31.71 |
| 13110 - Video Teleconference Technician | 17.17 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.77 |
| 14042 - Computer Operator II | 16.52 |
| 14043 - Computer Operator III | 18.43 |
| 14044 - Computer Operator IV | 23.63 |
| 14045 - Computer Operator V | (see 1) |
| 14071 - Computer Programmer I | 20.57 |
| 14072 - Computer Programmer II | 24.53 |
| 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 | 14.77 |
| 14160 - Personal Computer Support Technician | 24.05 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.87 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.05 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.44 |
| 15050 - Computer Based Training Specialist / Instructor | 27.87 |
| 15060 - Educational Technologist | 27.22 |
| 15070 - Flight Instructor (Pilot) | 40.44 |
| 15080 - Graphic Artist | 22.64 |
| 15090 - Technical Instructor | 19.66 |

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| 15095 - Technical Instructor/Course Developer | 24.06 |
| 15110 - Test Proctor | 15.87 |
| 15120 - Tutor | 15.87 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.54 |
| 16030 - Counter Attendant | 8.54 |
| 16040 - Dry Cleaner | 9.91 |
| 16070 - Finisher, Flatwork, Machine | 8.63 |
| 16090 - Presser, Hand | 8.63 |
| 16110 - Presser, Machine, Drycleaning | 8.63 |
| 16130 - Presser, Machine, Shirts | 8.63 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.63 |
| 16190 - Sewing Machine Operator | 10.50 |
| 16220 - Tailor | 11.09 |
| 16250 - Washer, Machine | 8.96 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.84 |
| 19040 - Tool And Die Maker | 21.55 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.75 |
| 21030 - Material Coordinator | 18.77 |
| 21040 - Material Expediter | 18.77 |
| 21050 - Material Handling Laborer | 13.66 |
| 21071 - Order Filler | 10.41 |
| 21080 - Production Line Worker (Food Processing) | 14.75 |
| 21110 - Shipping Packer | 13.30 |
| 21130 - Shipping/Receiving Clerk | 13.30 |
| 21140 - Store Worker I | 13.30 |
| 21150 - Stock Clerk | 17.62 |
| 21210 - Tools And Parts Attendant | 14.75 |
| 21410 - Warehouse Specialist | 14.75 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.82 |
| 23021 - Aircraft Mechanic I | 24.88 |
| 23022 - Aircraft Mechanic II | 25.82 |
| 23023 - Aircraft Mechanic III | 26.88 |
| 23040 - Aircraft Mechanic Helper | 19.11 |
| 23050 - Aircraft, Painter | 22.56 |
| 23060 - Aircraft Servicer | 21.64 |
| 23080 - Aircraft Worker | 22.46 |
| 23110 - Appliance Mechanic | 18.24 |
| 23120 - Bicycle Repairer | 14.34 |
| 23125 - Cable Splicer | 29.40 |
| 23130 - Carpenter, Maintenance | 19.98 |
| 23140 - Carpet Layer | 19.67 |
| 23160 - Electrician, Maintenance | 23.73 |
| 23181 - Electronics Technician Maintenance I | 21.84 |
| 23182 - Electronics Technician Maintenance II | 23.49 |
| 23183 - Electronics Technician Maintenance III | 24.58 |
| 23260 - Fabric Worker | 18.65 |
| 23290 - Fire Alarm System Mechanic | 20.85 |
| 23310 - Fire Extinguisher Repairer | 17.73 |
| 23311 - Fuel Distribution System Mechanic | 28.12 |
| 23312 - Fuel Distribution System Operator | 23.24 |
| 23370 - General Maintenance Worker | 16.05 |
| 23380 - Ground Support Equipment Mechanic | 24.88 |
| 23381 - Ground Support Equipment Servicer | 20.62 |
| 23382 - Ground Support Equipment Worker | 21.69 |
| 23391 - Gunsmith I | 17.73 |
| 23392 - Gunsmith II | 19.83 |
| 23393 - Gunsmith III | 21.23 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.43 |

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| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.16 |
| 23430 - Heavy Equipment Mechanic | 19.24 |
| 23440 - Heavy Equipment Operator | 24.79 |
| 23460 - Instrument Mechanic | 21.23 |
| 23465 - Laboratory/Shelter Mechanic | 20.57 |
| 23470 - Laborer | 11.58 |
| 23510 - Locksmith | 20.37 |
| 23530 - Machinery Maintenance Mechanic | 20.06 |
| 23550 - Machinist, Maintenance | 17.18 |
| 23580 - Maintenance Trades Helper | 15.63 |
| 23591 - Metrology Technician I | 21.23 |
| 23592 - Metrology Technician II | 22.08 |
| 23593 - Metrology Technician III | 22.84 |
| 23640 - Millwright | 20.70 |
| 23710 - Office Appliance Repairer | 20.09 |
| 23760 - Painter, Maintenance | 18.10 |
| 23790 - Pipefitter, Maintenance | 27.88 |
| 23810 - Plumber, Maintenance | 21.26 |
| 23820 - Pneudraulic Systems Mechanic | 21.23 |
| 23850 - Rigger | 21.23 |
| 23870 - Scale Mechanic | 20.82 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.85 |
| 23910 - Small Engine Mechanic | 19.26 |
| 23931 - Telecommunications Mechanic I | 25.96 |
| 23932 - Telecommunications Mechanic II | 26.86 |
| 23950 - Telephone Lineman | 25.89 |
| 23960 - Welder, Combination, Maintenance | 18.96 |
| 23965 - well Driller | 21.23 |
| 23970 - Woodcraft Worker | 21.23 |
| 23980 - Woodworker | 16.32 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.84 |
| 24580 - Child Care Center Clerk | 12.27 |
| 24610 - Chore Aide | 9.75 |
| 24620 - Family Readiness And Support Services Coordinator | 14.52 |
| 24630 - Homemaker | 13.64 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.39 |
| 25040 - Sewage Plant Operator | 18.54 |
| 25070 - Stationary Engineer | 24.39 |
| 25190 - Ventilation Equipment Tender | 18.72 |
| 25210 - Water Treatment Plant Operator | 18.28 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.51 |
| 27007 - Baggage Inspector | 13.35 |
| 27008 - Corrections Officer | 21.94 |
| 27010 - Court Security Officer | 21.74 |
| 27030 - Detection Dog Handler | 16.29 |
| 27040 - Detention Officer | 21.94 |
| 27070 - Firefighter | 23.44 |
| 27101 - Guard I | 13.35 |
| 27102 - Guard II | 16.29 |
| 27131 - Police Officer I | 22.40 |
| 27132 - Police Officer II | 24.88 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.05 |
| 28042 - Carnival Equipment Repairer | 11.40 |
| 28043 - Carnival Equipment Worker | 8.99 |
| 28210 - Gate Attendant/Gate Tender | 13.80 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 15.44 |

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| 28510 - Recreation Aide/Health Facility Attendant | 11.27 |
| 28515 - Recreation Specialist | 19.13 |
| 28630 - Sports Official | 12.29 |
| 28690 - Swimming Pool Operator | 18.62 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.08 |
| 29020 - Hatch Tender | 24.08 |
| 29030 - Line Handler | 24.08 |
| 29041 - Stevedore I | 21.05 |
| 29042 - Stevedore II | 24.98 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.31 |
| 30022 - Archeological Technician II | 17.07 |
| 30023 - Archeological Technician III | 21.22 |
| 30030 - Cartographic Technician | 23.74 |
| 30040 - Civil Engineering Technician | 21.56 |
| 30061 - Drafter/CAD Operator I | 16.43 |
| 30062 - Drafter/CAD Operator II | 19.13 |
| 30063 - Drafter/CAD Operator III | 21.29 |
| 30064 - Drafter/CAD Operator IV | 25.23 |
| 30081 - Engineering Technician I | 14.27 |
| 30082 - Engineering Technician II | 16.02 |
| 30083 - Engineering Technician III | 18.70 |
| 30084 - Engineering Technician IV | 22.20 |
| 30085 - Engineering Technician V | 27.16 |
| 30086 - Engineering Technician VI | 32.86 |
| 30090 - Environmental Technician | 19.67 |
| 30210 - Laboratory Technician | 18.00 |
| 30240 - Mathematical Technician | 23.49 |
| 30361 - Paralegal/Legal Assistant I | 17.28 |
| 30362 - Paralegal/Legal Assistant II | 21.92 |
| 30363 - Paralegal/Legal Assistant III | 26.81 |
| 30364 - Paralegal/Legal Assistant IV | 32.44 |
| 30390 - Photo-Optics Technician | 23.49 |
| 30461 - Technical Writer I | 21.13 |
| 30462 - Technical Writer II | 25.85 |
| 30463 - Technical Writer III | 31.27 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 21.29 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 22.77 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.64 |
| 31030 - Bus Driver | 14.20 |
| 31043 - Driver Courier | 12.21 |
| 31260 - Parking and Lot Attendant | 9.46 |
| 31290 - Shuttle Bus Driver | 13.14 |
| 31310 - Taxi Driver | 10.00 |
| 31361 - Truckdriver, Light | 13.14 |
| 31362 - Truckdriver, Medium | 17.61 |
| 31363 - Truckdriver, Heavy | 17.68 |
| 31364 - Truckdriver, Tractor-Trailer | 17.68 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.10 |
| 99050 - Desk Clerk | 10.17 |
| 99095 - Embalmer | 26.64 |

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| 99251 - Laboratory Animal Caretaker I | 10.66 |
| 99252 - Laboratory Animal Caretaker II | 11.47 |
| 99310 - Mortician | 27.29 |
| 99410 - Pest Controller | 15.84 |
| 99510 - Photofinishing Worker | 11.97 |
| 99710 - Recycling Laborer | 14.91 |
| 99711 - Recycling Specialist | 17.56 |
| 99730 - Refuse Collector | 13.58 |
| 99810 - Sales Clerk | 11.34 |
| 99820 - School Crossing Guard | 9.90 |
| 99830 - Survey Party Chief | 20.03 |
| 99831 - Surveying Aide | 12.59 |
| 99832 - Surveying Technician | 17.23 |
| 99840 - Vending Machine Attendant | 14.59 |
| 99841 - Vending Machine Repairer | 16.15 |
| 99842 - Vending Machine Repairer Helper | 14.59 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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:

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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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2389
Revision No.: 16
Date of Last Revision: 07/25/2014

State: North Carolina

Area: North Carolina Counties of Alleghany, Ashe, Avery, Buncombe, Burke, Caldwell, Cherokee, Clay, Graham, Haywood, Henderson, Jackson, Macon, Madison, McDowell, Mitchell, Polk, Rutherford, Swain, Transylvania, Watauga, Yancey

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.85 |
| 01012 - Accounting Clerk II | | 13.30 |
| 01013 - Accounting Clerk III | | 14.88 |
| 01020 - Administrative Assistant | | 18.61 |
| 01040 - Court Reporter | | 15.02 |
| 01051 - Data Entry Operator I | | 11.35 |

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| 01052 - Data Entry Operator II | 12.34 |
| 01060 - Dispatcher, Motor Vehicle | 16.26 |
| 01070 - Document Preparation Clerk | 12.97 |
| 01090 - Duplicating Machine Operator | 12.97 |
| 01111 - General Clerk I | 11.33 |
| 01112 - General Clerk II | 12.36 |
| 01113 - General Clerk III | 13.87 |
| 01120 - Housing Referral Assistant | 16.88 |
| 01141 - Messenger Courier | 11.41 |
| 01191 - Order Clerk I | 12.71 |
| 01192 - Order Clerk II | 13.87 |
| 01261 - Personnel Assistant (Employment) I | 14.00 |
| 01262 - Personnel Assistant (Employment) II | 15.66 |
| 01263 - Personnel Assistant (Employment) III | 17.46 |
| 01270 - Production Control Clerk | 19.41 |
| 01280 - Receptionist | 11.41 |
| 01290 - Rental Clerk | 11.22 |
| 01300 - Scheduler, Maintenance | 13.43 |
| 01311 - Secretary I | 13.43 |
| 01312 - Secretary II | 15.02 |
| 01313 - Secretary III | 16.88 |
| 01320 - Service Order Dispatcher | 14.33 |
| 01410 - Supply Technician | 18.61 |
| 01420 - Survey Worker | 15.02 |
| 01531 - Travel Clerk I | 11.36 |
| 01532 - Travel Clerk II | 12.10 |
| 01533 - Travel Clerk III | 12.90 |
| 01611 - Word Processor I | 11.65 |
| 01612 - Word Processor II | 13.08 |
| 01613 - Word Processor III | 14.91 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.79 |
| 05010 - Automotive Electrician | 18.09 |
| 05040 - Automotive Glass Installer | 17.18 |
| 05070 - Automotive Worker | 17.18 |
| 05110 - Mobile Equipment Servicer | 15.33 |
| 05130 - Motor Equipment Metal Mechanic | 19.05 |
| 05160 - Motor Equipment Metal Worker | 17.18 |
| 05190 - Motor Vehicle Mechanic | 18.17 |
| 05220 - Motor Vehicle Mechanic Helper | 14.43 |
| 05250 - Motor Vehicle Upholstery Worker | 16.26 |
| 05280 - Motor Vehicle Wrecker | 17.18 |
| 05310 - Painter, Automotive | 18.09 |
| 05340 - Radiator Repair Specialist | 17.18 |
| 05370 - Tire Repairer | 12.54 |
| 05400 - Transmission Repair Specialist | 19.05 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.78 |
| 07041 - Cook I | 12.08 |
| 07042 - Cook II | 12.78 |
| 07070 - Dishwasher | 8.43 |
| 07130 - Food Service Worker | 8.89 |
| 07210 - Meat Cutter | 12.49 |
| 07260 - Waiter/Waitress | 9.68 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.93 |
| 09040 - Furniture Handler | 11.90 |
| 09080 - Furniture Refinisher | 16.93 |
| 09090 - Furniture Refinisher Helper | 13.48 |
| 09110 - Furniture Repairer, Minor | 15.22 |
| 09130 - Upholsterer | 16.93 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.63 |

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| 11060 - Elevator Operator | 9.80 |
| 11090 - Gardener | 13.76 |
| 11122 - Housekeeping Aide | 9.80 |
| 11150 - Janitor | 9.80 |
| 11210 - Laborer, Grounds Maintenance | 11.44 |
| 11240 - Maid or Houseman | 8.80 |
| 11260 - Pruner | 10.51 |
| 11270 - Tractor Operator | 13.34 |
| 11330 - Trail Maintenance Worker | 11.44 |
| 11360 - Window Cleaner | 10.66 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.58 |
| 12011 - Breath Alcohol Technician | 15.71 |
| 12012 - Certified Occupational Therapist Assistant | 22.24 |
| 12015 - Certified Physical Therapist Assistant | 21.68 |
| 12020 - Dental Assistant | 15.59 |
| 12025 - Dental Hygienist | 27.85 |
| 12030 - EKG Technician | 24.90 |
| 12035 - Electroneurodiagnostic Technologist | 24.90 |
| 12040 - Emergency Medical Technician | 15.58 |
| 12071 - Licensed Practical Nurse I | 15.73 |
| 12072 - Licensed Practical Nurse II | 17.50 |
| 12073 - Licensed Practical Nurse III | 19.52 |
| 12100 - Medical Assistant | 13.08 |
| 12130 - Medical Laboratory Technician | 16.33 |
| 12160 - Medical Record Clerk | 12.10 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 14.79 |
| 12210 - Nuclear Medicine Technologist | 34.53 |
| 12221 - Nursing Assistant I | 9.67 |
| 12222 - Nursing Assistant II | 10.87 |
| 12223 - Nursing Assistant III | 11.86 |
| 12224 - Nursing Assistant IV | 13.31 |
| 12235 - Optical Dispenser | 16.25 |
| 12236 - Optical Technician | 15.73 |
| 12250 - Pharmacy Technician | 12.82 |
| 12280 - Phlebotomist | 13.31 |
| 12305 - Radiologic Technologist | 23.37 |
| 12311 - Registered Nurse I | 23.01 |
| 12312 - Registered Nurse II | 28.15 |
| 12313 - Registered Nurse II, Specialist | 28.15 |
| 12314 - Registered Nurse III | 34.05 |
| 12315 - Registered Nurse III, Anesthetist | 34.05 |
| 12316 - Registered Nurse IV | 40.81 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.69 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.43 |
| 13012 - Exhibits Specialist II | 20.37 |
| 13013 - Exhibits Specialist III | 24.92 |
| 13041 - Illustrator I | 16.43 |
| 13042 - Illustrator II | 20.37 |
| 13043 - Illustrator III | 24.92 |
| 13047 - Librarian | 22.55 |
| 13050 - Library Aide/Clerk | 13.09 |
| 13054 - Library Information Technology Systems Administrator | 20.37 |
| 13058 - Library Technician | 15.39 |
| 13061 - Media Specialist I | 14.69 |
| 13062 - Media Specialist II | 16.43 |
| 13063 - Media Specialist III | 18.33 |
| 13071 - Photographer I | 14.38 |
| 13072 - Photographer II | 16.09 |
| 13073 - Photographer III | 19.94 |

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| 13074 - Photographer IV | 24.40 |
| 13075 - Photographer V | 29.51 |
| 13110 - Video Teleconference Technician | 15.77 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.56 |
| 14042 - Computer Operator II | 17.41 |
| 14043 - Computer Operator III | 19.42 |
| 14044 - Computer Operator IV | 21.57 |
| 14045 - Computer Operator V | 23.88 |
| 14071 - Computer Programmer I | 17.38 |
| 14072 - Computer Programmer II | 23.68 |
| 14073 - Computer Programmer III | 26.36 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 25.89 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 15.56 |
| 14160 - Personal Computer Support Technician | 27.43 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.33 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.32 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.76 |
| 15050 - Computer Based Training Specialist / Instructor | 25.43 |
| 15060 - Educational Technologist | 22.25 |
| 15070 - Flight Instructor (Pilot) | 36.76 |
| 15080 - Graphic Artist | 20.33 |
| 15090 - Technical Instructor | 16.60 |
| 15095 - Technical Instructor/Course Developer | 20.31 |
| 15110 - Test Proctor | 14.23 |
| 15120 - Tutor | 14.23 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.88 |
| 16030 - Counter Attendant | 8.88 |
| 16040 - Dry Cleaner | 10.93 |
| 16070 - Finisher, Flatwork, Machine | 8.88 |
| 16090 - Presser, Hand | 8.88 |
| 16110 - Presser, Machine, Drycleaning | 8.88 |
| 16130 - Presser, Machine, Shirts | 8.88 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.88 |
| 16190 - Sewing Machine Operator | 11.60 |
| 16220 - Tailor | 12.22 |
| 16250 - Washer, Machine | 9.50 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.32 |
| 19040 - Tool And Die Maker | 20.40 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.81 |
| 21030 - Material Coordinator | 19.41 |
| 21040 - Material Expediter | 19.41 |
| 21050 - Material Handling Laborer | 11.79 |
| 21071 - Order Filler | 11.03 |
| 21080 - Production Line Worker (Food Processing) | 13.81 |
| 21110 - Shipping Packer | 12.94 |
| 21130 - Shipping/Receiving Clerk | 12.94 |
| 21140 - Store Worker I | 11.01 |
| 21150 - Stock Clerk | 14.29 |
| 21210 - Tools And Parts Attendant | 13.81 |
| 21410 - Warehouse Specialist | 13.81 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 19.89 |
| 23021 - Aircraft Mechanic I | 18.88 |
| 23022 - Aircraft Mechanic II | 19.89 |
| 23023 - Aircraft Mechanic III | 20.81 |

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| 23040 - Aircraft Mechanic Helper | 12.98 |
| 23050 - Aircraft, Painter | 17.11 |
| 23060 - Aircraft Servicer | 14.65 |
| 23080 - Aircraft Worker | 15.47 |
| 23110 - Appliance Mechanic | 16.46 |
| 23120 - Bicycle Repairer | 11.09 |
| 23125 - Cable Splicer | 20.97 |
| 23130 - Carpenter, Maintenance | 15.46 |
| 23140 - Carpet Layer | 15.57 |
| 23160 - Electrician, Maintenance | 18.04 |
| 23181 - Electronics Technician Maintenance I | 20.68 |
| 23182 - Electronics Technician Maintenance II | 21.85 |
| 23183 - Electronics Technician Maintenance III | 23.13 |
| 23260 - Fabric Worker | 14.75 |
| 23290 - Fire Alarm System Mechanic | 17.04 |
| 23310 - Fire Extinguisher Repairer | 13.86 |
| 23311 - Fuel Distribution System Mechanic | 17.42 |
| 23312 - Fuel Distribution System Operator | 13.88 |
| 23370 - General Maintenance Worker | 16.11 |
| 23380 - Ground Support Equipment Mechanic | 18.88 |
| 23381 - Ground Support Equipment Servicer | 14.65 |
| 23382 - Ground Support Equipment Worker | 15.47 |
| 23391 - Gunsmith I | 13.86 |
| 23392 - Gunsmith II | 15.57 |
| 23393 - Gunsmith III | 17.42 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.09 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.06 |
| 23430 - Heavy Equipment Mechanic | 17.65 |
| 23440 - Heavy Equipment Operator | 15.34 |
| 23460 - Instrument Mechanic | 17.42 |
| 23465 - Laboratory/Shelter Mechanic | 16.46 |
| 23470 - Laborer | 11.79 |
| 23510 - Locksmith | 15.87 |
| 23530 - Machinery Maintenance Mechanic | 21.05 |
| 23550 - Machinist, Maintenance | 16.79 |
| 23580 - Maintenance Trades Helper | 12.57 |
| 23591 - Metrology Technician I | 17.42 |
| 23592 - Metrology Technician II | 18.35 |
| 23593 - Metrology Technician III | 19.23 |
| 23640 - Millwright | 19.03 |
| 23710 - Office Appliance Repairer | 16.52 |
| 23760 - Painter, Maintenance | 14.91 |
| 23790 - Pipefitter, Maintenance | 18.51 |
| 23810 - Plumber, Maintenance | 17.58 |
| 23820 - Pneudraulic Systems Mechanic | 17.42 |
| 23850 - Rigger | 17.42 |
| 23870 - Scale Mechanic | 15.57 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.09 |
| 23910 - Small Engine Mechanic | 15.14 |
| 23931 - Telecommunications Mechanic I | 21.13 |
| 23932 - Telecommunications Mechanic II | 22.27 |
| 23950 - Telephone Lineman | 19.11 |
| 23960 - Welder, Combination, Maintenance | 15.38 |
| 23965 - Well Driller | 17.42 |
| 23970 - Woodcraft Worker | 17.42 |
| 23980 - Woodworker | 13.26 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.59 |
| 24580 - Child Care Center Clerk | 15.26 |
| 24610 - Chore Aide | 9.81 |
| 24620 - Family Readiness And Support Services | 14.77 |

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|--|-------|
| Coordinator | |
| 24630 - Homemaker | 16.06 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.42 |
| 25040 - Sewage Plant Operator | 15.96 |
| 25070 - Stationary Engineer | 17.42 |
| 25190 - Ventilation Equipment Tender | 12.95 |
| 25210 - Water Treatment Plant Operator | 15.96 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.19 |
| 27007 - Baggage Inspector | 12.18 |
| 27008 - Corrections Officer | 14.62 |
| 27010 - Court Security Officer | 15.44 |
| 27030 - Detection Dog Handler | 13.50 |
| 27040 - Detention Officer | 14.69 |
| 27070 - Firefighter | 14.26 |
| 27101 - Guard I | 12.18 |
| 27102 - Guard II | 13.50 |
| 27131 - Police Officer I | 17.80 |
| 27132 - Police Officer II | 19.77 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.15 |
| 28042 - Carnival Equipment Repairer | 10.83 |
| 28043 - Carnival Equipment Worker | 8.39 |
| 28210 - Gate Attendant/Gate Tender | 13.18 |
| 28310 - Lifeguard | 11.74 |
| 28350 - Park Attendant (Aide) | 16.21 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.65 |
| 28515 - Recreation Specialist | 18.19 |
| 28630 - Sports Official | 12.91 |
| 28690 - Swimming Pool Operator | 17.06 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 15.80 |
| 29020 - Hatch Tender | 15.80 |
| 29030 - Line Handler | 15.80 |
| 29041 - Stevedore I | 14.96 |
| 29042 - Stevedore II | 16.70 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 13.95 |
| 30022 - Archeological Technician II | 15.60 |
| 30023 - Archeological Technician III | 20.64 |
| 30030 - Cartographic Technician | 20.64 |
| 30040 - Civil Engineering Technician | 18.55 |
| 30061 - Drafter/CAD Operator I | 14.90 |
| 30062 - Drafter/CAD Operator II | 16.66 |
| 30063 - Drafter/CAD Operator III | 18.82 |
| 30064 - Drafter/CAD Operator IV | 22.86 |
| 30081 - Engineering Technician I | 13.39 |
| 30082 - Engineering Technician II | 15.75 |
| 30083 - Engineering Technician III | 17.62 |
| 30084 - Engineering Technician IV | 21.82 |
| 30085 - Engineering Technician V | 26.70 |
| 30086 - Engineering Technician VI | 32.29 |
| 30090 - Environmental Technician | 18.67 |
| 30210 - Laboratory Technician | 18.58 |
| 30240 - Mathematical Technician | 20.46 |
| 30361 - Paralegal/Legal Assistant I | 17.14 |
| 30362 - Paralegal/Legal Assistant II | 21.24 |
| 30363 - Paralegal/Legal Assistant III | 25.98 |
| 30364 - Paralegal/Legal Assistant IV | 31.43 |

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|---|-------|
| 30390 - Photo-Optics Technician | 20.64 |
| 30461 - Technical Writer I | 20.46 |
| 30462 - Technical Writer II | 24.99 |
| 30463 - Technical Writer III | 30.29 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 18.82 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 20.64 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.97 |
| 31030 - Bus Driver | 14.48 |
| 31043 - Driver Courier | 13.62 |
| 31260 - Parking and Lot Attendant | 9.63 |
| 31290 - Shuttle Bus Driver | 14.58 |
| 31310 - Taxi Driver | 10.53 |
| 31361 - Truckdriver, Light | 14.58 |
| 31362 - Truckdriver, Medium | 16.26 |
| 31363 - Truckdriver, Heavy | 17.84 |
| 31364 - Truckdriver, Tractor-Trailer | 17.84 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.45 |
| 99050 - Desk Clerk | 12.77 |
| 99095 - Embalmer | 29.41 |
| 99251 - Laboratory Animal Caretaker I | 11.97 |
| 99252 - Laboratory Animal Caretaker II | 12.81 |
| 99310 - Mortician | 29.41 |
| 99410 - Pest Controller | 16.86 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 12.45 |
| 99711 - Recycling Specialist | 14.52 |
| 99730 - Refuse Collector | 11.44 |
| 99810 - Sales Clerk | 11.54 |
| 99820 - School Crossing Guard | 12.11 |
| 99830 - Survey Party Chief | 18.29 |
| 99831 - Surveying Aide | 13.03 |
| 99832 - Surveying Technician | 17.33 |
| 99840 - Vending Machine Attendant | 12.52 |
| 99841 - Vending Machine Repairer | 14.95 |
| 99842 - Vending Machine Repairer Helper | 12.52 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}
When multiple wage determinations are included in a contract, a separate SF 1444
should be prepared for each wage determination to which a class(es) is to be
conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide

classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2390
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: North Carolina

Area: North Carolina Counties of Alleghany, Ashe, Avery, Buncombe, Burke, Caldwell, Cherokee, Clay, Graham, Haywood, Henderson, Jackson, Macon, Madison, McDowell, Mitchell, Polk, Rutherford, Swain, Transylvania, Watauga, Yancey

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.85 |
| 01012 - Accounting Clerk II | | 13.30 |
| 01013 - Accounting Clerk III | | 14.88 |
| 01020 - Administrative Assistant | | 18.61 |
| 01040 - Court Reporter | | 15.02 |
| 01051 - Data Entry Operator I | | 11.35 |
| 01052 - Data Entry Operator II | | 12.34 |
| 01060 - Dispatcher, Motor Vehicle | | 16.26 |
| 01070 - Document Preparation Clerk | | 12.97 |
| 01090 - Duplicating Machine Operator | | 12.97 |
| 01111 - General Clerk I | | 11.33 |
| 01112 - General Clerk II | | 12.36 |
| 01113 - General Clerk III | | 13.87 |
| 01120 - Housing Referral Assistant | | 16.88 |
| 01141 - Messenger Courier | | 11.41 |
| 01191 - Order Clerk I | | 12.71 |
| 01192 - Order Clerk II | | 13.87 |
| 01261 - Personnel Assistant (Employment) I | | 14.00 |
| 01262 - Personnel Assistant (Employment) II | | 15.66 |
| 01263 - Personnel Assistant (Employment) III | | 17.46 |
| 01270 - Production Control Clerk | | 19.41 |
| 01280 - Receptionist | | 11.41 |
| 01290 - Rental Clerk | | 11.22 |
| 01300 - Scheduler, Maintenance | | 13.43 |
| 01311 - Secretary I | | 13.43 |

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| 01312 - Secretary II | 15.02 |
| 01313 - Secretary III | 16.88 |
| 01320 - Service Order Dispatcher | 14.33 |
| 01410 - Supply Technician | 18.61 |
| 01420 - Survey Worker | 15.02 |
| 01531 - Travel Clerk I | 11.36 |
| 01532 - Travel Clerk II | 12.10 |
| 01533 - Travel Clerk III | 12.90 |
| 01611 - Word Processor I | 11.65 |
| 01612 - Word Processor II | 13.08 |
| 01613 - Word Processor III | 14.91 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.79 |
| 05010 - Automotive Electrician | 18.09 |
| 05040 - Automotive Glass Installer | 17.18 |
| 05070 - Automotive Worker | 17.18 |
| 05110 - Mobile Equipment Servicer | 15.33 |
| 05130 - Motor Equipment Metal Mechanic | 19.05 |
| 05160 - Motor Equipment Metal Worker | 17.18 |
| 05190 - Motor Vehicle Mechanic | 18.17 |
| 05220 - Motor Vehicle Mechanic Helper | 14.43 |
| 05250 - Motor Vehicle Upholstery Worker | 16.26 |
| 05280 - Motor Vehicle Wrecker | 17.18 |
| 05310 - Painter, Automotive | 18.09 |
| 05340 - Radiator Repair Specialist | 17.18 |
| 05370 - Tire Repairer | 12.54 |
| 05400 - Transmission Repair Specialist | 19.05 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.78 |
| 07041 - Cook I | 12.08 |
| 07042 - Cook II | 12.78 |
| 07070 - Dishwasher | 8.43 |
| 07130 - Food Service Worker | 8.89 |
| 07210 - Meat Cutter | 12.49 |
| 07260 - Waiter/Waitress | 9.68 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.93 |
| 09040 - Furniture Handler | 11.90 |
| 09080 - Furniture Refinisher | 16.93 |
| 09090 - Furniture Refinisher Helper | 13.48 |
| 09110 - Furniture Repairer, Minor | 15.22 |
| 09130 - Upholsterer | 16.93 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.63 |
| 11060 - Elevator Operator | 9.80 |
| 11090 - Gardener | 13.76 |
| 11122 - Housekeeping Aide | 9.80 |
| 11150 - Janitor | 9.80 |
| 11210 - Laborer, Grounds Maintenance | 11.44 |
| 11240 - Maid or Houseman | 8.80 |
| 11260 - Pruner | 10.51 |
| 11270 - Tractor Operator | 13.34 |
| 11330 - Trail Maintenance Worker | 11.44 |
| 11360 - Window Cleaner | 10.66 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.58 |
| 12011 - Breath Alcohol Technician | 15.71 |
| 12012 - Certified Occupational Therapist Assistant | 22.24 |
| 12015 - Certified Physical Therapist Assistant | 21.68 |
| 12020 - Dental Assistant | 15.59 |
| 12025 - Dental Hygienist | 27.85 |
| 12030 - EKG Technician | 24.90 |
| 12035 - Electroneurodiagnostic Technologist | 24.90 |

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| 12040 - Emergency Medical Technician | 15.58 |
| 12071 - Licensed Practical Nurse I | 15.73 |
| 12072 - Licensed Practical Nurse II | 17.50 |
| 12073 - Licensed Practical Nurse III | 19.52 |
| 12100 - Medical Assistant | 13.08 |
| 12130 - Medical Laboratory Technician | 16.33 |
| 12160 - Medical Record Clerk | 12.10 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 14.79 |
| 12210 - Nuclear Medicine Technologist | 34.53 |
| 12221 - Nursing Assistant I | 9.67 |
| 12222 - Nursing Assistant II | 10.87 |
| 12223 - Nursing Assistant III | 11.86 |
| 12224 - Nursing Assistant IV | 13.31 |
| 12235 - Optical Dispenser | 16.25 |
| 12236 - Optical Technician | 15.73 |
| 12250 - Pharmacy Technician | 12.82 |
| 12280 - Phlebotomist | 13.31 |
| 12305 - Radiologic Technologist | 23.37 |
| 12311 - Registered Nurse I | 23.01 |
| 12312 - Registered Nurse II | 28.15 |
| 12313 - Registered Nurse II, Specialist | 28.15 |
| 12314 - Registered Nurse III | 34.05 |
| 12315 - Registered Nurse III, Anesthetist | 34.05 |
| 12316 - Registered Nurse IV | 40.81 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.69 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.43 |
| 13012 - Exhibits Specialist II | 20.37 |
| 13013 - Exhibits Specialist III | 24.92 |
| 13041 - Illustrator I | 16.43 |
| 13042 - Illustrator II | 20.37 |
| 13043 - Illustrator III | 24.92 |
| 13047 - Librarian | 22.55 |
| 13050 - Library Aide/Clerk | 13.09 |
| 13054 - Library Information Technology Systems Administrator | 20.37 |
| 13058 - Library Technician | 15.39 |
| 13061 - Media Specialist I | 14.69 |
| 13062 - Media Specialist II | 16.43 |
| 13063 - Media Specialist III | 18.33 |
| 13071 - Photographer I | 14.38 |
| 13072 - Photographer II | 16.09 |
| 13073 - Photographer III | 19.94 |
| 13074 - Photographer IV | 24.40 |
| 13075 - Photographer V | 29.51 |
| 13110 - Video Teleconference Technician | 15.77 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.56 |
| 14042 - Computer Operator II | 17.41 |
| 14043 - Computer Operator III | 19.42 |
| 14044 - Computer Operator IV | 21.57 |
| 14045 - Computer Operator V | 23.88 |
| 14071 - Computer Programmer I | 17.38 |
| 14072 - Computer Programmer II | 23.68 |
| 14073 - Computer Programmer III | 26.36 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 25.89 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 15.56 |
| 14160 - Personal Computer Support Technician | 27.43 |
| 15000 - Instructional Occupations | |

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| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.33 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.32 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.76 |
| 15050 - Computer Based Training Specialist / Instructor | 25.43 |
| 15060 - Educational Technologist | 22.25 |
| 15070 - Flight Instructor (Pilot) | 36.76 |
| 15080 - Graphic Artist | 20.33 |
| 15090 - Technical Instructor | 16.60 |
| 15095 - Technical Instructor/Course Developer | 20.31 |
| 15110 - Test Proctor | 14.23 |
| 15120 - Tutor | 14.23 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.88 |
| 16030 - Counter Attendant | 8.88 |
| 16040 - Dry Cleaner | 10.93 |
| 16070 - Finisher, Flatwork, Machine | 8.88 |
| 16090 - Presser, Hand | 8.88 |
| 16110 - Presser, Machine, Drycleaning | 8.88 |
| 16130 - Presser, Machine, Shirts | 8.88 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.88 |
| 16190 - Sewing Machine Operator | 11.60 |
| 16220 - Tailor | 12.22 |
| 16250 - Washer, Machine | 9.50 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.32 |
| 19040 - Tool And Die Maker | 20.40 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.81 |
| 21030 - Material Coordinator | 19.41 |
| 21040 - Material Expediter | 19.41 |
| 21050 - Material Handling Laborer | 11.79 |
| 21071 - Order Filler | 11.03 |
| 21080 - Production Line Worker (Food Processing) | 13.81 |
| 21110 - Shipping Packer | 12.94 |
| 21130 - Shipping/Receiving Clerk | 12.94 |
| 21140 - Store Worker I | 11.01 |
| 21150 - Stock Clerk | 14.29 |
| 21210 - Tools And Parts Attendant | 13.81 |
| 21410 - Warehouse Specialist | 13.81 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 19.89 |
| 23021 - Aircraft Mechanic I | 18.88 |
| 23022 - Aircraft Mechanic II | 19.89 |
| 23023 - Aircraft Mechanic III | 20.81 |
| 23040 - Aircraft Mechanic Helper | 12.98 |
| 23050 - Aircraft, Painter | 17.11 |
| 23060 - Aircraft Servicer | 14.65 |
| 23080 - Aircraft Worker | 15.47 |
| 23110 - Appliance Mechanic | 16.46 |
| 23120 - Bicycle Repairer | 11.09 |
| 23125 - Cable Splicer | 20.97 |
| 23130 - Carpenter, Maintenance | 15.46 |
| 23140 - Carpet Layer | 15.57 |
| 23160 - Electrician, Maintenance | 18.04 |
| 23181 - Electronics Technician Maintenance I | 20.68 |
| 23182 - Electronics Technician Maintenance II | 21.85 |
| 23183 - Electronics Technician Maintenance III | 23.13 |
| 23260 - Fabric Worker | 14.75 |
| 23290 - Fire Alarm System Mechanic | 17.04 |
| 23310 - Fire Extinguisher Repairer | 13.86 |
| 23311 - Fuel Distribution System Mechanic | 17.42 |
| 23312 - Fuel Distribution System Operator | 13.88 |
| 23370 - General Maintenance Worker | 16.11 |

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| 23380 - Ground Support Equipment Mechanic | 18.88 |
| 23381 - Ground Support Equipment Servicer | 14.65 |
| 23382 - Ground Support Equipment Worker | 15.47 |
| 23391 - Gunsmith I | 13.86 |
| 23392 - Gunsmith II | 15.57 |
| 23393 - Gunsmith III | 17.42 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.09 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.06 |
| 23430 - Heavy Equipment Mechanic | 17.65 |
| 23440 - Heavy Equipment Operator | 15.34 |
| 23460 - Instrument Mechanic | 17.42 |
| 23465 - Laboratory/Shelter Mechanic | 16.46 |
| 23470 - Laborer | 11.79 |
| 23510 - Locksmith | 15.87 |
| 23530 - Machinery Maintenance Mechanic | 21.05 |
| 23550 - Machinist, Maintenance | 16.79 |
| 23580 - Maintenance Trades Helper | 12.57 |
| 23591 - Metrology Technician I | 17.42 |
| 23592 - Metrology Technician II | 18.35 |
| 23593 - Metrology Technician III | 19.23 |
| 23640 - Millwright | 19.03 |
| 23710 - Office Appliance Repairer | 16.52 |
| 23760 - Painter, Maintenance | 14.91 |
| 23790 - Pipefitter, Maintenance | 18.51 |
| 23810 - Plumber, Maintenance | 17.58 |
| 23820 - Pneudraulic Systems Mechanic | 17.42 |
| 23850 - Rigger | 17.42 |
| 23870 - Scale Mechanic | 15.57 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.09 |
| 23910 - Small Engine Mechanic | 15.14 |
| 23931 - Telecommunications Mechanic I | 21.13 |
| 23932 - Telecommunications Mechanic II | 22.27 |
| 23950 - Telephone Lineman | 19.11 |
| 23960 - Welder, Combination, Maintenance | 15.38 |
| 23965 - Well Driller | 17.42 |
| 23970 - Woodcraft Worker | 17.42 |
| 23980 - Woodworker | 13.26 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.59 |
| 24580 - Child Care Center Clerk | 15.26 |
| 24610 - Chore Aide | 9.81 |
| 24620 - Family Readiness And Support Services Coordinator | 14.77 |
| 24630 - Homemaker | 16.06 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.42 |
| 25040 - Sewage Plant Operator | 15.96 |
| 25070 - Stationary Engineer | 17.42 |
| 25190 - Ventilation Equipment Tender | 12.95 |
| 25210 - Water Treatment Plant Operator | 15.96 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.19 |
| 27007 - Baggage Inspector | 12.18 |
| 27008 - Corrections Officer | 14.62 |
| 27010 - Court Security Officer | 15.44 |
| 27030 - Detection Dog Handler | 13.50 |
| 27040 - Detention Officer | 14.69 |
| 27070 - Firefighter | 14.26 |
| 27101 - Guard I | 12.18 |
| 27102 - Guard II | 13.50 |
| 27131 - Police Officer I | 17.80 |

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| 27132 - Police Officer II | 19.77 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.15 |
| 28042 - Carnival Equipment Repairer | 10.83 |
| 28043 - Carnival Equipment Worker | 8.39 |
| 28210 - Gate Attendant/Gate Tender | 13.18 |
| 28310 - Lifeguard | 11.74 |
| 28350 - Park Attendant (Aide) | 16.21 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.65 |
| 28515 - Recreation Specialist | 18.19 |
| 28630 - Sports Official | 12.91 |
| 28690 - Swimming Pool Operator | 17.06 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 15.80 |
| 29020 - Hatch Tender | 15.80 |
| 29030 - Line Handler | 15.80 |
| 29041 - Stevedore I | 14.96 |
| 29042 - Stevedore II | 16.70 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 13.95 |
| 30022 - Archeological Technician II | 15.60 |
| 30023 - Archeological Technician III | 20.64 |
| 30030 - Cartographic Technician | 20.64 |
| 30040 - Civil Engineering Technician | 18.55 |
| 30061 - Drafter/CAD Operator I | 14.90 |
| 30062 - Drafter/CAD Operator II | 16.66 |
| 30063 - Drafter/CAD Operator III | 18.82 |
| 30064 - Drafter/CAD Operator IV | 22.86 |
| 30081 - Engineering Technician I | 13.39 |
| 30082 - Engineering Technician II | 15.75 |
| 30083 - Engineering Technician III | 17.62 |
| 30084 - Engineering Technician IV | 21.82 |
| 30085 - Engineering Technician V | 26.70 |
| 30086 - Engineering Technician VI | 32.29 |
| 30090 - Environmental Technician | 18.67 |
| 30210 - Laboratory Technician | 18.58 |
| 30240 - Mathematical Technician | 20.46 |
| 30361 - Paralegal/Legal Assistant I | 17.14 |
| 30362 - Paralegal/Legal Assistant II | 21.24 |
| 30363 - Paralegal/Legal Assistant III | 25.98 |
| 30364 - Paralegal/Legal Assistant IV | 31.43 |
| 30390 - Photo-Optics Technician | 20.64 |
| 30461 - Technical Writer I | 20.46 |
| 30462 - Technical Writer II | 24.99 |
| 30463 - Technical Writer III | 30.29 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 18.82 |
| 30621 - Weather Observer, Senior (see 2) | 20.64 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.97 |
| 31030 - Bus Driver | 14.48 |
| 31043 - Driver Courier | 13.62 |
| 31260 - Parking and Lot Attendant | 9.63 |
| 31290 - Shuttle Bus Driver | 14.58 |
| 31310 - Taxi Driver | 10.53 |

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|---|-------|
| 31361 - Truckdriver, Light | 14.58 |
| 31362 - Truckdriver, Medium | 16.26 |
| 31363 - Truckdriver, Heavy | 17.84 |
| 31364 - Truckdriver, Tractor-Trailer | 17.84 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.45 |
| 99050 - Desk Clerk | 12.77 |
| 99095 - Embalmer | 29.41 |
| 99251 - Laboratory Animal Caretaker I | 11.97 |
| 99252 - Laboratory Animal Caretaker II | 12.81 |
| 99310 - Mortician | 29.41 |
| 99410 - Pest Controller | 16.86 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 12.45 |
| 99711 - Recycling Specialist | 14.52 |
| 99730 - Refuse Collector | 11.44 |
| 99810 - Sales Clerk | 11.54 |
| 99820 - School Crossing Guard | 12.11 |
| 99830 - Survey Party Chief | 18.29 |
| 99831 - Surveying Aide | 13.03 |
| 99832 - Surveying Technician | 17.33 |
| 99840 - Vending Machine Attendant | 12.52 |
| 99841 - Vending Machine Repairer | 14.95 |
| 99842 - Vending Machine Repairer Helper | 12.52 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundrying 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 laundrying 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.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2391
Revision No.: 15
Date of Last Revision: 07/25/2014

States: North Carolina, South Carolina

Area: North Carolina Counties of Alexander, Anson, Cabarrus, Catawba, Cleveland, Gaston, Iredell, Lincoln, Mecklenburg, Rowan, Stanly, Union, Wilkes

South Carolina Counties of Chesterfield, Lancaster, York

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.08 |
| 01012 - Accounting Clerk II | | 15.80 |
| 01013 - Accounting Clerk III | | 17.67 |
| 01020 - Administrative Assistant | | 26.85 |
| 01040 - Court Reporter | | 19.88 |
| 01051 - Data Entry Operator I | | 11.56 |
| 01052 - Data Entry Operator II | | 13.00 |
| 01060 - Dispatcher, Motor Vehicle | | 17.88 |
| 01070 - Document Preparation Clerk | | 12.71 |
| 01090 - Duplicating Machine Operator | | 12.71 |
| 01111 - General Clerk I | | 11.81 |
| 01112 - General Clerk II | | 12.88 |
| 01113 - General Clerk III | | 14.46 |
| 01120 - Housing Referral Assistant | | 22.66 |
| 01141 - Messenger Courier | | 12.10 |
| 01191 - Order Clerk I | | 11.56 |
| 01192 - Order Clerk II | | 12.76 |
| 01261 - Personnel Assistant (Employment) I | | 15.34 |
| 01262 - Personnel Assistant (Employment) II | | 16.39 |
| 01263 - Personnel Assistant (Employment) III | | 18.25 |
| 01270 - Production Control Clerk | | 18.52 |
| 01280 - Receptionist | | 13.87 |
| 01290 - Rental Clerk | | 15.24 |
| 01300 - Scheduler, Maintenance | | 17.63 |
| 01311 - Secretary I | | 17.63 |
| 01312 - Secretary II | | 19.88 |
| 01313 - Secretary III | | 22.66 |
| 01320 - Service Order Dispatcher | | 14.93 |
| 01410 - Supply Technician | | 26.85 |
| 01420 - Survey Worker | | 18.35 |
| 01531 - Travel Clerk I | | 11.33 |
| 01532 - Travel Clerk II | | 12.07 |
| 01533 - Travel Clerk III | | 12.86 |
| 01611 - Word Processor I | | 14.61 |
| 01612 - Word Processor II | | 16.59 |
| 01613 - Word Processor III | | 18.55 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.91 |
| 05010 - Automotive Electrician | | 20.99 |

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| 05040 - Automotive Glass Installer | 19.38 |
| 05070 - Automotive Worker | 19.87 |
| 05110 - Mobile Equipment Servicer | 17.29 |
| 05130 - Motor Equipment Metal Mechanic | 22.06 |
| 05160 - Motor Equipment Metal Worker | 19.87 |
| 05190 - Motor Vehicle Mechanic | 22.06 |
| 05220 - Motor Vehicle Mechanic Helper | 16.29 |
| 05250 - Motor Vehicle Upholstery Worker | 18.92 |
| 05280 - Motor Vehicle Wrecker | 19.87 |
| 05310 - Painter, Automotive | 20.99 |
| 05340 - Radiator Repair Specialist | 19.87 |
| 05370 - Tire Repairer | 11.47 |
| 05400 - Transmission Repair Specialist | 22.06 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.13 |
| 07041 - Cook I | 10.33 |
| 07042 - Cook II | 11.59 |
| 07070 - Dishwasher | 9.24 |
| 07130 - Food Service Worker | 8.77 |
| 07210 - Meat Cutter | 13.45 |
| 07260 - Waiter/Waitress | 9.07 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.37 |
| 09040 - Furniture Handler | 10.92 |
| 09080 - Furniture Refinisher | 13.98 |
| 09090 - Furniture Refinisher Helper | 11.19 |
| 09110 - Furniture Repairer, Minor | 12.51 |
| 09130 - Upholsterer | 16.28 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.61 |
| 11060 - Elevator Operator | 10.52 |
| 11090 - Gardener | 13.20 |
| 11122 - Housekeeping Aide | 11.62 |
| 11150 - Janitor | 11.62 |
| 11210 - Laborer, Grounds Maintenance | 11.03 |
| 11240 - Maid or Houseman | 9.00 |
| 11260 - Pruner | 9.77 |
| 11270 - Tractor Operator | 13.06 |
| 11330 - Trail Maintenance Worker | 11.03 |
| 11360 - Window Cleaner | 13.11 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.58 |
| 12011 - Breath Alcohol Technician | 17.96 |
| 12012 - Certified Occupational Therapist Assistant | 24.60 |
| 12015 - Certified Physical Therapist Assistant | 25.61 |
| 12020 - Dental Assistant | 19.04 |
| 12025 - Dental Hygienist | 32.03 |
| 12030 - EKG Technician | 25.29 |
| 12035 - Electroneurodiagnostic Technologist | 25.29 |
| 12040 - Emergency Medical Technician | 16.58 |
| 12071 - Licensed Practical Nurse I | 16.06 |
| 12072 - Licensed Practical Nurse II | 17.96 |
| 12073 - Licensed Practical Nurse III | 20.03 |
| 12100 - Medical Assistant | 14.09 |
| 12130 - Medical Laboratory Technician | 17.36 |
| 12160 - Medical Record Clerk | 13.66 |
| 12190 - Medical Record Technician | 15.30 |
| 12195 - Medical Transcriptionist | 16.62 |
| 12210 - Nuclear Medicine Technologist | 30.96 |
| 12221 - Nursing Assistant I | 10.14 |
| 12222 - Nursing Assistant II | 11.40 |
| 12223 - Nursing Assistant III | 12.44 |
| 12224 - Nursing Assistant IV | 13.96 |

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| 12235 - Optical Dispenser | 18.46 |
| 12236 - Optical Technician | 14.32 |
| 12250 - Pharmacy Technician | 13.57 |
| 12280 - Phlebotomist | 13.96 |
| 12305 - Radiologic Technologist | 26.39 |
| 12311 - Registered Nurse I | 23.03 |
| 12312 - Registered Nurse II | 28.17 |
| 12313 - Registered Nurse II, Specialist | 28.17 |
| 12314 - Registered Nurse III | 34.09 |
| 12315 - Registered Nurse III, Anesthetist | 34.09 |
| 12316 - Registered Nurse IV | 40.82 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.55 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.14 |
| 13012 - Exhibits Specialist II | 22.48 |
| 13013 - Exhibits Specialist III | 27.50 |
| 13041 - Illustrator I | 18.14 |
| 13042 - Illustrator II | 22.48 |
| 13043 - Illustrator III | 27.50 |
| 13047 - Librarian | 24.89 |
| 13050 - Library Aide/Clerk | 12.09 |
| 13054 - Library Information Technology Systems Administrator | 22.48 |
| 13058 - Library Technician | 14.48 |
| 13061 - Media Specialist I | 16.22 |
| 13062 - Media Specialist II | 18.14 |
| 13063 - Media Specialist III | 20.23 |
| 13071 - Photographer I | 15.85 |
| 13072 - Photographer II | 17.73 |
| 13073 - Photographer III | 21.96 |
| 13074 - Photographer IV | 26.87 |
| 13075 - Photographer V | 32.51 |
| 13110 - Video Teleconference Technician | 18.01 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.93 |
| 14042 - Computer Operator II | 17.81 |
| 14043 - Computer Operator III | 19.86 |
| 14044 - Computer Operator IV | 22.06 |
| 14045 - Computer Operator V | 24.44 |
| 14071 - Computer Programmer I | 21.04 |
| 14072 - Computer Programmer II | 26.95 |
| 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 | 15.93 |
| 14160 - Personal Computer Support Technician | 22.06 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.23 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.97 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.52 |
| 15050 - Computer Based Training Specialist / Instructor | 27.62 |
| 15060 - Educational Technologist | 25.54 |
| 15070 - Flight Instructor (Pilot) | 39.52 |
| 15080 - Graphic Artist | 24.05 |
| 15090 - Technical Instructor | 24.46 |
| 15095 - Technical Instructor/Course Developer | 29.92 |
| 15110 - Test Proctor | 19.74 |
| 15120 - Tutor | 19.74 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.85 |
| 16030 - Counter Attendant | 8.85 |

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| 16040 - Dry Cleaner | 10.96 |
| 16070 - Finisher, Flatwork, Machine | 8.85 |
| 16090 - Presser, Hand | 8.85 |
| 16110 - Presser, Machine, Drycleaning | 8.85 |
| 16130 - Presser, Machine, Shirts | 8.85 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.85 |
| 16190 - Sewing Machine Operator | 11.64 |
| 16220 - Tailor | 12.27 |
| 16250 - Washer, Machine | 9.50 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.78 |
| 19040 - Tool And Die Maker | 20.30 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.11 |
| 21030 - Material Coordinator | 18.52 |
| 21040 - Material Expediter | 18.52 |
| 21050 - Material Handling Laborer | 12.13 |
| 21071 - Order Filler | 11.84 |
| 21080 - Production Line Worker (Food Processing) | 15.11 |
| 21110 - Shipping Packer | 14.62 |
| 21130 - Shipping/Receiving Clerk | 14.62 |
| 21140 - Store Worker I | 10.48 |
| 21150 - Stock Clerk | 14.79 |
| 21210 - Tools And Parts Attendant | 15.11 |
| 21410 - Warehouse Specialist | 15.11 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.39 |
| 23021 - Aircraft Mechanic I | 23.22 |
| 23022 - Aircraft Mechanic II | 24.39 |
| 23023 - Aircraft Mechanic III | 25.61 |
| 23040 - Aircraft Mechanic Helper | 17.66 |
| 23050 - Aircraft, Painter | 22.57 |
| 23060 - Aircraft Servicer | 19.73 |
| 23080 - Aircraft Worker | 20.90 |
| 23110 - Appliance Mechanic | 18.11 |
| 23120 - Bicycle Repairer | 11.38 |
| 23125 - Cable Splicer | 23.71 |
| 23130 - Carpenter, Maintenance | 16.42 |
| 23140 - Carpet Layer | 16.35 |
| 23160 - Electrician, Maintenance | 19.24 |
| 23181 - Electronics Technician Maintenance I | 19.60 |
| 23182 - Electronics Technician Maintenance II | 21.12 |
| 23183 - Electronics Technician Maintenance III | 24.85 |
| 23260 - Fabric Worker | 16.73 |
| 23290 - Fire Alarm System Mechanic | 19.80 |
| 23310 - Fire Extinguisher Repairer | 15.76 |
| 23311 - Fuel Distribution System Mechanic | 21.55 |
| 23312 - Fuel Distribution System Operator | 18.53 |
| 23370 - General Maintenance Worker | 17.56 |
| 23380 - Ground Support Equipment Mechanic | 23.22 |
| 23381 - Ground Support Equipment Servicer | 19.73 |
| 23382 - Ground Support Equipment Worker | 20.90 |
| 23391 - Gunsmith I | 15.76 |
| 23392 - Gunsmith II | 17.68 |
| 23393 - Gunsmith III | 20.16 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.95 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.96 |
| 23430 - Heavy Equipment Mechanic | 18.98 |
| 23440 - Heavy Equipment Operator | 16.31 |
| 23460 - Instrument Mechanic | 23.15 |
| 23465 - Laboratory/Shelter Mechanic | 18.69 |

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| 23470 - Laborer | 12.13 |
| 23510 - Locksmith | 18.57 |
| 23530 - Machinery Maintenance Mechanic | 22.08 |
| 23550 - Machinist, Maintenance | 17.55 |
| 23580 - Maintenance Trades Helper | 12.80 |
| 23591 - Metrology Technician I | 23.15 |
| 23592 - Metrology Technician II | 24.32 |
| 23593 - Metrology Technician III | 25.44 |
| 23640 - Millwright | 21.55 |
| 23710 - Office Appliance Repairer | 20.26 |
| 23760 - Painter, Maintenance | 15.52 |
| 23790 - Pipefitter, Maintenance | 20.62 |
| 23810 - Plumber, Maintenance | 17.64 |
| 23820 - Pneudraulic Systems Mechanic | 19.63 |
| 23850 - Rigger | 21.59 |
| 23870 - Scale Mechanic | 17.68 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.74 |
| 23910 - Small Engine Mechanic | 14.88 |
| 23931 - Telecommunications Mechanic I | 25.39 |
| 23932 - Telecommunications Mechanic II | 26.65 |
| 23950 - Telephone Lineman | 21.89 |
| 23960 - Welder, Combination, Maintenance | 17.10 |
| 23965 - well Driller | 17.57 |
| 23970 - Woodcraft Worker | 19.63 |
| 23980 - Woodworker | 14.27 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.87 |
| 24580 - Child Care Center Clerk | 12.31 |
| 24610 - Chore Aide | 9.24 |
| 24620 - Family Readiness And Support Services Coordinator | 13.30 |
| 24630 - Homemaker | 13.68 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.33 |
| 25040 - Sewage Plant Operator | 17.69 |
| 25070 - Stationary Engineer | 20.33 |
| 25190 - Ventilation Equipment Tender | 14.83 |
| 25210 - Water Treatment Plant Operator | 17.69 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.98 |
| 27007 - Baggage Inspector | 11.70 |
| 27008 - Corrections Officer | 15.96 |
| 27010 - Court Security Officer | 18.30 |
| 27030 - Detection Dog Handler | 15.13 |
| 27040 - Detention Officer | 15.96 |
| 27070 - Firefighter | 18.54 |
| 27101 - Guard I | 11.70 |
| 27102 - Guard II | 15.13 |
| 27131 - Police Officer I | 19.63 |
| 27132 - Police Officer II | 21.81 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.02 |
| 28042 - Carnival Equipment Repairer | 11.71 |
| 28043 - Carnival Equipment Worker | 8.68 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |
| 28310 - Lifeguard | 13.72 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.69 |
| 28515 - Recreation Specialist | 18.26 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 17.14 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.68 |

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| 29020 - Hatch Tender | 18.68 |
| 29030 - Line Handler | 18.68 |
| 29041 - Stevedore I | 17.72 |
| 29042 - Stevedore II | 19.77 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.15 |
| 30022 - Archeological Technician II | 18.89 |
| 30023 - Archeological Technician III | 23.01 |
| 30030 - Cartographic Technician | 23.07 |
| 30040 - Civil Engineering Technician | 21.85 |
| 30061 - Drafter/CAD Operator I | 15.15 |
| 30062 - Drafter/CAD Operator II | 18.89 |
| 30063 - Drafter/CAD Operator III | 20.96 |
| 30064 - Drafter/CAD Operator IV | 23.25 |
| 30081 - Engineering Technician I | 15.07 |
| 30082 - Engineering Technician II | 16.92 |
| 30083 - Engineering Technician III | 18.92 |
| 30084 - Engineering Technician IV | 23.44 |
| 30085 - Engineering Technician V | 28.68 |
| 30086 - Engineering Technician VI | 34.70 |
| 30090 - Environmental Technician | 19.68 |
| 30210 - Laboratory Technician | 19.99 |
| 30240 - Mathematical Technician | 23.04 |
| 30361 - Paralegal/Legal Assistant I | 17.08 |
| 30362 - Paralegal/Legal Assistant II | 21.17 |
| 30363 - Paralegal/Legal Assistant III | 25.90 |
| 30364 - Paralegal/Legal Assistant IV | 31.33 |
| 30390 - Photo-Optics Technician | 23.07 |
| 30461 - Technical Writer I | 20.21 |
| 30462 - Technical Writer II | 24.73 |
| 30463 - Technical Writer III | 29.10 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 20.96 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 21.17 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.10 |
| 31030 - Bus Driver | 17.62 |
| 31043 - Driver Courier | 15.70 |
| 31260 - Parking and Lot Attendant | 10.34 |
| 31290 - Shuttle Bus Driver | 16.78 |
| 31310 - Taxi Driver | 10.25 |
| 31361 - Truckdriver, Light | 16.78 |
| 31362 - Truckdriver, Medium | 18.59 |
| 31363 - Truckdriver, Heavy | 19.15 |
| 31364 - Truckdriver, Tractor-Trailer | 19.15 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.50 |
| 99050 - Desk Clerk | 10.24 |
| 99095 - Embalmer | 24.90 |
| 99251 - Laboratory Animal Caretaker I | 10.57 |
| 99252 - Laboratory Animal Caretaker II | 11.33 |
| 99310 - Mortician | 30.68 |
| 99410 - Pest Controller | 14.71 |
| 99510 - Photofinishing Worker | 11.92 |
| 99710 - Recycling Laborer | 14.34 |

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| 99711 - Recycling Specialist | 16.99 |
| 99730 - Refuse Collector | 12.71 |
| 99810 - Sales Clerk | 11.51 |
| 99820 - School Crossing Guard | 11.42 |
| 99830 - Survey Party Chief | 18.25 |
| 99831 - Surveying Aide | 12.31 |
| 99832 - Surveying Technician | 16.86 |
| 99840 - Vending Machine Attendant | 11.92 |
| 99841 - Vending Machine Repairer | 14.16 |
| 99842 - Vending Machine Repairer Helper | 11.92 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2392
Revision No.: 16
Date of Last Revision: 07/25/2014

States: North Carolina, South Carolina

Area: North Carolina Counties of Alexander, Anson, Cabarrus, Catawba, Cleveland, Gaston, Iredell, Lincoln, Mecklenburg, Rowan, Stanly, Union, Wilkes

South Carolina Counties of Chesterfield, Lancaster, York

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.08 |
| 01012 - Accounting Clerk II | | 15.80 |
| 01013 - Accounting Clerk III | | 17.67 |
| 01020 - Administrative Assistant | | 26.85 |
| 01040 - Court Reporter | | 19.88 |
| 01051 - Data Entry Operator I | | 11.56 |
| 01052 - Data Entry Operator II | | 13.00 |
| 01060 - Dispatcher, Motor Vehicle | | 17.88 |
| 01070 - Document Preparation Clerk | | 12.71 |
| 01090 - Duplicating Machine Operator | | 12.71 |
| 01111 - General Clerk I | | 11.81 |
| 01112 - General Clerk II | | 12.88 |
| 01113 - General Clerk III | | 14.46 |
| 01120 - Housing Referral Assistant | | 22.66 |
| 01141 - Messenger Courier | | 12.10 |

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| 01191 - Order Clerk I | 11.56 |
| 01192 - Order Clerk II | 12.76 |
| 01261 - Personnel Assistant (Employment) I | 15.34 |
| 01262 - Personnel Assistant (Employment) II | 16.39 |
| 01263 - Personnel Assistant (Employment) III | 18.25 |
| 01270 - Production Control Clerk | 18.52 |
| 01280 - Receptionist | 13.87 |
| 01290 - Rental Clerk | 15.24 |
| 01300 - Scheduler, Maintenance | 17.63 |
| 01311 - Secretary I | 17.63 |
| 01312 - Secretary II | 19.88 |
| 01313 - Secretary III | 22.66 |
| 01320 - Service Order Dispatcher | 14.93 |
| 01410 - Supply Technician | 26.85 |
| 01420 - Survey Worker | 18.35 |
| 01531 - Travel Clerk I | 11.33 |
| 01532 - Travel Clerk II | 12.07 |
| 01533 - Travel Clerk III | 12.86 |
| 01611 - Word Processor I | 14.61 |
| 01612 - Word Processor II | 16.59 |
| 01613 - Word Processor III | 18.55 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.91 |
| 05010 - Automotive Electrician | 20.99 |
| 05040 - Automotive Glass Installer | 19.38 |
| 05070 - Automotive Worker | 19.87 |
| 05110 - Mobile Equipment Servicer | 17.29 |
| 05130 - Motor Equipment Metal Mechanic | 22.06 |
| 05160 - Motor Equipment Metal Worker | 19.87 |
| 05190 - Motor Vehicle Mechanic | 22.06 |
| 05220 - Motor Vehicle Mechanic Helper | 16.29 |
| 05250 - Motor Vehicle Upholstery Worker | 18.92 |
| 05280 - Motor Vehicle Wrecker | 19.87 |
| 05310 - Painter, Automotive | 20.99 |
| 05340 - Radiator Repair Specialist | 19.87 |
| 05370 - Tire Repairer | 11.47 |
| 05400 - Transmission Repair Specialist | 22.06 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.13 |
| 07041 - Cook I | 10.33 |
| 07042 - Cook II | 11.59 |
| 07070 - Dishwasher | 9.24 |
| 07130 - Food Service Worker | 8.77 |
| 07210 - Meat Cutter | 13.45 |
| 07260 - Waiter/Waitress | 9.07 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.37 |
| 09040 - Furniture Handler | 10.92 |
| 09080 - Furniture Refinisher | 13.98 |
| 09090 - Furniture Refinisher Helper | 11.19 |
| 09110 - Furniture Repairer, Minor | 12.51 |
| 09130 - Upholsterer | 16.28 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.61 |
| 11060 - Elevator Operator | 10.52 |
| 11090 - Gardener | 13.20 |
| 11122 - Housekeeping Aide | 11.62 |
| 11150 - Janitor | 11.62 |
| 11210 - Laborer, Grounds Maintenance | 11.03 |
| 11240 - Maid or Houseman | 9.00 |
| 11260 - Pruner | 9.77 |
| 11270 - Tractor Operator | 13.06 |
| 11330 - Trail Maintenance Worker | 11.03 |

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| 11360 - Window Cleaner | 13.11 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.58 |
| 12011 - Breath Alcohol Technician | 17.96 |
| 12012 - Certified Occupational Therapist Assistant | 24.60 |
| 12015 - Certified Physical Therapist Assistant | 25.61 |
| 12020 - Dental Assistant | 19.04 |
| 12025 - Dental Hygienist | 32.03 |
| 12030 - EKG Technician | 25.29 |
| 12035 - Electroneurodiagnostic Technologist | 25.29 |
| 12040 - Emergency Medical Technician | 16.58 |
| 12071 - Licensed Practical Nurse I | 16.06 |
| 12072 - Licensed Practical Nurse II | 17.96 |
| 12073 - Licensed Practical Nurse III | 20.03 |
| 12100 - Medical Assistant | 14.09 |
| 12130 - Medical Laboratory Technician | 17.36 |
| 12160 - Medical Record Clerk | 13.66 |
| 12190 - Medical Record Technician | 15.30 |
| 12195 - Medical Transcriptionist | 16.62 |
| 12210 - Nuclear Medicine Technologist | 30.96 |
| 12221 - Nursing Assistant I | 10.14 |
| 12222 - Nursing Assistant II | 11.40 |
| 12223 - Nursing Assistant III | 12.44 |
| 12224 - Nursing Assistant IV | 13.96 |
| 12235 - Optical Dispenser | 18.46 |
| 12236 - Optical Technician | 14.32 |
| 12250 - Pharmacy Technician | 13.57 |
| 12280 - Phlebotomist | 13.96 |
| 12305 - Radiologic Technologist | 26.39 |
| 12311 - Registered Nurse I | 23.03 |
| 12312 - Registered Nurse II | 28.17 |
| 12313 - Registered Nurse II, Specialist | 28.17 |
| 12314 - Registered Nurse III | 34.09 |
| 12315 - Registered Nurse III, Anesthetist | 34.09 |
| 12316 - Registered Nurse IV | 40.82 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.55 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.14 |
| 13012 - Exhibits Specialist II | 22.48 |
| 13013 - Exhibits Specialist III | 27.50 |
| 13041 - Illustrator I | 18.14 |
| 13042 - Illustrator II | 22.48 |
| 13043 - Illustrator III | 27.50 |
| 13047 - Librarian | 24.89 |
| 13050 - Library Aide/Clerk | 12.09 |
| 13054 - Library Information Technology Systems Administrator | 22.48 |
| 13058 - Library Technician | 14.48 |
| 13061 - Media Specialist I | 16.22 |
| 13062 - Media Specialist II | 18.14 |
| 13063 - Media Specialist III | 20.23 |
| 13071 - Photographer I | 15.85 |
| 13072 - Photographer II | 17.73 |
| 13073 - Photographer III | 21.96 |
| 13074 - Photographer IV | 26.87 |
| 13075 - Photographer V | 32.51 |
| 13110 - Video Teleconference Technician | 18.01 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.93 |
| 14042 - Computer Operator II | 17.81 |
| 14043 - Computer Operator III | 19.86 |
| 14044 - Computer Operator IV | 22.06 |
| 14045 - Computer Operator V | 24.44 |

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| 14071 - Computer Programmer I | 21.04 |
| 14072 - Computer Programmer II | 26.95 |
| 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 | 15.93 |
| 14160 - Personal Computer Support Technician | 22.06 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.23 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.97 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.52 |
| 15050 - Computer Based Training Specialist / Instructor | 27.62 |
| 15060 - Educational Technologist | 25.54 |
| 15070 - Flight Instructor (Pilot) | 39.52 |
| 15080 - Graphic Artist | 24.05 |
| 15090 - Technical Instructor | 24.46 |
| 15095 - Technical Instructor/Course Developer | 29.92 |
| 15110 - Test Proctor | 19.74 |
| 15120 - Tutor | 19.74 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.85 |
| 16030 - Counter Attendant | 8.85 |
| 16040 - Dry Cleaner | 10.96 |
| 16070 - Finisher, Flatwork, Machine | 8.85 |
| 16090 - Presser, Hand | 8.85 |
| 16110 - Presser, Machine, Drycleaning | 8.85 |
| 16130 - Presser, Machine, Shirts | 8.85 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.85 |
| 16190 - Sewing Machine Operator | 11.64 |
| 16220 - Tailor | 12.27 |
| 16250 - Washer, Machine | 9.50 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.78 |
| 19040 - Tool And Die Maker | 20.30 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.11 |
| 21030 - Material Coordinator | 18.52 |
| 21040 - Material Expediter | 18.52 |
| 21050 - Material Handling Laborer | 12.13 |
| 21071 - Order Filler | 11.84 |
| 21080 - Production Line Worker (Food Processing) | 15.11 |
| 21110 - Shipping Packer | 14.62 |
| 21130 - Shipping/Receiving Clerk | 14.62 |
| 21140 - Store Worker I | 10.48 |
| 21150 - Stock Clerk | 14.79 |
| 21210 - Tools And Parts Attendant | 15.11 |
| 21410 - Warehouse Specialist | 15.11 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.39 |
| 23021 - Aircraft Mechanic I | 23.22 |
| 23022 - Aircraft Mechanic II | 24.39 |
| 23023 - Aircraft Mechanic III | 25.61 |
| 23040 - Aircraft Mechanic Helper | 17.66 |
| 23050 - Aircraft, Painter | 22.57 |
| 23060 - Aircraft Servicer | 19.73 |
| 23080 - Aircraft Worker | 20.90 |
| 23110 - Appliance Mechanic | 18.11 |
| 23120 - Bicycle Repairer | 11.38 |
| 23125 - Cable Splicer | 23.71 |
| 23130 - Carpenter, Maintenance | 16.42 |
| 23140 - Carpet Layer | 16.35 |

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| 23160 - Electrician, Maintenance | 19.24 |
| 23181 - Electronics Technician Maintenance I | 19.60 |
| 23182 - Electronics Technician Maintenance II | 21.12 |
| 23183 - Electronics Technician Maintenance III | 24.85 |
| 23260 - Fabric Worker | 16.73 |
| 23290 - Fire Alarm System Mechanic | 19.80 |
| 23310 - Fire Extinguisher Repairer | 15.76 |
| 23311 - Fuel Distribution System Mechanic | 21.55 |
| 23312 - Fuel Distribution System Operator | 18.53 |
| 23370 - General Maintenance Worker | 17.56 |
| 23380 - Ground Support Equipment Mechanic | 23.22 |
| 23381 - Ground Support Equipment Servicer | 19.73 |
| 23382 - Ground Support Equipment Worker | 20.90 |
| 23391 - Gunsmith I | 15.76 |
| 23392 - Gunsmith II | 17.68 |
| 23393 - Gunsmith III | 20.16 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.95 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.96 |
| 23430 - Heavy Equipment Mechanic | 18.98 |
| 23440 - Heavy Equipment Operator | 16.31 |
| 23460 - Instrument Mechanic | 23.15 |
| 23465 - Laboratory/Shelter Mechanic | 18.69 |
| 23470 - Laborer | 12.13 |
| 23510 - Locksmith | 18.57 |
| 23530 - Machinery Maintenance Mechanic | 22.08 |
| 23550 - Machinist, Maintenance | 17.55 |
| 23580 - Maintenance Trades Helper | 12.80 |
| 23591 - Metrology Technician I | 23.15 |
| 23592 - Metrology Technician II | 24.32 |
| 23593 - Metrology Technician III | 25.44 |
| 23640 - Millwright | 21.55 |
| 23710 - Office Appliance Repairer | 20.26 |
| 23760 - Painter, Maintenance | 15.52 |
| 23790 - Pipefitter, Maintenance | 20.62 |
| 23810 - Plumber, Maintenance | 17.64 |
| 23820 - Pneudraulic Systems Mechanic | 19.63 |
| 23850 - Rigger | 21.59 |
| 23870 - Scale Mechanic | 17.68 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.74 |
| 23910 - Small Engine Mechanic | 14.88 |
| 23931 - Telecommunications Mechanic I | 25.39 |
| 23932 - Telecommunications Mechanic II | 26.65 |
| 23950 - Telephone Lineman | 21.89 |
| 23960 - Welder, Combination, Maintenance | 17.10 |
| 23965 - Well Driller | 17.57 |
| 23970 - Woodcraft Worker | 19.63 |
| 23980 - Woodworker | 14.27 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.87 |
| 24580 - Child Care Center Clerk | 12.31 |
| 24610 - Chore Aide | 9.24 |
| 24620 - Family Readiness And Support Services Coordinator | 13.30 |
| 24630 - Homemaker | 13.68 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.33 |
| 25040 - Sewage Plant Operator | 17.69 |
| 25070 - Stationary Engineer | 20.33 |
| 25190 - Ventilation Equipment Tender | 14.83 |
| 25210 - Water Treatment Plant Operator | 17.69 |
| 27000 - Protective Service Occupations | |

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|--|-------|
| 27004 - Alarm Monitor | 15.98 |
| 27007 - Baggage Inspector | 11.70 |
| 27008 - Corrections Officer | 15.96 |
| 27010 - Court Security Officer | 18.30 |
| 27030 - Detection Dog Handler | 15.13 |
| 27040 - Detention Officer | 15.96 |
| 27070 - Firefighter | 18.54 |
| 27101 - Guard I | 11.70 |
| 27102 - Guard II | 15.13 |
| 27131 - Police Officer I | 19.63 |
| 27132 - Police Officer II | 21.81 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.02 |
| 28042 - Carnival Equipment Repairer | 11.71 |
| 28043 - Carnival Equipment Worker | 8.68 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |
| 28310 - Lifeguard | 13.72 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.69 |
| 28515 - Recreation Specialist | 18.26 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 17.14 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.68 |
| 29020 - Hatch Tender | 18.68 |
| 29030 - Line Handler | 18.68 |
| 29041 - Stevedore I | 17.72 |
| 29042 - Stevedore II | 19.77 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.15 |
| 30022 - Archeological Technician II | 18.89 |
| 30023 - Archeological Technician III | 23.01 |
| 30030 - Cartographic Technician | 23.07 |
| 30040 - Civil Engineering Technician | 21.85 |
| 30061 - Drafter/CAD Operator I | 15.15 |
| 30062 - Drafter/CAD Operator II | 18.89 |
| 30063 - Drafter/CAD Operator III | 20.96 |
| 30064 - Drafter/CAD Operator IV | 23.25 |
| 30081 - Engineering Technician I | 15.07 |
| 30082 - Engineering Technician II | 16.92 |
| 30083 - Engineering Technician III | 18.92 |
| 30084 - Engineering Technician IV | 23.44 |
| 30085 - Engineering Technician V | 28.68 |
| 30086 - Engineering Technician VI | 34.70 |
| 30090 - Environmental Technician | 19.68 |
| 30210 - Laboratory Technician | 19.99 |
| 30240 - Mathematical Technician | 23.04 |
| 30361 - Paralegal/Legal Assistant I | 17.08 |
| 30362 - Paralegal/Legal Assistant II | 21.17 |
| 30363 - Paralegal/Legal Assistant III | 25.90 |
| 30364 - Paralegal/Legal Assistant IV | 31.33 |
| 30390 - Photo-Optics Technician | 23.07 |
| 30461 - Technical Writer I | 20.21 |
| 30462 - Technical Writer II | 24.73 |
| 30463 - Technical Writer III | 29.10 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |

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|---|---------|-------|
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) | 20.96 |
| 30621 - Weather Observer, Senior | (see 2) | 21.17 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 13.10 |
| 31030 - Bus Driver | | 17.62 |
| 31043 - Driver Courier | | 15.70 |
| 31260 - Parking and Lot Attendant | | 10.34 |
| 31290 - Shuttle Bus Driver | | 16.78 |
| 31310 - Taxi Driver | | 10.25 |
| 31361 - Truckdriver, Light | | 16.78 |
| 31362 - Truckdriver, Medium | | 18.59 |
| 31363 - Truckdriver, Heavy | | 19.15 |
| 31364 - Truckdriver, Tractor-Trailer | | 19.15 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 9.50 |
| 99050 - Desk Clerk | | 10.24 |
| 99095 - Embalmer | | 24.90 |
| 99251 - Laboratory Animal Caretaker I | | 10.57 |
| 99252 - Laboratory Animal Caretaker II | | 11.33 |
| 99310 - Mortician | | 30.68 |
| 99410 - Pest Controller | | 14.71 |
| 99510 - Photofinishing Worker | | 11.92 |
| 99710 - Recycling Laborer | | 14.34 |
| 99711 - Recycling Specialist | | 16.99 |
| 99730 - Refuse Collector | | 12.71 |
| 99810 - Sales Clerk | | 11.51 |
| 99820 - School Crossing Guard | | 11.42 |
| 99830 - Survey Party Chief | | 18.25 |
| 99831 - Surveying Aide | | 12.31 |
| 99832 - Surveying Technician | | 16.86 |
| 99840 - Vending Machine Attendant | | 11.92 |
| 99841 - Vending Machine Repairer | | 14.16 |
| 99842 - Vending Machine Repairer Helper | | 11.92 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2393
Revision No.: 15
Date Of Last Revision: 07/25/2014

States: North Carolina, South Carolina

Area: North Carolina Counties of Beaufort, Bladen, Brunswick, Carteret, Columbus, Craven, Cumberland, Dare, Duplin, Greene, Harnett, Hoke, Hyde, Johnston, Jones, Lee, Lenoir, Martin, Moore, New Hanover, Onslow, Pamlico, Pender, Pitt, Richmond, Robeson, Sampson, Scotland, Tyrrell, Washington, Wayne, Wilson

South Carolina Counties of Dillon, Horry, Marion, Marlboro

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.40 |
| 01012 - Accounting Clerk II | | 14.00 |
| 01013 - Accounting Clerk III | | 15.65 |
| 01020 - Administrative Assistant | | 19.33 |
| 01040 - Court Reporter | | 14.47 |
| 01051 - Data Entry Operator I | | 11.58 |
| 01052 - Data Entry Operator II | | 12.64 |
| 01060 - Dispatcher, Motor Vehicle | | 16.32 |
| 01070 - Document Preparation Clerk | | 11.40 |
| 01090 - Duplicating Machine Operator | | 11.40 |
| 01111 - General Clerk I | | 11.48 |
| 01112 - General Clerk II | | 12.53 |
| 01113 - General Clerk III | | 14.06 |
| 01120 - Housing Referral Assistant | | 17.94 |
| 01141 - Messenger Courier | | 10.81 |
| 01191 - Order Clerk I | | 11.60 |
| 01192 - Order Clerk II | | 12.66 |
| 01261 - Personnel Assistant (Employment) I | | 13.15 |
| 01262 - Personnel Assistant (Employment) II | | 14.71 |
| 01263 - Personnel Assistant (Employment) III | | 18.35 |
| 01270 - Production Control Clerk | | 17.84 |
| 01280 - Receptionist | | 10.77 |
| 01290 - Rental Clerk | | 11.75 |
| 01300 - Scheduler, Maintenance | | 12.79 |
| 01311 - Secretary I | | 12.79 |
| 01312 - Secretary II | | 14.47 |
| 01313 - Secretary III | | 17.94 |
| 01320 - Service Order Dispatcher | | 11.54 |
| 01410 - Supply Technician | | 19.33 |
| 01420 - Survey Worker | | 13.16 |
| 01531 - Travel Clerk I | | 11.20 |
| 01532 - Travel Clerk II | | 11.93 |
| 01533 - Travel Clerk III | | 12.67 |
| 01611 - Word Processor I | | 12.41 |
| 01612 - Word Processor II | | 13.92 |
| 01613 - Word Processor III | | 15.58 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.71 |
| 05010 - Automotive Electrician | | 19.33 |
| 05040 - Automotive Glass Installer | | 17.76 |
| 05070 - Automotive Worker | | 17.76 |
| 05110 - Mobile Equipment Servicer | | 15.82 |
| 05130 - Motor Equipment Metal Mechanic | | 19.71 |
| 05160 - Motor Equipment Metal Worker | | 17.76 |
| 05190 - Motor Vehicle Mechanic | | 19.71 |
| 05220 - Motor Vehicle Mechanic Helper | | 14.83 |
| 05250 - Motor Vehicle Upholstery Worker | | 16.17 |
| 05280 - Motor Vehicle Wrecker | | 17.76 |
| 05310 - Painter, Automotive | | 18.99 |

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| 05340 - Radiator Repair Specialist | 17.76 |
| 05370 - Tire Repairer | 11.68 |
| 05400 - Transmission Repair Specialist | 19.71 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.08 |
| 07041 - Cook I | 11.58 |
| 07042 - Cook II | 13.08 |
| 07070 - Dishwasher | 8.48 |
| 07130 - Food Service Worker | 8.48 |
| 07210 - Meat Cutter | 13.62 |
| 07260 - Waiter/Waitress | 9.32 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.05 |
| 09040 - Furniture Handler | 11.47 |
| 09080 - Furniture Refinisher | 17.05 |
| 09090 - Furniture Refinisher Helper | 13.34 |
| 09110 - Furniture Repairer, Minor | 15.17 |
| 09130 - Upholsterer | 17.05 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.90 |
| 11060 - Elevator Operator | 8.90 |
| 11090 - Gardener | 13.69 |
| 11122 - Housekeeping Aide | 9.40 |
| 11150 - Janitor | 9.40 |
| 11210 - Laborer, Grounds Maintenance | 10.22 |
| 11240 - Maid or Houseman | 8.05 |
| 11260 - Pruner | 9.16 |
| 11270 - Tractor Operator | 12.44 |
| 11330 - Trail Maintenance Worker | 10.22 |
| 11360 - Window Cleaner | 10.49 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.47 |
| 12011 - Breath Alcohol Technician | 15.98 |
| 12012 - Certified Occupational Therapist Assistant | 23.49 |
| 12015 - Certified Physical Therapist Assistant | 23.49 |
| 12020 - Dental Assistant | 15.81 |
| 12025 - Dental Hygienist | 29.84 |
| 12030 - EKG Technician | 24.17 |
| 12035 - Electroneurodiagnostic Technologist | 24.17 |
| 12040 - Emergency Medical Technician | 14.47 |
| 12071 - Licensed Practical Nurse I | 14.29 |
| 12072 - Licensed Practical Nurse II | 15.98 |
| 12073 - Licensed Practical Nurse III | 17.83 |
| 12100 - Medical Assistant | 12.14 |
| 12130 - Medical Laboratory Technician | 17.08 |
| 12160 - Medical Record Clerk | 12.81 |
| 12190 - Medical Record Technician | 14.33 |
| 12195 - Medical Transcriptionist | 15.43 |
| 12210 - Nuclear Medicine Technologist | 33.19 |
| 12221 - Nursing Assistant I | 9.44 |
| 12222 - Nursing Assistant II | 10.61 |
| 12223 - Nursing Assistant III | 11.58 |
| 12224 - Nursing Assistant IV | 12.99 |
| 12235 - Optical Dispenser | 15.99 |
| 12236 - Optical Technician | 14.25 |
| 12250 - Pharmacy Technician | 17.03 |
| 12280 - Phlebotomist | 12.99 |
| 12305 - Radiologic Technologist | 23.06 |
| 12311 - Registered Nurse I | 22.96 |
| 12312 - Registered Nurse II | 28.09 |
| 12313 - Registered Nurse II, Specialist | 28.09 |
| 12314 - Registered Nurse III | 33.98 |
| 12315 - Registered Nurse III, Anesthetist | 33.98 |

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| 12316 - Registered Nurse IV | 40.72 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.57 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.27 |
| 13012 - Exhibits Specialist II | 20.17 |
| 13013 - Exhibits Specialist III | 24.67 |
| 13041 - Illustrator I | 16.27 |
| 13042 - Illustrator II | 20.17 |
| 13043 - Illustrator III | 24.67 |
| 13047 - Librarian | 22.33 |
| 13050 - Library Aide/Clerk | 11.32 |
| 13054 - Library Information Technology Systems Administrator | 20.17 |
| 13058 - Library Technician | 15.22 |
| 13061 - Media Specialist I | 14.61 |
| 13062 - Media Specialist II | 16.27 |
| 13063 - Media Specialist III | 18.15 |
| 13071 - Photographer I | 14.21 |
| 13072 - Photographer II | 15.85 |
| 13073 - Photographer III | 19.62 |
| 13074 - Photographer IV | 23.41 |
| 13075 - Photographer V | 28.34 |
| 13110 - Video Teleconference Technician | 16.35 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.20 |
| 14042 - Computer Operator II | 15.88 |
| 14043 - Computer Operator III | 18.75 |
| 14044 - Computer Operator IV | 19.68 |
| 14045 - Computer Operator V | 21.79 |
| 14071 - Computer Programmer I | (see 1) 22.75 |
| 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 | 14.20 |
| 14160 - Personal Computer Support Technician | 19.68 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.58 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.99 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.77 |
| 15050 - Computer Based Training Specialist / Instructor | 30.11 |
| 15060 - Educational Technologist | 25.36 |
| 15070 - Flight Instructor (Pilot) | 41.77 |
| 15080 - Graphic Artist | 21.52 |
| 15090 - Technical Instructor | 18.45 |
| 15095 - Technical Instructor/Course Developer | 22.57 |
| 15110 - Test Proctor | 14.89 |
| 15120 - Tutor | 14.89 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.27 |
| 16030 - Counter Attendant | 8.27 |
| 16040 - Dry Cleaner | 10.20 |
| 16070 - Finisher, Flatwork, Machine | 8.27 |
| 16090 - Presser, Hand | 8.27 |
| 16110 - Presser, Machine, Drycleaning | 8.27 |
| 16130 - Presser, Machine, Shirts | 8.27 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.27 |
| 16190 - Sewing Machine Operator | 10.85 |
| 16220 - Tailor | 11.49 |
| 16250 - Washer, Machine | 8.90 |
| 19000 - Machine Tool Operation And Repair Occupations | |

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| 19010 - Machine-Tool Operator (Tool Room) | 20.22 |
| 19040 - Tool And Die Maker | 22.18 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.45 |
| 21030 - Material Coordinator | 17.84 |
| 21040 - Material Expediter | 17.84 |
| 21050 - Material Handling Laborer | 10.32 |
| 21071 - Order Filler | 10.09 |
| 21080 - Production Line Worker (Food Processing) | 12.45 |
| 21110 - Shipping Packer | 13.41 |
| 21130 - Shipping/Receiving Clerk | 13.41 |
| 21140 - Store Worker I | 11.35 |
| 21150 - Stock Clerk | 15.84 |
| 21210 - Tools And Parts Attendant | 12.45 |
| 21410 - Warehouse Specialist | 12.45 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 21.35 |
| 23021 - Aircraft Mechanic I | 20.34 |
| 23022 - Aircraft Mechanic II | 21.35 |
| 23023 - Aircraft Mechanic III | 22.92 |
| 23040 - Aircraft Mechanic Helper | 15.11 |
| 23050 - Aircraft, Painter | 19.31 |
| 23060 - Aircraft Servicer | 17.20 |
| 23080 - Aircraft Worker | 18.24 |
| 23110 - Appliance Mechanic | 17.05 |
| 23120 - Bicycle Repairer | 13.11 |
| 23125 - Cable Splicer | 23.00 |
| 23130 - Carpenter, Maintenance | 17.05 |
| 23140 - Carpet Layer | 16.29 |
| 23160 - Electrician, Maintenance | 20.76 |
| 23181 - Electronics Technician Maintenance I | 20.99 |
| 23182 - Electronics Technician Maintenance II | 22.91 |
| 23183 - Electronics Technician Maintenance III | 24.22 |
| 23260 - Fabric Worker | 15.24 |
| 23290 - Fire Alarm System Mechanic | 17.96 |
| 23310 - Fire Extinguisher Repairer | 14.25 |
| 23311 - Fuel Distribution System Mechanic | 18.40 |
| 23312 - Fuel Distribution System Operator | 14.31 |
| 23370 - General Maintenance Worker | 16.30 |
| 23380 - Ground Support Equipment Mechanic | 20.34 |
| 23381 - Ground Support Equipment Servicer | 17.20 |
| 23382 - Ground Support Equipment Worker | 18.24 |
| 23391 - Gunsmith I | 14.13 |
| 23392 - Gunsmith II | 16.30 |
| 23393 - Gunsmith III | 18.40 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.40 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.42 |
| 23430 - Heavy Equipment Mechanic | 18.81 |
| 23440 - Heavy Equipment Operator | 17.31 |
| 23460 - Instrument Mechanic | 18.40 |
| 23465 - Laboratory/Shelter Mechanic | 17.41 |
| 23470 - Laborer | 10.32 |
| 23510 - Locksmith | 17.05 |
| 23530 - Machinery Maintenance Mechanic | 20.47 |
| 23550 - Machinist, Maintenance | 18.40 |
| 23580 - Maintenance Trades Helper | 13.34 |
| 23591 - Metrology Technician I | 18.40 |
| 23592 - Metrology Technician II | 19.42 |
| 23593 - Metrology Technician III | 20.40 |
| 23640 - Millwright | 20.34 |
| 23710 - Office Appliance Repairer | 17.05 |

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| 23760 - Painter, Maintenance | 17.05 |
| 23790 - Pipefitter, Maintenance | 18.17 |
| 23810 - Plumber, Maintenance | 17.26 |
| 23820 - Pneudraulic Systems Mechanic | 18.40 |
| 23850 - Rigger | 18.40 |
| 23870 - Scale Mechanic | 16.30 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.40 |
| 23910 - Small Engine Mechanic | 16.11 |
| 23931 - Telecommunications Mechanic I | 23.46 |
| 23932 - Telecommunications Mechanic II | 24.76 |
| 23950 - Telephone Lineman | 21.84 |
| 23960 - Welder, Combination, Maintenance | 18.40 |
| 23965 - Well Driller | 18.40 |
| 23970 - Woodcraft Worker | 18.40 |
| 23980 - Woodworker | 14.25 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.68 |
| 24580 - Child Care Center Clerk | 14.58 |
| 24610 - Chore Aide | 9.33 |
| 24620 - Family Readiness And Support Services Coordinator | 13.63 |
| 24630 - Homemaker | 16.20 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.87 |
| 25040 - Sewage Plant Operator | 19.00 |
| 25070 - Stationary Engineer | 20.69 |
| 25190 - Ventilation Equipment Tender | 14.40 |
| 25210 - Water Treatment Plant Operator | 19.00 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.25 |
| 27007 - Baggage Inspector | 12.21 |
| 27008 - Corrections Officer | 15.39 |
| 27010 - Court Security Officer | 16.56 |
| 27030 - Detection Dog Handler | 14.10 |
| 27040 - Detention Officer | 15.39 |
| 27070 - Firefighter | 15.64 |
| 27101 - Guard I | 12.21 |
| 27102 - Guard II | 14.10 |
| 27131 - Police Officer I | 17.27 |
| 27132 - Police Officer II | 19.18 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.38 |
| 28042 - Carnival Equipment Repairer | 12.16 |
| 28043 - Carnival Equipment Worker | 8.90 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 14.99 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 18.94 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.04 |
| 29020 - Hatch Tender | 16.04 |
| 29030 - Line Handler | 16.04 |
| 29041 - Stevedore I | 15.00 |
| 29042 - Stevedore II | 17.13 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.11 |
| 30022 - Archeological Technician II | 18.98 |

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| 30023 - Archeological Technician III | 22.25 |
| 30030 - Cartographic Technician | 22.36 |
| 30040 - Civil Engineering Technician | 19.11 |
| 30061 - Drafter/CAD Operator I | 15.11 |
| 30062 - Drafter/CAD Operator II | 16.96 |
| 30063 - Drafter/CAD Operator III | 18.98 |
| 30064 - Drafter/CAD Operator IV | 22.83 |
| 30081 - Engineering Technician I | 14.39 |
| 30082 - Engineering Technician II | 16.14 |
| 30083 - Engineering Technician III | 18.06 |
| 30084 - Engineering Technician IV | 22.38 |
| 30085 - Engineering Technician V | 27.38 |
| 30086 - Engineering Technician VI | 33.12 |
| 30090 - Environmental Technician | 19.53 |
| 30210 - Laboratory Technician | 22.43 |
| 30240 - Mathematical Technician | 22.25 |
| 30361 - Paralegal/Legal Assistant I | 15.95 |
| 30362 - Paralegal/Legal Assistant II | 19.77 |
| 30363 - Paralegal/Legal Assistant III | 24.18 |
| 30364 - Paralegal/Legal Assistant IV | 29.25 |
| 30390 - Photo-Optics Technician | 21.48 |
| 30461 - Technical Writer I | 21.77 |
| 30462 - Technical Writer II | 26.63 |
| 30463 - Technical Writer III | 32.22 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 18.98 |
| 30621 - Weather Observer, Senior (see 2) | 20.69 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.37 |
| 31030 - Bus Driver | 14.98 |
| 31043 - Driver Courier | 11.73 |
| 31260 - Parking and Lot Attendant | 8.42 |
| 31290 - Shuttle Bus Driver | 12.85 |
| 31310 - Taxi Driver | 9.29 |
| 31361 - Truckdriver, Light | 12.85 |
| 31362 - Truckdriver, Medium | 14.80 |
| 31363 - Truckdriver, Heavy | 16.27 |
| 31364 - Truckdriver, Tractor-Trailer | 16.27 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.14 |
| 99050 - Desk Clerk | 9.83 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 10.07 |
| 99252 - Laboratory Animal Caretaker II | 11.07 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 13.60 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 12.53 |
| 99711 - Recycling Specialist | 15.25 |
| 99730 - Refuse Collector | 11.23 |
| 99810 - Sales Clerk | 11.08 |
| 99820 - School Crossing Guard | 12.86 |
| 99830 - Survey Party Chief | 18.64 |
| 99831 - Surveying Aide | 11.03 |
| 99832 - Surveying Technician | 15.12 |
| 99840 - Vending Machine Attendant | 13.63 |
| 99841 - Vending Machine Repairer | 16.43 |
| 99842 - Vending Machine Repairer Helper | 13.63 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2394
Revision No.: 15
Date Of Last Revision: 07/25/2014

States: North Carolina, South Carolina

Area: North Carolina Counties of Beaufort, Bladen, Brunswick, Carteret, Columbus, Craven, Cumberland, Dare, Duplin, Greene, Harnett, Hoke, Hyde, Johnston, Jones, Lee, Lenoir, Martin, Moore, New Hanover, Onslow, Pamlico, Pender, Pitt, Richmond, Robeson, Sampson, Scotland, Tyrrell, Washington, Wayne, Wilson

South Carolina Counties of Dillon, Horry, Marion, Marlboro

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.40 |
| 01012 - Accounting Clerk II | | 14.00 |
| 01013 - Accounting Clerk III | | 15.65 |
| 01020 - Administrative Assistant | | 19.33 |
| 01040 - Court Reporter | | 14.47 |
| 01051 - Data Entry Operator I | | 11.58 |
| 01052 - Data Entry Operator II | | 12.64 |
| 01060 - Dispatcher, Motor Vehicle | | 16.32 |
| 01070 - Document Preparation Clerk | | 11.40 |
| 01090 - Duplicating Machine Operator | | 11.40 |
| 01111 - General Clerk I | | 11.48 |
| 01112 - General Clerk II | | 12.53 |
| 01113 - General Clerk III | | 14.06 |
| 01120 - Housing Referral Assistant | | 17.94 |
| 01141 - Messenger Courier | | 10.81 |
| 01191 - Order Clerk I | | 11.60 |
| 01192 - Order Clerk II | | 12.66 |
| 01261 - Personnel Assistant (Employment) I | | 13.15 |
| 01262 - Personnel Assistant (Employment) II | | 14.71 |
| 01263 - Personnel Assistant (Employment) III | | 18.35 |
| 01270 - Production Control Clerk | | 17.84 |
| 01280 - Receptionist | | 10.77 |
| 01290 - Rental Clerk | | 11.75 |
| 01300 - Scheduler, Maintenance | | 12.79 |

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| 01311 - Secretary I | 12.79 |
| 01312 - Secretary II | 14.47 |
| 01313 - Secretary III | 17.94 |
| 01320 - Service Order Dispatcher | 11.54 |
| 01410 - Supply Technician | 19.33 |
| 01420 - Survey Worker | 13.16 |
| 01531 - Travel Clerk I | 11.20 |
| 01532 - Travel Clerk II | 11.93 |
| 01533 - Travel Clerk III | 12.67 |
| 01611 - Word Processor I | 12.41 |
| 01612 - Word Processor II | 13.92 |
| 01613 - Word Processor III | 15.58 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.71 |
| 05010 - Automotive Electrician | 19.33 |
| 05040 - Automotive Glass Installer | 17.76 |
| 05070 - Automotive Worker | 17.76 |
| 05110 - Mobile Equipment Servicer | 15.82 |
| 05130 - Motor Equipment Metal Mechanic | 19.71 |
| 05160 - Motor Equipment Metal Worker | 17.76 |
| 05190 - Motor Vehicle Mechanic | 19.71 |
| 05220 - Motor Vehicle Mechanic Helper | 14.83 |
| 05250 - Motor Vehicle Upholstery Worker | 16.17 |
| 05280 - Motor Vehicle Wrecker | 17.76 |
| 05310 - Painter, Automotive | 18.99 |
| 05340 - Radiator Repair Specialist | 17.76 |
| 05370 - Tire Repairer | 11.68 |
| 05400 - Transmission Repair Specialist | 19.71 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.08 |
| 07041 - Cook I | 11.58 |
| 07042 - Cook II | 13.08 |
| 07070 - Dishwasher | 8.48 |
| 07130 - Food Service Worker | 8.48 |
| 07210 - Meat Cutter | 13.62 |
| 07260 - Waiter/Waitress | 9.32 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.05 |
| 09040 - Furniture Handler | 11.47 |
| 09080 - Furniture Refinisher | 17.05 |
| 09090 - Furniture Refinisher Helper | 13.34 |
| 09110 - Furniture Repairer, Minor | 15.17 |
| 09130 - Upholsterer | 17.05 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.90 |
| 11060 - Elevator Operator | 8.90 |
| 11090 - Gardener | 13.69 |
| 11122 - Housekeeping Aide | 9.40 |
| 11150 - Janitor | 9.40 |
| 11210 - Laborer, Grounds Maintenance | 10.22 |
| 11240 - Maid or Houseman | 8.05 |
| 11260 - Pruner | 9.16 |
| 11270 - Tractor Operator | 12.44 |
| 11330 - Trail Maintenance Worker | 10.22 |
| 11360 - Window Cleaner | 10.49 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.47 |
| 12011 - Breath Alcohol Technician | 15.98 |
| 12012 - Certified Occupational Therapist Assistant | 23.49 |
| 12015 - Certified Physical Therapist Assistant | 23.49 |
| 12020 - Dental Assistant | 15.81 |
| 12025 - Dental Hygienist | 29.84 |
| 12030 - EKG Technician | 24.17 |

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| 12035 - Electroneurodiagnostic Technologist | 24.17 |
| 12040 - Emergency Medical Technician | 14.47 |
| 12071 - Licensed Practical Nurse I | 14.29 |
| 12072 - Licensed Practical Nurse II | 15.98 |
| 12073 - Licensed Practical Nurse III | 17.83 |
| 12100 - Medical Assistant | 12.14 |
| 12130 - Medical Laboratory Technician | 17.08 |
| 12160 - Medical Record Clerk | 12.81 |
| 12190 - Medical Record Technician | 14.33 |
| 12195 - Medical Transcriptionist | 15.43 |
| 12210 - Nuclear Medicine Technologist | 33.19 |
| 12221 - Nursing Assistant I | 9.44 |
| 12222 - Nursing Assistant II | 10.61 |
| 12223 - Nursing Assistant III | 11.58 |
| 12224 - Nursing Assistant IV | 12.99 |
| 12235 - Optical Dispenser | 15.99 |
| 12236 - Optical Technician | 14.25 |
| 12250 - Pharmacy Technician | 17.03 |
| 12280 - Phlebotomist | 12.99 |
| 12305 - Radiologic Technologist | 23.06 |
| 12311 - Registered Nurse I | 22.96 |
| 12312 - Registered Nurse II | 28.09 |
| 12313 - Registered Nurse II, Specialist | 28.09 |
| 12314 - Registered Nurse III | 33.98 |
| 12315 - Registered Nurse III, Anesthetist | 33.98 |
| 12316 - Registered Nurse IV | 40.72 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.57 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.27 |
| 13012 - Exhibits Specialist II | 20.17 |
| 13013 - Exhibits Specialist III | 24.67 |
| 13041 - Illustrator I | 16.27 |
| 13042 - Illustrator II | 20.17 |
| 13043 - Illustrator III | 24.67 |
| 13047 - Librarian | 22.33 |
| 13050 - Library Aide/Clerk | 11.32 |
| 13054 - Library Information Technology Systems Administrator | 20.17 |
| 13058 - Library Technician | 15.22 |
| 13061 - Media Specialist I | 14.61 |
| 13062 - Media Specialist II | 16.27 |
| 13063 - Media Specialist III | 18.15 |
| 13071 - Photographer I | 14.21 |
| 13072 - Photographer II | 15.85 |
| 13073 - Photographer III | 19.62 |
| 13074 - Photographer IV | 23.41 |
| 13075 - Photographer V | 28.34 |
| 13110 - Video Teleconference Technician | 16.35 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.20 |
| 14042 - Computer Operator II | 15.88 |
| 14043 - Computer Operator III | 18.75 |
| 14044 - Computer Operator IV | 19.68 |
| 14045 - Computer Operator V | 21.79 |
| 14071 - Computer Programmer I | 22.75 |
| 14072 - Computer Programmer II | |
| 14073 - Computer Programmer III | |
| 14074 - Computer Programmer IV | |
| 14101 - Computer Systems Analyst I | |
| 14102 - Computer Systems Analyst II | |
| 14103 - Computer Systems Analyst III | |
| 14150 - Peripheral Equipment Operator | 14.20 |
| 14160 - Personal Computer Support Technician | 19.68 |

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| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.58 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.99 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.77 |
| 15050 - Computer Based Training Specialist / Instructor | 30.11 |
| 15060 - Educational Technologist | 25.36 |
| 15070 - Flight Instructor (Pilot) | 41.77 |
| 15080 - Graphic Artist | 21.52 |
| 15090 - Technical Instructor | 18.45 |
| 15095 - Technical Instructor/Course Developer | 22.57 |
| 15110 - Test Proctor | 14.89 |
| 15120 - Tutor | 14.89 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.27 |
| 16030 - Counter Attendant | 8.27 |
| 16040 - Dry Cleaner | 10.20 |
| 16070 - Finisher, Flatwork, Machine | 8.27 |
| 16090 - Presser, Hand | 8.27 |
| 16110 - Presser, Machine, Drycleaning | 8.27 |
| 16130 - Presser, Machine, Shirts | 8.27 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.27 |
| 16190 - Sewing Machine Operator | 10.85 |
| 16220 - Tailor | 11.49 |
| 16250 - Washer, Machine | 8.90 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.22 |
| 19040 - Tool And Die Maker | 22.18 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.45 |
| 21030 - Material Coordinator | 17.84 |
| 21040 - Material Expediter | 17.84 |
| 21050 - Material Handling Laborer | 10.32 |
| 21071 - Order Filler | 10.09 |
| 21080 - Production Line Worker (Food Processing) | 12.45 |
| 21110 - Shipping Packer | 13.41 |
| 21130 - Shipping/Receiving Clerk | 13.41 |
| 21140 - Store Worker I | 11.35 |
| 21150 - Stock Clerk | 15.84 |
| 21210 - Tools And Parts Attendant | 12.45 |
| 21410 - Warehouse Specialist | 12.45 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.35 |
| 23021 - Aircraft Mechanic I | 20.34 |
| 23022 - Aircraft Mechanic II | 21.35 |
| 23023 - Aircraft Mechanic III | 22.92 |
| 23040 - Aircraft Mechanic Helper | 15.11 |
| 23050 - Aircraft, Painter | 19.31 |
| 23060 - Aircraft Servicer | 17.20 |
| 23080 - Aircraft Worker | 18.24 |
| 23110 - Appliance Mechanic | 17.05 |
| 23120 - Bicycle Repairer | 13.11 |
| 23125 - Cable Splicer | 23.00 |
| 23130 - Carpenter, Maintenance | 17.05 |
| 23140 - Carpet Layer | 16.29 |
| 23160 - Electrician, Maintenance | 20.76 |
| 23181 - Electronics Technician Maintenance I | 20.99 |
| 23182 - Electronics Technician Maintenance II | 22.91 |
| 23183 - Electronics Technician Maintenance III | 24.22 |
| 23260 - Fabric Worker | 15.24 |
| 23290 - Fire Alarm System Mechanic | 17.96 |
| 23310 - Fire Extinguisher Repairer | 14.25 |
| 23311 - Fuel Distribution System Mechanic | 18.40 |
| 23312 - Fuel Distribution System Operator | 14.31 |

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| 23370 - General Maintenance Worker | 16.30 |
| 23380 - Ground Support Equipment Mechanic | 20.34 |
| 23381 - Ground Support Equipment Servicer | 17.20 |
| 23382 - Ground Support Equipment Worker | 18.24 |
| 23391 - Gunsmith I | 14.13 |
| 23392 - Gunsmith II | 16.30 |
| 23393 - Gunsmith III | 18.40 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.40 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.42 |
| 23430 - Heavy Equipment Mechanic | 18.81 |
| 23440 - Heavy Equipment Operator | 17.31 |
| 23460 - Instrument Mechanic | 18.40 |
| 23465 - Laboratory/Shelter Mechanic | 17.41 |
| 23470 - Laborer | 10.32 |
| 23510 - Locksmith | 17.05 |
| 23530 - Machinery Maintenance Mechanic | 20.47 |
| 23550 - Machinist, Maintenance | 18.40 |
| 23580 - Maintenance Trades Helper | 13.34 |
| 23591 - Metrology Technician I | 18.40 |
| 23592 - Metrology Technician II | 19.42 |
| 23593 - Metrology Technician III | 20.40 |
| 23640 - Millwright | 20.34 |
| 23710 - Office Appliance Repairer | 17.05 |
| 23760 - Painter, Maintenance | 17.05 |
| 23790 - Pipefitter, Maintenance | 18.17 |
| 23810 - Plumber, Maintenance | 17.26 |
| 23820 - Pneudraulic Systems Mechanic | 18.40 |
| 23850 - Rigger | 18.40 |
| 23870 - Scale Mechanic | 16.30 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.40 |
| 23910 - Small Engine Mechanic | 16.11 |
| 23931 - Telecommunications Mechanic I | 23.46 |
| 23932 - Telecommunications Mechanic II | 24.76 |
| 23950 - Telephone Lineman | 21.84 |
| 23960 - Welder, Combination, Maintenance | 18.40 |
| 23965 - Well Driller | 18.40 |
| 23970 - Woodcraft Worker | 18.40 |
| 23980 - Woodworker | 14.25 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.68 |
| 24580 - Child Care Center Clerk | 14.58 |
| 24610 - Chore Aide | 9.33 |
| 24620 - Family Readiness And Support Services Coordinator | 13.63 |
| 24630 - Homemaker | 16.20 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.87 |
| 25040 - Sewage Plant Operator | 19.00 |
| 25070 - Stationary Engineer | 20.69 |
| 25190 - Ventilation Equipment Tender | 14.40 |
| 25210 - Water Treatment Plant Operator | 19.00 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.25 |
| 27007 - Baggage Inspector | 12.21 |
| 27008 - Corrections Officer | 15.39 |
| 27010 - Court Security Officer | 16.56 |
| 27030 - Detection Dog Handler | 14.10 |
| 27040 - Detention Officer | 15.39 |
| 27070 - Firefighter | 15.64 |
| 27101 - Guard I | 12.21 |
| 27102 - Guard II | 14.10 |

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| 27131 - Police Officer I | 17.27 |
| 27132 - Police Officer II | 19.18 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.38 |
| 28042 - Carnival Equipment Repairer | 12.16 |
| 28043 - Carnival Equipment Worker | 8.90 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 14.99 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 18.94 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.04 |
| 29020 - Hatch Tender | 16.04 |
| 29030 - Line Handler | 16.04 |
| 29041 - Stevedore I | 15.00 |
| 29042 - Stevedore II | 17.13 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 1) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 1) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 1) | 27.16 |
| 30021 - Archeological Technician I | 15.11 |
| 30022 - Archeological Technician II | 18.98 |
| 30023 - Archeological Technician III | 22.25 |
| 30030 - Cartographic Technician | 22.36 |
| 30040 - Civil Engineering Technician | 19.11 |
| 30061 - Drafter/CAD Operator I | 15.11 |
| 30062 - Drafter/CAD Operator II | 16.96 |
| 30063 - Drafter/CAD Operator III | 18.98 |
| 30064 - Drafter/CAD Operator IV | 22.83 |
| 30081 - Engineering Technician I | 14.39 |
| 30082 - Engineering Technician II | 16.14 |
| 30083 - Engineering Technician III | 18.06 |
| 30084 - Engineering Technician IV | 22.38 |
| 30085 - Engineering Technician V | 27.38 |
| 30086 - Engineering Technician VI | 33.12 |
| 30090 - Environmental Technician | 19.53 |
| 30210 - Laboratory Technician | 22.43 |
| 30240 - Mathematical Technician | 22.25 |
| 30361 - Paralegal/Legal Assistant I | 15.95 |
| 30362 - Paralegal/Legal Assistant II | 19.77 |
| 30363 - Paralegal/Legal Assistant III | 24.18 |
| 30364 - Paralegal/Legal Assistant IV | 29.25 |
| 30390 - Photo-Optics Technician | 21.48 |
| 30461 - Technical Writer I | 21.77 |
| 30462 - Technical Writer II | 26.63 |
| 30463 - Technical Writer III | 32.22 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 1) | 18.98 |
| 30621 - Weather Observer, Senior (see 1) | 20.69 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.37 |
| 31030 - Bus Driver | 14.98 |
| 31043 - Driver Courier | 11.73 |
| 31260 - Parking and Lot Attendant | 8.42 |
| 31290 - Shuttle Bus Driver | 12.85 |

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| 31310 - Taxi Driver | 9.29 |
| 31361 - Truckdriver, Light | 12.85 |
| 31362 - Truckdriver, Medium | 14.80 |
| 31363 - Truckdriver, Heavy | 16.27 |
| 31364 - Truckdriver, Tractor-Trailer | 16.27 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.14 |
| 99050 - Desk Clerk | 9.83 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 10.07 |
| 99252 - Laboratory Animal Caretaker II | 11.07 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 13.60 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 12.53 |
| 99711 - Recycling Specialist | 15.25 |
| 99730 - Refuse Collector | 11.23 |
| 99810 - Sales Clerk | 11.08 |
| 99820 - School Crossing Guard | 12.86 |
| 99830 - Survey Party Chief | 18.64 |
| 99831 - Surveying Aide | 11.03 |
| 99832 - Surveying Technician | 15.12 |
| 99840 - Vending Machine Attendant | 13.63 |
| 99841 - Vending Machine Repairer | 16.43 |
| 99842 - Vending Machine Repairer Helper | 13.63 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

| | | | |
|--------------------------------|------------------------------------|-----------------------------------|--|
| | | WDS_Revision_Received_10.9.2014 | |
| Diane C. Koplewski Director | Division of Wage Determinations | Wage Determination No.: 2005-2397 | |
| | | Revision No.: 15 | |
| | | Date Of Last Revision: 07/25/2014 | |
| State: North Carolina | | | |

Area: North Carolina Counties of Alamance, Caswell, Chatham, Davidson, Davie, Forsyth, Guilford, Montgomery, Randolph, Rockingham, Stokes, Surry, Yadkin

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.35 |
| 01012 - Accounting Clerk II | | 15.25 |
| 01013 - Accounting Clerk III | | 18.44 |
| 01020 - Administrative Assistant | | 22.16 |
| 01040 - Court Reporter | | 19.34 |
| 01051 - Data Entry Operator I | | 12.68 |
| 01052 - Data Entry Operator II | | 13.83 |
| 01060 - Dispatcher, Motor Vehicle | | 18.88 |
| 01070 - Document Preparation Clerk | | 12.80 |
| 01090 - Duplicating Machine Operator | | 12.80 |
| 01111 - General Clerk I | | 12.61 |
| 01112 - General Clerk II | | 13.76 |
| 01113 - General Clerk III | | 15.45 |
| 01120 - Housing Referral Assistant | | 21.81 |
| 01141 - Messenger Courier | | 12.00 |
| 01191 - Order Clerk I | | 12.63 |
| 01192 - Order Clerk II | | 14.40 |
| 01261 - Personnel Assistant (Employment) I | | 15.28 |
| 01262 - Personnel Assistant (Employment) II | | 19.34 |
| 01263 - Personnel Assistant (Employment) III | | 21.72 |
| 01270 - Production Control Clerk | | 18.60 |
| 01280 - Receptionist | | 12.73 |
| 01290 - Rental Clerk | | 15.12 |
| 01300 - Scheduler, Maintenance | | 15.62 |
| 01311 - Secretary I | | 15.62 |
| 01312 - Secretary II | | 17.55 |
| 01313 - Secretary III | | 21.82 |
| 01320 - Service Order Dispatcher | | 16.39 |
| 01410 - Supply Technician | | 22.16 |
| 01420 - Survey Worker | | 17.55 |
| 01531 - Travel Clerk I | | 11.10 |
| 01532 - Travel Clerk II | | 11.82 |
| 01533 - Travel Clerk III | | 12.60 |
| 01611 - Word Processor I | | 13.35 |
| 01612 - Word Processor II | | 15.12 |
| 01613 - Word Processor III | | 18.44 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 20.56 |
| 05010 - Automotive Electrician | | 20.10 |
| 05040 - Automotive Glass Installer | | 19.11 |
| 05070 - Automotive Worker | | 20.11 |
| 05110 - Mobile Equipment Servicer | | 16.93 |
| 05130 - Motor Equipment Metal Mechanic | | 22.36 |
| 05160 - Motor Equipment Metal Worker | | 20.11 |
| 05190 - Motor Vehicle Mechanic | | 20.56 |
| 05220 - Motor Vehicle Mechanic Helper | | 15.86 |

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| 05250 - Motor Vehicle Upholstery Worker | 18.96 |
| 05280 - Motor Vehicle Wrecker | 20.11 |
| 05310 - Painter, Automotive | 20.57 |
| 05340 - Radiator Repair Specialist | 20.11 |
| 05370 - Tire Repairer | 12.73 |
| 05400 - Transmission Repair Specialist | 22.36 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.98 |
| 07041 - Cook I | 10.23 |
| 07042 - Cook II | 11.62 |
| 07070 - Dishwasher | 8.03 |
| 07130 - Food Service Worker | 8.78 |
| 07210 - Meat Cutter | 13.99 |
| 07260 - Waiter/Waitress | 7.99 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.73 |
| 09040 - Furniture Handler | 11.13 |
| 09080 - Furniture Refinisher | 16.70 |
| 09090 - Furniture Refinisher Helper | 12.94 |
| 09110 - Furniture Repairer, Minor | 14.71 |
| 09130 - Upholsterer | 15.55 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.41 |
| 11060 - Elevator Operator | 9.41 |
| 11090 - Gardener | 12.23 |
| 11122 - Housekeeping Aide | 9.90 |
| 11150 - Janitor | 10.05 |
| 11210 - Laborer, Grounds Maintenance | 10.90 |
| 11240 - Maid or Houseman | 8.67 |
| 11260 - Pruner | 10.00 |
| 11270 - Tractor Operator | 12.07 |
| 11330 - Trail Maintenance Worker | 10.90 |
| 11360 - Window Cleaner | 10.80 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.67 |
| 12011 - Breath Alcohol Technician | 16.41 |
| 12012 - Certified Occupational Therapist Assistant | 24.22 |
| 12015 - Certified Physical Therapist Assistant | 24.65 |
| 12020 - Dental Assistant | 16.75 |
| 12025 - Dental Hygienist | 30.41 |
| 12030 - EKG Technician | 27.16 |
| 12035 - Electroneurodiagnostic Technologist | 27.16 |
| 12040 - Emergency Medical Technician | 15.67 |
| 12071 - Licensed Practical Nurse I | 14.96 |
| 12072 - Licensed Practical Nurse II | 16.74 |
| 12073 - Licensed Practical Nurse III | 18.67 |
| 12100 - Medical Assistant | 14.97 |
| 12130 - Medical Laboratory Technician | 18.94 |
| 12160 - Medical Record Clerk | 13.29 |
| 12190 - Medical Record Technician | 15.20 |
| 12195 - Medical Transcriptionist | 17.20 |
| 12210 - Nuclear Medicine Technologist | 30.58 |
| 12221 - Nursing Assistant I | 9.92 |
| 12222 - Nursing Assistant II | 11.16 |
| 12223 - Nursing Assistant III | 12.18 |
| 12224 - Nursing Assistant IV | 13.67 |
| 12235 - Optical Dispenser | 18.04 |
| 12236 - Optical Technician | 14.69 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.67 |
| 12305 - Radiologic Technologist | 25.83 |
| 12311 - Registered Nurse I | 23.46 |
| 12312 - Registered Nurse II | 28.72 |

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| 12313 - Registered Nurse II, Specialist | 28.72 |
| 12314 - Registered Nurse III | 34.75 |
| 12315 - Registered Nurse III, Anesthetist | 34.75 |
| 12316 - Registered Nurse IV | 41.64 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.74 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.84 |
| 13012 - Exhibits Specialist II | 20.87 |
| 13013 - Exhibits Specialist III | 25.53 |
| 13041 - Illustrator I | 17.07 |
| 13042 - Illustrator II | 21.15 |
| 13043 - Illustrator III | 25.88 |
| 13047 - Librarian | 23.42 |
| 13050 - Library Aide/Clerk | 10.55 |
| 13054 - Library Information Technology Systems Administrator | 21.15 |
| 13058 - Library Technician | 14.26 |
| 13061 - Media Specialist I | 15.26 |
| 13062 - Media Specialist II | 17.07 |
| 13063 - Media Specialist III | 19.04 |
| 13071 - Photographer I | 15.93 |
| 13072 - Photographer II | 18.06 |
| 13073 - Photographer III | 21.43 |
| 13074 - Photographer IV | 28.09 |
| 13075 - Photographer V | 33.10 |
| 13110 - Video Teleconference Technician | 16.54 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.18 |
| 14042 - Computer Operator II | 16.98 |
| 14043 - Computer Operator III | 18.94 |
| 14044 - Computer Operator IV | 21.10 |
| 14045 - Computer Operator V | 23.31 |
| 14071 - Computer Programmer I | 24.60 |
| 14072 - Computer Programmer II | 25.89 |
| 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 | 15.18 |
| 14160 - Personal Computer Support Technician | 21.10 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.88 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.92 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.88 |
| 15050 - Computer Based Training Specialist / Instructor | 28.88 |
| 15060 - Educational Technologist | 24.76 |
| 15070 - Flight Instructor (Pilot) | 41.88 |
| 15080 - Graphic Artist | 21.18 |
| 15090 - Technical Instructor | 20.67 |
| 15095 - Technical Instructor/Course Developer | 24.61 |
| 15110 - Test Proctor | 16.23 |
| 15120 - Tutor | 16.23 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.69 |
| 16030 - Counter Attendant | 8.69 |
| 16040 - Dry Cleaner | 10.74 |
| 16070 - Finisher, Flatwork, Machine | 8.69 |
| 16090 - Presser, Hand | 8.69 |
| 16110 - Presser, Machine, Drycleaning | 8.69 |
| 16130 - Presser, Machine, Shirts | 8.69 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.69 |
| 16190 - Sewing Machine Operator | 11.40 |

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| 16220 - Tailor | 12.02 |
| 16250 - Washer, Machine | 9.33 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.54 |
| 19040 - Tool And Die Maker | 21.29 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.33 |
| 21030 - Material Coordinator | 19.04 |
| 21040 - Material Expediter | 19.04 |
| 21050 - Material Handling Laborer | 11.32 |
| 21071 - Order Filler | 12.55 |
| 21080 - Production Line Worker (Food Processing) | 15.33 |
| 21110 - Shipping Packer | 13.92 |
| 21130 - Shipping/Receiving Clerk | 13.92 |
| 21140 - Store Worker I | 10.99 |
| 21150 - Stock Clerk | 14.47 |
| 21210 - Tools And Parts Attendant | 15.33 |
| 21410 - Warehouse Specialist | 15.33 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.27 |
| 23021 - Aircraft Mechanic I | 20.26 |
| 23022 - Aircraft Mechanic II | 21.27 |
| 23023 - Aircraft Mechanic III | 22.34 |
| 23040 - Aircraft Mechanic Helper | 15.38 |
| 23050 - Aircraft, Painter | 20.19 |
| 23060 - Aircraft Servicer | 17.50 |
| 23080 - Aircraft Worker | 18.56 |
| 23110 - Appliance Mechanic | 17.24 |
| 23120 - Bicycle Repairer | 12.14 |
| 23125 - Cable Splicer | 24.16 |
| 23130 - Carpenter, Maintenance | 16.01 |
| 23140 - Carpet Layer | 17.08 |
| 23160 - Electrician, Maintenance | 17.54 |
| 23181 - Electronics Technician Maintenance I | 21.60 |
| 23182 - Electronics Technician Maintenance II | 22.81 |
| 23183 - Electronics Technician Maintenance III | 24.10 |
| 23260 - Fabric Worker | 16.53 |
| 23290 - Fire Alarm System Mechanic | 18.48 |
| 23310 - Fire Extinguisher Repairer | 15.03 |
| 23311 - Fuel Distribution System Mechanic | 19.31 |
| 23312 - Fuel Distribution System Operator | 15.37 |
| 23370 - General Maintenance Worker | 17.08 |
| 23380 - Ground Support Equipment Mechanic | 20.26 |
| 23381 - Ground Support Equipment Servicer | 17.50 |
| 23382 - Ground Support Equipment Worker | 18.56 |
| 23391 - Gunsmith I | 15.03 |
| 23392 - Gunsmith II | 17.08 |
| 23393 - Gunsmith III | 19.06 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.03 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.00 |
| 23430 - Heavy Equipment Mechanic | 18.26 |
| 23440 - Heavy Equipment Operator | 19.07 |
| 23460 - Instrument Mechanic | 19.06 |
| 23465 - Laboratory/Shelter Mechanic | 18.04 |
| 23470 - Laborer | 11.40 |
| 23510 - Locksmith | 17.16 |
| 23530 - Machinery Maintenance Mechanic | 23.14 |
| 23550 - Machinist, Maintenance | 19.46 |
| 23580 - Maintenance Trades Helper | 13.10 |
| 23591 - Metrology Technician I | 19.06 |
| 23592 - Metrology Technician II | 20.09 |

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| 23593 - Metrology Technician III | 20.98 |
| 23640 - Millwright | 19.13 |
| 23710 - Office Appliance Repairer | 20.40 |
| 23760 - Painter, Maintenance | 16.01 |
| 23790 - Pipefitter, Maintenance | 18.80 |
| 23810 - Plumber, Maintenance | 17.86 |
| 23820 - Pneudraulic Systems Mechanic | 19.06 |
| 23850 - Rigger | 19.06 |
| 23870 - Scale Mechanic | 17.08 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.15 |
| 23910 - Small Engine Mechanic | 17.08 |
| 23931 - Telecommunications Mechanic I | 24.91 |
| 23932 - Telecommunications Mechanic II | 26.27 |
| 23950 - Telephone Lineman | 22.34 |
| 23960 - Welder, Combination, Maintenance | 19.58 |
| 23965 - Well Driller | 23.51 |
| 23970 - Woodcraft Worker | 16.87 |
| 23980 - Woodworker | 13.82 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.83 |
| 24580 - Child Care Center Clerk | 13.20 |
| 24610 - Chore Aide | 9.11 |
| 24620 - Family Readiness And Support Services Coordinator | 13.25 |
| 24630 - Homemaker | 14.01 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.28 |
| 25040 - Sewage Plant Operator | 16.41 |
| 25070 - Stationary Engineer | 21.28 |
| 25190 - Ventilation Equipment Tender | 13.76 |
| 25210 - Water Treatment Plant Operator | 16.41 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.32 |
| 27007 - Baggage Inspector | 11.56 |
| 27008 - Corrections Officer | 18.07 |
| 27010 - Court Security Officer | 16.42 |
| 27030 - Detection Dog Handler | 14.10 |
| 27040 - Detention Officer | 18.07 |
| 27070 - Firefighter | 15.62 |
| 27101 - Guard I | 11.56 |
| 27102 - Guard II | 13.41 |
| 27131 - Police Officer I | 18.41 |
| 27132 - Police Officer II | 20.45 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.00 |
| 28042 - Carnival Equipment Repairer | 10.69 |
| 28043 - Carnival Equipment Worker | 7.98 |
| 28210 - Gate Attendant/Gate Tender | 14.32 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 16.01 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.69 |
| 28515 - Recreation Specialist | 14.60 |
| 28630 - Sports Official | 12.76 |
| 28690 - Swimming Pool Operator | 16.23 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.98 |
| 29020 - Hatch Tender | 17.98 |
| 29030 - Line Handler | 17.98 |
| 29041 - Stevedore I | 16.95 |
| 29042 - Stevedore II | 19.43 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |

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| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.65 |
| 30022 - Archeological Technician II | 16.96 |
| 30023 - Archeological Technician III | 20.99 |
| 30030 - Cartographic Technician | 21.03 |
| 30040 - Civil Engineering Technician | 21.03 |
| 30061 - Drafter/CAD Operator I | 15.65 |
| 30062 - Drafter/CAD Operator II | 16.96 |
| 30063 - Drafter/CAD Operator III | 18.46 |
| 30064 - Drafter/CAD Operator IV | 22.71 |
| 30081 - Engineering Technician I | 15.89 |
| 30082 - Engineering Technician II | 17.83 |
| 30083 - Engineering Technician III | 19.95 |
| 30084 - Engineering Technician IV | 27.17 |
| 30085 - Engineering Technician V | 31.79 |
| 30086 - Engineering Technician VI | 38.47 |
| 30090 - Environmental Technician | 21.29 |
| 30210 - Laboratory Technician | 19.63 |
| 30240 - Mathematical Technician | 21.87 |
| 30361 - Paralegal/Legal Assistant I | 19.37 |
| 30362 - Paralegal/Legal Assistant II | 24.00 |
| 30363 - Paralegal/Legal Assistant III | 29.36 |
| 30364 - Paralegal/Legal Assistant IV | 35.52 |
| 30390 - Photo-Optics Technician | 21.87 |
| 30461 - Technical Writer I | 22.87 |
| 30462 - Technical Writer II | 27.98 |
| 30463 - Technical Writer III | 33.85 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or (see 2) | 18.46 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 21.07 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.47 |
| 31030 - Bus Driver | 13.39 |
| 31043 - Driver Courier | 13.87 |
| 31260 - Parking and Lot Attendant | 10.38 |
| 31290 - Shuttle Bus Driver | 14.94 |
| 31310 - Taxi Driver | 10.42 |
| 31361 - Truckdriver, Light | 14.94 |
| 31362 - Truckdriver, Medium | 17.32 |
| 31363 - Truckdriver, Heavy | 18.62 |
| 31364 - Truckdriver, Tractor-Trailer | 18.62 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.07 |
| 99050 - Desk Clerk | 9.15 |
| 99095 - Embalmer | 26.11 |
| 99251 - Laboratory Animal Caretaker I | 11.16 |
| 99252 - Laboratory Animal Caretaker II | 12.02 |
| 99310 - Mortician | 29.07 |
| 99410 - Pest Controller | 13.40 |
| 99510 - Photofinishing Worker | 11.35 |
| 99710 - Recycling Laborer | 13.82 |
| 99711 - Recycling Specialist | 16.17 |
| 99730 - Refuse Collector | 12.73 |
| 99810 - Sales Clerk | 11.91 |
| 99820 - School Crossing Guard | 10.44 |
| 99830 - Survey Party Chief | 18.09 |
| 99831 - Surveying Aide | 13.39 |
| 99832 - Surveying Technician | 16.44 |

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| 99840 - Vending Machine Attendant | 12.73 |
| 99841 - Vending Machine Repairer | 15.27 |
| 99842 - Vending Machine Repairer Helper | 12.73 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2398
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: North Carolina

Area: North Carolina Counties of Alamance, Caswell, Chatham, Davidson, Davie, Forsyth, Guilford, Montgomery, Randolph, Rockingham, Stokes, Surry, Yadkin

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.35 |
| 01012 - Accounting Clerk II | | 15.25 |
| 01013 - Accounting Clerk III | | 18.44 |
| 01020 - Administrative Assistant | | 22.16 |
| 01040 - Court Reporter | | 19.34 |
| 01051 - Data Entry Operator I | | 12.68 |
| 01052 - Data Entry Operator II | | 13.83 |
| 01060 - Dispatcher, Motor Vehicle | | 18.88 |
| 01070 - Document Preparation Clerk | | 12.80 |
| 01090 - Duplicating Machine Operator | | 12.80 |
| 01111 - General Clerk I | | 12.61 |
| 01112 - General Clerk II | | 13.76 |
| 01113 - General Clerk III | | 15.45 |
| 01120 - Housing Referral Assistant | | 21.81 |
| 01141 - Messenger Courier | | 12.00 |
| 01191 - Order Clerk I | | 12.63 |
| 01192 - Order Clerk II | | 14.40 |
| 01261 - Personnel Assistant (Employment) I | | 15.28 |
| 01262 - Personnel Assistant (Employment) II | | 19.34 |
| 01263 - Personnel Assistant (Employment) III | | 21.72 |
| 01270 - Production Control Clerk | | 18.60 |
| 01280 - Receptionist | | 12.73 |
| 01290 - Rental Clerk | | 15.12 |
| 01300 - Scheduler, Maintenance | | 15.62 |
| 01311 - Secretary I | | 15.62 |
| 01312 - Secretary II | | 17.55 |

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| 01313 - Secretary III | 21.82 |
| 01320 - Service Order Dispatcher | 16.39 |
| 01410 - Supply Technician | 22.16 |
| 01420 - Survey Worker | 17.55 |
| 01531 - Travel Clerk I | 11.10 |
| 01532 - Travel Clerk II | 11.82 |
| 01533 - Travel Clerk III | 12.60 |
| 01611 - Word Processor I | 13.35 |
| 01612 - Word Processor II | 15.12 |
| 01613 - Word Processor III | 18.44 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.56 |
| 05010 - Automotive Electrician | 20.10 |
| 05040 - Automotive Glass Installer | 19.11 |
| 05070 - Automotive Worker | 20.11 |
| 05110 - Mobile Equipment Servicer | 16.93 |
| 05130 - Motor Equipment Metal Mechanic | 22.36 |
| 05160 - Motor Equipment Metal Worker | 20.11 |
| 05190 - Motor Vehicle Mechanic | 20.56 |
| 05220 - Motor Vehicle Mechanic Helper | 15.86 |
| 05250 - Motor Vehicle Upholstery Worker | 18.96 |
| 05280 - Motor Vehicle Wrecker | 20.11 |
| 05310 - Painter, Automotive | 20.57 |
| 05340 - Radiator Repair Specialist | 20.11 |
| 05370 - Tire Repairer | 12.73 |
| 05400 - Transmission Repair Specialist | 22.36 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.98 |
| 07041 - Cook I | 10.23 |
| 07042 - Cook II | 11.62 |
| 07070 - Dishwasher | 8.03 |
| 07130 - Food Service Worker | 8.78 |
| 07210 - Meat Cutter | 13.99 |
| 07260 - Waiter/Waitress | 7.99 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.73 |
| 09040 - Furniture Handler | 11.13 |
| 09080 - Furniture Refinisher | 16.70 |
| 09090 - Furniture Refinisher Helper | 12.94 |
| 09110 - Furniture Repairer, Minor | 14.71 |
| 09130 - Upholsterer | 15.55 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.41 |
| 11060 - Elevator Operator | 9.41 |
| 11090 - Gardener | 12.23 |
| 11122 - Housekeeping Aide | 9.90 |
| 11150 - Janitor | 10.05 |
| 11210 - Laborer, Grounds Maintenance | 10.90 |
| 11240 - Maid or Houseman | 8.67 |
| 11260 - Pruner | 10.00 |
| 11270 - Tractor Operator | 12.07 |
| 11330 - Trail Maintenance Worker | 10.90 |
| 11360 - Window Cleaner | 10.80 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.67 |
| 12011 - Breath Alcohol Technician | 16.41 |
| 12012 - Certified Occupational Therapist Assistant | 24.22 |
| 12015 - Certified Physical Therapist Assistant | 24.65 |
| 12020 - Dental Assistant | 16.75 |
| 12025 - Dental Hygienist | 30.41 |
| 12030 - EKG Technician | 27.16 |
| 12035 - Electroneurodiagnostic Technologist | 27.16 |
| 12040 - Emergency Medical Technician | 15.67 |

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| 12071 - Licensed Practical Nurse I | 14.96 |
| 12072 - Licensed Practical Nurse II | 16.74 |
| 12073 - Licensed Practical Nurse III | 18.67 |
| 12100 - Medical Assistant | 14.97 |
| 12130 - Medical Laboratory Technician | 18.94 |
| 12160 - Medical Record Clerk | 13.29 |
| 12190 - Medical Record Technician | 15.20 |
| 12195 - Medical Transcriptionist | 17.20 |
| 12210 - Nuclear Medicine Technologist | 30.58 |
| 12221 - Nursing Assistant I | 9.92 |
| 12222 - Nursing Assistant II | 11.16 |
| 12223 - Nursing Assistant III | 12.18 |
| 12224 - Nursing Assistant IV | 13.67 |
| 12235 - Optical Dispenser | 18.04 |
| 12236 - Optical Technician | 14.69 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.67 |
| 12305 - Radiologic Technologist | 25.83 |
| 12311 - Registered Nurse I | 23.46 |
| 12312 - Registered Nurse II | 28.72 |
| 12313 - Registered Nurse II, Specialist | 28.72 |
| 12314 - Registered Nurse III | 34.75 |
| 12315 - Registered Nurse III, Anesthetist | 34.75 |
| 12316 - Registered Nurse IV | 41.64 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.74 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.84 |
| 13012 - Exhibits Specialist II | 20.87 |
| 13013 - Exhibits Specialist III | 25.53 |
| 13041 - Illustrator I | 17.07 |
| 13042 - Illustrator II | 21.15 |
| 13043 - Illustrator III | 25.88 |
| 13047 - Librarian | 23.42 |
| 13050 - Library Aide/Clerk | 10.55 |
| 13054 - Library Information Technology Systems Administrator | 21.15 |
| 13058 - Library Technician | 14.26 |
| 13061 - Media Specialist I | 15.26 |
| 13062 - Media Specialist II | 17.07 |
| 13063 - Media Specialist III | 19.04 |
| 13071 - Photographer I | 15.93 |
| 13072 - Photographer II | 18.06 |
| 13073 - Photographer III | 21.43 |
| 13074 - Photographer IV | 28.09 |
| 13075 - Photographer V | 33.10 |
| 13110 - Video Teleconference Technician | 16.54 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.18 |
| 14042 - Computer Operator II | 16.98 |
| 14043 - Computer Operator III | 18.94 |
| 14044 - Computer Operator IV | 21.10 |
| 14045 - Computer Operator V | 23.31 |
| 14071 - Computer Programmer I | (see 1) 24.60 |
| 14072 - Computer Programmer II | (see 1) 25.89 |
| 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 | 15.18 |
| 14160 - Personal Computer Support Technician | 21.10 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.88 |

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| 15020 - Aircrew Training Devices Instructor (Rated) | 34.92 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.88 |
| 15050 - Computer Based Training Specialist / Instructor | 28.88 |
| 15060 - Educational Technologist | 24.76 |
| 15070 - Flight Instructor (Pilot) | 41.88 |
| 15080 - Graphic Artist | 21.18 |
| 15090 - Technical Instructor | 20.67 |
| 15095 - Technical Instructor/Course Developer | 24.61 |
| 15110 - Test Proctor | 16.23 |
| 15120 - Tutor | 16.23 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.69 |
| 16030 - Counter Attendant | 8.69 |
| 16040 - Dry Cleaner | 10.74 |
| 16070 - Finisher, Flatwork, Machine | 8.69 |
| 16090 - Presser, Hand | 8.69 |
| 16110 - Presser, Machine, Drycleaning | 8.69 |
| 16130 - Presser, Machine, Shirts | 8.69 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.69 |
| 16190 - Sewing Machine Operator | 11.40 |
| 16220 - Tailor | 12.02 |
| 16250 - Washer, Machine | 9.33 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.54 |
| 19040 - Tool And Die Maker | 21.29 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.33 |
| 21030 - Material Coordinator | 19.04 |
| 21040 - Material Expediter | 19.04 |
| 21050 - Material Handling Laborer | 11.32 |
| 21071 - Order Filler | 12.55 |
| 21080 - Production Line Worker (Food Processing) | 15.33 |
| 21110 - Shipping Packer | 13.92 |
| 21130 - Shipping/Receiving Clerk | 13.92 |
| 21140 - Store Worker I | 10.99 |
| 21150 - Stock Clerk | 14.47 |
| 21210 - Tools And Parts Attendant | 15.33 |
| 21410 - Warehouse Specialist | 15.33 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.27 |
| 23021 - Aircraft Mechanic I | 20.26 |
| 23022 - Aircraft Mechanic II | 21.27 |
| 23023 - Aircraft Mechanic III | 22.34 |
| 23040 - Aircraft Mechanic Helper | 15.38 |
| 23050 - Aircraft, Painter | 20.19 |
| 23060 - Aircraft Servicer | 17.50 |
| 23080 - Aircraft Worker | 18.56 |
| 23110 - Appliance Mechanic | 17.24 |
| 23120 - Bicycle Repairer | 12.14 |
| 23125 - Cable Splicer | 24.16 |
| 23130 - Carpenter, Maintenance | 16.01 |
| 23140 - Carpet Layer | 17.08 |
| 23160 - Electrician, Maintenance | 17.54 |
| 23181 - Electronics Technician Maintenance I | 21.60 |
| 23182 - Electronics Technician Maintenance II | 22.81 |
| 23183 - Electronics Technician Maintenance III | 24.10 |
| 23260 - Fabric Worker | 16.53 |
| 23290 - Fire Alarm System Mechanic | 18.48 |
| 23310 - Fire Extinguisher Repairer | 15.03 |
| 23311 - Fuel Distribution System Mechanic | 19.31 |
| 23312 - Fuel Distribution System Operator | 15.37 |
| 23370 - General Maintenance Worker | 17.08 |
| 23380 - Ground Support Equipment Mechanic | 20.26 |

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| 23381 - Ground Support Equipment Servicer | 17.50 |
| 23382 - Ground Support Equipment Worker | 18.56 |
| 23391 - Gunsmith I | 15.03 |
| 23392 - Gunsmith II | 17.08 |
| 23393 - Gunsmith III | 19.06 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.03 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.00 |
| 23430 - Heavy Equipment Mechanic | 18.26 |
| 23440 - Heavy Equipment Operator | 19.07 |
| 23460 - Instrument Mechanic | 19.06 |
| 23465 - Laboratory/Shelter Mechanic | 18.04 |
| 23470 - Laborer | 11.40 |
| 23510 - Locksmith | 17.16 |
| 23530 - Machinery Maintenance Mechanic | 23.14 |
| 23550 - Machinist, Maintenance | 19.46 |
| 23580 - Maintenance Trades Helper | 13.10 |
| 23591 - Metrology Technician I | 19.06 |
| 23592 - Metrology Technician II | 20.09 |
| 23593 - Metrology Technician III | 20.98 |
| 23640 - Millwright | 19.13 |
| 23710 - Office Appliance Repairer | 20.40 |
| 23760 - Painter, Maintenance | 16.01 |
| 23790 - Pipefitter, Maintenance | 18.80 |
| 23810 - Plumber, Maintenance | 17.86 |
| 23820 - Pneudraulic Systems Mechanic | 19.06 |
| 23850 - Rigger | 19.06 |
| 23870 - Scale Mechanic | 17.08 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.15 |
| 23910 - Small Engine Mechanic | 17.08 |
| 23931 - Telecommunications Mechanic I | 24.91 |
| 23932 - Telecommunications Mechanic II | 26.27 |
| 23950 - Telephone Lineman | 22.34 |
| 23960 - Welder, Combination, Maintenance | 19.58 |
| 23965 - Well Driller | 23.51 |
| 23970 - Woodcraft Worker | 16.87 |
| 23980 - Woodworker | 13.82 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.83 |
| 24580 - Child Care Center Clerk | 13.20 |
| 24610 - Chore Aide | 9.11 |
| 24620 - Family Readiness And Support Services Coordinator | 13.25 |
| 24630 - Homemaker | 14.01 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.28 |
| 25040 - Sewage Plant Operator | 16.41 |
| 25070 - Stationary Engineer | 21.28 |
| 25190 - Ventilation Equipment Tender | 13.76 |
| 25210 - Water Treatment Plant Operator | 16.41 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.32 |
| 27007 - Baggage Inspector | 11.56 |
| 27008 - Corrections Officer | 18.07 |
| 27010 - Court Security Officer | 16.42 |
| 27030 - Detection Dog Handler | 14.10 |
| 27040 - Detention Officer | 18.07 |
| 27070 - Firefighter | 15.62 |
| 27101 - Guard I | 11.56 |
| 27102 - Guard II | 13.41 |
| 27131 - Police Officer I | 18.41 |
| 27132 - Police Officer II | 20.45 |

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| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.00 |
| 28042 - Carnival Equipment Repairer | 10.69 |
| 28043 - Carnival Equipment Worker | 7.98 |
| 28210 - Gate Attendant/Gate Tender | 14.32 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 16.01 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.69 |
| 28515 - Recreation Specialist | 14.60 |
| 28630 - Sports Official | 12.76 |
| 28690 - Swimming Pool Operator | 16.23 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.98 |
| 29020 - Hatch Tender | 17.98 |
| 29030 - Line Handler | 17.98 |
| 29041 - Stevedore I | 16.95 |
| 29042 - Stevedore II | 19.43 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.65 |
| 30022 - Archeological Technician II | 16.96 |
| 30023 - Archeological Technician III | 20.99 |
| 30030 - Cartographic Technician | 21.03 |
| 30040 - Civil Engineering Technician | 21.03 |
| 30061 - Drafter/CAD Operator I | 15.65 |
| 30062 - Drafter/CAD Operator II | 16.96 |
| 30063 - Drafter/CAD Operator III | 18.46 |
| 30064 - Drafter/CAD Operator IV | 22.71 |
| 30081 - Engineering Technician I | 15.89 |
| 30082 - Engineering Technician II | 17.83 |
| 30083 - Engineering Technician III | 19.95 |
| 30084 - Engineering Technician IV | 27.17 |
| 30085 - Engineering Technician V | 31.79 |
| 30086 - Engineering Technician VI | 38.47 |
| 30090 - Environmental Technician | 21.29 |
| 30210 - Laboratory Technician | 19.63 |
| 30240 - Mathematical Technician | 21.87 |
| 30361 - Paralegal/Legal Assistant I | 19.37 |
| 30362 - Paralegal/Legal Assistant II | 24.00 |
| 30363 - Paralegal/Legal Assistant III | 29.36 |
| 30364 - Paralegal/Legal Assistant IV | 35.52 |
| 30390 - Photo-Optics Technician | 21.87 |
| 30461 - Technical Writer I | 22.87 |
| 30462 - Technical Writer II | 27.98 |
| 30463 - Technical Writer III | 33.85 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 18.46 |
| 30621 - Weather Observer, Senior (see 2) | 21.07 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.47 |
| 31030 - Bus Driver | 13.39 |
| 31043 - Driver Courier | 13.87 |
| 31260 - Parking and Lot Attendant | 10.38 |
| 31290 - Shuttle Bus Driver | 14.94 |
| 31310 - Taxi Driver | 10.42 |
| 31361 - Truckdriver, Light | 14.94 |

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|---|-------|
| 31362 - Truckdriver, Medium | 17.32 |
| 31363 - Truckdriver, Heavy | 18.62 |
| 31364 - Truckdriver, Tractor-Trailer | 18.62 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.07 |
| 99050 - Desk Clerk | 9.15 |
| 99095 - Embalmer | 26.11 |
| 99251 - Laboratory Animal Caretaker I | 11.16 |
| 99252 - Laboratory Animal Caretaker II | 12.02 |
| 99310 - Mortician | 29.07 |
| 99410 - Pest Controller | 13.40 |
| 99510 - Photofinishing Worker | 11.35 |
| 99710 - Recycling Laborer | 13.82 |
| 99711 - Recycling Specialist | 16.17 |
| 99730 - Refuse Collector | 12.73 |
| 99810 - Sales Clerk | 11.91 |
| 99820 - School Crossing Guard | 10.44 |
| 99830 - Survey Party Chief | 18.09 |
| 99831 - Surveying Aide | 13.39 |
| 99832 - Surveying Technician | 16.44 |
| 99840 - Vending Machine Attendant | 12.73 |
| 99841 - Vending Machine Repairer | 15.27 |
| 99842 - Vending Machine Repairer Helper | 12.73 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2401
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: North Carolina

Area: North Carolina Counties of Bertie, Durham, Edgecombe, Franklin, Granville, Halifax, Hertford, Nash, Northampton, Orange, Person, Vance, Wake, Warren

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.04 |
| 01012 - Accounting Clerk II | | 15.77 |

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| 01013 - Accounting Clerk III | 17.93 |
| 01020 - Administrative Assistant | 21.44 |
| 01040 - Court Reporter | 17.12 |
| 01051 - Data Entry Operator I | 12.97 |
| 01052 - Data Entry Operator II | 14.15 |
| 01060 - Dispatcher, Motor Vehicle | 17.90 |
| 01070 - Document Preparation Clerk | 13.78 |
| 01090 - Duplicating Machine Operator | 13.78 |
| 01111 - General Clerk I | 12.29 |
| 01112 - General Clerk II | 13.41 |
| 01113 - General Clerk III | 15.06 |
| 01120 - Housing Referral Assistant | 18.82 |
| 01141 - Messenger Courier | 12.67 |
| 01191 - Order Clerk I | 13.17 |
| 01192 - Order Clerk II | 14.37 |
| 01261 - Personnel Assistant (Employment) I | 16.52 |
| 01262 - Personnel Assistant (Employment) II | 18.48 |
| 01263 - Personnel Assistant (Employment) III | 20.43 |
| 01270 - Production Control Clerk | 19.52 |
| 01280 - Receptionist | 12.34 |
| 01290 - Rental Clerk | 14.98 |
| 01300 - Scheduler, Maintenance | 15.56 |
| 01311 - Secretary I | 15.56 |
| 01312 - Secretary II | 17.12 |
| 01313 - Secretary III | 18.82 |
| 01320 - Service Order Dispatcher | 16.49 |
| 01410 - Supply Technician | 20.87 |
| 01420 - Survey Worker | 15.07 |
| 01531 - Travel Clerk I | 11.60 |
| 01532 - Travel Clerk II | 12.35 |
| 01533 - Travel Clerk III | 13.17 |
| 01611 - Word Processor I | 12.75 |
| 01612 - Word Processor II | 15.49 |
| 01613 - Word Processor III | 18.22 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.57 |
| 05010 - Automotive Electrician | 16.13 |
| 05040 - Automotive Glass Installer | 18.02 |
| 05070 - Automotive Worker | 18.23 |
| 05110 - Mobile Equipment Servicer | 16.60 |
| 05130 - Motor Equipment Metal Mechanic | 19.89 |
| 05160 - Motor Equipment Metal Worker | 18.23 |
| 05190 - Motor Vehicle Mechanic | 20.65 |
| 05220 - Motor Vehicle Mechanic Helper | 15.03 |
| 05250 - Motor Vehicle Upholstery Worker | 17.24 |
| 05280 - Motor Vehicle Wrecker | 18.23 |
| 05310 - Painter, Automotive | 18.91 |
| 05340 - Radiator Repair Specialist | 18.23 |
| 05370 - Tire Repairer | 12.85 |
| 05400 - Transmission Repair Specialist | 20.24 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.49 |
| 07041 - Cook I | 11.76 |
| 07042 - Cook II | 13.24 |
| 07070 - Dishwasher | 8.71 |
| 07130 - Food Service Worker | 8.86 |
| 07210 - Meat Cutter | 13.71 |
| 07260 - Waiter/Waitress | 9.23 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.62 |
| 09040 - Furniture Handler | 11.26 |
| 09080 - Furniture Refinisher | 16.62 |
| 09090 - Furniture Refinisher Helper | 13.06 |

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| 09110 - Furniture Repairer, Minor | 15.13 |
| 09130 - Upholsterer | 17.41 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.18 |
| 11060 - Elevator Operator | 10.18 |
| 11090 - Gardener | 13.67 |
| 11122 - Housekeeping Aide | 10.18 |
| 11150 - Janitor | 10.18 |
| 11210 - Laborer, Grounds Maintenance | 10.85 |
| 11240 - Maid or Houseman | 9.23 |
| 11260 - Pruner | 9.99 |
| 11270 - Tractor Operator | 12.70 |
| 11330 - Trail Maintenance Worker | 10.85 |
| 11360 - Window Cleaner | 11.06 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.83 |
| 12011 - Breath Alcohol Technician | 16.51 |
| 12012 - Certified Occupational Therapist Assistant | 23.22 |
| 12015 - Certified Physical Therapist Assistant | 23.73 |
| 12020 - Dental Assistant | 18.13 |
| 12025 - Dental Hygienist | 30.86 |
| 12030 - EKG Technician | 25.98 |
| 12035 - Electroneurodiagnostic Technologist | 25.98 |
| 12040 - Emergency Medical Technician | 14.83 |
| 12071 - Licensed Practical Nurse I | 15.41 |
| 12072 - Licensed Practical Nurse II | 17.24 |
| 12073 - Licensed Practical Nurse III | 19.22 |
| 12100 - Medical Assistant | 14.29 |
| 12130 - Medical Laboratory Technician | 17.59 |
| 12160 - Medical Record Clerk | 15.41 |
| 12190 - Medical Record Technician | 16.96 |
| 12195 - Medical Transcriptionist | 16.21 |
| 12210 - Nuclear Medicine Technologist | 30.76 |
| 12221 - Nursing Assistant I | 11.62 |
| 12222 - Nursing Assistant II | 13.07 |
| 12223 - Nursing Assistant III | 14.26 |
| 12224 - Nursing Assistant IV | 16.01 |
| 12235 - Optical Dispenser | 19.73 |
| 12236 - Optical Technician | 16.18 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 16.01 |
| 12305 - Radiologic Technologist | 25.44 |
| 12311 - Registered Nurse I | 23.03 |
| 12312 - Registered Nurse II | 28.16 |
| 12313 - Registered Nurse II, Specialist | 28.16 |
| 12314 - Registered Nurse III | 34.08 |
| 12315 - Registered Nurse III, Anesthetist | 34.08 |
| 12316 - Registered Nurse IV | 40.85 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.40 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.44 |
| 13012 - Exhibits Specialist II | 26.54 |
| 13013 - Exhibits Specialist III | 32.52 |
| 13041 - Illustrator I | 19.49 |
| 13042 - Illustrator II | 24.14 |
| 13043 - Illustrator III | 29.54 |
| 13047 - Librarian | 25.56 |
| 13050 - Library Aide/Clerk | 12.41 |
| 13054 - Library Information Technology Systems Administrator | 22.23 |
| 13058 - Library Technician | 18.13 |
| 13061 - Media Specialist I | 16.65 |
| 13062 - Media Specialist II | 18.63 |

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| 13063 - Media Specialist III | 20.78 |
| 13071 - Photographer I | 16.04 |
| 13072 - Photographer II | 17.95 |
| 13073 - Photographer III | 22.23 |
| 13074 - Photographer IV | 27.19 |
| 13075 - Photographer V | 32.91 |
| 13110 - Video Teleconference Technician | 18.81 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.52 |
| 14042 - Computer Operator II | 19.85 |
| 14043 - Computer Operator III | 21.86 |
| 14044 - Computer Operator IV | 24.28 |
| 14045 - Computer Operator V | 26.89 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 17.52 |
| 14160 - Personal Computer Support Technician | 27.14 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 31.15 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.70 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 45.18 |
| 15050 - Computer Based Training Specialist / Instructor | 31.15 |
| 15060 - Educational Technologist | 27.92 |
| 15070 - Flight Instructor (Pilot) | 45.18 |
| 15080 - Graphic Artist | 23.80 |
| 15090 - Technical Instructor | 22.97 |
| 15095 - Technical Instructor/Course Developer | 28.10 |
| 15110 - Test Proctor | 18.54 |
| 15120 - Tutor | 18.54 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.04 |
| 16030 - Counter Attendant | 9.04 |
| 16040 - Dry Cleaner | 11.12 |
| 16070 - Finisher, Flatwork, Machine | 9.04 |
| 16090 - Presser, Hand | 9.04 |
| 16110 - Presser, Machine, Drycleaning | 9.04 |
| 16130 - Presser, Machine, Shirts | 9.04 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.04 |
| 16190 - Sewing Machine Operator | 11.80 |
| 16220 - Tailor | 12.45 |
| 16250 - Washer, Machine | 9.67 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.53 |
| 19040 - Tool And Die Maker | 20.38 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.24 |
| 21030 - Material Coordinator | 19.52 |
| 21040 - Material Expediter | 19.52 |
| 21050 - Material Handling Laborer | 11.80 |
| 21071 - Order Filler | 11.78 |
| 21080 - Production Line Worker (Food Processing) | 13.24 |
| 21110 - Shipping Packer | 13.08 |
| 21130 - Shipping/Receiving Clerk | 13.08 |
| 21140 - Store Worker I | 11.19 |
| 21150 - Stock Clerk | 14.73 |
| 21210 - Tools And Parts Attendant | 13.24 |
| 21410 - Warehouse Specialist | 13.24 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |

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|---|-------|
| 23010 - Aerospace Structural Welder | 24.61 |
| 23021 - Aircraft Mechanic I | 23.41 |
| 23022 - Aircraft Mechanic II | 24.61 |
| 23023 - Aircraft Mechanic III | 25.76 |
| 23040 - Aircraft Mechanic Helper | 16.89 |
| 23050 - Aircraft, Painter | 22.53 |
| 23060 - Aircraft Servicer | 19.80 |
| 23080 - Aircraft Worker | 20.97 |
| 23110 - Appliance Mechanic | 17.60 |
| 23120 - Bicycle Repairer | 12.85 |
| 23125 - Cable Splicer | 23.49 |
| 23130 - Carpenter, Maintenance | 17.41 |
| 23140 - Carpet Layer | 18.01 |
| 23160 - Electrician, Maintenance | 18.58 |
| 23181 - Electronics Technician Maintenance I | 22.63 |
| 23182 - Electronics Technician Maintenance II | 23.90 |
| 23183 - Electronics Technician Maintenance III | 25.31 |
| 23260 - Fabric Worker | 16.91 |
| 23290 - Fire Alarm System Mechanic | 19.65 |
| 23310 - Fire Extinguisher Repairer | 15.80 |
| 23311 - Fuel Distribution System Mechanic | 20.14 |
| 23312 - Fuel Distribution System Operator | 18.51 |
| 23370 - General Maintenance Worker | 17.49 |
| 23380 - Ground Support Equipment Mechanic | 23.41 |
| 23381 - Ground Support Equipment Servicer | 19.80 |
| 23382 - Ground Support Equipment Worker | 20.97 |
| 23391 - Gunsmith I | 15.80 |
| 23392 - Gunsmith II | 18.01 |
| 23393 - Gunsmith III | 20.14 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.69 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.70 |
| 23430 - Heavy Equipment Mechanic | 18.37 |
| 23440 - Heavy Equipment Operator | 18.58 |
| 23460 - Instrument Mechanic | 23.85 |
| 23465 - Laboratory/Shelter Mechanic | 19.01 |
| 23470 - Laborer | 10.88 |
| 23510 - Locksmith | 18.08 |
| 23530 - Machinery Maintenance Mechanic | 20.72 |
| 23550 - Machinist, Maintenance | 18.19 |
| 23580 - Maintenance Trades Helper | 15.22 |
| 23591 - Metrology Technician I | 23.85 |
| 23592 - Metrology Technician II | 25.05 |
| 23593 - Metrology Technician III | 25.31 |
| 23640 - Millwright | 18.94 |
| 23710 - Office Appliance Repairer | 20.93 |
| 23760 - Painter, Maintenance | 17.41 |
| 23790 - Pipefitter, Maintenance | 19.25 |
| 23810 - Plumber, Maintenance | 18.42 |
| 23820 - Pneudraulic Systems Mechanic | 20.14 |
| 23850 - Rigger | 20.14 |
| 23870 - Scale Mechanic | 18.01 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.94 |
| 23910 - Small Engine Mechanic | 16.52 |
| 23931 - Telecommunications Mechanic I | 24.71 |
| 23932 - Telecommunications Mechanic II | 26.02 |
| 23950 - Telephone Lineman | 20.55 |
| 23960 - Welder, Combination, Maintenance | 18.26 |
| 23965 - Well Driller | 20.22 |
| 23970 - Woodcraft Worker | 20.14 |
| 23980 - Woodworker | 14.39 |
| 24000 - Personal Needs Occupations | |

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| 24570 - Child Care Attendant | 11.22 |
| 24580 - Child Care Center Clerk | 14.40 |
| 24610 - Chore Aide | 10.50 |
| 24620 - Family Readiness And Support Services Coordinator | 14.21 |
| 24630 - Homemaker | 16.01 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.44 |
| 25040 - Sewage Plant Operator | 18.01 |
| 25070 - Stationary Engineer | 21.44 |
| 25190 - Ventilation Equipment Tender | 15.62 |
| 25210 - Water Treatment Plant Operator | 18.01 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.86 |
| 27007 - Baggage Inspector | 12.36 |
| 27008 - Corrections Officer | 15.61 |
| 27010 - Court Security Officer | 18.01 |
| 27030 - Detection Dog Handler | 13.87 |
| 27040 - Detention Officer | 18.01 |
| 27070 - Firefighter | 18.32 |
| 27101 - Guard I | 12.36 |
| 27102 - Guard II | 13.87 |
| 27131 - Police Officer I | 20.79 |
| 27132 - Police Officer II | 23.09 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.41 |
| 28042 - Carnival Equipment Repairer | 10.09 |
| 28043 - Carnival Equipment Worker | 8.61 |
| 28210 - Gate Attendant/Gate Tender | 14.59 |
| 28310 - Lifeguard | 12.11 |
| 28350 - Park Attendant (Aide) | 16.32 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.91 |
| 28515 - Recreation Specialist | 15.41 |
| 28630 - Sports Official | 13.00 |
| 28690 - Swimming Pool Operator | 15.90 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.37 |
| 29020 - Hatch Tender | 22.37 |
| 29030 - Line Handler | 22.37 |
| 29041 - Stevedore I | 21.00 |
| 29042 - Stevedore II | 23.62 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 36.87 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 25.42 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.99 |
| 30021 - Archeological Technician I | 18.63 |
| 30022 - Archeological Technician II | 21.97 |
| 30023 - Archeological Technician III | 25.82 |
| 30030 - Cartographic Technician | 26.02 |
| 30040 - Civil Engineering Technician | 22.21 |
| 30061 - Drafter/CAD Operator I | 18.63 |
| 30062 - Drafter/CAD Operator II | 20.84 |
| 30063 - Drafter/CAD Operator III | 23.22 |
| 30064 - Drafter/CAD Operator IV | 28.59 |
| 30081 - Engineering Technician I | 16.81 |
| 30082 - Engineering Technician II | 18.88 |
| 30083 - Engineering Technician III | 20.03 |
| 30084 - Engineering Technician IV | 25.94 |
| 30085 - Engineering Technician V | 30.68 |
| 30086 - Engineering Technician VI | 37.11 |
| 30090 - Environmental Technician | 20.50 |
| 30210 - Laboratory Technician | 18.35 |
| 30240 - Mathematical Technician | 26.02 |

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|---|---------------|
| 30361 - Paralegal/Legal Assistant I | 19.85 |
| 30362 - Paralegal/Legal Assistant II | 25.13 |
| 30363 - Paralegal/Legal Assistant III | 30.71 |
| 30364 - Paralegal/Legal Assistant IV | 37.15 |
| 30390 - Photo-Optics Technician | 26.02 |
| 30461 - Technical Writer I | 24.59 |
| 30462 - Technical Writer II | 30.08 |
| 30463 - Technical Writer III | 36.40 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 23.43 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 28.35 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 33.98 |
| 30494 - Unexploded (UXO) Safety Escort | 23.43 |
| 30495 - Unexploded (UXO) Sweep Personnel | 23.43 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 3) 23.22 |
| 30621 - Weather Observer, Senior | (see 3) 25.82 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.33 |
| 31030 - Bus Driver | 15.28 |
| 31043 - Driver Courier | 13.26 |
| 31260 - Parking and Lot Attendant | 10.36 |
| 31290 - Shuttle Bus Driver | 14.28 |
| 31310 - Taxi Driver | 11.40 |
| 31361 - Truckdriver, Light | 14.28 |
| 31362 - Truckdriver, Medium | 17.89 |
| 31363 - Truckdriver, Heavy | 18.39 |
| 31364 - Truckdriver, Tractor-Trailer | 18.39 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.65 |
| 99050 - Desk Clerk | 10.24 |
| 99095 - Embalmer | 36.45 |
| 99251 - Laboratory Animal Caretaker I | 10.84 |
| 99252 - Laboratory Animal Caretaker II | 11.67 |
| 99310 - Mortician | 36.45 |
| 99410 - Pest Controller | 15.82 |
| 99510 - Photofinishing Worker | 10.59 |
| 99710 - Recycling Laborer | 14.19 |
| 99711 - Recycling Specialist | 16.60 |
| 99730 - Refuse Collector | 13.06 |
| 99810 - Sales Clerk | 12.18 |
| 99820 - School Crossing Guard | 12.78 |
| 99830 - Survey Party Chief | 17.47 |
| 99831 - Surveying Aide | 8.69 |
| 99832 - Surveying Technician | 17.23 |
| 99840 - Vending Machine Attendant | 14.93 |
| 99841 - Vending Machine Repairer | 18.24 |
| 99842 - Vending Machine Repairer Helper | 14.93 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2402
Revision No.: 16
Date of Last Revision: 07/25/2014

State: North Carolina

Area: North Carolina Counties of Bertie, Durham, Edgecombe, Franklin, Granville, Halifax, Hertford, Nash, Northampton, Orange, Person, Vance, Wake, Warren

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.04 |
| 01012 - Accounting Clerk II | | 15.77 |
| 01013 - Accounting Clerk III | | 17.93 |
| 01020 - Administrative Assistant | | 21.44 |
| 01040 - Court Reporter | | 17.12 |
| 01051 - Data Entry Operator I | | 12.97 |
| 01052 - Data Entry Operator II | | 14.15 |
| 01060 - Dispatcher, Motor Vehicle | | 17.90 |
| 01070 - Document Preparation Clerk | | 13.78 |
| 01090 - Duplicating Machine Operator | | 13.78 |
| 01111 - General Clerk I | | 12.29 |
| 01112 - General Clerk II | | 13.41 |

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| 01113 - General Clerk III | 15.06 |
| 01120 - Housing Referral Assistant | 18.82 |
| 01141 - Messenger Courier | 12.67 |
| 01191 - Order Clerk I | 13.17 |
| 01192 - Order Clerk II | 14.37 |
| 01261 - Personnel Assistant (Employment) I | 16.52 |
| 01262 - Personnel Assistant (Employment) II | 18.48 |
| 01263 - Personnel Assistant (Employment) III | 20.43 |
| 01270 - Production Control Clerk | 19.52 |
| 01280 - Receptionist | 12.34 |
| 01290 - Rental Clerk | 14.98 |
| 01300 - Scheduler, Maintenance | 15.56 |
| 01311 - Secretary I | 15.56 |
| 01312 - Secretary II | 17.12 |
| 01313 - Secretary III | 18.82 |
| 01320 - Service Order Dispatcher | 16.49 |
| 01410 - Supply Technician | 20.87 |
| 01420 - Survey Worker | 15.07 |
| 01531 - Travel Clerk I | 11.60 |
| 01532 - Travel Clerk II | 12.35 |
| 01533 - Travel Clerk III | 13.17 |
| 01611 - Word Processor I | 12.75 |
| 01612 - Word Processor II | 15.49 |
| 01613 - Word Processor III | 18.22 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.57 |
| 05010 - Automotive Electrician | 16.13 |
| 05040 - Automotive Glass Installer | 18.02 |
| 05070 - Automotive Worker | 18.23 |
| 05110 - Mobile Equipment Servicer | 16.60 |
| 05130 - Motor Equipment Metal Mechanic | 19.89 |
| 05160 - Motor Equipment Metal Worker | 18.23 |
| 05190 - Motor Vehicle Mechanic | 20.65 |
| 05220 - Motor Vehicle Mechanic Helper | 15.03 |
| 05250 - Motor Vehicle Upholstery Worker | 17.24 |
| 05280 - Motor Vehicle Wrecker | 18.23 |
| 05310 - Painter, Automotive | 18.91 |
| 05340 - Radiator Repair Specialist | 18.23 |
| 05370 - Tire Repairer | 12.85 |
| 05400 - Transmission Repair Specialist | 20.24 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.49 |
| 07041 - Cook I | 11.76 |
| 07042 - Cook II | 13.24 |
| 07070 - Dishwasher | 8.71 |
| 07130 - Food Service Worker | 8.86 |
| 07210 - Meat Cutter | 13.71 |
| 07260 - Waiter/Waitress | 9.23 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.62 |
| 09040 - Furniture Handler | 11.26 |
| 09080 - Furniture Refinisher | 16.62 |
| 09090 - Furniture Refinisher Helper | 13.06 |
| 09110 - Furniture Repairer, Minor | 15.13 |
| 09130 - Upholsterer | 17.41 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.18 |
| 11060 - Elevator Operator | 10.18 |
| 11090 - Gardener | 13.67 |
| 11122 - Housekeeping Aide | 10.18 |
| 11150 - Janitor | 10.18 |
| 11210 - Laborer, Grounds Maintenance | 10.85 |
| 11240 - Maid or Houseman | 9.23 |

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| 11260 - Pruner | 9.99 |
| 11270 - Tractor Operator | 12.70 |
| 11330 - Trail Maintenance Worker | 10.85 |
| 11360 - Window Cleaner | 11.06 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.83 |
| 12011 - Breath Alcohol Technician | 16.51 |
| 12012 - Certified Occupational Therapist Assistant | 23.22 |
| 12015 - Certified Physical Therapist Assistant | 23.73 |
| 12020 - Dental Assistant | 18.13 |
| 12025 - Dental Hygienist | 30.86 |
| 12030 - EKG Technician | 25.98 |
| 12035 - Electroneurodiagnostic Technologist | 25.98 |
| 12040 - Emergency Medical Technician | 14.83 |
| 12071 - Licensed Practical Nurse I | 15.41 |
| 12072 - Licensed Practical Nurse II | 17.24 |
| 12073 - Licensed Practical Nurse III | 19.22 |
| 12100 - Medical Assistant | 14.29 |
| 12130 - Medical Laboratory Technician | 17.59 |
| 12160 - Medical Record Clerk | 15.41 |
| 12190 - Medical Record Technician | 16.96 |
| 12195 - Medical Transcriptionist | 16.21 |
| 12210 - Nuclear Medicine Technologist | 30.76 |
| 12221 - Nursing Assistant I | 11.62 |
| 12222 - Nursing Assistant II | 13.07 |
| 12223 - Nursing Assistant III | 14.26 |
| 12224 - Nursing Assistant IV | 16.01 |
| 12235 - Optical Dispenser | 19.73 |
| 12236 - Optical Technician | 16.18 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 16.01 |
| 12305 - Radiologic Technologist | 25.44 |
| 12311 - Registered Nurse I | 23.03 |
| 12312 - Registered Nurse II | 28.16 |
| 12313 - Registered Nurse II, Specialist | 28.16 |
| 12314 - Registered Nurse III | 34.08 |
| 12315 - Registered Nurse III, Anesthetist | 34.08 |
| 12316 - Registered Nurse IV | 40.85 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.40 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.44 |
| 13012 - Exhibits Specialist II | 26.54 |
| 13013 - Exhibits Specialist III | 32.52 |
| 13041 - Illustrator I | 19.49 |
| 13042 - Illustrator II | 24.14 |
| 13043 - Illustrator III | 29.54 |
| 13047 - Librarian | 25.56 |
| 13050 - Library Aide/Clerk | 12.41 |
| 13054 - Library Information Technology Systems Administrator | 22.23 |
| 13058 - Library Technician | 18.13 |
| 13061 - Media Specialist I | 16.65 |
| 13062 - Media Specialist II | 18.63 |
| 13063 - Media Specialist III | 20.78 |
| 13071 - Photographer I | 16.04 |
| 13072 - Photographer II | 17.95 |
| 13073 - Photographer III | 22.23 |
| 13074 - Photographer IV | 27.19 |
| 13075 - Photographer V | 32.91 |
| 13110 - Video Teleconference Technician | 18.81 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.52 |
| 14042 - Computer Operator II | 19.85 |

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| 14043 - Computer Operator III | 21.86 |
| 14044 - Computer Operator IV | 24.28 |
| 14045 - Computer Operator V | 26.89 |
| 14071 - Computer Programmer I (see 1) | 21.98 |
| 14072 - Computer Programmer II (see 1) | 25.63 |
| 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 | 17.52 |
| 14160 - Personal Computer Support Technician | 27.14 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 31.15 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.70 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 45.18 |
| 15050 - Computer Based Training Specialist / Instructor | 31.15 |
| 15060 - Educational Technologist | 27.92 |
| 15070 - Flight Instructor (Pilot) | 45.18 |
| 15080 - Graphic Artist | 23.80 |
| 15090 - Technical Instructor | 22.97 |
| 15095 - Technical Instructor/Course Developer | 28.10 |
| 15110 - Test Proctor | 18.54 |
| 15120 - Tutor | 18.54 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.04 |
| 16030 - Counter Attendant | 9.04 |
| 16040 - Dry Cleaner | 11.12 |
| 16070 - Finisher, Flatwork, Machine | 9.04 |
| 16090 - Presser, Hand | 9.04 |
| 16110 - Presser, Machine, Drycleaning | 9.04 |
| 16130 - Presser, Machine, Shirts | 9.04 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.04 |
| 16190 - Sewing Machine Operator | 11.80 |
| 16220 - Tailor | 12.45 |
| 16250 - Washer, Machine | 9.67 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.53 |
| 19040 - Tool And Die Maker | 20.38 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.24 |
| 21030 - Material Coordinator | 19.52 |
| 21040 - Material Expediter | 19.52 |
| 21050 - Material Handling Laborer | 11.80 |
| 21071 - Order Filler | 11.78 |
| 21080 - Production Line Worker (Food Processing) | 13.24 |
| 21110 - Shipping Packer | 13.08 |
| 21130 - Shipping/Receiving Clerk | 13.08 |
| 21140 - Store Worker I | 11.19 |
| 21150 - Stock Clerk | 14.73 |
| 21210 - Tools And Parts Attendant | 13.24 |
| 21410 - Warehouse Specialist | 13.24 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.61 |
| 23021 - Aircraft Mechanic I | 23.41 |
| 23022 - Aircraft Mechanic II | 24.61 |
| 23023 - Aircraft Mechanic III | 25.76 |
| 23040 - Aircraft Mechanic Helper | 16.89 |
| 23050 - Aircraft, Painter | 22.53 |
| 23060 - Aircraft Servicer | 19.80 |
| 23080 - Aircraft Worker | 20.97 |
| 23110 - Appliance Mechanic | 17.60 |
| 23120 - Bicycle Repairer | 12.85 |

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| 23125 - Cable Splicer | 23.49 |
| 23130 - Carpenter, Maintenance | 17.41 |
| 23140 - Carpet Layer | 18.01 |
| 23160 - Electrician, Maintenance | 18.58 |
| 23181 - Electronics Technician Maintenance I | 22.63 |
| 23182 - Electronics Technician Maintenance II | 23.90 |
| 23183 - Electronics Technician Maintenance III | 25.31 |
| 23260 - Fabric Worker | 16.91 |
| 23290 - Fire Alarm System Mechanic | 19.65 |
| 23310 - Fire Extinguisher Repairer | 15.80 |
| 23311 - Fuel Distribution System Mechanic | 20.14 |
| 23312 - Fuel Distribution System Operator | 18.51 |
| 23370 - General Maintenance Worker | 17.49 |
| 23380 - Ground Support Equipment Mechanic | 23.41 |
| 23381 - Ground Support Equipment Servicer | 19.80 |
| 23382 - Ground Support Equipment Worker | 20.97 |
| 23391 - Gunsmith I | 15.80 |
| 23392 - Gunsmith II | 18.01 |
| 23393 - Gunsmith III | 20.14 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.69 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.70 |
| 23430 - Heavy Equipment Mechanic | 18.37 |
| 23440 - Heavy Equipment Operator | 18.58 |
| 23460 - Instrument Mechanic | 23.85 |
| 23465 - Laboratory/Shelter Mechanic | 19.01 |
| 23470 - Laborer | 10.88 |
| 23510 - Locksmith | 18.08 |
| 23530 - Machinery Maintenance Mechanic | 20.72 |
| 23550 - Machinist, Maintenance | 18.19 |
| 23580 - Maintenance Trades Helper | 15.22 |
| 23591 - Metrology Technician I | 23.85 |
| 23592 - Metrology Technician II | 25.05 |
| 23593 - Metrology Technician III | 25.31 |
| 23640 - Millwright | 18.94 |
| 23710 - Office Appliance Repairer | 20.93 |
| 23760 - Painter, Maintenance | 17.41 |
| 23790 - Pipefitter, Maintenance | 19.25 |
| 23810 - Plumber, Maintenance | 18.42 |
| 23820 - Pneudraulic Systems Mechanic | 20.14 |
| 23850 - Rigger | 20.14 |
| 23870 - Scale Mechanic | 18.01 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.94 |
| 23910 - Small Engine Mechanic | 16.52 |
| 23931 - Telecommunications Mechanic I | 24.71 |
| 23932 - Telecommunications Mechanic II | 26.02 |
| 23950 - Telephone Lineman | 20.55 |
| 23960 - Welder, Combination, Maintenance | 18.26 |
| 23965 - Well Driller | 20.22 |
| 23970 - Woodcraft Worker | 20.14 |
| 23980 - Woodworker | 14.39 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.22 |
| 24580 - Child Care Center Clerk | 14.40 |
| 24610 - Chore Aide | 10.50 |
| 24620 - Family Readiness And Support Services Coordinator | 14.21 |
| 24630 - Homemaker | 16.01 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.44 |
| 25040 - Sewage Plant Operator | 18.01 |
| 25070 - Stationary Engineer | 21.44 |

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| 25190 - Ventilation Equipment Tender | 15.62 |
| 25210 - Water Treatment Plant Operator | 18.01 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.86 |
| 27007 - Baggage Inspector | 12.36 |
| 27008 - Corrections Officer | 15.61 |
| 27010 - Court Security Officer | 18.01 |
| 27030 - Detection Dog Handler | 13.87 |
| 27040 - Detention Officer | 18.01 |
| 27070 - Firefighter | 18.32 |
| 27101 - Guard I | 12.36 |
| 27102 - Guard II | 13.87 |
| 27131 - Police Officer I | 20.79 |
| 27132 - Police Officer II | 23.09 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.41 |
| 28042 - Carnival Equipment Repairer | 10.09 |
| 28043 - Carnival Equipment Worker | 8.61 |
| 28210 - Gate Attendant/Gate Tender | 14.59 |
| 28310 - Lifeguard | 12.11 |
| 28350 - Park Attendant (Aide) | 16.32 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.91 |
| 28515 - Recreation Specialist | 15.41 |
| 28630 - Sports Official | 13.00 |
| 28690 - Swimming Pool Operator | 15.90 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.37 |
| 29020 - Hatch Tender | 22.37 |
| 29030 - Line Handler | 22.37 |
| 29041 - Stevedore I | 21.00 |
| 29042 - Stevedore II | 23.62 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 36.87 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 25.42 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.99 |
| 30021 - Archeological Technician I | 18.63 |
| 30022 - Archeological Technician II | 21.97 |
| 30023 - Archeological Technician III | 25.82 |
| 30030 - Cartographic Technician | 26.02 |
| 30040 - Civil Engineering Technician | 22.21 |
| 30061 - Drafter/CAD Operator I | 18.63 |
| 30062 - Drafter/CAD Operator II | 20.84 |
| 30063 - Drafter/CAD Operator III | 23.22 |
| 30064 - Drafter/CAD Operator IV | 28.59 |
| 30081 - Engineering Technician I | 16.81 |
| 30082 - Engineering Technician II | 18.88 |
| 30083 - Engineering Technician III | 20.03 |
| 30084 - Engineering Technician IV | 25.94 |
| 30085 - Engineering Technician V | 30.68 |
| 30086 - Engineering Technician VI | 37.11 |
| 30090 - Environmental Technician | 20.50 |
| 30210 - Laboratory Technician | 18.35 |
| 30240 - Mathematical Technician | 26.02 |
| 30361 - Paralegal/Legal Assistant I | 19.85 |
| 30362 - Paralegal/Legal Assistant II | 25.13 |
| 30363 - Paralegal/Legal Assistant III | 30.71 |
| 30364 - Paralegal/Legal Assistant IV | 37.15 |
| 30390 - Photo-Optics Technician | 26.02 |
| 30461 - Technical Writer I | 24.59 |
| 30462 - Technical Writer II | 30.08 |
| 30463 - Technical Writer III | 36.40 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 23.43 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 28.35 |

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| 30493 - Unexploded Ordnance (UXO) Technician III | 33.98 |
| 30494 - Unexploded (UXO) Safety Escort | 23.43 |
| 30495 - Unexploded (UXO) Sweep Personnel | 23.43 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 3) 23.22 |
| 30621 - Weather Observer, Senior | (see 3) 25.82 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.33 |
| 31030 - Bus Driver | 15.28 |
| 31043 - Driver Courier | 13.26 |
| 31260 - Parking and Lot Attendant | 10.36 |
| 31290 - Shuttle Bus Driver | 14.28 |
| 31310 - Taxi Driver | 11.40 |
| 31361 - Truckdriver, Light | 14.28 |
| 31362 - Truckdriver, Medium | 17.89 |
| 31363 - Truckdriver, Heavy | 18.39 |
| 31364 - Truckdriver, Tractor-Trailer | 18.39 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.65 |
| 99050 - Desk Clerk | 10.24 |
| 99095 - Embalmer | 36.45 |
| 99251 - Laboratory Animal Caretaker I | 10.84 |
| 99252 - Laboratory Animal Caretaker II | 11.67 |
| 99310 - Mortician | 36.45 |
| 99410 - Pest Controller | 15.82 |
| 99510 - Photofinishing Worker | 10.59 |
| 99710 - Recycling Laborer | 14.19 |
| 99711 - Recycling Specialist | 16.60 |
| 99730 - Refuse Collector | 13.06 |
| 99810 - Sales Clerk | 12.18 |
| 99820 - School Crossing Guard | 12.78 |
| 99830 - Survey Party Chief | 17.47 |
| 99831 - Surveying Aide | 8.69 |
| 99832 - Surveying Technician | 17.23 |
| 99840 - Vending Machine Attendant | 14.93 |
| 99841 - Vending Machine Repairer | 18.24 |
| 99842 - Vending Machine Repairer Helper | 14.93 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2407
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: North Dakota

Area: North Dakota Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.65 |
| 01012 - Accounting Clerk II | | 14.20 |
| 01013 - Accounting Clerk III | | 15.88 |
| 01020 - Administrative Assistant | | 18.37 |
| 01040 - Court Reporter | | 18.26 |
| 01051 - Data Entry Operator I | | 11.34 |
| 01052 - Data Entry Operator II | | 12.37 |
| 01060 - Dispatcher, Motor Vehicle | | 16.93 |
| 01070 - Document Preparation Clerk | | 13.29 |
| 01090 - Duplicating Machine Operator | | 13.29 |
| 01111 - General Clerk I | | 10.60 |
| 01112 - General Clerk II | | 11.57 |
| 01113 - General Clerk III | | 12.98 |
| 01120 - Housing Referral Assistant | | 17.54 |
| 01141 - Messenger Courier | | 9.92 |
| 01191 - Order Clerk I | | 12.53 |
| 01192 - Order Clerk II | | 13.67 |
| 01261 - Personnel Assistant (Employment) I | | 13.58 |
| 01262 - Personnel Assistant (Employment) II | | 15.19 |
| 01263 - Personnel Assistant (Employment) III | | 17.73 |
| 01270 - Production Control Clerk | | 19.50 |
| 01280 - Receptionist | | 10.94 |
| 01290 - Rental Clerk | | 9.35 |
| 01300 - Scheduler, Maintenance | | 14.06 |

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| 01311 - Secretary I | 14.06 |
| 01312 - Secretary II | 15.73 |
| 01313 - Secretary III | 17.54 |
| 01320 - Service Order Dispatcher | 15.13 |
| 01410 - Supply Technician | 18.37 |
| 01420 - Survey Worker | 11.28 |
| 01531 - Travel Clerk I | 11.35 |
| 01532 - Travel Clerk II | 12.01 |
| 01533 - Travel Clerk III | 12.69 |
| 01611 - Word Processor I | 11.65 |
| 01612 - Word Processor II | 13.08 |
| 01613 - Word Processor III | 14.63 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.32 |
| 05010 - Automotive Electrician | 16.27 |
| 05040 - Automotive Glass Installer | 15.57 |
| 05070 - Automotive Worker | 15.57 |
| 05110 - Mobile Equipment Servicer | 14.21 |
| 05130 - Motor Equipment Metal Mechanic | 16.90 |
| 05160 - Motor Equipment Metal Worker | 15.57 |
| 05190 - Motor Vehicle Mechanic | 16.90 |
| 05220 - Motor Vehicle Mechanic Helper | 13.36 |
| 05250 - Motor Vehicle Upholstery Worker | 14.93 |
| 05280 - Motor Vehicle Wrecker | 15.57 |
| 05310 - Painter, Automotive | 16.27 |
| 05340 - Radiator Repair Specialist | 15.57 |
| 05370 - Tire Repairer | 13.50 |
| 05400 - Transmission Repair Specialist | 16.90 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.49 |
| 07041 - Cook I | 10.51 |
| 07042 - Cook II | 11.83 |
| 07070 - Dishwasher | 7.62 |
| 07130 - Food Service Worker | 10.33 |
| 07210 - Meat Cutter | 11.33 |
| 07260 - Waiter/Waitress | 8.09 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.16 |
| 09040 - Furniture Handler | 12.30 |
| 09080 - Furniture Refinisher | 18.16 |
| 09090 - Furniture Refinisher Helper | 14.41 |
| 09110 - Furniture Repairer, Minor | 16.14 |
| 09130 - Upholsterer | 17.59 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.70 |
| 11060 - Elevator Operator | 10.06 |
| 11090 - Gardener | 13.00 |
| 11122 - Housekeeping Aide | 10.08 |
| 11150 - Janitor | 10.88 |
| 11210 - Laborer, Grounds Maintenance | 11.82 |
| 11240 - Maid or Houseman | 8.71 |
| 11260 - Pruner | 10.50 |
| 11270 - Tractor Operator | 12.66 |
| 11330 - Trail Maintenance Worker | 11.82 |
| 11360 - Window Cleaner | 12.00 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.29 |
| 12011 - Breath Alcohol Technician | 16.48 |
| 12012 - Certified Occupational Therapist Assistant | 16.52 |
| 12015 - Certified Physical Therapist Assistant | 16.25 |
| 12020 - Dental Assistant | 15.12 |
| 12025 - Dental Hygienist | 26.36 |
| 12030 - EKG Technician | 19.18 |

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| 12035 - Electroneurodiagnostic Technologist | 19.18 |
| 12040 - Emergency Medical Technician | 13.29 |
| 12071 - Licensed Practical Nurse I | 14.73 |
| 12072 - Licensed Practical Nurse II | 16.48 |
| 12073 - Licensed Practical Nurse III | 18.38 |
| 12100 - Medical Assistant | 13.39 |
| 12130 - Medical Laboratory Technician | 15.25 |
| 12160 - Medical Record Clerk | 13.29 |
| 12190 - Medical Record Technician | 14.87 |
| 12195 - Medical Transcriptionist | 13.25 |
| 12210 - Nuclear Medicine Technologist | 32.84 |
| 12221 - Nursing Assistant I | 9.80 |
| 12222 - Nursing Assistant II | 11.01 |
| 12223 - Nursing Assistant III | 12.10 |
| 12224 - Nursing Assistant IV | 13.58 |
| 12235 - Optical Dispenser | 12.67 |
| 12236 - Optical Technician | 14.21 |
| 12250 - Pharmacy Technician | 14.02 |
| 12280 - Phlebotomist | 13.58 |
| 12305 - Radiologic Technologist | 21.40 |
| 12311 - Registered Nurse I | 21.72 |
| 12312 - Registered Nurse II | 26.57 |
| 12313 - Registered Nurse II, Specialist | 26.57 |
| 12314 - Registered Nurse III | 32.14 |
| 12315 - Registered Nurse III, Anesthetist | 32.14 |
| 12316 - Registered Nurse IV | 38.52 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.43 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.19 |
| 13012 - Exhibits Specialist II | 20.55 |
| 13013 - Exhibits Specialist III | 23.23 |
| 13041 - Illustrator I | 17.19 |
| 13042 - Illustrator II | 20.55 |
| 13043 - Illustrator III | 23.23 |
| 13047 - Librarian | 19.53 |
| 13050 - Library Aide/Clerk | 9.03 |
| 13054 - Library Information Technology Systems Administrator | 17.24 |
| 13058 - Library Technician | 13.91 |
| 13061 - Media Specialist I | 12.61 |
| 13062 - Media Specialist II | 14.10 |
| 13063 - Media Specialist III | 15.73 |
| 13071 - Photographer I | 14.47 |
| 13072 - Photographer II | 16.18 |
| 13073 - Photographer III | 20.05 |
| 13074 - Photographer IV | 24.54 |
| 13075 - Photographer V | 29.68 |
| 13110 - Video Teleconference Technician | 15.87 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.59 |
| 14042 - Computer Operator II | 15.21 |
| 14043 - Computer Operator III | 16.96 |
| 14044 - Computer Operator IV | 18.85 |
| 14045 - Computer Operator V | 20.86 |
| 14071 - Computer Programmer I | 18.90 |
| 14072 - Computer Programmer II | 22.00 |
| 14073 - Computer Programmer III | 26.91 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 24.37 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.59 |
| 14160 - Personal Computer Support Technician | 21.97 |

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| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 24.34 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 29.45 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.30 |
| 15050 - Computer Based Training Specialist / Instructor | 25.60 |
| 15060 - Educational Technologist | 26.30 |
| 15070 - Flight Instructor (Pilot) | 35.30 |
| 15080 - Graphic Artist | 18.47 |
| 15090 - Technical Instructor | 17.94 |
| 15095 - Technical Instructor/Course Developer | 21.95 |
| 15110 - Test Proctor | 14.48 |
| 15120 - Tutor | 14.48 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.73 |
| 16030 - Counter Attendant | 8.73 |
| 16040 - Dry Cleaner | 10.18 |
| 16070 - Finisher, Flatwork, Machine | 8.73 |
| 16090 - Presser, Hand | 8.73 |
| 16110 - Presser, Machine, Drycleaning | 8.73 |
| 16130 - Presser, Machine, Shirts | 8.73 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.73 |
| 16190 - Sewing Machine Operator | 10.65 |
| 16220 - Tailor | 11.14 |
| 16250 - Washer, Machine | 9.15 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.90 |
| 19040 - Tool And Die Maker | 21.08 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.94 |
| 21030 - Material Coordinator | 19.50 |
| 21040 - Material Expediter | 19.50 |
| 21050 - Material Handling Laborer | 11.70 |
| 21071 - Order Filler | 10.91 |
| 21080 - Production Line Worker (Food Processing) | 14.94 |
| 21110 - Shipping Packer | 14.15 |
| 21130 - Shipping/Receiving Clerk | 14.15 |
| 21140 - Store Worker I | 10.82 |
| 21150 - Stock Clerk | 14.74 |
| 21210 - Tools And Parts Attendant | 14.94 |
| 21410 - Warehouse Specialist | 14.94 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.53 |
| 23021 - Aircraft Mechanic I | 21.57 |
| 23022 - Aircraft Mechanic II | 22.53 |
| 23023 - Aircraft Mechanic III | 23.33 |
| 23040 - Aircraft Mechanic Helper | 17.06 |
| 23050 - Aircraft, Painter | 20.19 |
| 23060 - Aircraft Servicer | 19.06 |
| 23080 - Aircraft Worker | 19.86 |
| 23110 - Appliance Mechanic | 16.96 |
| 23120 - Bicycle Repairer | 13.50 |
| 23125 - Cable Splicer | 27.10 |
| 23130 - Carpenter, Maintenance | 17.59 |
| 23140 - Carpet Layer | 16.83 |
| 23160 - Electrician, Maintenance | 21.31 |
| 23181 - Electronics Technician Maintenance I | 21.80 |
| 23182 - Electronics Technician Maintenance II | 23.40 |
| 23183 - Electronics Technician Maintenance III | 24.79 |
| 23260 - Fabric Worker | 17.11 |
| 23290 - Fire Alarm System Mechanic | 19.76 |
| 23310 - Fire Extinguisher Repairer | 15.79 |
| 23311 - Fuel Distribution System Mechanic | 24.95 |
| 23312 - Fuel Distribution System Operator | 20.99 |

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| 23370 - General Maintenance Worker | 17.03 |
| 23380 - Ground Support Equipment Mechanic | 21.57 |
| 23381 - Ground Support Equipment Servicer | 19.06 |
| 23382 - Ground Support Equipment Worker | 19.87 |
| 23391 - Gunsmith I | 15.76 |
| 23392 - Gunsmith II | 18.44 |
| 23393 - Gunsmith III | 20.97 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.66 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.57 |
| 23430 - Heavy Equipment Mechanic | 21.33 |
| 23440 - Heavy Equipment Operator | 19.58 |
| 23460 - Instrument Mechanic | 22.09 |
| 23465 - Laboratory/Shelter Mechanic | 19.90 |
| 23470 - Laborer | 11.70 |
| 23510 - Locksmith | 19.90 |
| 23530 - Machinery Maintenance Mechanic | 23.46 |
| 23550 - Machinist, Maintenance | 20.97 |
| 23580 - Maintenance Trades Helper | 14.41 |
| 23591 - Metrology Technician I | 22.09 |
| 23592 - Metrology Technician II | 23.07 |
| 23593 - Metrology Technician III | 23.95 |
| 23640 - Millwright | 22.90 |
| 23710 - Office Appliance Repairer | 18.94 |
| 23760 - Painter, Maintenance | 17.59 |
| 23790 - Pipefitter, Maintenance | 21.86 |
| 23810 - Plumber, Maintenance | 20.66 |
| 23820 - Pneudraulic Systems Mechanic | 20.97 |
| 23850 - Rigger | 20.97 |
| 23870 - Scale Mechanic | 18.44 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.01 |
| 23910 - Small Engine Mechanic | 16.83 |
| 23931 - Telecommunications Mechanic I | 25.27 |
| 23932 - Telecommunications Mechanic II | 26.40 |
| 23950 - Telephone Lineman | 18.74 |
| 23960 - Welder, Combination, Maintenance | 19.95 |
| 23965 - Well Driller | 19.98 |
| 23970 - Woodcraft Worker | 20.97 |
| 23980 - Woodworker | 15.37 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.16 |
| 24580 - Child Care Center Clerk | 12.80 |
| 24610 - Chore Aide | 9.55 |
| 24620 - Family Readiness And Support Services Coordinator | 12.64 |
| 24630 - Homemaker | 17.52 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.78 |
| 25040 - Sewage Plant Operator | 17.97 |
| 25070 - Stationary Engineer | 21.78 |
| 25190 - Ventilation Equipment Tender | 15.08 |
| 25210 - Water Treatment Plant Operator | 17.97 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.57 |
| 27007 - Baggage Inspector | 12.42 |
| 27008 - Corrections Officer | 17.50 |
| 27010 - Court Security Officer | 17.93 |
| 27030 - Detection Dog Handler | 13.89 |
| 27040 - Detention Officer | 17.50 |
| 27070 - Firefighter | 19.46 |
| 27101 - Guard I | 12.42 |
| 27102 - Guard II | 13.89 |

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| 27131 - Police Officer I | 19.61 |
| 27132 - Police Officer II | 21.79 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.22 |
| 28042 - Carnival Equipment Repairer | 10.98 |
| 28043 - Carnival Equipment Worker | 8.60 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.29 |
| 28515 - Recreation Specialist | 17.16 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 15.59 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.85 |
| 29020 - Hatch Tender | 19.85 |
| 29030 - Line Handler | 19.85 |
| 29041 - Stevedore I | 19.31 |
| 29042 - Stevedore II | 21.76 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.85 |
| 30022 - Archeological Technician II | 17.12 |
| 30023 - Archeological Technician III | 22.16 |
| 30030 - Cartographic Technician | 23.25 |
| 30040 - Civil Engineering Technician | 19.01 |
| 30061 - Drafter/CAD Operator I | 15.99 |
| 30062 - Drafter/CAD Operator II | 17.95 |
| 30063 - Drafter/CAD Operator III | 19.95 |
| 30064 - Drafter/CAD Operator IV | 24.55 |
| 30081 - Engineering Technician I | 16.65 |
| 30082 - Engineering Technician II | 18.70 |
| 30083 - Engineering Technician III | 21.71 |
| 30084 - Engineering Technician IV | 26.89 |
| 30085 - Engineering Technician V | 32.90 |
| 30086 - Engineering Technician VI | 39.41 |
| 30090 - Environmental Technician | 23.25 |
| 30210 - Laboratory Technician | 17.42 |
| 30240 - Mathematical Technician | 23.63 |
| 30361 - Paralegal/Legal Assistant I | 15.46 |
| 30362 - Paralegal/Legal Assistant II | 19.15 |
| 30363 - Paralegal/Legal Assistant III | 24.53 |
| 30364 - Paralegal/Legal Assistant IV | 28.34 |
| 30390 - Photo-Optics Technician | 23.75 |
| 30461 - Technical Writer I | 19.43 |
| 30462 - Technical Writer II | 23.77 |
| 30463 - Technical Writer III | 28.76 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 19.95 |
| 30621 - Weather Observer, Senior (see 2) | 22.16 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.34 |
| 31030 - Bus Driver | 12.29 |
| 31043 - Driver Courier | 13.37 |
| 31260 - Parking and Lot Attendant | 9.02 |
| 31290 - Shuttle Bus Driver | 14.65 |

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| 31310 - Taxi Driver | 10.72 |
| 31361 - Truckdriver, Light | 14.65 |
| 31362 - Truckdriver, Medium | 15.64 |
| 31363 - Truckdriver, Heavy | 17.56 |
| 31364 - Truckdriver, Tractor-Trailer | 17.56 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.03 |
| 99050 - Desk Clerk | 9.31 |
| 99095 - Embalmer | 24.90 |
| 99251 - Laboratory Animal Caretaker I | 10.24 |
| 99252 - Laboratory Animal Caretaker II | 11.19 |
| 99310 - Mortician | 30.07 |
| 99410 - Pest Controller | 19.92 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.39 |
| 99711 - Recycling Specialist | 17.84 |
| 99730 - Refuse Collector | 12.79 |
| 99810 - Sales Clerk | 11.90 |
| 99820 - School Crossing Guard | 11.72 |
| 99830 - Survey Party Chief | 21.05 |
| 99831 - Surveying Aide | 14.14 |
| 99832 - Surveying Technician | 18.49 |
| 99840 - Vending Machine Attendant | 13.93 |
| 99841 - Vending Machine Repairer | 16.37 |
| 99842 - Vending Machine Repairer Helper | 13.93 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2408
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: North Dakota

Area: North Dakota Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.65 |
| 01012 - Accounting Clerk II | | 14.20 |
| 01013 - Accounting Clerk III | | 15.88 |
| 01020 - Administrative Assistant | | 18.37 |
| 01040 - Court Reporter | | 18.26 |
| 01051 - Data Entry Operator I | | 11.34 |

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| 01052 - Data Entry Operator II | 12.37 |
| 01060 - Dispatcher, Motor Vehicle | 16.93 |
| 01070 - Document Preparation Clerk | 13.29 |
| 01090 - Duplicating Machine Operator | 13.29 |
| 01111 - General Clerk I | 10.60 |
| 01112 - General Clerk II | 11.57 |
| 01113 - General Clerk III | 12.98 |
| 01120 - Housing Referral Assistant | 17.54 |
| 01141 - Messenger Courier | 9.92 |
| 01191 - Order Clerk I | 12.53 |
| 01192 - Order Clerk II | 13.67 |
| 01261 - Personnel Assistant (Employment) I | 13.58 |
| 01262 - Personnel Assistant (Employment) II | 15.19 |
| 01263 - Personnel Assistant (Employment) III | 17.73 |
| 01270 - Production Control Clerk | 19.50 |
| 01280 - Receptionist | 10.94 |
| 01290 - Rental Clerk | 9.35 |
| 01300 - Scheduler, Maintenance | 14.06 |
| 01311 - Secretary I | 14.06 |
| 01312 - Secretary II | 15.73 |
| 01313 - Secretary III | 17.54 |
| 01320 - Service Order Dispatcher | 15.13 |
| 01410 - Supply Technician | 18.37 |
| 01420 - Survey Worker | 11.28 |
| 01531 - Travel Clerk I | 11.35 |
| 01532 - Travel Clerk II | 12.01 |
| 01533 - Travel Clerk III | 12.69 |
| 01611 - Word Processor I | 11.65 |
| 01612 - Word Processor II | 13.08 |
| 01613 - Word Processor III | 14.63 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.32 |
| 05010 - Automotive Electrician | 16.27 |
| 05040 - Automotive Glass Installer | 15.57 |
| 05070 - Automotive Worker | 15.57 |
| 05110 - Mobile Equipment Servicer | 14.21 |
| 05130 - Motor Equipment Metal Mechanic | 16.90 |
| 05160 - Motor Equipment Metal Worker | 15.57 |
| 05190 - Motor Vehicle Mechanic | 16.90 |
| 05220 - Motor Vehicle Mechanic Helper | 13.36 |
| 05250 - Motor Vehicle Upholstery Worker | 14.93 |
| 05280 - Motor Vehicle Wrecker | 15.57 |
| 05310 - Painter, Automotive | 16.27 |
| 05340 - Radiator Repair Specialist | 15.57 |
| 05370 - Tire Repairer | 13.50 |
| 05400 - Transmission Repair Specialist | 16.90 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.49 |
| 07041 - Cook I | 10.51 |
| 07042 - Cook II | 11.83 |
| 07070 - Dishwasher | 7.62 |
| 07130 - Food Service Worker | 10.33 |
| 07210 - Meat Cutter | 11.33 |
| 07260 - Waiter/Waitress | 8.09 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.16 |
| 09040 - Furniture Handler | 12.30 |
| 09080 - Furniture Refinisher | 18.16 |
| 09090 - Furniture Refinisher Helper | 14.41 |
| 09110 - Furniture Repairer, Minor | 16.14 |
| 09130 - Upholsterer | 17.59 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.70 |

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| 11060 - Elevator Operator | 10.06 |
| 11090 - Gardener | 13.00 |
| 11122 - Housekeeping Aide | 10.08 |
| 11150 - Janitor | 10.88 |
| 11210 - Laborer, Grounds Maintenance | 11.82 |
| 11240 - Maid or Houseman | 8.71 |
| 11260 - Pruner | 10.50 |
| 11270 - Tractor Operator | 12.66 |
| 11330 - Trail Maintenance Worker | 11.82 |
| 11360 - Window Cleaner | 12.00 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.29 |
| 12011 - Breath Alcohol Technician | 16.48 |
| 12012 - Certified Occupational Therapist Assistant | 16.52 |
| 12015 - Certified Physical Therapist Assistant | 16.25 |
| 12020 - Dental Assistant | 15.12 |
| 12025 - Dental Hygienist | 26.36 |
| 12030 - EKG Technician | 19.18 |
| 12035 - Electroneurodiagnostic Technologist | 19.18 |
| 12040 - Emergency Medical Technician | 13.29 |
| 12071 - Licensed Practical Nurse I | 14.73 |
| 12072 - Licensed Practical Nurse II | 16.48 |
| 12073 - Licensed Practical Nurse III | 18.38 |
| 12100 - Medical Assistant | 13.39 |
| 12130 - Medical Laboratory Technician | 15.25 |
| 12160 - Medical Record Clerk | 13.29 |
| 12190 - Medical Record Technician | 14.87 |
| 12195 - Medical Transcriptionist | 13.25 |
| 12210 - Nuclear Medicine Technologist | 32.84 |
| 12221 - Nursing Assistant I | 9.80 |
| 12222 - Nursing Assistant II | 11.01 |
| 12223 - Nursing Assistant III | 12.10 |
| 12224 - Nursing Assistant IV | 13.58 |
| 12235 - Optical Dispenser | 12.67 |
| 12236 - Optical Technician | 14.21 |
| 12250 - Pharmacy Technician | 14.02 |
| 12280 - Phlebotomist | 13.58 |
| 12305 - Radiologic Technologist | 21.40 |
| 12311 - Registered Nurse I | 21.72 |
| 12312 - Registered Nurse II | 26.57 |
| 12313 - Registered Nurse II, Specialist | 26.57 |
| 12314 - Registered Nurse III | 32.14 |
| 12315 - Registered Nurse III, Anesthetist | 32.14 |
| 12316 - Registered Nurse IV | 38.52 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.43 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.19 |
| 13012 - Exhibits Specialist II | 20.55 |
| 13013 - Exhibits Specialist III | 23.23 |
| 13041 - Illustrator I | 17.19 |
| 13042 - Illustrator II | 20.55 |
| 13043 - Illustrator III | 23.23 |
| 13047 - Librarian | 19.53 |
| 13050 - Library Aide/Clerk | 9.03 |
| 13054 - Library Information Technology Systems Administrator | 17.24 |
| 13058 - Library Technician | 13.91 |
| 13061 - Media Specialist I | 12.61 |
| 13062 - Media Specialist II | 14.10 |
| 13063 - Media Specialist III | 15.73 |
| 13071 - Photographer I | 14.47 |
| 13072 - Photographer II | 16.18 |
| 13073 - Photographer III | 20.05 |

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| 13074 - Photographer IV | 24.54 |
| 13075 - Photographer V | 29.68 |
| 13110 - Video Teleconference Technician | 15.87 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.59 |
| 14042 - Computer Operator II | 15.21 |
| 14043 - Computer Operator III | 16.96 |
| 14044 - Computer Operator IV | 18.85 |
| 14045 - Computer Operator V | 20.86 |
| 14071 - Computer Programmer I | 18.90 |
| 14072 - Computer Programmer II | 22.00 |
| 14073 - Computer Programmer III | 26.91 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 24.37 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.59 |
| 14160 - Personal Computer Support Technician | 21.97 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 24.34 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 29.45 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.30 |
| 15050 - Computer Based Training Specialist / Instructor | 25.60 |
| 15060 - Educational Technologist | 26.30 |
| 15070 - Flight Instructor (Pilot) | 35.30 |
| 15080 - Graphic Artist | 18.47 |
| 15090 - Technical Instructor | 17.94 |
| 15095 - Technical Instructor/Course Developer | 21.95 |
| 15110 - Test Proctor | 14.48 |
| 15120 - Tutor | 14.48 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.73 |
| 16030 - Counter Attendant | 8.73 |
| 16040 - Dry Cleaner | 10.18 |
| 16070 - Finisher, Flatwork, Machine | 8.73 |
| 16090 - Presser, Hand | 8.73 |
| 16110 - Presser, Machine, Drycleaning | 8.73 |
| 16130 - Presser, Machine, Shirts | 8.73 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.73 |
| 16190 - Sewing Machine Operator | 10.65 |
| 16220 - Tailor | 11.14 |
| 16250 - Washer, Machine | 9.15 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.90 |
| 19040 - Tool And Die Maker | 21.08 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.94 |
| 21030 - Material Coordinator | 19.50 |
| 21040 - Material Expediter | 19.50 |
| 21050 - Material Handling Laborer | 11.70 |
| 21071 - Order Filler | 10.91 |
| 21080 - Production Line Worker (Food Processing) | 14.94 |
| 21110 - Shipping Packer | 14.15 |
| 21130 - Shipping/Receiving Clerk | 14.15 |
| 21140 - Store Worker I | 10.82 |
| 21150 - Stock Clerk | 14.74 |
| 21210 - Tools And Parts Attendant | 14.94 |
| 21410 - Warehouse Specialist | 14.94 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.53 |
| 23021 - Aircraft Mechanic I | 21.57 |
| 23022 - Aircraft Mechanic II | 22.53 |
| 23023 - Aircraft Mechanic III | 23.33 |

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| 23040 - Aircraft Mechanic Helper | 17.06 |
| 23050 - Aircraft, Painter | 20.19 |
| 23060 - Aircraft Servicer | 19.06 |
| 23080 - Aircraft Worker | 19.86 |
| 23110 - Appliance Mechanic | 16.96 |
| 23120 - Bicycle Repairer | 13.50 |
| 23125 - Cable Splicer | 27.10 |
| 23130 - Carpenter, Maintenance | 17.59 |
| 23140 - Carpet Layer | 16.83 |
| 23160 - Electrician, Maintenance | 21.31 |
| 23181 - Electronics Technician Maintenance I | 21.80 |
| 23182 - Electronics Technician Maintenance II | 23.40 |
| 23183 - Electronics Technician Maintenance III | 24.79 |
| 23260 - Fabric Worker | 17.11 |
| 23290 - Fire Alarm System Mechanic | 19.76 |
| 23310 - Fire Extinguisher Repairer | 15.79 |
| 23311 - Fuel Distribution System Mechanic | 24.95 |
| 23312 - Fuel Distribution System Operator | 20.99 |
| 23370 - General Maintenance Worker | 17.03 |
| 23380 - Ground Support Equipment Mechanic | 21.57 |
| 23381 - Ground Support Equipment Servicer | 19.06 |
| 23382 - Ground Support Equipment Worker | 19.87 |
| 23391 - Gunsmith I | 15.76 |
| 23392 - Gunsmith II | 18.44 |
| 23393 - Gunsmith III | 20.97 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.66 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.57 |
| 23430 - Heavy Equipment Mechanic | 21.33 |
| 23440 - Heavy Equipment Operator | 19.58 |
| 23460 - Instrument Mechanic | 22.09 |
| 23465 - Laboratory/Shelter Mechanic | 19.90 |
| 23470 - Laborer | 11.70 |
| 23510 - Locksmith | 19.90 |
| 23530 - Machinery Maintenance Mechanic | 23.46 |
| 23550 - Machinist, Maintenance | 20.97 |
| 23580 - Maintenance Trades Helper | 14.41 |
| 23591 - Metrology Technician I | 22.09 |
| 23592 - Metrology Technician II | 23.07 |
| 23593 - Metrology Technician III | 23.95 |
| 23640 - Millwright | 22.90 |
| 23710 - Office Appliance Repairer | 18.94 |
| 23760 - Painter, Maintenance | 17.59 |
| 23790 - Pipefitter, Maintenance | 21.86 |
| 23810 - Plumber, Maintenance | 20.66 |
| 23820 - Pneudraulic Systems Mechanic | 20.97 |
| 23850 - Rigger | 20.97 |
| 23870 - Scale Mechanic | 18.44 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.01 |
| 23910 - Small Engine Mechanic | 16.83 |
| 23931 - Telecommunications Mechanic I | 25.27 |
| 23932 - Telecommunications Mechanic II | 26.40 |
| 23950 - Telephone Lineman | 18.74 |
| 23960 - Welder, Combination, Maintenance | 19.95 |
| 23965 - Well Driller | 19.98 |
| 23970 - Woodcraft Worker | 20.97 |
| 23980 - Woodworker | 15.37 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.16 |
| 24580 - Child Care Center Clerk | 12.80 |
| 24610 - Chore Aide | 9.55 |
| 24620 - Family Readiness And Support Services | 12.64 |

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| Coordinator | |
| 24630 - Homemaker | 17.52 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.78 |
| 25040 - Sewage Plant Operator | 17.97 |
| 25070 - Stationary Engineer | 21.78 |
| 25190 - Ventilation Equipment Tender | 15.08 |
| 25210 - Water Treatment Plant Operator | 17.97 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.57 |
| 27007 - Baggage Inspector | 12.42 |
| 27008 - Corrections Officer | 17.50 |
| 27010 - Court Security Officer | 17.93 |
| 27030 - Detection Dog Handler | 13.89 |
| 27040 - Detention Officer | 17.50 |
| 27070 - Firefighter | 19.46 |
| 27101 - Guard I | 12.42 |
| 27102 - Guard II | 13.89 |
| 27131 - Police Officer I | 19.61 |
| 27132 - Police Officer II | 21.79 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.22 |
| 28042 - Carnival Equipment Repairer | 10.98 |
| 28043 - Carnival Equipment Worker | 8.60 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.29 |
| 28515 - Recreation Specialist | 17.16 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 15.59 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.85 |
| 29020 - Hatch Tender | 19.85 |
| 29030 - Line Handler | 19.85 |
| 29041 - Stevedore I | 19.31 |
| 29042 - Stevedore II | 21.76 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.85 |
| 30022 - Archeological Technician II | 17.12 |
| 30023 - Archeological Technician III | 22.16 |
| 30030 - Cartographic Technician | 23.25 |
| 30040 - Civil Engineering Technician | 19.01 |
| 30061 - Drafter/CAD Operator I | 15.99 |
| 30062 - Drafter/CAD Operator II | 17.95 |
| 30063 - Drafter/CAD Operator III | 19.95 |
| 30064 - Drafter/CAD Operator IV | 24.55 |
| 30081 - Engineering Technician I | 16.65 |
| 30082 - Engineering Technician II | 18.70 |
| 30083 - Engineering Technician III | 21.71 |
| 30084 - Engineering Technician IV | 26.89 |
| 30085 - Engineering Technician V | 32.90 |
| 30086 - Engineering Technician VI | 39.41 |
| 30090 - Environmental Technician | 23.25 |
| 30210 - Laboratory Technician | 17.42 |
| 30240 - Mathematical Technician | 23.63 |
| 30361 - Paralegal/Legal Assistant I | 15.46 |
| 30362 - Paralegal/Legal Assistant II | 19.15 |
| 30363 - Paralegal/Legal Assistant III | 24.53 |
| 30364 - Paralegal/Legal Assistant IV | 28.34 |

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| 30390 - Photo-Optics Technician | 23.75 |
| 30461 - Technical Writer I | 19.43 |
| 30462 - Technical Writer II | 23.77 |
| 30463 - Technical Writer III | 28.76 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 19.95 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | 22.16 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.34 |
| 31030 - Bus Driver | 12.29 |
| 31043 - Driver Courier | 13.37 |
| 31260 - Parking and Lot Attendant | 9.02 |
| 31290 - Shuttle Bus Driver | 14.65 |
| 31310 - Taxi Driver | 10.72 |
| 31361 - Truckdriver, Light | 14.65 |
| 31362 - Truckdriver, Medium | 15.64 |
| 31363 - Truckdriver, Heavy | 17.56 |
| 31364 - Truckdriver, Tractor-Trailer | 17.56 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.03 |
| 99050 - Desk Clerk | 9.31 |
| 99095 - Embalmer | 24.90 |
| 99251 - Laboratory Animal Caretaker I | 10.24 |
| 99252 - Laboratory Animal Caretaker II | 11.19 |
| 99310 - Mortician | 30.07 |
| 99410 - Pest Controller | 19.92 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.39 |
| 99711 - Recycling Specialist | 17.84 |
| 99730 - Refuse Collector | 12.79 |
| 99810 - Sales Clerk | 11.90 |
| 99820 - School Crossing Guard | 11.72 |
| 99830 - Survey Party Chief | 21.05 |
| 99831 - Surveying Aide | 14.14 |
| 99832 - Surveying Technician | 18.49 |
| 99840 - Vending Machine Attendant | 13.93 |
| 99841 - Vending Machine Repairer | 16.37 |
| 99842 - Vending Machine Repairer Helper | 13.93 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2413
Revision No.: 14
Date of Last Revision: 07/25/2014

States: Indiana, Kentucky, Ohio

Area: Indiana Counties of Dearborn, Franklin, Ohio, Ripley, Switzerland

Kentucky Counties of Boone, Bracken, Campbell, Carroll, Gallatin, Grant, Kenton, Mason, Pendleton

Ohio Counties of Brown, Butler, Clermont, Hamilton, Warren

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.68 |
| 01012 - Accounting Clerk II | | 15.35 |
| 01013 - Accounting Clerk III | | 17.17 |
| 01020 - Administrative Assistant | | 21.54 |
| 01040 - Court Reporter | | 17.63 |
| 01051 - Data Entry Operator I | | 12.40 |
| 01052 - Data Entry Operator II | | 13.83 |
| 01060 - Dispatcher, Motor Vehicle | | 17.80 |
| 01070 - Document Preparation Clerk | | 14.16 |
| 01090 - Duplicating Machine Operator | | 14.16 |
| 01111 - General Clerk I | | 11.98 |
| 01112 - General Clerk II | | 13.97 |
| 01113 - General Clerk III | | 15.41 |
| 01120 - Housing Referral Assistant | | 19.84 |
| 01141 - Messenger Courier | | 12.08 |
| 01191 - Order Clerk I | | 13.59 |
| 01192 - Order Clerk II | | 17.02 |
| 01261 - Personnel Assistant (Employment) I | | 15.67 |
| 01262 - Personnel Assistant (Employment) II | | 17.53 |
| 01263 - Personnel Assistant (Employment) III | | 19.55 |
| 01270 - Production Control Clerk | | 20.55 |
| 01280 - Receptionist | | 14.31 |
| 01290 - Rental Clerk | | 14.57 |
| 01300 - Scheduler, Maintenance | | 15.84 |
| 01311 - Secretary I | | 15.84 |
| 01312 - Secretary II | | 17.79 |
| 01313 - Secretary III | | 19.84 |
| 01320 - Service Order Dispatcher | | 14.76 |
| 01410 - Supply Technician | | 21.54 |
| 01420 - Survey Worker | | 17.63 |
| 01531 - Travel Clerk I | | 12.86 |
| 01532 - Travel Clerk II | | 13.72 |
| 01533 - Travel Clerk III | | 14.55 |
| 01611 - Word Processor I | | 13.33 |
| 01612 - Word Processor II | | 14.96 |
| 01613 - Word Processor III | | 17.63 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 21.14 |
| 05010 - Automotive Electrician | | 23.12 |
| 05040 - Automotive Glass Installer | | 21.61 |
| 05070 - Automotive Worker | | 22.26 |

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| 05110 - Mobile Equipment Servicer | 20.65 |
| 05130 - Motor Equipment Metal Mechanic | 24.59 |
| 05160 - Motor Equipment Metal Worker | 22.26 |
| 05190 - Motor Vehicle Mechanic | 23.03 |
| 05220 - Motor Vehicle Mechanic Helper | 20.30 |
| 05250 - Motor Vehicle Upholstery Worker | 21.42 |
| 05280 - Motor Vehicle Wrecker | 22.26 |
| 05310 - Painter, Automotive | 23.12 |
| 05340 - Radiator Repair Specialist | 22.26 |
| 05370 - Tire Repairer | 15.45 |
| 05400 - Transmission Repair Specialist | 24.59 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.32 |
| 07041 - Cook I | 12.59 |
| 07042 - Cook II | 13.52 |
| 07070 - Dishwasher | 9.17 |
| 07130 - Food Service Worker | 9.43 |
| 07210 - Meat Cutter | 15.84 |
| 07260 - Waiter/Waitress | 9.20 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.91 |
| 09040 - Furniture Handler | 13.81 |
| 09080 - Furniture Refinisher | 17.91 |
| 09090 - Furniture Refinisher Helper | 15.31 |
| 09110 - Furniture Repairer, Minor | 16.59 |
| 09130 - Upholsterer | 17.91 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.03 |
| 11060 - Elevator Operator | 11.03 |
| 11090 - Gardener | 17.15 |
| 11122 - Housekeeping Aide | 12.52 |
| 11150 - Janitor | 12.52 |
| 11210 - Laborer, Grounds Maintenance | 14.99 |
| 11240 - Maid or Houseman | 9.78 |
| 11260 - Pruner | 13.48 |
| 11270 - Tractor Operator | 16.71 |
| 11330 - Trail Maintenance Worker | 14.99 |
| 11360 - Window Cleaner | 13.26 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.31 |
| 12011 - Breath Alcohol Technician | 17.92 |
| 12012 - Certified Occupational Therapist Assistant | 22.59 |
| 12015 - Certified Physical Therapist Assistant | 25.26 |
| 12020 - Dental Assistant | 16.51 |
| 12025 - Dental Hygienist | 31.13 |
| 12030 - EKG Technician | 21.92 |
| 12035 - Electroneurodiagnostic Technologist | 21.92 |
| 12040 - Emergency Medical Technician | 17.31 |
| 12071 - Licensed Practical Nurse I | 16.02 |
| 12072 - Licensed Practical Nurse II | 17.92 |
| 12073 - Licensed Practical Nurse III | 19.98 |
| 12100 - Medical Assistant | 13.63 |
| 12130 - Medical Laboratory Technician | 16.79 |
| 12160 - Medical Record Clerk | 15.33 |
| 12190 - Medical Record Technician | 15.75 |
| 12195 - Medical Transcriptionist | 16.28 |
| 12210 - Nuclear Medicine Technologist | 30.54 |
| 12221 - Nursing Assistant I | 10.27 |
| 12222 - Nursing Assistant II | 11.56 |
| 12223 - Nursing Assistant III | 12.61 |
| 12224 - Nursing Assistant IV | 14.16 |
| 12235 - Optical Dispenser | 16.72 |
| 12236 - Optical Technician | 15.02 |

(see 1)

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| 12250 - Pharmacy Technician | 15.22 |
| 12280 - Phlebotomist | 15.39 |
| 12305 - Radiologic Technologist | 22.35 |
| 12311 - Registered Nurse I | 24.51 |
| 12312 - Registered Nurse II | 29.20 |
| 12313 - Registered Nurse II, Specialist | 29.20 |
| 12314 - Registered Nurse III | 35.32 |
| 12315 - Registered Nurse III, Anesthetist | 35.32 |
| 12316 - Registered Nurse IV | 42.35 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.20 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.76 |
| 13012 - Exhibits Specialist II | 24.48 |
| 13013 - Exhibits Specialist III | 29.93 |
| 13041 - Illustrator I | 20.17 |
| 13042 - Illustrator II | 24.99 |
| 13043 - Illustrator III | 30.56 |
| 13047 - Librarian | 27.38 |
| 13050 - Library Aide/Clerk | 12.27 |
| 13054 - Library Information Technology Systems Administrator | 24.96 |
| 13058 - Library Technician | 15.33 |
| 13061 - Media Specialist I | 17.68 |
| 13062 - Media Specialist II | 19.76 |
| 13063 - Media Specialist III | 22.38 |
| 13071 - Photographer I | 13.98 |
| 13072 - Photographer II | 17.85 |
| 13073 - Photographer III | 21.52 |
| 13074 - Photographer IV | 26.56 |
| 13075 - Photographer V | 32.12 |
| 13110 - Video Teleconference Technician | 19.61 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.90 |
| 14042 - Computer Operator II | 17.80 |
| 14043 - Computer Operator III | 19.83 |
| 14044 - Computer Operator IV | 22.04 |
| 14045 - Computer Operator V | 24.40 |
| 14071 - Computer Programmer I | (see 1) 19.86 |
| 14072 - Computer Programmer II | 24.53 |
| 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 | 15.90 |
| 14160 - Personal Computer Support Technician | 22.04 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 31.98 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 38.68 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.71 |
| 15050 - Computer Based Training Specialist / Instructor | 31.98 |
| 15060 - Educational Technologist | 29.32 |
| 15070 - Flight Instructor (Pilot) | 42.71 |
| 15080 - Graphic Artist | 23.35 |
| 15090 - Technical Instructor | 20.97 |
| 15095 - Technical Instructor/Course Developer | 25.67 |
| 15110 - Test Proctor | 16.94 |
| 15120 - Tutor | 16.94 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.13 |
| 16030 - Counter Attendant | 9.13 |
| 16040 - Dry Cleaner | 11.56 |
| 16070 - Finisher, Flatwork, Machine | 9.13 |

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| 16090 - Presser, Hand | 9.13 |
| 16110 - Presser, Machine, Drycleaning | 9.13 |
| 16130 - Presser, Machine, Shirts | 9.13 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.13 |
| 16190 - Sewing Machine Operator | 12.37 |
| 16220 - Tailor | 13.18 |
| 16250 - Washer, Machine | 9.91 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 25.18 |
| 19040 - Tool And Die Maker | 27.35 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.13 |
| 21030 - Material Coordinator | 19.61 |
| 21040 - Material Expediter | 19.61 |
| 21050 - Material Handling Laborer | 16.74 |
| 21071 - Order Filler | 12.00 |
| 21080 - Production Line Worker (Food Processing) | 17.33 |
| 21110 - Shipping Packer | 14.79 |
| 21130 - Shipping/Receiving Clerk | 14.79 |
| 21140 - Store Worker I | 12.38 |
| 21150 - Stock Clerk | 17.07 |
| 21210 - Tools And Parts Attendant | 17.33 |
| 21410 - Warehouse Specialist | 17.33 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.12 |
| 23021 - Aircraft Mechanic I | 24.88 |
| 23022 - Aircraft Mechanic II | 26.12 |
| 23023 - Aircraft Mechanic III | 27.43 |
| 23040 - Aircraft Mechanic Helper | 18.67 |
| 23050 - Aircraft, Painter | 21.67 |
| 23060 - Aircraft Servicer | 20.22 |
| 23080 - Aircraft Worker | 21.02 |
| 23110 - Appliance Mechanic | 20.12 |
| 23120 - Bicycle Repairer | 17.00 |
| 23125 - Cable Splicer | 27.41 |
| 23130 - Carpenter, Maintenance | 19.28 |
| 23140 - Carpet Layer | 22.59 |
| 23160 - Electrician, Maintenance | 21.81 |
| 23181 - Electronics Technician Maintenance I | 22.26 |
| 23182 - Electronics Technician Maintenance II | 24.10 |
| 23183 - Electronics Technician Maintenance III | 26.90 |
| 23260 - Fabric Worker | 19.02 |
| 23290 - Fire Alarm System Mechanic | 18.56 |
| 23310 - Fire Extinguisher Repairer | 17.95 |
| 23311 - Fuel Distribution System Mechanic | 24.93 |
| 23312 - Fuel Distribution System Operator | 20.52 |
| 23370 - General Maintenance Worker | 20.86 |
| 23380 - Ground Support Equipment Mechanic | 24.88 |
| 23381 - Ground Support Equipment Servicer | 20.22 |
| 23382 - Ground Support Equipment Worker | 21.02 |
| 23391 - Gunsmith I | 17.95 |
| 23392 - Gunsmith II | 20.15 |
| 23393 - Gunsmith III | 23.94 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.17 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.88 |
| 23430 - Heavy Equipment Mechanic | 21.17 |
| 23440 - Heavy Equipment Operator | 20.90 |
| 23460 - Instrument Mechanic | 22.82 |
| 23465 - Laboratory/Shelter Mechanic | 20.98 |
| 23470 - Laborer | 13.44 |
| 23510 - Locksmith | 19.49 |

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|---|---------------|
| 23530 - Machinery Maintenance Mechanic | 23.90 |
| 23550 - Machinist, Maintenance | 22.22 |
| 23580 - Maintenance Trades Helper | 15.35 |
| 23591 - Metrology Technician I | 22.82 |
| 23592 - Metrology Technician II | 23.62 |
| 23593 - Metrology Technician III | (see 1) 24.40 |
| 23640 - Millwright | (see 1) 27.90 |
| 23710 - Office Appliance Repairer | (see 1) 18.88 |
| 23760 - Painter, Maintenance | (see 1) 19.70 |
| 23790 - Pipefitter, Maintenance | (see 1) 25.62 |
| 23810 - Plumber, Maintenance | (see 1) 21.87 |
| 23820 - Pneudraulic Systems Mechanic | (see 1) 23.94 |
| 23850 - Rigger | 22.75 |
| 23870 - Scale Mechanic | 20.15 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.73 |
| 23910 - Small Engine Mechanic | 18.96 |
| 23931 - Telecommunications Mechanic I | 24.41 |
| 23932 - Telecommunications Mechanic II | 26.44 |
| 23950 - Telephone Lineman | 23.52 |
| 23960 - Welder, Combination, Maintenance | 20.42 |
| 23965 - Well Driller | 21.76 |
| 23970 - Woodcraft Worker | 23.94 |
| 23980 - Woodworker | 17.59 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.04 |
| 24580 - Child Care Center Clerk | 15.48 |
| 24610 - Chore Aide | 10.38 |
| 24620 - Family Readiness And Support Services Coordinator | 13.81 |
| 24630 - Homemaker | 17.36 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.38 |
| 25040 - Sewage Plant Operator | 19.24 |
| 25070 - Stationary Engineer | 23.38 |
| 25190 - Ventilation Equipment Tender | 17.78 |
| 25210 - Water Treatment Plant Operator | 19.24 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.18 |
| 27007 - Baggage Inspector | 12.02 |
| 27008 - Corrections Officer | 24.65 |
| 27010 - Court Security Officer | 24.65 |
| 27030 - Detection Dog Handler | 18.00 |
| 27040 - Detention Officer | 24.65 |
| 27070 - Firefighter | 24.58 |
| 27101 - Guard I | 12.02 |
| 27102 - Guard II | 18.00 |
| 27131 - Police Officer I | 24.89 |
| 27132 - Police Officer II | 27.66 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.78 |
| 28042 - Carnival Equipment Repairer | 9.79 |
| 28043 - Carnival Equipment Worker | 8.08 |
| 28210 - Gate Attendant/Gate Tender | 13.25 |
| 28310 - Lifeguard | 11.25 |
| 28350 - Park Attendant (Aide) | 14.82 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.82 |
| 28515 - Recreation Specialist | 17.31 |
| 28630 - Sports Official | 11.80 |
| 28690 - Swimming Pool Operator | 17.89 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.15 |
| 29020 - Hatch Tender | 18.15 |
| 29030 - Line Handler | 18.15 |

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| 29041 - Stevedore I | 17.06 |
| 29042 - Stevedore II | 18.28 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.15 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 25.62 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.21 |
| 30021 - Archeological Technician I | 18.75 |
| 30022 - Archeological Technician II | 18.73 |
| 30023 - Archeological Technician III | 22.73 |
| 30030 - Cartographic Technician | 22.73 |
| 30040 - Civil Engineering Technician | 21.67 |
| 30061 - Drafter/CAD Operator I | 16.39 |
| 30062 - Drafter/CAD Operator II | 18.35 |
| 30063 - Drafter/CAD Operator III | 20.46 |
| 30064 - Drafter/CAD Operator IV | 25.17 |
| 30081 - Engineering Technician I | 15.69 |
| 30082 - Engineering Technician II | 17.62 |
| 30083 - Engineering Technician III | 20.43 |
| 30084 - Engineering Technician IV | 25.30 |
| 30085 - Engineering Technician V | 30.94 |
| 30086 - Engineering Technician VI | 35.32 |
| 30090 - Environmental Technician | 20.71 |
| 30210 - Laboratory Technician | 19.49 |
| 30240 - Mathematical Technician | 22.73 |
| 30361 - Paralegal/Legal Assistant I | 16.56 |
| 30362 - Paralegal/Legal Assistant II | 20.52 |
| 30363 - Paralegal/Legal Assistant III | 25.90 |
| 30364 - Paralegal/Legal Assistant IV | 30.76 |
| 30390 - Photo-Optics Technician | 22.73 |
| 30461 - Technical Writer I | 21.73 |
| 30462 - Technical Writer II | 26.60 |
| 30463 - Technical Writer III | 32.19 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 23.61 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 28.56 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.24 |
| 30494 - Unexploded (UXO) Safety Escort | 23.61 |
| 30495 - Unexploded (UXO) Sweep Personnel | 23.61 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 21.32 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 22.73 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.82 |
| 31030 - Bus Driver | 19.04 |
| 31043 - Driver Courier | 17.51 |
| 31260 - Parking and Lot Attendant | 11.21 |
| 31290 - Shuttle Bus Driver | 18.95 |
| 31310 - Taxi Driver | 12.96 |
| 31361 - Truckdriver, Light | 18.95 |
| 31362 - Truckdriver, Medium | 20.07 |
| 31363 - Truckdriver, Heavy | 22.08 |
| 31364 - Truckdriver, Tractor-Trailer | 22.08 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.02 |
| 99050 - Desk Clerk | 11.49 |
| 99095 - Embalmer | 22.39 |
| 99251 - Laboratory Animal Caretaker I | 10.52 |
| 99252 - Laboratory Animal Caretaker II | 11.38 |
| 99310 - Mortician | 29.07 |
| 99410 - Pest Controller | 15.64 |
| 99510 - Photofinishing Worker | 11.98 |
| 99710 - Recycling Laborer | 18.01 |
| 99711 - Recycling Specialist | 21.63 |
| 99730 - Refuse Collector | 16.18 |

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| 99810 - Sales Clerk | 11.34 |
| 99820 - School Crossing Guard | 10.20 |
| 99830 - Survey Party Chief | 19.69 |
| 99831 - Surveying Aide | 11.88 |
| 99832 - Surveying Technician | 17.59 |
| 99840 - Vending Machine Attendant | 16.07 |
| 99841 - Vending Machine Repairer | 18.03 |
| 99842 - Vending Machine Repairer Helper | 16.07 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 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 4174)

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. Conformance 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2414
Revision No.: 15
Date Of Last Revision: 07/25/2014

States: Indiana, Kentucky, Ohio

Area: Indiana Counties of Dearborn, Franklin, Ohio, Ripley, Switzerland

Kentucky Counties of Boone, Bracken, Campbell, Carroll, Gallatin, Grant, Kenton, Mason, Pendleton

Ohio Counties of Brown, Butler, Clermont, Hamilton, Warren

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.68 |
| 01012 - Accounting Clerk II | | 15.35 |
| 01013 - Accounting Clerk III | | 17.17 |
| 01020 - Administrative Assistant | | 21.54 |
| 01040 - Court Reporter | | 17.63 |
| 01051 - Data Entry Operator I | | 12.40 |
| 01052 - Data Entry Operator II | | 13.83 |
| 01060 - Dispatcher, Motor Vehicle | | 17.80 |
| 01070 - Document Preparation Clerk | | 14.16 |
| 01090 - Duplicating Machine Operator | | 14.16 |
| 01111 - General Clerk I | | 11.98 |
| 01112 - General Clerk II | | 13.97 |
| 01113 - General Clerk III | | 15.41 |
| 01120 - Housing Referral Assistant | | 19.84 |
| 01141 - Messenger Courier | | 12.08 |
| 01191 - Order Clerk I | | 13.59 |

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| 01192 - Order Clerk II | 17.02 |
| 01261 - Personnel Assistant (Employment) I | 15.67 |
| 01262 - Personnel Assistant (Employment) II | 17.53 |
| 01263 - Personnel Assistant (Employment) III | 19.55 |
| 01270 - Production Control Clerk | 20.55 |
| 01280 - Receptionist | 14.31 |
| 01290 - Rental Clerk | 14.57 |
| 01300 - Scheduler, Maintenance | 15.84 |
| 01311 - Secretary I | 15.84 |
| 01312 - Secretary II | 17.79 |
| 01313 - Secretary III | 19.84 |
| 01320 - Service Order Dispatcher | 14.76 |
| 01410 - Supply Technician | 21.54 |
| 01420 - Survey Worker | 17.63 |
| 01531 - Travel Clerk I | 12.86 |
| 01532 - Travel Clerk II | 13.72 |
| 01533 - Travel Clerk III | 14.55 |
| 01611 - Word Processor I | 13.33 |
| 01612 - Word Processor II | 14.96 |
| 01613 - Word Processor III | 17.63 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.14 |
| 05010 - Automotive Electrician | 23.12 |
| 05040 - Automotive Glass Installer | 21.61 |
| 05070 - Automotive Worker | 22.26 |
| 05110 - Mobile Equipment Servicer | 20.65 |
| 05130 - Motor Equipment Metal Mechanic | 24.59 |
| 05160 - Motor Equipment Metal Worker | 22.26 |
| 05190 - Motor Vehicle Mechanic | 23.03 |
| 05220 - Motor Vehicle Mechanic Helper | 20.30 |
| 05250 - Motor Vehicle Upholstery Worker | 21.42 |
| 05280 - Motor Vehicle Wrecker | 22.26 |
| 05310 - Painter, Automotive | 23.12 |
| 05340 - Radiator Repair Specialist | 22.26 |
| 05370 - Tire Repairer | 15.45 |
| 05400 - Transmission Repair Specialist | 24.59 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.32 |
| 07041 - Cook I | 12.59 |
| 07042 - Cook II | 13.52 |
| 07070 - Dishwasher | 9.17 |
| 07130 - Food Service Worker | 9.43 |
| 07210 - Meat Cutter | 15.84 |
| 07260 - Waiter/Waitress | 9.20 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.91 |
| 09040 - Furniture Handler | 13.81 |
| 09080 - Furniture Refinisher | 17.91 |
| 09090 - Furniture Refinisher Helper | 15.31 |
| 09110 - Furniture Repairer, Minor | 16.59 |
| 09130 - Upholsterer | 17.91 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.03 |
| 11060 - Elevator Operator | 11.03 |
| 11090 - Gardener | 17.15 |
| 11122 - Housekeeping Aide | 12.52 |
| 11150 - Janitor | 12.52 |
| 11210 - Laborer, Grounds Maintenance | 14.99 |
| 11240 - Maid or Houseman | 9.78 |
| 11260 - Pruner | 13.48 |
| 11270 - Tractor Operator | 16.71 |
| 11330 - Trail Maintenance Worker | 14.99 |
| 11360 - Window Cleaner | 13.26 |

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| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.31 |
| 12011 - Breath Alcohol Technician | 17.92 |
| 12012 - Certified Occupational Therapist Assistant | 22.59 |
| 12015 - Certified Physical Therapist Assistant | 25.26 |
| 12020 - Dental Assistant | 16.51 |
| 12025 - Dental Hygienist | 31.13 |
| 12030 - EKG Technician | 21.92 |
| 12035 - Electroneurodiagnostic Technologist | 21.92 |
| 12040 - Emergency Medical Technician | 17.31 |
| 12071 - Licensed Practical Nurse I | 16.02 |
| 12072 - Licensed Practical Nurse II | 17.92 |
| 12073 - Licensed Practical Nurse III | 19.98 |
| 12100 - Medical Assistant | 13.63 |
| 12130 - Medical Laboratory Technician | 16.79 |
| 12160 - Medical Record Clerk | 15.33 |
| 12190 - Medical Record Technician | 15.75 |
| 12195 - Medical Transcriptionist | 16.28 |
| 12210 - Nuclear Medicine Technologist | 30.54 |
| 12221 - Nursing Assistant I | 10.27 |
| 12222 - Nursing Assistant II | 11.56 |
| 12223 - Nursing Assistant III | 12.61 |
| 12224 - Nursing Assistant IV | 14.16 |
| 12235 - Optical Dispenser | 16.72 |
| 12236 - Optical Technician | 15.02 |
| 12250 - Pharmacy Technician | 15.22 |
| 12280 - Phlebotomist | 15.39 |
| 12305 - Radiologic Technologist | 22.35 |
| 12311 - Registered Nurse I | 24.51 |
| 12312 - Registered Nurse II | 29.20 |
| 12313 - Registered Nurse II, Specialist | 29.20 |
| 12314 - Registered Nurse III | 35.32 |
| 12315 - Registered Nurse III, Anesthetist | 35.32 |
| 12316 - Registered Nurse IV | 42.35 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.20 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.76 |
| 13012 - Exhibits Specialist II | 24.48 |
| 13013 - Exhibits Specialist III | 29.93 |
| 13041 - Illustrator I | 20.17 |
| 13042 - Illustrator II | 24.99 |
| 13043 - Illustrator III | 30.56 |
| 13047 - Librarian | 27.38 |
| 13050 - Library Aide/Clerk | 12.27 |
| 13054 - Library Information Technology Systems Administrator | 24.96 |
| 13058 - Library Technician | 15.33 |
| 13061 - Media Specialist I | 17.68 |
| 13062 - Media Specialist II | 19.76 |
| 13063 - Media Specialist III | 22.38 |
| 13071 - Photographer I | 13.98 |
| 13072 - Photographer II | 17.85 |
| 13073 - Photographer III | 21.52 |
| 13074 - Photographer IV | 26.56 |
| 13075 - Photographer V | 32.12 |
| 13110 - Video Teleconference Technician | 19.61 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.90 |
| 14042 - Computer Operator II | 17.80 |
| 14043 - Computer Operator III | 19.83 |
| 14044 - Computer Operator IV | 22.04 |
| 14045 - Computer Operator V | 24.40 |
| 14071 - Computer Programmer I | 19.86 |

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| 14072 - Computer Programmer II | 24.53 |
| 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 | 15.90 |
| 14160 - Personal Computer Support Technician | 22.04 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 31.98 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 38.68 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.71 |
| 15050 - Computer Based Training Specialist / Instructor | 31.98 |
| 15060 - Educational Technologist | 29.32 |
| 15070 - Flight Instructor (Pilot) | 42.71 |
| 15080 - Graphic Artist | 23.35 |
| 15090 - Technical Instructor | 20.97 |
| 15095 - Technical Instructor/Course Developer | 25.67 |
| 15110 - Test Proctor | 16.94 |
| 15120 - Tutor | 16.94 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.13 |
| 16030 - Counter Attendant | 9.13 |
| 16040 - Dry Cleaner | 11.56 |
| 16070 - Finisher, Flatwork, Machine | 9.13 |
| 16090 - Presser, Hand | 9.13 |
| 16110 - Presser, Machine, Drycleaning | 9.13 |
| 16130 - Presser, Machine, Shirts | 9.13 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.13 |
| 16190 - Sewing Machine Operator | 12.37 |
| 16220 - Tailor | 13.18 |
| 16250 - Washer, Machine | 9.91 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 25.18 |
| 19040 - Tool And Die Maker | 27.35 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.13 |
| 21030 - Material Coordinator | 19.61 |
| 21040 - Material Expediter | 19.61 |
| 21050 - Material Handling Laborer | 16.74 |
| 21071 - Order Filler | 12.00 |
| 21080 - Production Line Worker (Food Processing) | 17.33 |
| 21110 - Shipping Packer | 14.79 |
| 21130 - Shipping/Receiving Clerk | 14.79 |
| 21140 - Store Worker I | 12.38 |
| 21150 - Stock Clerk | 17.07 |
| 21210 - Tools And Parts Attendant | 17.33 |
| 21410 - Warehouse Specialist | 17.33 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.12 |
| 23021 - Aircraft Mechanic I | 24.88 |
| 23022 - Aircraft Mechanic II | 26.12 |
| 23023 - Aircraft Mechanic III | 27.43 |
| 23040 - Aircraft Mechanic Helper | 18.67 |
| 23050 - Aircraft, Painter | 21.67 |
| 23060 - Aircraft Servicer | 20.22 |
| 23080 - Aircraft Worker | 21.02 |
| 23110 - Appliance Mechanic | 20.12 |
| 23120 - Bicycle Repairer | 17.00 |
| 23125 - Cable Splicer | 27.41 |
| 23130 - Carpenter, Maintenance | 19.28 |
| 23140 - Carpet Layer | 22.59 |
| 23160 - Electrician, Maintenance | 21.81 |

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|---|-------|
| 23181 - Electronics Technician Maintenance I | 22.26 |
| 23182 - Electronics Technician Maintenance II | 24.10 |
| 23183 - Electronics Technician Maintenance III | 26.90 |
| 23260 - Fabric Worker | 19.02 |
| 23290 - Fire Alarm System Mechanic | 18.56 |
| 23310 - Fire Extinguisher Repairer | 17.95 |
| 23311 - Fuel Distribution System Mechanic | 24.93 |
| 23312 - Fuel Distribution System Operator | 20.52 |
| 23370 - General Maintenance Worker | 20.86 |
| 23380 - Ground Support Equipment Mechanic | 24.88 |
| 23381 - Ground Support Equipment Servicer | 20.22 |
| 23382 - Ground Support Equipment Worker | 21.02 |
| 23391 - Gunsmith I | 17.95 |
| 23392 - Gunsmith II | 20.15 |
| 23393 - Gunsmith III | 23.94 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.17 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.88 |
| 23430 - Heavy Equipment Mechanic | 21.17 |
| 23440 - Heavy Equipment Operator | 20.90 |
| 23460 - Instrument Mechanic | 22.82 |
| 23465 - Laboratory/Shelter Mechanic | 20.98 |
| 23470 - Laborer | 13.44 |
| 23510 - Locksmith | 19.49 |
| 23530 - Machinery Maintenance Mechanic | 23.90 |
| 23550 - Machinist, Maintenance | 22.22 |
| 23580 - Maintenance Trades Helper | 15.35 |
| 23591 - Metrology Technician I | 22.82 |
| 23592 - Metrology Technician II | 23.62 |
| 23593 - Metrology Technician III | 24.40 |
| 23640 - Millwright | 27.90 |
| 23710 - Office Appliance Repairer | 18.88 |
| 23760 - Painter, Maintenance | 19.70 |
| 23790 - Pipefitter, Maintenance | 25.62 |
| 23810 - Plumber, Maintenance | 21.87 |
| 23820 - Pneudraulic Systems Mechanic | 23.94 |
| 23850 - Rigger | 22.75 |
| 23870 - Scale Mechanic | 20.15 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.73 |
| 23910 - Small Engine Mechanic | 18.96 |
| 23931 - Telecommunications Mechanic I | 24.41 |
| 23932 - Telecommunications Mechanic II | 26.44 |
| 23950 - Telephone Lineman | 23.52 |
| 23960 - Welder, Combination, Maintenance | 20.42 |
| 23965 - well Driller | 21.76 |
| 23970 - Woodcraft Worker | 23.94 |
| 23980 - Woodworker | 17.59 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.04 |
| 24580 - Child Care Center Clerk | 15.48 |
| 24610 - Chore Aide | 10.38 |
| 24620 - Family Readiness And Support Services Coordinator | 13.81 |
| 24630 - Homemaker | 17.36 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.38 |
| 25040 - Sewage Plant Operator | 19.24 |
| 25070 - Stationary Engineer | 23.38 |
| 25190 - Ventilation Equipment Tender | 17.78 |
| 25210 - Water Treatment Plant Operator | 19.24 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.18 |

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| 27007 - Baggage Inspector | 12.02 |
| 27008 - Corrections Officer | 24.65 |
| 27010 - Court Security Officer | 24.65 |
| 27030 - Detection Dog Handler | 18.00 |
| 27040 - Detention Officer | 24.65 |
| 27070 - Firefighter | 24.58 |
| 27101 - Guard I | 12.02 |
| 27102 - Guard II | 18.00 |
| 27131 - Police Officer I | 24.89 |
| 27132 - Police Officer II | 27.66 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.78 |
| 28042 - Carnival Equipment Repairer | 9.79 |
| 28043 - Carnival Equipment Worker | 8.08 |
| 28210 - Gate Attendant/Gate Tender | 13.25 |
| 28310 - Lifeguard | 11.25 |
| 28350 - Park Attendant (Aide) | 14.82 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.82 |
| 28515 - Recreation Specialist | 17.31 |
| 28630 - Sports Official | 11.80 |
| 28690 - Swimming Pool Operator | 17.89 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.15 |
| 29020 - Hatch Tender | 18.15 |
| 29030 - Line Handler | 18.15 |
| 29041 - Stevedore I | 17.06 |
| 29042 - Stevedore II | 18.28 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.15 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 25.62 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.21 |
| 30021 - Archeological Technician I | 18.75 |
| 30022 - Archeological Technician II | 18.73 |
| 30023 - Archeological Technician III | 22.73 |
| 30030 - Cartographic Technician | 22.73 |
| 30040 - Civil Engineering Technician | 21.67 |
| 30061 - Drafter/CAD Operator I | 16.39 |
| 30062 - Drafter/CAD Operator II | 18.35 |
| 30063 - Drafter/CAD Operator III | 20.46 |
| 30064 - Drafter/CAD Operator IV | 25.17 |
| 30081 - Engineering Technician I | 15.69 |
| 30082 - Engineering Technician II | 17.62 |
| 30083 - Engineering Technician III | 20.43 |
| 30084 - Engineering Technician IV | 25.30 |
| 30085 - Engineering Technician V | 30.94 |
| 30086 - Engineering Technician VI | 35.32 |
| 30090 - Environmental Technician | 20.71 |
| 30210 - Laboratory Technician | 19.49 |
| 30240 - Mathematical Technician | 22.73 |
| 30361 - Paralegal/Legal Assistant I | 16.56 |
| 30362 - Paralegal/Legal Assistant II | 20.52 |
| 30363 - Paralegal/Legal Assistant III | 25.90 |
| 30364 - Paralegal/Legal Assistant IV | 30.76 |
| 30390 - Photo-Optics Technician | 22.73 |
| 30461 - Technical Writer I | 21.73 |
| 30462 - Technical Writer II | 26.60 |
| 30463 - Technical Writer III | 32.19 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 23.61 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 28.56 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.24 |
| 30494 - Unexploded (UXO) Safety Escort | 23.61 |
| 30495 - Unexploded (UXO) Sweep Personnel | 23.61 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 21.32 |

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|---|---------------|
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 22.73 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.82 |
| 31030 - Bus Driver | 19.04 |
| 31043 - Driver Courier | 17.51 |
| 31260 - Parking and Lot Attendant | 11.21 |
| 31290 - Shuttle Bus Driver | 18.95 |
| 31310 - Taxi Driver | 12.96 |
| 31361 - Truckdriver, Light | 18.95 |
| 31362 - Truckdriver, Medium | 20.07 |
| 31363 - Truckdriver, Heavy | 22.08 |
| 31364 - Truckdriver, Tractor-Trailer | 22.08 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.02 |
| 99050 - Desk Clerk | 11.49 |
| 99095 - Embalmer | 22.39 |
| 99251 - Laboratory Animal Caretaker I | 10.52 |
| 99252 - Laboratory Animal Caretaker II | 11.38 |
| 99310 - Mortician | 29.07 |
| 99410 - Pest Controller | 15.64 |
| 99510 - Photofinishing Worker | 11.98 |
| 99710 - Recycling Laborer | 18.01 |
| 99711 - Recycling Specialist | 21.63 |
| 99730 - Refuse Collector | 16.18 |
| 99810 - Sales Clerk | 11.34 |
| 99820 - School Crossing Guard | 10.20 |
| 99830 - Survey Party Chief | 19.69 |
| 99831 - Surveying Aide | 11.88 |
| 99832 - Surveying Technician | 17.59 |
| 99840 - Vending Machine Attendant | 16.07 |
| 99841 - Vending Machine Repairer | 18.03 |
| 99842 - Vending Machine Repairer Helper | 16.07 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2415
Revision No.: 13
Date of Last Revision: 07/25/2014

State: Ohio

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.21 |
| 01012 - Accounting Clerk II | | 15.90 |
| 01013 - Accounting Clerk III | | 17.72 |
| 01020 - Administrative Assistant | | 21.22 |
| 01040 - Court Reporter | | 16.99 |
| 01051 - Data Entry Operator I | | 13.42 |
| 01052 - Data Entry Operator II | | 15.43 |
| 01060 - Dispatcher, Motor Vehicle | | 20.76 |
| 01070 - Document Preparation Clerk | | 13.72 |
| 01090 - Duplicating Machine Operator | | 13.72 |
| 01111 - General Clerk I | | 13.46 |
| 01112 - General Clerk II | | 14.87 |
| 01113 - General Clerk III | | 16.65 |
| 01120 - Housing Referral Assistant | | 19.31 |
| 01141 - Messenger Courier | | 11.13 |
| 01191 - Order Clerk I | | 13.18 |
| 01192 - Order Clerk II | | 15.03 |
| 01261 - Personnel Assistant (Employment) I | | 16.00 |
| 01262 - Personnel Assistant (Employment) II | | 17.89 |
| 01263 - Personnel Assistant (Employment) III | | 19.95 |
| 01270 - Production Control Clerk | | 18.96 |
| 01280 - Receptionist | | 13.97 |
| 01290 - Rental Clerk | | 15.48 |
| 01300 - Scheduler, Maintenance | | 14.72 |
| 01311 - Secretary I | | 14.72 |
| 01312 - Secretary II | | 17.05 |
| 01313 - Secretary III | | 18.69 |
| 01320 - Service Order Dispatcher | | 18.84 |
| 01410 - Supply Technician | | 21.22 |
| 01420 - Survey Worker | | 15.10 |
| 01531 - Travel Clerk I | | 12.61 |
| 01532 - Travel Clerk II | | 13.54 |
| 01533 - Travel Clerk III | | 14.52 |
| 01611 - Word Processor I | | 14.47 |
| 01612 - Word Processor II | | 16.25 |
| 01613 - Word Processor III | | 18.18 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 20.33 |
| 05010 - Automotive Electrician | | 19.67 |
| 05040 - Automotive Glass Installer | | 18.92 |
| 05070 - Automotive Worker | | 18.92 |
| 05110 - Mobile Equipment Servicer | | 17.27 |
| 05130 - Motor Equipment Metal Mechanic | | 20.33 |
| 05160 - Motor Equipment Metal Worker | | 18.92 |
| 05190 - Motor Vehicle Mechanic | | 20.33 |
| 05220 - Motor Vehicle Mechanic Helper | | 16.50 |
| 05250 - Motor Vehicle Upholstery Worker | | 18.07 |
| 05280 - Motor Vehicle Wrecker | | 18.92 |
| 05310 - Painter, Automotive | | 19.67 |
| 05340 - Radiator Repair Specialist | | 18.92 |
| 05370 - Tire Repairer | | 15.89 |
| 05400 - Transmission Repair Specialist | | 20.33 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 12.08 |
| 07041 - Cook I | | 10.72 |

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| 07042 - Cook II | 12.08 |
| 07070 - Dishwasher | 9.28 |
| 07130 - Food Service Worker | 9.28 |
| 07210 - Meat Cutter | 14.34 |
| 07260 - Waiter/Waitress | 9.94 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.60 |
| 09040 - Furniture Handler | 13.89 |
| 09080 - Furniture Refinisher | 20.60 |
| 09090 - Furniture Refinisher Helper | 15.71 |
| 09110 - Furniture Repairer, Minor | 17.22 |
| 09130 - Upholsterer | 20.60 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.78 |
| 11060 - Elevator Operator | 11.78 |
| 11090 - Gardener | 14.19 |
| 11122 - Housekeeping Aide | 12.06 |
| 11150 - Janitor | 12.06 |
| 11210 - Laborer, Grounds Maintenance | 11.32 |
| 11240 - Maid or Houseman | 9.56 |
| 11260 - Pruner | 11.52 |
| 11270 - Tractor Operator | 12.65 |
| 11330 - Trail Maintenance Worker | 11.32 |
| 11360 - Window Cleaner | 12.73 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.99 |
| 12011 - Breath Alcohol Technician | 16.87 |
| 12012 - Certified Occupational Therapist Assistant | 23.89 |
| 12015 - Certified Physical Therapist Assistant | 23.10 |
| 12020 - Dental Assistant | 15.34 |
| 12025 - Dental Hygienist | 33.67 |
| 12030 - EKG Technician | 22.15 |
| 12035 - Electroneurodiagnostic Technologist | 25.64 |
| 12040 - Emergency Medical Technician | 15.99 |
| 12071 - Licensed Practical Nurse I | 17.51 |
| 12072 - Licensed Practical Nurse II | 19.68 |
| 12073 - Licensed Practical Nurse III | 21.84 |
| 12100 - Medical Assistant | 13.82 |
| 12130 - Medical Laboratory Technician | 18.30 |
| 12160 - Medical Record Clerk | 13.71 |
| 12190 - Medical Record Technician | 15.13 |
| 12195 - Medical Transcriptionist | 14.86 |
| 12210 - Nuclear Medicine Technologist | 31.29 |
| 12221 - Nursing Assistant I | 9.81 |
| 12222 - Nursing Assistant II | 10.88 |
| 12223 - Nursing Assistant III | 12.04 |
| 12224 - Nursing Assistant IV | 13.51 |
| 12235 - Optical Dispenser | 16.65 |
| 12236 - Optical Technician | 14.97 |
| 12250 - Pharmacy Technician | 14.65 |
| 12280 - Phlebotomist | 13.71 |
| 12305 - Radiologic Technologist | 25.11 |
| 12311 - Registered Nurse I | 22.85 |
| 12312 - Registered Nurse II | 27.71 |
| 12313 - Registered Nurse II, Specialist | 27.71 |
| 12314 - Registered Nurse III | 33.52 |
| 12315 - Registered Nurse III, Anesthetist | 33.52 |
| 12316 - Registered Nurse IV | 40.18 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.98 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.58 |
| 13012 - Exhibits Specialist II | 23.96 |
| 13013 - Exhibits Specialist III | 28.55 |

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| 13041 - Illustrator I | 20.35 |
| 13042 - Illustrator II | 25.21 |
| 13043 - Illustrator III | 30.83 |
| 13047 - Librarian | 29.41 |
| 13050 - Library Aide/Clerk | 13.28 |
| 13054 - Library Information Technology Systems Administrator | 22.30 |
| 13058 - Library Technician | 17.17 |
| 13061 - Media Specialist I | 16.09 |
| 13062 - Media Specialist II | 18.01 |
| 13063 - Media Specialist III | 20.07 |
| 13071 - Photographer I | 15.90 |
| 13072 - Photographer II | 18.01 |
| 13073 - Photographer III | 22.30 |
| 13074 - Photographer IV | 26.94 |
| 13075 - Photographer V | 32.59 |
| 13110 - Video Teleconference Technician | 17.41 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.12 |
| 14042 - Computer Operator II | 16.92 |
| 14043 - Computer Operator III | 18.89 |
| 14044 - Computer Operator IV | 22.64 |
| 14045 - Computer Operator V | 25.06 |
| 14071 - Computer Programmer I | 22.13 |
| 14072 - Computer Programmer II | 27.20 |
| 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 | 15.12 |
| 14160 - Personal Computer Support Technician | 22.64 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.53 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.35 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.38 |
| 15050 - Computer Based Training Specialist / Instructor | 30.23 |
| 15060 - Educational Technologist | 29.57 |
| 15070 - Flight Instructor (Pilot) | 41.38 |
| 15080 - Graphic Artist | 22.54 |
| 15090 - Technical Instructor | 19.91 |
| 15095 - Technical Instructor/Course Developer | 24.36 |
| 15110 - Test Proctor | 16.98 |
| 15120 - Tutor | 16.98 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.28 |
| 16030 - Counter Attendant | 9.28 |
| 16040 - Dry Cleaner | 11.56 |
| 16070 - Finisher, Flatwork, Machine | 9.28 |
| 16090 - Presser, Hand | 9.28 |
| 16110 - Presser, Machine, Drycleaning | 9.28 |
| 16130 - Presser, Machine, Shirts | 9.28 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.28 |
| 16190 - Sewing Machine Operator | 12.33 |
| 16220 - Tailor | 13.09 |
| 16250 - Washer, Machine | 10.04 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.02 |
| 19040 - Tool And Die Maker | 26.69 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.71 |
| 21030 - Material Coordinator | 18.96 |
| 21040 - Material Expediter | 18.96 |

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|---|-------|
| 21050 - Material Handling Laborer | 13.50 |
| 21071 - Order Filler | 13.69 |
| 21080 - Production Line Worker (Food Processing) | 16.71 |
| 21110 - Shipping Packer | 16.72 |
| 21130 - Shipping/Receiving Clerk | 16.72 |
| 21140 - Store Worker I | 14.39 |
| 21150 - Stock Clerk | 18.87 |
| 21210 - Tools And Parts Attendant | 16.71 |
| 21410 - Warehouse Specialist | 16.71 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 24.00 |
| 23021 - Aircraft Mechanic I | 22.86 |
| 23022 - Aircraft Mechanic II | 24.00 |
| 23023 - Aircraft Mechanic III | 24.93 |
| 23040 - Aircraft Mechanic Helper | 18.55 |
| 23050 - Aircraft, Painter | 22.10 |
| 23060 - Aircraft Servicer | 20.32 |
| 23080 - Aircraft Worker | 21.27 |
| 23110 - Appliance Mechanic | 20.40 |
| 23120 - Bicycle Repairer | 15.89 |
| 23125 - Cable Splicer | 24.13 |
| 23130 - Carpenter, Maintenance | 22.39 |
| 23140 - Carpet Layer | 21.36 |
| 23160 - Electrician, Maintenance | 28.34 |
| 23181 - Electronics Technician Maintenance I | 20.25 |
| 23182 - Electronics Technician Maintenance II | 21.21 |
| 23183 - Electronics Technician Maintenance III | 26.65 |
| 23260 - Fabric Worker | 18.97 |
| 23290 - Fire Alarm System Mechanic | 21.77 |
| 23310 - Fire Extinguisher Repairer | 17.84 |
| 23311 - Fuel Distribution System Mechanic | 27.55 |
| 23312 - Fuel Distribution System Operator | 22.57 |
| 23370 - General Maintenance Worker | 18.13 |
| 23380 - Ground Support Equipment Mechanic | 22.86 |
| 23381 - Ground Support Equipment Servicer | 20.32 |
| 23382 - Ground Support Equipment Worker | 21.27 |
| 23391 - Gunsmith I | 17.84 |
| 23392 - Gunsmith II | 20.09 |
| 23393 - Gunsmith III | 21.77 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.68 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.50 |
| 23430 - Heavy Equipment Mechanic | 20.38 |
| 23440 - Heavy Equipment Operator | 23.85 |
| 23460 - Instrument Mechanic | 23.32 |
| 23465 - Laboratory/Shelter Mechanic | 21.04 |
| 23470 - Laborer | 13.23 |
| 23510 - Locksmith | 20.60 |
| 23530 - Machinery Maintenance Mechanic | 22.73 |
| 23550 - Machinist, Maintenance | 21.77 |
| 23580 - Maintenance Trades Helper | 16.05 |
| 23591 - Metrology Technician I | 25.65 |
| 23592 - Metrology Technician II | 26.67 |
| 23593 - Metrology Technician III | 27.59 |
| 23640 - Millwright | 28.82 |
| 23710 - Office Appliance Repairer | 21.04 |
| 23760 - Painter, Maintenance | 21.74 |
| 23790 - Pipefitter, Maintenance | 26.96 |
| 23810 - Plumber, Maintenance | 23.66 |
| 23820 - Pneudraulic Systems Mechanic | 21.77 |
| 23850 - Rigger | 21.78 |
| 23870 - Scale Mechanic | 20.09 |

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| 23890 - Sheet-Metal Worker, Maintenance | 23.09 |
| 23910 - Small Engine Mechanic | 19.82 |
| 23931 - Telecommunications Mechanic I | 24.70 |
| 23932 - Telecommunications Mechanic II | 25.58 |
| 23950 - Telephone Lineman | 20.83 |
| 23960 - Welder, Combination, Maintenance | 19.36 |
| 23965 - Well Driller | 21.30 |
| 23970 - Woodcraft Worker | 21.77 |
| 23980 - Woodworker | 16.45 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.25 |
| 24580 - Child Care Center Clerk | 15.29 |
| 24610 - Chore Aide | 9.43 |
| 24620 - Family Readiness And Support Services Coordinator | 12.91 |
| 24630 - Homemaker | 17.23 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.57 |
| 25040 - Sewage Plant Operator | 21.29 |
| 25070 - Stationary Engineer | 23.57 |
| 25190 - Ventilation Equipment Tender | 18.06 |
| 25210 - Water Treatment Plant Operator | 21.29 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.15 |
| 27007 - Baggage Inspector | 11.28 |
| 27008 - Corrections Officer | 21.73 |
| 27010 - Court Security Officer | 23.11 |
| 27030 - Detection Dog Handler | 16.31 |
| 27040 - Detention Officer | 21.73 |
| 27070 - Firefighter | 22.60 |
| 27101 - Guard I | 11.28 |
| 27102 - Guard II | 16.31 |
| 27131 - Police Officer I | 25.03 |
| 27132 - Police Officer II | 27.80 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.12 |
| 28042 - Carnival Equipment Repairer | 11.63 |
| 28043 - Carnival Equipment Worker | 9.17 |
| 28210 - Gate Attendant/Gate Tender | 13.17 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.74 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.75 |
| 28515 - Recreation Specialist | 16.98 |
| 28630 - Sports Official | 11.73 |
| 28690 - Swimming Pool Operator | 18.62 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.04 |
| 29020 - Hatch Tender | 21.04 |
| 29030 - Line Handler | 21.04 |
| 29041 - Stevedore I | 19.85 |
| 29042 - Stevedore II | 21.61 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.19 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 25.64 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.25 |
| 30021 - Archeological Technician I | 15.04 |
| 30022 - Archeological Technician II | 15.03 |
| 30023 - Archeological Technician III | 20.85 |
| 30030 - Cartographic Technician | 25.34 |
| 30040 - Civil Engineering Technician | 21.36 |
| 30061 - Drafter/CAD Operator I | 18.14 |
| 30062 - Drafter/CAD Operator II | 20.46 |
| 30063 - Drafter/CAD Operator III | 22.81 |

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| 30064 - Drafter/CAD Operator IV | 28.07 |
| 30081 - Engineering Technician I | 16.70 |
| 30082 - Engineering Technician II | 18.75 |
| 30083 - Engineering Technician III | 20.98 |
| 30084 - Engineering Technician IV | 25.99 |
| 30085 - Engineering Technician V | 31.78 |
| 30086 - Engineering Technician VI | 38.46 |
| 30090 - Environmental Technician | 23.34 |
| 30210 - Laboratory Technician | 22.81 |
| 30240 - Mathematical Technician | 25.32 |
| 30361 - Paralegal/Legal Assistant I | 18.72 |
| 30362 - Paralegal/Legal Assistant II | 23.34 |
| 30363 - Paralegal/Legal Assistant III | 30.33 |
| 30364 - Paralegal/Legal Assistant IV | 36.70 |
| 30390 - Photo-Optics Technician | 25.34 |
| 30461 - Technical Writer I | 25.12 |
| 30462 - Technical Writer II | 29.25 |
| 30463 - Technical Writer III | 30.20 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 23.64 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 28.60 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.28 |
| 30494 - Unexploded (UXO) Safety Escort | 23.64 |
| 30495 - Unexploded (UXO) Sweep Personnel | 23.64 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 23.15 |
| 30621 - Weather Observer, Senior (see 2) | 25.34 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.82 |
| 31030 - Bus Driver | 18.42 |
| 31043 - Driver Courier | 15.37 |
| 31260 - Parking and Lot Attendant | 8.74 |
| 31290 - Shuttle Bus Driver | 16.42 |
| 31310 - Taxi Driver | 10.32 |
| 31361 - Truckdriver, Light | 16.42 |
| 31362 - Truckdriver, Medium | 19.05 |
| 31363 - Truckdriver, Heavy | 23.70 |
| 31364 - Truckdriver, Tractor-Trailer | 23.70 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.67 |
| 99050 - Desk Clerk | 11.14 |
| 99095 - Embalmer | 24.57 |
| 99251 - Laboratory Animal Caretaker I | 11.54 |
| 99252 - Laboratory Animal Caretaker II | 12.33 |
| 99310 - Mortician | 33.31 |
| 99410 - Pest Controller | 14.95 |
| 99510 - Photofinishing Worker | 13.45 |
| 99710 - Recycling Laborer | 16.63 |
| 99711 - Recycling Specialist | 18.60 |
| 99730 - Refuse Collector | 15.22 |
| 99810 - Sales Clerk | 12.24 |
| 99820 - School Crossing Guard | 10.99 |
| 99830 - Survey Party Chief | 20.27 |
| 99831 - Surveying Aide | 11.56 |
| 99832 - Surveying Technician | 17.36 |
| 99840 - Vending Machine Attendant | 13.42 |
| 99841 - Vending Machine Repairer | 15.39 |
| 99842 - Vending Machine Repairer Helper | 13.42 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

OCCUPATION NOTES:

Refuse Collector: The rate for the Refuse Collector occupation applies does not apply to Cuyahoga County. See Wage Determination 1966-0048 for the wage rates and fringe benefits for Cuyahoga County.

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2416
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Ashland, Ashtabula, Cuyahoga, Erie, Geauga, Huron, Lake, Lorain, Medina, Portage, Richland, Stark, Summit, Wayne

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.21 |
| 01012 - Accounting Clerk II | | 15.90 |
| 01013 - Accounting Clerk III | | 17.72 |
| 01020 - Administrative Assistant | | 21.22 |
| 01040 - Court Reporter | | 16.99 |
| 01051 - Data Entry Operator I | | 13.42 |

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| 01052 - Data Entry Operator II | 15.43 |
| 01060 - Dispatcher, Motor Vehicle | 20.76 |
| 01070 - Document Preparation Clerk | 13.72 |
| 01090 - Duplicating Machine Operator | 13.72 |
| 01111 - General Clerk I | 13.46 |
| 01112 - General Clerk II | 14.87 |
| 01113 - General Clerk III | 16.65 |
| 01120 - Housing Referral Assistant | 19.31 |
| 01141 - Messenger Courier | 11.13 |
| 01191 - Order Clerk I | 13.18 |
| 01192 - Order Clerk II | 15.03 |
| 01261 - Personnel Assistant (Employment) I | 16.00 |
| 01262 - Personnel Assistant (Employment) II | 17.89 |
| 01263 - Personnel Assistant (Employment) III | 19.95 |
| 01270 - Production Control Clerk | 18.96 |
| 01280 - Receptionist | 13.97 |
| 01290 - Rental Clerk | 15.48 |
| 01300 - Scheduler, Maintenance | 14.72 |
| 01311 - Secretary I | 14.72 |
| 01312 - Secretary II | 17.05 |
| 01313 - Secretary III | 18.69 |
| 01320 - Service Order Dispatcher | 18.84 |
| 01410 - Supply Technician | 21.22 |
| 01420 - Survey Worker | 15.10 |
| 01531 - Travel Clerk I | 12.61 |
| 01532 - Travel Clerk II | 13.54 |
| 01533 - Travel Clerk III | 14.52 |
| 01611 - Word Processor I | 14.47 |
| 01612 - Word Processor II | 16.25 |
| 01613 - Word Processor III | 18.18 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.33 |
| 05010 - Automotive Electrician | 19.67 |
| 05040 - Automotive Glass Installer | 18.92 |
| 05070 - Automotive Worker | 18.92 |
| 05110 - Mobile Equipment Servicer | 17.27 |
| 05130 - Motor Equipment Metal Mechanic | 20.33 |
| 05160 - Motor Equipment Metal Worker | 18.92 |
| 05190 - Motor Vehicle Mechanic | 20.33 |
| 05220 - Motor Vehicle Mechanic Helper | 16.50 |
| 05250 - Motor Vehicle Upholstery Worker | 18.07 |
| 05280 - Motor Vehicle Wrecker | 18.92 |
| 05310 - Painter, Automotive | 19.67 |
| 05340 - Radiator Repair Specialist | 18.92 |
| 05370 - Tire Repairer | 15.89 |
| 05400 - Transmission Repair Specialist | 20.33 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.08 |
| 07041 - Cook I | 10.72 |
| 07042 - Cook II | 12.08 |
| 07070 - Dishwasher | 9.28 |
| 07130 - Food Service Worker | 9.28 |
| 07210 - Meat Cutter | 14.34 |
| 07260 - Waiter/Waitress | 9.94 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.60 |
| 09040 - Furniture Handler | 13.89 |
| 09080 - Furniture Refinisher | 20.60 |
| 09090 - Furniture Refinisher Helper | 15.71 |
| 09110 - Furniture Repairer, Minor | 17.22 |
| 09130 - Upholsterer | 20.60 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.78 |

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| 11060 - Elevator Operator | 11.78 |
| 11090 - Gardener | 14.19 |
| 11122 - Housekeeping Aide | 12.06 |
| 11150 - Janitor | 12.06 |
| 11210 - Laborer, Grounds Maintenance | 11.32 |
| 11240 - Maid or Houseman | 9.56 |
| 11260 - Pruner | 11.52 |
| 11270 - Tractor Operator | 12.65 |
| 11330 - Trail Maintenance Worker | 11.32 |
| 11360 - Window Cleaner | 12.73 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.99 |
| 12011 - Breath Alcohol Technician | 16.87 |
| 12012 - Certified Occupational Therapist Assistant | 23.89 |
| 12015 - Certified Physical Therapist Assistant | 23.10 |
| 12020 - Dental Assistant | 15.34 |
| 12025 - Dental Hygienist | 33.67 |
| 12030 - EKG Technician | 22.15 |
| 12035 - Electroneurodiagnostic Technologist | 25.64 |
| 12040 - Emergency Medical Technician | 15.99 |
| 12071 - Licensed Practical Nurse I | 17.51 |
| 12072 - Licensed Practical Nurse II | 19.68 |
| 12073 - Licensed Practical Nurse III | 21.84 |
| 12100 - Medical Assistant | 13.82 |
| 12130 - Medical Laboratory Technician | 18.30 |
| 12160 - Medical Record Clerk | 13.71 |
| 12190 - Medical Record Technician | 15.13 |
| 12195 - Medical Transcriptionist | 14.86 |
| 12210 - Nuclear Medicine Technologist | 31.29 |
| 12221 - Nursing Assistant I | 9.81 |
| 12222 - Nursing Assistant II | 10.88 |
| 12223 - Nursing Assistant III | 12.04 |
| 12224 - Nursing Assistant IV | 13.51 |
| 12235 - Optical Dispenser | 16.65 |
| 12236 - Optical Technician | 14.97 |
| 12250 - Pharmacy Technician | 14.65 |
| 12280 - Phlebotomist | 13.71 |
| 12305 - Radiologic Technologist | 25.11 |
| 12311 - Registered Nurse I | 22.85 |
| 12312 - Registered Nurse II | 27.71 |
| 12313 - Registered Nurse II, Specialist | 27.71 |
| 12314 - Registered Nurse III | 33.52 |
| 12315 - Registered Nurse III, Anesthetist | 33.52 |
| 12316 - Registered Nurse IV | 40.18 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.98 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.58 |
| 13012 - Exhibits Specialist II | 23.96 |
| 13013 - Exhibits Specialist III | 28.55 |
| 13041 - Illustrator I | 20.35 |
| 13042 - Illustrator II | 25.21 |
| 13043 - Illustrator III | 30.83 |
| 13047 - Librarian | 29.41 |
| 13050 - Library Aide/Clerk | 13.28 |
| 13054 - Library Information Technology Systems Administrator | 22.30 |
| 13058 - Library Technician | 17.17 |
| 13061 - Media Specialist I | 16.09 |
| 13062 - Media Specialist II | 18.01 |
| 13063 - Media Specialist III | 20.07 |
| 13071 - Photographer I | 15.90 |
| 13072 - Photographer II | 18.01 |
| 13073 - Photographer III | 22.30 |

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| 13074 - Photographer IV | 26.94 |
| 13075 - Photographer V | 32.59 |
| 13110 - Video Teleconference Technician | 17.41 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.12 |
| 14042 - Computer Operator II | 16.92 |
| 14043 - Computer Operator III | 18.89 |
| 14044 - Computer Operator IV | 22.64 |
| 14045 - Computer Operator V | 25.06 |
| 14071 - Computer Programmer I | 22.13 |
| 14072 - Computer Programmer II | 27.20 |
| 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 | 15.12 |
| 14160 - Personal Computer Support Technician | 22.64 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.53 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.35 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.38 |
| 15050 - Computer Based Training Specialist / Instructor | 30.23 |
| 15060 - Educational Technologist | 29.57 |
| 15070 - Flight Instructor (Pilot) | 41.38 |
| 15080 - Graphic Artist | 22.54 |
| 15090 - Technical Instructor | 19.91 |
| 15095 - Technical Instructor/Course Developer | 24.36 |
| 15110 - Test Proctor | 16.98 |
| 15120 - Tutor | 16.98 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.28 |
| 16030 - Counter Attendant | 9.28 |
| 16040 - Dry Cleaner | 11.56 |
| 16070 - Finisher, Flatwork, Machine | 9.28 |
| 16090 - Presser, Hand | 9.28 |
| 16110 - Presser, Machine, Drycleaning | 9.28 |
| 16130 - Presser, Machine, Shirts | 9.28 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.28 |
| 16190 - Sewing Machine Operator | 12.33 |
| 16220 - Tailor | 13.09 |
| 16250 - Washer, Machine | 10.04 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.02 |
| 19040 - Tool And Die Maker | 26.69 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.71 |
| 21030 - Material Coordinator | 18.96 |
| 21040 - Material Expediter | 18.96 |
| 21050 - Material Handling Laborer | 13.50 |
| 21071 - Order Filler | 13.69 |
| 21080 - Production Line Worker (Food Processing) | 16.71 |
| 21110 - Shipping Packer | 16.72 |
| 21130 - Shipping/Receiving Clerk | 16.72 |
| 21140 - Store Worker I | 14.39 |
| 21150 - Stock Clerk | 18.87 |
| 21210 - Tools And Parts Attendant | 16.71 |
| 21410 - Warehouse Specialist | 16.71 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.00 |
| 23021 - Aircraft Mechanic I | 22.86 |
| 23022 - Aircraft Mechanic II | 24.00 |
| 23023 - Aircraft Mechanic III | 24.93 |

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| 23040 - Aircraft Mechanic Helper | 18.55 |
| 23050 - Aircraft, Painter | 22.10 |
| 23060 - Aircraft Servicer | 20.32 |
| 23080 - Aircraft Worker | 21.27 |
| 23110 - Appliance Mechanic | 20.40 |
| 23120 - Bicycle Repairer | 15.89 |
| 23125 - Cable Splicer | 24.13 |
| 23130 - Carpenter, Maintenance | 22.39 |
| 23140 - Carpet Layer | 21.36 |
| 23160 - Electrician, Maintenance | 28.34 |
| 23181 - Electronics Technician Maintenance I | 20.25 |
| 23182 - Electronics Technician Maintenance II | 21.21 |
| 23183 - Electronics Technician Maintenance III | 26.65 |
| 23260 - Fabric Worker | 18.97 |
| 23290 - Fire Alarm System Mechanic | 21.77 |
| 23310 - Fire Extinguisher Repairer | 17.84 |
| 23311 - Fuel Distribution System Mechanic | 27.55 |
| 23312 - Fuel Distribution System Operator | 22.57 |
| 23370 - General Maintenance Worker | 18.13 |
| 23380 - Ground Support Equipment Mechanic | 22.86 |
| 23381 - Ground Support Equipment Servicer | 20.32 |
| 23382 - Ground Support Equipment Worker | 21.27 |
| 23391 - Gunsmith I | 17.84 |
| 23392 - Gunsmith II | 20.09 |
| 23393 - Gunsmith III | 21.77 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.68 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.50 |
| 23430 - Heavy Equipment Mechanic | 20.38 |
| 23440 - Heavy Equipment Operator | 23.85 |
| 23460 - Instrument Mechanic | 23.32 |
| 23465 - Laboratory/Shelter Mechanic | 21.04 |
| 23470 - Laborer | 13.23 |
| 23510 - Locksmith | 20.60 |
| 23530 - Machinery Maintenance Mechanic | 22.73 |
| 23550 - Machinist, Maintenance | 21.77 |
| 23580 - Maintenance Trades Helper | 16.05 |
| 23591 - Metrology Technician I | 25.65 |
| 23592 - Metrology Technician II | 26.67 |
| 23593 - Metrology Technician III | 27.59 |
| 23640 - Millwright | 28.82 |
| 23710 - Office Appliance Repairer | 21.04 |
| 23760 - Painter, Maintenance | 21.74 |
| 23790 - Pipefitter, Maintenance | 26.96 |
| 23810 - Plumber, Maintenance | 23.66 |
| 23820 - Pneudraulic Systems Mechanic | 21.77 |
| 23850 - Rigger | 21.78 |
| 23870 - Scale Mechanic | 20.09 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.09 |
| 23910 - Small Engine Mechanic | 19.82 |
| 23931 - Telecommunications Mechanic I | 24.70 |
| 23932 - Telecommunications Mechanic II | 25.58 |
| 23950 - Telephone Lineman | 20.83 |
| 23960 - Welder, Combination, Maintenance | 19.36 |
| 23965 - Well Driller | 21.30 |
| 23970 - Woodcraft Worker | 21.77 |
| 23980 - Woodworker | 16.45 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.25 |
| 24580 - Child Care Center Clerk | 15.29 |
| 24610 - Chore Aide | 9.43 |
| 24620 - Family Readiness And Support Services | 12.91 |

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| Coordinator | |
| 24630 - Homemaker | 17.23 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.57 |
| 25040 - Sewage Plant Operator | 21.29 |
| 25070 - Stationary Engineer | 23.57 |
| 25190 - Ventilation Equipment Tender | 18.06 |
| 25210 - Water Treatment Plant Operator | 21.29 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.15 |
| 27007 - Baggage Inspector | 11.28 |
| 27008 - Corrections Officer | 21.73 |
| 27010 - Court Security Officer | 23.11 |
| 27030 - Detection Dog Handler | 16.31 |
| 27040 - Detention Officer | 21.73 |
| 27070 - Firefighter | 22.60 |
| 27101 - Guard I | 11.28 |
| 27102 - Guard II | 16.31 |
| 27131 - Police Officer I | 25.03 |
| 27132 - Police Officer II | 27.80 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.12 |
| 28042 - Carnival Equipment Repairer | 11.63 |
| 28043 - Carnival Equipment Worker | 9.17 |
| 28210 - Gate Attendant/Gate Tender | 13.17 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.74 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.75 |
| 28515 - Recreation Specialist | 16.98 |
| 28630 - Sports Official | 11.73 |
| 28690 - Swimming Pool Operator | 18.62 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.04 |
| 29020 - Hatch Tender | 21.04 |
| 29030 - Line Handler | 21.04 |
| 29041 - Stevedore I | 19.85 |
| 29042 - Stevedore II | 21.61 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.19 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 25.64 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.25 |
| 30021 - Archeological Technician I | 15.04 |
| 30022 - Archeological Technician II | 15.03 |
| 30023 - Archeological Technician III | 20.85 |
| 30030 - Cartographic Technician | 25.34 |
| 30040 - Civil Engineering Technician | 21.36 |
| 30061 - Drafter/CAD Operator I | 18.14 |
| 30062 - Drafter/CAD Operator II | 20.46 |
| 30063 - Drafter/CAD Operator III | 22.81 |
| 30064 - Drafter/CAD Operator IV | 28.07 |
| 30081 - Engineering Technician I | 16.70 |
| 30082 - Engineering Technician II | 18.75 |
| 30083 - Engineering Technician III | 20.98 |
| 30084 - Engineering Technician IV | 25.99 |
| 30085 - Engineering Technician V | 31.78 |
| 30086 - Engineering Technician VI | 38.46 |
| 30090 - Environmental Technician | 23.34 |
| 30210 - Laboratory Technician | 22.81 |
| 30240 - Mathematical Technician | 25.32 |
| 30361 - Paralegal/Legal Assistant I | 18.72 |
| 30362 - Paralegal/Legal Assistant II | 23.34 |
| 30363 - Paralegal/Legal Assistant III | 30.33 |
| 30364 - Paralegal/Legal Assistant IV | 36.70 |

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| 30390 - Photo-Optics Technician | 25.34 |
| 30461 - Technical Writer I | 25.12 |
| 30462 - Technical Writer II | 29.25 |
| 30463 - Technical Writer III | 30.20 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 23.64 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 28.60 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.28 |
| 30494 - Unexploded (UXO) Safety Escort | 23.64 |
| 30495 - Unexploded (UXO) Sweep Personnel | 23.64 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 23.15 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 25.34 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.82 |
| 31030 - Bus Driver | 18.42 |
| 31043 - Driver Courier | 15.37 |
| 31260 - Parking and Lot Attendant | 8.74 |
| 31290 - Shuttle Bus Driver | 16.42 |
| 31310 - Taxi Driver | 10.32 |
| 31361 - Truckdriver, Light | 16.42 |
| 31362 - Truckdriver, Medium | 19.05 |
| 31363 - Truckdriver, Heavy | 23.70 |
| 31364 - Truckdriver, Tractor-Trailer | 23.70 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.67 |
| 99050 - Desk Clerk | 11.14 |
| 99095 - Embalmer | 24.57 |
| 99251 - Laboratory Animal Caretaker I | 11.54 |
| 99252 - Laboratory Animal Caretaker II | 12.33 |
| 99310 - Mortician | 33.31 |
| 99410 - Pest Controller | 14.95 |
| 99510 - Photofinishing worker | 13.45 |
| 99710 - Recycling Laborer | 16.63 |
| 99711 - Recycling Specialist | 18.60 |
| 99730 - Refuse Collector | 15.22 |
| 99810 - Sales Clerk | 12.24 |
| 99820 - School Crossing Guard | 10.99 |
| 99830 - Survey Party Chief | 20.27 |
| 99831 - Surveying Aide | 11.56 |
| 99832 - Surveying Technician | 17.36 |
| 99840 - Vending Machine Attendant | 13.42 |
| 99841 - Vending Machine Repairer | 15.39 |
| 99842 - Vending Machine Repairer Helper | 13.42 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

OCCUPATION NOTES:

Refuse Collector: The rate for the Refuse Collector occupation applies does not apply to Cuyahoga County. See Wage Determination 1966-0048 for the wage rates and fringe benefits for Cuyahoga County.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}
When multiple wage determinations are included in a contract, a separate SF 1444
should be prepared for each wage determination to which a class(es) is to be
conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide

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classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2417
Revision No.: 17
Date of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Coshocton, Crawford, Delaware, Fairfield, Fayette,
Franklin, Guernsey, Holmes, Knox, Licking, Madison, Marion, Morrow, Muskingum,
Perry, Pickaway, Union

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.14 |
| 01012 - Accounting Clerk II | | 15.87 |
| 01013 - Accounting Clerk III | | 17.87 |
| 01020 - Administrative Assistant | | 22.20 |
| 01040 - Court Reporter | | 17.96 |
| 01051 - Data Entry Operator I | | 12.44 |
| 01052 - Data Entry Operator II | | 13.63 |
| 01060 - Dispatcher, Motor Vehicle | | 17.96 |
| 01070 - Document Preparation Clerk | | 13.01 |
| 01090 - Duplicating Machine Operator | | 13.01 |
| 01111 - General Clerk I | | 13.02 |
| 01112 - General Clerk II | | 14.22 |
| 01113 - General Clerk III | | 16.77 |
| 01120 - Housing Referral Assistant | | 21.46 |
| 01141 - Messenger Courier | | 12.68 |
| 01191 - Order Clerk I | | 13.95 |
| 01192 - Order Clerk II | | 15.22 |
| 01261 - Personnel Assistant (Employment) I | | 16.56 |
| 01262 - Personnel Assistant (Employment) II | | 17.57 |
| 01263 - Personnel Assistant (Employment) III | | 19.60 |
| 01270 - Production Control Clerk | | 19.28 |
| 01280 - Receptionist | | 12.90 |
| 01290 - Rental Clerk | | 15.20 |
| 01300 - Scheduler, Maintenance | | 17.20 |
| 01311 - Secretary I | | 17.20 |
| 01312 - Secretary II | | 19.24 |
| 01313 - Secretary III | | 21.46 |
| 01320 - Service Order Dispatcher | | 14.36 |
| 01410 - Supply Technician | | 23.84 |
| 01420 - Survey Worker | | 16.70 |
| 01531 - Travel Clerk I | | 12.60 |
| 01532 - Travel Clerk II | | 13.44 |
| 01533 - Travel Clerk III | | 14.25 |
| 01611 - Word Processor I | | 13.01 |
| 01612 - Word Processor II | | 15.20 |

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| 01613 - Word Processor III | 17.96 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.84 |
| 05010 - Automotive Electrician | 19.56 |
| 05040 - Automotive Glass Installer | 18.71 |
| 05070 - Automotive Worker | 19.26 |
| 05110 - Mobile Equipment Servicer | 17.02 |
| 05130 - Motor Equipment Metal Mechanic | 22.25 |
| 05160 - Motor Equipment Metal Worker | 18.89 |
| 05190 - Motor Vehicle Mechanic | 20.39 |
| 05220 - Motor Vehicle Mechanic Helper | 16.18 |
| 05250 - Motor Vehicle Upholstery Worker | 18.39 |
| 05280 - Motor Vehicle Wrecker | 19.26 |
| 05310 - Painter, Automotive | 20.38 |
| 05340 - Radiator Repair Specialist | 19.26 |
| 05370 - Tire Repairer | 13.75 |
| 05400 - Transmission Repair Specialist | 20.39 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.50 |
| 07041 - Cook I | 12.06 |
| 07042 - Cook II | 13.35 |
| 07070 - Dishwasher | 8.90 |
| 07130 - Food Service Worker | 9.69 |
| 07210 - Meat Cutter | 15.45 |
| 07260 - Waiter/Waitress | 8.85 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.32 |
| 09040 - Furniture Handler | 11.93 |
| 09080 - Furniture Refinisher | 16.32 |
| 09090 - Furniture Refinisher Helper | 13.49 |
| 09110 - Furniture Repairer, Minor | 14.89 |
| 09130 - Upholsterer | 16.32 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.21 |
| 11060 - Elevator Operator | 11.21 |
| 11090 - Gardener | 14.80 |
| 11122 - Housekeeping Aide | 12.54 |
| 11150 - Janitor | 12.54 |
| 11210 - Laborer, Grounds Maintenance | 12.01 |
| 11240 - Maid or Houseman | 10.19 |
| 11260 - Pruner | 10.89 |
| 11270 - Tractor Operator | 13.69 |
| 11330 - Trail Maintenance Worker | 12.01 |
| 11360 - Window Cleaner | 13.85 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.59 |
| 12011 - Breath Alcohol Technician | 18.95 |
| 12012 - Certified Occupational Therapist Assistant | 22.68 |
| 12015 - Certified Physical Therapist Assistant | 23.02 |
| 12020 - Dental Assistant | 16.94 |
| 12025 - Dental Hygienist | 33.29 |
| 12030 - EKG Technician | 22.77 |
| 12035 - Electroneurodiagnostic Technologist | 22.77 |
| 12040 - Emergency Medical Technician | 16.59 |
| 12071 - Licensed Practical Nurse I | 16.94 |
| 12072 - Licensed Practical Nurse II | 18.95 |
| 12073 - Licensed Practical Nurse III | 21.13 |
| 12100 - Medical Assistant | 13.74 |
| 12130 - Medical Laboratory Technician | 18.19 |
| 12160 - Medical Record Clerk | 13.29 |
| 12190 - Medical Record Technician | 14.87 |
| 12195 - Medical Transcriptionist | 15.11 |
| 12210 - Nuclear Medicine Technologist | 30.60 |

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| 12221 - Nursing Assistant I | 10.43 |
| 12222 - Nursing Assistant II | 11.73 |
| 12223 - Nursing Assistant III | 12.80 |
| 12224 - Nursing Assistant IV | 14.37 |
| 12235 - Optical Dispenser | 16.41 |
| 12236 - Optical Technician | 15.11 |
| 12250 - Pharmacy Technician | 16.49 |
| 12280 - Phlebotomist | 14.37 |
| 12305 - Radiologic Technologist | 25.02 |
| 12311 - Registered Nurse I | 23.00 |
| 12312 - Registered Nurse II | 28.14 |
| 12313 - Registered Nurse II, Specialist | 28.14 |
| 12314 - Registered Nurse III | 34.04 |
| 12315 - Registered Nurse III, Anesthetist | 34.04 |
| 12316 - Registered Nurse IV | 40.80 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.65 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.60 |
| 13012 - Exhibits Specialist II | 24.33 |
| 13013 - Exhibits Specialist III | 29.76 |
| 13041 - Illustrator I | 19.78 |
| 13042 - Illustrator II | 24.52 |
| 13043 - Illustrator III | 29.99 |
| 13047 - Librarian | 29.19 |
| 13050 - Library Aide/Clerk | 11.59 |
| 13054 - Library Information Technology Systems Administrator | 24.84 |
| 13058 - Library Technician | 18.05 |
| 13061 - Media Specialist I | 17.91 |
| 13062 - Media Specialist II | 20.02 |
| 13063 - Media Specialist III | 22.33 |
| 13071 - Photographer I | 15.60 |
| 13072 - Photographer II | 18.10 |
| 13073 - Photographer III | 26.06 |
| 13074 - Photographer IV | 27.75 |
| 13075 - Photographer V | 33.59 |
| 13110 - Video Teleconference Technician | 19.00 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.11 |
| 14042 - Computer Operator II | 19.14 |
| 14043 - Computer Operator III | 21.35 |
| 14044 - Computer Operator IV | 23.71 |
| 14045 - Computer Operator V | 26.27 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 17.11 |
| 14160 - Personal Computer Support Technician | 23.71 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 31.20 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.74 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 45.23 |
| 15050 - Computer Based Training Specialist / Instructor | 31.20 |
| 15060 - Educational Technologist | 31.19 |
| 15070 - Flight Instructor (Pilot) | 45.23 |
| 15080 - Graphic Artist | 25.33 |
| 15090 - Technical Instructor | 21.28 |
| 15095 - Technical Instructor/Course Developer | 26.03 |
| 15110 - Test Proctor | 17.17 |

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|---|-------|
| 15120 - Tutor | 17.17 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.91 |
| 16030 - Counter Attendant | 8.91 |
| 16040 - Dry Cleaner | 11.30 |
| 16070 - Finisher, Flatwork, Machine | 8.91 |
| 16090 - Presser, Hand | 8.91 |
| 16110 - Presser, Machine, Drycleaning | 8.91 |
| 16130 - Presser, Machine, Shirts | 8.91 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.91 |
| 16190 - Sewing Machine Operator | 12.11 |
| 16220 - Tailor | 12.90 |
| 16250 - Washer, Machine | 9.70 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.45 |
| 19040 - Tool And Die Maker | 22.27 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.71 |
| 21030 - Material Coordinator | 19.28 |
| 21040 - Material Expediter | 19.28 |
| 21050 - Material Handling Laborer | 12.19 |
| 21071 - Order Filler | 14.06 |
| 21080 - Production Line Worker (Food Processing) | 15.71 |
| 21110 - Shipping Packer | 14.48 |
| 21130 - Shipping/Receiving Clerk | 14.48 |
| 21140 - Store Worker I | 11.84 |
| 21150 - Stock Clerk | 16.02 |
| 21210 - Tools And Parts Attendant | 15.71 |
| 21410 - Warehouse Specialist | 15.71 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.09 |
| 23021 - Aircraft Mechanic I | 23.13 |
| 23022 - Aircraft Mechanic II | 24.09 |
| 23023 - Aircraft Mechanic III | 25.10 |
| 23040 - Aircraft Mechanic Helper | 18.34 |
| 23050 - Aircraft, Painter | 20.90 |
| 23060 - Aircraft Servicer | 20.26 |
| 23080 - Aircraft Worker | 20.76 |
| 23110 - Appliance Mechanic | 22.31 |
| 23120 - Bicycle Repairer | 13.72 |
| 23125 - Cable Splicer | 25.23 |
| 23130 - Carpenter, Maintenance | 19.87 |
| 23140 - Carpet Layer | 19.58 |
| 23160 - Electrician, Maintenance | 21.76 |
| 23181 - Electronics Technician Maintenance I | 21.00 |
| 23182 - Electronics Technician Maintenance II | 22.33 |
| 23183 - Electronics Technician Maintenance III | 24.66 |
| 23260 - Fabric Worker | 18.27 |
| 23290 - Fire Alarm System Mechanic | 17.76 |
| 23310 - Fire Extinguisher Repairer | 17.04 |
| 23311 - Fuel Distribution System Mechanic | 22.22 |
| 23312 - Fuel Distribution System Operator | 17.15 |
| 23370 - General Maintenance Worker | 18.13 |
| 23380 - Ground Support Equipment Mechanic | 23.13 |
| 23381 - Ground Support Equipment Servicer | 20.26 |
| 23382 - Ground Support Equipment Worker | 20.76 |
| 23391 - Gunsmith I | 17.04 |
| 23392 - Gunsmith II | 19.57 |
| 23393 - Gunsmith III | 21.79 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.29 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.17 |

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| 23430 - Heavy Equipment Mechanic | 22.96 |
| 23440 - Heavy Equipment Operator | 21.40 |
| 23460 - Instrument Mechanic | 23.78 |
| 23465 - Laboratory/Shelter Mechanic | 20.81 |
| 23470 - Laborer | 11.71 |
| 23510 - Locksmith | 17.53 |
| 23530 - Machinery Maintenance Mechanic | 23.30 |
| 23550 - Machinist, Maintenance | 18.71 |
| 23580 - Maintenance Trades Helper | 14.94 |
| 23591 - Metrology Technician I | 23.78 |
| 23592 - Metrology Technician II | 24.77 |
| 23593 - Metrology Technician III | 25.80 |
| 23640 - Millwright | 28.80 |
| 23710 - Office Appliance Repairer | 19.23 |
| 23760 - Painter, Maintenance | 19.75 |
| 23790 - Pipefitter, Maintenance | 25.32 |
| 23810 - Plumber, Maintenance | 22.18 |
| 23820 - Pneudraulic Systems Mechanic | 21.79 |
| 23850 - Rigger | 21.79 |
| 23870 - Scale Mechanic | 19.57 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.33 |
| 23910 - Small Engine Mechanic | 15.61 |
| 23931 - Telecommunications Mechanic I | 25.16 |
| 23932 - Telecommunications Mechanic II | 26.21 |
| 23950 - Telephone Lineman | 20.94 |
| 23960 - Welder, Combination, Maintenance | 17.01 |
| 23965 - Well Driller | 21.49 |
| 23970 - Woodcraft Worker | 21.79 |
| 23980 - Woodworker | 15.84 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.85 |
| 24580 - Child Care Center Clerk | 14.77 |
| 24610 - Chore Aide | 10.34 |
| 24620 - Family Readiness And Support Services Coordinator | 14.43 |
| 24630 - Homemaker | 16.18 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.99 |
| 25040 - Sewage Plant Operator | 18.93 |
| 25070 - Stationary Engineer | 22.99 |
| 25190 - Ventilation Equipment Tender | 16.63 |
| 25210 - Water Treatment Plant Operator | 18.93 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.32 |
| 27007 - Baggage Inspector | 13.40 |
| 27008 - Corrections Officer | 20.79 |
| 27010 - Court Security Officer | 22.95 |
| 27030 - Detection Dog Handler | 16.94 |
| 27040 - Detention Officer | 20.79 |
| 27070 - Firefighter | 22.50 |
| 27101 - Guard I | 13.40 |
| 27102 - Guard II | 16.94 |
| 27131 - Police Officer I | 24.41 |
| 27132 - Police Officer II | 27.12 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.05 |
| 28042 - Carnival Equipment Repairer | 11.64 |
| 28043 - Carnival Equipment Worker | 9.01 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.36 |
| 28515 - Recreation Specialist | 15.71 |

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| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 17.08 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.31 |
| 29020 - Hatch Tender | 20.31 |
| 29030 - Line Handler | 20.31 |
| 29041 - Stevedore I | 18.49 |
| 29042 - Stevedore II | 21.30 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.70 |
| 30022 - Archeological Technician II | 18.68 |
| 30023 - Archeological Technician III | 23.15 |
| 30030 - Cartographic Technician | 23.15 |
| 30040 - Civil Engineering Technician | 22.61 |
| 30061 - Drafter/CAD Operator I | 16.70 |
| 30062 - Drafter/CAD Operator II | 18.68 |
| 30063 - Drafter/CAD Operator III | 20.83 |
| 30064 - Drafter/CAD Operator IV | 25.62 |
| 30081 - Engineering Technician I | 15.81 |
| 30082 - Engineering Technician II | 17.74 |
| 30083 - Engineering Technician III | 19.84 |
| 30084 - Engineering Technician IV | 24.59 |
| 30085 - Engineering Technician V | 30.08 |
| 30086 - Engineering Technician VI | 36.39 |
| 30090 - Environmental Technician | 19.81 |
| 30210 - Laboratory Technician | 20.26 |
| 30240 - Mathematical Technician | 23.15 |
| 30361 - Paralegal/Legal Assistant I | 17.34 |
| 30362 - Paralegal/Legal Assistant II | 21.48 |
| 30363 - Paralegal/Legal Assistant III | 26.28 |
| 30364 - Paralegal/Legal Assistant IV | 31.80 |
| 30390 - Photo-Optics Technician | 23.15 |
| 30461 - Technical Writer I | 22.74 |
| 30462 - Technical Writer II | 27.82 |
| 30463 - Technical Writer III | 33.65 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 20.83 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 23.15 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.95 |
| 31030 - Bus Driver | 19.70 |
| 31043 - Driver Courier | 17.01 |
| 31260 - Parking and Lot Attendant | 10.91 |
| 31290 - Shuttle Bus Driver | 19.36 |
| 31310 - Taxi Driver | 10.02 |
| 31361 - Truckdriver, Light | 19.36 |
| 31362 - Truckdriver, Medium | 19.70 |
| 31363 - Truckdriver, Heavy | 21.84 |
| 31364 - Truckdriver, Tractor-Trailer | 21.84 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.78 |
| 99050 - Desk Clerk | 10.30 |
| 99095 - Embalmer | 24.51 |
| 99251 - Laboratory Animal Caretaker I | 10.74 |
| 99252 - Laboratory Animal Caretaker II | 11.61 |

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|---|-------|
| 99310 - Mortician | 24.27 |
| 99410 - Pest Controller | 16.09 |
| 99510 - Photofinishing Worker | 14.34 |
| 99710 - Recycling Laborer | 17.75 |
| 99711 - Recycling Specialist | 21.19 |
| 99730 - Refuse Collector | 16.03 |
| 99810 - Sales Clerk | 11.38 |
| 99820 - School Crossing Guard | 12.88 |
| 99830 - Survey Party Chief | 21.30 |
| 99831 - Surveying Aide | 12.65 |
| 99832 - Surveying Technician | 19.36 |
| 99840 - Vending Machine Attendant | 12.45 |
| 99841 - Vending Machine Repairer | 14.42 |
| 99842 - Vending Machine Repairer Helper | 12.45 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordinance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2418
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Coshocton, Crawford, Delaware, Fairfield, Fayette, Franklin, Guernsey, Holmes, Knox, Licking, Madison, Marion, Morrow, Muskingum, Perry, Pickaway, Union

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.14 |
| 01012 - Accounting Clerk II | | 15.87 |
| 01013 - Accounting Clerk III | | 17.87 |
| 01020 - Administrative Assistant | | 22.20 |
| 01040 - Court Reporter | | 17.96 |
| 01051 - Data Entry Operator I | | 12.44 |
| 01052 - Data Entry Operator II | | 13.63 |
| 01060 - Dispatcher, Motor Vehicle | | 17.96 |
| 01070 - Document Preparation Clerk | | 13.01 |
| 01090 - Duplicating Machine Operator | | 13.01 |
| 01111 - General Clerk I | | 13.02 |
| 01112 - General Clerk II | | 14.22 |
| 01113 - General Clerk III | | 16.77 |
| 01120 - Housing Referral Assistant | | 21.46 |

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| 01141 - Messenger Courier | 12.68 |
| 01191 - Order Clerk I | 13.95 |
| 01192 - Order Clerk II | 15.22 |
| 01261 - Personnel Assistant (Employment) I | 16.56 |
| 01262 - Personnel Assistant (Employment) II | 17.57 |
| 01263 - Personnel Assistant (Employment) III | 19.60 |
| 01270 - Production Control Clerk | 19.28 |
| 01280 - Receptionist | 12.90 |
| 01290 - Rental Clerk | 15.20 |
| 01300 - Scheduler, Maintenance | 17.20 |
| 01311 - Secretary I | 17.20 |
| 01312 - Secretary II | 19.24 |
| 01313 - Secretary III | 21.46 |
| 01320 - Service Order Dispatcher | 14.36 |
| 01410 - Supply Technician | 23.84 |
| 01420 - Survey Worker | 16.70 |
| 01531 - Travel Clerk I | 12.60 |
| 01532 - Travel Clerk II | 13.44 |
| 01533 - Travel Clerk III | 14.25 |
| 01611 - Word Processor I | 13.01 |
| 01612 - Word Processor II | 15.20 |
| 01613 - Word Processor III | 17.96 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.84 |
| 05010 - Automotive Electrician | 19.56 |
| 05040 - Automotive Glass Installer | 18.71 |
| 05070 - Automotive Worker | 19.26 |
| 05110 - Mobile Equipment Servicer | 17.02 |
| 05130 - Motor Equipment Metal Mechanic | 22.25 |
| 05160 - Motor Equipment Metal Worker | 18.89 |
| 05190 - Motor Vehicle Mechanic | 20.39 |
| 05220 - Motor Vehicle Mechanic Helper | 16.18 |
| 05250 - Motor Vehicle Upholstery Worker | 18.39 |
| 05280 - Motor Vehicle Wrecker | 19.26 |
| 05310 - Painter, Automotive | 20.38 |
| 05340 - Radiator Repair Specialist | 19.26 |
| 05370 - Tire Repairer | 13.75 |
| 05400 - Transmission Repair Specialist | 20.39 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.50 |
| 07041 - Cook I | 12.06 |
| 07042 - Cook II | 13.35 |
| 07070 - Dishwasher | 8.90 |
| 07130 - Food Service Worker | 9.69 |
| 07210 - Meat Cutter | 15.45 |
| 07260 - Waiter/Waitress | 8.85 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.32 |
| 09040 - Furniture Handler | 11.93 |
| 09080 - Furniture Refinisher | 16.32 |
| 09090 - Furniture Refinisher Helper | 13.49 |
| 09110 - Furniture Repairer, Minor | 14.89 |
| 09130 - Upholsterer | 16.32 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.21 |
| 11060 - Elevator Operator | 11.21 |
| 11090 - Gardener | 14.80 |
| 11122 - Housekeeping Aide | 12.54 |
| 11150 - Janitor | 12.54 |
| 11210 - Laborer, Grounds Maintenance | 12.01 |
| 11240 - Maid or Houseman | 10.19 |
| 11260 - Pruner | 10.89 |
| 11270 - Tractor Operator | 13.69 |

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| 11330 - Trail Maintenance Worker | 12.01 |
| 11360 - Window Cleaner | 13.85 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.59 |
| 12011 - Breath Alcohol Technician | 18.95 |
| 12012 - Certified Occupational Therapist Assistant | 22.68 |
| 12015 - Certified Physical Therapist Assistant | 23.02 |
| 12020 - Dental Assistant | 16.94 |
| 12025 - Dental Hygienist | 33.29 |
| 12030 - EKG Technician | 22.77 |
| 12035 - Electroneurodiagnostic Technologist | 22.77 |
| 12040 - Emergency Medical Technician | 16.59 |
| 12071 - Licensed Practical Nurse I | 16.94 |
| 12072 - Licensed Practical Nurse II | 18.95 |
| 12073 - Licensed Practical Nurse III | 21.13 |
| 12100 - Medical Assistant | 13.74 |
| 12130 - Medical Laboratory Technician | 18.19 |
| 12160 - Medical Record Clerk | 13.29 |
| 12190 - Medical Record Technician | 14.87 |
| 12195 - Medical Transcriptionist | 15.11 |
| 12210 - Nuclear Medicine Technologist | 30.60 |
| 12221 - Nursing Assistant I | 10.43 |
| 12222 - Nursing Assistant II | 11.73 |
| 12223 - Nursing Assistant III | 12.80 |
| 12224 - Nursing Assistant IV | 14.37 |
| 12235 - Optical Dispenser | 16.41 |
| 12236 - Optical Technician | 15.11 |
| 12250 - Pharmacy Technician | 16.49 |
| 12280 - Phlebotomist | 14.37 |
| 12305 - Radiologic Technologist | 25.02 |
| 12311 - Registered Nurse I | 23.00 |
| 12312 - Registered Nurse II | 28.14 |
| 12313 - Registered Nurse II, Specialist | 28.14 |
| 12314 - Registered Nurse III | 34.04 |
| 12315 - Registered Nurse III, Anesthetist | 34.04 |
| 12316 - Registered Nurse IV | 40.80 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.65 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.60 |
| 13012 - Exhibits Specialist II | 24.33 |
| 13013 - Exhibits Specialist III | 29.76 |
| 13041 - Illustrator I | 19.78 |
| 13042 - Illustrator II | 24.52 |
| 13043 - Illustrator III | 29.99 |
| 13047 - Librarian | 29.19 |
| 13050 - Library Aide/Clerk | 11.59 |
| 13054 - Library Information Technology Systems Administrator | 24.84 |
| 13058 - Library Technician | 18.05 |
| 13061 - Media Specialist I | 17.91 |
| 13062 - Media Specialist II | 20.02 |
| 13063 - Media Specialist III | 22.33 |
| 13071 - Photographer I | 15.60 |
| 13072 - Photographer II | 18.10 |
| 13073 - Photographer III | 26.06 |
| 13074 - Photographer IV | 27.75 |
| 13075 - Photographer V | 33.59 |
| 13110 - Video Teleconference Technician | 19.00 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.11 |
| 14042 - Computer Operator II | 19.14 |
| 14043 - Computer Operator III | 21.35 |
| 14044 - Computer Operator IV | 23.71 |

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|---|---------|
| 14045 - Computer Operator V | 26.27 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 17.11 |
| 14160 - Personal Computer Support Technician | 23.71 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 31.20 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.74 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 45.23 |
| 15050 - Computer Based Training Specialist / Instructor | 31.20 |
| 15060 - Educational Technologist | 31.19 |
| 15070 - Flight Instructor (Pilot) | 45.23 |
| 15080 - Graphic Artist | 25.33 |
| 15090 - Technical Instructor | 21.28 |
| 15095 - Technical Instructor/Course Developer | 26.03 |
| 15110 - Test Proctor | 17.17 |
| 15120 - Tutor | 17.17 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.91 |
| 16030 - Counter Attendant | 8.91 |
| 16040 - Dry Cleaner | 11.30 |
| 16070 - Finisher, Flatwork, Machine | 8.91 |
| 16090 - Presser, Hand | 8.91 |
| 16110 - Presser, Machine, Drycleaning | 8.91 |
| 16130 - Presser, Machine, Shirts | 8.91 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.91 |
| 16190 - Sewing Machine Operator | 12.11 |
| 16220 - Tailor | 12.90 |
| 16250 - Washer, Machine | 9.70 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.45 |
| 19040 - Tool And Die Maker | 22.27 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.71 |
| 21030 - Material Coordinator | 19.28 |
| 21040 - Material Expediter | 19.28 |
| 21050 - Material Handling Laborer | 12.19 |
| 21071 - Order Filler | 14.06 |
| 21080 - Production Line Worker (Food Processing) | 15.71 |
| 21110 - Shipping Packer | 14.48 |
| 21130 - Shipping/Receiving Clerk | 14.48 |
| 21140 - Store Worker I | 11.84 |
| 21150 - Stock Clerk | 16.02 |
| 21210 - Tools And Parts Attendant | 15.71 |
| 21410 - Warehouse Specialist | 15.71 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 24.09 |
| 23021 - Aircraft Mechanic I | 23.13 |
| 23022 - Aircraft Mechanic II | 24.09 |
| 23023 - Aircraft Mechanic III | 25.10 |
| 23040 - Aircraft Mechanic Helper | 18.34 |
| 23050 - Aircraft, Painter | 20.90 |
| 23060 - Aircraft Servicer | 20.26 |
| 23080 - Aircraft Worker | 20.76 |
| 23110 - Appliance Mechanic | 22.31 |
| 23120 - Bicycle Repairer | 13.72 |
| 23125 - Cable Splicer | 25.23 |
| 23130 - Carpenter, Maintenance | 19.87 |

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| 23140 - Carpet Layer | 19.58 |
| 23160 - Electrician, Maintenance | 21.76 |
| 23181 - Electronics Technician Maintenance I | 21.00 |
| 23182 - Electronics Technician Maintenance II | 22.33 |
| 23183 - Electronics Technician Maintenance III | 24.66 |
| 23260 - Fabric Worker | 18.27 |
| 23290 - Fire Alarm System Mechanic | 17.76 |
| 23310 - Fire Extinguisher Repairer | 17.04 |
| 23311 - Fuel Distribution System Mechanic | 22.22 |
| 23312 - Fuel Distribution System Operator | 17.15 |
| 23370 - General Maintenance Worker | 18.13 |
| 23380 - Ground Support Equipment Mechanic | 23.13 |
| 23381 - Ground Support Equipment Servicer | 20.26 |
| 23382 - Ground Support Equipment Worker | 20.76 |
| 23391 - Gunsmith I | 17.04 |
| 23392 - Gunsmith II | 19.57 |
| 23393 - Gunsmith III | 21.79 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.29 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.17 |
| 23430 - Heavy Equipment Mechanic | 22.96 |
| 23440 - Heavy Equipment Operator | 21.40 |
| 23460 - Instrument Mechanic | 23.78 |
| 23465 - Laboratory/Shelter Mechanic | 20.81 |
| 23470 - Laborer | 11.71 |
| 23510 - Locksmith | 17.53 |
| 23530 - Machinery Maintenance Mechanic | 23.30 |
| 23550 - Machinist, Maintenance | 18.71 |
| 23580 - Maintenance Trades Helper | 14.94 |
| 23591 - Metrology Technician I | 23.78 |
| 23592 - Metrology Technician II | 24.77 |
| 23593 - Metrology Technician III | 25.80 |
| 23640 - Millwright | 28.80 |
| 23710 - Office Appliance Repairer | 19.23 |
| 23760 - Painter, Maintenance | 19.75 |
| 23790 - Pipefitter, Maintenance | 25.32 |
| 23810 - Plumber, Maintenance | 22.18 |
| 23820 - Pneudraulic Systems Mechanic | 21.79 |
| 23850 - Rigger | 21.79 |
| 23870 - Scale Mechanic | 19.57 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.33 |
| 23910 - Small Engine Mechanic | 15.61 |
| 23931 - Telecommunications Mechanic I | 25.16 |
| 23932 - Telecommunications Mechanic II | 26.21 |
| 23950 - Telephone Lineman | 20.94 |
| 23960 - Welder, Combination, Maintenance | 17.01 |
| 23965 - Well Driller | 21.49 |
| 23970 - Woodcraft Worker | 21.79 |
| 23980 - Woodworker | 15.84 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.85 |
| 24580 - Child Care Center Clerk | 14.77 |
| 24610 - Chore Aide | 10.34 |
| 24620 - Family Readiness And Support Services Coordinator | 14.43 |
| 24630 - Homemaker | 16.18 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.99 |
| 25040 - Sewage Plant Operator | 18.93 |
| 25070 - Stationary Engineer | 22.99 |
| 25190 - Ventilation Equipment Tender | 16.63 |
| 25210 - Water Treatment Plant Operator | 18.93 |

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| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.32 |
| 27007 - Baggage Inspector | 13.40 |
| 27008 - Corrections Officer | 20.79 |
| 27010 - Court Security Officer | 22.95 |
| 27030 - Detection Dog Handler | 16.94 |
| 27040 - Detention Officer | 20.79 |
| 27070 - Firefighter | 22.50 |
| 27101 - Guard I | 13.40 |
| 27102 - Guard II | 16.94 |
| 27131 - Police Officer I | 24.41 |
| 27132 - Police Officer II | 27.12 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.05 |
| 28042 - Carnival Equipment Repairer | 11.64 |
| 28043 - Carnival Equipment Worker | 9.01 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.36 |
| 28515 - Recreation Specialist | 15.71 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 17.08 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.31 |
| 29020 - Hatch Tender | 20.31 |
| 29030 - Line Handler | 20.31 |
| 29041 - Stevedore I | 18.49 |
| 29042 - Stevedore II | 21.30 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.70 |
| 30022 - Archeological Technician II | 18.68 |
| 30023 - Archeological Technician III | 23.15 |
| 30030 - Cartographic Technician | 23.15 |
| 30040 - Civil Engineering Technician | 22.61 |
| 30061 - Drafter/CAD Operator I | 16.70 |
| 30062 - Drafter/CAD Operator II | 18.68 |
| 30063 - Drafter/CAD Operator III | 20.83 |
| 30064 - Drafter/CAD Operator IV | 25.62 |
| 30081 - Engineering Technician I | 15.81 |
| 30082 - Engineering Technician II | 17.74 |
| 30083 - Engineering Technician III | 19.84 |
| 30084 - Engineering Technician IV | 24.59 |
| 30085 - Engineering Technician V | 30.08 |
| 30086 - Engineering Technician VI | 36.39 |
| 30090 - Environmental Technician | 19.81 |
| 30210 - Laboratory Technician | 20.26 |
| 30240 - Mathematical Technician | 23.15 |
| 30361 - Paralegal/Legal Assistant I | 17.34 |
| 30362 - Paralegal/Legal Assistant II | 21.48 |
| 30363 - Paralegal/Legal Assistant III | 26.28 |
| 30364 - Paralegal/Legal Assistant IV | 31.80 |
| 30390 - Photo-Optics Technician | 23.15 |
| 30461 - Technical Writer I | 22.74 |
| 30462 - Technical Writer II | 27.82 |
| 30463 - Technical Writer III | 33.65 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |

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| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.83 |
| 30621 - Weather Observer, Senior | (see 2) 23.15 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.95 |
| 31030 - Bus Driver | 19.70 |
| 31043 - Driver Courier | 17.01 |
| 31260 - Parking and Lot Attendant | 10.91 |
| 31290 - Shuttle Bus Driver | 19.36 |
| 31310 - Taxi Driver | 10.02 |
| 31361 - Truckdriver, Light | 19.36 |
| 31362 - Truckdriver, Medium | 19.70 |
| 31363 - Truckdriver, Heavy | 21.84 |
| 31364 - Truckdriver, Tractor-Trailer | 21.84 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.78 |
| 99050 - Desk Clerk | 10.30 |
| 99095 - Embalmer | 24.51 |
| 99251 - Laboratory Animal Caretaker I | 10.74 |
| 99252 - Laboratory Animal Caretaker II | 11.61 |
| 99310 - Mortician | 24.27 |
| 99410 - Pest Controller | 16.09 |
| 99510 - Photofinishing Worker | 14.34 |
| 99710 - Recycling Laborer | 17.75 |
| 99711 - Recycling Specialist | 21.19 |
| 99730 - Refuse Collector | 16.03 |
| 99810 - Sales Clerk | 11.38 |
| 99820 - School Crossing Guard | 12.88 |
| 99830 - Survey Party Chief | 21.30 |
| 99831 - Surveying Aide | 12.65 |
| 99832 - Surveying Technician | 19.36 |
| 99840 - Vending Machine Attendant | 12.45 |
| 99841 - Vending Machine Repairer | 14.42 |
| 99842 - Vending Machine Repairer Helper | 12.45 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2419
Revision No.: 18
Date Of Last Revision: 07/25/2014

States: Indiana, Ohio

Area: Indiana Counties of Randolph, Union, Wayne

Ohio Counties of Champaign, Clark, Clinton, Darke, Greene, Logan, Miami, Montgomery, Preble, Shelby

****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 | | 17.45 |
| 01020 - Administrative Assistant | | 21.19 |
| 01040 - Court Reporter | | 19.34 |
| 01051 - Data Entry Operator I | | 11.01 |
| 01052 - Data Entry Operator II | | 11.73 |
| 01060 - Dispatcher, Motor Vehicle | | 17.40 |
| 01070 - Document Preparation Clerk | | 12.79 |
| 01090 - Duplicating Machine Operator | | 12.79 |
| 01111 - General Clerk I | | 12.86 |
| 01112 - General Clerk II | | 14.03 |
| 01113 - General Clerk III | | 15.76 |
| 01120 - Housing Referral Assistant | | 20.69 |
| 01141 - Messenger Courier | | 11.12 |
| 01191 - Order Clerk I | | 13.34 |
| 01192 - Order Clerk II | | 15.05 |
| 01261 - Personnel Assistant (Employment) I | | 15.68 |
| 01262 - Personnel Assistant (Employment) II | | 17.54 |
| 01263 - Personnel Assistant (Employment) III | | 19.56 |
| 01270 - Production Control Clerk | | 18.81 |
| 01280 - Receptionist | | 12.06 |
| 01290 - Rental Clerk | | 14.69 |
| 01300 - Scheduler, Maintenance | | 16.59 |
| 01311 - Secretary I | | 16.59 |
| 01312 - Secretary II | | 18.57 |
| 01313 - Secretary III | | 20.69 |
| 01320 - Service Order Dispatcher | | 16.58 |
| 01410 - Supply Technician | | 21.21 |
| 01420 - Survey Worker | | 17.54 |
| 01531 - Travel Clerk I | | 12.86 |
| 01532 - Travel Clerk II | | 13.72 |
| 01533 - Travel Clerk III | | 14.55 |
| 01611 - Word Processor I | | 13.96 |
| 01612 - Word Processor II | | 15.68 |
| 01613 - Word Processor III | | 17.54 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.82 |
| 05010 - Automotive Electrician | | 18.81 |
| 05040 - Automotive Glass Installer | | 18.07 |
| 05070 - Automotive Worker | | 18.07 |
| 05110 - Mobile Equipment Servicer | | 16.64 |
| 05130 - Motor Equipment Metal Mechanic | | 19.53 |
| 05160 - Motor Equipment Metal Worker | | 18.07 |
| 05190 - Motor Vehicle Mechanic | | 18.33 |
| 05220 - Motor Vehicle Mechanic Helper | | 15.92 |
| 05250 - Motor Vehicle Upholstery Worker | | 17.36 |
| 05280 - Motor Vehicle Wrecker | | 18.07 |
| 05310 - Painter, Automotive | | 18.81 |
| 05340 - Radiator Repair Specialist | | 18.07 |
| 05370 - Tire Repairer | | 15.24 |
| 05400 - Transmission Repair Specialist | | 19.53 |

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| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.54 |
| 07041 - Cook I | 11.61 |
| 07042 - Cook II | 12.54 |
| 07070 - Dishwasher | 8.83 |
| 07130 - Food Service Worker | 9.71 |
| 07210 - Meat Cutter | 13.96 |
| 07260 - Waiter/Waitress | 9.92 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.62 |
| 09040 - Furniture Handler | 14.20 |
| 09080 - Furniture Refinisher | 19.62 |
| 09090 - Furniture Refinisher Helper | 16.28 |
| 09110 - Furniture Repairer, Minor | 18.11 |
| 09130 - Upholsterer | 20.23 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.36 |
| 11060 - Elevator Operator | 12.18 |
| 11090 - Gardener | 16.30 |
| 11122 - Housekeeping Aide | 13.55 |
| 11150 - Janitor | 14.76 |
| 11210 - Laborer, Grounds Maintenance | 14.25 |
| 11240 - Maid or Houseman | 9.29 |
| 11260 - Pruner | 13.74 |
| 11270 - Tractor Operator | 15.71 |
| 11330 - Trail Maintenance Worker | 14.25 |
| 11360 - Window Cleaner | 15.54 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.02 |
| 12011 - Breath Alcohol Technician | 16.51 |
| 12012 - Certified Occupational Therapist Assistant | 23.02 |
| 12015 - Certified Physical Therapist Assistant | 21.80 |
| 12020 - Dental Assistant | 15.29 |
| 12025 - Dental Hygienist | 30.22 |
| 12030 - EKG Technician | 21.46 |
| 12035 - Electroneurodiagnostic Technologist | 21.46 |
| 12040 - Emergency Medical Technician | 15.02 |
| 12071 - Licensed Practical Nurse I | 18.88 |
| 12072 - Licensed Practical Nurse II | 21.13 |
| 12073 - Licensed Practical Nurse III | 23.56 |
| 12100 - Medical Assistant | 12.88 |
| 12130 - Medical Laboratory Technician | 15.98 |
| 12160 - Medical Record Clerk | 13.42 |
| 12190 - Medical Record Technician | 15.02 |
| 12195 - Medical Transcriptionist | 15.28 |
| 12210 - Nuclear Medicine Technologist | 30.14 |
| 12221 - Nursing Assistant I | 9.67 |
| 12222 - Nursing Assistant II | 10.87 |
| 12223 - Nursing Assistant III | 11.86 |
| 12224 - Nursing Assistant IV | 13.32 |
| 12235 - Optical Dispenser | 15.82 |
| 12236 - Optical Technician | 14.78 |
| 12250 - Pharmacy Technician | 13.51 |
| 12280 - Phlebotomist | 13.32 |
| 12305 - Radiologic Technologist | 23.32 |
| 12311 - Registered Nurse I | 22.64 |
| 12312 - Registered Nurse II | 27.68 |
| 12313 - Registered Nurse II, Specialist | 27.68 |
| 12314 - Registered Nurse III | 33.49 |
| 12315 - Registered Nurse III, Anesthetist | 33.49 |
| 12316 - Registered Nurse IV | 40.14 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.65 |
| 13000 - Information And Arts Occupations | |

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| 13011 - Exhibits Specialist I | 20.15 |
| 13012 - Exhibits Specialist II | 24.96 |
| 13013 - Exhibits Specialist III | 30.53 |
| 13041 - Illustrator I | 22.55 |
| 13042 - Illustrator II | 27.93 |
| 13043 - Illustrator III | 34.16 |
| 13047 - Librarian | 28.17 |
| 13050 - Library Aide/Clerk | 12.35 |
| 13054 - Library Information Technology Systems Administrator | 24.18 |
| 13058 - Library Technician | 16.02 |
| 13061 - Media Specialist I | 17.55 |
| 13062 - Media Specialist II | 19.62 |
| 13063 - Media Specialist III | 21.89 |
| 13071 - Photographer I | 15.95 |
| 13072 - Photographer II | 17.84 |
| 13073 - Photographer III | 22.11 |
| 13074 - Photographer IV | 27.04 |
| 13075 - Photographer V | 32.71 |
| 13110 - Video Teleconference Technician | 18.20 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.79 |
| 14042 - Computer Operator II | 18.79 |
| 14043 - Computer Operator III | 20.95 |
| 14044 - Computer Operator IV | 23.28 |
| 14045 - Computer Operator V | 25.78 |
| 14071 - Computer Programmer I | 25.51 |
| 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 | 16.79 |
| 14160 - Personal Computer Support Technician | 23.28 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.08 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.39 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.16 |
| 15050 - Computer Based Training Specialist / Instructor | 30.08 |
| 15060 - Educational Technologist | 27.59 |
| 15070 - Flight Instructor (Pilot) | 42.16 |
| 15080 - Graphic Artist | 22.43 |
| 15090 - Technical Instructor | 20.53 |
| 15095 - Technical Instructor/Course Developer | 25.10 |
| 15110 - Test Proctor | 16.95 |
| 15120 - Tutor | 16.95 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.13 |
| 16030 - Counter Attendant | 9.13 |
| 16040 - Dry Cleaner | 11.56 |
| 16070 - Finisher, Flatwork, Machine | 9.13 |
| 16090 - Presser, Hand | 9.13 |
| 16110 - Presser, Machine, Drycleaning | 9.13 |
| 16130 - Presser, Machine, Shirts | 9.13 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.13 |
| 16190 - Sewing Machine Operator | 12.37 |
| 16220 - Tailor | 13.18 |
| 16250 - Washer, Machine | 9.91 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.45 |
| 19040 - Tool And Die Maker | 23.85 |
| 21000 - Materials Handling And Packing Occupations | |

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|---|-------|
| 21020 - Forklift Operator | 16.46 |
| 21030 - Material Coordinator | 21.29 |
| 21040 - Material Expediter | 21.29 |
| 21050 - Material Handling Laborer | 17.65 |
| 21071 - Order Filler | 13.18 |
| 21080 - Production Line Worker (Food Processing) | 16.46 |
| 21110 - Shipping Packer | 14.51 |
| 21130 - Shipping/Receiving Clerk | 14.51 |
| 21140 - Store Worker I | 14.85 |
| 21150 - Stock Clerk | 18.71 |
| 21210 - Tools And Parts Attendant | 16.46 |
| 21410 - Warehouse Specialist | 16.46 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.07 |
| 23021 - Aircraft Mechanic I | 23.23 |
| 23022 - Aircraft Mechanic II | 24.07 |
| 23023 - Aircraft Mechanic III | 25.27 |
| 23040 - Aircraft Mechanic Helper | 18.62 |
| 23050 - Aircraft, Painter | 23.47 |
| 23060 - Aircraft Servicer | 20.70 |
| 23080 - Aircraft Worker | 21.55 |
| 23110 - Appliance Mechanic | 18.83 |
| 23120 - Bicycle Repairer | 15.24 |
| 23125 - Cable Splicer | 25.32 |
| 23130 - Carpenter, Maintenance | 20.58 |
| 23140 - Carpet Layer | 20.60 |
| 23160 - Electrician, Maintenance | 25.95 |
| 23181 - Electronics Technician Maintenance I | 22.87 |
| 23182 - Electronics Technician Maintenance II | 23.94 |
| 23183 - Electronics Technician Maintenance III | 24.82 |
| 23260 - Fabric Worker | 19.14 |
| 23290 - Fire Alarm System Mechanic | 20.63 |
| 23310 - Fire Extinguisher Repairer | 18.05 |
| 23311 - Fuel Distribution System Mechanic | 24.28 |
| 23312 - Fuel Distribution System Operator | 20.06 |
| 23370 - General Maintenance Worker | 17.14 |
| 23380 - Ground Support Equipment Mechanic | 23.23 |
| 23381 - Ground Support Equipment Servicer | 20.70 |
| 23382 - Ground Support Equipment Worker | 21.55 |
| 23391 - Gunsmith I | 18.05 |
| 23392 - Gunsmith II | 20.13 |
| 23393 - Gunsmith III | 21.84 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.58 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.72 |
| 23430 - Heavy Equipment Mechanic | 20.69 |
| 23440 - Heavy Equipment Operator | 25.31 |
| 23460 - Instrument Mechanic | 22.70 |
| 23465 - Laboratory/Shelter Mechanic | 21.07 |
| 23470 - Laborer | 15.39 |
| 23510 - Locksmith | 19.91 |
| 23530 - Machinery Maintenance Mechanic | 24.82 |
| 23550 - Machinist, Maintenance | 19.00 |
| 23580 - Maintenance Trades Helper | 16.60 |
| 23591 - Metrology Technician I | 22.70 |
| 23592 - Metrology Technician II | 23.52 |
| 23593 - Metrology Technician III | 24.37 |
| 23640 - Millwright | 28.07 |
| 23710 - Office Appliance Repairer | 20.23 |
| 23760 - Painter, Maintenance | 18.10 |
| 23790 - Pipefitter, Maintenance | 23.71 |
| 23810 - Plumber, Maintenance | 21.57 |

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| 23820 - Pneudraulic Systems Mechanic | 21.84 |
| 23850 - Rigger | 21.84 |
| 23870 - Scale Mechanic | 20.13 |
| 23890 - Sheet-Metal Worker, Maintenance | 21.38 |
| 23910 - Small Engine Mechanic | 17.14 |
| 23931 - Telecommunications Mechanic I | 25.05 |
| 23932 - Telecommunications Mechanic II | 25.94 |
| 23950 - Telephone Lineman | 24.99 |
| 23960 - Welder, Combination, Maintenance | 18.58 |
| 23965 - Well Driller | 22.74 |
| 23970 - Woodcraft Worker | 17.33 |
| 23980 - Woodworker | 17.33 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.05 |
| 24580 - Child Care Center Clerk | 14.92 |
| 24610 - Chore Aide | 11.06 |
| 24620 - Family Readiness And Support Services Coordinator | 13.67 |
| 24630 - Homemaker | 15.80 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.87 |
| 25040 - Sewage Plant Operator | 22.32 |
| 25070 - Stationary Engineer | 25.87 |
| 25190 - Ventilation Equipment Tender | 18.39 |
| 25210 - Water Treatment Plant Operator | 22.32 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.39 |
| 27007 - Baggage Inspector | 13.11 |
| 27008 - Corrections Officer | 23.27 |
| 27010 - Court Security Officer | 21.92 |
| 27030 - Detection Dog Handler | 17.82 |
| 27040 - Detention Officer | 23.27 |
| 27070 - Firefighter | 22.55 |
| 27101 - Guard I | 13.11 |
| 27102 - Guard II | 17.82 |
| 27131 - Police Officer I | 25.19 |
| 27132 - Police Officer II | 27.99 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.98 |
| 28042 - Carnival Equipment Repairer | 13.34 |
| 28043 - Carnival Equipment Worker | 11.15 |
| 28210 - Gate Attendant/Gate Tender | 13.81 |
| 28310 - Lifeguard | 12.03 |
| 28350 - Park Attendant (Aide) | 15.44 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.27 |
| 28515 - Recreation Specialist | 19.14 |
| 28630 - Sports Official | 12.30 |
| 28690 - Swimming Pool Operator | 18.63 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.30 |
| 29020 - Hatch Tender | 23.30 |
| 29030 - Line Handler | 23.30 |
| 29041 - Stevedore I | 22.18 |
| 29042 - Stevedore II | 24.40 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 36.43 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 25.12 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.66 |
| 30021 - Archeological Technician I | 18.39 |
| 30022 - Archeological Technician II | 20.58 |
| 30023 - Archeological Technician III | 25.49 |
| 30030 - Cartographic Technician | 25.49 |
| 30040 - Civil Engineering Technician | 22.23 |

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|---|---------------|
| 30061 - Drafter/CAD Operator I | 18.39 |
| 30062 - Drafter/CAD Operator II | 20.58 |
| 30063 - Drafter/CAD Operator III | 22.94 |
| 30064 - Drafter/CAD Operator IV | 29.65 |
| 30081 - Engineering Technician I | 15.26 |
| 30082 - Engineering Technician II | 17.13 |
| 30083 - Engineering Technician III | 20.55 |
| 30084 - Engineering Technician IV | 23.74 |
| 30085 - Engineering Technician V | 29.04 |
| 30086 - Engineering Technician VI | 35.13 |
| 30090 - Environmental Technician | 20.32 |
| 30210 - Laboratory Technician | 19.48 |
| 30240 - Mathematical Technician | 25.49 |
| 30361 - Paralegal/Legal Assistant I | 19.22 |
| 30362 - Paralegal/Legal Assistant II | 23.81 |
| 30363 - Paralegal/Legal Assistant III | 31.43 |
| 30364 - Paralegal/Legal Assistant IV | 37.70 |
| 30390 - Photo-Optics Technician | 25.49 |
| 30461 - Technical Writer I | 24.05 |
| 30462 - Technical Writer II | 29.40 |
| 30463 - Technical Writer III | 35.57 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 23.15 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 28.01 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 33.57 |
| 30494 - Unexploded (UXO) Safety Escort | 23.15 |
| 30495 - Unexploded (UXO) Sweep Personnel | 23.15 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 22.94 |
| 30621 - Weather Observer, Senior | (see 2) 23.88 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.33 |
| 31030 - Bus Driver | 17.79 |
| 31043 - Driver Courier | 17.02 |
| 31260 - Parking and Lot Attendant | 8.53 |
| 31290 - Shuttle Bus Driver | 18.11 |
| 31310 - Taxi Driver | 11.56 |
| 31361 - Truckdriver, Light | 18.11 |
| 31362 - Truckdriver, Medium | 18.43 |
| 31363 - Truckdriver, Heavy | 19.35 |
| 31364 - Truckdriver, Tractor-Trailer | 19.35 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.87 |
| 99050 - Desk Clerk | 10.05 |
| 99095 - Embalmer | 28.53 |
| 99251 - Laboratory Animal Caretaker I | 10.77 |
| 99252 - Laboratory Animal Caretaker II | 11.46 |
| 99310 - Mortician | 34.47 |
| 99410 - Pest Controller | 16.18 |
| 99510 - Photofinishing Worker | 13.48 |
| 99710 - Recycling Laborer | 17.59 |
| 99711 - Recycling Specialist | 20.18 |
| 99730 - Refuse Collector | 16.30 |
| 99810 - Sales Clerk | 12.05 |
| 99820 - School Crossing Guard | 12.93 |
| 99830 - Survey Party Chief | 26.04 |
| 99831 - Surveying Aide | 13.38 |
| 99832 - Surveying Technician | 20.48 |
| 99840 - Vending Machine Attendant | 14.77 |
| 99841 - Vending Machine Repairer | 16.64 |
| 99842 - Vending Machine Repairer Helper | 14.77 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials

are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2420
Revision No.: 18
Date Of Last Revision: 07/25/2014

States: Indiana, Ohio

Area: Indiana Counties of Randolph, Union, Wayne

Ohio Counties of Champaign, Clark, Clinton, Darke, Greene, Logan, Miami,
Montgomery, Preble, Shelby

****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 | | 17.45 |
| 01020 - Administrative Assistant | | 21.19 |
| 01040 - Court Reporter | | 19.34 |
| 01051 - Data Entry Operator I | | 11.01 |
| 01052 - Data Entry Operator II | | 11.73 |
| 01060 - Dispatcher, Motor Vehicle | | 17.40 |
| 01070 - Document Preparation Clerk | | 12.79 |
| 01090 - Duplicating Machine Operator | | 12.79 |
| 01111 - General Clerk I | | 12.86 |
| 01112 - General Clerk II | | 14.03 |
| 01113 - General Clerk III | | 15.76 |
| 01120 - Housing Referral Assistant | | 20.69 |
| 01141 - Messenger Courier | | 11.12 |
| 01191 - Order Clerk I | | 13.34 |
| 01192 - Order Clerk II | | 15.05 |
| 01261 - Personnel Assistant (Employment) I | | 15.68 |
| 01262 - Personnel Assistant (Employment) II | | 17.54 |
| 01263 - Personnel Assistant (Employment) III | | 19.56 |
| 01270 - Production Control Clerk | | 18.81 |
| 01280 - Receptionist | | 12.06 |
| 01290 - Rental Clerk | | 14.69 |
| 01300 - Scheduler, Maintenance | | 16.59 |
| 01311 - Secretary I | | 16.59 |
| 01312 - Secretary II | | 18.57 |
| 01313 - Secretary III | | 20.69 |
| 01320 - Service Order Dispatcher | | 16.58 |

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| 01410 - Supply Technician | 21.21 |
| 01420 - Survey Worker | 17.54 |
| 01531 - Travel Clerk I | 12.86 |
| 01532 - Travel Clerk II | 13.72 |
| 01533 - Travel Clerk III | 14.55 |
| 01611 - Word Processor I | 13.96 |
| 01612 - Word Processor II | 15.68 |
| 01613 - Word Processor III | 17.54 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.82 |
| 05010 - Automotive Electrician | 18.81 |
| 05040 - Automotive Glass Installer | 18.07 |
| 05070 - Automotive Worker | 18.07 |
| 05110 - Mobile Equipment Servicer | 16.64 |
| 05130 - Motor Equipment Metal Mechanic | 19.53 |
| 05160 - Motor Equipment Metal Worker | 18.07 |
| 05190 - Motor Vehicle Mechanic | 18.33 |
| 05220 - Motor Vehicle Mechanic Helper | 15.92 |
| 05250 - Motor Vehicle Upholstery Worker | 17.36 |
| 05280 - Motor Vehicle Wrecker | 18.07 |
| 05310 - Painter, Automotive | 18.81 |
| 05340 - Radiator Repair Specialist | 18.07 |
| 05370 - Tire Repairer | 15.24 |
| 05400 - Transmission Repair Specialist | 19.53 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.54 |
| 07041 - Cook I | 11.61 |
| 07042 - Cook II | 12.54 |
| 07070 - Dishwasher | 8.83 |
| 07130 - Food Service Worker | 9.71 |
| 07210 - Meat Cutter | 13.96 |
| 07260 - Waiter/Waitress | 9.92 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.62 |
| 09040 - Furniture Handler | 14.20 |
| 09080 - Furniture Refinisher | 19.62 |
| 09090 - Furniture Refinisher Helper | 16.28 |
| 09110 - Furniture Repairer, Minor | 18.11 |
| 09130 - Upholsterer | 20.23 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.36 |
| 11060 - Elevator Operator | 12.18 |
| 11090 - Gardener | 16.30 |
| 11122 - Housekeeping Aide | 13.55 |
| 11150 - Janitor | 14.76 |
| 11210 - Laborer, Grounds Maintenance | 14.25 |
| 11240 - Maid or Houseman | 9.29 |
| 11260 - Pruner | 13.74 |
| 11270 - Tractor Operator | 15.71 |
| 11330 - Trail Maintenance Worker | 14.25 |
| 11360 - Window Cleaner | 15.54 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.02 |
| 12011 - Breath Alcohol Technician | 16.51 |
| 12012 - Certified Occupational Therapist Assistant | 23.02 |
| 12015 - Certified Physical Therapist Assistant | 21.80 |
| 12020 - Dental Assistant | 15.29 |
| 12025 - Dental Hygienist | 30.22 |
| 12030 - EKG Technician | 21.46 |
| 12035 - Electroneurodiagnostic Technologist | 21.46 |
| 12040 - Emergency Medical Technician | 15.02 |
| 12071 - Licensed Practical Nurse I | 18.88 |
| 12072 - Licensed Practical Nurse II | 21.13 |

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| 12073 - Licensed Practical Nurse III | 23.56 |
| 12100 - Medical Assistant | 12.88 |
| 12130 - Medical Laboratory Technician | 15.98 |
| 12160 - Medical Record Clerk | 13.42 |
| 12190 - Medical Record Technician | 15.02 |
| 12195 - Medical Transcriptionist | 15.28 |
| 12210 - Nuclear Medicine Technologist | 30.14 |
| 12221 - Nursing Assistant I | 9.67 |
| 12222 - Nursing Assistant II | 10.87 |
| 12223 - Nursing Assistant III | 11.86 |
| 12224 - Nursing Assistant IV | 13.32 |
| 12235 - Optical Dispenser | 15.82 |
| 12236 - Optical Technician | 14.78 |
| 12250 - Pharmacy Technician | 13.51 |
| 12280 - Phlebotomist | 13.32 |
| 12305 - Radiologic Technologist | 23.32 |
| 12311 - Registered Nurse I | 22.64 |
| 12312 - Registered Nurse II | 27.68 |
| 12313 - Registered Nurse II, Specialist | 27.68 |
| 12314 - Registered Nurse III | 33.49 |
| 12315 - Registered Nurse III, Anesthetist | 33.49 |
| 12316 - Registered Nurse IV | 40.14 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.65 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.15 |
| 13012 - Exhibits Specialist II | 24.96 |
| 13013 - Exhibits Specialist III | 30.53 |
| 13041 - Illustrator I | 22.55 |
| 13042 - Illustrator II | 27.93 |
| 13043 - Illustrator III | 34.16 |
| 13047 - Librarian | 28.17 |
| 13050 - Library Aide/Clerk | 12.35 |
| 13054 - Library Information Technology Systems Administrator | 24.18 |
| 13058 - Library Technician | 16.02 |
| 13061 - Media Specialist I | 17.55 |
| 13062 - Media Specialist II | 19.62 |
| 13063 - Media Specialist III | 21.89 |
| 13071 - Photographer I | 15.95 |
| 13072 - Photographer II | 17.84 |
| 13073 - Photographer III | 22.11 |
| 13074 - Photographer IV | 27.04 |
| 13075 - Photographer V | 32.71 |
| 13110 - Video Teleconference Technician | 18.20 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.79 |
| 14042 - Computer Operator II | 18.79 |
| 14043 - Computer Operator III | 20.95 |
| 14044 - Computer Operator IV | 23.28 |
| 14045 - Computer Operator V | 25.78 |
| 14071 - Computer Programmer I | 25.51 |
| 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 | 16.79 |
| 14160 - Personal Computer Support Technician | 23.28 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.08 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.39 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.16 |

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|---|-------|
| 15050 - Computer Based Training Specialist / Instructor | 30.08 |
| 15060 - Educational Technologist | 27.59 |
| 15070 - Flight Instructor (Pilot) | 42.16 |
| 15080 - Graphic Artist | 22.43 |
| 15090 - Technical Instructor | 20.53 |
| 15095 - Technical Instructor/Course Developer | 25.10 |
| 15110 - Test Proctor | 16.95 |
| 15120 - Tutor | 16.95 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.13 |
| 16030 - Counter Attendant | 9.13 |
| 16040 - Dry Cleaner | 11.56 |
| 16070 - Finisher, Flatwork, Machine | 9.13 |
| 16090 - Presser, Hand | 9.13 |
| 16110 - Presser, Machine, Drycleaning | 9.13 |
| 16130 - Presser, Machine, Shirts | 9.13 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.13 |
| 16190 - Sewing Machine Operator | 12.37 |
| 16220 - Tailor | 13.18 |
| 16250 - Washer, Machine | 9.91 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.45 |
| 19040 - Tool And Die Maker | 23.85 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.46 |
| 21030 - Material Coordinator | 21.29 |
| 21040 - Material Expediter | 21.29 |
| 21050 - Material Handling Laborer | 17.65 |
| 21071 - Order Filler | 13.18 |
| 21080 - Production Line Worker (Food Processing) | 16.46 |
| 21110 - Shipping Packer | 14.51 |
| 21130 - Shipping/Receiving Clerk | 14.51 |
| 21140 - Store Worker I | 14.85 |
| 21150 - Stock Clerk | 18.71 |
| 21210 - Tools And Parts Attendant | 16.46 |
| 21410 - Warehouse Specialist | 16.46 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.07 |
| 23021 - Aircraft Mechanic I | 23.23 |
| 23022 - Aircraft Mechanic II | 24.07 |
| 23023 - Aircraft Mechanic III | 25.27 |
| 23040 - Aircraft Mechanic Helper | 18.62 |
| 23050 - Aircraft, Painter | 23.47 |
| 23060 - Aircraft Servicer | 20.70 |
| 23080 - Aircraft Worker | 21.55 |
| 23110 - Appliance Mechanic | 18.83 |
| 23120 - Bicycle Repairer | 15.24 |
| 23125 - Cable Splicer | 25.32 |
| 23130 - Carpenter, Maintenance | 20.58 |
| 23140 - Carpet Layer | 20.60 |
| 23160 - Electrician, Maintenance | 25.95 |
| 23181 - Electronics Technician Maintenance I | 22.87 |
| 23182 - Electronics Technician Maintenance II | 23.94 |
| 23183 - Electronics Technician Maintenance III | 24.82 |
| 23260 - Fabric Worker | 19.14 |
| 23290 - Fire Alarm System Mechanic | 20.63 |
| 23310 - Fire Extinguisher Repairer | 18.05 |
| 23311 - Fuel Distribution System Mechanic | 24.28 |
| 23312 - Fuel Distribution System Operator | 20.06 |
| 23370 - General Maintenance Worker | 17.14 |
| 23380 - Ground Support Equipment Mechanic | 23.23 |
| 23381 - Ground Support Equipment Servicer | 20.70 |
| 23382 - Ground Support Equipment Worker | 21.55 |

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| 23391 - Gunsmith I | 18.05 |
| 23392 - Gunsmith II | 20.13 |
| 23393 - Gunsmith III | 21.84 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.58 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.72 |
| 23430 - Heavy Equipment Mechanic | 20.69 |
| 23440 - Heavy Equipment Operator | 25.31 |
| 23460 - Instrument Mechanic | 22.70 |
| 23465 - Laboratory/Shelter Mechanic | 21.07 |
| 23470 - Laborer | 15.39 |
| 23510 - Locksmith | 19.91 |
| 23530 - Machinery Maintenance Mechanic | 24.82 |
| 23550 - Machinist, Maintenance | 19.00 |
| 23580 - Maintenance Trades Helper | 16.60 |
| 23591 - Metrology Technician I | 22.70 |
| 23592 - Metrology Technician II | 23.52 |
| 23593 - Metrology Technician III | 24.37 |
| 23640 - Millwright | 28.07 |
| 23710 - Office Appliance Repairer | 20.23 |
| 23760 - Painter, Maintenance | 18.10 |
| 23790 - Pipefitter, Maintenance | 23.71 |
| 23810 - Plumber, Maintenance | 21.57 |
| 23820 - Pneudraulic Systems Mechanic | 21.84 |
| 23850 - Rigger | 21.84 |
| 23870 - Scale Mechanic | 20.13 |
| 23890 - Sheet-Metal Worker, Maintenance | 21.38 |
| 23910 - Small Engine Mechanic | 17.14 |
| 23931 - Telecommunications Mechanic I | 25.05 |
| 23932 - Telecommunications Mechanic II | 25.94 |
| 23950 - Telephone Lineman | 24.99 |
| 23960 - Welder, Combination, Maintenance | 18.58 |
| 23965 - well Driller | 22.74 |
| 23970 - Woodcraft Worker | 17.33 |
| 23980 - Woodworker | 17.33 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.05 |
| 24580 - Child Care Center Clerk | 14.92 |
| 24610 - Chore Aide | 11.06 |
| 24620 - Family Readiness And Support Services Coordinator | 13.67 |
| 24630 - Homemaker | 15.80 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.87 |
| 25040 - Sewage Plant Operator | 22.32 |
| 25070 - Stationary Engineer | 25.87 |
| 25190 - Ventilation Equipment Tender | 18.39 |
| 25210 - Water Treatment Plant Operator | 22.32 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.39 |
| 27007 - Baggage Inspector | 13.11 |
| 27008 - Corrections Officer | 23.27 |
| 27010 - Court Security Officer | 21.92 |
| 27030 - Detection Dog Handler | 17.82 |
| 27040 - Detention Officer | 23.27 |
| 27070 - Firefighter | 22.55 |
| 27101 - Guard I | 13.11 |
| 27102 - Guard II | 17.82 |
| 27131 - Police Officer I | 25.19 |
| 27132 - Police Officer II | 27.99 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.98 |

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| 28042 - Carnival Equipment Repairer | 13.34 |
| 28043 - Carnival Equipment Worker | 11.15 |
| 28210 - Gate Attendant/Gate Tender | 13.81 |
| 28310 - Lifeguard | 12.03 |
| 28350 - Park Attendant (Aide) | 15.44 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.27 |
| 28515 - Recreation Specialist | 19.14 |
| 28630 - Sports Official | 12.30 |
| 28690 - Swimming Pool Operator | 18.63 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.30 |
| 29020 - Hatch Tender | 23.30 |
| 29030 - Line Handler | 23.30 |
| 29041 - Stevedore I | 22.18 |
| 29042 - Stevedore II | 24.40 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 36.43 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 25.12 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.66 |
| 30021 - Archeological Technician I | 18.39 |
| 30022 - Archeological Technician II | 20.58 |
| 30023 - Archeological Technician III | 25.49 |
| 30030 - Cartographic Technician | 25.49 |
| 30040 - Civil Engineering Technician | 22.23 |
| 30061 - Drafter/CAD Operator I | 18.39 |
| 30062 - Drafter/CAD Operator II | 20.58 |
| 30063 - Drafter/CAD Operator III | 22.94 |
| 30064 - Drafter/CAD Operator IV | 29.65 |
| 30081 - Engineering Technician I | 15.26 |
| 30082 - Engineering Technician II | 17.13 |
| 30083 - Engineering Technician III | 20.55 |
| 30084 - Engineering Technician IV | 23.74 |
| 30085 - Engineering Technician V | 29.04 |
| 30086 - Engineering Technician VI | 35.13 |
| 30090 - Environmental Technician | 20.32 |
| 30210 - Laboratory Technician | 19.48 |
| 30240 - Mathematical Technician | 25.49 |
| 30361 - Paralegal/Legal Assistant I | 19.22 |
| 30362 - Paralegal/Legal Assistant II | 23.81 |
| 30363 - Paralegal/Legal Assistant III | 31.43 |
| 30364 - Paralegal/Legal Assistant IV | 37.70 |
| 30390 - Photo-Optics Technician | 25.49 |
| 30461 - Technical Writer I | 24.05 |
| 30462 - Technical Writer II | 29.40 |
| 30463 - Technical Writer III | 35.57 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 23.15 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 28.01 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 33.57 |
| 30494 - Unexploded (UXO) Safety Escort | 23.15 |
| 30495 - Unexploded (UXO) Sweep Personnel | 23.15 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 22.94 |
| 30621 - Weather Observer, Senior (see 2) | 23.88 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.33 |
| 31030 - Bus Driver | 17.79 |
| 31043 - Driver Courier | 17.02 |
| 31260 - Parking and Lot Attendant | 8.53 |
| 31290 - Shuttle Bus Driver | 18.11 |
| 31310 - Taxi Driver | 11.56 |
| 31361 - Truckdriver, Light | 18.11 |
| 31362 - Truckdriver, Medium | 18.43 |
| 31363 - Truckdriver, Heavy | 19.35 |

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|---|-------|
| 31364 - Truckdriver, Tractor-Trailer | 19.35 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.87 |
| 99050 - Desk Clerk | 10.05 |
| 99095 - Embalmer | 28.53 |
| 99251 - Laboratory Animal Caretaker I | 10.77 |
| 99252 - Laboratory Animal Caretaker II | 11.46 |
| 99310 - Mortician | 34.47 |
| 99410 - Pest Controller | 16.18 |
| 99510 - Photofinishing Worker | 13.48 |
| 99710 - Recycling Laborer | 17.59 |
| 99711 - Recycling Specialist | 20.18 |
| 99730 - Refuse Collector | 16.30 |
| 99810 - Sales Clerk | 12.05 |
| 99820 - School Crossing Guard | 12.93 |
| 99830 - Survey Party Chief | 26.04 |
| 99831 - Surveying Aide | 13.38 |
| 99832 - Surveying Technician | 20.48 |
| 99840 - Vending Machine Attendant | 14.77 |
| 99841 - Vending Machine Repairer | 16.64 |
| 99842 - Vending Machine Repairer Helper | 14.77 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2421
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Allen, Auglaize, Hancock, Hardin, Mercer, Putnam, Van Wert, Wyandot

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.18 |
| 01012 - Accounting Clerk II | | 13.68 |
| 01013 - Accounting Clerk III | | 15.30 |

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| 01020 - Administrative Assistant | 17.12 |
| 01040 - Court Reporter | 15.24 |
| 01051 - Data Entry Operator I | 11.09 |
| 01052 - Data Entry Operator II | 12.11 |
| 01060 - Dispatcher, Motor Vehicle | 16.86 |
| 01070 - Document Preparation Clerk | 12.14 |
| 01090 - Duplicating Machine Operator | 12.15 |
| 01111 - General Clerk I | 11.30 |
| 01112 - General Clerk II | 12.34 |
| 01113 - General Clerk III | 13.85 |
| 01120 - Housing Referral Assistant | 18.35 |
| 01141 - Messenger Courier | 10.78 |
| 01191 - Order Clerk I | 11.00 |
| 01192 - Order Clerk II | 12.22 |
| 01261 - Personnel Assistant (Employment) I | 13.10 |
| 01262 - Personnel Assistant (Employment) II | 14.65 |
| 01263 - Personnel Assistant (Employment) III | 16.89 |
| 01270 - Production Control Clerk | 21.22 |
| 01280 - Receptionist | 11.32 |
| 01290 - Rental Clerk | 12.58 |
| 01300 - Scheduler, Maintenance | 13.63 |
| 01311 - Secretary I | 13.63 |
| 01312 - Secretary II | 15.24 |
| 01313 - Secretary III | 18.35 |
| 01320 - Service Order Dispatcher | 15.15 |
| 01410 - Supply Technician | 17.12 |
| 01420 - Survey Worker | 15.24 |
| 01531 - Travel Clerk I | 12.60 |
| 01532 - Travel Clerk II | 13.44 |
| 01533 - Travel Clerk III | 14.25 |
| 01611 - Word Processor I | 12.57 |
| 01612 - Word Processor II | 13.95 |
| 01613 - Word Processor III | 15.52 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.85 |
| 05010 - Automotive Electrician | 20.78 |
| 05040 - Automotive Glass Installer | 20.09 |
| 05070 - Automotive Worker | 20.09 |
| 05110 - Mobile Equipment Servicer | 18.71 |
| 05130 - Motor Equipment Metal Mechanic | 21.44 |
| 05160 - Motor Equipment Metal Worker | 19.99 |
| 05190 - Motor Vehicle Mechanic | 21.85 |
| 05220 - Motor Vehicle Mechanic Helper | 17.98 |
| 05250 - Motor Vehicle Upholstery Worker | 19.36 |
| 05280 - Motor Vehicle Wrecker | 20.09 |
| 05310 - Painter, Automotive | 20.78 |
| 05340 - Radiator Repair Specialist | 20.09 |
| 05370 - Tire Repairer | 16.74 |
| 05400 - Transmission Repair Specialist | 21.44 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.21 |
| 07041 - Cook I | 11.69 |
| 07042 - Cook II | 13.21 |
| 07070 - Dishwasher | 9.16 |
| 07130 - Food Service Worker | 9.16 |
| 07210 - Meat Cutter | 14.42 |
| 07260 - Waiter/Waitress | 9.85 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 21.18 |
| 09040 - Furniture Handler | 14.71 |
| 09080 - Furniture Refinisher | 21.18 |
| 09090 - Furniture Refinisher Helper | 16.66 |
| 09110 - Furniture Repairer, Minor | 19.20 |

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| 09130 - Upholsterer | 21.18 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.18 |
| 11060 - Elevator Operator | 11.58 |
| 11090 - Gardener | 13.72 |
| 11122 - Housekeeping Aide | 11.53 |
| 11150 - Janitor | 12.07 |
| 11210 - Laborer, Grounds Maintenance | 11.25 |
| 11240 - Maid or Houseman | 9.26 |
| 11260 - Pruner | 9.68 |
| 11270 - Tractor Operator | 13.72 |
| 11330 - Trail Maintenance Worker | 11.25 |
| 11360 - Window Cleaner | 12.98 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.45 |
| 12011 - Breath Alcohol Technician | 16.80 |
| 12012 - Certified Occupational Therapist Assistant | 22.56 |
| 12015 - Certified Physical Therapist Assistant | 21.35 |
| 12020 - Dental Assistant | 13.35 |
| 12025 - Dental Hygienist | 26.03 |
| 12030 - EKG Technician | 24.26 |
| 12035 - Electroneurodiagnostic Technologist | 24.26 |
| 12040 - Emergency Medical Technician | 16.80 |
| 12071 - Licensed Practical Nurse I | 15.05 |
| 12072 - Licensed Practical Nurse II | 16.80 |
| 12073 - Licensed Practical Nurse III | 18.77 |
| 12100 - Medical Assistant | 13.75 |
| 12130 - Medical Laboratory Technician | 16.45 |
| 12160 - Medical Record Clerk | 12.76 |
| 12190 - Medical Record Technician | 14.33 |
| 12195 - Medical Transcriptionist | 13.79 |
| 12210 - Nuclear Medicine Technologist | 34.34 |
| 12221 - Nursing Assistant I | 9.31 |
| 12222 - Nursing Assistant II | 10.47 |
| 12223 - Nursing Assistant III | 11.42 |
| 12224 - Nursing Assistant IV | 12.82 |
| 12235 - Optical Dispenser | 15.22 |
| 12236 - Optical Technician | 15.05 |
| 12250 - Pharmacy Technician | 14.19 |
| 12280 - Phlebotomist | 13.71 |
| 12305 - Radiologic Technologist | 24.54 |
| 12311 - Registered Nurse I | 21.78 |
| 12312 - Registered Nurse II | 26.65 |
| 12313 - Registered Nurse II, Specialist | 26.65 |
| 12314 - Registered Nurse III | 32.24 |
| 12315 - Registered Nurse III, Anesthetist | 32.24 |
| 12316 - Registered Nurse IV | 38.63 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.36 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.23 |
| 13012 - Exhibits Specialist II | 22.58 |
| 13013 - Exhibits Specialist III | 27.62 |
| 13041 - Illustrator I | 18.23 |
| 13042 - Illustrator II | 22.58 |
| 13043 - Illustrator III | 27.62 |
| 13047 - Librarian | 25.01 |
| 13050 - Library Aide/Clerk | 13.86 |
| 13054 - Library Information Technology Systems Administrator | 22.58 |
| 13058 - Library Technician | 16.63 |
| 13061 - Media Specialist I | 15.82 |
| 13062 - Media Specialist II | 16.63 |
| 13063 - Media Specialist III | 18.55 |

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| 13071 - Photographer I | 13.24 |
| 13072 - Photographer II | 16.58 |
| 13073 - Photographer III | 20.55 |
| 13074 - Photographer IV | 22.54 |
| 13075 - Photographer V | 27.36 |
| 13110 - Video Teleconference Technician | 16.29 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.70 |
| 14042 - Computer Operator II | 16.45 |
| 14043 - Computer Operator III | 18.32 |
| 14044 - Computer Operator IV | 21.57 |
| 14045 - Computer Operator V | 23.87 |
| 14071 - Computer Programmer I | 22.07 |
| 14072 - Computer Programmer II | 27.39 |
| 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 | 14.70 |
| 14160 - Personal Computer Support Technician | 24.13 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.04 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.34 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.76 |
| 15050 - Computer Based Training Specialist / Instructor | 27.62 |
| 15060 - Educational Technologist | 30.44 |
| 15070 - Flight Instructor (Pilot) | 37.76 |
| 15080 - Graphic Artist | 25.74 |
| 15090 - Technical Instructor | 21.55 |
| 15095 - Technical Instructor/Course Developer | 26.36 |
| 15110 - Test Proctor | 17.39 |
| 15120 - Tutor | 17.39 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.87 |
| 16030 - Counter Attendant | 8.87 |
| 16040 - Dry Cleaner | 11.25 |
| 16070 - Finisher, Flatwork, Machine | 8.87 |
| 16090 - Presser, Hand | 8.87 |
| 16110 - Presser, Machine, Drycleaning | 8.87 |
| 16130 - Presser, Machine, Shirts | 8.87 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.87 |
| 16190 - Sewing Machine Operator | 12.05 |
| 16220 - Tailor | 12.83 |
| 16250 - Washer, Machine | 9.67 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.57 |
| 19040 - Tool And Die Maker | 24.42 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.96 |
| 21030 - Material Coordinator | 21.22 |
| 21040 - Material Expediter | 21.22 |
| 21050 - Material Handling Laborer | 12.20 |
| 21071 - Order Filler | 11.49 |
| 21080 - Production Line Worker (Food Processing) | 16.96 |
| 21110 - Shipping Packer | 13.88 |
| 21130 - Shipping/Receiving Clerk | 13.88 |
| 21140 - Store Worker I | 13.07 |
| 21150 - Stock Clerk | 17.42 |
| 21210 - Tools And Parts Attendant | 16.96 |
| 21410 - Warehouse Specialist | 16.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.76 |

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| 23021 - Aircraft Mechanic I | 22.00 |
| 23022 - Aircraft Mechanic II | 22.76 |
| 23023 - Aircraft Mechanic III | 23.60 |
| 23040 - Aircraft Mechanic Helper | 17.89 |
| 23050 - Aircraft, Painter | 21.32 |
| 23060 - Aircraft Servicer | 19.26 |
| 23080 - Aircraft Worker | 20.25 |
| 23110 - Appliance Mechanic | 21.18 |
| 23120 - Bicycle Repairer | 16.74 |
| 23125 - Cable Splicer | 22.00 |
| 23130 - Carpenter, Maintenance | 19.25 |
| 23140 - Carpet Layer | 20.25 |
| 23160 - Electrician, Maintenance | 23.93 |
| 23181 - Electronics Technician Maintenance I | 20.25 |
| 23182 - Electronics Technician Maintenance II | 21.32 |
| 23183 - Electronics Technician Maintenance III | 22.00 |
| 23260 - Fabric Worker | 19.20 |
| 23290 - Fire Alarm System Mechanic | 22.00 |
| 23310 - Fire Extinguisher Repairer | 17.92 |
| 23311 - Fuel Distribution System Mechanic | 22.09 |
| 23312 - Fuel Distribution System Operator | 17.99 |
| 23370 - General Maintenance Worker | 18.53 |
| 23380 - Ground Support Equipment Mechanic | 22.00 |
| 23381 - Ground Support Equipment Servicer | 19.26 |
| 23382 - Ground Support Equipment Worker | 20.25 |
| 23391 - Gunsmith I | 17.92 |
| 23392 - Gunsmith II | 20.25 |
| 23393 - Gunsmith III | 22.00 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.22 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.95 |
| 23430 - Heavy Equipment Mechanic | 22.00 |
| 23440 - Heavy Equipment Operator | 25.19 |
| 23460 - Instrument Mechanic | 22.00 |
| 23465 - Laboratory/Shelter Mechanic | 21.32 |
| 23470 - Laborer | 13.59 |
| 23510 - Locksmith | 20.67 |
| 23530 - Machinery Maintenance Mechanic | 28.00 |
| 23550 - Machinist, Maintenance | 20.44 |
| 23580 - Maintenance Trades Helper | 16.94 |
| 23591 - Metrology Technician I | 22.00 |
| 23592 - Metrology Technician II | 22.76 |
| 23593 - Metrology Technician III | 23.60 |
| 23640 - Millwright | 22.54 |
| 23710 - Office Appliance Repairer | 21.18 |
| 23760 - Painter, Maintenance | 21.18 |
| 23790 - Pipefitter, Maintenance | 23.91 |
| 23810 - Plumber, Maintenance | 23.17 |
| 23820 - Pneudraulic Systems Mechanic | 22.00 |
| 23850 - Rigger | 22.00 |
| 23870 - Scale Mechanic | 18.61 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.04 |
| 23910 - Small Engine Mechanic | 18.61 |
| 23931 - Telecommunications Mechanic I | 22.00 |
| 23932 - Telecommunications Mechanic II | 22.76 |
| 23950 - Telephone Lineman | 20.14 |
| 23960 - welder, Combination, Maintenance | 19.86 |
| 23965 - well Driller | 22.00 |
| 23970 - Woodcraft Worker | 22.00 |
| 23980 - woodworker | 17.92 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.51 |

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| 24580 - Child Care Center Clerk | 13.12 |
| 24610 - Chore Aide | 9.23 |
| 24620 - Family Readiness And Support Services Coordinator | 15.08 |
| 24630 - Homemaker | 14.58 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.00 |
| 25040 - Sewage Plant Operator | 20.53 |
| 25070 - Stationary Engineer | 22.00 |
| 25190 - Ventilation Equipment Tender | 17.16 |
| 25210 - Water Treatment Plant Operator | 20.53 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.58 |
| 27007 - Baggage Inspector | 12.56 |
| 27008 - Corrections Officer | 20.62 |
| 27010 - Court Security Officer | 19.10 |
| 27030 - Detection Dog Handler | 15.58 |
| 27040 - Detention Officer | 20.62 |
| 27070 - Firefighter | 18.69 |
| 27101 - Guard I | 12.56 |
| 27102 - Guard II | 15.58 |
| 27131 - Police Officer I | 19.71 |
| 27132 - Police Officer II | 21.89 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.44 |
| 28042 - Carnival Equipment Repairer | 12.01 |
| 28043 - Carnival Equipment Worker | 9.16 |
| 28210 - Gate Attendant/Gate Tender | 13.51 |
| 28310 - Lifeguard | 12.03 |
| 28350 - Park Attendant (Aide) | 15.11 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.03 |
| 28515 - Recreation Specialist | 16.01 |
| 28630 - Sports Official | 12.03 |
| 28690 - Swimming Pool Operator | 15.75 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.25 |
| 29020 - Hatch Tender | 20.25 |
| 29030 - Line Handler | 20.25 |
| 29041 - Stevedore I | 19.20 |
| 29042 - Stevedore II | 22.00 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.16 |
| 30022 - Archeological Technician II | 18.20 |
| 30023 - Archeological Technician III | 22.48 |
| 30030 - Cartographic Technician | 21.39 |
| 30040 - Civil Engineering Technician | 22.33 |
| 30061 - Drafter/CAD Operator I | 15.16 |
| 30062 - Drafter/CAD Operator II | 17.80 |
| 30063 - Drafter/CAD Operator III | 19.84 |
| 30064 - Drafter/CAD Operator IV | 22.48 |
| 30081 - Engineering Technician I | 13.81 |
| 30082 - Engineering Technician II | 15.50 |
| 30083 - Engineering Technician III | 18.47 |
| 30084 - Engineering Technician IV | 23.08 |
| 30085 - Engineering Technician V | 26.28 |
| 30086 - Engineering Technician VI | 31.80 |
| 30090 - Environmental Technician | 21.98 |
| 30210 - Laboratory Technician | 22.89 |
| 30240 - Mathematical Technician | 22.61 |
| 30361 - Paralegal/Legal Assistant I | 16.14 |

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| 30362 - Paralegal/Legal Assistant II | 19.99 |
| 30363 - Paralegal/Legal Assistant III | 24.46 |
| 30364 - Paralegal/Legal Assistant IV | 29.59 |
| 30390 - Photo-Optics Technician | 21.39 |
| 30461 - Technical Writer I | 21.01 |
| 30462 - Technical Writer II | 25.70 |
| 30463 - Technical Writer III | 31.10 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 19.84 |
| 30621 - Weather Observer, Senior (see 2) | 20.94 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.77 |
| 31030 - Bus Driver | 14.70 |
| 31043 - Driver Courier | 12.24 |
| 31260 - Parking and Lot Attendant | 9.42 |
| 31290 - Shuttle Bus Driver | 13.19 |
| 31310 - Taxi Driver | 12.62 |
| 31361 - Truckdriver, Light | 13.19 |
| 31362 - Truckdriver, Medium | 13.64 |
| 31363 - Truckdriver, Heavy | 18.32 |
| 31364 - Truckdriver, Tractor-Trailer | 18.32 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.94 |
| 99050 - Desk Clerk | 9.56 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 17.58 |
| 99252 - Laboratory Animal Caretaker II | 18.92 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 21.76 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.65 |
| 99711 - Recycling Specialist | 18.88 |
| 99730 - Refuse Collector | 14.53 |
| 99810 - Sales Clerk | 11.22 |
| 99820 - School Crossing Guard | 14.53 |
| 99830 - Survey Party Chief | 21.02 |
| 99831 - Surveying Aide | 11.08 |
| 99832 - Surveying Technician | 15.19 |
| 99840 - Vending Machine Attendant | 14.49 |
| 99841 - Vending Machine Repairer | 19.44 |
| 99842 - Vending Machine Repairer Helper | 14.49 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2422
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Allen, Auglaize, Hancock, Hardin, Mercer, Putnam, Van Wert, Wyandot

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.18 |
| 01012 - Accounting Clerk II | | 13.68 |
| 01013 - Accounting Clerk III | | 15.30 |
| 01020 - Administrative Assistant | | 17.12 |
| 01040 - Court Reporter | | 15.24 |
| 01051 - Data Entry Operator I | | 11.09 |
| 01052 - Data Entry Operator II | | 12.11 |
| 01060 - Dispatcher, Motor Vehicle | | 16.86 |
| 01070 - Document Preparation Clerk | | 12.14 |
| 01090 - Duplicating Machine Operator | | 12.15 |
| 01111 - General Clerk I | | 11.30 |
| 01112 - General Clerk II | | 12.34 |
| 01113 - General Clerk III | | 13.85 |
| 01120 - Housing Referral Assistant | | 18.35 |
| 01141 - Messenger Courier | | 10.78 |
| 01191 - Order Clerk I | | 11.00 |
| 01192 - Order Clerk II | | 12.22 |
| 01261 - Personnel Assistant (Employment) I | | 13.10 |
| 01262 - Personnel Assistant (Employment) II | | 14.65 |
| 01263 - Personnel Assistant (Employment) III | | 16.89 |
| 01270 - Production Control Clerk | | 21.22 |
| 01280 - Receptionist | | 11.32 |
| 01290 - Rental Clerk | | 12.58 |
| 01300 - Scheduler, Maintenance | | 13.63 |
| 01311 - Secretary I | | 13.63 |
| 01312 - Secretary II | | 15.24 |
| 01313 - Secretary III | | 18.35 |
| 01320 - Service Order Dispatcher | | 15.15 |
| 01410 - Supply Technician | | 17.12 |
| 01420 - Survey Worker | | 15.24 |
| 01531 - Travel Clerk I | | 12.60 |
| 01532 - Travel Clerk II | | 13.44 |
| 01533 - Travel Clerk III | | 14.25 |
| 01611 - Word Processor I | | 12.57 |
| 01612 - Word Processor II | | 13.95 |
| 01613 - Word Processor III | | 15.52 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 21.85 |
| 05010 - Automotive Electrician | | 20.78 |
| 05040 - Automotive Glass Installer | | 20.09 |
| 05070 - Automotive Worker | | 20.09 |
| 05110 - Mobile Equipment Servicer | | 18.71 |
| 05130 - Motor Equipment Metal Mechanic | | 21.44 |
| 05160 - Motor Equipment Metal Worker | | 19.99 |

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| 05190 - Motor Vehicle Mechanic | 21.85 |
| 05220 - Motor Vehicle Mechanic Helper | 17.98 |
| 05250 - Motor Vehicle Upholstery Worker | 19.36 |
| 05280 - Motor Vehicle Wrecker | 20.09 |
| 05310 - Painter, Automotive | 20.78 |
| 05340 - Radiator Repair Specialist | 20.09 |
| 05370 - Tire Repairer | 16.74 |
| 05400 - Transmission Repair Specialist | 21.44 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.21 |
| 07041 - Cook I | 11.69 |
| 07042 - Cook II | 13.21 |
| 07070 - Dishwasher | 9.16 |
| 07130 - Food Service Worker | 9.16 |
| 07210 - Meat Cutter | 14.42 |
| 07260 - Waiter/Waitress | 9.85 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 21.18 |
| 09040 - Furniture Handler | 14.71 |
| 09080 - Furniture Refinisher | 21.18 |
| 09090 - Furniture Refinisher Helper | 16.66 |
| 09110 - Furniture Repairer, Minor | 19.20 |
| 09130 - Upholsterer | 21.18 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.18 |
| 11060 - Elevator Operator | 11.58 |
| 11090 - Gardener | 13.72 |
| 11122 - Housekeeping Aide | 11.53 |
| 11150 - Janitor | 12.07 |
| 11210 - Laborer, Grounds Maintenance | 11.25 |
| 11240 - Maid or Houseman | 9.26 |
| 11260 - Pruner | 9.68 |
| 11270 - Tractor Operator | 13.72 |
| 11330 - Trail Maintenance Worker | 11.25 |
| 11360 - Window Cleaner | 12.98 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.45 |
| 12011 - Breath Alcohol Technician | 16.80 |
| 12012 - Certified Occupational Therapist Assistant | 22.56 |
| 12015 - Certified Physical Therapist Assistant | 21.35 |
| 12020 - Dental Assistant | 13.35 |
| 12025 - Dental Hygienist | 26.03 |
| 12030 - EKG Technician | 24.26 |
| 12035 - Electroneurodiagnostic Technologist | 24.26 |
| 12040 - Emergency Medical Technician | 16.80 |
| 12071 - Licensed Practical Nurse I | 15.05 |
| 12072 - Licensed Practical Nurse II | 16.80 |
| 12073 - Licensed Practical Nurse III | 18.77 |
| 12100 - Medical Assistant | 13.75 |
| 12130 - Medical Laboratory Technician | 16.45 |
| 12160 - Medical Record Clerk | 12.76 |
| 12190 - Medical Record Technician | 14.33 |
| 12195 - Medical Transcriptionist | 13.79 |
| 12210 - Nuclear Medicine Technologist | 34.34 |
| 12221 - Nursing Assistant I | 9.31 |
| 12222 - Nursing Assistant II | 10.47 |
| 12223 - Nursing Assistant III | 11.42 |
| 12224 - Nursing Assistant IV | 12.82 |
| 12235 - Optical Dispenser | 15.22 |
| 12236 - Optical Technician | 15.05 |
| 12250 - Pharmacy Technician | 14.19 |
| 12280 - Phlebotomist | 13.71 |
| 12305 - Radiologic Technologist | 24.54 |

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|---|---------|
| 12311 - Registered Nurse I | 21.78 |
| 12312 - Registered Nurse II | 26.65 |
| 12313 - Registered Nurse II, Specialist | 26.65 |
| 12314 - Registered Nurse III | 32.24 |
| 12315 - Registered Nurse III, Anesthetist | 32.24 |
| 12316 - Registered Nurse IV | 38.63 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.36 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.23 |
| 13012 - Exhibits Specialist II | 22.58 |
| 13013 - Exhibits Specialist III | 27.62 |
| 13041 - Illustrator I | 18.23 |
| 13042 - Illustrator II | 22.58 |
| 13043 - Illustrator III | 27.62 |
| 13047 - Librarian | 25.01 |
| 13050 - Library Aide/Clerk | 13.86 |
| 13054 - Library Information Technology Systems Administrator | 22.58 |
| 13058 - Library Technician | 16.63 |
| 13061 - Media Specialist I | 15.82 |
| 13062 - Media Specialist II | 16.63 |
| 13063 - Media Specialist III | 18.55 |
| 13071 - Photographer I | 13.24 |
| 13072 - Photographer II | 16.58 |
| 13073 - Photographer III | 20.55 |
| 13074 - Photographer IV | 22.54 |
| 13075 - Photographer V | 27.36 |
| 13110 - Video Teleconference Technician | 16.29 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.70 |
| 14042 - Computer Operator II | 16.45 |
| 14043 - Computer Operator III | 18.32 |
| 14044 - Computer Operator IV | 21.57 |
| 14045 - Computer Operator V | 23.87 |
| 14071 - Computer Programmer I | 22.07 |
| 14072 - Computer Programmer II | 27.39 |
| 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 | 14.70 |
| 14160 - Personal Computer Support Technician | 24.13 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.04 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.34 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.76 |
| 15050 - Computer Based Training Specialist / Instructor | 27.62 |
| 15060 - Educational Technologist | 30.44 |
| 15070 - Flight Instructor (Pilot) | 37.76 |
| 15080 - Graphic Artist | 25.74 |
| 15090 - Technical Instructor | 21.55 |
| 15095 - Technical Instructor/Course Developer | 26.36 |
| 15110 - Test Proctor | 17.39 |
| 15120 - Tutor | 17.39 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.87 |
| 16030 - Counter Attendant | 8.87 |
| 16040 - Dry Cleaner | 11.25 |
| 16070 - Finisher, Flatwork, Machine | 8.87 |
| 16090 - Presser, Hand | 8.87 |
| 16110 - Presser, Machine, Drycleaning | 8.87 |
| 16130 - Presser, Machine, Shirts | 8.87 |

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| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.87 |
| 16190 - Sewing Machine Operator | 12.05 |
| 16220 - Tailor | 12.83 |
| 16250 - Washer, Machine | 9.67 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.57 |
| 19040 - Tool And Die Maker | 24.42 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.96 |
| 21030 - Material Coordinator | 21.22 |
| 21040 - Material Expediter | 21.22 |
| 21050 - Material Handling Laborer | 12.20 |
| 21071 - Order Filler | 11.49 |
| 21080 - Production Line Worker (Food Processing) | 16.96 |
| 21110 - Shipping Packer | 13.88 |
| 21130 - Shipping/Receiving Clerk | 13.88 |
| 21140 - Store Worker I | 13.07 |
| 21150 - Stock Clerk | 17.42 |
| 21210 - Tools And Parts Attendant | 16.96 |
| 21410 - Warehouse Specialist | 16.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.76 |
| 23021 - Aircraft Mechanic I | 22.00 |
| 23022 - Aircraft Mechanic II | 22.76 |
| 23023 - Aircraft Mechanic III | 23.60 |
| 23040 - Aircraft Mechanic Helper | 17.89 |
| 23050 - Aircraft, Painter | 21.32 |
| 23060 - Aircraft Servicer | 19.26 |
| 23080 - Aircraft Worker | 20.25 |
| 23110 - Appliance Mechanic | 21.18 |
| 23120 - Bicycle Repairer | 16.74 |
| 23125 - Cable Splicer | 22.00 |
| 23130 - Carpenter, Maintenance | 19.25 |
| 23140 - Carpet Layer | 20.25 |
| 23160 - Electrician, Maintenance | 23.93 |
| 23181 - Electronics Technician Maintenance I | 20.25 |
| 23182 - Electronics Technician Maintenance II | 21.32 |
| 23183 - Electronics Technician Maintenance III | 22.00 |
| 23260 - Fabric Worker | 19.20 |
| 23290 - Fire Alarm System Mechanic | 22.00 |
| 23310 - Fire Extinguisher Repairer | 17.92 |
| 23311 - Fuel Distribution System Mechanic | 22.09 |
| 23312 - Fuel Distribution System Operator | 17.99 |
| 23370 - General Maintenance Worker | 18.53 |
| 23380 - Ground Support Equipment Mechanic | 22.00 |
| 23381 - Ground Support Equipment Servicer | 19.26 |
| 23382 - Ground Support Equipment Worker | 20.25 |
| 23391 - Gunsmith I | 17.92 |
| 23392 - Gunsmith II | 20.25 |
| 23393 - Gunsmith III | 22.00 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.22 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.95 |
| 23430 - Heavy Equipment Mechanic | 22.00 |
| 23440 - Heavy Equipment Operator | 25.19 |
| 23460 - Instrument Mechanic | 22.00 |
| 23465 - Laboratory/Shelter Mechanic | 21.32 |
| 23470 - Laborer | 13.59 |
| 23510 - Locksmith | 20.67 |
| 23530 - Machinery Maintenance Mechanic | 28.00 |
| 23550 - Machinist, Maintenance | 20.44 |
| 23580 - Maintenance Trades Helper | 16.94 |

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|---|-------|
| 23591 - Metrology Technician I | 22.00 |
| 23592 - Metrology Technician II | 22.76 |
| 23593 - Metrology Technician III | 23.60 |
| 23640 - Millwright | 22.54 |
| 23710 - Office Appliance Repairer | 21.18 |
| 23760 - Painter, Maintenance | 21.18 |
| 23790 - Pipefitter, Maintenance | 23.91 |
| 23810 - Plumber, Maintenance | 23.17 |
| 23820 - Pneudraulic Systems Mechanic | 22.00 |
| 23850 - Rigger | 22.00 |
| 23870 - Scale Mechanic | 18.61 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.04 |
| 23910 - Small Engine Mechanic | 18.61 |
| 23931 - Telecommunications Mechanic I | 22.00 |
| 23932 - Telecommunications Mechanic II | 22.76 |
| 23950 - Telephone Lineman | 20.14 |
| 23960 - welder, Combination, Maintenance | 19.86 |
| 23965 - well Driller | 22.00 |
| 23970 - Woodcraft Worker | 22.00 |
| 23980 - Woodworker | 17.92 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.51 |
| 24580 - Child Care Center Clerk | 13.12 |
| 24610 - Chore Aide | 9.23 |
| 24620 - Family Readiness And Support Services Coordinator | 15.08 |
| 24630 - Homemaker | 14.58 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.00 |
| 25040 - Sewage Plant Operator | 20.53 |
| 25070 - Stationary Engineer | 22.00 |
| 25190 - Ventilation Equipment Tender | 17.16 |
| 25210 - Water Treatment Plant Operator | 20.53 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.58 |
| 27007 - Baggage Inspector | 12.56 |
| 27008 - Corrections Officer | 20.62 |
| 27010 - Court Security Officer | 19.10 |
| 27030 - Detection Dog Handler | 15.58 |
| 27040 - Detention Officer | 20.62 |
| 27070 - Firefighter | 18.69 |
| 27101 - Guard I | 12.56 |
| 27102 - Guard II | 15.58 |
| 27131 - Police Officer I | 19.71 |
| 27132 - Police Officer II | 21.89 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.44 |
| 28042 - Carnival Equipment Repairer | 12.01 |
| 28043 - Carnival Equipment Worker | 9.16 |
| 28210 - Gate Attendant/Gate Tender | 13.51 |
| 28310 - Lifeguard | 12.03 |
| 28350 - Park Attendant (Aide) | 15.11 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.03 |
| 28515 - Recreation Specialist | 16.01 |
| 28630 - Sports Official | 12.03 |
| 28690 - Swimming Pool Operator | 15.75 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.25 |
| 29020 - Hatch Tender | 20.25 |
| 29030 - Line Handler | 20.25 |
| 29041 - Stevedore I | 19.20 |
| 29042 - Stevedore II | 22.00 |
| 30000 - Technical Occupations | |

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| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.16 |
| 30022 - Archeological Technician II | 18.20 |
| 30023 - Archeological Technician III | 22.48 |
| 30030 - Cartographic Technician | 21.39 |
| 30040 - Civil Engineering Technician | 22.33 |
| 30061 - Drafter/CAD Operator I | 15.16 |
| 30062 - Drafter/CAD Operator II | 17.80 |
| 30063 - Drafter/CAD Operator III | 19.84 |
| 30064 - Drafter/CAD Operator IV | 22.48 |
| 30081 - Engineering Technician I | 13.81 |
| 30082 - Engineering Technician II | 15.50 |
| 30083 - Engineering Technician III | 18.47 |
| 30084 - Engineering Technician IV | 23.08 |
| 30085 - Engineering Technician V | 26.28 |
| 30086 - Engineering Technician VI | 31.80 |
| 30090 - Environmental Technician | 21.98 |
| 30210 - Laboratory Technician | 22.89 |
| 30240 - Mathematical Technician | 22.61 |
| 30361 - Paralegal/Legal Assistant I | 16.14 |
| 30362 - Paralegal/Legal Assistant II | 19.99 |
| 30363 - Paralegal/Legal Assistant III | 24.46 |
| 30364 - Paralegal/Legal Assistant IV | 29.59 |
| 30390 - Photo-Optics Technician | 21.39 |
| 30461 - Technical Writer I | 21.01 |
| 30462 - Technical Writer II | 25.70 |
| 30463 - Technical Writer III | 31.10 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 19.84 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 20.94 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.77 |
| 31030 - Bus Driver | 14.70 |
| 31043 - Driver Courier | 12.24 |
| 31260 - Parking and Lot Attendant | 9.42 |
| 31290 - Shuttle Bus Driver | 13.19 |
| 31310 - Taxi Driver | 12.62 |
| 31361 - Truckdriver, Light | 13.19 |
| 31362 - Truckdriver, Medium | 13.64 |
| 31363 - Truckdriver, Heavy | 18.32 |
| 31364 - Truckdriver, Tractor-Trailer | 18.32 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.94 |
| 99050 - Desk Clerk | 9.56 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 17.58 |
| 99252 - Laboratory Animal Caretaker II | 18.92 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 21.76 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.65 |
| 99711 - Recycling Specialist | 18.88 |
| 99730 - Refuse Collector | 14.53 |
| 99810 - Sales Clerk | 11.22 |
| 99820 - School Crossing Guard | 14.53 |
| 99830 - Survey Party Chief | 21.02 |

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|---|-------|
| 99831 - Surveying Aide | 11.08 |
| 99832 - Surveying Technician | 15.19 |
| 99840 - Vending Machine Attendant | 14.49 |
| 99841 - Vending Machine Repairer | 19.44 |
| 99842 - Vending Machine Repairer Helper | 14.49 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting

"arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2423
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Adams, Athens, Gallia, Highland, Hocking, Jackson,
Lawrence, Meigs, Pike, Ross, Scioto, Vinton

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|------|
| 01000 - Administrative Support And Clerical Occupations | | |

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|--|-------|
| 01011 - Accounting Clerk I | 10.91 |
| 01012 - Accounting Clerk II | 12.56 |
| 01013 - Accounting Clerk III | 14.03 |
| 01020 - Administrative Assistant | 17.70 |
| 01040 - Court Reporter | 18.49 |
| 01051 - Data Entry Operator I | 11.47 |
| 01052 - Data Entry Operator II | 12.52 |
| 01060 - Dispatcher, Motor Vehicle | 17.05 |
| 01070 - Document Preparation Clerk | 12.16 |
| 01090 - Duplicating Machine Operator | 12.16 |
| 01111 - General Clerk I | 10.42 |
| 01112 - General Clerk II | 11.37 |
| 01113 - General Clerk III | 12.76 |
| 01120 - Housing Referral Assistant | 15.79 |
| 01141 - Messenger Courier | 11.26 |
| 01191 - Order Clerk I | 10.45 |
| 01192 - Order Clerk II | 11.80 |
| 01261 - Personnel Assistant (Employment) I | 12.96 |
| 01262 - Personnel Assistant (Employment) II | 14.51 |
| 01263 - Personnel Assistant (Employment) III | 16.17 |
| 01270 - Production Control Clerk | 18.77 |
| 01280 - Receptionist | 10.27 |
| 01290 - Rental Clerk | 9.84 |
| 01300 - Scheduler, Maintenance | 12.66 |
| 01311 - Secretary I | 12.66 |
| 01312 - Secretary II | 14.16 |
| 01313 - Secretary III | 15.79 |
| 01320 - Service Order Dispatcher | 15.16 |
| 01410 - Supply Technician | 17.70 |
| 01420 - Survey Worker | 11.21 |
| 01531 - Travel Clerk I | 12.86 |
| 01532 - Travel Clerk II | 13.72 |
| 01533 - Travel Clerk III | 14.55 |
| 01611 - Word Processor I | 11.21 |
| 01612 - Word Processor II | 12.58 |
| 01613 - Word Processor III | 14.07 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 17.26 |
| 05010 - Automotive Electrician | 16.60 |
| 05040 - Automotive Glass Installer | 15.87 |
| 05070 - Automotive Worker | 15.87 |
| 05110 - Mobile Equipment Servicer | 14.42 |
| 05130 - Motor Equipment Metal Mechanic | 17.26 |
| 05160 - Motor Equipment Metal Worker | 15.87 |
| 05190 - Motor Vehicle Mechanic | 16.77 |
| 05220 - Motor Vehicle Mechanic Helper | 14.33 |
| 05250 - Motor Vehicle Upholstery Worker | 15.13 |
| 05280 - Motor Vehicle Wrecker | 15.87 |
| 05310 - Painter, Automotive | 16.60 |
| 05340 - Radiator Repair Specialist | 15.87 |
| 05370 - Tire Repairer | 13.87 |
| 05400 - Transmission Repair Specialist | 17.26 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 16.06 |
| 07041 - Cook I | 14.66 |
| 07042 - Cook II | 16.06 |
| 07070 - Dishwasher | 11.31 |
| 07130 - Food Service Worker | 11.31 |
| 07210 - Meat Cutter | 16.06 |
| 07260 - Waiter/Waitress | 12.28 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.18 |
| 09040 - Furniture Handler | 12.00 |

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| 09080 - Furniture Refinisher | 18.18 |
| 09090 - Furniture Refinisher Helper | 14.06 |
| 09110 - Furniture Repairer, Minor | 16.30 |
| 09130 - Upholsterer | 18.18 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.17 |
| 11060 - Elevator Operator | 11.17 |
| 11090 - Gardener | 14.66 |
| 11122 - Housekeeping Aide | 11.22 |
| 11150 - Janitor | 11.22 |
| 11210 - Laborer, Grounds Maintenance | 12.28 |
| 11240 - Maid or Houseman | 10.04 |
| 11260 - Pruner | 11.22 |
| 11270 - Tractor Operator | 13.88 |
| 11330 - Trail Maintenance Worker | 12.28 |
| 11360 - Window Cleaner | 12.40 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.53 |
| 12011 - Breath Alcohol Technician | 15.71 |
| 12012 - Certified Occupational Therapist Assistant | 21.21 |
| 12015 - Certified Physical Therapist Assistant | 20.47 |
| 12020 - Dental Assistant | 13.21 |
| 12025 - Dental Hygienist | 27.52 |
| 12030 - EKG Technician | 21.54 |
| 12035 - Electroneurodiagnostic Technologist | 21.54 |
| 12040 - Emergency Medical Technician | 13.53 |
| 12071 - Licensed Practical Nurse I | 14.04 |
| 12072 - Licensed Practical Nurse II | 15.71 |
| 12073 - Licensed Practical Nurse III | 17.52 |
| 12100 - Medical Assistant | 11.71 |
| 12130 - Medical Laboratory Technician | 16.13 |
| 12160 - Medical Record Clerk | 12.69 |
| 12190 - Medical Record Technician | 14.19 |
| 12195 - Medical Transcriptionist | 12.82 |
| 12210 - Nuclear Medicine Technologist | 28.77 |
| 12221 - Nursing Assistant I | 9.38 |
| 12222 - Nursing Assistant II | 10.55 |
| 12223 - Nursing Assistant III | 11.51 |
| 12224 - Nursing Assistant IV | 12.92 |
| 12235 - Optical Dispenser | 15.47 |
| 12236 - Optical Technician | 14.04 |
| 12250 - Pharmacy Technician | 13.63 |
| 12280 - Phlebotomist | 12.92 |
| 12305 - Radiologic Technologist | 22.87 |
| 12311 - Registered Nurse I | 21.89 |
| 12312 - Registered Nurse II | 26.78 |
| 12313 - Registered Nurse II, Specialist | 26.78 |
| 12314 - Registered Nurse III | 32.40 |
| 12315 - Registered Nurse III, Anesthetist | 32.40 |
| 12316 - Registered Nurse IV | 38.83 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.47 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.15 |
| 13012 - Exhibits Specialist II | 21.25 |
| 13013 - Exhibits Specialist III | 26.00 |
| 13041 - Illustrator I | 17.15 |
| 13042 - Illustrator II | 21.25 |
| 13043 - Illustrator III | 26.00 |
| 13047 - Librarian | 23.53 |
| 13050 - Library Aide/Clerk | 11.37 |
| 13054 - Library Information Technology Systems Administrator | 21.25 |
| 13058 - Library Technician | 14.80 |

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|---|---------|
| 13061 - Media Specialist I | 15.33 |
| 13062 - Media Specialist II | 17.15 |
| 13063 - Media Specialist III | 19.13 |
| 13071 - Photographer I | 13.81 |
| 13072 - Photographer II | 15.45 |
| 13073 - Photographer III | 19.14 |
| 13074 - Photographer IV | 22.69 |
| 13075 - Photographer V | 26.46 |
| 13110 - Video Teleconference Technician | 16.45 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.61 |
| 14042 - Computer Operator II | 18.72 |
| 14043 - Computer Operator III | 21.15 |
| 14044 - Computer Operator IV | 22.66 |
| 14045 - Computer Operator V | 25.09 |
| 14071 - Computer Programmer I | 21.74 |
| 14072 - Computer Programmer II | 24.22 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 25.57 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.61 |
| 14160 - Personal Computer Support Technician | 22.66 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.57 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 30.94 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.53 |
| 15050 - Computer Based Training Specialist / Instructor | 25.57 |
| 15060 - Educational Technologist | 27.48 |
| 15070 - Flight Instructor (Pilot) | 36.53 |
| 15080 - Graphic Artist | 19.34 |
| 15090 - Technical Instructor | 19.32 |
| 15095 - Technical Instructor/Course Developer | 23.64 |
| 15110 - Test Proctor | 15.60 |
| 15120 - Tutor | 15.60 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.13 |
| 16030 - Counter Attendant | 9.13 |
| 16040 - Dry Cleaner | 11.56 |
| 16070 - Finisher, Flatwork, Machine | 9.13 |
| 16090 - Presser, Hand | 9.13 |
| 16110 - Presser, Machine, Drycleaning | 9.13 |
| 16130 - Presser, Machine, Shirts | 9.13 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.13 |
| 16190 - Sewing Machine Operator | 12.37 |
| 16220 - Tailor | 13.18 |
| 16250 - Washer, Machine | 9.91 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.98 |
| 19040 - Tool And Die Maker | 21.26 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.69 |
| 21030 - Material Coordinator | 18.77 |
| 21040 - Material Expediter | 18.77 |
| 21050 - Material Handling Laborer | 12.13 |
| 21071 - Order Filler | 12.45 |
| 21080 - Production Line Worker (Food Processing) | 13.69 |
| 21110 - Shipping Packer | 13.86 |
| 21130 - Shipping/Receiving Clerk | 13.86 |
| 21140 - Store Worker I | 12.08 |
| 21150 - Stock Clerk | 16.41 |
| 21210 - Tools And Parts Attendant | 13.69 |

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|---|-------|
| 21410 - Warehouse Specialist | 13.69 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.63 |
| 23021 - Aircraft Mechanic I | 19.80 |
| 23022 - Aircraft Mechanic II | 20.63 |
| 23023 - Aircraft Mechanic III | 21.49 |
| 23040 - Aircraft Mechanic Helper | 15.72 |
| 23050 - Aircraft, Painter | 18.91 |
| 23060 - Aircraft Servicer | 17.36 |
| 23080 - Aircraft Worker | 18.20 |
| 23110 - Appliance Mechanic | 18.69 |
| 23120 - Bicycle Repairer | 13.87 |
| 23125 - Cable Splicer | 26.73 |
| 23130 - Carpenter, Maintenance | 19.58 |
| 23140 - Carpet Layer | 18.58 |
| 23160 - Electrician, Maintenance | 23.78 |
| 23181 - Electronics Technician Maintenance I | 21.12 |
| 23182 - Electronics Technician Maintenance II | 23.33 |
| 23183 - Electronics Technician Maintenance III | 24.78 |
| 23260 - Fabric Worker | 16.61 |
| 23290 - Fire Alarm System Mechanic | 19.17 |
| 23310 - Fire Extinguisher Repairer | 15.48 |
| 23311 - Fuel Distribution System Mechanic | 19.64 |
| 23312 - Fuel Distribution System Operator | 15.77 |
| 23370 - General Maintenance Worker | 14.33 |
| 23380 - Ground Support Equipment Mechanic | 19.80 |
| 23381 - Ground Support Equipment Servicer | 17.36 |
| 23382 - Ground Support Equipment Worker | 18.20 |
| 23391 - Gunsmith I | 15.48 |
| 23392 - Gunsmith II | 17.78 |
| 23393 - Gunsmith III | 19.80 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.45 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.18 |
| 23430 - Heavy Equipment Mechanic | 17.77 |
| 23440 - Heavy Equipment Operator | 21.57 |
| 23460 - Instrument Mechanic | 22.10 |
| 23465 - Laboratory/Shelter Mechanic | 18.92 |
| 23470 - Laborer | 12.23 |
| 23510 - Locksmith | 18.18 |
| 23530 - Machinery Maintenance Mechanic | 20.36 |
| 23550 - Machinist, Maintenance | 19.47 |
| 23580 - Maintenance Trades Helper | 14.77 |
| 23591 - Metrology Technician I | 22.10 |
| 23592 - Metrology Technician II | 22.94 |
| 23593 - Metrology Technician III | 23.78 |
| 23640 - Millwright | 22.14 |
| 23710 - Office Appliance Repairer | 18.54 |
| 23760 - Painter, Maintenance | 18.56 |
| 23790 - Pipefitter, Maintenance | 21.00 |
| 23810 - Plumber, Maintenance | 20.25 |
| 23820 - Pneudraulic Systems Mechanic | 19.80 |
| 23850 - Rigger | 19.80 |
| 23870 - Scale Mechanic | 17.78 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.73 |
| 23910 - Small Engine Mechanic | 17.38 |
| 23931 - Telecommunications Mechanic I | 25.39 |
| 23932 - Telecommunications Mechanic II | 26.36 |
| 23950 - Telephone Lineman | 23.30 |
| 23960 - Welder, Combination, Maintenance | 17.64 |
| 23965 - Well Driller | 19.58 |
| 23970 - Woodcraft Worker | 19.80 |

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| 23980 - Woodworker | 15.48 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.32 |
| 24580 - Child Care Center Clerk | 11.66 |
| 24610 - Chore Aide | 10.29 |
| 24620 - Family Readiness And Support Services Coordinator | 11.03 |
| 24630 - Homemaker | 12.96 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.95 |
| 25040 - Sewage Plant Operator | 18.18 |
| 25070 - Stationary Engineer | 24.95 |
| 25190 - Ventilation Equipment Tender | 16.70 |
| 25210 - Water Treatment Plant Operator | 18.18 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.22 |
| 27007 - Baggage Inspector | 10.64 |
| 27008 - Corrections Officer | 18.93 |
| 27010 - Court Security Officer | 18.63 |
| 27030 - Detection Dog Handler | 11.92 |
| 27040 - Detention Officer | 18.93 |
| 27070 - Firefighter | 17.41 |
| 27101 - Guard I | 10.64 |
| 27102 - Guard II | 11.92 |
| 27131 - Police Officer I | 18.22 |
| 27132 - Police Officer II | 20.24 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.75 |
| 28042 - Carnival Equipment Repairer | 15.58 |
| 28043 - Carnival Equipment Worker | 12.01 |
| 28210 - Gate Attendant/Gate Tender | 13.36 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 14.94 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.91 |
| 28515 - Recreation Specialist | 17.03 |
| 28630 - Sports Official | 11.91 |
| 28690 - Swimming Pool Operator | 17.67 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.11 |
| 29020 - Hatch Tender | 17.11 |
| 29030 - Line Handler | 17.11 |
| 29041 - Stevedore I | 16.36 |
| 29042 - Stevedore II | 18.00 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.51 |
| 30022 - Archeological Technician II | 18.47 |
| 30023 - Archeological Technician III | 22.89 |
| 30030 - Cartographic Technician | 22.89 |
| 30040 - Civil Engineering Technician | 20.48 |
| 30061 - Drafter/CAD Operator I | 16.51 |
| 30062 - Drafter/CAD Operator II | 18.47 |
| 30063 - Drafter/CAD Operator III | 20.60 |
| 30064 - Drafter/CAD Operator IV | 25.34 |
| 30081 - Engineering Technician I | 15.58 |
| 30082 - Engineering Technician II | 18.24 |
| 30083 - Engineering Technician III | 20.23 |
| 30084 - Engineering Technician IV | 25.29 |
| 30085 - Engineering Technician V | 30.93 |
| 30086 - Engineering Technician VI | 37.42 |
| 30090 - Environmental Technician | 19.29 |

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|---|---------------|
| 30210 - Laboratory Technician | 19.26 |
| 30240 - Mathematical Technician | 22.71 |
| 30361 - Paralegal/Legal Assistant I | 17.74 |
| 30362 - Paralegal/Legal Assistant II | 21.96 |
| 30363 - Paralegal/Legal Assistant III | 26.89 |
| 30364 - Paralegal/Legal Assistant IV | 32.54 |
| 30390 - Photo-Optics Technician | 22.89 |
| 30461 - Technical Writer I | 22.89 |
| 30462 - Technical Writer II | 28.00 |
| 30463 - Technical Writer III | 33.03 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.60 |
| 30621 - Weather Observer, Senior | (see 2) 22.89 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.50 |
| 31030 - Bus Driver | 13.37 |
| 31043 - Driver Courier | 11.80 |
| 31260 - Parking and Lot Attendant | 8.90 |
| 31290 - Shuttle Bus Driver | 12.76 |
| 31310 - Taxi Driver | 9.17 |
| 31361 - Truckdriver, Light | 12.76 |
| 31362 - Truckdriver, Medium | 15.11 |
| 31363 - Truckdriver, Heavy | 16.27 |
| 31364 - Truckdriver, Tractor-Trailer | 16.27 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.99 |
| 99050 - Desk Clerk | 10.14 |
| 99095 - Embalmer | 22.41 |
| 99251 - Laboratory Animal Caretaker I | 13.20 |
| 99252 - Laboratory Animal Caretaker II | 13.86 |
| 99310 - Mortician | 27.93 |
| 99410 - Pest Controller | 15.46 |
| 99510 - Photofinishing worker | 10.96 |
| 99710 - Recycling Laborer | 13.94 |
| 99711 - Recycling Specialist | 16.92 |
| 99730 - Refuse Collector | 12.73 |
| 99810 - Sales Clerk | 10.31 |
| 99820 - School Crossing Guard | 11.31 |
| 99830 - Survey Party Chief | 17.79 |
| 99831 - Surveying Aide | 11.78 |
| 99832 - Surveying Technician | 16.17 |
| 99840 - Vending Machine Attendant | 13.88 |
| 99841 - Vending Machine Repairer | 16.06 |
| 99842 - Vending Machine Repairer Helper | 13.88 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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| Wds_Revision_Received_10.9.2014 | |
| THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION |
| By direction of the Secretary of Labor | WAGE AND HOUR DIVISION |
| | WASHINGTON D.C. 20210 |
| | |
| Diane C. Koplewski | Wage Determination No.: 2005-2424 |
| Director | Revision No.: 16 |
| Division of | Date Of Last Revision: 07/25/2014 |
| Wage Determinations | |
| State: Ohio | |

Area: Ohio Counties of Adams, Athens, Gallia, Highland, Hocking, Jackson, Lawrence, Meigs, Pike, Ross, Scioto, Vinton

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 10.91 |
| 01012 - Accounting Clerk II | | 12.56 |
| 01013 - Accounting Clerk III | | 14.03 |
| 01020 - Administrative Assistant | | 17.70 |
| 01040 - Court Reporter | | 18.49 |
| 01051 - Data Entry Operator I | | 11.47 |
| 01052 - Data Entry Operator II | | 12.52 |
| 01060 - Dispatcher, Motor Vehicle | | 17.05 |
| 01070 - Document Preparation Clerk | | 12.16 |
| 01090 - Duplicating Machine Operator | | 12.16 |
| 01111 - General Clerk I | | 10.42 |
| 01112 - General Clerk II | | 11.37 |
| 01113 - General Clerk III | | 12.76 |
| 01120 - Housing Referral Assistant | | 15.79 |
| 01141 - Messenger Courier | | 11.26 |
| 01191 - Order Clerk I | | 10.45 |
| 01192 - Order Clerk II | | 11.80 |
| 01261 - Personnel Assistant (Employment) I | | 12.96 |
| 01262 - Personnel Assistant (Employment) II | | 14.51 |
| 01263 - Personnel Assistant (Employment) III | | 16.17 |
| 01270 - Production Control Clerk | | 18.77 |
| 01280 - Receptionist | | 10.27 |
| 01290 - Rental Clerk | | 9.84 |
| 01300 - Scheduler, Maintenance | | 12.66 |
| 01311 - Secretary I | | 12.66 |
| 01312 - Secretary II | | 14.16 |
| 01313 - Secretary III | | 15.79 |
| 01320 - Service Order Dispatcher | | 15.16 |
| 01410 - Supply Technician | | 17.70 |
| 01420 - Survey Worker | | 11.21 |
| 01531 - Travel Clerk I | | 12.86 |
| 01532 - Travel Clerk II | | 13.72 |
| 01533 - Travel Clerk III | | 14.55 |
| 01611 - Word Processor I | | 11.21 |
| 01612 - Word Processor II | | 12.58 |
| 01613 - Word Processor III | | 14.07 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 17.26 |
| 05010 - Automotive Electrician | | 16.60 |
| 05040 - Automotive Glass Installer | | 15.87 |

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| 05070 - Automotive Worker | 15.87 |
| 05110 - Mobile Equipment Servicer | 14.42 |
| 05130 - Motor Equipment Metal Mechanic | 17.26 |
| 05160 - Motor Equipment Metal Worker | 15.87 |
| 05190 - Motor Vehicle Mechanic | 16.77 |
| 05220 - Motor Vehicle Mechanic Helper | 14.33 |
| 05250 - Motor Vehicle Upholstery Worker | 15.13 |
| 05280 - Motor Vehicle Wrecker | 15.87 |
| 05310 - Painter, Automotive | 16.60 |
| 05340 - Radiator Repair Specialist | 15.87 |
| 05370 - Tire Repairer | 13.87 |
| 05400 - Transmission Repair Specialist | 17.26 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 16.06 |
| 07041 - Cook I | 14.66 |
| 07042 - Cook II | 16.06 |
| 07070 - Dishwasher | 11.31 |
| 07130 - Food Service Worker | 11.31 |
| 07210 - Meat Cutter | 16.06 |
| 07260 - Waiter/Waitress | 12.28 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.18 |
| 09040 - Furniture Handler | 12.00 |
| 09080 - Furniture Refinisher | 18.18 |
| 09090 - Furniture Refinisher Helper | 14.06 |
| 09110 - Furniture Repairer, Minor | 16.30 |
| 09130 - Upholsterer | 18.18 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.17 |
| 11060 - Elevator Operator | 11.17 |
| 11090 - Gardener | 14.66 |
| 11122 - Housekeeping Aide | 11.22 |
| 11150 - Janitor | 11.22 |
| 11210 - Laborer, Grounds Maintenance | 12.28 |
| 11240 - Maid or Houseman | 10.04 |
| 11260 - Pruner | 11.22 |
| 11270 - Tractor Operator | 13.88 |
| 11330 - Trail Maintenance Worker | 12.28 |
| 11360 - Window Cleaner | 12.40 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.53 |
| 12011 - Breath Alcohol Technician | 15.71 |
| 12012 - Certified Occupational Therapist Assistant | 21.21 |
| 12015 - Certified Physical Therapist Assistant | 20.47 |
| 12020 - Dental Assistant | 13.21 |
| 12025 - Dental Hygienist | 27.52 |
| 12030 - EKG Technician | 21.54 |
| 12035 - Electroneurodiagnostic Technologist | 21.54 |
| 12040 - Emergency Medical Technician | 13.53 |
| 12071 - Licensed Practical Nurse I | 14.04 |
| 12072 - Licensed Practical Nurse II | 15.71 |
| 12073 - Licensed Practical Nurse III | 17.52 |
| 12100 - Medical Assistant | 11.71 |
| 12130 - Medical Laboratory Technician | 16.13 |
| 12160 - Medical Record Clerk | 12.69 |
| 12190 - Medical Record Technician | 14.19 |
| 12195 - Medical Transcriptionist | 12.82 |
| 12210 - Nuclear Medicine Technologist | 28.77 |
| 12221 - Nursing Assistant I | 9.38 |
| 12222 - Nursing Assistant II | 10.55 |
| 12223 - Nursing Assistant III | 11.51 |
| 12224 - Nursing Assistant IV | 12.92 |
| 12235 - Optical Dispenser | 15.47 |

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|---|---------|
| 12236 - Optical Technician | 14.04 |
| 12250 - Pharmacy Technician | 13.63 |
| 12280 - Phlebotomist | 12.92 |
| 12305 - Radiologic Technologist | 22.87 |
| 12311 - Registered Nurse I | 21.89 |
| 12312 - Registered Nurse II | 26.78 |
| 12313 - Registered Nurse II, Specialist | 26.78 |
| 12314 - Registered Nurse III | 32.40 |
| 12315 - Registered Nurse III, Anesthetist | 32.40 |
| 12316 - Registered Nurse IV | 38.83 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.47 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.15 |
| 13012 - Exhibits Specialist II | 21.25 |
| 13013 - Exhibits Specialist III | 26.00 |
| 13041 - Illustrator I | 17.15 |
| 13042 - Illustrator II | 21.25 |
| 13043 - Illustrator III | 26.00 |
| 13047 - Librarian | 23.53 |
| 13050 - Library Aide/Clerk | 11.37 |
| 13054 - Library Information Technology Systems Administrator | 21.25 |
| 13058 - Library Technician | 14.80 |
| 13061 - Media Specialist I | 15.33 |
| 13062 - Media Specialist II | 17.15 |
| 13063 - Media Specialist III | 19.13 |
| 13071 - Photographer I | 13.81 |
| 13072 - Photographer II | 15.45 |
| 13073 - Photographer III | 19.14 |
| 13074 - Photographer IV | 22.69 |
| 13075 - Photographer V | 26.46 |
| 13110 - Video Teleconference Technician | 16.45 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.61 |
| 14042 - Computer Operator II | 18.72 |
| 14043 - Computer Operator III | 21.15 |
| 14044 - Computer Operator IV | 22.66 |
| 14045 - Computer Operator V | 25.09 |
| 14071 - Computer Programmer I | 21.74 |
| 14072 - Computer Programmer II | 24.22 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 25.57 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.61 |
| 14160 - Personal Computer Support Technician | 22.66 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.57 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 30.94 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.53 |
| 15050 - Computer Based Training Specialist / Instructor | 25.57 |
| 15060 - Educational Technologist | 27.48 |
| 15070 - Flight Instructor (Pilot) | 36.53 |
| 15080 - Graphic Artist | 19.34 |
| 15090 - Technical Instructor | 19.32 |
| 15095 - Technical Instructor/Course Developer | 23.64 |
| 15110 - Test Proctor | 15.60 |
| 15120 - Tutor | 15.60 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.13 |
| 16030 - Counter Attendant | 9.13 |
| 16040 - Dry Cleaner | 11.56 |

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|---|-------|
| 16070 - Finisher, Flatwork, Machine | 9.13 |
| 16090 - Presser, Hand | 9.13 |
| 16110 - Presser, Machine, Drycleaning | 9.13 |
| 16130 - Presser, Machine, Shirts | 9.13 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.13 |
| 16190 - Sewing Machine Operator | 12.37 |
| 16220 - Tailor | 13.18 |
| 16250 - Washer, Machine | 9.91 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.98 |
| 19040 - Tool And Die Maker | 21.26 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.69 |
| 21030 - Material Coordinator | 18.77 |
| 21040 - Material Expediter | 18.77 |
| 21050 - Material Handling Laborer | 12.13 |
| 21071 - Order Filler | 12.45 |
| 21080 - Production Line Worker (Food Processing) | 13.69 |
| 21110 - Shipping Packer | 13.86 |
| 21130 - Shipping/Receiving Clerk | 13.86 |
| 21140 - Store Worker I | 12.08 |
| 21150 - Stock Clerk | 16.41 |
| 21210 - Tools And Parts Attendant | 13.69 |
| 21410 - Warehouse Specialist | 13.69 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.63 |
| 23021 - Aircraft Mechanic I | 19.80 |
| 23022 - Aircraft Mechanic II | 20.63 |
| 23023 - Aircraft Mechanic III | 21.49 |
| 23040 - Aircraft Mechanic Helper | 15.72 |
| 23050 - Aircraft, Painter | 18.91 |
| 23060 - Aircraft Servicer | 17.36 |
| 23080 - Aircraft Worker | 18.20 |
| 23110 - Appliance Mechanic | 18.69 |
| 23120 - Bicycle Repairer | 13.87 |
| 23125 - Cable Splicer | 26.73 |
| 23130 - Carpenter, Maintenance | 19.58 |
| 23140 - Carpet Layer | 18.58 |
| 23160 - Electrician, Maintenance | 23.78 |
| 23181 - Electronics Technician Maintenance I | 21.12 |
| 23182 - Electronics Technician Maintenance II | 23.33 |
| 23183 - Electronics Technician Maintenance III | 24.78 |
| 23260 - Fabric Worker | 16.61 |
| 23290 - Fire Alarm System Mechanic | 19.17 |
| 23310 - Fire Extinguisher Repairer | 15.48 |
| 23311 - Fuel Distribution System Mechanic | 19.64 |
| 23312 - Fuel Distribution System Operator | 15.77 |
| 23370 - General Maintenance Worker | 14.33 |
| 23380 - Ground Support Equipment Mechanic | 19.80 |
| 23381 - Ground Support Equipment Servicer | 17.36 |
| 23382 - Ground Support Equipment Worker | 18.20 |
| 23391 - Gunsmith I | 15.48 |
| 23392 - Gunsmith II | 17.78 |
| 23393 - Gunsmith III | 19.80 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.45 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.18 |
| 23430 - Heavy Equipment Mechanic | 17.77 |
| 23440 - Heavy Equipment Operator | 21.57 |
| 23460 - Instrument Mechanic | 22.10 |
| 23465 - Laboratory/Shelter Mechanic | 18.92 |
| 23470 - Laborer | 12.23 |

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|---|-------|
| 23510 - Locksmith | 18.18 |
| 23530 - Machinery Maintenance Mechanic | 20.36 |
| 23550 - Machinist, Maintenance | 19.47 |
| 23580 - Maintenance Trades Helper | 14.77 |
| 23591 - Metrology Technician I | 22.10 |
| 23592 - Metrology Technician II | 22.94 |
| 23593 - Metrology Technician III | 23.78 |
| 23640 - Millwright | 22.14 |
| 23710 - Office Appliance Repairer | 18.54 |
| 23760 - Painter, Maintenance | 18.56 |
| 23790 - Pipefitter, Maintenance | 21.00 |
| 23810 - Plumber, Maintenance | 20.25 |
| 23820 - Pneudraulic Systems Mechanic | 19.80 |
| 23850 - Rigger | 19.80 |
| 23870 - Scale Mechanic | 17.78 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.73 |
| 23910 - Small Engine Mechanic | 17.38 |
| 23931 - Telecommunications Mechanic I | 25.39 |
| 23932 - Telecommunications Mechanic II | 26.36 |
| 23950 - Telephone Lineman | 23.30 |
| 23960 - Welder, Combination, Maintenance | 17.64 |
| 23965 - Well Driller | 19.58 |
| 23970 - Woodcraft Worker | 19.80 |
| 23980 - Woodworker | 15.48 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.32 |
| 24580 - Child Care Center Clerk | 11.66 |
| 24610 - Chore Aide | 10.29 |
| 24620 - Family Readiness And Support Services Coordinator | 11.03 |
| 24630 - Homemaker | 12.96 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.95 |
| 25040 - Sewage Plant Operator | 18.18 |
| 25070 - Stationary Engineer | 24.95 |
| 25190 - Ventilation Equipment Tender | 16.70 |
| 25210 - Water Treatment Plant Operator | 18.18 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.22 |
| 27007 - Baggage Inspector | 10.64 |
| 27008 - Corrections Officer | 18.93 |
| 27010 - Court Security Officer | 18.63 |
| 27030 - Detection Dog Handler | 11.92 |
| 27040 - Detention Officer | 18.93 |
| 27070 - Firefighter | 17.41 |
| 27101 - Guard I | 10.64 |
| 27102 - Guard II | 11.92 |
| 27131 - Police Officer I | 18.22 |
| 27132 - Police Officer II | 20.24 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.75 |
| 28042 - Carnival Equipment Repairer | 15.58 |
| 28043 - Carnival Equipment Worker | 12.01 |
| 28210 - Gate Attendant/Gate Tender | 13.36 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 14.94 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.91 |
| 28515 - Recreation Specialist | 17.03 |
| 28630 - Sports Official | 11.91 |
| 28690 - Swimming Pool Operator | 17.67 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.11 |
| 29020 - Hatch Tender | 17.11 |

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| 29030 - Line Handler | 17.11 |
| 29041 - Stevedore I | 16.36 |
| 29042 - Stevedore II | 18.00 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.51 |
| 30022 - Archeological Technician II | 18.47 |
| 30023 - Archeological Technician III | 22.89 |
| 30030 - Cartographic Technician | 22.89 |
| 30040 - Civil Engineering Technician | 20.48 |
| 30061 - Drafter/CAD Operator I | 16.51 |
| 30062 - Drafter/CAD Operator II | 18.47 |
| 30063 - Drafter/CAD Operator III | 20.60 |
| 30064 - Drafter/CAD Operator IV | 25.34 |
| 30081 - Engineering Technician I | 15.58 |
| 30082 - Engineering Technician II | 18.24 |
| 30083 - Engineering Technician III | 20.23 |
| 30084 - Engineering Technician IV | 25.29 |
| 30085 - Engineering Technician V | 30.93 |
| 30086 - Engineering Technician VI | 37.42 |
| 30090 - Environmental Technician | 19.29 |
| 30210 - Laboratory Technician | 19.26 |
| 30240 - Mathematical Technician | 22.71 |
| 30361 - Paralegal/Legal Assistant I | 17.74 |
| 30362 - Paralegal/Legal Assistant II | 21.96 |
| 30363 - Paralegal/Legal Assistant III | 26.89 |
| 30364 - Paralegal/Legal Assistant IV | 32.54 |
| 30390 - Photo-Optics Technician | 22.89 |
| 30461 - Technical Writer I | 22.89 |
| 30462 - Technical Writer II | 28.00 |
| 30463 - Technical Writer III | 33.03 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 20.60 |
| 30621 - Weather Observer, Senior (see 2) | 22.89 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.50 |
| 31030 - Bus Driver | 13.37 |
| 31043 - Driver Courier | 11.80 |
| 31260 - Parking and Lot Attendant | 8.90 |
| 31290 - Shuttle Bus Driver | 12.76 |
| 31310 - Taxi Driver | 9.17 |
| 31361 - Truckdriver, Light | 12.76 |
| 31362 - Truckdriver, Medium | 15.11 |
| 31363 - Truckdriver, Heavy | 16.27 |
| 31364 - Truckdriver, Tractor-Trailer | 16.27 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.99 |
| 99050 - Desk Clerk | 10.14 |
| 99095 - Embalmer | 22.41 |
| 99251 - Laboratory Animal Caretaker I | 13.20 |
| 99252 - Laboratory Animal Caretaker II | 13.86 |
| 99310 - Mortician | 27.93 |
| 99410 - Pest Controller | 15.46 |
| 99510 - Photofinishing Worker | 10.96 |
| 99710 - Recycling Laborer | 13.94 |
| 99711 - Recycling Specialist | 16.92 |

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|---|-------|
| 99730 - Refuse Collector | 12.73 |
| 99810 - Sales Clerk | 10.31 |
| 99820 - School Crossing Guard | 11.31 |
| 99830 - Survey Party Chief | 17.79 |
| 99831 - Surveying Aide | 11.78 |
| 99832 - Surveying Technician | 16.17 |
| 99840 - Vending Machine Attendant | 13.88 |
| 99841 - Vending Machine Repairer | 16.06 |
| 99842 - Vending Machine Repairer Helper | 13.88 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordinance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2425
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Fulton, Henry, Lucas, Ottawa, Sandusky, Seneca, Wood

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.61 |
| 01012 - Accounting Clerk II | | 14.73 |
| 01013 - Accounting Clerk III | | 16.35 |
| 01020 - Administrative Assistant | | 20.15 |
| 01040 - Court Reporter | | 22.78 |
| 01051 - Data Entry Operator I | | 11.95 |
| 01052 - Data Entry Operator II | | 13.04 |
| 01060 - Dispatcher, Motor Vehicle | | 17.55 |
| 01070 - Document Preparation Clerk | | 14.34 |
| 01090 - Duplicating Machine Operator | | 14.34 |
| 01111 - General Clerk I | | 11.70 |
| 01112 - General Clerk II | | 12.77 |
| 01113 - General Clerk III | | 14.33 |
| 01120 - Housing Referral Assistant | | 19.41 |
| 01141 - Messenger Courier | | 12.61 |

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| 01191 - Order Clerk I | 12.53 |
| 01192 - Order Clerk II | 13.67 |
| 01261 - Personnel Assistant (Employment) I | 15.16 |
| 01262 - Personnel Assistant (Employment) II | 16.96 |
| 01263 - Personnel Assistant (Employment) III | 18.92 |
| 01270 - Production Control Clerk | 19.72 |
| 01280 - Receptionist | 12.17 |
| 01290 - Rental Clerk | 10.82 |
| 01300 - Scheduler, Maintenance | 14.56 |
| 01311 - Secretary I | 14.56 |
| 01312 - Secretary II | 16.28 |
| 01313 - Secretary III | 19.41 |
| 01320 - Service Order Dispatcher | 15.68 |
| 01410 - Supply Technician | 20.15 |
| 01420 - Survey Worker | 14.69 |
| 01531 - Travel Clerk I | 13.02 |
| 01532 - Travel Clerk II | 14.14 |
| 01533 - Travel Clerk III | 15.31 |
| 01611 - Word Processor I | 13.17 |
| 01612 - Word Processor II | 14.79 |
| 01613 - Word Processor III | 16.54 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.15 |
| 05010 - Automotive Electrician | 18.56 |
| 05040 - Automotive Glass Installer | 17.96 |
| 05070 - Automotive Worker | 17.96 |
| 05110 - Mobile Equipment Servicer | 16.78 |
| 05130 - Motor Equipment Metal Mechanic | 21.00 |
| 05160 - Motor Equipment Metal Worker | 19.75 |
| 05190 - Motor Vehicle Mechanic | 18.61 |
| 05220 - Motor Vehicle Mechanic Helper | 16.19 |
| 05250 - Motor Vehicle Upholstery Worker | 19.09 |
| 05280 - Motor Vehicle Wrecker | 20.36 |
| 05310 - Painter, Automotive | 18.56 |
| 05340 - Radiator Repair Specialist | 19.75 |
| 05370 - Tire Repairer | 15.44 |
| 05400 - Transmission Repair Specialist | 19.15 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.70 |
| 07041 - Cook I | 10.66 |
| 07042 - Cook II | 12.17 |
| 07070 - Dishwasher | 8.45 |
| 07130 - Food Service Worker | 9.32 |
| 07210 - Meat Cutter | 15.70 |
| 07260 - Waiter/Waitress | 8.95 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.45 |
| 09040 - Furniture Handler | 15.55 |
| 09080 - Furniture Refinisher | 19.45 |
| 09090 - Furniture Refinisher Helper | 16.96 |
| 09110 - Furniture Repairer, Minor | 18.18 |
| 09130 - Upholsterer | 19.45 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.14 |
| 11060 - Elevator Operator | 11.21 |
| 11090 - Gardener | 13.69 |
| 11122 - Housekeeping Aide | 11.21 |
| 11150 - Janitor | 11.21 |
| 11210 - Laborer, Grounds Maintenance | 11.05 |
| 11240 - Maid or Houseman | 9.20 |
| 11260 - Pruner | 12.00 |
| 11270 - Tractor Operator | 12.96 |
| 11330 - Trail Maintenance Worker | 11.05 |

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|--|-------|
| 11360 - Window Cleaner | 12.34 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 12.35 |
| 12011 - Breath Alcohol Technician | 17.01 |
| 12012 - Certified Occupational Therapist Assistant | 24.70 |
| 12015 - Certified Physical Therapist Assistant | 24.86 |
| 12020 - Dental Assistant | 15.26 |
| 12025 - Dental Hygienist | 27.11 |
| 12030 - EKG Technician | 24.04 |
| 12035 - Electroneurodiagnostic Technologist | 24.04 |
| 12040 - Emergency Medical Technician | 12.35 |
| 12071 - Licensed Practical Nurse I | 15.20 |
| 12072 - Licensed Practical Nurse II | 17.01 |
| 12073 - Licensed Practical Nurse III | 18.97 |
| 12100 - Medical Assistant | 13.67 |
| 12130 - Medical Laboratory Technician | 18.21 |
| 12160 - Medical Record Clerk | 14.36 |
| 12190 - Medical Record Technician | 16.06 |
| 12195 - Medical Transcriptionist | 15.46 |
| 12210 - Nuclear Medicine Technologist | 30.07 |
| 12221 - Nursing Assistant I | 10.49 |
| 12222 - Nursing Assistant II | 11.80 |
| 12223 - Nursing Assistant III | 12.88 |
| 12224 - Nursing Assistant IV | 14.45 |
| 12235 - Optical Dispenser | 16.98 |
| 12236 - Optical Technician | 15.44 |
| 12250 - Pharmacy Technician | 13.32 |
| 12280 - Phlebotomist | 14.45 |
| 12305 - Radiologic Technologist | 23.83 |
| 12311 - Registered Nurse I | 21.83 |
| 12312 - Registered Nurse II | 26.70 |
| 12313 - Registered Nurse II, Specialist | 26.70 |
| 12314 - Registered Nurse III | 32.30 |
| 12315 - Registered Nurse III, Anesthetist | 32.30 |
| 12316 - Registered Nurse IV | 38.71 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.08 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.52 |
| 13012 - Exhibits Specialist II | 24.20 |
| 13013 - Exhibits Specialist III | 29.60 |
| 13041 - Illustrator I | 19.52 |
| 13042 - Illustrator II | 24.20 |
| 13043 - Illustrator III | 29.60 |
| 13047 - Librarian | 26.79 |
| 13050 - Library Aide/Clerk | 10.69 |
| 13054 - Library Information Technology Systems Administrator | 24.20 |
| 13058 - Library Technician | 16.32 |
| 13061 - Media Specialist I | 17.46 |
| 13062 - Media Specialist II | 19.52 |
| 13063 - Media Specialist III | 21.78 |
| 13071 - Photographer I | 13.95 |
| 13072 - Photographer II | 17.39 |
| 13073 - Photographer III | 22.08 |
| 13074 - Photographer IV | 23.71 |
| 13075 - Photographer V | 28.67 |
| 13110 - Video Teleconference Technician | 19.85 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.66 |
| 14042 - Computer Operator II | 17.52 |
| 14043 - Computer Operator III | 19.70 |
| 14044 - Computer Operator IV | 21.88 |
| 14045 - Computer Operator V | 24.21 |

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|---|---------|
| 14071 - Computer Programmer I | 19.94 |
| 14072 - Computer Programmer II | 26.06 |
| 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 | 15.66 |
| 14160 - Personal Computer Support Technician | 27.66 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.97 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.04 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 38.40 |
| 15050 - Computer Based Training Specialist / Instructor | 26.57 |
| 15060 - Educational Technologist | 26.78 |
| 15070 - Flight Instructor (Pilot) | 38.40 |
| 15080 - Graphic Artist | 21.19 |
| 15090 - Technical Instructor | 19.04 |
| 15095 - Technical Instructor/Course Developer | 25.62 |
| 15110 - Test Proctor | 16.91 |
| 15120 - Tutor | 16.91 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.07 |
| 16030 - Counter Attendant | 10.07 |
| 16040 - Dry Cleaner | 13.60 |
| 16070 - Finisher, Flatwork, Machine | 10.07 |
| 16090 - Presser, Hand | 10.07 |
| 16110 - Presser, Machine, Drycleaning | 10.07 |
| 16130 - Presser, Machine, Shirts | 10.07 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.07 |
| 16190 - Sewing Machine Operator | 14.81 |
| 16220 - Tailor | 15.96 |
| 16250 - Washer, Machine | 11.23 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.85 |
| 19040 - Tool And Die Maker | 25.12 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.45 |
| 21030 - Material Coordinator | 19.72 |
| 21040 - Material Expediter | 19.72 |
| 21050 - Material Handling Laborer | 17.63 |
| 21071 - Order Filler | 12.60 |
| 21080 - Production Line Worker (Food Processing) | 17.45 |
| 21110 - Shipping Packer | 15.18 |
| 21130 - Shipping/Receiving Clerk | 15.18 |
| 21140 - Store Worker I | 13.62 |
| 21150 - Stock Clerk | 17.86 |
| 21210 - Tools And Parts Attendant | 17.45 |
| 21410 - Warehouse Specialist | 17.45 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.33 |
| 23021 - Aircraft Mechanic I | 25.28 |
| 23022 - Aircraft Mechanic II | 26.33 |
| 23023 - Aircraft Mechanic III | 27.42 |
| 23040 - Aircraft Mechanic Helper | 20.78 |
| 23050 - Aircraft, Painter | 23.74 |
| 23060 - Aircraft Servicer | 22.24 |
| 23080 - Aircraft Worker | 23.02 |
| 23110 - Appliance Mechanic | 18.68 |
| 23120 - Bicycle Repairer | 15.44 |
| 23125 - Cable Splicer | 24.57 |
| 23130 - Carpenter, Maintenance | 21.82 |
| 23140 - Carpet Layer | 22.14 |

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|---|-------|
| 23160 - Electrician, Maintenance | 26.11 |
| 23181 - Electronics Technician Maintenance I | 24.27 |
| 23182 - Electronics Technician Maintenance II | 25.83 |
| 23183 - Electronics Technician Maintenance III | 27.04 |
| 23260 - Fabric Worker | 20.63 |
| 23290 - Fire Alarm System Mechanic | 23.61 |
| 23310 - Fire Extinguisher Repairer | 19.38 |
| 23311 - Fuel Distribution System Mechanic | 24.57 |
| 23312 - Fuel Distribution System Operator | 21.38 |
| 23370 - General Maintenance Worker | 18.11 |
| 23380 - Ground Support Equipment Mechanic | 25.28 |
| 23381 - Ground Support Equipment Servicer | 22.24 |
| 23382 - Ground Support Equipment Worker | 23.02 |
| 23391 - Gunsmith I | 19.90 |
| 23392 - Gunsmith II | 22.42 |
| 23393 - Gunsmith III | 24.23 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.67 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.61 |
| 23430 - Heavy Equipment Mechanic | 25.65 |
| 23440 - Heavy Equipment Operator | 25.96 |
| 23460 - Instrument Mechanic | 23.61 |
| 23465 - Laboratory/Shelter Mechanic | 23.43 |
| 23470 - Laborer | 18.30 |
| 23510 - Locksmith | 22.83 |
| 23530 - Machinery Maintenance Mechanic | 24.12 |
| 23550 - Machinist, Maintenance | 20.55 |
| 23580 - Maintenance Trades Helper | 16.96 |
| 23591 - Metrology Technician I | 23.61 |
| 23592 - Metrology Technician II | 24.47 |
| 23593 - Metrology Technician III | 25.28 |
| 23640 - Millwright | 30.10 |
| 23710 - Office Appliance Repairer | 21.65 |
| 23760 - Painter, Maintenance | 22.17 |
| 23790 - Pipefitter, Maintenance | 28.90 |
| 23810 - Plumber, Maintenance | 23.62 |
| 23820 - Pneudraulic Systems Mechanic | 23.61 |
| 23850 - Rigger | 23.61 |
| 23870 - Scale Mechanic | 21.85 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.68 |
| 23910 - Small Engine Mechanic | 18.81 |
| 23931 - Telecommunications Mechanic I | 23.78 |
| 23932 - Telecommunications Mechanic II | 24.65 |
| 23950 - Telephone Lineman | 24.18 |
| 23960 - Welder, Combination, Maintenance | 18.49 |
| 23965 - Well Driller | 23.11 |
| 23970 - Woodcraft Worker | 23.61 |
| 23980 - Woodworker | 18.42 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.16 |
| 24580 - Child Care Center Clerk | 12.68 |
| 24610 - Chore Aide | 10.22 |
| 24620 - Family Readiness And Support Services Coordinator | 14.64 |
| 24630 - Homemaker | 15.64 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.11 |
| 25040 - Sewage Plant Operator | 22.16 |
| 25070 - Stationary Engineer | 24.11 |
| 25190 - Ventilation Equipment Tender | 18.08 |
| 25210 - Water Treatment Plant Operator | 22.16 |
| 27000 - Protective Service Occupations | |

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|--|-------|
| 27004 - Alarm Monitor | 18.97 |
| 27007 - Baggage Inspector | 11.26 |
| 27008 - Corrections Officer | 17.58 |
| 27010 - Court Security Officer | 18.66 |
| 27030 - Detection Dog Handler | 16.09 |
| 27040 - Detention Officer | 17.58 |
| 27070 - Firefighter | 17.89 |
| 27101 - Guard I | 11.26 |
| 27102 - Guard II | 15.52 |
| 27131 - Police Officer I | 21.66 |
| 27132 - Police Officer II | 23.93 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.59 |
| 28042 - Carnival Equipment Repairer | 10.98 |
| 28043 - Carnival Equipment Worker | 10.08 |
| 28210 - Gate Attendant/Gate Tender | 13.49 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 15.15 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.06 |
| 28515 - Recreation Specialist | 18.21 |
| 28630 - Sports Official | 12.07 |
| 28690 - Swimming Pool Operator | 16.62 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.10 |
| 29020 - Hatch Tender | 22.10 |
| 29030 - Line Handler | 22.10 |
| 29041 - Stevedore I | 19.73 |
| 29042 - Stevedore II | 23.33 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.84 |
| 30022 - Archeological Technician II | 18.93 |
| 30023 - Archeological Technician III | 23.77 |
| 30030 - Cartographic Technician | 23.77 |
| 30040 - Civil Engineering Technician | 21.97 |
| 30061 - Drafter/CAD Operator I | 15.91 |
| 30062 - Drafter/CAD Operator II | 17.88 |
| 30063 - Drafter/CAD Operator III | 21.40 |
| 30064 - Drafter/CAD Operator IV | 26.33 |
| 30081 - Engineering Technician I | 16.55 |
| 30082 - Engineering Technician II | 18.58 |
| 30083 - Engineering Technician III | 20.79 |
| 30084 - Engineering Technician IV | 25.75 |
| 30085 - Engineering Technician V | 31.50 |
| 30086 - Engineering Technician VI | 38.12 |
| 30090 - Environmental Technician | 16.39 |
| 30210 - Laboratory Technician | 20.58 |
| 30240 - Mathematical Technician | 23.77 |
| 30361 - Paralegal/Legal Assistant I | 16.25 |
| 30362 - Paralegal/Legal Assistant II | 20.14 |
| 30363 - Paralegal/Legal Assistant III | 24.64 |
| 30364 - Paralegal/Legal Assistant IV | 29.75 |
| 30390 - Photo-Optics Technician | 23.77 |
| 30461 - Technical Writer I | 22.52 |
| 30462 - Technical Writer II | 27.53 |
| 30463 - Technical Writer III | 33.32 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |

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|---|---------|-------|
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) | 21.40 |
| 30621 - Weather Observer, Senior | (see 2) | 23.77 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 12.26 |
| 31030 - Bus Driver | | 17.49 |
| 31043 - Driver Courier | | 13.63 |
| 31260 - Parking and Lot Attendant | | 8.80 |
| 31290 - Shuttle Bus Driver | | 14.73 |
| 31310 - Taxi Driver | | 9.56 |
| 31361 - Truckdriver, Light | | 14.73 |
| 31362 - Truckdriver, Medium | | 18.98 |
| 31363 - Truckdriver, Heavy | | 19.35 |
| 31364 - Truckdriver, Tractor-Trailer | | 19.35 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 8.43 |
| 99050 - Desk Clerk | | 9.87 |
| 99095 - Embalmer | | 28.49 |
| 99251 - Laboratory Animal Caretaker I | | 9.41 |
| 99252 - Laboratory Animal Caretaker II | | 10.17 |
| 99310 - Mortician | | 28.49 |
| 99410 - Pest Controller | | 16.02 |
| 99510 - Photofinishing Worker | | 13.77 |
| 99710 - Recycling Laborer | | 16.06 |
| 99711 - Recycling Specialist | | 19.10 |
| 99730 - Refuse Collector | | 14.40 |
| 99810 - Sales Clerk | | 12.75 |
| 99820 - School Crossing Guard | | 10.21 |
| 99830 - Survey Party Chief | | 20.06 |
| 99831 - Surveying Aide | | 13.62 |
| 99832 - Surveying Technician | | 19.59 |
| 99840 - Vending Machine Attendant | | 14.99 |
| 99841 - Vending Machine Repairer | | 16.62 |
| 99842 - Vending Machine Repairer Helper | | 14.99 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2426
Revision No.: 13
Date of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Fulton, Henry, Lucas, Ottawa, Sandusky, Seneca, Wood
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****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.61 |
| 01012 - Accounting Clerk II | | 14.73 |
| 01013 - Accounting Clerk III | | 16.35 |
| 01020 - Administrative Assistant | | 20.15 |
| 01040 - Court Reporter | | 22.78 |
| 01051 - Data Entry Operator I | | 11.95 |
| 01052 - Data Entry Operator II | | 13.04 |
| 01060 - Dispatcher, Motor Vehicle | | 17.55 |
| 01070 - Document Preparation Clerk | | 14.34 |
| 01090 - Duplicating Machine Operator | | 14.34 |
| 01111 - General Clerk I | | 11.70 |
| 01112 - General Clerk II | | 12.77 |
| 01113 - General Clerk III | | 14.33 |
| 01120 - Housing Referral Assistant | | 19.41 |
| 01141 - Messenger Courier | | 12.61 |
| 01191 - Order Clerk I | | 12.53 |
| 01192 - Order Clerk II | | 13.67 |
| 01261 - Personnel Assistant (Employment) I | | 15.16 |
| 01262 - Personnel Assistant (Employment) II | | 16.96 |
| 01263 - Personnel Assistant (Employment) III | | 18.92 |
| 01270 - Production Control Clerk | | 19.72 |
| 01280 - Receptionist | | 12.17 |
| 01290 - Rental Clerk | | 10.82 |
| 01300 - Scheduler, Maintenance | | 14.56 |
| 01311 - Secretary I | | 14.56 |
| 01312 - Secretary II | | 16.28 |
| 01313 - Secretary III | | 19.41 |
| 01320 - Service Order Dispatcher | | 15.68 |
| 01410 - Supply Technician | | 20.15 |
| 01420 - Survey Worker | | 14.69 |
| 01531 - Travel Clerk I | | 13.02 |
| 01532 - Travel Clerk II | | 14.14 |
| 01533 - Travel Clerk III | | 15.31 |
| 01611 - Word Processor I | | 13.17 |
| 01612 - Word Processor II | | 14.79 |
| 01613 - Word Processor III | | 16.54 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.15 |
| 05010 - Automotive Electrician | | 18.56 |
| 05040 - Automotive Glass Installer | | 17.96 |
| 05070 - Automotive Worker | | 17.96 |
| 05110 - Mobile Equipment Servicer | | 16.78 |
| 05130 - Motor Equipment Metal Mechanic | | 21.00 |
| 05160 - Motor Equipment Metal Worker | | 19.75 |
| 05190 - Motor Vehicle Mechanic | | 18.61 |
| 05220 - Motor Vehicle Mechanic Helper | | 16.19 |
| 05250 - Motor Vehicle Upholstery Worker | | 19.09 |
| 05280 - Motor Vehicle Wrecker | | 20.36 |
| 05310 - Painter, Automotive | | 18.56 |
| 05340 - Radiator Repair Specialist | | 19.75 |
| 05370 - Tire Repairer | | 15.44 |
| 05400 - Transmission Repair Specialist | | 19.15 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 11.70 |
| 07041 - Cook I | | 10.66 |
| 07042 - Cook II | | 12.17 |

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| 07070 - Dishwasher | 8.45 |
| 07130 - Food Service Worker | 9.32 |
| 07210 - Meat Cutter | 15.70 |
| 07260 - Waiter/Waitress | 8.95 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.45 |
| 09040 - Furniture Handler | 15.55 |
| 09080 - Furniture Refinisher | 19.45 |
| 09090 - Furniture Refinisher Helper | 16.96 |
| 09110 - Furniture Repairer, Minor | 18.18 |
| 09130 - Upholsterer | 19.45 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.14 |
| 11060 - Elevator Operator | 11.21 |
| 11090 - Gardener | 13.69 |
| 11122 - Housekeeping Aide | 11.21 |
| 11150 - Janitor | 11.21 |
| 11210 - Laborer, Grounds Maintenance | 11.05 |
| 11240 - Maid or Houseman | 9.20 |
| 11260 - Pruner | 12.00 |
| 11270 - Tractor Operator | 12.96 |
| 11330 - Trail Maintenance Worker | 11.05 |
| 11360 - Window Cleaner | 12.34 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 12.35 |
| 12011 - Breath Alcohol Technician | 17.01 |
| 12012 - Certified Occupational Therapist Assistant | 24.70 |
| 12015 - Certified Physical Therapist Assistant | 24.86 |
| 12020 - Dental Assistant | 15.26 |
| 12025 - Dental Hygienist | 27.11 |
| 12030 - EKG Technician | 24.04 |
| 12035 - Electroneurodiagnostic Technologist | 24.04 |
| 12040 - Emergency Medical Technician | 12.35 |
| 12071 - Licensed Practical Nurse I | 15.20 |
| 12072 - Licensed Practical Nurse II | 17.01 |
| 12073 - Licensed Practical Nurse III | 18.97 |
| 12100 - Medical Assistant | 13.67 |
| 12130 - Medical Laboratory Technician | 18.21 |
| 12160 - Medical Record Clerk | 14.36 |
| 12190 - Medical Record Technician | 16.06 |
| 12195 - Medical Transcriptionist | 15.46 |
| 12210 - Nuclear Medicine Technologist | 30.07 |
| 12221 - Nursing Assistant I | 10.49 |
| 12222 - Nursing Assistant II | 11.80 |
| 12223 - Nursing Assistant III | 12.88 |
| 12224 - Nursing Assistant IV | 14.45 |
| 12235 - Optical Dispenser | 16.98 |
| 12236 - Optical Technician | 15.44 |
| 12250 - Pharmacy Technician | 13.32 |
| 12280 - Phlebotomist | 14.45 |
| 12305 - Radiologic Technologist | 23.83 |
| 12311 - Registered Nurse I | 21.83 |
| 12312 - Registered Nurse II | 26.70 |
| 12313 - Registered Nurse II, Specialist | 26.70 |
| 12314 - Registered Nurse III | 32.30 |
| 12315 - Registered Nurse III, Anesthetist | 32.30 |
| 12316 - Registered Nurse IV | 38.71 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.08 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.52 |
| 13012 - Exhibits Specialist II | 24.20 |
| 13013 - Exhibits Specialist III | 29.60 |
| 13041 - Illustrator I | 19.52 |

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| 13042 - Illustrator II | 24.20 |
| 13043 - Illustrator III | 29.60 |
| 13047 - Librarian | 26.79 |
| 13050 - Library Aide/Clerk | 10.69 |
| 13054 - Library Information Technology Systems Administrator | 24.20 |
| 13058 - Library Technician | 16.32 |
| 13061 - Media Specialist I | 17.46 |
| 13062 - Media Specialist II | 19.52 |
| 13063 - Media Specialist III | 21.78 |
| 13071 - Photographer I | 13.95 |
| 13072 - Photographer II | 17.39 |
| 13073 - Photographer III | 22.08 |
| 13074 - Photographer IV | 23.71 |
| 13075 - Photographer V | 28.67 |
| 13110 - Video Teleconference Technician | 19.85 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.66 |
| 14042 - Computer Operator II | 17.52 |
| 14043 - Computer Operator III | 19.70 |
| 14044 - Computer Operator IV | 21.88 |
| 14045 - Computer Operator V | 24.21 |
| 14071 - Computer Programmer I | 19.94 |
| 14072 - Computer Programmer II | 26.06 |
| 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 | 15.66 |
| 14160 - Personal Computer Support Technician | 27.66 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.97 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.04 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 38.40 |
| 15050 - Computer Based Training Specialist / Instructor | 26.57 |
| 15060 - Educational Technologist | 26.78 |
| 15070 - Flight Instructor (Pilot) | 38.40 |
| 15080 - Graphic Artist | 21.19 |
| 15090 - Technical Instructor | 19.04 |
| 15095 - Technical Instructor/Course Developer | 25.62 |
| 15110 - Test Proctor | 16.91 |
| 15120 - Tutor | 16.91 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.07 |
| 16030 - Counter Attendant | 10.07 |
| 16040 - Dry Cleaner | 13.60 |
| 16070 - Finisher, Flatwork, Machine | 10.07 |
| 16090 - Presser, Hand | 10.07 |
| 16110 - Presser, Machine, Drycleaning | 10.07 |
| 16130 - Presser, Machine, Shirts | 10.07 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.07 |
| 16190 - Sewing Machine Operator | 14.81 |
| 16220 - Tailor | 15.96 |
| 16250 - Washer, Machine | 11.23 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.85 |
| 19040 - Tool And Die Maker | 25.12 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.45 |
| 21030 - Material Coordinator | 19.72 |
| 21040 - Material Expediter | 19.72 |
| 21050 - Material Handling Laborer | 17.63 |

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| 21071 - Order Filler | 12.60 |
| 21080 - Production Line Worker (Food Processing) | 17.45 |
| 21110 - Shipping Packer | 15.18 |
| 21130 - Shipping/Receiving Clerk | 15.18 |
| 21140 - Store Worker I | 13.62 |
| 21150 - Stock Clerk | 17.86 |
| 21210 - Tools And Parts Attendant | 17.45 |
| 21410 - Warehouse Specialist | 17.45 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.33 |
| 23021 - Aircraft Mechanic I | 25.28 |
| 23022 - Aircraft Mechanic II | 26.33 |
| 23023 - Aircraft Mechanic III | 27.42 |
| 23040 - Aircraft Mechanic Helper | 20.78 |
| 23050 - Aircraft, Painter | 23.74 |
| 23060 - Aircraft Servicer | 22.24 |
| 23080 - Aircraft Worker | 23.02 |
| 23110 - Appliance Mechanic | 18.68 |
| 23120 - Bicycle Repairer | 15.44 |
| 23125 - Cable Splicer | 24.57 |
| 23130 - Carpenter, Maintenance | 21.82 |
| 23140 - Carpet Layer | 22.14 |
| 23160 - Electrician, Maintenance | 26.11 |
| 23181 - Electronics Technician Maintenance I | 24.27 |
| 23182 - Electronics Technician Maintenance II | 25.83 |
| 23183 - Electronics Technician Maintenance III | 27.04 |
| 23260 - Fabric Worker | 20.63 |
| 23290 - Fire Alarm System Mechanic | 23.61 |
| 23310 - Fire Extinguisher Repairer | 19.38 |
| 23311 - Fuel Distribution System Mechanic | 24.57 |
| 23312 - Fuel Distribution System Operator | 21.38 |
| 23370 - General Maintenance Worker | 18.11 |
| 23380 - Ground Support Equipment Mechanic | 25.28 |
| 23381 - Ground Support Equipment Servicer | 22.24 |
| 23382 - Ground Support Equipment Worker | 23.02 |
| 23391 - Gunsmith I | 19.90 |
| 23392 - Gunsmith II | 22.42 |
| 23393 - Gunsmith III | 24.23 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.67 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.61 |
| 23430 - Heavy Equipment Mechanic | 25.65 |
| 23440 - Heavy Equipment Operator | 25.96 |
| 23460 - Instrument Mechanic | 23.61 |
| 23465 - Laboratory/Shelter Mechanic | 23.43 |
| 23470 - Laborer | 18.30 |
| 23510 - Locksmith | 22.83 |
| 23530 - Machinery Maintenance Mechanic | 24.12 |
| 23550 - Machinist, Maintenance | 20.55 |
| 23580 - Maintenance Trades Helper | 16.96 |
| 23591 - Metrology Technician I | 23.61 |
| 23592 - Metrology Technician II | 24.47 |
| 23593 - Metrology Technician III | 25.28 |
| 23640 - Millwright | 30.10 |
| 23710 - Office Appliance Repairer | 21.65 |
| 23760 - Painter, Maintenance | 22.17 |
| 23790 - Pipefitter, Maintenance | 28.90 |
| 23810 - Plumber, Maintenance | 23.62 |
| 23820 - Pneudraulic Systems Mechanic | 23.61 |
| 23850 - Rigger | 23.61 |
| 23870 - Scale Mechanic | 21.85 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.68 |

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| 23910 - Small Engine Mechanic | 18.81 |
| 23931 - Telecommunications Mechanic I | 23.78 |
| 23932 - Telecommunications Mechanic II | 24.65 |
| 23950 - Telephone Lineman | 24.18 |
| 23960 - Welder, Combination, Maintenance | 18.49 |
| 23965 - Well Driller | 23.11 |
| 23970 - Woodcraft Worker | 23.61 |
| 23980 - Woodworker | 18.42 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.16 |
| 24580 - Child Care Center Clerk | 12.68 |
| 24610 - Chore Aide | 10.22 |
| 24620 - Family Readiness And Support Services Coordinator | 14.64 |
| 24630 - Homemaker | 15.64 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.11 |
| 25040 - Sewage Plant Operator | 22.16 |
| 25070 - Stationary Engineer | 24.11 |
| 25190 - Ventilation Equipment Tender | 18.08 |
| 25210 - Water Treatment Plant Operator | 22.16 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.97 |
| 27007 - Baggage Inspector | 11.26 |
| 27008 - Corrections Officer | 17.58 |
| 27010 - Court Security Officer | 18.66 |
| 27030 - Detection Dog Handler | 16.09 |
| 27040 - Detention Officer | 17.58 |
| 27070 - Firefighter | 17.89 |
| 27101 - Guard I | 11.26 |
| 27102 - Guard II | 15.52 |
| 27131 - Police Officer I | 21.66 |
| 27132 - Police Officer II | 23.93 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.59 |
| 28042 - Carnival Equipment Repairer | 10.98 |
| 28043 - Carnival Equipment Worker | 10.08 |
| 28210 - Gate Attendant/Gate Tender | 13.49 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 15.15 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.06 |
| 28515 - Recreation Specialist | 18.21 |
| 28630 - Sports Official | 12.07 |
| 28690 - Swimming Pool Operator | 16.62 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.10 |
| 29020 - Hatch Tender | 22.10 |
| 29030 - Line Handler | 22.10 |
| 29041 - Stevedore I | 19.73 |
| 29042 - Stevedore II | 23.33 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.84 |
| 30022 - Archeological Technician II | 18.93 |
| 30023 - Archeological Technician III | 23.77 |
| 30030 - Cartographic Technician | 23.77 |
| 30040 - Civil Engineering Technician | 21.97 |
| 30061 - Drafter/CAD Operator I | 15.91 |
| 30062 - Drafter/CAD Operator II | 17.88 |
| 30063 - Drafter/CAD Operator III | 21.40 |
| 30064 - Drafter/CAD Operator IV | 26.33 |

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| 30081 - Engineering Technician I | 16.55 |
| 30082 - Engineering Technician II | 18.58 |
| 30083 - Engineering Technician III | 20.79 |
| 30084 - Engineering Technician IV | 25.75 |
| 30085 - Engineering Technician V | 31.50 |
| 30086 - Engineering Technician VI | 38.12 |
| 30090 - Environmental Technician | 16.39 |
| 30210 - Laboratory Technician | 20.58 |
| 30240 - Mathematical Technician | 23.77 |
| 30361 - Paralegal/Legal Assistant I | 16.25 |
| 30362 - Paralegal/Legal Assistant II | 20.14 |
| 30363 - Paralegal/Legal Assistant III | 24.64 |
| 30364 - Paralegal/Legal Assistant IV | 29.75 |
| 30390 - Photo-Optics Technician | 23.77 |
| 30461 - Technical Writer I | 22.52 |
| 30462 - Technical Writer II | 27.53 |
| 30463 - Technical Writer III | 33.32 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 21.40 |
| 30621 - Weather Observer, Senior | (see 2) 23.77 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.26 |
| 31030 - Bus Driver | 17.49 |
| 31043 - Driver Courier | 13.63 |
| 31260 - Parking and Lot Attendant | 8.80 |
| 31290 - Shuttle Bus Driver | 14.73 |
| 31310 - Taxi Driver | 9.56 |
| 31361 - Truckdriver, Light | 14.73 |
| 31362 - Truckdriver, Medium | 18.98 |
| 31363 - Truckdriver, Heavy | 19.35 |
| 31364 - Truckdriver, Tractor-Trailer | 19.35 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.43 |
| 99050 - Desk Clerk | 9.87 |
| 99095 - Embalmer | 28.49 |
| 99251 - Laboratory Animal Caretaker I | 9.41 |
| 99252 - Laboratory Animal Caretaker II | 10.17 |
| 99310 - Mortician | 28.49 |
| 99410 - Pest Controller | 16.02 |
| 99510 - Photofinishing Worker | 13.77 |
| 99710 - Recycling Laborer | 16.06 |
| 99711 - Recycling Specialist | 19.10 |
| 99730 - Refuse Collector | 14.40 |
| 99810 - Sales Clerk | 12.75 |
| 99820 - School Crossing Guard | 10.21 |
| 99830 - Survey Party Chief | 20.06 |
| 99831 - Surveying Aide | 13.62 |
| 99832 - Surveying Technician | 19.59 |
| 99840 - Vending Machine Attendant | 14.99 |
| 99841 - Vending Machine Repairer | 16.62 |
| 99842 - Vending Machine Repairer Helper | 14.99 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials

are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2431
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Oklahoma

Area: Oklahoma Counties of Alfalfa, Atoka, Beckham, Blaine, Bryan, Caddo, Canadian, Carter, Cleveland, Coal, Custer, Dewey, Ellis, Garfield, Garvin, Grady, Grant, Harper, Hughes, Johnston, Kingfisher, Lincoln, Logan, Love, Major, Marshall, McClain, Murray, Noble, Oklahoma, Payne, Pontotoc, Pottawatomie, Roger Mills, Seminole, Washita, Woods, Woodward

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.04 |
| 01012 - Accounting Clerk II | | 14.63 |
| 01013 - Accounting Clerk III | | 18.28 |
| 01020 - Administrative Assistant | | 22.58 |
| 01040 - Court Reporter | | 18.46 |
| 01051 - Data Entry Operator I | | 11.69 |
| 01052 - Data Entry Operator II | | 12.76 |
| 01060 - Dispatcher, Motor Vehicle | | 17.05 |
| 01070 - Document Preparation Clerk | | 13.46 |
| 01090 - Duplicating Machine Operator | | 13.46 |
| 01111 - General Clerk I | | 13.10 |
| 01112 - General Clerk II | | 14.30 |
| 01113 - General Clerk III | | 18.00 |
| 01120 - Housing Referral Assistant | | 18.77 |
| 01141 - Messenger Courier | | 10.67 |
| 01191 - Order Clerk I | | 12.71 |
| 01192 - Order Clerk II | | 14.08 |
| 01261 - Personnel Assistant (Employment) I | | 14.35 |
| 01262 - Personnel Assistant (Employment) II | | 16.05 |
| 01263 - Personnel Assistant (Employment) III | | 17.90 |
| 01270 - Production Control Clerk | | 20.96 |
| 01280 - Receptionist | | 12.74 |
| 01290 - Rental Clerk | | 14.04 |
| 01300 - Scheduler, Maintenance | | 14.04 |
| 01311 - Secretary I | | 14.04 |
| 01312 - Secretary II | | 16.20 |
| 01313 - Secretary III | | 18.77 |

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| 01320 - Service Order Dispatcher | 15.05 |
| 01410 - Supply Technician | 22.58 |
| 01420 - Survey Worker | 17.05 |
| 01531 - Travel Clerk I | 12.32 |
| 01532 - Travel Clerk II | 13.14 |
| 01533 - Travel Clerk III | 13.77 |
| 01611 - Word Processor I | 12.54 |
| 01612 - Word Processor II | 14.07 |
| 01613 - Word Processor III | 15.80 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.14 |
| 05010 - Automotive Electrician | 17.24 |
| 05040 - Automotive Glass Installer | 16.31 |
| 05070 - Automotive Worker | 14.84 |
| 05110 - Mobile Equipment Servicer | 13.22 |
| 05130 - Motor Equipment Metal Mechanic | 16.49 |
| 05160 - Motor Equipment Metal Worker | 14.84 |
| 05190 - Motor Vehicle Mechanic | 16.49 |
| 05220 - Motor Vehicle Mechanic Helper | 12.63 |
| 05250 - Motor Vehicle Upholstery Worker | 14.03 |
| 05280 - Motor Vehicle Wrecker | 14.84 |
| 05310 - Painter, Automotive | 15.67 |
| 05340 - Radiator Repair Specialist | 14.84 |
| 05370 - Tire Repairer | 12.12 |
| 05400 - Transmission Repair Specialist | 16.49 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.05 |
| 07041 - Cook I | 8.70 |
| 07042 - Cook II | 10.01 |
| 07070 - Dishwasher | 8.18 |
| 07130 - Food Service Worker | 8.20 |
| 07210 - Meat Cutter | 13.28 |
| 07260 - Waiter/Waitress | 8.77 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.86 |
| 09040 - Furniture Handler | 10.57 |
| 09080 - Furniture Refinisher | 14.86 |
| 09090 - Furniture Refinisher Helper | 11.83 |
| 09110 - Furniture Repairer, Minor | 13.35 |
| 09130 - Upholsterer | 14.86 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.06 |
| 11060 - Elevator Operator | 10.81 |
| 11090 - Gardener | 12.86 |
| 11122 - Housekeeping Aide | 10.47 |
| 11150 - Janitor | 10.19 |
| 11210 - Laborer, Grounds Maintenance | 10.82 |
| 11240 - Maid or Houseman | 8.42 |
| 11260 - Pruner | 10.20 |
| 11270 - Tractor Operator | 12.10 |
| 11330 - Trail Maintenance Worker | 10.82 |
| 11360 - Window Cleaner | 10.42 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.70 |
| 12011 - Breath Alcohol Technician | 17.35 |
| 12012 - Certified Occupational Therapist Assistant | 25.26 |
| 12015 - Certified Physical Therapist Assistant | 22.10 |
| 12020 - Dental Assistant | 14.41 |
| 12025 - Dental Hygienist | 29.89 |
| 12030 - EKG Technician | 20.95 |
| 12035 - Electroneurodiagnostic Technologist | 20.95 |
| 12040 - Emergency Medical Technician | 13.70 |
| 12071 - Licensed Practical Nurse I | 15.51 |

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| 12072 - Licensed Practical Nurse II | 17.35 |
| 12073 - Licensed Practical Nurse III | 19.35 |
| 12100 - Medical Assistant | 12.33 |
| 12130 - Medical Laboratory Technician | 16.14 |
| 12160 - Medical Record Clerk | 13.88 |
| 12190 - Medical Record Technician | 15.53 |
| 12195 - Medical Transcriptionist | 12.04 |
| 12210 - Nuclear Medicine Technologist | 34.29 |
| 12221 - Nursing Assistant I | 9.70 |
| 12222 - Nursing Assistant II | 10.91 |
| 12223 - Nursing Assistant III | 11.91 |
| 12224 - Nursing Assistant IV | 13.36 |
| 12235 - Optical Dispenser | 14.41 |
| 12236 - Optical Technician | 11.84 |
| 12250 - Pharmacy Technician | 16.23 |
| 12280 - Phlebotomist | 13.36 |
| 12305 - Radiologic Technologist | 22.09 |
| 12311 - Registered Nurse I | 27.48 |
| 12312 - Registered Nurse II | 30.22 |
| 12313 - Registered Nurse II, Specialist | 30.22 |
| 12314 - Registered Nurse III | 36.56 |
| 12315 - Registered Nurse III, Anesthetist | 36.56 |
| 12316 - Registered Nurse IV | 43.82 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.50 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.53 |
| 13012 - Exhibits Specialist II | 20.67 |
| 13013 - Exhibits Specialist III | 24.88 |
| 13041 - Illustrator I | 20.86 |
| 13042 - Illustrator II | 25.12 |
| 13043 - Illustrator III | 30.74 |
| 13047 - Librarian | 20.37 |
| 13050 - Library Aide/Clerk | 10.85 |
| 13054 - Library Information Technology Systems Administrator | 18.40 |
| 13058 - Library Technician | 12.31 |
| 13061 - Media Specialist I | 13.27 |
| 13062 - Media Specialist II | 14.85 |
| 13063 - Media Specialist III | 16.56 |
| 13071 - Photographer I | 13.27 |
| 13072 - Photographer II | 15.16 |
| 13073 - Photographer III | 18.78 |
| 13074 - Photographer IV | 22.98 |
| 13075 - Photographer V | 27.80 |
| 13110 - Video Teleconference Technician | 14.89 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.91 |
| 14042 - Computer Operator II | 16.74 |
| 14043 - Computer Operator III | 18.70 |
| 14044 - Computer Operator IV | 20.75 |
| 14045 - Computer Operator V | 22.97 |
| 14071 - Computer Programmer I | (see 1) 24.07 |
| 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 | 14.91 |
| 14160 - Personal Computer Support Technician | 20.75 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.92 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.20 |

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| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.82 |
| 15050 - Computer Based Training Specialist / Instructor | 29.92 |
| 15060 - Educational Technologist | 22.71 |
| 15070 - Flight Instructor (Pilot) | 39.82 |
| 15080 - Graphic Artist | 20.81 |
| 15090 - Technical Instructor | 17.74 |
| 15095 - Technical Instructor/Course Developer | 21.70 |
| 15110 - Test Proctor | 15.76 |
| 15120 - Tutor | 15.76 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.47 |
| 16030 - Counter Attendant | 8.47 |
| 16040 - Dry Cleaner | 10.79 |
| 16070 - Finisher, Flatwork, Machine | 8.47 |
| 16090 - Presser, Hand | 8.47 |
| 16110 - Presser, Machine, Drycleaning | 8.47 |
| 16130 - Presser, Machine, Shirts | 8.47 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.47 |
| 16190 - Sewing Machine Operator | 11.56 |
| 16220 - Tailor | 12.34 |
| 16250 - Washer, Machine | 9.27 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.79 |
| 19040 - Tool And Die Maker | 24.73 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.25 |
| 21030 - Material Coordinator | 22.82 |
| 21040 - Material Expediter | 22.82 |
| 21050 - Material Handling Laborer | 11.10 |
| 21071 - Order Filler | 12.77 |
| 21080 - Production Line Worker (Food Processing) | 15.25 |
| 21110 - Shipping Packer | 13.76 |
| 21130 - Shipping/Receiving Clerk | 13.76 |
| 21140 - Store Worker I | 13.94 |
| 21150 - Stock Clerk | 16.90 |
| 21210 - Tools And Parts Attendant | 15.25 |
| 21410 - Warehouse Specialist | 15.25 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.37 |
| 23021 - Aircraft Mechanic I | 23.35 |
| 23022 - Aircraft Mechanic II | 24.37 |
| 23023 - Aircraft Mechanic III | 25.40 |
| 23040 - Aircraft Mechanic Helper | 16.96 |
| 23050 - Aircraft, Painter | 20.19 |
| 23060 - Aircraft Servicer | 19.19 |
| 23080 - Aircraft Worker | 20.33 |
| 23110 - Appliance Mechanic | 16.59 |
| 23120 - Bicycle Repairer | 12.12 |
| 23125 - Cable Splicer | 24.43 |
| 23130 - Carpenter, Maintenance | 18.10 |
| 23140 - Carpet Layer | 17.15 |
| 23160 - Electrician, Maintenance | 18.93 |
| 23181 - Electronics Technician Maintenance I | 21.73 |
| 23182 - Electronics Technician Maintenance II | 24.54 |
| 23183 - Electronics Technician Maintenance III | 25.71 |
| 23260 - Fabric Worker | 17.12 |
| 23290 - Fire Alarm System Mechanic | 18.63 |
| 23310 - Fire Extinguisher Repairer | 16.13 |
| 23311 - Fuel Distribution System Mechanic | 23.73 |
| 23312 - Fuel Distribution System Operator | 17.99 |
| 23370 - General Maintenance Worker | 17.04 |
| 23380 - Ground Support Equipment Mechanic | 22.99 |
| 23381 - Ground Support Equipment Servicer | 18.78 |

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| 23382 - Ground Support Equipment Worker | 19.89 |
| 23391 - Gunsmith I | 16.13 |
| 23392 - Gunsmith II | 17.98 |
| 23393 - Gunsmith III | 19.84 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.92 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.98 |
| 23430 - Heavy Equipment Mechanic | 18.92 |
| 23440 - Heavy Equipment Operator | 18.50 |
| 23460 - Instrument Mechanic | 24.92 |
| 23465 - Laboratory/Shelter Mechanic | 18.93 |
| 23470 - Laborer | 11.10 |
| 23510 - Locksmith | 18.24 |
| 23530 - Machinery Maintenance Mechanic | 21.77 |
| 23550 - Machinist, Maintenance | 18.92 |
| 23580 - Maintenance Trades Helper | 13.97 |
| 23591 - Metrology Technician I | 24.92 |
| 23592 - Metrology Technician II | 25.98 |
| 23593 - Metrology Technician III | 27.08 |
| 23640 - Millwright | 20.03 |
| 23710 - Office Appliance Repairer | 19.09 |
| 23760 - Painter, Maintenance | 17.94 |
| 23790 - Pipefitter, Maintenance | 19.97 |
| 23810 - Plumber, Maintenance | 19.20 |
| 23820 - Pneudraulic Systems Mechanic | 19.84 |
| 23850 - Rigger | 19.84 |
| 23870 - Scale Mechanic | 17.98 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.11 |
| 23910 - Small Engine Mechanic | 17.04 |
| 23931 - Telecommunications Mechanic I | 22.77 |
| 23932 - Telecommunications Mechanic II | 23.76 |
| 23950 - Telephone Lineman | 22.90 |
| 23960 - Welder, Combination, Maintenance | 18.92 |
| 23965 - Well Driller | 19.71 |
| 23970 - Woodcraft Worker | 19.84 |
| 23980 - Woodworker | 16.13 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.73 |
| 24580 - Child Care Center Clerk | 13.27 |
| 24610 - Chore Aide | 8.73 |
| 24620 - Family Readiness And Support Services Coordinator | 14.27 |
| 24630 - Homemaker | 15.64 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.39 |
| 25040 - Sewage Plant Operator | 16.59 |
| 25070 - Stationary Engineer | 22.39 |
| 25190 - Ventilation Equipment Tender | 15.08 |
| 25210 - Water Treatment Plant Operator | 16.35 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.88 |
| 27007 - Baggage Inspector | 12.57 |
| 27008 - Corrections Officer | 15.39 |
| 27010 - Court Security Officer | 20.62 |
| 27030 - Detection Dog Handler | 15.03 |
| 27040 - Detention Officer | 15.39 |
| 27070 - Firefighter | 24.14 |
| 27101 - Guard I | 12.57 |
| 27102 - Guard II | 15.03 |
| 27131 - Police Officer I | 23.19 |
| 27132 - Police Officer II | 25.77 |
| 28000 - Recreation Occupations | |

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| 28041 - Carnival Equipment Operator | 10.57 |
| 28042 - Carnival Equipment Repairer | 11.39 |
| 28043 - Carnival Equipment Worker | 8.28 |
| 28210 - Gate Attendant/Gate Tender | 13.14 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 15.51 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.73 |
| 28515 - Recreation Specialist | 17.93 |
| 28630 - Sports Official | 11.71 |
| 28690 - Swimming Pool Operator | 16.74 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.94 |
| 29020 - Hatch Tender | 20.94 |
| 29030 - Line Handler | 20.94 |
| 29041 - Stevedore I | 19.94 |
| 29042 - Stevedore II | 22.08 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.25 |
| 30022 - Archeological Technician II | 20.36 |
| 30023 - Archeological Technician III | 25.22 |
| 30030 - Cartographic Technician | 25.22 |
| 30040 - Civil Engineering Technician | 24.03 |
| 30061 - Drafter/CAD Operator I | 17.25 |
| 30062 - Drafter/CAD Operator II | 20.36 |
| 30063 - Drafter/CAD Operator III | 22.71 |
| 30064 - Drafter/CAD Operator IV | 26.48 |
| 30081 - Engineering Technician I | 19.05 |
| 30082 - Engineering Technician II | 21.83 |
| 30083 - Engineering Technician III | 23.92 |
| 30084 - Engineering Technician IV | 29.64 |
| 30085 - Engineering Technician V | 36.26 |
| 30086 - Engineering Technician VI | 43.86 |
| 30090 - Environmental Technician | 21.77 |
| 30210 - Laboratory Technician | 19.34 |
| 30240 - Mathematical Technician | 25.23 |
| 30361 - Paralegal/Legal Assistant I | 18.67 |
| 30362 - Paralegal/Legal Assistant II | 23.12 |
| 30363 - Paralegal/Legal Assistant III | 28.28 |
| 30364 - Paralegal/Legal Assistant IV | 34.22 |
| 30390 - Photo-Optics Technician | 25.22 |
| 30461 - Technical Writer I | 18.40 |
| 30462 - Technical Writer II | 22.51 |
| 30463 - Technical Writer III | 27.24 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 22.71 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 25.22 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.62 |
| 31030 - Bus Driver | 14.66 |
| 31043 - Driver Courier | 13.20 |
| 31260 - Parking and Lot Attendant | 9.68 |
| 31290 - Shuttle Bus Driver | 14.03 |
| 31310 - Taxi Driver | 10.60 |
| 31361 - Truckdriver, Light | 14.03 |
| 31362 - Truckdriver, Medium | 15.85 |

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| 31363 - Truckdriver, Heavy | 19.47 |
| 31364 - Truckdriver, Tractor-Trailer | 19.47 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.66 |
| 99050 - Desk Clerk | 8.70 |
| 99095 - Embalmer | 25.43 |
| 99251 - Laboratory Animal Caretaker I | 10.69 |
| 99252 - Laboratory Animal Caretaker II | 11.36 |
| 99310 - Mortician | 25.43 |
| 99410 - Pest Controller | 13.65 |
| 99510 - Photofinishing Worker | 12.45 |
| 99710 - Recycling Laborer | 15.53 |
| 99711 - Recycling Specialist | 17.42 |
| 99730 - Refuse Collector | 14.64 |
| 99810 - Sales Clerk | 11.59 |
| 99820 - School Crossing Guard | 10.88 |
| 99830 - Survey Party Chief | 23.62 |
| 99831 - Surveying Aide | 13.28 |
| 99832 - Surveying Technician | 20.91 |
| 99840 - Vending Machine Attendant | 12.16 |
| 99841 - Vending Machine Repairer | 14.63 |
| 99842 - Vending Machine Repairer Helper | 11.82 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2432
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Oklahoma

Area: Oklahoma Counties of Alfalfa, Atoka, Beckham, Blaine, Bryan, Caddo, Canadian, Carter, Cleveland, Coal, Custer, Dewey, Ellis, Garfield, Garvin, Grady, Grant, Harper, Hughes, Johnston, Kingfisher, Lincoln, Logan, Love, Major, Marshall, McClain, Murray, Noble, Oklahoma, Payne, Pontotoc, Pottawatomie, Roger Mills, Seminole, Washita, Woods, Woodward

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.04 |
| 01012 - Accounting Clerk II | | 14.63 |
| 01013 - Accounting Clerk III | | 18.28 |

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| 01020 - Administrative Assistant | 22.58 |
| 01040 - Court Reporter | 18.46 |
| 01051 - Data Entry Operator I | 11.69 |
| 01052 - Data Entry Operator II | 12.76 |
| 01060 - Dispatcher, Motor Vehicle | 17.05 |
| 01070 - Document Preparation Clerk | 13.46 |
| 01090 - Duplicating Machine Operator | 13.46 |
| 01111 - General Clerk I | 13.10 |
| 01112 - General Clerk II | 14.30 |
| 01113 - General Clerk III | 18.00 |
| 01120 - Housing Referral Assistant | 18.77 |
| 01141 - Messenger Courier | 10.67 |
| 01191 - Order Clerk I | 12.71 |
| 01192 - Order Clerk II | 14.08 |
| 01261 - Personnel Assistant (Employment) I | 14.35 |
| 01262 - Personnel Assistant (Employment) II | 16.05 |
| 01263 - Personnel Assistant (Employment) III | 17.90 |
| 01270 - Production Control Clerk | 20.96 |
| 01280 - Receptionist | 12.74 |
| 01290 - Rental Clerk | 14.04 |
| 01300 - Scheduler, Maintenance | 14.04 |
| 01311 - Secretary I | 14.04 |
| 01312 - Secretary II | 16.20 |
| 01313 - Secretary III | 18.77 |
| 01320 - Service Order Dispatcher | 15.05 |
| 01410 - Supply Technician | 22.58 |
| 01420 - Survey Worker | 17.05 |
| 01531 - Travel Clerk I | 12.32 |
| 01532 - Travel Clerk II | 13.14 |
| 01533 - Travel Clerk III | 13.77 |
| 01611 - Word Processor I | 12.54 |
| 01612 - Word Processor II | 14.07 |
| 01613 - Word Processor III | 15.80 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.14 |
| 05010 - Automotive Electrician | 17.24 |
| 05040 - Automotive Glass Installer | 16.31 |
| 05070 - Automotive Worker | 14.84 |
| 05110 - Mobile Equipment Servicer | 13.22 |
| 05130 - Motor Equipment Metal Mechanic | 16.49 |
| 05160 - Motor Equipment Metal Worker | 14.84 |
| 05190 - Motor Vehicle Mechanic | 16.49 |
| 05220 - Motor Vehicle Mechanic Helper | 12.63 |
| 05250 - Motor Vehicle Upholstery Worker | 14.03 |
| 05280 - Motor Vehicle Wrecker | 14.84 |
| 05310 - Painter, Automotive | 15.67 |
| 05340 - Radiator Repair Specialist | 14.84 |
| 05370 - Tire Repairer | 12.12 |
| 05400 - Transmission Repair Specialist | 16.49 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.05 |
| 07041 - Cook I | 8.70 |
| 07042 - Cook II | 10.01 |
| 07070 - Dishwasher | 8.18 |
| 07130 - Food Service Worker | 8.20 |
| 07210 - Meat Cutter | 13.28 |
| 07260 - Waiter/Waitress | 8.77 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.86 |
| 09040 - Furniture Handler | 10.57 |
| 09080 - Furniture Refinisher | 14.86 |
| 09090 - Furniture Refinisher Helper | 11.83 |
| 09110 - Furniture Repairer, Minor | 13.35 |

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| 09130 - Upholsterer | 14.86 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.06 |
| 11060 - Elevator Operator | 10.81 |
| 11090 - Gardener | 12.86 |
| 11122 - Housekeeping Aide | 10.47 |
| 11150 - Janitor | 10.19 |
| 11210 - Laborer, Grounds Maintenance | 10.82 |
| 11240 - Maid or Houseman | 8.42 |
| 11260 - Pruner | 10.20 |
| 11270 - Tractor Operator | 12.10 |
| 11330 - Trail Maintenance Worker | 10.82 |
| 11360 - Window Cleaner | 10.42 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.70 |
| 12011 - Breath Alcohol Technician | 17.35 |
| 12012 - Certified Occupational Therapist Assistant | 25.26 |
| 12015 - Certified Physical Therapist Assistant | 22.10 |
| 12020 - Dental Assistant | 14.41 |
| 12025 - Dental Hygienist | 29.89 |
| 12030 - EKG Technician | 20.95 |
| 12035 - Electroneurodiagnostic Technologist | 20.95 |
| 12040 - Emergency Medical Technician | 13.70 |
| 12071 - Licensed Practical Nurse I | 15.51 |
| 12072 - Licensed Practical Nurse II | 17.35 |
| 12073 - Licensed Practical Nurse III | 19.35 |
| 12100 - Medical Assistant | 12.33 |
| 12130 - Medical Laboratory Technician | 16.14 |
| 12160 - Medical Record Clerk | 13.88 |
| 12190 - Medical Record Technician | 15.53 |
| 12195 - Medical Transcriptionist | 12.04 |
| 12210 - Nuclear Medicine Technologist | 34.29 |
| 12221 - Nursing Assistant I | 9.70 |
| 12222 - Nursing Assistant II | 10.91 |
| 12223 - Nursing Assistant III | 11.91 |
| 12224 - Nursing Assistant IV | 13.36 |
| 12235 - Optical Dispenser | 14.41 |
| 12236 - Optical Technician | 11.84 |
| 12250 - Pharmacy Technician | 16.23 |
| 12280 - Phlebotomist | 13.36 |
| 12305 - Radiologic Technologist | 22.09 |
| 12311 - Registered Nurse I | 27.48 |
| 12312 - Registered Nurse II | 30.22 |
| 12313 - Registered Nurse II, Specialist | 30.22 |
| 12314 - Registered Nurse III | 36.56 |
| 12315 - Registered Nurse III, Anesthetist | 36.56 |
| 12316 - Registered Nurse IV | 43.82 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.50 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.53 |
| 13012 - Exhibits Specialist II | 20.67 |
| 13013 - Exhibits Specialist III | 24.88 |
| 13041 - Illustrator I | 20.86 |
| 13042 - Illustrator II | 25.12 |
| 13043 - Illustrator III | 30.74 |
| 13047 - Librarian | 20.37 |
| 13050 - Library Aide/Clerk | 10.85 |
| 13054 - Library Information Technology Systems Administrator | 18.40 |
| 13058 - Library Technician | 12.31 |
| 13061 - Media Specialist I | 13.27 |
| 13062 - Media Specialist II | 14.85 |
| 13063 - Media Specialist III | 16.56 |

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| 13071 - Photographer I | 13.27 |
| 13072 - Photographer II | 15.16 |
| 13073 - Photographer III | 18.78 |
| 13074 - Photographer IV | 22.98 |
| 13075 - Photographer V | 27.80 |
| 13110 - Video Teleconference Technician | 14.89 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.91 |
| 14042 - Computer Operator II | 16.74 |
| 14043 - Computer Operator III | 18.70 |
| 14044 - Computer Operator IV | 20.75 |
| 14045 - Computer Operator V | 22.97 |
| 14071 - Computer Programmer I | (see 1) 24.07 |
| 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 | 14.91 |
| 14160 - Personal Computer Support Technician | 20.75 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.92 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.20 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.82 |
| 15050 - Computer Based Training Specialist / Instructor | 29.92 |
| 15060 - Educational Technologist | 22.71 |
| 15070 - Flight Instructor (Pilot) | 39.82 |
| 15080 - Graphic Artist | 20.81 |
| 15090 - Technical Instructor | 17.74 |
| 15095 - Technical Instructor/Course Developer | 21.70 |
| 15110 - Test Proctor | 15.76 |
| 15120 - Tutor | 15.76 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.47 |
| 16030 - Counter Attendant | 8.47 |
| 16040 - Dry Cleaner | 10.79 |
| 16070 - Finisher, Flatwork, Machine | 8.47 |
| 16090 - Presser, Hand | 8.47 |
| 16110 - Presser, Machine, Drycleaning | 8.47 |
| 16130 - Presser, Machine, Shirts | 8.47 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.47 |
| 16190 - Sewing Machine Operator | 11.56 |
| 16220 - Tailor | 12.34 |
| 16250 - Washer, Machine | 9.27 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.79 |
| 19040 - Tool And Die Maker | 24.73 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.25 |
| 21030 - Material Coordinator | 22.82 |
| 21040 - Material Expediter | 22.82 |
| 21050 - Material Handling Laborer | 11.10 |
| 21071 - Order Filler | 12.77 |
| 21080 - Production Line Worker (Food Processing) | 15.25 |
| 21110 - Shipping Packer | 13.76 |
| 21130 - Shipping/Receiving Clerk | 13.76 |
| 21140 - Store Worker I | 13.94 |
| 21150 - Stock Clerk | 16.90 |
| 21210 - Tools And Parts Attendant | 15.25 |
| 21410 - Warehouse Specialist | 15.25 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.37 |

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| 23021 - Aircraft Mechanic I | 23.35 |
| 23022 - Aircraft Mechanic II | 24.37 |
| 23023 - Aircraft Mechanic III | 25.40 |
| 23040 - Aircraft Mechanic Helper | 16.96 |
| 23050 - Aircraft, Painter | 20.19 |
| 23060 - Aircraft Servicer | 19.19 |
| 23080 - Aircraft Worker | 20.33 |
| 23110 - Appliance Mechanic | 16.59 |
| 23120 - Bicycle Repairer | 12.12 |
| 23125 - Cable Splicer | 24.43 |
| 23130 - Carpenter, Maintenance | 18.10 |
| 23140 - Carpet Layer | 17.15 |
| 23160 - Electrician, Maintenance | 18.93 |
| 23181 - Electronics Technician Maintenance I | 21.73 |
| 23182 - Electronics Technician Maintenance II | 24.54 |
| 23183 - Electronics Technician Maintenance III | 25.71 |
| 23260 - Fabric Worker | 17.12 |
| 23290 - Fire Alarm System Mechanic | 18.63 |
| 23310 - Fire Extinguisher Repairer | 16.13 |
| 23311 - Fuel Distribution System Mechanic | 23.73 |
| 23312 - Fuel Distribution System Operator | 17.99 |
| 23370 - General Maintenance Worker | 17.04 |
| 23380 - Ground Support Equipment Mechanic | 22.99 |
| 23381 - Ground Support Equipment Servicer | 18.78 |
| 23382 - Ground Support Equipment Worker | 19.89 |
| 23391 - Gunsmith I | 16.13 |
| 23392 - Gunsmith II | 17.98 |
| 23393 - Gunsmith III | 19.84 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.92 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.98 |
| 23430 - Heavy Equipment Mechanic | 18.92 |
| 23440 - Heavy Equipment Operator | 18.50 |
| 23460 - Instrument Mechanic | 24.92 |
| 23465 - Laboratory/Shelter Mechanic | 18.93 |
| 23470 - Laborer | 11.10 |
| 23510 - Locksmith | 18.24 |
| 23530 - Machinery Maintenance Mechanic | 21.77 |
| 23550 - Machinist, Maintenance | 18.92 |
| 23580 - Maintenance Trades Helper | 13.97 |
| 23591 - Metrology Technician I | 24.92 |
| 23592 - Metrology Technician II | 25.98 |
| 23593 - Metrology Technician III | 27.08 |
| 23640 - Millwright | 20.03 |
| 23710 - Office Appliance Repairer | 19.09 |
| 23760 - Painter, Maintenance | 17.94 |
| 23790 - Pipefitter, Maintenance | 19.97 |
| 23810 - Plumber, Maintenance | 19.20 |
| 23820 - Pneudraulic Systems Mechanic | 19.84 |
| 23850 - Rigger | 19.84 |
| 23870 - Scale Mechanic | 17.98 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.11 |
| 23910 - Small Engine Mechanic | 17.04 |
| 23931 - Telecommunications Mechanic I | 22.77 |
| 23932 - Telecommunications Mechanic II | 23.76 |
| 23950 - Telephone Lineman | 22.90 |
| 23960 - welder, Combination, Maintenance | 18.92 |
| 23965 - well Driller | 19.71 |
| 23970 - Woodcraft Worker | 19.84 |
| 23980 - woodworker | 16.13 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.73 |

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| 24580 - Child Care Center Clerk | 13.27 |
| 24610 - Chore Aide | 8.73 |
| 24620 - Family Readiness And Support Services Coordinator | 14.27 |
| 24630 - Homemaker | 15.64 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.39 |
| 25040 - Sewage Plant Operator | 16.59 |
| 25070 - Stationary Engineer | 22.39 |
| 25190 - Ventilation Equipment Tender | 15.08 |
| 25210 - Water Treatment Plant Operator | 16.35 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.88 |
| 27007 - Baggage Inspector | 12.57 |
| 27008 - Corrections Officer | 15.39 |
| 27010 - Court Security Officer | 20.62 |
| 27030 - Detection Dog Handler | 15.03 |
| 27040 - Detention Officer | 15.39 |
| 27070 - Firefighter | 24.14 |
| 27101 - Guard I | 12.57 |
| 27102 - Guard II | 15.03 |
| 27131 - Police Officer I | 23.19 |
| 27132 - Police Officer II | 25.77 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.57 |
| 28042 - Carnival Equipment Repairer | 11.39 |
| 28043 - Carnival Equipment Worker | 8.28 |
| 28210 - Gate Attendant/Gate Tender | 13.14 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 15.51 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.73 |
| 28515 - Recreation Specialist | 17.93 |
| 28630 - Sports Official | 11.71 |
| 28690 - Swimming Pool Operator | 16.74 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.94 |
| 29020 - Hatch Tender | 20.94 |
| 29030 - Line Handler | 20.94 |
| 29041 - Stevedore I | 19.94 |
| 29042 - Stevedore II | 22.08 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.25 |
| 30022 - Archeological Technician II | 20.36 |
| 30023 - Archeological Technician III | 25.22 |
| 30030 - Cartographic Technician | 25.22 |
| 30040 - Civil Engineering Technician | 24.03 |
| 30061 - Drafter/CAD Operator I | 17.25 |
| 30062 - Drafter/CAD Operator II | 20.36 |
| 30063 - Drafter/CAD Operator III | 22.71 |
| 30064 - Drafter/CAD Operator IV | 26.48 |
| 30081 - Engineering Technician I | 19.05 |
| 30082 - Engineering Technician II | 21.83 |
| 30083 - Engineering Technician III | 23.92 |
| 30084 - Engineering Technician IV | 29.64 |
| 30085 - Engineering Technician V | 36.26 |
| 30086 - Engineering Technician VI | 43.86 |
| 30090 - Environmental Technician | 21.77 |
| 30210 - Laboratory Technician | 19.34 |
| 30240 - Mathematical Technician | 25.23 |
| 30361 - Paralegal/Legal Assistant I | 18.67 |

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| 30362 - Paralegal/Legal Assistant II | 23.12 |
| 30363 - Paralegal/Legal Assistant III | 28.28 |
| 30364 - Paralegal/Legal Assistant IV | 34.22 |
| 30390 - Photo-Optics Technician | 25.22 |
| 30461 - Technical Writer I | 18.40 |
| 30462 - Technical Writer II | 22.51 |
| 30463 - Technical Writer III | 27.24 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 22.71 |
| 30621 - Weather Observer, Senior (see 2) | 25.22 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.62 |
| 31030 - Bus Driver | 14.66 |
| 31043 - Driver Courier | 13.20 |
| 31260 - Parking and Lot Attendant | 9.68 |
| 31290 - Shuttle Bus Driver | 14.03 |
| 31310 - Taxi Driver | 10.60 |
| 31361 - Truckdriver, Light | 14.03 |
| 31362 - Truckdriver, Medium | 15.85 |
| 31363 - Truckdriver, Heavy | 19.47 |
| 31364 - Truckdriver, Tractor-Trailer | 19.47 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.66 |
| 99050 - Desk Clerk | 8.70 |
| 99095 - Embalmer | 25.43 |
| 99251 - Laboratory Animal Caretaker I | 10.69 |
| 99252 - Laboratory Animal Caretaker II | 11.36 |
| 99310 - Mortician | 25.43 |
| 99410 - Pest Controller | 13.65 |
| 99510 - Photofinishing Worker | 12.45 |
| 99710 - Recycling Laborer | 15.53 |
| 99711 - Recycling Specialist | 17.42 |
| 99730 - Refuse Collector | 14.64 |
| 99810 - Sales Clerk | 11.59 |
| 99820 - School Crossing Guard | 10.88 |
| 99830 - Survey Party Chief | 23.62 |
| 99831 - Surveying Aide | 13.28 |
| 99832 - Surveying Technician | 20.91 |
| 99840 - Vending Machine Attendant | 12.16 |
| 99841 - Vending Machine Repairer | 14.63 |
| 99842 - Vending Machine Repairer Helper | 11.82 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension
Page 2894

plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundrying 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 laundrying in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Diane C. Koplewski
DirectorDivision of
Wage DeterminationsWage Determination No.: 2005-2433
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Oklahoma

Area: Oklahoma Counties of Adair, Cherokee, Choctaw, Craig, Creek, Delaware, Haskell, Kay, Latimer, Le Flore, Mayes, McCurtain, McIntosh, Muskogee, Nowata, Okfuskee, Okmulgee, Osage, Ottawa, Pawnee, Pittsburg, Pushmataha, Rogers, Sequoyah, Tulsa, Wagoner, Washington

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.60 |
| 01012 - Accounting Clerk II | | 15.33 |
| 01013 - Accounting Clerk III | | 17.78 |
| 01020 - Administrative Assistant | | 19.04 |
| 01040 - Court Reporter | | 19.66 |
| 01051 - Data Entry Operator I | | 10.88 |
| 01052 - Data Entry Operator II | | 11.86 |
| 01060 - Dispatcher, Motor Vehicle | | 17.99 |
| 01070 - Document Preparation Clerk | | 12.66 |
| 01090 - Duplicating Machine Operator | | 12.66 |
| 01111 - General Clerk I | | 11.08 |
| 01112 - General Clerk II | | 12.83 |
| 01113 - General Clerk III | | 16.83 |
| 01120 - Housing Referral Assistant | | 15.78 |
| 01141 - Messenger Courier | | 11.72 |
| 01191 - Order Clerk I | | 11.83 |
| 01192 - Order Clerk II | | 13.79 |
| 01261 - Personnel Assistant (Employment) I | | 13.16 |
| 01262 - Personnel Assistant (Employment) II | | 14.43 |
| 01263 - Personnel Assistant (Employment) III | | 17.57 |
| 01270 - Production Control Clerk | | 18.65 |
| 01280 - Receptionist | | 11.23 |
| 01290 - Rental Clerk | | 13.33 |
| 01300 - Scheduler, Maintenance | | 12.39 |
| 01311 - Secretary I | | 12.39 |
| 01312 - Secretary II | | 13.86 |
| 01313 - Secretary III | | 15.78 |
| 01320 - Service Order Dispatcher | | 14.95 |
| 01410 - Supply Technician | | 19.04 |
| 01420 - Survey Worker | | 13.71 |
| 01531 - Travel Clerk I | | 12.32 |
| 01532 - Travel Clerk II | | 13.14 |
| 01533 - Travel Clerk III | | 13.77 |
| 01611 - Word Processor I | | 11.77 |
| 01612 - Word Processor II | | 13.35 |
| 01613 - Word Processor III | | 14.97 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.15 |
| 05010 - Automotive Electrician | | 18.19 |
| 05040 - Automotive Glass Installer | | 17.24 |

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| 05070 - Automotive Worker | 17.24 |
| 05110 - Mobile Equipment Servicer | 15.14 |
| 05130 - Motor Equipment Metal Mechanic | 19.15 |
| 05160 - Motor Equipment Metal Worker | 17.24 |
| 05190 - Motor Vehicle Mechanic | 17.91 |
| 05220 - Motor Vehicle Mechanic Helper | 13.98 |
| 05250 - Motor Vehicle Upholstery Worker | 16.08 |
| 05280 - Motor Vehicle Wrecker | 17.19 |
| 05310 - Painter, Automotive | 18.22 |
| 05340 - Radiator Repair Specialist | 17.24 |
| 05370 - Tire Repairer | 13.29 |
| 05400 - Transmission Repair Specialist | 19.15 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.11 |
| 07041 - Cook I | 9.79 |
| 07042 - Cook II | 11.11 |
| 07070 - Dishwasher | 8.05 |
| 07130 - Food Service Worker | 7.83 |
| 07210 - Meat Cutter | 12.17 |
| 07260 - Waiter/Waitress | 8.38 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.54 |
| 09040 - Furniture Handler | 11.67 |
| 09080 - Furniture Refinisher | 16.54 |
| 09090 - Furniture Refinisher Helper | 13.06 |
| 09110 - Furniture Repairer, Minor | 14.73 |
| 09130 - Upholsterer | 16.54 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.50 |
| 11060 - Elevator Operator | 9.38 |
| 11090 - Gardener | 12.57 |
| 11122 - Housekeeping Aide | 9.38 |
| 11150 - Janitor | 9.38 |
| 11210 - Laborer, Grounds Maintenance | 10.68 |
| 11240 - Maid or Houseman | 8.48 |
| 11260 - Pruner | 10.07 |
| 11270 - Tractor Operator | 12.41 |
| 11330 - Trail Maintenance Worker | 10.68 |
| 11360 - Window Cleaner | 10.05 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.51 |
| 12011 - Breath Alcohol Technician | 15.83 |
| 12012 - Certified Occupational Therapist Assistant | 19.42 |
| 12015 - Certified Physical Therapist Assistant | 21.72 |
| 12020 - Dental Assistant | 13.38 |
| 12025 - Dental Hygienist | 31.40 |
| 12030 - EKG Technician | 18.82 |
| 12035 - Electroneurodiagnostic Technologist | 18.82 |
| 12040 - Emergency Medical Technician | 13.51 |
| 12071 - Licensed Practical Nurse I | 14.15 |
| 12072 - Licensed Practical Nurse II | 15.83 |
| 12073 - Licensed Practical Nurse III | 17.66 |
| 12100 - Medical Assistant | 13.05 |
| 12130 - Medical Laboratory Technician | 14.15 |
| 12160 - Medical Record Clerk | 12.54 |
| 12190 - Medical Record Technician | 14.03 |
| 12195 - Medical Transcriptionist | 14.83 |
| 12210 - Nuclear Medicine Technologist | 29.46 |
| 12221 - Nursing Assistant I | 10.26 |
| 12222 - Nursing Assistant II | 11.53 |
| 12223 - Nursing Assistant III | 12.59 |
| 12224 - Nursing Assistant IV | 14.12 |
| 12235 - Optical Dispenser | 14.54 |

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| 12236 - Optical Technician | 13.51 |
| 12250 - Pharmacy Technician | 13.40 |
| 12280 - Phlebotomist | 13.60 |
| 12305 - Radiologic Technologist | 21.91 |
| 12311 - Registered Nurse I | 20.03 |
| 12312 - Registered Nurse II | 24.51 |
| 12313 - Registered Nurse II, Specialist | 24.51 |
| 12314 - Registered Nurse III | 29.66 |
| 12315 - Registered Nurse III, Anesthetist | 29.66 |
| 12316 - Registered Nurse IV | 35.55 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.62 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.95 |
| 13012 - Exhibits Specialist II | 22.25 |
| 13013 - Exhibits Specialist III | 27.23 |
| 13041 - Illustrator I | 18.95 |
| 13042 - Illustrator II | 22.25 |
| 13043 - Illustrator III | 27.23 |
| 13047 - Librarian | 20.68 |
| 13050 - Library Aide/Clerk | 8.51 |
| 13054 - Library Information Technology Systems Administrator | 19.12 |
| 13058 - Library Technician | 13.71 |
| 13061 - Media Specialist I | 13.50 |
| 13062 - Media Specialist II | 15.11 |
| 13063 - Media Specialist III | 16.84 |
| 13071 - Photographer I | 15.06 |
| 13072 - Photographer II | 17.50 |
| 13073 - Photographer III | 20.54 |
| 13074 - Photographer IV | 25.14 |
| 13075 - Photographer V | 30.42 |
| 13110 - Video Teleconference Technician | 15.24 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.71 |
| 14042 - Computer Operator II | 16.45 |
| 14043 - Computer Operator III | 21.59 |
| 14044 - Computer Operator IV | 25.11 |
| 14045 - Computer Operator V | 27.62 |
| 14071 - Computer Programmer I | 22.27 |
| 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 | 14.71 |
| 14160 - Personal Computer Support Technician | 28.80 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.14 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.04 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.79 |
| 15050 - Computer Based Training Specialist / Instructor | 28.14 |
| 15060 - Educational Technologist | 23.62 |
| 15070 - Flight Instructor (Pilot) | 40.79 |
| 15080 - Graphic Artist | 19.06 |
| 15090 - Technical Instructor | 18.16 |
| 15095 - Technical Instructor/Course Developer | 22.74 |
| 15110 - Test Proctor | 14.65 |
| 15120 - Tutor | 14.65 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.47 |
| 16030 - Counter Attendant | 8.47 |
| 16040 - Dry Cleaner | 10.79 |

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| 16070 - Finisher, Flatwork, Machine | 8.47 |
| 16090 - Presser, Hand | 8.47 |
| 16110 - Presser, Machine, Drycleaning | 8.47 |
| 16130 - Presser, Machine, Shirts | 8.47 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.47 |
| 16190 - Sewing Machine Operator | 11.56 |
| 16220 - Tailor | 12.34 |
| 16250 - Washer, Machine | 9.27 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.19 |
| 19040 - Tool And Die Maker | 22.21 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.47 |
| 21030 - Material Coordinator | 18.65 |
| 21040 - Material Expediter | 18.65 |
| 21050 - Material Handling Laborer | 10.84 |
| 21071 - Order Filler | 11.20 |
| 21080 - Production Line Worker (Food Processing) | 13.47 |
| 21110 - Shipping Packer | 13.44 |
| 21130 - Shipping/Receiving Clerk | 13.44 |
| 21140 - Store Worker I | 12.19 |
| 21150 - Stock Clerk | 16.90 |
| 21210 - Tools And Parts Attendant | 13.47 |
| 21410 - Warehouse Specialist | 13.47 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.96 |
| 23021 - Aircraft Mechanic I | 19.95 |
| 23022 - Aircraft Mechanic II | 20.96 |
| 23023 - Aircraft Mechanic III | 22.00 |
| 23040 - Aircraft Mechanic Helper | 14.56 |
| 23050 - Aircraft, Painter | 18.74 |
| 23060 - Aircraft Servicer | 16.75 |
| 23080 - Aircraft Worker | 17.96 |
| 23110 - Appliance Mechanic | 17.65 |
| 23120 - Bicycle Repairer | 13.29 |
| 23125 - Cable Splicer | 19.25 |
| 23130 - Carpenter, Maintenance | 16.54 |
| 23140 - Carpet Layer | 17.23 |
| 23160 - Electrician, Maintenance | 21.97 |
| 23181 - Electronics Technician Maintenance I | 20.84 |
| 23182 - Electronics Technician Maintenance II | 23.49 |
| 23183 - Electronics Technician Maintenance III | 27.74 |
| 23260 - Fabric Worker | 16.31 |
| 23290 - Fire Alarm System Mechanic | 17.96 |
| 23310 - Fire Extinguisher Repairer | 15.13 |
| 23311 - Fuel Distribution System Mechanic | 19.30 |
| 23312 - Fuel Distribution System Operator | 15.69 |
| 23370 - General Maintenance Worker | 16.08 |
| 23380 - Ground Support Equipment Mechanic | 19.95 |
| 23381 - Ground Support Equipment Servicer | 16.75 |
| 23382 - Ground Support Equipment Worker | 17.96 |
| 23391 - Gunsmith I | 15.36 |
| 23392 - Gunsmith II | 17.13 |
| 23393 - Gunsmith III | 18.90 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.91 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.95 |
| 23430 - Heavy Equipment Mechanic | 19.75 |
| 23440 - Heavy Equipment Operator | 17.41 |
| 23460 - Instrument Mechanic | 18.90 |
| 23465 - Laboratory/Shelter Mechanic | 18.04 |
| 23470 - Laborer | 10.84 |

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| 23510 - Locksmith | 18.02 |
| 23530 - Machinery Maintenance Mechanic | 18.52 |
| 23550 - Machinist, Maintenance | 17.41 |
| 23580 - Maintenance Trades Helper | 13.06 |
| 23591 - Metrology Technician I | 18.90 |
| 23592 - Metrology Technician II | 19.72 |
| 23593 - Metrology Technician III | 20.72 |
| 23640 - Millwright | 24.46 |
| 23710 - Office Appliance Repairer | 19.68 |
| 23760 - Painter, Maintenance | 16.48 |
| 23790 - Pipefitter, Maintenance | 18.93 |
| 23810 - Plumber, Maintenance | 18.07 |
| 23820 - Pneudraulic Systems Mechanic | 18.90 |
| 23850 - Rigger | 20.95 |
| 23870 - Scale Mechanic | 17.13 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.41 |
| 23910 - Small Engine Mechanic | 15.67 |
| 23931 - Telecommunications Mechanic I | 25.74 |
| 23932 - Telecommunications Mechanic II | 27.10 |
| 23950 - Telephone Lineman | 24.55 |
| 23960 - Welder, Combination, Maintenance | 17.41 |
| 23965 - Well Driller | 17.41 |
| 23970 - Woodcraft Worker | 18.90 |
| 23980 - Woodworker | 13.97 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.22 |
| 24580 - Child Care Center Clerk | 13.07 |
| 24610 - Chore Aide | 8.34 |
| 24620 - Family Readiness And Support Services Coordinator | 14.48 |
| 24630 - Homemaker | 16.29 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.84 |
| 25040 - Sewage Plant Operator | 16.54 |
| 25070 - Stationary Engineer | 20.84 |
| 25190 - Ventilation Equipment Tender | 14.77 |
| 25210 - Water Treatment Plant Operator | 16.54 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.51 |
| 27007 - Baggage Inspector | 11.40 |
| 27008 - Corrections Officer | 12.86 |
| 27010 - Court Security Officer | 16.43 |
| 27030 - Detection Dog Handler | 13.80 |
| 27040 - Detention Officer | 12.86 |
| 27070 - Firefighter | 19.43 |
| 27101 - Guard I | 11.40 |
| 27102 - Guard II | 13.80 |
| 27131 - Police Officer I | 18.67 |
| 27132 - Police Officer II | 20.74 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.88 |
| 28042 - Carnival Equipment Repairer | 12.87 |
| 28043 - Carnival Equipment Worker | 8.97 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 11.48 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.44 |
| 28515 - Recreation Specialist | 17.14 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 15.68 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.55 |
| 29020 - Hatch Tender | 17.55 |

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| 29030 - Line Handler | 17.55 |
| 29041 - Stevedore I | 16.72 |
| 29042 - Stevedore II | 18.49 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.97 |
| 30022 - Archeological Technician II | 20.87 |
| 30023 - Archeological Technician III | 25.85 |
| 30030 - Cartographic Technician | 25.85 |
| 30040 - Civil Engineering Technician | 23.31 |
| 30061 - Drafter/CAD Operator I | 17.97 |
| 30062 - Drafter/CAD Operator II | 20.87 |
| 30063 - Drafter/CAD Operator III | 23.28 |
| 30064 - Drafter/CAD Operator IV | 28.64 |
| 30081 - Engineering Technician I | 17.13 |
| 30082 - Engineering Technician II | 19.23 |
| 30083 - Engineering Technician III | 21.51 |
| 30084 - Engineering Technician IV | 26.65 |
| 30085 - Engineering Technician V | 32.59 |
| 30086 - Engineering Technician VI | 39.44 |
| 30090 - Environmental Technician | 19.54 |
| 30210 - Laboratory Technician | 23.28 |
| 30240 - Mathematical Technician | 25.85 |
| 30361 - Paralegal/Legal Assistant I | 18.26 |
| 30362 - Paralegal/Legal Assistant II | 21.08 |
| 30363 - Paralegal/Legal Assistant III | 24.49 |
| 30364 - Paralegal/Legal Assistant IV | 31.22 |
| 30390 - Photo-Optics Technician | 25.85 |
| 30461 - Technical Writer I | 21.14 |
| 30462 - Technical Writer II | 25.86 |
| 30463 - Technical Writer III | 31.27 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 23.28 |
| 30621 - Weather Observer, Senior (see 2) | 25.85 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.70 |
| 31030 - Bus Driver | 13.09 |
| 31043 - Driver Courier | 11.85 |
| 31260 - Parking and Lot Attendant | 8.14 |
| 31290 - Shuttle Bus Driver | 12.58 |
| 31310 - Taxi Driver | 9.57 |
| 31361 - Truckdriver, Light | 12.58 |
| 31362 - Truckdriver, Medium | 13.35 |
| 31363 - Truckdriver, Heavy | 18.54 |
| 31364 - Truckdriver, Tractor-Trailer | 18.54 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.02 |
| 99050 - Desk Clerk | 10.22 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 9.55 |
| 99252 - Laboratory Animal Caretaker II | 10.15 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 14.80 |
| 99510 - Photofinishing Worker | 10.02 |
| 99710 - Recycling Laborer | 12.34 |
| 99711 - Recycling Specialist | 14.05 |

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| 99730 - Refuse Collector | 11.84 |
| 99810 - Sales Clerk | 12.10 |
| 99820 - School Crossing Guard | 9.01 |
| 99830 - Survey Party Chief | 22.23 |
| 99831 - Surveying Aide | 13.20 |
| 99832 - Surveying Technician | 20.88 |
| 99840 - Vending Machine Attendant | 12.74 |
| 99841 - Vending Machine Repairer | 15.68 |
| 99842 - Vending Machine Repairer Helper | 12.74 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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. Conformance 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2434
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Oklahoma

Area: Oklahoma Counties of Adair, Cherokee, Choctaw, Craig, Creek, Delaware, Haskell, Kay, Latimer, Le Flore, Mayes, McCurtain, McIntosh, Muskogee, Nowata, Okfuskee, Okmulgee, Osage, Ottawa, Pawnee, Pittsburg, Pushmataha, Rogers, Sequoyah, Tulsa, Wagoner, Washington

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.60 |
| 01012 - Accounting Clerk II | | 15.33 |
| 01013 - Accounting Clerk III | | 17.78 |
| 01020 - Administrative Assistant | | 19.04 |
| 01040 - Court Reporter | | 19.66 |
| 01051 - Data Entry Operator I | | 10.88 |
| 01052 - Data Entry Operator II | | 11.86 |
| 01060 - Dispatcher, Motor Vehicle | | 17.99 |
| 01070 - Document Preparation Clerk | | 12.66 |
| 01090 - Duplicating Machine Operator | | 12.66 |
| 01111 - General Clerk I | | 11.08 |
| 01112 - General Clerk II | | 12.83 |
| 01113 - General Clerk III | | 16.83 |
| 01120 - Housing Referral Assistant | | 15.78 |
| 01141 - Messenger Courier | | 11.72 |
| 01191 - Order Clerk I | | 11.83 |
| 01192 - Order Clerk II | | 13.79 |
| 01261 - Personnel Assistant (Employment) I | | 13.16 |
| 01262 - Personnel Assistant (Employment) II | | 14.43 |
| 01263 - Personnel Assistant (Employment) III | | 17.57 |
| 01270 - Production Control Clerk | | 18.65 |
| 01280 - Receptionist | | 11.23 |
| 01290 - Rental Clerk | | 13.33 |
| 01300 - Scheduler, Maintenance | | 12.39 |
| 01311 - Secretary I | | 12.39 |
| 01312 - Secretary II | | 13.86 |
| 01313 - Secretary III | | 15.78 |
| 01320 - Service Order Dispatcher | | 14.95 |

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| 01410 - Supply Technician | 19.04 |
| 01420 - Survey Worker | 13.71 |
| 01531 - Travel Clerk I | 12.32 |
| 01532 - Travel Clerk II | 13.14 |
| 01533 - Travel Clerk III | 13.77 |
| 01611 - Word Processor I | 11.77 |
| 01612 - Word Processor II | 13.35 |
| 01613 - Word Processor III | 14.97 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.15 |
| 05010 - Automotive Electrician | 18.19 |
| 05040 - Automotive Glass Installer | 17.24 |
| 05070 - Automotive Worker | 17.24 |
| 05110 - Mobile Equipment Servicer | 15.14 |
| 05130 - Motor Equipment Metal Mechanic | 19.15 |
| 05160 - Motor Equipment Metal Worker | 17.24 |
| 05190 - Motor Vehicle Mechanic | 17.91 |
| 05220 - Motor Vehicle Mechanic Helper | 13.98 |
| 05250 - Motor Vehicle Upholstery Worker | 16.08 |
| 05280 - Motor Vehicle Wrecker | 17.19 |
| 05310 - Painter, Automotive | 18.22 |
| 05340 - Radiator Repair Specialist | 17.24 |
| 05370 - Tire Repairer | 13.29 |
| 05400 - Transmission Repair Specialist | 19.15 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.11 |
| 07041 - Cook I | 9.79 |
| 07042 - Cook II | 11.11 |
| 07070 - Dishwasher | 8.05 |
| 07130 - Food Service Worker | 7.83 |
| 07210 - Meat Cutter | 12.17 |
| 07260 - Waiter/Waitress | 8.38 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.54 |
| 09040 - Furniture Handler | 11.67 |
| 09080 - Furniture Refinisher | 16.54 |
| 09090 - Furniture Refinisher Helper | 13.06 |
| 09110 - Furniture Repairer, Minor | 14.73 |
| 09130 - Upholsterer | 16.54 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.50 |
| 11060 - Elevator Operator | 9.38 |
| 11090 - Gardener | 12.57 |
| 11122 - Housekeeping Aide | 9.38 |
| 11150 - Janitor | 9.38 |
| 11210 - Laborer, Grounds Maintenance | 10.68 |
| 11240 - Maid or Houseman | 8.48 |
| 11260 - Pruner | 10.07 |
| 11270 - Tractor Operator | 12.41 |
| 11330 - Trail Maintenance Worker | 10.68 |
| 11360 - Window Cleaner | 10.05 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.51 |
| 12011 - Breath Alcohol Technician | 15.83 |
| 12012 - Certified Occupational Therapist Assistant | 19.42 |
| 12015 - Certified Physical Therapist Assistant | 21.72 |
| 12020 - Dental Assistant | 13.38 |
| 12025 - Dental Hygienist | 31.40 |
| 12030 - EKG Technician | 18.82 |
| 12035 - Electroneurodiagnostic Technologist | 18.82 |
| 12040 - Emergency Medical Technician | 13.51 |
| 12071 - Licensed Practical Nurse I | 14.15 |
| 12072 - Licensed Practical Nurse II | 15.83 |

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| 12073 - Licensed Practical Nurse III | 17.66 |
| 12100 - Medical Assistant | 13.05 |
| 12130 - Medical Laboratory Technician | 14.15 |
| 12160 - Medical Record Clerk | 12.54 |
| 12190 - Medical Record Technician | 14.03 |
| 12195 - Medical Transcriptionist | 14.83 |
| 12210 - Nuclear Medicine Technologist | 29.46 |
| 12221 - Nursing Assistant I | 10.26 |
| 12222 - Nursing Assistant II | 11.53 |
| 12223 - Nursing Assistant III | 12.59 |
| 12224 - Nursing Assistant IV | 14.12 |
| 12235 - Optical Dispenser | 14.54 |
| 12236 - Optical Technician | 13.51 |
| 12250 - Pharmacy Technician | 13.40 |
| 12280 - Phlebotomist | 13.60 |
| 12305 - Radiologic Technologist | 21.91 |
| 12311 - Registered Nurse I | 20.03 |
| 12312 - Registered Nurse II | 24.51 |
| 12313 - Registered Nurse II, Specialist | 24.51 |
| 12314 - Registered Nurse III | 29.66 |
| 12315 - Registered Nurse III, Anesthetist | 29.66 |
| 12316 - Registered Nurse IV | 35.55 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.62 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.95 |
| 13012 - Exhibits Specialist II | 22.25 |
| 13013 - Exhibits Specialist III | 27.23 |
| 13041 - Illustrator I | 18.95 |
| 13042 - Illustrator II | 22.25 |
| 13043 - Illustrator III | 27.23 |
| 13047 - Librarian | 20.68 |
| 13050 - Library Aide/Clerk | 8.51 |
| 13054 - Library Information Technology Systems Administrator | 19.12 |
| 13058 - Library Technician | 13.71 |
| 13061 - Media Specialist I | 13.50 |
| 13062 - Media Specialist II | 15.11 |
| 13063 - Media Specialist III | 16.84 |
| 13071 - Photographer I | 15.06 |
| 13072 - Photographer II | 17.50 |
| 13073 - Photographer III | 20.54 |
| 13074 - Photographer IV | 25.14 |
| 13075 - Photographer V | 30.42 |
| 13110 - Video Teleconference Technician | 15.24 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.71 |
| 14042 - Computer Operator II | 16.45 |
| 14043 - Computer Operator III | 21.59 |
| 14044 - Computer Operator IV | 25.11 |
| 14045 - Computer Operator V | 27.62 |
| 14071 - Computer Programmer I | 22.27 |
| 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 | 14.71 |
| 14160 - Personal Computer Support Technician | 28.80 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.14 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.04 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.79 |

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| 15050 - Computer Based Training Specialist / Instructor | 28.14 |
| 15060 - Educational Technologist | 23.62 |
| 15070 - Flight Instructor (Pilot) | 40.79 |
| 15080 - Graphic Artist | 19.06 |
| 15090 - Technical Instructor | 18.16 |
| 15095 - Technical Instructor/Course Developer | 22.74 |
| 15110 - Test Proctor | 14.65 |
| 15120 - Tutor | 14.65 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.47 |
| 16030 - Counter Attendant | 8.47 |
| 16040 - Dry Cleaner | 10.79 |
| 16070 - Finisher, Flatwork, Machine | 8.47 |
| 16090 - Presser, Hand | 8.47 |
| 16110 - Presser, Machine, Drycleaning | 8.47 |
| 16130 - Presser, Machine, Shirts | 8.47 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.47 |
| 16190 - Sewing Machine Operator | 11.56 |
| 16220 - Tailor | 12.34 |
| 16250 - Washer, Machine | 9.27 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.19 |
| 19040 - Tool And Die Maker | 22.21 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.47 |
| 21030 - Material Coordinator | 18.65 |
| 21040 - Material Expediter | 18.65 |
| 21050 - Material Handling Laborer | 10.84 |
| 21071 - Order Filler | 11.20 |
| 21080 - Production Line Worker (Food Processing) | 13.47 |
| 21110 - Shipping Packer | 13.44 |
| 21130 - Shipping/Receiving Clerk | 13.44 |
| 21140 - Store Worker I | 12.19 |
| 21150 - Stock Clerk | 16.90 |
| 21210 - Tools And Parts Attendant | 13.47 |
| 21410 - Warehouse Specialist | 13.47 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.96 |
| 23021 - Aircraft Mechanic I | 19.95 |
| 23022 - Aircraft Mechanic II | 20.96 |
| 23023 - Aircraft Mechanic III | 22.00 |
| 23040 - Aircraft Mechanic Helper | 14.56 |
| 23050 - Aircraft, Painter | 18.74 |
| 23060 - Aircraft Servicer | 16.75 |
| 23080 - Aircraft Worker | 17.96 |
| 23110 - Appliance Mechanic | 17.65 |
| 23120 - Bicycle Repairer | 13.29 |
| 23125 - Cable Splicer | 19.25 |
| 23130 - Carpenter, Maintenance | 16.54 |
| 23140 - Carpet Layer | 17.23 |
| 23160 - Electrician, Maintenance | 21.97 |
| 23181 - Electronics Technician Maintenance I | 20.84 |
| 23182 - Electronics Technician Maintenance II | 23.49 |
| 23183 - Electronics Technician Maintenance III | 27.74 |
| 23260 - Fabric Worker | 16.31 |
| 23290 - Fire Alarm System Mechanic | 17.96 |
| 23310 - Fire Extinguisher Repairer | 15.13 |
| 23311 - Fuel Distribution System Mechanic | 19.30 |
| 23312 - Fuel Distribution System Operator | 15.69 |
| 23370 - General Maintenance Worker | 16.08 |
| 23380 - Ground Support Equipment Mechanic | 19.95 |
| 23381 - Ground Support Equipment Servicer | 16.75 |
| 23382 - Ground Support Equipment Worker | 17.96 |

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| 23391 - Gunsmith I | 15.36 |
| 23392 - Gunsmith II | 17.13 |
| 23393 - Gunsmith III | 18.90 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.91 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.95 |
| 23430 - Heavy Equipment Mechanic | 19.75 |
| 23440 - Heavy Equipment Operator | 17.41 |
| 23460 - Instrument Mechanic | 18.90 |
| 23465 - Laboratory/Shelter Mechanic | 18.04 |
| 23470 - Laborer | 10.84 |
| 23510 - Locksmith | 18.02 |
| 23530 - Machinery Maintenance Mechanic | 18.52 |
| 23550 - Machinist, Maintenance | 17.41 |
| 23580 - Maintenance Trades Helper | 13.06 |
| 23591 - Metrology Technician I | 18.90 |
| 23592 - Metrology Technician II | 19.72 |
| 23593 - Metrology Technician III | 20.72 |
| 23640 - Millwright | 24.46 |
| 23710 - Office Appliance Repairer | 19.68 |
| 23760 - Painter, Maintenance | 16.48 |
| 23790 - Pipefitter, Maintenance | 18.93 |
| 23810 - Plumber, Maintenance | 18.07 |
| 23820 - Pneudraulic Systems Mechanic | 18.90 |
| 23850 - Rigger | 20.95 |
| 23870 - Scale Mechanic | 17.13 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.41 |
| 23910 - Small Engine Mechanic | 15.67 |
| 23931 - Telecommunications Mechanic I | 25.74 |
| 23932 - Telecommunications Mechanic II | 27.10 |
| 23950 - Telephone Lineman | 24.55 |
| 23960 - Welder, Combination, Maintenance | 17.41 |
| 23965 - well Driller | 17.41 |
| 23970 - Woodcraft Worker | 18.90 |
| 23980 - Woodworker | 13.97 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.22 |
| 24580 - Child Care Center Clerk | 13.07 |
| 24610 - Chore Aide | 8.34 |
| 24620 - Family Readiness And Support Services Coordinator | 14.48 |
| 24630 - Homemaker | 16.29 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.84 |
| 25040 - Sewage Plant Operator | 16.54 |
| 25070 - Stationary Engineer | 20.84 |
| 25190 - Ventilation Equipment Tender | 14.77 |
| 25210 - Water Treatment Plant Operator | 16.54 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.51 |
| 27007 - Baggage Inspector | 11.40 |
| 27008 - Corrections Officer | 12.86 |
| 27010 - Court Security Officer | 16.43 |
| 27030 - Detection Dog Handler | 13.80 |
| 27040 - Detention Officer | 12.86 |
| 27070 - Firefighter | 19.43 |
| 27101 - Guard I | 11.40 |
| 27102 - Guard II | 13.80 |
| 27131 - Police Officer I | 18.67 |
| 27132 - Police Officer II | 20.74 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.88 |

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| 28042 - Carnival Equipment Repairer | 12.87 |
| 28043 - Carnival Equipment Worker | 8.97 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 11.48 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.44 |
| 28515 - Recreation Specialist | 17.14 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 15.68 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.55 |
| 29020 - Hatch Tender | 17.55 |
| 29030 - Line Handler | 17.55 |
| 29041 - Stevedore I | 16.72 |
| 29042 - Stevedore II | 18.49 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.97 |
| 30022 - Archeological Technician II | 20.87 |
| 30023 - Archeological Technician III | 25.85 |
| 30030 - Cartographic Technician | 25.85 |
| 30040 - Civil Engineering Technician | 23.31 |
| 30061 - Drafter/CAD Operator I | 17.97 |
| 30062 - Drafter/CAD Operator II | 20.87 |
| 30063 - Drafter/CAD Operator III | 23.28 |
| 30064 - Drafter/CAD Operator IV | 28.64 |
| 30081 - Engineering Technician I | 17.13 |
| 30082 - Engineering Technician II | 19.23 |
| 30083 - Engineering Technician III | 21.51 |
| 30084 - Engineering Technician IV | 26.65 |
| 30085 - Engineering Technician V | 32.59 |
| 30086 - Engineering Technician VI | 39.44 |
| 30090 - Environmental Technician | 19.54 |
| 30210 - Laboratory Technician | 23.28 |
| 30240 - Mathematical Technician | 25.85 |
| 30361 - Paralegal/Legal Assistant I | 18.26 |
| 30362 - Paralegal/Legal Assistant II | 21.08 |
| 30363 - Paralegal/Legal Assistant III | 24.49 |
| 30364 - Paralegal/Legal Assistant IV | 31.22 |
| 30390 - Photo-Optics Technician | 25.85 |
| 30461 - Technical Writer I | 21.14 |
| 30462 - Technical Writer II | 25.86 |
| 30463 - Technical Writer III | 31.27 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 23.28 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 25.85 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.70 |
| 31030 - Bus Driver | 13.09 |
| 31043 - Driver Courier | 11.85 |
| 31260 - Parking and Lot Attendant | 8.14 |
| 31290 - Shuttle Bus Driver | 12.58 |
| 31310 - Taxi Driver | 9.57 |
| 31361 - Truckdriver, Light | 12.58 |
| 31362 - Truckdriver, Medium | 13.35 |
| 31363 - Truckdriver, Heavy | 18.54 |

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| 31364 - Truckdriver, Tractor-Trailer | 18.54 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.02 |
| 99050 - Desk Clerk | 10.22 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 9.55 |
| 99252 - Laboratory Animal Caretaker II | 10.15 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 14.80 |
| 99510 - Photofinishing Worker | 10.02 |
| 99710 - Recycling Laborer | 12.34 |
| 99711 - Recycling Specialist | 14.05 |
| 99730 - Refuse Collector | 11.84 |
| 99810 - Sales Clerk | 12.10 |
| 99820 - School Crossing Guard | 9.01 |
| 99830 - Survey Party Chief | 22.23 |
| 99831 - Surveying Aide | 13.20 |
| 99832 - Surveying Technician | 20.88 |
| 99840 - Vending Machine Attendant | 12.74 |
| 99841 - Vending Machine Repairer | 15.68 |
| 99842 - Vending Machine Repairer Helper | 12.74 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2439
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Oregon

Area: Oregon Counties of Benton, Coos, Crook, Curry, Deschutes, Douglas, Jackson, Jefferson, Josephine, Klamath, Lake, Lane, Lincoln, Linn

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.45 |
| 01012 - Accounting Clerk II | | 13.97 |
| 01013 - Accounting Clerk III | | 15.63 |
| 01020 - Administrative Assistant | | 19.08 |
| 01040 - Court Reporter | | 15.69 |

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| 01051 - Data Entry Operator I | 12.11 |
| 01052 - Data Entry Operator II | 13.29 |
| 01060 - Dispatcher, Motor Vehicle | 18.24 |
| 01070 - Document Preparation Clerk | 12.36 |
| 01090 - Duplicating Machine Operator | 12.36 |
| 01111 - General Clerk I | 11.84 |
| 01112 - General Clerk II | 12.92 |
| 01113 - General Clerk III | 14.50 |
| 01120 - Housing Referral Assistant | 17.50 |
| 01141 - Messenger Courier | 12.76 |
| 01191 - Order Clerk I | 13.88 |
| 01192 - Order Clerk II | 15.14 |
| 01261 - Personnel Assistant (Employment) I | 14.55 |
| 01262 - Personnel Assistant (Employment) II | 15.93 |
| 01263 - Personnel Assistant (Employment) III | 17.76 |
| 01270 - Production Control Clerk | 18.40 |
| 01280 - Receptionist | 12.12 |
| 01290 - Rental Clerk | 12.87 |
| 01300 - Scheduler, Maintenance | 14.03 |
| 01311 - Secretary I | 14.03 |
| 01312 - Secretary II | 15.69 |
| 01313 - Secretary III | 17.50 |
| 01320 - Service Order Dispatcher | 16.24 |
| 01410 - Supply Technician | 19.08 |
| 01420 - Survey Worker | 14.05 |
| 01531 - Travel Clerk I | 13.58 |
| 01532 - Travel Clerk II | 14.74 |
| 01533 - Travel Clerk III | 15.86 |
| 01611 - Word Processor I | 12.90 |
| 01612 - Word Processor II | 14.48 |
| 01613 - Word Processor III | 16.19 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.79 |
| 05010 - Automotive Electrician | 17.35 |
| 05040 - Automotive Glass Installer | 16.16 |
| 05070 - Automotive Worker | 16.54 |
| 05110 - Mobile Equipment Servicer | 14.57 |
| 05130 - Motor Equipment Metal Mechanic | 18.14 |
| 05160 - Motor Equipment Metal Worker | 16.54 |
| 05190 - Motor Vehicle Mechanic | 18.14 |
| 05220 - Motor Vehicle Mechanic Helper | 13.73 |
| 05250 - Motor Vehicle Upholstery Worker | 15.72 |
| 05280 - Motor Vehicle Wrecker | 16.54 |
| 05310 - Painter, Automotive | 18.65 |
| 05340 - Radiator Repair Specialist | 16.54 |
| 05370 - Tire Repairer | 12.48 |
| 05400 - Transmission Repair Specialist | 18.14 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.89 |
| 07041 - Cook I | 11.30 |
| 07042 - Cook II | 12.78 |
| 07070 - Dishwasher | 9.03 |
| 07130 - Food Service Worker | 9.63 |
| 07210 - Meat Cutter | 15.32 |
| 07260 - Waiter/Waitress | 9.80 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.14 |
| 09040 - Furniture Handler | 11.65 |
| 09080 - Furniture Refinisher | 15.14 |
| 09090 - Furniture Refinisher Helper | 12.25 |
| 09110 - Furniture Repairer, Minor | 13.73 |
| 09130 - Upholsterer | 15.14 |
| 11000 - General Services And Support Occupations | |

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| 11030 - Cleaner, Vehicles | 10.58 |
| 11060 - Elevator Operator | 11.27 |
| 11090 - Gardener | 15.72 |
| 11122 - Housekeeping Aide | 11.27 |
| 11150 - Janitor | 11.27 |
| 11210 - Laborer, Grounds Maintenance | 13.06 |
| 11240 - Maid or Houseman | 9.64 |
| 11260 - Pruner | 12.52 |
| 11270 - Tractor Operator | 14.99 |
| 11330 - Trail Maintenance Worker | 13.06 |
| 11360 - Window Cleaner | 12.27 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.48 |
| 12011 - Breath Alcohol Technician | 17.13 |
| 12012 - Certified Occupational Therapist Assistant | 23.51 |
| 12015 - Certified Physical Therapist Assistant | 23.51 |
| 12020 - Dental Assistant | 17.52 |
| 12025 - Dental Hygienist | 36.40 |
| 12030 - EKG Technician | 28.16 |
| 12035 - Electroneurodiagnostic Technologist | 28.16 |
| 12040 - Emergency Medical Technician | 18.48 |
| 12071 - Licensed Practical Nurse I | 15.32 |
| 12072 - Licensed Practical Nurse II | 17.13 |
| 12073 - Licensed Practical Nurse III | 19.11 |
| 12100 - Medical Assistant | 15.37 |
| 12130 - Medical Laboratory Technician | 16.86 |
| 12160 - Medical Record Clerk | 14.08 |
| 12190 - Medical Record Technician | 15.75 |
| 12195 - Medical Transcriptionist | 16.84 |
| 12210 - Nuclear Medicine Technologist | 37.66 |
| 12221 - Nursing Assistant I | 9.88 |
| 12222 - Nursing Assistant II | 11.11 |
| 12223 - Nursing Assistant III | 12.12 |
| 12224 - Nursing Assistant IV | 13.60 |
| 12235 - Optical Dispenser | 15.26 |
| 12236 - Optical Technician | 15.32 |
| 12250 - Pharmacy Technician | 16.80 |
| 12280 - Phlebotomist | 13.60 |
| 12305 - Radiologic Technologist | 28.82 |
| 12311 - Registered Nurse I | 22.98 |
| 12312 - Registered Nurse II | 28.11 |
| 12313 - Registered Nurse II, Specialist | 28.11 |
| 12314 - Registered Nurse III | 34.01 |
| 12315 - Registered Nurse III, Anesthetist | 34.01 |
| 12316 - Registered Nurse IV | 40.76 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.23 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.45 |
| 13012 - Exhibits Specialist II | 24.11 |
| 13013 - Exhibits Specialist III | 29.49 |
| 13041 - Illustrator I | 19.45 |
| 13042 - Illustrator II | 24.11 |
| 13043 - Illustrator III | 29.49 |
| 13047 - Librarian | 26.69 |
| 13050 - Library Aide/Clerk | 14.56 |
| 13054 - Library Information Technology Systems Administrator | 24.11 |
| 13058 - Library Technician | 16.92 |
| 13061 - Media Specialist I | 17.39 |
| 13062 - Media Specialist II | 19.45 |
| 13063 - Media Specialist III | 21.70 |
| 13071 - Photographer I | 16.33 |
| 13072 - Photographer II | 18.27 |

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| 13073 - Photographer III | 22.63 |
| 13074 - Photographer IV | 27.04 |
| 13075 - Photographer V | 32.74 |
| 13110 - Video Teleconference Technician | 15.87 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.85 |
| 14042 - Computer Operator II | 17.17 |
| 14043 - Computer Operator III | 19.10 |
| 14044 - Computer Operator IV | 21.21 |
| 14045 - Computer Operator V | 23.56 |
| 14071 - Computer Programmer I | 19.56 |
| 14072 - Computer Programmer II | 24.77 |
| 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 | 15.85 |
| 14160 - Personal Computer Support Technician | 25.15 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.87 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.49 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.75 |
| 15050 - Computer Based Training Specialist / Instructor | 27.87 |
| 15060 - Educational Technologist | 32.39 |
| 15070 - Flight Instructor (Pilot) | 37.75 |
| 15080 - Graphic Artist | 22.64 |
| 15090 - Technical Instructor | 18.54 |
| 15095 - Technical Instructor/Course Developer | 24.26 |
| 15110 - Test Proctor | 15.60 |
| 15120 - Tutor | 15.60 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.78 |
| 16030 - Counter Attendant | 9.78 |
| 16040 - Dry Cleaner | 12.53 |
| 16070 - Finisher, Flatwork, Machine | 9.78 |
| 16090 - Presser, Hand | 9.78 |
| 16110 - Presser, Machine, Drycleaning | 9.78 |
| 16130 - Presser, Machine, Shirts | 9.78 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.78 |
| 16190 - Sewing Machine Operator | 13.46 |
| 16220 - Tailor | 14.40 |
| 16250 - Washer, Machine | 10.60 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.85 |
| 19040 - Tool And Die Maker | 22.91 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.04 |
| 21030 - Material Coordinator | 18.40 |
| 21040 - Material Expediter | 18.40 |
| 21050 - Material Handling Laborer | 12.69 |
| 21071 - Order Filler | 12.26 |
| 21080 - Production Line Worker (Food Processing) | 15.04 |
| 21110 - Shipping Packer | 13.44 |
| 21130 - Shipping/Receiving Clerk | 13.44 |
| 21140 - Store Worker I | 12.60 |
| 21150 - Stock Clerk | 16.34 |
| 21210 - Tools And Parts Attendant | 15.04 |
| 21410 - Warehouse Specialist | 15.04 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 22.90 |
| 23021 - Aircraft Mechanic I | 21.81 |
| 23022 - Aircraft Mechanic II | 22.90 |

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| 23023 - Aircraft Mechanic III | 24.05 |
| 23040 - Aircraft Mechanic Helper | 15.62 |
| 23050 - Aircraft, Painter | 19.91 |
| 23060 - Aircraft Servicer | 18.91 |
| 23080 - Aircraft Worker | 19.54 |
| 23110 - Appliance Mechanic | 16.90 |
| 23120 - Bicycle Repairer | 11.43 |
| 23125 - Cable Splicer | 23.14 |
| 23130 - Carpenter, Maintenance | 22.27 |
| 23140 - Carpet Layer | 17.77 |
| 23160 - Electrician, Maintenance | 26.96 |
| 23181 - Electronics Technician Maintenance I | 23.66 |
| 23182 - Electronics Technician Maintenance II | 25.03 |
| 23183 - Electronics Technician Maintenance III | 26.41 |
| 23260 - Fabric Worker | 18.14 |
| 23290 - Fire Alarm System Mechanic | 23.52 |
| 23310 - Fire Extinguisher Repairer | 17.02 |
| 23311 - Fuel Distribution System Mechanic | 21.04 |
| 23312 - Fuel Distribution System Operator | 16.66 |
| 23370 - General Maintenance Worker | 16.48 |
| 23380 - Ground Support Equipment Mechanic | 21.81 |
| 23381 - Ground Support Equipment Servicer | 19.91 |
| 23382 - Ground Support Equipment Worker | 19.54 |
| 23391 - Gunsmith I | 17.02 |
| 23392 - Gunsmith II | 19.26 |
| 23393 - Gunsmith III | 21.50 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.77 |
| 23411 - Heating, Ventilation And Air Contditiioning Mechanic (Research Facility) | 20.79 |
| 23430 - Heavy Equipment Mechanic | 22.86 |
| 23440 - Heavy Equipment Operator | 20.96 |
| 23460 - Instrument Mechanic | 21.50 |
| 23465 - Laboratory/Shelter Mechanic | 20.37 |
| 23470 - Laborer | 11.52 |
| 23510 - Locksmith | 20.37 |
| 23530 - Machinery Maintenance Mechanic | 22.71 |
| 23550 - Machinist, Maintenance | 18.10 |
| 23580 - Maintenance Trades Helper | 12.48 |
| 23591 - Metrology Technician I | 21.50 |
| 23592 - Metrology Technician II | 22.60 |
| 23593 - Metrology Technician III | 23.73 |
| 23640 - Millwright | 21.50 |
| 23710 - Office Appliance Repairer | 19.90 |
| 23760 - Painter, Maintenance | 15.28 |
| 23790 - Pipefitter, Maintenance | 27.76 |
| 23810 - Plumber, Maintenance | 25.86 |
| 23820 - Pneudraulic Systems Mechanic | 21.50 |
| 23850 - Rigger | 21.50 |
| 23870 - Scale Mechanic | 19.26 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.88 |
| 23910 - Small Engine Mechanic | 18.85 |
| 23931 - Telecommunications Mechanic I | 26.27 |
| 23932 - Telecommunications Mechanic II | 27.62 |
| 23950 - Telephone Lineman | 21.50 |
| 23960 - Welder, Combination, Maintenance | 15.19 |
| 23965 - Well Driller | 19.84 |
| 23970 - Woodcraft Worker | 21.50 |
| 23980 - Woodworker | 17.02 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.24 |
| 24580 - Child Care Center Clerk | 14.01 |
| 24610 - Chore Aide | 10.18 |

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| 24620 - Family Readiness And Support Services Coordinator | 13.92 |
| 24630 - Homemaker | 17.24 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.14 |
| 25040 - Sewage Plant Operator | 23.42 |
| 25070 - Stationary Engineer | 23.14 |
| 25190 - Ventilation Equipment Tender | 15.57 |
| 25210 - Water Treatment Plant Operator | 23.42 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.59 |
| 27007 - Baggage Inspector | 11.19 |
| 27008 - Corrections Officer | 21.67 |
| 27010 - Court Security Officer | 21.67 |
| 27030 - Detection Dog Handler | 15.86 |
| 27040 - Detention Officer | 21.67 |
| 27070 - Firefighter | 22.48 |
| 27101 - Guard I | 11.19 |
| 27102 - Guard II | 15.86 |
| 27131 - Police Officer I | 24.72 |
| 27132 - Police Officer II | 27.46 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.65 |
| 28042 - Carnival Equipment Repairer | 14.51 |
| 28043 - Carnival Equipment Worker | 11.13 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.21 |
| 28515 - Recreation Specialist | 18.87 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 18.73 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.11 |
| 29020 - Hatch Tender | 21.11 |
| 29030 - Line Handler | 21.11 |
| 29041 - Stevedore I | 19.99 |
| 29042 - Stevedore II | 22.84 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.62 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.29 |
| 30022 - Archeological Technician II | 18.22 |
| 30023 - Archeological Technician III | 22.57 |
| 30030 - Cartographic Technician | 22.57 |
| 30040 - Civil Engineering Technician | 23.84 |
| 30061 - Drafter/CAD Operator I | 16.29 |
| 30062 - Drafter/CAD Operator II | 18.22 |
| 30063 - Drafter/CAD Operator III | 20.32 |
| 30064 - Drafter/CAD Operator IV | 25.00 |
| 30081 - Engineering Technician I | 15.92 |
| 30082 - Engineering Technician II | 17.87 |
| 30083 - Engineering Technician III | 19.99 |
| 30084 - Engineering Technician IV | 24.76 |
| 30085 - Engineering Technician V | 30.29 |
| 30086 - Engineering Technician VI | 36.65 |
| 30090 - Environmental Technician | 22.57 |
| 30210 - Laboratory Technician | 20.32 |
| 30240 - Mathematical Technician | 22.57 |
| 30361 - Paralegal/Legal Assistant I | 19.17 |
| 30362 - Paralegal/Legal Assistant II | 23.75 |
| 30363 - Paralegal/Legal Assistant III | 29.05 |

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| 30364 - Paralegal/Legal Assistant IV | 35.16 |
| 30390 - Photo-Optics Technician | 22.57 |
| 30461 - Technical Writer I | 18.44 |
| 30462 - Technical Writer II | 22.56 |
| 30463 - Technical Writer III | 27.29 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 20.32 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 22.57 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.14 |
| 31030 - Bus Driver | 16.12 |
| 31043 - Driver Courier | 13.13 |
| 31260 - Parking and Lot Attendant | 10.14 |
| 31290 - Shuttle Bus Driver | 14.05 |
| 31310 - Taxi Driver | 12.67 |
| 31361 - Truckdriver, Light | 14.05 |
| 31362 - Truckdriver, Medium | 16.83 |
| 31363 - Truckdriver, Heavy | 16.74 |
| 31364 - Truckdriver, Tractor-Trailer | 16.74 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.25 |
| 99050 - Desk Clerk | 11.24 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.32 |
| 99252 - Laboratory Animal Caretaker II | 12.11 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 19.69 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.61 |
| 99711 - Recycling Specialist | 17.02 |
| 99730 - Refuse Collector | 15.73 |
| 99810 - Sales Clerk | 13.05 |
| 99820 - School Crossing Guard | 12.41 |
| 99830 - Survey Party Chief | 23.75 |
| 99831 - Surveying Aide | 14.92 |
| 99832 - Surveying Technician | 20.31 |
| 99840 - Vending Machine Attendant | 17.57 |
| 99841 - Vending Machine Repairer | 21.27 |
| 99842 - Vending Machine Repairer Helper | 17.57 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed

occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski

Division of

Wage Determination No.: 2005-2440
Revision No.: 16

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
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| 05310 - Painter, Automotive | 18.65 |
| 05340 - Radiator Repair Specialist | 16.54 |
| 05370 - Tire Repairer | 12.48 |
| 05400 - Transmission Repair Specialist | 18.14 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.89 |
| 07041 - Cook I | 11.30 |
| 07042 - Cook II | 12.78 |
| 07070 - Dishwasher | 9.03 |
| 07130 - Food Service Worker | 9.63 |
| 07210 - Meat Cutter | 15.32 |
| 07260 - Waiter/Waitress | 9.80 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.14 |
| 09040 - Furniture Handler | 11.65 |
| 09080 - Furniture Refinisher | 15.14 |
| 09090 - Furniture Refinisher Helper | 12.25 |
| 09110 - Furniture Repairer, Minor | 13.73 |
| 09130 - Upholsterer | 15.14 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.58 |
| 11060 - Elevator Operator | 11.27 |
| 11090 - Gardener | 15.72 |
| 11122 - Housekeeping Aide | 11.27 |
| 11150 - Janitor | 11.27 |
| 11210 - Laborer, Grounds Maintenance | 13.06 |
| 11240 - Maid or Houseman | 9.64 |
| 11260 - Pruner | 12.52 |
| 11270 - Tractor Operator | 14.99 |
| 11330 - Trail Maintenance Worker | 13.06 |
| 11360 - Window Cleaner | 12.27 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.48 |
| 12011 - Breath Alcohol Technician | 17.13 |
| 12012 - Certified Occupational Therapist Assistant | 23.51 |
| 12015 - Certified Physical Therapist Assistant | 23.51 |
| 12020 - Dental Assistant | 17.52 |
| 12025 - Dental Hygienist | 36.40 |
| 12030 - EKG Technician | 28.16 |
| 12035 - Electroneurodiagnostic Technologist | 28.16 |
| 12040 - Emergency Medical Technician | 18.48 |
| 12071 - Licensed Practical Nurse I | 15.32 |
| 12072 - Licensed Practical Nurse II | 17.13 |
| 12073 - Licensed Practical Nurse III | 19.11 |
| 12100 - Medical Assistant | 15.37 |
| 12130 - Medical Laboratory Technician | 16.86 |
| 12160 - Medical Record Clerk | 14.08 |
| 12190 - Medical Record Technician | 15.75 |
| 12195 - Medical Transcriptionist | 16.84 |
| 12210 - Nuclear Medicine Technologist | 37.66 |
| 12221 - Nursing Assistant I | 9.88 |
| 12222 - Nursing Assistant II | 11.11 |
| 12223 - Nursing Assistant III | 12.12 |
| 12224 - Nursing Assistant IV | 13.60 |
| 12235 - Optical Dispenser | 15.26 |
| 12236 - Optical Technician | 15.32 |
| 12250 - Pharmacy Technician | 16.80 |
| 12280 - Phlebotomist | 13.60 |
| 12305 - Radiologic Technologist | 28.82 |
| 12311 - Registered Nurse I | 22.98 |
| 12312 - Registered Nurse II | 28.11 |
| 12313 - Registered Nurse II, Specialist | 28.11 |
| 12314 - Registered Nurse III | 34.01 |

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|---|---------|
| 12315 - Registered Nurse III, Anesthetist | 34.01 |
| 12316 - Registered Nurse IV | 40.76 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.23 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.45 |
| 13012 - Exhibits Specialist II | 24.11 |
| 13013 - Exhibits Specialist III | 29.49 |
| 13041 - Illustrator I | 19.45 |
| 13042 - Illustrator II | 24.11 |
| 13043 - Illustrator III | 29.49 |
| 13047 - Librarian | 26.69 |
| 13050 - Library Aide/Clerk | 14.56 |
| 13054 - Library Information Technology Systems Administrator | 24.11 |
| 13058 - Library Technician | 16.92 |
| 13061 - Media Specialist I | 17.39 |
| 13062 - Media Specialist II | 19.45 |
| 13063 - Media Specialist III | 21.70 |
| 13071 - Photographer I | 16.33 |
| 13072 - Photographer II | 18.27 |
| 13073 - Photographer III | 22.63 |
| 13074 - Photographer IV | 27.04 |
| 13075 - Photographer V | 32.74 |
| 13110 - Video Teleconference Technician | 15.87 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.85 |
| 14042 - Computer Operator II | 17.17 |
| 14043 - Computer Operator III | 19.10 |
| 14044 - Computer Operator IV | 21.21 |
| 14045 - Computer Operator V | 23.56 |
| 14071 - Computer Programmer I | 19.56 |
| 14072 - Computer Programmer II | 24.77 |
| 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 | 15.85 |
| 14160 - Personal Computer Support Technician | 25.15 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.87 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.49 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.75 |
| 15050 - Computer Based Training Specialist / Instructor | 27.87 |
| 15060 - Educational Technologist | 32.39 |
| 15070 - Flight Instructor (Pilot) | 37.75 |
| 15080 - Graphic Artist | 22.64 |
| 15090 - Technical Instructor | 18.54 |
| 15095 - Technical Instructor/Course Developer | 24.26 |
| 15110 - Test Proctor | 15.60 |
| 15120 - Tutor | 15.60 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.78 |
| 16030 - Counter Attendant | 9.78 |
| 16040 - Dry Cleaner | 12.53 |
| 16070 - Finisher, Flatwork, Machine | 9.78 |
| 16090 - Presser, Hand | 9.78 |
| 16110 - Presser, Machine, Drycleaning | 9.78 |
| 16130 - Presser, Machine, Shirts | 9.78 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.78 |
| 16190 - Sewing Machine Operator | 13.46 |
| 16220 - Tailor | 14.40 |
| 16250 - Washer, Machine | 10.60 |

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| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.85 |
| 19040 - Tool And Die Maker | 22.91 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.04 |
| 21030 - Material Coordinator | 18.40 |
| 21040 - Material Expediter | 18.40 |
| 21050 - Material Handling Laborer | 12.69 |
| 21071 - Order Filler | 12.26 |
| 21080 - Production Line Worker (Food Processing) | 15.04 |
| 21110 - Shipping Packer | 13.44 |
| 21130 - Shipping/Receiving Clerk | 13.44 |
| 21140 - Store Worker I | 12.60 |
| 21150 - Stock Clerk | 16.34 |
| 21210 - Tools And Parts Attendant | 15.04 |
| 21410 - Warehouse Specialist | 15.04 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.90 |
| 23021 - Aircraft Mechanic I | 21.81 |
| 23022 - Aircraft Mechanic II | 22.90 |
| 23023 - Aircraft Mechanic III | 24.05 |
| 23040 - Aircraft Mechanic Helper | 15.62 |
| 23050 - Aircraft, Painter | 19.91 |
| 23060 - Aircraft Servicer | 18.91 |
| 23080 - Aircraft Worker | 19.54 |
| 23110 - Appliance Mechanic | 16.90 |
| 23120 - Bicycle Repairer | 11.43 |
| 23125 - Cable Splicer | 23.14 |
| 23130 - Carpenter, Maintenance | 22.27 |
| 23140 - Carpet Layer | 17.77 |
| 23160 - Electrician, Maintenance | 26.96 |
| 23181 - Electronics Technician Maintenance I | 23.66 |
| 23182 - Electronics Technician Maintenance II | 25.03 |
| 23183 - Electronics Technician Maintenance III | 26.41 |
| 23260 - Fabric Worker | 18.14 |
| 23290 - Fire Alarm System Mechanic | 23.52 |
| 23310 - Fire Extinguisher Repairer | 17.02 |
| 23311 - Fuel Distribution System Mechanic | 21.04 |
| 23312 - Fuel Distribution System Operator | 16.66 |
| 23370 - General Maintenance Worker | 16.48 |
| 23380 - Ground Support Equipment Mechanic | 21.81 |
| 23381 - Ground Support Equipment Servicer | 19.91 |
| 23382 - Ground Support Equipment Worker | 19.54 |
| 23391 - Gunsmith I | 17.02 |
| 23392 - Gunsmith II | 19.26 |
| 23393 - Gunsmith III | 21.50 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.77 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.79 |
| 23430 - Heavy Equipment Mechanic | 22.86 |
| 23440 - Heavy Equipment Operator | 20.96 |
| 23460 - Instrument Mechanic | 21.50 |
| 23465 - Laboratory/Shelter Mechanic | 20.37 |
| 23470 - Laborer | 11.52 |
| 23510 - Locksmith | 20.37 |
| 23530 - Machinery Maintenance Mechanic | 22.71 |
| 23550 - Machinist, Maintenance | 18.10 |
| 23580 - Maintenance Trades Helper | 12.48 |
| 23591 - Metrology Technician I | 21.50 |
| 23592 - Metrology Technician II | 22.60 |
| 23593 - Metrology Technician III | 23.73 |
| 23640 - Millwright | 21.50 |

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| 23710 - Office Appliance Repairer | 19.90 |
| 23760 - Painter, Maintenance | 15.28 |
| 23790 - Pipefitter, Maintenance | 27.76 |
| 23810 - Plumber, Maintenance | 25.86 |
| 23820 - Pneudraulic Systems Mechanic | 21.50 |
| 23850 - Rigger | 21.50 |
| 23870 - Scale Mechanic | 19.26 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.88 |
| 23910 - Small Engine Mechanic | 18.85 |
| 23931 - Telecommunications Mechanic I | 26.27 |
| 23932 - Telecommunications Mechanic II | 27.62 |
| 23950 - Telephone Lineman | 21.50 |
| 23960 - Welder, Combination, Maintenance | 15.19 |
| 23965 - Well Driller | 19.84 |
| 23970 - Woodcraft Worker | 21.50 |
| 23980 - Woodworker | 17.02 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.24 |
| 24580 - Child Care Center Clerk | 14.01 |
| 24610 - Chore Aide | 10.18 |
| 24620 - Family Readiness And Support Services Coordinator | 13.92 |
| 24630 - Homemaker | 17.24 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.14 |
| 25040 - Sewage Plant Operator | 23.42 |
| 25070 - Stationary Engineer | 23.14 |
| 25190 - Ventilation Equipment Tender | 15.57 |
| 25210 - Water Treatment Plant Operator | 23.42 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.59 |
| 27007 - Baggage Inspector | 11.19 |
| 27008 - Corrections Officer | 21.67 |
| 27010 - Court Security Officer | 21.67 |
| 27030 - Detection Dog Handler | 15.86 |
| 27040 - Detention Officer | 21.67 |
| 27070 - Firefighter | 22.48 |
| 27101 - Guard I | 11.19 |
| 27102 - Guard II | 15.86 |
| 27131 - Police Officer I | 24.72 |
| 27132 - Police Officer II | 27.46 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.65 |
| 28042 - Carnival Equipment Repairer | 14.51 |
| 28043 - Carnival Equipment Worker | 11.13 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.21 |
| 28515 - Recreation Specialist | 18.87 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 18.73 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.11 |
| 29020 - Hatch Tender | 21.11 |
| 29030 - Line Handler | 21.11 |
| 29041 - Stevedore I | 19.99 |
| 29042 - Stevedore II | 22.84 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.62 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.29 |

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| 30022 - Archeological Technician II | 18.22 |
| 30023 - Archeological Technician III | 22.57 |
| 30030 - Cartographic Technician | 22.57 |
| 30040 - Civil Engineering Technician | 23.84 |
| 30061 - Drafter/CAD Operator I | 16.29 |
| 30062 - Drafter/CAD Operator II | 18.22 |
| 30063 - Drafter/CAD Operator III | 20.32 |
| 30064 - Drafter/CAD Operator IV | 25.00 |
| 30081 - Engineering Technician I | 15.92 |
| 30082 - Engineering Technician II | 17.87 |
| 30083 - Engineering Technician III | 19.99 |
| 30084 - Engineering Technician IV | 24.76 |
| 30085 - Engineering Technician V | 30.29 |
| 30086 - Engineering Technician VI | 36.65 |
| 30090 - Environmental Technician | 22.57 |
| 30210 - Laboratory Technician | 20.32 |
| 30240 - Mathematical Technician | 22.57 |
| 30361 - Paralegal/Legal Assistant I | 19.17 |
| 30362 - Paralegal/Legal Assistant II | 23.75 |
| 30363 - Paralegal/Legal Assistant III | 29.05 |
| 30364 - Paralegal/Legal Assistant IV | 35.16 |
| 30390 - Photo-Optics Technician | 22.57 |
| 30461 - Technical Writer I | 18.44 |
| 30462 - Technical Writer II | 22.56 |
| 30463 - Technical Writer III | 27.29 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.32 |
| 30621 - Weather Observer, Senior | (see 2) 22.57 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.14 |
| 31030 - Bus Driver | 16.12 |
| 31043 - Driver Courier | 13.13 |
| 31260 - Parking and Lot Attendant | 10.14 |
| 31290 - Shuttle Bus Driver | 14.05 |
| 31310 - Taxi Driver | 12.67 |
| 31361 - Truckdriver, Light | 14.05 |
| 31362 - Truckdriver, Medium | 16.83 |
| 31363 - Truckdriver, Heavy | 16.74 |
| 31364 - Truckdriver, Tractor-Trailer | 16.74 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.25 |
| 99050 - Desk Clerk | 11.24 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.32 |
| 99252 - Laboratory Animal Caretaker II | 12.11 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 19.69 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.61 |
| 99711 - Recycling Specialist | 17.02 |
| 99730 - Refuse Collector | 15.73 |
| 99810 - Sales Clerk | 13.05 |
| 99820 - School Crossing Guard | 12.41 |
| 99830 - Survey Party Chief | 23.75 |
| 99831 - Surveying Aide | 14.92 |
| 99832 - Surveying Technician | 20.31 |
| 99840 - Vending Machine Attendant | 17.57 |
| 99841 - Vending Machine Repairer | 21.27 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2441
Revision No.: 14
Date of Last Revision: 07/25/2014

States: Oregon, Washington

Area: Oregon Counties of Clackamas, Clatsop, Columbia, Gilliam, Hood River, Marion, Multnomah, Polk, Sherman, Tillamook, Wasco, Washington, Yamhill

Washington Counties of Clark, Cowlitz, Klickitat, Pacific, Skamania, Wahkiakum

****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 | | 15.62 |
| 01013 - Accounting Clerk III | | 19.91 |
| 01020 - Administrative Assistant | | 21.67 |
| 01040 - Court Reporter | | 19.88 |
| 01051 - Data Entry Operator I | | 13.02 |
| 01052 - Data Entry Operator II | | 14.28 |
| 01060 - Dispatcher, Motor Vehicle | | 19.88 |
| 01070 - Document Preparation Clerk | | 13.75 |
| 01090 - Duplicating Machine Operator | | 13.75 |
| 01111 - General Clerk I | | 12.67 |
| 01112 - General Clerk II | | 13.82 |
| 01113 - General Clerk III | | 17.33 |
| 01120 - Housing Referral Assistant | | 20.42 |
| 01141 - Messenger Courier | | 14.12 |
| 01191 - Order Clerk I | | 13.02 |
| 01192 - Order Clerk II | | 15.03 |
| 01261 - Personnel Assistant (Employment) I | | 15.71 |
| 01262 - Personnel Assistant (Employment) II | | 19.59 |
| 01263 - Personnel Assistant (Employment) III | | 20.55 |
| 01270 - Production Control Clerk | | 20.55 |
| 01280 - Receptionist | | 14.41 |
| 01290 - Rental Clerk | | 15.98 |

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| 01300 - Scheduler, Maintenance | 16.38 |
| 01311 - Secretary I | 16.38 |
| 01312 - Secretary II | 18.32 |
| 01313 - Secretary III | 20.42 |
| 01320 - Service Order Dispatcher | 17.40 |
| 01410 - Supply Technician | 22.62 |
| 01420 - Survey Worker | 19.88 |
| 01531 - Travel Clerk I | 13.44 |
| 01532 - Travel Clerk II | 16.64 |
| 01533 - Travel Clerk III | 15.76 |
| 01611 - Word Processor I | 14.12 |
| 01612 - Word Processor II | 15.86 |
| 01613 - Word Processor III | 19.59 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.95 |
| 05010 - Automotive Electrician | 19.85 |
| 05040 - Automotive Glass Installer | 18.97 |
| 05070 - Automotive Worker | 18.97 |
| 05110 - Mobile Equipment Servicer | 17.05 |
| 05130 - Motor Equipment Metal Mechanic | 19.95 |
| 05160 - Motor Equipment Metal Worker | 18.97 |
| 05190 - Motor Vehicle Mechanic | 19.95 |
| 05220 - Motor Vehicle Mechanic Helper | 16.04 |
| 05250 - Motor Vehicle Upholstery Worker | 18.04 |
| 05280 - Motor Vehicle Wrecker | 18.97 |
| 05310 - Painter, Automotive | 19.85 |
| 05340 - Radiator Repair Specialist | 18.97 |
| 05370 - Tire Repairer | 13.76 |
| 05400 - Transmission Repair Specialist | 19.95 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.61 |
| 07041 - Cook I | 12.86 |
| 07042 - Cook II | 14.31 |
| 07070 - Dishwasher | 9.16 |
| 07130 - Food Service Worker | 10.57 |
| 07210 - Meat Cutter | 16.19 |
| 07260 - Waiter/Waitress | 10.50 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.58 |
| 09040 - Furniture Handler | 11.96 |
| 09080 - Furniture Refinisher | 16.85 |
| 09090 - Furniture Refinisher Helper | 13.62 |
| 09110 - Furniture Repairer, Minor | 15.32 |
| 09130 - Upholsterer | 16.58 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.61 |
| 11060 - Elevator Operator | 11.77 |
| 11090 - Gardener | 15.07 |
| 11122 - Housekeeping Aide | 12.06 |
| 11150 - Janitor | 12.06 |
| 11210 - Laborer, Grounds Maintenance | 11.96 |
| 11240 - Maid or Houseman | 11.47 |
| 11260 - Pruner | 10.96 |
| 11270 - Tractor Operator | 14.58 |
| 11330 - Trail Maintenance Worker | 11.96 |
| 11360 - Window Cleaner | 13.16 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 19.04 |
| 12011 - Breath Alcohol Technician | 19.04 |
| 12012 - Certified Occupational Therapist Assistant | 22.53 |
| 12015 - Certified Physical Therapist Assistant | 21.98 |
| 12020 - Dental Assistant | 17.72 |
| 12025 - Dental Hygienist | 36.69 |

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| 12030 - EKG Technician | 29.65 |
| 12035 - Electroneurodiagnostic Technologist | 29.65 |
| 12040 - Emergency Medical Technician | 19.04 |
| 12071 - Licensed Practical Nurse I | 18.73 |
| 12072 - Licensed Practical Nurse II | 20.94 |
| 12073 - Licensed Practical Nurse III | 23.38 |
| 12100 - Medical Assistant | 15.18 |
| 12130 - Medical Laboratory Technician | 18.73 |
| 12160 - Medical Record Clerk | 14.32 |
| 12190 - Medical Record Technician | 16.02 |
| 12195 - Medical Transcriptionist | 18.16 |
| 12210 - Nuclear Medicine Technologist | 38.09 |
| 12221 - Nursing Assistant I | 9.41 |
| 12222 - Nursing Assistant II | 10.57 |
| 12223 - Nursing Assistant III | 11.53 |
| 12224 - Nursing Assistant IV | 12.95 |
| 12235 - Optical Dispenser | 17.51 |
| 12236 - Optical Technician | 15.09 |
| 12250 - Pharmacy Technician | 15.54 |
| 12280 - Phlebotomist | 12.95 |
| 12305 - Radiologic Technologist | 30.05 |
| 12311 - Registered Nurse I | 29.04 |
| 12312 - Registered Nurse II | 35.53 |
| 12313 - Registered Nurse II, Specialist | 35.53 |
| 12314 - Registered Nurse III | 42.99 |
| 12315 - Registered Nurse III, Anesthetist | 42.99 |
| 12316 - Registered Nurse IV | 51.52 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.30 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.00 |
| 13012 - Exhibits Specialist II | 24.77 |
| 13013 - Exhibits Specialist III | 28.66 |
| 13041 - Illustrator I | 18.35 |
| 13042 - Illustrator II | 22.74 |
| 13043 - Illustrator III | 27.81 |
| 13047 - Librarian | 26.14 |
| 13050 - Library Aide/Clerk | 13.53 |
| 13054 - Library Information Technology Systems Administrator | 23.60 |
| 13058 - Library Technician | 15.52 |
| 13061 - Media Specialist I | 17.04 |
| 13062 - Media Specialist II | 19.06 |
| 13063 - Media Specialist III | 21.24 |
| 13071 - Photographer I | 15.13 |
| 13072 - Photographer II | 16.92 |
| 13073 - Photographer III | 20.96 |
| 13074 - Photographer IV | 25.64 |
| 13075 - Photographer V | 31.02 |
| 13110 - Video Teleconference Technician | 17.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.61 |
| 14042 - Computer Operator II | 18.58 |
| 14043 - Computer Operator III | 20.71 |
| 14044 - Computer Operator IV | 23.01 |
| 14045 - Computer Operator V | 25.49 |
| 14071 - Computer Programmer I | (see 1) 20.15 |
| 14072 - Computer Programmer II | (see 1) 24.95 |
| 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 | 16.61 |

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| 14160 - Personal Computer Support Technician | 23.01 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.55 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.31 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.12 |
| 15050 - Computer Based Training Specialist / Instructor | 28.55 |
| 15060 - Educational Technologist | 31.63 |
| 15070 - Flight Instructor (Pilot) | 41.12 |
| 15080 - Graphic Artist | 20.77 |
| 15090 - Technical Instructor | 20.39 |
| 15095 - Technical Instructor/Course Developer | 24.95 |
| 15110 - Test Proctor | 17.79 |
| 15120 - Tutor | 17.79 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.87 |
| 16030 - Counter Attendant | 9.87 |
| 16040 - Dry Cleaner | 12.40 |
| 16070 - Finisher, Flatwork, Machine | 9.87 |
| 16090 - Presser, Hand | 9.87 |
| 16110 - Presser, Machine, Drycleaning | 9.87 |
| 16130 - Presser, Machine, Shirts | 9.87 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.87 |
| 16190 - Sewing Machine Operator | 13.20 |
| 16220 - Tailor | 13.99 |
| 16250 - Washer, Machine | 10.70 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.45 |
| 19040 - Tool And Die Maker | 24.38 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.89 |
| 21030 - Material Coordinator | 19.68 |
| 21040 - Material Expediter | 19.68 |
| 21050 - Material Handling Laborer | 13.22 |
| 21071 - Order Filler | 13.60 |
| 21080 - Production Line Worker (Food Processing) | 14.89 |
| 21110 - Shipping Packer | 14.37 |
| 21130 - Shipping/Receiving Clerk | 14.37 |
| 21140 - Store Worker I | 12.70 |
| 21150 - Stock Clerk | 16.70 |
| 21210 - Tools And Parts Attendant | 14.89 |
| 21410 - Warehouse Specialist | 14.89 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.81 |
| 23021 - Aircraft Mechanic I | 24.48 |
| 23022 - Aircraft Mechanic II | 25.81 |
| 23023 - Aircraft Mechanic III | 27.13 |
| 23040 - Aircraft Mechanic Helper | 19.37 |
| 23050 - Aircraft, Painter | 22.61 |
| 23060 - Aircraft Servicer | 22.12 |
| 23080 - Aircraft Worker | 23.27 |
| 23110 - Appliance Mechanic | 17.48 |
| 23120 - Bicycle Repairer | 13.76 |
| 23125 - Cable Splicer | 31.58 |
| 23130 - Carpenter, Maintenance | 20.28 |
| 23140 - Carpet Layer | 20.85 |
| 23160 - Electrician, Maintenance | 29.99 |
| 23181 - Electronics Technician Maintenance I | 21.48 |
| 23182 - Electronics Technician Maintenance II | 24.43 |
| 23183 - Electronics Technician Maintenance III | 25.80 |
| 23260 - Fabric Worker | 20.54 |
| 23290 - Fire Alarm System Mechanic | 23.07 |
| 23310 - Fire Extinguisher Repairer | 19.63 |
| 23311 - Fuel Distribution System Mechanic | 24.72 |

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| 23312 - Fuel Distribution System Operator | 19.39 |
| 23370 - General Maintenance Worker | 19.18 |
| 23380 - Ground Support Equipment Mechanic | 24.48 |
| 23381 - Ground Support Equipment Servicer | 22.12 |
| 23382 - Ground Support Equipment Worker | 23.27 |
| 23391 - Gunsmith I | 19.63 |
| 23392 - Gunsmith II | 22.34 |
| 23393 - Gunsmith III | 25.03 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.29 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.45 |
| 23430 - Heavy Equipment Mechanic | 21.84 |
| 23440 - Heavy Equipment Operator | 23.49 |
| 23460 - Instrument Mechanic | 27.58 |
| 23465 - Laboratory/Shelter Mechanic | 23.70 |
| 23470 - Laborer | 12.87 |
| 23510 - Locksmith | 18.24 |
| 23530 - Machinery Maintenance Mechanic | 22.99 |
| 23550 - Machinist, Maintenance | 25.12 |
| 23580 - Maintenance Trades Helper | 14.74 |
| 23591 - Metrology Technician I | 27.58 |
| 23592 - Metrology Technician II | 29.06 |
| 23593 - Metrology Technician III | 30.56 |
| 23640 - Millwright | 28.28 |
| 23710 - Office Appliance Repairer | 20.53 |
| 23760 - Painter, Maintenance | 18.24 |
| 23790 - Pipefitter, Maintenance | 30.95 |
| 23810 - Plumber, Maintenance | 27.63 |
| 23820 - Pneudraulic Systems Mechanic | 25.03 |
| 23850 - Rigger | 24.74 |
| 23870 - Scale Mechanic | 22.34 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.40 |
| 23910 - Small Engine Mechanic | 16.36 |
| 23931 - Telecommunications Mechanic I | 25.97 |
| 23932 - Telecommunications Mechanic II | 27.38 |
| 23950 - Telephone Lineman | 24.08 |
| 23960 - welder, Combination, Maintenance | 21.08 |
| 23965 - well Driller | 23.01 |
| 23970 - Woodcraft Worker | 26.15 |
| 23980 - Woodworker | 14.60 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.95 |
| 24580 - Child Care Center Clerk | 14.34 |
| 24610 - Chore Aide | 10.83 |
| 24620 - Family Readiness And Support Services Coordinator | 14.01 |
| 24630 - Homemaker | 16.21 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.09 |
| 25040 - Sewage Plant Operator | 22.21 |
| 25070 - Stationary Engineer | 26.09 |
| 25190 - Ventilation Equipment Tender | 19.07 |
| 25210 - Water Treatment Plant Operator | 22.21 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 21.30 |
| 27007 - Baggage Inspector | 12.19 |
| 27008 - Corrections Officer | 23.68 |
| 27010 - Court Security Officer | 25.47 |
| 27030 - Detection Dog Handler | 16.79 |
| 27040 - Detention Officer | 23.68 |
| 27070 - Firefighter | 26.29 |
| 27101 - Guard I | 12.19 |

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| 27102 - Guard II | 16.79 |
| 27131 - Police Officer I | 27.63 |
| 27132 - Police Officer II | 30.70 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.83 |
| 28042 - Carnival Equipment Repairer | 12.56 |
| 28043 - Carnival Equipment Worker | 9.64 |
| 28210 - Gate Attendant/Gate Tender | 16.16 |
| 28310 - Lifeguard | 12.65 |
| 28350 - Park Attendant (Aide) | 18.07 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.93 |
| 28515 - Recreation Specialist | 19.28 |
| 28630 - Sports Official | 14.40 |
| 28690 - Swimming Pool Operator | 19.18 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.47 |
| 29020 - Hatch Tender | 23.47 |
| 29030 - Line Handler | 23.47 |
| 29041 - Stevedore I | 22.04 |
| 29042 - Stevedore II | 24.90 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.72 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.00 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.63 |
| 30021 - Archeological Technician I | 16.73 |
| 30022 - Archeological Technician II | 18.72 |
| 30023 - Archeological Technician III | 23.18 |
| 30030 - Cartographic Technician | 23.18 |
| 30040 - Civil Engineering Technician | 25.26 |
| 30061 - Drafter/CAD Operator I | 16.73 |
| 30062 - Drafter/CAD Operator II | 18.72 |
| 30063 - Drafter/CAD Operator III | 20.86 |
| 30064 - Drafter/CAD Operator IV | 25.68 |
| 30081 - Engineering Technician I | 16.14 |
| 30082 - Engineering Technician II | 18.13 |
| 30083 - Engineering Technician III | 20.29 |
| 30084 - Engineering Technician IV | 25.76 |
| 30085 - Engineering Technician V | 31.76 |
| 30086 - Engineering Technician VI | 37.19 |
| 30090 - Environmental Technician | 22.18 |
| 30210 - Laboratory Technician | 19.18 |
| 30240 - Mathematical Technician | 22.35 |
| 30361 - Paralegal/Legal Assistant I | 17.68 |
| 30362 - Paralegal/Legal Assistant II | 22.18 |
| 30363 - Paralegal/Legal Assistant III | 27.13 |
| 30364 - Paralegal/Legal Assistant IV | 32.84 |
| 30390 - Photo-Optics Technician | 23.18 |
| 30461 - Technical Writer I | 21.89 |
| 30462 - Technical Writer II | 27.71 |
| 30463 - Technical Writer III | 32.40 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 23.97 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.00 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.76 |
| 30494 - Unexploded (UXO) Safety Escort | 23.97 |
| 30495 - Unexploded (UXO) Sweep Personnel | 23.97 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 20.86 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 23.18 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.68 |
| 31030 - Bus Driver | 17.89 |
| 31043 - Driver Courier | 14.29 |
| 31260 - Parking and Lot Attendant | 10.48 |

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| 31290 - Shuttle Bus Driver | 15.36 |
| 31310 - Taxi Driver | 11.15 |
| 31361 - Truckdriver, Light | 15.29 |
| 31362 - Truckdriver, Medium | 18.77 |
| 31363 - Truckdriver, Heavy | 20.76 |
| 31364 - Truckdriver, Tractor-Trailer | 20.76 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.12 |
| 99050 - Desk Clerk | 11.50 |
| 99095 - Embalmer | 27.05 |
| 99251 - Laboratory Animal Caretaker I | 11.19 |
| 99252 - Laboratory Animal Caretaker II | 12.01 |
| 99310 - Mortician | 27.05 |
| 99410 - Pest Controller | 15.69 |
| 99510 - Photofinishing Worker | 14.81 |
| 99710 - Recycling Laborer | 19.39 |
| 99711 - Recycling Specialist | 22.73 |
| 99730 - Refuse Collector | 17.66 |
| 99810 - Sales Clerk | 13.43 |
| 99820 - School Crossing Guard | 13.99 |
| 99830 - Survey Party Chief | 26.05 |
| 99831 - Surveying Aide | 15.36 |
| 99832 - Surveying Technician | 21.04 |
| 99840 - Vending Machine Attendant | 16.64 |
| 99841 - Vending Machine Repairer | 19.64 |
| 99842 - Vending Machine Repairer Helper | 16.94 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2442
Revision No.: 15
Date Of Last Revision: 07/25/2014

States: Oregon, Washington

Area: Oregon Counties of Clackamas, Clatsop, Columbia, Gilliam, Hood River, Marion, Multnomah, Polk, Sherman, Tillamook, Wasco, Washington, Yamhill

Washington Counties of Clark, Cowlitz, Klickitat, Pacific, Skamania, Wahkiakum

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.89 |

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| 01012 | - Accounting Clerk II | 15.62 |
| 01013 | - Accounting Clerk III | 19.91 |
| 01020 | - Administrative Assistant | 21.67 |
| 01040 | - Court Reporter | 19.88 |
| 01051 | - Data Entry Operator I | 13.02 |
| 01052 | - Data Entry Operator II | 14.28 |
| 01060 | - Dispatcher, Motor Vehicle | 19.88 |
| 01070 | - Document Preparation Clerk | 13.75 |
| 01090 | - Duplicating Machine Operator | 13.75 |
| 01111 | - General Clerk I | 12.67 |
| 01112 | - General Clerk II | 13.82 |
| 01113 | - General Clerk III | 17.33 |
| 01120 | - Housing Referral Assistant | 20.42 |
| 01141 | - Messenger Courier | 14.12 |
| 01191 | - Order Clerk I | 13.02 |
| 01192 | - Order Clerk II | 15.03 |
| 01261 | - Personnel Assistant (Employment) I | 15.71 |
| 01262 | - Personnel Assistant (Employment) II | 19.59 |
| 01263 | - Personnel Assistant (Employment) III | 20.55 |
| 01270 | - Production Control Clerk | 20.55 |
| 01280 | - Receptionist | 14.41 |
| 01290 | - Rental Clerk | 15.98 |
| 01300 | - Scheduler, Maintenance | 16.38 |
| 01311 | - Secretary I | 16.38 |
| 01312 | - Secretary II | 18.32 |
| 01313 | - Secretary III | 20.42 |
| 01320 | - Service Order Dispatcher | 17.40 |
| 01410 | - Supply Technician | 22.62 |
| 01420 | - Survey Worker | 19.88 |
| 01531 | - Travel Clerk I | 13.44 |
| 01532 | - Travel Clerk II | 16.64 |
| 01533 | - Travel Clerk III | 15.76 |
| 01611 | - Word Processor I | 14.12 |
| 01612 | - Word Processor II | 15.86 |
| 01613 | - Word Processor III | 19.59 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 19.95 |
| 05010 | - Automotive Electrician | 19.85 |
| 05040 | - Automotive Glass Installer | 18.97 |
| 05070 | - Automotive Worker | 18.97 |
| 05110 | - Mobile Equipment Servicer | 17.05 |
| 05130 | - Motor Equipment Metal Mechanic | 19.95 |
| 05160 | - Motor Equipment Metal Worker | 18.97 |
| 05190 | - Motor Vehicle Mechanic | 19.95 |
| 05220 | - Motor Vehicle Mechanic Helper | 16.04 |
| 05250 | - Motor Vehicle Upholstery Worker | 18.04 |
| 05280 | - Motor Vehicle Wrecker | 18.97 |
| 05310 | - Painter, Automotive | 19.85 |
| 05340 | - Radiator Repair Specialist | 18.97 |
| 05370 | - Tire Repairer | 13.76 |
| 05400 | - Transmission Repair Specialist | 19.95 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 12.61 |
| 07041 | - Cook I | 12.86 |
| 07042 | - Cook II | 14.31 |
| 07070 | - Dishwasher | 9.16 |
| 07130 | - Food Service Worker | 10.57 |
| 07210 | - Meat Cutter | 16.19 |
| 07260 | - Waiter/Waitress | 10.50 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 16.58 |
| 09040 | - Furniture Handler | 11.96 |
| 09080 | - Furniture Refinisher | 16.85 |

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| 09090 - Furniture Refinisher Helper | 13.62 |
| 09110 - Furniture Repairer, Minor | 15.32 |
| 09130 - Upholsterer | 16.58 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.61 |
| 11060 - Elevator Operator | 11.77 |
| 11090 - Gardener | 15.07 |
| 11122 - Housekeeping Aide | 12.06 |
| 11150 - Janitor | 12.06 |
| 11210 - Laborer, Grounds Maintenance | 11.96 |
| 11240 - Maid or Houseman | 11.47 |
| 11260 - Pruner | 10.96 |
| 11270 - Tractor Operator | 14.58 |
| 11330 - Trail Maintenance Worker | 11.96 |
| 11360 - Window Cleaner | 13.16 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 19.04 |
| 12011 - Breath Alcohol Technician | 19.04 |
| 12012 - Certified Occupational Therapist Assistant | 22.53 |
| 12015 - Certified Physical Therapist Assistant | 21.98 |
| 12020 - Dental Assistant | 17.72 |
| 12025 - Dental Hygienist | 36.69 |
| 12030 - EKG Technician | 29.65 |
| 12035 - Electroneurodiagnostic Technologist | 29.65 |
| 12040 - Emergency Medical Technician | 19.04 |
| 12071 - Licensed Practical Nurse I | 18.73 |
| 12072 - Licensed Practical Nurse II | 20.94 |
| 12073 - Licensed Practical Nurse III | 23.38 |
| 12100 - Medical Assistant | 15.18 |
| 12130 - Medical Laboratory Technician | 18.73 |
| 12160 - Medical Record Clerk | 14.32 |
| 12190 - Medical Record Technician | 16.02 |
| 12195 - Medical Transcriptionist | 18.16 |
| 12210 - Nuclear Medicine Technologist | 38.09 |
| 12221 - Nursing Assistant I | 9.41 |
| 12222 - Nursing Assistant II | 10.57 |
| 12223 - Nursing Assistant III | 11.53 |
| 12224 - Nursing Assistant IV | 12.95 |
| 12235 - Optical Dispenser | 17.51 |
| 12236 - Optical Technician | 15.09 |
| 12250 - Pharmacy Technician | 15.54 |
| 12280 - Phlebotomist | 12.95 |
| 12305 - Radiologic Technologist | 30.05 |
| 12311 - Registered Nurse I | 29.04 |
| 12312 - Registered Nurse II | 35.53 |
| 12313 - Registered Nurse II, Specialist | 35.53 |
| 12314 - Registered Nurse III | 42.99 |
| 12315 - Registered Nurse III, Anesthetist | 42.99 |
| 12316 - Registered Nurse IV | 51.52 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.30 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.00 |
| 13012 - Exhibits Specialist II | 24.77 |
| 13013 - Exhibits Specialist III | 28.66 |
| 13041 - Illustrator I | 18.35 |
| 13042 - Illustrator II | 22.74 |
| 13043 - Illustrator III | 27.81 |
| 13047 - Librarian | 26.14 |
| 13050 - Library Aide/Clerk | 13.53 |
| 13054 - Library Information Technology Systems Administrator | 23.60 |
| 13058 - Library Technician | 15.52 |
| 13061 - Media Specialist I | 17.04 |

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| 13062 - Media Specialist II | 19.06 |
| 13063 - Media Specialist III | 21.24 |
| 13071 - Photographer I | 15.13 |
| 13072 - Photographer II | 16.92 |
| 13073 - Photographer III | 20.96 |
| 13074 - Photographer IV | 25.64 |
| 13075 - Photographer V | 31.02 |
| 13110 - Video Teleconference Technician | 17.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.61 |
| 14042 - Computer Operator II | 18.58 |
| 14043 - Computer Operator III | 20.71 |
| 14044 - Computer Operator IV | 23.01 |
| 14045 - Computer Operator V | 25.49 |
| 14071 - Computer Programmer I | (see 1) 20.15 |
| 14072 - Computer Programmer II | (see 1) 24.95 |
| 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 | 16.61 |
| 14160 - Personal Computer Support Technician | 23.01 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.55 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.31 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.12 |
| 15050 - Computer Based Training Specialist / Instructor | 28.55 |
| 15060 - Educational Technologist | 31.63 |
| 15070 - Flight Instructor (Pilot) | 41.12 |
| 15080 - Graphic Artist | 20.77 |
| 15090 - Technical Instructor | 20.39 |
| 15095 - Technical Instructor/Course Developer | 24.95 |
| 15110 - Test Proctor | 17.79 |
| 15120 - Tutor | 17.79 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.87 |
| 16030 - Counter Attendant | 9.87 |
| 16040 - Dry Cleaner | 12.40 |
| 16070 - Finisher, Flatwork, Machine | 9.87 |
| 16090 - Presser, Hand | 9.87 |
| 16110 - Presser, Machine, Drycleaning | 9.87 |
| 16130 - Presser, Machine, Shirts | 9.87 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.87 |
| 16190 - Sewing Machine Operator | 13.20 |
| 16220 - Tailor | 13.99 |
| 16250 - Washer, Machine | 10.70 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.45 |
| 19040 - Tool And Die Maker | 24.38 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.89 |
| 21030 - Material Coordinator | 19.68 |
| 21040 - Material Expediter | 19.68 |
| 21050 - Material Handling Laborer | 13.22 |
| 21071 - Order Filler | 13.60 |
| 21080 - Production Line Worker (Food Processing) | 14.89 |
| 21110 - Shipping Packer | 14.37 |
| 21130 - Shipping/Receiving Clerk | 14.37 |
| 21140 - Store Worker I | 12.70 |
| 21150 - Stock Clerk | 16.70 |
| 21210 - Tools And Parts Attendant | 14.89 |
| 21410 - Warehouse Specialist | 14.89 |

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| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.81 |
| 23021 - Aircraft Mechanic I | 24.48 |
| 23022 - Aircraft Mechanic II | 25.81 |
| 23023 - Aircraft Mechanic III | 27.13 |
| 23040 - Aircraft Mechanic Helper | 19.37 |
| 23050 - Aircraft, Painter | 22.61 |
| 23060 - Aircraft Servicer | 22.12 |
| 23080 - Aircraft Worker | 23.27 |
| 23110 - Appliance Mechanic | 17.48 |
| 23120 - Bicycle Repairer | 13.76 |
| 23125 - Cable Splicer | 31.58 |
| 23130 - Carpenter, Maintenance | 20.28 |
| 23140 - Carpet Layer | 20.85 |
| 23160 - Electrician, Maintenance | 29.99 |
| 23181 - Electronics Technician Maintenance I | 21.48 |
| 23182 - Electronics Technician Maintenance II | 24.43 |
| 23183 - Electronics Technician Maintenance III | 25.80 |
| 23260 - Fabric Worker | 20.54 |
| 23290 - Fire Alarm System Mechanic | 23.07 |
| 23310 - Fire Extinguisher Repairer | 19.63 |
| 23311 - Fuel Distribution System Mechanic | 24.72 |
| 23312 - Fuel Distribution System Operator | 19.39 |
| 23370 - General Maintenance Worker | 19.18 |
| 23380 - Ground Support Equipment Mechanic | 24.48 |
| 23381 - Ground Support Equipment Servicer | 22.12 |
| 23382 - Ground Support Equipment Worker | 23.27 |
| 23391 - Gunsmith I | 19.63 |
| 23392 - Gunsmith II | 22.34 |
| 23393 - Gunsmith III | 25.03 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.29 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.45 |
| 23430 - Heavy Equipment Mechanic | 21.84 |
| 23440 - Heavy Equipment Operator | 23.49 |
| 23460 - Instrument Mechanic | 27.58 |
| 23465 - Laboratory/Shelter Mechanic | 23.70 |
| 23470 - Laborer | 12.87 |
| 23510 - Locksmith | 18.24 |
| 23530 - Machinery Maintenance Mechanic | 22.99 |
| 23550 - Machinist, Maintenance | 25.12 |
| 23580 - Maintenance Trades Helper | 14.74 |
| 23591 - Metrology Technician I | 27.58 |
| 23592 - Metrology Technician II | 29.06 |
| 23593 - Metrology Technician III | 30.56 |
| 23640 - Millwright | 28.28 |
| 23710 - Office Appliance Repairer | 20.53 |
| 23760 - Painter, Maintenance | 18.24 |
| 23790 - Pipefitter, Maintenance | 30.95 |
| 23810 - Plumber, Maintenance | 27.63 |
| 23820 - Pneudraulic Systems Mechanic | 25.03 |
| 23850 - Rigger | 24.74 |
| 23870 - Scale Mechanic | 22.34 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.40 |
| 23910 - Small Engine Mechanic | 16.36 |
| 23931 - Telecommunications Mechanic I | 25.97 |
| 23932 - Telecommunications Mechanic II | 27.38 |
| 23950 - Telephone Lineman | 24.08 |
| 23960 - Welder, Combination, Maintenance | 21.08 |
| 23965 - well Driller | 23.01 |
| 23970 - Woodcraft Worker | 26.15 |
| 23980 - Woodworker | 14.60 |

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| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.95 |
| 24580 - Child Care Center Clerk | 14.34 |
| 24610 - Chore Aide | 10.83 |
| 24620 - Family Readiness And Support Services Coordinator | 14.01 |
| 24630 - Homemaker | 16.21 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.09 |
| 25040 - Sewage Plant Operator | 22.21 |
| 25070 - Stationary Engineer | 26.09 |
| 25190 - Ventilation Equipment Tender | 19.07 |
| 25210 - Water Treatment Plant Operator | 22.21 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 21.30 |
| 27007 - Baggage Inspector | 12.19 |
| 27008 - Corrections Officer | 23.68 |
| 27010 - Court Security Officer | 25.47 |
| 27030 - Detection Dog Handler | 16.79 |
| 27040 - Detention Officer | 23.68 |
| 27070 - Firefighter | 26.29 |
| 27101 - Guard I | 12.19 |
| 27102 - Guard II | 16.79 |
| 27131 - Police Officer I | 27.63 |
| 27132 - Police Officer II | 30.70 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.83 |
| 28042 - Carnival Equipment Repairer | 12.56 |
| 28043 - Carnival Equipment Worker | 9.64 |
| 28210 - Gate Attendant/Gate Tender | 16.16 |
| 28310 - Lifeguard | 12.65 |
| 28350 - Park Attendant (Aide) | 18.07 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.93 |
| 28515 - Recreation Specialist | 19.28 |
| 28630 - Sports Official | 14.40 |
| 28690 - Swimming Pool Operator | 19.18 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.47 |
| 29020 - Hatch Tender | 23.47 |
| 29030 - Line Handler | 23.47 |
| 29041 - Stevedore I | 22.04 |
| 29042 - Stevedore II | 24.90 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.72 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.00 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.63 |
| 30021 - Archeological Technician I | 16.73 |
| 30022 - Archeological Technician II | 18.72 |
| 30023 - Archeological Technician III | 23.18 |
| 30030 - Cartographic Technician | 23.18 |
| 30040 - Civil Engineering Technician | 25.26 |
| 30061 - Drafter/CAD Operator I | 16.73 |
| 30062 - Drafter/CAD Operator II | 18.72 |
| 30063 - Drafter/CAD Operator III | 20.86 |
| 30064 - Drafter/CAD Operator IV | 25.68 |
| 30081 - Engineering Technician I | 16.14 |
| 30082 - Engineering Technician II | 18.13 |
| 30083 - Engineering Technician III | 20.29 |
| 30084 - Engineering Technician IV | 25.76 |
| 30085 - Engineering Technician V | 31.76 |
| 30086 - Engineering Technician VI | 37.19 |
| 30090 - Environmental Technician | 22.18 |
| 30210 - Laboratory Technician | 19.18 |

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| 30240 - Mathematical Technician | 22.35 |
| 30361 - Paralegal/Legal Assistant I | 17.68 |
| 30362 - Paralegal/Legal Assistant II | 22.18 |
| 30363 - Paralegal/Legal Assistant III | 27.13 |
| 30364 - Paralegal/Legal Assistant IV | 32.84 |
| 30390 - Photo-Optics Technician | 23.18 |
| 30461 - Technical Writer I | 21.89 |
| 30462 - Technical Writer II | 27.71 |
| 30463 - Technical Writer III | 32.40 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 23.97 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.00 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.76 |
| 30494 - Unexploded (UXO) Safety Escort | 23.97 |
| 30495 - Unexploded (UXO) Sweep Personnel | 23.97 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 20.86 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 23.18 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.68 |
| 31030 - Bus Driver | 17.89 |
| 31043 - Driver Courier | 14.29 |
| 31260 - Parking and Lot Attendant | 10.48 |
| 31290 - Shuttle Bus Driver | 15.36 |
| 31310 - Taxi Driver | 11.15 |
| 31361 - Truckdriver, Light | 15.29 |
| 31362 - Truckdriver, Medium | 18.77 |
| 31363 - Truckdriver, Heavy | 20.76 |
| 31364 - Truckdriver, Tractor-Trailer | 20.76 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.12 |
| 99050 - Desk Clerk | 11.50 |
| 99095 - Embalmer | 27.05 |
| 99251 - Laboratory Animal Caretaker I | 11.19 |
| 99252 - Laboratory Animal Caretaker II | 12.01 |
| 99310 - Mortician | 27.05 |
| 99410 - Pest Controller | 15.69 |
| 99510 - Photofinishing Worker | 14.81 |
| 99710 - Recycling Laborer | 19.39 |
| 99711 - Recycling Specialist | 22.73 |
| 99730 - Refuse Collector | 17.66 |
| 99810 - Sales Clerk | 13.43 |
| 99820 - School Crossing Guard | 13.99 |
| 99830 - Survey Party Chief | 26.05 |
| 99831 - Surveying Aide | 15.36 |
| 99832 - Surveying Technician | 21.04 |
| 99840 - Vending Machine Attendant | 16.64 |
| 99841 - Vending Machine Repairer | 19.64 |
| 99842 - Vending Machine Repairer Helper | 16.94 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that wage and hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the

fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure

that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2447
Revision No.: 15
Date of Last Revision: 07/25/2014

State: Pennsylvania

Area: Pennsylvania Counties of Berks, Cumberland, Dauphin, Juniata, Lancaster, Lebanon, Mifflin, Montour, Northumberland, Perry, Snyder, Union

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.81 |
| 01012 - Accounting Clerk II | | 16.64 |
| 01013 - Accounting Clerk III | | 18.60 |
| 01020 - Administrative Assistant | | 21.90 |
| 01040 - Court Reporter | | 22.23 |
| 01051 - Data Entry Operator I | | 12.14 |
| 01052 - Data Entry Operator II | | 13.24 |
| 01060 - Dispatcher, Motor Vehicle | | 18.09 |
| 01070 - Document Preparation Clerk | | 13.74 |
| 01090 - Duplicating Machine Operator | | 13.91 |
| 01111 - General Clerk I | | 11.55 |
| 01112 - General Clerk II | | 12.62 |
| 01113 - General Clerk III | | 14.16 |
| 01120 - Housing Referral Assistant | | 19.71 |
| 01141 - Messenger Courier | | 11.60 |
| 01191 - Order Clerk I | | 12.19 |
| 01192 - Order Clerk II | | 14.87 |
| 01261 - Personnel Assistant (Employment) I | | 16.27 |
| 01262 - Personnel Assistant (Employment) II | | 18.20 |
| 01263 - Personnel Assistant (Employment) III | | 20.29 |
| 01270 - Production Control Clerk | | 19.92 |
| 01280 - Receptionist | | 12.17 |

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| 01290 - Rental Clerk | 12.94 |
| 01300 - Scheduler, Maintenance | 15.61 |
| 01311 - Secretary I | 15.61 |
| 01312 - Secretary II | 17.68 |
| 01313 - Secretary III | 19.71 |
| 01320 - Service Order Dispatcher | 16.83 |
| 01410 - Supply Technician | 21.90 |
| 01420 - Survey Worker | 14.90 |
| 01531 - Travel Clerk I | 12.01 |
| 01532 - Travel Clerk II | 12.88 |
| 01533 - Travel Clerk III | 13.80 |
| 01611 - Word Processor I | 14.25 |
| 01612 - Word Processor II | 15.84 |
| 01613 - Word Processor III | 17.68 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.95 |
| 05010 - Automotive Electrician | 18.12 |
| 05040 - Automotive Glass Installer | 17.37 |
| 05070 - Automotive Worker | 17.37 |
| 05110 - Mobile Equipment Servicer | 15.88 |
| 05130 - Motor Equipment Metal Mechanic | 18.68 |
| 05160 - Motor Equipment Metal Worker | 17.37 |
| 05190 - Motor Vehicle Mechanic | 18.68 |
| 05220 - Motor Vehicle Mechanic Helper | 15.12 |
| 05250 - Motor Vehicle Upholstery Worker | 16.62 |
| 05280 - Motor Vehicle Wrecker | 17.37 |
| 05310 - Painter, Automotive | 18.12 |
| 05340 - Radiator Repair Specialist | 17.37 |
| 05370 - Tire Repairer | 14.53 |
| 05400 - Transmission Repair Specialist | 18.68 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.53 |
| 07041 - Cook I | 11.49 |
| 07042 - Cook II | 12.85 |
| 07070 - Dishwasher | 8.54 |
| 07130 - Food Service Worker | 9.61 |
| 07210 - Meat Cutter | 15.48 |
| 07260 - Waiter/Waitress | 8.87 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.88 |
| 09040 - Furniture Handler | 14.47 |
| 09080 - Furniture Refinisher | 18.88 |
| 09090 - Furniture Refinisher Helper | 15.75 |
| 09110 - Furniture Repairer, Minor | 17.31 |
| 09130 - Upholsterer | 19.54 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.05 |
| 11060 - Elevator Operator | 11.05 |
| 11090 - Gardener | 14.73 |
| 11122 - Housekeeping Aide | 12.29 |
| 11150 - Janitor | 12.29 |
| 11210 - Laborer, Grounds Maintenance | 12.18 |
| 11240 - Maid or Houseman | 9.52 |
| 11260 - Pruner | 11.32 |
| 11270 - Tractor Operator | 13.89 |
| 11330 - Trail Maintenance Worker | 12.18 |
| 11360 - Window Cleaner | 12.61 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.73 |
| 12011 - Breath Alcohol Technician | 17.37 |
| 12012 - Certified Occupational Therapist Assistant | 21.31 |
| 12015 - Certified Physical Therapist Assistant | 20.19 |
| 12020 - Dental Assistant | 15.04 |

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| 12025 - Dental Hygienist | 27.49 |
| 12030 - EKG Technician | 22.45 |
| 12035 - Electroneurodiagnostic Technologist | 22.45 |
| 12040 - Emergency Medical Technician | 13.73 |
| 12071 - Licensed Practical Nurse I | 15.53 |
| 12072 - Licensed Practical Nurse II | 17.37 |
| 12073 - Licensed Practical Nurse III | 19.38 |
| 12100 - Medical Assistant | 13.30 |
| 12130 - Medical Laboratory Technician | 15.26 |
| 12160 - Medical Record Clerk | 13.99 |
| 12190 - Medical Record Technician | 14.00 |
| 12195 - Medical Transcriptionist | 14.74 |
| 12210 - Nuclear Medicine Technologist | 29.16 |
| 12221 - Nursing Assistant I | 10.02 |
| 12222 - Nursing Assistant II | 11.26 |
| 12223 - Nursing Assistant III | 12.29 |
| 12224 - Nursing Assistant IV | 13.79 |
| 12235 - Optical Dispenser | 18.11 |
| 12236 - Optical Technician | 15.63 |
| 12250 - Pharmacy Technician | 13.18 |
| 12280 - Phlebotomist | 13.79 |
| 12305 - Radiologic Technologist | 24.57 |
| 12311 - Registered Nurse I | 22.75 |
| 12312 - Registered Nurse II | 27.84 |
| 12313 - Registered Nurse II, Specialist | 27.84 |
| 12314 - Registered Nurse III | 33.68 |
| 12315 - Registered Nurse III, Anesthetist | 33.68 |
| 12316 - Registered Nurse IV | 40.36 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.76 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.05 |
| 13012 - Exhibits Specialist II | 23.61 |
| 13013 - Exhibits Specialist III | 28.89 |
| 13041 - Illustrator I | 18.66 |
| 13042 - Illustrator II | 23.13 |
| 13043 - Illustrator III | 28.30 |
| 13047 - Librarian | 25.61 |
| 13050 - Library Aide/Clerk | 10.60 |
| 13054 - Library Information Technology Systems Administrator | 23.13 |
| 13058 - Library Technician | 14.66 |
| 13061 - Media Specialist I | 16.68 |
| 13062 - Media Specialist II | 18.66 |
| 13063 - Media Specialist III | 20.82 |
| 13071 - Photographer I | 17.17 |
| 13072 - Photographer II | 19.67 |
| 13073 - Photographer III | 23.69 |
| 13074 - Photographer IV | 28.98 |
| 13075 - Photographer V | 35.06 |
| 13110 - Video Teleconference Technician | 19.28 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.25 |
| 14042 - Computer Operator II | 18.18 |
| 14043 - Computer Operator III | 20.28 |
| 14044 - Computer Operator IV | 22.53 |
| 14045 - Computer Operator V | 24.94 |
| 14071 - Computer Programmer I | 21.66 |
| 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) |

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| 14150 - Peripheral Equipment Operator | 16.25 |
| 14160 - Personal Computer Support Technician | 22.53 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.57 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.57 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.43 |
| 15050 - Computer Based Training Specialist / Instructor | 28.57 |
| 15060 - Educational Technologist | 27.95 |
| 15070 - Flight Instructor (Pilot) | 41.43 |
| 15080 - Graphic Artist | 20.05 |
| 15090 - Technical Instructor | 23.54 |
| 15095 - Technical Instructor/Course Developer | 28.80 |
| 15110 - Test Proctor | 19.00 |
| 15120 - Tutor | 19.90 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.39 |
| 16030 - Counter Attendant | 9.39 |
| 16040 - Dry Cleaner | 12.07 |
| 16070 - Finisher, Flatwork, Machine | 9.39 |
| 16090 - Presser, Hand | 9.39 |
| 16110 - Presser, Machine, Drycleaning | 9.39 |
| 16130 - Presser, Machine, Shirts | 9.39 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.39 |
| 16190 - Sewing Machine Operator | 12.84 |
| 16220 - Tailor | 13.56 |
| 16250 - Washer, Machine | 10.27 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.47 |
| 19040 - Tool And Die Maker | 21.57 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.01 |
| 21030 - Material Coordinator | 20.74 |
| 21040 - Material Expediter | 20.74 |
| 21050 - Material Handling Laborer | 15.53 |
| 21071 - Order Filler | 11.42 |
| 21080 - Production Line Worker (Food Processing) | 15.01 |
| 21110 - Shipping Packer | 13.40 |
| 21130 - Shipping/Receiving Clerk | 13.40 |
| 21140 - Store Worker I | 12.78 |
| 21150 - Stock Clerk | 15.99 |
| 21210 - Tools And Parts Attendant | 15.01 |
| 21410 - Warehouse Specialist | 15.01 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.48 |
| 23021 - Aircraft Mechanic I | 22.26 |
| 23022 - Aircraft Mechanic II | 23.48 |
| 23023 - Aircraft Mechanic III | 24.38 |
| 23040 - Aircraft Mechanic Helper | 18.02 |
| 23050 - Aircraft, Painter | 21.21 |
| 23060 - Aircraft Servicer | 19.81 |
| 23080 - Aircraft Worker | 20.71 |
| 23110 - Appliance Mechanic | 21.05 |
| 23120 - Bicycle Repairer | 14.53 |
| 23125 - Cable Splicer | 28.34 |
| 23130 - Carpenter, Maintenance | 19.67 |
| 23140 - Carpet Layer | 17.11 |
| 23160 - Electrician, Maintenance | 23.72 |
| 23181 - Electronics Technician Maintenance I | 20.65 |
| 23182 - Electronics Technician Maintenance II | 22.01 |
| 23183 - Electronics Technician Maintenance III | 26.64 |
| 23260 - Fabric Worker | 18.94 |
| 23290 - Fire Alarm System Mechanic | 21.92 |
| 23310 - Fire Extinguisher Repairer | 17.88 |

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| 23311 - Fuel Distribution System Mechanic | 23.48 |
| 23312 - Fuel Distribution System Operator | 19.02 |
| 23370 - General Maintenance Worker | 17.30 |
| 23380 - Ground Support Equipment Mechanic | 22.26 |
| 23381 - Ground Support Equipment Servicer | 19.81 |
| 23382 - Ground Support Equipment Worker | 20.71 |
| 23391 - Gunsmith I | 17.88 |
| 23392 - Gunsmith II | 19.99 |
| 23393 - Gunsmith III | 22.07 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.52 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.24 |
| 23430 - Heavy Equipment Mechanic | 22.88 |
| 23440 - Heavy Equipment Operator | 21.41 |
| 23460 - Instrument Mechanic | 21.92 |
| 23465 - Laboratory/Shelter Mechanic | 21.05 |
| 23470 - Laborer | 14.89 |
| 23510 - Locksmith | 18.32 |
| 23530 - Machinery Maintenance Mechanic | 20.20 |
| 23550 - Machinist, Maintenance | 20.59 |
| 23580 - Maintenance Trades Helper | 14.97 |
| 23591 - Metrology Technician I | 21.92 |
| 23592 - Metrology Technician II | 22.95 |
| 23593 - Metrology Technician III | 24.00 |
| 23640 - Millwright | 24.50 |
| 23710 - Office Appliance Repairer | 21.44 |
| 23760 - Painter, Maintenance | 20.88 |
| 23790 - Pipefitter, Maintenance | 23.41 |
| 23810 - Plumber, Maintenance | 22.03 |
| 23820 - Pneudraulic Systems Mechanic | 22.07 |
| 23850 - Rigger | 22.07 |
| 23870 - Scale Mechanic | 19.99 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.36 |
| 23910 - Small Engine Mechanic | 18.10 |
| 23931 - Telecommunications Mechanic I | 26.92 |
| 23932 - Telecommunications Mechanic II | 27.98 |
| 23950 - Telephone Lineman | 23.48 |
| 23960 - Welder, Combination, Maintenance | 19.46 |
| 23965 - Well Driller | 22.07 |
| 23970 - Woodcraft Worker | 22.07 |
| 23980 - Woodworker | 16.54 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.43 |
| 24580 - Child Care Center Clerk | 16.23 |
| 24610 - Chore Aide | 11.03 |
| 24620 - Family Readiness And Support Services Coordinator | 17.23 |
| 24630 - Homemaker | 16.73 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.00 |
| 25040 - Sewage Plant Operator | 19.78 |
| 25070 - Stationary Engineer | 22.00 |
| 25190 - Ventilation Equipment Tender | 16.76 |
| 25210 - Water Treatment Plant Operator | 19.78 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.47 |
| 27007 - Baggage Inspector | 12.52 |
| 27008 - Corrections Officer | 22.18 |
| 27010 - Court Security Officer | 22.18 |
| 27030 - Detection Dog Handler | 16.29 |
| 27040 - Detention Officer | 22.18 |
| 27070 - Firefighter | 20.45 |

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| 27101 - Guard I | 12.52 |
| 27102 - Guard II | 16.29 |
| 27131 - Police Officer I | 26.75 |
| 27132 - Police Officer II | 29.73 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.50 |
| 28042 - Carnival Equipment Repairer | 11.56 |
| 28043 - Carnival Equipment Worker | 8.96 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 11.03 |
| 28350 - Park Attendant (Aide) | 15.57 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.37 |
| 28515 - Recreation Specialist | 13.83 |
| 28630 - Sports Official | 11.65 |
| 28690 - Swimming Pool Operator | 18.30 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.86 |
| 29020 - Hatch Tender | 18.86 |
| 29030 - Line Handler | 18.86 |
| 29041 - Stevedore I | 17.87 |
| 29042 - Stevedore II | 19.86 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.75 |
| 30022 - Archeological Technician II | 19.39 |
| 30023 - Archeological Technician III | 23.05 |
| 30030 - Cartographic Technician | 23.05 |
| 30040 - Civil Engineering Technician | 22.90 |
| 30061 - Drafter/CAD Operator I | 16.63 |
| 30062 - Drafter/CAD Operator II | 18.82 |
| 30063 - Drafter/CAD Operator III | 20.75 |
| 30064 - Drafter/CAD Operator IV | 25.52 |
| 30081 - Engineering Technician I | 14.87 |
| 30082 - Engineering Technician II | 16.68 |
| 30083 - Engineering Technician III | 18.66 |
| 30084 - Engineering Technician IV | 23.17 |
| 30085 - Engineering Technician V | 28.33 |
| 30086 - Engineering Technician VI | 34.27 |
| 30090 - Environmental Technician | 24.75 |
| 30210 - Laboratory Technician | 21.22 |
| 30240 - Mathematical Technician | 23.05 |
| 30361 - Paralegal/Legal Assistant I | 17.56 |
| 30362 - Paralegal/Legal Assistant II | 23.32 |
| 30363 - Paralegal/Legal Assistant III | 28.53 |
| 30364 - Paralegal/Legal Assistant IV | 34.52 |
| 30390 - Photo-Optics Technician | 23.05 |
| 30461 - Technical Writer I | 19.51 |
| 30462 - Technical Writer II | 23.85 |
| 30463 - Technical Writer III | 28.88 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 20.75 |
| 30621 - Weather Observer, Senior (see 2) | 23.05 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.83 |
| 31030 - Bus Driver | 15.21 |
| 31043 - Driver Courier | 14.56 |

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| 31260 - Parking and Lot Attendant | 9.56 |
| 31290 - Shuttle Bus Driver | 15.49 |
| 31310 - Taxi Driver | 9.90 |
| 31361 - Truckdriver, Light | 15.49 |
| 31362 - Truckdriver, Medium | 18.05 |
| 31363 - Truckdriver, Heavy | 20.41 |
| 31364 - Truckdriver, Tractor-Trailer | 20.41 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.64 |
| 99050 - Desk Clerk | 10.46 |
| 99095 - Embalmer | 27.90 |
| 99251 - Laboratory Animal Caretaker I | 10.41 |
| 99252 - Laboratory Animal Caretaker II | 11.04 |
| 99310 - Mortician | 29.93 |
| 99410 - Pest Controller | 14.50 |
| 99510 - Photofinishing Worker | 10.53 |
| 99710 - Recycling Laborer | 13.41 |
| 99711 - Recycling Specialist | 15.28 |
| 99730 - Refuse Collector | 12.45 |
| 99810 - Sales Clerk | 12.47 |
| 99820 - School Crossing Guard | 10.31 |
| 99830 - Survey Party Chief | 20.86 |
| 99831 - Surveying Aide | 14.29 |
| 99832 - Surveying Technician | 18.40 |
| 99840 - Vending Machine Attendant | 13.35 |
| 99841 - Vending Machine Repairer | 15.35 |
| 99842 - Vending Machine Repairer Helper | 13.35 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2448
Revision No.: 17
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State: Pennsylvania

Area: Pennsylvania Counties of Berks, Cumberland, Dauphin, Juniata, Lancaster, Lebanon, Mifflin, Montour, Northumberland, Perry, Snyder, Union

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.81 |
| 01012 - Accounting Clerk II | | 16.64 |

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| 01013 - Accounting Clerk III | 18.60 |
| 01020 - Administrative Assistant | 21.90 |
| 01040 - Court Reporter | 22.23 |
| 01051 - Data Entry Operator I | 12.14 |
| 01052 - Data Entry Operator II | 13.24 |
| 01060 - Dispatcher, Motor Vehicle | 18.09 |
| 01070 - Document Preparation Clerk | 13.74 |
| 01090 - Duplicating Machine Operator | 13.91 |
| 01111 - General Clerk I | 11.55 |
| 01112 - General Clerk II | 12.62 |
| 01113 - General Clerk III | 14.16 |
| 01120 - Housing Referral Assistant | 19.71 |
| 01141 - Messenger Courier | 11.60 |
| 01191 - Order Clerk I | 12.19 |
| 01192 - Order Clerk II | 14.87 |
| 01261 - Personnel Assistant (Employment) I | 16.27 |
| 01262 - Personnel Assistant (Employment) II | 18.20 |
| 01263 - Personnel Assistant (Employment) III | 20.29 |
| 01270 - Production Control Clerk | 19.92 |
| 01280 - Receptionist | 12.17 |
| 01290 - Rental Clerk | 12.94 |
| 01300 - Scheduler, Maintenance | 15.61 |
| 01311 - Secretary I | 15.61 |
| 01312 - Secretary II | 17.68 |
| 01313 - Secretary III | 19.71 |
| 01320 - Service Order Dispatcher | 16.83 |
| 01410 - Supply Technician | 21.90 |
| 01420 - Survey Worker | 14.90 |
| 01531 - Travel Clerk I | 12.01 |
| 01532 - Travel Clerk II | 12.88 |
| 01533 - Travel Clerk III | 13.80 |
| 01611 - Word Processor I | 14.25 |
| 01612 - Word Processor II | 15.84 |
| 01613 - Word Processor III | 17.68 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.95 |
| 05010 - Automotive Electrician | 18.12 |
| 05040 - Automotive Glass Installer | 17.37 |
| 05070 - Automotive Worker | 17.37 |
| 05110 - Mobile Equipment Servicer | 15.88 |
| 05130 - Motor Equipment Metal Mechanic | 18.68 |
| 05160 - Motor Equipment Metal Worker | 17.37 |
| 05190 - Motor Vehicle Mechanic | 18.68 |
| 05220 - Motor Vehicle Mechanic Helper | 15.12 |
| 05250 - Motor Vehicle Upholstery Worker | 16.62 |
| 05280 - Motor Vehicle Wrecker | 17.37 |
| 05310 - Painter, Automotive | 18.12 |
| 05340 - Radiator Repair Specialist | 17.37 |
| 05370 - Tire Repairer | 14.53 |
| 05400 - Transmission Repair Specialist | 18.68 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.53 |
| 07041 - Cook I | 11.49 |
| 07042 - Cook II | 12.85 |
| 07070 - Dishwasher | 8.54 |
| 07130 - Food Service Worker | 9.61 |
| 07210 - Meat Cutter | 15.48 |
| 07260 - Waiter/Waitress | 8.87 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.88 |
| 09040 - Furniture Handler | 14.47 |
| 09080 - Furniture Refinisher | 18.88 |
| 09090 - Furniture Refinisher Helper | 15.75 |

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| 09110 - Furniture Repairer, Minor | 17.31 |
| 09130 - Upholsterer | 19.54 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.05 |
| 11060 - Elevator Operator | 11.05 |
| 11090 - Gardener | 14.73 |
| 11122 - Housekeeping Aide | 12.29 |
| 11150 - Janitor | 12.29 |
| 11210 - Laborer, Grounds Maintenance | 12.18 |
| 11240 - Maid or Houseman | 9.52 |
| 11260 - Pruner | 11.32 |
| 11270 - Tractor Operator | 13.89 |
| 11330 - Trail Maintenance Worker | 12.18 |
| 11360 - Window Cleaner | 12.61 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.73 |
| 12011 - Breath Alcohol Technician | 17.37 |
| 12012 - Certified Occupational Therapist Assistant | 21.31 |
| 12015 - Certified Physical Therapist Assistant | 20.19 |
| 12020 - Dental Assistant | 15.04 |
| 12025 - Dental Hygienist | 27.49 |
| 12030 - EKG Technician | 22.45 |
| 12035 - Electroneurodiagnostic Technologist | 22.45 |
| 12040 - Emergency Medical Technician | 13.73 |
| 12071 - Licensed Practical Nurse I | 15.53 |
| 12072 - Licensed Practical Nurse II | 17.37 |
| 12073 - Licensed Practical Nurse III | 19.38 |
| 12100 - Medical Assistant | 13.30 |
| 12130 - Medical Laboratory Technician | 15.26 |
| 12160 - Medical Record Clerk | 13.99 |
| 12190 - Medical Record Technician | 14.00 |
| 12195 - Medical Transcriptionist | 14.74 |
| 12210 - Nuclear Medicine Technologist | 29.16 |
| 12221 - Nursing Assistant I | 10.02 |
| 12222 - Nursing Assistant II | 11.26 |
| 12223 - Nursing Assistant III | 12.29 |
| 12224 - Nursing Assistant IV | 13.79 |
| 12235 - Optical Dispenser | 18.11 |
| 12236 - Optical Technician | 15.63 |
| 12250 - Pharmacy Technician | 13.18 |
| 12280 - Phlebotomist | 13.79 |
| 12305 - Radiologic Technologist | 24.57 |
| 12311 - Registered Nurse I | 22.75 |
| 12312 - Registered Nurse II | 27.84 |
| 12313 - Registered Nurse II, Specialist | 27.84 |
| 12314 - Registered Nurse III | 33.68 |
| 12315 - Registered Nurse III, Anesthetist | 33.68 |
| 12316 - Registered Nurse IV | 40.36 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.76 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.05 |
| 13012 - Exhibits Specialist II | 23.61 |
| 13013 - Exhibits Specialist III | 28.89 |
| 13041 - Illustrator I | 18.66 |
| 13042 - Illustrator II | 23.13 |
| 13043 - Illustrator III | 28.30 |
| 13047 - Librarian | 25.61 |
| 13050 - Library Aide/Clerk | 10.60 |
| 13054 - Library Information Technology Systems Administrator | 23.13 |
| 13058 - Library Technician | 14.66 |
| 13061 - Media Specialist I | 16.68 |
| 13062 - Media Specialist II | 18.66 |

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| 13063 - Media Specialist III | 20.82 |
| 13071 - Photographer I | 17.17 |
| 13072 - Photographer II | 19.67 |
| 13073 - Photographer III | 23.69 |
| 13074 - Photographer IV | 28.98 |
| 13075 - Photographer V | 35.06 |
| 13110 - Video Teleconference Technician | 19.28 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.25 |
| 14042 - Computer Operator II | 18.18 |
| 14043 - Computer Operator III | 20.28 |
| 14044 - Computer Operator IV | 22.53 |
| 14045 - Computer Operator V | 24.94 |
| 14071 - Computer Programmer I | 21.66 |
| 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 | 16.25 |
| 14160 - Personal Computer Support Technician | 22.53 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.57 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.57 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.43 |
| 15050 - Computer Based Training Specialist / Instructor | 28.57 |
| 15060 - Educational Technologist | 27.95 |
| 15070 - Flight Instructor (Pilot) | 41.43 |
| 15080 - Graphic Artist | 20.05 |
| 15090 - Technical Instructor | 23.54 |
| 15095 - Technical Instructor/Course Developer | 28.80 |
| 15110 - Test Proctor | 19.00 |
| 15120 - Tutor | 19.90 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.39 |
| 16030 - Counter Attendant | 9.39 |
| 16040 - Dry Cleaner | 12.07 |
| 16070 - Finisher, Flatwork, Machine | 9.39 |
| 16090 - Presser, Hand | 9.39 |
| 16110 - Presser, Machine, Drycleaning | 9.39 |
| 16130 - Presser, Machine, Shirts | 9.39 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.39 |
| 16190 - Sewing Machine Operator | 12.84 |
| 16220 - Tailor | 13.56 |
| 16250 - Washer, Machine | 10.27 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.47 |
| 19040 - Tool And Die Maker | 21.57 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.01 |
| 21030 - Material Coordinator | 20.74 |
| 21040 - Material Expediter | 20.74 |
| 21050 - Material Handling Laborer | 15.53 |
| 21071 - Order Filler | 11.42 |
| 21080 - Production Line Worker (Food Processing) | 15.01 |
| 21110 - Shipping Packer | 13.40 |
| 21130 - Shipping/Receiving Clerk | 13.40 |
| 21140 - Store Worker I | 12.78 |
| 21150 - Stock Clerk | 15.99 |
| 21210 - Tools And Parts Attendant | 15.01 |
| 21410 - Warehouse Specialist | 15.01 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |

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| 23010 - Aerospace Structural Welder | 23.48 |
| 23021 - Aircraft Mechanic I | 22.26 |
| 23022 - Aircraft Mechanic II | 23.48 |
| 23023 - Aircraft Mechanic III | 24.38 |
| 23040 - Aircraft Mechanic Helper | 18.02 |
| 23050 - Aircraft, Painter | 21.21 |
| 23060 - Aircraft Servicer | 19.81 |
| 23080 - Aircraft Worker | 20.71 |
| 23110 - Appliance Mechanic | 21.05 |
| 23120 - Bicycle Repairer | 14.53 |
| 23125 - Cable Splicer | 28.34 |
| 23130 - Carpenter, Maintenance | 19.67 |
| 23140 - Carpet Layer | 17.11 |
| 23160 - Electrician, Maintenance | 23.72 |
| 23181 - Electronics Technician Maintenance I | 20.65 |
| 23182 - Electronics Technician Maintenance II | 22.01 |
| 23183 - Electronics Technician Maintenance III | 26.64 |
| 23260 - Fabric Worker | 18.94 |
| 23290 - Fire Alarm System Mechanic | 21.92 |
| 23310 - Fire Extinguisher Repairer | 17.88 |
| 23311 - Fuel Distribution System Mechanic | 23.48 |
| 23312 - Fuel Distribution System Operator | 19.02 |
| 23370 - General Maintenance Worker | 17.30 |
| 23380 - Ground Support Equipment Mechanic | 22.26 |
| 23381 - Ground Support Equipment Servicer | 19.81 |
| 23382 - Ground Support Equipment Worker | 20.71 |
| 23391 - Gunsmith I | 17.88 |
| 23392 - Gunsmith II | 19.99 |
| 23393 - Gunsmith III | 22.07 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.52 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.24 |
| 23430 - Heavy Equipment Mechanic | 22.88 |
| 23440 - Heavy Equipment Operator | 21.41 |
| 23460 - Instrument Mechanic | 21.92 |
| 23465 - Laboratory/Shelter Mechanic | 21.05 |
| 23470 - Laborer | 14.89 |
| 23510 - Locksmith | 18.32 |
| 23530 - Machinery Maintenance Mechanic | 20.20 |
| 23550 - Machinist, Maintenance | 20.59 |
| 23580 - Maintenance Trades Helper | 14.97 |
| 23591 - Metrology Technician I | 21.92 |
| 23592 - Metrology Technician II | 22.95 |
| 23593 - Metrology Technician III | 24.00 |
| 23640 - Millwright | 24.50 |
| 23710 - Office Appliance Repairer | 21.44 |
| 23760 - Painter, Maintenance | 20.88 |
| 23790 - Pipefitter, Maintenance | 23.41 |
| 23810 - Plumber, Maintenance | 22.03 |
| 23820 - Pneudraulic Systems Mechanic | 22.07 |
| 23850 - Rigger | 22.07 |
| 23870 - Scale Mechanic | 19.99 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.36 |
| 23910 - Small Engine Mechanic | 18.10 |
| 23931 - Telecommunications Mechanic I | 26.92 |
| 23932 - Telecommunications Mechanic II | 27.98 |
| 23950 - Telephone Lineman | 23.48 |
| 23960 - Welder, Combination, Maintenance | 19.46 |
| 23965 - Well Driller | 22.07 |
| 23970 - Woodcraft Worker | 22.07 |
| 23980 - Woodworker | 16.54 |
| 24000 - Personal Needs Occupations | |

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| 24570 - Child Care Attendant | 11.43 |
| 24580 - Child Care Center Clerk | 16.23 |
| 24610 - Chore Aide | 11.03 |
| 24620 - Family Readiness And Support Services Coordinator | 17.23 |
| 24630 - Homemaker | 16.73 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.00 |
| 25040 - Sewage Plant Operator | 19.78 |
| 25070 - Stationary Engineer | 22.00 |
| 25190 - Ventilation Equipment Tender | 16.76 |
| 25210 - Water Treatment Plant Operator | 19.78 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.47 |
| 27007 - Baggage Inspector | 12.52 |
| 27008 - Corrections Officer | 22.18 |
| 27010 - Court Security Officer | 22.18 |
| 27030 - Detection Dog Handler | 16.29 |
| 27040 - Detention Officer | 22.18 |
| 27070 - Firefighter | 20.45 |
| 27101 - Guard I | 12.52 |
| 27102 - Guard II | 16.29 |
| 27131 - Police Officer I | 26.75 |
| 27132 - Police Officer II | 29.73 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.50 |
| 28042 - Carnival Equipment Repairer | 11.56 |
| 28043 - Carnival Equipment Worker | 8.96 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 11.03 |
| 28350 - Park Attendant (Aide) | 15.57 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.37 |
| 28515 - Recreation Specialist | 13.83 |
| 28630 - Sports Official | 11.65 |
| 28690 - Swimming Pool Operator | 18.30 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.86 |
| 29020 - Hatch Tender | 18.86 |
| 29030 - Line Handler | 18.86 |
| 29041 - Stevedore I | 17.87 |
| 29042 - Stevedore II | 19.86 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.75 |
| 30022 - Archeological Technician II | 19.39 |
| 30023 - Archeological Technician III | 23.05 |
| 30030 - Cartographic Technician | 23.05 |
| 30040 - Civil Engineering Technician | 22.90 |
| 30061 - Drafter/CAD Operator I | 16.63 |
| 30062 - Drafter/CAD Operator II | 18.82 |
| 30063 - Drafter/CAD Operator III | 20.75 |
| 30064 - Drafter/CAD Operator IV | 25.52 |
| 30081 - Engineering Technician I | 14.87 |
| 30082 - Engineering Technician II | 16.68 |
| 30083 - Engineering Technician III | 18.66 |
| 30084 - Engineering Technician IV | 23.17 |
| 30085 - Engineering Technician V | 28.33 |
| 30086 - Engineering Technician VI | 34.27 |
| 30090 - Environmental Technician | 24.75 |
| 30210 - Laboratory Technician | 21.22 |
| 30240 - Mathematical Technician | 23.05 |

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| 30361 - Paralegal/Legal Assistant I | 17.56 |
| 30362 - Paralegal/Legal Assistant II | 23.32 |
| 30363 - Paralegal/Legal Assistant III | 28.53 |
| 30364 - Paralegal/Legal Assistant IV | 34.52 |
| 30390 - Photo-Optics Technician | 23.05 |
| 30461 - Technical Writer I | 19.51 |
| 30462 - Technical Writer II | 23.85 |
| 30463 - Technical Writer III | 28.88 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.75 |
| 30621 - Weather Observer, Senior | (see 2) 23.05 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.83 |
| 31030 - Bus Driver | 15.21 |
| 31043 - Driver Courier | 14.56 |
| 31260 - Parking and Lot Attendant | 9.56 |
| 31290 - Shuttle Bus Driver | 15.49 |
| 31310 - Taxi Driver | 9.90 |
| 31361 - Truckdriver, Light | 15.49 |
| 31362 - Truckdriver, Medium | 18.05 |
| 31363 - Truckdriver, Heavy | 20.41 |
| 31364 - Truckdriver, Tractor-Trailer | 20.41 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.64 |
| 99050 - Desk Clerk | 10.46 |
| 99095 - Embalmer | 27.90 |
| 99251 - Laboratory Animal Caretaker I | 10.41 |
| 99252 - Laboratory Animal Caretaker II | 11.04 |
| 99310 - Mortician | 29.93 |
| 99410 - Pest Controller | 14.50 |
| 99510 - Photofinishing Worker | 10.53 |
| 99710 - Recycling Laborer | 13.41 |
| 99711 - Recycling Specialist | 15.28 |
| 99730 - Refuse Collector | 12.45 |
| 99810 - Sales Clerk | 12.47 |
| 99820 - School Crossing Guard | 10.31 |
| 99830 - Survey Party Chief | 20.86 |
| 99831 - Surveying Aide | 14.29 |
| 99832 - Surveying Technician | 18.40 |
| 99840 - Vending Machine Attendant | 13.35 |
| 99841 - Vending Machine Repairer | 15.35 |
| 99842 - Vending Machine Repairer Helper | 13.35 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundrying 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 laundrying in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2449
Revision No.: 14
Date of Last Revision: 07/25/2014

States: New Jersey, Pennsylvania

Area: New Jersey Counties of Burlington, Camden, Gloucester

Pennsylvania Counties of Bucks, Chester, Delaware, Lehigh, Montgomery,
Northampton, Philadelphia

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.53 |
| 01012 - Accounting Clerk II | | 16.31 |
| 01013 - Accounting Clerk III | | 18.24 |
| 01020 - Administrative Assistant | | 27.42 |
| 01040 - Court Reporter | | 21.74 |
| 01051 - Data Entry Operator I | | 14.22 |
| 01052 - Data Entry Operator II | | 15.51 |
| 01060 - Dispatcher, Motor Vehicle | | 17.92 |
| 01070 - Document Preparation Clerk | | 13.66 |
| 01090 - Duplicating Machine Operator | | 13.66 |
| 01111 - General Clerk I | | 13.45 |
| 01112 - General Clerk II | | 14.68 |
| 01113 - General Clerk III | | 16.48 |
| 01120 - Housing Referral Assistant | | 24.11 |
| 01141 - Messenger Courier | | 12.91 |
| 01191 - Order Clerk I | | 14.81 |
| 01192 - Order Clerk II | | 15.68 |
| 01261 - Personnel Assistant (Employment) I | | 16.56 |
| 01262 - Personnel Assistant (Employment) II | | 18.52 |
| 01263 - Personnel Assistant (Employment) III | | 20.64 |
| 01270 - Production Control Clerk | | 22.74 |
| 01280 - Receptionist | | 14.72 |
| 01290 - Rental Clerk | | 16.83 |
| 01300 - Scheduler, Maintenance | | 17.52 |
| 01311 - Secretary I | | 19.12 |
| 01312 - Secretary II | | 21.84 |
| 01313 - Secretary III | | 24.11 |
| 01320 - Service Order Dispatcher | | 16.76 |
| 01410 - Supply Technician | | 27.02 |
| 01420 - Survey Worker | | 17.92 |
| 01531 - Travel Clerk I | | 13.42 |
| 01532 - Travel Clerk II | | 14.10 |
| 01533 - Travel Clerk III | | 15.03 |
| 01611 - Word Processor I | | 15.91 |
| 01612 - Word Processor II | | 17.86 |
| 01613 - Word Processor III | | 19.98 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.83 |
| 05010 - Automotive Electrician | | 22.03 |
| 05040 - Automotive Glass Installer | | 20.34 |

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|--|-------|
| 05070 - Automotive Worker | 21.11 |
| 05110 - Mobile Equipment Servicer | 19.63 |
| 05130 - Motor Equipment Metal Mechanic | 22.81 |
| 05160 - Motor Equipment Metal Worker | 21.22 |
| 05190 - Motor Vehicle Mechanic | 22.83 |
| 05220 - Motor Vehicle Mechanic Helper | 18.71 |
| 05250 - Motor Vehicle Upholstery Worker | 20.54 |
| 05280 - Motor Vehicle Wrecker | 21.22 |
| 05310 - Painter, Automotive | 22.14 |
| 05340 - Radiator Repair Specialist | 21.22 |
| 05370 - Tire Repairer | 14.89 |
| 05400 - Transmission Repair Specialist | 23.49 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.05 |
| 07041 - Cook I | 12.99 |
| 07042 - Cook II | 13.84 |
| 07070 - Dishwasher | 9.76 |
| 07130 - Food Service Worker | 11.55 |
| 07210 - Meat Cutter | 17.30 |
| 07260 - Waiter/Waitress | 10.10 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.40 |
| 09040 - Furniture Handler | 17.39 |
| 09080 - Furniture Refinisher | 22.85 |
| 09090 - Furniture Refinisher Helper | 19.50 |
| 09110 - Furniture Repairer, Minor | 21.21 |
| 09130 - Upholsterer | 19.41 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.81 |
| 11060 - Elevator Operator | 12.33 |
| 11090 - Gardener | 16.09 |
| 11122 - Housekeeping Aide | 12.81 |
| 11150 - Janitor | 12.81 |
| 11210 - Laborer, Grounds Maintenance | 13.67 |
| 11240 - Maid or Houseman | 11.29 |
| 11260 - Pruner | 12.83 |
| 11270 - Tractor Operator | 15.33 |
| 11330 - Trail Maintenance Worker | 13.76 |
| 11360 - Window Cleaner | 13.61 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.48 |
| 12011 - Breath Alcohol Technician | 20.44 |
| 12012 - Certified Occupational Therapist Assistant | 22.91 |
| 12015 - Certified Physical Therapist Assistant | 22.60 |
| 12020 - Dental Assistant | 18.36 |
| 12025 - Dental Hygienist | 32.95 |
| 12030 - EKG Technician | 30.31 |
| 12035 - Electroneurodiagnostic Technologist | 30.31 |
| 12040 - Emergency Medical Technician | 17.48 |
| 12071 - Licensed Practical Nurse I | 20.15 |
| 12072 - Licensed Practical Nurse II | 22.05 |
| 12073 - Licensed Practical Nurse III | 24.57 |
| 12100 - Medical Assistant | 14.97 |
| 12130 - Medical Laboratory Technician | 21.17 |
| 12160 - Medical Record Clerk | 15.47 |
| 12190 - Medical Record Technician | 17.00 |
| 12195 - Medical Transcriptionist | 17.02 |
| 12210 - Nuclear Medicine Technologist | 34.99 |
| 12221 - Nursing Assistant I | 10.52 |
| 12222 - Nursing Assistant II | 11.83 |
| 12223 - Nursing Assistant III | 12.91 |
| 12224 - Nursing Assistant IV | 14.49 |
| 12235 - Optical Dispenser | 21.62 |

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| 12236 - Optical Technician | 16.60 |
| 12250 - Pharmacy Technician | 15.13 |
| 12280 - Phlebotomist | 14.49 |
| 12305 - Radiologic Technologist | 28.02 |
| 12311 - Registered Nurse I | 29.51 |
| 12312 - Registered Nurse II | 32.76 |
| 12313 - Registered Nurse II, Specialist | 32.76 |
| 12314 - Registered Nurse III | 39.32 |
| 12315 - Registered Nurse III, Anesthetist | 39.32 |
| 12316 - Registered Nurse IV | 47.11 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.50 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.74 |
| 13012 - Exhibits Specialist II | 28.77 |
| 13013 - Exhibits Specialist III | 35.16 |
| 13041 - Illustrator I | 22.94 |
| 13042 - Illustrator II | 30.61 |
| 13043 - Illustrator III | 37.43 |
| 13047 - Librarian | 31.00 |
| 13050 - Library Aide/Clerk | 16.83 |
| 13054 - Library Information Technology Systems Administrator | 27.98 |
| 13058 - Library Technician | 17.62 |
| 13061 - Media Specialist I | 18.35 |
| 13062 - Media Specialist II | 20.52 |
| 13063 - Media Specialist III | 22.88 |
| 13071 - Photographer I | 17.96 |
| 13072 - Photographer II | 19.97 |
| 13073 - Photographer III | 25.04 |
| 13074 - Photographer IV | 30.62 |
| 13075 - Photographer V | 37.06 |
| 13110 - Video Teleconference Technician | 22.29 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.50 |
| 14042 - Computer Operator II | 20.70 |
| 14043 - Computer Operator III | 23.06 |
| 14044 - Computer Operator IV | 25.64 |
| 14045 - Computer Operator V | 28.39 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 18.50 |
| 14160 - Personal Computer Support Technician | 25.64 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.14 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 40.11 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 48.06 |
| 15050 - Computer Based Training Specialist / Instructor | 33.14 |
| 15060 - Educational Technologist | 30.33 |
| 15070 - Flight Instructor (Pilot) | 48.06 |
| 15080 - Graphic Artist | 24.99 |
| 15090 - Technical Instructor | 24.41 |
| 15095 - Technical Instructor/Course Developer | 29.85 |
| 15110 - Test Proctor | 19.71 |
| 15120 - Tutor | 19.71 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.77 |
| 16030 - Counter Attendant | 9.77 |
| 16040 - Dry Cleaner | 12.76 |

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| 16070 - Finisher, Flatwork, Machine | 9.77 |
| 16090 - Presser, Hand | 9.77 |
| 16110 - Presser, Machine, Drycleaning | 9.77 |
| 16130 - Presser, Machine, Shirts | 9.77 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.77 |
| 16190 - Sewing Machine Operator | 13.65 |
| 16220 - Tailor | 14.52 |
| 16250 - Washer, Machine | 10.80 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.24 |
| 19040 - Tool And Die Maker | 24.23 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.21 |
| 21030 - Material Coordinator | 20.91 |
| 21040 - Material Expediter | 20.91 |
| 21050 - Material Handling Laborer | 13.92 |
| 21071 - Order Filler | 13.88 |
| 21080 - Production Line Worker (Food Processing) | 19.21 |
| 21110 - Shipping Packer | 16.45 |
| 21130 - Shipping/Receiving Clerk | 16.45 |
| 21140 - Store Worker I | 16.93 |
| 21150 - Stock Clerk | 19.11 |
| 21210 - Tools And Parts Attendant | 19.21 |
| 21410 - Warehouse Specialist | 19.21 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.75 |
| 23021 - Aircraft Mechanic I | 25.74 |
| 23022 - Aircraft Mechanic II | 26.75 |
| 23023 - Aircraft Mechanic III | 28.12 |
| 23040 - Aircraft Mechanic Helper | 20.97 |
| 23050 - Aircraft, Painter | 21.66 |
| 23060 - Aircraft Servicer | 22.92 |
| 23080 - Aircraft Worker | 23.95 |
| 23110 - Appliance Mechanic | 21.01 |
| 23120 - Bicycle Repairer | 15.11 |
| 23125 - Cable Splicer | 34.08 |
| 23130 - Carpenter, Maintenance | 24.40 |
| 23140 - Carpet Layer | 22.57 |
| 23160 - Electrician, Maintenance | 29.02 |
| 23181 - Electronics Technician Maintenance I | 25.72 |
| 23182 - Electronics Technician Maintenance II | 27.03 |
| 23183 - Electronics Technician Maintenance III | 27.92 |
| 23260 - Fabric Worker | 21.87 |
| 23290 - Fire Alarm System Mechanic | 23.71 |
| 23310 - Fire Extinguisher Repairer | 22.72 |
| 23311 - Fuel Distribution System Mechanic | 26.86 |
| 23312 - Fuel Distribution System Operator | 23.17 |
| 23370 - General Maintenance Worker | 21.37 |
| 23380 - Ground Support Equipment Mechanic | 25.74 |
| 23381 - Ground Support Equipment Servicer | 22.92 |
| 23382 - Ground Support Equipment Worker | 23.95 |
| 23391 - Gunsmith I | 22.07 |
| 23392 - Gunsmith II | 23.77 |
| 23393 - Gunsmith III | 25.51 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.17 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.15 |
| 23430 - Heavy Equipment Mechanic | 24.33 |
| 23440 - Heavy Equipment Operator | 27.08 |
| 23460 - Instrument Mechanic | 25.03 |
| 23465 - Laboratory/Shelter Mechanic | 24.64 |
| 23470 - Laborer | 15.83 |

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| 23510 - Locksmith | 23.29 |
| 23530 - Machinery Maintenance Mechanic | 24.32 |
| 23550 - Machinist, Maintenance | 21.24 |
| 23580 - Maintenance Trades Helper | 18.52 |
| 23591 - Metrology Technician I | 25.03 |
| 23592 - Metrology Technician II | 26.01 |
| 23593 - Metrology Technician III | 26.83 |
| 23640 - Millwright | 25.21 |
| 23710 - Office Appliance Repairer | 23.06 |
| 23760 - Painter, Maintenance | 21.97 |
| 23790 - Pipefitter, Maintenance | 30.24 |
| 23810 - Plumber, Maintenance | 26.56 |
| 23820 - Pneudraulic Systems Mechanic | 25.51 |
| 23850 - Rigger | 25.51 |
| 23870 - Scale Mechanic | 23.77 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.51 |
| 23910 - Small Engine Mechanic | 18.79 |
| 23931 - Telecommunications Mechanic I | 25.91 |
| 23932 - Telecommunications Mechanic II | 26.92 |
| 23950 - Telephone Lineman | 28.29 |
| 23960 - Welder, Combination, Maintenance | 20.91 |
| 23965 - Well Driller | 23.53 |
| 23970 - Woodcraft Worker | 25.51 |
| 23980 - Woodworker | 19.14 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.00 |
| 24580 - Child Care Center Clerk | 14.96 |
| 24610 - Chore Aide | 11.62 |
| 24620 - Family Readiness And Support Services Coordinator | 14.06 |
| 24630 - Homemaker | 14.79 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.73 |
| 25040 - Sewage Plant Operator | 22.47 |
| 25070 - Stationary Engineer | 22.73 |
| 25190 - Ventilation Equipment Tender | 18.74 |
| 25210 - Water Treatment Plant Operator | 22.47 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.30 |
| 27007 - Baggage Inspector | 13.48 |
| 27008 - Corrections Officer | 24.29 |
| 27010 - Court Security Officer | 27.70 |
| 27030 - Detection Dog Handler | 18.81 |
| 27040 - Detention Officer | 24.29 |
| 27070 - Firefighter | 27.25 |
| 27101 - Guard I | 13.48 |
| 27102 - Guard II | 18.81 |
| 27131 - Police Officer I | 28.28 |
| 27132 - Police Officer II | 31.43 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.46 |
| 28042 - Carnival Equipment Repairer | 12.02 |
| 28043 - Carnival Equipment Worker | 9.59 |
| 28210 - Gate Attendant/Gate Tender | 16.04 |
| 28310 - Lifeguard | 12.78 |
| 28350 - Park Attendant (Aide) | 17.94 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.54 |
| 28515 - Recreation Specialist | 22.22 |
| 28630 - Sports Official | 14.29 |
| 28690 - Swimming Pool Operator | 17.23 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.30 |
| 29020 - Hatch Tender | 24.30 |

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| 29030 - Line Handler | 24.30 |
| 29041 - Stevedore I | 23.38 |
| 29042 - Stevedore II | 25.20 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.17 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.31 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.98 |
| 30021 - Archeological Technician I | 20.33 |
| 30022 - Archeological Technician II | 22.75 |
| 30023 - Archeological Technician III | 28.18 |
| 30030 - Cartographic Technician | 28.27 |
| 30040 - Civil Engineering Technician | 26.15 |
| 30061 - Drafter/CAD Operator I | 20.33 |
| 30062 - Drafter/CAD Operator II | 22.75 |
| 30063 - Drafter/CAD Operator III | 25.36 |
| 30064 - Drafter/CAD Operator IV | 31.21 |
| 30081 - Engineering Technician I | 18.23 |
| 30082 - Engineering Technician II | 20.47 |
| 30083 - Engineering Technician III | 23.23 |
| 30084 - Engineering Technician IV | 28.83 |
| 30085 - Engineering Technician V | 35.18 |
| 30086 - Engineering Technician VI | 42.58 |
| 30090 - Environmental Technician | 21.49 |
| 30210 - Laboratory Technician | 25.35 |
| 30240 - Mathematical Technician | 28.18 |
| 30361 - Paralegal/Legal Assistant I | 19.08 |
| 30362 - Paralegal/Legal Assistant II | 23.64 |
| 30363 - Paralegal/Legal Assistant III | 28.92 |
| 30364 - Paralegal/Legal Assistant IV | 34.64 |
| 30390 - Photo-Optics Technician | 28.18 |
| 30461 - Technical Writer I | 21.76 |
| 30462 - Technical Writer II | 26.62 |
| 30463 - Technical Writer III | 34.22 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.25 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.35 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.17 |
| 30494 - Unexploded (UXO) Safety Escort | 24.25 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.25 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 3) | 25.36 |
| 30621 - Weather Observer, Senior (see 3) | 28.18 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 15.22 |
| 31030 - Bus Driver | 19.16 |
| 31043 - Driver Courier | 18.13 |
| 31260 - Parking and Lot Attendant | 10.54 |
| 31290 - Shuttle Bus Driver | 19.00 |
| 31310 - Taxi Driver | 12.01 |
| 31361 - Truckdriver, Light | 19.00 |
| 31362 - Truckdriver, Medium | 19.28 |
| 31363 - Truckdriver, Heavy | 19.99 |
| 31364 - Truckdriver, Tractor-Trailer | 19.99 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.80 |
| 99050 - Desk Clerk | 12.64 |
| 99095 - Embalmer | 33.77 |
| 99251 - Laboratory Animal Caretaker I | 11.48 |
| 99252 - Laboratory Animal Caretaker II | 12.25 |
| 99310 - Mortician | 34.20 |
| 99410 - Pest Controller | 17.02 |
| 99510 - Photofinishing Worker | 14.65 |
| 99710 - Recycling Laborer | 18.72 |
| 99711 - Recycling Specialist | 21.14 |

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| 99730 - Refuse Collector | 17.57 |
| 99810 - Sales Clerk | 12.43 |
| 99820 - School Crossing Guard | 11.48 |
| 99830 - Survey Party Chief | 20.60 |
| 99831 - Surveying Aide | 12.23 |
| 99832 - Surveying Technician | 18.07 |
| 99840 - Vending Machine Attendant | 14.45 |
| 99841 - Vending Machine Repairer | 16.98 |
| 99842 - Vending Machine Repairer Helper | 14.45 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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. Conformance 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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at

<http://wdo1.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2450
Revision No.: 15
Date Of Last Revision: 07/25/2014

States: New Jersey, Pennsylvania

Area: New Jersey Counties of Burlington, Camden, Gloucester

Pennsylvania Counties of Bucks, Chester, Delaware, Lehigh, Montgomery,
Northampton, Philadelphia

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.53 |
| 01012 - Accounting Clerk II | | 16.31 |
| 01013 - Accounting Clerk III | | 18.24 |
| 01020 - Administrative Assistant | | 27.42 |
| 01040 - Court Reporter | | 21.74 |
| 01051 - Data Entry Operator I | | 14.22 |
| 01052 - Data Entry Operator II | | 15.51 |
| 01060 - Dispatcher, Motor Vehicle | | 17.92 |
| 01070 - Document Preparation Clerk | | 13.66 |
| 01090 - Duplicating Machine Operator | | 13.66 |

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|-------|--|-------|
| 01111 | - General Clerk I | 13.45 |
| 01112 | - General Clerk II | 14.68 |
| 01113 | - General Clerk III | 16.48 |
| 01120 | - Housing Referral Assistant | 24.11 |
| 01141 | - Messenger Courier | 12.91 |
| 01191 | - Order Clerk I | 14.81 |
| 01192 | - Order Clerk II | 15.68 |
| 01261 | - Personnel Assistant (Employment) I | 16.56 |
| 01262 | - Personnel Assistant (Employment) II | 18.52 |
| 01263 | - Personnel Assistant (Employment) III | 20.64 |
| 01270 | - Production Control Clerk | 22.74 |
| 01280 | - Receptionist | 14.72 |
| 01290 | - Rental Clerk | 16.83 |
| 01300 | - Scheduler, Maintenance | 17.52 |
| 01311 | - Secretary I | 19.12 |
| 01312 | - Secretary II | 21.84 |
| 01313 | - Secretary III | 24.11 |
| 01320 | - Service Order Dispatcher | 16.76 |
| 01410 | - Supply Technician | 27.02 |
| 01420 | - Survey Worker | 17.92 |
| 01531 | - Travel Clerk I | 13.42 |
| 01532 | - Travel Clerk II | 14.10 |
| 01533 | - Travel Clerk III | 15.03 |
| 01611 | - Word Processor I | 15.91 |
| 01612 | - Word Processor II | 17.86 |
| 01613 | - Word Processor III | 19.98 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 22.83 |
| 05010 | - Automotive Electrician | 22.03 |
| 05040 | - Automotive Glass Installer | 20.34 |
| 05070 | - Automotive Worker | 21.11 |
| 05110 | - Mobile Equipment Servicer | 19.63 |
| 05130 | - Motor Equipment Metal Mechanic | 22.81 |
| 05160 | - Motor Equipment Metal Worker | 21.22 |
| 05190 | - Motor Vehicle Mechanic | 22.83 |
| 05220 | - Motor Vehicle Mechanic Helper | 18.71 |
| 05250 | - Motor Vehicle Upholstery Worker | 20.54 |
| 05280 | - Motor Vehicle Wrecker | 21.22 |
| 05310 | - Painter, Automotive | 22.14 |
| 05340 | - Radiator Repair Specialist | 21.22 |
| 05370 | - Tire Repairer | 14.89 |
| 05400 | - Transmission Repair Specialist | 23.49 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 13.05 |
| 07041 | - Cook I | 12.99 |
| 07042 | - Cook II | 13.84 |
| 07070 | - Dishwasher | 9.76 |
| 07130 | - Food Service Worker | 11.55 |
| 07210 | - Meat Cutter | 17.30 |
| 07260 | - Waiter/Waitress | 10.10 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 19.40 |
| 09040 | - Furniture Handler | 17.39 |
| 09080 | - Furniture Refinisher | 22.85 |
| 09090 | - Furniture Refinisher Helper | 19.50 |
| 09110 | - Furniture Repairer, Minor | 21.21 |
| 09130 | - Upholsterer | 19.41 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 12.81 |
| 11060 | - Elevator Operator | 12.33 |
| 11090 | - Gardener | 16.09 |
| 11122 | - Housekeeping Aide | 12.81 |
| 11150 | - Janitor | 12.81 |

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|--|-------|
| 11210 - Laborer, Grounds Maintenance | 13.67 |
| 11240 - Maid or Houseman | 11.29 |
| 11260 - Pruner | 12.83 |
| 11270 - Tractor Operator | 15.33 |
| 11330 - Trail Maintenance Worker | 13.76 |
| 11360 - Window Cleaner | 13.61 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.48 |
| 12011 - Breath Alcohol Technician | 20.44 |
| 12012 - Certified Occupational Therapist Assistant | 22.91 |
| 12015 - Certified Physical Therapist Assistant | 22.60 |
| 12020 - Dental Assistant | 18.36 |
| 12025 - Dental Hygienist | 32.95 |
| 12030 - EKG Technician | 30.31 |
| 12035 - Electroneurodiagnostic Technologist | 30.31 |
| 12040 - Emergency Medical Technician | 17.48 |
| 12071 - Licensed Practical Nurse I | 20.15 |
| 12072 - Licensed Practical Nurse II | 22.05 |
| 12073 - Licensed Practical Nurse III | 24.57 |
| 12100 - Medical Assistant | 14.97 |
| 12130 - Medical Laboratory Technician | 21.17 |
| 12160 - Medical Record Clerk | 15.47 |
| 12190 - Medical Record Technician | 17.00 |
| 12195 - Medical Transcriptionist | 17.02 |
| 12210 - Nuclear Medicine Technologist | 34.99 |
| 12221 - Nursing Assistant I | 10.52 |
| 12222 - Nursing Assistant II | 11.83 |
| 12223 - Nursing Assistant III | 12.91 |
| 12224 - Nursing Assistant IV | 14.49 |
| 12235 - Optical Dispenser | 21.62 |
| 12236 - Optical Technician | 16.60 |
| 12250 - Pharmacy Technician | 15.13 |
| 12280 - Phlebotomist | 14.49 |
| 12305 - Radiologic Technologist | 28.02 |
| 12311 - Registered Nurse I | 29.51 |
| 12312 - Registered Nurse II | 32.76 |
| 12313 - Registered Nurse II, Specialist | 32.76 |
| 12314 - Registered Nurse III | 39.32 |
| 12315 - Registered Nurse III, Anesthetist | 39.32 |
| 12316 - Registered Nurse IV | 47.11 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.50 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.74 |
| 13012 - Exhibits Specialist II | 28.77 |
| 13013 - Exhibits Specialist III | 35.16 |
| 13041 - Illustrator I | 22.94 |
| 13042 - Illustrator II | 30.61 |
| 13043 - Illustrator III | 37.43 |
| 13047 - Librarian | 31.00 |
| 13050 - Library Aide/Clerk | 16.83 |
| 13054 - Library Information Technology Systems Administrator | 27.98 |
| 13058 - Library Technician | 17.62 |
| 13061 - Media Specialist I | 18.35 |
| 13062 - Media Specialist II | 20.52 |
| 13063 - Media Specialist III | 22.88 |
| 13071 - Photographer I | 17.96 |
| 13072 - Photographer II | 19.97 |
| 13073 - Photographer III | 25.04 |
| 13074 - Photographer IV | 30.62 |
| 13075 - Photographer V | 37.06 |
| 13110 - Video Teleconference Technician | 22.29 |
| 14000 - Information Technology Occupations | |

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|---|---------|
| 14041 - Computer Operator I | 18.50 |
| 14042 - Computer Operator II | 20.70 |
| 14043 - Computer Operator III | 23.06 |
| 14044 - Computer Operator IV | 25.64 |
| 14045 - Computer Operator V | 28.39 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 18.50 |
| 14160 - Personal Computer Support Technician | 25.64 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.14 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 40.11 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 48.06 |
| 15050 - Computer Based Training Specialist / Instructor | 33.14 |
| 15060 - Educational Technologist | 30.33 |
| 15070 - Flight Instructor (Pilot) | 48.06 |
| 15080 - Graphic Artist | 24.99 |
| 15090 - Technical Instructor | 24.41 |
| 15095 - Technical Instructor/Course Developer | 29.85 |
| 15110 - Test Proctor | 19.71 |
| 15120 - Tutor | 19.71 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.77 |
| 16030 - Counter Attendant | 9.77 |
| 16040 - Dry Cleaner | 12.76 |
| 16070 - Finisher, Flatwork, Machine | 9.77 |
| 16090 - Presser, Hand | 9.77 |
| 16110 - Presser, Machine, Drycleaning | 9.77 |
| 16130 - Presser, Machine, Shirts | 9.77 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.77 |
| 16190 - Sewing Machine Operator | 13.65 |
| 16220 - Tailor | 14.52 |
| 16250 - Washer, Machine | 10.80 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.24 |
| 19040 - Tool And Die Maker | 24.23 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.21 |
| 21030 - Material Coordinator | 20.91 |
| 21040 - Material Expediter | 20.91 |
| 21050 - Material Handling Laborer | 13.92 |
| 21071 - Order Filler | 13.88 |
| 21080 - Production Line Worker (Food Processing) | 19.21 |
| 21110 - Shipping Packer | 16.45 |
| 21130 - Shipping/Receiving Clerk | 16.45 |
| 21140 - Store Worker I | 16.93 |
| 21150 - Stock Clerk | 19.11 |
| 21210 - Tools And Parts Attendant | 19.21 |
| 21410 - Warehouse Specialist | 19.21 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.75 |
| 23021 - Aircraft Mechanic I | 25.74 |
| 23022 - Aircraft Mechanic II | 26.75 |
| 23023 - Aircraft Mechanic III | 28.12 |
| 23040 - Aircraft Mechanic Helper | 20.97 |
| 23050 - Aircraft, Painter | 21.66 |
| 23060 - Aircraft Servicer | 22.92 |
| 23080 - Aircraft Worker | 23.95 |

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|---|-------|
| 23110 - Appliance Mechanic | 21.01 |
| 23120 - Bicycle Repairer | 15.11 |
| 23125 - Cable Splicer | 34.08 |
| 23130 - Carpenter, Maintenance | 24.40 |
| 23140 - Carpet Layer | 22.57 |
| 23160 - Electrician, Maintenance | 29.02 |
| 23181 - Electronics Technician Maintenance I | 25.72 |
| 23182 - Electronics Technician Maintenance II | 27.03 |
| 23183 - Electronics Technician Maintenance III | 27.92 |
| 23260 - Fabric Worker | 21.87 |
| 23290 - Fire Alarm System Mechanic | 23.71 |
| 23310 - Fire Extinguisher Repairer | 22.72 |
| 23311 - Fuel Distribution System Mechanic | 26.86 |
| 23312 - Fuel Distribution System Operator | 23.17 |
| 23370 - General Maintenance Worker | 21.37 |
| 23380 - Ground Support Equipment Mechanic | 25.74 |
| 23381 - Ground Support Equipment Servicer | 22.92 |
| 23382 - Ground Support Equipment Worker | 23.95 |
| 23391 - Gunsmith I | 22.07 |
| 23392 - Gunsmith II | 23.77 |
| 23393 - Gunsmith III | 25.51 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.17 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.15 |
| 23430 - Heavy Equipment Mechanic | 24.33 |
| 23440 - Heavy Equipment Operator | 27.08 |
| 23460 - Instrument Mechanic | 25.03 |
| 23465 - Laboratory/Shelter Mechanic | 24.64 |
| 23470 - Laborer | 15.83 |
| 23510 - Locksmith | 23.29 |
| 23530 - Machinery Maintenance Mechanic | 24.32 |
| 23550 - Machinist, Maintenance | 21.24 |
| 23580 - Maintenance Trades Helper | 18.52 |
| 23591 - Metrology Technician I | 25.03 |
| 23592 - Metrology Technician II | 26.01 |
| 23593 - Metrology Technician III | 26.83 |
| 23640 - Millwright | 25.21 |
| 23710 - Office Appliance Repairer | 23.06 |
| 23760 - Painter, Maintenance | 21.97 |
| 23790 - Pipefitter, Maintenance | 30.24 |
| 23810 - Plumber, Maintenance | 26.56 |
| 23820 - Pneudraulic Systems Mechanic | 25.51 |
| 23850 - Rigger | 25.51 |
| 23870 - Scale Mechanic | 23.77 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.51 |
| 23910 - Small Engine Mechanic | 18.79 |
| 23931 - Telecommunications Mechanic I | 25.91 |
| 23932 - Telecommunications Mechanic II | 26.92 |
| 23950 - Telephone Lineman | 28.29 |
| 23960 - Welder, Combination, Maintenance | 20.91 |
| 23965 - Well Driller | 23.53 |
| 23970 - Woodcraft Worker | 25.51 |
| 23980 - Woodworker | 19.14 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.00 |
| 24580 - Child Care Center Clerk | 14.96 |
| 24610 - Chore Aide | 11.62 |
| 24620 - Family Readiness And Support Services Coordinator | 14.06 |
| 24630 - Homemaker | 14.79 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.73 |

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| 25040 - Sewage Plant Operator | 22.47 |
| 25070 - Stationary Engineer | 22.73 |
| 25190 - Ventilation Equipment Tender | 18.74 |
| 25210 - Water Treatment Plant Operator | 22.47 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.30 |
| 27007 - Baggage Inspector | 13.48 |
| 27008 - Corrections Officer | 24.29 |
| 27010 - Court Security Officer | 27.70 |
| 27030 - Detection Dog Handler | 18.81 |
| 27040 - Detention Officer | 24.29 |
| 27070 - Firefighter | 27.25 |
| 27101 - Guard I | 13.48 |
| 27102 - Guard II | 18.81 |
| 27131 - Police Officer I | 28.28 |
| 27132 - Police Officer II | 31.43 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.46 |
| 28042 - Carnival Equipment Repairer | 12.02 |
| 28043 - Carnival Equipment Worker | 9.59 |
| 28210 - Gate Attendant/Gate Tender | 16.04 |
| 28310 - Lifeguard | 12.78 |
| 28350 - Park Attendant (Aide) | 17.94 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.54 |
| 28515 - Recreation Specialist | 22.22 |
| 28630 - Sports Official | 14.29 |
| 28690 - Swimming Pool Operator | 17.23 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.30 |
| 29020 - Hatch Tender | 24.30 |
| 29030 - Line Handler | 24.30 |
| 29041 - Stevedore I | 23.38 |
| 29042 - Stevedore II | 25.20 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.17 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.31 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.98 |
| 30021 - Archeological Technician I | 20.33 |
| 30022 - Archeological Technician II | 22.75 |
| 30023 - Archeological Technician III | 28.18 |
| 30030 - Cartographic Technician | 28.27 |
| 30040 - Civil Engineering Technician | 26.15 |
| 30061 - Drafter/CAD Operator I | 20.33 |
| 30062 - Drafter/CAD Operator II | 22.75 |
| 30063 - Drafter/CAD Operator III | 25.36 |
| 30064 - Drafter/CAD Operator IV | 31.21 |
| 30081 - Engineering Technician I | 18.23 |
| 30082 - Engineering Technician II | 20.47 |
| 30083 - Engineering Technician III | 23.23 |
| 30084 - Engineering Technician IV | 28.83 |
| 30085 - Engineering Technician V | 35.18 |
| 30086 - Engineering Technician VI | 42.58 |
| 30090 - Environmental Technician | 21.49 |
| 30210 - Laboratory Technician | 25.35 |
| 30240 - Mathematical Technician | 28.18 |
| 30361 - Paralegal/Legal Assistant I | 19.08 |
| 30362 - Paralegal/Legal Assistant II | 23.64 |
| 30363 - Paralegal/Legal Assistant III | 28.92 |
| 30364 - Paralegal/Legal Assistant IV | 34.64 |
| 30390 - Photo-Optics Technician | 28.18 |
| 30461 - Technical Writer I | 21.76 |
| 30462 - Technical Writer II | 26.62 |
| 30463 - Technical Writer III | 34.22 |

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|---|---------------|
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.25 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.35 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.17 |
| 30494 - Unexploded (UXO) Safety Escort | 24.25 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.25 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 3) 25.36 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 3) 28.18 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 15.22 |
| 31030 - Bus Driver | 19.16 |
| 31043 - Driver Courier | 18.13 |
| 31260 - Parking and Lot Attendant | 10.54 |
| 31290 - Shuttle Bus Driver | 19.00 |
| 31310 - Taxi Driver | 12.01 |
| 31361 - Truckdriver, Light | 19.00 |
| 31362 - Truckdriver, Medium | 19.28 |
| 31363 - Truckdriver, Heavy | 19.99 |
| 31364 - Truckdriver, Tractor-Trailer | 19.99 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.80 |
| 99050 - Desk Clerk | 12.64 |
| 99095 - Embalmer | 33.77 |
| 99251 - Laboratory Animal Caretaker I | 11.48 |
| 99252 - Laboratory Animal Caretaker II | 12.25 |
| 99310 - Mortician | 34.20 |
| 99410 - Pest Controller | 17.02 |
| 99510 - Photofinishing Worker | 14.65 |
| 99710 - Recycling Laborer | 18.72 |
| 99711 - Recycling Specialist | 21.14 |
| 99730 - Refuse Collector | 17.57 |
| 99810 - Sales Clerk | 12.43 |
| 99820 - School Crossing Guard | 11.48 |
| 99830 - Survey Party Chief | 20.60 |
| 99831 - Surveying Aide | 12.23 |
| 99832 - Surveying Technician | 18.07 |
| 99840 - Vending Machine Attendant | 14.45 |
| 99841 - Vending Machine Repairer | 16.98 |
| 99842 - Vending Machine Repairer Helper | 14.45 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or
Page 2998

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. (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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundrying 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 laundrying in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2451
Revision No.: 17
Date Of Last Revision: 07/25/2014

States: Ohio, Pennsylvania

Area: Ohio Counties of Belmont, Harrison, Jefferson, Tuscarawas

Pennsylvania Counties of Allegheny, Armstrong, Beaver, Bedford, Blair, Butler, Cambria, Cameron, Centre, Clarion, Clearfield, Clinton, Crawford, Elk, Erie, Fayette, Forest, Fulton, Greene, Huntingdon, Indiana, Jefferson, Lawrence, McKean, Mercer, Potter, Somerset, Venango, Warren, Washington, Westmoreland

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.66 |
| 01012 - Accounting Clerk II | | 16.92 |
| 01013 - Accounting Clerk III | | 20.33 |
| 01020 - Administrative Assistant | | 21.11 |
| 01040 - Court Reporter | | 17.78 |
| 01051 - Data Entry Operator I | | 12.17 |
| 01052 - Data Entry Operator II | | 13.81 |
| 01060 - Dispatcher, Motor Vehicle | | 17.44 |
| 01070 - Document Preparation Clerk | | 12.44 |
| 01090 - Duplicating Machine Operator | | 12.44 |
| 01111 - General Clerk I | | 11.61 |
| 01112 - General Clerk II | | 14.59 |
| 01113 - General Clerk III | | 16.37 |
| 01120 - Housing Referral Assistant | | 18.54 |
| 01141 - Messenger Courier | | 10.42 |
| 01191 - Order Clerk I | | 13.17 |
| 01192 - Order Clerk II | | 15.74 |
| 01261 - Personnel Assistant (Employment) I | | 16.18 |
| 01262 - Personnel Assistant (Employment) II | | 18.09 |
| 01263 - Personnel Assistant (Employment) III | | 20.18 |
| 01270 - Production Control Clerk | | 20.18 |
| 01280 - Receptionist | | 11.91 |
| 01290 - Rental Clerk | | 15.53 |
| 01300 - Scheduler, Maintenance | | 15.48 |
| 01311 - Secretary I | | 15.48 |
| 01312 - Secretary II | | 17.32 |
| 01313 - Secretary III | | 19.31 |
| 01320 - Service Order Dispatcher | | 17.00 |
| 01410 - Supply Technician | | 21.43 |
| 01420 - Survey Worker | | 15.04 |
| 01531 - Travel Clerk I | | 12.61 |
| 01532 - Travel Clerk II | | 13.54 |
| 01533 - Travel Clerk III | | 14.52 |
| 01611 - Word Processor I | | 12.90 |
| 01612 - Word Processor II | | 15.53 |
| 01613 - Word Processor III | | 17.37 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.95 |

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|--|-------|
| 05010 - Automotive Electrician | 17.78 |
| 05040 - Automotive Glass Installer | 17.10 |
| 05070 - Automotive Worker | 17.10 |
| 05110 - Mobile Equipment Servicer | 15.85 |
| 05130 - Motor Equipment Metal Mechanic | 18.41 |
| 05160 - Motor Equipment Metal Worker | 17.10 |
| 05190 - Motor Vehicle Mechanic | 18.70 |
| 05220 - Motor Vehicle Mechanic Helper | 15.23 |
| 05250 - Motor Vehicle Upholstery Worker | 16.47 |
| 05280 - Motor Vehicle Wrecker | 17.10 |
| 05310 - Painter, Automotive | 19.03 |
| 05340 - Radiator Repair Specialist | 17.10 |
| 05370 - Tire Repairer | 13.96 |
| 05400 - Transmission Repair Specialist | 18.41 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.08 |
| 07041 - Cook I | 11.10 |
| 07042 - Cook II | 12.33 |
| 07070 - Dishwasher | 9.05 |
| 07130 - Food Service Worker | 8.63 |
| 07210 - Meat Cutter | 13.70 |
| 07260 - Waiter/Waitress | 8.86 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.22 |
| 09040 - Furniture Handler | 12.62 |
| 09080 - Furniture Refinisher | 17.27 |
| 09090 - Furniture Refinisher Helper | 13.89 |
| 09110 - Furniture Repairer, Minor | 15.47 |
| 09130 - Upholsterer | 16.22 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.28 |
| 11060 - Elevator Operator | 11.02 |
| 11090 - Gardener | 14.44 |
| 11122 - Housekeeping Aide | 12.96 |
| 11150 - Janitor | 13.61 |
| 11210 - Laborer, Grounds Maintenance | 12.35 |
| 11240 - Maid or Houseman | 11.50 |
| 11260 - Pruner | 12.96 |
| 11270 - Tractor Operator | 13.53 |
| 11330 - Trail Maintenance Worker | 12.35 |
| 11360 - Window Cleaner | 13.78 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.04 |
| 12011 - Breath Alcohol Technician | 17.33 |
| 12012 - Certified Occupational Therapist Assistant | 20.79 |
| 12015 - Certified Physical Therapist Assistant | 18.88 |
| 12020 - Dental Assistant | 14.32 |
| 12025 - Dental Hygienist | 23.01 |
| 12030 - EKG Technician | 22.90 |
| 12035 - Electroneurodiagnostic Technologist | 22.90 |
| 12040 - Emergency Medical Technician | 14.04 |
| 12071 - Licensed Practical Nurse I | 15.31 |
| 12072 - Licensed Practical Nurse II | 17.33 |
| 12073 - Licensed Practical Nurse III | 19.33 |
| 12100 - Medical Assistant | 12.39 |
| 12130 - Medical Laboratory Technician | 16.83 |
| 12160 - Medical Record Clerk | 14.13 |
| 12190 - Medical Record Technician | 16.42 |
| 12195 - Medical Transcriptionist | 14.26 |
| 12210 - Nuclear Medicine Technologist | 24.86 |
| 12221 - Nursing Assistant I | 10.49 |
| 12222 - Nursing Assistant II | 11.79 |
| 12223 - Nursing Assistant III | 12.87 |

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|---|---------------|
| 12224 - Nursing Assistant IV | 14.44 |
| 12235 - Optical Dispenser | 13.89 |
| 12236 - Optical Technician | 12.53 |
| 12250 - Pharmacy Technician | 12.39 |
| 12280 - Phlebotomist | 14.44 |
| 12305 - Radiologic Technologist | 23.00 |
| 12311 - Registered Nurse I | 23.50 |
| 12312 - Registered Nurse II | 28.75 |
| 12313 - Registered Nurse II, Specialist | 28.75 |
| 12314 - Registered Nurse III | 34.78 |
| 12315 - Registered Nurse III, Anesthetist | 34.78 |
| 12316 - Registered Nurse IV | 41.68 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.47 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.25 |
| 13012 - Exhibits Specialist II | 27.77 |
| 13013 - Exhibits Specialist III | 29.81 |
| 13041 - Illustrator I | 19.11 |
| 13042 - Illustrator II | 24.36 |
| 13043 - Illustrator III | 26.32 |
| 13047 - Librarian | 24.59 |
| 13050 - Library Aide/Clerk | 10.34 |
| 13054 - Library Information Technology Systems Administrator | 20.34 |
| 13058 - Library Technician | 16.06 |
| 13061 - Media Specialist I | 16.02 |
| 13062 - Media Specialist II | 17.92 |
| 13063 - Media Specialist III | 19.99 |
| 13071 - Photographer I | 14.36 |
| 13072 - Photographer II | 18.25 |
| 13073 - Photographer III | 21.51 |
| 13074 - Photographer IV | 25.13 |
| 13075 - Photographer V | 30.38 |
| 13110 - Video Teleconference Technician | 16.58 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.90 |
| 14042 - Computer Operator II | 17.79 |
| 14043 - Computer Operator III | 19.84 |
| 14044 - Computer Operator IV | 22.05 |
| 14045 - Computer Operator V | 24.41 |
| 14071 - Computer Programmer I | (see 1) 22.35 |
| 14072 - Computer Programmer II | (see 1) 27.62 |
| 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 | 15.90 |
| 14160 - Personal Computer Support Technician | 22.05 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.29 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.81 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.86 |
| 15050 - Computer Based Training Specialist / Instructor | 27.62 |
| 15060 - Educational Technologist | 29.84 |
| 15070 - Flight Instructor (Pilot) | 37.66 |
| 15080 - Graphic Artist | 20.56 |
| 15090 - Technical Instructor | 19.41 |
| 15095 - Technical Instructor/Course Developer | 23.74 |
| 15110 - Test Proctor | 16.96 |
| 15120 - Tutor | 16.96 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.28 |

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|---|-------|
| 16030 - Counter Attendant | 9.28 |
| 16040 - Dry Cleaner | 11.56 |
| 16070 - Finisher, Flatwork, Machine | 9.28 |
| 16090 - Presser, Hand | 9.28 |
| 16110 - Presser, Machine, Drycleaning | 9.28 |
| 16130 - Presser, Machine, Shirts | 9.28 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.28 |
| 16190 - Sewing Machine Operator | 12.33 |
| 16220 - Tailor | 13.09 |
| 16250 - Washer, Machine | 10.04 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.05 |
| 19040 - Tool And Die Maker | 22.76 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.10 |
| 21030 - Material Coordinator | 19.96 |
| 21040 - Material Expediter | 19.96 |
| 21050 - Material Handling Laborer | 18.10 |
| 21071 - Order Filler | 13.89 |
| 21080 - Production Line Worker (Food Processing) | 16.10 |
| 21110 - Shipping Packer | 13.72 |
| 21130 - Shipping/Receiving Clerk | 13.72 |
| 21140 - Store Worker I | 13.55 |
| 21150 - Stock Clerk | 17.17 |
| 21210 - Tools And Parts Attendant | 16.10 |
| 21410 - Warehouse Specialist | 16.10 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.47 |
| 23021 - Aircraft Mechanic I | 22.54 |
| 23022 - Aircraft Mechanic II | 23.47 |
| 23023 - Aircraft Mechanic III | 24.59 |
| 23040 - Aircraft Mechanic Helper | 17.82 |
| 23050 - Aircraft, Painter | 22.09 |
| 23060 - Aircraft Servicer | 19.78 |
| 23080 - Aircraft Worker | 20.91 |
| 23110 - Appliance Mechanic | 19.92 |
| 23120 - Bicycle Repairer | 13.96 |
| 23125 - Cable Splicer | 26.97 |
| 23130 - Carpenter, Maintenance | 20.21 |
| 23140 - Carpet Layer | 17.94 |
| 23160 - Electrician, Maintenance | 24.24 |
| 23181 - Electronics Technician Maintenance I | 21.91 |
| 23182 - Electronics Technician Maintenance II | 23.12 |
| 23183 - Electronics Technician Maintenance III | 24.60 |
| 23260 - Fabric Worker | 19.30 |
| 23290 - Fire Alarm System Mechanic | 21.02 |
| 23310 - Fire Extinguisher Repairer | 18.17 |
| 23311 - Fuel Distribution System Mechanic | 22.44 |
| 23312 - Fuel Distribution System Operator | 18.49 |
| 23370 - General Maintenance Worker | 17.81 |
| 23380 - Ground Support Equipment Mechanic | 22.54 |
| 23381 - Ground Support Equipment Servicer | 19.78 |
| 23382 - Ground Support Equipment Worker | 20.91 |
| 23391 - Gunsmith I | 18.17 |
| 23392 - Gunsmith II | 20.42 |
| 23393 - Gunsmith III | 22.54 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.95 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.69 |
| 23430 - Heavy Equipment Mechanic | 20.39 |
| 23440 - Heavy Equipment Operator | 22.45 |
| 23460 - Instrument Mechanic | 23.17 |

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|---|-------|
| 23465 - Laboratory/Shelter Mechanic | 21.55 |
| 23470 - Laborer | 14.78 |
| 23510 - Locksmith | 18.41 |
| 23530 - Machinery Maintenance Mechanic | 21.00 |
| 23550 - Machinist, Maintenance | 20.25 |
| 23580 - Maintenance Trades Helper | 16.43 |
| 23591 - Metrology Technician I | 23.17 |
| 23592 - Metrology Technician II | 24.11 |
| 23593 - Metrology Technician III | 25.19 |
| 23640 - Millwright | 25.25 |
| 23710 - Office Appliance Repairer | 19.71 |
| 23760 - Painter, Maintenance | 19.35 |
| 23790 - Pipefitter, Maintenance | 27.98 |
| 23810 - Plumber, Maintenance | 22.95 |
| 23820 - Pneudraulic Systems Mechanic | 22.54 |
| 23850 - Rigger | 22.54 |
| 23870 - Scale Mechanic | 20.42 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.78 |
| 23910 - Small Engine Mechanic | 17.11 |
| 23931 - Telecommunications Mechanic I | 24.45 |
| 23932 - Telecommunications Mechanic II | 25.32 |
| 23950 - Telephone Lineman | 23.55 |
| 23960 - welder, Combination, Maintenance | 18.79 |
| 23965 - Well Driller | 20.23 |
| 23970 - Woodcraft Worker | 22.54 |
| 23980 - Woodworker | 15.90 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.71 |
| 24580 - Child Care Center Clerk | 12.98 |
| 24610 - Chore Aide | 10.15 |
| 24620 - Family Readiness And Support Services Coordinator | 12.25 |
| 24630 - Homemaker | 13.49 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.99 |
| 25040 - Sewage Plant Operator | 20.44 |
| 25070 - Stationary Engineer | 24.99 |
| 25190 - Ventilation Equipment Tender | 17.79 |
| 25210 - Water Treatment Plant Operator | 20.44 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.65 |
| 27007 - Baggage Inspector | 10.28 |
| 27008 - Corrections Officer | 21.65 |
| 27010 - Court Security Officer | 22.91 |
| 27030 - Detection Dog Handler | 14.84 |
| 27040 - Detention Officer | 21.65 |
| 27070 - Firefighter | 22.94 |
| 27101 - Guard I | 10.28 |
| 27102 - Guard II | 14.84 |
| 27131 - Police Officer I | 24.82 |
| 27132 - Police Officer II | 26.93 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.03 |
| 28042 - Carnival Equipment Repairer | 10.42 |
| 28043 - Carnival Equipment Worker | 8.54 |
| 28210 - Gate Attendant/Gate Tender | 13.83 |
| 28310 - Lifeguard | 10.94 |
| 28350 - Park Attendant (Aide) | 15.47 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.29 |
| 28515 - Recreation Specialist | 16.79 |
| 28630 - Sports Official | 12.32 |
| 28690 - Swimming Pool Operator | 18.27 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |

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| 29010 - Blocker And Bracer | 21.51 |
| 29020 - Hatch Tender | 21.51 |
| 29030 - Line Handler | 21.51 |
| 29041 - Stevedore I | 20.33 |
| 29042 - Stevedore II | 22.51 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.95 |
| 30022 - Archeological Technician II | 18.28 |
| 30023 - Archeological Technician III | 24.87 |
| 30030 - Cartographic Technician | 25.30 |
| 30040 - Civil Engineering Technician | 21.90 |
| 30061 - Drafter/CAD Operator I | 18.25 |
| 30062 - Drafter/CAD Operator II | 20.41 |
| 30063 - Drafter/CAD Operator III | 22.77 |
| 30064 - Drafter/CAD Operator IV | 28.00 |
| 30081 - Engineering Technician I | 16.06 |
| 30082 - Engineering Technician II | 18.06 |
| 30083 - Engineering Technician III | 20.98 |
| 30084 - Engineering Technician IV | 24.78 |
| 30085 - Engineering Technician V | 30.31 |
| 30086 - Engineering Technician VI | 36.67 |
| 30090 - Environmental Technician | 21.50 |
| 30210 - Laboratory Technician | 20.26 |
| 30240 - Mathematical Technician | 25.30 |
| 30361 - Paralegal/Legal Assistant I | 19.93 |
| 30362 - Paralegal/Legal Assistant II | 24.70 |
| 30363 - Paralegal/Legal Assistant III | 30.21 |
| 30364 - Paralegal/Legal Assistant IV | 33.56 |
| 30390 - Photo-Optics Technician | 26.70 |
| 30461 - Technical Writer I | 21.84 |
| 30462 - Technical Writer II | 25.69 |
| 30463 - Technical Writer III | 28.75 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 22.77 |
| 30621 - Weather Observer, Senior (see 2) | 25.30 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.71 |
| 31030 - Bus Driver | 18.40 |
| 31043 - Driver Courier | 13.74 |
| 31260 - Parking and Lot Attendant | 10.49 |
| 31290 - Shuttle Bus Driver | 14.65 |
| 31310 - Taxi Driver | 10.92 |
| 31361 - Truckdriver, Light | 14.65 |
| 31362 - Truckdriver, Medium | 17.07 |
| 31363 - Truckdriver, Heavy | 18.69 |
| 31364 - Truckdriver, Tractor-Trailer | 18.69 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.57 |
| 99050 - Desk Clerk | 10.19 |
| 99095 - Embalmer | 23.36 |
| 99251 - Laboratory Animal Caretaker I | 12.22 |
| 99252 - Laboratory Animal Caretaker II | 13.02 |
| 99310 - Mortician | 27.76 |
| 99410 - Pest Controller | 17.04 |
| 99510 - Photofinishing Worker | 13.23 |

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|---|-------|
| 99710 - Recycling Laborer | 18.05 |
| 99711 - Recycling Specialist | 20.80 |
| 99730 - Refuse Collector | 16.68 |
| 99810 - Sales Clerk | 12.12 |
| 99820 - School Crossing Guard | 10.25 |
| 99830 - Survey Party Chief | 18.85 |
| 99831 - Surveying Aide | 11.23 |
| 99832 - Surveying Technician | 17.13 |
| 99840 - Vending Machine Attendant | 14.01 |
| 99841 - Vending Machine Repairer | 16.78 |
| 99842 - Vending Machine Repairer Helper | 14.01 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2452
Revision No.: 18
Date of Last Revision: 07/25/2014

States: Ohio, Pennsylvania

Area: Ohio Counties of Belmont, Harrison, Jefferson, Tuscarawas

Pennsylvania Counties of Allegheny, Armstrong, Beaver, Bedford, Blair, Butler, Cambria, Cameron, Centre, Clarion, Clearfield, Clinton, Crawford, Elk, Erie, Fayette, Forest, Fulton, Greene, Huntingdon, Indiana, Jefferson, Lawrence, McKean, Mercer, Potter, Somerset, Venango, Warren, Washington, Westmoreland

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.66 |
| 01012 - Accounting Clerk II | | 16.92 |
| 01013 - Accounting Clerk III | | 20.33 |
| 01020 - Administrative Assistant | | 21.11 |
| 01040 - Court Reporter | | 17.78 |
| 01051 - Data Entry Operator I | | 12.17 |
| 01052 - Data Entry Operator II | | 13.81 |
| 01060 - Dispatcher, Motor Vehicle | | 17.44 |
| 01070 - Document Preparation Clerk | | 12.44 |
| 01090 - Duplicating Machine Operator | | 12.44 |
| 01111 - General Clerk I | | 11.61 |
| 01112 - General Clerk II | | 14.59 |
| 01113 - General Clerk III | | 16.37 |
| 01120 - Housing Referral Assistant | | 18.54 |

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| 01141 - Messenger Courier | 10.42 |
| 01191 - Order Clerk I | 13.17 |
| 01192 - Order Clerk II | 15.74 |
| 01261 - Personnel Assistant (Employment) I | 16.18 |
| 01262 - Personnel Assistant (Employment) II | 18.09 |
| 01263 - Personnel Assistant (Employment) III | 20.18 |
| 01270 - Production Control Clerk | 20.18 |
| 01280 - Receptionist | 11.91 |
| 01290 - Rental Clerk | 15.53 |
| 01300 - Scheduler, Maintenance | 15.48 |
| 01311 - Secretary I | 15.48 |
| 01312 - Secretary II | 17.32 |
| 01313 - Secretary III | 19.31 |
| 01320 - Service Order Dispatcher | 17.00 |
| 01410 - Supply Technician | 21.43 |
| 01420 - Survey Worker | 15.04 |
| 01531 - Travel Clerk I | 12.61 |
| 01532 - Travel Clerk II | 13.54 |
| 01533 - Travel Clerk III | 14.52 |
| 01611 - Word Processor I | 12.90 |
| 01612 - Word Processor II | 15.53 |
| 01613 - Word Processor III | 17.37 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.95 |
| 05010 - Automotive Electrician | 17.78 |
| 05040 - Automotive Glass Installer | 17.10 |
| 05070 - Automotive Worker | 17.10 |
| 05110 - Mobile Equipment Servicer | 15.85 |
| 05130 - Motor Equipment Metal Mechanic | 18.41 |
| 05160 - Motor Equipment Metal Worker | 17.10 |
| 05190 - Motor Vehicle Mechanic | 18.70 |
| 05220 - Motor Vehicle Mechanic Helper | 15.23 |
| 05250 - Motor Vehicle Upholstery Worker | 16.47 |
| 05280 - Motor Vehicle Wrecker | 17.10 |
| 05310 - Painter, Automotive | 19.03 |
| 05340 - Radiator Repair Specialist | 17.10 |
| 05370 - Tire Repairer | 13.96 |
| 05400 - Transmission Repair Specialist | 18.41 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.08 |
| 07041 - Cook I | 11.10 |
| 07042 - Cook II | 12.33 |
| 07070 - Dishwasher | 9.05 |
| 07130 - Food Service Worker | 8.63 |
| 07210 - Meat Cutter | 13.70 |
| 07260 - Waiter/Waitress | 8.86 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.22 |
| 09040 - Furniture Handler | 12.62 |
| 09080 - Furniture Refinisher | 17.27 |
| 09090 - Furniture Refinisher Helper | 13.89 |
| 09110 - Furniture Repairer, Minor | 15.47 |
| 09130 - Upholsterer | 16.22 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.28 |
| 11060 - Elevator Operator | 11.02 |
| 11090 - Gardener | 14.44 |
| 11122 - Housekeeping Aide | 12.96 |
| 11150 - Janitor | 13.61 |
| 11210 - Laborer, Grounds Maintenance | 12.35 |
| 11240 - Maid or Houseman | 11.50 |
| 11260 - Pruner | 12.96 |
| 11270 - Tractor Operator | 13.53 |

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| 11330 - Trail Maintenance Worker | 12.35 |
| 11360 - Window Cleaner | 13.78 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.04 |
| 12011 - Breath Alcohol Technician | 17.33 |
| 12012 - Certified Occupational Therapist Assistant | 20.79 |
| 12015 - Certified Physical Therapist Assistant | 18.88 |
| 12020 - Dental Assistant | 14.32 |
| 12025 - Dental Hygienist | 23.01 |
| 12030 - EKG Technician | 22.90 |
| 12035 - Electroneurodiagnostic Technologist | 22.90 |
| 12040 - Emergency Medical Technician | 14.04 |
| 12071 - Licensed Practical Nurse I | 15.31 |
| 12072 - Licensed Practical Nurse II | 17.33 |
| 12073 - Licensed Practical Nurse III | 19.33 |
| 12100 - Medical Assistant | 12.39 |
| 12130 - Medical Laboratory Technician | 16.83 |
| 12160 - Medical Record Clerk | 14.13 |
| 12190 - Medical Record Technician | 16.42 |
| 12195 - Medical Transcriptionist | 14.26 |
| 12210 - Nuclear Medicine Technologist | 24.86 |
| 12221 - Nursing Assistant I | 10.49 |
| 12222 - Nursing Assistant II | 11.79 |
| 12223 - Nursing Assistant III | 12.87 |
| 12224 - Nursing Assistant IV | 14.44 |
| 12235 - Optical Dispenser | 13.89 |
| 12236 - Optical Technician | 12.53 |
| 12250 - Pharmacy Technician | 12.39 |
| 12280 - Phlebotomist | 14.44 |
| 12305 - Radiologic Technologist | 23.00 |
| 12311 - Registered Nurse I | 23.50 |
| 12312 - Registered Nurse II | 28.75 |
| 12313 - Registered Nurse II, Specialist | 28.75 |
| 12314 - Registered Nurse III | 34.78 |
| 12315 - Registered Nurse III, Anesthetist | 34.78 |
| 12316 - Registered Nurse IV | 41.68 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.47 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.25 |
| 13012 - Exhibits Specialist II | 27.77 |
| 13013 - Exhibits Specialist III | 29.81 |
| 13041 - Illustrator I | 19.11 |
| 13042 - Illustrator II | 24.36 |
| 13043 - Illustrator III | 26.32 |
| 13047 - Librarian | 24.59 |
| 13050 - Library Aide/Clerk | 10.34 |
| 13054 - Library Information Technology Systems Administrator | 20.34 |
| 13058 - Library Technician | 16.06 |
| 13061 - Media Specialist I | 16.02 |
| 13062 - Media Specialist II | 17.92 |
| 13063 - Media Specialist III | 19.99 |
| 13071 - Photographer I | 14.36 |
| 13072 - Photographer II | 18.25 |
| 13073 - Photographer III | 21.51 |
| 13074 - Photographer IV | 25.13 |
| 13075 - Photographer V | 30.38 |
| 13110 - Video Teleconference Technician | 16.58 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.90 |
| 14042 - Computer Operator II | 17.79 |
| 14043 - Computer Operator III | 19.84 |
| 14044 - Computer Operator IV | 22.05 |

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| 14045 - Computer Operator V | 24.41 |
| 14071 - Computer Programmer I (see 1) | 22.35 |
| 14072 - Computer Programmer II (see 1) | 27.62 |
| 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 | 15.90 |
| 14160 - Personal Computer Support Technician | 22.05 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.29 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.81 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.86 |
| 15050 - Computer Based Training Specialist / Instructor | 27.62 |
| 15060 - Educational Technologist | 29.84 |
| 15070 - Flight Instructor (Pilot) | 37.66 |
| 15080 - Graphic Artist | 20.56 |
| 15090 - Technical Instructor | 19.41 |
| 15095 - Technical Instructor/Course Developer | 23.74 |
| 15110 - Test Proctor | 16.96 |
| 15120 - Tutor | 16.96 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.28 |
| 16030 - Counter Attendant | 9.28 |
| 16040 - Dry Cleaner | 11.56 |
| 16070 - Finisher, Flatwork, Machine | 9.28 |
| 16090 - Presser, Hand | 9.28 |
| 16110 - Presser, Machine, Drycleaning | 9.28 |
| 16130 - Presser, Machine, Shirts | 9.28 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.28 |
| 16190 - Sewing Machine Operator | 12.33 |
| 16220 - Tailor | 13.09 |
| 16250 - Washer, Machine | 10.04 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.05 |
| 19040 - Tool And Die Maker | 22.76 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.10 |
| 21030 - Material Coordinator | 19.96 |
| 21040 - Material Expediter | 19.96 |
| 21050 - Material Handling Laborer | 18.10 |
| 21071 - Order Filler | 13.89 |
| 21080 - Production Line Worker (Food Processing) | 16.10 |
| 21110 - Shipping Packer | 13.72 |
| 21130 - Shipping/Receiving Clerk | 13.72 |
| 21140 - Store Worker I | 13.55 |
| 21150 - Stock Clerk | 17.17 |
| 21210 - Tools And Parts Attendant | 16.10 |
| 21410 - Warehouse Specialist | 16.10 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 23.47 |
| 23021 - Aircraft Mechanic I | 22.54 |
| 23022 - Aircraft Mechanic II | 23.47 |
| 23023 - Aircraft Mechanic III | 24.59 |
| 23040 - Aircraft Mechanic Helper | 17.82 |
| 23050 - Aircraft, Painter | 22.09 |
| 23060 - Aircraft Servicer | 19.78 |
| 23080 - Aircraft Worker | 20.91 |
| 23110 - Appliance Mechanic | 19.92 |
| 23120 - Bicycle Repairer | 13.96 |
| 23125 - Cable Splicer | 26.97 |
| 23130 - Carpenter, Maintenance | 20.21 |

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| 23140 - Carpet Layer | 17.94 |
| 23160 - Electrician, Maintenance | 24.24 |
| 23181 - Electronics Technician Maintenance I | 21.91 |
| 23182 - Electronics Technician Maintenance II | 23.12 |
| 23183 - Electronics Technician Maintenance III | 24.60 |
| 23260 - Fabric Worker | 19.30 |
| 23290 - Fire Alarm System Mechanic | 21.02 |
| 23310 - Fire Extinguisher Repairer | 18.17 |
| 23311 - Fuel Distribution System Mechanic | 22.44 |
| 23312 - Fuel Distribution System Operator | 18.49 |
| 23370 - General Maintenance Worker | 17.81 |
| 23380 - Ground Support Equipment Mechanic | 22.54 |
| 23381 - Ground Support Equipment Servicer | 19.78 |
| 23382 - Ground Support Equipment Worker | 20.91 |
| 23391 - Gunsmith I | 18.17 |
| 23392 - Gunsmith II | 20.42 |
| 23393 - Gunsmith III | 22.54 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.95 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.69 |
| 23430 - Heavy Equipment Mechanic | 20.39 |
| 23440 - Heavy Equipment Operator | 22.45 |
| 23460 - Instrument Mechanic | 23.17 |
| 23465 - Laboratory/Shelter Mechanic | 21.55 |
| 23470 - Laborer | 14.78 |
| 23510 - Locksmith | 18.41 |
| 23530 - Machinery Maintenance Mechanic | 21.00 |
| 23550 - Machinist, Maintenance | 20.25 |
| 23580 - Maintenance Trades Helper | 16.43 |
| 23591 - Metrology Technician I | 23.17 |
| 23592 - Metrology Technician II | 24.11 |
| 23593 - Metrology Technician III | 25.19 |
| 23640 - Millwright | 25.25 |
| 23710 - Office Appliance Repairer | 19.71 |
| 23760 - Painter, Maintenance | 19.35 |
| 23790 - Pipefitter, Maintenance | 27.98 |
| 23810 - Plumber, Maintenance | 22.95 |
| 23820 - Pneudraulic Systems Mechanic | 22.54 |
| 23850 - Rigger | 22.54 |
| 23870 - Scale Mechanic | 20.42 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.78 |
| 23910 - Small Engine Mechanic | 17.11 |
| 23931 - Telecommunications Mechanic I | 24.45 |
| 23932 - Telecommunications Mechanic II | 25.32 |
| 23950 - Telephone Lineman | 23.55 |
| 23960 - Welder, Combination, Maintenance | 18.79 |
| 23965 - Well Driller | 20.23 |
| 23970 - Woodcraft Worker | 22.54 |
| 23980 - Woodworker | 15.90 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.71 |
| 24580 - Child Care Center Clerk | 12.98 |
| 24610 - Chore Aide | 10.15 |
| 24620 - Family Readiness And Support Services Coordinator | 12.25 |
| 24630 - Homemaker | 13.49 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.99 |
| 25040 - Sewage Plant Operator | 20.44 |
| 25070 - Stationary Engineer | 24.99 |
| 25190 - Ventilation Equipment Tender | 17.79 |
| 25210 - Water Treatment Plant Operator | 20.44 |

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| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.65 |
| 27007 - Baggage Inspector | 10.28 |
| 27008 - Corrections Officer | 21.65 |
| 27010 - Court Security Officer | 22.91 |
| 27030 - Detection Dog Handler | 14.84 |
| 27040 - Detention Officer | 21.65 |
| 27070 - Firefighter | 22.94 |
| 27101 - Guard I | 10.28 |
| 27102 - Guard II | 14.84 |
| 27131 - Police Officer I | 24.82 |
| 27132 - Police Officer II | 26.93 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.03 |
| 28042 - Carnival Equipment Repairer | 10.42 |
| 28043 - Carnival Equipment Worker | 8.54 |
| 28210 - Gate Attendant/Gate Tender | 13.83 |
| 28310 - Lifeguard | 10.94 |
| 28350 - Park Attendant (Aide) | 15.47 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.29 |
| 28515 - Recreation Specialist | 16.79 |
| 28630 - Sports Official | 12.32 |
| 28690 - Swimming Pool Operator | 18.27 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.51 |
| 29020 - Hatch Tender | 21.51 |
| 29030 - Line Handler | 21.51 |
| 29041 - Stevedore I | 20.33 |
| 29042 - Stevedore II | 22.51 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.95 |
| 30022 - Archeological Technician II | 18.28 |
| 30023 - Archeological Technician III | 24.87 |
| 30030 - Cartographic Technician | 25.30 |
| 30040 - Civil Engineering Technician | 21.90 |
| 30061 - Drafter/CAD Operator I | 18.25 |
| 30062 - Drafter/CAD Operator II | 20.41 |
| 30063 - Drafter/CAD Operator III | 22.77 |
| 30064 - Drafter/CAD Operator IV | 28.00 |
| 30081 - Engineering Technician I | 16.06 |
| 30082 - Engineering Technician II | 18.06 |
| 30083 - Engineering Technician III | 20.98 |
| 30084 - Engineering Technician IV | 24.78 |
| 30085 - Engineering Technician V | 30.31 |
| 30086 - Engineering Technician VI | 36.67 |
| 30090 - Environmental Technician | 21.50 |
| 30210 - Laboratory Technician | 20.26 |
| 30240 - Mathematical Technician | 25.30 |
| 30361 - Paralegal/Legal Assistant I | 19.93 |
| 30362 - Paralegal/Legal Assistant II | 24.70 |
| 30363 - Paralegal/Legal Assistant III | 30.21 |
| 30364 - Paralegal/Legal Assistant IV | 33.56 |
| 30390 - Photo-Optics Technician | 26.70 |
| 30461 - Technical Writer I | 21.84 |
| 30462 - Technical Writer II | 25.69 |
| 30463 - Technical Writer III | 28.75 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |

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| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 22.77 |
| 30621 - Weather Observer, Senior (see 2) | 25.30 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.71 |
| 31030 - Bus Driver | 18.40 |
| 31043 - Driver Courier | 13.74 |
| 31260 - Parking and Lot Attendant | 10.49 |
| 31290 - Shuttle Bus Driver | 14.65 |
| 31310 - Taxi Driver | 10.92 |
| 31361 - Truckdriver, Light | 14.65 |
| 31362 - Truckdriver, Medium | 17.07 |
| 31363 - Truckdriver, Heavy | 18.69 |
| 31364 - Truckdriver, Tractor-Trailer | 18.69 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.57 |
| 99050 - Desk Clerk | 10.19 |
| 99095 - Embalmer | 23.36 |
| 99251 - Laboratory Animal Caretaker I | 12.22 |
| 99252 - Laboratory Animal Caretaker II | 13.02 |
| 99310 - Mortician | 27.76 |
| 99410 - Pest Controller | 17.04 |
| 99510 - Photofinishing Worker | 13.23 |
| 99710 - Recycling Laborer | 18.05 |
| 99711 - Recycling Specialist | 20.80 |
| 99730 - Refuse Collector | 16.68 |
| 99810 - Sales Clerk | 12.12 |
| 99820 - School Crossing Guard | 10.25 |
| 99830 - Survey Party Chief | 18.85 |
| 99831 - Surveying Aide | 11.23 |
| 99832 - Surveying Technician | 17.13 |
| 99840 - Vending Machine Attendant | 14.01 |
| 99841 - Vending Machine Repairer | 16.78 |
| 99842 - Vending Machine Repairer Helper | 14.01 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2453
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Pennsylvania

Area: Pennsylvania Counties of Bradford, Carbon, Columbia, Lackawanna, Luzerne,
Lycoming, Monroe, Pike, Schuylkill, Sullivan, Susquehanna, Tioga, Wayne,
Wyoming

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.80 |
| 01012 - Accounting Clerk II | | 14.37 |
| 01013 - Accounting Clerk III | | 16.08 |
| 01020 - Administrative Assistant | | 17.62 |
| 01040 - Court Reporter | | 16.46 |
| 01051 - Data Entry Operator I | | 11.33 |
| 01052 - Data Entry Operator II | | 12.36 |
| 01060 - Dispatcher, Motor Vehicle | | 15.07 |
| 01070 - Document Preparation Clerk | | 10.94 |
| 01090 - Duplicating Machine Operator | | 10.94 |
| 01111 - General Clerk I | | 11.13 |
| 01112 - General Clerk II | | 12.14 |
| 01113 - General Clerk III | | 14.73 |
| 01120 - Housing Referral Assistant | | 16.55 |
| 01141 - Messenger Courier | | 11.32 |
| 01191 - Order Clerk I | | 12.80 |
| 01192 - Order Clerk II | | 14.89 |
| 01261 - Personnel Assistant (Employment) I | | 13.54 |
| 01262 - Personnel Assistant (Employment) II | | 15.15 |
| 01263 - Personnel Assistant (Employment) III | | 16.89 |
| 01270 - Production Control Clerk | | 18.68 |
| 01280 - Receptionist | | 11.38 |
| 01290 - Rental Clerk | | 11.29 |
| 01300 - Scheduler, Maintenance | | 13.06 |
| 01311 - Secretary I | | 13.06 |
| 01312 - Secretary II | | 14.61 |
| 01313 - Secretary III | | 16.55 |
| 01320 - Service Order Dispatcher | | 13.69 |
| 01410 - Supply Technician | | 17.62 |
| 01420 - Survey Worker | | 14.03 |
| 01531 - Travel Clerk I | | 13.42 |
| 01532 - Travel Clerk II | | 14.10 |
| 01533 - Travel Clerk III | | 15.03 |
| 01611 - Word Processor I | | 12.04 |
| 01612 - Word Processor II | | 13.52 |
| 01613 - Word Processor III | | 15.13 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 15.45 |
| 05010 - Automotive Electrician | | 15.62 |
| 05040 - Automotive Glass Installer | | 15.04 |
| 05070 - Automotive Worker | | 15.04 |
| 05110 - Mobile Equipment Servicer | | 14.04 |
| 05130 - Motor Equipment Metal Mechanic | | 16.10 |
| 05160 - Motor Equipment Metal Worker | | 15.04 |
| 05190 - Motor Vehicle Mechanic | | 16.10 |
| 05220 - Motor Vehicle Mechanic Helper | | 13.52 |
| 05250 - Motor Vehicle Upholstery Worker | | 14.53 |
| 05280 - Motor Vehicle Wrecker | | 15.04 |
| 05310 - Painter, Automotive | | 15.62 |
| 05340 - Radiator Repair Specialist | | 15.05 |
| 05370 - Tire Repairer | | 12.17 |
| 05400 - Transmission Repair Specialist | | 16.10 |
| 07000 - Food Preparation And Service Occupations | | |

| | |
|--|-------|
| 07010 - Baker | 12.19 |
| 07041 - Cook I | 11.14 |
| 07042 - Cook II | 12.01 |
| 07070 - Dishwasher | 8.22 |
| 07130 - Food Service Worker | 9.52 |
| 07210 - Meat Cutter | 15.03 |
| 07260 - Waiter/Waitress | 8.50 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.15 |
| 09040 - Furniture Handler | 13.84 |
| 09080 - Furniture Refinisher | 16.71 |
| 09090 - Furniture Refinisher Helper | 14.47 |
| 09110 - Furniture Repairer, Minor | 15.50 |
| 09130 - Upholsterer | 15.19 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.09 |
| 11060 - Elevator Operator | 10.09 |
| 11090 - Gardener | 12.98 |
| 11122 - Housekeeping Aide | 11.08 |
| 11150 - Janitor | 11.08 |
| 11210 - Laborer, Grounds Maintenance | 11.75 |
| 11240 - Maid or Houseman | 9.26 |
| 11260 - Pruner | 11.15 |
| 11270 - Tractor Operator | 12.93 |
| 11330 - Trail Maintenance Worker | 11.75 |
| 11360 - Window Cleaner | 11.68 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 12.54 |
| 12011 - Breath Alcohol Technician | 16.80 |
| 12012 - Certified Occupational Therapist Assistant | 17.13 |
| 12015 - Certified Physical Therapist Assistant | 18.21 |
| 12020 - Dental Assistant | 14.15 |
| 12025 - Dental Hygienist | 24.42 |
| 12030 - EKG Technician | 21.48 |
| 12035 - Electroneurodiagnostic Technologist | 21.48 |
| 12040 - Emergency Medical Technician | 12.54 |
| 12071 - Licensed Practical Nurse I | 15.02 |
| 12072 - Licensed Practical Nurse II | 16.80 |
| 12073 - Licensed Practical Nurse III | 18.73 |
| 12100 - Medical Assistant | 13.43 |
| 12130 - Medical Laboratory Technician | 16.16 |
| 12160 - Medical Record Clerk | 12.61 |
| 12190 - Medical Record Technician | 15.64 |
| 12195 - Medical Transcriptionist | 14.10 |
| 12210 - Nuclear Medicine Technologist | 32.26 |
| 12221 - Nursing Assistant I | 10.51 |
| 12222 - Nursing Assistant II | 11.82 |
| 12223 - Nursing Assistant III | 12.89 |
| 12224 - Nursing Assistant IV | 14.47 |
| 12235 - Optical Dispenser | 13.12 |
| 12236 - Optical Technician | 12.80 |
| 12250 - Pharmacy Technician | 12.97 |
| 12280 - Phlebotomist | 14.47 |
| 12305 - Radiologic Technologist | 22.38 |
| 12311 - Registered Nurse I | 22.82 |
| 12312 - Registered Nurse II | 27.91 |
| 12313 - Registered Nurse II, Specialist | 27.91 |
| 12314 - Registered Nurse III | 33.78 |
| 12315 - Registered Nurse III, Anesthetist | 33.78 |
| 12316 - Registered Nurse IV | 40.49 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.82 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.28 |

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|---|---------|
| 13012 - Exhibits Specialist II | 22.65 |
| 13013 - Exhibits Specialist III | 27.71 |
| 13041 - Illustrator I | 18.28 |
| 13042 - Illustrator II | 22.65 |
| 13043 - Illustrator III | 27.71 |
| 13047 - Librarian | 25.08 |
| 13050 - Library Aide/Clerk | 11.60 |
| 13054 - Library Information Technology Systems Administrator | 22.65 |
| 13058 - Library Technician | 14.34 |
| 13061 - Media Specialist I | 14.39 |
| 13062 - Media Specialist II | 16.10 |
| 13063 - Media Specialist III | 17.94 |
| 13071 - Photographer I | 15.33 |
| 13072 - Photographer II | 17.16 |
| 13073 - Photographer III | 21.26 |
| 13074 - Photographer IV | 25.99 |
| 13075 - Photographer V | 31.46 |
| 13110 - Video Teleconference Technician | 15.93 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.86 |
| 14042 - Computer Operator II | 16.63 |
| 14043 - Computer Operator III | 18.63 |
| 14044 - Computer Operator IV | 20.60 |
| 14045 - Computer Operator V | 22.86 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 14.86 |
| 14160 - Personal Computer Support Technician | 20.60 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.61 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.05 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.66 |
| 15050 - Computer Based Training Specialist / Instructor | 29.61 |
| 15060 - Educational Technologist | 26.98 |
| 15070 - Flight Instructor (Pilot) | 39.66 |
| 15080 - Graphic Artist | 18.05 |
| 15090 - Technical Instructor | 17.56 |
| 15095 - Technical Instructor/Course Developer | 23.63 |
| 15110 - Test Proctor | 13.88 |
| 15120 - Tutor | 13.88 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.77 |
| 16030 - Counter Attendant | 9.77 |
| 16040 - Dry Cleaner | 12.76 |
| 16070 - Finisher, Flatwork, Machine | 9.77 |
| 16090 - Presser, Hand | 9.77 |
| 16110 - Presser, Machine, Drycleaning | 9.77 |
| 16130 - Presser, Machine, Shirts | 9.77 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.77 |
| 16190 - Sewing Machine Operator | 13.65 |
| 16220 - Tailor | 14.52 |
| 16250 - Washer, Machine | 10.80 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.33 |
| 19040 - Tool And Die Maker | 19.48 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.79 |

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| 21030 - Material Coordinator | 18.68 |
| 21040 - Material Expediter | 18.68 |
| 21050 - Material Handling Laborer | 13.24 |
| 21071 - Order Filler | 10.70 |
| 21080 - Production Line Worker (Food Processing) | 14.79 |
| 21110 - Shipping Packer | 13.38 |
| 21130 - Shipping/Receiving Clerk | 13.38 |
| 21140 - Store Worker I | 14.98 |
| 21150 - Stock Clerk | 17.37 |
| 21210 - Tools And Parts Attendant | 14.79 |
| 21410 - Warehouse Specialist | 14.79 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.90 |
| 23021 - Aircraft Mechanic I | 20.31 |
| 23022 - Aircraft Mechanic II | 20.90 |
| 23023 - Aircraft Mechanic III | 21.59 |
| 23040 - Aircraft Mechanic Helper | 16.76 |
| 23050 - Aircraft, Painter | 19.61 |
| 23060 - Aircraft Servicer | 18.16 |
| 23080 - Aircraft Worker | 18.83 |
| 23110 - Appliance Mechanic | 18.38 |
| 23120 - Bicycle Repairer | 12.38 |
| 23125 - Cable Splicer | 29.00 |
| 23130 - Carpenter, Maintenance | 18.27 |
| 23140 - Carpet Layer | 17.62 |
| 23160 - Electrician, Maintenance | 24.78 |
| 23181 - Electronics Technician Maintenance I | 21.73 |
| 23182 - Electronics Technician Maintenance II | 22.55 |
| 23183 - Electronics Technician Maintenance III | 23.72 |
| 23260 - Fabric Worker | 16.73 |
| 23290 - Fire Alarm System Mechanic | 19.11 |
| 23310 - Fire Extinguisher Repairer | 17.46 |
| 23311 - Fuel Distribution System Mechanic | 20.53 |
| 23312 - Fuel Distribution System Operator | 17.46 |
| 23370 - General Maintenance Worker | 16.11 |
| 23380 - Ground Support Equipment Mechanic | 20.31 |
| 23381 - Ground Support Equipment Servicer | 18.16 |
| 23382 - Ground Support Equipment Worker | 18.83 |
| 23391 - Gunsmith I | 17.46 |
| 23392 - Gunsmith II | 18.90 |
| 23393 - Gunsmith III | 20.53 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.34 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.92 |
| 23430 - Heavy Equipment Mechanic | 20.59 |
| 23440 - Heavy Equipment Operator | 22.44 |
| 23460 - Instrument Mechanic | 21.80 |
| 23465 - Laboratory/Shelter Mechanic | 19.72 |
| 23470 - Laborer | 13.24 |
| 23510 - Locksmith | 19.72 |
| 23530 - Machinery Maintenance Mechanic | 21.24 |
| 23550 - Machinist, Maintenance | 17.86 |
| 23580 - Maintenance Trades Helper | 15.48 |
| 23591 - Metrology Technician I | 21.80 |
| 23592 - Metrology Technician II | 22.89 |
| 23593 - Metrology Technician III | 24.04 |
| 23640 - Millwright | 21.21 |
| 23710 - Office Appliance Repairer | 21.08 |
| 23760 - Painter, Maintenance | 19.75 |
| 23790 - Pipefitter, Maintenance | 23.55 |
| 23810 - Plumber, Maintenance | 23.02 |
| 23820 - Pneudraulic Systems Mechanic | 20.53 |

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| 23850 - Rigger | 20.53 |
| 23870 - Scale Mechanic | 18.90 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.02 |
| 23910 - Small Engine Mechanic | 15.75 |
| 23931 - Telecommunications Mechanic I | 22.40 |
| 23932 - Telecommunications Mechanic II | 23.05 |
| 23950 - Telephone Lineman | 23.48 |
| 23960 - Welder, Combination, Maintenance | 15.46 |
| 23965 - Well Driller | 18.94 |
| 23970 - Woodcraft Worker | 20.53 |
| 23980 - Woodworker | 14.00 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.81 |
| 24580 - Child Care Center Clerk | 12.08 |
| 24610 - Chore Aide | 9.93 |
| 24620 - Family Readiness And Support Services Coordinator | 12.07 |
| 24630 - Homemaker | 12.89 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.10 |
| 25040 - Sewage Plant Operator | 19.43 |
| 25070 - Stationary Engineer | 23.10 |
| 25190 - Ventilation Equipment Tender | 19.31 |
| 25210 - Water Treatment Plant Operator | 19.43 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.07 |
| 27007 - Baggage Inspector | 11.94 |
| 27008 - Corrections Officer | 21.00 |
| 27010 - Court Security Officer | 20.72 |
| 27030 - Detection Dog Handler | 15.71 |
| 27040 - Detention Officer | 21.00 |
| 27070 - Firefighter | 21.25 |
| 27101 - Guard I | 11.94 |
| 27102 - Guard II | 15.71 |
| 27131 - Police Officer I | 20.72 |
| 27132 - Police Officer II | 22.77 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.41 |
| 28042 - Carnival Equipment Repairer | 9.82 |
| 28043 - Carnival Equipment Worker | 8.39 |
| 28210 - Gate Attendant/Gate Tender | 14.21 |
| 28310 - Lifeguard | 12.18 |
| 28350 - Park Attendant (Aide) | 15.90 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.52 |
| 28515 - Recreation Specialist | 15.13 |
| 28630 - Sports Official | 12.66 |
| 28690 - Swimming Pool Operator | 16.29 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.81 |
| 29020 - Hatch Tender | 19.81 |
| 29030 - Line Handler | 19.81 |
| 29041 - Stevedore I | 18.79 |
| 29042 - Stevedore II | 20.21 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.81 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 15.89 |
| 30022 - Archeological Technician II | 17.78 |
| 30023 - Archeological Technician III | 21.06 |
| 30030 - Cartographic Technician | 21.06 |
| 30040 - Civil Engineering Technician | 21.29 |
| 30061 - Drafter/CAD Operator I | 15.89 |

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|---|---------------|
| 30062 - Drafter/CAD Operator II | 17.78 |
| 30063 - Drafter/CAD Operator III | 19.83 |
| 30064 - Drafter/CAD Operator IV | 24.40 |
| 30081 - Engineering Technician I | 13.60 |
| 30082 - Engineering Technician II | 15.27 |
| 30083 - Engineering Technician III | 18.06 |
| 30084 - Engineering Technician IV | 22.37 |
| 30085 - Engineering Technician V | 26.44 |
| 30086 - Engineering Technician VI | 33.34 |
| 30090 - Environmental Technician | 25.15 |
| 30210 - Laboratory Technician | 18.21 |
| 30240 - Mathematical Technician | 23.41 |
| 30361 - Paralegal/Legal Assistant I | 16.93 |
| 30362 - Paralegal/Legal Assistant II | 20.97 |
| 30363 - Paralegal/Legal Assistant III | 25.65 |
| 30364 - Paralegal/Legal Assistant IV | 31.04 |
| 30390 - Photo-Optics Technician | 22.37 |
| 30461 - Technical Writer I | 20.92 |
| 30462 - Technical Writer II | 25.58 |
| 30463 - Technical Writer III | 30.97 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 19.83 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 22.04 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.41 |
| 31030 - Bus Driver | 15.95 |
| 31043 - Driver Courier | 14.10 |
| 31260 - Parking and Lot Attendant | 10.55 |
| 31290 - Shuttle Bus Driver | 14.10 |
| 31310 - Taxi Driver | 10.55 |
| 31361 - Truckdriver, Light | 14.10 |
| 31362 - Truckdriver, Medium | 15.19 |
| 31363 - Truckdriver, Heavy | 18.20 |
| 31364 - Truckdriver, Tractor-Trailer | 18.20 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.54 |
| 99050 - Desk Clerk | 9.93 |
| 99095 - Embalmer | 25.63 |
| 99251 - Laboratory Animal Caretaker I | 10.85 |
| 99252 - Laboratory Animal Caretaker II | 11.39 |
| 99310 - Mortician | 25.63 |
| 99410 - Pest Controller | 15.56 |
| 99510 - Photofinishing Worker | 13.40 |
| 99710 - Recycling Laborer | 13.57 |
| 99711 - Recycling Specialist | 14.84 |
| 99730 - Refuse Collector | 12.89 |
| 99810 - Sales Clerk | 11.65 |
| 99820 - School Crossing Guard | 9.12 |
| 99830 - Survey Party Chief | 17.16 |
| 99831 - Surveying Aide | 11.46 |
| 99832 - Surveying Technician | 15.60 |
| 99840 - Vending Machine Attendant | 13.78 |
| 99841 - Vending Machine Repairer | 15.04 |
| 99842 - Vending Machine Repairer Helper | 13.78 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials

are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2454
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Pennsylvania

Area: Pennsylvania Counties of Bradford, Carbon, Columbia, Lackawanna, Luzerne, Lycoming, Monroe, Pike, Schuylkill, Sullivan, Susquehanna, Tioga, Wayne, Wyoming

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.80 |
| 01012 - Accounting Clerk II | | 14.37 |
| 01013 - Accounting Clerk III | | 16.08 |
| 01020 - Administrative Assistant | | 17.62 |
| 01040 - Court Reporter | | 16.46 |
| 01051 - Data Entry Operator I | | 11.33 |
| 01052 - Data Entry Operator II | | 12.36 |
| 01060 - Dispatcher, Motor Vehicle | | 15.07 |
| 01070 - Document Preparation Clerk | | 10.94 |
| 01090 - Duplicating Machine Operator | | 10.94 |
| 01111 - General Clerk I | | 11.13 |
| 01112 - General Clerk II | | 12.14 |
| 01113 - General Clerk III | | 14.73 |
| 01120 - Housing Referral Assistant | | 16.55 |
| 01141 - Messenger Courier | | 11.32 |
| 01191 - Order Clerk I | | 12.80 |
| 01192 - Order Clerk II | | 14.89 |
| 01261 - Personnel Assistant (Employment) I | | 13.54 |
| 01262 - Personnel Assistant (Employment) II | | 15.15 |
| 01263 - Personnel Assistant (Employment) III | | 16.89 |
| 01270 - Production Control Clerk | | 18.68 |
| 01280 - Receptionist | | 11.38 |
| 01290 - Rental Clerk | | 11.29 |
| 01300 - Scheduler, Maintenance | | 13.06 |
| 01311 - Secretary I | | 13.06 |
| 01312 - Secretary II | | 14.61 |
| 01313 - Secretary III | | 16.55 |
| 01320 - Service Order Dispatcher | | 13.69 |
| 01410 - Supply Technician | | 17.62 |

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| 01420 - Survey Worker | 14.03 |
| 01531 - Travel Clerk I | 13.42 |
| 01532 - Travel Clerk II | 14.10 |
| 01533 - Travel Clerk III | 15.03 |
| 01611 - Word Processor I | 12.04 |
| 01612 - Word Processor II | 13.52 |
| 01613 - Word Processor III | 15.13 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 15.45 |
| 05010 - Automotive Electrician | 15.62 |
| 05040 - Automotive Glass Installer | 15.04 |
| 05070 - Automotive Worker | 15.04 |
| 05110 - Mobile Equipment Servicer | 14.04 |
| 05130 - Motor Equipment Metal Mechanic | 16.10 |
| 05160 - Motor Equipment Metal Worker | 15.04 |
| 05190 - Motor Vehicle Mechanic | 16.10 |
| 05220 - Motor Vehicle Mechanic Helper | 13.52 |
| 05250 - Motor Vehicle Upholstery Worker | 14.53 |
| 05280 - Motor Vehicle Wrecker | 15.04 |
| 05310 - Painter, Automotive | 15.62 |
| 05340 - Radiator Repair Specialist | 15.05 |
| 05370 - Tire Repairer | 12.17 |
| 05400 - Transmission Repair Specialist | 16.10 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.19 |
| 07041 - Cook I | 11.14 |
| 07042 - Cook II | 12.01 |
| 07070 - Dishwasher | 8.22 |
| 07130 - Food Service Worker | 9.52 |
| 07210 - Meat Cutter | 15.03 |
| 07260 - Waiter/Waitress | 8.50 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.15 |
| 09040 - Furniture Handler | 13.84 |
| 09080 - Furniture Refinisher | 16.71 |
| 09090 - Furniture Refinisher Helper | 14.47 |
| 09110 - Furniture Repairer, Minor | 15.50 |
| 09130 - Upholsterer | 15.19 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.09 |
| 11060 - Elevator Operator | 10.09 |
| 11090 - Gardener | 12.98 |
| 11122 - Housekeeping Aide | 11.08 |
| 11150 - Janitor | 11.08 |
| 11210 - Laborer, Grounds Maintenance | 11.75 |
| 11240 - Maid or Houseman | 9.26 |
| 11260 - Pruner | 11.15 |
| 11270 - Tractor Operator | 12.93 |
| 11330 - Trail Maintenance Worker | 11.75 |
| 11360 - Window Cleaner | 11.68 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 12.54 |
| 12011 - Breath Alcohol Technician | 16.80 |
| 12012 - Certified Occupational Therapist Assistant | 17.13 |
| 12015 - Certified Physical Therapist Assistant | 18.21 |
| 12020 - Dental Assistant | 14.15 |
| 12025 - Dental Hygienist | 24.42 |
| 12030 - EKG Technician | 21.48 |
| 12035 - Electroneurodiagnostic Technologist | 21.48 |
| 12040 - Emergency Medical Technician | 12.54 |
| 12071 - Licensed Practical Nurse I | 15.02 |
| 12072 - Licensed Practical Nurse II | 16.80 |
| 12073 - Licensed Practical Nurse III | 18.73 |

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| 12100 - Medical Assistant | 13.43 |
| 12130 - Medical Laboratory Technician | 16.16 |
| 12160 - Medical Record Clerk | 12.61 |
| 12190 - Medical Record Technician | 15.64 |
| 12195 - Medical Transcriptionist | 14.10 |
| 12210 - Nuclear Medicine Technologist | 32.26 |
| 12221 - Nursing Assistant I | 10.51 |
| 12222 - Nursing Assistant II | 11.82 |
| 12223 - Nursing Assistant III | 12.89 |
| 12224 - Nursing Assistant IV | 14.47 |
| 12235 - Optical Dispenser | 13.12 |
| 12236 - Optical Technician | 12.80 |
| 12250 - Pharmacy Technician | 12.97 |
| 12280 - Phlebotomist | 14.47 |
| 12305 - Radiologic Technologist | 22.38 |
| 12311 - Registered Nurse I | 22.82 |
| 12312 - Registered Nurse II | 27.91 |
| 12313 - Registered Nurse II, Specialist | 27.91 |
| 12314 - Registered Nurse III | 33.78 |
| 12315 - Registered Nurse III, Anesthetist | 33.78 |
| 12316 - Registered Nurse IV | 40.49 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.82 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.28 |
| 13012 - Exhibits Specialist II | 22.65 |
| 13013 - Exhibits Specialist III | 27.71 |
| 13041 - Illustrator I | 18.28 |
| 13042 - Illustrator II | 22.65 |
| 13043 - Illustrator III | 27.71 |
| 13047 - Librarian | 25.08 |
| 13050 - Library Aide/Clerk | 11.60 |
| 13054 - Library Information Technology Systems Administrator | 22.65 |
| 13058 - Library Technician | 14.34 |
| 13061 - Media Specialist I | 14.39 |
| 13062 - Media Specialist II | 16.10 |
| 13063 - Media Specialist III | 17.94 |
| 13071 - Photographer I | 15.33 |
| 13072 - Photographer II | 17.16 |
| 13073 - Photographer III | 21.26 |
| 13074 - Photographer IV | 25.99 |
| 13075 - Photographer V | 31.46 |
| 13110 - Video Teleconference Technician | 15.93 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.86 |
| 14042 - Computer Operator II | 16.63 |
| 14043 - Computer Operator III | 18.63 |
| 14044 - Computer Operator IV | 20.60 |
| 14045 - Computer Operator V | 22.86 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 14.86 |
| 14160 - Personal Computer Support Technician | 20.60 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.61 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.05 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.66 |
| 15050 - Computer Based Training Specialist / Instructor | 29.61 |

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| 15060 - Educational Technologist | 26.98 |
| 15070 - Flight Instructor (Pilot) | 39.66 |
| 15080 - Graphic Artist | 18.05 |
| 15090 - Technical Instructor | 17.56 |
| 15095 - Technical Instructor/Course Developer | 23.63 |
| 15110 - Test Proctor | 13.88 |
| 15120 - Tutor | 13.88 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.77 |
| 16030 - Counter Attendant | 9.77 |
| 16040 - Dry Cleaner | 12.76 |
| 16070 - Finisher, Flatwork, Machine | 9.77 |
| 16090 - Presser, Hand | 9.77 |
| 16110 - Presser, Machine, Drycleaning | 9.77 |
| 16130 - Presser, Machine, Shirts | 9.77 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.77 |
| 16190 - Sewing Machine Operator | 13.65 |
| 16220 - Tailor | 14.52 |
| 16250 - Washer, Machine | 10.80 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.33 |
| 19040 - Tool And Die Maker | 19.48 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.79 |
| 21030 - Material Coordinator | 18.68 |
| 21040 - Material Expediter | 18.68 |
| 21050 - Material Handling Laborer | 13.24 |
| 21071 - Order Filler | 10.70 |
| 21080 - Production Line Worker (Food Processing) | 14.79 |
| 21110 - Shipping Packer | 13.38 |
| 21130 - Shipping/Receiving Clerk | 13.38 |
| 21140 - Store Worker I | 14.98 |
| 21150 - Stock Clerk | 17.37 |
| 21210 - Tools And Parts Attendant | 14.79 |
| 21410 - Warehouse Specialist | 14.79 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.90 |
| 23021 - Aircraft Mechanic I | 20.31 |
| 23022 - Aircraft Mechanic II | 20.90 |
| 23023 - Aircraft Mechanic III | 21.59 |
| 23040 - Aircraft Mechanic Helper | 16.76 |
| 23050 - Aircraft, Painter | 19.61 |
| 23060 - Aircraft Servicer | 18.16 |
| 23080 - Aircraft Worker | 18.83 |
| 23110 - Appliance Mechanic | 18.38 |
| 23120 - Bicycle Repairer | 12.38 |
| 23125 - Cable Splicer | 29.00 |
| 23130 - Carpenter, Maintenance | 18.27 |
| 23140 - Carpet Layer | 17.62 |
| 23160 - Electrician, Maintenance | 24.78 |
| 23181 - Electronics Technician Maintenance I | 21.73 |
| 23182 - Electronics Technician Maintenance II | 22.55 |
| 23183 - Electronics Technician Maintenance III | 23.72 |
| 23260 - Fabric Worker | 16.73 |
| 23290 - Fire Alarm System Mechanic | 19.11 |
| 23310 - Fire Extinguisher Repairer | 17.46 |
| 23311 - Fuel Distribution System Mechanic | 20.53 |
| 23312 - Fuel Distribution System Operator | 17.46 |
| 23370 - General Maintenance Worker | 16.11 |
| 23380 - Ground Support Equipment Mechanic | 20.31 |
| 23381 - Ground Support Equipment Servicer | 18.16 |
| 23382 - Ground Support Equipment Worker | 18.83 |
| 23391 - Gunsmith I | 17.46 |

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| 23392 - Gunsmith II | 18.90 |
| 23393 - Gunsmith III | 20.53 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.34 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.92 |
| 23430 - Heavy Equipment Mechanic | 20.59 |
| 23440 - Heavy Equipment Operator | 22.44 |
| 23460 - Instrument Mechanic | 21.80 |
| 23465 - Laboratory/Shelter Mechanic | 19.72 |
| 23470 - Laborer | 13.24 |
| 23510 - Locksmith | 19.72 |
| 23530 - Machinery Maintenance Mechanic | 21.24 |
| 23550 - Machinist, Maintenance | 17.86 |
| 23580 - Maintenance Trades Helper | 15.48 |
| 23591 - Metrology Technician I | 21.80 |
| 23592 - Metrology Technician II | 22.89 |
| 23593 - Metrology Technician III | 24.04 |
| 23640 - Millwright | 21.21 |
| 23710 - Office Appliance Repairer | 21.08 |
| 23760 - Painter, Maintenance | 19.75 |
| 23790 - Pipefitter, Maintenance | 23.55 |
| 23810 - Plumber, Maintenance | 23.02 |
| 23820 - Pneudraulic Systems Mechanic | 20.53 |
| 23850 - Rigger | 20.53 |
| 23870 - Scale Mechanic | 18.90 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.02 |
| 23910 - Small Engine Mechanic | 15.75 |
| 23931 - Telecommunications Mechanic I | 22.40 |
| 23932 - Telecommunications Mechanic II | 23.05 |
| 23950 - Telephone Lineman | 23.48 |
| 23960 - Welder, Combination, Maintenance | 15.46 |
| 23965 - Well Driller | 18.94 |
| 23970 - Woodcraft Worker | 20.53 |
| 23980 - Woodworker | 14.00 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.81 |
| 24580 - Child Care Center Clerk | 12.08 |
| 24610 - Chore Aide | 9.93 |
| 24620 - Family Readiness And Support Services Coordinator | 12.07 |
| 24630 - Homemaker | 12.89 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.10 |
| 25040 - Sewage Plant Operator | 19.43 |
| 25070 - Stationary Engineer | 23.10 |
| 25190 - Ventilation Equipment Tender | 19.31 |
| 25210 - Water Treatment Plant Operator | 19.43 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.07 |
| 27007 - Baggage Inspector | 11.94 |
| 27008 - Corrections Officer | 21.00 |
| 27010 - Court Security Officer | 20.72 |
| 27030 - Detection Dog Handler | 15.71 |
| 27040 - Detention Officer | 21.00 |
| 27070 - Firefighter | 21.25 |
| 27101 - Guard I | 11.94 |
| 27102 - Guard II | 15.71 |
| 27131 - Police Officer I | 20.72 |
| 27132 - Police Officer II | 22.77 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.41 |
| 28042 - Carnival Equipment Repairer | 9.82 |

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|---|---------------|
| 28043 - Carnival Equipment Worker | 8.39 |
| 28210 - Gate Attendant/Gate Tender | 14.21 |
| 28310 - Lifeguard | 12.18 |
| 28350 - Park Attendant (Aide) | 15.90 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.52 |
| 28515 - Recreation Specialist | 15.13 |
| 28630 - Sports Official | 12.66 |
| 28690 - Swimming Pool Operator | 16.29 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.81 |
| 29020 - Hatch Tender | 19.81 |
| 29030 - Line Handler | 19.81 |
| 29041 - Stevedore I | 18.79 |
| 29042 - Stevedore II | 20.21 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.81 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 15.89 |
| 30022 - Archeological Technician II | 17.78 |
| 30023 - Archeological Technician III | 21.06 |
| 30030 - Cartographic Technician | 21.06 |
| 30040 - Civil Engineering Technician | 21.29 |
| 30061 - Drafter/CAD Operator I | 15.89 |
| 30062 - Drafter/CAD Operator II | 17.78 |
| 30063 - Drafter/CAD Operator III | 19.83 |
| 30064 - Drafter/CAD Operator IV | 24.40 |
| 30081 - Engineering Technician I | 13.60 |
| 30082 - Engineering Technician II | 15.27 |
| 30083 - Engineering Technician III | 18.06 |
| 30084 - Engineering Technician IV | 22.37 |
| 30085 - Engineering Technician V | 26.44 |
| 30086 - Engineering Technician VI | 33.34 |
| 30090 - Environmental Technician | 25.15 |
| 30210 - Laboratory Technician | 18.21 |
| 30240 - Mathematical Technician | 23.41 |
| 30361 - Paralegal/Legal Assistant I | 16.93 |
| 30362 - Paralegal/Legal Assistant II | 20.97 |
| 30363 - Paralegal/Legal Assistant III | 25.65 |
| 30364 - Paralegal/Legal Assistant IV | 31.04 |
| 30390 - Photo-Optics Technician | 22.37 |
| 30461 - Technical Writer I | 20.92 |
| 30462 - Technical Writer II | 25.58 |
| 30463 - Technical Writer III | 30.97 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 19.83 |
| 30621 - Weather Observer, Senior | (see 2) 22.04 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.41 |
| 31030 - Bus Driver | 15.95 |
| 31043 - Driver Courier | 14.10 |
| 31260 - Parking and Lot Attendant | 10.55 |
| 31290 - Shuttle Bus Driver | 14.10 |
| 31310 - Taxi Driver | 10.55 |
| 31361 - Truckdriver, Light | 14.10 |
| 31362 - Truckdriver, Medium | 15.19 |
| 31363 - Truckdriver, Heavy | 18.20 |
| 31364 - Truckdriver, Tractor-Trailer | 18.20 |

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| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.54 |
| 99050 - Desk Clerk | 9.93 |
| 99095 - Embalmer | 25.63 |
| 99251 - Laboratory Animal Caretaker I | 10.85 |
| 99252 - Laboratory Animal Caretaker II | 11.39 |
| 99310 - Mortician | 25.63 |
| 99410 - Pest Controller | 15.56 |
| 99510 - Photofinishing Worker | 13.40 |
| 99710 - Recycling Laborer | 13.57 |
| 99711 - Recycling Specialist | 14.84 |
| 99730 - Refuse Collector | 12.89 |
| 99810 - Sales Clerk | 11.65 |
| 99820 - School Crossing Guard | 9.12 |
| 99830 - Survey Party Chief | 17.16 |
| 99831 - Surveying Aide | 11.46 |
| 99832 - Surveying Technician | 15.60 |
| 99840 - Vending Machine Attendant | 13.78 |
| 99841 - Vending Machine Repairer | 15.04 |
| 99842 - Vending Machine Repairer Helper | 13.78 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2455
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Pennsylvania

Area: Pennsylvania Counties of Adams, York

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.67 |
| 01012 - Accounting Clerk II | | 15.34 |
| 01013 - Accounting Clerk III | | 17.16 |
| 01020 - Administrative Assistant | | 21.55 |

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| 01040 - Court Reporter | 17.62 |
| 01051 - Data Entry Operator I | 11.40 |
| 01052 - Data Entry Operator II | 12.65 |
| 01060 - Dispatcher, Motor Vehicle | 16.31 |
| 01070 - Document Preparation Clerk | 13.07 |
| 01090 - Duplicating Machine Operator | 13.07 |
| 01111 - General Clerk I | 12.66 |
| 01112 - General Clerk II | 14.68 |
| 01113 - General Clerk III | 16.47 |
| 01120 - Housing Referral Assistant | 20.66 |
| 01141 - Messenger Courier | 10.55 |
| 01191 - Order Clerk I | 11.40 |
| 01192 - Order Clerk II | 14.84 |
| 01261 - Personnel Assistant (Employment) I | 15.29 |
| 01262 - Personnel Assistant (Employment) II | 17.62 |
| 01263 - Personnel Assistant (Employment) III | 18.39 |
| 01270 - Production Control Clerk | 21.16 |
| 01280 - Receptionist | 13.07 |
| 01290 - Rental Clerk | 15.62 |
| 01300 - Scheduler, Maintenance | 15.89 |
| 01311 - Secretary I | 16.56 |
| 01312 - Secretary II | 18.52 |
| 01313 - Secretary III | 20.66 |
| 01320 - Service Order Dispatcher | 14.55 |
| 01410 - Supply Technician | 21.55 |
| 01420 - Survey Worker | 17.16 |
| 01531 - Travel Clerk I | 12.01 |
| 01532 - Travel Clerk II | 12.88 |
| 01533 - Travel Clerk III | 13.80 |
| 01611 - Word Processor I | 13.07 |
| 01612 - Word Processor II | 15.62 |
| 01613 - Word Processor III | 17.62 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.92 |
| 05010 - Automotive Electrician | 17.89 |
| 05040 - Automotive Glass Installer | 17.17 |
| 05070 - Automotive Worker | 17.17 |
| 05110 - Mobile Equipment Servicer | 15.68 |
| 05130 - Motor Equipment Metal Mechanic | 18.81 |
| 05160 - Motor Equipment Metal Worker | 17.17 |
| 05190 - Motor Vehicle Mechanic | 18.32 |
| 05220 - Motor Vehicle Mechanic Helper | 16.42 |
| 05250 - Motor Vehicle Upholstery Worker | 16.42 |
| 05280 - Motor Vehicle Wrecker | 17.17 |
| 05310 - Painter, Automotive | 17.89 |
| 05340 - Radiator Repair Specialist | 17.17 |
| 05370 - Tire Repairer | 13.29 |
| 05400 - Transmission Repair Specialist | 18.52 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.53 |
| 07041 - Cook I | 11.72 |
| 07042 - Cook II | 13.11 |
| 07070 - Dishwasher | 8.89 |
| 07130 - Food Service Worker | 9.23 |
| 07210 - Meat Cutter | 14.73 |
| 07260 - Waiter/Waitress | 9.47 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.27 |
| 09040 - Furniture Handler | 13.45 |
| 09080 - Furniture Refinisher | 17.27 |
| 09090 - Furniture Refinisher Helper | 14.41 |
| 09110 - Furniture Repairer, Minor | 15.85 |
| 09130 - Upholsterer | 17.27 |

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| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.58 |
| 11060 - Elevator Operator | 10.50 |
| 11090 - Gardener | 14.61 |
| 11122 - Housekeeping Aide | 11.55 |
| 11150 - Janitor | 10.50 |
| 11210 - Laborer, Grounds Maintenance | 12.25 |
| 11240 - Maid or Houseman | 8.97 |
| 11260 - Pruner | 11.39 |
| 11270 - Tractor Operator | 13.98 |
| 11330 - Trail Maintenance Worker | 12.25 |
| 11360 - Window Cleaner | 11.14 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.02 |
| 12011 - Breath Alcohol Technician | 17.12 |
| 12012 - Certified Occupational Therapist Assistant | 19.82 |
| 12015 - Certified Physical Therapist Assistant | 18.94 |
| 12020 - Dental Assistant | 12.75 |
| 12025 - Dental Hygienist | 26.80 |
| 12030 - EKG Technician | 23.66 |
| 12035 - Electroneurodiagnostic Technologist | 23.66 |
| 12040 - Emergency Medical Technician | 13.02 |
| 12071 - Licensed Practical Nurse I | 16.54 |
| 12072 - Licensed Practical Nurse II | 18.50 |
| 12073 - Licensed Practical Nurse III | 20.63 |
| 12100 - Medical Assistant | 13.05 |
| 12130 - Medical Laboratory Technician | 16.64 |
| 12160 - Medical Record Clerk | 13.01 |
| 12190 - Medical Record Technician | 14.62 |
| 12195 - Medical Transcriptionist | 15.74 |
| 12210 - Nuclear Medicine Technologist | 31.92 |
| 12221 - Nursing Assistant I | 9.95 |
| 12222 - Nursing Assistant II | 11.19 |
| 12223 - Nursing Assistant III | 12.21 |
| 12224 - Nursing Assistant IV | 13.70 |
| 12235 - Optical Dispenser | 13.04 |
| 12236 - Optical Technician | 13.64 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.97 |
| 12305 - Radiologic Technologist | 25.47 |
| 12311 - Registered Nurse I | 23.70 |
| 12312 - Registered Nurse II | 28.99 |
| 12313 - Registered Nurse II, Specialist | 28.99 |
| 12314 - Registered Nurse III | 35.07 |
| 12315 - Registered Nurse III, Anesthetist | 35.07 |
| 12316 - Registered Nurse IV | 42.03 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.20 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.85 |
| 13012 - Exhibits Specialist II | 23.36 |
| 13013 - Exhibits Specialist III | 28.57 |
| 13041 - Illustrator I | 18.85 |
| 13042 - Illustrator II | 23.36 |
| 13043 - Illustrator III | 28.57 |
| 13047 - Librarian | 25.86 |
| 13050 - Library Aide/Clerk | 10.26 |
| 13054 - Library Information Technology Systems Administrator | 23.36 |
| 13058 - Library Technician | 15.58 |
| 13061 - Media Specialist I | 16.85 |
| 13062 - Media Specialist II | 18.85 |
| 13063 - Media Specialist III | 21.02 |
| 13071 - Photographer I | 14.38 |

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| 13072 - Photographer II | 16.07 |
| 13073 - Photographer III | 17.47 |
| 13074 - Photographer IV | 24.37 |
| 13075 - Photographer V | 29.49 |
| 13110 - Video Teleconference Technician | 16.85 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.31 |
| 14042 - Computer Operator II | 17.13 |
| 14043 - Computer Operator III | 19.14 |
| 14044 - Computer Operator IV | 21.23 |
| 14045 - Computer Operator V | 23.67 |
| 14071 - Computer Programmer I | (see 1) 21.49 |
| 14072 - Computer Programmer II | (see 1) 26.32 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 26.73 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 15.31 |
| 14160 - Personal Computer Support Technician | 21.23 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.73 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.34 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 38.76 |
| 15050 - Computer Based Training Specialist / Instructor | 26.73 |
| 15060 - Educational Technologist | 27.44 |
| 15070 - Flight Instructor (Pilot) | 38.76 |
| 15080 - Graphic Artist | 20.04 |
| 15090 - Technical Instructor | 18.68 |
| 15095 - Technical Instructor/Course Developer | 22.85 |
| 15110 - Test Proctor | 16.16 |
| 15120 - Tutor | 16.16 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.39 |
| 16030 - Counter Attendant | 9.39 |
| 16040 - Dry Cleaner | 12.07 |
| 16070 - Finisher, Flatwork, Machine | 9.39 |
| 16090 - Presser, Hand | 9.39 |
| 16110 - Presser, Machine, Drycleaning | 9.39 |
| 16130 - Presser, Machine, Shirts | 9.39 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.39 |
| 16190 - Sewing Machine Operator | 12.84 |
| 16220 - Tailor | 13.56 |
| 16250 - Washer, Machine | 10.27 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.26 |
| 19040 - Tool And Die Maker | 20.38 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.23 |
| 21030 - Material Coordinator | 21.16 |
| 21040 - Material Expediter | 21.16 |
| 21050 - Material Handling Laborer | 13.69 |
| 21071 - Order Filler | 14.10 |
| 21080 - Production Line Worker (Food Processing) | 15.23 |
| 21110 - Shipping Packer | 15.54 |
| 21130 - Shipping/Receiving Clerk | 15.54 |
| 21140 - Store Worker I | 12.55 |
| 21150 - Stock Clerk | 15.71 |
| 21210 - Tools And Parts Attendant | 15.23 |
| 21410 - Warehouse Specialist | 15.23 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.26 |
| 23021 - Aircraft Mechanic I | 22.25 |

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| 23022 - Aircraft Mechanic II | 24.26 |
| 23023 - Aircraft Mechanic III | 25.37 |
| 23040 - Aircraft Mechanic Helper | 16.94 |
| 23050 - Aircraft, Painter | 21.19 |
| 23060 - Aircraft Servicer | 19.07 |
| 23080 - Aircraft Worker | 20.12 |
| 23110 - Appliance Mechanic | 16.51 |
| 23120 - Bicycle Repairer | 13.29 |
| 23125 - Cable Splicer | 28.86 |
| 23130 - Carpenter, Maintenance | 19.72 |
| 23140 - Carpet Layer | 14.87 |
| 23160 - Electrician, Maintenance | 21.70 |
| 23181 - Electronics Technician Maintenance I | 21.08 |
| 23182 - Electronics Technician Maintenance II | 22.20 |
| 23183 - Electronics Technician Maintenance III | 23.28 |
| 23260 - Fabric Worker | 18.69 |
| 23290 - Fire Alarm System Mechanic | 20.23 |
| 23310 - Fire Extinguisher Repairer | 17.17 |
| 23311 - Fuel Distribution System Mechanic | 21.20 |
| 23312 - Fuel Distribution System Operator | 17.17 |
| 23370 - General Maintenance Worker | 18.17 |
| 23380 - Ground Support Equipment Mechanic | 22.25 |
| 23381 - Ground Support Equipment Servicer | 19.07 |
| 23382 - Ground Support Equipment Worker | 20.12 |
| 23391 - Gunsmith I | 17.17 |
| 23392 - Gunsmith II | 19.20 |
| 23393 - Gunsmith III | 21.20 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.12 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.12 |
| 23430 - Heavy Equipment Mechanic | 19.96 |
| 23440 - Heavy Equipment Operator | 19.91 |
| 23460 - Instrument Mechanic | 21.20 |
| 23465 - Laboratory/Shelter Mechanic | 20.21 |
| 23470 - Laborer | 13.50 |
| 23510 - Locksmith | 20.21 |
| 23530 - Machinery Maintenance Mechanic | 23.31 |
| 23550 - Machinist, Maintenance | 20.08 |
| 23580 - Maintenance Trades Helper | 16.15 |
| 23591 - Metrology Technician I | 21.20 |
| 23592 - Metrology Technician II | 22.21 |
| 23593 - Metrology Technician III | 23.22 |
| 23640 - Millwright | 21.20 |
| 23710 - Office Appliance Repairer | 21.79 |
| 23760 - Painter, Maintenance | 17.27 |
| 23790 - Pipefitter, Maintenance | 21.51 |
| 23810 - Plumber, Maintenance | 19.79 |
| 23820 - Pneudraulic Systems Mechanic | 21.20 |
| 23850 - Rigger | 21.20 |
| 23870 - Scale Mechanic | 19.20 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.79 |
| 23910 - Small Engine Mechanic | 18.23 |
| 23931 - Telecommunications Mechanic I | 23.94 |
| 23932 - Telecommunications Mechanic II | 25.07 |
| 23950 - Telephone Lineman | 26.78 |
| 23960 - welder, Combination, Maintenance | 19.96 |
| 23965 - well Driller | 20.23 |
| 23970 - woodcraft worker | 21.20 |
| 23980 - woodworker | 16.79 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.08 |
| 24580 - Child Care Center Clerk | 13.81 |

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| 24610 - Chore Aide | 10.37 |
| 24620 - Family Readiness And Support Services Coordinator | 13.77 |
| 24630 - Homemaker | 15.36 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.90 |
| 25040 - Sewage Plant Operator | 21.25 |
| 25070 - Stationary Engineer | 21.90 |
| 25190 - Ventilation Equipment Tender | 16.21 |
| 25210 - Water Treatment Plant Operator | 21.25 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.19 |
| 27007 - Baggage Inspector | 10.78 |
| 27008 - Corrections Officer | 23.51 |
| 27010 - Court Security Officer | 23.51 |
| 27030 - Detection Dog Handler | 12.06 |
| 27040 - Detention Officer | 23.51 |
| 27070 - Firefighter | 20.82 |
| 27101 - Guard I | 10.74 |
| 27102 - Guard II | 12.06 |
| 27131 - Police Officer I | 26.33 |
| 27132 - Police Officer II | 29.60 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.57 |
| 28042 - Carnival Equipment Repairer | 12.13 |
| 28043 - Carnival Equipment Worker | 9.41 |
| 28210 - Gate Attendant/Gate Tender | 13.18 |
| 28310 - Lifeguard | 11.87 |
| 28350 - Park Attendant (Aide) | 14.74 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |
| 28515 - Recreation Specialist | 16.90 |
| 28630 - Sports Official | 11.74 |
| 28690 - Swimming Pool Operator | 19.88 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.22 |
| 29020 - Hatch Tender | 18.22 |
| 29030 - Line Handler | 18.22 |
| 29041 - Stevedore I | 17.27 |
| 29042 - Stevedore II | 19.19 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.78 |
| 30022 - Archeological Technician II | 19.91 |
| 30023 - Archeological Technician III | 25.33 |
| 30030 - Cartographic Technician | 27.18 |
| 30040 - Civil Engineering Technician | 24.90 |
| 30061 - Drafter/CAD Operator I | 19.61 |
| 30062 - Drafter/CAD Operator II | 21.93 |
| 30063 - Drafter/CAD Operator III | 24.46 |
| 30064 - Drafter/CAD Operator IV | 30.09 |
| 30081 - Engineering Technician I | 16.63 |
| 30082 - Engineering Technician II | 18.68 |
| 30083 - Engineering Technician III | 20.76 |
| 30084 - Engineering Technician IV | 25.91 |
| 30085 - Engineering Technician V | 33.77 |
| 30086 - Engineering Technician VI | 39.86 |
| 30090 - Environmental Technician | 26.50 |
| 30210 - Laboratory Technician | 18.51 |
| 30240 - Mathematical Technician | 27.18 |
| 30361 - Paralegal/Legal Assistant I | 19.18 |
| 30362 - Paralegal/Legal Assistant II | 23.77 |

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| 30363 - Paralegal/Legal Assistant III | 29.08 |
| 30364 - Paralegal/Legal Assistant IV | 35.18 |
| 30390 - Photo-Optics Technician | 27.18 |
| 30461 - Technical Writer I | 22.76 |
| 30462 - Technical Writer II | 27.84 |
| 30463 - Technical Writer III | 33.68 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 24.46 |
| 30621 - Weather Observer, Senior | (see 2) 27.18 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.26 |
| 31030 - Bus Driver | 15.40 |
| 31043 - Driver Courier | 13.67 |
| 31260 - Parking and Lot Attendant | 9.86 |
| 31290 - Shuttle Bus Driver | 14.53 |
| 31310 - Taxi Driver | 11.09 |
| 31361 - Truckdriver, Light | 14.53 |
| 31362 - Truckdriver, Medium | 15.68 |
| 31363 - Truckdriver, Heavy | 18.87 |
| 31364 - Truckdriver, Tractor-Trailer | 18.87 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.99 |
| 99050 - Desk Clerk | 11.08 |
| 99095 - Embalmer | 26.11 |
| 99251 - Laboratory Animal Caretaker I | 13.48 |
| 99252 - Laboratory Animal Caretaker II | 14.16 |
| 99310 - Mortician | 29.78 |
| 99410 - Pest Controller | 17.46 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.43 |
| 99711 - Recycling Specialist | 16.47 |
| 99730 - Refuse Collector | 13.41 |
| 99810 - Sales Clerk | 11.61 |
| 99820 - School Crossing Guard | 11.71 |
| 99830 - Survey Party Chief | 19.39 |
| 99831 - Surveying Aide | 12.63 |
| 99832 - Surveying Technician | 17.30 |
| 99840 - Vending Machine Attendant | 15.83 |
| 99841 - Vending Machine Repairer | 18.18 |
| 99842 - Vending Machine Repairer Helper | 15.83 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

| | | |
|--------------------|---------------------|-----------------------------------|
| | | WDS_Revision_Received_10.9.2014 |
| Diane C. Koplewski | Division of | Wage Determination No.: 2005-2456 |
| Director | Wage Determinations | Revision No.: 16 |
| | | Date Of Last Revision: 07/25/2014 |

State: Pennsylvania

Area: Pennsylvania Counties of Adams, York

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.67 |
| 01012 - Accounting Clerk II | | 15.34 |
| 01013 - Accounting Clerk III | | 17.16 |
| 01020 - Administrative Assistant | | 21.55 |
| 01040 - Court Reporter | | 17.62 |
| 01051 - Data Entry Operator I | | 11.40 |
| 01052 - Data Entry Operator II | | 12.65 |
| 01060 - Dispatcher, Motor Vehicle | | 16.31 |
| 01070 - Document Preparation Clerk | | 13.07 |
| 01090 - Duplicating Machine Operator | | 13.07 |
| 01111 - General Clerk I | | 12.66 |
| 01112 - General Clerk II | | 14.68 |
| 01113 - General Clerk III | | 16.47 |
| 01120 - Housing Referral Assistant | | 20.66 |
| 01141 - Messenger Courier | | 10.55 |
| 01191 - Order Clerk I | | 11.40 |
| 01192 - Order Clerk II | | 14.84 |
| 01261 - Personnel Assistant (Employment) I | | 15.29 |
| 01262 - Personnel Assistant (Employment) II | | 17.62 |
| 01263 - Personnel Assistant (Employment) III | | 18.39 |
| 01270 - Production Control Clerk | | 21.16 |
| 01280 - Receptionist | | 13.07 |
| 01290 - Rental Clerk | | 15.62 |
| 01300 - Scheduler, Maintenance | | 15.89 |
| 01311 - Secretary I | | 16.56 |
| 01312 - Secretary II | | 18.52 |
| 01313 - Secretary III | | 20.66 |
| 01320 - Service Order Dispatcher | | 14.55 |
| 01410 - Supply Technician | | 21.55 |
| 01420 - Survey Worker | | 17.16 |
| 01531 - Travel Clerk I | | 12.01 |
| 01532 - Travel Clerk II | | 12.88 |
| 01533 - Travel Clerk III | | 13.80 |
| 01611 - Word Processor I | | 13.07 |
| 01612 - Word Processor II | | 15.62 |
| 01613 - Word Processor III | | 17.62 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.92 |
| 05010 - Automotive Electrician | | 17.89 |
| 05040 - Automotive Glass Installer | | 17.17 |
| 05070 - Automotive Worker | | 17.17 |
| 05110 - Mobile Equipment Servicer | | 15.68 |
| 05130 - Motor Equipment Metal Mechanic | | 18.81 |
| 05160 - Motor Equipment Metal Worker | | 17.17 |
| 05190 - Motor Vehicle Mechanic | | 18.32 |
| 05220 - Motor Vehicle Mechanic Helper | | 16.42 |
| 05250 - Motor Vehicle Upholstery Worker | | 16.42 |

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| 05280 - Motor Vehicle wrecker | 17.17 |
| 05310 - Painter, Automotive | 17.89 |
| 05340 - Radiator Repair Specialist | 17.17 |
| 05370 - Tire Repairer | 13.29 |
| 05400 - Transmission Repair Specialist | 18.52 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.53 |
| 07041 - Cook I | 11.72 |
| 07042 - Cook II | 13.11 |
| 07070 - Dishwasher | 8.89 |
| 07130 - Food Service Worker | 9.23 |
| 07210 - Meat Cutter | 14.73 |
| 07260 - Waiter/Waitress | 9.47 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.27 |
| 09040 - Furniture Handler | 13.45 |
| 09080 - Furniture Refinisher | 17.27 |
| 09090 - Furniture Refinisher Helper | 14.41 |
| 09110 - Furniture Repairer, Minor | 15.85 |
| 09130 - Upholsterer | 17.27 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.58 |
| 11060 - Elevator Operator | 10.50 |
| 11090 - Gardener | 14.61 |
| 11122 - Housekeeping Aide | 11.55 |
| 11150 - Janitor | 10.50 |
| 11210 - Laborer, Grounds Maintenance | 12.25 |
| 11240 - Maid or Houseman | 8.97 |
| 11260 - Pruner | 11.39 |
| 11270 - Tractor Operator | 13.98 |
| 11330 - Trail Maintenance Worker | 12.25 |
| 11360 - Window Cleaner | 11.14 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.02 |
| 12011 - Breath Alcohol Technician | 17.12 |
| 12012 - Certified Occupational Therapist Assistant | 19.82 |
| 12015 - Certified Physical Therapist Assistant | 18.94 |
| 12020 - Dental Assistant | 12.75 |
| 12025 - Dental Hygienist | 26.80 |
| 12030 - EKG Technician | 23.66 |
| 12035 - Electroneurodiagnostic Technologist | 23.66 |
| 12040 - Emergency Medical Technician | 13.02 |
| 12071 - Licensed Practical Nurse I | 16.54 |
| 12072 - Licensed Practical Nurse II | 18.50 |
| 12073 - Licensed Practical Nurse III | 20.63 |
| 12100 - Medical Assistant | 13.05 |
| 12130 - Medical Laboratory Technician | 16.64 |
| 12160 - Medical Record Clerk | 13.01 |
| 12190 - Medical Record Technician | 14.62 |
| 12195 - Medical Transcriptionist | 15.74 |
| 12210 - Nuclear Medicine Technologist | 31.92 |
| 12221 - Nursing Assistant I | 9.95 |
| 12222 - Nursing Assistant II | 11.19 |
| 12223 - Nursing Assistant III | 12.21 |
| 12224 - Nursing Assistant IV | 13.70 |
| 12235 - Optical Dispenser | 13.04 |
| 12236 - Optical Technician | 13.64 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.97 |
| 12305 - Radiologic Technologist | 25.47 |
| 12311 - Registered Nurse I | 23.70 |
| 12312 - Registered Nurse II | 28.99 |
| 12313 - Registered Nurse II, Specialist | 28.99 |

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| 12314 - Registered Nurse III | 35.07 |
| 12315 - Registered Nurse III, Anesthetist | 35.07 |
| 12316 - Registered Nurse IV | 42.03 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.20 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.85 |
| 13012 - Exhibits Specialist II | 23.36 |
| 13013 - Exhibits Specialist III | 28.57 |
| 13041 - Illustrator I | 18.85 |
| 13042 - Illustrator II | 23.36 |
| 13043 - Illustrator III | 28.57 |
| 13047 - Librarian | 25.86 |
| 13050 - Library Aide/Clerk | 10.26 |
| 13054 - Library Information Technology Systems Administrator | 23.36 |
| 13058 - Library Technician | 15.58 |
| 13061 - Media Specialist I | 16.85 |
| 13062 - Media Specialist II | 18.85 |
| 13063 - Media Specialist III | 21.02 |
| 13071 - Photographer I | 14.38 |
| 13072 - Photographer II | 16.07 |
| 13073 - Photographer III | 17.47 |
| 13074 - Photographer IV | 24.37 |
| 13075 - Photographer V | 29.49 |
| 13110 - Video Teleconference Technician | 16.85 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.31 |
| 14042 - Computer Operator II | 17.13 |
| 14043 - Computer Operator III | 19.14 |
| 14044 - Computer Operator IV | 21.23 |
| 14045 - Computer Operator V | 23.67 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 15.31 |
| 14160 - Personal Computer Support Technician | 21.23 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.73 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.34 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 38.76 |
| 15050 - Computer Based Training Specialist / Instructor | 26.73 |
| 15060 - Educational Technologist | 27.44 |
| 15070 - Flight Instructor (Pilot) | 38.76 |
| 15080 - Graphic Artist | 20.04 |
| 15090 - Technical Instructor | 18.68 |
| 15095 - Technical Instructor/Course Developer | 22.85 |
| 15110 - Test Proctor | 16.16 |
| 15120 - Tutor | 16.16 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.39 |
| 16030 - Counter Attendant | 9.39 |
| 16040 - Dry Cleaner | 12.07 |
| 16070 - Finisher, Flatwork, Machine | 9.39 |
| 16090 - Presser, Hand | 9.39 |
| 16110 - Presser, Machine, Drycleaning | 9.39 |
| 16130 - Presser, Machine, Shirts | 9.39 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.39 |
| 16190 - Sewing Machine Operator | 12.84 |
| 16220 - Tailor | 13.56 |

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| 16250 - Washer, Machine | 10.27 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.26 |
| 19040 - Tool And Die Maker | 20.38 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.23 |
| 21030 - Material Coordinator | 21.16 |
| 21040 - Material Expediter | 21.16 |
| 21050 - Material Handling Laborer | 13.69 |
| 21071 - Order Filler | 14.10 |
| 21080 - Production Line Worker (Food Processing) | 15.23 |
| 21110 - Shipping Packer | 15.54 |
| 21130 - Shipping/Receiving Clerk | 15.54 |
| 21140 - Store Worker I | 12.55 |
| 21150 - Stock Clerk | 15.71 |
| 21210 - Tools And Parts Attendant | 15.23 |
| 21410 - Warehouse Specialist | 15.23 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.26 |
| 23021 - Aircraft Mechanic I | 22.25 |
| 23022 - Aircraft Mechanic II | 24.26 |
| 23023 - Aircraft Mechanic III | 25.37 |
| 23040 - Aircraft Mechanic Helper | 16.94 |
| 23050 - Aircraft, Painter | 21.19 |
| 23060 - Aircraft Servicer | 19.07 |
| 23080 - Aircraft Worker | 20.12 |
| 23110 - Appliance Mechanic | 16.51 |
| 23120 - Bicycle Repairer | 13.29 |
| 23125 - Cable Splicer | 28.86 |
| 23130 - Carpenter, Maintenance | 19.72 |
| 23140 - Carpet Layer | 14.87 |
| 23160 - Electrician, Maintenance | 21.70 |
| 23181 - Electronics Technician Maintenance I | 21.08 |
| 23182 - Electronics Technician Maintenance II | 22.20 |
| 23183 - Electronics Technician Maintenance III | 23.28 |
| 23260 - Fabric Worker | 18.69 |
| 23290 - Fire Alarm System Mechanic | 20.23 |
| 23310 - Fire Extinguisher Repairer | 17.17 |
| 23311 - Fuel Distribution System Mechanic | 21.20 |
| 23312 - Fuel Distribution System Operator | 17.17 |
| 23370 - General Maintenance Worker | 18.17 |
| 23380 - Ground Support Equipment Mechanic | 22.25 |
| 23381 - Ground Support Equipment Servicer | 19.07 |
| 23382 - Ground Support Equipment Worker | 20.12 |
| 23391 - Gunsmith I | 17.17 |
| 23392 - Gunsmith II | 19.20 |
| 23393 - Gunsmith III | 21.20 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.12 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.12 |
| 23430 - Heavy Equipment Mechanic | 19.96 |
| 23440 - Heavy Equipment Operator | 19.91 |
| 23460 - Instrument Mechanic | 21.20 |
| 23465 - Laboratory/Shelter Mechanic | 20.21 |
| 23470 - Laborer | 13.50 |
| 23510 - Locksmith | 20.21 |
| 23530 - Machinery Maintenance Mechanic | 23.31 |
| 23550 - Machinist, Maintenance | 20.08 |
| 23580 - Maintenance Trades Helper | 16.15 |
| 23591 - Metrology Technician I | 21.20 |
| 23592 - Metrology Technician II | 22.21 |
| 23593 - Metrology Technician III | 23.22 |

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| 23640 - Millwright | 21.20 |
| 23710 - Office Appliance Repairer | 21.79 |
| 23760 - Painter, Maintenance | 17.27 |
| 23790 - Pipefitter, Maintenance | 21.51 |
| 23810 - Plumber, Maintenance | 19.79 |
| 23820 - Pneudraulic Systems Mechanic | 21.20 |
| 23850 - Rigger | 21.20 |
| 23870 - Scale Mechanic | 19.20 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.79 |
| 23910 - Small Engine Mechanic | 18.23 |
| 23931 - Telecommunications Mechanic I | 23.94 |
| 23932 - Telecommunications Mechanic II | 25.07 |
| 23950 - Telephone Lineman | 26.78 |
| 23960 - Welder, Combination, Maintenance | 19.96 |
| 23965 - Well Driller | 20.23 |
| 23970 - Woodcraft Worker | 21.20 |
| 23980 - Woodworker | 16.79 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.08 |
| 24580 - Child Care Center Clerk | 13.81 |
| 24610 - Chore Aide | 10.37 |
| 24620 - Family Readiness And Support Services Coordinator | 13.77 |
| 24630 - Homemaker | 15.36 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.90 |
| 25040 - Sewage Plant Operator | 21.25 |
| 25070 - Stationary Engineer | 21.90 |
| 25190 - Ventilation Equipment Tender | 16.21 |
| 25210 - Water Treatment Plant Operator | 21.25 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.19 |
| 27007 - Baggage Inspector | 10.78 |
| 27008 - Corrections Officer | 23.51 |
| 27010 - Court Security Officer | 23.51 |
| 27030 - Detection Dog Handler | 12.06 |
| 27040 - Detention Officer | 23.51 |
| 27070 - Firefighter | 20.82 |
| 27101 - Guard I | 10.74 |
| 27102 - Guard II | 12.06 |
| 27131 - Police Officer I | 26.33 |
| 27132 - Police Officer II | 29.60 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.57 |
| 28042 - Carnival Equipment Repairer | 12.13 |
| 28043 - Carnival Equipment Worker | 9.41 |
| 28210 - Gate Attendant/Gate Tender | 13.18 |
| 28310 - Lifeguard | 11.87 |
| 28350 - Park Attendant (Aide) | 14.74 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |
| 28515 - Recreation Specialist | 16.90 |
| 28630 - Sports Official | 11.74 |
| 28690 - Swimming Pool Operator | 19.88 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.22 |
| 29020 - Hatch Tender | 18.22 |
| 29030 - Line Handler | 18.22 |
| 29041 - Stevedore I | 17.27 |
| 29042 - Stevedore II | 19.19 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |

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| 30021 - Archeological Technician I | 17.78 |
| 30022 - Archeological Technician II | 19.91 |
| 30023 - Archeological Technician III | 25.33 |
| 30030 - Cartographic Technician | 27.18 |
| 30040 - Civil Engineering Technician | 24.90 |
| 30061 - Drafter/CAD Operator I | 19.61 |
| 30062 - Drafter/CAD Operator II | 21.93 |
| 30063 - Drafter/CAD Operator III | 24.46 |
| 30064 - Drafter/CAD Operator IV | 30.09 |
| 30081 - Engineering Technician I | 16.63 |
| 30082 - Engineering Technician II | 18.68 |
| 30083 - Engineering Technician III | 20.76 |
| 30084 - Engineering Technician IV | 25.91 |
| 30085 - Engineering Technician V | 33.77 |
| 30086 - Engineering Technician VI | 39.86 |
| 30090 - Environmental Technician | 26.50 |
| 30210 - Laboratory Technician | 18.51 |
| 30240 - Mathematical Technician | 27.18 |
| 30361 - Paralegal/Legal Assistant I | 19.18 |
| 30362 - Paralegal/Legal Assistant II | 23.77 |
| 30363 - Paralegal/Legal Assistant III | 29.08 |
| 30364 - Paralegal/Legal Assistant IV | 35.18 |
| 30390 - Photo-Optics Technician | 27.18 |
| 30461 - Technical Writer I | 22.76 |
| 30462 - Technical Writer II | 27.84 |
| 30463 - Technical Writer III | 33.68 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 24.46 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 27.18 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.26 |
| 31030 - Bus Driver | 15.40 |
| 31043 - Driver Courier | 13.67 |
| 31260 - Parking and Lot Attendant | 9.86 |
| 31290 - Shuttle Bus Driver | 14.53 |
| 31310 - Taxi Driver | 11.09 |
| 31361 - Truckdriver, Light | 14.53 |
| 31362 - Truckdriver, Medium | 15.68 |
| 31363 - Truckdriver, Heavy | 18.87 |
| 31364 - Truckdriver, Tractor-Trailer | 18.87 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.99 |
| 99050 - Desk Clerk | 11.08 |
| 99095 - Embalmer | 26.11 |
| 99251 - Laboratory Animal Caretaker I | 13.48 |
| 99252 - Laboratory Animal Caretaker II | 14.16 |
| 99310 - Mortician | 29.78 |
| 99410 - Pest Controller | 17.46 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.43 |
| 99711 - Recycling Specialist | 16.47 |
| 99730 - Refuse Collector | 13.41 |
| 99810 - Sales Clerk | 11.61 |
| 99820 - School Crossing Guard | 11.71 |
| 99830 - Survey Party Chief | 19.39 |
| 99831 - Surveying Aide | 12.63 |
| 99832 - Surveying Technician | 17.30 |
| 99840 - Vending Machine Attendant | 15.83 |

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| 99841 - Vending Machine Repairer | 18.18 |
| 99842 - Vending Machine Repairer Helper | 15.83 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to

ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2461
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Puerto Rico

Area: Puerto Rico Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 9.72 |
| 01012 - Accounting Clerk II | | 11.73 |
| 01013 - Accounting Clerk III | | 14.27 |
| 01020 - Administrative Assistant | | 13.07 |
| 01040 - Court Reporter | | 13.69 |
| 01051 - Data Entry Operator I | | 8.71 |
| 01052 - Data Entry Operator II | | 9.96 |
| 01060 - Dispatcher, Motor Vehicle | | 10.80 |
| 01070 - Document Preparation Clerk | | 10.32 |
| 01090 - Duplicating Machine Operator | | 10.32 |
| 01111 - General Clerk I | | 8.99 |
| 01112 - General Clerk II | | 9.81 |
| 01113 - General Clerk III | | 11.29 |
| 01120 - Housing Referral Assistant | | 13.48 |
| 01141 - Messenger Courier | | 8.26 |
| 01191 - Order Clerk I | | 9.94 |
| 01192 - Order Clerk II | | 10.85 |
| 01261 - Personnel Assistant (Employment) I | | 10.82 |
| 01262 - Personnel Assistant (Employment) II | | 12.10 |
| 01263 - Personnel Assistant (Employment) III | | 13.50 |
| 01270 - Production Control Clerk | | 14.78 |
| 01280 - Receptionist | | 7.99 |
| 01290 - Rental Clerk | | 8.04 |
| 01300 - Scheduler, Maintenance | | 9.05 |
| 01311 - Secretary I | | 9.05 |
| 01312 - Secretary II | | 10.34 |

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| 01313 - Secretary III | 13.48 |
| 01320 - Service Order Dispatcher | 10.23 |
| 01410 - Supply Technician | 13.32 |
| 01420 - Survey Worker | 9.33 |
| 01531 - Travel Clerk I | 11.37 |
| 01532 - Travel Clerk II | 12.51 |
| 01533 - Travel Clerk III | 13.79 |
| 01611 - Word Processor I | 9.84 |
| 01612 - Word Processor II | 11.05 |
| 01613 - Word Processor III | 12.36 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 13.01 |
| 05010 - Automotive Electrician | 12.45 |
| 05040 - Automotive Glass Installer | 11.87 |
| 05070 - Automotive Worker | 11.87 |
| 05110 - Mobile Equipment Servicer | 10.74 |
| 05130 - Motor Equipment Metal Mechanic | 13.01 |
| 05160 - Motor Equipment Metal Worker | 11.87 |
| 05190 - Motor Vehicle Mechanic | 13.01 |
| 05220 - Motor Vehicle Mechanic Helper | 10.14 |
| 05250 - Motor Vehicle Upholstery Worker | 11.63 |
| 05280 - Motor Vehicle Wrecker | 11.87 |
| 05310 - Painter, Automotive | 13.70 |
| 05340 - Radiator Repair Specialist | 11.87 |
| 05370 - Tire Repairer | 9.43 |
| 05400 - Transmission Repair Specialist | 13.01 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 8.02 |
| 07041 - Cook I | 7.31 |
| 07042 - Cook II | 8.02 |
| 07070 - Dishwasher | 7.25 |
| 07130 - Food Service Worker | 7.58 |
| 07210 - Meat Cutter | 8.20 |
| 07260 - Waiter/Waitress | 7.25 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 12.45 |
| 09040 - Furniture Handler | 8.60 |
| 09080 - Furniture Refinisher | 12.45 |
| 09090 - Furniture Refinisher Helper | 10.14 |
| 09110 - Furniture Repairer, Minor | 11.67 |
| 09130 - Upholsterer | 12.45 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 7.98 |
| 11060 - Elevator Operator | 7.79 |
| 11090 - Gardener | 7.79 |
| 11122 - Housekeeping Aide | 7.79 |
| 11150 - Janitor | 7.79 |
| 11210 - Laborer, Grounds Maintenance | 7.67 |
| 11240 - Maid or Houseman | 7.25 |
| 11260 - Pruner | 9.75 |
| 11270 - Tractor Operator | 9.15 |
| 11330 - Trail Maintenance Worker | 7.67 |
| 11360 - Window Cleaner | 8.30 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 10.93 |
| 12011 - Breath Alcohol Technician | 10.07 |
| 12012 - Certified Occupational Therapist Assistant | 12.56 |
| 12015 - Certified Physical Therapist Assistant | 9.05 |
| 12020 - Dental Assistant | 10.93 |
| 12025 - Dental Hygienist | 16.11 |
| 12030 - EKG Technician | 11.22 |
| 12035 - Electroneurodiagnostic Technologist | 11.22 |
| 12040 - Emergency Medical Technician | 10.93 |

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| 12071 - Licensed Practical Nurse I | 9.07 |
| 12072 - Licensed Practical Nurse II | 10.14 |
| 12073 - Licensed Practical Nurse III | 11.93 |
| 12100 - Medical Assistant | 11.83 |
| 12130 - Medical Laboratory Technician | 10.75 |
| 12160 - Medical Record Clerk | 10.61 |
| 12190 - Medical Record Technician | 14.10 |
| 12195 - Medical Transcriptionist | 10.82 |
| 12210 - Nuclear Medicine Technologist | 16.93 |
| 12221 - Nursing Assistant I | 7.86 |
| 12222 - Nursing Assistant II | 8.84 |
| 12223 - Nursing Assistant III | 9.64 |
| 12224 - Nursing Assistant IV | 10.82 |
| 12235 - Optical Dispenser | 10.16 |
| 12236 - Optical Technician | 10.16 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 10.82 |
| 12305 - Radiologic Technologist | 11.81 |
| 12311 - Registered Nurse I | 13.59 |
| 12312 - Registered Nurse II | 16.62 |
| 12313 - Registered Nurse II, Specialist | 16.62 |
| 12314 - Registered Nurse III | 20.11 |
| 12315 - Registered Nurse III, Anesthetist | 20.11 |
| 12316 - Registered Nurse IV | 24.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 12.57 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 12.32 |
| 13012 - Exhibits Specialist II | 14.97 |
| 13013 - Exhibits Specialist III | 18.31 |
| 13041 - Illustrator I | 13.55 |
| 13042 - Illustrator II | 15.85 |
| 13043 - Illustrator III | 19.07 |
| 13047 - Librarian | 16.59 |
| 13050 - Library Aide/Clerk | 9.78 |
| 13054 - Library Information Technology Systems Administrator | 13.61 |
| 13058 - Library Technician | 10.27 |
| 13061 - Media Specialist I | 10.97 |
| 13062 - Media Specialist II | 12.28 |
| 13063 - Media Specialist III | 13.69 |
| 13071 - Photographer I | 13.83 |
| 13072 - Photographer II | 15.67 |
| 13073 - Photographer III | 17.78 |
| 13074 - Photographer IV | 23.75 |
| 13075 - Photographer V | 27.73 |
| 13110 - Video Teleconference Technician | 11.25 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 10.09 |
| 14042 - Computer Operator II | 11.29 |
| 14043 - Computer Operator III | 13.95 |
| 14044 - Computer Operator IV | 18.82 |
| 14045 - Computer Operator V | 20.84 |
| 14071 - Computer Programmer I | 16.35 |
| 14072 - Computer Programmer II | 20.85 |
| 14073 - Computer Programmer III | 24.85 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 23.61 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 10.09 |
| 14160 - Personal Computer Support Technician | 19.66 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.61 |

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| 15020 - Aircrew Training Devices Instructor (Rated) | 28.56 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 34.23 |
| 15050 - Computer Based Training Specialist / Instructor | 24.52 |
| 15060 - Educational Technologist | 22.64 |
| 15070 - Flight Instructor (Pilot) | 34.23 |
| 15080 - Graphic Artist | 16.96 |
| 15090 - Technical Instructor | 14.07 |
| 15095 - Technical Instructor/Course Developer | 19.06 |
| 15110 - Test Proctor | 11.36 |
| 15120 - Tutor | 11.36 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.81 |
| 16030 - Counter Attendant | 8.81 |
| 16040 - Dry Cleaner | 9.70 |
| 16070 - Finisher, Flatwork, Machine | 8.81 |
| 16090 - Presser, Hand | 8.81 |
| 16110 - Presser, Machine, Drycleaning | 8.81 |
| 16130 - Presser, Machine, Shirts | 8.81 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.81 |
| 16190 - Sewing Machine Operator | 10.01 |
| 16220 - Tailor | 10.29 |
| 16250 - Washer, Machine | 9.11 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 11.73 |
| 19040 - Tool And Die Maker | 13.49 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 9.66 |
| 21030 - Material Coordinator | 14.78 |
| 21040 - Material Expediter | 14.78 |
| 21050 - Material Handling Laborer | 8.81 |
| 21071 - Order Filler | 8.26 |
| 21080 - Production Line Worker (Food Processing) | 9.66 |
| 21110 - Shipping Packer | 10.31 |
| 21130 - Shipping/Receiving Clerk | 10.31 |
| 21140 - Store Worker I | 8.05 |
| 21150 - Stock Clerk | 10.92 |
| 21210 - Tools And Parts Attendant | 9.66 |
| 21410 - Warehouse Specialist | 9.66 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.62 |
| 23021 - Aircraft Mechanic I | 25.33 |
| 23022 - Aircraft Mechanic II | 26.62 |
| 23023 - Aircraft Mechanic III | 27.73 |
| 23040 - Aircraft Mechanic Helper | 19.67 |
| 23050 - Aircraft, Painter | 19.10 |
| 23060 - Aircraft Servicer | 22.57 |
| 23080 - Aircraft Worker | 23.04 |
| 23110 - Appliance Mechanic | 14.17 |
| 23120 - Bicycle Repairer | 9.43 |
| 23125 - Cable Splicer | 16.87 |
| 23130 - Carpenter, Maintenance | 12.45 |
| 23140 - Carpet Layer | 12.30 |
| 23160 - Electrician, Maintenance | 11.94 |
| 23181 - Electronics Technician Maintenance I | 13.28 |
| 23182 - Electronics Technician Maintenance II | 14.32 |
| 23183 - Electronics Technician Maintenance III | 15.03 |
| 23260 - Fabric Worker | 12.56 |
| 23290 - Fire Alarm System Mechanic | 13.66 |
| 23310 - Fire Extinguisher Repairer | 12.03 |
| 23311 - Fuel Distribution System Mechanic | 14.78 |
| 23312 - Fuel Distribution System Operator | 12.12 |
| 23370 - General Maintenance Worker | 11.88 |
| 23380 - Ground Support Equipment Mechanic | 25.33 |

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| 23381 - Ground Support Equipment Servicer | 22.57 |
| 23382 - Ground Support Equipment Worker | 23.04 |
| 23391 - Gunsmith I | 11.08 |
| 23392 - Gunsmith II | 12.30 |
| 23393 - Gunsmith III | 13.66 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 13.01 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 13.66 |
| 23430 - Heavy Equipment Mechanic | 13.01 |
| 23440 - Heavy Equipment Operator | 13.01 |
| 23460 - Instrument Mechanic | 16.42 |
| 23465 - Laboratory/Shelter Mechanic | 13.00 |
| 23470 - Laborer | 8.81 |
| 23510 - Locksmith | 11.48 |
| 23530 - Machinery Maintenance Mechanic | 14.62 |
| 23550 - Machinist, Maintenance | 12.56 |
| 23580 - Maintenance Trades Helper | 9.63 |
| 23591 - Metrology Technician I | 16.42 |
| 23592 - Metrology Technician II | 17.26 |
| 23593 - Metrology Technician III | 17.98 |
| 23640 - Millwright | 18.02 |
| 23710 - Office Appliance Repairer | 12.34 |
| 23760 - Painter, Maintenance | 12.45 |
| 23790 - Pipefitter, Maintenance | 13.01 |
| 23810 - Plumber, Maintenance | 12.45 |
| 23820 - Pneudraulic Systems Mechanic | 13.66 |
| 23850 - Rigger | 14.18 |
| 23870 - Scale Mechanic | 13.35 |
| 23890 - Sheet-Metal Worker, Maintenance | 13.01 |
| 23910 - Small Engine Mechanic | 12.58 |
| 23931 - Telecommunications Mechanic I | 16.40 |
| 23932 - Telecommunications Mechanic II | 17.14 |
| 23950 - Telephone Lineman | 16.14 |
| 23960 - Welder, Combination, Maintenance | 13.01 |
| 23965 - Well Driller | 13.07 |
| 23970 - Woodcraft Worker | 13.66 |
| 23980 - Woodworker | 10.74 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.86 |
| 24580 - Child Care Center Clerk | 10.61 |
| 24610 - Chore Aide | 7.25 |
| 24620 - Family Readiness And Support Services Coordinator | 10.24 |
| 24630 - Homemaker | 11.83 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.26 |
| 25040 - Sewage Plant Operator | 13.50 |
| 25070 - Stationary Engineer | 17.26 |
| 25190 - Ventilation Equipment Tender | 10.95 |
| 25210 - Water Treatment Plant Operator | 12.56 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 8.47 |
| 27007 - Baggage Inspector | 7.62 |
| 27008 - Corrections Officer | 11.65 |
| 27010 - Court Security Officer | 11.89 |
| 27030 - Detection Dog Handler | 8.52 |
| 27040 - Detention Officer | 11.65 |
| 27070 - Firefighter | 11.12 |
| 27101 - Guard I | 7.62 |
| 27102 - Guard II | 8.52 |
| 27131 - Police Officer I | 12.95 |
| 27132 - Police Officer II | 14.38 |

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| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 8.15 |
| 28042 - Carnival Equipment Repairer | 8.57 |
| 28043 - Carnival Equipment Worker | 7.63 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 10.54 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 8.86 |
| 28515 - Recreation Specialist | 13.00 |
| 28630 - Sports Official | 11.10 |
| 28690 - Swimming Pool Operator | 12.07 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 13.18 |
| 29020 - Hatch Tender | 13.18 |
| 29030 - Line Handler | 13.18 |
| 29041 - Stevedore I | 11.23 |
| 29042 - Stevedore II | 13.36 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 12.51 |
| 30022 - Archeological Technician II | 12.83 |
| 30023 - Archeological Technician III | 17.33 |
| 30030 - Cartographic Technician | 17.33 |
| 30040 - Civil Engineering Technician | 14.98 |
| 30061 - Drafter/CAD Operator I | 12.51 |
| 30062 - Drafter/CAD Operator II | 14.09 |
| 30063 - Drafter/CAD Operator III | 15.60 |
| 30064 - Drafter/CAD Operator IV | 19.20 |
| 30081 - Engineering Technician I | 13.01 |
| 30082 - Engineering Technician II | 14.62 |
| 30083 - Engineering Technician III | 16.34 |
| 30084 - Engineering Technician IV | 20.24 |
| 30085 - Engineering Technician V | 24.76 |
| 30086 - Engineering Technician VI | 30.37 |
| 30090 - Environmental Technician | 14.81 |
| 30210 - Laboratory Technician | 15.91 |
| 30240 - Mathematical Technician | 17.33 |
| 30361 - Paralegal/Legal Assistant I | 13.40 |
| 30362 - Paralegal/Legal Assistant II | 16.60 |
| 30363 - Paralegal/Legal Assistant III | 20.31 |
| 30364 - Paralegal/Legal Assistant IV | 24.57 |
| 30390 - Photo-Optics Technician | 18.24 |
| 30461 - Technical Writer I | 17.95 |
| 30462 - Technical Writer II | 21.69 |
| 30463 - Technical Writer III | 25.29 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 15.60 |
| 30621 - Weather Observer, Senior (see 2) | 17.33 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 7.72 |
| 31030 - Bus Driver | 10.47 |
| 31043 - Driver Courier | 7.44 |
| 31260 - Parking and Lot Attendant | 7.25 |
| 31290 - Shuttle Bus Driver | 8.04 |
| 31310 - Taxi Driver | 9.08 |
| 31361 - Truckdriver, Light | 8.04 |

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|---|-------|
| 31362 - Truckdriver, Medium | 9.96 |
| 31363 - Truckdriver, Heavy | 10.57 |
| 31364 - Truckdriver, Tractor-Trailer | 10.57 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.25 |
| 99050 - Desk Clerk | 7.68 |
| 99095 - Embalmer | 21.06 |
| 99251 - Laboratory Animal Caretaker I | 8.45 |
| 99252 - Laboratory Animal Caretaker II | 8.37 |
| 99310 - Mortician | 21.06 |
| 99410 - Pest Controller | 10.20 |
| 99510 - Photofinishing Worker | 10.85 |
| 99710 - Recycling Laborer | 8.72 |
| 99711 - Recycling Specialist | 10.40 |
| 99730 - Refuse Collector | 7.88 |
| 99810 - Sales Clerk | 8.09 |
| 99820 - School Crossing Guard | 13.81 |
| 99830 - Survey Party Chief | 11.06 |
| 99831 - Surveying Aide | 9.24 |
| 99832 - Surveying Technician | 10.06 |
| 99840 - Vending Machine Attendant | 9.21 |
| 99841 - Vending Machine Repairer | 10.22 |
| 99842 - Vending Machine Repairer Helper | 10.04 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 3 weeks paid vacation after 1 year of service with a contractor or successor; 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

State: Puerto Rico

Area: Puerto Rico Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 9.72 |
| 01012 - Accounting Clerk II | | 11.73 |
| 01013 - Accounting Clerk III | | 14.27 |
| 01020 - Administrative Assistant | | 13.07 |
| 01040 - Court Reporter | | 13.69 |
| 01051 - Data Entry Operator I | | 8.71 |
| 01052 - Data Entry Operator II | | 9.96 |
| 01060 - Dispatcher, Motor Vehicle | | 10.80 |
| 01070 - Document Preparation Clerk | | 10.32 |
| 01090 - Duplicating Machine Operator | | 10.32 |
| 01111 - General Clerk I | | 8.99 |
| 01112 - General Clerk II | | 9.81 |
| 01113 - General Clerk III | | 11.29 |
| 01120 - Housing Referral Assistant | | 13.48 |
| 01141 - Messenger Courier | | 8.26 |
| 01191 - Order Clerk I | | 9.94 |
| 01192 - Order Clerk II | | 10.85 |
| 01261 - Personnel Assistant (Employment) I | | 10.82 |
| 01262 - Personnel Assistant (Employment) II | | 12.10 |
| 01263 - Personnel Assistant (Employment) III | | 13.50 |
| 01270 - Production Control Clerk | | 14.78 |
| 01280 - Receptionist | | 7.99 |
| 01290 - Rental Clerk | | 8.04 |
| 01300 - Scheduler, Maintenance | | 9.05 |
| 01311 - Secretary I | | 9.05 |
| 01312 - Secretary II | | 10.34 |
| 01313 - Secretary III | | 13.48 |
| 01320 - Service Order Dispatcher | | 10.23 |
| 01410 - Supply Technician | | 13.32 |
| 01420 - Survey Worker | | 9.33 |
| 01531 - Travel Clerk I | | 11.37 |
| 01532 - Travel Clerk II | | 12.51 |
| 01533 - Travel Clerk III | | 13.79 |
| 01611 - Word Processor I | | 9.84 |
| 01612 - Word Processor II | | 11.05 |
| 01613 - Word Processor III | | 12.36 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 13.01 |
| 05010 - Automotive Electrician | | 12.45 |
| 05040 - Automotive Glass Installer | | 11.87 |
| 05070 - Automotive Worker | | 11.87 |
| 05110 - Mobile Equipment Servicer | | 10.74 |
| 05130 - Motor Equipment Metal Mechanic | | 13.01 |
| 05160 - Motor Equipment Metal Worker | | 11.87 |
| 05190 - Motor Vehicle Mechanic | | 13.01 |
| 05220 - Motor Vehicle Mechanic Helper | | 10.14 |
| 05250 - Motor Vehicle Upholstery Worker | | 11.63 |
| 05280 - Motor Vehicle Wrecker | | 11.87 |
| 05310 - Painter, Automotive | | 13.70 |
| 05340 - Radiator Repair Specialist | | 11.87 |

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|--|-------|
| 05370 - Tire Repairer | 9.43 |
| 05400 - Transmission Repair Specialist | 13.01 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 8.02 |
| 07041 - Cook I | 7.31 |
| 07042 - Cook II | 8.02 |
| 07070 - Dishwasher | 7.25 |
| 07130 - Food Service Worker | 7.58 |
| 07210 - Meat Cutter | 8.20 |
| 07260 - Waiter/Waitress | 7.25 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 12.45 |
| 09040 - Furniture Handler | 8.60 |
| 09080 - Furniture Refinisher | 12.45 |
| 09090 - Furniture Refinisher Helper | 10.14 |
| 09110 - Furniture Repairer, Minor | 11.67 |
| 09130 - Upholsterer | 12.45 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 7.98 |
| 11060 - Elevator Operator | 7.79 |
| 11090 - Gardener | 7.79 |
| 11122 - Housekeeping Aide | 7.79 |
| 11150 - Janitor | 7.79 |
| 11210 - Laborer, Grounds Maintenance | 7.67 |
| 11240 - Maid or Houseman | 7.25 |
| 11260 - Pruner | 9.75 |
| 11270 - Tractor Operator | 9.15 |
| 11330 - Trail Maintenance Worker | 7.67 |
| 11360 - Window Cleaner | 8.30 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 10.93 |
| 12011 - Breath Alcohol Technician | 10.07 |
| 12012 - Certified Occupational Therapist Assistant | 12.56 |
| 12015 - Certified Physical Therapist Assistant | 9.05 |
| 12020 - Dental Assistant | 10.93 |
| 12025 - Dental Hygienist | 16.11 |
| 12030 - EKG Technician | 11.22 |
| 12035 - Electroneurodiagnostic Technologist | 11.22 |
| 12040 - Emergency Medical Technician | 10.93 |
| 12071 - Licensed Practical Nurse I | 9.07 |
| 12072 - Licensed Practical Nurse II | 10.14 |
| 12073 - Licensed Practical Nurse III | 11.93 |
| 12100 - Medical Assistant | 11.83 |
| 12130 - Medical Laboratory Technician | 10.75 |
| 12160 - Medical Record Clerk | 10.61 |
| 12190 - Medical Record Technician | 14.10 |
| 12195 - Medical Transcriptionist | 10.82 |
| 12210 - Nuclear Medicine Technologist | 16.93 |
| 12221 - Nursing Assistant I | 7.86 |
| 12222 - Nursing Assistant II | 8.84 |
| 12223 - Nursing Assistant III | 9.64 |
| 12224 - Nursing Assistant IV | 10.82 |
| 12235 - Optical Dispenser | 10.16 |
| 12236 - Optical Technician | 10.16 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 10.82 |
| 12305 - Radiologic Technologist | 11.81 |
| 12311 - Registered Nurse I | 13.59 |
| 12312 - Registered Nurse II | 16.62 |
| 12313 - Registered Nurse II, Specialist | 16.62 |
| 12314 - Registered Nurse III | 20.11 |
| 12315 - Registered Nurse III, Anesthetist | 20.11 |
| 12316 - Registered Nurse IV | 24.10 |

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|---|---------------|
| 12317 - Scheduler (Drug and Alcohol Testing) | 12.57 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 12.32 |
| 13012 - Exhibits Specialist II | 14.97 |
| 13013 - Exhibits Specialist III | 18.31 |
| 13041 - Illustrator I | 13.55 |
| 13042 - Illustrator II | 15.85 |
| 13043 - Illustrator III | 19.07 |
| 13047 - Librarian | 16.59 |
| 13050 - Library Aide/Clerk | 9.78 |
| 13054 - Library Information Technology Systems Administrator | 13.61 |
| 13058 - Library Technician | 10.27 |
| 13061 - Media Specialist I | 10.97 |
| 13062 - Media Specialist II | (see 1) 12.28 |
| 13063 - Media Specialist III | 13.69 |
| 13071 - Photographer I | 13.83 |
| 13072 - Photographer II | 15.67 |
| 13073 - Photographer III | 17.78 |
| 13074 - Photographer IV | 23.75 |
| 13075 - Photographer V | 27.73 |
| 13110 - Video Teleconference Technician | 11.25 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 10.09 |
| 14042 - Computer Operator II | 11.29 |
| 14043 - Computer Operator III | 13.95 |
| 14044 - Computer Operator IV | 18.82 |
| 14045 - Computer Operator V | 20.84 |
| 14071 - Computer Programmer I | 16.35 |
| 14072 - Computer Programmer II | 20.85 |
| 14073 - Computer Programmer III | 24.85 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 23.61 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 10.09 |
| 14160 - Personal Computer Support Technician | 19.66 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.61 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 28.56 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 34.23 |
| 15050 - Computer Based Training Specialist / Instructor | 24.52 |
| 15060 - Educational Technologist | 22.64 |
| 15070 - Flight Instructor (Pilot) | 34.23 |
| 15080 - Graphic Artist | 16.96 |
| 15090 - Technical Instructor | 14.07 |
| 15095 - Technical Instructor/Course Developer | 19.06 |
| 15110 - Test Proctor | 11.36 |
| 15120 - Tutor | 11.36 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.81 |
| 16030 - Counter Attendant | 8.81 |
| 16040 - Dry Cleaner | 9.70 |
| 16070 - Finisher, Flatwork, Machine | 8.81 |
| 16090 - Presser, Hand | 8.81 |
| 16110 - Presser, Machine, Drycleaning | 8.81 |
| 16130 - Presser, Machine, Shirts | 8.81 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.81 |
| 16190 - Sewing Machine Operator | 10.01 |
| 16220 - Tailor | 10.29 |
| 16250 - Washer, Machine | 9.11 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 11.73 |

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|---|-------|
| 19040 - Tool And Die Maker | 13.49 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 9.66 |
| 21030 - Material Coordinator | 14.78 |
| 21040 - Material Expediter | 14.78 |
| 21050 - Material Handling Laborer | 8.81 |
| 21071 - Order Filler | 8.26 |
| 21080 - Production Line Worker (Food Processing) | 9.66 |
| 21110 - Shipping Packer | 10.31 |
| 21130 - Shipping/Receiving Clerk | 10.31 |
| 21140 - Store Worker I | 8.05 |
| 21150 - Stock Clerk | 10.92 |
| 21210 - Tools And Parts Attendant | 9.66 |
| 21410 - Warehouse Specialist | 9.66 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.62 |
| 23021 - Aircraft Mechanic I | 25.33 |
| 23022 - Aircraft Mechanic II | 26.62 |
| 23023 - Aircraft Mechanic III | 27.73 |
| 23040 - Aircraft Mechanic Helper | 19.67 |
| 23050 - Aircraft, Painter | 19.10 |
| 23060 - Aircraft Servicer | 22.57 |
| 23080 - Aircraft Worker | 23.04 |
| 23110 - Appliance Mechanic | 14.17 |
| 23120 - Bicycle Repairer | 9.43 |
| 23125 - Cable Splicer | 16.87 |
| 23130 - Carpenter, Maintenance | 12.45 |
| 23140 - Carpet Layer | 12.30 |
| 23160 - Electrician, Maintenance | 11.94 |
| 23181 - Electronics Technician Maintenance I | 13.28 |
| 23182 - Electronics Technician Maintenance II | 14.32 |
| 23183 - Electronics Technician Maintenance III | 15.03 |
| 23260 - Fabric Worker | 12.56 |
| 23290 - Fire Alarm System Mechanic | 13.66 |
| 23310 - Fire Extinguisher Repairer | 12.03 |
| 23311 - Fuel Distribution System Mechanic | 14.78 |
| 23312 - Fuel Distribution System Operator | 12.12 |
| 23370 - General Maintenance Worker | 11.88 |
| 23380 - Ground Support Equipment Mechanic | 25.33 |
| 23381 - Ground Support Equipment Servicer | 22.57 |
| 23382 - Ground Support Equipment Worker | 23.04 |
| 23391 - Gunsmith I | 11.08 |
| 23392 - Gunsmith II | 12.30 |
| 23393 - Gunsmith III | 13.66 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 13.01 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 13.66 |
| 23430 - Heavy Equipment Mechanic | 13.01 |
| 23440 - Heavy Equipment Operator | 13.01 |
| 23460 - Instrument Mechanic | 16.42 |
| 23465 - Laboratory/Shelter Mechanic | 13.00 |
| 23470 - Laborer | 8.81 |
| 23510 - Locksmith | 11.48 |
| 23530 - Machinery Maintenance Mechanic | 14.62 |
| 23550 - Machinist, Maintenance | 12.56 |
| 23580 - Maintenance Trades Helper | 9.63 |
| 23591 - Metrology Technician I | 16.42 |
| 23592 - Metrology Technician II | 17.26 |
| 23593 - Metrology Technician III | 17.98 |
| 23640 - Millwright | 18.02 |
| 23710 - Office Appliance Repairer | 12.34 |
| 23760 - Painter, Maintenance | 12.45 |

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| 23790 - Pipefitter, Maintenance | 13.01 |
| 23810 - Plumber, Maintenance | 12.45 |
| 23820 - Pneudraulic Systems Mechanic | 13.66 |
| 23850 - Rigger | 14.18 |
| 23870 - Scale Mechanic | 13.35 |
| 23890 - Sheet-Metal Worker, Maintenance | 13.01 |
| 23910 - Small Engine Mechanic | 12.58 |
| 23931 - Telecommunications Mechanic I | 16.40 |
| 23932 - Telecommunications Mechanic II | 17.14 |
| 23950 - Telephone Lineman | 16.14 |
| 23960 - Welder, Combination, Maintenance | 13.01 |
| 23965 - Well Driller | 13.07 |
| 23970 - Woodcraft Worker | 13.66 |
| 23980 - Woodworker | 10.74 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.86 |
| 24580 - Child Care Center Clerk | 10.61 |
| 24610 - Chore Aide | 7.25 |
| 24620 - Family Readiness And Support Services Coordinator | 10.24 |
| 24630 - Homemaker | 11.83 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.26 |
| 25040 - Sewage Plant Operator | 13.50 |
| 25070 - Stationary Engineer | 17.26 |
| 25190 - Ventilation Equipment Tender | 10.95 |
| 25210 - Water Treatment Plant Operator | 12.56 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 8.47 |
| 27007 - Baggage Inspector | 7.62 |
| 27008 - Corrections Officer | 11.65 |
| 27010 - Court Security Officer | 11.89 |
| 27030 - Detection Dog Handler | 8.52 |
| 27040 - Detention Officer | 11.65 |
| 27070 - Firefighter | 11.12 |
| 27101 - Guard I | 7.62 |
| 27102 - Guard II | 8.52 |
| 27131 - Police Officer I | 12.95 |
| 27132 - Police Officer II | 14.38 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 8.15 |
| 28042 - Carnival Equipment Repairer | 8.57 |
| 28043 - Carnival Equipment Worker | 7.63 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 10.54 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 8.86 |
| 28515 - Recreation Specialist | 13.00 |
| 28630 - Sports Official | 11.10 |
| 28690 - Swimming Pool Operator | 12.07 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 13.18 |
| 29020 - Hatch Tender | 13.18 |
| 29030 - Line Handler | 13.18 |
| 29041 - Stevedore I | 11.23 |
| 29042 - Stevedore II | 13.36 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 12.51 |
| 30022 - Archeological Technician II | 12.83 |
| 30023 - Archeological Technician III | 17.33 |

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|---|---------------|
| 30030 - Cartographic Technician | 17.33 |
| 30040 - Civil Engineering Technician | 14.98 |
| 30061 - Drafter/CAD Operator I | 12.51 |
| 30062 - Drafter/CAD Operator II | 14.09 |
| 30063 - Drafter/CAD Operator III | 15.60 |
| 30064 - Drafter/CAD Operator IV | 19.20 |
| 30081 - Engineering Technician I | 13.01 |
| 30082 - Engineering Technician II | 14.62 |
| 30083 - Engineering Technician III | 16.34 |
| 30084 - Engineering Technician IV | 20.24 |
| 30085 - Engineering Technician V | 24.76 |
| 30086 - Engineering Technician VI | 30.37 |
| 30090 - Environmental Technician | 14.81 |
| 30210 - Laboratory Technician | 15.91 |
| 30240 - Mathematical Technician | 17.33 |
| 30361 - Paralegal/Legal Assistant I | 13.40 |
| 30362 - Paralegal/Legal Assistant II | 16.60 |
| 30363 - Paralegal/Legal Assistant III | 20.31 |
| 30364 - Paralegal/Legal Assistant IV | 24.57 |
| 30390 - Photo-Optics Technician | 18.24 |
| 30461 - Technical Writer I | 17.95 |
| 30462 - Technical Writer II | 21.69 |
| 30463 - Technical Writer III | 25.29 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 15.60 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 17.33 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 7.72 |
| 31030 - Bus Driver | 10.47 |
| 31043 - Driver Courier | 7.44 |
| 31260 - Parking and Lot Attendant | 7.25 |
| 31290 - Shuttle Bus Driver | 8.04 |
| 31310 - Taxi Driver | 9.08 |
| 31361 - Truckdriver, Light | 8.04 |
| 31362 - Truckdriver, Medium | 9.96 |
| 31363 - Truckdriver, Heavy | 10.57 |
| 31364 - Truckdriver, Tractor-Trailer | 10.57 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.25 |
| 99050 - Desk Clerk | 7.68 |
| 99095 - Embalmer | 21.06 |
| 99251 - Laboratory Animal Caretaker I | 8.45 |
| 99252 - Laboratory Animal Caretaker II | 8.37 |
| 99310 - Mortician | 21.06 |
| 99410 - Pest Controller | 10.20 |
| 99510 - Photofinishing Worker | 10.85 |
| 99710 - Recycling Laborer | 8.72 |
| 99711 - Recycling Specialist | 10.40 |
| 99730 - Refuse Collector | 7.88 |
| 99810 - Sales Clerk | 8.09 |
| 99820 - School Crossing Guard | 13.81 |
| 99830 - Survey Party Chief | 11.06 |
| 99831 - Surveying Aide | 9.24 |
| 99832 - Surveying Technician | 10.06 |
| 99840 - Vending Machine Attendant | 9.21 |
| 99841 - Vending Machine Repairer | 10.22 |
| 99842 - Vending Machine Repairer Helper | 10.04 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 3 weeks paid vacation after 1 year of service with a contractor or successor; 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials

which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2467
Revision No.: 14
Date Of Last Revision: 07/25/2014

This wage determination applies to the entire state of RHODE ISLAND Excluding the cities and towns in PROVIDENCE county listed below:

PROVIDENCE County: Burrillville, Central Falls, Cumberland, Lincoln, North Smithfield, Pawtucket, Smithfield, and Woonsocket

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.29 |
| 01012 - Accounting Clerk II | | 15.90 |
| 01013 - Accounting Clerk III | | 17.78 |
| 01020 - Administrative Assistant | | 21.42 |
| 01040 - Court Reporter | | 17.78 |
| 01051 - Data Entry Operator I | | 13.25 |
| 01052 - Data Entry Operator II | | 14.29 |
| 01060 - Dispatcher, Motor Vehicle | | 17.78 |
| 01070 - Document Preparation Clerk | | 14.28 |
| 01090 - Duplicating Machine Operator | | 14.28 |
| 01111 - General Clerk I | | 12.91 |
| 01112 - General Clerk II | | 14.08 |
| 01113 - General Clerk III | | 15.81 |
| 01120 - Housing Referral Assistant | | 20.18 |
| 01141 - Messenger Courier | | 13.97 |
| 01191 - Order Clerk I | | 13.09 |
| 01192 - Order Clerk II | | 14.70 |
| 01261 - Personnel Assistant (Employment) I | | 15.89 |
| 01262 - Personnel Assistant (Employment) II | | 17.78 |
| 01263 - Personnel Assistant (Employment) III | | 19.83 |
| 01270 - Production Control Clerk | | 19.90 |
| 01280 - Receptionist | | 14.29 |
| 01290 - Rental Clerk | | 12.87 |

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| 01300 - Scheduler, Maintenance | 16.18 |
| 01311 - Secretary I | 17.57 |
| 01312 - Secretary II | 19.65 |
| 01313 - Secretary III | 21.91 |
| 01320 - Service Order Dispatcher | 16.21 |
| 01410 - Supply Technician | 21.42 |
| 01420 - Survey Worker | 16.83 |
| 01531 - Travel Clerk I | 12.63 |
| 01532 - Travel Clerk II | 13.40 |
| 01533 - Travel Clerk III | 14.05 |
| 01611 - Word Processor I | 14.29 |
| 01612 - Word Processor II | 15.89 |
| 01613 - Word Processor III | 17.78 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.87 |
| 05010 - Automotive Electrician | 17.44 |
| 05040 - Automotive Glass Installer | 16.71 |
| 05070 - Automotive Worker | 16.71 |
| 05110 - Mobile Equipment Servicer | 15.44 |
| 05130 - Motor Equipment Metal Mechanic | 18.17 |
| 05160 - Motor Equipment Metal Worker | 16.71 |
| 05190 - Motor Vehicle Mechanic | 18.17 |
| 05220 - Motor Vehicle Mechanic Helper | 14.53 |
| 05250 - Motor Vehicle Upholstery Worker | 15.98 |
| 05280 - Motor Vehicle Wrecker | 16.71 |
| 05310 - Painter, Automotive | 18.06 |
| 05340 - Radiator Repair Specialist | 16.71 |
| 05370 - Tire Repairer | 14.71 |
| 05400 - Transmission Repair Specialist | 18.16 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.77 |
| 07041 - Cook I | 14.04 |
| 07042 - Cook II | 15.33 |
| 07070 - Dishwasher | 9.25 |
| 07130 - Food Service Worker | 10.28 |
| 07210 - Meat Cutter | 17.38 |
| 07260 - Waiter/Waitress | 9.65 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.10 |
| 09040 - Furniture Handler | 13.57 |
| 09080 - Furniture Refinisher | 18.10 |
| 09090 - Furniture Refinisher Helper | 15.07 |
| 09110 - Furniture Repairer, Minor | 16.58 |
| 09130 - Upholsterer | 17.30 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.02 |
| 11060 - Elevator Operator | 12.50 |
| 11090 - Gardener | 14.98 |
| 11122 - Housekeeping Aide | 13.22 |
| 11150 - Janitor | 13.22 |
| 11210 - Laborer, Grounds Maintenance | 13.35 |
| 11240 - Maid or Houseman | 12.25 |
| 11260 - Pruner | 12.40 |
| 11270 - Tractor Operator | 14.93 |
| 11330 - Trail Maintenance Worker | 13.35 |
| 11360 - Window Cleaner | 14.06 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.02 |
| 12011 - Breath Alcohol Technician | 21.55 |
| 12012 - Certified Occupational Therapist Assistant | 22.10 |
| 12015 - Certified Physical Therapist Assistant | 22.89 |
| 12020 - Dental Assistant | 16.70 |
| 12025 - Dental Hygienist | 32.76 |

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| 12030 - EKG Technician | 25.96 |
| 12035 - Electroneurodiagnostic Technologist | 25.96 |
| 12040 - Emergency Medical Technician | 17.02 |
| 12071 - Licensed Practical Nurse I | 20.03 |
| 12072 - Licensed Practical Nurse II | 21.55 |
| 12073 - Licensed Practical Nurse III | 25.00 |
| 12100 - Medical Assistant | 14.57 |
| 12130 - Medical Laboratory Technician | 21.91 |
| 12160 - Medical Record Clerk | 15.63 |
| 12190 - Medical Record Technician | 17.48 |
| 12195 - Medical Transcriptionist | 17.27 |
| 12210 - Nuclear Medicine Technologist | 36.47 |
| 12221 - Nursing Assistant I | 11.26 |
| 12222 - Nursing Assistant II | 12.65 |
| 12223 - Nursing Assistant III | 13.81 |
| 12224 - Nursing Assistant IV | 15.50 |
| 12235 - Optical Dispenser | 21.00 |
| 12236 - Optical Technician | 17.96 |
| 12250 - Pharmacy Technician | 14.52 |
| 12280 - Phlebotomist | 15.50 |
| 12305 - Radiologic Technologist | 29.51 |
| 12311 - Registered Nurse I | 25.17 |
| 12312 - Registered Nurse II | 30.79 |
| 12313 - Registered Nurse II, Specialist | 30.79 |
| 12314 - Registered Nurse III | 37.25 |
| 12315 - Registered Nurse III, Anesthetist | 37.25 |
| 12316 - Registered Nurse IV | 44.64 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.09 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.26 |
| 13012 - Exhibits Specialist II | 26.35 |
| 13013 - Exhibits Specialist III | 32.23 |
| 13041 - Illustrator I | 17.77 |
| 13042 - Illustrator II | 24.89 |
| 13043 - Illustrator III | 27.69 |
| 13047 - Librarian | 27.56 |
| 13050 - Library Aide/Clerk | 11.84 |
| 13054 - Library Information Technology Systems Administrator | 24.88 |
| 13058 - Library Technician | 15.85 |
| 13061 - Media Specialist I | 17.95 |
| 13062 - Media Specialist II | 20.00 |
| 13063 - Media Specialist III | 22.40 |
| 13071 - Photographer I | 17.00 |
| 13072 - Photographer II | 19.06 |
| 13073 - Photographer III | 25.15 |
| 13074 - Photographer IV | 28.80 |
| 13075 - Photographer V | 34.51 |
| 13110 - Video Teleconference Technician | 18.79 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.87 |
| 14042 - Computer Operator II | 17.76 |
| 14043 - Computer Operator III | 19.80 |
| 14044 - Computer Operator IV | 22.01 |
| 14045 - Computer Operator V | 24.36 |
| 14071 - Computer Programmer I | 25.43 |
| 14072 - Computer Programmer II | |
| 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 | 15.87 |

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| 14160 - Personal Computer Support Technician | 22.01 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.56 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.55 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.42 |
| 15050 - Computer Based Training Specialist / Instructor | 28.56 |
| 15060 - Educational Technologist | 28.32 |
| 15070 - Flight Instructor (Pilot) | 41.42 |
| 15080 - Graphic Artist | 33.41 |
| 15090 - Technical Instructor | 22.50 |
| 15095 - Technical Instructor/Course Developer | 26.03 |
| 15110 - Test Proctor | 18.15 |
| 15120 - Tutor | 18.15 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.91 |
| 16030 - Counter Attendant | 9.91 |
| 16040 - Dry Cleaner | 12.63 |
| 16070 - Finisher, Flatwork, Machine | 9.91 |
| 16090 - Presser, Hand | 9.91 |
| 16110 - Presser, Machine, Drycleaning | 9.91 |
| 16130 - Presser, Machine, Shirts | 9.91 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.91 |
| 16190 - Sewing Machine Operator | 13.31 |
| 16220 - Tailor | 13.84 |
| 16250 - Washer, Machine | 10.92 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.10 |
| 19040 - Tool And Die Maker | 22.18 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.30 |
| 21030 - Material Coordinator | 20.58 |
| 21040 - Material Expediter | 20.58 |
| 21050 - Material Handling Laborer | 13.76 |
| 21071 - Order Filler | 11.34 |
| 21080 - Production Line Worker (Food Processing) | 15.30 |
| 21110 - Shipping Packer | 14.06 |
| 21130 - Shipping/Receiving Clerk | 14.06 |
| 21140 - Store Worker I | 12.17 |
| 21150 - Stock Clerk | 15.88 |
| 21210 - Tools And Parts Attendant | 15.30 |
| 21410 - Warehouse Specialist | 15.30 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.70 |
| 23021 - Aircraft Mechanic I | 22.58 |
| 23022 - Aircraft Mechanic II | 23.70 |
| 23023 - Aircraft Mechanic III | 24.89 |
| 23040 - Aircraft Mechanic Helper | 18.06 |
| 23050 - Aircraft, Painter | 20.81 |
| 23060 - Aircraft Servicer | 18.88 |
| 23080 - Aircraft Worker | 19.86 |
| 23110 - Appliance Mechanic | 21.48 |
| 23120 - Bicycle Repairer | 14.56 |
| 23125 - Cable Splicer | 27.04 |
| 23130 - Carpenter, Maintenance | 22.85 |
| 23140 - Carpet Layer | 19.93 |
| 23160 - Electrician, Maintenance | 25.28 |
| 23181 - Electronics Technician Maintenance I | 24.20 |
| 23182 - Electronics Technician Maintenance II | 25.46 |
| 23183 - Electronics Technician Maintenance III | 26.50 |
| 23260 - Fabric Worker | 17.25 |
| 23290 - Fire Alarm System Mechanic | 20.84 |
| 23310 - Fire Extinguisher Repairer | 19.39 |
| 23311 - Fuel Distribution System Mechanic | 23.40 |

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| 23312 - Fuel Distribution System Operator | 19.80 |
| 23370 - General Maintenance Worker | 17.93 |
| 23380 - Ground Support Equipment Mechanic | 22.58 |
| 23381 - Ground Support Equipment Servicer | 18.88 |
| 23382 - Ground Support Equipment Worker | 19.86 |
| 23391 - Gunsmith I | 19.39 |
| 23392 - Gunsmith II | 21.13 |
| 23393 - Gunsmith III | 22.92 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.02 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.86 |
| 23430 - Heavy Equipment Mechanic | 21.73 |
| 23440 - Heavy Equipment Operator | 28.39 |
| 23460 - Instrument Mechanic | 22.92 |
| 23465 - Laboratory/Shelter Mechanic | 22.02 |
| 23470 - Laborer | 13.55 |
| 23510 - Locksmith | 19.69 |
| 23530 - Machinery Maintenance Mechanic | 20.23 |
| 23550 - Machinist, Maintenance | 19.38 |
| 23580 - Maintenance Trades Helper | 16.23 |
| 23591 - Metrology Technician I | 22.92 |
| 23592 - Metrology Technician II | 23.78 |
| 23593 - Metrology Technician III | 24.70 |
| 23640 - Millwright | 24.85 |
| 23710 - Office Appliance Repairer | 19.04 |
| 23760 - Painter, Maintenance | 18.20 |
| 23790 - Pipefitter, Maintenance | 26.04 |
| 23810 - Plumber, Maintenance | 25.67 |
| 23820 - Pneudraulic Systems Mechanic | 22.92 |
| 23850 - Rigger | 22.92 |
| 23870 - Scale Mechanic | 21.13 |
| 23890 - Sheet-Metal Worker, Maintenance | 21.63 |
| 23910 - Small Engine Mechanic | 19.07 |
| 23931 - Telecommunications Mechanic I | 26.10 |
| 23932 - Telecommunications Mechanic II | 27.09 |
| 23950 - Telephone Lineman | 26.26 |
| 23960 - welder, Combination, Maintenance | 20.32 |
| 23965 - well Driller | 22.78 |
| 23970 - Woodcraft Worker | 23.87 |
| 23980 - Woodworker | 16.02 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.76 |
| 24580 - Child Care Center Clerk | 13.00 |
| 24610 - Chore Aide | 10.79 |
| 24620 - Family Readiness And Support Services Coordinator | 13.52 |
| 24630 - Homemaker | 16.61 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.12 |
| 25040 - Sewage Plant Operator | 20.36 |
| 25070 - Stationary Engineer | 25.12 |
| 25190 - Ventilation Equipment Tender | 18.78 |
| 25210 - Water Treatment Plant Operator | 20.36 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.79 |
| 27007 - Baggage Inspector | 12.39 |
| 27008 - Corrections Officer | 22.86 |
| 27010 - Court Security Officer | 23.19 |
| 27030 - Detection Dog Handler | 16.33 |
| 27040 - Detention Officer | 22.30 |
| 27070 - Firefighter | 23.24 |
| 27101 - Guard I | 12.39 |

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| 27102 - Guard II | 16.33 |
| 27131 - Police Officer I | 24.77 |
| 27132 - Police Officer II | 27.52 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.25 |
| 28042 - Carnival Equipment Repairer | 12.87 |
| 28043 - Carnival Equipment Worker | 10.31 |
| 28210 - Gate Attendant/Gate Tender | 13.49 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 15.09 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.02 |
| 28515 - Recreation Specialist | 16.81 |
| 28630 - Sports Official | 12.03 |
| 28690 - Swimming Pool Operator | 19.38 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.94 |
| 29020 - Hatch Tender | 24.94 |
| 29030 - Line Handler | 24.94 |
| 29041 - Stevedore I | 22.34 |
| 29042 - Stevedore II | 26.63 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.21 |
| 30022 - Archeological Technician II | 20.03 |
| 30023 - Archeological Technician III | 25.07 |
| 30030 - Cartographic Technician | 25.14 |
| 30040 - Civil Engineering Technician | 23.95 |
| 30061 - Drafter/CAD Operator I | 20.28 |
| 30062 - Drafter/CAD Operator II | 20.29 |
| 30063 - Drafter/CAD Operator III | 22.63 |
| 30064 - Drafter/CAD Operator IV | 27.75 |
| 30081 - Engineering Technician I | 16.82 |
| 30082 - Engineering Technician II | 18.88 |
| 30083 - Engineering Technician III | 21.20 |
| 30084 - Engineering Technician IV | 26.17 |
| 30085 - Engineering Technician V | 32.01 |
| 30086 - Engineering Technician VI | 38.73 |
| 30090 - Environmental Technician | 20.09 |
| 30210 - Laboratory Technician | 24.71 |
| 30240 - Mathematical Technician | 25.14 |
| 30361 - Paralegal/Legal Assistant I | 18.10 |
| 30362 - Paralegal/Legal Assistant II | 22.43 |
| 30363 - Paralegal/Legal Assistant III | 27.44 |
| 30364 - Paralegal/Legal Assistant IV | 33.19 |
| 30390 - Photo-Optics Technician | 25.14 |
| 30461 - Technical Writer I | 23.77 |
| 30462 - Technical Writer II | 29.08 |
| 30463 - Technical Writer III | 35.18 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 22.63 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 25.07 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.60 |
| 31030 - Bus Driver | 15.86 |
| 31043 - Driver Courier | 14.19 |
| 31260 - Parking and Lot Attendant | 13.21 |

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|---|-------|
| 31290 - Shuttle Bus Driver | 14.92 |
| 31310 - Taxi Driver | 11.82 |
| 31361 - Truckdriver, Light | 14.91 |
| 31362 - Truckdriver, Medium | 16.79 |
| 31363 - Truckdriver, Heavy | 19.61 |
| 31364 - Truckdriver, Tractor-Trailer | 19.82 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.60 |
| 99050 - Desk Clerk | 10.58 |
| 99095 - Embalmer | 28.29 |
| 99251 - Laboratory Animal Caretaker I | 11.98 |
| 99252 - Laboratory Animal Caretaker II | 12.59 |
| 99310 - Mortician | 28.29 |
| 99410 - Pest Controller | 14.76 |
| 99510 - Photofinishing Worker | 11.06 |
| 99710 - Recycling Laborer | 16.61 |
| 99711 - Recycling Specialist | 20.22 |
| 99730 - Refuse Collector | 16.86 |
| 99810 - Sales Clerk | 12.20 |
| 99820 - School Crossing Guard | 14.35 |
| 99830 - Survey Party Chief | 18.04 |
| 99831 - Surveying Aide | 14.11 |
| 99832 - Surveying Technician | 17.40 |
| 99840 - Vending Machine Attendant | 12.58 |
| 99841 - Vending Machine Repairer | 14.42 |
| 99842 - Vending Machine Repairer Helper | 12.58 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2468
Revision No.: 15
Date Of Last Revision: 07/25/2014

This wage determination applies to the entire state of RHODE ISLAND Excluding the cities and towns in PROVIDENCE county listed below:

PROVIDENCE County: Burrillville, Central Falls, Cumberland, Lincoln, North Smithfield, Pawtucket, Smithfield, and Woonsocket

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

| | |
|---|-------|
| 01000 - Administrative Support And Clerical Occupations | |
| 01011 - Accounting Clerk I | 14.29 |
| 01012 - Accounting Clerk II | 15.90 |
| 01013 - Accounting Clerk III | 17.78 |
| 01020 - Administrative Assistant | 21.42 |
| 01040 - Court Reporter | 17.78 |
| 01051 - Data Entry Operator I | 13.25 |
| 01052 - Data Entry Operator II | 14.29 |
| 01060 - Dispatcher, Motor Vehicle | 17.78 |
| 01070 - Document Preparation Clerk | 14.28 |
| 01090 - Duplicating Machine Operator | 14.28 |
| 01111 - General Clerk I | 12.91 |
| 01112 - General Clerk II | 14.08 |
| 01113 - General Clerk III | 15.81 |
| 01120 - Housing Referral Assistant | 20.18 |
| 01141 - Messenger Courier | 13.97 |
| 01191 - Order Clerk I | 13.09 |
| 01192 - Order Clerk II | 14.70 |
| 01261 - Personnel Assistant (Employment) I | 15.89 |
| 01262 - Personnel Assistant (Employment) II | 17.78 |
| 01263 - Personnel Assistant (Employment) III | 19.83 |
| 01270 - Production Control Clerk | 19.90 |
| 01280 - Receptionist | 14.29 |
| 01290 - Rental Clerk | 12.87 |
| 01300 - Scheduler, Maintenance | 16.18 |
| 01311 - Secretary I | 17.57 |
| 01312 - Secretary II | 19.65 |
| 01313 - Secretary III | 21.91 |
| 01320 - Service Order Dispatcher | 16.21 |
| 01410 - Supply Technician | 21.42 |
| 01420 - Survey Worker | 16.83 |
| 01531 - Travel Clerk I | 12.63 |
| 01532 - Travel Clerk II | 13.40 |
| 01533 - Travel Clerk III | 14.05 |
| 01611 - Word Processor I | 14.29 |
| 01612 - Word Processor II | 15.89 |
| 01613 - Word Processor III | 17.78 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.87 |
| 05010 - Automotive Electrician | 17.44 |
| 05040 - Automotive Glass Installer | 16.71 |
| 05070 - Automotive Worker | 16.71 |
| 05110 - Mobile Equipment Servicer | 15.44 |
| 05130 - Motor Equipment Metal Mechanic | 18.17 |
| 05160 - Motor Equipment Metal Worker | 16.71 |
| 05190 - Motor Vehicle Mechanic | 18.17 |
| 05220 - Motor Vehicle Mechanic Helper | 14.53 |
| 05250 - Motor Vehicle Upholstery Worker | 15.98 |
| 05280 - Motor Vehicle Wrecker | 16.71 |
| 05310 - Painter, Automotive | 18.06 |
| 05340 - Radiator Repair Specialist | 16.71 |
| 05370 - Tire Repairer | 14.71 |
| 05400 - Transmission Repair Specialist | 18.16 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.77 |
| 07041 - Cook I | 14.04 |
| 07042 - Cook II | 15.33 |
| 07070 - Dishwasher | 9.25 |
| 07130 - Food Service Worker | 10.28 |
| 07210 - Meat Cutter | 17.38 |
| 07260 - Waiter/Waitress | 9.65 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.10 |

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| 09040 - Furniture Handler | 13.57 |
| 09080 - Furniture Refinisher | 18.10 |
| 09090 - Furniture Refinisher Helper | 15.07 |
| 09110 - Furniture Repairer, Minor | 16.58 |
| 09130 - Upholsterer | 17.30 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.02 |
| 11060 - Elevator Operator | 12.50 |
| 11090 - Gardener | 14.98 |
| 11122 - Housekeeping Aide | 13.22 |
| 11150 - Janitor | 13.22 |
| 11210 - Laborer, Grounds Maintenance | 13.35 |
| 11240 - Maid or Houseman | 12.25 |
| 11260 - Pruner | 12.40 |
| 11270 - Tractor Operator | 14.93 |
| 11330 - Trail Maintenance Worker | 13.35 |
| 11360 - Window Cleaner | 14.06 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.02 |
| 12011 - Breath Alcohol Technician | 21.55 |
| 12012 - Certified Occupational Therapist Assistant | 22.10 |
| 12015 - Certified Physical Therapist Assistant | 22.89 |
| 12020 - Dental Assistant | 16.70 |
| 12025 - Dental Hygienist | 32.76 |
| 12030 - EKG Technician | 25.96 |
| 12035 - Electroneurodiagnostic Technologist | 25.96 |
| 12040 - Emergency Medical Technician | 17.02 |
| 12071 - Licensed Practical Nurse I | 20.03 |
| 12072 - Licensed Practical Nurse II | 21.55 |
| 12073 - Licensed Practical Nurse III | 25.00 |
| 12100 - Medical Assistant | 14.57 |
| 12130 - Medical Laboratory Technician | 21.91 |
| 12160 - Medical Record Clerk | 15.63 |
| 12190 - Medical Record Technician | 17.48 |
| 12195 - Medical Transcriptionist | 17.27 |
| 12210 - Nuclear Medicine Technologist | 36.47 |
| 12221 - Nursing Assistant I | 11.26 |
| 12222 - Nursing Assistant II | 12.65 |
| 12223 - Nursing Assistant III | 13.81 |
| 12224 - Nursing Assistant IV | 15.50 |
| 12235 - Optical Dispenser | 21.00 |
| 12236 - Optical Technician | 17.96 |
| 12250 - Pharmacy Technician | 14.52 |
| 12280 - Phlebotomist | 15.50 |
| 12305 - Radiologic Technologist | 29.51 |
| 12311 - Registered Nurse I | 25.17 |
| 12312 - Registered Nurse II | 30.79 |
| 12313 - Registered Nurse II, Specialist | 30.79 |
| 12314 - Registered Nurse III | 37.25 |
| 12315 - Registered Nurse III, Anesthetist | 37.25 |
| 12316 - Registered Nurse IV | 44.64 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.09 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.26 |
| 13012 - Exhibits Specialist II | 26.35 |
| 13013 - Exhibits Specialist III | 32.23 |
| 13041 - Illustrator I | 17.77 |
| 13042 - Illustrator II | 24.89 |
| 13043 - Illustrator III | 27.69 |
| 13047 - Librarian | 27.56 |
| 13050 - Library Aide/Clerk | 11.84 |
| 13054 - Library Information Technology Systems Administrator | 24.88 |

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| 13058 - Library Technician | 15.85 |
| 13061 - Media Specialist I | 17.95 |
| 13062 - Media Specialist II | 20.00 |
| 13063 - Media Specialist III | 22.40 |
| 13071 - Photographer I | 17.00 |
| 13072 - Photographer II | 19.06 |
| 13073 - Photographer III | 25.15 |
| 13074 - Photographer IV | 28.80 |
| 13075 - Photographer V | 34.51 |
| 13110 - Video Teleconference Technician | 18.79 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.87 |
| 14042 - Computer Operator II | 17.76 |
| 14043 - Computer Operator III | 19.80 |
| 14044 - Computer Operator IV | 22.01 |
| 14045 - Computer Operator V | 24.36 |
| 14071 - Computer Programmer I | 25.43 |
| 14072 - Computer Programmer II | |
| 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 | 15.87 |
| 14160 - Personal Computer Support Technician | 22.01 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.56 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.55 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.42 |
| 15050 - Computer Based Training Specialist / Instructor | 28.56 |
| 15060 - Educational Technologist | 28.32 |
| 15070 - Flight Instructor (Pilot) | 41.42 |
| 15080 - Graphic Artist | 33.41 |
| 15090 - Technical Instructor | 22.50 |
| 15095 - Technical Instructor/Course Developer | 26.03 |
| 15110 - Test Proctor | 18.15 |
| 15120 - Tutor | 18.15 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.91 |
| 16030 - Counter Attendant | 9.91 |
| 16040 - Dry Cleaner | 12.63 |
| 16070 - Finisher, Flatwork, Machine | 9.91 |
| 16090 - Presser, Hand | 9.91 |
| 16110 - Presser, Machine, Drycleaning | 9.91 |
| 16130 - Presser, Machine, Shirts | 9.91 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.91 |
| 16190 - Sewing Machine Operator | 13.31 |
| 16220 - Tailor | 13.84 |
| 16250 - Washer, Machine | 10.92 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.10 |
| 19040 - Tool And Die Maker | 22.18 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.30 |
| 21030 - Material Coordinator | 20.58 |
| 21040 - Material Expediter | 20.58 |
| 21050 - Material Handling Laborer | 13.76 |
| 21071 - Order Filler | 11.34 |
| 21080 - Production Line Worker (Food Processing) | 15.30 |
| 21110 - Shipping Packer | 14.06 |
| 21130 - Shipping/Receiving Clerk | 14.06 |
| 21140 - Store Worker I | 12.17 |
| 21150 - Stock Clerk | 15.88 |

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| 21210 - Tools And Parts Attendant | 15.30 |
| 21410 - Warehouse Specialist | 15.30 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.70 |
| 23021 - Aircraft Mechanic I | 22.58 |
| 23022 - Aircraft Mechanic II | 23.70 |
| 23023 - Aircraft Mechanic III | 24.89 |
| 23040 - Aircraft Mechanic Helper | 18.06 |
| 23050 - Aircraft, Painter | 20.81 |
| 23060 - Aircraft Servicer | 18.88 |
| 23080 - Aircraft Worker | 19.86 |
| 23110 - Appliance Mechanic | 21.48 |
| 23120 - Bicycle Repairer | 14.56 |
| 23125 - Cable Splicer | 27.04 |
| 23130 - Carpenter, Maintenance | 22.85 |
| 23140 - Carpet Layer | 19.93 |
| 23160 - Electrician, Maintenance | 25.28 |
| 23181 - Electronics Technician Maintenance I | 24.20 |
| 23182 - Electronics Technician Maintenance II | 25.46 |
| 23183 - Electronics Technician Maintenance III | 26.50 |
| 23260 - Fabric Worker | 17.25 |
| 23290 - Fire Alarm System Mechanic | 20.84 |
| 23310 - Fire Extinguisher Repairer | 19.39 |
| 23311 - Fuel Distribution System Mechanic | 23.40 |
| 23312 - Fuel Distribution System Operator | 19.80 |
| 23370 - General Maintenance Worker | 17.93 |
| 23380 - Ground Support Equipment Mechanic | 22.58 |
| 23381 - Ground Support Equipment Servicer | 18.88 |
| 23382 - Ground Support Equipment Worker | 19.86 |
| 23391 - Gunsmith I | 19.39 |
| 23392 - Gunsmith II | 21.13 |
| 23393 - Gunsmith III | 22.92 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.02 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.86 |
| 23430 - Heavy Equipment Mechanic | 21.73 |
| 23440 - Heavy Equipment Operator | 28.39 |
| 23460 - Instrument Mechanic | 22.92 |
| 23465 - Laboratory/Shelter Mechanic | 22.02 |
| 23470 - Laborer | 13.55 |
| 23510 - Locksmith | 19.69 |
| 23530 - Machinery Maintenance Mechanic | 20.23 |
| 23550 - Machinist, Maintenance | 19.38 |
| 23580 - Maintenance Trades Helper | 16.23 |
| 23591 - Metrology Technician I | 22.92 |
| 23592 - Metrology Technician II | 23.78 |
| 23593 - Metrology Technician III | 24.70 |
| 23640 - Millwright | 24.85 |
| 23710 - Office Appliance Repairer | 19.04 |
| 23760 - Painter, Maintenance | 18.20 |
| 23790 - Pipefitter, Maintenance | 26.04 |
| 23810 - Plumber, Maintenance | 25.67 |
| 23820 - Pneudraulic Systems Mechanic | 22.92 |
| 23850 - Rigger | 22.92 |
| 23870 - Scale Mechanic | 21.13 |
| 23890 - Sheet-Metal Worker, Maintenance | 21.63 |
| 23910 - Small Engine Mechanic | 19.07 |
| 23931 - Telecommunications Mechanic I | 26.10 |
| 23932 - Telecommunications Mechanic II | 27.09 |
| 23950 - Telephone Lineman | 26.26 |
| 23960 - Welder, Combination, Maintenance | 20.32 |
| 23965 - Well Driller | 22.78 |

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| 23970 - Woodcraft Worker | 23.87 |
| 23980 - Woodworker | 16.02 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.76 |
| 24580 - Child Care Center Clerk | 13.00 |
| 24610 - Chore Aide | 10.79 |
| 24620 - Family Readiness And Support Services Coordinator | 13.52 |
| 24630 - Homemaker | 16.61 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.12 |
| 25040 - Sewage Plant Operator | 20.36 |
| 25070 - Stationary Engineer | 25.12 |
| 25190 - Ventilation Equipment Tender | 18.78 |
| 25210 - Water Treatment Plant Operator | 20.36 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.79 |
| 27007 - Baggage Inspector | 12.39 |
| 27008 - Corrections Officer | 22.86 |
| 27010 - Court Security Officer | 23.19 |
| 27030 - Detection Dog Handler | 16.33 |
| 27040 - Detention Officer | 22.30 |
| 27070 - Firefighter | 23.24 |
| 27101 - Guard I | 12.39 |
| 27102 - Guard II | 16.33 |
| 27131 - Police Officer I | 24.77 |
| 27132 - Police Officer II | 27.52 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.25 |
| 28042 - Carnival Equipment Repairer | 12.87 |
| 28043 - Carnival Equipment Worker | 10.31 |
| 28210 - Gate Attendant/Gate Tender | 13.49 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 15.09 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.02 |
| 28515 - Recreation Specialist | 16.81 |
| 28630 - Sports Official | 12.03 |
| 28690 - Swimming Pool Operator | 19.38 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.94 |
| 29020 - Hatch Tender | 24.94 |
| 29030 - Line Handler | 24.94 |
| 29041 - Stevedore I | 22.34 |
| 29042 - Stevedore II | 26.63 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.21 |
| 30022 - Archeological Technician II | 20.03 |
| 30023 - Archeological Technician III | 25.07 |
| 30030 - Cartographic Technician | 25.14 |
| 30040 - Civil Engineering Technician | 23.95 |
| 30061 - Drafter/CAD Operator I | 20.28 |
| 30062 - Drafter/CAD Operator II | 20.29 |
| 30063 - Drafter/CAD Operator III | 22.63 |
| 30064 - Drafter/CAD Operator IV | 27.75 |
| 30081 - Engineering Technician I | 16.82 |
| 30082 - Engineering Technician II | 18.88 |
| 30083 - Engineering Technician III | 21.20 |
| 30084 - Engineering Technician IV | 26.17 |
| 30085 - Engineering Technician V | 32.01 |
| 30086 - Engineering Technician VI | 38.73 |

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|---|---------------|
| 30090 - Environmental Technician | 20.09 |
| 30210 - Laboratory Technician | 24.71 |
| 30240 - Mathematical Technician | 25.14 |
| 30361 - Paralegal/Legal Assistant I | 18.10 |
| 30362 - Paralegal/Legal Assistant II | 22.43 |
| 30363 - Paralegal/Legal Assistant III | 27.44 |
| 30364 - Paralegal/Legal Assistant IV | 33.19 |
| 30390 - Photo-Optics Technician | 25.14 |
| 30461 - Technical Writer I | 23.77 |
| 30462 - Technical Writer II | 29.08 |
| 30463 - Technical Writer III | 35.18 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 22.63 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 25.07 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.60 |
| 31030 - Bus Driver | 15.86 |
| 31043 - Driver Courier | 14.19 |
| 31260 - Parking and Lot Attendant | 13.21 |
| 31290 - Shuttle Bus Driver | 14.92 |
| 31310 - Taxi Driver | 11.82 |
| 31361 - Truckdriver, Light | 14.91 |
| 31362 - Truckdriver, Medium | 16.79 |
| 31363 - Truckdriver, Heavy | 19.61 |
| 31364 - Truckdriver, Tractor-Trailer | 19.82 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.60 |
| 99050 - Desk Clerk | 10.58 |
| 99095 - Embalmer | 28.29 |
| 99251 - Laboratory Animal Caretaker I | 11.98 |
| 99252 - Laboratory Animal Caretaker II | 12.59 |
| 99310 - Mortician | 28.29 |
| 99410 - Pest Controller | 14.76 |
| 99510 - Photofinishing Worker | 11.06 |
| 99710 - Recycling Laborer | 16.61 |
| 99711 - Recycling Specialist | 20.22 |
| 99730 - Refuse Collector | 16.86 |
| 99810 - Sales Clerk | 12.20 |
| 99820 - School Crossing Guard | 14.35 |
| 99830 - Survey Party Chief | 18.04 |
| 99831 - Surveying Aide | 14.11 |
| 99832 - Surveying Technician | 17.40 |
| 99840 - Vending Machine Attendant | 12.58 |
| 99841 - Vending Machine Repairer | 14.42 |
| 99842 - Vending Machine Repairer Helper | 12.58 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}
When multiple wage determinations are included in a contract, a separate SF 1444
should be prepared for each wage determination to which a class(es) is to be
conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide

WDS_Revision_Received_10.9.2014
classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2473
Revision No.: 16
Date of Last Revision: 07/25/2014

State: South Carolina

Area: South Carolina Counties of Beaufort, Berkeley, Charleston, Colleton,
Dorchester, Georgetown, Williamsburg

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.74 |
| 01012 - Accounting Clerk II | | 13.17 |
| 01013 - Accounting Clerk III | | 14.73 |
| 01020 - Administrative Assistant | | 22.08 |
| 01040 - Court Reporter | | 17.83 |
| 01051 - Data Entry Operator I | | 11.61 |
| 01052 - Data Entry Operator II | | 13.05 |
| 01060 - Dispatcher, Motor Vehicle | | 17.93 |
| 01070 - Document Preparation Clerk | | 13.04 |
| 01090 - Duplicating Machine Operator | | 13.04 |
| 01111 - General Clerk I | | 11.74 |
| 01112 - General Clerk II | | 12.81 |
| 01113 - General Clerk III | | 14.38 |
| 01120 - Housing Referral Assistant | | 19.89 |
| 01141 - Messenger Courier | | 10.72 |
| 01191 - Order Clerk I | | 11.21 |
| 01192 - Order Clerk II | | 13.06 |
| 01261 - Personnel Assistant (Employment) I | | 15.87 |
| 01262 - Personnel Assistant (Employment) II | | 17.75 |
| 01263 - Personnel Assistant (Employment) III | | 19.80 |
| 01270 - Production Control Clerk | | 21.00 |
| 01280 - Receptionist | | 11.99 |
| 01290 - Rental Clerk | | 14.69 |
| 01300 - Scheduler, Maintenance | | 15.94 |
| 01311 - Secretary I | | 15.94 |
| 01312 - Secretary II | | 17.83 |
| 01313 - Secretary III | | 19.89 |
| 01320 - Service Order Dispatcher | | 15.37 |
| 01410 - Supply Technician | | 22.08 |
| 01420 - Survey Worker | | 15.19 |
| 01531 - Travel Clerk I | | 12.41 |
| 01532 - Travel Clerk II | | 12.41 |
| 01533 - Travel Clerk III | | 13.27 |
| 01611 - Word Processor I | | 12.82 |
| 01612 - Word Processor II | | 14.38 |
| 01613 - Word Processor III | | 16.09 |

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| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.93 |
| 05010 - Automotive Electrician | 17.81 |
| 05040 - Automotive Glass Installer | 16.96 |
| 05070 - Automotive Worker | 18.35 |
| 05110 - Mobile Equipment Servicer | 15.27 |
| 05130 - Motor Equipment Metal Mechanic | 20.18 |
| 05160 - Motor Equipment Metal Worker | 18.35 |
| 05190 - Motor Vehicle Mechanic | 20.18 |
| 05220 - Motor Vehicle Mechanic Helper | 14.46 |
| 05250 - Motor Vehicle Upholstery Worker | 17.46 |
| 05280 - Motor Vehicle Wrecker | 18.35 |
| 05310 - Painter, Automotive | 17.81 |
| 05340 - Radiator Repair Specialist | 18.35 |
| 05370 - Tire Repairer | 11.58 |
| 05400 - Transmission Repair Specialist | 20.18 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 9.92 |
| 07041 - Cook I | 8.79 |
| 07042 - Cook II | 10.12 |
| 07070 - Dishwasher | 7.75 |
| 07130 - Food Service Worker | 8.14 |
| 07210 - Meat Cutter | 12.95 |
| 07260 - Waiter/Waitress | 8.62 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.92 |
| 09040 - Furniture Handler | 12.21 |
| 09080 - Furniture Refinisher | 15.92 |
| 09090 - Furniture Refinisher Helper | 12.92 |
| 09110 - Furniture Repairer, Minor | 14.43 |
| 09130 - Upholsterer | 16.91 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.40 |
| 11060 - Elevator Operator | 9.40 |
| 11090 - Gardener | 13.00 |
| 11122 - Housekeeping Aide | 9.54 |
| 11150 - Janitor | 10.19 |
| 11210 - Laborer, Grounds Maintenance | 10.51 |
| 11240 - Maid or Houseman | 8.86 |
| 11260 - Pruner | 9.66 |
| 11270 - Tractor Operator | 12.16 |
| 11330 - Trail Maintenance Worker | 10.51 |
| 11360 - Window Cleaner | 11.09 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.69 |
| 12011 - Breath Alcohol Technician | 16.81 |
| 12012 - Certified Occupational Therapist Assistant | 23.34 |
| 12015 - Certified Physical Therapist Assistant | 22.47 |
| 12020 - Dental Assistant | 16.37 |
| 12025 - Dental Hygienist | 25.78 |
| 12030 - EKG Technician | 23.47 |
| 12035 - Electroneurodiagnostic Technologist | 23.47 |
| 12040 - Emergency Medical Technician | 16.80 |
| 12071 - Licensed Practical Nurse I | 15.03 |
| 12072 - Licensed Practical Nurse II | 16.81 |
| 12073 - Licensed Practical Nurse III | 18.75 |
| 12100 - Medical Assistant | 12.66 |
| 12130 - Medical Laboratory Technician | 16.31 |
| 12160 - Medical Record Clerk | 13.18 |
| 12190 - Medical Record Technician | 13.98 |
| 12195 - Medical Transcriptionist | 15.56 |
| 12210 - Nuclear Medicine Technologist | 29.33 |
| 12221 - Nursing Assistant I | 8.98 |

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| 12222 - Nursing Assistant II | 10.10 |
| 12223 - Nursing Assistant III | 11.72 |
| 12224 - Nursing Assistant IV | 13.15 |
| 12235 - Optical Dispenser | 15.64 |
| 12236 - Optical Technician | 16.41 |
| 12250 - Pharmacy Technician | 13.15 |
| 12280 - Phlebotomist | 13.30 |
| 12305 - Radiologic Technologist | 23.12 |
| 12311 - Registered Nurse I | 25.36 |
| 12312 - Registered Nurse II | 31.01 |
| 12313 - Registered Nurse II, Specialist | 31.01 |
| 12314 - Registered Nurse III | 37.52 |
| 12315 - Registered Nurse III, Anesthetist | 37.52 |
| 12316 - Registered Nurse IV | 44.98 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.83 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.09 |
| 13012 - Exhibits Specialist II | 20.58 |
| 13013 - Exhibits Specialist III | 25.92 |
| 13041 - Illustrator I | 17.09 |
| 13042 - Illustrator II | 20.58 |
| 13043 - Illustrator III | 25.92 |
| 13047 - Librarian | 23.47 |
| 13050 - Library Aide/Clerk | 10.89 |
| 13054 - Library Information Technology Systems Administrator | 21.18 |
| 13058 - Library Technician | 13.37 |
| 13061 - Media Specialist I | 15.38 |
| 13062 - Media Specialist II | 17.20 |
| 13063 - Media Specialist III | 19.18 |
| 13071 - Photographer I | 14.27 |
| 13072 - Photographer II | 15.96 |
| 13073 - Photographer III | 19.94 |
| 13074 - Photographer IV | 24.16 |
| 13075 - Photographer V | 29.24 |
| 13110 - Video Teleconference Technician | 14.84 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.95 |
| 14042 - Computer Operator II | 16.72 |
| 14043 - Computer Operator III | 18.10 |
| 14044 - Computer Operator IV | 20.72 |
| 14045 - Computer Operator V | 22.94 |
| 14071 - Computer Programmer I | (see 1) 25.00 |
| 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 | 14.95 |
| 14160 - Personal Computer Support Technician | 22.70 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.60 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.81 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.92 |
| 15050 - Computer Based Training Specialist / Instructor | 29.60 |
| 15060 - Educational Technologist | 28.28 |
| 15070 - Flight Instructor (Pilot) | 42.92 |
| 15080 - Graphic Artist | 19.13 |
| 15090 - Technical Instructor | 18.87 |
| 15095 - Technical Instructor/Course Developer | 23.09 |
| 15110 - Test Proctor | 15.23 |
| 15120 - Tutor | 15.23 |

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| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.80 |
| 16030 - Counter Attendant | 8.80 |
| 16040 - Dry Cleaner | 10.61 |
| 16070 - Finisher, Flatwork, Machine | 8.80 |
| 16090 - Presser, Hand | 8.80 |
| 16110 - Presser, Machine, Drycleaning | 8.80 |
| 16130 - Presser, Machine, Shirts | 8.80 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.80 |
| 16190 - Sewing Machine Operator | 11.19 |
| 16220 - Tailor | 11.73 |
| 16250 - Washer, Machine | 9.26 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.89 |
| 19040 - Tool And Die Maker | 19.90 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.55 |
| 21030 - Material Coordinator | 21.00 |
| 21040 - Material Expediter | 21.00 |
| 21050 - Material Handling Laborer | 11.60 |
| 21071 - Order Filler | 10.97 |
| 21080 - Production Line Worker (Food Processing) | 16.55 |
| 21110 - Shipping Packer | 14.70 |
| 21130 - Shipping/Receiving Clerk | 14.70 |
| 21140 - Store Worker I | 11.68 |
| 21150 - Stock Clerk | 15.03 |
| 21210 - Tools And Parts Attendant | 16.55 |
| 21410 - Warehouse Specialist | 16.55 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.48 |
| 23021 - Aircraft Mechanic I | 22.34 |
| 23022 - Aircraft Mechanic II | 23.48 |
| 23023 - Aircraft Mechanic III | 25.09 |
| 23040 - Aircraft Mechanic Helper | 16.81 |
| 23050 - Aircraft, Painter | 21.21 |
| 23060 - Aircraft Servicer | 18.92 |
| 23080 - Aircraft Worker | 20.06 |
| 23110 - Appliance Mechanic | 15.75 |
| 23120 - Bicycle Repairer | 11.58 |
| 23125 - Cable Splicer | 24.72 |
| 23130 - Carpenter, Maintenance | 16.55 |
| 23140 - Carpet Layer | 17.88 |
| 23160 - Electrician, Maintenance | 19.10 |
| 23181 - Electronics Technician Maintenance I | 21.79 |
| 23182 - Electronics Technician Maintenance II | 23.04 |
| 23183 - Electronics Technician Maintenance III | 24.27 |
| 23260 - Fabric Worker | 16.86 |
| 23290 - Fire Alarm System Mechanic | 19.91 |
| 23310 - Fire Extinguisher Repairer | 15.84 |
| 23311 - Fuel Distribution System Mechanic | 19.91 |
| 23312 - Fuel Distribution System Operator | 15.84 |
| 23370 - General Maintenance Worker | 16.10 |
| 23380 - Ground Support Equipment Mechanic | 22.34 |
| 23381 - Ground Support Equipment Servicer | 18.92 |
| 23382 - Ground Support Equipment Worker | 20.06 |
| 23391 - Gunsmith I | 15.84 |
| 23392 - Gunsmith II | 17.88 |
| 23393 - Gunsmith III | 19.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.30 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.27 |
| 23430 - Heavy Equipment Mechanic | 20.15 |

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| 23440 - Heavy Equipment Operator | 16.81 |
| 23460 - Instrument Mechanic | 19.91 |
| 23465 - Laboratory/Shelter Mechanic | 18.90 |
| 23470 - Laborer | 11.59 |
| 23510 - Locksmith | 16.15 |
| 23530 - Machinery Maintenance Mechanic | 23.55 |
| 23550 - Machinist, Maintenance | 18.26 |
| 23580 - Maintenance Trades Helper | 12.46 |
| 23591 - Metrology Technician I | 19.54 |
| 23592 - Metrology Technician II | 20.54 |
| 23593 - Metrology Technician III | 23.55 |
| 23640 - Millwright | 22.10 |
| 23710 - Office Appliance Repairer | 18.43 |
| 23760 - Painter, Maintenance | 15.25 |
| 23790 - Pipefitter, Maintenance | 17.55 |
| 23810 - Plumber, Maintenance | 16.77 |
| 23820 - Pneudraulic Systems Mechanic | 19.91 |
| 23850 - Rigger | 16.38 |
| 23870 - Scale Mechanic | 17.88 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.08 |
| 23910 - Small Engine Mechanic | 14.68 |
| 23931 - Telecommunications Mechanic I | 22.03 |
| 23932 - Telecommunications Mechanic II | 23.06 |
| 23950 - Telephone Lineman | 19.23 |
| 23960 - Welder, Combination, Maintenance | 16.56 |
| 23965 - Well Driller | 20.43 |
| 23970 - Woodcraft Worker | 19.91 |
| 23980 - Woodworker | 12.94 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.39 |
| 24580 - Child Care Center Clerk | 11.27 |
| 24610 - Chore Aide | 9.59 |
| 24620 - Family Readiness And Support Services Coordinator | 11.17 |
| 24630 - Homemaker | 11.61 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.88 |
| 25040 - Sewage Plant Operator | 17.22 |
| 25070 - Stationary Engineer | 21.88 |
| 25190 - Ventilation Equipment Tender | 16.08 |
| 25210 - Water Treatment Plant Operator | 17.22 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.88 |
| 27007 - Baggage Inspector | 11.87 |
| 27008 - Corrections Officer | 15.07 |
| 27010 - Court Security Officer | 15.07 |
| 27030 - Detection Dog Handler | 13.81 |
| 27040 - Detention Officer | 15.07 |
| 27070 - Firefighter | 14.46 |
| 27101 - Guard I | 11.87 |
| 27102 - Guard II | 13.81 |
| 27131 - Police Officer I | 16.36 |
| 27132 - Police Officer II | 18.18 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.49 |
| 28042 - Carnival Equipment Repairer | 11.13 |
| 28043 - Carnival Equipment Worker | 8.53 |
| 28210 - Gate Attendant/Gate Tender | 13.85 |
| 28310 - Lifeguard | 11.87 |
| 28350 - Park Attendant (Aide) | 15.49 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.31 |
| 28515 - Recreation Specialist | 16.21 |
| 28630 - Sports Official | 12.34 |

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| 28690 - Swimming Pool Operator | 14.92 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.56 |
| 29020 - Hatch Tender | 21.56 |
| 29030 - Line Handler | 21.56 |
| 29041 - Stevedore I | 18.76 |
| 29042 - Stevedore II | 22.80 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.40 |
| 30022 - Archeological Technician II | 18.63 |
| 30023 - Archeological Technician III | 23.07 |
| 30030 - Cartographic Technician | 26.11 |
| 30040 - Civil Engineering Technician | 20.35 |
| 30061 - Drafter/CAD Operator I | 17.40 |
| 30062 - Drafter/CAD Operator II | 18.63 |
| 30063 - Drafter/CAD Operator III | 20.60 |
| 30064 - Drafter/CAD Operator IV | 25.34 |
| 30081 - Engineering Technician I | 15.46 |
| 30082 - Engineering Technician II | 17.35 |
| 30083 - Engineering Technician III | 19.41 |
| 30084 - Engineering Technician IV | 24.05 |
| 30085 - Engineering Technician V | 29.42 |
| 30086 - Engineering Technician VI | 35.59 |
| 30090 - Environmental Technician | 23.27 |
| 30210 - Laboratory Technician | 21.96 |
| 30240 - Mathematical Technician | 22.69 |
| 30361 - Paralegal/Legal Assistant I | 17.18 |
| 30362 - Paralegal/Legal Assistant II | 20.30 |
| 30363 - Paralegal/Legal Assistant III | 24.83 |
| 30364 - Paralegal/Legal Assistant IV | 30.05 |
| 30390 - Photo-Optics Technician | 22.69 |
| 30461 - Technical Writer I | 20.14 |
| 30462 - Technical Writer II | 25.75 |
| 30463 - Technical Writer III | 31.16 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 3) | 20.60 |
| 30621 - Weather Observer, Senior (see 3) | 20.45 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.49 |
| 31030 - Bus Driver | 12.98 |
| 31043 - Driver Courier | 13.08 |
| 31260 - Parking and Lot Attendant | 9.13 |
| 31290 - Shuttle Bus Driver | 12.71 |
| 31310 - Taxi Driver | 10.49 |
| 31361 - Truckdriver, Light | 13.98 |
| 31362 - Truckdriver, Medium | 14.75 |
| 31363 - Truckdriver, Heavy | 17.20 |
| 31364 - Truckdriver, Tractor-Trailer | 17.20 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.61 |
| 99050 - Desk Clerk | 10.30 |
| 99095 - Embalmer | 25.80 |
| 99251 - Laboratory Animal Caretaker I | 9.88 |
| 99252 - Laboratory Animal Caretaker II | 11.15 |
| 99310 - Mortician | 29.43 |

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|---|-------|
| 99410 - Pest Controller | 15.69 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.91 |
| 99711 - Recycling Specialist | 16.09 |
| 99730 - Refuse Collector | 12.78 |
| 99810 - Sales Clerk | 13.31 |
| 99820 - School Crossing Guard | 10.35 |
| 99830 - Survey Party Chief | 18.48 |
| 99831 - Surveying Aide | 14.01 |
| 99832 - Surveying Technician | 16.80 |
| 99840 - Vending Machine Attendant | 11.23 |
| 99841 - Vending Machine Repairer | 13.88 |
| 99842 - Vending Machine Repairer Helper | 11.50 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006,

unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2474
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: South Carolina

Area: South Carolina Counties of Beaufort, Berkeley, Charleston, Colleton, Dorchester, Georgetown, Williamsburg

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.74 |
| 01012 - Accounting Clerk II | | 13.17 |
| 01013 - Accounting Clerk III | | 14.73 |
| 01020 - Administrative Assistant | | 22.08 |
| 01040 - Court Reporter | | 17.83 |
| 01051 - Data Entry Operator I | | 11.61 |
| 01052 - Data Entry Operator II | | 13.05 |
| 01060 - Dispatcher, Motor Vehicle | | 17.93 |

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| 01070 | - Document Preparation Clerk | 13.04 |
| 01090 | - Duplicating Machine Operator | 13.04 |
| 01111 | - General Clerk I | 11.74 |
| 01112 | - General Clerk II | 12.81 |
| 01113 | - General Clerk III | 14.38 |
| 01120 | - Housing Referral Assistant | 19.89 |
| 01141 | - Messenger Courier | 10.72 |
| 01191 | - Order Clerk I | 11.21 |
| 01192 | - Order Clerk II | 13.06 |
| 01261 | - Personnel Assistant (Employment) I | 15.87 |
| 01262 | - Personnel Assistant (Employment) II | 17.75 |
| 01263 | - Personnel Assistant (Employment) III | 19.80 |
| 01270 | - Production Control Clerk | 21.00 |
| 01280 | - Receptionist | 11.99 |
| 01290 | - Rental Clerk | 14.69 |
| 01300 | - Scheduler, Maintenance | 15.94 |
| 01311 | - Secretary I | 15.94 |
| 01312 | - Secretary II | 17.83 |
| 01313 | - Secretary III | 19.89 |
| 01320 | - Service Order Dispatcher | 15.37 |
| 01410 | - Supply Technician | 22.08 |
| 01420 | - Survey Worker | 15.19 |
| 01531 | - Travel Clerk I | 12.41 |
| 01532 | - Travel Clerk II | 12.41 |
| 01533 | - Travel Clerk III | 13.27 |
| 01611 | - Word Processor I | 12.82 |
| 01612 | - Word Processor II | 14.38 |
| 01613 | - Word Processor III | 16.09 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 18.93 |
| 05010 | - Automotive Electrician | 17.81 |
| 05040 | - Automotive Glass Installer | 16.96 |
| 05070 | - Automotive Worker | 18.35 |
| 05110 | - Mobile Equipment Servicer | 15.27 |
| 05130 | - Motor Equipment Metal Mechanic | 20.18 |
| 05160 | - Motor Equipment Metal Worker | 18.35 |
| 05190 | - Motor Vehicle Mechanic | 20.18 |
| 05220 | - Motor Vehicle Mechanic Helper | 14.46 |
| 05250 | - Motor Vehicle Upholstery Worker | 17.46 |
| 05280 | - Motor Vehicle Wrecker | 18.35 |
| 05310 | - Painter, Automotive | 17.81 |
| 05340 | - Radiator Repair Specialist | 18.35 |
| 05370 | - Tire Repairer | 11.58 |
| 05400 | - Transmission Repair Specialist | 20.18 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 9.92 |
| 07041 | - Cook I | 8.79 |
| 07042 | - Cook II | 10.12 |
| 07070 | - Dishwasher | 7.75 |
| 07130 | - Food Service Worker | 8.14 |
| 07210 | - Meat Cutter | 12.95 |
| 07260 | - Waiter/Waitress | 8.62 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 14.92 |
| 09040 | - Furniture Handler | 12.21 |
| 09080 | - Furniture Refinisher | 15.92 |
| 09090 | - Furniture Refinisher Helper | 12.92 |
| 09110 | - Furniture Repairer, Minor | 14.43 |
| 09130 | - Upholsterer | 16.91 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 9.40 |
| 11060 | - Elevator Operator | 9.40 |
| 11090 | - Gardener | 13.00 |

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| 11122 - Housekeeping Aide | 9.54 |
| 11150 - Janitor | 10.19 |
| 11210 - Laborer, Grounds Maintenance | 10.51 |
| 11240 - Maid or Houseman | 8.86 |
| 11260 - Pruner | 9.66 |
| 11270 - Tractor Operator | 12.16 |
| 11330 - Trail Maintenance Worker | 10.51 |
| 11360 - Window Cleaner | 11.09 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.69 |
| 12011 - Breath Alcohol Technician | 16.81 |
| 12012 - Certified Occupational Therapist Assistant | 23.34 |
| 12015 - Certified Physical Therapist Assistant | 22.47 |
| 12020 - Dental Assistant | 16.37 |
| 12025 - Dental Hygienist | 25.78 |
| 12030 - EKG Technician | 23.47 |
| 12035 - Electroneurodiagnostic Technologist | 23.47 |
| 12040 - Emergency Medical Technician | 16.80 |
| 12071 - Licensed Practical Nurse I | 15.03 |
| 12072 - Licensed Practical Nurse II | 16.81 |
| 12073 - Licensed Practical Nurse III | 18.75 |
| 12100 - Medical Assistant | 12.66 |
| 12130 - Medical Laboratory Technician | 16.31 |
| 12160 - Medical Record Clerk | 13.18 |
| 12190 - Medical Record Technician | 13.98 |
| 12195 - Medical Transcriptionist | 15.56 |
| 12210 - Nuclear Medicine Technologist | 29.33 |
| 12221 - Nursing Assistant I | 8.98 |
| 12222 - Nursing Assistant II | 10.10 |
| 12223 - Nursing Assistant III | 11.72 |
| 12224 - Nursing Assistant IV | 13.15 |
| 12235 - Optical Dispenser | 15.64 |
| 12236 - Optical Technician | 16.41 |
| 12250 - Pharmacy Technician | 13.15 |
| 12280 - Phlebotomist | 13.30 |
| 12305 - Radiologic Technologist | 23.12 |
| 12311 - Registered Nurse I | 25.36 |
| 12312 - Registered Nurse II | 31.01 |
| 12313 - Registered Nurse II, Specialist | 31.01 |
| 12314 - Registered Nurse III | 37.52 |
| 12315 - Registered Nurse III, Anesthetist | 37.52 |
| 12316 - Registered Nurse IV | 44.98 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.83 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.09 |
| 13012 - Exhibits Specialist II | 20.58 |
| 13013 - Exhibits Specialist III | 25.92 |
| 13041 - Illustrator I | 17.09 |
| 13042 - Illustrator II | 20.58 |
| 13043 - Illustrator III | 25.92 |
| 13047 - Librarian | 23.47 |
| 13050 - Library Aide/Clerk | 10.89 |
| 13054 - Library Information Technology Systems Administrator | 21.18 |
| 13058 - Library Technician | 13.37 |
| 13061 - Media Specialist I | 15.38 |
| 13062 - Media Specialist II | 17.20 |
| 13063 - Media Specialist III | 19.18 |
| 13071 - Photographer I | 14.27 |
| 13072 - Photographer II | 15.96 |
| 13073 - Photographer III | 19.94 |
| 13074 - Photographer IV | 24.16 |
| 13075 - Photographer V | 29.24 |

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| 13110 - Video Teleconference Technician | 14.84 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.95 |
| 14042 - Computer Operator II | 16.72 |
| 14043 - Computer Operator III | 18.10 |
| 14044 - Computer Operator IV | 20.72 |
| 14045 - Computer Operator V | 22.94 |
| 14071 - Computer Programmer I | (see 1) 25.00 |
| 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 | 14.95 |
| 14160 - Personal Computer Support Technician | 22.70 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.60 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.81 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.92 |
| 15050 - Computer Based Training Specialist / Instructor | 29.60 |
| 15060 - Educational Technologist | 28.28 |
| 15070 - Flight Instructor (Pilot) | 42.92 |
| 15080 - Graphic Artist | 19.13 |
| 15090 - Technical Instructor | 18.87 |
| 15095 - Technical Instructor/Course Developer | 23.09 |
| 15110 - Test Proctor | 15.23 |
| 15120 - Tutor | 15.23 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.80 |
| 16030 - Counter Attendant | 8.80 |
| 16040 - Dry Cleaner | 10.61 |
| 16070 - Finisher, Flatwork, Machine | 8.80 |
| 16090 - Presser, Hand | 8.80 |
| 16110 - Presser, Machine, Drycleaning | 8.80 |
| 16130 - Presser, Machine, Shirts | 8.80 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.80 |
| 16190 - Sewing Machine Operator | 11.19 |
| 16220 - Tailor | 11.73 |
| 16250 - Washer, Machine | 9.26 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.89 |
| 19040 - Tool And Die Maker | 19.90 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.55 |
| 21030 - Material Coordinator | 21.00 |
| 21040 - Material Expediter | 21.00 |
| 21050 - Material Handling Laborer | 11.60 |
| 21071 - Order Filler | 10.97 |
| 21080 - Production Line Worker (Food Processing) | 16.55 |
| 21110 - Shipping Packer | 14.70 |
| 21130 - Shipping/Receiving Clerk | 14.70 |
| 21140 - Store Worker I | 11.68 |
| 21150 - Stock Clerk | 15.03 |
| 21210 - Tools And Parts Attendant | 16.55 |
| 21410 - Warehouse Specialist | 16.55 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 23.48 |
| 23021 - Aircraft Mechanic I | 22.34 |
| 23022 - Aircraft Mechanic II | 23.48 |
| 23023 - Aircraft Mechanic III | 25.09 |
| 23040 - Aircraft Mechanic Helper | 16.81 |
| 23050 - Aircraft, Painter | 21.21 |

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| 23060 - Aircraft Servicer | 18.92 |
| 23080 - Aircraft Worker | 20.06 |
| 23110 - Appliance Mechanic | 15.75 |
| 23120 - Bicycle Repairer | 11.58 |
| 23125 - Cable Splicer | 24.72 |
| 23130 - Carpenter, Maintenance | 16.55 |
| 23140 - Carpet Layer | 17.88 |
| 23160 - Electrician, Maintenance | 19.10 |
| 23181 - Electronics Technician Maintenance I | 21.79 |
| 23182 - Electronics Technician Maintenance II | 23.04 |
| 23183 - Electronics Technician Maintenance III | 24.27 |
| 23260 - Fabric Worker | 16.86 |
| 23290 - Fire Alarm System Mechanic | 19.91 |
| 23310 - Fire Extinguisher Repairer | 15.84 |
| 23311 - Fuel Distribution System Mechanic | 19.91 |
| 23312 - Fuel Distribution System Operator | 15.84 |
| 23370 - General Maintenance Worker | 16.10 |
| 23380 - Ground Support Equipment Mechanic | 22.34 |
| 23381 - Ground Support Equipment Servicer | 18.92 |
| 23382 - Ground Support Equipment Worker | 20.06 |
| 23391 - Gunsmith I | 15.84 |
| 23392 - Gunsmith II | 17.88 |
| 23393 - Gunsmith III | 19.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.30 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.27 |
| 23430 - Heavy Equipment Mechanic | 20.15 |
| 23440 - Heavy Equipment Operator | 16.81 |
| 23460 - Instrument Mechanic | 19.91 |
| 23465 - Laboratory/Shelter Mechanic | 18.90 |
| 23470 - Laborer | 11.59 |
| 23510 - Locksmith | 16.15 |
| 23530 - Machinery Maintenance Mechanic | 23.55 |
| 23550 - Machinist, Maintenance | 18.26 |
| 23580 - Maintenance Trades Helper | 12.46 |
| 23591 - Metrology Technician I | 19.54 |
| 23592 - Metrology Technician II | 20.54 |
| 23593 - Metrology Technician III | 23.55 |
| 23640 - Millwright | 22.10 |
| 23710 - Office Appliance Repairer | 18.43 |
| 23760 - Painter, Maintenance | 15.25 |
| 23790 - Pipefitter, Maintenance | 17.55 |
| 23810 - Plumber, Maintenance | 16.77 |
| 23820 - Pneudraulic Systems Mechanic | 19.91 |
| 23850 - Rigger | 16.38 |
| 23870 - Scale Mechanic | 17.88 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.08 |
| 23910 - Small Engine Mechanic | 14.68 |
| 23931 - Telecommunications Mechanic I | 22.03 |
| 23932 - Telecommunications Mechanic II | 23.06 |
| 23950 - Telephone Lineman | 19.23 |
| 23960 - Welder, Combination, Maintenance | 16.56 |
| 23965 - Well Driller | 20.43 |
| 23970 - Woodcraft Worker | 19.91 |
| 23980 - Woodworker | 12.94 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.39 |
| 24580 - Child Care Center Clerk | 11.27 |
| 24610 - Chore Aide | 9.59 |
| 24620 - Family Readiness And Support Services Coordinator | 11.17 |
| 24630 - Homemaker | 11.61 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.88 |
| 25040 - Sewage Plant Operator | 17.22 |
| 25070 - Stationary Engineer | 21.88 |
| 25190 - Ventilation Equipment Tender | 16.08 |
| 25210 - Water Treatment Plant Operator | 17.22 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.88 |
| 27007 - Baggage Inspector | 11.87 |
| 27008 - Corrections Officer | 15.07 |
| 27010 - Court Security Officer | 15.07 |
| 27030 - Detection Dog Handler | 13.81 |
| 27040 - Detention Officer | 15.07 |
| 27070 - Firefighter | 14.46 |
| 27101 - Guard I | 11.87 |
| 27102 - Guard II | 13.81 |
| 27131 - Police Officer I | 16.36 |
| 27132 - Police Officer II | 18.18 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.49 |
| 28042 - Carnival Equipment Repairer | 11.13 |
| 28043 - Carnival Equipment Worker | 8.53 |
| 28210 - Gate Attendant/Gate Tender | 13.85 |
| 28310 - Lifeguard | 11.87 |
| 28350 - Park Attendant (Aide) | 15.49 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.31 |
| 28515 - Recreation Specialist | 16.21 |
| 28630 - Sports Official | 12.34 |
| 28690 - Swimming Pool Operator | 14.92 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.56 |
| 29020 - Hatch Tender | 21.56 |
| 29030 - Line Handler | 21.56 |
| 29041 - Stevedore I | 18.76 |
| 29042 - Stevedore II | 22.80 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.40 |
| 30022 - Archeological Technician II | 18.63 |
| 30023 - Archeological Technician III | 23.07 |
| 30030 - Cartographic Technician | 26.11 |
| 30040 - Civil Engineering Technician | 20.35 |
| 30061 - Drafter/CAD Operator I | 17.40 |
| 30062 - Drafter/CAD Operator II | 18.63 |
| 30063 - Drafter/CAD Operator III | 20.60 |
| 30064 - Drafter/CAD Operator IV | 25.34 |
| 30081 - Engineering Technician I | 15.46 |
| 30082 - Engineering Technician II | 17.35 |
| 30083 - Engineering Technician III | 19.41 |
| 30084 - Engineering Technician IV | 24.05 |
| 30085 - Engineering Technician V | 29.42 |
| 30086 - Engineering Technician VI | 35.59 |
| 30090 - Environmental Technician | 23.27 |
| 30210 - Laboratory Technician | 21.96 |
| 30240 - Mathematical Technician | 22.69 |
| 30361 - Paralegal/Legal Assistant I | 17.18 |
| 30362 - Paralegal/Legal Assistant II | 20.30 |
| 30363 - Paralegal/Legal Assistant III | 24.83 |
| 30364 - Paralegal/Legal Assistant IV | 30.05 |
| 30390 - Photo-Optics Technician | 22.69 |
| 30461 - Technical Writer I | 20.14 |

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| 30462 - Technical Writer II | 25.75 |
| 30463 - Technical Writer III | 31.16 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 3) | 20.60 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 3) | 20.45 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.49 |
| 31030 - Bus Driver | 12.98 |
| 31043 - Driver Courier | 13.08 |
| 31260 - Parking and Lot Attendant | 9.13 |
| 31290 - Shuttle Bus Driver | 12.71 |
| 31310 - Taxi Driver | 10.49 |
| 31361 - Truckdriver, Light | 13.98 |
| 31362 - Truckdriver, Medium | 14.75 |
| 31363 - Truckdriver, Heavy | 17.20 |
| 31364 - Truckdriver, Tractor-Trailer | 17.20 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.61 |
| 99050 - Desk Clerk | 10.30 |
| 99095 - Embalmer | 25.80 |
| 99251 - Laboratory Animal Caretaker I | 9.88 |
| 99252 - Laboratory Animal Caretaker II | 11.15 |
| 99310 - Mortician | 29.43 |
| 99410 - Pest Controller | 15.69 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.91 |
| 99711 - Recycling Specialist | 16.09 |
| 99730 - Refuse Collector | 12.78 |
| 99810 - Sales Clerk | 13.31 |
| 99820 - School Crossing Guard | 10.35 |
| 99830 - Survey Party Chief | 18.48 |
| 99831 - Surveying Aide | 14.01 |
| 99832 - Surveying Technician | 16.80 |
| 99840 - Vending Machine Attendant | 11.23 |
| 99841 - Vending Machine Repairer | 13.88 |
| 99842 - Vending Machine Repairer Helper | 11.50 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract
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(either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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| THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION |
| By direction of the Secretary of Labor | WAGE AND HOUR DIVISION |
| | WASHINGTON D.C. 20210 |
| | |
| Diane C. Koplewski | Wage Determination No.: 2005-2475 |
| Director | Revision No.: 16 |
| Division of | Date Of Last Revision: 07/25/2014 |
| Wage Determinations | |
| State: South Carolina | |

Area: South Carolina Counties of Calhoun, Chester, Clarendon, Fairfield, Kershaw, Lexington, Newberry, Orangeburg, Richland, Saluda, Sumter

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.97 |
| 01012 - Accounting Clerk II | | 13.53 |
| 01013 - Accounting Clerk III | | 15.13 |
| 01020 - Administrative Assistant | | 19.27 |
| 01040 - Court Reporter | | 18.56 |
| 01051 - Data Entry Operator I | | 11.78 |
| 01052 - Data Entry Operator II | | 12.86 |
| 01060 - Dispatcher, Motor Vehicle | | 16.45 |
| 01070 - Document Preparation Clerk | | 11.91 |
| 01090 - Duplicating Machine Operator | | 11.91 |
| 01111 - General Clerk I | | 11.43 |
| 01112 - General Clerk II | | 12.47 |
| 01113 - General Clerk III | | 13.99 |
| 01120 - Housing Referral Assistant | | 17.34 |
| 01141 - Messenger Courier | | 9.70 |
| 01191 - Order Clerk I | | 12.60 |
| 01192 - Order Clerk II | | 13.75 |
| 01261 - Personnel Assistant (Employment) I | | 14.26 |
| 01262 - Personnel Assistant (Employment) II | | 15.95 |
| 01263 - Personnel Assistant (Employment) III | | 17.79 |
| 01270 - Production Control Clerk | | 19.20 |
| 01280 - Receptionist | | 11.95 |
| 01290 - Rental Clerk | | 12.31 |
| 01300 - Scheduler, Maintenance | | 13.77 |
| 01311 - Secretary I | | 13.77 |
| 01312 - Secretary II | | 15.52 |
| 01313 - Secretary III | | 17.34 |
| 01320 - Service Order Dispatcher | | 14.41 |
| 01410 - Supply Technician | | 19.27 |
| 01420 - Survey Worker | | 13.30 |
| 01531 - Travel Clerk I | | 12.07 |
| 01532 - Travel Clerk II | | 12.84 |
| 01533 - Travel Clerk III | | 13.66 |
| 01611 - Word Processor I | | 12.12 |
| 01612 - Word Processor II | | 13.61 |
| 01613 - Word Processor III | | 15.22 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.38 |
| 05010 - Automotive Electrician | | 17.93 |
| 05040 - Automotive Glass Installer | | 16.86 |

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| 05070 - Automotive Worker | 16.86 |
| 05110 - Mobile Equipment Servicer | 14.64 |
| 05130 - Motor Equipment Metal Mechanic | 18.98 |
| 05160 - Motor Equipment Metal Worker | 16.86 |
| 05190 - Motor Vehicle Mechanic | 18.50 |
| 05220 - Motor Vehicle Mechanic Helper | 13.60 |
| 05250 - Motor Vehicle Upholstery Worker | 15.74 |
| 05280 - Motor Vehicle Wrecker | 16.86 |
| 05310 - Painter, Automotive | 17.93 |
| 05340 - Radiator Repair Specialist | 16.86 |
| 05370 - Tire Repairer | 11.28 |
| 05400 - Transmission Repair Specialist | 18.98 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.22 |
| 07041 - Cook I | 8.84 |
| 07042 - Cook II | 10.16 |
| 07070 - Dishwasher | 8.25 |
| 07130 - Food Service Worker | 10.43 |
| 07210 - Meat Cutter | 12.72 |
| 07260 - Waiter/Waitress | 7.25 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.60 |
| 09040 - Furniture Handler | 9.30 |
| 09080 - Furniture Refinisher | 14.61 |
| 09090 - Furniture Refinisher Helper | 11.01 |
| 09110 - Furniture Repairer, Minor | 12.83 |
| 09130 - Upholsterer | 14.60 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.34 |
| 11060 - Elevator Operator | 9.34 |
| 11090 - Gardener | 12.56 |
| 11122 - Housekeeping Aide | 9.34 |
| 11150 - Janitor | 9.34 |
| 11210 - Laborer, Grounds Maintenance | 10.68 |
| 11240 - Maid or Houseman | 8.10 |
| 11260 - Pruner | 9.66 |
| 11270 - Tractor Operator | 11.67 |
| 11330 - Trail Maintenance Worker | 10.68 |
| 11360 - Window Cleaner | 9.57 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.44 |
| 12011 - Breath Alcohol Technician | 15.44 |
| 12012 - Certified Occupational Therapist Assistant | 23.79 |
| 12015 - Certified Physical Therapist Assistant | 24.26 |
| 12020 - Dental Assistant | 15.21 |
| 12025 - Dental Hygienist | 25.23 |
| 12030 - EKG Technician | 21.28 |
| 12035 - Electroneurodiagnostic Technologist | 21.28 |
| 12040 - Emergency Medical Technician | 15.44 |
| 12071 - Licensed Practical Nurse I | 14.76 |
| 12072 - Licensed Practical Nurse II | 16.51 |
| 12073 - Licensed Practical Nurse III | 18.41 |
| 12100 - Medical Assistant | 13.66 |
| 12130 - Medical Laboratory Technician | 15.50 |
| 12160 - Medical Record Clerk | 13.76 |
| 12190 - Medical Record Technician | 15.39 |
| 12195 - Medical Transcriptionist | 14.97 |
| 12210 - Nuclear Medicine Technologist | 28.15 |
| 12221 - Nursing Assistant I | 9.78 |
| 12222 - Nursing Assistant II | 10.99 |
| 12223 - Nursing Assistant III | 12.00 |
| 12224 - Nursing Assistant IV | 13.47 |
| 12235 - Optical Dispenser | 15.87 |

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| 12236 - Optical Technician | 13.49 |
| 12250 - Pharmacy Technician | 12.84 |
| 12280 - Phlebotomist | 13.47 |
| 12305 - Radiologic Technologist | 22.94 |
| 12311 - Registered Nurse I | 22.77 |
| 12312 - Registered Nurse II | 27.85 |
| 12313 - Registered Nurse II, Specialist | 27.85 |
| 12314 - Registered Nurse III | 33.69 |
| 12315 - Registered Nurse III, Anesthetist | 33.69 |
| 12316 - Registered Nurse IV | 40.38 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.87 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.29 |
| 13012 - Exhibits Specialist II | 21.42 |
| 13013 - Exhibits Specialist III | 26.21 |
| 13041 - Illustrator I | 18.30 |
| 13042 - Illustrator II | 22.69 |
| 13043 - Illustrator III | 27.74 |
| 13047 - Librarian | 25.23 |
| 13050 - Library Aide/Clerk | 12.59 |
| 13054 - Library Information Technology Systems Administrator | 22.78 |
| 13058 - Library Technician | 16.20 |
| 13061 - Media Specialist I | 16.45 |
| 13062 - Media Specialist II | 18.38 |
| 13063 - Media Specialist III | 20.50 |
| 13071 - Photographer I | 14.46 |
| 13072 - Photographer II | 16.19 |
| 13073 - Photographer III | 20.04 |
| 13074 - Photographer IV | 24.51 |
| 13075 - Photographer V | 29.66 |
| 13110 - Video Teleconference Technician | 16.41 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.46 |
| 14042 - Computer Operator II | 17.29 |
| 14043 - Computer Operator III | 20.72 |
| 14044 - Computer Operator IV | 23.08 |
| 14045 - Computer Operator V | 25.51 |
| 14071 - Computer Programmer I | (see 1) 21.78 |
| 14072 - Computer Programmer II | (see 1) 26.99 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 27.38 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 15.46 |
| 14160 - Personal Computer Support Technician | 27.56 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.38 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 30.38 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.76 |
| 15050 - Computer Based Training Specialist / Instructor | 25.61 |
| 15060 - Educational Technologist | 30.46 |
| 15070 - Flight Instructor (Pilot) | 36.76 |
| 15080 - Graphic Artist | 19.00 |
| 15090 - Technical Instructor | 18.43 |
| 15095 - Technical Instructor/Course Developer | 22.54 |
| 15110 - Test Proctor | 14.87 |
| 15120 - Tutor | 14.87 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.76 |
| 16030 - Counter Attendant | 8.76 |
| 16040 - Dry Cleaner | 10.80 |

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| 16070 - Finisher, Flatwork, Machine | 8.76 |
| 16090 - Presser, Hand | 8.76 |
| 16110 - Presser, Machine, Drycleaning | 8.76 |
| 16130 - Presser, Machine, Shirts | 8.76 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.76 |
| 16190 - Sewing Machine Operator | 11.39 |
| 16220 - Tailor | 12.13 |
| 16250 - Washer, Machine | 9.46 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.72 |
| 19040 - Tool And Die Maker | 22.36 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.04 |
| 21030 - Material Coordinator | 19.20 |
| 21040 - Material Expediter | 19.20 |
| 21050 - Material Handling Laborer | 11.05 |
| 21071 - Order Filler | 11.87 |
| 21080 - Production Line Worker (Food Processing) | 14.04 |
| 21110 - Shipping Packer | 12.83 |
| 21130 - Shipping/Receiving Clerk | 12.83 |
| 21140 - Store Worker I | 10.57 |
| 21150 - Stock Clerk | 14.26 |
| 21210 - Tools And Parts Attendant | 14.04 |
| 21410 - Warehouse Specialist | 14.04 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.93 |
| 23021 - Aircraft Mechanic I | 25.43 |
| 23022 - Aircraft Mechanic II | 26.93 |
| 23023 - Aircraft Mechanic III | 28.34 |
| 23040 - Aircraft Mechanic Helper | 18.17 |
| 23050 - Aircraft, Painter | 23.35 |
| 23060 - Aircraft Servicer | 21.08 |
| 23080 - Aircraft Worker | 22.58 |
| 23110 - Appliance Mechanic | 17.44 |
| 23120 - Bicycle Repairer | 11.30 |
| 23125 - Cable Splicer | 20.87 |
| 23130 - Carpenter, Maintenance | 17.62 |
| 23140 - Carpet Layer | 16.99 |
| 23160 - Electrician, Maintenance | 17.57 |
| 23181 - Electronics Technician Maintenance I | 20.78 |
| 23182 - Electronics Technician Maintenance II | 22.22 |
| 23183 - Electronics Technician Maintenance III | 23.39 |
| 23260 - Fabric Worker | 15.85 |
| 23290 - Fire Alarm System Mechanic | 18.11 |
| 23310 - Fire Extinguisher Repairer | 14.77 |
| 23311 - Fuel Distribution System Mechanic | 23.31 |
| 23312 - Fuel Distribution System Operator | 18.00 |
| 23370 - General Maintenance Worker | 16.56 |
| 23380 - Ground Support Equipment Mechanic | 23.93 |
| 23381 - Ground Support Equipment Servicer | 19.83 |
| 23382 - Ground Support Equipment Worker | 21.25 |
| 23391 - Gunsmith I | 14.77 |
| 23392 - Gunsmith II | 16.99 |
| 23393 - Gunsmith III | 19.13 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.34 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 17.99 |
| 23430 - Heavy Equipment Mechanic | 21.80 |
| 23440 - Heavy Equipment Operator | 16.63 |
| 23460 - Instrument Mechanic | 18.18 |
| 23465 - Laboratory/Shelter Mechanic | 18.09 |
| 23470 - Laborer | 11.05 |

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|---|-------|
| 23510 - Locksmith | 16.86 |
| 23530 - Machinery Maintenance Mechanic | 20.90 |
| 23550 - Machinist, Maintenance | 16.63 |
| 23580 - Maintenance Trades Helper | 11.91 |
| 23591 - Metrology Technician I | 18.18 |
| 23592 - Metrology Technician II | 19.24 |
| 23593 - Metrology Technician III | 20.24 |
| 23640 - Millwright | 23.53 |
| 23710 - Office Appliance Repairer | 18.05 |
| 23760 - Painter, Maintenance | 16.22 |
| 23790 - Pipefitter, Maintenance | 17.78 |
| 23810 - Plumber, Maintenance | 16.79 |
| 23820 - Pneudraulic Systems Mechanic | 19.13 |
| 23850 - Rigger | 18.67 |
| 23870 - Scale Mechanic | 16.99 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.65 |
| 23910 - Small Engine Mechanic | 13.52 |
| 23931 - Telecommunications Mechanic I | 21.01 |
| 23932 - Telecommunications Mechanic II | 22.25 |
| 23950 - Telephone Lineman | 19.44 |
| 23960 - Welder, Combination, Maintenance | 16.40 |
| 23965 - Well Driller | 19.13 |
| 23970 - Woodcraft Worker | 19.13 |
| 23980 - Woodworker | 14.38 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.40 |
| 24580 - Child Care Center Clerk | 14.74 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 12.53 |
| 24630 - Homemaker | 15.00 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.88 |
| 25040 - Sewage Plant Operator | 18.09 |
| 25070 - Stationary Engineer | 21.88 |
| 25190 - Ventilation Equipment Tender | 13.68 |
| 25210 - Water Treatment Plant Operator | 18.09 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.72 |
| 27007 - Baggage Inspector | 11.59 |
| 27008 - Corrections Officer | 16.17 |
| 27010 - Court Security Officer | 17.36 |
| 27030 - Detection Dog Handler | 14.05 |
| 27040 - Detention Officer | 16.17 |
| 27070 - Firefighter | 17.97 |
| 27101 - Guard I | 11.59 |
| 27102 - Guard II | 14.05 |
| 27131 - Police Officer I | 19.90 |
| 27132 - Police Officer II | 22.11 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.42 |
| 28042 - Carnival Equipment Repairer | 10.15 |
| 28043 - Carnival Equipment Worker | 8.19 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 15.59 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 14.64 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.29 |
| 29020 - Hatch Tender | 17.29 |

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| 29030 - Line Handler | 17.71 |
| 29041 - Stevedore I | 16.12 |
| 29042 - Stevedore II | 18.38 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.95 |
| 30022 - Archeological Technician II | 18.58 |
| 30023 - Archeological Technician III | 22.82 |
| 30030 - Cartographic Technician | 22.84 |
| 30040 - Civil Engineering Technician | 22.61 |
| 30061 - Drafter/CAD Operator I | 16.95 |
| 30062 - Drafter/CAD Operator II | 18.58 |
| 30063 - Drafter/CAD Operator III | 20.54 |
| 30064 - Drafter/CAD Operator IV | 25.27 |
| 30081 - Engineering Technician I | 14.83 |
| 30082 - Engineering Technician II | 16.64 |
| 30083 - Engineering Technician III | 18.61 |
| 30084 - Engineering Technician IV | 23.07 |
| 30085 - Engineering Technician V | 28.22 |
| 30086 - Engineering Technician VI | 34.14 |
| 30090 - Environmental Technician | 21.04 |
| 30210 - Laboratory Technician | 22.16 |
| 30240 - Mathematical Technician | 23.81 |
| 30361 - Paralegal/Legal Assistant I | 16.56 |
| 30362 - Paralegal/Legal Assistant II | 20.51 |
| 30363 - Paralegal/Legal Assistant III | 24.33 |
| 30364 - Paralegal/Legal Assistant IV | 32.35 |
| 30390 - Photo-Optics Technician | 25.12 |
| 30461 - Technical Writer I | 20.74 |
| 30462 - Technical Writer II | 25.37 |
| 30463 - Technical Writer III | 30.69 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 20.54 |
| 30621 - Weather Observer, Senior (see 2) | 22.82 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.85 |
| 31030 - Bus Driver | 14.43 |
| 31043 - Driver Courier | 13.19 |
| 31260 - Parking and Lot Attendant | 10.14 |
| 31290 - Shuttle Bus Driver | 14.12 |
| 31310 - Taxi Driver | 11.15 |
| 31361 - Truckdriver, Light | 14.12 |
| 31362 - Truckdriver, Medium | 15.17 |
| 31363 - Truckdriver, Heavy | 17.99 |
| 31364 - Truckdriver, Tractor-Trailer | 17.99 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.01 |
| 99050 - Desk Clerk | 9.97 |
| 99095 - Embalmer | 21.32 |
| 99251 - Laboratory Animal Caretaker I | 9.71 |
| 99252 - Laboratory Animal Caretaker II | 10.49 |
| 99310 - Mortician | 21.75 |
| 99410 - Pest Controller | 14.53 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 12.86 |
| 99711 - Recycling Specialist | 16.25 |

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| 99730 - Refuse Collector | 13.20 |
| 99810 - Sales Clerk | 12.56 |
| 99820 - School Crossing Guard | 10.16 |
| 99830 - Survey Party Chief | 17.53 |
| 99831 - Surveying Aide | 11.77 |
| 99832 - Surveying Technician | 16.13 |
| 99840 - Vending Machine Attendant | 15.00 |
| 99841 - Vending Machine Repairer | 18.62 |
| 99842 - Vending Machine Repairer Helper | 15.00 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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. Conformance 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2476
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: South Carolina

Area: South Carolina Counties of Calhoun, Chester, Clarendon, Fairfield,
Kershaw, Lexington, Newberry, Orangeburg, Richland, Saluda, Sumter

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.97 |
| 01012 - Accounting Clerk II | | 13.53 |
| 01013 - Accounting Clerk III | | 15.13 |
| 01020 - Administrative Assistant | | 19.27 |
| 01040 - Court Reporter | | 18.56 |
| 01051 - Data Entry Operator I | | 11.78 |
| 01052 - Data Entry Operator II | | 12.86 |
| 01060 - Dispatcher, Motor Vehicle | | 16.45 |
| 01070 - Document Preparation Clerk | | 11.91 |
| 01090 - Duplicating Machine Operator | | 11.91 |
| 01111 - General Clerk I | | 11.43 |
| 01112 - General Clerk II | | 12.47 |
| 01113 - General Clerk III | | 13.99 |
| 01120 - Housing Referral Assistant | | 17.34 |
| 01141 - Messenger Courier | | 9.70 |
| 01191 - Order Clerk I | | 12.60 |
| 01192 - Order Clerk II | | 13.75 |
| 01261 - Personnel Assistant (Employment) I | | 14.26 |
| 01262 - Personnel Assistant (Employment) II | | 15.95 |
| 01263 - Personnel Assistant (Employment) III | | 17.79 |
| 01270 - Production Control Clerk | | 19.20 |
| 01280 - Receptionist | | 11.95 |
| 01290 - Rental Clerk | | 12.31 |
| 01300 - Scheduler, Maintenance | | 13.77 |
| 01311 - Secretary I | | 13.77 |
| 01312 - Secretary II | | 15.52 |
| 01313 - Secretary III | | 17.34 |
| 01320 - Service Order Dispatcher | | 14.41 |
| 01410 - Supply Technician | | 19.27 |
| 01420 - Survey Worker | | 13.30 |

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| 01531 - Travel Clerk I | 12.07 |
| 01532 - Travel Clerk II | 12.84 |
| 01533 - Travel Clerk III | 13.66 |
| 01611 - Word Processor I | 12.12 |
| 01612 - Word Processor II | 13.61 |
| 01613 - Word Processor III | 15.22 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.38 |
| 05010 - Automotive Electrician | 17.93 |
| 05040 - Automotive Glass Installer | 16.86 |
| 05070 - Automotive Worker | 16.86 |
| 05110 - Mobile Equipment Servicer | 14.64 |
| 05130 - Motor Equipment Metal Mechanic | 18.98 |
| 05160 - Motor Equipment Metal Worker | 16.86 |
| 05190 - Motor Vehicle Mechanic | 18.50 |
| 05220 - Motor Vehicle Mechanic Helper | 13.60 |
| 05250 - Motor Vehicle Upholstery Worker | 15.74 |
| 05280 - Motor Vehicle wrecker | 16.86 |
| 05310 - Painter, Automotive | 17.93 |
| 05340 - Radiator Repair Specialist | 16.86 |
| 05370 - Tire Repairer | 11.28 |
| 05400 - Transmission Repair Specialist | 18.98 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.22 |
| 07041 - Cook I | 8.84 |
| 07042 - Cook II | 10.16 |
| 07070 - Dishwasher | 8.25 |
| 07130 - Food Service Worker | 10.43 |
| 07210 - Meat Cutter | 12.72 |
| 07260 - Waiter/Waitress | 7.25 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.60 |
| 09040 - Furniture Handler | 9.30 |
| 09080 - Furniture Refinisher | 14.61 |
| 09090 - Furniture Refinisher Helper | 11.01 |
| 09110 - Furniture Repairer, Minor | 12.83 |
| 09130 - Upholsterer | 14.60 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.34 |
| 11060 - Elevator Operator | 9.34 |
| 11090 - Gardener | 12.56 |
| 11122 - Housekeeping Aide | 9.34 |
| 11150 - Janitor | 9.34 |
| 11210 - Laborer, Grounds Maintenance | 10.68 |
| 11240 - Maid or Houseman | 8.10 |
| 11260 - Pruner | 9.66 |
| 11270 - Tractor Operator | 11.67 |
| 11330 - Trail Maintenance Worker | 10.68 |
| 11360 - Window Cleaner | 9.57 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.44 |
| 12011 - Breath Alcohol Technician | 15.44 |
| 12012 - Certified Occupational Therapist Assistant | 23.79 |
| 12015 - Certified Physical Therapist Assistant | 24.26 |
| 12020 - Dental Assistant | 15.21 |
| 12025 - Dental Hygienist | 25.23 |
| 12030 - EKG Technician | 21.28 |
| 12035 - Electroneurodiagnostic Technologist | 21.28 |
| 12040 - Emergency Medical Technician | 15.44 |
| 12071 - Licensed Practical Nurse I | 14.76 |
| 12072 - Licensed Practical Nurse II | 16.51 |
| 12073 - Licensed Practical Nurse III | 18.41 |
| 12100 - Medical Assistant | 13.66 |

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| 12130 - Medical Laboratory Technician | 15.50 |
| 12160 - Medical Record Clerk | 13.76 |
| 12190 - Medical Record Technician | 15.39 |
| 12195 - Medical Transcriptionist | 14.97 |
| 12210 - Nuclear Medicine Technologist | 28.15 |
| 12221 - Nursing Assistant I | 9.78 |
| 12222 - Nursing Assistant II | 10.99 |
| 12223 - Nursing Assistant III | 12.00 |
| 12224 - Nursing Assistant IV | 13.47 |
| 12235 - Optical Dispenser | 15.87 |
| 12236 - Optical Technician | 13.49 |
| 12250 - Pharmacy Technician | 12.84 |
| 12280 - Phlebotomist | 13.47 |
| 12305 - Radiologic Technologist | 22.94 |
| 12311 - Registered Nurse I | 22.77 |
| 12312 - Registered Nurse II | 27.85 |
| 12313 - Registered Nurse II, Specialist | 27.85 |
| 12314 - Registered Nurse III | 33.69 |
| 12315 - Registered Nurse III, Anesthetist | 33.69 |
| 12316 - Registered Nurse IV | 40.38 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.87 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.29 |
| 13012 - Exhibits Specialist II | 21.42 |
| 13013 - Exhibits Specialist III | 26.21 |
| 13041 - Illustrator I | 18.30 |
| 13042 - Illustrator II | 22.69 |
| 13043 - Illustrator III | 27.74 |
| 13047 - Librarian | 25.23 |
| 13050 - Library Aide/Clerk | 12.59 |
| 13054 - Library Information Technology Systems Administrator | 22.78 |
| 13058 - Library Technician | 16.20 |
| 13061 - Media Specialist I | 16.45 |
| 13062 - Media Specialist II | 18.38 |
| 13063 - Media Specialist III | 20.50 |
| 13071 - Photographer I | 14.46 |
| 13072 - Photographer II | 16.19 |
| 13073 - Photographer III | 20.04 |
| 13074 - Photographer IV | 24.51 |
| 13075 - Photographer V | 29.66 |
| 13110 - Video Teleconference Technician | 16.41 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.46 |
| 14042 - Computer Operator II | 17.29 |
| 14043 - Computer Operator III | 20.72 |
| 14044 - Computer Operator IV | 23.08 |
| 14045 - Computer Operator V | 25.51 |
| 14071 - Computer Programmer I | (see 1) 21.78 |
| 14072 - Computer Programmer II | (see 1) 26.99 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 27.38 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 15.46 |
| 14160 - Personal Computer Support Technician | 27.56 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.38 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 30.38 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.76 |
| 15050 - Computer Based Training Specialist / Instructor | 25.61 |
| 15060 - Educational Technologist | 30.46 |

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| 15070 - Flight Instructor (Pilot) | 36.76 |
| 15080 - Graphic Artist | 19.00 |
| 15090 - Technical Instructor | 18.43 |
| 15095 - Technical Instructor/Course Developer | 22.54 |
| 15110 - Test Proctor | 14.87 |
| 15120 - Tutor | 14.87 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.76 |
| 16030 - Counter Attendant | 8.76 |
| 16040 - Dry Cleaner | 10.80 |
| 16070 - Finisher, Flatwork, Machine | 8.76 |
| 16090 - Presser, Hand | 8.76 |
| 16110 - Presser, Machine, Drycleaning | 8.76 |
| 16130 - Presser, Machine, Shirts | 8.76 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.76 |
| 16190 - Sewing Machine Operator | 11.39 |
| 16220 - Tailor | 12.13 |
| 16250 - Washer, Machine | 9.46 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.72 |
| 19040 - Tool And Die Maker | 22.36 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.04 |
| 21030 - Material Coordinator | 19.20 |
| 21040 - Material Expediter | 19.20 |
| 21050 - Material Handling Laborer | 11.05 |
| 21071 - Order Filler | 11.87 |
| 21080 - Production Line Worker (Food Processing) | 14.04 |
| 21110 - Shipping Packer | 12.83 |
| 21130 - Shipping/Receiving Clerk | 12.83 |
| 21140 - Store Worker I | 10.57 |
| 21150 - Stock Clerk | 14.26 |
| 21210 - Tools And Parts Attendant | 14.04 |
| 21410 - Warehouse Specialist | 14.04 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.93 |
| 23021 - Aircraft Mechanic I | 25.43 |
| 23022 - Aircraft Mechanic II | 26.93 |
| 23023 - Aircraft Mechanic III | 28.34 |
| 23040 - Aircraft Mechanic Helper | 18.17 |
| 23050 - Aircraft, Painter | 23.35 |
| 23060 - Aircraft Servicer | 21.08 |
| 23080 - Aircraft Worker | 22.58 |
| 23110 - Appliance Mechanic | 17.44 |
| 23120 - Bicycle Repairer | 11.30 |
| 23125 - Cable Splicer | 20.87 |
| 23130 - Carpenter, Maintenance | 17.62 |
| 23140 - Carpet Layer | 16.99 |
| 23160 - Electrician, Maintenance | 17.57 |
| 23181 - Electronics Technician Maintenance I | 20.78 |
| 23182 - Electronics Technician Maintenance II | 22.22 |
| 23183 - Electronics Technician Maintenance III | 23.39 |
| 23260 - Fabric Worker | 15.85 |
| 23290 - Fire Alarm System Mechanic | 18.11 |
| 23310 - Fire Extinguisher Repairer | 14.77 |
| 23311 - Fuel Distribution System Mechanic | 23.31 |
| 23312 - Fuel Distribution System Operator | 18.00 |
| 23370 - General Maintenance Worker | 16.56 |
| 23380 - Ground Support Equipment Mechanic | 23.93 |
| 23381 - Ground Support Equipment Servicer | 19.83 |
| 23382 - Ground Support Equipment Worker | 21.25 |
| 23391 - Gunsmith I | 14.77 |
| 23392 - Gunsmith II | 16.99 |

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| 23393 - Gunsmith III | 19.13 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.34 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 17.99 |
| 23430 - Heavy Equipment Mechanic | 21.80 |
| 23440 - Heavy Equipment Operator | 16.63 |
| 23460 - Instrument Mechanic | 18.18 |
| 23465 - Laboratory/Shelter Mechanic | 18.09 |
| 23470 - Laborer | 11.05 |
| 23510 - Locksmith | 16.86 |
| 23530 - Machinery Maintenance Mechanic | 20.90 |
| 23550 - Machinist, Maintenance | 16.63 |
| 23580 - Maintenance Trades Helper | 11.91 |
| 23591 - Metrology Technician I | 18.18 |
| 23592 - Metrology Technician II | 19.24 |
| 23593 - Metrology Technician III | 20.24 |
| 23640 - Millwright | 23.53 |
| 23710 - Office Appliance Repairer | 18.05 |
| 23760 - Painter, Maintenance | 16.22 |
| 23790 - Pipefitter, Maintenance | 17.78 |
| 23810 - Plumber, Maintenance | 16.79 |
| 23820 - Pneudraulic Systems Mechanic | 19.13 |
| 23850 - Rigger | 18.67 |
| 23870 - Scale Mechanic | 16.99 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.65 |
| 23910 - Small Engine Mechanic | 13.52 |
| 23931 - Telecommunications Mechanic I | 21.01 |
| 23932 - Telecommunications Mechanic II | 22.25 |
| 23950 - Telephone Lineman | 19.44 |
| 23960 - Welder, Combination, Maintenance | 16.40 |
| 23965 - Well Driller | 19.13 |
| 23970 - Woodcraft Worker | 19.13 |
| 23980 - Woodworker | 14.38 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.40 |
| 24580 - Child Care Center Clerk | 14.74 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 12.53 |
| 24630 - Homemaker | 15.00 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.88 |
| 25040 - Sewage Plant Operator | 18.09 |
| 25070 - Stationary Engineer | 21.88 |
| 25190 - Ventilation Equipment Tender | 13.68 |
| 25210 - Water Treatment Plant Operator | 18.09 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.72 |
| 27007 - Baggage Inspector | 11.59 |
| 27008 - Corrections Officer | 16.17 |
| 27010 - Court Security Officer | 17.36 |
| 27030 - Detection Dog Handler | 14.05 |
| 27040 - Detention Officer | 16.17 |
| 27070 - Firefighter | 17.97 |
| 27101 - Guard I | 11.59 |
| 27102 - Guard II | 14.05 |
| 27131 - Police Officer I | 19.90 |
| 27132 - Police Officer II | 22.11 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.42 |
| 28042 - Carnival Equipment Repairer | 10.15 |
| 28043 - Carnival Equipment Worker | 8.19 |

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|--|-------|
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 15.59 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 14.64 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.29 |
| 29020 - Hatch Tender | 17.29 |
| 29030 - Line Handler | 17.71 |
| 29041 - Stevedore I | 16.12 |
| 29042 - Stevedore II | 18.38 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.95 |
| 30022 - Archeological Technician II | 18.58 |
| 30023 - Archeological Technician III | 22.82 |
| 30030 - Cartographic Technician | 22.84 |
| 30040 - Civil Engineering Technician | 22.61 |
| 30061 - Drafter/CAD Operator I | 16.95 |
| 30062 - Drafter/CAD Operator II | 18.58 |
| 30063 - Drafter/CAD Operator III | 20.54 |
| 30064 - Drafter/CAD Operator IV | 25.27 |
| 30081 - Engineering Technician I | 14.83 |
| 30082 - Engineering Technician II | 16.64 |
| 30083 - Engineering Technician III | 18.61 |
| 30084 - Engineering Technician IV | 23.07 |
| 30085 - Engineering Technician V | 28.22 |
| 30086 - Engineering Technician VI | 34.14 |
| 30090 - Environmental Technician | 21.04 |
| 30210 - Laboratory Technician | 22.16 |
| 30240 - Mathematical Technician | 23.81 |
| 30361 - Paralegal/Legal Assistant I | 16.56 |
| 30362 - Paralegal/Legal Assistant II | 20.51 |
| 30363 - Paralegal/Legal Assistant III | 24.33 |
| 30364 - Paralegal/Legal Assistant IV | 32.35 |
| 30390 - Photo-Optics Technician | 25.12 |
| 30461 - Technical Writer I | 20.74 |
| 30462 - Technical Writer II | 25.37 |
| 30463 - Technical Writer III | 30.69 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 20.54 |
| 30621 - Weather Observer, Senior (see 2) | 22.82 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.85 |
| 31030 - Bus Driver | 14.43 |
| 31043 - Driver Courier | 13.19 |
| 31260 - Parking and Lot Attendant | 10.14 |
| 31290 - Shuttle Bus Driver | 14.12 |
| 31310 - Taxi Driver | 11.15 |
| 31361 - Truckdriver, Light | 14.12 |
| 31362 - Truckdriver, Medium | 15.17 |
| 31363 - Truckdriver, Heavy | 17.99 |
| 31364 - Truckdriver, Tractor-Trailer | 17.99 |
| 99000 - Miscellaneous Occupations | |

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|---|-------|
| 99030 - Cashier | 8.01 |
| 99050 - Desk Clerk | 9.97 |
| 99095 - Embalmer | 21.32 |
| 99251 - Laboratory Animal Caretaker I | 9.71 |
| 99252 - Laboratory Animal Caretaker II | 10.49 |
| 99310 - Mortician | 21.75 |
| 99410 - Pest Controller | 14.53 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 12.86 |
| 99711 - Recycling Specialist | 16.25 |
| 99730 - Refuse Collector | 13.20 |
| 99810 - Sales Clerk | 12.56 |
| 99820 - School Crossing Guard | 10.16 |
| 99830 - Survey Party Chief | 17.53 |
| 99831 - Surveying Aide | 11.77 |
| 99832 - Surveying Technician | 16.13 |
| 99840 - Vending Machine Attendant | 15.00 |
| 99841 - Vending Machine Repairer | 18.62 |
| 99842 - Vending Machine Repairer Helper | 15.00 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2477
Revision No.: 15
Date of Last Revision: 07/25/2014

State: South Carolina

Area: South Carolina Counties of Darlington, Florence, Lee

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.08 |
| 01012 - Accounting Clerk II | | 13.57 |
| 01013 - Accounting Clerk III | | 15.18 |
| 01020 - Administrative Assistant | | 18.49 |
| 01040 - Court Reporter | | 14.19 |
| 01051 - Data Entry Operator I | | 11.44 |
| 01052 - Data Entry Operator II | | 12.48 |
| 01060 - Dispatcher, Motor Vehicle | | 16.03 |

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| 01070 - Document Preparation Clerk | 11.31 |
| 01090 - Duplicating Machine Operator | 11.31 |
| 01111 - General Clerk I | 10.27 |
| 01112 - General Clerk II | 11.21 |
| 01113 - General Clerk III | 12.58 |
| 01120 - Housing Referral Assistant | 15.83 |
| 01141 - Messenger Courier | 10.42 |
| 01191 - Order Clerk I | 12.65 |
| 01192 - Order Clerk II | 13.84 |
| 01261 - Personnel Assistant (Employment) I | 14.00 |
| 01262 - Personnel Assistant (Employment) II | 15.65 |
| 01263 - Personnel Assistant (Employment) III | 17.46 |
| 01270 - Production Control Clerk | 21.31 |
| 01280 - Receptionist | 10.15 |
| 01290 - Rental Clerk | 12.36 |
| 01300 - Scheduler, Maintenance | 12.69 |
| 01311 - Secretary I | 12.69 |
| 01312 - Secretary II | 14.19 |
| 01313 - Secretary III | 15.83 |
| 01320 - Service Order Dispatcher | 14.32 |
| 01410 - Supply Technician | 18.49 |
| 01420 - Survey Worker | 12.09 |
| 01531 - Travel Clerk I | 12.07 |
| 01532 - Travel Clerk II | 12.84 |
| 01533 - Travel Clerk III | 13.66 |
| 01611 - Word Processor I | 11.31 |
| 01612 - Word Processor II | 12.69 |
| 01613 - Word Processor III | 14.19 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 17.42 |
| 05010 - Automotive Electrician | 14.72 |
| 05040 - Automotive Glass Installer | 13.36 |
| 05070 - Automotive Worker | 13.36 |
| 05110 - Mobile Equipment Servicer | 11.57 |
| 05130 - Motor Equipment Metal Mechanic | 15.03 |
| 05160 - Motor Equipment Metal Worker | 13.36 |
| 05190 - Motor Vehicle Mechanic | 15.03 |
| 05220 - Motor Vehicle Mechanic Helper | 10.82 |
| 05250 - Motor Vehicle Upholstery Worker | 13.16 |
| 05280 - Motor Vehicle Wrecker | 13.36 |
| 05310 - Painter, Automotive | 13.91 |
| 05340 - Radiator Repair Specialist | 13.36 |
| 05370 - Tire Repairer | 7.51 |
| 05400 - Transmission Repair Specialist | 15.03 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.93 |
| 07041 - Cook I | 10.18 |
| 07042 - Cook II | 11.72 |
| 07070 - Dishwasher | 7.65 |
| 07130 - Food Service Worker | 8.99 |
| 07210 - Meat Cutter | 13.67 |
| 07260 - Waiter/Waitress | 8.01 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.17 |
| 09040 - Furniture Handler | 9.63 |
| 09080 - Furniture Refinisher | 15.13 |
| 09090 - Furniture Refinisher Helper | 11.44 |
| 09110 - Furniture Repairer, Minor | 13.27 |
| 09130 - Upholsterer | 15.13 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.04 |
| 11060 - Elevator Operator | 9.89 |
| 11090 - Gardener | 12.60 |

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| 11122 - Housekeeping Aide | 8.66 |
| 11150 - Janitor | 9.89 |
| 11210 - Laborer, Grounds Maintenance | 9.79 |
| 11240 - Maid or Houseman | 7.74 |
| 11260 - Pruner | 8.84 |
| 11270 - Tractor Operator | 11.64 |
| 11330 - Trail Maintenance Worker | 9.79 |
| 11360 - Window Cleaner | 10.95 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.35 |
| 12011 - Breath Alcohol Technician | 15.34 |
| 12012 - Certified Occupational Therapist Assistant | 23.84 |
| 12015 - Certified Physical Therapist Assistant | 26.22 |
| 12020 - Dental Assistant | 13.76 |
| 12025 - Dental Hygienist | 32.84 |
| 12030 - EKG Technician | 21.33 |
| 12035 - Electroneurodiagnostic Technologist | 21.33 |
| 12040 - Emergency Medical Technician | 15.34 |
| 12071 - Licensed Practical Nurse I | 14.11 |
| 12072 - Licensed Practical Nurse II | 15.78 |
| 12073 - Licensed Practical Nurse III | 17.60 |
| 12100 - Medical Assistant | 12.07 |
| 12130 - Medical Laboratory Technician | 16.17 |
| 12160 - Medical Record Clerk | 14.11 |
| 12190 - Medical Record Technician | 16.13 |
| 12195 - Medical Transcriptionist | 15.12 |
| 12210 - Nuclear Medicine Technologist | 34.29 |
| 12221 - Nursing Assistant I | 9.15 |
| 12222 - Nursing Assistant II | 10.29 |
| 12223 - Nursing Assistant III | 11.23 |
| 12224 - Nursing Assistant IV | 12.60 |
| 12235 - Optical Dispenser | 17.62 |
| 12236 - Optical Technician | 13.95 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.90 |
| 12305 - Radiologic Technologist | 23.84 |
| 12311 - Registered Nurse I | 22.68 |
| 12312 - Registered Nurse II | 27.75 |
| 12313 - Registered Nurse II, Specialist | 27.75 |
| 12314 - Registered Nurse III | 33.57 |
| 12315 - Registered Nurse III, Anesthetist | 33.57 |
| 12316 - Registered Nurse IV | 40.23 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.56 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.61 |
| 13012 - Exhibits Specialist II | 20.58 |
| 13013 - Exhibits Specialist III | 24.97 |
| 13041 - Illustrator I | 16.61 |
| 13042 - Illustrator II | 20.58 |
| 13043 - Illustrator III | 24.97 |
| 13047 - Librarian | 22.62 |
| 13050 - Library Aide/Clerk | 11.91 |
| 13054 - Library Information Technology Systems Administrator | 20.44 |
| 13058 - Library Technician | 14.81 |
| 13061 - Media Specialist I | 14.73 |
| 13062 - Media Specialist II | 16.48 |
| 13063 - Media Specialist III | 18.38 |
| 13071 - Photographer I | 15.07 |
| 13072 - Photographer II | 16.86 |
| 13073 - Photographer III | 20.90 |
| 13074 - Photographer IV | 24.97 |
| 13075 - Photographer V | 31.30 |

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| 13110 - Video Teleconference Technician | 14.73 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.75 |
| 14042 - Computer Operator II | 16.50 |
| 14043 - Computer Operator III | 19.69 |
| 14044 - Computer Operator IV | 21.64 |
| 14045 - Computer Operator V | 23.96 |
| 14071 - Computer Programmer I | 18.35 |
| 14072 - Computer Programmer II | 22.75 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 26.68 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.75 |
| 14160 - Personal Computer Support Technician | 21.64 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.29 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.09 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.49 |
| 15050 - Computer Based Training Specialist / Instructor | 25.29 |
| 15060 - Educational Technologist | 31.31 |
| 15070 - Flight Instructor (Pilot) | 35.49 |
| 15080 - Graphic Artist | 22.64 |
| 15090 - Technical Instructor | 20.85 |
| 15095 - Technical Instructor/Course Developer | 25.55 |
| 15110 - Test Proctor | 16.81 |
| 15120 - Tutor | 16.81 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.76 |
| 16030 - Counter Attendant | 8.76 |
| 16040 - Dry Cleaner | 10.80 |
| 16070 - Finisher, Flatwork, Machine | 8.76 |
| 16090 - Presser, Hand | 8.76 |
| 16110 - Presser, Machine, Drycleaning | 8.76 |
| 16130 - Presser, Machine, Shirts | 8.76 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.76 |
| 16190 - Sewing Machine Operator | 11.39 |
| 16220 - Tailor | 12.13 |
| 16250 - Washer, Machine | 9.46 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 14.93 |
| 19040 - Tool And Die Maker | 19.27 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.38 |
| 21030 - Material Coordinator | 18.08 |
| 21040 - Material Expediter | 18.08 |
| 21050 - Material Handling Laborer | 10.85 |
| 21071 - Order Filler | 9.87 |
| 21080 - Production Line Worker (Food Processing) | 13.38 |
| 21110 - Shipping Packer | 12.94 |
| 21130 - Shipping/Receiving Clerk | 12.94 |
| 21140 - Store Worker I | 10.57 |
| 21150 - Stock Clerk | 14.26 |
| 21210 - Tools And Parts Attendant | 13.38 |
| 21410 - Warehouse Specialist | 13.38 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 19.16 |
| 23021 - Aircraft Mechanic I | 18.09 |
| 23022 - Aircraft Mechanic II | 19.16 |
| 23023 - Aircraft Mechanic III | 20.16 |
| 23040 - Aircraft Mechanic Helper | 12.92 |
| 23050 - Aircraft, Painter | 17.17 |

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| 23060 - Aircraft Servicer | 14.99 |
| 23080 - Aircraft Worker | 16.06 |
| 23110 - Appliance Mechanic | 14.18 |
| 23120 - Bicycle Repairer | 8.68 |
| 23125 - Cable Splicer | 19.97 |
| 23130 - Carpenter, Maintenance | 14.83 |
| 23140 - Carpet Layer | 16.07 |
| 23160 - Electrician, Maintenance | 17.93 |
| 23181 - Electronics Technician Maintenance I | 19.70 |
| 23182 - Electronics Technician Maintenance II | 20.97 |
| 23183 - Electronics Technician Maintenance III | 22.07 |
| 23260 - Fabric Worker | 15.00 |
| 23290 - Fire Alarm System Mechanic | 18.09 |
| 23310 - Fire Extinguisher Repairer | 13.97 |
| 23311 - Fuel Distribution System Mechanic | 18.09 |
| 23312 - Fuel Distribution System Operator | 13.97 |
| 23370 - General Maintenance Worker | 17.28 |
| 23380 - Ground Support Equipment Mechanic | 18.09 |
| 23381 - Ground Support Equipment Servicer | 14.99 |
| 23382 - Ground Support Equipment Worker | 16.06 |
| 23391 - Gunsmith I | 13.97 |
| 23392 - Gunsmith II | 16.07 |
| 23393 - Gunsmith III | 18.09 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.50 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.59 |
| 23430 - Heavy Equipment Mechanic | 20.99 |
| 23440 - Heavy Equipment Operator | 14.80 |
| 23460 - Instrument Mechanic | 18.09 |
| 23465 - Laboratory/Shelter Mechanic | 17.11 |
| 23470 - Laborer | 10.85 |
| 23510 - Locksmith | 17.11 |
| 23530 - Machinery Maintenance Mechanic | 19.62 |
| 23550 - Machinist, Maintenance | 16.71 |
| 23580 - Maintenance Trades Helper | 11.36 |
| 23591 - Metrology Technician I | 18.09 |
| 23592 - Metrology Technician II | 19.15 |
| 23593 - Metrology Technician III | 20.16 |
| 23640 - Millwright | 19.69 |
| 23710 - Office Appliance Repairer | 14.49 |
| 23760 - Painter, Maintenance | 13.15 |
| 23790 - Pipefitter, Maintenance | 19.70 |
| 23810 - Plumber, Maintenance | 17.83 |
| 23820 - Pneudraulic Systems Mechanic | 18.09 |
| 23850 - Rigger | 18.09 |
| 23870 - Scale Mechanic | 16.07 |
| 23890 - Sheet-Metal Worker, Maintenance | 14.60 |
| 23910 - Small Engine Mechanic | 16.07 |
| 23931 - Telecommunications Mechanic I | 21.63 |
| 23932 - Telecommunications Mechanic II | 22.91 |
| 23950 - Telephone Lineman | 20.05 |
| 23960 - Welder, Combination, Maintenance | 14.89 |
| 23965 - Well Driller | 18.09 |
| 23970 - Woodcraft Worker | 18.09 |
| 23980 - Woodworker | 13.97 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.48 |
| 24580 - Child Care Center Clerk | 9.97 |
| 24610 - Chore Aide | 8.50 |
| 24620 - Family Readiness And Support Services Coordinator | 12.43 |
| 24630 - Homemaker | 11.08 |

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|--|-------|
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.27 |
| 25040 - Sewage Plant Operator | 17.45 |
| 25070 - Stationary Engineer | 21.27 |
| 25190 - Ventilation Equipment Tender | 14.32 |
| 25210 - Water Treatment Plant Operator | 17.45 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.40 |
| 27007 - Baggage Inspector | 10.85 |
| 27008 - Corrections Officer | 14.21 |
| 27010 - Court Security Officer | 14.21 |
| 27030 - Detection Dog Handler | 14.40 |
| 27040 - Detention Officer | 14.21 |
| 27070 - Firefighter | 14.21 |
| 27101 - Guard I | 10.85 |
| 27102 - Guard II | 14.40 |
| 27131 - Police Officer I | 16.80 |
| 27132 - Police Officer II | 18.66 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.23 |
| 28042 - Carnival Equipment Repairer | 7.25 |
| 28043 - Carnival Equipment Worker | 8.65 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.95 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |
| 28515 - Recreation Specialist | 15.00 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 17.54 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.07 |
| 29020 - Hatch Tender | 16.07 |
| 29030 - Line Handler | 16.07 |
| 29041 - Stevedore I | 15.00 |
| 29042 - Stevedore II | 17.38 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.94 |
| 30022 - Archeological Technician II | 17.94 |
| 30023 - Archeological Technician III | 23.52 |
| 30030 - Cartographic Technician | 24.99 |
| 30040 - Civil Engineering Technician | 23.15 |
| 30061 - Drafter/CAD Operator I | 16.71 |
| 30062 - Drafter/CAD Operator II | 20.16 |
| 30063 - Drafter/CAD Operator III | 22.49 |
| 30064 - Drafter/CAD Operator IV | 27.66 |
| 30081 - Engineering Technician I | 16.06 |
| 30082 - Engineering Technician II | 18.02 |
| 30083 - Engineering Technician III | 20.16 |
| 30084 - Engineering Technician IV | 24.99 |
| 30085 - Engineering Technician V | 30.19 |
| 30086 - Engineering Technician VI | 36.98 |
| 30090 - Environmental Technician | 24.99 |
| 30210 - Laboratory Technician | 21.86 |
| 30240 - Mathematical Technician | 24.99 |
| 30361 - Paralegal/Legal Assistant I | 17.27 |
| 30362 - Paralegal/Legal Assistant II | 21.10 |
| 30363 - Paralegal/Legal Assistant III | 25.92 |
| 30364 - Paralegal/Legal Assistant IV | 28.96 |
| 30390 - Photo-Optics Technician | 24.68 |
| 30461 - Technical Writer I | 24.68 |

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|---|---------------|
| 30462 - Technical Writer II | 30.19 |
| 30463 - Technical Writer III | 36.53 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 20.71 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 24.68 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.81 |
| 31030 - Bus Driver | 13.83 |
| 31043 - Driver Courier | 12.86 |
| 31260 - Parking and Lot Attendant | 9.76 |
| 31290 - Shuttle Bus Driver | 13.89 |
| 31310 - Taxi Driver | 12.13 |
| 31361 - Truckdriver, Light | 13.89 |
| 31362 - Truckdriver, Medium | 15.69 |
| 31363 - Truckdriver, Heavy | 18.02 |
| 31364 - Truckdriver, Tractor-Trailer | 18.02 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.91 |
| 99050 - Desk Clerk | 9.56 |
| 99095 - Embalmer | 21.58 |
| 99251 - Laboratory Animal Caretaker I | 12.69 |
| 99252 - Laboratory Animal Caretaker II | 16.75 |
| 99310 - Mortician | 23.74 |
| 99410 - Pest Controller | 15.21 |
| 99510 - Photofinishing Worker | 12.34 |
| 99710 - Recycling Laborer | 10.63 |
| 99711 - Recycling Specialist | 12.88 |
| 99730 - Refuse Collector | 9.61 |
| 99810 - Sales Clerk | 11.38 |
| 99820 - School Crossing Guard | 10.96 |
| 99830 - Survey Party Chief | 16.93 |
| 99831 - Surveying Aide | 10.46 |
| 99832 - Surveying Technician | 15.78 |
| 99840 - Vending Machine Attendant | 15.51 |
| 99841 - Vending Machine Repairer | 19.27 |
| 99842 - Vending Machine Repairer Helper | 15.51 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2478
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: South Carolina

Area: South Carolina Counties of Darlington, Florence, Lee

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.08 |
| 01012 - Accounting Clerk II | | 13.57 |
| 01013 - Accounting Clerk III | | 15.18 |
| 01020 - Administrative Assistant | | 18.49 |
| 01040 - Court Reporter | | 14.19 |
| 01051 - Data Entry Operator I | | 11.44 |
| 01052 - Data Entry Operator II | | 12.48 |
| 01060 - Dispatcher, Motor Vehicle | | 16.03 |
| 01070 - Document Preparation Clerk | | 11.31 |
| 01090 - Duplicating Machine Operator | | 11.31 |
| 01111 - General Clerk I | | 10.27 |
| 01112 - General Clerk II | | 11.21 |
| 01113 - General Clerk III | | 12.58 |
| 01120 - Housing Referral Assistant | | 15.83 |
| 01141 - Messenger Courier | | 10.42 |
| 01191 - Order Clerk I | | 12.65 |
| 01192 - Order Clerk II | | 13.84 |
| 01261 - Personnel Assistant (Employment) I | | 14.00 |
| 01262 - Personnel Assistant (Employment) II | | 15.65 |
| 01263 - Personnel Assistant (Employment) III | | 17.46 |
| 01270 - Production Control Clerk | | 21.31 |
| 01280 - Receptionist | | 10.15 |
| 01290 - Rental Clerk | | 12.36 |
| 01300 - Scheduler, Maintenance | | 12.69 |
| 01311 - Secretary I | | 12.69 |
| 01312 - Secretary II | | 14.19 |
| 01313 - Secretary III | | 15.83 |
| 01320 - Service Order Dispatcher | | 14.32 |
| 01410 - Supply Technician | | 18.49 |
| 01420 - Survey Worker | | 12.09 |
| 01531 - Travel Clerk I | | 12.07 |
| 01532 - Travel Clerk II | | 12.84 |
| 01533 - Travel Clerk III | | 13.66 |
| 01611 - Word Processor I | | 11.31 |
| 01612 - Word Processor II | | 12.69 |
| 01613 - Word Processor III | | 14.19 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 17.42 |
| 05010 - Automotive Electrician | | 14.72 |
| 05040 - Automotive Glass Installer | | 13.36 |
| 05070 - Automotive Worker | | 13.36 |
| 05110 - Mobile Equipment Servicer | | 11.57 |
| 05130 - Motor Equipment Metal Mechanic | | 15.03 |
| 05160 - Motor Equipment Metal Worker | | 13.36 |
| 05190 - Motor Vehicle Mechanic | | 15.03 |
| 05220 - Motor Vehicle Mechanic Helper | | 10.82 |
| 05250 - Motor Vehicle Upholstery Worker | | 13.16 |
| 05280 - Motor Vehicle Wrecker | | 13.36 |
| 05310 - Painter, Automotive | | 13.91 |
| 05340 - Radiator Repair Specialist | | 13.36 |
| 05370 - Tire Repairer | | 7.51 |
| 05400 - Transmission Repair Specialist | | 15.03 |

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| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.93 |
| 07041 - Cook I | 10.18 |
| 07042 - Cook II | 11.72 |
| 07070 - Dishwasher | 7.65 |
| 07130 - Food Service Worker | 8.99 |
| 07210 - Meat Cutter | 13.67 |
| 07260 - Waiter/Waitress | 8.01 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.17 |
| 09040 - Furniture Handler | 9.63 |
| 09080 - Furniture Refinisher | 15.13 |
| 09090 - Furniture Refinisher Helper | 11.44 |
| 09110 - Furniture Repairer, Minor | 13.27 |
| 09130 - Upholsterer | 15.13 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.04 |
| 11060 - Elevator Operator | 9.89 |
| 11090 - Gardener | 12.60 |
| 11122 - Housekeeping Aide | 8.66 |
| 11150 - Janitor | 9.89 |
| 11210 - Laborer, Grounds Maintenance | 9.79 |
| 11240 - Maid or Houseman | 7.74 |
| 11260 - Pruner | 8.84 |
| 11270 - Tractor Operator | 11.64 |
| 11330 - Trail Maintenance Worker | 9.79 |
| 11360 - Window Cleaner | 10.95 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.35 |
| 12011 - Breath Alcohol Technician | 15.34 |
| 12012 - Certified Occupational Therapist Assistant | 23.84 |
| 12015 - Certified Physical Therapist Assistant | 26.22 |
| 12020 - Dental Assistant | 13.76 |
| 12025 - Dental Hygienist | 32.84 |
| 12030 - EKG Technician | 21.33 |
| 12035 - Electroneurodiagnostic Technologist | 21.33 |
| 12040 - Emergency Medical Technician | 15.34 |
| 12071 - Licensed Practical Nurse I | 14.11 |
| 12072 - Licensed Practical Nurse II | 15.78 |
| 12073 - Licensed Practical Nurse III | 17.60 |
| 12100 - Medical Assistant | 12.07 |
| 12130 - Medical Laboratory Technician | 16.17 |
| 12160 - Medical Record Clerk | 14.11 |
| 12190 - Medical Record Technician | 16.13 |
| 12195 - Medical Transcriptionist | 15.12 |
| 12210 - Nuclear Medicine Technologist | 34.29 |
| 12221 - Nursing Assistant I | 9.15 |
| 12222 - Nursing Assistant II | 10.29 |
| 12223 - Nursing Assistant III | 11.23 |
| 12224 - Nursing Assistant IV | 12.60 |
| 12235 - Optical Dispenser | 17.62 |
| 12236 - Optical Technician | 13.95 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.90 |
| 12305 - Radiologic Technologist | 23.84 |
| 12311 - Registered Nurse I | 22.68 |
| 12312 - Registered Nurse II | 27.75 |
| 12313 - Registered Nurse II, Specialist | 27.75 |
| 12314 - Registered Nurse III | 33.57 |
| 12315 - Registered Nurse III, Anesthetist | 33.57 |
| 12316 - Registered Nurse IV | 40.23 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.56 |
| 13000 - Information And Arts Occupations | |

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|---|---------|
| 13011 - Exhibits Specialist I | 16.61 |
| 13012 - Exhibits Specialist II | 20.58 |
| 13013 - Exhibits Specialist III | 24.97 |
| 13041 - Illustrator I | 16.61 |
| 13042 - Illustrator II | 20.58 |
| 13043 - Illustrator III | 24.97 |
| 13047 - Librarian | 22.62 |
| 13050 - Library Aide/Clerk | 11.91 |
| 13054 - Library Information Technology Systems Administrator | 20.44 |
| 13058 - Library Technician | 14.81 |
| 13061 - Media Specialist I | 14.73 |
| 13062 - Media Specialist II | 16.48 |
| 13063 - Media Specialist III | 18.38 |
| 13071 - Photographer I | 15.07 |
| 13072 - Photographer II | 16.86 |
| 13073 - Photographer III | 20.90 |
| 13074 - Photographer IV | 24.97 |
| 13075 - Photographer V | 31.30 |
| 13110 - Video Teleconference Technician | 14.73 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.75 |
| 14042 - Computer Operator II | 16.50 |
| 14043 - Computer Operator III | 19.69 |
| 14044 - Computer Operator IV | 21.64 |
| 14045 - Computer Operator V | 23.96 |
| 14071 - Computer Programmer I | 18.35 |
| 14072 - Computer Programmer II | 22.75 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 26.68 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.75 |
| 14160 - Personal Computer Support Technician | 21.64 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.29 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.09 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.49 |
| 15050 - Computer Based Training Specialist / Instructor | 25.29 |
| 15060 - Educational Technologist | 31.31 |
| 15070 - Flight Instructor (Pilot) | 35.49 |
| 15080 - Graphic Artist | 22.64 |
| 15090 - Technical Instructor | 20.85 |
| 15095 - Technical Instructor/Course Developer | 25.55 |
| 15110 - Test Proctor | 16.81 |
| 15120 - Tutor | 16.81 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.76 |
| 16030 - Counter Attendant | 8.76 |
| 16040 - Dry Cleaner | 10.80 |
| 16070 - Finisher, Flatwork, Machine | 8.76 |
| 16090 - Presser, Hand | 8.76 |
| 16110 - Presser, Machine, Drycleaning | 8.76 |
| 16130 - Presser, Machine, Shirts | 8.76 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.76 |
| 16190 - Sewing Machine Operator | 11.39 |
| 16220 - Tailor | 12.13 |
| 16250 - Washer, Machine | 9.46 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 14.93 |
| 19040 - Tool And Die Maker | 19.27 |
| 21000 - Materials Handling And Packing Occupations | |

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|---|-------|
| 21020 - Forklift Operator | 13.38 |
| 21030 - Material Coordinator | 18.08 |
| 21040 - Material Expediter | 18.08 |
| 21050 - Material Handling Laborer | 10.85 |
| 21071 - Order Filler | 9.87 |
| 21080 - Production Line Worker (Food Processing) | 13.38 |
| 21110 - Shipping Packer | 12.94 |
| 21130 - Shipping/Receiving Clerk | 12.94 |
| 21140 - Store Worker I | 10.57 |
| 21150 - Stock Clerk | 14.26 |
| 21210 - Tools And Parts Attendant | 13.38 |
| 21410 - Warehouse Specialist | 13.38 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 19.16 |
| 23021 - Aircraft Mechanic I | 18.09 |
| 23022 - Aircraft Mechanic II | 19.16 |
| 23023 - Aircraft Mechanic III | 20.16 |
| 23040 - Aircraft Mechanic Helper | 12.92 |
| 23050 - Aircraft, Painter | 17.17 |
| 23060 - Aircraft Servicer | 14.99 |
| 23080 - Aircraft Worker | 16.06 |
| 23110 - Appliance Mechanic | 14.18 |
| 23120 - Bicycle Repairer | 8.68 |
| 23125 - Cable Splicer | 19.97 |
| 23130 - Carpenter, Maintenance | 14.83 |
| 23140 - Carpet Layer | 16.07 |
| 23160 - Electrician, Maintenance | 17.93 |
| 23181 - Electronics Technician Maintenance I | 19.70 |
| 23182 - Electronics Technician Maintenance II | 20.97 |
| 23183 - Electronics Technician Maintenance III | 22.07 |
| 23260 - Fabric Worker | 15.00 |
| 23290 - Fire Alarm System Mechanic | 18.09 |
| 23310 - Fire Extinguisher Repairer | 13.97 |
| 23311 - Fuel Distribution System Mechanic | 18.09 |
| 23312 - Fuel Distribution System Operator | 13.97 |
| 23370 - General Maintenance Worker | 17.28 |
| 23380 - Ground Support Equipment Mechanic | 18.09 |
| 23381 - Ground Support Equipment Servicer | 14.99 |
| 23382 - Ground Support Equipment Worker | 16.06 |
| 23391 - Gunsmith I | 13.97 |
| 23392 - Gunsmith II | 16.07 |
| 23393 - Gunsmith III | 18.09 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.50 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.59 |
| 23430 - Heavy Equipment Mechanic | 20.99 |
| 23440 - Heavy Equipment Operator | 14.80 |
| 23460 - Instrument Mechanic | 18.09 |
| 23465 - Laboratory/Shelter Mechanic | 17.11 |
| 23470 - Laborer | 10.85 |
| 23510 - Locksmith | 17.11 |
| 23530 - Machinery Maintenance Mechanic | 19.62 |
| 23550 - Machinist, Maintenance | 16.71 |
| 23580 - Maintenance Trades Helper | 11.36 |
| 23591 - Metrology Technician I | 18.09 |
| 23592 - Metrology Technician II | 19.15 |
| 23593 - Metrology Technician III | 20.16 |
| 23640 - Millwright | 19.69 |
| 23710 - Office Appliance Repairer | 14.49 |
| 23760 - Painter, Maintenance | 13.15 |
| 23790 - Pipefitter, Maintenance | 19.70 |
| 23810 - Plumber, Maintenance | 17.83 |

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| 23820 - Pneudraulic Systems Mechanic | 18.09 |
| 23850 - Rigger | 18.09 |
| 23870 - Scale Mechanic | 16.07 |
| 23890 - Sheet-Metal Worker, Maintenance | 14.60 |
| 23910 - Small Engine Mechanic | 16.07 |
| 23931 - Telecommunications Mechanic I | 21.63 |
| 23932 - Telecommunications Mechanic II | 22.91 |
| 23950 - Telephone Lineman | 20.05 |
| 23960 - Welder, Combination, Maintenance | 14.89 |
| 23965 - Well Driller | 18.09 |
| 23970 - Woodcraft Worker | 18.09 |
| 23980 - Woodworker | 13.97 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.48 |
| 24580 - Child Care Center Clerk | 9.97 |
| 24610 - Chore Aide | 8.50 |
| 24620 - Family Readiness And Support Services Coordinator | 12.43 |
| 24630 - Homemaker | 11.08 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.27 |
| 25040 - Sewage Plant Operator | 17.45 |
| 25070 - Stationary Engineer | 21.27 |
| 25190 - Ventilation Equipment Tender | 14.32 |
| 25210 - Water Treatment Plant Operator | 17.45 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.40 |
| 27007 - Baggage Inspector | 10.85 |
| 27008 - Corrections Officer | 14.21 |
| 27010 - Court Security Officer | 14.21 |
| 27030 - Detection Dog Handler | 14.40 |
| 27040 - Detention Officer | 14.21 |
| 27070 - Firefighter | 14.21 |
| 27101 - Guard I | 10.85 |
| 27102 - Guard II | 14.40 |
| 27131 - Police Officer I | 16.80 |
| 27132 - Police Officer II | 18.66 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.23 |
| 28042 - Carnival Equipment Repairer | 7.25 |
| 28043 - Carnival Equipment Worker | 8.65 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.95 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |
| 28515 - Recreation Specialist | 15.00 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 17.54 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.07 |
| 29020 - Hatch Tender | 16.07 |
| 29030 - Line Handler | 16.07 |
| 29041 - Stevedore I | 15.00 |
| 29042 - Stevedore II | 17.38 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.94 |
| 30022 - Archeological Technician II | 17.94 |
| 30023 - Archeological Technician III | 23.52 |
| 30030 - Cartographic Technician | 24.99 |
| 30040 - Civil Engineering Technician | 23.15 |

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| 30061 - Drafter/CAD Operator I | 16.71 |
| 30062 - Drafter/CAD Operator II | 20.16 |
| 30063 - Drafter/CAD Operator III | 22.49 |
| 30064 - Drafter/CAD Operator IV | 27.66 |
| 30081 - Engineering Technician I | 16.06 |
| 30082 - Engineering Technician II | 18.02 |
| 30083 - Engineering Technician III | 20.16 |
| 30084 - Engineering Technician IV | 24.99 |
| 30085 - Engineering Technician V | 30.19 |
| 30086 - Engineering Technician VI | 36.98 |
| 30090 - Environmental Technician | 24.99 |
| 30210 - Laboratory Technician | 21.86 |
| 30240 - Mathematical Technician | 24.99 |
| 30361 - Paralegal/Legal Assistant I | 17.27 |
| 30362 - Paralegal/Legal Assistant II | 21.10 |
| 30363 - Paralegal/Legal Assistant III | 25.92 |
| 30364 - Paralegal/Legal Assistant IV | 28.96 |
| 30390 - Photo-Optics Technician | 24.68 |
| 30461 - Technical Writer I | 24.68 |
| 30462 - Technical Writer II | 30.19 |
| 30463 - Technical Writer III | 36.53 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 20.71 |
| 30621 - Weather Observer, Senior (see 2) | 24.68 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.81 |
| 31030 - Bus Driver | 13.83 |
| 31043 - Driver Courier | 12.86 |
| 31260 - Parking and Lot Attendant | 9.76 |
| 31290 - Shuttle Bus Driver | 13.89 |
| 31310 - Taxi Driver | 12.13 |
| 31361 - Truckdriver, Light | 13.89 |
| 31362 - Truckdriver, Medium | 15.69 |
| 31363 - Truckdriver, Heavy | 18.02 |
| 31364 - Truckdriver, Tractor-Trailer | 18.02 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.91 |
| 99050 - Desk Clerk | 9.56 |
| 99095 - Embalmer | 21.58 |
| 99251 - Laboratory Animal Caretaker I | 12.69 |
| 99252 - Laboratory Animal Caretaker II | 16.75 |
| 99310 - Mortician | 23.74 |
| 99410 - Pest Controller | 15.21 |
| 99510 - Photofinishing Worker | 12.34 |
| 99710 - Recycling Laborer | 10.63 |
| 99711 - Recycling Specialist | 12.88 |
| 99730 - Refuse Collector | 9.61 |
| 99810 - Sales Clerk | 11.38 |
| 99820 - School Crossing Guard | 10.96 |
| 99830 - Survey Party Chief | 16.93 |
| 99831 - Surveying Aide | 10.46 |
| 99832 - Surveying Technician | 15.78 |
| 99840 - Vending Machine Attendant | 15.51 |
| 99841 - Vending Machine Repairer | 19.27 |
| 99842 - Vending Machine Repairer Helper | 15.51 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

**** 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.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2479
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: South Carolina

Area: South Carolina Counties of Abbeville, Anderson, Cherokee, Greenville, Greenwood, Laurens, Oconee, Pickens, Spartanburg, Union

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.84 |
| 01012 - Accounting Clerk II | | 14.41 |
| 01013 - Accounting Clerk III | | 16.63 |
| 01020 - Administrative Assistant | | 21.26 |
| 01040 - Court Reporter | | 18.89 |
| 01051 - Data Entry Operator I | | 11.90 |
| 01052 - Data Entry Operator II | | 12.98 |
| 01060 - Dispatcher, Motor Vehicle | | 18.84 |
| 01070 - Document Preparation Clerk | | 13.63 |
| 01090 - Duplicating Machine Operator | | 13.63 |
| 01111 - General Clerk I | | 12.45 |
| 01112 - General Clerk II | | 13.58 |
| 01113 - General Clerk III | | 15.25 |
| 01120 - Housing Referral Assistant | | 18.67 |
| 01141 - Messenger Courier | | 10.76 |
| 01191 - Order Clerk I | | 13.55 |
| 01192 - Order Clerk II | | 15.36 |
| 01261 - Personnel Assistant (Employment) I | | 15.00 |
| 01262 - Personnel Assistant (Employment) II | | 18.46 |
| 01263 - Personnel Assistant (Employment) III | | 19.90 |
| 01270 - Production Control Clerk | | 19.90 |
| 01280 - Receptionist | | 12.65 |
| 01290 - Rental Clerk | | 14.34 |
| 01300 - Scheduler, Maintenance | | 14.97 |
| 01311 - Secretary I | | 14.97 |
| 01312 - Secretary II | | 16.74 |
| 01313 - Secretary III | | 18.67 |
| 01320 - Service Order Dispatcher | | 15.40 |
| 01410 - Supply Technician | | 21.26 |

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| 01420 - Survey Worker | 17.81 |
| 01531 - Travel Clerk I | 12.07 |
| 01532 - Travel Clerk II | 12.84 |
| 01533 - Travel Clerk III | 13.66 |
| 01611 - Word Processor I | 13.20 |
| 01612 - Word Processor II | 14.34 |
| 01613 - Word Processor III | 16.22 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.12 |
| 05010 - Automotive Electrician | 15.51 |
| 05040 - Automotive Glass Installer | 16.09 |
| 05070 - Automotive Worker | 14.59 |
| 05110 - Mobile Equipment Servicer | 12.68 |
| 05130 - Motor Equipment Metal Mechanic | 16.42 |
| 05160 - Motor Equipment Metal Worker | 14.59 |
| 05190 - Motor Vehicle Mechanic | 16.42 |
| 05220 - Motor Vehicle Mechanic Helper | 11.75 |
| 05250 - Motor Vehicle Upholstery Worker | 13.63 |
| 05280 - Motor Vehicle Wrecker | 14.59 |
| 05310 - Painter, Automotive | 15.51 |
| 05340 - Radiator Repair Specialist | 14.59 |
| 05370 - Tire Repairer | 11.57 |
| 05400 - Transmission Repair Specialist | 16.42 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 9.56 |
| 07041 - Cook I | 9.50 |
| 07042 - Cook II | 10.96 |
| 07070 - Dishwasher | 8.07 |
| 07130 - Food Service Worker | 8.57 |
| 07210 - Meat Cutter | 12.94 |
| 07260 - Waiter/Waitress | 8.04 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.22 |
| 09040 - Furniture Handler | 10.69 |
| 09080 - Furniture Refinisher | 16.82 |
| 09090 - Furniture Refinisher Helper | 12.71 |
| 09110 - Furniture Repairer, Minor | 14.73 |
| 09130 - Upholsterer | 16.82 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.41 |
| 11060 - Elevator Operator | 8.69 |
| 11090 - Gardener | 13.51 |
| 11122 - Housekeeping Aide | 8.69 |
| 11150 - Janitor | 8.69 |
| 11210 - Laborer, Grounds Maintenance | 10.74 |
| 11240 - Maid or Houseman | 8.65 |
| 11260 - Pruner | 9.70 |
| 11270 - Tractor Operator | 12.77 |
| 11330 - Trail Maintenance Worker | 10.74 |
| 11360 - Window Cleaner | 9.61 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.36 |
| 12011 - Breath Alcohol Technician | 16.61 |
| 12012 - Certified Occupational Therapist Assistant | 20.21 |
| 12015 - Certified Physical Therapist Assistant | 21.60 |
| 12020 - Dental Assistant | 14.42 |
| 12025 - Dental Hygienist | 28.73 |
| 12030 - EKG Technician | 23.29 |
| 12035 - Electroneurodiagnostic Technologist | 23.29 |
| 12040 - Emergency Medical Technician | 15.36 |
| 12071 - Licensed Practical Nurse I | 15.42 |
| 12072 - Licensed Practical Nurse II | 17.25 |
| 12073 - Licensed Practical Nurse III | 19.23 |

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| 12100 - Medical Assistant | 13.85 |
| 12130 - Medical Laboratory Technician | 16.26 |
| 12160 - Medical Record Clerk | 12.58 |
| 12190 - Medical Record Technician | 14.08 |
| 12195 - Medical Transcriptionist | 14.81 |
| 12210 - Nuclear Medicine Technologist | 34.18 |
| 12221 - Nursing Assistant I | 9.68 |
| 12222 - Nursing Assistant II | 10.89 |
| 12223 - Nursing Assistant III | 11.88 |
| 12224 - Nursing Assistant IV | 13.33 |
| 12235 - Optical Dispenser | 14.15 |
| 12236 - Optical Technician | 14.26 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.33 |
| 12305 - Radiologic Technologist | 22.90 |
| 12311 - Registered Nurse I | 25.94 |
| 12312 - Registered Nurse II | 28.51 |
| 12313 - Registered Nurse II, Specialist | 28.51 |
| 12314 - Registered Nurse III | 34.49 |
| 12315 - Registered Nurse III, Anesthetist | 34.49 |
| 12316 - Registered Nurse IV | 41.33 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.58 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.72 |
| 13012 - Exhibits Specialist II | 21.83 |
| 13013 - Exhibits Specialist III | 27.86 |
| 13041 - Illustrator I | 18.72 |
| 13042 - Illustrator II | 21.83 |
| 13043 - Illustrator III | 28.27 |
| 13047 - Librarian | 25.61 |
| 13050 - Library Aide/Clerk | 10.64 |
| 13054 - Library Information Technology Systems Administrator | 23.12 |
| 13058 - Library Technician | 13.34 |
| 13061 - Media Specialist I | 16.16 |
| 13062 - Media Specialist II | 18.06 |
| 13063 - Media Specialist III | 20.15 |
| 13071 - Photographer I | 16.27 |
| 13072 - Photographer II | 18.20 |
| 13073 - Photographer III | 22.00 |
| 13074 - Photographer IV | 26.91 |
| 13075 - Photographer V | 32.35 |
| 13110 - Video Teleconference Technician | 15.76 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.10 |
| 14042 - Computer Operator II | 18.01 |
| 14043 - Computer Operator III | 20.08 |
| 14044 - Computer Operator IV | 22.32 |
| 14045 - Computer Operator V | 24.70 |
| 14071 - Computer Programmer I | 20.71 |
| 14072 - Computer Programmer II | 25.66 |
| 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 | 16.10 |
| 14160 - Personal Computer Support Technician | 22.32 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.10 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.00 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.74 |
| 15050 - Computer Based Training Specialist / Instructor | 28.10 |

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| 15060 - Educational Technologist | 29.29 |
| 15070 - Flight Instructor (Pilot) | 40.74 |
| 15080 - Graphic Artist | 20.53 |
| 15090 - Technical Instructor | 21.14 |
| 15095 - Technical Instructor/Course Developer | 25.86 |
| 15110 - Test Proctor | 17.05 |
| 15120 - Tutor | 17.05 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.76 |
| 16030 - Counter Attendant | 8.76 |
| 16040 - Dry Cleaner | 10.80 |
| 16070 - Finisher, Flatwork, Machine | 8.76 |
| 16090 - Presser, Hand | 8.76 |
| 16110 - Presser, Machine, Drycleaning | 8.76 |
| 16130 - Presser, Machine, Shirts | 8.76 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.76 |
| 16190 - Sewing Machine Operator | 11.39 |
| 16220 - Tailor | 12.13 |
| 16250 - Washer, Machine | 9.46 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.63 |
| 19040 - Tool And Die Maker | 21.79 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.75 |
| 21030 - Material Coordinator | 19.18 |
| 21040 - Material Expediter | 19.18 |
| 21050 - Material Handling Laborer | 13.16 |
| 21071 - Order Filler | 12.76 |
| 21080 - Production Line Worker (Food Processing) | 14.75 |
| 21110 - Shipping Packer | 13.84 |
| 21130 - Shipping/Receiving Clerk | 13.84 |
| 21140 - Store Worker I | 10.57 |
| 21150 - Stock Clerk | 14.26 |
| 21210 - Tools And Parts Attendant | 14.75 |
| 21410 - Warehouse Specialist | 14.75 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.01 |
| 23021 - Aircraft Mechanic I | 21.73 |
| 23022 - Aircraft Mechanic II | 23.01 |
| 23023 - Aircraft Mechanic III | 24.21 |
| 23040 - Aircraft Mechanic Helper | 15.72 |
| 23050 - Aircraft, Painter | 20.17 |
| 23060 - Aircraft Servicer | 18.21 |
| 23080 - Aircraft Worker | 19.52 |
| 23110 - Appliance Mechanic | 16.21 |
| 23120 - Bicycle Repairer | 10.52 |
| 23125 - Cable Splicer | 23.39 |
| 23130 - Carpenter, Maintenance | 15.24 |
| 23140 - Carpet Layer | 16.36 |
| 23160 - Electrician, Maintenance | 18.33 |
| 23181 - Electronics Technician Maintenance I | 21.80 |
| 23182 - Electronics Technician Maintenance II | 23.22 |
| 23183 - Electronics Technician Maintenance III | 24.54 |
| 23260 - Fabric Worker | 16.16 |
| 23290 - Fire Alarm System Mechanic | 16.22 |
| 23310 - Fire Extinguisher Repairer | 13.98 |
| 23311 - Fuel Distribution System Mechanic | 24.22 |
| 23312 - Fuel Distribution System Operator | 17.52 |
| 23370 - General Maintenance Worker | 17.56 |
| 23380 - Ground Support Equipment Mechanic | 21.73 |
| 23381 - Ground Support Equipment Servicer | 18.21 |
| 23382 - Ground Support Equipment Worker | 19.52 |
| 23391 - Gunsmith I | 13.98 |

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| 23392 - Gunsmith II | 16.08 |
| 23393 - Gunsmith III | 18.10 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.68 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.78 |
| 23430 - Heavy Equipment Mechanic | 18.76 |
| 23440 - Heavy Equipment Operator | 16.38 |
| 23460 - Instrument Mechanic | 18.10 |
| 23465 - Laboratory/Shelter Mechanic | 17.13 |
| 23470 - Laborer | 12.74 |
| 23510 - Locksmith | 17.13 |
| 23530 - Machinery Maintenance Mechanic | 20.59 |
| 23550 - Machinist, Maintenance | 22.13 |
| 23580 - Maintenance Trades Helper | 11.77 |
| 23591 - Metrology Technician I | 18.10 |
| 23592 - Metrology Technician II | 19.17 |
| 23593 - Metrology Technician III | 20.97 |
| 23640 - Millwright | 21.07 |
| 23710 - Office Appliance Repairer | 19.18 |
| 23760 - Painter, Maintenance | 14.32 |
| 23790 - Pipefitter, Maintenance | 17.53 |
| 23810 - Plumber, Maintenance | 16.87 |
| 23820 - Pneudraulic Systems Mechanic | 18.10 |
| 23850 - Rigger | 18.10 |
| 23870 - Scale Mechanic | 16.06 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.26 |
| 23910 - Small Engine Mechanic | 14.78 |
| 23931 - Telecommunications Mechanic I | 22.42 |
| 23932 - Telecommunications Mechanic II | 23.74 |
| 23950 - Telephone Lineman | 18.05 |
| 23960 - Welder, Combination, Maintenance | 19.57 |
| 23965 - Well Driller | 18.10 |
| 23970 - Woodcraft Worker | 18.10 |
| 23980 - Woodworker | 12.77 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.05 |
| 24580 - Child Care Center Clerk | 13.81 |
| 24610 - Chore Aide | 8.91 |
| 24620 - Family Readiness And Support Services Coordinator | 14.86 |
| 24630 - Homemaker | 16.03 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.24 |
| 25040 - Sewage Plant Operator | 19.26 |
| 25070 - Stationary Engineer | 21.24 |
| 25190 - Ventilation Equipment Tender | 15.19 |
| 25210 - Water Treatment Plant Operator | 19.26 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.36 |
| 27007 - Baggage Inspector | 11.94 |
| 27008 - Corrections Officer | 15.64 |
| 27010 - Court Security Officer | 16.48 |
| 27030 - Detection Dog Handler | 13.99 |
| 27040 - Detention Officer | 15.64 |
| 27070 - Firefighter | 16.19 |
| 27101 - Guard I | 11.53 |
| 27102 - Guard II | 13.99 |
| 27131 - Police Officer I | 17.59 |
| 27132 - Police Officer II | 19.54 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 8.97 |
| 28042 - Carnival Equipment Repairer | 9.65 |

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|---|---------------|
| 28043 - Carnival Equipment Worker | 8.72 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 12.11 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.43 |
| 28515 - Recreation Specialist | 16.86 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 13.59 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.11 |
| 29020 - Hatch Tender | 17.11 |
| 29030 - Line Handler | 17.11 |
| 29041 - Stevedore I | 15.97 |
| 29042 - Stevedore II | 18.23 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.71 |
| 30022 - Archeological Technician II | 19.82 |
| 30023 - Archeological Technician III | 23.24 |
| 30030 - Cartographic Technician | 23.24 |
| 30040 - Civil Engineering Technician | 23.24 |
| 30061 - Drafter/CAD Operator I | 17.71 |
| 30062 - Drafter/CAD Operator II | 19.82 |
| 30063 - Drafter/CAD Operator III | 22.09 |
| 30064 - Drafter/CAD Operator IV | 25.73 |
| 30081 - Engineering Technician I | 16.38 |
| 30082 - Engineering Technician II | 18.44 |
| 30083 - Engineering Technician III | 21.58 |
| 30084 - Engineering Technician IV | 26.40 |
| 30085 - Engineering Technician V | 32.31 |
| 30086 - Engineering Technician VI | 39.07 |
| 30090 - Environmental Technician | 21.49 |
| 30210 - Laboratory Technician | 20.73 |
| 30240 - Mathematical Technician | 23.24 |
| 30361 - Paralegal/Legal Assistant I | 17.74 |
| 30362 - Paralegal/Legal Assistant II | 21.98 |
| 30363 - Paralegal/Legal Assistant III | 26.89 |
| 30364 - Paralegal/Legal Assistant IV | 32.53 |
| 30390 - Photo-Optics Technician | 23.24 |
| 30461 - Technical Writer I | 21.45 |
| 30462 - Technical Writer II | 25.39 |
| 30463 - Technical Writer III | 29.19 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 22.09 |
| 30621 - Weather Observer, Senior | (see 2) 23.24 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.39 |
| 31030 - Bus Driver | 11.57 |
| 31043 - Driver Courier | 13.66 |
| 31260 - Parking and Lot Attendant | 8.72 |
| 31290 - Shuttle Bus Driver | 15.03 |
| 31310 - Taxi Driver | 10.05 |
| 31361 - Truckdriver, Light | 15.03 |
| 31362 - Truckdriver, Medium | 16.70 |
| 31363 - Truckdriver, Heavy | 19.23 |
| 31364 - Truckdriver, Tractor-Trailer | 19.23 |

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|---|-------|
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.51 |
| 99050 - Desk Clerk | 9.64 |
| 99095 - Embalmer | 26.17 |
| 99251 - Laboratory Animal Caretaker I | 11.21 |
| 99252 - Laboratory Animal Caretaker II | 12.31 |
| 99310 - Mortician | 26.17 |
| 99410 - Pest Controller | 13.93 |
| 99510 - Photofinishing Worker | 13.01 |
| 99710 - Recycling Laborer | 11.98 |
| 99711 - Recycling Specialist | 14.25 |
| 99730 - Refuse Collector | 10.83 |
| 99810 - Sales Clerk | 11.26 |
| 99820 - School Crossing Guard | 11.78 |
| 99830 - Survey Party Chief | 19.39 |
| 99831 - Surveying Aide | 12.85 |
| 99832 - Surveying Technician | 17.62 |
| 99840 - Vending Machine Attendant | 11.74 |
| 99841 - Vending Machine Repairer | 14.56 |
| 99842 - Vending Machine Repairer Helper | 11.74 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2480
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: South Carolina

Area: South Carolina Counties of Abbeville, Anderson, Cherokee, Greenville, Laurens, Oconee, Pickens, Spartanburg, Union

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.84 |
| 01012 - Accounting Clerk II | | 14.41 |
| 01013 - Accounting Clerk III | | 16.63 |
| 01020 - Administrative Assistant | | 21.26 |
| 01040 - Court Reporter | | 18.89 |
| 01051 - Data Entry Operator I | | 11.90 |
| 01052 - Data Entry Operator II | | 12.98 |
| 01060 - Dispatcher, Motor Vehicle | | 18.84 |

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| 01070 - Document Preparation Clerk | 13.63 |
| 01090 - Duplicating Machine Operator | 13.63 |
| 01111 - General Clerk I | 12.45 |
| 01112 - General Clerk II | 13.58 |
| 01113 - General Clerk III | 15.25 |
| 01120 - Housing Referral Assistant | 18.67 |
| 01141 - Messenger Courier | 10.76 |
| 01191 - Order Clerk I | 13.55 |
| 01192 - Order Clerk II | 15.36 |
| 01261 - Personnel Assistant (Employment) I | 15.00 |
| 01262 - Personnel Assistant (Employment) II | 18.46 |
| 01263 - Personnel Assistant (Employment) III | 19.90 |
| 01270 - Production Control Clerk | 19.90 |
| 01280 - Receptionist | 12.65 |
| 01290 - Rental Clerk | 14.34 |
| 01300 - Scheduler, Maintenance | 14.97 |
| 01311 - Secretary I | 14.97 |
| 01312 - Secretary II | 16.74 |
| 01313 - Secretary III | 18.67 |
| 01320 - Service Order Dispatcher | 15.40 |
| 01410 - Supply Technician | 21.26 |
| 01420 - Survey Worker | 17.81 |
| 01531 - Travel Clerk I | 12.07 |
| 01532 - Travel Clerk II | 12.84 |
| 01533 - Travel Clerk III | 13.66 |
| 01611 - Word Processor I | 13.20 |
| 01612 - Word Processor II | 14.34 |
| 01613 - Word Processor III | 16.22 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.12 |
| 05010 - Automotive Electrician | 15.51 |
| 05040 - Automotive Glass Installer | 16.09 |
| 05070 - Automotive Worker | 14.59 |
| 05110 - Mobile Equipment Servicer | 12.68 |
| 05130 - Motor Equipment Metal Mechanic | 16.42 |
| 05160 - Motor Equipment Metal Worker | 14.59 |
| 05190 - Motor Vehicle Mechanic | 16.42 |
| 05220 - Motor Vehicle Mechanic Helper | 11.75 |
| 05250 - Motor Vehicle Upholstery Worker | 13.63 |
| 05280 - Motor Vehicle Wrecker | 14.59 |
| 05310 - Painter, Automotive | 15.51 |
| 05340 - Radiator Repair Specialist | 14.59 |
| 05370 - Tire Repairer | 11.57 |
| 05400 - Transmission Repair Specialist | 16.42 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 9.56 |
| 07041 - Cook I | 9.50 |
| 07042 - Cook II | 10.96 |
| 07070 - Dishwasher | 8.07 |
| 07130 - Food Service Worker | 8.57 |
| 07210 - Meat Cutter | 12.94 |
| 07260 - Waiter/Waitress | 8.04 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.22 |
| 09040 - Furniture Handler | 10.69 |
| 09080 - Furniture Refinisher | 16.82 |
| 09090 - Furniture Refinisher Helper | 12.71 |
| 09110 - Furniture Repairer, Minor | 14.73 |
| 09130 - Upholsterer | 16.82 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.41 |
| 11060 - Elevator Operator | 8.69 |
| 11090 - Gardener | 13.51 |

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| 11122 - Housekeeping Aide | 8.69 |
| 11150 - Janitor | 8.69 |
| 11210 - Laborer, Grounds Maintenance | 10.74 |
| 11240 - Maid or Houseman | 8.65 |
| 11260 - Pruner | 9.70 |
| 11270 - Tractor Operator | 12.77 |
| 11330 - Trail Maintenance Worker | 10.74 |
| 11360 - Window Cleaner | 9.61 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.36 |
| 12011 - Breath Alcohol Technician | 16.61 |
| 12012 - Certified Occupational Therapist Assistant | 20.21 |
| 12015 - Certified Physical Therapist Assistant | 21.60 |
| 12020 - Dental Assistant | 14.42 |
| 12025 - Dental Hygienist | 28.73 |
| 12030 - EKG Technician | 23.29 |
| 12035 - Electroneurodiagnostic Technologist | 23.29 |
| 12040 - Emergency Medical Technician | 15.36 |
| 12071 - Licensed Practical Nurse I | 15.42 |
| 12072 - Licensed Practical Nurse II | 17.25 |
| 12073 - Licensed Practical Nurse III | 19.23 |
| 12100 - Medical Assistant | 13.85 |
| 12130 - Medical Laboratory Technician | 16.26 |
| 12160 - Medical Record Clerk | 12.58 |
| 12190 - Medical Record Technician | 14.08 |
| 12195 - Medical Transcriptionist | 14.81 |
| 12210 - Nuclear Medicine Technologist | 34.18 |
| 12221 - Nursing Assistant I | 9.68 |
| 12222 - Nursing Assistant II | 10.89 |
| 12223 - Nursing Assistant III | 11.88 |
| 12224 - Nursing Assistant IV | 13.33 |
| 12235 - Optical Dispenser | 14.15 |
| 12236 - Optical Technician | 14.26 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.33 |
| 12305 - Radiologic Technologist | 22.90 |
| 12311 - Registered Nurse I | 25.94 |
| 12312 - Registered Nurse II | 28.51 |
| 12313 - Registered Nurse II, Specialist | 28.51 |
| 12314 - Registered Nurse III | 34.49 |
| 12315 - Registered Nurse III, Anesthetist | 34.49 |
| 12316 - Registered Nurse IV | 41.33 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.58 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.72 |
| 13012 - Exhibits Specialist II | 21.83 |
| 13013 - Exhibits Specialist III | 27.86 |
| 13041 - Illustrator I | 18.72 |
| 13042 - Illustrator II | 21.83 |
| 13043 - Illustrator III | 28.27 |
| 13047 - Librarian | 25.61 |
| 13050 - Library Aide/Clerk | 10.64 |
| 13054 - Library Information Technology Systems Administrator | 23.12 |
| 13058 - Library Technician | 13.34 |
| 13061 - Media Specialist I | 16.16 |
| 13062 - Media Specialist II | 18.06 |
| 13063 - Media Specialist III | 20.15 |
| 13071 - Photographer I | 16.27 |
| 13072 - Photographer II | 18.20 |
| 13073 - Photographer III | 22.00 |
| 13074 - Photographer IV | 26.91 |
| 13075 - Photographer V | 32.35 |

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| 13110 - Video Teleconference Technician | 15.76 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.10 |
| 14042 - Computer Operator II | 18.01 |
| 14043 - Computer Operator III | 20.08 |
| 14044 - Computer Operator IV | 22.32 |
| 14045 - Computer Operator V | 24.70 |
| 14071 - Computer Programmer I | 20.71 |
| 14072 - Computer Programmer II | 25.66 |
| 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 | 16.10 |
| 14160 - Personal Computer Support Technician | 22.32 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.10 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.00 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.74 |
| 15050 - Computer Based Training Specialist / Instructor | 28.10 |
| 15060 - Educational Technologist | 29.29 |
| 15070 - Flight Instructor (Pilot) | 40.74 |
| 15080 - Graphic Artist | 20.53 |
| 15090 - Technical Instructor | 21.14 |
| 15095 - Technical Instructor/Course Developer | 25.86 |
| 15110 - Test Proctor | 17.05 |
| 15120 - Tutor | 17.05 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.76 |
| 16030 - Counter Attendant | 8.76 |
| 16040 - Dry Cleaner | 10.80 |
| 16070 - Finisher, Flatwork, Machine | 8.76 |
| 16090 - Presser, Hand | 8.76 |
| 16110 - Presser, Machine, Drycleaning | 8.76 |
| 16130 - Presser, Machine, Shirts | 8.76 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.76 |
| 16190 - Sewing Machine Operator | 11.39 |
| 16220 - Tailor | 12.13 |
| 16250 - Washer, Machine | 9.46 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.63 |
| 19040 - Tool And Die Maker | 21.79 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.75 |
| 21030 - Material Coordinator | 19.18 |
| 21040 - Material Expediter | 19.18 |
| 21050 - Material Handling Laborer | 13.16 |
| 21071 - Order Filler | 12.76 |
| 21080 - Production Line Worker (Food Processing) | 14.75 |
| 21110 - Shipping Packer | 13.84 |
| 21130 - Shipping/Receiving Clerk | 13.84 |
| 21140 - Store Worker I | 10.57 |
| 21150 - Stock Clerk | 14.26 |
| 21210 - Tools And Parts Attendant | 14.75 |
| 21410 - Warehouse Specialist | 14.75 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 23.01 |
| 23021 - Aircraft Mechanic I | 21.73 |
| 23022 - Aircraft Mechanic II | 23.01 |
| 23023 - Aircraft Mechanic III | 24.21 |
| 23040 - Aircraft Mechanic Helper | 15.72 |
| 23050 - Aircraft, Painter | 20.17 |

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| 23060 - Aircraft Servicer | 18.21 |
| 23080 - Aircraft Worker | 19.52 |
| 23110 - Appliance Mechanic | 16.21 |
| 23120 - Bicycle Repairer | 10.52 |
| 23125 - Cable Splicer | 23.39 |
| 23130 - Carpenter, Maintenance | 15.24 |
| 23140 - Carpet Layer | 16.36 |
| 23160 - Electrician, Maintenance | 18.33 |
| 23181 - Electronics Technician Maintenance I | 21.80 |
| 23182 - Electronics Technician Maintenance II | 23.22 |
| 23183 - Electronics Technician Maintenance III | 24.54 |
| 23260 - Fabric Worker | 16.16 |
| 23290 - Fire Alarm System Mechanic | 16.22 |
| 23310 - Fire Extinguisher Repairer | 13.98 |
| 23311 - Fuel Distribution System Mechanic | 24.22 |
| 23312 - Fuel Distribution System Operator | 17.52 |
| 23370 - General Maintenance Worker | 17.56 |
| 23380 - Ground Support Equipment Mechanic | 21.73 |
| 23381 - Ground Support Equipment Servicer | 18.21 |
| 23382 - Ground Support Equipment Worker | 19.52 |
| 23391 - Gunsmith I | 13.98 |
| 23392 - Gunsmith II | 16.08 |
| 23393 - Gunsmith III | 18.10 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.68 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.78 |
| 23430 - Heavy Equipment Mechanic | 18.76 |
| 23440 - Heavy Equipment Operator | 16.38 |
| 23460 - Instrument Mechanic | 18.10 |
| 23465 - Laboratory/Shelter Mechanic | 17.13 |
| 23470 - Laborer | 12.74 |
| 23510 - Locksmith | 17.13 |
| 23530 - Machinery Maintenance Mechanic | 20.59 |
| 23550 - Machinist, Maintenance | 22.13 |
| 23580 - Maintenance Trades Helper | 11.77 |
| 23591 - Metrology Technician I | 18.10 |
| 23592 - Metrology Technician II | 19.17 |
| 23593 - Metrology Technician III | 20.97 |
| 23640 - Millwright | 21.07 |
| 23710 - Office Appliance Repairer | 19.18 |
| 23760 - Painter, Maintenance | 14.32 |
| 23790 - Pipefitter, Maintenance | 17.53 |
| 23810 - Plumber, Maintenance | 16.87 |
| 23820 - Pneudraulic Systems Mechanic | 18.10 |
| 23850 - Rigger | 18.10 |
| 23870 - Scale Mechanic | 16.06 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.26 |
| 23910 - Small Engine Mechanic | 14.78 |
| 23931 - Telecommunications Mechanic I | 22.42 |
| 23932 - Telecommunications Mechanic II | 23.74 |
| 23950 - Telephone Lineman | 18.05 |
| 23960 - Welder, Combination, Maintenance | 19.57 |
| 23965 - Well Driller | 18.10 |
| 23970 - Woodcraft Worker | 18.10 |
| 23980 - Woodworker | 12.77 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.05 |
| 24580 - Child Care Center Clerk | 13.81 |
| 24610 - Chore Aide | 8.91 |
| 24620 - Family Readiness And Support Services Coordinator | 14.86 |
| 24630 - Homemaker | 16.03 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.24 |
| 25040 - Sewage Plant Operator | 19.26 |
| 25070 - Stationary Engineer | 21.24 |
| 25190 - Ventilation Equipment Tender | 15.19 |
| 25210 - Water Treatment Plant Operator | 19.26 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.36 |
| 27007 - Baggage Inspector | 11.94 |
| 27008 - Corrections Officer | 15.64 |
| 27010 - Court Security Officer | 16.48 |
| 27030 - Detection Dog Handler | 13.99 |
| 27040 - Detention Officer | 15.64 |
| 27070 - Firefighter | 16.19 |
| 27101 - Guard I | 11.53 |
| 27102 - Guard II | 13.99 |
| 27131 - Police Officer I | 17.59 |
| 27132 - Police Officer II | 19.54 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 8.97 |
| 28042 - Carnival Equipment Repairer | 9.65 |
| 28043 - Carnival Equipment Worker | 8.72 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 12.11 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.43 |
| 28515 - Recreation Specialist | 16.86 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 13.59 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.11 |
| 29020 - Hatch Tender | 17.11 |
| 29030 - Line Handler | 17.11 |
| 29041 - Stevedore I | 15.97 |
| 29042 - Stevedore II | 18.23 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.71 |
| 30022 - Archeological Technician II | 19.82 |
| 30023 - Archeological Technician III | 23.24 |
| 30030 - Cartographic Technician | 23.24 |
| 30040 - Civil Engineering Technician | 23.24 |
| 30061 - Drafter/CAD Operator I | 17.71 |
| 30062 - Drafter/CAD Operator II | 19.82 |
| 30063 - Drafter/CAD Operator III | 22.09 |
| 30064 - Drafter/CAD Operator IV | 25.73 |
| 30081 - Engineering Technician I | 16.38 |
| 30082 - Engineering Technician II | 18.44 |
| 30083 - Engineering Technician III | 21.58 |
| 30084 - Engineering Technician IV | 26.40 |
| 30085 - Engineering Technician V | 32.31 |
| 30086 - Engineering Technician VI | 39.07 |
| 30090 - Environmental Technician | 21.49 |
| 30210 - Laboratory Technician | 20.73 |
| 30240 - Mathematical Technician | 23.24 |
| 30361 - Paralegal/Legal Assistant I | 17.74 |
| 30362 - Paralegal/Legal Assistant II | 21.98 |
| 30363 - Paralegal/Legal Assistant III | 26.89 |
| 30364 - Paralegal/Legal Assistant IV | 32.53 |
| 30390 - Photo-Optics Technician | 23.24 |
| 30461 - Technical Writer I | 21.45 |

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| 30462 - Technical Writer II | 25.39 |
| 30463 - Technical Writer III | 29.19 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 22.09 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 23.24 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.39 |
| 31030 - Bus Driver | 11.57 |
| 31043 - Driver Courier | 13.66 |
| 31260 - Parking and Lot Attendant | 8.72 |
| 31290 - Shuttle Bus Driver | 15.03 |
| 31310 - Taxi Driver | 10.05 |
| 31361 - Truckdriver, Light | 15.03 |
| 31362 - Truckdriver, Medium | 16.70 |
| 31363 - Truckdriver, Heavy | 19.23 |
| 31364 - Truckdriver, Tractor-Trailer | 19.23 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.51 |
| 99050 - Desk Clerk | 9.64 |
| 99095 - Embalmer | 26.17 |
| 99251 - Laboratory Animal Caretaker I | 11.21 |
| 99252 - Laboratory Animal Caretaker II | 12.31 |
| 99310 - Mortician | 26.17 |
| 99410 - Pest Controller | 13.93 |
| 99510 - Photofinishing Worker | 13.01 |
| 99710 - Recycling Laborer | 11.98 |
| 99711 - Recycling Specialist | 14.25 |
| 99730 - Refuse Collector | 10.83 |
| 99810 - Sales Clerk | 11.26 |
| 99820 - School Crossing Guard | 11.78 |
| 99830 - Survey Party Chief | 19.39 |
| 99831 - Surveying Aide | 12.85 |
| 99832 - Surveying Technician | 17.62 |
| 99840 - Vending Machine Attendant | 11.74 |
| 99841 - Vending Machine Repairer | 14.56 |
| 99842 - Vending Machine Repairer Helper | 11.74 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Area: South Dakota Counties of Bennett, Butte, Corson, Custer, Dewey, Fall River, Gregory, Haakon, Harding, Jackson, Jones, Lawrence, Lyman, Meade, Mellette, Pennington, Perkins, Shannon, Stanley, Todd, Tripp, Ziebach

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 10.72 |
| 01012 - Accounting Clerk II | | 12.04 |
| 01013 - Accounting Clerk III | | 13.95 |
| 01020 - Administrative Assistant | | 17.58 |
| 01040 - Court Reporter | | 15.49 |
| 01051 - Data Entry Operator I | | 10.58 |
| 01052 - Data Entry Operator II | | 11.99 |
| 01060 - Dispatcher, Motor Vehicle | | 13.95 |
| 01070 - Document Preparation Clerk | | 11.05 |
| 01090 - Duplicating Machine Operator | | 11.05 |
| 01111 - General Clerk I | | 10.01 |
| 01112 - General Clerk II | | 10.97 |
| 01113 - General Clerk III | | 12.50 |
| 01120 - Housing Referral Assistant | | 15.88 |
| 01141 - Messenger Courier | | 9.33 |
| 01191 - Order Clerk I | | 10.95 |
| 01192 - Order Clerk II | | 11.95 |
| 01261 - Personnel Assistant (Employment) I | | 12.06 |
| 01262 - Personnel Assistant (Employment) II | | 13.63 |
| 01263 - Personnel Assistant (Employment) III | | 16.11 |
| 01270 - Production Control Clerk | | 16.37 |
| 01280 - Receptionist | | 10.46 |
| 01290 - Rental Clerk | | 9.49 |
| 01300 - Scheduler, Maintenance | | 11.27 |
| 01311 - Secretary I | | 11.27 |
| 01312 - Secretary II | | 12.61 |
| 01313 - Secretary III | | 15.88 |
| 01320 - Service Order Dispatcher | | 13.03 |
| 01410 - Supply Technician | | 17.58 |
| 01420 - Survey Worker | | 11.88 |
| 01531 - Travel Clerk I | | 11.24 |
| 01532 - Travel Clerk II | | 11.92 |
| 01533 - Travel Clerk III | | 12.61 |
| 01611 - Word Processor I | | 10.04 |
| 01612 - Word Processor II | | 11.27 |
| 01613 - Word Processor III | | 13.24 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 17.15 |
| 05010 - Automotive Electrician | | 16.37 |
| 05040 - Automotive Glass Installer | | 15.61 |
| 05070 - Automotive Worker | | 15.61 |
| 05110 - Mobile Equipment Servicer | | 14.01 |
| 05130 - Motor Equipment Metal Mechanic | | 17.15 |
| 05160 - Motor Equipment Metal Worker | | 15.61 |
| 05190 - Motor Vehicle Mechanic | | 17.15 |
| 05220 - Motor Vehicle Mechanic Helper | | 13.22 |

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| 05250 - Motor Vehicle Upholstery Worker | 14.81 |
| 05280 - Motor Vehicle Wrecker | 15.61 |
| 05310 - Painter, Automotive | 16.37 |
| 05340 - Radiator Repair Specialist | 15.61 |
| 05370 - Tire Repairer | 10.75 |
| 05400 - Transmission Repair Specialist | 17.15 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.46 |
| 07041 - Cook I | 10.62 |
| 07042 - Cook II | 12.09 |
| 07070 - Dishwasher | 7.97 |
| 07130 - Food Service Worker | 8.50 |
| 07210 - Meat Cutter | 13.03 |
| 07260 - Waiter/Waitress | 7.73 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.67 |
| 09040 - Furniture Handler | 11.52 |
| 09080 - Furniture Refinisher | 16.67 |
| 09090 - Furniture Refinisher Helper | 13.46 |
| 09110 - Furniture Repairer, Minor | 15.07 |
| 09130 - Upholsterer | 15.16 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.63 |
| 11060 - Elevator Operator | 9.95 |
| 11090 - Gardener | 12.76 |
| 11122 - Housekeeping Aide | 9.95 |
| 11150 - Janitor | 9.95 |
| 11210 - Laborer, Grounds Maintenance | 10.53 |
| 11240 - Maid or Houseman | 8.73 |
| 11260 - Pruner | 9.63 |
| 11270 - Tractor Operator | 12.66 |
| 11330 - Trail Maintenance Worker | 10.53 |
| 11360 - Window Cleaner | 10.28 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.04 |
| 12011 - Breath Alcohol Technician | 14.74 |
| 12012 - Certified Occupational Therapist Assistant | 18.49 |
| 12015 - Certified Physical Therapist Assistant | 18.49 |
| 12020 - Dental Assistant | 14.39 |
| 12025 - Dental Hygienist | 26.57 |
| 12030 - EKG Technician | 22.80 |
| 12035 - Electroneurodiagnostic Technologist | 22.80 |
| 12040 - Emergency Medical Technician | 14.04 |
| 12071 - Licensed Practical Nurse I | 12.55 |
| 12072 - Licensed Practical Nurse II | 14.04 |
| 12073 - Licensed Practical Nurse III | 15.66 |
| 12100 - Medical Assistant | 12.17 |
| 12130 - Medical Laboratory Technician | 15.57 |
| 12160 - Medical Record Clerk | 13.01 |
| 12190 - Medical Record Technician | 15.05 |
| 12195 - Medical Transcriptionist | 13.46 |
| 12210 - Nuclear Medicine Technologist | 29.62 |
| 12221 - Nursing Assistant I | 9.42 |
| 12222 - Nursing Assistant II | 10.59 |
| 12223 - Nursing Assistant III | 11.56 |
| 12224 - Nursing Assistant IV | 12.97 |
| 12235 - Optical Dispenser | 13.13 |
| 12236 - Optical Technician | 12.32 |
| 12250 - Pharmacy Technician | 13.17 |
| 12280 - Phlebotomist | 12.97 |
| 12305 - Radiologic Technologist | 21.72 |
| 12311 - Registered Nurse I | 18.46 |
| 12312 - Registered Nurse II | 22.58 |

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| 12313 - Registered Nurse II, Specialist | 22.58 |
| 12314 - Registered Nurse III | 27.32 |
| 12315 - Registered Nurse III, Anesthetist | 27.32 |
| 12316 - Registered Nurse IV | 32.75 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.26 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 13.72 |
| 13012 - Exhibits Specialist II | 17.00 |
| 13013 - Exhibits Specialist III | 20.78 |
| 13041 - Illustrator I | 13.72 |
| 13042 - Illustrator II | 17.00 |
| 13043 - Illustrator III | 20.78 |
| 13047 - Librarian | 18.82 |
| 13050 - Library Aide/Clerk | 10.92 |
| 13054 - Library Information Technology Systems Administrator | 17.00 |
| 13058 - Library Technician | 12.29 |
| 13061 - Media Specialist I | 13.02 |
| 13062 - Media Specialist II | 14.56 |
| 13063 - Media Specialist III | 16.24 |
| 13071 - Photographer I | 12.70 |
| 13072 - Photographer II | 14.21 |
| 13073 - Photographer III | 17.60 |
| 13074 - Photographer IV | 21.54 |
| 13075 - Photographer V | 26.05 |
| 13110 - Video Teleconference Technician | 12.78 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 11.60 |
| 14042 - Computer Operator II | 12.97 |
| 14043 - Computer Operator III | 15.41 |
| 14044 - Computer Operator IV | 16.16 |
| 14045 - Computer Operator V | 20.32 |
| 14071 - Computer Programmer I | 18.89 |
| 14072 - Computer Programmer II | 23.41 |
| 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 | 11.60 |
| 14160 - Personal Computer Support Technician | 24.25 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.28 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.61 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.44 |
| 15050 - Computer Based Training Specialist / Instructor | 29.28 |
| 15060 - Educational Technologist | 23.68 |
| 15070 - Flight Instructor (Pilot) | 40.44 |
| 15080 - Graphic Artist | 17.93 |
| 15090 - Technical Instructor | 16.89 |
| 15095 - Technical Instructor/Course Developer | 18.95 |
| 15110 - Test Proctor | 12.50 |
| 15120 - Tutor | 12.50 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.45 |
| 16030 - Counter Attendant | 8.45 |
| 16040 - Dry Cleaner | 10.20 |
| 16070 - Finisher, Flatwork, Machine | 8.45 |
| 16090 - Presser, Hand | 8.45 |
| 16110 - Presser, Machine, Drycleaning | 8.45 |
| 16130 - Presser, Machine, Shirts | 8.45 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.45 |
| 16190 - Sewing Machine Operator | 10.84 |

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| 16220 - Tailor | 11.40 |
| 16250 - Washer, Machine | 8.96 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.94 |
| 19040 - Tool And Die Maker | 20.17 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.15 |
| 21030 - Material Coordinator | 16.37 |
| 21040 - Material Expediter | 16.37 |
| 21050 - Material Handling Laborer | 10.35 |
| 21071 - Order Filler | 9.75 |
| 21080 - Production Line Worker (Food Processing) | 13.15 |
| 21110 - Shipping Packer | 12.96 |
| 21130 - Shipping/Receiving Clerk | 12.96 |
| 21140 - Store Worker I | 10.81 |
| 21150 - Stock Clerk | 14.18 |
| 21210 - Tools And Parts Attendant | 13.15 |
| 21410 - Warehouse Specialist | 13.15 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.83 |
| 23021 - Aircraft Mechanic I | 22.12 |
| 23022 - Aircraft Mechanic II | 24.83 |
| 23023 - Aircraft Mechanic III | 25.95 |
| 23040 - Aircraft Mechanic Helper | 16.54 |
| 23050 - Aircraft, Painter | 18.34 |
| 23060 - Aircraft Servicer | 18.84 |
| 23080 - Aircraft Worker | 20.00 |
| 23110 - Appliance Mechanic | 16.66 |
| 23120 - Bicycle Repairer | 10.36 |
| 23125 - Cable Splicer | 24.56 |
| 23130 - Carpenter, Maintenance | 14.66 |
| 23140 - Carpet Layer | 15.68 |
| 23160 - Electrician, Maintenance | 19.87 |
| 23181 - Electronics Technician Maintenance I | 19.60 |
| 23182 - Electronics Technician Maintenance II | 20.83 |
| 23183 - Electronics Technician Maintenance III | 22.04 |
| 23260 - Fabric Worker | 14.82 |
| 23290 - Fire Alarm System Mechanic | 17.64 |
| 23310 - Fire Extinguisher Repairer | 14.44 |
| 23311 - Fuel Distribution System Mechanic | 23.27 |
| 23312 - Fuel Distribution System Operator | 18.18 |
| 23370 - General Maintenance Worker | 13.91 |
| 23380 - Ground Support Equipment Mechanic | 22.12 |
| 23381 - Ground Support Equipment Servicer | 18.84 |
| 23382 - Ground Support Equipment Worker | 20.00 |
| 23391 - Gunsmith I | 14.44 |
| 23392 - Gunsmith II | 16.44 |
| 23393 - Gunsmith III | 18.48 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.52 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.44 |
| 23430 - Heavy Equipment Mechanic | 19.20 |
| 23440 - Heavy Equipment Operator | 16.55 |
| 23460 - Instrument Mechanic | 18.48 |
| 23465 - Laboratory/Shelter Mechanic | 17.47 |
| 23470 - Laborer | 10.35 |
| 23510 - Locksmith | 16.79 |
| 23530 - Machinery Maintenance Mechanic | 18.37 |
| 23550 - Machinist, Maintenance | 16.18 |
| 23580 - Maintenance Trades Helper | 13.25 |
| 23591 - Metrology Technician I | 18.48 |
| 23592 - Metrology Technician II | 19.45 |

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| 23593 - Metrology Technician III | 20.41 |
| 23640 - Millwright | 18.38 |
| 23710 - Office Appliance Repairer | 17.41 |
| 23760 - Painter, Maintenance | 15.55 |
| 23790 - Pipefitter, Maintenance | 19.22 |
| 23810 - Plumber, Maintenance | 17.71 |
| 23820 - Pneudraulic Systems Mechanic | 18.48 |
| 23850 - Rigger | 18.48 |
| 23870 - Scale Mechanic | 16.44 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.50 |
| 23910 - Small Engine Mechanic | 15.68 |
| 23931 - Telecommunications Mechanic I | 23.72 |
| 23932 - Telecommunications Mechanic II | 24.97 |
| 23950 - Telephone Lineman | 20.10 |
| 23960 - Welder, Combination, Maintenance | 14.11 |
| 23965 - Well Driller | 17.64 |
| 23970 - Woodcraft Worker | 18.48 |
| 23980 - Woodworker | 14.44 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.82 |
| 24580 - Child Care Center Clerk | 12.39 |
| 24610 - Chore Aide | 9.18 |
| 24620 - Family Readiness And Support Services Coordinator | 10.94 |
| 24630 - Homemaker | 15.00 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.51 |
| 25040 - Sewage Plant Operator | 16.57 |
| 25070 - Stationary Engineer | 17.51 |
| 25190 - Ventilation Equipment Tender | 12.75 |
| 25210 - Water Treatment Plant Operator | 16.57 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.15 |
| 27007 - Baggage Inspector | 10.70 |
| 27008 - Corrections Officer | 14.99 |
| 27010 - Court Security Officer | 17.50 |
| 27030 - Detection Dog Handler | 14.45 |
| 27040 - Detention Officer | 14.99 |
| 27070 - Firefighter | 17.46 |
| 27101 - Guard I | 10.70 |
| 27102 - Guard II | 13.38 |
| 27131 - Police Officer I | 18.61 |
| 27132 - Police Officer II | 20.67 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.27 |
| 28042 - Carnival Equipment Repairer | 10.96 |
| 28043 - Carnival Equipment Worker | 8.49 |
| 28210 - Gate Attendant/Gate Tender | 14.08 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 15.75 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.50 |
| 28515 - Recreation Specialist | 16.08 |
| 28630 - Sports Official | 12.55 |
| 28690 - Swimming Pool Operator | 17.67 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.38 |
| 29020 - Hatch Tender | 17.38 |
| 29030 - Line Handler | 17.38 |
| 29041 - Stevedore I | 16.04 |
| 29042 - Stevedore II | 18.47 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |

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| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.57 |
| 30022 - Archeological Technician II | 16.30 |
| 30023 - Archeological Technician III | 20.20 |
| 30030 - Cartographic Technician | 20.01 |
| 30040 - Civil Engineering Technician | 19.14 |
| 30061 - Drafter/CAD Operator I | 14.57 |
| 30062 - Drafter/CAD Operator II | 16.30 |
| 30063 - Drafter/CAD Operator III | 18.18 |
| 30064 - Drafter/CAD Operator IV | 22.36 |
| 30081 - Engineering Technician I | 12.70 |
| 30082 - Engineering Technician II | 14.26 |
| 30083 - Engineering Technician III | 16.28 |
| 30084 - Engineering Technician IV | 19.77 |
| 30085 - Engineering Technician V | 24.17 |
| 30086 - Engineering Technician VI | 29.25 |
| 30090 - Environmental Technician | 18.90 |
| 30210 - Laboratory Technician | 17.39 |
| 30240 - Mathematical Technician | 20.20 |
| 30361 - Paralegal/Legal Assistant I | 15.62 |
| 30362 - Paralegal/Legal Assistant II | 19.36 |
| 30363 - Paralegal/Legal Assistant III | 23.69 |
| 30364 - Paralegal/Legal Assistant IV | 28.66 |
| 30390 - Photo-Optics Technician | 20.20 |
| 30461 - Technical Writer I | 21.02 |
| 30462 - Technical Writer II | 25.71 |
| 30463 - Technical Writer III | 31.10 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 18.18 |
| 30621 - Weather Observer, Senior (see 2) | 20.20 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.44 |
| 31030 - Bus Driver | 12.64 |
| 31043 - Driver Courier | 11.71 |
| 31260 - Parking and Lot Attendant | 10.36 |
| 31290 - Shuttle Bus Driver | 13.61 |
| 31310 - Taxi Driver | 11.67 |
| 31361 - Truckdriver, Light | 13.61 |
| 31362 - Truckdriver, Medium | 14.53 |
| 31363 - Truckdriver, Heavy | 16.07 |
| 31364 - Truckdriver, Tractor-Trailer | 16.07 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.46 |
| 99050 - Desk Clerk | 8.84 |
| 99095 - Embalmer | 24.34 |
| 99251 - Laboratory Animal Caretaker I | 13.13 |
| 99252 - Laboratory Animal Caretaker II | 14.07 |
| 99310 - Mortician | 24.34 |
| 99410 - Pest Controller | 16.54 |
| 99510 - Photofinishing Worker | 12.10 |
| 99710 - Recycling Laborer | 13.04 |
| 99711 - Recycling Specialist | 15.23 |
| 99730 - Refuse Collector | 11.92 |
| 99810 - Sales Clerk | 10.93 |
| 99820 - School Crossing Guard | 11.33 |
| 99830 - Survey Party Chief | 17.26 |
| 99831 - Surveying Aide | 11.11 |
| 99832 - Surveying Technician | 14.45 |

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| 99840 - Vending Machine Attendant | 14.12 |
| 99841 - Vending Machine Repairer | 16.94 |
| 99842 - Vending Machine Repairer Helper | 12.89 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that wage and hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2486
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: South Dakota

Area: South Dakota Counties of Bennett, Butte, Corson, Custer, Dewey, Fall River, Gregory, Haakon, Harding, Jackson, Jones, Lawrence, Lyman, Meade, Mellette, Pennington, Perkins, Shannon, Stanley, Todd, Tripp, Ziebach

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 10.72 |
| 01012 - Accounting Clerk II | | 12.04 |
| 01013 - Accounting Clerk III | | 13.95 |
| 01020 - Administrative Assistant | | 17.58 |
| 01040 - Court Reporter | | 15.49 |

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| 01051 - Data Entry Operator I | 10.58 |
| 01052 - Data Entry Operator II | 11.99 |
| 01060 - Dispatcher, Motor Vehicle | 13.95 |
| 01070 - Document Preparation Clerk | 11.05 |
| 01090 - Duplicating Machine Operator | 11.05 |
| 01111 - General Clerk I | 10.01 |
| 01112 - General Clerk II | 10.97 |
| 01113 - General Clerk III | 12.50 |
| 01120 - Housing Referral Assistant | 15.88 |
| 01141 - Messenger Courier | 9.33 |
| 01191 - Order Clerk I | 10.95 |
| 01192 - Order Clerk II | 11.95 |
| 01261 - Personnel Assistant (Employment) I | 12.06 |
| 01262 - Personnel Assistant (Employment) II | 13.63 |
| 01263 - Personnel Assistant (Employment) III | 16.11 |
| 01270 - Production Control Clerk | 16.37 |
| 01280 - Receptionist | 10.46 |
| 01290 - Rental Clerk | 9.49 |
| 01300 - Scheduler, Maintenance | 11.27 |
| 01311 - Secretary I | 11.27 |
| 01312 - Secretary II | 12.61 |
| 01313 - Secretary III | 15.88 |
| 01320 - Service Order Dispatcher | 13.03 |
| 01410 - Supply Technician | 17.58 |
| 01420 - Survey Worker | 11.88 |
| 01531 - Travel Clerk I | 11.24 |
| 01532 - Travel Clerk II | 11.92 |
| 01533 - Travel Clerk III | 12.61 |
| 01611 - Word Processor I | 10.04 |
| 01612 - Word Processor II | 11.27 |
| 01613 - Word Processor III | 13.24 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 17.15 |
| 05010 - Automotive Electrician | 16.37 |
| 05040 - Automotive Glass Installer | 15.61 |
| 05070 - Automotive Worker | 15.61 |
| 05110 - Mobile Equipment Servicer | 14.01 |
| 05130 - Motor Equipment Metal Mechanic | 17.15 |
| 05160 - Motor Equipment Metal Worker | 15.61 |
| 05190 - Motor Vehicle Mechanic | 17.15 |
| 05220 - Motor Vehicle Mechanic Helper | 13.22 |
| 05250 - Motor Vehicle Upholstery Worker | 14.81 |
| 05280 - Motor Vehicle Wrecker | 15.61 |
| 05310 - Painter, Automotive | 16.37 |
| 05340 - Radiator Repair Specialist | 15.61 |
| 05370 - Tire Repairer | 10.75 |
| 05400 - Transmission Repair Specialist | 17.15 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.46 |
| 07041 - Cook I | 10.62 |
| 07042 - Cook II | 12.09 |
| 07070 - Dishwasher | 7.97 |
| 07130 - Food Service Worker | 8.50 |
| 07210 - Meat Cutter | 13.03 |
| 07260 - Waiter/Waitress | 7.73 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.67 |
| 09040 - Furniture Handler | 11.52 |
| 09080 - Furniture Refinisher | 16.67 |
| 09090 - Furniture Refinisher Helper | 13.46 |
| 09110 - Furniture Repairer, Minor | 15.07 |
| 09130 - Upholsterer | 15.16 |
| 11000 - General Services And Support Occupations | |

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| 11030 - Cleaner, Vehicles | 8.63 |
| 11060 - Elevator Operator | 9.95 |
| 11090 - Gardener | 12.76 |
| 11122 - Housekeeping Aide | 9.95 |
| 11150 - Janitor | 9.95 |
| 11210 - Laborer, Grounds Maintenance | 10.53 |
| 11240 - Maid or Houseman | 8.73 |
| 11260 - Pruner | 9.63 |
| 11270 - Tractor Operator | 12.66 |
| 11330 - Trail Maintenance Worker | 10.53 |
| 11360 - Window Cleaner | 10.28 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.04 |
| 12011 - Breath Alcohol Technician | 14.74 |
| 12012 - Certified Occupational Therapist Assistant | 18.49 |
| 12015 - Certified Physical Therapist Assistant | 18.49 |
| 12020 - Dental Assistant | 14.39 |
| 12025 - Dental Hygienist | 26.57 |
| 12030 - EKG Technician | 22.80 |
| 12035 - Electroneurodiagnostic Technologist | 22.80 |
| 12040 - Emergency Medical Technician | 14.04 |
| 12071 - Licensed Practical Nurse I | 12.55 |
| 12072 - Licensed Practical Nurse II | 14.04 |
| 12073 - Licensed Practical Nurse III | 15.66 |
| 12100 - Medical Assistant | 12.17 |
| 12130 - Medical Laboratory Technician | 15.57 |
| 12160 - Medical Record Clerk | 13.01 |
| 12190 - Medical Record Technician | 15.05 |
| 12195 - Medical Transcriptionist | 13.46 |
| 12210 - Nuclear Medicine Technologist | 29.62 |
| 12221 - Nursing Assistant I | 9.42 |
| 12222 - Nursing Assistant II | 10.59 |
| 12223 - Nursing Assistant III | 11.56 |
| 12224 - Nursing Assistant IV | 12.97 |
| 12235 - Optical Dispenser | 13.13 |
| 12236 - Optical Technician | 12.32 |
| 12250 - Pharmacy Technician | 13.17 |
| 12280 - Phlebotomist | 12.97 |
| 12305 - Radiologic Technologist | 21.72 |
| 12311 - Registered Nurse I | 18.46 |
| 12312 - Registered Nurse II | 22.58 |
| 12313 - Registered Nurse II, Specialist | 22.58 |
| 12314 - Registered Nurse III | 27.32 |
| 12315 - Registered Nurse III, Anesthetist | 27.32 |
| 12316 - Registered Nurse IV | 32.75 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.26 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 13.72 |
| 13012 - Exhibits Specialist II | 17.00 |
| 13013 - Exhibits Specialist III | 20.78 |
| 13041 - Illustrator I | 13.72 |
| 13042 - Illustrator II | 17.00 |
| 13043 - Illustrator III | 20.78 |
| 13047 - Librarian | 18.82 |
| 13050 - Library Aide/Clerk | 10.92 |
| 13054 - Library Information Technology Systems Administrator | 17.00 |
| 13058 - Library Technician | 12.29 |
| 13061 - Media Specialist I | 13.02 |
| 13062 - Media Specialist II | 14.56 |
| 13063 - Media Specialist III | 16.24 |
| 13071 - Photographer I | 12.70 |
| 13072 - Photographer II | 14.21 |

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| 13073 - Photographer III | 17.60 |
| 13074 - Photographer IV | 21.54 |
| 13075 - Photographer V | 26.05 |
| 13110 - Video Teleconference Technician | 12.78 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 11.60 |
| 14042 - Computer Operator II | 12.97 |
| 14043 - Computer Operator III | 15.41 |
| 14044 - Computer Operator IV | 16.16 |
| 14045 - Computer Operator V | 20.32 |
| 14071 - Computer Programmer I | 18.89 |
| 14072 - Computer Programmer II | 23.41 |
| 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 | 11.60 |
| 14160 - Personal Computer Support Technician | 24.25 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.28 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.61 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.44 |
| 15050 - Computer Based Training Specialist / Instructor | 29.28 |
| 15060 - Educational Technologist | 23.68 |
| 15070 - Flight Instructor (Pilot) | 40.44 |
| 15080 - Graphic Artist | 17.93 |
| 15090 - Technical Instructor | 16.89 |
| 15095 - Technical Instructor/Course Developer | 18.95 |
| 15110 - Test Proctor | 12.50 |
| 15120 - Tutor | 12.50 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.45 |
| 16030 - Counter Attendant | 8.45 |
| 16040 - Dry Cleaner | 10.20 |
| 16070 - Finisher, Flatwork, Machine | 8.45 |
| 16090 - Presser, Hand | 8.45 |
| 16110 - Presser, Machine, Drycleaning | 8.45 |
| 16130 - Presser, Machine, Shirts | 8.45 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.45 |
| 16190 - Sewing Machine Operator | 10.84 |
| 16220 - Tailor | 11.40 |
| 16250 - Washer, Machine | 8.96 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.94 |
| 19040 - Tool And Die Maker | 20.17 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.15 |
| 21030 - Material Coordinator | 16.37 |
| 21040 - Material Expediter | 16.37 |
| 21050 - Material Handling Laborer | 10.35 |
| 21071 - Order Filler | 9.75 |
| 21080 - Production Line Worker (Food Processing) | 13.15 |
| 21110 - Shipping Packer | 12.96 |
| 21130 - Shipping/Receiving Clerk | 12.96 |
| 21140 - Store Worker I | 10.81 |
| 21150 - Stock Clerk | 14.18 |
| 21210 - Tools And Parts Attendant | 13.15 |
| 21410 - Warehouse Specialist | 13.15 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 24.83 |
| 23021 - Aircraft Mechanic I | 22.12 |
| 23022 - Aircraft Mechanic II | 24.83 |

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| 23023 - Aircraft Mechanic III | 25.95 |
| 23040 - Aircraft Mechanic Helper | 16.54 |
| 23050 - Aircraft, Painter | 18.34 |
| 23060 - Aircraft Servicer | 18.84 |
| 23080 - Aircraft Worker | 20.00 |
| 23110 - Appliance Mechanic | 16.66 |
| 23120 - Bicycle Repairer | 10.36 |
| 23125 - Cable Splicer | 24.56 |
| 23130 - Carpenter, Maintenance | 14.66 |
| 23140 - Carpet Layer | 15.68 |
| 23160 - Electrician, Maintenance | 19.87 |
| 23181 - Electronics Technician Maintenance I | 19.60 |
| 23182 - Electronics Technician Maintenance II | 20.83 |
| 23183 - Electronics Technician Maintenance III | 22.04 |
| 23260 - Fabric Worker | 14.82 |
| 23290 - Fire Alarm System Mechanic | 17.64 |
| 23310 - Fire Extinguisher Repairer | 14.44 |
| 23311 - Fuel Distribution System Mechanic | 23.27 |
| 23312 - Fuel Distribution System Operator | 18.18 |
| 23370 - General Maintenance Worker | 13.91 |
| 23380 - Ground Support Equipment Mechanic | 22.12 |
| 23381 - Ground Support Equipment Servicer | 18.84 |
| 23382 - Ground Support Equipment Worker | 20.00 |
| 23391 - Gunsmith I | 14.44 |
| 23392 - Gunsmith II | 16.44 |
| 23393 - Gunsmith III | 18.48 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.52 |
| 23411 - Heating, Ventilation And Air Contditiioning Mechanic (Research Facility) | 18.44 |
| 23430 - Heavy Equipment Mechanic | 19.20 |
| 23440 - Heavy Equipment Operator | 16.55 |
| 23460 - Instrument Mechanic | 18.48 |
| 23465 - Laboratory/Shelter Mechanic | 17.47 |
| 23470 - Laborer | 10.35 |
| 23510 - Locksmith | 16.79 |
| 23530 - Machinery Maintenance Mechanic | 18.37 |
| 23550 - Machinist, Maintenance | 16.18 |
| 23580 - Maintenance Trades Helper | 13.25 |
| 23591 - Metrology Technician I | 18.48 |
| 23592 - Metrology Technician II | 19.45 |
| 23593 - Metrology Technician III | 20.41 |
| 23640 - Millwright | 18.38 |
| 23710 - Office Appliance Repairer | 17.41 |
| 23760 - Painter, Maintenance | 15.55 |
| 23790 - Pipefitter, Maintenance | 19.22 |
| 23810 - Plumber, Maintenance | 17.71 |
| 23820 - Pneudraulic Systems Mechanic | 18.48 |
| 23850 - Rigger | 18.48 |
| 23870 - Scale Mechanic | 16.44 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.50 |
| 23910 - Small Engine Mechanic | 15.68 |
| 23931 - Telecommunications Mechanic I | 23.72 |
| 23932 - Telecommunications Mechanic II | 24.97 |
| 23950 - Telephone Lineman | 20.10 |
| 23960 - Welder, Combination, Maintenance | 14.11 |
| 23965 - Well Driller | 17.64 |
| 23970 - Woodcraft Worker | 18.48 |
| 23980 - Woodworker | 14.44 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.82 |
| 24580 - Child Care Center Clerk | 12.39 |
| 24610 - Chore Aide | 9.18 |

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|--|-------|
| 24620 - Family Readiness And Support Services Coordinator | 10.94 |
| 24630 - Homemaker | 15.00 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.51 |
| 25040 - Sewage Plant Operator | 16.57 |
| 25070 - Stationary Engineer | 17.51 |
| 25190 - Ventilation Equipment Tender | 12.75 |
| 25210 - Water Treatment Plant Operator | 16.57 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.15 |
| 27007 - Baggage Inspector | 10.70 |
| 27008 - Corrections Officer | 14.99 |
| 27010 - Court Security Officer | 17.50 |
| 27030 - Detection Dog Handler | 14.45 |
| 27040 - Detention Officer | 14.99 |
| 27070 - Firefighter | 17.46 |
| 27101 - Guard I | 10.70 |
| 27102 - Guard II | 13.38 |
| 27131 - Police Officer I | 18.61 |
| 27132 - Police Officer II | 20.67 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.27 |
| 28042 - Carnival Equipment Repairer | 10.96 |
| 28043 - Carnival Equipment Worker | 8.49 |
| 28210 - Gate Attendant/Gate Tender | 14.08 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 15.75 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.50 |
| 28515 - Recreation Specialist | 16.08 |
| 28630 - Sports Official | 12.55 |
| 28690 - Swimming Pool Operator | 17.67 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.38 |
| 29020 - Hatch Tender | 17.38 |
| 29030 - Line Handler | 17.38 |
| 29041 - Stevedore I | 16.04 |
| 29042 - Stevedore II | 18.47 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.57 |
| 30022 - Archeological Technician II | 16.30 |
| 30023 - Archeological Technician III | 20.20 |
| 30030 - Cartographic Technician | 20.01 |
| 30040 - Civil Engineering Technician | 19.14 |
| 30061 - Drafter/CAD Operator I | 14.57 |
| 30062 - Drafter/CAD Operator II | 16.30 |
| 30063 - Drafter/CAD Operator III | 18.18 |
| 30064 - Drafter/CAD Operator IV | 22.36 |
| 30081 - Engineering Technician I | 12.70 |
| 30082 - Engineering Technician II | 14.26 |
| 30083 - Engineering Technician III | 16.28 |
| 30084 - Engineering Technician IV | 19.77 |
| 30085 - Engineering Technician V | 24.17 |
| 30086 - Engineering Technician VI | 29.25 |
| 30090 - Environmental Technician | 18.90 |
| 30210 - Laboratory Technician | 17.39 |
| 30240 - Mathematical Technician | 20.20 |
| 30361 - Paralegal/Legal Assistant I | 15.62 |
| 30362 - Paralegal/Legal Assistant II | 19.36 |
| 30363 - Paralegal/Legal Assistant III | 23.69 |

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| 30364 - Paralegal/Legal Assistant IV | 28.66 |
| 30390 - Photo-Optics Technician | 20.20 |
| 30461 - Technical Writer I | 21.02 |
| 30462 - Technical Writer II | 25.71 |
| 30463 - Technical Writer III | 31.10 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 18.18 |
| 30621 - Weather Observer, Senior | (see 2) 20.20 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.44 |
| 31030 - Bus Driver | 12.64 |
| 31043 - Driver Courier | 11.71 |
| 31260 - Parking and Lot Attendant | 10.36 |
| 31290 - Shuttle Bus Driver | 13.61 |
| 31310 - Taxi Driver | 11.67 |
| 31361 - Truckdriver, Light | 13.61 |
| 31362 - Truckdriver, Medium | 14.53 |
| 31363 - Truckdriver, Heavy | 16.07 |
| 31364 - Truckdriver, Tractor-Trailer | 16.07 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.46 |
| 99050 - Desk Clerk | 8.84 |
| 99095 - Embalmer | 24.34 |
| 99251 - Laboratory Animal Caretaker I | 13.13 |
| 99252 - Laboratory Animal Caretaker II | 14.07 |
| 99310 - Mortician | 24.34 |
| 99410 - Pest Controller | 16.54 |
| 99510 - Photofinishing Worker | 12.10 |
| 99710 - Recycling Laborer | 13.04 |
| 99711 - Recycling Specialist | 15.23 |
| 99730 - Refuse Collector | 11.92 |
| 99810 - Sales Clerk | 10.93 |
| 99820 - School Crossing Guard | 11.33 |
| 99830 - Survey Party Chief | 17.26 |
| 99831 - Surveying Aide | 11.11 |
| 99832 - Surveying Technician | 14.45 |
| 99840 - Vending Machine Attendant | 14.12 |
| 99841 - Vending Machine Repairer | 16.94 |
| 99842 - Vending Machine Repairer Helper | 12.89 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans.
Minimum employer contributions costing an average of \$4.02 per hour computed on the

basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2491
Revision No.: 13
Date Of Last Revision: 07/25/2014

States: Georgia, Tennessee

Area: Georgia Counties of Catoosa, Dade, Walker

Tennessee Counties of Bledsoe, Bradley, Coffee, Franklin, Grundy, Hamilton,
Marion, McMinn, Meigs, Polk, Rhea, Sequatchie, Van Buren

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.60 |
| 01012 - Accounting Clerk II | | 15.10 |
| 01013 - Accounting Clerk III | | 15.83 |
| 01020 - Administrative Assistant | | 18.45 |
| 01040 - Court Reporter | | 13.86 |
| 01051 - Data Entry Operator I | | 12.16 |
| 01052 - Data Entry Operator II | | 13.27 |
| 01060 - Dispatcher, Motor Vehicle | | 18.58 |
| 01070 - Document Preparation Clerk | | 12.05 |
| 01090 - Duplicating Machine Operator | | 12.05 |
| 01111 - General Clerk I | | 11.34 |
| 01112 - General Clerk II | | 12.81 |
| 01113 - General Clerk III | | 13.89 |
| 01120 - Housing Referral Assistant | | 16.37 |
| 01141 - Messenger Courier | | 10.02 |
| 01191 - Order Clerk I | | 11.53 |
| 01192 - Order Clerk II | | 12.57 |
| 01261 - Personnel Assistant (Employment) I | | 12.60 |
| 01262 - Personnel Assistant (Employment) II | | 14.57 |
| 01263 - Personnel Assistant (Employment) III | | 15.86 |
| 01270 - Production Control Clerk | | 19.20 |
| 01280 - Receptionist | | 11.46 |
| 01290 - Rental Clerk | | 11.13 |
| 01300 - Scheduler, Maintenance | | 13.12 |
| 01311 - Secretary I | | 13.12 |
| 01312 - Secretary II | | 14.67 |
| 01313 - Secretary III | | 16.37 |
| 01320 - Service Order Dispatcher | | 14.61 |
| 01410 - Supply Technician | | 18.45 |
| 01420 - Survey Worker | | 14.55 |
| 01531 - Travel Clerk I | | 11.08 |
| 01532 - Travel Clerk II | | 11.72 |
| 01533 - Travel Clerk III | | 12.50 |
| 01611 - Word Processor I | | 13.83 |
| 01612 - Word Processor II | | 15.53 |
| 01613 - Word Processor III | | 17.37 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.37 |
| 05010 - Automotive Electrician | | 18.03 |
| 05040 - Automotive Glass Installer | | 17.15 |
| 05070 - Automotive Worker | | 17.15 |
| 05110 - Mobile Equipment Servicer | | 15.38 |

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| 05130 - Motor Equipment Metal Mechanic | 18.87 |
| 05160 - Motor Equipment Metal Worker | 17.15 |
| 05190 - Motor Vehicle Mechanic | 17.44 |
| 05220 - Motor Vehicle Mechanic Helper | 14.45 |
| 05250 - Motor Vehicle Upholstery Worker | 16.26 |
| 05280 - Motor Vehicle Wrecker | 17.15 |
| 05310 - Painter, Automotive | 18.03 |
| 05340 - Radiator Repair Specialist | 17.15 |
| 05370 - Tire Repairer | 11.58 |
| 05400 - Transmission Repair Specialist | 17.31 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.28 |
| 07041 - Cook I | 9.34 |
| 07042 - Cook II | 10.42 |
| 07070 - Dishwasher | 7.95 |
| 07130 - Food Service Worker | 8.34 |
| 07210 - Meat Cutter | 12.93 |
| 07260 - Waiter/Waitress | 8.08 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.19 |
| 09040 - Furniture Handler | 11.43 |
| 09080 - Furniture Refinisher | 16.51 |
| 09090 - Furniture Refinisher Helper | 13.38 |
| 09110 - Furniture Repairer, Minor | 14.96 |
| 09130 - Upholsterer | 14.86 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.90 |
| 11060 - Elevator Operator | 10.19 |
| 11090 - Gardener | 11.35 |
| 11122 - Housekeeping Aide | 10.19 |
| 11150 - Janitor | 10.19 |
| 11210 - Laborer, Grounds Maintenance | 10.27 |
| 11240 - Maid or Houseman | 8.31 |
| 11260 - Pruner | 8.94 |
| 11270 - Tractor Operator | 11.31 |
| 11330 - Trail Maintenance Worker | 10.27 |
| 11360 - Window Cleaner | 11.24 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.30 |
| 12011 - Breath Alcohol Technician | 15.33 |
| 12012 - Certified Occupational Therapist Assistant | 23.99 |
| 12015 - Certified Physical Therapist Assistant | 23.70 |
| 12020 - Dental Assistant | 15.16 |
| 12025 - Dental Hygienist | 27.47 |
| 12030 - EKG Technician | 21.96 |
| 12035 - Electroneurodiagnostic Technologist | 21.96 |
| 12040 - Emergency Medical Technician | 14.30 |
| 12071 - Licensed Practical Nurse I | 13.71 |
| 12072 - Licensed Practical Nurse II | 15.33 |
| 12073 - Licensed Practical Nurse III | 17.10 |
| 12100 - Medical Assistant | 13.24 |
| 12130 - Medical Laboratory Technician | 16.59 |
| 12160 - Medical Record Clerk | 12.53 |
| 12190 - Medical Record Technician | 14.02 |
| 12195 - Medical Transcriptionist | 15.54 |
| 12210 - Nuclear Medicine Technologist | 32.54 |
| 12221 - Nursing Assistant I | 10.45 |
| 12222 - Nursing Assistant II | 11.75 |
| 12223 - Nursing Assistant III | 12.82 |
| 12224 - Nursing Assistant IV | 14.39 |
| 12235 - Optical Dispenser | 16.99 |
| 12236 - Optical Technician | 13.69 |
| 12250 - Pharmacy Technician | 13.01 |

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| 12280 - Phlebotomist | 14.39 |
| 12305 - Radiologic Technologist | 24.74 |
| 12311 - Registered Nurse I | 20.15 |
| 12312 - Registered Nurse II | 24.66 |
| 12313 - Registered Nurse II, Specialist | 24.66 |
| 12314 - Registered Nurse III | 29.84 |
| 12315 - Registered Nurse III, Anesthetist | 29.84 |
| 12316 - Registered Nurse IV | 35.75 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.97 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.85 |
| 13012 - Exhibits Specialist II | 20.88 |
| 13013 - Exhibits Specialist III | 25.55 |
| 13041 - Illustrator I | 16.85 |
| 13042 - Illustrator II | 20.88 |
| 13043 - Illustrator III | 25.55 |
| 13047 - Librarian | 23.12 |
| 13050 - Library Aide/Clerk | 11.55 |
| 13054 - Library Information Technology Systems Administrator | 20.88 |
| 13058 - Library Technician | 14.21 |
| 13061 - Media Specialist I | 15.06 |
| 13062 - Media Specialist II | 16.85 |
| 13063 - Media Specialist III | 18.79 |
| 13071 - Photographer I | 12.26 |
| 13072 - Photographer II | 13.71 |
| 13073 - Photographer III | 16.52 |
| 13074 - Photographer IV | 20.67 |
| 13075 - Photographer V | 25.00 |
| 13110 - Video Teleconference Technician | 15.27 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.11 |
| 14042 - Computer Operator II | 18.05 |
| 14043 - Computer Operator III | 20.10 |
| 14044 - Computer Operator IV | 21.52 |
| 14045 - Computer Operator V | 23.19 |
| 14071 - Computer Programmer I | 20.37 |
| 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 | 15.11 |
| 14160 - Personal Computer Support Technician | 21.52 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 32.13 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 38.97 |
| 15050 - Computer Based Training Specialist / Instructor | 32.13 |
| 15060 - Educational Technologist | 25.93 |
| 15070 - Flight Instructor (Pilot) | 38.97 |
| 15080 - Graphic Artist | 20.15 |
| 15090 - Technical Instructor | 17.58 |
| 15095 - Technical Instructor/Course Developer | 22.62 |
| 15110 - Test Proctor | 15.19 |
| 15120 - Tutor | 15.19 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.23 |
| 16030 - Counter Attendant | 8.23 |
| 16040 - Dry Cleaner | 10.34 |
| 16070 - Finisher, Flatwork, Machine | 8.23 |
| 16090 - Presser, Hand | 8.23 |

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| 16110 - Presser, Machine, Drycleaning | 8.23 |
| 16130 - Presser, Machine, Shirts | 8.23 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.23 |
| 16190 - Sewing Machine Operator | 10.98 |
| 16220 - Tailor | 11.62 |
| 16250 - Washer, Machine | 8.92 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.80 |
| 19040 - Tool And Die Maker | 18.84 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.37 |
| 21030 - Material Coordinator | 19.20 |
| 21040 - Material Expediter | 19.20 |
| 21050 - Material Handling Laborer | 10.89 |
| 21071 - Order Filler | 11.03 |
| 21080 - Production Line Worker (Food Processing) | 12.37 |
| 21110 - Shipping Packer | 12.83 |
| 21130 - Shipping/Receiving Clerk | 12.83 |
| 21140 - Store Worker I | 11.83 |
| 21150 - Stock Clerk | 16.02 |
| 21210 - Tools And Parts Attendant | 12.37 |
| 21410 - Warehouse Specialist | 12.37 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.87 |
| 23021 - Aircraft Mechanic I | 20.83 |
| 23022 - Aircraft Mechanic II | 21.87 |
| 23023 - Aircraft Mechanic III | 22.97 |
| 23040 - Aircraft Mechanic Helper | 15.66 |
| 23050 - Aircraft, Painter | 18.79 |
| 23060 - Aircraft Servicer | 17.64 |
| 23080 - Aircraft Worker | 18.60 |
| 23110 - Appliance Mechanic | 18.26 |
| 23120 - Bicycle Repairer | 11.38 |
| 23125 - Cable Splicer | 22.52 |
| 23130 - Carpenter, Maintenance | 16.23 |
| 23140 - Carpet Layer | 18.95 |
| 23160 - Electrician, Maintenance | 21.18 |
| 23181 - Electronics Technician Maintenance I | 20.88 |
| 23182 - Electronics Technician Maintenance II | 24.07 |
| 23183 - Electronics Technician Maintenance III | 27.10 |
| 23260 - Fabric Worker | 17.95 |
| 23290 - Fire Alarm System Mechanic | 20.36 |
| 23310 - Fire Extinguisher Repairer | 18.29 |
| 23311 - Fuel Distribution System Mechanic | 20.36 |
| 23312 - Fuel Distribution System Operator | 16.60 |
| 23370 - General Maintenance Worker | 15.93 |
| 23380 - Ground Support Equipment Mechanic | 20.83 |
| 23381 - Ground Support Equipment Servicer | 17.64 |
| 23382 - Ground Support Equipment Worker | 18.60 |
| 23391 - Gunsmith I | 18.29 |
| 23392 - Gunsmith II | 18.95 |
| 23393 - Gunsmith III | 20.83 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.80 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 17.57 |
| 23430 - Heavy Equipment Mechanic | 18.30 |
| 23440 - Heavy Equipment Operator | 16.68 |
| 23460 - Instrument Mechanic | 20.83 |
| 23465 - Laboratory/Shelter Mechanic | 19.91 |
| 23470 - Laborer | 10.89 |
| 23510 - Locksmith | 19.91 |
| 23530 - Machinery Maintenance Mechanic | 18.28 |

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| 23550 - Machinist, Maintenance | 18.13 |
| 23580 - Maintenance Trades Helper | 12.29 |
| 23591 - Metrology Technician I | 20.83 |
| 23592 - Metrology Technician II | 21.87 |
| 23593 - Metrology Technician III | 22.78 |
| 23640 - Millwright | 21.70 |
| 23710 - Office Appliance Repairer | 18.35 |
| 23760 - Painter, Maintenance | 14.75 |
| 23790 - Pipefitter, Maintenance | 19.78 |
| 23810 - Plumber, Maintenance | 18.90 |
| 23820 - Pneudraulic Systems Mechanic | 20.83 |
| 23850 - Rigger | 20.83 |
| 23870 - Scale Mechanic | 18.95 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.33 |
| 23910 - Small Engine Mechanic | 18.95 |
| 23931 - Telecommunications Mechanic I | 21.68 |
| 23932 - Telecommunications Mechanic II | 22.70 |
| 23950 - Telephone Lineman | 19.25 |
| 23960 - Welder, Combination, Maintenance | 17.56 |
| 23965 - Well Driller | 20.83 |
| 23970 - Woodcraft Worker | 20.83 |
| 23980 - Woodworker | 14.45 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.56 |
| 24580 - Child Care Center Clerk | 13.19 |
| 24610 - Chore Aide | 8.24 |
| 24620 - Family Readiness And Support Services Coordinator | 14.32 |
| 24630 - Homemaker | 16.40 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.91 |
| 25040 - Sewage Plant Operator | 15.75 |
| 25070 - Stationary Engineer | 22.91 |
| 25190 - Ventilation Equipment Tender | 15.88 |
| 25210 - Water Treatment Plant Operator | 15.75 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.60 |
| 27007 - Baggage Inspector | 12.76 |
| 27008 - Corrections Officer | 15.43 |
| 27010 - Court Security Officer | 17.00 |
| 27030 - Detection Dog Handler | 14.27 |
| 27040 - Detention Officer | 15.43 |
| 27070 - Firefighter | 17.01 |
| 27101 - Guard I | 12.76 |
| 27102 - Guard II | 14.27 |
| 27131 - Police Officer I | 16.62 |
| 27132 - Police Officer II | 18.46 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.40 |
| 28042 - Carnival Equipment Repairer | 11.21 |
| 28043 - Carnival Equipment Worker | 8.35 |
| 28210 - Gate Attendant/Gate Tender | 14.55 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 16.27 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.14 |
| 28515 - Recreation Specialist | 17.73 |
| 28630 - Sports Official | 12.96 |
| 28690 - Swimming Pool Operator | 17.81 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.16 |
| 29020 - Hatch Tender | 20.16 |
| 29030 - Line Handler | 20.16 |
| 29041 - Stevedore I | 19.09 |

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| 29042 - Stevedore II | 21.24 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.68 |
| 30022 - Archeological Technician II | 17.83 |
| 30023 - Archeological Technician III | 22.10 |
| 30030 - Cartographic Technician | 22.10 |
| 30040 - Civil Engineering Technician | 19.82 |
| 30061 - Drafter/CAD Operator I | 16.68 |
| 30062 - Drafter/CAD Operator II | 17.83 |
| 30063 - Drafter/CAD Operator III | 20.11 |
| 30064 - Drafter/CAD Operator IV | 24.47 |
| 30081 - Engineering Technician I | 15.18 |
| 30082 - Engineering Technician II | 17.03 |
| 30083 - Engineering Technician III | 19.05 |
| 30084 - Engineering Technician IV | 23.61 |
| 30085 - Engineering Technician V | 28.88 |
| 30086 - Engineering Technician VI | 34.94 |
| 30090 - Environmental Technician | 22.10 |
| 30210 - Laboratory Technician | 18.26 |
| 30240 - Mathematical Technician | 22.10 |
| 30361 - Paralegal/Legal Assistant I | 17.35 |
| 30362 - Paralegal/Legal Assistant II | 20.93 |
| 30363 - Paralegal/Legal Assistant III | 23.95 |
| 30364 - Paralegal/Legal Assistant IV | 31.00 |
| 30390 - Photo-Optics Technician | 22.10 |
| 30461 - Technical Writer I | 21.75 |
| 30462 - Technical Writer II | 26.59 |
| 30463 - Technical Writer III | 32.19 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 20.11 |
| 30621 - Weather Observer, Senior (see 2) | 22.10 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.18 |
| 31030 - Bus Driver | 16.16 |
| 31043 - Driver Courier | 13.35 |
| 31260 - Parking and Lot Attendant | 9.07 |
| 31290 - Shuttle Bus Driver | 13.72 |
| 31310 - Taxi Driver | 9.63 |
| 31361 - Truckdriver, Light | 13.72 |
| 31362 - Truckdriver, Medium | 15.12 |
| 31363 - Truckdriver, Heavy | 18.50 |
| 31364 - Truckdriver, Tractor-Trailer | 18.50 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.85 |
| 99050 - Desk Clerk | 9.60 |
| 99095 - Embalmer | 21.68 |
| 99251 - Laboratory Animal Caretaker I | 10.35 |
| 99252 - Laboratory Animal Caretaker II | 10.87 |
| 99310 - Mortician | 21.68 |
| 99410 - Pest Controller | 13.66 |
| 99510 - Photofinishing Worker | 12.96 |
| 99710 - Recycling Laborer | 13.10 |
| 99711 - Recycling Specialist | 16.90 |
| 99730 - Refuse Collector | 12.53 |
| 99810 - Sales Clerk | 12.50 |

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| 99820 - School Crossing Guard | 12.73 |
| 99830 - Survey Party Chief | 16.67 |
| 99831 - Surveying Aide | 10.87 |
| 99832 - Surveying Technician | 14.95 |
| 99840 - Vending Machine Attendant | 12.33 |
| 99841 - Vending Machine Repairer | 14.64 |
| 99842 - Vending Machine Repairer Helper | 12.35 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that

represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2492
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: Georgia, Tennessee

Area: Georgia Counties of Catoosa, Dade, Walker

Tennessee Counties of Bledsoe, Bradley, Coffee, Franklin, Grundy, Hamilton, Marion, McMinn, Meigs, Polk, Rhea, Sequatchie, Van Buren

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.60 |

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| 01012 - Accounting Clerk II | 15.10 |
| 01013 - Accounting Clerk III | 15.83 |
| 01020 - Administrative Assistant | 18.45 |
| 01040 - Court Reporter | 13.86 |
| 01051 - Data Entry Operator I | 12.16 |
| 01052 - Data Entry Operator II | 13.27 |
| 01060 - Dispatcher, Motor Vehicle | 18.58 |
| 01070 - Document Preparation Clerk | 12.05 |
| 01090 - Duplicating Machine Operator | 12.05 |
| 01111 - General Clerk I | 11.34 |
| 01112 - General Clerk II | 12.81 |
| 01113 - General Clerk III | 13.89 |
| 01120 - Housing Referral Assistant | 16.37 |
| 01141 - Messenger Courier | 10.02 |
| 01191 - Order Clerk I | 11.53 |
| 01192 - Order Clerk II | 12.57 |
| 01261 - Personnel Assistant (Employment) I | 12.60 |
| 01262 - Personnel Assistant (Employment) II | 14.57 |
| 01263 - Personnel Assistant (Employment) III | 15.86 |
| 01270 - Production Control Clerk | 19.20 |
| 01280 - Receptionist | 11.46 |
| 01290 - Rental Clerk | 11.13 |
| 01300 - Scheduler, Maintenance | 13.12 |
| 01311 - Secretary I | 13.12 |
| 01312 - Secretary II | 14.67 |
| 01313 - Secretary III | 16.37 |
| 01320 - Service Order Dispatcher | 14.61 |
| 01410 - Supply Technician | 18.45 |
| 01420 - Survey Worker | 14.55 |
| 01531 - Travel Clerk I | 11.08 |
| 01532 - Travel Clerk II | 11.72 |
| 01533 - Travel Clerk III | 12.50 |
| 01611 - Word Processor I | 13.83 |
| 01612 - Word Processor II | 15.53 |
| 01613 - Word Processor III | 17.37 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.37 |
| 05010 - Automotive Electrician | 18.03 |
| 05040 - Automotive Glass Installer | 17.15 |
| 05070 - Automotive Worker | 17.15 |
| 05110 - Mobile Equipment Servicer | 15.38 |
| 05130 - Motor Equipment Metal Mechanic | 18.87 |
| 05160 - Motor Equipment Metal Worker | 17.15 |
| 05190 - Motor Vehicle Mechanic | 17.44 |
| 05220 - Motor Vehicle Mechanic Helper | 14.45 |
| 05250 - Motor Vehicle Upholstery Worker | 16.26 |
| 05280 - Motor Vehicle Wrecker | 17.15 |
| 05310 - Painter, Automotive | 18.03 |
| 05340 - Radiator Repair Specialist | 17.15 |
| 05370 - Tire Repairer | 11.58 |
| 05400 - Transmission Repair Specialist | 17.31 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.28 |
| 07041 - Cook I | 9.34 |
| 07042 - Cook II | 10.42 |
| 07070 - Dishwasher | 7.95 |
| 07130 - Food Service Worker | 8.34 |
| 07210 - Meat Cutter | 12.93 |
| 07260 - Waiter/Waitress | 8.08 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.19 |
| 09040 - Furniture Handler | 11.43 |
| 09080 - Furniture Refinisher | 16.51 |

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| 09090 - Furniture Refinisher Helper | 13.38 |
| 09110 - Furniture Repairer, Minor | 14.96 |
| 09130 - Upholsterer | 14.86 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.90 |
| 11060 - Elevator Operator | 10.19 |
| 11090 - Gardener | 11.35 |
| 11122 - Housekeeping Aide | 10.19 |
| 11150 - Janitor | 10.19 |
| 11210 - Laborer, Grounds Maintenance | 10.27 |
| 11240 - Maid or Houseman | 8.31 |
| 11260 - Pruner | 8.94 |
| 11270 - Tractor Operator | 11.31 |
| 11330 - Trail Maintenance Worker | 10.27 |
| 11360 - Window Cleaner | 11.24 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.30 |
| 12011 - Breath Alcohol Technician | 15.33 |
| 12012 - Certified Occupational Therapist Assistant | 23.99 |
| 12015 - Certified Physical Therapist Assistant | 23.70 |
| 12020 - Dental Assistant | 15.16 |
| 12025 - Dental Hygienist | 27.47 |
| 12030 - EKG Technician | 21.96 |
| 12035 - Electroneurodiagnostic Technologist | 21.96 |
| 12040 - Emergency Medical Technician | 14.30 |
| 12071 - Licensed Practical Nurse I | 13.71 |
| 12072 - Licensed Practical Nurse II | 15.33 |
| 12073 - Licensed Practical Nurse III | 17.10 |
| 12100 - Medical Assistant | 13.24 |
| 12130 - Medical Laboratory Technician | 16.59 |
| 12160 - Medical Record Clerk | 12.53 |
| 12190 - Medical Record Technician | 14.02 |
| 12195 - Medical Transcriptionist | 15.54 |
| 12210 - Nuclear Medicine Technologist | 32.54 |
| 12221 - Nursing Assistant I | 10.45 |
| 12222 - Nursing Assistant II | 11.75 |
| 12223 - Nursing Assistant III | 12.82 |
| 12224 - Nursing Assistant IV | 14.39 |
| 12235 - Optical Dispenser | 16.99 |
| 12236 - Optical Technician | 13.69 |
| 12250 - Pharmacy Technician | 13.01 |
| 12280 - Phlebotomist | 14.39 |
| 12305 - Radiologic Technologist | 24.74 |
| 12311 - Registered Nurse I | 20.15 |
| 12312 - Registered Nurse II | 24.66 |
| 12313 - Registered Nurse II, Specialist | 24.66 |
| 12314 - Registered Nurse III | 29.84 |
| 12315 - Registered Nurse III, Anesthetist | 29.84 |
| 12316 - Registered Nurse IV | 35.75 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.97 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.85 |
| 13012 - Exhibits Specialist II | 20.88 |
| 13013 - Exhibits Specialist III | 25.55 |
| 13041 - Illustrator I | 16.85 |
| 13042 - Illustrator II | 20.88 |
| 13043 - Illustrator III | 25.55 |
| 13047 - Librarian | 23.12 |
| 13050 - Library Aide/Clerk | 11.55 |
| 13054 - Library Information Technology Systems Administrator | 20.88 |
| 13058 - Library Technician | 14.21 |
| 13061 - Media Specialist I | 15.06 |

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| 13062 - Media Specialist II | 16.85 |
| 13063 - Media Specialist III | 18.79 |
| 13071 - Photographer I | 12.26 |
| 13072 - Photographer II | 13.71 |
| 13073 - Photographer III | 16.52 |
| 13074 - Photographer IV | 20.67 |
| 13075 - Photographer V | 25.00 |
| 13110 - Video Teleconference Technician | 15.27 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.11 |
| 14042 - Computer Operator II | 18.05 |
| 14043 - Computer Operator III | 20.10 |
| 14044 - Computer Operator IV | 21.52 |
| 14045 - Computer Operator V | 23.19 |
| 14071 - Computer Programmer I | 20.37 |
| 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 | 15.11 |
| 14160 - Personal Computer Support Technician | 21.52 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 32.13 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 38.97 |
| 15050 - Computer Based Training Specialist / Instructor | 32.13 |
| 15060 - Educational Technologist | 25.93 |
| 15070 - Flight Instructor (Pilot) | 38.97 |
| 15080 - Graphic Artist | 20.15 |
| 15090 - Technical Instructor | 17.58 |
| 15095 - Technical Instructor/Course Developer | 22.62 |
| 15110 - Test Proctor | 15.19 |
| 15120 - Tutor | 15.19 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.23 |
| 16030 - Counter Attendant | 8.23 |
| 16040 - Dry Cleaner | 10.34 |
| 16070 - Finisher, Flatwork, Machine | 8.23 |
| 16090 - Presser, Hand | 8.23 |
| 16110 - Presser, Machine, Drycleaning | 8.23 |
| 16130 - Presser, Machine, Shirts | 8.23 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.23 |
| 16190 - Sewing Machine Operator | 10.98 |
| 16220 - Tailor | 11.62 |
| 16250 - Washer, Machine | 8.92 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.80 |
| 19040 - Tool And Die Maker | 18.84 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.37 |
| 21030 - Material Coordinator | 19.20 |
| 21040 - Material Expediter | 19.20 |
| 21050 - Material Handling Laborer | 10.89 |
| 21071 - Order Filler | 11.03 |
| 21080 - Production Line Worker (Food Processing) | 12.37 |
| 21110 - Shipping Packer | 12.83 |
| 21130 - Shipping/Receiving Clerk | 12.83 |
| 21140 - Store Worker I | 11.83 |
| 21150 - Stock Clerk | 16.02 |
| 21210 - Tools And Parts Attendant | 12.37 |
| 21410 - Warehouse Specialist | 12.37 |

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|---|-------|
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.87 |
| 23021 - Aircraft Mechanic I | 20.83 |
| 23022 - Aircraft Mechanic II | 21.87 |
| 23023 - Aircraft Mechanic III | 22.97 |
| 23040 - Aircraft Mechanic Helper | 15.66 |
| 23050 - Aircraft, Painter | 18.79 |
| 23060 - Aircraft Servicer | 17.64 |
| 23080 - Aircraft Worker | 18.60 |
| 23110 - Appliance Mechanic | 18.26 |
| 23120 - Bicycle Repairer | 11.38 |
| 23125 - Cable Splicer | 22.52 |
| 23130 - Carpenter, Maintenance | 16.23 |
| 23140 - Carpet Layer | 18.95 |
| 23160 - Electrician, Maintenance | 21.18 |
| 23181 - Electronics Technician Maintenance I | 20.88 |
| 23182 - Electronics Technician Maintenance II | 24.07 |
| 23183 - Electronics Technician Maintenance III | 27.10 |
| 23260 - Fabric Worker | 17.95 |
| 23290 - Fire Alarm System Mechanic | 20.36 |
| 23310 - Fire Extinguisher Repairer | 18.29 |
| 23311 - Fuel Distribution System Mechanic | 20.36 |
| 23312 - Fuel Distribution System Operator | 16.60 |
| 23370 - General Maintenance Worker | 15.93 |
| 23380 - Ground Support Equipment Mechanic | 20.83 |
| 23381 - Ground Support Equipment Servicer | 17.64 |
| 23382 - Ground Support Equipment Worker | 18.60 |
| 23391 - Gunsmith I | 18.29 |
| 23392 - Gunsmith II | 18.95 |
| 23393 - Gunsmith III | 20.83 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.80 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 17.57 |
| 23430 - Heavy Equipment Mechanic | 18.30 |
| 23440 - Heavy Equipment Operator | 16.68 |
| 23460 - Instrument Mechanic | 20.83 |
| 23465 - Laboratory/Shelter Mechanic | 19.91 |
| 23470 - Laborer | 10.89 |
| 23510 - Locksmith | 19.91 |
| 23530 - Machinery Maintenance Mechanic | 18.28 |
| 23550 - Machinist, Maintenance | 18.13 |
| 23580 - Maintenance Trades Helper | 12.29 |
| 23591 - Metrology Technician I | 20.83 |
| 23592 - Metrology Technician II | 21.87 |
| 23593 - Metrology Technician III | 22.78 |
| 23640 - Millwright | 21.70 |
| 23710 - Office Appliance Repairer | 18.35 |
| 23760 - Painter, Maintenance | 14.75 |
| 23790 - Pipefitter, Maintenance | 19.78 |
| 23810 - Plumber, Maintenance | 18.90 |
| 23820 - Pneudraulic Systems Mechanic | 20.83 |
| 23850 - Rigger | 20.83 |
| 23870 - Scale Mechanic | 18.95 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.33 |
| 23910 - Small Engine Mechanic | 18.95 |
| 23931 - Telecommunications Mechanic I | 21.68 |
| 23932 - Telecommunications Mechanic II | 22.70 |
| 23950 - Telephone Lineman | 19.25 |
| 23960 - Welder, Combination, Maintenance | 17.56 |
| 23965 - well Driller | 20.83 |
| 23970 - Woodcraft Worker | 20.83 |
| 23980 - Woodworker | 14.45 |

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|--|-------|
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.56 |
| 24580 - Child Care Center Clerk | 13.19 |
| 24610 - Chore Aide | 8.24 |
| 24620 - Family Readiness And Support Services Coordinator | 14.32 |
| 24630 - Homemaker | 16.40 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.91 |
| 25040 - Sewage Plant Operator | 15.75 |
| 25070 - Stationary Engineer | 22.91 |
| 25190 - Ventilation Equipment Tender | 15.88 |
| 25210 - Water Treatment Plant Operator | 15.75 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.60 |
| 27007 - Baggage Inspector | 12.76 |
| 27008 - Corrections Officer | 15.43 |
| 27010 - Court Security Officer | 17.00 |
| 27030 - Detection Dog Handler | 14.27 |
| 27040 - Detention Officer | 15.43 |
| 27070 - Firefighter | 17.01 |
| 27101 - Guard I | 12.76 |
| 27102 - Guard II | 14.27 |
| 27131 - Police Officer I | 16.62 |
| 27132 - Police Officer II | 18.46 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.40 |
| 28042 - Carnival Equipment Repairer | 11.21 |
| 28043 - Carnival Equipment Worker | 8.35 |
| 28210 - Gate Attendant/Gate Tender | 14.55 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 16.27 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.14 |
| 28515 - Recreation Specialist | 17.73 |
| 28630 - Sports Official | 12.96 |
| 28690 - Swimming Pool Operator | 17.81 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.16 |
| 29020 - Hatch Tender | 20.16 |
| 29030 - Line Handler | 20.16 |
| 29041 - Stevedore I | 19.09 |
| 29042 - Stevedore II | 21.24 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.68 |
| 30022 - Archeological Technician II | 17.83 |
| 30023 - Archeological Technician III | 22.10 |
| 30030 - Cartographic Technician | 22.10 |
| 30040 - Civil Engineering Technician | 19.82 |
| 30061 - Drafter/CAD Operator I | 16.68 |
| 30062 - Drafter/CAD Operator II | 17.83 |
| 30063 - Drafter/CAD Operator III | 20.11 |
| 30064 - Drafter/CAD Operator IV | 24.47 |
| 30081 - Engineering Technician I | 15.18 |
| 30082 - Engineering Technician II | 17.03 |
| 30083 - Engineering Technician III | 19.05 |
| 30084 - Engineering Technician IV | 23.61 |
| 30085 - Engineering Technician V | 28.88 |
| 30086 - Engineering Technician VI | 34.94 |
| 30090 - Environmental Technician | 22.10 |
| 30210 - Laboratory Technician | 18.26 |

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|---|---------------|
| 30240 - Mathematical Technician | 22.10 |
| 30361 - Paralegal/Legal Assistant I | 17.35 |
| 30362 - Paralegal/Legal Assistant II | 20.93 |
| 30363 - Paralegal/Legal Assistant III | 23.95 |
| 30364 - Paralegal/Legal Assistant IV | 31.00 |
| 30390 - Photo-Optics Technician | 22.10 |
| 30461 - Technical Writer I | 21.75 |
| 30462 - Technical Writer II | 26.59 |
| 30463 - Technical Writer III | 32.19 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 20.11 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 22.10 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.18 |
| 31030 - Bus Driver | 16.16 |
| 31043 - Driver Courier | 13.35 |
| 31260 - Parking and Lot Attendant | 9.07 |
| 31290 - Shuttle Bus Driver | 13.72 |
| 31310 - Taxi Driver | 9.63 |
| 31361 - Truckdriver, Light | 13.72 |
| 31362 - Truckdriver, Medium | 15.12 |
| 31363 - Truckdriver, Heavy | 18.50 |
| 31364 - Truckdriver, Tractor-Trailer | 18.50 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.85 |
| 99050 - Desk Clerk | 9.60 |
| 99095 - Embalmer | 21.68 |
| 99251 - Laboratory Animal Caretaker I | 10.35 |
| 99252 - Laboratory Animal Caretaker II | 10.87 |
| 99310 - Mortician | 21.68 |
| 99410 - Pest Controller | 13.66 |
| 99510 - Photofinishing Worker | 12.96 |
| 99710 - Recycling Laborer | 13.10 |
| 99711 - Recycling Specialist | 16.90 |
| 99730 - Refuse Collector | 12.53 |
| 99810 - Sales Clerk | 12.50 |
| 99820 - School Crossing Guard | 12.73 |
| 99830 - Survey Party Chief | 16.67 |
| 99831 - Surveying Aide | 10.87 |
| 99832 - Surveying Technician | 14.95 |
| 99840 - Vending Machine Attendant | 12.33 |
| 99841 - Vending Machine Repairer | 14.64 |
| 99842 - Vending Machine Repairer Helper | 12.35 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2493
Revision No.: 19
Date Of Last Revision: 07/25/2014

State: Tennessee

Area: Tennessee Counties of Anderson, Blount, Campbell, Claiborne, Cumberland, Fentress, Grainger, Hamblen, Jefferson, Knox, Loudon, Monroe, Morgan, Pickett, Roane, Scott, Sevier, Union

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.03 |
| 01012 - Accounting Clerk II | | 14.63 |
| 01013 - Accounting Clerk III | | 16.36 |
| 01020 - Administrative Assistant | | 20.11 |
| 01040 - Court Reporter | | 16.87 |
| 01051 - Data Entry Operator I | | 11.59 |
| 01052 - Data Entry Operator II | | 13.19 |
| 01060 - Dispatcher, Motor Vehicle | | 16.87 |
| 01070 - Document Preparation Clerk | | 12.91 |
| 01090 - Duplicating Machine Operator | | 12.91 |
| 01111 - General Clerk I | | 11.31 |
| 01112 - General Clerk II | | 12.58 |
| 01113 - General Clerk III | | 14.12 |
| 01120 - Housing Referral Assistant | | 19.92 |
| 01141 - Messenger Courier | | 11.54 |
| 01191 - Order Clerk I | | 11.86 |
| 01192 - Order Clerk II | | 13.65 |
| 01261 - Personnel Assistant (Employment) I | | 12.84 |
| 01262 - Personnel Assistant (Employment) II | | 16.41 |
| 01263 - Personnel Assistant (Employment) III | | 18.30 |
| 01270 - Production Control Clerk | | 18.25 |

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| 01280 - Receptionist | 11.72 |
| 01290 - Rental Clerk | 13.05 |
| 01300 - Scheduler, Maintenance | 16.31 |
| 01311 - Secretary I | 16.31 |
| 01312 - Secretary II | 18.10 |
| 01313 - Secretary III | 19.92 |
| 01320 - Service Order Dispatcher | 17.05 |
| 01410 - Supply Technician | 20.11 |
| 01420 - Survey Worker | 17.19 |
| 01531 - Travel Clerk I | 12.72 |
| 01532 - Travel Clerk II | 13.54 |
| 01533 - Travel Clerk III | 14.58 |
| 01611 - Word Processor I | 12.27 |
| 01612 - Word Processor II | 13.62 |
| 01613 - Word Processor III | 16.87 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.72 |
| 05010 - Automotive Electrician | 16.03 |
| 05040 - Automotive Glass Installer | 15.26 |
| 05070 - Automotive Worker | 15.26 |
| 05110 - Mobile Equipment Servicer | 13.68 |
| 05130 - Motor Equipment Metal Mechanic | 16.78 |
| 05160 - Motor Equipment Metal Worker | 15.26 |
| 05190 - Motor Vehicle Mechanic | 16.55 |
| 05220 - Motor Vehicle Mechanic Helper | 13.06 |
| 05250 - Motor Vehicle Upholstery Worker | 14.47 |
| 05280 - Motor Vehicle Wrecker | 15.26 |
| 05310 - Painter, Automotive | 18.18 |
| 05340 - Radiator Repair Specialist | 15.26 |
| 05370 - Tire Repairer | 11.03 |
| 05400 - Transmission Repair Specialist | 16.55 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.17 |
| 07041 - Cook I | 10.08 |
| 07042 - Cook II | 11.24 |
| 07070 - Dishwasher | 8.55 |
| 07130 - Food Service Worker | 9.61 |
| 07210 - Meat Cutter | 13.97 |
| 07260 - Waiter/Waitress | 7.86 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.03 |
| 09040 - Furniture Handler | 11.85 |
| 09080 - Furniture Refinisher | 17.03 |
| 09090 - Furniture Refinisher Helper | 13.66 |
| 09110 - Furniture Repairer, Minor | 15.32 |
| 09130 - Upholsterer | 17.03 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.96 |
| 11060 - Elevator Operator | 10.49 |
| 11090 - Gardener | 13.21 |
| 11122 - Housekeeping Aide | 10.49 |
| 11150 - Janitor | 11.25 |
| 11210 - Laborer, Grounds Maintenance | 10.88 |
| 11240 - Maid or Houseman | 8.45 |
| 11260 - Pruner | 10.69 |
| 11270 - Tractor Operator | 13.81 |
| 11330 - Trail Maintenance Worker | 10.88 |
| 11360 - Window Cleaner | 12.03 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.54 |
| 12011 - Breath Alcohol Technician | 14.98 |
| 12012 - Certified Occupational Therapist Assistant | 21.99 |
| 12015 - Certified Physical Therapist Assistant | 20.94 |

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| 12020 - Dental Assistant | 15.28 |
| 12025 - Dental Hygienist | 28.09 |
| 12030 - EKG Technician | 18.35 |
| 12035 - Electroneurodiagnostic Technologist | 18.35 |
| 12040 - Emergency Medical Technician | 14.54 |
| 12071 - Licensed Practical Nurse I | 14.14 |
| 12072 - Licensed Practical Nurse II | 15.82 |
| 12073 - Licensed Practical Nurse III | 17.64 |
| 12100 - Medical Assistant | 12.76 |
| 12130 - Medical Laboratory Technician | 14.52 |
| 12160 - Medical Record Clerk | 11.72 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 13.42 |
| 12210 - Nuclear Medicine Technologist | 25.05 |
| 12221 - Nursing Assistant I | 9.62 |
| 12222 - Nursing Assistant II | 10.81 |
| 12223 - Nursing Assistant III | 11.80 |
| 12224 - Nursing Assistant IV | 13.24 |
| 12235 - Optical Dispenser | 14.65 |
| 12236 - Optical Technician | 13.21 |
| 12250 - Pharmacy Technician | 16.23 |
| 12280 - Phlebotomist | 13.24 |
| 12305 - Radiologic Technologist | 23.63 |
| 12311 - Registered Nurse I | 22.82 |
| 12312 - Registered Nurse II | 27.91 |
| 12313 - Registered Nurse II, Specialist | 27.91 |
| 12314 - Registered Nurse III | 31.51 |
| 12315 - Registered Nurse III, Anesthetist | 31.51 |
| 12316 - Registered Nurse IV | 37.40 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.51 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.10 |
| 13012 - Exhibits Specialist II | 21.18 |
| 13013 - Exhibits Specialist III | 25.90 |
| 13041 - Illustrator I | 16.64 |
| 13042 - Illustrator II | 21.18 |
| 13043 - Illustrator III | 25.90 |
| 13047 - Librarian | 23.03 |
| 13050 - Library Aide/Clerk | 11.41 |
| 13054 - Library Information Technology Systems Administrator | 20.21 |
| 13058 - Library Technician | 13.65 |
| 13061 - Media Specialist I | 13.27 |
| 13062 - Media Specialist II | 14.85 |
| 13063 - Media Specialist III | 16.63 |
| 13071 - Photographer I | 15.35 |
| 13072 - Photographer II | 17.17 |
| 13073 - Photographer III | 21.27 |
| 13074 - Photographer IV | 26.03 |
| 13075 - Photographer V | 31.48 |
| 13110 - Video Teleconference Technician | 16.55 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.77 |
| 14042 - Computer Operator II | 17.64 |
| 14043 - Computer Operator III | 19.67 |
| 14044 - Computer Operator IV | 21.86 |
| 14045 - Computer Operator V | 24.20 |
| 14071 - Computer Programmer I | 22.54 |
| 14072 - Computer Programmer II | 25.40 |
| 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) |

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| 14103 - Computer Systems Analyst III | (see 1) | 15.77 |
| 14150 - Peripheral Equipment Operator | | 21.86 |
| 14160 - Personal Computer Support Technician | | |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 28.52 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 34.53 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 37.97 |
| 15050 - Computer Based Training Specialist / Instructor | | 28.52 |
| 15060 - Educational Technologist | | 27.39 |
| 15070 - Flight Instructor (Pilot) | | 37.97 |
| 15080 - Graphic Artist | | 20.60 |
| 15090 - Technical Instructor | | 19.44 |
| 15095 - Technical Instructor/Course Developer | | 23.78 |
| 15110 - Test Proctor | | 15.69 |
| 15120 - Tutor | | 15.69 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 9.06 |
| 16030 - Counter Attendant | | 9.06 |
| 16040 - Dry Cleaner | | 11.68 |
| 16070 - Finisher, Flatwork, Machine | | 9.06 |
| 16090 - Presser, Hand | | 9.06 |
| 16110 - Presser, Machine, Drycleaning | | 9.06 |
| 16130 - Presser, Machine, Shirts | | 9.06 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 9.06 |
| 16190 - Sewing Machine Operator | | 12.50 |
| 16220 - Tailor | | 13.31 |
| 16250 - Washer, Machine | | 10.02 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 18.19 |
| 19040 - Tool And Die Maker | | 21.73 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 13.12 |
| 21030 - Material Coordinator | | 18.25 |
| 21040 - Material Expediter | | 18.25 |
| 21050 - Material Handling Laborer | | 12.62 |
| 21071 - Order Filler | | 11.31 |
| 21080 - Production Line Worker (Food Processing) | | 13.12 |
| 21110 - Shipping Packer | | 13.01 |
| 21130 - Shipping/Receiving Clerk | | 13.01 |
| 21140 - Store Worker I | | 11.64 |
| 21150 - Stock Clerk | | 15.74 |
| 21210 - Tools And Parts Attendant | | 13.12 |
| 21410 - Warehouse Specialist | | 13.12 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 21.76 |
| 23021 - Aircraft Mechanic I | | 20.73 |
| 23022 - Aircraft Mechanic II | | 21.76 |
| 23023 - Aircraft Mechanic III | | 22.84 |
| 23040 - Aircraft Mechanic Helper | | 15.54 |
| 23050 - Aircraft, Painter | | 19.79 |
| 23060 - Aircraft Servicer | | 17.43 |
| 23080 - Aircraft Worker | | 18.43 |
| 23110 - Appliance Mechanic | | 17.46 |
| 23120 - Bicycle Repairer | | 12.77 |
| 23125 - Cable Splicer | | 22.18 |
| 23130 - Carpenter, Maintenance | | 16.19 |
| 23140 - Carpet Layer | | 16.89 |
| 23160 - Electrician, Maintenance | | 20.79 |
| 23181 - Electronics Technician Maintenance I | | 19.62 |
| 23182 - Electronics Technician Maintenance II | | 20.63 |
| 23183 - Electronics Technician Maintenance III | | 21.72 |
| 23260 - Fabric Worker | | 15.86 |
| 23290 - Fire Alarm System Mechanic | | 17.63 |

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| 23310 - Fire Extinguisher Repairer | 14.94 |
| 23311 - Fuel Distribution System Mechanic | 21.26 |
| 23312 - Fuel Distribution System Operator | 17.14 |
| 23370 - General Maintenance Worker | 16.16 |
| 23380 - Ground Support Equipment Mechanic | 20.73 |
| 23381 - Ground Support Equipment Servicer | 17.43 |
| 23382 - Ground Support Equipment Worker | 18.43 |
| 23391 - Gunsmith I | 14.94 |
| 23392 - Gunsmith II | 16.89 |
| 23393 - Gunsmith III | 18.71 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.84 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.67 |
| 23430 - Heavy Equipment Mechanic | 18.57 |
| 23440 - Heavy Equipment Operator | 16.47 |
| 23460 - Instrument Mechanic | 22.57 |
| 23465 - Laboratory/Shelter Mechanic | 17.77 |
| 23470 - Laborer | 12.10 |
| 23510 - Locksmith | 17.77 |
| 23530 - Machinery Maintenance Mechanic | 19.89 |
| 23550 - Machinist, Maintenance | 19.55 |
| 23580 - Maintenance Trades Helper | 13.60 |
| 23591 - Metrology Technician I | 22.57 |
| 23592 - Metrology Technician II | 23.62 |
| 23593 - Metrology Technician III | 24.64 |
| 23640 - Millwright | 19.19 |
| 23710 - Office Appliance Repairer | 17.77 |
| 23760 - Painter, Maintenance | 17.03 |
| 23790 - Pipefitter, Maintenance | 18.64 |
| 23810 - Plumber, Maintenance | 17.78 |
| 23820 - Pneudraulic Systems Mechanic | 18.71 |
| 23850 - Rigger | 18.71 |
| 23870 - Scale Mechanic | 16.89 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.73 |
| 23910 - Small Engine Mechanic | 16.18 |
| 23931 - Telecommunications Mechanic I | 24.51 |
| 23932 - Telecommunications Mechanic II | 25.71 |
| 23950 - Telephone Lineman | 22.01 |
| 23960 - Welder, Combination, Maintenance | 17.74 |
| 23965 - well Driller | 17.84 |
| 23970 - Woodcraft Worker | 18.71 |
| 23980 - Woodworker | 14.94 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.61 |
| 24580 - Child Care Center Clerk | 11.97 |
| 24610 - Chore Aide | 10.00 |
| 24620 - Family Readiness And Support Services Coordinator | 12.40 |
| 24630 - Homemaker | 14.87 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.32 |
| 25040 - Sewage Plant Operator | 18.97 |
| 25070 - Stationary Engineer | 23.32 |
| 25190 - Ventilation Equipment Tender | 16.78 |
| 25210 - Water Treatment Plant Operator | 19.10 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.85 |
| 27007 - Baggage Inspector | 10.97 |
| 27008 - Corrections Officer | 14.96 |
| 27010 - Court Security Officer | 16.11 |
| 27030 - Detection Dog Handler | 12.66 |
| 27040 - Detention Officer | 14.96 |

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| 27070 - Firefighter | 17.33 |
| 27101 - Guard I | 10.97 |
| 27102 - Guard II | 12.66 |
| 27131 - Police Officer I | 17.61 |
| 27132 - Police Officer II | 19.56 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.86 |
| 28042 - Carnival Equipment Repairer | 11.58 |
| 28043 - Carnival Equipment Worker | 8.63 |
| 28210 - Gate Attendant/Gate Tender | 13.05 |
| 28310 - Lifeguard | 11.12 |
| 28350 - Park Attendant (Aide) | 14.60 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.66 |
| 28515 - Recreation Specialist | 16.58 |
| 28630 - Sports Official | 11.63 |
| 28690 - Swimming Pool Operator | 16.20 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.16 |
| 29020 - Hatch Tender | 18.16 |
| 29030 - Line Handler | 18.16 |
| 29041 - Stevedore I | 17.22 |
| 29042 - Stevedore II | 19.28 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.11 |
| 30022 - Archeological Technician II | 17.39 |
| 30023 - Archeological Technician III | 21.62 |
| 30030 - Cartographic Technician | 23.50 |
| 30040 - Civil Engineering Technician | 20.21 |
| 30061 - Drafter/CAD Operator I | 15.66 |
| 30062 - Drafter/CAD Operator II | 17.58 |
| 30063 - Drafter/CAD Operator III | 21.02 |
| 30064 - Drafter/CAD Operator IV | 26.04 |
| 30081 - Engineering Technician I | 15.84 |
| 30082 - Engineering Technician II | 17.79 |
| 30083 - Engineering Technician III | 20.11 |
| 30084 - Engineering Technician IV | 24.92 |
| 30085 - Engineering Technician V | 30.15 |
| 30086 - Engineering Technician VI | 36.50 |
| 30090 - Environmental Technician | 27.69 |
| 30210 - Laboratory Technician | 21.05 |
| 30240 - Mathematical Technician | 21.56 |
| 30361 - Paralegal/Legal Assistant I | 16.72 |
| 30362 - Paralegal/Legal Assistant II | 20.02 |
| 30363 - Paralegal/Legal Assistant III | 24.49 |
| 30364 - Paralegal/Legal Assistant IV | 29.63 |
| 30390 - Photo-Optics Technician | 22.28 |
| 30461 - Technical Writer I | 19.92 |
| 30462 - Technical Writer II | 24.36 |
| 30463 - Technical Writer III | 29.48 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 21.02 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 22.04 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.72 |
| 31030 - Bus Driver | 13.65 |

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| 31043 - Driver Courier | 14.65 |
| 31260 - Parking and Lot Attendant | 9.36 |
| 31290 - Shuttle Bus Driver | 15.63 |
| 31310 - Taxi Driver | 11.14 |
| 31361 - Truckdriver, Light | 15.63 |
| 31362 - Truckdriver, Medium | 16.51 |
| 31363 - Truckdriver, Heavy | 18.00 |
| 31364 - Truckdriver, Tractor-Trailer | 18.00 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.65 |
| 99050 - Desk Clerk | 10.96 |
| 99095 - Embalmer | 25.37 |
| 99251 - Laboratory Animal Caretaker I | 11.14 |
| 99252 - Laboratory Animal Caretaker II | 13.06 |
| 99310 - Mortician | 25.37 |
| 99410 - Pest Controller | 15.93 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.64 |
| 99711 - Recycling Specialist | 17.31 |
| 99730 - Refuse Collector | 13.25 |
| 99810 - Sales Clerk | 11.51 |
| 99820 - School Crossing Guard | 11.87 |
| 99830 - Survey Party Chief | 18.72 |
| 99831 - Surveying Aide | 12.40 |
| 99832 - Surveying Technician | 17.02 |
| 99840 - Vending Machine Attendant | 13.52 |
| 99841 - Vending Machine Repairer | 16.05 |
| 99842 - Vending Machine Repairer Helper | 13.52 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2494
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Tennessee

Area: Tennessee Counties of Anderson, Blount, Campbell, Claiborne, Cumberland, Fentress, Grainger, Hamblen, Jefferson, Knox, Loudon, Monroe, Morgan, Pickett, Roane, Scott, Sevier, Union

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|------|
| 01000 - Administrative Support And Clerical Occupations | | |

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| 01011 - Accounting Clerk I | 13.03 |
| 01012 - Accounting Clerk II | 14.63 |
| 01013 - Accounting Clerk III | 16.36 |
| 01020 - Administrative Assistant | 20.11 |
| 01040 - Court Reporter | 16.87 |
| 01051 - Data Entry Operator I | 11.59 |
| 01052 - Data Entry Operator II | 13.19 |
| 01060 - Dispatcher, Motor Vehicle | 16.87 |
| 01070 - Document Preparation Clerk | 12.91 |
| 01090 - Duplicating Machine Operator | 12.91 |
| 01111 - General Clerk I | 11.31 |
| 01112 - General Clerk II | 12.58 |
| 01113 - General Clerk III | 14.12 |
| 01120 - Housing Referral Assistant | 19.92 |
| 01141 - Messenger Courier | 11.54 |
| 01191 - Order Clerk I | 11.86 |
| 01192 - Order Clerk II | 13.65 |
| 01261 - Personnel Assistant (Employment) I | 12.84 |
| 01262 - Personnel Assistant (Employment) II | 16.41 |
| 01263 - Personnel Assistant (Employment) III | 18.30 |
| 01270 - Production Control Clerk | 18.25 |
| 01280 - Receptionist | 11.72 |
| 01290 - Rental Clerk | 13.05 |
| 01300 - Scheduler, Maintenance | 16.31 |
| 01311 - Secretary I | 16.31 |
| 01312 - Secretary II | 18.10 |
| 01313 - Secretary III | 19.92 |
| 01320 - Service Order Dispatcher | 17.05 |
| 01410 - Supply Technician | 20.11 |
| 01420 - Survey Worker | 17.19 |
| 01531 - Travel Clerk I | 12.72 |
| 01532 - Travel Clerk II | 13.54 |
| 01533 - Travel Clerk III | 14.58 |
| 01611 - Word Processor I | 12.27 |
| 01612 - Word Processor II | 13.62 |
| 01613 - Word Processor III | 16.87 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.72 |
| 05010 - Automotive Electrician | 16.03 |
| 05040 - Automotive Glass Installer | 15.26 |
| 05070 - Automotive Worker | 15.26 |
| 05110 - Mobile Equipment Servicer | 13.68 |
| 05130 - Motor Equipment Metal Mechanic | 16.78 |
| 05160 - Motor Equipment Metal Worker | 15.26 |
| 05190 - Motor Vehicle Mechanic | 16.55 |
| 05220 - Motor Vehicle Mechanic Helper | 13.06 |
| 05250 - Motor Vehicle Upholstery Worker | 14.47 |
| 05280 - Motor Vehicle Wrecker | 15.26 |
| 05310 - Painter, Automotive | 18.18 |
| 05340 - Radiator Repair Specialist | 15.26 |
| 05370 - Tire Repairer | 11.03 |
| 05400 - Transmission Repair Specialist | 16.55 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.17 |
| 07041 - Cook I | 10.08 |
| 07042 - Cook II | 11.24 |
| 07070 - Dishwasher | 8.55 |
| 07130 - Food Service Worker | 9.61 |
| 07210 - Meat Cutter | 13.97 |
| 07260 - Waiter/Waitress | 7.86 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.03 |
| 09040 - Furniture Handler | 11.85 |

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| 09080 - Furniture Refinisher | 17.03 |
| 09090 - Furniture Refinisher Helper | 13.66 |
| 09110 - Furniture Repairer, Minor | 15.32 |
| 09130 - Upholsterer | 17.03 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.96 |
| 11060 - Elevator Operator | 10.49 |
| 11090 - Gardener | 13.21 |
| 11122 - Housekeeping Aide | 10.49 |
| 11150 - Janitor | 11.25 |
| 11210 - Laborer, Grounds Maintenance | 10.88 |
| 11240 - Maid or Houseman | 8.45 |
| 11260 - Pruner | 10.69 |
| 11270 - Tractor Operator | 13.81 |
| 11330 - Trail Maintenance Worker | 10.88 |
| 11360 - Window Cleaner | 12.03 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.54 |
| 12011 - Breath Alcohol Technician | 14.98 |
| 12012 - Certified Occupational Therapist Assistant | 21.99 |
| 12015 - Certified Physical Therapist Assistant | 20.94 |
| 12020 - Dental Assistant | 15.28 |
| 12025 - Dental Hygienist | 28.09 |
| 12030 - EKG Technician | 18.35 |
| 12035 - Electroneurodiagnostic Technologist | 18.35 |
| 12040 - Emergency Medical Technician | 14.54 |
| 12071 - Licensed Practical Nurse I | 14.14 |
| 12072 - Licensed Practical Nurse II | 15.82 |
| 12073 - Licensed Practical Nurse III | 17.64 |
| 12100 - Medical Assistant | 12.76 |
| 12130 - Medical Laboratory Technician | 14.52 |
| 12160 - Medical Record Clerk | 11.72 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 13.42 |
| 12210 - Nuclear Medicine Technologist | 25.05 |
| 12221 - Nursing Assistant I | 9.62 |
| 12222 - Nursing Assistant II | 10.81 |
| 12223 - Nursing Assistant III | 11.80 |
| 12224 - Nursing Assistant IV | 13.24 |
| 12235 - Optical Dispenser | 14.65 |
| 12236 - Optical Technician | 13.21 |
| 12250 - Pharmacy Technician | 16.23 |
| 12280 - Phlebotomist | 13.24 |
| 12305 - Radiologic Technologist | 23.63 |
| 12311 - Registered Nurse I | 22.82 |
| 12312 - Registered Nurse II | 27.91 |
| 12313 - Registered Nurse II, Specialist | 27.91 |
| 12314 - Registered Nurse III | 31.51 |
| 12315 - Registered Nurse III, Anesthetist | 31.51 |
| 12316 - Registered Nurse IV | 37.40 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.51 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.10 |
| 13012 - Exhibits Specialist II | 21.18 |
| 13013 - Exhibits Specialist III | 25.90 |
| 13041 - Illustrator I | 16.64 |
| 13042 - Illustrator II | 21.18 |
| 13043 - Illustrator III | 25.90 |
| 13047 - Librarian | 23.03 |
| 13050 - Library Aide/Clerk | 11.41 |
| 13054 - Library Information Technology Systems Administrator | 20.21 |
| 13058 - Library Technician | 13.65 |

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| 13061 - Media Specialist I | 13.27 |
| 13062 - Media Specialist II | 14.85 |
| 13063 - Media Specialist III | 16.63 |
| 13071 - Photographer I | 15.35 |
| 13072 - Photographer II | 17.17 |
| 13073 - Photographer III | 21.27 |
| 13074 - Photographer IV | 26.03 |
| 13075 - Photographer V | 31.48 |
| 13110 - Video Teleconference Technician | 16.55 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.77 |
| 14042 - Computer Operator II | 17.64 |
| 14043 - Computer Operator III | 19.67 |
| 14044 - Computer Operator IV | 21.86 |
| 14045 - Computer Operator V | 24.20 |
| 14071 - Computer Programmer I | 22.54 |
| 14072 - Computer Programmer II | 25.40 |
| 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 | 15.77 |
| 14160 - Personal Computer Support Technician | 21.86 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.52 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.53 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.97 |
| 15050 - Computer Based Training Specialist / Instructor | 28.52 |
| 15060 - Educational Technologist | 27.39 |
| 15070 - Flight Instructor (Pilot) | 37.97 |
| 15080 - Graphic Artist | 20.60 |
| 15090 - Technical Instructor | 19.44 |
| 15095 - Technical Instructor/Course Developer | 23.78 |
| 15110 - Test Proctor | 15.69 |
| 15120 - Tutor | 15.69 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.06 |
| 16030 - Counter Attendant | 9.06 |
| 16040 - Dry Cleaner | 11.68 |
| 16070 - Finisher, Flatwork, Machine | 9.06 |
| 16090 - Presser, Hand | 9.06 |
| 16110 - Presser, Machine, Drycleaning | 9.06 |
| 16130 - Presser, Machine, Shirts | 9.06 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.06 |
| 16190 - Sewing Machine Operator | 12.50 |
| 16220 - Tailor | 13.31 |
| 16250 - Washer, Machine | 10.02 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.19 |
| 19040 - Tool And Die Maker | 21.73 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.12 |
| 21030 - Material Coordinator | 18.25 |
| 21040 - Material Expediter | 18.25 |
| 21050 - Material Handling Laborer | 12.62 |
| 21071 - Order Filler | 11.31 |
| 21080 - Production Line Worker (Food Processing) | 13.12 |
| 21110 - Shipping Packer | 13.01 |
| 21130 - Shipping/Receiving Clerk | 13.01 |
| 21140 - Store Worker I | 11.64 |
| 21150 - Stock Clerk | 15.74 |
| 21210 - Tools And Parts Attendant | 13.12 |

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|---|-------|
| 21410 - Warehouse Specialist | 13.12 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.76 |
| 23021 - Aircraft Mechanic I | 20.73 |
| 23022 - Aircraft Mechanic II | 21.76 |
| 23023 - Aircraft Mechanic III | 22.84 |
| 23040 - Aircraft Mechanic Helper | 15.54 |
| 23050 - Aircraft, Painter | 19.79 |
| 23060 - Aircraft Servicer | 17.43 |
| 23080 - Aircraft Worker | 18.43 |
| 23110 - Appliance Mechanic | 17.46 |
| 23120 - Bicycle Repairer | 12.77 |
| 23125 - Cable Splicer | 22.18 |
| 23130 - Carpenter, Maintenance | 16.19 |
| 23140 - Carpet Layer | 16.89 |
| 23160 - Electrician, Maintenance | 20.79 |
| 23181 - Electronics Technician Maintenance I | 19.62 |
| 23182 - Electronics Technician Maintenance II | 20.63 |
| 23183 - Electronics Technician Maintenance III | 21.72 |
| 23260 - Fabric Worker | 15.86 |
| 23290 - Fire Alarm System Mechanic | 17.63 |
| 23310 - Fire Extinguisher Repairer | 14.94 |
| 23311 - Fuel Distribution System Mechanic | 21.26 |
| 23312 - Fuel Distribution System Operator | 17.14 |
| 23370 - General Maintenance Worker | 16.16 |
| 23380 - Ground Support Equipment Mechanic | 20.73 |
| 23381 - Ground Support Equipment Servicer | 17.43 |
| 23382 - Ground Support Equipment Worker | 18.43 |
| 23391 - Gunsmith I | 14.94 |
| 23392 - Gunsmith II | 16.89 |
| 23393 - Gunsmith III | 18.71 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.84 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.67 |
| 23430 - Heavy Equipment Mechanic | 18.57 |
| 23440 - Heavy Equipment Operator | 16.47 |
| 23460 - Instrument Mechanic | 22.57 |
| 23465 - Laboratory/Shelter Mechanic | 17.77 |
| 23470 - Laborer | 12.10 |
| 23510 - Locksmith | 17.77 |
| 23530 - Machinery Maintenance Mechanic | 19.89 |
| 23550 - Machinist, Maintenance | 19.55 |
| 23580 - Maintenance Trades Helper | 13.60 |
| 23591 - Metrology Technician I | 22.57 |
| 23592 - Metrology Technician II | 23.62 |
| 23593 - Metrology Technician III | 24.64 |
| 23640 - Millwright | 19.19 |
| 23710 - Office Appliance Repairer | 17.77 |
| 23760 - Painter, Maintenance | 17.03 |
| 23790 - Pipefitter, Maintenance | 18.64 |
| 23810 - Plumber, Maintenance | 17.78 |
| 23820 - Pneudraulic Systems Mechanic | 18.71 |
| 23850 - Rigger | 18.71 |
| 23870 - Scale Mechanic | 16.89 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.73 |
| 23910 - Small Engine Mechanic | 16.18 |
| 23931 - Telecommunications Mechanic I | 24.51 |
| 23932 - Telecommunications Mechanic II | 25.71 |
| 23950 - Telephone Lineman | 22.01 |
| 23960 - Welder, Combination, Maintenance | 17.74 |
| 23965 - Well Driller | 17.84 |
| 23970 - Woodcraft Worker | 18.71 |

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| 23980 - Woodworker | 14.94 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.61 |
| 24580 - Child Care Center Clerk | 11.97 |
| 24610 - Chore Aide | 10.00 |
| 24620 - Family Readiness And Support Services Coordinator | 12.40 |
| 24630 - Homemaker | 14.87 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.32 |
| 25040 - Sewage Plant Operator | 18.97 |
| 25070 - Stationary Engineer | 23.32 |
| 25190 - Ventilation Equipment Tender | 16.78 |
| 25210 - Water Treatment Plant Operator | 19.10 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.85 |
| 27007 - Baggage Inspector | 10.97 |
| 27008 - Corrections Officer | 14.96 |
| 27010 - Court Security Officer | 16.11 |
| 27030 - Detection Dog Handler | 12.66 |
| 27040 - Detention Officer | 14.96 |
| 27070 - Firefighter | 17.33 |
| 27101 - Guard I | 10.97 |
| 27102 - Guard II | 12.66 |
| 27131 - Police Officer I | 17.61 |
| 27132 - Police Officer II | 19.56 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.86 |
| 28042 - Carnival Equipment Repairer | 11.58 |
| 28043 - Carnival Equipment Worker | 8.63 |
| 28210 - Gate Attendant/Gate Tender | 13.05 |
| 28310 - Lifeguard | 11.12 |
| 28350 - Park Attendant (Aide) | 14.60 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.66 |
| 28515 - Recreation Specialist | 16.58 |
| 28630 - Sports Official | 11.63 |
| 28690 - Swimming Pool Operator | 16.20 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.16 |
| 29020 - Hatch Tender | 18.16 |
| 29030 - Line Handler | 18.16 |
| 29041 - Stevedore I | 17.22 |
| 29042 - Stevedore II | 19.28 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.11 |
| 30022 - Archeological Technician II | 17.39 |
| 30023 - Archeological Technician III | 21.62 |
| 30030 - Cartographic Technician | 23.50 |
| 30040 - Civil Engineering Technician | 20.21 |
| 30061 - Drafter/CAD Operator I | 15.66 |
| 30062 - Drafter/CAD Operator II | 17.58 |
| 30063 - Drafter/CAD Operator III | 21.02 |
| 30064 - Drafter/CAD Operator IV | 26.04 |
| 30081 - Engineering Technician I | 15.84 |
| 30082 - Engineering Technician II | 17.79 |
| 30083 - Engineering Technician III | 20.11 |
| 30084 - Engineering Technician IV | 24.92 |
| 30085 - Engineering Technician V | 30.15 |
| 30086 - Engineering Technician VI | 36.50 |
| 30090 - Environmental Technician | 27.69 |

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|---|---------------|
| 30210 - Laboratory Technician | 21.05 |
| 30240 - Mathematical Technician | 21.56 |
| 30361 - Paralegal/Legal Assistant I | 16.72 |
| 30362 - Paralegal/Legal Assistant II | 20.02 |
| 30363 - Paralegal/Legal Assistant III | 24.49 |
| 30364 - Paralegal/Legal Assistant IV | 29.63 |
| 30390 - Photo-Optics Technician | 22.28 |
| 30461 - Technical Writer I | 19.92 |
| 30462 - Technical Writer II | 24.36 |
| 30463 - Technical Writer III | 29.48 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 21.02 |
| 30621 - Weather Observer, Senior | (see 2) 22.04 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.72 |
| 31030 - Bus Driver | 13.65 |
| 31043 - Driver Courier | 14.65 |
| 31260 - Parking and Lot Attendant | 9.36 |
| 31290 - Shuttle Bus Driver | 15.63 |
| 31310 - Taxi Driver | 11.14 |
| 31361 - Truckdriver, Light | 15.63 |
| 31362 - Truckdriver, Medium | 16.51 |
| 31363 - Truckdriver, Heavy | 18.00 |
| 31364 - Truckdriver, Tractor-Trailer | 18.00 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.65 |
| 99050 - Desk Clerk | 10.96 |
| 99095 - Embalmer | 25.37 |
| 99251 - Laboratory Animal Caretaker I | 11.14 |
| 99252 - Laboratory Animal Caretaker II | 13.06 |
| 99310 - Mortician | 25.37 |
| 99410 - Pest Controller | 15.93 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.64 |
| 99711 - Recycling Specialist | 17.31 |
| 99730 - Refuse Collector | 13.25 |
| 99810 - Sales Clerk | 11.51 |
| 99820 - School Crossing Guard | 11.87 |
| 99830 - Survey Party Chief | 18.72 |
| 99831 - Surveying Aide | 12.40 |
| 99832 - Surveying Technician | 17.02 |
| 99840 - Vending Machine Attendant | 13.52 |
| 99841 - Vending Machine Repairer | 16.05 |
| 99842 - Vending Machine Repairer Helper | 13.52 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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| WDS_Revision_Received_10.9.2014 | |
| THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION |
| By direction of the Secretary of Labor | WAGE AND HOUR DIVISION |
| | WASHINGTON D.C. 20210 |
| Diane C. Koplewski | Division of |
| Director | Wage Determinations |
| | Wage Determination No.: 2005-2495 |
| | Revision No.: 17 |
| | Date Of Last Revision: 07/25/2014 |

States: Arkansas, Kentucky, Mississippi, Tennessee

Area: Arkansas Counties of Craighead, Crittenden, Cross, Lee, Mississippi, Poinsett, St Francis

Kentucky Counties of Ballard, Calloway, Carlisle, Fulton, Graves, Hickman, Marshall, McCracken

Mississippi Counties of Benton, De Soto, Marshall, Tippah

Tennessee Counties of Benton, Carroll, Chester, Crockett, Decatur, Dyer, Fayette, Gibson, Hardeman, Hardin, Haywood, Henderson, Henry, Lake, Lauderdale, Madison, McNairy, Obion, Shelby, Tipton, Weakley

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.78 |
| 01012 - Accounting Clerk II | | 15.47 |
| 01013 - Accounting Clerk III | | 17.30 |
| 01020 - Administrative Assistant | | 21.69 |
| 01040 - Court Reporter | | 17.00 |
| 01051 - Data Entry Operator I | | 11.67 |
| 01052 - Data Entry Operator II | | 12.72 |
| 01060 - Dispatcher, Motor Vehicle | | 17.47 |
| 01070 - Document Preparation Clerk | | 12.64 |
| 01090 - Duplicating Machine Operator | | 12.64 |
| 01111 - General Clerk I | | 12.56 |
| 01112 - General Clerk II | | 13.71 |
| 01113 - General Clerk III | | 15.47 |
| 01120 - Housing Referral Assistant | | 20.25 |
| 01141 - Messenger Courier | | 11.61 |
| 01191 - Order Clerk I | | 12.37 |
| 01192 - Order Clerk II | | 13.50 |
| 01261 - Personnel Assistant (Employment) I | | 15.20 |
| 01262 - Personnel Assistant (Employment) II | | 17.00 |
| 01263 - Personnel Assistant (Employment) III | | 19.71 |
| 01270 - Production Control Clerk | | 20.56 |
| 01280 - Receptionist | | 13.23 |
| 01290 - Rental Clerk | | 15.13 |
| 01300 - Scheduler, Maintenance | | 15.74 |
| 01311 - Secretary I | | 15.74 |
| 01312 - Secretary II | | 17.61 |
| 01313 - Secretary III | | 19.63 |
| 01320 - Service Order Dispatcher | | 15.81 |
| 01410 - Supply Technician | | 20.59 |
| 01420 - Survey Worker | | 17.19 |
| 01531 - Travel Clerk I | | 12.72 |

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| 01532 - Travel Clerk II | 13.54 |
| 01533 - Travel Clerk III | 14.58 |
| 01611 - Word Processor I | 12.06 |
| 01612 - Word Processor II | 15.20 |
| 01613 - Word Processor III | 17.17 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.85 |
| 05010 - Automotive Electrician | 19.23 |
| 05040 - Automotive Glass Installer | 17.17 |
| 05070 - Automotive Worker | 17.21 |
| 05110 - Mobile Equipment Servicer | 15.07 |
| 05130 - Motor Equipment Metal Mechanic | 19.23 |
| 05160 - Motor Equipment Metal Worker | 17.21 |
| 05190 - Motor Vehicle Mechanic | 19.23 |
| 05220 - Motor Vehicle Mechanic Helper | 13.97 |
| 05250 - Motor Vehicle Upholstery Worker | 17.21 |
| 05280 - Motor Vehicle Wrecker | 17.21 |
| 05310 - Painter, Automotive | 18.23 |
| 05340 - Radiator Repair Specialist | 17.21 |
| 05370 - Tire Repairer | 11.65 |
| 05400 - Transmission Repair Specialist | 18.98 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.90 |
| 07041 - Cook I | 9.36 |
| 07042 - Cook II | 10.99 |
| 07070 - Dishwasher | 8.88 |
| 07130 - Food Service Worker | 8.88 |
| 07210 - Meat Cutter | 13.65 |
| 07260 - Waiter/Waitress | 8.52 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.21 |
| 09040 - Furniture Handler | 10.74 |
| 09080 - Furniture Refinisher | 16.21 |
| 09090 - Furniture Refinisher Helper | 12.97 |
| 09110 - Furniture Repairer, Minor | 15.27 |
| 09130 - Upholsterer | 17.53 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.86 |
| 11060 - Elevator Operator | 10.58 |
| 11090 - Gardener | 14.17 |
| 11122 - Housekeeping Aide | 10.25 |
| 11150 - Janitor | 11.16 |
| 11210 - Laborer, Grounds Maintenance | 11.36 |
| 11240 - Maid or Houseman | 9.21 |
| 11260 - Pruner | 10.11 |
| 11270 - Tractor Operator | 14.85 |
| 11330 - Trail Maintenance Worker | 11.36 |
| 11360 - Window Cleaner | 12.03 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.06 |
| 12011 - Breath Alcohol Technician | 16.61 |
| 12012 - Certified Occupational Therapist Assistant | 19.86 |
| 12015 - Certified Physical Therapist Assistant | 19.86 |
| 12020 - Dental Assistant | 14.62 |
| 12025 - Dental Hygienist | 28.57 |
| 12030 - EKG Technician | 19.34 |
| 12035 - Electroneurodiagnostic Technologist | 19.34 |
| 12040 - Emergency Medical Technician | 17.06 |
| 12071 - Licensed Practical Nurse I | 14.84 |
| 12072 - Licensed Practical Nurse II | 16.61 |
| 12073 - Licensed Practical Nurse III | 18.52 |
| 12100 - Medical Assistant | 12.88 |
| 12130 - Medical Laboratory Technician | 16.05 |

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| 12160 - Medical Record Clerk | 13.06 |
| 12190 - Medical Record Technician | 14.61 |
| 12195 - Medical Transcriptionist | 16.52 |
| 12210 - Nuclear Medicine Technologist | 30.80 |
| 12221 - Nursing Assistant I | 9.64 |
| 12222 - Nursing Assistant II | 10.84 |
| 12223 - Nursing Assistant III | 11.83 |
| 12224 - Nursing Assistant IV | 13.75 |
| 12235 - Optical Dispenser | 15.66 |
| 12236 - Optical Technician | 13.51 |
| 12250 - Pharmacy Technician | 13.61 |
| 12280 - Phlebotomist | 13.75 |
| 12305 - Radiologic Technologist | 24.12 |
| 12311 - Registered Nurse I | 25.41 |
| 12312 - Registered Nurse II | 30.43 |
| 12313 - Registered Nurse II, Specialist | 30.43 |
| 12314 - Registered Nurse III | 36.80 |
| 12315 - Registered Nurse III, Anesthetist | 36.80 |
| 12316 - Registered Nurse IV | 44.11 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.36 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.04 |
| 13012 - Exhibits Specialist II | 19.79 |
| 13013 - Exhibits Specialist III | 24.21 |
| 13041 - Illustrator I | 16.96 |
| 13042 - Illustrator II | 19.79 |
| 13043 - Illustrator III | 24.21 |
| 13047 - Librarian | 21.91 |
| 13050 - Library Aide/Clerk | 11.83 |
| 13054 - Library Information Technology Systems Administrator | 19.79 |
| 13058 - Library Technician | 13.07 |
| 13061 - Media Specialist I | 14.28 |
| 13062 - Media Specialist II | 15.97 |
| 13063 - Media Specialist III | 17.81 |
| 13071 - Photographer I | 14.68 |
| 13072 - Photographer II | 17.85 |
| 13073 - Photographer III | 20.68 |
| 13074 - Photographer IV | 23.22 |
| 13075 - Photographer V | 28.10 |
| 13110 - Video Teleconference Technician | 18.06 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.64 |
| 14042 - Computer Operator II | 18.67 |
| 14043 - Computer Operator III | 20.82 |
| 14044 - Computer Operator IV | 23.14 |
| 14045 - Computer Operator V | 25.61 |
| 14071 - Computer Programmer I | 21.66 |
| 14072 - Computer Programmer II | 26.85 |
| 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 | 16.64 |
| 14160 - Personal Computer Support Technician | 21.44 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.88 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.76 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.44 |
| 15050 - Computer Based Training Specialist / Instructor | 27.88 |
| 15060 - Educational Technologist | 24.67 |
| 15070 - Flight Instructor (Pilot) | 40.44 |

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|---|-------|
| 15080 - Graphic Artist | 23.07 |
| 15090 - Technical Instructor | 21.83 |
| 15095 - Technical Instructor/Course Developer | 26.71 |
| 15110 - Test Proctor | 17.62 |
| 15120 - Tutor | 17.62 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.06 |
| 16030 - Counter Attendant | 9.06 |
| 16040 - Dry Cleaner | 11.68 |
| 16070 - Finisher, Flatwork, Machine | 9.06 |
| 16090 - Presser, Hand | 9.06 |
| 16110 - Presser, Machine, Drycleaning | 9.06 |
| 16130 - Presser, Machine, Shirts | 9.06 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.06 |
| 16190 - Sewing Machine Operator | 12.50 |
| 16220 - Tailor | 13.31 |
| 16250 - Washer, Machine | 10.02 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.24 |
| 19040 - Tool And Die Maker | 19.37 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.10 |
| 21030 - Material Coordinator | 20.56 |
| 21040 - Material Expediter | 20.56 |
| 21050 - Material Handling Laborer | 13.47 |
| 21071 - Order Filler | 11.07 |
| 21080 - Production Line Worker (Food Processing) | 13.10 |
| 21110 - Shipping Packer | 14.59 |
| 21130 - Shipping/Receiving Clerk | 14.59 |
| 21140 - Store Worker I | 10.43 |
| 21150 - Stock Clerk | 14.76 |
| 21210 - Tools And Parts Attendant | 13.35 |
| 21410 - Warehouse Specialist | 13.35 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.88 |
| 23021 - Aircraft Mechanic I | 21.79 |
| 23022 - Aircraft Mechanic II | 22.88 |
| 23023 - Aircraft Mechanic III | 24.02 |
| 23040 - Aircraft Mechanic Helper | 14.19 |
| 23050 - Aircraft, Painter | 20.60 |
| 23060 - Aircraft Servicer | 16.34 |
| 23080 - Aircraft Worker | 17.40 |
| 23110 - Appliance Mechanic | 17.27 |
| 23120 - Bicycle Repairer | 11.39 |
| 23125 - Cable Splicer | 23.89 |
| 23130 - Carpenter, Maintenance | 16.39 |
| 23140 - Carpet Layer | 16.87 |
| 23160 - Electrician, Maintenance | 20.81 |
| 23181 - Electronics Technician Maintenance I | 21.17 |
| 23182 - Electronics Technician Maintenance II | 22.66 |
| 23183 - Electronics Technician Maintenance III | 24.13 |
| 23260 - Fabric Worker | 15.27 |
| 23290 - Fire Alarm System Mechanic | 18.55 |
| 23310 - Fire Extinguisher Repairer | 14.10 |
| 23311 - Fuel Distribution System Mechanic | 19.65 |
| 23312 - Fuel Distribution System Operator | 17.03 |
| 23370 - General Maintenance Worker | 16.68 |
| 23380 - Ground Support Equipment Mechanic | 19.81 |
| 23381 - Ground Support Equipment Servicer | 14.85 |
| 23382 - Ground Support Equipment Worker | 15.82 |
| 23391 - Gunsmith I | 14.10 |
| 23392 - Gunsmith II | 16.42 |
| 23393 - Gunsmith III | 18.72 |

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|---|-------|
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.18 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.55 |
| 23430 - Heavy Equipment Mechanic | 19.09 |
| 23440 - Heavy Equipment Operator | 17.47 |
| 23460 - Instrument Mechanic | 18.97 |
| 23465 - Laboratory/Shelter Mechanic | 17.58 |
| 23470 - Laborer | 12.46 |
| 23510 - Locksmith | 18.24 |
| 23530 - Machinery Maintenance Mechanic | 20.73 |
| 23550 - Machinist, Maintenance | 18.60 |
| 23580 - Maintenance Trades Helper | 13.65 |
| 23591 - Metrology Technician I | 18.97 |
| 23592 - Metrology Technician II | 20.10 |
| 23593 - Metrology Technician III | 21.32 |
| 23640 - Millwright | 19.53 |
| 23710 - Office Appliance Repairer | 17.58 |
| 23760 - Painter, Maintenance | 17.49 |
| 23790 - Pipefitter, Maintenance | 19.62 |
| 23810 - Plumber, Maintenance | 18.80 |
| 23820 - Pneudraulic Systems Mechanic | 18.72 |
| 23850 - Rigger | 18.35 |
| 23870 - Scale Mechanic | 16.42 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.72 |
| 23910 - Small Engine Mechanic | 17.13 |
| 23931 - Telecommunications Mechanic I | 21.79 |
| 23932 - Telecommunications Mechanic II | 23.09 |
| 23950 - Telephone Lineman | 20.01 |
| 23960 - Welder, Combination, Maintenance | 18.00 |
| 23965 - Well Driller | 19.79 |
| 23970 - Woodcraft Worker | 18.72 |
| 23980 - Woodworker | 14.10 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.22 |
| 24580 - Child Care Center Clerk | 14.11 |
| 24610 - Chore Aide | 8.83 |
| 24620 - Family Readiness And Support Services Coordinator | 12.32 |
| 24630 - Homemaker | 16.62 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.36 |
| 25040 - Sewage Plant Operator | 19.58 |
| 25070 - Stationary Engineer | 23.36 |
| 25190 - Ventilation Equipment Tender | 15.83 |
| 25210 - Water Treatment Plant Operator | 19.58 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.59 |
| 27007 - Baggage Inspector | 10.51 |
| 27008 - Corrections Officer | 19.23 |
| 27010 - Court Security Officer | 18.53 |
| 27030 - Detection Dog Handler | 12.35 |
| 27040 - Detention Officer | 19.23 |
| 27070 - Firefighter | 16.97 |
| 27101 - Guard I | 9.93 |
| 27102 - Guard II | 12.35 |
| 27131 - Police Officer I | 21.51 |
| 27132 - Police Officer II | 22.53 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.40 |
| 28042 - Carnival Equipment Repairer | 11.21 |
| 28043 - Carnival Equipment Worker | 7.99 |
| 28210 - Gate Attendant/Gate Tender | 13.81 |

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| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 15.45 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.28 |
| 28515 - Recreation Specialist | 12.69 |
| 28630 - Sports Official | 12.31 |
| 28690 - Swimming Pool Operator | 12.75 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.29 |
| 29020 - Hatch Tender | 16.29 |
| 29030 - Line Handler | 16.29 |
| 29041 - Stevedore I | 15.93 |
| 29042 - Stevedore II | 17.99 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.54 |
| 30022 - Archeological Technician II | 18.50 |
| 30023 - Archeological Technician III | 22.93 |
| 30030 - Cartographic Technician | 22.93 |
| 30040 - Civil Engineering Technician | 20.36 |
| 30061 - Drafter/CAD Operator I | 16.54 |
| 30062 - Drafter/CAD Operator II | 18.50 |
| 30063 - Drafter/CAD Operator III | 20.64 |
| 30064 - Drafter/CAD Operator IV | 25.39 |
| 30081 - Engineering Technician I | 17.14 |
| 30082 - Engineering Technician II | 18.54 |
| 30083 - Engineering Technician III | 21.52 |
| 30084 - Engineering Technician IV | 25.66 |
| 30085 - Engineering Technician V | 30.95 |
| 30086 - Engineering Technician VI | 37.45 |
| 30090 - Environmental Technician | 21.22 |
| 30210 - Laboratory Technician | 19.58 |
| 30240 - Mathematical Technician | 22.93 |
| 30361 - Paralegal/Legal Assistant I | 18.81 |
| 30362 - Paralegal/Legal Assistant II | 22.31 |
| 30363 - Paralegal/Legal Assistant III | 27.20 |
| 30364 - Paralegal/Legal Assistant IV | 33.01 |
| 30390 - Photo-Optics Technician | 22.93 |
| 30461 - Technical Writer I | 22.46 |
| 30462 - Technical Writer II | 27.48 |
| 30463 - Technical Writer III | 33.24 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | 20.64 |
| 30621 - Weather Observer, Senior | 23.38 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.67 |
| 31030 - Bus Driver | 16.73 |
| 31043 - Driver Courier | 13.20 |
| 31260 - Parking and Lot Attendant | 8.51 |
| 31290 - Shuttle Bus Driver | 13.89 |
| 31310 - Taxi Driver | 10.04 |
| 31361 - Truckdriver, Light | 13.89 |
| 31362 - Truckdriver, Medium | 15.04 |
| 31363 - Truckdriver, Heavy | 20.14 |
| 31364 - Truckdriver, Tractor-Trailer | 20.14 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.92 |

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|---|-------|
| 99050 - Desk Clerk | 9.53 |
| 99095 - Embalmer | 24.26 |
| 99251 - Laboratory Animal Caretaker I | 11.95 |
| 99252 - Laboratory Animal Caretaker II | 13.40 |
| 99310 - Mortician | 24.26 |
| 99410 - Pest Controller | 15.45 |
| 99510 - Photofinishing Worker | 11.96 |
| 99710 - Recycling Laborer | 15.49 |
| 99711 - Recycling Specialist | 16.25 |
| 99730 - Refuse Collector | 13.79 |
| 99810 - Sales Clerk | 11.81 |
| 99820 - School Crossing Guard | 11.66 |
| 99830 - Survey Party Chief | 19.49 |
| 99831 - Surveying Aide | 12.77 |
| 99832 - Surveying Technician | 17.49 |
| 99840 - Vending Machine Attendant | 12.67 |
| 99841 - Vending Machine Repairer | 15.76 |
| 99842 - Vending Machine Repairer Helper | 12.54 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive

ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol>.

gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2496
Revision No.: 16
Date Of Last Revision: 07/25/2014

States: Arkansas, Kentucky, Mississippi, Tennessee

Area: Arkansas Counties of Craighead, Crittenden, Cross, Lee, Mississippi, Poinsett, St Francis

Kentucky Counties of Ballard, Calloway, Carlisle, Fulton, Graves, Hickman, Marshall, McCracken

Mississippi Counties of Benton, De Soto, Marshall, Tippah

Tennessee Counties of Benton, Carroll, Chester, Crockett, Decatur, Dyer, Fayette, Gibson, Hardeman, Hardin, Haywood, Henderson, Henry, Lake, Lauderdale, Madison, McNairy, Obion, Shelby, Tipton, Weakley

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.78 |
| 01012 - Accounting Clerk II | | 15.47 |

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| 01013 | - Accounting Clerk III | 17.30 |
| 01020 | - Administrative Assistant | 21.69 |
| 01040 | - Court Reporter | 17.00 |
| 01051 | - Data Entry Operator I | 11.67 |
| 01052 | - Data Entry Operator II | 12.72 |
| 01060 | - Dispatcher, Motor Vehicle | 17.47 |
| 01070 | - Document Preparation Clerk | 12.64 |
| 01090 | - Duplicating Machine Operator | 12.64 |
| 01111 | - General Clerk I | 12.56 |
| 01112 | - General Clerk II | 13.71 |
| 01113 | - General Clerk III | 15.47 |
| 01120 | - Housing Referral Assistant | 20.25 |
| 01141 | - Messenger Courier | 11.61 |
| 01191 | - Order Clerk I | 12.37 |
| 01192 | - Order Clerk II | 13.50 |
| 01261 | - Personnel Assistant (Employment) I | 15.20 |
| 01262 | - Personnel Assistant (Employment) II | 17.00 |
| 01263 | - Personnel Assistant (Employment) III | 19.71 |
| 01270 | - Production Control Clerk | 20.56 |
| 01280 | - Receptionist | 13.23 |
| 01290 | - Rental Clerk | 15.13 |
| 01300 | - Scheduler, Maintenance | 15.74 |
| 01311 | - Secretary I | 15.74 |
| 01312 | - Secretary II | 17.61 |
| 01313 | - Secretary III | 19.63 |
| 01320 | - Service Order Dispatcher | 15.81 |
| 01410 | - Supply Technician | 20.59 |
| 01420 | - Survey Worker | 17.19 |
| 01531 | - Travel Clerk I | 12.72 |
| 01532 | - Travel Clerk II | 13.54 |
| 01533 | - Travel Clerk III | 14.58 |
| 01611 | - Word Processor I | 12.06 |
| 01612 | - Word Processor II | 15.20 |
| 01613 | - Word Processor III | 17.17 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 19.85 |
| 05010 | - Automotive Electrician | 19.23 |
| 05040 | - Automotive Glass Installer | 17.17 |
| 05070 | - Automotive Worker | 17.21 |
| 05110 | - Mobile Equipment Servicer | 15.07 |
| 05130 | - Motor Equipment Metal Mechanic | 19.23 |
| 05160 | - Motor Equipment Metal Worker | 17.21 |
| 05190 | - Motor Vehicle Mechanic | 19.23 |
| 05220 | - Motor Vehicle Mechanic Helper | 13.97 |
| 05250 | - Motor Vehicle Upholstery Worker | 17.21 |
| 05280 | - Motor Vehicle Wrecker | 17.21 |
| 05310 | - Painter, Automotive | 18.23 |
| 05340 | - Radiator Repair Specialist | 17.21 |
| 05370 | - Tire Repairer | 11.65 |
| 05400 | - Transmission Repair Specialist | 18.98 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 11.90 |
| 07041 | - Cook I | 9.36 |
| 07042 | - Cook II | 10.99 |
| 07070 | - Dishwasher | 8.88 |
| 07130 | - Food Service Worker | 8.88 |
| 07210 | - Meat Cutter | 13.65 |
| 07260 | - Waiter/Waitress | 8.52 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 16.21 |
| 09040 | - Furniture Handler | 10.74 |
| 09080 | - Furniture Refinisher | 16.21 |
| 09090 | - Furniture Refinisher Helper | 12.97 |

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| 09110 - Furniture Repairer, Minor | 15.27 |
| 09130 - Upholsterer | 17.53 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.86 |
| 11060 - Elevator Operator | 10.58 |
| 11090 - Gardener | 14.17 |
| 11122 - Housekeeping Aide | 10.25 |
| 11150 - Janitor | 11.16 |
| 11210 - Laborer, Grounds Maintenance | 11.36 |
| 11240 - Maid or Houseman | 9.21 |
| 11260 - Pruner | 10.11 |
| 11270 - Tractor Operator | 14.85 |
| 11330 - Trail Maintenance Worker | 11.36 |
| 11360 - Window Cleaner | 12.03 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.06 |
| 12011 - Breath Alcohol Technician | 16.61 |
| 12012 - Certified Occupational Therapist Assistant | 19.86 |
| 12015 - Certified Physical Therapist Assistant | 19.86 |
| 12020 - Dental Assistant | 14.62 |
| 12025 - Dental Hygienist | 28.57 |
| 12030 - EKG Technician | 19.34 |
| 12035 - Electroneurodiagnostic Technologist | 19.34 |
| 12040 - Emergency Medical Technician | 17.06 |
| 12071 - Licensed Practical Nurse I | 14.84 |
| 12072 - Licensed Practical Nurse II | 16.61 |
| 12073 - Licensed Practical Nurse III | 18.52 |
| 12100 - Medical Assistant | 12.88 |
| 12130 - Medical Laboratory Technician | 16.05 |
| 12160 - Medical Record Clerk | 13.06 |
| 12190 - Medical Record Technician | 14.61 |
| 12195 - Medical Transcriptionist | 16.52 |
| 12210 - Nuclear Medicine Technologist | 30.80 |
| 12221 - Nursing Assistant I | 9.64 |
| 12222 - Nursing Assistant II | 10.84 |
| 12223 - Nursing Assistant III | 11.83 |
| 12224 - Nursing Assistant IV | 13.75 |
| 12235 - Optical Dispenser | 15.66 |
| 12236 - Optical Technician | 13.51 |
| 12250 - Pharmacy Technician | 13.61 |
| 12280 - Phlebotomist | 13.75 |
| 12305 - Radiologic Technologist | 24.12 |
| 12311 - Registered Nurse I | 25.41 |
| 12312 - Registered Nurse II | 30.43 |
| 12313 - Registered Nurse II, Specialist | 30.43 |
| 12314 - Registered Nurse III | 36.80 |
| 12315 - Registered Nurse III, Anesthetist | 36.80 |
| 12316 - Registered Nurse IV | 44.11 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.36 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.04 |
| 13012 - Exhibits Specialist II | 19.79 |
| 13013 - Exhibits Specialist III | 24.21 |
| 13041 - Illustrator I | 16.96 |
| 13042 - Illustrator II | 19.79 |
| 13043 - Illustrator III | 24.21 |
| 13047 - Librarian | 21.91 |
| 13050 - Library Aide/Clerk | 11.83 |
| 13054 - Library Information Technology Systems Administrator | 19.79 |
| 13058 - Library Technician | 13.07 |
| 13061 - Media Specialist I | 14.28 |
| 13062 - Media Specialist II | 15.97 |

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|---|---------|
| 13063 - Media Specialist III | 17.81 |
| 13071 - Photographer I | 14.68 |
| 13072 - Photographer II | 17.85 |
| 13073 - Photographer III | 20.68 |
| 13074 - Photographer IV | 23.22 |
| 13075 - Photographer V | 28.10 |
| 13110 - Video Teleconference Technician | 18.06 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.64 |
| 14042 - Computer Operator II | 18.67 |
| 14043 - Computer Operator III | 20.82 |
| 14044 - Computer Operator IV | 23.14 |
| 14045 - Computer Operator V | 25.61 |
| 14071 - Computer Programmer I | 21.66 |
| 14072 - Computer Programmer II | 26.85 |
| 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 | 16.64 |
| 14160 - Personal Computer Support Technician | 21.44 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.88 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.76 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.44 |
| 15050 - Computer Based Training Specialist / Instructor | 27.88 |
| 15060 - Educational Technologist | 24.67 |
| 15070 - Flight Instructor (Pilot) | 40.44 |
| 15080 - Graphic Artist | 23.07 |
| 15090 - Technical Instructor | 21.83 |
| 15095 - Technical Instructor/Course Developer | 26.71 |
| 15110 - Test Proctor | 17.62 |
| 15120 - Tutor | 17.62 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.06 |
| 16030 - Counter Attendant | 9.06 |
| 16040 - Dry Cleaner | 11.68 |
| 16070 - Finisher, Flatwork, Machine | 9.06 |
| 16090 - Presser, Hand | 9.06 |
| 16110 - Presser, Machine, Drycleaning | 9.06 |
| 16130 - Presser, Machine, Shirts | 9.06 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.06 |
| 16190 - Sewing Machine Operator | 12.50 |
| 16220 - Tailor | 13.31 |
| 16250 - Washer, Machine | 10.02 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.24 |
| 19040 - Tool And Die Maker | 19.37 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.10 |
| 21030 - Material Coordinator | 20.56 |
| 21040 - Material Expediter | 20.56 |
| 21050 - Material Handling Laborer | 13.47 |
| 21071 - Order Filler | 11.07 |
| 21080 - Production Line Worker (Food Processing) | 13.10 |
| 21110 - Shipping Packer | 14.59 |
| 21130 - Shipping/Receiving Clerk | 14.59 |
| 21140 - Store Worker I | 10.43 |
| 21150 - Stock Clerk | 14.76 |
| 21210 - Tools And Parts Attendant | 13.35 |
| 21410 - Warehouse Specialist | 13.35 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |

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|---|-------|
| 23010 - Aerospace Structural Welder | 22.88 |
| 23021 - Aircraft Mechanic I | 21.79 |
| 23022 - Aircraft Mechanic II | 22.88 |
| 23023 - Aircraft Mechanic III | 24.02 |
| 23040 - Aircraft Mechanic Helper | 14.19 |
| 23050 - Aircraft, Painter | 20.60 |
| 23060 - Aircraft Servicer | 16.34 |
| 23080 - Aircraft Worker | 17.40 |
| 23110 - Appliance Mechanic | 17.27 |
| 23120 - Bicycle Repairer | 11.39 |
| 23125 - Cable Splicer | 23.89 |
| 23130 - Carpenter, Maintenance | 16.39 |
| 23140 - Carpet Layer | 16.87 |
| 23160 - Electrician, Maintenance | 20.81 |
| 23181 - Electronics Technician Maintenance I | 21.17 |
| 23182 - Electronics Technician Maintenance II | 22.66 |
| 23183 - Electronics Technician Maintenance III | 24.13 |
| 23260 - Fabric Worker | 15.27 |
| 23290 - Fire Alarm System Mechanic | 18.55 |
| 23310 - Fire Extinguisher Repairer | 14.10 |
| 23311 - Fuel Distribution System Mechanic | 19.65 |
| 23312 - Fuel Distribution System Operator | 17.03 |
| 23370 - General Maintenance Worker | 16.68 |
| 23380 - Ground Support Equipment Mechanic | 19.81 |
| 23381 - Ground Support Equipment Servicer | 14.85 |
| 23382 - Ground Support Equipment Worker | 15.82 |
| 23391 - Gunsmith I | 14.10 |
| 23392 - Gunsmith II | 16.42 |
| 23393 - Gunsmith III | 18.72 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.18 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.55 |
| 23430 - Heavy Equipment Mechanic | 19.09 |
| 23440 - Heavy Equipment Operator | 17.47 |
| 23460 - Instrument Mechanic | 18.97 |
| 23465 - Laboratory/Shelter Mechanic | 17.58 |
| 23470 - Laborer | 12.46 |
| 23510 - Locksmith | 18.24 |
| 23530 - Machinery Maintenance Mechanic | 20.73 |
| 23550 - Machinist, Maintenance | 18.60 |
| 23580 - Maintenance Trades Helper | 13.65 |
| 23591 - Metrology Technician I | 18.97 |
| 23592 - Metrology Technician II | 20.10 |
| 23593 - Metrology Technician III | 21.32 |
| 23640 - Millwright | 19.53 |
| 23710 - Office Appliance Repairer | 17.58 |
| 23760 - Painter, Maintenance | 17.49 |
| 23790 - Pipefitter, Maintenance | 19.62 |
| 23810 - Plumber, Maintenance | 18.80 |
| 23820 - Pneudraulic Systems Mechanic | 18.72 |
| 23850 - Rigger | 18.35 |
| 23870 - Scale Mechanic | 16.42 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.72 |
| 23910 - Small Engine Mechanic | 17.13 |
| 23931 - Telecommunications Mechanic I | 21.79 |
| 23932 - Telecommunications Mechanic II | 23.09 |
| 23950 - Telephone Lineman | 20.01 |
| 23960 - Welder, Combination, Maintenance | 18.00 |
| 23965 - Well Driller | 19.79 |
| 23970 - Woodcraft Worker | 18.72 |
| 23980 - Woodworker | 14.10 |
| 24000 - Personal Needs Occupations | |

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| 24570 - Child Care Attendant | 11.22 |
| 24580 - Child Care Center Clerk | 14.11 |
| 24610 - Chore Aide | 8.83 |
| 24620 - Family Readiness And Support Services Coordinator | 12.32 |
| 24630 - Homemaker | 16.62 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.36 |
| 25040 - Sewage Plant Operator | 19.58 |
| 25070 - Stationary Engineer | 23.36 |
| 25190 - Ventilation Equipment Tender | 15.83 |
| 25210 - Water Treatment Plant Operator | 19.58 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.59 |
| 27007 - Baggage Inspector | 10.51 |
| 27008 - Corrections Officer | 19.23 |
| 27010 - Court Security Officer | 18.53 |
| 27030 - Detection Dog Handler | 12.35 |
| 27040 - Detention Officer | 19.23 |
| 27070 - Firefighter | 16.97 |
| 27101 - Guard I | 9.93 |
| 27102 - Guard II | 12.35 |
| 27131 - Police Officer I | 21.51 |
| 27132 - Police Officer II | 22.53 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.40 |
| 28042 - Carnival Equipment Repairer | 11.21 |
| 28043 - Carnival Equipment Worker | 7.99 |
| 28210 - Gate Attendant/Gate Tender | 13.81 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 15.45 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.28 |
| 28515 - Recreation Specialist | 12.69 |
| 28630 - Sports Official | 12.31 |
| 28690 - Swimming Pool Operator | 12.75 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.29 |
| 29020 - Hatch Tender | 16.29 |
| 29030 - Line Handler | 16.29 |
| 29041 - Stevedore I | 15.93 |
| 29042 - Stevedore II | 17.99 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.54 |
| 30022 - Archeological Technician II | 18.50 |
| 30023 - Archeological Technician III | 22.93 |
| 30030 - Cartographic Technician | 22.93 |
| 30040 - Civil Engineering Technician | 20.36 |
| 30061 - Drafter/CAD Operator I | 16.54 |
| 30062 - Drafter/CAD Operator II | 18.50 |
| 30063 - Drafter/CAD Operator III | 20.64 |
| 30064 - Drafter/CAD Operator IV | 25.39 |
| 30081 - Engineering Technician I | 17.14 |
| 30082 - Engineering Technician II | 18.54 |
| 30083 - Engineering Technician III | 21.52 |
| 30084 - Engineering Technician IV | 25.66 |
| 30085 - Engineering Technician V | 30.95 |
| 30086 - Engineering Technician VI | 37.45 |
| 30090 - Environmental Technician | 21.22 |
| 30210 - Laboratory Technician | 19.58 |
| 30240 - Mathematical Technician | 22.93 |

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|---|---------------|
| 30361 - Paralegal/Legal Assistant I | 18.81 |
| 30362 - Paralegal/Legal Assistant II | 22.31 |
| 30363 - Paralegal/Legal Assistant III | 27.20 |
| 30364 - Paralegal/Legal Assistant IV | 33.01 |
| 30390 - Photo-Optics Technician | 22.93 |
| 30461 - Technical Writer I | 22.46 |
| 30462 - Technical Writer II | 27.48 |
| 30463 - Technical Writer III | 33.24 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.64 |
| 30621 - Weather Observer, Senior | (see 2) 23.38 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.67 |
| 31030 - Bus Driver | 16.73 |
| 31043 - Driver Courier | 13.20 |
| 31260 - Parking and Lot Attendant | 8.51 |
| 31290 - Shuttle Bus Driver | 13.89 |
| 31310 - Taxi Driver | 10.04 |
| 31361 - Truckdriver, Light | 13.89 |
| 31362 - Truckdriver, Medium | 15.04 |
| 31363 - Truckdriver, Heavy | 20.14 |
| 31364 - Truckdriver, Tractor-Trailer | 20.14 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.92 |
| 99050 - Desk Clerk | 9.53 |
| 99095 - Embalmer | 24.26 |
| 99251 - Laboratory Animal Caretaker I | 11.95 |
| 99252 - Laboratory Animal Caretaker II | 13.40 |
| 99310 - Mortician | 24.26 |
| 99410 - Pest Controller | 15.45 |
| 99510 - Photofinishing Worker | 11.96 |
| 99710 - Recycling Laborer | 15.49 |
| 99711 - Recycling Specialist | 16.25 |
| 99730 - Refuse Collector | 13.79 |
| 99810 - Sales Clerk | 11.81 |
| 99820 - School Crossing Guard | 11.66 |
| 99830 - Survey Party Chief | 19.49 |
| 99831 - Surveying Aide | 12.77 |
| 99832 - Surveying Technician | 17.49 |
| 99840 - Vending Machine Attendant | 12.67 |
| 99841 - Vending Machine Repairer | 15.76 |
| 99842 - Vending Machine Repairer Helper | 12.54 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundrying 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 laundrying in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2497
Revision No.: 17
Date of Last Revision: 07/25/2014

States: Kentucky, Tennessee

Area: Kentucky Counties of Adair, Allen, Barren, Clinton, Cumberland, Metcalfe,
Monroe, Russell, Simpson

Tennessee Counties of Bedford, Cannon, Cheatham, Clay, Davidson, De Kalb,
Dickson, Hickman, Houston, Humphreys, Jackson, Lewis, Macon, Marshall, Maury,
Overton, Perry, Putnam, Robertson, Rutherford, Smith, Sumner, Trousdale,
Warren, White, Williamson, Wilson

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.23 |
| 01012 - Accounting Clerk II | | 14.85 |
| 01013 - Accounting Clerk III | | 16.61 |
| 01020 - Administrative Assistant | | 18.54 |
| 01040 - Court Reporter | | 19.75 |
| 01051 - Data Entry Operator I | | 12.35 |
| 01052 - Data Entry Operator II | | 13.48 |
| 01060 - Dispatcher, Motor Vehicle | | 17.02 |
| 01070 - Document Preparation Clerk | | 12.44 |
| 01090 - Duplicating Machine Operator | | 12.44 |
| 01111 - General Clerk I | | 12.54 |
| 01112 - General Clerk II | | 13.38 |
| 01113 - General Clerk III | | 15.02 |
| 01120 - Housing Referral Assistant | | 17.02 |
| 01141 - Messenger Courier | | 12.19 |
| 01191 - Order Clerk I | | 12.72 |
| 01192 - Order Clerk II | | 13.88 |
| 01261 - Personnel Assistant (Employment) I | | 15.11 |
| 01262 - Personnel Assistant (Employment) II | | 16.90 |
| 01263 - Personnel Assistant (Employment) III | | 18.85 |
| 01270 - Production Control Clerk | | 19.21 |
| 01280 - Receptionist | | 12.23 |
| 01290 - Rental Clerk | | 11.44 |
| 01300 - Scheduler, Maintenance | | 13.64 |
| 01311 - Secretary I | | 13.64 |
| 01312 - Secretary II | | 15.92 |
| 01313 - Secretary III | | 17.02 |
| 01320 - Service Order Dispatcher | | 14.00 |
| 01410 - Supply Technician | | 18.54 |
| 01420 - Survey Worker | | 14.27 |
| 01531 - Travel Clerk I | | 11.08 |
| 01532 - Travel Clerk II | | 11.72 |
| 01533 - Travel Clerk III | | 12.50 |
| 01611 - Word Processor I | | 12.77 |
| 01612 - Word Processor II | | 15.95 |
| 01613 - Word Processor III | | 16.29 |
| 05000 - Automotive Service Occupations | | |

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| 05005 - Automobile Body Repairer, Fiberglass | 21.51 |
| 05010 - Automotive Electrician | 19.84 |
| 05040 - Automotive Glass Installer | 18.19 |
| 05070 - Automotive Worker | 18.79 |
| 05110 - Mobile Equipment Servicer | 16.48 |
| 05130 - Motor Equipment Metal Mechanic | 18.89 |
| 05160 - Motor Equipment Metal Worker | 19.33 |
| 05190 - Motor Vehicle Mechanic | 18.89 |
| 05220 - Motor Vehicle Mechanic Helper | 15.33 |
| 05250 - Motor Vehicle Upholstery Worker | 17.18 |
| 05280 - Motor Vehicle Wrecker | 18.17 |
| 05310 - Painter, Automotive | 18.42 |
| 05340 - Radiator Repair Specialist | 18.17 |
| 05370 - Tire Repairer | 11.98 |
| 05400 - Transmission Repair Specialist | 18.89 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.40 |
| 07041 - Cook I | 9.68 |
| 07042 - Cook II | 10.83 |
| 07070 - Dishwasher | 9.25 |
| 07130 - Food Service Worker | 9.15 |
| 07210 - Meat Cutter | 13.40 |
| 07260 - Waiter/Waitress | 8.51 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.86 |
| 09040 - Furniture Handler | 12.18 |
| 09080 - Furniture Refinisher | 17.51 |
| 09090 - Furniture Refinisher Helper | 13.99 |
| 09110 - Furniture Repairer, Minor | 15.63 |
| 09130 - Upholsterer | 16.89 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.12 |
| 11060 - Elevator Operator | 10.12 |
| 11090 - Gardener | 13.76 |
| 11122 - Housekeeping Aide | 9.77 |
| 11150 - Janitor | 11.30 |
| 11210 - Laborer, Grounds Maintenance | 11.64 |
| 11240 - Maid or Houseman | 9.14 |
| 11260 - Pruner | 10.54 |
| 11270 - Tractor Operator | 13.76 |
| 11330 - Trail Maintenance Worker | 11.64 |
| 11360 - Window Cleaner | 12.54 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.73 |
| 12011 - Breath Alcohol Technician | 16.39 |
| 12012 - Certified Occupational Therapist Assistant | 24.40 |
| 12015 - Certified Physical Therapist Assistant | 26.30 |
| 12020 - Dental Assistant | 15.62 |
| 12025 - Dental Hygienist | 25.42 |
| 12030 - EKG Technician | 23.57 |
| 12035 - Electroneurodiagnostic Technologist | 23.57 |
| 12040 - Emergency Medical Technician | 16.73 |
| 12071 - Licensed Practical Nurse I | 14.65 |
| 12072 - Licensed Practical Nurse II | 16.39 |
| 12073 - Licensed Practical Nurse III | 18.28 |
| 12100 - Medical Assistant | 13.43 |
| 12130 - Medical Laboratory Technician | 16.91 |
| 12160 - Medical Record Clerk | 15.14 |
| 12190 - Medical Record Technician | 16.93 |
| 12195 - Medical Transcriptionist | 16.66 |
| 12210 - Nuclear Medicine Technologist | 31.29 |
| 12221 - Nursing Assistant I | 10.15 |
| 12222 - Nursing Assistant II | 11.41 |

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|---|---------|
| 12223 - Nursing Assistant III | 12.45 |
| 12224 - Nursing Assistant IV | 13.97 |
| 12235 - Optical Dispenser | 18.18 |
| 12236 - Optical Technician | 13.30 |
| 12250 - Pharmacy Technician | 14.31 |
| 12280 - Phlebotomist | 13.97 |
| 12305 - Radiologic Technologist | 24.80 |
| 12311 - Registered Nurse I | 24.32 |
| 12312 - Registered Nurse II | 29.75 |
| 12313 - Registered Nurse II, Specialist | 29.75 |
| 12314 - Registered Nurse III | 35.99 |
| 12315 - Registered Nurse III, Anesthetist | 35.99 |
| 12316 - Registered Nurse IV | 43.13 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.31 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.38 |
| 13012 - Exhibits Specialist II | 21.53 |
| 13013 - Exhibits Specialist III | 26.26 |
| 13041 - Illustrator I | 20.73 |
| 13042 - Illustrator II | 25.68 |
| 13043 - Illustrator III | 31.42 |
| 13047 - Librarian | 23.30 |
| 13050 - Library Aide/Clerk | 12.03 |
| 13054 - Library Information Technology Systems Administrator | 21.05 |
| 13058 - Library Technician | 16.21 |
| 13061 - Media Specialist I | 15.18 |
| 13062 - Media Specialist II | 16.98 |
| 13063 - Media Specialist III | 18.94 |
| 13071 - Photographer I | 15.25 |
| 13072 - Photographer II | 17.06 |
| 13073 - Photographer III | 21.14 |
| 13074 - Photographer IV | 25.86 |
| 13075 - Photographer V | 31.28 |
| 13110 - Video Teleconference Technician | 17.90 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.14 |
| 14042 - Computer Operator II | 15.82 |
| 14043 - Computer Operator III | 17.64 |
| 14044 - Computer Operator IV | 19.60 |
| 14045 - Computer Operator V | 21.70 |
| 14071 - Computer Programmer I | 20.90 |
| 14072 - Computer Programmer II | 24.85 |
| 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 | 14.14 |
| 14160 - Personal Computer Support Technician | 21.34 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.75 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.78 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.00 |
| 15050 - Computer Based Training Specialist / Instructor | 30.75 |
| 15060 - Educational Technologist | 25.24 |
| 15070 - Flight Instructor (Pilot) | 42.00 |
| 15080 - Graphic Artist | 18.69 |
| 15090 - Technical Instructor | 18.77 |
| 15095 - Technical Instructor/Course Developer | 22.96 |
| 15110 - Test Proctor | 15.15 |
| 15120 - Tutor | 15.15 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |

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|---|-------|
| 16010 - Assembler | 8.23 |
| 16030 - Counter Attendant | 8.23 |
| 16040 - Dry Cleaner | 10.34 |
| 16070 - Finisher, Flatwork, Machine | 8.23 |
| 16090 - Presser, Hand | 8.23 |
| 16110 - Presser, Machine, Drycleaning | 8.23 |
| 16130 - Presser, Machine, Shirts | 8.23 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.23 |
| 16190 - Sewing Machine Operator | 10.98 |
| 16220 - Tailor | 11.62 |
| 16250 - Washer, Machine | 8.92 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.51 |
| 19040 - Tool And Die Maker | 21.55 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.25 |
| 21030 - Material Coordinator | 19.21 |
| 21040 - Material Expediter | 19.21 |
| 21050 - Material Handling Laborer | 12.87 |
| 21071 - Order Filler | 11.72 |
| 21080 - Production Line Worker (Food Processing) | 15.25 |
| 21110 - Shipping Packer | 13.38 |
| 21130 - Shipping/Receiving Clerk | 13.38 |
| 21140 - Store Worker I | 11.64 |
| 21150 - Stock Clerk | 15.74 |
| 21210 - Tools And Parts Attendant | 15.25 |
| 21410 - Warehouse Specialist | 15.25 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.29 |
| 23021 - Aircraft Mechanic I | 23.16 |
| 23022 - Aircraft Mechanic II | 24.29 |
| 23023 - Aircraft Mechanic III | 25.33 |
| 23040 - Aircraft Mechanic Helper | 19.23 |
| 23050 - Aircraft, Painter | 27.35 |
| 23060 - Aircraft Servicer | 21.64 |
| 23080 - Aircraft Worker | 22.84 |
| 23110 - Appliance Mechanic | 17.08 |
| 23120 - Bicycle Repairer | 11.75 |
| 23125 - Cable Splicer | 30.00 |
| 23130 - Carpenter, Maintenance | 16.18 |
| 23140 - Carpet Layer | 18.15 |
| 23160 - Electrician, Maintenance | 18.36 |
| 23181 - Electronics Technician Maintenance I | 21.82 |
| 23182 - Electronics Technician Maintenance II | 22.95 |
| 23183 - Electronics Technician Maintenance III | 24.16 |
| 23260 - Fabric Worker | 17.04 |
| 23290 - Fire Alarm System Mechanic | 18.77 |
| 23310 - Fire Extinguisher Repairer | 16.05 |
| 23311 - Fuel Distribution System Mechanic | 23.77 |
| 23312 - Fuel Distribution System Operator | 18.98 |
| 23370 - General Maintenance Worker | 16.86 |
| 23380 - Ground Support Equipment Mechanic | 23.16 |
| 23381 - Ground Support Equipment Servicer | 21.64 |
| 23382 - Ground Support Equipment Worker | 22.84 |
| 23391 - Gunsmith I | 16.05 |
| 23392 - Gunsmith II | 18.15 |
| 23393 - Gunsmith III | 20.10 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.10 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.26 |
| 23430 - Heavy Equipment Mechanic | 20.03 |
| 23440 - Heavy Equipment Operator | 16.72 |

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|---|-------|
| 23460 - Instrument Mechanic | 20.10 |
| 23465 - Laboratory/Shelter Mechanic | 16.62 |
| 23470 - Laborer | 11.22 |
| 23510 - Locksmith | 18.47 |
| 23530 - Machinery Maintenance Mechanic | 20.18 |
| 23550 - Machinist, Maintenance | 17.76 |
| 23580 - Maintenance Trades Helper | 14.10 |
| 23591 - Metrology Technician I | 20.10 |
| 23592 - Metrology Technician II | 21.07 |
| 23593 - Metrology Technician III | 21.97 |
| 23640 - Millwright | 25.95 |
| 23710 - Office Appliance Repairer | 18.89 |
| 23760 - Painter, Maintenance | 15.86 |
| 23790 - Pipefitter, Maintenance | 18.77 |
| 23810 - Plumber, Maintenance | 18.41 |
| 23820 - Pneudraulic Systems Mechanic | 20.10 |
| 23850 - Rigger | 20.10 |
| 23870 - Scale Mechanic | 18.15 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.10 |
| 23910 - Small Engine Mechanic | 18.15 |
| 23931 - Telecommunications Mechanic I | 25.78 |
| 23932 - Telecommunications Mechanic II | 27.03 |
| 23950 - Telephone Lineman | 21.91 |
| 23960 - Welder, Combination, Maintenance | 18.61 |
| 23965 - Well Driller | 19.04 |
| 23970 - Woodcraft Worker | 20.10 |
| 23980 - Woodworker | 15.38 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.46 |
| 24580 - Child Care Center Clerk | 12.11 |
| 24610 - Chore Aide | 9.32 |
| 24620 - Family Readiness And Support Services Coordinator | 13.76 |
| 24630 - Homemaker | 13.76 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.18 |
| 25040 - Sewage Plant Operator | 17.47 |
| 25070 - Stationary Engineer | 24.18 |
| 25190 - Ventilation Equipment Tender | 17.24 |
| 25210 - Water Treatment Plant Operator | 17.47 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.64 |
| 27007 - Baggage Inspector | 11.81 |
| 27008 - Corrections Officer | 17.45 |
| 27010 - Court Security Officer | 19.46 |
| 27030 - Detection Dog Handler | 15.10 |
| 27040 - Detention Officer | 17.45 |
| 27070 - Firefighter | 22.20 |
| 27101 - Guard I | 11.81 |
| 27102 - Guard II | 15.10 |
| 27131 - Police Officer I | 19.83 |
| 27132 - Police Officer II | 20.80 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.75 |
| 28042 - Carnival Equipment Repairer | 13.49 |
| 28043 - Carnival Equipment Worker | 10.06 |
| 28210 - Gate Attendant/Gate Tender | 14.61 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 16.34 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.93 |
| 28515 - Recreation Specialist | 13.77 |
| 28630 - Sports Official | 13.02 |
| 28690 - Swimming Pool Operator | 17.27 |

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| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.83 |
| 29020 - Hatch Tender | 16.83 |
| 29030 - Line Handler | 16.83 |
| 29041 - Stevedore I | 15.57 |
| 29042 - Stevedore II | 18.24 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.35 |
| 30022 - Archeological Technician II | 19.70 |
| 30023 - Archeological Technician III | 23.94 |
| 30030 - Cartographic Technician | 24.40 |
| 30040 - Civil Engineering Technician | 24.58 |
| 30061 - Drafter/CAD Operator I | 17.35 |
| 30062 - Drafter/CAD Operator II | 19.70 |
| 30063 - Drafter/CAD Operator III | 21.97 |
| 30064 - Drafter/CAD Operator IV | 26.34 |
| 30081 - Engineering Technician I | 15.25 |
| 30082 - Engineering Technician II | 16.67 |
| 30083 - Engineering Technician III | 21.48 |
| 30084 - Engineering Technician IV | 25.20 |
| 30085 - Engineering Technician V | 30.90 |
| 30086 - Engineering Technician VI | 37.37 |
| 30090 - Environmental Technician | 20.30 |
| 30210 - Laboratory Technician | 20.99 |
| 30240 - Mathematical Technician | 24.40 |
| 30361 - Paralegal/Legal Assistant I | 18.66 |
| 30362 - Paralegal/Legal Assistant II | 23.11 |
| 30363 - Paralegal/Legal Assistant III | 25.70 |
| 30364 - Paralegal/Legal Assistant IV | 31.10 |
| 30390 - Photo-Optics Technician | 24.40 |
| 30461 - Technical Writer I | 20.34 |
| 30462 - Technical Writer II | 24.88 |
| 30463 - Technical Writer III | 30.11 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 21.97 |
| 30621 - Weather Observer, Senior (see 2) | 23.57 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.04 |
| 31030 - Bus Driver | 16.43 |
| 31043 - Driver Courier | 13.81 |
| 31260 - Parking and Lot Attendant | 8.76 |
| 31290 - Shuttle Bus Driver | 14.73 |
| 31310 - Taxi Driver | 9.50 |
| 31361 - Truckdriver, Light | 14.73 |
| 31362 - Truckdriver, Medium | 19.71 |
| 31363 - Truckdriver, Heavy | 18.90 |
| 31364 - Truckdriver, Tractor-Trailer | 18.90 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.47 |
| 99050 - Desk Clerk | 9.45 |
| 99095 - Embalmer | 21.80 |
| 99251 - Laboratory Animal Caretaker I | 10.13 |
| 99252 - Laboratory Animal Caretaker II | 10.80 |
| 99310 - Mortician | 21.80 |
| 99410 - Pest Controller | 15.60 |

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|---|-------|
| 99510 - Photofinishing Worker | 13.36 |
| 99710 - Recycling Laborer | 13.54 |
| 99711 - Recycling Specialist | 16.01 |
| 99730 - Refuse Collector | 12.39 |
| 99810 - Sales Clerk | 11.53 |
| 99820 - School Crossing Guard | 11.62 |
| 99830 - Survey Party Chief | 18.77 |
| 99831 - Surveying Aide | 12.67 |
| 99832 - Surveying Technician | 16.84 |
| 99840 - Vending Machine Attendant | 13.17 |
| 99841 - Vending Machine Repairer | 15.70 |
| 99842 - Vending Machine Repairer Helper | 13.17 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2498
Revision No.: 15
Date of Last Revision: 07/25/2014

States: Kentucky, Tennessee

Area: Kentucky Counties of Adair, Allen, Barren, Clinton, Cumberland, Metcalfe, Monroe, Russell, Simpson

Tennessee Counties of Bedford, Cannon, Cheatham, Clay, Davidson, De Kalb, Dickson, Hickman, Houston, Humphreys, Jackson, Lewis, Macon, Marshall, Maury, Overton, Perry, Putnam, Robertson, Rutherford, Smith, Sumner, Trousdale, Warren, White, Williamson, Wilson

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.23 |
| 01012 - Accounting Clerk II | | 14.85 |
| 01013 - Accounting Clerk III | | 16.61 |
| 01020 - Administrative Assistant | | 18.54 |
| 01040 - Court Reporter | | 19.75 |
| 01051 - Data Entry Operator I | | 12.35 |
| 01052 - Data Entry Operator II | | 13.48 |
| 01060 - Dispatcher, Motor Vehicle | | 17.02 |
| 01070 - Document Preparation Clerk | | 12.44 |
| 01090 - Duplicating Machine Operator | | 12.44 |
| 01111 - General Clerk I | | 12.54 |

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| 01112 - General Clerk II | 13.38 |
| 01113 - General Clerk III | 15.02 |
| 01120 - Housing Referral Assistant | 17.02 |
| 01141 - Messenger Courier | 12.19 |
| 01191 - Order Clerk I | 12.72 |
| 01192 - Order Clerk II | 13.88 |
| 01261 - Personnel Assistant (Employment) I | 15.11 |
| 01262 - Personnel Assistant (Employment) II | 16.90 |
| 01263 - Personnel Assistant (Employment) III | 18.85 |
| 01270 - Production Control Clerk | 19.21 |
| 01280 - Receptionist | 12.23 |
| 01290 - Rental Clerk | 11.44 |
| 01300 - Scheduler, Maintenance | 13.64 |
| 01311 - Secretary I | 13.64 |
| 01312 - Secretary II | 15.92 |
| 01313 - Secretary III | 17.02 |
| 01320 - Service Order Dispatcher | 14.00 |
| 01410 - Supply Technician | 18.54 |
| 01420 - Survey Worker | 14.27 |
| 01531 - Travel Clerk I | 11.08 |
| 01532 - Travel Clerk II | 11.72 |
| 01533 - Travel Clerk III | 12.50 |
| 01611 - Word Processor I | 12.77 |
| 01612 - Word Processor II | 15.95 |
| 01613 - Word Processor III | 16.29 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.51 |
| 05010 - Automotive Electrician | 19.84 |
| 05040 - Automotive Glass Installer | 18.19 |
| 05070 - Automotive Worker | 18.79 |
| 05110 - Mobile Equipment Servicer | 16.48 |
| 05130 - Motor Equipment Metal Mechanic | 18.89 |
| 05160 - Motor Equipment Metal Worker | 19.33 |
| 05190 - Motor Vehicle Mechanic | 18.89 |
| 05220 - Motor Vehicle Mechanic Helper | 15.33 |
| 05250 - Motor Vehicle Upholstery Worker | 17.18 |
| 05280 - Motor Vehicle Wrecker | 18.17 |
| 05310 - Painter, Automotive | 18.42 |
| 05340 - Radiator Repair Specialist | 18.17 |
| 05370 - Tire Repairer | 11.98 |
| 05400 - Transmission Repair Specialist | 18.89 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.40 |
| 07041 - Cook I | 9.68 |
| 07042 - Cook II | 10.83 |
| 07070 - Dishwasher | 9.25 |
| 07130 - Food Service Worker | 9.15 |
| 07210 - Meat Cutter | 13.40 |
| 07260 - Waiter/Waitress | 8.51 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.86 |
| 09040 - Furniture Handler | 12.18 |
| 09080 - Furniture Refinisher | 17.51 |
| 09090 - Furniture Refinisher Helper | 13.99 |
| 09110 - Furniture Repairer, Minor | 15.63 |
| 09130 - Upholsterer | 16.89 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.12 |
| 11060 - Elevator Operator | 10.12 |
| 11090 - Gardener | 13.76 |
| 11122 - Housekeeping Aide | 9.77 |
| 11150 - Janitor | 11.30 |
| 11210 - Laborer, Grounds Maintenance | 11.64 |

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| 11240 - Maid or Houseman | 9.14 |
| 11260 - Pruner | 10.54 |
| 11270 - Tractor Operator | 13.76 |
| 11330 - Trail Maintenance Worker | 11.64 |
| 11360 - Window Cleaner | 12.54 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.73 |
| 12011 - Breath Alcohol Technician | 16.39 |
| 12012 - Certified Occupational Therapist Assistant | 24.40 |
| 12015 - Certified Physical Therapist Assistant | 26.30 |
| 12020 - Dental Assistant | 15.62 |
| 12025 - Dental Hygienist | 25.42 |
| 12030 - EKG Technician | 23.57 |
| 12035 - Electroneurodiagnostic Technologist | 23.57 |
| 12040 - Emergency Medical Technician | 16.73 |
| 12071 - Licensed Practical Nurse I | 14.65 |
| 12072 - Licensed Practical Nurse II | 16.39 |
| 12073 - Licensed Practical Nurse III | 18.28 |
| 12100 - Medical Assistant | 13.43 |
| 12130 - Medical Laboratory Technician | 16.91 |
| 12160 - Medical Record Clerk | 15.14 |
| 12190 - Medical Record Technician | 16.93 |
| 12195 - Medical Transcriptionist | 16.66 |
| 12210 - Nuclear Medicine Technologist | 31.29 |
| 12221 - Nursing Assistant I | 10.15 |
| 12222 - Nursing Assistant II | 11.41 |
| 12223 - Nursing Assistant III | 12.45 |
| 12224 - Nursing Assistant IV | 13.97 |
| 12235 - Optical Dispenser | 18.18 |
| 12236 - Optical Technician | 13.30 |
| 12250 - Pharmacy Technician | 14.31 |
| 12280 - Phlebotomist | 13.97 |
| 12305 - Radiologic Technologist | 24.80 |
| 12311 - Registered Nurse I | 24.32 |
| 12312 - Registered Nurse II | 29.75 |
| 12313 - Registered Nurse II, Specialist | 29.75 |
| 12314 - Registered Nurse III | 35.99 |
| 12315 - Registered Nurse III, Anesthetist | 35.99 |
| 12316 - Registered Nurse IV | 43.13 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.31 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.38 |
| 13012 - Exhibits Specialist II | 21.53 |
| 13013 - Exhibits Specialist III | 26.26 |
| 13041 - Illustrator I | 20.73 |
| 13042 - Illustrator II | 25.68 |
| 13043 - Illustrator III | 31.42 |
| 13047 - Librarian | 23.30 |
| 13050 - Library Aide/Clerk | 12.03 |
| 13054 - Library Information Technology Systems Administrator | 21.05 |
| 13058 - Library Technician | 16.21 |
| 13061 - Media Specialist I | 15.18 |
| 13062 - Media Specialist II | 16.98 |
| 13063 - Media Specialist III | 18.94 |
| 13071 - Photographer I | 15.25 |
| 13072 - Photographer II | 17.06 |
| 13073 - Photographer III | 21.14 |
| 13074 - Photographer IV | 25.86 |
| 13075 - Photographer V | 31.28 |
| 13110 - Video Teleconference Technician | 17.90 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.14 |

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| 14042 - Computer Operator II | 15.82 |
| 14043 - Computer Operator III | 17.64 |
| 14044 - Computer Operator IV | 19.60 |
| 14045 - Computer Operator V | 21.70 |
| 14071 - Computer Programmer I | 20.90 |
| 14072 - Computer Programmer II | 24.85 |
| 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 | 14.14 |
| 14160 - Personal Computer Support Technician | 21.34 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.75 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.78 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.00 |
| 15050 - Computer Based Training Specialist / Instructor | 30.75 |
| 15060 - Educational Technologist | 25.24 |
| 15070 - Flight Instructor (Pilot) | 42.00 |
| 15080 - Graphic Artist | 18.69 |
| 15090 - Technical Instructor | 18.77 |
| 15095 - Technical Instructor/Course Developer | 22.96 |
| 15110 - Test Proctor | 15.15 |
| 15120 - Tutor | 15.15 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.23 |
| 16030 - Counter Attendant | 8.23 |
| 16040 - Dry Cleaner | 10.34 |
| 16070 - Finisher, Flatwork, Machine | 8.23 |
| 16090 - Presser, Hand | 8.23 |
| 16110 - Presser, Machine, Drycleaning | 8.23 |
| 16130 - Presser, Machine, Shirts | 8.23 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.23 |
| 16190 - Sewing Machine Operator | 10.98 |
| 16220 - Tailor | 11.62 |
| 16250 - Washer, Machine | 8.92 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.51 |
| 19040 - Tool And Die Maker | 21.55 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.25 |
| 21030 - Material Coordinator | 19.21 |
| 21040 - Material Expediter | 19.21 |
| 21050 - Material Handling Laborer | 12.87 |
| 21071 - Order Filler | 11.72 |
| 21080 - Production Line Worker (Food Processing) | 15.25 |
| 21110 - Shipping Packer | 13.38 |
| 21130 - Shipping/Receiving Clerk | 13.38 |
| 21140 - Store Worker I | 11.64 |
| 21150 - Stock Clerk | 15.74 |
| 21210 - Tools And Parts Attendant | 15.25 |
| 21410 - Warehouse Specialist | 15.25 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.29 |
| 23021 - Aircraft Mechanic I | 23.16 |
| 23022 - Aircraft Mechanic II | 24.29 |
| 23023 - Aircraft Mechanic III | 25.33 |
| 23040 - Aircraft Mechanic Helper | 19.23 |
| 23050 - Aircraft, Painter | 27.35 |
| 23060 - Aircraft Servicer | 21.64 |
| 23080 - Aircraft Worker | 22.84 |
| 23110 - Appliance Mechanic | 17.08 |

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| 23120 - Bicycle Repairer | 11.75 |
| 23125 - Cable Splicer | 30.00 |
| 23130 - Carpenter, Maintenance | 16.18 |
| 23140 - Carpet Layer | 18.15 |
| 23160 - Electrician, Maintenance | 18.36 |
| 23181 - Electronics Technician Maintenance I | 21.82 |
| 23182 - Electronics Technician Maintenance II | 22.95 |
| 23183 - Electronics Technician Maintenance III | 24.16 |
| 23260 - Fabric Worker | 17.04 |
| 23290 - Fire Alarm System Mechanic | 18.77 |
| 23310 - Fire Extinguisher Repairer | 16.05 |
| 23311 - Fuel Distribution System Mechanic | 23.77 |
| 23312 - Fuel Distribution System Operator | 18.98 |
| 23370 - General Maintenance Worker | 16.86 |
| 23380 - Ground Support Equipment Mechanic | 23.16 |
| 23381 - Ground Support Equipment Servicer | 21.64 |
| 23382 - Ground Support Equipment Worker | 22.84 |
| 23391 - Gunsmith I | 16.05 |
| 23392 - Gunsmith II | 18.15 |
| 23393 - Gunsmith III | 20.10 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.10 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.26 |
| 23430 - Heavy Equipment Mechanic | 20.03 |
| 23440 - Heavy Equipment Operator | 16.72 |
| 23460 - Instrument Mechanic | 20.10 |
| 23465 - Laboratory/Shelter Mechanic | 16.62 |
| 23470 - Laborer | 11.22 |
| 23510 - Locksmith | 18.47 |
| 23530 - Machinery Maintenance Mechanic | 20.18 |
| 23550 - Machinist, Maintenance | 17.76 |
| 23580 - Maintenance Trades Helper | 14.10 |
| 23591 - Metrology Technician I | 20.10 |
| 23592 - Metrology Technician II | 21.07 |
| 23593 - Metrology Technician III | 21.97 |
| 23640 - Millwright | 25.95 |
| 23710 - Office Appliance Repairer | 18.89 |
| 23760 - Painter, Maintenance | 15.86 |
| 23790 - Pipefitter, Maintenance | 18.77 |
| 23810 - Plumber, Maintenance | 18.41 |
| 23820 - Pneudraulic Systems Mechanic | 20.10 |
| 23850 - Rigger | 20.10 |
| 23870 - Scale Mechanic | 18.15 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.10 |
| 23910 - Small Engine Mechanic | 18.15 |
| 23931 - Telecommunications Mechanic I | 25.78 |
| 23932 - Telecommunications Mechanic II | 27.03 |
| 23950 - Telephone Lineman | 21.91 |
| 23960 - Welder, Combination, Maintenance | 18.61 |
| 23965 - Well Driller | 19.04 |
| 23970 - Woodcraft Worker | 20.10 |
| 23980 - Woodworker | 15.38 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.46 |
| 24580 - Child Care Center Clerk | 12.11 |
| 24610 - Chore Aide | 9.32 |
| 24620 - Family Readiness And Support Services Coordinator | 13.76 |
| 24630 - Homemaker | 13.76 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.18 |
| 25040 - Sewage Plant Operator | 17.47 |

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| 25070 - Stationary Engineer | 24.18 |
| 25190 - Ventilation Equipment Tender | 17.24 |
| 25210 - Water Treatment Plant Operator | 17.47 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.64 |
| 27007 - Baggage Inspector | 11.81 |
| 27008 - Corrections Officer | 17.45 |
| 27010 - Court Security Officer | 19.46 |
| 27030 - Detection Dog Handler | 15.10 |
| 27040 - Detention Officer | 17.45 |
| 27070 - Firefighter | 22.20 |
| 27101 - Guard I | 11.81 |
| 27102 - Guard II | 15.10 |
| 27131 - Police Officer I | 19.83 |
| 27132 - Police Officer II | 20.80 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.75 |
| 28042 - Carnival Equipment Repairer | 13.49 |
| 28043 - Carnival Equipment Worker | 10.06 |
| 28210 - Gate Attendant/Gate Tender | 14.61 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 16.34 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.93 |
| 28515 - Recreation Specialist | 13.77 |
| 28630 - Sports Official | 13.02 |
| 28690 - Swimming Pool Operator | 17.27 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.83 |
| 29020 - Hatch Tender | 16.83 |
| 29030 - Line Handler | 16.83 |
| 29041 - Stevedore I | 15.57 |
| 29042 - Stevedore II | 18.24 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.35 |
| 30022 - Archeological Technician II | 19.70 |
| 30023 - Archeological Technician III | 23.94 |
| 30030 - Cartographic Technician | 24.40 |
| 30040 - Civil Engineering Technician | 24.58 |
| 30061 - Drafter/CAD Operator I | 17.35 |
| 30062 - Drafter/CAD Operator II | 19.70 |
| 30063 - Drafter/CAD Operator III | 21.97 |
| 30064 - Drafter/CAD Operator IV | 26.34 |
| 30081 - Engineering Technician I | 15.25 |
| 30082 - Engineering Technician II | 16.67 |
| 30083 - Engineering Technician III | 21.48 |
| 30084 - Engineering Technician IV | 25.20 |
| 30085 - Engineering Technician V | 30.90 |
| 30086 - Engineering Technician VI | 37.37 |
| 30090 - Environmental Technician | 20.30 |
| 30210 - Laboratory Technician | 20.99 |
| 30240 - Mathematical Technician | 24.40 |
| 30361 - Paralegal/Legal Assistant I | 18.66 |
| 30362 - Paralegal/Legal Assistant II | 23.11 |
| 30363 - Paralegal/Legal Assistant III | 25.70 |
| 30364 - Paralegal/Legal Assistant IV | 31.10 |
| 30390 - Photo-Optics Technician | 24.40 |
| 30461 - Technical Writer I | 20.34 |
| 30462 - Technical Writer II | 24.88 |
| 30463 - Technical Writer III | 30.11 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |

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| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 21.97 |
| 30621 - Weather Observer, Senior | (see 2) 23.57 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.04 |
| 31030 - Bus Driver | 16.43 |
| 31043 - Driver Courier | 13.81 |
| 31260 - Parking and Lot Attendant | 8.76 |
| 31290 - Shuttle Bus Driver | 14.73 |
| 31310 - Taxi Driver | 9.50 |
| 31361 - Truckdriver, Light | 14.73 |
| 31362 - Truckdriver, Medium | 19.71 |
| 31363 - Truckdriver, Heavy | 18.90 |
| 31364 - Truckdriver, Tractor-Trailer | 18.90 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.47 |
| 99050 - Desk Clerk | 9.45 |
| 99095 - Embalmer | 21.80 |
| 99251 - Laboratory Animal Caretaker I | 10.13 |
| 99252 - Laboratory Animal Caretaker II | 10.80 |
| 99310 - Mortician | 21.80 |
| 99410 - Pest Controller | 15.60 |
| 99510 - Photofinishing Worker | 13.36 |
| 99710 - Recycling Laborer | 13.54 |
| 99711 - Recycling Specialist | 16.01 |
| 99730 - Refuse Collector | 12.39 |
| 99810 - Sales Clerk | 11.53 |
| 99820 - School Crossing Guard | 11.62 |
| 99830 - Survey Party Chief | 18.77 |
| 99831 - Surveying Aide | 12.67 |
| 99832 - Surveying Technician | 16.84 |
| 99840 - Vending Machine Attendant | 13.17 |
| 99841 - Vending Machine Repairer | 15.70 |
| 99842 - Vending Machine Repairer Helper | 13.17 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2499
Revision No.: 15
Date Of Last Revision: 07/25/2014

States: Tennessee, Virginia

Area: Tennessee Counties of Carter, Cocke, Greene, Hancock, Hawkins, Johnson, Sullivan, Unicoi, Washington

Virginia Counties of Buchanan, Dickenson, Grayson, Lee, Russell, Scott, Smyth, Tazewell, Washington, Wise

The following Independent Cities are included for the Virginia Area: Bristol, Galax, and Norton.

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.92 |
| 01012 - Accounting Clerk II | | 13.39 |
| 01013 - Accounting Clerk III | | 14.98 |
| 01020 - Administrative Assistant | | 17.14 |
| 01040 - Court Reporter | | 14.80 |
| 01051 - Data Entry Operator I | | 10.28 |
| 01052 - Data Entry Operator II | | 11.22 |
| 01060 - Dispatcher, Motor Vehicle | | 14.43 |
| 01070 - Document Preparation Clerk | | 11.67 |
| 01090 - Duplicating Machine Operator | | 11.67 |
| 01111 - General Clerk I | | 10.40 |
| 01112 - General Clerk II | | 12.30 |
| 01113 - General Clerk III | | 13.83 |
| 01120 - Housing Referral Assistant | | 15.79 |
| 01141 - Messenger Courier | | 9.97 |
| 01191 - Order Clerk I | | 12.20 |
| 01192 - Order Clerk II | | 13.31 |
| 01261 - Personnel Assistant (Employment) I | | 13.15 |
| 01262 - Personnel Assistant (Employment) II | | 14.71 |
| 01263 - Personnel Assistant (Employment) III | | 16.41 |
| 01270 - Production Control Clerk | | 18.70 |
| 01280 - Receptionist | | 10.71 |
| 01290 - Rental Clerk | | 10.93 |
| 01300 - Scheduler, Maintenance | | 11.85 |
| 01311 - Secretary I | | 11.85 |
| 01312 - Secretary II | | 14.80 |
| 01313 - Secretary III | | 15.79 |
| 01320 - Service Order Dispatcher | | 10.27 |
| 01410 - Supply Technician | | 17.14 |
| 01420 - Survey Worker | | 12.31 |
| 01531 - Travel Clerk I | | 12.07 |
| 01532 - Travel Clerk II | | 12.84 |
| 01533 - Travel Clerk III | | 13.66 |
| 01611 - Word Processor I | | 11.26 |
| 01612 - Word Processor II | | 13.44 |
| 01613 - Word Processor III | | 15.56 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 15.75 |
| 05010 - Automotive Electrician | | 15.05 |
| 05040 - Automotive Glass Installer | | 14.39 |
| 05070 - Automotive Worker | | 14.39 |
| 05110 - Mobile Equipment Servicer | | 13.10 |
| 05130 - Motor Equipment Metal Mechanic | | 15.75 |
| 05160 - Motor Equipment Metal Worker | | 14.39 |

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| 05190 - Motor Vehicle Mechanic | 15.75 |
| 05220 - Motor Vehicle Mechanic Helper | 12.36 |
| 05250 - Motor Vehicle Upholstery Worker | 13.66 |
| 05280 - Motor Vehicle Wrecker | 14.32 |
| 05310 - Painter, Automotive | 14.96 |
| 05340 - Radiator Repair Specialist | 14.32 |
| 05370 - Tire Repairer | 10.33 |
| 05400 - Transmission Repair Specialist | 15.75 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.31 |
| 07041 - Cook I | 9.99 |
| 07042 - Cook II | 11.02 |
| 07070 - Dishwasher | 7.25 |
| 07130 - Food Service Worker | 8.45 |
| 07210 - Meat Cutter | 12.61 |
| 07260 - Waiter/Waitress | 8.36 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.70 |
| 09040 - Furniture Handler | 10.63 |
| 09080 - Furniture Refinisher | 14.70 |
| 09090 - Furniture Refinisher Helper | 12.00 |
| 09110 - Furniture Repairer, Minor | 13.35 |
| 09130 - Upholsterer | 14.70 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.11 |
| 11060 - Elevator Operator | 9.24 |
| 11090 - Gardener | 11.40 |
| 11122 - Housekeeping Aide | 9.24 |
| 11150 - Janitor | 9.24 |
| 11210 - Laborer, Grounds Maintenance | 9.55 |
| 11240 - Maid or Houseman | 8.05 |
| 11260 - Pruner | 8.80 |
| 11270 - Tractor Operator | 11.07 |
| 11330 - Trail Maintenance Worker | 9.55 |
| 11360 - Window Cleaner | 10.03 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.10 |
| 12011 - Breath Alcohol Technician | 16.55 |
| 12012 - Certified Occupational Therapist Assistant | 24.38 |
| 12015 - Certified Physical Therapist Assistant | 23.87 |
| 12020 - Dental Assistant | 13.17 |
| 12025 - Dental Hygienist | 25.73 |
| 12030 - EKG Technician | 20.69 |
| 12035 - Electroneurodiagnostic Technologist | 20.69 |
| 12040 - Emergency Medical Technician | 14.10 |
| 12071 - Licensed Practical Nurse I | 14.80 |
| 12072 - Licensed Practical Nurse II | 16.55 |
| 12073 - Licensed Practical Nurse III | 18.46 |
| 12100 - Medical Assistant | 12.04 |
| 12130 - Medical Laboratory Technician | 13.97 |
| 12160 - Medical Record Clerk | 13.01 |
| 12190 - Medical Record Technician | 15.02 |
| 12195 - Medical Transcriptionist | 13.90 |
| 12210 - Nuclear Medicine Technologist | 30.46 |
| 12221 - Nursing Assistant I | 9.74 |
| 12222 - Nursing Assistant II | 10.95 |
| 12223 - Nursing Assistant III | 11.95 |
| 12224 - Nursing Assistant IV | 13.41 |
| 12235 - Optical Dispenser | 15.96 |
| 12236 - Optical Technician | 14.09 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.41 |
| 12305 - Radiologic Technologist | 21.44 |

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|---|---------|
| 12311 - Registered Nurse I | 20.48 |
| 12312 - Registered Nurse II | 25.05 |
| 12313 - Registered Nurse II, Specialist | 25.05 |
| 12314 - Registered Nurse III | 30.30 |
| 12315 - Registered Nurse III, Anesthetist | 30.30 |
| 12316 - Registered Nurse IV | 36.32 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.52 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.28 |
| 13012 - Exhibits Specialist II | 19.79 |
| 13013 - Exhibits Specialist III | 24.19 |
| 13041 - Illustrator I | 16.28 |
| 13042 - Illustrator II | 19.79 |
| 13043 - Illustrator III | 24.19 |
| 13047 - Librarian | 21.38 |
| 13050 - Library Aide/Clerk | 10.65 |
| 13054 - Library Information Technology Systems Administrator | 19.30 |
| 13058 - Library Technician | 13.56 |
| 13061 - Media Specialist I | 14.87 |
| 13062 - Media Specialist II | 16.68 |
| 13063 - Media Specialist III | 18.59 |
| 13071 - Photographer I | 14.27 |
| 13072 - Photographer II | 16.28 |
| 13073 - Photographer III | 19.79 |
| 13074 - Photographer IV | 24.19 |
| 13075 - Photographer V | 29.28 |
| 13110 - Video Teleconference Technician | 13.92 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.76 |
| 14042 - Computer Operator II | 16.52 |
| 14043 - Computer Operator III | 18.43 |
| 14044 - Computer Operator IV | 20.47 |
| 14045 - Computer Operator V | 22.68 |
| 14071 - Computer Programmer I | 18.67 |
| 14072 - Computer Programmer II | 23.15 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 25.06 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.76 |
| 14160 - Personal Computer Support Technician | 20.47 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.06 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 30.32 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 33.19 |
| 15050 - Computer Based Training Specialist / Instructor | 25.06 |
| 15060 - Educational Technologist | 29.95 |
| 15070 - Flight Instructor (Pilot) | 33.19 |
| 15080 - Graphic Artist | 20.24 |
| 15090 - Technical Instructor | 17.64 |
| 15095 - Technical Instructor/Course Developer | 21.13 |
| 15110 - Test Proctor | 15.10 |
| 15120 - Tutor | 15.10 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.76 |
| 16030 - Counter Attendant | 8.76 |
| 16040 - Dry Cleaner | 10.80 |
| 16070 - Finisher, Flatwork, Machine | 8.76 |
| 16090 - Presser, Hand | 8.76 |
| 16110 - Presser, Machine, Drycleaning | 8.76 |
| 16130 - Presser, Machine, Shirts | 8.76 |

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| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.76 |
| 16190 - Sewing Machine Operator | 11.39 |
| 16220 - Tailor | 12.13 |
| 16250 - Washer, Machine | 9.46 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.74 |
| 19040 - Tool And Die Maker | 19.83 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.72 |
| 21030 - Material Coordinator | 18.70 |
| 21040 - Material Expediter | 18.70 |
| 21050 - Material Handling Laborer | 11.58 |
| 21071 - Order Filler | 11.39 |
| 21080 - Production Line Worker (Food Processing) | 14.72 |
| 21110 - Shipping Packer | 12.85 |
| 21130 - Shipping/Receiving Clerk | 12.85 |
| 21140 - Store Worker I | 10.57 |
| 21150 - Stock Clerk | 13.60 |
| 21210 - Tools And Parts Attendant | 14.72 |
| 21410 - Warehouse Specialist | 14.72 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.66 |
| 23021 - Aircraft Mechanic I | 19.63 |
| 23022 - Aircraft Mechanic II | 20.66 |
| 23023 - Aircraft Mechanic III | 21.67 |
| 23040 - Aircraft Mechanic Helper | 15.31 |
| 23050 - Aircraft, Painter | 18.72 |
| 23060 - Aircraft Servicer | 17.02 |
| 23080 - Aircraft Worker | 17.87 |
| 23110 - Appliance Mechanic | 17.50 |
| 23120 - Bicycle Repairer | 11.15 |
| 23125 - Cable Splicer | 23.57 |
| 23130 - Carpenter, Maintenance | 14.70 |
| 23140 - Carpet Layer | 16.54 |
| 23160 - Electrician, Maintenance | 19.43 |
| 23181 - Electronics Technician Maintenance I | 21.56 |
| 23182 - Electronics Technician Maintenance II | 23.54 |
| 23183 - Electronics Technician Maintenance III | 24.71 |
| 23260 - Fabric Worker | 15.58 |
| 23290 - Fire Alarm System Mechanic | 18.41 |
| 23310 - Fire Extinguisher Repairer | 14.66 |
| 23311 - Fuel Distribution System Mechanic | 17.72 |
| 23312 - Fuel Distribution System Operator | 14.10 |
| 23370 - General Maintenance Worker | 15.97 |
| 23380 - Ground Support Equipment Mechanic | 19.63 |
| 23381 - Ground Support Equipment Servicer | 17.02 |
| 23382 - Ground Support Equipment Worker | 17.87 |
| 23391 - Gunsmith I | 14.66 |
| 23392 - Gunsmith II | 16.54 |
| 23393 - Gunsmith III | 18.63 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.70 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.68 |
| 23430 - Heavy Equipment Mechanic | 17.88 |
| 23440 - Heavy Equipment Operator | 15.82 |
| 23460 - Instrument Mechanic | 18.41 |
| 23465 - Laboratory/Shelter Mechanic | 17.50 |
| 23470 - Laborer | 9.72 |
| 23510 - Locksmith | 17.50 |
| 23530 - Machinery Maintenance Mechanic | 20.49 |
| 23550 - Machinist, Maintenance | 17.07 |
| 23580 - Maintenance Trades Helper | 12.00 |

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| 23591 - Metrology Technician I | 18.41 |
| 23592 - Metrology Technician II | 19.38 |
| 23593 - Metrology Technician III | 20.33 |
| 23640 - Millwright | 22.78 |
| 23710 - Office Appliance Repairer | 15.54 |
| 23760 - Painter, Maintenance | 13.96 |
| 23790 - Pipefitter, Maintenance | 16.99 |
| 23810 - Plumber, Maintenance | 16.22 |
| 23820 - Pneudraulic Systems Mechanic | 18.41 |
| 23850 - Rigger | 18.41 |
| 23870 - Scale Mechanic | 16.54 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.40 |
| 23910 - Small Engine Mechanic | 14.01 |
| 23931 - Telecommunications Mechanic I | 21.53 |
| 23932 - Telecommunications Mechanic II | 22.51 |
| 23950 - Telephone Lineman | 18.27 |
| 23960 - welder, Combination, Maintenance | 16.88 |
| 23965 - well Driller | 18.41 |
| 23970 - Woodcraft Worker | 18.41 |
| 23980 - Woodworker | 14.66 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.75 |
| 24580 - Child Care Center Clerk | 10.90 |
| 24610 - Chore Aide | 8.50 |
| 24620 - Family Readiness And Support Services Coordinator | 13.46 |
| 24630 - Homemaker | 13.46 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.25 |
| 25040 - Sewage Plant Operator | 15.19 |
| 25070 - Stationary Engineer | 20.25 |
| 25190 - Ventilation Equipment Tender | 13.20 |
| 25210 - Water Treatment Plant Operator | 15.19 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.12 |
| 27007 - Baggage Inspector | 11.17 |
| 27008 - Corrections Officer | 15.65 |
| 27010 - Court Security Officer | 16.09 |
| 27030 - Detection Dog Handler | 12.49 |
| 27040 - Detention Officer | 15.65 |
| 27070 - Firefighter | 15.65 |
| 27101 - Guard I | 11.17 |
| 27102 - Guard II | 12.49 |
| 27131 - Police Officer I | 16.74 |
| 27132 - Police Officer II | 18.59 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.14 |
| 28042 - Carnival Equipment Repairer | 11.79 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 13.81 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 15.45 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.28 |
| 28515 - Recreation Specialist | 16.14 |
| 28630 - Sports Official | 12.31 |
| 28690 - Swimming Pool Operator | 16.50 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.63 |
| 29020 - Hatch Tender | 16.63 |
| 29030 - Line Handler | 16.63 |
| 29041 - Stevedore I | 15.76 |
| 29042 - Stevedore II | 17.48 |
| 30000 - Technical Occupations | |

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| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.48 |
| 30022 - Archeological Technician II | 20.70 |
| 30023 - Archeological Technician III | 25.64 |
| 30030 - Cartographic Technician | 25.42 |
| 30040 - Civil Engineering Technician | 22.33 |
| 30061 - Drafter/CAD Operator I | 18.48 |
| 30062 - Drafter/CAD Operator II | 21.10 |
| 30063 - Drafter/CAD Operator III | 23.79 |
| 30064 - Drafter/CAD Operator IV | 27.31 |
| 30081 - Engineering Technician I | 14.98 |
| 30082 - Engineering Technician II | 16.81 |
| 30083 - Engineering Technician III | 18.80 |
| 30084 - Engineering Technician IV | 23.30 |
| 30085 - Engineering Technician V | 28.50 |
| 30086 - Engineering Technician VI | 34.48 |
| 30090 - Environmental Technician | 24.65 |
| 30210 - Laboratory Technician | 22.89 |
| 30240 - Mathematical Technician | 25.42 |
| 30361 - Paralegal/Legal Assistant I | 18.80 |
| 30362 - Paralegal/Legal Assistant II | 22.83 |
| 30363 - Paralegal/Legal Assistant III | 27.93 |
| 30364 - Paralegal/Legal Assistant IV | 33.80 |
| 30390 - Photo-Optics Technician | 25.42 |
| 30461 - Technical Writer I | 24.66 |
| 30462 - Technical Writer II | 30.87 |
| 30463 - Technical Writer III | 33.17 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 23.79 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 24.65 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.07 |
| 31030 - Bus Driver | 12.81 |
| 31043 - Driver Courier | 13.60 |
| 31260 - Parking and Lot Attendant | 10.09 |
| 31290 - Shuttle Bus Driver | 13.60 |
| 31310 - Taxi Driver | 12.18 |
| 31361 - Truckdriver, Light | 13.60 |
| 31362 - Truckdriver, Medium | 14.26 |
| 31363 - Truckdriver, Heavy | 18.01 |
| 31364 - Truckdriver, Tractor-Trailer | 18.01 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.80 |
| 99050 - Desk Clerk | 9.63 |
| 99095 - Embalmer | 21.85 |
| 99251 - Laboratory Animal Caretaker I | 10.68 |
| 99252 - Laboratory Animal Caretaker II | 11.43 |
| 99310 - Mortician | 21.85 |
| 99410 - Pest Controller | 13.62 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.29 |
| 99711 - Recycling Specialist | 14.89 |
| 99730 - Refuse Collector | 11.60 |
| 99810 - Sales Clerk | 11.02 |
| 99820 - School Crossing Guard | 11.19 |
| 99830 - Survey Party Chief | 20.97 |

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| 99831 - Surveying Aide | 13.60 |
| 99832 - Surveying Technician | 18.57 |
| 99840 - Vending Machine Attendant | 12.44 |
| 99841 - Vending Machine Repairer | 14.53 |
| 99842 - Vending Machine Repairer Helper | 12.44 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to

ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2500
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: Tennessee, Virginia

Area: Tennessee Counties of Carter, Cocke, Greene, Hancock, Hawkins, Johnson, Sullivan, Unicoi, Washington

Virginia Counties of Buchanan, Dickenson, Grayson, Lee, Russell, Scott, Smyth, Tazewell, Washington, Wise
The following Independent Cities are included for the Virginia Area: Bristol, Galax, and Norton.

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.92 |
| 01012 - Accounting Clerk II | | 13.39 |
| 01013 - Accounting Clerk III | | 14.98 |
| 01020 - Administrative Assistant | | 17.14 |
| 01040 - Court Reporter | | 14.80 |
| 01051 - Data Entry Operator I | | 10.28 |
| 01052 - Data Entry Operator II | | 11.22 |
| 01060 - Dispatcher, Motor Vehicle | | 14.43 |
| 01070 - Document Preparation Clerk | | 11.67 |
| 01090 - Duplicating Machine Operator | | 11.67 |
| 01111 - General Clerk I | | 10.40 |
| 01112 - General Clerk II | | 12.30 |
| 01113 - General Clerk III | | 13.83 |
| 01120 - Housing Referral Assistant | | 15.79 |
| 01141 - Messenger Courier | | 9.97 |
| 01191 - Order Clerk I | | 12.20 |

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| 01192 - Order Clerk II | 13.31 |
| 01261 - Personnel Assistant (Employment) I | 13.15 |
| 01262 - Personnel Assistant (Employment) II | 14.71 |
| 01263 - Personnel Assistant (Employment) III | 16.41 |
| 01270 - Production Control Clerk | 18.70 |
| 01280 - Receptionist | 10.71 |
| 01290 - Rental Clerk | 10.93 |
| 01300 - Scheduler, Maintenance | 11.85 |
| 01311 - Secretary I | 11.85 |
| 01312 - Secretary II | 14.80 |
| 01313 - Secretary III | 15.79 |
| 01320 - Service Order Dispatcher | 10.27 |
| 01410 - Supply Technician | 17.14 |
| 01420 - Survey Worker | 12.31 |
| 01531 - Travel Clerk I | 12.07 |
| 01532 - Travel Clerk II | 12.84 |
| 01533 - Travel Clerk III | 13.66 |
| 01611 - Word Processor I | 11.26 |
| 01612 - Word Processor II | 13.44 |
| 01613 - Word Processor III | 15.56 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 15.75 |
| 05010 - Automotive Electrician | 15.05 |
| 05040 - Automotive Glass Installer | 14.39 |
| 05070 - Automotive Worker | 14.39 |
| 05110 - Mobile Equipment Servicer | 13.10 |
| 05130 - Motor Equipment Metal Mechanic | 15.75 |
| 05160 - Motor Equipment Metal Worker | 14.39 |
| 05190 - Motor Vehicle Mechanic | 15.75 |
| 05220 - Motor Vehicle Mechanic Helper | 12.36 |
| 05250 - Motor Vehicle Upholstery Worker | 13.66 |
| 05280 - Motor Vehicle Wrecker | 14.32 |
| 05310 - Painter, Automotive | 14.96 |
| 05340 - Radiator Repair Specialist | 14.32 |
| 05370 - Tire Repairer | 10.33 |
| 05400 - Transmission Repair Specialist | 15.75 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.31 |
| 07041 - Cook I | 9.99 |
| 07042 - Cook II | 11.02 |
| 07070 - Dishwasher | 7.25 |
| 07130 - Food Service Worker | 8.45 |
| 07210 - Meat Cutter | 12.61 |
| 07260 - Waiter/Waitress | 8.36 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.70 |
| 09040 - Furniture Handler | 10.63 |
| 09080 - Furniture Refinisher | 14.70 |
| 09090 - Furniture Refinisher Helper | 12.00 |
| 09110 - Furniture Repairer, Minor | 13.35 |
| 09130 - Upholsterer | 14.70 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.11 |
| 11060 - Elevator Operator | 9.24 |
| 11090 - Gardener | 11.40 |
| 11122 - Housekeeping Aide | 9.24 |
| 11150 - Janitor | 9.24 |
| 11210 - Laborer, Grounds Maintenance | 9.55 |
| 11240 - Maid or Houseman | 8.05 |
| 11260 - Pruner | 8.80 |
| 11270 - Tractor Operator | 11.07 |
| 11330 - Trail Maintenance Worker | 9.55 |
| 11360 - Window Cleaner | 10.03 |

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| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.10 |
| 12011 - Breath Alcohol Technician | 16.55 |
| 12012 - Certified Occupational Therapist Assistant | 24.38 |
| 12015 - Certified Physical Therapist Assistant | 23.87 |
| 12020 - Dental Assistant | 13.17 |
| 12025 - Dental Hygienist | 25.73 |
| 12030 - EKG Technician | 20.69 |
| 12035 - Electroneurodiagnostic Technologist | 20.69 |
| 12040 - Emergency Medical Technician | 14.10 |
| 12071 - Licensed Practical Nurse I | 14.80 |
| 12072 - Licensed Practical Nurse II | 16.55 |
| 12073 - Licensed Practical Nurse III | 18.46 |
| 12100 - Medical Assistant | 12.04 |
| 12130 - Medical Laboratory Technician | 13.97 |
| 12160 - Medical Record Clerk | 13.01 |
| 12190 - Medical Record Technician | 15.02 |
| 12195 - Medical Transcriptionist | 13.90 |
| 12210 - Nuclear Medicine Technologist | 30.46 |
| 12221 - Nursing Assistant I | 9.74 |
| 12222 - Nursing Assistant II | 10.95 |
| 12223 - Nursing Assistant III | 11.95 |
| 12224 - Nursing Assistant IV | 13.41 |
| 12235 - Optical Dispenser | 15.96 |
| 12236 - Optical Technician | 14.09 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.41 |
| 12305 - Radiologic Technologist | 21.44 |
| 12311 - Registered Nurse I | 20.48 |
| 12312 - Registered Nurse II | 25.05 |
| 12313 - Registered Nurse II, Specialist | 25.05 |
| 12314 - Registered Nurse III | 30.30 |
| 12315 - Registered Nurse III, Anesthetist | 30.30 |
| 12316 - Registered Nurse IV | 36.32 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.52 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.28 |
| 13012 - Exhibits Specialist II | 19.79 |
| 13013 - Exhibits Specialist III | 24.19 |
| 13041 - Illustrator I | 16.28 |
| 13042 - Illustrator II | 19.79 |
| 13043 - Illustrator III | 24.19 |
| 13047 - Librarian | 21.38 |
| 13050 - Library Aide/Clerk | 10.65 |
| 13054 - Library Information Technology Systems Administrator | 19.30 |
| 13058 - Library Technician | 13.56 |
| 13061 - Media Specialist I | 14.87 |
| 13062 - Media Specialist II | 16.68 |
| 13063 - Media Specialist III | 18.59 |
| 13071 - Photographer I | 14.27 |
| 13072 - Photographer II | 16.28 |
| 13073 - Photographer III | 19.79 |
| 13074 - Photographer IV | 24.19 |
| 13075 - Photographer V | 29.28 |
| 13110 - Video Teleconference Technician | 13.92 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.76 |
| 14042 - Computer Operator II | 16.52 |
| 14043 - Computer Operator III | 18.43 |
| 14044 - Computer Operator IV | 20.47 |
| 14045 - Computer Operator V | 22.68 |
| 14071 - Computer Programmer I | 18.67 |

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| 14072 - Computer Programmer II | 23.15 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 25.06 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.76 |
| 14160 - Personal Computer Support Technician | 20.47 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.06 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 30.32 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 33.19 |
| 15050 - Computer Based Training Specialist / Instructor | 25.06 |
| 15060 - Educational Technologist | 29.95 |
| 15070 - Flight Instructor (Pilot) | 33.19 |
| 15080 - Graphic Artist | 20.24 |
| 15090 - Technical Instructor | 17.64 |
| 15095 - Technical Instructor/Course Developer | 21.13 |
| 15110 - Test Proctor | 15.10 |
| 15120 - Tutor | 15.10 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.76 |
| 16030 - Counter Attendant | 8.76 |
| 16040 - Dry Cleaner | 10.80 |
| 16070 - Finisher, Flatwork, Machine | 8.76 |
| 16090 - Presser, Hand | 8.76 |
| 16110 - Presser, Machine, Drycleaning | 8.76 |
| 16130 - Presser, Machine, Shirts | 8.76 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.76 |
| 16190 - Sewing Machine Operator | 11.39 |
| 16220 - Tailor | 12.13 |
| 16250 - Washer, Machine | 9.46 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.74 |
| 19040 - Tool And Die Maker | 19.83 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.72 |
| 21030 - Material Coordinator | 18.70 |
| 21040 - Material Expediter | 18.70 |
| 21050 - Material Handling Laborer | 11.58 |
| 21071 - Order Filler | 11.39 |
| 21080 - Production Line Worker (Food Processing) | 14.72 |
| 21110 - Shipping Packer | 12.85 |
| 21130 - Shipping/Receiving Clerk | 12.85 |
| 21140 - Store Worker I | 10.57 |
| 21150 - Stock Clerk | 13.60 |
| 21210 - Tools And Parts Attendant | 14.72 |
| 21410 - Warehouse Specialist | 14.72 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.66 |
| 23021 - Aircraft Mechanic I | 19.63 |
| 23022 - Aircraft Mechanic II | 20.66 |
| 23023 - Aircraft Mechanic III | 21.67 |
| 23040 - Aircraft Mechanic Helper | 15.31 |
| 23050 - Aircraft, Painter | 18.72 |
| 23060 - Aircraft Servicer | 17.02 |
| 23080 - Aircraft Worker | 17.87 |
| 23110 - Appliance Mechanic | 17.50 |
| 23120 - Bicycle Repairer | 11.15 |
| 23125 - Cable Splicer | 23.57 |
| 23130 - Carpenter, Maintenance | 14.70 |
| 23140 - Carpet Layer | 16.54 |
| 23160 - Electrician, Maintenance | 19.43 |

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| 23181 - Electronics Technician Maintenance I | 21.56 |
| 23182 - Electronics Technician Maintenance II | 23.54 |
| 23183 - Electronics Technician Maintenance III | 24.71 |
| 23260 - Fabric Worker | 15.58 |
| 23290 - Fire Alarm System Mechanic | 18.41 |
| 23310 - Fire Extinguisher Repairer | 14.66 |
| 23311 - Fuel Distribution System Mechanic | 17.72 |
| 23312 - Fuel Distribution System Operator | 14.10 |
| 23370 - General Maintenance Worker | 15.97 |
| 23380 - Ground Support Equipment Mechanic | 19.63 |
| 23381 - Ground Support Equipment Servicer | 17.02 |
| 23382 - Ground Support Equipment Worker | 17.87 |
| 23391 - Gunsmith I | 14.66 |
| 23392 - Gunsmith II | 16.54 |
| 23393 - Gunsmith III | 18.63 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.70 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.68 |
| 23430 - Heavy Equipment Mechanic | 17.88 |
| 23440 - Heavy Equipment Operator | 15.82 |
| 23460 - Instrument Mechanic | 18.41 |
| 23465 - Laboratory/Shelter Mechanic | 17.50 |
| 23470 - Laborer | 9.72 |
| 23510 - Locksmith | 17.50 |
| 23530 - Machinery Maintenance Mechanic | 20.49 |
| 23550 - Machinist, Maintenance | 17.07 |
| 23580 - Maintenance Trades Helper | 12.00 |
| 23591 - Metrology Technician I | 18.41 |
| 23592 - Metrology Technician II | 19.38 |
| 23593 - Metrology Technician III | 20.33 |
| 23640 - Millwright | 22.78 |
| 23710 - Office Appliance Repairer | 15.54 |
| 23760 - Painter, Maintenance | 13.96 |
| 23790 - Pipefitter, Maintenance | 16.99 |
| 23810 - Plumber, Maintenance | 16.22 |
| 23820 - Pneudraulic Systems Mechanic | 18.41 |
| 23850 - Rigger | 18.41 |
| 23870 - Scale Mechanic | 16.54 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.40 |
| 23910 - Small Engine Mechanic | 14.01 |
| 23931 - Telecommunications Mechanic I | 21.53 |
| 23932 - Telecommunications Mechanic II | 22.51 |
| 23950 - Telephone Lineman | 18.27 |
| 23960 - Welder, Combination, Maintenance | 16.88 |
| 23965 - well Driller | 18.41 |
| 23970 - Woodcraft Worker | 18.41 |
| 23980 - Woodworker | 14.66 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.75 |
| 24580 - Child Care Center Clerk | 10.90 |
| 24610 - Chore Aide | 8.50 |
| 24620 - Family Readiness And Support Services Coordinator | 13.46 |
| 24630 - Homemaker | 13.46 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.25 |
| 25040 - Sewage Plant Operator | 15.19 |
| 25070 - Stationary Engineer | 20.25 |
| 25190 - Ventilation Equipment Tender | 13.20 |
| 25210 - Water Treatment Plant Operator | 15.19 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.12 |

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| 27007 - Baggage Inspector | 11.17 |
| 27008 - Corrections Officer | 15.65 |
| 27010 - Court Security Officer | 16.09 |
| 27030 - Detection Dog Handler | 12.49 |
| 27040 - Detention Officer | 15.65 |
| 27070 - Firefighter | 15.65 |
| 27101 - Guard I | 11.17 |
| 27102 - Guard II | 12.49 |
| 27131 - Police Officer I | 16.74 |
| 27132 - Police Officer II | 18.59 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.14 |
| 28042 - Carnival Equipment Repairer | 11.79 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 13.81 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 15.45 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.28 |
| 28515 - Recreation Specialist | 16.14 |
| 28630 - Sports Official | 12.31 |
| 28690 - Swimming Pool Operator | 16.50 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.63 |
| 29020 - Hatch Tender | 16.63 |
| 29030 - Line Handler | 16.63 |
| 29041 - Stevedore I | 15.76 |
| 29042 - Stevedore II | 17.48 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.48 |
| 30022 - Archeological Technician II | 20.70 |
| 30023 - Archeological Technician III | 25.64 |
| 30030 - Cartographic Technician | 25.42 |
| 30040 - Civil Engineering Technician | 22.33 |
| 30061 - Drafter/CAD Operator I | 18.48 |
| 30062 - Drafter/CAD Operator II | 21.10 |
| 30063 - Drafter/CAD Operator III | 23.79 |
| 30064 - Drafter/CAD Operator IV | 27.31 |
| 30081 - Engineering Technician I | 14.98 |
| 30082 - Engineering Technician II | 16.81 |
| 30083 - Engineering Technician III | 18.80 |
| 30084 - Engineering Technician IV | 23.30 |
| 30085 - Engineering Technician V | 28.50 |
| 30086 - Engineering Technician VI | 34.48 |
| 30090 - Environmental Technician | 24.65 |
| 30210 - Laboratory Technician | 22.89 |
| 30240 - Mathematical Technician | 25.42 |
| 30361 - Paralegal/Legal Assistant I | 18.80 |
| 30362 - Paralegal/Legal Assistant II | 22.83 |
| 30363 - Paralegal/Legal Assistant III | 27.93 |
| 30364 - Paralegal/Legal Assistant IV | 33.80 |
| 30390 - Photo-Optics Technician | 25.42 |
| 30461 - Technical Writer I | 24.66 |
| 30462 - Technical Writer II | 30.87 |
| 30463 - Technical Writer III | 33.17 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 23.79 |

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| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 24.65 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.07 |
| 31030 - Bus Driver | 12.81 |
| 31043 - Driver Courier | 13.60 |
| 31260 - Parking and Lot Attendant | 10.09 |
| 31290 - Shuttle Bus Driver | 13.60 |
| 31310 - Taxi Driver | 12.18 |
| 31361 - Truckdriver, Light | 13.60 |
| 31362 - Truckdriver, Medium | 14.26 |
| 31363 - Truckdriver, Heavy | 18.01 |
| 31364 - Truckdriver, Tractor-Trailer | 18.01 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.80 |
| 99050 - Desk Clerk | 9.63 |
| 99095 - Embalmer | 21.85 |
| 99251 - Laboratory Animal Caretaker I | 10.68 |
| 99252 - Laboratory Animal Caretaker II | 11.43 |
| 99310 - Mortician | 21.85 |
| 99410 - Pest Controller | 13.62 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.29 |
| 99711 - Recycling Specialist | 14.89 |
| 99730 - Refuse Collector | 11.60 |
| 99810 - Sales Clerk | 11.02 |
| 99820 - School Crossing Guard | 11.19 |
| 99830 - Survey Party Chief | 20.97 |
| 99831 - Surveying Aide | 13.60 |
| 99832 - Surveying Technician | 18.57 |
| 99840 - Vending Machine Attendant | 12.44 |
| 99841 - Vending Machine Repairer | 14.53 |
| 99842 - Vending Machine Repairer Helper | 12.44 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}
When multiple wage determinations are included in a contract, a separate SF 1444
should be prepared for each wage determination to which a class(es) is to be
conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide

classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2503
Revision No.: 15
Date of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Bastrop, Blanco, Burleson, Burnet, Caldwell, Fayette,
Hays, Lampasas, Lee, Llano, Mason, Milam, San Saba, Travis, Williamson

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.82 |
| 01012 - Accounting Clerk II | | 14.39 |
| 01013 - Accounting Clerk III | | 16.09 |
| 01020 - Administrative Assistant | | 21.80 |
| 01040 - Court Reporter | | 19.69 |
| 01051 - Data Entry Operator I | | 12.99 |
| 01052 - Data Entry Operator II | | 14.59 |
| 01060 - Dispatcher, Motor Vehicle | | 18.58 |
| 01070 - Document Preparation Clerk | | 12.41 |
| 01090 - Duplicating Machine Operator | | 12.41 |
| 01111 - General Clerk I | | 13.30 |
| 01112 - General Clerk II | | 14.51 |
| 01113 - General Clerk III | | 16.28 |
| 01120 - Housing Referral Assistant | | 22.35 |
| 01141 - Messenger Courier | | 11.12 |
| 01191 - Order Clerk I | | 13.22 |
| 01192 - Order Clerk II | | 14.30 |
| 01261 - Personnel Assistant (Employment) I | | 17.29 |
| 01262 - Personnel Assistant (Employment) II | | 19.34 |
| 01263 - Personnel Assistant (Employment) III | | 21.57 |
| 01270 - Production Control Clerk | | 19.19 |
| 01280 - Receptionist | | 12.75 |
| 01290 - Rental Clerk | | 14.07 |
| 01300 - Scheduler, Maintenance | | 17.78 |
| 01311 - Secretary I | | 17.78 |
| 01312 - Secretary II | | 20.08 |
| 01313 - Secretary III | | 22.35 |
| 01320 - Service Order Dispatcher | | 15.05 |
| 01410 - Supply Technician | | 23.98 |
| 01420 - Survey Worker | | 16.01 |
| 01531 - Travel Clerk I | | 11.35 |
| 01532 - Travel Clerk II | | 12.26 |
| 01533 - Travel Clerk III | | 12.96 |
| 01611 - Word Processor I | | 14.86 |
| 01612 - Word Processor II | | 16.67 |
| 01613 - Word Processor III | | 18.65 |

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| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.11 |
| 05010 - Automotive Electrician | 17.85 |
| 05040 - Automotive Glass Installer | 18.00 |
| 05070 - Automotive Worker | 16.92 |
| 05110 - Mobile Equipment Servicer | 14.83 |
| 05130 - Motor Equipment Metal Mechanic | 18.79 |
| 05160 - Motor Equipment Metal Worker | 16.92 |
| 05190 - Motor Vehicle Mechanic | 18.79 |
| 05220 - Motor Vehicle Mechanic Helper | 13.73 |
| 05250 - Motor Vehicle Upholstery Worker | 15.77 |
| 05280 - Motor Vehicle Wrecker | 16.92 |
| 05310 - Painter, Automotive | 17.85 |
| 05340 - Radiator Repair Specialist | 16.92 |
| 05370 - Tire Repairer | 11.68 |
| 05400 - Transmission Repair Specialist | 18.80 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.50 |
| 07041 - Cook I | 10.40 |
| 07042 - Cook II | 11.75 |
| 07070 - Dishwasher | 8.25 |
| 07130 - Food Service Worker | 9.59 |
| 07210 - Meat Cutter | 13.66 |
| 07260 - Waiter/Waitress | 9.00 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.27 |
| 09040 - Furniture Handler | 10.21 |
| 09080 - Furniture Refinisher | 15.27 |
| 09090 - Furniture Refinisher Helper | 12.00 |
| 09110 - Furniture Repairer, Minor | 13.83 |
| 09130 - Upholsterer | 15.27 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.86 |
| 11060 - Elevator Operator | 10.34 |
| 11090 - Gardener | 13.83 |
| 11122 - Housekeeping Aide | 10.34 |
| 11150 - Janitor | 10.34 |
| 11210 - Laborer, Grounds Maintenance | 11.02 |
| 11240 - Maid or Houseman | 8.51 |
| 11260 - Pruner | 10.05 |
| 11270 - Tractor Operator | 12.89 |
| 11330 - Trail Maintenance Worker | 11.02 |
| 11360 - Window Cleaner | 11.34 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.60 |
| 12011 - Breath Alcohol Technician | 16.60 |
| 12012 - Certified Occupational Therapist Assistant | 23.80 |
| 12015 - Certified Physical Therapist Assistant | 21.88 |
| 12020 - Dental Assistant | 16.40 |
| 12025 - Dental Hygienist | 41.16 |
| 12030 - EKG Technician | 25.29 |
| 12035 - Electroneurodiagnostic Technologist | 25.29 |
| 12040 - Emergency Medical Technician | 16.60 |
| 12071 - Licensed Practical Nurse I | 17.79 |
| 12072 - Licensed Practical Nurse II | 19.90 |
| 12073 - Licensed Practical Nurse III | 22.20 |
| 12100 - Medical Assistant | 13.73 |
| 12130 - Medical Laboratory Technician | 16.52 |
| 12160 - Medical Record Clerk | 13.54 |
| 12190 - Medical Record Technician | 14.12 |
| 12195 - Medical Transcriptionist | 15.23 |
| 12210 - Nuclear Medicine Technologist | 33.57 |
| 12221 - Nursing Assistant I | 10.67 |

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| 12222 - Nursing Assistant II | 12.00 |
| 12223 - Nursing Assistant III | 13.10 |
| 12224 - Nursing Assistant IV | 14.70 |
| 12235 - Optical Dispenser | 13.97 |
| 12236 - Optical Technician | 12.58 |
| 12250 - Pharmacy Technician | 14.35 |
| 12280 - Phlebotomist | 14.70 |
| 12305 - Radiologic Technologist | 25.79 |
| 12311 - Registered Nurse I | 23.29 |
| 12312 - Registered Nurse II | 28.49 |
| 12313 - Registered Nurse II, Specialist | 28.49 |
| 12314 - Registered Nurse III | 34.47 |
| 12315 - Registered Nurse III, Anesthetist | 34.47 |
| 12316 - Registered Nurse IV | 41.31 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.22 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.55 |
| 13012 - Exhibits Specialist II | 25.78 |
| 13013 - Exhibits Specialist III | 27.60 |
| 13041 - Illustrator I | 19.55 |
| 13042 - Illustrator II | 25.78 |
| 13043 - Illustrator III | 27.60 |
| 13047 - Librarian | 24.77 |
| 13050 - Library Aide/Clerk | 13.01 |
| 13054 - Library Information Technology Systems Administrator | 22.38 |
| 13058 - Library Technician | 16.88 |
| 13061 - Media Specialist I | 16.14 |
| 13062 - Media Specialist II | 18.05 |
| 13063 - Media Specialist III | 20.14 |
| 13071 - Photographer I | 16.60 |
| 13072 - Photographer II | 18.57 |
| 13073 - Photographer III | 23.01 |
| 13074 - Photographer IV | 28.15 |
| 13075 - Photographer V | 34.06 |
| 13110 - Video Teleconference Technician | 16.06 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.08 |
| 14042 - Computer Operator II | 16.87 |
| 14043 - Computer Operator III | 19.19 |
| 14044 - Computer Operator IV | 21.32 |
| 14045 - Computer Operator V | 23.61 |
| 14071 - Computer Programmer I | (see 1) 25.43 |
| 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 | 15.08 |
| 14160 - Personal Computer Support Technician | 22.53 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 31.00 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.51 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 44.67 |
| 15050 - Computer Based Training Specialist / Instructor | 31.03 |
| 15060 - Educational Technologist | 33.26 |
| 15070 - Flight Instructor (Pilot) | 44.67 |
| 15080 - Graphic Artist | 22.13 |
| 15090 - Technical Instructor | 21.85 |
| 15095 - Technical Instructor/Course Developer | 26.73 |
| 15110 - Test Proctor | 17.64 |
| 15120 - Tutor | 17.85 |

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| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.21 |
| 16030 - Counter Attendant | 8.21 |
| 16040 - Dry Cleaner | 10.02 |
| 16070 - Finisher, Flatwork, Machine | 8.21 |
| 16090 - Presser, Hand | 8.21 |
| 16110 - Presser, Machine, Drycleaning | 8.21 |
| 16130 - Presser, Machine, Shirts | 8.21 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.21 |
| 16190 - Sewing Machine Operator | 10.67 |
| 16220 - Tailor | 11.34 |
| 16250 - Washer, Machine | 8.71 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.27 |
| 19040 - Tool And Die Maker | 22.62 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.56 |
| 21030 - Material Coordinator | 18.49 |
| 21040 - Material Expediter | 18.49 |
| 21050 - Material Handling Laborer | 10.99 |
| 21071 - Order Filler | 11.64 |
| 21080 - Production Line Worker (Food Processing) | 12.56 |
| 21110 - Shipping Packer | 13.88 |
| 21130 - Shipping/Receiving Clerk | 13.88 |
| 21140 - Store Worker I | 10.87 |
| 21150 - Stock Clerk | 14.37 |
| 21210 - Tools And Parts Attendant | 12.56 |
| 21410 - Warehouse Specialist | 12.56 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.56 |
| 23021 - Aircraft Mechanic I | 22.95 |
| 23022 - Aircraft Mechanic II | 24.56 |
| 23023 - Aircraft Mechanic III | 25.66 |
| 23040 - Aircraft Mechanic Helper | 16.50 |
| 23050 - Aircraft, Painter | 21.70 |
| 23060 - Aircraft Servicer | 19.05 |
| 23080 - Aircraft Worker | 20.44 |
| 23110 - Appliance Mechanic | 17.96 |
| 23120 - Bicycle Repairer | 11.68 |
| 23125 - Cable Splicer | 20.27 |
| 23130 - Carpenter, Maintenance | 18.84 |
| 23140 - Carpet Layer | 18.35 |
| 23160 - Electrician, Maintenance | 20.58 |
| 23181 - Electronics Technician Maintenance I | 19.03 |
| 23182 - Electronics Technician Maintenance II | 22.11 |
| 23183 - Electronics Technician Maintenance III | 23.31 |
| 23260 - Fabric Worker | 14.81 |
| 23290 - Fire Alarm System Mechanic | 18.10 |
| 23310 - Fire Extinguisher Repairer | 14.72 |
| 23311 - Fuel Distribution System Mechanic | 18.63 |
| 23312 - Fuel Distribution System Operator | 14.44 |
| 23370 - General Maintenance Worker | 15.23 |
| 23380 - Ground Support Equipment Mechanic | 22.95 |
| 23381 - Ground Support Equipment Servicer | 19.06 |
| 23382 - Ground Support Equipment Worker | 20.44 |
| 23391 - Gunsmith I | 14.72 |
| 23392 - Gunsmith II | 16.90 |
| 23393 - Gunsmith III | 18.98 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.55 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.27 |
| 23430 - Heavy Equipment Mechanic | 18.35 |

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| 23440 - Heavy Equipment Operator | 16.84 |
| 23460 - Instrument Mechanic | 18.98 |
| 23465 - Laboratory/Shelter Mechanic | 17.96 |
| 23470 - Laborer | 11.18 |
| 23510 - Locksmith | 16.76 |
| 23530 - Machinery Maintenance Mechanic | 21.45 |
| 23550 - Machinist, Maintenance | 17.07 |
| 23580 - Maintenance Trades Helper | 12.69 |
| 23591 - Metrology Technician I | 18.98 |
| 23592 - Metrology Technician II | 20.06 |
| 23593 - Metrology Technician III | 22.11 |
| 23640 - Millwright | 18.70 |
| 23710 - Office Appliance Repairer | 17.77 |
| 23760 - Painter, Maintenance | 15.27 |
| 23790 - Pipefitter, Maintenance | 23.74 |
| 23810 - Plumber, Maintenance | 22.44 |
| 23820 - Pneudraulic Systems Mechanic | 18.98 |
| 23850 - Rigger | 18.98 |
| 23870 - Scale Mechanic | 16.90 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.16 |
| 23910 - Small Engine Mechanic | 15.04 |
| 23931 - Telecommunications Mechanic I | 24.08 |
| 23932 - Telecommunications Mechanic II | 25.29 |
| 23950 - Telephone Lineman | 22.79 |
| 23960 - Welder, Combination, Maintenance | 16.84 |
| 23965 - Well Driller | 20.37 |
| 23970 - Woodcraft Worker | 18.98 |
| 23980 - Woodworker | 12.09 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.71 |
| 24580 - Child Care Center Clerk | 12.11 |
| 24610 - Chore Aide | 7.99 |
| 24620 - Family Readiness And Support Services Coordinator | 12.34 |
| 24630 - Homemaker | 16.64 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.95 |
| 25040 - Sewage Plant Operator | 16.56 |
| 25070 - Stationary Engineer | 21.95 |
| 25190 - Ventilation Equipment Tender | 15.87 |
| 25210 - Water Treatment Plant Operator | 16.56 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.43 |
| 27007 - Baggage Inspector | 11.56 |
| 27008 - Corrections Officer | 19.12 |
| 27010 - Court Security Officer | 21.19 |
| 27030 - Detection Dog Handler | 16.19 |
| 27040 - Detention Officer | 19.12 |
| 27070 - Firefighter | 21.54 |
| 27101 - Guard I | 11.56 |
| 27102 - Guard II | 16.19 |
| 27131 - Police Officer I | 22.26 |
| 27132 - Police Officer II | 24.73 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.39 |
| 28042 - Carnival Equipment Repairer | 11.13 |
| 28043 - Carnival Equipment Worker | 8.71 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.26 |
| 28515 - Recreation Specialist | 14.94 |
| 28630 - Sports Official | 11.34 |

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| 28690 - Swimming Pool Operator | 15.96 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 15.62 |
| 29020 - Hatch Tender | 15.62 |
| 29030 - Line Handler | 15.62 |
| 29041 - Stevedore I | 14.67 |
| 29042 - Stevedore II | 16.59 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.67 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 20.39 |
| 30022 - Archeological Technician II | 22.81 |
| 30023 - Archeological Technician III | 28.27 |
| 30030 - Cartographic Technician | 28.27 |
| 30040 - Civil Engineering Technician | 25.78 |
| 30061 - Drafter/CAD Operator I | 18.92 |
| 30062 - Drafter/CAD Operator II | 21.16 |
| 30063 - Drafter/CAD Operator III | 23.60 |
| 30064 - Drafter/CAD Operator IV | 28.80 |
| 30081 - Engineering Technician I | 14.89 |
| 30082 - Engineering Technician II | 16.71 |
| 30083 - Engineering Technician III | 18.69 |
| 30084 - Engineering Technician IV | 23.16 |
| 30085 - Engineering Technician V | 28.33 |
| 30086 - Engineering Technician VI | 34.27 |
| 30090 - Environmental Technician | 22.39 |
| 30210 - Laboratory Technician | 21.89 |
| 30240 - Mathematical Technician | 26.21 |
| 30361 - Paralegal/Legal Assistant I | 20.07 |
| 30362 - Paralegal/Legal Assistant II | 24.87 |
| 30363 - Paralegal/Legal Assistant III | 30.42 |
| 30364 - Paralegal/Legal Assistant IV | 36.80 |
| 30390 - Photo-Optics Technician | 26.21 |
| 30461 - Technical Writer I | 23.06 |
| 30462 - Technical Writer II | 28.21 |
| 30463 - Technical Writer III | 34.13 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 3) | 23.60 |
| 30621 - Weather Observer, Senior (see 3) | 26.21 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.51 |
| 31030 - Bus Driver | 15.64 |
| 31043 - Driver Courier | 13.16 |
| 31260 - Parking and Lot Attendant | 9.73 |
| 31290 - Shuttle Bus Driver | 14.20 |
| 31310 - Taxi Driver | 12.05 |
| 31361 - Truckdriver, Light | 14.20 |
| 31362 - Truckdriver, Medium | 15.21 |
| 31363 - Truckdriver, Heavy | 16.33 |
| 31364 - Truckdriver, Tractor-Trailer | 16.33 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.98 |
| 99050 - Desk Clerk | 9.93 |
| 99095 - Embalmer | 22.37 |
| 99251 - Laboratory Animal Caretaker I | 10.28 |
| 99252 - Laboratory Animal Caretaker II | 12.16 |
| 99310 - Mortician | 27.05 |

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| 99410 - Pest Controller | 16.14 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.13 |
| 99711 - Recycling Specialist | 17.79 |
| 99730 - Refuse Collector | 13.78 |
| 99810 - Sales Clerk | 11.50 |
| 99820 - School Crossing Guard | 11.06 |
| 99830 - Survey Party Chief | 18.89 |
| 99831 - Surveying Aide | 12.98 |
| 99832 - Surveying Technician | 16.62 |
| 99840 - Vending Machine Attendant | 11.69 |
| 99841 - Vending Machine Repairer | 14.17 |
| 99842 - Vending Machine Repairer Helper | 11.69 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006,

unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2504
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Bastrop, Blanco, Burleson, Burnet, Caldwell, Fayette, Hays, Lampasas, Lee, Llano, Mason, Milam, San Saba, Travis, Williamson

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.82 |
| 01012 - Accounting Clerk II | | 14.39 |
| 01013 - Accounting Clerk III | | 16.09 |
| 01020 - Administrative Assistant | | 21.80 |
| 01040 - Court Reporter | | 19.69 |
| 01051 - Data Entry Operator I | | 12.99 |
| 01052 - Data Entry Operator II | | 14.59 |
| 01060 - Dispatcher, Motor Vehicle | | 18.58 |

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| 01070 - Document Preparation Clerk | 12.41 |
| 01090 - Duplicating Machine Operator | 12.41 |
| 01111 - General Clerk I | 13.30 |
| 01112 - General Clerk II | 14.51 |
| 01113 - General Clerk III | 16.28 |
| 01120 - Housing Referral Assistant | 22.35 |
| 01141 - Messenger Courier | 11.12 |
| 01191 - Order Clerk I | 13.22 |
| 01192 - Order Clerk II | 14.30 |
| 01261 - Personnel Assistant (Employment) I | 17.29 |
| 01262 - Personnel Assistant (Employment) II | 19.34 |
| 01263 - Personnel Assistant (Employment) III | 21.57 |
| 01270 - Production Control Clerk | 19.19 |
| 01280 - Receptionist | 12.75 |
| 01290 - Rental Clerk | 14.07 |
| 01300 - Scheduler, Maintenance | 17.78 |
| 01311 - Secretary I | 17.78 |
| 01312 - Secretary II | 20.08 |
| 01313 - Secretary III | 22.35 |
| 01320 - Service Order Dispatcher | 15.05 |
| 01410 - Supply Technician | 23.98 |
| 01420 - Survey Worker | 16.01 |
| 01531 - Travel Clerk I | 11.35 |
| 01532 - Travel Clerk II | 12.26 |
| 01533 - Travel Clerk III | 12.96 |
| 01611 - Word Processor I | 14.86 |
| 01612 - Word Processor II | 16.67 |
| 01613 - Word Processor III | 18.65 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.11 |
| 05010 - Automotive Electrician | 17.85 |
| 05040 - Automotive Glass Installer | 18.00 |
| 05070 - Automotive Worker | 16.92 |
| 05110 - Mobile Equipment Servicer | 14.83 |
| 05130 - Motor Equipment Metal Mechanic | 18.79 |
| 05160 - Motor Equipment Metal Worker | 16.92 |
| 05190 - Motor Vehicle Mechanic | 18.79 |
| 05220 - Motor Vehicle Mechanic Helper | 13.73 |
| 05250 - Motor Vehicle Upholstery Worker | 15.77 |
| 05280 - Motor Vehicle Wrecker | 16.92 |
| 05310 - Painter, Automotive | 17.85 |
| 05340 - Radiator Repair Specialist | 16.92 |
| 05370 - Tire Repairer | 11.68 |
| 05400 - Transmission Repair Specialist | 18.80 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.50 |
| 07041 - Cook I | 10.40 |
| 07042 - Cook II | 11.75 |
| 07070 - Dishwasher | 8.25 |
| 07130 - Food Service Worker | 9.59 |
| 07210 - Meat Cutter | 13.66 |
| 07260 - Waiter/Waitress | 9.00 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.27 |
| 09040 - Furniture Handler | 10.21 |
| 09080 - Furniture Refinisher | 15.27 |
| 09090 - Furniture Refinisher Helper | 12.00 |
| 09110 - Furniture Repairer, Minor | 13.83 |
| 09130 - Upholsterer | 15.27 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.86 |
| 11060 - Elevator Operator | 10.34 |
| 11090 - Gardener | 13.83 |

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| 11122 - Housekeeping Aide | 10.34 |
| 11150 - Janitor | 10.34 |
| 11210 - Laborer, Grounds Maintenance | 11.02 |
| 11240 - Maid or Houseman | 8.51 |
| 11260 - Pruner | 10.05 |
| 11270 - Tractor Operator | 12.89 |
| 11330 - Trail Maintenance Worker | 11.02 |
| 11360 - Window Cleaner | 11.34 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.60 |
| 12011 - Breath Alcohol Technician | 16.60 |
| 12012 - Certified Occupational Therapist Assistant | 23.80 |
| 12015 - Certified Physical Therapist Assistant | 21.88 |
| 12020 - Dental Assistant | 16.40 |
| 12025 - Dental Hygienist | 41.16 |
| 12030 - EKG Technician | 25.29 |
| 12035 - Electroneurodiagnostic Technologist | 25.29 |
| 12040 - Emergency Medical Technician | 16.60 |
| 12071 - Licensed Practical Nurse I | 17.79 |
| 12072 - Licensed Practical Nurse II | 19.90 |
| 12073 - Licensed Practical Nurse III | 22.20 |
| 12100 - Medical Assistant | 13.73 |
| 12130 - Medical Laboratory Technician | 16.52 |
| 12160 - Medical Record Clerk | 13.54 |
| 12190 - Medical Record Technician | 14.12 |
| 12195 - Medical Transcriptionist | 15.23 |
| 12210 - Nuclear Medicine Technologist | 33.57 |
| 12221 - Nursing Assistant I | 10.67 |
| 12222 - Nursing Assistant II | 12.00 |
| 12223 - Nursing Assistant III | 13.10 |
| 12224 - Nursing Assistant IV | 14.70 |
| 12235 - Optical Dispenser | 13.97 |
| 12236 - Optical Technician | 12.58 |
| 12250 - Pharmacy Technician | 14.35 |
| 12280 - Phlebotomist | 14.70 |
| 12305 - Radiologic Technologist | 25.79 |
| 12311 - Registered Nurse I | 23.29 |
| 12312 - Registered Nurse II | 28.49 |
| 12313 - Registered Nurse II, Specialist | 28.49 |
| 12314 - Registered Nurse III | 34.47 |
| 12315 - Registered Nurse III, Anesthetist | 34.47 |
| 12316 - Registered Nurse IV | 41.31 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.22 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.55 |
| 13012 - Exhibits Specialist II | 25.78 |
| 13013 - Exhibits Specialist III | 27.60 |
| 13041 - Illustrator I | 19.55 |
| 13042 - Illustrator II | 25.78 |
| 13043 - Illustrator III | 27.60 |
| 13047 - Librarian | 24.77 |
| 13050 - Library Aide/Clerk | 13.01 |
| 13054 - Library Information Technology Systems Administrator | 22.38 |
| 13058 - Library Technician | 16.88 |
| 13061 - Media Specialist I | 16.14 |
| 13062 - Media Specialist II | 18.05 |
| 13063 - Media Specialist III | 20.14 |
| 13071 - Photographer I | 16.60 |
| 13072 - Photographer II | 18.57 |
| 13073 - Photographer III | 23.01 |
| 13074 - Photographer IV | 28.15 |
| 13075 - Photographer V | 34.06 |

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| 13110 - Video Teleconference Technician | 16.06 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.08 |
| 14042 - Computer Operator II | 16.87 |
| 14043 - Computer Operator III | 19.19 |
| 14044 - Computer Operator IV | 21.32 |
| 14045 - Computer Operator V | 23.61 |
| 14071 - Computer Programmer I | (see 1) 25.43 |
| 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 | 15.08 |
| 14160 - Personal Computer Support Technician | 22.53 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 31.00 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.51 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 44.67 |
| 15050 - Computer Based Training Specialist / Instructor | 31.03 |
| 15060 - Educational Technologist | 33.26 |
| 15070 - Flight Instructor (Pilot) | 44.67 |
| 15080 - Graphic Artist | 22.13 |
| 15090 - Technical Instructor | 21.85 |
| 15095 - Technical Instructor/Course Developer | 26.73 |
| 15110 - Test Proctor | 17.64 |
| 15120 - Tutor | 17.85 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.21 |
| 16030 - Counter Attendant | 8.21 |
| 16040 - Dry Cleaner | 10.02 |
| 16070 - Finisher, Flatwork, Machine | 8.21 |
| 16090 - Presser, Hand | 8.21 |
| 16110 - Presser, Machine, Drycleaning | 8.21 |
| 16130 - Presser, Machine, Shirts | 8.21 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.21 |
| 16190 - Sewing Machine Operator | 10.67 |
| 16220 - Tailor | 11.34 |
| 16250 - Washer, Machine | 8.71 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.27 |
| 19040 - Tool And Die Maker | 22.62 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.56 |
| 21030 - Material Coordinator | 18.49 |
| 21040 - Material Expediter | 18.49 |
| 21050 - Material Handling Laborer | 10.99 |
| 21071 - Order Filler | 11.64 |
| 21080 - Production Line Worker (Food Processing) | 12.56 |
| 21110 - Shipping Packer | 13.88 |
| 21130 - Shipping/Receiving Clerk | 13.88 |
| 21140 - Store Worker I | 10.87 |
| 21150 - Stock Clerk | 14.37 |
| 21210 - Tools And Parts Attendant | 12.56 |
| 21410 - Warehouse Specialist | 12.56 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 24.56 |
| 23021 - Aircraft Mechanic I | 22.95 |
| 23022 - Aircraft Mechanic II | 24.56 |
| 23023 - Aircraft Mechanic III | 25.66 |
| 23040 - Aircraft Mechanic Helper | 16.50 |
| 23050 - Aircraft, Painter | 21.70 |

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| 23060 - Aircraft Servicer | 19.05 |
| 23080 - Aircraft Worker | 20.44 |
| 23110 - Appliance Mechanic | 17.96 |
| 23120 - Bicycle Repairer | 11.68 |
| 23125 - Cable Splicer | 20.27 |
| 23130 - Carpenter, Maintenance | 18.84 |
| 23140 - Carpet Layer | 18.35 |
| 23160 - Electrician, Maintenance | 20.58 |
| 23181 - Electronics Technician Maintenance I | 19.03 |
| 23182 - Electronics Technician Maintenance II | 22.11 |
| 23183 - Electronics Technician Maintenance III | 23.31 |
| 23260 - Fabric Worker | 14.81 |
| 23290 - Fire Alarm System Mechanic | 18.10 |
| 23310 - Fire Extinguisher Repairer | 14.72 |
| 23311 - Fuel Distribution System Mechanic | 18.63 |
| 23312 - Fuel Distribution System Operator | 14.44 |
| 23370 - General Maintenance Worker | 15.23 |
| 23380 - Ground Support Equipment Mechanic | 22.95 |
| 23381 - Ground Support Equipment Servicer | 19.06 |
| 23382 - Ground Support Equipment Worker | 20.44 |
| 23391 - Gunsmith I | 14.72 |
| 23392 - Gunsmith II | 16.90 |
| 23393 - Gunsmith III | 18.98 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.55 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.27 |
| 23430 - Heavy Equipment Mechanic | 18.35 |
| 23440 - Heavy Equipment Operator | 16.84 |
| 23460 - Instrument Mechanic | 18.98 |
| 23465 - Laboratory/Shelter Mechanic | 17.96 |
| 23470 - Laborer | 11.18 |
| 23510 - Locksmith | 16.76 |
| 23530 - Machinery Maintenance Mechanic | 21.45 |
| 23550 - Machinist, Maintenance | 17.07 |
| 23580 - Maintenance Trades Helper | 12.69 |
| 23591 - Metrology Technician I | 18.98 |
| 23592 - Metrology Technician II | 20.06 |
| 23593 - Metrology Technician III | 22.11 |
| 23640 - Millwright | 18.70 |
| 23710 - Office Appliance Repairer | 17.77 |
| 23760 - Painter, Maintenance | 15.27 |
| 23790 - Pipefitter, Maintenance | 23.74 |
| 23810 - Plumber, Maintenance | 22.44 |
| 23820 - Pneudraulic Systems Mechanic | 18.98 |
| 23850 - Rigger | 18.98 |
| 23870 - Scale Mechanic | 16.90 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.16 |
| 23910 - Small Engine Mechanic | 15.04 |
| 23931 - Telecommunications Mechanic I | 24.08 |
| 23932 - Telecommunications Mechanic II | 25.29 |
| 23950 - Telephone Lineman | 22.79 |
| 23960 - Welder, Combination, Maintenance | 16.84 |
| 23965 - Well Driller | 20.37 |
| 23970 - Woodcraft Worker | 18.98 |
| 23980 - Woodworker | 12.09 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.71 |
| 24580 - Child Care Center Clerk | 12.11 |
| 24610 - Chore Aide | 7.99 |
| 24620 - Family Readiness And Support Services Coordinator | 12.34 |
| 24630 - Homemaker | 16.64 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.95 |
| 25040 - Sewage Plant Operator | 16.56 |
| 25070 - Stationary Engineer | 21.95 |
| 25190 - Ventilation Equipment Tender | 15.87 |
| 25210 - Water Treatment Plant Operator | 16.56 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.43 |
| 27007 - Baggage Inspector | 11.56 |
| 27008 - Corrections Officer | 19.12 |
| 27010 - Court Security Officer | 21.19 |
| 27030 - Detection Dog Handler | 16.19 |
| 27040 - Detention Officer | 19.12 |
| 27070 - Firefighter | 21.54 |
| 27101 - Guard I | 11.56 |
| 27102 - Guard II | 16.19 |
| 27131 - Police Officer I | 22.26 |
| 27132 - Police Officer II | 24.73 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.39 |
| 28042 - Carnival Equipment Repairer | 11.13 |
| 28043 - Carnival Equipment Worker | 8.71 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.26 |
| 28515 - Recreation Specialist | 14.94 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 15.96 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 15.62 |
| 29020 - Hatch Tender | 15.62 |
| 29030 - Line Handler | 15.62 |
| 29041 - Stevedore I | 14.67 |
| 29042 - Stevedore II | 16.59 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.67 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 20.39 |
| 30022 - Archeological Technician II | 22.81 |
| 30023 - Archeological Technician III | 28.27 |
| 30030 - Cartographic Technician | 28.27 |
| 30040 - Civil Engineering Technician | 25.78 |
| 30061 - Drafter/CAD Operator I | 18.92 |
| 30062 - Drafter/CAD Operator II | 21.16 |
| 30063 - Drafter/CAD Operator III | 23.60 |
| 30064 - Drafter/CAD Operator IV | 28.80 |
| 30081 - Engineering Technician I | 14.89 |
| 30082 - Engineering Technician II | 16.71 |
| 30083 - Engineering Technician III | 18.69 |
| 30084 - Engineering Technician IV | 23.16 |
| 30085 - Engineering Technician V | 28.33 |
| 30086 - Engineering Technician VI | 34.27 |
| 30090 - Environmental Technician | 22.39 |
| 30210 - Laboratory Technician | 21.89 |
| 30240 - Mathematical Technician | 26.21 |
| 30361 - Paralegal/Legal Assistant I | 20.07 |
| 30362 - Paralegal/Legal Assistant II | 24.87 |
| 30363 - Paralegal/Legal Assistant III | 30.42 |
| 30364 - Paralegal/Legal Assistant IV | 36.80 |
| 30390 - Photo-Optics Technician | 26.21 |
| 30461 - Technical Writer I | 23.06 |

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| 30462 - Technical Writer II | 28.21 |
| 30463 - Technical Writer III | 34.13 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 3) | 23.60 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 3) | 26.21 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.51 |
| 31030 - Bus Driver | 15.64 |
| 31043 - Driver Courier | 13.16 |
| 31260 - Parking and Lot Attendant | 9.73 |
| 31290 - Shuttle Bus Driver | 14.20 |
| 31310 - Taxi Driver | 12.05 |
| 31361 - Truckdriver, Light | 14.20 |
| 31362 - Truckdriver, Medium | 15.21 |
| 31363 - Truckdriver, Heavy | 16.33 |
| 31364 - Truckdriver, Tractor-Trailer | 16.33 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.98 |
| 99050 - Desk Clerk | 9.93 |
| 99095 - Embalmer | 22.37 |
| 99251 - Laboratory Animal Caretaker I | 10.28 |
| 99252 - Laboratory Animal Caretaker II | 12.16 |
| 99310 - Mortician | 27.05 |
| 99410 - Pest Controller | 16.14 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.13 |
| 99711 - Recycling Specialist | 17.79 |
| 99730 - Refuse Collector | 13.78 |
| 99810 - Sales Clerk | 11.50 |
| 99820 - School Crossing Guard | 11.06 |
| 99830 - Survey Party Chief | 18.89 |
| 99831 - Surveying Aide | 12.98 |
| 99832 - Surveying Technician | 16.62 |
| 99840 - Vending Machine Attendant | 11.69 |
| 99841 - Vending Machine Repairer | 14.17 |
| 99842 - Vending Machine Repairer Helper | 11.69 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract
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(either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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| WDS_Revision_Received_10.9.2014 | |
| THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION |
| By direction of the Secretary of Labor | WAGE AND HOUR DIVISION |
| | WASHINGTON D.C. 20210 |
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| Diane C. Koplewski | Wage Determination No.: 2005-2505 |
| Director | Revision No.: 17 |
| Division of Wage Determinations | Date Of Last Revision: 08/22/2014 |
| States: Louisiana, Texas | |

Area: Louisiana Parishes of Calcasieu, Cameron, Jefferson Davis, Lafayette, Vermilion

Texas Counties of Angelina, Hardin, Jasper, Jefferson, Nacogdoches, Newton, Orange, Polk, Sabine, San Augustine, Shelby, Tyler

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.34 |
| 01012 - Accounting Clerk II | | 16.60 |
| 01013 - Accounting Clerk III | | 24.22 |
| 01020 - Administrative Assistant | | 19.66 |
| 01040 - Court Reporter | | 25.29 |
| 01051 - Data Entry Operator I | | 12.23 |
| 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 | | 10.93 |
| 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 | | 10.20 |
| 01192 - Order Clerk II | | 11.13 |
| 01261 - Personnel Assistant (Employment) I | | 14.69 |
| 01262 - Personnel Assistant (Employment) II | | 17.18 |
| 01263 - Personnel Assistant (Employment) III | | 20.01 |
| 01270 - Production Control Clerk | | 21.15 |
| 01280 - Receptionist | | 10.20 |
| 01290 - Rental Clerk | | 10.75 |
| 01300 - Scheduler, Maintenance | | 12.43 |
| 01311 - Secretary I | | 12.43 |
| 01312 - Secretary II | | 16.07 |
| 01313 - Secretary III | | 18.72 |
| 01320 - Service Order Dispatcher | | 12.53 |
| 01410 - Supply Technician | | 19.66 |
| 01420 - Survey Worker | | 14.73 |
| 01531 - Travel Clerk I | | 11.07 |
| 01532 - Travel Clerk II | | 12.10 |
| 01533 - Travel Clerk III | | 13.01 |
| 01611 - Word Processor I | | 12.02 |
| 01612 - Word Processor II | | 14.58 |
| 01613 - Word Processor III | | 18.63 |
| 05000 - Automotive Service Occupations | | |

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| 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 | 10.24 |
| 07041 - Cook I | 9.61 |
| 07042 - Cook II | 11.20 |
| 07070 - Dishwasher | 7.40 |
| 07130 - Food Service Worker | 8.18 |
| 07210 - Meat Cutter | 12.37 |
| 07260 - Waiter/Waitress | 7.38 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.25 |
| 09040 - Furniture Handler | 13.33 |
| 09080 - Furniture Refinisher | 19.25 |
| 09090 - Furniture Refinisher Helper | 15.67 |
| 09110 - Furniture Repairer, Minor | 17.48 |
| 09130 - Upholsterer | 19.25 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.72 |
| 11060 - Elevator Operator | 8.72 |
| 11090 - Gardener | 13.60 |
| 11122 - Housekeeping Aide | 9.15 |
| 11150 - Janitor | 9.15 |
| 11210 - Laborer, Grounds Maintenance | 10.01 |
| 11240 - Maid or Houseman | 7.29 |
| 11260 - Pruner | 8.47 |
| 11270 - Tractor Operator | 11.50 |
| 11330 - Trail Maintenance Worker | 10.01 |
| 11360 - Window Cleaner | 10.51 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.74 |
| 12011 - Breath Alcohol Technician | 15.80 |
| 12012 - Certified Occupational Therapist Assistant | 21.53 |
| 12015 - Certified Physical Therapist Assistant | 21.63 |
| 12020 - Dental Assistant | 14.21 |
| 12025 - Dental Hygienist | 29.28 |
| 12030 - EKG Technician | 23.52 |
| 12035 - Electroneurodiagnostic Technologist | 23.52 |
| 12040 - Emergency Medical Technician | 14.74 |
| 12071 - Licensed Practical Nurse I | 14.13 |
| 12072 - Licensed Practical Nurse II | 15.80 |
| 12073 - Licensed Practical Nurse III | 17.67 |
| 12100 - Medical Assistant | 11.56 |
| 12130 - Medical Laboratory Technician | 14.13 |
| 12160 - Medical Record Clerk | 11.71 |
| 12190 - Medical Record Technician | 14.56 |
| 12195 - Medical Transcriptionist | 15.22 |
| 12210 - Nuclear Medicine Technologist | 34.73 |
| 12221 - Nursing Assistant I | 9.43 |
| 12222 - Nursing Assistant II | 10.60 |

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| 12223 - Nursing Assistant III | 11.57 |
| 12224 - Nursing Assistant IV | 12.99 |
| 12235 - Optical Dispenser | 11.66 |
| 12236 - Optical Technician | 11.22 |
| 12250 - Pharmacy Technician | 13.69 |
| 12280 - Phlebotomist | 12.99 |
| 12305 - Radiologic Technologist | 20.53 |
| 12311 - Registered Nurse I | 21.66 |
| 12312 - Registered Nurse II | 26.50 |
| 12313 - Registered Nurse II, Specialist | 26.50 |
| 12314 - Registered Nurse III | 32.06 |
| 12315 - Registered Nurse III, Anesthetist | 32.06 |
| 12316 - Registered Nurse IV | 38.43 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.57 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.41 |
| 13012 - Exhibits Specialist II | 24.06 |
| 13013 - Exhibits Specialist III | 25.43 |
| 13041 - Illustrator I | 20.41 |
| 13042 - Illustrator II | 24.06 |
| 13043 - Illustrator III | 25.43 |
| 13047 - Librarian | 23.03 |
| 13050 - Library Aide/Clerk | 10.69 |
| 13054 - Library Information Technology Systems Administrator | 20.94 |
| 13058 - Library Technician | 12.24 |
| 13061 - Media Specialist I | 14.99 |
| 13062 - Media Specialist II | 16.77 |
| 13063 - Media Specialist III | 18.70 |
| 13071 - Photographer I | 13.80 |
| 13072 - Photographer II | 18.46 |
| 13073 - Photographer III | 21.75 |
| 13074 - Photographer IV | 23.39 |
| 13075 - Photographer V | 27.81 |
| 13110 - Video Teleconference Technician | 15.65 |
| 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 |
| 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 |
| 15080 - Graphic Artist | 19.41 |
| 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 | |

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| 16010 - Assembler | 7.82 |
| 16030 - Counter Attendant | 7.82 |
| 16040 - Dry Cleaner | 9.58 |
| 16070 - Finisher, Flatwork, Machine | 7.82 |
| 16090 - Presser, Hand | 7.82 |
| 16110 - Presser, Machine, Drycleaning | 7.82 |
| 16130 - Presser, Machine, Shirts | 7.82 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 7.82 |
| 16190 - Sewing Machine Operator | 11.30 |
| 16220 - Tailor | 11.34 |
| 16250 - Washer, Machine | 8.45 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.18 |
| 19040 - Tool And Die Maker | 25.10 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.40 |
| 21030 - Material Coordinator | 21.15 |
| 21040 - Material Expediter | 21.15 |
| 21050 - Material Handling Laborer | 10.34 |
| 21071 - Order Filler | 10.21 |
| 21080 - Production Line Worker (Food Processing) | 15.40 |
| 21110 - Shipping Packer | 14.77 |
| 21130 - Shipping/Receiving Clerk | 14.77 |
| 21140 - Store Worker I | 10.81 |
| 21150 - Stock Clerk | 15.93 |
| 21210 - Tools And Parts Attendant | 15.40 |
| 21410 - Warehouse Specialist | 15.40 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.68 |
| 23021 - Aircraft Mechanic I | 20.16 |
| 23022 - Aircraft Mechanic II | 21.68 |
| 23023 - Aircraft Mechanic III | 22.22 |
| 23040 - Aircraft Mechanic Helper | 15.67 |
| 23050 - Aircraft, Painter | 19.25 |
| 23060 - Aircraft Servicer | 17.48 |
| 23080 - Aircraft Worker | 18.40 |
| 23110 - Appliance Mechanic | 19.25 |
| 23120 - Bicycle Repairer | 16.09 |
| 23125 - Cable Splicer | 22.18 |
| 23130 - Carpenter, Maintenance | 19.25 |
| 23140 - Carpet Layer | 18.40 |
| 23160 - Electrician, Maintenance | 22.14 |
| 23181 - Electronics Technician Maintenance I | 20.89 |
| 23182 - Electronics Technician Maintenance II | 26.41 |
| 23183 - Electronics Technician Maintenance III | 28.01 |
| 23260 - Fabric Worker | 17.48 |
| 23290 - Fire Alarm System Mechanic | 20.16 |
| 23310 - Fire Extinguisher Repairer | 16.65 |
| 23311 - Fuel Distribution System Mechanic | 20.16 |
| 23312 - Fuel Distribution System Operator | 16.24 |
| 23370 - General Maintenance Worker | 18.40 |
| 23380 - Ground Support Equipment Mechanic | 20.16 |
| 23381 - Ground Support Equipment Servicer | 17.48 |
| 23382 - Ground Support Equipment Worker | 18.40 |
| 23391 - Gunsmith I | 14.60 |
| 23392 - Gunsmith II | 17.32 |
| 23393 - Gunsmith III | 19.81 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.28 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.38 |
| 23430 - Heavy Equipment Mechanic | 22.18 |
| 23440 - Heavy Equipment Operator | 20.16 |

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| 23460 - Instrument Mechanic | 20.16 |
| 23465 - Laboratory/Shelter Mechanic | 19.10 |
| 23470 - Laborer | 10.34 |
| 23510 - Locksmith | 19.25 |
| 23530 - Machinery Maintenance Mechanic | 23.85 |
| 23550 - Machinist, Maintenance | 21.67 |
| 23580 - Maintenance Trades Helper | 15.06 |
| 23591 - Metrology Technician I | 20.16 |
| 23592 - Metrology Technician II | 21.19 |
| 23593 - Metrology Technician III | 22.23 |
| 23640 - Millwright | 22.64 |
| 23710 - Office Appliance Repairer | 19.25 |
| 23760 - Painter, Maintenance | 19.25 |
| 23790 - Pipefitter, Maintenance | 23.57 |
| 23810 - Plumber, Maintenance | 20.89 |
| 23820 - Pneudraulic Systems Mechanic | 20.16 |
| 23850 - Rigger | 21.17 |
| 23870 - Scale Mechanic | 18.40 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.16 |
| 23910 - Small Engine Mechanic | 18.40 |
| 23931 - Telecommunications Mechanic I | 21.31 |
| 23932 - Telecommunications Mechanic II | 22.23 |
| 23950 - Telephone Lineman | 23.02 |
| 23960 - Welder, Combination, Maintenance | 20.16 |
| 23965 - Well Driller | 20.16 |
| 23970 - Woodcraft Worker | 20.16 |
| 23980 - Woodworker | 17.16 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.35 |
| 24580 - Child Care Center Clerk | 12.93 |
| 24610 - Chore Aide | 7.98 |
| 24620 - Family Readiness And Support Services Coordinator | 12.05 |
| 24630 - Homemaker | 15.33 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.43 |
| 25040 - Sewage Plant Operator | 19.38 |
| 25070 - Stationary Engineer | 22.43 |
| 25190 - Ventilation Equipment Tender | 15.67 |
| 25210 - Water Treatment Plant Operator | 19.25 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.49 |
| 27007 - Baggage Inspector | 11.28 |
| 27008 - Corrections Officer | 15.82 |
| 27010 - Court Security Officer | 21.58 |
| 27030 - Detection Dog Handler | 13.94 |
| 27040 - Detention Officer | 15.82 |
| 27070 - Firefighter | 22.28 |
| 27101 - Guard I | 11.28 |
| 27102 - Guard II | 13.94 |
| 27131 - Police Officer I | 22.30 |
| 27132 - Police Officer II | 24.77 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.36 |
| 28042 - Carnival Equipment Repairer | 12.26 |
| 28043 - Carnival Equipment Worker | 8.13 |
| 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 | 16.40 |

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| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.25 |
| 29020 - Hatch Tender | 18.25 |
| 29030 - Line Handler | 18.25 |
| 29041 - Stevedore I | 16.89 |
| 29042 - Stevedore II | 18.59 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.00 |
| 30022 - Archeological Technician II | 19.15 |
| 30023 - Archeological Technician III | 22.57 |
| 30030 - Cartographic Technician | 25.96 |
| 30040 - Civil Engineering Technician | 24.06 |
| 30061 - Drafter/CAD Operator I | 16.26 |
| 30062 - Drafter/CAD Operator II | 19.15 |
| 30063 - Drafter/CAD Operator III | 20.70 |
| 30064 - Drafter/CAD Operator IV | 24.95 |
| 30081 - Engineering Technician I | 15.16 |
| 30082 - Engineering Technician II | 16.99 |
| 30083 - Engineering Technician III | 20.60 |
| 30084 - Engineering Technician IV | 25.52 |
| 30085 - Engineering Technician V | 30.94 |
| 30086 - Engineering Technician VI | 34.88 |
| 30090 - Environmental Technician | 20.75 |
| 30210 - Laboratory Technician | 26.75 |
| 30240 - Mathematical Technician | 25.52 |
| 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 |
| 30390 - Photo-Optics Technician | 24.22 |
| 30461 - Technical Writer I | 22.38 |
| 30462 - Technical Writer II | 27.39 |
| 30463 - Technical Writer III | 29.27 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 24.54 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.54 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 20.53 |
| 30621 - Weather Observer, Senior (see 2) | 22.52 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.49 |
| 31030 - Bus Driver | 12.95 |
| 31043 - Driver Courier | 10.98 |
| 31260 - Parking and Lot Attendant | 8.11 |
| 31290 - Shuttle Bus Driver | 11.93 |
| 31310 - Taxi Driver | 8.52 |
| 31361 - Truckdriver, Light | 11.93 |
| 31362 - Truckdriver, Medium | 13.06 |
| 31363 - Truckdriver, Heavy | 15.50 |
| 31364 - Truckdriver, Tractor-Trailer | 15.50 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.02 |
| 99050 - Desk Clerk | 9.41 |
| 99095 - Embalmer | 26.74 |
| 99251 - Laboratory Animal Caretaker I | 10.49 |
| 99252 - Laboratory Animal Caretaker II | 11.63 |
| 99310 - Mortician | 27.04 |
| 99410 - Pest Controller | 15.00 |

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| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 16.15 |
| 99711 - Recycling Specialist | 18.08 |
| 99730 - Refuse Collector | 14.06 |
| 99810 - Sales Clerk | 11.01 |
| 99820 - School Crossing Guard | 9.92 |
| 99830 - Survey Party Chief | 21.26 |
| 99831 - Surveying Aide | 12.10 |
| 99832 - Surveying Technician | 15.87 |
| 99840 - Vending Machine Attendant | 11.83 |
| 99841 - Vending Machine Repairer | 14.91 |
| 99842 - Vending Machine Repairer Helper | 11.83 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A link to the Directory may be found on the WHD home page at <http://www.dol.gov/whd/> and through the Wage Determinations On-Line (WDOL) website at <http://wdol.gov/>.

Standard Form 1444 (SF-1444)

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (See 29 CFR 4.6(b)(2)(i)). Such conforming procedure 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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to 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.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2506
Revision No.: 17
Date of Last Revision: 08/22/2014

States: Louisiana, Texas

Area: Louisiana Parishes of Calcasieu, Cameron, Jefferson Davis, Lafayette, Vermilion

Texas Counties of Angelina, Hardin, Jasper, Jefferson, Nacogdoches, Newton, Orange, Polk, Sabine, San Augustine, Shelby, Tyler

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.34 |
| 01012 - Accounting Clerk II | | 16.60 |
| 01013 - Accounting Clerk III | | 24.22 |
| 01020 - Administrative Assistant | | 19.66 |
| 01040 - Court Reporter | | 25.29 |
| 01051 - Data Entry Operator I | | 12.23 |
| 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 | | 10.93 |
| 01112 - General Clerk II | | 14.23 |
| 01113 - General Clerk III | | 14.98 |

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| 01120 - Housing Referral Assistant | 18.72 |
| 01141 - Messenger Courier | 9.94 |
| 01191 - Order Clerk I | 10.20 |
| 01192 - Order Clerk II | 11.13 |
| 01261 - Personnel Assistant (Employment) I | 14.69 |
| 01262 - Personnel Assistant (Employment) II | 17.18 |
| 01263 - Personnel Assistant (Employment) III | 20.01 |
| 01270 - Production Control Clerk | 21.15 |
| 01280 - Receptionist | 10.20 |
| 01290 - Rental Clerk | 10.75 |
| 01300 - Scheduler, Maintenance | 12.43 |
| 01311 - Secretary I | 12.43 |
| 01312 - Secretary II | 16.07 |
| 01313 - Secretary III | 18.72 |
| 01320 - Service Order Dispatcher | 12.53 |
| 01410 - Supply Technician | 19.66 |
| 01420 - Survey Worker | 14.73 |
| 01531 - Travel Clerk I | 11.07 |
| 01532 - Travel Clerk II | 12.10 |
| 01533 - Travel Clerk III | 13.01 |
| 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 | 10.24 |
| 07041 - Cook I | 9.61 |
| 07042 - Cook II | 11.20 |
| 07070 - Dishwasher | 7.40 |
| 07130 - Food Service Worker | 8.18 |
| 07210 - Meat Cutter | 12.37 |
| 07260 - Waiter/Waitress | 7.38 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.25 |
| 09040 - Furniture Handler | 13.33 |
| 09080 - Furniture Refinisher | 19.25 |
| 09090 - Furniture Refinisher Helper | 15.67 |
| 09110 - Furniture Repairer, Minor | 17.48 |
| 09130 - Upholsterer | 19.25 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.72 |
| 11060 - Elevator Operator | 8.72 |
| 11090 - Gardener | 13.60 |
| 11122 - Housekeeping Aide | 9.15 |
| 11150 - Janitor | 9.15 |
| 11210 - Laborer, Grounds Maintenance | 10.01 |
| 11240 - Maid or Houseman | 7.29 |
| 11260 - Pruner | 8.47 |

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| 11270 - Tractor Operator | 11.50 |
| 11330 - Trail Maintenance Worker | 10.01 |
| 11360 - Window Cleaner | 10.51 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.74 |
| 12011 - Breath Alcohol Technician | 15.80 |
| 12012 - Certified Occupational Therapist Assistant | 21.53 |
| 12015 - Certified Physical Therapist Assistant | 21.63 |
| 12020 - Dental Assistant | 14.21 |
| 12025 - Dental Hygienist | 29.28 |
| 12030 - EKG Technician | 23.52 |
| 12035 - Electroneurodiagnostic Technologist | 23.52 |
| 12040 - Emergency Medical Technician | 14.74 |
| 12071 - Licensed Practical Nurse I | 14.13 |
| 12072 - Licensed Practical Nurse II | 15.80 |
| 12073 - Licensed Practical Nurse III | 17.67 |
| 12100 - Medical Assistant | 11.56 |
| 12130 - Medical Laboratory Technician | 14.13 |
| 12160 - Medical Record Clerk | 11.71 |
| 12190 - Medical Record Technician | 14.56 |
| 12195 - Medical Transcriptionist | 15.22 |
| 12210 - Nuclear Medicine Technologist | 34.73 |
| 12221 - Nursing Assistant I | 9.43 |
| 12222 - Nursing Assistant II | 10.60 |
| 12223 - Nursing Assistant III | 11.57 |
| 12224 - Nursing Assistant IV | 12.99 |
| 12235 - Optical Dispenser | 11.66 |
| 12236 - Optical Technician | 11.22 |
| 12250 - Pharmacy Technician | 13.69 |
| 12280 - Phlebotomist | 12.99 |
| 12305 - Radiologic Technologist | 20.53 |
| 12311 - Registered Nurse I | 21.66 |
| 12312 - Registered Nurse II | 26.50 |
| 12313 - Registered Nurse II, Specialist | 26.50 |
| 12314 - Registered Nurse III | 32.06 |
| 12315 - Registered Nurse III, Anesthetist | 32.06 |
| 12316 - Registered Nurse IV | 38.43 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.57 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.41 |
| 13012 - Exhibits Specialist II | 24.06 |
| 13013 - Exhibits Specialist III | 25.43 |
| 13041 - Illustrator I | 20.41 |
| 13042 - Illustrator II | 24.06 |
| 13043 - Illustrator III | 25.43 |
| 13047 - Librarian | 23.03 |
| 13050 - Library Aide/Clerk | 10.69 |
| 13054 - Library Information Technology Systems Administrator | 20.94 |
| 13058 - Library Technician | 12.24 |
| 13061 - Media Specialist I | 14.99 |
| 13062 - Media Specialist II | 16.77 |
| 13063 - Media Specialist III | 18.70 |
| 13071 - Photographer I | 13.80 |
| 13072 - Photographer II | 18.46 |
| 13073 - Photographer III | 21.75 |
| 13074 - Photographer IV | 23.39 |
| 13075 - Photographer V | 27.81 |
| 13110 - Video Teleconference Technician | 15.65 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.48 |
| 14042 - Computer Operator II | 18.07 |
| 14043 - Computer Operator III | 22.78 |

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| 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 |
| 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 |
| 15080 - Graphic Artist | 19.41 |
| 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 | 7.82 |
| 16030 - Counter Attendant | 7.82 |
| 16040 - Dry Cleaner | 9.58 |
| 16070 - Finisher, Flatwork, Machine | 7.82 |
| 16090 - Presser, Hand | 7.82 |
| 16110 - Presser, Machine, Drycleaning | 7.82 |
| 16130 - Presser, Machine, Shirts | 7.82 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 7.82 |
| 16190 - Sewing Machine Operator | 11.30 |
| 16220 - Tailor | 11.34 |
| 16250 - Washer, Machine | 8.45 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.18 |
| 19040 - Tool And Die Maker | 25.10 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.40 |
| 21030 - Material Coordinator | 21.15 |
| 21040 - Material Expediter | 21.15 |
| 21050 - Material Handling Laborer | 10.34 |
| 21071 - Order Filler | 10.21 |
| 21080 - Production Line Worker (Food Processing) | 15.40 |
| 21110 - Shipping Packer | 14.77 |
| 21130 - Shipping/Receiving Clerk | 14.77 |
| 21140 - Store Worker I | 10.81 |
| 21150 - Stock Clerk | 15.93 |
| 21210 - Tools And Parts Attendant | 15.40 |
| 21410 - Warehouse Specialist | 15.40 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.68 |
| 23021 - Aircraft Mechanic I | 20.16 |
| 23022 - Aircraft Mechanic II | 21.68 |
| 23023 - Aircraft Mechanic III | 22.22 |
| 23040 - Aircraft Mechanic Helper | 15.67 |
| 23050 - Aircraft, Painter | 19.25 |
| 23060 - Aircraft Servicer | 17.48 |
| 23080 - Aircraft Worker | 18.40 |
| 23110 - Appliance Mechanic | 19.25 |
| 23120 - Bicycle Repairer | 16.09 |
| 23125 - Cable Splicer | 22.18 |

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| 23130 - Carpenter, Maintenance | 19.25 |
| 23140 - Carpet Layer | 18.40 |
| 23160 - Electrician, Maintenance | 22.14 |
| 23181 - Electronics Technician Maintenance I | 20.89 |
| 23182 - Electronics Technician Maintenance II | 26.41 |
| 23183 - Electronics Technician Maintenance III | 28.01 |
| 23260 - Fabric Worker | 17.48 |
| 23290 - Fire Alarm System Mechanic | 20.16 |
| 23310 - Fire Extinguisher Repairer | 16.65 |
| 23311 - Fuel Distribution System Mechanic | 20.16 |
| 23312 - Fuel Distribution System Operator | 16.24 |
| 23370 - General Maintenance Worker | 18.40 |
| 23380 - Ground Support Equipment Mechanic | 20.16 |
| 23381 - Ground Support Equipment Servicer | 17.48 |
| 23382 - Ground Support Equipment Worker | 18.40 |
| 23391 - Gunsmith I | 14.60 |
| 23392 - Gunsmith II | 17.32 |
| 23393 - Gunsmith III | 19.81 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.28 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.38 |
| 23430 - Heavy Equipment Mechanic | 22.18 |
| 23440 - Heavy Equipment Operator | 20.16 |
| 23460 - Instrument Mechanic | 20.16 |
| 23465 - Laboratory/Shelter Mechanic | 19.10 |
| 23470 - Laborer | 10.34 |
| 23510 - Locksmith | 19.25 |
| 23530 - Machinery Maintenance Mechanic | 23.85 |
| 23550 - Machinist, Maintenance | 21.67 |
| 23580 - Maintenance Trades Helper | 15.06 |
| 23591 - Metrology Technician I | 20.16 |
| 23592 - Metrology Technician II | 21.19 |
| 23593 - Metrology Technician III | 22.23 |
| 23640 - Millwright | 22.64 |
| 23710 - Office Appliance Repairer | 19.25 |
| 23760 - Painter, Maintenance | 19.25 |
| 23790 - Pipefitter, Maintenance | 23.57 |
| 23810 - Plumber, Maintenance | 20.89 |
| 23820 - Pneudraulic Systems Mechanic | 20.16 |
| 23850 - Rigger | 21.17 |
| 23870 - Scale Mechanic | 18.40 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.16 |
| 23910 - Small Engine Mechanic | 18.40 |
| 23931 - Telecommunications Mechanic I | 21.31 |
| 23932 - Telecommunications Mechanic II | 22.23 |
| 23950 - Telephone Lineman | 23.02 |
| 23960 - Welder, Combination, Maintenance | 20.16 |
| 23965 - Well Driller | 20.16 |
| 23970 - Woodcraft Worker | 20.16 |
| 23980 - Woodworker | 17.16 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.35 |
| 24580 - Child Care Center Clerk | 12.93 |
| 24610 - Chore Aide | 7.98 |
| 24620 - Family Readiness And Support Services Coordinator | 12.05 |
| 24630 - Homemaker | 15.33 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.43 |
| 25040 - Sewage Plant Operator | 19.38 |
| 25070 - Stationary Engineer | 22.43 |
| 25190 - Ventilation Equipment Tender | 15.67 |

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| 25210 - Water Treatment Plant Operator | 19.25 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.49 |
| 27007 - Baggage Inspector | 11.28 |
| 27008 - Corrections Officer | 15.82 |
| 27010 - Court Security Officer | 21.58 |
| 27030 - Detection Dog Handler | 13.94 |
| 27040 - Detention Officer | 15.82 |
| 27070 - Firefighter | 22.28 |
| 27101 - Guard I | 11.28 |
| 27102 - Guard II | 13.94 |
| 27131 - Police Officer I | 22.30 |
| 27132 - Police Officer II | 24.77 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.36 |
| 28042 - Carnival Equipment Repairer | 12.26 |
| 28043 - Carnival Equipment Worker | 8.13 |
| 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 | 16.40 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.25 |
| 29020 - Hatch Tender | 18.25 |
| 29030 - Line Handler | 18.25 |
| 29041 - Stevedore I | 16.89 |
| 29042 - Stevedore II | 18.59 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.00 |
| 30022 - Archeological Technician II | 19.15 |
| 30023 - Archeological Technician III | 22.57 |
| 30030 - Cartographic Technician | 25.96 |
| 30040 - Civil Engineering Technician | 24.06 |
| 30061 - Drafter/CAD Operator I | 16.26 |
| 30062 - Drafter/CAD Operator II | 19.15 |
| 30063 - Drafter/CAD Operator III | 20.70 |
| 30064 - Drafter/CAD Operator IV | 24.95 |
| 30081 - Engineering Technician I | 15.16 |
| 30082 - Engineering Technician II | 16.99 |
| 30083 - Engineering Technician III | 20.60 |
| 30084 - Engineering Technician IV | 25.52 |
| 30085 - Engineering Technician V | 30.94 |
| 30086 - Engineering Technician VI | 34.88 |
| 30090 - Environmental Technician | 20.75 |
| 30210 - Laboratory Technician | 26.75 |
| 30240 - Mathematical Technician | 25.52 |
| 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 |
| 30390 - Photo-Optics Technician | 24.22 |
| 30461 - Technical Writer I | 22.38 |
| 30462 - Technical Writer II | 27.39 |
| 30463 - Technical Writer III | 29.27 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |

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| 30494 - Unexploded (UXO) Safety Escort | 24.54 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.54 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.53 |
| 30621 - Weather Observer, Senior | (see 2) 22.52 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.49 |
| 31030 - Bus Driver | 12.95 |
| 31043 - Driver Courier | 10.98 |
| 31260 - Parking and Lot Attendant | 8.11 |
| 31290 - Shuttle Bus Driver | 11.93 |
| 31310 - Taxi Driver | 8.52 |
| 31361 - Truckdriver, Light | 11.93 |
| 31362 - Truckdriver, Medium | 13.06 |
| 31363 - Truckdriver, Heavy | 15.50 |
| 31364 - Truckdriver, Tractor-Trailer | 15.50 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.02 |
| 99050 - Desk Clerk | 9.41 |
| 99095 - Embalmer | 26.74 |
| 99251 - Laboratory Animal Caretaker I | 10.49 |
| 99252 - Laboratory Animal Caretaker II | 11.63 |
| 99310 - Mortician | 27.04 |
| 99410 - Pest Controller | 15.00 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 16.15 |
| 99711 - Recycling Specialist | 18.08 |
| 99730 - Refuse Collector | 14.06 |
| 99810 - Sales Clerk | 11.01 |
| 99820 - School Crossing Guard | 9.92 |
| 99830 - Survey Party Chief | 21.26 |
| 99831 - Surveying Aide | 12.10 |
| 99832 - Surveying Technician | 15.87 |
| 99840 - Vending Machine Attendant | 11.83 |
| 99841 - Vending Machine Repairer | 14.91 |
| 99842 - Vending Machine Repairer Helper | 11.83 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 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.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

link to the Directory may be found on the WHD home page at <http://www.dol.gov/whd/> and through the Wage Determinations On-Line (WDOL) website at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE

Standard Form 1444 (SF-1444)

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (See 29 CFR 4.6(b)(2)(i)). Such conforming procedure 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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to 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

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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.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2507
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Aransas, Bee, Calhoun, Goliad, Jim Wells, Kleberg,
Live Oak, Nueces, Refugio, San Patricio, Victoria

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.96 |
| 01012 - Accounting Clerk II | | 14.55 |
| 01013 - Accounting Clerk III | | 16.27 |
| 01020 - Administrative Assistant | | 20.11 |
| 01040 - Court Reporter | | 16.11 |
| 01051 - Data Entry Operator I | | 10.21 |
| 01052 - Data Entry Operator II | | 12.12 |
| 01060 - Dispatcher, Motor Vehicle | | 15.58 |
| 01070 - Document Preparation Clerk | | 11.64 |
| 01090 - Duplicating Machine Operator | | 11.64 |
| 01111 - General Clerk I | | 11.40 |
| 01112 - General Clerk II | | 13.38 |
| 01113 - General Clerk III | | 15.06 |
| 01120 - Housing Referral Assistant | | 18.25 |
| 01141 - Messenger Courier | | 10.32 |
| 01191 - Order Clerk I | | 10.43 |
| 01192 - Order Clerk II | | 11.96 |
| 01261 - Personnel Assistant (Employment) I | | 15.03 |
| 01262 - Personnel Assistant (Employment) II | | 16.81 |
| 01263 - Personnel Assistant (Employment) III | | 18.75 |
| 01270 - Production Control Clerk | | 22.73 |
| 01280 - Receptionist | | 10.55 |
| 01290 - Rental Clerk | | 13.27 |
| 01300 - Scheduler, Maintenance | | 14.51 |
| 01311 - Secretary I | | 14.51 |
| 01312 - Secretary II | | 16.37 |
| 01313 - Secretary III | | 18.25 |
| 01320 - Service Order Dispatcher | | 15.58 |
| 01410 - Supply Technician | | 20.11 |
| 01420 - Survey Worker | | 15.95 |
| 01531 - Travel Clerk I | | 11.09 |
| 01532 - Travel Clerk II | | 12.21 |
| 01533 - Travel Clerk III | | 13.10 |
| 01611 - Word Processor I | | 12.31 |

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| 01612 - Word Processor II | 13.81 |
| 01613 - Word Processor III | 15.45 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.21 |
| 05010 - Automotive Electrician | 17.48 |
| 05040 - Automotive Glass Installer | 16.74 |
| 05070 - Automotive Worker | 16.74 |
| 05110 - Mobile Equipment Servicer | 15.29 |
| 05130 - Motor Equipment Metal Mechanic | 18.21 |
| 05160 - Motor Equipment Metal Worker | 16.74 |
| 05190 - Motor Vehicle Mechanic | 18.21 |
| 05220 - Motor Vehicle Mechanic Helper | 14.51 |
| 05250 - Motor Vehicle Upholstery Worker | 16.01 |
| 05280 - Motor Vehicle Wrecker | 16.74 |
| 05310 - Painter, Automotive | 17.48 |
| 05340 - Radiator Repair Specialist | 16.74 |
| 05370 - Tire Repairer | 14.77 |
| 05400 - Transmission Repair Specialist | 18.21 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 9.21 |
| 07041 - Cook I | 9.04 |
| 07042 - Cook II | 10.08 |
| 07070 - Dishwasher | 7.98 |
| 07130 - Food Service Worker | 8.55 |
| 07210 - Meat Cutter | 12.89 |
| 07260 - Waiter/Waitress | 7.25 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.65 |
| 09040 - Furniture Handler | 13.82 |
| 09080 - Furniture Refinisher | 16.65 |
| 09090 - Furniture Refinisher Helper | 13.82 |
| 09110 - Furniture Repairer, Minor | 15.25 |
| 09130 - Upholsterer | 17.70 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.49 |
| 11060 - Elevator Operator | 8.92 |
| 11090 - Gardener | 12.98 |
| 11122 - Housekeeping Aide | 8.92 |
| 11150 - Janitor | 9.67 |
| 11210 - Laborer, Grounds Maintenance | 10.24 |
| 11240 - Maid or Houseman | 7.55 |
| 11260 - Pruner | 9.86 |
| 11270 - Tractor Operator | 12.15 |
| 11330 - Trail Maintenance Worker | 10.24 |
| 11360 - Window Cleaner | 10.67 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.18 |
| 12011 - Breath Alcohol Technician | 16.18 |
| 12012 - Certified Occupational Therapist Assistant | 25.05 |
| 12015 - Certified Physical Therapist Assistant | 25.45 |
| 12020 - Dental Assistant | 13.95 |
| 12025 - Dental Hygienist | 26.11 |
| 12030 - EKG Technician | 23.84 |
| 12035 - Electroneurodiagnostic Technologist | 23.84 |
| 12040 - Emergency Medical Technician | 16.18 |
| 12071 - Licensed Practical Nurse I | 15.14 |
| 12072 - Licensed Practical Nurse II | 16.93 |
| 12073 - Licensed Practical Nurse III | 18.88 |
| 12100 - Medical Assistant | 10.96 |
| 12130 - Medical Laboratory Technician | 13.70 |
| 12160 - Medical Record Clerk | 13.21 |
| 12190 - Medical Record Technician | 16.14 |
| 12195 - Medical Transcriptionist | 13.92 |

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| 12210 - Nuclear Medicine Technologist | 25.78 |
| 12221 - Nursing Assistant I | 9.86 |
| 12222 - Nursing Assistant II | 11.12 |
| 12223 - Nursing Assistant III | 12.13 |
| 12224 - Nursing Assistant IV | 13.62 |
| 12235 - Optical Dispenser | 12.11 |
| 12236 - Optical Technician | 11.26 |
| 12250 - Pharmacy Technician | 12.34 |
| 12280 - Phlebotomist | 13.62 |
| 12305 - Radiologic Technologist | 22.62 |
| 12311 - Registered Nurse I | 25.83 |
| 12312 - Registered Nurse II | 31.60 |
| 12313 - Registered Nurse II, Specialist | 31.60 |
| 12314 - Registered Nurse III | 38.23 |
| 12315 - Registered Nurse III, Anesthetist | 38.23 |
| 12316 - Registered Nurse IV | 45.82 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.05 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.99 |
| 13012 - Exhibits Specialist II | 20.82 |
| 13013 - Exhibits Specialist III | 25.46 |
| 13041 - Illustrator I | 16.99 |
| 13042 - Illustrator II | 20.82 |
| 13043 - Illustrator III | 25.46 |
| 13047 - Librarian | 23.18 |
| 13050 - Library Aide/Clerk | 10.03 |
| 13054 - Library Information Technology Systems Administrator | 20.94 |
| 13058 - Library Technician | 12.51 |
| 13061 - Media Specialist I | 15.10 |
| 13062 - Media Specialist II | 16.90 |
| 13063 - Media Specialist III | 18.84 |
| 13071 - Photographer I | 13.47 |
| 13072 - Photographer II | 16.43 |
| 13073 - Photographer III | 19.23 |
| 13074 - Photographer IV | 23.46 |
| 13075 - Photographer V | 28.47 |
| 13110 - Video Teleconference Technician | 14.29 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.77 |
| 14042 - Computer Operator II | 16.52 |
| 14043 - Computer Operator III | 18.43 |
| 14044 - Computer Operator IV | 20.48 |
| 14045 - Computer Operator V | 22.67 |
| 14071 - Computer Programmer I | (see 1) 21.52 |
| 14072 - Computer Programmer II | (see 1) 26.05 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 26.75 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.77 |
| 14160 - Personal Computer Support Technician | 20.48 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.65 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.46 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.29 |
| 15050 - Computer Based Training Specialist / Instructor | 27.65 |
| 15060 - Educational Technologist | 26.91 |
| 15070 - Flight Instructor (Pilot) | 39.29 |
| 15080 - Graphic Artist | 20.98 |
| 15090 - Technical Instructor | 18.85 |
| 15095 - Technical Instructor/Course Developer | 23.06 |

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| 15110 - Test Proctor | 15.22 |
| 15120 - Tutor | 15.22 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.21 |
| 16030 - Counter Attendant | 8.21 |
| 16040 - Dry Cleaner | 9.65 |
| 16070 - Finisher, Flatwork, Machine | 8.21 |
| 16090 - Presser, Hand | 8.21 |
| 16110 - Presser, Machine, Drycleaning | 8.21 |
| 16130 - Presser, Machine, Shirts | 8.21 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.21 |
| 16190 - Sewing Machine Operator | 10.14 |
| 16220 - Tailor | 10.68 |
| 16250 - Washer, Machine | 8.61 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.54 |
| 19040 - Tool And Die Maker | 21.95 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 11.29 |
| 21030 - Material Coordinator | 23.55 |
| 21040 - Material Expediter | 23.55 |
| 21050 - Material Handling Laborer | 10.07 |
| 21071 - Order Filler | 10.37 |
| 21080 - Production Line Worker (Food Processing) | 11.29 |
| 21110 - Shipping Packer | 13.35 |
| 21130 - Shipping/Receiving Clerk | 13.35 |
| 21140 - Store Worker I | 13.50 |
| 21150 - Stock Clerk | 18.20 |
| 21210 - Tools And Parts Attendant | 11.77 |
| 21410 - Warehouse Specialist | 11.77 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.10 |
| 23021 - Aircraft Mechanic I | 24.06 |
| 23022 - Aircraft Mechanic II | 25.10 |
| 23023 - Aircraft Mechanic III | 26.15 |
| 23040 - Aircraft Mechanic Helper | 19.17 |
| 23050 - Aircraft, Painter | 20.41 |
| 23060 - Aircraft Servicer | 21.17 |
| 23080 - Aircraft Worker | 22.11 |
| 23110 - Appliance Mechanic | 19.18 |
| 23120 - Bicycle Repairer | 13.35 |
| 23125 - Cable Splicer | 20.98 |
| 23130 - Carpenter, Maintenance | 17.36 |
| 23140 - Carpet Layer | 17.64 |
| 23160 - Electrician, Maintenance | 19.38 |
| 23181 - Electronics Technician Maintenance I | 20.66 |
| 23182 - Electronics Technician Maintenance II | 22.55 |
| 23183 - Electronics Technician Maintenance III | 23.59 |
| 23260 - Fabric Worker | 16.74 |
| 23290 - Fire Alarm System Mechanic | 17.34 |
| 23310 - Fire Extinguisher Repairer | 15.82 |
| 23311 - Fuel Distribution System Mechanic | 24.91 |
| 23312 - Fuel Distribution System Operator | 20.32 |
| 23370 - General Maintenance Worker | 14.41 |
| 23380 - Ground Support Equipment Mechanic | 24.06 |
| 23381 - Ground Support Equipment Servicer | 21.17 |
| 23382 - Ground Support Equipment Worker | 22.11 |
| 23391 - Gunsmith I | 15.82 |
| 23392 - Gunsmith II | 17.64 |
| 23393 - Gunsmith III | 19.39 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.18 |
| 23411 - Heating, Ventilation And Air Contditiioning | 20.00 |

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| Mechanic (Research Facility) | |
| 23430 - Heavy Equipment Mechanic | 17.79 |
| 23440 - Heavy Equipment Operator | 17.34 |
| 23460 - Instrument Mechanic | 20.98 |
| 23465 - Laboratory/Shelter Mechanic | 18.54 |
| 23470 - Laborer | 12.71 |
| 23510 - Locksmith | 17.53 |
| 23530 - Machinery Maintenance Mechanic | 21.16 |
| 23550 - Machinist, Maintenance | 20.96 |
| 23580 - Maintenance Trades Helper | 13.91 |
| 23591 - Metrology Technician I | 20.98 |
| 23592 - Metrology Technician II | 21.88 |
| 23593 - Metrology Technician III | 22.78 |
| 23640 - Millwright | 19.39 |
| 23710 - Office Appliance Repairer | 16.65 |
| 23760 - Painter, Maintenance | 18.10 |
| 23790 - Pipefitter, Maintenance | 19.64 |
| 23810 - Plumber, Maintenance | 18.87 |
| 23820 - Pneudraulic Systems Mechanic | 19.39 |
| 23850 - Rigger | 21.25 |
| 23870 - Scale Mechanic | 17.64 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.54 |
| 23910 - Small Engine Mechanic | 16.63 |
| 23931 - Telecommunications Mechanic I | 20.85 |
| 23932 - Telecommunications Mechanic II | 21.75 |
| 23950 - Telephone Lineman | 23.11 |
| 23960 - Welder, Combination, Maintenance | 18.30 |
| 23965 - Well Driller | 19.15 |
| 23970 - Woodcraft Worker | 19.39 |
| 23980 - Woodworker | 15.94 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.99 |
| 24580 - Child Care Center Clerk | 11.21 |
| 24610 - Chore Aide | 8.36 |
| 24620 - Family Readiness And Support Services Coordinator | 11.85 |
| 24630 - Homemaker | 13.71 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.98 |
| 25040 - Sewage Plant Operator | 18.32 |
| 25070 - Stationary Engineer | 20.98 |
| 25190 - Ventilation Equipment Tender | 15.93 |
| 25210 - Water Treatment Plant Operator | 18.16 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.13 |
| 27007 - Baggage Inspector | 10.84 |
| 27008 - Corrections Officer | 19.97 |
| 27010 - Court Security Officer | 19.97 |
| 27030 - Detection Dog Handler | 13.78 |
| 27040 - Detention Officer | 19.97 |
| 27070 - Firefighter | 20.34 |
| 27101 - Guard I | 10.84 |
| 27102 - Guard II | 13.78 |
| 27131 - Police Officer I | 23.49 |
| 27132 - Police Officer II | 26.10 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.34 |
| 28042 - Carnival Equipment Repairer | 12.85 |
| 28043 - Carnival Equipment Worker | 10.10 |
| 28210 - Gate Attendant/Gate Tender | 12.94 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.48 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.57 |

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| 28515 - Recreation Specialist | 17.94 |
| 28630 - Sports Official | 11.54 |
| 28690 - Swimming Pool Operator | 16.28 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.93 |
| 29020 - Hatch Tender | 17.93 |
| 29030 - Line Handler | 17.93 |
| 29041 - Stevedore I | 17.11 |
| 29042 - Stevedore II | 18.79 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.17 |
| 30022 - Archeological Technician II | 20.32 |
| 30023 - Archeological Technician III | 25.17 |
| 30030 - Cartographic Technician | 25.17 |
| 30040 - Civil Engineering Technician | 22.71 |
| 30061 - Drafter/CAD Operator I | 18.17 |
| 30062 - Drafter/CAD Operator II | 20.32 |
| 30063 - Drafter/CAD Operator III | 22.67 |
| 30064 - Drafter/CAD Operator IV | 27.89 |
| 30081 - Engineering Technician I | 15.64 |
| 30082 - Engineering Technician II | 17.56 |
| 30083 - Engineering Technician III | 19.64 |
| 30084 - Engineering Technician IV | 24.33 |
| 30085 - Engineering Technician V | 31.55 |
| 30086 - Engineering Technician VI | 36.00 |
| 30090 - Environmental Technician | 22.96 |
| 30210 - Laboratory Technician | 19.91 |
| 30240 - Mathematical Technician | 25.17 |
| 30361 - Paralegal/Legal Assistant I | 17.64 |
| 30362 - Paralegal/Legal Assistant II | 21.86 |
| 30363 - Paralegal/Legal Assistant III | 26.74 |
| 30364 - Paralegal/Legal Assistant IV | 32.35 |
| 30390 - Photo-Optics Technician | 24.33 |
| 30461 - Technical Writer I | 25.17 |
| 30462 - Technical Writer II | 30.80 |
| 30463 - Technical Writer III | 37.26 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 3) | 21.55 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 3) | 24.33 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.03 |
| 31030 - Bus Driver | 14.79 |
| 31043 - Driver Courier | 11.98 |
| 31260 - Parking and Lot Attendant | 8.91 |
| 31290 - Shuttle Bus Driver | 12.80 |
| 31310 - Taxi Driver | 9.28 |
| 31361 - Truckdriver, Light | 12.80 |
| 31362 - Truckdriver, Medium | 15.17 |
| 31363 - Truckdriver, Heavy | 15.38 |
| 31364 - Truckdriver, Tractor-Trailer | 15.38 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.97 |
| 99050 - Desk Clerk | 8.99 |
| 99095 - Embalmer | 21.11 |
| 99251 - Laboratory Animal Caretaker I | 9.41 |

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|---|-------|
| 99252 - Laboratory Animal Caretaker II | 9.88 |
| 99310 - Mortician | 21.11 |
| 99410 - Pest Controller | 15.36 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.32 |
| 99711 - Recycling Specialist | 17.01 |
| 99730 - Refuse Collector | 12.97 |
| 99810 - Sales Clerk | 10.96 |
| 99820 - School Crossing Guard | 9.95 |
| 99830 - Survey Party Chief | 18.65 |
| 99831 - Surveying Aide | 12.54 |
| 99832 - Surveying Technician | 15.43 |
| 99840 - Vending Machine Attendant | 10.82 |
| 99841 - Vending Machine Repairer | 12.50 |
| 99842 - Vending Machine Repairer Helper | 10.82 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 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 4174)

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2508
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Aransas, Bee, Calhoun, Goliad, Jim Wells, Kleberg, Live Oak, Nueces, Refugio, San Patricio, Victoria

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.96 |
| 01012 - Accounting Clerk II | | 14.55 |
| 01013 - Accounting Clerk III | | 16.27 |
| 01020 - Administrative Assistant | | 20.11 |
| 01040 - Court Reporter | | 16.11 |
| 01051 - Data Entry Operator I | | 10.21 |

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|--|-------|
| 01052 - Data Entry Operator II | 12.12 |
| 01060 - Dispatcher, Motor Vehicle | 15.58 |
| 01070 - Document Preparation Clerk | 11.64 |
| 01090 - Duplicating Machine Operator | 11.64 |
| 01111 - General Clerk I | 11.40 |
| 01112 - General Clerk II | 13.38 |
| 01113 - General Clerk III | 15.06 |
| 01120 - Housing Referral Assistant | 18.25 |
| 01141 - Messenger Courier | 10.32 |
| 01191 - Order Clerk I | 10.43 |
| 01192 - Order Clerk II | 11.96 |
| 01261 - Personnel Assistant (Employment) I | 15.03 |
| 01262 - Personnel Assistant (Employment) II | 16.81 |
| 01263 - Personnel Assistant (Employment) III | 18.75 |
| 01270 - Production Control Clerk | 22.73 |
| 01280 - Receptionist | 10.55 |
| 01290 - Rental Clerk | 13.27 |
| 01300 - Scheduler, Maintenance | 14.51 |
| 01311 - Secretary I | 14.51 |
| 01312 - Secretary II | 16.37 |
| 01313 - Secretary III | 18.25 |
| 01320 - Service Order Dispatcher | 15.58 |
| 01410 - Supply Technician | 20.11 |
| 01420 - Survey Worker | 15.95 |
| 01531 - Travel Clerk I | 11.09 |
| 01532 - Travel Clerk II | 12.21 |
| 01533 - Travel Clerk III | 13.10 |
| 01611 - Word Processor I | 12.31 |
| 01612 - Word Processor II | 13.81 |
| 01613 - Word Processor III | 15.45 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.21 |
| 05010 - Automotive Electrician | 17.48 |
| 05040 - Automotive Glass Installer | 16.74 |
| 05070 - Automotive Worker | 16.74 |
| 05110 - Mobile Equipment Servicer | 15.29 |
| 05130 - Motor Equipment Metal Mechanic | 18.21 |
| 05160 - Motor Equipment Metal Worker | 16.74 |
| 05190 - Motor Vehicle Mechanic | 18.21 |
| 05220 - Motor Vehicle Mechanic Helper | 14.51 |
| 05250 - Motor Vehicle Upholstery Worker | 16.01 |
| 05280 - Motor Vehicle Wrecker | 16.74 |
| 05310 - Painter, Automotive | 17.48 |
| 05340 - Radiator Repair Specialist | 16.74 |
| 05370 - Tire Repairer | 14.77 |
| 05400 - Transmission Repair Specialist | 18.21 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 9.21 |
| 07041 - Cook I | 9.04 |
| 07042 - Cook II | 10.08 |
| 07070 - Dishwasher | 7.98 |
| 07130 - Food Service Worker | 8.55 |
| 07210 - Meat Cutter | 12.89 |
| 07260 - Waiter/Waitress | 7.25 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.65 |
| 09040 - Furniture Handler | 13.82 |
| 09080 - Furniture Refinisher | 16.65 |
| 09090 - Furniture Refinisher Helper | 13.82 |
| 09110 - Furniture Repairer, Minor | 15.25 |
| 09130 - Upholsterer | 17.70 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.49 |

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|--|-------|
| 11060 - Elevator Operator | 8.92 |
| 11090 - Gardener | 12.98 |
| 11122 - Housekeeping Aide | 8.92 |
| 11150 - Janitor | 9.67 |
| 11210 - Laborer, Grounds Maintenance | 10.24 |
| 11240 - Maid or Houseman | 7.55 |
| 11260 - Pruner | 9.86 |
| 11270 - Tractor Operator | 12.15 |
| 11330 - Trail Maintenance Worker | 10.24 |
| 11360 - Window Cleaner | 10.67 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.18 |
| 12011 - Breath Alcohol Technician | 16.18 |
| 12012 - Certified Occupational Therapist Assistant | 25.05 |
| 12015 - Certified Physical Therapist Assistant | 25.45 |
| 12020 - Dental Assistant | 13.95 |
| 12025 - Dental Hygienist | 26.11 |
| 12030 - EKG Technician | 23.84 |
| 12035 - Electroneurodiagnostic Technologist | 23.84 |
| 12040 - Emergency Medical Technician | 16.18 |
| 12071 - Licensed Practical Nurse I | 15.14 |
| 12072 - Licensed Practical Nurse II | 16.93 |
| 12073 - Licensed Practical Nurse III | 18.88 |
| 12100 - Medical Assistant | 10.96 |
| 12130 - Medical Laboratory Technician | 13.70 |
| 12160 - Medical Record Clerk | 13.21 |
| 12190 - Medical Record Technician | 16.14 |
| 12195 - Medical Transcriptionist | 13.92 |
| 12210 - Nuclear Medicine Technologist | 25.78 |
| 12221 - Nursing Assistant I | 9.86 |
| 12222 - Nursing Assistant II | 11.12 |
| 12223 - Nursing Assistant III | 12.13 |
| 12224 - Nursing Assistant IV | 13.62 |
| 12235 - Optical Dispenser | 12.11 |
| 12236 - Optical Technician | 11.26 |
| 12250 - Pharmacy Technician | 12.34 |
| 12280 - Phlebotomist | 13.62 |
| 12305 - Radiologic Technologist | 22.62 |
| 12311 - Registered Nurse I | 25.83 |
| 12312 - Registered Nurse II | 31.60 |
| 12313 - Registered Nurse II, Specialist | 31.60 |
| 12314 - Registered Nurse III | 38.23 |
| 12315 - Registered Nurse III, Anesthetist | 38.23 |
| 12316 - Registered Nurse IV | 45.82 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.05 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.99 |
| 13012 - Exhibits Specialist II | 20.82 |
| 13013 - Exhibits Specialist III | 25.46 |
| 13041 - Illustrator I | 16.99 |
| 13042 - Illustrator II | 20.82 |
| 13043 - Illustrator III | 25.46 |
| 13047 - Librarian | 23.18 |
| 13050 - Library Aide/Clerk | 10.03 |
| 13054 - Library Information Technology Systems Administrator | 20.94 |
| 13058 - Library Technician | 12.51 |
| 13061 - Media Specialist I | 15.10 |
| 13062 - Media Specialist II | 16.90 |
| 13063 - Media Specialist III | 18.84 |
| 13071 - Photographer I | 13.47 |
| 13072 - Photographer II | 16.43 |
| 13073 - Photographer III | 19.23 |

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| 13074 - Photographer IV | 23.46 |
| 13075 - Photographer V | 28.47 |
| 13110 - Video Teleconference Technician | 14.29 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.77 |
| 14042 - Computer Operator II | 16.52 |
| 14043 - Computer Operator III | 18.43 |
| 14044 - Computer Operator IV | 20.48 |
| 14045 - Computer Operator V | 22.67 |
| 14071 - Computer Programmer I (see 1) | 21.52 |
| 14072 - Computer Programmer II (see 1) | 26.05 |
| 14073 - Computer Programmer III (see 1) | |
| 14074 - Computer Programmer IV (see 1) | |
| 14101 - Computer Systems Analyst I (see 1) | 26.75 |
| 14102 - Computer Systems Analyst II (see 1) | |
| 14103 - Computer Systems Analyst III (see 1) | |
| 14150 - Peripheral Equipment Operator | 14.77 |
| 14160 - Personal Computer Support Technician | 20.48 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.65 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.46 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.29 |
| 15050 - Computer Based Training Specialist / Instructor | 27.65 |
| 15060 - Educational Technologist | 26.91 |
| 15070 - Flight Instructor (Pilot) | 39.29 |
| 15080 - Graphic Artist | 20.98 |
| 15090 - Technical Instructor | 18.85 |
| 15095 - Technical Instructor/Course Developer | 23.06 |
| 15110 - Test Proctor | 15.22 |
| 15120 - Tutor | 15.22 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.21 |
| 16030 - Counter Attendant | 8.21 |
| 16040 - Dry Cleaner | 9.65 |
| 16070 - Finisher, Flatwork, Machine | 8.21 |
| 16090 - Presser, Hand | 8.21 |
| 16110 - Presser, Machine, Drycleaning | 8.21 |
| 16130 - Presser, Machine, Shirts | 8.21 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.21 |
| 16190 - Sewing Machine Operator | 10.14 |
| 16220 - Tailor | 10.68 |
| 16250 - Washer, Machine | 8.61 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.54 |
| 19040 - Tool And Die Maker | 21.95 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 11.29 |
| 21030 - Material Coordinator | 23.55 |
| 21040 - Material Expediter | 23.55 |
| 21050 - Material Handling Laborer | 10.07 |
| 21071 - Order Filler | 10.37 |
| 21080 - Production Line Worker (Food Processing) | 11.29 |
| 21110 - Shipping Packer | 13.35 |
| 21130 - Shipping/Receiving Clerk | 13.35 |
| 21140 - Store Worker I | 13.50 |
| 21150 - Stock Clerk | 18.20 |
| 21210 - Tools And Parts Attendant | 11.77 |
| 21410 - Warehouse Specialist | 11.77 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.10 |
| 23021 - Aircraft Mechanic I | 24.06 |
| 23022 - Aircraft Mechanic II | 25.10 |
| 23023 - Aircraft Mechanic III | 26.15 |

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| 23040 - Aircraft Mechanic Helper | 19.17 |
| 23050 - Aircraft, Painter | 20.41 |
| 23060 - Aircraft Servicer | 21.17 |
| 23080 - Aircraft Worker | 22.11 |
| 23110 - Appliance Mechanic | 19.18 |
| 23120 - Bicycle Repairer | 13.35 |
| 23125 - Cable Splicer | 20.98 |
| 23130 - Carpenter, Maintenance | 17.36 |
| 23140 - Carpet Layer | 17.64 |
| 23160 - Electrician, Maintenance | 19.38 |
| 23181 - Electronics Technician Maintenance I | 20.66 |
| 23182 - Electronics Technician Maintenance II | 22.55 |
| 23183 - Electronics Technician Maintenance III | 23.59 |
| 23260 - Fabric Worker | 16.74 |
| 23290 - Fire Alarm System Mechanic | 17.34 |
| 23310 - Fire Extinguisher Repairer | 15.82 |
| 23311 - Fuel Distribution System Mechanic | 24.91 |
| 23312 - Fuel Distribution System Operator | 20.32 |
| 23370 - General Maintenance Worker | 14.41 |
| 23380 - Ground Support Equipment Mechanic | 24.06 |
| 23381 - Ground Support Equipment Servicer | 21.17 |
| 23382 - Ground Support Equipment Worker | 22.11 |
| 23391 - Gunsmith I | 15.82 |
| 23392 - Gunsmith II | 17.64 |
| 23393 - Gunsmith III | 19.39 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.18 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.00 |
| 23430 - Heavy Equipment Mechanic | 17.79 |
| 23440 - Heavy Equipment Operator | 17.34 |
| 23460 - Instrument Mechanic | 20.98 |
| 23465 - Laboratory/Shelter Mechanic | 18.54 |
| 23470 - Laborer | 12.71 |
| 23510 - Locksmith | 17.53 |
| 23530 - Machinery Maintenance Mechanic | 21.16 |
| 23550 - Machinist, Maintenance | 20.96 |
| 23580 - Maintenance Trades Helper | 13.91 |
| 23591 - Metrology Technician I | 20.98 |
| 23592 - Metrology Technician II | 21.88 |
| 23593 - Metrology Technician III | 22.78 |
| 23640 - Millwright | 19.39 |
| 23710 - Office Appliance Repairer | 16.65 |
| 23760 - Painter, Maintenance | 18.10 |
| 23790 - Pipefitter, Maintenance | 19.64 |
| 23810 - Plumber, Maintenance | 18.87 |
| 23820 - Pneudraulic Systems Mechanic | 19.39 |
| 23850 - Rigger | 21.25 |
| 23870 - Scale Mechanic | 17.64 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.54 |
| 23910 - Small Engine Mechanic | 16.63 |
| 23931 - Telecommunications Mechanic I | 20.85 |
| 23932 - Telecommunications Mechanic II | 21.75 |
| 23950 - Telephone Lineman | 23.11 |
| 23960 - Welder, Combination, Maintenance | 18.30 |
| 23965 - Well Driller | 19.15 |
| 23970 - Woodcraft Worker | 19.39 |
| 23980 - Woodworker | 15.94 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.99 |
| 24580 - Child Care Center Clerk | 11.21 |
| 24610 - Chore Aide | 8.36 |
| 24620 - Family Readiness And Support Services | 11.85 |

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| Coordinator | |
| 24630 - Homemaker | 13.71 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.98 |
| 25040 - Sewage Plant Operator | 18.32 |
| 25070 - Stationary Engineer | 20.98 |
| 25190 - Ventilation Equipment Tender | 15.93 |
| 25210 - Water Treatment Plant Operator | 18.16 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.13 |
| 27007 - Baggage Inspector | 10.84 |
| 27008 - Corrections Officer | 19.97 |
| 27010 - Court Security Officer | 19.97 |
| 27030 - Detection Dog Handler | 13.78 |
| 27040 - Detention Officer | 19.97 |
| 27070 - Firefighter | 20.34 |
| 27101 - Guard I | 10.84 |
| 27102 - Guard II | 13.78 |
| 27131 - Police Officer I | 23.49 |
| 27132 - Police Officer II | 26.10 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.34 |
| 28042 - Carnival Equipment Repairer | 12.85 |
| 28043 - Carnival Equipment Worker | 10.10 |
| 28210 - Gate Attendant/Gate Tender | 12.94 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.48 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.57 |
| 28515 - Recreation Specialist | 17.94 |
| 28630 - Sports Official | 11.54 |
| 28690 - Swimming Pool Operator | 16.28 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.93 |
| 29020 - Hatch Tender | 17.93 |
| 29030 - Line Handler | 17.93 |
| 29041 - Stevedore I | 17.11 |
| 29042 - Stevedore II | 18.79 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.17 |
| 30022 - Archeological Technician II | 20.32 |
| 30023 - Archeological Technician III | 25.17 |
| 30030 - Cartographic Technician | 25.17 |
| 30040 - Civil Engineering Technician | 22.71 |
| 30061 - Drafter/CAD Operator I | 18.17 |
| 30062 - Drafter/CAD Operator II | 20.32 |
| 30063 - Drafter/CAD Operator III | 22.67 |
| 30064 - Drafter/CAD Operator IV | 27.89 |
| 30081 - Engineering Technician I | 15.64 |
| 30082 - Engineering Technician II | 17.56 |
| 30083 - Engineering Technician III | 19.64 |
| 30084 - Engineering Technician IV | 24.33 |
| 30085 - Engineering Technician V | 31.55 |
| 30086 - Engineering Technician VI | 36.00 |
| 30090 - Environmental Technician | 22.96 |
| 30210 - Laboratory Technician | 19.91 |
| 30240 - Mathematical Technician | 25.17 |
| 30361 - Paralegal/Legal Assistant I | 17.64 |
| 30362 - Paralegal/Legal Assistant II | 21.86 |
| 30363 - Paralegal/Legal Assistant III | 26.74 |
| 30364 - Paralegal/Legal Assistant IV | 32.35 |

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| 30390 - Photo-Optics Technician | 24.33 |
| 30461 - Technical Writer I | 25.17 |
| 30462 - Technical Writer II | 30.80 |
| 30463 - Technical Writer III | 37.26 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 3) | 21.55 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 3) | 24.33 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.03 |
| 31030 - Bus Driver | 14.79 |
| 31043 - Driver Courier | 11.98 |
| 31260 - Parking and Lot Attendant | 8.91 |
| 31290 - Shuttle Bus Driver | 12.80 |
| 31310 - Taxi Driver | 9.28 |
| 31361 - Truckdriver, Light | 12.80 |
| 31362 - Truckdriver, Medium | 15.17 |
| 31363 - Truckdriver, Heavy | 15.38 |
| 31364 - Truckdriver, Tractor-Trailer | 15.38 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.97 |
| 99050 - Desk Clerk | 8.99 |
| 99095 - Embalmer | 21.11 |
| 99251 - Laboratory Animal Caretaker I | 9.41 |
| 99252 - Laboratory Animal Caretaker II | 9.88 |
| 99310 - Mortician | 21.11 |
| 99410 - Pest Controller | 15.36 |
| 99510 - Photofinishing worker | 11.95 |
| 99710 - Recycling Laborer | 14.32 |
| 99711 - Recycling Specialist | 17.01 |
| 99730 - Refuse Collector | 12.97 |
| 99810 - Sales Clerk | 10.96 |
| 99820 - School Crossing Guard | 9.95 |
| 99830 - Survey Party Chief | 18.65 |
| 99831 - Surveying Aide | 12.54 |
| 99832 - Surveying Technician | 15.43 |
| 99840 - Vending Machine Attendant | 10.82 |
| 99841 - Vending Machine Repairer | 12.50 |
| 99842 - Vending Machine Repairer Helper | 10.82 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 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 4174)

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444

should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2509
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Collin, Cooke, Dallas, Delta, Denton, Ellis, Fannin,
Grayson, Henderson, Hopkins, Hunt, Kaufman, Lamar, Navarro, Rains, Rockwall,
Smith, Van Zandt, Wood

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.36 |
| 01012 - Accounting Clerk II | | 16.13 |
| 01013 - Accounting Clerk III | | 18.03 |
| 01020 - Administrative Assistant | | 26.46 |
| 01040 - Court Reporter | | 17.29 |
| 01051 - Data Entry Operator I | | 13.20 |
| 01052 - Data Entry Operator II | | 14.41 |
| 01060 - Dispatcher, Motor Vehicle | | 21.36 |
| 01070 - Document Preparation Clerk | | 14.24 |
| 01090 - Duplicating Machine Operator | | 14.24 |
| 01111 - General Clerk I | | 11.32 |
| 01112 - General Clerk II | | 12.79 |
| 01113 - General Clerk III | | 15.78 |
| 01120 - Housing Referral Assistant | | 21.60 |
| 01141 - Messenger Courier | | 11.86 |
| 01191 - Order Clerk I | | 13.66 |
| 01192 - Order Clerk II | | 14.91 |
| 01261 - Personnel Assistant (Employment) I | | 16.75 |
| 01262 - Personnel Assistant (Employment) II | | 18.73 |
| 01263 - Personnel Assistant (Employment) III | | 20.88 |
| 01270 - Production Control Clerk | | 21.36 |
| 01280 - Receptionist | | 13.60 |
| 01290 - Rental Clerk | | 15.30 |
| 01300 - Scheduler, Maintenance | | 17.32 |
| 01311 - Secretary I | | 17.32 |
| 01312 - Secretary II | | 19.38 |
| 01313 - Secretary III | | 21.60 |
| 01320 - Service Order Dispatcher | | 17.47 |
| 01410 - Supply Technician | | 25.99 |
| 01420 - Survey Worker | | 17.29 |
| 01531 - Travel Clerk I | | 13.07 |
| 01532 - Travel Clerk II | | 14.04 |
| 01533 - Travel Clerk III | | 15.06 |
| 01611 - Word Processor I | | 12.80 |
| 01612 - Word Processor II | | 15.30 |
| 01613 - Word Processor III | | 17.29 |
| 05000 - Automotive Service Occupations | | |

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|--|-------|
| 05005 - Automobile Body Repairer, Fiberglass | 20.00 |
| 05010 - Automotive Electrician | 23.04 |
| 05040 - Automotive Glass Installer | 20.93 |
| 05070 - Automotive Worker | 22.02 |
| 05110 - Mobile Equipment Servicer | 18.52 |
| 05130 - Motor Equipment Metal Mechanic | 22.16 |
| 05160 - Motor Equipment Metal Worker | 20.93 |
| 05190 - Motor Vehicle Mechanic | 22.99 |
| 05220 - Motor Vehicle Mechanic Helper | 17.27 |
| 05250 - Motor Vehicle Upholstery Worker | 19.82 |
| 05280 - Motor Vehicle Wrecker | 20.93 |
| 05310 - Painter, Automotive | 24.22 |
| 05340 - Radiator Repair Specialist | 20.93 |
| 05370 - Tire Repairer | 12.44 |
| 05400 - Transmission Repair Specialist | 22.16 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.26 |
| 07041 - Cook I | 10.33 |
| 07042 - Cook II | 11.69 |
| 07070 - Dishwasher | 8.38 |
| 07130 - Food Service Worker | 9.61 |
| 07210 - Meat Cutter | 13.34 |
| 07260 - Waiter/Waitress | 9.03 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.32 |
| 09040 - Furniture Handler | 10.24 |
| 09080 - Furniture Refinisher | 15.32 |
| 09090 - Furniture Refinisher Helper | 12.02 |
| 09110 - Furniture Repairer, Minor | 13.78 |
| 09130 - Upholsterer | 16.53 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.82 |
| 11060 - Elevator Operator | 9.70 |
| 11090 - Gardener | 13.58 |
| 11122 - Housekeeping Aide | 9.70 |
| 11150 - Janitor | 9.70 |
| 11210 - Laborer, Grounds Maintenance | 10.39 |
| 11240 - Maid or Houseman | 8.47 |
| 11260 - Pruner | 11.58 |
| 11270 - Tractor Operator | 12.58 |
| 11330 - Trail Maintenance Worker | 11.07 |
| 11360 - Window Cleaner | 11.12 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.87 |
| 12011 - Breath Alcohol Technician | 19.80 |
| 12012 - Certified Occupational Therapist Assistant | 28.62 |
| 12015 - Certified Physical Therapist Assistant | 27.35 |
| 12020 - Dental Assistant | 19.08 |
| 12025 - Dental Hygienist | 36.14 |
| 12030 - EKG Technician | 28.89 |
| 12035 - Electroneurodiagnostic Technologist | 28.89 |
| 12040 - Emergency Medical Technician | 15.87 |
| 12071 - Licensed Practical Nurse I | 18.42 |
| 12072 - Licensed Practical Nurse II | 20.60 |
| 12073 - Licensed Practical Nurse III | 22.96 |
| 12100 - Medical Assistant | 15.37 |
| 12130 - Medical Laboratory Technician | 19.22 |
| 12160 - Medical Record Clerk | 15.45 |
| 12190 - Medical Record Technician | 17.26 |
| 12195 - Medical Transcriptionist | 17.87 |
| 12210 - Nuclear Medicine Technologist | 33.52 |
| 12221 - Nursing Assistant I | 10.43 |
| 12222 - Nursing Assistant II | 11.72 |

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|---|---------|
| 12223 - Nursing Assistant III | 12.80 |
| 12224 - Nursing Assistant IV | 14.36 |
| 12235 - Optical Dispenser | 15.48 |
| 12236 - Optical Technician | 13.78 |
| 12250 - Pharmacy Technician | 15.18 |
| 12280 - Phlebotomist | 14.36 |
| 12305 - Radiologic Technologist | 25.82 |
| 12311 - Registered Nurse I | 25.82 |
| 12312 - Registered Nurse II | 31.58 |
| 12313 - Registered Nurse II, Specialist | 31.58 |
| 12314 - Registered Nurse III | 38.19 |
| 12315 - Registered Nurse III, Anesthetist | 38.19 |
| 12316 - Registered Nurse IV | 45.78 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.53 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.65 |
| 13012 - Exhibits Specialist II | 25.58 |
| 13013 - Exhibits Specialist III | 31.28 |
| 13041 - Illustrator I | 24.95 |
| 13042 - Illustrator II | 30.91 |
| 13043 - Illustrator III | 36.18 |
| 13047 - Librarian | 31.56 |
| 13050 - Library Aide/Clerk | 14.33 |
| 13054 - Library Information Technology Systems Administrator | 27.42 |
| 13058 - Library Technician | 16.29 |
| 13061 - Media Specialist I | 19.78 |
| 13062 - Media Specialist II | 22.13 |
| 13063 - Media Specialist III | 24.67 |
| 13071 - Photographer I | 16.50 |
| 13072 - Photographer II | 18.46 |
| 13073 - Photographer III | 22.87 |
| 13074 - Photographer IV | 27.97 |
| 13075 - Photographer V | 33.85 |
| 13110 - Video Teleconference Technician | 21.59 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.91 |
| 14042 - Computer Operator II | 17.80 |
| 14043 - Computer Operator III | 20.78 |
| 14044 - Computer Operator IV | 24.67 |
| 14045 - Computer Operator V | 27.31 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 15.91 |
| 14160 - Personal Computer Support Technician | 24.67 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 35.04 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 41.90 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 46.09 |
| 15050 - Computer Based Training Specialist / Instructor | 35.04 |
| 15060 - Educational Technologist | 30.46 |
| 15070 - Flight Instructor (Pilot) | 46.09 |
| 15080 - Graphic Artist | 22.70 |
| 15090 - Technical Instructor | 22.61 |
| 15095 - Technical Instructor/Course Developer | 27.44 |
| 15110 - Test Proctor | 18.16 |
| 15120 - Tutor | 18.16 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |

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| 16010 - Assembler | 9.32 |
| 16030 - Counter Attendant | 9.32 |
| 16040 - Dry Cleaner | 11.86 |
| 16070 - Finisher, Flatwork, Machine | 9.32 |
| 16090 - Presser, Hand | 9.32 |
| 16110 - Presser, Machine, Drycleaning | 9.32 |
| 16130 - Presser, Machine, Shirts | 9.32 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.32 |
| 16190 - Sewing Machine Operator | 12.50 |
| 16220 - Tailor | 13.33 |
| 16250 - Washer, Machine | 10.19 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.18 |
| 19040 - Tool And Die Maker | 22.87 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.02 |
| 21030 - Material Coordinator | 19.45 |
| 21040 - Material Expediter | 19.45 |
| 21050 - Material Handling Laborer | 12.80 |
| 21071 - Order Filler | 13.57 |
| 21080 - Production Line Worker (Food Processing) | 15.02 |
| 21110 - Shipping Packer | 13.52 |
| 21130 - Shipping/Receiving Clerk | 13.52 |
| 21140 - Store Worker I | 11.85 |
| 21150 - Stock Clerk | 15.94 |
| 21210 - Tools And Parts Attendant | 15.02 |
| 21410 - Warehouse Specialist | 15.02 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 30.47 |
| 23021 - Aircraft Mechanic I | 29.07 |
| 23022 - Aircraft Mechanic II | 30.47 |
| 23023 - Aircraft Mechanic III | 31.89 |
| 23040 - Aircraft Mechanic Helper | 19.71 |
| 23050 - Aircraft, Painter | 25.93 |
| 23060 - Aircraft Servicer | 22.61 |
| 23080 - Aircraft Worker | 23.90 |
| 23110 - Appliance Mechanic | 17.18 |
| 23120 - Bicycle Repairer | 12.44 |
| 23125 - Cable Splicer | 19.60 |
| 23130 - Carpenter, Maintenance | 17.25 |
| 23140 - Carpet Layer | 16.43 |
| 23160 - Electrician, Maintenance | 20.94 |
| 23181 - Electronics Technician Maintenance I | 25.82 |
| 23182 - Electronics Technician Maintenance II | 27.21 |
| 23183 - Electronics Technician Maintenance III | 29.34 |
| 23260 - Fabric Worker | 16.68 |
| 23290 - Fire Alarm System Mechanic | 19.04 |
| 23310 - Fire Extinguisher Repairer | 15.48 |
| 23311 - Fuel Distribution System Mechanic | 19.28 |
| 23312 - Fuel Distribution System Operator | 16.29 |
| 23370 - General Maintenance Worker | 17.70 |
| 23380 - Ground Support Equipment Mechanic | 29.07 |
| 23381 - Ground Support Equipment Servicer | 22.61 |
| 23382 - Ground Support Equipment Worker | 23.90 |
| 23391 - Gunsmith I | 15.48 |
| 23392 - Gunsmith II | 17.79 |
| 23393 - Gunsmith III | 19.76 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.50 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.44 |
| 23430 - Heavy Equipment Mechanic | 19.71 |
| 23440 - Heavy Equipment Operator | 16.87 |

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|---|-------|
| 23460 - Instrument Mechanic | 22.51 |
| 23465 - Laboratory/Shelter Mechanic | 18.74 |
| 23470 - Laborer | 12.10 |
| 23510 - Locksmith | 18.99 |
| 23530 - Machinery Maintenance Mechanic | 21.04 |
| 23550 - Machinist, Maintenance | 17.89 |
| 23580 - Maintenance Trades Helper | 13.22 |
| 23591 - Metrology Technician I | 22.51 |
| 23592 - Metrology Technician II | 23.59 |
| 23593 - Metrology Technician III | 24.69 |
| 23640 - Millwright | 22.28 |
| 23710 - Office Appliance Repairer | 18.30 |
| 23760 - Painter, Maintenance | 16.85 |
| 23790 - Pipefitter, Maintenance | 22.46 |
| 23810 - Plumber, Maintenance | 21.38 |
| 23820 - Pneudraulic Systems Mechanic | 19.76 |
| 23850 - Rigger | 21.28 |
| 23870 - Scale Mechanic | 17.79 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.28 |
| 23910 - Small Engine Mechanic | 17.03 |
| 23931 - Telecommunications Mechanic I | 23.56 |
| 23932 - Telecommunications Mechanic II | 24.66 |
| 23950 - Telephone Lineman | 21.40 |
| 23960 - Welder, Combination, Maintenance | 17.75 |
| 23965 - Well Driller | 20.07 |
| 23970 - Woodcraft Worker | 19.71 |
| 23980 - Woodworker | 14.17 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.73 |
| 24580 - Child Care Center Clerk | 13.39 |
| 24610 - Chore Aide | 8.60 |
| 24620 - Family Readiness And Support Services Coordinator | 13.70 |
| 24630 - Homemaker | 17.11 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.92 |
| 25040 - Sewage Plant Operator | 17.52 |
| 25070 - Stationary Engineer | 22.92 |
| 25190 - Ventilation Equipment Tender | 15.57 |
| 25210 - Water Treatment Plant Operator | 17.52 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.51 |
| 27007 - Baggage Inspector | 14.10 |
| 27008 - Corrections Officer | 18.17 |
| 27010 - Court Security Officer | 23.50 |
| 27030 - Detection Dog Handler | 16.92 |
| 27040 - Detention Officer | 19.99 |
| 27070 - Firefighter | 22.87 |
| 27101 - Guard I | 14.10 |
| 27102 - Guard II | 16.92 |
| 27131 - Police Officer I | 27.08 |
| 27132 - Police Officer II | 30.10 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.31 |
| 28042 - Carnival Equipment Repairer | 13.07 |
| 28043 - Carnival Equipment Worker | 9.50 |
| 28210 - Gate Attendant/Gate Tender | 14.18 |
| 28310 - Lifeguard | 11.19 |
| 28350 - Park Attendant (Aide) | 15.86 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.57 |
| 28515 - Recreation Specialist | 18.00 |
| 28630 - Sports Official | 12.63 |
| 28690 - Swimming Pool Operator | 21.99 |

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| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.83 |
| 29020 - Hatch Tender | 18.83 |
| 29030 - Line Handler | 18.83 |
| 29041 - Stevedore I | 16.91 |
| 29042 - Stevedore II | 18.79 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.81 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.07 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.72 |
| 30021 - Archeological Technician I | 19.29 |
| 30022 - Archeological Technician II | 22.30 |
| 30023 - Archeological Technician III | 27.75 |
| 30030 - Cartographic Technician | 27.75 |
| 30040 - Civil Engineering Technician | 23.51 |
| 30061 - Drafter/CAD Operator I | 20.07 |
| 30062 - Drafter/CAD Operator II | 22.40 |
| 30063 - Drafter/CAD Operator III | 24.97 |
| 30064 - Drafter/CAD Operator IV | 30.73 |
| 30081 - Engineering Technician I | 17.56 |
| 30082 - Engineering Technician II | 19.70 |
| 30083 - Engineering Technician III | 22.03 |
| 30084 - Engineering Technician IV | 27.30 |
| 30085 - Engineering Technician V | 33.40 |
| 30086 - Engineering Technician VI | 40.41 |
| 30090 - Environmental Technician | 24.73 |
| 30210 - Laboratory Technician | 22.28 |
| 30240 - Mathematical Technician | 27.75 |
| 30361 - Paralegal/Legal Assistant I | 18.92 |
| 30362 - Paralegal/Legal Assistant II | 23.44 |
| 30363 - Paralegal/Legal Assistant III | 28.67 |
| 30364 - Paralegal/Legal Assistant IV | 34.70 |
| 30390 - Photo-Optics Technician | 27.75 |
| 30461 - Technical Writer I | 25.09 |
| 30462 - Technical Writer II | 30.68 |
| 30463 - Technical Writer III | 37.13 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.03 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.08 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.85 |
| 30494 - Unexploded (UXO) Safety Escort | 24.03 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.03 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 24.97 |
| 30621 - Weather Observer, Senior (see 2) | 25.23 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.18 |
| 31030 - Bus Driver | 14.88 |
| 31043 - Driver Courier | 16.55 |
| 31260 - Parking and Lot Attendant | 8.87 |
| 31290 - Shuttle Bus Driver | 18.09 |
| 31310 - Taxi Driver | 9.76 |
| 31361 - Truckdriver, Light | 18.09 |
| 31362 - Truckdriver, Medium | 19.69 |
| 31363 - Truckdriver, Heavy | 21.04 |
| 31364 - Truckdriver, Tractor-Trailer | 21.04 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.76 |
| 99050 - Desk Clerk | 9.75 |
| 99095 - Embalmer | 22.34 |
| 99251 - Laboratory Animal Caretaker I | 10.86 |
| 99252 - Laboratory Animal Caretaker II | 11.87 |
| 99310 - Mortician | 22.94 |
| 99410 - Pest Controller | 18.98 |

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|---|-------|
| 99510 - Photofinishing Worker | 14.89 |
| 99710 - Recycling Laborer | 15.88 |
| 99711 - Recycling Specialist | 19.54 |
| 99730 - Refuse Collector | 14.05 |
| 99810 - Sales Clerk | 13.65 |
| 99820 - School Crossing Guard | 9.97 |
| 99830 - Survey Party Chief | 23.31 |
| 99831 - Surveying Aide | 13.96 |
| 99832 - Surveying Technician | 17.89 |
| 99840 - Vending Machine Attendant | 14.09 |
| 99841 - Vending Machine Repairer | 17.03 |
| 99842 - Vending Machine Repairer Helper | 14.05 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2510
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Collin, Cooke, Dallas, Delta, Denton, Ellis, Fannin, Grayson, Henderson, Hopkins, Hunt, Kaufman, Lamar, Navarro, Rains, Rockwall, Smith, Van Zandt, Wood

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.36 |
| 01012 - Accounting Clerk II | | 16.13 |
| 01013 - Accounting Clerk III | | 18.03 |
| 01020 - Administrative Assistant | | 26.46 |
| 01040 - Court Reporter | | 17.29 |
| 01051 - Data Entry Operator I | | 13.20 |
| 01052 - Data Entry Operator II | | 14.41 |
| 01060 - Dispatcher, Motor Vehicle | | 21.36 |
| 01070 - Document Preparation Clerk | | 14.24 |
| 01090 - Duplicating Machine Operator | | 14.24 |
| 01111 - General Clerk I | | 11.32 |
| 01112 - General Clerk II | | 12.79 |
| 01113 - General Clerk III | | 15.78 |
| 01120 - Housing Referral Assistant | | 21.60 |
| 01141 - Messenger Courier | | 11.86 |
| 01191 - Order Clerk I | | 13.66 |

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| 01192 - Order Clerk II | 14.91 |
| 01261 - Personnel Assistant (Employment) I | 16.75 |
| 01262 - Personnel Assistant (Employment) II | 18.73 |
| 01263 - Personnel Assistant (Employment) III | 20.88 |
| 01270 - Production Control Clerk | 21.36 |
| 01280 - Receptionist | 13.60 |
| 01290 - Rental Clerk | 15.30 |
| 01300 - Scheduler, Maintenance | 17.32 |
| 01311 - Secretary I | 17.32 |
| 01312 - Secretary II | 19.38 |
| 01313 - Secretary III | 21.60 |
| 01320 - Service Order Dispatcher | 17.47 |
| 01410 - Supply Technician | 25.99 |
| 01420 - Survey Worker | 17.29 |
| 01531 - Travel Clerk I | 13.07 |
| 01532 - Travel Clerk II | 14.04 |
| 01533 - Travel Clerk III | 15.06 |
| 01611 - Word Processor I | 12.80 |
| 01612 - Word Processor II | 15.30 |
| 01613 - Word Processor III | 17.29 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.00 |
| 05010 - Automotive Electrician | 23.04 |
| 05040 - Automotive Glass Installer | 20.93 |
| 05070 - Automotive Worker | 22.02 |
| 05110 - Mobile Equipment Servicer | 18.52 |
| 05130 - Motor Equipment Metal Mechanic | 22.16 |
| 05160 - Motor Equipment Metal Worker | 20.93 |
| 05190 - Motor Vehicle Mechanic | 22.99 |
| 05220 - Motor Vehicle Mechanic Helper | 17.27 |
| 05250 - Motor Vehicle Upholstery Worker | 19.82 |
| 05280 - Motor Vehicle Wrecker | 20.93 |
| 05310 - Painter, Automotive | 24.22 |
| 05340 - Radiator Repair Specialist | 20.93 |
| 05370 - Tire Repairer | 12.44 |
| 05400 - Transmission Repair Specialist | 22.16 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.26 |
| 07041 - Cook I | 10.33 |
| 07042 - Cook II | 11.69 |
| 07070 - Dishwasher | 8.38 |
| 07130 - Food Service Worker | 9.61 |
| 07210 - Meat Cutter | 13.34 |
| 07260 - Waiter/Waitress | 9.03 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.32 |
| 09040 - Furniture Handler | 10.24 |
| 09080 - Furniture Refinisher | 15.32 |
| 09090 - Furniture Refinisher Helper | 12.02 |
| 09110 - Furniture Repairer, Minor | 13.78 |
| 09130 - Upholsterer | 16.53 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.82 |
| 11060 - Elevator Operator | 9.70 |
| 11090 - Gardener | 13.58 |
| 11122 - Housekeeping Aide | 9.70 |
| 11150 - Janitor | 9.70 |
| 11210 - Laborer, Grounds Maintenance | 10.39 |
| 11240 - Maid or Houseman | 8.47 |
| 11260 - Pruner | 11.58 |
| 11270 - Tractor Operator | 12.58 |
| 11330 - Trail Maintenance Worker | 11.07 |
| 11360 - Window Cleaner | 11.12 |

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| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.87 |
| 12011 - Breath Alcohol Technician | 19.80 |
| 12012 - Certified Occupational Therapist Assistant | 28.62 |
| 12015 - Certified Physical Therapist Assistant | 27.35 |
| 12020 - Dental Assistant | 19.08 |
| 12025 - Dental Hygienist | 36.14 |
| 12030 - EKG Technician | 28.89 |
| 12035 - Electroneurodiagnostic Technologist | 28.89 |
| 12040 - Emergency Medical Technician | 15.87 |
| 12071 - Licensed Practical Nurse I | 18.42 |
| 12072 - Licensed Practical Nurse II | 20.60 |
| 12073 - Licensed Practical Nurse III | 22.96 |
| 12100 - Medical Assistant | 15.37 |
| 12130 - Medical Laboratory Technician | 19.22 |
| 12160 - Medical Record Clerk | 15.45 |
| 12190 - Medical Record Technician | 17.26 |
| 12195 - Medical Transcriptionist | 17.87 |
| 12210 - Nuclear Medicine Technologist | 33.52 |
| 12221 - Nursing Assistant I | 10.43 |
| 12222 - Nursing Assistant II | 11.72 |
| 12223 - Nursing Assistant III | 12.80 |
| 12224 - Nursing Assistant IV | 14.36 |
| 12235 - Optical Dispenser | 15.48 |
| 12236 - Optical Technician | 13.78 |
| 12250 - Pharmacy Technician | 15.18 |
| 12280 - Phlebotomist | 14.36 |
| 12305 - Radiologic Technologist | 25.82 |
| 12311 - Registered Nurse I | 25.82 |
| 12312 - Registered Nurse II | 31.58 |
| 12313 - Registered Nurse II, Specialist | 31.58 |
| 12314 - Registered Nurse III | 38.19 |
| 12315 - Registered Nurse III, Anesthetist | 38.19 |
| 12316 - Registered Nurse IV | 45.78 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.53 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.65 |
| 13012 - Exhibits Specialist II | 25.58 |
| 13013 - Exhibits Specialist III | 31.28 |
| 13041 - Illustrator I | 24.95 |
| 13042 - Illustrator II | 30.91 |
| 13043 - Illustrator III | 36.18 |
| 13047 - Librarian | 31.56 |
| 13050 - Library Aide/Clerk | 14.33 |
| 13054 - Library Information Technology Systems Administrator | 27.42 |
| 13058 - Library Technician | 16.29 |
| 13061 - Media Specialist I | 19.78 |
| 13062 - Media Specialist II | 22.13 |
| 13063 - Media Specialist III | 24.67 |
| 13071 - Photographer I | 16.50 |
| 13072 - Photographer II | 18.46 |
| 13073 - Photographer III | 22.87 |
| 13074 - Photographer IV | 27.97 |
| 13075 - Photographer V | 33.85 |
| 13110 - Video Teleconference Technician | 21.59 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.91 |
| 14042 - Computer Operator II | 17.80 |
| 14043 - Computer Operator III | 20.78 |
| 14044 - Computer Operator IV | 24.67 |
| 14045 - Computer Operator V | 27.31 |
| 14071 - Computer Programmer I | |

(see 1)

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|---|---------|-------|
| 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 | | 15.91 |
| 14160 - Personal Computer Support Technician | | 24.67 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 35.04 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 41.90 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 46.09 |
| 15050 - Computer Based Training Specialist / Instructor | | 35.04 |
| 15060 - Educational Technologist | | 30.46 |
| 15070 - Flight Instructor (Pilot) | | 46.09 |
| 15080 - Graphic Artist | | 22.70 |
| 15090 - Technical Instructor | | 22.61 |
| 15095 - Technical Instructor/Course Developer | | 27.44 |
| 15110 - Test Proctor | | 18.16 |
| 15120 - Tutor | | 18.16 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 9.32 |
| 16030 - Counter Attendant | | 9.32 |
| 16040 - Dry Cleaner | | 11.86 |
| 16070 - Finisher, Flatwork, Machine | | 9.32 |
| 16090 - Presser, Hand | | 9.32 |
| 16110 - Presser, Machine, Drycleaning | | 9.32 |
| 16130 - Presser, Machine, Shirts | | 9.32 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 9.32 |
| 16190 - Sewing Machine Operator | | 12.50 |
| 16220 - Tailor | | 13.33 |
| 16250 - Washer, Machine | | 10.19 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 19.18 |
| 19040 - Tool And Die Maker | | 22.87 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 15.02 |
| 21030 - Material Coordinator | | 19.45 |
| 21040 - Material Expediter | | 19.45 |
| 21050 - Material Handling Laborer | | 12.80 |
| 21071 - Order Filler | | 13.57 |
| 21080 - Production Line Worker (Food Processing) | | 15.02 |
| 21110 - Shipping Packer | | 13.52 |
| 21130 - Shipping/Receiving Clerk | | 13.52 |
| 21140 - Store Worker I | | 11.85 |
| 21150 - Stock Clerk | | 15.94 |
| 21210 - Tools And Parts Attendant | | 15.02 |
| 21410 - Warehouse Specialist | | 15.02 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 30.47 |
| 23021 - Aircraft Mechanic I | | 29.07 |
| 23022 - Aircraft Mechanic II | | 30.47 |
| 23023 - Aircraft Mechanic III | | 31.89 |
| 23040 - Aircraft Mechanic Helper | | 19.71 |
| 23050 - Aircraft, Painter | | 25.93 |
| 23060 - Aircraft Servicer | | 22.61 |
| 23080 - Aircraft Worker | | 23.90 |
| 23110 - Appliance Mechanic | | 17.18 |
| 23120 - Bicycle Repairer | | 12.44 |
| 23125 - Cable Splicer | | 19.60 |
| 23130 - Carpenter, Maintenance | | 17.25 |
| 23140 - Carpet Layer | | 16.43 |
| 23160 - Electrician, Maintenance | | 20.94 |

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| 23181 - Electronics Technician Maintenance I | 25.82 |
| 23182 - Electronics Technician Maintenance II | 27.21 |
| 23183 - Electronics Technician Maintenance III | 29.34 |
| 23260 - Fabric Worker | 16.68 |
| 23290 - Fire Alarm System Mechanic | 19.04 |
| 23310 - Fire Extinguisher Repairer | 15.48 |
| 23311 - Fuel Distribution System Mechanic | 19.28 |
| 23312 - Fuel Distribution System Operator | 16.29 |
| 23370 - General Maintenance Worker | 17.70 |
| 23380 - Ground Support Equipment Mechanic | 29.07 |
| 23381 - Ground Support Equipment Servicer | 22.61 |
| 23382 - Ground Support Equipment Worker | 23.90 |
| 23391 - Gunsmith I | 15.48 |
| 23392 - Gunsmith II | 17.79 |
| 23393 - Gunsmith III | 19.76 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.50 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.44 |
| 23430 - Heavy Equipment Mechanic | 19.71 |
| 23440 - Heavy Equipment Operator | 16.87 |
| 23460 - Instrument Mechanic | 22.51 |
| 23465 - Laboratory/Shelter Mechanic | 18.74 |
| 23470 - Laborer | 12.10 |
| 23510 - Locksmith | 18.99 |
| 23530 - Machinery Maintenance Mechanic | 21.04 |
| 23550 - Machinist, Maintenance | 17.89 |
| 23580 - Maintenance Trades Helper | 13.22 |
| 23591 - Metrology Technician I | 22.51 |
| 23592 - Metrology Technician II | 23.59 |
| 23593 - Metrology Technician III | 24.69 |
| 23640 - Millwright | 22.28 |
| 23710 - Office Appliance Repairer | 18.30 |
| 23760 - Painter, Maintenance | 16.85 |
| 23790 - Pipefitter, Maintenance | 22.46 |
| 23810 - Plumber, Maintenance | 21.38 |
| 23820 - Pneudraulic Systems Mechanic | 19.76 |
| 23850 - Rigger | 21.28 |
| 23870 - Scale Mechanic | 17.79 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.28 |
| 23910 - Small Engine Mechanic | 17.03 |
| 23931 - Telecommunications Mechanic I | 23.56 |
| 23932 - Telecommunications Mechanic II | 24.66 |
| 23950 - Telephone Lineman | 21.40 |
| 23960 - Welder, Combination, Maintenance | 17.75 |
| 23965 - well Driller | 20.07 |
| 23970 - Woodcraft Worker | 19.71 |
| 23980 - Woodworker | 14.17 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.73 |
| 24580 - Child Care Center Clerk | 13.39 |
| 24610 - Chore Aide | 8.60 |
| 24620 - Family Readiness And Support Services Coordinator | 13.70 |
| 24630 - Homemaker | 17.11 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.92 |
| 25040 - Sewage Plant Operator | 17.52 |
| 25070 - Stationary Engineer | 22.92 |
| 25190 - Ventilation Equipment Tender | 15.57 |
| 25210 - Water Treatment Plant Operator | 17.52 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.51 |

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| 27007 - Baggage Inspector | 14.10 |
| 27008 - Corrections Officer | 18.17 |
| 27010 - Court Security Officer | 23.50 |
| 27030 - Detection Dog Handler | 16.92 |
| 27040 - Detention Officer | 19.99 |
| 27070 - Firefighter | 22.87 |
| 27101 - Guard I | 14.10 |
| 27102 - Guard II | 16.92 |
| 27131 - Police Officer I | 27.08 |
| 27132 - Police Officer II | 30.10 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.31 |
| 28042 - Carnival Equipment Repairer | 13.07 |
| 28043 - Carnival Equipment Worker | 9.50 |
| 28210 - Gate Attendant/Gate Tender | 14.18 |
| 28310 - Lifeguard | 11.19 |
| 28350 - Park Attendant (Aide) | 15.86 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.57 |
| 28515 - Recreation Specialist | 18.00 |
| 28630 - Sports Official | 12.63 |
| 28690 - Swimming Pool Operator | 21.99 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.83 |
| 29020 - Hatch Tender | 18.83 |
| 29030 - Line Handler | 18.83 |
| 29041 - Stevedore I | 16.91 |
| 29042 - Stevedore II | 18.79 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.81 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.07 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.72 |
| 30021 - Archeological Technician I | 19.29 |
| 30022 - Archeological Technician II | 22.30 |
| 30023 - Archeological Technician III | 27.75 |
| 30030 - Cartographic Technician | 27.75 |
| 30040 - Civil Engineering Technician | 23.51 |
| 30061 - Drafter/CAD Operator I | 20.07 |
| 30062 - Drafter/CAD Operator II | 22.40 |
| 30063 - Drafter/CAD Operator III | 24.97 |
| 30064 - Drafter/CAD Operator IV | 30.73 |
| 30081 - Engineering Technician I | 17.56 |
| 30082 - Engineering Technician II | 19.70 |
| 30083 - Engineering Technician III | 22.03 |
| 30084 - Engineering Technician IV | 27.30 |
| 30085 - Engineering Technician V | 33.40 |
| 30086 - Engineering Technician VI | 40.41 |
| 30090 - Environmental Technician | 24.73 |
| 30210 - Laboratory Technician | 22.28 |
| 30240 - Mathematical Technician | 27.75 |
| 30361 - Paralegal/Legal Assistant I | 18.92 |
| 30362 - Paralegal/Legal Assistant II | 23.44 |
| 30363 - Paralegal/Legal Assistant III | 28.67 |
| 30364 - Paralegal/Legal Assistant IV | 34.70 |
| 30390 - Photo-Optics Technician | 27.75 |
| 30461 - Technical Writer I | 25.09 |
| 30462 - Technical Writer II | 30.68 |
| 30463 - Technical Writer III | 37.13 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.03 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.08 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.85 |
| 30494 - Unexploded (UXO) Safety Escort | 24.03 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.03 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 24.97 |

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|---|---------|-------|
| Surface Programs | | |
| 30621 - Weather Observer, Senior | (see 2) | 25.23 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 10.18 |
| 31030 - Bus Driver | | 14.88 |
| 31043 - Driver Courier | | 16.55 |
| 31260 - Parking and Lot Attendant | | 8.87 |
| 31290 - Shuttle Bus Driver | | 18.09 |
| 31310 - Taxi Driver | | 9.76 |
| 31361 - Truckdriver, Light | | 18.09 |
| 31362 - Truckdriver, Medium | | 19.69 |
| 31363 - Truckdriver, Heavy | | 21.04 |
| 31364 - Truckdriver, Tractor-Trailer | | 21.04 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 9.76 |
| 99050 - Desk Clerk | | 9.75 |
| 99095 - Embalmer | | 22.34 |
| 99251 - Laboratory Animal Caretaker I | | 10.86 |
| 99252 - Laboratory Animal Caretaker II | | 11.87 |
| 99310 - Mortician | | 22.94 |
| 99410 - Pest Controller | | 18.98 |
| 99510 - Photofinishing Worker | | 14.89 |
| 99710 - Recycling Laborer | | 15.88 |
| 99711 - Recycling Specialist | | 19.54 |
| 99730 - Refuse Collector | | 14.05 |
| 99810 - Sales Clerk | | 13.65 |
| 99820 - School Crossing Guard | | 9.97 |
| 99830 - Survey Party Chief | | 23.31 |
| 99831 - Surveying Aide | | 13.96 |
| 99832 - Surveying Technician | | 17.89 |
| 99840 - Vending Machine Attendant | | 14.09 |
| 99841 - Vending Machine Repairer | | 17.03 |
| 99842 - Vending Machine Repairer Helper | | 14.05 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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
Page 3396

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2511
Revision No.: 18
Date Of Last Revision: 07/25/2014

States: New Mexico, Texas

Area: New Mexico Counties of Chaves, Dona Ana, Eddy, Grant, Hidalgo, Lincoln, Luna, Otero, Sierra

Texas Counties of Culberson, El Paso, Hudspeth

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.78 |
| 01012 - Accounting Clerk II | | 14.46 |
| 01013 - Accounting Clerk III | | 16.18 |
| 01020 - Administrative Assistant | | 17.66 |
| 01040 - Court Reporter | | 15.70 |
| 01051 - Data Entry Operator I | | 9.57 |
| 01052 - Data Entry Operator II | | 10.56 |
| 01060 - Dispatcher, Motor Vehicle | | 13.41 |
| 01070 - Document Preparation Clerk | | 11.19 |
| 01090 - Duplicating Machine Operator | | 11.19 |
| 01111 - General Clerk I | | 9.61 |
| 01112 - General Clerk II | | 10.49 |
| 01113 - General Clerk III | | 11.77 |
| 01120 - Housing Referral Assistant | | 14.98 |
| 01141 - Messenger Courier | | 8.76 |
| 01191 - Order Clerk I | | 10.48 |
| 01192 - Order Clerk II | | 11.44 |
| 01261 - Personnel Assistant (Employment) I | | 12.80 |
| 01262 - Personnel Assistant (Employment) II | | 14.44 |
| 01263 - Personnel Assistant (Employment) III | | 15.99 |
| 01270 - Production Control Clerk | | 16.69 |
| 01280 - Receptionist | | 9.47 |
| 01290 - Rental Clerk | | 10.50 |
| 01300 - Scheduler, Maintenance | | 12.00 |
| 01311 - Secretary I | | 12.01 |
| 01312 - Secretary II | | 13.43 |
| 01313 - Secretary III | | 14.98 |
| 01320 - Service Order Dispatcher | | 11.77 |
| 01410 - Supply Technician | | 17.23 |
| 01420 - Survey Worker | | 13.70 |
| 01531 - Travel Clerk I | | 11.16 |
| 01532 - Travel Clerk II | | 12.20 |
| 01533 - Travel Clerk III | | 13.00 |
| 01611 - Word Processor I | | 12.87 |
| 01612 - Word Processor II | | 14.45 |
| 01613 - Word Processor III | | 16.16 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 16.41 |
| 05010 - Automotive Electrician | | 15.40 |
| 05040 - Automotive Glass Installer | | 14.37 |
| 05070 - Automotive Worker | | 14.37 |
| 05110 - Mobile Equipment Servicer | | 12.32 |
| 05130 - Motor Equipment Metal Mechanic | | 16.41 |
| 05160 - Motor Equipment Metal Worker | | 14.37 |
| 05190 - Motor Vehicle Mechanic | | 17.31 |
| 05220 - Motor Vehicle Mechanic Helper | | 11.29 |
| 05250 - Motor Vehicle Upholstery Worker | | 13.34 |
| 05280 - Motor Vehicle Wrecker | | 14.37 |
| 05310 - Painter, Automotive | | 15.40 |
| 05340 - Radiator Repair Specialist | | 14.37 |
| 05370 - Tire Repairer | | 11.33 |
| 05400 - Transmission Repair Specialist | | 16.41 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 10.51 |

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|--|-------|
| 07041 - Cook I | 9.61 |
| 07042 - Cook II | 11.41 |
| 07070 - Dishwasher | 7.37 |
| 07130 - Food Service Worker | 8.06 |
| 07210 - Meat Cutter | 11.04 |
| 07260 - Waiter/Waitress | 7.30 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.73 |
| 09040 - Furniture Handler | 8.80 |
| 09080 - Furniture Refinisher | 15.73 |
| 09090 - Furniture Refinisher Helper | 11.05 |
| 09110 - Furniture Repairer, Minor | 13.15 |
| 09130 - Upholsterer | 15.73 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.07 |
| 11060 - Elevator Operator | 8.07 |
| 11090 - Gardener | 12.04 |
| 11122 - Housekeeping Aide | 9.02 |
| 11150 - Janitor | 9.02 |
| 11210 - Laborer, Grounds Maintenance | 9.02 |
| 11240 - Maid or Houseman | 7.74 |
| 11260 - Pruner | 7.79 |
| 11270 - Tractor Operator | 11.51 |
| 11330 - Trail Maintenance Worker | 9.02 |
| 11360 - Window Cleaner | 10.45 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 12.83 |
| 12011 - Breath Alcohol Technician | 14.94 |
| 12012 - Certified Occupational Therapist Assistant | 22.21 |
| 12015 - Certified Physical Therapist Assistant | 21.09 |
| 12020 - Dental Assistant | 12.61 |
| 12025 - Dental Hygienist | 27.43 |
| 12030 - EKG Technician | 25.42 |
| 12035 - Electroneurodiagnostic Technologist | 25.42 |
| 12040 - Emergency Medical Technician | 12.83 |
| 12071 - Licensed Practical Nurse I | 16.95 |
| 12072 - Licensed Practical Nurse II | 18.96 |
| 12073 - Licensed Practical Nurse III | 21.15 |
| 12100 - Medical Assistant | 10.86 |
| 12130 - Medical Laboratory Technician | 13.77 |
| 12160 - Medical Record Clerk | 13.27 |
| 12190 - Medical Record Technician | 14.84 |
| 12195 - Medical Transcriptionist | 14.31 |
| 12210 - Nuclear Medicine Technologist | 33.37 |
| 12221 - Nursing Assistant I | 9.26 |
| 12222 - Nursing Assistant II | 10.41 |
| 12223 - Nursing Assistant III | 11.36 |
| 12224 - Nursing Assistant IV | 12.75 |
| 12235 - Optical Dispenser | 11.21 |
| 12236 - Optical Technician | 9.30 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.52 |
| 12305 - Radiologic Technologist | 23.81 |
| 12311 - Registered Nurse I | 23.99 |
| 12312 - Registered Nurse II | 28.64 |
| 12313 - Registered Nurse II, Specialist | 28.64 |
| 12314 - Registered Nurse III | 34.65 |
| 12315 - Registered Nurse III, Anesthetist | 34.65 |
| 12316 - Registered Nurse IV | 41.55 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.37 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.15 |
| 13012 - Exhibits Specialist II | 23.08 |

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| 13013 - Exhibits Specialist III | 27.03 |
| 13041 - Illustrator I | 19.15 |
| 13042 - Illustrator II | 23.08 |
| 13043 - Illustrator III | 27.03 |
| 13047 - Librarian | 24.46 |
| 13050 - Library Aide/Clerk | 11.49 |
| 13054 - Library Information Technology Systems Administrator | 22.09 |
| 13058 - Library Technician | 17.24 |
| 13061 - Media Specialist I | 15.83 |
| 13062 - Media Specialist II | 17.83 |
| 13063 - Media Specialist III | 19.88 |
| 13071 - Photographer I | 12.93 |
| 13072 - Photographer II | 16.45 |
| 13073 - Photographer III | 20.57 |
| 13074 - Photographer IV | 24.45 |
| 13075 - Photographer V | 27.88 |
| 13110 - Video Teleconference Technician | 14.70 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.67 |
| 14042 - Computer Operator II | 15.46 |
| 14043 - Computer Operator III | 17.25 |
| 14044 - Computer Operator IV | 19.17 |
| 14045 - Computer Operator V | 21.22 |
| 14071 - Computer Programmer I | (see 1) 21.43 |
| 14072 - Computer Programmer II | (see 1) 26.56 |
| 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 | 13.67 |
| 14160 - Personal Computer Support Technician | 22.41 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.13 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.14 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.89 |
| 15050 - Computer Based Training Specialist / Instructor | 26.13 |
| 15060 - Educational Technologist | 32.13 |
| 15070 - Flight Instructor (Pilot) | 37.89 |
| 15080 - Graphic Artist | 19.52 |
| 15090 - Technical Instructor | 18.06 |
| 15095 - Technical Instructor/Course Developer | 22.09 |
| 15110 - Test Proctor | 14.58 |
| 15120 - Tutor | 14.58 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 7.64 |
| 16030 - Counter Attendant | 7.64 |
| 16040 - Dry Cleaner | 9.31 |
| 16070 - Finisher, Flatwork, Machine | 7.64 |
| 16090 - Presser, Hand | 7.64 |
| 16110 - Presser, Machine, Drycleaning | 7.64 |
| 16130 - Presser, Machine, Shirts | 7.64 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 7.64 |
| 16190 - Sewing Machine Operator | 9.84 |
| 16220 - Tailor | 10.41 |
| 16250 - Washer, Machine | 8.19 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.73 |
| 19040 - Tool And Die Maker | 20.26 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 10.91 |
| 21030 - Material Coordinator | 16.69 |

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| 21040 - Material Expediter | 16.69 |
| 21050 - Material Handling Laborer | 9.14 |
| 21071 - Order Filler | 10.49 |
| 21080 - Production Line Worker (Food Processing) | 10.91 |
| 21110 - Shipping Packer | 10.48 |
| 21130 - Shipping/Receiving Clerk | 10.49 |
| 21140 - Store Worker I | 8.93 |
| 21150 - Stock Clerk | 12.82 |
| 21210 - Tools And Parts Attendant | 10.91 |
| 21410 - Warehouse Specialist | 10.91 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.14 |
| 23021 - Aircraft Mechanic I | 23.82 |
| 23022 - Aircraft Mechanic II | 26.14 |
| 23023 - Aircraft Mechanic III | 27.45 |
| 23040 - Aircraft Mechanic Helper | 16.39 |
| 23050 - Aircraft, Painter | 18.67 |
| 23060 - Aircraft Servicer | 19.25 |
| 23080 - Aircraft Worker | 20.78 |
| 23110 - Appliance Mechanic | 16.14 |
| 23120 - Bicycle Repairer | 11.33 |
| 23125 - Cable Splicer | 21.87 |
| 23130 - Carpenter, Maintenance | 15.73 |
| 23140 - Carpet Layer | 14.64 |
| 23160 - Electrician, Maintenance | 18.27 |
| 23181 - Electronics Technician Maintenance I | 19.57 |
| 23182 - Electronics Technician Maintenance II | 21.02 |
| 23183 - Electronics Technician Maintenance III | 22.67 |
| 23260 - Fabric Worker | 13.46 |
| 23290 - Fire Alarm System Mechanic | 16.62 |
| 23310 - Fire Extinguisher Repairer | 12.26 |
| 23311 - Fuel Distribution System Mechanic | 19.79 |
| 23312 - Fuel Distribution System Operator | 15.20 |
| 23370 - General Maintenance Worker | 14.64 |
| 23380 - Ground Support Equipment Mechanic | 23.82 |
| 23381 - Ground Support Equipment Servicer | 19.25 |
| 23382 - Ground Support Equipment Worker | 20.78 |
| 23391 - Gunsmith I | 12.26 |
| 23392 - Gunsmith II | 14.64 |
| 23393 - Gunsmith III | 16.96 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.12 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 17.24 |
| 23430 - Heavy Equipment Mechanic | 17.80 |
| 23440 - Heavy Equipment Operator | 16.96 |
| 23460 - Instrument Mechanic | 18.50 |
| 23465 - Laboratory/Shelter Mechanic | 15.73 |
| 23470 - Laborer | 9.14 |
| 23510 - Locksmith | 15.73 |
| 23530 - Machinery Maintenance Mechanic | 16.96 |
| 23550 - Machinist, Maintenance | 16.31 |
| 23580 - Maintenance Trades Helper | 11.27 |
| 23591 - Metrology Technician I | 18.50 |
| 23592 - Metrology Technician II | 19.66 |
| 23593 - Metrology Technician III | 20.93 |
| 23640 - Millwright | 17.46 |
| 23710 - Office Appliance Repairer | 15.62 |
| 23760 - Painter, Maintenance | 14.67 |
| 23790 - Pipefitter, Maintenance | 17.63 |
| 23810 - Plumber, Maintenance | 16.55 |
| 23820 - Pneudraulic Systems Mechanic | 16.96 |
| 23850 - Rigger | 16.96 |

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| 23870 - Scale Mechanic | 14.64 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.63 |
| 23910 - Small Engine Mechanic | 14.64 |
| 23931 - Telecommunications Mechanic I | 21.99 |
| 23932 - Telecommunications Mechanic II | 23.51 |
| 23950 - Telephone Lineman | 19.48 |
| 23960 - Welder, Combination, Maintenance | 16.96 |
| 23965 - Well Driller | 16.96 |
| 23970 - Woodcraft Worker | 16.96 |
| 23980 - Woodworker | 12.26 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.41 |
| 24580 - Child Care Center Clerk | 10.49 |
| 24610 - Chore Aide | 8.29 |
| 24620 - Family Readiness And Support Services Coordinator | 11.01 |
| 24630 - Homemaker | 12.70 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.71 |
| 25040 - Sewage Plant Operator | 17.19 |
| 25070 - Stationary Engineer | 18.43 |
| 25190 - Ventilation Equipment Tender | 12.83 |
| 25210 - Water Treatment Plant Operator | 17.19 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.20 |
| 27007 - Baggage Inspector | 10.38 |
| 27008 - Corrections Officer | 18.66 |
| 27010 - Court Security Officer | 18.66 |
| 27030 - Detection Dog Handler | 14.84 |
| 27040 - Detention Officer | 18.66 |
| 27070 - Firefighter | 19.83 |
| 27101 - Guard I | 10.38 |
| 27102 - Guard II | 14.84 |
| 27131 - Police Officer I | 21.41 |
| 27132 - Police Officer II | 23.78 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.64 |
| 28042 - Carnival Equipment Repairer | 12.69 |
| 28043 - Carnival Equipment Worker | 8.45 |
| 28210 - Gate Attendant/Gate Tender | 13.37 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 14.96 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.92 |
| 28515 - Recreation Specialist | 14.10 |
| 28630 - Sports Official | 11.92 |
| 28690 - Swimming Pool Operator | 16.36 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.06 |
| 29020 - Hatch Tender | 17.06 |
| 29030 - Line Handler | 17.06 |
| 29041 - Stevedore I | 15.68 |
| 29042 - Stevedore II | 18.98 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.13 |
| 30022 - Archeological Technician II | 20.27 |
| 30023 - Archeological Technician III | 25.11 |
| 30030 - Cartographic Technician | 25.12 |
| 30040 - Civil Engineering Technician | 19.04 |
| 30061 - Drafter/CAD Operator I | 15.03 |
| 30062 - Drafter/CAD Operator II | 16.81 |

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| 30063 - Drafter/CAD Operator III | 19.99 |
| 30064 - Drafter/CAD Operator IV | 26.25 |
| 30081 - Engineering Technician I | 15.71 |
| 30082 - Engineering Technician II | 17.63 |
| 30083 - Engineering Technician III | 20.27 |
| 30084 - Engineering Technician IV | 24.96 |
| 30085 - Engineering Technician V | 29.90 |
| 30086 - Engineering Technician VI | 36.17 |
| 30090 - Environmental Technician | 19.33 |
| 30210 - Laboratory Technician | 19.91 |
| 30240 - Mathematical Technician | 24.90 |
| 30361 - Paralegal/Legal Assistant I | 16.54 |
| 30362 - Paralegal/Legal Assistant II | 20.49 |
| 30363 - Paralegal/Legal Assistant III | 25.07 |
| 30364 - Paralegal/Legal Assistant IV | 30.33 |
| 30390 - Photo-Optics Technician | 22.90 |
| 30461 - Technical Writer I | 26.05 |
| 30462 - Technical Writer II | 31.87 |
| 30463 - Technical Writer III | 38.56 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 3) 19.99 |
| 30621 - Weather Observer, Senior | (see 3) 20.83 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.98 |
| 31030 - Bus Driver | 15.52 |
| 31043 - Driver Courier | 11.32 |
| 31260 - Parking and Lot Attendant | 7.85 |
| 31290 - Shuttle Bus Driver | 12.39 |
| 31310 - Taxi Driver | 10.33 |
| 31361 - Truckdriver, Light | 12.39 |
| 31362 - Truckdriver, Medium | 14.19 |
| 31363 - Truckdriver, Heavy | 17.82 |
| 31364 - Truckdriver, Tractor-Trailer | 17.82 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.93 |
| 99050 - Desk Clerk | 10.35 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 9.70 |
| 99252 - Laboratory Animal Caretaker II | 10.76 |
| 99310 - Mortician | 22.69 |
| 99410 - Pest Controller | 14.84 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 11.26 |
| 99711 - Recycling Specialist | 14.37 |
| 99730 - Refuse Collector | 9.72 |
| 99810 - Sales Clerk | 10.14 |
| 99820 - School Crossing Guard | 8.48 |
| 99830 - Survey Party Chief | 17.09 |
| 99831 - Surveying Aide | 11.84 |
| 99832 - Surveying Technician | 13.97 |
| 99840 - Vending Machine Attendant | 9.87 |
| 99841 - Vending Machine Repairer | 12.54 |
| 99842 - Vending Machine Repairer Helper | 9.87 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

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not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2512
Revision No.: 18
Date Of Last Revision: 07/25/2014

States: New Mexico, Texas

Area: New Mexico Counties of Chaves, Dona Ana, Eddy, Grant, Hidalgo, Lincoln,
Luna, Otero, Sierra

Texas Counties of Culberson, El Paso, Hudspeth

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.78 |
| 01012 - Accounting Clerk II | | 14.46 |
| 01013 - Accounting Clerk III | | 16.18 |
| 01020 - Administrative Assistant | | 17.66 |
| 01040 - Court Reporter | | 15.70 |
| 01051 - Data Entry Operator I | | 9.57 |
| 01052 - Data Entry Operator II | | 10.56 |
| 01060 - Dispatcher, Motor Vehicle | | 13.41 |
| 01070 - Document Preparation Clerk | | 11.19 |
| 01090 - Duplicating Machine Operator | | 11.19 |
| 01111 - General Clerk I | | 9.61 |
| 01112 - General Clerk II | | 10.49 |
| 01113 - General Clerk III | | 11.77 |
| 01120 - Housing Referral Assistant | | 14.98 |
| 01141 - Messenger Courier | | 8.76 |
| 01191 - Order Clerk I | | 10.48 |
| 01192 - Order Clerk II | | 11.44 |
| 01261 - Personnel Assistant (Employment) I | | 12.80 |
| 01262 - Personnel Assistant (Employment) II | | 14.44 |
| 01263 - Personnel Assistant (Employment) III | | 15.99 |
| 01270 - Production Control Clerk | | 16.69 |
| 01280 - Receptionist | | 9.47 |
| 01290 - Rental Clerk | | 10.50 |
| 01300 - Scheduler, Maintenance | | 12.00 |

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| 01311 - Secretary I | 12.01 |
| 01312 - Secretary II | 13.43 |
| 01313 - Secretary III | 14.98 |
| 01320 - Service Order Dispatcher | 11.77 |
| 01410 - Supply Technician | 17.23 |
| 01420 - Survey Worker | 13.70 |
| 01531 - Travel Clerk I | 11.16 |
| 01532 - Travel Clerk II | 12.20 |
| 01533 - Travel Clerk III | 13.00 |
| 01611 - Word Processor I | 12.87 |
| 01612 - Word Processor II | 14.45 |
| 01613 - Word Processor III | 16.16 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 16.41 |
| 05010 - Automotive Electrician | 15.40 |
| 05040 - Automotive Glass Installer | 14.37 |
| 05070 - Automotive Worker | 14.37 |
| 05110 - Mobile Equipment Servicer | 12.32 |
| 05130 - Motor Equipment Metal Mechanic | 16.41 |
| 05160 - Motor Equipment Metal Worker | 14.37 |
| 05190 - Motor Vehicle Mechanic | 17.31 |
| 05220 - Motor Vehicle Mechanic Helper | 11.29 |
| 05250 - Motor Vehicle Upholstery Worker | 13.34 |
| 05280 - Motor Vehicle Wrecker | 14.37 |
| 05310 - Painter, Automotive | 15.40 |
| 05340 - Radiator Repair Specialist | 14.37 |
| 05370 - Tire Repairer | 11.33 |
| 05400 - Transmission Repair Specialist | 16.41 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.51 |
| 07041 - Cook I | 9.61 |
| 07042 - Cook II | 11.41 |
| 07070 - Dishwasher | 7.37 |
| 07130 - Food Service Worker | 8.06 |
| 07210 - Meat Cutter | 11.04 |
| 07260 - Waiter/Waitress | 7.30 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.73 |
| 09040 - Furniture Handler | 8.80 |
| 09080 - Furniture Refinisher | 15.73 |
| 09090 - Furniture Refinisher Helper | 11.05 |
| 09110 - Furniture Repairer, Minor | 13.15 |
| 09130 - Upholsterer | 15.73 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.07 |
| 11060 - Elevator Operator | 8.07 |
| 11090 - Gardener | 12.04 |
| 11122 - Housekeeping Aide | 9.02 |
| 11150 - Janitor | 9.02 |
| 11210 - Laborer, Grounds Maintenance | 9.02 |
| 11240 - Maid or Houseman | 7.74 |
| 11260 - Pruner | 7.79 |
| 11270 - Tractor Operator | 11.51 |
| 11330 - Trail Maintenance Worker | 9.02 |
| 11360 - Window Cleaner | 10.45 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 12.83 |
| 12011 - Breath Alcohol Technician | 14.94 |
| 12012 - Certified Occupational Therapist Assistant | 22.21 |
| 12015 - Certified Physical Therapist Assistant | 21.09 |
| 12020 - Dental Assistant | 12.61 |
| 12025 - Dental Hygienist | 27.43 |
| 12030 - EKG Technician | 25.42 |

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| 12035 - Electroneurodiagnostic Technologist | 25.42 |
| 12040 - Emergency Medical Technician | 12.83 |
| 12071 - Licensed Practical Nurse I | 16.95 |
| 12072 - Licensed Practical Nurse II | 18.96 |
| 12073 - Licensed Practical Nurse III | 21.15 |
| 12100 - Medical Assistant | 10.86 |
| 12130 - Medical Laboratory Technician | 13.77 |
| 12160 - Medical Record Clerk | 13.27 |
| 12190 - Medical Record Technician | 14.84 |
| 12195 - Medical Transcriptionist | 14.31 |
| 12210 - Nuclear Medicine Technologist | 33.37 |
| 12221 - Nursing Assistant I | 9.26 |
| 12222 - Nursing Assistant II | 10.41 |
| 12223 - Nursing Assistant III | 11.36 |
| 12224 - Nursing Assistant IV | 12.75 |
| 12235 - Optical Dispenser | 11.21 |
| 12236 - Optical Technician | 9.30 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.52 |
| 12305 - Radiologic Technologist | 23.81 |
| 12311 - Registered Nurse I | 23.99 |
| 12312 - Registered Nurse II | 28.64 |
| 12313 - Registered Nurse II, Specialist | 28.64 |
| 12314 - Registered Nurse III | 34.65 |
| 12315 - Registered Nurse III, Anesthetist | 34.65 |
| 12316 - Registered Nurse IV | 41.55 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.37 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.15 |
| 13012 - Exhibits Specialist II | 23.08 |
| 13013 - Exhibits Specialist III | 27.03 |
| 13041 - Illustrator I | 19.15 |
| 13042 - Illustrator II | 23.08 |
| 13043 - Illustrator III | 27.03 |
| 13047 - Librarian | 24.46 |
| 13050 - Library Aide/Clerk | 11.49 |
| 13054 - Library Information Technology Systems Administrator | 22.09 |
| 13058 - Library Technician | 17.24 |
| 13061 - Media Specialist I | 15.83 |
| 13062 - Media Specialist II | 17.83 |
| 13063 - Media Specialist III | 19.88 |
| 13071 - Photographer I | 12.93 |
| 13072 - Photographer II | 16.45 |
| 13073 - Photographer III | 20.57 |
| 13074 - Photographer IV | 24.45 |
| 13075 - Photographer V | 27.88 |
| 13110 - Video Teleconference Technician | 14.70 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.67 |
| 14042 - Computer Operator II | 15.46 |
| 14043 - Computer Operator III | 17.25 |
| 14044 - Computer Operator IV | 19.17 |
| 14045 - Computer Operator V | 21.22 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 13.67 |
| 14160 - Personal Computer Support Technician | 22.41 |

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| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.13 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.14 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.89 |
| 15050 - Computer Based Training Specialist / Instructor | 26.13 |
| 15060 - Educational Technologist | 32.13 |
| 15070 - Flight Instructor (Pilot) | 37.89 |
| 15080 - Graphic Artist | 19.52 |
| 15090 - Technical Instructor | 18.06 |
| 15095 - Technical Instructor/Course Developer | 22.09 |
| 15110 - Test Proctor | 14.58 |
| 15120 - Tutor | 14.58 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 7.64 |
| 16030 - Counter Attendant | 7.64 |
| 16040 - Dry Cleaner | 9.31 |
| 16070 - Finisher, Flatwork, Machine | 7.64 |
| 16090 - Presser, Hand | 7.64 |
| 16110 - Presser, Machine, Drycleaning | 7.64 |
| 16130 - Presser, Machine, Shirts | 7.64 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 7.64 |
| 16190 - Sewing Machine Operator | 9.84 |
| 16220 - Tailor | 10.41 |
| 16250 - Washer, Machine | 8.19 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.73 |
| 19040 - Tool And Die Maker | 20.26 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 10.91 |
| 21030 - Material Coordinator | 16.69 |
| 21040 - Material Expediter | 16.69 |
| 21050 - Material Handling Laborer | 9.14 |
| 21071 - Order Filler | 10.49 |
| 21080 - Production Line Worker (Food Processing) | 10.91 |
| 21110 - Shipping Packer | 10.48 |
| 21130 - Shipping/Receiving Clerk | 10.49 |
| 21140 - Store Worker I | 8.93 |
| 21150 - Stock Clerk | 12.82 |
| 21210 - Tools And Parts Attendant | 10.91 |
| 21410 - Warehouse Specialist | 10.91 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.14 |
| 23021 - Aircraft Mechanic I | 23.82 |
| 23022 - Aircraft Mechanic II | 26.14 |
| 23023 - Aircraft Mechanic III | 27.45 |
| 23040 - Aircraft Mechanic Helper | 16.39 |
| 23050 - Aircraft, Painter | 18.67 |
| 23060 - Aircraft Servicer | 19.25 |
| 23080 - Aircraft Worker | 20.78 |
| 23110 - Appliance Mechanic | 16.14 |
| 23120 - Bicycle Repairer | 11.33 |
| 23125 - Cable Splicer | 21.87 |
| 23130 - Carpenter, Maintenance | 15.73 |
| 23140 - Carpet Layer | 14.64 |
| 23160 - Electrician, Maintenance | 18.27 |
| 23181 - Electronics Technician Maintenance I | 19.57 |
| 23182 - Electronics Technician Maintenance II | 21.02 |
| 23183 - Electronics Technician Maintenance III | 22.67 |
| 23260 - Fabric Worker | 13.46 |
| 23290 - Fire Alarm System Mechanic | 16.62 |
| 23310 - Fire Extinguisher Repairer | 12.26 |
| 23311 - Fuel Distribution System Mechanic | 19.79 |
| 23312 - Fuel Distribution System Operator | 15.20 |

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| 23370 - General Maintenance Worker | 14.64 |
| 23380 - Ground Support Equipment Mechanic | 23.82 |
| 23381 - Ground Support Equipment Servicer | 19.25 |
| 23382 - Ground Support Equipment Worker | 20.78 |
| 23391 - Gunsmith I | 12.26 |
| 23392 - Gunsmith II | 14.64 |
| 23393 - Gunsmith III | 16.96 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.12 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 17.24 |
| 23430 - Heavy Equipment Mechanic | 17.80 |
| 23440 - Heavy Equipment Operator | 16.96 |
| 23460 - Instrument Mechanic | 18.50 |
| 23465 - Laboratory/Shelter Mechanic | 15.73 |
| 23470 - Laborer | 9.14 |
| 23510 - Locksmith | 15.73 |
| 23530 - Machinery Maintenance Mechanic | 16.96 |
| 23550 - Machinist, Maintenance | 16.31 |
| 23580 - Maintenance Trades Helper | 11.27 |
| 23591 - Metrology Technician I | 18.50 |
| 23592 - Metrology Technician II | 19.66 |
| 23593 - Metrology Technician III | 20.93 |
| 23640 - Millwright | 17.46 |
| 23710 - Office Appliance Repairer | 15.62 |
| 23760 - Painter, Maintenance | 14.67 |
| 23790 - Pipefitter, Maintenance | 17.63 |
| 23810 - Plumber, Maintenance | 16.55 |
| 23820 - Pneudraulic Systems Mechanic | 16.96 |
| 23850 - Rigger | 16.96 |
| 23870 - Scale Mechanic | 14.64 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.63 |
| 23910 - Small Engine Mechanic | 14.64 |
| 23931 - Telecommunications Mechanic I | 21.99 |
| 23932 - Telecommunications Mechanic II | 23.51 |
| 23950 - Telephone Lineman | 19.48 |
| 23960 - Welder, Combination, Maintenance | 16.96 |
| 23965 - Well Driller | 16.96 |
| 23970 - Woodcraft Worker | 16.96 |
| 23980 - Woodworker | 12.26 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.41 |
| 24580 - Child Care Center Clerk | 10.49 |
| 24610 - Chore Aide | 8.29 |
| 24620 - Family Readiness And Support Services Coordinator | 11.01 |
| 24630 - Homemaker | 12.70 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.71 |
| 25040 - Sewage Plant Operator | 17.19 |
| 25070 - Stationary Engineer | 18.43 |
| 25190 - Ventilation Equipment Tender | 12.83 |
| 25210 - Water Treatment Plant Operator | 17.19 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.20 |
| 27007 - Baggage Inspector | 10.38 |
| 27008 - Corrections Officer | 18.66 |
| 27010 - Court Security Officer | 18.66 |
| 27030 - Detection Dog Handler | 14.84 |
| 27040 - Detention Officer | 18.66 |
| 27070 - Firefighter | 19.83 |
| 27101 - Guard I | 10.38 |
| 27102 - Guard II | 14.84 |

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| 27131 - Police Officer I | 21.41 |
| 27132 - Police Officer II | 23.78 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.64 |
| 28042 - Carnival Equipment Repairer | 12.69 |
| 28043 - Carnival Equipment Worker | 8.45 |
| 28210 - Gate Attendant/Gate Tender | 13.37 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 14.96 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.92 |
| 28515 - Recreation Specialist | 14.10 |
| 28630 - Sports Official | 11.92 |
| 28690 - Swimming Pool Operator | 16.36 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.06 |
| 29020 - Hatch Tender | 17.06 |
| 29030 - Line Handler | 17.06 |
| 29041 - Stevedore I | 15.68 |
| 29042 - Stevedore II | 18.98 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.13 |
| 30022 - Archeological Technician II | 20.27 |
| 30023 - Archeological Technician III | 25.11 |
| 30030 - Cartographic Technician | 25.12 |
| 30040 - Civil Engineering Technician | 19.04 |
| 30061 - Drafter/CAD Operator I | 15.03 |
| 30062 - Drafter/CAD Operator II | 16.81 |
| 30063 - Drafter/CAD Operator III | 19.99 |
| 30064 - Drafter/CAD Operator IV | 26.25 |
| 30081 - Engineering Technician I | 15.71 |
| 30082 - Engineering Technician II | 17.63 |
| 30083 - Engineering Technician III | 20.27 |
| 30084 - Engineering Technician IV | 24.96 |
| 30085 - Engineering Technician V | 29.90 |
| 30086 - Engineering Technician VI | 36.17 |
| 30090 - Environmental Technician | 19.33 |
| 30210 - Laboratory Technician | 19.91 |
| 30240 - Mathematical Technician | 24.90 |
| 30361 - Paralegal/Legal Assistant I | 16.54 |
| 30362 - Paralegal/Legal Assistant II | 20.49 |
| 30363 - Paralegal/Legal Assistant III | 25.07 |
| 30364 - Paralegal/Legal Assistant IV | 30.33 |
| 30390 - Photo-Optics Technician | 22.90 |
| 30461 - Technical Writer I | 26.05 |
| 30462 - Technical Writer II | 31.87 |
| 30463 - Technical Writer III | 38.56 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 3) | 19.99 |
| 30621 - Weather Observer, Senior (see 3) | 20.83 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.98 |
| 31030 - Bus Driver | 15.52 |
| 31043 - Driver Courier | 11.32 |
| 31260 - Parking and Lot Attendant | 7.85 |
| 31290 - Shuttle Bus Driver | 12.39 |

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|---|-------|
| 31310 - Taxi Driver | 10.33 |
| 31361 - Truckdriver, Light | 12.39 |
| 31362 - Truckdriver, Medium | 14.19 |
| 31363 - Truckdriver, Heavy | 17.82 |
| 31364 - Truckdriver, Tractor-Trailer | 17.82 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.93 |
| 99050 - Desk Clerk | 10.35 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 9.70 |
| 99252 - Laboratory Animal Caretaker II | 10.76 |
| 99310 - Mortician | 22.69 |
| 99410 - Pest Controller | 14.84 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 11.26 |
| 99711 - Recycling Specialist | 14.37 |
| 99730 - Refuse Collector | 9.72 |
| 99810 - Sales Clerk | 10.14 |
| 99820 - School Crossing Guard | 8.48 |
| 99830 - Survey Party Chief | 17.09 |
| 99831 - Surveying Aide | 11.84 |
| 99832 - Surveying Technician | 13.97 |
| 99840 - Vending Machine Attendant | 9.87 |
| 99841 - Vending Machine Repairer | 12.54 |
| 99842 - Vending Machine Repairer Helper | 9.87 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2513
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Erath, Hood, Jack, Johnson, Montague, Palo Pinto, Parker, Somervell, Tarrant, Wise

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.36 |
| 01012 - Accounting Clerk II | | 16.13 |
| 01013 - Accounting Clerk III | | 18.03 |
| 01020 - Administrative Assistant | | 26.46 |
| 01040 - Court Reporter | | 17.29 |
| 01051 - Data Entry Operator I | | 13.20 |
| 01052 - Data Entry Operator II | | 14.41 |
| 01060 - Dispatcher, Motor Vehicle | | 21.20 |
| 01070 - Document Preparation Clerk | | 14.24 |
| 01090 - Duplicating Machine Operator | | 14.24 |
| 01111 - General Clerk I | | 11.32 |
| 01112 - General Clerk II | | 12.79 |
| 01113 - General Clerk III | | 15.78 |
| 01120 - Housing Referral Assistant | | 21.60 |
| 01141 - Messenger Courier | | 11.77 |
| 01191 - Order Clerk I | | 13.66 |
| 01192 - Order Clerk II | | 14.91 |
| 01261 - Personnel Assistant (Employment) I | | 16.75 |
| 01262 - Personnel Assistant (Employment) II | | 18.73 |
| 01263 - Personnel Assistant (Employment) III | | 20.88 |
| 01270 - Production Control Clerk | | 21.36 |
| 01280 - Receptionist | | 13.60 |
| 01290 - Rental Clerk | | 15.30 |
| 01300 - Scheduler, Maintenance | | 17.32 |
| 01311 - Secretary I | | 17.32 |
| 01312 - Secretary II | | 19.38 |
| 01313 - Secretary III | | 21.60 |
| 01320 - Service Order Dispatcher | | 18.82 |
| 01410 - Supply Technician | | 25.99 |
| 01420 - Survey Worker | | 17.29 |
| 01531 - Travel Clerk I | | 13.07 |
| 01532 - Travel Clerk II | | 14.04 |
| 01533 - Travel Clerk III | | 15.06 |
| 01611 - Word Processor I | | 12.80 |
| 01612 - Word Processor II | | 15.30 |
| 01613 - Word Processor III | | 17.29 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.31 |
| 05010 - Automotive Electrician | | 21.40 |
| 05040 - Automotive Glass Installer | | 21.40 |
| 05070 - Automotive Worker | | 21.93 |
| 05110 - Mobile Equipment Servicer | | 16.07 |
| 05130 - Motor Equipment Metal Mechanic | | 22.98 |
| 05160 - Motor Equipment Metal Worker | | 21.40 |
| 05190 - Motor Vehicle Mechanic | | 22.99 |
| 05220 - Motor Vehicle Mechanic Helper | | 17.15 |
| 05250 - Motor Vehicle Upholstery Worker | | 20.43 |
| 05280 - Motor Vehicle Wrecker | | 20.43 |
| 05310 - Painter, Automotive | | 19.45 |
| 05340 - Radiator Repair Specialist | | 20.43 |
| 05370 - Tire Repairer | | 11.39 |
| 05400 - Transmission Repair Specialist | | 22.98 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 12.14 |
| 07041 - Cook I | | 10.33 |
| 07042 - Cook II | | 11.69 |

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| 07070 - Dishwasher | 8.55 |
| 07130 - Food Service Worker | 9.61 |
| 07210 - Meat Cutter | 13.63 |
| 07260 - Waiter/Waitress | 9.03 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.72 |
| 09040 - Furniture Handler | 11.79 |
| 09080 - Furniture Refinisher | 14.72 |
| 09090 - Furniture Refinisher Helper | 11.79 |
| 09110 - Furniture Repairer, Minor | 12.94 |
| 09130 - Upholsterer | 14.29 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.82 |
| 11060 - Elevator Operator | 9.70 |
| 11090 - Gardener | 13.58 |
| 11122 - Housekeeping Aide | 9.70 |
| 11150 - Janitor | 9.70 |
| 11210 - Laborer, Grounds Maintenance | 10.39 |
| 11240 - Maid or Houseman | 8.47 |
| 11260 - Pruner | 11.58 |
| 11270 - Tractor Operator | 12.47 |
| 11330 - Trail Maintenance Worker | 11.07 |
| 11360 - Window Cleaner | 11.02 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.96 |
| 12011 - Breath Alcohol Technician | 19.80 |
| 12012 - Certified Occupational Therapist Assistant | 28.62 |
| 12015 - Certified Physical Therapist Assistant | 27.35 |
| 12020 - Dental Assistant | 19.08 |
| 12025 - Dental Hygienist | 36.14 |
| 12030 - EKG Technician | 28.89 |
| 12035 - Electroneurodiagnostic Technologist | 28.89 |
| 12040 - Emergency Medical Technician | 16.96 |
| 12071 - Licensed Practical Nurse I | 18.42 |
| 12072 - Licensed Practical Nurse II | 20.60 |
| 12073 - Licensed Practical Nurse III | 22.96 |
| 12100 - Medical Assistant | 14.89 |
| 12130 - Medical Laboratory Technician | 19.22 |
| 12160 - Medical Record Clerk | 15.45 |
| 12190 - Medical Record Technician | 17.26 |
| 12195 - Medical Transcriptionist | 17.87 |
| 12210 - Nuclear Medicine Technologist | 33.52 |
| 12221 - Nursing Assistant I | 10.43 |
| 12222 - Nursing Assistant II | 11.72 |
| 12223 - Nursing Assistant III | 12.80 |
| 12224 - Nursing Assistant IV | 14.36 |
| 12235 - Optical Dispenser | 15.48 |
| 12236 - Optical Technician | 13.78 |
| 12250 - Pharmacy Technician | 15.18 |
| 12280 - Phlebotomist | 14.36 |
| 12305 - Radiologic Technologist | 25.82 |
| 12311 - Registered Nurse I | 25.82 |
| 12312 - Registered Nurse II | 31.58 |
| 12313 - Registered Nurse II, Specialist | 31.58 |
| 12314 - Registered Nurse III | 38.19 |
| 12315 - Registered Nurse III, Anesthetist | 38.19 |
| 12316 - Registered Nurse IV | 45.78 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.53 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.65 |
| 13012 - Exhibits Specialist II | 25.77 |
| 13013 - Exhibits Specialist III | 31.28 |
| 13041 - Illustrator I | 24.95 |

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| 13042 - Illustrator II | 30.91 |
| 13043 - Illustrator III | 37.82 |
| 13047 - Librarian | 31.56 |
| 13050 - Library Aide/Clerk | 14.33 |
| 13054 - Library Information Technology Systems Administrator | 27.42 |
| 13058 - Library Technician | 15.98 |
| 13061 - Media Specialist I | 19.78 |
| 13062 - Media Specialist II | 22.13 |
| 13063 - Media Specialist III | 24.67 |
| 13071 - Photographer I | 16.50 |
| 13072 - Photographer II | 18.46 |
| 13073 - Photographer III | 22.87 |
| 13074 - Photographer IV | 27.97 |
| 13075 - Photographer V | 33.85 |
| 13110 - Video Teleconference Technician | 21.59 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.91 |
| 14042 - Computer Operator II | 17.80 |
| 14043 - Computer Operator III | 21.23 |
| 14044 - Computer Operator IV | 24.67 |
| 14045 - Computer Operator V | 27.62 |
| 14071 - Computer Programmer I | (see 3) |
| 14072 - Computer Programmer II | (see 3) |
| 14073 - Computer Programmer III | (see 3) |
| 14074 - Computer Programmer IV | (see 3) |
| 14101 - Computer Systems Analyst I | (see 3) |
| 14102 - Computer Systems Analyst II | (see 3) |
| 14103 - Computer Systems Analyst III | (see 3) |
| 14150 - Peripheral Equipment Operator | 15.91 |
| 14160 - Personal Computer Support Technician | 24.67 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 35.04 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 42.54 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 50.81 |
| 15050 - Computer Based Training Specialist / Instructor | 35.04 |
| 15060 - Educational Technologist | 30.46 |
| 15070 - Flight Instructor (Pilot) | 50.81 |
| 15080 - Graphic Artist | 22.70 |
| 15090 - Technical Instructor | 22.61 |
| 15095 - Technical Instructor/Course Developer | 27.44 |
| 15110 - Test Proctor | 18.16 |
| 15120 - Tutor | 18.16 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.32 |
| 16030 - Counter Attendant | 9.32 |
| 16040 - Dry Cleaner | 11.86 |
| 16070 - Finisher, Flatwork, Machine | 9.32 |
| 16090 - Presser, Hand | 9.32 |
| 16110 - Presser, Machine, Drycleaning | 9.32 |
| 16130 - Presser, Machine, Shirts | 9.32 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.32 |
| 16190 - Sewing Machine Operator | 12.50 |
| 16220 - Tailor | 13.33 |
| 16250 - Washer, Machine | 10.19 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.91 |
| 19040 - Tool And Die Maker | 22.87 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.02 |
| 21030 - Material Coordinator | 19.45 |
| 21040 - Material Expediter | 19.45 |
| 21050 - Material Handling Laborer | 12.80 |

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| 21071 - Order Filler | 13.57 |
| 21080 - Production Line Worker (Food Processing) | 15.02 |
| 21110 - Shipping Packer | 13.52 |
| 21130 - Shipping/Receiving Clerk | 13.52 |
| 21140 - Store Worker I | 11.85 |
| 21150 - Stock Clerk | 15.94 |
| 21210 - Tools And Parts Attendant | 15.02 |
| 21410 - Warehouse Specialist | 15.02 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 30.47 |
| 23021 - Aircraft Mechanic I | 29.07 |
| 23022 - Aircraft Mechanic II | 30.47 |
| 23023 - Aircraft Mechanic III | 31.89 |
| 23040 - Aircraft Mechanic Helper | 19.71 |
| 23050 - Aircraft, Painter | 21.37 |
| 23060 - Aircraft Servicer | 22.61 |
| 23080 - Aircraft Worker | 23.52 |
| 23110 - Appliance Mechanic | 17.18 |
| 23120 - Bicycle Repairer | 11.39 |
| 23125 - Cable Splicer | 21.60 |
| 23130 - Carpenter, Maintenance | 17.25 |
| 23140 - Carpet Layer | 15.34 |
| 23160 - Electrician, Maintenance | 20.94 |
| 23181 - Electronics Technician Maintenance I | 25.82 |
| 23182 - Electronics Technician Maintenance II | 27.21 |
| 23183 - Electronics Technician Maintenance III | 28.68 |
| 23260 - Fabric Worker | 15.63 |
| 23290 - Fire Alarm System Mechanic | 19.04 |
| 23310 - Fire Extinguisher Repairer | 15.48 |
| 23311 - Fuel Distribution System Mechanic | 19.28 |
| 23312 - Fuel Distribution System Operator | 15.47 |
| 23370 - General Maintenance Worker | 17.70 |
| 23380 - Ground Support Equipment Mechanic | 29.07 |
| 23381 - Ground Support Equipment Servicer | 22.61 |
| 23382 - Ground Support Equipment Worker | 23.52 |
| 23391 - Gunsmith I | 15.48 |
| 23392 - Gunsmith II | 17.79 |
| 23393 - Gunsmith III | 19.76 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.50 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.44 |
| 23430 - Heavy Equipment Mechanic | 19.71 |
| 23440 - Heavy Equipment Operator | 16.87 |
| 23460 - Instrument Mechanic | 22.51 |
| 23465 - Laboratory/Shelter Mechanic | 18.74 |
| 23470 - Laborer | 12.10 |
| 23510 - Locksmith | 18.99 |
| 23530 - Machinery Maintenance Mechanic | 21.04 |
| 23550 - Machinist, Maintenance | 17.89 |
| 23580 - Maintenance Trades Helper | 12.97 |
| 23591 - Metrology Technician I | 22.51 |
| 23592 - Metrology Technician II | 23.59 |
| 23593 - Metrology Technician III | 24.69 |
| 23640 - Millwright | 22.28 |
| 23710 - Office Appliance Repairer | 18.30 |
| 23760 - Painter, Maintenance | 16.19 |
| 23790 - Pipefitter, Maintenance | 22.46 |
| 23810 - Plumber, Maintenance | 21.38 |
| 23820 - Pneudraulic Systems Mechanic | 19.76 |
| 23850 - Rigger | 21.88 |
| 23870 - Scale Mechanic | 17.79 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.28 |

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| 23910 - Small Engine Mechanic | 17.03 |
| 23931 - Telecommunications Mechanic I | 22.19 |
| 23932 - Telecommunications Mechanic II | 23.17 |
| 23950 - Telephone Lineman | 21.40 |
| 23960 - Welder, Combination, Maintenance | 17.75 |
| 23965 - Well Driller | 20.07 |
| 23970 - Woodcraft Worker | 19.76 |
| 23980 - Woodworker | 15.47 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.73 |
| 24580 - Child Care Center Clerk | 13.39 |
| 24610 - Chore Aide | 8.60 |
| 24620 - Family Readiness And Support Services Coordinator | 13.70 |
| 24630 - Homemaker | 17.73 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.92 |
| 25040 - Sewage Plant Operator | 17.52 |
| 25070 - Stationary Engineer | 22.92 |
| 25190 - Ventilation Equipment Tender | 15.57 |
| 25210 - Water Treatment Plant Operator | 17.52 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.51 |
| 27007 - Baggage Inspector | 14.10 |
| 27008 - Corrections Officer | 19.21 |
| 27010 - Court Security Officer | 23.50 |
| 27030 - Detection Dog Handler | 16.92 |
| 27040 - Detention Officer | 21.13 |
| 27070 - Firefighter | 22.87 |
| 27101 - Guard I | 14.10 |
| 27102 - Guard II | 16.92 |
| 27131 - Police Officer I | 27.08 |
| 27132 - Police Officer II | 30.10 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.31 |
| 28042 - Carnival Equipment Repairer | 13.07 |
| 28043 - Carnival Equipment Worker | 9.50 |
| 28210 - Gate Attendant/Gate Tender | 14.18 |
| 28310 - Lifeguard | 11.19 |
| 28350 - Park Attendant (Aide) | 15.86 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.57 |
| 28515 - Recreation Specialist | 18.00 |
| 28630 - Sports Official | 12.63 |
| 28690 - Swimming Pool Operator | 18.88 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.83 |
| 29020 - Hatch Tender | 18.83 |
| 29030 - Line Handler | 18.83 |
| 29041 - Stevedore I | 16.48 |
| 29042 - Stevedore II | 18.79 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 1) | 37.81 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.07 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.72 |
| 30021 - Archeological Technician I | 19.29 |
| 30022 - Archeological Technician II | 22.30 |
| 30023 - Archeological Technician III | 27.75 |
| 30030 - Cartographic Technician | 27.75 |
| 30040 - Civil Engineering Technician | 24.64 |
| 30061 - Drafter/CAD Operator I | 20.07 |
| 30062 - Drafter/CAD Operator II | 22.40 |
| 30063 - Drafter/CAD Operator III | 24.97 |
| 30064 - Drafter/CAD Operator IV | 30.73 |

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|---|---------------|
| 30081 - Engineering Technician I | 17.56 |
| 30082 - Engineering Technician II | 19.70 |
| 30083 - Engineering Technician III | 22.03 |
| 30084 - Engineering Technician IV | 27.30 |
| 30085 - Engineering Technician V | 33.40 |
| 30086 - Engineering Technician VI | 40.41 |
| 30090 - Environmental Technician | 24.73 |
| 30210 - Laboratory Technician | 21.60 |
| 30240 - Mathematical Technician | 27.75 |
| 30361 - Paralegal/Legal Assistant I | 18.92 |
| 30362 - Paralegal/Legal Assistant II | 23.44 |
| 30363 - Paralegal/Legal Assistant III | 28.67 |
| 30364 - Paralegal/Legal Assistant IV | 34.70 |
| 30390 - Photo-Optics Technician | 27.75 |
| 30461 - Technical Writer I | 25.09 |
| 30462 - Technical Writer II | 30.68 |
| 30463 - Technical Writer III | 37.13 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.03 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.08 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.85 |
| 30494 - Unexploded (UXO) Safety Escort | 24.03 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.03 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 24.97 |
| 30621 - Weather Observer, Senior | (see 2) 25.23 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.18 |
| 31030 - Bus Driver | 14.88 |
| 31043 - Driver Courier | 16.55 |
| 31260 - Parking and Lot Attendant | 8.87 |
| 31290 - Shuttle Bus Driver | 18.09 |
| 31310 - Taxi Driver | 9.76 |
| 31361 - Truckdriver, Light | 18.09 |
| 31362 - Truckdriver, Medium | 20.50 |
| 31363 - Truckdriver, Heavy | 21.04 |
| 31364 - Truckdriver, Tractor-Trailer | 21.04 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.76 |
| 99050 - Desk Clerk | 9.75 |
| 99095 - Embalmer | 20.05 |
| 99251 - Laboratory Animal Caretaker I | 10.86 |
| 99252 - Laboratory Animal Caretaker II | 11.87 |
| 99310 - Mortician | 23.40 |
| 99410 - Pest Controller | 17.39 |
| 99510 - Photofinishing Worker | 13.86 |
| 99710 - Recycling Laborer | 15.88 |
| 99711 - Recycling Specialist | 18.87 |
| 99730 - Refuse Collector | 14.05 |
| 99810 - Sales Clerk | 13.65 |
| 99820 - School Crossing Guard | 9.97 |
| 99830 - Survey Party Chief | 24.51 |
| 99831 - Surveying Aide | 14.21 |
| 99832 - Surveying Technician | 17.89 |
| 99840 - Vending Machine Attendant | 14.09 |
| 99841 - Vending Machine Repairer | 17.06 |
| 99842 - Vending Machine Repairer Helper | 14.05 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

3) 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).

1) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage

determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2514
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Erath, Hood, Jack, Johnson, Montague, Palo Pinto,
Parker, Somervell, Tarrant, Wise

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.36 |
| 01012 - Accounting Clerk II | | 16.13 |
| 01013 - Accounting Clerk III | | 18.03 |
| 01020 - Administrative Assistant | | 26.46 |
| 01040 - Court Reporter | | 17.29 |
| 01051 - Data Entry Operator I | | 13.20 |
| 01052 - Data Entry Operator II | | 14.41 |
| 01060 - Dispatcher, Motor Vehicle | | 21.20 |
| 01070 - Document Preparation Clerk | | 14.24 |
| 01090 - Duplicating Machine Operator | | 14.24 |
| 01111 - General Clerk I | | 11.32 |
| 01112 - General Clerk II | | 12.79 |
| 01113 - General Clerk III | | 15.78 |
| 01120 - Housing Referral Assistant | | 21.60 |
| 01141 - Messenger Courier | | 11.77 |
| 01191 - Order Clerk I | | 13.66 |
| 01192 - Order Clerk II | | 14.91 |
| 01261 - Personnel Assistant (Employment) I | | 16.75 |
| 01262 - Personnel Assistant (Employment) II | | 18.73 |
| 01263 - Personnel Assistant (Employment) III | | 20.88 |
| 01270 - Production Control Clerk | | 21.36 |
| 01280 - Receptionist | | 13.60 |
| 01290 - Rental Clerk | | 15.30 |
| 01300 - Scheduler, Maintenance | | 17.32 |
| 01311 - Secretary I | | 17.32 |
| 01312 - Secretary II | | 19.38 |
| 01313 - Secretary III | | 21.60 |
| 01320 - Service Order Dispatcher | | 18.82 |

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| 01410 - Supply Technician | 25.99 |
| 01420 - Survey Worker | 17.29 |
| 01531 - Travel Clerk I | 13.07 |
| 01532 - Travel Clerk II | 14.04 |
| 01533 - Travel Clerk III | 15.06 |
| 01611 - Word Processor I | 12.80 |
| 01612 - Word Processor II | 15.30 |
| 01613 - Word Processor III | 17.29 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.31 |
| 05010 - Automotive Electrician | 21.40 |
| 05040 - Automotive Glass Installer | 21.40 |
| 05070 - Automotive Worker | 21.93 |
| 05110 - Mobile Equipment Servicer | 16.07 |
| 05130 - Motor Equipment Metal Mechanic | 22.98 |
| 05160 - Motor Equipment Metal Worker | 21.40 |
| 05190 - Motor Vehicle Mechanic | 22.99 |
| 05220 - Motor Vehicle Mechanic Helper | 17.15 |
| 05250 - Motor Vehicle Upholstery Worker | 20.43 |
| 05280 - Motor Vehicle Wrecker | 20.43 |
| 05310 - Painter, Automotive | 19.45 |
| 05340 - Radiator Repair Specialist | 20.43 |
| 05370 - Tire Repairer | 11.39 |
| 05400 - Transmission Repair Specialist | 22.98 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.14 |
| 07041 - Cook I | 10.33 |
| 07042 - Cook II | 11.69 |
| 07070 - Dishwasher | 8.55 |
| 07130 - Food Service Worker | 9.61 |
| 07210 - Meat Cutter | 13.63 |
| 07260 - Waiter/Waitress | 9.03 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.72 |
| 09040 - Furniture Handler | 11.79 |
| 09080 - Furniture Refinisher | 14.72 |
| 09090 - Furniture Refinisher Helper | 11.79 |
| 09110 - Furniture Repairer, Minor | 12.94 |
| 09130 - Upholsterer | 14.29 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.82 |
| 11060 - Elevator Operator | 9.70 |
| 11090 - Gardener | 13.58 |
| 11122 - Housekeeping Aide | 9.70 |
| 11150 - Janitor | 9.70 |
| 11210 - Laborer, Grounds Maintenance | 10.39 |
| 11240 - Maid or Houseman | 8.47 |
| 11260 - Pruner | 11.58 |
| 11270 - Tractor Operator | 12.47 |
| 11330 - Trail Maintenance Worker | 11.07 |
| 11360 - Window Cleaner | 11.02 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.96 |
| 12011 - Breath Alcohol Technician | 19.80 |
| 12012 - Certified Occupational Therapist Assistant | 28.62 |
| 12015 - Certified Physical Therapist Assistant | 27.35 |
| 12020 - Dental Assistant | 19.08 |
| 12025 - Dental Hygienist | 36.14 |
| 12030 - EKG Technician | 28.89 |
| 12035 - Electroneurodiagnostic Technologist | 28.89 |
| 12040 - Emergency Medical Technician | 16.96 |
| 12071 - Licensed Practical Nurse I | 18.42 |
| 12072 - Licensed Practical Nurse II | 20.60 |

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| 12073 - Licensed Practical Nurse III | 22.96 |
| 12100 - Medical Assistant | 14.89 |
| 12130 - Medical Laboratory Technician | 19.22 |
| 12160 - Medical Record Clerk | 15.45 |
| 12190 - Medical Record Technician | 17.26 |
| 12195 - Medical Transcriptionist | 17.87 |
| 12210 - Nuclear Medicine Technologist | 33.52 |
| 12221 - Nursing Assistant I | 10.43 |
| 12222 - Nursing Assistant II | 11.72 |
| 12223 - Nursing Assistant III | 12.80 |
| 12224 - Nursing Assistant IV | 14.36 |
| 12235 - Optical Dispenser | 15.48 |
| 12236 - Optical Technician | 13.78 |
| 12250 - Pharmacy Technician | 15.18 |
| 12280 - Phlebotomist | 14.36 |
| 12305 - Radiologic Technologist | 25.82 |
| 12311 - Registered Nurse I | 25.82 |
| 12312 - Registered Nurse II | 31.58 |
| 12313 - Registered Nurse II, Specialist | 31.58 |
| 12314 - Registered Nurse III | 38.19 |
| 12315 - Registered Nurse III, Anesthetist | 38.19 |
| 12316 - Registered Nurse IV | 45.78 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.53 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.65 |
| 13012 - Exhibits Specialist II | 25.77 |
| 13013 - Exhibits Specialist III | 31.28 |
| 13041 - Illustrator I | 24.95 |
| 13042 - Illustrator II | 30.91 |
| 13043 - Illustrator III | 37.82 |
| 13047 - Librarian | 31.56 |
| 13050 - Library Aide/Clerk | 14.33 |
| 13054 - Library Information Technology Systems Administrator | 27.42 |
| 13058 - Library Technician | 15.98 |
| 13061 - Media Specialist I | 19.78 |
| 13062 - Media Specialist II | 22.13 |
| 13063 - Media Specialist III | 24.67 |
| 13071 - Photographer I | 16.50 |
| 13072 - Photographer II | 18.46 |
| 13073 - Photographer III | 22.87 |
| 13074 - Photographer IV | 27.97 |
| 13075 - Photographer V | 33.85 |
| 13110 - Video Teleconference Technician | 21.59 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.91 |
| 14042 - Computer Operator II | 17.80 |
| 14043 - Computer Operator III | 21.23 |
| 14044 - Computer Operator IV | 24.67 |
| 14045 - Computer Operator V | 27.62 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 15.91 |
| 14160 - Personal Computer Support Technician | 24.67 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 35.04 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 42.54 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 50.81 |

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| 15050 - Computer Based Training Specialist / Instructor | 35.04 |
| 15060 - Educational Technologist | 30.46 |
| 15070 - Flight Instructor (Pilot) | 50.81 |
| 15080 - Graphic Artist | 22.70 |
| 15090 - Technical Instructor | 22.61 |
| 15095 - Technical Instructor/Course Developer | 27.44 |
| 15110 - Test Proctor | 18.16 |
| 15120 - Tutor | 18.16 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.32 |
| 16030 - Counter Attendant | 9.32 |
| 16040 - Dry Cleaner | 11.86 |
| 16070 - Finisher, Flatwork, Machine | 9.32 |
| 16090 - Presser, Hand | 9.32 |
| 16110 - Presser, Machine, Drycleaning | 9.32 |
| 16130 - Presser, Machine, Shirts | 9.32 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.32 |
| 16190 - Sewing Machine Operator | 12.50 |
| 16220 - Tailor | 13.33 |
| 16250 - Washer, Machine | 10.19 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.91 |
| 19040 - Tool And Die Maker | 22.87 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.02 |
| 21030 - Material Coordinator | 19.45 |
| 21040 - Material Expediter | 19.45 |
| 21050 - Material Handling Laborer | 12.80 |
| 21071 - Order Filler | 13.57 |
| 21080 - Production Line Worker (Food Processing) | 15.02 |
| 21110 - Shipping Packer | 13.52 |
| 21130 - Shipping/Receiving Clerk | 13.52 |
| 21140 - Store Worker I | 11.85 |
| 21150 - Stock Clerk | 15.94 |
| 21210 - Tools And Parts Attendant | 15.02 |
| 21410 - Warehouse Specialist | 15.02 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 30.47 |
| 23021 - Aircraft Mechanic I | 29.07 |
| 23022 - Aircraft Mechanic II | 30.47 |
| 23023 - Aircraft Mechanic III | 31.89 |
| 23040 - Aircraft Mechanic Helper | 19.71 |
| 23050 - Aircraft, Painter | 21.37 |
| 23060 - Aircraft Servicer | 22.61 |
| 23080 - Aircraft Worker | 23.52 |
| 23110 - Appliance Mechanic | 17.18 |
| 23120 - Bicycle Repairer | 11.39 |
| 23125 - Cable Splicer | 21.60 |
| 23130 - Carpenter, Maintenance | 17.25 |
| 23140 - Carpet Layer | 15.34 |
| 23160 - Electrician, Maintenance | 20.94 |
| 23181 - Electronics Technician Maintenance I | 25.82 |
| 23182 - Electronics Technician Maintenance II | 27.21 |
| 23183 - Electronics Technician Maintenance III | 28.68 |
| 23260 - Fabric Worker | 15.63 |
| 23290 - Fire Alarm System Mechanic | 19.04 |
| 23310 - Fire Extinguisher Repairer | 15.48 |
| 23311 - Fuel Distribution System Mechanic | 19.28 |
| 23312 - Fuel Distribution System Operator | 15.47 |
| 23370 - General Maintenance Worker | 17.70 |
| 23380 - Ground Support Equipment Mechanic | 29.07 |
| 23381 - Ground Support Equipment Servicer | 22.61 |
| 23382 - Ground Support Equipment Worker | 23.52 |

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| 23391 - Gunsmith I | 15.48 |
| 23392 - Gunsmith II | 17.79 |
| 23393 - Gunsmith III | 19.76 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.50 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.44 |
| 23430 - Heavy Equipment Mechanic | 19.71 |
| 23440 - Heavy Equipment Operator | 16.87 |
| 23460 - Instrument Mechanic | 22.51 |
| 23465 - Laboratory/Shelter Mechanic | 18.74 |
| 23470 - Laborer | 12.10 |
| 23510 - Locksmith | 18.99 |
| 23530 - Machinery Maintenance Mechanic | 21.04 |
| 23550 - Machinist, Maintenance | 17.89 |
| 23580 - Maintenance Trades Helper | 12.97 |
| 23591 - Metrology Technician I | 22.51 |
| 23592 - Metrology Technician II | 23.59 |
| 23593 - Metrology Technician III | 24.69 |
| 23640 - Millwright | 22.28 |
| 23710 - Office Appliance Repairer | 18.30 |
| 23760 - Painter, Maintenance | 16.19 |
| 23790 - Pipefitter, Maintenance | 22.46 |
| 23810 - Plumber, Maintenance | 21.38 |
| 23820 - Pneudraulic Systems Mechanic | 19.76 |
| 23850 - Rigger | 21.88 |
| 23870 - Scale Mechanic | 17.79 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.28 |
| 23910 - Small Engine Mechanic | 17.03 |
| 23931 - Telecommunications Mechanic I | 22.19 |
| 23932 - Telecommunications Mechanic II | 23.17 |
| 23950 - Telephone Lineman | 21.40 |
| 23960 - Welder, Combination, Maintenance | 17.75 |
| 23965 - well Driller | 20.07 |
| 23970 - Woodcraft Worker | 19.76 |
| 23980 - Woodworker | 15.47 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.73 |
| 24580 - Child Care Center Clerk | 13.39 |
| 24610 - Chore Aide | 8.60 |
| 24620 - Family Readiness And Support Services Coordinator | 13.70 |
| 24630 - Homemaker | 17.73 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.92 |
| 25040 - Sewage Plant Operator | 17.52 |
| 25070 - Stationary Engineer | 22.92 |
| 25190 - Ventilation Equipment Tender | 15.57 |
| 25210 - Water Treatment Plant Operator | 17.52 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.51 |
| 27007 - Baggage Inspector | 14.10 |
| 27008 - Corrections Officer | 19.21 |
| 27010 - Court Security Officer | 23.50 |
| 27030 - Detection Dog Handler | 16.92 |
| 27040 - Detention Officer | 21.13 |
| 27070 - Firefighter | 22.87 |
| 27101 - Guard I | 14.10 |
| 27102 - Guard II | 16.92 |
| 27131 - Police Officer I | 27.08 |
| 27132 - Police Officer II | 30.10 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.31 |

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| 28042 - Carnival Equipment Repairer | 13.07 |
| 28043 - Carnival Equipment Worker | 9.50 |
| 28210 - Gate Attendant/Gate Tender | 14.18 |
| 28310 - Lifeguard | 11.19 |
| 28350 - Park Attendant (Aide) | 15.86 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.57 |
| 28515 - Recreation Specialist | 18.00 |
| 28630 - Sports Official | 12.63 |
| 28690 - Swimming Pool Operator | 18.88 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.83 |
| 29020 - Hatch Tender | 18.83 |
| 29030 - Line Handler | 18.83 |
| 29041 - Stevedore I | 16.48 |
| 29042 - Stevedore II | 18.79 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.81 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.07 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.72 |
| 30021 - Archeological Technician I | 19.29 |
| 30022 - Archeological Technician II | 22.30 |
| 30023 - Archeological Technician III | 27.75 |
| 30030 - Cartographic Technician | 27.75 |
| 30040 - Civil Engineering Technician | 24.64 |
| 30061 - Drafter/CAD Operator I | 20.07 |
| 30062 - Drafter/CAD Operator II | 22.40 |
| 30063 - Drafter/CAD Operator III | 24.97 |
| 30064 - Drafter/CAD Operator IV | 30.73 |
| 30081 - Engineering Technician I | 17.56 |
| 30082 - Engineering Technician II | 19.70 |
| 30083 - Engineering Technician III | 22.03 |
| 30084 - Engineering Technician IV | 27.30 |
| 30085 - Engineering Technician V | 33.40 |
| 30086 - Engineering Technician VI | 40.41 |
| 30090 - Environmental Technician | 24.73 |
| 30210 - Laboratory Technician | 21.60 |
| 30240 - Mathematical Technician | 27.75 |
| 30361 - Paralegal/Legal Assistant I | 18.92 |
| 30362 - Paralegal/Legal Assistant II | 23.44 |
| 30363 - Paralegal/Legal Assistant III | 28.67 |
| 30364 - Paralegal/Legal Assistant IV | 34.70 |
| 30390 - Photo-Optics Technician | 27.75 |
| 30461 - Technical Writer I | 25.09 |
| 30462 - Technical Writer II | 30.68 |
| 30463 - Technical Writer III | 37.13 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.03 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.08 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.85 |
| 30494 - Unexploded (UXO) Safety Escort | 24.03 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.03 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 24.97 |
| 30621 - Weather Observer, Senior (see 2) | 25.23 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.18 |
| 31030 - Bus Driver | 14.88 |
| 31043 - Driver Courier | 16.55 |
| 31260 - Parking and Lot Attendant | 8.87 |
| 31290 - Shuttle Bus Driver | 18.09 |
| 31310 - Taxi Driver | 9.76 |
| 31361 - Truckdriver, Light | 18.09 |
| 31362 - Truckdriver, Medium | 20.50 |
| 31363 - Truckdriver, Heavy | 21.04 |

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|---|-------|
| 31364 - Truckdriver, Tractor-Trailer | 21.04 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.76 |
| 99050 - Desk Clerk | 9.75 |
| 99095 - Embalmer | 20.05 |
| 99251 - Laboratory Animal Caretaker I | 10.86 |
| 99252 - Laboratory Animal Caretaker II | 11.87 |
| 99310 - Mortician | 23.40 |
| 99410 - Pest Controller | 17.39 |
| 99510 - Photofinishing Worker | 13.86 |
| 99710 - Recycling Laborer | 15.88 |
| 99711 - Recycling Specialist | 18.87 |
| 99730 - Refuse Collector | 14.05 |
| 99810 - Sales Clerk | 13.65 |
| 99820 - School Crossing Guard | 9.97 |
| 99830 - Survey Party Chief | 24.51 |
| 99831 - Surveying Aide | 14.21 |
| 99832 - Surveying Technician | 17.89 |
| 99840 - Vending Machine Attendant | 14.09 |
| 99841 - Vending Machine Repairer | 17.06 |
| 99842 - Vending Machine Repairer Helper | 14.05 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2515
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Austin, Brazoria, Chambers, Colorado, Fort Bend, Galveston, Grimes, Harris, Houston, Jackson, Lavaca, Liberty, Madison, Matagorda, Montgomery, San Jacinto, Trinity, Walker, Waller, Washington, Wharton

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.98 |
| 01012 - Accounting Clerk II | | 16.82 |
| 01013 - Accounting Clerk III | | 18.82 |

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| 01020 - Administrative Assistant | 25.91 |
| 01040 - Court Reporter | 21.79 |
| 01051 - Data Entry Operator I | 13.24 |
| 01052 - Data Entry Operator II | 14.45 |
| 01060 - Dispatcher, Motor Vehicle | 15.96 |
| 01070 - Document Preparation Clerk | 13.41 |
| 01090 - Duplicating Machine Operator | 13.41 |
| 01111 - General Clerk I | 11.88 |
| 01112 - General Clerk II | 13.27 |
| 01113 - General Clerk III | 14.90 |
| 01120 - Housing Referral Assistant | 20.69 |
| 01141 - Messenger Courier | 12.55 |
| 01191 - Order Clerk I | 13.52 |
| 01192 - Order Clerk II | 15.24 |
| 01261 - Personnel Assistant (Employment) I | 15.43 |
| 01262 - Personnel Assistant (Employment) II | 17.27 |
| 01263 - Personnel Assistant (Employment) III | 19.25 |
| 01270 - Production Control Clerk | 19.10 |
| 01280 - Receptionist | 12.02 |
| 01290 - Rental Clerk | 14.75 |
| 01300 - Scheduler, Maintenance | 16.59 |
| 01311 - Secretary I | 16.59 |
| 01312 - Secretary II | 18.57 |
| 01313 - Secretary III | 20.69 |
| 01320 - Service Order Dispatcher | 15.16 |
| 01410 - Supply Technician | 25.91 |
| 01420 - Survey Worker | 17.79 |
| 01531 - Travel Clerk I | 13.71 |
| 01532 - Travel Clerk II | 14.81 |
| 01533 - Travel Clerk III | 15.83 |
| 01611 - Word Processor I | 14.29 |
| 01612 - Word Processor II | 16.04 |
| 01613 - Word Processor III | 17.95 |
| 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 | 25.76 |
| 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 | 10.06 |
| 07041 - Cook I | 9.52 |
| 07042 - Cook II | 10.88 |
| 07070 - Dishwasher | 8.11 |
| 07130 - Food Service Worker | 9.12 |
| 07210 - Meat Cutter | 12.91 |
| 07260 - Waiter/Waitress | 8.19 |
| 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 |

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| 09130 - Upholsterer | 18.32 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.90 |
| 11060 - Elevator Operator | 8.82 |
| 11090 - Gardener | 14.52 |
| 11122 - Housekeeping Aide | 8.84 |
| 11150 - Janitor | 8.84 |
| 11210 - Laborer, Grounds Maintenance | 10.93 |
| 11240 - Maid or Houseman | 7.96 |
| 11260 - Pruner | 9.25 |
| 11270 - Tractor Operator | 12.82 |
| 11330 - Trail Maintenance Worker | 10.93 |
| 11360 - Window Cleaner | 9.81 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.00 |
| 12011 - Breath Alcohol Technician | 15.64 |
| 12012 - Certified Occupational Therapist Assistant | 23.69 |
| 12015 - Certified Physical Therapist Assistant | 24.52 |
| 12020 - Dental Assistant | 15.64 |
| 12025 - Dental Hygienist | 32.93 |
| 12030 - EKG Technician | 25.92 |
| 12035 - Electroneurodiagnostic Technologist | 25.92 |
| 12040 - Emergency Medical Technician | 15.00 |
| 12071 - Licensed Practical Nurse I | 19.05 |
| 12072 - Licensed Practical Nurse II | 21.32 |
| 12073 - Licensed Practical Nurse III | 23.76 |
| 12100 - Medical Assistant | 12.50 |
| 12130 - Medical Laboratory Technician | 16.63 |
| 12160 - Medical Record Clerk | 14.53 |
| 12190 - Medical Record Technician | 16.57 |
| 12195 - Medical Transcriptionist | 16.81 |
| 12210 - Nuclear Medicine Technologist | 35.13 |
| 12221 - Nursing Assistant I | 8.57 |
| 12222 - Nursing Assistant II | 10.36 |
| 12223 - Nursing Assistant III | 11.31 |
| 12224 - Nursing Assistant IV | 12.69 |
| 12235 - Optical Dispenser | 16.79 |
| 12236 - Optical Technician | 15.29 |
| 12250 - Pharmacy Technician | 19.18 |
| 12280 - Phlebotomist | 13.30 |
| 12305 - Radiologic Technologist | 26.70 |
| 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) | 21.85 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.30 |
| 13012 - Exhibits Specialist II | 24.74 |
| 13013 - Exhibits Specialist III | 28.94 |
| 13041 - Illustrator I | 19.30 |
| 13042 - Illustrator II | 23.91 |
| 13043 - Illustrator III | 30.12 |
| 13047 - Librarian | 26.69 |
| 13050 - Library Aide/Clerk | 10.84 |
| 13054 - Library Information Technology Systems Administrator | 24.09 |
| 13058 - Library Technician | 16.04 |
| 13061 - Media Specialist I | 17.39 |
| 13062 - Media Specialist II | 19.46 |
| 13063 - Media Specialist III | 21.68 |

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| 13071 - Photographer I | 15.32 |
| 13072 - Photographer II | 18.15 |
| 13073 - Photographer III | 22.56 |
| 13074 - Photographer IV | 27.49 |
| 13075 - Photographer V | 33.07 |
| 13110 - Video Teleconference Technician | 16.73 |
| 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 |
| 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 |
| 15060 - Educational Technologist | 29.23 |
| 15070 - Flight Instructor (Pilot) | 47.98 |
| 15080 - Graphic Artist | 26.72 |
| 15090 - Technical Instructor | 22.43 |
| 15095 - Technical Instructor/Course Developer | 27.43 |
| 15110 - Test Proctor | 18.43 |
| 15120 - Tutor | 18.43 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.40 |
| 16030 - Counter Attendant | 9.40 |
| 16040 - Dry Cleaner | 12.06 |
| 16070 - Finisher, Flatwork, Machine | 9.40 |
| 16090 - Presser, Hand | 9.40 |
| 16110 - Presser, Machine, Drycleaning | 9.40 |
| 16130 - Presser, Machine, Shirts | 9.40 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.40 |
| 16190 - Sewing Machine Operator | 12.79 |
| 16220 - Tailor | 13.75 |
| 16250 - Washer, Machine | 10.32 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.71 |
| 19040 - Tool And Die Maker | 23.23 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.25 |
| 21030 - Material Coordinator | 19.46 |
| 21040 - Material Expediter | 19.46 |
| 21050 - Material Handling Laborer | 12.26 |
| 21071 - Order Filler | 11.47 |
| 21080 - Production Line Worker (Food Processing) | 13.25 |
| 21110 - Shipping Packer | 14.60 |
| 21130 - Shipping/Receiving Clerk | 14.60 |
| 21140 - Store Worker I | 11.34 |
| 21150 - Stock Clerk | 16.06 |
| 21210 - Tools And Parts Attendant | 13.58 |
| 21410 - Warehouse Specialist | 13.25 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.47 |

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|---|-------|
| 23021 - Aircraft Mechanic I | 28.07 |
| 23022 - Aircraft Mechanic II | 29.47 |
| 23023 - Aircraft Mechanic III | 30.94 |
| 23040 - Aircraft Mechanic Helper | 21.98 |
| 23050 - Aircraft, Painter | 25.61 |
| 23060 - Aircraft Servicer | 24.44 |
| 23080 - Aircraft Worker | 25.76 |
| 23110 - Appliance Mechanic | 18.61 |
| 23120 - Bicycle Repairer | 13.91 |
| 23125 - Cable Splicer | 25.34 |
| 23130 - Carpenter, Maintenance | 19.71 |
| 23140 - Carpet Layer | 18.45 |
| 23160 - Electrician, Maintenance | 26.51 |
| 23181 - Electronics Technician Maintenance I | 21.28 |
| 23182 - Electronics Technician Maintenance II | 23.89 |
| 23183 - Electronics Technician Maintenance III | 25.10 |
| 23260 - Fabric Worker | 17.17 |
| 23290 - Fire Alarm System Mechanic | 19.95 |
| 23310 - Fire Extinguisher Repairer | 15.88 |
| 23311 - Fuel Distribution System Mechanic | 20.96 |
| 23312 - Fuel Distribution System Operator | 16.33 |
| 23370 - General Maintenance Worker | 18.08 |
| 23380 - Ground Support Equipment Mechanic | 28.07 |
| 23381 - Ground Support Equipment Servicer | 24.44 |
| 23382 - Ground Support Equipment Worker | 25.76 |
| 23391 - Gunsmith I | 15.88 |
| 23392 - Gunsmith II | 18.45 |
| 23393 - Gunsmith III | 20.81 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.04 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.95 |
| 23430 - Heavy Equipment Mechanic | 19.79 |
| 23440 - Heavy Equipment Operator | 19.26 |
| 23460 - Instrument Mechanic | 25.87 |
| 23465 - Laboratory/Shelter Mechanic | 19.71 |
| 23470 - Laborer | 11.04 |
| 23510 - Locksmith | 18.99 |
| 23530 - Machinery Maintenance Mechanic | 24.33 |
| 23550 - Machinist, Maintenance | 20.81 |
| 23580 - Maintenance Trades Helper | 14.94 |
| 23591 - Metrology Technician I | 25.87 |
| 23592 - Metrology Technician II | 26.99 |
| 23593 - Metrology Technician III | 28.14 |
| 23640 - Millwright | 21.53 |
| 23710 - Office Appliance Repairer | 18.99 |
| 23760 - Painter, Maintenance | 18.99 |
| 23790 - Pipefitter, Maintenance | 21.38 |
| 23810 - Plumber, Maintenance | 20.88 |
| 23820 - Pneudraulic Systems Mechanic | 20.81 |
| 23850 - Rigger | 20.81 |
| 23870 - Scale Mechanic | 18.45 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.95 |
| 23910 - Small Engine Mechanic | 18.08 |
| 23931 - Telecommunications Mechanic I | 23.89 |
| 23932 - Telecommunications Mechanic II | 24.95 |
| 23950 - Telephone Lineman | 25.52 |
| 23960 - welder, Combination, Maintenance | 20.27 |
| 23965 - well Driller | 20.81 |
| 23970 - Woodcraft Worker | 20.81 |
| 23980 - woodworker | 15.04 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.65 |

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| 24580 - Child Care Center Clerk | 13.27 |
| 24610 - Chore Aide | 7.35 |
| 24620 - Family Readiness And Support Services Coordinator | 13.83 |
| 24630 - Homemaker | 16.84 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.20 |
| 25040 - Sewage Plant Operator | 18.70 |
| 25070 - Stationary Engineer | 22.20 |
| 25190 - Ventilation Equipment Tender | 14.58 |
| 25210 - Water Treatment Plant Operator | 18.32 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.14 |
| 27007 - Baggage Inspector | 11.56 |
| 27008 - Corrections Officer | 19.62 |
| 27010 - Court Security Officer | 21.18 |
| 27030 - Detection Dog Handler | 17.90 |
| 27040 - Detention Officer | 19.62 |
| 27070 - Firefighter | 20.41 |
| 27101 - Guard I | 11.56 |
| 27102 - Guard II | 17.90 |
| 27131 - Police Officer I | 24.19 |
| 27132 - Police Officer II | 26.88 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.63 |
| 28042 - Carnival Equipment Repairer | 12.36 |
| 28043 - Carnival Equipment Worker | 8.51 |
| 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 | 17.83 |
| 28630 - Sports Official | 12.38 |
| 28690 - Swimming Pool Operator | 17.44 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.12 |
| 29020 - Hatch Tender | 20.12 |
| 29030 - Line Handler | 20.12 |
| 29041 - Stevedore I | 18.72 |
| 29042 - Stevedore II | 21.50 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.81 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 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 |
| 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 |
| 30210 - Laboratory Technician | 23.56 |
| 30240 - Mathematical Technician | 30.62 |
| 30361 - Paralegal/Legal Assistant I | 22.52 |

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| 30362 - Paralegal/Legal Assistant II | 27.90 |
| 30363 - Paralegal/Legal Assistant III | 34.12 |
| 30364 - Paralegal/Legal Assistant IV | 41.27 |
| 30390 - Photo-Optics Technician | 30.62 |
| 30461 - Technical Writer I | 23.21 |
| 30462 - Technical Writer II | 28.38 |
| 30463 - Technical Writer III | 34.93 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.01 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.17 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 26.35 |
| 30621 - Weather Observer, Senior (see 2) | 30.48 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.88 |
| 31030 - Bus Driver | 17.06 |
| 31043 - Driver Courier | 14.03 |
| 31260 - Parking and Lot Attendant | 9.17 |
| 31290 - Shuttle Bus Driver | 15.28 |
| 31310 - Taxi Driver | 11.54 |
| 31361 - Truckdriver, Light | 15.28 |
| 31362 - Truckdriver, Medium | 18.98 |
| 31363 - Truckdriver, Heavy | 20.32 |
| 31364 - Truckdriver, Tractor-Trailer | 20.32 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.01 |
| 99050 - Desk Clerk | 11.72 |
| 99095 - Embalmer | 23.71 |
| 99251 - Laboratory Animal Caretaker I | 9.83 |
| 99252 - Laboratory Animal Caretaker II | 10.71 |
| 99310 - Mortician | 26.44 |
| 99410 - Pest Controller | 15.80 |
| 99510 - Photofinishing Worker | 12.62 |
| 99710 - Recycling Laborer | 16.46 |
| 99711 - Recycling Specialist | 20.06 |
| 99730 - Refuse Collector | 14.67 |
| 99810 - Sales Clerk | 12.66 |
| 99820 - School Crossing Guard | 10.96 |
| 99830 - Survey Party Chief | 20.96 |
| 99831 - Surveying Aide | 14.35 |
| 99832 - Surveying Technician | 18.13 |
| 99840 - Vending Machine Attendant | 12.00 |
| 99841 - Vending Machine Repairer | 14.41 |
| 99842 - Vending Machine Repairer Helper | 12.31 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

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|---------------------------------|------------------------------------|-----------------------------------|
| WDS_Revision_Received_10.9.2014 | | Wage Determination No.: 2005-2516 |
| Diane C. Koplewski Director | Division of Wage Determinations | Revision No.: 17 |
| | | Date Of Last Revision: 07/25/2014 |
| State: Texas | | |

Area: Texas Counties of Austin, Brazoria, Chambers, Colorado, Fort Bend, Galveston, Grimes, Harris, Houston, Jackson, Lavaca, Liberty, Madison, Matagorda, Montgomery, San Jacinto, Trinity, Walker, Waller, Washington, Wharton

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.98 |
| 01012 - Accounting Clerk II | | 16.82 |
| 01013 - Accounting Clerk III | | 18.82 |
| 01020 - Administrative Assistant | | 25.91 |
| 01040 - Court Reporter | | 21.79 |
| 01051 - Data Entry Operator I | | 13.24 |
| 01052 - Data Entry Operator II | | 14.45 |
| 01060 - Dispatcher, Motor Vehicle | | 15.96 |
| 01070 - Document Preparation Clerk | | 13.41 |
| 01090 - Duplicating Machine Operator | | 13.41 |
| 01111 - General Clerk I | | 11.88 |
| 01112 - General Clerk II | | 13.27 |
| 01113 - General Clerk III | | 14.90 |
| 01120 - Housing Referral Assistant | | 20.69 |
| 01141 - Messenger Courier | | 12.55 |
| 01191 - Order Clerk I | | 13.52 |
| 01192 - Order Clerk II | | 15.24 |
| 01261 - Personnel Assistant (Employment) I | | 15.43 |
| 01262 - Personnel Assistant (Employment) II | | 17.27 |
| 01263 - Personnel Assistant (Employment) III | | 19.25 |
| 01270 - Production Control Clerk | | 19.10 |
| 01280 - Receptionist | | 12.02 |
| 01290 - Rental Clerk | | 14.75 |
| 01300 - Scheduler, Maintenance | | 16.59 |
| 01311 - Secretary I | | 16.59 |
| 01312 - Secretary II | | 18.57 |
| 01313 - Secretary III | | 20.69 |
| 01320 - Service Order Dispatcher | | 15.16 |
| 01410 - Supply Technician | | 25.91 |
| 01420 - Survey Worker | | 17.79 |
| 01531 - Travel Clerk I | | 13.71 |
| 01532 - Travel Clerk II | | 14.81 |
| 01533 - Travel Clerk III | | 15.83 |
| 01611 - Word Processor I | | 14.29 |
| 01612 - Word Processor II | | 16.04 |
| 01613 - Word Processor III | | 17.95 |
| 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 | | 25.76 |
| 05160 - Motor Equipment Metal Worker | | 21.96 |

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|--|-------|
| 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 | 10.06 |
| 07041 - Cook I | 9.52 |
| 07042 - Cook II | 10.88 |
| 07070 - Dishwasher | 8.11 |
| 07130 - Food Service Worker | 9.12 |
| 07210 - Meat Cutter | 12.91 |
| 07260 - Waiter/Waitress | 8.19 |
| 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 | 9.90 |
| 11060 - Elevator Operator | 8.82 |
| 11090 - Gardener | 14.52 |
| 11122 - Housekeeping Aide | 8.84 |
| 11150 - Janitor | 8.84 |
| 11210 - Laborer, Grounds Maintenance | 10.93 |
| 11240 - Maid or Houseman | 7.96 |
| 11260 - Pruner | 9.25 |
| 11270 - Tractor Operator | 12.82 |
| 11330 - Trail Maintenance Worker | 10.93 |
| 11360 - Window Cleaner | 9.81 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.00 |
| 12011 - Breath Alcohol Technician | 15.64 |
| 12012 - Certified Occupational Therapist Assistant | 23.69 |
| 12015 - Certified Physical Therapist Assistant | 24.52 |
| 12020 - Dental Assistant | 15.64 |
| 12025 - Dental Hygienist | 32.93 |
| 12030 - EKG Technician | 25.92 |
| 12035 - Electroneurodiagnostic Technologist | 25.92 |
| 12040 - Emergency Medical Technician | 15.00 |
| 12071 - Licensed Practical Nurse I | 19.05 |
| 12072 - Licensed Practical Nurse II | 21.32 |
| 12073 - Licensed Practical Nurse III | 23.76 |
| 12100 - Medical Assistant | 12.50 |
| 12130 - Medical Laboratory Technician | 16.63 |
| 12160 - Medical Record Clerk | 14.53 |
| 12190 - Medical Record Technician | 16.57 |
| 12195 - Medical Transcriptionist | 16.81 |
| 12210 - Nuclear Medicine Technologist | 35.13 |
| 12221 - Nursing Assistant I | 8.57 |
| 12222 - Nursing Assistant II | 10.36 |
| 12223 - Nursing Assistant III | 11.31 |
| 12224 - Nursing Assistant IV | 12.69 |
| 12235 - Optical Dispenser | 16.79 |
| 12236 - Optical Technician | 15.29 |
| 12250 - Pharmacy Technician | 19.18 |
| 12280 - Phlebotomist | 13.30 |
| 12305 - Radiologic Technologist | 26.70 |

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| 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) | 21.85 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.30 |
| 13012 - Exhibits Specialist II | 24.74 |
| 13013 - Exhibits Specialist III | 28.94 |
| 13041 - Illustrator I | 19.30 |
| 13042 - Illustrator II | 23.91 |
| 13043 - Illustrator III | 30.12 |
| 13047 - Librarian | 26.69 |
| 13050 - Library Aide/Clerk | 10.84 |
| 13054 - Library Information Technology Systems Administrator | 24.09 |
| 13058 - Library Technician | 16.04 |
| 13061 - Media Specialist I | 17.39 |
| 13062 - Media Specialist II | 19.46 |
| 13063 - Media Specialist III | 21.68 |
| 13071 - Photographer I | 15.32 |
| 13072 - Photographer II | 18.15 |
| 13073 - Photographer III | 22.56 |
| 13074 - Photographer IV | 27.49 |
| 13075 - Photographer V | 33.07 |
| 13110 - Video Teleconference Technician | 16.73 |
| 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 |
| 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 |
| 15060 - Educational Technologist | 29.23 |
| 15070 - Flight Instructor (Pilot) | 47.98 |
| 15080 - Graphic Artist | 26.72 |
| 15090 - Technical Instructor | 22.43 |
| 15095 - Technical Instructor/Course Developer | 27.43 |
| 15110 - Test Proctor | 18.43 |
| 15120 - Tutor | 18.43 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.40 |
| 16030 - Counter Attendant | 9.40 |
| 16040 - Dry Cleaner | 12.06 |
| 16070 - Finisher, Flatwork, Machine | 9.40 |
| 16090 - Presser, Hand | 9.40 |
| 16110 - Presser, Machine, Drycleaning | 9.40 |
| 16130 - Presser, Machine, Shirts | 9.40 |

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| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.40 |
| 16190 - Sewing Machine Operator | 12.79 |
| 16220 - Tailor | 13.75 |
| 16250 - Washer, Machine | 10.32 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.71 |
| 19040 - Tool And Die Maker | 23.23 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.25 |
| 21030 - Material Coordinator | 19.46 |
| 21040 - Material Expediter | 19.46 |
| 21050 - Material Handling Laborer | 12.26 |
| 21071 - Order Filler | 11.47 |
| 21080 - Production Line Worker (Food Processing) | 13.25 |
| 21110 - Shipping Packer | 14.60 |
| 21130 - Shipping/Receiving Clerk | 14.60 |
| 21140 - Store Worker I | 11.34 |
| 21150 - Stock Clerk | 16.06 |
| 21210 - Tools And Parts Attendant | 13.58 |
| 21410 - Warehouse Specialist | 13.25 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.47 |
| 23021 - Aircraft Mechanic I | 28.07 |
| 23022 - Aircraft Mechanic II | 29.47 |
| 23023 - Aircraft Mechanic III | 30.94 |
| 23040 - Aircraft Mechanic Helper | 21.98 |
| 23050 - Aircraft, Painter | 25.61 |
| 23060 - Aircraft Servicer | 24.44 |
| 23080 - Aircraft Worker | 25.76 |
| 23110 - Appliance Mechanic | 18.61 |
| 23120 - Bicycle Repairer | 13.91 |
| 23125 - Cable Splicer | 25.34 |
| 23130 - Carpenter, Maintenance | 19.71 |
| 23140 - Carpet Layer | 18.45 |
| 23160 - Electrician, Maintenance | 26.51 |
| 23181 - Electronics Technician Maintenance I | 21.28 |
| 23182 - Electronics Technician Maintenance II | 23.89 |
| 23183 - Electronics Technician Maintenance III | 25.10 |
| 23260 - Fabric Worker | 17.17 |
| 23290 - Fire Alarm System Mechanic | 19.95 |
| 23310 - Fire Extinguisher Repairer | 15.88 |
| 23311 - Fuel Distribution System Mechanic | 20.96 |
| 23312 - Fuel Distribution System Operator | 16.33 |
| 23370 - General Maintenance Worker | 18.08 |
| 23380 - Ground Support Equipment Mechanic | 28.07 |
| 23381 - Ground Support Equipment Servicer | 24.44 |
| 23382 - Ground Support Equipment Worker | 25.76 |
| 23391 - Gunsmith I | 15.88 |
| 23392 - Gunsmith II | 18.45 |
| 23393 - Gunsmith III | 20.81 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.04 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.95 |
| 23430 - Heavy Equipment Mechanic | 19.79 |
| 23440 - Heavy Equipment Operator | 19.26 |
| 23460 - Instrument Mechanic | 25.87 |
| 23465 - Laboratory/Shelter Mechanic | 19.71 |
| 23470 - Laborer | 11.04 |
| 23510 - Locksmith | 18.99 |
| 23530 - Machinery Maintenance Mechanic | 24.33 |
| 23550 - Machinist, Maintenance | 20.81 |
| 23580 - Maintenance Trades Helper | 14.94 |

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| 23591 - Metrology Technician I | 25.87 |
| 23592 - Metrology Technician II | 26.99 |
| 23593 - Metrology Technician III | 28.14 |
| 23640 - Millwright | 21.53 |
| 23710 - Office Appliance Repairer | 18.99 |
| 23760 - Painter, Maintenance | 18.99 |
| 23790 - Pipefitter, Maintenance | 21.38 |
| 23810 - Plumber, Maintenance | 20.88 |
| 23820 - Pneudraulic Systems Mechanic | 20.81 |
| 23850 - Rigger | 20.81 |
| 23870 - Scale Mechanic | 18.45 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.95 |
| 23910 - Small Engine Mechanic | 18.08 |
| 23931 - Telecommunications Mechanic I | 23.89 |
| 23932 - Telecommunications Mechanic II | 24.95 |
| 23950 - Telephone Lineman | 25.52 |
| 23960 - welder, Combination, Maintenance | 20.27 |
| 23965 - well Driller | 20.81 |
| 23970 - Woodcraft Worker | 20.81 |
| 23980 - Woodworker | 15.04 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.65 |
| 24580 - Child Care Center Clerk | 13.27 |
| 24610 - Chore Aide | 7.35 |
| 24620 - Family Readiness And Support Services Coordinator | 13.83 |
| 24630 - Homemaker | 16.84 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.20 |
| 25040 - Sewage Plant Operator | 18.70 |
| 25070 - Stationary Engineer | 22.20 |
| 25190 - Ventilation Equipment Tender | 14.58 |
| 25210 - Water Treatment Plant Operator | 18.32 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.14 |
| 27007 - Baggage Inspector | 11.56 |
| 27008 - Corrections Officer | 19.62 |
| 27010 - Court Security Officer | 21.18 |
| 27030 - Detection Dog Handler | 17.90 |
| 27040 - Detention Officer | 19.62 |
| 27070 - Firefighter | 20.41 |
| 27101 - Guard I | 11.56 |
| 27102 - Guard II | 17.90 |
| 27131 - Police Officer I | 24.19 |
| 27132 - Police Officer II | 26.88 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.63 |
| 28042 - Carnival Equipment Repairer | 12.36 |
| 28043 - Carnival Equipment Worker | 8.51 |
| 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 | 17.83 |
| 28630 - Sports Official | 12.38 |
| 28690 - Swimming Pool Operator | 17.44 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.12 |
| 29020 - Hatch Tender | 20.12 |
| 29030 - Line Handler | 20.12 |
| 29041 - Stevedore I | 18.72 |
| 29042 - Stevedore II | 21.50 |
| 30000 - Technical Occupations | |

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| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.81 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 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 |
| 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 |
| 30210 - Laboratory Technician | 23.56 |
| 30240 - Mathematical Technician | 30.62 |
| 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 |
| 30390 - Photo-Optics Technician | 30.62 |
| 30461 - Technical Writer I | 23.21 |
| 30462 - Technical Writer II | 28.38 |
| 30463 - Technical Writer III | 34.93 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.01 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.17 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 26.35 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 30.48 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.88 |
| 31030 - Bus Driver | 17.06 |
| 31043 - Driver Courier | 14.03 |
| 31260 - Parking and Lot Attendant | 9.17 |
| 31290 - Shuttle Bus Driver | 15.28 |
| 31310 - Taxi Driver | 11.54 |
| 31361 - Truckdriver, Light | 15.28 |
| 31362 - Truckdriver, Medium | 18.98 |
| 31363 - Truckdriver, Heavy | 20.32 |
| 31364 - Truckdriver, Tractor-Trailer | 20.32 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.01 |
| 99050 - Desk Clerk | 11.72 |
| 99095 - Embalmer | 23.71 |
| 99251 - Laboratory Animal Caretaker I | 9.83 |
| 99252 - Laboratory Animal Caretaker II | 10.71 |
| 99310 - Mortician | 26.44 |
| 99410 - Pest Controller | 15.80 |
| 99510 - Photofinishing Worker | 12.62 |
| 99710 - Recycling Laborer | 16.46 |
| 99711 - Recycling Specialist | 20.06 |
| 99730 - Refuse Collector | 14.67 |
| 99810 - Sales Clerk | 12.66 |
| 99820 - School Crossing Guard | 10.96 |
| 99830 - Survey Party Chief | 20.96 |

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|---|-------|
| 99831 - Surveying Aide | 14.35 |
| 99832 - Surveying Technician | 18.13 |
| 99840 - Vending Machine Attendant | 12.00 |
| 99841 - Vending Machine Repairer | 14.41 |
| 99842 - Vending Machine Repairer Helper | 12.31 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 conformance 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2517
Revision No.: 18
Date Of Last Revision: 07/25/2014

States: New Mexico, Oklahoma, Texas

Area: New Mexico Counties of Curry, Lea, Quay, Roosevelt, Union

Oklahoma Counties of Beaver, Cimarron, Texas

Texas Counties of Andrews, Armstrong, Bailey, Borden, Brewster, Briscoe, Brown, Callahan, Carson, Castro, Childress, Cochran, Coke, Coleman, Collingsworth, Comanche, Concho, Cottle, Crane, Crockett, Crosby, Dallam, Dawson, Deaf Smith, Dickens, Donley, Eastland, Ector, Fisher, Floyd, Foard, Gaines, Garza, Glasscock, Gray, Hale, Hall, Hansford, Hardeman, Hartley, Haskell, Hemphill, Hockley, Howard, Hutchinson, Irion, Jeff Davis, Jones, Kent, Kimble, King, Knox, Lamb, Lipscomb, Loving, Lubbock, Lynn, Martin, McCulloch, Menard, Midland, Mitchell, Moore, Motley, Nolan, Ochiltree, Oldham, Parmer, Pecos, Potter, Presidio, Randall, Reagan, Reeves, Roberts, Runnels, Schleicher, Scurry, Shackelford, Sherman, Stephens, Sterling, Stonewall, Sutton, Swisher, Taylor, Terrell, Terry, Throckmorton, Tom Green, Upton, Ward, Wheeler, Winkler, Yoakum, Young

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.71 |
| 01012 - Accounting Clerk II | | 14.26 |
| 01013 - Accounting Clerk III | | 15.96 |
| 01020 - Administrative Assistant | | 21.36 |
| 01040 - Court Reporter | | 16.93 |
| 01051 - Data Entry Operator I | | 10.92 |
| 01052 - Data Entry Operator II | | 11.91 |

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| 01060 - Dispatcher, Motor Vehicle | 16.39 |
| 01070 - Document Preparation Clerk | 11.95 |
| 01090 - Duplicating Machine Operator | 11.95 |
| 01111 - General Clerk I | 11.75 |
| 01112 - General Clerk II | 16.25 |
| 01113 - General Clerk III | 16.70 |
| 01120 - Housing Referral Assistant | 19.21 |
| 01141 - Messenger Courier | 9.96 |
| 01191 - Order Clerk I | 10.92 |
| 01192 - Order Clerk II | 12.88 |
| 01261 - Personnel Assistant (Employment) I | 14.21 |
| 01262 - Personnel Assistant (Employment) II | 17.32 |
| 01263 - Personnel Assistant (Employment) III | 18.25 |
| 01270 - Production Control Clerk | 17.75 |
| 01280 - Receptionist | 11.31 |
| 01290 - Rental Clerk | 13.42 |
| 01300 - Scheduler, Maintenance | 15.37 |
| 01311 - Secretary I | 15.37 |
| 01312 - Secretary II | 17.77 |
| 01313 - Secretary III | 19.21 |
| 01320 - Service Order Dispatcher | 14.63 |
| 01410 - Supply Technician | 21.36 |
| 01420 - Survey Worker | 15.22 |
| 01531 - Travel Clerk I | 11.15 |
| 01532 - Travel Clerk II | 12.06 |
| 01533 - Travel Clerk III | 12.98 |
| 01611 - Word Processor I | 12.98 |
| 01612 - Word Processor II | 14.56 |
| 01613 - Word Processor III | 16.29 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.73 |
| 05010 - Automotive Electrician | 19.89 |
| 05040 - Automotive Glass Installer | 18.62 |
| 05070 - Automotive Worker | 18.62 |
| 05110 - Mobile Equipment Servicer | 16.12 |
| 05130 - Motor Equipment Metal Mechanic | 21.12 |
| 05160 - Motor Equipment Metal Worker | 18.62 |
| 05190 - Motor Vehicle Mechanic | 21.40 |
| 05220 - Motor Vehicle Mechanic Helper | 14.89 |
| 05250 - Motor Vehicle Upholstery Worker | 17.39 |
| 05280 - Motor Vehicle Wrecker | 18.62 |
| 05310 - Painter, Automotive | 19.89 |
| 05340 - Radiator Repair Specialist | 18.62 |
| 05370 - Tire Repairer | 12.90 |
| 05400 - Transmission Repair Specialist | 21.12 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.56 |
| 07041 - Cook I | 9.71 |
| 07042 - Cook II | 11.25 |
| 07070 - Dishwasher | 7.37 |
| 07130 - Food Service Worker | 8.18 |
| 07210 - Meat Cutter | 12.96 |
| 07260 - Waiter/Waitress | 7.61 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.02 |
| 09040 - Furniture Handler | 11.85 |
| 09080 - Furniture Refinisher | 19.02 |
| 09090 - Furniture Refinisher Helper | 14.25 |
| 09110 - Furniture Repairer, Minor | 16.63 |
| 09130 - Upholsterer | 19.02 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.38 |
| 11060 - Elevator Operator | 8.38 |

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| 11090 - Gardener | 11.20 |
| 11122 - Housekeeping Aide | 9.06 |
| 11150 - Janitor | 11.51 |
| 11210 - Laborer, Grounds Maintenance | 9.62 |
| 11240 - Maid or Houseman | 7.80 |
| 11260 - Pruner | 8.70 |
| 11270 - Tractor Operator | 11.66 |
| 11330 - Trail Maintenance Worker | 9.62 |
| 11360 - Window Cleaner | 11.52 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.76 |
| 12011 - Breath Alcohol Technician | 16.47 |
| 12012 - Certified Occupational Therapist Assistant | 24.04 |
| 12015 - Certified Physical Therapist Assistant | 24.27 |
| 12020 - Dental Assistant | 13.32 |
| 12025 - Dental Hygienist | 31.24 |
| 12030 - EKG Technician | 23.07 |
| 12035 - Electroneurodiagnostic Technologist | 23.07 |
| 12040 - Emergency Medical Technician | 13.76 |
| 12071 - Licensed Practical Nurse I | 14.18 |
| 12072 - Licensed Practical Nurse II | 15.86 |
| 12073 - Licensed Practical Nurse III | 17.68 |
| 12100 - Medical Assistant | 11.62 |
| 12130 - Medical Laboratory Technician | 15.03 |
| 12160 - Medical Record Clerk | 12.51 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 13.78 |
| 12210 - Nuclear Medicine Technologist | 29.70 |
| 12221 - Nursing Assistant I | 9.59 |
| 12222 - Nursing Assistant II | 10.77 |
| 12223 - Nursing Assistant III | 11.76 |
| 12224 - Nursing Assistant IV | 13.20 |
| 12235 - Optical Dispenser | 12.88 |
| 12236 - Optical Technician | 11.61 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.20 |
| 12305 - Radiologic Technologist | 23.30 |
| 12311 - Registered Nurse I | 24.19 |
| 12312 - Registered Nurse II | 29.61 |
| 12313 - Registered Nurse II, Specialist | 29.61 |
| 12314 - Registered Nurse III | 35.83 |
| 12315 - Registered Nurse III, Anesthetist | 35.83 |
| 12316 - Registered Nurse IV | 42.91 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.87 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.34 |
| 13012 - Exhibits Specialist II | 20.25 |
| 13013 - Exhibits Specialist III | 24.77 |
| 13041 - Illustrator I | 16.34 |
| 13042 - Illustrator II | 20.25 |
| 13043 - Illustrator III | 24.77 |
| 13047 - Librarian | 22.42 |
| 13050 - Library Aide/Clerk | 10.33 |
| 13054 - Library Information Technology Systems Administrator | 20.25 |
| 13058 - Library Technician | 14.76 |
| 13061 - Media Specialist I | 14.62 |
| 13062 - Media Specialist II | 16.34 |
| 13063 - Media Specialist III | 18.23 |
| 13071 - Photographer I | 13.30 |
| 13072 - Photographer II | 15.63 |
| 13073 - Photographer III | 18.41 |
| 13074 - Photographer IV | 22.53 |

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| 13075 - Photographer V | 27.26 |
| 13110 - Video Teleconference Technician | 14.97 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.98 |
| 14042 - Computer Operator II | 15.64 |
| 14043 - Computer Operator III | 19.48 |
| 14044 - Computer Operator IV | 21.63 |
| 14045 - Computer Operator V | 23.96 |
| 14071 - Computer Programmer I | 22.18 |
| 14072 - Computer Programmer II | 27.50 |
| 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 | 13.98 |
| 14160 - Personal Computer Support Technician | 21.63 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.44 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.92 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.60 |
| 15050 - Computer Based Training Specialist / Instructor | 27.72 |
| 15060 - Educational Technologist | 26.44 |
| 15070 - Flight Instructor (Pilot) | 40.60 |
| 15080 - Graphic Artist | 19.64 |
| 15090 - Technical Instructor | 18.16 |
| 15095 - Technical Instructor/Course Developer | 22.23 |
| 15110 - Test Proctor | 17.77 |
| 15120 - Tutor | 17.77 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.21 |
| 16030 - Counter Attendant | 8.21 |
| 16040 - Dry Cleaner | 9.53 |
| 16070 - Finisher, Flatwork, Machine | 8.21 |
| 16090 - Presser, Hand | 8.21 |
| 16110 - Presser, Machine, Drycleaning | 8.21 |
| 16130 - Presser, Machine, Shirts | 8.21 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.21 |
| 16190 - Sewing Machine Operator | 10.09 |
| 16220 - Tailor | 10.61 |
| 16250 - Washer, Machine | 9.45 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.96 |
| 19040 - Tool And Die Maker | 24.37 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.57 |
| 21030 - Material Coordinator | 17.75 |
| 21040 - Material Expediter | 17.75 |
| 21050 - Material Handling Laborer | 9.78 |
| 21071 - Order Filler | 11.03 |
| 21080 - Production Line Worker (Food Processing) | 14.57 |
| 21110 - Shipping Packer | 12.38 |
| 21130 - Shipping/Receiving Clerk | 12.38 |
| 21140 - Store Worker I | 9.53 |
| 21150 - Stock Clerk | 13.09 |
| 21210 - Tools And Parts Attendant | 14.57 |
| 21410 - Warehouse Specialist | 14.57 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.13 |
| 23021 - Aircraft Mechanic I | 23.71 |
| 23022 - Aircraft Mechanic II | 25.13 |
| 23023 - Aircraft Mechanic III | 26.53 |
| 23040 - Aircraft Mechanic Helper | 16.71 |

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| 23050 - Aircraft, Painter | 21.58 |
| 23060 - Aircraft Servicer | 18.72 |
| 23080 - Aircraft Worker | 20.06 |
| 23110 - Appliance Mechanic | 16.96 |
| 23120 - Bicycle Repairer | 12.90 |
| 23125 - Cable Splicer | 24.94 |
| 23130 - Carpenter, Maintenance | 16.96 |
| 23140 - Carpet Layer | 15.84 |
| 23160 - Electrician, Maintenance | 21.00 |
| 23181 - Electronics Technician Maintenance I | 20.54 |
| 23182 - Electronics Technician Maintenance II | 21.99 |
| 23183 - Electronics Technician Maintenance III | 23.51 |
| 23260 - Fabric Worker | 14.71 |
| 23290 - Fire Alarm System Mechanic | 19.23 |
| 23310 - Fire Extinguisher Repairer | 13.66 |
| 23311 - Fuel Distribution System Mechanic | 18.22 |
| 23312 - Fuel Distribution System Operator | 15.05 |
| 23370 - General Maintenance Worker | 15.84 |
| 23380 - Ground Support Equipment Mechanic | 23.71 |
| 23381 - Ground Support Equipment Servicer | 18.72 |
| 23382 - Ground Support Equipment Worker | 20.06 |
| 23391 - Gunsmith I | 13.66 |
| 23392 - Gunsmith II | 15.84 |
| 23393 - Gunsmith III | 19.35 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.31 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.41 |
| 23430 - Heavy Equipment Mechanic | 19.24 |
| 23440 - Heavy Equipment Operator | 19.24 |
| 23460 - Instrument Mechanic | 19.35 |
| 23465 - Laboratory/Shelter Mechanic | 16.96 |
| 23470 - Laborer | 11.40 |
| 23510 - Locksmith | 16.96 |
| 23530 - Machinery Maintenance Mechanic | 17.96 |
| 23550 - Machinist, Maintenance | 19.62 |
| 23580 - Maintenance Trades Helper | 13.56 |
| 23591 - Metrology Technician I | 19.35 |
| 23592 - Metrology Technician II | 20.52 |
| 23593 - Metrology Technician III | 21.65 |
| 23640 - Millwright | 19.35 |
| 23710 - Office Appliance Repairer | 16.96 |
| 23760 - Painter, Maintenance | 16.96 |
| 23790 - Pipefitter, Maintenance | 17.80 |
| 23810 - Plumber, Maintenance | 17.15 |
| 23820 - Pneudraulic Systems Mechanic | 19.35 |
| 23850 - Rigger | 19.35 |
| 23870 - Scale Mechanic | 15.84 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.24 |
| 23910 - Small Engine Mechanic | 15.84 |
| 23931 - Telecommunications Mechanic I | 21.03 |
| 23932 - Telecommunications Mechanic II | 22.36 |
| 23950 - Telephone Lineman | 21.32 |
| 23960 - Welder, Combination, Maintenance | 19.24 |
| 23965 - Well Driller | 20.50 |
| 23970 - Woodcraft Worker | 19.35 |
| 23980 - Woodworker | 13.82 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.36 |
| 24580 - Child Care Center Clerk | 12.97 |
| 24610 - Chore Aide | 7.33 |
| 24620 - Family Readiness And Support Services Coordinator | 9.81 |

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|--|-------|
| 24630 - Homemaker | 15.93 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.90 |
| 25040 - Sewage Plant Operator | 17.29 |
| 25070 - Stationary Engineer | 18.90 |
| 25190 - Ventilation Equipment Tender | 13.23 |
| 25210 - Water Treatment Plant Operator | 17.29 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.48 |
| 27007 - Baggage Inspector | 12.58 |
| 27008 - Corrections Officer | 16.49 |
| 27010 - Court Security Officer | 19.36 |
| 27030 - Detection Dog Handler | 15.74 |
| 27040 - Detention Officer | 16.49 |
| 27070 - Firefighter | 20.08 |
| 27101 - Guard I | 12.58 |
| 27102 - Guard II | 15.74 |
| 27131 - Police Officer I | 23.04 |
| 27132 - Police Officer II | 25.57 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.01 |
| 28042 - Carnival Equipment Repairer | 10.43 |
| 28043 - Carnival Equipment Worker | 8.32 |
| 28210 - Gate Attendant/Gate Tender | 13.35 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.94 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.90 |
| 28515 - Recreation Specialist | 15.20 |
| 28630 - Sports Official | 11.90 |
| 28690 - Swimming Pool Operator | 14.21 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.39 |
| 29020 - Hatch Tender | 18.39 |
| 29030 - Line Handler | 18.39 |
| 29041 - Stevedore I | 17.07 |
| 29042 - Stevedore II | 19.69 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.67 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.30 |
| 30022 - Archeological Technician II | 18.22 |
| 30023 - Archeological Technician III | 22.58 |
| 30030 - Cartographic Technician | 22.58 |
| 30040 - Civil Engineering Technician | 21.39 |
| 30061 - Drafter/CAD Operator I | 16.30 |
| 30062 - Drafter/CAD Operator II | 18.22 |
| 30063 - Drafter/CAD Operator III | 20.71 |
| 30064 - Drafter/CAD Operator IV | 25.13 |
| 30081 - Engineering Technician I | 15.07 |
| 30082 - Engineering Technician II | 16.90 |
| 30083 - Engineering Technician III | 18.91 |
| 30084 - Engineering Technician IV | 23.43 |
| 30085 - Engineering Technician V | 28.66 |
| 30086 - Engineering Technician VI | 34.67 |
| 30090 - Environmental Technician | 21.53 |
| 30210 - Laboratory Technician | 20.09 |
| 30240 - Mathematical Technician | 22.58 |
| 30361 - Paralegal/Legal Assistant I | 16.90 |
| 30362 - Paralegal/Legal Assistant II | 19.95 |
| 30363 - Paralegal/Legal Assistant III | 24.84 |
| 30364 - Paralegal/Legal Assistant IV | 29.73 |
| 30390 - Photo-Optics Technician | 22.58 |

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|---|---------------|
| 30461 - Technical Writer I | 21.64 |
| 30462 - Technical Writer II | 26.45 |
| 30463 - Technical Writer III | 32.01 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.71 |
| 30621 - Weather Observer, Senior | (see 2) 22.58 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.01 |
| 31030 - Bus Driver | 17.05 |
| 31043 - Driver Courier | 11.91 |
| 31260 - Parking and Lot Attendant | 8.95 |
| 31290 - Shuttle Bus Driver | 12.89 |
| 31310 - Taxi Driver | 9.57 |
| 31361 - Truckdriver, Light | 12.89 |
| 31362 - Truckdriver, Medium | 15.45 |
| 31363 - Truckdriver, Heavy | 17.91 |
| 31364 - Truckdriver, Tractor-Trailer | 17.91 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.73 |
| 99050 - Desk Clerk | 11.45 |
| 99095 - Embalmer | 24.07 |
| 99251 - Laboratory Animal Caretaker I | 10.35 |
| 99252 - Laboratory Animal Caretaker II | 11.21 |
| 99310 - Mortician | 24.07 |
| 99410 - Pest Controller | 14.59 |
| 99510 - Photofinishing Worker | 11.42 |
| 99710 - Recycling Laborer | 14.23 |
| 99711 - Recycling Specialist | 17.31 |
| 99730 - Refuse Collector | 12.73 |
| 99810 - Sales Clerk | 11.55 |
| 99820 - School Crossing Guard | 8.77 |
| 99830 - Survey Party Chief | 14.51 |
| 99831 - Surveying Aide | 10.10 |
| 99832 - Surveying Technician | 13.85 |
| 99840 - Vending Machine Attendant | 11.45 |
| 99841 - Vending Machine Repairer | 14.36 |
| 99842 - Vending Machine Repairer Helper | 11.45 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or
Page 3468

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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2518
Revision No.: 20
Date Of Last Revision: 07/25/2014

States: New Mexico, Oklahoma, Texas

Area: New Mexico Counties of Curry, Lea, Quay, Roosevelt, Union

Oklahoma Counties of Beaver, Cimarron, Texas

Texas Counties of Andrews, Armstrong, Bailey, Borden, Brewster, Briscoe, Brown, Callahan, Carson, Castro, Childress, Cochran, Coke, Coleman, Collingsworth, Comanche, Concho, Cottle, Crane, Crockett, Crosby, Dallam, Dawson, Deaf Smith, Dickens, Donley, Eastland, Ector, Fisher, Floyd, Foard, Gaines, Garza, Glasscock, Gray, Hale, Hall, Hansford, Hardeman, Hartley, Haskell, Hemphill, Hockley, Howard, Hutchinson, Irion, Jeff Davis, Jones, Kent, Kimble, King, Knox, Lamb, Lipscomb, Loving, Lubbock, Lynn, Martin, McCulloch, Menard, Midland, Mitchell, Moore, Motley, Nolan, Ochiltree, Oldham, Parmer, Pecos, Potter, Presidio, Randall, Reagan, Reeves, Roberts, Runnels, Schleicher, Scurry, Shackelford, Sherman, Stephens, Sterling, Stonewall, Sutton, Swisher, Taylor, Terrell, Terry, Throckmorton, Tom Green, Upton, Ward, Wheeler, Winkler, Yoakum, Young

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.71 |
| 01012 - Accounting Clerk II | | 14.26 |
| 01013 - Accounting Clerk III | | 15.96 |
| 01020 - Administrative Assistant | | 21.36 |
| 01040 - Court Reporter | | 16.93 |
| 01051 - Data Entry Operator I | | 10.92 |
| 01052 - Data Entry Operator II | | 11.91 |
| 01060 - Dispatcher, Motor Vehicle | | 16.39 |
| 01070 - Document Preparation Clerk | | 11.95 |
| 01090 - Duplicating Machine Operator | | 11.95 |
| 01111 - General Clerk I | | 11.75 |
| 01112 - General Clerk II | | 16.25 |
| 01113 - General Clerk III | | 16.70 |
| 01120 - Housing Referral Assistant | | 19.21 |
| 01141 - Messenger Courier | | 9.96 |
| 01191 - Order Clerk I | | 10.92 |
| 01192 - Order Clerk II | | 12.88 |
| 01261 - Personnel Assistant (Employment) I | | 14.21 |
| 01262 - Personnel Assistant (Employment) II | | 17.32 |
| 01263 - Personnel Assistant (Employment) III | | 18.25 |
| 01270 - Production Control Clerk | | 17.75 |
| 01280 - Receptionist | | 11.31 |
| 01290 - Rental Clerk | | 13.42 |
| 01300 - Scheduler, Maintenance | | 15.37 |
| 01311 - Secretary I | | 15.37 |
| 01312 - Secretary II | | 17.77 |
| 01313 - Secretary III | | 19.21 |
| 01320 - Service Order Dispatcher | | 14.63 |
| 01410 - Supply Technician | | 21.36 |
| 01420 - Survey Worker | | 15.22 |
| 01531 - Travel Clerk I | | 11.15 |
| 01532 - Travel Clerk II | | 12.06 |
| 01533 - Travel Clerk III | | 12.98 |
| 01611 - Word Processor I | | 12.98 |
| 01612 - Word Processor II | | 14.56 |
| 01613 - Word Processor III | | 16.29 |

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| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.73 |
| 05010 - Automotive Electrician | 19.89 |
| 05040 - Automotive Glass Installer | 18.62 |
| 05070 - Automotive Worker | 18.62 |
| 05110 - Mobile Equipment Servicer | 16.12 |
| 05130 - Motor Equipment Metal Mechanic | 21.12 |
| 05160 - Motor Equipment Metal Worker | 18.62 |
| 05190 - Motor Vehicle Mechanic | 21.40 |
| 05220 - Motor Vehicle Mechanic Helper | 14.89 |
| 05250 - Motor Vehicle Upholstery Worker | 17.39 |
| 05280 - Motor Vehicle Wrecker | 18.62 |
| 05310 - Painter, Automotive | 19.89 |
| 05340 - Radiator Repair Specialist | 18.62 |
| 05370 - Tire Repairer | 12.90 |
| 05400 - Transmission Repair Specialist | 21.12 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.56 |
| 07041 - Cook I | 9.71 |
| 07042 - Cook II | 11.25 |
| 07070 - Dishwasher | 7.37 |
| 07130 - Food Service Worker | 8.18 |
| 07210 - Meat Cutter | 12.96 |
| 07260 - Waiter/Waitress | 7.61 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.02 |
| 09040 - Furniture Handler | 11.85 |
| 09080 - Furniture Refinisher | 19.02 |
| 09090 - Furniture Refinisher Helper | 14.25 |
| 09110 - Furniture Repairer, Minor | 16.63 |
| 09130 - Upholsterer | 19.02 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.38 |
| 11060 - Elevator Operator | 8.38 |
| 11090 - Gardener | 11.20 |
| 11122 - Housekeeping Aide | 9.06 |
| 11150 - Janitor | 11.51 |
| 11210 - Laborer, Grounds Maintenance | 9.62 |
| 11240 - Maid or Houseman | 7.80 |
| 11260 - Pruner | 8.70 |
| 11270 - Tractor Operator | 11.66 |
| 11330 - Trail Maintenance Worker | 9.62 |
| 11360 - Window Cleaner | 11.52 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.76 |
| 12011 - Breath Alcohol Technician | 16.47 |
| 12012 - Certified Occupational Therapist Assistant | 24.04 |
| 12015 - Certified Physical Therapist Assistant | 24.27 |
| 12020 - Dental Assistant | 13.32 |
| 12025 - Dental Hygienist | 31.24 |
| 12030 - EKG Technician | 23.07 |
| 12035 - Electroneurodiagnostic Technologist | 23.07 |
| 12040 - Emergency Medical Technician | 13.76 |
| 12071 - Licensed Practical Nurse I | 14.18 |
| 12072 - Licensed Practical Nurse II | 15.86 |
| 12073 - Licensed Practical Nurse III | 17.68 |
| 12100 - Medical Assistant | 11.62 |
| 12130 - Medical Laboratory Technician | 15.03 |
| 12160 - Medical Record Clerk | 12.51 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 13.78 |
| 12210 - Nuclear Medicine Technologist | 29.70 |
| 12221 - Nursing Assistant I | 9.59 |

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| 12222 - Nursing Assistant II | 10.77 |
| 12223 - Nursing Assistant III | 11.76 |
| 12224 - Nursing Assistant IV | 13.20 |
| 12235 - Optical Dispenser | 12.88 |
| 12236 - Optical Technician | 11.61 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.20 |
| 12305 - Radiologic Technologist | 23.30 |
| 12311 - Registered Nurse I | 24.19 |
| 12312 - Registered Nurse II | 29.61 |
| 12313 - Registered Nurse II, Specialist | 29.61 |
| 12314 - Registered Nurse III | 35.83 |
| 12315 - Registered Nurse III, Anesthetist | 35.83 |
| 12316 - Registered Nurse IV | 42.91 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.87 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.34 |
| 13012 - Exhibits Specialist II | 20.25 |
| 13013 - Exhibits Specialist III | 24.77 |
| 13041 - Illustrator I | 16.34 |
| 13042 - Illustrator II | 20.25 |
| 13043 - Illustrator III | 24.77 |
| 13047 - Librarian | 22.42 |
| 13050 - Library Aide/Clerk | 10.33 |
| 13054 - Library Information Technology Systems Administrator | 20.25 |
| 13058 - Library Technician | 14.76 |
| 13061 - Media Specialist I | 14.62 |
| 13062 - Media Specialist II | 16.34 |
| 13063 - Media Specialist III | 18.23 |
| 13071 - Photographer I | 13.30 |
| 13072 - Photographer II | 15.63 |
| 13073 - Photographer III | 18.41 |
| 13074 - Photographer IV | 22.53 |
| 13075 - Photographer V | 27.26 |
| 13110 - Video Teleconference Technician | 14.97 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.98 |
| 14042 - Computer Operator II | 15.64 |
| 14043 - Computer Operator III | 19.48 |
| 14044 - Computer Operator IV | 21.63 |
| 14045 - Computer Operator V | 23.96 |
| 14071 - Computer Programmer I | 22.18 |
| 14072 - Computer Programmer II | 27.50 |
| 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 | 13.98 |
| 14160 - Personal Computer Support Technician | 21.63 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.44 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.92 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.60 |
| 15050 - Computer Based Training Specialist / Instructor | 27.72 |
| 15060 - Educational Technologist | 26.44 |
| 15070 - Flight Instructor (Pilot) | 40.60 |
| 15080 - Graphic Artist | 19.64 |
| 15090 - Technical Instructor | 18.16 |
| 15095 - Technical Instructor/Course Developer | 22.23 |
| 15110 - Test Proctor | 17.77 |
| 15120 - Tutor | 17.77 |

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| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.21 |
| 16030 - Counter Attendant | 8.21 |
| 16040 - Dry Cleaner | 9.53 |
| 16070 - Finisher, Flatwork, Machine | 8.21 |
| 16090 - Presser, Hand | 8.21 |
| 16110 - Presser, Machine, Drycleaning | 8.21 |
| 16130 - Presser, Machine, Shirts | 8.21 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.21 |
| 16190 - Sewing Machine Operator | 10.09 |
| 16220 - Tailor | 10.61 |
| 16250 - Washer, Machine | 9.45 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.96 |
| 19040 - Tool And Die Maker | 24.37 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.57 |
| 21030 - Material Coordinator | 17.75 |
| 21040 - Material Expediter | 17.75 |
| 21050 - Material Handling Laborer | 9.78 |
| 21071 - Order Filler | 11.03 |
| 21080 - Production Line Worker (Food Processing) | 14.57 |
| 21110 - Shipping Packer | 12.38 |
| 21130 - Shipping/Receiving Clerk | 12.38 |
| 21140 - Store Worker I | 9.53 |
| 21150 - Stock Clerk | 13.09 |
| 21210 - Tools And Parts Attendant | 14.57 |
| 21410 - Warehouse Specialist | 14.57 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.13 |
| 23021 - Aircraft Mechanic I | 23.71 |
| 23022 - Aircraft Mechanic II | 25.13 |
| 23023 - Aircraft Mechanic III | 26.53 |
| 23040 - Aircraft Mechanic Helper | 16.71 |
| 23050 - Aircraft, Painter | 21.58 |
| 23060 - Aircraft Servicer | 18.72 |
| 23080 - Aircraft Worker | 20.06 |
| 23110 - Appliance Mechanic | 16.96 |
| 23120 - Bicycle Repairer | 12.90 |
| 23125 - Cable Splicer | 24.94 |
| 23130 - Carpenter, Maintenance | 16.96 |
| 23140 - Carpet Layer | 15.84 |
| 23160 - Electrician, Maintenance | 21.00 |
| 23181 - Electronics Technician Maintenance I | 20.54 |
| 23182 - Electronics Technician Maintenance II | 21.99 |
| 23183 - Electronics Technician Maintenance III | 23.51 |
| 23260 - Fabric Worker | 14.71 |
| 23290 - Fire Alarm System Mechanic | 19.23 |
| 23310 - Fire Extinguisher Repairer | 13.66 |
| 23311 - Fuel Distribution System Mechanic | 18.22 |
| 23312 - Fuel Distribution System Operator | 15.05 |
| 23370 - General Maintenance Worker | 15.84 |
| 23380 - Ground Support Equipment Mechanic | 23.71 |
| 23381 - Ground Support Equipment Servicer | 18.72 |
| 23382 - Ground Support Equipment Worker | 20.06 |
| 23391 - Gunsmith I | 13.66 |
| 23392 - Gunsmith II | 15.84 |
| 23393 - Gunsmith III | 19.35 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.31 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.41 |
| 23430 - Heavy Equipment Mechanic | 19.24 |

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|---|-------|
| 23440 - Heavy Equipment Operator | 19.24 |
| 23460 - Instrument Mechanic | 19.35 |
| 23465 - Laboratory/Shelter Mechanic | 16.96 |
| 23470 - Laborer | 11.40 |
| 23510 - Locksmith | 16.96 |
| 23530 - Machinery Maintenance Mechanic | 17.96 |
| 23550 - Machinist, Maintenance | 19.62 |
| 23580 - Maintenance Trades Helper | 13.56 |
| 23591 - Metrology Technician I | 19.35 |
| 23592 - Metrology Technician II | 20.52 |
| 23593 - Metrology Technician III | 21.65 |
| 23640 - Millwright | 19.35 |
| 23710 - Office Appliance Repairer | 16.96 |
| 23760 - Painter, Maintenance | 16.96 |
| 23790 - Pipefitter, Maintenance | 17.80 |
| 23810 - Plumber, Maintenance | 17.15 |
| 23820 - Pneudraulic Systems Mechanic | 19.35 |
| 23850 - Rigger | 19.35 |
| 23870 - Scale Mechanic | 15.84 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.24 |
| 23910 - Small Engine Mechanic | 15.84 |
| 23931 - Telecommunications Mechanic I | 21.03 |
| 23932 - Telecommunications Mechanic II | 22.36 |
| 23950 - Telephone Lineman | 21.32 |
| 23960 - Welder, Combination, Maintenance | 19.24 |
| 23965 - Well Driller | 20.50 |
| 23970 - Woodcraft Worker | 19.35 |
| 23980 - Woodworker | 13.82 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.36 |
| 24580 - Child Care Center Clerk | 12.97 |
| 24610 - Chore Aide | 7.33 |
| 24620 - Family Readiness And Support Services Coordinator | 9.81 |
| 24630 - Homemaker | 15.93 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.90 |
| 25040 - Sewage Plant Operator | 17.29 |
| 25070 - Stationary Engineer | 18.90 |
| 25190 - Ventilation Equipment Tender | 13.23 |
| 25210 - Water Treatment Plant Operator | 17.29 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.48 |
| 27007 - Baggage Inspector | 12.58 |
| 27008 - Corrections Officer | 16.49 |
| 27010 - Court Security Officer | 19.36 |
| 27030 - Detection Dog Handler | 15.74 |
| 27040 - Detention Officer | 16.49 |
| 27070 - Firefighter | 20.08 |
| 27101 - Guard I | 12.58 |
| 27102 - Guard II | 15.74 |
| 27131 - Police Officer I | 23.04 |
| 27132 - Police Officer II | 25.57 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.01 |
| 28042 - Carnival Equipment Repairer | 10.43 |
| 28043 - Carnival Equipment Worker | 8.32 |
| 28210 - Gate Attendant/Gate Tender | 13.35 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.94 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.90 |
| 28515 - Recreation Specialist | 15.20 |
| 28630 - Sports Official | 11.90 |

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| 28690 - Swimming Pool Operator | 14.21 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.39 |
| 29020 - Hatch Tender | 18.39 |
| 29030 - Line Handler | 18.39 |
| 29041 - Stevedore I | 17.07 |
| 29042 - Stevedore II | 19.69 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.67 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.30 |
| 30022 - Archeological Technician II | 18.22 |
| 30023 - Archeological Technician III | 22.58 |
| 30030 - Cartographic Technician | 22.58 |
| 30040 - Civil Engineering Technician | 21.39 |
| 30061 - Drafter/CAD Operator I | 16.30 |
| 30062 - Drafter/CAD Operator II | 18.22 |
| 30063 - Drafter/CAD Operator III | 20.71 |
| 30064 - Drafter/CAD Operator IV | 25.13 |
| 30081 - Engineering Technician I | 15.07 |
| 30082 - Engineering Technician II | 16.90 |
| 30083 - Engineering Technician III | 18.91 |
| 30084 - Engineering Technician IV | 23.43 |
| 30085 - Engineering Technician V | 28.66 |
| 30086 - Engineering Technician VI | 34.67 |
| 30090 - Environmental Technician | 21.53 |
| 30210 - Laboratory Technician | 20.09 |
| 30240 - Mathematical Technician | 22.58 |
| 30361 - Paralegal/Legal Assistant I | 16.90 |
| 30362 - Paralegal/Legal Assistant II | 19.95 |
| 30363 - Paralegal/Legal Assistant III | 24.84 |
| 30364 - Paralegal/Legal Assistant IV | 29.73 |
| 30390 - Photo-Optics Technician | 22.58 |
| 30461 - Technical Writer I | 21.64 |
| 30462 - Technical Writer II | 26.45 |
| 30463 - Technical Writer III | 32.01 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 20.71 |
| 30621 - Weather Observer, Senior (see 2) | 22.58 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.01 |
| 31030 - Bus Driver | 17.05 |
| 31043 - Driver Courier | 11.91 |
| 31260 - Parking and Lot Attendant | 8.95 |
| 31290 - Shuttle Bus Driver | 12.89 |
| 31310 - Taxi Driver | 9.57 |
| 31361 - Truckdriver, Light | 12.89 |
| 31362 - Truckdriver, Medium | 15.45 |
| 31363 - Truckdriver, Heavy | 17.91 |
| 31364 - Truckdriver, Tractor-Trailer | 17.91 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.73 |
| 99050 - Desk Clerk | 11.45 |
| 99095 - Embalmer | 24.07 |
| 99251 - Laboratory Animal Caretaker I | 10.35 |
| 99252 - Laboratory Animal Caretaker II | 11.21 |
| 99310 - Mortician | 24.07 |

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| 99410 - Pest Controller | 14.59 |
| 99510 - Photofinishing Worker | 11.42 |
| 99710 - Recycling Laborer | 14.23 |
| 99711 - Recycling Specialist | 17.31 |
| 99730 - Refuse Collector | 12.73 |
| 99810 - Sales Clerk | 11.55 |
| 99820 - School Crossing Guard | 8.77 |
| 99830 - Survey Party Chief | 14.51 |
| 99831 - Surveying Aide | 10.10 |
| 99832 - Surveying Technician | 13.85 |
| 99840 - Vending Machine Attendant | 11.45 |
| 99841 - Vending Machine Repairer | 14.36 |
| 99842 - Vending Machine Repairer Helper | 11.45 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2519
Revision No.: 16
Date of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Brooks, Cameron, Dimmit, Duval, Frio, Hidalgo, Jim Hogg, Kenedy, La Salle, Maverick, Starr, Webb, Willacy, Zapata, Zavala

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.16 |
| 01012 - Accounting Clerk II | | 12.52 |
| 01013 - Accounting Clerk III | | 14.48 |
| 01020 - Administrative Assistant | | 16.86 |
| 01040 - Court Reporter | | 15.03 |
| 01051 - Data Entry Operator I | | 9.50 |
| 01052 - Data Entry Operator II | | 10.37 |
| 01060 - Dispatcher, Motor Vehicle | | 14.48 |
| 01070 - Document Preparation Clerk | | 10.46 |
| 01090 - Duplicating Machine Operator | | 10.46 |
| 01111 - General Clerk I | | 10.21 |
| 01112 - General Clerk II | | 11.16 |
| 01113 - General Clerk III | | 12.52 |

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| 01120 - Housing Referral Assistant | 16.69 |
| 01141 - Messenger Courier | 9.90 |
| 01191 - Order Clerk I | 9.70 |
| 01192 - Order Clerk II | 10.59 |
| 01261 - Personnel Assistant (Employment) I | 12.52 |
| 01262 - Personnel Assistant (Employment) II | 15.33 |
| 01263 - Personnel Assistant (Employment) III | 17.11 |
| 01270 - Production Control Clerk | 13.34 |
| 01280 - Receptionist | 9.51 |
| 01290 - Rental Clerk | 12.52 |
| 01300 - Scheduler, Maintenance | 12.90 |
| 01311 - Secretary I | 12.90 |
| 01312 - Secretary II | 14.43 |
| 01313 - Secretary III | 16.10 |
| 01320 - Service Order Dispatcher | 12.82 |
| 01410 - Supply Technician | 16.86 |
| 01420 - Survey Worker | 14.38 |
| 01531 - Travel Clerk I | 10.71 |
| 01532 - Travel Clerk II | 11.73 |
| 01533 - Travel Clerk III | 12.58 |
| 01611 - Word Processor I | 10.10 |
| 01612 - Word Processor II | 12.50 |
| 01613 - Word Processor III | 14.48 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 13.72 |
| 05010 - Automotive Electrician | 13.04 |
| 05040 - Automotive Glass Installer | 12.21 |
| 05070 - Automotive Worker | 12.21 |
| 05110 - Mobile Equipment Servicer | 10.83 |
| 05130 - Motor Equipment Metal Mechanic | 13.72 |
| 05160 - Motor Equipment Metal Worker | 12.21 |
| 05190 - Motor Vehicle Mechanic | 13.72 |
| 05220 - Motor Vehicle Mechanic Helper | 10.29 |
| 05250 - Motor Vehicle Upholstery Worker | 11.52 |
| 05280 - Motor Vehicle Wrecker | 12.21 |
| 05310 - Painter, Automotive | 13.04 |
| 05340 - Radiator Repair Specialist | 12.21 |
| 05370 - Tire Repairer | 10.10 |
| 05400 - Transmission Repair Specialist | 13.72 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 9.31 |
| 07041 - Cook I | 8.74 |
| 07042 - Cook II | 9.34 |
| 07070 - Dishwasher | 7.25 |
| 07130 - Food Service Worker | 7.27 |
| 07210 - Meat Cutter | 10.65 |
| 07260 - Waiter/Waitress | 8.11 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.19 |
| 09040 - Furniture Handler | 9.08 |
| 09080 - Furniture Refinisher | 13.38 |
| 09090 - Furniture Refinisher Helper | 10.22 |
| 09110 - Furniture Repairer, Minor | 11.78 |
| 09130 - Upholsterer | 13.38 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 7.68 |
| 11060 - Elevator Operator | 8.45 |
| 11090 - Gardener | 11.16 |
| 11122 - Housekeeping Aide | 8.27 |
| 11150 - Janitor | 9.29 |
| 11210 - Laborer, Grounds Maintenance | 9.04 |
| 11240 - Maid or Houseman | 7.25 |
| 11260 - Pruner | 8.21 |

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| 11270 - Tractor Operator | 10.68 |
| 11330 - Trail Maintenance Worker | 9.04 |
| 11360 - Window Cleaner | 9.87 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.85 |
| 12011 - Breath Alcohol Technician | 15.30 |
| 12012 - Certified Occupational Therapist Assistant | 22.12 |
| 12015 - Certified Physical Therapist Assistant | 22.99 |
| 12020 - Dental Assistant | 13.22 |
| 12025 - Dental Hygienist | 30.90 |
| 12030 - EKG Technician | 24.42 |
| 12035 - Electroneurodiagnostic Technologist | 24.42 |
| 12040 - Emergency Medical Technician | 15.00 |
| 12071 - Licensed Practical Nurse I | 15.52 |
| 12072 - Licensed Practical Nurse II | 17.37 |
| 12073 - Licensed Practical Nurse III | 19.38 |
| 12100 - Medical Assistant | 10.95 |
| 12130 - Medical Laboratory Technician | 14.36 |
| 12160 - Medical Record Clerk | 12.34 |
| 12190 - Medical Record Technician | 13.54 |
| 12195 - Medical Transcriptionist | 14.16 |
| 12210 - Nuclear Medicine Technologist | 34.71 |
| 12221 - Nursing Assistant I | 8.74 |
| 12222 - Nursing Assistant II | 9.82 |
| 12223 - Nursing Assistant III | 10.72 |
| 12224 - Nursing Assistant IV | 12.03 |
| 12235 - Optical Dispenser | 15.79 |
| 12236 - Optical Technician | 25.52 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 12.36 |
| 12305 - Radiologic Technologist | 22.15 |
| 12311 - Registered Nurse I | 25.88 |
| 12312 - Registered Nurse II | 31.68 |
| 12313 - Registered Nurse II, Specialist | 31.68 |
| 12314 - Registered Nurse III | 38.30 |
| 12315 - Registered Nurse III, Anesthetist | 38.30 |
| 12316 - Registered Nurse IV | 45.94 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.92 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.38 |
| 13012 - Exhibits Specialist II | 21.54 |
| 13013 - Exhibits Specialist III | 26.37 |
| 13041 - Illustrator I | 17.38 |
| 13042 - Illustrator II | 21.54 |
| 13043 - Illustrator III | 26.37 |
| 13047 - Librarian | 23.88 |
| 13050 - Library Aide/Clerk | 18.30 |
| 13054 - Library Information Technology Systems Administrator | 21.54 |
| 13058 - Library Technician | 13.22 |
| 13061 - Media Specialist I | 15.54 |
| 13062 - Media Specialist II | 17.38 |
| 13063 - Media Specialist III | 19.39 |
| 13071 - Photographer I | 14.67 |
| 13072 - Photographer II | 16.41 |
| 13073 - Photographer III | 20.35 |
| 13074 - Photographer IV | 23.45 |
| 13075 - Photographer V | 29.26 |
| 13110 - Video Teleconference Technician | 15.43 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 12.38 |
| 14042 - Computer Operator II | 13.85 |
| 14043 - Computer Operator III | 15.48 |

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| 14044 - Computer Operator IV | 17.27 |
| 14045 - Computer Operator V | 19.18 |
| 14071 - Computer Programmer I (see 1) | 17.38 |
| 14072 - Computer Programmer II (see 1) | 20.63 |
| 14073 - Computer Programmer III (see 1) | 25.90 |
| 14074 - Computer Programmer IV (see 1) | |
| 14101 - Computer Systems Analyst I (see 1) | 25.75 |
| 14102 - Computer Systems Analyst II (see 1) | 26.90 |
| 14103 - Computer Systems Analyst III (see 1) | |
| 14150 - Peripheral Equipment Operator | 12.68 |
| 14160 - Personal Computer Support Technician | 17.27 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 23.41 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 28.33 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 33.51 |
| 15050 - Computer Based Training Specialist / Instructor | 23.41 |
| 15060 - Educational Technologist | 29.50 |
| 15070 - Flight Instructor (Pilot) | 33.51 |
| 15080 - Graphic Artist | 17.26 |
| 15090 - Technical Instructor | 16.83 |
| 15095 - Technical Instructor/Course Developer | 19.52 |
| 15110 - Test Proctor | 11.18 |
| 15120 - Tutor | 11.18 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 7.93 |
| 16030 - Counter Attendant | 7.93 |
| 16040 - Dry Cleaner | 9.32 |
| 16070 - Finisher, Flatwork, Machine | 7.93 |
| 16090 - Presser, Hand | 7.93 |
| 16110 - Presser, Machine, Drycleaning | 7.93 |
| 16130 - Presser, Machine, Shirts | 7.93 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 7.93 |
| 16190 - Sewing Machine Operator | 9.79 |
| 16220 - Tailor | 10.31 |
| 16250 - Washer, Machine | 8.31 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 13.84 |
| 19040 - Tool And Die Maker | 16.75 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 10.16 |
| 21030 - Material Coordinator | 14.22 |
| 21040 - Material Expediter | 14.22 |
| 21050 - Material Handling Laborer | 9.44 |
| 21071 - Order Filler | 8.83 |
| 21080 - Production Line Worker (Food Processing) | 10.22 |
| 21110 - Shipping Packer | 10.00 |
| 21130 - Shipping/Receiving Clerk | 10.00 |
| 21140 - Store Worker I | 10.23 |
| 21150 - Stock Clerk | 13.65 |
| 21210 - Tools And Parts Attendant | 10.22 |
| 21410 - Warehouse Specialist | 10.22 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 15.92 |
| 23021 - Aircraft Mechanic I | 15.15 |
| 23022 - Aircraft Mechanic II | 15.92 |
| 23023 - Aircraft Mechanic III | 16.71 |
| 23040 - Aircraft Mechanic Helper | 11.24 |
| 23050 - Aircraft, Painter | 14.17 |
| 23060 - Aircraft Servicer | 13.56 |
| 23080 - Aircraft Worker | 13.59 |
| 23110 - Appliance Mechanic | 12.88 |
| 23120 - Bicycle Repairer | 9.40 |
| 23125 - Cable Splicer | 18.01 |

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| 23130 - Carpenter, Maintenance | 12.88 |
| 23140 - Carpet Layer | 13.27 |
| 23160 - Electrician, Maintenance | 13.97 |
| 23181 - Electronics Technician Maintenance I | 12.65 |
| 23182 - Electronics Technician Maintenance II | 14.54 |
| 23183 - Electronics Technician Maintenance III | 17.58 |
| 23260 - Fabric Worker | 12.51 |
| 23290 - Fire Alarm System Mechanic | 15.10 |
| 23310 - Fire Extinguisher Repairer | 11.64 |
| 23311 - Fuel Distribution System Mechanic | 15.18 |
| 23312 - Fuel Distribution System Operator | 11.00 |
| 23370 - General Maintenance Worker | 11.71 |
| 23380 - Ground Support Equipment Mechanic | 15.15 |
| 23381 - Ground Support Equipment Servicer | 13.56 |
| 23382 - Ground Support Equipment Worker | 13.59 |
| 23391 - Gunsmith I | 11.44 |
| 23392 - Gunsmith II | 13.08 |
| 23393 - Gunsmith III | 14.73 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 12.33 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 12.95 |
| 23430 - Heavy Equipment Mechanic | 16.02 |
| 23440 - Heavy Equipment Operator | 12.08 |
| 23460 - Instrument Mechanic | 15.10 |
| 23465 - Laboratory/Shelter Mechanic | 13.88 |
| 23470 - Laborer | 8.14 |
| 23510 - Locksmith | 12.88 |
| 23530 - Machinery Maintenance Mechanic | 15.39 |
| 23550 - Machinist, Maintenance | 12.75 |
| 23580 - Maintenance Trades Helper | 10.16 |
| 23591 - Metrology Technician I | 15.10 |
| 23592 - Metrology Technician II | 15.98 |
| 23593 - Metrology Technician III | 16.85 |
| 23640 - Millwright | 15.10 |
| 23710 - Office Appliance Repairer | 11.99 |
| 23760 - Painter, Maintenance | 11.71 |
| 23790 - Pipefitter, Maintenance | 13.23 |
| 23810 - Plumber, Maintenance | 12.87 |
| 23820 - Pneudraulic Systems Mechanic | 15.10 |
| 23850 - Rigger | 15.77 |
| 23870 - Scale Mechanic | 13.41 |
| 23890 - Sheet-Metal Worker, Maintenance | 12.32 |
| 23910 - Small Engine Mechanic | 13.41 |
| 23931 - Telecommunications Mechanic I | 18.04 |
| 23932 - Telecommunications Mechanic II | 18.94 |
| 23950 - Telephone Lineman | 15.15 |
| 23960 - Welder, Combination, Maintenance | 13.27 |
| 23965 - Well Driller | 15.10 |
| 23970 - Woodcraft Worker | 14.91 |
| 23980 - Woodworker | 10.84 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.31 |
| 24580 - Child Care Center Clerk | 9.66 |
| 24610 - Chore Aide | 7.98 |
| 24620 - Family Readiness And Support Services Coordinator | 9.22 |
| 24630 - Homemaker | 12.27 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 16.40 |
| 25040 - Sewage Plant Operator | 12.03 |
| 25070 - Stationary Engineer | 16.40 |
| 25190 - Ventilation Equipment Tender | 11.90 |

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| 25210 - Water Treatment Plant Operator | 12.03 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 12.46 |
| 27007 - Baggage Inspector | 10.02 |
| 27008 - Corrections Officer | 14.94 |
| 27010 - Court Security Officer | 17.35 |
| 27030 - Detection Dog Handler | 14.63 |
| 27040 - Detention Officer | 14.94 |
| 27070 - Firefighter | 17.58 |
| 27101 - Guard I | 10.02 |
| 27102 - Guard II | 14.63 |
| 27131 - Police Officer I | 20.81 |
| 27132 - Police Officer II | 24.06 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.64 |
| 28042 - Carnival Equipment Repairer | 10.18 |
| 28043 - Carnival Equipment Worker | 9.27 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |
| 28515 - Recreation Specialist | 12.23 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 14.40 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 12.56 |
| 29020 - Hatch Tender | 12.56 |
| 29030 - Line Handler | 12.56 |
| 29041 - Stevedore I | 12.20 |
| 29042 - Stevedore II | 13.71 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 13.92 |
| 30022 - Archeological Technician II | 14.74 |
| 30023 - Archeological Technician III | 17.07 |
| 30030 - Cartographic Technician | 17.08 |
| 30040 - Civil Engineering Technician | 16.56 |
| 30061 - Drafter/CAD Operator I | 13.11 |
| 30062 - Drafter/CAD Operator II | 14.64 |
| 30063 - Drafter/CAD Operator III | 16.36 |
| 30064 - Drafter/CAD Operator IV | 18.60 |
| 30081 - Engineering Technician I | 12.25 |
| 30082 - Engineering Technician II | 13.77 |
| 30083 - Engineering Technician III | 15.38 |
| 30084 - Engineering Technician IV | 19.08 |
| 30085 - Engineering Technician V | 22.36 |
| 30086 - Engineering Technician VI | 27.40 |
| 30090 - Environmental Technician | 19.00 |
| 30210 - Laboratory Technician | 16.36 |
| 30240 - Mathematical Technician | 18.17 |
| 30361 - Paralegal/Legal Assistant I | 15.14 |
| 30362 - Paralegal/Legal Assistant II | 17.38 |
| 30363 - Paralegal/Legal Assistant III | 21.26 |
| 30364 - Paralegal/Legal Assistant IV | 25.72 |
| 30390 - Photo-Optics Technician | 18.17 |
| 30461 - Technical Writer I | 18.17 |
| 30462 - Technical Writer II | 20.91 |
| 30463 - Technical Writer III | 24.95 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |

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|---|---------------|
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 3) 16.36 |
| 30621 - Weather Observer, Senior | (see 3) 18.17 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.33 |
| 31030 - Bus Driver | 13.68 |
| 31043 - Driver Courier | 10.40 |
| 31260 - Parking and Lot Attendant | 8.00 |
| 31290 - Shuttle Bus Driver | 11.20 |
| 31310 - Taxi Driver | 7.32 |
| 31361 - Truckdriver, Light | 11.20 |
| 31362 - Truckdriver, Medium | 12.07 |
| 31363 - Truckdriver, Heavy | 14.67 |
| 31364 - Truckdriver, Tractor-Trailer | 14.67 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.43 |
| 99050 - Desk Clerk | 7.75 |
| 99095 - Embalmer | 23.19 |
| 99251 - Laboratory Animal Caretaker I | 13.71 |
| 99252 - Laboratory Animal Caretaker II | 14.39 |
| 99310 - Mortician | 23.19 |
| 99410 - Pest Controller | 13.33 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 11.54 |
| 99711 - Recycling Specialist | 13.78 |
| 99730 - Refuse Collector | 11.00 |
| 99810 - Sales Clerk | 10.71 |
| 99820 - School Crossing Guard | 11.36 |
| 99830 - Survey Party Chief | 18.99 |
| 99831 - Surveying Aide | 12.91 |
| 99832 - Surveying Technician | 15.88 |
| 99840 - Vending Machine Attendant | 10.70 |
| 99841 - Vending Machine Repairer | 12.14 |
| 99842 - Vending Machine Repairer Helper | 10.70 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Area: Texas Counties of Brooks, Cameron, Dimmit, Duval, Frio, Hidalgo, Jim Hogg, Kenedy, La Salle, Maverick, Starr, Webb, Willacy, Zapata, Zavala

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.16 |
| 01012 - Accounting Clerk II | | 12.52 |
| 01013 - Accounting Clerk III | | 14.48 |
| 01020 - Administrative Assistant | | 16.86 |
| 01040 - Court Reporter | | 15.03 |
| 01051 - Data Entry Operator I | | 9.50 |
| 01052 - Data Entry Operator II | | 10.37 |
| 01060 - Dispatcher, Motor Vehicle | | 14.48 |
| 01070 - Document Preparation Clerk | | 10.46 |
| 01090 - Duplicating Machine Operator | | 10.46 |
| 01111 - General Clerk I | | 10.21 |
| 01112 - General Clerk II | | 11.16 |
| 01113 - General Clerk III | | 12.52 |
| 01120 - Housing Referral Assistant | | 16.69 |
| 01141 - Messenger Courier | | 9.90 |
| 01191 - Order Clerk I | | 9.70 |
| 01192 - Order Clerk II | | 10.59 |
| 01261 - Personnel Assistant (Employment) I | | 12.52 |
| 01262 - Personnel Assistant (Employment) II | | 15.33 |
| 01263 - Personnel Assistant (Employment) III | | 17.11 |
| 01270 - Production Control Clerk | | 13.34 |
| 01280 - Receptionist | | 9.51 |
| 01290 - Rental Clerk | | 12.52 |
| 01300 - Scheduler, Maintenance | | 12.90 |
| 01311 - Secretary I | | 12.90 |
| 01312 - Secretary II | | 14.43 |
| 01313 - Secretary III | | 16.10 |
| 01320 - Service Order Dispatcher | | 12.82 |
| 01410 - Supply Technician | | 16.86 |
| 01420 - Survey Worker | | 14.38 |
| 01531 - Travel Clerk I | | 10.71 |
| 01532 - Travel Clerk II | | 11.73 |
| 01533 - Travel Clerk III | | 12.58 |
| 01611 - Word Processor I | | 10.10 |
| 01612 - Word Processor II | | 12.50 |
| 01613 - Word Processor III | | 14.48 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 13.72 |
| 05010 - Automotive Electrician | | 13.04 |
| 05040 - Automotive Glass Installer | | 12.21 |
| 05070 - Automotive Worker | | 12.21 |
| 05110 - Mobile Equipment Servicer | | 10.83 |
| 05130 - Motor Equipment Metal Mechanic | | 13.72 |
| 05160 - Motor Equipment Metal Worker | | 12.21 |
| 05190 - Motor Vehicle Mechanic | | 13.72 |
| 05220 - Motor Vehicle Mechanic Helper | | 10.29 |
| 05250 - Motor Vehicle Upholstery Worker | | 11.52 |

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| 05280 - Motor Vehicle wrecker | 12.21 |
| 05310 - Painter, Automotive | 13.04 |
| 05340 - Radiator Repair Specialist | 12.21 |
| 05370 - Tire Repairer | 10.10 |
| 05400 - Transmission Repair Specialist | 13.72 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 9.31 |
| 07041 - Cook I | 8.74 |
| 07042 - Cook II | 9.34 |
| 07070 - Dishwasher | 7.25 |
| 07130 - Food Service Worker | 7.27 |
| 07210 - Meat Cutter | 10.65 |
| 07260 - Waiter/Waitress | 8.11 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.19 |
| 09040 - Furniture Handler | 9.08 |
| 09080 - Furniture Refinisher | 13.38 |
| 09090 - Furniture Refinisher Helper | 10.22 |
| 09110 - Furniture Repairer, Minor | 11.78 |
| 09130 - Upholsterer | 13.38 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 7.68 |
| 11060 - Elevator Operator | 8.45 |
| 11090 - Gardener | 11.16 |
| 11122 - Housekeeping Aide | 8.27 |
| 11150 - Janitor | 9.29 |
| 11210 - Laborer, Grounds Maintenance | 9.04 |
| 11240 - Maid or Houseman | 7.25 |
| 11260 - Pruner | 8.21 |
| 11270 - Tractor Operator | 10.68 |
| 11330 - Trail Maintenance Worker | 9.04 |
| 11360 - Window Cleaner | 9.87 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.85 |
| 12011 - Breath Alcohol Technician | 15.30 |
| 12012 - Certified Occupational Therapist Assistant | 22.12 |
| 12015 - Certified Physical Therapist Assistant | 22.99 |
| 12020 - Dental Assistant | 13.22 |
| 12025 - Dental Hygienist | 30.90 |
| 12030 - EKG Technician | 24.42 |
| 12035 - Electroneurodiagnostic Technologist | 24.42 |
| 12040 - Emergency Medical Technician | 15.00 |
| 12071 - Licensed Practical Nurse I | 15.52 |
| 12072 - Licensed Practical Nurse II | 17.37 |
| 12073 - Licensed Practical Nurse III | 19.38 |
| 12100 - Medical Assistant | 10.95 |
| 12130 - Medical Laboratory Technician | 14.36 |
| 12160 - Medical Record Clerk | 12.34 |
| 12190 - Medical Record Technician | 13.54 |
| 12195 - Medical Transcriptionist | 14.16 |
| 12210 - Nuclear Medicine Technologist | 34.71 |
| 12221 - Nursing Assistant I | 8.74 |
| 12222 - Nursing Assistant II | 9.82 |
| 12223 - Nursing Assistant III | 10.72 |
| 12224 - Nursing Assistant IV | 12.03 |
| 12235 - Optical Dispenser | 15.79 |
| 12236 - Optical Technician | 25.52 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 12.36 |
| 12305 - Radiologic Technologist | 22.15 |
| 12311 - Registered Nurse I | 25.88 |
| 12312 - Registered Nurse II | 31.68 |
| 12313 - Registered Nurse II, Specialist | 31.68 |

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| 12314 - Registered Nurse III | 38.30 |
| 12315 - Registered Nurse III, Anesthetist | 38.30 |
| 12316 - Registered Nurse IV | 45.94 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.92 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.38 |
| 13012 - Exhibits Specialist II | 21.54 |
| 13013 - Exhibits Specialist III | 26.37 |
| 13041 - Illustrator I | 17.38 |
| 13042 - Illustrator II | 21.54 |
| 13043 - Illustrator III | 26.37 |
| 13047 - Librarian | 23.88 |
| 13050 - Library Aide/Clerk | 18.30 |
| 13054 - Library Information Technology Systems Administrator | 21.54 |
| 13058 - Library Technician | 13.22 |
| 13061 - Media Specialist I | 15.54 |
| 13062 - Media Specialist II | 17.38 |
| 13063 - Media Specialist III | 19.39 |
| 13071 - Photographer I | 14.67 |
| 13072 - Photographer II | 16.41 |
| 13073 - Photographer III | 20.35 |
| 13074 - Photographer IV | 23.45 |
| 13075 - Photographer V | 29.26 |
| 13110 - Video Teleconference Technician | 15.43 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 12.38 |
| 14042 - Computer Operator II | 13.85 |
| 14043 - Computer Operator III | 15.48 |
| 14044 - Computer Operator IV | 17.27 |
| 14045 - Computer Operator V | 19.18 |
| 14071 - Computer Programmer I | (see 1) 17.38 |
| 14072 - Computer Programmer II | (see 1) 20.63 |
| 14073 - Computer Programmer III | (see 1) 25.90 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 25.75 |
| 14102 - Computer Systems Analyst II | (see 1) 26.90 |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 12.68 |
| 14160 - Personal Computer Support Technician | 17.27 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 23.41 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 28.33 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 33.51 |
| 15050 - Computer Based Training Specialist / Instructor | 23.41 |
| 15060 - Educational Technologist | 29.50 |
| 15070 - Flight Instructor (Pilot) | 33.51 |
| 15080 - Graphic Artist | 17.26 |
| 15090 - Technical Instructor | 16.83 |
| 15095 - Technical Instructor/Course Developer | 19.52 |
| 15110 - Test Proctor | 11.18 |
| 15120 - Tutor | 11.18 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 7.93 |
| 16030 - Counter Attendant | 7.93 |
| 16040 - Dry Cleaner | 9.32 |
| 16070 - Finisher, Flatwork, Machine | 7.93 |
| 16090 - Presser, Hand | 7.93 |
| 16110 - Presser, Machine, Drycleaning | 7.93 |
| 16130 - Presser, Machine, Shirts | 7.93 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 7.93 |
| 16190 - Sewing Machine Operator | 9.79 |
| 16220 - Tailor | 10.31 |

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| 16250 - Washer, Machine | 8.31 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 13.84 |
| 19040 - Tool And Die Maker | 16.75 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 10.16 |
| 21030 - Material Coordinator | 14.22 |
| 21040 - Material Expediter | 14.22 |
| 21050 - Material Handling Laborer | 9.44 |
| 21071 - Order Filler | 8.83 |
| 21080 - Production Line Worker (Food Processing) | 10.22 |
| 21110 - Shipping Packer | 10.00 |
| 21130 - Shipping/Receiving Clerk | 10.00 |
| 21140 - Store Worker I | 10.23 |
| 21150 - Stock Clerk | 13.65 |
| 21210 - Tools And Parts Attendant | 10.22 |
| 21410 - Warehouse Specialist | 10.22 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 15.92 |
| 23021 - Aircraft Mechanic I | 15.15 |
| 23022 - Aircraft Mechanic II | 15.92 |
| 23023 - Aircraft Mechanic III | 16.71 |
| 23040 - Aircraft Mechanic Helper | 11.24 |
| 23050 - Aircraft, Painter | 14.17 |
| 23060 - Aircraft Servicer | 13.56 |
| 23080 - Aircraft Worker | 13.59 |
| 23110 - Appliance Mechanic | 12.88 |
| 23120 - Bicycle Repairer | 9.40 |
| 23125 - Cable Splicer | 18.01 |
| 23130 - Carpenter, Maintenance | 12.88 |
| 23140 - Carpet Layer | 13.27 |
| 23160 - Electrician, Maintenance | 13.97 |
| 23181 - Electronics Technician Maintenance I | 12.65 |
| 23182 - Electronics Technician Maintenance II | 14.54 |
| 23183 - Electronics Technician Maintenance III | 17.58 |
| 23260 - Fabric Worker | 12.51 |
| 23290 - Fire Alarm System Mechanic | 15.10 |
| 23310 - Fire Extinguisher Repairer | 11.64 |
| 23311 - Fuel Distribution System Mechanic | 15.18 |
| 23312 - Fuel Distribution System Operator | 11.00 |
| 23370 - General Maintenance Worker | 11.71 |
| 23380 - Ground Support Equipment Mechanic | 15.15 |
| 23381 - Ground Support Equipment Servicer | 13.56 |
| 23382 - Ground Support Equipment Worker | 13.59 |
| 23391 - Gunsmith I | 11.44 |
| 23392 - Gunsmith II | 13.08 |
| 23393 - Gunsmith III | 14.73 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 12.33 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 12.95 |
| 23430 - Heavy Equipment Mechanic | 16.02 |
| 23440 - Heavy Equipment Operator | 12.08 |
| 23460 - Instrument Mechanic | 15.10 |
| 23465 - Laboratory/Shelter Mechanic | 13.88 |
| 23470 - Laborer | 8.14 |
| 23510 - Locksmith | 12.88 |
| 23530 - Machinery Maintenance Mechanic | 15.39 |
| 23550 - Machinist, Maintenance | 12.75 |
| 23580 - Maintenance Trades Helper | 10.16 |
| 23591 - Metrology Technician I | 15.10 |
| 23592 - Metrology Technician II | 15.98 |
| 23593 - Metrology Technician III | 16.85 |

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|--|-------|
| 23640 - Millwright | 15.10 |
| 23710 - Office Appliance Repairer | 11.99 |
| 23760 - Painter, Maintenance | 11.71 |
| 23790 - Pipefitter, Maintenance | 13.23 |
| 23810 - Plumber, Maintenance | 12.87 |
| 23820 - Pneudraulic Systems Mechanic | 15.10 |
| 23850 - Rigger | 15.77 |
| 23870 - Scale Mechanic | 13.41 |
| 23890 - Sheet-Metal Worker, Maintenance | 12.32 |
| 23910 - Small Engine Mechanic | 13.41 |
| 23931 - Telecommunications Mechanic I | 18.04 |
| 23932 - Telecommunications Mechanic II | 18.94 |
| 23950 - Telephone Lineman | 15.15 |
| 23960 - Welder, Combination, Maintenance | 13.27 |
| 23965 - Well Driller | 15.10 |
| 23970 - Woodcraft Worker | 14.91 |
| 23980 - Woodworker | 10.84 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.31 |
| 24580 - Child Care Center Clerk | 9.66 |
| 24610 - Chore Aide | 7.98 |
| 24620 - Family Readiness And Support Services Coordinator | 9.22 |
| 24630 - Homemaker | 12.27 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 16.40 |
| 25040 - Sewage Plant Operator | 12.03 |
| 25070 - Stationary Engineer | 16.40 |
| 25190 - Ventilation Equipment Tender | 11.90 |
| 25210 - Water Treatment Plant Operator | 12.03 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 12.46 |
| 27007 - Baggage Inspector | 10.02 |
| 27008 - Corrections Officer | 14.94 |
| 27010 - Court Security Officer | 17.35 |
| 27030 - Detection Dog Handler | 14.63 |
| 27040 - Detention Officer | 14.94 |
| 27070 - Firefighter | 17.58 |
| 27101 - Guard I | 10.02 |
| 27102 - Guard II | 14.63 |
| 27131 - Police Officer I | 20.81 |
| 27132 - Police Officer II | 24.06 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.64 |
| 28042 - Carnival Equipment Repairer | 10.18 |
| 28043 - Carnival Equipment Worker | 9.27 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |
| 28515 - Recreation Specialist | 12.23 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 14.40 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 12.56 |
| 29020 - Hatch Tender | 12.56 |
| 29030 - Line Handler | 12.56 |
| 29041 - Stevedore I | 12.20 |
| 29042 - Stevedore II | 13.71 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |

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|---|---------------|
| 30021 - Archeological Technician I | 13.92 |
| 30022 - Archeological Technician II | 14.74 |
| 30023 - Archeological Technician III | 17.07 |
| 30030 - Cartographic Technician | 17.08 |
| 30040 - Civil Engineering Technician | 16.56 |
| 30061 - Drafter/CAD Operator I | 13.11 |
| 30062 - Drafter/CAD Operator II | 14.64 |
| 30063 - Drafter/CAD Operator III | 16.36 |
| 30064 - Drafter/CAD Operator IV | 18.60 |
| 30081 - Engineering Technician I | 12.25 |
| 30082 - Engineering Technician II | 13.77 |
| 30083 - Engineering Technician III | 15.38 |
| 30084 - Engineering Technician IV | 19.08 |
| 30085 - Engineering Technician V | 22.36 |
| 30086 - Engineering Technician VI | 27.40 |
| 30090 - Environmental Technician | 19.00 |
| 30210 - Laboratory Technician | 16.36 |
| 30240 - Mathematical Technician | 18.17 |
| 30361 - Paralegal/Legal Assistant I | 15.14 |
| 30362 - Paralegal/Legal Assistant II | 17.38 |
| 30363 - Paralegal/Legal Assistant III | 21.26 |
| 30364 - Paralegal/Legal Assistant IV | 25.72 |
| 30390 - Photo-Optics Technician | 18.17 |
| 30461 - Technical Writer I | 18.17 |
| 30462 - Technical Writer II | 20.91 |
| 30463 - Technical Writer III | 24.95 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 3) 16.36 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 3) 18.17 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.33 |
| 31030 - Bus Driver | 13.68 |
| 31043 - Driver Courier | 10.40 |
| 31260 - Parking and Lot Attendant | 8.00 |
| 31290 - Shuttle Bus Driver | 11.20 |
| 31310 - Taxi Driver | 7.32 |
| 31361 - Truckdriver, Light | 11.20 |
| 31362 - Truckdriver, Medium | 12.07 |
| 31363 - Truckdriver, Heavy | 14.67 |
| 31364 - Truckdriver, Tractor-Trailer | 14.67 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.43 |
| 99050 - Desk Clerk | 7.75 |
| 99095 - Embalmer | 23.19 |
| 99251 - Laboratory Animal Caretaker I | 13.71 |
| 99252 - Laboratory Animal Caretaker II | 14.39 |
| 99310 - Mortician | 23.19 |
| 99410 - Pest Controller | 13.33 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 11.54 |
| 99711 - Recycling Specialist | 13.78 |
| 99730 - Refuse Collector | 11.00 |
| 99810 - Sales Clerk | 10.71 |
| 99820 - School Crossing Guard | 11.36 |
| 99830 - Survey Party Chief | 18.99 |
| 99831 - Surveying Aide | 12.91 |
| 99832 - Surveying Technician | 15.88 |
| 99840 - Vending Machine Attendant | 10.70 |

99841 - Vending Machine Repairer
99842 - Vending Machine Repairer Helper

12.14
10.70

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordinance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies

as "approval of wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2521
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Atascosa, Bandera, Bexar, Comal, De Witt, Edwards, Gillespie, Gonzales, Guadalupe, Karnes, Kendall, Kerr, Kinney, McMullen, Medina, Real, Uvalde, Val Verde, Wilson

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.82 |
| 01012 - Accounting Clerk II | | 15.51 |
| 01013 - Accounting Clerk III | | 17.35 |
| 01020 - Administrative Assistant | | 21.96 |
| 01040 - Court Reporter | | 22.14 |
| 01051 - Data Entry Operator I | | 11.59 |
| 01052 - Data Entry Operator II | | 12.65 |
| 01060 - Dispatcher, Motor Vehicle | | 16.11 |
| 01070 - Document Preparation Clerk | | 13.27 |
| 01090 - Duplicating Machine Operator | | 13.27 |
| 01111 - General Clerk I | | 11.26 |
| 01112 - General Clerk II | | 13.21 |
| 01113 - General Clerk III | | 15.45 |
| 01120 - Housing Referral Assistant | | 19.91 |
| 01141 - Messenger Courier | | 11.03 |
| 01191 - Order Clerk I | | 12.49 |
| 01192 - Order Clerk II | | 13.63 |
| 01261 - Personnel Assistant (Employment) I | | 17.04 |
| 01262 - Personnel Assistant (Employment) II | | 19.23 |
| 01263 - Personnel Assistant (Employment) III | | 21.26 |
| 01270 - Production Control Clerk | | 18.59 |
| 01280 - Receptionist | | 11.89 |
| 01290 - Rental Clerk | | 14.90 |
| 01300 - Scheduler, Maintenance | | 15.96 |
| 01311 - Secretary I | | 15.96 |
| 01312 - Secretary II | | 17.86 |
| 01313 - Secretary III | | 19.91 |
| 01320 - Service Order Dispatcher | | 14.26 |
| 01410 - Supply Technician | | 21.96 |
| 01420 - Survey Worker | | 16.65 |
| 01531 - Travel Clerk I | | 12.19 |
| 01532 - Travel Clerk II | | 12.94 |
| 01533 - Travel Clerk III | | 13.60 |
| 01611 - Word Processor I | | 13.33 |
| 01612 - Word Processor II | | 14.96 |
| 01613 - Word Processor III | | 16.73 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.41 |
| 05010 - Automotive Electrician | | 17.75 |
| 05040 - Automotive Glass Installer | | 16.77 |
| 05070 - Automotive Worker | | 16.77 |
| 05110 - Mobile Equipment Servicer | | 14.96 |
| 05130 - Motor Equipment Metal Mechanic | | 18.68 |
| 05160 - Motor Equipment Metal Worker | | 16.77 |
| 05190 - Motor Vehicle Mechanic | | 18.41 |
| 05220 - Motor Vehicle Mechanic Helper | | 14.17 |
| 05250 - Motor Vehicle Upholstery Worker | | 15.83 |
| 05280 - Motor Vehicle Wrecker | | 16.77 |
| 05310 - Painter, Automotive | | 17.75 |
| 05340 - Radiator Repair Specialist | | 16.77 |
| 05370 - Tire Repairer | | 11.12 |
| 05400 - Transmission Repair Specialist | | 18.68 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 12.53 |
| 07041 - Cook I | | 9.42 |
| 07042 - Cook II | | 11.33 |
| 07070 - Dishwasher | | 7.76 |
| 07130 - Food Service Worker | | 8.51 |

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| 07210 - Meat Cutter | 12.63 |
| 07260 - Waiter/Waitress | 7.94 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.03 |
| 09040 - Furniture Handler | 10.46 |
| 09080 - Furniture Refinisher | 15.03 |
| 09090 - Furniture Refinisher Helper | 12.00 |
| 09110 - Furniture Repairer, Minor | 13.42 |
| 09130 - Upholsterer | 15.03 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.02 |
| 11060 - Elevator Operator | 9.02 |
| 11090 - Gardener | 13.57 |
| 11122 - Housekeeping Aide | 10.53 |
| 11150 - Janitor | 10.53 |
| 11210 - Laborer, Grounds Maintenance | 11.41 |
| 11240 - Maid or Houseman | 8.80 |
| 11260 - Pruner | 10.36 |
| 11270 - Tractor Operator | 12.91 |
| 11330 - Trail Maintenance Worker | 11.41 |
| 11360 - Window Cleaner | 11.60 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.40 |
| 12011 - Breath Alcohol Technician | 14.74 |
| 12012 - Certified Occupational Therapist Assistant | 28.34 |
| 12015 - Certified Physical Therapist Assistant | 26.24 |
| 12020 - Dental Assistant | 14.50 |
| 12025 - Dental Hygienist | 32.84 |
| 12030 - EKG Technician | 23.56 |
| 12035 - Electroneurodiagnostic Technologist | 23.56 |
| 12040 - Emergency Medical Technician | 14.40 |
| 12071 - Licensed Practical Nurse I | 15.73 |
| 12072 - Licensed Practical Nurse II | 17.60 |
| 12073 - Licensed Practical Nurse III | 19.62 |
| 12100 - Medical Assistant | 13.01 |
| 12130 - Medical Laboratory Technician | 16.80 |
| 12160 - Medical Record Clerk | 13.61 |
| 12190 - Medical Record Technician | 14.86 |
| 12195 - Medical Transcriptionist | 13.76 |
| 12210 - Nuclear Medicine Technologist | 29.68 |
| 12221 - Nursing Assistant I | 10.42 |
| 12222 - Nursing Assistant II | 11.71 |
| 12223 - Nursing Assistant III | 12.78 |
| 12224 - Nursing Assistant IV | 14.35 |
| 12235 - Optical Dispenser | 14.94 |
| 12236 - Optical Technician | 15.20 |
| 12250 - Pharmacy Technician | 16.23 |
| 12280 - Phlebotomist | 14.35 |
| 12305 - Radiologic Technologist | 24.06 |
| 12311 - Registered Nurse I | 24.40 |
| 12312 - Registered Nurse II | 29.85 |
| 12313 - Registered Nurse II, Specialist | 29.85 |
| 12314 - Registered Nurse III | 36.11 |
| 12315 - Registered Nurse III, Anesthetist | 36.11 |
| 12316 - Registered Nurse IV | 43.28 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.26 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.12 |
| 13012 - Exhibits Specialist II | 22.45 |
| 13013 - Exhibits Specialist III | 27.46 |
| 13041 - Illustrator I | 18.68 |
| 13042 - Illustrator II | 23.15 |
| 13043 - Illustrator III | 26.62 |

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| 13047 - Librarian | 25.63 |
| 13050 - Library Aide/Clerk | 11.03 |
| 13054 - Library Information Technology Systems Administrator | 23.15 |
| 13058 - Library Technician | 14.44 |
| 13061 - Media Specialist I | 15.87 |
| 13062 - Media Specialist II | 17.79 |
| 13063 - Media Specialist III | 19.84 |
| 13071 - Photographer I | 14.29 |
| 13072 - Photographer II | 16.15 |
| 13073 - Photographer III | 18.92 |
| 13074 - Photographer IV | 21.54 |
| 13075 - Photographer V | 26.14 |
| 13110 - Video Teleconference Technician | 16.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.51 |
| 14042 - Computer Operator II | 17.35 |
| 14043 - Computer Operator III | 19.35 |
| 14044 - Computer Operator IV | 21.50 |
| 14045 - Computer Operator V | 23.80 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 15.51 |
| 14160 - Personal Computer Support Technician | 21.50 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.31 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.51 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.76 |
| 15050 - Computer Based Training Specialist / Instructor | 26.31 |
| 15060 - Educational Technologist | 26.86 |
| 15070 - Flight Instructor (Pilot) | 37.76 |
| 15080 - Graphic Artist | 22.57 |
| 15090 - Technical Instructor | 18.93 |
| 15095 - Technical Instructor/Course Developer | 23.16 |
| 15110 - Test Proctor | 15.28 |
| 15120 - Tutor | 15.28 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.64 |
| 16030 - Counter Attendant | 8.64 |
| 16040 - Dry Cleaner | 10.50 |
| 16070 - Finisher, Flatwork, Machine | 8.64 |
| 16090 - Presser, Hand | 8.64 |
| 16110 - Presser, Machine, Drycleaning | 8.64 |
| 16130 - Presser, Machine, Shirts | 8.64 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.64 |
| 16190 - Sewing Machine Operator | 11.08 |
| 16220 - Tailor | 11.63 |
| 16250 - Washer, Machine | 9.37 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.35 |
| 19040 - Tool And Die Maker | 19.26 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.22 |
| 21030 - Material Coordinator | 18.59 |
| 21040 - Material Expediter | 18.59 |
| 21050 - Material Handling Laborer | 10.58 |
| 21071 - Order Filler | 11.28 |
| 21080 - Production Line Worker (Food Processing) | 12.22 |

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| 21110 - Shipping Packer | 12.67 |
| 21130 - Shipping/Receiving Clerk | 12.67 |
| 21140 - Store Worker I | 10.23 |
| 21150 - Stock Clerk | 13.18 |
| 21210 - Tools And Parts Attendant | 12.22 |
| 21410 - Warehouse Specialist | 12.22 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.73 |
| 23021 - Aircraft Mechanic I | 19.59 |
| 23022 - Aircraft Mechanic II | 20.73 |
| 23023 - Aircraft Mechanic III | 21.85 |
| 23040 - Aircraft Mechanic Helper | 13.74 |
| 23050 - Aircraft, Painter | 17.58 |
| 23060 - Aircraft Servicer | 15.39 |
| 23080 - Aircraft Worker | 16.41 |
| 23110 - Appliance Mechanic | 17.25 |
| 23120 - Bicycle Repairer | 11.12 |
| 23125 - Cable Splicer | 19.50 |
| 23130 - Carpenter, Maintenance | 16.16 |
| 23140 - Carpet Layer | 15.04 |
| 23160 - Electrician, Maintenance | 19.55 |
| 23181 - Electronics Technician Maintenance I | 22.30 |
| 23182 - Electronics Technician Maintenance II | 23.80 |
| 23183 - Electronics Technician Maintenance III | 25.32 |
| 23260 - Fabric Worker | 14.33 |
| 23290 - Fire Alarm System Mechanic | 17.71 |
| 23310 - Fire Extinguisher Repairer | 13.77 |
| 23311 - Fuel Distribution System Mechanic | 17.42 |
| 23312 - Fuel Distribution System Operator | 14.33 |
| 23370 - General Maintenance Worker | 15.37 |
| 23380 - Ground Support Equipment Mechanic | 19.59 |
| 23381 - Ground Support Equipment Servicer | 15.10 |
| 23382 - Ground Support Equipment Worker | 16.10 |
| 23391 - Gunsmith I | 14.33 |
| 23392 - Gunsmith II | 15.37 |
| 23393 - Gunsmith III | 17.42 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.42 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.44 |
| 23430 - Heavy Equipment Mechanic | 17.55 |
| 23440 - Heavy Equipment Operator | 17.42 |
| 23460 - Instrument Mechanic | 20.11 |
| 23465 - Laboratory/Shelter Mechanic | 16.41 |
| 23470 - Laborer | 10.03 |
| 23510 - Locksmith | 15.48 |
| 23530 - Machinery Maintenance Mechanic | 17.57 |
| 23550 - Machinist, Maintenance | 17.42 |
| 23580 - Maintenance Trades Helper | 12.21 |
| 23591 - Metrology Technician I | 20.11 |
| 23592 - Metrology Technician II | 21.29 |
| 23593 - Metrology Technician III | 22.45 |
| 23640 - Millwright | 19.02 |
| 23710 - Office Appliance Repairer | 16.68 |
| 23760 - Painter, Maintenance | 16.16 |
| 23790 - Pipefitter, Maintenance | 19.33 |
| 23810 - Plumber, Maintenance | 18.21 |
| 23820 - Pneudraulic Systems Mechanic | 17.42 |
| 23850 - Rigger | 17.42 |
| 23870 - Scale Mechanic | 15.13 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.78 |
| 23910 - Small Engine Mechanic | 15.37 |
| 23931 - Telecommunications Mechanic I | 21.97 |

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| 23932 - Telecommunications Mechanic II | 23.21 |
| 23950 - Telephone Lineman | 20.66 |
| 23960 - Welder, Combination, Maintenance | 17.15 |
| 23965 - Well Driller | 17.15 |
| 23970 - Woodcraft Worker | 17.42 |
| 23980 - Woodworker | 13.16 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.45 |
| 24580 - Child Care Center Clerk | 12.07 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 10.76 |
| 24630 - Homemaker | 13.69 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.19 |
| 25040 - Sewage Plant Operator | 16.47 |
| 25070 - Stationary Engineer | 18.19 |
| 25190 - Ventilation Equipment Tender | 12.13 |
| 25210 - Water Treatment Plant Operator | 16.43 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.89 |
| 27007 - Baggage Inspector | 11.24 |
| 27008 - Corrections Officer | 21.15 |
| 27010 - Court Security Officer | 21.15 |
| 27030 - Detection Dog Handler | 14.37 |
| 27040 - Detention Officer | 21.15 |
| 27070 - Firefighter | 22.59 |
| 27101 - Guard I | 11.24 |
| 27102 - Guard II | 14.20 |
| 27131 - Police Officer I | 23.14 |
| 27132 - Police Officer II | 25.77 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.89 |
| 28042 - Carnival Equipment Repairer | 10.39 |
| 28043 - Carnival Equipment Worker | 8.25 |
| 28210 - Gate Attendant/Gate Tender | 12.51 |
| 28310 - Lifeguard | 11.05 |
| 28350 - Park Attendant (Aide) | 13.88 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.13 |
| 28515 - Recreation Specialist | 14.76 |
| 28630 - Sports Official | 11.05 |
| 28690 - Swimming Pool Operator | 13.35 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.90 |
| 29020 - Hatch Tender | 18.90 |
| 29030 - Line Handler | 18.90 |
| 29041 - Stevedore I | 17.63 |
| 29042 - Stevedore II | 20.19 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.47 |
| 30022 - Archeological Technician II | 17.18 |
| 30023 - Archeological Technician III | 23.40 |
| 30030 - Cartographic Technician | 23.74 |
| 30040 - Civil Engineering Technician | 20.21 |
| 30061 - Drafter/CAD Operator I | 17.13 |
| 30062 - Drafter/CAD Operator II | 19.16 |
| 30063 - Drafter/CAD Operator III | 21.37 |
| 30064 - Drafter/CAD Operator IV | 26.29 |
| 30081 - Engineering Technician I | 15.91 |
| 30082 - Engineering Technician II | 17.86 |

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| 30083 - Engineering Technician III | 19.98 |
| 30084 - Engineering Technician IV | 24.75 |
| 30085 - Engineering Technician V | 30.27 |
| 30086 - Engineering Technician VI | 36.63 |
| 30090 - Environmental Technician | 19.43 |
| 30210 - Laboratory Technician | 19.16 |
| 30240 - Mathematical Technician | 23.74 |
| 30361 - Paralegal/Legal Assistant I | 16.70 |
| 30362 - Paralegal/Legal Assistant II | 21.82 |
| 30363 - Paralegal/Legal Assistant III | 26.68 |
| 30364 - Paralegal/Legal Assistant IV | 32.25 |
| 30390 - Photo-Optics Technician | 23.74 |
| 30461 - Technical Writer I | 24.59 |
| 30462 - Technical Writer II | 30.08 |
| 30463 - Technical Writer III | 34.17 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 21.37 |
| 30621 - Weather Observer, Senior | (see 2) 23.74 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.95 |
| 31030 - Bus Driver | 16.78 |
| 31043 - Driver Courier | 13.17 |
| 31260 - Parking and Lot Attendant | 9.64 |
| 31290 - Shuttle Bus Driver | 14.18 |
| 31310 - Taxi Driver | 11.35 |
| 31361 - Truckdriver, Light | 14.18 |
| 31362 - Truckdriver, Medium | 15.07 |
| 31363 - Truckdriver, Heavy | 16.69 |
| 31364 - Truckdriver, Tractor-Trailer | 16.69 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.41 |
| 99050 - Desk Clerk | 9.68 |
| 99095 - Embalmer | 18.80 |
| 99251 - Laboratory Animal Caretaker I | 10.07 |
| 99252 - Laboratory Animal Caretaker II | 10.84 |
| 99310 - Mortician | 22.43 |
| 99410 - Pest Controller | 15.42 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.34 |
| 99711 - Recycling Specialist | 14.83 |
| 99730 - Refuse Collector | 12.11 |
| 99810 - Sales Clerk | 10.86 |
| 99820 - School Crossing Guard | 10.97 |
| 99830 - Survey Party Chief | 18.41 |
| 99831 - Surveying Aide | 12.83 |
| 99832 - Surveying Technician | 15.33 |
| 99840 - Vending Machine Attendant | 11.39 |
| 99841 - Vending Machine Repairer | 14.08 |
| 99842 - Vending Machine Repairer Helper | 11.39 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444

should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2522
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Atascosa, Bandera, Bexar, Comal, De Witt, Edwards,
Gillespie, Gonzales, Guadalupe, Karnes, Kendall, Kerr, Kinney, McMullen,
Medina, Real, Uvalde, Val Verde, Wilson

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.82 |
| 01012 - Accounting Clerk II | | 15.51 |
| 01013 - Accounting Clerk III | | 17.35 |
| 01020 - Administrative Assistant | | 21.96 |
| 01040 - Court Reporter | | 22.14 |
| 01051 - Data Entry Operator I | | 11.59 |
| 01052 - Data Entry Operator II | | 12.65 |
| 01060 - Dispatcher, Motor Vehicle | | 16.11 |
| 01070 - Document Preparation Clerk | | 13.27 |
| 01090 - Duplicating Machine Operator | | 13.27 |
| 01111 - General Clerk I | | 11.26 |
| 01112 - General Clerk II | | 13.21 |
| 01113 - General Clerk III | | 15.45 |
| 01120 - Housing Referral Assistant | | 19.91 |
| 01141 - Messenger Courier | | 11.03 |
| 01191 - Order Clerk I | | 12.49 |
| 01192 - Order Clerk II | | 13.63 |
| 01261 - Personnel Assistant (Employment) I | | 17.04 |
| 01262 - Personnel Assistant (Employment) II | | 19.23 |
| 01263 - Personnel Assistant (Employment) III | | 21.26 |
| 01270 - Production Control Clerk | | 18.59 |
| 01280 - Receptionist | | 11.89 |
| 01290 - Rental Clerk | | 14.90 |
| 01300 - Scheduler, Maintenance | | 15.96 |
| 01311 - Secretary I | | 15.96 |
| 01312 - Secretary II | | 17.86 |
| 01313 - Secretary III | | 19.91 |
| 01320 - Service Order Dispatcher | | 14.26 |
| 01410 - Supply Technician | | 21.96 |
| 01420 - Survey Worker | | 16.65 |
| 01531 - Travel Clerk I | | 12.19 |
| 01532 - Travel Clerk II | | 12.94 |
| 01533 - Travel Clerk III | | 13.60 |
| 01611 - Word Processor I | | 13.33 |
| 01612 - Word Processor II | | 14.96 |
| 01613 - Word Processor III | | 16.73 |
| 05000 - Automotive Service Occupations | | |

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| 05005 - Automobile Body Repairer, Fiberglass | 18.41 |
| 05010 - Automotive Electrician | 17.75 |
| 05040 - Automotive Glass Installer | 16.77 |
| 05070 - Automotive Worker | 16.77 |
| 05110 - Mobile Equipment Servicer | 14.96 |
| 05130 - Motor Equipment Metal Mechanic | 18.68 |
| 05160 - Motor Equipment Metal Worker | 16.77 |
| 05190 - Motor Vehicle Mechanic | 18.41 |
| 05220 - Motor Vehicle Mechanic Helper | 14.17 |
| 05250 - Motor Vehicle Upholstery Worker | 15.83 |
| 05280 - Motor Vehicle Wrecker | 16.77 |
| 05310 - Painter, Automotive | 17.75 |
| 05340 - Radiator Repair Specialist | 16.77 |
| 05370 - Tire Repairer | 11.12 |
| 05400 - Transmission Repair Specialist | 18.68 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.53 |
| 07041 - Cook I | 9.42 |
| 07042 - Cook II | 11.33 |
| 07070 - Dishwasher | 7.76 |
| 07130 - Food Service Worker | 8.51 |
| 07210 - Meat Cutter | 12.63 |
| 07260 - Waiter/Waitress | 7.94 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.03 |
| 09040 - Furniture Handler | 10.46 |
| 09080 - Furniture Refinisher | 15.03 |
| 09090 - Furniture Refinisher Helper | 12.00 |
| 09110 - Furniture Repairer, Minor | 13.42 |
| 09130 - Upholsterer | 15.03 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.02 |
| 11060 - Elevator Operator | 9.02 |
| 11090 - Gardener | 13.57 |
| 11122 - Housekeeping Aide | 10.53 |
| 11150 - Janitor | 10.53 |
| 11210 - Laborer, Grounds Maintenance | 11.41 |
| 11240 - Maid or Houseman | 8.80 |
| 11260 - Pruner | 10.36 |
| 11270 - Tractor Operator | 12.91 |
| 11330 - Trail Maintenance Worker | 11.41 |
| 11360 - Window Cleaner | 11.60 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.40 |
| 12011 - Breath Alcohol Technician | 14.74 |
| 12012 - Certified Occupational Therapist Assistant | 28.34 |
| 12015 - Certified Physical Therapist Assistant | 26.24 |
| 12020 - Dental Assistant | 14.50 |
| 12025 - Dental Hygienist | 32.84 |
| 12030 - EKG Technician | 23.56 |
| 12035 - Electroneurodiagnostic Technologist | 23.56 |
| 12040 - Emergency Medical Technician | 14.40 |
| 12071 - Licensed Practical Nurse I | 15.73 |
| 12072 - Licensed Practical Nurse II | 17.60 |
| 12073 - Licensed Practical Nurse III | 19.62 |
| 12100 - Medical Assistant | 13.01 |
| 12130 - Medical Laboratory Technician | 16.80 |
| 12160 - Medical Record Clerk | 13.61 |
| 12190 - Medical Record Technician | 14.86 |
| 12195 - Medical Transcriptionist | 13.76 |
| 12210 - Nuclear Medicine Technologist | 29.68 |
| 12221 - Nursing Assistant I | 10.42 |
| 12222 - Nursing Assistant II | 11.71 |

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| 12223 - Nursing Assistant III | 12.78 |
| 12224 - Nursing Assistant IV | 14.35 |
| 12235 - Optical Dispenser | 14.94 |
| 12236 - Optical Technician | 15.20 |
| 12250 - Pharmacy Technician | 16.23 |
| 12280 - Phlebotomist | 14.35 |
| 12305 - Radiologic Technologist | 24.06 |
| 12311 - Registered Nurse I | 24.40 |
| 12312 - Registered Nurse II | 29.85 |
| 12313 - Registered Nurse II, Specialist | 29.85 |
| 12314 - Registered Nurse III | 36.11 |
| 12315 - Registered Nurse III, Anesthetist | 36.11 |
| 12316 - Registered Nurse IV | 43.28 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.26 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.12 |
| 13012 - Exhibits Specialist II | 22.45 |
| 13013 - Exhibits Specialist III | 27.46 |
| 13041 - Illustrator I | 18.68 |
| 13042 - Illustrator II | 23.15 |
| 13043 - Illustrator III | 26.62 |
| 13047 - Librarian | 25.63 |
| 13050 - Library Aide/Clerk | 11.03 |
| 13054 - Library Information Technology Systems Administrator | 23.15 |
| 13058 - Library Technician | 14.44 |
| 13061 - Media Specialist I | 15.87 |
| 13062 - Media Specialist II | 17.79 |
| 13063 - Media Specialist III | 19.84 |
| 13071 - Photographer I | 14.29 |
| 13072 - Photographer II | 16.15 |
| 13073 - Photographer III | 18.92 |
| 13074 - Photographer IV | 21.54 |
| 13075 - Photographer V | 26.14 |
| 13110 - Video Teleconference Technician | 16.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.51 |
| 14042 - Computer Operator II | 17.35 |
| 14043 - Computer Operator III | 19.35 |
| 14044 - Computer Operator IV | 21.50 |
| 14045 - Computer Operator V | 23.80 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 15.51 |
| 14160 - Personal Computer Support Technician | 21.50 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.31 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.51 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.76 |
| 15050 - Computer Based Training Specialist / Instructor | 26.31 |
| 15060 - Educational Technologist | 26.86 |
| 15070 - Flight Instructor (Pilot) | 37.76 |
| 15080 - Graphic Artist | 22.57 |
| 15090 - Technical Instructor | 18.93 |
| 15095 - Technical Instructor/Course Developer | 23.16 |
| 15110 - Test Proctor | 15.28 |
| 15120 - Tutor | 15.28 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |

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| 16010 - Assembler | 8.64 |
| 16030 - Counter Attendant | 8.64 |
| 16040 - Dry Cleaner | 10.50 |
| 16070 - Finisher, Flatwork, Machine | 8.64 |
| 16090 - Presser, Hand | 8.64 |
| 16110 - Presser, Machine, Drycleaning | 8.64 |
| 16130 - Presser, Machine, Shirts | 8.64 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.64 |
| 16190 - Sewing Machine Operator | 11.08 |
| 16220 - Tailor | 11.63 |
| 16250 - Washer, Machine | 9.37 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.35 |
| 19040 - Tool And Die Maker | 19.26 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.22 |
| 21030 - Material Coordinator | 18.59 |
| 21040 - Material Expediter | 18.59 |
| 21050 - Material Handling Laborer | 10.58 |
| 21071 - Order Filler | 11.28 |
| 21080 - Production Line Worker (Food Processing) | 12.22 |
| 21110 - Shipping Packer | 12.67 |
| 21130 - Shipping/Receiving Clerk | 12.67 |
| 21140 - Store Worker I | 10.23 |
| 21150 - Stock Clerk | 13.18 |
| 21210 - Tools And Parts Attendant | 12.22 |
| 21410 - Warehouse Specialist | 12.22 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.73 |
| 23021 - Aircraft Mechanic I | 19.59 |
| 23022 - Aircraft Mechanic II | 20.73 |
| 23023 - Aircraft Mechanic III | 21.85 |
| 23040 - Aircraft Mechanic Helper | 13.74 |
| 23050 - Aircraft, Painter | 17.58 |
| 23060 - Aircraft Servicer | 15.39 |
| 23080 - Aircraft Worker | 16.41 |
| 23110 - Appliance Mechanic | 17.25 |
| 23120 - Bicycle Repairer | 11.12 |
| 23125 - Cable Splicer | 19.50 |
| 23130 - Carpenter, Maintenance | 16.16 |
| 23140 - Carpet Layer | 15.04 |
| 23160 - Electrician, Maintenance | 19.55 |
| 23181 - Electronics Technician Maintenance I | 22.30 |
| 23182 - Electronics Technician Maintenance II | 23.80 |
| 23183 - Electronics Technician Maintenance III | 25.32 |
| 23260 - Fabric Worker | 14.33 |
| 23290 - Fire Alarm System Mechanic | 17.71 |
| 23310 - Fire Extinguisher Repairer | 13.77 |
| 23311 - Fuel Distribution System Mechanic | 17.42 |
| 23312 - Fuel Distribution System Operator | 14.33 |
| 23370 - General Maintenance Worker | 15.37 |
| 23380 - Ground Support Equipment Mechanic | 19.59 |
| 23381 - Ground Support Equipment Servicer | 15.10 |
| 23382 - Ground Support Equipment Worker | 16.10 |
| 23391 - Gunsmith I | 14.33 |
| 23392 - Gunsmith II | 15.37 |
| 23393 - Gunsmith III | 17.42 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.42 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.44 |
| 23430 - Heavy Equipment Mechanic | 17.55 |
| 23440 - Heavy Equipment Operator | 17.42 |

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|---|-------|
| 23460 - Instrument Mechanic | 20.11 |
| 23465 - Laboratory/Shelter Mechanic | 16.41 |
| 23470 - Laborer | 10.03 |
| 23510 - Locksmith | 15.48 |
| 23530 - Machinery Maintenance Mechanic | 17.57 |
| 23550 - Machinist, Maintenance | 17.42 |
| 23580 - Maintenance Trades Helper | 12.21 |
| 23591 - Metrology Technician I | 20.11 |
| 23592 - Metrology Technician II | 21.29 |
| 23593 - Metrology Technician III | 22.45 |
| 23640 - Millwright | 19.02 |
| 23710 - Office Appliance Repairer | 16.68 |
| 23760 - Painter, Maintenance | 16.16 |
| 23790 - Pipefitter, Maintenance | 19.33 |
| 23810 - Plumber, Maintenance | 18.21 |
| 23820 - Pneudraulic Systems Mechanic | 17.42 |
| 23850 - Rigger | 17.42 |
| 23870 - Scale Mechanic | 15.13 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.78 |
| 23910 - Small Engine Mechanic | 15.37 |
| 23931 - Telecommunications Mechanic I | 21.97 |
| 23932 - Telecommunications Mechanic II | 23.21 |
| 23950 - Telephone Lineman | 20.66 |
| 23960 - Welder, Combination, Maintenance | 17.15 |
| 23965 - Well Driller | 17.15 |
| 23970 - Woodcraft Worker | 17.42 |
| 23980 - Woodworker | 13.16 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.45 |
| 24580 - Child Care Center Clerk | 12.07 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 10.76 |
| 24630 - Homemaker | 13.69 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.19 |
| 25040 - Sewage Plant Operator | 16.47 |
| 25070 - Stationary Engineer | 18.19 |
| 25190 - Ventilation Equipment Tender | 12.13 |
| 25210 - Water Treatment Plant Operator | 16.43 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.89 |
| 27007 - Baggage Inspector | 11.24 |
| 27008 - Corrections Officer | 21.15 |
| 27010 - Court Security Officer | 21.15 |
| 27030 - Detection Dog Handler | 14.37 |
| 27040 - Detention Officer | 21.15 |
| 27070 - Firefighter | 22.59 |
| 27101 - Guard I | 11.24 |
| 27102 - Guard II | 14.20 |
| 27131 - Police Officer I | 23.14 |
| 27132 - Police Officer II | 25.77 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.89 |
| 28042 - Carnival Equipment Repairer | 10.39 |
| 28043 - Carnival Equipment Worker | 8.25 |
| 28210 - Gate Attendant/Gate Tender | 12.51 |
| 28310 - Lifeguard | 11.05 |
| 28350 - Park Attendant (Aide) | 13.88 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.13 |
| 28515 - Recreation Specialist | 14.76 |
| 28630 - Sports Official | 11.05 |
| 28690 - Swimming Pool Operator | 13.35 |

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| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.90 |
| 29020 - Hatch Tender | 18.90 |
| 29030 - Line Handler | 18.90 |
| 29041 - Stevedore I | 17.63 |
| 29042 - Stevedore II | 20.19 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.47 |
| 30022 - Archeological Technician II | 17.18 |
| 30023 - Archeological Technician III | 23.40 |
| 30030 - Cartographic Technician | 23.74 |
| 30040 - Civil Engineering Technician | 20.21 |
| 30061 - Drafter/CAD Operator I | 17.13 |
| 30062 - Drafter/CAD Operator II | 19.16 |
| 30063 - Drafter/CAD Operator III | 21.37 |
| 30064 - Drafter/CAD Operator IV | 26.29 |
| 30081 - Engineering Technician I | 15.91 |
| 30082 - Engineering Technician II | 17.86 |
| 30083 - Engineering Technician III | 19.98 |
| 30084 - Engineering Technician IV | 24.75 |
| 30085 - Engineering Technician V | 30.27 |
| 30086 - Engineering Technician VI | 36.63 |
| 30090 - Environmental Technician | 19.43 |
| 30210 - Laboratory Technician | 19.16 |
| 30240 - Mathematical Technician | 23.74 |
| 30361 - Paralegal/Legal Assistant I | 16.70 |
| 30362 - Paralegal/Legal Assistant II | 21.82 |
| 30363 - Paralegal/Legal Assistant III | 26.68 |
| 30364 - Paralegal/Legal Assistant IV | 32.25 |
| 30390 - Photo-Optics Technician | 23.74 |
| 30461 - Technical Writer I | 24.59 |
| 30462 - Technical Writer II | 30.08 |
| 30463 - Technical Writer III | 34.17 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 21.37 |
| 30621 - Weather Observer, Senior (see 2) | 23.74 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.95 |
| 31030 - Bus Driver | 16.78 |
| 31043 - Driver Courier | 13.17 |
| 31260 - Parking and Lot Attendant | 9.64 |
| 31290 - Shuttle Bus Driver | 14.18 |
| 31310 - Taxi Driver | 11.35 |
| 31361 - Truckdriver, Light | 14.18 |
| 31362 - Truckdriver, Medium | 15.07 |
| 31363 - Truckdriver, Heavy | 16.69 |
| 31364 - Truckdriver, Tractor-Trailer | 16.69 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.41 |
| 99050 - Desk Clerk | 9.68 |
| 99095 - Embalmer | 18.80 |
| 99251 - Laboratory Animal Caretaker I | 10.07 |
| 99252 - Laboratory Animal Caretaker II | 10.84 |
| 99310 - Mortician | 22.43 |
| 99410 - Pest Controller | 15.42 |

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|---|-------|
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.34 |
| 99711 - Recycling Specialist | 14.83 |
| 99730 - Refuse Collector | 12.11 |
| 99810 - Sales Clerk | 10.86 |
| 99820 - School Crossing Guard | 10.97 |
| 99830 - Survey Party Chief | 18.41 |
| 99831 - Surveying Aide | 12.83 |
| 99832 - Surveying Technician | 15.33 |
| 99840 - Vending Machine Attendant | 11.39 |
| 99841 - Vending Machine Repairer | 14.08 |
| 99842 - Vending Machine Repairer Helper | 11.39 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordinance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2523
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Anderson, Bell, Bosque, Brazos, Coryell, Falls, Freestone, Hamilton, Hill, Leon, Limestone, McLennan, Mills, Robertson

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.70 |
| 01012 - Accounting Clerk II | | 13.13 |
| 01013 - Accounting Clerk III | | 14.69 |
| 01020 - Administrative Assistant | | 19.47 |
| 01040 - Court Reporter | | 14.54 |
| 01051 - Data Entry Operator I | | 10.46 |
| 01052 - Data Entry Operator II | | 12.35 |
| 01060 - Dispatcher, Motor Vehicle | | 14.53 |
| 01070 - Document Preparation Clerk | | 11.12 |
| 01090 - Duplicating Machine Operator | | 11.12 |
| 01111 - General Clerk I | | 10.46 |
| 01112 - General Clerk II | | 12.55 |
| 01113 - General Clerk III | | 14.06 |
| 01120 - Housing Referral Assistant | | 14.76 |

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| 01141 - Messenger Courier | 10.45 |
| 01191 - Order Clerk I | 12.32 |
| 01192 - Order Clerk II | 13.45 |
| 01261 - Personnel Assistant (Employment) I | 12.99 |
| 01262 - Personnel Assistant (Employment) II | 14.60 |
| 01263 - Personnel Assistant (Employment) III | 17.03 |
| 01270 - Production Control Clerk | 16.12 |
| 01280 - Receptionist | 10.41 |
| 01290 - Rental Clerk | 11.44 |
| 01300 - Scheduler, Maintenance | 11.81 |
| 01311 - Secretary I | 11.81 |
| 01312 - Secretary II | 13.39 |
| 01313 - Secretary III | 14.76 |
| 01320 - Service Order Dispatcher | 12.50 |
| 01410 - Supply Technician | 19.47 |
| 01420 - Survey Worker | 13.05 |
| 01531 - Travel Clerk I | 11.59 |
| 01532 - Travel Clerk II | 12.65 |
| 01533 - Travel Clerk III | 13.72 |
| 01611 - Word Processor I | 11.97 |
| 01612 - Word Processor II | 13.43 |
| 01613 - Word Processor III | 15.59 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.95 |
| 05010 - Automotive Electrician | 16.71 |
| 05040 - Automotive Glass Installer | 15.81 |
| 05070 - Automotive Worker | 15.81 |
| 05110 - Mobile Equipment Servicer | 13.84 |
| 05130 - Motor Equipment Metal Mechanic | 17.63 |
| 05160 - Motor Equipment Metal Worker | 15.81 |
| 05190 - Motor Vehicle Mechanic | 17.63 |
| 05220 - Motor Vehicle Mechanic Helper | 12.13 |
| 05250 - Motor Vehicle Upholstery Worker | 14.82 |
| 05280 - Motor Vehicle Wrecker | 15.81 |
| 05310 - Painter, Automotive | 16.71 |
| 05340 - Radiator Repair Specialist | 15.81 |
| 05370 - Tire Repairer | 11.33 |
| 05400 - Transmission Repair Specialist | 17.63 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.07 |
| 07041 - Cook I | 9.57 |
| 07042 - Cook II | 10.88 |
| 07070 - Dishwasher | 7.36 |
| 07130 - Food Service Worker | 8.27 |
| 07210 - Meat Cutter | 12.04 |
| 07260 - Waiter/Waitress | 7.25 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.59 |
| 09040 - Furniture Handler | 10.15 |
| 09080 - Furniture Refinisher | 15.59 |
| 09090 - Furniture Refinisher Helper | 11.99 |
| 09110 - Furniture Repairer, Minor | 13.82 |
| 09130 - Upholsterer | 15.59 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.63 |
| 11060 - Elevator Operator | 9.00 |
| 11090 - Gardener | 11.40 |
| 11122 - Housekeeping Aide | 9.00 |
| 11150 - Janitor | 9.00 |
| 11210 - Laborer, Grounds Maintenance | 10.33 |
| 11240 - Maid or Houseman | 7.72 |
| 11260 - Pruner | 9.19 |
| 11270 - Tractor Operator | 11.55 |

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| 11330 - Trail Maintenance Worker | 10.33 |
| 11360 - Window Cleaner | 10.08 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.82 |
| 12011 - Breath Alcohol Technician | 16.45 |
| 12012 - Certified Occupational Therapist Assistant | 23.26 |
| 12015 - Certified Physical Therapist Assistant | 23.37 |
| 12020 - Dental Assistant | 15.27 |
| 12025 - Dental Hygienist | 32.41 |
| 12030 - EKG Technician | 25.72 |
| 12035 - Electroneurodiagnostic Technologist | 25.72 |
| 12040 - Emergency Medical Technician | 14.82 |
| 12071 - Licensed Practical Nurse I | 15.13 |
| 12072 - Licensed Practical Nurse II | 17.02 |
| 12073 - Licensed Practical Nurse III | 18.91 |
| 12100 - Medical Assistant | 13.01 |
| 12130 - Medical Laboratory Technician | 15.40 |
| 12160 - Medical Record Clerk | 13.45 |
| 12190 - Medical Record Technician | 15.99 |
| 12195 - Medical Transcriptionist | 15.31 |
| 12210 - Nuclear Medicine Technologist | 37.25 |
| 12221 - Nursing Assistant I | 9.68 |
| 12222 - Nursing Assistant II | 10.87 |
| 12223 - Nursing Assistant III | 12.63 |
| 12224 - Nursing Assistant IV | 14.17 |
| 12235 - Optical Dispenser | 11.98 |
| 12236 - Optical Technician | 15.13 |
| 12250 - Pharmacy Technician | 15.24 |
| 12280 - Phlebotomist | 14.28 |
| 12305 - Radiologic Technologist | 22.50 |
| 12311 - Registered Nurse I | 20.88 |
| 12312 - Registered Nurse II | 25.55 |
| 12313 - Registered Nurse II, Specialist | 25.55 |
| 12314 - Registered Nurse III | 30.91 |
| 12315 - Registered Nurse III, Anesthetist | 30.91 |
| 12316 - Registered Nurse IV | 37.05 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.91 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 15.66 |
| 13012 - Exhibits Specialist II | 19.33 |
| 13013 - Exhibits Specialist III | 23.65 |
| 13041 - Illustrator I | 15.65 |
| 13042 - Illustrator II | 19.33 |
| 13043 - Illustrator III | 23.65 |
| 13047 - Librarian | 21.45 |
| 13050 - Library Aide/Clerk | 11.97 |
| 13054 - Library Information Technology Systems Administrator | 19.33 |
| 13058 - Library Technician | 15.66 |
| 13061 - Media Specialist I | 14.32 |
| 13062 - Media Specialist II | 16.03 |
| 13063 - Media Specialist III | 17.86 |
| 13071 - Photographer I | 13.94 |
| 13072 - Photographer II | 15.66 |
| 13073 - Photographer III | 19.31 |
| 13074 - Photographer IV | 23.60 |
| 13075 - Photographer V | 28.74 |
| 13110 - Video Teleconference Technician | 15.58 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.59 |
| 14042 - Computer Operator II | 16.86 |
| 14043 - Computer Operator III | 19.88 |
| 14044 - Computer Operator IV | 22.02 |

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| 14045 - Computer Operator V | 24.38 |
| 14071 - Computer Programmer I | 20.12 |
| 14072 - Computer Programmer II | 24.52 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 24.73 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.59 |
| 14160 - Personal Computer Support Technician | 22.02 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 24.73 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 29.56 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.43 |
| 15050 - Computer Based Training Specialist / Instructor | 24.73 |
| 15060 - Educational Technologist | 26.64 |
| 15070 - Flight Instructor (Pilot) | 35.43 |
| 15080 - Graphic Artist | 17.62 |
| 15090 - Technical Instructor | 20.75 |
| 15095 - Technical Instructor/Course Developer | 25.13 |
| 15110 - Test Proctor | 17.61 |
| 15120 - Tutor | 17.61 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 7.93 |
| 16030 - Counter Attendant | 7.93 |
| 16040 - Dry Cleaner | 10.24 |
| 16070 - Finisher, Flatwork, Machine | 7.93 |
| 16090 - Presser, Hand | 7.93 |
| 16110 - Presser, Machine, Drycleaning | 7.93 |
| 16130 - Presser, Machine, Shirts | 7.93 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 7.93 |
| 16190 - Sewing Machine Operator | 11.04 |
| 16220 - Tailor | 11.82 |
| 16250 - Washer, Machine | 8.67 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.83 |
| 19040 - Tool And Die Maker | 20.71 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.51 |
| 21030 - Material Coordinator | 16.12 |
| 21040 - Material Expediter | 16.12 |
| 21050 - Material Handling Laborer | 10.06 |
| 21071 - Order Filler | 10.77 |
| 21080 - Production Line Worker (Food Processing) | 12.51 |
| 21110 - Shipping Packer | 12.93 |
| 21130 - Shipping/Receiving Clerk | 12.93 |
| 21140 - Store Worker I | 9.38 |
| 21150 - Stock Clerk | 13.16 |
| 21210 - Tools And Parts Attendant | 12.51 |
| 21410 - Warehouse Specialist | 12.51 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 22.04 |
| 23021 - Aircraft Mechanic I | 20.73 |
| 23022 - Aircraft Mechanic II | 22.04 |
| 23023 - Aircraft Mechanic III | 23.16 |
| 23040 - Aircraft Mechanic Helper | 13.86 |
| 23050 - Aircraft, Painter | 18.61 |
| 23060 - Aircraft Servicer | 15.99 |
| 23080 - Aircraft Worker | 17.05 |
| 23110 - Appliance Mechanic | 15.95 |
| 23120 - Bicycle Repairer | 11.51 |
| 23125 - Cable Splicer | 21.43 |
| 23130 - Carpenter, Maintenance | 15.84 |

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|---|-------|
| 23140 - Carpet Layer | 16.69 |
| 23160 - Electrician, Maintenance | 19.86 |
| 23181 - Electronics Technician Maintenance I | 19.30 |
| 23182 - Electronics Technician Maintenance II | 20.62 |
| 23183 - Electronics Technician Maintenance III | 22.36 |
| 23260 - Fabric Worker | 15.56 |
| 23290 - Fire Alarm System Mechanic | 18.68 |
| 23310 - Fire Extinguisher Repairer | 14.42 |
| 23311 - Fuel Distribution System Mechanic | 18.68 |
| 23312 - Fuel Distribution System Operator | 14.42 |
| 23370 - General Maintenance Worker | 15.93 |
| 23380 - Ground Support Equipment Mechanic | 20.73 |
| 23381 - Ground Support Equipment Servicer | 15.99 |
| 23382 - Ground Support Equipment Worker | 17.05 |
| 23391 - Gunsmith I | 14.42 |
| 23392 - Gunsmith II | 16.69 |
| 23393 - Gunsmith III | 18.97 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.05 |
| 23430 - Heavy Equipment Mechanic | 17.29 |
| 23440 - Heavy Equipment Operator | 16.86 |
| 23460 - Instrument Mechanic | 20.38 |
| 23465 - Laboratory/Shelter Mechanic | 18.02 |
| 23470 - Laborer | 10.06 |
| 23510 - Locksmith | 15.95 |
| 23530 - Machinery Maintenance Mechanic | 18.94 |
| 23550 - Machinist, Maintenance | 15.98 |
| 23580 - Maintenance Trades Helper | 13.19 |
| 23591 - Metrology Technician I | 20.38 |
| 23592 - Metrology Technician II | 21.67 |
| 23593 - Metrology Technician III | 22.98 |
| 23640 - Millwright | 18.97 |
| 23710 - Office Appliance Repairer | 15.95 |
| 23760 - Painter, Maintenance | 17.15 |
| 23790 - Pipefitter, Maintenance | 20.16 |
| 23810 - Plumber, Maintenance | 18.49 |
| 23820 - Pneudraulic Systems Mechanic | 18.97 |
| 23850 - Rigger | 18.97 |
| 23870 - Scale Mechanic | 16.69 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.10 |
| 23910 - Small Engine Mechanic | 16.69 |
| 23931 - Telecommunications Mechanic I | 26.38 |
| 23932 - Telecommunications Mechanic II | 32.26 |
| 23950 - Telephone Lineman | 21.42 |
| 23960 - Welder, Combination, Maintenance | 16.45 |
| 23965 - Well Driller | 18.97 |
| 23970 - Woodcraft Worker | 18.97 |
| 23980 - Woodworker | 13.07 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.49 |
| 24580 - Child Care Center Clerk | 11.84 |
| 24610 - Chore Aide | 8.61 |
| 24620 - Family Readiness And Support Services Coordinator | 11.38 |
| 24630 - Homemaker | 13.17 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.97 |
| 25040 - Sewage Plant Operator | 15.62 |
| 25070 - Stationary Engineer | 18.97 |
| 25190 - Ventilation Equipment Tender | 12.86 |
| 25210 - Water Treatment Plant Operator | 15.62 |

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| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 12.29 |
| 27007 - Baggage Inspector | 10.98 |
| 27008 - Corrections Officer | 14.90 |
| 27010 - Court Security Officer | 16.80 |
| 27030 - Detection Dog Handler | 14.19 |
| 27040 - Detention Officer | 14.90 |
| 27070 - Firefighter | 17.11 |
| 27101 - Guard I | 10.98 |
| 27102 - Guard II | 14.19 |
| 27131 - Police Officer I | 18.32 |
| 27132 - Police Officer II | 20.36 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.62 |
| 28042 - Carnival Equipment Repairer | 13.61 |
| 28043 - Carnival Equipment Worker | 8.63 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |
| 28515 - Recreation Specialist | 15.98 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 14.79 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 15.59 |
| 29020 - Hatch Tender | 15.14 |
| 29030 - Line Handler | 15.14 |
| 29041 - Stevedore I | 14.17 |
| 29042 - Stevedore II | 16.29 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.27 |
| 30022 - Archeological Technician II | 15.58 |
| 30023 - Archeological Technician III | 19.76 |
| 30030 - Cartographic Technician | 23.36 |
| 30040 - Civil Engineering Technician | 21.12 |
| 30061 - Drafter/CAD Operator I | 14.80 |
| 30062 - Drafter/CAD Operator II | 19.07 |
| 30063 - Drafter/CAD Operator III | 20.51 |
| 30064 - Drafter/CAD Operator IV | 22.72 |
| 30081 - Engineering Technician I | 14.99 |
| 30082 - Engineering Technician II | 18.07 |
| 30083 - Engineering Technician III | 20.24 |
| 30084 - Engineering Technician IV | 26.53 |
| 30085 - Engineering Technician V | 31.84 |
| 30086 - Engineering Technician VI | 36.70 |
| 30090 - Environmental Technician | 21.16 |
| 30210 - Laboratory Technician | 21.14 |
| 30240 - Mathematical Technician | 23.28 |
| 30361 - Paralegal/Legal Assistant I | 14.95 |
| 30362 - Paralegal/Legal Assistant II | 18.88 |
| 30363 - Paralegal/Legal Assistant III | 22.66 |
| 30364 - Paralegal/Legal Assistant IV | 27.38 |
| 30390 - Photo-Optics Technician | 24.19 |
| 30461 - Technical Writer I | 22.02 |
| 30462 - Technical Writer II | 26.94 |
| 30463 - Technical Writer III | 32.59 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.40 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |

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|---|---------------|
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.51 |
| 30621 - Weather Observer, Senior | (see 2) 22.56 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.86 |
| 31030 - Bus Driver | 15.68 |
| 31043 - Driver Courier | 11.85 |
| 31260 - Parking and Lot Attendant | 8.90 |
| 31290 - Shuttle Bus Driver | 13.59 |
| 31310 - Taxi Driver | 10.87 |
| 31361 - Truckdriver, Light | 12.35 |
| 31362 - Truckdriver, Medium | 16.13 |
| 31363 - Truckdriver, Heavy | 16.87 |
| 31364 - Truckdriver, Tractor-Trailer | 16.87 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.99 |
| 99050 - Desk Clerk | 9.49 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 10.41 |
| 99252 - Laboratory Animal Caretaker II | 10.55 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 14.02 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 11.49 |
| 99711 - Recycling Specialist | 13.93 |
| 99730 - Refuse Collector | 10.64 |
| 99810 - Sales Clerk | 10.68 |
| 99820 - School Crossing Guard | 10.64 |
| 99830 - Survey Party Chief | 17.55 |
| 99831 - Surveying Aide | 10.95 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 13.60 |
| 99841 - Vending Machine Repairer | 16.65 |
| 99842 - Vending Machine Repairer Helper | 13.60 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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 4174)

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
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work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2524
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Anderson, Bell, Bosque, Brazos, Coryell, Falls,
Freestone, Hamilton, Hill, Leon, Limestone, McLennan, Mills, Robertson

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.70 |
| 01012 - Accounting Clerk II | | 13.13 |
| 01013 - Accounting Clerk III | | 14.69 |
| 01020 - Administrative Assistant | | 19.47 |
| 01040 - Court Reporter | | 14.54 |
| 01051 - Data Entry Operator I | | 10.46 |
| 01052 - Data Entry Operator II | | 12.35 |
| 01060 - Dispatcher, Motor Vehicle | | 14.53 |
| 01070 - Document Preparation Clerk | | 11.12 |
| 01090 - Duplicating Machine Operator | | 11.12 |
| 01111 - General Clerk I | | 10.46 |
| 01112 - General Clerk II | | 12.55 |
| 01113 - General Clerk III | | 14.06 |
| 01120 - Housing Referral Assistant | | 14.76 |
| 01141 - Messenger Courier | | 10.45 |
| 01191 - Order Clerk I | | 12.32 |
| 01192 - Order Clerk II | | 13.45 |
| 01261 - Personnel Assistant (Employment) I | | 12.99 |
| 01262 - Personnel Assistant (Employment) II | | 14.60 |
| 01263 - Personnel Assistant (Employment) III | | 17.03 |
| 01270 - Production Control Clerk | | 16.12 |
| 01280 - Receptionist | | 10.41 |
| 01290 - Rental Clerk | | 11.44 |
| 01300 - Scheduler, Maintenance | | 11.81 |
| 01311 - Secretary I | | 11.81 |
| 01312 - Secretary II | | 13.39 |
| 01313 - Secretary III | | 14.76 |
| 01320 - Service Order Dispatcher | | 12.50 |
| 01410 - Supply Technician | | 19.47 |
| 01420 - Survey Worker | | 13.05 |
| 01531 - Travel Clerk I | | 11.59 |
| 01532 - Travel Clerk II | | 12.65 |
| 01533 - Travel Clerk III | | 13.72 |
| 01611 - Word Processor I | | 11.97 |
| 01612 - Word Processor II | | 13.43 |
| 01613 - Word Processor III | | 15.59 |
| 05000 - Automotive Service Occupations | | |

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| 05005 - Automobile Body Repairer, Fiberglass | 19.95 |
| 05010 - Automotive Electrician | 16.71 |
| 05040 - Automotive Glass Installer | 15.81 |
| 05070 - Automotive Worker | 15.81 |
| 05110 - Mobile Equipment Servicer | 13.84 |
| 05130 - Motor Equipment Metal Mechanic | 17.63 |
| 05160 - Motor Equipment Metal Worker | 15.81 |
| 05190 - Motor Vehicle Mechanic | 17.63 |
| 05220 - Motor Vehicle Mechanic Helper | 12.13 |
| 05250 - Motor Vehicle Upholstery Worker | 14.82 |
| 05280 - Motor Vehicle Wrecker | 15.81 |
| 05310 - Painter, Automotive | 16.71 |
| 05340 - Radiator Repair Specialist | 15.81 |
| 05370 - Tire Repairer | 11.33 |
| 05400 - Transmission Repair Specialist | 17.63 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.07 |
| 07041 - Cook I | 9.57 |
| 07042 - Cook II | 10.88 |
| 07070 - Dishwasher | 7.36 |
| 07130 - Food Service Worker | 8.27 |
| 07210 - Meat Cutter | 12.04 |
| 07260 - Waiter/Waitress | 7.25 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.59 |
| 09040 - Furniture Handler | 10.15 |
| 09080 - Furniture Refinisher | 15.59 |
| 09090 - Furniture Refinisher Helper | 11.99 |
| 09110 - Furniture Repairer, Minor | 13.82 |
| 09130 - Upholsterer | 15.59 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.63 |
| 11060 - Elevator Operator | 9.00 |
| 11090 - Gardener | 11.40 |
| 11122 - Housekeeping Aide | 9.00 |
| 11150 - Janitor | 9.00 |
| 11210 - Laborer, Grounds Maintenance | 10.33 |
| 11240 - Maid or Houseman | 7.72 |
| 11260 - Pruner | 9.19 |
| 11270 - Tractor Operator | 11.55 |
| 11330 - Trail Maintenance Worker | 10.33 |
| 11360 - Window Cleaner | 10.08 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.82 |
| 12011 - Breath Alcohol Technician | 16.45 |
| 12012 - Certified Occupational Therapist Assistant | 23.26 |
| 12015 - Certified Physical Therapist Assistant | 23.37 |
| 12020 - Dental Assistant | 15.27 |
| 12025 - Dental Hygienist | 32.41 |
| 12030 - EKG Technician | 25.72 |
| 12035 - Electroneurodiagnostic Technologist | 25.72 |
| 12040 - Emergency Medical Technician | 14.82 |
| 12071 - Licensed Practical Nurse I | 15.13 |
| 12072 - Licensed Practical Nurse II | 17.02 |
| 12073 - Licensed Practical Nurse III | 18.91 |
| 12100 - Medical Assistant | 13.01 |
| 12130 - Medical Laboratory Technician | 15.40 |
| 12160 - Medical Record Clerk | 13.45 |
| 12190 - Medical Record Technician | 15.99 |
| 12195 - Medical Transcriptionist | 15.31 |
| 12210 - Nuclear Medicine Technologist | 37.25 |
| 12221 - Nursing Assistant I | 9.68 |
| 12222 - Nursing Assistant II | 10.87 |

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| 12223 - Nursing Assistant III | 12.63 |
| 12224 - Nursing Assistant IV | 14.17 |
| 12235 - Optical Dispenser | 11.98 |
| 12236 - Optical Technician | 15.13 |
| 12250 - Pharmacy Technician | 15.24 |
| 12280 - Phlebotomist | 14.28 |
| 12305 - Radiologic Technologist | 22.50 |
| 12311 - Registered Nurse I | 20.88 |
| 12312 - Registered Nurse II | 25.55 |
| 12313 - Registered Nurse II, Specialist | 25.55 |
| 12314 - Registered Nurse III | 30.91 |
| 12315 - Registered Nurse III, Anesthetist | 30.91 |
| 12316 - Registered Nurse IV | 37.05 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.91 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 15.66 |
| 13012 - Exhibits Specialist II | 19.33 |
| 13013 - Exhibits Specialist III | 23.65 |
| 13041 - Illustrator I | 15.65 |
| 13042 - Illustrator II | 19.33 |
| 13043 - Illustrator III | 23.65 |
| 13047 - Librarian | 21.45 |
| 13050 - Library Aide/Clerk | 11.97 |
| 13054 - Library Information Technology Systems Administrator | 19.33 |
| 13058 - Library Technician | 15.66 |
| 13061 - Media Specialist I | 14.32 |
| 13062 - Media Specialist II | 16.03 |
| 13063 - Media Specialist III | 17.86 |
| 13071 - Photographer I | 13.94 |
| 13072 - Photographer II | 15.66 |
| 13073 - Photographer III | 19.31 |
| 13074 - Photographer IV | 23.60 |
| 13075 - Photographer V | 28.74 |
| 13110 - Video Teleconference Technician | 15.58 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.59 |
| 14042 - Computer Operator II | 16.86 |
| 14043 - Computer Operator III | 19.88 |
| 14044 - Computer Operator IV | 22.02 |
| 14045 - Computer Operator V | 24.38 |
| 14071 - Computer Programmer I | 20.12 |
| 14072 - Computer Programmer II | 24.52 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 24.73 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.59 |
| 14160 - Personal Computer Support Technician | 22.02 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 24.73 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 29.56 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.43 |
| 15050 - Computer Based Training Specialist / Instructor | 24.73 |
| 15060 - Educational Technologist | 26.64 |
| 15070 - Flight Instructor (Pilot) | 35.43 |
| 15080 - Graphic Artist | 17.62 |
| 15090 - Technical Instructor | 20.75 |
| 15095 - Technical Instructor/Course Developer | 25.13 |
| 15110 - Test Proctor | 17.61 |
| 15120 - Tutor | 17.61 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |

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|---|-------|
| 16010 - Assembler | 7.93 |
| 16030 - Counter Attendant | 7.93 |
| 16040 - Dry Cleaner | 10.24 |
| 16070 - Finisher, Flatwork, Machine | 7.93 |
| 16090 - Presser, Hand | 7.93 |
| 16110 - Presser, Machine, Drycleaning | 7.93 |
| 16130 - Presser, Machine, Shirts | 7.93 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 7.93 |
| 16190 - Sewing Machine Operator | 11.04 |
| 16220 - Tailor | 11.82 |
| 16250 - Washer, Machine | 8.67 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.83 |
| 19040 - Tool And Die Maker | 20.71 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.51 |
| 21030 - Material Coordinator | 16.12 |
| 21040 - Material Expediter | 16.12 |
| 21050 - Material Handling Laborer | 10.06 |
| 21071 - Order Filler | 10.77 |
| 21080 - Production Line Worker (Food Processing) | 12.51 |
| 21110 - Shipping Packer | 12.93 |
| 21130 - Shipping/Receiving Clerk | 12.93 |
| 21140 - Store Worker I | 9.38 |
| 21150 - Stock Clerk | 13.16 |
| 21210 - Tools And Parts Attendant | 12.51 |
| 21410 - Warehouse Specialist | 12.51 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.04 |
| 23021 - Aircraft Mechanic I | 20.73 |
| 23022 - Aircraft Mechanic II | 22.04 |
| 23023 - Aircraft Mechanic III | 23.16 |
| 23040 - Aircraft Mechanic Helper | 13.86 |
| 23050 - Aircraft, Painter | 18.61 |
| 23060 - Aircraft Servicer | 15.99 |
| 23080 - Aircraft Worker | 17.05 |
| 23110 - Appliance Mechanic | 15.95 |
| 23120 - Bicycle Repairer | 11.51 |
| 23125 - Cable Splicer | 21.43 |
| 23130 - Carpenter, Maintenance | 15.84 |
| 23140 - Carpet Layer | 16.69 |
| 23160 - Electrician, Maintenance | 19.86 |
| 23181 - Electronics Technician Maintenance I | 19.30 |
| 23182 - Electronics Technician Maintenance II | 20.62 |
| 23183 - Electronics Technician Maintenance III | 22.36 |
| 23260 - Fabric Worker | 15.56 |
| 23290 - Fire Alarm System Mechanic | 18.68 |
| 23310 - Fire Extinguisher Repairer | 14.42 |
| 23311 - Fuel Distribution System Mechanic | 18.68 |
| 23312 - Fuel Distribution System Operator | 14.42 |
| 23370 - General Maintenance Worker | 15.93 |
| 23380 - Ground Support Equipment Mechanic | 20.73 |
| 23381 - Ground Support Equipment Servicer | 15.99 |
| 23382 - Ground Support Equipment Worker | 17.05 |
| 23391 - Gunsmith I | 14.42 |
| 23392 - Gunsmith II | 16.69 |
| 23393 - Gunsmith III | 18.97 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.05 |
| 23430 - Heavy Equipment Mechanic | 17.29 |
| 23440 - Heavy Equipment Operator | 16.86 |

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|---|-------|
| 23460 - Instrument Mechanic | 20.38 |
| 23465 - Laboratory/Shelter Mechanic | 18.02 |
| 23470 - Laborer | 10.06 |
| 23510 - Locksmith | 15.95 |
| 23530 - Machinery Maintenance Mechanic | 18.94 |
| 23550 - Machinist, Maintenance | 15.98 |
| 23580 - Maintenance Trades Helper | 13.19 |
| 23591 - Metrology Technician I | 20.38 |
| 23592 - Metrology Technician II | 21.67 |
| 23593 - Metrology Technician III | 22.98 |
| 23640 - Millwright | 18.97 |
| 23710 - Office Appliance Repairer | 15.95 |
| 23760 - Painter, Maintenance | 17.15 |
| 23790 - Pipefitter, Maintenance | 20.16 |
| 23810 - Plumber, Maintenance | 18.49 |
| 23820 - Pneudraulic Systems Mechanic | 18.97 |
| 23850 - Rigger | 18.97 |
| 23870 - Scale Mechanic | 16.69 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.10 |
| 23910 - Small Engine Mechanic | 16.69 |
| 23931 - Telecommunications Mechanic I | 26.38 |
| 23932 - Telecommunications Mechanic II | 32.26 |
| 23950 - Telephone Lineman | 21.42 |
| 23960 - Welder, Combination, Maintenance | 16.45 |
| 23965 - Well Driller | 18.97 |
| 23970 - Woodcraft Worker | 18.97 |
| 23980 - Woodworker | 13.07 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.49 |
| 24580 - Child Care Center Clerk | 11.84 |
| 24610 - Chore Aide | 8.61 |
| 24620 - Family Readiness And Support Services Coordinator | 11.38 |
| 24630 - Homemaker | 13.17 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.97 |
| 25040 - Sewage Plant Operator | 15.62 |
| 25070 - Stationary Engineer | 18.97 |
| 25190 - Ventilation Equipment Tender | 12.86 |
| 25210 - Water Treatment Plant Operator | 15.62 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 12.29 |
| 27007 - Baggage Inspector | 10.98 |
| 27008 - Corrections Officer | 14.90 |
| 27010 - Court Security Officer | 16.80 |
| 27030 - Detection Dog Handler | 14.19 |
| 27040 - Detention Officer | 14.90 |
| 27070 - Firefighter | 17.11 |
| 27101 - Guard I | 10.98 |
| 27102 - Guard II | 14.19 |
| 27131 - Police Officer I | 18.32 |
| 27132 - Police Officer II | 20.36 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.62 |
| 28042 - Carnival Equipment Repairer | 13.61 |
| 28043 - Carnival Equipment Worker | 8.63 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |
| 28515 - Recreation Specialist | 15.98 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 14.79 |

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| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 15.59 |
| 29020 - Hatch Tender | 15.14 |
| 29030 - Line Handler | 15.14 |
| 29041 - Stevedore I | 14.17 |
| 29042 - Stevedore II | 16.29 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.27 |
| 30022 - Archeological Technician II | 15.58 |
| 30023 - Archeological Technician III | 19.76 |
| 30030 - Cartographic Technician | 23.36 |
| 30040 - Civil Engineering Technician | 21.12 |
| 30061 - Drafter/CAD Operator I | 14.80 |
| 30062 - Drafter/CAD Operator II | 19.07 |
| 30063 - Drafter/CAD Operator III | 20.51 |
| 30064 - Drafter/CAD Operator IV | 22.72 |
| 30081 - Engineering Technician I | 14.99 |
| 30082 - Engineering Technician II | 18.07 |
| 30083 - Engineering Technician III | 20.24 |
| 30084 - Engineering Technician IV | 26.53 |
| 30085 - Engineering Technician V | 31.84 |
| 30086 - Engineering Technician VI | 36.70 |
| 30090 - Environmental Technician | 21.16 |
| 30210 - Laboratory Technician | 21.14 |
| 30240 - Mathematical Technician | 23.28 |
| 30361 - Paralegal/Legal Assistant I | 14.95 |
| 30362 - Paralegal/Legal Assistant II | 18.88 |
| 30363 - Paralegal/Legal Assistant III | 22.66 |
| 30364 - Paralegal/Legal Assistant IV | 27.38 |
| 30390 - Photo-Optics Technician | 24.19 |
| 30461 - Technical Writer I | 22.02 |
| 30462 - Technical Writer II | 26.94 |
| 30463 - Technical Writer III | 32.59 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.40 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 20.51 |
| 30621 - Weather Observer, Senior (see 2) | 22.56 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.86 |
| 31030 - Bus Driver | 15.68 |
| 31043 - Driver Courier | 11.85 |
| 31260 - Parking and Lot Attendant | 8.90 |
| 31290 - Shuttle Bus Driver | 13.59 |
| 31310 - Taxi Driver | 10.87 |
| 31361 - Truckdriver, Light | 12.35 |
| 31362 - Truckdriver, Medium | 16.13 |
| 31363 - Truckdriver, Heavy | 16.87 |
| 31364 - Truckdriver, Tractor-Trailer | 16.87 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.99 |
| 99050 - Desk Clerk | 9.49 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 10.41 |
| 99252 - Laboratory Animal Caretaker II | 10.55 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 14.02 |

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|---|-------|
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 11.49 |
| 99711 - Recycling Specialist | 13.93 |
| 99730 - Refuse Collector | 10.64 |
| 99810 - Sales Clerk | 10.68 |
| 99820 - School Crossing Guard | 10.64 |
| 99830 - Survey Party Chief | 17.55 |
| 99831 - Surveying Aide | 10.95 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 13.60 |
| 99841 - Vending Machine Repairer | 16.65 |
| 99842 - Vending Machine Repairer Helper | 13.60 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2525
Revision No.: 16
Date Of Last Revision: 07/25/2014

States: Oklahoma, Texas

Area: Oklahoma Counties of Comanche, Cotton, Greer, Harmon, Jackson, Jefferson,
Kiowa, Stephens, Tillman

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.53 |
| 01012 - Accounting Clerk II | | 12.95 |
| 01013 - Accounting Clerk III | | 14.47 |
| 01020 - Administrative Assistant | | 17.80 |
| 01040 - Court Reporter | | 15.89 |
| 01051 - Data Entry Operator I | | 10.72 |
| 01052 - Data Entry Operator II | | 11.70 |
| 01060 - Dispatcher, Motor Vehicle | | 14.01 |
| 01070 - Document Preparation Clerk | | 11.44 |
| 01090 - Duplicating Machine Operator | | 11.44 |
| 01111 - General Clerk I | | 9.97 |
| 01112 - General Clerk II | | 10.88 |
| 01113 - General Clerk III | | 12.21 |
| 01120 - Housing Referral Assistant | | 15.95 |
| 01141 - Messenger Courier | | 10.10 |
| 01191 - Order Clerk I | | 11.80 |
| 01192 - Order Clerk II | | 12.88 |
| 01261 - Personnel Assistant (Employment) I | | 13.43 |
| 01262 - Personnel Assistant (Employment) II | | 15.02 |
| 01263 - Personnel Assistant (Employment) III | | 16.75 |
| 01270 - Production Control Clerk | | 19.95 |
| 01280 - Receptionist | | 10.48 |
| 01290 - Rental Clerk | | 11.06 |
| 01300 - Scheduler, Maintenance | | 11.78 |
| 01311 - Secretary I | | 11.78 |
| 01312 - Secretary II | | 13.18 |
| 01313 - Secretary III | | 15.95 |
| 01320 - Service Order Dispatcher | | 14.41 |
| 01410 - Supply Technician | | 17.80 |
| 01420 - Survey Worker | | 12.91 |
| 01531 - Travel Clerk I | | 11.48 |
| 01532 - Travel Clerk II | | 12.40 |
| 01533 - Travel Clerk III | | 13.07 |
| 01611 - Word Processor I | | 13.50 |
| 01612 - Word Processor II | | 15.07 |
| 01613 - Word Processor III | | 16.98 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.30 |
| 05010 - Automotive Electrician | | 16.16 |
| 05040 - Automotive Glass Installer | | 15.28 |
| 05070 - Automotive Worker | | 15.28 |
| 05110 - Mobile Equipment Servicer | | 13.54 |
| 05130 - Motor Equipment Metal Mechanic | | 17.04 |
| 05160 - Motor Equipment Metal Worker | | 15.28 |
| 05190 - Motor Vehicle Mechanic | | 17.04 |
| 05220 - Motor Vehicle Mechanic Helper | | 12.64 |
| 05250 - Motor Vehicle Upholstery Worker | | 14.40 |
| 05280 - Motor Vehicle Wrecker | | 15.28 |
| 05310 - Painter, Automotive | | 16.16 |
| 05340 - Radiator Repair Specialist | | 15.28 |
| 05370 - Tire Repairer | | 12.90 |
| 05400 - Transmission Repair Specialist | | 17.04 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 11.54 |
| 07041 - Cook I | | 9.86 |

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| 07042 - Cook II | 11.09 |
| 07070 - Dishwasher | 7.66 |
| 07130 - Food Service Worker | 8.12 |
| 07210 - Meat Cutter | 14.31 |
| 07260 - Waiter/Waitress | 8.31 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.84 |
| 09040 - Furniture Handler | 11.47 |
| 09080 - Furniture Refinisher | 16.84 |
| 09090 - Furniture Refinisher Helper | 13.20 |
| 09110 - Furniture Repairer, Minor | 15.04 |
| 09130 - Upholsterer | 16.84 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.08 |
| 11060 - Elevator Operator | 9.68 |
| 11090 - Gardener | 12.88 |
| 11122 - Housekeeping Aide | 9.68 |
| 11150 - Janitor | 9.68 |
| 11210 - Laborer, Grounds Maintenance | 10.98 |
| 11240 - Maid or Houseman | 8.38 |
| 11260 - Pruner | 10.13 |
| 11270 - Tractor Operator | 12.64 |
| 11330 - Trail Maintenance Worker | 10.98 |
| 11360 - Window Cleaner | 10.51 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.54 |
| 12011 - Breath Alcohol Technician | 14.99 |
| 12012 - Certified Occupational Therapist Assistant | 24.75 |
| 12015 - Certified Physical Therapist Assistant | 24.13 |
| 12020 - Dental Assistant | 13.65 |
| 12025 - Dental Hygienist | 29.92 |
| 12030 - EKG Technician | 22.62 |
| 12035 - Electroneurodiagnostic Technologist | 22.62 |
| 12040 - Emergency Medical Technician | 13.54 |
| 12071 - Licensed Practical Nurse I | 13.40 |
| 12072 - Licensed Practical Nurse II | 14.99 |
| 12073 - Licensed Practical Nurse III | 16.72 |
| 12100 - Medical Assistant | 12.66 |
| 12130 - Medical Laboratory Technician | 16.85 |
| 12160 - Medical Record Clerk | 11.58 |
| 12190 - Medical Record Technician | 13.54 |
| 12195 - Medical Transcriptionist | 13.82 |
| 12210 - Nuclear Medicine Technologist | 32.81 |
| 12221 - Nursing Assistant I | 9.36 |
| 12222 - Nursing Assistant II | 10.52 |
| 12223 - Nursing Assistant III | 11.48 |
| 12224 - Nursing Assistant IV | 12.89 |
| 12235 - Optical Dispenser | 13.77 |
| 12236 - Optical Technician | 13.40 |
| 12250 - Pharmacy Technician | 14.12 |
| 12280 - Phlebotomist | 13.59 |
| 12305 - Radiologic Technologist | 21.66 |
| 12311 - Registered Nurse I | 18.70 |
| 12312 - Registered Nurse II | 22.96 |
| 12313 - Registered Nurse II, Specialist | 22.96 |
| 12314 - Registered Nurse III | 27.67 |
| 12315 - Registered Nurse III, Anesthetist | 27.67 |
| 12316 - Registered Nurse IV | 33.16 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.58 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.60 |
| 13012 - Exhibits Specialist II | 20.57 |
| 13013 - Exhibits Specialist III | 25.16 |

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| 13041 - Illustrator I | 16.60 |
| 13042 - Illustrator II | 20.57 |
| 13043 - Illustrator III | 25.16 |
| 13047 - Librarian | 22.77 |
| 13050 - Library Aide/Clerk | 12.23 |
| 13054 - Library Information Technology Systems Administrator | 20.57 |
| 13058 - Library Technician | 12.79 |
| 13061 - Media Specialist I | 14.84 |
| 13062 - Media Specialist II | 16.60 |
| 13063 - Media Specialist III | 18.51 |
| 13071 - Photographer I | 13.40 |
| 13072 - Photographer II | 15.06 |
| 13073 - Photographer III | 16.82 |
| 13074 - Photographer IV | 20.17 |
| 13075 - Photographer V | 24.42 |
| 13110 - Video Teleconference Technician | 14.17 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.61 |
| 14042 - Computer Operator II | 15.22 |
| 14043 - Computer Operator III | 16.98 |
| 14044 - Computer Operator IV | 21.48 |
| 14045 - Computer Operator V | 23.85 |
| 14071 - Computer Programmer I | 19.41 |
| 14072 - Computer Programmer II | 24.05 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 26.99 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.61 |
| 14160 - Personal Computer Support Technician | 23.46 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.10 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.32 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.74 |
| 15050 - Computer Based Training Specialist / Instructor | 26.09 |
| 15060 - Educational Technologist | 30.46 |
| 15070 - Flight Instructor (Pilot) | 37.74 |
| 15080 - Graphic Artist | 20.71 |
| 15090 - Technical Instructor | 17.63 |
| 15095 - Technical Instructor/Course Developer | 21.56 |
| 15110 - Test Proctor | 14.23 |
| 15120 - Tutor | 14.23 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.08 |
| 16030 - Counter Attendant | 8.08 |
| 16040 - Dry Cleaner | 10.19 |
| 16070 - Finisher, Flatwork, Machine | 8.08 |
| 16090 - Presser, Hand | 8.08 |
| 16110 - Presser, Machine, Drycleaning | 8.08 |
| 16130 - Presser, Machine, Shirts | 8.08 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.08 |
| 16190 - Sewing Machine Operator | 10.87 |
| 16220 - Tailor | 11.58 |
| 16250 - Washer, Machine | 8.77 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.48 |
| 19040 - Tool And Die Maker | 22.22 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.39 |
| 21030 - Material Coordinator | 19.95 |
| 21040 - Material Expediter | 19.95 |

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| 21050 - Material Handling Laborer | 10.20 |
| 21071 - Order Filler | 10.93 |
| 21080 - Production Line Worker (Food Processing) | 13.39 |
| 21110 - Shipping Packer | 13.08 |
| 21130 - Shipping/Receiving Clerk | 13.08 |
| 21140 - Store Worker I | 11.85 |
| 21150 - Stock Clerk | 14.96 |
| 21210 - Tools And Parts Attendant | 13.39 |
| 21410 - Warehouse Specialist | 13.39 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 22.70 |
| 23021 - Aircraft Mechanic I | 21.64 |
| 23022 - Aircraft Mechanic II | 22.70 |
| 23023 - Aircraft Mechanic III | 23.78 |
| 23040 - Aircraft Mechanic Helper | 16.08 |
| 23050 - Aircraft, Painter | 20.50 |
| 23060 - Aircraft Servicer | 18.30 |
| 23080 - Aircraft Worker | 19.40 |
| 23110 - Appliance Mechanic | 18.18 |
| 23120 - Bicycle Repairer | 12.90 |
| 23125 - Cable Splicer | 21.21 |
| 23130 - Carpenter, Maintenance | 16.87 |
| 23140 - Carpet Layer | 16.81 |
| 23160 - Electrician, Maintenance | 22.64 |
| 23181 - Electronics Technician Maintenance I | 21.07 |
| 23182 - Electronics Technician Maintenance II | 22.24 |
| 23183 - Electronics Technician Maintenance III | 23.44 |
| 23260 - Fabric Worker | 16.23 |
| 23290 - Fire Alarm System Mechanic | 17.04 |
| 23310 - Fire Extinguisher Repairer | 15.26 |
| 23311 - Fuel Distribution System Mechanic | 19.16 |
| 23312 - Fuel Distribution System Operator | 16.92 |
| 23370 - General Maintenance Worker | 15.28 |
| 23380 - Ground Support Equipment Mechanic | 21.64 |
| 23381 - Ground Support Equipment Servicer | 18.30 |
| 23382 - Ground Support Equipment Worker | 19.40 |
| 23391 - Gunsmith I | 15.26 |
| 23392 - Gunsmith II | 17.22 |
| 23393 - Gunsmith III | 19.16 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.38 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.38 |
| 23430 - Heavy Equipment Mechanic | 18.78 |
| 23440 - Heavy Equipment Operator | 17.04 |
| 23460 - Instrument Mechanic | 19.16 |
| 23465 - Laboratory/Shelter Mechanic | 18.18 |
| 23470 - Laborer | 10.54 |
| 23510 - Locksmith | 18.69 |
| 23530 - Machinery Maintenance Mechanic | 20.20 |
| 23550 - Machinist, Maintenance | 19.49 |
| 23580 - Maintenance Trades Helper | 12.64 |
| 23591 - Metrology Technician I | 19.16 |
| 23592 - Metrology Technician II | 20.10 |
| 23593 - Metrology Technician III | 21.03 |
| 23640 - Millwright | 18.74 |
| 23710 - Office Appliance Repairer | 17.78 |
| 23760 - Painter, Maintenance | 17.78 |
| 23790 - Pipefitter, Maintenance | 19.66 |
| 23810 - Plumber, Maintenance | 18.93 |
| 23820 - Pneudraulic Systems Mechanic | 19.16 |
| 23850 - Rigger | 19.16 |
| 23870 - Scale Mechanic | 17.22 |

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| 23890 - Sheet-Metal Worker, Maintenance | 21.81 |
| 23910 - Small Engine Mechanic | 16.81 |
| 23931 - Telecommunications Mechanic I | 22.69 |
| 23932 - Telecommunications Mechanic II | 23.81 |
| 23950 - Telephone Lineman | 22.12 |
| 23960 - Welder, Combination, Maintenance | 17.04 |
| 23965 - Well Driller | 19.16 |
| 23970 - Woodcraft Worker | 19.16 |
| 23980 - Woodworker | 14.89 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.69 |
| 24580 - Child Care Center Clerk | 10.85 |
| 24610 - Chore Aide | 8.29 |
| 24620 - Family Readiness And Support Services Coordinator | 8.51 |
| 24630 - Homemaker | 12.08 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.36 |
| 25040 - Sewage Plant Operator | 16.47 |
| 25070 - Stationary Engineer | 17.36 |
| 25190 - Ventilation Equipment Tender | 12.88 |
| 25210 - Water Treatment Plant Operator | 16.47 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.15 |
| 27007 - Baggage Inspector | 10.80 |
| 27008 - Corrections Officer | 14.99 |
| 27010 - Court Security Officer | 16.41 |
| 27030 - Detection Dog Handler | 12.44 |
| 27040 - Detention Officer | 14.99 |
| 27070 - Firefighter | 17.35 |
| 27101 - Guard I | 10.80 |
| 27102 - Guard II | 12.44 |
| 27131 - Police Officer I | 20.01 |
| 27132 - Police Officer II | 22.24 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.11 |
| 28042 - Carnival Equipment Repairer | 12.97 |
| 28043 - Carnival Equipment Worker | 9.68 |
| 28210 - Gate Attendant/Gate Tender | 14.46 |
| 28310 - Lifeguard | 12.11 |
| 28350 - Park Attendant (Aide) | 16.18 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.81 |
| 28515 - Recreation Specialist | 15.86 |
| 28630 - Sports Official | 12.89 |
| 28690 - Swimming Pool Operator | 12.96 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.22 |
| 29020 - Hatch Tender | 17.22 |
| 29030 - Line Handler | 17.22 |
| 29041 - Stevedore I | 16.23 |
| 29042 - Stevedore II | 18.18 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 26.69 |
| 30021 - Archeological Technician I | 14.66 |
| 30022 - Archeological Technician II | 16.82 |
| 30023 - Archeological Technician III | 20.32 |
| 30030 - Cartographic Technician | 20.83 |
| 30040 - Civil Engineering Technician | 22.91 |
| 30061 - Drafter/CAD Operator I | 14.66 |
| 30062 - Drafter/CAD Operator II | 16.82 |
| 30063 - Drafter/CAD Operator III | 18.75 |

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| 30064 - Drafter/CAD Operator IV | 22.50 |
| 30081 - Engineering Technician I | 13.57 |
| 30082 - Engineering Technician II | 16.44 |
| 30083 - Engineering Technician III | 18.50 |
| 30084 - Engineering Technician IV | 21.10 |
| 30085 - Engineering Technician V | 25.82 |
| 30086 - Engineering Technician VI | 31.24 |
| 30090 - Environmental Technician | 20.83 |
| 30210 - Laboratory Technician | 18.75 |
| 30240 - Mathematical Technician | 20.83 |
| 30361 - Paralegal/Legal Assistant I | 16.31 |
| 30362 - Paralegal/Legal Assistant II | 20.20 |
| 30363 - Paralegal/Legal Assistant III | 24.72 |
| 30364 - Paralegal/Legal Assistant IV | 29.91 |
| 30390 - Photo-Optics Technician | 20.83 |
| 30461 - Technical Writer I | 20.83 |
| 30462 - Technical Writer II | 25.48 |
| 30463 - Technical Writer III | 30.83 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 18.75 |
| 30621 - Weather Observer, Senior (see 2) | 20.32 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.39 |
| 31030 - Bus Driver | 13.70 |
| 31043 - Driver Courier | 12.53 |
| 31260 - Parking and Lot Attendant | 10.26 |
| 31290 - Shuttle Bus Driver | 13.43 |
| 31310 - Taxi Driver | 10.86 |
| 31361 - Truckdriver, Light | 13.43 |
| 31362 - Truckdriver, Medium | 13.70 |
| 31363 - Truckdriver, Heavy | 16.27 |
| 31364 - Truckdriver, Tractor-Trailer | 16.27 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.74 |
| 99050 - Desk Clerk | 8.68 |
| 99095 - Embalmer | 25.36 |
| 99251 - Laboratory Animal Caretaker I | 11.87 |
| 99252 - Laboratory Animal Caretaker II | 12.72 |
| 99310 - Mortician | 25.36 |
| 99410 - Pest Controller | 18.22 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.54 |
| 99711 - Recycling Specialist | 16.78 |
| 99730 - Refuse Collector | 13.43 |
| 99810 - Sales Clerk | 10.80 |
| 99820 - School Crossing Guard | 12.81 |
| 99830 - Survey Party Chief | 17.97 |
| 99831 - Surveying Aide | 12.07 |
| 99832 - Surveying Technician | 16.31 |
| 99840 - Vending Machine Attendant | 13.94 |
| 99841 - Vending Machine Repairer | 16.81 |
| 99842 - Vending Machine Repairer Helper | 13.94 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es)

of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that

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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.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2526
Revision No.: 15
Date Of Last Revision: 07/25/2014

States: Oklahoma, Texas

Area: Oklahoma Counties of Comanche, Cotton, Greer, Harmon, Jackson, Jefferson,
Kiowa, Stephens, Tillman

Texas Counties of Archer, Baylor, Clay, Wichita, Wilbarger

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.53 |
| 01012 - Accounting Clerk II | | 12.95 |
| 01013 - Accounting Clerk III | | 14.47 |
| 01020 - Administrative Assistant | | 17.80 |
| 01040 - Court Reporter | | 15.89 |
| 01051 - Data Entry Operator I | | 10.72 |
| 01052 - Data Entry Operator II | | 11.70 |
| 01060 - Dispatcher, Motor Vehicle | | 14.01 |
| 01070 - Document Preparation Clerk | | 11.44 |
| 01090 - Duplicating Machine Operator | | 11.44 |
| 01111 - General Clerk I | | 9.97 |
| 01112 - General Clerk II | | 10.88 |
| 01113 - General Clerk III | | 12.21 |
| 01120 - Housing Referral Assistant | | 15.95 |
| 01141 - Messenger Courier | | 10.10 |
| 01191 - Order Clerk I | | 11.80 |
| 01192 - Order Clerk II | | 12.88 |
| 01261 - Personnel Assistant (Employment) I | | 13.43 |
| 01262 - Personnel Assistant (Employment) II | | 15.02 |
| 01263 - Personnel Assistant (Employment) III | | 16.75 |
| 01270 - Production Control Clerk | | 19.95 |
| 01280 - Receptionist | | 10.48 |
| 01290 - Rental Clerk | | 11.06 |
| 01300 - Scheduler, Maintenance | | 11.78 |
| 01311 - Secretary I | | 11.78 |
| 01312 - Secretary II | | 13.18 |
| 01313 - Secretary III | | 15.95 |
| 01320 - Service Order Dispatcher | | 14.41 |
| 01410 - Supply Technician | | 17.80 |
| 01420 - Survey Worker | | 12.91 |
| 01531 - Travel Clerk I | | 11.48 |
| 01532 - Travel Clerk II | | 12.40 |

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| 01533 - Travel Clerk III | 13.07 |
| 01611 - Word Processor I | 13.50 |
| 01612 - Word Processor II | 15.07 |
| 01613 - Word Processor III | 16.98 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.30 |
| 05010 - Automotive Electrician | 16.16 |
| 05040 - Automotive Glass Installer | 15.28 |
| 05070 - Automotive Worker | 15.28 |
| 05110 - Mobile Equipment Servicer | 13.54 |
| 05130 - Motor Equipment Metal Mechanic | 17.04 |
| 05160 - Motor Equipment Metal Worker | 15.28 |
| 05190 - Motor Vehicle Mechanic | 17.04 |
| 05220 - Motor Vehicle Mechanic Helper | 12.64 |
| 05250 - Motor Vehicle Upholstery Worker | 14.40 |
| 05280 - Motor Vehicle Wrecker | 15.28 |
| 05310 - Painter, Automotive | 16.16 |
| 05340 - Radiator Repair Specialist | 15.28 |
| 05370 - Tire Repairer | 12.90 |
| 05400 - Transmission Repair Specialist | 17.04 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.54 |
| 07041 - Cook I | 9.86 |
| 07042 - Cook II | 11.09 |
| 07070 - Dishwasher | 7.66 |
| 07130 - Food Service Worker | 8.12 |
| 07210 - Meat Cutter | 14.31 |
| 07260 - Waiter/Waitress | 8.31 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.84 |
| 09040 - Furniture Handler | 11.47 |
| 09080 - Furniture Refinisher | 16.84 |
| 09090 - Furniture Refinisher Helper | 13.20 |
| 09110 - Furniture Repairer, Minor | 15.04 |
| 09130 - Upholsterer | 16.84 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.08 |
| 11060 - Elevator Operator | 9.68 |
| 11090 - Gardener | 12.88 |
| 11122 - Housekeeping Aide | 9.68 |
| 11150 - Janitor | 9.68 |
| 11210 - Laborer, Grounds Maintenance | 10.98 |
| 11240 - Maid or Houseman | 8.38 |
| 11260 - Pruner | 10.13 |
| 11270 - Tractor Operator | 12.64 |
| 11330 - Trail Maintenance Worker | 10.98 |
| 11360 - Window Cleaner | 10.51 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.54 |
| 12011 - Breath Alcohol Technician | 14.99 |
| 12012 - Certified Occupational Therapist Assistant | 24.75 |
| 12015 - Certified Physical Therapist Assistant | 24.13 |
| 12020 - Dental Assistant | 13.65 |
| 12025 - Dental Hygienist | 29.92 |
| 12030 - EKG Technician | 22.62 |
| 12035 - Electroneurodiagnostic Technologist | 22.62 |
| 12040 - Emergency Medical Technician | 13.54 |
| 12071 - Licensed Practical Nurse I | 13.40 |
| 12072 - Licensed Practical Nurse II | 14.99 |
| 12073 - Licensed Practical Nurse III | 16.72 |
| 12100 - Medical Assistant | 12.66 |
| 12130 - Medical Laboratory Technician | 16.85 |
| 12160 - Medical Record Clerk | 11.58 |

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| 12190 - Medical Record Technician | 13.54 |
| 12195 - Medical Transcriptionist | 13.82 |
| 12210 - Nuclear Medicine Technologist | 32.81 |
| 12221 - Nursing Assistant I | 9.36 |
| 12222 - Nursing Assistant II | 10.52 |
| 12223 - Nursing Assistant III | 11.48 |
| 12224 - Nursing Assistant IV | 12.89 |
| 12235 - Optical Dispenser | 13.77 |
| 12236 - Optical Technician | 13.40 |
| 12250 - Pharmacy Technician | 14.12 |
| 12280 - Phlebotomist | 13.59 |
| 12305 - Radiologic Technologist | 21.66 |
| 12311 - Registered Nurse I | 18.70 |
| 12312 - Registered Nurse II | 22.96 |
| 12313 - Registered Nurse II, Specialist | 22.96 |
| 12314 - Registered Nurse III | 27.67 |
| 12315 - Registered Nurse III, Anesthetist | 27.67 |
| 12316 - Registered Nurse IV | 33.16 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.58 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.60 |
| 13012 - Exhibits Specialist II | 20.57 |
| 13013 - Exhibits Specialist III | 25.16 |
| 13041 - Illustrator I | 16.60 |
| 13042 - Illustrator II | 20.57 |
| 13043 - Illustrator III | 25.16 |
| 13047 - Librarian | 22.77 |
| 13050 - Library Aide/Clerk | 12.23 |
| 13054 - Library Information Technology Systems Administrator | 20.57 |
| 13058 - Library Technician | 12.79 |
| 13061 - Media Specialist I | 14.84 |
| 13062 - Media Specialist II | 16.60 |
| 13063 - Media Specialist III | 18.51 |
| 13071 - Photographer I | 13.40 |
| 13072 - Photographer II | 15.06 |
| 13073 - Photographer III | 16.82 |
| 13074 - Photographer IV | 20.17 |
| 13075 - Photographer V | 24.42 |
| 13110 - Video Teleconference Technician | 14.17 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.61 |
| 14042 - Computer Operator II | 15.22 |
| 14043 - Computer Operator III | 16.98 |
| 14044 - Computer Operator IV | 21.48 |
| 14045 - Computer Operator V | 23.85 |
| 14071 - Computer Programmer I | 19.41 |
| 14072 - Computer Programmer II | 24.05 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 26.99 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.61 |
| 14160 - Personal Computer Support Technician | 23.46 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.10 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.32 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.74 |
| 15050 - Computer Based Training Specialist / Instructor | 26.09 |
| 15060 - Educational Technologist | 30.46 |
| 15070 - Flight Instructor (Pilot) | 37.74 |
| 15080 - Graphic Artist | 20.71 |

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|---|-------|
| 15090 - Technical Instructor | 17.63 |
| 15095 - Technical Instructor/Course Developer | 21.56 |
| 15110 - Test Proctor | 14.23 |
| 15120 - Tutor | 14.23 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.08 |
| 16030 - Counter Attendant | 8.08 |
| 16040 - Dry Cleaner | 10.19 |
| 16070 - Finisher, Flatwork, Machine | 8.08 |
| 16090 - Presser, Hand | 8.08 |
| 16110 - Presser, Machine, Drycleaning | 8.08 |
| 16130 - Presser, Machine, Shirts | 8.08 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.08 |
| 16190 - Sewing Machine Operator | 10.87 |
| 16220 - Tailor | 11.58 |
| 16250 - Washer, Machine | 8.77 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.48 |
| 19040 - Tool And Die Maker | 22.22 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.39 |
| 21030 - Material Coordinator | 19.95 |
| 21040 - Material Expediter | 19.95 |
| 21050 - Material Handling Laborer | 10.20 |
| 21071 - Order Filler | 10.93 |
| 21080 - Production Line Worker (Food Processing) | 13.39 |
| 21110 - Shipping Packer | 13.08 |
| 21130 - Shipping/Receiving Clerk | 13.08 |
| 21140 - Store Worker I | 11.85 |
| 21150 - Stock Clerk | 14.96 |
| 21210 - Tools And Parts Attendant | 13.39 |
| 21410 - Warehouse Specialist | 13.39 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.70 |
| 23021 - Aircraft Mechanic I | 21.64 |
| 23022 - Aircraft Mechanic II | 22.70 |
| 23023 - Aircraft Mechanic III | 23.78 |
| 23040 - Aircraft Mechanic Helper | 16.08 |
| 23050 - Aircraft, Painter | 20.50 |
| 23060 - Aircraft Servicer | 18.30 |
| 23080 - Aircraft Worker | 19.40 |
| 23110 - Appliance Mechanic | 18.18 |
| 23120 - Bicycle Repairer | 12.90 |
| 23125 - Cable Splicer | 21.21 |
| 23130 - Carpenter, Maintenance | 16.87 |
| 23140 - Carpet Layer | 16.81 |
| 23160 - Electrician, Maintenance | 22.64 |
| 23181 - Electronics Technician Maintenance I | 21.07 |
| 23182 - Electronics Technician Maintenance II | 22.24 |
| 23183 - Electronics Technician Maintenance III | 23.44 |
| 23260 - Fabric Worker | 16.23 |
| 23290 - Fire Alarm System Mechanic | 17.04 |
| 23310 - Fire Extinguisher Repairer | 15.26 |
| 23311 - Fuel Distribution System Mechanic | 19.16 |
| 23312 - Fuel Distribution System Operator | 16.92 |
| 23370 - General Maintenance Worker | 15.28 |
| 23380 - Ground Support Equipment Mechanic | 21.64 |
| 23381 - Ground Support Equipment Servicer | 18.30 |
| 23382 - Ground Support Equipment Worker | 19.40 |
| 23391 - Gunsmith I | 15.26 |
| 23392 - Gunsmith II | 17.22 |
| 23393 - Gunsmith III | 19.16 |
| 23410 - Heating, Ventilation And Air-Conditioning | 20.38 |

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|---|-------|
| Mechanic | |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.38 |
| 23430 - Heavy Equipment Mechanic | 18.78 |
| 23440 - Heavy Equipment Operator | 17.04 |
| 23460 - Instrument Mechanic | 19.16 |
| 23465 - Laboratory/Shelter Mechanic | 18.18 |
| 23470 - Laborer | 10.54 |
| 23510 - Locksmith | 18.69 |
| 23530 - Machinery Maintenance Mechanic | 20.20 |
| 23550 - Machinist, Maintenance | 19.49 |
| 23580 - Maintenance Trades Helper | 12.64 |
| 23591 - Metrology Technician I | 19.16 |
| 23592 - Metrology Technician II | 20.10 |
| 23593 - Metrology Technician III | 21.03 |
| 23640 - Millwright | 18.74 |
| 23710 - Office Appliance Repairer | 17.78 |
| 23760 - Painter, Maintenance | 17.78 |
| 23790 - Pipefitter, Maintenance | 19.66 |
| 23810 - Plumber, Maintenance | 18.93 |
| 23820 - Pneudraulic Systems Mechanic | 19.16 |
| 23850 - Rigger | 19.16 |
| 23870 - Scale Mechanic | 17.22 |
| 23890 - Sheet-Metal Worker, Maintenance | 21.81 |
| 23910 - Small Engine Mechanic | 16.81 |
| 23931 - Telecommunications Mechanic I | 22.69 |
| 23932 - Telecommunications Mechanic II | 23.81 |
| 23950 - Telephone Lineman | 22.12 |
| 23960 - welder, Combination, Maintenance | 17.04 |
| 23965 - well Driller | 19.16 |
| 23970 - Woodcraft Worker | 19.16 |
| 23980 - Woodworker | 14.89 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.69 |
| 24580 - Child Care Center Clerk | 10.85 |
| 24610 - Chore Aide | 8.29 |
| 24620 - Family Readiness And Support Services Coordinator | 8.51 |
| 24630 - Homemaker | 12.08 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.36 |
| 25040 - Sewage Plant Operator | 16.47 |
| 25070 - Stationary Engineer | 17.36 |
| 25190 - Ventilation Equipment Tender | 12.88 |
| 25210 - Water Treatment Plant Operator | 16.47 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.15 |
| 27007 - Baggage Inspector | 10.80 |
| 27008 - Corrections Officer | 14.99 |
| 27010 - Court Security Officer | 16.41 |
| 27030 - Detection Dog Handler | 12.44 |
| 27040 - Detention Officer | 14.99 |
| 27070 - Firefighter | 17.35 |
| 27101 - Guard I | 10.80 |
| 27102 - Guard II | 12.44 |
| 27131 - Police Officer I | 20.01 |
| 27132 - Police Officer II | 22.24 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.11 |
| 28042 - Carnival Equipment Repairer | 12.97 |
| 28043 - Carnival Equipment Worker | 9.68 |
| 28210 - Gate Attendant/Gate Tender | 14.46 |
| 28310 - Lifeguard | 12.11 |

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| 28350 - Park Attendant (Aide) | 16.18 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.81 |
| 28515 - Recreation Specialist | 15.86 |
| 28630 - Sports Official | 12.89 |
| 28690 - Swimming Pool Operator | 12.96 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.22 |
| 29020 - Hatch Tender | 17.22 |
| 29030 - Line Handler | 17.22 |
| 29041 - Stevedore I | 16.23 |
| 29042 - Stevedore II | 18.18 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 26.69 |
| 30021 - Archeological Technician I | 14.66 |
| 30022 - Archeological Technician II | 16.82 |
| 30023 - Archeological Technician III | 20.32 |
| 30030 - Cartographic Technician | 20.83 |
| 30040 - Civil Engineering Technician | 22.91 |
| 30061 - Drafter/CAD Operator I | 14.66 |
| 30062 - Drafter/CAD Operator II | 16.82 |
| 30063 - Drafter/CAD Operator III | 18.75 |
| 30064 - Drafter/CAD Operator IV | 22.50 |
| 30081 - Engineering Technician I | 13.57 |
| 30082 - Engineering Technician II | 16.44 |
| 30083 - Engineering Technician III | 18.50 |
| 30084 - Engineering Technician IV | 21.10 |
| 30085 - Engineering Technician V | 25.82 |
| 30086 - Engineering Technician VI | 31.24 |
| 30090 - Environmental Technician | 20.83 |
| 30210 - Laboratory Technician | 18.75 |
| 30240 - Mathematical Technician | 20.83 |
| 30361 - Paralegal/Legal Assistant I | 16.31 |
| 30362 - Paralegal/Legal Assistant II | 20.20 |
| 30363 - Paralegal/Legal Assistant III | 24.72 |
| 30364 - Paralegal/Legal Assistant IV | 29.91 |
| 30390 - Photo-Optics Technician | 20.83 |
| 30461 - Technical Writer I | 20.83 |
| 30462 - Technical Writer II | 25.48 |
| 30463 - Technical Writer III | 30.83 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 18.75 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 20.32 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.39 |
| 31030 - Bus Driver | 13.70 |
| 31043 - Driver Courier | 12.53 |
| 31260 - Parking and Lot Attendant | 10.26 |
| 31290 - Shuttle Bus Driver | 13.43 |
| 31310 - Taxi Driver | 10.86 |
| 31361 - Truckdriver, Light | 13.43 |
| 31362 - Truckdriver, Medium | 13.70 |
| 31363 - Truckdriver, Heavy | 16.27 |
| 31364 - Truckdriver, Tractor-Trailer | 16.27 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.74 |
| 99050 - Desk Clerk | 8.68 |

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|---|-------|
| 99095 - Embalmer | 25.36 |
| 99251 - Laboratory Animal Caretaker I | 11.87 |
| 99252 - Laboratory Animal Caretaker II | 12.72 |
| 99310 - Mortician | 25.36 |
| 99410 - Pest Controller | 18.22 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.54 |
| 99711 - Recycling Specialist | 16.78 |
| 99730 - Refuse Collector | 13.43 |
| 99810 - Sales Clerk | 10.80 |
| 99820 - School Crossing Guard | 12.81 |
| 99830 - Survey Party Chief | 17.97 |
| 99831 - Surveying Aide | 12.07 |
| 99832 - Surveying Technician | 16.31 |
| 99840 - Vending Machine Attendant | 13.94 |
| 99841 - Vending Machine Repairer | 16.81 |
| 99842 - Vending Machine Repairer Helper | 13.94 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006,

unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2531
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Utah

Area: Utah Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.81 |
| 01012 - Accounting Clerk II | | 14.38 |
| 01013 - Accounting Clerk III | | 16.09 |
| 01020 - Administrative Assistant | | 18.47 |
| 01040 - Court Reporter | | 19.50 |
| 01051 - Data Entry Operator I | | 11.89 |
| 01052 - Data Entry Operator II | | 12.98 |
| 01060 - Dispatcher, Motor Vehicle | | 16.80 |
| 01070 - Document Preparation Clerk | | 14.10 |
| 01090 - Duplicating Machine Operator | | 14.10 |
| 01111 - General Clerk I | | 11.54 |

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| 01112 - General Clerk II | 12.59 |
| 01113 - General Clerk III | 14.13 |
| 01120 - Housing Referral Assistant | 16.51 |
| 01141 - Messenger Courier | 11.64 |
| 01191 - Order Clerk I | 12.93 |
| 01192 - Order Clerk II | 14.11 |
| 01261 - Personnel Assistant (Employment) I | 14.71 |
| 01262 - Personnel Assistant (Employment) II | 16.45 |
| 01263 - Personnel Assistant (Employment) III | 18.35 |
| 01270 - Production Control Clerk | 17.99 |
| 01280 - Receptionist | 10.46 |
| 01290 - Rental Clerk | 11.44 |
| 01300 - Scheduler, Maintenance | 13.23 |
| 01311 - Secretary I | 13.23 |
| 01312 - Secretary II | 14.80 |
| 01313 - Secretary III | 16.51 |
| 01320 - Service Order Dispatcher | 14.95 |
| 01410 - Supply Technician | 18.43 |
| 01420 - Survey Worker | 12.10 |
| 01531 - Travel Clerk I | 12.39 |
| 01532 - Travel Clerk II | 13.15 |
| 01533 - Travel Clerk III | 13.78 |
| 01611 - Word Processor I | 13.94 |
| 01612 - Word Processor II | 15.88 |
| 01613 - Word Processor III | 17.61 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.06 |
| 05010 - Automotive Electrician | 18.09 |
| 05040 - Automotive Glass Installer | 17.17 |
| 05070 - Automotive Worker | 17.14 |
| 05110 - Mobile Equipment Servicer | 15.24 |
| 05130 - Motor Equipment Metal Mechanic | 18.82 |
| 05160 - Motor Equipment Metal Worker | 17.14 |
| 05190 - Motor Vehicle Mechanic | 17.82 |
| 05220 - Motor Vehicle Mechanic Helper | 14.11 |
| 05250 - Motor Vehicle Upholstery Worker | 16.19 |
| 05280 - Motor Vehicle Wrecker | 17.14 |
| 05310 - Painter, Automotive | 18.09 |
| 05340 - Radiator Repair Specialist | 17.14 |
| 05370 - Tire Repairer | 12.41 |
| 05400 - Transmission Repair Specialist | 18.46 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.60 |
| 07041 - Cook I | 10.72 |
| 07042 - Cook II | 12.42 |
| 07070 - Dishwasher | 8.06 |
| 07130 - Food Service Worker | 8.28 |
| 07210 - Meat Cutter | 13.77 |
| 07260 - Waiter/Waitress | 9.23 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.05 |
| 09040 - Furniture Handler | 12.27 |
| 09080 - Furniture Refinisher | 17.05 |
| 09090 - Furniture Refinisher Helper | 12.86 |
| 09110 - Furniture Repairer, Minor | 14.77 |
| 09130 - Upholsterer | 17.05 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.62 |
| 11060 - Elevator Operator | 9.62 |
| 11090 - Gardener | 13.88 |
| 11122 - Housekeeping Aide | 9.99 |
| 11150 - Janitor | 9.99 |
| 11210 - Laborer, Grounds Maintenance | 10.72 |

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| 11240 - Maid or Houseman | 8.86 |
| 11260 - Pruner | 10.07 |
| 11270 - Tractor Operator | 12.94 |
| 11330 - Trail Maintenance Worker | 10.72 |
| 11360 - Window Cleaner | 11.14 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.67 |
| 12011 - Breath Alcohol Technician | 14.74 |
| 12012 - Certified Occupational Therapist Assistant | 20.78 |
| 12015 - Certified Physical Therapist Assistant | 18.90 |
| 12020 - Dental Assistant | 13.03 |
| 12025 - Dental Hygienist | 30.54 |
| 12030 - EKG Technician | 23.74 |
| 12035 - Electroneurodiagnostic Technologist | 23.74 |
| 12040 - Emergency Medical Technician | 14.67 |
| 12071 - Licensed Practical Nurse I | 14.56 |
| 12072 - Licensed Practical Nurse II | 16.29 |
| 12073 - Licensed Practical Nurse III | 18.17 |
| 12100 - Medical Assistant | 12.85 |
| 12130 - Medical Laboratory Technician | 13.99 |
| 12160 - Medical Record Clerk | 12.64 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 14.45 |
| 12210 - Nuclear Medicine Technologist | 31.97 |
| 12221 - Nursing Assistant I | 10.00 |
| 12222 - Nursing Assistant II | 11.24 |
| 12223 - Nursing Assistant III | 12.26 |
| 12224 - Nursing Assistant IV | 13.77 |
| 12235 - Optical Dispenser | 15.17 |
| 12236 - Optical Technician | 12.73 |
| 12250 - Pharmacy Technician | 14.80 |
| 12280 - Phlebotomist | 13.77 |
| 12305 - Radiologic Technologist | 21.51 |
| 12311 - Registered Nurse I | 22.82 |
| 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 | 40.47 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.69 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.49 |
| 13012 - Exhibits Specialist II | 20.44 |
| 13013 - Exhibits Specialist III | 25.00 |
| 13041 - Illustrator I | 18.72 |
| 13042 - Illustrator II | 23.20 |
| 13043 - Illustrator III | 28.30 |
| 13047 - Librarian | 22.73 |
| 13050 - Library Aide/Clerk | 10.45 |
| 13054 - Library Information Technology Systems Administrator | 20.53 |
| 13058 - Library Technician | 13.18 |
| 13061 - Media Specialist I | 14.81 |
| 13062 - Media Specialist II | 16.57 |
| 13063 - Media Specialist III | 18.48 |
| 13071 - Photographer I | 15.59 |
| 13072 - Photographer II | 17.59 |
| 13073 - Photographer III | 21.61 |
| 13074 - Photographer IV | 26.44 |
| 13075 - Photographer V | 31.98 |
| 13110 - Video Teleconference Technician | 16.34 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.11 |

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| 14042 - Computer Operator II | 16.90 |
| 14043 - Computer Operator III | 19.95 |
| 14044 - Computer Operator IV | 21.75 |
| 14045 - Computer Operator V | 24.10 |
| 14071 - Computer Programmer I (see 1) | 23.80 |
| 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 | 14.59 |
| 14160 - Personal Computer Support Technician | 21.75 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 31.89 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 38.58 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.72 |
| 15050 - Computer Based Training Specialist / Instructor | 31.89 |
| 15060 - Educational Technologist | 22.83 |
| 15070 - Flight Instructor (Pilot) | 42.72 |
| 15080 - Graphic Artist | 19.67 |
| 15090 - Technical Instructor | 18.64 |
| 15095 - Technical Instructor/Course Developer | 22.82 |
| 15110 - Test Proctor | 15.04 |
| 15120 - Tutor | 15.04 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.04 |
| 16030 - Counter Attendant | 9.04 |
| 16040 - Dry Cleaner | 12.02 |
| 16070 - Finisher, Flatwork, Machine | 9.04 |
| 16090 - Presser, Hand | 9.04 |
| 16110 - Presser, Machine, Drycleaning | 9.04 |
| 16130 - Presser, Machine, Shirts | 9.04 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.04 |
| 16190 - Sewing Machine Operator | 12.90 |
| 16220 - Tailor | 13.67 |
| 16250 - Washer, Machine | 10.09 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.68 |
| 19040 - Tool And Die Maker | 21.89 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.31 |
| 21030 - Material Coordinator | 18.38 |
| 21040 - Material Expediter | 18.38 |
| 21050 - Material Handling Laborer | 11.67 |
| 21071 - Order Filler | 11.96 |
| 21080 - Production Line Worker (Food Processing) | 14.31 |
| 21110 - Shipping Packer | 13.08 |
| 21130 - Shipping/Receiving Clerk | 13.08 |
| 21140 - Store Worker I | 10.83 |
| 21150 - Stock Clerk | 15.07 |
| 21210 - Tools And Parts Attendant | 14.31 |
| 21410 - Warehouse Specialist | 14.31 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.76 |
| 23021 - Aircraft Mechanic I | 24.30 |
| 23022 - Aircraft Mechanic II | 25.76 |
| 23023 - Aircraft Mechanic III | 26.95 |
| 23040 - Aircraft Mechanic Helper | 16.74 |
| 23050 - Aircraft, Painter | 22.63 |
| 23060 - Aircraft Servicer | 19.31 |
| 23080 - Aircraft Worker | 20.59 |
| 23110 - Appliance Mechanic | 18.84 |

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| 23120 - Bicycle Repairer | 12.41 |
| 23125 - Cable Splicer | 25.98 |
| 23130 - Carpenter, Maintenance | 17.48 |
| 23140 - Carpet Layer | 16.82 |
| 23160 - Electrician, Maintenance | 20.33 |
| 23181 - Electronics Technician Maintenance I | 21.64 |
| 23182 - Electronics Technician Maintenance II | 23.70 |
| 23183 - Electronics Technician Maintenance III | 25.21 |
| 23260 - Fabric Worker | 17.27 |
| 23290 - Fire Alarm System Mechanic | 20.83 |
| 23310 - Fire Extinguisher Repairer | 16.01 |
| 23311 - Fuel Distribution System Mechanic | 23.58 |
| 23312 - Fuel Distribution System Operator | 17.93 |
| 23370 - General Maintenance Worker | 16.62 |
| 23380 - Ground Support Equipment Mechanic | 24.30 |
| 23381 - Ground Support Equipment Servicer | 19.31 |
| 23382 - Ground Support Equipment Worker | 20.59 |
| 23391 - Gunsmith I | 16.01 |
| 23392 - Gunsmith II | 18.54 |
| 23393 - Gunsmith III | 21.06 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.11 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.96 |
| 23430 - Heavy Equipment Mechanic | 22.27 |
| 23440 - Heavy Equipment Operator | 18.92 |
| 23460 - Instrument Mechanic | 23.00 |
| 23465 - Laboratory/Shelter Mechanic | 19.80 |
| 23470 - Laborer | 11.11 |
| 23510 - Locksmith | 16.75 |
| 23530 - Machinery Maintenance Mechanic | 20.97 |
| 23550 - Machinist, Maintenance | 18.47 |
| 23580 - Maintenance Trades Helper | 13.08 |
| 23591 - Metrology Technician I | 23.00 |
| 23592 - Metrology Technician II | 24.38 |
| 23593 - Metrology Technician III | 25.51 |
| 23640 - Millwright | 22.04 |
| 23710 - Office Appliance Repairer | 18.51 |
| 23760 - Painter, Maintenance | 18.43 |
| 23790 - Pipefitter, Maintenance | 21.59 |
| 23810 - Plumber, Maintenance | 20.85 |
| 23820 - Pneudraulic Systems Mechanic | 21.06 |
| 23850 - Rigger | 21.06 |
| 23870 - Scale Mechanic | 18.54 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.68 |
| 23910 - Small Engine Mechanic | 17.46 |
| 23931 - Telecommunications Mechanic I | 24.64 |
| 23932 - Telecommunications Mechanic II | 26.12 |
| 23950 - Telephone Lineman | 20.43 |
| 23960 - Welder, Combination, Maintenance | 17.45 |
| 23965 - Well Driller | 21.48 |
| 23970 - Woodcraft Worker | 21.06 |
| 23980 - Woodworker | 14.12 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.97 |
| 24580 - Child Care Center Clerk | 12.45 |
| 24610 - Chore Aide | 9.86 |
| 24620 - Family Readiness And Support Services Coordinator | 11.70 |
| 24630 - Homemaker | 13.78 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.82 |
| 25040 - Sewage Plant Operator | 19.53 |

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| 25070 - Stationary Engineer | 25.82 |
| 25190 - Ventilation Equipment Tender | 17.29 |
| 25210 - Water Treatment Plant Operator | 19.53 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.44 |
| 27007 - Baggage Inspector | 12.47 |
| 27008 - Corrections Officer | 19.80 |
| 27010 - Court Security Officer | 19.30 |
| 27030 - Detection Dog Handler | 18.83 |
| 27040 - Detention Officer | 19.80 |
| 27070 - Firefighter | 18.02 |
| 27101 - Guard I | 12.47 |
| 27102 - Guard II | 18.83 |
| 27131 - Police Officer I | 21.39 |
| 27132 - Police Officer II | 23.69 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.98 |
| 28042 - Carnival Equipment Repairer | 11.75 |
| 28043 - Carnival Equipment Worker | 8.65 |
| 28210 - Gate Attendant/Gate Tender | 14.59 |
| 28310 - Lifeguard | 11.17 |
| 28350 - Park Attendant (Aide) | 16.32 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.91 |
| 28515 - Recreation Specialist | 16.29 |
| 28630 - Sports Official | 13.00 |
| 28690 - Swimming Pool Operator | 15.88 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.52 |
| 29020 - Hatch Tender | 22.52 |
| 29030 - Line Handler | 22.52 |
| 29041 - Stevedore I | 20.98 |
| 29042 - Stevedore II | 24.05 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.36 |
| 30022 - Archeological Technician II | 18.37 |
| 30023 - Archeological Technician III | 22.75 |
| 30030 - Cartographic Technician | 22.75 |
| 30040 - Civil Engineering Technician | 19.83 |
| 30061 - Drafter/CAD Operator I | 17.36 |
| 30062 - Drafter/CAD Operator II | 18.37 |
| 30063 - Drafter/CAD Operator III | 20.48 |
| 30064 - Drafter/CAD Operator IV | 24.96 |
| 30081 - Engineering Technician I | 14.56 |
| 30082 - Engineering Technician II | 16.34 |
| 30083 - Engineering Technician III | 18.28 |
| 30084 - Engineering Technician IV | 22.65 |
| 30085 - Engineering Technician V | 27.71 |
| 30086 - Engineering Technician VI | 32.84 |
| 30090 - Environmental Technician | 20.38 |
| 30210 - Laboratory Technician | 19.00 |
| 30240 - Mathematical Technician | 22.75 |
| 30361 - Paralegal/Legal Assistant I | 17.20 |
| 30362 - Paralegal/Legal Assistant II | 21.32 |
| 30363 - Paralegal/Legal Assistant III | 26.08 |
| 30364 - Paralegal/Legal Assistant IV | 31.55 |
| 30390 - Photo-Optics Technician | 22.75 |
| 30461 - Technical Writer I | 20.95 |
| 30462 - Technical Writer II | 25.64 |
| 30463 - Technical Writer III | 31.00 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |

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| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.48 |
| 30621 - Weather Observer, Senior | (see 2) 22.75 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.64 |
| 31030 - Bus Driver | 15.04 |
| 31043 - Driver Courier | 11.38 |
| 31260 - Parking and Lot Attendant | 8.71 |
| 31290 - Shuttle Bus Driver | 12.36 |
| 31310 - Taxi Driver | 10.71 |
| 31361 - Truckdriver, Light | 12.36 |
| 31362 - Truckdriver, Medium | 16.84 |
| 31363 - Truckdriver, Heavy | 18.99 |
| 31364 - Truckdriver, Tractor-Trailer | 18.99 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.83 |
| 99050 - Desk Clerk | 9.45 |
| 99095 - Embalmer | 25.48 |
| 99251 - Laboratory Animal Caretaker I | 10.19 |
| 99252 - Laboratory Animal Caretaker II | 10.67 |
| 99310 - Mortician | 33.91 |
| 99410 - Pest Controller | 14.02 |
| 99510 - Photofinishing Worker | 11.77 |
| 99710 - Recycling Laborer | 16.98 |
| 99711 - Recycling Specialist | 20.20 |
| 99730 - Refuse Collector | 15.21 |
| 99810 - Sales Clerk | 11.95 |
| 99820 - School Crossing Guard | 9.59 |
| 99830 - Survey Party Chief | 18.63 |
| 99831 - Surveying Aide | 13.27 |
| 99832 - Surveying Technician | 16.93 |
| 99840 - Vending Machine Attendant | 15.14 |
| 99841 - Vending Machine Repairer | 18.30 |
| 99842 - Vending Machine Repairer Helper | 15.14 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2532
Revision No.: 15
Date of Last Revision: 07/25/2014

State: Utah

Area: Utah Statewide

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.81 |
| 01012 - Accounting Clerk II | | 14.38 |
| 01013 - Accounting Clerk III | | 16.09 |
| 01020 - Administrative Assistant | | 18.47 |
| 01040 - Court Reporter | | 19.50 |
| 01051 - Data Entry Operator I | | 11.89 |
| 01052 - Data Entry Operator II | | 12.98 |
| 01060 - Dispatcher, Motor Vehicle | | 16.80 |
| 01070 - Document Preparation Clerk | | 14.10 |
| 01090 - Duplicating Machine Operator | | 14.10 |
| 01111 - General Clerk I | | 11.54 |
| 01112 - General Clerk II | | 12.59 |
| 01113 - General Clerk III | | 14.13 |
| 01120 - Housing Referral Assistant | | 16.51 |
| 01141 - Messenger Courier | | 11.64 |
| 01191 - Order Clerk I | | 12.93 |
| 01192 - Order Clerk II | | 14.11 |
| 01261 - Personnel Assistant (Employment) I | | 14.71 |
| 01262 - Personnel Assistant (Employment) II | | 16.45 |
| 01263 - Personnel Assistant (Employment) III | | 18.35 |
| 01270 - Production Control Clerk | | 17.99 |
| 01280 - Receptionist | | 10.46 |
| 01290 - Rental Clerk | | 11.44 |
| 01300 - Scheduler, Maintenance | | 13.23 |
| 01311 - Secretary I | | 13.23 |
| 01312 - Secretary II | | 14.80 |
| 01313 - Secretary III | | 16.51 |
| 01320 - Service Order Dispatcher | | 14.95 |
| 01410 - Supply Technician | | 18.43 |
| 01420 - Survey Worker | | 12.10 |
| 01531 - Travel Clerk I | | 12.39 |
| 01532 - Travel Clerk II | | 13.15 |
| 01533 - Travel Clerk III | | 13.78 |
| 01611 - Word Processor I | | 13.94 |
| 01612 - Word Processor II | | 15.88 |
| 01613 - Word Processor III | | 17.61 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.06 |
| 05010 - Automotive Electrician | | 18.09 |
| 05040 - Automotive Glass Installer | | 17.17 |
| 05070 - Automotive Worker | | 17.14 |
| 05110 - Mobile Equipment Servicer | | 15.24 |
| 05130 - Motor Equipment Metal Mechanic | | 18.82 |
| 05160 - Motor Equipment Metal Worker | | 17.14 |
| 05190 - Motor Vehicle Mechanic | | 17.82 |
| 05220 - Motor Vehicle Mechanic Helper | | 14.11 |
| 05250 - Motor Vehicle Upholstery Worker | | 16.19 |
| 05280 - Motor Vehicle Wrecker | | 17.14 |
| 05310 - Painter, Automotive | | 18.09 |
| 05340 - Radiator Repair Specialist | | 17.14 |
| 05370 - Tire Repairer | | 12.41 |
| 05400 - Transmission Repair Specialist | | 18.46 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 11.60 |
| 07041 - Cook I | | 10.72 |

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| 07042 - Cook II | 12.42 |
| 07070 - Dishwasher | 8.06 |
| 07130 - Food Service Worker | 8.28 |
| 07210 - Meat Cutter | 13.77 |
| 07260 - Waiter/Waitress | 9.23 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.05 |
| 09040 - Furniture Handler | 12.27 |
| 09080 - Furniture Refinisher | 17.05 |
| 09090 - Furniture Refinisher Helper | 12.86 |
| 09110 - Furniture Repairer, Minor | 14.77 |
| 09130 - Upholsterer | 17.05 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.62 |
| 11060 - Elevator Operator | 9.62 |
| 11090 - Gardener | 13.88 |
| 11122 - Housekeeping Aide | 9.99 |
| 11150 - Janitor | 9.99 |
| 11210 - Laborer, Grounds Maintenance | 10.72 |
| 11240 - Maid or Houseman | 8.86 |
| 11260 - Pruner | 10.07 |
| 11270 - Tractor Operator | 12.94 |
| 11330 - Trail Maintenance Worker | 10.72 |
| 11360 - Window Cleaner | 11.14 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.67 |
| 12011 - Breath Alcohol Technician | 14.74 |
| 12012 - Certified Occupational Therapist Assistant | 20.78 |
| 12015 - Certified Physical Therapist Assistant | 18.90 |
| 12020 - Dental Assistant | 13.03 |
| 12025 - Dental Hygienist | 30.54 |
| 12030 - EKG Technician | 23.74 |
| 12035 - Electroneurodiagnostic Technologist | 23.74 |
| 12040 - Emergency Medical Technician | 14.67 |
| 12071 - Licensed Practical Nurse I | 14.56 |
| 12072 - Licensed Practical Nurse II | 16.29 |
| 12073 - Licensed Practical Nurse III | 18.17 |
| 12100 - Medical Assistant | 12.85 |
| 12130 - Medical Laboratory Technician | 13.99 |
| 12160 - Medical Record Clerk | 12.64 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 14.45 |
| 12210 - Nuclear Medicine Technologist | 31.97 |
| 12221 - Nursing Assistant I | 10.00 |
| 12222 - Nursing Assistant II | 11.24 |
| 12223 - Nursing Assistant III | 12.26 |
| 12224 - Nursing Assistant IV | 13.77 |
| 12235 - Optical Dispenser | 15.17 |
| 12236 - Optical Technician | 12.73 |
| 12250 - Pharmacy Technician | 14.80 |
| 12280 - Phlebotomist | 13.77 |
| 12305 - Radiologic Technologist | 21.51 |
| 12311 - Registered Nurse I | 22.82 |
| 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 | 40.47 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.69 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.49 |
| 13012 - Exhibits Specialist II | 20.44 |
| 13013 - Exhibits Specialist III | 25.00 |

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|---|---------------|
| 13041 - Illustrator I | 18.72 |
| 13042 - Illustrator II | 23.20 |
| 13043 - Illustrator III | 28.30 |
| 13047 - Librarian | 22.73 |
| 13050 - Library Aide/Clerk | 10.45 |
| 13054 - Library Information Technology Systems Administrator | 20.53 |
| 13058 - Library Technician | 13.18 |
| 13061 - Media Specialist I | 14.81 |
| 13062 - Media Specialist II | 16.57 |
| 13063 - Media Specialist III | 18.48 |
| 13071 - Photographer I | 15.59 |
| 13072 - Photographer II | 17.59 |
| 13073 - Photographer III | 21.61 |
| 13074 - Photographer IV | 26.44 |
| 13075 - Photographer V | 31.98 |
| 13110 - Video Teleconference Technician | 16.34 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.11 |
| 14042 - Computer Operator II | 16.90 |
| 14043 - Computer Operator III | 19.95 |
| 14044 - Computer Operator IV | 21.75 |
| 14045 - Computer Operator V | 24.10 |
| 14071 - Computer Programmer I | (see 1) 23.80 |
| 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 | 14.59 |
| 14160 - Personal Computer Support Technician | 21.75 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 31.89 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 38.58 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.72 |
| 15050 - Computer Based Training Specialist / Instructor | 31.89 |
| 15060 - Educational Technologist | 22.83 |
| 15070 - Flight Instructor (Pilot) | 42.72 |
| 15080 - Graphic Artist | 19.67 |
| 15090 - Technical Instructor | 18.64 |
| 15095 - Technical Instructor/Course Developer | 22.82 |
| 15110 - Test Proctor | 15.04 |
| 15120 - Tutor | 15.04 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.04 |
| 16030 - Counter Attendant | 9.04 |
| 16040 - Dry Cleaner | 12.02 |
| 16070 - Finisher, Flatwork, Machine | 9.04 |
| 16090 - Presser, Hand | 9.04 |
| 16110 - Presser, Machine, Drycleaning | 9.04 |
| 16130 - Presser, Machine, Shirts | 9.04 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.04 |
| 16190 - Sewing Machine Operator | 12.90 |
| 16220 - Tailor | 13.67 |
| 16250 - Washer, Machine | 10.09 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.68 |
| 19040 - Tool And Die Maker | 21.89 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.31 |
| 21030 - Material Coordinator | 18.38 |
| 21040 - Material Expediter | 18.38 |

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| 21050 - Material Handling Laborer | 11.67 |
| 21071 - Order Filler | 11.96 |
| 21080 - Production Line Worker (Food Processing) | 14.31 |
| 21110 - Shipping Packer | 13.08 |
| 21130 - Shipping/Receiving Clerk | 13.08 |
| 21140 - Store Worker I | 10.83 |
| 21150 - Stock Clerk | 15.07 |
| 21210 - Tools And Parts Attendant | 14.31 |
| 21410 - Warehouse Specialist | 14.31 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 25.76 |
| 23021 - Aircraft Mechanic I | 24.30 |
| 23022 - Aircraft Mechanic II | 25.76 |
| 23023 - Aircraft Mechanic III | 26.95 |
| 23040 - Aircraft Mechanic Helper | 16.74 |
| 23050 - Aircraft, Painter | 22.63 |
| 23060 - Aircraft Servicer | 19.31 |
| 23080 - Aircraft Worker | 20.59 |
| 23110 - Appliance Mechanic | 18.84 |
| 23120 - Bicycle Repairer | 12.41 |
| 23125 - Cable Splicer | 25.98 |
| 23130 - Carpenter, Maintenance | 17.48 |
| 23140 - Carpet Layer | 16.82 |
| 23160 - Electrician, Maintenance | 20.33 |
| 23181 - Electronics Technician Maintenance I | 21.64 |
| 23182 - Electronics Technician Maintenance II | 23.70 |
| 23183 - Electronics Technician Maintenance III | 25.21 |
| 23260 - Fabric Worker | 17.27 |
| 23290 - Fire Alarm System Mechanic | 20.83 |
| 23310 - Fire Extinguisher Repairer | 16.01 |
| 23311 - Fuel Distribution System Mechanic | 23.58 |
| 23312 - Fuel Distribution System Operator | 17.93 |
| 23370 - General Maintenance Worker | 16.62 |
| 23380 - Ground Support Equipment Mechanic | 24.30 |
| 23381 - Ground Support Equipment Servicer | 19.31 |
| 23382 - Ground Support Equipment Worker | 20.59 |
| 23391 - Gunsmith I | 16.01 |
| 23392 - Gunsmith II | 18.54 |
| 23393 - Gunsmith III | 21.06 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.11 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.96 |
| 23430 - Heavy Equipment Mechanic | 22.27 |
| 23440 - Heavy Equipment Operator | 18.92 |
| 23460 - Instrument Mechanic | 23.00 |
| 23465 - Laboratory/Shelter Mechanic | 19.80 |
| 23470 - Laborer | 11.11 |
| 23510 - Locksmith | 16.75 |
| 23530 - Machinery Maintenance Mechanic | 20.97 |
| 23550 - Machinist, Maintenance | 18.47 |
| 23580 - Maintenance Trades Helper | 13.08 |
| 23591 - Metrology Technician I | 23.00 |
| 23592 - Metrology Technician II | 24.38 |
| 23593 - Metrology Technician III | 25.51 |
| 23640 - Millwright | 22.04 |
| 23710 - Office Appliance Repairer | 18.51 |
| 23760 - Painter, Maintenance | 18.43 |
| 23790 - Pipefitter, Maintenance | 21.59 |
| 23810 - Plumber, Maintenance | 20.85 |
| 23820 - Pneudraulic Systems Mechanic | 21.06 |
| 23850 - Rigger | 21.06 |
| 23870 - Scale Mechanic | 18.54 |

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| 23890 - Sheet-Metal Worker, Maintenance | 20.68 |
| 23910 - Small Engine Mechanic | 17.46 |
| 23931 - Telecommunications Mechanic I | 24.64 |
| 23932 - Telecommunications Mechanic II | 26.12 |
| 23950 - Telephone Lineman | 20.43 |
| 23960 - Welder, Combination, Maintenance | 17.45 |
| 23965 - Well Driller | 21.48 |
| 23970 - Woodcraft Worker | 21.06 |
| 23980 - Woodworker | 14.12 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.97 |
| 24580 - Child Care Center Clerk | 12.45 |
| 24610 - Chore Aide | 9.86 |
| 24620 - Family Readiness And Support Services Coordinator | 11.70 |
| 24630 - Homemaker | 13.78 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.82 |
| 25040 - Sewage Plant Operator | 19.53 |
| 25070 - Stationary Engineer | 25.82 |
| 25190 - Ventilation Equipment Tender | 17.29 |
| 25210 - Water Treatment Plant Operator | 19.53 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.44 |
| 27007 - Baggage Inspector | 12.47 |
| 27008 - Corrections Officer | 19.80 |
| 27010 - Court Security Officer | 19.30 |
| 27030 - Detection Dog Handler | 18.83 |
| 27040 - Detention Officer | 19.80 |
| 27070 - Firefighter | 18.02 |
| 27101 - Guard I | 12.47 |
| 27102 - Guard II | 18.83 |
| 27131 - Police Officer I | 21.39 |
| 27132 - Police Officer II | 23.69 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.98 |
| 28042 - Carnival Equipment Repairer | 11.75 |
| 28043 - Carnival Equipment Worker | 8.65 |
| 28210 - Gate Attendant/Gate Tender | 14.59 |
| 28310 - Lifeguard | 11.17 |
| 28350 - Park Attendant (Aide) | 16.32 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.91 |
| 28515 - Recreation Specialist | 16.29 |
| 28630 - Sports Official | 13.00 |
| 28690 - Swimming Pool Operator | 15.88 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.52 |
| 29020 - Hatch Tender | 22.52 |
| 29030 - Line Handler | 22.52 |
| 29041 - Stevedore I | 20.98 |
| 29042 - Stevedore II | 24.05 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.36 |
| 30022 - Archeological Technician II | 18.37 |
| 30023 - Archeological Technician III | 22.75 |
| 30030 - Cartographic Technician | 22.75 |
| 30040 - Civil Engineering Technician | 19.83 |
| 30061 - Drafter/CAD Operator I | 17.36 |
| 30062 - Drafter/CAD Operator II | 18.37 |
| 30063 - Drafter/CAD Operator III | 20.48 |

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| 30064 - Drafter/CAD Operator IV | 24.96 |
| 30081 - Engineering Technician I | 14.56 |
| 30082 - Engineering Technician II | 16.34 |
| 30083 - Engineering Technician III | 18.28 |
| 30084 - Engineering Technician IV | 22.65 |
| 30085 - Engineering Technician V | 27.71 |
| 30086 - Engineering Technician VI | 32.84 |
| 30090 - Environmental Technician | 20.38 |
| 30210 - Laboratory Technician | 19.00 |
| 30240 - Mathematical Technician | 22.75 |
| 30361 - Paralegal/Legal Assistant I | 17.20 |
| 30362 - Paralegal/Legal Assistant II | 21.32 |
| 30363 - Paralegal/Legal Assistant III | 26.08 |
| 30364 - Paralegal/Legal Assistant IV | 31.55 |
| 30390 - Photo-Optics Technician | 22.75 |
| 30461 - Technical Writer I | 20.95 |
| 30462 - Technical Writer II | 25.64 |
| 30463 - Technical Writer III | 31.00 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 20.48 |
| 30621 - Weather Observer, Senior (see 2) | 22.75 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.64 |
| 31030 - Bus Driver | 15.04 |
| 31043 - Driver Courier | 11.38 |
| 31260 - Parking and Lot Attendant | 8.71 |
| 31290 - Shuttle Bus Driver | 12.36 |
| 31310 - Taxi Driver | 10.71 |
| 31361 - Truckdriver, Light | 12.36 |
| 31362 - Truckdriver, Medium | 16.84 |
| 31363 - Truckdriver, Heavy | 18.99 |
| 31364 - Truckdriver, Tractor-Trailer | 18.99 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.83 |
| 99050 - Desk Clerk | 9.45 |
| 99095 - Embalmer | 25.48 |
| 99251 - Laboratory Animal Caretaker I | 10.19 |
| 99252 - Laboratory Animal Caretaker II | 10.67 |
| 99310 - Mortician | 33.91 |
| 99410 - Pest Controller | 14.02 |
| 99510 - Photofinishing Worker | 11.77 |
| 99710 - Recycling Laborer | 16.98 |
| 99711 - Recycling Specialist | 20.20 |
| 99730 - Refuse Collector | 15.21 |
| 99810 - Sales Clerk | 11.95 |
| 99820 - School Crossing Guard | 9.59 |
| 99830 - Survey Party Chief | 18.63 |
| 99831 - Surveying Aide | 13.27 |
| 99832 - Surveying Technician | 16.93 |
| 99840 - Vending Machine Attendant | 15.14 |
| 99841 - Vending Machine Repairer | 18.30 |
| 99842 - Vending Machine Repairer Helper | 15.14 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials

are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2537
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Vermont

Area: Vermont Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.73 |
| 01012 - Accounting Clerk II | | 15.43 |
| 01013 - Accounting Clerk III | | 17.33 |
| 01020 - Administrative Assistant | | 19.11 |
| 01040 - Court Reporter | | 14.88 |
| 01051 - Data Entry Operator I | | 13.39 |
| 01052 - Data Entry Operator II | | 14.61 |
| 01060 - Dispatcher, Motor Vehicle | | 17.45 |
| 01070 - Document Preparation Clerk | | 13.20 |
| 01090 - Duplicating Machine Operator | | 13.71 |
| 01111 - General Clerk I | | 14.54 |
| 01112 - General Clerk II | | 17.21 |
| 01113 - General Clerk III | | 19.27 |
| 01120 - Housing Referral Assistant | | 16.59 |
| 01141 - Messenger Courier | | 11.97 |
| 01191 - Order Clerk I | | 13.64 |
| 01192 - Order Clerk II | | 14.88 |
| 01261 - Personnel Assistant (Employment) I | | 14.96 |
| 01262 - Personnel Assistant (Employment) II | | 16.73 |
| 01263 - Personnel Assistant (Employment) III | | 18.65 |
| 01270 - Production Control Clerk | | 19.46 |
| 01280 - Receptionist | | 12.76 |
| 01290 - Rental Clerk | | 12.91 |
| 01300 - Scheduler, Maintenance | | 13.30 |
| 01311 - Secretary I | | 13.30 |
| 01312 - Secretary II | | 14.88 |
| 01313 - Secretary III | | 16.59 |
| 01320 - Service Order Dispatcher | | 15.86 |
| 01410 - Supply Technician | | 18.70 |
| 01420 - Survey Worker | | 12.53 |
| 01531 - Travel Clerk I | | 12.12 |
| 01532 - Travel Clerk II | | 13.20 |
| 01533 - Travel Clerk III | | 14.36 |

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| 01611 - Word Processor I | 12.34 |
| 01612 - Word Processor II | 13.85 |
| 01613 - Word Processor III | 15.50 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 16.55 |
| 05010 - Automotive Electrician | 15.81 |
| 05040 - Automotive Glass Installer | 15.14 |
| 05070 - Automotive Worker | 15.14 |
| 05110 - Mobile Equipment Servicer | 14.00 |
| 05130 - Motor Equipment Metal Mechanic | 16.46 |
| 05160 - Motor Equipment Metal Worker | 15.14 |
| 05190 - Motor Vehicle Mechanic | 16.46 |
| 05220 - Motor Vehicle Mechanic Helper | 13.33 |
| 05250 - Motor Vehicle Upholstery Worker | 14.65 |
| 05280 - Motor Vehicle Wrecker | 15.14 |
| 05310 - Painter, Automotive | 15.81 |
| 05340 - Radiator Repair Specialist | 15.14 |
| 05370 - Tire Repairer | 13.13 |
| 05400 - Transmission Repair Specialist | 16.46 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.21 |
| 07041 - Cook I | 11.48 |
| 07042 - Cook II | 13.00 |
| 07070 - Dishwasher | 9.47 |
| 07130 - Food Service Worker | 9.75 |
| 07210 - Meat Cutter | 16.94 |
| 07260 - Waiter/Waitress | 11.85 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.45 |
| 09040 - Furniture Handler | 11.52 |
| 09080 - Furniture Refinisher | 14.66 |
| 09090 - Furniture Refinisher Helper | 12.37 |
| 09110 - Furniture Repairer, Minor | 13.59 |
| 09130 - Upholsterer | 14.91 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.08 |
| 11060 - Elevator Operator | 12.09 |
| 11090 - Gardener | 14.45 |
| 11122 - Housekeeping Aide | 11.87 |
| 11150 - Janitor | 11.87 |
| 11210 - Laborer, Grounds Maintenance | 12.91 |
| 11240 - Maid or Houseman | 10.43 |
| 11260 - Pruner | 11.99 |
| 11270 - Tractor Operator | 14.18 |
| 11330 - Trail Maintenance Worker | 12.68 |
| 11360 - Window Cleaner | 12.78 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.88 |
| 12011 - Breath Alcohol Technician | 17.14 |
| 12012 - Certified Occupational Therapist Assistant | 20.56 |
| 12015 - Certified Physical Therapist Assistant | 20.82 |
| 12020 - Dental Assistant | 16.86 |
| 12025 - Dental Hygienist | 28.73 |
| 12030 - EKG Technician | 23.62 |
| 12035 - Electroneurodiagnostic Technologist | 23.62 |
| 12040 - Emergency Medical Technician | 23.62 |
| 12071 - Licensed Practical Nurse I | 15.53 |
| 12072 - Licensed Practical Nurse II | 17.38 |
| 12073 - Licensed Practical Nurse III | 19.38 |
| 12100 - Medical Assistant | 15.00 |
| 12130 - Medical Laboratory Technician | 16.29 |
| 12160 - Medical Record Clerk | 15.32 |
| 12190 - Medical Record Technician | 16.02 |

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| 12195 - Medical Transcriptionist | 14.79 |
| 12210 - Nuclear Medicine Technologist | 34.28 |
| 12221 - Nursing Assistant I | 11.04 |
| 12222 - Nursing Assistant II | 12.41 |
| 12223 - Nursing Assistant III | 13.54 |
| 12224 - Nursing Assistant IV | 15.20 |
| 12235 - Optical Dispenser | 18.51 |
| 12236 - Optical Technician | 15.53 |
| 12250 - Pharmacy Technician | 13.45 |
| 12280 - Phlebotomist | 15.20 |
| 12305 - Radiologic Technologist | 25.57 |
| 12311 - Registered Nurse I | 22.91 |
| 12312 - Registered Nurse II | 28.02 |
| 12313 - Registered Nurse II, Specialist | 28.02 |
| 12314 - Registered Nurse III | 30.81 |
| 12315 - Registered Nurse III, Anesthetist | 30.81 |
| 12316 - Registered Nurse IV | 36.37 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.30 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.25 |
| 13012 - Exhibits Specialist II | 18.80 |
| 13013 - Exhibits Specialist III | 22.99 |
| 13041 - Illustrator I | 20.19 |
| 13042 - Illustrator II | 23.61 |
| 13043 - Illustrator III | 28.82 |
| 13047 - Librarian | 20.81 |
| 13050 - Library Aide/Clerk | 11.86 |
| 13054 - Library Information Technology Systems Administrator | 18.80 |
| 13058 - Library Technician | 13.53 |
| 13061 - Media Specialist I | 13.56 |
| 13062 - Media Specialist II | 15.16 |
| 13063 - Media Specialist III | 16.92 |
| 13071 - Photographer I | 17.95 |
| 13072 - Photographer II | 19.09 |
| 13073 - Photographer III | 25.14 |
| 13074 - Photographer IV | 29.49 |
| 13075 - Photographer V | 41.21 |
| 13110 - Video Teleconference Technician | 15.77 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.58 |
| 14042 - Computer Operator II | 18.55 |
| 14043 - Computer Operator III | 20.69 |
| 14044 - Computer Operator IV | 23.48 |
| 14045 - Computer Operator V | 26.06 |
| 14071 - Computer Programmer I | (see 1,2) 22.88 |
| 14072 - Computer Programmer II | (see 1,2) 27.62 |
| 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 | 16.58 |
| 14160 - Personal Computer Support Technician | 26.06 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.07 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.98 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.44 |
| 15050 - Computer Based Training Specialist / Instructor | 28.07 |
| 15060 - Educational Technologist | 26.12 |
| 15070 - Flight Instructor (Pilot) | 44.48 |
| 15080 - Graphic Artist | 20.63 |
| 15090 - Technical Instructor | 19.73 |

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| 15095 - Technical Instructor/Course Developer | 24.27 |
| 15110 - Test Proctor | 15.92 |
| 15120 - Tutor | 15.92 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.46 |
| 16030 - Counter Attendant | 9.46 |
| 16040 - Dry Cleaner | 12.71 |
| 16070 - Finisher, Flatwork, Machine | 9.46 |
| 16090 - Presser, Hand | 9.46 |
| 16110 - Presser, Machine, Drycleaning | 9.46 |
| 16130 - Presser, Machine, Shirts | 9.46 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.46 |
| 16190 - Sewing Machine Operator | 11.71 |
| 16220 - Tailor | 12.39 |
| 16250 - Washer, Machine | 10.01 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.19 |
| 19040 - Tool And Die Maker | 21.71 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.24 |
| 21030 - Material Coordinator | 19.46 |
| 21040 - Material Expediter | 19.46 |
| 21050 - Material Handling Laborer | 12.02 |
| 21071 - Order Filler | 11.38 |
| 21080 - Production Line Worker (Food Processing) | 14.25 |
| 21110 - Shipping Packer | 14.07 |
| 21130 - Shipping/Receiving Clerk | 14.07 |
| 21140 - Store Worker I | 12.83 |
| 21150 - Stock Clerk | 15.97 |
| 21210 - Tools And Parts Attendant | 14.24 |
| 21410 - Warehouse Specialist | 14.24 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.72 |
| 23021 - Aircraft Mechanic I | 21.88 |
| 23022 - Aircraft Mechanic II | 22.72 |
| 23023 - Aircraft Mechanic III | 23.35 |
| 23040 - Aircraft Mechanic Helper | 17.73 |
| 23050 - Aircraft, Painter | 20.99 |
| 23060 - Aircraft Servicer | 19.50 |
| 23080 - Aircraft Worker | 20.14 |
| 23110 - Appliance Mechanic | 15.84 |
| 23120 - Bicycle Repairer | 12.32 |
| 23125 - Cable Splicer | 26.93 |
| 23130 - Carpenter, Maintenance | 18.48 |
| 23140 - Carpet Layer | 16.46 |
| 23160 - Electrician, Maintenance | 19.70 |
| 23181 - Electronics Technician Maintenance I | 23.75 |
| 23182 - Electronics Technician Maintenance II | 25.32 |
| 23183 - Electronics Technician Maintenance III | 25.41 |
| 23260 - Fabric Worker | 18.59 |
| 23290 - Fire Alarm System Mechanic | 20.40 |
| 23310 - Fire Extinguisher Repairer | 17.00 |
| 23311 - Fuel Distribution System Mechanic | 20.90 |
| 23312 - Fuel Distribution System Operator | 17.00 |
| 23370 - General Maintenance Worker | 16.84 |
| 23380 - Ground Support Equipment Mechanic | 21.88 |
| 23381 - Ground Support Equipment Servicer | 19.50 |
| 23382 - Ground Support Equipment Worker | 20.14 |
| 23391 - Gunsmith I | 17.00 |
| 23392 - Gunsmith II | 18.71 |
| 23393 - Gunsmith III | 20.36 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.64 |

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| 23411 - Heating, Ventilation And Air Contditiioning Mechanic (Research Facility) | 20.41 |
| 23430 - Heavy Equipment Mechanic | 19.38 |
| 23440 - Heavy Equipment Operator | 17.90 |
| 23460 - Instrument Mechanic | 20.36 |
| 23465 - Laboratory/Shelter Mechanic | 19.52 |
| 23470 - Laborer | 12.02 |
| 23510 - Locksmith | 19.52 |
| 23530 - Machinery Maintenance Mechanic | 19.60 |
| 23550 - Machinist, Maintenance | 17.59 |
| 23580 - Maintenance Trades Helper | 12.17 |
| 23591 - Metrology Technician I | 20.36 |
| 23592 - Metrology Technician II | 21.16 |
| 23593 - Metrology Technician III | 21.96 |
| 23640 - Millwright | 20.48 |
| 23710 - Office Appliance Repairer | 20.29 |
| 23760 - Painter, Maintenance | 16.75 |
| 23790 - Pipefitter, Maintenance | 21.06 |
| 23810 - Plumber, Maintenance | 20.17 |
| 23820 - Pneudraulic Systems Mechanic | 20.36 |
| 23850 - Rigger | 20.36 |
| 23870 - Scale Mechanic | 18.71 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.03 |
| 23910 - Small Engine Mechanic | 15.01 |
| 23931 - Telecommunications Mechanic I | 22.47 |
| 23932 - Telecommunications Mechanic II | 22.95 |
| 23950 - Telephone Lineman | 25.86 |
| 23960 - Welder, Combination, Maintenance | 16.66 |
| 23965 - well Driller | 16.95 |
| 23970 - Woodcraft Worker | 20.36 |
| 23980 - Woodworker | 13.57 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.51 |
| 24580 - Child Care Center Clerk | 14.35 |
| 24610 - Chore Aide | 11.51 |
| 24620 - Family Readiness And Support Services Coordinator | 15.08 |
| 24630 - Homemaker | 15.94 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.52 |
| 25040 - Sewage Plant Operator | 18.26 |
| 25070 - Stationary Engineer | 19.52 |
| 25190 - Ventilation Equipment Tender | 14.61 |
| 25210 - Water Treatment Plant Operator | 18.26 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.43 |
| 27007 - Baggage Inspector | 14.48 |
| 27008 - Corrections Officer | 18.44 |
| 27010 - Court Security Officer | 18.44 |
| 27030 - Detection Dog Handler | 16.46 |
| 27040 - Detention Officer | 18.44 |
| 27070 - Firefighter | 16.38 |
| 27101 - Guard I | 14.48 |
| 27102 - Guard II | 16.46 |
| 27131 - Police Officer I | 20.49 |
| 27132 - Police Officer II | 22.78 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.96 |
| 28042 - Carnival Equipment Repairer | 13.63 |
| 28043 - Carnival Equipment Worker | 9.83 |
| 28210 - Gate Attendant/Gate Tender | 14.69 |
| 28310 - Lifeguard | 14.19 |
| 28350 - Park Attendant (Aide) | 17.23 |

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| 28510 - Recreation Aide/Health Facility Attendant | 11.99 |
| 28515 - Recreation Specialist | 17.47 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 18.65 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.08 |
| 29020 - Hatch Tender | 17.08 |
| 29030 - Line Handler | 17.08 |
| 29041 - Stevedore I | 16.29 |
| 29042 - Stevedore II | 19.40 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 3) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 3) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 3) | 27.16 |
| 30021 - Archeological Technician I | 18.00 |
| 30022 - Archeological Technician II | 19.13 |
| 30023 - Archeological Technician III | 22.73 |
| 30030 - Cartographic Technician | 26.50 |
| 30040 - Civil Engineering Technician | 22.92 |
| 30061 - Drafter/CAD Operator I | 18.73 |
| 30062 - Drafter/CAD Operator II | 21.85 |
| 30063 - Drafter/CAD Operator III | 24.37 |
| 30064 - Drafter/CAD Operator IV | 27.75 |
| 30081 - Engineering Technician I | 15.11 |
| 30082 - Engineering Technician II | 16.95 |
| 30083 - Engineering Technician III | 18.96 |
| 30084 - Engineering Technician IV | 23.50 |
| 30085 - Engineering Technician V | 28.75 |
| 30086 - Engineering Technician VI | 34.78 |
| 30090 - Environmental Technician | 18.06 |
| 30210 - Laboratory Technician | 19.63 |
| 30240 - Mathematical Technician | 25.23 |
| 30361 - Paralegal/Legal Assistant I | 19.01 |
| 30362 - Paralegal/Legal Assistant II | 24.39 |
| 30363 - Paralegal/Legal Assistant III | 28.94 |
| 30364 - Paralegal/Legal Assistant IV | 36.09 |
| 30390 - Photo-Optics Technician | 27.08 |
| 30461 - Technical Writer I | 22.02 |
| 30462 - Technical Writer II | 26.95 |
| 30463 - Technical Writer III | 32.58 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 3) | 21.55 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 3) | 26.53 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.57 |
| 31030 - Bus Driver | 14.76 |
| 31043 - Driver Courier | 14.40 |
| 31260 - Parking and Lot Attendant | 11.89 |
| 31290 - Shuttle Bus Driver | 15.28 |
| 31310 - Taxi Driver | 12.21 |
| 31361 - Truckdriver, Light | 14.74 |
| 31362 - Truckdriver, Medium | 16.10 |
| 31363 - Truckdriver, Heavy | 17.46 |
| 31364 - Truckdriver, Tractor-Trailer | 17.46 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.45 |
| 99050 - Desk Clerk | 11.43 |
| 99095 - Embalmer | 26.11 |

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|---|-------|
| 99251 - Laboratory Animal Caretaker I | 10.25 |
| 99252 - Laboratory Animal Caretaker II | 10.88 |
| 99310 - Mortician | 27.42 |
| 99410 - Pest Controller | 18.40 |
| 99510 - Photofinishing Worker | 13.23 |
| 99710 - Recycling Laborer | 13.70 |
| 99711 - Recycling Specialist | 15.61 |
| 99730 - Refuse Collector | 12.73 |
| 99810 - Sales Clerk | 12.99 |
| 99820 - School Crossing Guard | 12.16 |
| 99830 - Survey Party Chief | 19.62 |
| 99831 - Surveying Aide | 12.99 |
| 99832 - Surveying Technician | 17.83 |
| 99840 - Vending Machine Attendant | 15.00 |
| 99841 - Vending Machine Repairer | 17.51 |
| 99842 - Vending Machine Repairer Helper | 15.00 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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).

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2538
Revision No.: 17
Date of Last Revision: 07/25/2014

State: Vermont

Area: Vermont Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.73 |
| 01012 - Accounting Clerk II | | 15.43 |
| 01013 - Accounting Clerk III | | 17.33 |
| 01020 - Administrative Assistant | | 19.11 |
| 01040 - Court Reporter | | 14.88 |
| 01051 - Data Entry Operator I | | 13.39 |
| 01052 - Data Entry Operator II | | 14.61 |
| 01060 - Dispatcher, Motor Vehicle | | 17.45 |
| 01070 - Document Preparation Clerk | | 13.20 |
| 01090 - Duplicating Machine Operator | | 13.71 |

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| 01111 | - General Clerk I | 14.54 |
| 01112 | - General Clerk II | 17.21 |
| 01113 | - General Clerk III | 19.27 |
| 01120 | - Housing Referral Assistant | 16.59 |
| 01141 | - Messenger Courier | 11.97 |
| 01191 | - Order Clerk I | 13.64 |
| 01192 | - Order Clerk II | 14.88 |
| 01261 | - Personnel Assistant (Employment) I | 14.96 |
| 01262 | - Personnel Assistant (Employment) II | 16.73 |
| 01263 | - Personnel Assistant (Employment) III | 18.65 |
| 01270 | - Production Control Clerk | 19.46 |
| 01280 | - Receptionist | 12.76 |
| 01290 | - Rental Clerk | 12.91 |
| 01300 | - Scheduler, Maintenance | 13.30 |
| 01311 | - Secretary I | 13.30 |
| 01312 | - Secretary II | 14.88 |
| 01313 | - Secretary III | 16.59 |
| 01320 | - Service Order Dispatcher | 15.86 |
| 01410 | - Supply Technician | 18.70 |
| 01420 | - Survey Worker | 12.53 |
| 01531 | - Travel Clerk I | 12.12 |
| 01532 | - Travel Clerk II | 13.20 |
| 01533 | - Travel Clerk III | 14.36 |
| 01611 | - Word Processor I | 12.34 |
| 01612 | - Word Processor II | 13.85 |
| 01613 | - Word Processor III | 15.50 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 16.55 |
| 05010 | - Automotive Electrician | 15.81 |
| 05040 | - Automotive Glass Installer | 15.14 |
| 05070 | - Automotive Worker | 15.14 |
| 05110 | - Mobile Equipment Servicer | 14.00 |
| 05130 | - Motor Equipment Metal Mechanic | 16.46 |
| 05160 | - Motor Equipment Metal Worker | 15.14 |
| 05190 | - Motor Vehicle Mechanic | 16.46 |
| 05220 | - Motor Vehicle Mechanic Helper | 13.33 |
| 05250 | - Motor Vehicle Upholstery Worker | 14.65 |
| 05280 | - Motor Vehicle Wrecker | 15.14 |
| 05310 | - Painter, Automotive | 15.81 |
| 05340 | - Radiator Repair Specialist | 15.14 |
| 05370 | - Tire Repairer | 13.13 |
| 05400 | - Transmission Repair Specialist | 16.46 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 12.21 |
| 07041 | - Cook I | 11.48 |
| 07042 | - Cook II | 13.00 |
| 07070 | - Dishwasher | 9.47 |
| 07130 | - Food Service Worker | 9.75 |
| 07210 | - Meat Cutter | 16.94 |
| 07260 | - Waiter/Waitress | 11.85 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 15.45 |
| 09040 | - Furniture Handler | 11.52 |
| 09080 | - Furniture Refinisher | 14.66 |
| 09090 | - Furniture Refinisher Helper | 12.37 |
| 09110 | - Furniture Repairer, Minor | 13.59 |
| 09130 | - Upholsterer | 14.91 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 12.08 |
| 11060 | - Elevator Operator | 12.09 |
| 11090 | - Gardener | 14.45 |
| 11122 | - Housekeeping Aide | 11.87 |
| 11150 | - Janitor | 11.87 |

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|--|-------|
| 11210 - Laborer, Grounds Maintenance | 12.91 |
| 11240 - Maid or Houseman | 10.43 |
| 11260 - Pruner | 11.99 |
| 11270 - Tractor Operator | 14.18 |
| 11330 - Trail Maintenance Worker | 12.68 |
| 11360 - Window Cleaner | 12.78 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.88 |
| 12011 - Breath Alcohol Technician | 17.14 |
| 12012 - Certified Occupational Therapist Assistant | 20.56 |
| 12015 - Certified Physical Therapist Assistant | 20.82 |
| 12020 - Dental Assistant | 16.86 |
| 12025 - Dental Hygienist | 28.73 |
| 12030 - EKG Technician | 23.62 |
| 12035 - Electroneurodiagnostic Technologist | 23.62 |
| 12040 - Emergency Medical Technician | 23.62 |
| 12071 - Licensed Practical Nurse I | 15.53 |
| 12072 - Licensed Practical Nurse II | 17.38 |
| 12073 - Licensed Practical Nurse III | 19.38 |
| 12100 - Medical Assistant | 15.00 |
| 12130 - Medical Laboratory Technician | 16.29 |
| 12160 - Medical Record Clerk | 15.32 |
| 12190 - Medical Record Technician | 16.02 |
| 12195 - Medical Transcriptionist | 14.79 |
| 12210 - Nuclear Medicine Technologist | 34.28 |
| 12221 - Nursing Assistant I | 11.04 |
| 12222 - Nursing Assistant II | 12.41 |
| 12223 - Nursing Assistant III | 13.54 |
| 12224 - Nursing Assistant IV | 15.20 |
| 12235 - Optical Dispenser | 18.51 |
| 12236 - Optical Technician | 15.53 |
| 12250 - Pharmacy Technician | 13.45 |
| 12280 - Phlebotomist | 15.20 |
| 12305 - Radiologic Technologist | 25.57 |
| 12311 - Registered Nurse I | 22.91 |
| 12312 - Registered Nurse II | 28.02 |
| 12313 - Registered Nurse II, Specialist | 28.02 |
| 12314 - Registered Nurse III | 30.81 |
| 12315 - Registered Nurse III, Anesthetist | 30.81 |
| 12316 - Registered Nurse IV | 36.37 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.30 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.25 |
| 13012 - Exhibits Specialist II | 18.80 |
| 13013 - Exhibits Specialist III | 22.99 |
| 13041 - Illustrator I | 20.19 |
| 13042 - Illustrator II | 23.61 |
| 13043 - Illustrator III | 28.82 |
| 13047 - Librarian | 20.81 |
| 13050 - Library Aide/Clerk | 11.86 |
| 13054 - Library Information Technology Systems Administrator | 18.80 |
| 13058 - Library Technician | 13.53 |
| 13061 - Media Specialist I | 13.56 |
| 13062 - Media Specialist II | 15.16 |
| 13063 - Media Specialist III | 16.92 |
| 13071 - Photographer I | 17.95 |
| 13072 - Photographer II | 19.09 |
| 13073 - Photographer III | 25.14 |
| 13074 - Photographer IV | 29.49 |
| 13075 - Photographer V | 41.21 |
| 13110 - Video Teleconference Technician | 15.77 |
| 14000 - Information Technology Occupations | |

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|---|-----------------|
| 14041 - Computer Operator I | 16.58 |
| 14042 - Computer Operator II | 18.55 |
| 14043 - Computer Operator III | 20.69 |
| 14044 - Computer Operator IV | 23.48 |
| 14045 - Computer Operator V | 26.06 |
| 14071 - Computer Programmer I | (see 1,2) 22.88 |
| 14072 - Computer Programmer II | (see 1,2) 27.62 |
| 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 | 16.58 |
| 14160 - Personal Computer Support Technician | 26.06 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.07 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.98 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.44 |
| 15050 - Computer Based Training Specialist / Instructor | 28.07 |
| 15060 - Educational Technologist | 26.12 |
| 15070 - Flight Instructor (Pilot) | 44.48 |
| 15080 - Graphic Artist | 20.63 |
| 15090 - Technical Instructor | 19.73 |
| 15095 - Technical Instructor/Course Developer | 24.27 |
| 15110 - Test Proctor | 15.92 |
| 15120 - Tutor | 15.92 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.46 |
| 16030 - Counter Attendant | 9.46 |
| 16040 - Dry Cleaner | 12.71 |
| 16070 - Finisher, Flatwork, Machine | 9.46 |
| 16090 - Presser, Hand | 9.46 |
| 16110 - Presser, Machine, Drycleaning | 9.46 |
| 16130 - Presser, Machine, Shirts | 9.46 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.46 |
| 16190 - Sewing Machine Operator | 11.71 |
| 16220 - Tailor | 12.39 |
| 16250 - Washer, Machine | 10.01 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.19 |
| 19040 - Tool And Die Maker | 21.71 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.24 |
| 21030 - Material Coordinator | 19.46 |
| 21040 - Material Expediter | 19.46 |
| 21050 - Material Handling Laborer | 12.02 |
| 21071 - Order Filler | 11.38 |
| 21080 - Production Line Worker (Food Processing) | 14.25 |
| 21110 - Shipping Packer | 14.07 |
| 21130 - Shipping/Receiving Clerk | 14.07 |
| 21140 - Store Worker I | 12.83 |
| 21150 - Stock Clerk | 15.97 |
| 21210 - Tools And Parts Attendant | 14.24 |
| 21410 - Warehouse Specialist | 14.24 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.72 |
| 23021 - Aircraft Mechanic I | 21.88 |
| 23022 - Aircraft Mechanic II | 22.72 |
| 23023 - Aircraft Mechanic III | 23.35 |
| 23040 - Aircraft Mechanic Helper | 17.73 |
| 23050 - Aircraft, Painter | 20.99 |
| 23060 - Aircraft Servicer | 19.50 |
| 23080 - Aircraft Worker | 20.14 |

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|---|-------|
| 23110 - Appliance Mechanic | 15.84 |
| 23120 - Bicycle Repairer | 12.32 |
| 23125 - Cable Splicer | 26.93 |
| 23130 - Carpenter, Maintenance | 18.48 |
| 23140 - Carpet Layer | 16.46 |
| 23160 - Electrician, Maintenance | 19.70 |
| 23181 - Electronics Technician Maintenance I | 23.75 |
| 23182 - Electronics Technician Maintenance II | 25.32 |
| 23183 - Electronics Technician Maintenance III | 25.41 |
| 23260 - Fabric Worker | 18.59 |
| 23290 - Fire Alarm System Mechanic | 20.40 |
| 23310 - Fire Extinguisher Repairer | 17.00 |
| 23311 - Fuel Distribution System Mechanic | 20.90 |
| 23312 - Fuel Distribution System Operator | 17.00 |
| 23370 - General Maintenance Worker | 16.84 |
| 23380 - Ground Support Equipment Mechanic | 21.88 |
| 23381 - Ground Support Equipment Servicer | 19.50 |
| 23382 - Ground Support Equipment Worker | 20.14 |
| 23391 - Gunsmith I | 17.00 |
| 23392 - Gunsmith II | 18.71 |
| 23393 - Gunsmith III | 20.36 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.64 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.41 |
| 23430 - Heavy Equipment Mechanic | 19.38 |
| 23440 - Heavy Equipment Operator | 17.90 |
| 23460 - Instrument Mechanic | 20.36 |
| 23465 - Laboratory/Shelter Mechanic | 19.52 |
| 23470 - Laborer | 12.02 |
| 23510 - Locksmith | 19.52 |
| 23530 - Machinery Maintenance Mechanic | 19.60 |
| 23550 - Machinist, Maintenance | 17.59 |
| 23580 - Maintenance Trades Helper | 12.17 |
| 23591 - Metrology Technician I | 20.36 |
| 23592 - Metrology Technician II | 21.16 |
| 23593 - Metrology Technician III | 21.96 |
| 23640 - Millwright | 20.48 |
| 23710 - Office Appliance Repairer | 20.29 |
| 23760 - Painter, Maintenance | 16.75 |
| 23790 - Pipefitter, Maintenance | 21.06 |
| 23810 - Plumber, Maintenance | 20.17 |
| 23820 - Pneudraulic Systems Mechanic | 20.36 |
| 23850 - Rigger | 20.36 |
| 23870 - Scale Mechanic | 18.71 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.03 |
| 23910 - Small Engine Mechanic | 15.01 |
| 23931 - Telecommunications Mechanic I | 22.47 |
| 23932 - Telecommunications Mechanic II | 22.95 |
| 23950 - Telephone Lineman | 25.86 |
| 23960 - Welder, Combination, Maintenance | 16.66 |
| 23965 - Well Driller | 16.95 |
| 23970 - Woodcraft Worker | 20.36 |
| 23980 - Woodworker | 13.57 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.51 |
| 24580 - Child Care Center Clerk | 14.35 |
| 24610 - Chore Aide | 11.51 |
| 24620 - Family Readiness And Support Services Coordinator | 15.08 |
| 24630 - Homemaker | 15.94 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.52 |

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|--|-------|
| 25040 - Sewage Plant Operator | 18.26 |
| 25070 - Stationary Engineer | 19.52 |
| 25190 - Ventilation Equipment Tender | 14.61 |
| 25210 - Water Treatment Plant Operator | 18.26 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.43 |
| 27007 - Baggage Inspector | 14.48 |
| 27008 - Corrections Officer | 18.44 |
| 27010 - Court Security Officer | 18.44 |
| 27030 - Detection Dog Handler | 16.46 |
| 27040 - Detention Officer | 18.44 |
| 27070 - Firefighter | 16.38 |
| 27101 - Guard I | 14.48 |
| 27102 - Guard II | 16.46 |
| 27131 - Police Officer I | 20.49 |
| 27132 - Police Officer II | 22.78 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.96 |
| 28042 - Carnival Equipment Repairer | 13.63 |
| 28043 - Carnival Equipment Worker | 9.83 |
| 28210 - Gate Attendant/Gate Tender | 14.69 |
| 28310 - Lifeguard | 14.19 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.99 |
| 28515 - Recreation Specialist | 17.47 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 18.65 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.08 |
| 29020 - Hatch Tender | 17.08 |
| 29030 - Line Handler | 17.08 |
| 29041 - Stevedore I | 16.29 |
| 29042 - Stevedore II | 19.40 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 3) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 3) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 3) | 27.16 |
| 30021 - Archeological Technician I | 18.00 |
| 30022 - Archeological Technician II | 19.13 |
| 30023 - Archeological Technician III | 22.73 |
| 30030 - Cartographic Technician | 26.50 |
| 30040 - Civil Engineering Technician | 22.92 |
| 30061 - Drafter/CAD Operator I | 18.73 |
| 30062 - Drafter/CAD Operator II | 21.85 |
| 30063 - Drafter/CAD Operator III | 24.37 |
| 30064 - Drafter/CAD Operator IV | 27.75 |
| 30081 - Engineering Technician I | 15.11 |
| 30082 - Engineering Technician II | 16.95 |
| 30083 - Engineering Technician III | 18.96 |
| 30084 - Engineering Technician IV | 23.50 |
| 30085 - Engineering Technician V | 28.75 |
| 30086 - Engineering Technician VI | 34.78 |
| 30090 - Environmental Technician | 18.06 |
| 30210 - Laboratory Technician | 19.63 |
| 30240 - Mathematical Technician | 25.23 |
| 30361 - Paralegal/Legal Assistant I | 19.01 |
| 30362 - Paralegal/Legal Assistant II | 24.39 |
| 30363 - Paralegal/Legal Assistant III | 28.94 |
| 30364 - Paralegal/Legal Assistant IV | 36.09 |
| 30390 - Photo-Optics Technician | 27.08 |
| 30461 - Technical Writer I | 22.02 |
| 30462 - Technical Writer II | 26.95 |
| 30463 - Technical Writer III | 32.58 |

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| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 3) 21.55 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 3) 26.53 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.57 |
| 31030 - Bus Driver | 14.76 |
| 31043 - Driver Courier | 14.40 |
| 31260 - Parking and Lot Attendant | 11.89 |
| 31290 - Shuttle Bus Driver | 15.28 |
| 31310 - Taxi Driver | 12.21 |
| 31361 - Truckdriver, Light | 14.74 |
| 31362 - Truckdriver, Medium | 16.10 |
| 31363 - Truckdriver, Heavy | 17.46 |
| 31364 - Truckdriver, Tractor-Trailer | 17.46 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.45 |
| 99050 - Desk Clerk | 11.43 |
| 99095 - Embalmer | 26.11 |
| 99251 - Laboratory Animal Caretaker I | 10.25 |
| 99252 - Laboratory Animal Caretaker II | 10.88 |
| 99310 - Mortician | 27.42 |
| 99410 - Pest Controller | 18.40 |
| 99510 - Photofinishing Worker | 13.23 |
| 99710 - Recycling Laborer | 13.70 |
| 99711 - Recycling Specialist | 15.61 |
| 99730 - Refuse Collector | 12.73 |
| 99810 - Sales Clerk | 12.99 |
| 99820 - School Crossing Guard | 12.16 |
| 99830 - Survey Party Chief | 19.62 |
| 99831 - Surveying Aide | 12.99 |
| 99832 - Surveying Technician | 17.83 |
| 99840 - Vending Machine Attendant | 15.00 |
| 99841 - Vending Machine Repairer | 17.51 |
| 99842 - Vending Machine Repairer Helper | 15.00 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) 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

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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).

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2543
Revision No.: 16
Date Of Last Revision: 07/25/2014

States: North Carolina, Virginia

Area: North Carolina Counties of Camden, Chowan, Currituck, Gates, Pasquotank, Perquimans

Virginia Counties of Chesapeake, Gloucester, Hampton, Isle of Wight, James City, Mathews, Newport News, Norfolk, Poquoson, Portsmouth, Southampton, Suffolk, Surry, Virginia Beach, Williamsburg, York

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.03 |
| 01012 - Accounting Clerk II | | 15.74 |
| 01013 - Accounting Clerk III | | 17.61 |
| 01020 - Administrative Assistant | | 22.28 |
| 01040 - Court Reporter | | 17.11 |
| 01051 - Data Entry Operator I | | 11.94 |
| 01052 - Data Entry Operator II | | 13.90 |
| 01060 - Dispatcher, Motor Vehicle | | 16.01 |
| 01070 - Document Preparation Clerk | | 13.21 |
| 01090 - Duplicating Machine Operator | | 13.21 |
| 01111 - General Clerk I | | 12.08 |
| 01112 - General Clerk II | | 13.78 |
| 01113 - General Clerk III | | 15.47 |
| 01120 - Housing Referral Assistant | | 19.08 |
| 01141 - Messenger Courier | | 12.22 |
| 01191 - Order Clerk I | | 13.46 |
| 01192 - Order Clerk II | | 17.61 |
| 01261 - Personnel Assistant (Employment) I | | 16.22 |
| 01262 - Personnel Assistant (Employment) II | | 18.14 |
| 01263 - Personnel Assistant (Employment) III | | 20.23 |
| 01270 - Production Control Clerk | | 23.57 |
| 01280 - Receptionist | | 12.28 |
| 01290 - Rental Clerk | | 14.15 |
| 01300 - Scheduler, Maintenance | | 15.30 |
| 01311 - Secretary I | | 15.30 |
| 01312 - Secretary II | | 17.11 |
| 01313 - Secretary III | | 19.08 |
| 01320 - Service Order Dispatcher | | 15.37 |
| 01410 - Supply Technician | | 22.28 |
| 01420 - Survey Worker | | 13.82 |
| 01531 - Travel Clerk I | | 11.49 |
| 01532 - Travel Clerk II | | 12.26 |
| 01533 - Travel Clerk III | | 13.09 |
| 01611 - Word Processor I | | 13.38 |
| 01612 - Word Processor II | | 15.02 |
| 01613 - Word Processor III | | 16.80 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 23.47 |
| 05010 - Automotive Electrician | | 21.03 |
| 05040 - Automotive Glass Installer | | 20.09 |

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| 05070 - Automotive Worker | 20.09 |
| 05110 - Mobile Equipment Servicer | 18.15 |
| 05130 - Motor Equipment Metal Mechanic | 22.02 |
| 05160 - Motor Equipment Metal Worker | 20.09 |
| 05190 - Motor Vehicle Mechanic | 22.02 |
| 05220 - Motor Vehicle Mechanic Helper | 17.13 |
| 05250 - Motor Vehicle Upholstery Worker | 19.10 |
| 05280 - Motor Vehicle Wrecker | 20.09 |
| 05310 - Painter, Automotive | 21.03 |
| 05340 - Radiator Repair Specialist | 19.10 |
| 05370 - Tire Repairer | 13.37 |
| 05400 - Transmission Repair Specialist | 22.02 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.48 |
| 07041 - Cook I | 10.11 |
| 07042 - Cook II | 11.21 |
| 07070 - Dishwasher | 8.12 |
| 07130 - Food Service Worker | 9.74 |
| 07210 - Meat Cutter | 15.33 |
| 07260 - Waiter/Waitress | 8.80 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 21.23 |
| 09040 - Furniture Handler | 14.67 |
| 09080 - Furniture Refinisher | 17.63 |
| 09090 - Furniture Refinisher Helper | 14.36 |
| 09110 - Furniture Repairer, Minor | 16.02 |
| 09130 - Upholsterer | 18.34 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.41 |
| 11060 - Elevator Operator | 11.41 |
| 11090 - Gardener | 13.67 |
| 11122 - Housekeeping Aide | 11.92 |
| 11150 - Janitor | 11.92 |
| 11210 - Laborer, Grounds Maintenance | 11.41 |
| 11240 - Maid or Houseman | 8.93 |
| 11260 - Pruner | 11.63 |
| 11270 - Tractor Operator | 12.88 |
| 11330 - Trail Maintenance Worker | 11.41 |
| 11360 - Window Cleaner | 12.64 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.84 |
| 12011 - Breath Alcohol Technician | 16.09 |
| 12012 - Certified Occupational Therapist Assistant | 24.34 |
| 12015 - Certified Physical Therapist Assistant | 24.89 |
| 12020 - Dental Assistant | 15.56 |
| 12025 - Dental Hygienist | 33.25 |
| 12030 - EKG Technician | 23.73 |
| 12035 - Electroneurodiagnostic Technologist | 23.73 |
| 12040 - Emergency Medical Technician | 16.84 |
| 12071 - Licensed Practical Nurse I | 14.39 |
| 12072 - Licensed Practical Nurse II | 16.09 |
| 12073 - Licensed Practical Nurse III | 17.95 |
| 12100 - Medical Assistant | 13.48 |
| 12130 - Medical Laboratory Technician | 17.16 |
| 12160 - Medical Record Clerk | 13.96 |
| 12190 - Medical Record Technician | 15.61 |
| 12195 - Medical Transcriptionist | 14.13 |
| 12210 - Nuclear Medicine Technologist | 30.53 |
| 12221 - Nursing Assistant I | 9.46 |
| 12222 - Nursing Assistant II | 10.27 |
| 12223 - Nursing Assistant III | 11.21 |
| 12224 - Nursing Assistant IV | 12.58 |
| 12235 - Optical Dispenser | 18.17 |

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| 12236 - Optical Technician | 15.08 |
| 12250 - Pharmacy Technician | 17.33 |
| 12280 - Phlebotomist | 12.58 |
| 12305 - Radiologic Technologist | 25.40 |
| 12311 - Registered Nurse I | 24.37 |
| 12312 - Registered Nurse II | 29.81 |
| 12313 - Registered Nurse II, Specialist | 29.81 |
| 12314 - Registered Nurse III | 36.07 |
| 12315 - Registered Nurse III, Anesthetist | 36.07 |
| 12316 - Registered Nurse IV | 43.23 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.54 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.46 |
| 13012 - Exhibits Specialist II | 25.36 |
| 13013 - Exhibits Specialist III | 29.19 |
| 13041 - Illustrator I | 20.00 |
| 13042 - Illustrator II | 24.56 |
| 13043 - Illustrator III | 29.80 |
| 13047 - Librarian | 32.67 |
| 13050 - Library Aide/Clerk | 10.41 |
| 13054 - Library Information Technology Systems Administrator | 23.82 |
| 13058 - Library Technician | 16.78 |
| 13061 - Media Specialist I | 16.68 |
| 13062 - Media Specialist II | 18.66 |
| 13063 - Media Specialist III | 20.80 |
| 13071 - Photographer I | 13.93 |
| 13072 - Photographer II | 18.46 |
| 13073 - Photographer III | 22.43 |
| 13074 - Photographer IV | 24.90 |
| 13075 - Photographer V | 30.14 |
| 13110 - Video Teleconference Technician | 15.93 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.56 |
| 14042 - Computer Operator II | 17.40 |
| 14043 - Computer Operator III | 19.41 |
| 14044 - Computer Operator IV | 21.57 |
| 14045 - Computer Operator V | 23.88 |
| 14071 - Computer Programmer I | (see 1) 20.07 |
| 14072 - Computer Programmer II | (see 1) 24.57 |
| 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 | 15.56 |
| 14160 - Personal Computer Support Technician | 21.57 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.24 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 40.21 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 48.04 |
| 15050 - Computer Based Training Specialist / Instructor | 32.44 |
| 15060 - Educational Technologist | 29.72 |
| 15070 - Flight Instructor (Pilot) | 48.04 |
| 15080 - Graphic Artist | 24.28 |
| 15090 - Technical Instructor | 20.94 |
| 15095 - Technical Instructor/Course Developer | 25.61 |
| 15110 - Test Proctor | 17.61 |
| 15120 - Tutor | 17.61 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.54 |
| 16030 - Counter Attendant | 8.54 |
| 16040 - Dry Cleaner | 10.70 |

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| 16070 - Finisher, Flatwork, Machine | 8.54 |
| 16090 - Presser, Hand | 8.54 |
| 16110 - Presser, Machine, Drycleaning | 8.54 |
| 16130 - Presser, Machine, Shirts | 8.54 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.54 |
| 16190 - Sewing Machine Operator | 11.44 |
| 16220 - Tailor | 12.22 |
| 16250 - Washer, Machine | 9.27 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.51 |
| 19040 - Tool And Die Maker | 24.69 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.55 |
| 21030 - Material Coordinator | 23.57 |
| 21040 - Material Expediter | 23.57 |
| 21050 - Material Handling Laborer | 11.27 |
| 21071 - Order Filler | 11.49 |
| 21080 - Production Line Worker (Food Processing) | 15.55 |
| 21110 - Shipping Packer | 13.83 |
| 21130 - Shipping/Receiving Clerk | 13.83 |
| 21140 - Store Worker I | 12.41 |
| 21150 - Stock Clerk | 15.52 |
| 21210 - Tools And Parts Attendant | 15.55 |
| 21410 - Warehouse Specialist | 15.55 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.29 |
| 23021 - Aircraft Mechanic I | 22.18 |
| 23022 - Aircraft Mechanic II | 23.29 |
| 23023 - Aircraft Mechanic III | 24.37 |
| 23040 - Aircraft Mechanic Helper | 16.35 |
| 23050 - Aircraft, Painter | 20.20 |
| 23060 - Aircraft Servicer | 18.22 |
| 23080 - Aircraft Worker | 19.17 |
| 23110 - Appliance Mechanic | 19.24 |
| 23120 - Bicycle Repairer | 14.43 |
| 23125 - Cable Splicer | 23.93 |
| 23130 - Carpenter, Maintenance | 19.24 |
| 23140 - Carpet Layer | 18.79 |
| 23160 - Electrician, Maintenance | 21.90 |
| 23181 - Electronics Technician Maintenance I | 22.38 |
| 23182 - Electronics Technician Maintenance II | 23.53 |
| 23183 - Electronics Technician Maintenance III | 24.70 |
| 23260 - Fabric Worker | 17.81 |
| 23290 - Fire Alarm System Mechanic | 20.20 |
| 23310 - Fire Extinguisher Repairer | 16.50 |
| 23311 - Fuel Distribution System Mechanic | 20.48 |
| 23312 - Fuel Distribution System Operator | 16.73 |
| 23370 - General Maintenance Worker | 18.30 |
| 23380 - Ground Support Equipment Mechanic | 22.18 |
| 23381 - Ground Support Equipment Servicer | 18.22 |
| 23382 - Ground Support Equipment Worker | 19.17 |
| 23391 - Gunsmith I | 16.50 |
| 23392 - Gunsmith II | 18.33 |
| 23393 - Gunsmith III | 20.20 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.20 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.31 |
| 23430 - Heavy Equipment Mechanic | 20.03 |
| 23440 - Heavy Equipment Operator | 20.20 |
| 23460 - Instrument Mechanic | 19.24 |
| 23465 - Laboratory/Shelter Mechanic | 11.27 |
| 23470 - Laborer | 11.27 |

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| 23510 - Locksmith | 19.31 |
| 23530 - Machinery Maintenance Mechanic | 20.28 |
| 23550 - Machinist, Maintenance | 19.32 |
| 23580 - Maintenance Trades Helper | 16.29 |
| 23591 - Metrology Technician I | 21.03 |
| 23592 - Metrology Technician II | 22.04 |
| 23593 - Metrology Technician III | 22.96 |
| 23640 - Millwright | 25.71 |
| 23710 - Office Appliance Repairer | 19.24 |
| 23760 - Painter, Maintenance | 19.24 |
| 23790 - Pipefitter, Maintenance | 20.23 |
| 23810 - Plumber, Maintenance | 19.31 |
| 23820 - Pneudraulic Systems Mechanic | 20.20 |
| 23850 - Rigger | 20.52 |
| 23870 - Scale Mechanic | 18.30 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.20 |
| 23910 - Small Engine Mechanic | 19.24 |
| 23931 - Telecommunications Mechanic I | 23.97 |
| 23932 - Telecommunications Mechanic II | 25.18 |
| 23950 - Telephone Lineman | 22.88 |
| 23960 - Welder, Combination, Maintenance | 19.47 |
| 23965 - Well Driller | 19.93 |
| 23970 - Woodcraft Worker | 20.20 |
| 23980 - Woodworker | 16.50 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.58 |
| 24580 - Child Care Center Clerk | 13.48 |
| 24610 - Chore Aide | 7.66 |
| 24620 - Family Readiness And Support Services Coordinator | 13.31 |
| 24630 - Homemaker | 14.24 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.80 |
| 25040 - Sewage Plant Operator | 20.01 |
| 25070 - Stationary Engineer | 20.80 |
| 25190 - Ventilation Equipment Tender | 15.80 |
| 25210 - Water Treatment Plant Operator | 20.01 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.96 |
| 27007 - Baggage Inspector | 12.01 |
| 27008 - Corrections Officer | 18.71 |
| 27010 - Court Security Officer | 20.29 |
| 27030 - Detection Dog Handler | 15.31 |
| 27040 - Detention Officer | 18.71 |
| 27070 - Firefighter | 19.65 |
| 27101 - Guard I | 12.01 |
| 27102 - Guard II | 15.31 |
| 27131 - Police Officer I | 22.07 |
| 27132 - Police Officer II | 24.52 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.47 |
| 28042 - Carnival Equipment Repairer | 10.99 |
| 28043 - Carnival Equipment Worker | 8.21 |
| 28210 - Gate Attendant/Gate Tender | 14.30 |
| 28310 - Lifeguard | 12.22 |
| 28350 - Park Attendant (Aide) | 15.60 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.68 |
| 28515 - Recreation Specialist | 19.83 |
| 28630 - Sports Official | 12.75 |
| 28690 - Swimming Pool Operator | 15.63 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.73 |
| 29020 - Hatch Tender | 20.73 |

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| 29030 - Line Handler | 20.73 |
| 29041 - Stevedore I | 19.71 |
| 29042 - Stevedore II | 21.80 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.28 |
| 30022 - Archeological Technician II | 19.03 |
| 30023 - Archeological Technician III | 25.14 |
| 30030 - Cartographic Technician | 26.68 |
| 30040 - Civil Engineering Technician | 25.15 |
| 30061 - Drafter/CAD Operator I | 18.85 |
| 30062 - Drafter/CAD Operator II | 21.09 |
| 30063 - Drafter/CAD Operator III | 23.52 |
| 30064 - Drafter/CAD Operator IV | 28.93 |
| 30081 - Engineering Technician I | 17.82 |
| 30082 - Engineering Technician II | 19.79 |
| 30083 - Engineering Technician III | 22.59 |
| 30084 - Engineering Technician IV | 27.42 |
| 30085 - Engineering Technician V | 33.54 |
| 30086 - Engineering Technician VI | 40.58 |
| 30090 - Environmental Technician | 21.87 |
| 30210 - Laboratory Technician | 20.41 |
| 30240 - Mathematical Technician | 26.68 |
| 30361 - Paralegal/Legal Assistant I | 16.04 |
| 30362 - Paralegal/Legal Assistant II | 19.88 |
| 30363 - Paralegal/Legal Assistant III | 24.32 |
| 30364 - Paralegal/Legal Assistant IV | 29.42 |
| 30390 - Photo-Optics Technician | 26.68 |
| 30461 - Technical Writer I | 23.10 |
| 30462 - Technical Writer II | 28.24 |
| 30463 - Technical Writer III | 34.17 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 23.52 |
| 30621 - Weather Observer, Senior (see 2) | 25.48 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.61 |
| 31030 - Bus Driver | 14.66 |
| 31043 - Driver Courier | 13.40 |
| 31260 - Parking and Lot Attendant | 9.25 |
| 31290 - Shuttle Bus Driver | 14.22 |
| 31310 - Taxi Driver | 11.32 |
| 31361 - Truckdriver, Light | 14.22 |
| 31362 - Truckdriver, Medium | 15.59 |
| 31363 - Truckdriver, Heavy | 17.75 |
| 31364 - Truckdriver, Tractor-Trailer | 17.75 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.95 |
| 99050 - Desk Clerk | 9.12 |
| 99095 - Embalmer | 23.61 |
| 99251 - Laboratory Animal Caretaker I | 9.86 |
| 99252 - Laboratory Animal Caretaker II | 10.47 |
| 99310 - Mortician | 30.76 |
| 99410 - Pest Controller | 15.66 |
| 99510 - Photofinishing Worker | 11.61 |
| 99710 - Recycling Laborer | 16.46 |
| 99711 - Recycling Specialist | 18.57 |

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| 99730 - Refuse Collector | 15.17 |
| 99810 - Sales Clerk | 11.04 |
| 99820 - School Crossing Guard | 11.64 |
| 99830 - Survey Party Chief | 18.10 |
| 99831 - Surveying Aide | 11.30 |
| 99832 - Surveying Technician | 16.46 |
| 99840 - Vending Machine Attendant | 12.92 |
| 99841 - Vending Machine Repairer | 15.13 |
| 99842 - Vending Machine Repairer Helper | 12.92 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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. Conformance 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2544
Revision No.: 16
Date Of Last Revision: 07/25/2014

States: North Carolina, Virginia

Area: North Carolina Counties of Camden, Chowan, Currituck, Gates, Pasquotank, Perquimans

Virginia Counties of Chesapeake, Gloucester, Hampton, Isle of Wight, James City, Mathews, Newport News, Norfolk, Poquoson, Portsmouth, Southampton, Suffolk, Surry, Virginia Beach, Williamsburg, York

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.03 |
| 01012 - Accounting Clerk II | | 15.74 |
| 01013 - Accounting Clerk III | | 17.61 |
| 01020 - Administrative Assistant | | 22.28 |
| 01040 - Court Reporter | | 17.11 |
| 01051 - Data Entry Operator I | | 11.94 |
| 01052 - Data Entry Operator II | | 13.90 |
| 01060 - Dispatcher, Motor Vehicle | | 16.01 |
| 01070 - Document Preparation Clerk | | 13.21 |
| 01090 - Duplicating Machine Operator | | 13.21 |
| 01111 - General Clerk I | | 12.08 |
| 01112 - General Clerk II | | 13.78 |
| 01113 - General Clerk III | | 15.47 |
| 01120 - Housing Referral Assistant | | 19.08 |
| 01141 - Messenger Courier | | 12.22 |
| 01191 - Order Clerk I | | 13.46 |

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| 01192 - Order Clerk II | 17.61 |
| 01261 - Personnel Assistant (Employment) I | 16.22 |
| 01262 - Personnel Assistant (Employment) II | 18.14 |
| 01263 - Personnel Assistant (Employment) III | 20.23 |
| 01270 - Production Control Clerk | 23.57 |
| 01280 - Receptionist | 12.28 |
| 01290 - Rental Clerk | 14.15 |
| 01300 - Scheduler, Maintenance | 15.30 |
| 01311 - Secretary I | 15.30 |
| 01312 - Secretary II | 17.11 |
| 01313 - Secretary III | 19.08 |
| 01320 - Service Order Dispatcher | 15.37 |
| 01410 - Supply Technician | 22.28 |
| 01420 - Survey Worker | 13.82 |
| 01531 - Travel Clerk I | 11.49 |
| 01532 - Travel Clerk II | 12.26 |
| 01533 - Travel Clerk III | 13.09 |
| 01611 - Word Processor I | 13.38 |
| 01612 - Word Processor II | 15.02 |
| 01613 - Word Processor III | 16.80 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.47 |
| 05010 - Automotive Electrician | 21.03 |
| 05040 - Automotive Glass Installer | 20.09 |
| 05070 - Automotive Worker | 20.09 |
| 05110 - Mobile Equipment Servicer | 18.15 |
| 05130 - Motor Equipment Metal Mechanic | 22.02 |
| 05160 - Motor Equipment Metal Worker | 20.09 |
| 05190 - Motor Vehicle Mechanic | 22.02 |
| 05220 - Motor Vehicle Mechanic Helper | 17.13 |
| 05250 - Motor Vehicle Upholstery Worker | 19.10 |
| 05280 - Motor Vehicle Wrecker | 20.09 |
| 05310 - Painter, Automotive | 21.03 |
| 05340 - Radiator Repair Specialist | 19.10 |
| 05370 - Tire Repairer | 13.37 |
| 05400 - Transmission Repair Specialist | 22.02 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.48 |
| 07041 - Cook I | 10.11 |
| 07042 - Cook II | 11.21 |
| 07070 - Dishwasher | 8.12 |
| 07130 - Food Service Worker | 9.74 |
| 07210 - Meat Cutter | 15.33 |
| 07260 - Waiter/Waitress | 8.80 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 21.23 |
| 09040 - Furniture Handler | 14.67 |
| 09080 - Furniture Refinisher | 17.63 |
| 09090 - Furniture Refinisher Helper | 14.36 |
| 09110 - Furniture Repairer, Minor | 16.02 |
| 09130 - Upholsterer | 18.34 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.41 |
| 11060 - Elevator Operator | 11.41 |
| 11090 - Gardener | 13.67 |
| 11122 - Housekeeping Aide | 11.92 |
| 11150 - Janitor | 11.92 |
| 11210 - Laborer, Grounds Maintenance | 11.41 |
| 11240 - Maid or Houseman | 8.93 |
| 11260 - Pruner | 11.63 |
| 11270 - Tractor Operator | 12.88 |
| 11330 - Trail Maintenance Worker | 11.41 |
| 11360 - Window Cleaner | 12.64 |

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| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.84 |
| 12011 - Breath Alcohol Technician | 16.09 |
| 12012 - Certified Occupational Therapist Assistant | 24.34 |
| 12015 - Certified Physical Therapist Assistant | 24.89 |
| 12020 - Dental Assistant | 15.56 |
| 12025 - Dental Hygienist | 33.25 |
| 12030 - EKG Technician | 23.73 |
| 12035 - Electroneurodiagnostic Technologist | 23.73 |
| 12040 - Emergency Medical Technician | 16.84 |
| 12071 - Licensed Practical Nurse I | 14.39 |
| 12072 - Licensed Practical Nurse II | 16.09 |
| 12073 - Licensed Practical Nurse III | 17.95 |
| 12100 - Medical Assistant | 13.48 |
| 12130 - Medical Laboratory Technician | 17.16 |
| 12160 - Medical Record Clerk | 13.96 |
| 12190 - Medical Record Technician | 15.61 |
| 12195 - Medical Transcriptionist | 14.13 |
| 12210 - Nuclear Medicine Technologist | 30.53 |
| 12221 - Nursing Assistant I | 9.46 |
| 12222 - Nursing Assistant II | 10.27 |
| 12223 - Nursing Assistant III | 11.21 |
| 12224 - Nursing Assistant IV | 12.58 |
| 12235 - Optical Dispenser | 18.17 |
| 12236 - Optical Technician | 15.08 |
| 12250 - Pharmacy Technician | 17.33 |
| 12280 - Phlebotomist | 12.58 |
| 12305 - Radiologic Technologist | 25.40 |
| 12311 - Registered Nurse I | 24.37 |
| 12312 - Registered Nurse II | 29.81 |
| 12313 - Registered Nurse II, Specialist | 29.81 |
| 12314 - Registered Nurse III | 36.07 |
| 12315 - Registered Nurse III, Anesthetist | 36.07 |
| 12316 - Registered Nurse IV | 43.23 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.54 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.46 |
| 13012 - Exhibits Specialist II | 25.36 |
| 13013 - Exhibits Specialist III | 29.19 |
| 13041 - Illustrator I | 20.00 |
| 13042 - Illustrator II | 24.56 |
| 13043 - Illustrator III | 29.80 |
| 13047 - Librarian | 32.67 |
| 13050 - Library Aide/Clerk | 10.41 |
| 13054 - Library Information Technology Systems Administrator | 23.82 |
| 13058 - Library Technician | 16.78 |
| 13061 - Media Specialist I | 16.68 |
| 13062 - Media Specialist II | 18.66 |
| 13063 - Media Specialist III | 20.80 |
| 13071 - Photographer I | 13.93 |
| 13072 - Photographer II | 18.46 |
| 13073 - Photographer III | 22.43 |
| 13074 - Photographer IV | 24.90 |
| 13075 - Photographer V | 30.14 |
| 13110 - Video Teleconference Technician | 15.93 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.56 |
| 14042 - Computer Operator II | 17.40 |
| 14043 - Computer Operator III | 19.41 |
| 14044 - Computer Operator IV | 21.57 |
| 14045 - Computer Operator V | 23.88 |
| 14071 - Computer Programmer I | 20.07 |

(see 1)

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|---|---------|-------|
| 14072 - Computer Programmer II | (see 1) | 24.57 |
| 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 | | 15.56 |
| 14160 - Personal Computer Support Technician | | 21.57 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 33.24 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 40.21 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 48.04 |
| 15050 - Computer Based Training Specialist / Instructor | | 32.44 |
| 15060 - Educational Technologist | | 29.72 |
| 15070 - Flight Instructor (Pilot) | | 48.04 |
| 15080 - Graphic Artist | | 24.28 |
| 15090 - Technical Instructor | | 20.94 |
| 15095 - Technical Instructor/Course Developer | | 25.61 |
| 15110 - Test Proctor | | 17.61 |
| 15120 - Tutor | | 17.61 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 8.54 |
| 16030 - Counter Attendant | | 8.54 |
| 16040 - Dry Cleaner | | 10.70 |
| 16070 - Finisher, Flatwork, Machine | | 8.54 |
| 16090 - Presser, Hand | | 8.54 |
| 16110 - Presser, Machine, Drycleaning | | 8.54 |
| 16130 - Presser, Machine, Shirts | | 8.54 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 8.54 |
| 16190 - Sewing Machine Operator | | 11.44 |
| 16220 - Tailor | | 12.22 |
| 16250 - Washer, Machine | | 9.27 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 23.51 |
| 19040 - Tool And Die Maker | | 24.69 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 15.55 |
| 21030 - Material Coordinator | | 23.57 |
| 21040 - Material Expediter | | 23.57 |
| 21050 - Material Handling Laborer | | 11.27 |
| 21071 - Order Filler | | 11.49 |
| 21080 - Production Line Worker (Food Processing) | | 15.55 |
| 21110 - Shipping Packer | | 13.83 |
| 21130 - Shipping/Receiving Clerk | | 13.83 |
| 21140 - Store Worker I | | 12.41 |
| 21150 - Stock Clerk | | 15.52 |
| 21210 - Tools And Parts Attendant | | 15.55 |
| 21410 - Warehouse Specialist | | 15.55 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 23.29 |
| 23021 - Aircraft Mechanic I | | 22.18 |
| 23022 - Aircraft Mechanic II | | 23.29 |
| 23023 - Aircraft Mechanic III | | 24.37 |
| 23040 - Aircraft Mechanic Helper | | 16.35 |
| 23050 - Aircraft, Painter | | 20.20 |
| 23060 - Aircraft Servicer | | 18.22 |
| 23080 - Aircraft Worker | | 19.17 |
| 23110 - Appliance Mechanic | | 19.24 |
| 23120 - Bicycle Repairer | | 14.43 |
| 23125 - Cable Splicer | | 23.93 |
| 23130 - Carpenter, Maintenance | | 19.24 |
| 23140 - Carpet Layer | | 18.79 |
| 23160 - Electrician, Maintenance | | 21.90 |

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| 23181 - Electronics Technician Maintenance I | 22.38 |
| 23182 - Electronics Technician Maintenance II | 23.53 |
| 23183 - Electronics Technician Maintenance III | 24.70 |
| 23260 - Fabric Worker | 17.81 |
| 23290 - Fire Alarm System Mechanic | 20.20 |
| 23310 - Fire Extinguisher Repairer | 16.50 |
| 23311 - Fuel Distribution System Mechanic | 20.48 |
| 23312 - Fuel Distribution System Operator | 16.73 |
| 23370 - General Maintenance Worker | 18.30 |
| 23380 - Ground Support Equipment Mechanic | 22.18 |
| 23381 - Ground Support Equipment Servicer | 18.22 |
| 23382 - Ground Support Equipment Worker | 19.17 |
| 23391 - Gunsmith I | 16.50 |
| 23392 - Gunsmith II | 18.33 |
| 23393 - Gunsmith III | 20.20 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.20 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.31 |
| 23430 - Heavy Equipment Mechanic | 20.03 |
| 23440 - Heavy Equipment Operator | 20.20 |
| 23460 - Instrument Mechanic | 19.24 |
| 23465 - Laboratory/Shelter Mechanic | 11.27 |
| 23470 - Laborer | 11.27 |
| 23510 - Locksmith | 19.31 |
| 23530 - Machinery Maintenance Mechanic | 20.28 |
| 23550 - Machinist, Maintenance | 19.32 |
| 23580 - Maintenance Trades Helper | 16.29 |
| 23591 - Metrology Technician I | 21.03 |
| 23592 - Metrology Technician II | 22.04 |
| 23593 - Metrology Technician III | 22.96 |
| 23640 - Millwright | 25.71 |
| 23710 - Office Appliance Repairer | 19.24 |
| 23760 - Painter, Maintenance | 19.24 |
| 23790 - Pipefitter, Maintenance | 20.23 |
| 23810 - Plumber, Maintenance | 19.31 |
| 23820 - Pneudraulic Systems Mechanic | 20.20 |
| 23850 - Rigger | 20.52 |
| 23870 - Scale Mechanic | 18.30 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.20 |
| 23910 - Small Engine Mechanic | 19.24 |
| 23931 - Telecommunications Mechanic I | 23.97 |
| 23932 - Telecommunications Mechanic II | 25.18 |
| 23950 - Telephone Lineman | 22.88 |
| 23960 - Welder, Combination, Maintenance | 19.47 |
| 23965 - well Driller | 19.93 |
| 23970 - Woodcraft Worker | 20.20 |
| 23980 - Woodworker | 16.50 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.58 |
| 24580 - Child Care Center Clerk | 13.48 |
| 24610 - Chore Aide | 7.66 |
| 24620 - Family Readiness And Support Services Coordinator | 13.31 |
| 24630 - Homemaker | 14.24 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.80 |
| 25040 - Sewage Plant Operator | 20.01 |
| 25070 - Stationary Engineer | 20.80 |
| 25190 - Ventilation Equipment Tender | 15.80 |
| 25210 - Water Treatment Plant Operator | 20.01 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.96 |

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| 27007 - Baggage Inspector | 12.01 |
| 27008 - Corrections Officer | 18.71 |
| 27010 - Court Security Officer | 20.29 |
| 27030 - Detection Dog Handler | 15.31 |
| 27040 - Detention Officer | 18.71 |
| 27070 - Firefighter | 19.65 |
| 27101 - Guard I | 12.01 |
| 27102 - Guard II | 15.31 |
| 27131 - Police Officer I | 22.07 |
| 27132 - Police Officer II | 24.52 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.47 |
| 28042 - Carnival Equipment Repairer | 10.99 |
| 28043 - Carnival Equipment Worker | 8.21 |
| 28210 - Gate Attendant/Gate Tender | 14.30 |
| 28310 - Lifeguard | 12.22 |
| 28350 - Park Attendant (Aide) | 15.60 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.68 |
| 28515 - Recreation Specialist | 19.83 |
| 28630 - Sports Official | 12.75 |
| 28690 - Swimming Pool Operator | 15.63 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.73 |
| 29020 - Hatch Tender | 20.73 |
| 29030 - Line Handler | 20.73 |
| 29041 - Stevedore I | 19.71 |
| 29042 - Stevedore II | 21.80 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.28 |
| 30022 - Archeological Technician II | 19.03 |
| 30023 - Archeological Technician III | 25.14 |
| 30030 - Cartographic Technician | 26.68 |
| 30040 - Civil Engineering Technician | 25.15 |
| 30061 - Drafter/CAD Operator I | 18.85 |
| 30062 - Drafter/CAD Operator II | 21.09 |
| 30063 - Drafter/CAD Operator III | 23.52 |
| 30064 - Drafter/CAD Operator IV | 28.93 |
| 30081 - Engineering Technician I | 17.82 |
| 30082 - Engineering Technician II | 19.79 |
| 30083 - Engineering Technician III | 22.59 |
| 30084 - Engineering Technician IV | 27.42 |
| 30085 - Engineering Technician V | 33.54 |
| 30086 - Engineering Technician VI | 40.58 |
| 30090 - Environmental Technician | 21.87 |
| 30210 - Laboratory Technician | 20.41 |
| 30240 - Mathematical Technician | 26.68 |
| 30361 - Paralegal/Legal Assistant I | 16.04 |
| 30362 - Paralegal/Legal Assistant II | 19.88 |
| 30363 - Paralegal/Legal Assistant III | 24.32 |
| 30364 - Paralegal/Legal Assistant IV | 29.42 |
| 30390 - Photo-Optics Technician | 26.68 |
| 30461 - Technical Writer I | 23.10 |
| 30462 - Technical Writer II | 28.24 |
| 30463 - Technical Writer III | 34.17 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 23.52 |

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| Surface Programs | | |
| 30621 - Weather Observer, Senior | (see 2) | 25.48 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 11.61 |
| 31030 - Bus Driver | | 14.66 |
| 31043 - Driver Courier | | 13.40 |
| 31260 - Parking and Lot Attendant | | 9.25 |
| 31290 - Shuttle Bus Driver | | 14.22 |
| 31310 - Taxi Driver | | 11.32 |
| 31361 - Truckdriver, Light | | 14.22 |
| 31362 - Truckdriver, Medium | | 15.59 |
| 31363 - Truckdriver, Heavy | | 17.75 |
| 31364 - Truckdriver, Tractor-Trailer | | 17.75 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 8.95 |
| 99050 - Desk Clerk | | 9.12 |
| 99095 - Embalmer | | 23.61 |
| 99251 - Laboratory Animal Caretaker I | | 9.86 |
| 99252 - Laboratory Animal Caretaker II | | 10.47 |
| 99310 - Mortician | | 30.76 |
| 99410 - Pest Controller | | 15.66 |
| 99510 - Photofinishing Worker | | 11.61 |
| 99710 - Recycling Laborer | | 16.46 |
| 99711 - Recycling Specialist | | 18.57 |
| 99730 - Refuse Collector | | 15.17 |
| 99810 - Sales Clerk | | 11.04 |
| 99820 - School Crossing Guard | | 11.64 |
| 99830 - Survey Party Chief | | 18.10 |
| 99831 - Surveying Aide | | 11.30 |
| 99832 - Surveying Technician | | 16.46 |
| 99840 - Vending Machine Attendant | | 12.92 |
| 99841 - Vending Machine Repairer | | 15.13 |
| 99842 - Vending Machine Repairer Helper | | 12.92 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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
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work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2545
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Virginia

Cumberland, Dinwiddie, Essex, Fluvanna, Goochland, Greensville, Hanover, Henrico, Hopewell, King William, King and Queen, Lancaster, Louisa, Lunenburg, Mecklenburg, Middlesex, New Kent, Northumberland, Nottoway, Orange, Petersburg, Powhatan, Prince Edward, Prince George, Richmond, Sussex, Westmoreland

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.48 |
| 01012 - Accounting Clerk II | | 16.47 |
| 01013 - Accounting Clerk III | | 18.43 |
| 01020 - Administrative Assistant | | 21.41 |
| 01040 - Court Reporter | | 20.21 |
| 01051 - Data Entry Operator I | | 12.11 |
| 01052 - Data Entry Operator II | | 13.55 |
| 01060 - Dispatcher, Motor Vehicle | | 18.37 |
| 01070 - Document Preparation Clerk | | 13.44 |
| 01090 - Duplicating Machine Operator | | 13.44 |
| 01111 - General Clerk I | | 12.06 |
| 01112 - General Clerk II | | 13.27 |
| 01113 - General Clerk III | | 17.46 |
| 01120 - Housing Referral Assistant | | 19.65 |
| 01141 - Messenger Courier | | 12.83 |
| 01191 - Order Clerk I | | 15.00 |
| 01192 - Order Clerk II | | 16.38 |
| 01261 - Personnel Assistant (Employment) I | | 15.94 |
| 01262 - Personnel Assistant (Employment) II | | 18.37 |
| 01263 - Personnel Assistant (Employment) III | | 21.22 |
| 01270 - Production Control Clerk | | 21.22 |
| 01280 - Receptionist | | 15.28 |
| 01290 - Rental Clerk | | 15.94 |
| 01300 - Scheduler, Maintenance | | 15.76 |
| 01311 - Secretary I | | 15.76 |
| 01312 - Secretary II | | 17.63 |
| 01313 - Secretary III | | 19.65 |
| 01320 - Service Order Dispatcher | | 16.34 |
| 01410 - Supply Technician | | 21.41 |
| 01420 - Survey Worker | | 18.37 |
| 01531 - Travel Clerk I | | 12.84 |
| 01532 - Travel Clerk II | | 13.64 |
| 01533 - Travel Clerk III | | 14.52 |
| 01611 - Word Processor I | | 13.44 |
| 01612 - Word Processor II | | 15.94 |
| 01613 - Word Processor III | | 18.37 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.01 |
| 05010 - Automotive Electrician | | 20.97 |
| 05040 - Automotive Glass Installer | | 19.97 |
| 05070 - Automotive Worker | | 19.97 |
| 05110 - Mobile Equipment Servicer | | 17.96 |
| 05130 - Motor Equipment Metal Mechanic | | 21.96 |
| 05160 - Motor Equipment Metal Worker | | 19.97 |
| 05190 - Motor Vehicle Mechanic | | 22.89 |
| 05220 - Motor Vehicle Mechanic Helper | | 16.96 |
| 05250 - Motor Vehicle Upholstery Worker | | 18.96 |
| 05280 - Motor Vehicle Wrecker | | 19.97 |
| 05310 - Painter, Automotive | | 20.97 |
| 05340 - Radiator Repair Specialist | | 19.97 |
| 05370 - Tire Repairer | | 13.64 |
| 05400 - Transmission Repair Specialist | | 21.96 |

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| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.80 |
| 07041 - Cook I | 9.94 |
| 07042 - Cook II | 11.11 |
| 07070 - Dishwasher | 8.68 |
| 07130 - Food Service Worker | 9.72 |
| 07210 - Meat Cutter | 15.54 |
| 07260 - Waiter/Waitress | 9.06 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.83 |
| 09040 - Furniture Handler | 13.92 |
| 09080 - Furniture Refinisher | 19.83 |
| 09090 - Furniture Refinisher Helper | 16.21 |
| 09110 - Furniture Repairer, Minor | 17.87 |
| 09130 - Upholsterer | 19.83 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.42 |
| 11060 - Elevator Operator | 10.42 |
| 11090 - Gardener | 13.71 |
| 11122 - Housekeeping Aide | 10.45 |
| 11150 - Janitor | 11.73 |
| 11210 - Laborer, Grounds Maintenance | 11.31 |
| 11240 - Maid or Houseman | 9.37 |
| 11260 - Pruner | 9.79 |
| 11270 - Tractor Operator | 12.92 |
| 11330 - Trail Maintenance Worker | 11.31 |
| 11360 - Window Cleaner | 12.61 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.35 |
| 12011 - Breath Alcohol Technician | 18.55 |
| 12012 - Certified Occupational Therapist Assistant | 25.05 |
| 12015 - Certified Physical Therapist Assistant | 20.08 |
| 12020 - Dental Assistant | 15.73 |
| 12025 - Dental Hygienist | 37.02 |
| 12030 - EKG Technician | 22.01 |
| 12035 - Electroneurodiagnostic Technologist | 22.01 |
| 12040 - Emergency Medical Technician | 17.35 |
| 12071 - Licensed Practical Nurse I | 18.85 |
| 12072 - Licensed Practical Nurse II | 21.09 |
| 12073 - Licensed Practical Nurse III | 23.50 |
| 12100 - Medical Assistant | 14.00 |
| 12130 - Medical Laboratory Technician | 17.06 |
| 12160 - Medical Record Clerk | 14.26 |
| 12190 - Medical Record Technician | 15.95 |
| 12195 - Medical Transcriptionist | 14.13 |
| 12210 - Nuclear Medicine Technologist | 30.44 |
| 12221 - Nursing Assistant I | 9.86 |
| 12222 - Nursing Assistant II | 11.02 |
| 12223 - Nursing Assistant III | 12.09 |
| 12224 - Nursing Assistant IV | 13.58 |
| 12235 - Optical Dispenser | 19.85 |
| 12236 - Optical Technician | 15.18 |
| 12250 - Pharmacy Technician | 13.59 |
| 12280 - Phlebotomist | 13.57 |
| 12305 - Radiologic Technologist | 24.97 |
| 12311 - Registered Nurse I | 23.80 |
| 12312 - Registered Nurse II | 29.10 |
| 12313 - Registered Nurse II, Specialist | 29.10 |
| 12314 - Registered Nurse III | 35.20 |
| 12315 - Registered Nurse III, Anesthetist | 35.21 |
| 12316 - Registered Nurse IV | 42.20 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.00 |
| 13000 - Information And Arts Occupations | |

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|---|---------|
| 13011 - Exhibits Specialist I | 19.59 |
| 13012 - Exhibits Specialist II | 24.26 |
| 13013 - Exhibits Specialist III | 29.67 |
| 13041 - Illustrator I | 20.45 |
| 13042 - Illustrator II | 25.32 |
| 13043 - Illustrator III | 30.97 |
| 13047 - Librarian | 27.53 |
| 13050 - Library Aide/Clerk | 11.82 |
| 13054 - Library Information Technology Systems Administrator | 24.86 |
| 13058 - Library Technician | 17.11 |
| 13061 - Media Specialist I | 17.94 |
| 13062 - Media Specialist II | 20.07 |
| 13063 - Media Specialist III | 22.38 |
| 13071 - Photographer I | 15.30 |
| 13072 - Photographer II | 17.12 |
| 13073 - Photographer III | 21.21 |
| 13074 - Photographer IV | 25.94 |
| 13075 - Photographer V | 31.38 |
| 13110 - Video Teleconference Technician | 17.64 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.61 |
| 14042 - Computer Operator II | 17.46 |
| 14043 - Computer Operator III | 19.46 |
| 14044 - Computer Operator IV | 21.63 |
| 14045 - Computer Operator V | 23.95 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 15.61 |
| 14160 - Personal Computer Support Technician | 21.63 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.42 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.77 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 45.27 |
| 15050 - Computer Based Training Specialist / Instructor | 33.42 |
| 15060 - Educational Technologist | 30.06 |
| 15070 - Flight Instructor (Pilot) | 45.27 |
| 15080 - Graphic Artist | 24.04 |
| 15090 - Technical Instructor | 22.71 |
| 15095 - Technical Instructor/Course Developer | 27.77 |
| 15110 - Test Proctor | 18.33 |
| 15120 - Tutor | 18.32 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.11 |
| 16030 - Counter Attendant | 9.10 |
| 16040 - Dry Cleaner | 11.58 |
| 16070 - Finisher, Flatwork, Machine | 9.11 |
| 16090 - Presser, Hand | 9.11 |
| 16110 - Presser, Machine, Drycleaning | 9.11 |
| 16130 - Presser, Machine, Shirts | 9.11 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.11 |
| 16190 - Sewing Machine Operator | 12.42 |
| 16220 - Tailor | 13.17 |
| 16250 - Washer, Machine | 9.82 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.53 |
| 19040 - Tool And Die Maker | 23.40 |
| 21000 - Materials Handling And Packing Occupations | |

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|---|-------|
| 21020 - Forklift Operator | 16.19 |
| 21030 - Material Coordinator | 21.72 |
| 21040 - Material Expediter | 21.72 |
| 21050 - Material Handling Laborer | 13.82 |
| 21071 - Order Filler | 13.30 |
| 21080 - Production Line Worker (Food Processing) | 16.19 |
| 21110 - Shipping Packer | 15.18 |
| 21130 - Shipping/Receiving Clerk | 15.18 |
| 21140 - Store Worker I | 11.73 |
| 21150 - Stock Clerk | 16.37 |
| 21210 - Tools And Parts Attendant | 16.19 |
| 21410 - Warehouse Specialist | 16.19 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.15 |
| 23021 - Aircraft Mechanic I | 24.99 |
| 23022 - Aircraft Mechanic II | 26.15 |
| 23023 - Aircraft Mechanic III | 27.35 |
| 23040 - Aircraft Mechanic Helper | 19.46 |
| 23050 - Aircraft, Painter | 24.03 |
| 23060 - Aircraft Servicer | 21.46 |
| 23080 - Aircraft Worker | 22.61 |
| 23110 - Appliance Mechanic | 18.89 |
| 23120 - Bicycle Repairer | 15.54 |
| 23125 - Cable Splicer | 24.02 |
| 23130 - Carpenter, Maintenance | 19.52 |
| 23140 - Carpet Layer | 21.54 |
| 23160 - Electrician, Maintenance | 24.34 |
| 23181 - Electronics Technician Maintenance I | 22.39 |
| 23182 - Electronics Technician Maintenance II | 23.85 |
| 23183 - Electronics Technician Maintenance III | 25.03 |
| 23260 - Fabric Worker | 17.87 |
| 23290 - Fire Alarm System Mechanic | 19.82 |
| 23310 - Fire Extinguisher Repairer | 16.34 |
| 23311 - Fuel Distribution System Mechanic | 19.82 |
| 23312 - Fuel Distribution System Operator | 16.08 |
| 23370 - General Maintenance Worker | 18.27 |
| 23380 - Ground Support Equipment Mechanic | 24.99 |
| 23381 - Ground Support Equipment Servicer | 21.46 |
| 23382 - Ground Support Equipment Worker | 22.61 |
| 23391 - Gunsmith I | 16.34 |
| 23392 - Gunsmith II | 18.65 |
| 23393 - Gunsmith III | 20.79 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.80 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.04 |
| 23430 - Heavy Equipment Mechanic | 20.48 |
| 23440 - Heavy Equipment Operator | 20.19 |
| 23460 - Instrument Mechanic | 25.41 |
| 23465 - Laboratory/Shelter Mechanic | 19.81 |
| 23470 - Laborer | 12.44 |
| 23510 - Locksmith | 22.37 |
| 23530 - Machinery Maintenance Mechanic | 27.28 |
| 23550 - Machinist, Maintenance | 20.48 |
| 23580 - Maintenance Trades Helper | 16.98 |
| 23591 - Metrology Technician I | 25.41 |
| 23592 - Metrology Technician II | 26.58 |
| 23593 - Metrology Technician III | 27.81 |
| 23640 - Millwright | 22.89 |
| 23710 - Office Appliance Repairer | 20.01 |
| 23760 - Painter, Maintenance | 19.52 |
| 23790 - Pipefitter, Maintenance | 21.83 |
| 23810 - Plumber, Maintenance | 19.74 |

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| 23820 - Pneudraulic Systems Mechanic | 20.79 |
| 23850 - Rigger | 20.79 |
| 23870 - Scale Mechanic | 18.65 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.48 |
| 23910 - Small Engine Mechanic | 17.94 |
| 23931 - Telecommunications Mechanic I | 23.94 |
| 23932 - Telecommunications Mechanic II | 25.39 |
| 23950 - Telephone Lineman | 24.65 |
| 23960 - Welder, Combination, Maintenance | 19.82 |
| 23965 - Well Driller | 24.78 |
| 23970 - Woodcraft Worker | 20.79 |
| 23980 - Woodworker | 16.34 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.74 |
| 24580 - Child Care Center Clerk | 13.37 |
| 24610 - Chore Aide | 8.10 |
| 24620 - Family Readiness And Support Services Coordinator | 14.31 |
| 24630 - Homemaker | 14.76 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.28 |
| 25040 - Sewage Plant Operator | 19.90 |
| 25070 - Stationary Engineer | 21.28 |
| 25190 - Ventilation Equipment Tender | 16.98 |
| 25210 - Water Treatment Plant Operator | 19.90 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.29 |
| 27007 - Baggage Inspector | 12.22 |
| 27008 - Corrections Officer | 18.21 |
| 27010 - Court Security Officer | 21.30 |
| 27030 - Detection Dog Handler | 13.67 |
| 27040 - Detention Officer | 18.21 |
| 27070 - Firefighter | 22.67 |
| 27101 - Guard I | 12.22 |
| 27102 - Guard II | 13.67 |
| 27131 - Police Officer I | 23.07 |
| 27132 - Police Officer II | 25.67 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.21 |
| 28042 - Carnival Equipment Repairer | 10.86 |
| 28043 - Carnival Equipment Worker | 8.31 |
| 28210 - Gate Attendant/Gate Tender | 13.72 |
| 28310 - Lifeguard | 11.95 |
| 28350 - Park Attendant (Aide) | 15.35 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 17.97 |
| 28630 - Sports Official | 12.22 |
| 28690 - Swimming Pool Operator | 15.22 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.90 |
| 29020 - Hatch Tender | 18.90 |
| 29030 - Line Handler | 18.90 |
| 29041 - Stevedore I | 17.64 |
| 29042 - Stevedore II | 20.08 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 36.49 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 25.17 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.72 |
| 30021 - Archeological Technician I | 17.41 |
| 30022 - Archeological Technician II | 19.48 |
| 30023 - Archeological Technician III | 24.13 |
| 30030 - Cartographic Technician | 24.13 |
| 30040 - Civil Engineering Technician | 24.53 |

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|---|---------------|
| 30061 - Drafter/CAD Operator I | 17.41 |
| 30062 - Drafter/CAD Operator II | 19.48 |
| 30063 - Drafter/CAD Operator III | 21.71 |
| 30064 - Drafter/CAD Operator IV | 26.72 |
| 30081 - Engineering Technician I | 16.82 |
| 30082 - Engineering Technician II | 18.88 |
| 30083 - Engineering Technician III | 21.11 |
| 30084 - Engineering Technician IV | 26.16 |
| 30085 - Engineering Technician V | 32.00 |
| 30086 - Engineering Technician VI | 38.72 |
| 30090 - Environmental Technician | 20.53 |
| 30210 - Laboratory Technician | 23.16 |
| 30240 - Mathematical Technician | 24.14 |
| 30361 - Paralegal/Legal Assistant I | 18.62 |
| 30362 - Paralegal/Legal Assistant II | 24.16 |
| 30363 - Paralegal/Legal Assistant III | 29.54 |
| 30364 - Paralegal/Legal Assistant IV | 35.74 |
| 30390 - Photo-Optics Technician | 24.14 |
| 30461 - Technical Writer I | 25.23 |
| 30462 - Technical Writer II | 30.85 |
| 30463 - Technical Writer III | 34.14 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 23.20 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 28.06 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 33.64 |
| 30494 - Unexploded (UXO) Safety Escort | 23.20 |
| 30495 - Unexploded (UXO) Sweep Personnel | 23.20 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 21.71 |
| 30621 - Weather Observer, Senior | (see 2) 24.13 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.61 |
| 31030 - Bus Driver | 14.82 |
| 31043 - Driver Courier | 13.21 |
| 31260 - Parking and Lot Attendant | 8.55 |
| 31290 - Shuttle Bus Driver | 13.39 |
| 31310 - Taxi Driver | 10.85 |
| 31361 - Truckdriver, Light | 14.22 |
| 31362 - Truckdriver, Medium | 17.89 |
| 31363 - Truckdriver, Heavy | 18.44 |
| 31364 - Truckdriver, Tractor-Trailer | 18.44 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.69 |
| 99050 - Desk Clerk | 10.71 |
| 99095 - Embalmer | 27.31 |
| 99251 - Laboratory Animal Caretaker I | 9.89 |
| 99252 - Laboratory Animal Caretaker II | 10.65 |
| 99310 - Mortician | 31.44 |
| 99410 - Pest Controller | 17.91 |
| 99510 - Photofinishing Worker | 13.94 |
| 99710 - Recycling Laborer | 15.35 |
| 99711 - Recycling Specialist | 17.59 |
| 99730 - Refuse Collector | 13.75 |
| 99810 - Sales Clerk | 13.16 |
| 99820 - School Crossing Guard | 13.08 |
| 99830 - Survey Party Chief | 19.56 |
| 99831 - Surveying Aide | 12.80 |
| 99832 - Surveying Technician | 17.53 |
| 99840 - Vending Machine Attendant | 12.86 |
| 99841 - Vending Machine Repairer | 15.27 |
| 99842 - Vending Machine Repairer Helper | 12.86 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

ordance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of
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Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2546
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Virginia

Area: Virginia Counties of Albemarle, Amelia, Brunswick, Buckingham, Caroline, Charles City, Charlotte, Charlottesville, Chesterfield, Colonial Hghts, Cumberland, Dinwiddie, Essex, Fluvanna, Goochland, Greensville, Hanover, Henrico, Hopewell, King William, King and Queen, Lancaster, Louisa, Lunenburg, Mecklenburg, Middlesex, New Kent, Northumberland, Nottoway, Orange, Petersburg, Powhatan, Prince Edward, Prince George, Richmond, Sussex, Westmoreland

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.48 |
| 01012 - Accounting Clerk II | | 16.47 |
| 01013 - Accounting Clerk III | | 18.43 |
| 01020 - Administrative Assistant | | 21.41 |
| 01040 - Court Reporter | | 20.21 |
| 01051 - Data Entry Operator I | | 12.11 |
| 01052 - Data Entry Operator II | | 13.55 |
| 01060 - Dispatcher, Motor Vehicle | | 18.37 |
| 01070 - Document Preparation Clerk | | 13.44 |
| 01090 - Duplicating Machine Operator | | 13.44 |
| 01111 - General Clerk I | | 12.06 |
| 01112 - General Clerk II | | 13.27 |
| 01113 - General Clerk III | | 17.46 |
| 01120 - Housing Referral Assistant | | 19.65 |
| 01141 - Messenger Courier | | 12.83 |
| 01191 - Order Clerk I | | 15.00 |
| 01192 - Order Clerk II | | 16.38 |
| 01261 - Personnel Assistant (Employment) I | | 15.94 |
| 01262 - Personnel Assistant (Employment) II | | 18.37 |
| 01263 - Personnel Assistant (Employment) III | | 21.22 |
| 01270 - Production Control Clerk | | 21.22 |
| 01280 - Receptionist | | 15.28 |
| 01290 - Rental Clerk | | 15.94 |
| 01300 - Scheduler, Maintenance | | 15.76 |
| 01311 - Secretary I | | 15.76 |
| 01312 - Secretary II | | 17.63 |
| 01313 - Secretary III | | 19.65 |

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| 01320 - Service Order Dispatcher | 16.34 |
| 01410 - Supply Technician | 21.41 |
| 01420 - Survey Worker | 18.37 |
| 01531 - Travel Clerk I | 12.84 |
| 01532 - Travel Clerk II | 13.64 |
| 01533 - Travel Clerk III | 14.52 |
| 01611 - Word Processor I | 13.44 |
| 01612 - Word Processor II | 15.94 |
| 01613 - Word Processor III | 18.37 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.01 |
| 05010 - Automotive Electrician | 20.97 |
| 05040 - Automotive Glass Installer | 19.97 |
| 05070 - Automotive Worker | 19.97 |
| 05110 - Mobile Equipment Servicer | 17.96 |
| 05130 - Motor Equipment Metal Mechanic | 21.96 |
| 05160 - Motor Equipment Metal Worker | 19.97 |
| 05190 - Motor Vehicle Mechanic | 22.89 |
| 05220 - Motor Vehicle Mechanic Helper | 16.96 |
| 05250 - Motor Vehicle Upholstery Worker | 18.96 |
| 05280 - Motor Vehicle Wrecker | 19.97 |
| 05310 - Painter, Automotive | 20.97 |
| 05340 - Radiator Repair Specialist | 19.97 |
| 05370 - Tire Repairer | 13.64 |
| 05400 - Transmission Repair Specialist | 21.96 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.80 |
| 07041 - Cook I | 9.94 |
| 07042 - Cook II | 11.11 |
| 07070 - Dishwasher | 8.68 |
| 07130 - Food Service Worker | 9.72 |
| 07210 - Meat Cutter | 15.54 |
| 07260 - Waiter/Waitress | 9.06 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.83 |
| 09040 - Furniture Handler | 13.92 |
| 09080 - Furniture Refinisher | 19.83 |
| 09090 - Furniture Refinisher Helper | 16.21 |
| 09110 - Furniture Repairer, Minor | 17.87 |
| 09130 - Upholsterer | 19.83 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.42 |
| 11060 - Elevator Operator | 10.42 |
| 11090 - Gardener | 13.71 |
| 11122 - Housekeeping Aide | 10.45 |
| 11150 - Janitor | 10.45 |
| 11210 - Laborer, Grounds Maintenance | 11.31 |
| 11240 - Maid or Houseman | 9.37 |
| 11260 - Pruner | 9.79 |
| 11270 - Tractor Operator | 12.92 |
| 11330 - Trail Maintenance Worker | 11.31 |
| 11360 - Window Cleaner | 12.61 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.35 |
| 12011 - Breath Alcohol Technician | 18.55 |
| 12012 - Certified Occupational Therapist Assistant | 25.05 |
| 12015 - Certified Physical Therapist Assistant | 20.08 |
| 12020 - Dental Assistant | 15.73 |
| 12025 - Dental Hygienist | 37.02 |
| 12030 - EKG Technician | 22.01 |
| 12035 - Electroneurodiagnostic Technologist | 22.01 |
| 12040 - Emergency Medical Technician | 17.35 |
| 12071 - Licensed Practical Nurse I | 18.85 |

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| 12072 - Licensed Practical Nurse II | 21.09 |
| 12073 - Licensed Practical Nurse III | 23.50 |
| 12100 - Medical Assistant | 14.00 |
| 12130 - Medical Laboratory Technician | 17.06 |
| 12160 - Medical Record Clerk | 14.26 |
| 12190 - Medical Record Technician | 15.95 |
| 12195 - Medical Transcriptionist | 14.13 |
| 12210 - Nuclear Medicine Technologist | 30.44 |
| 12221 - Nursing Assistant I | 9.86 |
| 12222 - Nursing Assistant II | 11.02 |
| 12223 - Nursing Assistant III | 12.09 |
| 12224 - Nursing Assistant IV | 13.58 |
| 12235 - Optical Dispenser | 19.85 |
| 12236 - Optical Technician | 15.18 |
| 12250 - Pharmacy Technician | 13.59 |
| 12280 - Phlebotomist | 13.57 |
| 12305 - Radiologic Technologist | 24.97 |
| 12311 - Registered Nurse I | 23.80 |
| 12312 - Registered Nurse II | 29.10 |
| 12313 - Registered Nurse II, Specialist | 29.10 |
| 12314 - Registered Nurse III | 35.20 |
| 12315 - Registered Nurse III, Anesthetist | 35.21 |
| 12316 - Registered Nurse IV | 42.20 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.00 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.59 |
| 13012 - Exhibits Specialist II | 24.26 |
| 13013 - Exhibits Specialist III | 29.67 |
| 13041 - Illustrator I | 20.45 |
| 13042 - Illustrator II | 25.32 |
| 13043 - Illustrator III | 30.97 |
| 13047 - Librarian | 27.53 |
| 13050 - Library Aide/Clerk | 11.82 |
| 13054 - Library Information Technology Systems Administrator | 24.86 |
| 13058 - Library Technician | 17.11 |
| 13061 - Media Specialist I | 17.94 |
| 13062 - Media Specialist II | 20.07 |
| 13063 - Media Specialist III | 22.38 |
| 13071 - Photographer I | 15.30 |
| 13072 - Photographer II | 17.12 |
| 13073 - Photographer III | 21.21 |
| 13074 - Photographer IV | 25.94 |
| 13075 - Photographer V | 31.38 |
| 13110 - Video Teleconference Technician | 17.64 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.61 |
| 14042 - Computer Operator II | 17.46 |
| 14043 - Computer Operator III | 19.46 |
| 14044 - Computer Operator IV | 21.63 |
| 14045 - Computer Operator V | 23.95 |
| 14071 - Computer Programmer I | (see 1) 24.99 |
| 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 | 15.61 |
| 14160 - Personal Computer Support Technician | 21.63 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.42 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.77 |

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| 15030 - Air Crew Training Devices Instructor (Pilot) | 45.27 |
| 15050 - Computer Based Training Specialist / Instructor | 33.42 |
| 15060 - Educational Technologist | 30.06 |
| 15070 - Flight Instructor (Pilot) | 45.27 |
| 15080 - Graphic Artist | 24.04 |
| 15090 - Technical Instructor | 22.71 |
| 15095 - Technical Instructor/Course Developer | 27.77 |
| 15110 - Test Proctor | 18.33 |
| 15120 - Tutor | 18.32 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.11 |
| 16030 - Counter Attendant | 9.10 |
| 16040 - Dry Cleaner | 11.58 |
| 16070 - Finisher, Flatwork, Machine | 9.11 |
| 16090 - Presser, Hand | 9.11 |
| 16110 - Presser, Machine, Drycleaning | 9.11 |
| 16130 - Presser, Machine, Shirts | 9.11 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.11 |
| 16190 - Sewing Machine Operator | 12.42 |
| 16220 - Tailor | 13.17 |
| 16250 - Washer, Machine | 9.82 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.53 |
| 19040 - Tool And Die Maker | 23.40 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.19 |
| 21030 - Material Coordinator | 21.72 |
| 21040 - Material Expediter | 21.72 |
| 21050 - Material Handling Laborer | 13.82 |
| 21071 - Order Filler | 13.30 |
| 21080 - Production Line Worker (Food Processing) | 16.19 |
| 21110 - Shipping Packer | 15.18 |
| 21130 - Shipping/Receiving Clerk | 15.18 |
| 21140 - Store Worker I | 11.73 |
| 21150 - Stock Clerk | 16.37 |
| 21210 - Tools And Parts Attendant | 16.19 |
| 21410 - Warehouse Specialist | 16.19 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.15 |
| 23021 - Aircraft Mechanic I | 24.99 |
| 23022 - Aircraft Mechanic II | 26.15 |
| 23023 - Aircraft Mechanic III | 27.35 |
| 23040 - Aircraft Mechanic Helper | 19.46 |
| 23050 - Aircraft, Painter | 24.03 |
| 23060 - Aircraft Servicer | 21.46 |
| 23080 - Aircraft Worker | 22.61 |
| 23110 - Appliance Mechanic | 18.89 |
| 23120 - Bicycle Repairer | 15.54 |
| 23125 - Cable Splicer | 24.02 |
| 23130 - Carpenter, Maintenance | 19.52 |
| 23140 - Carpet Layer | 21.54 |
| 23160 - Electrician, Maintenance | 24.34 |
| 23181 - Electronics Technician Maintenance I | 22.39 |
| 23182 - Electronics Technician Maintenance II | 23.85 |
| 23183 - Electronics Technician Maintenance III | 25.03 |
| 23260 - Fabric Worker | 17.87 |
| 23290 - Fire Alarm System Mechanic | 19.82 |
| 23310 - Fire Extinguisher Repairer | 16.34 |
| 23311 - Fuel Distribution System Mechanic | 19.82 |
| 23312 - Fuel Distribution System Operator | 16.08 |
| 23370 - General Maintenance Worker | 18.27 |
| 23380 - Ground Support Equipment Mechanic | 24.99 |
| 23381 - Ground Support Equipment Servicer | 21.46 |

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| 23382 - Ground Support Equipment Worker | 22.61 |
| 23391 - Gunsmith I | 16.34 |
| 23392 - Gunsmith II | 18.65 |
| 23393 - Gunsmith III | 20.79 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.80 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.04 |
| 23430 - Heavy Equipment Mechanic | 20.48 |
| 23440 - Heavy Equipment Operator | 20.19 |
| 23460 - Instrument Mechanic | 25.41 |
| 23465 - Laboratory/Shelter Mechanic | 19.81 |
| 23470 - Laborer | 12.44 |
| 23510 - Locksmith | 22.37 |
| 23530 - Machinery Maintenance Mechanic | 27.28 |
| 23550 - Machinist, Maintenance | 20.48 |
| 23580 - Maintenance Trades Helper | 16.98 |
| 23591 - Metrology Technician I | 25.41 |
| 23592 - Metrology Technician II | 26.58 |
| 23593 - Metrology Technician III | 27.81 |
| 23640 - Millwright | 22.89 |
| 23710 - Office Appliance Repairer | 20.01 |
| 23760 - Painter, Maintenance | 19.52 |
| 23790 - Pipefitter, Maintenance | 21.83 |
| 23810 - Plumber, Maintenance | 19.74 |
| 23820 - Pneudraulic Systems Mechanic | 20.79 |
| 23850 - Rigger | 20.79 |
| 23870 - Scale Mechanic | 18.65 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.48 |
| 23910 - Small Engine Mechanic | 17.94 |
| 23931 - Telecommunications Mechanic I | 23.94 |
| 23932 - Telecommunications Mechanic II | 25.39 |
| 23950 - Telephone Lineman | 24.65 |
| 23960 - Welder, Combination, Maintenance | 19.82 |
| 23965 - Well Driller | 24.78 |
| 23970 - Woodcraft Worker | 20.79 |
| 23980 - Woodworker | 16.34 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.74 |
| 24580 - Child Care Center Clerk | 13.37 |
| 24610 - Chore Aide | 8.10 |
| 24620 - Family Readiness And Support Services Coordinator | 14.31 |
| 24630 - Homemaker | 14.76 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.28 |
| 25040 - Sewage Plant Operator | 19.90 |
| 25070 - Stationary Engineer | 21.28 |
| 25190 - Ventilation Equipment Tender | 16.98 |
| 25210 - Water Treatment Plant Operator | 19.90 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.29 |
| 27007 - Baggage Inspector | 12.22 |
| 27008 - Corrections Officer | 18.21 |
| 27010 - Court Security Officer | 21.30 |
| 27030 - Detection Dog Handler | 13.67 |
| 27040 - Detention Officer | 18.21 |
| 27070 - Firefighter | 22.67 |
| 27101 - Guard I | 12.22 |
| 27102 - Guard II | 13.67 |
| 27131 - Police Officer I | 23.07 |
| 27132 - Police Officer II | 25.67 |
| 28000 - Recreation Occupations | |

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| 28041 - Carnival Equipment Operator | 10.21 |
| 28042 - Carnival Equipment Repairer | 10.86 |
| 28043 - Carnival Equipment Worker | 8.31 |
| 28210 - Gate Attendant/Gate Tender | 13.72 |
| 28310 - Lifeguard | 11.95 |
| 28350 - Park Attendant (Aide) | 15.35 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 17.97 |
| 28630 - Sports Official | 12.22 |
| 28690 - Swimming Pool Operator | 15.22 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.90 |
| 29020 - Hatch Tender | 18.90 |
| 29030 - Line Handler | 18.90 |
| 29041 - Stevedore I | 17.64 |
| 29042 - Stevedore II | 20.08 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 36.49 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 25.17 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.72 |
| 30021 - Archeological Technician I | 17.41 |
| 30022 - Archeological Technician II | 19.48 |
| 30023 - Archeological Technician III | 24.13 |
| 30030 - Cartographic Technician | 24.13 |
| 30040 - Civil Engineering Technician | 24.53 |
| 30061 - Drafter/CAD Operator I | 17.41 |
| 30062 - Drafter/CAD Operator II | 19.48 |
| 30063 - Drafter/CAD Operator III | 21.71 |
| 30064 - Drafter/CAD Operator IV | 26.72 |
| 30081 - Engineering Technician I | 16.82 |
| 30082 - Engineering Technician II | 18.88 |
| 30083 - Engineering Technician III | 21.11 |
| 30084 - Engineering Technician IV | 26.16 |
| 30085 - Engineering Technician V | 32.00 |
| 30086 - Engineering Technician VI | 38.72 |
| 30090 - Environmental Technician | 20.53 |
| 30210 - Laboratory Technician | 23.16 |
| 30240 - Mathematical Technician | 24.14 |
| 30361 - Paralegal/Legal Assistant I | 18.62 |
| 30362 - Paralegal/Legal Assistant II | 24.16 |
| 30363 - Paralegal/Legal Assistant III | 29.54 |
| 30364 - Paralegal/Legal Assistant IV | 35.74 |
| 30390 - Photo-Optics Technician | 24.14 |
| 30461 - Technical Writer I | 25.23 |
| 30462 - Technical Writer II | 30.85 |
| 30463 - Technical Writer III | 34.14 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 23.20 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 28.06 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 33.64 |
| 30494 - Unexploded (UXO) Safety Escort | 23.20 |
| 30495 - Unexploded (UXO) Sweep Personnel | 23.20 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 21.71 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 24.13 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.61 |
| 31030 - Bus Driver | 14.82 |
| 31043 - Driver Courier | 13.21 |
| 31260 - Parking and Lot Attendant | 8.55 |
| 31290 - Shuttle Bus Driver | 13.39 |
| 31310 - Taxi Driver | 10.85 |
| 31361 - Truckdriver, Light | 14.22 |
| 31362 - Truckdriver, Medium | 17.89 |

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| 31363 - Truckdriver, Heavy | 18.44 |
| 31364 - Truckdriver, Tractor-Trailer | 18.44 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.69 |
| 99050 - Desk Clerk | 10.71 |
| 99095 - Embalmer | 27.31 |
| 99251 - Laboratory Animal Caretaker I | 9.89 |
| 99252 - Laboratory Animal Caretaker II | 10.65 |
| 99310 - Mortician | 31.44 |
| 99410 - Pest Controller | 17.91 |
| 99510 - Photofinishing Worker | 13.94 |
| 99710 - Recycling Laborer | 15.35 |
| 99711 - Recycling Specialist | 17.59 |
| 99730 - Refuse Collector | 13.75 |
| 99810 - Sales Clerk | 13.16 |
| 99820 - School Crossing Guard | 13.08 |
| 99830 - Survey Party Chief | 19.56 |
| 99831 - Surveying Aide | 12.80 |
| 99832 - Surveying Technician | 17.53 |
| 99840 - Vending Machine Attendant | 12.86 |
| 99841 - Vending Machine Repairer | 15.27 |
| 99842 - Vending Machine Repairer Helper | 12.86 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2547
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Virginia

Area: Virginia Counties of Alleghany, Amherst, Appomattox, Augusta, Bath, Bedford, Bland, Botetourt, Campbell, Carroll, Craig, Floyd, Franklin, Giles, Halifax, Henry, Highland, Montgomery, Nelson, Patrick, Pittsylvania, Pulaski, Roanoke, Rockbridge, Wythe
The following Independent Cities are included for the Southwest Virginia Area:
Buena Vista, Clifton Forge, Covington, Danville, Lexington, Lynchburg, Martinsville, Radford, Salem, South Boston, Staunton, Waynesboro.

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.94 |
| 01012 - Accounting Clerk II | | 13.41 |
| 01013 - Accounting Clerk III | | 15.00 |
| 01020 - Administrative Assistant | | 17.66 |
| 01040 - Court Reporter | | 15.69 |
| 01051 - Data Entry Operator I | | 10.81 |
| 01052 - Data Entry Operator II | | 12.07 |
| 01060 - Dispatcher, Motor Vehicle | | 15.90 |
| 01070 - Document Preparation Clerk | | 13.62 |
| 01090 - Duplicating Machine Operator | | 13.62 |
| 01111 - General Clerk I | | 10.51 |
| 01112 - General Clerk II | | 11.54 |
| 01113 - General Clerk III | | 12.91 |
| 01120 - Housing Referral Assistant | | 17.50 |
| 01141 - Messenger Courier | | 10.88 |
| 01191 - Order Clerk I | | 11.10 |
| 01192 - Order Clerk II | | 12.11 |
| 01261 - Personnel Assistant (Employment) I | | 13.71 |
| 01262 - Personnel Assistant (Employment) II | | 15.33 |
| 01263 - Personnel Assistant (Employment) III | | 17.10 |
| 01270 - Production Control Clerk | | 19.20 |
| 01280 - Receptionist | | 10.28 |
| 01290 - Rental Clerk | | 11.61 |
| 01300 - Scheduler, Maintenance | | 12.94 |
| 01311 - Secretary I | | 12.94 |
| 01312 - Secretary II | | 15.69 |
| 01313 - Secretary III | | 17.50 |
| 01320 - Service Order Dispatcher | | 14.91 |
| 01410 - Supply Technician | | 17.66 |
| 01420 - Survey Worker | | 13.67 |
| 01531 - Travel Clerk I | | 12.84 |
| 01532 - Travel Clerk II | | 13.64 |
| 01533 - Travel Clerk III | | 14.52 |
| 01611 - Word Processor I | | 12.07 |
| 01612 - Word Processor II | | 13.54 |
| 01613 - Word Processor III | | 15.69 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 17.67 |
| 05010 - Automotive Electrician | | 16.25 |
| 05040 - Automotive Glass Installer | | 15.64 |
| 05070 - Automotive Worker | | 15.64 |
| 05110 - Mobile Equipment Servicer | | 14.32 |
| 05130 - Motor Equipment Metal Mechanic | | 16.87 |
| 05160 - Motor Equipment Metal Worker | | 15.64 |
| 05190 - Motor Vehicle Mechanic | | 16.31 |
| 05220 - Motor Vehicle Mechanic Helper | | 13.42 |
| 05250 - Motor Vehicle Upholstery Worker | | 14.98 |
| 05280 - Motor Vehicle Wrecker | | 15.64 |
| 05310 - Painter, Automotive | | 16.25 |
| 05340 - Radiator Repair Specialist | | 15.64 |
| 05370 - Tire Repairer | | 12.58 |
| 05400 - Transmission Repair Specialist | | 16.87 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 10.82 |
| 07041 - Cook I | | 10.45 |
| 07042 - Cook II | | 11.41 |
| 07070 - Dishwasher | | 7.59 |
| 07130 - Food Service Worker | | 8.69 |
| 07210 - Meat Cutter | | 13.56 |

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| 07260 - Waiter/Waitress | 8.18 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.25 |
| 09040 - Furniture Handler | 10.49 |
| 09080 - Furniture Refinisher | 16.50 |
| 09090 - Furniture Refinisher Helper | 12.20 |
| 09110 - Furniture Repairer, Minor | 14.55 |
| 09130 - Upholsterer | 16.50 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.13 |
| 11060 - Elevator Operator | 9.18 |
| 11090 - Gardener | 11.51 |
| 11122 - Housekeeping Aide | 9.18 |
| 11150 - Janitor | 9.18 |
| 11210 - Laborer, Grounds Maintenance | 9.71 |
| 11240 - Maid or Houseman | 8.22 |
| 11260 - Pruner | 9.18 |
| 11270 - Tractor Operator | 12.44 |
| 11330 - Trail Maintenance Worker | 9.71 |
| 11360 - Window Cleaner | 10.25 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.48 |
| 12011 - Breath Alcohol Technician | 16.11 |
| 12012 - Certified Occupational Therapist Assistant | 26.66 |
| 12015 - Certified Physical Therapist Assistant | 25.52 |
| 12020 - Dental Assistant | 13.92 |
| 12025 - Dental Hygienist | 32.95 |
| 12030 - EKG Technician | 25.45 |
| 12035 - Electroneurodiagnostic Technologist | 25.45 |
| 12040 - Emergency Medical Technician | 14.48 |
| 12071 - Licensed Practical Nurse I | 14.40 |
| 12072 - Licensed Practical Nurse II | 16.11 |
| 12073 - Licensed Practical Nurse III | 17.97 |
| 12100 - Medical Assistant | 11.82 |
| 12130 - Medical Laboratory Technician | 17.27 |
| 12160 - Medical Record Clerk | 12.78 |
| 12190 - Medical Record Technician | 14.66 |
| 12195 - Medical Transcriptionist | 13.38 |
| 12210 - Nuclear Medicine Technologist | 35.41 |
| 12221 - Nursing Assistant I | 9.67 |
| 12222 - Nursing Assistant II | 10.87 |
| 12223 - Nursing Assistant III | 11.86 |
| 12224 - Nursing Assistant IV | 13.31 |
| 12235 - Optical Dispenser | 16.75 |
| 12236 - Optical Technician | 14.40 |
| 12250 - Pharmacy Technician | 12.20 |
| 12280 - Phlebotomist | 14.84 |
| 12305 - Radiologic Technologist | 24.79 |
| 12311 - Registered Nurse I | 20.23 |
| 12312 - Registered Nurse II | 24.74 |
| 12313 - Registered Nurse II, Specialist | 24.74 |
| 12314 - Registered Nurse III | 29.93 |
| 12315 - Registered Nurse III, Anesthetist | 29.93 |
| 12316 - Registered Nurse IV | 35.87 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.97 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.94 |
| 13012 - Exhibits Specialist II | 21.87 |
| 13013 - Exhibits Specialist III | 25.95 |
| 13041 - Illustrator I | 17.57 |
| 13042 - Illustrator II | 21.87 |
| 13043 - Illustrator III | 26.63 |
| 13047 - Librarian | 24.10 |

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| 13050 - Library Aide/Clerk | 10.99 |
| 13054 - Library Information Technology Systems Administrator | 21.77 |
| 13058 - Library Technician | 12.35 |
| 13061 - Media Specialist I | 15.70 |
| 13062 - Media Specialist II | 17.57 |
| 13063 - Media Specialist III | 19.59 |
| 13071 - Photographer I | 14.83 |
| 13072 - Photographer II | 16.59 |
| 13073 - Photographer III | 21.77 |
| 13074 - Photographer IV | 26.63 |
| 13075 - Photographer V | 32.22 |
| 13110 - Video Teleconference Technician | 15.79 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.72 |
| 14042 - Computer Operator II | 16.45 |
| 14043 - Computer Operator III | 18.60 |
| 14044 - Computer Operator IV | 20.69 |
| 14045 - Computer Operator V | 22.89 |
| 14071 - Computer Programmer I | 20.42 |
| 14072 - Computer Programmer II | 22.36 |
| 14073 - Computer Programmer III | 25.68 |
| 14074 - Computer Programmer IV | 22.36 |
| 14101 - Computer Systems Analyst I | 25.80 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.72 |
| 14160 - Personal Computer Support Technician | 20.69 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.80 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.22 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 34.34 |
| 15050 - Computer Based Training Specialist / Instructor | 25.80 |
| 15060 - Educational Technologist | 22.94 |
| 15070 - Flight Instructor (Pilot) | 34.34 |
| 15080 - Graphic Artist | 19.83 |
| 15090 - Technical Instructor | 19.60 |
| 15095 - Technical Instructor/Course Developer | 23.98 |
| 15110 - Test Proctor | 15.83 |
| 15120 - Tutor | 15.83 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.11 |
| 16030 - Counter Attendant | 9.11 |
| 16040 - Dry Cleaner | 11.58 |
| 16070 - Finisher, Flatwork, Machine | 9.11 |
| 16090 - Presser, Hand | 9.11 |
| 16110 - Presser, Machine, Drycleaning | 9.11 |
| 16130 - Presser, Machine, Shirts | 9.11 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.11 |
| 16190 - Sewing Machine Operator | 12.42 |
| 16220 - Tailor | 13.17 |
| 16250 - Washer, Machine | 9.82 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.33 |
| 19040 - Tool And Die Maker | 23.30 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.04 |
| 21030 - Material Coordinator | 19.71 |
| 21040 - Material Expediter | 19.71 |
| 21050 - Material Handling Laborer | 11.01 |
| 21071 - Order Filler | 10.04 |
| 21080 - Production Line Worker (Food Processing) | 14.04 |
| 21110 - Shipping Packer | 12.00 |

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| 21130 - Shipping/Receiving Clerk | 12.00 |
| 21140 - Store Worker I | 11.73 |
| 21150 - Stock Clerk | 16.37 |
| 21210 - Tools And Parts Attendant | 14.04 |
| 21410 - Warehouse Specialist | 14.04 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 18.18 |
| 23021 - Aircraft Mechanic I | 17.38 |
| 23022 - Aircraft Mechanic II | 18.18 |
| 23023 - Aircraft Mechanic III | 19.02 |
| 23040 - Aircraft Mechanic Helper | 12.94 |
| 23050 - Aircraft, Painter | 16.56 |
| 23060 - Aircraft Servicer | 14.84 |
| 23080 - Aircraft Worker | 15.74 |
| 23110 - Appliance Mechanic | 18.41 |
| 23120 - Bicycle Repairer | 12.58 |
| 23125 - Cable Splicer | 23.47 |
| 23130 - Carpenter, Maintenance | 17.88 |
| 23140 - Carpet Layer | 15.21 |
| 23160 - Electrician, Maintenance | 17.75 |
| 23181 - Electronics Technician Maintenance I | 19.73 |
| 23182 - Electronics Technician Maintenance II | 20.96 |
| 23183 - Electronics Technician Maintenance III | 21.99 |
| 23260 - Fabric Worker | 14.61 |
| 23290 - Fire Alarm System Mechanic | 17.56 |
| 23310 - Fire Extinguisher Repairer | 15.08 |
| 23311 - Fuel Distribution System Mechanic | 17.56 |
| 23312 - Fuel Distribution System Operator | 14.08 |
| 23370 - General Maintenance Worker | 16.36 |
| 23380 - Ground Support Equipment Mechanic | 17.38 |
| 23381 - Ground Support Equipment Servicer | 14.84 |
| 23382 - Ground Support Equipment Worker | 15.74 |
| 23391 - Gunsmith I | 15.08 |
| 23392 - Gunsmith II | 15.59 |
| 23393 - Gunsmith III | 17.38 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.41 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 16.84 |
| 23430 - Heavy Equipment Mechanic | 17.91 |
| 23440 - Heavy Equipment Operator | 14.71 |
| 23460 - Instrument Mechanic | 17.38 |
| 23465 - Laboratory/Shelter Mechanic | 16.56 |
| 23470 - Laborer | 11.01 |
| 23510 - Locksmith | 16.56 |
| 23530 - Machinery Maintenance Mechanic | 22.63 |
| 23550 - Machinist, Maintenance | 19.03 |
| 23580 - Maintenance Trades Helper | 12.54 |
| 23591 - Metrology Technician I | 17.38 |
| 23592 - Metrology Technician II | 18.18 |
| 23593 - Metrology Technician III | 19.02 |
| 23640 - Millwright | 20.20 |
| 23710 - Office Appliance Repairer | 16.56 |
| 23760 - Painter, Maintenance | 16.25 |
| 23790 - Pipefitter, Maintenance | 16.65 |
| 23810 - Plumber, Maintenance | 15.91 |
| 23820 - Pneudraulic Systems Mechanic | 17.38 |
| 23850 - Rigger | 17.38 |
| 23870 - Scale Mechanic | 15.59 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.87 |
| 23910 - Small Engine Mechanic | 15.59 |
| 23931 - Telecommunications Mechanic I | 24.65 |
| 23932 - Telecommunications Mechanic II | 25.80 |

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| 23950 - Telephone Lineman | 23.76 |
| 23960 - Welder, Combination, Maintenance | 16.80 |
| 23965 - Well Driller | 17.38 |
| 23970 - Woodcraft Worker | 17.38 |
| 23980 - Woodworker | 13.66 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.10 |
| 24580 - Child Care Center Clerk | 10.89 |
| 24610 - Chore Aide | 8.49 |
| 24620 - Family Readiness And Support Services Coordinator | 13.20 |
| 24630 - Homemaker | 13.99 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.66 |
| 25040 - Sewage Plant Operator | 19.67 |
| 25070 - Stationary Engineer | 25.66 |
| 25190 - Ventilation Equipment Tender | 18.63 |
| 25210 - Water Treatment Plant Operator | 19.34 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.68 |
| 27007 - Baggage Inspector | 10.54 |
| 27008 - Corrections Officer | 15.60 |
| 27010 - Court Security Officer | 17.00 |
| 27030 - Detection Dog Handler | 11.78 |
| 27040 - Detention Officer | 15.60 |
| 27070 - Firefighter | 17.00 |
| 27101 - Guard I | 10.54 |
| 27102 - Guard II | 11.78 |
| 27131 - Police Officer I | 18.52 |
| 27132 - Police Officer II | 20.57 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.91 |
| 28042 - Carnival Equipment Repairer | 10.57 |
| 28043 - Carnival Equipment Worker | 7.88 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.72 |
| 28515 - Recreation Specialist | 16.35 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 17.40 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.99 |
| 29020 - Hatch Tender | 18.99 |
| 29030 - Line Handler | 18.99 |
| 29041 - Stevedore I | 18.11 |
| 29042 - Stevedore II | 19.56 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.63 |
| 30022 - Archeological Technician II | 17.59 |
| 30023 - Archeological Technician III | 21.73 |
| 30030 - Cartographic Technician | 21.73 |
| 30040 - Civil Engineering Technician | 22.07 |
| 30061 - Drafter/CAD Operator I | 14.65 |
| 30062 - Drafter/CAD Operator II | 16.39 |
| 30063 - Drafter/CAD Operator III | 18.15 |
| 30064 - Drafter/CAD Operator IV | 22.93 |
| 30081 - Engineering Technician I | 12.86 |
| 30082 - Engineering Technician II | 14.44 |
| 30083 - Engineering Technician III | 16.56 |

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| 30084 - Engineering Technician IV | 20.00 |
| 30085 - Engineering Technician V | 24.48 |
| 30086 - Engineering Technician VI | 29.61 |
| 30090 - Environmental Technician | 20.10 |
| 30210 - Laboratory Technician | 21.13 |
| 30240 - Mathematical Technician | 20.70 |
| 30361 - Paralegal/Legal Assistant I | 16.06 |
| 30362 - Paralegal/Legal Assistant II | 19.50 |
| 30363 - Paralegal/Legal Assistant III | 23.83 |
| 30364 - Paralegal/Legal Assistant IV | 28.84 |
| 30390 - Photo-Optics Technician | 20.65 |
| 30461 - Technical Writer I | 19.58 |
| 30462 - Technical Writer II | 23.95 |
| 30463 - Technical Writer III | 28.97 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 18.15 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 20.08 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.41 |
| 31030 - Bus Driver | 13.05 |
| 31043 - Driver Courier | 12.62 |
| 31260 - Parking and Lot Attendant | 9.27 |
| 31290 - Shuttle Bus Driver | 13.12 |
| 31310 - Taxi Driver | 12.50 |
| 31361 - Truckdriver, Light | 13.12 |
| 31362 - Truckdriver, Medium | 13.73 |
| 31363 - Truckdriver, Heavy | 15.11 |
| 31364 - Truckdriver, Tractor-Trailer | 15.11 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.78 |
| 99050 - Desk Clerk | 10.14 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 10.04 |
| 99252 - Laboratory Animal Caretaker II | 10.81 |
| 99310 - Mortician | 26.70 |
| 99410 - Pest Controller | 15.47 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.73 |
| 99711 - Recycling Specialist | 15.46 |
| 99730 - Refuse Collector | 12.24 |
| 99810 - Sales Clerk | 11.03 |
| 99820 - School Crossing Guard | 12.72 |
| 99830 - Survey Party Chief | 20.14 |
| 99831 - Surveying Aide | 12.19 |
| 99832 - Surveying Technician | 16.70 |
| 99840 - Vending Machine Attendant | 14.52 |
| 99841 - Vending Machine Repairer | 16.93 |
| 99842 - Vending Machine Repairer Helper | 14.52 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be

conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2548
Revision No.: 16
Date of Last Revision: 07/25/2014

State: Virginia

Area: Virginia Counties of Alleghany, Amherst, Appomattox, Augusta, Bath, Bedford, Bland, Botetourt, Campbell, Carroll, Craig, Floyd, Franklin, Giles, Halifax, Henry, Highland, Montgomery, Nelson, Patrick, Pittsylvania, Pulaski, Roanoke, Rockbridge, Wythe
The following Independent Cities are included for the Southwest Virginia Area: Buena Vista, Clifton Forge, Covington, Danville, Lexington, Lynchburg, Martinsville, Radford, Salem, South Boston, Staunton, Waynesboro.

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.94 |
| 01012 - Accounting Clerk II | | 13.41 |
| 01013 - Accounting Clerk III | | 15.00 |
| 01020 - Administrative Assistant | | 17.66 |
| 01040 - Court Reporter | | 15.69 |
| 01051 - Data Entry Operator I | | 10.81 |
| 01052 - Data Entry Operator II | | 12.07 |
| 01060 - Dispatcher, Motor Vehicle | | 15.90 |
| 01070 - Document Preparation Clerk | | 13.62 |
| 01090 - Duplicating Machine Operator | | 13.62 |
| 01111 - General Clerk I | | 10.51 |
| 01112 - General Clerk II | | 11.54 |
| 01113 - General Clerk III | | 12.91 |
| 01120 - Housing Referral Assistant | | 17.50 |
| 01141 - Messenger Courier | | 10.88 |
| 01191 - Order Clerk I | | 11.10 |
| 01192 - Order Clerk II | | 12.11 |
| 01261 - Personnel Assistant (Employment) I | | 13.71 |
| 01262 - Personnel Assistant (Employment) II | | 15.33 |
| 01263 - Personnel Assistant (Employment) III | | 17.10 |
| 01270 - Production Control Clerk | | 19.20 |
| 01280 - Receptionist | | 10.28 |
| 01290 - Rental Clerk | | 11.61 |
| 01300 - Scheduler, Maintenance | | 12.94 |
| 01311 - Secretary I | | 12.94 |
| 01312 - Secretary II | | 15.69 |
| 01313 - Secretary III | | 17.50 |
| 01320 - Service Order Dispatcher | | 14.91 |
| 01410 - Supply Technician | | 17.66 |
| 01420 - Survey Worker | | 13.67 |
| 01531 - Travel Clerk I | | 12.84 |
| 01532 - Travel Clerk II | | 13.64 |

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| 01533 - Travel Clerk III | 14.52 |
| 01611 - Word Processor I | 12.07 |
| 01612 - Word Processor II | 13.54 |
| 01613 - Word Processor III | 15.69 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 17.67 |
| 05010 - Automotive Electrician | 16.25 |
| 05040 - Automotive Glass Installer | 15.64 |
| 05070 - Automotive Worker | 15.64 |
| 05110 - Mobile Equipment Servicer | 14.32 |
| 05130 - Motor Equipment Metal Mechanic | 16.87 |
| 05160 - Motor Equipment Metal Worker | 15.64 |
| 05190 - Motor Vehicle Mechanic | 16.31 |
| 05220 - Motor Vehicle Mechanic Helper | 13.42 |
| 05250 - Motor Vehicle Upholstery Worker | 14.98 |
| 05280 - Motor Vehicle Wrecker | 15.64 |
| 05310 - Painter, Automotive | 16.25 |
| 05340 - Radiator Repair Specialist | 15.64 |
| 05370 - Tire Repairer | 12.58 |
| 05400 - Transmission Repair Specialist | 16.87 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.82 |
| 07041 - Cook I | 10.45 |
| 07042 - Cook II | 11.41 |
| 07070 - Dishwasher | 7.59 |
| 07130 - Food Service Worker | 8.69 |
| 07210 - Meat Cutter | 13.56 |
| 07260 - Waiter/Waitress | 8.18 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.25 |
| 09040 - Furniture Handler | 10.49 |
| 09080 - Furniture Refinisher | 16.50 |
| 09090 - Furniture Refinisher Helper | 12.20 |
| 09110 - Furniture Repairer, Minor | 14.55 |
| 09130 - Upholsterer | 16.50 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.13 |
| 11060 - Elevator Operator | 9.18 |
| 11090 - Gardener | 11.51 |
| 11122 - Housekeeping Aide | 9.18 |
| 11150 - Janitor | 9.18 |
| 11210 - Laborer, Grounds Maintenance | 9.71 |
| 11240 - Maid or Houseman | 8.22 |
| 11260 - Pruner | 9.18 |
| 11270 - Tractor Operator | 12.44 |
| 11330 - Trail Maintenance Worker | 9.71 |
| 11360 - Window Cleaner | 10.25 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.48 |
| 12011 - Breath Alcohol Technician | 16.11 |
| 12012 - Certified Occupational Therapist Assistant | 26.66 |
| 12015 - Certified Physical Therapist Assistant | 25.52 |
| 12020 - Dental Assistant | 13.92 |
| 12025 - Dental Hygienist | 32.95 |
| 12030 - EKG Technician | 25.45 |
| 12035 - Electroneurodiagnostic Technologist | 25.45 |
| 12040 - Emergency Medical Technician | 14.48 |
| 12071 - Licensed Practical Nurse I | 14.40 |
| 12072 - Licensed Practical Nurse II | 16.11 |
| 12073 - Licensed Practical Nurse III | 17.97 |
| 12100 - Medical Assistant | 11.82 |
| 12130 - Medical Laboratory Technician | 17.27 |
| 12160 - Medical Record Clerk | 12.78 |

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| 12190 - Medical Record Technician | 14.66 |
| 12195 - Medical Transcriptionist | 13.38 |
| 12210 - Nuclear Medicine Technologist | 35.41 |
| 12221 - Nursing Assistant I | 9.67 |
| 12222 - Nursing Assistant II | 10.87 |
| 12223 - Nursing Assistant III | 11.86 |
| 12224 - Nursing Assistant IV | 13.31 |
| 12235 - Optical Dispenser | 16.75 |
| 12236 - Optical Technician | 14.40 |
| 12250 - Pharmacy Technician | 12.20 |
| 12280 - Phlebotomist | 14.84 |
| 12305 - Radiologic Technologist | 24.79 |
| 12311 - Registered Nurse I | 20.23 |
| 12312 - Registered Nurse II | 24.74 |
| 12313 - Registered Nurse II, Specialist | 24.74 |
| 12314 - Registered Nurse III | 29.93 |
| 12315 - Registered Nurse III, Anesthetist | 29.93 |
| 12316 - Registered Nurse IV | 35.87 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.97 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.94 |
| 13012 - Exhibits Specialist II | 21.87 |
| 13013 - Exhibits Specialist III | 25.95 |
| 13041 - Illustrator I | 17.57 |
| 13042 - Illustrator II | 21.87 |
| 13043 - Illustrator III | 26.63 |
| 13047 - Librarian | 24.10 |
| 13050 - Library Aide/Clerk | 10.99 |
| 13054 - Library Information Technology Systems Administrator | 21.77 |
| 13058 - Library Technician | 12.35 |
| 13061 - Media Specialist I | 15.70 |
| 13062 - Media Specialist II | 17.57 |
| 13063 - Media Specialist III | 19.59 |
| 13071 - Photographer I | 14.83 |
| 13072 - Photographer II | 16.59 |
| 13073 - Photographer III | 21.77 |
| 13074 - Photographer IV | 26.63 |
| 13075 - Photographer V | 32.22 |
| 13110 - Video Teleconference Technician | 15.79 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.72 |
| 14042 - Computer Operator II | 16.45 |
| 14043 - Computer Operator III | 18.60 |
| 14044 - Computer Operator IV | 20.69 |
| 14045 - Computer Operator V | 22.89 |
| 14071 - Computer Programmer I | 20.42 |
| 14072 - Computer Programmer II | 22.36 |
| 14073 - Computer Programmer III | 25.68 |
| 14074 - Computer Programmer IV | 22.36 |
| 14101 - Computer Systems Analyst I | 25.80 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.72 |
| 14160 - Personal Computer Support Technician | 20.69 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.80 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.22 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 34.34 |
| 15050 - Computer Based Training Specialist / Instructor | 25.80 |
| 15060 - Educational Technologist | 22.94 |
| 15070 - Flight Instructor (Pilot) | 34.34 |
| 15080 - Graphic Artist | 19.83 |

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| 15090 - Technical Instructor | 19.60 |
| 15095 - Technical Instructor/Course Developer | 23.98 |
| 15110 - Test Proctor | 15.83 |
| 15120 - Tutor | 15.83 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.11 |
| 16030 - Counter Attendant | 9.11 |
| 16040 - Dry Cleaner | 11.58 |
| 16070 - Finisher, Flatwork, Machine | 9.11 |
| 16090 - Presser, Hand | 9.11 |
| 16110 - Presser, Machine, Drycleaning | 9.11 |
| 16130 - Presser, Machine, Shirts | 9.11 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.11 |
| 16190 - Sewing Machine Operator | 12.42 |
| 16220 - Tailor | 13.17 |
| 16250 - Washer, Machine | 9.82 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.33 |
| 19040 - Tool And Die Maker | 23.30 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.04 |
| 21030 - Material Coordinator | 19.71 |
| 21040 - Material Expediter | 19.71 |
| 21050 - Material Handling Laborer | 11.01 |
| 21071 - Order Filler | 10.04 |
| 21080 - Production Line Worker (Food Processing) | 14.04 |
| 21110 - Shipping Packer | 12.00 |
| 21130 - Shipping/Receiving Clerk | 12.00 |
| 21140 - Store Worker I | 11.73 |
| 21150 - Stock Clerk | 16.37 |
| 21210 - Tools And Parts Attendant | 14.04 |
| 21410 - Warehouse Specialist | 14.04 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 18.18 |
| 23021 - Aircraft Mechanic I | 17.38 |
| 23022 - Aircraft Mechanic II | 18.18 |
| 23023 - Aircraft Mechanic III | 19.02 |
| 23040 - Aircraft Mechanic Helper | 12.94 |
| 23050 - Aircraft, Painter | 16.56 |
| 23060 - Aircraft Servicer | 14.84 |
| 23080 - Aircraft Worker | 15.74 |
| 23110 - Appliance Mechanic | 18.41 |
| 23120 - Bicycle Repairer | 12.58 |
| 23125 - Cable Splicer | 23.47 |
| 23130 - Carpenter, Maintenance | 17.88 |
| 23140 - Carpet Layer | 15.21 |
| 23160 - Electrician, Maintenance | 17.75 |
| 23181 - Electronics Technician Maintenance I | 19.73 |
| 23182 - Electronics Technician Maintenance II | 20.96 |
| 23183 - Electronics Technician Maintenance III | 21.99 |
| 23260 - Fabric Worker | 14.61 |
| 23290 - Fire Alarm System Mechanic | 17.56 |
| 23310 - Fire Extinguisher Repairer | 15.08 |
| 23311 - Fuel Distribution System Mechanic | 17.56 |
| 23312 - Fuel Distribution System Operator | 14.08 |
| 23370 - General Maintenance Worker | 16.36 |
| 23380 - Ground Support Equipment Mechanic | 17.38 |
| 23381 - Ground Support Equipment Servicer | 14.84 |
| 23382 - Ground Support Equipment Worker | 15.74 |
| 23391 - Gunsmith I | 15.08 |
| 23392 - Gunsmith II | 15.59 |
| 23393 - Gunsmith III | 17.38 |
| 23410 - Heating, Ventilation And Air-Conditioning | 16.41 |

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| Mechanic | |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 16.84 |
| 23430 - Heavy Equipment Mechanic | 17.91 |
| 23440 - Heavy Equipment Operator | 14.71 |
| 23460 - Instrument Mechanic | 17.38 |
| 23465 - Laboratory/Shelter Mechanic | 16.56 |
| 23470 - Laborer | 11.01 |
| 23510 - Locksmith | 16.56 |
| 23530 - Machinery Maintenance Mechanic | 22.63 |
| 23550 - Machinist, Maintenance | 19.03 |
| 23580 - Maintenance Trades Helper | 12.54 |
| 23591 - Metrology Technician I | 17.38 |
| 23592 - Metrology Technician II | 18.18 |
| 23593 - Metrology Technician III | 19.02 |
| 23640 - Millwright | 20.20 |
| 23710 - Office Appliance Repairer | 16.56 |
| 23760 - Painter, Maintenance | 16.25 |
| 23790 - Pipefitter, Maintenance | 16.65 |
| 23810 - Plumber, Maintenance | 15.91 |
| 23820 - Pneudraulic Systems Mechanic | 17.38 |
| 23850 - Rigger | 17.38 |
| 23870 - Scale Mechanic | 15.59 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.87 |
| 23910 - Small Engine Mechanic | 15.59 |
| 23931 - Telecommunications Mechanic I | 24.65 |
| 23932 - Telecommunications Mechanic II | 25.80 |
| 23950 - Telephone Lineman | 23.76 |
| 23960 - welder, Combination, Maintenance | 16.80 |
| 23965 - well Driller | 17.38 |
| 23970 - Woodcraft Worker | 17.38 |
| 23980 - Woodworker | 13.66 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.10 |
| 24580 - Child Care Center Clerk | 10.89 |
| 24610 - Chore Aide | 8.49 |
| 24620 - Family Readiness And Support Services Coordinator | 13.20 |
| 24630 - Homemaker | 13.99 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.66 |
| 25040 - Sewage Plant Operator | 19.67 |
| 25070 - Stationary Engineer | 25.66 |
| 25190 - Ventilation Equipment Tender | 18.63 |
| 25210 - Water Treatment Plant Operator | 19.34 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.68 |
| 27007 - Baggage Inspector | 10.54 |
| 27008 - Corrections Officer | 15.60 |
| 27010 - Court Security Officer | 17.00 |
| 27030 - Detection Dog Handler | 11.78 |
| 27040 - Detention Officer | 15.60 |
| 27070 - Firefighter | 17.00 |
| 27101 - Guard I | 10.54 |
| 27102 - Guard II | 11.78 |
| 27131 - Police Officer I | 18.52 |
| 27132 - Police Officer II | 20.57 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.91 |
| 28042 - Carnival Equipment Repairer | 10.57 |
| 28043 - Carnival Equipment Worker | 7.88 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.01 |

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| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.72 |
| 28515 - Recreation Specialist | 16.35 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 17.40 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.99 |
| 29020 - Hatch Tender | 18.99 |
| 29030 - Line Handler | 18.99 |
| 29041 - Stevedore I | 18.11 |
| 29042 - Stevedore II | 19.56 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.63 |
| 30022 - Archeological Technician II | 17.59 |
| 30023 - Archeological Technician III | 21.73 |
| 30030 - Cartographic Technician | 21.73 |
| 30040 - Civil Engineering Technician | 22.07 |
| 30061 - Drafter/CAD Operator I | 14.65 |
| 30062 - Drafter/CAD Operator II | 16.39 |
| 30063 - Drafter/CAD Operator III | 18.15 |
| 30064 - Drafter/CAD Operator IV | 22.93 |
| 30081 - Engineering Technician I | 12.86 |
| 30082 - Engineering Technician II | 14.44 |
| 30083 - Engineering Technician III | 16.56 |
| 30084 - Engineering Technician IV | 20.00 |
| 30085 - Engineering Technician V | 24.48 |
| 30086 - Engineering Technician VI | 29.61 |
| 30090 - Environmental Technician | 20.10 |
| 30210 - Laboratory Technician | 21.13 |
| 30240 - Mathematical Technician | 20.70 |
| 30361 - Paralegal/Legal Assistant I | 16.06 |
| 30362 - Paralegal/Legal Assistant II | 19.50 |
| 30363 - Paralegal/Legal Assistant III | 23.83 |
| 30364 - Paralegal/Legal Assistant IV | 28.84 |
| 30390 - Photo-Optics Technician | 20.65 |
| 30461 - Technical Writer I | 19.58 |
| 30462 - Technical Writer II | 23.95 |
| 30463 - Technical Writer III | 28.97 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 18.15 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 20.08 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.41 |
| 31030 - Bus Driver | 13.05 |
| 31043 - Driver Courier | 12.62 |
| 31260 - Parking and Lot Attendant | 9.27 |
| 31290 - Shuttle Bus Driver | 13.12 |
| 31310 - Taxi Driver | 12.50 |
| 31361 - Truckdriver, Light | 13.12 |
| 31362 - Truckdriver, Medium | 13.73 |
| 31363 - Truckdriver, Heavy | 15.11 |
| 31364 - Truckdriver, Tractor-Trailer | 15.11 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.78 |
| 99050 - Desk Clerk | 10.14 |

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|---|-------|
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 10.04 |
| 99252 - Laboratory Animal Caretaker II | 10.81 |
| 99310 - Mortician | 26.70 |
| 99410 - Pest Controller | 15.47 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.73 |
| 99711 - Recycling Specialist | 15.46 |
| 99730 - Refuse Collector | 12.24 |
| 99810 - Sales Clerk | 11.03 |
| 99820 - School Crossing Guard | 12.72 |
| 99830 - Survey Party Chief | 20.14 |
| 99831 - Surveying Aide | 12.19 |
| 99832 - Surveying Technician | 16.70 |
| 99840 - Vending Machine Attendant | 14.52 |
| 99841 - Vending Machine Repairer | 16.93 |
| 99842 - Vending Machine Repairer Helper | 14.52 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2553
Revision No.: 13
Date Of Last Revision: 07/25/2014

State: Virgin Islands

Area: Virgin Islands Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.98 |
| 01012 - Accounting Clerk II | | 13.46 |
| 01013 - Accounting Clerk III | | 15.08 |
| 01020 - Administrative Assistant | | 16.97 |
| 01040 - Court Reporter | | 15.46 |
| 01051 - Data Entry Operator I | | 10.70 |
| 01052 - Data Entry Operator II | | 11.66 |
| 01060 - Dispatcher, Motor Vehicle | | 14.10 |
| 01070 - Document Preparation Clerk | | 12.28 |
| 01090 - Duplicating Machine Operator | | 12.28 |
| 01111 - General Clerk I | | 10.87 |
| 01112 - General Clerk II | | 11.86 |

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| 01113 | - General Clerk III | 13.31 |
| 01120 | - Housing Referral Assistant | 17.25 |
| 01141 | - Messenger Courier | 10.52 |
| 01191 | - Order Clerk I | 11.32 |
| 01192 | - Order Clerk II | 12.28 |
| 01261 | - Personnel Assistant (Employment) I | 14.17 |
| 01262 | - Personnel Assistant (Employment) II | 15.92 |
| 01263 | - Personnel Assistant (Employment) III | 17.83 |
| 01270 | - Production Control Clerk | 18.52 |
| 01280 | - Receptionist | 11.30 |
| 01290 | - Rental Clerk | 9.80 |
| 01300 | - Scheduler, Maintenance | 13.80 |
| 01311 | - Secretary I | 13.80 |
| 01312 | - Secretary II | 15.46 |
| 01313 | - Secretary III | 17.25 |
| 01320 | - Service Order Dispatcher | 13.01 |
| 01410 | - Supply Technician | 16.97 |
| 01420 | - Survey Worker | 14.83 |
| 01531 | - Travel Clerk I | 11.37 |
| 01532 | - Travel Clerk II | 12.51 |
| 01533 | - Travel Clerk III | 13.79 |
| 01611 | - Word Processor I | 10.45 |
| 01612 | - Word Processor II | 11.70 |
| 01613 | - Word Processor III | 13.17 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 14.80 |
| 05010 | - Automotive Electrician | 13.41 |
| 05040 | - Automotive Glass Installer | 12.55 |
| 05070 | - Automotive Worker | 12.55 |
| 05110 | - Mobile Equipment Servicer | 10.56 |
| 05130 | - Motor Equipment Metal Mechanic | 13.73 |
| 05160 | - Motor Equipment Metal Worker | 11.84 |
| 05190 | - Motor Vehicle Mechanic | 15.79 |
| 05220 | - Motor Vehicle Mechanic Helper | 10.69 |
| 05250 | - Motor Vehicle Upholstery Worker | 11.95 |
| 05280 | - Motor Vehicle Wrecker | 12.55 |
| 05310 | - Painter, Automotive | 13.14 |
| 05340 | - Radiator Repair Specialist | 12.55 |
| 05370 | - Tire Repairer | 8.13 |
| 05400 | - Transmission Repair Specialist | 13.73 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 11.74 |
| 07041 | - Cook I | 10.65 |
| 07042 | - Cook II | 11.82 |
| 07070 | - Dishwasher | 8.61 |
| 07130 | - Food Service Worker | 8.68 |
| 07210 | - Meat Cutter | 12.79 |
| 07260 | - Waiter/Waitress | 7.86 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 13.43 |
| 09040 | - Furniture Handler | 8.90 |
| 09080 | - Furniture Refinisher | 12.21 |
| 09090 | - Furniture Refinisher Helper | 10.00 |
| 09110 | - Furniture Repairer, Minor | 11.10 |
| 09130 | - Upholsterer | 13.43 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 8.90 |
| 11060 | - Elevator Operator | 8.90 |
| 11090 | - Gardener | 12.53 |
| 11122 | - Housekeeping Aide | 9.24 |
| 11150 | - Janitor | 9.24 |
| 11210 | - Laborer, Grounds Maintenance | 10.63 |
| 11240 | - Maid or Houseman | 9.19 |

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| 11260 - Pruner | 9.60 |
| 11270 - Tractor Operator | 11.50 |
| 11330 - Trail Maintenance Worker | 10.63 |
| 11360 - Window Cleaner | 10.26 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.50 |
| 12011 - Breath Alcohol Technician | 14.83 |
| 12012 - Certified Occupational Therapist Assistant | 20.27 |
| 12015 - Certified Physical Therapist Assistant | 20.27 |
| 12020 - Dental Assistant | 13.49 |
| 12025 - Dental Hygienist | 31.00 |
| 12030 - EKG Technician | 22.41 |
| 12035 - Electroneurodiagnostic Technologist | 22.41 |
| 12040 - Emergency Medical Technician | 17.50 |
| 12071 - Licensed Practical Nurse I | 13.18 |
| 12072 - Licensed Practical Nurse II | 14.83 |
| 12073 - Licensed Practical Nurse III | 16.48 |
| 12100 - Medical Assistant | 13.56 |
| 12130 - Medical Laboratory Technician | 15.05 |
| 12160 - Medical Record Clerk | 13.88 |
| 12190 - Medical Record Technician | 15.53 |
| 12195 - Medical Transcriptionist | 13.56 |
| 12210 - Nuclear Medicine Technologist | 32.47 |
| 12221 - Nursing Assistant I | 8.95 |
| 12222 - Nursing Assistant II | 10.07 |
| 12223 - Nursing Assistant III | 10.99 |
| 12224 - Nursing Assistant IV | 12.33 |
| 12235 - Optical Dispenser | 14.83 |
| 12236 - Optical Technician | 13.18 |
| 12250 - Pharmacy Technician | 14.51 |
| 12280 - Phlebotomist | 12.33 |
| 12305 - Radiologic Technologist | 22.41 |
| 12311 - Registered Nurse I | 18.43 |
| 12312 - Registered Nurse II | 22.47 |
| 12313 - Registered Nurse II, Specialist | 22.47 |
| 12314 - Registered Nurse III | 27.19 |
| 12315 - Registered Nurse III, Anesthetist | 27.19 |
| 12316 - Registered Nurse IV | 32.58 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.29 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 15.59 |
| 13012 - Exhibits Specialist II | 19.22 |
| 13013 - Exhibits Specialist III | 23.49 |
| 13041 - Illustrator I | 15.59 |
| 13042 - Illustrator II | 19.22 |
| 13043 - Illustrator III | 23.49 |
| 13047 - Librarian | 21.35 |
| 13050 - Library Aide/Clerk | 11.90 |
| 13054 - Library Information Technology Systems Administrator | 19.22 |
| 13058 - Library Technician | 11.17 |
| 13061 - Media Specialist I | 13.88 |
| 13062 - Media Specialist II | 15.59 |
| 13063 - Media Specialist III | 17.29 |
| 13071 - Photographer I | 13.88 |
| 13072 - Photographer II | 15.70 |
| 13073 - Photographer III | 19.43 |
| 13074 - Photographer IV | 23.78 |
| 13075 - Photographer V | 28.61 |
| 13110 - Video Teleconference Technician | 13.88 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 12.50 |
| 14042 - Computer Operator II | 14.00 |

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| 14043 - Computer Operator III | 15.63 |
| 14044 - Computer Operator IV | 17.69 |
| 14045 - Computer Operator V | 19.61 |
| 14071 - Computer Programmer I | 21.27 |
| 14072 - Computer Programmer II | 26.27 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 24.45 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 12.50 |
| 14160 - Personal Computer Support Technician | 19.33 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 23.85 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 27.62 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 33.32 |
| 15050 - Computer Based Training Specialist / Instructor | 23.85 |
| 15060 - Educational Technologist | 32.20 |
| 15070 - Flight Instructor (Pilot) | 33.32 |
| 15080 - Graphic Artist | 22.34 |
| 15090 - Technical Instructor | 17.53 |
| 15095 - Technical Instructor/Course Developer | 21.45 |
| 15110 - Test Proctor | 14.16 |
| 15120 - Tutor | 14.16 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.81 |
| 16030 - Counter Attendant | 8.81 |
| 16040 - Dry Cleaner | 9.70 |
| 16070 - Finisher, Flatwork, Machine | 8.81 |
| 16090 - Presser, Hand | 8.81 |
| 16110 - Presser, Machine, Drycleaning | 8.81 |
| 16130 - Presser, Machine, Shirts | 8.81 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.81 |
| 16190 - Sewing Machine Operator | 10.01 |
| 16220 - Tailor | 10.29 |
| 16250 - Washer, Machine | 9.11 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.08 |
| 19040 - Tool And Die Maker | 22.27 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.68 |
| 21030 - Material Coordinator | 18.52 |
| 21040 - Material Expediter | 18.52 |
| 21050 - Material Handling Laborer | 10.72 |
| 21071 - Order Filler | 8.92 |
| 21080 - Production Line Worker (Food Processing) | 13.68 |
| 21110 - Shipping Packer | 11.39 |
| 21130 - Shipping/Receiving Clerk | 11.39 |
| 21140 - Store Worker I | 9.09 |
| 21150 - Stock Clerk | 12.10 |
| 21210 - Tools And Parts Attendant | 13.68 |
| 21410 - Warehouse Specialist | 13.68 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.53 |
| 23021 - Aircraft Mechanic I | 19.53 |
| 23022 - Aircraft Mechanic II | 20.53 |
| 23023 - Aircraft Mechanic III | 21.36 |
| 23040 - Aircraft Mechanic Helper | 15.31 |
| 23050 - Aircraft, Painter | 17.63 |
| 23060 - Aircraft Servicer | 17.03 |
| 23080 - Aircraft Worker | 17.88 |
| 23110 - Appliance Mechanic | 18.59 |
| 23120 - Bicycle Repairer | 8.43 |

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| 23125 - Cable Splicer | 19.53 |
| 23130 - Carpenter, Maintenance | 18.75 |
| 23140 - Carpet Layer | 17.59 |
| 23160 - Electrician, Maintenance | 20.54 |
| 23181 - Electronics Technician Maintenance I | 18.83 |
| 23182 - Electronics Technician Maintenance II | 19.72 |
| 23183 - Electronics Technician Maintenance III | 20.59 |
| 23260 - Fabric Worker | 16.69 |
| 23290 - Fire Alarm System Mechanic | 19.53 |
| 23310 - Fire Extinguisher Repairer | 15.85 |
| 23311 - Fuel Distribution System Mechanic | 22.58 |
| 23312 - Fuel Distribution System Operator | 18.71 |
| 23370 - General Maintenance Worker | 13.10 |
| 23380 - Ground Support Equipment Mechanic | 19.53 |
| 23381 - Ground Support Equipment Servicer | 17.03 |
| 23382 - Ground Support Equipment Worker | 17.88 |
| 23391 - Gunsmith I | 15.85 |
| 23392 - Gunsmith II | 17.59 |
| 23393 - Gunsmith III | 19.53 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.93 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.17 |
| 23430 - Heavy Equipment Mechanic | 18.38 |
| 23440 - Heavy Equipment Operator | 17.06 |
| 23460 - Instrument Mechanic | 19.53 |
| 23465 - Laboratory/Shelter Mechanic | 18.59 |
| 23470 - Laborer | 10.72 |
| 23510 - Locksmith | 18.54 |
| 23530 - Machinery Maintenance Mechanic | 22.70 |
| 23550 - Machinist, Maintenance | 19.53 |
| 23580 - Maintenance Trades Helper | 13.71 |
| 23591 - Metrology Technician I | 19.53 |
| 23592 - Metrology Technician II | 20.53 |
| 23593 - Metrology Technician III | 21.38 |
| 23640 - Millwright | 19.53 |
| 23710 - Office Appliance Repairer | 18.59 |
| 23760 - Painter, Maintenance | 14.95 |
| 23790 - Pipefitter, Maintenance | 21.07 |
| 23810 - Plumber, Maintenance | 20.18 |
| 23820 - Pneudraulic Systems Mechanic | 19.53 |
| 23850 - Rigger | 19.53 |
| 23870 - Scale Mechanic | 17.59 |
| 23890 - Sheet-Metal Worker, Maintenance | 21.02 |
| 23910 - Small Engine Mechanic | 17.59 |
| 23931 - Telecommunications Mechanic I | 19.62 |
| 23932 - Telecommunications Mechanic II | 20.48 |
| 23950 - Telephone Lineman | 19.53 |
| 23960 - Welder, Combination, Maintenance | 20.36 |
| 23965 - Well Driller | 19.53 |
| 23970 - Woodcraft Worker | 19.53 |
| 23980 - Woodworker | 15.85 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.60 |
| 24580 - Child Care Center Clerk | 13.26 |
| 24610 - Chore Aide | 8.15 |
| 24620 - Family Readiness And Support Services Coordinator | 11.53 |
| 24630 - Homemaker | 14.77 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 16.66 |
| 25040 - Sewage Plant Operator | 14.89 |
| 25070 - Stationary Engineer | 16.66 |

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| 25190 - Ventilation Equipment Tender | 12.31 |
| 25210 - Water Treatment Plant Operator | 14.89 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 10.89 |
| 27007 - Baggage Inspector | 9.68 |
| 27008 - Corrections Officer | 16.73 |
| 27010 - Court Security Officer | 16.73 |
| 27030 - Detection Dog Handler | 10.89 |
| 27040 - Detention Officer | 16.73 |
| 27070 - Firefighter | 16.73 |
| 27101 - Guard I | 9.68 |
| 27102 - Guard II | 10.84 |
| 27131 - Police Officer I | 18.66 |
| 27132 - Police Officer II | 19.59 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.25 |
| 28042 - Carnival Equipment Repairer | 12.71 |
| 28043 - Carnival Equipment Worker | 10.12 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.06 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |
| 28515 - Recreation Specialist | 16.35 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 15.86 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.59 |
| 29020 - Hatch Tender | 17.59 |
| 29030 - Line Handler | 17.59 |
| 29041 - Stevedore I | 16.69 |
| 29042 - Stevedore II | 18.59 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 13.86 |
| 30022 - Archeological Technician II | 15.28 |
| 30023 - Archeological Technician III | 19.69 |
| 30030 - Cartographic Technician | 18.56 |
| 30040 - Civil Engineering Technician | 18.51 |
| 30061 - Drafter/CAD Operator I | 13.92 |
| 30062 - Drafter/CAD Operator II | 16.70 |
| 30063 - Drafter/CAD Operator III | 17.35 |
| 30064 - Drafter/CAD Operator IV | 20.52 |
| 30081 - Engineering Technician I | 12.08 |
| 30082 - Engineering Technician II | 15.27 |
| 30083 - Engineering Technician III | 17.58 |
| 30084 - Engineering Technician IV | 19.69 |
| 30085 - Engineering Technician V | 26.64 |
| 30086 - Engineering Technician VI | 32.43 |
| 30090 - Environmental Technician | 18.46 |
| 30210 - Laboratory Technician | 18.19 |
| 30240 - Mathematical Technician | 18.51 |
| 30361 - Paralegal/Legal Assistant I | 14.86 |
| 30362 - Paralegal/Legal Assistant II | 18.46 |
| 30363 - Paralegal/Legal Assistant III | 22.51 |
| 30364 - Paralegal/Legal Assistant IV | 27.24 |
| 30390 - Photo-Optics Technician | 18.51 |
| 30461 - Technical Writer I | 18.56 |
| 30462 - Technical Writer II | 23.16 |
| 30463 - Technical Writer III | 28.04 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |

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| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 17.29 |
| 30621 - Weather Observer, Senior | (see 2) 18.51 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.88 |
| 31030 - Bus Driver | 13.41 |
| 31043 - Driver Courier | 11.68 |
| 31260 - Parking and Lot Attendant | 8.53 |
| 31290 - Shuttle Bus Driver | 12.62 |
| 31310 - Taxi Driver | 10.96 |
| 31361 - Truckdriver, Light | 12.62 |
| 31362 - Truckdriver, Medium | 13.52 |
| 31363 - Truckdriver, Heavy | 15.25 |
| 31364 - Truckdriver, Tractor-Trailer | 15.25 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.32 |
| 99050 - Desk Clerk | 10.01 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.88 |
| 99252 - Laboratory Animal Caretaker II | 12.83 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 11.35 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 9.81 |
| 99711 - Recycling Specialist | 11.77 |
| 99730 - Refuse Collector | 9.00 |
| 99810 - Sales Clerk | 10.72 |
| 99820 - School Crossing Guard | 9.00 |
| 99830 - Survey Party Chief | 12.58 |
| 99831 - Surveying Aide | 10.96 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 11.82 |
| 99841 - Vending Machine Repairer | 14.24 |
| 99842 - Vending Machine Repairer Helper | 12.02 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 10 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractor 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2554
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Virgin Islands

Area: Virgin Islands Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.98 |
| 01012 - Accounting Clerk II | | 13.46 |
| 01013 - Accounting Clerk III | | 15.08 |
| 01020 - Administrative Assistant | | 16.97 |
| 01040 - Court Reporter | | 15.46 |
| 01051 - Data Entry Operator I | | 10.70 |
| 01052 - Data Entry Operator II | | 11.66 |
| 01060 - Dispatcher, Motor Vehicle | | 14.10 |
| 01070 - Document Preparation Clerk | | 12.28 |
| 01090 - Duplicating Machine Operator | | 12.28 |
| 01111 - General Clerk I | | 10.87 |
| 01112 - General Clerk II | | 11.86 |
| 01113 - General Clerk III | | 13.31 |
| 01120 - Housing Referral Assistant | | 17.25 |
| 01141 - Messenger Courier | | 10.52 |
| 01191 - Order Clerk I | | 11.32 |
| 01192 - Order Clerk II | | 12.28 |
| 01261 - Personnel Assistant (Employment) I | | 14.17 |
| 01262 - Personnel Assistant (Employment) II | | 15.92 |
| 01263 - Personnel Assistant (Employment) III | | 17.83 |
| 01270 - Production Control Clerk | | 18.52 |
| 01280 - Receptionist | | 11.30 |
| 01290 - Rental Clerk | | 9.80 |
| 01300 - Scheduler, Maintenance | | 13.80 |
| 01311 - Secretary I | | 13.80 |
| 01312 - Secretary II | | 15.46 |
| 01313 - Secretary III | | 17.25 |
| 01320 - Service Order Dispatcher | | 13.01 |
| 01410 - Supply Technician | | 16.97 |
| 01420 - Survey Worker | | 14.83 |
| 01531 - Travel Clerk I | | 11.37 |
| 01532 - Travel Clerk II | | 12.51 |
| 01533 - Travel Clerk III | | 13.79 |
| 01611 - Word Processor I | | 10.45 |
| 01612 - Word Processor II | | 11.70 |
| 01613 - Word Processor III | | 13.17 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 14.80 |

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|--|-------|
| 05010 - Automotive Electrician | 13.41 |
| 05040 - Automotive Glass Installer | 12.55 |
| 05070 - Automotive Worker | 12.55 |
| 05110 - Mobile Equipment Servicer | 10.56 |
| 05130 - Motor Equipment Metal Mechanic | 13.73 |
| 05160 - Motor Equipment Metal Worker | 11.84 |
| 05190 - Motor Vehicle Mechanic | 15.79 |
| 05220 - Motor Vehicle Mechanic Helper | 10.69 |
| 05250 - Motor Vehicle Upholstery Worker | 11.95 |
| 05280 - Motor Vehicle Wrecker | 12.55 |
| 05310 - Painter, Automotive | 13.14 |
| 05340 - Radiator Repair Specialist | 12.55 |
| 05370 - Tire Repairer | 8.13 |
| 05400 - Transmission Repair Specialist | 13.73 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.74 |
| 07041 - Cook I | 10.65 |
| 07042 - Cook II | 11.82 |
| 07070 - Dishwasher | 8.61 |
| 07130 - Food Service Worker | 8.68 |
| 07210 - Meat Cutter | 12.79 |
| 07260 - Waiter/Waitress | 7.86 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.43 |
| 09040 - Furniture Handler | 8.90 |
| 09080 - Furniture Refinisher | 12.21 |
| 09090 - Furniture Refinisher Helper | 10.00 |
| 09110 - Furniture Repairer, Minor | 11.10 |
| 09130 - Upholsterer | 13.43 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.90 |
| 11060 - Elevator Operator | 8.90 |
| 11090 - Gardener | 12.53 |
| 11122 - Housekeeping Aide | 9.24 |
| 11150 - Janitor | 9.24 |
| 11210 - Laborer, Grounds Maintenance | 10.63 |
| 11240 - Maid or Houseman | 9.19 |
| 11260 - Pruner | 9.60 |
| 11270 - Tractor Operator | 11.50 |
| 11330 - Trail Maintenance Worker | 10.63 |
| 11360 - Window Cleaner | 10.26 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.50 |
| 12011 - Breath Alcohol Technician | 14.83 |
| 12012 - Certified Occupational Therapist Assistant | 20.27 |
| 12015 - Certified Physical Therapist Assistant | 20.27 |
| 12020 - Dental Assistant | 13.49 |
| 12025 - Dental Hygienist | 31.00 |
| 12030 - EKG Technician | 22.41 |
| 12035 - Electroneurodiagnostic Technologist | 22.41 |
| 12040 - Emergency Medical Technician | 17.50 |
| 12071 - Licensed Practical Nurse I | 13.18 |
| 12072 - Licensed Practical Nurse II | 14.83 |
| 12073 - Licensed Practical Nurse III | 16.48 |
| 12100 - Medical Assistant | 13.56 |
| 12130 - Medical Laboratory Technician | 15.05 |
| 12160 - Medical Record Clerk | 13.88 |
| 12190 - Medical Record Technician | 15.53 |
| 12195 - Medical Transcriptionist | 13.56 |
| 12210 - Nuclear Medicine Technologist | 32.47 |
| 12221 - Nursing Assistant I | 8.95 |
| 12222 - Nursing Assistant II | 10.07 |
| 12223 - Nursing Assistant III | 10.99 |

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|---|---------|
| 12224 - Nursing Assistant IV | 12.33 |
| 12235 - Optical Dispenser | 14.83 |
| 12236 - Optical Technician | 13.18 |
| 12250 - Pharmacy Technician | 14.51 |
| 12280 - Phlebotomist | 12.33 |
| 12305 - Radiologic Technologist | 22.41 |
| 12311 - Registered Nurse I | 18.43 |
| 12312 - Registered Nurse II | 22.47 |
| 12313 - Registered Nurse II, Specialist | 22.47 |
| 12314 - Registered Nurse III | 27.19 |
| 12315 - Registered Nurse III, Anesthetist | 27.19 |
| 12316 - Registered Nurse IV | 32.58 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.29 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 15.59 |
| 13012 - Exhibits Specialist II | 19.22 |
| 13013 - Exhibits Specialist III | 23.49 |
| 13041 - Illustrator I | 15.59 |
| 13042 - Illustrator II | 19.22 |
| 13043 - Illustrator III | 23.49 |
| 13047 - Librarian | 21.35 |
| 13050 - Library Aide/Clerk | 11.90 |
| 13054 - Library Information Technology Systems Administrator | 19.22 |
| 13058 - Library Technician | 11.17 |
| 13061 - Media Specialist I | 13.88 |
| 13062 - Media Specialist II | 15.59 |
| 13063 - Media Specialist III | 17.29 |
| 13071 - Photographer I | 13.88 |
| 13072 - Photographer II | 15.70 |
| 13073 - Photographer III | 19.43 |
| 13074 - Photographer IV | 23.78 |
| 13075 - Photographer V | 28.61 |
| 13110 - Video Teleconference Technician | 13.88 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 12.50 |
| 14042 - Computer Operator II | 14.00 |
| 14043 - Computer Operator III | 15.63 |
| 14044 - Computer Operator IV | 17.69 |
| 14045 - Computer Operator V | 19.61 |
| 14071 - Computer Programmer I | 21.27 |
| 14072 - Computer Programmer II | 26.27 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 24.45 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 12.50 |
| 14160 - Personal Computer Support Technician | 19.33 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 23.85 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 27.62 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 33.32 |
| 15050 - Computer Based Training Specialist / Instructor | 23.85 |
| 15060 - Educational Technologist | 32.20 |
| 15070 - Flight Instructor (Pilot) | 33.32 |
| 15080 - Graphic Artist | 22.34 |
| 15090 - Technical Instructor | 17.53 |
| 15095 - Technical Instructor/Course Developer | 21.45 |
| 15110 - Test Proctor | 14.16 |
| 15120 - Tutor | 14.16 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.81 |

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|---|-------|
| 16030 - Counter Attendant | 8.81 |
| 16040 - Dry Cleaner | 9.70 |
| 16070 - Finisher, Flatwork, Machine | 8.81 |
| 16090 - Presser, Hand | 8.81 |
| 16110 - Presser, Machine, Drycleaning | 8.81 |
| 16130 - Presser, Machine, Shirts | 8.81 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.81 |
| 16190 - Sewing Machine Operator | 10.01 |
| 16220 - Tailor | 10.29 |
| 16250 - Washer, Machine | 9.11 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.08 |
| 19040 - Tool And Die Maker | 22.27 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.68 |
| 21030 - Material Coordinator | 18.52 |
| 21040 - Material Expediter | 18.52 |
| 21050 - Material Handling Laborer | 10.72 |
| 21071 - Order Filler | 8.92 |
| 21080 - Production Line Worker (Food Processing) | 13.68 |
| 21110 - Shipping Packer | 11.39 |
| 21130 - Shipping/Receiving Clerk | 11.39 |
| 21140 - Store Worker I | 9.09 |
| 21150 - Stock Clerk | 12.10 |
| 21210 - Tools And Parts Attendant | 13.68 |
| 21410 - Warehouse Specialist | 13.68 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.53 |
| 23021 - Aircraft Mechanic I | 19.53 |
| 23022 - Aircraft Mechanic II | 20.53 |
| 23023 - Aircraft Mechanic III | 21.36 |
| 23040 - Aircraft Mechanic Helper | 15.31 |
| 23050 - Aircraft, Painter | 17.63 |
| 23060 - Aircraft Servicer | 17.03 |
| 23080 - Aircraft Worker | 17.88 |
| 23110 - Appliance Mechanic | 18.59 |
| 23120 - Bicycle Repairer | 8.43 |
| 23125 - Cable Splicer | 19.53 |
| 23130 - Carpenter, Maintenance | 18.75 |
| 23140 - Carpet Layer | 17.59 |
| 23160 - Electrician, Maintenance | 20.54 |
| 23181 - Electronics Technician Maintenance I | 18.83 |
| 23182 - Electronics Technician Maintenance II | 19.72 |
| 23183 - Electronics Technician Maintenance III | 20.59 |
| 23260 - Fabric Worker | 16.69 |
| 23290 - Fire Alarm System Mechanic | 19.53 |
| 23310 - Fire Extinguisher Repairer | 15.85 |
| 23311 - Fuel Distribution System Mechanic | 22.58 |
| 23312 - Fuel Distribution System Operator | 18.71 |
| 23370 - General Maintenance Worker | 13.10 |
| 23380 - Ground Support Equipment Mechanic | 19.53 |
| 23381 - Ground Support Equipment Servicer | 17.03 |
| 23382 - Ground Support Equipment Worker | 17.88 |
| 23391 - Gunsmith I | 15.85 |
| 23392 - Gunsmith II | 17.59 |
| 23393 - Gunsmith III | 19.53 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.93 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.17 |
| 23430 - Heavy Equipment Mechanic | 18.38 |
| 23440 - Heavy Equipment Operator | 17.06 |
| 23460 - Instrument Mechanic | 19.53 |

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|---|-------|
| 23465 - Laboratory/Shelter Mechanic | 18.59 |
| 23470 - Laborer | 10.72 |
| 23510 - Locksmith | 18.54 |
| 23530 - Machinery Maintenance Mechanic | 22.70 |
| 23550 - Machinist, Maintenance | 19.53 |
| 23580 - Maintenance Trades Helper | 13.71 |
| 23591 - Metrology Technician I | 19.53 |
| 23592 - Metrology Technician II | 20.53 |
| 23593 - Metrology Technician III | 21.38 |
| 23640 - Millwright | 19.53 |
| 23710 - Office Appliance Repairer | 18.59 |
| 23760 - Painter, Maintenance | 14.95 |
| 23790 - Pipefitter, Maintenance | 21.07 |
| 23810 - Plumber, Maintenance | 20.18 |
| 23820 - Pneudraulic Systems Mechanic | 19.53 |
| 23850 - Rigger | 19.53 |
| 23870 - Scale Mechanic | 17.59 |
| 23890 - Sheet-Metal Worker, Maintenance | 21.02 |
| 23910 - Small Engine Mechanic | 17.59 |
| 23931 - Telecommunications Mechanic I | 19.62 |
| 23932 - Telecommunications Mechanic II | 20.48 |
| 23950 - Telephone Lineman | 19.53 |
| 23960 - welder, Combination, Maintenance | 20.36 |
| 23965 - Well Driller | 19.53 |
| 23970 - Woodcraft Worker | 19.53 |
| 23980 - Woodworker | 15.85 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.60 |
| 24580 - Child Care Center Clerk | 13.26 |
| 24610 - Chore Aide | 8.15 |
| 24620 - Family Readiness And Support Services Coordinator | 11.53 |
| 24630 - Homemaker | 14.77 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 16.66 |
| 25040 - Sewage Plant Operator | 14.89 |
| 25070 - Stationary Engineer | 16.66 |
| 25190 - Ventilation Equipment Tender | 12.31 |
| 25210 - Water Treatment Plant Operator | 14.89 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 10.89 |
| 27007 - Baggage Inspector | 9.68 |
| 27008 - Corrections Officer | 16.73 |
| 27010 - Court Security Officer | 16.73 |
| 27030 - Detection Dog Handler | 10.89 |
| 27040 - Detention Officer | 16.73 |
| 27070 - Firefighter | 16.73 |
| 27101 - Guard I | 9.68 |
| 27102 - Guard II | 10.84 |
| 27131 - Police Officer I | 18.66 |
| 27132 - Police Officer II | 19.59 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.25 |
| 28042 - Carnival Equipment Repairer | 12.71 |
| 28043 - Carnival Equipment Worker | 10.12 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.06 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |
| 28515 - Recreation Specialist | 16.35 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 15.86 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |

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| 29010 - Blocker And Bracer | 17.59 |
| 29020 - Hatch Tender | 17.59 |
| 29030 - Line Handler | 17.59 |
| 29041 - Stevedore I | 16.69 |
| 29042 - Stevedore II | 18.59 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 13.86 |
| 30022 - Archeological Technician II | 15.28 |
| 30023 - Archeological Technician III | 19.69 |
| 30030 - Cartographic Technician | 18.56 |
| 30040 - Civil Engineering Technician | 18.51 |
| 30061 - Drafter/CAD Operator I | 13.92 |
| 30062 - Drafter/CAD Operator II | 16.70 |
| 30063 - Drafter/CAD Operator III | 17.35 |
| 30064 - Drafter/CAD Operator IV | 20.52 |
| 30081 - Engineering Technician I | 12.08 |
| 30082 - Engineering Technician II | 15.27 |
| 30083 - Engineering Technician III | 17.58 |
| 30084 - Engineering Technician IV | 19.69 |
| 30085 - Engineering Technician V | 26.64 |
| 30086 - Engineering Technician VI | 32.43 |
| 30090 - Environmental Technician | 18.46 |
| 30210 - Laboratory Technician | 18.19 |
| 30240 - Mathematical Technician | 18.51 |
| 30361 - Paralegal/Legal Assistant I | 14.86 |
| 30362 - Paralegal/Legal Assistant II | 18.46 |
| 30363 - Paralegal/Legal Assistant III | 22.51 |
| 30364 - Paralegal/Legal Assistant IV | 27.24 |
| 30390 - Photo-Optics Technician | 18.51 |
| 30461 - Technical Writer I | 18.56 |
| 30462 - Technical Writer II | 23.16 |
| 30463 - Technical Writer III | 28.04 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 17.29 |
| 30621 - Weather Observer, Senior (see 2) | 18.51 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.88 |
| 31030 - Bus Driver | 13.41 |
| 31043 - Driver Courier | 11.68 |
| 31260 - Parking and Lot Attendant | 8.53 |
| 31290 - Shuttle Bus Driver | 12.62 |
| 31310 - Taxi Driver | 10.96 |
| 31361 - Truckdriver, Light | 12.62 |
| 31362 - Truckdriver, Medium | 13.52 |
| 31363 - Truckdriver, Heavy | 15.25 |
| 31364 - Truckdriver, Tractor-Trailer | 15.25 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.32 |
| 99050 - Desk Clerk | 10.01 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.88 |
| 99252 - Laboratory Animal Caretaker II | 12.83 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 11.35 |
| 99510 - Photofinishing Worker | 11.95 |

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|---|-------|
| 99710 - Recycling Laborer | 9.81 |
| 99711 - Recycling Specialist | 11.77 |
| 99730 - Refuse Collector | 9.00 |
| 99810 - Sales Clerk | 10.72 |
| 99820 - School Crossing Guard | 9.00 |
| 99830 - Survey Party Chief | 12.58 |
| 99831 - Surveying Aide | 10.96 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 11.82 |
| 99841 - Vending Machine Repairer | 14.24 |
| 99842 - Vending Machine Repairer Helper | 12.02 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

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 10 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractor 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordinance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage

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rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2559
Revision No.: 17
Date of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of Clallam, Grays Harbor, Jefferson, Kitsap, Mason

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.56 |
| 01012 - Accounting Clerk II | | 17.47 |
| 01013 - Accounting Clerk III | | 19.54 |
| 01020 - Administrative Assistant | | 23.72 |
| 01040 - Court Reporter | | 19.01 |
| 01051 - Data Entry Operator I | | 14.37 |
| 01052 - Data Entry Operator II | | 15.69 |
| 01060 - Dispatcher, Motor Vehicle | | 22.39 |
| 01070 - Document Preparation Clerk | | 13.60 |
| 01090 - Duplicating Machine Operator | | 13.60 |
| 01111 - General Clerk I | | 12.68 |
| 01112 - General Clerk II | | 14.80 |
| 01113 - General Clerk III | | 16.82 |
| 01120 - Housing Referral Assistant | | 21.81 |
| 01141 - Messenger Courier | | 13.25 |
| 01191 - Order Clerk I | | 14.60 |
| 01192 - Order Clerk II | | 16.10 |
| 01261 - Personnel Assistant (Employment) I | | 16.87 |
| 01262 - Personnel Assistant (Employment) II | | 18.88 |
| 01263 - Personnel Assistant (Employment) III | | 21.05 |
| 01270 - Production Control Clerk | | 21.10 |
| 01280 - Receptionist | | 14.47 |
| 01290 - Rental Clerk | | 16.18 |
| 01300 - Scheduler, Maintenance | | 17.49 |
| 01311 - Secretary I | | 17.49 |
| 01312 - Secretary II | | 19.57 |
| 01313 - Secretary III | | 21.81 |
| 01320 - Service Order Dispatcher | | 17.13 |
| 01410 - Supply Technician | | 23.37 |
| 01420 - Survey Worker | | 19.01 |
| 01531 - Travel Clerk I | | 13.37 |
| 01532 - Travel Clerk II | | 14.50 |
| 01533 - Travel Clerk III | | 15.53 |
| 01611 - Word Processor I | | 17.01 |
| 01612 - Word Processor II | | 19.09 |
| 01613 - Word Processor III | | 21.35 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 23.34 |
| 05010 - Automotive Electrician | | 22.06 |
| 05040 - Automotive Glass Installer | | 21.36 |
| 05070 - Automotive Worker | | 21.36 |
| 05110 - Mobile Equipment Servicer | | 19.93 |
| 05130 - Motor Equipment Metal Mechanic | | 22.82 |
| 05160 - Motor Equipment Metal Worker | | 21.36 |
| 05190 - Motor Vehicle Mechanic | | 22.78 |
| 05220 - Motor Vehicle Mechanic Helper | | 19.20 |
| 05250 - Motor Vehicle Upholstery Worker | | 20.65 |
| 05280 - Motor Vehicle Wrecker | | 21.36 |
| 05310 - Painter, Automotive | | 22.06 |
| 05340 - Radiator Repair Specialist | | 21.36 |
| 05370 - Tire Repairer | | 14.81 |
| 05400 - Transmission Repair Specialist | | 22.82 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 15.16 |
| 07041 - Cook I | | 14.37 |
| 07042 - Cook II | | 15.75 |
| 07070 - Dishwasher | | 9.95 |
| 07130 - Food Service Worker | | 11.19 |
| 07210 - Meat Cutter | | 21.24 |

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|--|-------|
| 07260 - Waiter/Waitress | 13.40 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.54 |
| 09040 - Furniture Handler | 16.15 |
| 09080 - Furniture Refinisher | 20.54 |
| 09090 - Furniture Refinisher Helper | 17.86 |
| 09110 - Furniture Repairer, Minor | 19.22 |
| 09130 - Upholsterer | 20.54 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.98 |
| 11060 - Elevator Operator | 11.98 |
| 11090 - Gardener | 18.28 |
| 11122 - Housekeeping Aide | 14.53 |
| 11150 - Janitor | 15.32 |
| 11210 - Laborer, Grounds Maintenance | 15.07 |
| 11240 - Maid or Houseman | 11.48 |
| 11260 - Pruner | 13.84 |
| 11270 - Tractor Operator | 17.18 |
| 11330 - Trail Maintenance Worker | 15.07 |
| 11360 - Window Cleaner | 16.44 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 23.10 |
| 12011 - Breath Alcohol Technician | 20.83 |
| 12012 - Certified Occupational Therapist Assistant | 24.67 |
| 12015 - Certified Physical Therapist Assistant | 23.12 |
| 12020 - Dental Assistant | 18.72 |
| 12025 - Dental Hygienist | 45.08 |
| 12030 - EKG Technician | 29.94 |
| 12035 - Electroneurodiagnostic Technologist | 29.94 |
| 12040 - Emergency Medical Technician | 23.10 |
| 12071 - Licensed Practical Nurse I | 18.57 |
| 12072 - Licensed Practical Nurse II | 20.78 |
| 12073 - Licensed Practical Nurse III | 23.17 |
| 12100 - Medical Assistant | 16.54 |
| 12130 - Medical Laboratory Technician | 20.53 |
| 12160 - Medical Record Clerk | 16.33 |
| 12190 - Medical Record Technician | 18.27 |
| 12195 - Medical Transcriptionist | 18.13 |
| 12210 - Nuclear Medicine Technologist | 39.01 |
| 12221 - Nursing Assistant I | 12.06 |
| 12222 - Nursing Assistant II | 13.58 |
| 12223 - Nursing Assistant III | 14.80 |
| 12224 - Nursing Assistant IV | 16.61 |
| 12235 - Optical Dispenser | 20.16 |
| 12236 - Optical Technician | 18.57 |
| 12250 - Pharmacy Technician | 18.96 |
| 12280 - Phlebotomist | 16.61 |
| 12305 - Radiologic Technologist | 32.53 |
| 12311 - Registered Nurse I | 29.46 |
| 12312 - Registered Nurse II | 36.05 |
| 12313 - Registered Nurse II, Specialist | 36.05 |
| 12314 - Registered Nurse III | 43.61 |
| 12315 - Registered Nurse III, Anesthetist | 43.61 |
| 12316 - Registered Nurse IV | 52.28 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.80 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.17 |
| 13012 - Exhibits Specialist II | 26.22 |
| 13013 - Exhibits Specialist III | 32.07 |
| 13041 - Illustrator I | 20.46 |
| 13042 - Illustrator II | 25.34 |
| 13043 - Illustrator III | 31.00 |
| 13047 - Librarian | 31.12 |

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| 13050 - Library Aide/Clerk | 13.60 |
| 13054 - Library Information Technology Systems Administrator | 26.06 |
| 13058 - Library Technician | 18.78 |
| 13061 - Media Specialist I | 19.01 |
| 13062 - Media Specialist II | 21.29 |
| 13063 - Media Specialist III | 23.72 |
| 13071 - Photographer I | 20.35 |
| 13072 - Photographer II | 22.76 |
| 13073 - Photographer III | 28.20 |
| 13074 - Photographer IV | 34.50 |
| 13075 - Photographer V | 41.74 |
| 13110 - Video Teleconference Technician | 20.43 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.22 |
| 14042 - Computer Operator II | 20.39 |
| 14043 - Computer Operator III | 22.73 |
| 14044 - Computer Operator IV | 25.25 |
| 14045 - Computer Operator V | 27.97 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 18.22 |
| 14160 - Personal Computer Support Technician | 25.25 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 32.07 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 38.81 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.69 |
| 15050 - Computer Based Training Specialist / Instructor | 32.07 |
| 15060 - Educational Technologist | 29.69 |
| 15070 - Flight Instructor (Pilot) | 49.60 |
| 15080 - Graphic Artist | 25.73 |
| 15090 - Technical Instructor | 26.41 |
| 15095 - Technical Instructor/Course Developer | 32.32 |
| 15110 - Test Proctor | 21.33 |
| 15120 - Tutor | 21.33 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.83 |
| 16030 - Counter Attendant | 9.83 |
| 16040 - Dry Cleaner | 11.72 |
| 16070 - Finisher, Flatwork, Machine | 9.83 |
| 16090 - Presser, Hand | 9.83 |
| 16110 - Presser, Machine, Drycleaning | 9.83 |
| 16130 - Presser, Machine, Shirts | 9.83 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.83 |
| 16190 - Sewing Machine Operator | 12.49 |
| 16220 - Tailor | 13.24 |
| 16250 - Washer, Machine | 10.70 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 25.86 |
| 19040 - Tool And Die Maker | 29.25 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.87 |
| 21030 - Material Coordinator | 21.10 |
| 21040 - Material Expediter | 21.10 |
| 21050 - Material Handling Laborer | 15.41 |
| 21071 - Order Filler | 14.47 |
| 21080 - Production Line Worker (Food Processing) | 19.87 |
| 21110 - Shipping Packer | 18.13 |

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| 21130 - Shipping/Receiving Clerk | 18.13 |
| 21140 - Store Worker I | 15.39 |
| 21150 - Stock Clerk | 19.42 |
| 21210 - Tools And Parts Attendant | 19.87 |
| 21410 - Warehouse Specialist | 19.87 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.37 |
| 23021 - Aircraft Mechanic I | 28.50 |
| 23022 - Aircraft Mechanic II | 29.37 |
| 23023 - Aircraft Mechanic III | 30.25 |
| 23040 - Aircraft Mechanic Helper | 22.11 |
| 23050 - Aircraft, Painter | 27.36 |
| 23060 - Aircraft Servicer | 24.97 |
| 23080 - Aircraft Worker | 26.38 |
| 23110 - Appliance Mechanic | 24.65 |
| 23120 - Bicycle Repairer | 14.81 |
| 23125 - Cable Splicer | 30.23 |
| 23130 - Carpenter, Maintenance | 26.86 |
| 23140 - Carpet Layer | 24.79 |
| 23160 - Electrician, Maintenance | 26.78 |
| 23181 - Electronics Technician Maintenance I | 28.33 |
| 23182 - Electronics Technician Maintenance II | 29.58 |
| 23183 - Electronics Technician Maintenance III | 30.61 |
| 23260 - Fabric Worker | 23.47 |
| 23290 - Fire Alarm System Mechanic | 26.78 |
| 23310 - Fire Extinguisher Repairer | 22.12 |
| 23311 - Fuel Distribution System Mechanic | 26.30 |
| 23312 - Fuel Distribution System Operator | 21.73 |
| 23370 - General Maintenance Worker | 22.65 |
| 23380 - Ground Support Equipment Mechanic | 28.50 |
| 23381 - Ground Support Equipment Servicer | 24.97 |
| 23382 - Ground Support Equipment Worker | 26.38 |
| 23391 - Gunsmith I | 22.12 |
| 23392 - Gunsmith II | 24.79 |
| 23393 - Gunsmith III | 26.78 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 27.43 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.31 |
| 23430 - Heavy Equipment Mechanic | 27.81 |
| 23440 - Heavy Equipment Operator | 30.74 |
| 23460 - Instrument Mechanic | 29.28 |
| 23465 - Laboratory/Shelter Mechanic | 25.88 |
| 23470 - Laborer | 14.21 |
| 23510 - Locksmith | 25.88 |
| 23530 - Machinery Maintenance Mechanic | 26.39 |
| 23550 - Machinist, Maintenance | 24.25 |
| 23580 - Maintenance Trades Helper | 17.86 |
| 23591 - Metrology Technician I | 29.28 |
| 23592 - Metrology Technician II | 30.22 |
| 23593 - Metrology Technician III | 31.11 |
| 23640 - Millwright | 27.73 |
| 23710 - Office Appliance Repairer | 25.88 |
| 23760 - Painter, Maintenance | 25.88 |
| 23790 - Pipefitter, Maintenance | 29.77 |
| 23810 - Plumber, Maintenance | 27.70 |
| 23820 - Pneudraulic Systems Mechanic | 26.78 |
| 23850 - Rigger | 26.78 |
| 23870 - Scale Mechanic | 24.79 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.27 |
| 23910 - Small Engine Mechanic | 24.79 |
| 23931 - Telecommunications Mechanic I | 27.36 |
| 23932 - Telecommunications Mechanic II | 28.21 |

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| 23950 - Telephone Lineman | 24.68 |
| 23960 - Welder, Combination, Maintenance | 26.78 |
| 23965 - Well Driller | 30.23 |
| 23970 - Woodcraft Worker | 26.78 |
| 23980 - Woodworker | 22.12 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.29 |
| 24580 - Child Care Center Clerk | 15.32 |
| 24610 - Chore Aide | 12.50 |
| 24620 - Family Readiness And Support Services Coordinator | 14.74 |
| 24630 - Homemaker | 18.61 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.38 |
| 25040 - Sewage Plant Operator | 28.22 |
| 25070 - Stationary Engineer | 26.38 |
| 25190 - Ventilation Equipment Tender | 20.48 |
| 25210 - Water Treatment Plant Operator | 28.22 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 22.00 |
| 27007 - Baggage Inspector | 13.73 |
| 27008 - Corrections Officer | 23.46 |
| 27010 - Court Security Officer | 29.42 |
| 27030 - Detection Dog Handler | 15.56 |
| 27040 - Detention Officer | 23.51 |
| 27070 - Firefighter | 31.09 |
| 27101 - Guard I | 13.73 |
| 27102 - Guard II | 22.54 |
| 27131 - Police Officer I | 33.70 |
| 27132 - Police Officer II | 37.44 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.43 |
| 28042 - Carnival Equipment Repairer | 13.23 |
| 28043 - Carnival Equipment Worker | 10.02 |
| 28210 - Gate Attendant/Gate Tender | 14.84 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 16.01 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.98 |
| 28515 - Recreation Specialist | 18.39 |
| 28630 - Sports Official | 12.75 |
| 28690 - Swimming Pool Operator | 21.14 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.39 |
| 29020 - Hatch Tender | 29.39 |
| 29030 - Line Handler | 29.39 |
| 29041 - Stevedore I | 28.19 |
| 29042 - Stevedore II | 30.65 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.17 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.32 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.99 |
| 30021 - Archeological Technician I | 22.27 |
| 30022 - Archeological Technician II | 24.91 |
| 30023 - Archeological Technician III | 30.86 |
| 30030 - Cartographic Technician | 30.86 |
| 30040 - Civil Engineering Technician | 27.59 |
| 30061 - Drafter/CAD Operator I | 22.27 |
| 30062 - Drafter/CAD Operator II | 24.91 |
| 30063 - Drafter/CAD Operator III | 27.78 |
| 30064 - Drafter/CAD Operator IV | 34.17 |
| 30081 - Engineering Technician I | 20.27 |
| 30082 - Engineering Technician II | 22.53 |
| 30083 - Engineering Technician III | 25.20 |

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| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.19 |
| 30086 - Engineering Technician VI | 46.21 |
| 30090 - Environmental Technician | 28.91 |
| 30210 - Laboratory Technician | 27.78 |
| 30240 - Mathematical Technician | 30.86 |
| 30361 - Paralegal/Legal Assistant I | 22.25 |
| 30362 - Paralegal/Legal Assistant II | 27.57 |
| 30363 - Paralegal/Legal Assistant III | 33.72 |
| 30364 - Paralegal/Legal Assistant IV | 40.80 |
| 30390 - Photo-Optics Technician | 30.86 |
| 30461 - Technical Writer I | 26.75 |
| 30462 - Technical Writer II | 32.71 |
| 30463 - Technical Writer III | 39.58 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.26 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.35 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.18 |
| 30494 - Unexploded (UXO) Safety Escort | 24.26 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.26 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 23.99 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 25.41 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 15.18 |
| 31030 - Bus Driver | 19.68 |
| 31043 - Driver Courier | 17.32 |
| 31260 - Parking and Lot Attendant | 13.65 |
| 31290 - Shuttle Bus Driver | 18.43 |
| 31310 - Taxi Driver | 15.74 |
| 31361 - Truckdriver, Light | 18.43 |
| 31362 - Truckdriver, Medium | 21.42 |
| 31363 - Truckdriver, Heavy | 22.63 |
| 31364 - Truckdriver, Tractor-Trailer | 22.63 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.32 |
| 99050 - Desk Clerk | 10.88 |
| 99095 - Embalmer | 26.13 |
| 99251 - Laboratory Animal Caretaker I | 12.24 |
| 99252 - Laboratory Animal Caretaker II | 13.02 |
| 99310 - Mortician | 26.13 |
| 99410 - Pest Controller | 19.07 |
| 99510 - Photofinishing Worker | 13.73 |
| 99710 - Recycling Laborer | 21.32 |
| 99711 - Recycling Specialist | 24.48 |
| 99730 - Refuse Collector | 19.73 |
| 99810 - Sales Clerk | 13.87 |
| 99820 - School Crossing Guard | 15.61 |
| 99830 - Survey Party Chief | 28.70 |
| 99831 - Surveying Aide | 13.59 |
| 99832 - Surveying Technician | 20.52 |
| 99840 - Vending Machine Attendant | 20.04 |
| 99841 - Vending Machine Repairer | 21.14 |
| 99842 - Vending Machine Repairer Helper | 20.04 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that wage and hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2560
Revision No.: 19
Date Of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of Clallam, Grays Harbor, Jefferson, Kitsap, Mason

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.56 |
| 01012 - Accounting Clerk II | | 17.47 |
| 01013 - Accounting Clerk III | | 19.54 |
| 01020 - Administrative Assistant | | 23.72 |
| 01040 - Court Reporter | | 19.01 |
| 01051 - Data Entry Operator I | | 14.37 |
| 01052 - Data Entry Operator II | | 15.69 |
| 01060 - Dispatcher, Motor Vehicle | | 22.39 |
| 01070 - Document Preparation Clerk | | 13.60 |
| 01090 - Duplicating Machine Operator | | 13.60 |
| 01111 - General Clerk I | | 12.68 |
| 01112 - General Clerk II | | 14.80 |
| 01113 - General Clerk III | | 16.82 |
| 01120 - Housing Referral Assistant | | 21.81 |
| 01141 - Messenger Courier | | 13.25 |
| 01191 - Order Clerk I | | 14.60 |
| 01192 - Order Clerk II | | 16.10 |
| 01261 - Personnel Assistant (Employment) I | | 16.87 |
| 01262 - Personnel Assistant (Employment) II | | 18.88 |
| 01263 - Personnel Assistant (Employment) III | | 21.05 |
| 01270 - Production Control Clerk | | 21.10 |

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| 01280 - Receptionist | 14.47 |
| 01290 - Rental Clerk | 16.18 |
| 01300 - Scheduler, Maintenance | 17.49 |
| 01311 - Secretary I | 17.49 |
| 01312 - Secretary II | 19.57 |
| 01313 - Secretary III | 21.81 |
| 01320 - Service Order Dispatcher | 17.13 |
| 01410 - Supply Technician | 23.37 |
| 01420 - Survey Worker | 19.01 |
| 01531 - Travel Clerk I | 13.37 |
| 01532 - Travel Clerk II | 14.50 |
| 01533 - Travel Clerk III | 15.53 |
| 01611 - Word Processor I | 17.01 |
| 01612 - Word Processor II | 19.09 |
| 01613 - Word Processor III | 21.35 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.34 |
| 05010 - Automotive Electrician | 22.06 |
| 05040 - Automotive Glass Installer | 21.36 |
| 05070 - Automotive Worker | 21.36 |
| 05110 - Mobile Equipment Servicer | 19.93 |
| 05130 - Motor Equipment Metal Mechanic | 22.82 |
| 05160 - Motor Equipment Metal Worker | 21.36 |
| 05190 - Motor Vehicle Mechanic | 22.78 |
| 05220 - Motor Vehicle Mechanic Helper | 19.20 |
| 05250 - Motor Vehicle Upholstery Worker | 20.65 |
| 05280 - Motor Vehicle Wrecker | 21.36 |
| 05310 - Painter, Automotive | 22.06 |
| 05340 - Radiator Repair Specialist | 21.36 |
| 05370 - Tire Repairer | 14.81 |
| 05400 - Transmission Repair Specialist | 22.82 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.16 |
| 07041 - Cook I | 14.37 |
| 07042 - Cook II | 15.75 |
| 07070 - Dishwasher | 9.95 |
| 07130 - Food Service Worker | 11.19 |
| 07210 - Meat Cutter | 21.24 |
| 07260 - Waiter/Waitress | 13.40 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.54 |
| 09040 - Furniture Handler | 16.15 |
| 09080 - Furniture Refinisher | 20.54 |
| 09090 - Furniture Refinisher Helper | 17.86 |
| 09110 - Furniture Repairer, Minor | 19.22 |
| 09130 - Upholsterer | 20.54 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.98 |
| 11060 - Elevator Operator | 11.98 |
| 11090 - Gardener | 18.28 |
| 11122 - Housekeeping Aide | 14.53 |
| 11150 - Janitor | 15.32 |
| 11210 - Laborer, Grounds Maintenance | 15.07 |
| 11240 - Maid or Houseman | 11.48 |
| 11260 - Pruner | 13.84 |
| 11270 - Tractor Operator | 17.18 |
| 11330 - Trail Maintenance Worker | 15.07 |
| 11360 - Window Cleaner | 16.44 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 23.10 |
| 12011 - Breath Alcohol Technician | 20.83 |
| 12012 - Certified Occupational Therapist Assistant | 24.67 |
| 12015 - Certified Physical Therapist Assistant | 23.12 |

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| 12020 - Dental Assistant | 18.72 |
| 12025 - Dental Hygienist | 45.08 |
| 12030 - EKG Technician | 29.94 |
| 12035 - Electroneurodiagnostic Technologist | 29.94 |
| 12040 - Emergency Medical Technician | 23.10 |
| 12071 - Licensed Practical Nurse I | 18.57 |
| 12072 - Licensed Practical Nurse II | 20.78 |
| 12073 - Licensed Practical Nurse III | 23.17 |
| 12100 - Medical Assistant | 16.54 |
| 12130 - Medical Laboratory Technician | 20.53 |
| 12160 - Medical Record Clerk | 16.33 |
| 12190 - Medical Record Technician | 18.27 |
| 12195 - Medical Transcriptionist | 18.13 |
| 12210 - Nuclear Medicine Technologist | 39.01 |
| 12221 - Nursing Assistant I | 12.06 |
| 12222 - Nursing Assistant II | 13.58 |
| 12223 - Nursing Assistant III | 14.80 |
| 12224 - Nursing Assistant IV | 16.61 |
| 12235 - Optical Dispenser | 20.16 |
| 12236 - Optical Technician | 18.57 |
| 12250 - Pharmacy Technician | 18.96 |
| 12280 - Phlebotomist | 16.61 |
| 12305 - Radiologic Technologist | 32.53 |
| 12311 - Registered Nurse I | 29.46 |
| 12312 - Registered Nurse II | 36.05 |
| 12313 - Registered Nurse II, Specialist | 36.05 |
| 12314 - Registered Nurse III | 43.61 |
| 12315 - Registered Nurse III, Anesthetist | 43.61 |
| 12316 - Registered Nurse IV | 52.28 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.80 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.17 |
| 13012 - Exhibits Specialist II | 26.22 |
| 13013 - Exhibits Specialist III | 32.07 |
| 13041 - Illustrator I | 20.46 |
| 13042 - Illustrator II | 25.34 |
| 13043 - Illustrator III | 31.00 |
| 13047 - Librarian | 31.12 |
| 13050 - Library Aide/Clerk | 13.60 |
| 13054 - Library Information Technology Systems Administrator | 26.06 |
| 13058 - Library Technician | 18.78 |
| 13061 - Media Specialist I | 19.01 |
| 13062 - Media Specialist II | 21.29 |
| 13063 - Media Specialist III | 23.72 |
| 13071 - Photographer I | 20.35 |
| 13072 - Photographer II | 22.76 |
| 13073 - Photographer III | 28.20 |
| 13074 - Photographer IV | 34.50 |
| 13075 - Photographer V | 41.74 |
| 13110 - Video Teleconference Technician | 20.43 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.22 |
| 14042 - Computer Operator II | 20.39 |
| 14043 - Computer Operator III | 22.73 |
| 14044 - Computer Operator IV | 25.25 |
| 14045 - Computer Operator V | 27.97 |
| 14071 - Computer Programmer I | (see 1) 24.47 |
| 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) |

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| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 18.22 |
| 14160 - Personal Computer Support Technician | | 25.25 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 32.07 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 38.81 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 42.69 |
| 15050 - Computer Based Training Specialist / Instructor | | 32.07 |
| 15060 - Educational Technologist | | 29.69 |
| 15070 - Flight Instructor (Pilot) | | 49.60 |
| 15080 - Graphic Artist | | 25.73 |
| 15090 - Technical Instructor | | 26.41 |
| 15095 - Technical Instructor/Course Developer | | 32.32 |
| 15110 - Test Proctor | | 21.33 |
| 15120 - Tutor | | 21.33 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 9.83 |
| 16030 - Counter Attendant | | 9.83 |
| 16040 - Dry Cleaner | | 11.72 |
| 16070 - Finisher, Flatwork, Machine | | 9.83 |
| 16090 - Presser, Hand | | 9.83 |
| 16110 - Presser, Machine, Drycleaning | | 9.83 |
| 16130 - Presser, Machine, Shirts | | 9.83 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 9.83 |
| 16190 - Sewing Machine Operator | | 12.49 |
| 16220 - Tailor | | 13.24 |
| 16250 - Washer, Machine | | 10.70 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 25.86 |
| 19040 - Tool And Die Maker | | 29.25 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 19.87 |
| 21030 - Material Coordinator | | 21.10 |
| 21040 - Material Expediter | | 21.10 |
| 21050 - Material Handling Laborer | | 15.41 |
| 21071 - Order Filler | | 14.47 |
| 21080 - Production Line Worker (Food Processing) | | 19.87 |
| 21110 - Shipping Packer | | 18.13 |
| 21130 - Shipping/Receiving Clerk | | 18.13 |
| 21140 - Store Worker I | | 15.39 |
| 21150 - Stock Clerk | | 19.42 |
| 21210 - Tools And Parts Attendant | | 19.87 |
| 21410 - Warehouse Specialist | | 19.87 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 29.37 |
| 23021 - Aircraft Mechanic I | | 28.50 |
| 23022 - Aircraft Mechanic II | | 29.37 |
| 23023 - Aircraft Mechanic III | | 30.25 |
| 23040 - Aircraft Mechanic Helper | | 22.11 |
| 23050 - Aircraft, Painter | | 27.36 |
| 23060 - Aircraft Servicer | | 24.97 |
| 23080 - Aircraft Worker | | 26.38 |
| 23110 - Appliance Mechanic | | 24.65 |
| 23120 - Bicycle Repairer | | 14.81 |
| 23125 - Cable Splicer | | 30.23 |
| 23130 - Carpenter, Maintenance | | 26.86 |
| 23140 - Carpet Layer | | 24.79 |
| 23160 - Electrician, Maintenance | | 26.78 |
| 23181 - Electronics Technician Maintenance I | | 28.33 |
| 23182 - Electronics Technician Maintenance II | | 29.58 |
| 23183 - Electronics Technician Maintenance III | | 30.61 |
| 23260 - Fabric Worker | | 23.47 |
| 23290 - Fire Alarm System Mechanic | | 26.78 |

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| 23310 - Fire Extinguisher Repairer | 22.12 |
| 23311 - Fuel Distribution System Mechanic | 26.30 |
| 23312 - Fuel Distribution System Operator | 21.73 |
| 23370 - General Maintenance Worker | 22.65 |
| 23380 - Ground Support Equipment Mechanic | 28.50 |
| 23381 - Ground Support Equipment Servicer | 24.97 |
| 23382 - Ground Support Equipment Worker | 26.38 |
| 23391 - Gunsmith I | 22.12 |
| 23392 - Gunsmith II | 24.79 |
| 23393 - Gunsmith III | 26.78 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 27.43 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.31 |
| 23430 - Heavy Equipment Mechanic | 27.81 |
| 23440 - Heavy Equipment Operator | 30.74 |
| 23460 - Instrument Mechanic | 29.28 |
| 23465 - Laboratory/Shelter Mechanic | 25.88 |
| 23470 - Laborer | 14.21 |
| 23510 - Locksmith | 25.88 |
| 23530 - Machinery Maintenance Mechanic | 26.39 |
| 23550 - Machinist, Maintenance | 24.25 |
| 23580 - Maintenance Trades Helper | 17.86 |
| 23591 - Metrology Technician I | 29.28 |
| 23592 - Metrology Technician II | 30.22 |
| 23593 - Metrology Technician III | 31.11 |
| 23640 - Millwright | 27.73 |
| 23710 - Office Appliance Repairer | 25.88 |
| 23760 - Painter, Maintenance | 25.88 |
| 23790 - Pipefitter, Maintenance | 29.77 |
| 23810 - Plumber, Maintenance | 27.70 |
| 23820 - Pneudraulic Systems Mechanic | 26.78 |
| 23850 - Rigger | 26.78 |
| 23870 - Scale Mechanic | 24.79 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.27 |
| 23910 - Small Engine Mechanic | 24.79 |
| 23931 - Telecommunications Mechanic I | 27.36 |
| 23932 - Telecommunications Mechanic II | 28.21 |
| 23950 - Telephone Lineman | 24.68 |
| 23960 - Welder, Combination, Maintenance | 26.78 |
| 23965 - well Driller | 30.23 |
| 23970 - Woodcraft Worker | 26.78 |
| 23980 - Woodworker | 22.12 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.29 |
| 24580 - Child Care Center Clerk | 15.32 |
| 24610 - Chore Aide | 12.50 |
| 24620 - Family Readiness And Support Services Coordinator | 14.74 |
| 24630 - Homemaker | 18.61 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.38 |
| 25040 - Sewage Plant Operator | 28.22 |
| 25070 - Stationary Engineer | 26.38 |
| 25190 - Ventilation Equipment Tender | 20.48 |
| 25210 - Water Treatment Plant Operator | 28.22 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 22.00 |
| 27007 - Baggage Inspector | 13.73 |
| 27008 - Corrections Officer | 23.46 |
| 27010 - Court Security Officer | 29.42 |
| 27030 - Detection Dog Handler | 15.56 |
| 27040 - Detention Officer | 23.51 |

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| 27070 - Firefighter | 31.09 |
| 27101 - Guard I | 13.73 |
| 27102 - Guard II | 22.54 |
| 27131 - Police Officer I | 33.70 |
| 27132 - Police Officer II | 37.44 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.43 |
| 28042 - Carnival Equipment Repairer | 13.23 |
| 28043 - Carnival Equipment Worker | 10.02 |
| 28210 - Gate Attendant/Gate Tender | 14.84 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 16.01 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.98 |
| 28515 - Recreation Specialist | 18.39 |
| 28630 - Sports Official | 12.75 |
| 28690 - Swimming Pool Operator | 21.14 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.39 |
| 29020 - Hatch Tender | 29.39 |
| 29030 - Line Handler | 29.39 |
| 29041 - Stevedore I | 28.19 |
| 29042 - Stevedore II | 30.65 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.17 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.32 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.99 |
| 30021 - Archeological Technician I | 22.27 |
| 30022 - Archeological Technician II | 24.91 |
| 30023 - Archeological Technician III | 30.86 |
| 30030 - Cartographic Technician | 30.86 |
| 30040 - Civil Engineering Technician | 27.59 |
| 30061 - Drafter/CAD Operator I | 22.27 |
| 30062 - Drafter/CAD Operator II | 24.91 |
| 30063 - Drafter/CAD Operator III | 27.78 |
| 30064 - Drafter/CAD Operator IV | 34.17 |
| 30081 - Engineering Technician I | 20.27 |
| 30082 - Engineering Technician II | 22.53 |
| 30083 - Engineering Technician III | 25.20 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.19 |
| 30086 - Engineering Technician VI | 46.21 |
| 30090 - Environmental Technician | 28.91 |
| 30210 - Laboratory Technician | 27.78 |
| 30240 - Mathematical Technician | 30.86 |
| 30361 - Paralegal/Legal Assistant I | 22.25 |
| 30362 - Paralegal/Legal Assistant II | 27.57 |
| 30363 - Paralegal/Legal Assistant III | 33.72 |
| 30364 - Paralegal/Legal Assistant IV | 40.80 |
| 30390 - Photo-Optics Technician | 30.86 |
| 30461 - Technical Writer I | 26.75 |
| 30462 - Technical Writer II | 32.71 |
| 30463 - Technical Writer III | 39.58 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.26 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.35 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.18 |
| 30494 - Unexploded (UXO) Safety Escort | 24.26 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.26 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 23.99 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 25.41 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 15.18 |
| 31030 - Bus Driver | 19.68 |

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| 31043 - Driver Courier | 17.32 |
| 31260 - Parking and Lot Attendant | 13.65 |
| 31290 - Shuttle Bus Driver | 18.43 |
| 31310 - Taxi Driver | 15.74 |
| 31361 - Truckdriver, Light | 18.43 |
| 31362 - Truckdriver, Medium | 21.42 |
| 31363 - Truckdriver, Heavy | 22.63 |
| 31364 - Truckdriver, Tractor-Trailer | 22.63 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.32 |
| 99050 - Desk Clerk | 10.88 |
| 99095 - Embalmer | 26.13 |
| 99251 - Laboratory Animal Caretaker I | 12.24 |
| 99252 - Laboratory Animal Caretaker II | 13.02 |
| 99310 - Mortician | 26.13 |
| 99410 - Pest Controller | 19.07 |
| 99510 - Photofinishing Worker | 13.73 |
| 99710 - Recycling Laborer | 21.32 |
| 99711 - Recycling Specialist | 24.48 |
| 99730 - Refuse Collector | 19.73 |
| 99810 - Sales Clerk | 13.87 |
| 99820 - School Crossing Guard | 15.61 |
| 99830 - Survey Party Chief | 28.70 |
| 99831 - Surveying Aide | 13.59 |
| 99832 - Surveying Technician | 20.52 |
| 99840 - Vending Machine Attendant | 20.04 |
| 99841 - Vending Machine Repairer | 21.14 |
| 99842 - Vending Machine Repairer Helper | 20.04 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

**** 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.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2561
Revision No.: 19
Date of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of Island, San Juan, Skagit

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

| | |
|---|-------|
| 01000 - Administrative Support And Clerical Occupations | |
| 01011 - Accounting Clerk I | 15.56 |
| 01012 - Accounting Clerk II | 17.47 |
| 01013 - Accounting Clerk III | 19.54 |
| 01020 - Administrative Assistant | 23.72 |
| 01040 - Court Reporter | 19.01 |
| 01051 - Data Entry Operator I | 14.37 |
| 01052 - Data Entry Operator II | 15.93 |
| 01060 - Dispatcher, Motor Vehicle | 22.39 |
| 01070 - Document Preparation Clerk | 13.60 |
| 01090 - Duplicating Machine Operator | 13.60 |
| 01111 - General Clerk I | 12.68 |
| 01112 - General Clerk II | 14.80 |
| 01113 - General Clerk III | 16.82 |
| 01120 - Housing Referral Assistant | 21.81 |
| 01141 - Messenger Courier | 13.25 |
| 01191 - Order Clerk I | 14.60 |
| 01192 - Order Clerk II | 15.94 |
| 01261 - Personnel Assistant (Employment) I | 16.87 |
| 01262 - Personnel Assistant (Employment) II | 18.88 |
| 01263 - Personnel Assistant (Employment) III | 21.05 |
| 01270 - Production Control Clerk | 21.10 |
| 01280 - Receptionist | 14.47 |
| 01290 - Rental Clerk | 16.18 |
| 01300 - Scheduler, Maintenance | 17.49 |
| 01311 - Secretary I | 17.49 |
| 01312 - Secretary II | 19.57 |
| 01313 - Secretary III | 21.81 |
| 01320 - Service Order Dispatcher | 17.13 |
| 01410 - Supply Technician | 23.37 |
| 01420 - Survey Worker | 19.01 |
| 01531 - Travel Clerk I | 13.82 |
| 01532 - Travel Clerk II | 15.00 |
| 01533 - Travel Clerk III | 15.94 |
| 01611 - Word Processor I | 17.01 |
| 01612 - Word Processor II | 19.09 |
| 01613 - Word Processor III | 21.35 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.34 |
| 05010 - Automotive Electrician | 22.06 |
| 05040 - Automotive Glass Installer | 20.44 |
| 05070 - Automotive Worker | 21.36 |
| 05110 - Mobile Equipment Servicer | 19.78 |
| 05130 - Motor Equipment Metal Mechanic | 22.82 |
| 05160 - Motor Equipment Metal Worker | 21.36 |
| 05190 - Motor Vehicle Mechanic | 22.78 |
| 05220 - Motor Vehicle Mechanic Helper | 18.83 |
| 05250 - Motor Vehicle Upholstery Worker | 20.65 |
| 05280 - Motor Vehicle Wrecker | 21.36 |
| 05310 - Painter, Automotive | 22.06 |
| 05340 - Radiator Repair Specialist | 22.33 |
| 05370 - Tire Repairer | 15.74 |
| 05400 - Transmission Repair Specialist | 22.82 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.16 |
| 07041 - Cook I | 14.37 |
| 07042 - Cook II | 15.75 |
| 07070 - Dishwasher | 9.68 |
| 07130 - Food Service Worker | 11.19 |
| 07210 - Meat Cutter | 21.24 |
| 07260 - Waiter/Waitress | 12.90 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 22.11 |

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| 09040 - Furniture Handler | 17.88 |
| 09080 - Furniture Refinisher | 22.11 |
| 09090 - Furniture Refinisher Helper | 19.16 |
| 09110 - Furniture Repairer, Minor | 20.52 |
| 09130 - Upholsterer | 22.11 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.98 |
| 11060 - Elevator Operator | 11.98 |
| 11090 - Gardener | 18.28 |
| 11122 - Housekeeping Aide | 14.53 |
| 11150 - Janitor | 15.32 |
| 11210 - Laborer, Grounds Maintenance | 14.96 |
| 11240 - Maid or Houseman | 11.48 |
| 11260 - Pruner | 13.84 |
| 11270 - Tractor Operator | 17.18 |
| 11330 - Trail Maintenance Worker | 14.96 |
| 11360 - Window Cleaner | 16.44 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.25 |
| 12011 - Breath Alcohol Technician | 20.83 |
| 12012 - Certified Occupational Therapist Assistant | 24.40 |
| 12015 - Certified Physical Therapist Assistant | 23.12 |
| 12020 - Dental Assistant | 18.72 |
| 12025 - Dental Hygienist | 45.08 |
| 12030 - EKG Technician | 29.94 |
| 12035 - Electroneurodiagnostic Technologist | 29.94 |
| 12040 - Emergency Medical Technician | 20.83 |
| 12071 - Licensed Practical Nurse I | 18.57 |
| 12072 - Licensed Practical Nurse II | 20.78 |
| 12073 - Licensed Practical Nurse III | 23.17 |
| 12100 - Medical Assistant | 16.54 |
| 12130 - Medical Laboratory Technician | 19.51 |
| 12160 - Medical Record Clerk | 16.33 |
| 12190 - Medical Record Technician | 18.27 |
| 12195 - Medical Transcriptionist | 18.13 |
| 12210 - Nuclear Medicine Technologist | 39.01 |
| 12221 - Nursing Assistant I | 12.06 |
| 12222 - Nursing Assistant II | 13.58 |
| 12223 - Nursing Assistant III | 14.80 |
| 12224 - Nursing Assistant IV | 16.61 |
| 12235 - Optical Dispenser | 19.94 |
| 12236 - Optical Technician | 18.57 |
| 12250 - Pharmacy Technician | 18.96 |
| 12280 - Phlebotomist | 16.61 |
| 12305 - Radiologic Technologist | 32.53 |
| 12311 - Registered Nurse I | 29.46 |
| 12312 - Registered Nurse II | 36.05 |
| 12313 - Registered Nurse II, Specialist | 36.05 |
| 12314 - Registered Nurse III | 43.61 |
| 12315 - Registered Nurse III, Anesthetist | 43.61 |
| 12316 - Registered Nurse IV | 52.28 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.80 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.17 |
| 13012 - Exhibits Specialist II | 26.22 |
| 13013 - Exhibits Specialist III | 32.07 |
| 13041 - Illustrator I | 20.56 |
| 13042 - Illustrator II | 25.34 |
| 13043 - Illustrator III | 31.00 |
| 13047 - Librarian | 31.19 |
| 13050 - Library Aide/Clerk | 13.60 |
| 13054 - Library Information Technology Systems Administrator | 26.06 |

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| 13058 - Library Technician | 18.78 |
| 13061 - Media Specialist I | 17.68 |
| 13062 - Media Specialist II | 19.80 |
| 13063 - Media Specialist III | 22.06 |
| 13071 - Photographer I | 19.70 |
| 13072 - Photographer II | 22.76 |
| 13073 - Photographer III | 28.20 |
| 13074 - Photographer IV | 34.50 |
| 13075 - Photographer V | 41.74 |
| 13110 - Video Teleconference Technician | 20.43 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.22 |
| 14042 - Computer Operator II | 20.39 |
| 14043 - Computer Operator III | 22.73 |
| 14044 - Computer Operator IV | 25.25 |
| 14045 - Computer Operator V | 27.97 |
| 14071 - Computer Programmer I | (see 1) 24.47 |
| 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 | 18.22 |
| 14160 - Personal Computer Support Technician | 25.25 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 34.20 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 41.38 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 49.60 |
| 15050 - Computer Based Training Specialist / Instructor | 34.20 |
| 15060 - Educational Technologist | 30.07 |
| 15070 - Flight Instructor (Pilot) | 49.60 |
| 15080 - Graphic Artist | 25.73 |
| 15090 - Technical Instructor | 26.41 |
| 15095 - Technical Instructor/Course Developer | 32.32 |
| 15110 - Test Proctor | 21.33 |
| 15120 - Tutor | 21.33 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.37 |
| 16030 - Counter Attendant | 10.37 |
| 16040 - Dry Cleaner | 13.07 |
| 16070 - Finisher, Flatwork, Machine | 10.37 |
| 16090 - Presser, Hand | 10.37 |
| 16110 - Presser, Machine, Drycleaning | 10.37 |
| 16130 - Presser, Machine, Shirts | 10.37 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.37 |
| 16190 - Sewing Machine Operator | 13.99 |
| 16220 - Tailor | 14.89 |
| 16250 - Washer, Machine | 11.26 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 25.86 |
| 19040 - Tool And Die Maker | 29.25 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.87 |
| 21030 - Material Coordinator | 21.10 |
| 21040 - Material Expediter | 21.10 |
| 21050 - Material Handling Laborer | 15.41 |
| 21071 - Order Filler | 14.20 |
| 21080 - Production Line Worker (Food Processing) | 19.87 |
| 21110 - Shipping Packer | 17.57 |
| 21130 - Shipping/Receiving Clerk | 17.57 |
| 21140 - Store Worker I | 15.39 |
| 21150 - Stock Clerk | 19.42 |

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| 21210 - Tools And Parts Attendant | 19.87 |
| 21410 - Warehouse Specialist | 19.87 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.37 |
| 23021 - Aircraft Mechanic I | 28.50 |
| 23022 - Aircraft Mechanic II | 29.37 |
| 23023 - Aircraft Mechanic III | 30.25 |
| 23040 - Aircraft Mechanic Helper | 22.11 |
| 23050 - Aircraft, Painter | 27.37 |
| 23060 - Aircraft Servicer | 24.97 |
| 23080 - Aircraft Worker | 26.38 |
| 23110 - Appliance Mechanic | 24.65 |
| 23120 - Bicycle Repairer | 18.33 |
| 23125 - Cable Splicer | 31.68 |
| 23130 - Carpenter, Maintenance | 27.65 |
| 23140 - Carpet Layer | 24.79 |
| 23160 - Electrician, Maintenance | 31.50 |
| 23181 - Electronics Technician Maintenance I | 28.33 |
| 23182 - Electronics Technician Maintenance II | 29.58 |
| 23183 - Electronics Technician Maintenance III | 30.61 |
| 23260 - Fabric Worker | 23.47 |
| 23290 - Fire Alarm System Mechanic | 26.78 |
| 23310 - Fire Extinguisher Repairer | 22.12 |
| 23311 - Fuel Distribution System Mechanic | 26.30 |
| 23312 - Fuel Distribution System Operator | 22.75 |
| 23370 - General Maintenance Worker | 24.19 |
| 23380 - Ground Support Equipment Mechanic | 28.50 |
| 23381 - Ground Support Equipment Servicer | 24.97 |
| 23382 - Ground Support Equipment Worker | 26.38 |
| 23391 - Gunsmith I | 22.12 |
| 23392 - Gunsmith II | 24.79 |
| 23393 - Gunsmith III | 26.78 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 27.43 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.31 |
| 23430 - Heavy Equipment Mechanic | 27.81 |
| 23440 - Heavy Equipment Operator | 30.74 |
| 23460 - Instrument Mechanic | 29.28 |
| 23465 - Laboratory/Shelter Mechanic | 25.88 |
| 23470 - Laborer | 14.21 |
| 23510 - Locksmith | 25.88 |
| 23530 - Machinery Maintenance Mechanic | 27.15 |
| 23550 - Machinist, Maintenance | 24.25 |
| 23580 - Maintenance Trades Helper | 20.79 |
| 23591 - Metrology Technician I | 29.28 |
| 23592 - Metrology Technician II | 30.22 |
| 23593 - Metrology Technician III | 31.11 |
| 23640 - Millwright | 27.73 |
| 23710 - Office Appliance Repairer | 25.88 |
| 23760 - Painter, Maintenance | 25.88 |
| 23790 - Pipefitter, Maintenance | 29.77 |
| 23810 - Plumber, Maintenance | 27.70 |
| 23820 - Pneudraulic Systems Mechanic | 26.78 |
| 23850 - Rigger | 26.78 |
| 23870 - Scale Mechanic | 24.79 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.27 |
| 23910 - Small Engine Mechanic | 24.79 |
| 23931 - Telecommunications Mechanic I | 27.36 |
| 23932 - Telecommunications Mechanic II | 28.25 |
| 23950 - Telephone Lineman | 25.65 |
| 23960 - Welder, Combination, Maintenance | 26.78 |
| 23965 - Well Driller | 32.28 |

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| 23970 - Woodcraft Worker | 26.78 |
| 23980 - Woodworker | 22.12 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.29 |
| 24580 - Child Care Center Clerk | 15.32 |
| 24610 - Chore Aide | 10.74 |
| 24620 - Family Readiness And Support Services Coordinator | 14.74 |
| 24630 - Homemaker | 19.69 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.38 |
| 25040 - Sewage Plant Operator | 28.22 |
| 25070 - Stationary Engineer | 26.38 |
| 25190 - Ventilation Equipment Tender | 20.48 |
| 25210 - Water Treatment Plant Operator | 28.22 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 22.98 |
| 27007 - Baggage Inspector | 13.73 |
| 27008 - Corrections Officer | 23.46 |
| 27010 - Court Security Officer | 29.42 |
| 27030 - Detection Dog Handler | 15.56 |
| 27040 - Detention Officer | 23.51 |
| 27070 - Firefighter | 31.09 |
| 27101 - Guard I | 13.73 |
| 27102 - Guard II | 22.54 |
| 27131 - Police Officer I | 33.70 |
| 27132 - Police Officer II | 37.44 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.43 |
| 28042 - Carnival Equipment Repairer | 13.23 |
| 28043 - Carnival Equipment Worker | 10.02 |
| 28210 - Gate Attendant/Gate Tender | 14.84 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 16.01 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.98 |
| 28515 - Recreation Specialist | 19.12 |
| 28630 - Sports Official | 12.75 |
| 28690 - Swimming Pool Operator | 20.57 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.78 |
| 29020 - Hatch Tender | 29.78 |
| 29030 - Line Handler | 29.78 |
| 29041 - Stevedore I | 28.19 |
| 29042 - Stevedore II | 31.09 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.17 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.32 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.99 |
| 30021 - Archeological Technician I | 22.27 |
| 30022 - Archeological Technician II | 24.91 |
| 30023 - Archeological Technician III | 30.86 |
| 30030 - Cartographic Technician | 30.86 |
| 30040 - Civil Engineering Technician | 27.59 |
| 30061 - Drafter/CAD Operator I | 22.27 |
| 30062 - Drafter/CAD Operator II | 24.91 |
| 30063 - Drafter/CAD Operator III | 27.78 |
| 30064 - Drafter/CAD Operator IV | 34.17 |
| 30081 - Engineering Technician I | 20.07 |
| 30082 - Engineering Technician II | 22.53 |
| 30083 - Engineering Technician III | 25.20 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.19 |
| 30086 - Engineering Technician VI | 46.21 |

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|---|---------------|
| 30090 - Environmental Technician | 28.91 |
| 30210 - Laboratory Technician | 27.78 |
| 30240 - Mathematical Technician | 30.86 |
| 30361 - Paralegal/Legal Assistant I | 22.87 |
| 30362 - Paralegal/Legal Assistant II | 28.34 |
| 30363 - Paralegal/Legal Assistant III | 33.72 |
| 30364 - Paralegal/Legal Assistant IV | 41.93 |
| 30390 - Photo-Optics Technician | 30.86 |
| 30461 - Technical Writer I | 26.15 |
| 30462 - Technical Writer II | 31.99 |
| 30463 - Technical Writer III | 38.71 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.26 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.35 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.18 |
| 30494 - Unexploded (UXO) Safety Escort | 24.26 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.26 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 23.99 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 27.06 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 15.18 |
| 31030 - Bus Driver | 19.68 |
| 31043 - Driver Courier | 17.32 |
| 31260 - Parking and Lot Attendant | 11.89 |
| 31290 - Shuttle Bus Driver | 18.43 |
| 31310 - Taxi Driver | 13.17 |
| 31361 - Truckdriver, Light | 18.43 |
| 31362 - Truckdriver, Medium | 21.42 |
| 31363 - Truckdriver, Heavy | 22.63 |
| 31364 - Truckdriver, Tractor-Trailer | 22.63 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.32 |
| 99050 - Desk Clerk | 11.28 |
| 99095 - Embalmer | 26.77 |
| 99251 - Laboratory Animal Caretaker I | 12.24 |
| 99252 - Laboratory Animal Caretaker II | 13.02 |
| 99310 - Mortician | 26.77 |
| 99410 - Pest Controller | 19.07 |
| 99510 - Photofinishing Worker | 13.73 |
| 99710 - Recycling Laborer | 21.32 |
| 99711 - Recycling Specialist | 24.48 |
| 99730 - Refuse Collector | 19.73 |
| 99810 - Sales Clerk | 13.82 |
| 99820 - School Crossing Guard | 15.61 |
| 99830 - Survey Party Chief | 28.70 |
| 99831 - Surveying Aide | 16.46 |
| 99832 - Surveying Technician | 22.56 |
| 99840 - Vending Machine Attendant | 18.44 |
| 99841 - Vending Machine Repairer | 19.80 |
| 99842 - Vending Machine Repairer Helper | 18.44 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundrying 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 laundrying in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2562
Revision No.: 18
Date of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of Island, San Juan, Skagit

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.56 |
| 01012 - Accounting Clerk II | | 17.47 |
| 01013 - Accounting Clerk III | | 19.54 |
| 01020 - Administrative Assistant | | 23.72 |
| 01040 - Court Reporter | | 19.01 |
| 01051 - Data Entry Operator I | | 14.37 |
| 01052 - Data Entry Operator II | | 15.93 |
| 01060 - Dispatcher, Motor Vehicle | | 22.39 |
| 01070 - Document Preparation Clerk | | 13.60 |
| 01090 - Duplicating Machine Operator | | 13.60 |
| 01111 - General Clerk I | | 12.68 |
| 01112 - General Clerk II | | 14.80 |
| 01113 - General Clerk III | | 16.82 |
| 01120 - Housing Referral Assistant | | 21.81 |
| 01141 - Messenger Courier | | 13.25 |
| 01191 - Order Clerk I | | 14.60 |
| 01192 - Order Clerk II | | 15.94 |
| 01261 - Personnel Assistant (Employment) I | | 16.87 |
| 01262 - Personnel Assistant (Employment) II | | 18.88 |
| 01263 - Personnel Assistant (Employment) III | | 21.05 |
| 01270 - Production Control Clerk | | 21.10 |
| 01280 - Receptionist | | 14.47 |
| 01290 - Rental Clerk | | 16.18 |
| 01300 - Scheduler, Maintenance | | 17.49 |
| 01311 - Secretary I | | 17.49 |
| 01312 - Secretary II | | 19.57 |
| 01313 - Secretary III | | 21.81 |
| 01320 - Service Order Dispatcher | | 17.13 |
| 01410 - Supply Technician | | 23.37 |
| 01420 - Survey Worker | | 19.01 |
| 01531 - Travel Clerk I | | 13.82 |
| 01532 - Travel Clerk II | | 15.00 |
| 01533 - Travel Clerk III | | 15.94 |
| 01611 - Word Processor I | | 17.01 |
| 01612 - Word Processor II | | 19.09 |
| 01613 - Word Processor III | | 21.35 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 23.34 |
| 05010 - Automotive Electrician | | 22.06 |
| 05040 - Automotive Glass Installer | | 20.44 |
| 05070 - Automotive Worker | | 21.36 |
| 05110 - Mobile Equipment Servicer | | 19.78 |
| 05130 - Motor Equipment Metal Mechanic | | 22.82 |

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| 05160 - Motor Equipment Metal Worker | 21.36 |
| 05190 - Motor Vehicle Mechanic | 22.78 |
| 05220 - Motor Vehicle Mechanic Helper | 18.83 |
| 05250 - Motor Vehicle Upholstery Worker | 20.65 |
| 05280 - Motor Vehicle Wrecker | 21.36 |
| 05310 - Painter, Automotive | 22.06 |
| 05340 - Radiator Repair Specialist | 22.33 |
| 05370 - Tire Repairer | 15.74 |
| 05400 - Transmission Repair Specialist | 22.82 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.16 |
| 07041 - Cook I | 14.37 |
| 07042 - Cook II | 15.75 |
| 07070 - Dishwasher | 9.68 |
| 07130 - Food Service Worker | 11.19 |
| 07210 - Meat Cutter | 21.24 |
| 07260 - Waiter/Waitress | 12.90 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 22.11 |
| 09040 - Furniture Handler | 17.88 |
| 09080 - Furniture Refinisher | 22.11 |
| 09090 - Furniture Refinisher Helper | 19.16 |
| 09110 - Furniture Repairer, Minor | 20.52 |
| 09130 - Upholsterer | 22.11 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.98 |
| 11060 - Elevator Operator | 11.98 |
| 11090 - Gardener | 18.28 |
| 11122 - Housekeeping Aide | 14.53 |
| 11150 - Janitor | 15.32 |
| 11210 - Laborer, Grounds Maintenance | 14.96 |
| 11240 - Maid or Houseman | 11.48 |
| 11260 - Pruner | 13.84 |
| 11270 - Tractor Operator | 17.18 |
| 11330 - Trail Maintenance Worker | 14.96 |
| 11360 - Window Cleaner | 16.44 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.25 |
| 12011 - Breath Alcohol Technician | 20.83 |
| 12012 - Certified Occupational Therapist Assistant | 24.40 |
| 12015 - Certified Physical Therapist Assistant | 23.12 |
| 12020 - Dental Assistant | 18.72 |
| 12025 - Dental Hygienist | 45.08 |
| 12030 - EKG Technician | 29.94 |
| 12035 - Electroneurodiagnostic Technologist | 29.94 |
| 12040 - Emergency Medical Technician | 20.83 |
| 12071 - Licensed Practical Nurse I | 18.57 |
| 12072 - Licensed Practical Nurse II | 20.78 |
| 12073 - Licensed Practical Nurse III | 23.17 |
| 12100 - Medical Assistant | 16.54 |
| 12130 - Medical Laboratory Technician | 19.51 |
| 12160 - Medical Record Clerk | 16.33 |
| 12190 - Medical Record Technician | 18.27 |
| 12195 - Medical Transcriptionist | 18.13 |
| 12210 - Nuclear Medicine Technologist | 39.01 |
| 12221 - Nursing Assistant I | 12.06 |
| 12222 - Nursing Assistant II | 13.58 |
| 12223 - Nursing Assistant III | 14.80 |
| 12224 - Nursing Assistant IV | 16.61 |
| 12235 - Optical Dispenser | 19.94 |
| 12236 - Optical Technician | 18.57 |
| 12250 - Pharmacy Technician | 18.96 |
| 12280 - Phlebotomist | 16.61 |

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| 12305 - Radiologic Technologist | 32.53 |
| 12311 - Registered Nurse I | 29.46 |
| 12312 - Registered Nurse II | 36.05 |
| 12313 - Registered Nurse II, Specialist | 36.05 |
| 12314 - Registered Nurse III | 43.61 |
| 12315 - Registered Nurse III, Anesthetist | 43.61 |
| 12316 - Registered Nurse IV | 52.28 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.80 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.17 |
| 13012 - Exhibits Specialist II | 26.22 |
| 13013 - Exhibits Specialist III | 32.07 |
| 13041 - Illustrator I | 20.56 |
| 13042 - Illustrator II | 25.34 |
| 13043 - Illustrator III | 31.00 |
| 13047 - Librarian | 31.19 |
| 13050 - Library Aide/Clerk | 13.60 |
| 13054 - Library Information Technology Systems Administrator | 26.06 |
| 13058 - Library Technician | 18.78 |
| 13061 - Media Specialist I | 17.68 |
| 13062 - Media Specialist II | 19.80 |
| 13063 - Media Specialist III | 22.06 |
| 13071 - Photographer I | 19.70 |
| 13072 - Photographer II | 22.76 |
| 13073 - Photographer III | 28.20 |
| 13074 - Photographer IV | 34.50 |
| 13075 - Photographer V | 41.74 |
| 13110 - Video Teleconference Technician | 20.43 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.22 |
| 14042 - Computer Operator II | 20.39 |
| 14043 - Computer Operator III | 22.73 |
| 14044 - Computer Operator IV | 25.25 |
| 14045 - Computer Operator V | 27.97 |
| 14071 - Computer Programmer I | (see 1) 24.47 |
| 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 | 18.22 |
| 14160 - Personal Computer Support Technician | 25.25 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 34.20 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 41.38 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 49.60 |
| 15050 - Computer Based Training Specialist / Instructor | 34.20 |
| 15060 - Educational Technologist | 30.07 |
| 15070 - Flight Instructor (Pilot) | 49.60 |
| 15080 - Graphic Artist | 25.73 |
| 15090 - Technical Instructor | 26.41 |
| 15095 - Technical Instructor/Course Developer | 32.32 |
| 15110 - Test Proctor | 21.33 |
| 15120 - Tutor | 21.33 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.37 |
| 16030 - Counter Attendant | 10.37 |
| 16040 - Dry Cleaner | 13.07 |
| 16070 - Finisher, Flatwork, Machine | 10.37 |
| 16090 - Presser, Hand | 10.37 |
| 16110 - Presser, Machine, Drycleaning | 10.37 |

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| 16130 - Presser, Machine, Shirts | 10.37 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.37 |
| 16190 - Sewing Machine Operator | 13.99 |
| 16220 - Tailor | 14.89 |
| 16250 - Washer, Machine | 11.26 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 25.86 |
| 19040 - Tool And Die Maker | 29.25 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.87 |
| 21030 - Material Coordinator | 21.10 |
| 21040 - Material Expediter | 21.10 |
| 21050 - Material Handling Laborer | 15.41 |
| 21071 - Order Filler | 14.20 |
| 21080 - Production Line Worker (Food Processing) | 19.87 |
| 21110 - Shipping Packer | 17.57 |
| 21130 - Shipping/Receiving Clerk | 17.57 |
| 21140 - Store Worker I | 15.39 |
| 21150 - Stock Clerk | 19.42 |
| 21210 - Tools And Parts Attendant | 19.87 |
| 21410 - Warehouse Specialist | 19.87 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.37 |
| 23021 - Aircraft Mechanic I | 28.50 |
| 23022 - Aircraft Mechanic II | 29.37 |
| 23023 - Aircraft Mechanic III | 30.25 |
| 23040 - Aircraft Mechanic Helper | 22.11 |
| 23050 - Aircraft, Painter | 27.37 |
| 23060 - Aircraft Servicer | 24.97 |
| 23080 - Aircraft Worker | 26.38 |
| 23110 - Appliance Mechanic | 24.65 |
| 23120 - Bicycle Repairer | 18.33 |
| 23125 - Cable Splicer | 31.68 |
| 23130 - Carpenter, Maintenance | 27.65 |
| 23140 - Carpet Layer | 24.79 |
| 23160 - Electrician, Maintenance | 31.50 |
| 23181 - Electronics Technician Maintenance I | 28.33 |
| 23182 - Electronics Technician Maintenance II | 29.58 |
| 23183 - Electronics Technician Maintenance III | 30.61 |
| 23260 - Fabric Worker | 23.47 |
| 23290 - Fire Alarm System Mechanic | 26.78 |
| 23310 - Fire Extinguisher Repairer | 22.12 |
| 23311 - Fuel Distribution System Mechanic | 26.30 |
| 23312 - Fuel Distribution System Operator | 22.75 |
| 23370 - General Maintenance Worker | 24.19 |
| 23380 - Ground Support Equipment Mechanic | 28.50 |
| 23381 - Ground Support Equipment Servicer | 24.97 |
| 23382 - Ground Support Equipment Worker | 26.38 |
| 23391 - Gunsmith I | 22.12 |
| 23392 - Gunsmith II | 24.79 |
| 23393 - Gunsmith III | 26.78 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 27.43 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.31 |
| 23430 - Heavy Equipment Mechanic | 27.81 |
| 23440 - Heavy Equipment Operator | 30.74 |
| 23460 - Instrument Mechanic | 29.28 |
| 23465 - Laboratory/Shelter Mechanic | 25.88 |
| 23470 - Laborer | 14.21 |
| 23510 - Locksmith | 25.88 |
| 23530 - Machinery Maintenance Mechanic | 27.15 |
| 23550 - Machinist, Maintenance | 24.25 |

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| 23580 - Maintenance Trades Helper | 20.79 |
| 23591 - Metrology Technician I | 29.28 |
| 23592 - Metrology Technician II | 30.22 |
| 23593 - Metrology Technician III | 31.11 |
| 23640 - Millwright | 27.73 |
| 23710 - Office Appliance Repairer | 25.88 |
| 23760 - Painter, Maintenance | 25.88 |
| 23790 - Pipefitter, Maintenance | 29.77 |
| 23810 - Plumber, Maintenance | 27.70 |
| 23820 - Pneudraulic Systems Mechanic | 26.78 |
| 23850 - Rigger | 26.78 |
| 23870 - Scale Mechanic | 24.79 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.27 |
| 23910 - Small Engine Mechanic | 24.79 |
| 23931 - Telecommunications Mechanic I | 27.36 |
| 23932 - Telecommunications Mechanic II | 28.25 |
| 23950 - Telephone Lineman | 25.65 |
| 23960 - Welder, Combination, Maintenance | 26.78 |
| 23965 - Well Driller | 32.28 |
| 23970 - Woodcraft Worker | 26.78 |
| 23980 - Woodworker | 22.12 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.29 |
| 24580 - Child Care Center Clerk | 15.32 |
| 24610 - Chore Aide | 10.74 |
| 24620 - Family Readiness And Support Services Coordinator | 14.74 |
| 24630 - Homemaker | 19.69 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.38 |
| 25040 - Sewage Plant Operator | 28.22 |
| 25070 - Stationary Engineer | 26.38 |
| 25190 - Ventilation Equipment Tender | 20.48 |
| 25210 - Water Treatment Plant Operator | 28.22 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 22.98 |
| 27007 - Baggage Inspector | 13.73 |
| 27008 - Corrections Officer | 23.46 |
| 27010 - Court Security Officer | 29.42 |
| 27030 - Detection Dog Handler | 15.56 |
| 27040 - Detention Officer | 23.51 |
| 27070 - Firefighter | 31.09 |
| 27101 - Guard I | 13.73 |
| 27102 - Guard II | 22.54 |
| 27131 - Police Officer I | 33.70 |
| 27132 - Police Officer II | 37.44 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.43 |
| 28042 - Carnival Equipment Repairer | 13.23 |
| 28043 - Carnival Equipment Worker | 10.02 |
| 28210 - Gate Attendant/Gate Tender | 14.84 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 16.01 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.98 |
| 28515 - Recreation Specialist | 19.12 |
| 28630 - Sports Official | 12.75 |
| 28690 - Swimming Pool Operator | 20.57 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.78 |
| 29020 - Hatch Tender | 29.78 |
| 29030 - Line Handler | 29.78 |
| 29041 - Stevedore I | 28.19 |
| 29042 - Stevedore II | 31.09 |

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| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.17 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.32 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.99 |
| 30021 - Archeological Technician I | 22.27 |
| 30022 - Archeological Technician II | 24.91 |
| 30023 - Archeological Technician III | 30.86 |
| 30030 - Cartographic Technician | 30.86 |
| 30040 - Civil Engineering Technician | 27.59 |
| 30061 - Drafter/CAD Operator I | 22.27 |
| 30062 - Drafter/CAD Operator II | 24.91 |
| 30063 - Drafter/CAD Operator III | 27.78 |
| 30064 - Drafter/CAD Operator IV | 34.17 |
| 30081 - Engineering Technician I | 20.07 |
| 30082 - Engineering Technician II | 22.53 |
| 30083 - Engineering Technician III | 25.20 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.19 |
| 30086 - Engineering Technician VI | 46.21 |
| 30090 - Environmental Technician | 28.91 |
| 30210 - Laboratory Technician | 27.78 |
| 30240 - Mathematical Technician | 30.86 |
| 30361 - Paralegal/Legal Assistant I | 22.87 |
| 30362 - Paralegal/Legal Assistant II | 28.34 |
| 30363 - Paralegal/Legal Assistant III | 33.72 |
| 30364 - Paralegal/Legal Assistant IV | 41.93 |
| 30390 - Photo-Optics Technician | 30.86 |
| 30461 - Technical Writer I | 26.15 |
| 30462 - Technical Writer II | 31.99 |
| 30463 - Technical Writer III | 38.71 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.26 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.35 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.18 |
| 30494 - Unexploded (UXO) Safety Escort | 24.26 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.26 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 23.99 |
| 30621 - Weather Observer, Senior (see 2) | 27.06 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 15.18 |
| 31030 - Bus Driver | 19.68 |
| 31043 - Driver Courier | 17.32 |
| 31260 - Parking and Lot Attendant | 11.89 |
| 31290 - Shuttle Bus Driver | 18.43 |
| 31310 - Taxi Driver | 13.17 |
| 31361 - Truckdriver, Light | 18.43 |
| 31362 - Truckdriver, Medium | 21.42 |
| 31363 - Truckdriver, Heavy | 22.63 |
| 31364 - Truckdriver, Tractor-Trailer | 22.63 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.32 |
| 99050 - Desk Clerk | 11.28 |
| 99095 - Embalmer | 26.77 |
| 99251 - Laboratory Animal Caretaker I | 12.24 |
| 99252 - Laboratory Animal Caretaker II | 13.02 |
| 99310 - Mortician | 26.77 |
| 99410 - Pest Controller | 19.07 |
| 99510 - Photofinishing Worker | 13.73 |
| 99710 - Recycling Laborer | 21.32 |
| 99711 - Recycling Specialist | 24.48 |
| 99730 - Refuse Collector | 19.73 |
| 99810 - Sales Clerk | 13.82 |
| 99820 - School Crossing Guard | 15.61 |

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|---|-------|
| 99830 - Survey Party Chief | 28.70 |
| 99831 - Surveying Aide | 16.46 |
| 99832 - Surveying Technician | 22.56 |
| 99840 - Vending Machine Attendant | 18.44 |
| 99841 - Vending Machine Repairer | 19.80 |
| 99842 - Vending Machine Repairer Helper | 18.44 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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. Conformance 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2563
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of King, Snohomish, Whatcom

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.56 |
| 01012 - Accounting Clerk II | | 17.47 |
| 01013 - Accounting Clerk III | | 19.54 |
| 01020 - Administrative Assistant | | 23.72 |
| 01040 - Court Reporter | | 19.01 |
| 01051 - Data Entry Operator I | | 14.37 |
| 01052 - Data Entry Operator II | | 15.69 |
| 01060 - Dispatcher, Motor Vehicle | | 22.39 |
| 01070 - Document Preparation Clerk | | 13.60 |
| 01090 - Duplicating Machine Operator | | 13.60 |
| 01111 - General Clerk I | | 12.68 |
| 01112 - General Clerk II | | 14.80 |
| 01113 - General Clerk III | | 16.82 |
| 01120 - Housing Referral Assistant | | 21.81 |
| 01141 - Messenger Courier | | 13.25 |
| 01191 - Order Clerk I | | 15.29 |
| 01192 - Order Clerk II | | 16.10 |
| 01261 - Personnel Assistant (Employment) I | | 16.87 |
| 01262 - Personnel Assistant (Employment) II | | 18.88 |
| 01263 - Personnel Assistant (Employment) III | | 21.05 |
| 01270 - Production Control Clerk | | 21.10 |

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|--|-------|
| 01280 - Receptionist | 14.47 |
| 01290 - Rental Clerk | 16.18 |
| 01300 - Scheduler, Maintenance | 17.49 |
| 01311 - Secretary I | 17.49 |
| 01312 - Secretary II | 19.57 |
| 01313 - Secretary III | 21.81 |
| 01320 - Service Order Dispatcher | 17.13 |
| 01410 - Supply Technician | 23.37 |
| 01420 - Survey Worker | 19.01 |
| 01531 - Travel Clerk I | 13.96 |
| 01532 - Travel Clerk II | 15.00 |
| 01533 - Travel Clerk III | 16.08 |
| 01611 - Word Processor I | 17.01 |
| 01612 - Word Processor II | 19.09 |
| 01613 - Word Processor III | 21.35 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.34 |
| 05010 - Automotive Electrician | 22.06 |
| 05040 - Automotive Glass Installer | 21.36 |
| 05070 - Automotive Worker | 21.36 |
| 05110 - Mobile Equipment Servicer | 19.93 |
| 05130 - Motor Equipment Metal Mechanic | 22.82 |
| 05160 - Motor Equipment Metal Worker | 21.36 |
| 05190 - Motor Vehicle Mechanic | 22.78 |
| 05220 - Motor Vehicle Mechanic Helper | 19.20 |
| 05250 - Motor Vehicle Upholstery Worker | 20.65 |
| 05280 - Motor Vehicle Wrecker | 21.36 |
| 05310 - Painter, Automotive | 22.06 |
| 05340 - Radiator Repair Specialist | 21.36 |
| 05370 - Tire Repairer | 16.61 |
| 05400 - Transmission Repair Specialist | 22.82 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.16 |
| 07041 - Cook I | 14.37 |
| 07042 - Cook II | 15.75 |
| 07070 - Dishwasher | 9.68 |
| 07130 - Food Service Worker | 11.19 |
| 07210 - Meat Cutter | 21.24 |
| 07260 - Waiter/Waitress | 13.40 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 22.11 |
| 09040 - Furniture Handler | 17.88 |
| 09080 - Furniture Refinisher | 22.11 |
| 09090 - Furniture Refinisher Helper | 19.16 |
| 09110 - Furniture Repairer, Minor | 20.52 |
| 09130 - Upholsterer | 22.11 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.98 |
| 11060 - Elevator Operator | 11.98 |
| 11090 - Gardener | 18.28 |
| 11122 - Housekeeping Aide | 14.53 |
| 11150 - Janitor | 15.32 |
| 11210 - Laborer, Grounds Maintenance | 15.07 |
| 11240 - Maid or Houseman | 11.48 |
| 11260 - Pruner | 13.84 |
| 11270 - Tractor Operator | 17.18 |
| 11330 - Trail Maintenance Worker | 15.07 |
| 11360 - Window Cleaner | 16.44 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.83 |
| 12011 - Breath Alcohol Technician | 20.83 |
| 12012 - Certified Occupational Therapist Assistant | 24.67 |
| 12015 - Certified Physical Therapist Assistant | 23.12 |

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| 12020 - Dental Assistant | 18.72 |
| 12025 - Dental Hygienist | 45.08 |
| 12030 - EKG Technician | 29.94 |
| 12035 - Electroneurodiagnostic Technologist | 29.94 |
| 12040 - Emergency Medical Technician | 20.83 |
| 12071 - Licensed Practical Nurse I | 18.57 |
| 12072 - Licensed Practical Nurse II | 20.78 |
| 12073 - Licensed Practical Nurse III | 23.17 |
| 12100 - Medical Assistant | 16.54 |
| 12130 - Medical Laboratory Technician | 20.78 |
| 12160 - Medical Record Clerk | 16.33 |
| 12190 - Medical Record Technician | 18.27 |
| 12195 - Medical Transcriptionist | 19.77 |
| 12210 - Nuclear Medicine Technologist | 39.01 |
| 12221 - Nursing Assistant I | 12.06 |
| 12222 - Nursing Assistant II | 13.58 |
| 12223 - Nursing Assistant III | 14.80 |
| 12224 - Nursing Assistant IV | 16.61 |
| 12235 - Optical Dispenser | 20.16 |
| 12236 - Optical Technician | 18.57 |
| 12250 - Pharmacy Technician | 18.96 |
| 12280 - Phlebotomist | 16.61 |
| 12305 - Radiologic Technologist | 32.53 |
| 12311 - Registered Nurse I | 29.46 |
| 12312 - Registered Nurse II | 36.05 |
| 12313 - Registered Nurse II, Specialist | 36.05 |
| 12314 - Registered Nurse III | 43.61 |
| 12315 - Registered Nurse III, Anesthetist | 43.61 |
| 12316 - Registered Nurse IV | 52.28 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.80 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.79 |
| 13012 - Exhibits Specialist II | 26.22 |
| 13013 - Exhibits Specialist III | 32.07 |
| 13041 - Illustrator I | 21.79 |
| 13042 - Illustrator II | 25.34 |
| 13043 - Illustrator III | 31.00 |
| 13047 - Librarian | 31.19 |
| 13050 - Library Aide/Clerk | 13.60 |
| 13054 - Library Information Technology Systems Administrator | 26.06 |
| 13058 - Library Technician | 18.78 |
| 13061 - Media Specialist I | 19.46 |
| 13062 - Media Specialist II | 21.79 |
| 13063 - Media Specialist III | 24.28 |
| 13071 - Photographer I | 20.35 |
| 13072 - Photographer II | 22.76 |
| 13073 - Photographer III | 28.20 |
| 13074 - Photographer IV | 34.50 |
| 13075 - Photographer V | 41.74 |
| 13110 - Video Teleconference Technician | 20.43 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.22 |
| 14042 - Computer Operator II | 20.39 |
| 14043 - Computer Operator III | 22.73 |
| 14044 - Computer Operator IV | 25.25 |
| 14045 - Computer Operator V | 27.97 |
| 14071 - Computer Programmer I | (see 1) 24.47 |
| 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) |

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| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 18.22 |
| 14160 - Personal Computer Support Technician | | 25.25 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 34.20 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 41.38 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 49.60 |
| 15050 - Computer Based Training Specialist / Instructor | | 34.20 |
| 15060 - Educational Technologist | | 29.85 |
| 15070 - Flight Instructor (Pilot) | | 49.60 |
| 15080 - Graphic Artist | | 25.73 |
| 15090 - Technical Instructor | | 26.41 |
| 15095 - Technical Instructor/Course Developer | | 32.32 |
| 15110 - Test Proctor | | 21.33 |
| 15120 - Tutor | | 21.33 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.37 |
| 16030 - Counter Attendant | | 10.37 |
| 16040 - Dry Cleaner | | 13.07 |
| 16070 - Finisher, Flatwork, Machine | | 10.37 |
| 16090 - Presser, Hand | | 10.37 |
| 16110 - Presser, Machine, Drycleaning | | 10.37 |
| 16130 - Presser, Machine, Shirts | | 10.37 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 10.37 |
| 16190 - Sewing Machine Operator | | 13.99 |
| 16220 - Tailor | | 14.89 |
| 16250 - Washer, Machine | | 11.26 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 26.06 |
| 19040 - Tool And Die Maker | | 29.25 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 19.87 |
| 21030 - Material Coordinator | | 21.10 |
| 21040 - Material Expediter | | 21.10 |
| 21050 - Material Handling Laborer | | 15.41 |
| 21071 - Order Filler | | 14.20 |
| 21080 - Production Line Worker (Food Processing) | | 19.87 |
| 21110 - Shipping Packer | | 18.13 |
| 21130 - Shipping/Receiving Clerk | | 18.13 |
| 21140 - Store Worker I | | 15.40 |
| 21150 - Stock Clerk | | 19.42 |
| 21210 - Tools And Parts Attendant | | 19.87 |
| 21410 - Warehouse Specialist | | 19.87 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 29.37 |
| 23021 - Aircraft Mechanic I | | 28.50 |
| 23022 - Aircraft Mechanic II | | 29.37 |
| 23023 - Aircraft Mechanic III | | 30.25 |
| 23040 - Aircraft Mechanic Helper | | 22.11 |
| 23050 - Aircraft, Painter | | 27.52 |
| 23060 - Aircraft Servicer | | 24.97 |
| 23080 - Aircraft Worker | | 26.38 |
| 23110 - Appliance Mechanic | | 24.65 |
| 23120 - Bicycle Repairer | | 18.25 |
| 23125 - Cable Splicer | | 31.68 |
| 23130 - Carpenter, Maintenance | | 27.65 |
| 23140 - Carpet Layer | | 24.79 |
| 23160 - Electrician, Maintenance | | 31.22 |
| 23181 - Electronics Technician Maintenance I | | 28.33 |
| 23182 - Electronics Technician Maintenance II | | 29.58 |
| 23183 - Electronics Technician Maintenance III | | 30.61 |
| 23260 - Fabric Worker | | 23.47 |
| 23290 - Fire Alarm System Mechanic | | 26.78 |

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| 23310 - Fire Extinguisher Repairer | 22.12 |
| 23311 - Fuel Distribution System Mechanic | 26.30 |
| 23312 - Fuel Distribution System Operator | 21.80 |
| 23370 - General Maintenance Worker | 24.19 |
| 23380 - Ground Support Equipment Mechanic | 28.50 |
| 23381 - Ground Support Equipment Servicer | 24.97 |
| 23382 - Ground Support Equipment Worker | 26.38 |
| 23391 - Gunsmith I | 22.12 |
| 23392 - Gunsmith II | 24.79 |
| 23393 - Gunsmith III | 26.78 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 27.43 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.31 |
| 23430 - Heavy Equipment Mechanic | 27.81 |
| 23440 - Heavy Equipment Operator | 30.74 |
| 23460 - Instrument Mechanic | 29.28 |
| 23465 - Laboratory/Shelter Mechanic | 25.88 |
| 23470 - Laborer | 14.21 |
| 23510 - Locksmith | 25.88 |
| 23530 - Machinery Maintenance Mechanic | 27.15 |
| 23550 - Machinist, Maintenance | 24.25 |
| 23580 - Maintenance Trades Helper | 20.79 |
| 23591 - Metrology Technician I | 29.28 |
| 23592 - Metrology Technician II | 30.22 |
| 23593 - Metrology Technician III | 31.11 |
| 23640 - Millwright | 27.73 |
| 23710 - Office Appliance Repairer | 25.88 |
| 23760 - Painter, Maintenance | 25.88 |
| 23790 - Pipefitter, Maintenance | 29.77 |
| 23810 - Plumber, Maintenance | 27.70 |
| 23820 - Pneudraulic Systems Mechanic | 26.78 |
| 23850 - Rigger | 26.78 |
| 23870 - Scale Mechanic | 24.79 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.27 |
| 23910 - Small Engine Mechanic | 24.79 |
| 23931 - Telecommunications Mechanic I | 27.36 |
| 23932 - Telecommunications Mechanic II | 28.21 |
| 23950 - Telephone Lineman | 24.84 |
| 23960 - Welder, Combination, Maintenance | 26.78 |
| 23965 - well Driller | 32.28 |
| 23970 - Woodcraft Worker | 26.78 |
| 23980 - Woodworker | 22.12 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.29 |
| 24580 - Child Care Center Clerk | 15.32 |
| 24610 - Chore Aide | 10.74 |
| 24620 - Family Readiness And Support Services Coordinator | 14.74 |
| 24630 - Homemaker | 19.55 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.38 |
| 25040 - Sewage Plant Operator | 28.22 |
| 25070 - Stationary Engineer | 26.38 |
| 25190 - Ventilation Equipment Tender | 20.48 |
| 25210 - Water Treatment Plant Operator | 28.22 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 22.98 |
| 27007 - Baggage Inspector | 13.73 |
| 27008 - Corrections Officer | 23.46 |
| 27010 - Court Security Officer | 29.41 |
| 27030 - Detection Dog Handler | 15.56 |
| 27040 - Detention Officer | 23.51 |

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| 27070 - Firefighter | 31.09 |
| 27101 - Guard I | 13.73 |
| 27102 - Guard II | 22.54 |
| 27131 - Police Officer I | 33.70 |
| 27132 - Police Officer II | 37.44 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.43 |
| 28042 - Carnival Equipment Repairer | 13.23 |
| 28043 - Carnival Equipment Worker | 10.26 |
| 28210 - Gate Attendant/Gate Tender | 14.84 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 16.01 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.98 |
| 28515 - Recreation Specialist | 19.12 |
| 28630 - Sports Official | 12.75 |
| 28690 - Swimming Pool Operator | 22.29 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.78 |
| 29020 - Hatch Tender | 29.78 |
| 29030 - Line Handler | 29.78 |
| 29041 - Stevedore I | 28.19 |
| 29042 - Stevedore II | 31.09 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.17 |
| 30011 - Air Traffic Control Specialist, Station (HFO) | 26.32 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) | 28.99 |
| 30021 - Archeological Technician I | 22.27 |
| 30022 - Archeological Technician II | 24.19 |
| 30023 - Archeological Technician III | 30.86 |
| 30030 - Cartographic Technician | 30.86 |
| 30040 - Civil Engineering Technician | 28.02 |
| 30061 - Drafter/CAD Operator I | 22.27 |
| 30062 - Drafter/CAD Operator II | 24.91 |
| 30063 - Drafter/CAD Operator III | 27.78 |
| 30064 - Drafter/CAD Operator IV | 34.17 |
| 30081 - Engineering Technician I | 20.07 |
| 30082 - Engineering Technician II | 22.53 |
| 30083 - Engineering Technician III | 25.20 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.19 |
| 30086 - Engineering Technician VI | 46.21 |
| 30090 - Environmental Technician | 28.91 |
| 30210 - Laboratory Technician | 27.78 |
| 30240 - Mathematical Technician | 30.86 |
| 30361 - Paralegal/Legal Assistant I | 22.87 |
| 30362 - Paralegal/Legal Assistant II | 28.34 |
| 30363 - Paralegal/Legal Assistant III | 33.72 |
| 30364 - Paralegal/Legal Assistant IV | 41.93 |
| 30390 - Photo-Optics Technician | 30.86 |
| 30461 - Technical Writer I | 26.15 |
| 30462 - Technical Writer II | 31.99 |
| 30463 - Technical Writer III | 38.71 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 23.75 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.35 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.18 |
| 30494 - Unexploded (UXO) Safety Escort | 24.26 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.26 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 23.99 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 27.77 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 15.18 |
| 31030 - Bus Driver | 19.68 |

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|---|-------|
| 31043 - Driver Courier | 17.32 |
| 31260 - Parking and Lot Attendant | 11.22 |
| 31290 - Shuttle Bus Driver | 18.43 |
| 31310 - Taxi Driver | 13.29 |
| 31361 - Truckdriver, Light | 18.43 |
| 31362 - Truckdriver, Medium | 21.42 |
| 31363 - Truckdriver, Heavy | 22.63 |
| 31364 - Truckdriver, Tractor-Trailer | 22.63 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.32 |
| 99050 - Desk Clerk | 10.88 |
| 99095 - Embalmer | 28.38 |
| 99251 - Laboratory Animal Caretaker I | 12.24 |
| 99252 - Laboratory Animal Caretaker II | 13.02 |
| 99310 - Mortician | 28.38 |
| 99410 - Pest Controller | 19.07 |
| 99510 - Photofinishing Worker | 14.16 |
| 99710 - Recycling Laborer | 21.32 |
| 99711 - Recycling Specialist | 24.48 |
| 99730 - Refuse Collector | 19.73 |
| 99810 - Sales Clerk | 13.82 |
| 99820 - School Crossing Guard | 15.61 |
| 99830 - Survey Party Chief | 28.70 |
| 99831 - Surveying Aide | 16.46 |
| 99832 - Surveying Technician | 22.56 |
| 99840 - Vending Machine Attendant | 18.44 |
| 99841 - Vending Machine Repairer | 19.80 |
| 99842 - Vending Machine Repairer Helper | 18.44 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2564
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of King, Snohomish, Whatcom

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.56 |
| 01012 - Accounting Clerk II | | 17.47 |

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|-------|--|-------|
| 01013 | - Accounting Clerk III | 19.54 |
| 01020 | - Administrative Assistant | 23.72 |
| 01040 | - Court Reporter | 19.01 |
| 01051 | - Data Entry Operator I | 14.37 |
| 01052 | - Data Entry Operator II | 15.69 |
| 01060 | - Dispatcher, Motor Vehicle | 22.39 |
| 01070 | - Document Preparation Clerk | 13.60 |
| 01090 | - Duplicating Machine Operator | 13.60 |
| 01111 | - General Clerk I | 12.68 |
| 01112 | - General Clerk II | 14.80 |
| 01113 | - General Clerk III | 16.82 |
| 01120 | - Housing Referral Assistant | 21.81 |
| 01141 | - Messenger Courier | 13.25 |
| 01191 | - Order Clerk I | 15.29 |
| 01192 | - Order Clerk II | 16.10 |
| 01261 | - Personnel Assistant (Employment) I | 16.87 |
| 01262 | - Personnel Assistant (Employment) II | 18.88 |
| 01263 | - Personnel Assistant (Employment) III | 21.05 |
| 01270 | - Production Control Clerk | 21.10 |
| 01280 | - Receptionist | 14.47 |
| 01290 | - Rental Clerk | 16.18 |
| 01300 | - Scheduler, Maintenance | 17.49 |
| 01311 | - Secretary I | 17.49 |
| 01312 | - Secretary II | 19.57 |
| 01313 | - Secretary III | 21.81 |
| 01320 | - Service Order Dispatcher | 17.13 |
| 01410 | - Supply Technician | 23.37 |
| 01420 | - Survey Worker | 19.01 |
| 01531 | - Travel Clerk I | 13.96 |
| 01532 | - Travel Clerk II | 15.00 |
| 01533 | - Travel Clerk III | 16.08 |
| 01611 | - Word Processor I | 17.01 |
| 01612 | - Word Processor II | 19.09 |
| 01613 | - Word Processor III | 21.35 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 23.34 |
| 05010 | - Automotive Electrician | 22.06 |
| 05040 | - Automotive Glass Installer | 21.36 |
| 05070 | - Automotive Worker | 21.36 |
| 05110 | - Mobile Equipment Servicer | 19.93 |
| 05130 | - Motor Equipment Metal Mechanic | 22.82 |
| 05160 | - Motor Equipment Metal Worker | 21.36 |
| 05190 | - Motor Vehicle Mechanic | 22.78 |
| 05220 | - Motor Vehicle Mechanic Helper | 19.20 |
| 05250 | - Motor Vehicle Upholstery Worker | 20.65 |
| 05280 | - Motor Vehicle Wrecker | 21.36 |
| 05310 | - Painter, Automotive | 22.06 |
| 05340 | - Radiator Repair Specialist | 21.36 |
| 05370 | - Tire Repairer | 16.61 |
| 05400 | - Transmission Repair Specialist | 22.82 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 15.16 |
| 07041 | - Cook I | 14.37 |
| 07042 | - Cook II | 15.75 |
| 07070 | - Dishwasher | 9.68 |
| 07130 | - Food Service Worker | 11.19 |
| 07210 | - Meat Cutter | 21.24 |
| 07260 | - Waiter/Waitress | 13.40 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 22.11 |
| 09040 | - Furniture Handler | 17.88 |
| 09080 | - Furniture Refinisher | 22.11 |
| 09090 | - Furniture Refinisher Helper | 19.16 |

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| 09110 - Furniture Repairer, Minor | 20.52 |
| 09130 - Upholsterer | 22.11 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.98 |
| 11060 - Elevator Operator | 11.98 |
| 11090 - Gardener | 18.28 |
| 11122 - Housekeeping Aide | 14.53 |
| 11150 - Janitor | 15.32 |
| 11210 - Laborer, Grounds Maintenance | 15.07 |
| 11240 - Maid or Houseman | 11.48 |
| 11260 - Pruner | 13.84 |
| 11270 - Tractor Operator | 17.18 |
| 11330 - Trail Maintenance Worker | 15.07 |
| 11360 - Window Cleaner | 16.44 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.83 |
| 12011 - Breath Alcohol Technician | 20.83 |
| 12012 - Certified Occupational Therapist Assistant | 24.67 |
| 12015 - Certified Physical Therapist Assistant | 23.12 |
| 12020 - Dental Assistant | 18.72 |
| 12025 - Dental Hygienist | 45.08 |
| 12030 - EKG Technician | 29.94 |
| 12035 - Electroneurodiagnostic Technologist | 29.94 |
| 12040 - Emergency Medical Technician | 20.83 |
| 12071 - Licensed Practical Nurse I | 18.57 |
| 12072 - Licensed Practical Nurse II | 20.78 |
| 12073 - Licensed Practical Nurse III | 23.17 |
| 12100 - Medical Assistant | 16.54 |
| 12130 - Medical Laboratory Technician | 20.78 |
| 12160 - Medical Record Clerk | 16.33 |
| 12190 - Medical Record Technician | 18.27 |
| 12195 - Medical Transcriptionist | 19.77 |
| 12210 - Nuclear Medicine Technologist | 39.01 |
| 12221 - Nursing Assistant I | 12.06 |
| 12222 - Nursing Assistant II | 13.58 |
| 12223 - Nursing Assistant III | 14.80 |
| 12224 - Nursing Assistant IV | 16.61 |
| 12235 - Optical Dispenser | 20.16 |
| 12236 - Optical Technician | 18.57 |
| 12250 - Pharmacy Technician | 18.96 |
| 12280 - Phlebotomist | 16.61 |
| 12305 - Radiologic Technologist | 32.53 |
| 12311 - Registered Nurse I | 29.46 |
| 12312 - Registered Nurse II | 36.05 |
| 12313 - Registered Nurse II, Specialist | 36.05 |
| 12314 - Registered Nurse III | 43.61 |
| 12315 - Registered Nurse III, Anesthetist | 43.61 |
| 12316 - Registered Nurse IV | 52.28 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.80 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.79 |
| 13012 - Exhibits Specialist II | 26.22 |
| 13013 - Exhibits Specialist III | 32.07 |
| 13041 - Illustrator I | 21.79 |
| 13042 - Illustrator II | 25.34 |
| 13043 - Illustrator III | 31.00 |
| 13047 - Librarian | 31.19 |
| 13050 - Library Aide/Clerk | 13.60 |
| 13054 - Library Information Technology Systems Administrator | 26.06 |
| 13058 - Library Technician | 18.78 |
| 13061 - Media Specialist I | 19.46 |
| 13062 - Media Specialist II | 21.79 |

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| 13063 - Media Specialist III | 24.28 |
| 13071 - Photographer I | 20.35 |
| 13072 - Photographer II | 22.76 |
| 13073 - Photographer III | 28.20 |
| 13074 - Photographer IV | 34.50 |
| 13075 - Photographer V | 41.74 |
| 13110 - Video Teleconference Technician | 20.43 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.22 |
| 14042 - Computer Operator II | 20.39 |
| 14043 - Computer Operator III | 22.73 |
| 14044 - Computer Operator IV | 25.25 |
| 14045 - Computer Operator V | 27.97 |
| 14071 - Computer Programmer I | (see 1) 24.47 |
| 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 | 18.22 |
| 14160 - Personal Computer Support Technician | 25.25 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 34.20 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 41.38 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 49.60 |
| 15050 - Computer Based Training Specialist / Instructor | 34.20 |
| 15060 - Educational Technologist | 29.85 |
| 15070 - Flight Instructor (Pilot) | 49.60 |
| 15080 - Graphic Artist | 25.73 |
| 15090 - Technical Instructor | 26.41 |
| 15095 - Technical Instructor/Course Developer | 32.32 |
| 15110 - Test Proctor | 21.33 |
| 15120 - Tutor | 21.33 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.37 |
| 16030 - Counter Attendant | 10.37 |
| 16040 - Dry Cleaner | 13.07 |
| 16070 - Finisher, Flatwork, Machine | 10.37 |
| 16090 - Presser, Hand | 10.37 |
| 16110 - Presser, Machine, Drycleaning | 10.37 |
| 16130 - Presser, Machine, Shirts | 10.37 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.37 |
| 16190 - Sewing Machine Operator | 13.99 |
| 16220 - Tailor | 14.89 |
| 16250 - Washer, Machine | 11.26 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 26.06 |
| 19040 - Tool And Die Maker | 29.25 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.87 |
| 21030 - Material Coordinator | 21.10 |
| 21040 - Material Expediter | 21.10 |
| 21050 - Material Handling Laborer | 15.41 |
| 21071 - Order Filler | 14.20 |
| 21080 - Production Line Worker (Food Processing) | 19.87 |
| 21110 - Shipping Packer | 18.13 |
| 21130 - Shipping/Receiving Clerk | 18.13 |
| 21140 - Store Worker I | 15.40 |
| 21150 - Stock Clerk | 19.42 |
| 21210 - Tools And Parts Attendant | 19.87 |
| 21410 - Warehouse Specialist | 19.87 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |

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| 23010 - Aerospace Structural Welder | 29.37 |
| 23021 - Aircraft Mechanic I | 28.50 |
| 23022 - Aircraft Mechanic II | 29.37 |
| 23023 - Aircraft Mechanic III | 30.25 |
| 23040 - Aircraft Mechanic Helper | 22.11 |
| 23050 - Aircraft, Painter | 27.52 |
| 23060 - Aircraft Servicer | 24.97 |
| 23080 - Aircraft Worker | 26.38 |
| 23110 - Appliance Mechanic | 24.65 |
| 23120 - Bicycle Repairer | 18.25 |
| 23125 - Cable Splicer | 31.68 |
| 23130 - Carpenter, Maintenance | 27.65 |
| 23140 - Carpet Layer | 24.79 |
| 23160 - Electrician, Maintenance | 31.22 |
| 23181 - Electronics Technician Maintenance I | 28.33 |
| 23182 - Electronics Technician Maintenance II | 29.58 |
| 23183 - Electronics Technician Maintenance III | 30.61 |
| 23260 - Fabric Worker | 23.47 |
| 23290 - Fire Alarm System Mechanic | 26.78 |
| 23310 - Fire Extinguisher Repairer | 22.12 |
| 23311 - Fuel Distribution System Mechanic | 26.30 |
| 23312 - Fuel Distribution System Operator | 21.80 |
| 23370 - General Maintenance Worker | 24.19 |
| 23380 - Ground Support Equipment Mechanic | 28.50 |
| 23381 - Ground Support Equipment Servicer | 24.97 |
| 23382 - Ground Support Equipment Worker | 26.38 |
| 23391 - Gunsmith I | 22.12 |
| 23392 - Gunsmith II | 24.79 |
| 23393 - Gunsmith III | 26.78 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 27.43 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.31 |
| 23430 - Heavy Equipment Mechanic | 27.81 |
| 23440 - Heavy Equipment Operator | 30.74 |
| 23460 - Instrument Mechanic | 29.28 |
| 23465 - Laboratory/Shelter Mechanic | 25.88 |
| 23470 - Laborer | 14.21 |
| 23510 - Locksmith | 25.88 |
| 23530 - Machinery Maintenance Mechanic | 27.15 |
| 23550 - Machinist, Maintenance | 24.25 |
| 23580 - Maintenance Trades Helper | 20.79 |
| 23591 - Metrology Technician I | 29.28 |
| 23592 - Metrology Technician II | 30.22 |
| 23593 - Metrology Technician III | 31.11 |
| 23640 - Millwright | 27.73 |
| 23710 - Office Appliance Repairer | 25.88 |
| 23760 - Painter, Maintenance | 25.88 |
| 23790 - Pipefitter, Maintenance | 29.77 |
| 23810 - Plumber, Maintenance | 27.70 |
| 23820 - Pneudraulic Systems Mechanic | 26.78 |
| 23850 - Rigger | 26.78 |
| 23870 - Scale Mechanic | 24.79 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.27 |
| 23910 - Small Engine Mechanic | 24.79 |
| 23931 - Telecommunications Mechanic I | 27.36 |
| 23932 - Telecommunications Mechanic II | 28.21 |
| 23950 - Telephone Lineman | 24.84 |
| 23960 - Welder, Combination, Maintenance | 26.78 |
| 23965 - Well Driller | 32.28 |
| 23970 - Woodcraft Worker | 26.78 |
| 23980 - Woodworker | 22.12 |
| 24000 - Personal Needs Occupations | |

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| 24570 - Child Care Attendant | 12.29 |
| 24580 - Child Care Center Clerk | 15.32 |
| 24610 - Chore Aide | 10.74 |
| 24620 - Family Readiness And Support Services Coordinator | 14.74 |
| 24630 - Homemaker | 19.55 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.38 |
| 25040 - Sewage Plant Operator | 28.22 |
| 25070 - Stationary Engineer | 26.38 |
| 25190 - Ventilation Equipment Tender | 20.48 |
| 25210 - Water Treatment Plant Operator | 28.22 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 22.98 |
| 27007 - Baggage Inspector | 13.73 |
| 27008 - Corrections Officer | 23.46 |
| 27010 - Court Security Officer | 29.41 |
| 27030 - Detection Dog Handler | 15.56 |
| 27040 - Detention Officer | 23.51 |
| 27070 - Firefighter | 31.09 |
| 27101 - Guard I | 13.73 |
| 27102 - Guard II | 22.54 |
| 27131 - Police Officer I | 33.70 |
| 27132 - Police Officer II | 37.44 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.43 |
| 28042 - Carnival Equipment Repairer | 13.23 |
| 28043 - Carnival Equipment Worker | 10.26 |
| 28210 - Gate Attendant/Gate Tender | 14.84 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 16.01 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.98 |
| 28515 - Recreation Specialist | 19.12 |
| 28630 - Sports Official | 12.75 |
| 28690 - Swimming Pool Operator | 22.29 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.78 |
| 29020 - Hatch Tender | 29.78 |
| 29030 - Line Handler | 29.78 |
| 29041 - Stevedore I | 28.19 |
| 29042 - Stevedore II | 31.09 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.17 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.32 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.99 |
| 30021 - Archeological Technician I | 22.27 |
| 30022 - Archeological Technician II | 24.19 |
| 30023 - Archeological Technician III | 30.86 |
| 30030 - Cartographic Technician | 30.86 |
| 30040 - Civil Engineering Technician | 28.02 |
| 30061 - Drafter/CAD Operator I | 22.27 |
| 30062 - Drafter/CAD Operator II | 24.91 |
| 30063 - Drafter/CAD Operator III | 27.78 |
| 30064 - Drafter/CAD Operator IV | 34.17 |
| 30081 - Engineering Technician I | 20.07 |
| 30082 - Engineering Technician II | 22.53 |
| 30083 - Engineering Technician III | 25.20 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.19 |
| 30086 - Engineering Technician VI | 46.21 |
| 30090 - Environmental Technician | 28.91 |
| 30210 - Laboratory Technician | 27.78 |
| 30240 - Mathematical Technician | 30.86 |

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| 30361 - Paralegal/Legal Assistant I | 22.87 |
| 30362 - Paralegal/Legal Assistant II | 28.34 |
| 30363 - Paralegal/Legal Assistant III | 33.72 |
| 30364 - Paralegal/Legal Assistant IV | 41.93 |
| 30390 - Photo-Optics Technician | 30.86 |
| 30461 - Technical Writer I | 26.15 |
| 30462 - Technical Writer II | 31.99 |
| 30463 - Technical Writer III | 38.71 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 23.75 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.35 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.18 |
| 30494 - Unexploded (UXO) Safety Escort | 24.26 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.26 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 23.99 |
| 30621 - Weather Observer, Senior | (see 2) 27.77 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 15.18 |
| 31030 - Bus Driver | 19.68 |
| 31043 - Driver Courier | 17.32 |
| 31260 - Parking and Lot Attendant | 11.22 |
| 31290 - Shuttle Bus Driver | 18.43 |
| 31310 - Taxi Driver | 13.29 |
| 31361 - Truckdriver, Light | 18.43 |
| 31362 - Truckdriver, Medium | 21.42 |
| 31363 - Truckdriver, Heavy | 22.63 |
| 31364 - Truckdriver, Tractor-Trailer | 22.63 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.32 |
| 99050 - Desk Clerk | 10.88 |
| 99095 - Embalmer | 28.38 |
| 99251 - Laboratory Animal Caretaker I | 12.24 |
| 99252 - Laboratory Animal Caretaker II | 13.02 |
| 99310 - Mortician | 28.38 |
| 99410 - Pest Controller | 19.07 |
| 99510 - Photofinishing Worker | 14.16 |
| 99710 - Recycling Laborer | 21.32 |
| 99711 - Recycling Specialist | 24.48 |
| 99730 - Refuse Collector | 19.73 |
| 99810 - Sales Clerk | 13.82 |
| 99820 - School Crossing Guard | 15.61 |
| 99830 - Survey Party Chief | 28.70 |
| 99831 - Surveying Aide | 16.46 |
| 99832 - Surveying Technician | 22.56 |
| 99840 - Vending Machine Attendant | 18.44 |
| 99841 - Vending Machine Repairer | 19.80 |
| 99842 - Vending Machine Repairer Helper | 18.44 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundrying 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 laundrying in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Diane C. Koplewski
DirectorDivision of
Wage DeterminationsWage Determination No.: 2005-2565
Revision No.: 14
Date of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of Adams, Asotin, Chelan, Columbia, Douglas, Ferry, Garfield, Grant, Kittitas, Lincoln, Okanogan, Pend Oreille, Spokane, Stevens, Whitman

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.39 |
| 01012 - Accounting Clerk II | | 16.16 |
| 01013 - Accounting Clerk III | | 18.07 |
| 01020 - Administrative Assistant | | 21.14 |
| 01040 - Court Reporter | | 17.53 |
| 01051 - Data Entry Operator I | | 12.27 |
| 01052 - Data Entry Operator II | | 13.85 |
| 01060 - Dispatcher, Motor Vehicle | | 16.07 |
| 01070 - Document Preparation Clerk | | 13.58 |
| 01090 - Duplicating Machine Operator | | 13.59 |
| 01111 - General Clerk I | | 11.77 |
| 01112 - General Clerk II | | 12.84 |
| 01113 - General Clerk III | | 14.41 |
| 01120 - Housing Referral Assistant | | 19.56 |
| 01141 - Messenger Courier | | 11.94 |
| 01191 - Order Clerk I | | 12.85 |
| 01192 - Order Clerk II | | 14.02 |
| 01261 - Personnel Assistant (Employment) I | | 16.71 |
| 01262 - Personnel Assistant (Employment) II | | 18.69 |
| 01263 - Personnel Assistant (Employment) III | | 20.84 |
| 01270 - Production Control Clerk | | 19.49 |
| 01280 - Receptionist | | 11.85 |
| 01290 - Rental Clerk | | 11.97 |
| 01300 - Scheduler, Maintenance | | 15.68 |
| 01311 - Secretary I | | 15.68 |
| 01312 - Secretary II | | 17.53 |
| 01313 - Secretary III | | 19.56 |
| 01320 - Service Order Dispatcher | | 17.27 |
| 01410 - Supply Technician | | 21.14 |
| 01420 - Survey Worker | | 11.69 |
| 01531 - Travel Clerk I | | 12.69 |
| 01532 - Travel Clerk II | | 13.52 |
| 01533 - Travel Clerk III | | 14.47 |
| 01611 - Word Processor I | | 13.69 |
| 01612 - Word Processor II | | 15.37 |
| 01613 - Word Processor III | | 17.17 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 23.28 |
| 05010 - Automotive Electrician | | 19.82 |
| 05040 - Automotive Glass Installer | | 18.24 |
| 05070 - Automotive Worker | | 18.24 |

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| 05110 - Mobile Equipment Servicer | 17.25 |
| 05130 - Motor Equipment Metal Mechanic | 19.82 |
| 05160 - Motor Equipment Metal Worker | 18.24 |
| 05190 - Motor Vehicle Mechanic | 19.94 |
| 05220 - Motor Vehicle Mechanic Helper | 15.68 |
| 05250 - Motor Vehicle Upholstery Worker | 17.25 |
| 05280 - Motor Vehicle Wrecker | 18.24 |
| 05310 - Painter, Automotive | 19.03 |
| 05340 - Radiator Repair Specialist | 18.24 |
| 05370 - Tire Repairer | 13.22 |
| 05400 - Transmission Repair Specialist | 19.82 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.12 |
| 07041 - Cook I | 12.04 |
| 07042 - Cook II | 13.48 |
| 07070 - Dishwasher | 10.20 |
| 07130 - Food Service Worker | 10.20 |
| 07210 - Meat Cutter | 18.06 |
| 07260 - Waiter/Waitress | 12.68 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.39 |
| 09040 - Furniture Handler | 13.14 |
| 09080 - Furniture Refinisher | 17.39 |
| 09090 - Furniture Refinisher Helper | 14.32 |
| 09110 - Furniture Repairer, Minor | 15.76 |
| 09130 - Upholsterer | 17.39 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.63 |
| 11060 - Elevator Operator | 10.63 |
| 11090 - Gardener | 13.37 |
| 11122 - Housekeeping Aide | 10.81 |
| 11150 - Janitor | 12.25 |
| 11210 - Laborer, Grounds Maintenance | 12.51 |
| 11240 - Maid or Houseman | 9.83 |
| 11260 - Pruner | 11.87 |
| 11270 - Tractor Operator | 13.48 |
| 11330 - Trail Maintenance Worker | 12.51 |
| 11360 - Window Cleaner | 12.83 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.80 |
| 12011 - Breath Alcohol Technician | 18.18 |
| 12012 - Certified Occupational Therapist Assistant | 21.83 |
| 12015 - Certified Physical Therapist Assistant | 21.29 |
| 12020 - Dental Assistant | 19.25 |
| 12025 - Dental Hygienist | 36.32 |
| 12030 - EKG Technician | 25.44 |
| 12035 - Electroneurodiagnostic Technologist | 25.44 |
| 12040 - Emergency Medical Technician | 17.80 |
| 12071 - Licensed Practical Nurse I | 16.19 |
| 12072 - Licensed Practical Nurse II | 18.18 |
| 12073 - Licensed Practical Nurse III | 20.34 |
| 12100 - Medical Assistant | 13.97 |
| 12130 - Medical Laboratory Technician | 18.69 |
| 12160 - Medical Record Clerk | 12.97 |
| 12190 - Medical Record Technician | 14.50 |
| 12195 - Medical Transcriptionist | 15.49 |
| 12210 - Nuclear Medicine Technologist | 40.08 |
| 12221 - Nursing Assistant I | 9.62 |
| 12222 - Nursing Assistant II | 10.81 |
| 12223 - Nursing Assistant III | 11.80 |
| 12224 - Nursing Assistant IV | 13.25 |
| 12235 - Optical Dispenser | 17.21 |
| 12236 - Optical Technician | 15.03 |

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| 12250 - Pharmacy Technician | 15.99 |
| 12280 - Phlebotomist | 13.25 |
| 12305 - Radiologic Technologist | 25.10 |
| 12311 - Registered Nurse I | 23.90 |
| 12312 - Registered Nurse II | 29.21 |
| 12313 - Registered Nurse II, Specialist | 29.21 |
| 12314 - Registered Nurse III | 35.35 |
| 12315 - Registered Nurse III, Anesthetist | 35.35 |
| 12316 - Registered Nurse IV | 42.35 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.83 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.25 |
| 13012 - Exhibits Specialist II | 23.86 |
| 13013 - Exhibits Specialist III | 29.18 |
| 13041 - Illustrator I | 19.25 |
| 13042 - Illustrator II | 23.85 |
| 13043 - Illustrator III | 29.18 |
| 13047 - Librarian | 26.41 |
| 13050 - Library Aide/Clerk | 11.83 |
| 13054 - Library Information Technology Systems Administrator | 23.86 |
| 13058 - Library Technician | 15.90 |
| 13061 - Media Specialist I | 17.57 |
| 13062 - Media Specialist II | 19.65 |
| 13063 - Media Specialist III | 21.91 |
| 13071 - Photographer I | 15.82 |
| 13072 - Photographer II | 17.70 |
| 13073 - Photographer III | 21.88 |
| 13074 - Photographer IV | 26.77 |
| 13075 - Photographer V | 30.59 |
| 13110 - Video Teleconference Technician | 15.74 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.06 |
| 14042 - Computer Operator II | 19.08 |
| 14043 - Computer Operator III | 21.54 |
| 14044 - Computer Operator IV | 23.91 |
| 14045 - Computer Operator V | 26.50 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 17.06 |
| 14160 - Personal Computer Support Technician | 27.57 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.40 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.36 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.80 |
| 15050 - Computer Based Training Specialist / Instructor | 28.40 |
| 15060 - Educational Technologist | 30.38 |
| 15070 - Flight Instructor (Pilot) | 37.80 |
| 15080 - Graphic Artist | 22.86 |
| 15090 - Technical Instructor | 19.78 |
| 15095 - Technical Instructor/Course Developer | 24.20 |
| 15110 - Test Proctor | 16.26 |
| 15120 - Tutor | 16.26 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.69 |
| 16030 - Counter Attendant | 9.69 |
| 16040 - Dry Cleaner | 11.60 |
| 16070 - Finisher, Flatwork, Machine | 9.69 |

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| 16090 - Presser, Hand | 9.69 |
| 16110 - Presser, Machine, Drycleaning | 9.69 |
| 16130 - Presser, Machine, Shirts | 9.69 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.69 |
| 16190 - Sewing Machine Operator | 12.29 |
| 16220 - Tailor | 12.99 |
| 16250 - Washer, Machine | 10.19 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.67 |
| 19040 - Tool And Die Maker | 21.74 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.65 |
| 21030 - Material Coordinator | 19.49 |
| 21040 - Material Expediter | 19.49 |
| 21050 - Material Handling Laborer | 12.49 |
| 21071 - Order Filler | 14.11 |
| 21080 - Production Line Worker (Food Processing) | 15.65 |
| 21110 - Shipping Packer | 13.97 |
| 21130 - Shipping/Receiving Clerk | 13.62 |
| 21140 - Store Worker I | 12.38 |
| 21150 - Stock Clerk | 15.87 |
| 21210 - Tools And Parts Attendant | 15.65 |
| 21410 - Warehouse Specialist | 15.65 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.83 |
| 23021 - Aircraft Mechanic I | 23.66 |
| 23022 - Aircraft Mechanic II | 24.83 |
| 23023 - Aircraft Mechanic III | 26.08 |
| 23040 - Aircraft Mechanic Helper | 18.43 |
| 23050 - Aircraft, Painter | 21.21 |
| 23060 - Aircraft Servicer | 20.58 |
| 23080 - Aircraft Worker | 21.77 |
| 23110 - Appliance Mechanic | 19.38 |
| 23120 - Bicycle Repairer | 14.53 |
| 23125 - Cable Splicer | 26.53 |
| 23130 - Carpenter, Maintenance | 20.53 |
| 23140 - Carpet Layer | 19.17 |
| 23160 - Electrician, Maintenance | 21.33 |
| 23181 - Electronics Technician Maintenance I | 23.57 |
| 23182 - Electronics Technician Maintenance II | 24.91 |
| 23183 - Electronics Technician Maintenance III | 26.24 |
| 23260 - Fabric Worker | 18.40 |
| 23290 - Fire Alarm System Mechanic | 19.24 |
| 23310 - Fire Extinguisher Repairer | 17.29 |
| 23311 - Fuel Distribution System Mechanic | 20.42 |
| 23312 - Fuel Distribution System Operator | 17.29 |
| 23370 - General Maintenance Worker | 17.69 |
| 23380 - Ground Support Equipment Mechanic | 23.66 |
| 23381 - Ground Support Equipment Servicer | 20.58 |
| 23382 - Ground Support Equipment Worker | 21.77 |
| 23391 - Gunsmith I | 17.29 |
| 23392 - Gunsmith II | 19.50 |
| 23393 - Gunsmith III | 21.71 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.70 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.76 |
| 23430 - Heavy Equipment Mechanic | 21.47 |
| 23440 - Heavy Equipment Operator | 23.64 |
| 23460 - Instrument Mechanic | 21.71 |
| 23465 - Laboratory/Shelter Mechanic | 20.80 |
| 23470 - Laborer | 12.49 |
| 23510 - Locksmith | 20.80 |

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| 23530 - Machinery Maintenance Mechanic | 21.23 |
| 23550 - Machinist, Maintenance | 17.88 |
| 23580 - Maintenance Trades Helper | 14.32 |
| 23591 - Metrology Technician I | 21.71 |
| 23592 - Metrology Technician II | 22.91 |
| 23593 - Metrology Technician III | 23.93 |
| 23640 - Millwright | 23.41 |
| 23710 - Office Appliance Repairer | 20.66 |
| 23760 - Painter, Maintenance | 17.60 |
| 23790 - Pipefitter, Maintenance | 26.03 |
| 23810 - Plumber, Maintenance | 23.76 |
| 23820 - Pneudraulic Systems Mechanic | 21.71 |
| 23850 - Rigger | 21.71 |
| 23870 - Scale Mechanic | 19.50 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.42 |
| 23910 - Small Engine Mechanic | 15.83 |
| 23931 - Telecommunications Mechanic I | 26.54 |
| 23932 - Telecommunications Mechanic II | 27.60 |
| 23950 - Telephone Lineman | 21.13 |
| 23960 - Welder, Combination, Maintenance | 16.77 |
| 23965 - Well Driller | 19.94 |
| 23970 - Woodcraft Worker | 21.71 |
| 23980 - Woodworker | 16.61 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.66 |
| 24580 - Child Care Center Clerk | 13.06 |
| 24610 - Chore Aide | 10.34 |
| 24620 - Family Readiness And Support Services Coordinator | 13.01 |
| 24630 - Homemaker | 16.85 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.57 |
| 25040 - Sewage Plant Operator | 20.56 |
| 25070 - Stationary Engineer | 24.57 |
| 25190 - Ventilation Equipment Tender | 17.64 |
| 25210 - Water Treatment Plant Operator | 20.56 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.69 |
| 27007 - Baggage Inspector | 12.22 |
| 27008 - Corrections Officer | 24.11 |
| 27010 - Court Security Officer | 25.50 |
| 27030 - Detection Dog Handler | 17.58 |
| 27040 - Detention Officer | 24.11 |
| 27070 - Firefighter | 22.01 |
| 27101 - Guard I | 12.22 |
| 27102 - Guard II | 15.98 |
| 27131 - Police Officer I | 28.39 |
| 27132 - Police Officer II | 31.53 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.85 |
| 28042 - Carnival Equipment Repairer | 11.41 |
| 28043 - Carnival Equipment Worker | 10.13 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.43 |
| 28515 - Recreation Specialist | 16.61 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 15.35 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.66 |
| 29020 - Hatch Tender | 20.66 |
| 29030 - Line Handler | 20.47 |

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| 29041 - Stevedore I | 19.35 |
| 29042 - Stevedore II | 22.01 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.81 |
| 30022 - Archeological Technician II | 18.80 |
| 30023 - Archeological Technician III | 23.29 |
| 30030 - Cartographic Technician | 23.29 |
| 30040 - Civil Engineering Technician | 23.02 |
| 30061 - Drafter/CAD Operator I | 16.81 |
| 30062 - Drafter/CAD Operator II | 18.80 |
| 30063 - Drafter/CAD Operator III | 20.97 |
| 30064 - Drafter/CAD Operator IV | 25.80 |
| 30081 - Engineering Technician I | 15.16 |
| 30082 - Engineering Technician II | 16.93 |
| 30083 - Engineering Technician III | 19.01 |
| 30084 - Engineering Technician IV | 23.58 |
| 30085 - Engineering Technician V | 28.75 |
| 30086 - Engineering Technician VI | 34.90 |
| 30090 - Environmental Technician | 23.22 |
| 30210 - Laboratory Technician | 20.54 |
| 30240 - Mathematical Technician | 23.29 |
| 30361 - Paralegal/Legal Assistant I | 19.64 |
| 30362 - Paralegal/Legal Assistant II | 24.33 |
| 30363 - Paralegal/Legal Assistant III | 29.77 |
| 30364 - Paralegal/Legal Assistant IV | 36.02 |
| 30390 - Photo-Optics Technician | 23.29 |
| 30461 - Technical Writer I | 20.72 |
| 30462 - Technical Writer II | 27.13 |
| 30463 - Technical Writer III | 32.83 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 20.97 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 23.29 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.83 |
| 31030 - Bus Driver | 17.01 |
| 31043 - Driver Courier | 12.24 |
| 31260 - Parking and Lot Attendant | 10.23 |
| 31290 - Shuttle Bus Driver | 13.08 |
| 31310 - Taxi Driver | 12.53 |
| 31361 - Truckdriver, Light | 13.08 |
| 31362 - Truckdriver, Medium | 17.52 |
| 31363 - Truckdriver, Heavy | 18.65 |
| 31364 - Truckdriver, Tractor-Trailer | 18.65 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.64 |
| 99050 - Desk Clerk | 10.35 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.51 |
| 99252 - Laboratory Animal Caretaker II | 12.30 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 16.97 |
| 99510 - Photofinishing Worker | 12.16 |
| 99710 - Recycling Laborer | 15.72 |
| 99711 - Recycling Specialist | 16.64 |
| 99730 - Refuse Collector | 14.50 |

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|---|-------|
| 99810 - Sales Clerk | 13.51 |
| 99820 - School Crossing Guard | 13.98 |
| 99830 - Survey Party Chief | 22.89 |
| 99831 - Surveying Aide | 12.79 |
| 99832 - Surveying Technician | 17.50 |
| 99840 - Vending Machine Attendant | 13.13 |
| 99841 - Vending Machine Repairer | 15.08 |
| 99842 - Vending Machine Repairer Helper | 13.13 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 conformance 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2566
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of Adams, Asotin, Chelan, Columbia, Douglas, Ferry, Garfield, Grant, Kittitas, Lincoln, Okanogan, Pend Oreille, Spokane, Stevens, Whitman

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.39 |
| 01012 - Accounting Clerk II | | 16.16 |
| 01013 - Accounting Clerk III | | 18.07 |
| 01020 - Administrative Assistant | | 21.14 |
| 01040 - Court Reporter | | 17.53 |
| 01051 - Data Entry Operator I | | 12.27 |
| 01052 - Data Entry Operator II | | 13.85 |
| 01060 - Dispatcher, Motor Vehicle | | 16.07 |
| 01070 - Document Preparation Clerk | | 13.58 |
| 01090 - Duplicating Machine Operator | | 13.59 |
| 01111 - General Clerk I | | 11.77 |
| 01112 - General Clerk II | | 12.84 |
| 01113 - General Clerk III | | 14.41 |
| 01120 - Housing Referral Assistant | | 19.56 |
| 01141 - Messenger Courier | | 11.94 |
| 01191 - Order Clerk I | | 12.85 |
| 01192 - Order Clerk II | | 14.02 |
| 01261 - Personnel Assistant (Employment) I | | 16.71 |
| 01262 - Personnel Assistant (Employment) II | | 18.69 |
| 01263 - Personnel Assistant (Employment) III | | 20.84 |

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| 01270 - Production Control Clerk | 19.49 |
| 01280 - Receptionist | 11.85 |
| 01290 - Rental Clerk | 11.97 |
| 01300 - Scheduler, Maintenance | 15.68 |
| 01311 - Secretary I | 15.68 |
| 01312 - Secretary II | 17.53 |
| 01313 - Secretary III | 19.56 |
| 01320 - Service Order Dispatcher | 17.27 |
| 01410 - Supply Technician | 21.14 |
| 01420 - Survey Worker | 11.69 |
| 01531 - Travel Clerk I | 12.69 |
| 01532 - Travel Clerk II | 13.52 |
| 01533 - Travel Clerk III | 14.47 |
| 01611 - Word Processor I | 13.69 |
| 01612 - Word Processor II | 15.37 |
| 01613 - Word Processor III | 17.17 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.28 |
| 05010 - Automotive Electrician | 19.82 |
| 05040 - Automotive Glass Installer | 18.24 |
| 05070 - Automotive Worker | 18.24 |
| 05110 - Mobile Equipment Servicer | 17.25 |
| 05130 - Motor Equipment Metal Mechanic | 19.82 |
| 05160 - Motor Equipment Metal Worker | 18.24 |
| 05190 - Motor Vehicle Mechanic | 19.94 |
| 05220 - Motor Vehicle Mechanic Helper | 15.68 |
| 05250 - Motor Vehicle Upholstery Worker | 17.25 |
| 05280 - Motor Vehicle Wrecker | 18.24 |
| 05310 - Painter, Automotive | 19.03 |
| 05340 - Radiator Repair Specialist | 18.24 |
| 05370 - Tire Repairer | 13.22 |
| 05400 - Transmission Repair Specialist | 19.82 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.12 |
| 07041 - Cook I | 12.04 |
| 07042 - Cook II | 13.48 |
| 07070 - Dishwasher | 10.20 |
| 07130 - Food Service Worker | 10.20 |
| 07210 - Meat Cutter | 18.06 |
| 07260 - Waiter/Waitress | 12.68 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.39 |
| 09040 - Furniture Handler | 13.14 |
| 09080 - Furniture Refinisher | 17.39 |
| 09090 - Furniture Refinisher Helper | 14.32 |
| 09110 - Furniture Repairer, Minor | 15.76 |
| 09130 - Upholsterer | 17.39 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.63 |
| 11060 - Elevator Operator | 10.63 |
| 11090 - Gardener | 13.37 |
| 11122 - Housekeeping Aide | 10.81 |
| 11150 - Janitor | 12.25 |
| 11210 - Laborer, Grounds Maintenance | 12.51 |
| 11240 - Maid or Houseman | 9.83 |
| 11260 - Pruner | 11.87 |
| 11270 - Tractor Operator | 13.48 |
| 11330 - Trail Maintenance Worker | 12.51 |
| 11360 - Window Cleaner | 12.83 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.80 |
| 12011 - Breath Alcohol Technician | 18.18 |
| 12012 - Certified Occupational Therapist Assistant | 21.83 |

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| 12015 - Certified Physical Therapist Assistant | 21.29 |
| 12020 - Dental Assistant | 19.25 |
| 12025 - Dental Hygienist | 36.32 |
| 12030 - EKG Technician | 25.44 |
| 12035 - Electroneurodiagnostic Technologist | 25.44 |
| 12040 - Emergency Medical Technician | 17.80 |
| 12071 - Licensed Practical Nurse I | 16.19 |
| 12072 - Licensed Practical Nurse II | 18.18 |
| 12073 - Licensed Practical Nurse III | 20.34 |
| 12100 - Medical Assistant | 13.97 |
| 12130 - Medical Laboratory Technician | 18.69 |
| 12160 - Medical Record Clerk | 12.97 |
| 12190 - Medical Record Technician | 14.50 |
| 12195 - Medical Transcriptionist | 15.49 |
| 12210 - Nuclear Medicine Technologist | 40.08 |
| 12221 - Nursing Assistant I | 9.62 |
| 12222 - Nursing Assistant II | 10.81 |
| 12223 - Nursing Assistant III | 11.80 |
| 12224 - Nursing Assistant IV | 13.25 |
| 12235 - Optical Dispenser | 17.21 |
| 12236 - Optical Technician | 15.03 |
| 12250 - Pharmacy Technician | 15.99 |
| 12280 - Phlebotomist | 13.25 |
| 12305 - Radiologic Technologist | 25.10 |
| 12311 - Registered Nurse I | 23.90 |
| 12312 - Registered Nurse II | 29.21 |
| 12313 - Registered Nurse II, Specialist | 29.21 |
| 12314 - Registered Nurse III | 35.35 |
| 12315 - Registered Nurse III, Anesthetist | 35.35 |
| 12316 - Registered Nurse IV | 42.35 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.83 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.25 |
| 13012 - Exhibits Specialist II | 23.86 |
| 13013 - Exhibits Specialist III | 29.18 |
| 13041 - Illustrator I | 19.25 |
| 13042 - Illustrator II | 23.85 |
| 13043 - Illustrator III | 29.18 |
| 13047 - Librarian | 26.41 |
| 13050 - Library Aide/Clerk | 11.83 |
| 13054 - Library Information Technology Systems Administrator | 23.86 |
| 13058 - Library Technician | 15.90 |
| 13061 - Media Specialist I | 17.57 |
| 13062 - Media Specialist II | 19.65 |
| 13063 - Media Specialist III | 21.91 |
| 13071 - Photographer I | 15.82 |
| 13072 - Photographer II | 17.70 |
| 13073 - Photographer III | 21.88 |
| 13074 - Photographer IV | 26.77 |
| 13075 - Photographer V | 30.59 |
| 13110 - Video Teleconference Technician | 15.74 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.06 |
| 14042 - Computer Operator II | 19.08 |
| 14043 - Computer Operator III | 21.54 |
| 14044 - Computer Operator IV | 23.91 |
| 14045 - Computer Operator V | 26.50 |
| 14071 - Computer Programmer I | (see 1) |
| 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) |

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| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 17.06 |
| 14160 - Personal Computer Support Technician | | 27.57 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 28.40 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 34.36 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 37.80 |
| 15050 - Computer Based Training Specialist / Instructor | | 28.40 |
| 15060 - Educational Technologist | | 30.38 |
| 15070 - Flight Instructor (Pilot) | | 37.80 |
| 15080 - Graphic Artist | | 22.86 |
| 15090 - Technical Instructor | | 19.78 |
| 15095 - Technical Instructor/Course Developer | | 24.20 |
| 15110 - Test Proctor | | 16.26 |
| 15120 - Tutor | | 16.26 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 9.69 |
| 16030 - Counter Attendant | | 9.69 |
| 16040 - Dry Cleaner | | 11.60 |
| 16070 - Finisher, Flatwork, Machine | | 9.69 |
| 16090 - Presser, Hand | | 9.69 |
| 16110 - Presser, Machine, Drycleaning | | 9.69 |
| 16130 - Presser, Machine, Shirts | | 9.69 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 9.69 |
| 16190 - Sewing Machine Operator | | 12.29 |
| 16220 - Tailor | | 12.99 |
| 16250 - Washer, Machine | | 10.19 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 17.67 |
| 19040 - Tool And Die Maker | | 21.74 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 15.65 |
| 21030 - Material Coordinator | | 19.49 |
| 21040 - Material Expediter | | 19.49 |
| 21050 - Material Handling Laborer | | 12.49 |
| 21071 - Order Filler | | 14.11 |
| 21080 - Production Line Worker (Food Processing) | | 15.65 |
| 21110 - Shipping Packer | | 13.97 |
| 21130 - Shipping/Receiving Clerk | | 13.62 |
| 21140 - Store Worker I | | 12.38 |
| 21150 - Stock Clerk | | 15.87 |
| 21210 - Tools And Parts Attendant | | 15.65 |
| 21410 - Warehouse Specialist | | 15.65 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 24.83 |
| 23021 - Aircraft Mechanic I | | 23.66 |
| 23022 - Aircraft Mechanic II | | 24.83 |
| 23023 - Aircraft Mechanic III | | 26.08 |
| 23040 - Aircraft Mechanic Helper | | 18.43 |
| 23050 - Aircraft, Painter | | 21.21 |
| 23060 - Aircraft Servicer | | 20.58 |
| 23080 - Aircraft Worker | | 21.77 |
| 23110 - Appliance Mechanic | | 19.38 |
| 23120 - Bicycle Repairer | | 14.53 |
| 23125 - Cable Splicer | | 26.53 |
| 23130 - Carpenter, Maintenance | | 20.53 |
| 23140 - Carpet Layer | | 19.17 |
| 23160 - Electrician, Maintenance | | 21.33 |
| 23181 - Electronics Technician Maintenance I | | 23.57 |
| 23182 - Electronics Technician Maintenance II | | 24.91 |
| 23183 - Electronics Technician Maintenance III | | 26.24 |
| 23260 - Fabric Worker | | 18.40 |

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| 23290 - Fire Alarm System Mechanic | 19.24 |
| 23310 - Fire Extinguisher Repairer | 17.29 |
| 23311 - Fuel Distribution System Mechanic | 20.42 |
| 23312 - Fuel Distribution System Operator | 17.29 |
| 23370 - General Maintenance Worker | 17.69 |
| 23380 - Ground Support Equipment Mechanic | 23.66 |
| 23381 - Ground Support Equipment Servicer | 20.58 |
| 23382 - Ground Support Equipment Worker | 21.77 |
| 23391 - Gunsmith I | 17.29 |
| 23392 - Gunsmith II | 19.50 |
| 23393 - Gunsmith III | 21.71 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.70 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.76 |
| 23430 - Heavy Equipment Mechanic | 21.47 |
| 23440 - Heavy Equipment Operator | 23.64 |
| 23460 - Instrument Mechanic | 21.71 |
| 23465 - Laboratory/Shelter Mechanic | 20.80 |
| 23470 - Laborer | 12.49 |
| 23510 - Locksmith | 20.80 |
| 23530 - Machinery Maintenance Mechanic | 21.23 |
| 23550 - Machinist, Maintenance | 17.88 |
| 23580 - Maintenance Trades Helper | 14.32 |
| 23591 - Metrology Technician I | 21.71 |
| 23592 - Metrology Technician II | 22.91 |
| 23593 - Metrology Technician III | 23.93 |
| 23640 - Millwright | 23.41 |
| 23710 - Office Appliance Repairer | 20.66 |
| 23760 - Painter, Maintenance | 17.60 |
| 23790 - Pipefitter, Maintenance | 26.03 |
| 23810 - Plumber, Maintenance | 23.76 |
| 23820 - Pneudraulic Systems Mechanic | 21.71 |
| 23850 - Rigger | 21.71 |
| 23870 - Scale Mechanic | 19.50 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.42 |
| 23910 - Small Engine Mechanic | 15.83 |
| 23931 - Telecommunications Mechanic I | 26.54 |
| 23932 - Telecommunications Mechanic II | 27.60 |
| 23950 - Telephone Lineman | 21.13 |
| 23960 - welder, Combination, Maintenance | 16.77 |
| 23965 - Well Driller | 19.94 |
| 23970 - Woodcraft Worker | 21.71 |
| 23980 - Woodworker | 16.61 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.66 |
| 24580 - Child Care Center Clerk | 13.06 |
| 24610 - Chore Aide | 10.34 |
| 24620 - Family Readiness And Support Services Coordinator | 13.01 |
| 24630 - Homemaker | 16.85 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.57 |
| 25040 - Sewage Plant Operator | 20.56 |
| 25070 - Stationary Engineer | 24.57 |
| 25190 - Ventilation Equipment Tender | 17.64 |
| 25210 - Water Treatment Plant Operator | 20.56 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.69 |
| 27007 - Baggage Inspector | 12.22 |
| 27008 - Corrections Officer | 24.11 |
| 27010 - Court Security Officer | 25.50 |
| 27030 - Detection Dog Handler | 17.58 |

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| 27040 - Detention Officer | 24.11 |
| 27070 - Firefighter | 22.01 |
| 27101 - Guard I | 12.22 |
| 27102 - Guard II | 15.98 |
| 27131 - Police Officer I | 28.39 |
| 27132 - Police Officer II | 31.53 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.85 |
| 28042 - Carnival Equipment Repairer | 11.41 |
| 28043 - Carnival Equipment Worker | 10.13 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.43 |
| 28515 - Recreation Specialist | 16.61 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 15.35 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.66 |
| 29020 - Hatch Tender | 20.66 |
| 29030 - Line Handler | 20.47 |
| 29041 - Stevedore I | 19.35 |
| 29042 - Stevedore II | 22.01 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.81 |
| 30022 - Archeological Technician II | 18.80 |
| 30023 - Archeological Technician III | 23.29 |
| 30030 - Cartographic Technician | 23.29 |
| 30040 - Civil Engineering Technician | 23.02 |
| 30061 - Drafter/CAD Operator I | 16.81 |
| 30062 - Drafter/CAD Operator II | 18.80 |
| 30063 - Drafter/CAD Operator III | 20.97 |
| 30064 - Drafter/CAD Operator IV | 25.80 |
| 30081 - Engineering Technician I | 15.16 |
| 30082 - Engineering Technician II | 16.93 |
| 30083 - Engineering Technician III | 19.01 |
| 30084 - Engineering Technician IV | 23.58 |
| 30085 - Engineering Technician V | 28.75 |
| 30086 - Engineering Technician VI | 34.90 |
| 30090 - Environmental Technician | 23.22 |
| 30210 - Laboratory Technician | 20.54 |
| 30240 - Mathematical Technician | 23.29 |
| 30361 - Paralegal/Legal Assistant I | 19.64 |
| 30362 - Paralegal/Legal Assistant II | 24.33 |
| 30363 - Paralegal/Legal Assistant III | 29.77 |
| 30364 - Paralegal/Legal Assistant IV | 36.02 |
| 30390 - Photo-Optics Technician | 23.29 |
| 30461 - Technical Writer I | 20.72 |
| 30462 - Technical Writer II | 27.13 |
| 30463 - Technical Writer III | 32.83 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 20.97 |
| 30621 - Weather Observer, Senior (see 2) | 23.29 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.83 |

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|---|-------|
| 31030 - Bus Driver | 17.01 |
| 31043 - Driver Courier | 12.24 |
| 31260 - Parking and Lot Attendant | 10.23 |
| 31290 - Shuttle Bus Driver | 13.08 |
| 31310 - Taxi Driver | 12.53 |
| 31361 - Truckdriver, Light | 13.08 |
| 31362 - Truckdriver, Medium | 17.52 |
| 31363 - Truckdriver, Heavy | 18.65 |
| 31364 - Truckdriver, Tractor-Trailer | 18.65 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.64 |
| 99050 - Desk Clerk | 10.35 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.51 |
| 99252 - Laboratory Animal Caretaker II | 12.30 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 16.97 |
| 99510 - Photofinishing Worker | 12.16 |
| 99710 - Recycling Laborer | 15.72 |
| 99711 - Recycling Specialist | 16.64 |
| 99730 - Refuse Collector | 14.50 |
| 99810 - Sales Clerk | 13.51 |
| 99820 - School Crossing Guard | 13.98 |
| 99830 - Survey Party Chief | 22.89 |
| 99831 - Surveying Aide | 12.79 |
| 99832 - Surveying Technician | 17.50 |
| 99840 - Vending Machine Attendant | 13.13 |
| 99841 - Vending Machine Repairer | 15.08 |
| 99842 - Vending Machine Repairer Helper | 13.13 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundrying 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.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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| By direction of the Secretary of Labor | | WDS_Revision_Received_10.9.2014 WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 |
| Diane C. Koplewski Director | Division of Wage Determinations | Wage Determination No.: 2005-2567 Revision No.: 18 Date Of Last Revision: 07/25/2014 |
| State: Washington | | |

Area: Washington Counties of Lewis, Pierce, Thurston

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.56 |
| 01012 - Accounting Clerk II | | 17.47 |
| 01013 - Accounting Clerk III | | 19.54 |
| 01020 - Administrative Assistant | | 23.72 |
| 01040 - Court Reporter | | 19.01 |
| 01051 - Data Entry Operator I | | 14.37 |
| 01052 - Data Entry Operator II | | 15.69 |
| 01060 - Dispatcher, Motor Vehicle | | 22.39 |
| 01070 - Document Preparation Clerk | | 13.60 |
| 01090 - Duplicating Machine Operator | | 13.60 |
| 01111 - General Clerk I | | 12.68 |
| 01112 - General Clerk II | | 14.80 |
| 01113 - General Clerk III | | 16.82 |
| 01120 - Housing Referral Assistant | | 21.81 |
| 01141 - Messenger Courier | | 13.25 |
| 01191 - Order Clerk I | | 14.60 |
| 01192 - Order Clerk II | | 15.94 |
| 01261 - Personnel Assistant (Employment) I | | 16.87 |
| 01262 - Personnel Assistant (Employment) II | | 18.88 |
| 01263 - Personnel Assistant (Employment) III | | 21.05 |
| 01270 - Production Control Clerk | | 21.10 |
| 01280 - Receptionist | | 14.47 |
| 01290 - Rental Clerk | | 16.18 |
| 01300 - Scheduler, Maintenance | | 17.49 |
| 01311 - Secretary I | | 17.49 |
| 01312 - Secretary II | | 19.57 |
| 01313 - Secretary III | | 21.81 |
| 01320 - Service Order Dispatcher | | 17.13 |
| 01410 - Supply Technician | | 23.37 |
| 01420 - Survey Worker | | 19.01 |
| 01531 - Travel Clerk I | | 13.37 |
| 01532 - Travel Clerk II | | 14.50 |
| 01533 - Travel Clerk III | | 15.60 |
| 01611 - Word Processor I | | 17.01 |
| 01612 - Word Processor II | | 19.09 |
| 01613 - Word Processor III | | 21.35 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 23.34 |
| 05010 - Automotive Electrician | | 22.06 |
| 05040 - Automotive Glass Installer | | 19.83 |
| 05070 - Automotive Worker | | 21.36 |
| 05110 - Mobile Equipment Servicer | | 19.93 |

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| 05130 - Motor Equipment Metal Mechanic | 22.82 |
| 05160 - Motor Equipment Metal Worker | 21.36 |
| 05190 - Motor Vehicle Mechanic | 22.78 |
| 05220 - Motor Vehicle Mechanic Helper | 19.20 |
| 05250 - Motor Vehicle Upholstery Worker | 20.65 |
| 05280 - Motor Vehicle Wrecker | 21.36 |
| 05310 - Painter, Automotive | 22.06 |
| 05340 - Radiator Repair Specialist | 21.36 |
| 05370 - Tire Repairer | 14.81 |
| 05400 - Transmission Repair Specialist | 22.82 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.16 |
| 07041 - Cook I | 13.11 |
| 07042 - Cook II | 15.75 |
| 07070 - Dishwasher | 9.68 |
| 07130 - Food Service Worker | 11.19 |
| 07210 - Meat Cutter | 21.24 |
| 07260 - Waiter/Waitress | 12.34 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.20 |
| 09040 - Furniture Handler | 16.86 |
| 09080 - Furniture Refinisher | 19.20 |
| 09090 - Furniture Refinisher Helper | 16.86 |
| 09110 - Furniture Repairer, Minor | 18.01 |
| 09130 - Upholsterer | 19.86 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.98 |
| 11060 - Elevator Operator | 11.98 |
| 11090 - Gardener | 18.28 |
| 11122 - Housekeeping Aide | 14.53 |
| 11150 - Janitor | 15.32 |
| 11210 - Laborer, Grounds Maintenance | 15.07 |
| 11240 - Maid or Houseman | 11.48 |
| 11260 - Pruner | 13.84 |
| 11270 - Tractor Operator | 17.43 |
| 11330 - Trail Maintenance Worker | 15.07 |
| 11360 - Window Cleaner | 16.44 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 21.63 |
| 12011 - Breath Alcohol Technician | 20.83 |
| 12012 - Certified Occupational Therapist Assistant | 24.67 |
| 12015 - Certified Physical Therapist Assistant | 23.12 |
| 12020 - Dental Assistant | 18.72 |
| 12025 - Dental Hygienist | 45.08 |
| 12030 - EKG Technician | 29.94 |
| 12035 - Electroneurodiagnostic Technologist | 29.94 |
| 12040 - Emergency Medical Technician | 21.26 |
| 12071 - Licensed Practical Nurse I | 18.57 |
| 12072 - Licensed Practical Nurse II | 20.78 |
| 12073 - Licensed Practical Nurse III | 23.17 |
| 12100 - Medical Assistant | 16.54 |
| 12130 - Medical Laboratory Technician | 20.78 |
| 12160 - Medical Record Clerk | 16.33 |
| 12190 - Medical Record Technician | 18.27 |
| 12195 - Medical Transcriptionist | 19.48 |
| 12210 - Nuclear Medicine Technologist | 39.01 |
| 12221 - Nursing Assistant I | 12.06 |
| 12222 - Nursing Assistant II | 13.58 |
| 12223 - Nursing Assistant III | 14.80 |
| 12224 - Nursing Assistant IV | 16.61 |
| 12235 - Optical Dispenser | 19.98 |
| 12236 - Optical Technician | 18.57 |
| 12250 - Pharmacy Technician | 18.96 |

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| 12280 - Phlebotomist | 16.61 |
| 12305 - Radiologic Technologist | 32.53 |
| 12311 - Registered Nurse I | 29.46 |
| 12312 - Registered Nurse II | 36.05 |
| 12313 - Registered Nurse II, Specialist | 36.05 |
| 12314 - Registered Nurse III | 43.61 |
| 12315 - Registered Nurse III, Anesthetist | 43.61 |
| 12316 - Registered Nurse IV | 52.28 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.80 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.17 |
| 13012 - Exhibits Specialist II | 26.22 |
| 13013 - Exhibits Specialist III | 32.07 |
| 13041 - Illustrator I | 20.46 |
| 13042 - Illustrator II | 25.34 |
| 13043 - Illustrator III | 31.00 |
| 13047 - Librarian | 31.19 |
| 13050 - Library Aide/Clerk | 13.60 |
| 13054 - Library Information Technology Systems Administrator | 26.06 |
| 13058 - Library Technician | 18.78 |
| 13061 - Media Specialist I | 18.32 |
| 13062 - Media Specialist II | 20.53 |
| 13063 - Media Specialist III | 22.87 |
| 13071 - Photographer I | 20.35 |
| 13072 - Photographer II | 22.76 |
| 13073 - Photographer III | 28.20 |
| 13074 - Photographer IV | 34.50 |
| 13075 - Photographer V | 41.74 |
| 13110 - Video Teleconference Technician | 20.43 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.22 |
| 14042 - Computer Operator II | 20.39 |
| 14043 - Computer Operator III | 22.73 |
| 14044 - Computer Operator IV | 25.25 |
| 14045 - Computer Operator V | 27.97 |
| 14071 - Computer Programmer I | (see 1) 24.47 |
| 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 | 18.22 |
| 14160 - Personal Computer Support Technician | 25.25 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 34.20 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 41.38 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 49.60 |
| 15050 - Computer Based Training Specialist / Instructor | 34.20 |
| 15060 - Educational Technologist | 30.07 |
| 15070 - Flight Instructor (Pilot) | 49.60 |
| 15080 - Graphic Artist | 25.73 |
| 15090 - Technical Instructor | 26.41 |
| 15095 - Technical Instructor/Course Developer | 30.26 |
| 15110 - Test Proctor | 21.33 |
| 15120 - Tutor | 21.33 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.87 |
| 16030 - Counter Attendant | 9.87 |
| 16040 - Dry Cleaner | 12.41 |
| 16070 - Finisher, Flatwork, Machine | 9.87 |
| 16090 - Presser, Hand | 9.87 |

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| 16110 - Presser, Machine, Drycleaning | 9.87 |
| 16130 - Presser, Machine, Shirts | 9.87 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.87 |
| 16190 - Sewing Machine Operator | 13.23 |
| 16220 - Tailor | 14.04 |
| 16250 - Washer, Machine | 10.81 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 25.86 |
| 19040 - Tool And Die Maker | 29.25 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.87 |
| 21030 - Material Coordinator | 21.10 |
| 21040 - Material Expediter | 21.10 |
| 21050 - Material Handling Laborer | 15.41 |
| 21071 - Order Filler | 14.20 |
| 21080 - Production Line Worker (Food Processing) | 19.87 |
| 21110 - Shipping Packer | 18.13 |
| 21130 - Shipping/Receiving Clerk | 18.13 |
| 21140 - Store Worker I | 15.39 |
| 21150 - Stock Clerk | 19.42 |
| 21210 - Tools And Parts Attendant | 19.87 |
| 21410 - Warehouse Specialist | 19.87 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.37 |
| 23021 - Aircraft Mechanic I | 28.50 |
| 23022 - Aircraft Mechanic II | 29.37 |
| 23023 - Aircraft Mechanic III | 30.25 |
| 23040 - Aircraft Mechanic Helper | 22.11 |
| 23050 - Aircraft, Painter | 27.52 |
| 23060 - Aircraft Servicer | 24.97 |
| 23080 - Aircraft Worker | 26.38 |
| 23110 - Appliance Mechanic | 24.65 |
| 23120 - Bicycle Repairer | 14.81 |
| 23125 - Cable Splicer | 31.68 |
| 23130 - Carpenter, Maintenance | 27.65 |
| 23140 - Carpet Layer | 24.79 |
| 23160 - Electrician, Maintenance | 28.34 |
| 23181 - Electronics Technician Maintenance I | 28.33 |
| 23182 - Electronics Technician Maintenance II | 29.58 |
| 23183 - Electronics Technician Maintenance III | 30.61 |
| 23260 - Fabric Worker | 23.47 |
| 23290 - Fire Alarm System Mechanic | 26.78 |
| 23310 - Fire Extinguisher Repairer | 22.12 |
| 23311 - Fuel Distribution System Mechanic | 26.36 |
| 23312 - Fuel Distribution System Operator | 24.00 |
| 23370 - General Maintenance Worker | 24.19 |
| 23380 - Ground Support Equipment Mechanic | 28.50 |
| 23381 - Ground Support Equipment Servicer | 24.97 |
| 23382 - Ground Support Equipment Worker | 26.38 |
| 23391 - Gunsmith I | 22.12 |
| 23392 - Gunsmith II | 24.79 |
| 23393 - Gunsmith III | 26.78 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 27.43 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.31 |
| 23430 - Heavy Equipment Mechanic | 27.81 |
| 23440 - Heavy Equipment Operator | 30.74 |
| 23460 - Instrument Mechanic | 29.28 |
| 23465 - Laboratory/Shelter Mechanic | 25.88 |
| 23470 - Laborer | 14.21 |
| 23510 - Locksmith | 25.61 |
| 23530 - Machinery Maintenance Mechanic | 27.15 |

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| 23550 - Machinist, Maintenance | 24.25 |
| 23580 - Maintenance Trades Helper | 16.29 |
| 23591 - Metrology Technician I | 29.28 |
| 23592 - Metrology Technician II | 30.22 |
| 23593 - Metrology Technician III | 31.11 |
| 23640 - Millwright | 27.73 |
| 23710 - Office Appliance Repairer | 25.88 |
| 23760 - Painter, Maintenance | 25.88 |
| 23790 - Pipefitter, Maintenance | 29.77 |
| 23810 - Plumber, Maintenance | 27.42 |
| 23820 - Pseudraulic Systems Mechanic | 26.78 |
| 23850 - Rigger | 26.78 |
| 23870 - Scale Mechanic | 24.79 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.27 |
| 23910 - Small Engine Mechanic | 23.95 |
| 23931 - Telecommunications Mechanic I | 27.36 |
| 23932 - Telecommunications Mechanic II | 28.25 |
| 23950 - Telephone Lineman | 24.51 |
| 23960 - Welder, Combination, Maintenance | 26.32 |
| 23965 - Well Driller | 32.28 |
| 23970 - Woodcraft Worker | 26.78 |
| 23980 - Woodworker | 22.12 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.29 |
| 24580 - Child Care Center Clerk | 15.32 |
| 24610 - Chore Aide | 10.74 |
| 24620 - Family Readiness And Support Services Coordinator | 14.74 |
| 24630 - Homemaker | 18.02 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.38 |
| 25040 - Sewage Plant Operator | 28.22 |
| 25070 - Stationary Engineer | 26.38 |
| 25190 - Ventilation Equipment Tender | 20.48 |
| 25210 - Water Treatment Plant Operator | 28.22 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 22.98 |
| 27007 - Baggage Inspector | 13.73 |
| 27008 - Corrections Officer | 23.46 |
| 27010 - Court Security Officer | 29.42 |
| 27030 - Detection Dog Handler | 15.36 |
| 27040 - Detention Officer | 23.51 |
| 27070 - Firefighter | 31.09 |
| 27101 - Guard I | 13.73 |
| 27102 - Guard II | 22.54 |
| 27131 - Police Officer I | 33.70 |
| 27132 - Police Officer II | 37.44 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.43 |
| 28042 - Carnival Equipment Repairer | 13.23 |
| 28043 - Carnival Equipment Worker | 10.02 |
| 28210 - Gate Attendant/Gate Tender | 14.84 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 16.01 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.98 |
| 28515 - Recreation Specialist | 18.46 |
| 28630 - Sports Official | 12.53 |
| 28690 - Swimming Pool Operator | 15.27 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.78 |
| 29020 - Hatch Tender | 29.78 |
| 29030 - Line Handler | 29.78 |
| 29041 - Stevedore I | 28.19 |

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| 29042 - Stevedore II | 31.09 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.17 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.32 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.99 |
| 30021 - Archeological Technician I | 22.27 |
| 30022 - Archeological Technician II | 24.91 |
| 30023 - Archeological Technician III | 30.86 |
| 30030 - Cartographic Technician | 30.86 |
| 30040 - Civil Engineering Technician | 28.02 |
| 30061 - Drafter/CAD Operator I | 22.27 |
| 30062 - Drafter/CAD Operator II | 24.91 |
| 30063 - Drafter/CAD Operator III | 27.78 |
| 30064 - Drafter/CAD Operator IV | 34.17 |
| 30081 - Engineering Technician I | 20.07 |
| 30082 - Engineering Technician II | 22.53 |
| 30083 - Engineering Technician III | 25.20 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.19 |
| 30086 - Engineering Technician VI | 46.21 |
| 30090 - Environmental Technician | 28.91 |
| 30210 - Laboratory Technician | 25.04 |
| 30240 - Mathematical Technician | 30.86 |
| 30361 - Paralegal/Legal Assistant I | 22.87 |
| 30362 - Paralegal/Legal Assistant II | 28.34 |
| 30363 - Paralegal/Legal Assistant III | 32.99 |
| 30364 - Paralegal/Legal Assistant IV | 35.62 |
| 30390 - Photo-Optics Technician | 30.86 |
| 30461 - Technical Writer I | 26.15 |
| 30462 - Technical Writer II | 31.99 |
| 30463 - Technical Writer III | 38.71 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.26 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.35 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.18 |
| 30494 - Unexploded (UXO) Safety Escort | 24.26 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.26 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 23.99 |
| 30621 - Weather Observer, Senior (see 2) | 27.77 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 15.18 |
| 31030 - Bus Driver | 19.68 |
| 31043 - Driver Courier | 17.32 |
| 31260 - Parking and Lot Attendant | 11.13 |
| 31290 - Shuttle Bus Driver | 18.43 |
| 31310 - Taxi Driver | 13.29 |
| 31361 - Truckdriver, Light | 18.43 |
| 31362 - Truckdriver, Medium | 21.42 |
| 31363 - Truckdriver, Heavy | 22.63 |
| 31364 - Truckdriver, Tractor-Trailer | 22.63 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.33 |
| 99050 - Desk Clerk | 10.88 |
| 99095 - Embalmer | 26.13 |
| 99251 - Laboratory Animal Caretaker I | 12.24 |
| 99252 - Laboratory Animal Caretaker II | 13.02 |
| 99310 - Mortician | 28.38 |
| 99410 - Pest Controller | 20.11 |
| 99510 - Photofinishing Worker | 13.73 |
| 99710 - Recycling Laborer | 21.32 |
| 99711 - Recycling Specialist | 24.48 |
| 99730 - Refuse Collector | 19.73 |
| 99810 - Sales Clerk | 13.82 |

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| 99820 - School Crossing Guard | 15.61 |
| 99830 - Survey Party Chief | 28.70 |
| 99831 - Surveying Aide | 16.46 |
| 99832 - Surveying Technician | 22.56 |
| 99840 - Vending Machine Attendant | 15.97 |
| 99841 - Vending Machine Repairer | 19.80 |
| 99842 - Vending Machine Repairer Helper | 17.44 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that

represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2568
Revision No.: 19
Date of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of Lewis, Pierce, Thurston

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.56 |
| 01012 - Accounting Clerk II | | 17.47 |
| 01013 - Accounting Clerk III | | 19.54 |
| 01020 - Administrative Assistant | | 23.72 |
| 01040 - Court Reporter | | 19.01 |
| 01051 - Data Entry Operator I | | 14.37 |
| 01052 - Data Entry Operator II | | 15.69 |
| 01060 - Dispatcher, Motor Vehicle | | 22.39 |
| 01070 - Document Preparation Clerk | | 13.60 |
| 01090 - Duplicating Machine Operator | | 13.60 |
| 01111 - General Clerk I | | 12.68 |
| 01112 - General Clerk II | | 14.80 |
| 01113 - General Clerk III | | 16.82 |
| 01120 - Housing Referral Assistant | | 21.81 |
| 01141 - Messenger Courier | | 13.25 |
| 01191 - Order Clerk I | | 14.60 |
| 01192 - Order Clerk II | | 15.94 |
| 01261 - Personnel Assistant (Employment) I | | 16.87 |
| 01262 - Personnel Assistant (Employment) II | | 18.88 |
| 01263 - Personnel Assistant (Employment) III | | 21.05 |
| 01270 - Production Control Clerk | | 21.10 |
| 01280 - Receptionist | | 14.47 |
| 01290 - Rental Clerk | | 16.18 |

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| 01300 - Scheduler, Maintenance | 17.49 |
| 01311 - Secretary I | 17.49 |
| 01312 - Secretary II | 19.57 |
| 01313 - Secretary III | 21.81 |
| 01320 - Service Order Dispatcher | 17.13 |
| 01410 - Supply Technician | 23.37 |
| 01420 - Survey Worker | 19.01 |
| 01531 - Travel Clerk I | 13.37 |
| 01532 - Travel Clerk II | 14.50 |
| 01533 - Travel Clerk III | 15.60 |
| 01611 - Word Processor I | 17.01 |
| 01612 - Word Processor II | 19.09 |
| 01613 - Word Processor III | 21.35 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.34 |
| 05010 - Automotive Electrician | 22.06 |
| 05040 - Automotive Glass Installer | 19.83 |
| 05070 - Automotive Worker | 21.36 |
| 05110 - Mobile Equipment Servicer | 19.93 |
| 05130 - Motor Equipment Metal Mechanic | 22.82 |
| 05160 - Motor Equipment Metal Worker | 21.36 |
| 05190 - Motor Vehicle Mechanic | 22.78 |
| 05220 - Motor Vehicle Mechanic Helper | 19.20 |
| 05250 - Motor Vehicle Upholstery Worker | 20.65 |
| 05280 - Motor Vehicle Wrecker | 21.36 |
| 05310 - Painter, Automotive | 22.06 |
| 05340 - Radiator Repair Specialist | 21.36 |
| 05370 - Tire Repairer | 14.81 |
| 05400 - Transmission Repair Specialist | 22.82 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.16 |
| 07041 - Cook I | 13.11 |
| 07042 - Cook II | 15.75 |
| 07070 - Dishwasher | 9.68 |
| 07130 - Food Service Worker | 11.19 |
| 07210 - Meat Cutter | 21.24 |
| 07260 - Waiter/Waitress | 12.34 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.20 |
| 09040 - Furniture Handler | 16.86 |
| 09080 - Furniture Refinisher | 19.20 |
| 09090 - Furniture Refinisher Helper | 16.86 |
| 09110 - Furniture Repairer, Minor | 18.01 |
| 09130 - Upholsterer | 19.86 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.98 |
| 11060 - Elevator Operator | 11.98 |
| 11090 - Gardener | 18.28 |
| 11122 - Housekeeping Aide | 14.53 |
| 11150 - Janitor | 15.32 |
| 11210 - Laborer, Grounds Maintenance | 15.07 |
| 11240 - Maid or Houseman | 11.48 |
| 11260 - Pruner | 13.84 |
| 11270 - Tractor Operator | 17.43 |
| 11330 - Trail Maintenance Worker | 15.07 |
| 11360 - Window Cleaner | 16.44 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 21.63 |
| 12011 - Breath Alcohol Technician | 20.83 |
| 12012 - Certified Occupational Therapist Assistant | 24.67 |
| 12015 - Certified Physical Therapist Assistant | 23.12 |
| 12020 - Dental Assistant | 18.72 |
| 12025 - Dental Hygienist | 45.08 |

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| 12030 - EKG Technician | 29.94 |
| 12035 - Electroneurodiagnostic Technologist | 29.94 |
| 12040 - Emergency Medical Technician | 21.26 |
| 12071 - Licensed Practical Nurse I | 18.57 |
| 12072 - Licensed Practical Nurse II | 20.78 |
| 12073 - Licensed Practical Nurse III | 23.17 |
| 12100 - Medical Assistant | 16.54 |
| 12130 - Medical Laboratory Technician | 20.78 |
| 12160 - Medical Record Clerk | 16.33 |
| 12190 - Medical Record Technician | 18.27 |
| 12195 - Medical Transcriptionist | 19.48 |
| 12210 - Nuclear Medicine Technologist | 39.01 |
| 12221 - Nursing Assistant I | 12.06 |
| 12222 - Nursing Assistant II | 13.58 |
| 12223 - Nursing Assistant III | 14.80 |
| 12224 - Nursing Assistant IV | 16.61 |
| 12235 - Optical Dispenser | 19.98 |
| 12236 - Optical Technician | 18.57 |
| 12250 - Pharmacy Technician | 18.96 |
| 12280 - Phlebotomist | 16.61 |
| 12305 - Radiologic Technologist | 32.53 |
| 12311 - Registered Nurse I | 29.46 |
| 12312 - Registered Nurse II | 36.05 |
| 12313 - Registered Nurse II, Specialist | 36.05 |
| 12314 - Registered Nurse III | 43.61 |
| 12315 - Registered Nurse III, Anesthetist | 43.61 |
| 12316 - Registered Nurse IV | 52.28 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.80 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.17 |
| 13012 - Exhibits Specialist II | 26.22 |
| 13013 - Exhibits Specialist III | 32.07 |
| 13041 - Illustrator I | 20.46 |
| 13042 - Illustrator II | 25.34 |
| 13043 - Illustrator III | 31.00 |
| 13047 - Librarian | 31.19 |
| 13050 - Library Aide/Clerk | 13.60 |
| 13054 - Library Information Technology Systems Administrator | 26.06 |
| 13058 - Library Technician | 18.78 |
| 13061 - Media Specialist I | 18.32 |
| 13062 - Media Specialist II | 20.53 |
| 13063 - Media Specialist III | 22.87 |
| 13071 - Photographer I | 20.35 |
| 13072 - Photographer II | 22.76 |
| 13073 - Photographer III | 28.20 |
| 13074 - Photographer IV | 34.50 |
| 13075 - Photographer V | 41.74 |
| 13110 - Video Teleconference Technician | 20.43 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.22 |
| 14042 - Computer Operator II | 20.39 |
| 14043 - Computer Operator III | 22.73 |
| 14044 - Computer Operator IV | 25.25 |
| 14045 - Computer Operator V | 27.97 |
| 14071 - Computer Programmer I | (see 1) 24.47 |
| 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 | 18.22 |

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| 14160 - Personal Computer Support Technician | 25.25 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 34.20 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 41.38 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 49.60 |
| 15050 - Computer Based Training Specialist / Instructor | 34.20 |
| 15060 - Educational Technologist | 30.07 |
| 15070 - Flight Instructor (Pilot) | 49.60 |
| 15080 - Graphic Artist | 25.73 |
| 15090 - Technical Instructor | 26.41 |
| 15095 - Technical Instructor/Course Developer | 30.26 |
| 15110 - Test Proctor | 21.33 |
| 15120 - Tutor | 21.33 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.87 |
| 16030 - Counter Attendant | 9.87 |
| 16040 - Dry Cleaner | 12.41 |
| 16070 - Finisher, Flatwork, Machine | 9.87 |
| 16090 - Presser, Hand | 9.87 |
| 16110 - Presser, Machine, Drycleaning | 9.87 |
| 16130 - Presser, Machine, Shirts | 9.87 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.87 |
| 16190 - Sewing Machine Operator | 13.23 |
| 16220 - Tailor | 14.04 |
| 16250 - Washer, Machine | 10.81 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 25.86 |
| 19040 - Tool And Die Maker | 29.25 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.87 |
| 21030 - Material Coordinator | 21.10 |
| 21040 - Material Expediter | 21.10 |
| 21050 - Material Handling Laborer | 15.41 |
| 21071 - Order Filler | 14.20 |
| 21080 - Production Line Worker (Food Processing) | 19.87 |
| 21110 - Shipping Packer | 18.13 |
| 21130 - Shipping/Receiving Clerk | 18.13 |
| 21140 - Store Worker I | 15.39 |
| 21150 - Stock Clerk | 19.42 |
| 21210 - Tools And Parts Attendant | 19.87 |
| 21410 - Warehouse Specialist | 19.87 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.37 |
| 23021 - Aircraft Mechanic I | 28.50 |
| 23022 - Aircraft Mechanic II | 29.37 |
| 23023 - Aircraft Mechanic III | 30.25 |
| 23040 - Aircraft Mechanic Helper | 22.11 |
| 23050 - Aircraft, Painter | 27.52 |
| 23060 - Aircraft Servicer | 24.97 |
| 23080 - Aircraft Worker | 26.38 |
| 23110 - Appliance Mechanic | 24.65 |
| 23120 - Bicycle Repairer | 14.81 |
| 23125 - Cable Splicer | 31.68 |
| 23130 - Carpenter, Maintenance | 27.65 |
| 23140 - Carpet Layer | 24.79 |
| 23160 - Electrician, Maintenance | 28.34 |
| 23181 - Electronics Technician Maintenance I | 28.33 |
| 23182 - Electronics Technician Maintenance II | 29.58 |
| 23183 - Electronics Technician Maintenance III | 30.61 |
| 23260 - Fabric Worker | 23.47 |
| 23290 - Fire Alarm System Mechanic | 26.78 |
| 23310 - Fire Extinguisher Repairer | 22.12 |
| 23311 - Fuel Distribution System Mechanic | 26.36 |

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| 23312 - Fuel Distribution System Operator | 24.00 |
| 23370 - General Maintenance Worker | 24.19 |
| 23380 - Ground Support Equipment Mechanic | 28.50 |
| 23381 - Ground Support Equipment Servicer | 24.97 |
| 23382 - Ground Support Equipment Worker | 26.38 |
| 23391 - Gunsmith I | 22.12 |
| 23392 - Gunsmith II | 24.79 |
| 23393 - Gunsmith III | 26.78 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 27.43 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.31 |
| 23430 - Heavy Equipment Mechanic | 27.81 |
| 23440 - Heavy Equipment Operator | 30.74 |
| 23460 - Instrument Mechanic | 29.28 |
| 23465 - Laboratory/Shelter Mechanic | 25.88 |
| 23470 - Laborer | 14.21 |
| 23510 - Locksmith | 25.61 |
| 23530 - Machinery Maintenance Mechanic | 27.15 |
| 23550 - Machinist, Maintenance | 24.25 |
| 23580 - Maintenance Trades Helper | 16.29 |
| 23591 - Metrology Technician I | 29.28 |
| 23592 - Metrology Technician II | 30.22 |
| 23593 - Metrology Technician III | 31.11 |
| 23640 - Millwright | 27.73 |
| 23710 - Office Appliance Repairer | 25.88 |
| 23760 - Painter, Maintenance | 25.88 |
| 23790 - Pipefitter, Maintenance | 29.77 |
| 23810 - Plumber, Maintenance | 27.42 |
| 23820 - Pneudraulic Systems Mechanic | 26.78 |
| 23850 - Rigger | 26.78 |
| 23870 - Scale Mechanic | 24.79 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.27 |
| 23910 - Small Engine Mechanic | 23.95 |
| 23931 - Telecommunications Mechanic I | 27.36 |
| 23932 - Telecommunications Mechanic II | 28.25 |
| 23950 - Telephone Lineman | 24.51 |
| 23960 - Welder, Combination, Maintenance | 26.32 |
| 23965 - Well Driller | 32.28 |
| 23970 - Woodcraft Worker | 26.78 |
| 23980 - Woodworker | 22.12 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.29 |
| 24580 - Child Care Center Clerk | 15.32 |
| 24610 - Chore Aide | 10.74 |
| 24620 - Family Readiness And Support Services Coordinator | 14.74 |
| 24630 - Homemaker | 18.02 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.38 |
| 25040 - Sewage Plant Operator | 28.22 |
| 25070 - Stationary Engineer | 26.38 |
| 25190 - Ventilation Equipment Tender | 20.48 |
| 25210 - Water Treatment Plant Operator | 28.22 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 22.98 |
| 27007 - Baggage Inspector | 13.73 |
| 27008 - Corrections Officer | 23.46 |
| 27010 - Court Security Officer | 29.42 |
| 27030 - Detection Dog Handler | 15.36 |
| 27040 - Detention Officer | 23.51 |
| 27070 - Firefighter | 31.09 |
| 27101 - Guard I | 13.73 |

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| 27102 - Guard II | 22.54 |
| 27131 - Police Officer I | 33.70 |
| 27132 - Police Officer II | 37.44 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.43 |
| 28042 - Carnival Equipment Repairer | 13.23 |
| 28043 - Carnival Equipment Worker | 10.02 |
| 28210 - Gate Attendant/Gate Tender | 14.84 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 16.01 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.98 |
| 28515 - Recreation Specialist | 18.46 |
| 28630 - Sports Official | 12.53 |
| 28690 - Swimming Pool Operator | 15.27 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.78 |
| 29020 - Hatch Tender | 29.78 |
| 29030 - Line Handler | 29.78 |
| 29041 - Stevedore I | 28.19 |
| 29042 - Stevedore II | 31.09 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.17 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.32 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.99 |
| 30021 - Archeological Technician I | 22.27 |
| 30022 - Archeological Technician II | 24.91 |
| 30023 - Archeological Technician III | 30.86 |
| 30030 - Cartographic Technician | 30.86 |
| 30040 - Civil Engineering Technician | 28.02 |
| 30061 - Drafter/CAD Operator I | 22.27 |
| 30062 - Drafter/CAD Operator II | 24.91 |
| 30063 - Drafter/CAD Operator III | 27.78 |
| 30064 - Drafter/CAD Operator IV | 34.17 |
| 30081 - Engineering Technician I | 20.07 |
| 30082 - Engineering Technician II | 22.53 |
| 30083 - Engineering Technician III | 25.20 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.19 |
| 30086 - Engineering Technician VI | 46.21 |
| 30090 - Environmental Technician | 28.91 |
| 30210 - Laboratory Technician | 25.04 |
| 30240 - Mathematical Technician | 30.86 |
| 30361 - Paralegal/Legal Assistant I | 22.87 |
| 30362 - Paralegal/Legal Assistant II | 28.34 |
| 30363 - Paralegal/Legal Assistant III | 32.99 |
| 30364 - Paralegal/Legal Assistant IV | 35.62 |
| 30390 - Photo-Optics Technician | 30.86 |
| 30461 - Technical Writer I | 26.15 |
| 30462 - Technical Writer II | 31.99 |
| 30463 - Technical Writer III | 38.71 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.26 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.35 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.18 |
| 30494 - Unexploded (UXO) Safety Escort | 24.26 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.26 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 23.99 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 27.77 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 15.18 |
| 31030 - Bus Driver | 19.68 |
| 31043 - Driver Courier | 17.32 |
| 31260 - Parking and Lot Attendant | 11.13 |

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| | |
|---|-------|
| 31290 - Shuttle Bus Driver | 18.43 |
| 31310 - Taxi Driver | 13.29 |
| 31361 - Truckdriver, Light | 18.43 |
| 31362 - Truckdriver, Medium | 21.42 |
| 31363 - Truckdriver, Heavy | 22.63 |
| 31364 - Truckdriver, Tractor-Trailer | 22.63 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.33 |
| 99050 - Desk Clerk | 10.88 |
| 99095 - Embalmer | 26.13 |
| 99251 - Laboratory Animal Caretaker I | 12.24 |
| 99252 - Laboratory Animal Caretaker II | 13.02 |
| 99310 - Mortician | 28.38 |
| 99410 - Pest Controller | 20.11 |
| 99510 - Photofinishing Worker | 13.73 |
| 99710 - Recycling Laborer | 21.32 |
| 99711 - Recycling Specialist | 24.48 |
| 99730 - Refuse Collector | 19.73 |
| 99810 - Sales Clerk | 13.82 |
| 99820 - School Crossing Guard | 15.61 |
| 99830 - Survey Party Chief | 28.70 |
| 99831 - Surveying Aide | 16.46 |
| 99832 - Surveying Technician | 22.56 |
| 99840 - Vending Machine Attendant | 15.97 |
| 99841 - Vending Machine Repairer | 19.80 |
| 99842 - Vending Machine Repairer Helper | 17.44 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2569
Revision No.: 16
Date Of Last Revision: 07/25/2014

States: Oregon, Washington

Area: Oregon Counties of Baker, Grant, Harney, Malheur, Morrow, Umatilla,
Union, Wallowa, Wheeler

Washington Counties of Benton, Franklin, Walla Walla, Yakima

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

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|---|-------|
| 01000 - Administrative Support And Clerical Occupations | |
| 01011 - Accounting Clerk I | 13.61 |
| 01012 - Accounting Clerk II | 15.27 |
| 01013 - Accounting Clerk III | 17.08 |
| 01020 - Administrative Assistant | 22.41 |
| 01040 - Court Reporter | 18.59 |
| 01051 - Data Entry Operator I | 13.38 |
| 01052 - Data Entry Operator II | 14.60 |
| 01060 - Dispatcher, Motor Vehicle | 18.77 |
| 01070 - Document Preparation Clerk | 12.94 |
| 01090 - Duplicating Machine Operator | 12.94 |
| 01111 - General Clerk I | 13.10 |
| 01112 - General Clerk II | 14.30 |
| 01113 - General Clerk III | 16.05 |
| 01120 - Housing Referral Assistant | 20.52 |
| 01141 - Messenger Courier | 11.95 |
| 01191 - Order Clerk I | 12.44 |
| 01192 - Order Clerk II | 13.57 |
| 01261 - Personnel Assistant (Employment) I | 17.21 |
| 01262 - Personnel Assistant (Employment) II | 19.25 |
| 01263 - Personnel Assistant (Employment) III | 21.47 |
| 01270 - Production Control Clerk | 26.54 |
| 01280 - Receptionist | 12.83 |
| 01290 - Rental Clerk | 15.00 |
| 01300 - Scheduler, Maintenance | 16.45 |
| 01311 - Secretary I | 16.45 |
| 01312 - Secretary II | 18.40 |
| 01313 - Secretary III | 20.52 |
| 01320 - Service Order Dispatcher | 18.84 |
| 01410 - Supply Technician | 22.80 |
| 01420 - Survey Worker | 17.33 |
| 01531 - Travel Clerk I | 14.84 |
| 01532 - Travel Clerk II | 15.95 |
| 01533 - Travel Clerk III | 17.09 |
| 01611 - Word Processor I | 15.07 |
| 01612 - Word Processor II | 16.91 |
| 01613 - Word Processor III | 18.91 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.71 |
| 05010 - Automotive Electrician | 18.82 |
| 05040 - Automotive Glass Installer | 17.82 |
| 05070 - Automotive Worker | 17.82 |
| 05110 - Mobile Equipment Servicer | 15.82 |
| 05130 - Motor Equipment Metal Mechanic | 19.80 |
| 05160 - Motor Equipment Metal Worker | 17.82 |
| 05190 - Motor Vehicle Mechanic | 19.80 |
| 05220 - Motor Vehicle Mechanic Helper | 14.82 |
| 05250 - Motor Vehicle Upholstery Worker | 16.81 |
| 05280 - Motor Vehicle Wrecker | 17.82 |
| 05310 - Painter, Automotive | 18.82 |
| 05340 - Radiator Repair Specialist | 17.82 |
| 05370 - Tire Repairer | 14.44 |
| 05400 - Transmission Repair Specialist | 19.80 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 17.23 |
| 07041 - Cook I | 13.97 |
| 07042 - Cook II | 15.66 |
| 07070 - Dishwasher | 9.89 |
| 07130 - Food Service Worker | 10.88 |
| 07210 - Meat Cutter | 17.51 |
| 07260 - Waiter/Waitress | 12.54 |
| 09000 - Furniture Maintenance And Repair Occupations | |

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| 09010 - Electrostatic Spray Painter | 20.54 |
| 09040 - Furniture Handler | 13.45 |
| 09080 - Furniture Refinisher | 20.54 |
| 09090 - Furniture Refinisher Helper | 16.17 |
| 09110 - Furniture Repairer, Minor | 18.34 |
| 09130 - Upholsterer | 20.54 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.95 |
| 11060 - Elevator Operator | 11.95 |
| 11090 - Gardener | 16.89 |
| 11122 - Housekeeping Aide | 13.41 |
| 11150 - Janitor | 16.03 |
| 11210 - Laborer, Grounds Maintenance | 12.77 |
| 11240 - Maid or Houseman | 9.88 |
| 11260 - Pruner | 11.97 |
| 11270 - Tractor Operator | 15.28 |
| 11330 - Trail Maintenance Worker | 12.77 |
| 11360 - Window Cleaner | 18.02 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.83 |
| 12011 - Breath Alcohol Technician | 17.22 |
| 12012 - Certified Occupational Therapist Assistant | 23.78 |
| 12015 - Certified Physical Therapist Assistant | 24.27 |
| 12020 - Dental Assistant | 16.96 |
| 12025 - Dental Hygienist | 43.92 |
| 12030 - EKG Technician | 26.27 |
| 12035 - Electroneurodiagnostic Technologist | 26.27 |
| 12040 - Emergency Medical Technician | 16.83 |
| 12071 - Licensed Practical Nurse I | 15.49 |
| 12072 - Licensed Practical Nurse II | 17.33 |
| 12073 - Licensed Practical Nurse III | 19.33 |
| 12100 - Medical Assistant | 14.85 |
| 12130 - Medical Laboratory Technician | 16.01 |
| 12160 - Medical Record Clerk | 13.99 |
| 12190 - Medical Record Technician | 15.65 |
| 12195 - Medical Transcriptionist | 17.58 |
| 12210 - Nuclear Medicine Technologist | 36.58 |
| 12221 - Nursing Assistant I | 10.06 |
| 12222 - Nursing Assistant II | 11.31 |
| 12223 - Nursing Assistant III | 12.34 |
| 12224 - Nursing Assistant IV | 13.85 |
| 12235 - Optical Dispenser | 17.33 |
| 12236 - Optical Technician | 16.27 |
| 12250 - Pharmacy Technician | 15.67 |
| 12280 - Phlebotomist | 13.85 |
| 12305 - Radiologic Technologist | 26.57 |
| 12311 - Registered Nurse I | 29.51 |
| 12312 - Registered Nurse II | 36.10 |
| 12313 - Registered Nurse II, Specialist | 36.10 |
| 12314 - Registered Nurse III | 43.68 |
| 12315 - Registered Nurse III, Anesthetist | 43.68 |
| 12316 - Registered Nurse IV | 52.36 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.34 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.38 |
| 13012 - Exhibits Specialist II | 25.26 |
| 13013 - Exhibits Specialist III | 30.90 |
| 13041 - Illustrator I | 20.38 |
| 13042 - Illustrator II | 25.26 |
| 13043 - Illustrator III | 30.90 |
| 13047 - Librarian | 27.96 |
| 13050 - Library Aide/Clerk | 14.18 |
| 13054 - Library Information Technology Systems | 25.26 |

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| Administrator | |
| 13058 - Library Technician | 18.10 |
| 13061 - Media Specialist I | 18.22 |
| 13062 - Media Specialist II | 20.40 |
| 13063 - Media Specialist III | 22.73 |
| 13071 - Photographer I | 16.41 |
| 13072 - Photographer II | 18.36 |
| 13073 - Photographer III | 22.74 |
| 13074 - Photographer IV | 27.81 |
| 13075 - Photographer V | 33.65 |
| 13110 - Video Teleconference Technician | 17.69 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.45 |
| 14042 - Computer Operator II | 21.76 |
| 14043 - Computer Operator III | 24.28 |
| 14044 - Computer Operator IV | 26.98 |
| 14045 - Computer Operator V | 29.87 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 19.45 |
| 14160 - Personal Computer Support Technician | 26.98 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.62 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.04 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 44.39 |
| 15050 - Computer Based Training Specialist / Instructor | 30.62 |
| 15060 - Educational Technologist | 37.11 |
| 15070 - Flight Instructor (Pilot) | 44.39 |
| 15080 - Graphic Artist | 21.49 |
| 15090 - Technical Instructor | 28.36 |
| 15095 - Technical Instructor/Course Developer | 32.54 |
| 15110 - Test Proctor | 21.49 |
| 15120 - Tutor | 21.49 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.90 |
| 16030 - Counter Attendant | 10.90 |
| 16040 - Dry Cleaner | 13.76 |
| 16070 - Finisher, Flatwork, Machine | 10.90 |
| 16090 - Presser, Hand | 10.90 |
| 16110 - Presser, Machine, Drycleaning | 10.90 |
| 16130 - Presser, Machine, Shirts | 10.90 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.90 |
| 16190 - Sewing Machine Operator | 14.71 |
| 16220 - Tailor | 15.67 |
| 16250 - Washer, Machine | 11.84 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.95 |
| 19040 - Tool And Die Maker | 29.01 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.88 |
| 21030 - Material Coordinator | 26.54 |
| 21040 - Material Expediter | 26.54 |
| 21050 - Material Handling Laborer | 13.19 |
| 21071 - Order Filler | 13.22 |
| 21080 - Production Line Worker (Food Processing) | 14.88 |
| 21110 - Shipping Packer | 13.22 |
| 21130 - Shipping/Receiving Clerk | 13.22 |
| 21140 - Store Worker I | 11.35 |

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| 21150 - Stock Clerk | 16.17 |
| 21210 - Tools And Parts Attendant | 14.88 |
| 21410 - Warehouse Specialist | 14.88 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.78 |
| 23021 - Aircraft Mechanic I | 24.50 |
| 23022 - Aircraft Mechanic II | 25.78 |
| 23023 - Aircraft Mechanic III | 27.31 |
| 23040 - Aircraft Mechanic Helper | 17.80 |
| 23050 - Aircraft, Painter | 22.96 |
| 23060 - Aircraft Servicer | 20.21 |
| 23080 - Aircraft Worker | 21.45 |
| 23110 - Appliance Mechanic | 22.36 |
| 23120 - Bicycle Repairer | 14.44 |
| 23125 - Cable Splicer | 34.15 |
| 23130 - Carpenter, Maintenance | 22.89 |
| 23140 - Carpet Layer | 20.37 |
| 23160 - Electrician, Maintenance | 30.09 |
| 23181 - Electronics Technician Maintenance I | 26.22 |
| 23182 - Electronics Technician Maintenance II | 28.08 |
| 23183 - Electronics Technician Maintenance III | 29.95 |
| 23260 - Fabric Worker | 20.20 |
| 23290 - Fire Alarm System Mechanic | 24.83 |
| 23310 - Fire Extinguisher Repairer | 18.63 |
| 23311 - Fuel Distribution System Mechanic | 25.43 |
| 23312 - Fuel Distribution System Operator | 19.09 |
| 23370 - General Maintenance Worker | 19.13 |
| 23380 - Ground Support Equipment Mechanic | 24.50 |
| 23381 - Ground Support Equipment Servicer | 20.21 |
| 23382 - Ground Support Equipment Worker | 21.45 |
| 23391 - Gunsmith I | 18.63 |
| 23392 - Gunsmith II | 21.74 |
| 23393 - Gunsmith III | 24.83 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.57 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.70 |
| 23430 - Heavy Equipment Mechanic | 25.42 |
| 23440 - Heavy Equipment Operator | 23.61 |
| 23460 - Instrument Mechanic | 26.61 |
| 23465 - Laboratory/Shelter Mechanic | 23.29 |
| 23470 - Laborer | 12.28 |
| 23510 - Locksmith | 20.45 |
| 23530 - Machinery Maintenance Mechanic | 25.56 |
| 23550 - Machinist, Maintenance | 22.78 |
| 23580 - Maintenance Trades Helper | 16.87 |
| 23591 - Metrology Technician I | 26.61 |
| 23592 - Metrology Technician II | 28.00 |
| 23593 - Metrology Technician III | 29.66 |
| 23640 - Millwright | 30.04 |
| 23710 - Office Appliance Repairer | 22.32 |
| 23760 - Painter, Maintenance | 19.88 |
| 23790 - Pipefitter, Maintenance | 29.30 |
| 23810 - Plumber, Maintenance | 27.84 |
| 23820 - Pneudraulic Systems Mechanic | 24.83 |
| 23850 - Rigger | 24.83 |
| 23870 - Scale Mechanic | 21.74 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.26 |
| 23910 - Small Engine Mechanic | 19.59 |
| 23931 - Telecommunications Mechanic I | 25.46 |
| 23932 - Telecommunications Mechanic II | 26.79 |
| 23950 - Telephone Lineman | 23.94 |
| 23960 - Welder, Combination, Maintenance | 21.15 |

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| 23965 - Well Driller | 24.83 |
| 23970 - Woodcraft Worker | 24.83 |
| 23980 - Woodworker | 18.63 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.04 |
| 24580 - Child Care Center Clerk | 13.63 |
| 24610 - Chore Aide | 11.35 |
| 24620 - Family Readiness And Support Services Coordinator | 13.44 |
| 24630 - Homemaker | 14.44 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.31 |
| 25040 - Sewage Plant Operator | 23.29 |
| 25070 - Stationary Engineer | 27.31 |
| 25190 - Ventilation Equipment Tender | 20.58 |
| 25210 - Water Treatment Plant Operator | 23.29 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 22.01 |
| 27007 - Baggage Inspector | 17.55 |
| 27008 - Corrections Officer | 23.96 |
| 27010 - Court Security Officer | 25.24 |
| 27030 - Detection Dog Handler | 22.01 |
| 27040 - Detention Officer | 23.96 |
| 27070 - Firefighter | 25.75 |
| 27101 - Guard I | 17.55 |
| 27102 - Guard II | 22.01 |
| 27131 - Police Officer I | 28.67 |
| 27132 - Police Officer II | 31.84 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.64 |
| 28042 - Carnival Equipment Repairer | 16.71 |
| 28043 - Carnival Equipment Worker | 11.72 |
| 28210 - Gate Attendant/Gate Tender | 14.01 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.35 |
| 28515 - Recreation Specialist | 19.27 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 22.22 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 27.81 |
| 29020 - Hatch Tender | 27.81 |
| 29030 - Line Handler | 27.81 |
| 29041 - Stevedore I | 25.82 |
| 29042 - Stevedore II | 29.78 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.14 |
| 30022 - Archeological Technician II | 18.43 |
| 30023 - Archeological Technician III | 24.07 |
| 30030 - Cartographic Technician | 25.48 |
| 30040 - Civil Engineering Technician | 24.78 |
| 30061 - Drafter/CAD Operator I | 16.14 |
| 30062 - Drafter/CAD Operator II | 18.43 |
| 30063 - Drafter/CAD Operator III | 20.55 |
| 30064 - Drafter/CAD Operator IV | 24.77 |
| 30081 - Engineering Technician I | 16.35 |
| 30082 - Engineering Technician II | 18.35 |
| 30083 - Engineering Technician III | 20.53 |
| 30084 - Engineering Technician IV | 25.43 |
| 30085 - Engineering Technician V | 31.11 |

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| 30086 - Engineering Technician VI | 38.46 |
| 30090 - Environmental Technician | 22.34 |
| 30210 - Laboratory Technician | 23.90 |
| 30240 - Mathematical Technician | 22.36 |
| 30361 - Paralegal/Legal Assistant I | 17.77 |
| 30362 - Paralegal/Legal Assistant II | 22.02 |
| 30363 - Paralegal/Legal Assistant III | 26.94 |
| 30364 - Paralegal/Legal Assistant IV | 32.59 |
| 30390 - Photo-Optics Technician | 22.36 |
| 30461 - Technical Writer I | 22.20 |
| 30462 - Technical Writer II | 27.15 |
| 30463 - Technical Writer III | 32.85 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 20.55 |
| 30621 - Weather Observer, Senior (see 2) | 20.75 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.43 |
| 31030 - Bus Driver | 16.99 |
| 31043 - Driver Courier | 12.52 |
| 31260 - Parking and Lot Attendant | 10.69 |
| 31290 - Shuttle Bus Driver | 13.65 |
| 31310 - Taxi Driver | 11.88 |
| 31361 - Truckdriver, Light | 13.65 |
| 31362 - Truckdriver, Medium | 14.80 |
| 31363 - Truckdriver, Heavy | 21.02 |
| 31364 - Truckdriver, Tractor-Trailer | 21.02 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.64 |
| 99050 - Desk Clerk | 9.81 |
| 99095 - Embalmer | 24.57 |
| 99251 - Laboratory Animal Caretaker I | 12.19 |
| 99252 - Laboratory Animal Caretaker II | 13.28 |
| 99310 - Mortician | 24.57 |
| 99410 - Pest Controller | 21.01 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 16.23 |
| 99711 - Recycling Specialist | 19.82 |
| 99730 - Refuse Collector | 14.49 |
| 99810 - Sales Clerk | 12.30 |
| 99820 - School Crossing Guard | 14.43 |
| 99830 - Survey Party Chief | 23.63 |
| 99831 - Surveying Aide | 14.85 |
| 99832 - Surveying Technician | 20.32 |
| 99840 - Vending Machine Attendant | 16.41 |
| 99841 - Vending Machine Repairer | 20.45 |
| 99842 - Vending Machine Repairer Helper | 16.41 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2570
Revision No.: 16
Date Of Last Revision: 07/25/2014

States: Oregon, Washington

Area: Oregon Counties of Baker, Grant, Harney, Malheur, Morrow, Umatilla,
Union, Wallowa, Wheeler

Washington Counties of Benton, Franklin, Walla Walla, Yakima

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.61 |
| 01012 - Accounting Clerk II | | 15.27 |
| 01013 - Accounting Clerk III | | 17.08 |
| 01020 - Administrative Assistant | | 22.41 |
| 01040 - Court Reporter | | 18.59 |
| 01051 - Data Entry Operator I | | 13.38 |
| 01052 - Data Entry Operator II | | 14.60 |
| 01060 - Dispatcher, Motor Vehicle | | 18.77 |
| 01070 - Document Preparation Clerk | | 12.94 |
| 01090 - Duplicating Machine Operator | | 12.94 |
| 01111 - General Clerk I | | 13.10 |
| 01112 - General Clerk II | | 14.30 |
| 01113 - General Clerk III | | 16.05 |
| 01120 - Housing Referral Assistant | | 20.52 |
| 01141 - Messenger Courier | | 11.95 |

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| 01191 - Order Clerk I | 12.44 |
| 01192 - Order Clerk II | 13.57 |
| 01261 - Personnel Assistant (Employment) I | 17.21 |
| 01262 - Personnel Assistant (Employment) II | 19.25 |
| 01263 - Personnel Assistant (Employment) III | 21.47 |
| 01270 - Production Control Clerk | 26.54 |
| 01280 - Receptionist | 12.83 |
| 01290 - Rental Clerk | 15.00 |
| 01300 - Scheduler, Maintenance | 16.45 |
| 01311 - Secretary I | 16.45 |
| 01312 - Secretary II | 18.40 |
| 01313 - Secretary III | 20.52 |
| 01320 - Service Order Dispatcher | 18.84 |
| 01410 - Supply Technician | 22.80 |
| 01420 - Survey Worker | 17.33 |
| 01531 - Travel Clerk I | 14.84 |
| 01532 - Travel Clerk II | 15.95 |
| 01533 - Travel Clerk III | 17.09 |
| 01611 - Word Processor I | 15.07 |
| 01612 - Word Processor II | 16.91 |
| 01613 - Word Processor III | 18.91 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.71 |
| 05010 - Automotive Electrician | 18.82 |
| 05040 - Automotive Glass Installer | 17.82 |
| 05070 - Automotive Worker | 17.82 |
| 05110 - Mobile Equipment Servicer | 15.82 |
| 05130 - Motor Equipment Metal Mechanic | 19.80 |
| 05160 - Motor Equipment Metal Worker | 17.82 |
| 05190 - Motor Vehicle Mechanic | 19.80 |
| 05220 - Motor Vehicle Mechanic Helper | 14.82 |
| 05250 - Motor Vehicle Upholstery Worker | 16.81 |
| 05280 - Motor Vehicle Wrecker | 17.82 |
| 05310 - Painter, Automotive | 18.82 |
| 05340 - Radiator Repair Specialist | 17.82 |
| 05370 - Tire Repairer | 14.44 |
| 05400 - Transmission Repair Specialist | 19.80 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 17.23 |
| 07041 - Cook I | 13.97 |
| 07042 - Cook II | 15.66 |
| 07070 - Dishwasher | 9.89 |
| 07130 - Food Service Worker | 10.88 |
| 07210 - Meat Cutter | 17.51 |
| 07260 - Waiter/Waitress | 12.54 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.54 |
| 09040 - Furniture Handler | 13.45 |
| 09080 - Furniture Refinisher | 20.54 |
| 09090 - Furniture Refinisher Helper | 16.17 |
| 09110 - Furniture Repairer, Minor | 18.34 |
| 09130 - Upholsterer | 20.54 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.95 |
| 11060 - Elevator Operator | 11.95 |
| 11090 - Gardener | 16.89 |
| 11122 - Housekeeping Aide | 13.41 |
| 11150 - Janitor | 16.03 |
| 11210 - Laborer, Grounds Maintenance | 12.77 |
| 11240 - Maid or Houseman | 9.88 |
| 11260 - Pruner | 11.97 |
| 11270 - Tractor Operator | 15.28 |
| 11330 - Trail Maintenance Worker | 12.77 |

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| 11360 - Window Cleaner | 18.02 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.83 |
| 12011 - Breath Alcohol Technician | 17.22 |
| 12012 - Certified Occupational Therapist Assistant | 23.78 |
| 12015 - Certified Physical Therapist Assistant | 24.27 |
| 12020 - Dental Assistant | 16.96 |
| 12025 - Dental Hygienist | 43.92 |
| 12030 - EKG Technician | 26.27 |
| 12035 - Electroneurodiagnostic Technologist | 26.27 |
| 12040 - Emergency Medical Technician | 16.83 |
| 12071 - Licensed Practical Nurse I | 15.49 |
| 12072 - Licensed Practical Nurse II | 17.33 |
| 12073 - Licensed Practical Nurse III | 19.33 |
| 12100 - Medical Assistant | 14.85 |
| 12130 - Medical Laboratory Technician | 16.01 |
| 12160 - Medical Record Clerk | 13.99 |
| 12190 - Medical Record Technician | 15.65 |
| 12195 - Medical Transcriptionist | 17.58 |
| 12210 - Nuclear Medicine Technologist | 36.58 |
| 12221 - Nursing Assistant I | 10.06 |
| 12222 - Nursing Assistant II | 11.31 |
| 12223 - Nursing Assistant III | 12.34 |
| 12224 - Nursing Assistant IV | 13.85 |
| 12235 - Optical Dispenser | 17.33 |
| 12236 - Optical Technician | 16.27 |
| 12250 - Pharmacy Technician | 15.67 |
| 12280 - Phlebotomist | 13.85 |
| 12305 - Radiologic Technologist | 26.57 |
| 12311 - Registered Nurse I | 29.51 |
| 12312 - Registered Nurse II | 36.10 |
| 12313 - Registered Nurse II, Specialist | 36.10 |
| 12314 - Registered Nurse III | 43.68 |
| 12315 - Registered Nurse III, Anesthetist | 43.68 |
| 12316 - Registered Nurse IV | 52.36 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.34 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.38 |
| 13012 - Exhibits Specialist II | 25.26 |
| 13013 - Exhibits Specialist III | 30.90 |
| 13041 - Illustrator I | 20.38 |
| 13042 - Illustrator II | 25.26 |
| 13043 - Illustrator III | 30.90 |
| 13047 - Librarian | 27.96 |
| 13050 - Library Aide/Clerk | 14.18 |
| 13054 - Library Information Technology Systems Administrator | 25.26 |
| 13058 - Library Technician | 18.10 |
| 13061 - Media Specialist I | 18.22 |
| 13062 - Media Specialist II | 20.40 |
| 13063 - Media Specialist III | 22.73 |
| 13071 - Photographer I | 16.41 |
| 13072 - Photographer II | 18.36 |
| 13073 - Photographer III | 22.74 |
| 13074 - Photographer IV | 27.81 |
| 13075 - Photographer V | 33.65 |
| 13110 - Video Teleconference Technician | 17.69 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.45 |
| 14042 - Computer Operator II | 21.76 |
| 14043 - Computer Operator III | 24.28 |
| 14044 - Computer Operator IV | 26.98 |
| 14045 - Computer Operator V | 29.87 |

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|---|---------|-------|
| 14071 - Computer Programmer I | (see 1) | 22.85 |
| 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 | | 19.45 |
| 14160 - Personal Computer Support Technician | | 26.98 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 30.62 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 37.04 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 44.39 |
| 15050 - Computer Based Training Specialist / Instructor | | 30.62 |
| 15060 - Educational Technologist | | 37.11 |
| 15070 - Flight Instructor (Pilot) | | 44.39 |
| 15080 - Graphic Artist | | 21.49 |
| 15090 - Technical Instructor | | 28.36 |
| 15095 - Technical Instructor/Course Developer | | 32.54 |
| 15110 - Test Proctor | | 21.49 |
| 15120 - Tutor | | 21.49 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.90 |
| 16030 - Counter Attendant | | 10.90 |
| 16040 - Dry Cleaner | | 13.76 |
| 16070 - Finisher, Flatwork, Machine | | 10.90 |
| 16090 - Presser, Hand | | 10.90 |
| 16110 - Presser, Machine, Drycleaning | | 10.90 |
| 16130 - Presser, Machine, Shirts | | 10.90 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 10.90 |
| 16190 - Sewing Machine Operator | | 14.71 |
| 16220 - Tailor | | 15.67 |
| 16250 - Washer, Machine | | 11.84 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 23.95 |
| 19040 - Tool And Die Maker | | 29.01 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 14.88 |
| 21030 - Material Coordinator | | 26.54 |
| 21040 - Material Expediter | | 26.54 |
| 21050 - Material Handling Laborer | | 13.19 |
| 21071 - Order Filler | | 13.22 |
| 21080 - Production Line Worker (Food Processing) | | 14.88 |
| 21110 - Shipping Packer | | 13.22 |
| 21130 - Shipping/Receiving Clerk | | 13.22 |
| 21140 - Store Worker I | | 11.35 |
| 21150 - Stock Clerk | | 16.17 |
| 21210 - Tools And Parts Attendant | | 14.88 |
| 21410 - Warehouse Specialist | | 14.88 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 25.78 |
| 23021 - Aircraft Mechanic I | | 24.50 |
| 23022 - Aircraft Mechanic II | | 25.78 |
| 23023 - Aircraft Mechanic III | | 27.31 |
| 23040 - Aircraft Mechanic Helper | | 17.80 |
| 23050 - Aircraft, Painter | | 22.96 |
| 23060 - Aircraft Servicer | | 20.21 |
| 23080 - Aircraft Worker | | 21.45 |
| 23110 - Appliance Mechanic | | 22.36 |
| 23120 - Bicycle Repairer | | 14.44 |
| 23125 - Cable Splicer | | 34.15 |
| 23130 - Carpenter, Maintenance | | 22.89 |
| 23140 - Carpet Layer | | 20.37 |

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| 23160 - Electrician, Maintenance | 30.09 |
| 23181 - Electronics Technician Maintenance I | 26.22 |
| 23182 - Electronics Technician Maintenance II | 28.08 |
| 23183 - Electronics Technician Maintenance III | 29.95 |
| 23260 - Fabric Worker | 20.20 |
| 23290 - Fire Alarm System Mechanic | 24.83 |
| 23310 - Fire Extinguisher Repairer | 18.63 |
| 23311 - Fuel Distribution System Mechanic | 25.43 |
| 23312 - Fuel Distribution System Operator | 19.09 |
| 23370 - General Maintenance Worker | 19.13 |
| 23380 - Ground Support Equipment Mechanic | 24.50 |
| 23381 - Ground Support Equipment Servicer | 20.21 |
| 23382 - Ground Support Equipment Worker | 21.45 |
| 23391 - Gunsmith I | 18.63 |
| 23392 - Gunsmith II | 21.74 |
| 23393 - Gunsmith III | 24.83 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.57 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.70 |
| 23430 - Heavy Equipment Mechanic | 25.42 |
| 23440 - Heavy Equipment Operator | 23.61 |
| 23460 - Instrument Mechanic | 26.61 |
| 23465 - Laboratory/Shelter Mechanic | 23.29 |
| 23470 - Laborer | 12.28 |
| 23510 - Locksmith | 20.45 |
| 23530 - Machinery Maintenance Mechanic | 25.56 |
| 23550 - Machinist, Maintenance | 22.78 |
| 23580 - Maintenance Trades Helper | 16.87 |
| 23591 - Metrology Technician I | 26.61 |
| 23592 - Metrology Technician II | 28.00 |
| 23593 - Metrology Technician III | 29.66 |
| 23640 - Millwright | 30.04 |
| 23710 - Office Appliance Repairer | 22.32 |
| 23760 - Painter, Maintenance | 19.88 |
| 23790 - Pipefitter, Maintenance | 29.30 |
| 23810 - Plumber, Maintenance | 27.84 |
| 23820 - Pneudraulic Systems Mechanic | 24.83 |
| 23850 - Rigger | 24.83 |
| 23870 - Scale Mechanic | 21.74 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.26 |
| 23910 - Small Engine Mechanic | 19.59 |
| 23931 - Telecommunications Mechanic I | 25.46 |
| 23932 - Telecommunications Mechanic II | 26.79 |
| 23950 - Telephone Lineman | 23.94 |
| 23960 - Welder, Combination, Maintenance | 21.15 |
| 23965 - Well Driller | 24.83 |
| 23970 - Woodcraft Worker | 24.83 |
| 23980 - Woodworker | 18.63 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.04 |
| 24580 - Child Care Center Clerk | 13.63 |
| 24610 - Chore Aide | 11.35 |
| 24620 - Family Readiness And Support Services Coordinator | 13.44 |
| 24630 - Homemaker | 14.44 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.31 |
| 25040 - Sewage Plant Operator | 23.29 |
| 25070 - Stationary Engineer | 27.31 |
| 25190 - Ventilation Equipment Tender | 20.58 |
| 25210 - Water Treatment Plant Operator | 23.29 |
| 27000 - Protective Service Occupations | |

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| 27004 - Alarm Monitor | 22.01 |
| 27007 - Baggage Inspector | 17.55 |
| 27008 - Corrections Officer | 23.96 |
| 27010 - Court Security Officer | 25.24 |
| 27030 - Detection Dog Handler | 22.01 |
| 27040 - Detention Officer | 23.96 |
| 27070 - Firefighter | 25.75 |
| 27101 - Guard I | 17.55 |
| 27102 - Guard II | 22.01 |
| 27131 - Police Officer I | 28.67 |
| 27132 - Police Officer II | 31.84 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.64 |
| 28042 - Carnival Equipment Repairer | 16.71 |
| 28043 - Carnival Equipment Worker | 11.72 |
| 28210 - Gate Attendant/Gate Tender | 14.01 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.35 |
| 28515 - Recreation Specialist | 19.27 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 22.22 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 27.81 |
| 29020 - Hatch Tender | 27.81 |
| 29030 - Line Handler | 27.81 |
| 29041 - Stevedore I | 25.82 |
| 29042 - Stevedore II | 29.78 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.14 |
| 30022 - Archeological Technician II | 18.43 |
| 30023 - Archeological Technician III | 24.07 |
| 30030 - Cartographic Technician | 25.48 |
| 30040 - Civil Engineering Technician | 24.78 |
| 30061 - Drafter/CAD Operator I | 16.14 |
| 30062 - Drafter/CAD Operator II | 18.43 |
| 30063 - Drafter/CAD Operator III | 20.55 |
| 30064 - Drafter/CAD Operator IV | 24.77 |
| 30081 - Engineering Technician I | 16.35 |
| 30082 - Engineering Technician II | 18.35 |
| 30083 - Engineering Technician III | 20.53 |
| 30084 - Engineering Technician IV | 25.43 |
| 30085 - Engineering Technician V | 31.11 |
| 30086 - Engineering Technician VI | 38.46 |
| 30090 - Environmental Technician | 22.34 |
| 30210 - Laboratory Technician | 23.90 |
| 30240 - Mathematical Technician | 22.36 |
| 30361 - Paralegal/Legal Assistant I | 17.77 |
| 30362 - Paralegal/Legal Assistant II | 22.02 |
| 30363 - Paralegal/Legal Assistant III | 26.94 |
| 30364 - Paralegal/Legal Assistant IV | 32.59 |
| 30390 - Photo-Optics Technician | 22.36 |
| 30461 - Technical Writer I | 22.20 |
| 30462 - Technical Writer II | 27.15 |
| 30463 - Technical Writer III | 32.85 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |

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|---|---------|-------|
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) | 20.55 |
| 30621 - Weather Observer, Senior | (see 2) | 20.75 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 11.43 |
| 31030 - Bus Driver | | 16.99 |
| 31043 - Driver Courier | | 12.52 |
| 31260 - Parking and Lot Attendant | | 10.69 |
| 31290 - Shuttle Bus Driver | | 13.65 |
| 31310 - Taxi Driver | | 11.88 |
| 31361 - Truckdriver, Light | | 13.65 |
| 31362 - Truckdriver, Medium | | 14.80 |
| 31363 - Truckdriver, Heavy | | 21.02 |
| 31364 - Truckdriver, Tractor-Trailer | | 21.02 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 10.64 |
| 99050 - Desk Clerk | | 9.81 |
| 99095 - Embalmer | | 24.57 |
| 99251 - Laboratory Animal Caretaker I | | 12.19 |
| 99252 - Laboratory Animal Caretaker II | | 13.28 |
| 99310 - Mortician | | 24.57 |
| 99410 - Pest Controller | | 21.01 |
| 99510 - Photofinishing Worker | | 11.95 |
| 99710 - Recycling Laborer | | 16.23 |
| 99711 - Recycling Specialist | | 19.82 |
| 99730 - Refuse Collector | | 14.49 |
| 99810 - Sales Clerk | | 12.30 |
| 99820 - School Crossing Guard | | 14.43 |
| 99830 - Survey Party Chief | | 23.63 |
| 99831 - Surveying Aide | | 14.85 |
| 99832 - Surveying Technician | | 20.32 |
| 99840 - Vending Machine Attendant | | 16.41 |
| 99841 - Vending Machine Repairer | | 20.45 |
| 99842 - Vending Machine Repairer Helper | | 16.41 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

ordance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of
Page 3815

Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2573
Revision No.: 17
Date Of Last Revision: 07/25/2014

States: Kentucky, Ohio, West Virginia

Area: Kentucky Counties of Boyd, Carter, Elliott, Floyd, Greenup, Johnson, Lawrence, Lewis, Magoffin, Martin, Pike

Ohio Counties of Monroe, Morgan, Noble, Washington

West Virginia - All Counties except : Berkeley, Jefferson

Note: West Virginia include all counties except Berkeley and Jefferson counties.

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.30 |
| 01012 - Accounting Clerk II | | 18.04 |
| 01013 - Accounting Clerk III | | 20.19 |
| 01020 - Administrative Assistant | | 18.16 |
| 01040 - Court Reporter | | 21.39 |
| 01051 - Data Entry Operator I | | 11.63 |
| 01052 - Data Entry Operator II | | 12.69 |
| 01060 - Dispatcher, Motor Vehicle | | 14.02 |
| 01070 - Document Preparation Clerk | | 11.19 |
| 01090 - Duplicating Machine Operator | | 11.19 |
| 01111 - General Clerk I | | 11.33 |
| 01112 - General Clerk II | | 12.37 |
| 01113 - General Clerk III | | 13.88 |
| 01120 - Housing Referral Assistant | | 14.85 |
| 01141 - Messenger Courier | | 10.02 |
| 01191 - Order Clerk I | | 11.17 |
| 01192 - Order Clerk II | | 13.28 |
| 01261 - Personnel Assistant (Employment) I | | 16.55 |
| 01262 - Personnel Assistant (Employment) II | | 18.51 |
| 01263 - Personnel Assistant (Employment) III | | 20.65 |
| 01270 - Production Control Clerk | | 17.72 |
| 01280 - Receptionist | | 9.81 |
| 01290 - Rental Clerk | | 11.99 |
| 01300 - Scheduler, Maintenance | | 11.99 |

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|--|-------|
| 01311 - Secretary I | 11.99 |
| 01312 - Secretary II | 13.41 |
| 01313 - Secretary III | 14.63 |
| 01320 - Service Order Dispatcher | 13.19 |
| 01410 - Supply Technician | 18.16 |
| 01420 - Survey Worker | 13.41 |
| 01531 - Travel Clerk I | 12.77 |
| 01532 - Travel Clerk II | 13.63 |
| 01533 - Travel Clerk III | 14.53 |
| 01611 - Word Processor I | 13.64 |
| 01612 - Word Processor II | 15.31 |
| 01613 - Word Processor III | 16.78 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 15.24 |
| 05010 - Automotive Electrician | 14.72 |
| 05040 - Automotive Glass Installer | 14.22 |
| 05070 - Automotive Worker | 14.22 |
| 05110 - Mobile Equipment Servicer | 13.17 |
| 05130 - Motor Equipment Metal Mechanic | 15.24 |
| 05160 - Motor Equipment Metal Worker | 14.22 |
| 05190 - Motor Vehicle Mechanic | 15.24 |
| 05220 - Motor Vehicle Mechanic Helper | 12.61 |
| 05250 - Motor Vehicle Upholstery Worker | 13.72 |
| 05280 - Motor Vehicle Wrecker | 14.22 |
| 05310 - Painter, Automotive | 14.72 |
| 05340 - Radiator Repair Specialist | 14.22 |
| 05370 - Tire Repairer | 12.55 |
| 05400 - Transmission Repair Specialist | 15.25 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.16 |
| 07041 - Cook I | 9.11 |
| 07042 - Cook II | 10.44 |
| 07070 - Dishwasher | 7.77 |
| 07130 - Food Service Worker | 8.57 |
| 07210 - Meat Cutter | 12.29 |
| 07260 - Waiter/Waitress | 8.10 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.93 |
| 09040 - Furniture Handler | 11.58 |
| 09080 - Furniture Refinisher | 14.72 |
| 09090 - Furniture Refinisher Helper | 12.62 |
| 09110 - Furniture Repairer, Minor | 13.71 |
| 09130 - Upholsterer | 14.72 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.68 |
| 11060 - Elevator Operator | 8.73 |
| 11090 - Gardener | 11.52 |
| 11122 - Housekeeping Aide | 9.27 |
| 11150 - Janitor | 9.38 |
| 11210 - Laborer, Grounds Maintenance | 9.31 |
| 11240 - Maid or Houseman | 8.40 |
| 11260 - Pruner | 8.73 |
| 11270 - Tractor Operator | 10.65 |
| 11330 - Trail Maintenance Worker | 9.31 |
| 11360 - Window Cleaner | 10.37 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 12.02 |
| 12011 - Breath Alcohol Technician | 14.47 |
| 12012 - Certified Occupational Therapist Assistant | 21.71 |
| 12015 - Certified Physical Therapist Assistant | 18.46 |
| 12020 - Dental Assistant | 12.57 |
| 12025 - Dental Hygienist | 22.28 |
| 12030 - EKG Technician | 18.60 |

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| 12035 - Electroneurodiagnostic Technologist | 18.60 |
| 12040 - Emergency Medical Technician | 12.02 |
| 12071 - Licensed Practical Nurse I | 13.59 |
| 12072 - Licensed Practical Nurse II | 15.20 |
| 12073 - Licensed Practical Nurse III | 16.95 |
| 12100 - Medical Assistant | 10.61 |
| 12130 - Medical Laboratory Technician | 16.47 |
| 12160 - Medical Record Clerk | 11.43 |
| 12190 - Medical Record Technician | 13.54 |
| 12195 - Medical Transcriptionist | 12.40 |
| 12210 - Nuclear Medicine Technologist | 27.32 |
| 12221 - Nursing Assistant I | 9.91 |
| 12222 - Nursing Assistant II | 11.14 |
| 12223 - Nursing Assistant III | 12.16 |
| 12224 - Nursing Assistant IV | 13.62 |
| 12235 - Optical Dispenser | 14.94 |
| 12236 - Optical Technician | 11.02 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.64 |
| 12305 - Radiologic Technologist | 20.10 |
| 12311 - Registered Nurse I | 20.57 |
| 12312 - Registered Nurse II | 25.16 |
| 12313 - Registered Nurse II, Specialist | 25.16 |
| 12314 - Registered Nurse III | 30.44 |
| 12315 - Registered Nurse III, Anesthetist | 30.44 |
| 12316 - Registered Nurse IV | 36.48 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 17.93 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 14.85 |
| 13012 - Exhibits Specialist II | 18.41 |
| 13013 - Exhibits Specialist III | 22.52 |
| 13041 - Illustrator I | 14.85 |
| 13042 - Illustrator II | 18.41 |
| 13043 - Illustrator III | 22.52 |
| 13047 - Librarian | 20.38 |
| 13050 - Library Aide/Clerk | 8.56 |
| 13054 - Library Information Technology Systems Administrator | 18.41 |
| 13058 - Library Technician | 14.75 |
| 13061 - Media Specialist I | 13.28 |
| 13062 - Media Specialist II | 14.85 |
| 13063 - Media Specialist III | 16.57 |
| 13071 - Photographer I | 13.62 |
| 13072 - Photographer II | 15.23 |
| 13073 - Photographer III | 18.87 |
| 13074 - Photographer IV | 23.08 |
| 13075 - Photographer V | 27.93 |
| 13110 - Video Teleconference Technician | 13.50 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.63 |
| 14042 - Computer Operator II | 16.37 |
| 14043 - Computer Operator III | 18.25 |
| 14044 - Computer Operator IV | 20.28 |
| 14045 - Computer Operator V | 22.45 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 14.63 |
| 14160 - Personal Computer Support Technician | 20.61 |

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|---|-------|
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.32 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.26 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.00 |
| 15050 - Computer Based Training Specialist / Instructor | 28.11 |
| 15060 - Educational Technologist | 23.29 |
| 15070 - Flight Instructor (Pilot) | 41.00 |
| 15080 - Graphic Artist | 18.11 |
| 15090 - Technical Instructor | 17.34 |
| 15095 - Technical Instructor/Course Developer | 21.61 |
| 15110 - Test Proctor | 15.38 |
| 15120 - Tutor | 15.38 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.21 |
| 16030 - Counter Attendant | 9.21 |
| 16040 - Dry Cleaner | 11.65 |
| 16070 - Finisher, Flatwork, Machine | 9.21 |
| 16090 - Presser, Hand | 9.21 |
| 16110 - Presser, Machine, Drycleaning | 9.21 |
| 16130 - Presser, Machine, Shirts | 9.21 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.21 |
| 16190 - Sewing Machine Operator | 12.45 |
| 16220 - Tailor | 13.23 |
| 16250 - Washer, Machine | 9.96 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.78 |
| 19040 - Tool And Die Maker | 19.14 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.30 |
| 21030 - Material Coordinator | 17.72 |
| 21040 - Material Expediter | 17.72 |
| 21050 - Material Handling Laborer | 10.73 |
| 21071 - Order Filler | 10.71 |
| 21080 - Production Line Worker (Food Processing) | 15.30 |
| 21110 - Shipping Packer | 13.86 |
| 21130 - Shipping/Receiving Clerk | 13.86 |
| 21140 - Store Worker I | 11.95 |
| 21150 - Stock Clerk | 16.06 |
| 21210 - Tools And Parts Attendant | 15.30 |
| 21410 - Warehouse Specialist | 15.30 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.20 |
| 23021 - Aircraft Mechanic I | 22.05 |
| 23022 - Aircraft Mechanic II | 23.20 |
| 23023 - Aircraft Mechanic III | 24.21 |
| 23040 - Aircraft Mechanic Helper | 17.81 |
| 23050 - Aircraft, Painter | 20.59 |
| 23060 - Aircraft Servicer | 19.35 |
| 23080 - Aircraft Worker | 20.06 |
| 23110 - Appliance Mechanic | 17.29 |
| 23120 - Bicycle Repairer | 12.72 |
| 23125 - Cable Splicer | 24.87 |
| 23130 - Carpenter, Maintenance | 17.29 |
| 23140 - Carpet Layer | 16.79 |
| 23160 - Electrician, Maintenance | 22.17 |
| 23181 - Electronics Technician Maintenance I | 15.53 |
| 23182 - Electronics Technician Maintenance II | 21.96 |
| 23183 - Electronics Technician Maintenance III | 23.04 |
| 23260 - Fabric Worker | 15.42 |
| 23290 - Fire Alarm System Mechanic | 18.13 |
| 23310 - Fire Extinguisher Repairer | 15.15 |
| 23311 - Fuel Distribution System Mechanic | 19.94 |
| 23312 - Fuel Distribution System Operator | 15.50 |

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| 23370 - General Maintenance Worker | 16.23 |
| 23380 - Ground Support Equipment Mechanic | 22.05 |
| 23381 - Ground Support Equipment Servicer | 19.35 |
| 23382 - Ground Support Equipment Worker | 20.06 |
| 23391 - Gunsmith I | 15.00 |
| 23392 - Gunsmith II | 17.19 |
| 23393 - Gunsmith III | 19.19 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.13 |
| 23411 - Heating, Ventilation And Air Contditiioning Mechanic (Research Facility) | 19.08 |
| 23430 - Heavy Equipment Mechanic | 18.91 |
| 23440 - Heavy Equipment Operator | 18.13 |
| 23460 - Instrument Mechanic | 21.62 |
| 23465 - Laboratory/Shelter Mechanic | 18.30 |
| 23470 - Laborer | 10.73 |
| 23510 - Locksmith | 17.29 |
| 23530 - Machinery Maintenance Mechanic | 20.05 |
| 23550 - Machinist, Maintenance | 18.31 |
| 23580 - Maintenance Trades Helper | 13.15 |
| 23591 - Metrology Technician I | 21.62 |
| 23592 - Metrology Technician II | 22.59 |
| 23593 - Metrology Technician III | 23.35 |
| 23640 - Millwright | 19.65 |
| 23710 - Office Appliance Repairer | 17.29 |
| 23760 - Painter, Maintenance | 17.29 |
| 23790 - Pipefitter, Maintenance | 20.73 |
| 23810 - Plumber, Maintenance | 20.73 |
| 23820 - Pneudraulic Systems Mechanic | 19.19 |
| 23850 - Rigger | 19.65 |
| 23870 - Scale Mechanic | 17.19 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.97 |
| 23910 - Small Engine Mechanic | 16.23 |
| 23931 - Telecommunications Mechanic I | 22.73 |
| 23932 - Telecommunications Mechanic II | 23.93 |
| 23950 - Telephone Lineman | 24.18 |
| 23960 - Welder, Combination, Maintenance | 18.13 |
| 23965 - Well Driller | 21.12 |
| 23970 - Woodcraft Worker | 19.19 |
| 23980 - Woodworker | 15.46 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.21 |
| 24580 - Child Care Center Clerk | 9.80 |
| 24610 - Chore Aide | 7.80 |
| 24620 - Family Readiness And Support Services Coordinator | 9.12 |
| 24630 - Homemaker | 10.43 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.38 |
| 25040 - Sewage Plant Operator | 16.85 |
| 25070 - Stationary Engineer | 21.38 |
| 25190 - Ventilation Equipment Tender | 14.03 |
| 25210 - Water Treatment Plant Operator | 16.19 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 10.72 |
| 27007 - Baggage Inspector | 9.99 |
| 27008 - Corrections Officer | 15.11 |
| 27010 - Court Security Officer | 15.70 |
| 27030 - Detection Dog Handler | 11.31 |
| 27040 - Detention Officer | 15.11 |
| 27070 - Firefighter | 16.40 |
| 27101 - Guard I | 9.99 |
| 27102 - Guard II | 11.31 |

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| 27131 - Police Officer I | 16.86 |
| 27132 - Police Officer II | 18.73 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.09 |
| 28042 - Carnival Equipment Repairer | 10.57 |
| 28043 - Carnival Equipment Worker | 8.26 |
| 28210 - Gate Attendant/Gate Tender | 13.60 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 15.03 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 14.69 |
| 28630 - Sports Official | 10.67 |
| 28690 - Swimming Pool Operator | 13.36 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.35 |
| 29020 - Hatch Tender | 16.35 |
| 29030 - Line Handler | 16.35 |
| 29041 - Stevedore I | 15.33 |
| 29042 - Stevedore II | 17.40 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.95 |
| 30022 - Archeological Technician II | 20.83 |
| 30023 - Archeological Technician III | 26.27 |
| 30030 - Cartographic Technician | 26.27 |
| 30040 - Civil Engineering Technician | 18.42 |
| 30061 - Drafter/CAD Operator I | 18.95 |
| 30062 - Drafter/CAD Operator II | 21.20 |
| 30063 - Drafter/CAD Operator III | 23.64 |
| 30064 - Drafter/CAD Operator IV | 27.30 |
| 30081 - Engineering Technician I | 15.68 |
| 30082 - Engineering Technician II | 17.59 |
| 30083 - Engineering Technician III | 22.90 |
| 30084 - Engineering Technician IV | 25.79 |
| 30085 - Engineering Technician V | 31.55 |
| 30086 - Engineering Technician VI | 38.17 |
| 30090 - Environmental Technician | 17.30 |
| 30210 - Laboratory Technician | 25.55 |
| 30240 - Mathematical Technician | 26.27 |
| 30361 - Paralegal/Legal Assistant I | 17.61 |
| 30362 - Paralegal/Legal Assistant II | 21.35 |
| 30363 - Paralegal/Legal Assistant III | 26.14 |
| 30364 - Paralegal/Legal Assistant IV | 31.63 |
| 30390 - Photo-Optics Technician | 26.27 |
| 30461 - Technical Writer I | 20.51 |
| 30462 - Technical Writer II | 25.09 |
| 30463 - Technical Writer III | 30.35 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 23.64 |
| 30621 - Weather Observer, Senior (see 2) | 26.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.80 |
| 31030 - Bus Driver | 12.09 |
| 31043 - Driver Courier | 10.51 |
| 31260 - Parking and Lot Attendant | 8.62 |
| 31290 - Shuttle Bus Driver | 11.32 |

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|---|-------|
| 31310 - Taxi Driver | 8.94 |
| 31361 - Truckdriver, Light | 11.32 |
| 31362 - Truckdriver, Medium | 12.69 |
| 31363 - Truckdriver, Heavy | 15.02 |
| 31364 - Truckdriver, Tractor-Trailer | 15.02 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.80 |
| 99050 - Desk Clerk | 8.20 |
| 99095 - Embalmer | 20.91 |
| 99251 - Laboratory Animal Caretaker I | 9.21 |
| 99252 - Laboratory Animal Caretaker II | 9.92 |
| 99310 - Mortician | 30.90 |
| 99410 - Pest Controller | 13.35 |
| 99510 - Photofinishing Worker | 10.65 |
| 99710 - Recycling Laborer | 11.68 |
| 99711 - Recycling Specialist | 13.46 |
| 99730 - Refuse Collector | 10.58 |
| 99810 - Sales Clerk | 10.77 |
| 99820 - School Crossing Guard | 10.14 |
| 99830 - Survey Party Chief | 18.51 |
| 99831 - Surveying Aide | 11.45 |
| 99832 - Surveying Technician | 15.72 |
| 99840 - Vending Machine Attendant | 11.40 |
| 99841 - Vending Machine Repairer | 12.83 |
| 99842 - Vending Machine Repairer Helper | 11.40 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2574
Revision No.: 18
Date Of Last Revision: 07/25/2014

States: Kentucky, Ohio, West Virginia

Area: Kentucky Counties of Boyd, Carter, Elliott, Floyd, Greenup, Johnson, Lawrence, Lewis, Magoffin, Martin, Pike

Ohio Counties of Monroe, Morgan, Noble, Washington

West Virginia - All Counties except : Berkeley, Jefferson

Note: West Virginia include all counties except Berkeley and Jefferson counties.

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.30 |
| 01012 - Accounting Clerk II | | 18.04 |
| 01013 - Accounting Clerk III | | 20.19 |
| 01020 - Administrative Assistant | | 18.16 |
| 01040 - Court Reporter | | 21.39 |
| 01051 - Data Entry Operator I | | 11.63 |
| 01052 - Data Entry Operator II | | 12.69 |
| 01060 - Dispatcher, Motor Vehicle | | 14.02 |
| 01070 - Document Preparation Clerk | | 11.19 |
| 01090 - Duplicating Machine Operator | | 11.19 |
| 01111 - General Clerk I | | 11.33 |
| 01112 - General Clerk II | | 12.37 |
| 01113 - General Clerk III | | 13.88 |
| 01120 - Housing Referral Assistant | | 14.85 |
| 01141 - Messenger Courier | | 10.02 |
| 01191 - Order Clerk I | | 11.17 |
| 01192 - Order Clerk II | | 13.28 |
| 01261 - Personnel Assistant (Employment) I | | 16.55 |
| 01262 - Personnel Assistant (Employment) II | | 18.51 |
| 01263 - Personnel Assistant (Employment) III | | 20.65 |
| 01270 - Production Control Clerk | | 17.72 |
| 01280 - Receptionist | | 9.81 |
| 01290 - Rental Clerk | | 11.99 |
| 01300 - Scheduler, Maintenance | | 11.99 |
| 01311 - Secretary I | | 11.99 |
| 01312 - Secretary II | | 13.41 |
| 01313 - Secretary III | | 14.63 |
| 01320 - Service Order Dispatcher | | 13.19 |
| 01410 - Supply Technician | | 18.16 |
| 01420 - Survey Worker | | 13.41 |
| 01531 - Travel Clerk I | | 12.77 |
| 01532 - Travel Clerk II | | 13.63 |
| 01533 - Travel Clerk III | | 14.53 |
| 01611 - Word Processor I | | 13.64 |
| 01612 - Word Processor II | | 15.31 |
| 01613 - Word Processor III | | 16.78 |
| 05000 - Automotive Service Occupations | | |

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|--|-------|
| 05005 - Automobile Body Repairer, Fiberglass | 15.24 |
| 05010 - Automotive Electrician | 14.72 |
| 05040 - Automotive Glass Installer | 14.22 |
| 05070 - Automotive Worker | 14.22 |
| 05110 - Mobile Equipment Servicer | 13.17 |
| 05130 - Motor Equipment Metal Mechanic | 15.24 |
| 05160 - Motor Equipment Metal Worker | 14.22 |
| 05190 - Motor Vehicle Mechanic | 15.24 |
| 05220 - Motor Vehicle Mechanic Helper | 12.61 |
| 05250 - Motor Vehicle Upholstery Worker | 13.72 |
| 05280 - Motor Vehicle Wrecker | 14.22 |
| 05310 - Painter, Automotive | 14.72 |
| 05340 - Radiator Repair Specialist | 14.22 |
| 05370 - Tire Repairer | 12.55 |
| 05400 - Transmission Repair Specialist | 15.25 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.16 |
| 07041 - Cook I | 9.11 |
| 07042 - Cook II | 10.44 |
| 07070 - Dishwasher | 7.77 |
| 07130 - Food Service Worker | 8.57 |
| 07210 - Meat Cutter | 12.29 |
| 07260 - Waiter/Waitress | 8.10 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.93 |
| 09040 - Furniture Handler | 11.58 |
| 09080 - Furniture Refinisher | 14.72 |
| 09090 - Furniture Refinisher Helper | 12.62 |
| 09110 - Furniture Repairer, Minor | 13.71 |
| 09130 - Upholsterer | 14.72 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.68 |
| 11060 - Elevator Operator | 8.73 |
| 11090 - Gardener | 11.52 |
| 11122 - Housekeeping Aide | 9.27 |
| 11150 - Janitor | 9.38 |
| 11210 - Laborer, Grounds Maintenance | 9.31 |
| 11240 - Maid or Houseman | 8.40 |
| 11260 - Pruner | 8.73 |
| 11270 - Tractor Operator | 10.65 |
| 11330 - Trail Maintenance Worker | 9.31 |
| 11360 - Window Cleaner | 10.37 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 12.02 |
| 12011 - Breath Alcohol Technician | 14.47 |
| 12012 - Certified Occupational Therapist Assistant | 21.71 |
| 12015 - Certified Physical Therapist Assistant | 18.46 |
| 12020 - Dental Assistant | 12.57 |
| 12025 - Dental Hygienist | 22.28 |
| 12030 - EKG Technician | 18.60 |
| 12035 - Electroneurodiagnostic Technologist | 18.60 |
| 12040 - Emergency Medical Technician | 12.02 |
| 12071 - Licensed Practical Nurse I | 13.59 |
| 12072 - Licensed Practical Nurse II | 15.20 |
| 12073 - Licensed Practical Nurse III | 16.95 |
| 12100 - Medical Assistant | 10.61 |
| 12130 - Medical Laboratory Technician | 16.47 |
| 12160 - Medical Record Clerk | 11.43 |
| 12190 - Medical Record Technician | 13.54 |
| 12195 - Medical Transcriptionist | 12.40 |
| 12210 - Nuclear Medicine Technologist | 27.32 |
| 12221 - Nursing Assistant I | 9.91 |
| 12222 - Nursing Assistant II | 11.14 |

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|---|---------------|
| 12223 - Nursing Assistant III | 12.16 |
| 12224 - Nursing Assistant IV | 13.62 |
| 12235 - Optical Dispenser | 14.94 |
| 12236 - Optical Technician | 11.02 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.64 |
| 12305 - Radiologic Technologist | 20.10 |
| 12311 - Registered Nurse I | 20.57 |
| 12312 - Registered Nurse II | 25.16 |
| 12313 - Registered Nurse II, Specialist | 25.16 |
| 12314 - Registered Nurse III | 30.44 |
| 12315 - Registered Nurse III, Anesthetist | 30.44 |
| 12316 - Registered Nurse IV | 36.48 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 17.93 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 14.85 |
| 13012 - Exhibits Specialist II | 18.41 |
| 13013 - Exhibits Specialist III | 22.52 |
| 13041 - Illustrator I | 14.85 |
| 13042 - Illustrator II | 18.41 |
| 13043 - Illustrator III | 22.52 |
| 13047 - Librarian | 20.38 |
| 13050 - Library Aide/Clerk | 8.56 |
| 13054 - Library Information Technology Systems Administrator | 18.41 |
| 13058 - Library Technician | 14.75 |
| 13061 - Media Specialist I | 13.28 |
| 13062 - Media Specialist II | 14.85 |
| 13063 - Media Specialist III | 16.57 |
| 13071 - Photographer I | 13.62 |
| 13072 - Photographer II | 15.23 |
| 13073 - Photographer III | 18.87 |
| 13074 - Photographer IV | 23.08 |
| 13075 - Photographer V | 27.93 |
| 13110 - Video Teleconference Technician | 13.50 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.63 |
| 14042 - Computer Operator II | 16.37 |
| 14043 - Computer Operator III | 18.25 |
| 14044 - Computer Operator IV | 20.28 |
| 14045 - Computer Operator V | 22.45 |
| 14071 - Computer Programmer I | (see 1) 18.27 |
| 14072 - Computer Programmer II | (see 1) 22.64 |
| 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 | 14.63 |
| 14160 - Personal Computer Support Technician | 20.61 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.32 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.26 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.00 |
| 15050 - Computer Based Training Specialist / Instructor | 28.11 |
| 15060 - Educational Technologist | 23.29 |
| 15070 - Flight Instructor (Pilot) | 41.00 |
| 15080 - Graphic Artist | 18.11 |
| 15090 - Technical Instructor | 17.34 |
| 15095 - Technical Instructor/Course Developer | 21.61 |
| 15110 - Test Proctor | 15.38 |
| 15120 - Tutor | 15.38 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |

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|---|-------|
| 16010 - Assembler | 9.21 |
| 16030 - Counter Attendant | 9.21 |
| 16040 - Dry Cleaner | 11.65 |
| 16070 - Finisher, Flatwork, Machine | 9.21 |
| 16090 - Presser, Hand | 9.21 |
| 16110 - Presser, Machine, Drycleaning | 9.21 |
| 16130 - Presser, Machine, Shirts | 9.21 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.21 |
| 16190 - Sewing Machine Operator | 12.45 |
| 16220 - Tailor | 13.23 |
| 16250 - Washer, Machine | 9.96 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.78 |
| 19040 - Tool And Die Maker | 19.14 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.30 |
| 21030 - Material Coordinator | 17.72 |
| 21040 - Material Expediter | 17.72 |
| 21050 - Material Handling Laborer | 10.73 |
| 21071 - Order Filler | 10.71 |
| 21080 - Production Line Worker (Food Processing) | 15.30 |
| 21110 - Shipping Packer | 13.86 |
| 21130 - Shipping/Receiving Clerk | 13.86 |
| 21140 - Store Worker I | 11.95 |
| 21150 - Stock Clerk | 16.06 |
| 21210 - Tools And Parts Attendant | 15.30 |
| 21410 - Warehouse Specialist | 15.30 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.20 |
| 23021 - Aircraft Mechanic I | 22.05 |
| 23022 - Aircraft Mechanic II | 23.20 |
| 23023 - Aircraft Mechanic III | 24.21 |
| 23040 - Aircraft Mechanic Helper | 17.81 |
| 23050 - Aircraft, Painter | 20.59 |
| 23060 - Aircraft Servicer | 19.35 |
| 23080 - Aircraft Worker | 20.06 |
| 23110 - Appliance Mechanic | 17.29 |
| 23120 - Bicycle Repairer | 12.72 |
| 23125 - Cable Splicer | 24.87 |
| 23130 - Carpenter, Maintenance | 17.29 |
| 23140 - Carpet Layer | 16.79 |
| 23160 - Electrician, Maintenance | 22.17 |
| 23181 - Electronics Technician Maintenance I | 15.53 |
| 23182 - Electronics Technician Maintenance II | 21.96 |
| 23183 - Electronics Technician Maintenance III | 23.04 |
| 23260 - Fabric Worker | 15.42 |
| 23290 - Fire Alarm System Mechanic | 18.13 |
| 23310 - Fire Extinguisher Repairer | 15.15 |
| 23311 - Fuel Distribution System Mechanic | 19.94 |
| 23312 - Fuel Distribution System Operator | 15.50 |
| 23370 - General Maintenance Worker | 16.23 |
| 23380 - Ground Support Equipment Mechanic | 22.05 |
| 23381 - Ground Support Equipment Servicer | 19.35 |
| 23382 - Ground Support Equipment Worker | 20.06 |
| 23391 - Gunsmith I | 15.00 |
| 23392 - Gunsmith II | 17.19 |
| 23393 - Gunsmith III | 19.19 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.13 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.08 |
| 23430 - Heavy Equipment Mechanic | 18.91 |
| 23440 - Heavy Equipment Operator | 18.13 |

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|---|-------|
| 23460 - Instrument Mechanic | 21.62 |
| 23465 - Laboratory/Shelter Mechanic | 18.30 |
| 23470 - Laborer | 10.73 |
| 23510 - Locksmith | 17.29 |
| 23530 - Machinery Maintenance Mechanic | 20.05 |
| 23550 - Machinist, Maintenance | 18.31 |
| 23580 - Maintenance Trades Helper | 13.15 |
| 23591 - Metrology Technician I | 21.62 |
| 23592 - Metrology Technician II | 22.59 |
| 23593 - Metrology Technician III | 23.35 |
| 23640 - Millwright | 19.65 |
| 23710 - Office Appliance Repairer | 17.29 |
| 23760 - Painter, Maintenance | 17.29 |
| 23790 - Pipefitter, Maintenance | 20.73 |
| 23810 - Plumber, Maintenance | 20.73 |
| 23820 - Pneudraulic Systems Mechanic | 19.19 |
| 23850 - Rigger | 19.65 |
| 23870 - Scale Mechanic | 17.19 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.97 |
| 23910 - Small Engine Mechanic | 16.23 |
| 23931 - Telecommunications Mechanic I | 22.73 |
| 23932 - Telecommunications Mechanic II | 23.93 |
| 23950 - Telephone Lineman | 24.18 |
| 23960 - Welder, Combination, Maintenance | 18.13 |
| 23965 - Well Driller | 21.12 |
| 23970 - Woodcraft Worker | 19.19 |
| 23980 - Woodworker | 15.46 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.21 |
| 24580 - Child Care Center Clerk | 9.80 |
| 24610 - Chore Aide | 7.80 |
| 24620 - Family Readiness And Support Services Coordinator | 9.12 |
| 24630 - Homemaker | 10.43 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.38 |
| 25040 - Sewage Plant Operator | 16.85 |
| 25070 - Stationary Engineer | 21.38 |
| 25190 - Ventilation Equipment Tender | 14.03 |
| 25210 - Water Treatment Plant Operator | 16.19 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 10.72 |
| 27007 - Baggage Inspector | 9.99 |
| 27008 - Corrections Officer | 15.11 |
| 27010 - Court Security Officer | 15.70 |
| 27030 - Detection Dog Handler | 11.31 |
| 27040 - Detention Officer | 15.11 |
| 27070 - Firefighter | 16.40 |
| 27101 - Guard I | 9.99 |
| 27102 - Guard II | 11.31 |
| 27131 - Police Officer I | 16.86 |
| 27132 - Police Officer II | 18.73 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.09 |
| 28042 - Carnival Equipment Repairer | 10.57 |
| 28043 - Carnival Equipment Worker | 8.26 |
| 28210 - Gate Attendant/Gate Tender | 13.60 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 15.03 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 14.69 |
| 28630 - Sports Official | 10.67 |
| 28690 - Swimming Pool Operator | 13.36 |

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| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.35 |
| 29020 - Hatch Tender | 16.35 |
| 29030 - Line Handler | 16.35 |
| 29041 - Stevedore I | 15.33 |
| 29042 - Stevedore II | 17.40 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.95 |
| 30022 - Archeological Technician II | 20.83 |
| 30023 - Archeological Technician III | 26.27 |
| 30030 - Cartographic Technician | 26.27 |
| 30040 - Civil Engineering Technician | 18.42 |
| 30061 - Drafter/CAD Operator I | 18.95 |
| 30062 - Drafter/CAD Operator II | 21.20 |
| 30063 - Drafter/CAD Operator III | 23.64 |
| 30064 - Drafter/CAD Operator IV | 27.30 |
| 30081 - Engineering Technician I | 15.68 |
| 30082 - Engineering Technician II | 17.59 |
| 30083 - Engineering Technician III | 22.90 |
| 30084 - Engineering Technician IV | 25.79 |
| 30085 - Engineering Technician V | 31.55 |
| 30086 - Engineering Technician VI | 38.17 |
| 30090 - Environmental Technician | 17.30 |
| 30210 - Laboratory Technician | 25.55 |
| 30240 - Mathematical Technician | 26.27 |
| 30361 - Paralegal/Legal Assistant I | 17.61 |
| 30362 - Paralegal/Legal Assistant II | 21.35 |
| 30363 - Paralegal/Legal Assistant III | 26.14 |
| 30364 - Paralegal/Legal Assistant IV | 31.63 |
| 30390 - Photo-Optics Technician | 26.27 |
| 30461 - Technical Writer I | 20.51 |
| 30462 - Technical Writer II | 25.09 |
| 30463 - Technical Writer III | 30.35 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 23.64 |
| 30621 - Weather Observer, Senior (see 2) | 26.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.80 |
| 31030 - Bus Driver | 12.09 |
| 31043 - Driver Courier | 10.51 |
| 31260 - Parking and Lot Attendant | 8.62 |
| 31290 - Shuttle Bus Driver | 11.32 |
| 31310 - Taxi Driver | 8.94 |
| 31361 - Truckdriver, Light | 11.32 |
| 31362 - Truckdriver, Medium | 12.69 |
| 31363 - Truckdriver, Heavy | 15.02 |
| 31364 - Truckdriver, Tractor-Trailer | 15.02 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.80 |
| 99050 - Desk Clerk | 8.20 |
| 99095 - Embalmer | 20.91 |
| 99251 - Laboratory Animal Caretaker I | 9.21 |
| 99252 - Laboratory Animal Caretaker II | 9.92 |
| 99310 - Mortician | 30.90 |
| 99410 - Pest Controller | 13.35 |

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|---|-------|
| 99510 - Photofinishing Worker | 10.65 |
| 99710 - Recycling Laborer | 11.68 |
| 99711 - Recycling Specialist | 13.46 |
| 99730 - Refuse Collector | 10.58 |
| 99810 - Sales Clerk | 10.77 |
| 99820 - School Crossing Guard | 10.14 |
| 99830 - Survey Party Chief | 18.51 |
| 99831 - Surveying Aide | 11.45 |
| 99832 - Surveying Technician | 15.72 |
| 99840 - Vending Machine Attendant | 11.40 |
| 99841 - Vending Machine Repairer | 12.83 |
| 99842 - Vending Machine Repairer Helper | 11.40 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2575
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin Counties of Brown, Calumet, Door, Florence, Fond Du Lac, Forest, Green Lake, Kewaunee, Langlade, Lincoln, Manitowoc, Marathon, Marinette, Marquette, Menominee, Oconto, Oneida, Outagamie, Portage, Shawano, Sheboygan, Vilas, Waupaca, Waushara, Winnebago

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.76 |
| 01012 - Accounting Clerk II | | 14.43 |
| 01013 - Accounting Clerk III | | 16.22 |
| 01020 - Administrative Assistant | | 18.47 |
| 01040 - Court Reporter | | 17.06 |
| 01051 - Data Entry Operator I | | 11.32 |
| 01052 - Data Entry Operator II | | 12.35 |
| 01060 - Dispatcher, Motor Vehicle | | 17.62 |
| 01070 - Document Preparation Clerk | | 13.94 |
| 01090 - Duplicating Machine Operator | | 13.94 |
| 01111 - General Clerk I | | 11.83 |
| 01112 - General Clerk II | | 12.91 |
| 01113 - General Clerk III | | 14.49 |
| 01120 - Housing Referral Assistant | | 18.05 |
| 01141 - Messenger Courier | | 12.20 |
| 01191 - Order Clerk I | | 13.45 |
| 01192 - Order Clerk II | | 15.36 |
| 01261 - Personnel Assistant (Employment) I | | 13.55 |
| 01262 - Personnel Assistant (Employment) II | | 15.15 |
| 01263 - Personnel Assistant (Employment) III | | 16.90 |
| 01270 - Production Control Clerk | | 19.61 |
| 01280 - Receptionist | | 12.31 |
| 01290 - Rental Clerk | | 10.71 |
| 01300 - Scheduler, Maintenance | | 14.47 |
| 01311 - Secretary I | | 14.47 |
| 01312 - Secretary II | | 16.19 |
| 01313 - Secretary III | | 18.05 |
| 01320 - Service Order Dispatcher | | 16.04 |
| 01410 - Supply Technician | | 18.47 |
| 01420 - Survey Worker | | 13.91 |
| 01531 - Travel Clerk I | | 13.94 |
| 01532 - Travel Clerk II | | 15.05 |
| 01533 - Travel Clerk III | | 16.18 |
| 01611 - Word Processor I | | 12.10 |
| 01612 - Word Processor II | | 13.58 |
| 01613 - Word Processor III | | 15.13 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.13 |
| 05010 - Automotive Electrician | | 19.16 |
| 05040 - Automotive Glass Installer | | 18.37 |
| 05070 - Automotive Worker | | 18.37 |
| 05110 - Mobile Equipment Servicer | | 16.97 |
| 05130 - Motor Equipment Metal Mechanic | | 19.76 |
| 05160 - Motor Equipment Metal Worker | | 18.37 |
| 05190 - Motor Vehicle Mechanic | | 18.78 |
| 05220 - Motor Vehicle Mechanic Helper | | 16.20 |
| 05250 - Motor Vehicle Upholstery Worker | | 17.77 |
| 05280 - Motor Vehicle Wrecker | | 18.37 |
| 05310 - Painter, Automotive | | 19.16 |
| 05340 - Radiator Repair Specialist | | 18.37 |
| 05370 - Tire Repairer | | 13.57 |
| 05400 - Transmission Repair Specialist | | 19.76 |

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|--|-------|
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.24 |
| 07041 - Cook I | 11.75 |
| 07042 - Cook II | 13.08 |
| 07070 - Dishwasher | 8.03 |
| 07130 - Food Service Worker | 9.11 |
| 07210 - Meat Cutter | 14.91 |
| 07260 - Waiter/Waitress | 8.96 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.44 |
| 09040 - Furniture Handler | 13.11 |
| 09080 - Furniture Refinisher | 17.44 |
| 09090 - Furniture Refinisher Helper | 14.73 |
| 09110 - Furniture Repairer, Minor | 16.17 |
| 09130 - Upholsterer | 17.44 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.20 |
| 11060 - Elevator Operator | 11.20 |
| 11090 - Gardener | 14.41 |
| 11122 - Housekeeping Aide | 11.41 |
| 11150 - Janitor | 11.41 |
| 11210 - Laborer, Grounds Maintenance | 12.71 |
| 11240 - Maid or Houseman | 9.49 |
| 11260 - Pruner | 11.63 |
| 11270 - Tractor Operator | 14.50 |
| 11330 - Trail Maintenance Worker | 12.71 |
| 11360 - Window Cleaner | 12.24 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.44 |
| 12011 - Breath Alcohol Technician | 16.76 |
| 12012 - Certified Occupational Therapist Assistant | 23.03 |
| 12015 - Certified Physical Therapist Assistant | 21.96 |
| 12020 - Dental Assistant | 15.13 |
| 12025 - Dental Hygienist | 30.17 |
| 12030 - EKG Technician | 28.59 |
| 12035 - Electroneurodiagnostic Technologist | 28.59 |
| 12040 - Emergency Medical Technician | 13.44 |
| 12071 - Licensed Practical Nurse I | 14.98 |
| 12072 - Licensed Practical Nurse II | 16.76 |
| 12073 - Licensed Practical Nurse III | 18.95 |
| 12100 - Medical Assistant | 14.39 |
| 12130 - Medical Laboratory Technician | 18.09 |
| 12160 - Medical Record Clerk | 14.38 |
| 12190 - Medical Record Technician | 16.09 |
| 12195 - Medical Transcriptionist | 15.83 |
| 12210 - Nuclear Medicine Technologist | 35.19 |
| 12221 - Nursing Assistant I | 10.06 |
| 12222 - Nursing Assistant II | 11.31 |
| 12223 - Nursing Assistant III | 12.34 |
| 12224 - Nursing Assistant IV | 13.85 |
| 12235 - Optical Dispenser | 15.10 |
| 12236 - Optical Technician | 15.20 |
| 12250 - Pharmacy Technician | 15.04 |
| 12280 - Phlebotomist | 13.85 |
| 12305 - Radiologic Technologist | 25.51 |
| 12311 - Registered Nurse I | 24.38 |
| 12312 - Registered Nurse II | 29.82 |
| 12313 - Registered Nurse II, Specialist | 29.82 |
| 12314 - Registered Nurse III | 36.08 |
| 12315 - Registered Nurse III, Anesthetist | 36.08 |
| 12316 - Registered Nurse IV | 43.24 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.06 |
| 13000 - Information And Arts Occupations | |

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|---|---------|
| 13011 - Exhibits Specialist I | 19.86 |
| 13012 - Exhibits Specialist II | 24.60 |
| 13013 - Exhibits Specialist III | 30.09 |
| 13041 - Illustrator I | 19.89 |
| 13042 - Illustrator II | 24.64 |
| 13043 - Illustrator III | 30.15 |
| 13047 - Librarian | 25.87 |
| 13050 - Library Aide/Clerk | 12.66 |
| 13054 - Library Information Technology Systems Administrator | 23.37 |
| 13058 - Library Technician | 13.77 |
| 13061 - Media Specialist I | 16.86 |
| 13062 - Media Specialist II | 18.83 |
| 13063 - Media Specialist III | 21.03 |
| 13071 - Photographer I | 14.68 |
| 13072 - Photographer II | 16.42 |
| 13073 - Photographer III | 20.34 |
| 13074 - Photographer IV | 24.89 |
| 13075 - Photographer V | 30.11 |
| 13110 - Video Teleconference Technician | 19.26 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.88 |
| 14042 - Computer Operator II | 18.88 |
| 14043 - Computer Operator III | 21.06 |
| 14044 - Computer Operator IV | 23.40 |
| 14045 - Computer Operator V | 26.59 |
| 14071 - Computer Programmer I | 22.42 |
| 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 | 16.88 |
| 14160 - Personal Computer Support Technician | 23.77 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.62 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.42 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.11 |
| 15050 - Computer Based Training Specialist / Instructor | 27.62 |
| 15060 - Educational Technologist | 29.63 |
| 15070 - Flight Instructor (Pilot) | 39.11 |
| 15080 - Graphic Artist | 21.93 |
| 15090 - Technical Instructor | 19.73 |
| 15095 - Technical Instructor/Course Developer | 24.13 |
| 15110 - Test Proctor | 15.92 |
| 15120 - Tutor | 15.92 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.13 |
| 16030 - Counter Attendant | 11.13 |
| 16040 - Dry Cleaner | 13.96 |
| 16070 - Finisher, Flatwork, Machine | 11.13 |
| 16090 - Presser, Hand | 11.13 |
| 16110 - Presser, Machine, Drycleaning | 11.13 |
| 16130 - Presser, Machine, Shirts | 11.13 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.13 |
| 16190 - Sewing Machine Operator | 14.80 |
| 16220 - Tailor | 15.62 |
| 16250 - Washer, Machine | 12.32 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.33 |
| 19040 - Tool And Die Maker | 22.37 |
| 21000 - Materials Handling And Packing Occupations | |

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|---|-------|
| 21020 - Forklift Operator | 14.68 |
| 21030 - Material Coordinator | 19.61 |
| 21040 - Material Expediter | 19.61 |
| 21050 - Material Handling Laborer | 12.33 |
| 21071 - Order Filler | 12.24 |
| 21080 - Production Line Worker (Food Processing) | 14.68 |
| 21110 - Shipping Packer | 14.48 |
| 21130 - Shipping/Receiving Clerk | 14.48 |
| 21140 - Store Worker I | 13.31 |
| 21150 - Stock Clerk | 16.87 |
| 21210 - Tools And Parts Attendant | 14.68 |
| 21410 - Warehouse Specialist | 14.68 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.48 |
| 23021 - Aircraft Mechanic I | 22.58 |
| 23022 - Aircraft Mechanic II | 23.48 |
| 23023 - Aircraft Mechanic III | 24.79 |
| 23040 - Aircraft Mechanic Helper | 18.03 |
| 23050 - Aircraft, Painter | 21.60 |
| 23060 - Aircraft Servicer | 19.85 |
| 23080 - Aircraft Worker | 20.64 |
| 23110 - Appliance Mechanic | 19.18 |
| 23120 - Bicycle Repairer | 13.57 |
| 23125 - Cable Splicer | 26.63 |
| 23130 - Carpenter, Maintenance | 20.92 |
| 23140 - Carpet Layer | 24.48 |
| 23160 - Electrician, Maintenance | 25.14 |
| 23181 - Electronics Technician Maintenance I | 21.45 |
| 23182 - Electronics Technician Maintenance II | 23.94 |
| 23183 - Electronics Technician Maintenance III | 25.01 |
| 23260 - Fabric Worker | 19.67 |
| 23290 - Fire Alarm System Mechanic | 21.03 |
| 23310 - Fire Extinguisher Repairer | 18.68 |
| 23311 - Fuel Distribution System Mechanic | 23.09 |
| 23312 - Fuel Distribution System Operator | 20.55 |
| 23370 - General Maintenance Worker | 20.33 |
| 23380 - Ground Support Equipment Mechanic | 22.58 |
| 23381 - Ground Support Equipment Servicer | 19.85 |
| 23382 - Ground Support Equipment Worker | 20.64 |
| 23391 - Gunsmith I | 18.65 |
| 23392 - Gunsmith II | 20.73 |
| 23393 - Gunsmith III | 22.72 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.67 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.53 |
| 23430 - Heavy Equipment Mechanic | 22.32 |
| 23440 - Heavy Equipment Operator | 27.31 |
| 23460 - Instrument Mechanic | 24.99 |
| 23465 - Laboratory/Shelter Mechanic | 21.74 |
| 23470 - Laborer | 12.33 |
| 23510 - Locksmith | 20.85 |
| 23530 - Machinery Maintenance Mechanic | 22.55 |
| 23550 - Machinist, Maintenance | 21.78 |
| 23580 - Maintenance Trades Helper | 16.20 |
| 23591 - Metrology Technician I | 24.99 |
| 23592 - Metrology Technician II | 25.98 |
| 23593 - Metrology Technician III | 27.04 |
| 23640 - Millwright | 25.29 |
| 23710 - Office Appliance Repairer | 18.31 |
| 23760 - Painter, Maintenance | 18.95 |
| 23790 - Pipefitter, Maintenance | 28.71 |
| 23810 - Plumber, Maintenance | 25.18 |

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| 23820 - Pneudraulic Systems Mechanic | 22.72 |
| 23850 - Rigger | 22.72 |
| 23870 - Scale Mechanic | 20.73 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.37 |
| 23910 - Small Engine Mechanic | 19.91 |
| 23931 - Telecommunications Mechanic I | 23.77 |
| 23932 - Telecommunications Mechanic II | 24.58 |
| 23950 - Telephone Lineman | 23.00 |
| 23960 - Welder, Combination, Maintenance | 21.74 |
| 23965 - Well Driller | 22.63 |
| 23970 - Woodcraft Worker | 22.72 |
| 23980 - Woodworker | 18.53 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.57 |
| 24580 - Child Care Center Clerk | 15.19 |
| 24610 - Chore Aide | 9.92 |
| 24620 - Family Readiness And Support Services Coordinator | 17.90 |
| 24630 - Homemaker | 18.52 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.40 |
| 25040 - Sewage Plant Operator | 21.15 |
| 25070 - Stationary Engineer | 25.40 |
| 25190 - Ventilation Equipment Tender | 17.38 |
| 25210 - Water Treatment Plant Operator | 21.15 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.84 |
| 27007 - Baggage Inspector | 12.53 |
| 27008 - Corrections Officer | 20.90 |
| 27010 - Court Security Officer | 20.98 |
| 27030 - Detection Dog Handler | 14.89 |
| 27040 - Detention Officer | 20.90 |
| 27070 - Firefighter | 18.34 |
| 27101 - Guard I | 12.53 |
| 27102 - Guard II | 14.89 |
| 27131 - Police Officer I | 23.06 |
| 27132 - Police Officer II | 25.62 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.66 |
| 28042 - Carnival Equipment Repairer | 12.82 |
| 28043 - Carnival Equipment Worker | 10.13 |
| 28210 - Gate Attendant/Gate Tender | 14.39 |
| 28310 - Lifeguard | 11.84 |
| 28350 - Park Attendant (Aide) | 16.10 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.75 |
| 28515 - Recreation Specialist | 17.71 |
| 28630 - Sports Official | 12.82 |
| 28690 - Swimming Pool Operator | 17.53 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.71 |
| 29020 - Hatch Tender | 19.71 |
| 29030 - Line Handler | 19.71 |
| 29041 - Stevedore I | 18.70 |
| 29042 - Stevedore II | 20.69 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.33 |
| 30022 - Archeological Technician II | 20.50 |
| 30023 - Archeological Technician III | 25.41 |
| 30030 - Cartographic Technician | 25.41 |
| 30040 - Civil Engineering Technician | 21.56 |

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|---|---------------|
| 30061 - Drafter/CAD Operator I | 18.33 |
| 30062 - Drafter/CAD Operator II | 20.50 |
| 30063 - Drafter/CAD Operator III | 22.86 |
| 30064 - Drafter/CAD Operator IV | 28.13 |
| 30081 - Engineering Technician I | 15.40 |
| 30082 - Engineering Technician II | 18.41 |
| 30083 - Engineering Technician III | 20.86 |
| 30084 - Engineering Technician IV | 25.84 |
| 30085 - Engineering Technician V | 31.61 |
| 30086 - Engineering Technician VI | 38.25 |
| 30090 - Environmental Technician | 23.49 |
| 30210 - Laboratory Technician | 20.68 |
| 30240 - Mathematical Technician | 25.41 |
| 30361 - Paralegal/Legal Assistant I | 17.91 |
| 30362 - Paralegal/Legal Assistant II | 22.13 |
| 30363 - Paralegal/Legal Assistant III | 27.14 |
| 30364 - Paralegal/Legal Assistant IV | 32.84 |
| 30390 - Photo-Optics Technician | 25.41 |
| 30461 - Technical Writer I | 22.67 |
| 30462 - Technical Writer II | 27.72 |
| 30463 - Technical Writer III | 31.57 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 22.86 |
| 30621 - Weather Observer, Senior | (see 2) 25.41 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.75 |
| 31030 - Bus Driver | 15.09 |
| 31043 - Driver Courier | 11.72 |
| 31260 - Parking and Lot Attendant | 9.71 |
| 31290 - Shuttle Bus Driver | 12.52 |
| 31310 - Taxi Driver | 10.63 |
| 31361 - Truckdriver, Light | 12.41 |
| 31362 - Truckdriver, Medium | 13.11 |
| 31363 - Truckdriver, Heavy | 19.23 |
| 31364 - Truckdriver, Tractor-Trailer | 19.23 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.84 |
| 99050 - Desk Clerk | 9.40 |
| 99095 - Embalmer | 32.56 |
| 99251 - Laboratory Animal Caretaker I | 10.53 |
| 99252 - Laboratory Animal Caretaker II | 11.22 |
| 99310 - Mortician | 32.56 |
| 99410 - Pest Controller | 17.06 |
| 99510 - Photofinishing Worker | 13.35 |
| 99710 - Recycling Laborer | 18.56 |
| 99711 - Recycling Specialist | 20.65 |
| 99730 - Refuse Collector | 17.02 |
| 99810 - Sales Clerk | 12.02 |
| 99820 - School Crossing Guard | 10.82 |
| 99830 - Survey Party Chief | 25.04 |
| 99831 - Surveying Aide | 14.63 |
| 99832 - Surveying Technician | 19.12 |
| 99840 - Vending Machine Attendant | 12.64 |
| 99841 - Vending Machine Repairer | 15.00 |
| 99842 - Vending Machine Repairer Helper | 12.64 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the

fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure

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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.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2576
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin Counties of Brown, Calumet, Door, Florence, Fond Du Lac, Forest, Green Lake, Kewaunee, Langlade, Lincoln, Manitowoc, Marathon, Marinette, Marquette, Menominee, Oconto, Oneida, Outagamie, Portage, Shawano, Sheboygan, Vilas, Waupaca, Waushara, Winnebago

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.76 |
| 01012 - Accounting Clerk II | | 14.43 |
| 01013 - Accounting Clerk III | | 16.22 |
| 01020 - Administrative Assistant | | 18.47 |
| 01040 - Court Reporter | | 17.06 |
| 01051 - Data Entry Operator I | | 11.32 |
| 01052 - Data Entry Operator II | | 12.35 |
| 01060 - Dispatcher, Motor Vehicle | | 17.62 |
| 01070 - Document Preparation Clerk | | 13.94 |
| 01090 - Duplicating Machine Operator | | 13.94 |
| 01111 - General Clerk I | | 11.83 |
| 01112 - General Clerk II | | 12.91 |
| 01113 - General Clerk III | | 14.49 |
| 01120 - Housing Referral Assistant | | 18.05 |
| 01141 - Messenger Courier | | 12.20 |
| 01191 - Order Clerk I | | 13.45 |
| 01192 - Order Clerk II | | 15.36 |
| 01261 - Personnel Assistant (Employment) I | | 13.55 |
| 01262 - Personnel Assistant (Employment) II | | 15.15 |
| 01263 - Personnel Assistant (Employment) III | | 16.90 |
| 01270 - Production Control Clerk | | 19.61 |
| 01280 - Receptionist | | 12.31 |
| 01290 - Rental Clerk | | 10.71 |
| 01300 - Scheduler, Maintenance | | 14.47 |
| 01311 - Secretary I | | 14.47 |
| 01312 - Secretary II | | 16.19 |
| 01313 - Secretary III | | 18.05 |
| 01320 - Service Order Dispatcher | | 16.04 |
| 01410 - Supply Technician | | 18.47 |
| 01420 - Survey Worker | | 13.91 |

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| 01531 - Travel Clerk I | 13.94 |
| 01532 - Travel Clerk II | 15.05 |
| 01533 - Travel Clerk III | 16.18 |
| 01611 - Word Processor I | 12.10 |
| 01612 - Word Processor II | 13.58 |
| 01613 - Word Processor III | 15.13 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.13 |
| 05010 - Automotive Electrician | 19.16 |
| 05040 - Automotive Glass Installer | 18.37 |
| 05070 - Automotive Worker | 18.37 |
| 05110 - Mobile Equipment Servicer | 16.97 |
| 05130 - Motor Equipment Metal Mechanic | 19.76 |
| 05160 - Motor Equipment Metal Worker | 18.37 |
| 05190 - Motor Vehicle Mechanic | 18.78 |
| 05220 - Motor Vehicle Mechanic Helper | 16.20 |
| 05250 - Motor Vehicle Upholstery Worker | 17.77 |
| 05280 - Motor Vehicle wrecker | 18.37 |
| 05310 - Painter, Automotive | 19.16 |
| 05340 - Radiator Repair Specialist | 18.37 |
| 05370 - Tire Repairer | 13.57 |
| 05400 - Transmission Repair Specialist | 19.76 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.24 |
| 07041 - Cook I | 11.75 |
| 07042 - Cook II | 13.08 |
| 07070 - Dishwasher | 8.03 |
| 07130 - Food Service Worker | 9.11 |
| 07210 - Meat Cutter | 14.91 |
| 07260 - Waiter/Waitress | 8.96 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.44 |
| 09040 - Furniture Handler | 13.11 |
| 09080 - Furniture Refinisher | 17.44 |
| 09090 - Furniture Refinisher Helper | 14.73 |
| 09110 - Furniture Repairer, Minor | 16.17 |
| 09130 - Upholsterer | 17.44 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.20 |
| 11060 - Elevator Operator | 11.20 |
| 11090 - Gardener | 14.41 |
| 11122 - Housekeeping Aide | 11.41 |
| 11150 - Janitor | 11.41 |
| 11210 - Laborer, Grounds Maintenance | 12.71 |
| 11240 - Maid or Houseman | 9.49 |
| 11260 - Pruner | 11.63 |
| 11270 - Tractor Operator | 14.50 |
| 11330 - Trail Maintenance Worker | 12.71 |
| 11360 - Window Cleaner | 12.24 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.44 |
| 12011 - Breath Alcohol Technician | 16.76 |
| 12012 - Certified Occupational Therapist Assistant | 23.03 |
| 12015 - Certified Physical Therapist Assistant | 21.96 |
| 12020 - Dental Assistant | 15.13 |
| 12025 - Dental Hygienist | 30.17 |
| 12030 - EKG Technician | 28.59 |
| 12035 - Electroneurodiagnostic Technologist | 28.59 |
| 12040 - Emergency Medical Technician | 13.44 |
| 12071 - Licensed Practical Nurse I | 14.98 |
| 12072 - Licensed Practical Nurse II | 16.76 |
| 12073 - Licensed Practical Nurse III | 18.95 |
| 12100 - Medical Assistant | 14.39 |

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| 12130 - Medical Laboratory Technician | 18.09 |
| 12160 - Medical Record Clerk | 14.38 |
| 12190 - Medical Record Technician | 16.09 |
| 12195 - Medical Transcriptionist | 15.83 |
| 12210 - Nuclear Medicine Technologist | 35.19 |
| 12221 - Nursing Assistant I | 10.06 |
| 12222 - Nursing Assistant II | 11.31 |
| 12223 - Nursing Assistant III | 12.34 |
| 12224 - Nursing Assistant IV | 13.85 |
| 12235 - Optical Dispenser | 15.10 |
| 12236 - Optical Technician | 15.20 |
| 12250 - Pharmacy Technician | 15.04 |
| 12280 - Phlebotomist | 13.85 |
| 12305 - Radiologic Technologist | 25.51 |
| 12311 - Registered Nurse I | 24.38 |
| 12312 - Registered Nurse II | 29.82 |
| 12313 - Registered Nurse II, Specialist | 29.82 |
| 12314 - Registered Nurse III | 36.08 |
| 12315 - Registered Nurse III, Anesthetist | 36.08 |
| 12316 - Registered Nurse IV | 43.24 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.06 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.86 |
| 13012 - Exhibits Specialist II | 24.60 |
| 13013 - Exhibits Specialist III | 30.09 |
| 13041 - Illustrator I | 19.89 |
| 13042 - Illustrator II | 24.64 |
| 13043 - Illustrator III | 30.15 |
| 13047 - Librarian | 25.87 |
| 13050 - Library Aide/Clerk | 12.66 |
| 13054 - Library Information Technology Systems Administrator | 23.37 |
| 13058 - Library Technician | 13.77 |
| 13061 - Media Specialist I | 16.86 |
| 13062 - Media Specialist II | 18.83 |
| 13063 - Media Specialist III | 21.03 |
| 13071 - Photographer I | 14.68 |
| 13072 - Photographer II | 16.42 |
| 13073 - Photographer III | 20.34 |
| 13074 - Photographer IV | 24.89 |
| 13075 - Photographer V | 30.11 |
| 13110 - Video Teleconference Technician | 19.26 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.88 |
| 14042 - Computer Operator II | 18.88 |
| 14043 - Computer Operator III | 21.06 |
| 14044 - Computer Operator IV | 23.40 |
| 14045 - Computer Operator V | 26.59 |
| 14071 - Computer Programmer I | 22.42 |
| 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 | 16.88 |
| 14160 - Personal Computer Support Technician | 23.77 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.62 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.42 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.11 |
| 15050 - Computer Based Training Specialist / Instructor | 27.62 |
| 15060 - Educational Technologist | 29.63 |

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| 15070 - Flight Instructor (Pilot) | 39.11 |
| 15080 - Graphic Artist | 21.93 |
| 15090 - Technical Instructor | 19.73 |
| 15095 - Technical Instructor/Course Developer | 24.13 |
| 15110 - Test Proctor | 15.92 |
| 15120 - Tutor | 15.92 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.13 |
| 16030 - Counter Attendant | 11.13 |
| 16040 - Dry Cleaner | 13.96 |
| 16070 - Finisher, Flatwork, Machine | 11.13 |
| 16090 - Presser, Hand | 11.13 |
| 16110 - Presser, Machine, Drycleaning | 11.13 |
| 16130 - Presser, Machine, Shirts | 11.13 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.13 |
| 16190 - Sewing Machine Operator | 14.80 |
| 16220 - Tailor | 15.62 |
| 16250 - Washer, Machine | 12.32 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.33 |
| 19040 - Tool And Die Maker | 22.37 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.68 |
| 21030 - Material Coordinator | 19.61 |
| 21040 - Material Expediter | 19.61 |
| 21050 - Material Handling Laborer | 12.33 |
| 21071 - Order Filler | 12.24 |
| 21080 - Production Line Worker (Food Processing) | 14.68 |
| 21110 - Shipping Packer | 14.48 |
| 21130 - Shipping/Receiving Clerk | 14.48 |
| 21140 - Store Worker I | 13.31 |
| 21150 - Stock Clerk | 16.87 |
| 21210 - Tools And Parts Attendant | 14.68 |
| 21410 - Warehouse Specialist | 14.68 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.48 |
| 23021 - Aircraft Mechanic I | 22.58 |
| 23022 - Aircraft Mechanic II | 23.48 |
| 23023 - Aircraft Mechanic III | 24.79 |
| 23040 - Aircraft Mechanic Helper | 18.03 |
| 23050 - Aircraft, Painter | 21.60 |
| 23060 - Aircraft Servicer | 19.85 |
| 23080 - Aircraft Worker | 20.64 |
| 23110 - Appliance Mechanic | 19.18 |
| 23120 - Bicycle Repairer | 13.57 |
| 23125 - Cable Splicer | 26.63 |
| 23130 - Carpenter, Maintenance | 20.92 |
| 23140 - Carpet Layer | 24.48 |
| 23160 - Electrician, Maintenance | 25.14 |
| 23181 - Electronics Technician Maintenance I | 21.45 |
| 23182 - Electronics Technician Maintenance II | 23.94 |
| 23183 - Electronics Technician Maintenance III | 25.01 |
| 23260 - Fabric Worker | 19.67 |
| 23290 - Fire Alarm System Mechanic | 21.03 |
| 23310 - Fire Extinguisher Repairer | 18.68 |
| 23311 - Fuel Distribution System Mechanic | 23.09 |
| 23312 - Fuel Distribution System Operator | 20.55 |
| 23370 - General Maintenance Worker | 20.33 |
| 23380 - Ground Support Equipment Mechanic | 22.58 |
| 23381 - Ground Support Equipment Servicer | 19.85 |
| 23382 - Ground Support Equipment Worker | 20.64 |
| 23391 - Gunsmith I | 18.65 |
| 23392 - Gunsmith II | 20.73 |

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| 23393 - Gunsmith III | 22.72 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.67 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.53 |
| 23430 - Heavy Equipment Mechanic | 22.32 |
| 23440 - Heavy Equipment Operator | 27.31 |
| 23460 - Instrument Mechanic | 24.99 |
| 23465 - Laboratory/Shelter Mechanic | 21.74 |
| 23470 - Laborer | 12.33 |
| 23510 - Locksmith | 20.85 |
| 23530 - Machinery Maintenance Mechanic | 22.55 |
| 23550 - Machinist, Maintenance | 21.78 |
| 23580 - Maintenance Trades Helper | 16.20 |
| 23591 - Metrology Technician I | 24.99 |
| 23592 - Metrology Technician II | 25.98 |
| 23593 - Metrology Technician III | 27.04 |
| 23640 - Millwright | 25.29 |
| 23710 - Office Appliance Repairer | 18.31 |
| 23760 - Painter, Maintenance | 18.95 |
| 23790 - Pipefitter, Maintenance | 28.71 |
| 23810 - Plumber, Maintenance | 25.18 |
| 23820 - Pneudraulic Systems Mechanic | 22.72 |
| 23850 - Rigger | 22.72 |
| 23870 - Scale Mechanic | 20.73 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.37 |
| 23910 - Small Engine Mechanic | 19.91 |
| 23931 - Telecommunications Mechanic I | 23.77 |
| 23932 - Telecommunications Mechanic II | 24.58 |
| 23950 - Telephone Lineman | 23.00 |
| 23960 - Welder, Combination, Maintenance | 21.74 |
| 23965 - well Driller | 22.63 |
| 23970 - Woodcraft Worker | 22.72 |
| 23980 - Woodworker | 18.53 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.57 |
| 24580 - Child Care Center Clerk | 15.19 |
| 24610 - Chore Aide | 9.92 |
| 24620 - Family Readiness And Support Services Coordinator | 17.90 |
| 24630 - Homemaker | 18.52 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.40 |
| 25040 - Sewage Plant Operator | 21.15 |
| 25070 - Stationary Engineer | 25.40 |
| 25190 - Ventilation Equipment Tender | 17.38 |
| 25210 - Water Treatment Plant Operator | 21.15 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.84 |
| 27007 - Baggage Inspector | 12.53 |
| 27008 - Corrections Officer | 20.90 |
| 27010 - Court Security Officer | 20.98 |
| 27030 - Detection Dog Handler | 14.89 |
| 27040 - Detention Officer | 20.90 |
| 27070 - Firefighter | 18.34 |
| 27101 - Guard I | 12.53 |
| 27102 - Guard II | 14.89 |
| 27131 - Police Officer I | 23.06 |
| 27132 - Police Officer II | 25.62 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.66 |
| 28042 - Carnival Equipment Repairer | 12.82 |
| 28043 - Carnival Equipment Worker | 10.13 |

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| 28210 - Gate Attendant/Gate Tender | 14.39 |
| 28310 - Lifeguard | 11.84 |
| 28350 - Park Attendant (Aide) | 16.10 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.75 |
| 28515 - Recreation Specialist | 17.71 |
| 28630 - Sports Official | 12.82 |
| 28690 - Swimming Pool Operator | 17.53 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.71 |
| 29020 - Hatch Tender | 19.71 |
| 29030 - Line Handler | 19.71 |
| 29041 - Stevedore I | 18.70 |
| 29042 - Stevedore II | 20.69 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.33 |
| 30022 - Archeological Technician II | 20.50 |
| 30023 - Archeological Technician III | 25.41 |
| 30030 - Cartographic Technician | 25.41 |
| 30040 - Civil Engineering Technician | 21.56 |
| 30061 - Drafter/CAD Operator I | 18.33 |
| 30062 - Drafter/CAD Operator II | 20.50 |
| 30063 - Drafter/CAD Operator III | 22.86 |
| 30064 - Drafter/CAD Operator IV | 28.13 |
| 30081 - Engineering Technician I | 15.40 |
| 30082 - Engineering Technician II | 18.41 |
| 30083 - Engineering Technician III | 20.86 |
| 30084 - Engineering Technician IV | 25.84 |
| 30085 - Engineering Technician V | 31.61 |
| 30086 - Engineering Technician VI | 38.25 |
| 30090 - Environmental Technician | 23.49 |
| 30210 - Laboratory Technician | 20.68 |
| 30240 - Mathematical Technician | 25.41 |
| 30361 - Paralegal/Legal Assistant I | 17.91 |
| 30362 - Paralegal/Legal Assistant II | 22.13 |
| 30363 - Paralegal/Legal Assistant III | 27.14 |
| 30364 - Paralegal/Legal Assistant IV | 32.84 |
| 30390 - Photo-Optics Technician | 25.41 |
| 30461 - Technical Writer I | 22.67 |
| 30462 - Technical Writer II | 27.72 |
| 30463 - Technical Writer III | 31.57 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | 22.86 |
| 30621 - Weather Observer, Senior | 25.41 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.75 |
| 31030 - Bus Driver | 15.09 |
| 31043 - Driver Courier | 11.72 |
| 31260 - Parking and Lot Attendant | 9.71 |
| 31290 - Shuttle Bus Driver | 12.52 |
| 31310 - Taxi Driver | 10.63 |
| 31361 - Truckdriver, Light | 12.41 |
| 31362 - Truckdriver, Medium | 13.11 |
| 31363 - Truckdriver, Heavy | 19.23 |
| 31364 - Truckdriver, Tractor-Trailer | 19.23 |
| 99000 - Miscellaneous Occupations | |

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|---|-------|
| 99030 - Cashier | 8.84 |
| 99050 - Desk Clerk | 9.40 |
| 99095 - Embalmer | 32.56 |
| 99251 - Laboratory Animal Caretaker I | 10.53 |
| 99252 - Laboratory Animal Caretaker II | 11.22 |
| 99310 - Mortician | 32.56 |
| 99410 - Pest Controller | 17.06 |
| 99510 - Photofinishing Worker | 13.35 |
| 99710 - Recycling Laborer | 18.56 |
| 99711 - Recycling Specialist | 20.65 |
| 99730 - Refuse Collector | 17.02 |
| 99810 - Sales Clerk | 12.02 |
| 99820 - School Crossing Guard | 10.82 |
| 99830 - Survey Party Chief | 25.04 |
| 99831 - Surveying Aide | 14.63 |
| 99832 - Surveying Technician | 19.12 |
| 99840 - Vending Machine Attendant | 12.64 |
| 99841 - Vending Machine Repairer | 15.00 |
| 99842 - Vending Machine Repairer Helper | 12.64 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2577
Revision No.: 18
Date of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin Counties of Adams, Barron, Buffalo, Chippewa, Clark, Crawford, Dunn, Eau Claire, Grant, Jackson, Juneau, La Crosse, Monroe, Pepin, Richland, Trempealeau, Vernon, Wood

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.38 |
| 01012 - Accounting Clerk II | | 15.01 |
| 01013 - Accounting Clerk III | | 17.19 |
| 01020 - Administrative Assistant | | 17.99 |
| 01040 - Court Reporter | | 15.32 |
| 01051 - Data Entry Operator I | | 11.06 |

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| 01052 - Data Entry Operator II | 12.33 |
| 01060 - Dispatcher, Motor Vehicle | 15.86 |
| 01070 - Document Preparation Clerk | 11.20 |
| 01090 - Duplicating Machine Operator | 11.20 |
| 01111 - General Clerk I | 11.64 |
| 01112 - General Clerk II | 12.70 |
| 01113 - General Clerk III | 14.25 |
| 01120 - Housing Referral Assistant | 17.10 |
| 01141 - Messenger Courier | 11.60 |
| 01191 - Order Clerk I | 12.28 |
| 01192 - Order Clerk II | 13.40 |
| 01261 - Personnel Assistant (Employment) I | 13.70 |
| 01262 - Personnel Assistant (Employment) II | 15.32 |
| 01263 - Personnel Assistant (Employment) III | 17.09 |
| 01270 - Production Control Clerk | 18.59 |
| 01280 - Receptionist | 11.58 |
| 01290 - Rental Clerk | 10.76 |
| 01300 - Scheduler, Maintenance | 13.70 |
| 01311 - Secretary I | 13.70 |
| 01312 - Secretary II | 15.32 |
| 01313 - Secretary III | 17.09 |
| 01320 - Service Order Dispatcher | 13.12 |
| 01410 - Supply Technician | 18.99 |
| 01420 - Survey Worker | 14.54 |
| 01531 - Travel Clerk I | 13.94 |
| 01532 - Travel Clerk II | 15.05 |
| 01533 - Travel Clerk III | 16.18 |
| 01611 - Word Processor I | 11.98 |
| 01612 - Word Processor II | 13.66 |
| 01613 - Word Processor III | 15.03 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.21 |
| 05010 - Automotive Electrician | 18.28 |
| 05040 - Automotive Glass Installer | 17.51 |
| 05070 - Automotive Worker | 15.36 |
| 05110 - Mobile Equipment Servicer | 15.77 |
| 05130 - Motor Equipment Metal Mechanic | 19.26 |
| 05160 - Motor Equipment Metal Worker | 17.51 |
| 05190 - Motor Vehicle Mechanic | 16.98 |
| 05220 - Motor Vehicle Mechanic Helper | 15.20 |
| 05250 - Motor Vehicle Upholstery Worker | 16.73 |
| 05280 - Motor Vehicle Wrecker | 17.51 |
| 05310 - Painter, Automotive | 18.28 |
| 05340 - Radiator Repair Specialist | 17.51 |
| 05370 - Tire Repairer | 12.77 |
| 05400 - Transmission Repair Specialist | 19.26 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.97 |
| 07041 - Cook I | 11.30 |
| 07042 - Cook II | 12.68 |
| 07070 - Dishwasher | 8.07 |
| 07130 - Food Service Worker | 9.45 |
| 07210 - Meat Cutter | 16.35 |
| 07260 - Waiter/Waitress | 8.54 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.20 |
| 09040 - Furniture Handler | 12.11 |
| 09080 - Furniture Refinisher | 16.20 |
| 09090 - Furniture Refinisher Helper | 13.47 |
| 09110 - Furniture Repairer, Minor | 14.82 |
| 09130 - Upholsterer | 16.20 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.34 |

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| 11060 - Elevator Operator | 9.34 |
| 11090 - Gardener | 13.66 |
| 11122 - Housekeeping Aide | 11.66 |
| 11150 - Janitor | 11.92 |
| 11210 - Laborer, Grounds Maintenance | 11.51 |
| 11240 - Maid or Houseman | 9.27 |
| 11260 - Pruner | 11.46 |
| 11270 - Tractor Operator | 13.22 |
| 11330 - Trail Maintenance Worker | 11.51 |
| 11360 - Window Cleaner | 12.88 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 12.85 |
| 12011 - Breath Alcohol Technician | 16.25 |
| 12012 - Certified Occupational Therapist Assistant | 19.39 |
| 12015 - Certified Physical Therapist Assistant | 20.59 |
| 12020 - Dental Assistant | 15.70 |
| 12025 - Dental Hygienist | 28.45 |
| 12030 - EKG Technician | 19.41 |
| 12035 - Electroneurodiagnostic Technologist | 19.41 |
| 12040 - Emergency Medical Technician | 12.85 |
| 12071 - Licensed Practical Nurse I | 14.73 |
| 12072 - Licensed Practical Nurse II | 16.48 |
| 12073 - Licensed Practical Nurse III | 18.38 |
| 12100 - Medical Assistant | 14.05 |
| 12130 - Medical Laboratory Technician | 19.88 |
| 12160 - Medical Record Clerk | 14.26 |
| 12190 - Medical Record Technician | 16.06 |
| 12195 - Medical Transcriptionist | 16.02 |
| 12210 - Nuclear Medicine Technologist | 30.31 |
| 12221 - Nursing Assistant I | 10.08 |
| 12222 - Nursing Assistant II | 11.33 |
| 12223 - Nursing Assistant III | 12.37 |
| 12224 - Nursing Assistant IV | 13.88 |
| 12235 - Optical Dispenser | 14.76 |
| 12236 - Optical Technician | 13.20 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.88 |
| 12305 - Radiologic Technologist | 24.57 |
| 12311 - Registered Nurse I | 24.49 |
| 12312 - Registered Nurse II | 29.96 |
| 12313 - Registered Nurse II, Specialist | 29.96 |
| 12314 - Registered Nurse III | 36.24 |
| 12315 - Registered Nurse III, Anesthetist | 36.24 |
| 12316 - Registered Nurse IV | 41.98 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.42 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.66 |
| 13012 - Exhibits Specialist II | 20.65 |
| 13013 - Exhibits Specialist III | 25.26 |
| 13041 - Illustrator I | 16.66 |
| 13042 - Illustrator II | 20.65 |
| 13043 - Illustrator III | 25.26 |
| 13047 - Librarian | 23.03 |
| 13050 - Library Aide/Clerk | 10.46 |
| 13054 - Library Information Technology Systems Administrator | 20.65 |
| 13058 - Library Technician | 15.04 |
| 13061 - Media Specialist I | 14.90 |
| 13062 - Media Specialist II | 16.66 |
| 13063 - Media Specialist III | 18.58 |
| 13071 - Photographer I | 14.42 |
| 13072 - Photographer II | 16.54 |
| 13073 - Photographer III | 20.49 |

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| 13074 - Photographer IV | 25.07 |
| 13075 - Photographer V | 30.33 |
| 13110 - Video Teleconference Technician | 19.98 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.31 |
| 14042 - Computer Operator II | 14.88 |
| 14043 - Computer Operator III | 16.68 |
| 14044 - Computer Operator IV | 20.04 |
| 14045 - Computer Operator V | 23.66 |
| 14071 - Computer Programmer I (see 1) | 17.71 |
| 14072 - Computer Programmer II (see 1) | 22.12 |
| 14073 - Computer Programmer III (see 1) | 26.85 |
| 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 | 13.63 |
| 14160 - Personal Computer Support Technician | 20.04 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.38 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.91 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.76 |
| 15050 - Computer Based Training Specialist / Instructor | 27.52 |
| 15060 - Educational Technologist | 26.30 |
| 15070 - Flight Instructor (Pilot) | 40.44 |
| 15080 - Graphic Artist | 22.32 |
| 15090 - Technical Instructor | 19.23 |
| 15095 - Technical Instructor/Course Developer | 23.52 |
| 15110 - Test Proctor | 15.55 |
| 15120 - Tutor | 15.55 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.13 |
| 16030 - Counter Attendant | 11.13 |
| 16040 - Dry Cleaner | 13.96 |
| 16070 - Finisher, Flatwork, Machine | 11.13 |
| 16090 - Presser, Hand | 11.13 |
| 16110 - Presser, Machine, Drycleaning | 11.13 |
| 16130 - Presser, Machine, Shirts | 11.13 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.13 |
| 16190 - Sewing Machine Operator | 14.80 |
| 16220 - Tailor | 15.62 |
| 16250 - Washer, Machine | 12.32 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.20 |
| 19040 - Tool And Die Maker | 21.94 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.29 |
| 21030 - Material Coordinator | 18.59 |
| 21040 - Material Expediter | 18.59 |
| 21050 - Material Handling Laborer | 11.75 |
| 21071 - Order Filler | 12.50 |
| 21080 - Production Line Worker (Food Processing) | 14.29 |
| 21110 - Shipping Packer | 14.43 |
| 21130 - Shipping/Receiving Clerk | 14.43 |
| 21140 - Store Worker I | 11.98 |
| 21150 - Stock Clerk | 15.11 |
| 21210 - Tools And Parts Attendant | 14.29 |
| 21410 - Warehouse Specialist | 14.29 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.13 |
| 23021 - Aircraft Mechanic I | 22.06 |
| 23022 - Aircraft Mechanic II | 23.13 |
| 23023 - Aircraft Mechanic III | 24.21 |

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| 23040 - Aircraft Mechanic Helper | 16.65 |
| 23050 - Aircraft, Painter | 20.97 |
| 23060 - Aircraft Servicer | 18.82 |
| 23080 - Aircraft Worker | 19.87 |
| 23110 - Appliance Mechanic | 18.54 |
| 23120 - Bicycle Repairer | 12.77 |
| 23125 - Cable Splicer | 29.22 |
| 23130 - Carpenter, Maintenance | 18.91 |
| 23140 - Carpet Layer | 19.13 |
| 23160 - Electrician, Maintenance | 26.77 |
| 23181 - Electronics Technician Maintenance I | 19.12 |
| 23182 - Electronics Technician Maintenance II | 20.56 |
| 23183 - Electronics Technician Maintenance III | 23.12 |
| 23260 - Fabric Worker | 18.81 |
| 23290 - Fire Alarm System Mechanic | 22.06 |
| 23310 - Fire Extinguisher Repairer | 17.73 |
| 23311 - Fuel Distribution System Mechanic | 22.06 |
| 23312 - Fuel Distribution System Operator | 18.28 |
| 23370 - General Maintenance Worker | 16.25 |
| 23380 - Ground Support Equipment Mechanic | 22.06 |
| 23381 - Ground Support Equipment Servicer | 18.82 |
| 23382 - Ground Support Equipment Worker | 19.87 |
| 23391 - Gunsmith I | 17.73 |
| 23392 - Gunsmith II | 19.90 |
| 23393 - Gunsmith III | 22.06 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.31 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.34 |
| 23430 - Heavy Equipment Mechanic | 20.72 |
| 23440 - Heavy Equipment Operator | 23.49 |
| 23460 - Instrument Mechanic | 22.06 |
| 23465 - Laboratory/Shelter Mechanic | 20.99 |
| 23470 - Laborer | 11.75 |
| 23510 - Locksmith | 20.18 |
| 23530 - Machinery Maintenance Mechanic | 21.55 |
| 23550 - Machinist, Maintenance | 19.23 |
| 23580 - Maintenance Trades Helper | 14.01 |
| 23591 - Metrology Technician I | 22.06 |
| 23592 - Metrology Technician II | 23.13 |
| 23593 - Metrology Technician III | 24.21 |
| 23640 - Millwright | 22.06 |
| 23710 - Office Appliance Repairer | 21.13 |
| 23760 - Painter, Maintenance | 17.17 |
| 23790 - Pipefitter, Maintenance | 26.69 |
| 23810 - Plumber, Maintenance | 22.17 |
| 23820 - Pneudraulic Systems Mechanic | 22.06 |
| 23850 - Rigger | 22.06 |
| 23870 - Scale Mechanic | 19.90 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.53 |
| 23910 - Small Engine Mechanic | 16.78 |
| 23931 - Telecommunications Mechanic I | 21.20 |
| 23932 - Telecommunications Mechanic II | 22.18 |
| 23950 - Telephone Lineman | 19.99 |
| 23960 - Welder, Combination, Maintenance | 17.74 |
| 23965 - Well Driller | 22.06 |
| 23970 - Woodcraft Worker | 22.06 |
| 23980 - Woodworker | 16.64 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.10 |
| 24580 - Child Care Center Clerk | 12.60 |
| 24610 - Chore Aide | 9.64 |
| 24620 - Family Readiness And Support Services | 15.71 |

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| Coordinator | |
| 24630 - Homemaker | 15.71 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.30 |
| 25040 - Sewage Plant Operator | 19.95 |
| 25070 - Stationary Engineer | 21.30 |
| 25190 - Ventilation Equipment Tender | 16.08 |
| 25210 - Water Treatment Plant Operator | 19.95 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.89 |
| 27007 - Baggage Inspector | 11.52 |
| 27008 - Corrections Officer | 18.85 |
| 27010 - Court Security Officer | 19.62 |
| 27030 - Detection Dog Handler | 14.16 |
| 27040 - Detention Officer | 18.90 |
| 27070 - Firefighter | 17.50 |
| 27101 - Guard I | 11.52 |
| 27102 - Guard II | 14.16 |
| 27131 - Police Officer I | 22.51 |
| 27132 - Police Officer II | 25.01 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.42 |
| 28042 - Carnival Equipment Repairer | 10.99 |
| 28043 - Carnival Equipment Worker | 8.66 |
| 28210 - Gate Attendant/Gate Tender | 13.78 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 15.41 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.25 |
| 28515 - Recreation Specialist | 19.05 |
| 28630 - Sports Official | 12.27 |
| 28690 - Swimming Pool Operator | 15.92 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.90 |
| 29020 - Hatch Tender | 19.90 |
| 29030 - Line Handler | 19.90 |
| 29041 - Stevedore I | 18.81 |
| 29042 - Stevedore II | 20.99 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.62 |
| 30022 - Archeological Technician II | 18.39 |
| 30023 - Archeological Technician III | 23.15 |
| 30030 - Cartographic Technician | 23.15 |
| 30040 - Civil Engineering Technician | 21.88 |
| 30061 - Drafter/CAD Operator I | 15.62 |
| 30062 - Drafter/CAD Operator II | 18.39 |
| 30063 - Drafter/CAD Operator III | 20.84 |
| 30064 - Drafter/CAD Operator IV | 25.64 |
| 30081 - Engineering Technician I | 13.27 |
| 30082 - Engineering Technician II | 14.89 |
| 30083 - Engineering Technician III | 17.44 |
| 30084 - Engineering Technician IV | 21.30 |
| 30085 - Engineering Technician V | 25.34 |
| 30086 - Engineering Technician VI | 30.54 |
| 30090 - Environmental Technician | 21.88 |
| 30210 - Laboratory Technician | 19.55 |
| 30240 - Mathematical Technician | 23.15 |
| 30361 - Paralegal/Legal Assistant I | 17.13 |
| 30362 - Paralegal/Legal Assistant II | 21.09 |
| 30363 - Paralegal/Legal Assistant III | 25.78 |
| 30364 - Paralegal/Legal Assistant IV | 31.21 |

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|---|-------|
| 30390 - Photo-Optics Technician | 23.15 |
| 30461 - Technical Writer I | 23.15 |
| 30462 - Technical Writer II | 28.32 |
| 30463 - Technical Writer III | 34.26 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 20.84 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 23.15 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.32 |
| 31030 - Bus Driver | 14.39 |
| 31043 - Driver Courier | 13.31 |
| 31260 - Parking and Lot Attendant | 11.08 |
| 31290 - Shuttle Bus Driver | 14.63 |
| 31310 - Taxi Driver | 10.81 |
| 31361 - Truckdriver, Light | 14.63 |
| 31362 - Truckdriver, Medium | 15.91 |
| 31363 - Truckdriver, Heavy | 18.60 |
| 31364 - Truckdriver, Tractor-Trailer | 18.60 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.73 |
| 99050 - Desk Clerk | 9.63 |
| 99095 - Embalmer | 26.25 |
| 99251 - Laboratory Animal Caretaker I | 9.35 |
| 99252 - Laboratory Animal Caretaker II | 9.94 |
| 99310 - Mortician | 28.88 |
| 99410 - Pest Controller | 18.90 |
| 99510 - Photofinishing Worker | 12.62 |
| 99710 - Recycling Laborer | 14.54 |
| 99711 - Recycling Specialist | 16.37 |
| 99730 - Refuse Collector | 13.45 |
| 99810 - Sales Clerk | 11.75 |
| 99820 - School Crossing Guard | 13.48 |
| 99830 - Survey Party Chief | 26.89 |
| 99831 - Surveying Aide | 15.72 |
| 99832 - Surveying Technician | 20.64 |
| 99840 - Vending Machine Attendant | 15.04 |
| 99841 - Vending Machine Repairer | 17.51 |
| 99842 - Vending Machine Repairer Helper | 15.04 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2578
Revision No.: 18
Date of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin Counties of Adams, Barron, Buffalo, Chippewa, Clark, Crawford, Dunn, Eau Claire, Grant, Jackson, Juneau, La Crosse, Monroe, Pepin, Richland, Trempealeau, Vernon, Wood

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.38 |
| 01012 - Accounting Clerk II | | 15.01 |
| 01013 - Accounting Clerk III | | 17.19 |
| 01020 - Administrative Assistant | | 17.99 |
| 01040 - Court Reporter | | 15.32 |
| 01051 - Data Entry Operator I | | 11.06 |
| 01052 - Data Entry Operator II | | 12.33 |
| 01060 - Dispatcher, Motor Vehicle | | 15.86 |
| 01070 - Document Preparation Clerk | | 11.20 |
| 01090 - Duplicating Machine Operator | | 11.20 |
| 01111 - General Clerk I | | 11.64 |
| 01112 - General Clerk II | | 12.70 |
| 01113 - General Clerk III | | 14.25 |
| 01120 - Housing Referral Assistant | | 17.10 |
| 01141 - Messenger Courier | | 11.60 |
| 01191 - Order Clerk I | | 12.28 |
| 01192 - Order Clerk II | | 13.40 |
| 01261 - Personnel Assistant (Employment) I | | 13.70 |
| 01262 - Personnel Assistant (Employment) II | | 15.32 |
| 01263 - Personnel Assistant (Employment) III | | 17.09 |
| 01270 - Production Control Clerk | | 18.59 |
| 01280 - Receptionist | | 11.58 |
| 01290 - Rental Clerk | | 10.76 |
| 01300 - Scheduler, Maintenance | | 13.70 |
| 01311 - Secretary I | | 13.70 |
| 01312 - Secretary II | | 15.32 |
| 01313 - Secretary III | | 17.09 |
| 01320 - Service Order Dispatcher | | 13.12 |
| 01410 - Supply Technician | | 18.99 |
| 01420 - Survey Worker | | 14.54 |
| 01531 - Travel Clerk I | | 13.94 |
| 01532 - Travel Clerk II | | 15.05 |
| 01533 - Travel Clerk III | | 16.18 |
| 01611 - Word Processor I | | 11.98 |
| 01612 - Word Processor II | | 13.66 |
| 01613 - Word Processor III | | 15.03 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.21 |
| 05010 - Automotive Electrician | | 18.28 |
| 05040 - Automotive Glass Installer | | 17.51 |
| 05070 - Automotive Worker | | 15.36 |
| 05110 - Mobile Equipment Servicer | | 15.77 |
| 05130 - Motor Equipment Metal Mechanic | | 19.26 |
| 05160 - Motor Equipment Metal Worker | | 17.51 |
| 05190 - Motor Vehicle Mechanic | | 16.98 |
| 05220 - Motor Vehicle Mechanic Helper | | 15.20 |
| 05250 - Motor Vehicle Upholstery Worker | | 16.73 |
| 05280 - Motor Vehicle Wrecker | | 17.51 |

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| 05310 - Painter, Automotive | 18.28 |
| 05340 - Radiator Repair Specialist | 17.51 |
| 05370 - Tire Repairer | 12.77 |
| 05400 - Transmission Repair Specialist | 19.26 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.97 |
| 07041 - Cook I | 11.30 |
| 07042 - Cook II | 12.68 |
| 07070 - Dishwasher | 8.07 |
| 07130 - Food Service Worker | 9.45 |
| 07210 - Meat Cutter | 16.35 |
| 07260 - Waiter/Waitress | 8.54 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.20 |
| 09040 - Furniture Handler | 12.11 |
| 09080 - Furniture Refinisher | 16.20 |
| 09090 - Furniture Refinisher Helper | 13.47 |
| 09110 - Furniture Repairer, Minor | 14.82 |
| 09130 - Upholsterer | 16.20 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.34 |
| 11060 - Elevator Operator | 9.34 |
| 11090 - Gardener | 13.66 |
| 11122 - Housekeeping Aide | 11.66 |
| 11150 - Janitor | 11.92 |
| 11210 - Laborer, Grounds Maintenance | 11.51 |
| 11240 - Maid or Houseman | 9.27 |
| 11260 - Pruner | 11.46 |
| 11270 - Tractor Operator | 13.22 |
| 11330 - Trail Maintenance Worker | 11.51 |
| 11360 - Window Cleaner | 12.88 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 12.85 |
| 12011 - Breath Alcohol Technician | 16.25 |
| 12012 - Certified Occupational Therapist Assistant | 19.39 |
| 12015 - Certified Physical Therapist Assistant | 20.59 |
| 12020 - Dental Assistant | 15.70 |
| 12025 - Dental Hygienist | 28.45 |
| 12030 - EKG Technician | 19.41 |
| 12035 - Electroneurodiagnostic Technologist | 19.41 |
| 12040 - Emergency Medical Technician | 12.85 |
| 12071 - Licensed Practical Nurse I | 14.73 |
| 12072 - Licensed Practical Nurse II | 16.48 |
| 12073 - Licensed Practical Nurse III | 18.38 |
| 12100 - Medical Assistant | 14.05 |
| 12130 - Medical Laboratory Technician | 19.88 |
| 12160 - Medical Record Clerk | 14.26 |
| 12190 - Medical Record Technician | 16.06 |
| 12195 - Medical Transcriptionist | 16.02 |
| 12210 - Nuclear Medicine Technologist | 30.31 |
| 12221 - Nursing Assistant I | 10.08 |
| 12222 - Nursing Assistant II | 11.33 |
| 12223 - Nursing Assistant III | 12.37 |
| 12224 - Nursing Assistant IV | 13.88 |
| 12235 - Optical Dispenser | 14.76 |
| 12236 - Optical Technician | 13.20 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.88 |
| 12305 - Radiologic Technologist | 24.57 |
| 12311 - Registered Nurse I | 24.49 |
| 12312 - Registered Nurse II | 29.96 |
| 12313 - Registered Nurse II, Specialist | 29.96 |
| 12314 - Registered Nurse III | 36.24 |

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| 12315 - Registered Nurse III, Anesthetist | 36.24 |
| 12316 - Registered Nurse IV | 41.98 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.42 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.66 |
| 13012 - Exhibits Specialist II | 20.65 |
| 13013 - Exhibits Specialist III | 25.26 |
| 13041 - Illustrator I | 16.66 |
| 13042 - Illustrator II | 20.65 |
| 13043 - Illustrator III | 25.26 |
| 13047 - Librarian | 23.03 |
| 13050 - Library Aide/Clerk | 10.46 |
| 13054 - Library Information Technology Systems Administrator | 20.65 |
| 13058 - Library Technician | 15.04 |
| 13061 - Media Specialist I | 14.90 |
| 13062 - Media Specialist II | 16.66 |
| 13063 - Media Specialist III | 18.58 |
| 13071 - Photographer I | 14.42 |
| 13072 - Photographer II | 16.54 |
| 13073 - Photographer III | 20.49 |
| 13074 - Photographer IV | 25.07 |
| 13075 - Photographer V | 30.33 |
| 13110 - Video Teleconference Technician | 19.98 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.31 |
| 14042 - Computer Operator II | 14.88 |
| 14043 - Computer Operator III | 16.68 |
| 14044 - Computer Operator IV | 20.04 |
| 14045 - Computer Operator V | 23.66 |
| 14071 - Computer Programmer I | (see 1) 17.71 |
| 14072 - Computer Programmer II | (see 1) 22.12 |
| 14073 - Computer Programmer III | (see 1) 26.85 |
| 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 | 13.63 |
| 14160 - Personal Computer Support Technician | 20.04 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.38 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.91 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.76 |
| 15050 - Computer Based Training Specialist / Instructor | 27.52 |
| 15060 - Educational Technologist | 26.30 |
| 15070 - Flight Instructor (Pilot) | 40.44 |
| 15080 - Graphic Artist | 22.32 |
| 15090 - Technical Instructor | 19.23 |
| 15095 - Technical Instructor/Course Developer | 23.52 |
| 15110 - Test Proctor | 15.55 |
| 15120 - Tutor | 15.55 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.13 |
| 16030 - Counter Attendant | 11.13 |
| 16040 - Dry Cleaner | 13.96 |
| 16070 - Finisher, Flatwork, Machine | 11.13 |
| 16090 - Presser, Hand | 11.13 |
| 16110 - Presser, Machine, Drycleaning | 11.13 |
| 16130 - Presser, Machine, Shirts | 11.13 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.13 |
| 16190 - Sewing Machine Operator | 14.80 |
| 16220 - Tailor | 15.62 |
| 16250 - Washer, Machine | 12.32 |

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|---|-------|
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.20 |
| 19040 - Tool And Die Maker | 21.94 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.29 |
| 21030 - Material Coordinator | 18.59 |
| 21040 - Material Expediter | 18.59 |
| 21050 - Material Handling Laborer | 11.75 |
| 21071 - Order Filler | 12.50 |
| 21080 - Production Line Worker (Food Processing) | 14.29 |
| 21110 - Shipping Packer | 14.43 |
| 21130 - Shipping/Receiving Clerk | 14.43 |
| 21140 - Store Worker I | 11.98 |
| 21150 - Stock Clerk | 15.11 |
| 21210 - Tools And Parts Attendant | 14.29 |
| 21410 - Warehouse Specialist | 14.29 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.13 |
| 23021 - Aircraft Mechanic I | 22.06 |
| 23022 - Aircraft Mechanic II | 23.13 |
| 23023 - Aircraft Mechanic III | 24.21 |
| 23040 - Aircraft Mechanic Helper | 16.65 |
| 23050 - Aircraft, Painter | 20.97 |
| 23060 - Aircraft Servicer | 18.82 |
| 23080 - Aircraft Worker | 19.87 |
| 23110 - Appliance Mechanic | 18.54 |
| 23120 - Bicycle Repairer | 12.77 |
| 23125 - Cable Splicer | 29.22 |
| 23130 - Carpenter, Maintenance | 18.91 |
| 23140 - Carpet Layer | 19.13 |
| 23160 - Electrician, Maintenance | 26.77 |
| 23181 - Electronics Technician Maintenance I | 19.12 |
| 23182 - Electronics Technician Maintenance II | 20.56 |
| 23183 - Electronics Technician Maintenance III | 23.12 |
| 23260 - Fabric Worker | 18.81 |
| 23290 - Fire Alarm System Mechanic | 22.06 |
| 23310 - Fire Extinguisher Repairer | 17.73 |
| 23311 - Fuel Distribution System Mechanic | 22.06 |
| 23312 - Fuel Distribution System Operator | 18.28 |
| 23370 - General Maintenance Worker | 16.25 |
| 23380 - Ground Support Equipment Mechanic | 22.06 |
| 23381 - Ground Support Equipment Servicer | 18.82 |
| 23382 - Ground Support Equipment Worker | 19.87 |
| 23391 - Gunsmith I | 17.73 |
| 23392 - Gunsmith II | 19.90 |
| 23393 - Gunsmith III | 22.06 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.31 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.34 |
| 23430 - Heavy Equipment Mechanic | 20.72 |
| 23440 - Heavy Equipment Operator | 23.49 |
| 23460 - Instrument Mechanic | 22.06 |
| 23465 - Laboratory/Shelter Mechanic | 20.99 |
| 23470 - Laborer | 11.75 |
| 23510 - Locksmith | 20.18 |
| 23530 - Machinery Maintenance Mechanic | 21.55 |
| 23550 - Machinist, Maintenance | 19.23 |
| 23580 - Maintenance Trades Helper | 14.01 |
| 23591 - Metrology Technician I | 22.06 |
| 23592 - Metrology Technician II | 23.13 |
| 23593 - Metrology Technician III | 24.21 |
| 23640 - Millwright | 22.06 |

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| 23710 - Office Appliance Repairer | 21.13 |
| 23760 - Painter, Maintenance | 17.17 |
| 23790 - Pipefitter, Maintenance | 26.69 |
| 23810 - Plumber, Maintenance | 22.17 |
| 23820 - Pneudraulic Systems Mechanic | 22.06 |
| 23850 - Rigger | 22.06 |
| 23870 - Scale Mechanic | 19.90 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.53 |
| 23910 - Small Engine Mechanic | 16.78 |
| 23931 - Telecommunications Mechanic I | 21.20 |
| 23932 - Telecommunications Mechanic II | 22.18 |
| 23950 - Telephone Lineman | 19.99 |
| 23960 - Welder, Combination, Maintenance | 17.74 |
| 23965 - Well Driller | 22.06 |
| 23970 - Woodcraft Worker | 22.06 |
| 23980 - Woodworker | 16.64 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.10 |
| 24580 - Child Care Center Clerk | 12.60 |
| 24610 - Chore Aide | 9.64 |
| 24620 - Family Readiness And Support Services Coordinator | 15.71 |
| 24630 - Homemaker | 15.71 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.30 |
| 25040 - Sewage Plant Operator | 19.95 |
| 25070 - Stationary Engineer | 21.30 |
| 25190 - Ventilation Equipment Tender | 16.08 |
| 25210 - Water Treatment Plant Operator | 19.95 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.89 |
| 27007 - Baggage Inspector | 11.52 |
| 27008 - Corrections Officer | 18.85 |
| 27010 - Court Security Officer | 19.62 |
| 27030 - Detection Dog Handler | 14.16 |
| 27040 - Detention Officer | 18.90 |
| 27070 - Firefighter | 17.50 |
| 27101 - Guard I | 11.52 |
| 27102 - Guard II | 14.16 |
| 27131 - Police Officer I | 22.51 |
| 27132 - Police Officer II | 25.01 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.42 |
| 28042 - Carnival Equipment Repairer | 10.99 |
| 28043 - Carnival Equipment Worker | 8.66 |
| 28210 - Gate Attendant/Gate Tender | 13.78 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 15.41 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.25 |
| 28515 - Recreation Specialist | 19.05 |
| 28630 - Sports Official | 12.27 |
| 28690 - Swimming Pool Operator | 15.92 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.90 |
| 29020 - Hatch Tender | 19.90 |
| 29030 - Line Handler | 19.90 |
| 29041 - Stevedore I | 18.81 |
| 29042 - Stevedore II | 20.99 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.62 |

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|---|---------------|
| 30022 - Archeological Technician II | 18.39 |
| 30023 - Archeological Technician III | 23.15 |
| 30030 - Cartographic Technician | 23.15 |
| 30040 - Civil Engineering Technician | 21.88 |
| 30061 - Drafter/CAD Operator I | 15.62 |
| 30062 - Drafter/CAD Operator II | 18.39 |
| 30063 - Drafter/CAD Operator III | 20.84 |
| 30064 - Drafter/CAD Operator IV | 25.64 |
| 30081 - Engineering Technician I | 13.27 |
| 30082 - Engineering Technician II | 14.89 |
| 30083 - Engineering Technician III | 17.44 |
| 30084 - Engineering Technician IV | 21.30 |
| 30085 - Engineering Technician V | 25.34 |
| 30086 - Engineering Technician VI | 30.54 |
| 30090 - Environmental Technician | 21.88 |
| 30210 - Laboratory Technician | 19.55 |
| 30240 - Mathematical Technician | 23.15 |
| 30361 - Paralegal/Legal Assistant I | 17.13 |
| 30362 - Paralegal/Legal Assistant II | 21.09 |
| 30363 - Paralegal/Legal Assistant III | 25.78 |
| 30364 - Paralegal/Legal Assistant IV | 31.21 |
| 30390 - Photo-Optics Technician | 23.15 |
| 30461 - Technical Writer I | 23.15 |
| 30462 - Technical Writer II | 28.32 |
| 30463 - Technical Writer III | 34.26 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.84 |
| 30621 - Weather Observer, Senior | (see 2) 23.15 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.32 |
| 31030 - Bus Driver | 14.39 |
| 31043 - Driver Courier | 13.31 |
| 31260 - Parking and Lot Attendant | 11.08 |
| 31290 - Shuttle Bus Driver | 14.63 |
| 31310 - Taxi Driver | 10.81 |
| 31361 - Truckdriver, Light | 14.63 |
| 31362 - Truckdriver, Medium | 15.91 |
| 31363 - Truckdriver, Heavy | 18.60 |
| 31364 - Truckdriver, Tractor-Trailer | 18.60 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.73 |
| 99050 - Desk Clerk | 9.63 |
| 99095 - Embalmer | 26.25 |
| 99251 - Laboratory Animal Caretaker I | 9.35 |
| 99252 - Laboratory Animal Caretaker II | 9.94 |
| 99310 - Mortician | 28.88 |
| 99410 - Pest Controller | 18.90 |
| 99510 - Photofinishing Worker | 12.62 |
| 99710 - Recycling Laborer | 14.54 |
| 99711 - Recycling Specialist | 16.37 |
| 99730 - Refuse Collector | 13.45 |
| 99810 - Sales Clerk | 11.75 |
| 99820 - School Crossing Guard | 13.48 |
| 99830 - Survey Party Chief | 26.89 |
| 99831 - Surveying Aide | 15.72 |
| 99832 - Surveying Technician | 20.64 |
| 99840 - Vending Machine Attendant | 15.04 |
| 99841 - Vending Machine Repairer | 17.51 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2579
Revision No.: 12
Date of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin Counties of Columbia, Dane, Dodge, Green, Iowa, Jefferson, Lafayette, Rock, Sauk

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.47 |
| 01012 - Accounting Clerk II | | 15.12 |
| 01013 - Accounting Clerk III | | 16.91 |
| 01020 - Administrative Assistant | | 20.72 |
| 01040 - Court Reporter | | 17.14 |
| 01051 - Data Entry Operator I | | 12.41 |
| 01052 - Data Entry Operator II | | 13.93 |
| 01060 - Dispatcher, Motor Vehicle | | 17.63 |
| 01070 - Document Preparation Clerk | | 13.76 |
| 01090 - Duplicating Machine Operator | | 13.76 |
| 01111 - General Clerk I | | 12.51 |
| 01112 - General Clerk II | | 13.65 |
| 01113 - General Clerk III | | 15.46 |
| 01120 - Housing Referral Assistant | | 19.54 |
| 01141 - Messenger Courier | | 12.98 |
| 01191 - Order Clerk I | | 13.10 |
| 01192 - Order Clerk II | | 14.63 |
| 01261 - Personnel Assistant (Employment) I | | 14.96 |
| 01262 - Personnel Assistant (Employment) II | | 16.73 |
| 01263 - Personnel Assistant (Employment) III | | 18.77 |
| 01270 - Production Control Clerk | | 20.77 |
| 01280 - Receptionist | | 13.12 |
| 01290 - Rental Clerk | | 12.76 |
| 01300 - Scheduler, Maintenance | | 15.32 |
| 01311 - Secretary I | | 15.32 |

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|--|-------|
| 01312 - Secretary II | 17.14 |
| 01313 - Secretary III | 19.54 |
| 01320 - Service Order Dispatcher | 15.89 |
| 01410 - Supply Technician | 20.72 |
| 01420 - Survey Worker | 13.88 |
| 01531 - Travel Clerk I | 13.14 |
| 01532 - Travel Clerk II | 14.20 |
| 01533 - Travel Clerk III | 15.37 |
| 01611 - Word Processor I | 14.14 |
| 01612 - Word Processor II | 15.87 |
| 01613 - Word Processor III | 17.75 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.60 |
| 05010 - Automotive Electrician | 18.47 |
| 05040 - Automotive Glass Installer | 18.07 |
| 05070 - Automotive Worker | 18.07 |
| 05110 - Mobile Equipment Servicer | 15.56 |
| 05130 - Motor Equipment Metal Mechanic | 19.01 |
| 05160 - Motor Equipment Metal Worker | 18.07 |
| 05190 - Motor Vehicle Mechanic | 19.01 |
| 05220 - Motor Vehicle Mechanic Helper | 15.05 |
| 05250 - Motor Vehicle Upholstery Worker | 17.50 |
| 05280 - Motor Vehicle Wrecker | 18.07 |
| 05310 - Painter, Automotive | 17.76 |
| 05340 - Radiator Repair Specialist | 18.07 |
| 05370 - Tire Repairer | 12.71 |
| 05400 - Transmission Repair Specialist | 19.01 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.18 |
| 07041 - Cook I | 11.28 |
| 07042 - Cook II | 12.65 |
| 07070 - Dishwasher | 8.79 |
| 07130 - Food Service Worker | 9.79 |
| 07210 - Meat Cutter | 15.30 |
| 07260 - Waiter/Waitress | 9.17 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.55 |
| 09040 - Furniture Handler | 14.87 |
| 09080 - Furniture Refinisher | 15.55 |
| 09090 - Furniture Refinisher Helper | 15.31 |
| 09110 - Furniture Repairer, Minor | 16.18 |
| 09130 - Upholsterer | 17.29 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.39 |
| 11060 - Elevator Operator | 12.39 |
| 11090 - Gardener | 15.94 |
| 11122 - Housekeeping Aide | 11.52 |
| 11150 - Janitor | 11.74 |
| 11210 - Laborer, Grounds Maintenance | 13.41 |
| 11240 - Maid or Houseman | 9.88 |
| 11260 - Pruner | 12.43 |
| 11270 - Tractor Operator | 15.28 |
| 11330 - Trail Maintenance Worker | 13.41 |
| 11360 - Window Cleaner | 12.49 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.58 |
| 12011 - Breath Alcohol Technician | 17.22 |
| 12012 - Certified Occupational Therapist Assistant | 23.44 |
| 12015 - Certified Physical Therapist Assistant | 20.81 |
| 12020 - Dental Assistant | 17.26 |
| 12025 - Dental Hygienist | 29.83 |
| 12030 - EKG Technician | 26.74 |
| 12035 - Electroneurodiagnostic Technologist | 26.74 |

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| 12040 - Emergency Medical Technician | 14.58 |
| 12071 - Licensed Practical Nurse I | 15.79 |
| 12072 - Licensed Practical Nurse II | 17.66 |
| 12073 - Licensed Practical Nurse III | 19.70 |
| 12100 - Medical Assistant | 15.26 |
| 12130 - Medical Laboratory Technician | 19.04 |
| 12160 - Medical Record Clerk | 15.88 |
| 12190 - Medical Record Technician | 17.91 |
| 12195 - Medical Transcriptionist | 16.67 |
| 12210 - Nuclear Medicine Technologist | 32.90 |
| 12221 - Nursing Assistant I | 10.56 |
| 12222 - Nursing Assistant II | 11.88 |
| 12223 - Nursing Assistant III | 12.96 |
| 12224 - Nursing Assistant IV | 14.54 |
| 12235 - Optical Dispenser | 14.84 |
| 12236 - Optical Technician | 15.17 |
| 12250 - Pharmacy Technician | 14.46 |
| 12280 - Phlebotomist | 14.54 |
| 12305 - Radiologic Technologist | 25.54 |
| 12311 - Registered Nurse I | 24.18 |
| 12312 - Registered Nurse II | 29.59 |
| 12313 - Registered Nurse II, Specialist | 29.59 |
| 12314 - Registered Nurse III | 35.80 |
| 12315 - Registered Nurse III, Anesthetist | 35.80 |
| 12316 - Registered Nurse IV | 42.91 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.32 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.13 |
| 13012 - Exhibits Specialist II | 23.70 |
| 13013 - Exhibits Specialist III | 28.99 |
| 13041 - Illustrator I | 19.13 |
| 13042 - Illustrator II | 23.70 |
| 13043 - Illustrator III | 28.99 |
| 13047 - Librarian | 26.24 |
| 13050 - Library Aide/Clerk | 12.42 |
| 13054 - Library Information Technology Systems Administrator | 22.67 |
| 13058 - Library Technician | 14.64 |
| 13061 - Media Specialist I | 16.27 |
| 13062 - Media Specialist II | 19.13 |
| 13063 - Media Specialist III | 21.33 |
| 13071 - Photographer I | 15.74 |
| 13072 - Photographer II | 17.61 |
| 13073 - Photographer III | 21.82 |
| 13074 - Photographer IV | 26.69 |
| 13075 - Photographer V | 32.29 |
| 13110 - Video Teleconference Technician | 17.71 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.58 |
| 14042 - Computer Operator II | 19.66 |
| 14043 - Computer Operator III | 21.93 |
| 14044 - Computer Operator IV | 24.37 |
| 14045 - Computer Operator V | 26.97 |
| 14071 - Computer Programmer I | 22.65 |
| 14072 - Computer Programmer II | 26.02 |
| 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 | 17.58 |
| 14160 - Personal Computer Support Technician | 24.37 |
| 15000 - Instructional Occupations | |

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| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.51 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.22 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.37 |
| 15050 - Computer Based Training Specialist / Instructor | 28.51 |
| 15060 - Educational Technologist | 28.86 |
| 15070 - Flight Instructor (Pilot) | 37.37 |
| 15080 - Graphic Artist | 20.97 |
| 15090 - Technical Instructor | 18.25 |
| 15095 - Technical Instructor/Course Developer | 22.33 |
| 15110 - Test Proctor | 14.74 |
| 15120 - Tutor | 14.74 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.17 |
| 16030 - Counter Attendant | 9.17 |
| 16040 - Dry Cleaner | 11.85 |
| 16070 - Finisher, Flatwork, Machine | 9.17 |
| 16090 - Presser, Hand | 9.17 |
| 16110 - Presser, Machine, Drycleaning | 9.17 |
| 16130 - Presser, Machine, Shirts | 9.17 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.17 |
| 16190 - Sewing Machine Operator | 12.70 |
| 16220 - Tailor | 13.60 |
| 16250 - Washer, Machine | 10.08 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.79 |
| 19040 - Tool And Die Maker | 23.27 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.16 |
| 21030 - Material Coordinator | 20.77 |
| 21040 - Material Expediter | 20.77 |
| 21050 - Material Handling Laborer | 12.91 |
| 21071 - Order Filler | 11.95 |
| 21080 - Production Line Worker (Food Processing) | 15.16 |
| 21110 - Shipping Packer | 14.37 |
| 21130 - Shipping/Receiving Clerk | 14.37 |
| 21140 - Store Worker I | 14.11 |
| 21150 - Stock Clerk | 17.81 |
| 21210 - Tools And Parts Attendant | 15.16 |
| 21410 - Warehouse Specialist | 15.16 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.78 |
| 23021 - Aircraft Mechanic I | 26.46 |
| 23022 - Aircraft Mechanic II | 27.78 |
| 23023 - Aircraft Mechanic III | 29.16 |
| 23040 - Aircraft Mechanic Helper | 22.20 |
| 23050 - Aircraft, Painter | 24.98 |
| 23060 - Aircraft Servicer | 24.56 |
| 23080 - Aircraft Worker | 25.75 |
| 23110 - Appliance Mechanic | 17.76 |
| 23120 - Bicycle Repairer | 12.64 |
| 23125 - Cable Splicer | 25.44 |
| 23130 - Carpenter, Maintenance | 20.33 |
| 23140 - Carpet Layer | 20.87 |
| 23160 - Electrician, Maintenance | 25.62 |
| 23181 - Electronics Technician Maintenance I | 20.49 |
| 23182 - Electronics Technician Maintenance II | 21.60 |
| 23183 - Electronics Technician Maintenance III | 22.80 |
| 23260 - Fabric Worker | 19.29 |
| 23290 - Fire Alarm System Mechanic | 22.69 |
| 23310 - Fire Extinguisher Repairer | 18.19 |
| 23311 - Fuel Distribution System Mechanic | 21.83 |
| 23312 - Fuel Distribution System Operator | 17.58 |
| 23370 - General Maintenance Worker | 17.83 |

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| 23380 - Ground Support Equipment Mechanic | 26.46 |
| 23381 - Ground Support Equipment Servicer | 24.56 |
| 23382 - Ground Support Equipment Worker | 25.75 |
| 23391 - Gunsmith I | 18.19 |
| 23392 - Gunsmith II | 20.40 |
| 23393 - Gunsmith III | 22.69 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.60 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.92 |
| 23430 - Heavy Equipment Mechanic | 21.29 |
| 23440 - Heavy Equipment Operator | 26.28 |
| 23460 - Instrument Mechanic | 22.43 |
| 23465 - Laboratory/Shelter Mechanic | 21.50 |
| 23470 - Laborer | 12.91 |
| 23510 - Locksmith | 20.14 |
| 23530 - Machinery Maintenance Mechanic | 20.57 |
| 23550 - Machinist, Maintenance | 20.11 |
| 23580 - Maintenance Trades Helper | 13.92 |
| 23591 - Metrology Technician I | 22.43 |
| 23592 - Metrology Technician II | 23.51 |
| 23593 - Metrology Technician III | 24.63 |
| 23640 - Millwright | 22.69 |
| 23710 - Office Appliance Repairer | 21.78 |
| 23760 - Painter, Maintenance | 19.23 |
| 23790 - Pipefitter, Maintenance | 30.88 |
| 23810 - Plumber, Maintenance | 29.99 |
| 23820 - Pneudraulic Systems Mechanic | 22.69 |
| 23850 - Rigger | 22.69 |
| 23870 - Scale Mechanic | 20.40 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.74 |
| 23910 - Small Engine Mechanic | 16.72 |
| 23931 - Telecommunications Mechanic I | 25.63 |
| 23932 - Telecommunications Mechanic II | 27.27 |
| 23950 - Telephone Lineman | 21.65 |
| 23960 - Welder, Combination, Maintenance | 17.75 |
| 23965 - Well Driller | 19.97 |
| 23970 - Woodcraft Worker | 22.69 |
| 23980 - Woodworker | 17.35 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.58 |
| 24580 - Child Care Center Clerk | 14.90 |
| 24610 - Chore Aide | 10.46 |
| 24620 - Family Readiness And Support Services Coordinator | 14.94 |
| 24630 - Homemaker | 16.41 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.69 |
| 25040 - Sewage Plant Operator | 21.50 |
| 25070 - Stationary Engineer | 22.69 |
| 25190 - Ventilation Equipment Tender | 18.49 |
| 25210 - Water Treatment Plant Operator | 21.50 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.99 |
| 27007 - Baggage Inspector | 12.29 |
| 27008 - Corrections Officer | 20.15 |
| 27010 - Court Security Officer | 21.33 |
| 27030 - Detection Dog Handler | 16.81 |
| 27040 - Detention Officer | 20.15 |
| 27070 - Firefighter | 17.91 |
| 27101 - Guard I | 12.29 |
| 27102 - Guard II | 16.81 |
| 27131 - Police Officer I | 23.46 |

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|--|-------|
| 27132 - Police Officer II | 26.61 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.37 |
| 28042 - Carnival Equipment Repairer | 11.80 |
| 28043 - Carnival Equipment Worker | 9.66 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |
| 28310 - Lifeguard | 12.11 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.66 |
| 28515 - Recreation Specialist | 15.24 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 16.43 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.11 |
| 29020 - Hatch Tender | 21.01 |
| 29030 - Line Handler | 21.01 |
| 29041 - Stevedore I | 19.29 |
| 29042 - Stevedore II | 22.14 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.19 |
| 30022 - Archeological Technician II | 18.04 |
| 30023 - Archeological Technician III | 22.07 |
| 30030 - Cartographic Technician | 22.07 |
| 30040 - Civil Engineering Technician | 21.51 |
| 30061 - Drafter/CAD Operator I | 16.08 |
| 30062 - Drafter/CAD Operator II | 17.81 |
| 30063 - Drafter/CAD Operator III | 19.87 |
| 30064 - Drafter/CAD Operator IV | 24.45 |
| 30081 - Engineering Technician I | 15.26 |
| 30082 - Engineering Technician II | 16.29 |
| 30083 - Engineering Technician III | 18.22 |
| 30084 - Engineering Technician IV | 22.58 |
| 30085 - Engineering Technician V | 27.62 |
| 30086 - Engineering Technician VI | 33.41 |
| 30090 - Environmental Technician | 19.92 |
| 30210 - Laboratory Technician | 19.86 |
| 30240 - Mathematical Technician | 22.07 |
| 30361 - Paralegal/Legal Assistant I | 16.11 |
| 30362 - Paralegal/Legal Assistant II | 20.43 |
| 30363 - Paralegal/Legal Assistant III | 23.68 |
| 30364 - Paralegal/Legal Assistant IV | 28.65 |
| 30390 - Photo-Optics Technician | 22.07 |
| 30461 - Technical Writer I | 21.20 |
| 30462 - Technical Writer II | 25.94 |
| 30463 - Technical Writer III | 31.38 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 19.87 |
| 30621 - Weather Observer, Senior (see 2) | 22.07 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.67 |
| 31030 - Bus Driver | 16.48 |
| 31043 - Driver Courier | 14.19 |
| 31260 - Parking and Lot Attendant | 10.96 |
| 31290 - Shuttle Bus Driver | 15.13 |
| 31310 - Taxi Driver | 12.68 |

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|---|-------|
| 31361 - Truckdriver, Light | 15.13 |
| 31362 - Truckdriver, Medium | 16.48 |
| 31363 - Truckdriver, Heavy | 20.02 |
| 31364 - Truckdriver, Tractor-Trailer | 20.02 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.51 |
| 99050 - Desk Clerk | 9.85 |
| 99095 - Embalmer | 29.30 |
| 99251 - Laboratory Animal Caretaker I | 11.41 |
| 99252 - Laboratory Animal Caretaker II | 12.14 |
| 99310 - Mortician | 30.33 |
| 99410 - Pest Controller | 20.54 |
| 99510 - Photofinishing Worker | 13.09 |
| 99710 - Recycling Laborer | 14.64 |
| 99711 - Recycling Specialist | 18.63 |
| 99730 - Refuse Collector | 16.21 |
| 99810 - Sales Clerk | 12.91 |
| 99820 - School Crossing Guard | 11.89 |
| 99830 - Survey Party Chief | 24.43 |
| 99831 - Surveying Aide | 18.06 |
| 99832 - Surveying Technician | 18.91 |
| 99840 - Vending Machine Attendant | 15.23 |
| 99841 - Vending Machine Repairer | 17.80 |
| 99842 - Vending Machine Repairer Helper | 15.83 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2580
Revision No.: 15
Date of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin Counties of Columbia, Dane, Dodge, Green, Iowa, Jefferson,
Lafayette, Rock, Sauk

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.47 |
| 01012 - Accounting Clerk II | | 15.12 |
| 01013 - Accounting Clerk III | | 16.91 |
| 01020 - Administrative Assistant | | 20.72 |
| 01040 - Court Reporter | | 17.14 |
| 01051 - Data Entry Operator I | | 12.41 |
| 01052 - Data Entry Operator II | | 13.93 |
| 01060 - Dispatcher, Motor Vehicle | | 17.63 |
| 01070 - Document Preparation Clerk | | 13.76 |
| 01090 - Duplicating Machine Operator | | 13.76 |
| 01111 - General Clerk I | | 12.51 |
| 01112 - General Clerk II | | 13.65 |
| 01113 - General Clerk III | | 15.46 |
| 01120 - Housing Referral Assistant | | 19.54 |
| 01141 - Messenger Courier | | 12.98 |
| 01191 - Order Clerk I | | 13.10 |
| 01192 - Order Clerk II | | 14.63 |
| 01261 - Personnel Assistant (Employment) I | | 14.96 |
| 01262 - Personnel Assistant (Employment) II | | 16.73 |
| 01263 - Personnel Assistant (Employment) III | | 18.77 |
| 01270 - Production Control Clerk | | 20.77 |
| 01280 - Receptionist | | 13.12 |
| 01290 - Rental Clerk | | 12.76 |
| 01300 - Scheduler, Maintenance | | 15.32 |
| 01311 - Secretary I | | 15.32 |
| 01312 - Secretary II | | 17.14 |
| 01313 - Secretary III | | 19.54 |
| 01320 - Service Order Dispatcher | | 15.89 |
| 01410 - Supply Technician | | 20.72 |
| 01420 - Survey Worker | | 13.88 |
| 01531 - Travel Clerk I | | 13.14 |
| 01532 - Travel Clerk II | | 14.20 |
| 01533 - Travel Clerk III | | 15.37 |
| 01611 - Word Processor I | | 14.14 |
| 01612 - Word Processor II | | 15.87 |
| 01613 - Word Processor III | | 17.75 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.60 |
| 05010 - Automotive Electrician | | 18.47 |
| 05040 - Automotive Glass Installer | | 18.07 |
| 05070 - Automotive Worker | | 18.07 |
| 05110 - Mobile Equipment Servicer | | 15.56 |
| 05130 - Motor Equipment Metal Mechanic | | 19.01 |
| 05160 - Motor Equipment Metal Worker | | 18.07 |
| 05190 - Motor Vehicle Mechanic | | 19.01 |
| 05220 - Motor Vehicle Mechanic Helper | | 15.05 |
| 05250 - Motor Vehicle Upholstery Worker | | 17.50 |
| 05280 - Motor Vehicle Wrecker | | 18.07 |
| 05310 - Painter, Automotive | | 17.76 |

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| 05340 - Radiator Repair Specialist | 18.07 |
| 05370 - Tire Repairer | 12.71 |
| 05400 - Transmission Repair Specialist | 19.01 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.18 |
| 07041 - Cook I | 11.28 |
| 07042 - Cook II | 12.65 |
| 07070 - Dishwasher | 8.79 |
| 07130 - Food Service Worker | 9.79 |
| 07210 - Meat Cutter | 15.30 |
| 07260 - Waiter/Waitress | 9.17 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.55 |
| 09040 - Furniture Handler | 14.87 |
| 09080 - Furniture Refinisher | 15.55 |
| 09090 - Furniture Refinisher Helper | 15.31 |
| 09110 - Furniture Repairer, Minor | 16.18 |
| 09130 - Upholsterer | 17.29 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.39 |
| 11060 - Elevator Operator | 12.39 |
| 11090 - Gardener | 15.94 |
| 11122 - Housekeeping Aide | 11.52 |
| 11150 - Janitor | 11.74 |
| 11210 - Laborer, Grounds Maintenance | 13.41 |
| 11240 - Maid or Houseman | 9.88 |
| 11260 - Pruner | 12.43 |
| 11270 - Tractor Operator | 15.28 |
| 11330 - Trail Maintenance Worker | 13.41 |
| 11360 - Window Cleaner | 12.49 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.58 |
| 12011 - Breath Alcohol Technician | 17.22 |
| 12012 - Certified Occupational Therapist Assistant | 23.44 |
| 12015 - Certified Physical Therapist Assistant | 20.81 |
| 12020 - Dental Assistant | 17.26 |
| 12025 - Dental Hygienist | 29.83 |
| 12030 - EKG Technician | 26.74 |
| 12035 - Electroneurodiagnostic Technologist | 26.74 |
| 12040 - Emergency Medical Technician | 14.58 |
| 12071 - Licensed Practical Nurse I | 15.79 |
| 12072 - Licensed Practical Nurse II | 17.66 |
| 12073 - Licensed Practical Nurse III | 19.70 |
| 12100 - Medical Assistant | 15.26 |
| 12130 - Medical Laboratory Technician | 19.04 |
| 12160 - Medical Record Clerk | 15.88 |
| 12190 - Medical Record Technician | 17.91 |
| 12195 - Medical Transcriptionist | 16.67 |
| 12210 - Nuclear Medicine Technologist | 32.90 |
| 12221 - Nursing Assistant I | 10.56 |
| 12222 - Nursing Assistant II | 11.88 |
| 12223 - Nursing Assistant III | 12.96 |
| 12224 - Nursing Assistant IV | 14.54 |
| 12235 - Optical Dispenser | 14.84 |
| 12236 - Optical Technician | 15.17 |
| 12250 - Pharmacy Technician | 14.46 |
| 12280 - Phlebotomist | 14.54 |
| 12305 - Radiologic Technologist | 25.54 |
| 12311 - Registered Nurse I | 24.18 |
| 12312 - Registered Nurse II | 29.59 |
| 12313 - Registered Nurse II, Specialist | 29.59 |
| 12314 - Registered Nurse III | 35.80 |
| 12315 - Registered Nurse III, Anesthetist | 35.80 |

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| 12316 - Registered Nurse IV | 42.91 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.32 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.13 |
| 13012 - Exhibits Specialist II | 23.70 |
| 13013 - Exhibits Specialist III | 28.99 |
| 13041 - Illustrator I | 19.13 |
| 13042 - Illustrator II | 23.70 |
| 13043 - Illustrator III | 28.99 |
| 13047 - Librarian | 26.24 |
| 13050 - Library Aide/Clerk | 12.42 |
| 13054 - Library Information Technology Systems Administrator | 22.67 |
| 13058 - Library Technician | 14.64 |
| 13061 - Media Specialist I | 16.27 |
| 13062 - Media Specialist II | 19.13 |
| 13063 - Media Specialist III | 21.33 |
| 13071 - Photographer I | 15.74 |
| 13072 - Photographer II | 17.61 |
| 13073 - Photographer III | 21.82 |
| 13074 - Photographer IV | 26.69 |
| 13075 - Photographer V | 32.29 |
| 13110 - Video Teleconference Technician | 17.71 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.58 |
| 14042 - Computer Operator II | 19.66 |
| 14043 - Computer Operator III | 21.93 |
| 14044 - Computer Operator IV | 24.37 |
| 14045 - Computer Operator V | 26.97 |
| 14071 - Computer Programmer I | 22.65 |
| 14072 - Computer Programmer II | 26.02 |
| 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 | 17.58 |
| 14160 - Personal Computer Support Technician | 24.37 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.51 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.22 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.37 |
| 15050 - Computer Based Training Specialist / Instructor | 28.51 |
| 15060 - Educational Technologist | 28.86 |
| 15070 - Flight Instructor (Pilot) | 37.37 |
| 15080 - Graphic Artist | 20.97 |
| 15090 - Technical Instructor | 18.25 |
| 15095 - Technical Instructor/Course Developer | 22.33 |
| 15110 - Test Proctor | 14.74 |
| 15120 - Tutor | 14.74 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.17 |
| 16030 - Counter Attendant | 9.17 |
| 16040 - Dry Cleaner | 11.85 |
| 16070 - Finisher, Flatwork, Machine | 9.17 |
| 16090 - Presser, Hand | 9.17 |
| 16110 - Presser, Machine, Drycleaning | 9.17 |
| 16130 - Presser, Machine, Shirts | 9.17 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.17 |
| 16190 - Sewing Machine Operator | 12.70 |
| 16220 - Tailor | 13.60 |
| 16250 - Washer, Machine | 10.08 |
| 19000 - Machine Tool Operation And Repair Occupations | |

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| 19010 - Machine-Tool Operator (Tool Room) | 18.79 |
| 19040 - Tool And Die Maker | 23.27 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.16 |
| 21030 - Material Coordinator | 20.77 |
| 21040 - Material Expediter | 20.77 |
| 21050 - Material Handling Laborer | 12.91 |
| 21071 - Order Filler | 11.95 |
| 21080 - Production Line Worker (Food Processing) | 15.16 |
| 21110 - Shipping Packer | 14.37 |
| 21130 - Shipping/Receiving Clerk | 14.37 |
| 21140 - Store Worker I | 14.11 |
| 21150 - Stock Clerk | 17.81 |
| 21210 - Tools And Parts Attendant | 15.16 |
| 21410 - Warehouse Specialist | 15.16 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 27.78 |
| 23021 - Aircraft Mechanic I | 26.46 |
| 23022 - Aircraft Mechanic II | 27.78 |
| 23023 - Aircraft Mechanic III | 29.16 |
| 23040 - Aircraft Mechanic Helper | 22.20 |
| 23050 - Aircraft, Painter | 24.98 |
| 23060 - Aircraft Servicer | 24.56 |
| 23080 - Aircraft Worker | 25.75 |
| 23110 - Appliance Mechanic | 17.76 |
| 23120 - Bicycle Repairer | 12.64 |
| 23125 - Cable Splicer | 25.44 |
| 23130 - Carpenter, Maintenance | 20.33 |
| 23140 - Carpet Layer | 20.87 |
| 23160 - Electrician, Maintenance | 25.62 |
| 23181 - Electronics Technician Maintenance I | 20.49 |
| 23182 - Electronics Technician Maintenance II | 21.60 |
| 23183 - Electronics Technician Maintenance III | 22.80 |
| 23260 - Fabric Worker | 19.29 |
| 23290 - Fire Alarm System Mechanic | 22.69 |
| 23310 - Fire Extinguisher Repairer | 18.19 |
| 23311 - Fuel Distribution System Mechanic | 21.83 |
| 23312 - Fuel Distribution System Operator | 17.58 |
| 23370 - General Maintenance Worker | 17.83 |
| 23380 - Ground Support Equipment Mechanic | 26.46 |
| 23381 - Ground Support Equipment Servicer | 24.56 |
| 23382 - Ground Support Equipment Worker | 25.75 |
| 23391 - Gunsmith I | 18.19 |
| 23392 - Gunsmith II | 20.40 |
| 23393 - Gunsmith III | 22.69 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.60 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.92 |
| 23430 - Heavy Equipment Mechanic | 21.29 |
| 23440 - Heavy Equipment Operator | 26.28 |
| 23460 - Instrument Mechanic | 22.43 |
| 23465 - Laboratory/Shelter Mechanic | 21.50 |
| 23470 - Laborer | 12.91 |
| 23510 - Locksmith | 20.14 |
| 23530 - Machinery Maintenance Mechanic | 20.57 |
| 23550 - Machinist, Maintenance | 20.11 |
| 23580 - Maintenance Trades Helper | 13.92 |
| 23591 - Metrology Technician I | 22.43 |
| 23592 - Metrology Technician II | 23.51 |
| 23593 - Metrology Technician III | 24.63 |
| 23640 - Millwright | 22.69 |
| 23710 - Office Appliance Repairer | 21.78 |

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| 23760 - Painter, Maintenance | 19.23 |
| 23790 - Pipefitter, Maintenance | 30.88 |
| 23810 - Plumber, Maintenance | 29.99 |
| 23820 - Pneudraulic Systems Mechanic | 22.69 |
| 23850 - Rigger | 22.69 |
| 23870 - Scale Mechanic | 20.40 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.74 |
| 23910 - Small Engine Mechanic | 16.72 |
| 23931 - Telecommunications Mechanic I | 25.63 |
| 23932 - Telecommunications Mechanic II | 27.27 |
| 23950 - Telephone Lineman | 21.65 |
| 23960 - Welder, Combination, Maintenance | 17.75 |
| 23965 - Well Driller | 19.97 |
| 23970 - Woodcraft Worker | 22.69 |
| 23980 - Woodworker | 17.35 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.58 |
| 24580 - Child Care Center Clerk | 14.90 |
| 24610 - Chore Aide | 10.46 |
| 24620 - Family Readiness And Support Services Coordinator | 14.94 |
| 24630 - Homemaker | 16.41 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.69 |
| 25040 - Sewage Plant Operator | 21.50 |
| 25070 - Stationary Engineer | 22.69 |
| 25190 - Ventilation Equipment Tender | 18.49 |
| 25210 - Water Treatment Plant Operator | 21.50 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.99 |
| 27007 - Baggage Inspector | 12.29 |
| 27008 - Corrections Officer | 20.15 |
| 27010 - Court Security Officer | 21.33 |
| 27030 - Detection Dog Handler | 16.81 |
| 27040 - Detention Officer | 20.15 |
| 27070 - Firefighter | 17.91 |
| 27101 - Guard I | 12.29 |
| 27102 - Guard II | 16.81 |
| 27131 - Police Officer I | 23.46 |
| 27132 - Police Officer II | 26.61 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.37 |
| 28042 - Carnival Equipment Repairer | 11.80 |
| 28043 - Carnival Equipment Worker | 9.66 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |
| 28310 - Lifeguard | 12.11 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.66 |
| 28515 - Recreation Specialist | 15.24 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 16.43 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.11 |
| 29020 - Hatch Tender | 21.01 |
| 29030 - Line Handler | 21.01 |
| 29041 - Stevedore I | 19.29 |
| 29042 - Stevedore II | 22.14 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.19 |
| 30022 - Archeological Technician II | 18.04 |

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| 30023 - Archeological Technician III | 22.07 |
| 30030 - Cartographic Technician | 22.07 |
| 30040 - Civil Engineering Technician | 21.51 |
| 30061 - Drafter/CAD Operator I | 16.08 |
| 30062 - Drafter/CAD Operator II | 17.81 |
| 30063 - Drafter/CAD Operator III | 19.87 |
| 30064 - Drafter/CAD Operator IV | 24.45 |
| 30081 - Engineering Technician I | 15.26 |
| 30082 - Engineering Technician II | 16.29 |
| 30083 - Engineering Technician III | 18.22 |
| 30084 - Engineering Technician IV | 22.58 |
| 30085 - Engineering Technician V | 27.62 |
| 30086 - Engineering Technician VI | 33.41 |
| 30090 - Environmental Technician | 19.92 |
| 30210 - Laboratory Technician | 19.86 |
| 30240 - Mathematical Technician | 22.07 |
| 30361 - Paralegal/Legal Assistant I | 16.11 |
| 30362 - Paralegal/Legal Assistant II | 20.43 |
| 30363 - Paralegal/Legal Assistant III | 23.68 |
| 30364 - Paralegal/Legal Assistant IV | 28.65 |
| 30390 - Photo-Optics Technician | 22.07 |
| 30461 - Technical Writer I | 21.20 |
| 30462 - Technical Writer II | 25.94 |
| 30463 - Technical Writer III | 31.38 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 19.87 |
| 30621 - Weather Observer, Senior (see 2) | 22.07 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.67 |
| 31030 - Bus Driver | 16.48 |
| 31043 - Driver Courier | 14.19 |
| 31260 - Parking and Lot Attendant | 10.96 |
| 31290 - Shuttle Bus Driver | 15.13 |
| 31310 - Taxi Driver | 12.68 |
| 31361 - Truckdriver, Light | 15.13 |
| 31362 - Truckdriver, Medium | 16.48 |
| 31363 - Truckdriver, Heavy | 20.02 |
| 31364 - Truckdriver, Tractor-Trailer | 20.02 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.51 |
| 99050 - Desk Clerk | 9.85 |
| 99095 - Embalmer | 29.30 |
| 99251 - Laboratory Animal Caretaker I | 11.41 |
| 99252 - Laboratory Animal Caretaker II | 12.14 |
| 99310 - Mortician | 30.33 |
| 99410 - Pest Controller | 20.54 |
| 99510 - Photofinishing Worker | 13.09 |
| 99710 - Recycling Laborer | 14.64 |
| 99711 - Recycling Specialist | 18.63 |
| 99730 - Refuse Collector | 16.21 |
| 99810 - Sales Clerk | 12.91 |
| 99820 - School Crossing Guard | 11.89 |
| 99830 - Survey Party Chief | 24.43 |
| 99831 - Surveying Aide | 18.06 |
| 99832 - Surveying Technician | 18.91 |
| 99840 - Vending Machine Attendant | 15.23 |
| 99841 - Vending Machine Repairer | 17.80 |
| 99842 - Vending Machine Repairer Helper | 15.83 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

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not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2581
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin Counties of Milwaukee, Ozaukee, Racine, Walworth, Washington, Waukesha

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.81 |
| 01012 - Accounting Clerk II | | 15.51 |
| 01013 - Accounting Clerk III | | 17.91 |
| 01020 - Administrative Assistant | | 25.48 |
| 01040 - Court Reporter | | 19.27 |
| 01051 - Data Entry Operator I | | 12.06 |
| 01052 - Data Entry Operator II | | 13.16 |
| 01060 - Dispatcher, Motor Vehicle | | 18.54 |
| 01070 - Document Preparation Clerk | | 13.07 |
| 01090 - Duplicating Machine Operator | | 13.07 |
| 01111 - General Clerk I | | 12.45 |
| 01112 - General Clerk II | | 13.58 |
| 01113 - General Clerk III | | 15.24 |
| 01120 - Housing Referral Assistant | | 19.28 |
| 01141 - Messenger Courier | | 12.30 |
| 01191 - Order Clerk I | | 11.37 |
| 01192 - Order Clerk II | | 13.73 |
| 01261 - Personnel Assistant (Employment) I | | 16.16 |
| 01262 - Personnel Assistant (Employment) II | | 17.65 |
| 01263 - Personnel Assistant (Employment) III | | 19.68 |
| 01270 - Production Control Clerk | | 21.90 |
| 01280 - Receptionist | | 13.77 |
| 01290 - Rental Clerk | | 16.16 |
| 01300 - Scheduler, Maintenance | | 15.45 |
| 01311 - Secretary I | | 15.45 |
| 01312 - Secretary II | | 17.29 |

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| 01313 - Secretary III | 19.28 |
| 01320 - Service Order Dispatcher | 17.32 |
| 01410 - Supply Technician | 25.48 |
| 01420 - Survey Worker | 18.54 |
| 01531 - Travel Clerk I | 13.47 |
| 01532 - Travel Clerk II | 14.57 |
| 01533 - Travel Clerk III | 15.76 |
| 01611 - Word Processor I | 13.00 |
| 01612 - Word Processor II | 16.16 |
| 01613 - Word Processor III | 17.30 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.91 |
| 05010 - Automotive Electrician | 21.18 |
| 05040 - Automotive Glass Installer | 20.38 |
| 05070 - Automotive Worker | 20.38 |
| 05110 - Mobile Equipment Servicer | 18.76 |
| 05130 - Motor Equipment Metal Mechanic | 21.91 |
| 05160 - Motor Equipment Metal Worker | 20.71 |
| 05190 - Motor Vehicle Mechanic | 21.91 |
| 05220 - Motor Vehicle Mechanic Helper | 17.85 |
| 05250 - Motor Vehicle Upholstery Worker | 19.66 |
| 05280 - Motor Vehicle Wrecker | 20.38 |
| 05310 - Painter, Automotive | 21.18 |
| 05340 - Radiator Repair Specialist | 20.38 |
| 05370 - Tire Repairer | 16.09 |
| 05400 - Transmission Repair Specialist | 21.91 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.25 |
| 07041 - Cook I | 11.17 |
| 07042 - Cook II | 12.52 |
| 07070 - Dishwasher | 9.55 |
| 07130 - Food Service Worker | 9.55 |
| 07210 - Meat Cutter | 17.45 |
| 07260 - Waiter/Waitress | 9.30 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.47 |
| 09040 - Furniture Handler | 15.53 |
| 09080 - Furniture Refinisher | 20.68 |
| 09090 - Furniture Refinisher Helper | 17.44 |
| 09110 - Furniture Repairer, Minor | 19.20 |
| 09130 - Upholsterer | 20.68 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.17 |
| 11060 - Elevator Operator | 10.90 |
| 11090 - Gardener | 17.48 |
| 11122 - Housekeeping Aide | 12.41 |
| 11150 - Janitor | 13.68 |
| 11210 - Laborer, Grounds Maintenance | 14.66 |
| 11240 - Maid or Houseman | 9.30 |
| 11260 - Pruner | 13.58 |
| 11270 - Tractor Operator | 14.72 |
| 11330 - Trail Maintenance Worker | 14.66 |
| 11360 - Window Cleaner | 14.76 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 19.09 |
| 12011 - Breath Alcohol Technician | 19.01 |
| 12012 - Certified Occupational Therapist Assistant | 20.21 |
| 12015 - Certified Physical Therapist Assistant | 20.02 |
| 12020 - Dental Assistant | 15.98 |
| 12025 - Dental Hygienist | 29.21 |
| 12030 - EKG Technician | 24.71 |
| 12035 - Electroneurodiagnostic Technologist | 24.71 |
| 12040 - Emergency Medical Technician | 19.09 |

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| 12071 - Licensed Practical Nurse I | 18.41 |
| 12072 - Licensed Practical Nurse II | 20.59 |
| 12073 - Licensed Practical Nurse III | 22.96 |
| 12100 - Medical Assistant | 14.75 |
| 12130 - Medical Laboratory Technician | 16.74 |
| 12160 - Medical Record Clerk | 15.96 |
| 12190 - Medical Record Technician | 17.85 |
| 12195 - Medical Transcriptionist | 16.17 |
| 12210 - Nuclear Medicine Technologist | 33.75 |
| 12221 - Nursing Assistant I | 10.38 |
| 12222 - Nursing Assistant II | 11.67 |
| 12223 - Nursing Assistant III | 12.73 |
| 12224 - Nursing Assistant IV | 14.29 |
| 12235 - Optical Dispenser | 16.65 |
| 12236 - Optical Technician | 14.64 |
| 12250 - Pharmacy Technician | 13.49 |
| 12280 - Phlebotomist | 14.29 |
| 12305 - Radiologic Technologist | 25.22 |
| 12311 - Registered Nurse I | 25.22 |
| 12312 - Registered Nurse II | 30.83 |
| 12313 - Registered Nurse II, Specialist | 30.83 |
| 12314 - Registered Nurse III | 37.30 |
| 12315 - Registered Nurse III, Anesthetist | 37.30 |
| 12316 - Registered Nurse IV | 44.70 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.74 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.69 |
| 13012 - Exhibits Specialist II | 22.17 |
| 13013 - Exhibits Specialist III | 27.12 |
| 13041 - Illustrator I | 17.91 |
| 13042 - Illustrator II | 20.31 |
| 13043 - Illustrator III | 24.08 |
| 13047 - Librarian | 24.45 |
| 13050 - Library Aide/Clerk | 13.67 |
| 13054 - Library Information Technology Systems Administrator | 22.09 |
| 13058 - Library Technician | 15.51 |
| 13061 - Media Specialist I | 15.94 |
| 13062 - Media Specialist II | 19.05 |
| 13063 - Media Specialist III | 19.88 |
| 13071 - Photographer I | 15.83 |
| 13072 - Photographer II | 17.71 |
| 13073 - Photographer III | 21.94 |
| 13074 - Photographer IV | 26.85 |
| 13075 - Photographer V | 32.48 |
| 13110 - Video Teleconference Technician | 15.46 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.24 |
| 14042 - Computer Operator II | 20.43 |
| 14043 - Computer Operator III | 22.80 |
| 14044 - Computer Operator IV | 25.35 |
| 14045 - Computer Operator V | 27.91 |
| 14071 - Computer Programmer I | 26.21 |
| 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 | 18.24 |
| 14160 - Personal Computer Support Technician | 25.35 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.39 |

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| 15020 - Aircrew Training Devices Instructor (Rated) | 39.07 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 44.48 |
| 15050 - Computer Based Training Specialist / Instructor | 33.39 |
| 15060 - Educational Technologist | 27.81 |
| 15070 - Flight Instructor (Pilot) | 44.48 |
| 15080 - Graphic Artist | 21.52 |
| 15090 - Technical Instructor | 19.14 |
| 15095 - Technical Instructor/Course Developer | 23.40 |
| 15110 - Test Proctor | 16.88 |
| 15120 - Tutor | 16.88 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.53 |
| 16030 - Counter Attendant | 9.53 |
| 16040 - Dry Cleaner | 12.42 |
| 16070 - Finisher, Flatwork, Machine | 9.53 |
| 16090 - Presser, Hand | 9.53 |
| 16110 - Presser, Machine, Drycleaning | 9.53 |
| 16130 - Presser, Machine, Shirts | 9.53 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.53 |
| 16190 - Sewing Machine Operator | 13.37 |
| 16220 - Tailor | 14.31 |
| 16250 - Washer, Machine | 10.54 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.94 |
| 19040 - Tool And Die Maker | 28.83 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.25 |
| 21030 - Material Coordinator | 21.90 |
| 21040 - Material Expediter | 21.90 |
| 21050 - Material Handling Laborer | 13.45 |
| 21071 - Order Filler | 13.31 |
| 21080 - Production Line Worker (Food Processing) | 18.25 |
| 21110 - Shipping Packer | 13.97 |
| 21130 - Shipping/Receiving Clerk | 13.97 |
| 21140 - Store Worker I | 14.36 |
| 21150 - Stock Clerk | 18.13 |
| 21210 - Tools And Parts Attendant | 18.25 |
| 21410 - Warehouse Specialist | 18.25 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.52 |
| 23021 - Aircraft Mechanic I | 21.45 |
| 23022 - Aircraft Mechanic II | 22.52 |
| 23023 - Aircraft Mechanic III | 23.64 |
| 23040 - Aircraft Mechanic Helper | 16.82 |
| 23050 - Aircraft, Painter | 21.01 |
| 23060 - Aircraft Servicer | 18.74 |
| 23080 - Aircraft Worker | 19.60 |
| 23110 - Appliance Mechanic | 20.68 |
| 23120 - Bicycle Repairer | 16.09 |
| 23125 - Cable Splicer | 28.57 |
| 23130 - Carpenter, Maintenance | 23.83 |
| 23140 - Carpet Layer | 22.53 |
| 23160 - Electrician, Maintenance | 28.77 |
| 23181 - Electronics Technician Maintenance I | 21.81 |
| 23182 - Electronics Technician Maintenance II | 22.99 |
| 23183 - Electronics Technician Maintenance III | 24.27 |
| 23260 - Fabric Worker | 20.01 |
| 23290 - Fire Alarm System Mechanic | 22.95 |
| 23310 - Fire Extinguisher Repairer | 19.09 |
| 23311 - Fuel Distribution System Mechanic | 24.43 |
| 23312 - Fuel Distribution System Operator | 22.50 |
| 23370 - General Maintenance Worker | 18.76 |
| 23380 - Ground Support Equipment Mechanic | 21.45 |

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| 23381 - Ground Support Equipment Servicer | 18.74 |
| 23382 - Ground Support Equipment Worker | 19.60 |
| 23391 - Gunsmith I | 19.09 |
| 23392 - Gunsmith II | 21.42 |
| 23393 - Gunsmith III | 23.83 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.27 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.43 |
| 23430 - Heavy Equipment Mechanic | 23.48 |
| 23440 - Heavy Equipment Operator | 25.39 |
| 23460 - Instrument Mechanic | 23.83 |
| 23465 - Laboratory/Shelter Mechanic | 22.58 |
| 23470 - Laborer | 12.88 |
| 23510 - Locksmith | 20.68 |
| 23530 - Machinery Maintenance Mechanic | 24.11 |
| 23550 - Machinist, Maintenance | 21.40 |
| 23580 - Maintenance Trades Helper | 17.44 |
| 23591 - Metrology Technician I | 23.83 |
| 23592 - Metrology Technician II | 24.97 |
| 23593 - Metrology Technician III | 26.17 |
| 23640 - Millwright | 29.95 |
| 23710 - Office Appliance Repairer | 19.98 |
| 23760 - Painter, Maintenance | 20.15 |
| 23790 - Pipefitter, Maintenance | 30.31 |
| 23810 - Plumber, Maintenance | 26.53 |
| 23820 - Pneudraulic Systems Mechanic | 23.83 |
| 23850 - Rigger | 23.83 |
| 23870 - Scale Mechanic | 21.42 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.35 |
| 23910 - Small Engine Mechanic | 19.90 |
| 23931 - Telecommunications Mechanic I | 23.28 |
| 23932 - Telecommunications Mechanic II | 24.98 |
| 23950 - Telephone Lineman | 22.17 |
| 23960 - Welder, Combination, Maintenance | 22.81 |
| 23965 - Well Driller | 23.83 |
| 23970 - Woodcraft Worker | 23.83 |
| 23980 - Woodworker | 18.32 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.68 |
| 24580 - Child Care Center Clerk | 17.09 |
| 24610 - Chore Aide | 10.34 |
| 24620 - Family Readiness And Support Services Coordinator | 15.22 |
| 24630 - Homemaker | 18.65 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.59 |
| 25040 - Sewage Plant Operator | 21.47 |
| 25070 - Stationary Engineer | 21.59 |
| 25190 - Ventilation Equipment Tender | 17.06 |
| 25210 - Water Treatment Plant Operator | 21.47 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.63 |
| 27007 - Baggage Inspector | 14.41 |
| 27008 - Corrections Officer | 20.63 |
| 27010 - Court Security Officer | 21.05 |
| 27030 - Detection Dog Handler | 18.64 |
| 27040 - Detention Officer | 20.63 |
| 27070 - Firefighter | 21.47 |
| 27101 - Guard I | 14.41 |
| 27102 - Guard II | 18.64 |
| 27131 - Police Officer I | 27.10 |
| 27132 - Police Officer II | 30.11 |

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|--|-------|
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.46 |
| 28042 - Carnival Equipment Repairer | 11.01 |
| 28043 - Carnival Equipment Worker | 8.72 |
| 28210 - Gate Attendant/Gate Tender | 13.37 |
| 28310 - Lifeguard | 11.70 |
| 28350 - Park Attendant (Aide) | 14.95 |
| 28510 - Recreation Aide/Health Facility Attendant | 14.52 |
| 28515 - Recreation Specialist | 18.42 |
| 28630 - Sports Official | 11.90 |
| 28690 - Swimming Pool Operator | 19.18 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.22 |
| 29020 - Hatch Tender | 20.22 |
| 29030 - Line Handler | 20.22 |
| 29041 - Stevedore I | 19.76 |
| 29042 - Stevedore II | 21.30 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.37 |
| 30022 - Archeological Technician II | 19.77 |
| 30023 - Archeological Technician III | 24.49 |
| 30030 - Cartographic Technician | 24.49 |
| 30040 - Civil Engineering Technician | 21.19 |
| 30061 - Drafter/CAD Operator I | 17.37 |
| 30062 - Drafter/CAD Operator II | 19.77 |
| 30063 - Drafter/CAD Operator III | 22.04 |
| 30064 - Drafter/CAD Operator IV | 27.11 |
| 30081 - Engineering Technician I | 16.66 |
| 30082 - Engineering Technician II | 18.71 |
| 30083 - Engineering Technician III | 20.96 |
| 30084 - Engineering Technician IV | 25.93 |
| 30085 - Engineering Technician V | 31.73 |
| 30086 - Engineering Technician VI | 38.36 |
| 30090 - Environmental Technician | 22.52 |
| 30210 - Laboratory Technician | 21.16 |
| 30240 - Mathematical Technician | 25.93 |
| 30361 - Paralegal/Legal Assistant I | 19.24 |
| 30362 - Paralegal/Legal Assistant II | 24.79 |
| 30363 - Paralegal/Legal Assistant III | 30.34 |
| 30364 - Paralegal/Legal Assistant IV | 36.70 |
| 30390 - Photo-Optics Technician | 25.93 |
| 30461 - Technical Writer I | 21.06 |
| 30462 - Technical Writer II | 25.76 |
| 30463 - Technical Writer III | 31.17 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 22.98 |
| 30621 - Weather Observer, Senior (see 2) | 25.53 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.70 |
| 31030 - Bus Driver | 20.47 |
| 31043 - Driver Courier | 15.44 |
| 31260 - Parking and Lot Attendant | 10.77 |
| 31290 - Shuttle Bus Driver | 15.39 |
| 31310 - Taxi Driver | 12.08 |
| 31361 - Truckdriver, Light | 14.95 |

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|---|-------|
| 31362 - Truckdriver, Medium | 19.55 |
| 31363 - Truckdriver, Heavy | 22.78 |
| 31364 - Truckdriver, Tractor-Trailer | 22.78 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.92 |
| 99050 - Desk Clerk | 11.53 |
| 99095 - Embalmer | 26.69 |
| 99251 - Laboratory Animal Caretaker I | 10.53 |
| 99252 - Laboratory Animal Caretaker II | 11.58 |
| 99310 - Mortician | 28.04 |
| 99410 - Pest Controller | 18.16 |
| 99510 - Photofinishing Worker | 13.47 |
| 99710 - Recycling Laborer | 19.48 |
| 99711 - Recycling Specialist | 21.25 |
| 99730 - Refuse Collector | 16.10 |
| 99810 - Sales Clerk | 13.11 |
| 99820 - School Crossing Guard | 11.18 |
| 99830 - Survey Party Chief | 21.38 |
| 99831 - Surveying Aide | 14.17 |
| 99832 - Surveying Technician | 19.46 |
| 99840 - Vending Machine Attendant | 14.81 |
| 99841 - Vending Machine Repairer | 16.91 |
| 99842 - Vending Machine Repairer Helper | 14.81 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2582
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin Counties of Milwaukee, Ozaukee, Racine, Walworth, Washington, Waukesha

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.81 |
| 01012 - Accounting Clerk II | | 15.51 |
| 01013 - Accounting Clerk III | | 17.91 |
| 01020 - Administrative Assistant | | 25.48 |
| 01040 - Court Reporter | | 19.27 |
| 01051 - Data Entry Operator I | | 12.06 |

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| 01052 - Data Entry Operator II | 13.16 |
| 01060 - Dispatcher, Motor Vehicle | 18.54 |
| 01070 - Document Preparation Clerk | 13.07 |
| 01090 - Duplicating Machine Operator | 13.07 |
| 01111 - General Clerk I | 12.45 |
| 01112 - General Clerk II | 13.58 |
| 01113 - General Clerk III | 15.24 |
| 01120 - Housing Referral Assistant | 19.28 |
| 01141 - Messenger Courier | 12.30 |
| 01191 - Order Clerk I | 11.37 |
| 01192 - Order Clerk II | 13.73 |
| 01261 - Personnel Assistant (Employment) I | 16.16 |
| 01262 - Personnel Assistant (Employment) II | 17.65 |
| 01263 - Personnel Assistant (Employment) III | 19.68 |
| 01270 - Production Control Clerk | 21.90 |
| 01280 - Receptionist | 13.77 |
| 01290 - Rental Clerk | 16.16 |
| 01300 - Scheduler, Maintenance | 15.45 |
| 01311 - Secretary I | 15.45 |
| 01312 - Secretary II | 17.29 |
| 01313 - Secretary III | 19.28 |
| 01320 - Service Order Dispatcher | 17.32 |
| 01410 - Supply Technician | 25.48 |
| 01420 - Survey Worker | 18.54 |
| 01531 - Travel Clerk I | 13.47 |
| 01532 - Travel Clerk II | 14.57 |
| 01533 - Travel Clerk III | 15.76 |
| 01611 - Word Processor I | 13.00 |
| 01612 - Word Processor II | 16.16 |
| 01613 - Word Processor III | 17.30 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.91 |
| 05010 - Automotive Electrician | 21.18 |
| 05040 - Automotive Glass Installer | 20.38 |
| 05070 - Automotive Worker | 20.38 |
| 05110 - Mobile Equipment Servicer | 18.76 |
| 05130 - Motor Equipment Metal Mechanic | 21.91 |
| 05160 - Motor Equipment Metal Worker | 20.71 |
| 05190 - Motor Vehicle Mechanic | 21.91 |
| 05220 - Motor Vehicle Mechanic Helper | 17.85 |
| 05250 - Motor Vehicle Upholstery Worker | 19.66 |
| 05280 - Motor Vehicle Wrecker | 20.38 |
| 05310 - Painter, Automotive | 21.18 |
| 05340 - Radiator Repair Specialist | 20.38 |
| 05370 - Tire Repairer | 16.09 |
| 05400 - Transmission Repair Specialist | 21.91 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.25 |
| 07041 - Cook I | 11.17 |
| 07042 - Cook II | 12.52 |
| 07070 - Dishwasher | 9.55 |
| 07130 - Food Service Worker | 9.55 |
| 07210 - Meat Cutter | 17.45 |
| 07260 - Waiter/Waitress | 9.30 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.47 |
| 09040 - Furniture Handler | 15.53 |
| 09080 - Furniture Refinisher | 20.68 |
| 09090 - Furniture Refinisher Helper | 17.44 |
| 09110 - Furniture Repairer, Minor | 19.20 |
| 09130 - Upholsterer | 20.68 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.17 |

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| 11060 - Elevator Operator | 10.90 |
| 11090 - Gardener | 17.48 |
| 11122 - Housekeeping Aide | 12.41 |
| 11150 - Janitor | 13.68 |
| 11210 - Laborer, Grounds Maintenance | 14.66 |
| 11240 - Maid or Houseman | 9.30 |
| 11260 - Pruner | 13.58 |
| 11270 - Tractor Operator | 14.72 |
| 11330 - Trail Maintenance Worker | 14.66 |
| 11360 - Window Cleaner | 14.76 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 19.09 |
| 12011 - Breath Alcohol Technician | 19.01 |
| 12012 - Certified Occupational Therapist Assistant | 20.21 |
| 12015 - Certified Physical Therapist Assistant | 20.02 |
| 12020 - Dental Assistant | 15.98 |
| 12025 - Dental Hygienist | 29.21 |
| 12030 - EKG Technician | 24.71 |
| 12035 - Electroneurodiagnostic Technologist | 24.71 |
| 12040 - Emergency Medical Technician | 19.09 |
| 12071 - Licensed Practical Nurse I | 18.41 |
| 12072 - Licensed Practical Nurse II | 20.59 |
| 12073 - Licensed Practical Nurse III | 22.96 |
| 12100 - Medical Assistant | 14.75 |
| 12130 - Medical Laboratory Technician | 16.74 |
| 12160 - Medical Record Clerk | 15.96 |
| 12190 - Medical Record Technician | 17.85 |
| 12195 - Medical Transcriptionist | 16.17 |
| 12210 - Nuclear Medicine Technologist | 33.75 |
| 12221 - Nursing Assistant I | 10.38 |
| 12222 - Nursing Assistant II | 11.67 |
| 12223 - Nursing Assistant III | 12.73 |
| 12224 - Nursing Assistant IV | 14.29 |
| 12235 - Optical Dispenser | 16.65 |
| 12236 - Optical Technician | 14.64 |
| 12250 - Pharmacy Technician | 13.49 |
| 12280 - Phlebotomist | 14.29 |
| 12305 - Radiologic Technologist | 25.22 |
| 12311 - Registered Nurse I | 25.22 |
| 12312 - Registered Nurse II | 30.83 |
| 12313 - Registered Nurse II, Specialist | 30.83 |
| 12314 - Registered Nurse III | 37.30 |
| 12315 - Registered Nurse III, Anesthetist | 37.30 |
| 12316 - Registered Nurse IV | 44.70 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.74 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.69 |
| 13012 - Exhibits Specialist II | 22.17 |
| 13013 - Exhibits Specialist III | 27.12 |
| 13041 - Illustrator I | 17.91 |
| 13042 - Illustrator II | 20.31 |
| 13043 - Illustrator III | 24.08 |
| 13047 - Librarian | 24.45 |
| 13050 - Library Aide/Clerk | 13.67 |
| 13054 - Library Information Technology Systems Administrator | 22.09 |
| 13058 - Library Technician | 15.51 |
| 13061 - Media Specialist I | 15.94 |
| 13062 - Media Specialist II | 19.05 |
| 13063 - Media Specialist III | 19.88 |
| 13071 - Photographer I | 15.83 |
| 13072 - Photographer II | 17.71 |
| 13073 - Photographer III | 21.94 |

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| 13074 - Photographer IV | 26.85 |
| 13075 - Photographer V | 32.48 |
| 13110 - Video Teleconference Technician | 15.46 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.24 |
| 14042 - Computer Operator II | 20.43 |
| 14043 - Computer Operator III | 22.80 |
| 14044 - Computer Operator IV | 25.35 |
| 14045 - Computer Operator V | 27.91 |
| 14071 - Computer Programmer I | 26.21 |
| 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 | 18.24 |
| 14160 - Personal Computer Support Technician | 25.35 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.39 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 39.07 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 44.48 |
| 15050 - Computer Based Training Specialist / Instructor | 33.39 |
| 15060 - Educational Technologist | 27.81 |
| 15070 - Flight Instructor (Pilot) | 44.48 |
| 15080 - Graphic Artist | 21.52 |
| 15090 - Technical Instructor | 19.14 |
| 15095 - Technical Instructor/Course Developer | 23.40 |
| 15110 - Test Proctor | 16.88 |
| 15120 - Tutor | 16.88 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.53 |
| 16030 - Counter Attendant | 9.53 |
| 16040 - Dry Cleaner | 12.42 |
| 16070 - Finisher, Flatwork, Machine | 9.53 |
| 16090 - Presser, Hand | 9.53 |
| 16110 - Presser, Machine, Drycleaning | 9.53 |
| 16130 - Presser, Machine, Shirts | 9.53 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.53 |
| 16190 - Sewing Machine Operator | 13.37 |
| 16220 - Tailor | 14.31 |
| 16250 - Washer, Machine | 10.54 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.94 |
| 19040 - Tool And Die Maker | 28.83 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.25 |
| 21030 - Material Coordinator | 21.90 |
| 21040 - Material Expediter | 21.90 |
| 21050 - Material Handling Laborer | 13.45 |
| 21071 - Order Filler | 13.31 |
| 21080 - Production Line Worker (Food Processing) | 18.25 |
| 21110 - Shipping Packer | 13.97 |
| 21130 - Shipping/Receiving Clerk | 13.97 |
| 21140 - Store Worker I | 14.36 |
| 21150 - Stock Clerk | 18.13 |
| 21210 - Tools And Parts Attendant | 18.25 |
| 21410 - Warehouse Specialist | 18.25 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.52 |
| 23021 - Aircraft Mechanic I | 21.45 |
| 23022 - Aircraft Mechanic II | 22.52 |
| 23023 - Aircraft Mechanic III | 23.64 |

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| 23040 - Aircraft Mechanic Helper | 16.82 |
| 23050 - Aircraft, Painter | 21.01 |
| 23060 - Aircraft Servicer | 18.74 |
| 23080 - Aircraft Worker | 19.60 |
| 23110 - Appliance Mechanic | 20.68 |
| 23120 - Bicycle Repairer | 16.09 |
| 23125 - Cable Splicer | 28.57 |
| 23130 - Carpenter, Maintenance | 23.83 |
| 23140 - Carpet Layer | 22.53 |
| 23160 - Electrician, Maintenance | 28.77 |
| 23181 - Electronics Technician Maintenance I | 21.81 |
| 23182 - Electronics Technician Maintenance II | 22.99 |
| 23183 - Electronics Technician Maintenance III | 24.27 |
| 23260 - Fabric Worker | 20.01 |
| 23290 - Fire Alarm System Mechanic | 22.95 |
| 23310 - Fire Extinguisher Repairer | 19.09 |
| 23311 - Fuel Distribution System Mechanic | 24.43 |
| 23312 - Fuel Distribution System Operator | 22.50 |
| 23370 - General Maintenance Worker | 18.76 |
| 23380 - Ground Support Equipment Mechanic | 21.45 |
| 23381 - Ground Support Equipment Servicer | 18.74 |
| 23382 - Ground Support Equipment Worker | 19.60 |
| 23391 - Gunsmith I | 19.09 |
| 23392 - Gunsmith II | 21.42 |
| 23393 - Gunsmith III | 23.83 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.27 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.43 |
| 23430 - Heavy Equipment Mechanic | 23.48 |
| 23440 - Heavy Equipment Operator | 25.39 |
| 23460 - Instrument Mechanic | 23.83 |
| 23465 - Laboratory/Shelter Mechanic | 22.58 |
| 23470 - Laborer | 12.88 |
| 23510 - Locksmith | 20.68 |
| 23530 - Machinery Maintenance Mechanic | 24.11 |
| 23550 - Machinist, Maintenance | 21.40 |
| 23580 - Maintenance Trades Helper | 17.44 |
| 23591 - Metrology Technician I | 23.83 |
| 23592 - Metrology Technician II | 24.97 |
| 23593 - Metrology Technician III | 26.17 |
| 23640 - Millwright | 29.95 |
| 23710 - Office Appliance Repairer | 19.98 |
| 23760 - Painter, Maintenance | 20.15 |
| 23790 - Pipefitter, Maintenance | 30.31 |
| 23810 - Plumber, Maintenance | 26.53 |
| 23820 - Pneudraulic Systems Mechanic | 23.83 |
| 23850 - Rigger | 23.83 |
| 23870 - Scale Mechanic | 21.42 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.35 |
| 23910 - Small Engine Mechanic | 19.90 |
| 23931 - Telecommunications Mechanic I | 23.28 |
| 23932 - Telecommunications Mechanic II | 24.98 |
| 23950 - Telephone Lineman | 22.17 |
| 23960 - Welder, Combination, Maintenance | 22.81 |
| 23965 - Well Driller | 23.83 |
| 23970 - Woodcraft Worker | 23.83 |
| 23980 - Woodworker | 18.32 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.68 |
| 24580 - Child Care Center Clerk | 17.09 |
| 24610 - Chore Aide | 10.34 |
| 24620 - Family Readiness And Support Services | 15.22 |

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|--|-------|
| Coordinator | |
| 24630 - Homemaker | 18.65 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.59 |
| 25040 - Sewage Plant Operator | 21.47 |
| 25070 - Stationary Engineer | 21.59 |
| 25190 - Ventilation Equipment Tender | 17.06 |
| 25210 - Water Treatment Plant Operator | 21.47 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.63 |
| 27007 - Baggage Inspector | 14.41 |
| 27008 - Corrections Officer | 20.63 |
| 27010 - Court Security Officer | 21.05 |
| 27030 - Detection Dog Handler | 18.64 |
| 27040 - Detention Officer | 20.63 |
| 27070 - Firefighter | 21.47 |
| 27101 - Guard I | 14.41 |
| 27102 - Guard II | 18.64 |
| 27131 - Police Officer I | 27.10 |
| 27132 - Police Officer II | 30.11 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.46 |
| 28042 - Carnival Equipment Repairer | 11.01 |
| 28043 - Carnival Equipment Worker | 8.72 |
| 28210 - Gate Attendant/Gate Tender | 13.37 |
| 28310 - Lifeguard | 11.70 |
| 28350 - Park Attendant (Aide) | 14.95 |
| 28510 - Recreation Aide/Health Facility Attendant | 14.52 |
| 28515 - Recreation Specialist | 18.42 |
| 28630 - Sports Official | 11.90 |
| 28690 - Swimming Pool Operator | 19.18 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.22 |
| 29020 - Hatch Tender | 20.22 |
| 29030 - Line Handler | 20.22 |
| 29041 - Stevedore I | 19.76 |
| 29042 - Stevedore II | 21.30 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.37 |
| 30022 - Archeological Technician II | 19.77 |
| 30023 - Archeological Technician III | 24.49 |
| 30030 - Cartographic Technician | 24.49 |
| 30040 - Civil Engineering Technician | 21.19 |
| 30061 - Drafter/CAD Operator I | 17.37 |
| 30062 - Drafter/CAD Operator II | 19.77 |
| 30063 - Drafter/CAD Operator III | 22.04 |
| 30064 - Drafter/CAD Operator IV | 27.11 |
| 30081 - Engineering Technician I | 16.66 |
| 30082 - Engineering Technician II | 18.71 |
| 30083 - Engineering Technician III | 20.96 |
| 30084 - Engineering Technician IV | 25.93 |
| 30085 - Engineering Technician V | 31.73 |
| 30086 - Engineering Technician VI | 38.36 |
| 30090 - Environmental Technician | 22.52 |
| 30210 - Laboratory Technician | 21.16 |
| 30240 - Mathematical Technician | 25.93 |
| 30361 - Paralegal/Legal Assistant I | 19.24 |
| 30362 - Paralegal/Legal Assistant II | 24.79 |
| 30363 - Paralegal/Legal Assistant III | 30.34 |
| 30364 - Paralegal/Legal Assistant IV | 36.70 |

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| 30390 - Photo-Optics Technician | 25.93 |
| 30461 - Technical Writer I | 21.06 |
| 30462 - Technical Writer II | 25.76 |
| 30463 - Technical Writer III | 31.17 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 22.98 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 25.53 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.70 |
| 31030 - Bus Driver | 20.47 |
| 31043 - Driver Courier | 15.44 |
| 31260 - Parking and Lot Attendant | 10.77 |
| 31290 - Shuttle Bus Driver | 15.39 |
| 31310 - Taxi Driver | 12.08 |
| 31361 - Truckdriver, Light | 14.95 |
| 31362 - Truckdriver, Medium | 19.55 |
| 31363 - Truckdriver, Heavy | 22.78 |
| 31364 - Truckdriver, Tractor-Trailer | 22.78 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.92 |
| 99050 - Desk Clerk | 11.53 |
| 99095 - Embalmer | 26.69 |
| 99251 - Laboratory Animal Caretaker I | 10.53 |
| 99252 - Laboratory Animal Caretaker II | 11.58 |
| 99310 - Mortician | 28.04 |
| 99410 - Pest Controller | 18.16 |
| 99510 - Photofinishing worker | 13.47 |
| 99710 - Recycling Laborer | 19.48 |
| 99711 - Recycling Specialist | 21.25 |
| 99730 - Refuse Collector | 16.10 |
| 99810 - Sales Clerk | 13.11 |
| 99820 - School Crossing Guard | 11.18 |
| 99830 - Survey Party Chief | 21.38 |
| 99831 - Surveying Aide | 14.17 |
| 99832 - Surveying Technician | 19.46 |
| 99840 - Vending Machine Attendant | 14.81 |
| 99841 - Vending Machine Repairer | 16.91 |
| 99842 - Vending Machine Repairer Helper | 14.81 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

| | | |
|---------------------------------|------------------------------------|-----------------------------------|
| WDS_Revision_Received_10.9.2014 | | Wage Determination No.: 2005-2587 |
| Diane C. Koplewski Director | Division of Wage Determinations | Revision No.: 13 |
| | | Date Of Last Revision: 07/25/2014 |
| States: Nebraska, Wyoming | | |

Area: Nebraska Counties of Banner, Box Butte, Cheyenne, Dawes, Deuel, Garden, Kimball, Morrill, Scotts Bluff, Sheridan, Sioux

Wyoming Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.55 |
| 01012 - Accounting Clerk II | | 14.87 |
| 01013 - Accounting Clerk III | | 15.75 |
| 01020 - Administrative Assistant | | 18.39 |
| 01040 - Court Reporter | | 14.85 |
| 01051 - Data Entry Operator I | | 11.31 |
| 01052 - Data Entry Operator II | | 12.34 |
| 01060 - Dispatcher, Motor Vehicle | | 17.94 |
| 01070 - Document Preparation Clerk | | 11.66 |
| 01090 - Duplicating Machine Operator | | 11.66 |
| 01111 - General Clerk I | | 11.59 |
| 01112 - General Clerk II | | 12.65 |
| 01113 - General Clerk III | | 14.20 |
| 01120 - Housing Referral Assistant | | 16.57 |
| 01141 - Messenger Courier | | 10.85 |
| 01191 - Order Clerk I | | 11.43 |
| 01192 - Order Clerk II | | 12.91 |
| 01261 - Personnel Assistant (Employment) I | | 14.90 |
| 01262 - Personnel Assistant (Employment) II | | 16.67 |
| 01263 - Personnel Assistant (Employment) III | | 18.59 |
| 01270 - Production Control Clerk | | 20.37 |
| 01280 - Receptionist | | 11.27 |
| 01290 - Rental Clerk | | 10.58 |
| 01300 - Scheduler, Maintenance | | 13.28 |
| 01311 - Secretary I | | 13.28 |
| 01312 - Secretary II | | 14.85 |
| 01313 - Secretary III | | 16.57 |
| 01320 - Service Order Dispatcher | | 17.94 |
| 01410 - Supply Technician | | 18.41 |
| 01420 - Survey Worker | | 11.90 |
| 01531 - Travel Clerk I | | 11.69 |
| 01532 - Travel Clerk II | | 12.40 |
| 01533 - Travel Clerk III | | 13.06 |
| 01611 - Word Processor I | | 11.61 |
| 01612 - Word Processor II | | 13.03 |
| 01613 - Word Processor III | | 14.57 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.71 |
| 05010 - Automotive Electrician | | 18.73 |
| 05040 - Automotive Glass Installer | | 17.73 |
| 05070 - Automotive Worker | | 17.73 |
| 05110 - Mobile Equipment Servicer | | 15.77 |
| 05130 - Motor Equipment Metal Mechanic | | 19.71 |
| 05160 - Motor Equipment Metal Worker | | 17.73 |

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| 05190 - Motor Vehicle Mechanic | 19.71 |
| 05220 - Motor Vehicle Mechanic Helper | 14.79 |
| 05250 - Motor Vehicle Upholstery Worker | 16.75 |
| 05280 - Motor Vehicle Wrecker | 17.73 |
| 05310 - Painter, Automotive | 18.73 |
| 05340 - Radiator Repair Specialist | 17.73 |
| 05370 - Tire Repairer | 15.09 |
| 05400 - Transmission Repair Specialist | 19.71 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.53 |
| 07041 - Cook I | 9.71 |
| 07042 - Cook II | 11.23 |
| 07070 - Dishwasher | 8.69 |
| 07130 - Food Service Worker | 10.01 |
| 07210 - Meat Cutter | 13.97 |
| 07260 - Waiter/Waitress | 8.30 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.97 |
| 09040 - Furniture Handler | 14.82 |
| 09080 - Furniture Refinisher | 20.97 |
| 09090 - Furniture Refinisher Helper | 16.12 |
| 09110 - Furniture Repairer, Minor | 18.25 |
| 09130 - Upholsterer | 20.97 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.77 |
| 11060 - Elevator Operator | 10.24 |
| 11090 - Gardener | 14.36 |
| 11122 - Housekeeping Aide | 9.67 |
| 11150 - Janitor | 11.96 |
| 11210 - Laborer, Grounds Maintenance | 13.56 |
| 11240 - Maid or Houseman | 9.46 |
| 11260 - Pruner | 12.43 |
| 11270 - Tractor Operator | 14.65 |
| 11330 - Trail Maintenance Worker | 13.56 |
| 11360 - Window Cleaner | 13.36 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.22 |
| 12011 - Breath Alcohol Technician | 16.63 |
| 12012 - Certified Occupational Therapist Assistant | 21.12 |
| 12015 - Certified Physical Therapist Assistant | 17.95 |
| 12020 - Dental Assistant | 13.90 |
| 12025 - Dental Hygienist | 27.78 |
| 12030 - EKG Technician | 25.73 |
| 12035 - Electroneurodiagnostic Technologist | 25.73 |
| 12040 - Emergency Medical Technician | 14.54 |
| 12071 - Licensed Practical Nurse I | 15.17 |
| 12072 - Licensed Practical Nurse II | 16.97 |
| 12073 - Licensed Practical Nurse III | 18.93 |
| 12100 - Medical Assistant | 12.89 |
| 12130 - Medical Laboratory Technician | 15.04 |
| 12160 - Medical Record Clerk | 13.75 |
| 12190 - Medical Record Technician | 16.08 |
| 12195 - Medical Transcriptionist | 14.40 |
| 12210 - Nuclear Medicine Technologist | 34.36 |
| 12221 - Nursing Assistant I | 11.54 |
| 12222 - Nursing Assistant II | 12.97 |
| 12223 - Nursing Assistant III | 14.15 |
| 12224 - Nursing Assistant IV | 15.88 |
| 12235 - Optical Dispenser | 13.95 |
| 12236 - Optical Technician | 15.17 |
| 12250 - Pharmacy Technician | 14.61 |
| 12280 - Phlebotomist | 15.88 |
| 12305 - Radiologic Technologist | 23.13 |

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| 12311 - Registered Nurse I | 22.82 |
| 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 | 40.47 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.66 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.16 |
| 13012 - Exhibits Specialist II | 20.03 |
| 13013 - Exhibits Specialist III | 24.50 |
| 13041 - Illustrator I | 15.78 |
| 13042 - Illustrator II | 19.11 |
| 13043 - Illustrator III | 25.27 |
| 13047 - Librarian | 22.17 |
| 13050 - Library Aide/Clerk | 11.54 |
| 13054 - Library Information Technology Systems Administrator | 20.03 |
| 13058 - Library Technician | 13.63 |
| 13061 - Media Specialist I | 14.18 |
| 13062 - Media Specialist II | 15.86 |
| 13063 - Media Specialist III | 17.69 |
| 13071 - Photographer I | 12.72 |
| 13072 - Photographer II | 14.71 |
| 13073 - Photographer III | 18.22 |
| 13074 - Photographer IV | 22.28 |
| 13075 - Photographer V | 26.96 |
| 13110 - Video Teleconference Technician | 17.07 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.42 |
| 14042 - Computer Operator II | 16.13 |
| 14043 - Computer Operator III | 17.99 |
| 14044 - Computer Operator IV | 19.99 |
| 14045 - Computer Operator V | 22.13 |
| 14071 - Computer Programmer I | (see 1) 20.17 |
| 14072 - Computer Programmer II | (see 1) 25.00 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 26.31 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.42 |
| 14160 - Personal Computer Support Technician | 21.37 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.31 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 30.38 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.04 |
| 15050 - Computer Based Training Specialist / Instructor | 26.31 |
| 15060 - Educational Technologist | 27.45 |
| 15070 - Flight Instructor (Pilot) | 35.04 |
| 15080 - Graphic Artist | 16.61 |
| 15090 - Technical Instructor | 18.90 |
| 15095 - Technical Instructor/Course Developer | 23.12 |
| 15110 - Test Proctor | 15.25 |
| 15120 - Tutor | 15.25 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.67 |
| 16030 - Counter Attendant | 8.68 |
| 16040 - Dry Cleaner | 11.01 |
| 16070 - Finisher, Flatwork, Machine | 8.67 |
| 16090 - Presser, Hand | 8.67 |
| 16110 - Presser, Machine, Drycleaning | 8.67 |
| 16130 - Presser, Machine, Shirts | 8.67 |

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| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.67 |
| 16190 - Sewing Machine Operator | 11.76 |
| 16220 - Tailor | 12.42 |
| 16250 - Washer, Machine | 9.44 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.65 |
| 19040 - Tool And Die Maker | 26.54 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.23 |
| 21030 - Material Coordinator | 20.37 |
| 21040 - Material Expediter | 20.37 |
| 21050 - Material Handling Laborer | 13.12 |
| 21071 - Order Filler | 12.58 |
| 21080 - Production Line Worker (Food Processing) | 17.23 |
| 21110 - Shipping Packer | 14.45 |
| 21130 - Shipping/Receiving Clerk | 14.45 |
| 21140 - Store Worker I | 11.07 |
| 21150 - Stock Clerk | 15.35 |
| 21210 - Tools And Parts Attendant | 17.23 |
| 21410 - Warehouse Specialist | 17.23 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.13 |
| 23021 - Aircraft Mechanic I | 21.90 |
| 23022 - Aircraft Mechanic II | 23.13 |
| 23023 - Aircraft Mechanic III | 24.47 |
| 23040 - Aircraft Mechanic Helper | 16.44 |
| 23050 - Aircraft, Painter | 20.81 |
| 23060 - Aircraft Servicer | 18.61 |
| 23080 - Aircraft Worker | 19.70 |
| 23110 - Appliance Mechanic | 18.55 |
| 23120 - Bicycle Repairer | 15.09 |
| 23125 - Cable Splicer | 28.14 |
| 23130 - Carpenter, Maintenance | 19.62 |
| 23140 - Carpet Layer | 19.32 |
| 23160 - Electrician, Maintenance | 23.31 |
| 23181 - Electronics Technician Maintenance I | 24.08 |
| 23182 - Electronics Technician Maintenance II | 25.74 |
| 23183 - Electronics Technician Maintenance III | 27.36 |
| 23260 - Fabric Worker | 18.25 |
| 23290 - Fire Alarm System Mechanic | 23.58 |
| 23310 - Fire Extinguisher Repairer | 16.93 |
| 23311 - Fuel Distribution System Mechanic | 24.66 |
| 23312 - Fuel Distribution System Operator | 18.68 |
| 23370 - General Maintenance Worker | 18.95 |
| 23380 - Ground Support Equipment Mechanic | 21.90 |
| 23381 - Ground Support Equipment Servicer | 18.61 |
| 23382 - Ground Support Equipment Worker | 19.70 |
| 23391 - Gunsmith I | 16.93 |
| 23392 - Gunsmith II | 19.57 |
| 23393 - Gunsmith III | 22.35 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.52 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.99 |
| 23430 - Heavy Equipment Mechanic | 22.18 |
| 23440 - Heavy Equipment Operator | 20.71 |
| 23460 - Instrument Mechanic | 24.49 |
| 23465 - Laboratory/Shelter Mechanic | 20.97 |
| 23470 - Laborer | 13.12 |
| 23510 - Locksmith | 19.47 |
| 23530 - Machinery Maintenance Mechanic | 26.53 |
| 23550 - Machinist, Maintenance | 19.80 |
| 23580 - Maintenance Trades Helper | 14.65 |

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| 23591 - Metrology Technician I | 24.49 |
| 23592 - Metrology Technician II | 29.83 |
| 23593 - Metrology Technician III | 31.47 |
| 23640 - Millwright | 26.91 |
| 23710 - Office Appliance Repairer | 18.55 |
| 23760 - Painter, Maintenance | 18.55 |
| 23790 - Pipefitter, Maintenance | 21.73 |
| 23810 - Plumber, Maintenance | 20.40 |
| 23820 - Pneudraulic Systems Mechanic | 22.35 |
| 23850 - Rigger | 23.98 |
| 23870 - Scale Mechanic | 19.57 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.52 |
| 23910 - Small Engine Mechanic | 17.56 |
| 23931 - Telecommunications Mechanic I | 26.93 |
| 23932 - Telecommunications Mechanic II | 28.26 |
| 23950 - Telephone Lineman | 21.47 |
| 23960 - welder, Combination, Maintenance | 22.45 |
| 23965 - well Driller | 19.52 |
| 23970 - Woodcraft Worker | 22.35 |
| 23980 - Woodworker | 16.93 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.96 |
| 24580 - Child Care Center Clerk | 12.43 |
| 24610 - Chore Aide | 10.69 |
| 24620 - Family Readiness And Support Services Coordinator | 12.67 |
| 24630 - Homemaker | 13.45 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 28.14 |
| 25040 - Sewage Plant Operator | 21.79 |
| 25070 - Stationary Engineer | 28.14 |
| 25190 - Ventilation Equipment Tender | 19.61 |
| 25210 - Water Treatment Plant Operator | 21.79 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.62 |
| 27007 - Baggage Inspector | 12.42 |
| 27008 - Corrections Officer | 18.96 |
| 27010 - Court Security Officer | 22.37 |
| 27030 - Detection Dog Handler | 15.45 |
| 27040 - Detention Officer | 18.96 |
| 27070 - Firefighter | 22.79 |
| 27101 - Guard I | 12.42 |
| 27102 - Guard II | 15.45 |
| 27131 - Police Officer I | 22.45 |
| 27132 - Police Officer II | 24.95 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.87 |
| 28042 - Carnival Equipment Repairer | 12.60 |
| 28043 - Carnival Equipment Worker | 10.26 |
| 28210 - Gate Attendant/Gate Tender | 15.21 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 17.01 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.42 |
| 28515 - Recreation Specialist | 15.39 |
| 28630 - Sports Official | 13.55 |
| 28690 - Swimming Pool Operator | 17.04 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.77 |
| 29020 - Hatch Tender | 22.77 |
| 29030 - Line Handler | 22.77 |
| 29041 - Stevedore I | 19.27 |
| 29042 - Stevedore II | 24.65 |
| 30000 - Technical Occupations | |

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| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.88 |
| 30022 - Archeological Technician II | 17.76 |
| 30023 - Archeological Technician III | 22.01 |
| 30030 - Cartographic Technician | 22.01 |
| 30040 - Civil Engineering Technician | 22.50 |
| 30061 - Drafter/CAD Operator I | 15.88 |
| 30062 - Drafter/CAD Operator II | 17.76 |
| 30063 - Drafter/CAD Operator III | 19.81 |
| 30064 - Drafter/CAD Operator IV | 24.37 |
| 30081 - Engineering Technician I | 14.32 |
| 30082 - Engineering Technician II | 16.61 |
| 30083 - Engineering Technician III | 17.97 |
| 30084 - Engineering Technician IV | 22.27 |
| 30085 - Engineering Technician V | 27.24 |
| 30086 - Engineering Technician VI | 32.82 |
| 30090 - Environmental Technician | 19.19 |
| 30210 - Laboratory Technician | 18.06 |
| 30240 - Mathematical Technician | 20.55 |
| 30361 - Paralegal/Legal Assistant I | 16.02 |
| 30362 - Paralegal/Legal Assistant II | 19.84 |
| 30363 - Paralegal/Legal Assistant III | 24.27 |
| 30364 - Paralegal/Legal Assistant IV | 29.37 |
| 30390 - Photo-Optics Technician | 22.01 |
| 30461 - Technical Writer I | 22.00 |
| 30462 - Technical Writer II | 26.91 |
| 30463 - Technical Writer III | 32.57 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 19.49 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 22.01 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.08 |
| 31030 - Bus Driver | 14.37 |
| 31043 - Driver Courier | 13.40 |
| 31260 - Parking and Lot Attendant | 9.94 |
| 31290 - Shuttle Bus Driver | 14.56 |
| 31310 - Taxi Driver | 10.89 |
| 31361 - Truckdriver, Light | 14.56 |
| 31362 - Truckdriver, Medium | 16.08 |
| 31363 - Truckdriver, Heavy | 18.86 |
| 31364 - Truckdriver, Tractor-Trailer | 18.86 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.13 |
| 99050 - Desk Clerk | 9.52 |
| 99095 - Embalmer | 25.64 |
| 99251 - Laboratory Animal Caretaker I | 9.77 |
| 99252 - Laboratory Animal Caretaker II | 10.62 |
| 99310 - Mortician | 25.64 |
| 99410 - Pest Controller | 15.38 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 16.96 |
| 99711 - Recycling Specialist | 20.53 |
| 99730 - Refuse Collector | 15.23 |
| 99810 - Sales Clerk | 11.34 |
| 99820 - School Crossing Guard | 13.79 |
| 99830 - Survey Party Chief | 19.67 |

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| 99831 - Surveying Aide | 14.38 |
| 99832 - Surveying Technician | 17.85 |
| 99840 - Vending Machine Attendant | 10.47 |
| 99841 - Vending Machine Repairer | 13.16 |
| 99842 - Vending Machine Repairer Helper | 10.61 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials

which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2588
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: Nebraska, Wyoming

Area: Nebraska Counties of Banner, Box Butte, Cheyenne, Dawes, Deuel, Garden, Kimball, Morrill, Scotts Bluff, Sheridan, Sioux

Wyoming Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.55 |
| 01012 - Accounting Clerk II | | 14.87 |
| 01013 - Accounting Clerk III | | 15.75 |
| 01020 - Administrative Assistant | | 18.39 |
| 01040 - Court Reporter | | 14.85 |
| 01051 - Data Entry Operator I | | 11.31 |
| 01052 - Data Entry Operator II | | 12.34 |
| 01060 - Dispatcher, Motor Vehicle | | 17.94 |
| 01070 - Document Preparation Clerk | | 11.66 |
| 01090 - Duplicating Machine Operator | | 11.66 |
| 01111 - General Clerk I | | 11.59 |
| 01112 - General Clerk II | | 12.65 |
| 01113 - General Clerk III | | 14.20 |
| 01120 - Housing Referral Assistant | | 16.57 |
| 01141 - Messenger Courier | | 10.85 |
| 01191 - Order Clerk I | | 11.43 |
| 01192 - Order Clerk II | | 12.91 |
| 01261 - Personnel Assistant (Employment) I | | 14.90 |
| 01262 - Personnel Assistant (Employment) II | | 16.67 |
| 01263 - Personnel Assistant (Employment) III | | 18.59 |
| 01270 - Production Control Clerk | | 20.37 |
| 01280 - Receptionist | | 11.27 |

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| 01290 - Rental Clerk | 10.58 |
| 01300 - Scheduler, Maintenance | 13.28 |
| 01311 - Secretary I | 13.28 |
| 01312 - Secretary II | 14.85 |
| 01313 - Secretary III | 16.57 |
| 01320 - Service Order Dispatcher | 17.94 |
| 01410 - Supply Technician | 18.41 |
| 01420 - Survey Worker | 11.90 |
| 01531 - Travel Clerk I | 11.69 |
| 01532 - Travel Clerk II | 12.40 |
| 01533 - Travel Clerk III | 13.06 |
| 01611 - Word Processor I | 11.61 |
| 01612 - Word Processor II | 13.03 |
| 01613 - Word Processor III | 14.57 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.71 |
| 05010 - Automotive Electrician | 18.73 |
| 05040 - Automotive Glass Installer | 17.73 |
| 05070 - Automotive Worker | 17.73 |
| 05110 - Mobile Equipment Servicer | 15.77 |
| 05130 - Motor Equipment Metal Mechanic | 19.71 |
| 05160 - Motor Equipment Metal Worker | 17.73 |
| 05190 - Motor Vehicle Mechanic | 19.71 |
| 05220 - Motor Vehicle Mechanic Helper | 14.79 |
| 05250 - Motor Vehicle Upholstery Worker | 16.75 |
| 05280 - Motor Vehicle Wrecker | 17.73 |
| 05310 - Painter, Automotive | 18.73 |
| 05340 - Radiator Repair Specialist | 17.73 |
| 05370 - Tire Repairer | 15.09 |
| 05400 - Transmission Repair Specialist | 19.71 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.53 |
| 07041 - Cook I | 9.71 |
| 07042 - Cook II | 11.23 |
| 07070 - Dishwasher | 8.69 |
| 07130 - Food Service Worker | 10.01 |
| 07210 - Meat Cutter | 13.97 |
| 07260 - Waiter/Waitress | 8.30 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.97 |
| 09040 - Furniture Handler | 14.82 |
| 09080 - Furniture Refinisher | 20.97 |
| 09090 - Furniture Refinisher Helper | 16.12 |
| 09110 - Furniture Repairer, Minor | 18.25 |
| 09130 - Upholsterer | 20.97 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.77 |
| 11060 - Elevator Operator | 10.24 |
| 11090 - Gardener | 14.36 |
| 11122 - Housekeeping Aide | 9.67 |
| 11150 - Janitor | 11.96 |
| 11210 - Laborer, Grounds Maintenance | 13.56 |
| 11240 - Maid or Houseman | 9.46 |
| 11260 - Pruner | 12.43 |
| 11270 - Tractor Operator | 14.65 |
| 11330 - Trail Maintenance Worker | 13.56 |
| 11360 - Window Cleaner | 13.36 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.22 |
| 12011 - Breath Alcohol Technician | 16.63 |
| 12012 - Certified Occupational Therapist Assistant | 21.12 |
| 12015 - Certified Physical Therapist Assistant | 17.95 |
| 12020 - Dental Assistant | 13.90 |

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| 12025 - Dental Hygienist | 27.78 |
| 12030 - EKG Technician | 25.73 |
| 12035 - Electroneurodiagnostic Technologist | 25.73 |
| 12040 - Emergency Medical Technician | 14.54 |
| 12071 - Licensed Practical Nurse I | 15.17 |
| 12072 - Licensed Practical Nurse II | 16.97 |
| 12073 - Licensed Practical Nurse III | 18.93 |
| 12100 - Medical Assistant | 12.89 |
| 12130 - Medical Laboratory Technician | 15.04 |
| 12160 - Medical Record Clerk | 13.75 |
| 12190 - Medical Record Technician | 16.08 |
| 12195 - Medical Transcriptionist | 14.40 |
| 12210 - Nuclear Medicine Technologist | 34.36 |
| 12221 - Nursing Assistant I | 11.54 |
| 12222 - Nursing Assistant II | 12.97 |
| 12223 - Nursing Assistant III | 14.15 |
| 12224 - Nursing Assistant IV | 15.88 |
| 12235 - Optical Dispenser | 13.95 |
| 12236 - Optical Technician | 15.17 |
| 12250 - Pharmacy Technician | 14.61 |
| 12280 - Phlebotomist | 15.88 |
| 12305 - Radiologic Technologist | 23.13 |
| 12311 - Registered Nurse I | 22.82 |
| 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 | 40.47 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.66 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.16 |
| 13012 - Exhibits Specialist II | 20.03 |
| 13013 - Exhibits Specialist III | 24.50 |
| 13041 - Illustrator I | 15.78 |
| 13042 - Illustrator II | 19.11 |
| 13043 - Illustrator III | 25.27 |
| 13047 - Librarian | 22.17 |
| 13050 - Library Aide/Clerk | 11.54 |
| 13054 - Library Information Technology Systems Administrator | 20.03 |
| 13058 - Library Technician | 13.63 |
| 13061 - Media Specialist I | 14.18 |
| 13062 - Media Specialist II | 15.86 |
| 13063 - Media Specialist III | 17.69 |
| 13071 - Photographer I | 12.72 |
| 13072 - Photographer II | 14.71 |
| 13073 - Photographer III | 18.22 |
| 13074 - Photographer IV | 22.28 |
| 13075 - Photographer V | 26.96 |
| 13110 - Video Teleconference Technician | 17.07 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.42 |
| 14042 - Computer Operator II | 16.13 |
| 14043 - Computer Operator III | 17.99 |
| 14044 - Computer Operator IV | 19.99 |
| 14045 - Computer Operator V | 22.13 |
| 14071 - Computer Programmer I | (see 1) 20.17 |
| 14072 - Computer Programmer II | (see 1) 25.00 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 26.31 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |

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| 14150 - Peripheral Equipment Operator | 14.42 |
| 14160 - Personal Computer Support Technician | 21.37 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.31 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 30.38 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.04 |
| 15050 - Computer Based Training Specialist / Instructor | 26.31 |
| 15060 - Educational Technologist | 27.45 |
| 15070 - Flight Instructor (Pilot) | 35.04 |
| 15080 - Graphic Artist | 16.61 |
| 15090 - Technical Instructor | 18.90 |
| 15095 - Technical Instructor/Course Developer | 23.12 |
| 15110 - Test Proctor | 15.25 |
| 15120 - Tutor | 15.25 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.67 |
| 16030 - Counter Attendant | 8.68 |
| 16040 - Dry Cleaner | 11.01 |
| 16070 - Finisher, Flatwork, Machine | 8.67 |
| 16090 - Presser, Hand | 8.67 |
| 16110 - Presser, Machine, Drycleaning | 8.67 |
| 16130 - Presser, Machine, Shirts | 8.67 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.67 |
| 16190 - Sewing Machine Operator | 11.76 |
| 16220 - Tailor | 12.42 |
| 16250 - Washer, Machine | 9.44 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.65 |
| 19040 - Tool And Die Maker | 26.54 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.23 |
| 21030 - Material Coordinator | 20.37 |
| 21040 - Material Expediter | 20.37 |
| 21050 - Material Handling Laborer | 13.12 |
| 21071 - Order Filler | 12.58 |
| 21080 - Production Line Worker (Food Processing) | 17.23 |
| 21110 - Shipping Packer | 14.45 |
| 21130 - Shipping/Receiving Clerk | 14.45 |
| 21140 - Store Worker I | 11.07 |
| 21150 - Stock Clerk | 15.35 |
| 21210 - Tools And Parts Attendant | 17.23 |
| 21410 - Warehouse Specialist | 17.23 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.13 |
| 23021 - Aircraft Mechanic I | 21.90 |
| 23022 - Aircraft Mechanic II | 23.13 |
| 23023 - Aircraft Mechanic III | 24.47 |
| 23040 - Aircraft Mechanic Helper | 16.44 |
| 23050 - Aircraft, Painter | 20.81 |
| 23060 - Aircraft Servicer | 18.61 |
| 23080 - Aircraft Worker | 19.70 |
| 23110 - Appliance Mechanic | 18.55 |
| 23120 - Bicycle Repairer | 15.09 |
| 23125 - Cable Splicer | 28.14 |
| 23130 - Carpenter, Maintenance | 19.62 |
| 23140 - Carpet Layer | 19.32 |
| 23160 - Electrician, Maintenance | 23.31 |
| 23181 - Electronics Technician Maintenance I | 24.08 |
| 23182 - Electronics Technician Maintenance II | 25.74 |
| 23183 - Electronics Technician Maintenance III | 27.36 |
| 23260 - Fabric Worker | 18.25 |
| 23290 - Fire Alarm System Mechanic | 23.58 |
| 23310 - Fire Extinguisher Repairer | 16.93 |

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| 23311 - Fuel Distribution System Mechanic | 24.66 |
| 23312 - Fuel Distribution System Operator | 18.68 |
| 23370 - General Maintenance Worker | 18.95 |
| 23380 - Ground Support Equipment Mechanic | 21.90 |
| 23381 - Ground Support Equipment Servicer | 18.61 |
| 23382 - Ground Support Equipment Worker | 19.70 |
| 23391 - Gunsmith I | 16.93 |
| 23392 - Gunsmith II | 19.57 |
| 23393 - Gunsmith III | 22.35 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.52 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.99 |
| 23430 - Heavy Equipment Mechanic | 22.18 |
| 23440 - Heavy Equipment Operator | 20.71 |
| 23460 - Instrument Mechanic | 24.49 |
| 23465 - Laboratory/Shelter Mechanic | 20.97 |
| 23470 - Laborer | 13.12 |
| 23510 - Locksmith | 19.47 |
| 23530 - Machinery Maintenance Mechanic | 26.53 |
| 23550 - Machinist, Maintenance | 19.80 |
| 23580 - Maintenance Trades Helper | 14.65 |
| 23591 - Metrology Technician I | 24.49 |
| 23592 - Metrology Technician II | 29.83 |
| 23593 - Metrology Technician III | 31.47 |
| 23640 - Millwright | 26.91 |
| 23710 - Office Appliance Repairer | 18.55 |
| 23760 - Painter, Maintenance | 18.55 |
| 23790 - Pipefitter, Maintenance | 21.73 |
| 23810 - Plumber, Maintenance | 20.40 |
| 23820 - Pneudraulic Systems Mechanic | 22.35 |
| 23850 - Rigger | 23.98 |
| 23870 - Scale Mechanic | 19.57 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.52 |
| 23910 - Small Engine Mechanic | 17.56 |
| 23931 - Telecommunications Mechanic I | 26.93 |
| 23932 - Telecommunications Mechanic II | 28.26 |
| 23950 - Telephone Lineman | 21.47 |
| 23960 - Welder, Combination, Maintenance | 22.45 |
| 23965 - Well Driller | 19.52 |
| 23970 - Woodcraft Worker | 22.35 |
| 23980 - Woodworker | 16.93 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.96 |
| 24580 - Child Care Center Clerk | 12.43 |
| 24610 - Chore Aide | 10.69 |
| 24620 - Family Readiness And Support Services Coordinator | 12.67 |
| 24630 - Homemaker | 13.45 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 28.14 |
| 25040 - Sewage Plant Operator | 21.79 |
| 25070 - Stationary Engineer | 28.14 |
| 25190 - Ventilation Equipment Tender | 19.61 |
| 25210 - Water Treatment Plant Operator | 21.79 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.62 |
| 27007 - Baggage Inspector | 12.42 |
| 27008 - Corrections Officer | 18.96 |
| 27010 - Court Security Officer | 22.37 |
| 27030 - Detection Dog Handler | 15.45 |
| 27040 - Detention Officer | 18.96 |
| 27070 - Firefighter | 22.79 |

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|--|-------|
| 27101 - Guard I | 12.42 |
| 27102 - Guard II | 15.45 |
| 27131 - Police Officer I | 22.45 |
| 27132 - Police Officer II | 24.95 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.87 |
| 28042 - Carnival Equipment Repairer | 12.60 |
| 28043 - Carnival Equipment Worker | 10.26 |
| 28210 - Gate Attendant/Gate Tender | 15.21 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 17.01 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.42 |
| 28515 - Recreation Specialist | 15.39 |
| 28630 - Sports Official | 13.55 |
| 28690 - Swimming Pool Operator | 17.04 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.77 |
| 29020 - Hatch Tender | 22.77 |
| 29030 - Line Handler | 22.77 |
| 29041 - Stevedore I | 19.27 |
| 29042 - Stevedore II | 24.65 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.88 |
| 30022 - Archeological Technician II | 17.76 |
| 30023 - Archeological Technician III | 22.01 |
| 30030 - Cartographic Technician | 22.01 |
| 30040 - Civil Engineering Technician | 22.50 |
| 30061 - Drafter/CAD Operator I | 15.88 |
| 30062 - Drafter/CAD Operator II | 17.76 |
| 30063 - Drafter/CAD Operator III | 19.81 |
| 30064 - Drafter/CAD Operator IV | 24.37 |
| 30081 - Engineering Technician I | 14.32 |
| 30082 - Engineering Technician II | 16.61 |
| 30083 - Engineering Technician III | 17.97 |
| 30084 - Engineering Technician IV | 22.27 |
| 30085 - Engineering Technician V | 27.24 |
| 30086 - Engineering Technician VI | 32.82 |
| 30090 - Environmental Technician | 19.19 |
| 30210 - Laboratory Technician | 18.06 |
| 30240 - Mathematical Technician | 20.55 |
| 30361 - Paralegal/Legal Assistant I | 16.02 |
| 30362 - Paralegal/Legal Assistant II | 19.84 |
| 30363 - Paralegal/Legal Assistant III | 24.27 |
| 30364 - Paralegal/Legal Assistant IV | 29.37 |
| 30390 - Photo-Optics Technician | 22.01 |
| 30461 - Technical Writer I | 22.00 |
| 30462 - Technical Writer II | 26.91 |
| 30463 - Technical Writer III | 32.57 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 19.49 |
| 30621 - Weather Observer, Senior (see 2) | 22.01 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.08 |
| 31030 - Bus Driver | 14.37 |
| 31043 - Driver Courier | 13.40 |

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| 31260 - Parking and Lot Attendant | 9.94 |
| 31290 - Shuttle Bus Driver | 14.56 |
| 31310 - Taxi Driver | 10.89 |
| 31361 - Truckdriver, Light | 14.56 |
| 31362 - Truckdriver, Medium | 16.08 |
| 31363 - Truckdriver, Heavy | 18.86 |
| 31364 - Truckdriver, Tractor-Trailer | 18.86 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.13 |
| 99050 - Desk Clerk | 9.52 |
| 99095 - Embalmer | 25.64 |
| 99251 - Laboratory Animal Caretaker I | 9.77 |
| 99252 - Laboratory Animal Caretaker II | 10.62 |
| 99310 - Mortician | 25.64 |
| 99410 - Pest Controller | 15.38 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 16.96 |
| 99711 - Recycling Specialist | 20.53 |
| 99730 - Refuse Collector | 15.23 |
| 99810 - Sales Clerk | 11.34 |
| 99820 - School Crossing Guard | 13.79 |
| 99830 - Survey Party Chief | 19.67 |
| 99831 - Surveying Aide | 14.38 |
| 99832 - Surveying Technician | 17.85 |
| 99840 - Vending Machine Attendant | 10.47 |
| 99841 - Vending Machine Repairer | 13.16 |
| 99842 - Vending Machine Repairer Helper | 10.61 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3003
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin County of Kenosha

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

01000 - Administrative Support And Clerical Occupations

| | |
|--|-------|
| 01011 - Accounting Clerk I | 17.25 |
| 01012 - Accounting Clerk II | 19.37 |
| 01013 - Accounting Clerk III | 21.66 |
| 01020 - Administrative Assistant | 28.01 |
| 01040 - Court Reporter | 20.25 |
| 01051 - Data Entry Operator I | 14.81 |
| 01052 - Data Entry Operator II | 16.15 |
| 01060 - Dispatcher, Motor Vehicle | 22.93 |
| 01070 - Document Preparation Clerk | 13.67 |
| 01090 - Duplicating Machine Operator | 13.67 |
| 01111 - General Clerk I | 12.73 |
| 01112 - General Clerk II | 13.89 |
| 01113 - General Clerk III | 16.34 |
| 01120 - Housing Referral Assistant | 22.12 |
| 01141 - Messenger Courier | 11.93 |
| 01191 - Order Clerk I | 15.99 |
| 01192 - Order Clerk II | 17.58 |
| 01261 - Personnel Assistant (Employment) I | 17.84 |
| 01262 - Personnel Assistant (Employment) II | 19.95 |
| 01263 - Personnel Assistant (Employment) III | 22.24 |
| 01270 - Production Control Clerk | 21.43 |
| 01280 - Receptionist | 13.53 |
| 01290 - Rental Clerk | 17.41 |
| 01300 - Scheduler, Maintenance | 18.36 |
| 01311 - Secretary I | 18.36 |
| 01312 - Secretary II | 19.84 |
| 01313 - Secretary III | 22.12 |
| 01320 - Service Order Dispatcher | 21.04 |
| 01410 - Supply Technician | 28.01 |
| 01420 - Survey Worker | 19.19 |
| 01531 - Travel Clerk I | 13.20 |
| 01532 - Travel Clerk II | 14.27 |
| 01533 - Travel Clerk III | 15.44 |
| 01611 - Word Processor I | 15.50 |
| 01612 - Word Processor II | 17.41 |
| 01613 - Word Processor III | 19.47 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 24.52 |
| 05010 - Automotive Electrician | 25.16 |
| 05040 - Automotive Glass Installer | 23.16 |
| 05070 - Automotive Worker | 24.21 |
| 05110 - Mobile Equipment Servicer | 22.29 |
| 05130 - Motor Equipment Metal Mechanic | 28.64 |
| 05160 - Motor Equipment Metal Worker | 24.21 |
| 05190 - Motor Vehicle Mechanic | 28.63 |
| 05220 - Motor Vehicle Mechanic Helper | 19.29 |
| 05250 - Motor Vehicle Upholstery Worker | 21.34 |
| 05280 - Motor Vehicle Wrecker | 22.01 |
| 05310 - Painter, Automotive | 22.87 |
| 05340 - Radiator Repair Specialist | 22.01 |
| 05370 - Tire Repairer | 16.09 |
| 05400 - Transmission Repair Specialist | 28.64 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.85 |
| 07041 - Cook I | 13.34 |
| 07042 - Cook II | 15.03 |
| 07070 - Dishwasher | 10.19 |
| 07130 - Food Service Worker | 10.52 |
| 07210 - Meat Cutter | 18.66 |
| 07260 - Waiter/Waitress | 9.89 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.74 |
| 09040 - Furniture Handler | 15.34 |

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| 09080 - Furniture Refinisher | 20.42 |
| 09090 - Furniture Refinisher Helper | 17.22 |
| 09110 - Furniture Repairer, Minor | 18.96 |
| 09130 - Upholsterer | 20.42 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.10 |
| 11060 - Elevator Operator | 12.10 |
| 11090 - Gardener | 15.23 |
| 11122 - Housekeeping Aide | 12.75 |
| 11150 - Janitor | 12.75 |
| 11210 - Laborer, Grounds Maintenance | 13.50 |
| 11240 - Maid or Houseman | 12.11 |
| 11260 - Pruner | 12.35 |
| 11270 - Tractor Operator | 14.51 |
| 11330 - Trail Maintenance Worker | 13.50 |
| 11360 - Window Cleaner | 13.03 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.39 |
| 12011 - Breath Alcohol Technician | 18.40 |
| 12012 - Certified Occupational Therapist Assistant | 24.95 |
| 12015 - Certified Physical Therapist Assistant | 24.61 |
| 12020 - Dental Assistant | 15.74 |
| 12025 - Dental Hygienist | 34.27 |
| 12030 - EKG Technician | 26.94 |
| 12035 - Electroneurodiagnostic Technologist | 26.94 |
| 12040 - Emergency Medical Technician | 17.39 |
| 12071 - Licensed Practical Nurse I | 18.53 |
| 12072 - Licensed Practical Nurse II | 20.72 |
| 12073 - Licensed Practical Nurse III | 23.10 |
| 12100 - Medical Assistant | 15.83 |
| 12130 - Medical Laboratory Technician | 19.40 |
| 12160 - Medical Record Clerk | 16.98 |
| 12190 - Medical Record Technician | 18.38 |
| 12195 - Medical Transcriptionist | 17.07 |
| 12210 - Nuclear Medicine Technologist | 34.34 |
| 12221 - Nursing Assistant I | 11.40 |
| 12222 - Nursing Assistant II | 12.82 |
| 12223 - Nursing Assistant III | 13.99 |
| 12224 - Nursing Assistant IV | 15.71 |
| 12235 - Optical Dispenser | 15.59 |
| 12236 - Optical Technician | 17.48 |
| 12250 - Pharmacy Technician | 15.58 |
| 12280 - Phlebotomist | 15.71 |
| 12305 - Radiologic Technologist | 31.10 |
| 12311 - Registered Nurse I | 29.17 |
| 12312 - Registered Nurse II | 32.57 |
| 12313 - Registered Nurse II, Specialist | 32.57 |
| 12314 - Registered Nurse III | 38.43 |
| 12315 - Registered Nurse III, Anesthetist | 38.43 |
| 12316 - Registered Nurse IV | 46.07 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.53 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.51 |
| 13012 - Exhibits Specialist II | 26.56 |
| 13013 - Exhibits Specialist III | 32.46 |
| 13041 - Illustrator I | 21.63 |
| 13042 - Illustrator II | 26.57 |
| 13043 - Illustrator III | 32.62 |
| 13047 - Librarian | 33.32 |
| 13050 - Library Aide/Clerk | 14.14 |
| 13054 - Library Information Technology Systems Administrator | 31.44 |
| 13058 - Library Technician | 17.76 |

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| 13061 - Media Specialist I | 21.16 |
| 13062 - Media Specialist II | 23.66 |
| 13063 - Media Specialist III | 26.39 |
| 13071 - Photographer I | 18.50 |
| 13072 - Photographer II | 20.70 |
| 13073 - Photographer III | 25.64 |
| 13074 - Photographer IV | 31.35 |
| 13075 - Photographer V | 37.94 |
| 13110 - Video Teleconference Technician | 17.89 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.11 |
| 14042 - Computer Operator II | 20.25 |
| 14043 - Computer Operator III | 22.58 |
| 14044 - Computer Operator IV | 25.09 |
| 14045 - Computer Operator V | 27.79 |
| 14071 - Computer Programmer I | (see 1) 25.49 |
| 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 | 18.11 |
| 14160 - Personal Computer Support Technician | 25.09 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.22 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 41.82 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 46.94 |
| 15050 - Computer Based Training Specialist / Instructor | 36.22 |
| 15060 - Educational Technologist | 30.14 |
| 15070 - Flight Instructor (Pilot) | 46.94 |
| 15080 - Graphic Artist | 26.41 |
| 15090 - Technical Instructor | 27.45 |
| 15095 - Technical Instructor/Course Developer | 26.88 |
| 15110 - Test Proctor | 17.84 |
| 15120 - Tutor | 17.74 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.53 |
| 16030 - Counter Attendant | 9.53 |
| 16040 - Dry Cleaner | 12.42 |
| 16070 - Finisher, Flatwork, Machine | 9.53 |
| 16090 - Presser, Hand | 9.53 |
| 16110 - Presser, Machine, Drycleaning | 9.53 |
| 16130 - Presser, Machine, Shirts | 9.53 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.53 |
| 16190 - Sewing Machine Operator | 13.37 |
| 16220 - Tailor | 14.31 |
| 16250 - Washer, Machine | 10.54 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.75 |
| 19040 - Tool And Die Maker | 28.57 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.49 |
| 21030 - Material Coordinator | 21.74 |
| 21040 - Material Expediter | 21.74 |
| 21050 - Material Handling Laborer | 17.17 |
| 21071 - Order Filler | 13.80 |
| 21080 - Production Line Worker (Food Processing) | 16.49 |
| 21110 - Shipping Packer | 16.36 |
| 21130 - Shipping/Receiving Clerk | 16.36 |
| 21140 - Store Worker I | 13.87 |
| 21150 - Stock Clerk | 18.17 |
| 21210 - Tools And Parts Attendant | 16.49 |

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| 21410 - Warehouse Specialist | 16.59 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.96 |
| 23021 - Aircraft Mechanic I | 28.13 |
| 23022 - Aircraft Mechanic II | 29.96 |
| 23023 - Aircraft Mechanic III | 31.40 |
| 23040 - Aircraft Mechanic Helper | 20.38 |
| 23050 - Aircraft, Painter | 25.50 |
| 23060 - Aircraft Servicer | 23.85 |
| 23080 - Aircraft Worker | 25.02 |
| 23110 - Appliance Mechanic | 23.19 |
| 23120 - Bicycle Repairer | 16.09 |
| 23125 - Cable Splicer | 27.69 |
| 23130 - Carpenter, Maintenance | 31.86 |
| 23140 - Carpet Layer | 29.49 |
| 23160 - Electrician, Maintenance | 34.00 |
| 23181 - Electronics Technician Maintenance I | 26.30 |
| 23182 - Electronics Technician Maintenance II | 27.75 |
| 23183 - Electronics Technician Maintenance III | 29.24 |
| 23260 - Fabric Worker | 22.50 |
| 23290 - Fire Alarm System Mechanic | 24.80 |
| 23310 - Fire Extinguisher Repairer | 21.36 |
| 23311 - Fuel Distribution System Mechanic | 27.14 |
| 23312 - Fuel Distribution System Operator | 21.66 |
| 23370 - General Maintenance Worker | 23.74 |
| 23380 - Ground Support Equipment Mechanic | 28.13 |
| 23381 - Ground Support Equipment Servicer | 23.85 |
| 23382 - Ground Support Equipment Worker | 25.02 |
| 23391 - Gunsmith I | 21.36 |
| 23392 - Gunsmith II | 24.07 |
| 23393 - Gunsmith III | 26.76 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.18 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.46 |
| 23430 - Heavy Equipment Mechanic | 28.00 |
| 23440 - Heavy Equipment Operator | 35.02 |
| 23460 - Instrument Mechanic | 24.82 |
| 23465 - Laboratory/Shelter Mechanic | 25.18 |
| 23470 - Laborer | 13.71 |
| 23510 - Locksmith | 23.57 |
| 23530 - Machinery Maintenance Mechanic | 23.74 |
| 23550 - Machinist, Maintenance | 27.46 |
| 23580 - Maintenance Trades Helper | 18.31 |
| 23591 - Metrology Technician I | 24.82 |
| 23592 - Metrology Technician II | 26.08 |
| 23593 - Metrology Technician III | 28.51 |
| 23640 - Millwright | 28.64 |
| 23710 - Office Appliance Repairer | 23.57 |
| 23760 - Painter, Maintenance | 23.57 |
| 23790 - Pipefitter, Maintenance | 31.00 |
| 23810 - Plumber, Maintenance | 28.39 |
| 23820 - Pneudraulic Systems Mechanic | 26.76 |
| 23850 - Rigger | 28.51 |
| 23870 - Scale Mechanic | 24.07 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.21 |
| 23910 - Small Engine Mechanic | 21.10 |
| 23931 - Telecommunications Mechanic I | 27.78 |
| 23932 - Telecommunications Mechanic II | 30.87 |
| 23950 - Telephone Lineman | 26.00 |
| 23960 - Welder, Combination, Maintenance | 20.42 |
| 23965 - Well Driller | 26.00 |
| 23970 - Woodcraft Worker | 26.76 |

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| 23980 - Woodworker | 20.80 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.53 |
| 24580 - Child Care Center Clerk | 14.36 |
| 24610 - Chore Aide | 9.53 |
| 24620 - Family Readiness And Support Services Coordinator | 16.09 |
| 24630 - Homemaker | 17.56 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 30.80 |
| 25040 - Sewage Plant Operator | 27.75 |
| 25070 - Stationary Engineer | 30.80 |
| 25190 - Ventilation Equipment Tender | 23.04 |
| 25210 - Water Treatment Plant Operator | 27.75 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 21.57 |
| 27007 - Baggage Inspector | 12.10 |
| 27008 - Corrections Officer | 28.69 |
| 27010 - Court Security Officer | 28.69 |
| 27030 - Detection Dog Handler | 16.99 |
| 27040 - Detention Officer | 28.69 |
| 27070 - Firefighter | 27.04 |
| 27101 - Guard I | 12.10 |
| 27102 - Guard II | 16.99 |
| 27131 - Police Officer I | 30.33 |
| 27132 - Police Officer II | 33.11 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.72 |
| 28042 - Carnival Equipment Repairer | 13.48 |
| 28043 - Carnival Equipment Worker | 10.02 |
| 28210 - Gate Attendant/Gate Tender | 16.44 |
| 28310 - Lifeguard | 13.10 |
| 28350 - Park Attendant (Aide) | 18.37 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.81 |
| 28515 - Recreation Specialist | 19.46 |
| 28630 - Sports Official | 14.64 |
| 28690 - Swimming Pool Operator | 16.58 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.68 |
| 29020 - Hatch Tender | 24.68 |
| 29030 - Line Handler | 24.68 |
| 29041 - Stevedore I | 23.32 |
| 29042 - Stevedore II | 26.05 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.20 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.03 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.77 |
| 30021 - Archeological Technician I | 17.92 |
| 30022 - Archeological Technician II | 20.81 |
| 30023 - Archeological Technician III | 24.84 |
| 30030 - Cartographic Technician | 26.33 |
| 30040 - Civil Engineering Technician | 25.64 |
| 30061 - Drafter/CAD Operator I | 18.09 |
| 30062 - Drafter/CAD Operator II | 20.81 |
| 30063 - Drafter/CAD Operator III | 21.99 |
| 30064 - Drafter/CAD Operator IV | 28.96 |
| 30081 - Engineering Technician I | 18.16 |
| 30082 - Engineering Technician II | 20.39 |
| 30083 - Engineering Technician III | 22.81 |
| 30084 - Engineering Technician IV | 28.26 |
| 30085 - Engineering Technician V | 34.56 |
| 30086 - Engineering Technician VI | 45.66 |
| 30090 - Environmental Technician | 23.93 |

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|---|---------------|
| 30210 - Laboratory Technician | 22.13 |
| 30240 - Mathematical Technician | 26.13 |
| 30361 - Paralegal/Legal Assistant I | 20.60 |
| 30362 - Paralegal/Legal Assistant II | 26.08 |
| 30363 - Paralegal/Legal Assistant III | 31.89 |
| 30364 - Paralegal/Legal Assistant IV | 38.59 |
| 30390 - Photo-Optics Technician | 26.33 |
| 30461 - Technical Writer I | 27.48 |
| 30462 - Technical Writer II | 33.60 |
| 30463 - Technical Writer III | 40.66 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.91 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.14 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.13 |
| 30494 - Unexploded (UXO) Safety Escort | 24.91 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.91 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 21.99 |
| 30621 - Weather Observer, Senior | (see 2) 24.44 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 17.27 |
| 31030 - Bus Driver | 22.93 |
| 31043 - Driver Courier | 18.78 |
| 31260 - Parking and Lot Attendant | 11.21 |
| 31290 - Shuttle Bus Driver | 17.30 |
| 31310 - Taxi Driver | 12.55 |
| 31361 - Truckdriver, Light | 17.30 |
| 31362 - Truckdriver, Medium | 22.69 |
| 31363 - Truckdriver, Heavy | 24.00 |
| 31364 - Truckdriver, Tractor-Trailer | 24.00 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.94 |
| 99050 - Desk Clerk | 12.28 |
| 99095 - Embalmer | 24.84 |
| 99251 - Laboratory Animal Caretaker I | 11.56 |
| 99252 - Laboratory Animal Caretaker II | 12.72 |
| 99310 - Mortician | 33.52 |
| 99410 - Pest Controller | 17.55 |
| 99510 - Photofinishing worker | 14.41 |
| 99710 - Recycling Laborer | 17.42 |
| 99711 - Recycling Specialist | 20.04 |
| 99730 - Refuse Collector | 16.29 |
| 99810 - Sales Clerk | 13.81 |
| 99820 - School Crossing Guard | 13.99 |
| 99830 - Survey Party Chief | 25.47 |
| 99831 - Surveying Aide | 15.15 |
| 99832 - Surveying Technician | 20.76 |
| 99840 - Vending Machine Attendant | 14.57 |
| 99841 - Vending Machine Repairer | 16.63 |
| 99842 - Vending Machine Repairer Helper | 14.57 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3004
Revision No.: 15
Date of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin County of Kenosha

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.25 |
| 01012 - Accounting Clerk II | | 19.37 |
| 01013 - Accounting Clerk III | | 21.66 |
| 01020 - Administrative Assistant | | 28.01 |
| 01040 - Court Reporter | | 20.25 |

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|--|-------|
| 01051 - Data Entry Operator I | 14.81 |
| 01052 - Data Entry Operator II | 16.15 |
| 01060 - Dispatcher, Motor Vehicle | 22.93 |
| 01070 - Document Preparation Clerk | 13.67 |
| 01090 - Duplicating Machine Operator | 13.67 |
| 01111 - General Clerk I | 12.73 |
| 01112 - General Clerk II | 13.89 |
| 01113 - General Clerk III | 16.34 |
| 01120 - Housing Referral Assistant | 22.12 |
| 01141 - Messenger Courier | 11.93 |
| 01191 - Order Clerk I | 15.99 |
| 01192 - Order Clerk II | 17.58 |
| 01261 - Personnel Assistant (Employment) I | 17.84 |
| 01262 - Personnel Assistant (Employment) II | 19.95 |
| 01263 - Personnel Assistant (Employment) III | 22.24 |
| 01270 - Production Control Clerk | 21.43 |
| 01280 - Receptionist | 13.53 |
| 01290 - Rental Clerk | 17.41 |
| 01300 - Scheduler, Maintenance | 18.36 |
| 01311 - Secretary I | 18.36 |
| 01312 - Secretary II | 19.84 |
| 01313 - Secretary III | 22.12 |
| 01320 - Service Order Dispatcher | 21.04 |
| 01410 - Supply Technician | 28.01 |
| 01420 - Survey Worker | 19.19 |
| 01531 - Travel Clerk I | 13.20 |
| 01532 - Travel Clerk II | 14.27 |
| 01533 - Travel Clerk III | 15.44 |
| 01611 - Word Processor I | 15.50 |
| 01612 - Word Processor II | 17.41 |
| 01613 - Word Processor III | 19.47 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 24.52 |
| 05010 - Automotive Electrician | 25.16 |
| 05040 - Automotive Glass Installer | 23.16 |
| 05070 - Automotive Worker | 24.21 |
| 05110 - Mobile Equipment Servicer | 22.29 |
| 05130 - Motor Equipment Metal Mechanic | 28.64 |
| 05160 - Motor Equipment Metal Worker | 24.21 |
| 05190 - Motor Vehicle Mechanic | 28.63 |
| 05220 - Motor Vehicle Mechanic Helper | 19.29 |
| 05250 - Motor Vehicle Upholstery Worker | 21.34 |
| 05280 - Motor Vehicle Wrecker | 22.01 |
| 05310 - Painter, Automotive | 22.87 |
| 05340 - Radiator Repair Specialist | 22.01 |
| 05370 - Tire Repairer | 16.09 |
| 05400 - Transmission Repair Specialist | 28.64 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.85 |
| 07041 - Cook I | 13.34 |
| 07042 - Cook II | 15.03 |
| 07070 - Dishwasher | 10.19 |
| 07130 - Food Service Worker | 10.52 |
| 07210 - Meat Cutter | 18.66 |
| 07260 - Waiter/Waitress | 9.89 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.74 |
| 09040 - Furniture Handler | 15.34 |
| 09080 - Furniture Refinisher | 20.42 |
| 09090 - Furniture Refinisher Helper | 17.22 |
| 09110 - Furniture Repairer, Minor | 18.96 |
| 09130 - Upholsterer | 20.42 |
| 11000 - General Services And Support Occupations | |

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| 11030 - Cleaner, Vehicles | 12.10 |
| 11060 - Elevator Operator | 12.10 |
| 11090 - Gardener | 15.23 |
| 11122 - Housekeeping Aide | 12.75 |
| 11150 - Janitor | 12.75 |
| 11210 - Laborer, Grounds Maintenance | 13.50 |
| 11240 - Maid or Houseman | 12.11 |
| 11260 - Pruner | 12.35 |
| 11270 - Tractor Operator | 14.51 |
| 11330 - Trail Maintenance Worker | 13.50 |
| 11360 - Window Cleaner | 13.03 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.39 |
| 12011 - Breath Alcohol Technician | 18.40 |
| 12012 - Certified Occupational Therapist Assistant | 24.95 |
| 12015 - Certified Physical Therapist Assistant | 24.61 |
| 12020 - Dental Assistant | 15.74 |
| 12025 - Dental Hygienist | 34.27 |
| 12030 - EKG Technician | 26.94 |
| 12035 - Electroneurodiagnostic Technologist | 26.94 |
| 12040 - Emergency Medical Technician | 17.39 |
| 12071 - Licensed Practical Nurse I | 18.53 |
| 12072 - Licensed Practical Nurse II | 20.72 |
| 12073 - Licensed Practical Nurse III | 23.10 |
| 12100 - Medical Assistant | 15.83 |
| 12130 - Medical Laboratory Technician | 19.40 |
| 12160 - Medical Record Clerk | 16.98 |
| 12190 - Medical Record Technician | 18.38 |
| 12195 - Medical Transcriptionist | 17.07 |
| 12210 - Nuclear Medicine Technologist | 34.34 |
| 12221 - Nursing Assistant I | 11.40 |
| 12222 - Nursing Assistant II | 12.82 |
| 12223 - Nursing Assistant III | 13.99 |
| 12224 - Nursing Assistant IV | 15.71 |
| 12235 - Optical Dispenser | 15.59 |
| 12236 - Optical Technician | 17.48 |
| 12250 - Pharmacy Technician | 15.58 |
| 12280 - Phlebotomist | 15.71 |
| 12305 - Radiologic Technologist | 31.10 |
| 12311 - Registered Nurse I | 29.17 |
| 12312 - Registered Nurse II | 32.57 |
| 12313 - Registered Nurse II, Specialist | 32.57 |
| 12314 - Registered Nurse III | 38.43 |
| 12315 - Registered Nurse III, Anesthetist | 38.43 |
| 12316 - Registered Nurse IV | 46.07 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.53 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.51 |
| 13012 - Exhibits Specialist II | 26.56 |
| 13013 - Exhibits Specialist III | 32.46 |
| 13041 - Illustrator I | 21.63 |
| 13042 - Illustrator II | 26.57 |
| 13043 - Illustrator III | 32.62 |
| 13047 - Librarian | 33.32 |
| 13050 - Library Aide/Clerk | 14.14 |
| 13054 - Library Information Technology Systems Administrator | 31.44 |
| 13058 - Library Technician | 17.76 |
| 13061 - Media Specialist I | 21.16 |
| 13062 - Media Specialist II | 23.66 |
| 13063 - Media Specialist III | 26.39 |
| 13071 - Photographer I | 18.50 |
| 13072 - Photographer II | 20.70 |

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| 13073 - Photographer III | 25.64 |
| 13074 - Photographer IV | 31.35 |
| 13075 - Photographer V | 37.94 |
| 13110 - Video Teleconference Technician | 17.89 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.11 |
| 14042 - Computer Operator II | 20.25 |
| 14043 - Computer Operator III | 22.58 |
| 14044 - Computer Operator IV | 25.09 |
| 14045 - Computer Operator V | 27.79 |
| 14071 - Computer Programmer I | (see 1) 25.49 |
| 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 | 18.11 |
| 14160 - Personal Computer Support Technician | 25.09 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.22 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 41.82 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 46.94 |
| 15050 - Computer Based Training Specialist / Instructor | 36.22 |
| 15060 - Educational Technologist | 30.14 |
| 15070 - Flight Instructor (Pilot) | 46.94 |
| 15080 - Graphic Artist | 26.41 |
| 15090 - Technical Instructor | 27.45 |
| 15095 - Technical Instructor/Course Developer | 26.88 |
| 15110 - Test Proctor | 17.84 |
| 15120 - Tutor | 17.74 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.53 |
| 16030 - Counter Attendant | 9.53 |
| 16040 - Dry Cleaner | 12.42 |
| 16070 - Finisher, Flatwork, Machine | 9.53 |
| 16090 - Presser, Hand | 9.53 |
| 16110 - Presser, Machine, Drycleaning | 9.53 |
| 16130 - Presser, Machine, Shirts | 9.53 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.53 |
| 16190 - Sewing Machine Operator | 13.37 |
| 16220 - Tailor | 14.31 |
| 16250 - Washer, Machine | 10.54 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.75 |
| 19040 - Tool And Die Maker | 28.57 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.49 |
| 21030 - Material Coordinator | 21.74 |
| 21040 - Material Expediter | 21.74 |
| 21050 - Material Handling Laborer | 17.17 |
| 21071 - Order Filler | 13.80 |
| 21080 - Production Line Worker (Food Processing) | 16.49 |
| 21110 - Shipping Packer | 16.36 |
| 21130 - Shipping/Receiving Clerk | 16.36 |
| 21140 - Store Worker I | 13.87 |
| 21150 - Stock Clerk | 18.17 |
| 21210 - Tools And Parts Attendant | 16.49 |
| 21410 - Warehouse Specialist | 16.59 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 29.96 |
| 23021 - Aircraft Mechanic I | 28.13 |
| 23022 - Aircraft Mechanic II | 29.96 |

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| 23023 - Aircraft Mechanic III | 31.40 |
| 23040 - Aircraft Mechanic Helper | 20.38 |
| 23050 - Aircraft, Painter | 25.50 |
| 23060 - Aircraft Servicer | 23.85 |
| 23080 - Aircraft Worker | 25.02 |
| 23110 - Appliance Mechanic | 23.19 |
| 23120 - Bicycle Repairer | 16.09 |
| 23125 - Cable Splicer | 27.69 |
| 23130 - Carpenter, Maintenance | 31.86 |
| 23140 - Carpet Layer | 29.49 |
| 23160 - Electrician, Maintenance | 34.00 |
| 23181 - Electronics Technician Maintenance I | 26.30 |
| 23182 - Electronics Technician Maintenance II | 27.75 |
| 23183 - Electronics Technician Maintenance III | 29.24 |
| 23260 - Fabric Worker | 22.50 |
| 23290 - Fire Alarm System Mechanic | 24.80 |
| 23310 - Fire Extinguisher Repairer | 21.36 |
| 23311 - Fuel Distribution System Mechanic | 27.14 |
| 23312 - Fuel Distribution System Operator | 21.66 |
| 23370 - General Maintenance Worker | 23.74 |
| 23380 - Ground Support Equipment Mechanic | 28.13 |
| 23381 - Ground Support Equipment Servicer | 23.85 |
| 23382 - Ground Support Equipment Worker | 25.02 |
| 23391 - Gunsmith I | 21.36 |
| 23392 - Gunsmith II | 24.07 |
| 23393 - Gunsmith III | 26.76 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.18 |
| 23411 - Heating, Ventilation And Air Contditiioning Mechanic (Research Facility) | 26.46 |
| 23430 - Heavy Equipment Mechanic | 28.00 |
| 23440 - Heavy Equipment Operator | 35.02 |
| 23460 - Instrument Mechanic | 24.82 |
| 23465 - Laboratory/Shelter Mechanic | 25.18 |
| 23470 - Laborer | 13.71 |
| 23510 - Locksmith | 23.57 |
| 23530 - Machinery Maintenance Mechanic | 23.74 |
| 23550 - Machinist, Maintenance | 27.46 |
| 23580 - Maintenance Trades Helper | 18.31 |
| 23591 - Metrology Technician I | 24.82 |
| 23592 - Metrology Technician II | 26.08 |
| 23593 - Metrology Technician III | 28.51 |
| 23640 - Millwright | 28.64 |
| 23710 - Office Appliance Repairer | 23.57 |
| 23760 - Painter, Maintenance | 23.57 |
| 23790 - Pipefitter, Maintenance | 31.00 |
| 23810 - Plumber, Maintenance | 28.39 |
| 23820 - Pneudraulic Systems Mechanic | 26.76 |
| 23850 - Rigger | 28.51 |
| 23870 - Scale Mechanic | 24.07 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.21 |
| 23910 - Small Engine Mechanic | 21.10 |
| 23931 - Telecommunications Mechanic I | 27.78 |
| 23932 - Telecommunications Mechanic II | 30.87 |
| 23950 - Telephone Lineman | 26.00 |
| 23960 - Welder, Combination, Maintenance | 20.42 |
| 23965 - Well Driller | 26.00 |
| 23970 - Woodcraft Worker | 26.76 |
| 23980 - Woodworker | 20.80 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.53 |
| 24580 - Child Care Center Clerk | 14.36 |
| 24610 - Chore Aide | 9.53 |

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| 24620 - Family Readiness And Support Services Coordinator | 16.09 |
| 24630 - Homemaker | 17.56 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 30.80 |
| 25040 - Sewage Plant Operator | 27.75 |
| 25070 - Stationary Engineer | 30.80 |
| 25190 - Ventilation Equipment Tender | 23.04 |
| 25210 - Water Treatment Plant Operator | 27.75 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 21.57 |
| 27007 - Baggage Inspector | 12.10 |
| 27008 - Corrections Officer | 28.69 |
| 27010 - Court Security Officer | 28.69 |
| 27030 - Detection Dog Handler | 16.99 |
| 27040 - Detention Officer | 28.69 |
| 27070 - Firefighter | 27.04 |
| 27101 - Guard I | 12.10 |
| 27102 - Guard II | 16.99 |
| 27131 - Police Officer I | 30.33 |
| 27132 - Police Officer II | 33.11 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.72 |
| 28042 - Carnival Equipment Repairer | 13.48 |
| 28043 - Carnival Equipment Worker | 10.02 |
| 28210 - Gate Attendant/Gate Tender | 16.44 |
| 28310 - Lifeguard | 13.10 |
| 28350 - Park Attendant (Aide) | 18.37 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.81 |
| 28515 - Recreation Specialist | 19.46 |
| 28630 - Sports Official | 14.64 |
| 28690 - Swimming Pool Operator | 16.58 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.68 |
| 29020 - Hatch Tender | 24.68 |
| 29030 - Line Handler | 24.68 |
| 29041 - Stevedore I | 23.32 |
| 29042 - Stevedore II | 26.05 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.20 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.03 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.77 |
| 30021 - Archeological Technician I | 17.92 |
| 30022 - Archeological Technician II | 20.81 |
| 30023 - Archeological Technician III | 24.84 |
| 30030 - Cartographic Technician | 26.33 |
| 30040 - Civil Engineering Technician | 25.64 |
| 30061 - Drafter/CAD Operator I | 18.09 |
| 30062 - Drafter/CAD Operator II | 20.81 |
| 30063 - Drafter/CAD Operator III | 21.99 |
| 30064 - Drafter/CAD Operator IV | 28.96 |
| 30081 - Engineering Technician I | 18.16 |
| 30082 - Engineering Technician II | 20.39 |
| 30083 - Engineering Technician III | 22.81 |
| 30084 - Engineering Technician IV | 28.26 |
| 30085 - Engineering Technician V | 34.56 |
| 30086 - Engineering Technician VI | 45.66 |
| 30090 - Environmental Technician | 23.93 |
| 30210 - Laboratory Technician | 22.13 |
| 30240 - Mathematical Technician | 26.13 |
| 30361 - Paralegal/Legal Assistant I | 20.60 |
| 30362 - Paralegal/Legal Assistant II | 26.08 |
| 30363 - Paralegal/Legal Assistant III | 31.89 |

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| 30364 - Paralegal/Legal Assistant IV | 38.59 |
| 30390 - Photo-Optics Technician | 26.33 |
| 30461 - Technical Writer I | 27.48 |
| 30462 - Technical Writer II | 33.60 |
| 30463 - Technical Writer III | 40.66 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.91 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.14 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.13 |
| 30494 - Unexploded (UXO) Safety Escort | 24.91 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.91 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 21.99 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 24.44 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 17.27 |
| 31030 - Bus Driver | 22.93 |
| 31043 - Driver Courier | 18.78 |
| 31260 - Parking and Lot Attendant | 11.21 |
| 31290 - Shuttle Bus Driver | 17.30 |
| 31310 - Taxi Driver | 12.55 |
| 31361 - Truckdriver, Light | 17.30 |
| 31362 - Truckdriver, Medium | 22.69 |
| 31363 - Truckdriver, Heavy | 24.00 |
| 31364 - Truckdriver, Tractor-Trailer | 24.00 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.94 |
| 99050 - Desk Clerk | 12.28 |
| 99095 - Embalmer | 24.84 |
| 99251 - Laboratory Animal Caretaker I | 11.56 |
| 99252 - Laboratory Animal Caretaker II | 12.72 |
| 99310 - Mortician | 33.52 |
| 99410 - Pest Controller | 17.55 |
| 99510 - Photofinishing Worker | 14.41 |
| 99710 - Recycling Laborer | 17.42 |
| 99711 - Recycling Specialist | 20.04 |
| 99730 - Refuse Collector | 16.29 |
| 99810 - Sales Clerk | 13.81 |
| 99820 - School Crossing Guard | 13.99 |
| 99830 - Survey Party Chief | 25.47 |
| 99831 - Surveying Aide | 15.15 |
| 99832 - Surveying Technician | 20.76 |
| 99840 - Vending Machine Attendant | 14.57 |
| 99841 - Vending Machine Repairer | 16.63 |
| 99842 - Vending Machine Repairer Helper | 14.57 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans.
Minimum employer contributions costing an average of \$4.02 per hour computed on the

basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski
DirectorDivision of
Wage DeterminationsWage Determination No.: 2005-3005
Revision No.: 13
Date of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Boone, Ogle, Stephenson, Winnebago

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.71 |
| 01012 - Accounting Clerk II | | 15.39 |
| 01013 - Accounting Clerk III | | 17.85 |
| 01020 - Administrative Assistant | | 22.42 |
| 01040 - Court Reporter | | 18.08 |
| 01051 - Data Entry Operator I | | 11.46 |
| 01052 - Data Entry Operator II | | 13.07 |
| 01060 - Dispatcher, Motor Vehicle | | 18.34 |
| 01070 - Document Preparation Clerk | | 12.11 |
| 01090 - Duplicating Machine Operator | | 12.11 |
| 01111 - General Clerk I | | 12.62 |
| 01112 - General Clerk II | | 14.36 |
| 01113 - General Clerk III | | 16.85 |
| 01120 - Housing Referral Assistant | | 20.17 |
| 01141 - Messenger Courier | | 10.20 |
| 01191 - Order Clerk I | | 13.76 |
| 01192 - Order Clerk II | | 16.86 |
| 01261 - Personnel Assistant (Employment) I | | 15.77 |
| 01262 - Personnel Assistant (Employment) II | | 18.63 |
| 01263 - Personnel Assistant (Employment) III | | 20.16 |
| 01270 - Production Control Clerk | | 19.88 |
| 01280 - Receptionist | | 12.89 |
| 01290 - Rental Clerk | | 13.56 |
| 01300 - Scheduler, Maintenance | | 16.17 |
| 01311 - Secretary I | | 16.17 |
| 01312 - Secretary II | | 18.11 |
| 01313 - Secretary III | | 20.17 |
| 01320 - Service Order Dispatcher | | 16.90 |
| 01410 - Supply Technician | | 22.42 |
| 01420 - Survey Worker | | 18.11 |
| 01531 - Travel Clerk I | | 13.14 |
| 01532 - Travel Clerk II | | 14.20 |
| 01533 - Travel Clerk III | | 15.37 |
| 01611 - Word Processor I | | 12.08 |
| 01612 - Word Processor II | | 14.56 |
| 01613 - Word Processor III | | 17.73 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.08 |
| 05010 - Automotive Electrician | | 19.74 |
| 05040 - Automotive Glass Installer | | 20.14 |
| 05070 - Automotive Worker | | 20.14 |
| 05110 - Mobile Equipment Servicer | | 18.22 |
| 05130 - Motor Equipment Metal Mechanic | | 22.08 |
| 05160 - Motor Equipment Metal Worker | | 20.14 |
| 05190 - Motor Vehicle Mechanic | | 22.08 |
| 05220 - Motor Vehicle Mechanic Helper | | 17.23 |

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| 05250 - Motor Vehicle Upholstery Worker | 19.19 |
| 05280 - Motor Vehicle Wrecker | 20.14 |
| 05310 - Painter, Automotive | 21.12 |
| 05340 - Radiator Repair Specialist | 20.14 |
| 05370 - Tire Repairer | 15.92 |
| 05400 - Transmission Repair Specialist | 22.08 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.06 |
| 07041 - Cook I | 11.95 |
| 07042 - Cook II | 13.06 |
| 07070 - Dishwasher | 9.73 |
| 07130 - Food Service Worker | 9.25 |
| 07210 - Meat Cutter | 14.81 |
| 07260 - Waiter/Waitress | 9.96 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.10 |
| 09040 - Furniture Handler | 15.38 |
| 09080 - Furniture Refinisher | 21.24 |
| 09090 - Furniture Refinisher Helper | 17.34 |
| 09110 - Furniture Repairer, Minor | 19.31 |
| 09130 - Upholsterer | 21.24 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.20 |
| 11060 - Elevator Operator | 11.70 |
| 11090 - Gardener | 13.69 |
| 11122 - Housekeeping Aide | 10.78 |
| 11150 - Janitor | 11.45 |
| 11210 - Laborer, Grounds Maintenance | 11.41 |
| 11240 - Maid or Houseman | 9.38 |
| 11260 - Pruner | 10.95 |
| 11270 - Tractor Operator | 12.78 |
| 11330 - Trail Maintenance Worker | 11.41 |
| 11360 - Window Cleaner | 12.33 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.38 |
| 12011 - Breath Alcohol Technician | 18.16 |
| 12012 - Certified Occupational Therapist Assistant | 22.54 |
| 12015 - Certified Physical Therapist Assistant | 20.49 |
| 12020 - Dental Assistant | 15.50 |
| 12025 - Dental Hygienist | 29.89 |
| 12030 - EKG Technician | 27.15 |
| 12035 - Electroneurodiagnostic Technologist | 27.15 |
| 12040 - Emergency Medical Technician | 16.38 |
| 12071 - Licensed Practical Nurse I | 16.23 |
| 12072 - Licensed Practical Nurse II | 18.16 |
| 12073 - Licensed Practical Nurse III | 20.25 |
| 12100 - Medical Assistant | 14.63 |
| 12130 - Medical Laboratory Technician | 17.08 |
| 12160 - Medical Record Clerk | 13.59 |
| 12190 - Medical Record Technician | 15.55 |
| 12195 - Medical Transcriptionist | 15.51 |
| 12210 - Nuclear Medicine Technologist | 39.73 |
| 12221 - Nursing Assistant I | 10.65 |
| 12222 - Nursing Assistant II | 11.97 |
| 12223 - Nursing Assistant III | 13.06 |
| 12224 - Nursing Assistant IV | 14.67 |
| 12235 - Optical Dispenser | 15.07 |
| 12236 - Optical Technician | 15.93 |
| 12250 - Pharmacy Technician | 13.99 |
| 12280 - Phlebotomist | 14.67 |
| 12305 - Radiologic Technologist | 22.19 |
| 12311 - Registered Nurse I | 21.20 |
| 12312 - Registered Nurse II | 28.00 |

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| 12313 - Registered Nurse II, Specialist | 28.00 |
| 12314 - Registered Nurse III | 34.02 |
| 12315 - Registered Nurse III, Anesthetist | 34.02 |
| 12316 - Registered Nurse IV | 40.26 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.36 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.99 |
| 13012 - Exhibits Specialist II | 24.75 |
| 13013 - Exhibits Specialist III | 27.52 |
| 13041 - Illustrator I | 19.93 |
| 13042 - Illustrator II | 24.68 |
| 13043 - Illustrator III | 27.45 |
| 13047 - Librarian | 26.36 |
| 13050 - Library Aide/Clerk | 12.64 |
| 13054 - Library Information Technology Systems Administrator | 23.77 |
| 13058 - Library Technician | 15.87 |
| 13061 - Media Specialist I | 17.16 |
| 13062 - Media Specialist II | 19.21 |
| 13063 - Media Specialist III | 21.40 |
| 13071 - Photographer I | 15.62 |
| 13072 - Photographer II | 17.47 |
| 13073 - Photographer III | 21.64 |
| 13074 - Photographer IV | 26.47 |
| 13075 - Photographer V | 32.04 |
| 13110 - Video Teleconference Technician | 17.17 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.31 |
| 14042 - Computer Operator II | 17.81 |
| 14043 - Computer Operator III | 19.89 |
| 14044 - Computer Operator IV | 22.09 |
| 14045 - Computer Operator V | 24.47 |
| 14071 - Computer Programmer I | (see 1) 20.52 |
| 14072 - Computer Programmer II | (see 1) 24.42 |
| 14073 - Computer Programmer III | (see 1) 26.46 |
| 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 | 15.31 |
| 14160 - Personal Computer Support Technician | 22.09 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.38 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.92 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.86 |
| 15050 - Computer Based Training Specialist / Instructor | 30.38 |
| 15060 - Educational Technologist | 22.91 |
| 15070 - Flight Instructor (Pilot) | 35.86 |
| 15080 - Graphic Artist | 21.84 |
| 15090 - Technical Instructor | 20.36 |
| 15095 - Technical Instructor/Course Developer | 25.20 |
| 15110 - Test Proctor | 18.82 |
| 15120 - Tutor | 18.82 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.17 |
| 16030 - Counter Attendant | 9.17 |
| 16040 - Dry Cleaner | 11.85 |
| 16070 - Finisher, Flatwork, Machine | 9.17 |
| 16090 - Presser, Hand | 9.17 |
| 16110 - Presser, Machine, Drycleaning | 9.17 |
| 16130 - Presser, Machine, Shirts | 9.17 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.17 |
| 16190 - Sewing Machine Operator | 12.70 |

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| 16220 - Tailor | 13.60 |
| 16250 - Washer, Machine | 10.08 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.10 |
| 19040 - Tool And Die Maker | 22.51 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.31 |
| 21030 - Material Coordinator | 22.70 |
| 21040 - Material Expediter | 22.70 |
| 21050 - Material Handling Laborer | 14.31 |
| 21071 - Order Filler | 12.06 |
| 21080 - Production Line Worker (Food Processing) | 14.31 |
| 21110 - Shipping Packer | 14.61 |
| 21130 - Shipping/Receiving Clerk | 14.61 |
| 21140 - Store Worker I | 13.16 |
| 21150 - Stock Clerk | 17.25 |
| 21210 - Tools And Parts Attendant | 16.25 |
| 21410 - Warehouse Specialist | 15.24 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.90 |
| 23021 - Aircraft Mechanic I | 24.67 |
| 23022 - Aircraft Mechanic II | 25.90 |
| 23023 - Aircraft Mechanic III | 26.94 |
| 23040 - Aircraft Mechanic Helper | 18.18 |
| 23050 - Aircraft, Painter | 23.36 |
| 23060 - Aircraft Servicer | 20.85 |
| 23080 - Aircraft Worker | 22.09 |
| 23110 - Appliance Mechanic | 19.10 |
| 23120 - Bicycle Repairer | 15.92 |
| 23125 - Cable Splicer | 28.24 |
| 23130 - Carpenter, Maintenance | 23.47 |
| 23140 - Carpet Layer | 22.08 |
| 23160 - Electrician, Maintenance | 26.29 |
| 23181 - Electronics Technician Maintenance I | 21.29 |
| 23182 - Electronics Technician Maintenance II | 22.63 |
| 23183 - Electronics Technician Maintenance III | 24.42 |
| 23260 - Fabric Worker | 20.85 |
| 23290 - Fire Alarm System Mechanic | 24.67 |
| 23310 - Fire Extinguisher Repairer | 19.49 |
| 23311 - Fuel Distribution System Mechanic | 28.62 |
| 23312 - Fuel Distribution System Operator | 22.43 |
| 23370 - General Maintenance Worker | 18.58 |
| 23380 - Ground Support Equipment Mechanic | 24.67 |
| 23381 - Ground Support Equipment Servicer | 20.85 |
| 23382 - Ground Support Equipment Worker | 22.09 |
| 23391 - Gunsmith I | 19.49 |
| 23392 - Gunsmith II | 22.08 |
| 23393 - Gunsmith III | 24.67 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.81 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.06 |
| 23430 - Heavy Equipment Mechanic | 22.05 |
| 23440 - Heavy Equipment Operator | 32.00 |
| 23460 - Instrument Mechanic | 24.67 |
| 23465 - Laboratory/Shelter Mechanic | 23.36 |
| 23470 - Laborer | 13.84 |
| 23510 - Locksmith | 23.36 |
| 23530 - Machinery Maintenance Mechanic | 23.70 |
| 23550 - Machinist, Maintenance | 20.57 |
| 23580 - Maintenance Trades Helper | 13.97 |
| 23591 - Metrology Technician I | 24.67 |
| 23592 - Metrology Technician II | 25.90 |

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| 23593 - Metrology Technician III | 26.95 |
| 23640 - Millwright | 24.20 |
| 23710 - Office Appliance Repairer | 21.54 |
| 23760 - Painter, Maintenance | 24.17 |
| 23790 - Pipefitter, Maintenance | 31.52 |
| 23810 - Plumber, Maintenance | 28.36 |
| 23820 - Pneudraulic Systems Mechanic | 24.67 |
| 23850 - Rigger | 24.67 |
| 23870 - Scale Mechanic | 22.08 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.54 |
| 23910 - Small Engine Mechanic | 21.49 |
| 23931 - Telecommunications Mechanic I | 27.03 |
| 23932 - Telecommunications Mechanic II | 28.08 |
| 23950 - Telephone Lineman | 25.30 |
| 23960 - Welder, Combination, Maintenance | 20.35 |
| 23965 - Well Driller | 24.67 |
| 23970 - Woodcraft Worker | 24.67 |
| 23980 - Woodworker | 18.02 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.99 |
| 24580 - Child Care Center Clerk | 14.96 |
| 24610 - Chore Aide | 9.65 |
| 24620 - Family Readiness And Support Services Coordinator | 13.11 |
| 24630 - Homemaker | 16.60 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.67 |
| 25040 - Sewage Plant Operator | 21.01 |
| 25070 - Stationary Engineer | 24.67 |
| 25190 - Ventilation Equipment Tender | 17.65 |
| 25210 - Water Treatment Plant Operator | 21.01 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.54 |
| 27007 - Baggage Inspector | 12.81 |
| 27008 - Corrections Officer | 18.93 |
| 27010 - Court Security Officer | 20.82 |
| 27030 - Detection Dog Handler | 17.86 |
| 27040 - Detention Officer | 18.93 |
| 27070 - Firefighter | 22.90 |
| 27101 - Guard I | 12.81 |
| 27102 - Guard II | 17.86 |
| 27131 - Police Officer I | 24.90 |
| 27132 - Police Officer II | 27.66 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.11 |
| 28042 - Carnival Equipment Repairer | 15.11 |
| 28043 - Carnival Equipment Worker | 10.18 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.02 |
| 28515 - Recreation Specialist | 16.38 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 17.39 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.49 |
| 29020 - Hatch Tender | 21.49 |
| 29030 - Line Handler | 21.49 |
| 29041 - Stevedore I | 18.89 |
| 29042 - Stevedore II | 22.85 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.15 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.24 |

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| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 26.69 |
| 30021 - Archeological Technician I | 16.93 |
| 30022 - Archeological Technician II | 18.94 |
| 30023 - Archeological Technician III | 23.46 |
| 30030 - Cartographic Technician | 25.05 |
| 30040 - Civil Engineering Technician | 23.60 |
| 30061 - Drafter/CAD Operator I | 16.57 |
| 30062 - Drafter/CAD Operator II | 19.09 |
| 30063 - Drafter/CAD Operator III | 21.17 |
| 30064 - Drafter/CAD Operator IV | 26.01 |
| 30081 - Engineering Technician I | 14.52 |
| 30082 - Engineering Technician II | 16.32 |
| 30083 - Engineering Technician III | 19.98 |
| 30084 - Engineering Technician IV | 24.75 |
| 30085 - Engineering Technician V | 30.24 |
| 30086 - Engineering Technician VI | 36.61 |
| 30090 - Environmental Technician | 23.46 |
| 30210 - Laboratory Technician | 21.04 |
| 30240 - Mathematical Technician | 23.46 |
| 30361 - Paralegal/Legal Assistant I | 16.83 |
| 30362 - Paralegal/Legal Assistant II | 22.58 |
| 30363 - Paralegal/Legal Assistant III | 25.31 |
| 30364 - Paralegal/Legal Assistant IV | 30.63 |
| 30390 - Photo-Optics Technician | 23.46 |
| 30461 - Technical Writer I | 21.55 |
| 30462 - Technical Writer II | 26.38 |
| 30463 - Technical Writer III | 31.90 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.34 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.03 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.40 |
| 30494 - Unexploded (UXO) Safety Escort | 22.34 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.34 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 21.17 |
| 30621 - Weather Observer, Senior (see 2) | 23.46 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.99 |
| 31030 - Bus Driver | 18.74 |
| 31043 - Driver Courier | 18.08 |
| 31260 - Parking and Lot Attendant | 12.59 |
| 31290 - Shuttle Bus Driver | 18.08 |
| 31310 - Taxi Driver | 16.70 |
| 31361 - Truckdriver, Light | 18.08 |
| 31362 - Truckdriver, Medium | 19.22 |
| 31363 - Truckdriver, Heavy | 19.97 |
| 31364 - Truckdriver, Tractor-Trailer | 19.97 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.37 |
| 99050 - Desk Clerk | 9.69 |
| 99095 - Embalmer | 23.02 |
| 99251 - Laboratory Animal Caretaker I | 11.74 |
| 99252 - Laboratory Animal Caretaker II | 12.33 |
| 99310 - Mortician | 23.02 |
| 99410 - Pest Controller | 16.68 |
| 99510 - Photofinishing Worker | 11.74 |
| 99710 - Recycling Laborer | 17.85 |
| 99711 - Recycling Specialist | 19.56 |
| 99730 - Refuse Collector | 17.01 |
| 99810 - Sales Clerk | 11.05 |
| 99820 - School Crossing Guard | 13.70 |
| 99830 - Survey Party Chief | 22.57 |
| 99831 - Surveying Aide | 13.31 |
| 99832 - Surveying Technician | 18.25 |

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| 99840 - Vending Machine Attendant | 16.52 |
| 99841 - Vending Machine Repairer | 17.39 |
| 99842 - Vending Machine Repairer Helper | 15.13 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

Page 3967

not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3006
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Boone, Ogle, Stephenson, Winnebago

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.71 |
| 01012 - Accounting Clerk II | | 15.39 |
| 01013 - Accounting Clerk III | | 17.85 |
| 01020 - Administrative Assistant | | 22.42 |
| 01040 - Court Reporter | | 18.08 |
| 01051 - Data Entry Operator I | | 11.46 |
| 01052 - Data Entry Operator II | | 13.07 |
| 01060 - Dispatcher, Motor Vehicle | | 18.34 |
| 01070 - Document Preparation Clerk | | 12.11 |
| 01090 - Duplicating Machine Operator | | 12.11 |
| 01111 - General Clerk I | | 12.62 |
| 01112 - General Clerk II | | 14.36 |
| 01113 - General Clerk III | | 16.85 |
| 01120 - Housing Referral Assistant | | 20.17 |
| 01141 - Messenger Courier | | 10.20 |
| 01191 - Order Clerk I | | 13.76 |
| 01192 - Order Clerk II | | 16.86 |
| 01261 - Personnel Assistant (Employment) I | | 15.77 |
| 01262 - Personnel Assistant (Employment) II | | 18.63 |
| 01263 - Personnel Assistant (Employment) III | | 20.16 |
| 01270 - Production Control Clerk | | 19.88 |
| 01280 - Receptionist | | 12.89 |
| 01290 - Rental Clerk | | 13.56 |
| 01300 - Scheduler, Maintenance | | 16.17 |
| 01311 - Secretary I | | 16.17 |
| 01312 - Secretary II | | 18.11 |
| 01313 - Secretary III | | 20.17 |

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| 01320 - Service Order Dispatcher | 16.90 |
| 01410 - Supply Technician | 22.42 |
| 01420 - Survey Worker | 18.11 |
| 01531 - Travel Clerk I | 13.14 |
| 01532 - Travel Clerk II | 14.20 |
| 01533 - Travel Clerk III | 15.37 |
| 01611 - Word Processor I | 12.08 |
| 01612 - Word Processor II | 14.56 |
| 01613 - Word Processor III | 17.73 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.08 |
| 05010 - Automotive Electrician | 19.74 |
| 05040 - Automotive Glass Installer | 20.14 |
| 05070 - Automotive Worker | 20.14 |
| 05110 - Mobile Equipment Servicer | 18.22 |
| 05130 - Motor Equipment Metal Mechanic | 22.08 |
| 05160 - Motor Equipment Metal Worker | 20.14 |
| 05190 - Motor Vehicle Mechanic | 22.08 |
| 05220 - Motor Vehicle Mechanic Helper | 17.23 |
| 05250 - Motor Vehicle Upholstery Worker | 19.19 |
| 05280 - Motor Vehicle Wrecker | 20.14 |
| 05310 - Painter, Automotive | 21.12 |
| 05340 - Radiator Repair Specialist | 20.14 |
| 05370 - Tire Repairer | 15.92 |
| 05400 - Transmission Repair Specialist | 22.08 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.06 |
| 07041 - Cook I | 11.95 |
| 07042 - Cook II | 13.06 |
| 07070 - Dishwasher | 9.73 |
| 07130 - Food Service Worker | 9.25 |
| 07210 - Meat Cutter | 14.81 |
| 07260 - Waiter/Waitress | 9.96 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.10 |
| 09040 - Furniture Handler | 15.38 |
| 09080 - Furniture Refinisher | 21.24 |
| 09090 - Furniture Refinisher Helper | 17.34 |
| 09110 - Furniture Repairer, Minor | 19.31 |
| 09130 - Upholsterer | 21.24 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.20 |
| 11060 - Elevator Operator | 11.70 |
| 11090 - Gardener | 13.69 |
| 11122 - Housekeeping Aide | 10.78 |
| 11150 - Janitor | 11.45 |
| 11210 - Laborer, Grounds Maintenance | 11.41 |
| 11240 - Maid or Houseman | 9.38 |
| 11260 - Pruner | 10.95 |
| 11270 - Tractor Operator | 12.78 |
| 11330 - Trail Maintenance Worker | 11.41 |
| 11360 - Window Cleaner | 12.33 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.38 |
| 12011 - Breath Alcohol Technician | 18.16 |
| 12012 - Certified Occupational Therapist Assistant | 22.54 |
| 12015 - Certified Physical Therapist Assistant | 20.49 |
| 12020 - Dental Assistant | 15.50 |
| 12025 - Dental Hygienist | 29.89 |
| 12030 - EKG Technician | 27.15 |
| 12035 - Electroneurodiagnostic Technologist | 27.15 |
| 12040 - Emergency Medical Technician | 16.38 |
| 12071 - Licensed Practical Nurse I | 16.23 |

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| 12072 - Licensed Practical Nurse II | 18.16 |
| 12073 - Licensed Practical Nurse III | 20.25 |
| 12100 - Medical Assistant | 14.63 |
| 12130 - Medical Laboratory Technician | 17.08 |
| 12160 - Medical Record Clerk | 13.59 |
| 12190 - Medical Record Technician | 15.55 |
| 12195 - Medical Transcriptionist | 15.51 |
| 12210 - Nuclear Medicine Technologist | 39.73 |
| 12221 - Nursing Assistant I | 10.65 |
| 12222 - Nursing Assistant II | 11.97 |
| 12223 - Nursing Assistant III | 13.06 |
| 12224 - Nursing Assistant IV | 14.67 |
| 12235 - Optical Dispenser | 15.07 |
| 12236 - Optical Technician | 15.93 |
| 12250 - Pharmacy Technician | 13.99 |
| 12280 - Phlebotomist | 14.67 |
| 12305 - Radiologic Technologist | 22.19 |
| 12311 - Registered Nurse I | 21.20 |
| 12312 - Registered Nurse II | 28.00 |
| 12313 - Registered Nurse II, Specialist | 28.00 |
| 12314 - Registered Nurse III | 34.02 |
| 12315 - Registered Nurse III, Anesthetist | 34.02 |
| 12316 - Registered Nurse IV | 40.26 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.36 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.99 |
| 13012 - Exhibits Specialist II | 24.75 |
| 13013 - Exhibits Specialist III | 27.52 |
| 13041 - Illustrator I | 19.93 |
| 13042 - Illustrator II | 24.68 |
| 13043 - Illustrator III | 27.45 |
| 13047 - Librarian | 26.36 |
| 13050 - Library Aide/Clerk | 12.64 |
| 13054 - Library Information Technology Systems Administrator | 23.77 |
| 13058 - Library Technician | 15.87 |
| 13061 - Media Specialist I | 17.16 |
| 13062 - Media Specialist II | 19.21 |
| 13063 - Media Specialist III | 21.40 |
| 13071 - Photographer I | 15.62 |
| 13072 - Photographer II | 17.47 |
| 13073 - Photographer III | 21.64 |
| 13074 - Photographer IV | 26.47 |
| 13075 - Photographer V | 32.04 |
| 13110 - Video Teleconference Technician | 17.17 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.31 |
| 14042 - Computer Operator II | 17.81 |
| 14043 - Computer Operator III | 19.89 |
| 14044 - Computer Operator IV | 22.09 |
| 14045 - Computer Operator V | 24.47 |
| 14071 - Computer Programmer I | (see 1) 20.52 |
| 14072 - Computer Programmer II | (see 1) 24.42 |
| 14073 - Computer Programmer III | (see 1) 26.46 |
| 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 | 15.31 |
| 14160 - Personal Computer Support Technician | 22.09 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.38 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.92 |

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| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.86 |
| 15050 - Computer Based Training Specialist / Instructor | 30.38 |
| 15060 - Educational Technologist | 22.91 |
| 15070 - Flight Instructor (Pilot) | 35.86 |
| 15080 - Graphic Artist | 21.84 |
| 15090 - Technical Instructor | 20.36 |
| 15095 - Technical Instructor/Course Developer | 25.20 |
| 15110 - Test Proctor | 18.82 |
| 15120 - Tutor | 18.82 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.17 |
| 16030 - Counter Attendant | 9.17 |
| 16040 - Dry Cleaner | 11.85 |
| 16070 - Finisher, Flatwork, Machine | 9.17 |
| 16090 - Presser, Hand | 9.17 |
| 16110 - Presser, Machine, Drycleaning | 9.17 |
| 16130 - Presser, Machine, Shirts | 9.17 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.17 |
| 16190 - Sewing Machine Operator | 12.70 |
| 16220 - Tailor | 13.60 |
| 16250 - Washer, Machine | 10.08 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.10 |
| 19040 - Tool And Die Maker | 22.51 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.31 |
| 21030 - Material Coordinator | 22.70 |
| 21040 - Material Expediter | 22.70 |
| 21050 - Material Handling Laborer | 14.31 |
| 21071 - Order Filler | 12.06 |
| 21080 - Production Line Worker (Food Processing) | 14.31 |
| 21110 - Shipping Packer | 14.61 |
| 21130 - Shipping/Receiving Clerk | 14.61 |
| 21140 - Store Worker I | 13.16 |
| 21150 - Stock Clerk | 17.25 |
| 21210 - Tools And Parts Attendant | 16.25 |
| 21410 - Warehouse Specialist | 15.24 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.90 |
| 23021 - Aircraft Mechanic I | 24.67 |
| 23022 - Aircraft Mechanic II | 25.90 |
| 23023 - Aircraft Mechanic III | 26.94 |
| 23040 - Aircraft Mechanic Helper | 18.18 |
| 23050 - Aircraft, Painter | 23.36 |
| 23060 - Aircraft Servicer | 20.85 |
| 23080 - Aircraft Worker | 22.09 |
| 23110 - Appliance Mechanic | 19.10 |
| 23120 - Bicycle Repairer | 15.92 |
| 23125 - Cable Splicer | 28.24 |
| 23130 - Carpenter, Maintenance | 23.47 |
| 23140 - Carpet Layer | 22.08 |
| 23160 - Electrician, Maintenance | 26.29 |
| 23181 - Electronics Technician Maintenance I | 21.29 |
| 23182 - Electronics Technician Maintenance II | 22.63 |
| 23183 - Electronics Technician Maintenance III | 24.42 |
| 23260 - Fabric Worker | 20.85 |
| 23290 - Fire Alarm System Mechanic | 24.67 |
| 23310 - Fire Extinguisher Repairer | 19.49 |
| 23311 - Fuel Distribution System Mechanic | 28.62 |
| 23312 - Fuel Distribution System Operator | 22.43 |
| 23370 - General Maintenance Worker | 18.58 |
| 23380 - Ground Support Equipment Mechanic | 24.67 |
| 23381 - Ground Support Equipment Servicer | 20.85 |

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| 23382 - Ground Support Equipment Worker | 22.09 |
| 23391 - Gunsmith I | 19.49 |
| 23392 - Gunsmith II | 22.08 |
| 23393 - Gunsmith III | 24.67 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.81 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.06 |
| 23430 - Heavy Equipment Mechanic | 22.05 |
| 23440 - Heavy Equipment Operator | 32.00 |
| 23460 - Instrument Mechanic | 24.67 |
| 23465 - Laboratory/Shelter Mechanic | 23.36 |
| 23470 - Laborer | 13.84 |
| 23510 - Locksmith | 23.36 |
| 23530 - Machinery Maintenance Mechanic | 23.70 |
| 23550 - Machinist, Maintenance | 20.57 |
| 23580 - Maintenance Trades Helper | 13.97 |
| 23591 - Metrology Technician I | 24.67 |
| 23592 - Metrology Technician II | 25.90 |
| 23593 - Metrology Technician III | 26.95 |
| 23640 - Millwright | 24.20 |
| 23710 - Office Appliance Repairer | 21.54 |
| 23760 - Painter, Maintenance | 24.17 |
| 23790 - Pipefitter, Maintenance | 31.52 |
| 23810 - Plumber, Maintenance | 28.36 |
| 23820 - Pneudraulic Systems Mechanic | 24.67 |
| 23850 - Rigger | 24.67 |
| 23870 - Scale Mechanic | 22.08 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.54 |
| 23910 - Small Engine Mechanic | 21.49 |
| 23931 - Telecommunications Mechanic I | 27.03 |
| 23932 - Telecommunications Mechanic II | 28.08 |
| 23950 - Telephone Lineman | 25.30 |
| 23960 - Welder, Combination, Maintenance | 20.35 |
| 23965 - Well Driller | 24.67 |
| 23970 - Woodcraft Worker | 24.67 |
| 23980 - Woodworker | 18.02 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.99 |
| 24580 - Child Care Center Clerk | 14.96 |
| 24610 - Chore Aide | 9.65 |
| 24620 - Family Readiness And Support Services Coordinator | 13.11 |
| 24630 - Homemaker | 16.60 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.67 |
| 25040 - Sewage Plant Operator | 21.01 |
| 25070 - Stationary Engineer | 24.67 |
| 25190 - Ventilation Equipment Tender | 17.65 |
| 25210 - Water Treatment Plant Operator | 21.01 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.54 |
| 27007 - Baggage Inspector | 12.81 |
| 27008 - Corrections Officer | 18.93 |
| 27010 - Court Security Officer | 20.82 |
| 27030 - Detection Dog Handler | 17.86 |
| 27040 - Detention Officer | 18.93 |
| 27070 - Firefighter | 22.90 |
| 27101 - Guard I | 12.81 |
| 27102 - Guard II | 17.86 |
| 27131 - Police Officer I | 24.90 |
| 27132 - Police Officer II | 27.66 |
| 28000 - Recreation Occupations | |

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| 28041 - Carnival Equipment Operator | 14.11 |
| 28042 - Carnival Equipment Repairer | 15.11 |
| 28043 - Carnival Equipment Worker | 10.18 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.02 |
| 28515 - Recreation Specialist | 16.38 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 17.39 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.49 |
| 29020 - Hatch Tender | 21.49 |
| 29030 - Line Handler | 21.49 |
| 29041 - Stevedore I | 18.89 |
| 29042 - Stevedore II | 22.85 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.15 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.24 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 26.69 |
| 30021 - Archeological Technician I | 16.93 |
| 30022 - Archeological Technician II | 18.94 |
| 30023 - Archeological Technician III | 23.46 |
| 30030 - Cartographic Technician | 25.05 |
| 30040 - Civil Engineering Technician | 23.60 |
| 30061 - Drafter/CAD Operator I | 16.57 |
| 30062 - Drafter/CAD Operator II | 19.09 |
| 30063 - Drafter/CAD Operator III | 21.17 |
| 30064 - Drafter/CAD Operator IV | 26.01 |
| 30081 - Engineering Technician I | 14.52 |
| 30082 - Engineering Technician II | 16.32 |
| 30083 - Engineering Technician III | 19.98 |
| 30084 - Engineering Technician IV | 24.75 |
| 30085 - Engineering Technician V | 30.24 |
| 30086 - Engineering Technician VI | 36.61 |
| 30090 - Environmental Technician | 23.46 |
| 30210 - Laboratory Technician | 21.04 |
| 30240 - Mathematical Technician | 23.46 |
| 30361 - Paralegal/Legal Assistant I | 16.83 |
| 30362 - Paralegal/Legal Assistant II | 22.58 |
| 30363 - Paralegal/Legal Assistant III | 25.31 |
| 30364 - Paralegal/Legal Assistant IV | 30.63 |
| 30390 - Photo-Optics Technician | 23.46 |
| 30461 - Technical Writer I | 21.55 |
| 30462 - Technical Writer II | 26.38 |
| 30463 - Technical Writer III | 31.90 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.34 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.03 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.40 |
| 30494 - Unexploded (UXO) Safety Escort | 22.34 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.34 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 21.17 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 23.46 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.99 |
| 31030 - Bus Driver | 18.74 |
| 31043 - Driver Courier | 18.08 |
| 31260 - Parking and Lot Attendant | 12.59 |
| 31290 - Shuttle Bus Driver | 18.08 |
| 31310 - Taxi Driver | 16.70 |
| 31361 - Truckdriver, Light | 18.08 |
| 31362 - Truckdriver, Medium | 19.22 |

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|---|-------|
| 31363 - Truckdriver, Heavy | 19.97 |
| 31364 - Truckdriver, Tractor-Trailer | 19.97 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.37 |
| 99050 - Desk Clerk | 9.69 |
| 99095 - Embalmer | 23.02 |
| 99251 - Laboratory Animal Caretaker I | 11.74 |
| 99252 - Laboratory Animal Caretaker II | 12.33 |
| 99310 - Mortician | 23.02 |
| 99410 - Pest Controller | 16.68 |
| 99510 - Photofinishing Worker | 11.74 |
| 99710 - Recycling Laborer | 17.85 |
| 99711 - Recycling Specialist | 19.56 |
| 99730 - Refuse Collector | 17.01 |
| 99810 - Sales Clerk | 11.05 |
| 99820 - School Crossing Guard | 13.70 |
| 99830 - Survey Party Chief | 22.57 |
| 99831 - Surveying Aide | 13.31 |
| 99832 - Surveying Technician | 18.25 |
| 99840 - Vending Machine Attendant | 16.52 |
| 99841 - Vending Machine Repairer | 17.39 |
| 99842 - Vending Machine Repairer Helper | 15.13 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3007
Revision No.: 15
Date of Last Revision: 07/25/2014

State: Florida

Area: Florida County of Bay

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.36 |
| 01012 - Accounting Clerk II | | 13.87 |
| 01013 - Accounting Clerk III | | 15.51 |
| 01020 - Administrative Assistant | | 17.10 |
| 01040 - Court Reporter | | 14.80 |

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|--|-------|
| 01051 - Data Entry Operator I | 11.14 |
| 01052 - Data Entry Operator II | 12.16 |
| 01060 - Dispatcher, Motor Vehicle | 17.04 |
| 01070 - Document Preparation Clerk | 11.36 |
| 01090 - Duplicating Machine Operator | 11.36 |
| 01111 - General Clerk I | 11.39 |
| 01112 - General Clerk II | 12.43 |
| 01113 - General Clerk III | 13.95 |
| 01120 - Housing Referral Assistant | 15.91 |
| 01141 - Messenger Courier | 12.98 |
| 01191 - Order Clerk I | 12.52 |
| 01192 - Order Clerk II | 13.66 |
| 01261 - Personnel Assistant (Employment) I | 13.84 |
| 01262 - Personnel Assistant (Employment) II | 15.48 |
| 01263 - Personnel Assistant (Employment) III | 17.26 |
| 01270 - Production Control Clerk | 17.28 |
| 01280 - Receptionist | 10.88 |
| 01290 - Rental Clerk | 11.72 |
| 01300 - Scheduler, Maintenance | 12.75 |
| 01311 - Secretary I | 12.75 |
| 01312 - Secretary II | 14.26 |
| 01313 - Secretary III | 15.91 |
| 01320 - Service Order Dispatcher | 13.70 |
| 01410 - Supply Technician | 17.67 |
| 01420 - Survey Worker | 14.26 |
| 01531 - Travel Clerk I | 10.48 |
| 01532 - Travel Clerk II | 11.06 |
| 01533 - Travel Clerk III | 11.64 |
| 01611 - Word Processor I | 11.39 |
| 01612 - Word Processor II | 12.75 |
| 01613 - Word Processor III | 14.23 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.44 |
| 05010 - Automotive Electrician | 17.51 |
| 05040 - Automotive Glass Installer | 16.59 |
| 05070 - Automotive Worker | 16.59 |
| 05110 - Mobile Equipment Servicer | 14.75 |
| 05130 - Motor Equipment Metal Mechanic | 18.44 |
| 05160 - Motor Equipment Metal Worker | 16.59 |
| 05190 - Motor Vehicle Mechanic | 18.44 |
| 05220 - Motor Vehicle Mechanic Helper | 13.77 |
| 05250 - Motor Vehicle Upholstery Worker | 15.70 |
| 05280 - Motor Vehicle Wrecker | 16.59 |
| 05310 - Painter, Automotive | 17.51 |
| 05340 - Radiator Repair Specialist | 16.59 |
| 05370 - Tire Repairer | 13.79 |
| 05400 - Transmission Repair Specialist | 18.44 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.52 |
| 07041 - Cook I | 11.11 |
| 07042 - Cook II | 12.70 |
| 07070 - Dishwasher | 7.80 |
| 07130 - Food Service Worker | 8.68 |
| 07210 - Meat Cutter | 13.92 |
| 07260 - Waiter/Waitress | 9.65 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.94 |
| 09040 - Furniture Handler | 12.50 |
| 09080 - Furniture Refinisher | 16.94 |
| 09090 - Furniture Refinisher Helper | 13.32 |
| 09110 - Furniture Repairer, Minor | 15.19 |
| 09130 - Upholsterer | 16.94 |
| 11000 - General Services And Support Occupations | |

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| 11030 - Cleaner, Vehicles | 9.82 |
| 11060 - Elevator Operator | 9.82 |
| 11090 - Gardener | 15.08 |
| 11122 - Housekeeping Aide | 9.87 |
| 11150 - Janitor | 10.98 |
| 11210 - Laborer, Grounds Maintenance | 11.78 |
| 11240 - Maid or Houseman | 8.48 |
| 11260 - Pruner | 10.73 |
| 11270 - Tractor Operator | 13.90 |
| 11330 - Trail Maintenance Worker | 11.78 |
| 11360 - Window Cleaner | 12.00 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.77 |
| 12011 - Breath Alcohol Technician | 15.76 |
| 12012 - Certified Occupational Therapist Assistant | 23.01 |
| 12015 - Certified Physical Therapist Assistant | 21.12 |
| 12020 - Dental Assistant | 14.17 |
| 12025 - Dental Hygienist | 28.15 |
| 12030 - EKG Technician | 22.09 |
| 12035 - Electroneurodiagnostic Technologist | 22.09 |
| 12040 - Emergency Medical Technician | 16.77 |
| 12071 - Licensed Practical Nurse I | 14.99 |
| 12072 - Licensed Practical Nurse II | 16.77 |
| 12073 - Licensed Practical Nurse III | 18.70 |
| 12100 - Medical Assistant | 11.83 |
| 12130 - Medical Laboratory Technician | 14.99 |
| 12160 - Medical Record Clerk | 13.71 |
| 12190 - Medical Record Technician | 15.34 |
| 12195 - Medical Transcriptionist | 13.21 |
| 12210 - Nuclear Medicine Technologist | 39.84 |
| 12221 - Nursing Assistant I | 9.37 |
| 12222 - Nursing Assistant II | 10.53 |
| 12223 - Nursing Assistant III | 11.49 |
| 12224 - Nursing Assistant IV | 12.90 |
| 12235 - Optical Dispenser | 18.13 |
| 12236 - Optical Technician | 14.99 |
| 12250 - Pharmacy Technician | 12.67 |
| 12280 - Phlebotomist | 12.90 |
| 12305 - Radiologic Technologist | 22.03 |
| 12311 - Registered Nurse I | 20.96 |
| 12312 - Registered Nurse II | 25.88 |
| 12313 - Registered Nurse II, Specialist | 25.88 |
| 12314 - Registered Nurse III | 31.05 |
| 12315 - Registered Nurse III, Anesthetist | 31.05 |
| 12316 - Registered Nurse IV | 37.52 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.09 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.83 |
| 13012 - Exhibits Specialist II | 20.86 |
| 13013 - Exhibits Specialist III | 25.51 |
| 13041 - Illustrator I | 16.83 |
| 13042 - Illustrator II | 20.86 |
| 13043 - Illustrator III | 25.51 |
| 13047 - Librarian | 23.09 |
| 13050 - Library Aide/Clerk | 12.19 |
| 13054 - Library Information Technology Systems Administrator | 20.86 |
| 13058 - Library Technician | 16.63 |
| 13061 - Media Specialist I | 15.05 |
| 13062 - Media Specialist II | 16.83 |
| 13063 - Media Specialist III | 18.77 |
| 13071 - Photographer I | 15.05 |
| 13072 - Photographer II | 16.83 |

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| 13073 - Photographer III | 20.86 |
| 13074 - Photographer IV | 25.51 |
| 13075 - Photographer V | 30.86 |
| 13110 - Video Teleconference Technician | 15.05 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.27 |
| 14042 - Computer Operator II | 15.77 |
| 14043 - Computer Operator III | 17.93 |
| 14044 - Computer Operator IV | 20.80 |
| 14045 - Computer Operator V | 21.87 |
| 14071 - Computer Programmer I | (see 1) 24.10 |
| 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 | 13.27 |
| 14160 - Personal Computer Support Technician | 20.80 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.21 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.92 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.26 |
| 15050 - Computer Based Training Specialist / Instructor | 27.21 |
| 15060 - Educational Technologist | 22.55 |
| 15070 - Flight Instructor (Pilot) | 39.26 |
| 15080 - Graphic Artist | 18.83 |
| 15090 - Technical Instructor | 17.40 |
| 15095 - Technical Instructor/Course Developer | 21.29 |
| 15110 - Test Proctor | 14.05 |
| 15120 - Tutor | 14.05 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.92 |
| 16030 - Counter Attendant | 8.92 |
| 16040 - Dry Cleaner | 10.29 |
| 16070 - Finisher, Flatwork, Machine | 8.92 |
| 16090 - Presser, Hand | 8.92 |
| 16110 - Presser, Machine, Drycleaning | 8.92 |
| 16130 - Presser, Machine, Shirts | 8.92 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.92 |
| 16190 - Sewing Machine Operator | 10.74 |
| 16220 - Tailor | 11.20 |
| 16250 - Washer, Machine | 9.36 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.94 |
| 19040 - Tool And Die Maker | 21.04 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.12 |
| 21030 - Material Coordinator | 17.91 |
| 21040 - Material Expediter | 17.91 |
| 21050 - Material Handling Laborer | 10.63 |
| 21071 - Order Filler | 10.69 |
| 21080 - Production Line Worker (Food Processing) | 14.12 |
| 21110 - Shipping Packer | 13.09 |
| 21130 - Shipping/Receiving Clerk | 13.09 |
| 21140 - Store Worker I | 10.87 |
| 21150 - Stock Clerk | 14.50 |
| 21210 - Tools And Parts Attendant | 14.12 |
| 21410 - Warehouse Specialist | 14.12 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 21.60 |
| 23021 - Aircraft Mechanic I | 20.57 |
| 23022 - Aircraft Mechanic II | 21.60 |

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| 23023 - Aircraft Mechanic III | 22.68 |
| 23040 - Aircraft Mechanic Helper | 15.36 |
| 23050 - Aircraft, Painter | 18.63 |
| 23060 - Aircraft Servicer | 17.51 |
| 23080 - Aircraft Worker | 18.50 |
| 23110 - Appliance Mechanic | 16.94 |
| 23120 - Bicycle Repairer | 13.79 |
| 23125 - Cable Splicer | 19.62 |
| 23130 - Carpenter, Maintenance | 17.79 |
| 23140 - Carpet Layer | 16.85 |
| 23160 - Electrician, Maintenance | 17.94 |
| 23181 - Electronics Technician Maintenance I | 22.94 |
| 23182 - Electronics Technician Maintenance II | 24.36 |
| 23183 - Electronics Technician Maintenance III | 25.89 |
| 23260 - Fabric Worker | 15.95 |
| 23290 - Fire Alarm System Mechanic | 17.94 |
| 23310 - Fire Extinguisher Repairer | 14.98 |
| 23311 - Fuel Distribution System Mechanic | 17.94 |
| 23312 - Fuel Distribution System Operator | 15.89 |
| 23370 - General Maintenance Worker | 16.85 |
| 23380 - Ground Support Equipment Mechanic | 20.57 |
| 23381 - Ground Support Equipment Servicer | 17.51 |
| 23382 - Ground Support Equipment Worker | 18.50 |
| 23391 - Gunsmith I | 15.32 |
| 23392 - Gunsmith II | 15.89 |
| 23393 - Gunsmith III | 17.94 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.59 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.61 |
| 23430 - Heavy Equipment Mechanic | 17.94 |
| 23440 - Heavy Equipment Operator | 17.94 |
| 23460 - Instrument Mechanic | 17.94 |
| 23465 - Laboratory/Shelter Mechanic | 16.88 |
| 23470 - Laborer | 10.34 |
| 23510 - Locksmith | 17.79 |
| 23530 - Machinery Maintenance Mechanic | 22.41 |
| 23550 - Machinist, Maintenance | 17.94 |
| 23580 - Maintenance Trades Helper | 13.99 |
| 23591 - Metrology Technician I | 17.94 |
| 23592 - Metrology Technician II | 18.95 |
| 23593 - Metrology Technician III | 19.99 |
| 23640 - Millwright | 20.60 |
| 23710 - Office Appliance Repairer | 17.79 |
| 23760 - Painter, Maintenance | 17.79 |
| 23790 - Pipefitter, Maintenance | 18.73 |
| 23810 - Plumber, Maintenance | 17.79 |
| 23820 - Pneudraulic Systems Mechanic | 17.94 |
| 23850 - Rigger | 17.94 |
| 23870 - Scale Mechanic | 16.85 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.56 |
| 23910 - Small Engine Mechanic | 16.85 |
| 23931 - Telecommunications Mechanic I | 23.64 |
| 23932 - Telecommunications Mechanic II | 24.86 |
| 23950 - Telephone Lineman | 17.84 |
| 23960 - Welder, Combination, Maintenance | 17.94 |
| 23965 - Well Driller | 17.94 |
| 23970 - Woodcraft Worker | 17.94 |
| 23980 - Woodworker | 14.98 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.14 |
| 24580 - Child Care Center Clerk | 13.51 |
| 24610 - Chore Aide | 10.87 |

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| 24620 - Family Readiness And Support Services Coordinator | 12.88 |
| 24630 - Homemaker | 13.97 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.58 |
| 25040 - Sewage Plant Operator | 18.63 |
| 25070 - Stationary Engineer | 21.58 |
| 25190 - Ventilation Equipment Tender | 14.65 |
| 25210 - Water Treatment Plant Operator | 18.63 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.37 |
| 27007 - Baggage Inspector | 10.79 |
| 27008 - Corrections Officer | 15.97 |
| 27010 - Court Security Officer | 15.56 |
| 27030 - Detection Dog Handler | 12.07 |
| 27040 - Detention Officer | 15.97 |
| 27070 - Firefighter | 15.56 |
| 27101 - Guard I | 10.79 |
| 27102 - Guard II | 12.07 |
| 27131 - Police Officer I | 16.63 |
| 27132 - Police Officer II | 18.45 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.53 |
| 28042 - Carnival Equipment Repairer | 11.29 |
| 28043 - Carnival Equipment Worker | 8.79 |
| 28210 - Gate Attendant/Gate Tender | 13.27 |
| 28310 - Lifeguard | 11.83 |
| 28350 - Park Attendant (Aide) | 14.85 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.84 |
| 28515 - Recreation Specialist | 12.79 |
| 28630 - Sports Official | 11.83 |
| 28690 - Swimming Pool Operator | 17.74 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.72 |
| 29020 - Hatch Tender | 18.72 |
| 29030 - Line Handler | 18.72 |
| 29041 - Stevedore I | 16.84 |
| 29042 - Stevedore II | 18.77 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.03 |
| 30022 - Archeological Technician II | 15.53 |
| 30023 - Archeological Technician III | 20.83 |
| 30030 - Cartographic Technician | 20.83 |
| 30040 - Civil Engineering Technician | 21.34 |
| 30061 - Drafter/CAD Operator I | 15.03 |
| 30062 - Drafter/CAD Operator II | 16.81 |
| 30063 - Drafter/CAD Operator III | 18.75 |
| 30064 - Drafter/CAD Operator IV | 23.06 |
| 30081 - Engineering Technician I | 15.73 |
| 30082 - Engineering Technician II | 17.67 |
| 30083 - Engineering Technician III | 19.78 |
| 30084 - Engineering Technician IV | 24.51 |
| 30085 - Engineering Technician V | 29.98 |
| 30086 - Engineering Technician VI | 36.27 |
| 30090 - Environmental Technician | 20.83 |
| 30210 - Laboratory Technician | 18.75 |
| 30240 - Mathematical Technician | 20.83 |
| 30361 - Paralegal/Legal Assistant I | 17.89 |
| 30362 - Paralegal/Legal Assistant II | 22.17 |
| 30363 - Paralegal/Legal Assistant III | 27.12 |

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|---|---------------|
| 30364 - Paralegal/Legal Assistant IV | 32.81 |
| 30390 - Photo-Optics Technician | 20.83 |
| 30461 - Technical Writer I | 18.99 |
| 30462 - Technical Writer II | 23.22 |
| 30463 - Technical Writer III | 28.09 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 18.75 |
| 30621 - Weather Observer, Senior | (see 2) 20.83 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.10 |
| 31030 - Bus Driver | 15.13 |
| 31043 - Driver Courier | 12.87 |
| 31260 - Parking and Lot Attendant | 8.69 |
| 31290 - Shuttle Bus Driver | 13.39 |
| 31310 - Taxi Driver | 11.05 |
| 31361 - Truckdriver, Light | 13.39 |
| 31362 - Truckdriver, Medium | 14.45 |
| 31363 - Truckdriver, Heavy | 15.38 |
| 31364 - Truckdriver, Tractor-Trailer | 15.38 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.67 |
| 99050 - Desk Clerk | 10.08 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.30 |
| 99252 - Laboratory Animal Caretaker II | 12.17 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 14.15 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.87 |
| 99711 - Recycling Specialist | 15.48 |
| 99730 - Refuse Collector | 12.29 |
| 99810 - Sales Clerk | 13.02 |
| 99820 - School Crossing Guard | 10.81 |
| 99830 - Survey Party Chief | 18.16 |
| 99831 - Surveying Aide | 10.88 |
| 99832 - Surveying Technician | 16.52 |
| 99840 - Vending Machine Attendant | 15.24 |
| 99841 - Vending Machine Repairer | 18.36 |
| 99842 - Vending Machine Repairer Helper | 15.24 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years, and 4 weeks after 11 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed

occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski

Division of

Wage Determination No.: 2005-3008
Revision No.: 16

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|-------------------------|----------|------|
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| 05340 - Radiator Repair Specialist | 16.59 |
| 05370 - Tire Repairer | 13.79 |
| 05400 - Transmission Repair Specialist | 18.44 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.52 |
| 07041 - Cook I | 11.11 |
| 07042 - Cook II | 12.70 |
| 07070 - Dishwasher | 7.80 |
| 07130 - Food Service Worker | 8.68 |
| 07210 - Meat Cutter | 13.92 |
| 07260 - Waiter/Waitress | 9.65 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.94 |
| 09040 - Furniture Handler | 12.50 |
| 09080 - Furniture Refinisher | 16.94 |
| 09090 - Furniture Refinisher Helper | 13.32 |
| 09110 - Furniture Repairer, Minor | 15.19 |
| 09130 - Upholsterer | 16.94 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.82 |
| 11060 - Elevator Operator | 9.82 |
| 11090 - Gardener | 15.08 |
| 11122 - Housekeeping Aide | 9.87 |
| 11150 - Janitor | 10.98 |
| 11210 - Laborer, Grounds Maintenance | 11.78 |
| 11240 - Maid or Houseman | 8.48 |
| 11260 - Pruner | 10.73 |
| 11270 - Tractor Operator | 13.90 |
| 11330 - Trail Maintenance Worker | 11.78 |
| 11360 - Window Cleaner | 12.00 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.77 |
| 12011 - Breath Alcohol Technician | 15.76 |
| 12012 - Certified Occupational Therapist Assistant | 23.01 |
| 12015 - Certified Physical Therapist Assistant | 21.12 |
| 12020 - Dental Assistant | 14.17 |
| 12025 - Dental Hygienist | 28.15 |
| 12030 - EKG Technician | 22.09 |
| 12035 - Electroneurodiagnostic Technologist | 22.09 |
| 12040 - Emergency Medical Technician | 16.77 |
| 12071 - Licensed Practical Nurse I | 14.99 |
| 12072 - Licensed Practical Nurse II | 16.77 |
| 12073 - Licensed Practical Nurse III | 18.70 |
| 12100 - Medical Assistant | 11.83 |
| 12130 - Medical Laboratory Technician | 14.99 |
| 12160 - Medical Record Clerk | 13.71 |
| 12190 - Medical Record Technician | 15.34 |
| 12195 - Medical Transcriptionist | 13.21 |
| 12210 - Nuclear Medicine Technologist | 39.84 |
| 12221 - Nursing Assistant I | 9.37 |
| 12222 - Nursing Assistant II | 10.53 |
| 12223 - Nursing Assistant III | 11.49 |
| 12224 - Nursing Assistant IV | 12.90 |
| 12235 - Optical Dispenser | 18.13 |
| 12236 - Optical Technician | 14.99 |
| 12250 - Pharmacy Technician | 12.67 |
| 12280 - Phlebotomist | 12.90 |
| 12305 - Radiologic Technologist | 22.03 |
| 12311 - Registered Nurse I | 20.96 |
| 12312 - Registered Nurse II | 25.88 |
| 12313 - Registered Nurse II, Specialist | 25.88 |
| 12314 - Registered Nurse III | 31.05 |
| 12315 - Registered Nurse III, Anesthetist | 31.05 |

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| 12316 - Registered Nurse IV | 37.52 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.09 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.83 |
| 13012 - Exhibits Specialist II | 20.86 |
| 13013 - Exhibits Specialist III | 25.51 |
| 13041 - Illustrator I | 16.83 |
| 13042 - Illustrator II | 20.86 |
| 13043 - Illustrator III | 25.51 |
| 13047 - Librarian | 23.09 |
| 13050 - Library Aide/Clerk | 12.19 |
| 13054 - Library Information Technology Systems Administrator | 20.86 |
| 13058 - Library Technician | 16.63 |
| 13061 - Media Specialist I | 15.05 |
| 13062 - Media Specialist II | 16.83 |
| 13063 - Media Specialist III | 18.77 |
| 13071 - Photographer I | 15.05 |
| 13072 - Photographer II | 16.83 |
| 13073 - Photographer III | 20.86 |
| 13074 - Photographer IV | 25.51 |
| 13075 - Photographer V | 30.86 |
| 13110 - Video Teleconference Technician | 15.05 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.27 |
| 14042 - Computer Operator II | 15.77 |
| 14043 - Computer Operator III | 17.93 |
| 14044 - Computer Operator IV | 20.80 |
| 14045 - Computer Operator V | 21.87 |
| 14071 - Computer Programmer I | (see 1) 24.10 |
| 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 | 13.27 |
| 14160 - Personal Computer Support Technician | 20.80 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.21 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.92 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.26 |
| 15050 - Computer Based Training Specialist / Instructor | 27.21 |
| 15060 - Educational Technologist | 22.55 |
| 15070 - Flight Instructor (Pilot) | 39.26 |
| 15080 - Graphic Artist | 18.83 |
| 15090 - Technical Instructor | 17.40 |
| 15095 - Technical Instructor/Course Developer | 21.29 |
| 15110 - Test Proctor | 14.05 |
| 15120 - Tutor | 14.05 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.92 |
| 16030 - Counter Attendant | 8.92 |
| 16040 - Dry Cleaner | 10.29 |
| 16070 - Finisher, Flatwork, Machine | 8.92 |
| 16090 - Presser, Hand | 8.92 |
| 16110 - Presser, Machine, Drycleaning | 8.92 |
| 16130 - Presser, Machine, Shirts | 8.92 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.92 |
| 16190 - Sewing Machine Operator | 10.74 |
| 16220 - Tailor | 11.20 |
| 16250 - Washer, Machine | 9.36 |
| 19000 - Machine Tool Operation And Repair Occupations | |

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| 19010 - Machine-Tool Operator (Tool Room) | 16.94 |
| 19040 - Tool And Die Maker | 21.04 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.12 |
| 21030 - Material Coordinator | 17.91 |
| 21040 - Material Expediter | 17.91 |
| 21050 - Material Handling Laborer | 10.63 |
| 21071 - Order Filler | 10.69 |
| 21080 - Production Line Worker (Food Processing) | 14.12 |
| 21110 - Shipping Packer | 13.09 |
| 21130 - Shipping/Receiving Clerk | 13.09 |
| 21140 - Store Worker I | 10.87 |
| 21150 - Stock Clerk | 14.50 |
| 21210 - Tools And Parts Attendant | 14.12 |
| 21410 - Warehouse Specialist | 14.12 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 21.60 |
| 23021 - Aircraft Mechanic I | 20.57 |
| 23022 - Aircraft Mechanic II | 21.60 |
| 23023 - Aircraft Mechanic III | 22.68 |
| 23040 - Aircraft Mechanic Helper | 15.36 |
| 23050 - Aircraft, Painter | 18.63 |
| 23060 - Aircraft Servicer | 17.51 |
| 23080 - Aircraft Worker | 18.50 |
| 23110 - Appliance Mechanic | 16.94 |
| 23120 - Bicycle Repairer | 13.79 |
| 23125 - Cable Splicer | 19.62 |
| 23130 - Carpenter, Maintenance | 17.79 |
| 23140 - Carpet Layer | 16.85 |
| 23160 - Electrician, Maintenance | 17.94 |
| 23181 - Electronics Technician Maintenance I | 22.94 |
| 23182 - Electronics Technician Maintenance II | 24.36 |
| 23183 - Electronics Technician Maintenance III | 25.89 |
| 23260 - Fabric Worker | 15.95 |
| 23290 - Fire Alarm System Mechanic | 17.94 |
| 23310 - Fire Extinguisher Repairer | 14.98 |
| 23311 - Fuel Distribution System Mechanic | 17.94 |
| 23312 - Fuel Distribution System Operator | 15.89 |
| 23370 - General Maintenance Worker | 16.85 |
| 23380 - Ground Support Equipment Mechanic | 20.57 |
| 23381 - Ground Support Equipment Servicer | 17.51 |
| 23382 - Ground Support Equipment Worker | 18.50 |
| 23391 - Gunsmith I | 15.32 |
| 23392 - Gunsmith II | 15.89 |
| 23393 - Gunsmith III | 17.94 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.59 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.61 |
| 23430 - Heavy Equipment Mechanic | 17.94 |
| 23440 - Heavy Equipment Operator | 17.94 |
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| 23580 - Maintenance Trades Helper | 13.99 |
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| 23592 - Metrology Technician II | 18.95 |
| 23593 - Metrology Technician III | 19.99 |
| 23640 - Millwright | 20.60 |
| 23710 - Office Appliance Repairer | 17.79 |

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| 23760 - Painter, Maintenance | 17.79 |
| 23790 - Pipefitter, Maintenance | 18.73 |
| 23810 - Plumber, Maintenance | 17.79 |
| 23820 - Pneudraulic Systems Mechanic | 17.94 |
| 23850 - Rigger | 17.94 |
| 23870 - Scale Mechanic | 16.85 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.56 |
| 23910 - Small Engine Mechanic | 16.85 |
| 23931 - Telecommunications Mechanic I | 23.64 |
| 23932 - Telecommunications Mechanic II | 24.86 |
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| 23965 - Well Driller | 17.94 |
| 23970 - Woodcraft Worker | 17.94 |
| 23980 - Woodworker | 14.98 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.14 |
| 24580 - Child Care Center Clerk | 13.51 |
| 24610 - Chore Aide | 10.87 |
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| 24630 - Homemaker | 13.97 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.58 |
| 25040 - Sewage Plant Operator | 18.63 |
| 25070 - Stationary Engineer | 21.58 |
| 25190 - Ventilation Equipment Tender | 14.65 |
| 25210 - Water Treatment Plant Operator | 18.63 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.37 |
| 27007 - Baggage Inspector | 10.79 |
| 27008 - Corrections Officer | 15.97 |
| 27010 - Court Security Officer | 15.56 |
| 27030 - Detection Dog Handler | 12.07 |
| 27040 - Detention Officer | 15.97 |
| 27070 - Firefighter | 15.56 |
| 27101 - Guard I | 10.79 |
| 27102 - Guard II | 12.07 |
| 27131 - Police Officer I | 16.63 |
| 27132 - Police Officer II | 18.45 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.53 |
| 28042 - Carnival Equipment Repairer | 11.29 |
| 28043 - Carnival Equipment Worker | 8.79 |
| 28210 - Gate Attendant/Gate Tender | 13.27 |
| 28310 - Lifeguard | 11.83 |
| 28350 - Park Attendant (Aide) | 14.85 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.84 |
| 28515 - Recreation Specialist | 12.79 |
| 28630 - Sports Official | 11.83 |
| 28690 - Swimming Pool Operator | 17.74 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.72 |
| 29020 - Hatch Tender | 18.72 |
| 29030 - Line Handler | 18.72 |
| 29041 - Stevedore I | 16.84 |
| 29042 - Stevedore II | 18.77 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.03 |
| 30022 - Archeological Technician II | 15.53 |

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| 30023 - Archeological Technician III | 20.83 |
| 30030 - Cartographic Technician | 20.83 |
| 30040 - Civil Engineering Technician | 21.34 |
| 30061 - Drafter/CAD Operator I | 15.03 |
| 30062 - Drafter/CAD Operator II | 16.81 |
| 30063 - Drafter/CAD Operator III | 18.75 |
| 30064 - Drafter/CAD Operator IV | 23.06 |
| 30081 - Engineering Technician I | 15.73 |
| 30082 - Engineering Technician II | 17.67 |
| 30083 - Engineering Technician III | 19.78 |
| 30084 - Engineering Technician IV | 24.51 |
| 30085 - Engineering Technician V | 29.98 |
| 30086 - Engineering Technician VI | 36.27 |
| 30090 - Environmental Technician | 20.83 |
| 30210 - Laboratory Technician | 18.75 |
| 30240 - Mathematical Technician | 20.83 |
| 30361 - Paralegal/Legal Assistant I | 17.89 |
| 30362 - Paralegal/Legal Assistant II | 22.17 |
| 30363 - Paralegal/Legal Assistant III | 27.12 |
| 30364 - Paralegal/Legal Assistant IV | 32.81 |
| 30390 - Photo-Optics Technician | 20.83 |
| 30461 - Technical Writer I | 18.99 |
| 30462 - Technical Writer II | 23.22 |
| 30463 - Technical Writer III | 28.09 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 18.75 |
| 30621 - Weather Observer, Senior (see 2) | 20.83 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.10 |
| 31030 - Bus Driver | 15.13 |
| 31043 - Driver Courier | 12.87 |
| 31260 - Parking and Lot Attendant | 8.69 |
| 31290 - Shuttle Bus Driver | 13.39 |
| 31310 - Taxi Driver | 11.05 |
| 31361 - Truckdriver, Light | 13.39 |
| 31362 - Truckdriver, Medium | 14.45 |
| 31363 - Truckdriver, Heavy | 15.38 |
| 31364 - Truckdriver, Tractor-Trailer | 15.38 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.67 |
| 99050 - Desk Clerk | 10.08 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.30 |
| 99252 - Laboratory Animal Caretaker II | 12.17 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 14.15 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.87 |
| 99711 - Recycling Specialist | 15.48 |
| 99730 - Refuse Collector | 12.29 |
| 99810 - Sales Clerk | 13.02 |
| 99820 - School Crossing Guard | 10.81 |
| 99830 - Survey Party Chief | 18.16 |
| 99831 - Surveying Aide | 10.88 |
| 99832 - Surveying Technician | 16.52 |
| 99840 - Vending Machine Attendant | 15.24 |
| 99841 - Vending Machine Repairer | 18.36 |
| 99842 - Vending Machine Repairer Helper | 15.24 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years, and 4 weeks after 11 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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3009
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Colorado

Area: Colorado County of Larimer

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.72 |
| 01012 - Accounting Clerk II | | 16.52 |
| 01013 - Accounting Clerk III | | 18.47 |
| 01020 - Administrative Assistant | | 21.10 |

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|-------|--|-------|
| 01040 | - Court Reporter | 19.21 |
| 01051 | - Data Entry Operator I | 11.91 |
| 01052 | - Data Entry Operator II | 12.99 |
| 01060 | - Dispatcher, Motor Vehicle | 19.21 |
| 01070 | - Document Preparation Clerk | 12.99 |
| 01090 | - Duplicating Machine Operator | 12.99 |
| 01111 | - General Clerk I | 14.35 |
| 01112 | - General Clerk II | 15.66 |
| 01113 | - General Clerk III | 17.57 |
| 01120 | - Housing Referral Assistant | 20.57 |
| 01141 | - Messenger Courier | 12.28 |
| 01191 | - Order Clerk I | 13.51 |
| 01192 | - Order Clerk II | 14.77 |
| 01261 | - Personnel Assistant (Employment) I | 15.26 |
| 01262 | - Personnel Assistant (Employment) II | 18.23 |
| 01263 | - Personnel Assistant (Employment) III | 19.04 |
| 01270 | - Production Control Clerk | 19.91 |
| 01280 | - Receptionist | 14.17 |
| 01290 | - Rental Clerk | 15.91 |
| 01300 | - Scheduler, Maintenance | 16.49 |
| 01311 | - Secretary I | 16.49 |
| 01312 | - Secretary II | 18.45 |
| 01313 | - Secretary III | 20.57 |
| 01320 | - Service Order Dispatcher | 16.64 |
| 01410 | - Supply Technician | 22.86 |
| 01420 | - Survey Worker | 18.23 |
| 01531 | - Travel Clerk I | 13.55 |
| 01532 | - Travel Clerk II | 14.20 |
| 01533 | - Travel Clerk III | 15.19 |
| 01611 | - Word Processor I | 12.99 |
| 01612 | - Word Processor II | 15.19 |
| 01613 | - Word Processor III | 18.23 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 24.14 |
| 05010 | - Automotive Electrician | 23.00 |
| 05040 | - Automotive Glass Installer | 21.40 |
| 05070 | - Automotive Worker | 21.40 |
| 05110 | - Mobile Equipment Servicer | 19.81 |
| 05130 | - Motor Equipment Metal Mechanic | 23.00 |
| 05160 | - Motor Equipment Metal Worker | 21.40 |
| 05190 | - Motor Vehicle Mechanic | 23.00 |
| 05220 | - Motor Vehicle Mechanic Helper | 18.48 |
| 05250 | - Motor Vehicle Upholstery Worker | 21.40 |
| 05280 | - Motor Vehicle Wrecker | 21.40 |
| 05310 | - Painter, Automotive | 22.15 |
| 05340 | - Radiator Repair Specialist | 21.40 |
| 05370 | - Tire Repairer | 14.98 |
| 05400 | - Transmission Repair Specialist | 23.00 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 11.82 |
| 07041 | - Cook I | 10.68 |
| 07042 | - Cook II | 12.35 |
| 07070 | - Dishwasher | 8.97 |
| 07130 | - Food Service Worker | 9.48 |
| 07210 | - Meat Cutter | 15.54 |
| 07260 | - Waiter/Waitress | 10.52 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 17.91 |
| 09040 | - Furniture Handler | 14.45 |
| 09080 | - Furniture Refinisher | 17.33 |
| 09090 | - Furniture Refinisher Helper | 14.45 |
| 09110 | - Furniture Repairer, Minor | 16.45 |
| 09130 | - Upholsterer | 17.91 |

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| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.76 |
| 11060 - Elevator Operator | 11.09 |
| 11090 - Gardener | 17.23 |
| 11122 - Housekeeping Aide | 11.09 |
| 11150 - Janitor | 11.15 |
| 11210 - Laborer, Grounds Maintenance | 12.41 |
| 11240 - Maid or Houseman | 9.25 |
| 11260 - Pruner | 11.13 |
| 11270 - Tractor Operator | 14.54 |
| 11330 - Trail Maintenance Worker | 12.41 |
| 11360 - Window Cleaner | 12.43 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 19.53 |
| 12011 - Breath Alcohol Technician | 18.60 |
| 12012 - Certified Occupational Therapist Assistant | 22.60 |
| 12015 - Certified Physical Therapist Assistant | 22.02 |
| 12020 - Dental Assistant | 17.73 |
| 12025 - Dental Hygienist | 35.32 |
| 12030 - EKG Technician | 26.32 |
| 12035 - Electroneurodiagnostic Technologist | 26.32 |
| 12040 - Emergency Medical Technician | 19.53 |
| 12071 - Licensed Practical Nurse I | 16.64 |
| 12072 - Licensed Practical Nurse II | 18.63 |
| 12073 - Licensed Practical Nurse III | 20.76 |
| 12100 - Medical Assistant | 15.62 |
| 12130 - Medical Laboratory Technician | 14.72 |
| 12160 - Medical Record Clerk | 15.88 |
| 12190 - Medical Record Technician | 17.79 |
| 12195 - Medical Transcriptionist | 16.67 |
| 12210 - Nuclear Medicine Technologist | 35.78 |
| 12221 - Nursing Assistant I | 11.41 |
| 12222 - Nursing Assistant II | 12.83 |
| 12223 - Nursing Assistant III | 14.00 |
| 12224 - Nursing Assistant IV | 15.71 |
| 12235 - Optical Dispenser | 15.51 |
| 12236 - Optical Technician | 16.64 |
| 12250 - Pharmacy Technician | 15.92 |
| 12280 - Phlebotomist | 15.71 |
| 12305 - Radiologic Technologist | 26.02 |
| 12311 - Registered Nurse I | 24.43 |
| 12312 - Registered Nurse II | 29.88 |
| 12313 - Registered Nurse II, Specialist | 29.88 |
| 12314 - Registered Nurse III | 36.15 |
| 12315 - Registered Nurse III, Anesthetist | 36.15 |
| 12316 - Registered Nurse IV | 43.33 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.01 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.76 |
| 13012 - Exhibits Specialist II | 25.72 |
| 13013 - Exhibits Specialist III | 31.46 |
| 13041 - Illustrator I | 20.82 |
| 13042 - Illustrator II | 25.80 |
| 13043 - Illustrator III | 31.56 |
| 13047 - Librarian | 28.48 |
| 13050 - Library Aide/Clerk | 16.53 |
| 13054 - Library Information Technology Systems Administrator | 25.72 |
| 13058 - Library Technician | 17.26 |
| 13061 - Media Specialist I | 18.55 |
| 13062 - Media Specialist II | 20.76 |
| 13063 - Media Specialist III | 23.14 |
| 13071 - Photographer I | 17.92 |

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| 13072 - Photographer II | 20.03 |
| 13073 - Photographer III | 24.82 |
| 13074 - Photographer IV | 30.37 |
| 13075 - Photographer V | 35.20 |
| 13110 - Video Teleconference Technician | 18.55 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.85 |
| 14042 - Computer Operator II | 18.86 |
| 14043 - Computer Operator III | 20.41 |
| 14044 - Computer Operator IV | 23.35 |
| 14045 - Computer Operator V | 25.85 |
| 14071 - Computer Programmer I | (see 1) 21.77 |
| 14072 - Computer Programmer II | (see 1) 26.98 |
| 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 | 16.85 |
| 14160 - Personal Computer Support Technician | 23.35 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.62 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.31 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 53.10 |
| 15050 - Computer Based Training Specialist / Instructor | 36.62 |
| 15060 - Educational Technologist | 30.71 |
| 15070 - Flight Instructor (Pilot) | 53.10 |
| 15080 - Graphic Artist | 22.00 |
| 15090 - Technical Instructor | 21.70 |
| 15095 - Technical Instructor/Course Developer | 26.57 |
| 15110 - Test Proctor | 17.69 |
| 15120 - Tutor | 17.69 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.81 |
| 16030 - Counter Attendant | 9.81 |
| 16040 - Dry Cleaner | 12.71 |
| 16070 - Finisher, Flatwork, Machine | 9.81 |
| 16090 - Presser, Hand | 9.81 |
| 16110 - Presser, Machine, Drycleaning | 9.81 |
| 16130 - Presser, Machine, Shirts | 9.81 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.81 |
| 16190 - Sewing Machine Operator | 13.57 |
| 16220 - Tailor | 14.42 |
| 16250 - Washer, Machine | 10.93 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.10 |
| 19040 - Tool And Die Maker | 25.72 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.01 |
| 21030 - Material Coordinator | 19.91 |
| 21040 - Material Expediter | 19.91 |
| 21050 - Material Handling Laborer | 13.05 |
| 21071 - Order Filler | 12.64 |
| 21080 - Production Line Worker (Food Processing) | 16.01 |
| 21110 - Shipping Packer | 13.61 |
| 21130 - Shipping/Receiving Clerk | 13.61 |
| 21140 - Store Worker I | 11.44 |
| 21150 - Stock Clerk | 15.69 |
| 21210 - Tools And Parts Attendant | 16.01 |
| 21410 - Warehouse Specialist | 16.01 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.01 |
| 23021 - Aircraft Mechanic I | 20.92 |

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| 23022 - Aircraft Mechanic II | 22.01 |
| 23023 - Aircraft Mechanic III | 23.94 |
| 23040 - Aircraft Mechanic Helper | 16.80 |
| 23050 - Aircraft, Painter | 21.08 |
| 23060 - Aircraft Servicer | 19.12 |
| 23080 - Aircraft Worker | 19.44 |
| 23110 - Appliance Mechanic | 22.06 |
| 23120 - Bicycle Repairer | 15.33 |
| 23125 - Cable Splicer | 26.16 |
| 23130 - Carpenter, Maintenance | 19.80 |
| 23140 - Carpet Layer | 19.39 |
| 23160 - Electrician, Maintenance | 21.51 |
| 23181 - Electronics Technician Maintenance I | 24.71 |
| 23182 - Electronics Technician Maintenance II | 26.38 |
| 23183 - Electronics Technician Maintenance III | 28.17 |
| 23260 - Fabric Worker | 18.04 |
| 23290 - Fire Alarm System Mechanic | 22.96 |
| 23310 - Fire Extinguisher Repairer | 16.69 |
| 23311 - Fuel Distribution System Mechanic | 24.35 |
| 23312 - Fuel Distribution System Operator | 19.60 |
| 23370 - General Maintenance Worker | 16.39 |
| 23380 - Ground Support Equipment Mechanic | 20.92 |
| 23381 - Ground Support Equipment Servicer | 19.12 |
| 23382 - Ground Support Equipment Worker | 19.44 |
| 23391 - Gunsmith I | 16.69 |
| 23392 - Gunsmith II | 19.39 |
| 23393 - Gunsmith III | 22.10 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.15 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.28 |
| 23430 - Heavy Equipment Mechanic | 21.52 |
| 23440 - Heavy Equipment Operator | 20.49 |
| 23460 - Instrument Mechanic | 22.10 |
| 23465 - Laboratory/Shelter Mechanic | 20.70 |
| 23470 - Laborer | 12.29 |
| 23510 - Locksmith | 19.64 |
| 23530 - Machinery Maintenance Mechanic | 24.85 |
| 23550 - Machinist, Maintenance | 20.49 |
| 23580 - Maintenance Trades Helper | 15.31 |
| 23591 - Metrology Technician I | 22.10 |
| 23592 - Metrology Technician II | 23.34 |
| 23593 - Metrology Technician III | 24.45 |
| 23640 - Millwright | 22.10 |
| 23710 - Office Appliance Repairer | 19.65 |
| 23760 - Painter, Maintenance | 19.64 |
| 23790 - Pipefitter, Maintenance | 24.47 |
| 23810 - Plumber, Maintenance | 23.58 |
| 23820 - Pneudraulic Systems Mechanic | 22.10 |
| 23850 - Rigger | 22.10 |
| 23870 - Scale Mechanic | 19.39 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.38 |
| 23910 - Small Engine Mechanic | 17.73 |
| 23931 - Telecommunications Mechanic I | 26.82 |
| 23932 - Telecommunications Mechanic II | 27.64 |
| 23950 - Telephone Lineman | 22.10 |
| 23960 - welder, Combination, Maintenance | 18.89 |
| 23965 - well Driller | 22.10 |
| 23970 - woodcraft worker | 12.59 |
| 23980 - woodworker | 17.57 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.55 |
| 24580 - Child Care Center Clerk | 14.26 |

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| 24610 - Chore Aide | 10.11 |
| 24620 - Family Readiness And Support Services Coordinator | 14.86 |
| 24630 - Homemaker | 14.86 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.00 |
| 25040 - Sewage Plant Operator | 24.31 |
| 25070 - Stationary Engineer | 24.00 |
| 25190 - Ventilation Equipment Tender | 17.44 |
| 25210 - Water Treatment Plant Operator | 24.31 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.49 |
| 27007 - Baggage Inspector | 11.67 |
| 27008 - Corrections Officer | 24.11 |
| 27010 - Court Security Officer | 24.11 |
| 27030 - Detection Dog Handler | 17.87 |
| 27040 - Detention Officer | 24.11 |
| 27070 - Firefighter | 24.48 |
| 27101 - Guard I | 11.67 |
| 27102 - Guard II | 17.87 |
| 27131 - Police Officer I | 29.91 |
| 27132 - Police Officer II | 33.25 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.67 |
| 28042 - Carnival Equipment Repairer | 12.59 |
| 28043 - Carnival Equipment Worker | 9.13 |
| 28210 - Gate Attendant/Gate Tender | 14.39 |
| 28310 - Lifeguard | 12.13 |
| 28350 - Park Attendant (Aide) | 16.10 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.75 |
| 28515 - Recreation Specialist | 14.11 |
| 28630 - Sports Official | 12.82 |
| 28690 - Swimming Pool Operator | 19.50 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.60 |
| 29020 - Hatch Tender | 21.60 |
| 29030 - Line Handler | 21.60 |
| 29041 - Stevedore I | 21.00 |
| 29042 - Stevedore II | 26.44 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.39 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.47 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.16 |
| 30021 - Archeological Technician I | 18.23 |
| 30022 - Archeological Technician II | 20.40 |
| 30023 - Archeological Technician III | 25.28 |
| 30030 - Cartographic Technician | 25.28 |
| 30040 - Civil Engineering Technician | 21.73 |
| 30061 - Drafter/CAD Operator I | 18.23 |
| 30062 - Drafter/CAD Operator II | 20.40 |
| 30063 - Drafter/CAD Operator III | 22.75 |
| 30064 - Drafter/CAD Operator IV | 27.99 |
| 30081 - Engineering Technician I | 16.53 |
| 30082 - Engineering Technician II | 18.55 |
| 30083 - Engineering Technician III | 20.77 |
| 30084 - Engineering Technician IV | 25.71 |
| 30085 - Engineering Technician V | 31.39 |
| 30086 - Engineering Technician VI | 37.98 |
| 30090 - Environmental Technician | 24.38 |
| 30210 - Laboratory Technician | 21.74 |
| 30240 - Mathematical Technician | 25.28 |
| 30361 - Paralegal/Legal Assistant I | 19.12 |
| 30362 - Paralegal/Legal Assistant II | 23.19 |

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| 30363 - Paralegal/Legal Assistant III | 28.40 |
| 30364 - Paralegal/Legal Assistant IV | 34.35 |
| 30390 - Photo-Optics Technician | 25.28 |
| 30461 - Technical Writer I | 21.30 |
| 30462 - Technical Writer II | 26.05 |
| 30463 - Technical Writer III | 31.52 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.40 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.52 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.38 |
| 30494 - Unexploded (UXO) Safety Escort | 24.40 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.40 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 22.75 |
| 30621 - Weather Observer, Senior | (see 2) 25.28 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.28 |
| 31030 - Bus Driver | 19.72 |
| 31043 - Driver Courier | 12.75 |
| 31260 - Parking and Lot Attendant | 11.01 |
| 31290 - Shuttle Bus Driver | 15.93 |
| 31310 - Taxi Driver | 11.72 |
| 31361 - Truckdriver, Light | 14.77 |
| 31362 - Truckdriver, Medium | 20.56 |
| 31363 - Truckdriver, Heavy | 21.16 |
| 31364 - Truckdriver, Tractor-Trailer | 21.16 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.45 |
| 99050 - Desk Clerk | 10.54 |
| 99095 - Embalmer | 25.39 |
| 99251 - Laboratory Animal Caretaker I | 10.54 |
| 99252 - Laboratory Animal Caretaker II | 11.44 |
| 99310 - Mortician | 25.39 |
| 99410 - Pest Controller | 19.86 |
| 99510 - Photofinishing Worker | 12.82 |
| 99710 - Recycling Laborer | 17.29 |
| 99711 - Recycling Specialist | 20.81 |
| 99730 - Refuse Collector | 15.51 |
| 99810 - Sales Clerk | 12.01 |
| 99820 - School Crossing Guard | 12.70 |
| 99830 - Survey Party Chief | 17.03 |
| 99831 - Surveying Aide | 10.88 |
| 99832 - Surveying Technician | 17.84 |
| 99840 - Vending Machine Attendant | 17.04 |
| 99841 - Vending Machine Repairer | 20.21 |
| 99842 - Vending Machine Repairer Helper | 17.04 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Area: Colorado County of Larimer

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.72 |
| 01012 - Accounting Clerk II | | 16.52 |
| 01013 - Accounting Clerk III | | 18.47 |
| 01020 - Administrative Assistant | | 21.10 |
| 01040 - Court Reporter | | 19.21 |
| 01051 - Data Entry Operator I | | 11.91 |
| 01052 - Data Entry Operator II | | 12.99 |
| 01060 - Dispatcher, Motor Vehicle | | 19.21 |
| 01070 - Document Preparation Clerk | | 12.99 |
| 01090 - Duplicating Machine Operator | | 12.99 |
| 01111 - General Clerk I | | 14.35 |
| 01112 - General Clerk II | | 15.66 |
| 01113 - General Clerk III | | 17.57 |
| 01120 - Housing Referral Assistant | | 20.57 |
| 01141 - Messenger Courier | | 12.28 |
| 01191 - Order Clerk I | | 13.51 |
| 01192 - Order Clerk II | | 14.77 |
| 01261 - Personnel Assistant (Employment) I | | 15.26 |
| 01262 - Personnel Assistant (Employment) II | | 18.23 |
| 01263 - Personnel Assistant (Employment) III | | 19.04 |
| 01270 - Production Control Clerk | | 19.91 |
| 01280 - Receptionist | | 14.17 |
| 01290 - Rental Clerk | | 15.91 |
| 01300 - Scheduler, Maintenance | | 16.49 |
| 01311 - Secretary I | | 16.49 |
| 01312 - Secretary II | | 18.45 |
| 01313 - Secretary III | | 20.57 |
| 01320 - Service Order Dispatcher | | 16.64 |
| 01410 - Supply Technician | | 22.86 |
| 01420 - Survey Worker | | 18.23 |
| 01531 - Travel Clerk I | | 13.55 |
| 01532 - Travel Clerk II | | 14.20 |
| 01533 - Travel Clerk III | | 15.19 |
| 01611 - Word Processor I | | 12.99 |
| 01612 - Word Processor II | | 15.19 |
| 01613 - Word Processor III | | 18.23 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 24.14 |
| 05010 - Automotive Electrician | | 23.00 |
| 05040 - Automotive Glass Installer | | 21.40 |
| 05070 - Automotive Worker | | 21.40 |
| 05110 - Mobile Equipment Servicer | | 19.81 |
| 05130 - Motor Equipment Metal Mechanic | | 23.00 |
| 05160 - Motor Equipment Metal Worker | | 21.40 |
| 05190 - Motor Vehicle Mechanic | | 23.00 |
| 05220 - Motor Vehicle Mechanic Helper | | 18.48 |
| 05250 - Motor Vehicle Upholstery Worker | | 21.40 |
| 05280 - Motor Vehicle Wrecker | | 21.40 |

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| 05310 - Painter, Automotive | 22.15 |
| 05340 - Radiator Repair Specialist | 21.40 |
| 05370 - Tire Repairer | 14.98 |
| 05400 - Transmission Repair Specialist | 23.00 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.82 |
| 07041 - Cook I | 10.68 |
| 07042 - Cook II | 12.35 |
| 07070 - Dishwasher | 8.97 |
| 07130 - Food Service Worker | 9.48 |
| 07210 - Meat Cutter | 15.54 |
| 07260 - Waiter/Waitress | 10.52 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.91 |
| 09040 - Furniture Handler | 14.45 |
| 09080 - Furniture Refinisher | 17.33 |
| 09090 - Furniture Refinisher Helper | 14.45 |
| 09110 - Furniture Repairer, Minor | 16.45 |
| 09130 - Upholsterer | 17.91 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.76 |
| 11060 - Elevator Operator | 11.09 |
| 11090 - Gardener | 17.23 |
| 11122 - Housekeeping Aide | 11.09 |
| 11150 - Janitor | 11.15 |
| 11210 - Laborer, Grounds Maintenance | 12.41 |
| 11240 - Maid or Houseman | 9.25 |
| 11260 - Pruner | 11.13 |
| 11270 - Tractor Operator | 14.54 |
| 11330 - Trail Maintenance Worker | 12.41 |
| 11360 - Window Cleaner | 12.43 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 19.53 |
| 12011 - Breath Alcohol Technician | 18.60 |
| 12012 - Certified Occupational Therapist Assistant | 22.60 |
| 12015 - Certified Physical Therapist Assistant | 22.02 |
| 12020 - Dental Assistant | 17.73 |
| 12025 - Dental Hygienist | 35.32 |
| 12030 - EKG Technician | 26.32 |
| 12035 - Electroneurodiagnostic Technologist | 26.32 |
| 12040 - Emergency Medical Technician | 19.53 |
| 12071 - Licensed Practical Nurse I | 16.64 |
| 12072 - Licensed Practical Nurse II | 18.63 |
| 12073 - Licensed Practical Nurse III | 20.76 |
| 12100 - Medical Assistant | 15.62 |
| 12130 - Medical Laboratory Technician | 14.72 |
| 12160 - Medical Record Clerk | 15.88 |
| 12190 - Medical Record Technician | 17.79 |
| 12195 - Medical Transcriptionist | 16.67 |
| 12210 - Nuclear Medicine Technologist | 35.78 |
| 12221 - Nursing Assistant I | 11.41 |
| 12222 - Nursing Assistant II | 12.83 |
| 12223 - Nursing Assistant III | 14.00 |
| 12224 - Nursing Assistant IV | 15.71 |
| 12235 - Optical Dispenser | 15.51 |
| 12236 - Optical Technician | 16.64 |
| 12250 - Pharmacy Technician | 15.92 |
| 12280 - Phlebotomist | 15.71 |
| 12305 - Radiologic Technologist | 26.02 |
| 12311 - Registered Nurse I | 24.43 |
| 12312 - Registered Nurse II | 29.88 |
| 12313 - Registered Nurse II, Specialist | 29.88 |
| 12314 - Registered Nurse III | 36.15 |

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| 12315 - Registered Nurse III, Anesthetist | 36.15 |
| 12316 - Registered Nurse IV | 43.33 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.01 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.76 |
| 13012 - Exhibits Specialist II | 25.72 |
| 13013 - Exhibits Specialist III | 31.46 |
| 13041 - Illustrator I | 20.82 |
| 13042 - Illustrator II | 25.80 |
| 13043 - Illustrator III | 31.56 |
| 13047 - Librarian | 28.48 |
| 13050 - Library Aide/Clerk | 16.53 |
| 13054 - Library Information Technology Systems Administrator | 25.72 |
| 13058 - Library Technician | 17.26 |
| 13061 - Media Specialist I | 18.55 |
| 13062 - Media Specialist II | 20.76 |
| 13063 - Media Specialist III | 23.14 |
| 13071 - Photographer I | 17.92 |
| 13072 - Photographer II | 20.03 |
| 13073 - Photographer III | 24.82 |
| 13074 - Photographer IV | 30.37 |
| 13075 - Photographer V | 35.20 |
| 13110 - Video Teleconference Technician | 18.55 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.85 |
| 14042 - Computer Operator II | 18.86 |
| 14043 - Computer Operator III | 20.41 |
| 14044 - Computer Operator IV | 23.35 |
| 14045 - Computer Operator V | 25.85 |
| 14071 - Computer Programmer I | (see 1) 21.77 |
| 14072 - Computer Programmer II | (see 1) 26.98 |
| 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 | 16.85 |
| 14160 - Personal Computer Support Technician | 23.35 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.62 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.31 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 53.10 |
| 15050 - Computer Based Training Specialist / Instructor | 36.62 |
| 15060 - Educational Technologist | 30.71 |
| 15070 - Flight Instructor (Pilot) | 53.10 |
| 15080 - Graphic Artist | 22.00 |
| 15090 - Technical Instructor | 21.70 |
| 15095 - Technical Instructor/Course Developer | 26.57 |
| 15110 - Test Proctor | 17.69 |
| 15120 - Tutor | 17.69 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.81 |
| 16030 - Counter Attendant | 9.81 |
| 16040 - Dry Cleaner | 12.71 |
| 16070 - Finisher, Flatwork, Machine | 9.81 |
| 16090 - Presser, Hand | 9.81 |
| 16110 - Presser, Machine, Drycleaning | 9.81 |
| 16130 - Presser, Machine, Shirts | 9.81 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.81 |
| 16190 - Sewing Machine Operator | 13.57 |
| 16220 - Tailor | 14.42 |
| 16250 - Washer, Machine | 10.93 |

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| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.10 |
| 19040 - Tool And Die Maker | 25.72 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.01 |
| 21030 - Material Coordinator | 19.91 |
| 21040 - Material Expediter | 19.91 |
| 21050 - Material Handling Laborer | 13.05 |
| 21071 - Order Filler | 12.64 |
| 21080 - Production Line Worker (Food Processing) | 16.01 |
| 21110 - Shipping Packer | 13.61 |
| 21130 - Shipping/Receiving Clerk | 13.61 |
| 21140 - Store Worker I | 11.44 |
| 21150 - Stock Clerk | 15.69 |
| 21210 - Tools And Parts Attendant | 16.01 |
| 21410 - Warehouse Specialist | 16.01 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.01 |
| 23021 - Aircraft Mechanic I | 20.92 |
| 23022 - Aircraft Mechanic II | 22.01 |
| 23023 - Aircraft Mechanic III | 23.94 |
| 23040 - Aircraft Mechanic Helper | 16.80 |
| 23050 - Aircraft, Painter | 21.08 |
| 23060 - Aircraft Servicer | 19.12 |
| 23080 - Aircraft Worker | 19.44 |
| 23110 - Appliance Mechanic | 22.06 |
| 23120 - Bicycle Repairer | 15.33 |
| 23125 - Cable Splicer | 26.16 |
| 23130 - Carpenter, Maintenance | 19.80 |
| 23140 - Carpet Layer | 19.39 |
| 23160 - Electrician, Maintenance | 21.51 |
| 23181 - Electronics Technician Maintenance I | 24.71 |
| 23182 - Electronics Technician Maintenance II | 26.38 |
| 23183 - Electronics Technician Maintenance III | 28.17 |
| 23260 - Fabric Worker | 18.04 |
| 23290 - Fire Alarm System Mechanic | 22.96 |
| 23310 - Fire Extinguisher Repairer | 16.69 |
| 23311 - Fuel Distribution System Mechanic | 24.35 |
| 23312 - Fuel Distribution System Operator | 19.60 |
| 23370 - General Maintenance Worker | 16.39 |
| 23380 - Ground Support Equipment Mechanic | 20.92 |
| 23381 - Ground Support Equipment Servicer | 19.12 |
| 23382 - Ground Support Equipment Worker | 19.44 |
| 23391 - Gunsmith I | 16.69 |
| 23392 - Gunsmith II | 19.39 |
| 23393 - Gunsmith III | 22.10 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.15 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.28 |
| 23430 - Heavy Equipment Mechanic | 21.52 |
| 23440 - Heavy Equipment Operator | 20.49 |
| 23460 - Instrument Mechanic | 22.10 |
| 23465 - Laboratory/Shelter Mechanic | 20.70 |
| 23470 - Laborer | 12.29 |
| 23510 - Locksmith | 19.64 |
| 23530 - Machinery Maintenance Mechanic | 24.85 |
| 23550 - Machinist, Maintenance | 20.49 |
| 23580 - Maintenance Trades Helper | 15.31 |
| 23591 - Metrology Technician I | 22.10 |
| 23592 - Metrology Technician II | 23.34 |
| 23593 - Metrology Technician III | 24.45 |
| 23640 - Millwright | 22.10 |

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| 23710 - Office Appliance Repairer | 19.65 |
| 23760 - Painter, Maintenance | 19.64 |
| 23790 - Pipefitter, Maintenance | 24.47 |
| 23810 - Plumber, Maintenance | 23.58 |
| 23820 - Pneudraulic Systems Mechanic | 22.10 |
| 23850 - Rigger | 22.10 |
| 23870 - Scale Mechanic | 19.39 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.38 |
| 23910 - Small Engine Mechanic | 17.73 |
| 23931 - Telecommunications Mechanic I | 26.82 |
| 23932 - Telecommunications Mechanic II | 27.64 |
| 23950 - Telephone Lineman | 22.10 |
| 23960 - Welder, Combination, Maintenance | 18.89 |
| 23965 - Well Driller | 22.10 |
| 23970 - Woodcraft Worker | 12.59 |
| 23980 - Woodworker | 17.57 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.55 |
| 24580 - Child Care Center Clerk | 14.26 |
| 24610 - Chore Aide | 10.11 |
| 24620 - Family Readiness And Support Services Coordinator | 14.86 |
| 24630 - Homemaker | 14.86 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.00 |
| 25040 - Sewage Plant Operator | 24.31 |
| 25070 - Stationary Engineer | 24.00 |
| 25190 - Ventilation Equipment Tender | 17.44 |
| 25210 - Water Treatment Plant Operator | 24.31 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.49 |
| 27007 - Baggage Inspector | 11.67 |
| 27008 - Corrections Officer | 24.11 |
| 27010 - Court Security Officer | 24.11 |
| 27030 - Detection Dog Handler | 17.87 |
| 27040 - Detention Officer | 24.11 |
| 27070 - Firefighter | 24.48 |
| 27101 - Guard I | 11.67 |
| 27102 - Guard II | 17.87 |
| 27131 - Police Officer I | 29.91 |
| 27132 - Police Officer II | 33.25 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.67 |
| 28042 - Carnival Equipment Repairer | 12.59 |
| 28043 - Carnival Equipment Worker | 9.13 |
| 28210 - Gate Attendant/Gate Tender | 14.39 |
| 28310 - Lifeguard | 12.13 |
| 28350 - Park Attendant (Aide) | 16.10 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.75 |
| 28515 - Recreation Specialist | 14.11 |
| 28630 - Sports Official | 12.82 |
| 28690 - Swimming Pool Operator | 19.50 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.60 |
| 29020 - Hatch Tender | 21.60 |
| 29030 - Line Handler | 21.60 |
| 29041 - Stevedore I | 21.00 |
| 29042 - Stevedore II | 26.44 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.39 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.47 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.16 |
| 30021 - Archeological Technician I | 18.23 |

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|---|---------------|
| 30022 - Archeological Technician II | 20.40 |
| 30023 - Archeological Technician III | 25.28 |
| 30030 - Cartographic Technician | 25.28 |
| 30040 - Civil Engineering Technician | 21.73 |
| 30061 - Drafter/CAD Operator I | 18.23 |
| 30062 - Drafter/CAD Operator II | 20.40 |
| 30063 - Drafter/CAD Operator III | 22.75 |
| 30064 - Drafter/CAD Operator IV | 27.99 |
| 30081 - Engineering Technician I | 16.53 |
| 30082 - Engineering Technician II | 18.55 |
| 30083 - Engineering Technician III | 20.77 |
| 30084 - Engineering Technician IV | 25.71 |
| 30085 - Engineering Technician V | 31.39 |
| 30086 - Engineering Technician VI | 37.98 |
| 30090 - Environmental Technician | 24.38 |
| 30210 - Laboratory Technician | 21.74 |
| 30240 - Mathematical Technician | 25.28 |
| 30361 - Paralegal/Legal Assistant I | 19.12 |
| 30362 - Paralegal/Legal Assistant II | 23.19 |
| 30363 - Paralegal/Legal Assistant III | 28.40 |
| 30364 - Paralegal/Legal Assistant IV | 34.35 |
| 30390 - Photo-Optics Technician | 25.28 |
| 30461 - Technical Writer I | 21.30 |
| 30462 - Technical Writer II | 26.05 |
| 30463 - Technical Writer III | 31.52 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.40 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.52 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.38 |
| 30494 - Unexploded (UXO) Safety Escort | 24.40 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.40 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 22.75 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 25.28 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.28 |
| 31030 - Bus Driver | 19.72 |
| 31043 - Driver Courier | 12.75 |
| 31260 - Parking and Lot Attendant | 11.01 |
| 31290 - Shuttle Bus Driver | 15.93 |
| 31310 - Taxi Driver | 11.72 |
| 31361 - Truckdriver, Light | 14.77 |
| 31362 - Truckdriver, Medium | 20.56 |
| 31363 - Truckdriver, Heavy | 21.16 |
| 31364 - Truckdriver, Tractor-Trailer | 21.16 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.45 |
| 99050 - Desk Clerk | 10.54 |
| 99095 - Embalmer | 25.39 |
| 99251 - Laboratory Animal Caretaker I | 10.54 |
| 99252 - Laboratory Animal Caretaker II | 11.44 |
| 99310 - Mortician | 25.39 |
| 99410 - Pest Controller | 19.86 |
| 99510 - Photofinishing Worker | 12.82 |
| 99710 - Recycling Laborer | 17.29 |
| 99711 - Recycling Specialist | 20.81 |
| 99730 - Refuse Collector | 15.51 |
| 99810 - Sales Clerk | 12.01 |
| 99820 - School Crossing Guard | 12.70 |
| 99830 - Survey Party Chief | 17.03 |
| 99831 - Surveying Aide | 10.88 |
| 99832 - Surveying Technician | 17.84 |
| 99840 - Vending Machine Attendant | 17.04 |
| 99841 - Vending Machine Repairer | 20.21 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3011
Revision No.: 16
Date of Last Revision: 07/25/2014

State: Michigan

Area: Michigan County of Livingston

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.22 |
| 01012 - Accounting Clerk II | | 15.96 |
| 01013 - Accounting Clerk III | | 18.77 |
| 01020 - Administrative Assistant | | 26.95 |
| 01040 - Court Reporter | | 19.80 |
| 01051 - Data Entry Operator I | | 13.85 |
| 01052 - Data Entry Operator II | | 15.12 |
| 01060 - Dispatcher, Motor Vehicle | | 21.98 |
| 01070 - Document Preparation Clerk | | 15.38 |
| 01090 - Duplicating Machine Operator | | 15.38 |
| 01111 - General Clerk I | | 13.37 |
| 01112 - General Clerk II | | 14.60 |
| 01113 - General Clerk III | | 16.39 |
| 01120 - Housing Referral Assistant | | 22.04 |
| 01141 - Messenger Courier | | 11.47 |
| 01191 - Order Clerk I | | 14.16 |
| 01192 - Order Clerk II | | 15.95 |
| 01261 - Personnel Assistant (Employment) I | | 17.30 |
| 01262 - Personnel Assistant (Employment) II | | 19.35 |
| 01263 - Personnel Assistant (Employment) III | | 21.57 |
| 01270 - Production Control Clerk | | 21.45 |
| 01280 - Receptionist | | 13.67 |
| 01290 - Rental Clerk | | 15.38 |
| 01300 - Scheduler, Maintenance | | 17.30 |
| 01311 - Secretary I | | 17.30 |
| 01312 - Secretary II | | 19.35 |

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| 01313 - Secretary III | 22.04 |
| 01320 - Service Order Dispatcher | 19.04 |
| 01410 - Supply Technician | 25.70 |
| 01420 - Survey Worker | 18.56 |
| 01531 - Travel Clerk I | 13.02 |
| 01532 - Travel Clerk II | 14.14 |
| 01533 - Travel Clerk III | 15.31 |
| 01611 - Word Processor I | 15.07 |
| 01612 - Word Processor II | 16.92 |
| 01613 - Word Processor III | 18.93 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.68 |
| 05010 - Automotive Electrician | 22.58 |
| 05040 - Automotive Glass Installer | 21.84 |
| 05070 - Automotive Worker | 21.84 |
| 05110 - Mobile Equipment Servicer | 20.43 |
| 05130 - Motor Equipment Metal Mechanic | 23.31 |
| 05160 - Motor Equipment Metal Worker | 21.84 |
| 05190 - Motor Vehicle Mechanic | 23.31 |
| 05220 - Motor Vehicle Mechanic Helper | 19.71 |
| 05250 - Motor Vehicle Upholstery Worker | 21.12 |
| 05280 - Motor Vehicle Wrecker | 21.84 |
| 05310 - Painter, Automotive | 22.58 |
| 05340 - Radiator Repair Specialist | 21.84 |
| 05370 - Tire Repairer | 19.58 |
| 05400 - Transmission Repair Specialist | 23.31 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.07 |
| 07041 - Cook I | 13.99 |
| 07042 - Cook II | 15.07 |
| 07070 - Dishwasher | 11.64 |
| 07130 - Food Service Worker | 11.64 |
| 07210 - Meat Cutter | 16.26 |
| 07260 - Waiter/Waitress | 12.36 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 23.44 |
| 09040 - Furniture Handler | 18.10 |
| 09080 - Furniture Refinisher | 23.44 |
| 09090 - Furniture Refinisher Helper | 20.50 |
| 09110 - Furniture Repairer, Minor | 21.98 |
| 09130 - Upholsterer | 23.44 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 14.91 |
| 11060 - Elevator Operator | 14.91 |
| 11090 - Gardener | 17.38 |
| 11122 - Housekeeping Aide | 13.40 |
| 11150 - Janitor | 13.41 |
| 11210 - Laborer, Grounds Maintenance | 14.78 |
| 11240 - Maid or Houseman | 12.13 |
| 11260 - Pruner | 13.63 |
| 11270 - Tractor Operator | 15.88 |
| 11330 - Trail Maintenance Worker | 14.78 |
| 11360 - Window Cleaner | 14.24 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.56 |
| 12011 - Breath Alcohol Technician | 19.72 |
| 12012 - Certified Occupational Therapist Assistant | 22.17 |
| 12015 - Certified Physical Therapist Assistant | 22.17 |
| 12020 - Dental Assistant | 17.03 |
| 12025 - Dental Hygienist | 30.37 |
| 12030 - EKG Technician | 25.82 |
| 12035 - Electroneurodiagnostic Technologist | 25.82 |
| 12040 - Emergency Medical Technician | 17.90 |

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| 12071 - Licensed Practical Nurse I | 17.61 |
| 12072 - Licensed Practical Nurse II | 19.72 |
| 12073 - Licensed Practical Nurse III | 21.34 |
| 12100 - Medical Assistant | 14.38 |
| 12130 - Medical Laboratory Technician | 22.29 |
| 12160 - Medical Record Clerk | 15.74 |
| 12190 - Medical Record Technician | 19.47 |
| 12195 - Medical Transcriptionist | 18.11 |
| 12210 - Nuclear Medicine Technologist | 33.56 |
| 12221 - Nursing Assistant I | 11.25 |
| 12222 - Nursing Assistant II | 12.27 |
| 12223 - Nursing Assistant III | 13.40 |
| 12224 - Nursing Assistant IV | 15.04 |
| 12235 - Optical Dispenser | 19.36 |
| 12236 - Optical Technician | 17.61 |
| 12250 - Pharmacy Technician | 17.78 |
| 12280 - Phlebotomist | 15.04 |
| 12305 - Radiologic Technologist | 26.11 |
| 12311 - Registered Nurse I | 29.83 |
| 12312 - Registered Nurse II | 32.20 |
| 12313 - Registered Nurse II, Specialist | 32.20 |
| 12314 - Registered Nurse III | 44.14 |
| 12315 - Registered Nurse III, Anesthetist | 44.14 |
| 12316 - Registered Nurse IV | 52.92 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.02 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.47 |
| 13012 - Exhibits Specialist II | 26.61 |
| 13013 - Exhibits Specialist III | 32.54 |
| 13041 - Illustrator I | 25.01 |
| 13042 - Illustrator II | 30.96 |
| 13043 - Illustrator III | 37.90 |
| 13047 - Librarian | 30.28 |
| 13050 - Library Aide/Clerk | 13.49 |
| 13054 - Library Information Technology Systems Administrator | 27.34 |
| 13058 - Library Technician | 18.56 |
| 13061 - Media Specialist I | 18.54 |
| 13062 - Media Specialist II | 20.75 |
| 13063 - Media Specialist III | 22.13 |
| 13071 - Photographer I | 19.42 |
| 13072 - Photographer II | 22.83 |
| 13073 - Photographer III | 29.27 |
| 13074 - Photographer IV | 33.95 |
| 13075 - Photographer V | 39.82 |
| 13110 - Video Teleconference Technician | 19.13 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.16 |
| 14042 - Computer Operator II | 19.20 |
| 14043 - Computer Operator III | 21.40 |
| 14044 - Computer Operator IV | 23.77 |
| 14045 - Computer Operator V | 26.33 |
| 14071 - Computer Programmer I | (see 1) 22.60 |
| 14072 - Computer Programmer II | (see 1) |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 2,1) |
| 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 | 17.16 |
| 14160 - Personal Computer Support Technician | 23.77 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 32.52 |

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| 15020 - Aircrew Training Devices Instructor (Rated) | 39.35 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 50.79 |
| 15050 - Computer Based Training Specialist / Instructor | 32.52 |
| 15060 - Educational Technologist | 30.30 |
| 15070 - Flight Instructor (Pilot) | 50.79 |
| 15080 - Graphic Artist | 29.92 |
| 15090 - Technical Instructor | 26.84 |
| 15095 - Technical Instructor/Course Developer | 32.69 |
| 15110 - Test Proctor | 21.80 |
| 15120 - Tutor | 21.80 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.00 |
| 16030 - Counter Attendant | 10.00 |
| 16040 - Dry Cleaner | 13.34 |
| 16070 - Finisher, Flatwork, Machine | 10.00 |
| 16090 - Presser, Hand | 10.00 |
| 16110 - Presser, Machine, Drycleaning | 10.00 |
| 16130 - Presser, Machine, Shirts | 10.00 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.00 |
| 16190 - Sewing Machine Operator | 14.52 |
| 16220 - Tailor | 15.65 |
| 16250 - Washer, Machine | 11.08 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 26.18 |
| 19040 - Tool And Die Maker | 29.03 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 20.65 |
| 21030 - Material Coordinator | 24.54 |
| 21040 - Material Expediter | 24.11 |
| 21050 - Material Handling Laborer | 18.05 |
| 21071 - Order Filler | 15.92 |
| 21080 - Production Line Worker (Food Processing) | 20.65 |
| 21110 - Shipping Packer | 17.34 |
| 21130 - Shipping/Receiving Clerk | 17.34 |
| 21140 - Store Worker I | 17.19 |
| 21150 - Stock Clerk | 21.86 |
| 21210 - Tools And Parts Attendant | 20.65 |
| 21410 - Warehouse Specialist | 20.65 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.30 |
| 23021 - Aircraft Mechanic I | 27.91 |
| 23022 - Aircraft Mechanic II | 29.30 |
| 23023 - Aircraft Mechanic III | 30.84 |
| 23040 - Aircraft Mechanic Helper | 19.51 |
| 23050 - Aircraft, Painter | 25.37 |
| 23060 - Aircraft Servicer | 22.27 |
| 23080 - Aircraft Worker | 23.38 |
| 23110 - Appliance Mechanic | 23.44 |
| 23120 - Bicycle Repairer | 18.66 |
| 23125 - Cable Splicer | 27.79 |
| 23130 - Carpenter, Maintenance | 25.15 |
| 23140 - Carpet Layer | 24.10 |
| 23160 - Electrician, Maintenance | 32.65 |
| 23181 - Electronics Technician Maintenance I | 26.20 |
| 23182 - Electronics Technician Maintenance II | 27.07 |
| 23183 - Electronics Technician Maintenance III | 31.31 |
| 23260 - Fabric Worker | 23.20 |
| 23290 - Fire Alarm System Mechanic | 24.42 |
| 23310 - Fire Extinguisher Repairer | 22.37 |
| 23311 - Fuel Distribution System Mechanic | 25.62 |
| 23312 - Fuel Distribution System Operator | 22.26 |
| 23370 - General Maintenance Worker | 23.96 |
| 23380 - Ground Support Equipment Mechanic | 27.91 |

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| 23381 - Ground Support Equipment Servicer | 22.27 |
| 23382 - Ground Support Equipment Worker | 23.38 |
| 23391 - Gunsmith I | 22.37 |
| 23392 - Gunsmith II | 24.10 |
| 23393 - Gunsmith III | 25.75 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.96 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.71 |
| 23430 - Heavy Equipment Mechanic | 29.63 |
| 23440 - Heavy Equipment Operator | 27.30 |
| 23460 - Instrument Mechanic | 29.03 |
| 23465 - Laboratory/Shelter Mechanic | 24.89 |
| 23470 - Laborer | 16.69 |
| 23510 - Locksmith | 23.44 |
| 23530 - Machinery Maintenance Mechanic | 28.66 |
| 23550 - Machinist, Maintenance | 27.99 |
| 23580 - Maintenance Trades Helper | 19.60 |
| 23591 - Metrology Technician I | 29.03 |
| 23592 - Metrology Technician II | 29.96 |
| 23593 - Metrology Technician III | 30.88 |
| 23640 - Millwright | 34.10 |
| 23710 - Office Appliance Repairer | 24.76 |
| 23760 - Painter, Maintenance | 26.60 |
| 23790 - Pipefitter, Maintenance | 29.87 |
| 23810 - Plumber, Maintenance | 29.24 |
| 23820 - Pneudraulic Systems Mechanic | 25.75 |
| 23850 - Rigger | 25.62 |
| 23870 - Scale Mechanic | 24.10 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.24 |
| 23910 - Small Engine Mechanic | 23.98 |
| 23931 - Telecommunications Mechanic I | 26.29 |
| 23932 - Telecommunications Mechanic II | 27.07 |
| 23950 - Telephone Lineman | 26.29 |
| 23960 - Welder, Combination, Maintenance | 26.46 |
| 23965 - Well Driller | 25.34 |
| 23970 - Woodcraft Worker | 25.75 |
| 23980 - Woodworker | 22.37 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.85 |
| 24580 - Child Care Center Clerk | 18.10 |
| 24610 - Chore Aide | 11.03 |
| 24620 - Family Readiness And Support Services Coordinator | 16.29 |
| 24630 - Homemaker | 19.20 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 28.00 |
| 25040 - Sewage Plant Operator | 25.78 |
| 25070 - Stationary Engineer | 28.00 |
| 25190 - Ventilation Equipment Tender | 21.57 |
| 25210 - Water Treatment Plant Operator | 25.78 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.29 |
| 27007 - Baggage Inspector | 12.93 |
| 27008 - Corrections Officer | 23.65 |
| 27010 - Court Security Officer | 23.72 |
| 27030 - Detection Dog Handler | 19.75 |
| 27040 - Detention Officer | 23.65 |
| 27070 - Firefighter | 21.27 |
| 27101 - Guard I | 12.93 |
| 27102 - Guard II | 19.75 |
| 27131 - Police Officer I | 27.65 |
| 27132 - Police Officer II | 30.72 |

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| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.14 |
| 28042 - Carnival Equipment Repairer | 14.65 |
| 28043 - Carnival Equipment Worker | 12.22 |
| 28210 - Gate Attendant/Gate Tender | 14.59 |
| 28310 - Lifeguard | 13.00 |
| 28350 - Park Attendant (Aide) | 16.32 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.16 |
| 28515 - Recreation Specialist | 16.58 |
| 28630 - Sports Official | 13.00 |
| 28690 - Swimming Pool Operator | 20.87 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.58 |
| 29020 - Hatch Tender | 22.58 |
| 29030 - Line Handler | 22.58 |
| 29041 - Stevedore I | 21.82 |
| 29042 - Stevedore II | 23.37 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 3) | 38.88 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 3) | 26.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 3) | 29.53 |
| 30021 - Archeological Technician I | 20.08 |
| 30022 - Archeological Technician II | 22.47 |
| 30023 - Archeological Technician III | 27.83 |
| 30030 - Cartographic Technician | 27.83 |
| 30040 - Civil Engineering Technician | 27.83 |
| 30061 - Drafter/CAD Operator I | 20.08 |
| 30062 - Drafter/CAD Operator II | 22.47 |
| 30063 - Drafter/CAD Operator III | 25.05 |
| 30064 - Drafter/CAD Operator IV | 30.82 |
| 30081 - Engineering Technician I | 18.36 |
| 30082 - Engineering Technician II | 21.64 |
| 30083 - Engineering Technician III | 25.16 |
| 30084 - Engineering Technician IV | 31.16 |
| 30085 - Engineering Technician V | 36.70 |
| 30086 - Engineering Technician VI | 44.38 |
| 30090 - Environmental Technician | 23.52 |
| 30210 - Laboratory Technician | 21.70 |
| 30240 - Mathematical Technician | 27.83 |
| 30361 - Paralegal/Legal Assistant I | 20.88 |
| 30362 - Paralegal/Legal Assistant II | 25.86 |
| 30363 - Paralegal/Legal Assistant III | 31.63 |
| 30364 - Paralegal/Legal Assistant IV | 38.28 |
| 30390 - Photo-Optics Technician | 27.83 |
| 30461 - Technical Writer I | 25.25 |
| 30462 - Technical Writer II | 30.90 |
| 30463 - Technical Writer III | 36.08 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.71 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.90 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.84 |
| 30494 - Unexploded (UXO) Safety Escort | 24.71 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.71 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 3) | 24.80 |
| 30621 - Weather Observer, Senior (see 3) | 27.55 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.47 |
| 31030 - Bus Driver | 17.37 |
| 31043 - Driver Courier | 17.03 |
| 31260 - Parking and Lot Attendant | 12.47 |
| 31290 - Shuttle Bus Driver | 18.08 |
| 31310 - Taxi Driver | 13.66 |
| 31361 - Truckdriver, Light | 18.08 |

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|---|-------|
| 31362 - Truckdriver, Medium | 19.61 |
| 31363 - Truckdriver, Heavy | 21.82 |
| 31364 - Truckdriver, Tractor-Trailer | 21.85 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.62 |
| 99050 - Desk Clerk | 11.40 |
| 99095 - Embalmer | 26.66 |
| 99251 - Laboratory Animal Caretaker I | 13.63 |
| 99252 - Laboratory Animal Caretaker II | 15.18 |
| 99310 - Mortician | 33.88 |
| 99410 - Pest Controller | 17.53 |
| 99510 - Photofinishing Worker | 15.49 |
| 99710 - Recycling Laborer | 17.40 |
| 99711 - Recycling Specialist | 19.31 |
| 99730 - Refuse Collector | 15.45 |
| 99810 - Sales Clerk | 12.17 |
| 99820 - School Crossing Guard | 12.22 |
| 99830 - Survey Party Chief | 24.92 |
| 99831 - Surveying Aide | 12.97 |
| 99832 - Surveying Technician | 19.86 |
| 99840 - Vending Machine Attendant | 17.14 |
| 99841 - Vending Machine Repairer | 21.54 |
| 99842 - Vending Machine Repairer Helper | 17.14 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3012
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan County of Livingston

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.22 |
| 01012 - Accounting Clerk II | | 15.96 |

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|-------|--|-------|
| 01013 | - Accounting Clerk III | 18.77 |
| 01020 | - Administrative Assistant | 26.95 |
| 01040 | - Court Reporter | 19.80 |
| 01051 | - Data Entry Operator I | 13.85 |
| 01052 | - Data Entry Operator II | 15.12 |
| 01060 | - Dispatcher, Motor Vehicle | 21.98 |
| 01070 | - Document Preparation Clerk | 15.38 |
| 01090 | - Duplicating Machine Operator | 15.38 |
| 01111 | - General Clerk I | 13.37 |
| 01112 | - General Clerk II | 14.60 |
| 01113 | - General Clerk III | 16.39 |
| 01120 | - Housing Referral Assistant | 22.04 |
| 01141 | - Messenger Courier | 11.47 |
| 01191 | - Order Clerk I | 14.16 |
| 01192 | - Order Clerk II | 15.95 |
| 01261 | - Personnel Assistant (Employment) I | 17.30 |
| 01262 | - Personnel Assistant (Employment) II | 19.35 |
| 01263 | - Personnel Assistant (Employment) III | 21.57 |
| 01270 | - Production Control Clerk | 21.45 |
| 01280 | - Receptionist | 13.67 |
| 01290 | - Rental Clerk | 15.38 |
| 01300 | - Scheduler, Maintenance | 17.30 |
| 01311 | - Secretary I | 17.30 |
| 01312 | - Secretary II | 19.35 |
| 01313 | - Secretary III | 22.04 |
| 01320 | - Service Order Dispatcher | 19.04 |
| 01410 | - Supply Technician | 25.70 |
| 01420 | - Survey Worker | 18.56 |
| 01531 | - Travel Clerk I | 13.02 |
| 01532 | - Travel Clerk II | 14.14 |
| 01533 | - Travel Clerk III | 15.31 |
| 01611 | - Word Processor I | 15.07 |
| 01612 | - Word Processor II | 16.92 |
| 01613 | - Word Processor III | 18.93 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 23.68 |
| 05010 | - Automotive Electrician | 22.58 |
| 05040 | - Automotive Glass Installer | 21.84 |
| 05070 | - Automotive Worker | 21.84 |
| 05110 | - Mobile Equipment Servicer | 20.43 |
| 05130 | - Motor Equipment Metal Mechanic | 23.31 |
| 05160 | - Motor Equipment Metal Worker | 21.84 |
| 05190 | - Motor Vehicle Mechanic | 23.31 |
| 05220 | - Motor Vehicle Mechanic Helper | 19.71 |
| 05250 | - Motor Vehicle Upholstery Worker | 21.12 |
| 05280 | - Motor Vehicle Wrecker | 21.84 |
| 05310 | - Painter, Automotive | 22.58 |
| 05340 | - Radiator Repair Specialist | 21.84 |
| 05370 | - Tire Repairer | 19.58 |
| 05400 | - Transmission Repair Specialist | 23.31 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 15.07 |
| 07041 | - Cook I | 13.99 |
| 07042 | - Cook II | 15.07 |
| 07070 | - Dishwasher | 11.64 |
| 07130 | - Food Service Worker | 11.64 |
| 07210 | - Meat Cutter | 16.26 |
| 07260 | - Waiter/Waitress | 12.36 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 23.44 |
| 09040 | - Furniture Handler | 18.10 |
| 09080 | - Furniture Refinisher | 23.44 |
| 09090 | - Furniture Refinisher Helper | 20.50 |

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| 09110 - Furniture Repairer, Minor | 21.98 |
| 09130 - Upholsterer | 23.44 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 14.91 |
| 11060 - Elevator Operator | 14.91 |
| 11090 - Gardener | 17.38 |
| 11122 - Housekeeping Aide | 13.40 |
| 11150 - Janitor | 13.41 |
| 11210 - Laborer, Grounds Maintenance | 14.78 |
| 11240 - Maid or Houseman | 12.13 |
| 11260 - Pruner | 13.63 |
| 11270 - Tractor Operator | 15.88 |
| 11330 - Trail Maintenance Worker | 14.78 |
| 11360 - Window Cleaner | 14.24 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.56 |
| 12011 - Breath Alcohol Technician | 19.72 |
| 12012 - Certified Occupational Therapist Assistant | 22.17 |
| 12015 - Certified Physical Therapist Assistant | 22.17 |
| 12020 - Dental Assistant | 17.03 |
| 12025 - Dental Hygienist | 30.37 |
| 12030 - EKG Technician | 25.82 |
| 12035 - Electroneurodiagnostic Technologist | 25.82 |
| 12040 - Emergency Medical Technician | 17.90 |
| 12071 - Licensed Practical Nurse I | 17.61 |
| 12072 - Licensed Practical Nurse II | 19.72 |
| 12073 - Licensed Practical Nurse III | 21.34 |
| 12100 - Medical Assistant | 14.38 |
| 12130 - Medical Laboratory Technician | 22.29 |
| 12160 - Medical Record Clerk | 15.74 |
| 12190 - Medical Record Technician | 19.47 |
| 12195 - Medical Transcriptionist | 18.11 |
| 12210 - Nuclear Medicine Technologist | 33.56 |
| 12221 - Nursing Assistant I | 11.25 |
| 12222 - Nursing Assistant II | 12.27 |
| 12223 - Nursing Assistant III | 13.40 |
| 12224 - Nursing Assistant IV | 15.04 |
| 12235 - Optical Dispenser | 19.36 |
| 12236 - Optical Technician | 17.61 |
| 12250 - Pharmacy Technician | 17.78 |
| 12280 - Phlebotomist | 15.04 |
| 12305 - Radiologic Technologist | 26.11 |
| 12311 - Registered Nurse I | 29.83 |
| 12312 - Registered Nurse II | 32.20 |
| 12313 - Registered Nurse II, Specialist | 32.20 |
| 12314 - Registered Nurse III | 44.14 |
| 12315 - Registered Nurse III, Anesthetist | 44.14 |
| 12316 - Registered Nurse IV | 52.92 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.02 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.47 |
| 13012 - Exhibits Specialist II | 26.61 |
| 13013 - Exhibits Specialist III | 32.54 |
| 13041 - Illustrator I | 25.01 |
| 13042 - Illustrator II | 30.96 |
| 13043 - Illustrator III | 37.90 |
| 13047 - Librarian | 30.28 |
| 13050 - Library Aide/Clerk | 13.49 |
| 13054 - Library Information Technology Systems Administrator | 27.34 |
| 13058 - Library Technician | 18.56 |
| 13061 - Media Specialist I | 18.54 |
| 13062 - Media Specialist II | 20.75 |

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| 13063 - Media Specialist III | 22.13 |
| 13071 - Photographer I | 19.42 |
| 13072 - Photographer II | 22.83 |
| 13073 - Photographer III | 29.27 |
| 13074 - Photographer IV | 33.95 |
| 13075 - Photographer V | 39.82 |
| 13110 - Video Teleconference Technician | 19.13 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.16 |
| 14042 - Computer Operator II | 19.20 |
| 14043 - Computer Operator III | 21.40 |
| 14044 - Computer Operator IV | 23.77 |
| 14045 - Computer Operator V | 26.33 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 17.16 |
| 14160 - Personal Computer Support Technician | 23.77 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 32.52 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 39.35 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 50.79 |
| 15050 - Computer Based Training Specialist / Instructor | 32.52 |
| 15060 - Educational Technologist | 30.30 |
| 15070 - Flight Instructor (Pilot) | 50.79 |
| 15080 - Graphic Artist | 29.92 |
| 15090 - Technical Instructor | 26.84 |
| 15095 - Technical Instructor/Course Developer | 32.69 |
| 15110 - Test Proctor | 21.80 |
| 15120 - Tutor | 21.80 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.00 |
| 16030 - Counter Attendant | 10.00 |
| 16040 - Dry Cleaner | 13.34 |
| 16070 - Finisher, Flatwork, Machine | 10.00 |
| 16090 - Presser, Hand | 10.00 |
| 16110 - Presser, Machine, Drycleaning | 10.00 |
| 16130 - Presser, Machine, Shirts | 10.00 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.00 |
| 16190 - Sewing Machine Operator | 14.52 |
| 16220 - Tailor | 15.65 |
| 16250 - Washer, Machine | 11.08 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 26.18 |
| 19040 - Tool And Die Maker | 29.03 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 20.65 |
| 21030 - Material Coordinator | 24.54 |
| 21040 - Material Expediter | 24.11 |
| 21050 - Material Handling Laborer | 18.05 |
| 21071 - Order Filler | 15.92 |
| 21080 - Production Line Worker (Food Processing) | 20.65 |
| 21110 - Shipping Packer | 17.34 |
| 21130 - Shipping/Receiving Clerk | 17.34 |
| 21140 - Store Worker I | 17.19 |
| 21150 - Stock Clerk | 21.86 |
| 21210 - Tools And Parts Attendant | 20.65 |
| 21410 - Warehouse Specialist | 20.65 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |

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| 23010 - Aerospace Structural Welder | 29.30 |
| 23021 - Aircraft Mechanic I | 27.91 |
| 23022 - Aircraft Mechanic II | 29.30 |
| 23023 - Aircraft Mechanic III | 30.84 |
| 23040 - Aircraft Mechanic Helper | 19.51 |
| 23050 - Aircraft, Painter | 25.37 |
| 23060 - Aircraft Servicer | 22.27 |
| 23080 - Aircraft Worker | 23.38 |
| 23110 - Appliance Mechanic | 23.44 |
| 23120 - Bicycle Repairer | 18.66 |
| 23125 - Cable Splicer | 27.79 |
| 23130 - Carpenter, Maintenance | 25.15 |
| 23140 - Carpet Layer | 24.10 |
| 23160 - Electrician, Maintenance | 32.65 |
| 23181 - Electronics Technician Maintenance I | 26.20 |
| 23182 - Electronics Technician Maintenance II | 27.07 |
| 23183 - Electronics Technician Maintenance III | 31.31 |
| 23260 - Fabric Worker | 23.20 |
| 23290 - Fire Alarm System Mechanic | 24.42 |
| 23310 - Fire Extinguisher Repairer | 22.37 |
| 23311 - Fuel Distribution System Mechanic | 25.62 |
| 23312 - Fuel Distribution System Operator | 22.26 |
| 23370 - General Maintenance Worker | 23.96 |
| 23380 - Ground Support Equipment Mechanic | 27.91 |
| 23381 - Ground Support Equipment Servicer | 22.27 |
| 23382 - Ground Support Equipment Worker | 23.38 |
| 23391 - Gunsmith I | 22.37 |
| 23392 - Gunsmith II | 24.10 |
| 23393 - Gunsmith III | 25.75 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.96 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.71 |
| 23430 - Heavy Equipment Mechanic | 29.63 |
| 23440 - Heavy Equipment Operator | 27.30 |
| 23460 - Instrument Mechanic | 29.03 |
| 23465 - Laboratory/Shelter Mechanic | 24.89 |
| 23470 - Laborer | 16.69 |
| 23510 - Locksmith | 23.44 |
| 23530 - Machinery Maintenance Mechanic | 28.66 |
| 23550 - Machinist, Maintenance | 27.99 |
| 23580 - Maintenance Trades Helper | 19.60 |
| 23591 - Metrology Technician I | 29.03 |
| 23592 - Metrology Technician II | 29.96 |
| 23593 - Metrology Technician III | 30.88 |
| 23640 - Millwright | 34.10 |
| 23710 - Office Appliance Repairer | 24.76 |
| 23760 - Painter, Maintenance | 26.60 |
| 23790 - Pipefitter, Maintenance | 29.87 |
| 23810 - Plumber, Maintenance | 29.24 |
| 23820 - Pneudraulic Systems Mechanic | 25.75 |
| 23850 - Rigger | 25.62 |
| 23870 - Scale Mechanic | 24.10 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.24 |
| 23910 - Small Engine Mechanic | 23.98 |
| 23931 - Telecommunications Mechanic I | 26.29 |
| 23932 - Telecommunications Mechanic II | 27.07 |
| 23950 - Telephone Lineman | 26.29 |
| 23960 - Welder, Combination, Maintenance | 26.46 |
| 23965 - Well Driller | 25.34 |
| 23970 - Woodcraft Worker | 25.75 |
| 23980 - Woodworker | 22.37 |
| 24000 - Personal Needs Occupations | |

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| 24570 - Child Care Attendant | 13.85 |
| 24580 - Child Care Center Clerk | 18.10 |
| 24610 - Chore Aide | 11.03 |
| 24620 - Family Readiness And Support Services Coordinator | 16.29 |
| 24630 - Homemaker | 19.20 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 28.00 |
| 25040 - Sewage Plant Operator | 25.78 |
| 25070 - Stationary Engineer | 28.00 |
| 25190 - Ventilation Equipment Tender | 21.57 |
| 25210 - Water Treatment Plant Operator | 25.78 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.29 |
| 27007 - Baggage Inspector | 12.93 |
| 27008 - Corrections Officer | 23.65 |
| 27010 - Court Security Officer | 23.72 |
| 27030 - Detection Dog Handler | 19.75 |
| 27040 - Detention Officer | 23.65 |
| 27070 - Firefighter | 21.27 |
| 27101 - Guard I | 12.93 |
| 27102 - Guard II | 19.75 |
| 27131 - Police Officer I | 27.65 |
| 27132 - Police Officer II | 30.72 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.14 |
| 28042 - Carnival Equipment Repairer | 14.65 |
| 28043 - Carnival Equipment Worker | 12.22 |
| 28210 - Gate Attendant/Gate Tender | 14.59 |
| 28310 - Lifeguard | 13.00 |
| 28350 - Park Attendant (Aide) | 16.32 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.16 |
| 28515 - Recreation Specialist | 16.58 |
| 28630 - Sports Official | 13.00 |
| 28690 - Swimming Pool Operator | 20.87 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.58 |
| 29020 - Hatch Tender | 22.58 |
| 29030 - Line Handler | 22.58 |
| 29041 - Stevedore I | 21.82 |
| 29042 - Stevedore II | 23.37 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.88 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.53 |
| 30021 - Archeological Technician I | 20.08 |
| 30022 - Archeological Technician II | 22.47 |
| 30023 - Archeological Technician III | 27.83 |
| 30030 - Cartographic Technician | 27.83 |
| 30040 - Civil Engineering Technician | 27.83 |
| 30061 - Drafter/CAD Operator I | 20.08 |
| 30062 - Drafter/CAD Operator II | 22.47 |
| 30063 - Drafter/CAD Operator III | 25.05 |
| 30064 - Drafter/CAD Operator IV | 30.82 |
| 30081 - Engineering Technician I | 18.36 |
| 30082 - Engineering Technician II | 21.64 |
| 30083 - Engineering Technician III | 25.16 |
| 30084 - Engineering Technician IV | 31.16 |
| 30085 - Engineering Technician V | 36.70 |
| 30086 - Engineering Technician VI | 44.38 |
| 30090 - Environmental Technician | 23.52 |
| 30210 - Laboratory Technician | 21.70 |
| 30240 - Mathematical Technician | 27.83 |

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| 30361 - Paralegal/Legal Assistant I | 20.88 |
| 30362 - Paralegal/Legal Assistant II | 25.86 |
| 30363 - Paralegal/Legal Assistant III | 31.63 |
| 30364 - Paralegal/Legal Assistant IV | 38.28 |
| 30390 - Photo-Optics Technician | 27.83 |
| 30461 - Technical Writer I | 25.25 |
| 30462 - Technical Writer II | 30.90 |
| 30463 - Technical Writer III | 36.08 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.71 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.90 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.84 |
| 30494 - Unexploded (UXO) Safety Escort | 24.71 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.71 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 24.80 |
| 30621 - Weather Observer, Senior | (see 2) 27.55 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.47 |
| 31030 - Bus Driver | 17.37 |
| 31043 - Driver Courier | 17.03 |
| 31260 - Parking and Lot Attendant | 12.47 |
| 31290 - Shuttle Bus Driver | 18.08 |
| 31310 - Taxi Driver | 13.66 |
| 31361 - Truckdriver, Light | 18.08 |
| 31362 - Truckdriver, Medium | 19.61 |
| 31363 - Truckdriver, Heavy | 21.82 |
| 31364 - Truckdriver, Tractor-Trailer | 21.85 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.62 |
| 99050 - Desk Clerk | 11.40 |
| 99095 - Embalmer | 26.66 |
| 99251 - Laboratory Animal Caretaker I | 13.63 |
| 99252 - Laboratory Animal Caretaker II | 15.18 |
| 99310 - Mortician | 33.88 |
| 99410 - Pest Controller | 17.53 |
| 99510 - Photofinishing Worker | 15.49 |
| 99710 - Recycling Laborer | 17.40 |
| 99711 - Recycling Specialist | 19.31 |
| 99730 - Refuse Collector | 15.45 |
| 99810 - Sales Clerk | 12.17 |
| 99820 - School Crossing Guard | 12.22 |
| 99830 - Survey Party Chief | 24.92 |
| 99831 - Surveying Aide | 12.97 |
| 99832 - Surveying Technician | 19.86 |
| 99840 - Vending Machine Attendant | 17.14 |
| 99841 - Vending Machine Repairer | 21.54 |
| 99842 - Vending Machine Repairer Helper | 17.14 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundrying 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 laundrying in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-3013
Revision No.: 17
Date of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Carroll, Columbiana, Mahoning, Trumbull

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.01 |
| 01012 - Accounting Clerk II | | 15.76 |
| 01013 - Accounting Clerk III | | 18.29 |
| 01020 - Administrative Assistant | | 21.70 |
| 01040 - Court Reporter | | 19.57 |
| 01051 - Data Entry Operator I | | 11.48 |
| 01052 - Data Entry Operator II | | 13.67 |
| 01060 - Dispatcher, Motor Vehicle | | 19.57 |
| 01070 - Document Preparation Clerk | | 12.05 |
| 01090 - Duplicating Machine Operator | | 12.05 |
| 01111 - General Clerk I | | 12.22 |
| 01112 - General Clerk II | | 13.41 |
| 01113 - General Clerk III | | 14.97 |
| 01120 - Housing Referral Assistant | | 19.94 |
| 01141 - Messenger Courier | | 10.64 |
| 01191 - Order Clerk I | | 12.65 |
| 01192 - Order Clerk II | | 14.05 |
| 01261 - Personnel Assistant (Employment) I | | 16.94 |
| 01262 - Personnel Assistant (Employment) II | | 19.16 |
| 01263 - Personnel Assistant (Employment) III | | 22.37 |
| 01270 - Production Control Clerk | | 20.67 |
| 01280 - Receptionist | | 11.30 |
| 01290 - Rental Clerk | | 14.54 |
| 01300 - Scheduler, Maintenance | | 15.66 |
| 01311 - Secretary I | | 15.66 |
| 01312 - Secretary II | | 17.51 |
| 01313 - Secretary III | | 19.46 |
| 01320 - Service Order Dispatcher | | 15.19 |
| 01410 - Supply Technician | | 21.70 |
| 01420 - Survey Worker | | 19.16 |
| 01531 - Travel Clerk I | | 12.61 |
| 01532 - Travel Clerk II | | 13.54 |
| 01533 - Travel Clerk III | | 14.52 |
| 01611 - Word Processor I | | 14.38 |
| 01612 - Word Processor II | | 16.91 |
| 01613 - Word Processor III | | 19.16 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 20.33 |
| 05010 - Automotive Electrician | | 19.67 |
| 05040 - Automotive Glass Installer | | 18.92 |
| 05070 - Automotive Worker | | 18.92 |
| 05110 - Mobile Equipment Servicer | | 17.27 |
| 05130 - Motor Equipment Metal Mechanic | | 20.33 |

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| 05160 - Motor Equipment Metal Worker | 18.92 |
| 05190 - Motor Vehicle Mechanic | 20.33 |
| 05220 - Motor Vehicle Mechanic Helper | 16.50 |
| 05250 - Motor Vehicle Upholstery Worker | 18.07 |
| 05280 - Motor Vehicle Wrecker | 18.92 |
| 05310 - Painter, Automotive | 19.67 |
| 05340 - Radiator Repair Specialist | 18.92 |
| 05370 - Tire Repairer | 15.89 |
| 05400 - Transmission Repair Specialist | 20.33 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.13 |
| 07041 - Cook I | 11.57 |
| 07042 - Cook II | 13.13 |
| 07070 - Dishwasher | 9.08 |
| 07130 - Food Service Worker | 9.08 |
| 07210 - Meat Cutter | 13.63 |
| 07260 - Waiter/Waitress | 9.72 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.73 |
| 09040 - Furniture Handler | 13.89 |
| 09080 - Furniture Refinisher | 18.73 |
| 09090 - Furniture Refinisher Helper | 15.71 |
| 09110 - Furniture Repairer, Minor | 17.22 |
| 09130 - Upholsterer | 18.73 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.06 |
| 11060 - Elevator Operator | 10.82 |
| 11090 - Gardener | 13.52 |
| 11122 - Housekeeping Aide | 11.46 |
| 11150 - Janitor | 11.46 |
| 11210 - Laborer, Grounds Maintenance | 11.43 |
| 11240 - Maid or Houseman | 9.30 |
| 11260 - Pruner | 11.06 |
| 11270 - Tractor Operator | 13.39 |
| 11330 - Trail Maintenance Worker | 11.43 |
| 11360 - Window Cleaner | 12.55 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.76 |
| 12011 - Breath Alcohol Technician | 16.24 |
| 12012 - Certified Occupational Therapist Assistant | 23.08 |
| 12015 - Certified Physical Therapist Assistant | 22.95 |
| 12020 - Dental Assistant | 16.21 |
| 12025 - Dental Hygienist | 25.55 |
| 12030 - EKG Technician | 25.38 |
| 12035 - Electroneurodiagnostic Technologist | 25.38 |
| 12040 - Emergency Medical Technician | 13.81 |
| 12071 - Licensed Practical Nurse I | 14.97 |
| 12072 - Licensed Practical Nurse II | 16.74 |
| 12073 - Licensed Practical Nurse III | 18.67 |
| 12100 - Medical Assistant | 14.31 |
| 12130 - Medical Laboratory Technician | 16.32 |
| 12160 - Medical Record Clerk | 13.19 |
| 12190 - Medical Record Technician | 16.38 |
| 12195 - Medical Transcriptionist | 13.70 |
| 12210 - Nuclear Medicine Technologist | 29.62 |
| 12221 - Nursing Assistant I | 8.85 |
| 12222 - Nursing Assistant II | 9.95 |
| 12223 - Nursing Assistant III | 10.86 |
| 12224 - Nursing Assistant IV | 12.18 |
| 12235 - Optical Dispenser | 16.56 |
| 12236 - Optical Technician | 14.38 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 14.07 |

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| 12305 - Radiologic Technologist | 23.39 |
| 12311 - Registered Nurse I | 22.07 |
| 12312 - Registered Nurse II | 27.00 |
| 12313 - Registered Nurse II, Specialist | 27.00 |
| 12314 - Registered Nurse III | 32.66 |
| 12315 - Registered Nurse III, Anesthetist | 32.66 |
| 12316 - Registered Nurse IV | 39.15 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.75 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.87 |
| 13012 - Exhibits Specialist II | 22.15 |
| 13013 - Exhibits Specialist III | 27.09 |
| 13041 - Illustrator I | 17.87 |
| 13042 - Illustrator II | 22.15 |
| 13043 - Illustrator III | 27.09 |
| 13047 - Librarian | 24.52 |
| 13050 - Library Aide/Clerk | 12.65 |
| 13054 - Library Information Technology Systems Administrator | 22.15 |
| 13058 - Library Technician | 16.42 |
| 13061 - Media Specialist I | 15.98 |
| 13062 - Media Specialist II | 17.87 |
| 13063 - Media Specialist III | 19.93 |
| 13071 - Photographer I | 13.48 |
| 13072 - Photographer II | 17.03 |
| 13073 - Photographer III | 19.82 |
| 13074 - Photographer IV | 22.84 |
| 13075 - Photographer V | 26.61 |
| 13110 - Video Teleconference Technician | 15.98 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.96 |
| 14042 - Computer Operator II | 17.84 |
| 14043 - Computer Operator III | 19.90 |
| 14044 - Computer Operator IV | 22.10 |
| 14045 - Computer Operator V | 24.48 |
| 14071 - Computer Programmer I | (see 1) 22.56 |
| 14072 - Computer Programmer II | (see 1) 27.62 |
| 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 | 15.96 |
| 14160 - Personal Computer Support Technician | 22.10 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.85 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.88 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.83 |
| 15050 - Computer Based Training Specialist / Instructor | 28.85 |
| 15060 - Educational Technologist | 28.30 |
| 15070 - Flight Instructor (Pilot) | 41.83 |
| 15080 - Graphic Artist | 22.27 |
| 15090 - Technical Instructor | 20.47 |
| 15095 - Technical Instructor/Course Developer | 22.27 |
| 15110 - Test Proctor | 17.57 |
| 15120 - Tutor | 17.57 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.38 |
| 16030 - Counter Attendant | 9.38 |
| 16040 - Dry Cleaner | 11.71 |
| 16070 - Finisher, Flatwork, Machine | 9.38 |
| 16090 - Presser, Hand | 9.38 |
| 16110 - Presser, Machine, Drycleaning | 9.38 |

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| 16130 - Presser, Machine, Shirts | 9.38 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.38 |
| 16190 - Sewing Machine Operator | 12.46 |
| 16220 - Tailor | 13.23 |
| 16250 - Washer, Machine | 10.15 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.51 |
| 19040 - Tool And Die Maker | 25.76 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.21 |
| 21030 - Material Coordinator | 19.93 |
| 21040 - Material Expediter | 19.93 |
| 21050 - Material Handling Laborer | 13.65 |
| 21071 - Order Filler | 14.51 |
| 21080 - Production Line Worker (Food Processing) | 19.21 |
| 21110 - Shipping Packer | 14.51 |
| 21130 - Shipping/Receiving Clerk | 14.51 |
| 21140 - Store Worker I | 14.35 |
| 21150 - Stock Clerk | 18.82 |
| 21210 - Tools And Parts Attendant | 19.21 |
| 21410 - Warehouse Specialist | 19.21 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.84 |
| 23021 - Aircraft Mechanic I | 25.74 |
| 23022 - Aircraft Mechanic II | 26.84 |
| 23023 - Aircraft Mechanic III | 27.81 |
| 23040 - Aircraft Mechanic Helper | 20.56 |
| 23050 - Aircraft, Painter | 24.69 |
| 23060 - Aircraft Servicer | 23.16 |
| 23080 - Aircraft Worker | 24.27 |
| 23110 - Appliance Mechanic | 20.60 |
| 23120 - Bicycle Repairer | 17.48 |
| 23125 - Cable Splicer | 28.12 |
| 23130 - Carpenter, Maintenance | 20.54 |
| 23140 - Carpet Layer | 22.43 |
| 23160 - Electrician, Maintenance | 24.84 |
| 23181 - Electronics Technician Maintenance I | 22.61 |
| 23182 - Electronics Technician Maintenance II | 23.80 |
| 23183 - Electronics Technician Maintenance III | 29.45 |
| 23260 - Fabric Worker | 18.85 |
| 23290 - Fire Alarm System Mechanic | 21.56 |
| 23310 - Fire Extinguisher Repairer | 17.73 |
| 23311 - Fuel Distribution System Mechanic | 24.59 |
| 23312 - Fuel Distribution System Operator | 19.92 |
| 23370 - General Maintenance Worker | 19.52 |
| 23380 - Ground Support Equipment Mechanic | 25.74 |
| 23381 - Ground Support Equipment Servicer | 23.16 |
| 23382 - Ground Support Equipment Worker | 24.27 |
| 23391 - Gunsmith I | 17.73 |
| 23392 - Gunsmith II | 20.12 |
| 23393 - Gunsmith III | 21.89 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.37 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.28 |
| 23430 - Heavy Equipment Mechanic | 20.14 |
| 23440 - Heavy Equipment Operator | 24.25 |
| 23460 - Instrument Mechanic | 21.99 |
| 23465 - Laboratory/Shelter Mechanic | 21.17 |
| 23470 - Laborer | 13.07 |
| 23510 - Locksmith | 20.54 |
| 23530 - Machinery Maintenance Mechanic | 29.40 |
| 23550 - Machinist, Maintenance | 21.37 |

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| 23580 - Maintenance Trades Helper | 16.09 |
| 23591 - Metrology Technician I | 21.99 |
| 23592 - Metrology Technician II | 22.79 |
| 23593 - Metrology Technician III | 23.55 |
| 23640 - Millwright | 27.53 |
| 23710 - Office Appliance Repairer | 20.72 |
| 23760 - Painter, Maintenance | 23.89 |
| 23790 - Pipefitter, Maintenance | 27.15 |
| 23810 - Plumber, Maintenance | 24.36 |
| 23820 - Pneudraulic Systems Mechanic | 21.93 |
| 23850 - Rigger | 21.89 |
| 23870 - Scale Mechanic | 20.12 |
| 23890 - Sheet-Metal Worker, Maintenance | 28.12 |
| 23910 - Small Engine Mechanic | 19.52 |
| 23931 - Telecommunications Mechanic I | 25.28 |
| 23932 - Telecommunications Mechanic II | 26.36 |
| 23950 - Telephone Lineman | 21.09 |
| 23960 - Welder, Combination, Maintenance | 21.30 |
| 23965 - Well Driller | 22.03 |
| 23970 - Woodcraft Worker | 21.89 |
| 23980 - Woodworker | 17.20 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.13 |
| 24580 - Child Care Center Clerk | 13.90 |
| 24610 - Chore Aide | 9.19 |
| 24620 - Family Readiness And Support Services Coordinator | 12.19 |
| 24630 - Homemaker | 15.44 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.94 |
| 25040 - Sewage Plant Operator | 20.25 |
| 25070 - Stationary Engineer | 20.94 |
| 25190 - Ventilation Equipment Tender | 16.59 |
| 25210 - Water Treatment Plant Operator | 19.97 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.29 |
| 27007 - Baggage Inspector | 11.62 |
| 27008 - Corrections Officer | 19.54 |
| 27010 - Court Security Officer | 19.09 |
| 27030 - Detection Dog Handler | 17.48 |
| 27040 - Detention Officer | 19.54 |
| 27070 - Firefighter | 17.08 |
| 27101 - Guard I | 11.62 |
| 27102 - Guard II | 16.95 |
| 27131 - Police Officer I | 20.76 |
| 27132 - Police Officer II | 23.04 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.79 |
| 28042 - Carnival Equipment Repairer | 11.29 |
| 28043 - Carnival Equipment Worker | 8.90 |
| 28210 - Gate Attendant/Gate Tender | 14.38 |
| 28310 - Lifeguard | 10.92 |
| 28350 - Park Attendant (Aide) | 16.08 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.74 |
| 28515 - Recreation Specialist | 16.98 |
| 28630 - Sports Official | 12.81 |
| 28690 - Swimming Pool Operator | 16.22 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.12 |
| 29020 - Hatch Tender | 20.12 |
| 29030 - Line Handler | 20.12 |
| 29041 - Stevedore I | 18.41 |
| 29042 - Stevedore II | 20.05 |

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| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.03 |
| 30022 - Archeological Technician II | 18.98 |
| 30023 - Archeological Technician III | 23.57 |
| 30030 - Cartographic Technician | 26.76 |
| 30040 - Civil Engineering Technician | 19.99 |
| 30061 - Drafter/CAD Operator I | 19.30 |
| 30062 - Drafter/CAD Operator II | 21.59 |
| 30063 - Drafter/CAD Operator III | 24.08 |
| 30064 - Drafter/CAD Operator IV | 29.62 |
| 30081 - Engineering Technician I | 18.89 |
| 30082 - Engineering Technician II | 21.20 |
| 30083 - Engineering Technician III | 23.71 |
| 30084 - Engineering Technician IV | 29.38 |
| 30085 - Engineering Technician V | 35.94 |
| 30086 - Engineering Technician VI | 43.48 |
| 30090 - Environmental Technician | 21.73 |
| 30210 - Laboratory Technician | 18.74 |
| 30240 - Mathematical Technician | 26.45 |
| 30361 - Paralegal/Legal Assistant I | 16.42 |
| 30362 - Paralegal/Legal Assistant II | 20.94 |
| 30363 - Paralegal/Legal Assistant III | 25.64 |
| 30364 - Paralegal/Legal Assistant IV | 31.01 |
| 30390 - Photo-Optics Technician | 26.27 |
| 30461 - Technical Writer I | 23.87 |
| 30462 - Technical Writer II | 29.21 |
| 30463 - Technical Writer III | 35.36 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 23.77 |
| 30621 - Weather Observer, Senior (see 2) | 26.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.70 |
| 31030 - Bus Driver | 15.59 |
| 31043 - Driver Courier | 14.81 |
| 31260 - Parking and Lot Attendant | 10.02 |
| 31290 - Shuttle Bus Driver | 14.81 |
| 31310 - Taxi Driver | 10.47 |
| 31361 - Truckdriver, Light | 14.81 |
| 31362 - Truckdriver, Medium | 17.78 |
| 31363 - Truckdriver, Heavy | 18.96 |
| 31364 - Truckdriver, Tractor-Trailer | 18.96 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.26 |
| 99050 - Desk Clerk | 12.25 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.46 |
| 99252 - Laboratory Animal Caretaker II | 12.24 |
| 99310 - Mortician | 29.78 |
| 99410 - Pest Controller | 17.39 |
| 99510 - Photofinishing Worker | 14.39 |
| 99710 - Recycling Laborer | 16.31 |
| 99711 - Recycling Specialist | 19.10 |
| 99730 - Refuse Collector | 14.89 |
| 99810 - Sales Clerk | 12.06 |
| 99820 - School Crossing Guard | 10.14 |

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| 99830 - Survey Party Chief | 19.34 |
| 99831 - Surveying Aide | 11.01 |
| 99832 - Surveying Technician | 17.36 |
| 99840 - Vending Machine Attendant | 11.76 |
| 99841 - Vending Machine Repairer | 14.75 |
| 99842 - Vending Machine Repairer Helper | 11.76 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to

ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the

wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3014
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Carroll, Columbiana, Mahoning, Trumbull

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.01 |
| 01012 - Accounting Clerk II | | 15.76 |
| 01013 - Accounting Clerk III | | 18.29 |
| 01020 - Administrative Assistant | | 21.70 |
| 01040 - Court Reporter | | 19.57 |
| 01051 - Data Entry Operator I | | 11.48 |
| 01052 - Data Entry Operator II | | 13.67 |
| 01060 - Dispatcher, Motor Vehicle | | 19.57 |
| 01070 - Document Preparation Clerk | | 12.05 |
| 01090 - Duplicating Machine Operator | | 12.05 |
| 01111 - General Clerk I | | 12.22 |
| 01112 - General Clerk II | | 13.41 |
| 01113 - General Clerk III | | 14.97 |
| 01120 - Housing Referral Assistant | | 19.94 |
| 01141 - Messenger Courier | | 10.64 |
| 01191 - Order Clerk I | | 12.65 |
| 01192 - Order Clerk II | | 14.05 |
| 01261 - Personnel Assistant (Employment) I | | 16.94 |
| 01262 - Personnel Assistant (Employment) II | | 19.16 |
| 01263 - Personnel Assistant (Employment) III | | 22.37 |
| 01270 - Production Control Clerk | | 20.67 |
| 01280 - Receptionist | | 11.30 |
| 01290 - Rental Clerk | | 14.54 |
| 01300 - Scheduler, Maintenance | | 15.66 |

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| 01311 - Secretary I | 15.66 |
| 01312 - Secretary II | 17.51 |
| 01313 - Secretary III | 19.46 |
| 01320 - Service Order Dispatcher | 15.19 |
| 01410 - Supply Technician | 21.70 |
| 01420 - Survey Worker | 19.16 |
| 01531 - Travel Clerk I | 12.61 |
| 01532 - Travel Clerk II | 13.54 |
| 01533 - Travel Clerk III | 14.52 |
| 01611 - Word Processor I | 14.38 |
| 01612 - Word Processor II | 16.91 |
| 01613 - Word Processor III | 19.16 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.33 |
| 05010 - Automotive Electrician | 19.67 |
| 05040 - Automotive Glass Installer | 18.92 |
| 05070 - Automotive Worker | 18.92 |
| 05110 - Mobile Equipment Servicer | 17.27 |
| 05130 - Motor Equipment Metal Mechanic | 20.33 |
| 05160 - Motor Equipment Metal Worker | 18.92 |
| 05190 - Motor Vehicle Mechanic | 20.33 |
| 05220 - Motor Vehicle Mechanic Helper | 16.50 |
| 05250 - Motor Vehicle Upholstery Worker | 18.07 |
| 05280 - Motor Vehicle Wrecker | 18.92 |
| 05310 - Painter, Automotive | 19.67 |
| 05340 - Radiator Repair Specialist | 18.92 |
| 05370 - Tire Repairer | 15.89 |
| 05400 - Transmission Repair Specialist | 20.33 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.13 |
| 07041 - Cook I | 11.57 |
| 07042 - Cook II | 13.13 |
| 07070 - Dishwasher | 9.08 |
| 07130 - Food Service Worker | 9.08 |
| 07210 - Meat Cutter | 13.63 |
| 07260 - Waiter/Waitress | 9.72 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.73 |
| 09040 - Furniture Handler | 13.89 |
| 09080 - Furniture Refinisher | 18.73 |
| 09090 - Furniture Refinisher Helper | 15.71 |
| 09110 - Furniture Repairer, Minor | 17.22 |
| 09130 - Upholsterer | 18.73 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.06 |
| 11060 - Elevator Operator | 10.82 |
| 11090 - Gardener | 13.52 |
| 11122 - Housekeeping Aide | 11.46 |
| 11150 - Janitor | 11.46 |
| 11210 - Laborer, Grounds Maintenance | 11.43 |
| 11240 - Maid or Houseman | 9.30 |
| 11260 - Pruner | 11.06 |
| 11270 - Tractor Operator | 13.39 |
| 11330 - Trail Maintenance Worker | 11.43 |
| 11360 - Window Cleaner | 12.55 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.76 |
| 12011 - Breath Alcohol Technician | 16.24 |
| 12012 - Certified Occupational Therapist Assistant | 23.08 |
| 12015 - Certified Physical Therapist Assistant | 22.95 |
| 12020 - Dental Assistant | 16.21 |
| 12025 - Dental Hygienist | 25.55 |
| 12030 - EKG Technician | 25.38 |

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| 12035 - Electroneurodiagnostic Technologist | 25.38 |
| 12040 - Emergency Medical Technician | 13.81 |
| 12071 - Licensed Practical Nurse I | 14.97 |
| 12072 - Licensed Practical Nurse II | 16.74 |
| 12073 - Licensed Practical Nurse III | 18.67 |
| 12100 - Medical Assistant | 14.31 |
| 12130 - Medical Laboratory Technician | 16.32 |
| 12160 - Medical Record Clerk | 13.19 |
| 12190 - Medical Record Technician | 16.38 |
| 12195 - Medical Transcriptionist | 13.70 |
| 12210 - Nuclear Medicine Technologist | 29.62 |
| 12221 - Nursing Assistant I | 8.85 |
| 12222 - Nursing Assistant II | 9.95 |
| 12223 - Nursing Assistant III | 10.86 |
| 12224 - Nursing Assistant IV | 12.18 |
| 12235 - Optical Dispenser | 16.56 |
| 12236 - Optical Technician | 14.38 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 14.07 |
| 12305 - Radiologic Technologist | 23.39 |
| 12311 - Registered Nurse I | 22.07 |
| 12312 - Registered Nurse II | 27.00 |
| 12313 - Registered Nurse II, Specialist | 27.00 |
| 12314 - Registered Nurse III | 32.66 |
| 12315 - Registered Nurse III, Anesthetist | 32.66 |
| 12316 - Registered Nurse IV | 39.15 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.75 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.87 |
| 13012 - Exhibits Specialist II | 22.15 |
| 13013 - Exhibits Specialist III | 27.09 |
| 13041 - Illustrator I | 17.87 |
| 13042 - Illustrator II | 22.15 |
| 13043 - Illustrator III | 27.09 |
| 13047 - Librarian | 24.52 |
| 13050 - Library Aide/Clerk | 12.65 |
| 13054 - Library Information Technology Systems Administrator | 22.15 |
| 13058 - Library Technician | 16.42 |
| 13061 - Media Specialist I | 15.98 |
| 13062 - Media Specialist II | 17.87 |
| 13063 - Media Specialist III | 19.93 |
| 13071 - Photographer I | 13.48 |
| 13072 - Photographer II | 17.03 |
| 13073 - Photographer III | 19.82 |
| 13074 - Photographer IV | 22.84 |
| 13075 - Photographer V | 26.61 |
| 13110 - Video Teleconference Technician | 15.98 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.96 |
| 14042 - Computer Operator II | 17.84 |
| 14043 - Computer Operator III | 19.90 |
| 14044 - Computer Operator IV | 22.10 |
| 14045 - Computer Operator V | 24.48 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 15.96 |
| 14160 - Personal Computer Support Technician | 22.10 |

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| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.85 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.88 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.83 |
| 15050 - Computer Based Training Specialist / Instructor | 28.85 |
| 15060 - Educational Technologist | 28.30 |
| 15070 - Flight Instructor (Pilot) | 41.83 |
| 15080 - Graphic Artist | 22.27 |
| 15090 - Technical Instructor | 20.47 |
| 15095 - Technical Instructor/Course Developer | 22.27 |
| 15110 - Test Proctor | 17.57 |
| 15120 - Tutor | 17.57 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.38 |
| 16030 - Counter Attendant | 9.38 |
| 16040 - Dry Cleaner | 11.71 |
| 16070 - Finisher, Flatwork, Machine | 9.38 |
| 16090 - Presser, Hand | 9.38 |
| 16110 - Presser, Machine, Drycleaning | 9.38 |
| 16130 - Presser, Machine, Shirts | 9.38 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.38 |
| 16190 - Sewing Machine Operator | 12.46 |
| 16220 - Tailor | 13.23 |
| 16250 - Washer, Machine | 10.15 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.51 |
| 19040 - Tool And Die Maker | 25.76 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.21 |
| 21030 - Material Coordinator | 19.93 |
| 21040 - Material Expediter | 19.93 |
| 21050 - Material Handling Laborer | 13.65 |
| 21071 - Order Filler | 14.51 |
| 21080 - Production Line Worker (Food Processing) | 19.21 |
| 21110 - Shipping Packer | 14.51 |
| 21130 - Shipping/Receiving Clerk | 14.51 |
| 21140 - Store Worker I | 14.35 |
| 21150 - Stock Clerk | 18.82 |
| 21210 - Tools And Parts Attendant | 19.21 |
| 21410 - Warehouse Specialist | 19.21 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.84 |
| 23021 - Aircraft Mechanic I | 25.74 |
| 23022 - Aircraft Mechanic II | 26.84 |
| 23023 - Aircraft Mechanic III | 27.81 |
| 23040 - Aircraft Mechanic Helper | 20.56 |
| 23050 - Aircraft, Painter | 24.69 |
| 23060 - Aircraft Servicer | 23.16 |
| 23080 - Aircraft Worker | 24.27 |
| 23110 - Appliance Mechanic | 20.60 |
| 23120 - Bicycle Repairer | 17.48 |
| 23125 - Cable Splicer | 28.12 |
| 23130 - Carpenter, Maintenance | 20.54 |
| 23140 - Carpet Layer | 22.43 |
| 23160 - Electrician, Maintenance | 24.84 |
| 23181 - Electronics Technician Maintenance I | 22.61 |
| 23182 - Electronics Technician Maintenance II | 23.80 |
| 23183 - Electronics Technician Maintenance III | 29.45 |
| 23260 - Fabric Worker | 18.85 |
| 23290 - Fire Alarm System Mechanic | 21.56 |
| 23310 - Fire Extinguisher Repairer | 17.73 |
| 23311 - Fuel Distribution System Mechanic | 24.59 |
| 23312 - Fuel Distribution System Operator | 19.92 |

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| 23370 - General Maintenance Worker | 19.52 |
| 23380 - Ground Support Equipment Mechanic | 25.74 |
| 23381 - Ground Support Equipment Servicer | 23.16 |
| 23382 - Ground Support Equipment Worker | 24.27 |
| 23391 - Gunsmith I | 17.73 |
| 23392 - Gunsmith II | 20.12 |
| 23393 - Gunsmith III | 21.89 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.37 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.28 |
| 23430 - Heavy Equipment Mechanic | 20.14 |
| 23440 - Heavy Equipment Operator | 24.25 |
| 23460 - Instrument Mechanic | 21.99 |
| 23465 - Laboratory/Shelter Mechanic | 21.17 |
| 23470 - Laborer | 13.07 |
| 23510 - Locksmith | 20.54 |
| 23530 - Machinery Maintenance Mechanic | 29.40 |
| 23550 - Machinist, Maintenance | 21.37 |
| 23580 - Maintenance Trades Helper | 16.09 |
| 23591 - Metrology Technician I | 21.99 |
| 23592 - Metrology Technician II | 22.79 |
| 23593 - Metrology Technician III | 23.55 |
| 23640 - Millwright | 27.53 |
| 23710 - Office Appliance Repairer | 20.72 |
| 23760 - Painter, Maintenance | 23.89 |
| 23790 - Pipefitter, Maintenance | 27.15 |
| 23810 - Plumber, Maintenance | 24.36 |
| 23820 - Pneudraulic Systems Mechanic | 21.93 |
| 23850 - Rigger | 21.89 |
| 23870 - Scale Mechanic | 20.12 |
| 23890 - Sheet-Metal Worker, Maintenance | 28.12 |
| 23910 - Small Engine Mechanic | 19.52 |
| 23931 - Telecommunications Mechanic I | 25.28 |
| 23932 - Telecommunications Mechanic II | 26.36 |
| 23950 - Telephone Lineman | 21.09 |
| 23960 - Welder, Combination, Maintenance | 21.30 |
| 23965 - Well Driller | 22.03 |
| 23970 - Woodcraft Worker | 21.89 |
| 23980 - Woodworker | 17.20 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.13 |
| 24580 - Child Care Center Clerk | 13.90 |
| 24610 - Chore Aide | 9.19 |
| 24620 - Family Readiness And Support Services Coordinator | 12.19 |
| 24630 - Homemaker | 15.44 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.94 |
| 25040 - Sewage Plant Operator | 20.25 |
| 25070 - Stationary Engineer | 20.94 |
| 25190 - Ventilation Equipment Tender | 16.59 |
| 25210 - Water Treatment Plant Operator | 19.97 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.29 |
| 27007 - Baggage Inspector | 11.62 |
| 27008 - Corrections Officer | 19.54 |
| 27010 - Court Security Officer | 19.09 |
| 27030 - Detection Dog Handler | 17.48 |
| 27040 - Detention Officer | 19.54 |
| 27070 - Firefighter | 17.08 |
| 27101 - Guard I | 11.62 |
| 27102 - Guard II | 16.95 |

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| 27131 - Police Officer I | 20.76 |
| 27132 - Police Officer II | 23.04 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.79 |
| 28042 - Carnival Equipment Repairer | 11.29 |
| 28043 - Carnival Equipment Worker | 8.90 |
| 28210 - Gate Attendant/Gate Tender | 14.38 |
| 28310 - Lifeguard | 10.92 |
| 28350 - Park Attendant (Aide) | 16.08 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.74 |
| 28515 - Recreation Specialist | 16.98 |
| 28630 - Sports Official | 12.81 |
| 28690 - Swimming Pool Operator | 16.22 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.12 |
| 29020 - Hatch Tender | 20.12 |
| 29030 - Line Handler | 20.12 |
| 29041 - Stevedore I | 18.41 |
| 29042 - Stevedore II | 20.05 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.03 |
| 30022 - Archeological Technician II | 18.98 |
| 30023 - Archeological Technician III | 23.57 |
| 30030 - Cartographic Technician | 26.76 |
| 30040 - Civil Engineering Technician | 19.99 |
| 30061 - Drafter/CAD Operator I | 19.30 |
| 30062 - Drafter/CAD Operator II | 21.59 |
| 30063 - Drafter/CAD Operator III | 24.08 |
| 30064 - Drafter/CAD Operator IV | 29.62 |
| 30081 - Engineering Technician I | 18.89 |
| 30082 - Engineering Technician II | 21.20 |
| 30083 - Engineering Technician III | 23.71 |
| 30084 - Engineering Technician IV | 29.38 |
| 30085 - Engineering Technician V | 35.94 |
| 30086 - Engineering Technician VI | 43.48 |
| 30090 - Environmental Technician | 21.73 |
| 30210 - Laboratory Technician | 18.74 |
| 30240 - Mathematical Technician | 26.45 |
| 30361 - Paralegal/Legal Assistant I | 16.42 |
| 30362 - Paralegal/Legal Assistant II | 20.94 |
| 30363 - Paralegal/Legal Assistant III | 25.64 |
| 30364 - Paralegal/Legal Assistant IV | 31.01 |
| 30390 - Photo-Optics Technician | 26.27 |
| 30461 - Technical Writer I | 23.87 |
| 30462 - Technical Writer II | 29.21 |
| 30463 - Technical Writer III | 35.36 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 23.77 |
| 30621 - Weather Observer, Senior (see 2) | 26.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.70 |
| 31030 - Bus Driver | 15.59 |
| 31043 - Driver Courier | 14.81 |
| 31260 - Parking and Lot Attendant | 10.02 |
| 31290 - Shuttle Bus Driver | 14.81 |

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|---|-------|
| 31310 - Taxi Driver | 10.47 |
| 31361 - Truckdriver, Light | 14.81 |
| 31362 - Truckdriver, Medium | 17.78 |
| 31363 - Truckdriver, Heavy | 18.96 |
| 31364 - Truckdriver, Tractor-Trailer | 18.96 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.26 |
| 99050 - Desk Clerk | 12.25 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.46 |
| 99252 - Laboratory Animal Caretaker II | 12.24 |
| 99310 - Mortician | 29.78 |
| 99410 - Pest Controller | 17.39 |
| 99510 - Photofinishing Worker | 14.39 |
| 99710 - Recycling Laborer | 16.31 |
| 99711 - Recycling Specialist | 19.10 |
| 99730 - Refuse Collector | 14.89 |
| 99810 - Sales Clerk | 12.06 |
| 99820 - School Crossing Guard | 10.14 |
| 99830 - Survey Party Chief | 19.34 |
| 99831 - Surveying Aide | 11.01 |
| 99832 - Surveying Technician | 17.36 |
| 99840 - Vending Machine Attendant | 11.76 |
| 99841 - Vending Machine Repairer | 14.75 |
| 99842 - Vending Machine Repairer Helper | 11.76 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3015
Revision No.: 14
Date of Last Revision: 07/25/2014

State: Maryland

Area: Maryland County of Queen Anne's

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.08 |
| 01012 - Accounting Clerk II | | 16.92 |

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| 01013 - Accounting Clerk III | 22.30 |
| 01020 - Administrative Assistant | 31.41 |
| 01040 - Court Reporter | 21.84 |
| 01051 - Data Entry Operator I | 14.38 |
| 01052 - Data Entry Operator II | 15.69 |
| 01060 - Dispatcher, Motor Vehicle | 17.87 |
| 01070 - Document Preparation Clerk | 14.21 |
| 01090 - Duplicating Machine Operator | 14.21 |
| 01111 - General Clerk I | 14.88 |
| 01112 - General Clerk II | 16.24 |
| 01113 - General Clerk III | 18.23 |
| 01120 - Housing Referral Assistant | 25.29 |
| 01141 - Messenger Courier | 13.40 |
| 01191 - Order Clerk I | 15.12 |
| 01192 - Order Clerk II | 16.50 |
| 01261 - Personnel Assistant (Employment) I | 18.15 |
| 01262 - Personnel Assistant (Employment) II | 20.32 |
| 01263 - Personnel Assistant (Employment) III | 22.65 |
| 01270 - Production Control Clerk | 22.03 |
| 01280 - Receptionist | 14.43 |
| 01290 - Rental Clerk | 16.55 |
| 01300 - Scheduler, Maintenance | 18.07 |
| 01311 - Secretary I | 18.07 |
| 01312 - Secretary II | 20.18 |
| 01313 - Secretary III | 25.29 |
| 01320 - Service Order Dispatcher | 16.35 |
| 01410 - Supply Technician | 28.55 |
| 01420 - Survey Worker | 20.03 |
| 01531 - Travel Clerk I | 13.29 |
| 01532 - Travel Clerk II | 14.36 |
| 01533 - Travel Clerk III | 15.49 |
| 01611 - Word Processor I | 15.63 |
| 01612 - Word Processor II | 17.67 |
| 01613 - Word Processor III | 19.95 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.54 |
| 05010 - Automotive Electrician | 23.51 |
| 05040 - Automotive Glass Installer | 22.15 |
| 05070 - Automotive Worker | 22.15 |
| 05110 - Mobile Equipment Servicer | 19.89 |
| 05130 - Motor Equipment Metal Mechanic | 24.10 |
| 05160 - Motor Equipment Metal Worker | 22.15 |
| 05190 - Motor Vehicle Mechanic | 24.10 |
| 05220 - Motor Vehicle Mechanic Helper | 18.92 |
| 05250 - Motor Vehicle Upholstery Worker | 21.63 |
| 05280 - Motor Vehicle Wrecker | 22.15 |
| 05310 - Painter, Automotive | 23.51 |
| 05340 - Radiator Repair Specialist | 22.15 |
| 05370 - Tire Repairer | 13.56 |
| 05400 - Transmission Repair Specialist | 24.10 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.85 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 14.60 |
| 07070 - Dishwasher | 10.11 |
| 07130 - Food Service Worker | 10.66 |
| 07210 - Meat Cutter | 17.85 |
| 07260 - Waiter/Waitress | 9.86 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.86 |
| 09040 - Furniture Handler | 15.27 |
| 09080 - Furniture Refinisher | 20.23 |
| 09090 - Furniture Refinisher Helper | 16.02 |

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| 09110 - Furniture Repairer, Minor | 17.94 |
| 09130 - Upholsterer | 19.86 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.54 |
| 11060 - Elevator Operator | 10.54 |
| 11090 - Gardener | 17.52 |
| 11122 - Housekeeping Aide | 11.83 |
| 11150 - Janitor | 11.83 |
| 11210 - Laborer, Grounds Maintenance | 13.07 |
| 11240 - Maid or Houseman | 11.26 |
| 11260 - Pruner | 11.76 |
| 11270 - Tractor Operator | 16.04 |
| 11330 - Trail Maintenance Worker | 13.07 |
| 11360 - Window Cleaner | 12.85 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 19.56 |
| 12011 - Breath Alcohol Technician | 19.44 |
| 12012 - Certified Occupational Therapist Assistant | 24.54 |
| 12015 - Certified Physical Therapist Assistant | 23.03 |
| 12020 - Dental Assistant | 17.18 |
| 12025 - Dental Hygienist | 36.35 |
| 12030 - EKG Technician | 26.77 |
| 12035 - Electroneurodiagnostic Technologist | 26.77 |
| 12040 - Emergency Medical Technician | 20.27 |
| 12071 - Licensed Practical Nurse I | 19.07 |
| 12072 - Licensed Practical Nurse II | 21.35 |
| 12073 - Licensed Practical Nurse III | 24.13 |
| 12100 - Medical Assistant | 15.01 |
| 12130 - Medical Laboratory Technician | 17.75 |
| 12160 - Medical Record Clerk | 17.42 |
| 12190 - Medical Record Technician | 19.50 |
| 12195 - Medical Transcriptionist | 17.93 |
| 12210 - Nuclear Medicine Technologist | 37.60 |
| 12221 - Nursing Assistant I | 10.80 |
| 12222 - Nursing Assistant II | 12.14 |
| 12223 - Nursing Assistant III | 13.98 |
| 12224 - Nursing Assistant IV | 15.69 |
| 12235 - Optical Dispenser | 16.90 |
| 12236 - Optical Technician | 15.80 |
| 12250 - Pharmacy Technician | 18.12 |
| 12280 - Phlebotomist | 15.69 |
| 12305 - Radiologic Technologist | 31.11 |
| 12311 - Registered Nurse I | 27.64 |
| 12312 - Registered Nurse II | 33.44 |
| 12313 - Registered Nurse II, Specialist | 33.44 |
| 12314 - Registered Nurse III | 40.13 |
| 12315 - Registered Nurse III, Anesthetist | 40.13 |
| 12316 - Registered Nurse IV | 48.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.73 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.08 |
| 13012 - Exhibits Specialist II | 23.63 |
| 13013 - Exhibits Specialist III | 28.91 |
| 13041 - Illustrator I | 20.12 |
| 13042 - Illustrator II | 24.91 |
| 13043 - Illustrator III | 30.48 |
| 13047 - Librarian | 33.88 |
| 13050 - Library Aide/Clerk | 14.21 |
| 13054 - Library Information Technology Systems Administrator | 30.60 |
| 13058 - Library Technician | 19.89 |
| 13061 - Media Specialist I | 18.73 |
| 13062 - Media Specialist II | 20.95 |

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| 13063 - Media Specialist III | 23.36 |
| 13071 - Photographer I | 16.65 |
| 13072 - Photographer II | 18.90 |
| 13073 - Photographer III | 23.47 |
| 13074 - Photographer IV | 28.24 |
| 13075 - Photographer V | 33.76 |
| 13110 - Video Teleconference Technician | 20.39 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.92 |
| 14042 - Computer Operator II | 21.18 |
| 14043 - Computer Operator III | 23.60 |
| 14044 - Computer Operator IV | 26.22 |
| 14045 - Computer Operator V | 29.05 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 18.92 |
| 14160 - Personal Computer Support Technician | 26.22 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.47 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.06 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.81 |
| 15050 - Computer Based Training Specialist / Instructor | 36.47 |
| 15060 - Educational Technologist | 31.17 |
| 15070 - Flight Instructor (Pilot) | 52.81 |
| 15080 - Graphic Artist | 25.95 |
| 15090 - Technical Instructor | 23.68 |
| 15095 - Technical Instructor/Course Developer | 28.96 |
| 15110 - Test Proctor | 19.37 |
| 15120 - Tutor | 19.37 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.88 |
| 16030 - Counter Attendant | 9.88 |
| 16040 - Dry Cleaner | 12.94 |
| 16070 - Finisher, Flatwork, Machine | 9.88 |
| 16090 - Presser, Hand | 9.88 |
| 16110 - Presser, Machine, Drycleaning | 9.88 |
| 16130 - Presser, Machine, Shirts | 9.88 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.88 |
| 16190 - Sewing Machine Operator | 13.78 |
| 16220 - Tailor | 14.66 |
| 16250 - Washer, Machine | 10.88 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.14 |
| 19040 - Tool And Die Maker | 24.29 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.03 |
| 21030 - Material Coordinator | 22.03 |
| 21040 - Material Expediter | 22.03 |
| 21050 - Material Handling Laborer | 13.83 |
| 21071 - Order Filler | 14.44 |
| 21080 - Production Line Worker (Food Processing) | 18.03 |
| 21110 - Shipping Packer | 15.09 |
| 21130 - Shipping/Receiving Clerk | 15.09 |
| 21140 - Store Worker I | 14.98 |
| 21150 - Stock Clerk | 17.06 |
| 21210 - Tools And Parts Attendant | 18.03 |
| 21410 - Warehouse Specialist | 18.03 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |

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|---|-------|
| 23010 - Aerospace Structural Welder | 26.97 |
| 23021 - Aircraft Mechanic I | 25.69 |
| 23022 - Aircraft Mechanic II | 26.97 |
| 23023 - Aircraft Mechanic III | 28.29 |
| 23040 - Aircraft Mechanic Helper | 17.74 |
| 23050 - Aircraft, Painter | 21.98 |
| 23060 - Aircraft Servicer | 19.76 |
| 23080 - Aircraft Worker | 21.01 |
| 23110 - Appliance Mechanic | 21.54 |
| 23120 - Bicycle Repairer | 16.17 |
| 23125 - Cable Splicer | 26.02 |
| 23130 - Carpenter, Maintenance | 21.40 |
| 23140 - Carpet Layer | 21.27 |
| 23160 - Electrician, Maintenance | 27.98 |
| 23181 - Electronics Technician Maintenance I | 24.94 |
| 23182 - Electronics Technician Maintenance II | 26.07 |
| 23183 - Electronics Technician Maintenance III | 27.06 |
| 23260 - Fabric Worker | 20.30 |
| 23290 - Fire Alarm System Mechanic | 22.91 |
| 23310 - Fire Extinguisher Repairer | 18.92 |
| 23311 - Fuel Distribution System Mechanic | 25.38 |
| 23312 - Fuel Distribution System Operator | 21.21 |
| 23370 - General Maintenance Worker | 21.43 |
| 23380 - Ground Support Equipment Mechanic | 25.69 |
| 23381 - Ground Support Equipment Servicer | 19.76 |
| 23382 - Ground Support Equipment Worker | 21.01 |
| 23391 - Gunsmith I | 19.39 |
| 23392 - Gunsmith II | 21.13 |
| 23393 - Gunsmith III | 22.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.72 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.56 |
| 23430 - Heavy Equipment Mechanic | 22.91 |
| 23440 - Heavy Equipment Operator | 22.91 |
| 23460 - Instrument Mechanic | 23.58 |
| 23465 - Laboratory/Shelter Mechanic | 21.91 |
| 23470 - Laborer | 14.98 |
| 23510 - Locksmith | 21.90 |
| 23530 - Machinery Maintenance Mechanic | 23.12 |
| 23550 - Machinist, Maintenance | 21.87 |
| 23580 - Maintenance Trades Helper | 18.27 |
| 23591 - Metrology Technician I | 23.58 |
| 23592 - Metrology Technician II | 24.42 |
| 23593 - Metrology Technician III | 25.12 |
| 23640 - Millwright | 26.16 |
| 23710 - Office Appliance Repairer | 21.24 |
| 23760 - Painter, Maintenance | 21.91 |
| 23790 - Pipefitter, Maintenance | 23.64 |
| 23810 - Plumber, Maintenance | 22.29 |
| 23820 - Pneudraulic Systems Mechanic | 22.91 |
| 23850 - Rigger | 24.07 |
| 23870 - Scale Mechanic | 21.13 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.91 |
| 23910 - Small Engine Mechanic | 21.13 |
| 23931 - Telecommunications Mechanic I | 28.17 |
| 23932 - Telecommunications Mechanic II | 31.26 |
| 23950 - Telephone Lineman | 27.41 |
| 23960 - Welder, Combination, Maintenance | 22.91 |
| 23965 - Well Driller | 22.91 |
| 23970 - Woodcraft Worker | 22.91 |
| 23980 - Woodworker | 19.39 |
| 24000 - Personal Needs Occupations | |

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| 24570 - Child Care Attendant | 12.96 |
| 24580 - Child Care Center Clerk | 16.16 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 15.94 |
| 24630 - Homemaker | 17.96 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.21 |
| 25040 - Sewage Plant Operator | 20.94 |
| 25070 - Stationary Engineer | 26.21 |
| 25190 - Ventilation Equipment Tender | 19.21 |
| 25210 - Water Treatment Plant Operator | 20.84 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.17 |
| 27007 - Baggage Inspector | 12.71 |
| 27008 - Corrections Officer | 22.80 |
| 27010 - Court Security Officer | 24.72 |
| 27030 - Detection Dog Handler | 17.83 |
| 27040 - Detention Officer | 22.80 |
| 27070 - Firefighter | 24.63 |
| 27101 - Guard I | 12.71 |
| 27102 - Guard II | 17.83 |
| 27131 - Police Officer I | 26.52 |
| 27132 - Police Officer II | 29.67 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.84 |
| 28042 - Carnival Equipment Repairer | 12.31 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 13.01 |
| 28310 - Lifeguard | 11.59 |
| 28350 - Park Attendant (Aide) | 14.56 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.62 |
| 28515 - Recreation Specialist | 18.04 |
| 28630 - Sports Official | 11.59 |
| 28690 - Swimming Pool Operator | 15.87 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.75 |
| 29020 - Hatch Tender | 22.75 |
| 29030 - Line Handler | 22.75 |
| 29041 - Stevedore I | 21.24 |
| 29042 - Stevedore II | 24.15 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.92 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.84 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.56 |
| 30021 - Archeological Technician I | 19.80 |
| 30022 - Archeological Technician II | 22.60 |
| 30023 - Archeological Technician III | 27.98 |
| 30030 - Cartographic Technician | 27.98 |
| 30040 - Civil Engineering Technician | 26.41 |
| 30061 - Drafter/CAD Operator I | 20.19 |
| 30062 - Drafter/CAD Operator II | 22.60 |
| 30063 - Drafter/CAD Operator III | 25.19 |
| 30064 - Drafter/CAD Operator IV | 31.00 |
| 30081 - Engineering Technician I | 22.92 |
| 30082 - Engineering Technician II | 25.72 |
| 30083 - Engineering Technician III | 28.79 |
| 30084 - Engineering Technician IV | 35.64 |
| 30085 - Engineering Technician V | 43.61 |
| 30086 - Engineering Technician VI | 52.76 |
| 30090 - Environmental Technician | 26.85 |
| 30210 - Laboratory Technician | 23.38 |
| 30240 - Mathematical Technician | 27.98 |

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| 30361 - Paralegal/Legal Assistant I | 20.82 |
| 30362 - Paralegal/Legal Assistant II | 25.78 |
| 30363 - Paralegal/Legal Assistant III | 31.54 |
| 30364 - Paralegal/Legal Assistant IV | 38.16 |
| 30390 - Photo-Optics Technician | 27.98 |
| 30461 - Technical Writer I | 21.93 |
| 30462 - Technical Writer II | 26.84 |
| 30463 - Technical Writer III | 32.47 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.93 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.88 |
| 30494 - Unexploded (UXO) Safety Escort | 24.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 25.19 |
| 30621 - Weather Observer, Senior | (see 2) 27.98 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 15.46 |
| 31030 - Bus Driver | 20.85 |
| 31043 - Driver Courier | 14.33 |
| 31260 - Parking and Lot Attendant | 12.29 |
| 31290 - Shuttle Bus Driver | 15.66 |
| 31310 - Taxi Driver | 12.45 |
| 31361 - Truckdriver, Light | 15.66 |
| 31362 - Truckdriver, Medium | 17.90 |
| 31363 - Truckdriver, Heavy | 19.30 |
| 31364 - Truckdriver, Tractor-Trailer | 19.30 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.20 |
| 99050 - Desk Clerk | 11.78 |
| 99095 - Embalmer | 23.05 |
| 99251 - Laboratory Animal Caretaker I | 11.24 |
| 99252 - Laboratory Animal Caretaker II | 12.25 |
| 99310 - Mortician | 29.35 |
| 99410 - Pest Controller | 17.69 |
| 99510 - Photofinishing Worker | 13.20 |
| 99710 - Recycling Laborer | 16.17 |
| 99711 - Recycling Specialist | 18.01 |
| 99730 - Refuse Collector | 15.26 |
| 99810 - Sales Clerk | 12.09 |
| 99820 - School Crossing Guard | 13.43 |
| 99830 - Survey Party Chief | 21.94 |
| 99831 - Surveying Aide | 13.60 |
| 99832 - Surveying Technician | 18.63 |
| 99840 - Vending Machine Attendant | 14.42 |
| 99841 - Vending Machine Repairer | 17.79 |
| 99842 - Vending Machine Repairer Helper | 14.42 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski
DirectorDivision of
Wage DeterminationsWage Determination No.: 2005-3016
Revision No.: 15
Date of Last Revision: 07/25/2014

State: Maryland

Area: Maryland County of Queen Anne's

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.08 |
| 01012 - Accounting Clerk II | | 16.92 |
| 01013 - Accounting Clerk III | | 22.30 |
| 01020 - Administrative Assistant | | 31.41 |
| 01040 - Court Reporter | | 21.84 |
| 01051 - Data Entry Operator I | | 14.38 |
| 01052 - Data Entry Operator II | | 15.69 |
| 01060 - Dispatcher, Motor Vehicle | | 17.87 |
| 01070 - Document Preparation Clerk | | 14.21 |
| 01090 - Duplicating Machine Operator | | 14.21 |
| 01111 - General Clerk I | | 14.88 |
| 01112 - General Clerk II | | 16.24 |
| 01113 - General Clerk III | | 18.23 |
| 01120 - Housing Referral Assistant | | 25.29 |
| 01141 - Messenger Courier | | 13.40 |
| 01191 - Order Clerk I | | 15.12 |
| 01192 - Order Clerk II | | 16.50 |
| 01261 - Personnel Assistant (Employment) I | | 18.15 |
| 01262 - Personnel Assistant (Employment) II | | 20.32 |
| 01263 - Personnel Assistant (Employment) III | | 22.65 |
| 01270 - Production Control Clerk | | 22.03 |
| 01280 - Receptionist | | 14.43 |
| 01290 - Rental Clerk | | 16.55 |
| 01300 - Scheduler, Maintenance | | 18.07 |
| 01311 - Secretary I | | 18.07 |
| 01312 - Secretary II | | 20.18 |
| 01313 - Secretary III | | 25.29 |
| 01320 - Service Order Dispatcher | | 16.35 |
| 01410 - Supply Technician | | 28.55 |
| 01420 - Survey Worker | | 20.03 |
| 01531 - Travel Clerk I | | 13.29 |
| 01532 - Travel Clerk II | | 14.36 |
| 01533 - Travel Clerk III | | 15.49 |
| 01611 - Word Processor I | | 15.63 |
| 01612 - Word Processor II | | 17.67 |
| 01613 - Word Processor III | | 19.95 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.54 |
| 05010 - Automotive Electrician | | 23.51 |
| 05040 - Automotive Glass Installer | | 22.15 |
| 05070 - Automotive Worker | | 22.15 |
| 05110 - Mobile Equipment Servicer | | 19.89 |
| 05130 - Motor Equipment Metal Mechanic | | 24.10 |
| 05160 - Motor Equipment Metal Worker | | 22.15 |
| 05190 - Motor Vehicle Mechanic | | 24.10 |

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| 05220 - Motor Vehicle Mechanic Helper | 18.92 |
| 05250 - Motor Vehicle Upholstery Worker | 21.63 |
| 05280 - Motor Vehicle Wrecker | 22.15 |
| 05310 - Painter, Automotive | 23.51 |
| 05340 - Radiator Repair Specialist | 22.15 |
| 05370 - Tire Repairer | 13.56 |
| 05400 - Transmission Repair Specialist | 24.10 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.85 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 14.60 |
| 07070 - Dishwasher | 10.11 |
| 07130 - Food Service Worker | 10.66 |
| 07210 - Meat Cutter | 17.85 |
| 07260 - Waiter/Waitress | 9.86 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.86 |
| 09040 - Furniture Handler | 15.27 |
| 09080 - Furniture Refinisher | 20.23 |
| 09090 - Furniture Refinisher Helper | 16.02 |
| 09110 - Furniture Repairer, Minor | 17.94 |
| 09130 - Upholsterer | 19.86 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.54 |
| 11060 - Elevator Operator | 10.54 |
| 11090 - Gardener | 17.52 |
| 11122 - Housekeeping Aide | 11.83 |
| 11150 - Janitor | 11.83 |
| 11210 - Laborer, Grounds Maintenance | 13.07 |
| 11240 - Maid or Houseman | 11.26 |
| 11260 - Pruner | 11.76 |
| 11270 - Tractor Operator | 16.04 |
| 11330 - Trail Maintenance Worker | 13.07 |
| 11360 - Window Cleaner | 12.85 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 19.56 |
| 12011 - Breath Alcohol Technician | 19.44 |
| 12012 - Certified Occupational Therapist Assistant | 24.54 |
| 12015 - Certified Physical Therapist Assistant | 23.03 |
| 12020 - Dental Assistant | 17.18 |
| 12025 - Dental Hygienist | 36.35 |
| 12030 - EKG Technician | 26.77 |
| 12035 - Electroneurodiagnostic Technologist | 26.77 |
| 12040 - Emergency Medical Technician | 20.27 |
| 12071 - Licensed Practical Nurse I | 19.07 |
| 12072 - Licensed Practical Nurse II | 21.35 |
| 12073 - Licensed Practical Nurse III | 24.13 |
| 12100 - Medical Assistant | 15.01 |
| 12130 - Medical Laboratory Technician | 17.75 |
| 12160 - Medical Record Clerk | 17.42 |
| 12190 - Medical Record Technician | 19.50 |
| 12195 - Medical Transcriptionist | 17.93 |
| 12210 - Nuclear Medicine Technologist | 37.60 |
| 12221 - Nursing Assistant I | 10.80 |
| 12222 - Nursing Assistant II | 12.14 |
| 12223 - Nursing Assistant III | 13.98 |
| 12224 - Nursing Assistant IV | 15.69 |
| 12235 - Optical Dispenser | 16.90 |
| 12236 - Optical Technician | 15.80 |
| 12250 - Pharmacy Technician | 18.12 |
| 12280 - Phlebotomist | 15.69 |
| 12305 - Radiologic Technologist | 31.11 |
| 12311 - Registered Nurse I | 27.64 |

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| 12312 - Registered Nurse II | 33.44 |
| 12313 - Registered Nurse II, Specialist | 33.44 |
| 12314 - Registered Nurse III | 40.13 |
| 12315 - Registered Nurse III, Anesthetist | 40.13 |
| 12316 - Registered Nurse IV | 48.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.73 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.08 |
| 13012 - Exhibits Specialist II | 23.63 |
| 13013 - Exhibits Specialist III | 28.91 |
| 13041 - Illustrator I | 20.12 |
| 13042 - Illustrator II | 24.91 |
| 13043 - Illustrator III | 30.48 |
| 13047 - Librarian | 33.88 |
| 13050 - Library Aide/Clerk | 14.21 |
| 13054 - Library Information Technology Systems Administrator | 30.60 |
| 13058 - Library Technician | 19.89 |
| 13061 - Media Specialist I | 18.73 |
| 13062 - Media Specialist II | 20.95 |
| 13063 - Media Specialist III | 23.36 |
| 13071 - Photographer I | 16.65 |
| 13072 - Photographer II | 18.90 |
| 13073 - Photographer III | 23.47 |
| 13074 - Photographer IV | 28.24 |
| 13075 - Photographer V | 33.76 |
| 13110 - Video Teleconference Technician | 20.39 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.92 |
| 14042 - Computer Operator II | 21.18 |
| 14043 - Computer Operator III | 23.60 |
| 14044 - Computer Operator IV | 26.22 |
| 14045 - Computer Operator V | 29.05 |
| 14071 - Computer Programmer I | (see 1) 26.36 |
| 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 | 18.92 |
| 14160 - Personal Computer Support Technician | 26.22 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.47 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.06 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.81 |
| 15050 - Computer Based Training Specialist / Instructor | 36.47 |
| 15060 - Educational Technologist | 31.17 |
| 15070 - Flight Instructor (Pilot) | 52.81 |
| 15080 - Graphic Artist | 25.95 |
| 15090 - Technical Instructor | 23.68 |
| 15095 - Technical Instructor/Course Developer | 28.96 |
| 15110 - Test Proctor | 19.37 |
| 15120 - Tutor | 19.37 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.88 |
| 16030 - Counter Attendant | 9.88 |
| 16040 - Dry Cleaner | 12.94 |
| 16070 - Finisher, Flatwork, Machine | 9.88 |
| 16090 - Presser, Hand | 9.88 |
| 16110 - Presser, Machine, Drycleaning | 9.88 |
| 16130 - Presser, Machine, Shirts | 9.88 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.88 |

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| 16190 - Sewing Machine Operator | 13.78 |
| 16220 - Tailor | 14.66 |
| 16250 - Washer, Machine | 10.88 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.14 |
| 19040 - Tool And Die Maker | 24.29 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.03 |
| 21030 - Material Coordinator | 22.03 |
| 21040 - Material Expediter | 22.03 |
| 21050 - Material Handling Laborer | 13.83 |
| 21071 - Order Filler | 14.44 |
| 21080 - Production Line Worker (Food Processing) | 18.03 |
| 21110 - Shipping Packer | 15.09 |
| 21130 - Shipping/Receiving Clerk | 15.09 |
| 21140 - Store Worker I | 14.98 |
| 21150 - Stock Clerk | 17.06 |
| 21210 - Tools And Parts Attendant | 18.03 |
| 21410 - Warehouse Specialist | 18.03 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.97 |
| 23021 - Aircraft Mechanic I | 25.69 |
| 23022 - Aircraft Mechanic II | 26.97 |
| 23023 - Aircraft Mechanic III | 28.29 |
| 23040 - Aircraft Mechanic Helper | 17.74 |
| 23050 - Aircraft, Painter | 21.98 |
| 23060 - Aircraft Servicer | 19.76 |
| 23080 - Aircraft Worker | 21.01 |
| 23110 - Appliance Mechanic | 21.54 |
| 23120 - Bicycle Repairer | 16.17 |
| 23125 - Cable Splicer | 26.02 |
| 23130 - Carpenter, Maintenance | 21.40 |
| 23140 - Carpet Layer | 21.27 |
| 23160 - Electrician, Maintenance | 27.98 |
| 23181 - Electronics Technician Maintenance I | 24.94 |
| 23182 - Electronics Technician Maintenance II | 26.07 |
| 23183 - Electronics Technician Maintenance III | 27.06 |
| 23260 - Fabric Worker | 20.30 |
| 23290 - Fire Alarm System Mechanic | 22.91 |
| 23310 - Fire Extinguisher Repairer | 18.92 |
| 23311 - Fuel Distribution System Mechanic | 25.38 |
| 23312 - Fuel Distribution System Operator | 21.21 |
| 23370 - General Maintenance Worker | 21.43 |
| 23380 - Ground Support Equipment Mechanic | 25.69 |
| 23381 - Ground Support Equipment Servicer | 19.76 |
| 23382 - Ground Support Equipment Worker | 21.01 |
| 23391 - Gunsmith I | 19.39 |
| 23392 - Gunsmith II | 21.13 |
| 23393 - Gunsmith III | 22.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.72 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.56 |
| 23430 - Heavy Equipment Mechanic | 22.91 |
| 23440 - Heavy Equipment Operator | 22.91 |
| 23460 - Instrument Mechanic | 23.58 |
| 23465 - Laboratory/Shelter Mechanic | 21.91 |
| 23470 - Laborer | 14.98 |
| 23510 - Locksmith | 21.90 |
| 23530 - Machinery Maintenance Mechanic | 23.12 |
| 23550 - Machinist, Maintenance | 21.87 |
| 23580 - Maintenance Trades Helper | 18.27 |
| 23591 - Metrology Technician I | 23.58 |

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| 23592 - Metrology Technician II | 24.42 |
| 23593 - Metrology Technician III | 25.12 |
| 23640 - Millwright | 26.16 |
| 23710 - Office Appliance Repairer | 21.24 |
| 23760 - Painter, Maintenance | 21.91 |
| 23790 - Pipefitter, Maintenance | 23.64 |
| 23810 - Plumber, Maintenance | 22.29 |
| 23820 - Pseudraulic Systems Mechanic | 22.91 |
| 23850 - Rigger | 24.07 |
| 23870 - Scale Mechanic | 21.13 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.91 |
| 23910 - Small Engine Mechanic | 21.13 |
| 23931 - Telecommunications Mechanic I | 28.17 |
| 23932 - Telecommunications Mechanic II | 31.26 |
| 23950 - Telephone Lineman | 27.41 |
| 23960 - Welder, Combination, Maintenance | 22.91 |
| 23965 - well Driller | 22.91 |
| 23970 - Woodcraft Worker | 22.91 |
| 23980 - Woodworker | 19.39 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.96 |
| 24580 - Child Care Center Clerk | 16.16 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 15.94 |
| 24630 - Homemaker | 17.96 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.21 |
| 25040 - Sewage Plant Operator | 20.94 |
| 25070 - Stationary Engineer | 26.21 |
| 25190 - Ventilation Equipment Tender | 19.21 |
| 25210 - Water Treatment Plant Operator | 20.84 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.17 |
| 27007 - Baggage Inspector | 12.71 |
| 27008 - Corrections Officer | 22.80 |
| 27010 - Court Security Officer | 24.72 |
| 27030 - Detection Dog Handler | 17.83 |
| 27040 - Detention Officer | 22.80 |
| 27070 - Firefighter | 24.63 |
| 27101 - Guard I | 12.71 |
| 27102 - Guard II | 17.83 |
| 27131 - Police Officer I | 26.52 |
| 27132 - Police Officer II | 29.67 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.84 |
| 28042 - Carnival Equipment Repairer | 12.31 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 13.01 |
| 28310 - Lifeguard | 11.59 |
| 28350 - Park Attendant (Aide) | 14.56 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.62 |
| 28515 - Recreation Specialist | 18.04 |
| 28630 - Sports Official | 11.59 |
| 28690 - Swimming Pool Operator | 15.87 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.75 |
| 29020 - Hatch Tender | 22.75 |
| 29030 - Line Handler | 22.75 |
| 29041 - Stevedore I | 21.24 |
| 29042 - Stevedore II | 24.15 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.92 |

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| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.84 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.56 |
| 30021 - Archeological Technician I | 19.80 |
| 30022 - Archeological Technician II | 22.60 |
| 30023 - Archeological Technician III | 27.98 |
| 30030 - Cartographic Technician | 27.98 |
| 30040 - Civil Engineering Technician | 26.41 |
| 30061 - Drafter/CAD Operator I | 20.19 |
| 30062 - Drafter/CAD Operator II | 22.60 |
| 30063 - Drafter/CAD Operator III | 25.19 |
| 30064 - Drafter/CAD Operator IV | 31.00 |
| 30081 - Engineering Technician I | 22.92 |
| 30082 - Engineering Technician II | 25.72 |
| 30083 - Engineering Technician III | 28.79 |
| 30084 - Engineering Technician IV | 35.64 |
| 30085 - Engineering Technician V | 43.61 |
| 30086 - Engineering Technician VI | 52.76 |
| 30090 - Environmental Technician | 26.85 |
| 30210 - Laboratory Technician | 23.38 |
| 30240 - Mathematical Technician | 27.98 |
| 30361 - Paralegal/Legal Assistant I | 20.82 |
| 30362 - Paralegal/Legal Assistant II | 25.78 |
| 30363 - Paralegal/Legal Assistant III | 31.54 |
| 30364 - Paralegal/Legal Assistant IV | 38.16 |
| 30390 - Photo-Optics Technician | 27.98 |
| 30461 - Technical Writer I | 21.93 |
| 30462 - Technical Writer II | 26.84 |
| 30463 - Technical Writer III | 32.47 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.93 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.88 |
| 30494 - Unexploded (UXO) Safety Escort | 24.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 25.19 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 27.98 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 15.46 |
| 31030 - Bus Driver | 20.85 |
| 31043 - Driver Courier | 14.33 |
| 31260 - Parking and Lot Attendant | 12.29 |
| 31290 - Shuttle Bus Driver | 15.66 |
| 31310 - Taxi Driver | 12.45 |
| 31361 - Truckdriver, Light | 15.66 |
| 31362 - Truckdriver, Medium | 17.90 |
| 31363 - Truckdriver, Heavy | 19.30 |
| 31364 - Truckdriver, Tractor-Trailer | 19.30 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.20 |
| 99050 - Desk Clerk | 11.78 |
| 99095 - Embalmer | 23.05 |
| 99251 - Laboratory Animal Caretaker I | 11.24 |
| 99252 - Laboratory Animal Caretaker II | 12.25 |
| 99310 - Mortician | 29.35 |
| 99410 - Pest Controller | 17.69 |
| 99510 - Photofinishing Worker | 13.20 |
| 99710 - Recycling Laborer | 16.17 |
| 99711 - Recycling Specialist | 18.01 |
| 99730 - Refuse Collector | 15.26 |
| 99810 - Sales Clerk | 12.09 |
| 99820 - School Crossing Guard | 13.43 |
| 99830 - Survey Party Chief | 21.94 |
| 99831 - Surveying Aide | 13.60 |

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| 99832 - Surveying Technician | 18.63 |
| 99840 - Vending Machine Attendant | 14.42 |
| 99841 - Vending Machine Repairer | 17.79 |
| 99842 - Vending Machine Repairer Helper | 14.42 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 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 4174)

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 conformance 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of
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Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3017
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: West Virginia

Area: West Virginia Counties of Berkeley, Jefferson

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.08 |
| 01012 - Accounting Clerk II | | 16.92 |
| 01013 - Accounting Clerk III | | 22.30 |
| 01020 - Administrative Assistant | | 31.41 |
| 01040 - Court Reporter | | 21.84 |
| 01051 - Data Entry Operator I | | 14.38 |
| 01052 - Data Entry Operator II | | 15.69 |
| 01060 - Dispatcher, Motor Vehicle | | 17.87 |
| 01070 - Document Preparation Clerk | | 14.21 |
| 01090 - Duplicating Machine Operator | | 14.21 |
| 01111 - General Clerk I | | 14.88 |
| 01112 - General Clerk II | | 16.24 |
| 01113 - General Clerk III | | 18.23 |
| 01120 - Housing Referral Assistant | | 25.29 |
| 01141 - Messenger Courier | | 13.40 |
| 01191 - Order Clerk I | | 15.12 |
| 01192 - Order Clerk II | | 16.50 |
| 01261 - Personnel Assistant (Employment) I | | 18.15 |
| 01262 - Personnel Assistant (Employment) II | | 20.32 |
| 01263 - Personnel Assistant (Employment) III | | 22.65 |
| 01270 - Production Control Clerk | | 22.03 |
| 01280 - Receptionist | | 14.43 |

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| 01290 - Rental Clerk | 16.55 |
| 01300 - Scheduler, Maintenance | 18.07 |
| 01311 - Secretary I | 18.07 |
| 01312 - Secretary II | 20.18 |
| 01313 - Secretary III | 25.29 |
| 01320 - Service Order Dispatcher | 17.04 |
| 01410 - Supply Technician | 28.55 |
| 01420 - Survey Worker | 20.03 |
| 01531 - Travel Clerk I | 13.29 |
| 01532 - Travel Clerk II | 14.36 |
| 01533 - Travel Clerk III | 15.49 |
| 01611 - Word Processor I | 15.63 |
| 01612 - Word Processor II | 17.67 |
| 01613 - Word Processor III | 19.95 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 25.26 |
| 05010 - Automotive Electrician | 23.51 |
| 05040 - Automotive Glass Installer | 22.15 |
| 05070 - Automotive Worker | 22.15 |
| 05110 - Mobile Equipment Servicer | 19.04 |
| 05130 - Motor Equipment Metal Mechanic | 24.78 |
| 05160 - Motor Equipment Metal Worker | 22.15 |
| 05190 - Motor Vehicle Mechanic | 24.78 |
| 05220 - Motor Vehicle Mechanic Helper | 18.49 |
| 05250 - Motor Vehicle Upholstery Worker | 21.63 |
| 05280 - Motor Vehicle Wrecker | 22.15 |
| 05310 - Painter, Automotive | 23.51 |
| 05340 - Radiator Repair Specialist | 22.15 |
| 05370 - Tire Repairer | 12.55 |
| 05400 - Transmission Repair Specialist | 24.78 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.85 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 14.60 |
| 07070 - Dishwasher | 10.11 |
| 07130 - Food Service Worker | 10.66 |
| 07210 - Meat Cutter | 18.08 |
| 07260 - Waiter/Waitress | 9.70 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.81 |
| 09040 - Furniture Handler | 14.06 |
| 09080 - Furniture Refinisher | 19.94 |
| 09090 - Furniture Refinisher Helper | 15.52 |
| 09110 - Furniture Repairer, Minor | 17.94 |
| 09130 - Upholsterer | 17.81 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.54 |
| 11060 - Elevator Operator | 10.54 |
| 11090 - Gardener | 17.52 |
| 11122 - Housekeeping Aide | 11.83 |
| 11150 - Janitor | 11.83 |
| 11210 - Laborer, Grounds Maintenance | 13.07 |
| 11240 - Maid or Houseman | 11.26 |
| 11260 - Pruner | 11.58 |
| 11270 - Tractor Operator | 15.76 |
| 11330 - Trail Maintenance Worker | 13.07 |
| 11360 - Window Cleaner | 12.85 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.41 |
| 12011 - Breath Alcohol Technician | 20.27 |
| 12012 - Certified Occupational Therapist Assistant | 23.11 |
| 12015 - Certified Physical Therapist Assistant | 21.43 |
| 12020 - Dental Assistant | 17.18 |

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| 12025 - Dental Hygienist | 44.75 |
| 12030 - EKG Technician | 27.67 |
| 12035 - Electroneurodiagnostic Technologist | 27.67 |
| 12040 - Emergency Medical Technician | 20.41 |
| 12071 - Licensed Practical Nurse I | 19.07 |
| 12072 - Licensed Practical Nurse II | 21.35 |
| 12073 - Licensed Practical Nurse III | 24.13 |
| 12100 - Medical Assistant | 15.01 |
| 12130 - Medical Laboratory Technician | 18.04 |
| 12160 - Medical Record Clerk | 17.42 |
| 12190 - Medical Record Technician | 19.50 |
| 12195 - Medical Transcriptionist | 18.77 |
| 12210 - Nuclear Medicine Technologist | 37.60 |
| 12221 - Nursing Assistant I | 10.80 |
| 12222 - Nursing Assistant II | 12.14 |
| 12223 - Nursing Assistant III | 13.98 |
| 12224 - Nursing Assistant IV | 15.69 |
| 12235 - Optical Dispenser | 20.17 |
| 12236 - Optical Technician | 15.80 |
| 12250 - Pharmacy Technician | 18.12 |
| 12280 - Phlebotomist | 15.69 |
| 12305 - Radiologic Technologist | 31.11 |
| 12311 - Registered Nurse I | 27.64 |
| 12312 - Registered Nurse II | 33.44 |
| 12313 - Registered Nurse II, Specialist | 33.44 |
| 12314 - Registered Nurse III | 40.13 |
| 12315 - Registered Nurse III, Anesthetist | 40.13 |
| 12316 - Registered Nurse IV | 48.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.73 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.86 |
| 13012 - Exhibits Specialist II | 24.61 |
| 13013 - Exhibits Specialist III | 30.09 |
| 13041 - Illustrator I | 20.48 |
| 13042 - Illustrator II | 25.38 |
| 13043 - Illustrator III | 31.03 |
| 13047 - Librarian | 33.88 |
| 13050 - Library Aide/Clerk | 14.21 |
| 13054 - Library Information Technology Systems Administrator | 30.60 |
| 13058 - Library Technician | 19.89 |
| 13061 - Media Specialist I | 18.73 |
| 13062 - Media Specialist II | 20.95 |
| 13063 - Media Specialist III | 23.36 |
| 13071 - Photographer I | 16.65 |
| 13072 - Photographer II | 18.58 |
| 13073 - Photographer III | 23.08 |
| 13074 - Photographer IV | 28.24 |
| 13075 - Photographer V | 33.76 |
| 13110 - Video Teleconference Technician | 20.39 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.92 |
| 14042 - Computer Operator II | 21.18 |
| 14043 - Computer Operator III | 23.60 |
| 14044 - Computer Operator IV | 26.22 |
| 14045 - Computer Operator V | 29.05 |
| 14071 - Computer Programmer I | (see 1) 26.36 |
| 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) |

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| 14150 - Peripheral Equipment Operator | 18.92 |
| 14160 - Personal Computer Support Technician | 26.22 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.47 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.06 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.81 |
| 15050 - Computer Based Training Specialist / Instructor | 34.23 |
| 15060 - Educational Technologist | 35.31 |
| 15070 - Flight Instructor (Pilot) | 52.81 |
| 15080 - Graphic Artist | 26.80 |
| 15090 - Technical Instructor | 25.08 |
| 15095 - Technical Instructor/Course Developer | 30.67 |
| 15110 - Test Proctor | 20.20 |
| 15120 - Tutor | 20.20 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.88 |
| 16030 - Counter Attendant | 9.88 |
| 16040 - Dry Cleaner | 12.94 |
| 16070 - Finisher, Flatwork, Machine | 9.88 |
| 16090 - Presser, Hand | 9.88 |
| 16110 - Presser, Machine, Drycleaning | 9.88 |
| 16130 - Presser, Machine, Shirts | 9.88 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.88 |
| 16190 - Sewing Machine Operator | 13.78 |
| 16220 - Tailor | 14.66 |
| 16250 - Washer, Machine | 10.88 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.14 |
| 19040 - Tool And Die Maker | 23.38 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.02 |
| 21030 - Material Coordinator | 22.03 |
| 21040 - Material Expediter | 22.03 |
| 21050 - Material Handling Laborer | 13.83 |
| 21071 - Order Filler | 12.98 |
| 21080 - Production Line Worker (Food Processing) | 18.02 |
| 21110 - Shipping Packer | 15.09 |
| 21130 - Shipping/Receiving Clerk | 15.09 |
| 21140 - Store Worker I | 12.28 |
| 21150 - Stock Clerk | 16.86 |
| 21210 - Tools And Parts Attendant | 18.02 |
| 21410 - Warehouse Specialist | 18.02 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.21 |
| 23021 - Aircraft Mechanic I | 25.83 |
| 23022 - Aircraft Mechanic II | 27.21 |
| 23023 - Aircraft Mechanic III | 28.53 |
| 23040 - Aircraft Mechanic Helper | 17.54 |
| 23050 - Aircraft, Painter | 24.73 |
| 23060 - Aircraft Servicer | 19.76 |
| 23080 - Aircraft Worker | 21.01 |
| 23110 - Appliance Mechanic | 21.75 |
| 23120 - Bicycle Repairer | 12.72 |
| 23125 - Cable Splicer | 26.02 |
| 23130 - Carpenter, Maintenance | 21.40 |
| 23140 - Carpet Layer | 20.49 |
| 23160 - Electrician, Maintenance | 27.98 |
| 23181 - Electronics Technician Maintenance I | 23.10 |
| 23182 - Electronics Technician Maintenance II | 26.47 |
| 23183 - Electronics Technician Maintenance III | 27.89 |
| 23260 - Fabric Worker | 19.13 |
| 23290 - Fire Alarm System Mechanic | 22.91 |
| 23310 - Fire Extinguisher Repairer | 17.62 |

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| 23311 - Fuel Distribution System Mechanic | 22.81 |
| 23312 - Fuel Distribution System Operator | 17.23 |
| 23370 - General Maintenance Worker | 21.43 |
| 23380 - Ground Support Equipment Mechanic | 25.83 |
| 23381 - Ground Support Equipment Servicer | 19.76 |
| 23382 - Ground Support Equipment Worker | 21.01 |
| 23391 - Gunsmith I | 17.62 |
| 23392 - Gunsmith II | 20.49 |
| 23393 - Gunsmith III | 22.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.89 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.17 |
| 23430 - Heavy Equipment Mechanic | 22.91 |
| 23440 - Heavy Equipment Operator | 22.91 |
| 23460 - Instrument Mechanic | 22.59 |
| 23465 - Laboratory/Shelter Mechanic | 21.75 |
| 23470 - Laborer | 13.83 |
| 23510 - Locksmith | 21.90 |
| 23530 - Machinery Maintenance Mechanic | 23.12 |
| 23550 - Machinist, Maintenance | 22.91 |
| 23580 - Maintenance Trades Helper | 18.27 |
| 23591 - Metrology Technician I | 22.59 |
| 23592 - Metrology Technician II | 23.80 |
| 23593 - Metrology Technician III | 24.96 |
| 23640 - Millwright | 28.19 |
| 23710 - Office Appliance Repairer | 22.96 |
| 23760 - Painter, Maintenance | 21.75 |
| 23790 - Pipefitter, Maintenance | 24.63 |
| 23810 - Plumber, Maintenance | 22.29 |
| 23820 - Pneudraulic Systems Mechanic | 22.91 |
| 23850 - Rigger | 22.91 |
| 23870 - Scale Mechanic | 20.49 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.91 |
| 23910 - Small Engine Mechanic | 20.49 |
| 23931 - Telecommunications Mechanic I | 29.95 |
| 23932 - Telecommunications Mechanic II | 31.55 |
| 23950 - Telephone Lineman | 27.41 |
| 23960 - Welder, Combination, Maintenance | 22.91 |
| 23965 - Well Driller | 22.91 |
| 23970 - Woodcraft Worker | 22.91 |
| 23980 - Woodworker | 17.62 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.79 |
| 24580 - Child Care Center Clerk | 15.95 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 16.50 |
| 24630 - Homemaker | 17.73 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.30 |
| 25040 - Sewage Plant Operator | 20.84 |
| 25070 - Stationary Engineer | 27.30 |
| 25190 - Ventilation Equipment Tender | 19.49 |
| 25210 - Water Treatment Plant Operator | 20.84 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.77 |
| 27007 - Baggage Inspector | 12.71 |
| 27008 - Corrections Officer | 22.80 |
| 27010 - Court Security Officer | 24.72 |
| 27030 - Detection Dog Handler | 17.77 |
| 27040 - Detention Officer | 22.80 |
| 27070 - Firefighter | 24.63 |

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| 27101 - Guard I | 12.71 |
| 27102 - Guard II | 17.77 |
| 27131 - Police Officer I | 26.52 |
| 27132 - Police Officer II | 29.67 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.49 |
| 28042 - Carnival Equipment Repairer | 13.46 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 13.01 |
| 28310 - Lifeguard | 11.59 |
| 28350 - Park Attendant (Aide) | 14.56 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.62 |
| 28515 - Recreation Specialist | 17.15 |
| 28630 - Sports Official | 11.59 |
| 28690 - Swimming Pool Operator | 18.21 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.13 |
| 29020 - Hatch Tender | 23.13 |
| 29030 - Line Handler | 23.13 |
| 29041 - Stevedore I | 21.31 |
| 29042 - Stevedore II | 24.24 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.92 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.84 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.56 |
| 30021 - Archeological Technician I | 20.19 |
| 30022 - Archeological Technician II | 22.25 |
| 30023 - Archeological Technician III | 27.98 |
| 30030 - Cartographic Technician | 27.98 |
| 30040 - Civil Engineering Technician | 26.41 |
| 30061 - Drafter/CAD Operator I | 20.19 |
| 30062 - Drafter/CAD Operator II | 22.60 |
| 30063 - Drafter/CAD Operator III | 25.19 |
| 30064 - Drafter/CAD Operator IV | 31.00 |
| 30081 - Engineering Technician I | 22.92 |
| 30082 - Engineering Technician II | 25.72 |
| 30083 - Engineering Technician III | 28.79 |
| 30084 - Engineering Technician IV | 35.64 |
| 30085 - Engineering Technician V | 43.61 |
| 30086 - Engineering Technician VI | 52.76 |
| 30090 - Environmental Technician | 27.41 |
| 30210 - Laboratory Technician | 23.38 |
| 30240 - Mathematical Technician | 28.94 |
| 30361 - Paralegal/Legal Assistant I | 21.36 |
| 30362 - Paralegal/Legal Assistant II | 26.47 |
| 30363 - Paralegal/Legal Assistant III | 32.36 |
| 30364 - Paralegal/Legal Assistant IV | 39.16 |
| 30390 - Photo-Optics Technician | 27.98 |
| 30461 - Technical Writer I | 21.93 |
| 30462 - Technical Writer II | 26.84 |
| 30463 - Technical Writer III | 32.47 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.93 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.88 |
| 30494 - Unexploded (UXO) Safety Escort | 24.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 24.63 |
| 30621 - Weather Observer, Senior (see 2) | 27.37 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.32 |
| 31030 - Bus Driver | 20.85 |
| 31043 - Driver Courier | 13.98 |

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| 31260 - Parking and Lot Attendant | 10.07 |
| 31290 - Shuttle Bus Driver | 15.66 |
| 31310 - Taxi Driver | 13.98 |
| 31361 - Truckdriver, Light | 15.66 |
| 31362 - Truckdriver, Medium | 17.90 |
| 31363 - Truckdriver, Heavy | 19.18 |
| 31364 - Truckdriver, Tractor-Trailer | 19.18 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.00 |
| 99050 - Desk Clerk | 11.58 |
| 99095 - Embalmer | 23.05 |
| 99251 - Laboratory Animal Caretaker I | 11.30 |
| 99252 - Laboratory Animal Caretaker II | 12.35 |
| 99310 - Mortician | 31.73 |
| 99410 - Pest Controller | 17.69 |
| 99510 - Photofinishing Worker | 13.20 |
| 99710 - Recycling Laborer | 18.50 |
| 99711 - Recycling Specialist | 20.53 |
| 99730 - Refuse Collector | 16.40 |
| 99810 - Sales Clerk | 12.09 |
| 99820 - School Crossing Guard | 13.43 |
| 99830 - Survey Party Chief | 21.94 |
| 99831 - Surveying Aide | 13.63 |
| 99832 - Surveying Technician | 19.42 |
| 99840 - Vending Machine Attendant | 14.43 |
| 99841 - Vending Machine Repairer | 18.73 |
| 99842 - Vending Machine Repairer Helper | 14.43 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3018
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: West Virginia

Area: West Virginia Counties of Berkeley, Jefferson

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.08 |
| 01012 - Accounting Clerk II | | 16.92 |
| 01013 - Accounting Clerk III | | 22.30 |

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| 01020 - Administrative Assistant | 31.41 |
| 01040 - Court Reporter | 21.84 |
| 01051 - Data Entry Operator I | 14.38 |
| 01052 - Data Entry Operator II | 15.69 |
| 01060 - Dispatcher, Motor Vehicle | 17.87 |
| 01070 - Document Preparation Clerk | 14.21 |
| 01090 - Duplicating Machine Operator | 14.21 |
| 01111 - General Clerk I | 14.88 |
| 01112 - General Clerk II | 16.24 |
| 01113 - General Clerk III | 18.23 |
| 01120 - Housing Referral Assistant | 25.29 |
| 01141 - Messenger Courier | 13.40 |
| 01191 - Order Clerk I | 15.12 |
| 01192 - Order Clerk II | 16.50 |
| 01261 - Personnel Assistant (Employment) I | 18.15 |
| 01262 - Personnel Assistant (Employment) II | 20.32 |
| 01263 - Personnel Assistant (Employment) III | 22.65 |
| 01270 - Production Control Clerk | 22.03 |
| 01280 - Receptionist | 14.43 |
| 01290 - Rental Clerk | 16.55 |
| 01300 - Scheduler, Maintenance | 18.07 |
| 01311 - Secretary I | 18.07 |
| 01312 - Secretary II | 20.18 |
| 01313 - Secretary III | 25.29 |
| 01320 - Service Order Dispatcher | 17.04 |
| 01410 - Supply Technician | 28.55 |
| 01420 - Survey Worker | 20.03 |
| 01531 - Travel Clerk I | 13.29 |
| 01532 - Travel Clerk II | 14.36 |
| 01533 - Travel Clerk III | 15.49 |
| 01611 - Word Processor I | 15.63 |
| 01612 - Word Processor II | 17.67 |
| 01613 - Word Processor III | 19.95 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 25.26 |
| 05010 - Automotive Electrician | 23.51 |
| 05040 - Automotive Glass Installer | 22.15 |
| 05070 - Automotive Worker | 22.15 |
| 05110 - Mobile Equipment Servicer | 19.04 |
| 05130 - Motor Equipment Metal Mechanic | 24.78 |
| 05160 - Motor Equipment Metal Worker | 22.15 |
| 05190 - Motor Vehicle Mechanic | 24.78 |
| 05220 - Motor Vehicle Mechanic Helper | 18.49 |
| 05250 - Motor Vehicle Upholstery Worker | 21.63 |
| 05280 - Motor Vehicle Wrecker | 22.15 |
| 05310 - Painter, Automotive | 23.51 |
| 05340 - Radiator Repair Specialist | 22.15 |
| 05370 - Tire Repairer | 12.55 |
| 05400 - Transmission Repair Specialist | 24.78 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.85 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 14.60 |
| 07070 - Dishwasher | 10.11 |
| 07130 - Food Service Worker | 10.66 |
| 07210 - Meat Cutter | 18.08 |
| 07260 - Waiter/Waitress | 9.70 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.81 |
| 09040 - Furniture Handler | 14.06 |
| 09080 - Furniture Refinisher | 19.94 |
| 09090 - Furniture Refinisher Helper | 15.52 |
| 09110 - Furniture Repairer, Minor | 17.94 |

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| 09130 - Upholsterer | 17.81 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.54 |
| 11060 - Elevator Operator | 10.54 |
| 11090 - Gardener | 17.52 |
| 11122 - Housekeeping Aide | 11.83 |
| 11150 - Janitor | 11.83 |
| 11210 - Laborer, Grounds Maintenance | 13.07 |
| 11240 - Maid or Houseman | 11.26 |
| 11260 - Pruner | 11.58 |
| 11270 - Tractor Operator | 15.76 |
| 11330 - Trail Maintenance Worker | 13.07 |
| 11360 - Window Cleaner | 12.85 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.41 |
| 12011 - Breath Alcohol Technician | 20.27 |
| 12012 - Certified Occupational Therapist Assistant | 23.11 |
| 12015 - Certified Physical Therapist Assistant | 21.43 |
| 12020 - Dental Assistant | 17.18 |
| 12025 - Dental Hygienist | 44.75 |
| 12030 - EKG Technician | 27.67 |
| 12035 - Electroneurodiagnostic Technologist | 27.67 |
| 12040 - Emergency Medical Technician | 20.41 |
| 12071 - Licensed Practical Nurse I | 19.07 |
| 12072 - Licensed Practical Nurse II | 21.35 |
| 12073 - Licensed Practical Nurse III | 24.13 |
| 12100 - Medical Assistant | 15.01 |
| 12130 - Medical Laboratory Technician | 18.04 |
| 12160 - Medical Record Clerk | 17.42 |
| 12190 - Medical Record Technician | 19.50 |
| 12195 - Medical Transcriptionist | 18.77 |
| 12210 - Nuclear Medicine Technologist | 37.60 |
| 12221 - Nursing Assistant I | 10.80 |
| 12222 - Nursing Assistant II | 12.14 |
| 12223 - Nursing Assistant III | 13.98 |
| 12224 - Nursing Assistant IV | 15.69 |
| 12235 - Optical Dispenser | 20.17 |
| 12236 - Optical Technician | 15.80 |
| 12250 - Pharmacy Technician | 18.12 |
| 12280 - Phlebotomist | 15.69 |
| 12305 - Radiologic Technologist | 31.11 |
| 12311 - Registered Nurse I | 27.64 |
| 12312 - Registered Nurse II | 33.44 |
| 12313 - Registered Nurse II, Specialist | 33.44 |
| 12314 - Registered Nurse III | 40.13 |
| 12315 - Registered Nurse III, Anesthetist | 40.13 |
| 12316 - Registered Nurse IV | 48.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.73 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.86 |
| 13012 - Exhibits Specialist II | 24.61 |
| 13013 - Exhibits Specialist III | 30.09 |
| 13041 - Illustrator I | 20.48 |
| 13042 - Illustrator II | 25.38 |
| 13043 - Illustrator III | 31.03 |
| 13047 - Librarian | 33.88 |
| 13050 - Library Aide/Clerk | 14.21 |
| 13054 - Library Information Technology Systems Administrator | 30.60 |
| 13058 - Library Technician | 19.89 |
| 13061 - Media Specialist I | 18.73 |
| 13062 - Media Specialist II | 20.95 |
| 13063 - Media Specialist III | 23.36 |

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| 13071 - Photographer I | 16.65 |
| 13072 - Photographer II | 18.58 |
| 13073 - Photographer III | 23.08 |
| 13074 - Photographer IV | 28.24 |
| 13075 - Photographer V | 33.76 |
| 13110 - Video Teleconference Technician | 20.39 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.92 |
| 14042 - Computer Operator II | 21.18 |
| 14043 - Computer Operator III | 23.60 |
| 14044 - Computer Operator IV | 26.22 |
| 14045 - Computer Operator V | 29.05 |
| 14071 - Computer Programmer I | (see 1) 26.36 |
| 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 | 18.92 |
| 14160 - Personal Computer Support Technician | 26.22 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.47 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.06 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.81 |
| 15050 - Computer Based Training Specialist / Instructor | 34.23 |
| 15060 - Educational Technologist | 35.31 |
| 15070 - Flight Instructor (Pilot) | 52.81 |
| 15080 - Graphic Artist | 26.80 |
| 15090 - Technical Instructor | 25.08 |
| 15095 - Technical Instructor/Course Developer | 30.67 |
| 15110 - Test Proctor | 20.20 |
| 15120 - Tutor | 20.20 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.88 |
| 16030 - Counter Attendant | 9.88 |
| 16040 - Dry Cleaner | 12.94 |
| 16070 - Finisher, Flatwork, Machine | 9.88 |
| 16090 - Presser, Hand | 9.88 |
| 16110 - Presser, Machine, Drycleaning | 9.88 |
| 16130 - Presser, Machine, Shirts | 9.88 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.88 |
| 16190 - Sewing Machine Operator | 13.78 |
| 16220 - Tailor | 14.66 |
| 16250 - Washer, Machine | 10.88 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.14 |
| 19040 - Tool And Die Maker | 23.38 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.02 |
| 21030 - Material Coordinator | 22.03 |
| 21040 - Material Expediter | 22.03 |
| 21050 - Material Handling Laborer | 13.83 |
| 21071 - Order Filler | 12.98 |
| 21080 - Production Line Worker (Food Processing) | 18.02 |
| 21110 - Shipping Packer | 15.09 |
| 21130 - Shipping/Receiving Clerk | 15.09 |
| 21140 - Store Worker I | 12.28 |
| 21150 - Stock Clerk | 16.86 |
| 21210 - Tools And Parts Attendant | 18.02 |
| 21410 - Warehouse Specialist | 18.02 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.21 |

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|---|-------|
| 23021 - Aircraft Mechanic I | 25.83 |
| 23022 - Aircraft Mechanic II | 27.21 |
| 23023 - Aircraft Mechanic III | 28.53 |
| 23040 - Aircraft Mechanic Helper | 17.54 |
| 23050 - Aircraft, Painter | 24.73 |
| 23060 - Aircraft Servicer | 19.76 |
| 23080 - Aircraft Worker | 21.01 |
| 23110 - Appliance Mechanic | 21.75 |
| 23120 - Bicycle Repairer | 12.72 |
| 23125 - Cable Splicer | 26.02 |
| 23130 - Carpenter, Maintenance | 21.40 |
| 23140 - Carpet Layer | 20.49 |
| 23160 - Electrician, Maintenance | 27.98 |
| 23181 - Electronics Technician Maintenance I | 23.10 |
| 23182 - Electronics Technician Maintenance II | 26.47 |
| 23183 - Electronics Technician Maintenance III | 27.89 |
| 23260 - Fabric Worker | 19.13 |
| 23290 - Fire Alarm System Mechanic | 22.91 |
| 23310 - Fire Extinguisher Repairer | 17.62 |
| 23311 - Fuel Distribution System Mechanic | 22.81 |
| 23312 - Fuel Distribution System Operator | 17.23 |
| 23370 - General Maintenance Worker | 21.43 |
| 23380 - Ground Support Equipment Mechanic | 25.83 |
| 23381 - Ground Support Equipment Servicer | 19.76 |
| 23382 - Ground Support Equipment Worker | 21.01 |
| 23391 - Gunsmith I | 17.62 |
| 23392 - Gunsmith II | 20.49 |
| 23393 - Gunsmith III | 22.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.89 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.17 |
| 23430 - Heavy Equipment Mechanic | 22.91 |
| 23440 - Heavy Equipment Operator | 22.91 |
| 23460 - Instrument Mechanic | 22.59 |
| 23465 - Laboratory/Shelter Mechanic | 21.75 |
| 23470 - Laborer | 13.83 |
| 23510 - Locksmith | 21.90 |
| 23530 - Machinery Maintenance Mechanic | 23.12 |
| 23550 - Machinist, Maintenance | 22.91 |
| 23580 - Maintenance Trades Helper | 18.27 |
| 23591 - Metrology Technician I | 22.59 |
| 23592 - Metrology Technician II | 23.80 |
| 23593 - Metrology Technician III | 24.96 |
| 23640 - Millwright | 28.19 |
| 23710 - Office Appliance Repairer | 22.96 |
| 23760 - Painter, Maintenance | 21.75 |
| 23790 - Pipefitter, Maintenance | 24.63 |
| 23810 - Plumber, Maintenance | 22.29 |
| 23820 - Pneudraulic Systems Mechanic | 22.91 |
| 23850 - Rigger | 22.91 |
| 23870 - Scale Mechanic | 20.49 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.91 |
| 23910 - Small Engine Mechanic | 20.49 |
| 23931 - Telecommunications Mechanic I | 29.95 |
| 23932 - Telecommunications Mechanic II | 31.55 |
| 23950 - Telephone Lineman | 27.41 |
| 23960 - welder, Combination, Maintenance | 22.91 |
| 23965 - well Driller | 22.91 |
| 23970 - Woodcraft Worker | 22.91 |
| 23980 - woodworker | 17.62 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.79 |

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| 24580 - Child Care Center Clerk | 15.95 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 16.50 |
| 24630 - Homemaker | 17.73 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.30 |
| 25040 - Sewage Plant Operator | 20.84 |
| 25070 - Stationary Engineer | 27.30 |
| 25190 - Ventilation Equipment Tender | 19.49 |
| 25210 - Water Treatment Plant Operator | 20.84 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.77 |
| 27007 - Baggage Inspector | 12.71 |
| 27008 - Corrections Officer | 22.80 |
| 27010 - Court Security Officer | 24.72 |
| 27030 - Detection Dog Handler | 17.77 |
| 27040 - Detention Officer | 22.80 |
| 27070 - Firefighter | 24.63 |
| 27101 - Guard I | 12.71 |
| 27102 - Guard II | 17.77 |
| 27131 - Police Officer I | 26.52 |
| 27132 - Police Officer II | 29.67 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.49 |
| 28042 - Carnival Equipment Repairer | 13.46 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 13.01 |
| 28310 - Lifeguard | 11.59 |
| 28350 - Park Attendant (Aide) | 14.56 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.62 |
| 28515 - Recreation Specialist | 17.15 |
| 28630 - Sports Official | 11.59 |
| 28690 - Swimming Pool Operator | 18.21 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.13 |
| 29020 - Hatch Tender | 23.13 |
| 29030 - Line Handler | 23.13 |
| 29041 - Stevedore I | 21.31 |
| 29042 - Stevedore II | 24.24 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.92 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.84 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.56 |
| 30021 - Archeological Technician I | 20.19 |
| 30022 - Archeological Technician II | 22.25 |
| 30023 - Archeological Technician III | 27.98 |
| 30030 - Cartographic Technician | 27.98 |
| 30040 - Civil Engineering Technician | 26.41 |
| 30061 - Drafter/CAD Operator I | 20.19 |
| 30062 - Drafter/CAD Operator II | 22.60 |
| 30063 - Drafter/CAD Operator III | 25.19 |
| 30064 - Drafter/CAD Operator IV | 31.00 |
| 30081 - Engineering Technician I | 22.92 |
| 30082 - Engineering Technician II | 25.72 |
| 30083 - Engineering Technician III | 28.79 |
| 30084 - Engineering Technician IV | 35.64 |
| 30085 - Engineering Technician V | 43.61 |
| 30086 - Engineering Technician VI | 52.76 |
| 30090 - Environmental Technician | 27.41 |
| 30210 - Laboratory Technician | 23.38 |
| 30240 - Mathematical Technician | 28.94 |
| 30361 - Paralegal/Legal Assistant I | 21.36 |

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| 30362 - Paralegal/Legal Assistant II | 26.47 |
| 30363 - Paralegal/Legal Assistant III | 32.36 |
| 30364 - Paralegal/Legal Assistant IV | 39.16 |
| 30390 - Photo-Optics Technician | 27.98 |
| 30461 - Technical Writer I | 21.93 |
| 30462 - Technical Writer II | 26.84 |
| 30463 - Technical Writer III | 32.47 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.93 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.88 |
| 30494 - Unexploded (UXO) Safety Escort | 24.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 24.63 |
| 30621 - Weather Observer, Senior | (see 2) 27.37 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.32 |
| 31030 - Bus Driver | 20.85 |
| 31043 - Driver Courier | 13.98 |
| 31260 - Parking and Lot Attendant | 10.07 |
| 31290 - Shuttle Bus Driver | 15.66 |
| 31310 - Taxi Driver | 13.98 |
| 31361 - Truckdriver, Light | 15.66 |
| 31362 - Truckdriver, Medium | 17.90 |
| 31363 - Truckdriver, Heavy | 19.18 |
| 31364 - Truckdriver, Tractor-Trailer | 19.18 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.00 |
| 99050 - Desk Clerk | 11.58 |
| 99095 - Embalmer | 23.05 |
| 99251 - Laboratory Animal Caretaker I | 11.30 |
| 99252 - Laboratory Animal Caretaker II | 12.35 |
| 99310 - Mortician | 31.73 |
| 99410 - Pest Controller | 17.69 |
| 99510 - Photofinishing Worker | 13.20 |
| 99710 - Recycling Laborer | 18.50 |
| 99711 - Recycling Specialist | 20.53 |
| 99730 - Refuse Collector | 16.40 |
| 99810 - Sales Clerk | 12.09 |
| 99820 - School Crossing Guard | 13.43 |
| 99830 - Survey Party Chief | 21.94 |
| 99831 - Surveying Aide | 13.63 |
| 99832 - Surveying Technician | 19.42 |
| 99840 - Vending Machine Attendant | 14.43 |
| 99841 - Vending Machine Repairer | 18.73 |
| 99842 - Vending Machine Repairer Helper | 14.43 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension
Page 4098

plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

- 2) After contract award, the contractor prepares a written report listing in order

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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski
DirectorDivision of
Wage DeterminationsWage Determination No.: 2005-3019
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Virginia

Area: Virginia Counties of Fredericksburg, Spotsylvania

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.08 |
| 01012 - Accounting Clerk II | | 16.92 |
| 01013 - Accounting Clerk III | | 22.30 |
| 01020 - Administrative Assistant | | 31.41 |
| 01040 - Court Reporter | | 21.84 |
| 01051 - Data Entry Operator I | | 14.38 |
| 01052 - Data Entry Operator II | | 15.69 |
| 01060 - Dispatcher, Motor Vehicle | | 17.87 |
| 01070 - Document Preparation Clerk | | 14.21 |
| 01090 - Duplicating Machine Operator | | 14.21 |
| 01111 - General Clerk I | | 14.88 |
| 01112 - General Clerk II | | 16.24 |
| 01113 - General Clerk III | | 18.23 |
| 01120 - Housing Referral Assistant | | 25.29 |
| 01141 - Messenger Courier | | 13.40 |
| 01191 - Order Clerk I | | 15.12 |
| 01192 - Order Clerk II | | 16.50 |
| 01261 - Personnel Assistant (Employment) I | | 18.15 |
| 01262 - Personnel Assistant (Employment) II | | 20.32 |
| 01263 - Personnel Assistant (Employment) III | | 22.65 |
| 01270 - Production Control Clerk | | 22.03 |
| 01280 - Receptionist | | 14.43 |
| 01290 - Rental Clerk | | 16.55 |
| 01300 - Scheduler, Maintenance | | 18.07 |
| 01311 - Secretary I | | 18.07 |
| 01312 - Secretary II | | 20.18 |
| 01313 - Secretary III | | 25.29 |
| 01320 - Service Order Dispatcher | | 16.13 |
| 01410 - Supply Technician | | 28.55 |
| 01420 - Survey Worker | | 20.03 |
| 01531 - Travel Clerk I | | 13.29 |
| 01532 - Travel Clerk II | | 14.36 |
| 01533 - Travel Clerk III | | 15.49 |
| 01611 - Word Processor I | | 15.63 |
| 01612 - Word Processor II | | 17.67 |
| 01613 - Word Processor III | | 19.95 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 25.26 |
| 05010 - Automotive Electrician | | 23.51 |
| 05040 - Automotive Glass Installer | | 22.15 |
| 05070 - Automotive Worker | | 22.15 |
| 05110 - Mobile Equipment Servicer | | 19.04 |
| 05130 - Motor Equipment Metal Mechanic | | 24.78 |
| 05160 - Motor Equipment Metal Worker | | 22.15 |

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|--|-------|
| 05190 - Motor Vehicle Mechanic | 24.78 |
| 05220 - Motor Vehicle Mechanic Helper | 18.49 |
| 05250 - Motor Vehicle Upholstery Worker | 21.63 |
| 05280 - Motor Vehicle Wrecker | 22.15 |
| 05310 - Painter, Automotive | 23.51 |
| 05340 - Radiator Repair Specialist | 22.15 |
| 05370 - Tire Repairer | 13.64 |
| 05400 - Transmission Repair Specialist | 24.78 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.85 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 14.60 |
| 07070 - Dishwasher | 10.11 |
| 07130 - Food Service Worker | 10.66 |
| 07210 - Meat Cutter | 18.08 |
| 07260 - Waiter/Waitress | 9.70 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.86 |
| 09040 - Furniture Handler | 14.06 |
| 09080 - Furniture Refinisher | 20.23 |
| 09090 - Furniture Refinisher Helper | 15.52 |
| 09110 - Furniture Repairer, Minor | 17.94 |
| 09130 - Upholsterer | 19.86 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.54 |
| 11060 - Elevator Operator | 10.54 |
| 11090 - Gardener | 17.52 |
| 11122 - Housekeeping Aide | 11.83 |
| 11150 - Janitor | 11.83 |
| 11210 - Laborer, Grounds Maintenance | 13.07 |
| 11240 - Maid or Houseman | 11.26 |
| 11260 - Pruner | 11.58 |
| 11270 - Tractor Operator | 15.57 |
| 11330 - Trail Maintenance Worker | 13.07 |
| 11360 - Window Cleaner | 12.85 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.41 |
| 12011 - Breath Alcohol Technician | 20.27 |
| 12012 - Certified Occupational Therapist Assistant | 23.11 |
| 12015 - Certified Physical Therapist Assistant | 21.43 |
| 12020 - Dental Assistant | 17.18 |
| 12025 - Dental Hygienist | 44.75 |
| 12030 - EKG Technician | 27.67 |
| 12035 - Electroneurodiagnostic Technologist | 27.67 |
| 12040 - Emergency Medical Technician | 20.41 |
| 12071 - Licensed Practical Nurse I | 19.07 |
| 12072 - Licensed Practical Nurse II | 21.35 |
| 12073 - Licensed Practical Nurse III | 24.13 |
| 12100 - Medical Assistant | 15.01 |
| 12130 - Medical Laboratory Technician | 18.04 |
| 12160 - Medical Record Clerk | 17.42 |
| 12190 - Medical Record Technician | 19.50 |
| 12195 - Medical Transcriptionist | 18.77 |
| 12210 - Nuclear Medicine Technologist | 37.60 |
| 12221 - Nursing Assistant I | 10.80 |
| 12222 - Nursing Assistant II | 12.14 |
| 12223 - Nursing Assistant III | 13.98 |
| 12224 - Nursing Assistant IV | 15.69 |
| 12235 - Optical Dispenser | 20.17 |
| 12236 - Optical Technician | 15.80 |
| 12250 - Pharmacy Technician | 18.12 |
| 12280 - Phlebotomist | 15.69 |
| 12305 - Radiologic Technologist | 31.11 |

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| 12311 - Registered Nurse I | 27.64 |
| 12312 - Registered Nurse II | 33.44 |
| 12313 - Registered Nurse II, Specialist | 33.44 |
| 12314 - Registered Nurse III | 40.13 |
| 12315 - Registered Nurse III, Anesthetist | 40.13 |
| 12316 - Registered Nurse IV | 48.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.73 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.86 |
| 13012 - Exhibits Specialist II | 24.61 |
| 13013 - Exhibits Specialist III | 30.09 |
| 13041 - Illustrator I | 20.48 |
| 13042 - Illustrator II | 25.38 |
| 13043 - Illustrator III | 31.03 |
| 13047 - Librarian | 33.88 |
| 13050 - Library Aide/Clerk | 14.21 |
| 13054 - Library Information Technology Systems Administrator | 30.60 |
| 13058 - Library Technician | 19.89 |
| 13061 - Media Specialist I | 18.73 |
| 13062 - Media Specialist II | 20.95 |
| 13063 - Media Specialist III | 23.36 |
| 13071 - Photographer I | 16.65 |
| 13072 - Photographer II | 18.90 |
| 13073 - Photographer III | 23.67 |
| 13074 - Photographer IV | 28.65 |
| 13075 - Photographer V | 33.76 |
| 13110 - Video Teleconference Technician | 20.39 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.92 |
| 14042 - Computer Operator II | 21.18 |
| 14043 - Computer Operator III | 23.60 |
| 14044 - Computer Operator IV | 26.22 |
| 14045 - Computer Operator V | 29.05 |
| 14071 - Computer Programmer I | (see 1) 26.36 |
| 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 | 18.92 |
| 14160 - Personal Computer Support Technician | 26.22 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.47 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.06 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.81 |
| 15050 - Computer Based Training Specialist / Instructor | 36.47 |
| 15060 - Educational Technologist | 35.31 |
| 15070 - Flight Instructor (Pilot) | 52.81 |
| 15080 - Graphic Artist | 26.80 |
| 15090 - Technical Instructor | 25.08 |
| 15095 - Technical Instructor/Course Developer | 30.67 |
| 15110 - Test Proctor | 20.20 |
| 15120 - Tutor | 20.20 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.88 |
| 16030 - Counter Attendant | 9.88 |
| 16040 - Dry Cleaner | 12.94 |
| 16070 - Finisher, Flatwork, Machine | 9.88 |
| 16090 - Presser, Hand | 9.88 |
| 16110 - Presser, Machine, Drycleaning | 9.88 |
| 16130 - Presser, Machine, Shirts | 9.88 |

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| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.88 |
| 16190 - Sewing Machine Operator | 13.78 |
| 16220 - Tailor | 14.66 |
| 16250 - Washer, Machine | 10.88 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.14 |
| 19040 - Tool And Die Maker | 23.38 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.02 |
| 21030 - Material Coordinator | 22.03 |
| 21040 - Material Expediter | 22.03 |
| 21050 - Material Handling Laborer | 14.62 |
| 21071 - Order Filler | 13.00 |
| 21080 - Production Line Worker (Food Processing) | 18.02 |
| 21110 - Shipping Packer | 15.09 |
| 21130 - Shipping/Receiving Clerk | 15.09 |
| 21140 - Store Worker I | 11.72 |
| 21150 - Stock Clerk | 16.86 |
| 21210 - Tools And Parts Attendant | 18.02 |
| 21410 - Warehouse Specialist | 18.02 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.21 |
| 23021 - Aircraft Mechanic I | 25.83 |
| 23022 - Aircraft Mechanic II | 27.21 |
| 23023 - Aircraft Mechanic III | 28.53 |
| 23040 - Aircraft Mechanic Helper | 17.54 |
| 23050 - Aircraft, Painter | 24.73 |
| 23060 - Aircraft Servicer | 19.76 |
| 23080 - Aircraft Worker | 21.01 |
| 23110 - Appliance Mechanic | 21.75 |
| 23120 - Bicycle Repairer | 15.54 |
| 23125 - Cable Splicer | 26.02 |
| 23130 - Carpenter, Maintenance | 21.40 |
| 23140 - Carpet Layer | 20.49 |
| 23160 - Electrician, Maintenance | 27.98 |
| 23181 - Electronics Technician Maintenance I | 24.94 |
| 23182 - Electronics Technician Maintenance II | 26.47 |
| 23183 - Electronics Technician Maintenance III | 27.89 |
| 23260 - Fabric Worker | 19.13 |
| 23290 - Fire Alarm System Mechanic | 22.91 |
| 23310 - Fire Extinguisher Repairer | 17.62 |
| 23311 - Fuel Distribution System Mechanic | 22.81 |
| 23312 - Fuel Distribution System Operator | 17.25 |
| 23370 - General Maintenance Worker | 21.43 |
| 23380 - Ground Support Equipment Mechanic | 25.83 |
| 23381 - Ground Support Equipment Servicer | 19.76 |
| 23382 - Ground Support Equipment Worker | 21.01 |
| 23391 - Gunsmith I | 17.62 |
| 23392 - Gunsmith II | 20.49 |
| 23393 - Gunsmith III | 22.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.89 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.17 |
| 23430 - Heavy Equipment Mechanic | 22.91 |
| 23440 - Heavy Equipment Operator | 22.91 |
| 23460 - Instrument Mechanic | 22.59 |
| 23465 - Laboratory/Shelter Mechanic | 21.75 |
| 23470 - Laborer | 13.83 |
| 23510 - Locksmith | 21.90 |
| 23530 - Machinery Maintenance Mechanic | 23.12 |
| 23550 - Machinist, Maintenance | 22.91 |
| 23580 - Maintenance Trades Helper | 18.27 |

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|---|-------|
| 23591 - Metrology Technician I | 22.59 |
| 23592 - Metrology Technician II | 23.80 |
| 23593 - Metrology Technician III | 24.96 |
| 23640 - Millwright | 28.19 |
| 23710 - Office Appliance Repairer | 22.96 |
| 23760 - Painter, Maintenance | 21.75 |
| 23790 - Pipefitter, Maintenance | 24.63 |
| 23810 - Plumber, Maintenance | 22.29 |
| 23820 - Pneudraulic Systems Mechanic | 22.91 |
| 23850 - Rigger | 22.91 |
| 23870 - Scale Mechanic | 20.49 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.91 |
| 23910 - Small Engine Mechanic | 20.49 |
| 23931 - Telecommunications Mechanic I | 29.95 |
| 23932 - Telecommunications Mechanic II | 31.55 |
| 23950 - Telephone Lineman | 27.41 |
| 23960 - welder, Combination, Maintenance | 22.91 |
| 23965 - well Driller | 22.91 |
| 23970 - Woodcraft Worker | 22.91 |
| 23980 - Woodworker | 17.62 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.79 |
| 24580 - Child Care Center Clerk | 16.02 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 16.90 |
| 24630 - Homemaker | 18.43 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.30 |
| 25040 - Sewage Plant Operator | 20.84 |
| 25070 - Stationary Engineer | 27.30 |
| 25190 - Ventilation Equipment Tender | 19.49 |
| 25210 - Water Treatment Plant Operator | 20.84 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.57 |
| 27007 - Baggage Inspector | 12.71 |
| 27008 - Corrections Officer | 22.80 |
| 27010 - Court Security Officer | 24.72 |
| 27030 - Detection Dog Handler | 19.44 |
| 27040 - Detention Officer | 22.80 |
| 27070 - Firefighter | 24.63 |
| 27101 - Guard I | 12.71 |
| 27102 - Guard II | 19.44 |
| 27131 - Police Officer I | 26.52 |
| 27132 - Police Officer II | 29.67 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.49 |
| 28042 - Carnival Equipment Repairer | 13.46 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 13.01 |
| 28310 - Lifeguard | 11.59 |
| 28350 - Park Attendant (Aide) | 14.56 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.62 |
| 28515 - Recreation Specialist | 17.96 |
| 28630 - Sports Official | 11.59 |
| 28690 - Swimming Pool Operator | 18.21 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.13 |
| 29020 - Hatch Tender | 23.13 |
| 29030 - Line Handler | 23.13 |
| 29041 - Stevedore I | 21.31 |
| 29042 - Stevedore II | 24.24 |
| 30000 - Technical Occupations | |

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| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.92 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.84 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.56 |
| 30021 - Archeological Technician I | 20.19 |
| 30022 - Archeological Technician II | 22.60 |
| 30023 - Archeological Technician III | 27.98 |
| 30030 - Cartographic Technician | 27.98 |
| 30040 - Civil Engineering Technician | 26.41 |
| 30061 - Drafter/CAD Operator I | 20.19 |
| 30062 - Drafter/CAD Operator II | 22.60 |
| 30063 - Drafter/CAD Operator III | 25.19 |
| 30064 - Drafter/CAD Operator IV | 31.00 |
| 30081 - Engineering Technician I | 22.92 |
| 30082 - Engineering Technician II | 25.72 |
| 30083 - Engineering Technician III | 28.79 |
| 30084 - Engineering Technician IV | 35.64 |
| 30085 - Engineering Technician V | 43.61 |
| 30086 - Engineering Technician VI | 52.76 |
| 30090 - Environmental Technician | 27.41 |
| 30210 - Laboratory Technician | 23.38 |
| 30240 - Mathematical Technician | 28.94 |
| 30361 - Paralegal/Legal Assistant I | 21.36 |
| 30362 - Paralegal/Legal Assistant II | 26.47 |
| 30363 - Paralegal/Legal Assistant III | 32.36 |
| 30364 - Paralegal/Legal Assistant IV | 39.16 |
| 30390 - Photo-Optics Technician | 27.98 |
| 30461 - Technical Writer I | 21.93 |
| 30462 - Technical Writer II | 26.84 |
| 30463 - Technical Writer III | 32.47 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.93 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.88 |
| 30494 - Unexploded (UXO) Safety Escort | 24.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 25.19 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 27.98 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.32 |
| 31030 - Bus Driver | 20.85 |
| 31043 - Driver Courier | 13.54 |
| 31260 - Parking and Lot Attendant | 10.07 |
| 31290 - Shuttle Bus Driver | 15.66 |
| 31310 - Taxi Driver | 13.98 |
| 31361 - Truckdriver, Light | 15.66 |
| 31362 - Truckdriver, Medium | 17.90 |
| 31363 - Truckdriver, Heavy | 19.18 |
| 31364 - Truckdriver, Tractor-Trailer | 19.18 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.03 |
| 99050 - Desk Clerk | 11.58 |
| 99095 - Embalmer | 23.05 |
| 99251 - Laboratory Animal Caretaker I | 11.30 |
| 99252 - Laboratory Animal Caretaker II | 12.35 |
| 99310 - Mortician | 31.73 |
| 99410 - Pest Controller | 17.69 |
| 99510 - Photofinishing Worker | 13.20 |
| 99710 - Recycling Laborer | 18.50 |
| 99711 - Recycling Specialist | 21.29 |
| 99730 - Refuse Collector | 16.40 |
| 99810 - Sales Clerk | 12.09 |
| 99820 - School Crossing Guard | 13.43 |
| 99830 - Survey Party Chief | 21.94 |

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|---|-------|
| 99831 - Surveying Aide | 13.63 |
| 99832 - Surveying Technician | 20.85 |
| 99840 - Vending Machine Attendant | 14.43 |
| 99841 - Vending Machine Repairer | 18.73 |
| 99842 - Vending Machine Repairer Helper | 14.43 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to

ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the

wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3020
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Virginia

Area: Virginia Counties of Fredericksburg, Spotsylvania

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.08 |
| 01012 - Accounting Clerk II | | 16.92 |
| 01013 - Accounting Clerk III | | 22.30 |
| 01020 - Administrative Assistant | | 31.41 |
| 01040 - Court Reporter | | 21.84 |
| 01051 - Data Entry Operator I | | 14.38 |
| 01052 - Data Entry Operator II | | 15.69 |
| 01060 - Dispatcher, Motor Vehicle | | 17.87 |
| 01070 - Document Preparation Clerk | | 14.21 |
| 01090 - Duplicating Machine Operator | | 14.21 |
| 01111 - General Clerk I | | 14.88 |
| 01112 - General Clerk II | | 16.24 |
| 01113 - General Clerk III | | 18.23 |
| 01120 - Housing Referral Assistant | | 25.29 |
| 01141 - Messenger Courier | | 13.40 |
| 01191 - Order Clerk I | | 15.12 |
| 01192 - Order Clerk II | | 16.50 |
| 01261 - Personnel Assistant (Employment) I | | 18.15 |
| 01262 - Personnel Assistant (Employment) II | | 20.32 |
| 01263 - Personnel Assistant (Employment) III | | 22.65 |
| 01270 - Production Control Clerk | | 22.03 |
| 01280 - Receptionist | | 14.43 |
| 01290 - Rental Clerk | | 16.55 |
| 01300 - Scheduler, Maintenance | | 18.07 |

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| 01311 - Secretary I | 18.07 |
| 01312 - Secretary II | 20.18 |
| 01313 - Secretary III | 25.29 |
| 01320 - Service Order Dispatcher | 16.13 |
| 01410 - Supply Technician | 28.55 |
| 01420 - Survey Worker | 20.03 |
| 01531 - Travel Clerk I | 13.29 |
| 01532 - Travel Clerk II | 14.36 |
| 01533 - Travel Clerk III | 15.49 |
| 01611 - Word Processor I | 15.63 |
| 01612 - Word Processor II | 17.67 |
| 01613 - Word Processor III | 19.95 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 25.26 |
| 05010 - Automotive Electrician | 23.51 |
| 05040 - Automotive Glass Installer | 22.15 |
| 05070 - Automotive Worker | 22.15 |
| 05110 - Mobile Equipment Servicer | 19.04 |
| 05130 - Motor Equipment Metal Mechanic | 24.78 |
| 05160 - Motor Equipment Metal Worker | 22.15 |
| 05190 - Motor Vehicle Mechanic | 24.78 |
| 05220 - Motor Vehicle Mechanic Helper | 18.49 |
| 05250 - Motor Vehicle Upholstery Worker | 21.63 |
| 05280 - Motor Vehicle Wrecker | 22.15 |
| 05310 - Painter, Automotive | 23.51 |
| 05340 - Radiator Repair Specialist | 22.15 |
| 05370 - Tire Repairer | 13.64 |
| 05400 - Transmission Repair Specialist | 24.78 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.85 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 14.60 |
| 07070 - Dishwasher | 10.11 |
| 07130 - Food Service Worker | 10.66 |
| 07210 - Meat Cutter | 18.08 |
| 07260 - Waiter/Waitress | 9.70 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.86 |
| 09040 - Furniture Handler | 14.06 |
| 09080 - Furniture Refinisher | 20.23 |
| 09090 - Furniture Refinisher Helper | 15.52 |
| 09110 - Furniture Repairer, Minor | 17.94 |
| 09130 - Upholsterer | 19.86 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.54 |
| 11060 - Elevator Operator | 10.54 |
| 11090 - Gardener | 17.52 |
| 11122 - Housekeeping Aide | 11.83 |
| 11150 - Janitor | 11.83 |
| 11210 - Laborer, Grounds Maintenance | 13.07 |
| 11240 - Maid or Houseman | 11.26 |
| 11260 - Pruner | 11.58 |
| 11270 - Tractor Operator | 15.57 |
| 11330 - Trail Maintenance Worker | 13.07 |
| 11360 - Window Cleaner | 12.85 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.41 |
| 12011 - Breath Alcohol Technician | 20.27 |
| 12012 - Certified Occupational Therapist Assistant | 23.11 |
| 12015 - Certified Physical Therapist Assistant | 21.43 |
| 12020 - Dental Assistant | 17.18 |
| 12025 - Dental Hygienist | 44.75 |
| 12030 - EKG Technician | 27.67 |

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| 12035 - Electroneurodiagnostic Technologist | 27.67 |
| 12040 - Emergency Medical Technician | 20.41 |
| 12071 - Licensed Practical Nurse I | 19.07 |
| 12072 - Licensed Practical Nurse II | 21.35 |
| 12073 - Licensed Practical Nurse III | 24.13 |
| 12100 - Medical Assistant | 15.01 |
| 12130 - Medical Laboratory Technician | 18.04 |
| 12160 - Medical Record Clerk | 17.42 |
| 12190 - Medical Record Technician | 19.50 |
| 12195 - Medical Transcriptionist | 18.77 |
| 12210 - Nuclear Medicine Technologist | 37.60 |
| 12221 - Nursing Assistant I | 10.80 |
| 12222 - Nursing Assistant II | 12.14 |
| 12223 - Nursing Assistant III | 13.98 |
| 12224 - Nursing Assistant IV | 15.69 |
| 12235 - Optical Dispenser | 20.17 |
| 12236 - Optical Technician | 15.80 |
| 12250 - Pharmacy Technician | 18.12 |
| 12280 - Phlebotomist | 15.69 |
| 12305 - Radiologic Technologist | 31.11 |
| 12311 - Registered Nurse I | 27.64 |
| 12312 - Registered Nurse II | 33.44 |
| 12313 - Registered Nurse II, Specialist | 33.44 |
| 12314 - Registered Nurse III | 40.13 |
| 12315 - Registered Nurse III, Anesthetist | 40.13 |
| 12316 - Registered Nurse IV | 48.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.73 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.86 |
| 13012 - Exhibits Specialist II | 24.61 |
| 13013 - Exhibits Specialist III | 30.09 |
| 13041 - Illustrator I | 20.48 |
| 13042 - Illustrator II | 25.38 |
| 13043 - Illustrator III | 31.03 |
| 13047 - Librarian | 33.88 |
| 13050 - Library Aide/Clerk | 14.21 |
| 13054 - Library Information Technology Systems Administrator | 30.60 |
| 13058 - Library Technician | 19.89 |
| 13061 - Media Specialist I | 18.73 |
| 13062 - Media Specialist II | 20.95 |
| 13063 - Media Specialist III | 23.36 |
| 13071 - Photographer I | 16.65 |
| 13072 - Photographer II | 18.90 |
| 13073 - Photographer III | 23.67 |
| 13074 - Photographer IV | 28.65 |
| 13075 - Photographer V | 33.76 |
| 13110 - Video Teleconference Technician | 20.39 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.92 |
| 14042 - Computer Operator II | 21.18 |
| 14043 - Computer Operator III | 23.60 |
| 14044 - Computer Operator IV | 26.22 |
| 14045 - Computer Operator V | 29.05 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 18.92 |
| 14160 - Personal Computer Support Technician | 26.22 |

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|---|-------|
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.47 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.06 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.81 |
| 15050 - Computer Based Training Specialist / Instructor | 36.47 |
| 15060 - Educational Technologist | 35.31 |
| 15070 - Flight Instructor (Pilot) | 52.81 |
| 15080 - Graphic Artist | 26.80 |
| 15090 - Technical Instructor | 25.08 |
| 15095 - Technical Instructor/Course Developer | 30.67 |
| 15110 - Test Proctor | 20.20 |
| 15120 - Tutor | 20.20 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.88 |
| 16030 - Counter Attendant | 9.88 |
| 16040 - Dry Cleaner | 12.94 |
| 16070 - Finisher, Flatwork, Machine | 9.88 |
| 16090 - Presser, Hand | 9.88 |
| 16110 - Presser, Machine, Drycleaning | 9.88 |
| 16130 - Presser, Machine, Shirts | 9.88 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.88 |
| 16190 - Sewing Machine Operator | 13.78 |
| 16220 - Tailor | 14.66 |
| 16250 - Washer, Machine | 10.88 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.14 |
| 19040 - Tool And Die Maker | 23.38 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.02 |
| 21030 - Material Coordinator | 22.03 |
| 21040 - Material Expediter | 22.03 |
| 21050 - Material Handling Laborer | 14.62 |
| 21071 - Order Filler | 13.00 |
| 21080 - Production Line Worker (Food Processing) | 18.02 |
| 21110 - Shipping Packer | 15.09 |
| 21130 - Shipping/Receiving Clerk | 15.09 |
| 21140 - Store Worker I | 11.72 |
| 21150 - Stock Clerk | 16.86 |
| 21210 - Tools And Parts Attendant | 18.02 |
| 21410 - Warehouse Specialist | 18.02 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.21 |
| 23021 - Aircraft Mechanic I | 25.83 |
| 23022 - Aircraft Mechanic II | 27.21 |
| 23023 - Aircraft Mechanic III | 28.53 |
| 23040 - Aircraft Mechanic Helper | 17.54 |
| 23050 - Aircraft, Painter | 24.73 |
| 23060 - Aircraft Servicer | 19.76 |
| 23080 - Aircraft Worker | 21.01 |
| 23110 - Appliance Mechanic | 21.75 |
| 23120 - Bicycle Repairer | 15.54 |
| 23125 - Cable Splicer | 26.02 |
| 23130 - Carpenter, Maintenance | 21.40 |
| 23140 - Carpet Layer | 20.49 |
| 23160 - Electrician, Maintenance | 27.98 |
| 23181 - Electronics Technician Maintenance I | 24.94 |
| 23182 - Electronics Technician Maintenance II | 26.47 |
| 23183 - Electronics Technician Maintenance III | 27.89 |
| 23260 - Fabric Worker | 19.13 |
| 23290 - Fire Alarm System Mechanic | 22.91 |
| 23310 - Fire Extinguisher Repairer | 17.62 |
| 23311 - Fuel Distribution System Mechanic | 22.81 |
| 23312 - Fuel Distribution System Operator | 17.25 |

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| 23370 - General Maintenance Worker | 21.43 |
| 23380 - Ground Support Equipment Mechanic | 25.83 |
| 23381 - Ground Support Equipment Servicer | 19.76 |
| 23382 - Ground Support Equipment Worker | 21.01 |
| 23391 - Gunsmith I | 17.62 |
| 23392 - Gunsmith II | 20.49 |
| 23393 - Gunsmith III | 22.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.89 |
| 23411 - Heating, Ventilation And Air Contditiioning Mechanic (Research Facility) | 25.17 |
| 23430 - Heavy Equipment Mechanic | 22.91 |
| 23440 - Heavy Equipment Operator | 22.91 |
| 23460 - Instrument Mechanic | 22.59 |
| 23465 - Laboratory/Shelter Mechanic | 21.75 |
| 23470 - Laborer | 13.83 |
| 23510 - Locksmith | 21.90 |
| 23530 - Machinery Maintenance Mechanic | 23.12 |
| 23550 - Machinist, Maintenance | 22.91 |
| 23580 - Maintenance Trades Helper | 18.27 |
| 23591 - Metrology Technician I | 22.59 |
| 23592 - Metrology Technician II | 23.80 |
| 23593 - Metrology Technician III | 24.96 |
| 23640 - Millwright | 28.19 |
| 23710 - Office Appliance Repairer | 22.96 |
| 23760 - Painter, Maintenance | 21.75 |
| 23790 - Pipefitter, Maintenance | 24.63 |
| 23810 - Plumber, Maintenance | 22.29 |
| 23820 - Pneudraulic Systems Mechanic | 22.91 |
| 23850 - Rigger | 22.91 |
| 23870 - Scale Mechanic | 20.49 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.91 |
| 23910 - Small Engine Mechanic | 20.49 |
| 23931 - Telecommunications Mechanic I | 29.95 |
| 23932 - Telecommunications Mechanic II | 31.55 |
| 23950 - Telephone Lineman | 27.41 |
| 23960 - Welder, Combination, Maintenance | 22.91 |
| 23965 - Well Driller | 22.91 |
| 23970 - Woodcraft Worker | 22.91 |
| 23980 - Woodworker | 17.62 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.79 |
| 24580 - Child Care Center Clerk | 16.02 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 16.90 |
| 24630 - Homemaker | 18.43 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.30 |
| 25040 - Sewage Plant Operator | 20.84 |
| 25070 - Stationary Engineer | 27.30 |
| 25190 - Ventilation Equipment Tender | 19.49 |
| 25210 - Water Treatment Plant Operator | 20.84 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.57 |
| 27007 - Baggage Inspector | 12.71 |
| 27008 - Corrections Officer | 22.80 |
| 27010 - Court Security Officer | 24.72 |
| 27030 - Detection Dog Handler | 19.44 |
| 27040 - Detention Officer | 22.80 |
| 27070 - Firefighter | 24.63 |
| 27101 - Guard I | 12.71 |
| 27102 - Guard II | 19.44 |

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| 27131 - Police Officer I | 26.52 |
| 27132 - Police Officer II | 29.67 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.49 |
| 28042 - Carnival Equipment Repairer | 13.46 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 13.01 |
| 28310 - Lifeguard | 11.59 |
| 28350 - Park Attendant (Aide) | 14.56 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.62 |
| 28515 - Recreation Specialist | 17.96 |
| 28630 - Sports Official | 11.59 |
| 28690 - Swimming Pool Operator | 18.21 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.13 |
| 29020 - Hatch Tender | 23.13 |
| 29030 - Line Handler | 23.13 |
| 29041 - Stevedore I | 21.31 |
| 29042 - Stevedore II | 24.24 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.92 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.84 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.56 |
| 30021 - Archeological Technician I | 20.19 |
| 30022 - Archeological Technician II | 22.60 |
| 30023 - Archeological Technician III | 27.98 |
| 30030 - Cartographic Technician | 27.98 |
| 30040 - Civil Engineering Technician | 26.41 |
| 30061 - Drafter/CAD Operator I | 20.19 |
| 30062 - Drafter/CAD Operator II | 22.60 |
| 30063 - Drafter/CAD Operator III | 25.19 |
| 30064 - Drafter/CAD Operator IV | 31.00 |
| 30081 - Engineering Technician I | 22.92 |
| 30082 - Engineering Technician II | 25.72 |
| 30083 - Engineering Technician III | 28.79 |
| 30084 - Engineering Technician IV | 35.64 |
| 30085 - Engineering Technician V | 43.61 |
| 30086 - Engineering Technician VI | 52.76 |
| 30090 - Environmental Technician | 27.41 |
| 30210 - Laboratory Technician | 23.38 |
| 30240 - Mathematical Technician | 28.94 |
| 30361 - Paralegal/Legal Assistant I | 21.36 |
| 30362 - Paralegal/Legal Assistant II | 26.47 |
| 30363 - Paralegal/Legal Assistant III | 32.36 |
| 30364 - Paralegal/Legal Assistant IV | 39.16 |
| 30390 - Photo-Optics Technician | 27.98 |
| 30461 - Technical Writer I | 21.93 |
| 30462 - Technical Writer II | 26.84 |
| 30463 - Technical Writer III | 32.47 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.93 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.88 |
| 30494 - Unexploded (UXO) Safety Escort | 24.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 25.19 |
| 30621 - Weather Observer, Senior (see 2) | 27.98 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.32 |
| 31030 - Bus Driver | 20.85 |
| 31043 - Driver Courier | 13.54 |
| 31260 - Parking and Lot Attendant | 10.07 |
| 31290 - Shuttle Bus Driver | 15.66 |

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|---|-------|
| 31310 - Taxi Driver | 13.98 |
| 31361 - Truckdriver, Light | 15.66 |
| 31362 - Truckdriver, Medium | 17.90 |
| 31363 - Truckdriver, Heavy | 19.18 |
| 31364 - Truckdriver, Tractor-Trailer | 19.18 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.03 |
| 99050 - Desk Clerk | 11.58 |
| 99095 - Embalmer | 23.05 |
| 99251 - Laboratory Animal Caretaker I | 11.30 |
| 99252 - Laboratory Animal Caretaker II | 12.35 |
| 99310 - Mortician | 31.73 |
| 99410 - Pest Controller | 17.69 |
| 99510 - Photofinishing Worker | 13.20 |
| 99710 - Recycling Laborer | 18.50 |
| 99711 - Recycling Specialist | 21.29 |
| 99730 - Refuse Collector | 16.40 |
| 99810 - Sales Clerk | 12.09 |
| 99820 - School Crossing Guard | 13.43 |
| 99830 - Survey Party Chief | 21.94 |
| 99831 - Surveying Aide | 13.63 |
| 99832 - Surveying Technician | 20.85 |
| 99840 - Vending Machine Attendant | 14.43 |
| 99841 - Vending Machine Repairer | 18.73 |
| 99842 - Vending Machine Repairer Helper | 14.43 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3023
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Connecticut

Area: Connecticut County of New London
(Excluding Colchester Town)

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

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FOOTNOTE

RATE

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|---|-------|
| 01000 - Administrative Support And Clerical Occupations | |
| 01011 - Accounting Clerk I | 14.99 |
| 01012 - Accounting Clerk II | 16.83 |
| 01013 - Accounting Clerk III | 19.25 |
| 01020 - Administrative Assistant | 22.03 |
| 01040 - Court Reporter | 18.71 |
| 01051 - Data Entry Operator I | 14.42 |
| 01052 - Data Entry Operator II | 15.53 |
| 01060 - Dispatcher, Motor Vehicle | 16.10 |
| 01070 - Document Preparation Clerk | 14.60 |
| 01090 - Duplicating Machine Operator | 14.60 |
| 01111 - General Clerk I | 13.39 |
| 01112 - General Clerk II | 14.61 |
| 01113 - General Clerk III | 17.13 |
| 01120 - Housing Referral Assistant | 20.85 |
| 01141 - Messenger Courier | 13.55 |
| 01191 - Order Clerk I | 13.28 |
| 01192 - Order Clerk II | 14.87 |
| 01261 - Personnel Assistant (Employment) I | 15.85 |
| 01262 - Personnel Assistant (Employment) II | 17.73 |
| 01263 - Personnel Assistant (Employment) III | 19.76 |
| 01270 - Production Control Clerk | 24.02 |
| 01280 - Receptionist | 13.13 |
| 01290 - Rental Clerk | 14.11 |
| 01300 - Scheduler, Maintenance | 16.72 |
| 01311 - Secretary I | 16.72 |
| 01312 - Secretary II | 18.71 |
| 01313 - Secretary III | 20.85 |
| 01320 - Service Order Dispatcher | 14.74 |
| 01410 - Supply Technician | 22.03 |
| 01420 - Survey Worker | 16.62 |
| 01531 - Travel Clerk I | 12.40 |
| 01532 - Travel Clerk II | 13.50 |
| 01533 - Travel Clerk III | 14.24 |
| 01611 - Word Processor I | 13.75 |
| 01612 - Word Processor II | 17.11 |
| 01613 - Word Processor III | 19.15 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.76 |
| 05010 - Automotive Electrician | 22.22 |
| 05040 - Automotive Glass Installer | 21.49 |
| 05070 - Automotive Worker | 21.49 |
| 05110 - Mobile Equipment Servicer | 20.17 |
| 05130 - Motor Equipment Metal Mechanic | 22.84 |
| 05160 - Motor Equipment Metal Worker | 21.49 |
| 05190 - Motor Vehicle Mechanic | 20.57 |
| 05220 - Motor Vehicle Mechanic Helper | 19.44 |
| 05250 - Motor Vehicle Upholstery Worker | 20.87 |
| 05280 - Motor Vehicle Wrecker | 21.49 |
| 05310 - Painter, Automotive | 20.00 |
| 05340 - Radiator Repair Specialist | 19.34 |
| 05370 - Tire Repairer | 15.94 |
| 05400 - Transmission Repair Specialist | 20.56 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.05 |
| 07041 - Cook I | 12.70 |
| 07042 - Cook II | 15.10 |
| 07070 - Dishwasher | 9.54 |
| 07130 - Food Service Worker | 11.25 |
| 07210 - Meat Cutter | 19.06 |
| 07260 - Waiter/Waitress | 10.42 |
| 09000 - Furniture Maintenance And Repair Occupations | |

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| 09010 - Electrostatic Spray Painter | 22.22 |
| 09040 - Furniture Handler | 18.11 |
| 09080 - Furniture Refinisher | 22.22 |
| 09090 - Furniture Refinisher Helper | 19.44 |
| 09110 - Furniture Repairer, Minor | 20.87 |
| 09130 - Upholsterer | 22.22 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.20 |
| 11060 - Elevator Operator | 12.20 |
| 11090 - Gardener | 15.27 |
| 11122 - Housekeeping Aide | 13.40 |
| 11150 - Janitor | 14.16 |
| 11210 - Laborer, Grounds Maintenance | 13.51 |
| 11240 - Maid or Houseman | 10.96 |
| 11260 - Pruner | 12.66 |
| 11270 - Tractor Operator | 15.57 |
| 11330 - Trail Maintenance Worker | 13.51 |
| 11360 - Window Cleaner | 14.75 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.73 |
| 12011 - Breath Alcohol Technician | 17.24 |
| 12012 - Certified Occupational Therapist Assistant | 24.68 |
| 12015 - Certified Physical Therapist Assistant | 24.04 |
| 12020 - Dental Assistant | 17.74 |
| 12025 - Dental Hygienist | 33.89 |
| 12030 - EKG Technician | 25.36 |
| 12035 - Electroneurodiagnostic Technologist | 25.36 |
| 12040 - Emergency Medical Technician | 15.73 |
| 12071 - Licensed Practical Nurse I | 19.15 |
| 12072 - Licensed Practical Nurse II | 21.43 |
| 12073 - Licensed Practical Nurse III | 23.88 |
| 12100 - Medical Assistant | 14.45 |
| 12130 - Medical Laboratory Technician | 20.53 |
| 12160 - Medical Record Clerk | 16.15 |
| 12190 - Medical Record Technician | 18.10 |
| 12195 - Medical Transcriptionist | 17.76 |
| 12210 - Nuclear Medicine Technologist | 41.13 |
| 12221 - Nursing Assistant I | 11.15 |
| 12222 - Nursing Assistant II | 12.54 |
| 12223 - Nursing Assistant III | 13.68 |
| 12224 - Nursing Assistant IV | 15.37 |
| 12235 - Optical Dispenser | 21.43 |
| 12236 - Optical Technician | 16.95 |
| 12250 - Pharmacy Technician | 14.32 |
| 12280 - Phlebotomist | 15.37 |
| 12305 - Radiologic Technologist | 27.63 |
| 12311 - Registered Nurse I | 25.81 |
| 12312 - Registered Nurse II | 31.58 |
| 12313 - Registered Nurse II, Specialist | 31.58 |
| 12314 - Registered Nurse III | 38.21 |
| 12315 - Registered Nurse III, Anesthetist | 38.21 |
| 12316 - Registered Nurse IV | 45.33 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.60 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.39 |
| 13012 - Exhibits Specialist II | 24.04 |
| 13013 - Exhibits Specialist III | 29.38 |
| 13041 - Illustrator I | 19.39 |
| 13042 - Illustrator II | 24.04 |
| 13043 - Illustrator III | 29.37 |
| 13047 - Librarian | 26.60 |
| 13050 - Library Aide/Clerk | 13.41 |
| 13054 - Library Information Technology Systems | 24.09 |

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| Administrator | |
| 13058 - Library Technician | 17.70 |
| 13061 - Media Specialist I | 17.31 |
| 13062 - Media Specialist II | 19.37 |
| 13063 - Media Specialist III | 21.59 |
| 13071 - Photographer I | 15.98 |
| 13072 - Photographer II | 19.01 |
| 13073 - Photographer III | 23.53 |
| 13074 - Photographer IV | 28.81 |
| 13075 - Photographer V | 34.85 |
| 13110 - Video Teleconference Technician | 17.74 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.69 |
| 14042 - Computer Operator II | 17.56 |
| 14043 - Computer Operator III | 19.63 |
| 14044 - Computer Operator IV | 21.93 |
| 14045 - Computer Operator V | 24.29 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 15.69 |
| 14160 - Personal Computer Support Technician | 24.12 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 32.96 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 39.87 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.01 |
| 15050 - Computer Based Training Specialist / Instructor | 32.96 |
| 15060 - Educational Technologist | 31.14 |
| 15070 - Flight Instructor (Pilot) | 42.01 |
| 15080 - Graphic Artist | 22.12 |
| 15090 - Technical Instructor | 21.01 |
| 15095 - Technical Instructor/Course Developer | 26.19 |
| 15110 - Test Proctor | 16.95 |
| 15120 - Tutor | 16.95 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.18 |
| 16030 - Counter Attendant | 10.18 |
| 16040 - Dry Cleaner | 12.48 |
| 16070 - Finisher, Flatwork, Machine | 10.18 |
| 16090 - Presser, Hand | 10.18 |
| 16110 - Presser, Machine, Drycleaning | 10.18 |
| 16130 - Presser, Machine, Shirts | 10.18 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.18 |
| 16190 - Sewing Machine Operator | 13.28 |
| 16220 - Tailor | 14.18 |
| 16250 - Washer, Machine | 10.76 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.10 |
| 19040 - Tool And Die Maker | 25.87 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.37 |
| 21030 - Material Coordinator | 21.97 |
| 21040 - Material Expediter | 22.39 |
| 21050 - Material Handling Laborer | 13.77 |
| 21071 - Order Filler | 12.31 |
| 21080 - Production Line Worker (Food Processing) | 15.37 |
| 21110 - Shipping Packer | 16.90 |
| 21130 - Shipping/Receiving Clerk | 14.82 |
| 21140 - Store Worker I | 14.50 |

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|---|-------|
| 21150 - Stock Clerk | 17.54 |
| 21210 - Tools And Parts Attendant | 15.37 |
| 21410 - Warehouse Specialist | 16.42 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.16 |
| 23021 - Aircraft Mechanic I | 26.31 |
| 23022 - Aircraft Mechanic II | 27.16 |
| 23023 - Aircraft Mechanic III | 27.87 |
| 23040 - Aircraft Mechanic Helper | 22.40 |
| 23050 - Aircraft, Painter | 25.59 |
| 23060 - Aircraft Servicer | 24.04 |
| 23080 - Aircraft Worker | 24.76 |
| 23110 - Appliance Mechanic | 21.66 |
| 23120 - Bicycle Repairer | 18.66 |
| 23125 - Cable Splicer | 29.74 |
| 23130 - Carpenter, Maintenance | 23.47 |
| 23140 - Carpet Layer | 22.36 |
| 23160 - Electrician, Maintenance | 25.16 |
| 23181 - Electronics Technician Maintenance I | 24.54 |
| 23182 - Electronics Technician Maintenance II | 25.35 |
| 23183 - Electronics Technician Maintenance III | 26.07 |
| 23260 - Fabric Worker | 21.69 |
| 23290 - Fire Alarm System Mechanic | 23.75 |
| 23310 - Fire Extinguisher Repairer | 23.00 |
| 23311 - Fuel Distribution System Mechanic | 23.75 |
| 23312 - Fuel Distribution System Operator | 23.18 |
| 23370 - General Maintenance Worker | 21.49 |
| 23380 - Ground Support Equipment Mechanic | 26.31 |
| 23381 - Ground Support Equipment Servicer | 24.04 |
| 23382 - Ground Support Equipment Worker | 24.76 |
| 23391 - Gunsmith I | 20.91 |
| 23392 - Gunsmith II | 22.36 |
| 23393 - Gunsmith III | 23.75 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.70 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.43 |
| 23430 - Heavy Equipment Mechanic | 23.75 |
| 23440 - Heavy Equipment Operator | 24.12 |
| 23460 - Instrument Mechanic | 23.75 |
| 23465 - Laboratory/Shelter Mechanic | 23.10 |
| 23470 - Laborer | 13.79 |
| 23510 - Locksmith | 23.10 |
| 23530 - Machinery Maintenance Mechanic | 26.96 |
| 23550 - Machinist, Maintenance | 23.00 |
| 23580 - Maintenance Trades Helper | 19.38 |
| 23591 - Metrology Technician I | 23.75 |
| 23592 - Metrology Technician II | 24.52 |
| 23593 - Metrology Technician III | 25.16 |
| 23640 - Millwright | 23.75 |
| 23710 - Office Appliance Repairer | 23.10 |
| 23760 - Painter, Maintenance | 21.14 |
| 23790 - Pipefitter, Maintenance | 26.19 |
| 23810 - Plumber, Maintenance | 21.76 |
| 23820 - Pneudraulic Systems Mechanic | 23.75 |
| 23850 - Rigger | 23.75 |
| 23870 - Scale Mechanic | 22.36 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.87 |
| 23910 - Small Engine Mechanic | 21.21 |
| 23931 - Telecommunications Mechanic I | 23.75 |
| 23932 - Telecommunications Mechanic II | 24.52 |
| 23950 - Telephone Lineman | 23.75 |
| 23960 - Welder, Combination, Maintenance | 23.00 |

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| 23965 - Well Driller | 23.75 |
| 23970 - Woodcraft Worker | 23.75 |
| 23980 - Woodworker | 20.91 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.29 |
| 24580 - Child Care Center Clerk | 16.58 |
| 24610 - Chore Aide | 12.84 |
| 24620 - Family Readiness And Support Services Coordinator | 17.98 |
| 24630 - Homemaker | 22.77 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.68 |
| 25040 - Sewage Plant Operator | 23.51 |
| 25070 - Stationary Engineer | 22.68 |
| 25190 - Ventilation Equipment Tender | 19.32 |
| 25210 - Water Treatment Plant Operator | 23.51 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.00 |
| 27007 - Baggage Inspector | 13.95 |
| 27008 - Corrections Officer | 23.84 |
| 27010 - Court Security Officer | 23.84 |
| 27030 - Detection Dog Handler | 20.07 |
| 27040 - Detention Officer | 23.84 |
| 27070 - Firefighter | 21.70 |
| 27101 - Guard I | 13.95 |
| 27102 - Guard II | 20.07 |
| 27131 - Police Officer I | 26.07 |
| 27132 - Police Officer II | 28.97 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.56 |
| 28042 - Carnival Equipment Repairer | 11.14 |
| 28043 - Carnival Equipment Worker | 10.38 |
| 28210 - Gate Attendant/Gate Tender | 14.96 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 16.73 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.21 |
| 28515 - Recreation Specialist | 20.27 |
| 28630 - Sports Official | 13.32 |
| 28690 - Swimming Pool Operator | 16.57 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.82 |
| 29020 - Hatch Tender | 23.82 |
| 29030 - Line Handler | 23.82 |
| 29041 - Stevedore I | 21.65 |
| 29042 - Stevedore II | 26.52 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.43 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.18 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.94 |
| 30021 - Archeological Technician I | 18.72 |
| 30022 - Archeological Technician II | 20.95 |
| 30023 - Archeological Technician III | 25.94 |
| 30030 - Cartographic Technician | 25.96 |
| 30040 - Civil Engineering Technician | 27.77 |
| 30061 - Drafter/CAD Operator I | 18.72 |
| 30062 - Drafter/CAD Operator II | 20.95 |
| 30063 - Drafter/CAD Operator III | 23.34 |
| 30064 - Drafter/CAD Operator IV | 28.74 |
| 30081 - Engineering Technician I | 16.70 |
| 30082 - Engineering Technician II | 18.76 |
| 30083 - Engineering Technician III | 21.33 |
| 30084 - Engineering Technician IV | 26.00 |
| 30085 - Engineering Technician V | 31.78 |

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| 30086 - Engineering Technician VI | 38.47 |
| 30090 - Environmental Technician | 26.25 |
| 30210 - Laboratory Technician | 22.92 |
| 30240 - Mathematical Technician | 25.96 |
| 30361 - Paralegal/Legal Assistant I | 18.90 |
| 30362 - Paralegal/Legal Assistant II | 25.78 |
| 30363 - Paralegal/Legal Assistant III | 31.55 |
| 30364 - Paralegal/Legal Assistant IV | 38.16 |
| 30390 - Photo-Optics Technician | 25.40 |
| 30461 - Technical Writer I | 25.94 |
| 30462 - Technical Writer II | 31.74 |
| 30463 - Technical Writer III | 38.40 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.06 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.32 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.34 |
| 30494 - Unexploded (UXO) Safety Escort | 25.06 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.06 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 23.34 |
| 30621 - Weather Observer, Senior (see 2) | 25.55 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.84 |
| 31030 - Bus Driver | 14.96 |
| 31043 - Driver Courier | 15.91 |
| 31260 - Parking and Lot Attendant | 12.46 |
| 31290 - Shuttle Bus Driver | 16.50 |
| 31310 - Taxi Driver | 14.54 |
| 31361 - Truckdriver, Light | 16.50 |
| 31362 - Truckdriver, Medium | 17.73 |
| 31363 - Truckdriver, Heavy | 18.96 |
| 31364 - Truckdriver, Tractor-Trailer | 18.96 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.17 |
| 99050 - Desk Clerk | 12.08 |
| 99095 - Embalmer | 27.39 |
| 99251 - Laboratory Animal Caretaker I | 12.27 |
| 99252 - Laboratory Animal Caretaker II | 12.73 |
| 99310 - Mortician | 27.39 |
| 99410 - Pest Controller | 19.03 |
| 99510 - Photofinishing Worker | 13.17 |
| 99710 - Recycling Laborer | 17.20 |
| 99711 - Recycling Specialist | 19.52 |
| 99730 - Refuse Collector | 16.69 |
| 99810 - Sales Clerk | 12.58 |
| 99820 - School Crossing Guard | 11.72 |
| 99830 - Survey Party Chief | 22.92 |
| 99831 - Surveying Aide | 14.38 |
| 99832 - Surveying Technician | 21.38 |
| 99840 - Vending Machine Attendant | 16.21 |
| 99841 - Vending Machine Repairer | 18.24 |
| 99842 - Vending Machine Repairer Helper | 16.21 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed

occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3024
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: Connecticut

Area: Connecticut County of New London
(Excluding Colchester Town)

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.99 |
| 01012 - Accounting Clerk II | | 16.83 |
| 01013 - Accounting Clerk III | | 19.25 |
| 01020 - Administrative Assistant | | 22.03 |
| 01040 - Court Reporter | | 18.71 |
| 01051 - Data Entry Operator I | | 14.42 |
| 01052 - Data Entry Operator II | | 15.53 |
| 01060 - Dispatcher, Motor Vehicle | | 16.10 |
| 01070 - Document Preparation Clerk | | 14.60 |
| 01090 - Duplicating Machine Operator | | 14.60 |
| 01111 - General Clerk I | | 13.39 |
| 01112 - General Clerk II | | 14.61 |
| 01113 - General Clerk III | | 17.13 |
| 01120 - Housing Referral Assistant | | 20.85 |
| 01141 - Messenger Courier | | 13.55 |
| 01191 - Order Clerk I | | 13.28 |
| 01192 - Order Clerk II | | 14.87 |
| 01261 - Personnel Assistant (Employment) I | | 15.85 |
| 01262 - Personnel Assistant (Employment) II | | 17.73 |
| 01263 - Personnel Assistant (Employment) III | | 19.76 |
| 01270 - Production Control Clerk | | 24.02 |
| 01280 - Receptionist | | 13.13 |
| 01290 - Rental Clerk | | 14.11 |
| 01300 - Scheduler, Maintenance | | 16.72 |
| 01311 - Secretary I | | 16.72 |
| 01312 - Secretary II | | 18.71 |
| 01313 - Secretary III | | 20.85 |
| 01320 - Service Order Dispatcher | | 14.74 |
| 01410 - Supply Technician | | 22.03 |
| 01420 - Survey Worker | | 16.62 |
| 01531 - Travel Clerk I | | 12.40 |
| 01532 - Travel Clerk II | | 13.50 |
| 01533 - Travel Clerk III | | 14.24 |
| 01611 - Word Processor I | | 13.75 |
| 01612 - Word Processor II | | 17.11 |
| 01613 - Word Processor III | | 19.15 |

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| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.76 |
| 05010 - Automotive Electrician | 22.22 |
| 05040 - Automotive Glass Installer | 21.49 |
| 05070 - Automotive Worker | 21.49 |
| 05110 - Mobile Equipment Servicer | 20.17 |
| 05130 - Motor Equipment Metal Mechanic | 22.84 |
| 05160 - Motor Equipment Metal Worker | 21.49 |
| 05190 - Motor Vehicle Mechanic | 20.57 |
| 05220 - Motor Vehicle Mechanic Helper | 19.44 |
| 05250 - Motor Vehicle Upholstery Worker | 20.87 |
| 05280 - Motor Vehicle Wrecker | 21.49 |
| 05310 - Painter, Automotive | 20.00 |
| 05340 - Radiator Repair Specialist | 19.34 |
| 05370 - Tire Repairer | 15.94 |
| 05400 - Transmission Repair Specialist | 20.56 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.05 |
| 07041 - Cook I | 12.70 |
| 07042 - Cook II | 15.10 |
| 07070 - Dishwasher | 9.54 |
| 07130 - Food Service Worker | 11.25 |
| 07210 - Meat Cutter | 19.06 |
| 07260 - Waiter/Waitress | 10.42 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 22.22 |
| 09040 - Furniture Handler | 18.11 |
| 09080 - Furniture Refinisher | 22.22 |
| 09090 - Furniture Refinisher Helper | 19.44 |
| 09110 - Furniture Repairer, Minor | 20.87 |
| 09130 - Upholsterer | 22.22 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.20 |
| 11060 - Elevator Operator | 12.20 |
| 11090 - Gardener | 15.27 |
| 11122 - Housekeeping Aide | 13.40 |
| 11150 - Janitor | 14.16 |
| 11210 - Laborer, Grounds Maintenance | 13.51 |
| 11240 - Maid or Houseman | 10.96 |
| 11260 - Pruner | 12.66 |
| 11270 - Tractor Operator | 15.57 |
| 11330 - Trail Maintenance Worker | 13.51 |
| 11360 - Window Cleaner | 14.75 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.73 |
| 12011 - Breath Alcohol Technician | 17.24 |
| 12012 - Certified Occupational Therapist Assistant | 24.68 |
| 12015 - Certified Physical Therapist Assistant | 24.04 |
| 12020 - Dental Assistant | 17.74 |
| 12025 - Dental Hygienist | 33.89 |
| 12030 - EKG Technician | 25.36 |
| 12035 - Electroneurodiagnostic Technologist | 25.36 |
| 12040 - Emergency Medical Technician | 15.73 |
| 12071 - Licensed Practical Nurse I | 19.15 |
| 12072 - Licensed Practical Nurse II | 21.43 |
| 12073 - Licensed Practical Nurse III | 23.88 |
| 12100 - Medical Assistant | 14.45 |
| 12130 - Medical Laboratory Technician | 20.53 |
| 12160 - Medical Record Clerk | 16.15 |
| 12190 - Medical Record Technician | 18.10 |
| 12195 - Medical Transcriptionist | 17.76 |
| 12210 - Nuclear Medicine Technologist | 41.13 |
| 12221 - Nursing Assistant I | 11.15 |

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| 12222 - Nursing Assistant II | 12.54 |
| 12223 - Nursing Assistant III | 13.68 |
| 12224 - Nursing Assistant IV | 15.37 |
| 12235 - Optical Dispenser | 21.43 |
| 12236 - Optical Technician | 16.95 |
| 12250 - Pharmacy Technician | 14.32 |
| 12280 - Phlebotomist | 15.37 |
| 12305 - Radiologic Technologist | 27.63 |
| 12311 - Registered Nurse I | 25.81 |
| 12312 - Registered Nurse II | 31.58 |
| 12313 - Registered Nurse II, Specialist | 31.58 |
| 12314 - Registered Nurse III | 38.21 |
| 12315 - Registered Nurse III, Anesthetist | 38.21 |
| 12316 - Registered Nurse IV | 45.33 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.60 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.39 |
| 13012 - Exhibits Specialist II | 24.04 |
| 13013 - Exhibits Specialist III | 29.38 |
| 13041 - Illustrator I | 19.39 |
| 13042 - Illustrator II | 24.04 |
| 13043 - Illustrator III | 29.37 |
| 13047 - Librarian | 26.60 |
| 13050 - Library Aide/Clerk | 13.41 |
| 13054 - Library Information Technology Systems Administrator | 24.09 |
| 13058 - Library Technician | 17.70 |
| 13061 - Media Specialist I | 17.31 |
| 13062 - Media Specialist II | 19.37 |
| 13063 - Media Specialist III | 21.59 |
| 13071 - Photographer I | 15.98 |
| 13072 - Photographer II | 19.01 |
| 13073 - Photographer III | 23.53 |
| 13074 - Photographer IV | 28.81 |
| 13075 - Photographer V | 34.85 |
| 13110 - Video Teleconference Technician | 17.74 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.69 |
| 14042 - Computer Operator II | 17.56 |
| 14043 - Computer Operator III | 19.63 |
| 14044 - Computer Operator IV | 21.93 |
| 14045 - Computer Operator V | 24.29 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 15.69 |
| 14160 - Personal Computer Support Technician | 24.12 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 32.96 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 39.87 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.01 |
| 15050 - Computer Based Training Specialist / Instructor | 32.96 |
| 15060 - Educational Technologist | 31.14 |
| 15070 - Flight Instructor (Pilot) | 42.01 |
| 15080 - Graphic Artist | 22.12 |
| 15090 - Technical Instructor | 21.01 |
| 15095 - Technical Instructor/Course Developer | 26.19 |
| 15110 - Test Proctor | 16.95 |
| 15120 - Tutor | 16.95 |

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| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.18 |
| 16030 - Counter Attendant | 10.18 |
| 16040 - Dry Cleaner | 12.48 |
| 16070 - Finisher, Flatwork, Machine | 10.18 |
| 16090 - Presser, Hand | 10.18 |
| 16110 - Presser, Machine, Drycleaning | 10.18 |
| 16130 - Presser, Machine, Shirts | 10.18 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.18 |
| 16190 - Sewing Machine Operator | 13.28 |
| 16220 - Tailor | 14.18 |
| 16250 - Washer, Machine | 10.76 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.10 |
| 19040 - Tool And Die Maker | 25.87 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.37 |
| 21030 - Material Coordinator | 21.97 |
| 21040 - Material Expediter | 22.39 |
| 21050 - Material Handling Laborer | 13.77 |
| 21071 - Order Filler | 12.31 |
| 21080 - Production Line Worker (Food Processing) | 15.37 |
| 21110 - Shipping Packer | 16.90 |
| 21130 - Shipping/Receiving Clerk | 14.82 |
| 21140 - Store Worker I | 14.50 |
| 21150 - Stock Clerk | 17.54 |
| 21210 - Tools And Parts Attendant | 15.37 |
| 21410 - Warehouse Specialist | 16.42 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.16 |
| 23021 - Aircraft Mechanic I | 26.31 |
| 23022 - Aircraft Mechanic II | 27.16 |
| 23023 - Aircraft Mechanic III | 27.87 |
| 23040 - Aircraft Mechanic Helper | 22.40 |
| 23050 - Aircraft, Painter | 25.59 |
| 23060 - Aircraft Servicer | 24.04 |
| 23080 - Aircraft Worker | 24.76 |
| 23110 - Appliance Mechanic | 21.66 |
| 23120 - Bicycle Repairer | 18.66 |
| 23125 - Cable Splicer | 29.74 |
| 23130 - Carpenter, Maintenance | 23.47 |
| 23140 - Carpet Layer | 22.36 |
| 23160 - Electrician, Maintenance | 25.16 |
| 23181 - Electronics Technician Maintenance I | 24.54 |
| 23182 - Electronics Technician Maintenance II | 25.35 |
| 23183 - Electronics Technician Maintenance III | 26.07 |
| 23260 - Fabric Worker | 21.69 |
| 23290 - Fire Alarm System Mechanic | 23.75 |
| 23310 - Fire Extinguisher Repairer | 23.00 |
| 23311 - Fuel Distribution System Mechanic | 23.75 |
| 23312 - Fuel Distribution System Operator | 23.18 |
| 23370 - General Maintenance Worker | 21.49 |
| 23380 - Ground Support Equipment Mechanic | 26.31 |
| 23381 - Ground Support Equipment Servicer | 24.04 |
| 23382 - Ground Support Equipment Worker | 24.76 |
| 23391 - Gunsmith I | 20.91 |
| 23392 - Gunsmith II | 22.36 |
| 23393 - Gunsmith III | 23.75 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.70 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.43 |
| 23430 - Heavy Equipment Mechanic | 23.75 |

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| 23440 - Heavy Equipment Operator | 24.12 |
| 23460 - Instrument Mechanic | 23.75 |
| 23465 - Laboratory/Shelter Mechanic | 23.10 |
| 23470 - Laborer | 13.79 |
| 23510 - Locksmith | 23.10 |
| 23530 - Machinery Maintenance Mechanic | 26.96 |
| 23550 - Machinist, Maintenance | 23.00 |
| 23580 - Maintenance Trades Helper | 19.38 |
| 23591 - Metrology Technician I | 23.75 |
| 23592 - Metrology Technician II | 24.52 |
| 23593 - Metrology Technician III | 25.16 |
| 23640 - Millwright | 23.75 |
| 23710 - Office Appliance Repairer | 23.10 |
| 23760 - Painter, Maintenance | 21.14 |
| 23790 - Pipefitter, Maintenance | 26.19 |
| 23810 - Plumber, Maintenance | 21.76 |
| 23820 - Pneudraulic Systems Mechanic | 23.75 |
| 23850 - Rigger | 23.75 |
| 23870 - Scale Mechanic | 22.36 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.87 |
| 23910 - Small Engine Mechanic | 21.21 |
| 23931 - Telecommunications Mechanic I | 23.75 |
| 23932 - Telecommunications Mechanic II | 24.52 |
| 23950 - Telephone Lineman | 23.75 |
| 23960 - Welder, Combination, Maintenance | 23.00 |
| 23965 - Well Driller | 23.75 |
| 23970 - Woodcraft Worker | 23.75 |
| 23980 - Woodworker | 20.91 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.29 |
| 24580 - Child Care Center Clerk | 16.58 |
| 24610 - Chore Aide | 12.84 |
| 24620 - Family Readiness And Support Services Coordinator | 17.98 |
| 24630 - Homemaker | 22.77 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.68 |
| 25040 - Sewage Plant Operator | 23.51 |
| 25070 - Stationary Engineer | 22.68 |
| 25190 - Ventilation Equipment Tender | 19.32 |
| 25210 - Water Treatment Plant Operator | 23.51 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.00 |
| 27007 - Baggage Inspector | 13.95 |
| 27008 - Corrections Officer | 23.84 |
| 27010 - Court Security Officer | 23.84 |
| 27030 - Detection Dog Handler | 20.07 |
| 27040 - Detention Officer | 23.84 |
| 27070 - Firefighter | 21.70 |
| 27101 - Guard I | 13.95 |
| 27102 - Guard II | 20.07 |
| 27131 - Police Officer I | 26.07 |
| 27132 - Police Officer II | 28.97 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.56 |
| 28042 - Carnival Equipment Repairer | 11.14 |
| 28043 - Carnival Equipment Worker | 10.38 |
| 28210 - Gate Attendant/Gate Tender | 14.96 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 16.73 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.21 |
| 28515 - Recreation Specialist | 20.27 |
| 28630 - Sports Official | 13.32 |

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| 28690 - Swimming Pool Operator | 16.57 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.82 |
| 29020 - Hatch Tender | 23.82 |
| 29030 - Line Handler | 23.82 |
| 29041 - Stevedore I | 21.65 |
| 29042 - Stevedore II | 26.52 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.43 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.18 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.94 |
| 30021 - Archeological Technician I | 18.72 |
| 30022 - Archeological Technician II | 20.95 |
| 30023 - Archeological Technician III | 25.94 |
| 30030 - Cartographic Technician | 25.96 |
| 30040 - Civil Engineering Technician | 27.77 |
| 30061 - Drafter/CAD Operator I | 18.72 |
| 30062 - Drafter/CAD Operator II | 20.95 |
| 30063 - Drafter/CAD Operator III | 23.34 |
| 30064 - Drafter/CAD Operator IV | 28.74 |
| 30081 - Engineering Technician I | 16.70 |
| 30082 - Engineering Technician II | 18.76 |
| 30083 - Engineering Technician III | 21.33 |
| 30084 - Engineering Technician IV | 26.00 |
| 30085 - Engineering Technician V | 31.78 |
| 30086 - Engineering Technician VI | 38.47 |
| 30090 - Environmental Technician | 26.25 |
| 30210 - Laboratory Technician | 22.92 |
| 30240 - Mathematical Technician | 25.96 |
| 30361 - Paralegal/Legal Assistant I | 18.90 |
| 30362 - Paralegal/Legal Assistant II | 25.78 |
| 30363 - Paralegal/Legal Assistant III | 31.55 |
| 30364 - Paralegal/Legal Assistant IV | 38.16 |
| 30390 - Photo-Optics Technician | 25.40 |
| 30461 - Technical Writer I | 25.94 |
| 30462 - Technical Writer II | 31.74 |
| 30463 - Technical Writer III | 38.40 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.06 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.32 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.34 |
| 30494 - Unexploded (UXO) Safety Escort | 25.06 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.06 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 23.34 |
| 30621 - Weather Observer, Senior (see 2) | 25.55 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.84 |
| 31030 - Bus Driver | 14.96 |
| 31043 - Driver Courier | 15.91 |
| 31260 - Parking and Lot Attendant | 12.46 |
| 31290 - Shuttle Bus Driver | 16.50 |
| 31310 - Taxi Driver | 14.54 |
| 31361 - Truckdriver, Light | 16.50 |
| 31362 - Truckdriver, Medium | 17.73 |
| 31363 - Truckdriver, Heavy | 18.96 |
| 31364 - Truckdriver, Tractor-Trailer | 18.96 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.17 |
| 99050 - Desk Clerk | 12.08 |
| 99095 - Embalmer | 27.39 |
| 99251 - Laboratory Animal Caretaker I | 12.27 |
| 99252 - Laboratory Animal Caretaker II | 12.73 |
| 99310 - Mortician | 27.39 |

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| 99410 - Pest Controller | 19.03 |
| 99510 - Photofinishing Worker | 13.17 |
| 99710 - Recycling Laborer | 17.20 |
| 99711 - Recycling Specialist | 19.52 |
| 99730 - Refuse Collector | 16.69 |
| 99810 - Sales Clerk | 12.58 |
| 99820 - School Crossing Guard | 11.72 |
| 99830 - Survey Party Chief | 22.92 |
| 99831 - Surveying Aide | 14.38 |
| 99832 - Surveying Technician | 21.38 |
| 99840 - Vending Machine Attendant | 16.21 |
| 99841 - Vending Machine Repairer | 18.24 |
| 99842 - Vending Machine Repairer Helper | 16.21 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 ordinance, explosives, and incendiary materials. This

includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3025
Revision No.: 16
Date of Last Revision: 07/25/2014

State: South Dakota

Area: South Dakota Counties of Aurora, Beadle, Bon Homme, Brookings, Brown, Brule, Buffalo, Campbell, Charles Mix, Clark, Clay, Codington, Davison, Day, Deuel, Douglas, Edmunds, Faulk, Grant, Hamlin, Hand, Hanson, Hughes, Hutchinson, Hyde, Jerauld, Kingsbury, Lake, Lincoln, Marshall, McCook, McPherson, Miner, Minnehaha, Moody, Potter, Roberts, Sanborn, Spink, Sully, Turner, Union, Walworth, Yankton

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.91 |
| 01012 - Accounting Clerk II | | 13.36 |
| 01013 - Accounting Clerk III | | 14.94 |
| 01020 - Administrative Assistant | | 18.59 |
| 01040 - Court Reporter | | 13.20 |
| 01051 - Data Entry Operator I | | 10.98 |

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| 01052 - Data Entry Operator II | 11.98 |
| 01060 - Dispatcher, Motor Vehicle | 15.94 |
| 01070 - Document Preparation Clerk | 11.50 |
| 01090 - Duplicating Machine Operator | 11.50 |
| 01111 - General Clerk I | 10.51 |
| 01112 - General Clerk II | 11.47 |
| 01113 - General Clerk III | 12.87 |
| 01120 - Housing Referral Assistant | 15.18 |
| 01141 - Messenger Courier | 10.13 |
| 01191 - Order Clerk I | 11.87 |
| 01192 - Order Clerk II | 12.95 |
| 01261 - Personnel Assistant (Employment) I | 12.36 |
| 01262 - Personnel Assistant (Employment) II | 13.82 |
| 01263 - Personnel Assistant (Employment) III | 15.41 |
| 01270 - Production Control Clerk | 16.30 |
| 01280 - Receptionist | 11.00 |
| 01290 - Rental Clerk | 10.16 |
| 01300 - Scheduler, Maintenance | 11.80 |
| 01311 - Secretary I | 11.80 |
| 01312 - Secretary II | 13.20 |
| 01313 - Secretary III | 15.18 |
| 01320 - Service Order Dispatcher | 13.70 |
| 01410 - Supply Technician | 18.59 |
| 01420 - Survey Worker | 12.35 |
| 01531 - Travel Clerk I | 12.17 |
| 01532 - Travel Clerk II | 12.94 |
| 01533 - Travel Clerk III | 13.73 |
| 01611 - Word Processor I | 10.52 |
| 01612 - Word Processor II | 11.80 |
| 01613 - Word Processor III | 13.20 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 17.11 |
| 05010 - Automotive Electrician | 16.33 |
| 05040 - Automotive Glass Installer | 15.56 |
| 05070 - Automotive Worker | 15.56 |
| 05110 - Mobile Equipment Servicer | 13.96 |
| 05130 - Motor Equipment Metal Mechanic | 17.11 |
| 05160 - Motor Equipment Metal Worker | 15.56 |
| 05190 - Motor Vehicle Mechanic | 17.11 |
| 05220 - Motor Vehicle Mechanic Helper | 13.20 |
| 05250 - Motor Vehicle Upholstery Worker | 14.76 |
| 05280 - Motor Vehicle Wrecker | 15.56 |
| 05310 - Painter, Automotive | 16.33 |
| 05340 - Radiator Repair Specialist | 15.56 |
| 05370 - Tire Repairer | 10.36 |
| 05400 - Transmission Repair Specialist | 17.11 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.48 |
| 07041 - Cook I | 10.87 |
| 07042 - Cook II | 12.08 |
| 07070 - Dishwasher | 8.40 |
| 07130 - Food Service Worker | 8.96 |
| 07210 - Meat Cutter | 13.28 |
| 07260 - Waiter/Waitress | 7.87 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.78 |
| 09040 - Furniture Handler | 10.27 |
| 09080 - Furniture Refinisher | 15.16 |
| 09090 - Furniture Refinisher Helper | 12.03 |
| 09110 - Furniture Repairer, Minor | 13.64 |
| 09130 - Upholsterer | 15.16 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.41 |

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| 11060 - Elevator Operator | 9.27 |
| 11090 - Gardener | 14.63 |
| 11122 - Housekeeping Aide | 10.20 |
| 11150 - Janitor | 10.21 |
| 11210 - Laborer, Grounds Maintenance | 11.68 |
| 11240 - Maid or Houseman | 9.42 |
| 11260 - Pruner | 10.68 |
| 11270 - Tractor Operator | 13.65 |
| 11330 - Trail Maintenance Worker | 11.68 |
| 11360 - Window Cleaner | 11.17 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.37 |
| 12011 - Breath Alcohol Technician | 14.74 |
| 12012 - Certified Occupational Therapist Assistant | 17.53 |
| 12015 - Certified Physical Therapist Assistant | 14.56 |
| 12020 - Dental Assistant | 15.38 |
| 12025 - Dental Hygienist | 29.52 |
| 12030 - EKG Technician | 23.93 |
| 12035 - Electroneurodiagnostic Technologist | 23.93 |
| 12040 - Emergency Medical Technician | 14.37 |
| 12071 - Licensed Practical Nurse I | 12.85 |
| 12072 - Licensed Practical Nurse II | 14.37 |
| 12073 - Licensed Practical Nurse III | 16.03 |
| 12100 - Medical Assistant | 12.43 |
| 12130 - Medical Laboratory Technician | 15.01 |
| 12160 - Medical Record Clerk | 12.86 |
| 12190 - Medical Record Technician | 16.23 |
| 12195 - Medical Transcriptionist | 14.31 |
| 12210 - Nuclear Medicine Technologist | 26.56 |
| 12221 - Nursing Assistant I | 10.10 |
| 12222 - Nursing Assistant II | 11.35 |
| 12223 - Nursing Assistant III | 12.39 |
| 12224 - Nursing Assistant IV | 13.90 |
| 12235 - Optical Dispenser | 14.85 |
| 12236 - Optical Technician | 12.83 |
| 12250 - Pharmacy Technician | 16.03 |
| 12280 - Phlebotomist | 13.90 |
| 12305 - Radiologic Technologist | 22.95 |
| 12311 - Registered Nurse I | 21.44 |
| 12312 - Registered Nurse II | 26.23 |
| 12313 - Registered Nurse II, Specialist | 26.23 |
| 12314 - Registered Nurse III | 31.73 |
| 12315 - Registered Nurse III, Anesthetist | 31.73 |
| 12316 - Registered Nurse IV | 38.03 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.26 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 15.11 |
| 13012 - Exhibits Specialist II | 18.68 |
| 13013 - Exhibits Specialist III | 22.89 |
| 13041 - Illustrator I | 14.90 |
| 13042 - Illustrator II | 18.46 |
| 13043 - Illustrator III | 22.59 |
| 13047 - Librarian | 20.44 |
| 13050 - Library Aide/Clerk | 11.87 |
| 13054 - Library Information Technology Systems Administrator | 18.46 |
| 13058 - Library Technician | 14.45 |
| 13061 - Media Specialist I | 13.48 |
| 13062 - Media Specialist II | 14.90 |
| 13063 - Media Specialist III | 16.62 |
| 13071 - Photographer I | 13.62 |
| 13072 - Photographer II | 15.24 |
| 13073 - Photographer III | 18.89 |

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| 13074 - Photographer IV | 23.10 |
| 13075 - Photographer V | 27.95 |
| 13110 - Video Teleconference Technician | 12.54 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.10 |
| 14042 - Computer Operator II | 15.85 |
| 14043 - Computer Operator III | 17.59 |
| 14044 - Computer Operator IV | 19.49 |
| 14045 - Computer Operator V | 21.71 |
| 14071 - Computer Programmer I (see 1) | 19.46 |
| 14072 - Computer Programmer II (see 1) | 24.12 |
| 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 | 15.51 |
| 14160 - Personal Computer Support Technician | 22.57 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.93 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.42 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 43.93 |
| 15050 - Computer Based Training Specialist / Instructor | 27.41 |
| 15060 - Educational Technologist | 21.32 |
| 15070 - Flight Instructor (Pilot) | 43.93 |
| 15080 - Graphic Artist | 19.72 |
| 15090 - Technical Instructor | 16.17 |
| 15095 - Technical Instructor/Course Developer | 19.78 |
| 15110 - Test Proctor | 13.05 |
| 15120 - Tutor | 13.05 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.03 |
| 16030 - Counter Attendant | 9.03 |
| 16040 - Dry Cleaner | 10.82 |
| 16070 - Finisher, Flatwork, Machine | 9.03 |
| 16090 - Presser, Hand | 9.03 |
| 16110 - Presser, Machine, Drycleaning | 9.03 |
| 16130 - Presser, Machine, Shirts | 9.03 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.03 |
| 16190 - Sewing Machine Operator | 11.44 |
| 16220 - Tailor | 12.11 |
| 16250 - Washer, Machine | 9.68 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.39 |
| 19040 - Tool And Die Maker | 21.28 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.05 |
| 21030 - Material Coordinator | 16.30 |
| 21040 - Material Expediter | 16.30 |
| 21050 - Material Handling Laborer | 12.78 |
| 21071 - Order Filler | 10.24 |
| 21080 - Production Line Worker (Food Processing) | 13.05 |
| 21110 - Shipping Packer | 13.77 |
| 21130 - Shipping/Receiving Clerk | 13.77 |
| 21140 - Store Worker I | 10.81 |
| 21150 - Stock Clerk | 14.18 |
| 21210 - Tools And Parts Attendant | 13.05 |
| 21410 - Warehouse Specialist | 13.05 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.49 |
| 23021 - Aircraft Mechanic I | 22.32 |
| 23022 - Aircraft Mechanic II | 23.49 |
| 23023 - Aircraft Mechanic III | 24.65 |

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| 23040 - Aircraft Mechanic Helper | 16.45 |
| 23050 - Aircraft, Painter | 20.42 |
| 23060 - Aircraft Servicer | 18.84 |
| 23080 - Aircraft Worker | 20.01 |
| 23110 - Appliance Mechanic | 17.39 |
| 23120 - Bicycle Repairer | 10.36 |
| 23125 - Cable Splicer | 26.24 |
| 23130 - Carpenter, Maintenance | 16.26 |
| 23140 - Carpet Layer | 16.36 |
| 23160 - Electrician, Maintenance | 19.32 |
| 23181 - Electronics Technician Maintenance I | 21.42 |
| 23182 - Electronics Technician Maintenance II | 22.77 |
| 23183 - Electronics Technician Maintenance III | 24.09 |
| 23260 - Fabric Worker | 15.35 |
| 23290 - Fire Alarm System Mechanic | 18.40 |
| 23310 - Fire Extinguisher Repairer | 14.37 |
| 23311 - Fuel Distribution System Mechanic | 22.21 |
| 23312 - Fuel Distribution System Operator | 15.43 |
| 23370 - General Maintenance Worker | 14.05 |
| 23380 - Ground Support Equipment Mechanic | 22.32 |
| 23381 - Ground Support Equipment Servicer | 18.84 |
| 23382 - Ground Support Equipment Worker | 20.01 |
| 23391 - Gunsmith I | 14.37 |
| 23392 - Gunsmith II | 16.36 |
| 23393 - Gunsmith III | 18.40 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.64 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.59 |
| 23430 - Heavy Equipment Mechanic | 18.89 |
| 23440 - Heavy Equipment Operator | 17.74 |
| 23460 - Instrument Mechanic | 18.40 |
| 23465 - Laboratory/Shelter Mechanic | 17.39 |
| 23470 - Laborer | 10.91 |
| 23510 - Locksmith | 17.39 |
| 23530 - Machinery Maintenance Mechanic | 18.38 |
| 23550 - Machinist, Maintenance | 15.88 |
| 23580 - Maintenance Trades Helper | 13.40 |
| 23591 - Metrology Technician I | 18.40 |
| 23592 - Metrology Technician II | 19.36 |
| 23593 - Metrology Technician III | 20.32 |
| 23640 - Millwright | 18.40 |
| 23710 - Office Appliance Repairer | 18.83 |
| 23760 - Painter, Maintenance | 15.16 |
| 23790 - Pipefitter, Maintenance | 20.76 |
| 23810 - Plumber, Maintenance | 18.51 |
| 23820 - Pneudraulic Systems Mechanic | 18.40 |
| 23850 - Rigger | 18.40 |
| 23870 - Scale Mechanic | 16.36 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.26 |
| 23910 - Small Engine Mechanic | 16.36 |
| 23931 - Telecommunications Mechanic I | 22.70 |
| 23932 - Telecommunications Mechanic II | 23.89 |
| 23950 - Telephone Lineman | 18.40 |
| 23960 - Welder, Combination, Maintenance | 15.88 |
| 23965 - Well Driller | 18.40 |
| 23970 - Woodcraft Worker | 18.40 |
| 23980 - Woodworker | 13.44 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.38 |
| 24580 - Child Care Center Clerk | 10.87 |
| 24610 - Chore Aide | 10.74 |
| 24620 - Family Readiness And Support Services | 11.42 |

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| Coordinator | |
| 24630 - Homemaker | 15.28 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.50 |
| 25040 - Sewage Plant Operator | 20.67 |
| 25070 - Stationary Engineer | 20.50 |
| 25190 - Ventilation Equipment Tender | 14.78 |
| 25210 - Water Treatment Plant Operator | 20.67 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.98 |
| 27007 - Baggage Inspector | 11.98 |
| 27008 - Corrections Officer | 15.42 |
| 27010 - Court Security Officer | 15.42 |
| 27030 - Detection Dog Handler | 13.98 |
| 27040 - Detention Officer | 15.42 |
| 27070 - Firefighter | 15.42 |
| 27101 - Guard I | 11.98 |
| 27102 - Guard II | 13.98 |
| 27131 - Police Officer I | 18.52 |
| 27132 - Police Officer II | 20.58 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.14 |
| 28042 - Carnival Equipment Repairer | 10.84 |
| 28043 - Carnival Equipment Worker | 9.09 |
| 28210 - Gate Attendant/Gate Tender | 13.77 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 15.40 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.24 |
| 28515 - Recreation Specialist | 16.08 |
| 28630 - Sports Official | 12.27 |
| 28690 - Swimming Pool Operator | 15.02 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.90 |
| 29020 - Hatch Tender | 16.90 |
| 29030 - Line Handler | 16.90 |
| 29041 - Stevedore I | 15.50 |
| 29042 - Stevedore II | 17.98 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.98 |
| 30022 - Archeological Technician II | 17.87 |
| 30023 - Archeological Technician III | 22.15 |
| 30030 - Cartographic Technician | 22.15 |
| 30040 - Civil Engineering Technician | 17.93 |
| 30061 - Drafter/CAD Operator I | 15.98 |
| 30062 - Drafter/CAD Operator II | 17.87 |
| 30063 - Drafter/CAD Operator III | 19.93 |
| 30064 - Drafter/CAD Operator IV | 24.52 |
| 30081 - Engineering Technician I | 13.24 |
| 30082 - Engineering Technician II | 14.86 |
| 30083 - Engineering Technician III | 16.62 |
| 30084 - Engineering Technician IV | 20.60 |
| 30085 - Engineering Technician V | 25.42 |
| 30086 - Engineering Technician VI | 30.48 |
| 30090 - Environmental Technician | 22.15 |
| 30210 - Laboratory Technician | 19.93 |
| 30240 - Mathematical Technician | 22.15 |
| 30361 - Paralegal/Legal Assistant I | 17.67 |
| 30362 - Paralegal/Legal Assistant II | 21.88 |
| 30363 - Paralegal/Legal Assistant III | 26.76 |
| 30364 - Paralegal/Legal Assistant IV | 32.38 |

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|---|-------|
| 30390 - Photo-Optics Technician | 22.15 |
| 30461 - Technical Writer I | 20.71 |
| 30462 - Technical Writer II | 25.33 |
| 30463 - Technical Writer III | 30.65 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 19.93 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 22.15 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.45 |
| 31030 - Bus Driver | 13.99 |
| 31043 - Driver Courier | 13.13 |
| 31260 - Parking and Lot Attendant | 10.74 |
| 31290 - Shuttle Bus Driver | 14.08 |
| 31310 - Taxi Driver | 9.95 |
| 31361 - Truckdriver, Light | 14.08 |
| 31362 - Truckdriver, Medium | 15.91 |
| 31363 - Truckdriver, Heavy | 16.68 |
| 31364 - Truckdriver, Tractor-Trailer | 16.68 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.03 |
| 99050 - Desk Clerk | 8.97 |
| 99095 - Embalmer | 25.11 |
| 99251 - Laboratory Animal Caretaker I | 11.24 |
| 99252 - Laboratory Animal Caretaker II | 12.17 |
| 99310 - Mortician | 25.11 |
| 99410 - Pest Controller | 17.77 |
| 99510 - Photofinishing Worker | 12.22 |
| 99710 - Recycling Laborer | 13.38 |
| 99711 - Recycling Specialist | 15.63 |
| 99730 - Refuse Collector | 12.24 |
| 99810 - Sales Clerk | 11.66 |
| 99820 - School Crossing Guard | 11.94 |
| 99830 - Survey Party Chief | 16.62 |
| 99831 - Surveying Aide | 10.95 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 13.65 |
| 99841 - Vending Machine Repairer | 16.31 |
| 99842 - Vending Machine Repairer Helper | 13.65 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed

occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski

Division of

Wage Determination No.: 2005-3026
Revision No.: 16

WDS_Revision_Received_10.9.2014

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| 05190 - Motor Vehicle Mechanic | 17.11 |
| 05220 - Motor Vehicle Mechanic Helper | 13.20 |
| 05250 - Motor Vehicle Upholstery Worker | 14.76 |
| 05280 - Motor Vehicle Wrecker | 15.56 |
| 05310 - Painter, Automotive | 16.33 |
| 05340 - Radiator Repair Specialist | 15.56 |
| 05370 - Tire Repairer | 10.36 |
| 05400 - Transmission Repair Specialist | 17.11 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.48 |
| 07041 - Cook I | 10.87 |
| 07042 - Cook II | 12.08 |
| 07070 - Dishwasher | 8.40 |
| 07130 - Food Service Worker | 8.96 |
| 07210 - Meat Cutter | 13.28 |
| 07260 - Waiter/Waitress | 7.87 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.78 |
| 09040 - Furniture Handler | 10.27 |
| 09080 - Furniture Refinisher | 15.16 |
| 09090 - Furniture Refinisher Helper | 12.03 |
| 09110 - Furniture Repairer, Minor | 13.64 |
| 09130 - Upholsterer | 15.16 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.41 |
| 11060 - Elevator Operator | 9.27 |
| 11090 - Gardener | 14.63 |
| 11122 - Housekeeping Aide | 10.20 |
| 11150 - Janitor | 10.21 |
| 11210 - Laborer, Grounds Maintenance | 11.68 |
| 11240 - Maid or Houseman | 9.42 |
| 11260 - Pruner | 10.68 |
| 11270 - Tractor Operator | 13.65 |
| 11330 - Trail Maintenance Worker | 11.68 |
| 11360 - Window Cleaner | 11.17 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.37 |
| 12011 - Breath Alcohol Technician | 14.74 |
| 12012 - Certified Occupational Therapist Assistant | 17.53 |
| 12015 - Certified Physical Therapist Assistant | 14.56 |
| 12020 - Dental Assistant | 15.38 |
| 12025 - Dental Hygienist | 29.52 |
| 12030 - EKG Technician | 23.93 |
| 12035 - Electroneurodiagnostic Technologist | 23.93 |
| 12040 - Emergency Medical Technician | 14.37 |
| 12071 - Licensed Practical Nurse I | 12.85 |
| 12072 - Licensed Practical Nurse II | 14.37 |
| 12073 - Licensed Practical Nurse III | 16.03 |
| 12100 - Medical Assistant | 12.43 |
| 12130 - Medical Laboratory Technician | 15.01 |
| 12160 - Medical Record Clerk | 12.86 |
| 12190 - Medical Record Technician | 16.23 |
| 12195 - Medical Transcriptionist | 14.31 |
| 12210 - Nuclear Medicine Technologist | 26.56 |
| 12221 - Nursing Assistant I | 10.10 |
| 12222 - Nursing Assistant II | 11.35 |
| 12223 - Nursing Assistant III | 12.39 |
| 12224 - Nursing Assistant IV | 13.90 |
| 12235 - Optical Dispenser | 14.85 |
| 12236 - Optical Technician | 12.83 |
| 12250 - Pharmacy Technician | 16.03 |
| 12280 - Phlebotomist | 13.90 |
| 12305 - Radiologic Technologist | 22.95 |

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| 12311 - Registered Nurse I | 21.44 |
| 12312 - Registered Nurse II | 26.23 |
| 12313 - Registered Nurse II, Specialist | 26.23 |
| 12314 - Registered Nurse III | 31.73 |
| 12315 - Registered Nurse III, Anesthetist | 31.73 |
| 12316 - Registered Nurse IV | 38.03 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.26 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 15.11 |
| 13012 - Exhibits Specialist II | 18.68 |
| 13013 - Exhibits Specialist III | 22.89 |
| 13041 - Illustrator I | 14.90 |
| 13042 - Illustrator II | 18.46 |
| 13043 - Illustrator III | 22.59 |
| 13047 - Librarian | 20.44 |
| 13050 - Library Aide/Clerk | 11.87 |
| 13054 - Library Information Technology Systems Administrator | 18.46 |
| 13058 - Library Technician | 14.45 |
| 13061 - Media Specialist I | 13.48 |
| 13062 - Media Specialist II | 14.90 |
| 13063 - Media Specialist III | 16.62 |
| 13071 - Photographer I | 13.62 |
| 13072 - Photographer II | 15.24 |
| 13073 - Photographer III | 18.89 |
| 13074 - Photographer IV | 23.10 |
| 13075 - Photographer V | 27.95 |
| 13110 - Video Teleconference Technician | 12.54 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.10 |
| 14042 - Computer Operator II | 15.85 |
| 14043 - Computer Operator III | 17.59 |
| 14044 - Computer Operator IV | 19.49 |
| 14045 - Computer Operator V | 21.71 |
| 14071 - Computer Programmer I | 19.46 |
| 14072 - Computer Programmer II | 24.12 |
| 14073 - Computer Programmer III | |
| 14074 - Computer Programmer IV | |
| 14101 - Computer Systems Analyst I | |
| 14102 - Computer Systems Analyst II | |
| 14103 - Computer Systems Analyst III | |
| 14150 - Peripheral Equipment Operator | 15.51 |
| 14160 - Personal Computer Support Technician | 22.57 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.93 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.42 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 43.93 |
| 15050 - Computer Based Training Specialist / Instructor | 27.41 |
| 15060 - Educational Technologist | 21.32 |
| 15070 - Flight Instructor (Pilot) | 43.93 |
| 15080 - Graphic Artist | 19.72 |
| 15090 - Technical Instructor | 16.17 |
| 15095 - Technical Instructor/Course Developer | 19.78 |
| 15110 - Test Proctor | 13.05 |
| 15120 - Tutor | 13.05 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.03 |
| 16030 - Counter Attendant | 9.03 |
| 16040 - Dry Cleaner | 10.82 |
| 16070 - Finisher, Flatwork, Machine | 9.03 |
| 16090 - Presser, Hand | 9.03 |
| 16110 - Presser, Machine, Drycleaning | 9.03 |
| 16130 - Presser, Machine, Shirts | 9.03 |

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| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.03 |
| 16190 - Sewing Machine Operator | 11.44 |
| 16220 - Tailor | 12.11 |
| 16250 - Washer, Machine | 9.68 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.39 |
| 19040 - Tool And Die Maker | 21.28 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.05 |
| 21030 - Material Coordinator | 16.30 |
| 21040 - Material Expediter | 16.30 |
| 21050 - Material Handling Laborer | 12.78 |
| 21071 - Order Filler | 10.24 |
| 21080 - Production Line Worker (Food Processing) | 13.05 |
| 21110 - Shipping Packer | 13.77 |
| 21130 - Shipping/Receiving Clerk | 13.77 |
| 21140 - Store Worker I | 10.81 |
| 21150 - Stock Clerk | 14.18 |
| 21210 - Tools And Parts Attendant | 13.05 |
| 21410 - Warehouse Specialist | 13.05 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.49 |
| 23021 - Aircraft Mechanic I | 22.32 |
| 23022 - Aircraft Mechanic II | 23.49 |
| 23023 - Aircraft Mechanic III | 24.65 |
| 23040 - Aircraft Mechanic Helper | 16.45 |
| 23050 - Aircraft, Painter | 20.42 |
| 23060 - Aircraft Servicer | 18.84 |
| 23080 - Aircraft Worker | 20.01 |
| 23110 - Appliance Mechanic | 17.39 |
| 23120 - Bicycle Repairer | 10.36 |
| 23125 - Cable Splicer | 26.24 |
| 23130 - Carpenter, Maintenance | 16.26 |
| 23140 - Carpet Layer | 16.36 |
| 23160 - Electrician, Maintenance | 19.32 |
| 23181 - Electronics Technician Maintenance I | 21.42 |
| 23182 - Electronics Technician Maintenance II | 22.77 |
| 23183 - Electronics Technician Maintenance III | 24.09 |
| 23260 - Fabric Worker | 15.35 |
| 23290 - Fire Alarm System Mechanic | 18.40 |
| 23310 - Fire Extinguisher Repairer | 14.37 |
| 23311 - Fuel Distribution System Mechanic | 22.21 |
| 23312 - Fuel Distribution System Operator | 15.43 |
| 23370 - General Maintenance Worker | 14.05 |
| 23380 - Ground Support Equipment Mechanic | 22.32 |
| 23381 - Ground Support Equipment Servicer | 18.84 |
| 23382 - Ground Support Equipment Worker | 20.01 |
| 23391 - Gunsmith I | 14.37 |
| 23392 - Gunsmith II | 16.36 |
| 23393 - Gunsmith III | 18.40 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.64 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.59 |
| 23430 - Heavy Equipment Mechanic | 18.89 |
| 23440 - Heavy Equipment Operator | 17.74 |
| 23460 - Instrument Mechanic | 18.40 |
| 23465 - Laboratory/Shelter Mechanic | 17.39 |
| 23470 - Laborer | 10.91 |
| 23510 - Locksmith | 17.39 |
| 23530 - Machinery Maintenance Mechanic | 18.38 |
| 23550 - Machinist, Maintenance | 15.88 |
| 23580 - Maintenance Trades Helper | 13.40 |

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|---|-------|
| 23591 - Metrology Technician I | 18.40 |
| 23592 - Metrology Technician II | 19.36 |
| 23593 - Metrology Technician III | 20.32 |
| 23640 - Millwright | 18.40 |
| 23710 - Office Appliance Repairer | 18.83 |
| 23760 - Painter, Maintenance | 15.16 |
| 23790 - Pipefitter, Maintenance | 20.76 |
| 23810 - Plumber, Maintenance | 18.51 |
| 23820 - Pneudraulic Systems Mechanic | 18.40 |
| 23850 - Rigger | 18.40 |
| 23870 - Scale Mechanic | 16.36 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.26 |
| 23910 - Small Engine Mechanic | 16.36 |
| 23931 - Telecommunications Mechanic I | 22.70 |
| 23932 - Telecommunications Mechanic II | 23.89 |
| 23950 - Telephone Lineman | 18.40 |
| 23960 - welder, Combination, Maintenance | 15.88 |
| 23965 - well Driller | 18.40 |
| 23970 - Woodcraft Worker | 18.40 |
| 23980 - Woodworker | 13.44 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.38 |
| 24580 - Child Care Center Clerk | 10.87 |
| 24610 - Chore Aide | 10.74 |
| 24620 - Family Readiness And Support Services Coordinator | 11.42 |
| 24630 - Homemaker | 15.28 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.50 |
| 25040 - Sewage Plant Operator | 20.67 |
| 25070 - Stationary Engineer | 20.50 |
| 25190 - Ventilation Equipment Tender | 14.78 |
| 25210 - Water Treatment Plant Operator | 20.67 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.98 |
| 27007 - Baggage Inspector | 11.98 |
| 27008 - Corrections Officer | 15.42 |
| 27010 - Court Security Officer | 15.42 |
| 27030 - Detection Dog Handler | 13.98 |
| 27040 - Detention Officer | 15.42 |
| 27070 - Firefighter | 15.42 |
| 27101 - Guard I | 11.98 |
| 27102 - Guard II | 13.98 |
| 27131 - Police Officer I | 18.52 |
| 27132 - Police Officer II | 20.58 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.14 |
| 28042 - Carnival Equipment Repairer | 10.84 |
| 28043 - Carnival Equipment Worker | 9.09 |
| 28210 - Gate Attendant/Gate Tender | 13.77 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 15.40 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.24 |
| 28515 - Recreation Specialist | 16.08 |
| 28630 - Sports Official | 12.27 |
| 28690 - Swimming Pool Operator | 15.02 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.90 |
| 29020 - Hatch Tender | 16.90 |
| 29030 - Line Handler | 16.90 |
| 29041 - Stevedore I | 15.50 |
| 29042 - Stevedore II | 17.98 |
| 30000 - Technical Occupations | |

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|------------------|---|---------|-------|
| 30010 | - Air Traffic Control Specialist, Center (HFO) | (see 1) | 35.77 |
| 30011 | - Air Traffic Control Specialist, Station (HFO) | (see 1) | 24.66 |
| 30012 | - Air Traffic Control Specialist, Terminal (HFO) | (see 1) | 27.16 |
| 30021 | - Archeological Technician I | | 15.98 |
| 30022 | - Archeological Technician II | | 17.87 |
| 30023 | - Archeological Technician III | | 22.15 |
| 30030 | - Cartographic Technician | | 22.15 |
| 30040 | - Civil Engineering Technician | | 17.93 |
| 30061 | - Drafter/CAD Operator I | | 15.98 |
| 30062 | - Drafter/CAD Operator II | | 17.87 |
| 30063 | - Drafter/CAD Operator III | | 19.93 |
| 30064 | - Drafter/CAD Operator IV | | 24.52 |
| 30081 | - Engineering Technician I | | 13.24 |
| 30082 | - Engineering Technician II | | 14.86 |
| 30083 | - Engineering Technician III | | 16.62 |
| 30084 | - Engineering Technician IV | | 20.60 |
| 30085 | - Engineering Technician V | | 25.42 |
| 30086 | - Engineering Technician VI | | 30.48 |
| 30090 | - Environmental Technician | | 22.15 |
| 30210 | - Laboratory Technician | | 19.93 |
| 30240 | - Mathematical Technician | | 22.15 |
| 30361 | - Paralegal/Legal Assistant I | | 17.67 |
| 30362 | - Paralegal/Legal Assistant II | | 21.88 |
| 30363 | - Paralegal/Legal Assistant III | | 26.76 |
| 30364 | - Paralegal/Legal Assistant IV | | 32.38 |
| 30390 | - Photo-Optics Technician | | 22.15 |
| 30461 | - Technical Writer I | | 20.71 |
| 30462 | - Technical Writer II | | 25.33 |
| 30463 | - Technical Writer III | | 30.65 |
| 30491 | - Unexploded Ordnance (UXO) Technician I | | 22.74 |
| 30492 | - Unexploded Ordnance (UXO) Technician II | | 27.51 |
| 30493 | - Unexploded Ordnance (UXO) Technician III | | 32.97 |
| 30494 | - Unexploded (UXO) Safety Escort | | 22.74 |
| 30495 | - Unexploded (UXO) Sweep Personnel | | 22.74 |
| 30620 | - Weather Observer, Combined Upper Air Or | (see 1) | 19.93 |
| Surface Programs | | | |
| 30621 | - Weather Observer, Senior | (see 1) | 22.15 |
| 31000 | - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 | - Bus Aide | | 10.45 |
| 31030 | - Bus Driver | | 13.99 |
| 31043 | - Driver Courier | | 13.13 |
| 31260 | - Parking and Lot Attendant | | 10.74 |
| 31290 | - Shuttle Bus Driver | | 14.08 |
| 31310 | - Taxi Driver | | 9.95 |
| 31361 | - Truckdriver, Light | | 14.08 |
| 31362 | - Truckdriver, Medium | | 15.91 |
| 31363 | - Truckdriver, Heavy | | 16.68 |
| 31364 | - Truckdriver, Tractor-Trailer | | 16.68 |
| 99000 | - Miscellaneous Occupations | | |
| 99030 | - Cashier | | 9.03 |
| 99050 | - Desk Clerk | | 8.97 |
| 99095 | - Embalmer | | 25.11 |
| 99251 | - Laboratory Animal Caretaker I | | 11.24 |
| 99252 | - Laboratory Animal Caretaker II | | 12.17 |
| 99310 | - Mortician | | 25.11 |
| 99410 | - Pest Controller | | 17.77 |
| 99510 | - Photofinishing Worker | | 12.22 |
| 99710 | - Recycling Laborer | | 13.38 |
| 99711 | - Recycling Specialist | | 15.63 |
| 99730 | - Refuse Collector | | 12.24 |
| 99810 | - Sales Clerk | | 11.66 |
| 99820 | - School Crossing Guard | | 11.94 |
| 99830 | - Survey Party Chief | | 16.62 |

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|---|-------|
| 99831 - Surveying Aide | 10.95 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 13.65 |
| 99841 - Vending Machine Repairer | 16.31 |
| 99842 - Vending Machine Repairer Helper | 13.65 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) **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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3027
Revision No.: 13
Date Of Last Revision: 07/25/2014

State: Connecticut

Area: Connecticut Counties of Fairfield, New Haven

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.11 |
| 01012 - Accounting Clerk II | | 19.61 |
| 01013 - Accounting Clerk III | | 21.89 |

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| 01020 - Administrative Assistant | 30.93 |
| 01040 - Court Reporter | 21.64 |
| 01051 - Data Entry Operator I | 14.71 |
| 01052 - Data Entry Operator II | 16.05 |
| 01060 - Dispatcher, Motor Vehicle | 25.79 |
| 01070 - Document Preparation Clerk | 15.56 |
| 01090 - Duplicating Machine Operator | 15.56 |
| 01111 - General Clerk I | 14.82 |
| 01112 - General Clerk II | 17.49 |
| 01113 - General Clerk III | 19.01 |
| 01120 - Housing Referral Assistant | 26.92 |
| 01141 - Messenger Courier | 12.92 |
| 01191 - Order Clerk I | 17.52 |
| 01192 - Order Clerk II | 21.37 |
| 01261 - Personnel Assistant (Employment) I | 18.96 |
| 01262 - Personnel Assistant (Employment) II | 21.22 |
| 01263 - Personnel Assistant (Employment) III | 23.66 |
| 01270 - Production Control Clerk | 23.51 |
| 01280 - Receptionist | 15.67 |
| 01290 - Rental Clerk | 18.04 |
| 01300 - Scheduler, Maintenance | 21.57 |
| 01311 - Secretary I | 21.57 |
| 01312 - Secretary II | 24.82 |
| 01313 - Secretary III | 26.92 |
| 01320 - Service Order Dispatcher | 20.50 |
| 01410 - Supply Technician | 30.93 |
| 01420 - Survey Worker | 21.64 |
| 01531 - Travel Clerk I | 12.29 |
| 01532 - Travel Clerk II | 13.39 |
| 01533 - Travel Clerk III | 14.12 |
| 01611 - Word Processor I | 17.62 |
| 01612 - Word Processor II | 19.79 |
| 01613 - Word Processor III | 22.13 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 26.38 |
| 05010 - Automotive Electrician | 29.52 |
| 05040 - Automotive Glass Installer | 28.55 |
| 05070 - Automotive Worker | 28.55 |
| 05110 - Mobile Equipment Servicer | 26.80 |
| 05130 - Motor Equipment Metal Mechanic | 30.34 |
| 05160 - Motor Equipment Metal Worker | 28.55 |
| 05190 - Motor Vehicle Mechanic | 29.68 |
| 05220 - Motor Vehicle Mechanic Helper | 25.82 |
| 05250 - Motor Vehicle Upholstery Worker | 27.72 |
| 05280 - Motor Vehicle Wrecker | 28.55 |
| 05310 - Painter, Automotive | 28.79 |
| 05340 - Radiator Repair Specialist | 26.95 |
| 05370 - Tire Repairer | 15.94 |
| 05400 - Transmission Repair Specialist | 29.68 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 16.75 |
| 07041 - Cook I | 15.73 |
| 07042 - Cook II | 16.80 |
| 07070 - Dishwasher | 9.74 |
| 07130 - Food Service Worker | 12.33 |
| 07210 - Meat Cutter | 19.45 |
| 07260 - Waiter/Waitress | 9.99 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.20 |
| 09040 - Furniture Handler | 16.46 |
| 09080 - Furniture Refinisher | 20.20 |
| 09090 - Furniture Refinisher Helper | 17.67 |
| 09110 - Furniture Repairer, Minor | 18.97 |

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| 09130 - Upholsterer | 21.21 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.59 |
| 11060 - Elevator Operator | 11.59 |
| 11090 - Gardener | 17.87 |
| 11122 - Housekeeping Aide | 15.70 |
| 11150 - Janitor | 15.70 |
| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.68 |
| 11260 - Pruner | 14.92 |
| 11270 - Tractor Operator | 17.28 |
| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 16.57 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 23.13 |
| 12011 - Breath Alcohol Technician | 23.13 |
| 12012 - Certified Occupational Therapist Assistant | 24.05 |
| 12015 - Certified Physical Therapist Assistant | 22.00 |
| 12020 - Dental Assistant | 19.02 |
| 12025 - Dental Hygienist | 34.57 |
| 12030 - EKG Technician | 28.65 |
| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 23.13 |
| 12071 - Licensed Practical Nurse I | 21.76 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |
| 12100 - Medical Assistant | 16.66 |
| 12130 - Medical Laboratory Technician | 20.63 |
| 12160 - Medical Record Clerk | 16.81 |
| 12190 - Medical Record Technician | 20.55 |
| 12195 - Medical Transcriptionist | 18.49 |
| 12210 - Nuclear Medicine Technologist | 36.01 |
| 12221 - Nursing Assistant I | 12.37 |
| 12222 - Nursing Assistant II | 13.91 |
| 12223 - Nursing Assistant III | 15.82 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 23.68 |
| 12236 - Optical Technician | 17.73 |
| 12250 - Pharmacy Technician | 15.45 |
| 12280 - Phlebotomist | 16.79 |
| 12305 - Radiologic Technologist | 28.08 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |
| 12316 - Registered Nurse IV | 59.20 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 26.35 |
| 13012 - Exhibits Specialist II | 32.65 |
| 13013 - Exhibits Specialist III | 40.66 |
| 13041 - Illustrator I | 28.07 |
| 13042 - Illustrator II | 35.08 |
| 13043 - Illustrator III | 44.73 |
| 13047 - Librarian | 37.25 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 32.65 |
| 13058 - Library Technician | 25.62 |
| 13061 - Media Specialist I | 23.01 |
| 13062 - Media Specialist II | 25.63 |
| 13063 - Media Specialist III | 28.45 |

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| 13071 - Photographer I | 18.78 |
| 13072 - Photographer II | 24.10 |
| 13073 - Photographer III | 32.88 |
| 13074 - Photographer IV | 44.26 |
| 13075 - Photographer V | 50.85 |
| 13110 - Video Teleconference Technician | 20.96 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 20.81 |
| 14042 - Computer Operator II | 23.29 |
| 14043 - Computer Operator III | 25.97 |
| 14044 - Computer Operator IV | 28.86 |
| 14045 - Computer Operator V | 31.94 |
| 14071 - Computer Programmer I | (see 1) 27.56 |
| 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 | 20.81 |
| 14160 - Personal Computer Support Technician | 28.86 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 39.54 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.46 |
| 15050 - Computer Based Training Specialist / Instructor | 39.54 |
| 15060 - Educational Technologist | 35.73 |
| 15070 - Flight Instructor (Pilot) | 52.46 |
| 15080 - Graphic Artist | 32.92 |
| 15090 - Technical Instructor | 27.17 |
| 15095 - Technical Instructor/Course Developer | 32.19 |
| 15110 - Test Proctor | 21.25 |
| 15120 - Tutor | 21.25 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.07 |
| 16030 - Counter Attendant | 10.07 |
| 16040 - Dry Cleaner | 12.33 |
| 16070 - Finisher, Flatwork, Machine | 10.07 |
| 16090 - Presser, Hand | 10.07 |
| 16110 - Presser, Machine, Drycleaning | 10.07 |
| 16130 - Presser, Machine, Shirts | 10.07 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.07 |
| 16190 - Sewing Machine Operator | 13.12 |
| 16220 - Tailor | 14.02 |
| 16250 - Washer, Machine | 10.62 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 24.09 |
| 19040 - Tool And Die Maker | 26.86 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.96 |
| 21030 - Material Coordinator | 23.51 |
| 21040 - Material Expediter | 23.51 |
| 21050 - Material Handling Laborer | 16.25 |
| 21071 - Order Filler | 14.53 |
| 21080 - Production Line Worker (Food Processing) | 16.96 |
| 21110 - Shipping Packer | 15.28 |
| 21130 - Shipping/Receiving Clerk | 15.28 |
| 21140 - Store Worker I | 14.50 |
| 21150 - Stock Clerk | 17.54 |
| 21210 - Tools And Parts Attendant | 16.96 |
| 21410 - Warehouse Specialist | 16.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 28.37 |

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|---|-------|
| 23021 - Aircraft Mechanic I | 26.83 |
| 23022 - Aircraft Mechanic II | 28.37 |
| 23023 - Aircraft Mechanic III | 29.79 |
| 23040 - Aircraft Mechanic Helper | 24.00 |
| 23050 - Aircraft, Painter | 25.52 |
| 23060 - Aircraft Servicer | 25.77 |
| 23080 - Aircraft Worker | 26.54 |
| 23110 - Appliance Mechanic | 24.44 |
| 23120 - Bicycle Repairer | 17.92 |
| 23125 - Cable Splicer | 35.32 |
| 23130 - Carpenter, Maintenance | 29.55 |
| 23140 - Carpet Layer | 23.07 |
| 23160 - Electrician, Maintenance | 36.84 |
| 23181 - Electronics Technician Maintenance I | 22.15 |
| 23182 - Electronics Technician Maintenance II | 22.91 |
| 23183 - Electronics Technician Maintenance III | 27.10 |
| 23260 - Fabric Worker | 23.30 |
| 23290 - Fire Alarm System Mechanic | 22.87 |
| 23310 - Fire Extinguisher Repairer | 22.52 |
| 23311 - Fuel Distribution System Mechanic | 26.18 |
| 23312 - Fuel Distribution System Operator | 24.62 |
| 23370 - General Maintenance Worker | 24.67 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |
| 23381 - Ground Support Equipment Servicer | 25.77 |
| 23382 - Ground Support Equipment Worker | 26.54 |
| 23391 - Gunsmith I | 22.52 |
| 23392 - Gunsmith II | 24.05 |
| 23393 - Gunsmith III | 25.59 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.67 |
| 23430 - Heavy Equipment Mechanic | 25.29 |
| 23440 - Heavy Equipment Operator | 27.59 |
| 23460 - Instrument Mechanic | 25.36 |
| 23465 - Laboratory/Shelter Mechanic | 24.82 |
| 23470 - Laborer | 12.96 |
| 23510 - Locksmith | 25.01 |
| 23530 - Machinery Maintenance Mechanic | 23.89 |
| 23550 - Machinist, Maintenance | 20.76 |
| 23580 - Maintenance Trades Helper | 17.62 |
| 23591 - Metrology Technician I | 25.36 |
| 23592 - Metrology Technician II | 28.73 |
| 23593 - Metrology Technician III | 29.57 |
| 23640 - Millwright | 23.58 |
| 23710 - Office Appliance Repairer | 21.39 |
| 23760 - Painter, Maintenance | 25.03 |
| 23790 - Pipefitter, Maintenance | 29.16 |
| 23810 - Plumber, Maintenance | 29.85 |
| 23820 - Pneudraulic Systems Mechanic | 25.59 |
| 23850 - Rigger | 25.52 |
| 23870 - Scale Mechanic | 24.05 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.10 |
| 23910 - Small Engine Mechanic | 19.54 |
| 23931 - Telecommunications Mechanic I | 27.95 |
| 23932 - Telecommunications Mechanic II | 28.88 |
| 23950 - Telephone Lineman | 28.50 |
| 23960 - welder, Combination, Maintenance | 22.84 |
| 23965 - well Driller | 25.59 |
| 23970 - Woodcraft Worker | 25.59 |
| 23980 - Woodworker | 20.17 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.75 |

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| 24580 - Child Care Center Clerk | 18.20 |
| 24610 - Chore Aide | 11.04 |
| 24620 - Family Readiness And Support Services Coordinator | 18.50 |
| 24630 - Homemaker | 24.30 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.03 |
| 25040 - Sewage Plant Operator | 22.25 |
| 25070 - Stationary Engineer | 29.03 |
| 25190 - Ventilation Equipment Tender | 25.92 |
| 25210 - Water Treatment Plant Operator | 25.26 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.48 |
| 27007 - Baggage Inspector | 17.98 |
| 27008 - Corrections Officer | 30.97 |
| 27010 - Court Security Officer | 30.66 |
| 27030 - Detection Dog Handler | 20.36 |
| 27040 - Detention Officer | 30.97 |
| 27070 - Firefighter | 31.42 |
| 27101 - Guard I | 17.98 |
| 27102 - Guard II | 20.36 |
| 27131 - Police Officer I | 32.37 |
| 27132 - Police Officer II | 35.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.64 |
| 28042 - Carnival Equipment Repairer | 12.18 |
| 28043 - Carnival Equipment Worker | 11.17 |
| 28210 - Gate Attendant/Gate Tender | 17.19 |
| 28310 - Lifeguard | 13.93 |
| 28350 - Park Attendant (Aide) | 19.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 18.98 |
| 28515 - Recreation Specialist | 23.99 |
| 28630 - Sports Official | 15.32 |
| 28690 - Swimming Pool Operator | 15.13 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 25.77 |
| 29020 - Hatch Tender | 25.77 |
| 29030 - Line Handler | 25.77 |
| 29041 - Stevedore I | 24.15 |
| 29042 - Stevedore II | 29.85 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 20.29 |
| 30022 - Archeological Technician II | 22.42 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 27.75 |
| 30040 - Civil Engineering Technician | 25.11 |
| 30061 - Drafter/CAD Operator I | 19.69 |
| 30062 - Drafter/CAD Operator II | 22.42 |
| 30063 - Drafter/CAD Operator III | 24.89 |
| 30064 - Drafter/CAD Operator IV | 30.53 |
| 30081 - Engineering Technician I | 19.98 |
| 30082 - Engineering Technician II | 22.47 |
| 30083 - Engineering Technician III | 25.28 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 46.34 |
| 30090 - Environmental Technician | 23.43 |
| 30210 - Laboratory Technician | 22.20 |
| 30240 - Mathematical Technician | 27.27 |
| 30361 - Paralegal/Legal Assistant I | 23.36 |

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|---|---------------|
| 30362 - Paralegal/Legal Assistant II | 28.94 |
| 30363 - Paralegal/Legal Assistant III | 35.39 |
| 30364 - Paralegal/Legal Assistant IV | 42.84 |
| 30390 - Photo-Optics Technician | 27.27 |
| 30461 - Technical Writer I | 25.57 |
| 30462 - Technical Writer II | 31.26 |
| 30463 - Technical Writer III | 37.86 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 24.89 |
| 30621 - Weather Observer, Senior | (see 2) 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 16.58 |
| 31030 - Bus Driver | 19.89 |
| 31043 - Driver Courier | 17.18 |
| 31260 - Parking and Lot Attendant | 11.09 |
| 31290 - Shuttle Bus Driver | 17.80 |
| 31310 - Taxi Driver | 14.44 |
| 31361 - Truckdriver, Light | 17.80 |
| 31362 - Truckdriver, Medium | 19.73 |
| 31363 - Truckdriver, Heavy | 24.52 |
| 31364 - Truckdriver, Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.53 |
| 99050 - Desk Clerk | 12.50 |
| 99095 - Embalmer | 30.71 |
| 99251 - Laboratory Animal Caretaker I | 14.77 |
| 99252 - Laboratory Animal Caretaker II | 15.32 |
| 99310 - Mortician | 37.16 |
| 99410 - Pest Controller | 16.68 |
| 99510 - Photofinishing Worker | 14.75 |
| 99710 - Recycling Laborer | 19.55 |
| 99711 - Recycling Specialist | 21.46 |
| 99730 - Refuse Collector | 18.36 |
| 99810 - Sales Clerk | 14.73 |
| 99820 - School Crossing Guard | 13.75 |
| 99830 - Survey Party Chief | 24.88 |
| 99831 - Surveying Aide | 17.10 |
| 99832 - Surveying Technician | 22.59 |
| 99840 - Vending Machine Attendant | 16.54 |
| 99841 - Vending Machine Repairer | 18.62 |
| 99842 - Vending Machine Repairer Helper | 16.54 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-3028
Revision No.: 13
Date of Last Revision: 07/25/2014

State: Connecticut

Area: Connecticut Counties of Fairfield, New Haven

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.11 |
| 01012 - Accounting Clerk II | | 19.61 |
| 01013 - Accounting Clerk III | | 21.89 |
| 01020 - Administrative Assistant | | 30.93 |
| 01040 - Court Reporter | | 21.64 |
| 01051 - Data Entry Operator I | | 14.71 |
| 01052 - Data Entry Operator II | | 16.05 |
| 01060 - Dispatcher, Motor Vehicle | | 25.79 |
| 01070 - Document Preparation Clerk | | 15.56 |
| 01090 - Duplicating Machine Operator | | 15.56 |
| 01111 - General Clerk I | | 14.82 |
| 01112 - General Clerk II | | 17.49 |
| 01113 - General Clerk III | | 19.01 |
| 01120 - Housing Referral Assistant | | 26.92 |
| 01141 - Messenger Courier | | 12.92 |
| 01191 - Order Clerk I | | 17.52 |
| 01192 - Order Clerk II | | 21.37 |
| 01261 - Personnel Assistant (Employment) I | | 18.96 |
| 01262 - Personnel Assistant (Employment) II | | 21.22 |
| 01263 - Personnel Assistant (Employment) III | | 23.66 |
| 01270 - Production Control Clerk | | 23.51 |
| 01280 - Receptionist | | 15.67 |
| 01290 - Rental Clerk | | 18.04 |
| 01300 - Scheduler, Maintenance | | 21.57 |
| 01311 - Secretary I | | 21.57 |
| 01312 - Secretary II | | 24.82 |
| 01313 - Secretary III | | 26.92 |
| 01320 - Service Order Dispatcher | | 20.50 |
| 01410 - Supply Technician | | 30.93 |
| 01420 - Survey Worker | | 21.64 |
| 01531 - Travel Clerk I | | 12.29 |
| 01532 - Travel Clerk II | | 13.39 |
| 01533 - Travel Clerk III | | 14.12 |
| 01611 - Word Processor I | | 17.62 |
| 01612 - Word Processor II | | 19.79 |
| 01613 - Word Processor III | | 22.13 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 26.38 |
| 05010 - Automotive Electrician | | 29.52 |
| 05040 - Automotive Glass Installer | | 28.55 |
| 05070 - Automotive Worker | | 28.55 |
| 05110 - Mobile Equipment Servicer | | 26.80 |
| 05130 - Motor Equipment Metal Mechanic | | 30.34 |
| 05160 - Motor Equipment Metal Worker | | 28.55 |
| 05190 - Motor Vehicle Mechanic | | 29.68 |
| 05220 - Motor Vehicle Mechanic Helper | | 25.82 |
| 05250 - Motor Vehicle Upholstery Worker | | 27.72 |
| 05280 - Motor Vehicle Wrecker | | 28.55 |
| 05310 - Painter, Automotive | | 28.79 |
| 05340 - Radiator Repair Specialist | | 26.95 |

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| 05370 - Tire Repairer | 15.94 |
| 05400 - Transmission Repair Specialist | 29.68 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 16.75 |
| 07041 - Cook I | 15.73 |
| 07042 - Cook II | 16.80 |
| 07070 - Dishwasher | 9.74 |
| 07130 - Food Service Worker | 12.33 |
| 07210 - Meat Cutter | 19.45 |
| 07260 - Waiter/Waitress | 9.99 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.20 |
| 09040 - Furniture Handler | 16.46 |
| 09080 - Furniture Refinisher | 20.20 |
| 09090 - Furniture Refinisher Helper | 17.67 |
| 09110 - Furniture Repairer, Minor | 18.97 |
| 09130 - Upholsterer | 21.21 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.59 |
| 11060 - Elevator Operator | 11.59 |
| 11090 - Gardener | 17.87 |
| 11122 - Housekeeping Aide | 15.70 |
| 11150 - Janitor | 15.70 |
| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.68 |
| 11260 - Pruner | 14.92 |
| 11270 - Tractor Operator | 17.28 |
| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 16.57 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 23.13 |
| 12011 - Breath Alcohol Technician | 23.13 |
| 12012 - Certified Occupational Therapist Assistant | 24.05 |
| 12015 - Certified Physical Therapist Assistant | 22.00 |
| 12020 - Dental Assistant | 19.02 |
| 12025 - Dental Hygienist | 34.57 |
| 12030 - EKG Technician | 28.65 |
| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 23.13 |
| 12071 - Licensed Practical Nurse I | 21.76 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |
| 12100 - Medical Assistant | 16.66 |
| 12130 - Medical Laboratory Technician | 20.63 |
| 12160 - Medical Record Clerk | 16.81 |
| 12190 - Medical Record Technician | 20.55 |
| 12195 - Medical Transcriptionist | 18.49 |
| 12210 - Nuclear Medicine Technologist | 36.01 |
| 12221 - Nursing Assistant I | 12.37 |
| 12222 - Nursing Assistant II | 13.91 |
| 12223 - Nursing Assistant III | 15.82 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 23.68 |
| 12236 - Optical Technician | 17.73 |
| 12250 - Pharmacy Technician | 15.45 |
| 12280 - Phlebotomist | 16.79 |
| 12305 - Radiologic Technologist | 28.08 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |
| 12316 - Registered Nurse IV | 59.20 |

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| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 26.35 |
| 13012 - Exhibits Specialist II | 32.65 |
| 13013 - Exhibits Specialist III | 40.66 |
| 13041 - Illustrator I | 28.07 |
| 13042 - Illustrator II | 35.08 |
| 13043 - Illustrator III | 44.73 |
| 13047 - Librarian | 37.25 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 32.65 |
| 13058 - Library Technician | 25.62 |
| 13061 - Media Specialist I | 23.01 |
| 13062 - Media Specialist II | 25.63 |
| 13063 - Media Specialist III | 28.45 |
| 13071 - Photographer I | 18.78 |
| 13072 - Photographer II | 24.10 |
| 13073 - Photographer III | 32.88 |
| 13074 - Photographer IV | 44.26 |
| 13075 - Photographer V | 50.85 |
| 13110 - Video Teleconference Technician | 20.96 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 20.81 |
| 14042 - Computer Operator II | 23.29 |
| 14043 - Computer Operator III | 25.97 |
| 14044 - Computer Operator IV | 28.86 |
| 14045 - Computer Operator V | 31.94 |
| 14071 - Computer Programmer I | (see 1) 27.56 |
| 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 | 20.81 |
| 14160 - Personal Computer Support Technician | 28.86 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 39.54 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.46 |
| 15050 - Computer Based Training Specialist / Instructor | 39.54 |
| 15060 - Educational Technologist | 35.73 |
| 15070 - Flight Instructor (Pilot) | 52.46 |
| 15080 - Graphic Artist | 32.92 |
| 15090 - Technical Instructor | 27.17 |
| 15095 - Technical Instructor/Course Developer | 32.19 |
| 15110 - Test Proctor | 21.25 |
| 15120 - Tutor | 21.25 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.07 |
| 16030 - Counter Attendant | 10.07 |
| 16040 - Dry Cleaner | 12.33 |
| 16070 - Finisher, Flatwork, Machine | 10.07 |
| 16090 - Presser, Hand | 10.07 |
| 16110 - Presser, Machine, Drycleaning | 10.07 |
| 16130 - Presser, Machine, Shirts | 10.07 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.07 |
| 16190 - Sewing Machine Operator | 13.12 |
| 16220 - Tailor | 14.02 |
| 16250 - Washer, Machine | 10.62 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 24.09 |

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| 19040 - Tool And Die Maker | 26.86 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.96 |
| 21030 - Material Coordinator | 23.51 |
| 21040 - Material Expediter | 23.51 |
| 21050 - Material Handling Laborer | 16.25 |
| 21071 - Order Filler | 14.53 |
| 21080 - Production Line Worker (Food Processing) | 16.96 |
| 21110 - Shipping Packer | 15.28 |
| 21130 - Shipping/Receiving Clerk | 15.28 |
| 21140 - Store Worker I | 14.50 |
| 21150 - Stock Clerk | 17.54 |
| 21210 - Tools And Parts Attendant | 16.96 |
| 21410 - Warehouse Specialist | 16.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 28.37 |
| 23021 - Aircraft Mechanic I | 26.83 |
| 23022 - Aircraft Mechanic II | 28.37 |
| 23023 - Aircraft Mechanic III | 29.79 |
| 23040 - Aircraft Mechanic Helper | 24.00 |
| 23050 - Aircraft, Painter | 25.52 |
| 23060 - Aircraft Servicer | 25.77 |
| 23080 - Aircraft Worker | 26.54 |
| 23110 - Appliance Mechanic | 24.44 |
| 23120 - Bicycle Repairer | 17.92 |
| 23125 - Cable Splicer | 35.32 |
| 23130 - Carpenter, Maintenance | 29.55 |
| 23140 - Carpet Layer | 23.07 |
| 23160 - Electrician, Maintenance | 36.84 |
| 23181 - Electronics Technician Maintenance I | 22.15 |
| 23182 - Electronics Technician Maintenance II | 22.91 |
| 23183 - Electronics Technician Maintenance III | 27.10 |
| 23260 - Fabric Worker | 23.30 |
| 23290 - Fire Alarm System Mechanic | 22.87 |
| 23310 - Fire Extinguisher Repairer | 22.52 |
| 23311 - Fuel Distribution System Mechanic | 26.18 |
| 23312 - Fuel Distribution System Operator | 24.62 |
| 23370 - General Maintenance Worker | 24.67 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |
| 23381 - Ground Support Equipment Servicer | 25.77 |
| 23382 - Ground Support Equipment Worker | 26.54 |
| 23391 - Gunsmith I | 22.52 |
| 23392 - Gunsmith II | 24.05 |
| 23393 - Gunsmith III | 25.59 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.67 |
| 23430 - Heavy Equipment Mechanic | 25.29 |
| 23440 - Heavy Equipment Operator | 27.59 |
| 23460 - Instrument Mechanic | 25.36 |
| 23465 - Laboratory/Shelter Mechanic | 24.82 |
| 23470 - Laborer | 12.96 |
| 23510 - Locksmith | 25.01 |
| 23530 - Machinery Maintenance Mechanic | 23.89 |
| 23550 - Machinist, Maintenance | 20.76 |
| 23580 - Maintenance Trades Helper | 17.62 |
| 23591 - Metrology Technician I | 25.36 |
| 23592 - Metrology Technician II | 28.73 |
| 23593 - Metrology Technician III | 29.57 |
| 23640 - Millwright | 23.58 |
| 23710 - Office Appliance Repairer | 21.39 |
| 23760 - Painter, Maintenance | 25.03 |

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| 23790 - Pipefitter, Maintenance | 29.16 |
| 23810 - Plumber, Maintenance | 29.85 |
| 23820 - Pseudraulic Systems Mechanic | 25.59 |
| 23850 - Rigger | 25.52 |
| 23870 - Scale Mechanic | 24.05 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.10 |
| 23910 - Small Engine Mechanic | 19.54 |
| 23931 - Telecommunications Mechanic I | 27.95 |
| 23932 - Telecommunications Mechanic II | 28.88 |
| 23950 - Telephone Lineman | 28.50 |
| 23960 - Welder, Combination, Maintenance | 22.84 |
| 23965 - Well Driller | 25.59 |
| 23970 - Woodcraft Worker | 25.59 |
| 23980 - Woodworker | 20.17 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.75 |
| 24580 - Child Care Center Clerk | 18.20 |
| 24610 - Chore Aide | 11.04 |
| 24620 - Family Readiness And Support Services Coordinator | 18.50 |
| 24630 - Homemaker | 24.30 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.03 |
| 25040 - Sewage Plant Operator | 22.25 |
| 25070 - Stationary Engineer | 29.03 |
| 25190 - Ventilation Equipment Tender | 25.92 |
| 25210 - Water Treatment Plant Operator | 25.26 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.48 |
| 27007 - Baggage Inspector | 17.98 |
| 27008 - Corrections Officer | 30.97 |
| 27010 - Court Security Officer | 30.66 |
| 27030 - Detection Dog Handler | 20.36 |
| 27040 - Detention Officer | 30.97 |
| 27070 - Firefighter | 31.42 |
| 27101 - Guard I | 17.98 |
| 27102 - Guard II | 20.36 |
| 27131 - Police Officer I | 32.37 |
| 27132 - Police Officer II | 35.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.64 |
| 28042 - Carnival Equipment Repairer | 12.18 |
| 28043 - Carnival Equipment Worker | 11.17 |
| 28210 - Gate Attendant/Gate Tender | 17.19 |
| 28310 - Lifeguard | 13.93 |
| 28350 - Park Attendant (Aide) | 19.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 18.98 |
| 28515 - Recreation Specialist | 23.99 |
| 28630 - Sports Official | 15.32 |
| 28690 - Swimming Pool Operator | 15.13 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 25.77 |
| 29020 - Hatch Tender | 25.77 |
| 29030 - Line Handler | 25.77 |
| 29041 - Stevedore I | 24.15 |
| 29042 - Stevedore II | 29.85 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 20.29 |
| 30022 - Archeological Technician II | 22.42 |
| 30023 - Archeological Technician III | 27.27 |

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|---|---------------|
| 30030 - Cartographic Technician | 27.75 |
| 30040 - Civil Engineering Technician | 25.11 |
| 30061 - Drafter/CAD Operator I | 19.69 |
| 30062 - Drafter/CAD Operator II | 22.42 |
| 30063 - Drafter/CAD Operator III | 24.89 |
| 30064 - Drafter/CAD Operator IV | 30.53 |
| 30081 - Engineering Technician I | 19.98 |
| 30082 - Engineering Technician II | 22.47 |
| 30083 - Engineering Technician III | 25.28 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 46.34 |
| 30090 - Environmental Technician | 23.43 |
| 30210 - Laboratory Technician | 22.20 |
| 30240 - Mathematical Technician | 27.27 |
| 30361 - Paralegal/Legal Assistant I | 23.36 |
| 30362 - Paralegal/Legal Assistant II | 28.94 |
| 30363 - Paralegal/Legal Assistant III | 35.39 |
| 30364 - Paralegal/Legal Assistant IV | 42.84 |
| 30390 - Photo-Optics Technician | 27.27 |
| 30461 - Technical Writer I | 25.57 |
| 30462 - Technical Writer II | 31.26 |
| 30463 - Technical Writer III | 37.86 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 24.89 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 16.58 |
| 31030 - Bus Driver | 19.89 |
| 31043 - Driver Courier | 17.18 |
| 31260 - Parking and Lot Attendant | 11.09 |
| 31290 - Shuttle Bus Driver | 17.80 |
| 31310 - Taxi Driver | 14.44 |
| 31361 - Truckdriver, Light | 17.80 |
| 31362 - Truckdriver, Medium | 19.73 |
| 31363 - Truckdriver, Heavy | 24.52 |
| 31364 - Truckdriver, Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.53 |
| 99050 - Desk Clerk | 12.50 |
| 99095 - Embalmer | 30.71 |
| 99251 - Laboratory Animal Caretaker I | 14.77 |
| 99252 - Laboratory Animal Caretaker II | 15.32 |
| 99310 - Mortician | 37.16 |
| 99410 - Pest Controller | 16.68 |
| 99510 - Photofinishing Worker | 14.75 |
| 99710 - Recycling Laborer | 19.55 |
| 99711 - Recycling Specialist | 21.46 |
| 99730 - Refuse Collector | 18.36 |
| 99810 - Sales Clerk | 14.73 |
| 99820 - School Crossing Guard | 13.75 |
| 99830 - Survey Party Chief | 24.88 |
| 99831 - Surveying Aide | 17.10 |
| 99832 - Surveying Technician | 22.59 |
| 99840 - Vending Machine Attendant | 16.54 |
| 99841 - Vending Machine Repairer | 18.62 |
| 99842 - Vending Machine Repairer Helper | 16.54 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that wage and hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3029
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Allegan, Kent, Ottawa

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.13 |
| 01012 - Accounting Clerk II | | 14.75 |
| 01013 - Accounting Clerk III | | 17.48 |
| 01020 - Administrative Assistant | | 20.90 |
| 01040 - Court Reporter | | 18.43 |
| 01051 - Data Entry Operator I | | 12.16 |
| 01052 - Data Entry Operator II | | 13.27 |

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| 01060 - Dispatcher, Motor Vehicle | 18.43 |
| 01070 - Document Preparation Clerk | 13.83 |
| 01090 - Duplicating Machine Operator | 13.83 |
| 01111 - General Clerk I | 12.51 |
| 01112 - General Clerk II | 13.65 |
| 01113 - General Clerk III | 15.32 |
| 01120 - Housing Referral Assistant | 19.91 |
| 01141 - Messenger Courier | 10.73 |
| 01191 - Order Clerk I | 13.34 |
| 01192 - Order Clerk II | 14.56 |
| 01261 - Personnel Assistant (Employment) I | 15.50 |
| 01262 - Personnel Assistant (Employment) II | 18.43 |
| 01263 - Personnel Assistant (Employment) III | 20.25 |
| 01270 - Production Control Clerk | 20.25 |
| 01280 - Receptionist | 12.80 |
| 01290 - Rental Clerk | 14.60 |
| 01300 - Scheduler, Maintenance | 15.97 |
| 01311 - Secretary I | 15.97 |
| 01312 - Secretary II | 17.85 |
| 01313 - Secretary III | 19.91 |
| 01320 - Service Order Dispatcher | 14.77 |
| 01410 - Supply Technician | 20.90 |
| 01420 - Survey Worker | 17.89 |
| 01531 - Travel Clerk I | 13.05 |
| 01532 - Travel Clerk II | 14.18 |
| 01533 - Travel Clerk III | 15.34 |
| 01611 - Word Processor I | 12.97 |
| 01612 - Word Processor II | 14.60 |
| 01613 - Word Processor III | 18.43 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.64 |
| 05010 - Automotive Electrician | 20.63 |
| 05040 - Automotive Glass Installer | 19.84 |
| 05070 - Automotive Worker | 19.84 |
| 05110 - Mobile Equipment Servicer | 18.24 |
| 05130 - Motor Equipment Metal Mechanic | 21.75 |
| 05160 - Motor Equipment Metal Worker | 19.84 |
| 05190 - Motor Vehicle Mechanic | 22.59 |
| 05220 - Motor Vehicle Mechanic Helper | 17.48 |
| 05250 - Motor Vehicle Upholstery Worker | 19.06 |
| 05280 - Motor Vehicle Wrecker | 19.84 |
| 05310 - Painter, Automotive | 20.63 |
| 05340 - Radiator Repair Specialist | 19.84 |
| 05370 - Tire Repairer | 16.02 |
| 05400 - Transmission Repair Specialist | 21.46 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 16.72 |
| 07041 - Cook I | 15.04 |
| 07042 - Cook II | 16.72 |
| 07070 - Dishwasher | 12.21 |
| 07130 - Food Service Worker | 12.21 |
| 07210 - Meat Cutter | 16.72 |
| 07260 - Waiter/Waitress | 12.84 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.43 |
| 09040 - Furniture Handler | 14.44 |
| 09080 - Furniture Refinisher | 19.43 |
| 09090 - Furniture Refinisher Helper | 15.89 |
| 09110 - Furniture Repairer, Minor | 17.58 |
| 09130 - Upholsterer | 19.43 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.21 |
| 11060 - Elevator Operator | 14.00 |

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| 11090 - Gardener | 15.45 |
| 11122 - Housekeeping Aide | 14.00 |
| 11150 - Janitor | 14.00 |
| 11210 - Laborer, Grounds Maintenance | 13.40 |
| 11240 - Maid or Houseman | 11.47 |
| 11260 - Pruner | 12.52 |
| 11270 - Tractor Operator | 15.20 |
| 11330 - Trail Maintenance Worker | 13.40 |
| 11360 - Window Cleaner | 14.89 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.84 |
| 12011 - Breath Alcohol Technician | 16.60 |
| 12012 - Certified Occupational Therapist Assistant | 20.02 |
| 12015 - Certified Physical Therapist Assistant | 18.05 |
| 12020 - Dental Assistant | 15.84 |
| 12025 - Dental Hygienist | 28.88 |
| 12030 - EKG Technician | 26.59 |
| 12035 - Electroneurodiagnostic Technologist | 26.59 |
| 12040 - Emergency Medical Technician | 16.84 |
| 12071 - Licensed Practical Nurse I | 15.67 |
| 12072 - Licensed Practical Nurse II | 17.54 |
| 12073 - Licensed Practical Nurse III | 19.56 |
| 12100 - Medical Assistant | 13.92 |
| 12130 - Medical Laboratory Technician | 18.94 |
| 12160 - Medical Record Clerk | 12.53 |
| 12190 - Medical Record Technician | 14.02 |
| 12195 - Medical Transcriptionist | 14.46 |
| 12210 - Nuclear Medicine Technologist | 30.60 |
| 12221 - Nursing Assistant I | 10.17 |
| 12222 - Nursing Assistant II | 11.44 |
| 12223 - Nursing Assistant III | 12.48 |
| 12224 - Nursing Assistant IV | 14.00 |
| 12235 - Optical Dispenser | 16.13 |
| 12236 - Optical Technician | 15.60 |
| 12250 - Pharmacy Technician | 15.42 |
| 12280 - Phlebotomist | 14.51 |
| 12305 - Radiologic Technologist | 22.75 |
| 12311 - Registered Nurse I | 23.88 |
| 12312 - Registered Nurse II | 28.48 |
| 12313 - Registered Nurse II, Specialist | 28.48 |
| 12314 - Registered Nurse III | 34.45 |
| 12315 - Registered Nurse III, Anesthetist | 34.45 |
| 12316 - Registered Nurse IV | 41.29 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.34 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.50 |
| 13012 - Exhibits Specialist II | 24.16 |
| 13013 - Exhibits Specialist III | 29.56 |
| 13041 - Illustrator I | 19.50 |
| 13042 - Illustrator II | 24.16 |
| 13043 - Illustrator III | 29.56 |
| 13047 - Librarian | 26.75 |
| 13050 - Library Aide/Clerk | 12.57 |
| 13054 - Library Information Technology Systems Administrator | 24.16 |
| 13058 - Library Technician | 14.65 |
| 13061 - Media Specialist I | 17.43 |
| 13062 - Media Specialist II | 19.50 |
| 13063 - Media Specialist III | 21.75 |
| 13071 - Photographer I | 16.13 |
| 13072 - Photographer II | 18.46 |
| 13073 - Photographer III | 22.04 |
| 13074 - Photographer IV | 26.31 |

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| 13075 - Photographer V | 31.63 |
| 13110 - Video Teleconference Technician | 17.56 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.22 |
| 14042 - Computer Operator II | 18.14 |
| 14043 - Computer Operator III | 20.23 |
| 14044 - Computer Operator IV | 22.49 |
| 14045 - Computer Operator V | 24.89 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 16.22 |
| 14160 - Personal Computer Support Technician | 22.49 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.21 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 40.15 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 45.01 |
| 15050 - Computer Based Training Specialist / Instructor | 33.21 |
| 15060 - Educational Technologist | 30.30 |
| 15070 - Flight Instructor (Pilot) | 45.01 |
| 15080 - Graphic Artist | 23.15 |
| 15090 - Technical Instructor | 20.43 |
| 15095 - Technical Instructor/Course Developer | 24.99 |
| 15110 - Test Proctor | 16.48 |
| 15120 - Tutor | 16.48 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.07 |
| 16030 - Counter Attendant | 10.07 |
| 16040 - Dry Cleaner | 13.60 |
| 16070 - Finisher, Flatwork, Machine | 10.07 |
| 16090 - Presser, Hand | 10.07 |
| 16110 - Presser, Machine, Drycleaning | 10.07 |
| 16130 - Presser, Machine, Shirts | 10.07 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.07 |
| 16190 - Sewing Machine Operator | 14.81 |
| 16220 - Tailor | 15.96 |
| 16250 - Washer, Machine | 11.23 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.72 |
| 19040 - Tool And Die Maker | 25.50 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.06 |
| 21030 - Material Coordinator | 22.09 |
| 21040 - Material Expediter | 22.09 |
| 21050 - Material Handling Laborer | 14.86 |
| 21071 - Order Filler | 13.87 |
| 21080 - Production Line Worker (Food Processing) | 19.79 |
| 21110 - Shipping Packer | 15.09 |
| 21130 - Shipping/Receiving Clerk | 14.30 |
| 21140 - Store Worker I | 14.24 |
| 21150 - Stock Clerk | 17.52 |
| 21210 - Tools And Parts Attendant | 17.80 |
| 21410 - Warehouse Specialist | 19.79 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.62 |
| 23021 - Aircraft Mechanic I | 23.56 |
| 23022 - Aircraft Mechanic II | 24.62 |
| 23023 - Aircraft Mechanic III | 25.70 |
| 23040 - Aircraft Mechanic Helper | 18.93 |

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| 23050 - Aircraft, Painter | 26.83 |
| 23060 - Aircraft Servicer | 20.34 |
| 23080 - Aircraft Worker | 21.41 |
| 23110 - Appliance Mechanic | 20.55 |
| 23120 - Bicycle Repairer | 16.02 |
| 23125 - Cable Splicer | 27.91 |
| 23130 - Carpenter, Maintenance | 19.58 |
| 23140 - Carpet Layer | 19.06 |
| 23160 - Electrician, Maintenance | 23.00 |
| 23181 - Electronics Technician Maintenance I | 22.31 |
| 23182 - Electronics Technician Maintenance II | 23.40 |
| 23183 - Electronics Technician Maintenance III | 24.52 |
| 23260 - Fabric Worker | 18.59 |
| 23290 - Fire Alarm System Mechanic | 21.45 |
| 23310 - Fire Extinguisher Repairer | 17.60 |
| 23311 - Fuel Distribution System Mechanic | 22.42 |
| 23312 - Fuel Distribution System Operator | 17.61 |
| 23370 - General Maintenance Worker | 18.51 |
| 23380 - Ground Support Equipment Mechanic | 23.56 |
| 23381 - Ground Support Equipment Servicer | 20.34 |
| 23382 - Ground Support Equipment Worker | 21.41 |
| 23391 - Gunsmith I | 17.60 |
| 23392 - Gunsmith II | 19.58 |
| 23393 - Gunsmith III | 21.54 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.55 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.62 |
| 23430 - Heavy Equipment Mechanic | 22.89 |
| 23440 - Heavy Equipment Operator | 19.86 |
| 23460 - Instrument Mechanic | 21.54 |
| 23465 - Laboratory/Shelter Mechanic | 20.55 |
| 23470 - Laborer | 13.43 |
| 23510 - Locksmith | 20.55 |
| 23530 - Machinery Maintenance Mechanic | 24.08 |
| 23550 - Machinist, Maintenance | 20.88 |
| 23580 - Maintenance Trades Helper | 17.74 |
| 23591 - Metrology Technician I | 21.54 |
| 23592 - Metrology Technician II | 22.51 |
| 23593 - Metrology Technician III | 23.50 |
| 23640 - Millwright | 27.77 |
| 23710 - Office Appliance Repairer | 19.70 |
| 23760 - Painter, Maintenance | 19.93 |
| 23790 - Pipefitter, Maintenance | 25.30 |
| 23810 - Plumber, Maintenance | 22.31 |
| 23820 - Pneudraulic Systems Mechanic | 21.54 |
| 23850 - Rigger | 21.54 |
| 23870 - Scale Mechanic | 19.58 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.85 |
| 23910 - Small Engine Mechanic | 18.98 |
| 23931 - Telecommunications Mechanic I | 25.67 |
| 23932 - Telecommunications Mechanic II | 26.95 |
| 23950 - Telephone Lineman | 24.90 |
| 23960 - Welder, Combination, Maintenance | 20.88 |
| 23965 - Well Driller | 21.54 |
| 23970 - Woodcraft Worker | 21.54 |
| 23980 - Woodworker | 17.08 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.09 |
| 24580 - Child Care Center Clerk | 15.07 |
| 24610 - Chore Aide | 11.47 |
| 24620 - Family Readiness And Support Services Coordinator | 14.27 |

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|--|-------|
| 24630 - Homemaker | 16.74 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.45 |
| 25040 - Sewage Plant Operator | 21.12 |
| 25070 - Stationary Engineer | 24.45 |
| 25190 - Ventilation Equipment Tender | 17.12 |
| 25210 - Water Treatment Plant Operator | 21.12 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.25 |
| 27007 - Baggage Inspector | 12.52 |
| 27008 - Corrections Officer | 20.76 |
| 27010 - Court Security Officer | 21.92 |
| 27030 - Detection Dog Handler | 17.25 |
| 27040 - Detention Officer | 20.76 |
| 27070 - Firefighter | 19.68 |
| 27101 - Guard I | 12.52 |
| 27102 - Guard II | 17.25 |
| 27131 - Police Officer I | 25.86 |
| 27132 - Police Officer II | 28.70 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.12 |
| 28042 - Carnival Equipment Repairer | 14.73 |
| 28043 - Carnival Equipment Worker | 12.21 |
| 28210 - Gate Attendant/Gate Tender | 14.06 |
| 28310 - Lifeguard | 12.53 |
| 28350 - Park Attendant (Aide) | 15.73 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.48 |
| 28515 - Recreation Specialist | 19.49 |
| 28630 - Sports Official | 12.53 |
| 28690 - Swimming Pool Operator | 18.63 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 25.92 |
| 29020 - Hatch Tender | 25.92 |
| 29030 - Line Handler | 25.92 |
| 29041 - Stevedore I | 24.62 |
| 29042 - Stevedore II | 27.21 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 19.11 |
| 30022 - Archeological Technician II | 21.38 |
| 30023 - Archeological Technician III | 25.30 |
| 30030 - Cartographic Technician | 26.01 |
| 30040 - Civil Engineering Technician | 23.55 |
| 30061 - Drafter/CAD Operator I | 19.11 |
| 30062 - Drafter/CAD Operator II | 21.38 |
| 30063 - Drafter/CAD Operator III | 23.84 |
| 30064 - Drafter/CAD Operator IV | 28.82 |
| 30081 - Engineering Technician I | 16.30 |
| 30082 - Engineering Technician II | 18.29 |
| 30083 - Engineering Technician III | 20.46 |
| 30084 - Engineering Technician IV | 25.37 |
| 30085 - Engineering Technician V | 31.05 |
| 30086 - Engineering Technician VI | 37.54 |
| 30090 - Environmental Technician | 23.31 |
| 30210 - Laboratory Technician | 21.29 |
| 30240 - Mathematical Technician | 26.02 |
| 30361 - Paralegal/Legal Assistant I | 18.94 |
| 30362 - Paralegal/Legal Assistant II | 23.45 |
| 30363 - Paralegal/Legal Assistant III | 28.69 |
| 30364 - Paralegal/Legal Assistant IV | 34.72 |
| 30390 - Photo-Optics Technician | 26.02 |

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|---|---------------|
| 30461 - Technical Writer I | 21.09 |
| 30462 - Technical Writer II | 25.78 |
| 30463 - Technical Writer III | 31.05 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 23.84 |
| 30621 - Weather Observer, Senior | (see 2) 26.11 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.86 |
| 31030 - Bus Driver | 18.85 |
| 31043 - Driver Courier | 16.39 |
| 31260 - Parking and Lot Attendant | 11.95 |
| 31290 - Shuttle Bus Driver | 17.36 |
| 31310 - Taxi Driver | 13.81 |
| 31361 - Truckdriver, Light | 17.36 |
| 31362 - Truckdriver, Medium | 17.61 |
| 31363 - Truckdriver, Heavy | 19.60 |
| 31364 - Truckdriver, Tractor-Trailer | 20.50 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.64 |
| 99050 - Desk Clerk | 10.54 |
| 99095 - Embalmer | 25.86 |
| 99251 - Laboratory Animal Caretaker I | 13.39 |
| 99252 - Laboratory Animal Caretaker II | 14.19 |
| 99310 - Mortician | 25.86 |
| 99410 - Pest Controller | 19.93 |
| 99510 - Photofinishing Worker | 14.20 |
| 99710 - Recycling Laborer | 18.46 |
| 99711 - Recycling Specialist | 20.93 |
| 99730 - Refuse Collector | 17.23 |
| 99810 - Sales Clerk | 11.55 |
| 99820 - School Crossing Guard | 12.31 |
| 99830 - Survey Party Chief | 20.48 |
| 99831 - Surveying Aide | 11.30 |
| 99832 - Surveying Technician | 17.23 |
| 99840 - Vending Machine Attendant | 14.34 |
| 99841 - Vending Machine Repairer | 18.40 |
| 99842 - Vending Machine Repairer Helper | 14.34 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or
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successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Area: Michigan Counties of Allegan, Kent, Ottawa

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.13 |
| 01012 - Accounting Clerk II | | 14.75 |
| 01013 - Accounting Clerk III | | 17.48 |
| 01020 - Administrative Assistant | | 20.90 |
| 01040 - Court Reporter | | 18.43 |
| 01051 - Data Entry Operator I | | 12.16 |
| 01052 - Data Entry Operator II | | 13.27 |
| 01060 - Dispatcher, Motor Vehicle | | 18.43 |
| 01070 - Document Preparation Clerk | | 13.83 |
| 01090 - Duplicating Machine Operator | | 13.83 |
| 01111 - General Clerk I | | 12.51 |
| 01112 - General Clerk II | | 13.65 |
| 01113 - General Clerk III | | 15.32 |
| 01120 - Housing Referral Assistant | | 19.91 |
| 01141 - Messenger Courier | | 10.73 |
| 01191 - Order Clerk I | | 13.34 |
| 01192 - Order Clerk II | | 14.56 |
| 01261 - Personnel Assistant (Employment) I | | 15.50 |
| 01262 - Personnel Assistant (Employment) II | | 18.43 |
| 01263 - Personnel Assistant (Employment) III | | 20.25 |
| 01270 - Production Control Clerk | | 20.25 |
| 01280 - Receptionist | | 12.80 |
| 01290 - Rental Clerk | | 14.60 |
| 01300 - Scheduler, Maintenance | | 15.97 |
| 01311 - Secretary I | | 15.97 |
| 01312 - Secretary II | | 17.85 |
| 01313 - Secretary III | | 19.91 |
| 01320 - Service Order Dispatcher | | 14.77 |
| 01410 - Supply Technician | | 20.90 |
| 01420 - Survey Worker | | 17.89 |
| 01531 - Travel Clerk I | | 13.05 |
| 01532 - Travel Clerk II | | 14.18 |
| 01533 - Travel Clerk III | | 15.34 |
| 01611 - Word Processor I | | 12.97 |
| 01612 - Word Processor II | | 14.60 |
| 01613 - Word Processor III | | 18.43 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.64 |
| 05010 - Automotive Electrician | | 20.63 |
| 05040 - Automotive Glass Installer | | 19.84 |
| 05070 - Automotive Worker | | 19.84 |
| 05110 - Mobile Equipment Servicer | | 18.24 |
| 05130 - Motor Equipment Metal Mechanic | | 21.75 |
| 05160 - Motor Equipment Metal Worker | | 19.84 |
| 05190 - Motor Vehicle Mechanic | | 22.59 |
| 05220 - Motor Vehicle Mechanic Helper | | 17.48 |
| 05250 - Motor Vehicle Upholstery Worker | | 19.06 |
| 05280 - Motor Vehicle Wrecker | | 19.84 |

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| 05310 - Painter, Automotive | 20.63 |
| 05340 - Radiator Repair Specialist | 19.84 |
| 05370 - Tire Repairer | 16.02 |
| 05400 - Transmission Repair Specialist | 21.46 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 16.72 |
| 07041 - Cook I | 15.04 |
| 07042 - Cook II | 16.72 |
| 07070 - Dishwasher | 12.21 |
| 07130 - Food Service Worker | 12.21 |
| 07210 - Meat Cutter | 16.72 |
| 07260 - Waiter/Waitress | 12.84 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.43 |
| 09040 - Furniture Handler | 14.44 |
| 09080 - Furniture Refinisher | 19.43 |
| 09090 - Furniture Refinisher Helper | 15.89 |
| 09110 - Furniture Repairer, Minor | 17.58 |
| 09130 - Upholsterer | 19.43 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.21 |
| 11060 - Elevator Operator | 14.00 |
| 11090 - Gardener | 15.45 |
| 11122 - Housekeeping Aide | 14.00 |
| 11150 - Janitor | 14.00 |
| 11210 - Laborer, Grounds Maintenance | 13.40 |
| 11240 - Maid or Houseman | 11.47 |
| 11260 - Pruner | 12.52 |
| 11270 - Tractor Operator | 15.20 |
| 11330 - Trail Maintenance Worker | 13.40 |
| 11360 - Window Cleaner | 14.89 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.84 |
| 12011 - Breath Alcohol Technician | 16.60 |
| 12012 - Certified Occupational Therapist Assistant | 20.02 |
| 12015 - Certified Physical Therapist Assistant | 18.05 |
| 12020 - Dental Assistant | 15.84 |
| 12025 - Dental Hygienist | 28.88 |
| 12030 - EKG Technician | 26.59 |
| 12035 - Electroneurodiagnostic Technologist | 26.59 |
| 12040 - Emergency Medical Technician | 16.84 |
| 12071 - Licensed Practical Nurse I | 15.67 |
| 12072 - Licensed Practical Nurse II | 17.54 |
| 12073 - Licensed Practical Nurse III | 19.56 |
| 12100 - Medical Assistant | 13.92 |
| 12130 - Medical Laboratory Technician | 18.94 |
| 12160 - Medical Record Clerk | 12.53 |
| 12190 - Medical Record Technician | 14.02 |
| 12195 - Medical Transcriptionist | 14.46 |
| 12210 - Nuclear Medicine Technologist | 30.60 |
| 12221 - Nursing Assistant I | 10.17 |
| 12222 - Nursing Assistant II | 11.44 |
| 12223 - Nursing Assistant III | 12.48 |
| 12224 - Nursing Assistant IV | 14.00 |
| 12235 - Optical Dispenser | 16.13 |
| 12236 - Optical Technician | 15.60 |
| 12250 - Pharmacy Technician | 15.42 |
| 12280 - Phlebotomist | 14.51 |
| 12305 - Radiologic Technologist | 22.75 |
| 12311 - Registered Nurse I | 23.88 |
| 12312 - Registered Nurse II | 28.48 |
| 12313 - Registered Nurse II, Specialist | 28.48 |
| 12314 - Registered Nurse III | 34.45 |

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|---|---------|
| 12315 - Registered Nurse III, Anesthetist | 34.45 |
| 12316 - Registered Nurse IV | 41.29 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.34 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.50 |
| 13012 - Exhibits Specialist II | 24.16 |
| 13013 - Exhibits Specialist III | 29.56 |
| 13041 - Illustrator I | 19.50 |
| 13042 - Illustrator II | 24.16 |
| 13043 - Illustrator III | 29.56 |
| 13047 - Librarian | 26.75 |
| 13050 - Library Aide/Clerk | 12.57 |
| 13054 - Library Information Technology Systems Administrator | 24.16 |
| 13058 - Library Technician | 14.65 |
| 13061 - Media Specialist I | 17.43 |
| 13062 - Media Specialist II | 19.50 |
| 13063 - Media Specialist III | 21.75 |
| 13071 - Photographer I | 16.13 |
| 13072 - Photographer II | 18.46 |
| 13073 - Photographer III | 22.04 |
| 13074 - Photographer IV | 26.31 |
| 13075 - Photographer V | 31.63 |
| 13110 - Video Teleconference Technician | 17.56 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.22 |
| 14042 - Computer Operator II | 18.14 |
| 14043 - Computer Operator III | 20.23 |
| 14044 - Computer Operator IV | 22.49 |
| 14045 - Computer Operator V | 24.89 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 16.22 |
| 14160 - Personal Computer Support Technician | 22.49 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.21 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 40.15 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 45.01 |
| 15050 - Computer Based Training Specialist / Instructor | 33.21 |
| 15060 - Educational Technologist | 30.30 |
| 15070 - Flight Instructor (Pilot) | 45.01 |
| 15080 - Graphic Artist | 23.15 |
| 15090 - Technical Instructor | 20.43 |
| 15095 - Technical Instructor/Course Developer | 24.99 |
| 15110 - Test Proctor | 16.48 |
| 15120 - Tutor | 16.48 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.07 |
| 16030 - Counter Attendant | 10.07 |
| 16040 - Dry Cleaner | 13.60 |
| 16070 - Finisher, Flatwork, Machine | 10.07 |
| 16090 - Presser, Hand | 10.07 |
| 16110 - Presser, Machine, Drycleaning | 10.07 |
| 16130 - Presser, Machine, Shirts | 10.07 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.07 |
| 16190 - Sewing Machine Operator | 14.81 |
| 16220 - Tailor | 15.96 |
| 16250 - Washer, Machine | 11.23 |

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|---|-------|
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.72 |
| 19040 - Tool And Die Maker | 25.50 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.06 |
| 21030 - Material Coordinator | 22.09 |
| 21040 - Material Expediter | 22.09 |
| 21050 - Material Handling Laborer | 14.86 |
| 21071 - Order Filler | 13.87 |
| 21080 - Production Line Worker (Food Processing) | 19.79 |
| 21110 - Shipping Packer | 15.09 |
| 21130 - Shipping/Receiving Clerk | 14.30 |
| 21140 - Store Worker I | 14.24 |
| 21150 - Stock Clerk | 17.52 |
| 21210 - Tools And Parts Attendant | 17.80 |
| 21410 - Warehouse Specialist | 19.79 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.62 |
| 23021 - Aircraft Mechanic I | 23.56 |
| 23022 - Aircraft Mechanic II | 24.62 |
| 23023 - Aircraft Mechanic III | 25.70 |
| 23040 - Aircraft Mechanic Helper | 18.93 |
| 23050 - Aircraft, Painter | 26.83 |
| 23060 - Aircraft Servicer | 20.34 |
| 23080 - Aircraft Worker | 21.41 |
| 23110 - Appliance Mechanic | 20.55 |
| 23120 - Bicycle Repairer | 16.02 |
| 23125 - Cable Splicer | 27.91 |
| 23130 - Carpenter, Maintenance | 19.58 |
| 23140 - Carpet Layer | 19.06 |
| 23160 - Electrician, Maintenance | 23.00 |
| 23181 - Electronics Technician Maintenance I | 22.31 |
| 23182 - Electronics Technician Maintenance II | 23.40 |
| 23183 - Electronics Technician Maintenance III | 24.52 |
| 23260 - Fabric Worker | 18.59 |
| 23290 - Fire Alarm System Mechanic | 21.45 |
| 23310 - Fire Extinguisher Repairer | 17.60 |
| 23311 - Fuel Distribution System Mechanic | 22.42 |
| 23312 - Fuel Distribution System Operator | 17.61 |
| 23370 - General Maintenance Worker | 18.51 |
| 23380 - Ground Support Equipment Mechanic | 23.56 |
| 23381 - Ground Support Equipment Servicer | 20.34 |
| 23382 - Ground Support Equipment Worker | 21.41 |
| 23391 - Gunsmith I | 17.60 |
| 23392 - Gunsmith II | 19.58 |
| 23393 - Gunsmith III | 21.54 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.55 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.62 |
| 23430 - Heavy Equipment Mechanic | 22.89 |
| 23440 - Heavy Equipment Operator | 19.86 |
| 23460 - Instrument Mechanic | 21.54 |
| 23465 - Laboratory/Shelter Mechanic | 20.55 |
| 23470 - Laborer | 13.43 |
| 23510 - Locksmith | 20.55 |
| 23530 - Machinery Maintenance Mechanic | 24.08 |
| 23550 - Machinist, Maintenance | 20.88 |
| 23580 - Maintenance Trades Helper | 17.74 |
| 23591 - Metrology Technician I | 21.54 |
| 23592 - Metrology Technician II | 22.51 |
| 23593 - Metrology Technician III | 23.50 |
| 23640 - Millwright | 27.77 |

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| 23710 - Office Appliance Repairer | 19.70 |
| 23760 - Painter, Maintenance | 19.93 |
| 23790 - Pipefitter, Maintenance | 25.30 |
| 23810 - Plumber, Maintenance | 22.31 |
| 23820 - Pneudraulic Systems Mechanic | 21.54 |
| 23850 - Rigger | 21.54 |
| 23870 - Scale Mechanic | 19.58 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.85 |
| 23910 - Small Engine Mechanic | 18.98 |
| 23931 - Telecommunications Mechanic I | 25.67 |
| 23932 - Telecommunications Mechanic II | 26.95 |
| 23950 - Telephone Lineman | 24.90 |
| 23960 - Welder, Combination, Maintenance | 20.88 |
| 23965 - Well Driller | 21.54 |
| 23970 - Woodcraft Worker | 21.54 |
| 23980 - Woodworker | 17.08 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.09 |
| 24580 - Child Care Center Clerk | 15.07 |
| 24610 - Chore Aide | 11.47 |
| 24620 - Family Readiness And Support Services Coordinator | 14.27 |
| 24630 - Homemaker | 16.74 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.45 |
| 25040 - Sewage Plant Operator | 21.12 |
| 25070 - Stationary Engineer | 24.45 |
| 25190 - Ventilation Equipment Tender | 17.12 |
| 25210 - Water Treatment Plant Operator | 21.12 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.25 |
| 27007 - Baggage Inspector | 12.52 |
| 27008 - Corrections Officer | 20.76 |
| 27010 - Court Security Officer | 21.92 |
| 27030 - Detection Dog Handler | 17.25 |
| 27040 - Detention Officer | 20.76 |
| 27070 - Firefighter | 19.68 |
| 27101 - Guard I | 12.52 |
| 27102 - Guard II | 17.25 |
| 27131 - Police Officer I | 25.86 |
| 27132 - Police Officer II | 28.70 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.12 |
| 28042 - Carnival Equipment Repairer | 14.73 |
| 28043 - Carnival Equipment Worker | 12.21 |
| 28210 - Gate Attendant/Gate Tender | 14.06 |
| 28310 - Lifeguard | 12.53 |
| 28350 - Park Attendant (Aide) | 15.73 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.48 |
| 28515 - Recreation Specialist | 19.49 |
| 28630 - Sports Official | 12.53 |
| 28690 - Swimming Pool Operator | 18.63 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 25.92 |
| 29020 - Hatch Tender | 25.92 |
| 29030 - Line Handler | 25.92 |
| 29041 - Stevedore I | 24.62 |
| 29042 - Stevedore II | 27.21 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 19.11 |

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| 30022 - Archeological Technician II | 21.38 |
| 30023 - Archeological Technician III | 25.30 |
| 30030 - Cartographic Technician | 26.01 |
| 30040 - Civil Engineering Technician | 23.55 |
| 30061 - Drafter/CAD Operator I | 19.11 |
| 30062 - Drafter/CAD Operator II | 21.38 |
| 30063 - Drafter/CAD Operator III | 23.84 |
| 30064 - Drafter/CAD Operator IV | 28.82 |
| 30081 - Engineering Technician I | 16.30 |
| 30082 - Engineering Technician II | 18.29 |
| 30083 - Engineering Technician III | 20.46 |
| 30084 - Engineering Technician IV | 25.37 |
| 30085 - Engineering Technician V | 31.05 |
| 30086 - Engineering Technician VI | 37.54 |
| 30090 - Environmental Technician | 23.31 |
| 30210 - Laboratory Technician | 21.29 |
| 30240 - Mathematical Technician | 26.02 |
| 30361 - Paralegal/Legal Assistant I | 18.94 |
| 30362 - Paralegal/Legal Assistant II | 23.45 |
| 30363 - Paralegal/Legal Assistant III | 28.69 |
| 30364 - Paralegal/Legal Assistant IV | 34.72 |
| 30390 - Photo-Optics Technician | 26.02 |
| 30461 - Technical Writer I | 21.09 |
| 30462 - Technical Writer II | 25.78 |
| 30463 - Technical Writer III | 31.05 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 23.84 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 26.11 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.86 |
| 31030 - Bus Driver | 18.85 |
| 31043 - Driver Courier | 16.39 |
| 31260 - Parking and Lot Attendant | 11.95 |
| 31290 - Shuttle Bus Driver | 17.36 |
| 31310 - Taxi Driver | 13.81 |
| 31361 - Truckdriver, Light | 17.36 |
| 31362 - Truckdriver, Medium | 17.61 |
| 31363 - Truckdriver, Heavy | 19.60 |
| 31364 - Truckdriver, Tractor-Trailer | 20.50 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.64 |
| 99050 - Desk Clerk | 10.54 |
| 99095 - Embalmer | 25.86 |
| 99251 - Laboratory Animal Caretaker I | 13.39 |
| 99252 - Laboratory Animal Caretaker II | 14.19 |
| 99310 - Mortician | 25.86 |
| 99410 - Pest Controller | 19.93 |
| 99510 - Photofinishing Worker | 14.20 |
| 99710 - Recycling Laborer | 18.46 |
| 99711 - Recycling Specialist | 20.93 |
| 99730 - Refuse Collector | 17.23 |
| 99810 - Sales Clerk | 11.55 |
| 99820 - School Crossing Guard | 12.31 |
| 99830 - Survey Party Chief | 20.48 |
| 99831 - Surveying Aide | 11.30 |
| 99832 - Surveying Technician | 17.23 |
| 99840 - Vending Machine Attendant | 14.34 |
| 99841 - Vending Machine Repairer | 18.40 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that

represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the

fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure

that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3031
Revision No.: 14
Date of Last Revision: 07/25/2014

State: Michigan

Area: Michigan County of Muskegon

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.63 |
| 01012 - Accounting Clerk II | | 14.75 |
| 01013 - Accounting Clerk III | | 17.06 |
| 01020 - Administrative Assistant | | 20.90 |
| 01040 - Court Reporter | | 18.43 |
| 01051 - Data Entry Operator I | | 12.16 |
| 01052 - Data Entry Operator II | | 13.27 |
| 01060 - Dispatcher, Motor Vehicle | | 18.43 |
| 01070 - Document Preparation Clerk | | 13.83 |
| 01090 - Duplicating Machine Operator | | 13.83 |
| 01111 - General Clerk I | | 12.51 |
| 01112 - General Clerk II | | 13.65 |
| 01113 - General Clerk III | | 15.32 |
| 01120 - Housing Referral Assistant | | 19.91 |
| 01141 - Messenger Courier | | 10.73 |
| 01191 - Order Clerk I | | 13.34 |
| 01192 - Order Clerk II | | 14.56 |
| 01261 - Personnel Assistant (Employment) I | | 15.50 |
| 01262 - Personnel Assistant (Employment) II | | 18.43 |
| 01263 - Personnel Assistant (Employment) III | | 20.25 |
| 01270 - Production Control Clerk | | 20.25 |
| 01280 - Receptionist | | 12.80 |
| 01290 - Rental Clerk | | 14.60 |

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| 01300 - Scheduler, Maintenance | 15.97 |
| 01311 - Secretary I | 15.97 |
| 01312 - Secretary II | 17.85 |
| 01313 - Secretary III | 19.91 |
| 01320 - Service Order Dispatcher | 14.77 |
| 01410 - Supply Technician | 20.90 |
| 01420 - Survey Worker | 17.89 |
| 01531 - Travel Clerk I | 13.05 |
| 01532 - Travel Clerk II | 14.18 |
| 01533 - Travel Clerk III | 15.34 |
| 01611 - Word Processor I | 12.97 |
| 01612 - Word Processor II | 14.60 |
| 01613 - Word Processor III | 18.43 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.64 |
| 05010 - Automotive Electrician | 21.10 |
| 05040 - Automotive Glass Installer | 20.44 |
| 05070 - Automotive Worker | 20.44 |
| 05110 - Mobile Equipment Servicer | 19.14 |
| 05130 - Motor Equipment Metal Mechanic | 21.75 |
| 05160 - Motor Equipment Metal Worker | 20.44 |
| 05190 - Motor Vehicle Mechanic | 21.75 |
| 05220 - Motor Vehicle Mechanic Helper | 18.49 |
| 05250 - Motor Vehicle Upholstery Worker | 19.79 |
| 05280 - Motor Vehicle Wrecker | 20.44 |
| 05310 - Painter, Automotive | 23.21 |
| 05340 - Radiator Repair Specialist | 20.44 |
| 05370 - Tire Repairer | 16.81 |
| 05400 - Transmission Repair Specialist | 21.75 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.43 |
| 07041 - Cook I | 13.57 |
| 07042 - Cook II | 14.43 |
| 07070 - Dishwasher | 11.00 |
| 07130 - Food Service Worker | 11.00 |
| 07210 - Meat Cutter | 14.43 |
| 07260 - Waiter/Waitress | 10.61 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.43 |
| 09040 - Furniture Handler | 15.66 |
| 09080 - Furniture Refinisher | 19.43 |
| 09090 - Furniture Refinisher Helper | 16.81 |
| 09110 - Furniture Repairer, Minor | 17.99 |
| 09130 - Upholsterer | 19.43 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.42 |
| 11060 - Elevator Operator | 13.92 |
| 11090 - Gardener | 14.85 |
| 11122 - Housekeeping Aide | 14.00 |
| 11150 - Janitor | 14.00 |
| 11210 - Laborer, Grounds Maintenance | 13.40 |
| 11240 - Maid or Houseman | 9.91 |
| 11260 - Pruner | 12.52 |
| 11270 - Tractor Operator | 14.81 |
| 11330 - Trail Maintenance Worker | 13.40 |
| 11360 - Window Cleaner | 14.89 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.51 |
| 12011 - Breath Alcohol Technician | 16.86 |
| 12012 - Certified Occupational Therapist Assistant | 20.02 |
| 12015 - Certified Physical Therapist Assistant | 18.05 |
| 12020 - Dental Assistant | 15.84 |
| 12025 - Dental Hygienist | 28.88 |

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| 12030 - EKG Technician | 26.59 |
| 12035 - Electroneurodiagnostic Technologist | 26.59 |
| 12040 - Emergency Medical Technician | 17.41 |
| 12071 - Licensed Practical Nurse I | 15.67 |
| 12072 - Licensed Practical Nurse II | 17.54 |
| 12073 - Licensed Practical Nurse III | 19.56 |
| 12100 - Medical Assistant | 13.92 |
| 12130 - Medical Laboratory Technician | 18.94 |
| 12160 - Medical Record Clerk | 12.53 |
| 12190 - Medical Record Technician | 14.02 |
| 12195 - Medical Transcriptionist | 14.46 |
| 12210 - Nuclear Medicine Technologist | 30.60 |
| 12221 - Nursing Assistant I | 10.17 |
| 12222 - Nursing Assistant II | 11.44 |
| 12223 - Nursing Assistant III | 12.48 |
| 12224 - Nursing Assistant IV | 14.00 |
| 12235 - Optical Dispenser | 16.13 |
| 12236 - Optical Technician | 15.60 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 14.00 |
| 12305 - Radiologic Technologist | 22.75 |
| 12311 - Registered Nurse I | 23.88 |
| 12312 - Registered Nurse II | 28.48 |
| 12313 - Registered Nurse II, Specialist | 28.48 |
| 12314 - Registered Nurse III | 34.45 |
| 12315 - Registered Nurse III, Anesthetist | 34.45 |
| 12316 - Registered Nurse IV | 41.29 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.34 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.50 |
| 13012 - Exhibits Specialist II | 24.16 |
| 13013 - Exhibits Specialist III | 29.56 |
| 13041 - Illustrator I | 19.50 |
| 13042 - Illustrator II | 24.16 |
| 13043 - Illustrator III | 29.56 |
| 13047 - Librarian | 26.75 |
| 13050 - Library Aide/Clerk | 12.57 |
| 13054 - Library Information Technology Systems Administrator | 24.16 |
| 13058 - Library Technician | 15.73 |
| 13061 - Media Specialist I | 17.43 |
| 13062 - Media Specialist II | 19.50 |
| 13063 - Media Specialist III | 21.75 |
| 13071 - Photographer I | 16.13 |
| 13072 - Photographer II | 18.46 |
| 13073 - Photographer III | 22.04 |
| 13074 - Photographer IV | 26.31 |
| 13075 - Photographer V | 31.63 |
| 13110 - Video Teleconference Technician | 17.56 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.22 |
| 14042 - Computer Operator II | 18.14 |
| 14043 - Computer Operator III | 20.23 |
| 14044 - Computer Operator IV | 22.49 |
| 14045 - Computer Operator V | 24.89 |
| 14071 - Computer Programmer I | (see 1) 20.78 |
| 14072 - Computer Programmer II | (see 1) 25.74 |
| 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 | 16.22 |

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| 14160 - Personal Computer Support Technician | 22.49 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.21 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 40.15 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 45.01 |
| 15050 - Computer Based Training Specialist / Instructor | 33.21 |
| 15060 - Educational Technologist | 30.30 |
| 15070 - Flight Instructor (Pilot) | 45.01 |
| 15080 - Graphic Artist | 23.15 |
| 15090 - Technical Instructor | 20.43 |
| 15095 - Technical Instructor/Course Developer | 24.99 |
| 15110 - Test Proctor | 16.48 |
| 15120 - Tutor | 16.48 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.07 |
| 16030 - Counter Attendant | 10.07 |
| 16040 - Dry Cleaner | 13.60 |
| 16070 - Finisher, Flatwork, Machine | 10.07 |
| 16090 - Presser, Hand | 10.07 |
| 16110 - Presser, Machine, Drycleaning | 10.07 |
| 16130 - Presser, Machine, Shirts | 10.07 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.07 |
| 16190 - Sewing Machine Operator | 14.81 |
| 16220 - Tailor | 15.96 |
| 16250 - Washer, Machine | 11.23 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.72 |
| 19040 - Tool And Die Maker | 25.50 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.06 |
| 21030 - Material Coordinator | 22.09 |
| 21040 - Material Expediter | 22.09 |
| 21050 - Material Handling Laborer | 15.24 |
| 21071 - Order Filler | 15.12 |
| 21080 - Production Line Worker (Food Processing) | 17.06 |
| 21110 - Shipping Packer | 15.66 |
| 21130 - Shipping/Receiving Clerk | 15.66 |
| 21140 - Store Worker I | 14.24 |
| 21150 - Stock Clerk | 17.52 |
| 21210 - Tools And Parts Attendant | 17.06 |
| 21410 - Warehouse Specialist | 17.06 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.62 |
| 23021 - Aircraft Mechanic I | 23.56 |
| 23022 - Aircraft Mechanic II | 24.62 |
| 23023 - Aircraft Mechanic III | 25.70 |
| 23040 - Aircraft Mechanic Helper | 18.93 |
| 23050 - Aircraft, Painter | 27.46 |
| 23060 - Aircraft Servicer | 20.34 |
| 23080 - Aircraft Worker | 21.41 |
| 23110 - Appliance Mechanic | 20.55 |
| 23120 - Bicycle Repairer | 16.81 |
| 23125 - Cable Splicer | 27.91 |
| 23130 - Carpenter, Maintenance | 19.58 |
| 23140 - Carpet Layer | 19.06 |
| 23160 - Electrician, Maintenance | 23.00 |
| 23181 - Electronics Technician Maintenance I | 22.31 |
| 23182 - Electronics Technician Maintenance II | 23.40 |
| 23183 - Electronics Technician Maintenance III | 24.52 |
| 23260 - Fabric Worker | 18.59 |
| 23290 - Fire Alarm System Mechanic | 21.54 |
| 23310 - Fire Extinguisher Repairer | 17.60 |
| 23311 - Fuel Distribution System Mechanic | 22.42 |

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| 23312 - Fuel Distribution System Operator | 17.61 |
| 23370 - General Maintenance Worker | 18.58 |
| 23380 - Ground Support Equipment Mechanic | 23.56 |
| 23381 - Ground Support Equipment Servicer | 20.34 |
| 23382 - Ground Support Equipment Worker | 21.41 |
| 23391 - Gunsmith I | 17.60 |
| 23392 - Gunsmith II | 19.58 |
| 23393 - Gunsmith III | 21.54 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.55 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.62 |
| 23430 - Heavy Equipment Mechanic | 22.89 |
| 23440 - Heavy Equipment Operator | 19.86 |
| 23460 - Instrument Mechanic | 21.54 |
| 23465 - Laboratory/Shelter Mechanic | 20.55 |
| 23470 - Laborer | 13.21 |
| 23510 - Locksmith | 20.55 |
| 23530 - Machinery Maintenance Mechanic | 24.08 |
| 23550 - Machinist, Maintenance | 20.88 |
| 23580 - Maintenance Trades Helper | 17.74 |
| 23591 - Metrology Technician I | 21.54 |
| 23592 - Metrology Technician II | 22.51 |
| 23593 - Metrology Technician III | 23.50 |
| 23640 - Millwright | 27.77 |
| 23710 - Office Appliance Repairer | 19.70 |
| 23760 - Painter, Maintenance | 19.93 |
| 23790 - Pipefitter, Maintenance | 25.30 |
| 23810 - Plumber, Maintenance | 22.31 |
| 23820 - Pneudraulic Systems Mechanic | 21.54 |
| 23850 - Rigger | 21.54 |
| 23870 - Scale Mechanic | 19.58 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.85 |
| 23910 - Small Engine Mechanic | 18.98 |
| 23931 - Telecommunications Mechanic I | 25.67 |
| 23932 - Telecommunications Mechanic II | 26.95 |
| 23950 - Telephone Lineman | 24.90 |
| 23960 - welder, Combination, Maintenance | 20.88 |
| 23965 - well Driller | 21.54 |
| 23970 - Woodcraft Worker | 21.54 |
| 23980 - Woodworker | 17.40 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.35 |
| 24580 - Child Care Center Clerk | 13.27 |
| 24610 - Chore Aide | 10.41 |
| 24620 - Family Readiness And Support Services Coordinator | 13.73 |
| 24630 - Homemaker | 13.39 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.45 |
| 25040 - Sewage Plant Operator | 21.12 |
| 25070 - Stationary Engineer | 24.45 |
| 25190 - Ventilation Equipment Tender | 17.12 |
| 25210 - Water Treatment Plant Operator | 21.12 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.04 |
| 27007 - Baggage Inspector | 12.52 |
| 27008 - Corrections Officer | 20.76 |
| 27010 - Court Security Officer | 21.92 |
| 27030 - Detection Dog Handler | 17.04 |
| 27040 - Detention Officer | 20.76 |
| 27070 - Firefighter | 19.68 |
| 27101 - Guard I | 12.52 |

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| 27102 - Guard II | 17.04 |
| 27131 - Police Officer I | 25.86 |
| 27132 - Police Officer II | 28.70 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.56 |
| 28042 - Carnival Equipment Repairer | 11.99 |
| 28043 - Carnival Equipment Worker | 10.00 |
| 28210 - Gate Attendant/Gate Tender | 14.06 |
| 28310 - Lifeguard | 12.53 |
| 28350 - Park Attendant (Aide) | 15.73 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.48 |
| 28515 - Recreation Specialist | 15.94 |
| 28630 - Sports Official | 12.53 |
| 28690 - Swimming Pool Operator | 16.73 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 25.92 |
| 29020 - Hatch Tender | 25.92 |
| 29030 - Line Handler | 25.92 |
| 29041 - Stevedore I | 24.62 |
| 29042 - Stevedore II | 27.21 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 19.11 |
| 30022 - Archeological Technician II | 21.38 |
| 30023 - Archeological Technician III | 25.30 |
| 30030 - Cartographic Technician | 26.01 |
| 30040 - Civil Engineering Technician | 23.55 |
| 30061 - Drafter/CAD Operator I | 19.11 |
| 30062 - Drafter/CAD Operator II | 21.38 |
| 30063 - Drafter/CAD Operator III | 23.84 |
| 30064 - Drafter/CAD Operator IV | 28.82 |
| 30081 - Engineering Technician I | 16.30 |
| 30082 - Engineering Technician II | 18.29 |
| 30083 - Engineering Technician III | 20.46 |
| 30084 - Engineering Technician IV | 25.37 |
| 30085 - Engineering Technician V | 31.05 |
| 30086 - Engineering Technician VI | 37.54 |
| 30090 - Environmental Technician | 23.31 |
| 30210 - Laboratory Technician | 21.29 |
| 30240 - Mathematical Technician | 26.02 |
| 30361 - Paralegal/Legal Assistant I | 18.94 |
| 30362 - Paralegal/Legal Assistant II | 23.45 |
| 30363 - Paralegal/Legal Assistant III | 28.69 |
| 30364 - Paralegal/Legal Assistant IV | 34.72 |
| 30390 - Photo-Optics Technician | 26.02 |
| 30461 - Technical Writer I | 21.09 |
| 30462 - Technical Writer II | 25.78 |
| 30463 - Technical Writer III | 31.05 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 23.84 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 26.11 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.87 |
| 31030 - Bus Driver | 19.37 |
| 31043 - Driver Courier | 16.39 |
| 31260 - Parking and Lot Attendant | 12.44 |

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| 31290 - Shuttle Bus Driver | 17.36 |
| 31310 - Taxi Driver | 14.06 |
| 31361 - Truckdriver, Light | 17.36 |
| 31362 - Truckdriver, Medium | 17.61 |
| 31363 - Truckdriver, Heavy | 18.61 |
| 31364 - Truckdriver, Tractor-Trailer | 18.61 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.15 |
| 99050 - Desk Clerk | 9.11 |
| 99095 - Embalmer | 28.05 |
| 99251 - Laboratory Animal Caretaker I | 12.14 |
| 99252 - Laboratory Animal Caretaker II | 12.85 |
| 99310 - Mortician | 28.05 |
| 99410 - Pest Controller | 19.93 |
| 99510 - Photofinishing Worker | 12.87 |
| 99710 - Recycling Laborer | 17.78 |
| 99711 - Recycling Specialist | 20.18 |
| 99730 - Refuse Collector | 16.62 |
| 99810 - Sales Clerk | 11.36 |
| 99820 - School Crossing Guard | 11.62 |
| 99830 - Survey Party Chief | 21.40 |
| 99831 - Surveying Aide | 11.11 |
| 99832 - Surveying Technician | 17.01 |
| 99840 - Vending Machine Attendant | 14.34 |
| 99841 - Vending Machine Repairer | 18.40 |
| 99842 - Vending Machine Repairer Helper | 14.34 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 25 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 thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3032
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan County of Muskegon

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.63 |
| 01012 - Accounting Clerk II | | 14.75 |

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| 01013 | - Accounting Clerk III | 17.06 |
| 01020 | - Administrative Assistant | 20.90 |
| 01040 | - Court Reporter | 18.43 |
| 01051 | - Data Entry Operator I | 12.16 |
| 01052 | - Data Entry Operator II | 13.27 |
| 01060 | - Dispatcher, Motor Vehicle | 18.43 |
| 01070 | - Document Preparation Clerk | 13.83 |
| 01090 | - Duplicating Machine Operator | 13.83 |
| 01111 | - General Clerk I | 12.51 |
| 01112 | - General Clerk II | 13.65 |
| 01113 | - General Clerk III | 15.32 |
| 01120 | - Housing Referral Assistant | 19.91 |
| 01141 | - Messenger Courier | 10.73 |
| 01191 | - Order Clerk I | 13.34 |
| 01192 | - Order Clerk II | 14.56 |
| 01261 | - Personnel Assistant (Employment) I | 15.50 |
| 01262 | - Personnel Assistant (Employment) II | 18.43 |
| 01263 | - Personnel Assistant (Employment) III | 20.25 |
| 01270 | - Production Control Clerk | 20.25 |
| 01280 | - Receptionist | 12.80 |
| 01290 | - Rental Clerk | 14.60 |
| 01300 | - Scheduler, Maintenance | 15.97 |
| 01311 | - Secretary I | 15.97 |
| 01312 | - Secretary II | 17.85 |
| 01313 | - Secretary III | 19.91 |
| 01320 | - Service Order Dispatcher | 14.77 |
| 01410 | - Supply Technician | 20.90 |
| 01420 | - Survey Worker | 17.89 |
| 01531 | - Travel Clerk I | 13.05 |
| 01532 | - Travel Clerk II | 14.18 |
| 01533 | - Travel Clerk III | 15.34 |
| 01611 | - Word Processor I | 12.97 |
| 01612 | - Word Processor II | 14.60 |
| 01613 | - Word Processor III | 18.43 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 22.64 |
| 05010 | - Automotive Electrician | 21.10 |
| 05040 | - Automotive Glass Installer | 20.44 |
| 05070 | - Automotive Worker | 20.44 |
| 05110 | - Mobile Equipment Servicer | 19.14 |
| 05130 | - Motor Equipment Metal Mechanic | 21.75 |
| 05160 | - Motor Equipment Metal Worker | 20.44 |
| 05190 | - Motor Vehicle Mechanic | 21.75 |
| 05220 | - Motor Vehicle Mechanic Helper | 18.49 |
| 05250 | - Motor Vehicle Upholstery Worker | 19.79 |
| 05280 | - Motor Vehicle Wrecker | 20.44 |
| 05310 | - Painter, Automotive | 23.21 |
| 05340 | - Radiator Repair Specialist | 20.44 |
| 05370 | - Tire Repairer | 16.81 |
| 05400 | - Transmission Repair Specialist | 21.75 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 14.43 |
| 07041 | - Cook I | 13.57 |
| 07042 | - Cook II | 14.43 |
| 07070 | - Dishwasher | 11.00 |
| 07130 | - Food Service Worker | 11.00 |
| 07210 | - Meat Cutter | 14.43 |
| 07260 | - Waiter/Waitress | 10.61 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 19.43 |
| 09040 | - Furniture Handler | 15.66 |
| 09080 | - Furniture Refinisher | 19.43 |
| 09090 | - Furniture Refinisher Helper | 16.81 |

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| 09110 - Furniture Repairer, Minor | 17.99 |
| 09130 - Upholsterer | 19.43 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.42 |
| 11060 - Elevator Operator | 13.92 |
| 11090 - Gardener | 14.85 |
| 11122 - Housekeeping Aide | 14.00 |
| 11150 - Janitor | 14.00 |
| 11210 - Laborer, Grounds Maintenance | 13.40 |
| 11240 - Maid or Houseman | 9.91 |
| 11260 - Pruner | 12.52 |
| 11270 - Tractor Operator | 14.81 |
| 11330 - Trail Maintenance Worker | 13.40 |
| 11360 - Window Cleaner | 14.89 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.51 |
| 12011 - Breath Alcohol Technician | 16.86 |
| 12012 - Certified Occupational Therapist Assistant | 20.02 |
| 12015 - Certified Physical Therapist Assistant | 18.05 |
| 12020 - Dental Assistant | 15.84 |
| 12025 - Dental Hygienist | 28.88 |
| 12030 - EKG Technician | 26.59 |
| 12035 - Electroneurodiagnostic Technologist | 26.59 |
| 12040 - Emergency Medical Technician | 17.41 |
| 12071 - Licensed Practical Nurse I | 15.67 |
| 12072 - Licensed Practical Nurse II | 17.54 |
| 12073 - Licensed Practical Nurse III | 19.56 |
| 12100 - Medical Assistant | 13.92 |
| 12130 - Medical Laboratory Technician | 18.94 |
| 12160 - Medical Record Clerk | 12.53 |
| 12190 - Medical Record Technician | 14.02 |
| 12195 - Medical Transcriptionist | 14.46 |
| 12210 - Nuclear Medicine Technologist | 30.60 |
| 12221 - Nursing Assistant I | 10.17 |
| 12222 - Nursing Assistant II | 11.44 |
| 12223 - Nursing Assistant III | 12.48 |
| 12224 - Nursing Assistant IV | 14.00 |
| 12235 - Optical Dispenser | 16.13 |
| 12236 - Optical Technician | 15.60 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 14.00 |
| 12305 - Radiologic Technologist | 22.75 |
| 12311 - Registered Nurse I | 23.88 |
| 12312 - Registered Nurse II | 28.48 |
| 12313 - Registered Nurse II, Specialist | 28.48 |
| 12314 - Registered Nurse III | 34.45 |
| 12315 - Registered Nurse III, Anesthetist | 34.45 |
| 12316 - Registered Nurse IV | 41.29 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.34 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.50 |
| 13012 - Exhibits Specialist II | 24.16 |
| 13013 - Exhibits Specialist III | 29.56 |
| 13041 - Illustrator I | 19.50 |
| 13042 - Illustrator II | 24.16 |
| 13043 - Illustrator III | 29.56 |
| 13047 - Librarian | 26.75 |
| 13050 - Library Aide/Clerk | 12.57 |
| 13054 - Library Information Technology Systems Administrator | 24.16 |
| 13058 - Library Technician | 15.73 |
| 13061 - Media Specialist I | 17.43 |
| 13062 - Media Specialist II | 19.50 |

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| 13063 - Media Specialist III | 21.75 |
| 13071 - Photographer I | 16.13 |
| 13072 - Photographer II | 18.46 |
| 13073 - Photographer III | 22.04 |
| 13074 - Photographer IV | 26.31 |
| 13075 - Photographer V | 31.63 |
| 13110 - Video Teleconference Technician | 17.56 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.22 |
| 14042 - Computer Operator II | 18.14 |
| 14043 - Computer Operator III | 20.23 |
| 14044 - Computer Operator IV | 22.49 |
| 14045 - Computer Operator V | 24.89 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 16.22 |
| 14160 - Personal Computer Support Technician | 22.49 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.21 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 40.15 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 45.01 |
| 15050 - Computer Based Training Specialist / Instructor | 33.21 |
| 15060 - Educational Technologist | 30.30 |
| 15070 - Flight Instructor (Pilot) | 45.01 |
| 15080 - Graphic Artist | 23.15 |
| 15090 - Technical Instructor | 20.43 |
| 15095 - Technical Instructor/Course Developer | 24.99 |
| 15110 - Test Proctor | 16.48 |
| 15120 - Tutor | 16.48 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.07 |
| 16030 - Counter Attendant | 10.07 |
| 16040 - Dry Cleaner | 13.60 |
| 16070 - Finisher, Flatwork, Machine | 10.07 |
| 16090 - Presser, Hand | 10.07 |
| 16110 - Presser, Machine, Drycleaning | 10.07 |
| 16130 - Presser, Machine, Shirts | 10.07 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.07 |
| 16190 - Sewing Machine Operator | 14.81 |
| 16220 - Tailor | 15.96 |
| 16250 - Washer, Machine | 11.23 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.72 |
| 19040 - Tool And Die Maker | 25.50 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.06 |
| 21030 - Material Coordinator | 22.09 |
| 21040 - Material Expediter | 22.09 |
| 21050 - Material Handling Laborer | 15.24 |
| 21071 - Order Filler | 15.12 |
| 21080 - Production Line Worker (Food Processing) | 17.06 |
| 21110 - Shipping Packer | 15.66 |
| 21130 - Shipping/Receiving Clerk | 15.66 |
| 21140 - Store Worker I | 14.24 |
| 21150 - Stock Clerk | 17.52 |
| 21210 - Tools And Parts Attendant | 17.06 |
| 21410 - Warehouse Specialist | 17.06 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |

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|---|-------|
| 23010 - Aerospace Structural Welder | 24.62 |
| 23021 - Aircraft Mechanic I | 23.56 |
| 23022 - Aircraft Mechanic II | 24.62 |
| 23023 - Aircraft Mechanic III | 25.70 |
| 23040 - Aircraft Mechanic Helper | 18.93 |
| 23050 - Aircraft, Painter | 27.46 |
| 23060 - Aircraft Servicer | 20.34 |
| 23080 - Aircraft Worker | 21.41 |
| 23110 - Appliance Mechanic | 20.55 |
| 23120 - Bicycle Repairer | 16.81 |
| 23125 - Cable Splicer | 27.91 |
| 23130 - Carpenter, Maintenance | 19.58 |
| 23140 - Carpet Layer | 19.06 |
| 23160 - Electrician, Maintenance | 23.00 |
| 23181 - Electronics Technician Maintenance I | 22.31 |
| 23182 - Electronics Technician Maintenance II | 23.40 |
| 23183 - Electronics Technician Maintenance III | 24.52 |
| 23260 - Fabric Worker | 18.59 |
| 23290 - Fire Alarm System Mechanic | 21.54 |
| 23310 - Fire Extinguisher Repairer | 17.60 |
| 23311 - Fuel Distribution System Mechanic | 22.42 |
| 23312 - Fuel Distribution System Operator | 17.61 |
| 23370 - General Maintenance Worker | 18.58 |
| 23380 - Ground Support Equipment Mechanic | 23.56 |
| 23381 - Ground Support Equipment Servicer | 20.34 |
| 23382 - Ground Support Equipment Worker | 21.41 |
| 23391 - Gunsmith I | 17.60 |
| 23392 - Gunsmith II | 19.58 |
| 23393 - Gunsmith III | 21.54 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.55 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.62 |
| 23430 - Heavy Equipment Mechanic | 22.89 |
| 23440 - Heavy Equipment Operator | 19.86 |
| 23460 - Instrument Mechanic | 21.54 |
| 23465 - Laboratory/Shelter Mechanic | 20.55 |
| 23470 - Laborer | 13.21 |
| 23510 - Locksmith | 20.55 |
| 23530 - Machinery Maintenance Mechanic | 24.08 |
| 23550 - Machinist, Maintenance | 20.88 |
| 23580 - Maintenance Trades Helper | 17.74 |
| 23591 - Metrology Technician I | 21.54 |
| 23592 - Metrology Technician II | 22.51 |
| 23593 - Metrology Technician III | 23.50 |
| 23640 - Millwright | 27.77 |
| 23710 - Office Appliance Repairer | 19.70 |
| 23760 - Painter, Maintenance | 19.93 |
| 23790 - Pipefitter, Maintenance | 25.30 |
| 23810 - Plumber, Maintenance | 22.31 |
| 23820 - Pneudraulic Systems Mechanic | 21.54 |
| 23850 - Rigger | 21.54 |
| 23870 - Scale Mechanic | 19.58 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.85 |
| 23910 - Small Engine Mechanic | 18.98 |
| 23931 - Telecommunications Mechanic I | 25.67 |
| 23932 - Telecommunications Mechanic II | 26.95 |
| 23950 - Telephone Lineman | 24.90 |
| 23960 - Welder, Combination, Maintenance | 20.88 |
| 23965 - Well Driller | 21.54 |
| 23970 - Woodcraft Worker | 21.54 |
| 23980 - Woodworker | 17.40 |
| 24000 - Personal Needs Occupations | |

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|--|-------|
| 24570 - Child Care Attendant | 11.35 |
| 24580 - Child Care Center Clerk | 13.27 |
| 24610 - Chore Aide | 10.41 |
| 24620 - Family Readiness And Support Services Coordinator | 13.73 |
| 24630 - Homemaker | 13.39 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.45 |
| 25040 - Sewage Plant Operator | 21.12 |
| 25070 - Stationary Engineer | 24.45 |
| 25190 - Ventilation Equipment Tender | 17.12 |
| 25210 - Water Treatment Plant Operator | 21.12 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.04 |
| 27007 - Baggage Inspector | 12.52 |
| 27008 - Corrections Officer | 20.76 |
| 27010 - Court Security Officer | 21.92 |
| 27030 - Detection Dog Handler | 17.04 |
| 27040 - Detention Officer | 20.76 |
| 27070 - Firefighter | 19.68 |
| 27101 - Guard I | 12.52 |
| 27102 - Guard II | 17.04 |
| 27131 - Police Officer I | 25.86 |
| 27132 - Police Officer II | 28.70 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.56 |
| 28042 - Carnival Equipment Repairer | 11.99 |
| 28043 - Carnival Equipment Worker | 10.00 |
| 28210 - Gate Attendant/Gate Tender | 14.06 |
| 28310 - Lifeguard | 12.53 |
| 28350 - Park Attendant (Aide) | 15.73 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.48 |
| 28515 - Recreation Specialist | 15.94 |
| 28630 - Sports Official | 12.53 |
| 28690 - Swimming Pool Operator | 16.73 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 25.92 |
| 29020 - Hatch Tender | 25.92 |
| 29030 - Line Handler | 25.92 |
| 29041 - Stevedore I | 24.62 |
| 29042 - Stevedore II | 27.21 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 19.11 |
| 30022 - Archeological Technician II | 21.38 |
| 30023 - Archeological Technician III | 25.30 |
| 30030 - Cartographic Technician | 26.01 |
| 30040 - Civil Engineering Technician | 23.55 |
| 30061 - Drafter/CAD Operator I | 19.11 |
| 30062 - Drafter/CAD Operator II | 21.38 |
| 30063 - Drafter/CAD Operator III | 23.84 |
| 30064 - Drafter/CAD Operator IV | 28.82 |
| 30081 - Engineering Technician I | 16.30 |
| 30082 - Engineering Technician II | 18.29 |
| 30083 - Engineering Technician III | 20.46 |
| 30084 - Engineering Technician IV | 25.37 |
| 30085 - Engineering Technician V | 31.05 |
| 30086 - Engineering Technician VI | 37.54 |
| 30090 - Environmental Technician | 23.31 |
| 30210 - Laboratory Technician | 21.29 |
| 30240 - Mathematical Technician | 26.02 |

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|---|---------------|
| 30361 - Paralegal/Legal Assistant I | 18.94 |
| 30362 - Paralegal/Legal Assistant II | 23.45 |
| 30363 - Paralegal/Legal Assistant III | 28.69 |
| 30364 - Paralegal/Legal Assistant IV | 34.72 |
| 30390 - Photo-Optics Technician | 26.02 |
| 30461 - Technical Writer I | 21.09 |
| 30462 - Technical Writer II | 25.78 |
| 30463 - Technical Writer III | 31.05 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 23.84 |
| 30621 - Weather Observer, Senior | (see 2) 26.11 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.87 |
| 31030 - Bus Driver | 19.37 |
| 31043 - Driver Courier | 16.39 |
| 31260 - Parking and Lot Attendant | 12.44 |
| 31290 - Shuttle Bus Driver | 17.36 |
| 31310 - Taxi Driver | 14.06 |
| 31361 - Truckdriver, Light | 17.36 |
| 31362 - Truckdriver, Medium | 17.61 |
| 31363 - Truckdriver, Heavy | 18.61 |
| 31364 - Truckdriver, Tractor-Trailer | 18.61 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.15 |
| 99050 - Desk Clerk | 9.11 |
| 99095 - Embalmer | 28.05 |
| 99251 - Laboratory Animal Caretaker I | 12.14 |
| 99252 - Laboratory Animal Caretaker II | 12.85 |
| 99310 - Mortician | 28.05 |
| 99410 - Pest Controller | 19.93 |
| 99510 - Photofinishing Worker | 12.87 |
| 99710 - Recycling Laborer | 17.78 |
| 99711 - Recycling Specialist | 20.18 |
| 99730 - Refuse Collector | 16.62 |
| 99810 - Sales Clerk | 11.36 |
| 99820 - School Crossing Guard | 11.62 |
| 99830 - Survey Party Chief | 21.40 |
| 99831 - Surveying Aide | 11.11 |
| 99832 - Surveying Technician | 17.01 |
| 99840 - Vending Machine Attendant | 14.34 |
| 99841 - Vending Machine Repairer | 18.40 |
| 99842 - Vending Machine Repairer Helper | 14.34 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract
Page 4223

(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.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

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| WDS_Revision_Received_10.9.2014 | |
| THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION |
| By direction of the Secretary of Labor | WAGE AND HOUR DIVISION |
| | WASHINGTON D.C. 20210 |
| | |
| Diane C. Koplewski | Wage Determination No.: 2005-3033 |
| Director | Revision No.: 14 |
| Division of | Date Of Last Revision: 07/25/2014 |
| Wage Determinations | |
| State: Florida | |

Area: Florida Counties of Escambia, Okaloosa, Santa Rosa

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.12 |
| 01012 - Accounting Clerk II | | 15.84 |
| 01013 - Accounting Clerk III | | 17.72 |
| 01020 - Administrative Assistant | | 17.64 |
| 01040 - Court Reporter | | 17.18 |
| 01051 - Data Entry Operator I | | 10.89 |
| 01052 - Data Entry Operator II | | 12.29 |
| 01060 - Dispatcher, Motor Vehicle | | 14.08 |
| 01070 - Document Preparation Clerk | | 12.11 |
| 01090 - Duplicating Machine Operator | | 12.11 |
| 01111 - General Clerk I | | 11.37 |
| 01112 - General Clerk II | | 12.41 |
| 01113 - General Clerk III | | 13.92 |
| 01120 - Housing Referral Assistant | | 16.33 |
| 01141 - Messenger Courier | | 10.35 |
| 01191 - Order Clerk I | | 10.98 |
| 01192 - Order Clerk II | | 13.07 |
| 01261 - Personnel Assistant (Employment) I | | 14.24 |
| 01262 - Personnel Assistant (Employment) II | | 15.93 |
| 01263 - Personnel Assistant (Employment) III | | 17.77 |
| 01270 - Production Control Clerk | | 19.11 |
| 01280 - Receptionist | | 11.28 |
| 01290 - Rental Clerk | | 13.09 |
| 01300 - Scheduler, Maintenance | | 13.09 |
| 01311 - Secretary I | | 13.09 |
| 01312 - Secretary II | | 14.64 |
| 01313 - Secretary III | | 16.33 |
| 01320 - Service Order Dispatcher | | 12.45 |
| 01410 - Supply Technician | | 17.64 |
| 01420 - Survey Worker | | 12.91 |
| 01531 - Travel Clerk I | | 11.16 |
| 01532 - Travel Clerk II | | 11.93 |
| 01533 - Travel Clerk III | | 12.71 |
| 01611 - Word Processor I | | 12.69 |
| 01612 - Word Processor II | | 14.24 |
| 01613 - Word Processor III | | 15.93 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 21.33 |
| 05010 - Automotive Electrician | | 20.25 |
| 05040 - Automotive Glass Installer | | 19.43 |
| 05070 - Automotive Worker | | 18.80 |

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| 05110 - Mobile Equipment Servicer | 17.06 |
| 05130 - Motor Equipment Metal Mechanic | 21.33 |
| 05160 - Motor Equipment Metal Worker | 18.80 |
| 05190 - Motor Vehicle Mechanic | 21.33 |
| 05220 - Motor Vehicle Mechanic Helper | 15.93 |
| 05250 - Motor Vehicle Upholstery Worker | 18.16 |
| 05280 - Motor Vehicle Wrecker | 18.80 |
| 05310 - Painter, Automotive | 20.25 |
| 05340 - Radiator Repair Specialist | 18.80 |
| 05370 - Tire Repairer | 13.79 |
| 05400 - Transmission Repair Specialist | 21.33 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.59 |
| 07041 - Cook I | 10.08 |
| 07042 - Cook II | 11.82 |
| 07070 - Dishwasher | 7.77 |
| 07130 - Food Service Worker | 9.09 |
| 07210 - Meat Cutter | 14.46 |
| 07260 - Waiter/Waitress | 10.07 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.32 |
| 09040 - Furniture Handler | 12.78 |
| 09080 - Furniture Refinisher | 17.32 |
| 09090 - Furniture Refinisher Helper | 13.62 |
| 09110 - Furniture Repairer, Minor | 15.53 |
| 09130 - Upholsterer | 17.32 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.37 |
| 11060 - Elevator Operator | 9.37 |
| 11090 - Gardener | 14.58 |
| 11122 - Housekeeping Aide | 9.89 |
| 11150 - Janitor | 9.89 |
| 11210 - Laborer, Grounds Maintenance | 10.85 |
| 11240 - Maid or Houseman | 8.86 |
| 11260 - Pruner | 9.60 |
| 11270 - Tractor Operator | 12.60 |
| 11330 - Trail Maintenance Worker | 10.85 |
| 11360 - Window Cleaner | 11.18 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.59 |
| 12011 - Breath Alcohol Technician | 16.21 |
| 12012 - Certified Occupational Therapist Assistant | 22.78 |
| 12015 - Certified Physical Therapist Assistant | 23.13 |
| 12020 - Dental Assistant | 14.96 |
| 12025 - Dental Hygienist | 29.32 |
| 12030 - EKG Technician | 22.21 |
| 12035 - Electroneurodiagnostic Technologist | 22.21 |
| 12040 - Emergency Medical Technician | 15.59 |
| 12071 - Licensed Practical Nurse I | 14.86 |
| 12072 - Licensed Practical Nurse II | 16.86 |
| 12073 - Licensed Practical Nurse III | 18.80 |
| 12100 - Medical Assistant | 12.44 |
| 12130 - Medical Laboratory Technician | 16.31 |
| 12160 - Medical Record Clerk | 13.21 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 14.56 |
| 12210 - Nuclear Medicine Technologist | 29.36 |
| 12221 - Nursing Assistant I | 9.06 |
| 12222 - Nursing Assistant II | 10.19 |
| 12223 - Nursing Assistant III | 11.12 |
| 12224 - Nursing Assistant IV | 12.48 |
| 12235 - Optical Dispenser | 18.28 |
| 12236 - Optical Technician | 13.43 |

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| 12250 - Pharmacy Technician | 16.44 |
| 12280 - Phlebotomist | 12.48 |
| 12305 - Radiologic Technologist | 22.15 |
| 12311 - Registered Nurse I | 18.23 |
| 12312 - Registered Nurse II | 22.30 |
| 12313 - Registered Nurse II, Specialist | 22.30 |
| 12314 - Registered Nurse III | 26.98 |
| 12315 - Registered Nurse III, Anesthetist | 26.99 |
| 12316 - Registered Nurse IV | 32.33 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.32 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.75 |
| 13012 - Exhibits Specialist II | 25.72 |
| 13013 - Exhibits Specialist III | 31.46 |
| 13041 - Illustrator I | 20.75 |
| 13042 - Illustrator II | 25.72 |
| 13043 - Illustrator III | 31.46 |
| 13047 - Librarian | 28.47 |
| 13050 - Library Aide/Clerk | 10.99 |
| 13054 - Library Information Technology Systems Administrator | 25.72 |
| 13058 - Library Technician | 15.46 |
| 13061 - Media Specialist I | 17.99 |
| 13062 - Media Specialist II | 19.95 |
| 13063 - Media Specialist III | 22.15 |
| 13071 - Photographer I | 16.28 |
| 13072 - Photographer II | 19.26 |
| 13073 - Photographer III | 23.46 |
| 13074 - Photographer IV | 27.60 |
| 13075 - Photographer V | 33.38 |
| 13110 - Video Teleconference Technician | 13.42 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.33 |
| 14042 - Computer Operator II | 16.03 |
| 14043 - Computer Operator III | 17.88 |
| 14044 - Computer Operator IV | 19.86 |
| 14045 - Computer Operator V | 21.99 |
| 14071 - Computer Programmer I | (see 1) 19.81 |
| 14072 - Computer Programmer II | (see 1) 24.56 |
| 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 | 14.33 |
| 14160 - Personal Computer Support Technician | 19.86 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.64 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.65 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 38.04 |
| 15050 - Computer Based Training Specialist / Instructor | 28.53 |
| 15060 - Educational Technologist | 27.32 |
| 15070 - Flight Instructor (Pilot) | 38.04 |
| 15080 - Graphic Artist | 22.25 |
| 15090 - Technical Instructor | 20.31 |
| 15095 - Technical Instructor/Course Developer | 24.85 |
| 15110 - Test Proctor | 15.65 |
| 15120 - Tutor | 15.65 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.56 |
| 16030 - Counter Attendant | 8.56 |
| 16040 - Dry Cleaner | 10.32 |
| 16070 - Finisher, Flatwork, Machine | 8.56 |

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| 16090 - Presser, Hand | 8.56 |
| 16110 - Presser, Machine, Drycleaning | 8.56 |
| 16130 - Presser, Machine, Shirts | 8.56 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.56 |
| 16190 - Sewing Machine Operator | 10.91 |
| 16220 - Tailor | 11.51 |
| 16250 - Washer, Machine | 9.11 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.79 |
| 19040 - Tool And Die Maker | 21.56 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.20 |
| 21030 - Material Coordinator | 19.11 |
| 21040 - Material Expediter | 19.11 |
| 21050 - Material Handling Laborer | 11.08 |
| 21071 - Order Filler | 11.76 |
| 21080 - Production Line Worker (Food Processing) | 14.20 |
| 21110 - Shipping Packer | 13.39 |
| 21130 - Shipping/Receiving Clerk | 13.39 |
| 21140 - Store Worker I | 10.97 |
| 21150 - Stock Clerk | 15.84 |
| 21210 - Tools And Parts Attendant | 14.20 |
| 21410 - Warehouse Specialist | 14.20 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.98 |
| 23021 - Aircraft Mechanic I | 22.79 |
| 23022 - Aircraft Mechanic II | 23.98 |
| 23023 - Aircraft Mechanic III | 25.17 |
| 23040 - Aircraft Mechanic Helper | 16.58 |
| 23050 - Aircraft, Painter | 20.12 |
| 23060 - Aircraft Servicer | 18.90 |
| 23080 - Aircraft Worker | 19.98 |
| 23110 - Appliance Mechanic | 17.79 |
| 23120 - Bicycle Repairer | 13.79 |
| 23125 - Cable Splicer | 23.44 |
| 23130 - Carpenter, Maintenance | 17.79 |
| 23140 - Carpet Layer | 16.85 |
| 23160 - Electrician, Maintenance | 18.73 |
| 23181 - Electronics Technician Maintenance I | 23.61 |
| 23182 - Electronics Technician Maintenance II | 25.31 |
| 23183 - Electronics Technician Maintenance III | 27.02 |
| 23260 - Fabric Worker | 15.95 |
| 23290 - Fire Alarm System Mechanic | 18.73 |
| 23310 - Fire Extinguisher Repairer | 14.98 |
| 23311 - Fuel Distribution System Mechanic | 18.73 |
| 23312 - Fuel Distribution System Operator | 15.83 |
| 23370 - General Maintenance Worker | 16.85 |
| 23380 - Ground Support Equipment Mechanic | 22.79 |
| 23381 - Ground Support Equipment Servicer | 18.90 |
| 23382 - Ground Support Equipment Worker | 19.98 |
| 23391 - Gunsmith I | 13.78 |
| 23392 - Gunsmith II | 16.15 |
| 23393 - Gunsmith III | 18.49 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.73 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.67 |
| 23430 - Heavy Equipment Mechanic | 18.25 |
| 23440 - Heavy Equipment Operator | 18.73 |
| 23460 - Instrument Mechanic | 18.73 |
| 23465 - Laboratory/Shelter Mechanic | 16.50 |
| 23470 - Laborer | 11.08 |
| 23510 - Locksmith | 17.79 |

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|---|-------|
| 23530 - Machinery Maintenance Mechanic | 23.23 |
| 23550 - Machinist, Maintenance | 18.73 |
| 23580 - Maintenance Trades Helper | 13.99 |
| 23591 - Metrology Technician I | 18.73 |
| 23592 - Metrology Technician II | 19.67 |
| 23593 - Metrology Technician III | 20.65 |
| 23640 - Millwright | 18.73 |
| 23710 - Office Appliance Repairer | 17.79 |
| 23760 - Painter, Maintenance | 17.79 |
| 23790 - Pipefitter, Maintenance | 18.73 |
| 23810 - Plumber, Maintenance | 17.79 |
| 23820 - Pneudraulic Systems Mechanic | 18.73 |
| 23850 - Rigger | 18.73 |
| 23870 - Scale Mechanic | 16.85 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.73 |
| 23910 - Small Engine Mechanic | 16.85 |
| 23931 - Telecommunications Mechanic I | 23.87 |
| 23932 - Telecommunications Mechanic II | 25.09 |
| 23950 - Telephone Lineman | 19.24 |
| 23960 - Welder, Combination, Maintenance | 18.73 |
| 23965 - Well Driller | 18.92 |
| 23970 - Woodcraft Worker | 18.73 |
| 23980 - Woodworker | 14.56 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.53 |
| 24580 - Child Care Center Clerk | 11.89 |
| 24610 - Chore Aide | 8.97 |
| 24620 - Family Readiness And Support Services Coordinator | 10.71 |
| 24630 - Homemaker | 13.21 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.49 |
| 25040 - Sewage Plant Operator | 17.85 |
| 25070 - Stationary Engineer | 18.49 |
| 25190 - Ventilation Equipment Tender | 13.80 |
| 25210 - Water Treatment Plant Operator | 17.85 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.26 |
| 27007 - Baggage Inspector | 11.94 |
| 27008 - Corrections Officer | 18.33 |
| 27010 - Court Security Officer | 18.33 |
| 27030 - Detection Dog Handler | 13.44 |
| 27040 - Detention Officer | 18.33 |
| 27070 - Firefighter | 17.75 |
| 27101 - Guard I | 11.94 |
| 27102 - Guard II | 13.44 |
| 27131 - Police Officer I | 18.88 |
| 27132 - Police Officer II | 20.98 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.78 |
| 28042 - Carnival Equipment Repairer | 10.49 |
| 28043 - Carnival Equipment Worker | 8.17 |
| 28210 - Gate Attendant/Gate Tender | 12.96 |
| 28310 - Lifeguard | 12.54 |
| 28350 - Park Attendant (Aide) | 14.50 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.43 |
| 28515 - Recreation Specialist | 14.75 |
| 28630 - Sports Official | 10.76 |
| 28690 - Swimming Pool Operator | 14.54 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.22 |
| 29020 - Hatch Tender | 20.22 |
| 29030 - Line Handler | 20.22 |

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| 29041 - Stevedore I | 19.04 |
| 29042 - Stevedore II | 21.22 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.29 |
| 30022 - Archeological Technician II | 15.37 |
| 30023 - Archeological Technician III | 21.13 |
| 30030 - Cartographic Technician | 23.18 |
| 30040 - Civil Engineering Technician | 23.18 |
| 30061 - Drafter/CAD Operator I | 16.72 |
| 30062 - Drafter/CAD Operator II | 18.70 |
| 30063 - Drafter/CAD Operator III | 20.86 |
| 30064 - Drafter/CAD Operator IV | 25.38 |
| 30081 - Engineering Technician I | 14.15 |
| 30082 - Engineering Technician II | 15.88 |
| 30083 - Engineering Technician III | 17.77 |
| 30084 - Engineering Technician IV | 22.01 |
| 30085 - Engineering Technician V | 26.93 |
| 30086 - Engineering Technician VI | 32.58 |
| 30090 - Environmental Technician | 20.67 |
| 30210 - Laboratory Technician | 21.04 |
| 30240 - Mathematical Technician | 23.18 |
| 30361 - Paralegal/Legal Assistant I | 17.07 |
| 30362 - Paralegal/Legal Assistant II | 21.15 |
| 30363 - Paralegal/Legal Assistant III | 25.88 |
| 30364 - Paralegal/Legal Assistant IV | 31.30 |
| 30390 - Photo-Optics Technician | 23.18 |
| 30461 - Technical Writer I | 21.21 |
| 30462 - Technical Writer II | 25.94 |
| 30463 - Technical Writer III | 31.38 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 20.86 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 23.18 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.77 |
| 31030 - Bus Driver | 14.07 |
| 31043 - Driver Courier | 11.57 |
| 31260 - Parking and Lot Attendant | 8.59 |
| 31290 - Shuttle Bus Driver | 13.34 |
| 31310 - Taxi Driver | 10.84 |
| 31361 - Truckdriver, Light | 13.34 |
| 31362 - Truckdriver, Medium | 13.85 |
| 31363 - Truckdriver, Heavy | 14.23 |
| 31364 - Truckdriver, Tractor-Trailer | 14.23 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.61 |
| 99050 - Desk Clerk | 9.47 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 10.88 |
| 99252 - Laboratory Animal Caretaker II | 11.89 |
| 99310 - Mortician | 23.44 |
| 99410 - Pest Controller | 15.40 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.55 |
| 99711 - Recycling Specialist | 15.19 |
| 99730 - Refuse Collector | 12.09 |

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|---|-------|
| 99810 - Sales Clerk | 12.37 |
| 99820 - School Crossing Guard | 11.08 |
| 99830 - Survey Party Chief | 17.08 |
| 99831 - Surveying Aide | 9.28 |
| 99832 - Surveying Technician | 15.53 |
| 99840 - Vending Machine Attendant | 12.43 |
| 99841 - Vending Machine Repairer | 14.99 |
| 99842 - Vending Machine Repairer Helper | 12.43 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years, and 4 weeks after 11 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 4174)

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 conformance 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3034
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Escambia, Okaloosa, Santa Rosa

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.12 |
| 01012 - Accounting Clerk II | | 15.84 |
| 01013 - Accounting Clerk III | | 17.72 |
| 01020 - Administrative Assistant | | 17.64 |
| 01040 - Court Reporter | | 17.18 |
| 01051 - Data Entry Operator I | | 10.89 |
| 01052 - Data Entry Operator II | | 12.29 |
| 01060 - Dispatcher, Motor Vehicle | | 14.08 |
| 01070 - Document Preparation Clerk | | 12.11 |
| 01090 - Duplicating Machine Operator | | 12.11 |
| 01111 - General Clerk I | | 11.37 |
| 01112 - General Clerk II | | 12.41 |
| 01113 - General Clerk III | | 13.92 |
| 01120 - Housing Referral Assistant | | 16.33 |
| 01141 - Messenger Courier | | 10.35 |
| 01191 - Order Clerk I | | 10.98 |
| 01192 - Order Clerk II | | 13.07 |
| 01261 - Personnel Assistant (Employment) I | | 14.24 |
| 01262 - Personnel Assistant (Employment) II | | 15.93 |
| 01263 - Personnel Assistant (Employment) III | | 17.77 |
| 01270 - Production Control Clerk | | 19.11 |
| 01280 - Receptionist | | 11.28 |

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| 01290 - Rental Clerk | 13.09 |
| 01300 - Scheduler, Maintenance | 13.09 |
| 01311 - Secretary I | 13.09 |
| 01312 - Secretary II | 14.64 |
| 01313 - Secretary III | 16.33 |
| 01320 - Service Order Dispatcher | 12.45 |
| 01410 - Supply Technician | 17.64 |
| 01420 - Survey Worker | 12.91 |
| 01531 - Travel Clerk I | 11.16 |
| 01532 - Travel Clerk II | 11.93 |
| 01533 - Travel Clerk III | 12.71 |
| 01611 - Word Processor I | 12.69 |
| 01612 - Word Processor II | 14.24 |
| 01613 - Word Processor III | 15.93 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.33 |
| 05010 - Automotive Electrician | 20.25 |
| 05040 - Automotive Glass Installer | 19.43 |
| 05070 - Automotive Worker | 18.80 |
| 05110 - Mobile Equipment Servicer | 17.06 |
| 05130 - Motor Equipment Metal Mechanic | 21.33 |
| 05160 - Motor Equipment Metal Worker | 18.80 |
| 05190 - Motor Vehicle Mechanic | 21.33 |
| 05220 - Motor Vehicle Mechanic Helper | 15.93 |
| 05250 - Motor Vehicle Upholstery Worker | 18.16 |
| 05280 - Motor Vehicle Wrecker | 18.80 |
| 05310 - Painter, Automotive | 20.25 |
| 05340 - Radiator Repair Specialist | 18.80 |
| 05370 - Tire Repairer | 13.79 |
| 05400 - Transmission Repair Specialist | 21.33 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.59 |
| 07041 - Cook I | 10.08 |
| 07042 - Cook II | 11.82 |
| 07070 - Dishwasher | 7.77 |
| 07130 - Food Service Worker | 9.09 |
| 07210 - Meat Cutter | 14.46 |
| 07260 - Waiter/Waitress | 10.07 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.32 |
| 09040 - Furniture Handler | 12.78 |
| 09080 - Furniture Refinisher | 17.32 |
| 09090 - Furniture Refinisher Helper | 13.62 |
| 09110 - Furniture Repairer, Minor | 15.53 |
| 09130 - Upholsterer | 17.32 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.37 |
| 11060 - Elevator Operator | 9.37 |
| 11090 - Gardener | 14.58 |
| 11122 - Housekeeping Aide | 9.89 |
| 11150 - Janitor | 9.89 |
| 11210 - Laborer, Grounds Maintenance | 10.85 |
| 11240 - Maid or Houseman | 8.86 |
| 11260 - Pruner | 9.60 |
| 11270 - Tractor Operator | 12.60 |
| 11330 - Trail Maintenance Worker | 10.85 |
| 11360 - Window Cleaner | 11.18 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.59 |
| 12011 - Breath Alcohol Technician | 16.21 |
| 12012 - Certified Occupational Therapist Assistant | 22.78 |
| 12015 - Certified Physical Therapist Assistant | 23.13 |
| 12020 - Dental Assistant | 14.96 |

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| 12025 - Dental Hygienist | 29.32 |
| 12030 - EKG Technician | 22.21 |
| 12035 - Electroneurodiagnostic Technologist | 22.21 |
| 12040 - Emergency Medical Technician | 15.59 |
| 12071 - Licensed Practical Nurse I | 14.86 |
| 12072 - Licensed Practical Nurse II | 16.86 |
| 12073 - Licensed Practical Nurse III | 18.80 |
| 12100 - Medical Assistant | 12.44 |
| 12130 - Medical Laboratory Technician | 16.31 |
| 12160 - Medical Record Clerk | 13.21 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 14.56 |
| 12210 - Nuclear Medicine Technologist | 29.36 |
| 12221 - Nursing Assistant I | 9.06 |
| 12222 - Nursing Assistant II | 10.19 |
| 12223 - Nursing Assistant III | 11.12 |
| 12224 - Nursing Assistant IV | 12.48 |
| 12235 - Optical Dispenser | 18.28 |
| 12236 - Optical Technician | 13.43 |
| 12250 - Pharmacy Technician | 16.44 |
| 12280 - Phlebotomist | 12.48 |
| 12305 - Radiologic Technologist | 22.15 |
| 12311 - Registered Nurse I | 18.23 |
| 12312 - Registered Nurse II | 22.30 |
| 12313 - Registered Nurse II, Specialist | 22.30 |
| 12314 - Registered Nurse III | 26.98 |
| 12315 - Registered Nurse III, Anesthetist | 26.99 |
| 12316 - Registered Nurse IV | 32.33 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.32 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.75 |
| 13012 - Exhibits Specialist II | 25.72 |
| 13013 - Exhibits Specialist III | 31.46 |
| 13041 - Illustrator I | 20.75 |
| 13042 - Illustrator II | 25.72 |
| 13043 - Illustrator III | 31.46 |
| 13047 - Librarian | 28.47 |
| 13050 - Library Aide/Clerk | 10.99 |
| 13054 - Library Information Technology Systems Administrator | 25.72 |
| 13058 - Library Technician | 15.46 |
| 13061 - Media Specialist I | 17.99 |
| 13062 - Media Specialist II | 19.95 |
| 13063 - Media Specialist III | 22.15 |
| 13071 - Photographer I | 16.28 |
| 13072 - Photographer II | 19.26 |
| 13073 - Photographer III | 23.46 |
| 13074 - Photographer IV | 27.60 |
| 13075 - Photographer V | 33.38 |
| 13110 - Video Teleconference Technician | 13.42 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.33 |
| 14042 - Computer Operator II | 16.03 |
| 14043 - Computer Operator III | 17.88 |
| 14044 - Computer Operator IV | 19.86 |
| 14045 - Computer Operator V | 21.99 |
| 14071 - Computer Programmer I | (see 1) 19.81 |
| 14072 - Computer Programmer II | (see 1) 24.56 |
| 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) |

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| 14150 - Peripheral Equipment Operator | 14.33 |
| 14160 - Personal Computer Support Technician | 19.86 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.64 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.65 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 38.04 |
| 15050 - Computer Based Training Specialist / Instructor | 28.53 |
| 15060 - Educational Technologist | 27.32 |
| 15070 - Flight Instructor (Pilot) | 38.04 |
| 15080 - Graphic Artist | 22.25 |
| 15090 - Technical Instructor | 20.31 |
| 15095 - Technical Instructor/Course Developer | 24.85 |
| 15110 - Test Proctor | 15.65 |
| 15120 - Tutor | 15.65 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.56 |
| 16030 - Counter Attendant | 8.56 |
| 16040 - Dry Cleaner | 10.32 |
| 16070 - Finisher, Flatwork, Machine | 8.56 |
| 16090 - Presser, Hand | 8.56 |
| 16110 - Presser, Machine, Drycleaning | 8.56 |
| 16130 - Presser, Machine, Shirts | 8.56 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.56 |
| 16190 - Sewing Machine Operator | 10.91 |
| 16220 - Tailor | 11.51 |
| 16250 - Washer, Machine | 9.11 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.79 |
| 19040 - Tool And Die Maker | 21.56 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.20 |
| 21030 - Material Coordinator | 19.11 |
| 21040 - Material Expediter | 19.11 |
| 21050 - Material Handling Laborer | 11.08 |
| 21071 - Order Filler | 11.76 |
| 21080 - Production Line Worker (Food Processing) | 14.20 |
| 21110 - Shipping Packer | 13.39 |
| 21130 - Shipping/Receiving Clerk | 13.39 |
| 21140 - Store Worker I | 10.97 |
| 21150 - Stock Clerk | 15.84 |
| 21210 - Tools And Parts Attendant | 14.20 |
| 21410 - Warehouse Specialist | 14.20 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.98 |
| 23021 - Aircraft Mechanic I | 22.79 |
| 23022 - Aircraft Mechanic II | 23.98 |
| 23023 - Aircraft Mechanic III | 25.17 |
| 23040 - Aircraft Mechanic Helper | 16.58 |
| 23050 - Aircraft, Painter | 20.12 |
| 23060 - Aircraft Servicer | 18.90 |
| 23080 - Aircraft Worker | 19.98 |
| 23110 - Appliance Mechanic | 17.79 |
| 23120 - Bicycle Repairer | 13.79 |
| 23125 - Cable Splicer | 23.44 |
| 23130 - Carpenter, Maintenance | 17.79 |
| 23140 - Carpet Layer | 16.85 |
| 23160 - Electrician, Maintenance | 18.73 |
| 23181 - Electronics Technician Maintenance I | 23.61 |
| 23182 - Electronics Technician Maintenance II | 25.31 |
| 23183 - Electronics Technician Maintenance III | 27.02 |
| 23260 - Fabric Worker | 15.95 |
| 23290 - Fire Alarm System Mechanic | 18.73 |
| 23310 - Fire Extinguisher Repairer | 14.98 |

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| 23311 - Fuel Distribution System Mechanic | 18.73 |
| 23312 - Fuel Distribution System Operator | 15.83 |
| 23370 - General Maintenance Worker | 16.85 |
| 23380 - Ground Support Equipment Mechanic | 22.79 |
| 23381 - Ground Support Equipment Servicer | 18.90 |
| 23382 - Ground Support Equipment Worker | 19.98 |
| 23391 - Gunsmith I | 13.78 |
| 23392 - Gunsmith II | 16.15 |
| 23393 - Gunsmith III | 18.49 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.73 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.67 |
| 23430 - Heavy Equipment Mechanic | 18.25 |
| 23440 - Heavy Equipment Operator | 18.73 |
| 23460 - Instrument Mechanic | 18.73 |
| 23465 - Laboratory/Shelter Mechanic | 16.50 |
| 23470 - Laborer | 11.08 |
| 23510 - Locksmith | 17.79 |
| 23530 - Machinery Maintenance Mechanic | 23.23 |
| 23550 - Machinist, Maintenance | 18.73 |
| 23580 - Maintenance Trades Helper | 13.99 |
| 23591 - Metrology Technician I | 18.73 |
| 23592 - Metrology Technician II | 19.67 |
| 23593 - Metrology Technician III | 20.65 |
| 23640 - Millwright | 18.73 |
| 23710 - Office Appliance Repairer | 17.79 |
| 23760 - Painter, Maintenance | 17.79 |
| 23790 - Pipefitter, Maintenance | 18.73 |
| 23810 - Plumber, Maintenance | 17.79 |
| 23820 - Pneudraulic Systems Mechanic | 18.73 |
| 23850 - Rigger | 18.73 |
| 23870 - Scale Mechanic | 16.85 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.73 |
| 23910 - Small Engine Mechanic | 16.85 |
| 23931 - Telecommunications Mechanic I | 23.87 |
| 23932 - Telecommunications Mechanic II | 25.09 |
| 23950 - Telephone Lineman | 19.24 |
| 23960 - Welder, Combination, Maintenance | 18.73 |
| 23965 - Well Driller | 18.92 |
| 23970 - Woodcraft Worker | 18.73 |
| 23980 - Woodworker | 14.56 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.53 |
| 24580 - Child Care Center Clerk | 11.89 |
| 24610 - Chore Aide | 8.97 |
| 24620 - Family Readiness And Support Services Coordinator | 10.71 |
| 24630 - Homemaker | 13.21 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.49 |
| 25040 - Sewage Plant Operator | 17.85 |
| 25070 - Stationary Engineer | 18.49 |
| 25190 - Ventilation Equipment Tender | 13.80 |
| 25210 - Water Treatment Plant Operator | 17.85 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.26 |
| 27007 - Baggage Inspector | 11.94 |
| 27008 - Corrections Officer | 18.33 |
| 27010 - Court Security Officer | 18.33 |
| 27030 - Detection Dog Handler | 13.44 |
| 27040 - Detention Officer | 18.33 |
| 27070 - Firefighter | 17.75 |

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| 27101 - Guard I | 11.94 |
| 27102 - Guard II | 13.44 |
| 27131 - Police Officer I | 18.88 |
| 27132 - Police Officer II | 20.98 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.78 |
| 28042 - Carnival Equipment Repairer | 10.49 |
| 28043 - Carnival Equipment Worker | 8.17 |
| 28210 - Gate Attendant/Gate Tender | 12.96 |
| 28310 - Lifeguard | 12.54 |
| 28350 - Park Attendant (Aide) | 14.50 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.43 |
| 28515 - Recreation Specialist | 14.75 |
| 28630 - Sports Official | 10.76 |
| 28690 - Swimming Pool Operator | 14.54 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.22 |
| 29020 - Hatch Tender | 20.22 |
| 29030 - Line Handler | 20.22 |
| 29041 - Stevedore I | 19.04 |
| 29042 - Stevedore II | 21.22 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.29 |
| 30022 - Archeological Technician II | 15.37 |
| 30023 - Archeological Technician III | 21.13 |
| 30030 - Cartographic Technician | 23.18 |
| 30040 - Civil Engineering Technician | 23.18 |
| 30061 - Drafter/CAD Operator I | 16.72 |
| 30062 - Drafter/CAD Operator II | 18.70 |
| 30063 - Drafter/CAD Operator III | 20.86 |
| 30064 - Drafter/CAD Operator IV | 25.38 |
| 30081 - Engineering Technician I | 14.15 |
| 30082 - Engineering Technician II | 15.88 |
| 30083 - Engineering Technician III | 17.77 |
| 30084 - Engineering Technician IV | 22.01 |
| 30085 - Engineering Technician V | 26.93 |
| 30086 - Engineering Technician VI | 32.58 |
| 30090 - Environmental Technician | 20.67 |
| 30210 - Laboratory Technician | 21.04 |
| 30240 - Mathematical Technician | 23.18 |
| 30361 - Paralegal/Legal Assistant I | 17.07 |
| 30362 - Paralegal/Legal Assistant II | 21.15 |
| 30363 - Paralegal/Legal Assistant III | 25.88 |
| 30364 - Paralegal/Legal Assistant IV | 31.30 |
| 30390 - Photo-Optics Technician | 23.18 |
| 30461 - Technical Writer I | 21.21 |
| 30462 - Technical Writer II | 25.94 |
| 30463 - Technical Writer III | 31.38 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 20.86 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 23.18 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.77 |
| 31030 - Bus Driver | 14.07 |
| 31043 - Driver Courier | 11.57 |

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|---|-------|
| 31260 - Parking and Lot Attendant | 8.59 |
| 31290 - Shuttle Bus Driver | 13.34 |
| 31310 - Taxi Driver | 10.84 |
| 31361 - Truckdriver, Light | 13.34 |
| 31362 - Truckdriver, Medium | 13.85 |
| 31363 - Truckdriver, Heavy | 14.23 |
| 31364 - Truckdriver, Tractor-Trailer | 14.23 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.61 |
| 99050 - Desk Clerk | 9.47 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 10.88 |
| 99252 - Laboratory Animal Caretaker II | 11.89 |
| 99310 - Mortician | 23.44 |
| 99410 - Pest Controller | 15.40 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.55 |
| 99711 - Recycling Specialist | 15.19 |
| 99730 - Refuse Collector | 12.09 |
| 99810 - Sales Clerk | 12.37 |
| 99820 - School Crossing Guard | 11.08 |
| 99830 - Survey Party Chief | 17.08 |
| 99831 - Surveying Aide | 9.28 |
| 99832 - Surveying Technician | 15.53 |
| 99840 - Vending Machine Attendant | 12.43 |
| 99841 - Vending Machine Repairer | 14.99 |
| 99842 - Vending Machine Repairer Helper | 12.43 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years, and 4 weeks after 11 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3035
Revision No.: 3
Date Of Last Revision: 07/25/2014

State: Kentucky

Area: Kentucky County of Lee

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

01000 - Administrative Support And Clerical Occupations

| | |
|--|-------|
| 01011 - Accounting Clerk I | 12.45 |
| 01012 - Accounting Clerk II | 13.97 |
| 01013 - Accounting Clerk III | 15.63 |
| 01020 - Administrative Assistant | 19.21 |
| 01040 - Court Reporter | 14.47 |
| 01051 - Data Entry Operator I | 10.55 |
| 01052 - Data Entry Operator II | 11.51 |
| 01060 - Dispatcher, Motor Vehicle | 14.01 |
| 01070 - Document Preparation Clerk | 11.63 |
| 01090 - Duplicating Machine Operator | 11.63 |
| 01111 - General Clerk I | 10.52 |
| 01112 - General Clerk II | 11.49 |
| 01113 - General Clerk III | 12.89 |
| 01120 - Housing Referral Assistant | 16.14 |
| 01141 - Messenger Courier | 10.23 |
| 01191 - Order Clerk I | 11.88 |
| 01192 - Order Clerk II | 12.97 |
| 01261 - Personnel Assistant (Employment) I | 14.52 |
| 01262 - Personnel Assistant (Employment) II | 16.24 |
| 01263 - Personnel Assistant (Employment) III | 18.11 |
| 01270 - Production Control Clerk | 20.17 |
| 01280 - Receptionist | 11.49 |
| 01290 - Rental Clerk | 11.39 |
| 01300 - Scheduler, Maintenance | 12.94 |
| 01311 - Secretary I | 12.94 |
| 01312 - Secretary II | 14.47 |
| 01313 - Secretary III | 16.14 |
| 01320 - Service Order Dispatcher | 13.40 |
| 01410 - Supply Technician | 19.21 |
| 01420 - Survey Worker | 13.72 |
| 01531 - Travel Clerk I | 12.75 |
| 01532 - Travel Clerk II | 13.39 |
| 01533 - Travel Clerk III | 14.00 |
| 01611 - Word Processor I | 12.59 |
| 01612 - Word Processor II | 14.13 |
| 01613 - Word Processor III | 15.81 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.86 |
| 05010 - Automotive Electrician | 15.46 |
| 05040 - Automotive Glass Installer | 14.77 |
| 05070 - Automotive Worker | 14.77 |
| 05110 - Mobile Equipment Servicer | 13.43 |
| 05130 - Motor Equipment Metal Mechanic | 18.22 |
| 05160 - Motor Equipment Metal Worker | 14.77 |
| 05190 - Motor Vehicle Mechanic | 18.22 |
| 05220 - Motor Vehicle Mechanic Helper | 12.74 |
| 05250 - Motor Vehicle Upholstery Worker | 14.07 |
| 05280 - Motor Vehicle Wrecker | 14.77 |
| 05310 - Painter, Automotive | 15.46 |
| 05340 - Radiator Repair Specialist | 14.77 |
| 05370 - Tire Repairer | 11.87 |
| 05400 - Transmission Repair Specialist | 18.22 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.65 |
| 07041 - Cook I | 10.57 |
| 07042 - Cook II | 11.65 |
| 07070 - Dishwasher | 9.00 |
| 07130 - Food Service Worker | 9.85 |
| 07210 - Meat Cutter | 13.26 |
| 07260 - Waiter/Waitress | 8.36 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.79 |
| 09040 - Furniture Handler | 11.90 |

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| 09080 - Furniture Refinisher | 16.79 |
| 09090 - Furniture Refinisher Helper | 13.79 |
| 09110 - Furniture Repairer, Minor | 15.38 |
| 09130 - Upholsterer | 16.79 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.59 |
| 11060 - Elevator Operator | 9.59 |
| 11090 - Gardener | 14.09 |
| 11122 - Housekeeping Aide | 10.17 |
| 11150 - Janitor | 10.17 |
| 11210 - Laborer, Grounds Maintenance | 11.21 |
| 11240 - Maid or Houseman | 8.71 |
| 11260 - Pruner | 10.67 |
| 11270 - Tractor Operator | 13.09 |
| 11330 - Trail Maintenance Worker | 11.21 |
| 11360 - Window Cleaner | 10.90 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.71 |
| 12011 - Breath Alcohol Technician | 16.50 |
| 12012 - Certified Occupational Therapist Assistant | 22.14 |
| 12015 - Certified Physical Therapist Assistant | 19.71 |
| 12020 - Dental Assistant | 13.91 |
| 12025 - Dental Hygienist | 29.85 |
| 12030 - EKG Technician | 20.94 |
| 12035 - Electroneurodiagnostic Technologist | 20.94 |
| 12040 - Emergency Medical Technician | 13.71 |
| 12071 - Licensed Practical Nurse I | 14.75 |
| 12072 - Licensed Practical Nurse II | 16.49 |
| 12073 - Licensed Practical Nurse III | 18.40 |
| 12100 - Medical Assistant | 14.11 |
| 12130 - Medical Laboratory Technician | 17.23 |
| 12160 - Medical Record Clerk | 14.74 |
| 12190 - Medical Record Technician | 16.83 |
| 12195 - Medical Transcriptionist | 14.00 |
| 12210 - Nuclear Medicine Technologist | 29.85 |
| 12221 - Nursing Assistant I | 9.52 |
| 12222 - Nursing Assistant II | 10.70 |
| 12223 - Nursing Assistant III | 11.68 |
| 12224 - Nursing Assistant IV | 13.11 |
| 12235 - Optical Dispenser | 15.51 |
| 12236 - Optical Technician | 13.24 |
| 12250 - Pharmacy Technician | 16.21 |
| 12280 - Phlebotomist | 13.11 |
| 12305 - Radiologic Technologist | 21.42 |
| 12311 - Registered Nurse I | 22.53 |
| 12312 - Registered Nurse II | 27.56 |
| 12313 - Registered Nurse II, Specialist | 27.56 |
| 12314 - Registered Nurse III | 33.34 |
| 12315 - Registered Nurse III, Anesthetist | 33.34 |
| 12316 - Registered Nurse IV | 39.95 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.16 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.26 |
| 13012 - Exhibits Specialist II | 22.63 |
| 13013 - Exhibits Specialist III | 26.68 |
| 13041 - Illustrator I | 18.26 |
| 13042 - Illustrator II | 22.63 |
| 13043 - Illustrator III | 26.68 |
| 13047 - Librarian | 25.05 |
| 13050 - Library Aide/Clerk | 11.31 |
| 13054 - Library Information Technology Systems Administrator | 22.63 |
| 13058 - Library Technician | 15.11 |

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| 13061 - Media Specialist I | 16.16 |
| 13062 - Media Specialist II | 18.06 |
| 13063 - Media Specialist III | 20.15 |
| 13071 - Photographer I | 16.09 |
| 13072 - Photographer II | 17.37 |
| 13073 - Photographer III | 21.53 |
| 13074 - Photographer IV | 26.33 |
| 13075 - Photographer V | 31.86 |
| 13110 - Video Teleconference Technician | 17.99 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.72 |
| 14042 - Computer Operator II | 16.47 |
| 14043 - Computer Operator III | 18.37 |
| 14044 - Computer Operator IV | 20.41 |
| 14045 - Computer Operator V | 22.60 |
| 14071 - Computer Programmer I | 22.36 |
| 14072 - Computer Programmer II | |
| 14073 - Computer Programmer III | |
| 14074 - Computer Programmer IV | |
| 14101 - Computer Systems Analyst I | |
| 14102 - Computer Systems Analyst II | |
| 14103 - Computer Systems Analyst III | |
| 14150 - Peripheral Equipment Operator | 15.39 |
| 14160 - Personal Computer Support Technician | 21.42 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.30 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.82 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.77 |
| 15050 - Computer Based Training Specialist / Instructor | 26.30 |
| 15060 - Educational Technologist | 25.81 |
| 15070 - Flight Instructor (Pilot) | 35.77 |
| 15080 - Graphic Artist | 22.34 |
| 15090 - Technical Instructor | 19.54 |
| 15095 - Technical Instructor/Course Developer | 23.90 |
| 15110 - Test Proctor | 15.79 |
| 15120 - Tutor | 15.79 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.32 |
| 16030 - Counter Attendant | 9.32 |
| 16040 - Dry Cleaner | 11.96 |
| 16070 - Finisher, Flatwork, Machine | 9.32 |
| 16090 - Presser, Hand | 9.32 |
| 16110 - Presser, Machine, Drycleaning | 9.32 |
| 16130 - Presser, Machine, Shirts | 9.32 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.32 |
| 16190 - Sewing Machine Operator | 12.70 |
| 16220 - Tailor | 13.40 |
| 16250 - Washer, Machine | 10.28 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.81 |
| 19040 - Tool And Die Maker | 23.79 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.72 |
| 21030 - Material Coordinator | 19.78 |
| 21040 - Material Expediter | 19.78 |
| 21050 - Material Handling Laborer | 13.80 |
| 21071 - Order Filler | 14.18 |
| 21080 - Production Line Worker (Food Processing) | 15.72 |
| 21110 - Shipping Packer | 14.78 |
| 21130 - Shipping/Receiving Clerk | 14.78 |
| 21140 - Store Worker I | 11.57 |
| 21150 - Stock Clerk | 15.12 |
| 21210 - Tools And Parts Attendant | 15.72 |

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|---|-------|
| 21410 - Warehouse Specialist | 15.72 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.71 |
| 23021 - Aircraft Mechanic I | 23.53 |
| 23022 - Aircraft Mechanic II | 24.71 |
| 23023 - Aircraft Mechanic III | 25.94 |
| 23040 - Aircraft Mechanic Helper | 18.37 |
| 23050 - Aircraft, Painter | 21.24 |
| 23060 - Aircraft Servicer | 20.10 |
| 23080 - Aircraft Worker | 21.24 |
| 23110 - Appliance Mechanic | 18.99 |
| 23120 - Bicycle Repairer | 13.70 |
| 23125 - Cable Splicer | 21.03 |
| 23130 - Carpenter, Maintenance | 18.99 |
| 23140 - Carpet Layer | 17.88 |
| 23160 - Electrician, Maintenance | 19.51 |
| 23181 - Electronics Technician Maintenance I | 21.87 |
| 23182 - Electronics Technician Maintenance II | 23.11 |
| 23183 - Electronics Technician Maintenance III | 24.26 |
| 23260 - Fabric Worker | 16.88 |
| 23290 - Fire Alarm System Mechanic | 19.91 |
| 23310 - Fire Extinguisher Repairer | 15.71 |
| 23311 - Fuel Distribution System Mechanic | 19.43 |
| 23312 - Fuel Distribution System Operator | 15.43 |
| 23370 - General Maintenance Worker | 17.68 |
| 23380 - Ground Support Equipment Mechanic | 23.53 |
| 23381 - Ground Support Equipment Servicer | 20.10 |
| 23382 - Ground Support Equipment Worker | 21.24 |
| 23391 - Gunsmith I | 15.71 |
| 23392 - Gunsmith II | 17.88 |
| 23393 - Gunsmith III | 19.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.91 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.78 |
| 23430 - Heavy Equipment Mechanic | 20.67 |
| 23440 - Heavy Equipment Operator | 18.73 |
| 23460 - Instrument Mechanic | 19.03 |
| 23465 - Laboratory/Shelter Mechanic | 18.99 |
| 23470 - Laborer | 11.34 |
| 23510 - Locksmith | 18.99 |
| 23530 - Machinery Maintenance Mechanic | 21.47 |
| 23550 - Machinist, Maintenance | 19.91 |
| 23580 - Maintenance Trades Helper | 14.60 |
| 23591 - Metrology Technician I | 19.03 |
| 23592 - Metrology Technician II | 19.86 |
| 23593 - Metrology Technician III | 20.67 |
| 23640 - Millwright | 25.30 |
| 23710 - Office Appliance Repairer | 19.24 |
| 23760 - Painter, Maintenance | 18.99 |
| 23790 - Pipefitter, Maintenance | 8.17 |
| 23810 - Plumber, Maintenance | 20.79 |
| 23820 - Pneudraulic Systems Mechanic | 19.88 |
| 23850 - Rigger | 19.91 |
| 23870 - Scale Mechanic | 17.88 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.79 |
| 23910 - Small Engine Mechanic | 17.88 |
| 23931 - Telecommunications Mechanic I | 26.83 |
| 23932 - Telecommunications Mechanic II | 27.90 |
| 23950 - Telephone Lineman | 20.98 |
| 23960 - Welder, Combination, Maintenance | 19.91 |
| 23965 - Well Driller | 19.91 |
| 23970 - Woodcraft Worker | 19.91 |

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|---|-------|
| 23980 - Woodworker | 15.71 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.09 |
| 24580 - Child Care Center Clerk | 15.29 |
| 24610 - Chore Aide | 9.83 |
| 24620 - Family Readiness And Support Services Coordinator | 13.53 |
| 24630 - Homemaker | 18.10 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.02 |
| 25040 - Sewage Plant Operator | 18.07 |
| 25070 - Stationary Engineer | 22.02 |
| 25190 - Ventilation Equipment Tender | 15.14 |
| 25210 - Water Treatment Plant Operator | 18.07 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.41 |
| 27007 - Baggage Inspector | 10.17 |
| 27008 - Corrections Officer | 16.58 |
| 27010 - Court Security Officer | 16.65 |
| 27030 - Detection Dog Handler | 15.17 |
| 27040 - Detention Officer | 16.58 |
| 27070 - Firefighter | 16.64 |
| 27101 - Guard I | 10.17 |
| 27102 - Guard II | 15.17 |
| 27131 - Police Officer I | 18.00 |
| 27132 - Police Officer II | 20.00 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.60 |
| 28042 - Carnival Equipment Repairer | 11.00 |
| 28043 - Carnival Equipment Worker | 8.57 |
| 28210 - Gate Attendant/Gate Tender | 12.50 |
| 28310 - Lifeguard | 11.14 |
| 28350 - Park Attendant (Aide) | 13.83 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.21 |
| 28515 - Recreation Specialist | 14.86 |
| 28630 - Sports Official | 11.14 |
| 28690 - Swimming Pool Operator | 16.46 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.69 |
| 29020 - Hatch Tender | 21.69 |
| 29030 - Line Handler | 21.69 |
| 29041 - Stevedore I | 18.67 |
| 29042 - Stevedore II | 22.57 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) | 27.16 |
| 30021 - Archeological Technician I | 16.09 |
| 30022 - Archeological Technician II | 18.00 |
| 30023 - Archeological Technician III | 22.31 |
| 30030 - Cartographic Technician | 22.31 |
| 30040 - Civil Engineering Technician | 22.31 |
| 30061 - Drafter/CAD Operator I | 16.09 |
| 30062 - Drafter/CAD Operator II | 18.00 |
| 30063 - Drafter/CAD Operator III | 20.08 |
| 30064 - Drafter/CAD Operator IV | 24.70 |
| 30081 - Engineering Technician I | 15.91 |
| 30082 - Engineering Technician II | 17.49 |
| 30083 - Engineering Technician III | 20.67 |
| 30084 - Engineering Technician IV | 24.23 |
| 30085 - Engineering Technician V | 31.34 |
| 30086 - Engineering Technician VI | 35.87 |
| 30090 - Environmental Technician | 20.66 |

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|---|-------|
| 30210 - Laboratory Technician | 17.36 |
| 30240 - Mathematical Technician | 22.31 |
| 30361 - Paralegal/Legal Assistant I | 19.13 |
| 30362 - Paralegal/Legal Assistant II | 26.11 |
| 30363 - Paralegal/Legal Assistant III | 31.92 |
| 30364 - Paralegal/Legal Assistant IV | 38.63 |
| 30390 - Photo-Optics Technician | 22.31 |
| 30461 - Technical Writer I | 22.15 |
| 30462 - Technical Writer II | 27.11 |
| 30463 - Technical Writer III | 32.79 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | 20.08 |
| 30621 - Weather Observer, Senior | 22.31 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.02 |
| 31030 - Bus Driver | 17.47 |
| 31043 - Driver Courier | 13.71 |
| 31260 - Parking and Lot Attendant | 9.13 |
| 31290 - Shuttle Bus Driver | 14.76 |
| 31310 - Taxi Driver | 10.10 |
| 31361 - Truckdriver, Light | 14.76 |
| 31362 - Truckdriver, Medium | 18.91 |
| 31363 - Truckdriver, Heavy | 19.75 |
| 31364 - Truckdriver, Tractor-Trailer | 19.75 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.50 |
| 99050 - Desk Clerk | 9.96 |
| 99095 - Embalmer | 22.34 |
| 99251 - Laboratory Animal Caretaker I | 10.32 |
| 99252 - Laboratory Animal Caretaker II | 11.11 |
| 99310 - Mortician | 23.25 |
| 99410 - Pest Controller | 14.43 |
| 99510 - Photofinishing Worker | 10.37 |
| 99710 - Recycling Laborer | 12.95 |
| 99711 - Recycling Specialist | 15.04 |
| 99730 - Refuse Collector | 12.28 |
| 99810 - Sales Clerk | 11.59 |
| 99820 - School Crossing Guard | 12.18 |
| 99830 - Survey Party Chief | 18.10 |
| 99831 - Surveying Aide | 10.67 |
| 99832 - Surveying Technician | 16.07 |
| 99840 - Vending Machine Attendant | 11.52 |
| 99841 - Vending Machine Repairer | 13.38 |
| 99842 - Vending Machine Repairer Helper | 11.52 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/whd/>

or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3036
Revision No.: 3
Date Of Last Revision: 07/25/2014

State: Kentucky

Area: Kentucky County of Lee

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.45 |
| 01012 - Accounting Clerk II | | 13.97 |
| 01013 - Accounting Clerk III | | 15.63 |
| 01020 - Administrative Assistant | | 19.21 |
| 01040 - Court Reporter | | 14.47 |
| 01051 - Data Entry Operator I | | 10.55 |
| 01052 - Data Entry Operator II | | 11.51 |
| 01060 - Dispatcher, Motor Vehicle | | 14.01 |
| 01070 - Document Preparation Clerk | | 11.63 |
| 01090 - Duplicating Machine Operator | | 11.63 |
| 01111 - General Clerk I | | 10.52 |
| 01112 - General Clerk II | | 11.49 |
| 01113 - General Clerk III | | 12.89 |

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| 01120 - Housing Referral Assistant | 16.14 |
| 01141 - Messenger Courier | 10.23 |
| 01191 - Order Clerk I | 11.88 |
| 01192 - Order Clerk II | 12.97 |
| 01261 - Personnel Assistant (Employment) I | 14.52 |
| 01262 - Personnel Assistant (Employment) II | 16.24 |
| 01263 - Personnel Assistant (Employment) III | 18.11 |
| 01270 - Production Control Clerk | 20.17 |
| 01280 - Receptionist | 11.49 |
| 01290 - Rental Clerk | 11.39 |
| 01300 - Scheduler, Maintenance | 12.94 |
| 01311 - Secretary I | 12.94 |
| 01312 - Secretary II | 14.47 |
| 01313 - Secretary III | 16.14 |
| 01320 - Service Order Dispatcher | 13.40 |
| 01410 - Supply Technician | 19.21 |
| 01420 - Survey Worker | 13.72 |
| 01531 - Travel Clerk I | 12.75 |
| 01532 - Travel Clerk II | 13.39 |
| 01533 - Travel Clerk III | 14.00 |
| 01611 - Word Processor I | 12.59 |
| 01612 - Word Processor II | 14.13 |
| 01613 - Word Processor III | 15.81 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.86 |
| 05010 - Automotive Electrician | 15.46 |
| 05040 - Automotive Glass Installer | 14.77 |
| 05070 - Automotive Worker | 14.77 |
| 05110 - Mobile Equipment Servicer | 13.43 |
| 05130 - Motor Equipment Metal Mechanic | 18.22 |
| 05160 - Motor Equipment Metal Worker | 14.77 |
| 05190 - Motor Vehicle Mechanic | 18.22 |
| 05220 - Motor Vehicle Mechanic Helper | 12.74 |
| 05250 - Motor Vehicle Upholstery Worker | 14.07 |
| 05280 - Motor Vehicle Wrecker | 14.77 |
| 05310 - Painter, Automotive | 15.46 |
| 05340 - Radiator Repair Specialist | 14.77 |
| 05370 - Tire Repairer | 11.87 |
| 05400 - Transmission Repair Specialist | 18.22 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.65 |
| 07041 - Cook I | 10.57 |
| 07042 - Cook II | 11.65 |
| 07070 - Dishwasher | 9.00 |
| 07130 - Food Service Worker | 9.85 |
| 07210 - Meat Cutter | 13.26 |
| 07260 - Waiter/Waitress | 8.36 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.79 |
| 09040 - Furniture Handler | 11.90 |
| 09080 - Furniture Refinisher | 16.79 |
| 09090 - Furniture Refinisher Helper | 13.79 |
| 09110 - Furniture Repairer, Minor | 15.38 |
| 09130 - Upholsterer | 16.79 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.59 |
| 11060 - Elevator Operator | 9.59 |
| 11090 - Gardener | 14.09 |
| 11122 - Housekeeping Aide | 10.17 |
| 11150 - Janitor | 10.17 |
| 11210 - Laborer, Grounds Maintenance | 11.21 |
| 11240 - Maid or Houseman | 8.71 |
| 11260 - Pruner | 10.67 |

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| 11270 - Tractor Operator | 13.09 |
| 11330 - Trail Maintenance Worker | 11.21 |
| 11360 - Window Cleaner | 10.90 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.71 |
| 12011 - Breath Alcohol Technician | 16.50 |
| 12012 - Certified Occupational Therapist Assistant | 22.14 |
| 12015 - Certified Physical Therapist Assistant | 19.71 |
| 12020 - Dental Assistant | 13.91 |
| 12025 - Dental Hygienist | 29.85 |
| 12030 - EKG Technician | 20.94 |
| 12035 - Electroneurodiagnostic Technologist | 20.94 |
| 12040 - Emergency Medical Technician | 13.71 |
| 12071 - Licensed Practical Nurse I | 14.75 |
| 12072 - Licensed Practical Nurse II | 16.49 |
| 12073 - Licensed Practical Nurse III | 18.40 |
| 12100 - Medical Assistant | 14.11 |
| 12130 - Medical Laboratory Technician | 17.23 |
| 12160 - Medical Record Clerk | 14.74 |
| 12190 - Medical Record Technician | 16.83 |
| 12195 - Medical Transcriptionist | 14.00 |
| 12210 - Nuclear Medicine Technologist | 29.85 |
| 12221 - Nursing Assistant I | 9.52 |
| 12222 - Nursing Assistant II | 10.70 |
| 12223 - Nursing Assistant III | 11.68 |
| 12224 - Nursing Assistant IV | 13.11 |
| 12235 - Optical Dispenser | 15.51 |
| 12236 - Optical Technician | 13.24 |
| 12250 - Pharmacy Technician | 16.21 |
| 12280 - Phlebotomist | 13.11 |
| 12305 - Radiologic Technologist | 21.42 |
| 12311 - Registered Nurse I | 22.53 |
| 12312 - Registered Nurse II | 27.56 |
| 12313 - Registered Nurse II, Specialist | 27.56 |
| 12314 - Registered Nurse III | 33.34 |
| 12315 - Registered Nurse III, Anesthetist | 33.34 |
| 12316 - Registered Nurse IV | 39.95 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.16 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.26 |
| 13012 - Exhibits Specialist II | 22.63 |
| 13013 - Exhibits Specialist III | 26.68 |
| 13041 - Illustrator I | 18.26 |
| 13042 - Illustrator II | 22.63 |
| 13043 - Illustrator III | 26.68 |
| 13047 - Librarian | 25.05 |
| 13050 - Library Aide/Clerk | 11.31 |
| 13054 - Library Information Technology Systems Administrator | 22.63 |
| 13058 - Library Technician | 15.11 |
| 13061 - Media Specialist I | 16.16 |
| 13062 - Media Specialist II | 18.06 |
| 13063 - Media Specialist III | 20.15 |
| 13071 - Photographer I | 16.09 |
| 13072 - Photographer II | 17.37 |
| 13073 - Photographer III | 21.53 |
| 13074 - Photographer IV | 26.33 |
| 13075 - Photographer V | 31.86 |
| 13110 - Video Teleconference Technician | 17.99 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.72 |
| 14042 - Computer Operator II | 16.47 |
| 14043 - Computer Operator III | 18.37 |

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| 14044 - Computer Operator IV | 20.41 |
| 14045 - Computer Operator V | 22.60 |
| 14071 - Computer Programmer I | 22.36 |
| 14072 - Computer Programmer II | |
| 14073 - Computer Programmer III | |
| 14074 - Computer Programmer IV | |
| 14101 - Computer Systems Analyst I | |
| 14102 - Computer Systems Analyst II | |
| 14103 - Computer Systems Analyst III | |
| 14150 - Peripheral Equipment Operator | 15.39 |
| 14160 - Personal Computer Support Technician | 21.42 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.30 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.82 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.77 |
| 15050 - Computer Based Training Specialist / Instructor | 26.30 |
| 15060 - Educational Technologist | 25.81 |
| 15070 - Flight Instructor (Pilot) | 35.77 |
| 15080 - Graphic Artist | 22.34 |
| 15090 - Technical Instructor | 19.54 |
| 15095 - Technical Instructor/Course Developer | 23.90 |
| 15110 - Test Proctor | 15.79 |
| 15120 - Tutor | 15.79 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.32 |
| 16030 - Counter Attendant | 9.32 |
| 16040 - Dry Cleaner | 11.96 |
| 16070 - Finisher, Flatwork, Machine | 9.32 |
| 16090 - Presser, Hand | 9.32 |
| 16110 - Presser, Machine, Drycleaning | 9.32 |
| 16130 - Presser, Machine, Shirts | 9.32 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.32 |
| 16190 - Sewing Machine Operator | 12.70 |
| 16220 - Tailor | 13.40 |
| 16250 - Washer, Machine | 10.28 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.81 |
| 19040 - Tool And Die Maker | 23.79 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.72 |
| 21030 - Material Coordinator | 19.78 |
| 21040 - Material Expediter | 19.78 |
| 21050 - Material Handling Laborer | 13.80 |
| 21071 - Order Filler | 14.18 |
| 21080 - Production Line Worker (Food Processing) | 15.72 |
| 21110 - Shipping Packer | 14.78 |
| 21130 - Shipping/Receiving Clerk | 14.78 |
| 21140 - Store Worker I | 11.57 |
| 21150 - Stock Clerk | 15.12 |
| 21210 - Tools And Parts Attendant | 15.72 |
| 21410 - Warehouse Specialist | 15.72 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.71 |
| 23021 - Aircraft Mechanic I | 23.53 |
| 23022 - Aircraft Mechanic II | 24.71 |
| 23023 - Aircraft Mechanic III | 25.94 |
| 23040 - Aircraft Mechanic Helper | 18.37 |
| 23050 - Aircraft, Painter | 21.24 |
| 23060 - Aircraft Servicer | 20.10 |
| 23080 - Aircraft Worker | 21.24 |
| 23110 - Appliance Mechanic | 18.99 |
| 23120 - Bicycle Repairer | 13.70 |
| 23125 - Cable Splicer | 21.03 |

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|---|-------|
| 23130 - Carpenter, Maintenance | 18.99 |
| 23140 - Carpet Layer | 17.88 |
| 23160 - Electrician, Maintenance | 19.51 |
| 23181 - Electronics Technician Maintenance I | 21.87 |
| 23182 - Electronics Technician Maintenance II | 23.11 |
| 23183 - Electronics Technician Maintenance III | 24.26 |
| 23260 - Fabric Worker | 16.88 |
| 23290 - Fire Alarm System Mechanic | 19.91 |
| 23310 - Fire Extinguisher Repairer | 15.71 |
| 23311 - Fuel Distribution System Mechanic | 19.43 |
| 23312 - Fuel Distribution System Operator | 15.43 |
| 23370 - General Maintenance Worker | 17.68 |
| 23380 - Ground Support Equipment Mechanic | 23.53 |
| 23381 - Ground Support Equipment Servicer | 20.10 |
| 23382 - Ground Support Equipment Worker | 21.24 |
| 23391 - Gunsmith I | 15.71 |
| 23392 - Gunsmith II | 17.88 |
| 23393 - Gunsmith III | 19.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.91 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.78 |
| 23430 - Heavy Equipment Mechanic | 20.67 |
| 23440 - Heavy Equipment Operator | 8.73 |
| 23460 - Instrument Mechanic | 19.03 |
| 23465 - Laboratory/Shelter Mechanic | 18.99 |
| 23470 - Laborer | 11.34 |
| 23510 - Locksmith | 18.99 |
| 23530 - Machinery Maintenance Mechanic | 21.47 |
| 23550 - Machinist, Maintenance | 19.91 |
| 23580 - Maintenance Trades Helper | 14.60 |
| 23591 - Metrology Technician I | 19.03 |
| 23592 - Metrology Technician II | 19.86 |
| 23593 - Metrology Technician III | 20.67 |
| 23640 - Millwright | 25.30 |
| 23710 - Office Appliance Repairer | 9.24 |
| 23760 - Painter, Maintenance | 18.99 |
| 23790 - Pipefitter, Maintenance | 21.87 |
| 23810 - Plumber, Maintenance | 20.79 |
| 23820 - Pneudraulic Systems Mechanic | 19.88 |
| 23850 - Rigger | 19.91 |
| 23870 - Scale Mechanic | 17.88 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.79 |
| 23910 - Small Engine Mechanic | 17.68 |
| 23931 - Telecommunications Mechanic I | 26.83 |
| 23932 - Telecommunications Mechanic II | 27.90 |
| 23950 - Telephone Lineman | 20.98 |
| 23960 - Welder, Combination, Maintenance | 19.91 |
| 23965 - Well Driller | 19.91 |
| 23970 - Woodcraft Worker | 19.91 |
| 23980 - Woodworker | 15.71 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.09 |
| 24580 - Child Care Center Clerk | 15.29 |
| 24610 - Chore Aide | 9.83 |
| 24620 - Family Readiness And Support Services Coordinator | 13.53 |
| 24630 - Homemaker | 18.10 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.02 |
| 25040 - Sewage Plant Operator | 18.07 |
| 25070 - Stationary Engineer | 22.02 |
| 25190 - Ventilation Equipment Tender | 15.14 |

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| 25210 - Water Treatment Plant Operator | 18.07 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.41 |
| 27007 - Baggage Inspector | 10.17 |
| 27008 - Corrections Officer | 16.58 |
| 27010 - Court Security Officer | 16.65 |
| 27030 - Detection Dog Handler | 15.17 |
| 27040 - Detention Officer | 16.58 |
| 27070 - Firefighter | 16.64 |
| 27101 - Guard I | 10.17 |
| 27102 - Guard II | 15.17 |
| 27131 - Police Officer I | 18.00 |
| 27132 - Police Officer II | 20.00 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.60 |
| 28042 - Carnival Equipment Repairer | 11.00 |
| 28043 - Carnival Equipment Worker | 8.57 |
| 28210 - Gate Attendant/Gate Tender | 12.50 |
| 28310 - Lifeguard | 11.14 |
| 28350 - Park Attendant (Aide) | 13.83 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.21 |
| 28515 - Recreation Specialist | 14.86 |
| 28630 - Sports Official | 11.14 |
| 28690 - Swimming Pool Operator | 16.46 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.69 |
| 29020 - Hatch Tender | 21.69 |
| 29030 - Line Handler | 21.69 |
| 29041 - Stevedore I | 18.67 |
| 29042 - Stevedore II | 22.57 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) | 27.16 |
| 30021 - Archeological Technician I | 16.09 |
| 30022 - Archeological Technician II | 18.00 |
| 30023 - Archeological Technician III | 22.31 |
| 30030 - Cartographic Technician | 22.31 |
| 30040 - Civil Engineering Technician | 22.31 |
| 30061 - Drafter/CAD Operator I | 16.09 |
| 30062 - Drafter/CAD Operator II | 18.00 |
| 30063 - Drafter/CAD Operator III | 20.08 |
| 30064 - Drafter/CAD Operator IV | 24.70 |
| 30081 - Engineering Technician I | 15.91 |
| 30082 - Engineering Technician II | 17.49 |
| 30083 - Engineering Technician III | 20.67 |
| 30084 - Engineering Technician IV | 24.23 |
| 30085 - Engineering Technician V | 31.34 |
| 30086 - Engineering Technician VI | 35.87 |
| 30090 - Environmental Technician | 20.66 |
| 30210 - Laboratory Technician | 17.36 |
| 30240 - Mathematical Technician | 22.31 |
| 30361 - Paralegal/Legal Assistant I | 19.13 |
| 30362 - Paralegal/Legal Assistant II | 26.11 |
| 30363 - Paralegal/Legal Assistant III | 31.92 |
| 30364 - Paralegal/Legal Assistant IV | 38.63 |
| 30390 - Photo-Optics Technician | 22.31 |
| 30461 - Technical Writer I | 22.15 |
| 30462 - Technical Writer II | 27.11 |
| 30463 - Technical Writer III | 32.97 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |

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| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | 20.08 |
| 30621 - Weather Observer, Senior | 22.31 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.02 |
| 31030 - Bus Driver | 17.47 |
| 31043 - Driver Courier | 13.71 |
| 31260 - Parking and Lot Attendant | 9.13 |
| 31290 - Shuttle Bus Driver | 14.76 |
| 31310 - Taxi Driver | 10.10 |
| 31361 - Truckdriver, Light | 14.76 |
| 31362 - Truckdriver, Medium | 18.91 |
| 31363 - Truckdriver, Heavy | 19.75 |
| 31364 - Truckdriver, Tractor-Trailer | 19.75 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.50 |
| 99050 - Desk Clerk | 9.96 |
| 99095 - Embalmer | 22.34 |
| 99251 - Laboratory Animal Caretaker I | 10.32 |
| 99252 - Laboratory Animal Caretaker II | 11.11 |
| 99310 - Mortician | 23.25 |
| 99410 - Pest Controller | 14.43 |
| 99510 - Photofinishing Worker | 10.37 |
| 99710 - Recycling Laborer | 12.95 |
| 99711 - Recycling Specialist | 15.04 |
| 99730 - Refuse Collector | 12.28 |
| 99810 - Sales Clerk | 11.59 |
| 99820 - School Crossing Guard | 12.18 |
| 99830 - Survey Party Chief | 18.10 |
| 99831 - Surveying Aide | 10.67 |
| 99832 - Surveying Technician | 16.07 |
| 99840 - Vending Machine Attendant | 11.52 |
| 99841 - Vending Machine Repairer | 13.38 |
| 99842 - Vending Machine Repairer Helper | 11.52 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3037
Revision No.: 3
Date of Last Revision: 07/25/2014

State: Kentucky

Area: Kentucky County of Marion

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.45 |
| 01012 - Accounting Clerk II | | 13.97 |
| 01013 - Accounting Clerk III | | 15.63 |
| 01020 - Administrative Assistant | | 19.21 |
| 01040 - Court Reporter | | 14.47 |
| 01051 - Data Entry Operator I | | 10.55 |
| 01052 - Data Entry Operator II | | 11.51 |
| 01060 - Dispatcher, Motor Vehicle | | 14.01 |
| 01070 - Document Preparation Clerk | | 11.63 |
| 01090 - Duplicating Machine Operator | | 11.63 |
| 01111 - General Clerk I | | 10.52 |
| 01112 - General Clerk II | | 11.49 |
| 01113 - General Clerk III | | 12.89 |
| 01120 - Housing Referral Assistant | | 16.14 |
| 01141 - Messenger Courier | | 10.23 |
| 01191 - Order Clerk I | | 11.88 |
| 01192 - Order Clerk II | | 12.97 |
| 01261 - Personnel Assistant (Employment) I | | 14.52 |
| 01262 - Personnel Assistant (Employment) II | | 16.24 |
| 01263 - Personnel Assistant (Employment) III | | 18.11 |
| 01270 - Production Control Clerk | | 20.17 |
| 01280 - Receptionist | | 11.49 |
| 01290 - Rental Clerk | | 11.39 |

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| 01300 - Scheduler, Maintenance | 12.94 |
| 01311 - Secretary I | 12.94 |
| 01312 - Secretary II | 14.47 |
| 01313 - Secretary III | 16.14 |
| 01320 - Service Order Dispatcher | 13.40 |
| 01410 - Supply Technician | 19.21 |
| 01420 - Survey Worker | 13.72 |
| 01531 - Travel Clerk I | 12.75 |
| 01532 - Travel Clerk II | 13.39 |
| 01533 - Travel Clerk III | 14.00 |
| 01611 - Word Processor I | 12.59 |
| 01612 - Word Processor II | 14.13 |
| 01613 - Word Processor III | 15.81 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.86 |
| 05010 - Automotive Electrician | 15.46 |
| 05040 - Automotive Glass Installer | 14.77 |
| 05070 - Automotive Worker | 14.77 |
| 05110 - Mobile Equipment Servicer | 13.43 |
| 05130 - Motor Equipment Metal Mechanic | 18.22 |
| 05160 - Motor Equipment Metal Worker | 14.77 |
| 05190 - Motor Vehicle Mechanic | 18.22 |
| 05220 - Motor Vehicle Mechanic Helper | 12.74 |
| 05250 - Motor Vehicle Upholstery Worker | 14.07 |
| 05280 - Motor Vehicle Wrecker | 14.77 |
| 05310 - Painter, Automotive | 15.46 |
| 05340 - Radiator Repair Specialist | 14.77 |
| 05370 - Tire Repairer | 11.87 |
| 05400 - Transmission Repair Specialist | 18.22 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.65 |
| 07041 - Cook I | 10.57 |
| 07042 - Cook II | 11.65 |
| 07070 - Dishwasher | 9.00 |
| 07130 - Food Service Worker | 9.85 |
| 07210 - Meat Cutter | 13.26 |
| 07260 - Waiter/Waitress | 8.36 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.79 |
| 09040 - Furniture Handler | 11.90 |
| 09080 - Furniture Refinisher | 16.79 |
| 09090 - Furniture Refinisher Helper | 13.79 |
| 09110 - Furniture Repairer, Minor | 15.38 |
| 09130 - Upholsterer | 16.79 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.59 |
| 11060 - Elevator Operator | 9.59 |
| 11090 - Gardener | 14.09 |
| 11122 - Housekeeping Aide | 10.17 |
| 11150 - Janitor | 10.17 |
| 11210 - Laborer, Grounds Maintenance | 11.21 |
| 11240 - Maid or Houseman | 8.71 |
| 11260 - Pruner | 10.67 |
| 11270 - Tractor Operator | 13.09 |
| 11330 - Trail Maintenance Worker | 11.21 |
| 11360 - Window Cleaner | 10.90 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.71 |
| 12011 - Breath Alcohol Technician | 16.50 |
| 12012 - Certified Occupational Therapist Assistant | 22.14 |
| 12015 - Certified Physical Therapist Assistant | 19.71 |
| 12020 - Dental Assistant | 13.91 |
| 12025 - Dental Hygienist | 29.85 |

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| 12030 - EKG Technician | 20.94 |
| 12035 - Electroneurodiagnostic Technologist | 20.94 |
| 12040 - Emergency Medical Technician | 13.71 |
| 12071 - Licensed Practical Nurse I | 14.75 |
| 12072 - Licensed Practical Nurse II | 16.49 |
| 12073 - Licensed Practical Nurse III | 18.40 |
| 12100 - Medical Assistant | 14.11 |
| 12130 - Medical Laboratory Technician | 17.23 |
| 12160 - Medical Record Clerk | 14.74 |
| 12190 - Medical Record Technician | 16.83 |
| 12195 - Medical Transcriptionist | 14.00 |
| 12210 - Nuclear Medicine Technologist | 29.85 |
| 12221 - Nursing Assistant I | 9.52 |
| 12222 - Nursing Assistant II | 10.70 |
| 12223 - Nursing Assistant III | 11.68 |
| 12224 - Nursing Assistant IV | 13.11 |
| 12235 - Optical Dispenser | 15.51 |
| 12236 - Optical Technician | 13.24 |
| 12250 - Pharmacy Technician | 16.21 |
| 12280 - Phlebotomist | 13.11 |
| 12305 - Radiologic Technologist | 21.42 |
| 12311 - Registered Nurse I | 22.53 |
| 12312 - Registered Nurse II | 27.56 |
| 12313 - Registered Nurse II, Specialist | 27.56 |
| 12314 - Registered Nurse III | 33.34 |
| 12315 - Registered Nurse III, Anesthetist | 33.34 |
| 12316 - Registered Nurse IV | 39.95 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.16 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.26 |
| 13012 - Exhibits Specialist II | 22.63 |
| 13013 - Exhibits Specialist III | 26.68 |
| 13041 - Illustrator I | 18.26 |
| 13042 - Illustrator II | 22.63 |
| 13043 - Illustrator III | 26.68 |
| 13047 - Librarian | 25.05 |
| 13050 - Library Aide/Clerk | 11.31 |
| 13054 - Library Information Technology Systems Administrator | 22.63 |
| 13058 - Library Technician | 16.11 |
| 13061 - Media Specialist I | 16.16 |
| 13062 - Media Specialist II | 18.06 |
| 13063 - Media Specialist III | 20.15 |
| 13071 - Photographer I | 16.09 |
| 13072 - Photographer II | 17.37 |
| 13073 - Photographer III | 21.53 |
| 13074 - Photographer IV | 26.33 |
| 13075 - Photographer V | 31.86 |
| 13110 - Video Teleconference Technician | 17.99 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.72 |
| 14042 - Computer Operator II | 16.47 |
| 14043 - Computer Operator III | 18.37 |
| 14044 - Computer Operator IV | 20.41 |
| 14045 - Computer Operator V | 22.60 |
| 14071 - Computer Programmer I | 22.36 |
| 14072 - Computer Programmer II | |
| 14073 - Computer Programmer III | |
| 14074 - Computer Programmer IV | |
| 14101 - Computer Systems Analyst I | |
| 14102 - Computer Systems Analyst II | |
| 14103 - Computer Systems Analyst III | |
| 14150 - Peripheral Equipment Operator | 15.39 |

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| 14160 - Personal Computer Support Technician | 21.42 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.30 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.82 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.77 |
| 15050 - Computer Based Training Specialist / Instructor | 26.30 |
| 15060 - Educational Technologist | 25.81 |
| 15070 - Flight Instructor (Pilot) | 35.77 |
| 15080 - Graphic Artist | 22.34 |
| 15090 - Technical Instructor | 19.54 |
| 15095 - Technical Instructor/Course Developer | 23.90 |
| 15110 - Test Proctor | 15.79 |
| 15120 - Tutor | 15.79 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.32 |
| 16030 - Counter Attendant | 9.32 |
| 16040 - Dry Cleaner | 11.96 |
| 16070 - Finisher, Flatwork, Machine | 9.32 |
| 16090 - Presser, Hand | 9.32 |
| 16110 - Presser, Machine, Drycleaning | 9.32 |
| 16130 - Presser, Machine, Shirts | 9.32 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.32 |
| 16190 - Sewing Machine Operator | 12.70 |
| 16220 - Tailor | 13.40 |
| 16250 - Washer, Machine | 10.28 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.81 |
| 19040 - Tool And Die Maker | 23.79 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.72 |
| 21030 - Material Coordinator | 19.78 |
| 21040 - Material Expediter | 19.78 |
| 21050 - Material Handling Laborer | 13.80 |
| 21071 - Order Filler | 14.16 |
| 21080 - Production Line Worker (Food Processing) | 15.72 |
| 21110 - Shipping Packer | 14.78 |
| 21130 - Shipping/Receiving Clerk | 14.78 |
| 21140 - Store Worker I | 11.57 |
| 21150 - Stock Clerk | 15.12 |
| 21210 - Tools And Parts Attendant | 15.72 |
| 21410 - Warehouse Specialist | 15.72 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.71 |
| 23021 - Aircraft Mechanic I | 23.53 |
| 23022 - Aircraft Mechanic II | 24.71 |
| 23023 - Aircraft Mechanic III | 25.94 |
| 23040 - Aircraft Mechanic Helper | 18.37 |
| 23050 - Aircraft, Painter | 21.24 |
| 23060 - Aircraft Servicer | 20.10 |
| 23080 - Aircraft Worker | 21.24 |
| 23110 - Appliance Mechanic | 18.99 |
| 23120 - Bicycle Repairer | 13.70 |
| 23125 - Cable Splicer | 21.03 |
| 23130 - Carpenter, Maintenance | 18.99 |
| 23140 - Carpet Layer | 17.88 |
| 23160 - Electrician, Maintenance | 19.51 |
| 23181 - Electronics Technician Maintenance I | 21.87 |
| 23182 - Electronics Technician Maintenance II | 23.11 |
| 23183 - Electronics Technician Maintenance III | 24.26 |
| 23260 - Fabric Worker | 16.88 |
| 23290 - Fire Alarm System Mechanic | 19.91 |
| 23310 - Fire Extinguisher Repairer | 15.71 |
| 23311 - Fuel Distribution System Mechanic | 19.43 |

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| 23312 - Fuel Distribution System Operator | 15.43 |
| 23370 - General Maintenance Worker | 17.68 |
| 23380 - Ground Support Equipment Mechanic | 23.53 |
| 23381 - Ground Support Equipment Servicer | 20.10 |
| 23382 - Ground Support Equipment Worker | 21.24 |
| 23391 - Gunsmith I | 15.71 |
| 23392 - Gunsmith II | 17.88 |
| 23393 - Gunsmith III | 19.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.91 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.78 |
| 23430 - Heavy Equipment Mechanic | 18.73 |
| 23440 - Heavy Equipment Operator | 19.03 |
| 23460 - Instrument Mechanic | 18.73 |
| 23465 - Laboratory/Shelter Mechanic | 18.99 |
| 23470 - Laborer | 11.34 |
| 23510 - Locksmith | 18.99 |
| 23530 - Machinery Maintenance Mechanic | 21.47 |
| 23550 - Machinist, Maintenance | 19.91 |
| 23580 - Maintenance Trades Helper | 14.60 |
| 23591 - Metrology Technician I | 19.03 |
| 23592 - Metrology Technician II | 19.86 |
| 23593 - Metrology Technician III | 20.67 |
| 23640 - Millwright | 25.30 |
| 23710 - Office Appliance Repairer | 19.24 |
| 23760 - Painter, Maintenance | 18.99 |
| 23790 - Pipefitter, Maintenance | 21.87 |
| 23810 - Plumber, Maintenance | 20.79 |
| 23820 - Pneudraulic Systems Mechanic | 19.88 |
| 23850 - Rigger | 19.91 |
| 23870 - Scale Mechanic | 17.88 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.79 |
| 23910 - Small Engine Mechanic | 17.88 |
| 23931 - Telecommunications Mechanic I | 26.83 |
| 23932 - Telecommunications Mechanic II | 27.90 |
| 23950 - Telephone Lineman | 20.98 |
| 23960 - Welder, Combination, Maintenance | 19.91 |
| 23965 - Well Driller | 19.91 |
| 23970 - Woodcraft Worker | 19.91 |
| 23980 - Woodworker | 15.71 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.09 |
| 24580 - Child Care Center Clerk | 15.29 |
| 24610 - Chore Aide | 9.83 |
| 24620 - Family Readiness And Support Services Coordinator | 13.53 |
| 24630 - Homemaker | 18.10 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.02 |
| 25040 - Sewage Plant Operator | 18.07 |
| 25070 - Stationary Engineer | 22.02 |
| 25190 - Ventilation Equipment Tender | 15.14 |
| 25210 - Water Treatment Plant Operator | 18.07 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.41 |
| 27007 - Baggage Inspector | 10.17 |
| 27008 - Corrections Officer | 16.58 |
| 27010 - Court Security Officer | 16.65 |
| 27030 - Detection Dog Handler | 15.17 |
| 27040 - Detention Officer | 16.58 |
| 27070 - Firefighter | 16.64 |
| 27101 - Guard I | 10.17 |

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| 27102 - Guard II | 15.17 |
| 27131 - Police Officer I | 18.00 |
| 27132 - Police Officer II | 20.00 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.60 |
| 28042 - Carnival Equipment Repairer | 11.00 |
| 28043 - Carnival Equipment Worker | 8.57 |
| 28210 - Gate Attendant/Gate Tender | 12.50 |
| 28310 - Lifeguard | 11.14 |
| 28350 - Park Attendant (Aide) | 13.83 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.21 |
| 28515 - Recreation Specialist | 14.86 |
| 28630 - Sports Official | 11.14 |
| 28690 - Swimming Pool Operator | 16.46 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.69 |
| 29020 - Hatch Tender | 21.69 |
| 29030 - Line Handler | 21.69 |
| 29041 - Stevedore I | 18.67 |
| 29042 - Stevedore II | 22.57 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) | 27.16 |
| 30021 - Archeological Technician I | 16.09 |
| 30022 - Archeological Technician II | 18.00 |
| 30023 - Archeological Technician III | 22.31 |
| 30030 - Cartographic Technician | 22.31 |
| 30040 - Civil Engineering Technician | 22.31 |
| 30061 - Drafter/CAD Operator I | 16.09 |
| 30062 - Drafter/CAD Operator II | 18.00 |
| 30063 - Drafter/CAD Operator III | 20.08 |
| 30064 - Drafter/CAD Operator IV | 24.70 |
| 30081 - Engineering Technician I | 15.91 |
| 30082 - Engineering Technician II | 17.49 |
| 30083 - Engineering Technician III | 20.67 |
| 30084 - Engineering Technician IV | 24.23 |
| 30085 - Engineering Technician V | 31.34 |
| 30086 - Engineering Technician VI | 35.87 |
| 30090 - Environmental Technician | 20.66 |
| 30210 - Laboratory Technician | 17.36 |
| 30240 - Mathematical Technician | 22.31 |
| 30361 - Paralegal/Legal Assistant I | 19.13 |
| 30362 - Paralegal/Legal Assistant II | 26.11 |
| 30363 - Paralegal/Legal Assistant III | 31.92 |
| 30364 - Paralegal/Legal Assistant IV | 38.63 |
| 30390 - Photo-Optics Technician | 22.31 |
| 30461 - Technical Writer I | 22.15 |
| 30462 - Technical Writer II | 27.11 |
| 30463 - Technical Writer III | 32.79 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | 20.08 |
| 30621 - Weather Observer, Senior | 22.31 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.02 |
| 31030 - Bus Driver | 17.47 |
| 31043 - Driver Courier | 13.71 |
| 31260 - Parking and Lot Attendant | 9.13 |

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| | |
|---|-------|
| 31290 - Shuttle Bus Driver | 14.76 |
| 31310 - Taxi Driver | 10.10 |
| 31361 - Truckdriver, Light | 14.76 |
| 31362 - Truckdriver, Medium | 18.91 |
| 31363 - Truckdriver, Heavy | 19.75 |
| 31364 - Truckdriver, Tractor-Trailer | 19.75 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.50 |
| 99050 - Desk Clerk | 9.96 |
| 99095 - Embalmer | 22.34 |
| 99251 - Laboratory Animal Caretaker I | 10.32 |
| 99252 - Laboratory Animal Caretaker II | 11.11 |
| 99310 - Mortician | 23.25 |
| 99410 - Pest Controller | 14.43 |
| 99510 - Photofinishing Worker | 10.37 |
| 99710 - Recycling Laborer | 12.95 |
| 99711 - Recycling Specialist | 15.04 |
| 99730 - Refuse Collector | 12.28 |
| 99810 - Sales Clerk | 11.59 |
| 99820 - School Crossing Guard | 12.18 |
| 99830 - Survey Party Chief | 18.10 |
| 99831 - Surveying Aide | 10.67 |
| 99832 - Surveying Technician | 16.07 |
| 99840 - Vending Machine Attendant | 11.52 |
| 99841 - Vending Machine Repairer | 13.38 |
| 99842 - Vending Machine Repairer Helper | 11.52 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3038
Revision No.: 3
Date Of Last Revision: 07/25/2014

State: Kentucky

Area: Kentucky County of Marion

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.45 |
| 01012 - Accounting Clerk II | | 13.97 |
| 01013 - Accounting Clerk III | | 15.63 |
| 01020 - Administrative Assistant | | 19.21 |
| 01040 - Court Reporter | | 14.47 |
| 01051 - Data Entry Operator I | | 10.55 |
| 01052 - Data Entry Operator II | | 11.51 |
| 01060 - Dispatcher, Motor Vehicle | | 14.01 |
| 01070 - Document Preparation Clerk | | 11.63 |
| 01090 - Duplicating Machine Operator | | 11.63 |
| 01111 - General Clerk I | | 10.52 |
| 01112 - General Clerk II | | 11.49 |
| 01113 - General Clerk III | | 12.89 |
| 01120 - Housing Referral Assistant | | 16.14 |
| 01141 - Messenger Courier | | 10.23 |
| 01191 - Order Clerk I | | 11.88 |
| 01192 - Order Clerk II | | 12.97 |
| 01261 - Personnel Assistant (Employment) I | | 14.52 |
| 01262 - Personnel Assistant (Employment) II | | 16.24 |
| 01263 - Personnel Assistant (Employment) III | | 18.11 |
| 01270 - Production Control Clerk | | 20.17 |
| 01280 - Receptionist | | 11.49 |
| 01290 - Rental Clerk | | 11.39 |
| 01300 - Scheduler, Maintenance | | 12.94 |
| 01311 - Secretary I | | 12.94 |
| 01312 - Secretary II | | 14.47 |
| 01313 - Secretary III | | 16.14 |
| 01320 - Service Order Dispatcher | | 13.40 |
| 01410 - Supply Technician | | 19.21 |
| 01420 - Survey Worker | | 13.72 |
| 01531 - Travel Clerk I | | 12.75 |
| 01532 - Travel Clerk II | | 13.39 |
| 01533 - Travel Clerk III | | 14.00 |
| 01611 - Word Processor I | | 12.59 |
| 01612 - Word Processor II | | 14.13 |
| 01613 - Word Processor III | | 15.81 |

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|--|-------|
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.86 |
| 05010 - Automotive Electrician | 15.46 |
| 05040 - Automotive Glass Installer | 14.77 |
| 05070 - Automotive Worker | 14.77 |
| 05110 - Mobile Equipment Servicer | 13.43 |
| 05130 - Motor Equipment Metal Mechanic | 18.22 |
| 05160 - Motor Equipment Metal Worker | 14.77 |
| 05190 - Motor Vehicle Mechanic | 18.22 |
| 05220 - Motor Vehicle Mechanic Helper | 12.74 |
| 05250 - Motor Vehicle Upholstery Worker | 14.07 |
| 05280 - Motor Vehicle Wrecker | 14.77 |
| 05310 - Painter, Automotive | 15.46 |
| 05340 - Radiator Repair Specialist | 14.77 |
| 05370 - Tire Repairer | 11.87 |
| 05400 - Transmission Repair Specialist | 18.22 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.65 |
| 07041 - Cook I | 10.57 |
| 07042 - Cook II | 11.65 |
| 07070 - Dishwasher | 9.00 |
| 07130 - Food Service Worker | 9.85 |
| 07210 - Meat Cutter | 13.26 |
| 07260 - Waiter/Waitress | 8.36 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.79 |
| 09040 - Furniture Handler | 11.90 |
| 09080 - Furniture Refinisher | 16.79 |
| 09090 - Furniture Refinisher Helper | 13.79 |
| 09110 - Furniture Repairer, Minor | 15.38 |
| 09130 - Upholsterer | 16.79 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.59 |
| 11060 - Elevator Operator | 9.59 |
| 11090 - Gardener | 14.09 |
| 11122 - Housekeeping Aide | 10.17 |
| 11150 - Janitor | 10.17 |
| 11210 - Laborer, Grounds Maintenance | 11.21 |
| 11240 - Maid or Houseman | 8.71 |
| 11260 - Pruner | 10.67 |
| 11270 - Tractor Operator | 13.09 |
| 11330 - Trail Maintenance Worker | 11.21 |
| 11360 - Window Cleaner | 10.90 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.71 |
| 12011 - Breath Alcohol Technician | 16.50 |
| 12012 - Certified Occupational Therapist Assistant | 22.14 |
| 12015 - Certified Physical Therapist Assistant | 19.71 |
| 12020 - Dental Assistant | 13.91 |
| 12025 - Dental Hygienist | 29.85 |
| 12030 - EKG Technician | 20.94 |
| 12035 - Electroneurodiagnostic Technologist | 20.94 |
| 12040 - Emergency Medical Technician | 13.71 |
| 12071 - Licensed Practical Nurse I | 14.75 |
| 12072 - Licensed Practical Nurse II | 16.49 |
| 12073 - Licensed Practical Nurse III | 18.40 |
| 12100 - Medical Assistant | 14.11 |
| 12130 - Medical Laboratory Technician | 17.23 |
| 12160 - Medical Record Clerk | 14.74 |
| 12190 - Medical Record Technician | 16.83 |
| 12195 - Medical Transcriptionist | 14.00 |
| 12210 - Nuclear Medicine Technologist | 29.85 |
| 12221 - Nursing Assistant I | 9.52 |

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| 12222 - Nursing Assistant II | 10.70 |
| 12223 - Nursing Assistant III | 11.68 |
| 12224 - Nursing Assistant IV | 13.11 |
| 12235 - Optical Dispenser | 15.51 |
| 12236 - Optical Technician | 13.24 |
| 12250 - Pharmacy Technician | 16.21 |
| 12280 - Phlebotomist | 13.11 |
| 12305 - Radiologic Technologist | 21.42 |
| 12311 - Registered Nurse I | 22.53 |
| 12312 - Registered Nurse II | 27.56 |
| 12313 - Registered Nurse II, Specialist | 27.56 |
| 12314 - Registered Nurse III | 33.34 |
| 12315 - Registered Nurse III, Anesthetist | 33.34 |
| 12316 - Registered Nurse IV | 39.95 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.16 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.26 |
| 13012 - Exhibits Specialist II | 22.63 |
| 13013 - Exhibits Specialist III | 26.68 |
| 13041 - Illustrator I | 18.26 |
| 13042 - Illustrator II | 22.63 |
| 13043 - Illustrator III | 26.68 |
| 13047 - Librarian | 25.05 |
| 13050 - Library Aide/Clerk | 11.31 |
| 13054 - Library Information Technology Systems Administrator | 22.63 |
| 13058 - Library Technician | 15.11 |
| 13061 - Media Specialist I | 16.16 |
| 13062 - Media Specialist II | 8.06 |
| 13063 - Media Specialist III | 20.15 |
| 13071 - Photographer I | 16.09 |
| 13072 - Photographer II | 17.37 |
| 13073 - Photographer III | 21.53 |
| 13074 - Photographer IV | 26.33 |
| 13075 - Photographer V | 31.86 |
| 13110 - Video Teleconference Technician | 17.99 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.72 |
| 14042 - Computer Operator II | 16.47 |
| 14043 - Computer Operator III | 18.37 |
| 14044 - Computer Operator IV | 20.41 |
| 14045 - Computer Operator V | 22.60 |
| 14071 - Computer Programmer I | 22.36 |
| 14072 - Computer Programmer II | |
| 14073 - Computer Programmer III | |
| 14074 - Computer Programmer IV | |
| 14101 - Computer Systems Analyst I | |
| 14102 - Computer Systems Analyst II | |
| 14103 - Computer Systems Analyst III | |
| 14150 - Peripheral Equipment Operator | 15.39 |
| 14160 - Personal Computer Support Technician | 21.42 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.30 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.82 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.77 |
| 15050 - Computer Based Training Specialist / Instructor | 26.30 |
| 15060 - Educational Technologist | 25.81 |
| 15070 - Flight Instructor (Pilot) | 35.77 |
| 15080 - Graphic Artist | 22.34 |
| 15090 - Technical Instructor | 19.54 |
| 15095 - Technical Instructor/Course Developer | 23.90 |
| 15110 - Test Proctor | 15.79 |
| 15120 - Tutor | 15.79 |

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|---|-------|
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.32 |
| 16030 - Counter Attendant | 9.32 |
| 16040 - Dry Cleaner | 11.96 |
| 16070 - Finisher, Flatwork, Machine | 9.32 |
| 16090 - Presser, Hand | 9.32 |
| 16110 - Presser, Machine, Drycleaning | 9.32 |
| 16130 - Presser, Machine, Shirts | 9.32 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.32 |
| 16190 - Sewing Machine Operator | 12.70 |
| 16220 - Tailor | 13.40 |
| 16250 - Washer, Machine | 10.28 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.81 |
| 19040 - Tool And Die Maker | 23.79 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.72 |
| 21030 - Material Coordinator | 19.78 |
| 21040 - Material Expediter | 19.78 |
| 21050 - Material Handling Laborer | 13.80 |
| 21071 - Order Filler | 14.18 |
| 21080 - Production Line Worker (Food Processing) | 15.72 |
| 21110 - Shipping Packer | 14.78 |
| 21130 - Shipping/Receiving Clerk | 14.78 |
| 21140 - Store Worker I | 11.57 |
| 21150 - Stock Clerk | 15.12 |
| 21210 - Tools And Parts Attendant | 15.72 |
| 21410 - Warehouse Specialist | 15.72 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.71 |
| 23021 - Aircraft Mechanic I | 23.53 |
| 23022 - Aircraft Mechanic II | 24.71 |
| 23023 - Aircraft Mechanic III | 25.94 |
| 23040 - Aircraft Mechanic Helper | 18.37 |
| 23050 - Aircraft, Painter | 21.24 |
| 23060 - Aircraft Servicer | 20.10 |
| 23080 - Aircraft Worker | 21.24 |
| 23110 - Appliance Mechanic | 18.99 |
| 23120 - Bicycle Repairer | 13.70 |
| 23125 - Cable Splicer | 21.03 |
| 23130 - Carpenter, Maintenance | 18.99 |
| 23140 - Carpet Layer | 17.88 |
| 23160 - Electrician, Maintenance | 19.51 |
| 23181 - Electronics Technician Maintenance I | 21.87 |
| 23182 - Electronics Technician Maintenance II | 23.11 |
| 23183 - Electronics Technician Maintenance III | 24.26 |
| 23260 - Fabric Worker | 16.88 |
| 23290 - Fire Alarm System Mechanic | 19.91 |
| 23310 - Fire Extinguisher Repairer | 15.71 |
| 23311 - Fuel Distribution System Mechanic | 9.43 |
| 23312 - Fuel Distribution System Operator | 15.43 |
| 23370 - General Maintenance Worker | 17.68 |
| 23380 - Ground Support Equipment Mechanic | 23.53 |
| 23381 - Ground Support Equipment Servicer | 20.10 |
| 23382 - Ground Support Equipment Worker | 21.24 |
| 23391 - Gunsmith I | 15.71 |
| 23392 - Gunsmith II | 17.88 |
| 23393 - Gunsmith III | 19.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.91 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.78 |
| 23430 - Heavy Equipment Mechanic | 20.67 |

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|---|-------|
| 23440 - Heavy Equipment Operator | 18.73 |
| 23460 - Instrument Mechanic | 19.03 |
| 23465 - Laboratory/Shelter Mechanic | 18.99 |
| 23470 - Laborer | 11.34 |
| 23510 - Locksmith | 18.99 |
| 23530 - Machinery Maintenance Mechanic | 21.47 |
| 23550 - Machinist, Maintenance | 19.91 |
| 23580 - Maintenance Trades Helper | 14.60 |
| 23591 - Metrology Technician I | 19.03 |
| 23592 - Metrology Technician II | 19.86 |
| 23593 - Metrology Technician III | 20.67 |
| 23640 - Millwright | 25.30 |
| 23710 - Office Appliance Repairer | 19.24 |
| 23760 - Painter, Maintenance | 18.99 |
| 23790 - Pipefitter, Maintenance | 21.87 |
| 23810 - Plumber, Maintenance | 20.79 |
| 23820 - Pneudraulic Systems Mechanic | 19.88 |
| 23850 - Rigger | 19.91 |
| 23870 - Scale Mechanic | 17.88 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.79 |
| 23910 - Small Engine Mechanic | 17.88 |
| 23931 - Telecommunications Mechanic I | 26.63 |
| 23932 - Telecommunications Mechanic II | 27.90 |
| 23950 - Telephone Lineman | 20.98 |
| 23960 - Welder, Combination, Maintenance | 19.91 |
| 23965 - Well Driller | 19.91 |
| 23970 - Woodcraft Worker | 19.91 |
| 23980 - Woodworker | 15.71 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.09 |
| 24580 - Child Care Center Clerk | 15.29 |
| 24610 - Chore Aide | 9.83 |
| 24620 - Family Readiness And Support Services Coordinator | 13.53 |
| 24630 - Homemaker | 18.10 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.02 |
| 25040 - Sewage Plant Operator | 18.07 |
| 25070 - Stationary Engineer | 22.02 |
| 25190 - Ventilation Equipment Tender | 15.14 |
| 25210 - Water Treatment Plant Operator | 18.07 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.41 |
| 27007 - Baggage Inspector | 10.17 |
| 27008 - Corrections Officer | 16.58 |
| 27010 - Court Security Officer | 16.65 |
| 27030 - Detection Dog Handler | 15.17 |
| 27040 - Detention Officer | 16.58 |
| 27070 - Firefighter | 16.64 |
| 27101 - Guard I | 10.17 |
| 27102 - Guard II | 15.17 |
| 27131 - Police Officer I | 18.00 |
| 27132 - Police Officer II | 20.00 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.60 |
| 28042 - Carnival Equipment Repairer | 11.00 |
| 28043 - Carnival Equipment Worker | 8.57 |
| 28210 - Gate Attendant/Gate Tender | 12.50 |
| 28310 - Lifeguard | 11.14 |
| 28350 - Park Attendant (Aide) | 13.83 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.21 |
| 28515 - Recreation Specialist | 14.86 |
| 28630 - Sports Official | 11.14 |

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|---|-------|
| 28690 - Swimming Pool Operator | 16.46 |
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| 29010 - Blocker And Bracer | 21.69 |
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| 30621 - Weather Observer, Senior | 22.31 |
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| 31043 - Driver Courier | 13.71 |
| 31260 - Parking and Lot Attendant | 9.13 |
| 31290 - Shuttle Bus Driver | 14.76 |
| 31310 - Taxi Driver | 10.10 |
| 31361 - Truckdriver, Light | 14.76 |
| 31362 - Truckdriver, Medium | 18.91 |
| 31363 - Truckdriver, Heavy | 19.75 |
| 31364 - Truckdriver, Tractor-Trailer | 19.75 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.50 |
| 99050 - Desk Clerk | 9.96 |
| 99095 - Embalmer | 22.34 |
| 99251 - Laboratory Animal Caretaker I | 10.32 |
| 99252 - Laboratory Animal Caretaker II | 11.11 |
| 99310 - Mortician | 23.25 |

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| | |
|---|-------|
| 99410 - Pest Controller | 14.43 |
| 99510 - Photofinishing Worker | 10.37 |
| 99710 - Recycling Laborer | 12.95 |
| 99711 - Recycling Specialist | 15.04 |
| 99730 - Refuse Collector | 12.28 |
| 99810 - Sales Clerk | 11.59 |
| 99820 - School Crossing Guard | 12.18 |
| 99830 - Survey Party Chief | 18.10 |
| 99831 - Surveying Aide | 10.67 |
| 99832 - Surveying Technician | 16.07 |
| 99840 - Vending Machine Attendant | 11.52 |
| 99841 - Vending Machine Repairer | 13.38 |
| 99842 - Vending Machine Repairer Helper | 11.52 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
DirectorDivision of
Wage DeterminationsWage Determination No.: 2005-3039
Revision No.: 3
Date of Last Revision: 07/25/2014

State: Minnesota

Area: Minnesota County of Swift

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.01 |
| 01012 - Accounting Clerk II | | 16.84 |
| 01013 - Accounting Clerk III | | 18.84 |
| 01020 - Administrative Assistant | | 18.78 |
| 01040 - Court Reporter | | 17.56 |
| 01051 - Data Entry Operator I | | 12.38 |
| 01052 - Data Entry Operator II | | 13.51 |
| 01060 - Dispatcher, Motor Vehicle | | 18.67 |
| 01070 - Document Preparation Clerk | | 14.53 |
| 01090 - Duplicating Machine Operator | | 14.53 |
| 01111 - General Clerk I | | 12.59 |
| 01112 - General Clerk II | | 13.74 |
| 01113 - General Clerk III | | 15.42 |
| 01120 - Housing Referral Assistant | | 19.59 |
| 01141 - Messenger Courier | | 13.19 |
| 01191 - Order Clerk I | | 12.32 |
| 01192 - Order Clerk II | | 13.86 |
| 01261 - Personnel Assistant (Employment) I | | 13.60 |
| 01262 - Personnel Assistant (Employment) II | | 15.21 |
| 01263 - Personnel Assistant (Employment) III | | 17.07 |
| 01270 - Production Control Clerk | | 21.31 |
| 01280 - Receptionist | | 12.39 |
| 01290 - Rental Clerk | | 11.24 |
| 01300 - Scheduler, Maintenance | | 15.70 |
| 01311 - Secretary I | | 15.70 |
| 01312 - Secretary II | | 17.56 |
| 01313 - Secretary III | | 19.59 |
| 01320 - Service Order Dispatcher | | 16.62 |
| 01410 - Supply Technician | | 20.25 |
| 01420 - Survey Worker | | 17.44 |
| 01531 - Travel Clerk I | | 14.01 |
| 01532 - Travel Clerk II | | 15.12 |
| 01533 - Travel Clerk III | | 16.22 |
| 01611 - Word Processor I | | 13.32 |
| 01612 - Word Processor II | | 14.95 |
| 01613 - Word Processor III | | 16.72 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.27 |
| 05010 - Automotive Electrician | | 16.40 |
| 05040 - Automotive Glass Installer | | 15.72 |
| 05070 - Automotive Worker | | 15.72 |
| 05110 - Mobile Equipment Servicer | | 14.52 |
| 05130 - Motor Equipment Metal Mechanic | | 17.08 |
| 05160 - Motor Equipment Metal Worker | | 15.72 |
| 05190 - Motor Vehicle Mechanic | | 17.86 |
| 05220 - Motor Vehicle Mechanic Helper | | 13.84 |

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| 05250 - Motor Vehicle Upholstery Worker | 15.20 |
| 05280 - Motor Vehicle Wrecker | 15.72 |
| 05310 - Painter, Automotive | 16.40 |
| 05340 - Radiator Repair Specialist | 15.72 |
| 05370 - Tire Repairer | 12.59 |
| 05400 - Transmission Repair Specialist | 17.08 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.75 |
| 07041 - Cook I | 12.10 |
| 07042 - Cook II | 13.43 |
| 07070 - Dishwasher | 8.16 |
| 07130 - Food Service Worker | 9.58 |
| 07210 - Meat Cutter | 15.17 |
| 07260 - Waiter/Waitress | 9.15 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.94 |
| 09040 - Furniture Handler | 12.31 |
| 09080 - Furniture Refinisher | 16.47 |
| 09090 - Furniture Refinisher Helper | 13.66 |
| 09110 - Furniture Repairer, Minor | 15.13 |
| 09130 - Upholsterer | 16.54 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.20 |
| 11060 - Elevator Operator | 10.20 |
| 11090 - Gardener | 14.76 |
| 11122 - Housekeeping Aide | 11.26 |
| 11150 - Janitor | 11.26 |
| 11210 - Laborer, Grounds Maintenance | 12.07 |
| 11240 - Maid or Houseman | 9.89 |
| 11260 - Pruner | 12.14 |
| 11270 - Tractor Operator | 13.96 |
| 11330 - Trail Maintenance Worker | 12.07 |
| 11360 - Window Cleaner | 12.25 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.93 |
| 12011 - Breath Alcohol Technician | 15.93 |
| 12012 - Certified Occupational Therapist Assistant | 21.86 |
| 12015 - Certified Physical Therapist Assistant | 20.19 |
| 12020 - Dental Assistant | 19.57 |
| 12025 - Dental Hygienist | 34.27 |
| 12030 - EKG Technician | 24.15 |
| 12035 - Electroneurodiagnostic Technologist | 24.15 |
| 12040 - Emergency Medical Technician | 15.93 |
| 12071 - Licensed Practical Nurse I | 14.24 |
| 12072 - Licensed Practical Nurse II | 15.93 |
| 12073 - Licensed Practical Nurse III | 17.77 |
| 12100 - Medical Assistant | 14.65 |
| 12130 - Medical Laboratory Technician | 18.86 |
| 12160 - Medical Record Clerk | 14.63 |
| 12190 - Medical Record Technician | 17.14 |
| 12195 - Medical Transcriptionist | 15.90 |
| 12210 - Nuclear Medicine Technologist | 35.02 |
| 12221 - Nursing Assistant I | 10.78 |
| 12222 - Nursing Assistant II | 12.12 |
| 12223 - Nursing Assistant III | 13.23 |
| 12224 - Nursing Assistant IV | 14.84 |
| 12235 - Optical Dispenser | 16.48 |
| 12236 - Optical Technician | 11.65 |
| 12250 - Pharmacy Technician | 14.18 |
| 12280 - Phlebotomist | 14.84 |
| 12305 - Radiologic Technologist | 26.50 |
| 12311 - Registered Nurse I | 19.59 |
| 12312 - Registered Nurse II | 23.96 |

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| 12313 - Registered Nurse II, Specialist | 23.96 |
| 12314 - Registered Nurse III | 28.99 |
| 12315 - Registered Nurse III, Anesthetist | 28.99 |
| 12316 - Registered Nurse IV | 34.74 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.75 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.61 |
| 13012 - Exhibits Specialist II | 23.06 |
| 13013 - Exhibits Specialist III | 28.23 |
| 13041 - Illustrator I | 18.61 |
| 13042 - Illustrator II | 23.06 |
| 13043 - Illustrator III | 28.23 |
| 13047 - Librarian | 25.57 |
| 13050 - Library Aide/Clerk | 13.64 |
| 13054 - Library Information Technology Systems Administrator | 23.06 |
| 13058 - Library Technician | 19.38 |
| 13061 - Media Specialist I | 16.65 |
| 13062 - Media Specialist II | 18.61 |
| 13063 - Media Specialist III | 20.76 |
| 13071 - Photographer I | 16.94 |
| 13072 - Photographer II | 18.94 |
| 13073 - Photographer III | 23.46 |
| 13074 - Photographer IV | 28.70 |
| 13075 - Photographer V | 33.26 |
| 13110 - Video Teleconference Technician | 16.23 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.37 |
| 14042 - Computer Operator II | 17.19 |
| 14043 - Computer Operator III | 19.17 |
| 14044 - Computer Operator IV | 21.30 |
| 14045 - Computer Operator V | 23.58 |
| 14071 - Computer Programmer I | (see 1) 19.02 |
| 14072 - Computer Programmer II | (see 1) 23.57 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 27.62 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 15.37 |
| 14160 - Personal Computer Support Technician | 21.30 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.12 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.22 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.01 |
| 15050 - Computer Based Training Specialist / Instructor | 29.12 |
| 15060 - Educational Technologist | 25.40 |
| 15070 - Flight Instructor (Pilot) | 41.01 |
| 15080 - Graphic Artist | 20.03 |
| 15090 - Technical Instructor | 19.78 |
| 15095 - Technical Instructor/Course Developer | 24.20 |
| 15110 - Test Proctor | 15.96 |
| 15120 - Tutor | 15.96 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.42 |
| 16030 - Counter Attendant | 11.42 |
| 16040 - Dry Cleaner | 14.39 |
| 16070 - Finisher, Flatwork, Machine | 11.42 |
| 16090 - Presser, Hand | 11.42 |
| 16110 - Presser, Machine, Drycleaning | 11.42 |
| 16130 - Presser, Machine, Shirts | 11.42 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.42 |
| 16190 - Sewing Machine Operator | 15.22 |

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| 16220 - Tailor | 16.09 |
| 16250 - Washer, Machine | 12.66 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.56 |
| 19040 - Tool And Die Maker | 24.94 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.45 |
| 21030 - Material Coordinator | 21.31 |
| 21040 - Material Expediter | 21.31 |
| 21050 - Material Handling Laborer | 13.98 |
| 21071 - Order Filler | 12.27 |
| 21080 - Production Line Worker (Food Processing) | 14.45 |
| 21110 - Shipping Packer | 13.34 |
| 21130 - Shipping/Receiving Clerk | 13.34 |
| 21140 - Store Worker I | 14.83 |
| 21150 - Stock Clerk | 19.13 |
| 21210 - Tools And Parts Attendant | 14.45 |
| 21410 - Warehouse Specialist | 14.67 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.33 |
| 23021 - Aircraft Mechanic I | 22.45 |
| 23022 - Aircraft Mechanic II | 23.33 |
| 23023 - Aircraft Mechanic III | 24.22 |
| 23040 - Aircraft Mechanic Helper | 16.98 |
| 23050 - Aircraft, Painter | 20.76 |
| 23060 - Aircraft Servicer | 18.93 |
| 23080 - Aircraft Worker | 19.74 |
| 23110 - Appliance Mechanic | 21.55 |
| 23120 - Bicycle Repairer | 12.59 |
| 23125 - Cable Splicer | 25.70 |
| 23130 - Carpenter, Maintenance | 18.16 |
| 23140 - Carpet Layer | 21.21 |
| 23160 - Electrician, Maintenance | 26.33 |
| 23181 - Electronics Technician Maintenance I | 20.70 |
| 23182 - Electronics Technician Maintenance II | 21.62 |
| 23183 - Electronics Technician Maintenance III | 22.45 |
| 23260 - Fabric Worker | 19.85 |
| 23290 - Fire Alarm System Mechanic | 22.45 |
| 23310 - Fire Extinguisher Repairer | 18.63 |
| 23311 - Fuel Distribution System Mechanic | 23.36 |
| 23312 - Fuel Distribution System Operator | 19.84 |
| 23370 - General Maintenance Worker | 16.52 |
| 23380 - Ground Support Equipment Mechanic | 22.45 |
| 23381 - Ground Support Equipment Servicer | 18.93 |
| 23382 - Ground Support Equipment Worker | 19.74 |
| 23391 - Gunsmith I | 18.63 |
| 23392 - Gunsmith II | 20.70 |
| 23393 - Gunsmith III | 22.45 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.71 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.69 |
| 23430 - Heavy Equipment Mechanic | 21.11 |
| 23440 - Heavy Equipment Operator | 21.22 |
| 23460 - Instrument Mechanic | 22.45 |
| 23465 - Laboratory/Shelter Mechanic | 21.62 |
| 23470 - Laborer | 11.82 |
| 23510 - Locksmith | 20.91 |
| 23530 - Machinery Maintenance Mechanic | 22.71 |
| 23550 - Machinist, Maintenance | 20.00 |
| 23580 - Maintenance Trades Helper | 14.25 |
| 23591 - Metrology Technician I | 22.45 |
| 23592 - Metrology Technician II | 23.34 |

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| 23593 - Metrology Technician III | 24.24 |
| 23640 - Millwright | 22.45 |
| 23710 - Office Appliance Repairer | 20.26 |
| 23760 - Painter, Maintenance | 17.37 |
| 23790 - Pipefitter, Maintenance | 29.66 |
| 23810 - Plumber, Maintenance | 27.18 |
| 23820 - Pneudraulic Systems Mechanic | 22.45 |
| 23850 - Rigger | 22.45 |
| 23870 - Scale Mechanic | 20.70 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.69 |
| 23910 - Small Engine Mechanic | 20.03 |
| 23931 - Telecommunications Mechanic I | 23.26 |
| 23932 - Telecommunications Mechanic II | 25.62 |
| 23950 - Telephone Lineman | 20.04 |
| 23960 - Welder, Combination, Maintenance | 19.39 |
| 23965 - Well Driller | 22.45 |
| 23970 - Woodcraft Worker | 22.45 |
| 23980 - Woodworker | 18.98 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.15 |
| 24580 - Child Care Center Clerk | 11.42 |
| 24610 - Chore Aide | 12.41 |
| 24620 - Family Readiness And Support Services Coordinator | 11.97 |
| 24630 - Homemaker | 13.88 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.95 |
| 25040 - Sewage Plant Operator | 21.36 |
| 25070 - Stationary Engineer | 23.95 |
| 25190 - Ventilation Equipment Tender | 18.56 |
| 25210 - Water Treatment Plant Operator | 21.36 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.13 |
| 27007 - Baggage Inspector | 13.21 |
| 27008 - Corrections Officer | 17.78 |
| 27010 - Court Security Officer | 20.63 |
| 27030 - Detection Dog Handler | 16.09 |
| 27040 - Detention Officer | 17.78 |
| 27070 - Firefighter | 19.76 |
| 27101 - Guard I | 13.21 |
| 27102 - Guard II | 16.09 |
| 27131 - Police Officer I | 25.07 |
| 27132 - Police Officer II | 27.86 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.78 |
| 28042 - Carnival Equipment Repairer | 11.23 |
| 28043 - Carnival Equipment Worker | 9.13 |
| 28210 - Gate Attendant/Gate Tender | 14.96 |
| 28310 - Lifeguard | 13.72 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.99 |
| 28515 - Recreation Specialist | 14.65 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 16.40 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.72 |
| 29020 - Hatch Tender | 20.72 |
| 29030 - Line Handler | 20.72 |
| 29041 - Stevedore I | 19.87 |
| 29042 - Stevedore II | 21.65 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |

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| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.02 |
| 30022 - Archeological Technician II | 20.21 |
| 30023 - Archeological Technician III | 25.58 |
| 30030 - Cartographic Technician | 25.58 |
| 30040 - Civil Engineering Technician | 23.43 |
| 30061 - Drafter/CAD Operator I | 18.45 |
| 30062 - Drafter/CAD Operator II | 20.64 |
| 30063 - Drafter/CAD Operator III | 23.02 |
| 30064 - Drafter/CAD Operator IV | 28.32 |
| 30081 - Engineering Technician I | 16.21 |
| 30082 - Engineering Technician II | 18.21 |
| 30083 - Engineering Technician III | 20.37 |
| 30084 - Engineering Technician IV | 25.22 |
| 30085 - Engineering Technician V | 29.98 |
| 30086 - Engineering Technician VI | 37.34 |
| 30090 - Environmental Technician | 25.58 |
| 30210 - Laboratory Technician | 23.02 |
| 30240 - Mathematical Technician | 25.58 |
| 30361 - Paralegal/Legal Assistant I | 18.85 |
| 30362 - Paralegal/Legal Assistant II | 23.34 |
| 30363 - Paralegal/Legal Assistant III | 28.56 |
| 30364 - Paralegal/Legal Assistant IV | 34.55 |
| 30390 - Photo-Optics Technician | 25.58 |
| 30461 - Technical Writer I | 25.58 |
| 30462 - Technical Writer II | 31.29 |
| 30463 - Technical Writer III | 37.85 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 23.02 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 25.58 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.37 |
| 31030 - Bus Driver | 15.11 |
| 31043 - Driver Courier | 12.63 |
| 31260 - Parking and Lot Attendant | 11.71 |
| 31290 - Shuttle Bus Driver | 13.15 |
| 31310 - Taxi Driver | 11.51 |
| 31361 - Truckdriver, Light | 13.15 |
| 31362 - Truckdriver, Medium | 16.11 |
| 31363 - Truckdriver, Heavy | 18.58 |
| 31364 - Truckdriver, Tractor-Trailer | 18.58 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.55 |
| 99050 - Desk Clerk | 8.78 |
| 99095 - Embalmer | 25.36 |
| 99251 - Laboratory Animal Caretaker I | 11.29 |
| 99252 - Laboratory Animal Caretaker II | 12.10 |
| 99310 - Mortician | 25.36 |
| 99410 - Pest Controller | 18.41 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 18.71 |
| 99711 - Recycling Specialist | 20.77 |
| 99730 - Refuse Collector | 17.08 |
| 99810 - Sales Clerk | 11.12 |
| 99820 - School Crossing Guard | 14.52 |
| 99830 - Survey Party Chief | 22.62 |
| 99831 - Surveying Aide | 13.23 |
| 99832 - Surveying Technician | 17.27 |

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|---|-------|
| 99840 - Vending Machine Attendant | 19.77 |
| 99841 - Vending Machine Repairer | 21.62 |
| 99842 - Vending Machine Repairer Helper | 19.77 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

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not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3040
Revision No.: 3
Date Of Last Revision: 07/25/2014

State: Minnesota

Area: Minnesota County of Swift

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.01 |
| 01012 - Accounting Clerk II | | 16.84 |
| 01013 - Accounting Clerk III | | 18.84 |
| 01020 - Administrative Assistant | | 18.78 |
| 01040 - Court Reporter | | 17.56 |
| 01051 - Data Entry Operator I | | 12.38 |
| 01052 - Data Entry Operator II | | 13.51 |
| 01060 - Dispatcher, Motor Vehicle | | 18.67 |
| 01070 - Document Preparation Clerk | | 14.53 |
| 01090 - Duplicating Machine Operator | | 14.53 |
| 01111 - General Clerk I | | 12.59 |
| 01112 - General Clerk II | | 13.74 |
| 01113 - General Clerk III | | 15.42 |
| 01120 - Housing Referral Assistant | | 19.59 |
| 01141 - Messenger Courier | | 13.19 |
| 01191 - Order Clerk I | | 12.32 |
| 01192 - Order Clerk II | | 13.86 |
| 01261 - Personnel Assistant (Employment) I | | 13.60 |
| 01262 - Personnel Assistant (Employment) II | | 15.21 |
| 01263 - Personnel Assistant (Employment) III | | 17.07 |
| 01270 - Production Control Clerk | | 21.31 |
| 01280 - Receptionist | | 12.39 |
| 01290 - Rental Clerk | | 11.24 |
| 01300 - Scheduler, Maintenance | | 15.70 |
| 01311 - Secretary I | | 15.70 |
| 01312 - Secretary II | | 17.56 |
| 01313 - Secretary III | | 19.59 |

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| 01320 - Service Order Dispatcher | 16.62 |
| 01410 - Supply Technician | 20.25 |
| 01420 - Survey Worker | 17.44 |
| 01531 - Travel Clerk I | 14.01 |
| 01532 - Travel Clerk II | 15.12 |
| 01533 - Travel Clerk III | 16.22 |
| 01611 - Word Processor I | 13.32 |
| 01612 - Word Processor II | 14.95 |
| 01613 - Word Processor III | 16.72 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.27 |
| 05010 - Automotive Electrician | 16.40 |
| 05040 - Automotive Glass Installer | 15.72 |
| 05070 - Automotive Worker | 15.72 |
| 05110 - Mobile Equipment Servicer | 14.52 |
| 05130 - Motor Equipment Metal Mechanic | 17.08 |
| 05160 - Motor Equipment Metal Worker | 15.72 |
| 05190 - Motor Vehicle Mechanic | 17.86 |
| 05220 - Motor Vehicle Mechanic Helper | 13.84 |
| 05250 - Motor Vehicle Upholstery Worker | 15.20 |
| 05280 - Motor Vehicle Wrecker | 15.72 |
| 05310 - Painter, Automotive | 16.40 |
| 05340 - Radiator Repair Specialist | 15.72 |
| 05370 - Tire Repairer | 12.59 |
| 05400 - Transmission Repair Specialist | 17.08 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.75 |
| 07041 - Cook I | 12.10 |
| 07042 - Cook II | 13.43 |
| 07070 - Dishwasher | 8.16 |
| 07130 - Food Service Worker | 9.58 |
| 07210 - Meat Cutter | 15.17 |
| 07260 - Waiter/Waitress | 9.15 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.94 |
| 09040 - Furniture Handler | 12.31 |
| 09080 - Furniture Refinisher | 16.47 |
| 09090 - Furniture Refinisher Helper | 13.66 |
| 09110 - Furniture Repairer, Minor | 15.13 |
| 09130 - Upholsterer | 16.54 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.20 |
| 11060 - Elevator Operator | 10.20 |
| 11090 - Gardener | 14.76 |
| 11122 - Housekeeping Aide | 11.26 |
| 11150 - Janitor | 11.26 |
| 11210 - Laborer, Grounds Maintenance | 12.07 |
| 11240 - Maid or Houseman | 9.89 |
| 11260 - Pruner | 12.14 |
| 11270 - Tractor Operator | 13.96 |
| 11330 - Trail Maintenance Worker | 12.07 |
| 11360 - Window Cleaner | 12.25 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.93 |
| 12011 - Breath Alcohol Technician | 15.93 |
| 12012 - Certified Occupational Therapist Assistant | 21.86 |
| 12015 - Certified Physical Therapist Assistant | 20.19 |
| 12020 - Dental Assistant | 19.57 |
| 12025 - Dental Hygienist | 34.27 |
| 12030 - EKG Technician | 24.15 |
| 12035 - Electroneurodiagnostic Technologist | 24.15 |
| 12040 - Emergency Medical Technician | 15.93 |
| 12071 - Licensed Practical Nurse I | 14.24 |

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| 12072 | - Licensed Practical Nurse II | 15.93 |
| 12073 | - Licensed Practical Nurse III | 17.77 |
| 12100 | - Medical Assistant | 14.65 |
| 12130 | - Medical Laboratory Technician | 18.86 |
| 12160 | - Medical Record Clerk | 14.63 |
| 12190 | - Medical Record Technician | 17.14 |
| 12195 | - Medical Transcriptionist | 15.90 |
| 12210 | - Nuclear Medicine Technologist | 35.02 |
| 12221 | - Nursing Assistant I | 10.78 |
| 12222 | - Nursing Assistant II | 12.12 |
| 12223 | - Nursing Assistant III | 13.23 |
| 12224 | - Nursing Assistant IV | 14.84 |
| 12235 | - Optical Dispenser | 16.48 |
| 12236 | - Optical Technician | 11.65 |
| 12250 | - Pharmacy Technician | 14.18 |
| 12280 | - Phlebotomist | 14.84 |
| 12305 | - Radiologic Technologist | 26.50 |
| 12311 | - Registered Nurse I | 19.59 |
| 12312 | - Registered Nurse II | 23.96 |
| 12313 | - Registered Nurse II, Specialist | 23.96 |
| 12314 | - Registered Nurse III | 28.99 |
| 12315 | - Registered Nurse III, Anesthetist | 28.99 |
| 12316 | - Registered Nurse IV | 34.74 |
| 12317 | - Scheduler (Drug and Alcohol Testing) | 19.75 |
| 13000 | - Information And Arts Occupations | |
| 13011 | - Exhibits Specialist I | 18.61 |
| 13012 | - Exhibits Specialist II | 23.06 |
| 13013 | - Exhibits Specialist III | 28.23 |
| 13041 | - Illustrator I | 18.61 |
| 13042 | - Illustrator II | 23.06 |
| 13043 | - Illustrator III | 28.23 |
| 13047 | - Librarian | 25.57 |
| 13050 | - Library Aide/Clerk | 13.64 |
| 13054 | - Library Information Technology Systems Administrator | 23.06 |
| 13058 | - Library Technician | 19.38 |
| 13061 | - Media Specialist I | 16.65 |
| 13062 | - Media Specialist II | 18.61 |
| 13063 | - Media Specialist III | 20.76 |
| 13071 | - Photographer I | 16.94 |
| 13072 | - Photographer II | 18.94 |
| 13073 | - Photographer III | 23.46 |
| 13074 | - Photographer IV | 28.70 |
| 13075 | - Photographer V | 33.26 |
| 13110 | - Video Teleconference Technician | 16.23 |
| 14000 | - Information Technology Occupations | |
| 14041 | - Computer Operator I | 15.37 |
| 14042 | - Computer Operator II | 17.19 |
| 14043 | - Computer Operator III | 19.17 |
| 14044 | - Computer Operator IV | 21.30 |
| 14045 | - Computer Operator V | 23.58 |
| 14071 | - Computer Programmer I | (see 1) 19.02 |
| 14072 | - Computer Programmer II | (see 1) 23.57 |
| 14073 | - Computer Programmer III | (see 1) |
| 14074 | - Computer Programmer IV | (see 1) |
| 14101 | - Computer Systems Analyst I | (see 1) 27.62 |
| 14102 | - Computer Systems Analyst II | (see 1) |
| 14103 | - Computer Systems Analyst III | (see 1) |
| 14150 | - Peripheral Equipment Operator | 15.37 |
| 14160 | - Personal Computer Support Technician | 21.30 |
| 15000 | - Instructional Occupations | |
| 15010 | - Aircrew Training Devices Instructor (Non-Rated) | 29.12 |
| 15020 | - Aircrew Training Devices Instructor (Rated) | 35.22 |

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| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.01 |
| 15050 - Computer Based Training Specialist / Instructor | 29.12 |
| 15060 - Educational Technologist | 25.40 |
| 15070 - Flight Instructor (Pilot) | 41.01 |
| 15080 - Graphic Artist | 20.03 |
| 15090 - Technical Instructor | 19.78 |
| 15095 - Technical Instructor/Course Developer | 24.20 |
| 15110 - Test Proctor | 15.96 |
| 15120 - Tutor | 15.96 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.42 |
| 16030 - Counter Attendant | 11.42 |
| 16040 - Dry Cleaner | 14.39 |
| 16070 - Finisher, Flatwork, Machine | 11.42 |
| 16090 - Presser, Hand | 11.42 |
| 16110 - Presser, Machine, Drycleaning | 11.42 |
| 16130 - Presser, Machine, Shirts | 11.42 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.42 |
| 16190 - Sewing Machine Operator | 15.22 |
| 16220 - Tailor | 16.09 |
| 16250 - Washer, Machine | 12.66 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.56 |
| 19040 - Tool And Die Maker | 24.94 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.45 |
| 21030 - Material Coordinator | 21.31 |
| 21040 - Material Expediter | 21.31 |
| 21050 - Material Handling Laborer | 13.98 |
| 21071 - Order Filler | 12.27 |
| 21080 - Production Line Worker (Food Processing) | 14.45 |
| 21110 - Shipping Packer | 13.34 |
| 21130 - Shipping/Receiving Clerk | 13.34 |
| 21140 - Store Worker I | 14.83 |
| 21150 - Stock Clerk | 19.13 |
| 21210 - Tools And Parts Attendant | 14.45 |
| 21410 - Warehouse Specialist | 14.67 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.33 |
| 23021 - Aircraft Mechanic I | 22.45 |
| 23022 - Aircraft Mechanic II | 23.33 |
| 23023 - Aircraft Mechanic III | 24.22 |
| 23040 - Aircraft Mechanic Helper | 16.98 |
| 23050 - Aircraft, Painter | 20.76 |
| 23060 - Aircraft Servicer | 18.93 |
| 23080 - Aircraft Worker | 19.74 |
| 23110 - Appliance Mechanic | 21.55 |
| 23120 - Bicycle Repairer | 12.59 |
| 23125 - Cable Splicer | 25.70 |
| 23130 - Carpenter, Maintenance | 18.16 |
| 23140 - Carpet Layer | 21.21 |
| 23160 - Electrician, Maintenance | 26.33 |
| 23181 - Electronics Technician Maintenance I | 20.70 |
| 23182 - Electronics Technician Maintenance II | 21.62 |
| 23183 - Electronics Technician Maintenance III | 22.45 |
| 23260 - Fabric Worker | 19.85 |
| 23290 - Fire Alarm System Mechanic | 22.45 |
| 23310 - Fire Extinguisher Repairer | 18.63 |
| 23311 - Fuel Distribution System Mechanic | 23.36 |
| 23312 - Fuel Distribution System Operator | 19.84 |
| 23370 - General Maintenance Worker | 16.52 |
| 23380 - Ground Support Equipment Mechanic | 22.45 |
| 23381 - Ground Support Equipment Servicer | 18.93 |

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| 23382 - Ground Support Equipment Worker | 19.74 |
| 23391 - Gunsmith I | 18.63 |
| 23392 - Gunsmith II | 20.70 |
| 23393 - Gunsmith III | 22.45 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.71 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.69 |
| 23430 - Heavy Equipment Mechanic | 21.11 |
| 23440 - Heavy Equipment Operator | 21.22 |
| 23460 - Instrument Mechanic | 22.45 |
| 23465 - Laboratory/Shelter Mechanic | 21.62 |
| 23470 - Laborer | 11.82 |
| 23510 - Locksmith | 20.91 |
| 23530 - Machinery Maintenance Mechanic | 22.71 |
| 23550 - Machinist, Maintenance | 20.00 |
| 23580 - Maintenance Trades Helper | 14.25 |
| 23591 - Metrology Technician I | 22.45 |
| 23592 - Metrology Technician II | 23.34 |
| 23593 - Metrology Technician III | 24.24 |
| 23640 - Millwright | 22.45 |
| 23710 - Office Appliance Repairer | 20.26 |
| 23760 - Painter, Maintenance | 17.37 |
| 23790 - Pipefitter, Maintenance | 29.66 |
| 23810 - Plumber, Maintenance | 27.18 |
| 23820 - Pneudraulic Systems Mechanic | 22.45 |
| 23850 - Rigger | 22.45 |
| 23870 - Scale Mechanic | 20.70 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.69 |
| 23910 - Small Engine Mechanic | 20.03 |
| 23931 - Telecommunications Mechanic I | 23.26 |
| 23932 - Telecommunications Mechanic II | 25.62 |
| 23950 - Telephone Lineman | 20.04 |
| 23960 - Welder, Combination, Maintenance | 19.39 |
| 23965 - Well Driller | 22.45 |
| 23970 - Woodcraft Worker | 22.45 |
| 23980 - Woodworker | 18.98 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.15 |
| 24580 - Child Care Center Clerk | 11.42 |
| 24610 - Chore Aide | 12.41 |
| 24620 - Family Readiness And Support Services Coordinator | 11.97 |
| 24630 - Homemaker | 13.88 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.95 |
| 25040 - Sewage Plant Operator | 21.36 |
| 25070 - Stationary Engineer | 23.95 |
| 25190 - Ventilation Equipment Tender | 18.56 |
| 25210 - Water Treatment Plant Operator | 21.36 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.13 |
| 27007 - Baggage Inspector | 13.21 |
| 27008 - Corrections Officer | 17.78 |
| 27010 - Court Security Officer | 20.63 |
| 27030 - Detection Dog Handler | 16.09 |
| 27040 - Detention Officer | 17.78 |
| 27070 - Firefighter | 19.76 |
| 27101 - Guard I | 13.21 |
| 27102 - Guard II | 16.09 |
| 27131 - Police Officer I | 25.07 |
| 27132 - Police Officer II | 27.86 |
| 28000 - Recreation Occupations | |

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| 28041 - Carnival Equipment Operator | 10.78 |
| 28042 - Carnival Equipment Repairer | 11.23 |
| 28043 - Carnival Equipment Worker | 9.13 |
| 28210 - Gate Attendant/Gate Tender | 14.96 |
| 28310 - Lifeguard | 13.72 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.99 |
| 28515 - Recreation Specialist | 14.65 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 16.40 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.72 |
| 29020 - Hatch Tender | 20.72 |
| 29030 - Line Handler | 20.72 |
| 29041 - Stevedore I | 19.87 |
| 29042 - Stevedore II | 21.65 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.02 |
| 30022 - Archeological Technician II | 20.21 |
| 30023 - Archeological Technician III | 25.58 |
| 30030 - Cartographic Technician | 25.58 |
| 30040 - Civil Engineering Technician | 23.43 |
| 30061 - Drafter/CAD Operator I | 18.45 |
| 30062 - Drafter/CAD Operator II | 20.64 |
| 30063 - Drafter/CAD Operator III | 23.02 |
| 30064 - Drafter/CAD Operator IV | 28.32 |
| 30081 - Engineering Technician I | 16.21 |
| 30082 - Engineering Technician II | 18.21 |
| 30083 - Engineering Technician III | 20.37 |
| 30084 - Engineering Technician IV | 25.22 |
| 30085 - Engineering Technician V | 29.98 |
| 30086 - Engineering Technician VI | 37.34 |
| 30090 - Environmental Technician | 25.58 |
| 30210 - Laboratory Technician | 23.02 |
| 30240 - Mathematical Technician | 25.58 |
| 30361 - Paralegal/Legal Assistant I | 18.85 |
| 30362 - Paralegal/Legal Assistant II | 23.34 |
| 30363 - Paralegal/Legal Assistant III | 28.56 |
| 30364 - Paralegal/Legal Assistant IV | 34.55 |
| 30390 - Photo-Optics Technician | 25.58 |
| 30461 - Technical Writer I | 25.58 |
| 30462 - Technical Writer II | 31.29 |
| 30463 - Technical Writer III | 37.85 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 23.02 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 25.58 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.37 |
| 31030 - Bus Driver | 15.11 |
| 31043 - Driver Courier | 12.63 |
| 31260 - Parking and Lot Attendant | 11.71 |
| 31290 - Shuttle Bus Driver | 13.15 |
| 31310 - Taxi Driver | 11.51 |
| 31361 - Truckdriver, Light | 13.15 |
| 31362 - Truckdriver, Medium | 16.11 |

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|---|-------|
| 31363 - Truckdriver, Heavy | 18.58 |
| 31364 - Truckdriver, Tractor-Trailer | 18.58 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.55 |
| 99050 - Desk Clerk | 8.78 |
| 99095 - Embalmer | 25.36 |
| 99251 - Laboratory Animal Caretaker I | 11.29 |
| 99252 - Laboratory Animal Caretaker II | 12.10 |
| 99310 - Mortician | 25.36 |
| 99410 - Pest Controller | 18.41 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 18.71 |
| 99711 - Recycling Specialist | 20.77 |
| 99730 - Refuse Collector | 17.08 |
| 99810 - Sales Clerk | 11.12 |
| 99820 - School Crossing Guard | 14.52 |
| 99830 - Survey Party Chief | 22.62 |
| 99831 - Surveying Aide | 13.23 |
| 99832 - Surveying Technician | 17.27 |
| 99840 - Vending Machine Attendant | 19.77 |
| 99841 - Vending Machine Repairer | 21.62 |
| 99842 - Vending Machine Repairer Helper | 19.77 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3041
Revision No.: 3
Date of Last Revision: 07/25/2014

State: Mississippi

Area: Mississippi County of Tallahatchie

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.88 |
| 01012 - Accounting Clerk II | | 13.34 |
| 01013 - Accounting Clerk III | | 14.92 |
| 01020 - Administrative Assistant | | 15.98 |
| 01040 - Court Reporter | | 13.46 |

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|--|-------|
| 01051 - Data Entry Operator I | 10.88 |
| 01052 - Data Entry Operator II | 11.87 |
| 01060 - Dispatcher, Motor Vehicle | 13.46 |
| 01070 - Document Preparation Clerk | 11.67 |
| 01090 - Duplicating Machine Operator | 11.67 |
| 01111 - General Clerk I | 11.11 |
| 01112 - General Clerk II | 11.80 |
| 01113 - General Clerk III | 13.57 |
| 01120 - Housing Referral Assistant | 14.25 |
| 01141 - Messenger Courier | 9.25 |
| 01191 - Order Clerk I | 11.38 |
| 01192 - Order Clerk II | 13.40 |
| 01261 - Personnel Assistant (Employment) I | 12.70 |
| 01262 - Personnel Assistant (Employment) II | 14.20 |
| 01263 - Personnel Assistant (Employment) III | 15.84 |
| 01270 - Production Control Clerk | 17.31 |
| 01280 - Receptionist | 9.85 |
| 01290 - Rental Clerk | 11.72 |
| 01300 - Scheduler, Maintenance | 11.72 |
| 01311 - Secretary I | 11.42 |
| 01312 - Secretary II | 12.77 |
| 01313 - Secretary III | 14.25 |
| 01320 - Service Order Dispatcher | 12.31 |
| 01410 - Supply Technician | 16.25 |
| 01420 - Survey Worker | 11.94 |
| 01531 - Travel Clerk I | 11.08 |
| 01532 - Travel Clerk II | 11.64 |
| 01533 - Travel Clerk III | 12.25 |
| 01611 - Word Processor I | 11.06 |
| 01612 - Word Processor II | 12.42 |
| 01613 - Word Processor III | 13.89 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 16.38 |
| 05010 - Automotive Electrician | 15.70 |
| 05040 - Automotive Glass Installer | 15.02 |
| 05070 - Automotive Worker | 15.02 |
| 05110 - Mobile Equipment Servicer | 13.61 |
| 05130 - Motor Equipment Metal Mechanic | 16.38 |
| 05160 - Motor Equipment Metal Worker | 15.02 |
| 05190 - Motor Vehicle Mechanic | 16.38 |
| 05220 - Motor Vehicle Mechanic Helper | 12.88 |
| 05250 - Motor Vehicle Upholstery Worker | 14.27 |
| 05280 - Motor Vehicle Wrecker | 15.02 |
| 05310 - Painter, Automotive | 15.70 |
| 05340 - Radiator Repair Specialist | 15.02 |
| 05370 - Tire Repairer | 12.52 |
| 05400 - Transmission Repair Specialist | 16.38 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.37 |
| 07041 - Cook I | 9.35 |
| 07042 - Cook II | 10.37 |
| 07070 - Dishwasher | 7.40 |
| 07130 - Food Service Worker | 7.41 |
| 07210 - Meat Cutter | 12.36 |
| 07260 - Waiter/Waitress | 7.91 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.95 |
| 09040 - Furniture Handler | 10.91 |
| 09080 - Furniture Refinisher | 14.95 |
| 09090 - Furniture Refinisher Helper | 12.27 |
| 09110 - Furniture Repairer, Minor | 13.59 |
| 09130 - Upholsterer | 14.95 |
| 11000 - General Services And Support Occupations | |

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|--|-------|
| 11030 - Cleaner, Vehicles | 9.73 |
| 11060 - Elevator Operator | 9.73 |
| 11090 - Gardener | 13.26 |
| 11122 - Housekeeping Aide | 8.99 |
| 11150 - Janitor | 8.92 |
| 11210 - Laborer, Grounds Maintenance | 9.93 |
| 11240 - Maid or Houseman | 7.81 |
| 11260 - Pruner | 10.99 |
| 11270 - Tractor Operator | 12.10 |
| 11330 - Trail Maintenance Worker | 9.93 |
| 11360 - Window Cleaner | 10.49 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.01 |
| 12011 - Breath Alcohol Technician | 14.01 |
| 12012 - Certified Occupational Therapist Assistant | 20.25 |
| 12015 - Certified Physical Therapist Assistant | 21.31 |
| 12020 - Dental Assistant | 11.59 |
| 12025 - Dental Hygienist | 22.74 |
| 12030 - EKG Technician | 20.31 |
| 12035 - Electroneurodiagnostic Technologist | 20.31 |
| 12040 - Emergency Medical Technician | 14.14 |
| 12071 - Licensed Practical Nurse I | 13.61 |
| 12072 - Licensed Practical Nurse II | 15.57 |
| 12073 - Licensed Practical Nurse III | 16.98 |
| 12100 - Medical Assistant | 11.94 |
| 12130 - Medical Laboratory Technician | 15.02 |
| 12160 - Medical Record Clerk | 11.04 |
| 12190 - Medical Record Technician | 14.22 |
| 12195 - Medical Transcriptionist | 13.05 |
| 12210 - Nuclear Medicine Technologist | 30.67 |
| 12221 - Nursing Assistant I | 8.93 |
| 12222 - Nursing Assistant II | 10.04 |
| 12223 - Nursing Assistant III | 10.96 |
| 12224 - Nursing Assistant IV | 12.29 |
| 12235 - Optical Dispenser | 13.42 |
| 12236 - Optical Technician | 13.07 |
| 12250 - Pharmacy Technician | 14.07 |
| 12280 - Phlebotomist | 13.20 |
| 12305 - Radiologic Technologist | 21.16 |
| 12311 - Registered Nurse I | 22.46 |
| 12312 - Registered Nurse II | 27.47 |
| 12313 - Registered Nurse II, Specialist | 27.47 |
| 12314 - Registered Nurse III | 33.23 |
| 12315 - Registered Nurse III, Anesthetist | 33.23 |
| 12316 - Registered Nurse IV | 39.83 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.87 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 14.32 |
| 13012 - Exhibits Specialist II | 17.67 |
| 13013 - Exhibits Specialist III | 21.61 |
| 13041 - Illustrator I | 14.27 |
| 13042 - Illustrator II | 17.67 |
| 13043 - Illustrator III | 21.61 |
| 13047 - Librarian | 19.56 |
| 13050 - Library Aide/Clerk | 10.26 |
| 13054 - Library Information Technology Systems Administrator | 17.67 |
| 13058 - Library Technician | 12.66 |
| 13061 - Media Specialist I | 12.75 |
| 13062 - Media Specialist II | 14.32 |
| 13063 - Media Specialist III | 15.90 |
| 13071 - Photographer I | 14.22 |
| 13072 - Photographer II | 14.70 |

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| 13073 - Photographer III | 18.21 |
| 13074 - Photographer IV | 24.10 |
| 13075 - Photographer V | 29.16 |
| 13110 - Video Teleconference Technician | 15.85 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.69 |
| 14042 - Computer Operator II | 15.31 |
| 14043 - Computer Operator III | 17.08 |
| 14044 - Computer Operator IV | 18.98 |
| 14045 - Computer Operator V | 21.01 |
| 14071 - Computer Programmer I | (see 1) 17.07 |
| 14072 - Computer Programmer II | (see 1) 21.16 |
| 14073 - Computer Programmer III | (see 1) 25.88 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 24.51 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.69 |
| 14160 - Personal Computer Support Technician | 18.98 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 24.51 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 29.66 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.55 |
| 15050 - Computer Based Training Specialist / Instructor | 24.51 |
| 15060 - Educational Technologist | 26.41 |
| 15070 - Flight Instructor (Pilot) | 35.55 |
| 15080 - Graphic Artist | 18.44 |
| 15090 - Technical Instructor | 15.38 |
| 15095 - Technical Instructor/Course Developer | 18.81 |
| 15110 - Test Proctor | 12.39 |
| 15120 - Tutor | 12.39 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 7.93 |
| 16030 - Counter Attendant | 7.93 |
| 16040 - Dry Cleaner | 9.13 |
| 16070 - Finisher, Flatwork, Machine | 7.93 |
| 16090 - Presser, Hand | 7.93 |
| 16110 - Presser, Machine, Drycleaning | 7.93 |
| 16130 - Presser, Machine, Shirts | 7.93 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 7.93 |
| 16190 - Sewing Machine Operator | 9.55 |
| 16220 - Tailor | 9.98 |
| 16250 - Washer, Machine | 8.31 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.90 |
| 19040 - Tool And Die Maker | 18.86 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.08 |
| 21030 - Material Coordinator | 17.31 |
| 21040 - Material Expediter | 17.31 |
| 21050 - Material Handling Laborer | 11.13 |
| 21071 - Order Filler | 10.54 |
| 21080 - Production Line Worker (Food Processing) | 12.27 |
| 21110 - Shipping Packer | 13.06 |
| 21130 - Shipping/Receiving Clerk | 13.06 |
| 21140 - Store Worker I | 11.12 |
| 21150 - Stock Clerk | 13.88 |
| 21210 - Tools And Parts Attendant | 13.07 |
| 21410 - Warehouse Specialist | 13.07 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 22.01 |
| 23021 - Aircraft Mechanic I | 21.08 |
| 23022 - Aircraft Mechanic II | 22.01 |

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| 23023 - Aircraft Mechanic III | 22.94 |
| 23040 - Aircraft Mechanic Helper | 16.58 |
| 23050 - Aircraft, Painter | 19.91 |
| 23060 - Aircraft Servicer | 18.37 |
| 23080 - Aircraft Worker | 19.32 |
| 23110 - Appliance Mechanic | 14.95 |
| 23120 - Bicycle Repairer | 12.52 |
| 23125 - Cable Splicer | 19.84 |
| 23130 - Carpenter, Maintenance | 14.95 |
| 23140 - Carpet Layer | 14.30 |
| 23160 - Electrician, Maintenance | 18.12 |
| 23181 - Electronics Technician Maintenance I | 18.05 |
| 23182 - Electronics Technician Maintenance II | 18.98 |
| 23183 - Electronics Technician Maintenance III | 19.86 |
| 23260 - Fabric Worker | 14.14 |
| 23290 - Fire Alarm System Mechanic | 15.60 |
| 23310 - Fire Extinguisher Repairer | 13.54 |
| 23311 - Fuel Distribution System Mechanic | 19.57 |
| 23312 - Fuel Distribution System Operator | 15.88 |
| 23370 - General Maintenance Worker | 15.02 |
| 23380 - Ground Support Equipment Mechanic | 21.08 |
| 23381 - Ground Support Equipment Servicer | 18.37 |
| 23382 - Ground Support Equipment Worker | 19.32 |
| 23391 - Gunsmith I | 13.54 |
| 23392 - Gunsmith II | 15.16 |
| 23393 - Gunsmith III | 16.68 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 15.60 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 16.29 |
| 23430 - Heavy Equipment Mechanic | 17.06 |
| 23440 - Heavy Equipment Operator | 15.28 |
| 23460 - Instrument Mechanic | 18.03 |
| 23465 - Laboratory/Shelter Mechanic | 15.94 |
| 23470 - Laborer | 10.00 |
| 23510 - Locksmith | 14.95 |
| 23530 - Machinery Maintenance Mechanic | 17.65 |
| 23550 - Machinist, Maintenance | 15.62 |
| 23580 - Maintenance Trades Helper | 12.31 |
| 23591 - Metrology Technician I | 18.03 |
| 23592 - Metrology Technician II | 18.83 |
| 23593 - Metrology Technician III | 19.62 |
| 23640 - Millwright | 19.58 |
| 23710 - Office Appliance Repairer | 14.95 |
| 23760 - Painter, Maintenance | 14.95 |
| 23790 - Pipefitter, Maintenance | 15.60 |
| 23810 - Plumber, Maintenance | 14.95 |
| 23820 - Pneudraulic Systems Mechanic | 16.68 |
| 23850 - Rigger | 18.15 |
| 23870 - Scale Mechanic | 15.16 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.60 |
| 23910 - Small Engine Mechanic | 14.30 |
| 23931 - Telecommunications Mechanic I | 23.63 |
| 23932 - Telecommunications Mechanic II | 25.93 |
| 23950 - Telephone Lineman | 19.99 |
| 23960 - Welder, Combination, Maintenance | 15.60 |
| 23965 - Well Driller | 17.16 |
| 23970 - Woodcraft Worker | 17.16 |
| 23980 - Woodworker | 12.96 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.15 |
| 24580 - Child Care Center Clerk | 12.91 |
| 24610 - Chore Aide | 8.45 |

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| 24620 - Family Readiness And Support Services Coordinator | 11.66 |
| 24630 - Homemaker | 14.95 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.87 |
| 25040 - Sewage Plant Operator | 14.97 |
| 25070 - Stationary Engineer | 17.95 |
| 25190 - Ventilation Equipment Tender | 13.67 |
| 25210 - Water Treatment Plant Operator | 14.97 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 11.59 |
| 27007 - Baggage Inspector | 8.80 |
| 27008 - Corrections Officer | 13.02 |
| 27010 - Court Security Officer | 14.37 |
| 27030 - Detection Dog Handler | 13.10 |
| 27040 - Detention Officer | 13.02 |
| 27070 - Firefighter | 13.62 |
| 27101 - Guard I | 8.80 |
| 27102 - Guard II | 13.10 |
| 27131 - Police Officer I | 16.01 |
| 27132 - Police Officer II | 17.80 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.07 |
| 28042 - Carnival Equipment Repairer | 14.87 |
| 28043 - Carnival Equipment Worker | 10.84 |
| 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 | 16.61 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 18.77 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.96 |
| 29020 - Hatch Tender | 15.89 |
| 29030 - Line Handler | 15.89 |
| 29041 - Stevedore I | 15.25 |
| 29042 - Stevedore II | 16.79 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.48 |
| 30022 - Archeological Technician II | 16.19 |
| 30023 - Archeological Technician III | 20.06 |
| 30030 - Cartographic Technician | 20.06 |
| 30040 - Civil Engineering Technician | 16.17 |
| 30061 - Drafter/CAD Operator I | 14.48 |
| 30062 - Drafter/CAD Operator II | 16.19 |
| 30063 - Drafter/CAD Operator III | 18.06 |
| 30064 - Drafter/CAD Operator IV | 22.22 |
| 30081 - Engineering Technician I | 12.53 |
| 30082 - Engineering Technician II | 14.06 |
| 30083 - Engineering Technician III | 15.73 |
| 30084 - Engineering Technician IV | 19.49 |
| 30085 - Engineering Technician V | 23.84 |
| 30086 - Engineering Technician VI | 28.84 |
| 30090 - Environmental Technician | 20.06 |
| 30210 - Laboratory Technician | 20.69 |
| 30240 - Mathematical Technician | 20.06 |
| 30361 - Paralegal/Legal Assistant I | 14.85 |
| 30362 - Paralegal/Legal Assistant II | 18.40 |
| 30363 - Paralegal/Legal Assistant III | 22.51 |

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| 30364 - Paralegal/Legal Assistant IV | 27.23 |
| 30390 - Photo-Optics Technician | 20.06 |
| 30461 - Technical Writer I | 20.06 |
| 30462 - Technical Writer II | 24.54 |
| 30463 - Technical Writer III | 29.43 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 18.06 |
| 30621 - Weather Observer, Senior | (see 2) 20.06 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.38 |
| 31030 - Bus Driver | 11.95 |
| 31043 - Driver Courier | 13.33 |
| 31260 - Parking and Lot Attendant | 8.95 |
| 31290 - Shuttle Bus Driver | 14.17 |
| 31310 - Taxi Driver | 9.51 |
| 31361 - Truckdriver, Light | 14.17 |
| 31362 - Truckdriver, Medium | 15.00 |
| 31363 - Truckdriver, Heavy | 16.66 |
| 31364 - Truckdriver, Tractor-Trailer | 16.66 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.86 |
| 99050 - Desk Clerk | 9.00 |
| 99095 - Embalmer | 20.02 |
| 99251 - Laboratory Animal Caretaker I | 8.84 |
| 99252 - Laboratory Animal Caretaker II | 9.36 |
| 99310 - Mortician | 20.02 |
| 99410 - Pest Controller | 14.22 |
| 99510 - Photofinishing Worker | 15.84 |
| 99710 - Recycling Laborer | 11.87 |
| 99711 - Recycling Specialist | 13.49 |
| 99730 - Refuse Collector | 11.02 |
| 99810 - Sales Clerk | 10.87 |
| 99820 - School Crossing Guard | 9.48 |
| 99830 - Survey Party Chief | 17.92 |
| 99831 - Surveying Aide | 12.06 |
| 99832 - Surveying Technician | 16.53 |
| 99840 - Vending Machine Attendant | 12.10 |
| 99841 - Vending Machine Repairer | 14.67 |
| 99842 - Vending Machine Repairer Helper | 12.10 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed

occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski

Division of

Wage Determination No.: 2005-3042
Revision No.: 3

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|-------------------------|----------|------|
|-------------------------|----------|------|

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|--|-------|
| 05340 - Radiator Repair Specialist | 15.02 |
| 05370 - Tire Repairer | 12.52 |
| 05400 - Transmission Repair Specialist | 16.38 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.37 |
| 07041 - Cook I | 9.35 |
| 07042 - Cook II | 10.37 |
| 07070 - Dishwasher | 7.40 |
| 07130 - Food Service Worker | 7.41 |
| 07210 - Meat Cutter | 12.36 |
| 07260 - Waiter/Waitress | 7.91 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.95 |
| 09040 - Furniture Handler | 10.91 |
| 09080 - Furniture Refinisher | 14.95 |
| 09090 - Furniture Refinisher Helper | 12.27 |
| 09110 - Furniture Repairer, Minor | 13.59 |
| 09130 - Upholsterer | 14.95 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.73 |
| 11060 - Elevator Operator | 9.73 |
| 11090 - Gardener | 13.26 |
| 11122 - Housekeeping Aide | 8.99 |
| 11150 - Janitor | 8.92 |
| 11210 - Laborer, Grounds Maintenance | 9.93 |
| 11240 - Maid or Houseman | 7.81 |
| 11260 - Pruner | 10.99 |
| 11270 - Tractor Operator | 12.10 |
| 11330 - Trail Maintenance Worker | 9.93 |
| 11360 - Window Cleaner | 10.49 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.01 |
| 12011 - Breath Alcohol Technician | 14.01 |
| 12012 - Certified Occupational Therapist Assistant | 20.25 |
| 12015 - Certified Physical Therapist Assistant | 21.31 |
| 12020 - Dental Assistant | 11.59 |
| 12025 - Dental Hygienist | 22.74 |
| 12030 - EKG Technician | 20.31 |
| 12035 - Electroneurodiagnostic Technologist | 20.31 |
| 12040 - Emergency Medical Technician | 14.14 |
| 12071 - Licensed Practical Nurse I | 13.61 |
| 12072 - Licensed Practical Nurse II | 15.57 |
| 12073 - Licensed Practical Nurse III | 16.98 |
| 12100 - Medical Assistant | 11.94 |
| 12130 - Medical Laboratory Technician | 15.02 |
| 12160 - Medical Record Clerk | 11.04 |
| 12190 - Medical Record Technician | 14.22 |
| 12195 - Medical Transcriptionist | 13.05 |
| 12210 - Nuclear Medicine Technologist | 30.67 |
| 12221 - Nursing Assistant I | 8.93 |
| 12222 - Nursing Assistant II | 10.04 |
| 12223 - Nursing Assistant III | 10.96 |
| 12224 - Nursing Assistant IV | 12.29 |
| 12235 - Optical Dispenser | 13.42 |
| 12236 - Optical Technician | 13.07 |
| 12250 - Pharmacy Technician | 14.07 |
| 12280 - Phlebotomist | 13.20 |
| 12305 - Radiologic Technologist | 21.16 |
| 12311 - Registered Nurse I | 22.46 |
| 12312 - Registered Nurse II | 27.47 |
| 12313 - Registered Nurse II, Specialist | 27.47 |
| 12314 - Registered Nurse III | 33.23 |
| 12315 - Registered Nurse III, Anesthetist | 33.23 |

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| 12316 - Registered Nurse IV | 39.83 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.87 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 14.32 |
| 13012 - Exhibits Specialist II | 17.67 |
| 13013 - Exhibits Specialist III | 21.61 |
| 13041 - Illustrator I | 14.27 |
| 13042 - Illustrator II | 17.67 |
| 13043 - Illustrator III | 21.61 |
| 13047 - Librarian | 19.56 |
| 13050 - Library Aide/Clerk | 10.26 |
| 13054 - Library Information Technology Systems Administrator | 17.67 |
| 13058 - Library Technician | 12.66 |
| 13061 - Media Specialist I | 12.75 |
| 13062 - Media Specialist II | 14.32 |
| 13063 - Media Specialist III | 15.90 |
| 13071 - Photographer I | 14.22 |
| 13072 - Photographer II | 14.70 |
| 13073 - Photographer III | 18.21 |
| 13074 - Photographer IV | 24.10 |
| 13075 - Photographer V | 29.16 |
| 13110 - Video Teleconference Technician | 15.86 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.69 |
| 14042 - Computer Operator II | 15.31 |
| 14043 - Computer Operator III | 17.08 |
| 14044 - Computer Operator IV | 18.98 |
| 14045 - Computer Operator V | 21.01 |
| 14071 - Computer Programmer I | (see 1) 17.07 |
| 14072 - Computer Programmer II | (see 1) 21.16 |
| 14073 - Computer Programmer III | (see 1) 25.88 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 24.51 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.69 |
| 14160 - Personal Computer Support Technician | 18.98 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 24.51 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 29.66 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.55 |
| 15050 - Computer Based Training Specialist / Instructor | 24.51 |
| 15060 - Educational Technologist | 26.41 |
| 15070 - Flight Instructor (Pilot) | 35.55 |
| 15080 - Graphic Artist | 18.44 |
| 15090 - Technical Instructor | 15.38 |
| 15095 - Technical Instructor/Course Developer | 18.81 |
| 15110 - Test Proctor | 12.39 |
| 15120 - Tutor | 12.39 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 7.93 |
| 16030 - Counter Attendant | 7.93 |
| 16040 - Dry Cleaner | 9.13 |
| 16070 - Finisher, Flatwork, Machine | 7.93 |
| 16090 - Presser, Hand | 7.93 |
| 16110 - Presser, Machine, Drycleaning | 7.93 |
| 16130 - Presser, Machine, Shirts | 7.93 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 7.93 |
| 16190 - Sewing Machine Operator | 9.55 |
| 16220 - Tailor | 9.98 |
| 16250 - Washer, Machine | 8.31 |
| 19000 - Machine Tool Operation And Repair Occupations | |

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| 19010 - Machine-Tool Operator (Tool Room) | 15.90 |
| 19040 - Tool And Die Maker | 18.86 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.08 |
| 21030 - Material Coordinator | 17.31 |
| 21040 - Material Expediter | 17.31 |
| 21050 - Material Handling Laborer | 11.13 |
| 21071 - Order Filler | 10.54 |
| 21080 - Production Line Worker (Food Processing) | 12.27 |
| 21110 - Shipping Packer | 13.06 |
| 21130 - Shipping/Receiving Clerk | 13.06 |
| 21140 - Store Worker I | 11.12 |
| 21150 - Stock Clerk | 13.88 |
| 21210 - Tools And Parts Attendant | 13.07 |
| 21410 - Warehouse Specialist | 13.07 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 22.01 |
| 23021 - Aircraft Mechanic I | 21.08 |
| 23022 - Aircraft Mechanic II | 22.01 |
| 23023 - Aircraft Mechanic III | 22.94 |
| 23040 - Aircraft Mechanic Helper | 16.58 |
| 23050 - Aircraft, Painter | 19.91 |
| 23060 - Aircraft Servicer | 18.37 |
| 23080 - Aircraft Worker | 19.32 |
| 23110 - Appliance Mechanic | 14.95 |
| 23120 - Bicycle Repairer | 12.52 |
| 23125 - Cable Splicer | 19.84 |
| 23130 - Carpenter, Maintenance | 14.95 |
| 23140 - Carpet Layer | 14.30 |
| 23160 - Electrician, Maintenance | 18.12 |
| 23181 - Electronics Technician Maintenance I | 18.05 |
| 23182 - Electronics Technician Maintenance II | 18.98 |
| 23183 - Electronics Technician Maintenance III | 19.86 |
| 23260 - Fabric Worker | 14.14 |
| 23290 - Fire Alarm System Mechanic | 15.60 |
| 23310 - Fire Extinguisher Repairer | 13.54 |
| 23311 - Fuel Distribution System Mechanic | 19.57 |
| 23312 - Fuel Distribution System Operator | 15.88 |
| 23370 - General Maintenance Worker | 15.02 |
| 23380 - Ground Support Equipment Mechanic | 21.08 |
| 23381 - Ground Support Equipment Servicer | 18.37 |
| 23382 - Ground Support Equipment Worker | 19.32 |
| 23391 - Gunsmith I | 13.54 |
| 23392 - Gunsmith II | 15.16 |
| 23393 - Gunsmith III | 16.68 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 15.60 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 16.29 |
| 23430 - Heavy Equipment Mechanic | 17.06 |
| 23440 - Heavy Equipment Operator | 15.28 |
| 23460 - Instrument Mechanic | 18.03 |
| 23465 - Laboratory/Shelter Mechanic | 15.94 |
| 23470 - Laborer | 10.00 |
| 23510 - Locksmith | 14.95 |
| 23530 - Machinery Maintenance Mechanic | 17.65 |
| 23550 - Machinist, Maintenance | 15.62 |
| 23580 - Maintenance Trades Helper | 12.31 |
| 23591 - Metrology Technician I | 18.03 |
| 23592 - Metrology Technician II | 18.83 |
| 23593 - Metrology Technician III | 19.62 |
| 23640 - Millwright | 19.58 |
| 23710 - Office Appliance Repairer | 14.95 |

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| 23760 - Painter, Maintenance | 14.95 |
| 23790 - Pipefitter, Maintenance | 15.60 |
| 23810 - Plumber, Maintenance | 14.95 |
| 23820 - Pneudraulic Systems Mechanic | 16.68 |
| 23850 - Rigger | 18.15 |
| 23870 - Scale Mechanic | 15.16 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.60 |
| 23910 - Small Engine Mechanic | 14.30 |
| 23931 - Telecommunications Mechanic I | 23.63 |
| 23932 - Telecommunications Mechanic II | 25.93 |
| 23950 - Telephone Lineman | 19.99 |
| 23960 - Welder, Combination, Maintenance | 15.60 |
| 23965 - Well Driller | 17.16 |
| 23970 - Woodcraft Worker | 17.16 |
| 23980 - Woodworker | 12.96 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.15 |
| 24580 - Child Care Center Clerk | 12.91 |
| 24610 - Chore Aide | 8.45 |
| 24620 - Family Readiness And Support Services Coordinator | 11.66 |
| 24630 - Homemaker | 14.95 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.87 |
| 25040 - Sewage Plant Operator | 14.97 |
| 25070 - Stationary Engineer | 17.95 |
| 25190 - Ventilation Equipment Tender | 13.67 |
| 25210 - Water Treatment Plant Operator | 14.97 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 11.59 |
| 27007 - Baggage Inspector | 8.80 |
| 27008 - Corrections Officer | 13.02 |
| 27010 - Court Security Officer | 14.37 |
| 27030 - Detection Dog Handler | 13.10 |
| 27040 - Detention Officer | 13.02 |
| 27070 - Firefighter | 13.62 |
| 27101 - Guard I | 8.80 |
| 27102 - Guard II | 13.10 |
| 27131 - Police Officer I | 16.01 |
| 27132 - Police Officer II | 17.80 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.07 |
| 28042 - Carnival Equipment Repairer | 14.87 |
| 28043 - Carnival Equipment Worker | 10.84 |
| 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 | 16.61 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 18.77 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.96 |
| 29020 - Hatch Tender | 15.89 |
| 29030 - Line Handler | 15.89 |
| 29041 - Stevedore I | 15.25 |
| 29042 - Stevedore II | 16.79 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.48 |
| 30022 - Archeological Technician II | 16.19 |

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| 30023 - Archeological Technician III | 20.06 |
| 30030 - Cartographic Technician | 20.06 |
| 30040 - Civil Engineering Technician | 16.17 |
| 30061 - Drafter/CAD Operator I | 14.48 |
| 30062 - Drafter/CAD Operator II | 16.19 |
| 30063 - Drafter/CAD Operator III | 18.06 |
| 30064 - Drafter/CAD Operator IV | 22.22 |
| 30081 - Engineering Technician I | 12.53 |
| 30082 - Engineering Technician II | 14.06 |
| 30083 - Engineering Technician III | 15.73 |
| 30084 - Engineering Technician IV | 19.49 |
| 30085 - Engineering Technician V | 23.84 |
| 30086 - Engineering Technician VI | 28.84 |
| 30090 - Environmental Technician | 20.06 |
| 30210 - Laboratory Technician | 20.69 |
| 30240 - Mathematical Technician | 20.06 |
| 30361 - Paralegal/Legal Assistant I | 14.85 |
| 30362 - Paralegal/Legal Assistant II | 18.40 |
| 30363 - Paralegal/Legal Assistant III | 22.51 |
| 30364 - Paralegal/Legal Assistant IV | 27.23 |
| 30390 - Photo-Optics Technician | 20.06 |
| 30461 - Technical Writer I | 20.06 |
| 30462 - Technical Writer II | 24.54 |
| 30463 - Technical Writer III | 29.43 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 18.06 |
| 30621 - Weather Observer, Senior (see 2) | 20.06 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.38 |
| 31030 - Bus Driver | 11.95 |
| 31043 - Driver Courier | 13.33 |
| 31260 - Parking and Lot Attendant | 8.95 |
| 31290 - Shuttle Bus Driver | 14.17 |
| 31310 - Taxi Driver | 9.51 |
| 31361 - Truckdriver, Light | 14.17 |
| 31362 - Truckdriver, Medium | 15.00 |
| 31363 - Truckdriver, Heavy | 16.66 |
| 31364 - Truckdriver, Tractor-Trailer | 16.66 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.86 |
| 99050 - Desk Clerk | 9.00 |
| 99095 - Embalmer | 20.02 |
| 99251 - Laboratory Animal Caretaker I | 8.84 |
| 99252 - Laboratory Animal Caretaker II | 9.36 |
| 99310 - Mortician | 20.02 |
| 99410 - Pest Controller | 14.22 |
| 99510 - Photofinishing Worker | 15.84 |
| 99710 - Recycling Laborer | 11.87 |
| 99711 - Recycling Specialist | 13.49 |
| 99730 - Refuse Collector | 11.02 |
| 99810 - Sales Clerk | 10.87 |
| 99820 - School Crossing Guard | 9.48 |
| 99830 - Survey Party Chief | 17.92 |
| 99831 - Surveying Aide | 12.06 |
| 99832 - Surveying Technician | 16.53 |
| 99840 - Vending Machine Attendant | 12.10 |
| 99841 - Vending Machine Repairer | 76.40 |
| 99842 - Vending Machine Repairer Helper | 12.10 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2001
Revision No.: 13
Date Of Last Revision: 07/25/2014

State: Alabama

Area: Alabama Counties of Calhoun, Cherokee, Clay, Cleburne, De Kalb, Etowah, Talladega

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.93 |
| 01012 - Accounting Clerk II | | 13.39 |
| 01013 - Accounting Clerk III | | 15.02 |
| 01020 - Administrative Assistant | | 20.97 |
| 01040 - Court Reporter | | 14.60 |
| 01051 - Data Entry Operator I | | 10.84 |
| 01052 - Data Entry Operator II | | 11.82 |
| 01060 - Dispatcher, Motor Vehicle | | 16.78 |
| 01070 - Document Preparation Clerk | | 11.63 |
| 01090 - Duplicating Machine Operator | | 11.63 |
| 01111 - General Clerk I | | 10.34 |
| 01112 - General Clerk II | | 11.45 |
| 01113 - General Clerk III | | 12.67 |
| 01120 - Housing Referral Assistant | | 16.28 |
| 01141 - Messenger Courier | | 9.46 |
| 01191 - Order Clerk I | | 10.60 |
| 01192 - Order Clerk II | | 11.92 |
| 01261 - Personnel Assistant (Employment) I | | 13.46 |
| 01262 - Personnel Assistant (Employment) II | | 15.05 |
| 01263 - Personnel Assistant (Employment) III | | 16.79 |
| 01270 - Production Control Clerk | | 19.71 |
| 01280 - Receptionist | | 10.67 |
| 01290 - Rental Clerk | | 10.78 |
| 01300 - Scheduler, Maintenance | | 13.05 |
| 01311 - Secretary I | | 13.05 |
| 01312 - Secretary II | | 14.60 |

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| 01313 - Secretary III | 16.28 |
| 01320 - Service Order Dispatcher | 16.32 |
| 01410 - Supply Technician | 20.03 |
| 01420 - Survey Worker | 12.53 |
| 01531 - Travel Clerk I | 10.90 |
| 01532 - Travel Clerk II | 11.64 |
| 01533 - Travel Clerk III | 12.32 |
| 01611 - Word Processor I | 12.34 |
| 01612 - Word Processor II | 13.86 |
| 01613 - Word Processor III | 15.50 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 17.40 |
| 05010 - Automotive Electrician | 16.05 |
| 05040 - Automotive Glass Installer | 15.24 |
| 05070 - Automotive Worker | 15.24 |
| 05110 - Mobile Equipment Servicer | 13.53 |
| 05130 - Motor Equipment Metal Mechanic | 16.90 |
| 05160 - Motor Equipment Metal Worker | 15.24 |
| 05190 - Motor Vehicle Mechanic | 16.90 |
| 05220 - Motor Vehicle Mechanic Helper | 12.72 |
| 05250 - Motor Vehicle Upholstery Worker | 15.24 |
| 05280 - Motor Vehicle Wrecker | 15.24 |
| 05310 - Painter, Automotive | 16.05 |
| 05340 - Radiator Repair Specialist | 15.24 |
| 05370 - Tire Repairer | 10.65 |
| 05400 - Transmission Repair Specialist | 16.90 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.55 |
| 07041 - Cook I | 12.03 |
| 07042 - Cook II | 13.55 |
| 07070 - Dishwasher | 9.17 |
| 07130 - Food Service Worker | 9.17 |
| 07210 - Meat Cutter | 13.55 |
| 07260 - Waiter/Waitress | 9.79 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.00 |
| 09040 - Furniture Handler | 9.94 |
| 09080 - Furniture Refinisher | 13.81 |
| 09090 - Furniture Refinisher Helper | 11.22 |
| 09110 - Furniture Repairer, Minor | 12.52 |
| 09130 - Upholsterer | 13.81 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.53 |
| 11060 - Elevator Operator | 9.53 |
| 11090 - Gardener | 13.62 |
| 11122 - Housekeeping Aide | 9.52 |
| 11150 - Janitor | 9.52 |
| 11210 - Laborer, Grounds Maintenance | 11.08 |
| 11240 - Maid or Houseman | 8.37 |
| 11260 - Pruner | 10.30 |
| 11270 - Tractor Operator | 12.59 |
| 11330 - Trail Maintenance Worker | 11.08 |
| 11360 - Window Cleaner | 10.13 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.56 |
| 12011 - Breath Alcohol Technician | 14.56 |
| 12012 - Certified Occupational Therapist Assistant | 21.47 |
| 12015 - Certified Physical Therapist Assistant | 21.47 |
| 12020 - Dental Assistant | 13.55 |
| 12025 - Dental Hygienist | 27.87 |
| 12030 - EKG Technician | 21.56 |
| 12035 - Electroneurodiagnostic Technologist | 21.56 |
| 12040 - Emergency Medical Technician | 14.56 |

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| 12071 - Licensed Practical Nurse I | 13.02 |
| 12072 - Licensed Practical Nurse II | 14.56 |
| 12073 - Licensed Practical Nurse III | 16.24 |
| 12100 - Medical Assistant | 11.79 |
| 12130 - Medical Laboratory Technician | 14.80 |
| 12160 - Medical Record Clerk | 11.15 |
| 12190 - Medical Record Technician | 13.54 |
| 12195 - Medical Transcriptionist | 13.74 |
| 12210 - Nuclear Medicine Technologist | 25.79 |
| 12221 - Nursing Assistant I | 9.95 |
| 12222 - Nursing Assistant II | 11.19 |
| 12223 - Nursing Assistant III | 12.21 |
| 12224 - Nursing Assistant IV | 13.70 |
| 12235 - Optical Dispenser | 13.70 |
| 12236 - Optical Technician | 13.17 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.70 |
| 12305 - Radiologic Technologist | 20.09 |
| 12311 - Registered Nurse I | 23.04 |
| 12312 - Registered Nurse II | 28.18 |
| 12313 - Registered Nurse II, Specialist | 28.18 |
| 12314 - Registered Nurse III | 34.09 |
| 12315 - Registered Nurse III, Anesthetist | 34.09 |
| 12316 - Registered Nurse IV | 40.86 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.04 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.41 |
| 13012 - Exhibits Specialist II | 20.34 |
| 13013 - Exhibits Specialist III | 24.88 |
| 13041 - Illustrator I | 16.41 |
| 13042 - Illustrator II | 20.34 |
| 13043 - Illustrator III | 24.88 |
| 13047 - Librarian | 22.52 |
| 13050 - Library Aide/Clerk | 10.80 |
| 13054 - Library Information Technology Systems Administrator | 20.34 |
| 13058 - Library Technician | 11.93 |
| 13061 - Media Specialist I | 14.67 |
| 13062 - Media Specialist II | 16.41 |
| 13063 - Media Specialist III | 18.30 |
| 13071 - Photographer I | 11.06 |
| 13072 - Photographer II | 12.65 |
| 13073 - Photographer III | 18.16 |
| 13074 - Photographer IV | 20.88 |
| 13075 - Photographer V | 25.26 |
| 13110 - Video Teleconference Technician | 14.67 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.28 |
| 14042 - Computer Operator II | 14.86 |
| 14043 - Computer Operator III | 16.57 |
| 14044 - Computer Operator IV | 18.41 |
| 14045 - Computer Operator V | 20.39 |
| 14071 - Computer Programmer I | (see 1) 17.17 |
| 14072 - Computer Programmer II | (see 1) 21.27 |
| 14073 - Computer Programmer III | (see 1) 26.02 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 25.38 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.28 |
| 14160 - Personal Computer Support Technician | 18.41 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.38 |

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| 15020 - Aircrew Training Devices Instructor (Rated) | 30.70 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.80 |
| 15050 - Computer Based Training Specialist / Instructor | 25.38 |
| 15060 - Educational Technologist | 26.90 |
| 15070 - Flight Instructor (Pilot) | 36.80 |
| 15080 - Graphic Artist | 21.00 |
| 15090 - Technical Instructor | 20.24 |
| 15095 - Technical Instructor/Course Developer | 24.76 |
| 15110 - Test Proctor | 16.33 |
| 15120 - Tutor | 16.33 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.58 |
| 16030 - Counter Attendant | 8.58 |
| 16040 - Dry Cleaner | 10.26 |
| 16070 - Finisher, Flatwork, Machine | 8.58 |
| 16090 - Presser, Hand | 8.58 |
| 16110 - Presser, Machine, Drycleaning | 8.58 |
| 16130 - Presser, Machine, Shirts | 8.58 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.58 |
| 16190 - Sewing Machine Operator | 10.83 |
| 16220 - Tailor | 11.37 |
| 16250 - Washer, Machine | 9.13 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.07 |
| 19040 - Tool And Die Maker | 21.44 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.45 |
| 21030 - Material Coordinator | 19.71 |
| 21040 - Material Expediter | 19.71 |
| 21050 - Material Handling Laborer | 11.80 |
| 21071 - Order Filler | 12.46 |
| 21080 - Production Line Worker (Food Processing) | 13.45 |
| 21110 - Shipping Packer | 12.55 |
| 21130 - Shipping/Receiving Clerk | 12.55 |
| 21140 - Store Worker I | 12.34 |
| 21150 - Stock Clerk | 15.26 |
| 21210 - Tools And Parts Attendant | 13.45 |
| 21410 - Warehouse Specialist | 13.45 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 17.97 |
| 23021 - Aircraft Mechanic I | 17.12 |
| 23022 - Aircraft Mechanic II | 17.97 |
| 23023 - Aircraft Mechanic III | 18.88 |
| 23040 - Aircraft Mechanic Helper | 13.35 |
| 23050 - Aircraft, Painter | 16.36 |
| 23060 - Aircraft Servicer | 14.84 |
| 23080 - Aircraft Worker | 15.60 |
| 23110 - Appliance Mechanic | 17.48 |
| 23120 - Bicycle Repairer | 10.60 |
| 23125 - Cable Splicer | 19.24 |
| 23130 - Carpenter, Maintenance | 14.93 |
| 23140 - Carpet Layer | 15.62 |
| 23160 - Electrician, Maintenance | 18.87 |
| 23181 - Electronics Technician Maintenance I | 21.43 |
| 23182 - Electronics Technician Maintenance II | 22.56 |
| 23183 - Electronics Technician Maintenance III | 23.61 |
| 23260 - Fabric Worker | 14.85 |
| 23290 - Fire Alarm System Mechanic | 17.12 |
| 23310 - Fire Extinguisher Repairer | 14.11 |
| 23311 - Fuel Distribution System Mechanic | 23.03 |
| 23312 - Fuel Distribution System Operator | 18.97 |
| 23370 - General Maintenance Worker | 16.06 |
| 23380 - Ground Support Equipment Mechanic | 17.12 |

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| 23381 - Ground Support Equipment Servicer | 14.84 |
| 23382 - Ground Support Equipment Worker | 15.60 |
| 23391 - Gunsmith I | 14.11 |
| 23392 - Gunsmith II | 15.62 |
| 23393 - Gunsmith III | 17.12 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 15.61 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 16.29 |
| 23430 - Heavy Equipment Mechanic | 20.04 |
| 23440 - Heavy Equipment Operator | 16.12 |
| 23460 - Instrument Mechanic | 21.53 |
| 23465 - Laboratory/Shelter Mechanic | 16.36 |
| 23470 - Laborer | 11.80 |
| 23510 - Locksmith | 16.36 |
| 23530 - Machinery Maintenance Mechanic | 19.23 |
| 23550 - Machinist, Maintenance | 17.40 |
| 23580 - Maintenance Trades Helper | 11.32 |
| 23591 - Metrology Technician I | 20.04 |
| 23592 - Metrology Technician II | 20.91 |
| 23593 - Metrology Technician III | 21.78 |
| 23640 - Millwright | 17.86 |
| 23710 - Office Appliance Repairer | 15.59 |
| 23760 - Painter, Maintenance | 16.38 |
| 23790 - Pipefitter, Maintenance | 17.12 |
| 23810 - Plumber, Maintenance | 16.71 |
| 23820 - Pneudraulic Systems Mechanic | 17.12 |
| 23850 - Rigger | 17.12 |
| 23870 - Scale Mechanic | 15.62 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.49 |
| 23910 - Small Engine Mechanic | 14.93 |
| 23931 - Telecommunications Mechanic I | 19.13 |
| 23932 - Telecommunications Mechanic II | 20.10 |
| 23950 - Telephone Lineman | 17.39 |
| 23960 - Welder, Combination, Maintenance | 15.80 |
| 23965 - Well Driller | 17.12 |
| 23970 - Woodcraft Worker | 17.12 |
| 23980 - Woodworker | 13.84 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.25 |
| 24580 - Child Care Center Clerk | 12.77 |
| 24610 - Chore Aide | 8.37 |
| 24620 - Family Readiness And Support Services Coordinator | 13.52 |
| 24630 - Homemaker | 13.52 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.85 |
| 25040 - Sewage Plant Operator | 19.92 |
| 25070 - Stationary Engineer | 20.85 |
| 25190 - Ventilation Equipment Tender | 16.25 |
| 25210 - Water Treatment Plant Operator | 19.92 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 12.41 |
| 27007 - Baggage Inspector | 11.90 |
| 27008 - Corrections Officer | 15.52 |
| 27010 - Court Security Officer | 16.15 |
| 27030 - Detection Dog Handler | 13.31 |
| 27040 - Detention Officer | 15.52 |
| 27070 - Firefighter | 17.59 |
| 27101 - Guard I | 11.90 |
| 27102 - Guard II | 13.31 |
| 27131 - Police Officer I | 17.25 |
| 27132 - Police Officer II | 18.69 |

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| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.75 |
| 28042 - Carnival Equipment Repairer | 11.46 |
| 28043 - Carnival Equipment Worker | 8.73 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.61 |
| 28515 - Recreation Specialist | 16.36 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 17.40 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.40 |
| 29020 - Hatch Tender | 18.40 |
| 29030 - Line Handler | 18.40 |
| 29041 - Stevedore I | 17.25 |
| 29042 - Stevedore II | 19.27 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 13.81 |
| 30022 - Archeological Technician II | 15.06 |
| 30023 - Archeological Technician III | 18.68 |
| 30030 - Cartographic Technician | 20.59 |
| 30040 - Civil Engineering Technician | 17.95 |
| 30061 - Drafter/CAD Operator I | 14.72 |
| 30062 - Drafter/CAD Operator II | 16.72 |
| 30063 - Drafter/CAD Operator III | 18.07 |
| 30064 - Drafter/CAD Operator IV | 22.24 |
| 30081 - Engineering Technician I | 13.75 |
| 30082 - Engineering Technician II | 14.72 |
| 30083 - Engineering Technician III | 17.27 |
| 30084 - Engineering Technician IV | 21.40 |
| 30085 - Engineering Technician V | 26.17 |
| 30086 - Engineering Technician VI | 28.78 |
| 30090 - Environmental Technician | 20.23 |
| 30210 - Laboratory Technician | 20.19 |
| 30240 - Mathematical Technician | 20.59 |
| 30361 - Paralegal/Legal Assistant I | 16.06 |
| 30362 - Paralegal/Legal Assistant II | 19.90 |
| 30363 - Paralegal/Legal Assistant III | 24.95 |
| 30364 - Paralegal/Legal Assistant IV | 29.27 |
| 30390 - Photo-Optics Technician | 20.59 |
| 30461 - Technical Writer I | 18.74 |
| 30462 - Technical Writer II | 22.92 |
| 30463 - Technical Writer III | 26.34 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 18.25 |
| 30621 - Weather Observer, Senior (see 2) | 20.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.52 |
| 31030 - Bus Driver | 15.70 |
| 31043 - Driver Courier | 13.55 |
| 31260 - Parking and Lot Attendant | 10.76 |
| 31290 - Shuttle Bus Driver | 13.92 |
| 31310 - Taxi Driver | 12.82 |
| 31361 - Truckdriver, Light | 13.92 |

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| 31362 - Truckdriver, Medium | 14.65 |
| 31363 - Truckdriver, Heavy | 17.90 |
| 31364 - Truckdriver, Tractor-Trailer | 17.90 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.67 |
| 99050 - Desk Clerk | 8.87 |
| 99095 - Embalmer | 23.05 |
| 99251 - Laboratory Animal Caretaker I | 11.06 |
| 99252 - Laboratory Animal Caretaker II | 11.69 |
| 99310 - Mortician | 23.05 |
| 99410 - Pest Controller | 12.15 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 12.49 |
| 99711 - Recycling Specialist | 14.20 |
| 99730 - Refuse Collector | 10.86 |
| 99810 - Sales Clerk | 10.56 |
| 99820 - School Crossing Guard | 13.27 |
| 99830 - Survey Party Chief | 14.05 |
| 99831 - Surveying Aide | 9.19 |
| 99832 - Surveying Technician | 12.61 |
| 99840 - Vending Machine Attendant | 16.23 |
| 99841 - Vending Machine Repairer | 18.99 |
| 99842 - Vending Machine Repairer Helper | 16.23 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2002
Revision No.: 13
Date Of Last Revision: 07/25/2014

State: Alabama

Area: Alabama Counties of Calhoun, Cherokee, Clay, Cleburne, De Kalb, Etowah, Talladega

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.93 |
| 01012 - Accounting Clerk II | | 13.39 |
| 01013 - Accounting Clerk III | | 15.02 |
| 01020 - Administrative Assistant | | 20.97 |
| 01040 - Court Reporter | | 14.60 |
| 01051 - Data Entry Operator I | | 10.84 |

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| 01052 - Data Entry Operator II | 11.82 |
| 01060 - Dispatcher, Motor Vehicle | 16.78 |
| 01070 - Document Preparation Clerk | 11.63 |
| 01090 - Duplicating Machine Operator | 11.63 |
| 01111 - General Clerk I | 10.34 |
| 01112 - General Clerk II | 11.45 |
| 01113 - General Clerk III | 12.67 |
| 01120 - Housing Referral Assistant | 16.28 |
| 01141 - Messenger Courier | 9.46 |
| 01191 - Order Clerk I | 10.60 |
| 01192 - Order Clerk II | 11.92 |
| 01261 - Personnel Assistant (Employment) I | 13.46 |
| 01262 - Personnel Assistant (Employment) II | 15.05 |
| 01263 - Personnel Assistant (Employment) III | 16.79 |
| 01270 - Production Control Clerk | 19.71 |
| 01280 - Receptionist | 10.67 |
| 01290 - Rental Clerk | 10.78 |
| 01300 - Scheduler, Maintenance | 13.05 |
| 01311 - Secretary I | 13.05 |
| 01312 - Secretary II | 14.60 |
| 01313 - Secretary III | 16.28 |
| 01320 - Service Order Dispatcher | 16.32 |
| 01410 - Supply Technician | 20.03 |
| 01420 - Survey Worker | 12.53 |
| 01531 - Travel Clerk I | 10.90 |
| 01532 - Travel Clerk II | 11.64 |
| 01533 - Travel Clerk III | 12.32 |
| 01611 - Word Processor I | 12.34 |
| 01612 - Word Processor II | 13.86 |
| 01613 - Word Processor III | 15.50 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 17.40 |
| 05010 - Automotive Electrician | 16.05 |
| 05040 - Automotive Glass Installer | 15.24 |
| 05070 - Automotive Worker | 15.24 |
| 05110 - Mobile Equipment Servicer | 13.53 |
| 05130 - Motor Equipment Metal Mechanic | 16.90 |
| 05160 - Motor Equipment Metal Worker | 15.24 |
| 05190 - Motor Vehicle Mechanic | 16.90 |
| 05220 - Motor Vehicle Mechanic Helper | 12.72 |
| 05250 - Motor Vehicle Upholstery Worker | 15.24 |
| 05280 - Motor Vehicle Wrecker | 15.24 |
| 05310 - Painter, Automotive | 16.05 |
| 05340 - Radiator Repair Specialist | 15.24 |
| 05370 - Tire Repairer | 10.65 |
| 05400 - Transmission Repair Specialist | 16.90 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.55 |
| 07041 - Cook I | 12.03 |
| 07042 - Cook II | 13.55 |
| 07070 - Dishwasher | 9.17 |
| 07130 - Food Service Worker | 9.17 |
| 07210 - Meat Cutter | 13.55 |
| 07260 - Waiter/Waitress | 9.79 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.00 |
| 09040 - Furniture Handler | 9.94 |
| 09080 - Furniture Refinisher | 13.81 |
| 09090 - Furniture Refinisher Helper | 11.22 |
| 09110 - Furniture Repairer, Minor | 12.52 |
| 09130 - Upholsterer | 13.81 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.53 |

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| 11060 - Elevator Operator | 9.53 |
| 11090 - Gardener | 13.62 |
| 11122 - Housekeeping Aide | 9.52 |
| 11150 - Janitor | 9.52 |
| 11210 - Laborer, Grounds Maintenance | 11.08 |
| 11240 - Maid or Houseman | 8.37 |
| 11260 - Pruner | 10.30 |
| 11270 - Tractor Operator | 12.59 |
| 11330 - Trail Maintenance Worker | 11.08 |
| 11360 - Window Cleaner | 10.13 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.56 |
| 12011 - Breath Alcohol Technician | 14.56 |
| 12012 - Certified Occupational Therapist Assistant | 21.47 |
| 12015 - Certified Physical Therapist Assistant | 21.47 |
| 12020 - Dental Assistant | 13.55 |
| 12025 - Dental Hygienist | 27.87 |
| 12030 - EKG Technician | 21.56 |
| 12035 - Electroneurodiagnostic Technologist | 21.56 |
| 12040 - Emergency Medical Technician | 14.56 |
| 12071 - Licensed Practical Nurse I | 13.02 |
| 12072 - Licensed Practical Nurse II | 14.56 |
| 12073 - Licensed Practical Nurse III | 16.24 |
| 12100 - Medical Assistant | 11.79 |
| 12130 - Medical Laboratory Technician | 14.80 |
| 12160 - Medical Record Clerk | 11.15 |
| 12190 - Medical Record Technician | 13.54 |
| 12195 - Medical Transcriptionist | 13.74 |
| 12210 - Nuclear Medicine Technologist | 25.79 |
| 12221 - Nursing Assistant I | 9.95 |
| 12222 - Nursing Assistant II | 11.19 |
| 12223 - Nursing Assistant III | 12.21 |
| 12224 - Nursing Assistant IV | 13.70 |
| 12235 - Optical Dispenser | 13.70 |
| 12236 - Optical Technician | 13.17 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.70 |
| 12305 - Radiologic Technologist | 20.09 |
| 12311 - Registered Nurse I | 23.04 |
| 12312 - Registered Nurse II | 28.18 |
| 12313 - Registered Nurse II, Specialist | 28.18 |
| 12314 - Registered Nurse III | 34.09 |
| 12315 - Registered Nurse III, Anesthetist | 34.09 |
| 12316 - Registered Nurse IV | 40.86 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.04 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.41 |
| 13012 - Exhibits Specialist II | 20.34 |
| 13013 - Exhibits Specialist III | 24.88 |
| 13041 - Illustrator I | 16.41 |
| 13042 - Illustrator II | 20.34 |
| 13043 - Illustrator III | 24.88 |
| 13047 - Librarian | 22.52 |
| 13050 - Library Aide/Clerk | 10.80 |
| 13054 - Library Information Technology Systems Administrator | 20.34 |
| 13058 - Library Technician | 11.93 |
| 13061 - Media Specialist I | 14.67 |
| 13062 - Media Specialist II | 16.41 |
| 13063 - Media Specialist III | 18.30 |
| 13071 - Photographer I | 11.06 |
| 13072 - Photographer II | 12.65 |
| 13073 - Photographer III | 18.16 |

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| 13074 - Photographer IV | 20.88 |
| 13075 - Photographer V | 25.26 |
| 13110 - Video Teleconference Technician | 14.67 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.28 |
| 14042 - Computer Operator II | 14.86 |
| 14043 - Computer Operator III | 16.57 |
| 14044 - Computer Operator IV | 18.41 |
| 14045 - Computer Operator V | 20.39 |
| 14071 - Computer Programmer I (see 1) | 17.17 |
| 14072 - Computer Programmer II (see 1) | 21.27 |
| 14073 - Computer Programmer III (see 1) | 26.02 |
| 14074 - Computer Programmer IV (see 1) | |
| 14101 - Computer Systems Analyst I (see 1) | 25.38 |
| 14102 - Computer Systems Analyst II (see 1) | |
| 14103 - Computer Systems Analyst III (see 1) | |
| 14150 - Peripheral Equipment Operator | 13.28 |
| 14160 - Personal Computer Support Technician | 18.41 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.38 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 30.70 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.80 |
| 15050 - Computer Based Training Specialist / Instructor | 25.38 |
| 15060 - Educational Technologist | 26.90 |
| 15070 - Flight Instructor (Pilot) | 36.80 |
| 15080 - Graphic Artist | 21.00 |
| 15090 - Technical Instructor | 20.24 |
| 15095 - Technical Instructor/Course Developer | 24.76 |
| 15110 - Test Proctor | 16.33 |
| 15120 - Tutor | 16.33 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.58 |
| 16030 - Counter Attendant | 8.58 |
| 16040 - Dry Cleaner | 10.26 |
| 16070 - Finisher, Flatwork, Machine | 8.58 |
| 16090 - Presser, Hand | 8.58 |
| 16110 - Presser, Machine, Drycleaning | 8.58 |
| 16130 - Presser, Machine, Shirts | 8.58 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.58 |
| 16190 - Sewing Machine Operator | 10.83 |
| 16220 - Tailor | 11.37 |
| 16250 - Washer, Machine | 9.13 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.07 |
| 19040 - Tool And Die Maker | 21.44 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.45 |
| 21030 - Material Coordinator | 19.71 |
| 21040 - Material Expediter | 19.71 |
| 21050 - Material Handling Laborer | 11.80 |
| 21071 - Order Filler | 12.46 |
| 21080 - Production Line Worker (Food Processing) | 13.45 |
| 21110 - Shipping Packer | 12.55 |
| 21130 - Shipping/Receiving Clerk | 12.55 |
| 21140 - Store Worker I | 12.34 |
| 21150 - Stock Clerk | 15.26 |
| 21210 - Tools And Parts Attendant | 13.45 |
| 21410 - Warehouse Specialist | 13.45 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 17.97 |
| 23021 - Aircraft Mechanic I | 17.12 |
| 23022 - Aircraft Mechanic II | 17.97 |
| 23023 - Aircraft Mechanic III | 18.88 |

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| 23040 - Aircraft Mechanic Helper | 13.35 |
| 23050 - Aircraft, Painter | 16.36 |
| 23060 - Aircraft Servicer | 14.84 |
| 23080 - Aircraft Worker | 15.60 |
| 23110 - Appliance Mechanic | 17.48 |
| 23120 - Bicycle Repairer | 10.60 |
| 23125 - Cable Splicer | 19.24 |
| 23130 - Carpenter, Maintenance | 14.93 |
| 23140 - Carpet Layer | 15.62 |
| 23160 - Electrician, Maintenance | 18.87 |
| 23181 - Electronics Technician Maintenance I | 21.43 |
| 23182 - Electronics Technician Maintenance II | 22.56 |
| 23183 - Electronics Technician Maintenance III | 23.61 |
| 23260 - Fabric Worker | 14.85 |
| 23290 - Fire Alarm System Mechanic | 17.12 |
| 23310 - Fire Extinguisher Repairer | 14.11 |
| 23311 - Fuel Distribution System Mechanic | 23.03 |
| 23312 - Fuel Distribution System Operator | 18.97 |
| 23370 - General Maintenance Worker | 16.06 |
| 23380 - Ground Support Equipment Mechanic | 17.12 |
| 23381 - Ground Support Equipment Servicer | 14.84 |
| 23382 - Ground Support Equipment Worker | 15.60 |
| 23391 - Gunsmith I | 14.11 |
| 23392 - Gunsmith II | 15.62 |
| 23393 - Gunsmith III | 17.12 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 15.61 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 16.29 |
| 23430 - Heavy Equipment Mechanic | 20.04 |
| 23440 - Heavy Equipment Operator | 16.12 |
| 23460 - Instrument Mechanic | 21.53 |
| 23465 - Laboratory/Shelter Mechanic | 16.36 |
| 23470 - Laborer | 11.80 |
| 23510 - Locksmith | 16.36 |
| 23530 - Machinery Maintenance Mechanic | 19.23 |
| 23550 - Machinist, Maintenance | 17.40 |
| 23580 - Maintenance Trades Helper | 11.32 |
| 23591 - Metrology Technician I | 20.04 |
| 23592 - Metrology Technician II | 20.91 |
| 23593 - Metrology Technician III | 21.78 |
| 23640 - Millwright | 17.86 |
| 23710 - Office Appliance Repairer | 15.59 |
| 23760 - Painter, Maintenance | 16.38 |
| 23790 - Pipefitter, Maintenance | 17.12 |
| 23810 - Plumber, Maintenance | 16.71 |
| 23820 - Pneudraulic Systems Mechanic | 17.12 |
| 23850 - Rigger | 17.12 |
| 23870 - Scale Mechanic | 15.62 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.49 |
| 23910 - Small Engine Mechanic | 14.93 |
| 23931 - Telecommunications Mechanic I | 19.13 |
| 23932 - Telecommunications Mechanic II | 20.10 |
| 23950 - Telephone Lineman | 17.39 |
| 23960 - Welder, Combination, Maintenance | 15.80 |
| 23965 - Well Driller | 17.12 |
| 23970 - Woodcraft Worker | 17.12 |
| 23980 - Woodworker | 13.84 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.25 |
| 24580 - Child Care Center Clerk | 12.77 |
| 24610 - Chore Aide | 8.37 |
| 24620 - Family Readiness And Support Services | 13.52 |

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| Coordinator | |
| 24630 - Homemaker | 13.52 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.85 |
| 25040 - Sewage Plant Operator | 19.92 |
| 25070 - Stationary Engineer | 20.85 |
| 25190 - Ventilation Equipment Tender | 16.25 |
| 25210 - Water Treatment Plant Operator | 19.92 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 12.41 |
| 27007 - Baggage Inspector | 11.90 |
| 27008 - Corrections Officer | 15.52 |
| 27010 - Court Security Officer | 16.15 |
| 27030 - Detection Dog Handler | 13.31 |
| 27040 - Detention Officer | 15.52 |
| 27070 - Firefighter | 17.59 |
| 27101 - Guard I | 11.90 |
| 27102 - Guard II | 13.31 |
| 27131 - Police Officer I | 17.25 |
| 27132 - Police Officer II | 18.69 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.75 |
| 28042 - Carnival Equipment Repairer | 11.46 |
| 28043 - Carnival Equipment Worker | 8.73 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.61 |
| 28515 - Recreation Specialist | 16.36 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 17.40 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.40 |
| 29020 - Hatch Tender | 18.40 |
| 29030 - Line Handler | 18.40 |
| 29041 - Stevedore I | 17.25 |
| 29042 - Stevedore II | 19.27 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 13.81 |
| 30022 - Archeological Technician II | 15.06 |
| 30023 - Archeological Technician III | 18.68 |
| 30030 - Cartographic Technician | 20.59 |
| 30040 - Civil Engineering Technician | 17.95 |
| 30061 - Drafter/CAD Operator I | 14.72 |
| 30062 - Drafter/CAD Operator II | 16.72 |
| 30063 - Drafter/CAD Operator III | 18.07 |
| 30064 - Drafter/CAD Operator IV | 22.24 |
| 30081 - Engineering Technician I | 13.75 |
| 30082 - Engineering Technician II | 14.72 |
| 30083 - Engineering Technician III | 17.27 |
| 30084 - Engineering Technician IV | 21.40 |
| 30085 - Engineering Technician V | 26.17 |
| 30086 - Engineering Technician VI | 28.78 |
| 30090 - Environmental Technician | 20.23 |
| 30210 - Laboratory Technician | 20.19 |
| 30240 - Mathematical Technician | 20.59 |
| 30361 - Paralegal/Legal Assistant I | 16.06 |
| 30362 - Paralegal/Legal Assistant II | 19.90 |
| 30363 - Paralegal/Legal Assistant III | 24.95 |
| 30364 - Paralegal/Legal Assistant IV | 29.27 |

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| 30390 - Photo-Optics Technician | 20.59 |
| 30461 - Technical Writer I | 18.74 |
| 30462 - Technical Writer II | 22.92 |
| 30463 - Technical Writer III | 26.34 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 18.25 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 20.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.52 |
| 31030 - Bus Driver | 15.70 |
| 31043 - Driver Courier | 13.55 |
| 31260 - Parking and Lot Attendant | 10.76 |
| 31290 - Shuttle Bus Driver | 13.92 |
| 31310 - Taxi Driver | 12.82 |
| 31361 - Truckdriver, Light | 13.92 |
| 31362 - Truckdriver, Medium | 14.65 |
| 31363 - Truckdriver, Heavy | 17.90 |
| 31364 - Truckdriver, Tractor-Trailer | 17.90 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.67 |
| 99050 - Desk Clerk | 8.87 |
| 99095 - Embalmer | 23.05 |
| 99251 - Laboratory Animal Caretaker I | 11.06 |
| 99252 - Laboratory Animal Caretaker II | 11.69 |
| 99310 - Mortician | 23.05 |
| 99410 - Pest Controller | 12.15 |
| 99510 - Photofinishing worker | 11.95 |
| 99710 - Recycling Laborer | 12.49 |
| 99711 - Recycling Specialist | 14.20 |
| 99730 - Refuse Collector | 10.86 |
| 99810 - Sales Clerk | 10.56 |
| 99820 - School Crossing Guard | 13.27 |
| 99830 - Survey Party Chief | 14.05 |
| 99831 - Surveying Aide | 9.19 |
| 99832 - Surveying Technician | 12.61 |
| 99840 - Vending Machine Attendant | 16.23 |
| 99841 - Vending Machine Repairer | 18.99 |
| 99842 - Vending Machine Repairer Helper | 16.23 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

| | | |
|---------------------------------|------------------------------------|-----------------------------------|
| WDS_Revision_Received_10.9.2014 | | Wage Determination No.: 2005-2003 |
| Diane C. Koplewski Director | Division of Wage Determinations | Revision No.: 15 |
| | | Date Of Last Revision: 07/25/2014 |
| State: Alabama | | |

Area: Alabama Counties of Bibb, Blount, Cullman, Fayette, Greene, Hale, Jefferson, Lamar, Marengo, Perry, Pickens, Shelby, St Clair, Tuscaloosa, Walker

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.69 |
| 01012 - Accounting Clerk II | | 20.01 |
| 01013 - Accounting Clerk III | | 20.98 |
| 01020 - Administrative Assistant | | 20.68 |
| 01040 - Court Reporter | | 17.92 |
| 01051 - Data Entry Operator I | | 13.96 |
| 01052 - Data Entry Operator II | | 15.23 |
| 01060 - Dispatcher, Motor Vehicle | | 17.92 |
| 01070 - Document Preparation Clerk | | 12.47 |
| 01090 - Duplicating Machine Operator | | 12.47 |
| 01111 - General Clerk I | | 13.41 |
| 01112 - General Clerk II | | 14.66 |
| 01113 - General Clerk III | | 16.52 |
| 01120 - Housing Referral Assistant | | 20.52 |
| 01141 - Messenger Courier | | 10.42 |
| 01191 - Order Clerk I | | 13.42 |
| 01192 - Order Clerk II | | 14.83 |
| 01261 - Personnel Assistant (Employment) I | | 17.24 |
| 01262 - Personnel Assistant (Employment) II | | 20.67 |
| 01263 - Personnel Assistant (Employment) III | | 24.58 |
| 01270 - Production Control Clerk | | 20.67 |
| 01280 - Receptionist | | 12.47 |
| 01290 - Rental Clerk | | 14.86 |
| 01300 - Scheduler, Maintenance | | 16.45 |
| 01311 - Secretary I | | 16.45 |
| 01312 - Secretary II | | 18.26 |
| 01313 - Secretary III | | 20.52 |
| 01320 - Service Order Dispatcher | | 16.44 |
| 01410 - Supply Technician | | 22.50 |
| 01420 - Survey Worker | | 17.92 |
| 01531 - Travel Clerk I | | 10.99 |
| 01532 - Travel Clerk II | | 11.68 |
| 01533 - Travel Clerk III | | 12.41 |
| 01611 - Word Processor I | | 14.45 |
| 01612 - Word Processor II | | 15.82 |
| 01613 - Word Processor III | | 18.17 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 21.33 |
| 05010 - Automotive Electrician | | 17.57 |
| 05040 - Automotive Glass Installer | | 16.60 |
| 05070 - Automotive Worker | | 16.60 |
| 05110 - Mobile Equipment Servicer | | 14.02 |
| 05130 - Motor Equipment Metal Mechanic | | 18.53 |
| 05160 - Motor Equipment Metal Worker | | 16.60 |
| 05190 - Motor Vehicle Mechanic | | 17.83 |
| 05220 - Motor Vehicle Mechanic Helper | | 14.05 |

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| 05250 - Motor Vehicle Upholstery Worker | 15.63 |
| 05280 - Motor Vehicle Wrecker | 16.60 |
| 05310 - Painter, Automotive | 17.57 |
| 05340 - Radiator Repair Specialist | 16.60 |
| 05370 - Tire Repairer | 11.71 |
| 05400 - Transmission Repair Specialist | 18.53 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.25 |
| 07041 - Cook I | 8.54 |
| 07042 - Cook II | 9.67 |
| 07070 - Dishwasher | 8.20 |
| 07130 - Food Service Worker | 8.72 |
| 07210 - Meat Cutter | 12.96 |
| 07260 - Waiter/Waitress | 7.51 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.44 |
| 09040 - Furniture Handler | 10.18 |
| 09080 - Furniture Refinisher | 15.44 |
| 09090 - Furniture Refinisher Helper | 11.95 |
| 09110 - Furniture Repairer, Minor | 13.64 |
| 09130 - Upholsterer | 15.44 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.23 |
| 11060 - Elevator Operator | 9.15 |
| 11090 - Gardener | 11.73 |
| 11122 - Housekeeping Aide | 9.15 |
| 11150 - Janitor | 9.15 |
| 11210 - Laborer, Grounds Maintenance | 10.63 |
| 11240 - Maid or Houseman | 8.43 |
| 11260 - Pruner | 10.67 |
| 11270 - Tractor Operator | 11.83 |
| 11330 - Trail Maintenance Worker | 10.63 |
| 11360 - Window Cleaner | 9.87 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.95 |
| 12011 - Breath Alcohol Technician | 15.95 |
| 12012 - Certified Occupational Therapist Assistant | 23.68 |
| 12015 - Certified Physical Therapist Assistant | 23.08 |
| 12020 - Dental Assistant | 13.62 |
| 12025 - Dental Hygienist | 24.96 |
| 12030 - EKG Technician | 21.05 |
| 12035 - Electroneurodiagnostic Technologist | 21.05 |
| 12040 - Emergency Medical Technician | 15.95 |
| 12071 - Licensed Practical Nurse I | 14.47 |
| 12072 - Licensed Practical Nurse II | 16.19 |
| 12073 - Licensed Practical Nurse III | 18.06 |
| 12100 - Medical Assistant | 13.28 |
| 12130 - Medical Laboratory Technician | 15.29 |
| 12160 - Medical Record Clerk | 12.66 |
| 12190 - Medical Record Technician | 14.17 |
| 12195 - Medical Transcriptionist | 14.36 |
| 12210 - Nuclear Medicine Technologist | 28.00 |
| 12221 - Nursing Assistant I | 9.31 |
| 12222 - Nursing Assistant II | 10.47 |
| 12223 - Nursing Assistant III | 11.43 |
| 12224 - Nursing Assistant IV | 12.82 |
| 12235 - Optical Dispenser | 15.15 |
| 12236 - Optical Technician | 14.12 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 12.82 |
| 12305 - Radiologic Technologist | 21.70 |
| 12311 - Registered Nurse I | 24.27 |
| 12312 - Registered Nurse II | 29.69 |

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| 12313 - Registered Nurse II, Specialist | 29.69 |
| 12314 - Registered Nurse III | 35.91 |
| 12315 - Registered Nurse III, Anesthetist | 35.91 |
| 12316 - Registered Nurse IV | 43.04 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.76 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.27 |
| 13012 - Exhibits Specialist II | 21.42 |
| 13013 - Exhibits Specialist III | 25.39 |
| 13041 - Illustrator I | 17.27 |
| 13042 - Illustrator II | 21.42 |
| 13043 - Illustrator III | 25.39 |
| 13047 - Librarian | 22.85 |
| 13050 - Library Aide/Clerk | 10.24 |
| 13054 - Library Information Technology Systems Administrator | 20.43 |
| 13058 - Library Technician | 12.34 |
| 13061 - Media Specialist I | 14.73 |
| 13062 - Media Specialist II | 16.48 |
| 13063 - Media Specialist III | 18.38 |
| 13071 - Photographer I | 14.73 |
| 13072 - Photographer II | 16.48 |
| 13073 - Photographer III | 20.43 |
| 13074 - Photographer IV | 24.99 |
| 13075 - Photographer V | 30.23 |
| 13110 - Video Teleconference Technician | 16.78 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.92 |
| 14042 - Computer Operator II | 17.80 |
| 14043 - Computer Operator III | 19.86 |
| 14044 - Computer Operator IV | 22.06 |
| 14045 - Computer Operator V | 24.43 |
| 14071 - Computer Programmer I | 23.08 |
| 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 | 15.92 |
| 14160 - Personal Computer Support Technician | 22.06 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.29 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.23 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 38.85 |
| 15050 - Computer Based Training Specialist / Instructor | 29.28 |
| 15060 - Educational Technologist | 26.48 |
| 15070 - Flight Instructor (Pilot) | 38.85 |
| 15080 - Graphic Artist | 22.41 |
| 15090 - Technical Instructor | 20.53 |
| 15095 - Technical Instructor/Course Developer | 25.12 |
| 15110 - Test Proctor | 16.57 |
| 15120 - Tutor | 16.57 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.40 |
| 16030 - Counter Attendant | 8.40 |
| 16040 - Dry Cleaner | 10.30 |
| 16070 - Finisher, Flatwork, Machine | 8.40 |
| 16090 - Presser, Hand | 8.40 |
| 16110 - Presser, Machine, Drycleaning | 8.40 |
| 16130 - Presser, Machine, Shirts | 8.40 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.40 |
| 16190 - Sewing Machine Operator | 10.90 |

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| 16220 - Tailor | 11.50 |
| 16250 - Washer, Machine | 10.72 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.21 |
| 19040 - Tool And Die Maker | 20.65 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.88 |
| 21030 - Material Coordinator | 19.39 |
| 21040 - Material Expediter | 19.39 |
| 21050 - Material Handling Laborer | 12.57 |
| 21071 - Order Filler | 10.30 |
| 21080 - Production Line Worker (Food Processing) | 13.88 |
| 21110 - Shipping Packer | 13.38 |
| 21130 - Shipping/Receiving Clerk | 13.38 |
| 21140 - Store Worker I | 9.98 |
| 21150 - Stock Clerk | 14.06 |
| 21210 - Tools And Parts Attendant | 13.88 |
| 21410 - Warehouse Specialist | 13.88 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.46 |
| 23021 - Aircraft Mechanic I | 22.07 |
| 23022 - Aircraft Mechanic II | 23.46 |
| 23023 - Aircraft Mechanic III | 24.83 |
| 23040 - Aircraft Mechanic Helper | 16.11 |
| 23050 - Aircraft, Painter | 20.32 |
| 23060 - Aircraft Servicer | 18.38 |
| 23080 - Aircraft Worker | 19.53 |
| 23110 - Appliance Mechanic | 18.46 |
| 23120 - Bicycle Repairer | 12.88 |
| 23125 - Cable Splicer | 25.02 |
| 23130 - Carpenter, Maintenance | 17.40 |
| 23140 - Carpet Layer | 17.26 |
| 23160 - Electrician, Maintenance | 20.18 |
| 23181 - Electronics Technician Maintenance I | 21.06 |
| 23182 - Electronics Technician Maintenance II | 22.51 |
| 23183 - Electronics Technician Maintenance III | 24.03 |
| 23260 - Fabric Worker | 16.05 |
| 23290 - Fire Alarm System Mechanic | 18.15 |
| 23310 - Fire Extinguisher Repairer | 15.23 |
| 23311 - Fuel Distribution System Mechanic | 24.08 |
| 23312 - Fuel Distribution System Operator | 18.15 |
| 23370 - General Maintenance Worker | 16.20 |
| 23380 - Ground Support Equipment Mechanic | 22.07 |
| 23381 - Ground Support Equipment Servicer | 18.38 |
| 23382 - Ground Support Equipment Worker | 19.53 |
| 23391 - Gunsmith I | 14.81 |
| 23392 - Gunsmith II | 17.27 |
| 23393 - Gunsmith III | 19.71 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.42 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.20 |
| 23430 - Heavy Equipment Mechanic | 21.83 |
| 23440 - Heavy Equipment Operator | 17.34 |
| 23460 - Instrument Mechanic | 26.36 |
| 23465 - Laboratory/Shelter Mechanic | 18.46 |
| 23470 - Laborer | 11.87 |
| 23510 - Locksmith | 17.95 |
| 23530 - Machinery Maintenance Mechanic | 20.09 |
| 23550 - Machinist, Maintenance | 19.22 |
| 23580 - Maintenance Trades Helper | 13.59 |
| 23591 - Metrology Technician I | 26.36 |
| 23592 - Metrology Technician II | 23.67 |

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| 23593 - Metrology Technician III | 25.06 |
| 23640 - Millwright | 18.86 |
| 23710 - Office Appliance Repairer | 21.21 |
| 23760 - Painter, Maintenance | 16.72 |
| 23790 - Pipefitter, Maintenance | 19.03 |
| 23810 - Plumber, Maintenance | 17.83 |
| 23820 - Pneudraulic Systems Mechanic | 19.71 |
| 23850 - Rigger | 19.71 |
| 23870 - Scale Mechanic | 17.27 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.94 |
| 23910 - Small Engine Mechanic | 16.64 |
| 23931 - Telecommunications Mechanic I | 25.37 |
| 23932 - Telecommunications Mechanic II | 30.76 |
| 23950 - Telephone Lineman | 21.53 |
| 23960 - Welder, Combination, Maintenance | 16.11 |
| 23965 - Well Driller | 19.69 |
| 23970 - Woodcraft Worker | 19.71 |
| 23980 - Woodworker | 13.94 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.65 |
| 24580 - Child Care Center Clerk | 15.30 |
| 24610 - Chore Aide | 8.21 |
| 24620 - Family Readiness And Support Services Coordinator | 13.44 |
| 24630 - Homemaker | 19.50 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.46 |
| 25040 - Sewage Plant Operator | 18.79 |
| 25070 - Stationary Engineer | 22.46 |
| 25190 - Ventilation Equipment Tender | 13.83 |
| 25210 - Water Treatment Plant Operator | 18.79 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.72 |
| 27007 - Baggage Inspector | 9.87 |
| 27008 - Corrections Officer | 18.22 |
| 27010 - Court Security Officer | 18.99 |
| 27030 - Detection Dog Handler | 13.87 |
| 27040 - Detention Officer | 18.22 |
| 27070 - Firefighter | 20.70 |
| 27101 - Guard I | 9.87 |
| 27102 - Guard II | 13.87 |
| 27131 - Police Officer I | 20.26 |
| 27132 - Police Officer II | 22.49 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.11 |
| 28042 - Carnival Equipment Repairer | 10.45 |
| 28043 - Carnival Equipment Worker | 8.33 |
| 28210 - Gate Attendant/Gate Tender | 12.32 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.06 |
| 28515 - Recreation Specialist | 12.49 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 16.45 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.99 |
| 29020 - Hatch Tender | 18.99 |
| 29030 - Line Handler | 18.99 |
| 29041 - Stevedore I | 16.68 |
| 29042 - Stevedore II | 20.30 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |

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| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.61 |
| 30022 - Archeological Technician II | 18.58 |
| 30023 - Archeological Technician III | 23.03 |
| 30030 - Cartographic Technician | 23.03 |
| 30040 - Civil Engineering Technician | 22.60 |
| 30061 - Drafter/CAD Operator I | 16.61 |
| 30062 - Drafter/CAD Operator II | 18.58 |
| 30063 - Drafter/CAD Operator III | 22.03 |
| 30064 - Drafter/CAD Operator IV | 25.20 |
| 30081 - Engineering Technician I | 15.74 |
| 30082 - Engineering Technician II | 17.65 |
| 30083 - Engineering Technician III | 19.75 |
| 30084 - Engineering Technician IV | 24.48 |
| 30085 - Engineering Technician V | 29.94 |
| 30086 - Engineering Technician VI | 36.22 |
| 30090 - Environmental Technician | 22.51 |
| 30210 - Laboratory Technician | 20.73 |
| 30240 - Mathematical Technician | 23.13 |
| 30361 - Paralegal/Legal Assistant I | 18.40 |
| 30362 - Paralegal/Legal Assistant II | 22.81 |
| 30363 - Paralegal/Legal Assistant III | 27.90 |
| 30364 - Paralegal/Legal Assistant IV | 33.75 |
| 30390 - Photo-Optics Technician | 23.13 |
| 30461 - Technical Writer I | 19.00 |
| 30462 - Technical Writer II | 23.25 |
| 30463 - Technical Writer III | 26.90 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.34 |
| 30620 - Weather Observer, Combined Upper Air or (see 2) | 20.80 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 23.10 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.33 |
| 31030 - Bus Driver | 14.76 |
| 31043 - Driver Courier | 14.18 |
| 31260 - Parking and Lot Attendant | 9.12 |
| 31290 - Shuttle Bus Driver | 14.65 |
| 31310 - Taxi Driver | 10.90 |
| 31361 - Truckdriver, Light | 14.65 |
| 31362 - Truckdriver, Medium | 18.35 |
| 31363 - Truckdriver, Heavy | 19.52 |
| 31364 - Truckdriver, Tractor-Trailer | 19.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.51 |
| 99050 - Desk Clerk | 10.65 |
| 99095 - Embalmer | 21.58 |
| 99251 - Laboratory Animal Caretaker I | 11.96 |
| 99252 - Laboratory Animal Caretaker II | 13.13 |
| 99310 - Mortician | 21.58 |
| 99410 - Pest Controller | 16.32 |
| 99510 - Photofinishing Worker | 14.08 |
| 99710 - Recycling Laborer | 13.23 |
| 99711 - Recycling Specialist | 16.14 |
| 99730 - Refuse Collector | 11.87 |
| 99810 - Sales Clerk | 12.40 |
| 99820 - School Crossing Guard | 9.20 |
| 99830 - Survey Party Chief | 19.14 |
| 99831 - Surveying Aide | 11.63 |
| 99832 - Surveying Technician | 15.96 |

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| 99840 - Vending Machine Attendant | 14.48 |
| 99841 - Vending Machine Repairer | 17.51 |
| 99842 - Vending Machine Repairer Helper | 14.48 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2004
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: Alabama

Area: Alabama Counties of Bibb, Blount, Cullman, Fayette, Greene, Hale, Jefferson, Lamar, Marengo, Perry, Pickens, Shelby, St Clair, Tuscaloosa, Walker

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.69 |
| 01012 - Accounting Clerk II | | 20.01 |
| 01013 - Accounting Clerk III | | 20.98 |
| 01020 - Administrative Assistant | | 20.68 |
| 01040 - Court Reporter | | 17.92 |
| 01051 - Data Entry Operator I | | 13.96 |
| 01052 - Data Entry Operator II | | 15.23 |
| 01060 - Dispatcher, Motor Vehicle | | 17.92 |
| 01070 - Document Preparation Clerk | | 12.47 |
| 01090 - Duplicating Machine Operator | | 12.47 |
| 01111 - General Clerk I | | 13.41 |
| 01112 - General Clerk II | | 14.66 |
| 01113 - General Clerk III | | 16.52 |
| 01120 - Housing Referral Assistant | | 20.52 |
| 01141 - Messenger Courier | | 10.42 |
| 01191 - Order Clerk I | | 13.42 |
| 01192 - Order Clerk II | | 14.83 |
| 01261 - Personnel Assistant (Employment) I | | 17.24 |
| 01262 - Personnel Assistant (Employment) II | | 20.67 |
| 01263 - Personnel Assistant (Employment) III | | 24.58 |
| 01270 - Production Control Clerk | | 20.67 |
| 01280 - Receptionist | | 12.47 |
| 01290 - Rental Clerk | | 14.86 |
| 01300 - Scheduler, Maintenance | | 16.45 |
| 01311 - Secretary I | | 16.45 |
| 01312 - Secretary II | | 18.26 |

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| 01313 - Secretary III | 20.52 |
| 01320 - Service Order Dispatcher | 16.44 |
| 01410 - Supply Technician | 22.50 |
| 01420 - Survey Worker | 17.92 |
| 01531 - Travel Clerk I | 10.99 |
| 01532 - Travel Clerk II | 11.68 |
| 01533 - Travel Clerk III | 12.41 |
| 01611 - Word Processor I | 14.45 |
| 01612 - Word Processor II | 15.82 |
| 01613 - Word Processor III | 18.17 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.33 |
| 05010 - Automotive Electrician | 17.57 |
| 05040 - Automotive Glass Installer | 16.60 |
| 05070 - Automotive Worker | 16.60 |
| 05110 - Mobile Equipment Servicer | 14.02 |
| 05130 - Motor Equipment Metal Mechanic | 18.53 |
| 05160 - Motor Equipment Metal Worker | 16.60 |
| 05190 - Motor Vehicle Mechanic | 17.83 |
| 05220 - Motor Vehicle Mechanic Helper | 14.05 |
| 05250 - Motor Vehicle Upholstery Worker | 15.63 |
| 05280 - Motor Vehicle Wrecker | 16.60 |
| 05310 - Painter, Automotive | 17.57 |
| 05340 - Radiator Repair Specialist | 16.60 |
| 05370 - Tire Repairer | 11.71 |
| 05400 - Transmission Repair Specialist | 18.53 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.25 |
| 07041 - Cook I | 8.54 |
| 07042 - Cook II | 9.67 |
| 07070 - Dishwasher | 8.20 |
| 07130 - Food Service Worker | 8.72 |
| 07210 - Meat Cutter | 12.96 |
| 07260 - Waiter/Waitress | 7.51 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.44 |
| 09040 - Furniture Handler | 10.18 |
| 09080 - Furniture Refinisher | 15.44 |
| 09090 - Furniture Refinisher Helper | 11.95 |
| 09110 - Furniture Repairer, Minor | 13.64 |
| 09130 - Upholsterer | 15.44 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.23 |
| 11060 - Elevator Operator | 9.15 |
| 11090 - Gardener | 11.73 |
| 11122 - Housekeeping Aide | 9.15 |
| 11150 - Janitor | 9.15 |
| 11210 - Laborer, Grounds Maintenance | 10.63 |
| 11240 - Maid or Houseman | 8.43 |
| 11260 - Pruner | 10.67 |
| 11270 - Tractor Operator | 11.83 |
| 11330 - Trail Maintenance Worker | 10.63 |
| 11360 - Window Cleaner | 9.87 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.95 |
| 12011 - Breath Alcohol Technician | 15.95 |
| 12012 - Certified Occupational Therapist Assistant | 23.68 |
| 12015 - Certified Physical Therapist Assistant | 23.08 |
| 12020 - Dental Assistant | 13.62 |
| 12025 - Dental Hygienist | 24.96 |
| 12030 - EKG Technician | 21.05 |
| 12035 - Electroneurodiagnostic Technologist | 21.05 |
| 12040 - Emergency Medical Technician | 15.95 |

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| 12071 - Licensed Practical Nurse I | 14.47 |
| 12072 - Licensed Practical Nurse II | 16.19 |
| 12073 - Licensed Practical Nurse III | 18.06 |
| 12100 - Medical Assistant | 13.28 |
| 12130 - Medical Laboratory Technician | 15.29 |
| 12160 - Medical Record Clerk | 12.66 |
| 12190 - Medical Record Technician | 14.17 |
| 12195 - Medical Transcriptionist | 14.36 |
| 12210 - Nuclear Medicine Technologist | 28.00 |
| 12221 - Nursing Assistant I | 9.31 |
| 12222 - Nursing Assistant II | 10.47 |
| 12223 - Nursing Assistant III | 11.43 |
| 12224 - Nursing Assistant IV | 12.82 |
| 12235 - Optical Dispenser | 15.15 |
| 12236 - Optical Technician | 14.12 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 12.82 |
| 12305 - Radiologic Technologist | 21.70 |
| 12311 - Registered Nurse I | 24.27 |
| 12312 - Registered Nurse II | 29.69 |
| 12313 - Registered Nurse II, Specialist | 29.69 |
| 12314 - Registered Nurse III | 35.91 |
| 12315 - Registered Nurse III, Anesthetist | 35.91 |
| 12316 - Registered Nurse IV | 43.04 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.76 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.27 |
| 13012 - Exhibits Specialist II | 21.42 |
| 13013 - Exhibits Specialist III | 25.39 |
| 13041 - Illustrator I | 17.27 |
| 13042 - Illustrator II | 21.42 |
| 13043 - Illustrator III | 25.39 |
| 13047 - Librarian | 22.85 |
| 13050 - Library Aide/Clerk | 10.24 |
| 13054 - Library Information Technology Systems Administrator | 20.43 |
| 13058 - Library Technician | 12.34 |
| 13061 - Media Specialist I | 14.73 |
| 13062 - Media Specialist II | 16.48 |
| 13063 - Media Specialist III | 18.38 |
| 13071 - Photographer I | 14.73 |
| 13072 - Photographer II | 16.48 |
| 13073 - Photographer III | 20.43 |
| 13074 - Photographer IV | 24.99 |
| 13075 - Photographer V | 30.23 |
| 13110 - Video Teleconference Technician | 16.78 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.92 |
| 14042 - Computer Operator II | 17.80 |
| 14043 - Computer Operator III | 19.86 |
| 14044 - Computer Operator IV | 22.06 |
| 14045 - Computer Operator V | 24.43 |
| 14071 - Computer Programmer I | 23.08 |
| 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 | 15.92 |
| 14160 - Personal Computer Support Technician | 22.06 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.29 |

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| 15020 - Aircrew Training Devices Instructor (Rated) | 34.23 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 38.85 |
| 15050 - Computer Based Training Specialist / Instructor | 29.28 |
| 15060 - Educational Technologist | 26.48 |
| 15070 - Flight Instructor (Pilot) | 38.85 |
| 15080 - Graphic Artist | 22.41 |
| 15090 - Technical Instructor | 20.53 |
| 15095 - Technical Instructor/Course Developer | 25.12 |
| 15110 - Test Proctor | 16.57 |
| 15120 - Tutor | 16.57 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.40 |
| 16030 - Counter Attendant | 8.40 |
| 16040 - Dry Cleaner | 10.30 |
| 16070 - Finisher, Flatwork, Machine | 8.40 |
| 16090 - Presser, Hand | 8.40 |
| 16110 - Presser, Machine, Drycleaning | 8.40 |
| 16130 - Presser, Machine, Shirts | 8.40 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.40 |
| 16190 - Sewing Machine Operator | 10.90 |
| 16220 - Tailor | 11.50 |
| 16250 - Washer, Machine | 10.72 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.21 |
| 19040 - Tool And Die Maker | 20.65 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.88 |
| 21030 - Material Coordinator | 19.39 |
| 21040 - Material Expediter | 19.39 |
| 21050 - Material Handling Laborer | 12.57 |
| 21071 - Order Filler | 10.30 |
| 21080 - Production Line Worker (Food Processing) | 13.88 |
| 21110 - Shipping Packer | 13.38 |
| 21130 - Shipping/Receiving Clerk | 13.38 |
| 21140 - Store Worker I | 9.98 |
| 21150 - Stock Clerk | 14.06 |
| 21210 - Tools And Parts Attendant | 13.88 |
| 21410 - Warehouse Specialist | 13.88 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.46 |
| 23021 - Aircraft Mechanic I | 22.07 |
| 23022 - Aircraft Mechanic II | 23.46 |
| 23023 - Aircraft Mechanic III | 24.83 |
| 23040 - Aircraft Mechanic Helper | 16.11 |
| 23050 - Aircraft, Painter | 20.32 |
| 23060 - Aircraft Servicer | 18.38 |
| 23080 - Aircraft Worker | 19.53 |
| 23110 - Appliance Mechanic | 18.46 |
| 23120 - Bicycle Repairer | 12.88 |
| 23125 - Cable Splicer | 25.02 |
| 23130 - Carpenter, Maintenance | 17.40 |
| 23140 - Carpet Layer | 17.26 |
| 23160 - Electrician, Maintenance | 20.18 |
| 23181 - Electronics Technician Maintenance I | 21.06 |
| 23182 - Electronics Technician Maintenance II | 22.51 |
| 23183 - Electronics Technician Maintenance III | 24.03 |
| 23260 - Fabric Worker | 16.05 |
| 23290 - Fire Alarm System Mechanic | 18.15 |
| 23310 - Fire Extinguisher Repairer | 15.23 |
| 23311 - Fuel Distribution System Mechanic | 24.08 |
| 23312 - Fuel Distribution System Operator | 18.15 |
| 23370 - General Maintenance Worker | 16.20 |
| 23380 - Ground Support Equipment Mechanic | 22.07 |

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| 23381 - Ground Support Equipment Servicer | 18.38 |
| 23382 - Ground Support Equipment Worker | 19.53 |
| 23391 - Gunsmith I | 14.81 |
| 23392 - Gunsmith II | 17.27 |
| 23393 - Gunsmith III | 19.71 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.42 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.20 |
| 23430 - Heavy Equipment Mechanic | 21.83 |
| 23440 - Heavy Equipment Operator | 17.34 |
| 23460 - Instrument Mechanic | 26.36 |
| 23465 - Laboratory/Shelter Mechanic | 18.46 |
| 23470 - Laborer | 11.87 |
| 23510 - Locksmith | 17.95 |
| 23530 - Machinery Maintenance Mechanic | 20.09 |
| 23550 - Machinist, Maintenance | 19.22 |
| 23580 - Maintenance Trades Helper | 13.59 |
| 23591 - Metrology Technician I | 26.36 |
| 23592 - Metrology Technician II | 23.67 |
| 23593 - Metrology Technician III | 25.06 |
| 23640 - Millwright | 18.86 |
| 23710 - Office Appliance Repairer | 21.21 |
| 23760 - Painter, Maintenance | 16.72 |
| 23790 - Pipefitter, Maintenance | 19.03 |
| 23810 - Plumber, Maintenance | 17.83 |
| 23820 - Pneudraulic Systems Mechanic | 19.71 |
| 23850 - Rigger | 19.71 |
| 23870 - Scale Mechanic | 17.27 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.94 |
| 23910 - Small Engine Mechanic | 16.64 |
| 23931 - Telecommunications Mechanic I | 25.37 |
| 23932 - Telecommunications Mechanic II | 30.76 |
| 23950 - Telephone Lineman | 21.53 |
| 23960 - Welder, Combination, Maintenance | 16.11 |
| 23965 - Well Driller | 19.69 |
| 23970 - Woodcraft Worker | 19.71 |
| 23980 - Woodworker | 13.94 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.65 |
| 24580 - Child Care Center Clerk | 15.30 |
| 24610 - Chore Aide | 8.21 |
| 24620 - Family Readiness And Support Services Coordinator | 13.44 |
| 24630 - Homemaker | 19.50 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.46 |
| 25040 - Sewage Plant Operator | 18.79 |
| 25070 - Stationary Engineer | 22.46 |
| 25190 - Ventilation Equipment Tender | 13.83 |
| 25210 - Water Treatment Plant Operator | 18.79 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.72 |
| 27007 - Baggage Inspector | 9.87 |
| 27008 - Corrections Officer | 18.22 |
| 27010 - Court Security Officer | 18.99 |
| 27030 - Detection Dog Handler | 13.87 |
| 27040 - Detention Officer | 18.22 |
| 27070 - Firefighter | 20.70 |
| 27101 - Guard I | 9.87 |
| 27102 - Guard II | 13.87 |
| 27131 - Police Officer I | 20.26 |
| 27132 - Police Officer II | 22.49 |

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| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.11 |
| 28042 - Carnival Equipment Repairer | 10.45 |
| 28043 - Carnival Equipment Worker | 8.33 |
| 28210 - Gate Attendant/Gate Tender | 12.32 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.06 |
| 28515 - Recreation Specialist | 12.49 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 16.45 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.99 |
| 29020 - Hatch Tender | 18.99 |
| 29030 - Line Handler | 18.99 |
| 29041 - Stevedore I | 16.68 |
| 29042 - Stevedore II | 20.30 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) | 27.16 |
| 30021 - Archeological Technician I | 16.61 |
| 30022 - Archeological Technician II | 18.58 |
| 30023 - Archeological Technician III | 23.03 |
| 30030 - Cartographic Technician | 23.03 |
| 30040 - Civil Engineering Technician | 22.60 |
| 30061 - Drafter/CAD Operator I | 16.61 |
| 30062 - Drafter/CAD Operator II | 18.58 |
| 30063 - Drafter/CAD Operator III | 22.03 |
| 30064 - Drafter/CAD Operator IV | 25.20 |
| 30081 - Engineering Technician I | 15.74 |
| 30082 - Engineering Technician II | 17.65 |
| 30083 - Engineering Technician III | 19.75 |
| 30084 - Engineering Technician IV | 24.48 |
| 30085 - Engineering Technician V | 29.94 |
| 30086 - Engineering Technician VI | 36.22 |
| 30090 - Environmental Technician | 22.51 |
| 30210 - Laboratory Technician | 20.73 |
| 30240 - Mathematical Technician | 23.13 |
| 30361 - Paralegal/Legal Assistant I | 18.40 |
| 30362 - Paralegal/Legal Assistant II | 22.81 |
| 30363 - Paralegal/Legal Assistant III | 27.90 |
| 30364 - Paralegal/Legal Assistant IV | 33.75 |
| 30390 - Photo-Optics Technician | 23.13 |
| 30461 - Technical Writer I | 19.00 |
| 30462 - Technical Writer II | 23.25 |
| 30463 - Technical Writer III | 26.90 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.34 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | 20.80 |
| 30621 - Weather Observer, Senior (see 2) | 23.10 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.33 |
| 31030 - Bus Driver | 14.76 |
| 31043 - Driver Courier | 14.18 |
| 31260 - Parking and Lot Attendant | 9.12 |
| 31290 - Shuttle Bus Driver | 14.65 |
| 31310 - Taxi Driver | 10.90 |
| 31361 - Truckdriver, Light | 14.65 |

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|---|-------|
| 31362 - Truckdriver, Medium | 18.35 |
| 31363 - Truckdriver, Heavy | 19.52 |
| 31364 - Truckdriver, Tractor-Trailer | 19.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.51 |
| 99050 - Desk Clerk | 10.65 |
| 99095 - Embalmer | 21.58 |
| 99251 - Laboratory Animal Caretaker I | 11.96 |
| 99252 - Laboratory Animal Caretaker II | 13.13 |
| 99310 - Mortician | 21.58 |
| 99410 - Pest Controller | 16.32 |
| 99510 - Photofinishing Worker | 14.08 |
| 99710 - Recycling Laborer | 13.23 |
| 99711 - Recycling Specialist | 16.14 |
| 99730 - Refuse Collector | 11.87 |
| 99810 - Sales Clerk | 12.40 |
| 99820 - School Crossing Guard | 9.20 |
| 99830 - Survey Party Chief | 19.14 |
| 99831 - Surveying Aide | 11.63 |
| 99832 - Surveying Technician | 15.96 |
| 99840 - Vending Machine Attendant | 14.48 |
| 99841 - Vending Machine Repairer | 17.51 |
| 99842 - Vending Machine Repairer Helper | 14.48 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2005
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: Alabama, Georgia

Area: Alabama Counties of Barbour, Coffee, Dale, Geneva, Henry, Houston
Georgia Counties of Clay, Early, Miller, Seminole

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.18 |
| 01012 - Accounting Clerk II | | 15.35 |

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| | | |
|-------|--|-------|
| 01013 | - Accounting Clerk III | 17.35 |
| 01020 | - Administrative Assistant | 19.30 |
| 01040 | - Court Reporter | 14.03 |
| 01051 | - Data Entry Operator I | 9.76 |
| 01052 | - Data Entry Operator II | 10.65 |
| 01060 | - Dispatcher, Motor Vehicle | 15.41 |
| 01070 | - Document Preparation Clerk | 10.86 |
| 01090 | - Duplicating Machine Operator | 10.86 |
| 01111 | - General Clerk I | 9.79 |
| 01112 | - General Clerk II | 13.35 |
| 01113 | - General Clerk III | 15.04 |
| 01120 | - Housing Referral Assistant | 16.41 |
| 01141 | - Messenger Courier | 8.91 |
| 01191 | - Order Clerk I | 11.76 |
| 01192 | - Order Clerk II | 13.45 |
| 01261 | - Personnel Assistant (Employment) I | 14.87 |
| 01262 | - Personnel Assistant (Employment) II | 18.04 |
| 01263 | - Personnel Assistant (Employment) III | 18.54 |
| 01270 | - Production Control Clerk | 17.18 |
| 01280 | - Receptionist | 10.57 |
| 01290 | - Rental Clerk | 9.74 |
| 01300 | - Scheduler, Maintenance | 12.27 |
| 01311 | - Secretary I | 12.27 |
| 01312 | - Secretary II | 14.03 |
| 01313 | - Secretary III | 16.41 |
| 01320 | - Service Order Dispatcher | 13.07 |
| 01410 | - Supply Technician | 19.30 |
| 01420 | - Survey Worker | 14.03 |
| 01531 | - Travel Clerk I | 11.62 |
| 01532 | - Travel Clerk II | 12.40 |
| 01533 | - Travel Clerk III | 13.07 |
| 01611 | - Word Processor I | 10.93 |
| 01612 | - Word Processor II | 12.58 |
| 01613 | - Word Processor III | 14.08 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 19.64 |
| 05010 | - Automotive Electrician | 17.01 |
| 05040 | - Automotive Glass Installer | 16.13 |
| 05070 | - Automotive Worker | 16.13 |
| 05110 | - Mobile Equipment Servicer | 14.26 |
| 05130 | - Motor Equipment Metal Mechanic | 17.93 |
| 05160 | - Motor Equipment Metal Worker | 16.09 |
| 05190 | - Motor Vehicle Mechanic | 17.93 |
| 05220 | - Motor Vehicle Mechanic Helper | 13.35 |
| 05250 | - Motor Vehicle Upholstery Worker | 15.16 |
| 05280 | - Motor Vehicle Wrecker | 16.13 |
| 05310 | - Painter, Automotive | 17.01 |
| 05340 | - Radiator Repair Specialist | 16.13 |
| 05370 | - Tire Repairer | 11.20 |
| 05400 | - Transmission Repair Specialist | 17.93 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 9.89 |
| 07041 | - Cook I | 8.20 |
| 07042 | - Cook II | 9.89 |
| 07070 | - Dishwasher | 7.58 |
| 07130 | - Food Service Worker | 8.19 |
| 07210 | - Meat Cutter | 13.41 |
| 07260 | - Waiter/Waitress | 7.99 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 16.04 |
| 09040 | - Furniture Handler | 10.97 |
| 09080 | - Furniture Refinisher | 16.04 |
| 09090 | - Furniture Refinisher Helper | 12.67 |

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| 09110 - Furniture Repairer, Minor | 14.35 |
| 09130 - Upholsterer | 16.04 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.81 |
| 11060 - Elevator Operator | 8.77 |
| 11090 - Gardener | 11.88 |
| 11122 - Housekeeping Aide | 8.05 |
| 11150 - Janitor | 8.77 |
| 11210 - Laborer, Grounds Maintenance | 10.09 |
| 11240 - Maid or Houseman | 7.98 |
| 11260 - Pruner | 9.43 |
| 11270 - Tractor Operator | 11.67 |
| 11330 - Trail Maintenance Worker | 10.09 |
| 11360 - Window Cleaner | 9.38 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.82 |
| 12011 - Breath Alcohol Technician | 14.74 |
| 12012 - Certified Occupational Therapist Assistant | 21.66 |
| 12015 - Certified Physical Therapist Assistant | 22.95 |
| 12020 - Dental Assistant | 13.83 |
| 12025 - Dental Hygienist | 20.20 |
| 12030 - EKG Technician | 23.94 |
| 12035 - Electroneurodiagnostic Technologist | 23.94 |
| 12040 - Emergency Medical Technician | 13.82 |
| 12071 - Licensed Practical Nurse I | 14.12 |
| 12072 - Licensed Practical Nurse II | 15.79 |
| 12073 - Licensed Practical Nurse III | 17.61 |
| 12100 - Medical Assistant | 12.44 |
| 12130 - Medical Laboratory Technician | 14.80 |
| 12160 - Medical Record Clerk | 11.22 |
| 12190 - Medical Record Technician | 13.54 |
| 12195 - Medical Transcriptionist | 13.34 |
| 12210 - Nuclear Medicine Technologist | 34.60 |
| 12221 - Nursing Assistant I | 9.54 |
| 12222 - Nursing Assistant II | 10.73 |
| 12223 - Nursing Assistant III | 11.70 |
| 12224 - Nursing Assistant IV | 13.13 |
| 12235 - Optical Dispenser | 14.96 |
| 12236 - Optical Technician | 14.12 |
| 12250 - Pharmacy Technician | 13.36 |
| 12280 - Phlebotomist | 13.13 |
| 12305 - Radiologic Technologist | 22.96 |
| 12311 - Registered Nurse I | 20.72 |
| 12312 - Registered Nurse II | 25.34 |
| 12313 - Registered Nurse II, Specialist | 25.34 |
| 12314 - Registered Nurse III | 30.68 |
| 12315 - Registered Nurse III, Anesthetist | 30.68 |
| 12316 - Registered Nurse IV | 36.77 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.57 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 15.47 |
| 13012 - Exhibits Specialist II | 19.18 |
| 13013 - Exhibits Specialist III | 23.42 |
| 13041 - Illustrator I | 15.00 |
| 13042 - Illustrator II | 18.59 |
| 13043 - Illustrator III | 22.74 |
| 13047 - Librarian | 20.68 |
| 13050 - Library Aide/Clerk | 12.01 |
| 13054 - Library Information Technology Systems Administrator | 18.68 |
| 13058 - Library Technician | 15.47 |
| 13061 - Media Specialist I | 13.41 |
| 13062 - Media Specialist II | 15.00 |

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| 13063 - Media Specialist III | 16.73 |
| 13071 - Photographer I | 13.41 |
| 13072 - Photographer II | 16.60 |
| 13073 - Photographer III | 20.25 |
| 13074 - Photographer IV | 24.77 |
| 13075 - Photographer V | 29.98 |
| 13110 - Video Teleconference Technician | 13.47 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.41 |
| 14042 - Computer Operator II | 17.31 |
| 14043 - Computer Operator III | 20.05 |
| 14044 - Computer Operator IV | 22.57 |
| 14045 - Computer Operator V | 24.99 |
| 14071 - Computer Programmer I | 18.49 |
| 14072 - Computer Programmer II | 24.89 |
| 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 | 15.41 |
| 14160 - Personal Computer Support Technician | 23.27 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.81 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.43 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.77 |
| 15050 - Computer Based Training Specialist / Instructor | 26.81 |
| 15060 - Educational Technologist | 26.81 |
| 15070 - Flight Instructor (Pilot) | 36.77 |
| 15080 - Graphic Artist | 25.02 |
| 15090 - Technical Instructor | 20.44 |
| 15095 - Technical Instructor/Course Developer | 25.00 |
| 15110 - Test Proctor | 16.49 |
| 15120 - Tutor | 16.49 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.48 |
| 16030 - Counter Attendant | 8.48 |
| 16040 - Dry Cleaner | 10.28 |
| 16070 - Finisher, Flatwork, Machine | 11.28 |
| 16090 - Presser, Hand | 8.48 |
| 16110 - Presser, Machine, Drycleaning | 8.48 |
| 16130 - Presser, Machine, Shirts | 8.48 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.48 |
| 16190 - Sewing Machine Operator | 10.88 |
| 16220 - Tailor | 11.50 |
| 16250 - Washer, Machine | 12.50 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.38 |
| 19040 - Tool And Die Maker | 22.36 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.94 |
| 21030 - Material Coordinator | 18.58 |
| 21040 - Material Expediter | 18.58 |
| 21050 - Material Handling Laborer | 9.81 |
| 21071 - Order Filler | 10.40 |
| 21080 - Production Line Worker (Food Processing) | 12.94 |
| 21110 - Shipping Packer | 11.78 |
| 21130 - Shipping/Receiving Clerk | 11.78 |
| 21140 - Store Worker I | 11.92 |
| 21150 - Stock Clerk | 14.74 |
| 21210 - Tools And Parts Attendant | 12.94 |
| 21410 - Warehouse Specialist | 12.94 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |

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| 23010 - Aerospace Structural Welder | 17.74 |
| 23021 - Aircraft Mechanic I | 16.90 |
| 23022 - Aircraft Mechanic II | 17.74 |
| 23023 - Aircraft Mechanic III | 18.61 |
| 23040 - Aircraft Mechanic Helper | 12.56 |
| 23050 - Aircraft, Painter | 17.30 |
| 23060 - Aircraft Servicer | 14.25 |
| 23080 - Aircraft Worker | 16.70 |
| 23110 - Appliance Mechanic | 15.25 |
| 23120 - Bicycle Repairer | 10.97 |
| 23125 - Cable Splicer | 22.16 |
| 23130 - Carpenter, Maintenance | 16.48 |
| 23140 - Carpet Layer | 15.24 |
| 23160 - Electrician, Maintenance | 16.90 |
| 23181 - Electronics Technician Maintenance I | 15.25 |
| 23182 - Electronics Technician Maintenance II | 18.48 |
| 23183 - Electronics Technician Maintenance III | 19.49 |
| 23260 - Fabric Worker | 13.40 |
| 23290 - Fire Alarm System Mechanic | 16.90 |
| 23310 - Fire Extinguisher Repairer | 13.53 |
| 23311 - Fuel Distribution System Mechanic | 17.82 |
| 23312 - Fuel Distribution System Operator | 14.27 |
| 23370 - General Maintenance Worker | 15.01 |
| 23380 - Ground Support Equipment Mechanic | 16.90 |
| 23381 - Ground Support Equipment Servicer | 14.25 |
| 23382 - Ground Support Equipment Worker | 16.70 |
| 23391 - Gunsmith I | 13.53 |
| 23392 - Gunsmith II | 15.24 |
| 23393 - Gunsmith III | 16.90 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.00 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 16.79 |
| 23430 - Heavy Equipment Mechanic | 19.01 |
| 23440 - Heavy Equipment Operator | 16.65 |
| 23460 - Instrument Mechanic | 18.14 |
| 23465 - Laboratory/Shelter Mechanic | 16.04 |
| 23470 - Laborer | 9.81 |
| 23510 - Locksmith | 16.04 |
| 23530 - Machinery Maintenance Mechanic | 19.01 |
| 23550 - Machinist, Maintenance | 17.14 |
| 23580 - Maintenance Trades Helper | 13.81 |
| 23591 - Metrology Technician I | 18.14 |
| 23592 - Metrology Technician II | 19.23 |
| 23593 - Metrology Technician III | 20.18 |
| 23640 - Millwright | 16.90 |
| 23710 - Office Appliance Repairer | 16.44 |
| 23760 - Painter, Maintenance | 15.54 |
| 23790 - Pipefitter, Maintenance | 20.04 |
| 23810 - Plumber, Maintenance | 18.98 |
| 23820 - Pneudraulic Systems Mechanic | 16.90 |
| 23850 - Rigger | 16.90 |
| 23870 - Scale Mechanic | 15.24 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.83 |
| 23910 - Small Engine Mechanic | 14.23 |
| 23931 - Telecommunications Mechanic I | 18.13 |
| 23932 - Telecommunications Mechanic II | 19.03 |
| 23950 - Telephone Lineman | 21.38 |
| 23960 - Welder, Combination, Maintenance | 17.31 |
| 23965 - Well Driller | 16.90 |
| 23970 - Woodcraft Worker | 16.90 |
| 23980 - Woodworker | 13.53 |
| 24000 - Personal Needs Occupations | |

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| 24570 - Child Care Attendant | 9.22 |
| 24580 - Child Care Center Clerk | 13.29 |
| 24610 - Chore Aide | 10.98 |
| 24620 - Family Readiness And Support Services Coordinator | 11.92 |
| 24630 - Homemaker | 13.64 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.11 |
| 25040 - Sewage Plant Operator | 18.15 |
| 25070 - Stationary Engineer | 19.15 |
| 25190 - Ventilation Equipment Tender | 13.28 |
| 25210 - Water Treatment Plant Operator | 18.15 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.28 |
| 27007 - Baggage Inspector | 10.60 |
| 27008 - Corrections Officer | 15.05 |
| 27010 - Court Security Officer | 15.05 |
| 27030 - Detection Dog Handler | 13.28 |
| 27040 - Detention Officer | 14.23 |
| 27070 - Firefighter | 15.05 |
| 27101 - Guard I | 10.60 |
| 27102 - Guard II | 13.28 |
| 27131 - Police Officer I | 17.31 |
| 27132 - Police Officer II | 19.23 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.44 |
| 28042 - Carnival Equipment Repairer | 8.39 |
| 28043 - Carnival Equipment Worker | 7.29 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 15.40 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 15.86 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 15.24 |
| 29020 - Hatch Tender | 15.24 |
| 29030 - Line Handler | 15.24 |
| 29041 - Stevedore I | 14.35 |
| 29042 - Stevedore II | 16.04 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.83 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.26 |
| 30022 - Archeological Technician II | 18.18 |
| 30023 - Archeological Technician III | 22.53 |
| 30030 - Cartographic Technician | 22.53 |
| 30040 - Civil Engineering Technician | 16.86 |
| 30061 - Drafter/CAD Operator I | 16.26 |
| 30062 - Drafter/CAD Operator II | 18.18 |
| 30063 - Drafter/CAD Operator III | 20.28 |
| 30064 - Drafter/CAD Operator IV | 24.96 |
| 30081 - Engineering Technician I | 14.31 |
| 30082 - Engineering Technician II | 16.26 |
| 30083 - Engineering Technician III | 18.18 |
| 30084 - Engineering Technician IV | 22.24 |
| 30085 - Engineering Technician V | 26.53 |
| 30086 - Engineering Technician VI | 30.86 |
| 30090 - Environmental Technician | 22.53 |
| 30210 - Laboratory Technician | 21.41 |
| 30240 - Mathematical Technician | 22.54 |

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| 30361 - Paralegal/Legal Assistant I | 16.54 |
| 30362 - Paralegal/Legal Assistant II | 20.25 |
| 30363 - Paralegal/Legal Assistant III | 23.99 |
| 30364 - Paralegal/Legal Assistant IV | 29.37 |
| 30390 - Photo-Optics Technician | 22.54 |
| 30461 - Technical Writer I | 21.85 |
| 30462 - Technical Writer II | 26.72 |
| 30463 - Technical Writer III | 32.33 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.28 |
| 30621 - Weather Observer, Senior | (see 2) 22.32 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.85 |
| 31030 - Bus Driver | 14.20 |
| 31043 - Driver Courier | 12.61 |
| 31260 - Parking and Lot Attendant | 10.23 |
| 31290 - Shuttle Bus Driver | 13.77 |
| 31310 - Taxi Driver | 12.61 |
| 31361 - Truckdriver, Light | 13.77 |
| 31362 - Truckdriver, Medium | 14.20 |
| 31363 - Truckdriver, Heavy | 18.95 |
| 31364 - Truckdriver, Tractor-Trailer | 19.88 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.68 |
| 99050 - Desk Clerk | 8.16 |
| 99095 - Embalmer | 21.58 |
| 99251 - Laboratory Animal Caretaker I | 11.17 |
| 99252 - Laboratory Animal Caretaker II | 11.73 |
| 99310 - Mortician | 21.58 |
| 99410 - Pest Controller | 12.27 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 11.14 |
| 99711 - Recycling Specialist | 12.89 |
| 99730 - Refuse Collector | 10.38 |
| 99810 - Sales Clerk | 10.36 |
| 99820 - School Crossing Guard | 12.71 |
| 99830 - Survey Party Chief | 16.40 |
| 99831 - Surveying Aide | 10.94 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 13.11 |
| 99841 - Vending Machine Repairer | 16.09 |
| 99842 - Vending Machine Repairer Helper | 13.90 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2006
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: Alabama, Georgia

Area: Alabama Counties of Barbour, Coffee, Dale, Geneva, Henry, Houston

Georgia Counties of Clay, Early, Miller, Seminole

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.18 |
| 01012 - Accounting Clerk II | | 15.35 |
| 01013 - Accounting Clerk III | | 17.35 |
| 01020 - Administrative Assistant | | 19.30 |
| 01040 - Court Reporter | | 14.03 |
| 01051 - Data Entry Operator I | | 9.76 |
| 01052 - Data Entry Operator II | | 10.65 |
| 01060 - Dispatcher, Motor Vehicle | | 15.41 |
| 01070 - Document Preparation Clerk | | 10.86 |
| 01090 - Duplicating Machine Operator | | 10.86 |
| 01111 - General Clerk I | | 9.79 |
| 01112 - General Clerk II | | 13.35 |
| 01113 - General Clerk III | | 15.04 |
| 01120 - Housing Referral Assistant | | 16.41 |
| 01141 - Messenger Courier | | 8.91 |
| 01191 - Order Clerk I | | 11.76 |
| 01192 - Order Clerk II | | 13.45 |
| 01261 - Personnel Assistant (Employment) I | | 14.87 |
| 01262 - Personnel Assistant (Employment) II | | 18.04 |
| 01263 - Personnel Assistant (Employment) III | | 18.54 |
| 01270 - Production Control Clerk | | 17.18 |
| 01280 - Receptionist | | 10.57 |
| 01290 - Rental Clerk | | 9.74 |
| 01300 - Scheduler, Maintenance | | 12.27 |
| 01311 - Secretary I | | 12.27 |
| 01312 - Secretary II | | 14.03 |
| 01313 - Secretary III | | 16.41 |
| 01320 - Service Order Dispatcher | | 13.07 |
| 01410 - Supply Technician | | 19.30 |
| 01420 - Survey Worker | | 14.03 |
| 01531 - Travel Clerk I | | 11.62 |
| 01532 - Travel Clerk II | | 12.40 |
| 01533 - Travel Clerk III | | 13.07 |
| 01611 - Word Processor I | | 10.93 |
| 01612 - Word Processor II | | 12.58 |
| 01613 - Word Processor III | | 14.08 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.64 |
| 05010 - Automotive Electrician | | 17.01 |
| 05040 - Automotive Glass Installer | | 16.13 |
| 05070 - Automotive Worker | | 16.13 |
| 05110 - Mobile Equipment Servicer | | 14.26 |
| 05130 - Motor Equipment Metal Mechanic | | 17.93 |

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| 05160 - Motor Equipment Metal Worker | 16.09 |
| 05190 - Motor Vehicle Mechanic | 17.93 |
| 05220 - Motor Vehicle Mechanic Helper | 13.35 |
| 05250 - Motor Vehicle Upholstery Worker | 15.16 |
| 05280 - Motor Vehicle Wrecker | 16.13 |
| 05310 - Painter, Automotive | 17.01 |
| 05340 - Radiator Repair Specialist | 16.13 |
| 05370 - Tire Repairer | 11.20 |
| 05400 - Transmission Repair Specialist | 17.93 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 9.89 |
| 07041 - Cook I | 8.20 |
| 07042 - Cook II | 9.89 |
| 07070 - Dishwasher | 7.58 |
| 07130 - Food Service Worker | 8.19 |
| 07210 - Meat Cutter | 13.41 |
| 07260 - Waiter/Waitress | 7.99 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.04 |
| 09040 - Furniture Handler | 10.97 |
| 09080 - Furniture Refinisher | 16.04 |
| 09090 - Furniture Refinisher Helper | 12.67 |
| 09110 - Furniture Repairer, Minor | 14.35 |
| 09130 - Upholsterer | 16.04 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.81 |
| 11060 - Elevator Operator | 8.77 |
| 11090 - Gardener | 11.88 |
| 11122 - Housekeeping Aide | 8.05 |
| 11150 - Janitor | 8.77 |
| 11210 - Laborer, Grounds Maintenance | 10.09 |
| 11240 - Maid or Houseman | 7.98 |
| 11260 - Pruner | 9.43 |
| 11270 - Tractor Operator | 11.67 |
| 11330 - Trail Maintenance Worker | 10.09 |
| 11360 - Window Cleaner | 9.38 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.82 |
| 12011 - Breath Alcohol Technician | 14.74 |
| 12012 - Certified Occupational Therapist Assistant | 21.66 |
| 12015 - Certified Physical Therapist Assistant | 22.95 |
| 12020 - Dental Assistant | 13.83 |
| 12025 - Dental Hygienist | 20.20 |
| 12030 - EKG Technician | 23.94 |
| 12035 - Electroneurodiagnostic Technologist | 23.94 |
| 12040 - Emergency Medical Technician | 13.82 |
| 12071 - Licensed Practical Nurse I | 14.12 |
| 12072 - Licensed Practical Nurse II | 15.79 |
| 12073 - Licensed Practical Nurse III | 17.61 |
| 12100 - Medical Assistant | 12.44 |
| 12130 - Medical Laboratory Technician | 14.80 |
| 12160 - Medical Record Clerk | 11.22 |
| 12190 - Medical Record Technician | 13.54 |
| 12195 - Medical Transcriptionist | 13.34 |
| 12210 - Nuclear Medicine Technologist | 34.60 |
| 12221 - Nursing Assistant I | 9.54 |
| 12222 - Nursing Assistant II | 10.73 |
| 12223 - Nursing Assistant III | 11.70 |
| 12224 - Nursing Assistant IV | 13.13 |
| 12235 - Optical Dispenser | 14.96 |
| 12236 - Optical Technician | 14.12 |
| 12250 - Pharmacy Technician | 13.36 |
| 12280 - Phlebotomist | 13.13 |

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| 12305 - Radiologic Technologist | 22.96 |
| 12311 - Registered Nurse I | 20.72 |
| 12312 - Registered Nurse II | 25.34 |
| 12313 - Registered Nurse II, Specialist | 25.34 |
| 12314 - Registered Nurse III | 30.68 |
| 12315 - Registered Nurse III, Anesthetist | 30.68 |
| 12316 - Registered Nurse IV | 36.77 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.57 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 15.47 |
| 13012 - Exhibits Specialist II | 19.18 |
| 13013 - Exhibits Specialist III | 23.42 |
| 13041 - Illustrator I | 15.00 |
| 13042 - Illustrator II | 18.59 |
| 13043 - Illustrator III | 22.74 |
| 13047 - Librarian | 20.68 |
| 13050 - Library Aide/Clerk | 12.01 |
| 13054 - Library Information Technology Systems Administrator | 18.68 |
| 13058 - Library Technician | 15.47 |
| 13061 - Media Specialist I | 13.41 |
| 13062 - Media Specialist II | 15.00 |
| 13063 - Media Specialist III | 16.73 |
| 13071 - Photographer I | 13.41 |
| 13072 - Photographer II | 16.60 |
| 13073 - Photographer III | 20.25 |
| 13074 - Photographer IV | 24.77 |
| 13075 - Photographer V | 29.98 |
| 13110 - Video Teleconference Technician | 13.47 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.41 |
| 14042 - Computer Operator II | 17.31 |
| 14043 - Computer Operator III | 20.05 |
| 14044 - Computer Operator IV | 22.57 |
| 14045 - Computer Operator V | 24.99 |
| 14071 - Computer Programmer I | (see 1) 18.49 |
| 14072 - Computer Programmer II | (see 1) 24.89 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 26.81 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 15.41 |
| 14160 - Personal Computer Support Technician | 23.27 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.81 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.43 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.77 |
| 15050 - Computer Based Training Specialist / Instructor | 26.81 |
| 15060 - Educational Technologist | 26.81 |
| 15070 - Flight Instructor (Pilot) | 36.77 |
| 15080 - Graphic Artist | 25.02 |
| 15090 - Technical Instructor | 20.44 |
| 15095 - Technical Instructor/Course Developer | 25.00 |
| 15110 - Test Proctor | 16.49 |
| 15120 - Tutor | 16.49 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.48 |
| 16030 - Counter Attendant | 8.48 |
| 16040 - Dry Cleaner | 10.28 |
| 16070 - Finisher, Flatwork, Machine | 11.28 |
| 16090 - Presser, Hand | 8.48 |
| 16110 - Presser, Machine, Drycleaning | 8.48 |

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| 16130 - Presser, Machine, Shirts | 8.48 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.48 |
| 16190 - Sewing Machine Operator | 10.88 |
| 16220 - Tailor | 11.50 |
| 16250 - Washer, Machine | 12.50 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.38 |
| 19040 - Tool And Die Maker | 22.36 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.94 |
| 21030 - Material Coordinator | 18.58 |
| 21040 - Material Expediter | 18.58 |
| 21050 - Material Handling Laborer | 9.81 |
| 21071 - Order Filler | 10.40 |
| 21080 - Production Line Worker (Food Processing) | 12.94 |
| 21110 - Shipping Packer | 11.78 |
| 21130 - Shipping/Receiving Clerk | 11.78 |
| 21140 - Store Worker I | 11.92 |
| 21150 - Stock Clerk | 14.74 |
| 21210 - Tools And Parts Attendant | 12.94 |
| 21410 - Warehouse Specialist | 12.94 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 17.74 |
| 23021 - Aircraft Mechanic I | 16.90 |
| 23022 - Aircraft Mechanic II | 17.74 |
| 23023 - Aircraft Mechanic III | 18.61 |
| 23040 - Aircraft Mechanic Helper | 12.56 |
| 23050 - Aircraft, Painter | 17.30 |
| 23060 - Aircraft Servicer | 14.25 |
| 23080 - Aircraft Worker | 16.70 |
| 23110 - Appliance Mechanic | 15.25 |
| 23120 - Bicycle Repairer | 10.97 |
| 23125 - Cable Splicer | 22.16 |
| 23130 - Carpenter, Maintenance | 16.48 |
| 23140 - Carpet Layer | 15.24 |
| 23160 - Electrician, Maintenance | 16.90 |
| 23181 - Electronics Technician Maintenance I | 15.25 |
| 23182 - Electronics Technician Maintenance II | 18.48 |
| 23183 - Electronics Technician Maintenance III | 19.49 |
| 23260 - Fabric Worker | 13.40 |
| 23290 - Fire Alarm System Mechanic | 16.90 |
| 23310 - Fire Extinguisher Repairer | 13.53 |
| 23311 - Fuel Distribution System Mechanic | 17.82 |
| 23312 - Fuel Distribution System Operator | 14.27 |
| 23370 - General Maintenance Worker | 15.01 |
| 23380 - Ground Support Equipment Mechanic | 16.90 |
| 23381 - Ground Support Equipment Servicer | 14.25 |
| 23382 - Ground Support Equipment Worker | 16.70 |
| 23391 - Gunsmith I | 13.53 |
| 23392 - Gunsmith II | 15.24 |
| 23393 - Gunsmith III | 16.90 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.00 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 16.79 |
| 23430 - Heavy Equipment Mechanic | 19.01 |
| 23440 - Heavy Equipment Operator | 16.65 |
| 23460 - Instrument Mechanic | 18.14 |
| 23465 - Laboratory/Shelter Mechanic | 16.04 |
| 23470 - Laborer | 9.81 |
| 23510 - Locksmith | 16.04 |
| 23530 - Machinery Maintenance Mechanic | 19.01 |
| 23550 - Machinist, Maintenance | 17.14 |

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| 23580 - Maintenance Trades Helper | 13.81 |
| 23591 - Metrology Technician I | 18.14 |
| 23592 - Metrology Technician II | 19.23 |
| 23593 - Metrology Technician III | 20.18 |
| 23640 - Millwright | 16.90 |
| 23710 - Office Appliance Repairer | 16.44 |
| 23760 - Painter, Maintenance | 15.54 |
| 23790 - Pipefitter, Maintenance | 20.04 |
| 23810 - Plumber, Maintenance | 18.98 |
| 23820 - Pneudraulic Systems Mechanic | 16.90 |
| 23850 - Rigger | 16.90 |
| 23870 - Scale Mechanic | 15.24 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.83 |
| 23910 - Small Engine Mechanic | 14.23 |
| 23931 - Telecommunications Mechanic I | 18.13 |
| 23932 - Telecommunications Mechanic II | 19.03 |
| 23950 - Telephone Lineman | 21.38 |
| 23960 - Welder, Combination, Maintenance | 17.31 |
| 23965 - Well Driller | 16.90 |
| 23970 - Woodcraft Worker | 16.90 |
| 23980 - Woodworker | 13.53 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.22 |
| 24580 - Child Care Center Clerk | 13.29 |
| 24610 - Chore Aide | 10.98 |
| 24620 - Family Readiness And Support Services Coordinator | 11.92 |
| 24630 - Homemaker | 13.64 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.11 |
| 25040 - Sewage Plant Operator | 18.15 |
| 25070 - Stationary Engineer | 19.15 |
| 25190 - Ventilation Equipment Tender | 13.28 |
| 25210 - Water Treatment Plant Operator | 18.15 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.28 |
| 27007 - Baggage Inspector | 10.60 |
| 27008 - Corrections Officer | 15.05 |
| 27010 - Court Security Officer | 15.05 |
| 27030 - Detection Dog Handler | 13.28 |
| 27040 - Detention Officer | 14.23 |
| 27070 - Firefighter | 15.05 |
| 27101 - Guard I | 10.60 |
| 27102 - Guard II | 13.28 |
| 27131 - Police Officer I | 17.31 |
| 27132 - Police Officer II | 19.23 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.44 |
| 28042 - Carnival Equipment Repairer | 8.39 |
| 28043 - Carnival Equipment Worker | 7.29 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 15.40 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 15.86 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 15.24 |
| 29020 - Hatch Tender | 15.24 |
| 29030 - Line Handler | 15.24 |
| 29041 - Stevedore I | 14.35 |
| 29042 - Stevedore II | 16.04 |

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| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.83 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.26 |
| 30022 - Archeological Technician II | 18.18 |
| 30023 - Archeological Technician III | 22.53 |
| 30030 - Cartographic Technician | 22.53 |
| 30040 - Civil Engineering Technician | 16.86 |
| 30061 - Drafter/CAD Operator I | 16.26 |
| 30062 - Drafter/CAD Operator II | 18.18 |
| 30063 - Drafter/CAD Operator III | 20.28 |
| 30064 - Drafter/CAD Operator IV | 24.96 |
| 30081 - Engineering Technician I | 14.31 |
| 30082 - Engineering Technician II | 16.26 |
| 30083 - Engineering Technician III | 18.18 |
| 30084 - Engineering Technician IV | 22.24 |
| 30085 - Engineering Technician V | 26.53 |
| 30086 - Engineering Technician VI | 30.86 |
| 30090 - Environmental Technician | 22.53 |
| 30210 - Laboratory Technician | 21.41 |
| 30240 - Mathematical Technician | 22.54 |
| 30361 - Paralegal/Legal Assistant I | 16.54 |
| 30362 - Paralegal/Legal Assistant II | 20.25 |
| 30363 - Paralegal/Legal Assistant III | 23.99 |
| 30364 - Paralegal/Legal Assistant IV | 29.37 |
| 30390 - Photo-Optics Technician | 22.54 |
| 30461 - Technical Writer I | 21.85 |
| 30462 - Technical Writer II | 26.72 |
| 30463 - Technical Writer III | 32.33 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 20.28 |
| 30621 - Weather Observer, Senior (see 2) | 22.32 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.85 |
| 31030 - Bus Driver | 14.20 |
| 31043 - Driver Courier | 12.61 |
| 31260 - Parking and Lot Attendant | 10.23 |
| 31290 - Shuttle Bus Driver | 13.77 |
| 31310 - Taxi Driver | 12.61 |
| 31361 - Truckdriver, Light | 13.77 |
| 31362 - Truckdriver, Medium | 14.20 |
| 31363 - Truckdriver, Heavy | 18.95 |
| 31364 - Truckdriver, Tractor-Trailer | 19.88 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.68 |
| 99050 - Desk Clerk | 8.16 |
| 99095 - Embalmer | 21.58 |
| 99251 - Laboratory Animal Caretaker I | 11.17 |
| 99252 - Laboratory Animal Caretaker II | 11.73 |
| 99310 - Mortician | 21.58 |
| 99410 - Pest Controller | 12.27 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 11.14 |
| 99711 - Recycling Specialist | 12.89 |
| 99730 - Refuse Collector | 10.38 |
| 99810 - Sales Clerk | 10.36 |
| 99820 - School Crossing Guard | 12.71 |

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| 99830 - Survey Party Chief | 16.40 |
| 99831 - Surveying Aide | 10.94 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 13.11 |
| 99841 - Vending Machine Repairer | 16.09 |
| 99842 - Vending Machine Repairer Helper | 13.90 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2007
Revision No.: 18
Date of Last Revision: 07/25/2014

States: Alabama, Tennessee

Area: Alabama Counties of Colbert, Franklin, Jackson, Lauderdale, Lawrence, Limestone, Madison, Marion, Marshall, Morgan, Winston

Tennessee Counties of Giles, Lawrence, Lincoln, Moore, Wayne

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.47 |
| 01012 - Accounting Clerk II | | 14.65 |
| 01013 - Accounting Clerk III | | 16.77 |
| 01020 - Administrative Assistant | | 21.27 |
| 01040 - Court Reporter | | 17.16 |
| 01051 - Data Entry Operator I | | 11.95 |
| 01052 - Data Entry Operator II | | 13.89 |
| 01060 - Dispatcher, Motor Vehicle | | 16.31 |
| 01070 - Document Preparation Clerk | | 12.47 |
| 01090 - Duplicating Machine Operator | | 12.47 |
| 01111 - General Clerk I | | 10.88 |
| 01112 - General Clerk II | | 11.87 |
| 01113 - General Clerk III | | 13.86 |
| 01120 - Housing Referral Assistant | | 19.14 |
| 01141 - Messenger Courier | | 10.07 |
| 01191 - Order Clerk I | | 12.66 |
| 01192 - Order Clerk II | | 15.27 |

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| 01261 - Personnel Assistant (Employment) I | 14.18 |
| 01262 - Personnel Assistant (Employment) II | 15.86 |
| 01263 - Personnel Assistant (Employment) III | 17.70 |
| 01270 - Production Control Clerk | 19.18 |
| 01280 - Receptionist | 11.86 |
| 01290 - Rental Clerk | 12.97 |
| 01300 - Scheduler, Maintenance | 15.32 |
| 01311 - Secretary I | 15.32 |
| 01312 - Secretary II | 17.16 |
| 01313 - Secretary III | 19.14 |
| 01320 - Service Order Dispatcher | 13.83 |
| 01410 - Supply Technician | 21.27 |
| 01420 - Survey Worker | 16.81 |
| 01531 - Travel Clerk I | 11.08 |
| 01532 - Travel Clerk II | 11.72 |
| 01533 - Travel Clerk III | 12.50 |
| 01611 - Word Processor I | 13.12 |
| 01612 - Word Processor II | 14.73 |
| 01613 - Word Processor III | 16.48 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.25 |
| 05010 - Automotive Electrician | 18.61 |
| 05040 - Automotive Glass Installer | 17.74 |
| 05070 - Automotive Worker | 17.74 |
| 05110 - Mobile Equipment Servicer | 16.08 |
| 05130 - Motor Equipment Metal Mechanic | 19.47 |
| 05160 - Motor Equipment Metal Worker | 17.74 |
| 05190 - Motor Vehicle Mechanic | 17.78 |
| 05220 - Motor Vehicle Mechanic Helper | 13.93 |
| 05250 - Motor Vehicle Upholstery Worker | 16.93 |
| 05280 - Motor Vehicle Wrecker | 17.74 |
| 05310 - Painter, Automotive | 17.00 |
| 05340 - Radiator Repair Specialist | 17.74 |
| 05370 - Tire Repairer | 12.75 |
| 05400 - Transmission Repair Specialist | 19.47 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.24 |
| 07041 - Cook I | 9.14 |
| 07042 - Cook II | 10.27 |
| 07070 - Dishwasher | 7.82 |
| 07130 - Food Service Worker | 8.09 |
| 07210 - Meat Cutter | 14.21 |
| 07260 - Waiter/Waitress | 7.90 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.56 |
| 09040 - Furniture Handler | 13.94 |
| 09080 - Furniture Refinisher | 17.56 |
| 09090 - Furniture Refinisher Helper | 14.41 |
| 09110 - Furniture Repairer, Minor | 15.98 |
| 09130 - Upholsterer | 17.56 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.28 |
| 11060 - Elevator Operator | 10.02 |
| 11090 - Gardener | 12.11 |
| 11122 - Housekeeping Aide | 10.02 |
| 11150 - Janitor | 10.02 |
| 11210 - Laborer, Grounds Maintenance | 10.00 |
| 11240 - Maid or Houseman | 8.67 |
| 11260 - Pruner | 9.28 |
| 11270 - Tractor Operator | 12.08 |
| 11330 - Trail Maintenance Worker | 10.00 |
| 11360 - Window Cleaner | 10.97 |
| 12000 - Health Occupations | |

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| 12010 - Ambulance Driver | 15.85 |
| 12011 - Breath Alcohol Technician | 16.00 |
| 12012 - Certified Occupational Therapist Assistant | 21.95 |
| 12015 - Certified Physical Therapist Assistant | 21.95 |
| 12020 - Dental Assistant | 16.00 |
| 12025 - Dental Hygienist | 22.48 |
| 12030 - EKG Technician | 23.45 |
| 12035 - Electroneurodiagnostic Technologist | 23.45 |
| 12040 - Emergency Medical Technician | 15.85 |
| 12071 - Licensed Practical Nurse I | 14.30 |
| 12072 - Licensed Practical Nurse II | 16.00 |
| 12073 - Licensed Practical Nurse III | 17.84 |
| 12100 - Medical Assistant | 11.87 |
| 12130 - Medical Laboratory Technician | 14.07 |
| 12160 - Medical Record Clerk | 12.41 |
| 12190 - Medical Record Technician | 14.96 |
| 12195 - Medical Transcriptionist | 13.59 |
| 12210 - Nuclear Medicine Technologist | 30.65 |
| 12221 - Nursing Assistant I | 9.43 |
| 12222 - Nursing Assistant II | 10.61 |
| 12223 - Nursing Assistant III | 11.57 |
| 12224 - Nursing Assistant IV | 12.99 |
| 12235 - Optical Dispenser | 15.05 |
| 12236 - Optical Technician | 12.56 |
| 12250 - Pharmacy Technician | 13.36 |
| 12280 - Phlebotomist | 12.99 |
| 12305 - Radiologic Technologist | 23.95 |
| 12311 - Registered Nurse I | 22.94 |
| 12312 - Registered Nurse II | 28.08 |
| 12313 - Registered Nurse II, Specialist | 28.08 |
| 12314 - Registered Nurse III | 33.97 |
| 12315 - Registered Nurse III, Anesthetist | 33.97 |
| 12316 - Registered Nurse IV | 40.70 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.83 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.09 |
| 13012 - Exhibits Specialist II | 24.89 |
| 13013 - Exhibits Specialist III | 30.45 |
| 13041 - Illustrator I | 20.09 |
| 13042 - Illustrator II | 24.89 |
| 13043 - Illustrator III | 30.45 |
| 13047 - Librarian | 27.56 |
| 13050 - Library Aide/Clerk | 15.94 |
| 13054 - Library Information Technology Systems Administrator | 24.89 |
| 13058 - Library Technician | 16.14 |
| 13061 - Media Specialist I | 17.96 |
| 13062 - Media Specialist II | 20.09 |
| 13063 - Media Specialist III | 22.40 |
| 13071 - Photographer I | 16.19 |
| 13072 - Photographer II | 18.70 |
| 13073 - Photographer III | 22.40 |
| 13074 - Photographer IV | 27.38 |
| 13075 - Photographer V | 33.23 |
| 13110 - Video Teleconference Technician | 17.96 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.55 |
| 14042 - Computer Operator II | 19.13 |
| 14043 - Computer Operator III | 20.49 |
| 14044 - Computer Operator IV | 26.16 |
| 14045 - Computer Operator V | 27.62 |
| 14071 - Computer Programmer I | 25.00 |
| 14072 - Computer Programmer II | |

(see 1)

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| 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 | | 26.16 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 29.35 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 35.52 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 36.76 |
| 15050 - Computer Based Training Specialist / Instructor | | 30.38 |
| 15060 - Educational Technologist | | 30.52 |
| 15070 - Flight Instructor (Pilot) | | 36.76 |
| 15080 - Graphic Artist | | 22.01 |
| 15090 - Technical Instructor | | 18.91 |
| 15095 - Technical Instructor/Course Developer | | 23.11 |
| 15110 - Test Proctor | | 17.16 |
| 15120 - Tutor | | 17.16 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 8.30 |
| 16030 - Counter Attendant | | 8.30 |
| 16040 - Dry Cleaner | | 10.44 |
| 16070 - Finisher, Flatwork, Machine | | 8.30 |
| 16090 - Presser, Hand | | 8.30 |
| 16110 - Presser, Machine, Drycleaning | | 8.30 |
| 16130 - Presser, Machine, Shirts | | 8.30 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 8.30 |
| 16190 - Sewing Machine Operator | | 11.03 |
| 16220 - Tailor | | 11.64 |
| 16250 - Washer, Machine | | 9.00 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 24.44 |
| 19040 - Tool And Die Maker | | 29.82 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 14.82 |
| 21030 - Material Coordinator | | 19.18 |
| 21040 - Material Expediter | | 19.18 |
| 21050 - Material Handling Laborer | | 10.48 |
| 21071 - Order Filler | | 10.87 |
| 21080 - Production Line Worker (Food Processing) | | 14.82 |
| 21110 - Shipping Packer | | 12.98 |
| 21130 - Shipping/Receiving Clerk | | 12.98 |
| 21140 - Store Worker I | | 12.06 |
| 21150 - Stock Clerk | | 16.35 |
| 21210 - Tools And Parts Attendant | | 14.82 |
| 21410 - Warehouse Specialist | | 14.82 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 20.61 |
| 23021 - Aircraft Mechanic I | | 22.24 |
| 23022 - Aircraft Mechanic II | | 23.35 |
| 23023 - Aircraft Mechanic III | | 24.52 |
| 23040 - Aircraft Mechanic Helper | | 17.44 |
| 23050 - Aircraft, Painter | | 19.32 |
| 23060 - Aircraft Servicer | | 19.34 |
| 23080 - Aircraft Worker | | 20.27 |
| 23110 - Appliance Mechanic | | 18.04 |
| 23120 - Bicycle Repairer | | 14.66 |
| 23125 - Cable Splicer | | 19.76 |
| 23130 - Carpenter, Maintenance | | 17.56 |
| 23140 - Carpet Layer | | 17.29 |
| 23160 - Electrician, Maintenance | | 23.21 |
| 23181 - Electronics Technician Maintenance I | | 19.44 |

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| 23182 - Electronics Technician Maintenance II | 25.55 |
| 23183 - Electronics Technician Maintenance III | 26.62 |
| 23260 - Fabric Worker | 16.54 |
| 23290 - Fire Alarm System Mechanic | 18.79 |
| 23310 - Fire Extinguisher Repairer | 15.72 |
| 23311 - Fuel Distribution System Mechanic | 18.79 |
| 23312 - Fuel Distribution System Operator | 16.80 |
| 23370 - General Maintenance Worker | 16.43 |
| 23380 - Ground Support Equipment Mechanic | 22.24 |
| 23381 - Ground Support Equipment Servicer | 19.34 |
| 23382 - Ground Support Equipment Worker | 20.27 |
| 23391 - Gunsmith I | 15.48 |
| 23392 - Gunsmith II | 17.06 |
| 23393 - Gunsmith III | 18.83 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.38 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.30 |
| 23430 - Heavy Equipment Mechanic | 20.43 |
| 23440 - Heavy Equipment Operator | 17.87 |
| 23460 - Instrument Mechanic | 22.82 |
| 23465 - Laboratory/Shelter Mechanic | 17.99 |
| 23470 - Laborer | 11.36 |
| 23510 - Locksmith | 18.04 |
| 23530 - Machinery Maintenance Mechanic | 23.32 |
| 23550 - Machinist, Maintenance | 18.59 |
| 23580 - Maintenance Trades Helper | 14.41 |
| 23591 - Metrology Technician I | 22.82 |
| 23592 - Metrology Technician II | 23.80 |
| 23593 - Metrology Technician III | 24.74 |
| 23640 - Millwright | 20.67 |
| 23710 - Office Appliance Repairer | 22.90 |
| 23760 - Painter, Maintenance | 17.56 |
| 23790 - Pipefitter, Maintenance | 19.29 |
| 23810 - Plumber, Maintenance | 18.43 |
| 23820 - Pneudraulic Systems Mechanic | 18.83 |
| 23850 - Rigger | 18.83 |
| 23870 - Scale Mechanic | 17.29 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.81 |
| 23910 - Small Engine Mechanic | 17.06 |
| 23931 - Telecommunications Mechanic I | 18.89 |
| 23932 - Telecommunications Mechanic II | 20.87 |
| 23950 - Telephone Lineman | 19.60 |
| 23960 - Welder, Combination, Maintenance | 18.38 |
| 23965 - Well Driller | 18.83 |
| 23970 - Woodcraft Worker | 18.83 |
| 23980 - Woodworker | 16.43 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.56 |
| 24580 - Child Care Center Clerk | 10.68 |
| 24610 - Chore Aide | 10.19 |
| 24620 - Family Readiness And Support Services Coordinator | 12.61 |
| 24630 - Homemaker | 13.55 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.75 |
| 25040 - Sewage Plant Operator | 19.88 |
| 25070 - Stationary Engineer | 20.75 |
| 25190 - Ventilation Equipment Tender | 14.85 |
| 25210 - Water Treatment Plant Operator | 19.88 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.83 |
| 27007 - Baggage Inspector | 10.85 |

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| 27008 - Corrections Officer | 15.28 |
| 27010 - Court Security Officer | 16.82 |
| 27030 - Detection Dog Handler | 13.55 |
| 27040 - Detention Officer | 15.28 |
| 27070 - Firefighter | 16.82 |
| 27101 - Guard I | 10.85 |
| 27102 - Guard II | 13.55 |
| 27131 - Police Officer I | 18.64 |
| 27132 - Police Officer II | 20.71 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.11 |
| 28042 - Carnival Equipment Repairer | 10.62 |
| 28043 - Carnival Equipment Worker | 8.38 |
| 28210 - Gate Attendant/Gate Tender | 14.06 |
| 28310 - Lifeguard | 12.21 |
| 28350 - Park Attendant (Aide) | 15.73 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.48 |
| 28515 - Recreation Specialist | 17.94 |
| 28630 - Sports Official | 12.53 |
| 28690 - Swimming Pool Operator | 15.65 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.70 |
| 29020 - Hatch Tender | 17.70 |
| 29030 - Line Handler | 17.70 |
| 29041 - Stevedore I | 16.90 |
| 29042 - Stevedore II | 18.56 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.60 |
| 30022 - Archeological Technician II | 20.81 |
| 30023 - Archeological Technician III | 25.48 |
| 30030 - Cartographic Technician | 25.48 |
| 30040 - Civil Engineering Technician | 22.83 |
| 30061 - Drafter/CAD Operator I | 18.60 |
| 30062 - Drafter/CAD Operator II | 20.81 |
| 30063 - Drafter/CAD Operator III | 23.21 |
| 30064 - Drafter/CAD Operator IV | 28.55 |
| 30081 - Engineering Technician I | 15.98 |
| 30082 - Engineering Technician II | 18.00 |
| 30083 - Engineering Technician III | 21.00 |
| 30084 - Engineering Technician IV | 28.62 |
| 30085 - Engineering Technician V | 33.81 |
| 30086 - Engineering Technician VI | 40.89 |
| 30090 - Environmental Technician | 25.48 |
| 30210 - Laboratory Technician | 18.92 |
| 30240 - Mathematical Technician | 25.48 |
| 30361 - Paralegal/Legal Assistant I | 18.54 |
| 30362 - Paralegal/Legal Assistant II | 22.98 |
| 30363 - Paralegal/Legal Assistant III | 28.11 |
| 30364 - Paralegal/Legal Assistant IV | 34.01 |
| 30390 - Photo-Optics Technician | 25.48 |
| 30461 - Technical Writer I | 21.30 |
| 30462 - Technical Writer II | 26.06 |
| 30463 - Technical Writer III | 31.52 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 3) 23.21 |

| | | |
|---|---------|-------|
| 30621 - Weather Observer, Senior | (see 3) | 25.48 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 10.71 |
| 31030 - Bus Driver | | 13.94 |
| 31043 - Driver Courier | | 14.96 |
| 31260 - Parking and Lot Attendant | | 10.11 |
| 31290 - Shuttle Bus Driver | | 16.25 |
| 31310 - Taxi Driver | | 10.90 |
| 31361 - Truckdriver, Light | | 16.25 |
| 31362 - Truckdriver, Medium | | 16.82 |
| 31363 - Truckdriver, Heavy | | 17.62 |
| 31364 - Truckdriver, Tractor-Trailer | | 17.62 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 9.30 |
| 99050 - Desk Clerk | | 8.43 |
| 99095 - Embalmer | | 22.74 |
| 99251 - Laboratory Animal Caretaker I | | 8.61 |
| 99252 - Laboratory Animal Caretaker II | | 13.46 |
| 99310 - Mortician | | 22.65 |
| 99410 - Pest Controller | | 12.76 |
| 99510 - Photofinishing Worker | | 11.95 |
| 99710 - Recycling Laborer | | 14.15 |
| 99711 - Recycling Specialist | | 16.30 |
| 99730 - Refuse Collector | | 12.79 |
| 99810 - Sales Clerk | | 11.63 |
| 99820 - School Crossing Guard | | 12.71 |
| 99830 - Survey Party Chief | | 17.75 |
| 99831 - Surveying Aide | | 10.94 |
| 99832 - Surveying Technician | | 14.97 |
| 99840 - Vending Machine Attendant | | 13.90 |
| 99841 - Vending Machine Repairer | | 15.93 |
| 99842 - Vending Machine Repairer Helper | | 13.90 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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 4174)

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of

the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2008
Revision No.: 19
Date Of Last Revision: 07/25/2014

States: Alabama, Tennessee

Area: Alabama Counties of Colbert, Franklin, Jackson, Lauderdale, Lawrence, Limestone, Madison, Marion, Marshall, Morgan, Winston

Tennessee Counties of Giles, Lawrence, Lincoln, Moore, Wayne

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.47 |
| 01012 - Accounting Clerk II | | 14.65 |
| 01013 - Accounting Clerk III | | 16.77 |
| 01020 - Administrative Assistant | | 21.27 |
| 01040 - Court Reporter | | 17.16 |
| 01051 - Data Entry Operator I | | 11.95 |
| 01052 - Data Entry Operator II | | 13.89 |
| 01060 - Dispatcher, Motor Vehicle | | 16.31 |
| 01070 - Document Preparation Clerk | | 12.47 |
| 01090 - Duplicating Machine Operator | | 12.47 |
| 01111 - General Clerk I | | 10.88 |
| 01112 - General Clerk II | | 11.87 |
| 01113 - General Clerk III | | 13.86 |
| 01120 - Housing Referral Assistant | | 19.14 |
| 01141 - Messenger Courier | | 10.07 |
| 01191 - Order Clerk I | | 12.66 |
| 01192 - Order Clerk II | | 15.27 |
| 01261 - Personnel Assistant (Employment) I | | 14.18 |
| 01262 - Personnel Assistant (Employment) II | | 15.86 |
| 01263 - Personnel Assistant (Employment) III | | 17.70 |
| 01270 - Production Control Clerk | | 19.18 |
| 01280 - Receptionist | | 11.86 |
| 01290 - Rental Clerk | | 12.97 |
| 01300 - Scheduler, Maintenance | | 15.32 |
| 01311 - Secretary I | | 15.32 |
| 01312 - Secretary II | | 17.16 |
| 01313 - Secretary III | | 19.14 |
| 01320 - Service Order Dispatcher | | 13.83 |
| 01410 - Supply Technician | | 21.27 |
| 01420 - Survey Worker | | 16.81 |
| 01531 - Travel Clerk I | | 11.08 |
| 01532 - Travel Clerk II | | 11.72 |
| 01533 - Travel Clerk III | | 12.50 |
| 01611 - Word Processor I | | 13.12 |
| 01612 - Word Processor II | | 14.73 |
| 01613 - Word Processor III | | 16.48 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.25 |
| 05010 - Automotive Electrician | | 18.61 |
| 05040 - Automotive Glass Installer | | 17.74 |
| 05070 - Automotive Worker | | 17.74 |
| 05110 - Mobile Equipment Servicer | | 16.08 |
| 05130 - Motor Equipment Metal Mechanic | | 19.47 |
| 05160 - Motor Equipment Metal Worker | | 17.74 |
| 05190 - Motor Vehicle Mechanic | | 17.78 |
| 05220 - Motor Vehicle Mechanic Helper | | 13.93 |
| 05250 - Motor Vehicle Upholstery Worker | | 16.93 |
| 05280 - Motor Vehicle Wrecker | | 17.74 |
| 05310 - Painter, Automotive | | 17.00 |

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| 05340 - Radiator Repair Specialist | 17.74 |
| 05370 - Tire Repairer | 12.75 |
| 05400 - Transmission Repair Specialist | 19.47 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.24 |
| 07041 - Cook I | 9.14 |
| 07042 - Cook II | 10.27 |
| 07070 - Dishwasher | 7.82 |
| 07130 - Food Service Worker | 8.09 |
| 07210 - Meat Cutter | 14.21 |
| 07260 - Waiter/Waitress | 7.90 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.56 |
| 09040 - Furniture Handler | 13.94 |
| 09080 - Furniture Refinisher | 17.56 |
| 09090 - Furniture Refinisher Helper | 14.41 |
| 09110 - Furniture Repairer, Minor | 15.98 |
| 09130 - Upholsterer | 17.56 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.28 |
| 11060 - Elevator Operator | 10.02 |
| 11090 - Gardener | 12.11 |
| 11122 - Housekeeping Aide | 10.02 |
| 11150 - Janitor | 10.02 |
| 11210 - Laborer, Grounds Maintenance | 10.00 |
| 11240 - Maid or Houseman | 8.67 |
| 11260 - Pruner | 9.28 |
| 11270 - Tractor Operator | 12.08 |
| 11330 - Trail Maintenance Worker | 10.00 |
| 11360 - Window Cleaner | 10.97 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.85 |
| 12011 - Breath Alcohol Technician | 16.00 |
| 12012 - Certified Occupational Therapist Assistant | 21.95 |
| 12015 - Certified Physical Therapist Assistant | 21.95 |
| 12020 - Dental Assistant | 16.00 |
| 12025 - Dental Hygienist | 22.48 |
| 12030 - EKG Technician | 23.45 |
| 12035 - Electroneurodiagnostic Technologist | 23.45 |
| 12040 - Emergency Medical Technician | 15.85 |
| 12071 - Licensed Practical Nurse I | 14.30 |
| 12072 - Licensed Practical Nurse II | 16.00 |
| 12073 - Licensed Practical Nurse III | 17.84 |
| 12100 - Medical Assistant | 11.87 |
| 12130 - Medical Laboratory Technician | 14.07 |
| 12160 - Medical Record Clerk | 12.41 |
| 12190 - Medical Record Technician | 14.96 |
| 12195 - Medical Transcriptionist | 13.59 |
| 12210 - Nuclear Medicine Technologist | 30.65 |
| 12221 - Nursing Assistant I | 9.43 |
| 12222 - Nursing Assistant II | 10.61 |
| 12223 - Nursing Assistant III | 11.57 |
| 12224 - Nursing Assistant IV | 12.99 |
| 12235 - Optical Dispenser | 15.05 |
| 12236 - Optical Technician | 12.56 |
| 12250 - Pharmacy Technician | 13.36 |
| 12280 - Phlebotomist | 12.99 |
| 12305 - Radiologic Technologist | 23.95 |
| 12311 - Registered Nurse I | 22.94 |
| 12312 - Registered Nurse II | 28.08 |
| 12313 - Registered Nurse II, Specialist | 28.08 |
| 12314 - Registered Nurse III | 33.97 |
| 12315 - Registered Nurse III, Anesthetist | 33.97 |

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|---|---------|
| 12316 - Registered Nurse IV | 40.70 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.83 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.09 |
| 13012 - Exhibits Specialist II | 24.89 |
| 13013 - Exhibits Specialist III | 30.45 |
| 13041 - Illustrator I | 20.09 |
| 13042 - Illustrator II | 24.89 |
| 13043 - Illustrator III | 30.45 |
| 13047 - Librarian | 27.56 |
| 13050 - Library Aide/Clerk | 15.94 |
| 13054 - Library Information Technology Systems Administrator | 24.89 |
| 13058 - Library Technician | 16.14 |
| 13061 - Media Specialist I | 17.96 |
| 13062 - Media Specialist II | 20.09 |
| 13063 - Media Specialist III | 22.40 |
| 13071 - Photographer I | 16.19 |
| 13072 - Photographer II | 18.70 |
| 13073 - Photographer III | 22.40 |
| 13074 - Photographer IV | 27.38 |
| 13075 - Photographer V | 33.23 |
| 13110 - Video Teleconference Technician | 17.96 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.55 |
| 14042 - Computer Operator II | 19.13 |
| 14043 - Computer Operator III | 20.49 |
| 14044 - Computer Operator IV | 26.16 |
| 14045 - Computer Operator V | 27.62 |
| 14071 - Computer Programmer I | 25.00 |
| 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 | 15.55 |
| 14160 - Personal Computer Support Technician | 26.16 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.35 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.52 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.76 |
| 15050 - Computer Based Training Specialist / Instructor | 30.38 |
| 15060 - Educational Technologist | 30.52 |
| 15070 - Flight Instructor (Pilot) | 36.76 |
| 15080 - Graphic Artist | 22.01 |
| 15090 - Technical Instructor | 18.91 |
| 15095 - Technical Instructor/Course Developer | 23.11 |
| 15110 - Test Proctor | 17.16 |
| 15120 - Tutor | 17.16 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.30 |
| 16030 - Counter Attendant | 8.30 |
| 16040 - Dry Cleaner | 10.44 |
| 16070 - Finisher, Flatwork, Machine | 8.30 |
| 16090 - Presser, Hand | 8.30 |
| 16110 - Presser, Machine, Drycleaning | 8.30 |
| 16130 - Presser, Machine, Shirts | 8.30 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.30 |
| 16190 - Sewing Machine Operator | 11.03 |
| 16220 - Tailor | 11.64 |
| 16250 - Washer, Machine | 9.00 |
| 19000 - Machine Tool Operation And Repair Occupations | |

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|---|-------|
| 19010 - Machine-Tool Operator (Tool Room) | 24.44 |
| 19040 - Tool And Die Maker | 29.82 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.82 |
| 21030 - Material Coordinator | 19.18 |
| 21040 - Material Expediter | 19.18 |
| 21050 - Material Handling Laborer | 10.48 |
| 21071 - Order Filler | 10.87 |
| 21080 - Production Line Worker (Food Processing) | 14.82 |
| 21110 - Shipping Packer | 12.98 |
| 21130 - Shipping/Receiving Clerk | 12.98 |
| 21140 - Store Worker I | 12.06 |
| 21150 - Stock Clerk | 16.35 |
| 21210 - Tools And Parts Attendant | 14.82 |
| 21410 - Warehouse Specialist | 14.82 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 20.61 |
| 23021 - Aircraft Mechanic I | 22.24 |
| 23022 - Aircraft Mechanic II | 23.35 |
| 23023 - Aircraft Mechanic III | 24.52 |
| 23040 - Aircraft Mechanic Helper | 17.44 |
| 23050 - Aircraft, Painter | 19.32 |
| 23060 - Aircraft Servicer | 19.34 |
| 23080 - Aircraft Worker | 20.27 |
| 23110 - Appliance Mechanic | 18.04 |
| 23120 - Bicycle Repairer | 14.66 |
| 23125 - Cable Splicer | 19.76 |
| 23130 - Carpenter, Maintenance | 17.56 |
| 23140 - Carpet Layer | 17.29 |
| 23160 - Electrician, Maintenance | 23.21 |
| 23181 - Electronics Technician Maintenance I | 19.44 |
| 23182 - Electronics Technician Maintenance II | 25.55 |
| 23183 - Electronics Technician Maintenance III | 26.62 |
| 23260 - Fabric Worker | 16.54 |
| 23290 - Fire Alarm System Mechanic | 18.79 |
| 23310 - Fire Extinguisher Repairer | 15.72 |
| 23311 - Fuel Distribution System Mechanic | 18.79 |
| 23312 - Fuel Distribution System Operator | 16.80 |
| 23370 - General Maintenance Worker | 16.43 |
| 23380 - Ground Support Equipment Mechanic | 22.24 |
| 23381 - Ground Support Equipment Servicer | 19.34 |
| 23382 - Ground Support Equipment Worker | 20.27 |
| 23391 - Gunsmith I | 15.48 |
| 23392 - Gunsmith II | 17.06 |
| 23393 - Gunsmith III | 18.83 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.38 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.30 |
| 23430 - Heavy Equipment Mechanic | 20.43 |
| 23440 - Heavy Equipment Operator | 17.87 |
| 23460 - Instrument Mechanic | 22.82 |
| 23465 - Laboratory/Shelter Mechanic | 17.99 |
| 23470 - Laborer | 11.36 |
| 23510 - Locksmith | 18.04 |
| 23530 - Machinery Maintenance Mechanic | 23.32 |
| 23550 - Machinist, Maintenance | 18.59 |
| 23580 - Maintenance Trades Helper | 14.41 |
| 23591 - Metrology Technician I | 22.82 |
| 23592 - Metrology Technician II | 23.80 |
| 23593 - Metrology Technician III | 24.74 |
| 23640 - Millwright | 20.67 |
| 23710 - Office Appliance Repairer | 22.90 |

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| 23760 - Painter, Maintenance | 17.56 |
| 23790 - Pipefitter, Maintenance | 19.29 |
| 23810 - Plumber, Maintenance | 18.43 |
| 23820 - Pneudraulic Systems Mechanic | 18.83 |
| 23850 - Rigger | 18.83 |
| 23870 - Scale Mechanic | 17.29 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.81 |
| 23910 - Small Engine Mechanic | 17.06 |
| 23931 - Telecommunications Mechanic I | 18.89 |
| 23932 - Telecommunications Mechanic II | 20.87 |
| 23950 - Telephone Lineman | 19.60 |
| 23960 - Welder, Combination, Maintenance | 18.38 |
| 23965 - Well Driller | 18.83 |
| 23970 - Woodcraft Worker | 18.83 |
| 23980 - Woodworker | 16.43 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.56 |
| 24580 - Child Care Center Clerk | 10.68 |
| 24610 - Chore Aide | 10.19 |
| 24620 - Family Readiness And Support Services Coordinator | 12.61 |
| 24630 - Homemaker | 13.55 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.75 |
| 25040 - Sewage Plant Operator | 19.88 |
| 25070 - Stationary Engineer | 20.75 |
| 25190 - Ventilation Equipment Tender | 14.85 |
| 25210 - Water Treatment Plant Operator | 19.88 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.83 |
| 27007 - Baggage Inspector | 10.85 |
| 27008 - Corrections Officer | 15.28 |
| 27010 - Court Security Officer | 16.82 |
| 27030 - Detection Dog Handler | 13.55 |
| 27040 - Detention Officer | 15.28 |
| 27070 - Firefighter | 16.82 |
| 27101 - Guard I | 10.85 |
| 27102 - Guard II | 13.55 |
| 27131 - Police Officer I | 18.64 |
| 27132 - Police Officer II | 20.71 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.11 |
| 28042 - Carnival Equipment Repairer | 10.62 |
| 28043 - Carnival Equipment Worker | 8.38 |
| 28210 - Gate Attendant/Gate Tender | 14.06 |
| 28310 - Lifeguard | 12.21 |
| 28350 - Park Attendant (Aide) | 15.73 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.48 |
| 28515 - Recreation Specialist | 17.94 |
| 28630 - Sports Official | 12.53 |
| 28690 - Swimming Pool Operator | 15.65 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.70 |
| 29020 - Hatch Tender | 17.70 |
| 29030 - Line Handler | 17.70 |
| 29041 - Stevedore I | 16.90 |
| 29042 - Stevedore II | 18.56 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.60 |
| 30022 - Archeological Technician II | 20.81 |

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| 30023 - Archeological Technician III | 25.48 |
| 30030 - Cartographic Technician | 25.48 |
| 30040 - Civil Engineering Technician | 22.83 |
| 30061 - Drafter/CAD Operator I | 18.60 |
| 30062 - Drafter/CAD Operator II | 20.81 |
| 30063 - Drafter/CAD Operator III | 23.21 |
| 30064 - Drafter/CAD Operator IV | 28.55 |
| 30081 - Engineering Technician I | 15.98 |
| 30082 - Engineering Technician II | 18.00 |
| 30083 - Engineering Technician III | 21.00 |
| 30084 - Engineering Technician IV | 28.62 |
| 30085 - Engineering Technician V | 33.81 |
| 30086 - Engineering Technician VI | 40.89 |
| 30090 - Environmental Technician | 25.48 |
| 30210 - Laboratory Technician | 18.92 |
| 30240 - Mathematical Technician | 25.48 |
| 30361 - Paralegal/Legal Assistant I | 18.54 |
| 30362 - Paralegal/Legal Assistant II | 22.98 |
| 30363 - Paralegal/Legal Assistant III | 28.11 |
| 30364 - Paralegal/Legal Assistant IV | 34.01 |
| 30390 - Photo-Optics Technician | 25.48 |
| 30461 - Technical Writer I | 21.30 |
| 30462 - Technical Writer II | 26.06 |
| 30463 - Technical Writer III | 31.52 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 3) | 23.21 |
| 30621 - Weather Observer, Senior (see 3) | 25.48 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.71 |
| 31030 - Bus Driver | 13.94 |
| 31043 - Driver Courier | 14.96 |
| 31260 - Parking and Lot Attendant | 10.11 |
| 31290 - Shuttle Bus Driver | 16.25 |
| 31310 - Taxi Driver | 10.90 |
| 31361 - Truckdriver, Light | 16.25 |
| 31362 - Truckdriver, Medium | 16.82 |
| 31363 - Truckdriver, Heavy | 17.62 |
| 31364 - Truckdriver, Tractor-Trailer | 17.62 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.30 |
| 99050 - Desk Clerk | 8.43 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 8.61 |
| 99252 - Laboratory Animal Caretaker II | 13.46 |
| 99310 - Mortician | 22.65 |
| 99410 - Pest Controller | 12.76 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.15 |
| 99711 - Recycling Specialist | 16.30 |
| 99730 - Refuse Collector | 12.79 |
| 99810 - Sales Clerk | 11.63 |
| 99820 - School Crossing Guard | 12.71 |
| 99830 - Survey Party Chief | 17.75 |
| 99831 - Surveying Aide | 10.94 |
| 99832 - Surveying Technician | 14.97 |
| 99840 - Vending Machine Attendant | 13.90 |
| 99841 - Vending Machine Repairer | 15.93 |
| 99842 - Vending Machine Repairer Helper | 13.90 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 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 4174)

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2009
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Alabama

Area: Alabama Counties of Baldwin, Choctaw, Clarke, Conecuh, Covington, Escambia, Mobile, Monroe, Washington

****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 | | 15.54 |
| 01013 - Accounting Clerk III | | 17.38 |
| 01020 - Administrative Assistant | | 20.41 |
| 01040 - Court Reporter | | 17.96 |
| 01051 - Data Entry Operator I | | 9.97 |
| 01052 - Data Entry Operator II | | 12.18 |
| 01060 - Dispatcher, Motor Vehicle | | 17.96 |
| 01070 - Document Preparation Clerk | | 12.18 |
| 01090 - Duplicating Machine Operator | | 12.18 |
| 01111 - General Clerk I | | 11.79 |
| 01112 - General Clerk II | | 12.86 |
| 01113 - General Clerk III | | 14.45 |
| 01120 - Housing Referral Assistant | | 18.44 |
| 01141 - Messenger Courier | | 9.26 |
| 01191 - Order Clerk I | | 12.24 |
| 01192 - Order Clerk II | | 13.35 |

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| 01261 - Personnel Assistant (Employment) I | 17.24 |
| 01262 - Personnel Assistant (Employment) II | 20.67 |
| 01263 - Personnel Assistant (Employment) III | 24.58 |
| 01270 - Production Control Clerk | 19.71 |
| 01280 - Receptionist | 10.22 |
| 01290 - Rental Clerk | 14.27 |
| 01300 - Scheduler, Maintenance | 14.73 |
| 01311 - Secretary I | 14.73 |
| 01312 - Secretary II | 16.55 |
| 01313 - Secretary III | 18.44 |
| 01320 - Service Order Dispatcher | 17.01 |
| 01410 - Supply Technician | 20.41 |
| 01420 - Survey Worker | 17.56 |
| 01531 - Travel Clerk I | 11.41 |
| 01532 - Travel Clerk II | 12.12 |
| 01533 - Travel Clerk III | 12.71 |
| 01611 - Word Processor I | 12.68 |
| 01612 - Word Processor II | 14.27 |
| 01613 - Word Processor III | 16.83 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.02 |
| 05010 - Automotive Electrician | 16.05 |
| 05040 - Automotive Glass Installer | 14.40 |
| 05070 - Automotive Worker | 14.40 |
| 05110 - Mobile Equipment Servicer | 12.57 |
| 05130 - Motor Equipment Metal Mechanic | 16.05 |
| 05160 - Motor Equipment Metal Worker | 14.40 |
| 05190 - Motor Vehicle Mechanic | 16.05 |
| 05220 - Motor Vehicle Mechanic Helper | 11.94 |
| 05250 - Motor Vehicle Upholstery Worker | 14.40 |
| 05280 - Motor Vehicle Wrecker | 14.40 |
| 05310 - Painter, Automotive | 15.98 |
| 05340 - Radiator Repair Specialist | 15.43 |
| 05370 - Tire Repairer | 11.30 |
| 05400 - Transmission Repair Specialist | 16.05 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.92 |
| 07041 - Cook I | 9.19 |
| 07042 - Cook II | 10.40 |
| 07070 - Dishwasher | 7.58 |
| 07130 - Food Service Worker | 8.18 |
| 07210 - Meat Cutter | 22.20 |
| 07260 - Waiter/Waitress | 7.98 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.36 |
| 09040 - Furniture Handler | 11.23 |
| 09080 - Furniture Refinisher | 14.50 |
| 09090 - Furniture Refinisher Helper | 12.35 |
| 09110 - Furniture Repairer, Minor | 13.34 |
| 09130 - Upholsterer | 15.20 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.43 |
| 11060 - Elevator Operator | 9.43 |
| 11090 - Gardener | 12.49 |
| 11122 - Housekeeping Aide | 9.27 |
| 11150 - Janitor | 9.27 |
| 11210 - Laborer, Grounds Maintenance | 10.04 |
| 11240 - Maid or Houseman | 7.79 |
| 11260 - Pruner | 12.90 |
| 11270 - Tractor Operator | 12.28 |
| 11330 - Trail Maintenance Worker | 10.04 |
| 11360 - Window Cleaner | 9.95 |
| 12000 - Health Occupations | |

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| 12010 - Ambulance Driver | 14.10 |
| 12011 - Breath Alcohol Technician | 14.74 |
| 12012 - Certified Occupational Therapist Assistant | 21.43 |
| 12015 - Certified Physical Therapist Assistant | 20.41 |
| 12020 - Dental Assistant | 12.47 |
| 12025 - Dental Hygienist | 27.40 |
| 12030 - EKG Technician | 20.45 |
| 12035 - Electroneurodiagnostic Technologist | 20.36 |
| 12040 - Emergency Medical Technician | 14.10 |
| 12071 - Licensed Practical Nurse I | 14.48 |
| 12072 - Licensed Practical Nurse II | 16.20 |
| 12073 - Licensed Practical Nurse III | 18.07 |
| 12100 - Medical Assistant | 12.73 |
| 12130 - Medical Laboratory Technician | 14.14 |
| 12160 - Medical Record Clerk | 12.87 |
| 12190 - Medical Record Technician | 13.55 |
| 12195 - Medical Transcriptionist | 13.87 |
| 12210 - Nuclear Medicine Technologist | 27.40 |
| 12221 - Nursing Assistant I | 9.48 |
| 12222 - Nursing Assistant II | 10.66 |
| 12223 - Nursing Assistant III | 11.63 |
| 12224 - Nursing Assistant IV | 13.05 |
| 12235 - Optical Dispenser | 15.23 |
| 12236 - Optical Technician | 14.48 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.05 |
| 12305 - Radiologic Technologist | 21.73 |
| 12311 - Registered Nurse I | 20.59 |
| 12312 - Registered Nurse II | 25.19 |
| 12313 - Registered Nurse II, Specialist | 25.19 |
| 12314 - Registered Nurse III | 30.47 |
| 12315 - Registered Nurse III, Anesthetist | 30.47 |
| 12316 - Registered Nurse IV | 36.52 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.08 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.98 |
| 13012 - Exhibits Specialist II | 23.51 |
| 13013 - Exhibits Specialist III | 28.72 |
| 13041 - Illustrator I | 20.65 |
| 13042 - Illustrator II | 24.45 |
| 13043 - Illustrator III | 22.90 |
| 13047 - Librarian | 23.95 |
| 13050 - Library Aide/Clerk | 9.26 |
| 13054 - Library Information Technology Systems Administrator | 21.86 |
| 13058 - Library Technician | 14.47 |
| 13061 - Media Specialist I | 14.50 |
| 13062 - Media Specialist II | 16.21 |
| 13063 - Media Specialist III | 18.08 |
| 13071 - Photographer I | 14.60 |
| 13072 - Photographer II | 16.34 |
| 13073 - Photographer III | 20.23 |
| 13074 - Photographer IV | 24.75 |
| 13075 - Photographer V | 29.94 |
| 13110 - Video Teleconference Technician | 12.58 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.45 |
| 14042 - Computer Operator II | 16.16 |
| 14043 - Computer Operator III | 18.02 |
| 14044 - Computer Operator IV | 20.01 |
| 14045 - Computer Operator V | 22.18 |
| 14071 - Computer Programmer I | 18.85 |
| 14072 - Computer Programmer II | 23.36 |

(see 1,2)
(see 2)

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|---|---------|-------|
| 14073 - Computer Programmer III | (see 2) | 27.62 |
| 14074 - Computer Programmer IV | (see 2) | |
| 14101 - Computer Systems Analyst I | (see 2) | 27.62 |
| 14102 - Computer Systems Analyst II | (see 2) | |
| 14103 - Computer Systems Analyst III | (see 2) | |
| 14150 - Peripheral Equipment Operator | | 14.45 |
| 14160 - Personal Computer Support Technician | | 20.01 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 27.79 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 33.42 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 38.60 |
| 15050 - Computer Based Training Specialist / Instructor | | 27.79 |
| 15060 - Educational Technologist | | 20.85 |
| 15070 - Flight Instructor (Pilot) | | 38.60 |
| 15080 - Graphic Artist | | 20.90 |
| 15090 - Technical Instructor | | 17.83 |
| 15095 - Technical Instructor/Course Developer | | 21.81 |
| 15110 - Test Proctor | | 14.66 |
| 15120 - Tutor | | 14.66 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 9.67 |
| 16030 - Counter Attendant | | 9.67 |
| 16040 - Dry Cleaner | | 11.19 |
| 16070 - Finisher, Flatwork, Machine | | 9.67 |
| 16090 - Presser, Hand | | 9.67 |
| 16110 - Presser, Machine, Drycleaning | | 9.67 |
| 16130 - Presser, Machine, Shirts | | 9.67 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 9.67 |
| 16190 - Sewing Machine Operator | | 11.76 |
| 16220 - Tailor | | 12.24 |
| 16250 - Washer, Machine | | 10.09 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 17.71 |
| 19040 - Tool And Die Maker | | 21.31 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 14.30 |
| 21030 - Material Coordinator | | 19.07 |
| 21040 - Material Expediter | | 19.07 |
| 21050 - Material Handling Laborer | | 10.79 |
| 21071 - Order Filler | | 10.98 |
| 21080 - Production Line Worker (Food Processing) | | 14.25 |
| 21110 - Shipping Packer | | 11.92 |
| 21130 - Shipping/Receiving Clerk | | 11.92 |
| 21140 - Store Worker I | | 10.97 |
| 21150 - Stock Clerk | | 15.84 |
| 21210 - Tools And Parts Attendant | | 14.25 |
| 21410 - Warehouse Specialist | | 14.25 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 18.49 |
| 23021 - Aircraft Mechanic I | | 17.59 |
| 23022 - Aircraft Mechanic II | | 18.49 |
| 23023 - Aircraft Mechanic III | | 19.42 |
| 23040 - Aircraft Mechanic Helper | | 12.37 |
| 23050 - Aircraft, Painter | | 16.07 |
| 23060 - Aircraft Servicer | | 14.68 |
| 23080 - Aircraft Worker | | 15.75 |
| 23110 - Appliance Mechanic | | 16.86 |
| 23120 - Bicycle Repairer | | 11.30 |
| 23125 - Cable Splicer | | 24.48 |
| 23130 - Carpenter, Maintenance | | 16.86 |
| 23140 - Carpet Layer | | 16.14 |
| 23160 - Electrician, Maintenance | | 18.40 |
| 23181 - Electronics Technician Maintenance I | | 20.97 |

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| 23182 - Electronics Technician Maintenance II | 22.50 |
| 23183 - Electronics Technician Maintenance III | 23.93 |
| 23260 - Fabric Worker | 14.94 |
| 23290 - Fire Alarm System Mechanic | 20.23 |
| 23310 - Fire Extinguisher Repairer | 13.76 |
| 23311 - Fuel Distribution System Mechanic | 21.25 |
| 23312 - Fuel Distribution System Operator | 16.14 |
| 23370 - General Maintenance Worker | 16.25 |
| 23380 - Ground Support Equipment Mechanic | 17.59 |
| 23381 - Ground Support Equipment Servicer | 15.06 |
| 23382 - Ground Support Equipment Worker | 16.15 |
| 23391 - Gunsmith I | 13.76 |
| 23392 - Gunsmith II | 16.14 |
| 23393 - Gunsmith III | 18.42 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.57 |
| 23411 - Heating, Ventilation And Air Contditiioning Mechanic (Research Facility) | 18.55 |
| 23430 - Heavy Equipment Mechanic | 16.70 |
| 23440 - Heavy Equipment Operator | 15.21 |
| 23460 - Instrument Mechanic | 18.90 |
| 23465 - Laboratory/Shelter Mechanic | 17.30 |
| 23470 - Laborer | 11.22 |
| 23510 - Locksmith | 16.86 |
| 23530 - Machinery Maintenance Mechanic | 22.11 |
| 23550 - Machinist, Maintenance | 18.69 |
| 23580 - Maintenance Trades Helper | 11.29 |
| 23591 - Metrology Technician I | 18.90 |
| 23592 - Metrology Technician II | 19.84 |
| 23593 - Metrology Technician III | 20.83 |
| 23640 - Millwright | 19.21 |
| 23710 - Office Appliance Repairer | 17.13 |
| 23760 - Painter, Maintenance | 16.70 |
| 23790 - Pipefitter, Maintenance | 20.32 |
| 23810 - Plumber, Maintenance | 17.14 |
| 23820 - Pneudraulic Systems Mechanic | 18.42 |
| 23850 - Rigger | 17.59 |
| 23870 - Scale Mechanic | 16.14 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.64 |
| 23910 - Small Engine Mechanic | 15.50 |
| 23931 - Telecommunications Mechanic I | 24.22 |
| 23932 - Telecommunications Mechanic II | 25.47 |
| 23950 - Telephone Lineman | 20.81 |
| 23960 - Welder, Combination, Maintenance | 16.69 |
| 23965 - Well Driller | 17.59 |
| 23970 - Woodcraft Worker | 17.80 |
| 23980 - Woodworker | 13.94 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.82 |
| 24580 - Child Care Center Clerk | 12.46 |
| 24610 - Chore Aide | 8.29 |
| 24620 - Family Readiness And Support Services Coordinator | 13.24 |
| 24630 - Homemaker | 13.44 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.21 |
| 25040 - Sewage Plant Operator | 15.82 |
| 25070 - Stationary Engineer | 20.21 |
| 25190 - Ventilation Equipment Tender | 12.58 |
| 25210 - Water Treatment Plant Operator | 15.60 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 11.85 |
| 27007 - Baggage Inspector | 10.26 |

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| 27008 - Corrections Officer | 14.52 |
| 27010 - Court Security Officer | 14.52 |
| 27030 - Detection Dog Handler | 12.39 |
| 27040 - Detention Officer | 14.52 |
| 27070 - Firefighter | 13.04 |
| 27101 - Guard I | 10.26 |
| 27102 - Guard II | 12.39 |
| 27131 - Police Officer I | 16.71 |
| 27132 - Police Officer II | 18.56 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.36 |
| 28042 - Carnival Equipment Repairer | 11.09 |
| 28043 - Carnival Equipment Worker | 8.15 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.39 |
| 28515 - Recreation Specialist | 13.44 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 16.97 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.47 |
| 29020 - Hatch Tender | 22.47 |
| 29030 - Line Handler | 22.47 |
| 29041 - Stevedore I | 20.81 |
| 29042 - Stevedore II | 24.10 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 3) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 3) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 3) | 27.16 |
| 30021 - Archeological Technician I | 16.51 |
| 30022 - Archeological Technician II | 18.47 |
| 30023 - Archeological Technician III | 23.28 |
| 30030 - Cartographic Technician | 23.24 |
| 30040 - Civil Engineering Technician | 20.17 |
| 30061 - Drafter/CAD Operator I | 16.51 |
| 30062 - Drafter/CAD Operator II | 18.47 |
| 30063 - Drafter/CAD Operator III | 20.59 |
| 30064 - Drafter/CAD Operator IV | 24.60 |
| 30081 - Engineering Technician I | 16.87 |
| 30082 - Engineering Technician II | 18.93 |
| 30083 - Engineering Technician III | 21.17 |
| 30084 - Engineering Technician IV | 26.24 |
| 30085 - Engineering Technician V | 32.10 |
| 30086 - Engineering Technician VI | 38.83 |
| 30090 - Environmental Technician | 21.31 |
| 30210 - Laboratory Technician | 23.09 |
| 30240 - Mathematical Technician | 26.22 |
| 30361 - Paralegal/Legal Assistant I | 16.88 |
| 30362 - Paralegal/Legal Assistant II | 20.92 |
| 30363 - Paralegal/Legal Assistant III | 25.59 |
| 30364 - Paralegal/Legal Assistant IV | 30.96 |
| 30390 - Photo-Optics Technician | 23.24 |
| 30461 - Technical Writer I | 24.41 |
| 30462 - Technical Writer II | 29.85 |
| 30463 - Technical Writer III | 34.82 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 3) 22.65 |

| | | |
|---|---------|-------|
| 30621 - Weather Observer, Senior | (see 3) | 24.41 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 8.75 |
| 31030 - Bus Driver | | 12.77 |
| 31043 - Driver Courier | | 12.12 |
| 31260 - Parking and Lot Attendant | | 7.89 |
| 31290 - Shuttle Bus Driver | | 13.26 |
| 31310 - Taxi Driver | | 9.86 |
| 31361 - Truckdriver, Light | | 13.26 |
| 31362 - Truckdriver, Medium | | 15.27 |
| 31363 - Truckdriver, Heavy | | 18.25 |
| 31364 - Truckdriver, Tractor-Trailer | | 18.25 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 8.60 |
| 99050 - Desk Clerk | | 8.13 |
| 99095 - Embalmer | | 20.95 |
| 99251 - Laboratory Animal Caretaker I | | 9.63 |
| 99252 - Laboratory Animal Caretaker II | | 11.91 |
| 99310 - Mortician | | 20.95 |
| 99410 - Pest Controller | | 13.41 |
| 99510 - Photofinishing Worker | | 11.74 |
| 99710 - Recycling Laborer | | 12.87 |
| 99711 - Recycling Specialist | | 15.82 |
| 99730 - Refuse Collector | | 11.39 |
| 99810 - Sales Clerk | | 12.37 |
| 99820 - School Crossing Guard | | 12.59 |
| 99830 - Survey Party Chief | | 17.65 |
| 99831 - Surveying Aide | | 11.48 |
| 99832 - Surveying Technician | | 15.72 |
| 99840 - Vending Machine Attendant | | 14.90 |
| 99841 - Vending Machine Repairer | | 16.10 |
| 99842 - Vending Machine Repairer Helper | | 14.90 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 11 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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) 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).

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2010
Revision No.: 20
Date of Last Revision: 07/25/2014

State: Alabama

Area: Alabama Counties of Baldwin, Choctaw, Clarke, Conecuh, Covington,
Page 4416

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 | | 15.54 |
| 01013 - Accounting Clerk III | | 17.38 |
| 01020 - Administrative Assistant | | 20.41 |
| 01040 - Court Reporter | | 17.96 |
| 01051 - Data Entry Operator I | | 9.97 |
| 01052 - Data Entry Operator II | | 12.18 |
| 01060 - Dispatcher, Motor Vehicle | | 17.96 |
| 01070 - Document Preparation Clerk | | 12.18 |
| 01090 - Duplicating Machine Operator | | 12.18 |
| 01111 - General Clerk I | | 11.79 |
| 01112 - General Clerk II | | 12.86 |
| 01113 - General Clerk III | | 14.45 |
| 01120 - Housing Referral Assistant | | 18.44 |
| 01141 - Messenger Courier | | 9.26 |
| 01191 - Order Clerk I | | 12.24 |
| 01192 - Order Clerk II | | 13.35 |
| 01261 - Personnel Assistant (Employment) I | | 17.24 |
| 01262 - Personnel Assistant (Employment) II | | 20.67 |
| 01263 - Personnel Assistant (Employment) III | | 24.58 |
| 01270 - Production Control Clerk | | 19.71 |
| 01280 - Receptionist | | 10.22 |
| 01290 - Rental Clerk | | 14.27 |
| 01300 - Scheduler, Maintenance | | 14.73 |
| 01311 - Secretary I | | 14.73 |
| 01312 - Secretary II | | 16.55 |
| 01313 - Secretary III | | 18.44 |
| 01320 - Service Order Dispatcher | | 17.01 |
| 01410 - Supply Technician | | 20.41 |
| 01420 - Survey Worker | | 17.56 |
| 01531 - Travel Clerk I | | 11.41 |
| 01532 - Travel Clerk II | | 12.12 |
| 01533 - Travel Clerk III | | 12.71 |
| 01611 - Word Processor I | | 12.68 |
| 01612 - Word Processor II | | 14.27 |
| 01613 - Word Processor III | | 16.83 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 21.02 |
| 05010 - Automotive Electrician | | 16.05 |
| 05040 - Automotive Glass Installer | | 14.40 |
| 05070 - Automotive Worker | | 14.40 |
| 05110 - Mobile Equipment Servicer | | 12.57 |
| 05130 - Motor Equipment Metal Mechanic | | 16.05 |
| 05160 - Motor Equipment Metal Worker | | 14.40 |
| 05190 - Motor Vehicle Mechanic | | 16.05 |
| 05220 - Motor Vehicle Mechanic Helper | | 11.94 |
| 05250 - Motor Vehicle Upholstery Worker | | 14.40 |
| 05280 - Motor Vehicle Wrecker | | 14.40 |
| 05310 - Painter, Automotive | | 15.98 |
| 05340 - Radiator Repair Specialist | | 15.43 |
| 05370 - Tire Repairer | | 11.30 |
| 05400 - Transmission Repair Specialist | | 16.05 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 10.92 |
| 07041 - Cook I | | 9.19 |

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| 07042 - Cook II | 10.40 |
| 07070 - Dishwasher | 7.58 |
| 07130 - Food Service Worker | 8.18 |
| 07210 - Meat Cutter | 22.20 |
| 07260 - Waiter/Waitress | 7.98 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.36 |
| 09040 - Furniture Handler | 11.23 |
| 09080 - Furniture Refinisher | 14.50 |
| 09090 - Furniture Refinisher Helper | 12.35 |
| 09110 - Furniture Repairer, Minor | 13.34 |
| 09130 - Upholsterer | 15.20 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.43 |
| 11060 - Elevator Operator | 9.43 |
| 11090 - Gardener | 12.49 |
| 11122 - Housekeeping Aide | 9.27 |
| 11150 - Janitor | 9.27 |
| 11210 - Laborer, Grounds Maintenance | 10.04 |
| 11240 - Maid or Houseman | 7.79 |
| 11260 - Pruner | 12.90 |
| 11270 - Tractor Operator | 12.28 |
| 11330 - Trail Maintenance Worker | 10.04 |
| 11360 - Window Cleaner | 9.95 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.10 |
| 12011 - Breath Alcohol Technician | 14.74 |
| 12012 - Certified Occupational Therapist Assistant | 21.43 |
| 12015 - Certified Physical Therapist Assistant | 20.41 |
| 12020 - Dental Assistant | 12.47 |
| 12025 - Dental Hygienist | 27.40 |
| 12030 - EKG Technician | 20.45 |
| 12035 - Electroneurodiagnostic Technologist | 20.36 |
| 12040 - Emergency Medical Technician | 14.10 |
| 12071 - Licensed Practical Nurse I | 14.48 |
| 12072 - Licensed Practical Nurse II | 16.20 |
| 12073 - Licensed Practical Nurse III | 18.07 |
| 12100 - Medical Assistant | 12.73 |
| 12130 - Medical Laboratory Technician | 14.14 |
| 12160 - Medical Record Clerk | 12.87 |
| 12190 - Medical Record Technician | 13.55 |
| 12195 - Medical Transcriptionist | 13.87 |
| 12210 - Nuclear Medicine Technologist | 27.40 |
| 12221 - Nursing Assistant I | 9.48 |
| 12222 - Nursing Assistant II | 10.66 |
| 12223 - Nursing Assistant III | 11.63 |
| 12224 - Nursing Assistant IV | 13.05 |
| 12235 - Optical Dispenser | 15.23 |
| 12236 - Optical Technician | 14.48 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.05 |
| 12305 - Radiologic Technologist | 21.73 |
| 12311 - Registered Nurse I | 20.59 |
| 12312 - Registered Nurse II | 25.19 |
| 12313 - Registered Nurse II, Specialist | 25.19 |
| 12314 - Registered Nurse III | 30.47 |
| 12315 - Registered Nurse III, Anesthetist | 30.47 |
| 12316 - Registered Nurse IV | 36.52 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.08 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.98 |
| 13012 - Exhibits Specialist II | 23.51 |
| 13013 - Exhibits Specialist III | 28.72 |

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| 13041 - Illustrator I | 20.65 |
| 13042 - Illustrator II | 24.45 |
| 13043 - Illustrator III | 22.90 |
| 13047 - Librarian | 23.95 |
| 13050 - Library Aide/Clerk | 9.26 |
| 13054 - Library Information Technology Systems Administrator | 21.86 |
| 13058 - Library Technician | 14.47 |
| 13061 - Media Specialist I | 14.50 |
| 13062 - Media Specialist II | 16.21 |
| 13063 - Media Specialist III | 18.08 |
| 13071 - Photographer I | 14.60 |
| 13072 - Photographer II | 16.34 |
| 13073 - Photographer III | 20.23 |
| 13074 - Photographer IV | 24.75 |
| 13075 - Photographer V | 29.94 |
| 13110 - Video Teleconference Technician | 12.58 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.45 |
| 14042 - Computer Operator II | 16.16 |
| 14043 - Computer Operator III | 18.02 |
| 14044 - Computer Operator IV | 20.01 |
| 14045 - Computer Operator V | 22.18 |
| 14071 - Computer Programmer I | (see 1) 18.85 |
| 14072 - Computer Programmer II | (see 1) 23.36 |
| 14073 - Computer Programmer III | (see 1) 27.62 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 27.62 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.45 |
| 14160 - Personal Computer Support Technician | 20.01 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.79 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.42 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 38.60 |
| 15050 - Computer Based Training Specialist / Instructor | 27.79 |
| 15060 - Educational Technologist | 20.85 |
| 15070 - Flight Instructor (Pilot) | 38.60 |
| 15080 - Graphic Artist | 20.90 |
| 15090 - Technical Instructor | 17.83 |
| 15095 - Technical Instructor/Course Developer | 21.81 |
| 15110 - Test Proctor | 14.66 |
| 15120 - Tutor | 14.66 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.67 |
| 16030 - Counter Attendant | 9.67 |
| 16040 - Dry Cleaner | 11.19 |
| 16070 - Finisher, Flatwork, Machine | 9.67 |
| 16090 - Presser, Hand | 9.67 |
| 16110 - Presser, Machine, Drycleaning | 9.67 |
| 16130 - Presser, Machine, Shirts | 9.67 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.67 |
| 16190 - Sewing Machine Operator | 11.76 |
| 16220 - Tailor | 12.24 |
| 16250 - Washer, Machine | 10.09 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.71 |
| 19040 - Tool And Die Maker | 21.31 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.30 |
| 21030 - Material Coordinator | 19.07 |
| 21040 - Material Expediter | 19.07 |

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| 21050 - Material Handling Laborer | 10.79 |
| 21071 - Order Filler | 10.98 |
| 21080 - Production Line Worker (Food Processing) | 14.25 |
| 21110 - Shipping Packer | 11.92 |
| 21130 - Shipping/Receiving Clerk | 11.92 |
| 21140 - Store Worker I | 10.97 |
| 21150 - Stock Clerk | 15.84 |
| 21210 - Tools And Parts Attendant | 14.25 |
| 21410 - Warehouse Specialist | 14.25 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 18.49 |
| 23021 - Aircraft Mechanic I | 17.59 |
| 23022 - Aircraft Mechanic II | 18.49 |
| 23023 - Aircraft Mechanic III | 19.42 |
| 23040 - Aircraft Mechanic Helper | 12.37 |
| 23050 - Aircraft, Painter | 16.07 |
| 23060 - Aircraft Servicer | 14.68 |
| 23080 - Aircraft Worker | 15.75 |
| 23110 - Appliance Mechanic | 16.86 |
| 23120 - Bicycle Repairer | 11.30 |
| 23125 - Cable Splicer | 24.48 |
| 23130 - Carpenter, Maintenance | 16.86 |
| 23140 - Carpet Layer | 16.14 |
| 23160 - Electrician, Maintenance | 18.40 |
| 23181 - Electronics Technician Maintenance I | 20.97 |
| 23182 - Electronics Technician Maintenance II | 22.50 |
| 23183 - Electronics Technician Maintenance III | 23.93 |
| 23260 - Fabric Worker | 14.94 |
| 23290 - Fire Alarm System Mechanic | 20.23 |
| 23310 - Fire Extinguisher Repairer | 13.76 |
| 23311 - Fuel Distribution System Mechanic | 21.25 |
| 23312 - Fuel Distribution System Operator | 16.14 |
| 23370 - General Maintenance Worker | 16.25 |
| 23380 - Ground Support Equipment Mechanic | 17.59 |
| 23381 - Ground Support Equipment Servicer | 15.06 |
| 23382 - Ground Support Equipment Worker | 16.15 |
| 23391 - Gunsmith I | 13.76 |
| 23392 - Gunsmith II | 16.14 |
| 23393 - Gunsmith III | 18.42 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.57 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.55 |
| 23430 - Heavy Equipment Mechanic | 16.70 |
| 23440 - Heavy Equipment Operator | 15.21 |
| 23460 - Instrument Mechanic | 18.90 |
| 23465 - Laboratory/Shelter Mechanic | 17.30 |
| 23470 - Laborer | 11.22 |
| 23510 - Locksmith | 16.86 |
| 23530 - Machinery Maintenance Mechanic | 22.11 |
| 23550 - Machinist, Maintenance | 18.69 |
| 23580 - Maintenance Trades Helper | 11.29 |
| 23591 - Metrology Technician I | 18.90 |
| 23592 - Metrology Technician II | 19.84 |
| 23593 - Metrology Technician III | 20.83 |
| 23640 - Millwright | 19.21 |
| 23710 - Office Appliance Repairer | 17.13 |
| 23760 - Painter, Maintenance | 16.70 |
| 23790 - Pipefitter, Maintenance | 20.32 |
| 23810 - Plumber, Maintenance | 17.14 |
| 23820 - Pneudraulic Systems Mechanic | 18.42 |
| 23850 - Rigger | 17.59 |
| 23870 - Scale Mechanic | 16.14 |

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| 23890 - Sheet-Metal Worker, Maintenance | 16.64 |
| 23910 - Small Engine Mechanic | 15.50 |
| 23931 - Telecommunications Mechanic I | 24.22 |
| 23932 - Telecommunications Mechanic II | 25.47 |
| 23950 - Telephone Lineman | 20.81 |
| 23960 - Welder, Combination, Maintenance | 16.69 |
| 23965 - Well Driller | 17.59 |
| 23970 - Woodcraft Worker | 17.80 |
| 23980 - Woodworker | 13.94 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.82 |
| 24580 - Child Care Center Clerk | 12.46 |
| 24610 - Chore Aide | 8.29 |
| 24620 - Family Readiness And Support Services Coordinator | 13.24 |
| 24630 - Homemaker | 13.44 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.21 |
| 25040 - Sewage Plant Operator | 15.82 |
| 25070 - Stationary Engineer | 20.21 |
| 25190 - Ventilation Equipment Tender | 12.58 |
| 25210 - Water Treatment Plant Operator | 15.60 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 11.85 |
| 27007 - Baggage Inspector | 10.26 |
| 27008 - Corrections Officer | 14.52 |
| 27010 - Court Security Officer | 14.52 |
| 27030 - Detection Dog Handler | 12.39 |
| 27040 - Detention Officer | 14.52 |
| 27070 - Firefighter | 13.04 |
| 27101 - Guard I | 10.26 |
| 27102 - Guard II | 12.39 |
| 27131 - Police Officer I | 16.71 |
| 27132 - Police Officer II | 18.56 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.36 |
| 28042 - Carnival Equipment Repairer | 11.09 |
| 28043 - Carnival Equipment Worker | 8.15 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.39 |
| 28515 - Recreation Specialist | 13.44 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 16.97 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.47 |
| 29020 - Hatch Tender | 22.47 |
| 29030 - Line Handler | 22.47 |
| 29041 - Stevedore I | 20.81 |
| 29042 - Stevedore II | 24.10 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.51 |
| 30022 - Archeological Technician II | 18.47 |
| 30023 - Archeological Technician III | 23.28 |
| 30030 - Cartographic Technician | 23.24 |
| 30040 - Civil Engineering Technician | 20.17 |
| 30061 - Drafter/CAD Operator I | 16.51 |
| 30062 - Drafter/CAD Operator II | 18.47 |
| 30063 - Drafter/CAD Operator III | 20.59 |

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| 30064 - Drafter/CAD Operator IV | 24.60 |
| 30081 - Engineering Technician I | 16.87 |
| 30082 - Engineering Technician II | 18.93 |
| 30083 - Engineering Technician III | 21.17 |
| 30084 - Engineering Technician IV | 26.24 |
| 30085 - Engineering Technician V | 32.10 |
| 30086 - Engineering Technician VI | 38.83 |
| 30090 - Environmental Technician | 21.31 |
| 30210 - Laboratory Technician | 23.09 |
| 30240 - Mathematical Technician | 26.22 |
| 30361 - Paralegal/Legal Assistant I | 16.88 |
| 30362 - Paralegal/Legal Assistant II | 20.92 |
| 30363 - Paralegal/Legal Assistant III | 25.59 |
| 30364 - Paralegal/Legal Assistant IV | 30.96 |
| 30390 - Photo-Optics Technician | 23.24 |
| 30461 - Technical Writer I | 24.41 |
| 30462 - Technical Writer II | 29.85 |
| 30463 - Technical Writer III | 34.82 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 22.65 |
| 30621 - Weather Observer, Senior (see 2) | 24.41 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.75 |
| 31030 - Bus Driver | 12.77 |
| 31043 - Driver Courier | 12.12 |
| 31260 - Parking and Lot Attendant | 7.89 |
| 31290 - Shuttle Bus Driver | 13.26 |
| 31310 - Taxi Driver | 9.86 |
| 31361 - Truckdriver, Light | 13.26 |
| 31362 - Truckdriver, Medium | 15.27 |
| 31363 - Truckdriver, Heavy | 18.25 |
| 31364 - Truckdriver, Tractor-Trailer | 18.25 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.60 |
| 99050 - Desk Clerk | 8.13 |
| 99095 - Embalmer | 20.95 |
| 99251 - Laboratory Animal Caretaker I | 9.63 |
| 99252 - Laboratory Animal Caretaker II | 11.91 |
| 99310 - Mortician | 20.95 |
| 99410 - Pest Controller | 13.41 |
| 99510 - Photofinishing Worker | 11.74 |
| 99710 - Recycling Laborer | 12.87 |
| 99711 - Recycling Specialist | 15.82 |
| 99730 - Refuse Collector | 11.39 |
| 99810 - Sales Clerk | 12.37 |
| 99820 - School Crossing Guard | 12.59 |
| 99830 - Survey Party Chief | 17.65 |
| 99831 - Surveying Aide | 11.48 |
| 99832 - Surveying Technician | 15.72 |
| 99840 - Vending Machine Attendant | 14.90 |
| 99841 - Vending Machine Repairer | 16.10 |
| 99842 - Vending Machine Repairer Helper | 14.90 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 11 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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2011
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: Alabama

Area: Alabama Counties of Autauga, Bullock, Butler, Chilton, Coosa, Crenshaw, Dallas, Elmore, Lowndes, Macon, Montgomery, Pike, Tallapoosa, Wilcox

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.68 |
| 01012 - Accounting Clerk II | | 15.38 |
| 01013 - Accounting Clerk III | | 16.87 |
| 01020 - Administrative Assistant | | 20.69 |
| 01040 - Court Reporter | | 19.67 |
| 01051 - Data Entry Operator I | | 11.70 |
| 01052 - Data Entry Operator II | | 12.77 |
| 01060 - Dispatcher, Motor Vehicle | | 16.40 |
| 01070 - Document Preparation Clerk | | 11.61 |

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| 01090 - Duplicating Machine Operator | 11.61 |
| 01111 - General Clerk I | 10.33 |
| 01112 - General Clerk II | 11.52 |
| 01113 - General Clerk III | 12.65 |
| 01120 - Housing Referral Assistant | 17.13 |
| 01141 - Messenger Courier | 10.12 |
| 01191 - Order Clerk I | 11.31 |
| 01192 - Order Clerk II | 12.34 |
| 01261 - Personnel Assistant (Employment) I | 16.90 |
| 01262 - Personnel Assistant (Employment) II | 20.67 |
| 01263 - Personnel Assistant (Employment) III | 24.58 |
| 01270 - Production Control Clerk | 20.17 |
| 01280 - Receptionist | 10.47 |
| 01290 - Rental Clerk | 11.08 |
| 01300 - Scheduler, Maintenance | 13.73 |
| 01311 - Secretary I | 13.73 |
| 01312 - Secretary II | 15.36 |
| 01313 - Secretary III | 17.13 |
| 01320 - Service Order Dispatcher | 14.91 |
| 01410 - Supply Technician | 20.69 |
| 01420 - Survey Worker | 15.86 |
| 01531 - Travel Clerk I | 11.62 |
| 01532 - Travel Clerk II | 12.40 |
| 01533 - Travel Clerk III | 13.07 |
| 01611 - Word Processor I | 12.51 |
| 01612 - Word Processor II | 14.04 |
| 01613 - Word Processor III | 15.70 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.78 |
| 05010 - Automotive Electrician | 15.84 |
| 05040 - Automotive Glass Installer | 16.78 |
| 05070 - Automotive Worker | 14.94 |
| 05110 - Mobile Equipment Servicer | 13.08 |
| 05130 - Motor Equipment Metal Mechanic | 16.76 |
| 05160 - Motor Equipment Metal Worker | 14.94 |
| 05190 - Motor Vehicle Mechanic | 16.76 |
| 05220 - Motor Vehicle Mechanic Helper | 12.51 |
| 05250 - Motor Vehicle Upholstery Worker | 14.05 |
| 05280 - Motor Vehicle Wrecker | 14.94 |
| 05310 - Painter, Automotive | 15.84 |
| 05340 - Radiator Repair Specialist | 14.94 |
| 05370 - Tire Repairer | 10.52 |
| 05400 - Transmission Repair Specialist | 16.76 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.41 |
| 07041 - Cook I | 8.43 |
| 07042 - Cook II | 9.86 |
| 07070 - Dishwasher | 7.99 |
| 07130 - Food Service Worker | 7.98 |
| 07210 - Meat Cutter | 13.59 |
| 07260 - Waiter/Waitress | 7.98 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.58 |
| 09040 - Furniture Handler | 9.80 |
| 09080 - Furniture Refinisher | 13.65 |
| 09090 - Furniture Refinisher Helper | 11.14 |
| 09110 - Furniture Repairer, Minor | 12.40 |
| 09130 - Upholsterer | 13.72 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.22 |
| 11060 - Elevator Operator | 8.22 |
| 11090 - Gardener | 11.64 |
| 11122 - Housekeeping Aide | 8.90 |

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| 11150 - Janitor | 8.90 |
| 11210 - Laborer, Grounds Maintenance | 10.13 |
| 11240 - Maid or Houseman | 7.63 |
| 11260 - Pruner | 9.41 |
| 11270 - Tractor Operator | 11.26 |
| 11330 - Trail Maintenance Worker | 10.13 |
| 11360 - Window Cleaner | 9.58 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.75 |
| 12011 - Breath Alcohol Technician | 14.75 |
| 12012 - Certified Occupational Therapist Assistant | 20.24 |
| 12015 - Certified Physical Therapist Assistant | 21.50 |
| 12020 - Dental Assistant | 12.50 |
| 12025 - Dental Hygienist | 27.88 |
| 12030 - EKG Technician | 19.67 |
| 12035 - Electroneurodiagnostic Technologist | 19.67 |
| 12040 - Emergency Medical Technician | 14.75 |
| 12071 - Licensed Practical Nurse I | 13.19 |
| 12072 - Licensed Practical Nurse II | 14.75 |
| 12073 - Licensed Practical Nurse III | 16.45 |
| 12100 - Medical Assistant | 11.90 |
| 12130 - Medical Laboratory Technician | 13.47 |
| 12160 - Medical Record Clerk | 11.08 |
| 12190 - Medical Record Technician | 13.54 |
| 12195 - Medical Transcriptionist | 14.26 |
| 12210 - Nuclear Medicine Technologist | 31.38 |
| 12221 - Nursing Assistant I | 9.68 |
| 12222 - Nursing Assistant II | 10.88 |
| 12223 - Nursing Assistant III | 11.88 |
| 12224 - Nursing Assistant IV | 13.33 |
| 12235 - Optical Dispenser | 17.08 |
| 12236 - Optical Technician | 14.51 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.33 |
| 12305 - Radiologic Technologist | 20.45 |
| 12311 - Registered Nurse I | 23.18 |
| 12312 - Registered Nurse II | 28.35 |
| 12313 - Registered Nurse II, Specialist | 28.35 |
| 12314 - Registered Nurse III | 34.30 |
| 12315 - Registered Nurse III, Anesthetist | 34.30 |
| 12316 - Registered Nurse IV | 41.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.28 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.64 |
| 13012 - Exhibits Specialist II | 21.91 |
| 13013 - Exhibits Specialist III | 26.80 |
| 13041 - Illustrator I | 17.64 |
| 13042 - Illustrator II | 21.91 |
| 13043 - Illustrator III | 26.80 |
| 13047 - Librarian | 24.25 |
| 13050 - Library Aide/Clerk | 9.20 |
| 13054 - Library Information Technology Systems Administrator | 21.91 |
| 13058 - Library Technician | 14.14 |
| 13061 - Media Specialist I | 15.08 |
| 13062 - Media Specialist II | 16.86 |
| 13063 - Media Specialist III | 18.82 |
| 13071 - Photographer I | 12.89 |
| 13072 - Photographer II | 15.77 |
| 13073 - Photographer III | 18.72 |
| 13074 - Photographer IV | 22.90 |
| 13075 - Photographer V | 27.71 |
| 13110 - Video Teleconference Technician | 14.50 |

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| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.17 |
| 14042 - Computer Operator II | 16.97 |
| 14043 - Computer Operator III | 18.92 |
| 14044 - Computer Operator IV | 21.02 |
| 14045 - Computer Operator V | 23.28 |
| 14071 - Computer Programmer I | (see 1) 21.65 |
| 14072 - Computer Programmer II | (see 1) 27.62 |
| 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 | 15.17 |
| 14160 - Personal Computer Support Technician | 21.80 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.18 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.10 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.44 |
| 15050 - Computer Based Training Specialist / Instructor | 28.18 |
| 15060 - Educational Technologist | 31.14 |
| 15070 - Flight Instructor (Pilot) | 40.44 |
| 15080 - Graphic Artist | 20.72 |
| 15090 - Technical Instructor | 18.94 |
| 15095 - Technical Instructor/Course Developer | 25.49 |
| 15110 - Test Proctor | 15.29 |
| 15120 - Tutor | 15.29 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.48 |
| 16030 - Counter Attendant | 8.48 |
| 16040 - Dry Cleaner | 10.28 |
| 16070 - Finisher, Flatwork, Machine | 8.48 |
| 16090 - Presser, Hand | 8.48 |
| 16110 - Presser, Machine, Drycleaning | 8.48 |
| 16130 - Presser, Machine, Shirts | 8.48 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.48 |
| 16190 - Sewing Machine Operator | 10.88 |
| 16220 - Tailor | 11.50 |
| 16250 - Washer, Machine | 9.08 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.30 |
| 19040 - Tool And Die Maker | 21.60 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.53 |
| 21030 - Material Coordinator | 19.21 |
| 21040 - Material Expediter | 19.21 |
| 21050 - Material Handling Laborer | 11.22 |
| 21071 - Order Filler | 11.98 |
| 21080 - Production Line Worker (Food Processing) | 13.53 |
| 21110 - Shipping Packer | 12.87 |
| 21130 - Shipping/Receiving Clerk | 12.87 |
| 21140 - Store Worker I | 12.34 |
| 21150 - Stock Clerk | 15.26 |
| 21210 - Tools And Parts Attendant | 13.53 |
| 21410 - Warehouse Specialist | 13.53 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.86 |
| 23021 - Aircraft Mechanic I | 21.88 |
| 23022 - Aircraft Mechanic II | 22.86 |
| 23023 - Aircraft Mechanic III | 23.81 |
| 23040 - Aircraft Mechanic Helper | 16.71 |
| 23050 - Aircraft, Painter | 20.61 |
| 23060 - Aircraft Servicer | 18.67 |

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| 23080 - Aircraft Worker | 19.64 |
| 23110 - Appliance Mechanic | 17.34 |
| 23120 - Bicycle Repairer | 10.20 |
| 23125 - Cable Splicer | 25.19 |
| 23130 - Carpenter, Maintenance | 14.38 |
| 23140 - Carpet Layer | 16.55 |
| 23160 - Electrician, Maintenance | 17.52 |
| 23181 - Electronics Technician Maintenance I | 20.40 |
| 23182 - Electronics Technician Maintenance II | 21.36 |
| 23183 - Electronics Technician Maintenance III | 22.50 |
| 23260 - Fabric Worker | 15.74 |
| 23290 - Fire Alarm System Mechanic | 15.30 |
| 23310 - Fire Extinguisher Repairer | 14.86 |
| 23311 - Fuel Distribution System Mechanic | 18.35 |
| 23312 - Fuel Distribution System Operator | 15.12 |
| 23370 - General Maintenance Worker | 17.04 |
| 23380 - Ground Support Equipment Mechanic | 21.88 |
| 23381 - Ground Support Equipment Servicer | 18.67 |
| 23382 - Ground Support Equipment Worker | 19.64 |
| 23391 - Gunsmith I | 14.96 |
| 23392 - Gunsmith II | 16.55 |
| 23393 - Gunsmith III | 18.15 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.49 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.25 |
| 23430 - Heavy Equipment Mechanic | 19.91 |
| 23440 - Heavy Equipment Operator | 15.73 |
| 23460 - Instrument Mechanic | 20.72 |
| 23465 - Laboratory/Shelter Mechanic | 17.34 |
| 23470 - Laborer | 10.59 |
| 23510 - Locksmith | 17.34 |
| 23530 - Machinery Maintenance Mechanic | 18.38 |
| 23550 - Machinist, Maintenance | 15.50 |
| 23580 - Maintenance Trades Helper | 11.10 |
| 23591 - Metrology Technician I | 20.72 |
| 23592 - Metrology Technician II | 21.62 |
| 23593 - Metrology Technician III | 22.52 |
| 23640 - Millwright | 18.15 |
| 23710 - Office Appliance Repairer | 19.55 |
| 23760 - Painter, Maintenance | 13.60 |
| 23790 - Pipefitter, Maintenance | 18.82 |
| 23810 - Plumber, Maintenance | 16.80 |
| 23820 - Pneudraulic Systems Mechanic | 18.15 |
| 23850 - Rigger | 18.15 |
| 23870 - Scale Mechanic | 16.55 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.48 |
| 23910 - Small Engine Mechanic | 15.10 |
| 23931 - Telecommunications Mechanic I | 20.41 |
| 23932 - Telecommunications Mechanic II | 22.58 |
| 23950 - Telephone Lineman | 18.81 |
| 23960 - welder, Combination, Maintenance | 15.12 |
| 23965 - well Driller | 18.15 |
| 23970 - Woodcraft Worker | 18.15 |
| 23980 - Woodworker | 11.36 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.31 |
| 24580 - Child Care Center Clerk | 13.33 |
| 24610 - Chore Aide | 9.03 |
| 24620 - Family Readiness And Support Services Coordinator | 12.97 |
| 24630 - Homemaker | 16.50 |
| 25000 - Plant And System Operations Occupations | |

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| 25010 - Boiler Tender | 17.44 |
| 25040 - Sewage Plant Operator | 16.66 |
| 25070 - Stationary Engineer | 17.44 |
| 25190 - Ventilation Equipment Tender | 13.59 |
| 25210 - Water Treatment Plant Operator | 16.66 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.71 |
| 27007 - Baggage Inspector | 9.36 |
| 27008 - Corrections Officer | 16.99 |
| 27010 - Court Security Officer | 17.70 |
| 27030 - Detection Dog Handler | 11.61 |
| 27040 - Detention Officer | 16.99 |
| 27070 - Firefighter | 17.70 |
| 27101 - Guard I | 9.36 |
| 27102 - Guard II | 11.61 |
| 27131 - Police Officer I | 18.83 |
| 27132 - Police Officer II | 20.91 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.27 |
| 28042 - Carnival Equipment Repairer | 10.43 |
| 28043 - Carnival Equipment Worker | 8.07 |
| 28210 - Gate Attendant/Gate Tender | 14.46 |
| 28310 - Lifeguard | 11.40 |
| 28350 - Park Attendant (Aide) | 16.18 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.81 |
| 28515 - Recreation Specialist | 16.12 |
| 28630 - Sports Official | 12.89 |
| 28690 - Swimming Pool Operator | 11.61 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.55 |
| 29020 - Hatch Tender | 16.55 |
| 29030 - Line Handler | 16.55 |
| 29041 - Stevedore I | 15.74 |
| 29042 - Stevedore II | 17.34 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.38 |
| 30022 - Archeological Technician II | 18.32 |
| 30023 - Archeological Technician III | 24.92 |
| 30030 - Cartographic Technician | 24.92 |
| 30040 - Civil Engineering Technician | 19.05 |
| 30061 - Drafter/CAD Operator I | 16.38 |
| 30062 - Drafter/CAD Operator II | 18.32 |
| 30063 - Drafter/CAD Operator III | 22.44 |
| 30064 - Drafter/CAD Operator IV | 27.61 |
| 30081 - Engineering Technician I | 15.18 |
| 30082 - Engineering Technician II | 17.04 |
| 30083 - Engineering Technician III | 20.74 |
| 30084 - Engineering Technician IV | 23.61 |
| 30085 - Engineering Technician V | 28.89 |
| 30086 - Engineering Technician VI | 34.95 |
| 30090 - Environmental Technician | 23.33 |
| 30210 - Laboratory Technician | 21.46 |
| 30240 - Mathematical Technician | 24.92 |
| 30361 - Paralegal/Legal Assistant I | 17.89 |
| 30362 - Paralegal/Legal Assistant II | 23.06 |
| 30363 - Paralegal/Legal Assistant III | 28.20 |
| 30364 - Paralegal/Legal Assistant IV | 34.12 |
| 30390 - Photo-Optics Technician | 24.92 |
| 30461 - Technical Writer I | 19.50 |
| 30462 - Technical Writer II | 23.84 |

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|---|---------------|
| 30463 - Technical Writer III | 28.38 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 22.44 |
| 30621 - Weather Observer, Senior | (see 2) 23.96 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.71 |
| 31030 - Bus Driver | 13.44 |
| 31043 - Driver Courier | 12.25 |
| 31260 - Parking and Lot Attendant | 10.01 |
| 31290 - Shuttle Bus Driver | 12.95 |
| 31310 - Taxi Driver | 9.90 |
| 31361 - Truckdriver, Light | 12.95 |
| 31362 - Truckdriver, Medium | 15.42 |
| 31363 - Truckdriver, Heavy | 18.91 |
| 31364 - Truckdriver, Tractor-Trailer | 18.91 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.67 |
| 99050 - Desk Clerk | 9.36 |
| 99095 - Embalmer | 24.22 |
| 99251 - Laboratory Animal Caretaker I | 9.60 |
| 99252 - Laboratory Animal Caretaker II | 10.15 |
| 99310 - Mortician | 24.48 |
| 99410 - Pest Controller | 12.83 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.21 |
| 99711 - Recycling Specialist | 15.48 |
| 99730 - Refuse Collector | 12.39 |
| 99810 - Sales Clerk | 12.37 |
| 99820 - School Crossing Guard | 11.45 |
| 99830 - Survey Party Chief | 14.38 |
| 99831 - Surveying Aide | 9.56 |
| 99832 - Surveying Technician | 13.08 |
| 99840 - Vending Machine Attendant | 10.66 |
| 99841 - Vending Machine Repairer | 13.05 |
| 99842 - Vending Machine Repairer Helper | 10.26 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2012
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: Alabama

Area: Alabama Counties of Autauga, Bullock, Butler, Chilton, Coosa, Crenshaw, Dallas, Elmore, Lowndes, Macon, Montgomery, Pike, Tallapoosa, Wilcox

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.68 |
| 01012 - Accounting Clerk II | | 15.38 |
| 01013 - Accounting Clerk III | | 16.87 |
| 01020 - Administrative Assistant | | 20.69 |
| 01040 - Court Reporter | | 19.67 |
| 01051 - Data Entry Operator I | | 11.70 |
| 01052 - Data Entry Operator II | | 12.77 |
| 01060 - Dispatcher, Motor Vehicle | | 16.40 |
| 01070 - Document Preparation Clerk | | 11.61 |
| 01090 - Duplicating Machine Operator | | 11.61 |
| 01111 - General Clerk I | | 10.33 |
| 01112 - General Clerk II | | 11.52 |
| 01113 - General Clerk III | | 12.65 |
| 01120 - Housing Referral Assistant | | 17.13 |
| 01141 - Messenger Courier | | 10.12 |
| 01191 - Order Clerk I | | 11.31 |
| 01192 - Order Clerk II | | 12.34 |
| 01261 - Personnel Assistant (Employment) I | | 16.90 |
| 01262 - Personnel Assistant (Employment) II | | 20.67 |
| 01263 - Personnel Assistant (Employment) III | | 24.58 |
| 01270 - Production Control Clerk | | 20.17 |
| 01280 - Receptionist | | 10.47 |
| 01290 - Rental Clerk | | 11.08 |
| 01300 - Scheduler, Maintenance | | 13.73 |
| 01311 - Secretary I | | 13.73 |
| 01312 - Secretary II | | 15.36 |
| 01313 - Secretary III | | 17.13 |
| 01320 - Service Order Dispatcher | | 14.91 |
| 01410 - Supply Technician | | 20.69 |
| 01420 - Survey Worker | | 15.86 |
| 01531 - Travel Clerk I | | 11.62 |
| 01532 - Travel Clerk II | | 12.40 |
| 01533 - Travel Clerk III | | 13.07 |
| 01611 - Word Processor I | | 12.51 |
| 01612 - Word Processor II | | 14.04 |
| 01613 - Word Processor III | | 15.70 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.78 |
| 05010 - Automotive Electrician | | 15.84 |
| 05040 - Automotive Glass Installer | | 16.78 |
| 05070 - Automotive Worker | | 14.94 |
| 05110 - Mobile Equipment Servicer | | 13.08 |
| 05130 - Motor Equipment Metal Mechanic | | 16.76 |
| 05160 - Motor Equipment Metal Worker | | 14.94 |
| 05190 - Motor Vehicle Mechanic | | 16.76 |
| 05220 - Motor Vehicle Mechanic Helper | | 12.51 |
| 05250 - Motor Vehicle Upholstery Worker | | 14.05 |
| 05280 - Motor Vehicle Wrecker | | 14.94 |
| 05310 - Painter, Automotive | | 15.84 |
| 05340 - Radiator Repair Specialist | | 14.94 |
| 05370 - Tire Repairer | | 10.52 |

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| 05400 - Transmission Repair Specialist | 16.76 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.41 |
| 07041 - Cook I | 8.43 |
| 07042 - Cook II | 9.86 |
| 07070 - Dishwasher | 7.99 |
| 07130 - Food Service Worker | 7.98 |
| 07210 - Meat Cutter | 13.59 |
| 07260 - Waiter/Waitress | 7.98 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.58 |
| 09040 - Furniture Handler | 9.80 |
| 09080 - Furniture Refinisher | 13.65 |
| 09090 - Furniture Refinisher Helper | 11.14 |
| 09110 - Furniture Repairer, Minor | 12.40 |
| 09130 - Upholsterer | 13.72 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.22 |
| 11060 - Elevator Operator | 8.22 |
| 11090 - Gardener | 11.64 |
| 11122 - Housekeeping Aide | 8.90 |
| 11150 - Janitor | 8.90 |
| 11210 - Laborer, Grounds Maintenance | 10.13 |
| 11240 - Maid or Houseman | 7.63 |
| 11260 - Pruner | 9.41 |
| 11270 - Tractor Operator | 11.26 |
| 11330 - Trail Maintenance Worker | 10.13 |
| 11360 - Window Cleaner | 9.58 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.75 |
| 12011 - Breath Alcohol Technician | 14.75 |
| 12012 - Certified Occupational Therapist Assistant | 20.24 |
| 12015 - Certified Physical Therapist Assistant | 21.50 |
| 12020 - Dental Assistant | 12.50 |
| 12025 - Dental Hygienist | 27.88 |
| 12030 - EKG Technician | 19.67 |
| 12035 - Electroneurodiagnostic Technologist | 19.67 |
| 12040 - Emergency Medical Technician | 14.75 |
| 12071 - Licensed Practical Nurse I | 13.19 |
| 12072 - Licensed Practical Nurse II | 14.75 |
| 12073 - Licensed Practical Nurse III | 16.45 |
| 12100 - Medical Assistant | 11.90 |
| 12130 - Medical Laboratory Technician | 13.47 |
| 12160 - Medical Record Clerk | 11.08 |
| 12190 - Medical Record Technician | 13.54 |
| 12195 - Medical Transcriptionist | 14.26 |
| 12210 - Nuclear Medicine Technologist | 31.38 |
| 12221 - Nursing Assistant I | 9.68 |
| 12222 - Nursing Assistant II | 10.88 |
| 12223 - Nursing Assistant III | 11.88 |
| 12224 - Nursing Assistant IV | 13.33 |
| 12235 - Optical Dispenser | 17.08 |
| 12236 - Optical Technician | 14.51 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.33 |
| 12305 - Radiologic Technologist | 20.45 |
| 12311 - Registered Nurse I | 23.18 |
| 12312 - Registered Nurse II | 28.35 |
| 12313 - Registered Nurse II, Specialist | 28.35 |
| 12314 - Registered Nurse III | 34.30 |
| 12315 - Registered Nurse III, Anesthetist | 34.30 |
| 12316 - Registered Nurse IV | 41.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.28 |

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|---|---------------|
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.64 |
| 13012 - Exhibits Specialist II | 21.91 |
| 13013 - Exhibits Specialist III | 26.80 |
| 13041 - Illustrator I | 17.64 |
| 13042 - Illustrator II | 21.91 |
| 13043 - Illustrator III | 26.80 |
| 13047 - Librarian | 24.25 |
| 13050 - Library Aide/Clerk | 9.20 |
| 13054 - Library Information Technology Systems Administrator | 21.91 |
| 13058 - Library Technician | 14.14 |
| 13061 - Media Specialist I | 15.08 |
| 13062 - Media Specialist II | 16.86 |
| 13063 - Media Specialist III | 18.82 |
| 13071 - Photographer I | 12.89 |
| 13072 - Photographer II | 15.77 |
| 13073 - Photographer III | 18.72 |
| 13074 - Photographer IV | 22.90 |
| 13075 - Photographer V | 27.71 |
| 13110 - Video Teleconference Technician | 14.50 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.17 |
| 14042 - Computer Operator II | 16.97 |
| 14043 - Computer Operator III | 18.92 |
| 14044 - Computer Operator IV | 21.02 |
| 14045 - Computer Operator V | 23.28 |
| 14071 - Computer Programmer I | (see 1) 21.65 |
| 14072 - Computer Programmer II | (see 1) 27.62 |
| 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 | 15.17 |
| 14160 - Personal Computer Support Technician | 21.80 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.18 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.10 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.44 |
| 15050 - Computer Based Training Specialist / Instructor | 28.18 |
| 15060 - Educational Technologist | 31.14 |
| 15070 - Flight Instructor (Pilot) | 40.44 |
| 15080 - Graphic Artist | 20.72 |
| 15090 - Technical Instructor | 18.94 |
| 15095 - Technical Instructor/Course Developer | 25.49 |
| 15110 - Test Proctor | 15.29 |
| 15120 - Tutor | 15.29 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.48 |
| 16030 - Counter Attendant | 8.48 |
| 16040 - Dry Cleaner | 10.28 |
| 16070 - Finisher, Flatwork, Machine | 8.48 |
| 16090 - Presser, Hand | 8.48 |
| 16110 - Presser, Machine, Drycleaning | 8.48 |
| 16130 - Presser, Machine, Shirts | 8.48 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.48 |
| 16190 - Sewing Machine Operator | 10.88 |
| 16220 - Tailor | 11.50 |
| 16250 - Washer, Machine | 9.08 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.30 |
| 19040 - Tool And Die Maker | 21.60 |

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|---|-------|
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.53 |
| 21030 - Material Coordinator | 19.21 |
| 21040 - Material Expediter | 19.21 |
| 21050 - Material Handling Laborer | 11.22 |
| 21071 - Order Filler | 11.98 |
| 21080 - Production Line Worker (Food Processing) | 13.53 |
| 21110 - Shipping Packer | 12.87 |
| 21130 - Shipping/Receiving Clerk | 12.87 |
| 21140 - Store Worker I | 12.34 |
| 21150 - Stock Clerk | 15.26 |
| 21210 - Tools And Parts Attendant | 13.53 |
| 21410 - Warehouse Specialist | 13.53 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.86 |
| 23021 - Aircraft Mechanic I | 21.88 |
| 23022 - Aircraft Mechanic II | 22.86 |
| 23023 - Aircraft Mechanic III | 23.81 |
| 23040 - Aircraft Mechanic Helper | 16.71 |
| 23050 - Aircraft, Painter | 20.61 |
| 23060 - Aircraft Servicer | 18.67 |
| 23080 - Aircraft Worker | 19.64 |
| 23110 - Appliance Mechanic | 17.34 |
| 23120 - Bicycle Repairer | 10.20 |
| 23125 - Cable Splicer | 25.19 |
| 23130 - Carpenter, Maintenance | 14.38 |
| 23140 - Carpet Layer | 16.55 |
| 23160 - Electrician, Maintenance | 17.52 |
| 23181 - Electronics Technician Maintenance I | 20.40 |
| 23182 - Electronics Technician Maintenance II | 21.36 |
| 23183 - Electronics Technician Maintenance III | 22.50 |
| 23260 - Fabric Worker | 15.74 |
| 23290 - Fire Alarm System Mechanic | 15.30 |
| 23310 - Fire Extinguisher Repairer | 14.86 |
| 23311 - Fuel Distribution System Mechanic | 18.35 |
| 23312 - Fuel Distribution System Operator | 15.12 |
| 23370 - General Maintenance Worker | 17.04 |
| 23380 - Ground Support Equipment Mechanic | 21.88 |
| 23381 - Ground Support Equipment Servicer | 18.67 |
| 23382 - Ground Support Equipment Worker | 19.64 |
| 23391 - Gunsmith I | 14.96 |
| 23392 - Gunsmith II | 16.55 |
| 23393 - Gunsmith III | 18.15 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.49 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.25 |
| 23430 - Heavy Equipment Mechanic | 19.91 |
| 23440 - Heavy Equipment Operator | 15.73 |
| 23460 - Instrument Mechanic | 20.72 |
| 23465 - Laboratory/Shelter Mechanic | 17.34 |
| 23470 - Laborer | 10.59 |
| 23510 - Locksmith | 17.34 |
| 23530 - Machinery Maintenance Mechanic | 18.38 |
| 23550 - Machinist, Maintenance | 15.50 |
| 23580 - Maintenance Trades Helper | 11.10 |
| 23591 - Metrology Technician I | 20.72 |
| 23592 - Metrology Technician II | 21.62 |
| 23593 - Metrology Technician III | 22.52 |
| 23640 - Millwright | 18.15 |
| 23710 - Office Appliance Repairer | 19.55 |
| 23760 - Painter, Maintenance | 13.60 |
| 23790 - Pipefitter, Maintenance | 18.82 |

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| 23810 - Plumber, Maintenance | 16.80 |
| 23820 - Pneudraulic Systems Mechanic | 18.15 |
| 23850 - Rigger | 18.15 |
| 23870 - Scale Mechanic | 16.55 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.48 |
| 23910 - Small Engine Mechanic | 15.10 |
| 23931 - Telecommunications Mechanic I | 20.41 |
| 23932 - Telecommunications Mechanic II | 22.58 |
| 23950 - Telephone Lineman | 18.81 |
| 23960 - Welder, Combination, Maintenance | 15.12 |
| 23965 - well Driller | 18.15 |
| 23970 - Woodcraft Worker | 18.15 |
| 23980 - Woodworker | 11.36 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.31 |
| 24580 - Child Care Center Clerk | 13.33 |
| 24610 - Chore Aide | 9.03 |
| 24620 - Family Readiness And Support Services Coordinator | 12.97 |
| 24630 - Homemaker | 16.50 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.44 |
| 25040 - Sewage Plant Operator | 16.66 |
| 25070 - Stationary Engineer | 17.44 |
| 25190 - Ventilation Equipment Tender | 13.59 |
| 25210 - Water Treatment Plant Operator | 16.66 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.71 |
| 27007 - Baggage Inspector | 9.36 |
| 27008 - Corrections Officer | 16.99 |
| 27010 - Court Security Officer | 17.70 |
| 27030 - Detection Dog Handler | 11.61 |
| 27040 - Detention Officer | 16.99 |
| 27070 - Firefighter | 17.70 |
| 27101 - Guard I | 9.36 |
| 27102 - Guard II | 11.61 |
| 27131 - Police Officer I | 18.83 |
| 27132 - Police Officer II | 20.91 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.27 |
| 28042 - Carnival Equipment Repairer | 10.43 |
| 28043 - Carnival Equipment Worker | 8.07 |
| 28210 - Gate Attendant/Gate Tender | 14.46 |
| 28310 - Lifeguard | 11.40 |
| 28350 - Park Attendant (Aide) | 16.18 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.81 |
| 28515 - Recreation Specialist | 16.12 |
| 28630 - Sports Official | 12.89 |
| 28690 - Swimming Pool Operator | 11.61 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.55 |
| 29020 - Hatch Tender | 16.55 |
| 29030 - Line Handler | 16.55 |
| 29041 - Stevedore I | 15.74 |
| 29042 - Stevedore II | 17.34 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.38 |
| 30022 - Archeological Technician II | 18.32 |
| 30023 - Archeological Technician III | 24.92 |
| 30030 - Cartographic Technician | 24.92 |

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| 30040 - Civil Engineering Technician | 19.05 |
| 30061 - Drafter/CAD Operator I | 16.38 |
| 30062 - Drafter/CAD Operator II | 18.32 |
| 30063 - Drafter/CAD Operator III | 22.44 |
| 30064 - Drafter/CAD Operator IV | 27.61 |
| 30081 - Engineering Technician I | 15.18 |
| 30082 - Engineering Technician II | 17.04 |
| 30083 - Engineering Technician III | 20.74 |
| 30084 - Engineering Technician IV | 23.61 |
| 30085 - Engineering Technician V | 28.89 |
| 30086 - Engineering Technician VI | 34.95 |
| 30090 - Environmental Technician | 23.33 |
| 30210 - Laboratory Technician | 21.46 |
| 30240 - Mathematical Technician | 24.92 |
| 30361 - Paralegal/Legal Assistant I | 17.89 |
| 30362 - Paralegal/Legal Assistant II | 23.06 |
| 30363 - Paralegal/Legal Assistant III | 28.20 |
| 30364 - Paralegal/Legal Assistant IV | 34.12 |
| 30390 - Photo-Optics Technician | 24.92 |
| 30461 - Technical Writer I | 19.50 |
| 30462 - Technical Writer II | 23.84 |
| 30463 - Technical Writer III | 28.38 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 22.44 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 23.96 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.71 |
| 31030 - Bus Driver | 13.44 |
| 31043 - Driver Courier | 12.25 |
| 31260 - Parking and Lot Attendant | 10.01 |
| 31290 - Shuttle Bus Driver | 12.95 |
| 31310 - Taxi Driver | 9.90 |
| 31361 - Truckdriver, Light | 12.95 |
| 31362 - Truckdriver, Medium | 15.42 |
| 31363 - Truckdriver, Heavy | 18.91 |
| 31364 - Truckdriver, Tractor-Trailer | 18.91 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.67 |
| 99050 - Desk Clerk | 9.36 |
| 99095 - Embalmer | 24.22 |
| 99251 - Laboratory Animal Caretaker I | 9.60 |
| 99252 - Laboratory Animal Caretaker II | 10.15 |
| 99310 - Mortician | 24.48 |
| 99410 - Pest Controller | 12.83 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.21 |
| 99711 - Recycling Specialist | 15.48 |
| 99730 - Refuse Collector | 12.39 |
| 99810 - Sales Clerk | 12.37 |
| 99820 - School Crossing Guard | 11.45 |
| 99830 - Survey Party Chief | 14.38 |
| 99831 - Surveying Aide | 9.56 |
| 99832 - Surveying Technician | 13.08 |
| 99840 - Vending Machine Attendant | 10.66 |
| 99841 - Vending Machine Repairer | 13.05 |
| 99842 - Vending Machine Repairer Helper | 10.26 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2017
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Alaska

Area: Alaska Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.33 |
| 01012 - Accounting Clerk II | | 18.76 |
| 01013 - Accounting Clerk III | | 20.98 |
| 01020 - Administrative Assistant | | 23.34 |
| 01040 - Court Reporter | | 18.84 |
| 01051 - Data Entry Operator I | | 14.86 |
| 01052 - Data Entry Operator II | | 17.86 |
| 01060 - Dispatcher, Motor Vehicle | | 20.25 |
| 01070 - Document Preparation Clerk | | 15.39 |
| 01090 - Duplicating Machine Operator | | 14.72 |
| 01111 - General Clerk I | | 15.59 |
| 01112 - General Clerk II | | 17.01 |
| 01113 - General Clerk III | | 19.09 |
| 01120 - Housing Referral Assistant | | 21.01 |
| 01141 - Messenger Courier | | 15.60 |
| 01191 - Order Clerk I | | 15.45 |
| 01192 - Order Clerk II | | 16.86 |
| 01261 - Personnel Assistant (Employment) I | | 19.07 |
| 01262 - Personnel Assistant (Employment) II | | 21.33 |
| 01263 - Personnel Assistant (Employment) III | | 23.79 |
| 01270 - Production Control Clerk | | 22.59 |
| 01280 - Receptionist | | 14.09 |
| 01290 - Rental Clerk | | 16.84 |
| 01300 - Scheduler, Maintenance | | 16.84 |
| 01311 - Secretary I | | 16.84 |
| 01312 - Secretary II | | 18.84 |
| 01313 - Secretary III | | 21.01 |
| 01320 - Service Order Dispatcher | | 16.48 |
| 01410 - Supply Technician | | 23.34 |
| 01420 - Survey Worker | | 18.78 |

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| 01531 - Travel Clerk I | 15.21 |
| 01532 - Travel Clerk II | 16.80 |
| 01533 - Travel Clerk III | 18.57 |
| 01611 - Word Processor I | 16.18 |
| 01612 - Word Processor II | 18.16 |
| 01613 - Word Processor III | 20.31 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 27.64 |
| 05010 - Automotive Electrician | 23.64 |
| 05040 - Automotive Glass Installer | 21.87 |
| 05070 - Automotive Worker | 21.87 |
| 05110 - Mobile Equipment Servicer | 19.62 |
| 05130 - Motor Equipment Metal Mechanic | 23.96 |
| 05160 - Motor Equipment Metal Worker | 21.87 |
| 05190 - Motor Vehicle Mechanic | 23.96 |
| 05220 - Motor Vehicle Mechanic Helper | 18.53 |
| 05250 - Motor Vehicle Upholstery Worker | 21.87 |
| 05280 - Motor Vehicle wrecker | 21.87 |
| 05310 - Painter, Automotive | 22.86 |
| 05340 - Radiator Repair Specialist | 21.87 |
| 05370 - Tire Repairer | 17.78 |
| 05400 - Transmission Repair Specialist | 23.96 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 16.67 |
| 07041 - Cook I | 15.17 |
| 07042 - Cook II | 17.46 |
| 07070 - Dishwasher | 10.99 |
| 07130 - Food Service Worker | 13.46 |
| 07210 - Meat Cutter | 18.87 |
| 07260 - Waiter/Waitress | 11.91 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 25.94 |
| 09040 - Furniture Handler | 17.36 |
| 09080 - Furniture Refinisher | 25.94 |
| 09090 - Furniture Refinisher Helper | 19.58 |
| 09110 - Furniture Repairer, Minor | 22.74 |
| 09130 - Upholsterer | 25.94 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.68 |
| 11060 - Elevator Operator | 11.68 |
| 11090 - Gardener | 17.52 |
| 11122 - Housekeeping Aide | 14.15 |
| 11150 - Janitor | 14.15 |
| 11210 - Laborer, Grounds Maintenance | 14.59 |
| 11240 - Maid or Houseman | 10.96 |
| 11260 - Pruner | 13.18 |
| 11270 - Tractor Operator | 16.53 |
| 11330 - Trail Maintenance Worker | 14.59 |
| 11360 - Window Cleaner | 15.67 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 22.66 |
| 12011 - Breath Alcohol Technician | 20.48 |
| 12012 - Certified Occupational Therapist Assistant | 22.50 |
| 12015 - Certified Physical Therapist Assistant | 21.90 |
| 12020 - Dental Assistant | 20.32 |
| 12025 - Dental Hygienist | 44.92 |
| 12030 - EKG Technician | 29.90 |
| 12035 - Electroneurodiagnostic Technologist | 29.90 |
| 12040 - Emergency Medical Technician | 22.66 |
| 12071 - Licensed Practical Nurse I | 18.31 |
| 12072 - Licensed Practical Nurse II | 20.48 |
| 12073 - Licensed Practical Nurse III | 22.84 |
| 12100 - Medical Assistant | 17.49 |

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| 12130 - Medical Laboratory Technician | 21.01 |
| 12160 - Medical Record Clerk | 16.04 |
| 12190 - Medical Record Technician | 17.94 |
| 12195 - Medical Transcriptionist | 20.41 |
| 12210 - Nuclear Medicine Technologist | 43.70 |
| 12221 - Nursing Assistant I | 13.27 |
| 12222 - Nursing Assistant II | 14.92 |
| 12223 - Nursing Assistant III | 16.28 |
| 12224 - Nursing Assistant IV | 18.27 |
| 12235 - Optical Dispenser | 20.20 |
| 12236 - Optical Technician | 18.31 |
| 12250 - Pharmacy Technician | 17.55 |
| 12280 - Phlebotomist | 18.27 |
| 12305 - Radiologic Technologist | 29.67 |
| 12311 - Registered Nurse I | 28.98 |
| 12312 - Registered Nurse II | 35.45 |
| 12313 - Registered Nurse II, Specialist | 35.45 |
| 12314 - Registered Nurse III | 42.88 |
| 12315 - Registered Nurse III, Anesthetist | 42.88 |
| 12316 - Registered Nurse IV | 51.40 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.38 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.09 |
| 13012 - Exhibits Specialist II | 25.29 |
| 13013 - Exhibits Specialist III | 30.90 |
| 13041 - Illustrator I | 21.09 |
| 13042 - Illustrator II | 25.29 |
| 13043 - Illustrator III | 30.90 |
| 13047 - Librarian | 25.66 |
| 13050 - Library Aide/Clerk | 15.59 |
| 13054 - Library Information Technology Systems Administrator | 23.84 |
| 13058 - Library Technician | 19.63 |
| 13061 - Media Specialist I | 16.71 |
| 13062 - Media Specialist II | 18.70 |
| 13063 - Media Specialist III | 20.85 |
| 13071 - Photographer I | 19.50 |
| 13072 - Photographer II | 23.82 |
| 13073 - Photographer III | 27.01 |
| 13074 - Photographer IV | 33.05 |
| 13075 - Photographer V | 35.10 |
| 13110 - Video Teleconference Technician | 18.43 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.09 |
| 14042 - Computer Operator II | 19.12 |
| 14043 - Computer Operator III | 24.42 |
| 14044 - Computer Operator IV | 25.98 |
| 14045 - Computer Operator V | 27.62 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 18.34 |
| 14160 - Personal Computer Support Technician | 27.62 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 34.09 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 41.24 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 49.42 |
| 15050 - Computer Based Training Specialist / Instructor | 34.09 |
| 15060 - Educational Technologist | 25.26 |

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| 15070 - Flight Instructor (Pilot) | 44.47 |
| 15080 - Graphic Artist | 25.25 |
| 15090 - Technical Instructor | 23.55 |
| 15095 - Technical Instructor/Course Developer | 28.83 |
| 15110 - Test Proctor | 19.12 |
| 15120 - Tutor | 19.12 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.14 |
| 16030 - Counter Attendant | 11.14 |
| 16040 - Dry Cleaner | 14.19 |
| 16070 - Finisher, Flatwork, Machine | 11.14 |
| 16090 - Presser, Hand | 11.14 |
| 16110 - Presser, Machine, Drycleaning | 11.14 |
| 16130 - Presser, Machine, Shirts | 11.14 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.14 |
| 16190 - Sewing Machine Operator | 15.20 |
| 16220 - Tailor | 16.24 |
| 16250 - Washer, Machine | 12.16 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 26.22 |
| 19040 - Tool And Die Maker | 32.66 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.56 |
| 21030 - Material Coordinator | 22.59 |
| 21040 - Material Expediter | 22.59 |
| 21050 - Material Handling Laborer | 17.01 |
| 21071 - Order Filler | 15.49 |
| 21080 - Production Line Worker (Food Processing) | 19.56 |
| 21110 - Shipping Packer | 17.80 |
| 21130 - Shipping/Receiving Clerk | 17.80 |
| 21140 - Store Worker I | 14.56 |
| 21150 - Stock Clerk | 19.82 |
| 21210 - Tools And Parts Attendant | 19.56 |
| 21410 - Warehouse Specialist | 19.56 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.25 |
| 23021 - Aircraft Mechanic I | 27.66 |
| 23022 - Aircraft Mechanic II | 29.25 |
| 23023 - Aircraft Mechanic III | 30.86 |
| 23040 - Aircraft Mechanic Helper | 21.69 |
| 23050 - Aircraft, Painter | 27.45 |
| 23060 - Aircraft Servicer | 24.23 |
| 23080 - Aircraft Worker | 25.48 |
| 23110 - Appliance Mechanic | 24.68 |
| 23120 - Bicycle Repairer | 19.56 |
| 23125 - Cable Splicer | 32.26 |
| 23130 - Carpenter, Maintenance | 27.35 |
| 23140 - Carpet Layer | 24.62 |
| 23160 - Electrician, Maintenance | 33.25 |
| 23181 - Electronics Technician Maintenance I | 28.23 |
| 23182 - Electronics Technician Maintenance II | 33.62 |
| 23183 - Electronics Technician Maintenance III | 35.69 |
| 23260 - Fabric Worker | 23.00 |
| 23290 - Fire Alarm System Mechanic | 25.71 |
| 23310 - Fire Extinguisher Repairer | 21.40 |
| 23311 - Fuel Distribution System Mechanic | 28.42 |
| 23312 - Fuel Distribution System Operator | 24.75 |
| 23370 - General Maintenance Worker | 21.71 |
| 23380 - Ground Support Equipment Mechanic | 27.66 |
| 23381 - Ground Support Equipment Servicer | 24.23 |
| 23382 - Ground Support Equipment Worker | 25.48 |
| 23391 - Gunsmith I | 21.40 |
| 23392 - Gunsmith II | 24.62 |

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| 23393 - Gunsmith III | 27.84 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.32 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.62 |
| 23430 - Heavy Equipment Mechanic | 30.13 |
| 23440 - Heavy Equipment Operator | 29.79 |
| 23460 - Instrument Mechanic | 27.68 |
| 23465 - Laboratory/Shelter Mechanic | 26.22 |
| 23470 - Laborer | 17.01 |
| 23510 - Locksmith | 25.45 |
| 23530 - Machinery Maintenance Mechanic | 27.44 |
| 23550 - Machinist, Maintenance | 27.84 |
| 23580 - Maintenance Trades Helper | 19.42 |
| 23591 - Metrology Technician I | 27.68 |
| 23592 - Metrology Technician II | 29.27 |
| 23593 - Metrology Technician III | 30.88 |
| 23640 - Millwright | 27.84 |
| 23710 - Office Appliance Repairer | 23.24 |
| 23760 - Painter, Maintenance | 24.94 |
| 23790 - Pipefitter, Maintenance | 32.26 |
| 23810 - Plumber, Maintenance | 30.80 |
| 23820 - Pneudraulic Systems Mechanic | 27.84 |
| 23850 - Rigger | 27.84 |
| 23870 - Scale Mechanic | 24.62 |
| 23890 - Sheet-Metal Worker, Maintenance | 27.48 |
| 23910 - Small Engine Mechanic | 24.62 |
| 23931 - Telecommunications Mechanic I | 26.79 |
| 23932 - Telecommunications Mechanic II | 30.61 |
| 23950 - Telephone Lineman | 28.61 |
| 23960 - Welder, Combination, Maintenance | 25.93 |
| 23965 - well Driller | 27.05 |
| 23970 - Woodcraft Worker | 27.84 |
| 23980 - Woodworker | 21.40 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.47 |
| 24580 - Child Care Center Clerk | 15.54 |
| 24610 - Chore Aide | 14.06 |
| 24620 - Family Readiness And Support Services Coordinator | 16.21 |
| 24630 - Homemaker | 18.94 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.26 |
| 25040 - Sewage Plant Operator | 28.70 |
| 25070 - Stationary Engineer | 29.26 |
| 25190 - Ventilation Equipment Tender | 21.66 |
| 25210 - Water Treatment Plant Operator | 28.70 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.71 |
| 27007 - Baggage Inspector | 15.91 |
| 27008 - Corrections Officer | 27.17 |
| 27010 - Court Security Officer | 26.28 |
| 27030 - Detection Dog Handler | 18.14 |
| 27040 - Detention Officer | 27.17 |
| 27070 - Firefighter | 22.46 |
| 27101 - Guard I | 15.91 |
| 27102 - Guard II | 18.14 |
| 27131 - Police Officer I | 31.05 |
| 27132 - Police Officer II | 34.50 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.59 |
| 28042 - Carnival Equipment Repairer | 15.47 |
| 28043 - Carnival Equipment Worker | 11.99 |

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| 28210 - Gate Attendant/Gate Tender | 14.96 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.21 |
| 28515 - Recreation Specialist | 26.20 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 21.90 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.62 |
| 29020 - Hatch Tender | 24.62 |
| 29030 - Line Handler | 24.62 |
| 29041 - Stevedore I | 27.49 |
| 29042 - Stevedore II | 30.43 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 21.46 |
| 30022 - Archeological Technician II | 24.90 |
| 30023 - Archeological Technician III | 29.46 |
| 30030 - Cartographic Technician | 31.78 |
| 30040 - Civil Engineering Technician | 29.63 |
| 30061 - Drafter/CAD Operator I | 23.41 |
| 30062 - Drafter/CAD Operator II | 27.28 |
| 30063 - Drafter/CAD Operator III | 29.19 |
| 30064 - Drafter/CAD Operator IV | 34.79 |
| 30081 - Engineering Technician I | 22.72 |
| 30082 - Engineering Technician II | 26.56 |
| 30083 - Engineering Technician III | 29.74 |
| 30084 - Engineering Technician IV | 33.02 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 45.77 |
| 30090 - Environmental Technician | 22.13 |
| 30210 - Laboratory Technician | 26.61 |
| 30240 - Mathematical Technician | 32.95 |
| 30361 - Paralegal/Legal Assistant I | 21.93 |
| 30362 - Paralegal/Legal Assistant II | 27.15 |
| 30363 - Paralegal/Legal Assistant III | 33.22 |
| 30364 - Paralegal/Legal Assistant IV | 40.20 |
| 30390 - Photo-Optics Technician | 32.95 |
| 30461 - Technical Writer I | 20.22 |
| 30462 - Technical Writer II | 24.72 |
| 30463 - Technical Writer III | 33.98 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 29.19 |
| 30621 - Weather Observer, Senior (see 2) | 32.42 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.71 |
| 31030 - Bus Driver | 19.13 |
| 31043 - Driver Courier | 17.79 |
| 31260 - Parking and Lot Attendant | 13.19 |
| 31290 - Shuttle Bus Driver | 17.89 |
| 31310 - Taxi Driver | 15.74 |
| 31361 - Truckdriver, Light | 17.89 |
| 31362 - Truckdriver, Medium | 19.85 |
| 31363 - Truckdriver, Heavy | 22.18 |
| 31364 - Truckdriver, Tractor-Trailer | 22.18 |
| 99000 - Miscellaneous Occupations | |

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|---|-------|
| 99030 - Cashier | 12.27 |
| 99050 - Desk Clerk | 14.09 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 12.34 |
| 99252 - Laboratory Animal Caretaker II | 20.92 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 22.53 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 25.38 |
| 99711 - Recycling Specialist | 30.29 |
| 99730 - Refuse Collector | 22.92 |
| 99810 - Sales Clerk | 13.82 |
| 99820 - School Crossing Guard | 16.32 |
| 99830 - Survey Party Chief | 26.44 |
| 99831 - Surveying Aide | 17.60 |
| 99832 - Surveying Technician | 24.04 |
| 99840 - Vending Machine Attendant | 17.01 |
| 99841 - Vending Machine Repairer | 19.91 |
| 99842 - Vending Machine Repairer Helper | 17.01 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006,
Page 4455

unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2018
Revision No.: 19
Date Of Last Revision: 07/25/2014

State: Alaska

Area: Alaska Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.33 |
| 01012 - Accounting Clerk II | | 18.76 |
| 01013 - Accounting Clerk III | | 20.98 |
| 01020 - Administrative Assistant | | 23.34 |
| 01040 - Court Reporter | | 18.84 |
| 01051 - Data Entry Operator I | | 14.86 |
| 01052 - Data Entry Operator II | | 17.86 |
| 01060 - Dispatcher, Motor Vehicle | | 20.25 |
| 01070 - Document Preparation Clerk | | 15.39 |
| 01090 - Duplicating Machine Operator | | 14.72 |
| 01111 - General Clerk I | | 15.59 |

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| 01112 - General Clerk II | 17.01 |
| 01113 - General Clerk III | 19.09 |
| 01120 - Housing Referral Assistant | 21.01 |
| 01141 - Messenger Courier | 15.60 |
| 01191 - Order Clerk I | 15.45 |
| 01192 - Order Clerk II | 16.86 |
| 01261 - Personnel Assistant (Employment) I | 19.07 |
| 01262 - Personnel Assistant (Employment) II | 21.33 |
| 01263 - Personnel Assistant (Employment) III | 23.79 |
| 01270 - Production Control Clerk | 22.59 |
| 01280 - Receptionist | 14.09 |
| 01290 - Rental Clerk | 16.84 |
| 01300 - Scheduler, Maintenance | 16.84 |
| 01311 - Secretary I | 16.84 |
| 01312 - Secretary II | 18.84 |
| 01313 - Secretary III | 21.01 |
| 01320 - Service Order Dispatcher | 16.48 |
| 01410 - Supply Technician | 23.34 |
| 01420 - Survey Worker | 18.78 |
| 01531 - Travel Clerk I | 15.21 |
| 01532 - Travel Clerk II | 16.80 |
| 01533 - Travel Clerk III | 18.57 |
| 01611 - Word Processor I | 16.18 |
| 01612 - Word Processor II | 18.16 |
| 01613 - Word Processor III | 20.31 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 27.64 |
| 05010 - Automotive Electrician | 23.64 |
| 05040 - Automotive Glass Installer | 21.87 |
| 05070 - Automotive Worker | 21.87 |
| 05110 - Mobile Equipment Servicer | 19.62 |
| 05130 - Motor Equipment Metal Mechanic | 23.96 |
| 05160 - Motor Equipment Metal Worker | 21.87 |
| 05190 - Motor Vehicle Mechanic | 23.96 |
| 05220 - Motor Vehicle Mechanic Helper | 18.53 |
| 05250 - Motor Vehicle Upholstery Worker | 21.87 |
| 05280 - Motor Vehicle Wrecker | 21.87 |
| 05310 - Painter, Automotive | 22.86 |
| 05340 - Radiator Repair Specialist | 21.87 |
| 05370 - Tire Repairer | 17.78 |
| 05400 - Transmission Repair Specialist | 23.96 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 16.67 |
| 07041 - Cook I | 15.17 |
| 07042 - Cook II | 17.46 |
| 07070 - Dishwasher | 10.99 |
| 07130 - Food Service Worker | 13.46 |
| 07210 - Meat Cutter | 18.87 |
| 07260 - Waiter/Waitress | 11.91 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 25.94 |
| 09040 - Furniture Handler | 17.36 |
| 09080 - Furniture Refinisher | 25.94 |
| 09090 - Furniture Refinisher Helper | 19.58 |
| 09110 - Furniture Repairer, Minor | 22.74 |
| 09130 - Upholsterer | 25.94 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.68 |
| 11060 - Elevator Operator | 11.68 |
| 11090 - Gardener | 17.52 |
| 11122 - Housekeeping Aide | 14.15 |
| 11150 - Janitor | 14.15 |
| 11210 - Laborer, Grounds Maintenance | 14.59 |

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| 11240 - Maid or Houseman | 10.96 |
| 11260 - Pruner | 13.18 |
| 11270 - Tractor Operator | 16.53 |
| 11330 - Trail Maintenance Worker | 14.59 |
| 11360 - Window Cleaner | 15.67 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 22.66 |
| 12011 - Breath Alcohol Technician | 20.48 |
| 12012 - Certified Occupational Therapist Assistant | 22.50 |
| 12015 - Certified Physical Therapist Assistant | 21.90 |
| 12020 - Dental Assistant | 20.32 |
| 12025 - Dental Hygienist | 44.92 |
| 12030 - EKG Technician | 29.90 |
| 12035 - Electroneurodiagnostic Technologist | 29.90 |
| 12040 - Emergency Medical Technician | 22.66 |
| 12071 - Licensed Practical Nurse I | 18.31 |
| 12072 - Licensed Practical Nurse II | 20.48 |
| 12073 - Licensed Practical Nurse III | 22.84 |
| 12100 - Medical Assistant | 17.49 |
| 12130 - Medical Laboratory Technician | 21.01 |
| 12160 - Medical Record Clerk | 16.04 |
| 12190 - Medical Record Technician | 17.94 |
| 12195 - Medical Transcriptionist | 20.41 |
| 12210 - Nuclear Medicine Technologist | 43.70 |
| 12221 - Nursing Assistant I | 13.27 |
| 12222 - Nursing Assistant II | 14.92 |
| 12223 - Nursing Assistant III | 16.28 |
| 12224 - Nursing Assistant IV | 18.27 |
| 12235 - Optical Dispenser | 20.20 |
| 12236 - Optical Technician | 18.31 |
| 12250 - Pharmacy Technician | 17.55 |
| 12280 - Phlebotomist | 18.27 |
| 12305 - Radiologic Technologist | 29.67 |
| 12311 - Registered Nurse I | 28.98 |
| 12312 - Registered Nurse II | 35.45 |
| 12313 - Registered Nurse II, Specialist | 35.45 |
| 12314 - Registered Nurse III | 42.88 |
| 12315 - Registered Nurse III, Anesthetist | 42.88 |
| 12316 - Registered Nurse IV | 51.40 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.38 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.09 |
| 13012 - Exhibits Specialist II | 25.29 |
| 13013 - Exhibits Specialist III | 30.90 |
| 13041 - Illustrator I | 21.09 |
| 13042 - Illustrator II | 25.29 |
| 13043 - Illustrator III | 30.90 |
| 13047 - Librarian | 25.66 |
| 13050 - Library Aide/Clerk | 15.59 |
| 13054 - Library Information Technology Systems Administrator | 23.84 |
| 13058 - Library Technician | 19.63 |
| 13061 - Media Specialist I | 16.71 |
| 13062 - Media Specialist II | 18.70 |
| 13063 - Media Specialist III | 20.85 |
| 13071 - Photographer I | 19.50 |
| 13072 - Photographer II | 23.82 |
| 13073 - Photographer III | 27.01 |
| 13074 - Photographer IV | 33.05 |
| 13075 - Photographer V | 35.10 |
| 13110 - Video Teleconference Technician | 18.43 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.09 |

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| 14042 - Computer Operator II | 19.12 |
| 14043 - Computer Operator III | 24.42 |
| 14044 - Computer Operator IV | 25.98 |
| 14045 - Computer Operator V | 27.62 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 18.34 |
| 14160 - Personal Computer Support Technician | 27.62 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 34.09 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 41.24 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 49.42 |
| 15050 - Computer Based Training Specialist / Instructor | 34.09 |
| 15060 - Educational Technologist | 25.26 |
| 15070 - Flight Instructor (Pilot) | 44.47 |
| 15080 - Graphic Artist | 25.25 |
| 15090 - Technical Instructor | 23.55 |
| 15095 - Technical Instructor/Course Developer | 28.83 |
| 15110 - Test Proctor | 19.12 |
| 15120 - Tutor | 19.12 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.14 |
| 16030 - Counter Attendant | 11.14 |
| 16040 - Dry Cleaner | 14.19 |
| 16070 - Finisher, Flatwork, Machine | 11.14 |
| 16090 - Presser, Hand | 11.14 |
| 16110 - Presser, Machine, Drycleaning | 11.14 |
| 16130 - Presser, Machine, Shirts | 11.14 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.14 |
| 16190 - Sewing Machine Operator | 15.20 |
| 16220 - Tailor | 16.24 |
| 16250 - Washer, Machine | 12.16 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 26.22 |
| 19040 - Tool And Die Maker | 32.66 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.56 |
| 21030 - Material Coordinator | 22.59 |
| 21040 - Material Expediter | 22.59 |
| 21050 - Material Handling Laborer | 17.01 |
| 21071 - Order Filler | 15.49 |
| 21080 - Production Line Worker (Food Processing) | 19.56 |
| 21110 - Shipping Packer | 17.80 |
| 21130 - Shipping/Receiving Clerk | 17.80 |
| 21140 - Store Worker I | 14.56 |
| 21150 - Stock Clerk | 19.82 |
| 21210 - Tools And Parts Attendant | 19.56 |
| 21410 - Warehouse Specialist | 19.56 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.25 |
| 23021 - Aircraft Mechanic I | 27.66 |
| 23022 - Aircraft Mechanic II | 29.25 |
| 23023 - Aircraft Mechanic III | 30.86 |
| 23040 - Aircraft Mechanic Helper | 21.69 |
| 23050 - Aircraft, Painter | 27.45 |
| 23060 - Aircraft Servicer | 24.23 |
| 23080 - Aircraft Worker | 25.48 |
| 23110 - Appliance Mechanic | 24.68 |

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| 23120 - Bicycle Repairer | 19.56 |
| 23125 - Cable Splicer | 32.26 |
| 23130 - Carpenter, Maintenance | 27.35 |
| 23140 - Carpet Layer | 24.62 |
| 23160 - Electrician, Maintenance | 33.25 |
| 23181 - Electronics Technician Maintenance I | 28.23 |
| 23182 - Electronics Technician Maintenance II | 33.62 |
| 23183 - Electronics Technician Maintenance III | 35.69 |
| 23260 - Fabric Worker | 23.00 |
| 23290 - Fire Alarm System Mechanic | 25.71 |
| 23310 - Fire Extinguisher Repairer | 21.40 |
| 23311 - Fuel Distribution System Mechanic | 28.42 |
| 23312 - Fuel Distribution System Operator | 24.75 |
| 23370 - General Maintenance Worker | 21.71 |
| 23380 - Ground Support Equipment Mechanic | 27.66 |
| 23381 - Ground Support Equipment Servicer | 24.23 |
| 23382 - Ground Support Equipment Worker | 25.48 |
| 23391 - Gunsmith I | 21.40 |
| 23392 - Gunsmith II | 24.62 |
| 23393 - Gunsmith III | 27.84 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.32 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.62 |
| 23430 - Heavy Equipment Mechanic | 30.13 |
| 23440 - Heavy Equipment Operator | 29.79 |
| 23460 - Instrument Mechanic | 27.68 |
| 23465 - Laboratory/Shelter Mechanic | 26.22 |
| 23470 - Laborer | 17.01 |
| 23510 - Locksmith | 25.45 |
| 23530 - Machinery Maintenance Mechanic | 27.44 |
| 23550 - Machinist, Maintenance | 27.84 |
| 23580 - Maintenance Trades Helper | 19.42 |
| 23591 - Metrology Technician I | 27.68 |
| 23592 - Metrology Technician II | 29.27 |
| 23593 - Metrology Technician III | 30.88 |
| 23640 - Millwright | 27.84 |
| 23710 - Office Appliance Repairer | 23.24 |
| 23760 - Painter, Maintenance | 24.94 |
| 23790 - Pipefitter, Maintenance | 32.26 |
| 23810 - Plumber, Maintenance | 30.80 |
| 23820 - Pneudraulic Systems Mechanic | 27.84 |
| 23850 - Rigger | 27.84 |
| 23870 - Scale Mechanic | 24.62 |
| 23890 - Sheet-Metal Worker, Maintenance | 27.48 |
| 23910 - Small Engine Mechanic | 24.62 |
| 23931 - Telecommunications Mechanic I | 26.79 |
| 23932 - Telecommunications Mechanic II | 30.61 |
| 23950 - Telephone Lineman | 28.61 |
| 23960 - Welder, Combination, Maintenance | 25.93 |
| 23965 - Well Driller | 27.05 |
| 23970 - Woodcraft Worker | 27.84 |
| 23980 - Woodworker | 21.40 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.47 |
| 24580 - Child Care Center Clerk | 15.54 |
| 24610 - Chore Aide | 14.06 |
| 24620 - Family Readiness And Support Services Coordinator | 16.21 |
| 24630 - Homemaker | 18.94 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.26 |
| 25040 - Sewage Plant Operator | 28.70 |

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|--|-------|
| 25070 - Stationary Engineer | 29.26 |
| 25190 - Ventilation Equipment Tender | 21.66 |
| 25210 - Water Treatment Plant Operator | 28.70 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.71 |
| 27007 - Baggage Inspector | 15.91 |
| 27008 - Corrections Officer | 27.17 |
| 27010 - Court Security Officer | 26.28 |
| 27030 - Detection Dog Handler | 18.14 |
| 27040 - Detention Officer | 27.17 |
| 27070 - Firefighter | 22.46 |
| 27101 - Guard I | 15.91 |
| 27102 - Guard II | 18.14 |
| 27131 - Police Officer I | 31.05 |
| 27132 - Police Officer II | 34.50 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.59 |
| 28042 - Carnival Equipment Repairer | 15.47 |
| 28043 - Carnival Equipment Worker | 11.99 |
| 28210 - Gate Attendant/Gate Tender | 14.96 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.21 |
| 28515 - Recreation Specialist | 26.20 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 21.90 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.62 |
| 29020 - Hatch Tender | 24.62 |
| 29030 - Line Handler | 24.62 |
| 29041 - Stevedore I | 27.49 |
| 29042 - Stevedore II | 30.43 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 21.46 |
| 30022 - Archeological Technician II | 24.90 |
| 30023 - Archeological Technician III | 29.46 |
| 30030 - Cartographic Technician | 31.78 |
| 30040 - Civil Engineering Technician | 29.63 |
| 30061 - Drafter/CAD Operator I | 23.41 |
| 30062 - Drafter/CAD Operator II | 27.28 |
| 30063 - Drafter/CAD Operator III | 29.19 |
| 30064 - Drafter/CAD Operator IV | 34.79 |
| 30081 - Engineering Technician I | 22.72 |
| 30082 - Engineering Technician II | 26.56 |
| 30083 - Engineering Technician III | 29.74 |
| 30084 - Engineering Technician IV | 33.02 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 45.77 |
| 30090 - Environmental Technician | 22.13 |
| 30210 - Laboratory Technician | 26.61 |
| 30240 - Mathematical Technician | 32.95 |
| 30361 - Paralegal/Legal Assistant I | 21.93 |
| 30362 - Paralegal/Legal Assistant II | 27.15 |
| 30363 - Paralegal/Legal Assistant III | 33.22 |
| 30364 - Paralegal/Legal Assistant IV | 40.20 |
| 30390 - Photo-Optics Technician | 32.95 |
| 30461 - Technical Writer I | 20.22 |
| 30462 - Technical Writer II | 24.72 |
| 30463 - Technical Writer III | 33.98 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |

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|---|---------------|
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 29.19 |
| 30621 - Weather Observer, Senior | (see 2) 32.42 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.71 |
| 31030 - Bus Driver | 19.13 |
| 31043 - Driver Courier | 17.79 |
| 31260 - Parking and Lot Attendant | 13.19 |
| 31290 - Shuttle Bus Driver | 17.89 |
| 31310 - Taxi Driver | 15.74 |
| 31361 - Truckdriver, Light | 17.89 |
| 31362 - Truckdriver, Medium | 19.85 |
| 31363 - Truckdriver, Heavy | 22.18 |
| 31364 - Truckdriver, Tractor-Trailer | 22.18 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.27 |
| 99050 - Desk Clerk | 14.09 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 12.34 |
| 99252 - Laboratory Animal Caretaker II | 20.92 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 22.53 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 25.38 |
| 99711 - Recycling Specialist | 30.29 |
| 99730 - Refuse Collector | 22.92 |
| 99810 - Sales Clerk | 13.82 |
| 99820 - School Crossing Guard | 16.32 |
| 99830 - Survey Party Chief | 26.44 |
| 99831 - Surveying Aide | 17.60 |
| 99832 - Surveying Technician | 24.04 |
| 99840 - Vending Machine Attendant | 17.01 |
| 99841 - Vending Machine Repairer | 19.91 |
| 99842 - Vending Machine Repairer Helper | 17.01 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2023
Revision No.: 18
Date of Last Revision: 07/25/2014

State: Arizona

Area: Arizona Counties of Apache, Coconino, Gila, Maricopa, Navajo, Pinal, Yavapai

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.85 |
| 01012 - Accounting Clerk II | | 16.68 |
| 01013 - Accounting Clerk III | | 18.65 |
| 01020 - Administrative Assistant | | 25.36 |
| 01040 - Court Reporter | | 16.73 |
| 01051 - Data Entry Operator I | | 12.52 |
| 01052 - Data Entry Operator II | | 13.66 |
| 01060 - Dispatcher, Motor Vehicle | | 16.40 |
| 01070 - Document Preparation Clerk | | 13.55 |
| 01090 - Duplicating Machine Operator | | 13.55 |
| 01111 - General Clerk I | | 12.53 |
| 01112 - General Clerk II | | 13.67 |
| 01113 - General Clerk III | | 15.34 |
| 01120 - Housing Referral Assistant | | 20.78 |
| 01141 - Messenger Courier | | 12.33 |
| 01191 - Order Clerk I | | 12.32 |
| 01192 - Order Clerk II | | 14.86 |
| 01261 - Personnel Assistant (Employment) I | | 14.98 |
| 01262 - Personnel Assistant (Employment) II | | 16.76 |
| 01263 - Personnel Assistant (Employment) III | | 18.69 |
| 01270 - Production Control Clerk | | 20.26 |
| 01280 - Receptionist | | 12.58 |
| 01290 - Rental Clerk | | 14.97 |
| 01300 - Scheduler, Maintenance | | 16.66 |
| 01311 - Secretary I | | 16.66 |
| 01312 - Secretary II | | 18.64 |
| 01313 - Secretary III | | 20.78 |
| 01320 - Service Order Dispatcher | | 14.32 |
| 01410 - Supply Technician | | 25.36 |
| 01420 - Survey Worker | | 16.63 |
| 01531 - Travel Clerk I | | 13.28 |
| 01532 - Travel Clerk II | | 14.46 |
| 01533 - Travel Clerk III | | 15.61 |
| 01611 - Word Processor I | | 13.82 |
| 01612 - Word Processor II | | 15.78 |
| 01613 - Word Processor III | | 17.54 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 20.34 |
| 05010 - Automotive Electrician | | 20.30 |
| 05040 - Automotive Glass Installer | | 19.42 |
| 05070 - Automotive Worker | | 19.42 |
| 05110 - Mobile Equipment Servicer | | 16.62 |
| 05130 - Motor Equipment Metal Mechanic | | 22.69 |
| 05160 - Motor Equipment Metal Worker | | 19.62 |
| 05190 - Motor Vehicle Mechanic | | 21.59 |
| 05220 - Motor Vehicle Mechanic Helper | | 15.12 |
| 05250 - Motor Vehicle Upholstery Worker | | 18.14 |
| 05280 - Motor Vehicle Wrecker | | 19.62 |
| 05310 - Painter, Automotive | | 22.12 |

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| 05340 - Radiator Repair Specialist | 19.58 |
| 05370 - Tire Repairer | 14.21 |
| 05400 - Transmission Repair Specialist | 21.59 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.03 |
| 07041 - Cook I | 10.50 |
| 07042 - Cook II | 12.16 |
| 07070 - Dishwasher | 8.60 |
| 07130 - Food Service Worker | 10.17 |
| 07210 - Meat Cutter | 16.58 |
| 07260 - Waiter/Waitress | 9.75 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.50 |
| 09040 - Furniture Handler | 10.88 |
| 09080 - Furniture Refinisher | 16.50 |
| 09090 - Furniture Refinisher Helper | 12.16 |
| 09110 - Furniture Repairer, Minor | 14.59 |
| 09130 - Upholsterer | 16.50 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.97 |
| 11060 - Elevator Operator | 9.97 |
| 11090 - Gardener | 12.96 |
| 11122 - Housekeeping Aide | 11.10 |
| 11150 - Janitor | 11.10 |
| 11210 - Laborer, Grounds Maintenance | 10.31 |
| 11240 - Maid or Houseman | 9.59 |
| 11260 - Pruner | 10.14 |
| 11270 - Tractor Operator | 12.53 |
| 11330 - Trail Maintenance Worker | 10.31 |
| 11360 - Window Cleaner | 12.00 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.87 |
| 12011 - Breath Alcohol Technician | 18.71 |
| 12012 - Certified Occupational Therapist Assistant | 24.60 |
| 12015 - Certified Physical Therapist Assistant | 18.94 |
| 12020 - Dental Assistant | 16.61 |
| 12025 - Dental Hygienist | 34.70 |
| 12030 - EKG Technician | 21.08 |
| 12035 - Electroneurodiagnostic Technologist | 21.08 |
| 12040 - Emergency Medical Technician | 13.87 |
| 12071 - Licensed Practical Nurse I | 16.73 |
| 12072 - Licensed Practical Nurse II | 18.71 |
| 12073 - Licensed Practical Nurse III | 20.87 |
| 12100 - Medical Assistant | 14.39 |
| 12130 - Medical Laboratory Technician | 19.61 |
| 12160 - Medical Record Clerk | 13.11 |
| 12190 - Medical Record Technician | 15.57 |
| 12195 - Medical Transcriptionist | 17.02 |
| 12210 - Nuclear Medicine Technologist | 33.98 |
| 12221 - Nursing Assistant I | 10.25 |
| 12222 - Nursing Assistant II | 11.53 |
| 12223 - Nursing Assistant III | 12.58 |
| 12224 - Nursing Assistant IV | 14.12 |
| 12235 - Optical Dispenser | 15.39 |
| 12236 - Optical Technician | 14.85 |
| 12250 - Pharmacy Technician | 14.15 |
| 12280 - Phlebotomist | 14.12 |
| 12305 - Radiologic Technologist | 24.34 |
| 12311 - Registered Nurse I | 26.93 |
| 12312 - Registered Nurse II | 33.08 |
| 12313 - Registered Nurse II, Specialist | 33.08 |
| 12314 - Registered Nurse III | 40.02 |
| 12315 - Registered Nurse III, Anesthetist | 40.02 |

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| 12316 - Registered Nurse IV | 47.96 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.09 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.08 |
| 13012 - Exhibits Specialist II | 21.08 |
| 13013 - Exhibits Specialist III | 25.71 |
| 13041 - Illustrator I | 18.79 |
| 13042 - Illustrator II | 23.18 |
| 13043 - Illustrator III | 28.27 |
| 13047 - Librarian | 23.06 |
| 13050 - Library Aide/Clerk | 14.20 |
| 13054 - Library Information Technology Systems Administrator | 20.92 |
| 13058 - Library Technician | 14.08 |
| 13061 - Media Specialist I | 15.03 |
| 13062 - Media Specialist II | 16.81 |
| 13063 - Media Specialist III | 18.75 |
| 13071 - Photographer I | 14.99 |
| 13072 - Photographer II | 17.27 |
| 13073 - Photographer III | 21.32 |
| 13074 - Photographer IV | 26.01 |
| 13075 - Photographer V | 31.55 |
| 13110 - Video Teleconference Technician | 16.68 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.04 |
| 14042 - Computer Operator II | 17.51 |
| 14043 - Computer Operator III | 20.13 |
| 14044 - Computer Operator IV | 22.75 |
| 14045 - Computer Operator V | 24.82 |
| 14071 - Computer Programmer I | 23.00 |
| 14072 - Computer Programmer II | 24.90 |
| 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 | 15.04 |
| 14160 - Personal Computer Support Technician | 22.75 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.46 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.56 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.22 |
| 15050 - Computer Based Training Specialist / Instructor | 29.46 |
| 15060 - Educational Technologist | 21.91 |
| 15070 - Flight Instructor (Pilot) | 40.22 |
| 15080 - Graphic Artist | 21.68 |
| 15090 - Technical Instructor | 20.91 |
| 15095 - Technical Instructor/Course Developer | 25.58 |
| 15110 - Test Proctor | 16.87 |
| 15120 - Tutor | 16.87 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.06 |
| 16030 - Counter Attendant | 9.06 |
| 16040 - Dry Cleaner | 11.32 |
| 16070 - Finisher, Flatwork, Machine | 9.06 |
| 16090 - Presser, Hand | 9.06 |
| 16110 - Presser, Machine, Drycleaning | 9.06 |
| 16130 - Presser, Machine, Shirts | 9.06 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.06 |
| 16190 - Sewing Machine Operator | 12.05 |
| 16220 - Tailor | 12.81 |
| 16250 - Washer, Machine | 9.86 |
| 19000 - Machine Tool Operation And Repair Occupations | |

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|---|-------|
| 19010 - Machine-Tool Operator (Tool Room) | 16.74 |
| 19040 - Tool And Die Maker | 22.78 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.52 |
| 21030 - Material Coordinator | 19.58 |
| 21040 - Material Expediter | 19.58 |
| 21050 - Material Handling Laborer | 11.91 |
| 21071 - Order Filler | 12.24 |
| 21080 - Production Line Worker (Food Processing) | 13.52 |
| 21110 - Shipping Packer | 14.52 |
| 21130 - Shipping/Receiving Clerk | 14.52 |
| 21140 - Store Worker I | 9.13 |
| 21150 - Stock Clerk | 14.39 |
| 21210 - Tools And Parts Attendant | 13.52 |
| 21410 - Warehouse Specialist | 13.52 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 26.77 |
| 23021 - Aircraft Mechanic I | 25.34 |
| 23022 - Aircraft Mechanic II | 26.77 |
| 23023 - Aircraft Mechanic III | 28.40 |
| 23040 - Aircraft Mechanic Helper | 17.74 |
| 23050 - Aircraft, Painter | 24.07 |
| 23060 - Aircraft Servicer | 21.28 |
| 23080 - Aircraft Worker | 22.80 |
| 23110 - Appliance Mechanic | 18.79 |
| 23120 - Bicycle Repairer | 12.92 |
| 23125 - Cable Splicer | 29.26 |
| 23130 - Carpenter, Maintenance | 17.36 |
| 23140 - Carpet Layer | 15.63 |
| 23160 - Electrician, Maintenance | 20.14 |
| 23181 - Electronics Technician Maintenance I | 18.00 |
| 23182 - Electronics Technician Maintenance II | 23.29 |
| 23183 - Electronics Technician Maintenance III | 25.37 |
| 23260 - Fabric Worker | 14.70 |
| 23290 - Fire Alarm System Mechanic | 19.80 |
| 23310 - Fire Extinguisher Repairer | 15.17 |
| 23311 - Fuel Distribution System Mechanic | 29.33 |
| 23312 - Fuel Distribution System Operator | 20.70 |
| 23370 - General Maintenance Worker | 17.48 |
| 23380 - Ground Support Equipment Mechanic | 25.34 |
| 23381 - Ground Support Equipment Servicer | 21.28 |
| 23382 - Ground Support Equipment Worker | 22.80 |
| 23391 - Gunsmith I | 15.17 |
| 23392 - Gunsmith II | 18.14 |
| 23393 - Gunsmith III | 21.09 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.83 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.95 |
| 23430 - Heavy Equipment Mechanic | 21.55 |
| 23440 - Heavy Equipment Operator | 21.23 |
| 23460 - Instrument Mechanic | 24.18 |
| 23465 - Laboratory/Shelter Mechanic | 19.62 |
| 23470 - Laborer | 11.55 |
| 23510 - Locksmith | 19.50 |
| 23530 - Machinery Maintenance Mechanic | 25.00 |
| 23550 - Machinist, Maintenance | 17.73 |
| 23580 - Maintenance Trades Helper | 13.00 |
| 23591 - Metrology Technician I | 24.18 |
| 23592 - Metrology Technician II | 25.25 |
| 23593 - Metrology Technician III | 26.51 |
| 23640 - Millwright | 23.72 |
| 23710 - Office Appliance Repairer | 19.75 |

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|--|-------|
| 23760 - Painter, Maintenance | 16.50 |
| 23790 - Pipefitter, Maintenance | 20.86 |
| 23810 - Plumber, Maintenance | 19.81 |
| 23820 - Pneudraulic Systems Mechanic | 21.09 |
| 23850 - Rigger | 21.09 |
| 23870 - Scale Mechanic | 18.14 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.99 |
| 23910 - Small Engine Mechanic | 16.52 |
| 23931 - Telecommunications Mechanic I | 22.60 |
| 23932 - Telecommunications Mechanic II | 26.99 |
| 23950 - Telephone Lineman | 18.23 |
| 23960 - Welder, Combination, Maintenance | 17.37 |
| 23965 - Well Driller | 21.09 |
| 23970 - Woodcraft Worker | 21.09 |
| 23980 - Woodworker | 14.71 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.73 |
| 24580 - Child Care Center Clerk | 16.79 |
| 24610 - Chore Aide | 10.71 |
| 24620 - Family Readiness And Support Services Coordinator | 15.56 |
| 24630 - Homemaker | 18.38 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.78 |
| 25040 - Sewage Plant Operator | 22.71 |
| 25070 - Stationary Engineer | 23.78 |
| 25190 - Ventilation Equipment Tender | 14.81 |
| 25210 - Water Treatment Plant Operator | 22.71 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.73 |
| 27007 - Baggage Inspector | 11.01 |
| 27008 - Corrections Officer | 19.52 |
| 27010 - Court Security Officer | 20.49 |
| 27030 - Detection Dog Handler | 16.13 |
| 27040 - Detention Officer | 19.52 |
| 27070 - Firefighter | 21.80 |
| 27101 - Guard I | 11.01 |
| 27102 - Guard II | 16.13 |
| 27131 - Police Officer I | 25.69 |
| 27132 - Police Officer II | 28.53 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.84 |
| 28042 - Carnival Equipment Repairer | 15.17 |
| 28043 - Carnival Equipment Worker | 9.89 |
| 28210 - Gate Attendant/Gate Tender | 14.95 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 16.73 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.21 |
| 28515 - Recreation Specialist | 17.99 |
| 28630 - Sports Official | 13.33 |
| 28690 - Swimming Pool Operator | 19.72 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.45 |
| 29020 - Hatch Tender | 19.45 |
| 29030 - Line Handler | 19.45 |
| 29041 - Stevedore I | 17.16 |
| 29042 - Stevedore II | 21.45 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.49 |
| 30022 - Archeological Technician II | 19.58 |

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| 30023 - Archeological Technician III | 24.25 |
| 30030 - Cartographic Technician | 24.59 |
| 30040 - Civil Engineering Technician | 21.56 |
| 30061 - Drafter/CAD Operator I | 17.49 |
| 30062 - Drafter/CAD Operator II | 19.84 |
| 30063 - Drafter/CAD Operator III | 22.12 |
| 30064 - Drafter/CAD Operator IV | 26.82 |
| 30081 - Engineering Technician I | 16.02 |
| 30082 - Engineering Technician II | 17.98 |
| 30083 - Engineering Technician III | 21.48 |
| 30084 - Engineering Technician IV | 25.33 |
| 30085 - Engineering Technician V | 30.27 |
| 30086 - Engineering Technician VI | 34.64 |
| 30090 - Environmental Technician | 22.20 |
| 30210 - Laboratory Technician | 22.92 |
| 30240 - Mathematical Technician | 24.69 |
| 30361 - Paralegal/Legal Assistant I | 21.19 |
| 30362 - Paralegal/Legal Assistant II | 25.09 |
| 30363 - Paralegal/Legal Assistant III | 30.61 |
| 30364 - Paralegal/Legal Assistant IV | 37.15 |
| 30390 - Photo-Optics Technician | 24.69 |
| 30461 - Technical Writer I | 22.49 |
| 30462 - Technical Writer II | 27.51 |
| 30463 - Technical Writer III | 31.24 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 22.12 |
| 30621 - Weather Observer, Senior (see 2) | 24.12 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.17 |
| 31030 - Bus Driver | 17.45 |
| 31043 - Driver Courier | 13.84 |
| 31260 - Parking and Lot Attendant | 10.32 |
| 31290 - Shuttle Bus Driver | 15.35 |
| 31310 - Taxi Driver | 10.88 |
| 31361 - Truckdriver, Light | 15.35 |
| 31362 - Truckdriver, Medium | 18.71 |
| 31363 - Truckdriver, Heavy | 19.29 |
| 31364 - Truckdriver, Tractor-Trailer | 19.29 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.86 |
| 99050 - Desk Clerk | 10.74 |
| 99095 - Embalmer | 24.27 |
| 99251 - Laboratory Animal Caretaker I | 10.57 |
| 99252 - Laboratory Animal Caretaker II | 13.33 |
| 99310 - Mortician | 28.19 |
| 99410 - Pest Controller | 14.44 |
| 99510 - Photofinishing Worker | 13.44 |
| 99710 - Recycling Laborer | 18.15 |
| 99711 - Recycling Specialist | 23.31 |
| 99730 - Refuse Collector | 17.29 |
| 99810 - Sales Clerk | 12.38 |
| 99820 - School Crossing Guard | 8.69 |
| 99830 - Survey Party Chief | 26.46 |
| 99831 - Surveying Aide | 15.94 |
| 99832 - Surveying Technician | 22.46 |
| 99840 - Vending Machine Attendant | 14.89 |
| 99841 - Vending Machine Repairer | 18.88 |
| 99842 - Vending Machine Repairer Helper | 14.89 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2024
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Arizona

Area: Arizona Counties of Apache, Coconino, Gila, Maricopa, Navajo, Pinal, Yavapai

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.85 |
| 01012 - Accounting Clerk II | | 16.68 |
| 01013 - Accounting Clerk III | | 18.65 |
| 01020 - Administrative Assistant | | 25.36 |
| 01040 - Court Reporter | | 16.73 |
| 01051 - Data Entry Operator I | | 12.52 |
| 01052 - Data Entry Operator II | | 13.66 |
| 01060 - Dispatcher, Motor Vehicle | | 16.40 |
| 01070 - Document Preparation Clerk | | 13.55 |
| 01090 - Duplicating Machine Operator | | 13.55 |
| 01111 - General Clerk I | | 12.53 |
| 01112 - General Clerk II | | 13.67 |
| 01113 - General Clerk III | | 15.34 |
| 01120 - Housing Referral Assistant | | 20.78 |
| 01141 - Messenger Courier | | 12.33 |
| 01191 - Order Clerk I | | 12.32 |
| 01192 - Order Clerk II | | 14.86 |
| 01261 - Personnel Assistant (Employment) I | | 14.98 |
| 01262 - Personnel Assistant (Employment) II | | 16.76 |
| 01263 - Personnel Assistant (Employment) III | | 18.69 |
| 01270 - Production Control Clerk | | 20.26 |
| 01280 - Receptionist | | 12.58 |
| 01290 - Rental Clerk | | 14.97 |
| 01300 - Scheduler, Maintenance | | 16.66 |
| 01311 - Secretary I | | 16.66 |
| 01312 - Secretary II | | 18.64 |
| 01313 - Secretary III | | 20.78 |
| 01320 - Service Order Dispatcher | | 14.32 |
| 01410 - Supply Technician | | 25.36 |

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| 01420 - Survey Worker | 16.63 |
| 01531 - Travel Clerk I | 13.28 |
| 01532 - Travel Clerk II | 14.46 |
| 01533 - Travel Clerk III | 15.61 |
| 01611 - Word Processor I | 13.82 |
| 01612 - Word Processor II | 15.78 |
| 01613 - Word Processor III | 17.54 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.34 |
| 05010 - Automotive Electrician | 20.30 |
| 05040 - Automotive Glass Installer | 19.42 |
| 05070 - Automotive Worker | 19.42 |
| 05110 - Mobile Equipment Servicer | 16.62 |
| 05130 - Motor Equipment Metal Mechanic | 22.69 |
| 05160 - Motor Equipment Metal Worker | 19.62 |
| 05190 - Motor Vehicle Mechanic | 21.59 |
| 05220 - Motor Vehicle Mechanic Helper | 15.12 |
| 05250 - Motor Vehicle Upholstery Worker | 18.14 |
| 05280 - Motor Vehicle Wrecker | 19.62 |
| 05310 - Painter, Automotive | 22.12 |
| 05340 - Radiator Repair Specialist | 19.58 |
| 05370 - Tire Repairer | 14.21 |
| 05400 - Transmission Repair Specialist | 21.59 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.03 |
| 07041 - Cook I | 10.50 |
| 07042 - Cook II | 12.16 |
| 07070 - Dishwasher | 8.60 |
| 07130 - Food Service Worker | 10.17 |
| 07210 - Meat Cutter | 16.58 |
| 07260 - Waiter/Waitress | 9.75 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.50 |
| 09040 - Furniture Handler | 10.88 |
| 09080 - Furniture Refinisher | 16.50 |
| 09090 - Furniture Refinisher Helper | 12.16 |
| 09110 - Furniture Repairer, Minor | 14.59 |
| 09130 - Upholsterer | 16.50 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.97 |
| 11060 - Elevator Operator | 9.97 |
| 11090 - Gardener | 12.96 |
| 11122 - Housekeeping Aide | 11.10 |
| 11150 - Janitor | 11.10 |
| 11210 - Laborer, Grounds Maintenance | 10.31 |
| 11240 - Maid or Houseman | 9.59 |
| 11260 - Pruner | 10.14 |
| 11270 - Tractor Operator | 12.53 |
| 11330 - Trail Maintenance Worker | 10.31 |
| 11360 - Window Cleaner | 12.00 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.87 |
| 12011 - Breath Alcohol Technician | 18.71 |
| 12012 - Certified Occupational Therapist Assistant | 24.60 |
| 12015 - Certified Physical Therapist Assistant | 18.94 |
| 12020 - Dental Assistant | 16.61 |
| 12025 - Dental Hygienist | 34.70 |
| 12030 - EKG Technician | 21.08 |
| 12035 - Electroneurodiagnostic Technologist | 21.08 |
| 12040 - Emergency Medical Technician | 13.87 |
| 12071 - Licensed Practical Nurse I | 16.73 |
| 12072 - Licensed Practical Nurse II | 18.71 |
| 12073 - Licensed Practical Nurse III | 20.87 |

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| 12100 - Medical Assistant | 14.39 |
| 12130 - Medical Laboratory Technician | 19.61 |
| 12160 - Medical Record Clerk | 13.11 |
| 12190 - Medical Record Technician | 15.57 |
| 12195 - Medical Transcriptionist | 17.02 |
| 12210 - Nuclear Medicine Technologist | 33.98 |
| 12221 - Nursing Assistant I | 10.25 |
| 12222 - Nursing Assistant II | 11.53 |
| 12223 - Nursing Assistant III | 12.58 |
| 12224 - Nursing Assistant IV | 14.12 |
| 12235 - Optical Dispenser | 15.39 |
| 12236 - Optical Technician | 14.85 |
| 12250 - Pharmacy Technician | 14.15 |
| 12280 - Phlebotomist | 14.12 |
| 12305 - Radiologic Technologist | 24.34 |
| 12311 - Registered Nurse I | 26.93 |
| 12312 - Registered Nurse II | 33.08 |
| 12313 - Registered Nurse II, Specialist | 33.08 |
| 12314 - Registered Nurse III | 40.02 |
| 12315 - Registered Nurse III, Anesthetist | 40.02 |
| 12316 - Registered Nurse IV | 47.96 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.09 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.08 |
| 13012 - Exhibits Specialist II | 21.08 |
| 13013 - Exhibits Specialist III | 25.71 |
| 13041 - Illustrator I | 18.79 |
| 13042 - Illustrator II | 23.18 |
| 13043 - Illustrator III | 28.27 |
| 13047 - Librarian | 23.06 |
| 13050 - Library Aide/Clerk | 14.20 |
| 13054 - Library Information Technology Systems Administrator | 20.92 |
| 13058 - Library Technician | 14.08 |
| 13061 - Media Specialist I | 15.03 |
| 13062 - Media Specialist II | 16.81 |
| 13063 - Media Specialist III | 18.75 |
| 13071 - Photographer I | 14.99 |
| 13072 - Photographer II | 17.27 |
| 13073 - Photographer III | 21.32 |
| 13074 - Photographer IV | 26.01 |
| 13075 - Photographer V | 31.55 |
| 13110 - Video Teleconference Technician | 16.68 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.04 |
| 14042 - Computer Operator II | 17.51 |
| 14043 - Computer Operator III | 20.13 |
| 14044 - Computer Operator IV | 22.75 |
| 14045 - Computer Operator V | 24.82 |
| 14071 - Computer Programmer I | 23.00 |
| 14072 - Computer Programmer II | 24.90 |
| 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 | 15.04 |
| 14160 - Personal Computer Support Technician | 22.75 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.46 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.56 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.22 |
| 15050 - Computer Based Training Specialist / Instructor | 29.46 |

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| 15060 - Educational Technologist | 21.91 |
| 15070 - Flight Instructor (Pilot) | 40.22 |
| 15080 - Graphic Artist | 21.68 |
| 15090 - Technical Instructor | 20.91 |
| 15095 - Technical Instructor/Course Developer | 25.58 |
| 15110 - Test Proctor | 16.87 |
| 15120 - Tutor | 16.87 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.06 |
| 16030 - Counter Attendant | 9.06 |
| 16040 - Dry Cleaner | 11.32 |
| 16070 - Finisher, Flatwork, Machine | 9.06 |
| 16090 - Presser, Hand | 9.06 |
| 16110 - Presser, Machine, Drycleaning | 9.06 |
| 16130 - Presser, Machine, Shirts | 9.06 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.06 |
| 16190 - Sewing Machine Operator | 12.05 |
| 16220 - Tailor | 12.81 |
| 16250 - Washer, Machine | 9.86 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.74 |
| 19040 - Tool And Die Maker | 22.78 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.52 |
| 21030 - Material Coordinator | 19.58 |
| 21040 - Material Expediter | 19.58 |
| 21050 - Material Handling Laborer | 11.91 |
| 21071 - Order Filler | 12.24 |
| 21080 - Production Line Worker (Food Processing) | 13.52 |
| 21110 - Shipping Packer | 14.52 |
| 21130 - Shipping/Receiving Clerk | 14.52 |
| 21140 - Store Worker I | 9.13 |
| 21150 - Stock Clerk | 14.39 |
| 21210 - Tools And Parts Attendant | 13.52 |
| 21410 - Warehouse Specialist | 13.52 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.77 |
| 23021 - Aircraft Mechanic I | 25.34 |
| 23022 - Aircraft Mechanic II | 26.77 |
| 23023 - Aircraft Mechanic III | 28.40 |
| 23040 - Aircraft Mechanic Helper | 17.74 |
| 23050 - Aircraft, Painter | 24.07 |
| 23060 - Aircraft Servicer | 21.28 |
| 23080 - Aircraft Worker | 22.80 |
| 23110 - Appliance Mechanic | 18.79 |
| 23120 - Bicycle Repairer | 12.92 |
| 23125 - Cable Splicer | 29.26 |
| 23130 - Carpenter, Maintenance | 17.36 |
| 23140 - Carpet Layer | 15.63 |
| 23160 - Electrician, Maintenance | 20.14 |
| 23181 - Electronics Technician Maintenance I | 18.00 |
| 23182 - Electronics Technician Maintenance II | 23.29 |
| 23183 - Electronics Technician Maintenance III | 25.37 |
| 23260 - Fabric Worker | 14.70 |
| 23290 - Fire Alarm System Mechanic | 19.80 |
| 23310 - Fire Extinguisher Repairer | 15.17 |
| 23311 - Fuel Distribution System Mechanic | 29.33 |
| 23312 - Fuel Distribution System Operator | 20.70 |
| 23370 - General Maintenance Worker | 17.48 |
| 23380 - Ground Support Equipment Mechanic | 25.34 |
| 23381 - Ground Support Equipment Servicer | 21.28 |
| 23382 - Ground Support Equipment Worker | 22.80 |
| 23391 - Gunsmith I | 15.17 |

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| 23392 - Gunsmith II | 18.14 |
| 23393 - Gunsmith III | 21.09 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.83 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.95 |
| 23430 - Heavy Equipment Mechanic | 21.55 |
| 23440 - Heavy Equipment Operator | 21.23 |
| 23460 - Instrument Mechanic | 24.18 |
| 23465 - Laboratory/Shelter Mechanic | 19.62 |
| 23470 - Laborer | 11.55 |
| 23510 - Locksmith | 19.50 |
| 23530 - Machinery Maintenance Mechanic | 25.00 |
| 23550 - Machinist, Maintenance | 17.73 |
| 23580 - Maintenance Trades Helper | 13.00 |
| 23591 - Metrology Technician I | 24.18 |
| 23592 - Metrology Technician II | 25.25 |
| 23593 - Metrology Technician III | 26.51 |
| 23640 - Millwright | 23.72 |
| 23710 - Office Appliance Repairer | 19.75 |
| 23760 - Painter, Maintenance | 16.50 |
| 23790 - Pipefitter, Maintenance | 20.86 |
| 23810 - Plumber, Maintenance | 19.81 |
| 23820 - Pneudraulic Systems Mechanic | 21.09 |
| 23850 - Rigger | 21.09 |
| 23870 - Scale Mechanic | 18.14 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.99 |
| 23910 - Small Engine Mechanic | 16.52 |
| 23931 - Telecommunications Mechanic I | 22.60 |
| 23932 - Telecommunications Mechanic II | 26.99 |
| 23950 - Telephone Lineman | 18.23 |
| 23960 - Welder, Combination, Maintenance | 17.37 |
| 23965 - Well Driller | 21.09 |
| 23970 - Woodcraft Worker | 21.09 |
| 23980 - Woodworker | 14.71 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.73 |
| 24580 - Child Care Center Clerk | 16.79 |
| 24610 - Chore Aide | 10.71 |
| 24620 - Family Readiness And Support Services Coordinator | 15.56 |
| 24630 - Homemaker | 18.38 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.78 |
| 25040 - Sewage Plant Operator | 22.71 |
| 25070 - Stationary Engineer | 23.78 |
| 25190 - Ventilation Equipment Tender | 14.81 |
| 25210 - Water Treatment Plant Operator | 22.71 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.73 |
| 27007 - Baggage Inspector | 11.01 |
| 27008 - Corrections Officer | 19.52 |
| 27010 - Court Security Officer | 20.49 |
| 27030 - Detection Dog Handler | 16.13 |
| 27040 - Detention Officer | 19.52 |
| 27070 - Firefighter | 21.80 |
| 27101 - Guard I | 11.01 |
| 27102 - Guard II | 16.13 |
| 27131 - Police Officer I | 25.69 |
| 27132 - Police Officer II | 28.53 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.84 |
| 28042 - Carnival Equipment Repairer | 15.17 |

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|---|---------------|
| 28043 - Carnival Equipment Worker | 9.89 |
| 28210 - Gate Attendant/Gate Tender | 14.95 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 16.73 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.21 |
| 28515 - Recreation Specialist | 17.99 |
| 28630 - Sports Official | 13.33 |
| 28690 - Swimming Pool Operator | 19.72 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.45 |
| 29020 - Hatch Tender | 19.45 |
| 29030 - Line Handler | 19.45 |
| 29041 - Stevedore I | 17.16 |
| 29042 - Stevedore II | 21.45 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.49 |
| 30022 - Archeological Technician II | 19.58 |
| 30023 - Archeological Technician III | 24.25 |
| 30030 - Cartographic Technician | 24.59 |
| 30040 - Civil Engineering Technician | 21.56 |
| 30061 - Drafter/CAD Operator I | 17.49 |
| 30062 - Drafter/CAD Operator II | 19.84 |
| 30063 - Drafter/CAD Operator III | 22.12 |
| 30064 - Drafter/CAD Operator IV | 26.82 |
| 30081 - Engineering Technician I | 16.02 |
| 30082 - Engineering Technician II | 17.98 |
| 30083 - Engineering Technician III | 21.48 |
| 30084 - Engineering Technician IV | 25.33 |
| 30085 - Engineering Technician V | 30.27 |
| 30086 - Engineering Technician VI | 34.64 |
| 30090 - Environmental Technician | 22.20 |
| 30210 - Laboratory Technician | 22.92 |
| 30240 - Mathematical Technician | 24.69 |
| 30361 - Paralegal/Legal Assistant I | 21.19 |
| 30362 - Paralegal/Legal Assistant II | 25.09 |
| 30363 - Paralegal/Legal Assistant III | 30.61 |
| 30364 - Paralegal/Legal Assistant IV | 37.15 |
| 30390 - Photo-Optics Technician | 24.69 |
| 30461 - Technical Writer I | 22.49 |
| 30462 - Technical Writer II | 27.51 |
| 30463 - Technical Writer III | 31.24 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 22.12 |
| 30621 - Weather Observer, Senior | (see 2) 24.12 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.17 |
| 31030 - Bus Driver | 17.45 |
| 31043 - Driver Courier | 13.84 |
| 31260 - Parking and Lot Attendant | 10.32 |
| 31290 - Shuttle Bus Driver | 15.35 |
| 31310 - Taxi Driver | 10.88 |
| 31361 - Truckdriver, Light | 15.35 |
| 31362 - Truckdriver, Medium | 18.71 |
| 31363 - Truckdriver, Heavy | 19.29 |
| 31364 - Truckdriver, Tractor-Trailer | 19.29 |

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| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.86 |
| 99050 - Desk Clerk | 10.74 |
| 99095 - Embalmer | 24.27 |
| 99251 - Laboratory Animal Caretaker I | 10.57 |
| 99252 - Laboratory Animal Caretaker II | 13.33 |
| 99310 - Mortician | 28.19 |
| 99410 - Pest Controller | 14.44 |
| 99510 - Photofinishing Worker | 13.44 |
| 99710 - Recycling Laborer | 18.15 |
| 99711 - Recycling Specialist | 23.31 |
| 99730 - Refuse Collector | 17.29 |
| 99810 - Sales Clerk | 12.38 |
| 99820 - School Crossing Guard | 8.69 |
| 99830 - Survey Party Chief | 26.46 |
| 99831 - Surveying Aide | 15.94 |
| 99832 - Surveying Technician | 22.46 |
| 99840 - Vending Machine Attendant | 14.89 |
| 99841 - Vending Machine Repairer | 18.88 |
| 99842 - Vending Machine Repairer Helper | 14.89 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2025
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Arizona

Area: Arizona Counties of Cochise, Graham, Greenlee, Pima, Santa Cruz

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.64 |
| 01012 - Accounting Clerk II | | 14.18 |
| 01013 - Accounting Clerk III | | 15.86 |
| 01020 - Administrative Assistant | | 19.66 |
| 01040 - Court Reporter | | 17.97 |
| 01051 - Data Entry Operator I | | 11.84 |
| 01052 - Data Entry Operator II | | 12.92 |

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| 01060 - Dispatcher, Motor Vehicle | 17.31 |
| 01070 - Document Preparation Clerk | 12.43 |
| 01090 - Duplicating Machine Operator | 12.43 |
| 01111 - General Clerk I | 11.74 |
| 01112 - General Clerk II | 12.82 |
| 01113 - General Clerk III | 15.13 |
| 01120 - Housing Referral Assistant | 17.86 |
| 01141 - Messenger Courier | 10.90 |
| 01191 - Order Clerk I | 12.42 |
| 01192 - Order Clerk II | 13.55 |
| 01261 - Personnel Assistant (Employment) I | 14.30 |
| 01262 - Personnel Assistant (Employment) II | 15.99 |
| 01263 - Personnel Assistant (Employment) III | 17.83 |
| 01270 - Production Control Clerk | 20.58 |
| 01280 - Receptionist | 11.74 |
| 01290 - Rental Clerk | 13.06 |
| 01300 - Scheduler, Maintenance | 14.12 |
| 01311 - Secretary I | 14.12 |
| 01312 - Secretary II | 15.79 |
| 01313 - Secretary III | 17.86 |
| 01320 - Service Order Dispatcher | 15.15 |
| 01410 - Supply Technician | 19.66 |
| 01420 - Survey Worker | 12.73 |
| 01531 - Travel Clerk I | 12.42 |
| 01532 - Travel Clerk II | 13.02 |
| 01533 - Travel Clerk III | 13.68 |
| 01611 - Word Processor I | 12.71 |
| 01612 - Word Processor II | 15.62 |
| 01613 - Word Processor III | 17.50 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.50 |
| 05010 - Automotive Electrician | 19.27 |
| 05040 - Automotive Glass Installer | 17.40 |
| 05070 - Automotive Worker | 17.40 |
| 05110 - Mobile Equipment Servicer | 15.55 |
| 05130 - Motor Equipment Metal Mechanic | 19.27 |
| 05160 - Motor Equipment Metal Worker | 17.40 |
| 05190 - Motor Vehicle Mechanic | 19.27 |
| 05220 - Motor Vehicle Mechanic Helper | 14.46 |
| 05250 - Motor Vehicle Upholstery Worker | 16.51 |
| 05280 - Motor Vehicle Wrecker | 17.40 |
| 05310 - Painter, Automotive | 18.34 |
| 05340 - Radiator Repair Specialist | 17.40 |
| 05370 - Tire Repairer | 13.08 |
| 05400 - Transmission Repair Specialist | 19.27 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.82 |
| 07041 - Cook I | 11.84 |
| 07042 - Cook II | 13.33 |
| 07070 - Dishwasher | 8.16 |
| 07130 - Food Service Worker | 10.43 |
| 07210 - Meat Cutter | 16.73 |
| 07260 - Waiter/Waitress | 8.58 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.58 |
| 09040 - Furniture Handler | 11.77 |
| 09080 - Furniture Refinisher | 17.58 |
| 09090 - Furniture Refinisher Helper | 13.86 |
| 09110 - Furniture Repairer, Minor | 15.81 |
| 09130 - Upholsterer | 17.58 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.94 |
| 11060 - Elevator Operator | 10.15 |

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| 11090 - Gardener | 13.40 |
| 11122 - Housekeeping Aide | 10.15 |
| 11150 - Janitor | 10.15 |
| 11210 - Laborer, Grounds Maintenance | 10.60 |
| 11240 - Maid or Houseman | 8.81 |
| 11260 - Pruner | 9.42 |
| 11270 - Tractor Operator | 11.84 |
| 11330 - Trail Maintenance Worker | 10.60 |
| 11360 - Window Cleaner | 11.05 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.13 |
| 12011 - Breath Alcohol Technician | 18.57 |
| 12012 - Certified Occupational Therapist Assistant | 21.78 |
| 12015 - Certified Physical Therapist Assistant | 19.02 |
| 12020 - Dental Assistant | 16.74 |
| 12025 - Dental Hygienist | 35.60 |
| 12030 - EKG Technician | 23.86 |
| 12035 - Electroneurodiagnostic Technologist | 23.86 |
| 12040 - Emergency Medical Technician | 17.13 |
| 12071 - Licensed Practical Nurse I | 16.60 |
| 12072 - Licensed Practical Nurse II | 18.57 |
| 12073 - Licensed Practical Nurse III | 20.71 |
| 12100 - Medical Assistant | 13.11 |
| 12130 - Medical Laboratory Technician | 17.19 |
| 12160 - Medical Record Clerk | 12.44 |
| 12190 - Medical Record Technician | 14.62 |
| 12195 - Medical Transcriptionist | 15.37 |
| 12210 - Nuclear Medicine Technologist | 33.36 |
| 12221 - Nursing Assistant I | 10.22 |
| 12222 - Nursing Assistant II | 11.49 |
| 12223 - Nursing Assistant III | 12.54 |
| 12224 - Nursing Assistant IV | 14.07 |
| 12235 - Optical Dispenser | 16.80 |
| 12236 - Optical Technician | 16.53 |
| 12250 - Pharmacy Technician | 13.47 |
| 12280 - Phlebotomist | 14.07 |
| 12305 - Radiologic Technologist | 22.48 |
| 12311 - Registered Nurse I | 25.04 |
| 12312 - Registered Nurse II | 30.63 |
| 12313 - Registered Nurse II, Specialist | 30.63 |
| 12314 - Registered Nurse III | 37.06 |
| 12315 - Registered Nurse III, Anesthetist | 37.06 |
| 12316 - Registered Nurse IV | 44.41 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.01 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.70 |
| 13012 - Exhibits Specialist II | 21.53 |
| 13013 - Exhibits Specialist III | 26.33 |
| 13041 - Illustrator I | 18.56 |
| 13042 - Illustrator II | 21.47 |
| 13043 - Illustrator III | 26.26 |
| 13047 - Librarian | 22.65 |
| 13050 - Library Aide/Clerk | 12.42 |
| 13054 - Library Information Technology Systems Administrator | 20.46 |
| 13058 - Library Technician | 17.94 |
| 13061 - Media Specialist I | 14.76 |
| 13062 - Media Specialist II | 16.51 |
| 13063 - Media Specialist III | 18.41 |
| 13071 - Photographer I | 14.80 |
| 13072 - Photographer II | 18.32 |
| 13073 - Photographer III | 20.51 |
| 13074 - Photographer IV | 25.09 |

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| 13075 - Photographer V | 30.35 |
| 13110 - Video Teleconference Technician | 16.98 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.46 |
| 14042 - Computer Operator II | 17.29 |
| 14043 - Computer Operator III | 19.29 |
| 14044 - Computer Operator IV | 21.43 |
| 14045 - Computer Operator V | 23.73 |
| 14071 - Computer Programmer I | 18.14 |
| 14072 - Computer Programmer II | 22.30 |
| 14073 - Computer Programmer III | 26.60 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 27.28 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 15.46 |
| 14160 - Personal Computer Support Technician | 21.43 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.28 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.00 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.55 |
| 15050 - Computer Based Training Specialist / Instructor | 27.28 |
| 15060 - Educational Technologist | 21.65 |
| 15070 - Flight Instructor (Pilot) | 39.55 |
| 15080 - Graphic Artist | 20.80 |
| 15090 - Technical Instructor | 16.29 |
| 15095 - Technical Instructor/Course Developer | 19.93 |
| 15110 - Test Proctor | 13.15 |
| 15120 - Tutor | 13.15 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.72 |
| 16030 - Counter Attendant | 8.72 |
| 16040 - Dry Cleaner | 10.44 |
| 16070 - Finisher, Flatwork, Machine | 8.72 |
| 16090 - Presser, Hand | 8.72 |
| 16110 - Presser, Machine, Drycleaning | 8.72 |
| 16130 - Presser, Machine, Shirts | 8.72 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.72 |
| 16190 - Sewing Machine Operator | 11.01 |
| 16220 - Tailor | 11.56 |
| 16250 - Washer, Machine | 9.26 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.68 |
| 19040 - Tool And Die Maker | 22.75 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.05 |
| 21030 - Material Coordinator | 18.92 |
| 21040 - Material Expediter | 20.58 |
| 21050 - Material Handling Laborer | 10.46 |
| 21071 - Order Filler | 11.76 |
| 21080 - Production Line Worker (Food Processing) | 14.05 |
| 21110 - Shipping Packer | 12.73 |
| 21130 - Shipping/Receiving Clerk | 12.73 |
| 21140 - Store Worker I | 12.67 |
| 21150 - Stock Clerk | 16.42 |
| 21210 - Tools And Parts Attendant | 14.05 |
| 21410 - Warehouse Specialist | 14.05 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.39 |
| 23021 - Aircraft Mechanic I | 23.17 |
| 23022 - Aircraft Mechanic II | 24.38 |
| 23023 - Aircraft Mechanic III | 25.54 |
| 23040 - Aircraft Mechanic Helper | 17.39 |

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| 23050 - Aircraft, Painter | 22.90 |
| 23060 - Aircraft Servicer | 19.83 |
| 23080 - Aircraft Worker | 20.94 |
| 23110 - Appliance Mechanic | 21.27 |
| 23120 - Bicycle Repairer | 14.06 |
| 23125 - Cable Splicer | 28.32 |
| 23130 - Carpenter, Maintenance | 18.32 |
| 23140 - Carpet Layer | 15.17 |
| 23160 - Electrician, Maintenance | 18.67 |
| 23181 - Electronics Technician Maintenance I | 21.95 |
| 23182 - Electronics Technician Maintenance II | 25.44 |
| 23183 - Electronics Technician Maintenance III | 26.86 |
| 23260 - Fabric Worker | 16.32 |
| 23290 - Fire Alarm System Mechanic | 17.31 |
| 23310 - Fire Extinguisher Repairer | 16.19 |
| 23311 - Fuel Distribution System Mechanic | 24.06 |
| 23312 - Fuel Distribution System Operator | 19.20 |
| 23370 - General Maintenance Worker | 16.69 |
| 23380 - Ground Support Equipment Mechanic | 23.17 |
| 23381 - Ground Support Equipment Servicer | 19.83 |
| 23382 - Ground Support Equipment Worker | 20.94 |
| 23391 - Gunsmith I | 16.19 |
| 23392 - Gunsmith II | 18.24 |
| 23393 - Gunsmith III | 20.29 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.84 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.83 |
| 23430 - Heavy Equipment Mechanic | 22.48 |
| 23440 - Heavy Equipment Operator | 19.22 |
| 23460 - Instrument Mechanic | 20.29 |
| 23465 - Laboratory/Shelter Mechanic | 19.22 |
| 23470 - Laborer | 10.46 |
| 23510 - Locksmith | 17.58 |
| 23530 - Machinery Maintenance Mechanic | 20.58 |
| 23550 - Machinist, Maintenance | 19.09 |
| 23580 - Maintenance Trades Helper | 13.84 |
| 23591 - Metrology Technician I | 20.29 |
| 23592 - Metrology Technician II | 21.36 |
| 23593 - Metrology Technician III | 22.37 |
| 23640 - Millwright | 20.29 |
| 23710 - Office Appliance Repairer | 19.65 |
| 23760 - Painter, Maintenance | 17.58 |
| 23790 - Pipefitter, Maintenance | 19.80 |
| 23810 - Plumber, Maintenance | 19.28 |
| 23820 - Pneudraulic Systems Mechanic | 20.29 |
| 23850 - Rigger | 20.29 |
| 23870 - Scale Mechanic | 18.24 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.47 |
| 23910 - Small Engine Mechanic | 18.24 |
| 23931 - Telecommunications Mechanic I | 22.59 |
| 23932 - Telecommunications Mechanic II | 25.24 |
| 23950 - Telephone Lineman | 20.29 |
| 23960 - Welder, Combination, Maintenance | 18.47 |
| 23965 - Well Driller | 20.29 |
| 23970 - Woodcraft Worker | 20.29 |
| 23980 - Woodworker | 15.13 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.32 |
| 24580 - Child Care Center Clerk | 11.81 |
| 24610 - Chore Aide | 12.06 |
| 24620 - Family Readiness And Support Services Coordinator | 15.35 |

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|--|-------|
| 24630 - Homemaker | 15.55 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.66 |
| 25040 - Sewage Plant Operator | 21.18 |
| 25070 - Stationary Engineer | 23.66 |
| 25190 - Ventilation Equipment Tender | 17.20 |
| 25210 - Water Treatment Plant Operator | 21.18 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.93 |
| 27007 - Baggage Inspector | 10.44 |
| 27008 - Corrections Officer | 20.11 |
| 27010 - Court Security Officer | 22.42 |
| 27030 - Detection Dog Handler | 12.53 |
| 27040 - Detention Officer | 20.11 |
| 27070 - Firefighter | 20.11 |
| 27101 - Guard I | 10.44 |
| 27102 - Guard II | 12.53 |
| 27131 - Police Officer I | 24.73 |
| 27132 - Police Officer II | 29.60 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.50 |
| 28042 - Carnival Equipment Repairer | 10.20 |
| 28043 - Carnival Equipment Worker | 8.24 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |
| 28310 - Lifeguard | 13.72 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.08 |
| 28515 - Recreation Specialist | 14.44 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 16.28 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.46 |
| 29020 - Hatch Tender | 18.46 |
| 29030 - Line Handler | 18.46 |
| 29041 - Stevedore I | 16.90 |
| 29042 - Stevedore II | 21.60 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.73 |
| 30022 - Archeological Technician II | 18.70 |
| 30023 - Archeological Technician III | 23.96 |
| 30030 - Cartographic Technician | 23.96 |
| 30040 - Civil Engineering Technician | 22.98 |
| 30061 - Drafter/CAD Operator I | 17.28 |
| 30062 - Drafter/CAD Operator II | 19.33 |
| 30063 - Drafter/CAD Operator III | 21.56 |
| 30064 - Drafter/CAD Operator IV | 26.52 |
| 30081 - Engineering Technician I | 14.98 |
| 30082 - Engineering Technician II | 16.21 |
| 30083 - Engineering Technician III | 18.81 |
| 30084 - Engineering Technician IV | 21.77 |
| 30085 - Engineering Technician V | 26.63 |
| 30086 - Engineering Technician VI | 32.22 |
| 30090 - Environmental Technician | 21.80 |
| 30210 - Laboratory Technician | 18.37 |
| 30240 - Mathematical Technician | 23.96 |
| 30361 - Paralegal/Legal Assistant I | 21.49 |
| 30362 - Paralegal/Legal Assistant II | 26.65 |
| 30363 - Paralegal/Legal Assistant III | 28.53 |
| 30364 - Paralegal/Legal Assistant IV | 34.52 |
| 30390 - Photo-Optics Technician | 23.96 |

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|---|---------------|
| 30461 - Technical Writer I | 21.90 |
| 30462 - Technical Writer II | 26.79 |
| 30463 - Technical Writer III | 32.41 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 21.56 |
| 30621 - Weather Observer, Senior | (see 2) 23.96 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.94 |
| 31030 - Bus Driver | 15.79 |
| 31043 - Driver Courier | 13.03 |
| 31260 - Parking and Lot Attendant | 12.41 |
| 31290 - Shuttle Bus Driver | 13.92 |
| 31310 - Taxi Driver | 11.40 |
| 31361 - Truckdriver, Light | 13.92 |
| 31362 - Truckdriver, Medium | 16.77 |
| 31363 - Truckdriver, Heavy | 18.54 |
| 31364 - Truckdriver, Tractor-Trailer | 18.54 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.81 |
| 99050 - Desk Clerk | 9.47 |
| 99095 - Embalmer | 25.32 |
| 99251 - Laboratory Animal Caretaker I | 11.28 |
| 99252 - Laboratory Animal Caretaker II | 12.06 |
| 99310 - Mortician | 25.32 |
| 99410 - Pest Controller | 13.74 |
| 99510 - Photofinishing Worker | 12.47 |
| 99710 - Recycling Laborer | 13.88 |
| 99711 - Recycling Specialist | 16.19 |
| 99730 - Refuse Collector | 12.74 |
| 99810 - Sales Clerk | 12.63 |
| 99820 - School Crossing Guard | 8.79 |
| 99830 - Survey Party Chief | 26.74 |
| 99831 - Surveying Aide | 15.13 |
| 99832 - Surveying Technician | 18.77 |
| 99840 - Vending Machine Attendant | 11.78 |
| 99841 - Vending Machine Repairer | 14.17 |
| 99842 - Vending Machine Repairer Helper | 11.78 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or
Page 4494

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2026
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: Arizona

Area: Arizona Counties of Cochise, Graham, Greenlee, Pima, Santa Cruz

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.64 |
| 01012 - Accounting Clerk II | | 14.18 |
| 01013 - Accounting Clerk III | | 15.86 |
| 01020 - Administrative Assistant | | 19.66 |
| 01040 - Court Reporter | | 17.97 |
| 01051 - Data Entry Operator I | | 11.84 |
| 01052 - Data Entry Operator II | | 12.92 |
| 01060 - Dispatcher, Motor Vehicle | | 17.31 |
| 01070 - Document Preparation Clerk | | 12.43 |
| 01090 - Duplicating Machine Operator | | 12.43 |
| 01111 - General Clerk I | | 11.74 |
| 01112 - General Clerk II | | 12.82 |
| 01113 - General Clerk III | | 15.13 |
| 01120 - Housing Referral Assistant | | 17.86 |
| 01141 - Messenger Courier | | 10.90 |
| 01191 - Order Clerk I | | 12.42 |
| 01192 - Order Clerk II | | 13.55 |
| 01261 - Personnel Assistant (Employment) I | | 14.30 |
| 01262 - Personnel Assistant (Employment) II | | 15.99 |
| 01263 - Personnel Assistant (Employment) III | | 17.83 |
| 01270 - Production Control Clerk | | 20.58 |
| 01280 - Receptionist | | 11.74 |
| 01290 - Rental Clerk | | 13.06 |
| 01300 - Scheduler, Maintenance | | 14.12 |
| 01311 - Secretary I | | 14.12 |
| 01312 - Secretary II | | 15.79 |
| 01313 - Secretary III | | 17.86 |
| 01320 - Service Order Dispatcher | | 15.15 |
| 01410 - Supply Technician | | 19.66 |
| 01420 - Survey Worker | | 12.73 |
| 01531 - Travel Clerk I | | 12.42 |
| 01532 - Travel Clerk II | | 13.02 |
| 01533 - Travel Clerk III | | 13.68 |
| 01611 - Word Processor I | | 12.71 |
| 01612 - Word Processor II | | 15.62 |
| 01613 - Word Processor III | | 17.50 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 20.50 |
| 05010 - Automotive Electrician | | 19.27 |
| 05040 - Automotive Glass Installer | | 17.40 |
| 05070 - Automotive Worker | | 17.40 |
| 05110 - Mobile Equipment Servicer | | 15.55 |
| 05130 - Motor Equipment Metal Mechanic | | 19.27 |
| 05160 - Motor Equipment Metal Worker | | 17.40 |
| 05190 - Motor Vehicle Mechanic | | 19.27 |
| 05220 - Motor Vehicle Mechanic Helper | | 14.46 |
| 05250 - Motor Vehicle Upholstery Worker | | 16.51 |
| 05280 - Motor Vehicle Wrecker | | 17.40 |
| 05310 - Painter, Automotive | | 18.34 |
| 05340 - Radiator Repair Specialist | | 17.40 |
| 05370 - Tire Repairer | | 13.08 |

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| 05400 - Transmission Repair Specialist | 19.27 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.82 |
| 07041 - Cook I | 11.84 |
| 07042 - Cook II | 13.33 |
| 07070 - Dishwasher | 8.16 |
| 07130 - Food Service Worker | 10.43 |
| 07210 - Meat Cutter | 16.73 |
| 07260 - Waiter/Waitress | 8.58 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.58 |
| 09040 - Furniture Handler | 11.77 |
| 09080 - Furniture Refinisher | 17.58 |
| 09090 - Furniture Refinisher Helper | 13.86 |
| 09110 - Furniture Repairer, Minor | 15.81 |
| 09130 - Upholsterer | 17.58 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.94 |
| 11060 - Elevator Operator | 10.15 |
| 11090 - Gardener | 13.40 |
| 11122 - Housekeeping Aide | 10.15 |
| 11150 - Janitor | 10.15 |
| 11210 - Laborer, Grounds Maintenance | 10.60 |
| 11240 - Maid or Houseman | 8.81 |
| 11260 - Pruner | 9.42 |
| 11270 - Tractor Operator | 11.84 |
| 11330 - Trail Maintenance Worker | 10.60 |
| 11360 - Window Cleaner | 11.05 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.13 |
| 12011 - Breath Alcohol Technician | 18.57 |
| 12012 - Certified Occupational Therapist Assistant | 21.78 |
| 12015 - Certified Physical Therapist Assistant | 19.02 |
| 12020 - Dental Assistant | 16.74 |
| 12025 - Dental Hygienist | 35.60 |
| 12030 - EKG Technician | 23.86 |
| 12035 - Electroneurodiagnostic Technologist | 23.86 |
| 12040 - Emergency Medical Technician | 17.13 |
| 12071 - Licensed Practical Nurse I | 16.60 |
| 12072 - Licensed Practical Nurse II | 18.57 |
| 12073 - Licensed Practical Nurse III | 20.71 |
| 12100 - Medical Assistant | 13.11 |
| 12130 - Medical Laboratory Technician | 17.19 |
| 12160 - Medical Record Clerk | 12.44 |
| 12190 - Medical Record Technician | 14.62 |
| 12195 - Medical Transcriptionist | 15.37 |
| 12210 - Nuclear Medicine Technologist | 33.36 |
| 12221 - Nursing Assistant I | 10.22 |
| 12222 - Nursing Assistant II | 11.49 |
| 12223 - Nursing Assistant III | 12.54 |
| 12224 - Nursing Assistant IV | 14.07 |
| 12235 - Optical Dispenser | 16.80 |
| 12236 - Optical Technician | 16.53 |
| 12250 - Pharmacy Technician | 13.47 |
| 12280 - Phlebotomist | 14.07 |
| 12305 - Radiologic Technologist | 22.48 |
| 12311 - Registered Nurse I | 25.04 |
| 12312 - Registered Nurse II | 30.63 |
| 12313 - Registered Nurse II, Specialist | 30.63 |
| 12314 - Registered Nurse III | 37.06 |
| 12315 - Registered Nurse III, Anesthetist | 37.06 |
| 12316 - Registered Nurse IV | 44.41 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.01 |

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|---|---------|
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.70 |
| 13012 - Exhibits Specialist II | 21.53 |
| 13013 - Exhibits Specialist III | 26.33 |
| 13041 - Illustrator I | 18.56 |
| 13042 - Illustrator II | 21.47 |
| 13043 - Illustrator III | 26.26 |
| 13047 - Librarian | 22.65 |
| 13050 - Library Aide/Clerk | 12.42 |
| 13054 - Library Information Technology Systems Administrator | 20.46 |
| 13058 - Library Technician | 17.94 |
| 13061 - Media Specialist I | 14.76 |
| 13062 - Media Specialist II | 16.51 |
| 13063 - Media Specialist III | 18.41 |
| 13071 - Photographer I | 14.80 |
| 13072 - Photographer II | 18.32 |
| 13073 - Photographer III | 20.51 |
| 13074 - Photographer IV | 25.09 |
| 13075 - Photographer V | 30.35 |
| 13110 - Video Teleconference Technician | 16.98 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.46 |
| 14042 - Computer Operator II | 17.29 |
| 14043 - Computer Operator III | 19.29 |
| 14044 - Computer Operator IV | 21.43 |
| 14045 - Computer Operator V | 23.73 |
| 14071 - Computer Programmer I | 18.14 |
| 14072 - Computer Programmer II | 22.30 |
| 14073 - Computer Programmer III | 26.60 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 27.28 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 15.46 |
| 14160 - Personal Computer Support Technician | 21.43 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.28 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.00 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.55 |
| 15050 - Computer Based Training Specialist / Instructor | 27.28 |
| 15060 - Educational Technologist | 21.65 |
| 15070 - Flight Instructor (Pilot) | 39.55 |
| 15080 - Graphic Artist | 20.80 |
| 15090 - Technical Instructor | 16.29 |
| 15095 - Technical Instructor/Course Developer | 19.93 |
| 15110 - Test Proctor | 13.15 |
| 15120 - Tutor | 13.15 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.72 |
| 16030 - Counter Attendant | 8.72 |
| 16040 - Dry Cleaner | 10.44 |
| 16070 - Finisher, Flatwork, Machine | 8.72 |
| 16090 - Presser, Hand | 8.72 |
| 16110 - Presser, Machine, Drycleaning | 8.72 |
| 16130 - Presser, Machine, Shirts | 8.72 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.72 |
| 16190 - Sewing Machine Operator | 11.01 |
| 16220 - Tailor | 11.56 |
| 16250 - Washer, Machine | 9.26 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.68 |
| 19040 - Tool And Die Maker | 22.75 |

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|---|-------|
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.05 |
| 21030 - Material Coordinator | 18.92 |
| 21040 - Material Expediter | 20.58 |
| 21050 - Material Handling Laborer | 10.46 |
| 21071 - Order Filler | 11.76 |
| 21080 - Production Line Worker (Food Processing) | 14.05 |
| 21110 - Shipping Packer | 12.73 |
| 21130 - Shipping/Receiving Clerk | 12.73 |
| 21140 - Store Worker I | 12.67 |
| 21150 - Stock Clerk | 16.42 |
| 21210 - Tools And Parts Attendant | 14.05 |
| 21410 - Warehouse Specialist | 14.05 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.39 |
| 23021 - Aircraft Mechanic I | 23.17 |
| 23022 - Aircraft Mechanic II | 24.38 |
| 23023 - Aircraft Mechanic III | 25.54 |
| 23040 - Aircraft Mechanic Helper | 17.39 |
| 23050 - Aircraft, Painter | 22.90 |
| 23060 - Aircraft Servicer | 19.83 |
| 23080 - Aircraft Worker | 20.94 |
| 23110 - Appliance Mechanic | 21.27 |
| 23120 - Bicycle Repairer | 14.06 |
| 23125 - Cable Splicer | 28.32 |
| 23130 - Carpenter, Maintenance | 18.32 |
| 23140 - Carpet Layer | 15.17 |
| 23160 - Electrician, Maintenance | 18.67 |
| 23181 - Electronics Technician Maintenance I | 21.95 |
| 23182 - Electronics Technician Maintenance II | 25.44 |
| 23183 - Electronics Technician Maintenance III | 26.86 |
| 23260 - Fabric Worker | 16.32 |
| 23290 - Fire Alarm System Mechanic | 17.31 |
| 23310 - Fire Extinguisher Repairer | 16.19 |
| 23311 - Fuel Distribution System Mechanic | 24.06 |
| 23312 - Fuel Distribution System Operator | 19.20 |
| 23370 - General Maintenance Worker | 16.69 |
| 23380 - Ground Support Equipment Mechanic | 23.17 |
| 23381 - Ground Support Equipment Servicer | 19.83 |
| 23382 - Ground Support Equipment Worker | 20.94 |
| 23391 - Gunsmith I | 16.19 |
| 23392 - Gunsmith II | 18.24 |
| 23393 - Gunsmith III | 20.29 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.84 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.83 |
| 23430 - Heavy Equipment Mechanic | 22.48 |
| 23440 - Heavy Equipment Operator | 19.22 |
| 23460 - Instrument Mechanic | 20.29 |
| 23465 - Laboratory/Shelter Mechanic | 19.22 |
| 23470 - Laborer | 10.46 |
| 23510 - Locksmith | 17.58 |
| 23530 - Machinery Maintenance Mechanic | 20.58 |
| 23550 - Machinist, Maintenance | 19.09 |
| 23580 - Maintenance Trades Helper | 13.84 |
| 23591 - Metrology Technician I | 20.29 |
| 23592 - Metrology Technician II | 21.36 |
| 23593 - Metrology Technician III | 22.37 |
| 23640 - Millwright | 20.29 |
| 23710 - Office Appliance Repairer | 19.65 |
| 23760 - Painter, Maintenance | 17.58 |
| 23790 - Pipefitter, Maintenance | 19.80 |

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| 23810 - Plumber, Maintenance | 19.28 |
| 23820 - Pneudraulic Systems Mechanic | 20.29 |
| 23850 - Rigger | 20.29 |
| 23870 - Scale Mechanic | 18.24 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.47 |
| 23910 - Small Engine Mechanic | 18.24 |
| 23931 - Telecommunications Mechanic I | 22.59 |
| 23932 - Telecommunications Mechanic II | 25.24 |
| 23950 - Telephone Lineman | 20.29 |
| 23960 - Welder, Combination, Maintenance | 18.47 |
| 23965 - well Driller | 20.29 |
| 23970 - Woodcraft Worker | 20.29 |
| 23980 - Woodworker | 15.13 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.32 |
| 24580 - Child Care Center Clerk | 11.81 |
| 24610 - Chore Aide | 12.06 |
| 24620 - Family Readiness And Support Services Coordinator | 15.35 |
| 24630 - Homemaker | 15.55 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.66 |
| 25040 - Sewage Plant Operator | 21.18 |
| 25070 - Stationary Engineer | 23.66 |
| 25190 - Ventilation Equipment Tender | 17.20 |
| 25210 - Water Treatment Plant Operator | 21.18 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.93 |
| 27007 - Baggage Inspector | 10.44 |
| 27008 - Corrections Officer | 20.11 |
| 27010 - Court Security Officer | 22.42 |
| 27030 - Detection Dog Handler | 12.53 |
| 27040 - Detention Officer | 20.11 |
| 27070 - Firefighter | 20.11 |
| 27101 - Guard I | 10.44 |
| 27102 - Guard II | 12.53 |
| 27131 - Police Officer I | 24.73 |
| 27132 - Police Officer II | 29.60 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.50 |
| 28042 - Carnival Equipment Repairer | 10.20 |
| 28043 - Carnival Equipment Worker | 8.24 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |
| 28310 - Lifeguard | 13.72 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.08 |
| 28515 - Recreation Specialist | 14.44 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 16.28 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.46 |
| 29020 - Hatch Tender | 18.46 |
| 29030 - Line Handler | 18.46 |
| 29041 - Stevedore I | 16.90 |
| 29042 - Stevedore II | 21.60 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.73 |
| 30022 - Archeological Technician II | 18.70 |
| 30023 - Archeological Technician III | 23.96 |
| 30030 - Cartographic Technician | 23.96 |

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| 30040 - Civil Engineering Technician | 22.98 |
| 30061 - Drafter/CAD Operator I | 17.28 |
| 30062 - Drafter/CAD Operator II | 19.33 |
| 30063 - Drafter/CAD Operator III | 21.56 |
| 30064 - Drafter/CAD Operator IV | 26.52 |
| 30081 - Engineering Technician I | 14.98 |
| 30082 - Engineering Technician II | 16.21 |
| 30083 - Engineering Technician III | 18.81 |
| 30084 - Engineering Technician IV | 21.77 |
| 30085 - Engineering Technician V | 26.63 |
| 30086 - Engineering Technician VI | 32.22 |
| 30090 - Environmental Technician | 21.80 |
| 30210 - Laboratory Technician | 18.37 |
| 30240 - Mathematical Technician | 23.96 |
| 30361 - Paralegal/Legal Assistant I | 21.49 |
| 30362 - Paralegal/Legal Assistant II | 26.65 |
| 30363 - Paralegal/Legal Assistant III | 28.53 |
| 30364 - Paralegal/Legal Assistant IV | 34.52 |
| 30390 - Photo-Optics Technician | 23.96 |
| 30461 - Technical Writer I | 21.90 |
| 30462 - Technical Writer II | 26.79 |
| 30463 - Technical Writer III | 32.41 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 21.56 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 23.96 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.94 |
| 31030 - Bus Driver | 15.79 |
| 31043 - Driver Courier | 13.03 |
| 31260 - Parking and Lot Attendant | 12.41 |
| 31290 - Shuttle Bus Driver | 13.92 |
| 31310 - Taxi Driver | 11.40 |
| 31361 - Truckdriver, Light | 13.92 |
| 31362 - Truckdriver, Medium | 16.77 |
| 31363 - Truckdriver, Heavy | 18.54 |
| 31364 - Truckdriver, Tractor-Trailer | 18.54 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.81 |
| 99050 - Desk Clerk | 9.47 |
| 99095 - Embalmer | 25.32 |
| 99251 - Laboratory Animal Caretaker I | 11.28 |
| 99252 - Laboratory Animal Caretaker II | 12.06 |
| 99310 - Mortician | 25.32 |
| 99410 - Pest Controller | 13.74 |
| 99510 - Photofinishing Worker | 12.47 |
| 99710 - Recycling Laborer | 13.88 |
| 99711 - Recycling Specialist | 16.19 |
| 99730 - Refuse Collector | 12.74 |
| 99810 - Sales Clerk | 12.63 |
| 99820 - School Crossing Guard | 8.79 |
| 99830 - Survey Party Chief | 26.74 |
| 99831 - Surveying Aide | 15.13 |
| 99832 - Surveying Technician | 18.77 |
| 99840 - Vending Machine Attendant | 11.78 |
| 99841 - Vending Machine Repairer | 14.17 |
| 99842 - Vending Machine Repairer Helper | 11.78 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage

determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2027
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Arizona

Area: Arizona Counties of La Paz, Yuma

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.75 |
| 01012 - Accounting Clerk II | | 14.31 |
| 01013 - Accounting Clerk III | | 17.65 |
| 01020 - Administrative Assistant | | 16.97 |
| 01040 - Court Reporter | | 16.30 |
| 01051 - Data Entry Operator I | | 11.13 |
| 01052 - Data Entry Operator II | | 12.15 |
| 01060 - Dispatcher, Motor Vehicle | | 16.43 |
| 01070 - Document Preparation Clerk | | 10.80 |
| 01090 - Duplicating Machine Operator | | 10.80 |
| 01111 - General Clerk I | | 11.65 |
| 01112 - General Clerk II | | 12.71 |
| 01113 - General Clerk III | | 15.03 |
| 01120 - Housing Referral Assistant | | 15.36 |
| 01141 - Messenger Courier | | 8.80 |
| 01191 - Order Clerk I | | 12.17 |
| 01192 - Order Clerk II | | 15.17 |
| 01261 - Personnel Assistant (Employment) I | | 13.42 |
| 01262 - Personnel Assistant (Employment) II | | 15.01 |
| 01263 - Personnel Assistant (Employment) III | | 16.74 |
| 01270 - Production Control Clerk | | 18.61 |
| 01280 - Receptionist | | 11.97 |
| 01290 - Rental Clerk | | 12.09 |
| 01300 - Scheduler, Maintenance | | 12.12 |
| 01311 - Secretary I | | 12.12 |
| 01312 - Secretary II | | 13.56 |
| 01313 - Secretary III | | 15.36 |
| 01320 - Service Order Dispatcher | | 14.18 |
| 01410 - Supply Technician | | 16.97 |

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| 01420 - Survey Worker | 13.05 |
| 01531 - Travel Clerk I | 11.73 |
| 01532 - Travel Clerk II | 12.37 |
| 01533 - Travel Clerk III | 12.98 |
| 01611 - Word Processor I | 12.18 |
| 01612 - Word Processor II | 14.07 |
| 01613 - Word Processor III | 16.09 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.69 |
| 05010 - Automotive Electrician | 19.99 |
| 05040 - Automotive Glass Installer | 19.24 |
| 05070 - Automotive Worker | 19.24 |
| 05110 - Mobile Equipment Servicer | 17.70 |
| 05130 - Motor Equipment Metal Mechanic | 20.69 |
| 05160 - Motor Equipment Metal Worker | 19.24 |
| 05190 - Motor Vehicle Mechanic | 20.32 |
| 05220 - Motor Vehicle Mechanic Helper | 16.60 |
| 05250 - Motor Vehicle Upholstery Worker | 18.53 |
| 05280 - Motor Vehicle Wrecker | 19.24 |
| 05310 - Painter, Automotive | 19.99 |
| 05340 - Radiator Repair Specialist | 19.24 |
| 05370 - Tire Repairer | 15.52 |
| 05400 - Transmission Repair Specialist | 20.69 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.00 |
| 07041 - Cook I | 12.16 |
| 07042 - Cook II | 13.21 |
| 07070 - Dishwasher | 8.28 |
| 07130 - Food Service Worker | 10.02 |
| 07210 - Meat Cutter | 15.12 |
| 07260 - Waiter/Waitress | 8.96 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.99 |
| 09040 - Furniture Handler | 13.64 |
| 09080 - Furniture Refinisher | 18.99 |
| 09090 - Furniture Refinisher Helper | 15.77 |
| 09110 - Furniture Repairer, Minor | 17.61 |
| 09130 - Upholsterer | 18.99 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.52 |
| 11060 - Elevator Operator | 9.52 |
| 11090 - Gardener | 12.04 |
| 11122 - Housekeeping Aide | 10.16 |
| 11150 - Janitor | 10.16 |
| 11210 - Laborer, Grounds Maintenance | 9.77 |
| 11240 - Maid or Houseman | 8.58 |
| 11260 - Pruner | 8.92 |
| 11270 - Tractor Operator | 11.46 |
| 11330 - Trail Maintenance Worker | 9.77 |
| 11360 - Window Cleaner | 10.52 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.80 |
| 12011 - Breath Alcohol Technician | 16.90 |
| 12012 - Certified Occupational Therapist Assistant | 21.62 |
| 12015 - Certified Physical Therapist Assistant | 21.62 |
| 12020 - Dental Assistant | 15.58 |
| 12025 - Dental Hygienist | 38.82 |
| 12030 - EKG Technician | 26.78 |
| 12035 - Electroneurodiagnostic Technologist | 26.78 |
| 12040 - Emergency Medical Technician | 13.80 |
| 12071 - Licensed Practical Nurse I | 15.79 |
| 12072 - Licensed Practical Nurse II | 17.66 |
| 12073 - Licensed Practical Nurse III | 19.70 |

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| 12100 - Medical Assistant | 14.35 |
| 12130 - Medical Laboratory Technician | 15.79 |
| 12160 - Medical Record Clerk | 12.08 |
| 12190 - Medical Record Technician | 14.58 |
| 12195 - Medical Transcriptionist | 15.79 |
| 12210 - Nuclear Medicine Technologist | 38.82 |
| 12221 - Nursing Assistant I | 10.63 |
| 12222 - Nursing Assistant II | 11.95 |
| 12223 - Nursing Assistant III | 13.04 |
| 12224 - Nursing Assistant IV | 14.63 |
| 12235 - Optical Dispenser | 16.90 |
| 12236 - Optical Technician | 15.46 |
| 12250 - Pharmacy Technician | 12.89 |
| 12280 - Phlebotomist | 14.63 |
| 12305 - Radiologic Technologist | 25.83 |
| 12311 - Registered Nurse I | 20.27 |
| 12312 - Registered Nurse II | 24.68 |
| 12313 - Registered Nurse II, Specialist | 24.68 |
| 12314 - Registered Nurse III | 29.86 |
| 12315 - Registered Nurse III, Anesthetist | 29.86 |
| 12316 - Registered Nurse IV | 35.79 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.89 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.75 |
| 13012 - Exhibits Specialist II | 20.68 |
| 13013 - Exhibits Specialist III | 24.54 |
| 13041 - Illustrator I | 17.75 |
| 13042 - Illustrator II | 20.68 |
| 13043 - Illustrator III | 24.54 |
| 13047 - Librarian | 20.34 |
| 13050 - Library Aide/Clerk | 11.81 |
| 13054 - Library Information Technology Systems Administrator | 18.67 |
| 13058 - Library Technician | 14.06 |
| 13061 - Media Specialist I | 13.25 |
| 13062 - Media Specialist II | 14.83 |
| 13063 - Media Specialist III | 16.53 |
| 13071 - Photographer I | 14.69 |
| 13072 - Photographer II | 18.91 |
| 13073 - Photographer III | 22.03 |
| 13074 - Photographer IV | 26.14 |
| 13075 - Photographer V | 31.63 |
| 13110 - Video Teleconference Technician | 13.25 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.50 |
| 14042 - Computer Operator II | 17.36 |
| 14043 - Computer Operator III | 20.82 |
| 14044 - Computer Operator IV | 22.18 |
| 14045 - Computer Operator V | 24.57 |
| 14071 - Computer Programmer I | (see 1) 20.98 |
| 14072 - Computer Programmer II | (see 1) 25.99 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 27.36 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 15.50 |
| 14160 - Personal Computer Support Technician | 23.85 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.36 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.10 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 38.70 |
| 15050 - Computer Based Training Specialist / Instructor | 27.36 |

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| 15060 - Educational Technologist | 22.07 |
| 15070 - Flight Instructor (Pilot) | 38.70 |
| 15080 - Graphic Artist | 22.91 |
| 15090 - Technical Instructor | 19.79 |
| 15095 - Technical Instructor/Course Developer | 23.80 |
| 15110 - Test Proctor | 15.98 |
| 15120 - Tutor | 15.98 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.23 |
| 16030 - Counter Attendant | 9.23 |
| 16040 - Dry Cleaner | 10.56 |
| 16070 - Finisher, Flatwork, Machine | 9.23 |
| 16090 - Presser, Hand | 9.23 |
| 16110 - Presser, Machine, Drycleaning | 9.23 |
| 16130 - Presser, Machine, Shirts | 9.23 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.23 |
| 16190 - Sewing Machine Operator | 11.00 |
| 16220 - Tailor | 11.44 |
| 16250 - Washer, Machine | 9.67 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.83 |
| 19040 - Tool And Die Maker | 24.34 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.54 |
| 21030 - Material Coordinator | 18.61 |
| 21040 - Material Expediter | 18.61 |
| 21050 - Material Handling Laborer | 10.33 |
| 21071 - Order Filler | 10.72 |
| 21080 - Production Line Worker (Food Processing) | 13.54 |
| 21110 - Shipping Packer | 12.37 |
| 21130 - Shipping/Receiving Clerk | 12.37 |
| 21140 - Store Worker I | 12.48 |
| 21150 - Stock Clerk | 16.40 |
| 21210 - Tools And Parts Attendant | 13.54 |
| 21410 - Warehouse Specialist | 13.54 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.45 |
| 23021 - Aircraft Mechanic I | 23.56 |
| 23022 - Aircraft Mechanic II | 24.45 |
| 23023 - Aircraft Mechanic III | 25.32 |
| 23040 - Aircraft Mechanic Helper | 18.91 |
| 23050 - Aircraft, Painter | 22.77 |
| 23060 - Aircraft Servicer | 21.11 |
| 23080 - Aircraft Worker | 21.92 |
| 23110 - Appliance Mechanic | 19.27 |
| 23120 - Bicycle Repairer | 15.52 |
| 23125 - Cable Splicer | 20.64 |
| 23130 - Carpenter, Maintenance | 18.13 |
| 23140 - Carpet Layer | 17.90 |
| 23160 - Electrician, Maintenance | 19.95 |
| 23181 - Electronics Technician Maintenance I | 16.49 |
| 23182 - Electronics Technician Maintenance II | 19.82 |
| 23183 - Electronics Technician Maintenance III | 23.73 |
| 23260 - Fabric Worker | 18.49 |
| 23290 - Fire Alarm System Mechanic | 20.07 |
| 23310 - Fire Extinguisher Repairer | 16.06 |
| 23311 - Fuel Distribution System Mechanic | 20.07 |
| 23312 - Fuel Distribution System Operator | 16.06 |
| 23370 - General Maintenance Worker | 17.45 |
| 23380 - Ground Support Equipment Mechanic | 23.56 |
| 23381 - Ground Support Equipment Servicer | 21.11 |
| 23382 - Ground Support Equipment Worker | 21.92 |
| 23391 - Gunsmith I | 15.73 |

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| 23392 - Gunsmith II | 17.90 |
| 23393 - Gunsmith III | 20.07 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.76 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.70 |
| 23430 - Heavy Equipment Mechanic | 21.65 |
| 23440 - Heavy Equipment Operator | 20.31 |
| 23460 - Instrument Mechanic | 20.07 |
| 23465 - Laboratory/Shelter Mechanic | 18.99 |
| 23470 - Laborer | 10.33 |
| 23510 - Locksmith | 18.99 |
| 23530 - Machinery Maintenance Mechanic | 24.66 |
| 23550 - Machinist, Maintenance | 19.26 |
| 23580 - Maintenance Trades Helper | 15.06 |
| 23591 - Metrology Technician I | 20.07 |
| 23592 - Metrology Technician II | 20.83 |
| 23593 - Metrology Technician III | 21.57 |
| 23640 - Millwright | 20.07 |
| 23710 - Office Appliance Repairer | 18.99 |
| 23760 - Painter, Maintenance | 18.35 |
| 23790 - Pipefitter, Maintenance | 18.76 |
| 23810 - Plumber, Maintenance | 18.13 |
| 23820 - Pneudraulic Systems Mechanic | 20.07 |
| 23850 - Rigger | 20.07 |
| 23870 - Scale Mechanic | 17.90 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.76 |
| 23910 - Small Engine Mechanic | 17.90 |
| 23931 - Telecommunications Mechanic I | 20.07 |
| 23932 - Telecommunications Mechanic II | 22.87 |
| 23950 - Telephone Lineman | 20.07 |
| 23960 - Welder, Combination, Maintenance | 18.76 |
| 23965 - Well Driller | 20.07 |
| 23970 - Woodcraft Worker | 20.07 |
| 23980 - Woodworker | 16.06 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.53 |
| 24580 - Child Care Center Clerk | 12.27 |
| 24610 - Chore Aide | 11.28 |
| 24620 - Family Readiness And Support Services Coordinator | 14.82 |
| 24630 - Homemaker | 17.08 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.74 |
| 25040 - Sewage Plant Operator | 20.34 |
| 25070 - Stationary Engineer | 21.50 |
| 25190 - Ventilation Equipment Tender | 15.69 |
| 25210 - Water Treatment Plant Operator | 20.34 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.87 |
| 27007 - Baggage Inspector | 9.99 |
| 27008 - Corrections Officer | 19.04 |
| 27010 - Court Security Officer | 19.14 |
| 27030 - Detection Dog Handler | 16.99 |
| 27040 - Detention Officer | 19.04 |
| 27070 - Firefighter | 18.02 |
| 27101 - Guard I | 9.99 |
| 27102 - Guard II | 16.99 |
| 27131 - Police Officer I | 22.61 |
| 27132 - Police Officer II | 25.13 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.99 |
| 28042 - Carnival Equipment Repairer | 14.91 |

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| 28043 - Carnival Equipment Worker | 10.02 |
| 28210 - Gate Attendant/Gate Tender | 14.90 |
| 28310 - Lifeguard | 13.28 |
| 28350 - Park Attendant (Aide) | 16.67 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.17 |
| 28515 - Recreation Specialist | 16.89 |
| 28630 - Sports Official | 13.28 |
| 28690 - Swimming Pool Operator | 16.16 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.06 |
| 29020 - Hatch Tender | 17.06 |
| 29030 - Line Handler | 17.06 |
| 29041 - Stevedore I | 16.24 |
| 29042 - Stevedore II | 18.17 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.51 |
| 30022 - Archeological Technician II | 18.73 |
| 30023 - Archeological Technician III | 24.28 |
| 30030 - Cartographic Technician | 24.91 |
| 30040 - Civil Engineering Technician | 24.94 |
| 30061 - Drafter/CAD Operator I | 17.97 |
| 30062 - Drafter/CAD Operator II | 20.10 |
| 30063 - Drafter/CAD Operator III | 22.42 |
| 30064 - Drafter/CAD Operator IV | 27.53 |
| 30081 - Engineering Technician I | 15.26 |
| 30082 - Engineering Technician II | 17.97 |
| 30083 - Engineering Technician III | 20.10 |
| 30084 - Engineering Technician IV | 24.91 |
| 30085 - Engineering Technician V | 30.47 |
| 30086 - Engineering Technician VI | 36.86 |
| 30090 - Environmental Technician | 24.91 |
| 30210 - Laboratory Technician | 20.88 |
| 30240 - Mathematical Technician | 24.91 |
| 30361 - Paralegal/Legal Assistant I | 18.14 |
| 30362 - Paralegal/Legal Assistant II | 22.56 |
| 30363 - Paralegal/Legal Assistant III | 27.60 |
| 30364 - Paralegal/Legal Assistant IV | 32.86 |
| 30390 - Photo-Optics Technician | 24.91 |
| 30461 - Technical Writer I | 23.42 |
| 30462 - Technical Writer II | 28.63 |
| 30463 - Technical Writer III | 34.64 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 19.22 |
| 30621 - Weather Observer, Senior (see 2) | 21.34 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.12 |
| 31030 - Bus Driver | 14.96 |
| 31043 - Driver Courier | 13.23 |
| 31260 - Parking and Lot Attendant | 10.30 |
| 31290 - Shuttle Bus Driver | 14.21 |
| 31310 - Taxi Driver | 11.36 |
| 31361 - Truckdriver, Light | 14.21 |
| 31362 - Truckdriver, Medium | 15.17 |
| 31363 - Truckdriver, Heavy | 15.95 |
| 31364 - Truckdriver, Tractor-Trailer | 15.95 |

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|---|-------|
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.53 |
| 99050 - Desk Clerk | 10.06 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 14.15 |
| 99252 - Laboratory Animal Caretaker II | 15.19 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 13.60 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 16.32 |
| 99711 - Recycling Specialist | 17.93 |
| 99730 - Refuse Collector | 14.90 |
| 99810 - Sales Clerk | 12.75 |
| 99820 - School Crossing Guard | 13.78 |
| 99830 - Survey Party Chief | 29.02 |
| 99831 - Surveying Aide | 18.06 |
| 99832 - Surveying Technician | 24.77 |
| 99840 - Vending Machine Attendant | 15.76 |
| 99841 - Vending Machine Repairer | 18.25 |
| 99842 - Vending Machine Repairer Helper | 15.21 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2028
Revision No.: 17
Date of Last Revision: 07/25/2014

State: Arizona

Area: Arizona Counties of La Paz, Yuma

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.75 |
| 01012 - Accounting Clerk II | | 14.31 |
| 01013 - Accounting Clerk III | | 17.65 |
| 01020 - Administrative Assistant | | 16.97 |
| 01040 - Court Reporter | | 16.30 |
| 01051 - Data Entry Operator I | | 11.13 |
| 01052 - Data Entry Operator II | | 12.15 |
| 01060 - Dispatcher, Motor Vehicle | | 16.43 |
| 01070 - Document Preparation Clerk | | 10.80 |
| 01090 - Duplicating Machine Operator | | 10.80 |

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|-------|--|-------|
| 01111 | - General Clerk I | 11.65 |
| 01112 | - General Clerk II | 12.71 |
| 01113 | - General Clerk III | 15.03 |
| 01120 | - Housing Referral Assistant | 15.36 |
| 01141 | - Messenger Courier | 8.80 |
| 01191 | - Order Clerk I | 12.17 |
| 01192 | - Order Clerk II | 15.17 |
| 01261 | - Personnel Assistant (Employment) I | 13.42 |
| 01262 | - Personnel Assistant (Employment) II | 15.01 |
| 01263 | - Personnel Assistant (Employment) III | 16.74 |
| 01270 | - Production Control Clerk | 18.61 |
| 01280 | - Receptionist | 11.97 |
| 01290 | - Rental Clerk | 12.09 |
| 01300 | - Scheduler, Maintenance | 12.12 |
| 01311 | - Secretary I | 12.12 |
| 01312 | - Secretary II | 13.56 |
| 01313 | - Secretary III | 15.36 |
| 01320 | - Service Order Dispatcher | 14.18 |
| 01410 | - Supply Technician | 16.97 |
| 01420 | - Survey Worker | 13.05 |
| 01531 | - Travel Clerk I | 11.73 |
| 01532 | - Travel Clerk II | 12.37 |
| 01533 | - Travel Clerk III | 12.98 |
| 01611 | - Word Processor I | 12.18 |
| 01612 | - Word Processor II | 14.07 |
| 01613 | - Word Processor III | 16.09 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 20.69 |
| 05010 | - Automotive Electrician | 19.99 |
| 05040 | - Automotive Glass Installer | 19.24 |
| 05070 | - Automotive Worker | 19.24 |
| 05110 | - Mobile Equipment Servicer | 17.70 |
| 05130 | - Motor Equipment Metal Mechanic | 20.69 |
| 05160 | - Motor Equipment Metal Worker | 19.24 |
| 05190 | - Motor Vehicle Mechanic | 20.32 |
| 05220 | - Motor Vehicle Mechanic Helper | 16.60 |
| 05250 | - Motor Vehicle Upholstery Worker | 18.53 |
| 05280 | - Motor Vehicle Wrecker | 19.24 |
| 05310 | - Painter, Automotive | 19.99 |
| 05340 | - Radiator Repair Specialist | 19.24 |
| 05370 | - Tire Repairer | 15.52 |
| 05400 | - Transmission Repair Specialist | 20.69 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 12.00 |
| 07041 | - Cook I | 12.16 |
| 07042 | - Cook II | 13.21 |
| 07070 | - Dishwasher | 8.28 |
| 07130 | - Food Service Worker | 10.02 |
| 07210 | - Meat Cutter | 15.12 |
| 07260 | - Waiter/Waitress | 8.96 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 18.99 |
| 09040 | - Furniture Handler | 13.64 |
| 09080 | - Furniture Refinisher | 18.99 |
| 09090 | - Furniture Refinisher Helper | 15.77 |
| 09110 | - Furniture Repairer, Minor | 17.61 |
| 09130 | - Upholsterer | 18.99 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 9.52 |
| 11060 | - Elevator Operator | 9.52 |
| 11090 | - Gardener | 12.04 |
| 11122 | - Housekeeping Aide | 10.16 |
| 11150 | - Janitor | 10.16 |

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| 11210 - Laborer, Grounds Maintenance | 9.77 |
| 11240 - Maid or Houseman | 8.58 |
| 11260 - Pruner | 8.92 |
| 11270 - Tractor Operator | 11.46 |
| 11330 - Trail Maintenance Worker | 9.77 |
| 11360 - Window Cleaner | 10.52 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.80 |
| 12011 - Breath Alcohol Technician | 16.90 |
| 12012 - Certified Occupational Therapist Assistant | 21.62 |
| 12015 - Certified Physical Therapist Assistant | 21.62 |
| 12020 - Dental Assistant | 15.58 |
| 12025 - Dental Hygienist | 38.82 |
| 12030 - EKG Technician | 26.78 |
| 12035 - Electroneurodiagnostic Technologist | 26.78 |
| 12040 - Emergency Medical Technician | 13.80 |
| 12071 - Licensed Practical Nurse I | 15.79 |
| 12072 - Licensed Practical Nurse II | 17.66 |
| 12073 - Licensed Practical Nurse III | 19.70 |
| 12100 - Medical Assistant | 14.35 |
| 12130 - Medical Laboratory Technician | 15.79 |
| 12160 - Medical Record Clerk | 12.08 |
| 12190 - Medical Record Technician | 14.58 |
| 12195 - Medical Transcriptionist | 15.79 |
| 12210 - Nuclear Medicine Technologist | 38.82 |
| 12221 - Nursing Assistant I | 10.63 |
| 12222 - Nursing Assistant II | 11.95 |
| 12223 - Nursing Assistant III | 13.04 |
| 12224 - Nursing Assistant IV | 14.63 |
| 12235 - Optical Dispenser | 16.90 |
| 12236 - Optical Technician | 15.46 |
| 12250 - Pharmacy Technician | 12.89 |
| 12280 - Phlebotomist | 14.63 |
| 12305 - Radiologic Technologist | 25.83 |
| 12311 - Registered Nurse I | 20.27 |
| 12312 - Registered Nurse II | 24.68 |
| 12313 - Registered Nurse II, Specialist | 24.68 |
| 12314 - Registered Nurse III | 29.86 |
| 12315 - Registered Nurse III, Anesthetist | 29.86 |
| 12316 - Registered Nurse IV | 35.79 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.89 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.75 |
| 13012 - Exhibits Specialist II | 20.68 |
| 13013 - Exhibits Specialist III | 24.54 |
| 13041 - Illustrator I | 17.75 |
| 13042 - Illustrator II | 20.68 |
| 13043 - Illustrator III | 24.54 |
| 13047 - Librarian | 20.34 |
| 13050 - Library Aide/Clerk | 11.81 |
| 13054 - Library Information Technology Systems Administrator | 18.67 |
| 13058 - Library Technician | 14.06 |
| 13061 - Media Specialist I | 13.25 |
| 13062 - Media Specialist II | 14.83 |
| 13063 - Media Specialist III | 16.53 |
| 13071 - Photographer I | 14.69 |
| 13072 - Photographer II | 18.91 |
| 13073 - Photographer III | 22.03 |
| 13074 - Photographer IV | 26.14 |
| 13075 - Photographer V | 31.63 |
| 13110 - Video Teleconference Technician | 13.25 |
| 14000 - Information Technology Occupations | |

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|---|-------|
| 14041 - Computer Operator I | 15.50 |
| 14042 - Computer Operator II | 17.36 |
| 14043 - Computer Operator III | 20.82 |
| 14044 - Computer Operator IV | 22.18 |
| 14045 - Computer Operator V | 24.57 |
| 14071 - Computer Programmer I (see 1) | 20.98 |
| 14072 - Computer Programmer II (see 1) | 25.99 |
| 14073 - Computer Programmer III (see 1) | |
| 14074 - Computer Programmer IV (see 1) | |
| 14101 - Computer Systems Analyst I (see 1) | 27.36 |
| 14102 - Computer Systems Analyst II (see 1) | |
| 14103 - Computer Systems Analyst III (see 1) | |
| 14150 - Peripheral Equipment Operator | 15.50 |
| 14160 - Personal Computer Support Technician | 23.85 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.36 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.10 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 38.70 |
| 15050 - Computer Based Training Specialist / Instructor | 27.36 |
| 15060 - Educational Technologist | 22.07 |
| 15070 - Flight Instructor (Pilot) | 38.70 |
| 15080 - Graphic Artist | 22.91 |
| 15090 - Technical Instructor | 19.79 |
| 15095 - Technical Instructor/Course Developer | 23.80 |
| 15110 - Test Proctor | 15.98 |
| 15120 - Tutor | 15.98 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.23 |
| 16030 - Counter Attendant | 9.23 |
| 16040 - Dry Cleaner | 10.56 |
| 16070 - Finisher, Flatwork, Machine | 9.23 |
| 16090 - Presser, Hand | 9.23 |
| 16110 - Presser, Machine, Drycleaning | 9.23 |
| 16130 - Presser, Machine, Shirts | 9.23 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.23 |
| 16190 - Sewing Machine Operator | 11.00 |
| 16220 - Tailor | 11.44 |
| 16250 - Washer, Machine | 9.67 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.83 |
| 19040 - Tool And Die Maker | 24.34 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.54 |
| 21030 - Material Coordinator | 18.61 |
| 21040 - Material Expediter | 18.61 |
| 21050 - Material Handling Laborer | 10.33 |
| 21071 - Order Filler | 10.72 |
| 21080 - Production Line Worker (Food Processing) | 13.54 |
| 21110 - Shipping Packer | 12.37 |
| 21130 - Shipping/Receiving Clerk | 12.37 |
| 21140 - Store Worker I | 12.48 |
| 21150 - Stock Clerk | 16.40 |
| 21210 - Tools And Parts Attendant | 13.54 |
| 21410 - Warehouse Specialist | 13.54 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.45 |
| 23021 - Aircraft Mechanic I | 23.56 |
| 23022 - Aircraft Mechanic II | 24.45 |
| 23023 - Aircraft Mechanic III | 25.32 |
| 23040 - Aircraft Mechanic Helper | 18.91 |
| 23050 - Aircraft, Painter | 22.77 |
| 23060 - Aircraft Servicer | 21.11 |
| 23080 - Aircraft Worker | 21.92 |

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| 23110 - Appliance Mechanic | 19.27 |
| 23120 - Bicycle Repairer | 15.52 |
| 23125 - Cable Splicer | 20.64 |
| 23130 - Carpenter, Maintenance | 18.13 |
| 23140 - Carpet Layer | 17.90 |
| 23160 - Electrician, Maintenance | 19.95 |
| 23181 - Electronics Technician Maintenance I | 16.49 |
| 23182 - Electronics Technician Maintenance II | 19.82 |
| 23183 - Electronics Technician Maintenance III | 23.73 |
| 23260 - Fabric Worker | 18.49 |
| 23290 - Fire Alarm System Mechanic | 20.07 |
| 23310 - Fire Extinguisher Repairer | 16.06 |
| 23311 - Fuel Distribution System Mechanic | 20.07 |
| 23312 - Fuel Distribution System Operator | 16.06 |
| 23370 - General Maintenance Worker | 17.45 |
| 23380 - Ground Support Equipment Mechanic | 23.56 |
| 23381 - Ground Support Equipment Servicer | 21.11 |
| 23382 - Ground Support Equipment Worker | 21.92 |
| 23391 - Gunsmith I | 15.73 |
| 23392 - Gunsmith II | 17.90 |
| 23393 - Gunsmith III | 20.07 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.76 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.70 |
| 23430 - Heavy Equipment Mechanic | 21.65 |
| 23440 - Heavy Equipment Operator | 20.31 |
| 23460 - Instrument Mechanic | 20.07 |
| 23465 - Laboratory/Shelter Mechanic | 18.99 |
| 23470 - Laborer | 10.33 |
| 23510 - Locksmith | 18.99 |
| 23530 - Machinery Maintenance Mechanic | 24.66 |
| 23550 - Machinist, Maintenance | 19.26 |
| 23580 - Maintenance Trades Helper | 15.06 |
| 23591 - Metrology Technician I | 20.07 |
| 23592 - Metrology Technician II | 20.83 |
| 23593 - Metrology Technician III | 21.57 |
| 23640 - Millwright | 20.07 |
| 23710 - Office Appliance Repairer | 18.99 |
| 23760 - Painter, Maintenance | 18.35 |
| 23790 - Pipefitter, Maintenance | 18.76 |
| 23810 - Plumber, Maintenance | 18.13 |
| 23820 - Pneudraulic Systems Mechanic | 20.07 |
| 23850 - Rigger | 20.07 |
| 23870 - Scale Mechanic | 17.90 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.76 |
| 23910 - Small Engine Mechanic | 17.90 |
| 23931 - Telecommunications Mechanic I | 20.07 |
| 23932 - Telecommunications Mechanic II | 22.87 |
| 23950 - Telephone Lineman | 20.07 |
| 23960 - Welder, Combination, Maintenance | 18.76 |
| 23965 - Well Driller | 20.07 |
| 23970 - Woodcraft Worker | 20.07 |
| 23980 - Woodworker | 16.06 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.53 |
| 24580 - Child Care Center Clerk | 12.27 |
| 24610 - Chore Aide | 11.28 |
| 24620 - Family Readiness And Support Services Coordinator | 14.82 |
| 24630 - Homemaker | 17.08 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.74 |

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| 25040 - Sewage Plant Operator | 20.34 |
| 25070 - Stationary Engineer | 21.50 |
| 25190 - Ventilation Equipment Tender | 15.69 |
| 25210 - Water Treatment Plant Operator | 20.34 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.87 |
| 27007 - Baggage Inspector | 9.99 |
| 27008 - Corrections Officer | 19.04 |
| 27010 - Court Security Officer | 19.14 |
| 27030 - Detection Dog Handler | 16.99 |
| 27040 - Detention Officer | 19.04 |
| 27070 - Firefighter | 18.02 |
| 27101 - Guard I | 9.99 |
| 27102 - Guard II | 16.99 |
| 27131 - Police Officer I | 22.61 |
| 27132 - Police Officer II | 25.13 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.99 |
| 28042 - Carnival Equipment Repairer | 14.91 |
| 28043 - Carnival Equipment Worker | 10.02 |
| 28210 - Gate Attendant/Gate Tender | 14.90 |
| 28310 - Lifeguard | 13.28 |
| 28350 - Park Attendant (Aide) | 16.67 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.17 |
| 28515 - Recreation Specialist | 16.89 |
| 28630 - Sports Official | 13.28 |
| 28690 - Swimming Pool Operator | 16.16 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.06 |
| 29020 - Hatch Tender | 17.06 |
| 29030 - Line Handler | 17.06 |
| 29041 - Stevedore I | 16.24 |
| 29042 - Stevedore II | 18.17 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.51 |
| 30022 - Archeological Technician II | 18.73 |
| 30023 - Archeological Technician III | 24.28 |
| 30030 - Cartographic Technician | 24.91 |
| 30040 - Civil Engineering Technician | 24.94 |
| 30061 - Drafter/CAD Operator I | 17.97 |
| 30062 - Drafter/CAD Operator II | 20.10 |
| 30063 - Drafter/CAD Operator III | 22.42 |
| 30064 - Drafter/CAD Operator IV | 27.53 |
| 30081 - Engineering Technician I | 15.26 |
| 30082 - Engineering Technician II | 17.97 |
| 30083 - Engineering Technician III | 20.10 |
| 30084 - Engineering Technician IV | 24.91 |
| 30085 - Engineering Technician V | 30.47 |
| 30086 - Engineering Technician VI | 36.86 |
| 30090 - Environmental Technician | 24.91 |
| 30210 - Laboratory Technician | 20.88 |
| 30240 - Mathematical Technician | 24.91 |
| 30361 - Paralegal/Legal Assistant I | 18.14 |
| 30362 - Paralegal/Legal Assistant II | 22.56 |
| 30363 - Paralegal/Legal Assistant III | 27.60 |
| 30364 - Paralegal/Legal Assistant IV | 32.86 |
| 30390 - Photo-Optics Technician | 24.91 |
| 30461 - Technical Writer I | 23.42 |
| 30462 - Technical Writer II | 28.63 |
| 30463 - Technical Writer III | 34.64 |

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| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 19.22 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 21.34 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.12 |
| 31030 - Bus Driver | 14.96 |
| 31043 - Driver Courier | 13.23 |
| 31260 - Parking and Lot Attendant | 10.30 |
| 31290 - Shuttle Bus Driver | 14.21 |
| 31310 - Taxi Driver | 11.36 |
| 31361 - Truckdriver, Light | 14.21 |
| 31362 - Truckdriver, Medium | 15.17 |
| 31363 - Truckdriver, Heavy | 15.95 |
| 31364 - Truckdriver, Tractor-Trailer | 15.95 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.53 |
| 99050 - Desk Clerk | 10.06 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 14.15 |
| 99252 - Laboratory Animal Caretaker II | 15.19 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 13.60 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 16.32 |
| 99711 - Recycling Specialist | 17.93 |
| 99730 - Refuse Collector | 14.90 |
| 99810 - Sales Clerk | 12.75 |
| 99820 - School Crossing Guard | 13.78 |
| 99830 - Survey Party Chief | 29.02 |
| 99831 - Surveying Aide | 18.06 |
| 99832 - Surveying Technician | 24.77 |
| 99840 - Vending Machine Attendant | 15.76 |
| 99841 - Vending Machine Repairer | 18.25 |
| 99842 - Vending Machine Repairer Helper | 15.21 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2033
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Arkansas

Area: Arkansas Counties of Baxter, Boone, Clay, Cleburne, Conway, Faulkner, Fulton, Garland, Greene, Hot Spring, Independence, Izard, Jackson, Lawrence, Lonoke, Marion, Monroe, Montgomery, Perry, Pope, Prairie, Pulaski, Randolph, Saline, Searcy, Sharp, Stone, Van Buren, White, Woodruff, Yell

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.09 |
| 01012 - Accounting Clerk II | | 14.70 |
| 01013 - Accounting Clerk III | | 19.95 |
| 01020 - Administrative Assistant | | 16.42 |
| 01040 - Court Reporter | | 14.26 |
| 01051 - Data Entry Operator I | | 11.80 |
| 01052 - Data Entry Operator II | | 14.38 |
| 01060 - Dispatcher, Motor Vehicle | | 16.42 |
| 01070 - Document Preparation Clerk | | 11.24 |
| 01090 - Duplicating Machine Operator | | 11.24 |
| 01111 - General Clerk I | | 10.82 |
| 01112 - General Clerk II | | 11.81 |
| 01113 - General Clerk III | | 13.25 |
| 01120 - Housing Referral Assistant | | 15.81 |
| 01141 - Messenger Courier | | 11.92 |
| 01191 - Order Clerk I | | 11.08 |
| 01192 - Order Clerk II | | 12.09 |
| 01261 - Personnel Assistant (Employment) I | | 13.51 |
| 01262 - Personnel Assistant (Employment) II | | 14.81 |
| 01263 - Personnel Assistant (Employment) III | | 16.51 |
| 01270 - Production Control Clerk | | 18.80 |
| 01280 - Receptionist | | 10.72 |
| 01290 - Rental Clerk | | 10.23 |
| 01300 - Scheduler, Maintenance | | 12.67 |
| 01311 - Secretary I | | 12.67 |
| 01312 - Secretary II | | 14.17 |
| 01313 - Secretary III | | 15.81 |
| 01320 - Service Order Dispatcher | | 16.25 |
| 01410 - Supply Technician | | 17.56 |
| 01420 - Survey Worker | | 13.29 |
| 01531 - Travel Clerk I | | 11.82 |
| 01532 - Travel Clerk II | | 12.86 |
| 01533 - Travel Clerk III | | 13.60 |
| 01611 - Word Processor I | | 11.64 |
| 01612 - Word Processor II | | 13.00 |
| 01613 - Word Processor III | | 14.54 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.08 |
| 05010 - Automotive Electrician | | 17.59 |
| 05040 - Automotive Glass Installer | | 14.86 |
| 05070 - Automotive Worker | | 15.04 |
| 05110 - Mobile Equipment Servicer | | 13.27 |
| 05130 - Motor Equipment Metal Mechanic | | 16.78 |
| 05160 - Motor Equipment Metal Worker | | 15.04 |
| 05190 - Motor Vehicle Mechanic | | 17.43 |
| 05220 - Motor Vehicle Mechanic Helper | | 12.42 |
| 05250 - Motor Vehicle Upholstery Worker | | 14.86 |
| 05280 - Motor Vehicle Wrecker | | 15.04 |

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| 05310 - Painter, Automotive | 15.90 |
| 05340 - Radiator Repair Specialist | 15.04 |
| 05370 - Tire Repairer | 10.83 |
| 05400 - Transmission Repair Specialist | 17.43 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 9.17 |
| 07041 - Cook I | 8.49 |
| 07042 - Cook II | 9.66 |
| 07070 - Dishwasher | 8.19 |
| 07130 - Food Service Worker | 8.61 |
| 07210 - Meat Cutter | 13.79 |
| 07260 - Waiter/Waitress | 8.06 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.42 |
| 09040 - Furniture Handler | 10.37 |
| 09080 - Furniture Refinisher | 13.42 |
| 09090 - Furniture Refinisher Helper | 10.48 |
| 09110 - Furniture Repairer, Minor | 11.95 |
| 09130 - Upholsterer | 14.76 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.69 |
| 11060 - Elevator Operator | 9.69 |
| 11090 - Gardener | 12.25 |
| 11122 - Housekeeping Aide | 9.30 |
| 11150 - Janitor | 9.78 |
| 11210 - Laborer, Grounds Maintenance | 10.82 |
| 11240 - Maid or Houseman | 8.11 |
| 11260 - Pruner | 9.86 |
| 11270 - Tractor Operator | 12.61 |
| 11330 - Trail Maintenance Worker | 10.82 |
| 11360 - Window Cleaner | 10.26 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.53 |
| 12011 - Breath Alcohol Technician | 15.41 |
| 12012 - Certified Occupational Therapist Assistant | 21.88 |
| 12015 - Certified Physical Therapist Assistant | 20.47 |
| 12020 - Dental Assistant | 13.94 |
| 12025 - Dental Hygienist | 27.84 |
| 12030 - EKG Technician | 23.88 |
| 12035 - Electroneurodiagnostic Technologist | 23.88 |
| 12040 - Emergency Medical Technician | 14.53 |
| 12071 - Licensed Practical Nurse I | 14.26 |
| 12072 - Licensed Practical Nurse II | 15.95 |
| 12073 - Licensed Practical Nurse III | 17.79 |
| 12100 - Medical Assistant | 12.74 |
| 12130 - Medical Laboratory Technician | 17.27 |
| 12160 - Medical Record Clerk | 13.78 |
| 12190 - Medical Record Technician | 15.31 |
| 12195 - Medical Transcriptionist | 14.42 |
| 12210 - Nuclear Medicine Technologist | 31.50 |
| 12221 - Nursing Assistant I | 10.29 |
| 12222 - Nursing Assistant II | 11.57 |
| 12223 - Nursing Assistant III | 12.62 |
| 12224 - Nursing Assistant IV | 14.17 |
| 12235 - Optical Dispenser | 14.24 |
| 12236 - Optical Technician | 14.18 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 14.17 |
| 12305 - Radiologic Technologist | 22.88 |
| 12311 - Registered Nurse I | 24.41 |
| 12312 - Registered Nurse II | 29.86 |
| 12313 - Registered Nurse II, Specialist | 29.86 |
| 12314 - Registered Nurse III | 36.12 |

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| 12315 - Registered Nurse III, Anesthetist | 36.12 |
| 12316 - Registered Nurse IV | 43.29 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.09 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.29 |
| 13012 - Exhibits Specialist II | 22.66 |
| 13013 - Exhibits Specialist III | 27.72 |
| 13041 - Illustrator I | 18.29 |
| 13042 - Illustrator II | 22.66 |
| 13043 - Illustrator III | 27.72 |
| 13047 - Librarian | 25.09 |
| 13050 - Library Aide/Clerk | 8.24 |
| 13054 - Library Information Technology Systems Administrator | 22.66 |
| 13058 - Library Technician | 12.15 |
| 13061 - Media Specialist I | 16.35 |
| 13062 - Media Specialist II | 17.41 |
| 13063 - Media Specialist III | 20.40 |
| 13071 - Photographer I | 13.74 |
| 13072 - Photographer II | 15.37 |
| 13073 - Photographer III | 19.04 |
| 13074 - Photographer IV | 23.29 |
| 13075 - Photographer V | 28.18 |
| 13110 - Video Teleconference Technician | 17.16 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.69 |
| 14042 - Computer Operator II | 17.55 |
| 14043 - Computer Operator III | 19.57 |
| 14044 - Computer Operator IV | 21.84 |
| 14045 - Computer Operator V | 24.08 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 15.69 |
| 14160 - Personal Computer Support Technician | 24.02 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.78 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.88 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.44 |
| 15050 - Computer Based Training Specialist / Instructor | 29.78 |
| 15060 - Educational Technologist | 29.22 |
| 15070 - Flight Instructor (Pilot) | 40.44 |
| 15080 - Graphic Artist | 19.50 |
| 15090 - Technical Instructor | 20.60 |
| 15095 - Technical Instructor/Course Developer | 25.20 |
| 15110 - Test Proctor | 16.63 |
| 15120 - Tutor | 16.63 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.72 |
| 16030 - Counter Attendant | 8.72 |
| 16040 - Dry Cleaner | 10.92 |
| 16070 - Finisher, Flatwork, Machine | 8.72 |
| 16090 - Presser, Hand | 8.72 |
| 16110 - Presser, Machine, Drycleaning | 8.72 |
| 16130 - Presser, Machine, Shirts | 8.72 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.72 |
| 16190 - Sewing Machine Operator | 11.73 |
| 16220 - Tailor | 12.57 |
| 16250 - Washer, Machine | 9.47 |

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|---|-------|
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.14 |
| 19040 - Tool And Die Maker | 20.87 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.29 |
| 21030 - Material Coordinator | 18.80 |
| 21040 - Material Expediter | 18.80 |
| 21050 - Material Handling Laborer | 10.54 |
| 21071 - Order Filler | 10.85 |
| 21080 - Production Line Worker (Food Processing) | 13.29 |
| 21110 - Shipping Packer | 13.07 |
| 21130 - Shipping/Receiving Clerk | 13.07 |
| 21140 - Store Worker I | 10.50 |
| 21150 - Stock Clerk | 13.92 |
| 21210 - Tools And Parts Attendant | 13.29 |
| 21410 - Warehouse Specialist | 13.29 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.67 |
| 23021 - Aircraft Mechanic I | 21.46 |
| 23022 - Aircraft Mechanic II | 22.67 |
| 23023 - Aircraft Mechanic III | 23.91 |
| 23040 - Aircraft Mechanic Helper | 15.22 |
| 23050 - Aircraft, Painter | 20.20 |
| 23060 - Aircraft Servicer | 17.38 |
| 23080 - Aircraft Worker | 18.46 |
| 23110 - Appliance Mechanic | 17.03 |
| 23120 - Bicycle Repairer | 10.83 |
| 23125 - Cable Splicer | 22.87 |
| 23130 - Carpenter, Maintenance | 16.16 |
| 23140 - Carpet Layer | 15.94 |
| 23160 - Electrician, Maintenance | 18.01 |
| 23181 - Electronics Technician Maintenance I | 19.84 |
| 23182 - Electronics Technician Maintenance II | 21.50 |
| 23183 - Electronics Technician Maintenance III | 21.78 |
| 23260 - Fabric Worker | 14.99 |
| 23290 - Fire Alarm System Mechanic | 16.04 |
| 23310 - Fire Extinguisher Repairer | 14.01 |
| 23311 - Fuel Distribution System Mechanic | 18.63 |
| 23312 - Fuel Distribution System Operator | 16.61 |
| 23370 - General Maintenance Worker | 14.98 |
| 23380 - Ground Support Equipment Mechanic | 21.46 |
| 23381 - Ground Support Equipment Servicer | 17.38 |
| 23382 - Ground Support Equipment Worker | 18.46 |
| 23391 - Gunsmith I | 14.01 |
| 23392 - Gunsmith II | 15.94 |
| 23393 - Gunsmith III | 18.05 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.47 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.58 |
| 23430 - Heavy Equipment Mechanic | 18.39 |
| 23440 - Heavy Equipment Operator | 15.49 |
| 23460 - Instrument Mechanic | 18.05 |
| 23465 - Laboratory/Shelter Mechanic | 17.00 |
| 23470 - Laborer | 10.54 |
| 23510 - Locksmith | 16.89 |
| 23530 - Machinery Maintenance Mechanic | 19.03 |
| 23550 - Machinist, Maintenance | 17.23 |
| 23580 - Maintenance Trades Helper | 10.93 |
| 23591 - Metrology Technician I | 18.05 |
| 23592 - Metrology Technician II | 19.07 |
| 23593 - Metrology Technician III | 20.12 |
| 23640 - Millwright | 17.23 |

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|--|-------|
| 23710 - Office Appliance Repairer | 18.65 |
| 23760 - Painter, Maintenance | 15.61 |
| 23790 - Pipefitter, Maintenance | 19.32 |
| 23810 - Plumber, Maintenance | 18.69 |
| 23820 - Pneudraulic Systems Mechanic | 18.05 |
| 23850 - Rigger | 18.05 |
| 23870 - Scale Mechanic | 15.94 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.90 |
| 23910 - Small Engine Mechanic | 14.49 |
| 23931 - Telecommunications Mechanic I | 21.68 |
| 23932 - Telecommunications Mechanic II | 22.77 |
| 23950 - Telephone Lineman | 21.12 |
| 23960 - Welder, Combination, Maintenance | 15.83 |
| 23965 - Well Driller | 18.05 |
| 23970 - Woodcraft Worker | 18.05 |
| 23980 - Woodworker | 15.19 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.46 |
| 24580 - Child Care Center Clerk | 10.34 |
| 24610 - Chore Aide | 8.57 |
| 24620 - Family Readiness And Support Services Coordinator | 11.49 |
| 24630 - Homemaker | 15.14 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.61 |
| 25040 - Sewage Plant Operator | 16.24 |
| 25070 - Stationary Engineer | 18.61 |
| 25190 - Ventilation Equipment Tender | 13.55 |
| 25210 - Water Treatment Plant Operator | 15.49 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.29 |
| 27007 - Baggage Inspector | 11.41 |
| 27008 - Corrections Officer | 16.48 |
| 27010 - Court Security Officer | 17.64 |
| 27030 - Detection Dog Handler | 13.80 |
| 27040 - Detention Officer | 16.48 |
| 27070 - Firefighter | 18.44 |
| 27101 - Guard I | 11.41 |
| 27102 - Guard II | 13.80 |
| 27131 - Police Officer I | 17.77 |
| 27132 - Police Officer II | 19.74 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.02 |
| 28042 - Carnival Equipment Repairer | 10.71 |
| 28043 - Carnival Equipment Worker | 8.35 |
| 28210 - Gate Attendant/Gate Tender | 13.18 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.74 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.49 |
| 28515 - Recreation Specialist | 15.08 |
| 28630 - Sports Official | 11.45 |
| 28690 - Swimming Pool Operator | 16.09 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 15.43 |
| 29020 - Hatch Tender | 15.43 |
| 29030 - Line Handler | 15.43 |
| 29041 - Stevedore I | 14.51 |
| 29042 - Stevedore II | 16.46 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.39 |

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|---|---------------|
| 30022 - Archeological Technician II | 18.33 |
| 30023 - Archeological Technician III | 22.65 |
| 30030 - Cartographic Technician | 24.09 |
| 30040 - Civil Engineering Technician | 21.18 |
| 30061 - Drafter/CAD Operator I | 17.38 |
| 30062 - Drafter/CAD Operator II | 19.44 |
| 30063 - Drafter/CAD Operator III | 21.68 |
| 30064 - Drafter/CAD Operator IV | 26.67 |
| 30081 - Engineering Technician I | 15.21 |
| 30082 - Engineering Technician II | 17.07 |
| 30083 - Engineering Technician III | 19.09 |
| 30084 - Engineering Technician IV | 23.66 |
| 30085 - Engineering Technician V | 28.94 |
| 30086 - Engineering Technician VI | 35.01 |
| 30090 - Environmental Technician | 16.97 |
| 30210 - Laboratory Technician | 17.33 |
| 30240 - Mathematical Technician | 24.09 |
| 30361 - Paralegal/Legal Assistant I | 16.32 |
| 30362 - Paralegal/Legal Assistant II | 18.22 |
| 30363 - Paralegal/Legal Assistant III | 21.19 |
| 30364 - Paralegal/Legal Assistant IV | 24.59 |
| 30390 - Photo-Optics Technician | 24.09 |
| 30461 - Technical Writer I | 19.80 |
| 30462 - Technical Writer II | 24.23 |
| 30463 - Technical Writer III | 29.32 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 33.48 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 21.68 |
| 30621 - Weather Observer, Senior | (see 2) 24.09 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.41 |
| 31030 - Bus Driver | 15.50 |
| 31043 - Driver Courier | 13.14 |
| 31260 - Parking and Lot Attendant | 9.27 |
| 31290 - Shuttle Bus Driver | 13.33 |
| 31310 - Taxi Driver | 9.44 |
| 31361 - Truckdriver, Light | 13.33 |
| 31362 - Truckdriver, Medium | 14.28 |
| 31363 - Truckdriver, Heavy | 16.77 |
| 31364 - Truckdriver, Tractor-Trailer | 16.77 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.37 |
| 99050 - Desk Clerk | 8.60 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 9.59 |
| 99252 - Laboratory Animal Caretaker II | 10.30 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 13.02 |
| 99510 - Photofinishing Worker | 10.53 |
| 99710 - Recycling Laborer | 12.58 |
| 99711 - Recycling Specialist | 14.85 |
| 99730 - Refuse Collector | 13.08 |
| 99810 - Sales Clerk | 10.57 |
| 99820 - School Crossing Guard | 9.26 |
| 99830 - Survey Party Chief | 16.97 |
| 99831 - Surveying Aide | 11.23 |
| 99832 - Surveying Technician | 15.43 |
| 99840 - Vending Machine Attendant | 9.99 |
| 99841 - Vending Machine Repairer | 12.09 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage

determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2034
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Arkansas

Area: Arkansas Counties of Baxter, Boone, Clay, Cleburne, Conway, Faulkner, Fulton, Garland, Greene, Hot Spring, Independence, Izard, Jackson, Lawrence, Lonoke, Marion, Monroe, Montgomery, Perry, Pope, Prairie, Pulaski, Randolph, Saline, Searcy, Sharp, Stone, Van Buren, White, Woodruff, Yell

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.09 |
| 01012 - Accounting Clerk II | | 14.70 |
| 01013 - Accounting Clerk III | | 19.95 |
| 01020 - Administrative Assistant | | 16.42 |
| 01040 - Court Reporter | | 14.26 |
| 01051 - Data Entry Operator I | | 11.80 |
| 01052 - Data Entry Operator II | | 14.38 |
| 01060 - Dispatcher, Motor Vehicle | | 16.42 |
| 01070 - Document Preparation Clerk | | 11.24 |
| 01090 - Duplicating Machine Operator | | 11.24 |
| 01111 - General Clerk I | | 10.82 |
| 01112 - General Clerk II | | 11.81 |
| 01113 - General Clerk III | | 13.25 |
| 01120 - Housing Referral Assistant | | 15.81 |
| 01141 - Messenger Courier | | 11.92 |
| 01191 - Order Clerk I | | 11.08 |
| 01192 - Order Clerk II | | 12.09 |
| 01261 - Personnel Assistant (Employment) I | | 13.51 |
| 01262 - Personnel Assistant (Employment) II | | 14.81 |
| 01263 - Personnel Assistant (Employment) III | | 16.51 |
| 01270 - Production Control Clerk | | 18.80 |
| 01280 - Receptionist | | 10.72 |
| 01290 - Rental Clerk | | 10.23 |
| 01300 - Scheduler, Maintenance | | 12.67 |
| 01311 - Secretary I | | 12.67 |
| 01312 - Secretary II | | 14.17 |

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| 01313 - Secretary III | 15.81 |
| 01320 - Service Order Dispatcher | 16.25 |
| 01410 - Supply Technician | 17.56 |
| 01420 - Survey Worker | 13.29 |
| 01531 - Travel Clerk I | 11.82 |
| 01532 - Travel Clerk II | 12.86 |
| 01533 - Travel Clerk III | 13.60 |
| 01611 - Word Processor I | 11.64 |
| 01612 - Word Processor II | 13.00 |
| 01613 - Word Processor III | 14.54 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.08 |
| 05010 - Automotive Electrician | 17.59 |
| 05040 - Automotive Glass Installer | 14.86 |
| 05070 - Automotive Worker | 15.04 |
| 05110 - Mobile Equipment Servicer | 13.27 |
| 05130 - Motor Equipment Metal Mechanic | 16.78 |
| 05160 - Motor Equipment Metal Worker | 15.04 |
| 05190 - Motor Vehicle Mechanic | 17.43 |
| 05220 - Motor Vehicle Mechanic Helper | 12.42 |
| 05250 - Motor Vehicle Upholstery Worker | 14.86 |
| 05280 - Motor Vehicle Wrecker | 15.04 |
| 05310 - Painter, Automotive | 15.90 |
| 05340 - Radiator Repair Specialist | 15.04 |
| 05370 - Tire Repairer | 10.83 |
| 05400 - Transmission Repair Specialist | 17.43 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 9.17 |
| 07041 - Cook I | 8.49 |
| 07042 - Cook II | 9.66 |
| 07070 - Dishwasher | 8.19 |
| 07130 - Food Service Worker | 8.61 |
| 07210 - Meat Cutter | 13.79 |
| 07260 - Waiter/Waitress | 8.06 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.42 |
| 09040 - Furniture Handler | 10.37 |
| 09080 - Furniture Refinisher | 13.42 |
| 09090 - Furniture Refinisher Helper | 10.48 |
| 09110 - Furniture Repairer, Minor | 11.95 |
| 09130 - Upholsterer | 14.76 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.69 |
| 11060 - Elevator Operator | 9.69 |
| 11090 - Gardener | 12.25 |
| 11122 - Housekeeping Aide | 9.30 |
| 11150 - Janitor | 9.78 |
| 11210 - Laborer, Grounds Maintenance | 10.82 |
| 11240 - Maid or Houseman | 8.11 |
| 11260 - Pruner | 9.86 |
| 11270 - Tractor Operator | 12.61 |
| 11330 - Trail Maintenance Worker | 10.82 |
| 11360 - Window Cleaner | 10.26 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.53 |
| 12011 - Breath Alcohol Technician | 15.41 |
| 12012 - Certified Occupational Therapist Assistant | 21.88 |
| 12015 - Certified Physical Therapist Assistant | 20.47 |
| 12020 - Dental Assistant | 13.94 |
| 12025 - Dental Hygienist | 27.84 |
| 12030 - EKG Technician | 23.88 |
| 12035 - Electroneurodiagnostic Technologist | 23.88 |
| 12040 - Emergency Medical Technician | 14.53 |

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| 12071 - Licensed Practical Nurse I | 14.26 |
| 12072 - Licensed Practical Nurse II | 15.95 |
| 12073 - Licensed Practical Nurse III | 17.79 |
| 12100 - Medical Assistant | 12.74 |
| 12130 - Medical Laboratory Technician | 17.27 |
| 12160 - Medical Record Clerk | 13.78 |
| 12190 - Medical Record Technician | 15.31 |
| 12195 - Medical Transcriptionist | 14.42 |
| 12210 - Nuclear Medicine Technologist | 31.50 |
| 12221 - Nursing Assistant I | 10.29 |
| 12222 - Nursing Assistant II | 11.57 |
| 12223 - Nursing Assistant III | 12.62 |
| 12224 - Nursing Assistant IV | 14.17 |
| 12235 - Optical Dispenser | 14.24 |
| 12236 - Optical Technician | 14.18 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 14.17 |
| 12305 - Radiologic Technologist | 22.88 |
| 12311 - Registered Nurse I | 24.41 |
| 12312 - Registered Nurse II | 29.86 |
| 12313 - Registered Nurse II, Specialist | 29.86 |
| 12314 - Registered Nurse III | 36.12 |
| 12315 - Registered Nurse III, Anesthetist | 36.12 |
| 12316 - Registered Nurse IV | 43.29 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.09 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.29 |
| 13012 - Exhibits Specialist II | 22.66 |
| 13013 - Exhibits Specialist III | 27.72 |
| 13041 - Illustrator I | 18.29 |
| 13042 - Illustrator II | 22.66 |
| 13043 - Illustrator III | 27.72 |
| 13047 - Librarian | 25.09 |
| 13050 - Library Aide/Clerk | 8.24 |
| 13054 - Library Information Technology Systems Administrator | 22.66 |
| 13058 - Library Technician | 12.15 |
| 13061 - Media Specialist I | 16.35 |
| 13062 - Media Specialist II | 17.41 |
| 13063 - Media Specialist III | 20.40 |
| 13071 - Photographer I | 13.74 |
| 13072 - Photographer II | 15.37 |
| 13073 - Photographer III | 19.04 |
| 13074 - Photographer IV | 23.29 |
| 13075 - Photographer V | 28.18 |
| 13110 - Video Teleconference Technician | 17.16 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.69 |
| 14042 - Computer Operator II | 17.55 |
| 14043 - Computer Operator III | 19.57 |
| 14044 - Computer Operator IV | 21.84 |
| 14045 - Computer Operator V | 24.08 |
| 14071 - Computer Programmer I | (see 1) 21.44 |
| 14072 - Computer Programmer II | (see 1) 25.80 |
| 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 | 15.69 |
| 14160 - Personal Computer Support Technician | 24.02 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.78 |

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| 15020 - Aircrew Training Devices Instructor (Rated) | 35.88 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.44 |
| 15050 - Computer Based Training Specialist / Instructor | 29.78 |
| 15060 - Educational Technologist | 29.22 |
| 15070 - Flight Instructor (Pilot) | 40.44 |
| 15080 - Graphic Artist | 19.50 |
| 15090 - Technical Instructor | 20.60 |
| 15095 - Technical Instructor/Course Developer | 25.20 |
| 15110 - Test Proctor | 16.63 |
| 15120 - Tutor | 16.63 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.72 |
| 16030 - Counter Attendant | 8.72 |
| 16040 - Dry Cleaner | 10.92 |
| 16070 - Finisher, Flatwork, Machine | 8.72 |
| 16090 - Presser, Hand | 8.72 |
| 16110 - Presser, Machine, Drycleaning | 8.72 |
| 16130 - Presser, Machine, Shirts | 8.72 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.72 |
| 16190 - Sewing Machine Operator | 11.73 |
| 16220 - Tailor | 12.57 |
| 16250 - Washer, Machine | 9.47 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.14 |
| 19040 - Tool And Die Maker | 20.87 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.29 |
| 21030 - Material Coordinator | 18.80 |
| 21040 - Material Expediter | 18.80 |
| 21050 - Material Handling Laborer | 10.54 |
| 21071 - Order Filler | 10.85 |
| 21080 - Production Line Worker (Food Processing) | 13.29 |
| 21110 - Shipping Packer | 13.07 |
| 21130 - Shipping/Receiving Clerk | 13.07 |
| 21140 - Store Worker I | 10.50 |
| 21150 - Stock Clerk | 13.92 |
| 21210 - Tools And Parts Attendant | 13.29 |
| 21410 - Warehouse Specialist | 13.29 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.67 |
| 23021 - Aircraft Mechanic I | 21.46 |
| 23022 - Aircraft Mechanic II | 22.67 |
| 23023 - Aircraft Mechanic III | 23.91 |
| 23040 - Aircraft Mechanic Helper | 15.22 |
| 23050 - Aircraft, Painter | 20.20 |
| 23060 - Aircraft Servicer | 17.38 |
| 23080 - Aircraft Worker | 18.46 |
| 23110 - Appliance Mechanic | 17.03 |
| 23120 - Bicycle Repairer | 10.83 |
| 23125 - Cable Splicer | 22.87 |
| 23130 - Carpenter, Maintenance | 16.16 |
| 23140 - Carpet Layer | 15.94 |
| 23160 - Electrician, Maintenance | 18.01 |
| 23181 - Electronics Technician Maintenance I | 19.84 |
| 23182 - Electronics Technician Maintenance II | 21.50 |
| 23183 - Electronics Technician Maintenance III | 21.78 |
| 23260 - Fabric Worker | 14.99 |
| 23290 - Fire Alarm System Mechanic | 16.04 |
| 23310 - Fire Extinguisher Repairer | 14.01 |
| 23311 - Fuel Distribution System Mechanic | 18.63 |
| 23312 - Fuel Distribution System Operator | 16.61 |
| 23370 - General Maintenance Worker | 14.98 |
| 23380 - Ground Support Equipment Mechanic | 21.46 |

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| 23381 - Ground Support Equipment Servicer | 17.38 |
| 23382 - Ground Support Equipment Worker | 18.46 |
| 23391 - Gunsmith I | 14.01 |
| 23392 - Gunsmith II | 15.94 |
| 23393 - Gunsmith III | 18.05 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.47 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.58 |
| 23430 - Heavy Equipment Mechanic | 18.39 |
| 23440 - Heavy Equipment Operator | 15.49 |
| 23460 - Instrument Mechanic | 18.05 |
| 23465 - Laboratory/Shelter Mechanic | 17.00 |
| 23470 - Laborer | 10.54 |
| 23510 - Locksmith | 16.89 |
| 23530 - Machinery Maintenance Mechanic | 19.03 |
| 23550 - Machinist, Maintenance | 17.23 |
| 23580 - Maintenance Trades Helper | 10.93 |
| 23591 - Metrology Technician I | 18.05 |
| 23592 - Metrology Technician II | 19.07 |
| 23593 - Metrology Technician III | 20.12 |
| 23640 - Millwright | 17.23 |
| 23710 - Office Appliance Repairer | 18.65 |
| 23760 - Painter, Maintenance | 15.61 |
| 23790 - Pipefitter, Maintenance | 19.32 |
| 23810 - Plumber, Maintenance | 18.69 |
| 23820 - Pneudraulic Systems Mechanic | 18.05 |
| 23850 - Rigger | 18.05 |
| 23870 - Scale Mechanic | 15.94 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.90 |
| 23910 - Small Engine Mechanic | 14.49 |
| 23931 - Telecommunications Mechanic I | 21.68 |
| 23932 - Telecommunications Mechanic II | 22.77 |
| 23950 - Telephone Lineman | 21.12 |
| 23960 - Welder, Combination, Maintenance | 15.83 |
| 23965 - Well Driller | 18.05 |
| 23970 - Woodcraft Worker | 18.05 |
| 23980 - Woodworker | 15.19 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.46 |
| 24580 - Child Care Center Clerk | 10.34 |
| 24610 - Chore Aide | 8.57 |
| 24620 - Family Readiness And Support Services Coordinator | 11.49 |
| 24630 - Homemaker | 15.14 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.61 |
| 25040 - Sewage Plant Operator | 16.24 |
| 25070 - Stationary Engineer | 18.61 |
| 25190 - Ventilation Equipment Tender | 13.55 |
| 25210 - Water Treatment Plant Operator | 15.49 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.29 |
| 27007 - Baggage Inspector | 11.41 |
| 27008 - Corrections Officer | 16.48 |
| 27010 - Court Security Officer | 17.64 |
| 27030 - Detection Dog Handler | 13.80 |
| 27040 - Detention Officer | 16.48 |
| 27070 - Firefighter | 18.44 |
| 27101 - Guard I | 11.41 |
| 27102 - Guard II | 13.80 |
| 27131 - Police Officer I | 17.77 |
| 27132 - Police Officer II | 19.74 |

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| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.02 |
| 28042 - Carnival Equipment Repairer | 10.71 |
| 28043 - Carnival Equipment Worker | 8.35 |
| 28210 - Gate Attendant/Gate Tender | 13.18 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.74 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.49 |
| 28515 - Recreation Specialist | 15.08 |
| 28630 - Sports Official | 11.45 |
| 28690 - Swimming Pool Operator | 16.09 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 15.43 |
| 29020 - Hatch Tender | 15.43 |
| 29030 - Line Handler | 15.43 |
| 29041 - Stevedore I | 14.51 |
| 29042 - Stevedore II | 16.46 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.39 |
| 30022 - Archeological Technician II | 18.33 |
| 30023 - Archeological Technician III | 22.65 |
| 30030 - Cartographic Technician | 24.09 |
| 30040 - Civil Engineering Technician | 21.18 |
| 30061 - Drafter/CAD Operator I | 17.38 |
| 30062 - Drafter/CAD Operator II | 19.44 |
| 30063 - Drafter/CAD Operator III | 21.68 |
| 30064 - Drafter/CAD Operator IV | 26.67 |
| 30081 - Engineering Technician I | 15.21 |
| 30082 - Engineering Technician II | 17.07 |
| 30083 - Engineering Technician III | 19.09 |
| 30084 - Engineering Technician IV | 23.66 |
| 30085 - Engineering Technician V | 28.94 |
| 30086 - Engineering Technician VI | 35.01 |
| 30090 - Environmental Technician | 16.97 |
| 30210 - Laboratory Technician | 17.33 |
| 30240 - Mathematical Technician | 24.09 |
| 30361 - Paralegal/Legal Assistant I | 16.32 |
| 30362 - Paralegal/Legal Assistant II | 18.22 |
| 30363 - Paralegal/Legal Assistant III | 21.19 |
| 30364 - Paralegal/Legal Assistant IV | 24.59 |
| 30390 - Photo-Optics Technician | 24.09 |
| 30461 - Technical Writer I | 19.80 |
| 30462 - Technical Writer II | 24.23 |
| 30463 - Technical Writer III | 29.32 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 33.48 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 21.68 |
| 30621 - Weather Observer, Senior (see 2) | 24.09 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.41 |
| 31030 - Bus Driver | 15.50 |
| 31043 - Driver Courier | 13.14 |
| 31260 - Parking and Lot Attendant | 9.27 |
| 31290 - Shuttle Bus Driver | 13.33 |
| 31310 - Taxi Driver | 9.44 |
| 31361 - Truckdriver, Light | 13.33 |

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| 31362 - Truckdriver, Medium | 14.28 |
| 31363 - Truckdriver, Heavy | 16.77 |
| 31364 - Truckdriver, Tractor-Trailer | 16.77 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.37 |
| 99050 - Desk Clerk | 8.60 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 9.59 |
| 99252 - Laboratory Animal Caretaker II | 10.30 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 13.02 |
| 99510 - Photofinishing Worker | 10.53 |
| 99710 - Recycling Laborer | 12.58 |
| 99711 - Recycling Specialist | 14.85 |
| 99730 - Refuse Collector | 13.08 |
| 99810 - Sales Clerk | 10.57 |
| 99820 - School Crossing Guard | 9.26 |
| 99830 - Survey Party Chief | 16.97 |
| 99831 - Surveying Aide | 11.23 |
| 99832 - Surveying Technician | 15.43 |
| 99840 - Vending Machine Attendant | 9.99 |
| 99841 - Vending Machine Repairer | 12.09 |
| 99842 - Vending Machine Repairer Helper | 9.99 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2035
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Arkansas

Area: Arkansas Counties of Arkansas, Ashley, Bradley, Calhoun, Chicot, Clark, Cleveland, Dallas, Desha, Drew, Grant, Jefferson, Lincoln, Ouachita, Phillips, Pike, Union

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.71 |
| 01012 - Accounting Clerk II | | 12.36 |

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| 01013 - Accounting Clerk III | 13.83 |
| 01020 - Administrative Assistant | 15.79 |
| 01040 - Court Reporter | 12.20 |
| 01051 - Data Entry Operator I | 10.44 |
| 01052 - Data Entry Operator II | 11.39 |
| 01060 - Dispatcher, Motor Vehicle | 12.55 |
| 01070 - Document Preparation Clerk | 9.57 |
| 01090 - Duplicating Machine Operator | 9.57 |
| 01111 - General Clerk I | 9.58 |
| 01112 - General Clerk II | 10.45 |
| 01113 - General Clerk III | 11.73 |
| 01120 - Housing Referral Assistant | 13.66 |
| 01141 - Messenger Courier | 7.92 |
| 01191 - Order Clerk I | 9.28 |
| 01192 - Order Clerk II | 10.13 |
| 01261 - Personnel Assistant (Employment) I | 11.46 |
| 01262 - Personnel Assistant (Employment) II | 12.82 |
| 01263 - Personnel Assistant (Employment) III | 14.30 |
| 01270 - Production Control Clerk | 19.17 |
| 01280 - Receptionist | 10.17 |
| 01290 - Rental Clerk | 10.02 |
| 01300 - Scheduler, Maintenance | 10.91 |
| 01311 - Secretary I | 10.91 |
| 01312 - Secretary II | 12.20 |
| 01313 - Secretary III | 13.66 |
| 01320 - Service Order Dispatcher | 12.35 |
| 01410 - Supply Technician | 15.79 |
| 01420 - Survey Worker | 12.20 |
| 01531 - Travel Clerk I | 11.82 |
| 01532 - Travel Clerk II | 12.86 |
| 01533 - Travel Clerk III | 13.60 |
| 01611 - Word Processor I | 9.72 |
| 01612 - Word Processor II | 10.91 |
| 01613 - Word Processor III | 12.20 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.09 |
| 05010 - Automotive Electrician | 18.09 |
| 05040 - Automotive Glass Installer | 16.14 |
| 05070 - Automotive Worker | 16.14 |
| 05110 - Mobile Equipment Servicer | 14.55 |
| 05130 - Motor Equipment Metal Mechanic | 18.09 |
| 05160 - Motor Equipment Metal Worker | 16.14 |
| 05190 - Motor Vehicle Mechanic | 18.09 |
| 05220 - Motor Vehicle Mechanic Helper | 13.31 |
| 05250 - Motor Vehicle Upholstery Worker | 16.14 |
| 05280 - Motor Vehicle Wrecker | 16.14 |
| 05310 - Painter, Automotive | 17.15 |
| 05340 - Radiator Repair Specialist | 16.14 |
| 05370 - Tire Repairer | 9.79 |
| 05400 - Transmission Repair Specialist | 18.09 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.96 |
| 07041 - Cook I | 12.17 |
| 07042 - Cook II | 13.96 |
| 07070 - Dishwasher | 8.92 |
| 07130 - Food Service Worker | 8.92 |
| 07210 - Meat Cutter | 13.96 |
| 07260 - Waiter/Waitress | 10.12 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.92 |
| 09040 - Furniture Handler | 10.53 |
| 09080 - Furniture Refinisher | 14.92 |
| 09090 - Furniture Refinisher Helper | 11.57 |

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| 09110 - Furniture Repairer, Minor | 13.15 |
| 09130 - Upholsterer | 14.92 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.74 |
| 11060 - Elevator Operator | 9.74 |
| 11090 - Gardener | 12.05 |
| 11122 - Housekeeping Aide | 9.22 |
| 11150 - Janitor | 8.42 |
| 11210 - Laborer, Grounds Maintenance | 10.02 |
| 11240 - Maid or Houseman | 7.88 |
| 11260 - Pruner | 9.13 |
| 11270 - Tractor Operator | 11.57 |
| 11330 - Trail Maintenance Worker | 10.02 |
| 11360 - Window Cleaner | 9.53 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.66 |
| 12011 - Breath Alcohol Technician | 15.78 |
| 12012 - Certified Occupational Therapist Assistant | 21.65 |
| 12015 - Certified Physical Therapist Assistant | 21.64 |
| 12020 - Dental Assistant | 12.85 |
| 12025 - Dental Hygienist | 32.36 |
| 12030 - EKG Technician | 23.74 |
| 12035 - Electroneurodiagnostic Technologist | 21.58 |
| 12040 - Emergency Medical Technician | 15.66 |
| 12071 - Licensed Practical Nurse I | 14.11 |
| 12072 - Licensed Practical Nurse II | 15.78 |
| 12073 - Licensed Practical Nurse III | 17.60 |
| 12100 - Medical Assistant | 11.98 |
| 12130 - Medical Laboratory Technician | 14.11 |
| 12160 - Medical Record Clerk | 12.47 |
| 12190 - Medical Record Technician | 15.71 |
| 12195 - Medical Transcriptionist | 14.11 |
| 12210 - Nuclear Medicine Technologist | 34.84 |
| 12221 - Nursing Assistant I | 9.57 |
| 12222 - Nursing Assistant II | 10.76 |
| 12223 - Nursing Assistant III | 11.74 |
| 12224 - Nursing Assistant IV | 13.17 |
| 12235 - Optical Dispenser | 15.78 |
| 12236 - Optical Technician | 14.11 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.17 |
| 12305 - Radiologic Technologist | 22.17 |
| 12311 - Registered Nurse I | 19.40 |
| 12312 - Registered Nurse II | 23.76 |
| 12313 - Registered Nurse II, Specialist | 23.76 |
| 12314 - Registered Nurse III | 28.75 |
| 12315 - Registered Nurse III, Anesthetist | 28.75 |
| 12316 - Registered Nurse IV | 34.41 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.56 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.79 |
| 13012 - Exhibits Specialist II | 20.96 |
| 13013 - Exhibits Specialist III | 26.91 |
| 13041 - Illustrator I | 17.79 |
| 13042 - Illustrator II | 20.96 |
| 13043 - Illustrator III | 26.91 |
| 13047 - Librarian | 24.38 |
| 13050 - Library Aide/Clerk | 14.16 |
| 13054 - Library Information Technology Systems Administrator | 22.02 |
| 13058 - Library Technician | 14.87 |
| 13061 - Media Specialist I | 15.88 |
| 13062 - Media Specialist II | 17.76 |

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| 13063 - Media Specialist III | 19.81 |
| 13071 - Photographer I | 13.95 |
| 13072 - Photographer II | 17.79 |
| 13073 - Photographer III | 21.05 |
| 13074 - Photographer IV | 26.94 |
| 13075 - Photographer V | 28.60 |
| 13110 - Video Teleconference Technician | 15.88 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 11.80 |
| 14042 - Computer Operator II | 13.20 |
| 14043 - Computer Operator III | 14.72 |
| 14044 - Computer Operator IV | 19.77 |
| 14045 - Computer Operator V | 21.45 |
| 14071 - Computer Programmer I | 17.84 |
| 14072 - Computer Programmer II | 19.77 |
| 14073 - Computer Programmer III | 24.01 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 24.39 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 11.80 |
| 14160 - Personal Computer Support Technician | 21.75 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 21.90 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 26.50 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 31.76 |
| 15050 - Computer Based Training Specialist / Instructor | 24.39 |
| 15060 - Educational Technologist | 23.31 |
| 15070 - Flight Instructor (Pilot) | 31.76 |
| 15080 - Graphic Artist | 20.15 |
| 15090 - Technical Instructor | 18.50 |
| 15095 - Technical Instructor/Course Developer | 20.58 |
| 15110 - Test Proctor | 13.58 |
| 15120 - Tutor | 13.58 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.72 |
| 16030 - Counter Attendant | 8.72 |
| 16040 - Dry Cleaner | 10.92 |
| 16070 - Finisher, Flatwork, Machine | 8.72 |
| 16090 - Presser, Hand | 8.72 |
| 16110 - Presser, Machine, Drycleaning | 8.72 |
| 16130 - Presser, Machine, Shirts | 8.72 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.72 |
| 16190 - Sewing Machine Operator | 11.73 |
| 16220 - Tailor | 13.48 |
| 16250 - Washer, Machine | 9.47 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.39 |
| 19040 - Tool And Die Maker | 22.48 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.97 |
| 21030 - Material Coordinator | 19.17 |
| 21040 - Material Expediter | 19.17 |
| 21050 - Material Handling Laborer | 10.74 |
| 21071 - Order Filler | 10.21 |
| 21080 - Production Line Worker (Food Processing) | 12.97 |
| 21110 - Shipping Packer | 12.82 |
| 21130 - Shipping/Receiving Clerk | 12.82 |
| 21140 - Store Worker I | 10.50 |
| 21150 - Stock Clerk | 13.92 |
| 21210 - Tools And Parts Attendant | 12.97 |
| 21410 - Warehouse Specialist | 12.97 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |

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|---|-------|
| 23010 - Aerospace Structural Welder | 20.25 |
| 23021 - Aircraft Mechanic I | 19.16 |
| 23022 - Aircraft Mechanic II | 20.25 |
| 23023 - Aircraft Mechanic III | 21.12 |
| 23040 - Aircraft Mechanic Helper | 14.10 |
| 23050 - Aircraft, Painter | 18.17 |
| 23060 - Aircraft Servicer | 16.07 |
| 23080 - Aircraft Worker | 17.11 |
| 23110 - Appliance Mechanic | 18.53 |
| 23120 - Bicycle Repairer | 9.79 |
| 23125 - Cable Splicer | 19.16 |
| 23130 - Carpenter, Maintenance | 16.14 |
| 23140 - Carpet Layer | 16.97 |
| 23160 - Electrician, Maintenance | 20.62 |
| 23181 - Electronics Technician Maintenance I | 17.71 |
| 23182 - Electronics Technician Maintenance II | 18.89 |
| 23183 - Electronics Technician Maintenance III | 21.39 |
| 23260 - Fabric Worker | 16.29 |
| 23290 - Fire Alarm System Mechanic | 19.16 |
| 23310 - Fire Extinguisher Repairer | 14.91 |
| 23311 - Fuel Distribution System Mechanic | 19.16 |
| 23312 - Fuel Distribution System Operator | 14.91 |
| 23370 - General Maintenance Worker | 18.48 |
| 23380 - Ground Support Equipment Mechanic | 19.16 |
| 23381 - Ground Support Equipment Servicer | 16.07 |
| 23382 - Ground Support Equipment Worker | 17.11 |
| 23391 - Gunsmith I | 14.91 |
| 23392 - Gunsmith II | 16.97 |
| 23393 - Gunsmith III | 19.16 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.43 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 17.36 |
| 23430 - Heavy Equipment Mechanic | 18.61 |
| 23440 - Heavy Equipment Operator | 16.51 |
| 23460 - Instrument Mechanic | 19.16 |
| 23465 - Laboratory/Shelter Mechanic | 18.36 |
| 23470 - Laborer | 10.74 |
| 23510 - Locksmith | 19.87 |
| 23530 - Machinery Maintenance Mechanic | 21.10 |
| 23550 - Machinist, Maintenance | 18.76 |
| 23580 - Maintenance Trades Helper | 11.42 |
| 23591 - Metrology Technician I | 19.16 |
| 23592 - Metrology Technician II | 20.25 |
| 23593 - Metrology Technician III | 21.35 |
| 23640 - Millwright | 23.11 |
| 23710 - Office Appliance Repairer | 18.06 |
| 23760 - Painter, Maintenance | 17.04 |
| 23790 - Pipefitter, Maintenance | 21.06 |
| 23810 - Plumber, Maintenance | 20.49 |
| 23820 - Pneudraulic Systems Mechanic | 19.16 |
| 23850 - Rigger | 19.16 |
| 23870 - Scale Mechanic | 16.97 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.56 |
| 23910 - Small Engine Mechanic | 16.97 |
| 23931 - Telecommunications Mechanic I | 19.16 |
| 23932 - Telecommunications Mechanic II | 20.19 |
| 23950 - Telephone Lineman | 19.16 |
| 23960 - Welder, Combination, Maintenance | 15.63 |
| 23965 - Well Driller | 19.16 |
| 23970 - Woodcraft Worker | 19.16 |
| 23980 - Woodworker | 14.94 |
| 24000 - Personal Needs Occupations | |

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|--|-------|
| 24570 - Child Care Attendant | 9.35 |
| 24580 - Child Care Center Clerk | 12.83 |
| 24610 - Chore Aide | 10.50 |
| 24620 - Family Readiness And Support Services Coordinator | 14.36 |
| 24630 - Homemaker | 13.70 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.28 |
| 25040 - Sewage Plant Operator | 18.04 |
| 25070 - Stationary Engineer | 19.28 |
| 25190 - Ventilation Equipment Tender | 13.97 |
| 25210 - Water Treatment Plant Operator | 18.04 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.91 |
| 27007 - Baggage Inspector | 14.76 |
| 27008 - Corrections Officer | 15.07 |
| 27010 - Court Security Officer | 16.46 |
| 27030 - Detection Dog Handler | 15.73 |
| 27040 - Detention Officer | 15.07 |
| 27070 - Firefighter | 15.80 |
| 27101 - Guard I | 14.76 |
| 27102 - Guard II | 15.73 |
| 27131 - Police Officer I | 17.85 |
| 27132 - Police Officer II | 19.84 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.36 |
| 28042 - Carnival Equipment Repairer | 12.17 |
| 28043 - Carnival Equipment Worker | 8.92 |
| 28210 - Gate Attendant/Gate Tender | 13.41 |
| 28310 - Lifeguard | 11.95 |
| 28350 - Park Attendant (Aide) | 15.00 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.95 |
| 28515 - Recreation Specialist | 15.87 |
| 28630 - Sports Official | 11.95 |
| 28690 - Swimming Pool Operator | 17.47 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.96 |
| 29020 - Hatch Tender | 16.96 |
| 29030 - Line Handler | 16.96 |
| 29041 - Stevedore I | 16.00 |
| 29042 - Stevedore II | 18.06 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.03 |
| 30022 - Archeological Technician II | 16.59 |
| 30023 - Archeological Technician III | 20.55 |
| 30030 - Cartographic Technician | 20.55 |
| 30040 - Civil Engineering Technician | 19.44 |
| 30061 - Drafter/CAD Operator I | 14.03 |
| 30062 - Drafter/CAD Operator II | 17.45 |
| 30063 - Drafter/CAD Operator III | 18.71 |
| 30064 - Drafter/CAD Operator IV | 21.53 |
| 30081 - Engineering Technician I | 12.50 |
| 30082 - Engineering Technician II | 14.03 |
| 30083 - Engineering Technician III | 17.45 |
| 30084 - Engineering Technician IV | 20.55 |
| 30085 - Engineering Technician V | 26.38 |
| 30086 - Engineering Technician VI | 28.77 |
| 30090 - Environmental Technician | 18.68 |
| 30210 - Laboratory Technician | 16.64 |
| 30240 - Mathematical Technician | 20.55 |

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|---|---------------|
| 30361 - Paralegal/Legal Assistant I | 12.79 |
| 30362 - Paralegal/Legal Assistant II | 17.73 |
| 30363 - Paralegal/Legal Assistant III | 21.70 |
| 30364 - Paralegal/Legal Assistant IV | 26.22 |
| 30390 - Photo-Optics Technician | 20.55 |
| 30461 - Technical Writer I | 18.88 |
| 30462 - Technical Writer II | 23.08 |
| 30463 - Technical Writer III | 27.93 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 17.09 |
| 30621 - Weather Observer, Senior | (see 2) 20.55 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.32 |
| 31030 - Bus Driver | 14.88 |
| 31043 - Driver Courier | 11.50 |
| 31260 - Parking and Lot Attendant | 8.87 |
| 31290 - Shuttle Bus Driver | 12.35 |
| 31310 - Taxi Driver | 12.19 |
| 31361 - Truckdriver, Light | 12.35 |
| 31362 - Truckdriver, Medium | 15.23 |
| 31363 - Truckdriver, Heavy | 15.36 |
| 31364 - Truckdriver, Tractor-Trailer | 15.36 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.77 |
| 99050 - Desk Clerk | 7.35 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 15.07 |
| 99252 - Laboratory Animal Caretaker II | 16.19 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 17.32 |
| 99510 - Photofinishing Worker | 11.07 |
| 99710 - Recycling Laborer | 12.77 |
| 99711 - Recycling Specialist | 15.07 |
| 99730 - Refuse Collector | 11.64 |
| 99810 - Sales Clerk | 12.11 |
| 99820 - School Crossing Guard | 11.64 |
| 99830 - Survey Party Chief | 16.74 |
| 99831 - Surveying Aide | 10.96 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 13.79 |
| 99841 - Vending Machine Repairer | 16.94 |
| 99842 - Vending Machine Repairer Helper | 14.48 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2036
Revision No.: 15
Date of Last Revision: 07/25/2014

State: Arkansas

Area: Arkansas Counties of Arkansas, Ashley, Bradley, Calhoun, Chicot, Clark, Cleveland, Dallas, Desha, Drew, Grant, Jefferson, Lincoln, Ouachita, Phillips, Pike, Union

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.71 |
| 01012 - Accounting Clerk II | | 12.36 |
| 01013 - Accounting Clerk III | | 13.83 |
| 01020 - Administrative Assistant | | 15.79 |
| 01040 - Court Reporter | | 12.20 |
| 01051 - Data Entry Operator I | | 10.44 |
| 01052 - Data Entry Operator II | | 11.39 |
| 01060 - Dispatcher, Motor Vehicle | | 12.55 |
| 01070 - Document Preparation Clerk | | 9.57 |
| 01090 - Duplicating Machine Operator | | 9.57 |
| 01111 - General Clerk I | | 9.58 |
| 01112 - General Clerk II | | 10.45 |
| 01113 - General Clerk III | | 11.73 |
| 01120 - Housing Referral Assistant | | 13.66 |
| 01141 - Messenger Courier | | 7.92 |
| 01191 - Order Clerk I | | 9.28 |
| 01192 - Order Clerk II | | 10.13 |
| 01261 - Personnel Assistant (Employment) I | | 11.46 |
| 01262 - Personnel Assistant (Employment) II | | 12.82 |
| 01263 - Personnel Assistant (Employment) III | | 14.30 |
| 01270 - Production Control Clerk | | 19.17 |
| 01280 - Receptionist | | 10.17 |
| 01290 - Rental Clerk | | 10.02 |
| 01300 - Scheduler, Maintenance | | 10.91 |

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| 01311 - Secretary I | 10.91 |
| 01312 - Secretary II | 12.20 |
| 01313 - Secretary III | 13.66 |
| 01320 - Service Order Dispatcher | 12.35 |
| 01410 - Supply Technician | 15.79 |
| 01420 - Survey Worker | 12.20 |
| 01531 - Travel Clerk I | 11.82 |
| 01532 - Travel Clerk II | 12.86 |
| 01533 - Travel Clerk III | 13.60 |
| 01611 - Word Processor I | 9.72 |
| 01612 - Word Processor II | 10.91 |
| 01613 - Word Processor III | 12.20 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.09 |
| 05010 - Automotive Electrician | 18.09 |
| 05040 - Automotive Glass Installer | 16.14 |
| 05070 - Automotive Worker | 16.14 |
| 05110 - Mobile Equipment Servicer | 14.55 |
| 05130 - Motor Equipment Metal Mechanic | 18.09 |
| 05160 - Motor Equipment Metal Worker | 16.14 |
| 05190 - Motor Vehicle Mechanic | 18.09 |
| 05220 - Motor Vehicle Mechanic Helper | 13.31 |
| 05250 - Motor Vehicle Upholstery Worker | 16.14 |
| 05280 - Motor Vehicle Wrecker | 16.14 |
| 05310 - Painter, Automotive | 17.15 |
| 05340 - Radiator Repair Specialist | 16.14 |
| 05370 - Tire Repairer | 9.79 |
| 05400 - Transmission Repair Specialist | 18.09 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.96 |
| 07041 - Cook I | 12.17 |
| 07042 - Cook II | 13.96 |
| 07070 - Dishwasher | 8.92 |
| 07130 - Food Service Worker | 8.92 |
| 07210 - Meat Cutter | 13.96 |
| 07260 - Waiter/Waitress | 10.12 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.92 |
| 09040 - Furniture Handler | 10.53 |
| 09080 - Furniture Refinisher | 14.92 |
| 09090 - Furniture Refinisher Helper | 11.57 |
| 09110 - Furniture Repairer, Minor | 13.15 |
| 09130 - Upholsterer | 14.92 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.74 |
| 11060 - Elevator Operator | 9.74 |
| 11090 - Gardener | 12.05 |
| 11122 - Housekeeping Aide | 9.22 |
| 11150 - Janitor | 8.42 |
| 11210 - Laborer, Grounds Maintenance | 10.02 |
| 11240 - Maid or Houseman | 7.88 |
| 11260 - Pruner | 9.13 |
| 11270 - Tractor Operator | 11.57 |
| 11330 - Trail Maintenance Worker | 10.02 |
| 11360 - Window Cleaner | 9.53 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.66 |
| 12011 - Breath Alcohol Technician | 15.78 |
| 12012 - Certified Occupational Therapist Assistant | 21.65 |
| 12015 - Certified Physical Therapist Assistant | 21.64 |
| 12020 - Dental Assistant | 12.85 |
| 12025 - Dental Hygienist | 32.36 |
| 12030 - EKG Technician | 23.74 |

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| 12035 - Electroneurodiagnostic Technologist | 21.58 |
| 12040 - Emergency Medical Technician | 15.66 |
| 12071 - Licensed Practical Nurse I | 14.11 |
| 12072 - Licensed Practical Nurse II | 15.78 |
| 12073 - Licensed Practical Nurse III | 17.60 |
| 12100 - Medical Assistant | 11.98 |
| 12130 - Medical Laboratory Technician | 14.11 |
| 12160 - Medical Record Clerk | 12.47 |
| 12190 - Medical Record Technician | 15.71 |
| 12195 - Medical Transcriptionist | 14.11 |
| 12210 - Nuclear Medicine Technologist | 34.84 |
| 12221 - Nursing Assistant I | 9.57 |
| 12222 - Nursing Assistant II | 10.76 |
| 12223 - Nursing Assistant III | 11.74 |
| 12224 - Nursing Assistant IV | 13.17 |
| 12235 - Optical Dispenser | 15.78 |
| 12236 - Optical Technician | 14.11 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.17 |
| 12305 - Radiologic Technologist | 22.17 |
| 12311 - Registered Nurse I | 19.40 |
| 12312 - Registered Nurse II | 23.76 |
| 12313 - Registered Nurse II, Specialist | 23.76 |
| 12314 - Registered Nurse III | 28.75 |
| 12315 - Registered Nurse III, Anesthetist | 28.75 |
| 12316 - Registered Nurse IV | 34.41 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.56 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.79 |
| 13012 - Exhibits Specialist II | 20.96 |
| 13013 - Exhibits Specialist III | 26.91 |
| 13041 - Illustrator I | 17.79 |
| 13042 - Illustrator II | 20.96 |
| 13043 - Illustrator III | 26.91 |
| 13047 - Librarian | 24.38 |
| 13050 - Library Aide/Clerk | 14.16 |
| 13054 - Library Information Technology Systems Administrator | 22.02 |
| 13058 - Library Technician | 14.87 |
| 13061 - Media Specialist I | 15.88 |
| 13062 - Media Specialist II | 17.76 |
| 13063 - Media Specialist III | 19.81 |
| 13071 - Photographer I | 13.95 |
| 13072 - Photographer II | 17.79 |
| 13073 - Photographer III | 21.05 |
| 13074 - Photographer IV | 26.94 |
| 13075 - Photographer V | 28.60 |
| 13110 - Video Teleconference Technician | 15.88 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 11.80 |
| 14042 - Computer Operator II | 13.20 |
| 14043 - Computer Operator III | 14.72 |
| 14044 - Computer Operator IV | 19.77 |
| 14045 - Computer Operator V | 21.45 |
| 14071 - Computer Programmer I | (see 1) 17.84 |
| 14072 - Computer Programmer II | (see 1) 19.77 |
| 14073 - Computer Programmer III | (see 1) 24.01 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 24.39 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 11.80 |
| 14160 - Personal Computer Support Technician | 21.75 |

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|---|-------|
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 21.90 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 26.50 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 31.76 |
| 15050 - Computer Based Training Specialist / Instructor | 24.39 |
| 15060 - Educational Technologist | 23.31 |
| 15070 - Flight Instructor (Pilot) | 31.76 |
| 15080 - Graphic Artist | 20.15 |
| 15090 - Technical Instructor | 18.50 |
| 15095 - Technical Instructor/Course Developer | 20.58 |
| 15110 - Test Proctor | 13.58 |
| 15120 - Tutor | 13.58 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.72 |
| 16030 - Counter Attendant | 8.72 |
| 16040 - Dry Cleaner | 10.92 |
| 16070 - Finisher, Flatwork, Machine | 8.72 |
| 16090 - Presser, Hand | 8.72 |
| 16110 - Presser, Machine, Drycleaning | 8.72 |
| 16130 - Presser, Machine, Shirts | 8.72 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.72 |
| 16190 - Sewing Machine Operator | 11.73 |
| 16220 - Tailor | 13.48 |
| 16250 - Washer, Machine | 9.47 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.39 |
| 19040 - Tool And Die Maker | 22.48 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.97 |
| 21030 - Material Coordinator | 19.17 |
| 21040 - Material Expediter | 19.17 |
| 21050 - Material Handling Laborer | 10.74 |
| 21071 - Order Filler | 10.21 |
| 21080 - Production Line Worker (Food Processing) | 12.97 |
| 21110 - Shipping Packer | 12.82 |
| 21130 - Shipping/Receiving Clerk | 12.82 |
| 21140 - Store Worker I | 10.50 |
| 21150 - Stock Clerk | 13.92 |
| 21210 - Tools And Parts Attendant | 12.97 |
| 21410 - Warehouse Specialist | 12.97 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.25 |
| 23021 - Aircraft Mechanic I | 19.16 |
| 23022 - Aircraft Mechanic II | 20.25 |
| 23023 - Aircraft Mechanic III | 21.12 |
| 23040 - Aircraft Mechanic Helper | 14.10 |
| 23050 - Aircraft, Painter | 18.17 |
| 23060 - Aircraft Servicer | 16.07 |
| 23080 - Aircraft Worker | 17.11 |
| 23110 - Appliance Mechanic | 18.53 |
| 23120 - Bicycle Repairer | 9.79 |
| 23125 - Cable Splicer | 19.16 |
| 23130 - Carpenter, Maintenance | 16.14 |
| 23140 - Carpet Layer | 16.97 |
| 23160 - Electrician, Maintenance | 20.62 |
| 23181 - Electronics Technician Maintenance I | 17.71 |
| 23182 - Electronics Technician Maintenance II | 18.89 |
| 23183 - Electronics Technician Maintenance III | 21.39 |
| 23260 - Fabric Worker | 16.29 |
| 23290 - Fire Alarm System Mechanic | 19.16 |
| 23310 - Fire Extinguisher Repairer | 14.91 |
| 23311 - Fuel Distribution System Mechanic | 19.16 |
| 23312 - Fuel Distribution System Operator | 14.91 |

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|---|-------|
| 23370 - General Maintenance Worker | 18.48 |
| 23380 - Ground Support Equipment Mechanic | 19.16 |
| 23381 - Ground Support Equipment Servicer | 16.07 |
| 23382 - Ground Support Equipment Worker | 17.11 |
| 23391 - Gunsmith I | 14.91 |
| 23392 - Gunsmith II | 16.97 |
| 23393 - Gunsmith III | 19.16 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.43 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 17.36 |
| 23430 - Heavy Equipment Mechanic | 18.61 |
| 23440 - Heavy Equipment Operator | 16.51 |
| 23460 - Instrument Mechanic | 19.16 |
| 23465 - Laboratory/Shelter Mechanic | 18.36 |
| 23470 - Laborer | 10.74 |
| 23510 - Locksmith | 19.87 |
| 23530 - Machinery Maintenance Mechanic | 21.10 |
| 23550 - Machinist, Maintenance | 18.76 |
| 23580 - Maintenance Trades Helper | 11.42 |
| 23591 - Metrology Technician I | 19.16 |
| 23592 - Metrology Technician II | 20.25 |
| 23593 - Metrology Technician III | 21.35 |
| 23640 - Millwright | 23.11 |
| 23710 - Office Appliance Repairer | 18.06 |
| 23760 - Painter, Maintenance | 17.04 |
| 23790 - Pipefitter, Maintenance | 21.06 |
| 23810 - Plumber, Maintenance | 20.49 |
| 23820 - Pneudraulic Systems Mechanic | 19.16 |
| 23850 - Rigger | 19.16 |
| 23870 - Scale Mechanic | 16.97 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.56 |
| 23910 - Small Engine Mechanic | 16.97 |
| 23931 - Telecommunications Mechanic I | 19.16 |
| 23932 - Telecommunications Mechanic II | 20.19 |
| 23950 - Telephone Lineman | 19.16 |
| 23960 - Welder, Combination, Maintenance | 15.63 |
| 23965 - Well Driller | 19.16 |
| 23970 - Woodcraft Worker | 19.16 |
| 23980 - Woodworker | 14.94 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.35 |
| 24580 - Child Care Center Clerk | 12.83 |
| 24610 - Chore Aide | 10.50 |
| 24620 - Family Readiness And Support Services Coordinator | 14.36 |
| 24630 - Homemaker | 13.70 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.28 |
| 25040 - Sewage Plant Operator | 18.04 |
| 25070 - Stationary Engineer | 19.28 |
| 25190 - Ventilation Equipment Tender | 13.97 |
| 25210 - Water Treatment Plant Operator | 18.04 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.91 |
| 27007 - Baggage Inspector | 14.76 |
| 27008 - Corrections Officer | 15.07 |
| 27010 - Court Security Officer | 16.46 |
| 27030 - Detection Dog Handler | 15.73 |
| 27040 - Detention Officer | 15.07 |
| 27070 - Firefighter | 15.80 |
| 27101 - Guard I | 14.76 |
| 27102 - Guard II | 15.73 |

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|---|-------|
| 27131 - Police Officer I | 17.85 |
| 27132 - Police Officer II | 19.84 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.36 |
| 28042 - Carnival Equipment Repairer | 12.17 |
| 28043 - Carnival Equipment Worker | 8.92 |
| 28210 - Gate Attendant/Gate Tender | 13.41 |
| 28310 - Lifeguard | 11.95 |
| 28350 - Park Attendant (Aide) | 15.00 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.95 |
| 28515 - Recreation Specialist | 15.87 |
| 28630 - Sports Official | 11.95 |
| 28690 - Swimming Pool Operator | 17.47 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.96 |
| 29020 - Hatch Tender | 16.96 |
| 29030 - Line Handler | 16.96 |
| 29041 - Stevedore I | 16.00 |
| 29042 - Stevedore II | 18.06 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.03 |
| 30022 - Archeological Technician II | 16.59 |
| 30023 - Archeological Technician III | 20.55 |
| 30030 - Cartographic Technician | 20.55 |
| 30040 - Civil Engineering Technician | 19.44 |
| 30061 - Drafter/CAD Operator I | 14.03 |
| 30062 - Drafter/CAD Operator II | 17.45 |
| 30063 - Drafter/CAD Operator III | 18.71 |
| 30064 - Drafter/CAD Operator IV | 21.53 |
| 30081 - Engineering Technician I | 12.50 |
| 30082 - Engineering Technician II | 14.03 |
| 30083 - Engineering Technician III | 17.45 |
| 30084 - Engineering Technician IV | 20.55 |
| 30085 - Engineering Technician V | 26.38 |
| 30086 - Engineering Technician VI | 28.77 |
| 30090 - Environmental Technician | 18.68 |
| 30210 - Laboratory Technician | 16.64 |
| 30240 - Mathematical Technician | 20.55 |
| 30361 - Paralegal/Legal Assistant I | 12.79 |
| 30362 - Paralegal/Legal Assistant II | 17.73 |
| 30363 - Paralegal/Legal Assistant III | 21.70 |
| 30364 - Paralegal/Legal Assistant IV | 26.22 |
| 30390 - Photo-Optics Technician | 20.55 |
| 30461 - Technical Writer I | 18.88 |
| 30462 - Technical Writer II | 23.08 |
| 30463 - Technical Writer III | 27.93 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | 17.09 |
| 30621 - Weather Observer, Senior | 20.55 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.32 |
| 31030 - Bus Driver | 14.88 |
| 31043 - Driver Courier | 11.50 |
| 31260 - Parking and Lot Attendant | 8.87 |
| 31290 - Shuttle Bus Driver | 12.35 |

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|---|-------|
| 31310 - Taxi Driver | 12.19 |
| 31361 - Truckdriver, Light | 12.35 |
| 31362 - Truckdriver, Medium | 15.23 |
| 31363 - Truckdriver, Heavy | 15.36 |
| 31364 - Truckdriver, Tractor-Trailer | 15.36 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.77 |
| 99050 - Desk Clerk | 7.35 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 15.07 |
| 99252 - Laboratory Animal Caretaker II | 16.19 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 17.32 |
| 99510 - Photofinishing Worker | 11.07 |
| 99710 - Recycling Laborer | 12.77 |
| 99711 - Recycling Specialist | 15.07 |
| 99730 - Refuse Collector | 11.64 |
| 99810 - Sales Clerk | 12.11 |
| 99820 - School Crossing Guard | 11.64 |
| 99830 - Survey Party Chief | 16.74 |
| 99831 - Surveying Aide | 10.96 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 13.79 |
| 99841 - Vending Machine Repairer | 16.94 |
| 99842 - Vending Machine Repairer Helper | 14.48 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the wage and hour division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that wage and hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2037
Revision No.: 13
Date of Last Revision: 07/25/2014

State: Arkansas

Area: Arkansas Counties of Benton, Carroll, Crawford, Franklin, Johnson, Logan,
Madison, Newton, Polk, Scott, Sebastian, Washington

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.27 |
| 01012 - Accounting Clerk II | | 14.86 |
| 01013 - Accounting Clerk III | | 14.96 |
| 01020 - Administrative Assistant | | 17.37 |
| 01040 - Court Reporter | | 13.03 |
| 01051 - Data Entry Operator I | | 9.51 |
| 01052 - Data Entry Operator II | | 10.59 |
| 01060 - Dispatcher, Motor Vehicle | | 18.63 |
| 01070 - Document Preparation Clerk | | 11.42 |
| 01090 - Duplicating Machine Operator | | 11.42 |
| 01111 - General Clerk I | | 10.01 |
| 01112 - General Clerk II | | 10.92 |
| 01113 - General Clerk III | | 12.26 |
| 01120 - Housing Referral Assistant | | 14.53 |
| 01141 - Messenger Courier | | 10.45 |
| 01191 - Order Clerk I | | 11.00 |
| 01192 - Order Clerk II | | 12.22 |
| 01261 - Personnel Assistant (Employment) I | | 13.98 |
| 01262 - Personnel Assistant (Employment) II | | 15.64 |
| 01263 - Personnel Assistant (Employment) III | | 17.45 |
| 01270 - Production Control Clerk | | 18.25 |
| 01280 - Receptionist | | 9.98 |
| 01290 - Rental Clerk | | 10.06 |
| 01300 - Scheduler, Maintenance | | 11.65 |
| 01311 - Secretary I | | 11.65 |
| 01312 - Secretary II | | 13.03 |
| 01313 - Secretary III | | 14.53 |
| 01320 - Service Order Dispatcher | | 16.03 |
| 01410 - Supply Technician | | 17.37 |
| 01420 - Survey Worker | | 10.72 |
| 01531 - Travel Clerk I | | 11.82 |
| 01532 - Travel Clerk II | | 12.86 |
| 01533 - Travel Clerk III | | 13.60 |
| 01611 - Word Processor I | | 11.80 |
| 01612 - Word Processor II | | 13.34 |
| 01613 - Word Processor III | | 14.87 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 17.49 |
| 05010 - Automotive Electrician | | 15.08 |
| 05040 - Automotive Glass Installer | | 14.23 |
| 05070 - Automotive Worker | | 14.23 |
| 05110 - Mobile Equipment Servicer | | 12.88 |
| 05130 - Motor Equipment Metal Mechanic | | 15.90 |
| 05160 - Motor Equipment Metal Worker | | 14.23 |

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| 05190 - Motor Vehicle Mechanic | 15.90 |
| 05220 - Motor Vehicle Mechanic Helper | 12.74 |
| 05250 - Motor Vehicle Upholstery Worker | 13.39 |
| 05280 - Motor Vehicle Wrecker | 14.26 |
| 05310 - Painter, Automotive | 15.08 |
| 05340 - Radiator Repair Specialist | 14.23 |
| 05370 - Tire Repairer | 10.37 |
| 05400 - Transmission Repair Specialist | 15.90 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.04 |
| 07041 - Cook I | 11.46 |
| 07042 - Cook II | 13.04 |
| 07070 - Dishwasher | 8.24 |
| 07130 - Food Service Worker | 8.24 |
| 07210 - Meat Cutter | 13.04 |
| 07260 - Waiter/Waitress | 9.04 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.15 |
| 09040 - Furniture Handler | 8.77 |
| 09080 - Furniture Refinisher | 13.15 |
| 09090 - Furniture Refinisher Helper | 10.23 |
| 09110 - Furniture Repairer, Minor | 11.68 |
| 09130 - Upholsterer | 13.62 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.79 |
| 11060 - Elevator Operator | 9.77 |
| 11090 - Gardener | 11.88 |
| 11122 - Housekeeping Aide | 9.77 |
| 11150 - Janitor | 9.77 |
| 11210 - Laborer, Grounds Maintenance | 9.51 |
| 11240 - Maid or Houseman | 8.07 |
| 11260 - Pruner | 8.67 |
| 11270 - Tractor Operator | 11.10 |
| 11330 - Trail Maintenance Worker | 9.51 |
| 11360 - Window Cleaner | 10.72 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.72 |
| 12011 - Breath Alcohol Technician | 15.94 |
| 12012 - Certified Occupational Therapist Assistant | 21.89 |
| 12015 - Certified Physical Therapist Assistant | 24.15 |
| 12020 - Dental Assistant | 12.89 |
| 12025 - Dental Hygienist | 29.39 |
| 12030 - EKG Technician | 22.03 |
| 12035 - Electroneurodiagnostic Technologist | 22.03 |
| 12040 - Emergency Medical Technician | 13.04 |
| 12071 - Licensed Practical Nurse I | 14.25 |
| 12072 - Licensed Practical Nurse II | 15.94 |
| 12073 - Licensed Practical Nurse III | 17.78 |
| 12100 - Medical Assistant | 11.89 |
| 12130 - Medical Laboratory Technician | 15.30 |
| 12160 - Medical Record Clerk | 11.94 |
| 12190 - Medical Record Technician | 15.03 |
| 12195 - Medical Transcriptionist | 12.89 |
| 12210 - Nuclear Medicine Technologist | 35.04 |
| 12221 - Nursing Assistant I | 9.32 |
| 12222 - Nursing Assistant II | 10.48 |
| 12223 - Nursing Assistant III | 11.43 |
| 12224 - Nursing Assistant IV | 12.83 |
| 12235 - Optical Dispenser | 15.94 |
| 12236 - Optical Technician | 14.25 |
| 12250 - Pharmacy Technician | 16.07 |
| 12280 - Phlebotomist | 12.83 |
| 12305 - Radiologic Technologist | 20.73 |

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|---|---------------|
| 12311 - Registered Nurse I | 20.40 |
| 12312 - Registered Nurse II | 24.95 |
| 12313 - Registered Nurse II, Specialist | 24.95 |
| 12314 - Registered Nurse III | 30.18 |
| 12315 - Registered Nurse III, Anesthetist | 30.18 |
| 12316 - Registered Nurse IV | 36.17 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.75 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 15.69 |
| 13012 - Exhibits Specialist II | 19.44 |
| 13013 - Exhibits Specialist III | 23.78 |
| 13041 - Illustrator I | 15.69 |
| 13042 - Illustrator II | 19.44 |
| 13043 - Illustrator III | 23.78 |
| 13047 - Librarian | 21.52 |
| 13050 - Library Aide/Clerk | 12.50 |
| 13054 - Library Information Technology Systems Administrator | 19.44 |
| 13058 - Library Technician | 15.13 |
| 13061 - Media Specialist I | 14.02 |
| 13062 - Media Specialist II | 15.69 |
| 13063 - Media Specialist III | 17.49 |
| 13071 - Photographer I | 14.00 |
| 13072 - Photographer II | 15.55 |
| 13073 - Photographer III | 19.44 |
| 13074 - Photographer IV | 23.74 |
| 13075 - Photographer V | 28.72 |
| 13110 - Video Teleconference Technician | 14.02 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.38 |
| 14042 - Computer Operator II | 16.39 |
| 14043 - Computer Operator III | 18.46 |
| 14044 - Computer Operator IV | 19.92 |
| 14045 - Computer Operator V | 22.71 |
| 14071 - Computer Programmer I | (see 1) 18.65 |
| 14072 - Computer Programmer II | (see 1) 20.79 |
| 14073 - Computer Programmer III | (see 1) 26.85 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 26.57 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.38 |
| 14160 - Personal Computer Support Technician | 19.92 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.57 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.15 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.92 |
| 15050 - Computer Based Training Specialist / Instructor | 26.57 |
| 15060 - Educational Technologist | 27.20 |
| 15070 - Flight Instructor (Pilot) | 36.92 |
| 15080 - Graphic Artist | 15.86 |
| 15090 - Technical Instructor | 17.09 |
| 15095 - Technical Instructor/Course Developer | 20.91 |
| 15110 - Test Proctor | 13.79 |
| 15120 - Tutor | 13.79 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.72 |
| 16030 - Counter Attendant | 8.72 |
| 16040 - Dry Cleaner | 10.92 |
| 16070 - Finisher, Flatwork, Machine | 8.72 |
| 16090 - Presser, Hand | 8.72 |
| 16110 - Presser, Machine, Drycleaning | 8.72 |
| 16130 - Presser, Machine, Shirts | 8.72 |

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| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.72 |
| 16190 - Sewing Machine Operator | 11.73 |
| 16220 - Tailor | 12.57 |
| 16250 - Washer, Machine | 9.47 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 14.74 |
| 19040 - Tool And Die Maker | 18.35 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.34 |
| 21030 - Material Coordinator | 18.25 |
| 21040 - Material Expediter | 18.25 |
| 21050 - Material Handling Laborer | 10.69 |
| 21071 - Order Filler | 10.09 |
| 21080 - Production Line Worker (Food Processing) | 13.34 |
| 21110 - Shipping Packer | 13.55 |
| 21130 - Shipping/Receiving Clerk | 13.55 |
| 21140 - Store Worker I | 10.50 |
| 21150 - Stock Clerk | 13.92 |
| 21210 - Tools And Parts Attendant | 13.34 |
| 21410 - Warehouse Specialist | 13.34 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.21 |
| 23021 - Aircraft Mechanic I | 20.20 |
| 23022 - Aircraft Mechanic II | 21.21 |
| 23023 - Aircraft Mechanic III | 22.27 |
| 23040 - Aircraft Mechanic Helper | 14.73 |
| 23050 - Aircraft, Painter | 17.30 |
| 23060 - Aircraft Servicer | 16.93 |
| 23080 - Aircraft Worker | 18.00 |
| 23110 - Appliance Mechanic | 17.04 |
| 23120 - Bicycle Repairer | 10.37 |
| 23125 - Cable Splicer | 24.08 |
| 23130 - Carpenter, Maintenance | 14.24 |
| 23140 - Carpet Layer | 15.97 |
| 23160 - Electrician, Maintenance | 19.87 |
| 23181 - Electronics Technician Maintenance I | 18.12 |
| 23182 - Electronics Technician Maintenance II | 21.74 |
| 23183 - Electronics Technician Maintenance III | 22.13 |
| 23260 - Fabric Worker | 15.02 |
| 23290 - Fire Alarm System Mechanic | 18.09 |
| 23310 - Fire Extinguisher Repairer | 14.04 |
| 23311 - Fuel Distribution System Mechanic | 18.85 |
| 23312 - Fuel Distribution System Operator | 15.55 |
| 23370 - General Maintenance Worker | 15.08 |
| 23380 - Ground Support Equipment Mechanic | 20.20 |
| 23381 - Ground Support Equipment Servicer | 16.93 |
| 23382 - Ground Support Equipment Worker | 18.00 |
| 23391 - Gunsmith I | 15.83 |
| 23392 - Gunsmith II | 17.54 |
| 23393 - Gunsmith III | 19.24 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 15.93 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 16.83 |
| 23430 - Heavy Equipment Mechanic | 18.06 |
| 23440 - Heavy Equipment Operator | 15.95 |
| 23460 - Instrument Mechanic | 18.09 |
| 23465 - Laboratory/Shelter Mechanic | 17.04 |
| 23470 - Laborer | 10.69 |
| 23510 - Locksmith | 17.04 |
| 23530 - Machinery Maintenance Mechanic | 19.08 |
| 23550 - Machinist, Maintenance | 15.52 |
| 23580 - Maintenance Trades Helper | 11.97 |

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|---|-------|
| 23591 - Metrology Technician I | 18.09 |
| 23592 - Metrology Technician II | 19.11 |
| 23593 - Metrology Technician III | 20.16 |
| 23640 - Millwright | 18.50 |
| 23710 - Office Appliance Repairer | 16.19 |
| 23760 - Painter, Maintenance | 14.75 |
| 23790 - Pipefitter, Maintenance | 17.90 |
| 23810 - Plumber, Maintenance | 16.77 |
| 23820 - Pneudraulic Systems Mechanic | 18.09 |
| 23850 - Rigger | 18.09 |
| 23870 - Scale Mechanic | 15.97 |
| 23890 - Sheet-Metal Worker, Maintenance | 14.97 |
| 23910 - Small Engine Mechanic | 15.97 |
| 23931 - Telecommunications Mechanic I | 22.66 |
| 23932 - Telecommunications Mechanic II | 23.86 |
| 23950 - Telephone Lineman | 22.86 |
| 23960 - welder, Combination, Maintenance | 14.96 |
| 23965 - well Driller | 18.09 |
| 23970 - Woodcraft Worker | 18.09 |
| 23980 - Woodworker | 13.63 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.12 |
| 24580 - Child Care Center Clerk | 12.38 |
| 24610 - Chore Aide | 9.66 |
| 24620 - Family Readiness And Support Services Coordinator | 11.89 |
| 24630 - Homemaker | 13.59 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.40 |
| 25040 - Sewage Plant Operator | 15.57 |
| 25070 - Stationary Engineer | 19.40 |
| 25190 - Ventilation Equipment Tender | 13.32 |
| 25210 - Water Treatment Plant Operator | 15.57 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 10.99 |
| 27007 - Baggage Inspector | 9.70 |
| 27008 - Corrections Officer | 13.68 |
| 27010 - Court Security Officer | 15.27 |
| 27030 - Detection Dog Handler | 10.85 |
| 27040 - Detention Officer | 13.68 |
| 27070 - Firefighter | 15.17 |
| 27101 - Guard I | 9.70 |
| 27102 - Guard II | 10.85 |
| 27131 - Police Officer I | 16.24 |
| 27132 - Police Officer II | 18.04 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.24 |
| 28042 - Carnival Equipment Repairer | 10.97 |
| 28043 - Carnival Equipment Worker | 8.04 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |
| 28515 - Recreation Specialist | 13.92 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 16.53 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.63 |
| 29020 - Hatch Tender | 17.63 |
| 29030 - Line Handler | 17.63 |
| 29041 - Stevedore I | 16.55 |
| 29042 - Stevedore II | 18.73 |
| 30000 - Technical Occupations | |

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| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.87 |
| 30022 - Archeological Technician II | 16.63 |
| 30023 - Archeological Technician III | 20.61 |
| 30030 - Cartographic Technician | 20.61 |
| 30040 - Civil Engineering Technician | 20.61 |
| 30061 - Drafter/CAD Operator I | 14.87 |
| 30062 - Drafter/CAD Operator II | 16.63 |
| 30063 - Drafter/CAD Operator III | 18.55 |
| 30064 - Drafter/CAD Operator IV | 22.82 |
| 30081 - Engineering Technician I | 13.94 |
| 30082 - Engineering Technician II | 16.36 |
| 30083 - Engineering Technician III | 18.18 |
| 30084 - Engineering Technician IV | 22.89 |
| 30085 - Engineering Technician V | 25.03 |
| 30086 - Engineering Technician VI | 33.59 |
| 30090 - Environmental Technician | 21.25 |
| 30210 - Laboratory Technician | 18.55 |
| 30240 - Mathematical Technician | 21.25 |
| 30361 - Paralegal/Legal Assistant I | 14.77 |
| 30362 - Paralegal/Legal Assistant II | 20.17 |
| 30363 - Paralegal/Legal Assistant III | 24.63 |
| 30364 - Paralegal/Legal Assistant IV | 29.83 |
| 30390 - Photo-Optics Technician | 21.97 |
| 30461 - Technical Writer I | 20.61 |
| 30462 - Technical Writer II | 25.21 |
| 30463 - Technical Writer III | 30.50 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 18.55 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 20.61 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.63 |
| 31030 - Bus Driver | 14.60 |
| 31043 - Driver Courier | 11.09 |
| 31260 - Parking and Lot Attendant | 11.08 |
| 31290 - Shuttle Bus Driver | 11.71 |
| 31310 - Taxi Driver | 11.11 |
| 31361 - Truckdriver, Light | 11.71 |
| 31362 - Truckdriver, Medium | 13.58 |
| 31363 - Truckdriver, Heavy | 18.95 |
| 31364 - Truckdriver, Tractor-Trailer | 18.95 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.82 |
| 99050 - Desk Clerk | 9.12 |
| 99095 - Embalmer | 22.64 |
| 99251 - Laboratory Animal Caretaker I | 10.45 |
| 99252 - Laboratory Animal Caretaker II | 11.08 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 12.98 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.79 |
| 99711 - Recycling Specialist | 16.28 |
| 99730 - Refuse Collector | 12.56 |
| 99810 - Sales Clerk | 10.53 |
| 99820 - School Crossing Guard | 11.64 |
| 99830 - Survey Party Chief | 15.54 |

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|---|-------|
| 99831 - Surveying Aide | 10.27 |
| 99832 - Surveying Technician | 14.12 |
| 99840 - Vending Machine Attendant | 14.11 |
| 99841 - Vending Machine Repairer | 17.11 |
| 99842 - Vending Machine Repairer Helper | 14.11 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials

which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2038
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Arkansas

Area: Arkansas Counties of Benton, Carroll, Crawford, Franklin, Johnson, Logan,
Madison, Newton, Polk, Scott, Sebastian, Washington

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.27 |
| 01012 - Accounting Clerk II | | 14.86 |
| 01013 - Accounting Clerk III | | 14.96 |
| 01020 - Administrative Assistant | | 17.37 |
| 01040 - Court Reporter | | 13.03 |
| 01051 - Data Entry Operator I | | 9.51 |
| 01052 - Data Entry Operator II | | 10.59 |
| 01060 - Dispatcher, Motor Vehicle | | 18.63 |
| 01070 - Document Preparation Clerk | | 11.42 |
| 01090 - Duplicating Machine Operator | | 11.42 |
| 01111 - General Clerk I | | 10.01 |
| 01112 - General Clerk II | | 10.92 |
| 01113 - General Clerk III | | 12.26 |
| 01120 - Housing Referral Assistant | | 14.53 |
| 01141 - Messenger Courier | | 10.45 |
| 01191 - Order Clerk I | | 11.00 |
| 01192 - Order Clerk II | | 12.22 |
| 01261 - Personnel Assistant (Employment) I | | 13.98 |
| 01262 - Personnel Assistant (Employment) II | | 15.64 |
| 01263 - Personnel Assistant (Employment) III | | 17.45 |
| 01270 - Production Control Clerk | | 18.25 |
| 01280 - Receptionist | | 9.98 |
| 01290 - Rental Clerk | | 10.06 |
| 01300 - Scheduler, Maintenance | | 11.65 |

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| 01311 - Secretary I | 11.65 |
| 01312 - Secretary II | 13.03 |
| 01313 - Secretary III | 14.53 |
| 01320 - Service Order Dispatcher | 16.03 |
| 01410 - Supply Technician | 17.37 |
| 01420 - Survey Worker | 10.72 |
| 01531 - Travel Clerk I | 11.82 |
| 01532 - Travel Clerk II | 12.86 |
| 01533 - Travel Clerk III | 13.60 |
| 01611 - Word Processor I | 11.80 |
| 01612 - Word Processor II | 13.34 |
| 01613 - Word Processor III | 14.87 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 17.49 |
| 05010 - Automotive Electrician | 15.08 |
| 05040 - Automotive Glass Installer | 14.23 |
| 05070 - Automotive Worker | 14.23 |
| 05110 - Mobile Equipment Servicer | 12.88 |
| 05130 - Motor Equipment Metal Mechanic | 15.90 |
| 05160 - Motor Equipment Metal Worker | 14.23 |
| 05190 - Motor Vehicle Mechanic | 15.90 |
| 05220 - Motor Vehicle Mechanic Helper | 12.74 |
| 05250 - Motor Vehicle Upholstery Worker | 13.39 |
| 05280 - Motor Vehicle Wrecker | 14.26 |
| 05310 - Painter, Automotive | 15.08 |
| 05340 - Radiator Repair Specialist | 14.23 |
| 05370 - Tire Repairer | 10.37 |
| 05400 - Transmission Repair Specialist | 15.90 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.04 |
| 07041 - Cook I | 11.46 |
| 07042 - Cook II | 13.04 |
| 07070 - Dishwasher | 8.24 |
| 07130 - Food Service Worker | 8.24 |
| 07210 - Meat Cutter | 13.04 |
| 07260 - Waiter/Waitress | 9.04 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.15 |
| 09040 - Furniture Handler | 8.77 |
| 09080 - Furniture Refinisher | 13.15 |
| 09090 - Furniture Refinisher Helper | 10.23 |
| 09110 - Furniture Repairer, Minor | 11.68 |
| 09130 - Upholsterer | 13.62 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.79 |
| 11060 - Elevator Operator | 9.77 |
| 11090 - Gardener | 11.88 |
| 11122 - Housekeeping Aide | 9.77 |
| 11150 - Janitor | 9.77 |
| 11210 - Laborer, Grounds Maintenance | 9.51 |
| 11240 - Maid or Houseman | 8.07 |
| 11260 - Pruner | 8.67 |
| 11270 - Tractor Operator | 11.10 |
| 11330 - Trail Maintenance Worker | 9.51 |
| 11360 - Window Cleaner | 10.72 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.72 |
| 12011 - Breath Alcohol Technician | 15.94 |
| 12012 - Certified Occupational Therapist Assistant | 21.89 |
| 12015 - Certified Physical Therapist Assistant | 24.15 |
| 12020 - Dental Assistant | 12.89 |
| 12025 - Dental Hygienist | 29.39 |
| 12030 - EKG Technician | 22.03 |

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| 12035 - Electroneurodiagnostic Technologist | 22.03 |
| 12040 - Emergency Medical Technician | 13.04 |
| 12071 - Licensed Practical Nurse I | 14.25 |
| 12072 - Licensed Practical Nurse II | 15.94 |
| 12073 - Licensed Practical Nurse III | 17.78 |
| 12100 - Medical Assistant | 11.89 |
| 12130 - Medical Laboratory Technician | 15.30 |
| 12160 - Medical Record Clerk | 11.94 |
| 12190 - Medical Record Technician | 15.03 |
| 12195 - Medical Transcriptionist | 12.89 |
| 12210 - Nuclear Medicine Technologist | 35.04 |
| 12221 - Nursing Assistant I | 9.32 |
| 12222 - Nursing Assistant II | 10.48 |
| 12223 - Nursing Assistant III | 11.43 |
| 12224 - Nursing Assistant IV | 12.83 |
| 12235 - Optical Dispenser | 15.94 |
| 12236 - Optical Technician | 14.25 |
| 12250 - Pharmacy Technician | 16.07 |
| 12280 - Phlebotomist | 12.83 |
| 12305 - Radiologic Technologist | 20.73 |
| 12311 - Registered Nurse I | 20.40 |
| 12312 - Registered Nurse II | 24.95 |
| 12313 - Registered Nurse II, Specialist | 24.95 |
| 12314 - Registered Nurse III | 30.18 |
| 12315 - Registered Nurse III, Anesthetist | 30.18 |
| 12316 - Registered Nurse IV | 36.17 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.75 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 15.69 |
| 13012 - Exhibits Specialist II | 19.44 |
| 13013 - Exhibits Specialist III | 23.78 |
| 13041 - Illustrator I | 15.69 |
| 13042 - Illustrator II | 19.44 |
| 13043 - Illustrator III | 23.78 |
| 13047 - Librarian | 21.52 |
| 13050 - Library Aide/Clerk | 12.50 |
| 13054 - Library Information Technology Systems Administrator | 19.44 |
| 13058 - Library Technician | 15.13 |
| 13061 - Media Specialist I | 14.02 |
| 13062 - Media Specialist II | 15.69 |
| 13063 - Media Specialist III | 17.49 |
| 13071 - Photographer I | 14.00 |
| 13072 - Photographer II | 15.55 |
| 13073 - Photographer III | 19.44 |
| 13074 - Photographer IV | 23.74 |
| 13075 - Photographer V | 28.72 |
| 13110 - Video Teleconference Technician | 14.02 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.38 |
| 14042 - Computer Operator II | 16.39 |
| 14043 - Computer Operator III | 18.46 |
| 14044 - Computer Operator IV | 19.92 |
| 14045 - Computer Operator V | 22.71 |
| 14071 - Computer Programmer I | (see 1) 18.65 |
| 14072 - Computer Programmer II | (see 1) 20.79 |
| 14073 - Computer Programmer III | (see 1) 26.85 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 26.57 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.38 |
| 14160 - Personal Computer Support Technician | 19.92 |

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|---|-------|
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.57 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.15 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.92 |
| 15050 - Computer Based Training Specialist / Instructor | 26.57 |
| 15060 - Educational Technologist | 27.20 |
| 15070 - Flight Instructor (Pilot) | 36.92 |
| 15080 - Graphic Artist | 15.86 |
| 15090 - Technical Instructor | 17.09 |
| 15095 - Technical Instructor/Course Developer | 20.91 |
| 15110 - Test Proctor | 13.79 |
| 15120 - Tutor | 13.79 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.72 |
| 16030 - Counter Attendant | 8.72 |
| 16040 - Dry Cleaner | 10.92 |
| 16070 - Finisher, Flatwork, Machine | 8.72 |
| 16090 - Presser, Hand | 8.72 |
| 16110 - Presser, Machine, Drycleaning | 8.72 |
| 16130 - Presser, Machine, Shirts | 8.72 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.72 |
| 16190 - Sewing Machine Operator | 11.73 |
| 16220 - Tailor | 12.57 |
| 16250 - Washer, Machine | 9.47 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 14.74 |
| 19040 - Tool And Die Maker | 18.35 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.34 |
| 21030 - Material Coordinator | 18.25 |
| 21040 - Material Expediter | 18.25 |
| 21050 - Material Handling Laborer | 10.69 |
| 21071 - Order Filler | 10.09 |
| 21080 - Production Line Worker (Food Processing) | 13.34 |
| 21110 - Shipping Packer | 13.55 |
| 21130 - Shipping/Receiving Clerk | 13.55 |
| 21140 - Store Worker I | 10.50 |
| 21150 - Stock Clerk | 13.92 |
| 21210 - Tools And Parts Attendant | 13.34 |
| 21410 - Warehouse Specialist | 13.34 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.21 |
| 23021 - Aircraft Mechanic I | 20.20 |
| 23022 - Aircraft Mechanic II | 21.21 |
| 23023 - Aircraft Mechanic III | 22.27 |
| 23040 - Aircraft Mechanic Helper | 14.73 |
| 23050 - Aircraft, Painter | 17.30 |
| 23060 - Aircraft Servicer | 16.93 |
| 23080 - Aircraft Worker | 18.00 |
| 23110 - Appliance Mechanic | 17.04 |
| 23120 - Bicycle Repairer | 10.37 |
| 23125 - Cable Splicer | 24.08 |
| 23130 - Carpenter, Maintenance | 14.24 |
| 23140 - Carpet Layer | 15.97 |
| 23160 - Electrician, Maintenance | 19.87 |
| 23181 - Electronics Technician Maintenance I | 18.12 |
| 23182 - Electronics Technician Maintenance II | 21.74 |
| 23183 - Electronics Technician Maintenance III | 22.13 |
| 23260 - Fabric Worker | 15.02 |
| 23290 - Fire Alarm System Mechanic | 18.09 |
| 23310 - Fire Extinguisher Repairer | 14.04 |
| 23311 - Fuel Distribution System Mechanic | 18.85 |
| 23312 - Fuel Distribution System Operator | 15.55 |

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| 23370 - General Maintenance Worker | 15.08 |
| 23380 - Ground Support Equipment Mechanic | 20.20 |
| 23381 - Ground Support Equipment Servicer | 16.93 |
| 23382 - Ground Support Equipment Worker | 18.00 |
| 23391 - Gunsmith I | 15.83 |
| 23392 - Gunsmith II | 17.54 |
| 23393 - Gunsmith III | 19.24 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 15.93 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 16.83 |
| 23430 - Heavy Equipment Mechanic | 18.06 |
| 23440 - Heavy Equipment Operator | 15.95 |
| 23460 - Instrument Mechanic | 18.09 |
| 23465 - Laboratory/Shelter Mechanic | 17.04 |
| 23470 - Laborer | 10.69 |
| 23510 - Locksmith | 17.04 |
| 23530 - Machinery Maintenance Mechanic | 19.08 |
| 23550 - Machinist, Maintenance | 15.52 |
| 23580 - Maintenance Trades Helper | 11.97 |
| 23591 - Metrology Technician I | 18.09 |
| 23592 - Metrology Technician II | 19.11 |
| 23593 - Metrology Technician III | 20.16 |
| 23640 - Millwright | 18.50 |
| 23710 - Office Appliance Repairer | 16.19 |
| 23760 - Painter, Maintenance | 14.75 |
| 23790 - Pipefitter, Maintenance | 17.90 |
| 23810 - Plumber, Maintenance | 16.77 |
| 23820 - Pneudraulic Systems Mechanic | 18.09 |
| 23850 - Rigger | 18.09 |
| 23870 - Scale Mechanic | 15.97 |
| 23890 - Sheet-Metal Worker, Maintenance | 14.97 |
| 23910 - Small Engine Mechanic | 15.97 |
| 23931 - Telecommunications Mechanic I | 22.66 |
| 23932 - Telecommunications Mechanic II | 23.86 |
| 23950 - Telephone Lineman | 22.86 |
| 23960 - Welder, Combination, Maintenance | 14.96 |
| 23965 - Well Driller | 18.09 |
| 23970 - Woodcraft Worker | 18.09 |
| 23980 - Woodworker | 13.63 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.12 |
| 24580 - Child Care Center Clerk | 12.38 |
| 24610 - Chore Aide | 9.66 |
| 24620 - Family Readiness And Support Services Coordinator | 11.89 |
| 24630 - Homemaker | 13.59 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.40 |
| 25040 - Sewage Plant Operator | 15.57 |
| 25070 - Stationary Engineer | 19.40 |
| 25190 - Ventilation Equipment Tender | 13.32 |
| 25210 - Water Treatment Plant Operator | 15.57 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 10.99 |
| 27007 - Baggage Inspector | 9.70 |
| 27008 - Corrections Officer | 13.68 |
| 27010 - Court Security Officer | 15.27 |
| 27030 - Detection Dog Handler | 10.85 |
| 27040 - Detention Officer | 13.68 |
| 27070 - Firefighter | 15.17 |
| 27101 - Guard I | 9.70 |
| 27102 - Guard II | 10.85 |

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| 27131 - Police Officer I | 16.24 |
| 27132 - Police Officer II | 18.04 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.24 |
| 28042 - Carnival Equipment Repairer | 10.97 |
| 28043 - Carnival Equipment Worker | 8.04 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |
| 28515 - Recreation Specialist | 13.92 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 16.53 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.63 |
| 29020 - Hatch Tender | 17.63 |
| 29030 - Line Handler | 17.63 |
| 29041 - Stevedore I | 16.55 |
| 29042 - Stevedore II | 18.73 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.87 |
| 30022 - Archeological Technician II | 16.63 |
| 30023 - Archeological Technician III | 20.61 |
| 30030 - Cartographic Technician | 20.61 |
| 30040 - Civil Engineering Technician | 20.61 |
| 30061 - Drafter/CAD Operator I | 14.87 |
| 30062 - Drafter/CAD Operator II | 16.63 |
| 30063 - Drafter/CAD Operator III | 18.55 |
| 30064 - Drafter/CAD Operator IV | 22.82 |
| 30081 - Engineering Technician I | 13.94 |
| 30082 - Engineering Technician II | 16.36 |
| 30083 - Engineering Technician III | 18.18 |
| 30084 - Engineering Technician IV | 22.89 |
| 30085 - Engineering Technician V | 25.03 |
| 30086 - Engineering Technician VI | 33.59 |
| 30090 - Environmental Technician | 21.25 |
| 30210 - Laboratory Technician | 18.55 |
| 30240 - Mathematical Technician | 21.25 |
| 30361 - Paralegal/Legal Assistant I | 14.77 |
| 30362 - Paralegal/Legal Assistant II | 20.17 |
| 30363 - Paralegal/Legal Assistant III | 24.63 |
| 30364 - Paralegal/Legal Assistant IV | 29.83 |
| 30390 - Photo-Optics Technician | 21.97 |
| 30461 - Technical Writer I | 20.61 |
| 30462 - Technical Writer II | 25.21 |
| 30463 - Technical Writer III | 30.50 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 18.55 |
| 30621 - Weather Observer, Senior (see 2) | 20.61 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.63 |
| 31030 - Bus Driver | 14.60 |
| 31043 - Driver Courier | 11.09 |
| 31260 - Parking and Lot Attendant | 11.08 |
| 31290 - Shuttle Bus Driver | 11.71 |

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| 31310 - Taxi Driver | 11.11 |
| 31361 - Truckdriver, Light | 11.71 |
| 31362 - Truckdriver, Medium | 13.58 |
| 31363 - Truckdriver, Heavy | 18.95 |
| 31364 - Truckdriver, Tractor-Trailer | 18.95 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.82 |
| 99050 - Desk Clerk | 9.12 |
| 99095 - Embalmer | 22.64 |
| 99251 - Laboratory Animal Caretaker I | 10.45 |
| 99252 - Laboratory Animal Caretaker II | 11.08 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 12.98 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.79 |
| 99711 - Recycling Specialist | 16.28 |
| 99730 - Refuse Collector | 12.56 |
| 99810 - Sales Clerk | 10.53 |
| 99820 - School Crossing Guard | 11.64 |
| 99830 - Survey Party Chief | 15.54 |
| 99831 - Surveying Aide | 10.27 |
| 99832 - Surveying Technician | 14.12 |
| 99840 - Vending Machine Attendant | 14.11 |
| 99841 - Vending Machine Repairer | 17.11 |
| 99842 - Vending Machine Repairer Helper | 14.11 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2043
Revision No.: 17
Date of Last Revision: 07/25/2014

State: California

Area: California County of Kern

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.60 |
| 01012 - Accounting Clerk II | | 16.38 |

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| 01013 - Accounting Clerk III | 18.50 |
| 01020 - Administrative Assistant | 21.14 |
| 01040 - Court Reporter | 24.94 |
| 01051 - Data Entry Operator I | 12.78 |
| 01052 - Data Entry Operator II | 14.48 |
| 01060 - Dispatcher, Motor Vehicle | 17.44 |
| 01070 - Document Preparation Clerk | 14.35 |
| 01090 - Duplicating Machine Operator | 14.35 |
| 01111 - General Clerk I | 13.04 |
| 01112 - General Clerk II | 14.83 |
| 01113 - General Clerk III | 16.65 |
| 01120 - Housing Referral Assistant | 20.00 |
| 01141 - Messenger Courier | 11.54 |
| 01191 - Order Clerk I | 13.24 |
| 01192 - Order Clerk II | 14.45 |
| 01261 - Personnel Assistant (Employment) I | 14.90 |
| 01262 - Personnel Assistant (Employment) II | 17.56 |
| 01263 - Personnel Assistant (Employment) III | 18.77 |
| 01270 - Production Control Clerk | 23.14 |
| 01280 - Receptionist | 11.49 |
| 01290 - Rental Clerk | 12.72 |
| 01300 - Scheduler, Maintenance | 16.03 |
| 01311 - Secretary I | 16.03 |
| 01312 - Secretary II | 17.93 |
| 01313 - Secretary III | 20.00 |
| 01320 - Service Order Dispatcher | 16.53 |
| 01410 - Supply Technician | 22.22 |
| 01420 - Survey Worker | 16.34 |
| 01531 - Travel Clerk I | 12.88 |
| 01532 - Travel Clerk II | 13.57 |
| 01533 - Travel Clerk III | 14.67 |
| 01611 - Word Processor I | 14.72 |
| 01612 - Word Processor II | 16.51 |
| 01613 - Word Processor III | 18.47 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.07 |
| 05010 - Automotive Electrician | 18.24 |
| 05040 - Automotive Glass Installer | 17.52 |
| 05070 - Automotive Worker | 17.52 |
| 05110 - Mobile Equipment Servicer | 15.83 |
| 05130 - Motor Equipment Metal Mechanic | 18.99 |
| 05160 - Motor Equipment Metal Worker | 17.52 |
| 05190 - Motor Vehicle Mechanic | 18.99 |
| 05220 - Motor Vehicle Mechanic Helper | 14.66 |
| 05250 - Motor Vehicle Upholstery Worker | 17.00 |
| 05280 - Motor Vehicle Wrecker | 17.52 |
| 05310 - Painter, Automotive | 18.23 |
| 05340 - Radiator Repair Specialist | 17.52 |
| 05370 - Tire Repairer | 13.87 |
| 05400 - Transmission Repair Specialist | 18.99 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.06 |
| 07041 - Cook I | 13.37 |
| 07042 - Cook II | 15.20 |
| 07070 - Dishwasher | 9.15 |
| 07130 - Food Service Worker | 9.32 |
| 07210 - Meat Cutter | 14.15 |
| 07260 - Waiter/Waitress | 9.16 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.54 |
| 09040 - Furniture Handler | 12.87 |
| 09080 - Furniture Refinisher | 16.54 |
| 09090 - Furniture Refinisher Helper | 13.30 |

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| 09110 - Furniture Repairer, Minor | 15.21 |
| 09130 - Upholsterer | 16.54 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.66 |
| 11060 - Elevator Operator | 11.66 |
| 11090 - Gardener | 13.56 |
| 11122 - Housekeeping Aide | 12.40 |
| 11150 - Janitor | 12.40 |
| 11210 - Laborer, Grounds Maintenance | 13.00 |
| 11240 - Maid or Houseman | 8.98 |
| 11260 - Pruner | 11.87 |
| 11270 - Tractor Operator | 15.42 |
| 11330 - Trail Maintenance Worker | 13.00 |
| 11360 - Window Cleaner | 13.12 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.87 |
| 12011 - Breath Alcohol Technician | 18.48 |
| 12012 - Certified Occupational Therapist Assistant | 25.35 |
| 12015 - Certified Physical Therapist Assistant | 25.67 |
| 12020 - Dental Assistant | 16.35 |
| 12025 - Dental Hygienist | 41.60 |
| 12030 - EKG Technician | 26.51 |
| 12035 - Electroneurodiagnostic Technologist | 26.51 |
| 12040 - Emergency Medical Technician | 18.87 |
| 12071 - Licensed Practical Nurse I | 16.52 |
| 12072 - Licensed Practical Nurse II | 18.48 |
| 12073 - Licensed Practical Nurse III | 20.61 |
| 12100 - Medical Assistant | 14.04 |
| 12130 - Medical Laboratory Technician | 15.51 |
| 12160 - Medical Record Clerk | 13.50 |
| 12190 - Medical Record Technician | 15.10 |
| 12195 - Medical Transcriptionist | 17.27 |
| 12210 - Nuclear Medicine Technologist | 40.62 |
| 12221 - Nursing Assistant I | 10.26 |
| 12222 - Nursing Assistant II | 11.54 |
| 12223 - Nursing Assistant III | 12.58 |
| 12224 - Nursing Assistant IV | 14.12 |
| 12235 - Optical Dispenser | 14.73 |
| 12236 - Optical Technician | 16.52 |
| 12250 - Pharmacy Technician | 16.87 |
| 12280 - Phlebotomist | 16.50 |
| 12305 - Radiologic Technologist | 26.48 |
| 12311 - Registered Nurse I | 24.30 |
| 12312 - Registered Nurse II | 29.72 |
| 12313 - Registered Nurse II, Specialist | 29.72 |
| 12314 - Registered Nurse III | 35.96 |
| 12315 - Registered Nurse III, Anesthetist | 35.96 |
| 12316 - Registered Nurse IV | 43.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.89 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.13 |
| 13012 - Exhibits Specialist II | 24.95 |
| 13013 - Exhibits Specialist III | 30.52 |
| 13041 - Illustrator I | 20.13 |
| 13042 - Illustrator II | 24.95 |
| 13043 - Illustrator III | 30.52 |
| 13047 - Librarian | 27.62 |
| 13050 - Library Aide/Clerk | 15.10 |
| 13054 - Library Information Technology Systems Administrator | 24.95 |
| 13058 - Library Technician | 19.47 |
| 13061 - Media Specialist I | 18.00 |
| 13062 - Media Specialist II | 20.13 |

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|---|---------|
| 13063 - Media Specialist III | 22.45 |
| 13071 - Photographer I | 18.00 |
| 13072 - Photographer II | 20.14 |
| 13073 - Photographer III | 24.95 |
| 13074 - Photographer IV | 30.52 |
| 13075 - Photographer V | 36.92 |
| 13110 - Video Teleconference Technician | 18.00 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.85 |
| 14042 - Computer Operator II | 20.61 |
| 14043 - Computer Operator III | 22.98 |
| 14044 - Computer Operator IV | 25.55 |
| 14045 - Computer Operator V | 28.28 |
| 14071 - Computer Programmer I | |
| 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 | 17.85 |
| 14160 - Personal Computer Support Technician | 25.55 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.78 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.24 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 44.48 |
| 15050 - Computer Based Training Specialist / Instructor | 28.99 |
| 15060 - Educational Technologist | 27.08 |
| 15070 - Flight Instructor (Pilot) | 44.48 |
| 15080 - Graphic Artist | 20.98 |
| 15090 - Technical Instructor | 19.96 |
| 15095 - Technical Instructor/Course Developer | 24.27 |
| 15110 - Test Proctor | 17.86 |
| 15120 - Tutor | 17.86 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.62 |
| 16030 - Counter Attendant | 9.62 |
| 16040 - Dry Cleaner | 11.95 |
| 16070 - Finisher, Flatwork, Machine | 9.62 |
| 16090 - Presser, Hand | 9.62 |
| 16110 - Presser, Machine, Drycleaning | 9.62 |
| 16130 - Presser, Machine, Shirts | 9.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.62 |
| 16190 - Sewing Machine Operator | 12.25 |
| 16220 - Tailor | 12.91 |
| 16250 - Washer, Machine | 10.28 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.66 |
| 19040 - Tool And Die Maker | 28.13 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.04 |
| 21030 - Material Coordinator | 23.14 |
| 21040 - Material Expediter | 23.14 |
| 21050 - Material Handling Laborer | 11.54 |
| 21071 - Order Filler | 12.17 |
| 21080 - Production Line Worker (Food Processing) | 13.04 |
| 21110 - Shipping Packer | 13.93 |
| 21130 - Shipping/Receiving Clerk | 13.93 |
| 21140 - Store Worker I | 11.22 |
| 21150 - Stock Clerk | 14.72 |
| 21210 - Tools And Parts Attendant | 13.04 |
| 21410 - Warehouse Specialist | 13.04 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |

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|---|-------|
| 23010 - Aerospace Structural Welder | 28.23 |
| 23021 - Aircraft Mechanic I | 26.79 |
| 23022 - Aircraft Mechanic II | 28.23 |
| 23023 - Aircraft Mechanic III | 29.66 |
| 23040 - Aircraft Mechanic Helper | 21.12 |
| 23050 - Aircraft, Painter | 22.31 |
| 23060 - Aircraft Servicer | 24.18 |
| 23080 - Aircraft Worker | 25.24 |
| 23110 - Appliance Mechanic | 22.62 |
| 23120 - Bicycle Repairer | 15.26 |
| 23125 - Cable Splicer | 31.37 |
| 23130 - Carpenter, Maintenance | 22.86 |
| 23140 - Carpet Layer | 17.92 |
| 23160 - Electrician, Maintenance | 26.52 |
| 23181 - Electronics Technician Maintenance I | 26.31 |
| 23182 - Electronics Technician Maintenance II | 27.90 |
| 23183 - Electronics Technician Maintenance III | 29.47 |
| 23260 - Fabric Worker | 20.33 |
| 23290 - Fire Alarm System Mechanic | 23.03 |
| 23310 - Fire Extinguisher Repairer | 19.01 |
| 23311 - Fuel Distribution System Mechanic | 26.97 |
| 23312 - Fuel Distribution System Operator | 22.23 |
| 23370 - General Maintenance Worker | 18.26 |
| 23380 - Ground Support Equipment Mechanic | 26.79 |
| 23381 - Ground Support Equipment Servicer | 24.18 |
| 23382 - Ground Support Equipment Worker | 25.24 |
| 23391 - Gunsmith I | 19.01 |
| 23392 - Gunsmith II | 21.62 |
| 23393 - Gunsmith III | 24.22 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.88 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.06 |
| 23430 - Heavy Equipment Mechanic | 21.73 |
| 23440 - Heavy Equipment Operator | 24.53 |
| 23460 - Instrument Mechanic | 28.25 |
| 23465 - Laboratory/Shelter Mechanic | 22.93 |
| 23470 - Laborer | 11.54 |
| 23510 - Locksmith | 21.52 |
| 23530 - Machinery Maintenance Mechanic | 22.52 |
| 23550 - Machinist, Maintenance | 20.44 |
| 23580 - Maintenance Trades Helper | 13.36 |
| 23591 - Metrology Technician I | 28.25 |
| 23592 - Metrology Technician II | 29.74 |
| 23593 - Metrology Technician III | 31.26 |
| 23640 - Millwright | 24.89 |
| 23710 - Office Appliance Repairer | 21.82 |
| 23760 - Painter, Maintenance | 20.87 |
| 23790 - Pipefitter, Maintenance | 23.43 |
| 23810 - Plumber, Maintenance | 22.50 |
| 23820 - Pneudraulic Systems Mechanic | 24.22 |
| 23850 - Rigger | 24.22 |
| 23870 - Scale Mechanic | 21.71 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.68 |
| 23910 - Small Engine Mechanic | 20.48 |
| 23931 - Telecommunications Mechanic I | 24.61 |
| 23932 - Telecommunications Mechanic II | 25.94 |
| 23950 - Telephone Lineman | 22.97 |
| 23960 - Welder, Combination, Maintenance | 23.78 |
| 23965 - Well Driller | 24.22 |
| 23970 - Woodcraft Worker | 24.22 |
| 23980 - Woodworker | 19.01 |
| 24000 - Personal Needs Occupations | |

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| 24570 - Child Care Attendant | 10.79 |
| 24580 - Child Care Center Clerk | 11.17 |
| 24610 - Chore Aide | 13.07 |
| 24620 - Family Readiness And Support Services Coordinator | 13.80 |
| 24630 - Homemaker | 17.39 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.17 |
| 25040 - Sewage Plant Operator | 21.07 |
| 25070 - Stationary Engineer | 29.17 |
| 25190 - Ventilation Equipment Tender | 19.27 |
| 25210 - Water Treatment Plant Operator | 21.07 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.33 |
| 27007 - Baggage Inspector | 11.00 |
| 27008 - Corrections Officer | 31.29 |
| 27010 - Court Security Officer | 29.33 |
| 27030 - Detection Dog Handler | 12.30 |
| 27040 - Detention Officer | 31.29 |
| 27070 - Firefighter | 29.06 |
| 27101 - Guard I | 11.00 |
| 27102 - Guard II | 12.30 |
| 27131 - Police Officer I | 31.37 |
| 27132 - Police Officer II | 34.86 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.01 |
| 28042 - Carnival Equipment Repairer | 15.10 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 13.62 |
| 28310 - Lifeguard | 11.95 |
| 28350 - Park Attendant (Aide) | 15.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 16.40 |
| 28630 - Sports Official | 12.14 |
| 28690 - Swimming Pool Operator | 18.62 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 25.75 |
| 29020 - Hatch Tender | 25.75 |
| 29030 - Line Handler | 25.75 |
| 29041 - Stevedore I | 21.85 |
| 29042 - Stevedore II | 27.31 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.78 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.67 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 19.91 |
| 30022 - Archeological Technician II | 23.13 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 30.50 |
| 30040 - Civil Engineering Technician | 28.72 |
| 30061 - Drafter/CAD Operator I | 19.91 |
| 30062 - Drafter/CAD Operator II | 26.44 |
| 30063 - Drafter/CAD Operator III | 26.80 |
| 30064 - Drafter/CAD Operator IV | 32.98 |
| 30081 - Engineering Technician I | 17.68 |
| 30082 - Engineering Technician II | 20.62 |
| 30083 - Engineering Technician III | 23.07 |
| 30084 - Engineering Technician IV | 28.59 |
| 30085 - Engineering Technician V | 34.97 |
| 30086 - Engineering Technician VI | 42.20 |
| 30090 - Environmental Technician | 24.34 |
| 30210 - Laboratory Technician | 24.11 |
| 30240 - Mathematical Technician | 27.58 |

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|---|---------------|
| 30361 - Paralegal/Legal Assistant I | 20.79 |
| 30362 - Paralegal/Legal Assistant II | 25.77 |
| 30363 - Paralegal/Legal Assistant III | 31.52 |
| 30364 - Paralegal/Legal Assistant IV | 38.14 |
| 30390 - Photo-Optics Technician | 27.58 |
| 30461 - Technical Writer I | 29.04 |
| 30462 - Technical Writer II | 35.52 |
| 30463 - Technical Writer III | 42.97 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 3) 26.80 |
| 30621 - Weather Observer, Senior | (see 3) 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.36 |
| 31030 - Bus Driver | 16.67 |
| 31043 - Driver Courier | 13.85 |
| 31260 - Parking and Lot Attendant | 10.80 |
| 31290 - Shuttle Bus Driver | 14.87 |
| 31310 - Taxi Driver | 10.82 |
| 31361 - Truckdriver, Light | 14.87 |
| 31362 - Truckdriver, Medium | 17.64 |
| 31363 - Truckdriver, Heavy | 18.76 |
| 31364 - Truckdriver, Tractor-Trailer | 18.76 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.75 |
| 99050 - Desk Clerk | 8.95 |
| 99095 - Embalmer | 23.59 |
| 99251 - Laboratory Animal Caretaker I | 9.26 |
| 99252 - Laboratory Animal Caretaker II | 9.94 |
| 99310 - Mortician | 23.59 |
| 99410 - Pest Controller | 13.90 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 19.26 |
| 99711 - Recycling Specialist | 22.54 |
| 99730 - Refuse Collector | 17.57 |
| 99810 - Sales Clerk | 11.95 |
| 99820 - School Crossing Guard | 10.81 |
| 99830 - Survey Party Chief | 28.28 |
| 99831 - Surveying Aide | 18.77 |
| 99832 - Surveying Technician | 25.72 |
| 99840 - Vending Machine Attendant | 14.66 |
| 99841 - Vending Machine Repairer | 18.36 |
| 99842 - Vending Machine Repairer Helper | 15.79 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2044
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: California

Area: California County of Kern

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.60 |
| 01012 - Accounting Clerk II | | 16.38 |
| 01013 - Accounting Clerk III | | 18.50 |
| 01020 - Administrative Assistant | | 21.14 |
| 01040 - Court Reporter | | 24.94 |
| 01051 - Data Entry Operator I | | 12.78 |
| 01052 - Data Entry Operator II | | 14.48 |
| 01060 - Dispatcher, Motor Vehicle | | 17.44 |
| 01070 - Document Preparation Clerk | | 14.35 |
| 01090 - Duplicating Machine Operator | | 14.35 |
| 01111 - General Clerk I | | 13.04 |
| 01112 - General Clerk II | | 14.83 |
| 01113 - General Clerk III | | 16.65 |
| 01120 - Housing Referral Assistant | | 20.00 |
| 01141 - Messenger Courier | | 11.54 |
| 01191 - Order Clerk I | | 13.24 |
| 01192 - Order Clerk II | | 14.45 |
| 01261 - Personnel Assistant (Employment) I | | 14.90 |
| 01262 - Personnel Assistant (Employment) II | | 17.56 |
| 01263 - Personnel Assistant (Employment) III | | 18.77 |
| 01270 - Production Control Clerk | | 23.14 |
| 01280 - Receptionist | | 11.49 |
| 01290 - Rental Clerk | | 12.72 |
| 01300 - Scheduler, Maintenance | | 16.03 |
| 01311 - Secretary I | | 16.03 |
| 01312 - Secretary II | | 17.93 |
| 01313 - Secretary III | | 20.00 |
| 01320 - Service Order Dispatcher | | 16.53 |
| 01410 - Supply Technician | | 22.22 |
| 01420 - Survey Worker | | 16.34 |
| 01531 - Travel Clerk I | | 12.88 |
| 01532 - Travel Clerk II | | 13.57 |
| 01533 - Travel Clerk III | | 14.67 |
| 01611 - Word Processor I | | 14.72 |
| 01612 - Word Processor II | | 16.51 |
| 01613 - Word Processor III | | 18.47 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.07 |

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| 05010 - Automotive Electrician | 18.24 |
| 05040 - Automotive Glass Installer | 17.52 |
| 05070 - Automotive Worker | 17.52 |
| 05110 - Mobile Equipment Servicer | 15.83 |
| 05130 - Motor Equipment Metal Mechanic | 18.99 |
| 05160 - Motor Equipment Metal Worker | 17.52 |
| 05190 - Motor Vehicle Mechanic | 18.99 |
| 05220 - Motor Vehicle Mechanic Helper | 14.66 |
| 05250 - Motor Vehicle Upholstery Worker | 17.00 |
| 05280 - Motor Vehicle Wrecker | 17.52 |
| 05310 - Painter, Automotive | 18.23 |
| 05340 - Radiator Repair Specialist | 17.52 |
| 05370 - Tire Repairer | 13.87 |
| 05400 - Transmission Repair Specialist | 18.99 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.06 |
| 07041 - Cook I | 13.37 |
| 07042 - Cook II | 15.20 |
| 07070 - Dishwasher | 9.15 |
| 07130 - Food Service Worker | 9.32 |
| 07210 - Meat Cutter | 14.15 |
| 07260 - Waiter/Waitress | 9.16 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.54 |
| 09040 - Furniture Handler | 12.87 |
| 09080 - Furniture Refinisher | 16.54 |
| 09090 - Furniture Refinisher Helper | 13.30 |
| 09110 - Furniture Repairer, Minor | 15.21 |
| 09130 - Upholsterer | 16.54 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.66 |
| 11060 - Elevator Operator | 11.66 |
| 11090 - Gardener | 13.56 |
| 11122 - Housekeeping Aide | 12.40 |
| 11150 - Janitor | 12.40 |
| 11210 - Laborer, Grounds Maintenance | 13.00 |
| 11240 - Maid or Houseman | 8.98 |
| 11260 - Pruner | 11.87 |
| 11270 - Tractor Operator | 15.42 |
| 11330 - Trail Maintenance Worker | 13.00 |
| 11360 - Window Cleaner | 13.12 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.87 |
| 12011 - Breath Alcohol Technician | 18.48 |
| 12012 - Certified Occupational Therapist Assistant | 25.35 |
| 12015 - Certified Physical Therapist Assistant | 25.67 |
| 12020 - Dental Assistant | 16.35 |
| 12025 - Dental Hygienist | 41.60 |
| 12030 - EKG Technician | 26.51 |
| 12035 - Electroneurodiagnostic Technologist | 26.51 |
| 12040 - Emergency Medical Technician | 18.87 |
| 12071 - Licensed Practical Nurse I | 16.52 |
| 12072 - Licensed Practical Nurse II | 18.48 |
| 12073 - Licensed Practical Nurse III | 20.61 |
| 12100 - Medical Assistant | 14.04 |
| 12130 - Medical Laboratory Technician | 15.51 |
| 12160 - Medical Record Clerk | 13.50 |
| 12190 - Medical Record Technician | 15.10 |
| 12195 - Medical Transcriptionist | 17.27 |
| 12210 - Nuclear Medicine Technologist | 40.62 |
| 12221 - Nursing Assistant I | 10.26 |
| 12222 - Nursing Assistant II | 11.54 |
| 12223 - Nursing Assistant III | 12.58 |

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|---|---------|
| 12224 - Nursing Assistant IV | 14.12 |
| 12235 - Optical Dispenser | 14.73 |
| 12236 - Optical Technician | 16.52 |
| 12250 - Pharmacy Technician | 16.87 |
| 12280 - Phlebotomist | 16.50 |
| 12305 - Radiologic Technologist | 26.48 |
| 12311 - Registered Nurse I | 24.30 |
| 12312 - Registered Nurse II | 29.72 |
| 12313 - Registered Nurse II, Specialist | 29.72 |
| 12314 - Registered Nurse III | 35.96 |
| 12315 - Registered Nurse III, Anesthetist | 35.96 |
| 12316 - Registered Nurse IV | 43.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.89 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.13 |
| 13012 - Exhibits Specialist II | 24.95 |
| 13013 - Exhibits Specialist III | 30.52 |
| 13041 - Illustrator I | 20.13 |
| 13042 - Illustrator II | 24.95 |
| 13043 - Illustrator III | 30.52 |
| 13047 - Librarian | 27.62 |
| 13050 - Library Aide/Clerk | 15.10 |
| 13054 - Library Information Technology Systems Administrator | 24.95 |
| 13058 - Library Technician | 19.47 |
| 13061 - Media Specialist I | 18.00 |
| 13062 - Media Specialist II | 20.13 |
| 13063 - Media Specialist III | 22.45 |
| 13071 - Photographer I | 18.00 |
| 13072 - Photographer II | 20.14 |
| 13073 - Photographer III | 24.95 |
| 13074 - Photographer IV | 30.52 |
| 13075 - Photographer V | 36.92 |
| 13110 - Video Teleconference Technician | 18.00 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.85 |
| 14042 - Computer Operator II | 20.61 |
| 14043 - Computer Operator III | 22.98 |
| 14044 - Computer Operator IV | 25.55 |
| 14045 - Computer Operator V | 28.28 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 17.85 |
| 14160 - Personal Computer Support Technician | 25.55 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.78 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.24 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 44.48 |
| 15050 - Computer Based Training Specialist / Instructor | 28.99 |
| 15060 - Educational Technologist | 27.08 |
| 15070 - Flight Instructor (Pilot) | 44.48 |
| 15080 - Graphic Artist | 20.98 |
| 15090 - Technical Instructor | 19.96 |
| 15095 - Technical Instructor/Course Developer | 24.27 |
| 15110 - Test Proctor | 17.86 |
| 15120 - Tutor | 17.86 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.62 |

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|---|-------|
| 16030 - Counter Attendant | 9.62 |
| 16040 - Dry Cleaner | 11.95 |
| 16070 - Finisher, Flatwork, Machine | 9.62 |
| 16090 - Presser, Hand | 9.62 |
| 16110 - Presser, Machine, Drycleaning | 9.62 |
| 16130 - Presser, Machine, Shirts | 9.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.62 |
| 16190 - Sewing Machine Operator | 12.25 |
| 16220 - Tailor | 12.91 |
| 16250 - Washer, Machine | 10.28 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.66 |
| 19040 - Tool And Die Maker | 28.13 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.04 |
| 21030 - Material Coordinator | 23.14 |
| 21040 - Material Expediter | 23.14 |
| 21050 - Material Handling Laborer | 11.54 |
| 21071 - Order Filler | 12.17 |
| 21080 - Production Line Worker (Food Processing) | 13.04 |
| 21110 - Shipping Packer | 13.93 |
| 21130 - Shipping/Receiving Clerk | 13.93 |
| 21140 - Store Worker I | 11.22 |
| 21150 - Stock Clerk | 14.72 |
| 21210 - Tools And Parts Attendant | 13.04 |
| 21410 - Warehouse Specialist | 13.04 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 28.23 |
| 23021 - Aircraft Mechanic I | 26.79 |
| 23022 - Aircraft Mechanic II | 28.23 |
| 23023 - Aircraft Mechanic III | 29.66 |
| 23040 - Aircraft Mechanic Helper | 21.12 |
| 23050 - Aircraft, Painter | 22.31 |
| 23060 - Aircraft Servicer | 24.18 |
| 23080 - Aircraft Worker | 25.24 |
| 23110 - Appliance Mechanic | 22.62 |
| 23120 - Bicycle Repairer | 15.26 |
| 23125 - Cable Splicer | 31.37 |
| 23130 - Carpenter, Maintenance | 22.86 |
| 23140 - Carpet Layer | 17.92 |
| 23160 - Electrician, Maintenance | 26.52 |
| 23181 - Electronics Technician Maintenance I | 26.31 |
| 23182 - Electronics Technician Maintenance II | 27.90 |
| 23183 - Electronics Technician Maintenance III | 29.47 |
| 23260 - Fabric Worker | 20.33 |
| 23290 - Fire Alarm System Mechanic | 23.03 |
| 23310 - Fire Extinguisher Repairer | 19.01 |
| 23311 - Fuel Distribution System Mechanic | 26.97 |
| 23312 - Fuel Distribution System Operator | 22.23 |
| 23370 - General Maintenance Worker | 18.26 |
| 23380 - Ground Support Equipment Mechanic | 26.79 |
| 23381 - Ground Support Equipment Servicer | 24.18 |
| 23382 - Ground Support Equipment Worker | 25.24 |
| 23391 - Gunsmith I | 19.01 |
| 23392 - Gunsmith II | 21.62 |
| 23393 - Gunsmith III | 24.22 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.88 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.06 |
| 23430 - Heavy Equipment Mechanic | 21.73 |
| 23440 - Heavy Equipment Operator | 24.53 |
| 23460 - Instrument Mechanic | 28.25 |

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|---|-------|
| 23465 - Laboratory/Shelter Mechanic | 22.93 |
| 23470 - Laborer | 11.54 |
| 23510 - Locksmith | 21.52 |
| 23530 - Machinery Maintenance Mechanic | 22.52 |
| 23550 - Machinist, Maintenance | 20.44 |
| 23580 - Maintenance Trades Helper | 13.36 |
| 23591 - Metrology Technician I | 28.25 |
| 23592 - Metrology Technician II | 29.74 |
| 23593 - Metrology Technician III | 31.26 |
| 23640 - Millwright | 24.89 |
| 23710 - Office Appliance Repairer | 21.82 |
| 23760 - Painter, Maintenance | 20.87 |
| 23790 - Pipefitter, Maintenance | 23.43 |
| 23810 - Plumber, Maintenance | 22.50 |
| 23820 - Pneudraulic Systems Mechanic | 24.22 |
| 23850 - Rigger | 24.22 |
| 23870 - Scale Mechanic | 21.71 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.68 |
| 23910 - Small Engine Mechanic | 20.48 |
| 23931 - Telecommunications Mechanic I | 24.61 |
| 23932 - Telecommunications Mechanic II | 25.94 |
| 23950 - Telephone Lineman | 22.97 |
| 23960 - welder, Combination, Maintenance | 23.78 |
| 23965 - Well Driller | 24.22 |
| 23970 - Woodcraft Worker | 24.22 |
| 23980 - Woodworker | 19.01 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.79 |
| 24580 - Child Care Center Clerk | 11.17 |
| 24610 - Chore Aide | 13.07 |
| 24620 - Family Readiness And Support Services Coordinator | 13.80 |
| 24630 - Homemaker | 17.39 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.17 |
| 25040 - Sewage Plant Operator | 21.07 |
| 25070 - Stationary Engineer | 29.17 |
| 25190 - Ventilation Equipment Tender | 19.27 |
| 25210 - Water Treatment Plant Operator | 21.07 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.33 |
| 27007 - Baggage Inspector | 11.00 |
| 27008 - Corrections Officer | 31.29 |
| 27010 - Court Security Officer | 29.33 |
| 27030 - Detection Dog Handler | 12.30 |
| 27040 - Detention Officer | 31.29 |
| 27070 - Firefighter | 29.06 |
| 27101 - Guard I | 11.00 |
| 27102 - Guard II | 12.30 |
| 27131 - Police Officer I | 31.37 |
| 27132 - Police Officer II | 34.86 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.01 |
| 28042 - Carnival Equipment Repairer | 15.10 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 13.62 |
| 28310 - Lifeguard | 11.95 |
| 28350 - Park Attendant (Aide) | 15.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 16.40 |
| 28630 - Sports Official | 12.14 |
| 28690 - Swimming Pool Operator | 18.62 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |

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| 29010 - Blocker And Bracer | 25.75 |
| 29020 - Hatch Tender | 25.75 |
| 29030 - Line Handler | 25.75 |
| 29041 - Stevedore I | 21.85 |
| 29042 - Stevedore II | 27.31 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.78 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.67 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 19.91 |
| 30022 - Archeological Technician II | 23.13 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 30.50 |
| 30040 - Civil Engineering Technician | 28.72 |
| 30061 - Drafter/CAD Operator I | 19.91 |
| 30062 - Drafter/CAD Operator II | 26.44 |
| 30063 - Drafter/CAD Operator III | 26.80 |
| 30064 - Drafter/CAD Operator IV | 32.98 |
| 30081 - Engineering Technician I | 17.68 |
| 30082 - Engineering Technician II | 20.62 |
| 30083 - Engineering Technician III | 23.07 |
| 30084 - Engineering Technician IV | 28.59 |
| 30085 - Engineering Technician V | 34.97 |
| 30086 - Engineering Technician VI | 42.20 |
| 30090 - Environmental Technician | 24.34 |
| 30210 - Laboratory Technician | 24.11 |
| 30240 - Mathematical Technician | 27.58 |
| 30361 - Paralegal/Legal Assistant I | 20.79 |
| 30362 - Paralegal/Legal Assistant II | 25.77 |
| 30363 - Paralegal/Legal Assistant III | 31.52 |
| 30364 - Paralegal/Legal Assistant IV | 38.14 |
| 30390 - Photo-Optics Technician | 27.58 |
| 30461 - Technical Writer I | 29.04 |
| 30462 - Technical Writer II | 35.52 |
| 30463 - Technical Writer III | 42.97 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 3) | 26.80 |
| 30621 - Weather Observer, Senior (see 3) | 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.36 |
| 31030 - Bus Driver | 16.67 |
| 31043 - Driver Courier | 13.85 |
| 31260 - Parking and Lot Attendant | 10.80 |
| 31290 - Shuttle Bus Driver | 14.87 |
| 31310 - Taxi Driver | 10.82 |
| 31361 - Truckdriver, Light | 14.87 |
| 31362 - Truckdriver, Medium | 17.64 |
| 31363 - Truckdriver, Heavy | 18.76 |
| 31364 - Truckdriver, Tractor-Trailer | 18.76 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.75 |
| 99050 - Desk Clerk | 8.95 |
| 99095 - Embalmer | 23.59 |
| 99251 - Laboratory Animal Caretaker I | 9.26 |
| 99252 - Laboratory Animal Caretaker II | 9.94 |
| 99310 - Mortician | 23.59 |
| 99410 - Pest Controller | 13.90 |
| 99510 - Photofinishing Worker | 11.95 |

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|---|-------|
| 99710 - Recycling Laborer | 19.26 |
| 99711 - Recycling Specialist | 22.54 |
| 99730 - Refuse Collector | 17.57 |
| 99810 - Sales Clerk | 11.95 |
| 99820 - School Crossing Guard | 10.81 |
| 99830 - Survey Party Chief | 28.28 |
| 99831 - Surveying Aide | 18.77 |
| 99832 - Surveying Technician | 25.72 |
| 99840 - Vending Machine Attendant | 14.66 |
| 99841 - Vending Machine Repairer | 18.36 |
| 99842 - Vending Machine Repairer Helper | 15.79 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2045
Revision No.: 15
Date of Last Revision: 07/25/2014

State: California

Area: California Counties of Fresno, Madera, Mariposa, Merced

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.16 |
| 01012 - Accounting Clerk II | | 15.89 |
| 01013 - Accounting Clerk III | | 17.78 |
| 01020 - Administrative Assistant | | 20.44 |
| 01040 - Court Reporter | | 25.29 |
| 01051 - Data Entry Operator I | | 13.83 |
| 01052 - Data Entry Operator II | | 15.08 |
| 01060 - Dispatcher, Motor Vehicle | | 17.58 |

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|-------|--|-------|
| 01070 | - Document Preparation Clerk | 12.89 |
| 01090 | - Duplicating Machine Operator | 12.89 |
| 01111 | - General Clerk I | 12.25 |
| 01112 | - General Clerk II | 13.23 |
| 01113 | - General Clerk III | 15.04 |
| 01120 | - Housing Referral Assistant | 18.03 |
| 01141 | - Messenger Courier | 10.28 |
| 01191 | - Order Clerk I | 12.42 |
| 01192 | - Order Clerk II | 13.55 |
| 01261 | - Personnel Assistant (Employment) I | 15.37 |
| 01262 | - Personnel Assistant (Employment) II | 17.19 |
| 01263 | - Personnel Assistant (Employment) III | 19.17 |
| 01270 | - Production Control Clerk | 19.13 |
| 01280 | - Receptionist | 11.63 |
| 01290 | - Rental Clerk | 14.53 |
| 01300 | - Scheduler, Maintenance | 14.45 |
| 01311 | - Secretary I | 14.45 |
| 01312 | - Secretary II | 16.43 |
| 01313 | - Secretary III | 18.03 |
| 01320 | - Service Order Dispatcher | 17.51 |
| 01410 | - Supply Technician | 20.44 |
| 01420 | - Survey Worker | 16.05 |
| 01531 | - Travel Clerk I | 13.48 |
| 01532 | - Travel Clerk II | 13.85 |
| 01533 | - Travel Clerk III | 14.98 |
| 01611 | - Word Processor I | 13.93 |
| 01612 | - Word Processor II | 15.64 |
| 01613 | - Word Processor III | 17.49 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 18.11 |
| 05010 | - Automotive Electrician | 17.75 |
| 05040 | - Automotive Glass Installer | 15.97 |
| 05070 | - Automotive Worker | 15.97 |
| 05110 | - Mobile Equipment Servicer | 14.17 |
| 05130 | - Motor Equipment Metal Mechanic | 17.75 |
| 05160 | - Motor Equipment Metal Worker | 15.97 |
| 05190 | - Motor Vehicle Mechanic | 18.11 |
| 05220 | - Motor Vehicle Mechanic Helper | 13.43 |
| 05250 | - Motor Vehicle Upholstery Worker | 15.72 |
| 05280 | - Motor Vehicle Wrecker | 15.97 |
| 05310 | - Painter, Automotive | 16.84 |
| 05340 | - Radiator Repair Specialist | 15.97 |
| 05370 | - Tire Repairer | 11.82 |
| 05400 | - Transmission Repair Specialist | 17.75 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 14.16 |
| 07041 | - Cook I | 12.05 |
| 07042 | - Cook II | 13.70 |
| 07070 | - Dishwasher | 8.63 |
| 07130 | - Food Service Worker | 9.20 |
| 07210 | - Meat Cutter | 16.42 |
| 07260 | - Waiter/Waitress | 9.51 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 15.99 |
| 09040 | - Furniture Handler | 12.75 |
| 09080 | - Furniture Refinisher | 15.99 |
| 09090 | - Furniture Refinisher Helper | 12.75 |
| 09110 | - Furniture Repairer, Minor | 13.01 |
| 09130 | - Upholsterer | 15.99 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 10.23 |
| 11060 | - Elevator Operator | 10.23 |
| 11090 | - Gardener | 13.47 |

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|--|-------|
| 11122 - Housekeeping Aide | 11.09 |
| 11150 - Janitor | 11.09 |
| 11210 - Laborer, Grounds Maintenance | 13.77 |
| 11240 - Maid or Houseman | 9.34 |
| 11260 - Pruner | 12.57 |
| 11270 - Tractor Operator | 12.94 |
| 11330 - Trail Maintenance Worker | 13.77 |
| 11360 - Window Cleaner | 11.86 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.28 |
| 12011 - Breath Alcohol Technician | 18.60 |
| 12012 - Certified Occupational Therapist Assistant | 25.15 |
| 12015 - Certified Physical Therapist Assistant | 25.08 |
| 12020 - Dental Assistant | 15.73 |
| 12025 - Dental Hygienist | 31.79 |
| 12030 - EKG Technician | 26.03 |
| 12035 - Electroneurodiagnostic Technologist | 26.03 |
| 12040 - Emergency Medical Technician | 18.28 |
| 12071 - Licensed Practical Nurse I | 18.29 |
| 12072 - Licensed Practical Nurse II | 20.46 |
| 12073 - Licensed Practical Nurse III | 22.81 |
| 12100 - Medical Assistant | 13.58 |
| 12130 - Medical Laboratory Technician | 19.69 |
| 12160 - Medical Record Clerk | 13.53 |
| 12190 - Medical Record Technician | 15.14 |
| 12195 - Medical Transcriptionist | 18.11 |
| 12210 - Nuclear Medicine Technologist | 44.40 |
| 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 | 16.98 |
| 12236 - Optical Technician | 15.10 |
| 12250 - Pharmacy Technician | 16.06 |
| 12280 - Phlebotomist | 14.81 |
| 12305 - Radiologic Technologist | 27.37 |
| 12311 - Registered Nurse I | 25.22 |
| 12312 - Registered Nurse II | 30.85 |
| 12313 - Registered Nurse II, Specialist | 30.85 |
| 12314 - Registered Nurse III | 37.32 |
| 12315 - Registered Nurse III, Anesthetist | 37.32 |
| 12316 - Registered Nurse IV | 44.73 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.34 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.06 |
| 13012 - Exhibits Specialist II | 23.06 |
| 13013 - Exhibits Specialist III | 28.21 |
| 13041 - Illustrator I | 20.06 |
| 13042 - Illustrator II | 23.06 |
| 13043 - Illustrator III | 28.21 |
| 13047 - Librarian | 27.51 |
| 13050 - Library Aide/Clerk | 13.42 |
| 13054 - Library Information Technology Systems Administrator | 24.84 |
| 13058 - Library Technician | 17.66 |
| 13061 - Media Specialist I | 17.91 |
| 13062 - Media Specialist II | 20.04 |
| 13063 - Media Specialist III | 22.33 |
| 13071 - Photographer I | 16.14 |
| 13072 - Photographer II | 18.36 |
| 13073 - Photographer III | 20.35 |
| 13074 - Photographer IV | 25.47 |
| 13075 - Photographer V | 30.81 |

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|---|---------|
| 13110 - Video Teleconference Technician | 18.23 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.36 |
| 14042 - Computer Operator II | 17.30 |
| 14043 - Computer Operator III | 19.99 |
| 14044 - Computer Operator IV | 22.17 |
| 14045 - Computer Operator V | 24.61 |
| 14071 - Computer Programmer I | 18.30 |
| 14072 - Computer Programmer II | 22.67 |
| 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 | 15.36 |
| 14160 - Personal Computer Support Technician | 22.17 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.58 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.58 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.39 |
| 15050 - Computer Based Training Specialist / Instructor | 28.58 |
| 15060 - Educational Technologist | 36.57 |
| 15070 - Flight Instructor (Pilot) | 41.39 |
| 15080 - Graphic Artist | 22.54 |
| 15090 - Technical Instructor | 22.62 |
| 15095 - Technical Instructor/Course Developer | 27.69 |
| 15110 - Test Proctor | 18.55 |
| 15120 - Tutor | 18.55 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.82 |
| 16030 - Counter Attendant | 9.82 |
| 16040 - Dry Cleaner | 11.83 |
| 16070 - Finisher, Flatwork, Machine | 9.82 |
| 16090 - Presser, Hand | 9.82 |
| 16110 - Presser, Machine, Drycleaning | 9.82 |
| 16130 - Presser, Machine, Shirts | 9.82 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.82 |
| 16190 - Sewing Machine Operator | 12.50 |
| 16220 - Tailor | 13.18 |
| 16250 - Washer, Machine | 10.49 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.95 |
| 19040 - Tool And Die Maker | 26.90 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.60 |
| 21030 - Material Coordinator | 19.13 |
| 21040 - Material Expediter | 19.13 |
| 21050 - Material Handling Laborer | 11.10 |
| 21071 - Order Filler | 12.61 |
| 21080 - Production Line Worker (Food Processing) | 13.53 |
| 21110 - Shipping Packer | 13.60 |
| 21130 - Shipping/Receiving Clerk | 13.54 |
| 21140 - Store Worker I | 11.42 |
| 21150 - Stock Clerk | 14.99 |
| 21210 - Tools And Parts Attendant | 13.60 |
| 21410 - Warehouse Specialist | 13.60 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 22.55 |
| 23021 - Aircraft Mechanic I | 21.40 |
| 23022 - Aircraft Mechanic II | 22.55 |
| 23023 - Aircraft Mechanic III | 23.69 |
| 23040 - Aircraft Mechanic Helper | 16.21 |
| 23050 - Aircraft, Painter | 20.09 |

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| 23060 - Aircraft Servicer | 18.18 |
| 23080 - Aircraft Worker | 19.27 |
| 23110 - Appliance Mechanic | 21.29 |
| 23120 - Bicycle Repairer | 11.82 |
| 23125 - Cable Splicer | 23.42 |
| 23130 - Carpenter, Maintenance | 22.37 |
| 23140 - Carpet Layer | 18.84 |
| 23160 - Electrician, Maintenance | 23.30 |
| 23181 - Electronics Technician Maintenance I | 20.76 |
| 23182 - Electronics Technician Maintenance II | 23.48 |
| 23183 - Electronics Technician Maintenance III | 24.80 |
| 23260 - Fabric Worker | 19.65 |
| 23290 - Fire Alarm System Mechanic | 21.16 |
| 23310 - Fire Extinguisher Repairer | 18.38 |
| 23311 - Fuel Distribution System Mechanic | 26.03 |
| 23312 - Fuel Distribution System Operator | 19.70 |
| 23370 - General Maintenance Worker | 17.47 |
| 23380 - Ground Support Equipment Mechanic | 21.40 |
| 23381 - Ground Support Equipment Servicer | 18.18 |
| 23382 - Ground Support Equipment Worker | 19.27 |
| 23391 - Gunsmith I | 18.38 |
| 23392 - Gunsmith II | 20.91 |
| 23393 - Gunsmith III | 23.42 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.34 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.28 |
| 23430 - Heavy Equipment Mechanic | 21.93 |
| 23440 - Heavy Equipment Operator | 28.33 |
| 23460 - Instrument Mechanic | 24.11 |
| 23465 - Laboratory/Shelter Mechanic | 22.17 |
| 23470 - Laborer | 11.10 |
| 23510 - Locksmith | 21.70 |
| 23530 - Machinery Maintenance Mechanic | 22.85 |
| 23550 - Machinist, Maintenance | 20.01 |
| 23580 - Maintenance Trades Helper | 12.63 |
| 23591 - Metrology Technician I | 24.11 |
| 23592 - Metrology Technician II | 25.41 |
| 23593 - Metrology Technician III | 26.70 |
| 23640 - Millwright | 24.11 |
| 23710 - Office Appliance Repairer | 18.48 |
| 23760 - Painter, Maintenance | 16.29 |
| 23790 - Pipefitter, Maintenance | 23.30 |
| 23810 - Plumber, Maintenance | 22.05 |
| 23820 - Pneudraulic Systems Mechanic | 23.42 |
| 23850 - Rigger | 23.42 |
| 23870 - Scale Mechanic | 21.05 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.14 |
| 23910 - Small Engine Mechanic | 20.19 |
| 23931 - Telecommunications Mechanic I | 26.35 |
| 23932 - Telecommunications Mechanic II | 27.77 |
| 23950 - Telephone Lineman | 26.39 |
| 23960 - Welder, Combination, Maintenance | 18.52 |
| 23965 - Well Driller | 22.91 |
| 23970 - Woodcraft Worker | 23.42 |
| 23980 - Woodworker | 15.62 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.49 |
| 24580 - Child Care Center Clerk | 12.76 |
| 24610 - Chore Aide | 9.35 |
| 24620 - Family Readiness And Support Services Coordinator | 14.81 |
| 24630 - Homemaker | 14.81 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.76 |
| 25040 - Sewage Plant Operator | 23.68 |
| 25070 - Stationary Engineer | 27.76 |
| 25190 - Ventilation Equipment Tender | 20.21 |
| 25210 - Water Treatment Plant Operator | 23.68 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.41 |
| 27007 - Baggage Inspector | 10.65 |
| 27008 - Corrections Officer | 25.90 |
| 27010 - Court Security Officer | 25.90 |
| 27030 - Detection Dog Handler | 14.33 |
| 27040 - Detention Officer | 25.90 |
| 27070 - Firefighter | 25.39 |
| 27101 - Guard I | 10.65 |
| 27102 - Guard II | 14.33 |
| 27131 - Police Officer I | 30.42 |
| 27132 - Police Officer II | 33.80 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.26 |
| 28042 - Carnival Equipment Repairer | 12.00 |
| 28043 - Carnival Equipment Worker | 8.82 |
| 28210 - Gate Attendant/Gate Tender | 14.55 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 16.27 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.02 |
| 28515 - Recreation Specialist | 20.12 |
| 28630 - Sports Official | 12.96 |
| 28690 - Swimming Pool Operator | 18.41 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.91 |
| 29020 - Hatch Tender | 20.91 |
| 29030 - Line Handler | 20.91 |
| 29041 - Stevedore I | 19.65 |
| 29042 - Stevedore II | 22.83 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.65 |
| 30022 - Archeological Technician II | 18.62 |
| 30023 - Archeological Technician III | 23.08 |
| 30030 - Cartographic Technician | 23.08 |
| 30040 - Civil Engineering Technician | 25.83 |
| 30061 - Drafter/CAD Operator I | 16.65 |
| 30062 - Drafter/CAD Operator II | 18.26 |
| 30063 - Drafter/CAD Operator III | 20.77 |
| 30064 - Drafter/CAD Operator IV | 25.55 |
| 30081 - Engineering Technician I | 15.79 |
| 30082 - Engineering Technician II | 17.23 |
| 30083 - Engineering Technician III | 20.69 |
| 30084 - Engineering Technician IV | 22.60 |
| 30085 - Engineering Technician V | 27.64 |
| 30086 - Engineering Technician VI | 33.44 |
| 30090 - Environmental Technician | 22.63 |
| 30210 - Laboratory Technician | 18.05 |
| 30240 - Mathematical Technician | 23.08 |
| 30361 - Paralegal/Legal Assistant I | 19.94 |
| 30362 - Paralegal/Legal Assistant II | 22.66 |
| 30363 - Paralegal/Legal Assistant III | 27.72 |
| 30364 - Paralegal/Legal Assistant IV | 33.54 |
| 30390 - Photo-Optics Technician | 23.08 |
| 30461 - Technical Writer I | 22.24 |

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| 30462 - Technical Writer II | 27.20 |
| 30463 - Technical Writer III | 32.91 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 20.77 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 23.08 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.44 |
| 31030 - Bus Driver | 16.72 |
| 31043 - Driver Courier | 12.66 |
| 31260 - Parking and Lot Attendant | 9.81 |
| 31290 - Shuttle Bus Driver | 14.17 |
| 31310 - Taxi Driver | 11.17 |
| 31361 - Truckdriver, Light | 14.17 |
| 31362 - Truckdriver, Medium | 16.14 |
| 31363 - Truckdriver, Heavy | 19.65 |
| 31364 - Truckdriver, Tractor-Trailer | 19.65 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.06 |
| 99050 - Desk Clerk | 9.60 |
| 99095 - Embalmer | 26.70 |
| 99251 - Laboratory Animal Caretaker I | 10.97 |
| 99252 - Laboratory Animal Caretaker II | 11.68 |
| 99310 - Mortician | 26.70 |
| 99410 - Pest Controller | 14.27 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.85 |
| 99711 - Recycling Specialist | 18.39 |
| 99730 - Refuse Collector | 15.72 |
| 99810 - Sales Clerk | 11.95 |
| 99820 - School Crossing Guard | 12.60 |
| 99830 - Survey Party Chief | 30.95 |
| 99831 - Surveying Aide | 20.58 |
| 99832 - Surveying Technician | 28.14 |
| 99840 - Vending Machine Attendant | 11.83 |
| 99841 - Vending Machine Repairer | 16.17 |
| 99842 - Vending Machine Repairer Helper | 12.30 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2046
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Fresno, Madera, Mariposa, Merced

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.16 |
| 01012 - Accounting Clerk II | | 15.89 |
| 01013 - Accounting Clerk III | | 17.78 |
| 01020 - Administrative Assistant | | 20.44 |
| 01040 - Court Reporter | | 25.29 |
| 01051 - Data Entry Operator I | | 13.83 |
| 01052 - Data Entry Operator II | | 15.08 |
| 01060 - Dispatcher, Motor Vehicle | | 17.58 |
| 01070 - Document Preparation Clerk | | 12.89 |
| 01090 - Duplicating Machine Operator | | 12.89 |
| 01111 - General Clerk I | | 12.25 |
| 01112 - General Clerk II | | 13.23 |
| 01113 - General Clerk III | | 15.04 |
| 01120 - Housing Referral Assistant | | 18.03 |
| 01141 - Messenger Courier | | 10.28 |
| 01191 - Order Clerk I | | 12.42 |
| 01192 - Order Clerk II | | 13.55 |
| 01261 - Personnel Assistant (Employment) I | | 15.37 |
| 01262 - Personnel Assistant (Employment) II | | 17.19 |
| 01263 - Personnel Assistant (Employment) III | | 19.17 |
| 01270 - Production Control Clerk | | 19.13 |
| 01280 - Receptionist | | 11.63 |
| 01290 - Rental Clerk | | 14.53 |
| 01300 - Scheduler, Maintenance | | 14.45 |
| 01311 - Secretary I | | 14.45 |
| 01312 - Secretary II | | 16.43 |
| 01313 - Secretary III | | 18.03 |
| 01320 - Service Order Dispatcher | | 17.51 |
| 01410 - Supply Technician | | 20.44 |
| 01420 - Survey Worker | | 16.05 |
| 01531 - Travel Clerk I | | 13.48 |
| 01532 - Travel Clerk II | | 13.85 |
| 01533 - Travel Clerk III | | 14.98 |
| 01611 - Word Processor I | | 13.93 |
| 01612 - Word Processor II | | 15.64 |
| 01613 - Word Processor III | | 17.49 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.11 |
| 05010 - Automotive Electrician | | 17.75 |
| 05040 - Automotive Glass Installer | | 15.97 |
| 05070 - Automotive Worker | | 15.97 |
| 05110 - Mobile Equipment Servicer | | 14.17 |
| 05130 - Motor Equipment Metal Mechanic | | 17.75 |
| 05160 - Motor Equipment Metal Worker | | 15.97 |
| 05190 - Motor Vehicle Mechanic | | 18.11 |
| 05220 - Motor Vehicle Mechanic Helper | | 13.43 |
| 05250 - Motor Vehicle Upholstery Worker | | 15.72 |
| 05280 - Motor Vehicle Wrecker | | 15.97 |
| 05310 - Painter, Automotive | | 16.84 |
| 05340 - Radiator Repair Specialist | | 15.97 |
| 05370 - Tire Repairer | | 11.82 |
| 05400 - Transmission Repair Specialist | | 17.75 |

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| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.16 |
| 07041 - Cook I | 12.05 |
| 07042 - Cook II | 13.70 |
| 07070 - Dishwasher | 8.63 |
| 07130 - Food Service Worker | 9.20 |
| 07210 - Meat Cutter | 16.42 |
| 07260 - Waiter/Waitress | 9.51 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.99 |
| 09040 - Furniture Handler | 12.75 |
| 09080 - Furniture Refinisher | 15.99 |
| 09090 - Furniture Refinisher Helper | 12.75 |
| 09110 - Furniture Repairer, Minor | 13.01 |
| 09130 - Upholsterer | 15.99 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.23 |
| 11060 - Elevator Operator | 10.23 |
| 11090 - Gardener | 13.47 |
| 11122 - Housekeeping Aide | 11.09 |
| 11150 - Janitor | 11.09 |
| 11210 - Laborer, Grounds Maintenance | 13.77 |
| 11240 - Maid or Houseman | 9.34 |
| 11260 - Pruner | 12.57 |
| 11270 - Tractor Operator | 12.94 |
| 11330 - Trail Maintenance Worker | 13.77 |
| 11360 - Window Cleaner | 11.86 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.28 |
| 12011 - Breath Alcohol Technician | 18.60 |
| 12012 - Certified Occupational Therapist Assistant | 25.15 |
| 12015 - Certified Physical Therapist Assistant | 25.08 |
| 12020 - Dental Assistant | 15.73 |
| 12025 - Dental Hygienist | 31.79 |
| 12030 - EKG Technician | 26.03 |
| 12035 - Electroneurodiagnostic Technologist | 26.03 |
| 12040 - Emergency Medical Technician | 18.28 |
| 12071 - Licensed Practical Nurse I | 18.29 |
| 12072 - Licensed Practical Nurse II | 20.46 |
| 12073 - Licensed Practical Nurse III | 22.81 |
| 12100 - Medical Assistant | 13.58 |
| 12130 - Medical Laboratory Technician | 19.69 |
| 12160 - Medical Record Clerk | 13.53 |
| 12190 - Medical Record Technician | 15.14 |
| 12195 - Medical Transcriptionist | 18.11 |
| 12210 - Nuclear Medicine Technologist | 44.40 |
| 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 | 16.98 |
| 12236 - Optical Technician | 15.10 |
| 12250 - Pharmacy Technician | 16.06 |
| 12280 - Phlebotomist | 14.81 |
| 12305 - Radiologic Technologist | 27.37 |
| 12311 - Registered Nurse I | 25.22 |
| 12312 - Registered Nurse II | 30.85 |
| 12313 - Registered Nurse II, Specialist | 30.85 |
| 12314 - Registered Nurse III | 37.32 |
| 12315 - Registered Nurse III, Anesthetist | 37.32 |
| 12316 - Registered Nurse IV | 44.73 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.34 |
| 13000 - Information And Arts Occupations | |

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|---|---------|
| 13011 - Exhibits Specialist I | 20.06 |
| 13012 - Exhibits Specialist II | 23.06 |
| 13013 - Exhibits Specialist III | 28.21 |
| 13041 - Illustrator I | 20.06 |
| 13042 - Illustrator II | 23.06 |
| 13043 - Illustrator III | 28.21 |
| 13047 - Librarian | 27.51 |
| 13050 - Library Aide/Clerk | 13.42 |
| 13054 - Library Information Technology Systems Administrator | 24.84 |
| 13058 - Library Technician | 17.66 |
| 13061 - Media Specialist I | 17.91 |
| 13062 - Media Specialist II | 20.04 |
| 13063 - Media Specialist III | 22.33 |
| 13071 - Photographer I | 16.14 |
| 13072 - Photographer II | 18.36 |
| 13073 - Photographer III | 20.35 |
| 13074 - Photographer IV | 25.47 |
| 13075 - Photographer V | 30.81 |
| 13110 - Video Teleconference Technician | 18.23 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.36 |
| 14042 - Computer Operator II | 17.30 |
| 14043 - Computer Operator III | 19.99 |
| 14044 - Computer Operator IV | 22.17 |
| 14045 - Computer Operator V | 24.61 |
| 14071 - Computer Programmer I | 18.30 |
| 14072 - Computer Programmer II | 22.67 |
| 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 | 15.36 |
| 14160 - Personal Computer Support Technician | 22.17 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.58 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.58 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.39 |
| 15050 - Computer Based Training Specialist / Instructor | 28.58 |
| 15060 - Educational Technologist | 36.57 |
| 15070 - Flight Instructor (Pilot) | 41.39 |
| 15080 - Graphic Artist | 22.54 |
| 15090 - Technical Instructor | 22.62 |
| 15095 - Technical Instructor/Course Developer | 27.69 |
| 15110 - Test Proctor | 18.55 |
| 15120 - Tutor | 18.55 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.82 |
| 16030 - Counter Attendant | 9.82 |
| 16040 - Dry Cleaner | 11.83 |
| 16070 - Finisher, Flatwork, Machine | 9.82 |
| 16090 - Presser, Hand | 9.82 |
| 16110 - Presser, Machine, Drycleaning | 9.82 |
| 16130 - Presser, Machine, Shirts | 9.82 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.82 |
| 16190 - Sewing Machine Operator | 12.50 |
| 16220 - Tailor | 13.18 |
| 16250 - Washer, Machine | 10.49 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.95 |
| 19040 - Tool And Die Maker | 26.90 |
| 21000 - Materials Handling And Packing Occupations | |

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|---|-------|
| 21020 - Forklift Operator | 13.60 |
| 21030 - Material Coordinator | 19.13 |
| 21040 - Material Expediter | 19.13 |
| 21050 - Material Handling Laborer | 11.10 |
| 21071 - Order Filler | 12.61 |
| 21080 - Production Line Worker (Food Processing) | 13.53 |
| 21110 - Shipping Packer | 13.60 |
| 21130 - Shipping/Receiving Clerk | 13.54 |
| 21140 - Store Worker I | 11.42 |
| 21150 - Stock Clerk | 14.99 |
| 21210 - Tools And Parts Attendant | 13.60 |
| 21410 - Warehouse Specialist | 13.60 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.55 |
| 23021 - Aircraft Mechanic I | 21.40 |
| 23022 - Aircraft Mechanic II | 22.55 |
| 23023 - Aircraft Mechanic III | 23.69 |
| 23040 - Aircraft Mechanic Helper | 16.21 |
| 23050 - Aircraft, Painter | 20.09 |
| 23060 - Aircraft Servicer | 18.18 |
| 23080 - Aircraft Worker | 19.27 |
| 23110 - Appliance Mechanic | 21.29 |
| 23120 - Bicycle Repairer | 11.82 |
| 23125 - Cable Splicer | 23.42 |
| 23130 - Carpenter, Maintenance | 22.37 |
| 23140 - Carpet Layer | 18.84 |
| 23160 - Electrician, Maintenance | 23.30 |
| 23181 - Electronics Technician Maintenance I | 20.76 |
| 23182 - Electronics Technician Maintenance II | 23.48 |
| 23183 - Electronics Technician Maintenance III | 24.80 |
| 23260 - Fabric Worker | 19.65 |
| 23290 - Fire Alarm System Mechanic | 21.16 |
| 23310 - Fire Extinguisher Repairer | 18.38 |
| 23311 - Fuel Distribution System Mechanic | 26.03 |
| 23312 - Fuel Distribution System Operator | 19.70 |
| 23370 - General Maintenance Worker | 17.47 |
| 23380 - Ground Support Equipment Mechanic | 21.40 |
| 23381 - Ground Support Equipment Servicer | 18.18 |
| 23382 - Ground Support Equipment Worker | 19.27 |
| 23391 - Gunsmith I | 18.38 |
| 23392 - Gunsmith II | 20.91 |
| 23393 - Gunsmith III | 23.42 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.34 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.28 |
| 23430 - Heavy Equipment Mechanic | 21.93 |
| 23440 - Heavy Equipment Operator | 28.33 |
| 23460 - Instrument Mechanic | 24.11 |
| 23465 - Laboratory/Shelter Mechanic | 22.17 |
| 23470 - Laborer | 11.10 |
| 23510 - Locksmith | 21.70 |
| 23530 - Machinery Maintenance Mechanic | 22.85 |
| 23550 - Machinist, Maintenance | 20.01 |
| 23580 - Maintenance Trades Helper | 12.63 |
| 23591 - Metrology Technician I | 24.11 |
| 23592 - Metrology Technician II | 25.41 |
| 23593 - Metrology Technician III | 26.70 |
| 23640 - Millwright | 24.11 |
| 23710 - Office Appliance Repairer | 18.48 |
| 23760 - Painter, Maintenance | 16.29 |
| 23790 - Pipefitter, Maintenance | 23.30 |
| 23810 - Plumber, Maintenance | 22.05 |

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|--|-------|
| 23820 - Pneudraulic Systems Mechanic | 23.42 |
| 23850 - Rigger | 23.42 |
| 23870 - Scale Mechanic | 21.05 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.14 |
| 23910 - Small Engine Mechanic | 20.19 |
| 23931 - Telecommunications Mechanic I | 26.35 |
| 23932 - Telecommunications Mechanic II | 27.77 |
| 23950 - Telephone Lineman | 26.39 |
| 23960 - Welder, Combination, Maintenance | 18.52 |
| 23965 - Well Driller | 22.91 |
| 23970 - Woodcraft Worker | 23.42 |
| 23980 - Woodworker | 15.62 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.49 |
| 24580 - Child Care Center Clerk | 12.76 |
| 24610 - Chore Aide | 9.35 |
| 24620 - Family Readiness And Support Services Coordinator | 14.81 |
| 24630 - Homemaker | 14.81 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.76 |
| 25040 - Sewage Plant Operator | 23.68 |
| 25070 - Stationary Engineer | 27.76 |
| 25190 - Ventilation Equipment Tender | 20.21 |
| 25210 - Water Treatment Plant Operator | 23.68 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.41 |
| 27007 - Baggage Inspector | 10.65 |
| 27008 - Corrections Officer | 25.90 |
| 27010 - Court Security Officer | 25.90 |
| 27030 - Detection Dog Handler | 14.33 |
| 27040 - Detention Officer | 25.90 |
| 27070 - Firefighter | 25.39 |
| 27101 - Guard I | 10.65 |
| 27102 - Guard II | 14.33 |
| 27131 - Police Officer I | 30.42 |
| 27132 - Police Officer II | 33.80 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.26 |
| 28042 - Carnival Equipment Repairer | 12.00 |
| 28043 - Carnival Equipment Worker | 8.82 |
| 28210 - Gate Attendant/Gate Tender | 14.55 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 16.27 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.02 |
| 28515 - Recreation Specialist | 20.12 |
| 28630 - Sports Official | 12.96 |
| 28690 - Swimming Pool Operator | 18.41 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.91 |
| 29020 - Hatch Tender | 20.91 |
| 29030 - Line Handler | 20.91 |
| 29041 - Stevedore I | 19.65 |
| 29042 - Stevedore II | 22.83 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.65 |
| 30022 - Archeological Technician II | 18.62 |
| 30023 - Archeological Technician III | 23.08 |
| 30030 - Cartographic Technician | 23.08 |
| 30040 - Civil Engineering Technician | 25.83 |

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|---|---------------|
| 30061 - Drafter/CAD Operator I | 16.65 |
| 30062 - Drafter/CAD Operator II | 18.26 |
| 30063 - Drafter/CAD Operator III | 20.77 |
| 30064 - Drafter/CAD Operator IV | 25.55 |
| 30081 - Engineering Technician I | 15.79 |
| 30082 - Engineering Technician II | 17.23 |
| 30083 - Engineering Technician III | 20.69 |
| 30084 - Engineering Technician IV | 22.60 |
| 30085 - Engineering Technician V | 27.64 |
| 30086 - Engineering Technician VI | 33.44 |
| 30090 - Environmental Technician | 22.63 |
| 30210 - Laboratory Technician | 18.05 |
| 30240 - Mathematical Technician | 23.08 |
| 30361 - Paralegal/Legal Assistant I | 19.94 |
| 30362 - Paralegal/Legal Assistant II | 22.66 |
| 30363 - Paralegal/Legal Assistant III | 27.72 |
| 30364 - Paralegal/Legal Assistant IV | 33.54 |
| 30390 - Photo-Optics Technician | 23.08 |
| 30461 - Technical Writer I | 22.24 |
| 30462 - Technical Writer II | 27.20 |
| 30463 - Technical Writer III | 32.91 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.77 |
| 30621 - Weather Observer, Senior | (see 2) 23.08 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.44 |
| 31030 - Bus Driver | 16.72 |
| 31043 - Driver Courier | 12.66 |
| 31260 - Parking and Lot Attendant | 9.81 |
| 31290 - Shuttle Bus Driver | 14.17 |
| 31310 - Taxi Driver | 11.17 |
| 31361 - Truckdriver, Light | 14.17 |
| 31362 - Truckdriver, Medium | 16.14 |
| 31363 - Truckdriver, Heavy | 19.65 |
| 31364 - Truckdriver, Tractor-Trailer | 19.65 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.06 |
| 99050 - Desk Clerk | 9.60 |
| 99095 - Embalmer | 26.70 |
| 99251 - Laboratory Animal Caretaker I | 10.97 |
| 99252 - Laboratory Animal Caretaker II | 11.68 |
| 99310 - Mortician | 26.70 |
| 99410 - Pest Controller | 14.27 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.85 |
| 99711 - Recycling Specialist | 18.39 |
| 99730 - Refuse Collector | 15.72 |
| 99810 - Sales Clerk | 11.95 |
| 99820 - School Crossing Guard | 12.60 |
| 99830 - Survey Party Chief | 30.95 |
| 99831 - Surveying Aide | 20.58 |
| 99832 - Surveying Technician | 28.14 |
| 99840 - Vending Machine Attendant | 11.83 |
| 99841 - Vending Machine Repairer | 16.17 |
| 99842 - Vending Machine Repairer Helper | 12.30 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2047
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Los Angeles, Orange
OCCUPATION NOTES:

Heating, Air Conditioning and Refrigeration: Wage rates and fringe benefits can be found on Wage Determinations 1986-0879.

Laundry: Wage rates and fringe benefits can be found on Wage Determination 1977-1297.

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.83 |
| 01012 - Accounting Clerk II | | 17.77 |
| 01013 - Accounting Clerk III | | 20.27 |
| 01020 - Administrative Assistant | | 28.08 |
| 01040 - Court Reporter | | 19.93 |
| 01051 - Data Entry Operator I | | 12.26 |
| 01052 - Data Entry Operator II | | 13.37 |
| 01060 - Dispatcher, Motor Vehicle | | 22.41 |
| 01070 - Document Preparation Clerk | | 13.75 |
| 01090 - Duplicating Machine Operator | | 13.75 |
| 01111 - General Clerk I | | 11.76 |
| 01112 - General Clerk II | | 14.92 |
| 01113 - General Clerk III | | 17.43 |
| 01120 - Housing Referral Assistant | | 21.90 |
| 01141 - Messenger Courier | | 11.45 |
| 01191 - Order Clerk I | | 16.98 |
| 01192 - Order Clerk II | | 18.53 |

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| 01261 - Personnel Assistant (Employment) I | 18.07 |
| 01262 - Personnel Assistant (Employment) II | 20.20 |
| 01263 - Personnel Assistant (Employment) III | 22.53 |
| 01270 - Production Control Clerk | 23.51 |
| 01280 - Receptionist | 14.51 |
| 01290 - Rental Clerk | 16.83 |
| 01300 - Scheduler, Maintenance | 17.39 |
| 01311 - Secretary I | 17.39 |
| 01312 - Secretary II | 19.45 |
| 01313 - Secretary III | 21.90 |
| 01320 - Service Order Dispatcher | 19.54 |
| 01410 - Supply Technician | 26.82 |
| 01420 - Survey Worker | 19.93 |
| 01531 - Travel Clerk I | 14.72 |
| 01532 - Travel Clerk II | 16.02 |
| 01533 - Travel Clerk III | 17.21 |
| 01611 - Word Processor I | 15.18 |
| 01612 - Word Processor II | 16.87 |
| 01613 - Word Processor III | 18.76 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.56 |
| 05010 - Automotive Electrician | 22.18 |
| 05040 - Automotive Glass Installer | 20.84 |
| 05070 - Automotive Worker | 20.84 |
| 05110 - Mobile Equipment Servicer | 19.16 |
| 05130 - Motor Equipment Metal Mechanic | 23.56 |
| 05160 - Motor Equipment Metal Worker | 20.84 |
| 05190 - Motor Vehicle Mechanic | 23.56 |
| 05220 - Motor Vehicle Mechanic Helper | 18.38 |
| 05250 - Motor Vehicle Upholstery Worker | 20.40 |
| 05280 - Motor Vehicle Wrecker | 20.84 |
| 05310 - Painter, Automotive | 22.18 |
| 05340 - Radiator Repair Specialist | 20.84 |
| 05370 - Tire Repairer | 15.47 |
| 05400 - Transmission Repair Specialist | 23.56 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.28 |
| 07041 - Cook I | 12.91 |
| 07042 - Cook II | 14.31 |
| 07070 - Dishwasher | 10.29 |
| 07130 - Food Service Worker | 11.20 |
| 07210 - Meat Cutter | 15.92 |
| 07260 - Waiter/Waitress | 9.85 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.45 |
| 09040 - Furniture Handler | 13.66 |
| 09080 - Furniture Refinisher | 20.45 |
| 09090 - Furniture Refinisher Helper | 16.30 |
| 09110 - Furniture Repairer, Minor | 18.74 |
| 09130 - Upholsterer | 20.45 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.76 |
| 11060 - Elevator Operator | 11.76 |
| 11090 - Gardener | 19.21 |
| 11122 - Housekeeping Aide | 12.58 |
| 11150 - Janitor | 14.04 |
| 11210 - Laborer, Grounds Maintenance | 14.40 |
| 11240 - Maid or Houseman | 10.16 |
| 11260 - Pruner | 13.27 |
| 11270 - Tractor Operator | 17.13 |
| 11330 - Trail Maintenance Worker | 14.40 |
| 11360 - Window Cleaner | 15.77 |
| 12000 - Health Occupations | |

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|--|-------|
| 12010 - Ambulance Driver | 17.82 |
| 12011 - Breath Alcohol Technician | 17.82 |
| 12012 - Certified Occupational Therapist Assistant | 26.38 |
| 12015 - Certified Physical Therapist Assistant | 26.70 |
| 12020 - Dental Assistant | 17.27 |
| 12025 - Dental Hygienist | 38.39 |
| 12030 - EKG Technician | 28.14 |
| 12035 - Electroneurodiagnostic Technologist | 28.14 |
| 12040 - Emergency Medical Technician | 17.82 |
| 12071 - Licensed Practical Nurse I | 18.43 |
| 12072 - Licensed Practical Nurse II | 20.68 |
| 12073 - Licensed Practical Nurse III | 23.72 |
| 12100 - Medical Assistant | 14.82 |
| 12130 - Medical Laboratory Technician | 19.73 |
| 12160 - Medical Record Clerk | 16.07 |
| 12190 - Medical Record Technician | 18.53 |
| 12195 - Medical Transcriptionist | 19.35 |
| 12210 - Nuclear Medicine Technologist | 36.54 |
| 12221 - Nursing Assistant I | 10.19 |
| 12222 - Nursing Assistant II | 11.46 |
| 12223 - Nursing Assistant III | 12.50 |
| 12224 - Nursing Assistant IV | 14.03 |
| 12235 - Optical Dispenser | 17.00 |
| 12236 - Optical Technician | 15.71 |
| 12250 - Pharmacy Technician | 17.83 |
| 12280 - Phlebotomist | 14.03 |
| 12305 - Radiologic Technologist | 25.24 |
| 12311 - Registered Nurse I | 31.47 |
| 12312 - Registered Nurse II | 38.49 |
| 12313 - Registered Nurse II, Specialist | 38.49 |
| 12314 - Registered Nurse III | 48.20 |
| 12315 - Registered Nurse III, Anesthetist | 48.20 |
| 12316 - Registered Nurse IV | 57.77 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.09 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 24.83 |
| 13012 - Exhibits Specialist II | 30.76 |
| 13013 - Exhibits Specialist III | 37.63 |
| 13041 - Illustrator I | 27.84 |
| 13042 - Illustrator II | 34.51 |
| 13043 - Illustrator III | 42.16 |
| 13047 - Librarian | 31.80 |
| 13050 - Library Aide/Clerk | 16.49 |
| 13054 - Library Information Technology Systems Administrator | 28.71 |
| 13058 - Library Technician | 22.40 |
| 13061 - Media Specialist I | 20.36 |
| 13062 - Media Specialist II | 22.76 |
| 13063 - Media Specialist III | 25.38 |
| 13071 - Photographer I | 17.95 |
| 13072 - Photographer II | 20.08 |
| 13073 - Photographer III | 26.61 |
| 13074 - Photographer IV | 33.56 |
| 13075 - Photographer V | 40.61 |
| 13110 - Video Teleconference Technician | 20.08 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.82 |
| 14042 - Computer Operator II | 19.93 |
| 14043 - Computer Operator III | 22.89 |
| 14044 - Computer Operator IV | 25.73 |
| 14045 - Computer Operator V | 27.35 |
| 14071 - Computer Programmer I | 27.42 |
| 14072 - Computer Programmer II | |

(see 1)

(see 1)

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|--|---------|-------|
| 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 | | 17.82 |
| 14160 - Personal Computer Support Technician | | 25.73 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 34.73 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 42.03 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 50.37 |
| 15050 - Computer Based Training Specialist / Instructor | | 34.73 |
| 15060 - Educational Technologist | | 36.09 |
| 15070 - Flight Instructor (Pilot) | | 50.37 |
| 15080 - Graphic Artist | | 26.72 |
| 15090 - Technical Instructor | | 25.70 |
| 15095 - Technical Instructor/Course Developer | | 31.47 |
| 15110 - Test Proctor | | 20.77 |
| 15120 - Tutor | | 20.77 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 18.52 |
| 19040 - Tool And Die Maker | | 23.95 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 14.54 |
| 21030 - Material Coordinator | | 23.51 |
| 21040 - Material Expediter | | 23.51 |
| 21050 - Material Handling Laborer | | 13.02 |
| 21071 - Order Filler | | 13.31 |
| 21080 - Production Line Worker (Food Processing) | | 14.54 |
| 21110 - Shipping Packer | | 15.08 |
| 21130 - Shipping/Receiving Clerk | | 15.08 |
| 21140 - Store Worker I | | 11.53 |
| 21150 - Stock Clerk | | 17.13 |
| 21210 - Tools And Parts Attendant | | 14.54 |
| 21410 - Warehouse Specialist | | 14.54 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 30.78 |
| 23021 - Aircraft Mechanic I | | 29.10 |
| 23022 - Aircraft Mechanic II | | 30.78 |
| 23023 - Aircraft Mechanic III | | 31.94 |
| 23040 - Aircraft Mechanic Helper | | 20.38 |
| 23050 - Aircraft, Painter | | 24.41 |
| 23060 - Aircraft Servicer | | 23.55 |
| 23080 - Aircraft Worker | | 24.58 |
| 23110 - Appliance Mechanic | | 20.11 |
| 23120 - Bicycle Repairer | | 15.47 |
| 23125 - Cable Splicer | | 32.84 |
| 23130 - Carpenter, Maintenance | | 27.67 |
| 23140 - Carpet Layer | | 21.12 |
| 23160 - Electrician, Maintenance | | 30.18 |
| 23181 - Electronics Technician Maintenance I | | 23.67 |
| 23182 - Electronics Technician Maintenance II | | 25.21 |
| 23183 - Electronics Technician Maintenance III | | 26.76 |
| 23260 - Fabric Worker | | 23.87 |
| 23290 - Fire Alarm System Mechanic | | 22.33 |
| 23310 - Fire Extinguisher Repairer | | 20.03 |
| 23311 - Fuel Distribution System Mechanic | | 25.94 |
| 23312 - Fuel Distribution System Operator | | 19.83 |
| 23370 - General Maintenance Worker | | 23.26 |
| 23380 - Ground Support Equipment Mechanic | | 29.10 |
| 23381 - Ground Support Equipment Servicer | | 23.55 |
| 23382 - Ground Support Equipment Worker | | 24.58 |
| 23391 - Gunsmith I | | 20.03 |

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| 23392 - Gunsmith II | 23.16 |
| 23393 - Gunsmith III | 26.19 |
| 23430 - Heavy Equipment Mechanic | 28.30 |
| 23440 - Heavy Equipment Operator | 32.18 |
| 23460 - Instrument Mechanic | 27.13 |
| 23465 - Laboratory/Shelter Mechanic | 24.67 |
| 23470 - Laborer | 12.49 |
| 23510 - Locksmith | 20.69 |
| 23530 - Machinery Maintenance Mechanic | 27.12 |
| 23550 - Machinist, Maintenance | 25.41 |
| 23580 - Maintenance Trades Helper | 14.82 |
| 23591 - Metrology Technician I | 27.13 |
| 23592 - Metrology Technician II | 28.74 |
| 23593 - Metrology Technician III | 31.63 |
| 23640 - Millwright | 25.45 |
| 23710 - Office Appliance Repairer | 20.86 |
| 23760 - Painter, Maintenance | 21.05 |
| 23790 - Pipefitter, Maintenance | 25.74 |
| 23810 - Plumber, Maintenance | 24.24 |
| 23820 - Pneudraulic Systems Mechanic | 26.19 |
| 23850 - Rigger | 26.81 |
| 23870 - Scale Mechanic | 23.16 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.34 |
| 23910 - Small Engine Mechanic | 18.70 |
| 23931 - Telecommunications Mechanic I | 26.30 |
| 23932 - Telecommunications Mechanic II | 27.86 |
| 23950 - Telephone Lineman | 24.18 |
| 23960 - Welder, Combination, Maintenance | 19.75 |
| 23965 - well Driller | 24.56 |
| 23970 - Woodcraft Worker | 23.90 |
| 23980 - Woodworker | 18.49 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.05 |
| 24580 - Child Care Center Clerk | 16.03 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 16.03 |
| 24630 - Homemaker | 19.21 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.59 |
| 25040 - Sewage Plant Operator | 28.83 |
| 25070 - Stationary Engineer | 27.59 |
| 25190 - Ventilation Equipment Tender | 19.34 |
| 25210 - Water Treatment Plant Operator | 28.83 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 23.77 |
| 27007 - Baggage Inspector | 13.15 |
| 27008 - Corrections Officer | 31.01 |
| 27010 - Court Security Officer | 31.00 |
| 27030 - Detection Dog Handler | 23.77 |
| 27040 - Detention Officer | 31.01 |
| 27070 - Firefighter | 29.97 |
| 27101 - Guard I | 13.15 |
| 27102 - Guard II | 23.77 |
| 27131 - Police Officer I | 36.78 |
| 27132 - Police Officer II | 40.87 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.76 |
| 28042 - Carnival Equipment Repairer | 13.74 |
| 28043 - Carnival Equipment Worker | 9.67 |
| 28210 - Gate Attendant/Gate Tender | 14.16 |
| 28310 - Lifeguard | 13.48 |
| 28350 - Park Attendant (Aide) | 15.83 |

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| 28510 - Recreation Aide/Health Facility Attendant | 11.56 |
| 28515 - Recreation Specialist | 19.61 |
| 28630 - Sports Official | 12.61 |
| 28690 - Swimming Pool Operator | 16.97 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.42 |
| 29020 - Hatch Tender | 23.42 |
| 29030 - Line Handler | 23.42 |
| 29041 - Stevedore I | 21.88 |
| 29042 - Stevedore II | 24.95 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.85 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.98 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.26 |
| 30021 - Archeological Technician I | 22.52 |
| 30022 - Archeological Technician II | 24.21 |
| 30023 - Archeological Technician III | 34.46 |
| 30030 - Cartographic Technician | 34.46 |
| 30040 - Civil Engineering Technician | 30.78 |
| 30061 - Drafter/CAD Operator I | 24.86 |
| 30062 - Drafter/CAD Operator II | 27.81 |
| 30063 - Drafter/CAD Operator III | 31.00 |
| 30064 - Drafter/CAD Operator IV | 38.15 |
| 30081 - Engineering Technician I | 19.68 |
| 30082 - Engineering Technician II | 22.09 |
| 30083 - Engineering Technician III | 24.70 |
| 30084 - Engineering Technician IV | 30.60 |
| 30085 - Engineering Technician V | 37.43 |
| 30086 - Engineering Technician VI | 45.29 |
| 30090 - Environmental Technician | 27.72 |
| 30210 - Laboratory Technician | 23.13 |
| 30240 - Mathematical Technician | 33.92 |
| 30361 - Paralegal/Legal Assistant I | 21.83 |
| 30362 - Paralegal/Legal Assistant II | 27.04 |
| 30363 - Paralegal/Legal Assistant III | 33.08 |
| 30364 - Paralegal/Legal Assistant IV | 40.03 |
| 30390 - Photo-Optics Technician | 33.92 |
| 30461 - Technical Writer I | 23.62 |
| 30462 - Technical Writer II | 28.89 |
| 30463 - Technical Writer III | 34.96 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.32 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.64 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.72 |
| 30494 - Unexploded (UXO) Safety Escort | 25.32 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.32 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 30.42 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 33.79 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.63 |
| 31030 - Bus Driver | 19.62 |
| 31043 - Driver Courier | 13.27 |
| 31260 - Parking and Lot Attendant | 9.39 |
| 31290 - Shuttle Bus Driver | 14.48 |
| 31310 - Taxi Driver | 13.23 |
| 31361 - Truckdriver, Light | 14.48 |
| 31362 - Truckdriver, Medium | 20.63 |
| 31363 - Truckdriver, Heavy | 21.78 |
| 31364 - Truckdriver, Tractor-Trailer | 21.78 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.13 |
| 99050 - Desk Clerk | 12.65 |
| 99095 - Embalmer | 23.19 |

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|---|-------|
| 99251 - Laboratory Animal Caretaker I | 11.02 |
| 99252 - Laboratory Animal Caretaker II | 12.08 |
| 99310 - Mortician | 34.35 |
| 99410 - Pest Controller | 15.19 |
| 99510 - Photofinishing Worker | 16.36 |
| 99710 - Recycling Laborer | 21.03 |
| 99711 - Recycling Specialist | 24.67 |
| 99730 - Refuse Collector | 18.76 |
| 99810 - Sales Clerk | 17.13 |
| 99820 - School Crossing Guard | 9.51 |
| 99830 - Survey Party Chief | 37.97 |
| 99831 - Surveying Aide | 21.26 |
| 99832 - Surveying Technician | 27.95 |
| 99840 - Vending Machine Attendant | 12.77 |
| 99841 - Vending Machine Repairer | 15.42 |
| 99842 - Vending Machine Repairer Helper | 12.77 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2048
Revision No.: 16
Date of Last Revision: 07/25/2014

State: California

Area: California Counties of Los Angeles, Orange
OCCUPATION NOTES:

Heating, Air Conditioning and Refrigeration: Wage rates and fringe benefits can be found on Wage Determinations 1986-0879.

Laundry: Wage rates and fringe benefits can be found on Wage Determination 1977-1297.

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.83 |

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| | | |
|-------|--|-------|
| 01012 | - Accounting Clerk II | 17.77 |
| 01013 | - Accounting Clerk III | 20.27 |
| 01020 | - Administrative Assistant | 28.08 |
| 01040 | - Court Reporter | 19.93 |
| 01051 | - Data Entry Operator I | 12.26 |
| 01052 | - Data Entry Operator II | 13.37 |
| 01060 | - Dispatcher, Motor Vehicle | 22.41 |
| 01070 | - Document Preparation Clerk | 13.75 |
| 01090 | - Duplicating Machine Operator | 13.75 |
| 01111 | - General Clerk I | 11.76 |
| 01112 | - General Clerk II | 14.92 |
| 01113 | - General Clerk III | 17.43 |
| 01120 | - Housing Referral Assistant | 21.90 |
| 01141 | - Messenger Courier | 11.45 |
| 01191 | - Order Clerk I | 16.98 |
| 01192 | - Order Clerk II | 18.53 |
| 01261 | - Personnel Assistant (Employment) I | 18.07 |
| 01262 | - Personnel Assistant (Employment) II | 20.20 |
| 01263 | - Personnel Assistant (Employment) III | 22.53 |
| 01270 | - Production Control Clerk | 23.51 |
| 01280 | - Receptionist | 14.51 |
| 01290 | - Rental Clerk | 16.83 |
| 01300 | - Scheduler, Maintenance | 17.39 |
| 01311 | - Secretary I | 17.39 |
| 01312 | - Secretary II | 19.45 |
| 01313 | - Secretary III | 21.90 |
| 01320 | - Service Order Dispatcher | 19.54 |
| 01410 | - Supply Technician | 26.82 |
| 01420 | - Survey Worker | 19.93 |
| 01531 | - Travel Clerk I | 14.72 |
| 01532 | - Travel Clerk II | 16.02 |
| 01533 | - Travel Clerk III | 17.21 |
| 01611 | - Word Processor I | 15.18 |
| 01612 | - Word Processor II | 16.87 |
| 01613 | - Word Processor III | 18.76 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 23.56 |
| 05010 | - Automotive Electrician | 22.18 |
| 05040 | - Automotive Glass Installer | 20.84 |
| 05070 | - Automotive Worker | 20.84 |
| 05110 | - Mobile Equipment Servicer | 19.16 |
| 05130 | - Motor Equipment Metal Mechanic | 23.56 |
| 05160 | - Motor Equipment Metal Worker | 20.84 |
| 05190 | - Motor Vehicle Mechanic | 23.56 |
| 05220 | - Motor Vehicle Mechanic Helper | 18.38 |
| 05250 | - Motor Vehicle Upholstery Worker | 20.40 |
| 05280 | - Motor Vehicle Wrecker | 20.84 |
| 05310 | - Painter, Automotive | 22.18 |
| 05340 | - Radiator Repair Specialist | 20.84 |
| 05370 | - Tire Repairer | 15.47 |
| 05400 | - Transmission Repair Specialist | 23.56 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 12.28 |
| 07041 | - Cook I | 12.91 |
| 07042 | - Cook II | 14.31 |
| 07070 | - Dishwasher | 10.29 |
| 07130 | - Food Service Worker | 11.20 |
| 07210 | - Meat Cutter | 15.92 |
| 07260 | - Waiter/Waitress | 9.85 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 20.45 |
| 09040 | - Furniture Handler | 13.66 |
| 09080 | - Furniture Refinisher | 20.45 |

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| 09090 - Furniture Refinisher Helper | 16.30 |
| 09110 - Furniture Repairer, Minor | 18.74 |
| 09130 - Upholsterer | 20.45 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.76 |
| 11060 - Elevator Operator | 11.76 |
| 11090 - Gardener | 19.21 |
| 11122 - Housekeeping Aide | 12.58 |
| 11150 - Janitor | 14.04 |
| 11210 - Laborer, Grounds Maintenance | 14.40 |
| 11240 - Maid or Houseman | 10.16 |
| 11260 - Pruner | 13.27 |
| 11270 - Tractor Operator | 17.13 |
| 11330 - Trail Maintenance Worker | 14.40 |
| 11360 - Window Cleaner | 15.77 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.82 |
| 12011 - Breath Alcohol Technician | 17.82 |
| 12012 - Certified Occupational Therapist Assistant | 26.38 |
| 12015 - Certified Physical Therapist Assistant | 26.70 |
| 12020 - Dental Assistant | 17.27 |
| 12025 - Dental Hygienist | 38.39 |
| 12030 - EKG Technician | 28.14 |
| 12035 - Electroneurodiagnostic Technologist | 28.14 |
| 12040 - Emergency Medical Technician | 17.82 |
| 12071 - Licensed Practical Nurse I | 18.43 |
| 12072 - Licensed Practical Nurse II | 20.68 |
| 12073 - Licensed Practical Nurse III | 23.72 |
| 12100 - Medical Assistant | 14.82 |
| 12130 - Medical Laboratory Technician | 19.73 |
| 12160 - Medical Record Clerk | 16.07 |
| 12190 - Medical Record Technician | 18.53 |
| 12195 - Medical Transcriptionist | 19.35 |
| 12210 - Nuclear Medicine Technologist | 36.54 |
| 12221 - Nursing Assistant I | 10.19 |
| 12222 - Nursing Assistant II | 11.46 |
| 12223 - Nursing Assistant III | 12.50 |
| 12224 - Nursing Assistant IV | 14.03 |
| 12235 - Optical Dispenser | 17.00 |
| 12236 - Optical Technician | 15.71 |
| 12250 - Pharmacy Technician | 17.83 |
| 12280 - Phlebotomist | 14.03 |
| 12305 - Radiologic Technologist | 25.24 |
| 12311 - Registered Nurse I | 31.47 |
| 12312 - Registered Nurse II | 38.49 |
| 12313 - Registered Nurse II, Specialist | 38.49 |
| 12314 - Registered Nurse III | 48.20 |
| 12315 - Registered Nurse III, Anesthetist | 48.20 |
| 12316 - Registered Nurse IV | 57.77 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.09 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 24.83 |
| 13012 - Exhibits Specialist II | 30.76 |
| 13013 - Exhibits Specialist III | 37.63 |
| 13041 - Illustrator I | 27.84 |
| 13042 - Illustrator II | 34.51 |
| 13043 - Illustrator III | 42.16 |
| 13047 - Librarian | 31.80 |
| 13050 - Library Aide/Clerk | 16.49 |
| 13054 - Library Information Technology Systems Administrator | 28.71 |
| 13058 - Library Technician | 22.40 |
| 13061 - Media Specialist I | 20.36 |

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| 13062 - Media Specialist II | 22.76 |
| 13063 - Media Specialist III | 25.38 |
| 13071 - Photographer I | 17.95 |
| 13072 - Photographer II | 20.08 |
| 13073 - Photographer III | 26.61 |
| 13074 - Photographer IV | 33.56 |
| 13075 - Photographer V | 40.61 |
| 13110 - Video Teleconference Technician | 20.08 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.82 |
| 14042 - Computer Operator II | 19.93 |
| 14043 - Computer Operator III | 22.89 |
| 14044 - Computer Operator IV | 25.73 |
| 14045 - Computer Operator V | 27.35 |
| 14071 - Computer Programmer I | (see 1) 27.42 |
| 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 | 17.82 |
| 14160 - Personal Computer Support Technician | 25.73 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 34.73 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 42.03 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 50.37 |
| 15050 - Computer Based Training Specialist / Instructor | 34.73 |
| 15060 - Educational Technologist | 36.09 |
| 15070 - Flight Instructor (Pilot) | 50.37 |
| 15080 - Graphic Artist | 26.72 |
| 15090 - Technical Instructor | 25.70 |
| 15095 - Technical Instructor/Course Developer | 31.47 |
| 15110 - Test Proctor | 20.77 |
| 15120 - Tutor | 20.77 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.52 |
| 19040 - Tool And Die Maker | 23.95 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.54 |
| 21030 - Material Coordinator | 23.51 |
| 21040 - Material Expediter | 23.51 |
| 21050 - Material Handling Laborer | 13.02 |
| 21071 - Order Filler | 13.31 |
| 21080 - Production Line Worker (Food Processing) | 14.54 |
| 21110 - Shipping Packer | 15.08 |
| 21130 - Shipping/Receiving Clerk | 15.08 |
| 21140 - Store Worker I | 11.53 |
| 21150 - Stock Clerk | 17.13 |
| 21210 - Tools And Parts Attendant | 14.54 |
| 21410 - Warehouse Specialist | 14.54 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 30.78 |
| 23021 - Aircraft Mechanic I | 29.10 |
| 23022 - Aircraft Mechanic II | 30.78 |
| 23023 - Aircraft Mechanic III | 31.94 |
| 23040 - Aircraft Mechanic Helper | 20.38 |
| 23050 - Aircraft, Painter | 24.41 |
| 23060 - Aircraft Servicer | 23.55 |
| 23080 - Aircraft Worker | 24.58 |
| 23110 - Appliance Mechanic | 20.11 |
| 23120 - Bicycle Repairer | 15.47 |
| 23125 - Cable Splicer | 32.84 |

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| 23130 - Carpenter, Maintenance | 27.67 |
| 23140 - Carpet Layer | 21.12 |
| 23160 - Electrician, Maintenance | 30.18 |
| 23181 - Electronics Technician Maintenance I | 23.67 |
| 23182 - Electronics Technician Maintenance II | 25.21 |
| 23183 - Electronics Technician Maintenance III | 26.76 |
| 23260 - Fabric Worker | 23.87 |
| 23290 - Fire Alarm System Mechanic | 22.33 |
| 23310 - Fire Extinguisher Repairer | 20.03 |
| 23311 - Fuel Distribution System Mechanic | 25.94 |
| 23312 - Fuel Distribution System Operator | 19.83 |
| 23370 - General Maintenance Worker | 23.26 |
| 23380 - Ground Support Equipment Mechanic | 29.10 |
| 23381 - Ground Support Equipment Servicer | 23.55 |
| 23382 - Ground Support Equipment Worker | 24.58 |
| 23391 - Gunsmith I | 20.03 |
| 23392 - Gunsmith II | 23.16 |
| 23393 - Gunsmith III | 26.19 |
| 23430 - Heavy Equipment Mechanic | 28.30 |
| 23440 - Heavy Equipment Operator | 32.18 |
| 23460 - Instrument Mechanic | 27.13 |
| 23465 - Laboratory/Shelter Mechanic | 24.67 |
| 23470 - Laborer | 12.49 |
| 23510 - Locksmith | 20.69 |
| 23530 - Machinery Maintenance Mechanic | 27.12 |
| 23550 - Machinist, Maintenance | 25.41 |
| 23580 - Maintenance Trades Helper | 14.82 |
| 23591 - Metrology Technician I | 27.13 |
| 23592 - Metrology Technician II | 28.74 |
| 23593 - Metrology Technician III | 31.63 |
| 23640 - Millwright | 25.45 |
| 23710 - Office Appliance Repairer | 20.86 |
| 23760 - Painter, Maintenance | 21.05 |
| 23790 - Pipefitter, Maintenance | 25.74 |
| 23810 - Plumber, Maintenance | 24.24 |
| 23820 - Pneudraulic Systems Mechanic | 26.19 |
| 23850 - Rigger | 26.81 |
| 23870 - Scale Mechanic | 23.16 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.34 |
| 23910 - Small Engine Mechanic | 18.70 |
| 23931 - Telecommunications Mechanic I | 26.30 |
| 23932 - Telecommunications Mechanic II | 27.86 |
| 23950 - Telephone Lineman | 24.18 |
| 23960 - Welder, Combination, Maintenance | 19.75 |
| 23965 - Well Driller | 24.56 |
| 23970 - Woodcraft Worker | 23.90 |
| 23980 - Woodworker | 18.49 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.05 |
| 24580 - Child Care Center Clerk | 16.03 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 16.03 |
| 24630 - Homemaker | 19.21 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.59 |
| 25040 - Sewage Plant Operator | 28.83 |
| 25070 - Stationary Engineer | 27.59 |
| 25190 - Ventilation Equipment Tender | 19.34 |
| 25210 - Water Treatment Plant Operator | 28.83 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 23.77 |
| 27007 - Baggage Inspector | 13.15 |

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| 27008 - Corrections Officer | 31.01 |
| 27010 - Court Security Officer | 31.00 |
| 27030 - Detection Dog Handler | 23.77 |
| 27040 - Detention Officer | 31.01 |
| 27070 - Firefighter | 29.97 |
| 27101 - Guard I | 13.15 |
| 27102 - Guard II | 23.77 |
| 27131 - Police Officer I | 36.78 |
| 27132 - Police Officer II | 40.87 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.76 |
| 28042 - Carnival Equipment Repairer | 13.74 |
| 28043 - Carnival Equipment Worker | 9.67 |
| 28210 - Gate Attendant/Gate Tender | 14.16 |
| 28310 - Lifeguard | 13.48 |
| 28350 - Park Attendant (Aide) | 15.83 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.56 |
| 28515 - Recreation Specialist | 19.61 |
| 28630 - Sports Official | 12.61 |
| 28690 - Swimming Pool Operator | 16.97 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.42 |
| 29020 - Hatch Tender | 23.42 |
| 29030 - Line Handler | 23.42 |
| 29041 - Stevedore I | 21.88 |
| 29042 - Stevedore II | 24.95 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.85 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.98 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.26 |
| 30021 - Archeological Technician I | 22.52 |
| 30022 - Archeological Technician II | 24.21 |
| 30023 - Archeological Technician III | 34.46 |
| 30030 - Cartographic Technician | 34.46 |
| 30040 - Civil Engineering Technician | 30.78 |
| 30061 - Drafter/CAD Operator I | 24.86 |
| 30062 - Drafter/CAD Operator II | 27.81 |
| 30063 - Drafter/CAD Operator III | 31.00 |
| 30064 - Drafter/CAD Operator IV | 38.15 |
| 30081 - Engineering Technician I | 19.68 |
| 30082 - Engineering Technician II | 22.09 |
| 30083 - Engineering Technician III | 24.70 |
| 30084 - Engineering Technician IV | 30.60 |
| 30085 - Engineering Technician V | 37.43 |
| 30086 - Engineering Technician VI | 45.29 |
| 30090 - Environmental Technician | 27.72 |
| 30210 - Laboratory Technician | 23.13 |
| 30240 - Mathematical Technician | 33.92 |
| 30361 - Paralegal/Legal Assistant I | 21.83 |
| 30362 - Paralegal/Legal Assistant II | 27.04 |
| 30363 - Paralegal/Legal Assistant III | 33.08 |
| 30364 - Paralegal/Legal Assistant IV | 40.03 |
| 30390 - Photo-Optics Technician | 33.92 |
| 30461 - Technical Writer I | 23.62 |
| 30462 - Technical Writer II | 28.89 |
| 30463 - Technical Writer III | 34.96 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.32 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.64 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.72 |
| 30494 - Unexploded (UXO) Safety Escort | 25.32 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.32 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 30.42 |

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| 30621 - Weather Observer, Senior | (see 2) | 33.79 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 13.63 |
| 31030 - Bus Driver | | 19.62 |
| 31043 - Driver Courier | | 13.27 |
| 31260 - Parking and Lot Attendant | | 9.39 |
| 31290 - Shuttle Bus Driver | | 14.48 |
| 31310 - Taxi Driver | | 13.23 |
| 31361 - Truckdriver, Light | | 14.48 |
| 31362 - Truckdriver, Medium | | 20.63 |
| 31363 - Truckdriver, Heavy | | 21.78 |
| 31364 - Truckdriver, Tractor-Trailer | | 21.78 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 12.13 |
| 99050 - Desk Clerk | | 12.65 |
| 99095 - Embalmer | | 23.19 |
| 99251 - Laboratory Animal Caretaker I | | 11.02 |
| 99252 - Laboratory Animal Caretaker II | | 12.08 |
| 99310 - Mortician | | 34.35 |
| 99410 - Pest Controller | | 15.19 |
| 99510 - Photofinishing Worker | | 16.36 |
| 99710 - Recycling Laborer | | 21.03 |
| 99711 - Recycling Specialist | | 24.67 |
| 99730 - Refuse Collector | | 18.76 |
| 99810 - Sales Clerk | | 17.13 |
| 99820 - School Crossing Guard | | 9.51 |
| 99830 - Survey Party Chief | | 37.97 |
| 99831 - Surveying Aide | | 21.26 |
| 99832 - Surveying Technician | | 27.95 |
| 99840 - Vending Machine Attendant | | 12.77 |
| 99841 - Vending Machine Repairer | | 15.42 |
| 99842 - Vending Machine Repairer Helper | | 12.77 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in

those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2049
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Monterey, San Benito

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 16.61 |
| 01012 - Accounting Clerk II | | 18.65 |
| 01013 - Accounting Clerk III | | 20.86 |
| 01020 - Administrative Assistant | | 23.99 |
| 01040 - Court Reporter | | 18.52 |
| 01051 - Data Entry Operator I | | 13.74 |
| 01052 - Data Entry Operator II | | 15.11 |
| 01060 - Dispatcher, Motor Vehicle | | 18.79 |
| 01070 - Document Preparation Clerk | | 15.42 |
| 01090 - Duplicating Machine Operator | | 14.11 |
| 01111 - General Clerk I | | 15.14 |
| 01112 - General Clerk II | | 16.12 |
| 01113 - General Clerk III | | 18.55 |
| 01120 - Housing Referral Assistant | | 21.01 |
| 01141 - Messenger Courier | | 15.78 |
| 01191 - Order Clerk I | | 13.72 |
| 01192 - Order Clerk II | | 15.01 |
| 01261 - Personnel Assistant (Employment) I | | 16.46 |
| 01262 - Personnel Assistant (Employment) II | | 19.76 |
| 01263 - Personnel Assistant (Employment) III | | 22.92 |
| 01270 - Production Control Clerk | | 22.92 |
| 01280 - Receptionist | | 15.93 |
| 01290 - Rental Clerk | | 16.25 |
| 01300 - Scheduler, Maintenance | | 19.25 |
| 01311 - Secretary I | | 19.25 |
| 01312 - Secretary II | | 21.45 |
| 01313 - Secretary III | | 23.96 |
| 01320 - Service Order Dispatcher | | 15.59 |
| 01410 - Supply Technician | | 23.99 |
| 01420 - Survey Worker | | 19.82 |
| 01531 - Travel Clerk I | | 13.53 |
| 01532 - Travel Clerk II | | 14.35 |
| 01533 - Travel Clerk III | | 15.40 |
| 01611 - Word Processor I | | 15.04 |
| 01612 - Word Processor II | | 16.90 |
| 01613 - Word Processor III | | 18.89 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.62 |
| 05010 - Automotive Electrician | | 19.76 |
| 05040 - Automotive Glass Installer | | 20.98 |
| 05070 - Automotive Worker | | 20.98 |
| 05110 - Mobile Equipment Servicer | | 17.87 |
| 05130 - Motor Equipment Metal Mechanic | | 24.32 |
| 05160 - Motor Equipment Metal Worker | | 20.98 |
| 05190 - Motor Vehicle Mechanic | | 21.82 |
| 05220 - Motor Vehicle Mechanic Helper | | 16.88 |
| 05250 - Motor Vehicle Upholstery Worker | | 19.94 |
| 05280 - Motor Vehicle Wrecker | | 20.98 |
| 05310 - Painter, Automotive | | 22.00 |
| 05340 - Radiator Repair Specialist | | 20.98 |
| 05370 - Tire Repairer | | 13.10 |
| 05400 - Transmission Repair Specialist | | 24.32 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 15.39 |
| 07041 - Cook I | | 15.22 |
| 07042 - Cook II | | 16.97 |
| 07070 - Dishwasher | | 10.40 |
| 07130 - Food Service Worker | | 10.06 |

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| 07210 - Meat Cutter | 17.83 |
| 07260 - Waiter/Waitress | 9.70 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.96 |
| 09040 - Furniture Handler | 13.98 |
| 09080 - Furniture Refinisher | 19.82 |
| 09090 - Furniture Refinisher Helper | 15.93 |
| 09110 - Furniture Repairer, Minor | 17.87 |
| 09130 - Upholsterer | 19.82 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.49 |
| 11060 - Elevator Operator | 11.52 |
| 11090 - Gardener | 17.50 |
| 11122 - Housekeeping Aide | 12.86 |
| 11150 - Janitor | 12.86 |
| 11210 - Laborer, Grounds Maintenance | 14.74 |
| 11240 - Maid or Houseman | 11.32 |
| 11260 - Pruner | 12.82 |
| 11270 - Tractor Operator | 18.13 |
| 11330 - Trail Maintenance Worker | 14.74 |
| 11360 - Window Cleaner | 13.81 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 21.51 |
| 12011 - Breath Alcohol Technician | 21.51 |
| 12012 - Certified Occupational Therapist Assistant | 25.92 |
| 12015 - Certified Physical Therapist Assistant | 25.48 |
| 12020 - Dental Assistant | 18.18 |
| 12025 - Dental Hygienist | 48.13 |
| 12030 - EKG Technician | 31.29 |
| 12035 - Electroneurodiagnostic Technologist | 31.29 |
| 12040 - Emergency Medical Technician | 20.01 |
| 12071 - Licensed Practical Nurse I | 21.15 |
| 12072 - Licensed Practical Nurse II | 23.66 |
| 12073 - Licensed Practical Nurse III | 26.38 |
| 12100 - Medical Assistant | 18.50 |
| 12130 - Medical Laboratory Technician | 23.27 |
| 12160 - Medical Record Clerk | 16.24 |
| 12190 - Medical Record Technician | 18.16 |
| 12195 - Medical Transcriptionist | 17.11 |
| 12210 - Nuclear Medicine Technologist | 39.73 |
| 12221 - Nursing Assistant I | 11.51 |
| 12222 - Nursing Assistant II | 12.94 |
| 12223 - Nursing Assistant III | 14.12 |
| 12224 - Nursing Assistant IV | 15.86 |
| 12235 - Optical Dispenser | 17.36 |
| 12236 - Optical Technician | 21.15 |
| 12250 - Pharmacy Technician | 20.69 |
| 12280 - Phlebotomist | 15.86 |
| 12305 - Radiologic Technologist | 32.35 |
| 12311 - Registered Nurse I | 28.49 |
| 12312 - Registered Nurse II | 34.86 |
| 12313 - Registered Nurse II, Specialist | 34.86 |
| 12314 - Registered Nurse III | 42.17 |
| 12315 - Registered Nurse III, Anesthetist | 42.17 |
| 12316 - Registered Nurse IV | 50.54 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 28.14 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.69 |
| 13012 - Exhibits Specialist II | 27.50 |
| 13013 - Exhibits Specialist III | 34.40 |
| 13041 - Illustrator I | 22.69 |
| 13042 - Illustrator II | 28.11 |
| 13043 - Illustrator III | 34.40 |

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| 13047 - Librarian | 30.27 |
| 13050 - Library Aide/Clerk | 16.40 |
| 13054 - Library Information Technology Systems Administrator | 27.30 |
| 13058 - Library Technician | 18.04 |
| 13061 - Media Specialist I | 17.31 |
| 13062 - Media Specialist II | 19.22 |
| 13063 - Media Specialist III | 21.33 |
| 13071 - Photographer I | 17.39 |
| 13072 - Photographer II | 20.82 |
| 13073 - Photographer III | 25.80 |
| 13074 - Photographer IV | 31.55 |
| 13075 - Photographer V | 38.18 |
| 13110 - Video Teleconference Technician | 19.37 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.25 |
| 14042 - Computer Operator II | 18.75 |
| 14043 - Computer Operator III | 20.89 |
| 14044 - Computer Operator IV | 23.24 |
| 14045 - Computer Operator V | 23.72 |
| 14071 - Computer Programmer I | (see 1) 25.23 |
| 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 | 16.25 |
| 14160 - Personal Computer Support Technician | 23.24 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.67 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.42 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.75 |
| 15050 - Computer Based Training Specialist / Instructor | 29.67 |
| 15060 - Educational Technologist | 33.83 |
| 15070 - Flight Instructor (Pilot) | 37.75 |
| 15080 - Graphic Artist | 26.61 |
| 15090 - Technical Instructor | 22.00 |
| 15095 - Technical Instructor/Course Developer | 26.91 |
| 15110 - Test Proctor | 19.50 |
| 15120 - Tutor | 19.50 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.01 |
| 16030 - Counter Attendant | 11.01 |
| 16040 - Dry Cleaner | 13.09 |
| 16070 - Finisher, Flatwork, Machine | 11.01 |
| 16090 - Presser, Hand | 11.01 |
| 16110 - Presser, Machine, Drycleaning | 11.01 |
| 16130 - Presser, Machine, Shirts | 11.01 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.01 |
| 16190 - Sewing Machine Operator | 13.75 |
| 16220 - Tailor | 14.45 |
| 16250 - Washer, Machine | 11.70 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.00 |
| 19040 - Tool And Die Maker | 26.42 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.70 |
| 21030 - Material Coordinator | 20.04 |
| 21040 - Material Expediter | 20.04 |
| 21050 - Material Handling Laborer | 12.82 |
| 21071 - Order Filler | 15.57 |
| 21080 - Production Line Worker (Food Processing) | 15.70 |

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| 21110 - Shipping Packer | 14.34 |
| 21130 - Shipping/Receiving Clerk | 14.34 |
| 21140 - Store Worker I | 15.38 |
| 21150 - Stock Clerk | 18.12 |
| 21210 - Tools And Parts Attendant | 15.90 |
| 21410 - Warehouse Specialist | 15.70 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.48 |
| 23021 - Aircraft Mechanic I | 23.01 |
| 23022 - Aircraft Mechanic II | 22.48 |
| 23023 - Aircraft Mechanic III | 23.42 |
| 23040 - Aircraft Mechanic Helper | 17.82 |
| 23050 - Aircraft, Painter | 20.93 |
| 23060 - Aircraft Servicer | 19.88 |
| 23080 - Aircraft Worker | 20.96 |
| 23110 - Appliance Mechanic | 24.49 |
| 23120 - Bicycle Repairer | 14.26 |
| 23125 - Cable Splicer | 23.36 |
| 23130 - Carpenter, Maintenance | 25.95 |
| 23140 - Carpet Layer | 21.35 |
| 23160 - Electrician, Maintenance | 29.02 |
| 23181 - Electronics Technician Maintenance I | 22.87 |
| 23182 - Electronics Technician Maintenance II | 24.45 |
| 23183 - Electronics Technician Maintenance III | 26.69 |
| 23260 - Fabric Worker | 20.07 |
| 23290 - Fire Alarm System Mechanic | 26.10 |
| 23310 - Fire Extinguisher Repairer | 18.97 |
| 23311 - Fuel Distribution System Mechanic | 25.70 |
| 23312 - Fuel Distribution System Operator | 20.87 |
| 23370 - General Maintenance Worker | 18.35 |
| 23380 - Ground Support Equipment Mechanic | 23.01 |
| 23381 - Ground Support Equipment Servicer | 19.88 |
| 23382 - Ground Support Equipment Worker | 20.96 |
| 23391 - Gunsmith I | 18.97 |
| 23392 - Gunsmith II | 21.16 |
| 23393 - Gunsmith III | 23.36 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 28.04 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 29.33 |
| 23430 - Heavy Equipment Mechanic | 22.99 |
| 23440 - Heavy Equipment Operator | 27.95 |
| 23460 - Instrument Mechanic | 23.36 |
| 23465 - Laboratory/Shelter Mechanic | 22.26 |
| 23470 - Laborer | 13.29 |
| 23510 - Locksmith | 22.07 |
| 23530 - Machinery Maintenance Mechanic | 26.79 |
| 23550 - Machinist, Maintenance | 20.97 |
| 23580 - Maintenance Trades Helper | 15.14 |
| 23591 - Metrology Technician I | 23.36 |
| 23592 - Metrology Technician II | 24.43 |
| 23593 - Metrology Technician III | 25.44 |
| 23640 - Millwright | 23.36 |
| 23710 - Office Appliance Repairer | 22.68 |
| 23760 - Painter, Maintenance | 22.60 |
| 23790 - Pipefitter, Maintenance | 23.94 |
| 23810 - Plumber, Maintenance | 24.93 |
| 23820 - Pneudraulic Systems Mechanic | 23.36 |
| 23850 - Rigger | 23.36 |
| 23870 - Scale Mechanic | 21.16 |
| 23890 - Sheet-Metal Worker, Maintenance | 28.94 |
| 23910 - Small Engine Mechanic | 20.99 |
| 23931 - Telecommunications Mechanic I | 27.56 |

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| 23932 - Telecommunications Mechanic II | 28.83 |
| 23950 - Telephone Lineman | 23.36 |
| 23960 - Welder, Combination, Maintenance | 18.55 |
| 23965 - Well Driller | 23.36 |
| 23970 - Woodcraft Worker | 23.36 |
| 23980 - Woodworker | 18.97 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.36 |
| 24580 - Child Care Center Clerk | 16.28 |
| 24610 - Chore Aide | 11.81 |
| 24620 - Family Readiness And Support Services Coordinator | 17.56 |
| 24630 - Homemaker | 17.56 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 28.77 |
| 25040 - Sewage Plant Operator | 27.24 |
| 25070 - Stationary Engineer | 28.77 |
| 25190 - Ventilation Equipment Tender | 21.46 |
| 25210 - Water Treatment Plant Operator | 27.24 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.28 |
| 27007 - Baggage Inspector | 11.48 |
| 27008 - Corrections Officer | 30.61 |
| 27010 - Court Security Officer | 30.20 |
| 27030 - Detection Dog Handler | 13.65 |
| 27040 - Detention Officer | 33.67 |
| 27070 - Firefighter | 26.06 |
| 27101 - Guard I | 11.48 |
| 27102 - Guard II | 13.65 |
| 27131 - Police Officer I | 34.33 |
| 27132 - Police Officer II | 38.15 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.93 |
| 28042 - Carnival Equipment Repairer | 13.65 |
| 28043 - Carnival Equipment Worker | 10.77 |
| 28210 - Gate Attendant/Gate Tender | 14.88 |
| 28310 - Lifeguard | 14.61 |
| 28350 - Park Attendant (Aide) | 16.68 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.14 |
| 28515 - Recreation Specialist | 15.58 |
| 28630 - Sports Official | 13.28 |
| 28690 - Swimming Pool Operator | 19.59 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.16 |
| 29020 - Hatch Tender | 21.16 |
| 29030 - Line Handler | 21.16 |
| 29041 - Stevedore I | 17.82 |
| 29042 - Stevedore II | 22.26 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 42.35 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 29.20 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 32.16 |
| 30021 - Archeological Technician I | 18.88 |
| 30022 - Archeological Technician II | 21.63 |
| 30023 - Archeological Technician III | 28.05 |
| 30030 - Cartographic Technician | 28.05 |
| 30040 - Civil Engineering Technician | 30.21 |
| 30061 - Drafter/CAD Operator I | 20.25 |
| 30062 - Drafter/CAD Operator II | 22.65 |
| 30063 - Drafter/CAD Operator III | 25.24 |
| 30064 - Drafter/CAD Operator IV | 31.07 |
| 30081 - Engineering Technician I | 17.38 |
| 30082 - Engineering Technician II | 19.47 |

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| 30083 - Engineering Technician III | 24.33 |
| 30084 - Engineering Technician IV | 30.39 |
| 30085 - Engineering Technician V | 34.33 |
| 30086 - Engineering Technician VI | 39.21 |
| 30090 - Environmental Technician | 28.05 |
| 30210 - Laboratory Technician | 22.91 |
| 30240 - Mathematical Technician | 28.05 |
| 30361 - Paralegal/Legal Assistant I | 21.55 |
| 30362 - Paralegal/Legal Assistant II | 26.65 |
| 30363 - Paralegal/Legal Assistant III | 32.63 |
| 30364 - Paralegal/Legal Assistant IV | 39.44 |
| 30390 - Photo-Optics Technician | 28.05 |
| 30461 - Technical Writer I | 22.51 |
| 30462 - Technical Writer II | 27.53 |
| 30463 - Technical Writer III | 33.32 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 26.92 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 32.56 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 39.03 |
| 30494 - Unexploded (UXO) Safety Escort | 26.92 |
| 30495 - Unexploded (UXO) Sweep Personnel | 26.92 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 25.24 |
| 30621 - Weather Observer, Senior | (see 2) 28.05 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.87 |
| 31030 - Bus Driver | 19.17 |
| 31043 - Driver Courier | 12.20 |
| 31260 - Parking and Lot Attendant | 10.15 |
| 31290 - Shuttle Bus Driver | 12.94 |
| 31310 - Taxi Driver | 12.31 |
| 31361 - Truckdriver, Light | 12.94 |
| 31362 - Truckdriver, Medium | 16.07 |
| 31363 - Truckdriver, Heavy | 19.34 |
| 31364 - Truckdriver, Tractor-Trailer | 19.34 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 16.13 |
| 99050 - Desk Clerk | 13.17 |
| 99095 - Embalmer | 25.27 |
| 99251 - Laboratory Animal Caretaker I | 15.87 |
| 99252 - Laboratory Animal Caretaker II | 16.83 |
| 99310 - Mortician | 25.27 |
| 99410 - Pest Controller | 16.75 |
| 99510 - Photofinishing Worker | 13.88 |
| 99710 - Recycling Laborer | 11.45 |
| 99711 - Recycling Specialist | 20.57 |
| 99730 - Refuse Collector | 16.80 |
| 99810 - Sales Clerk | 12.72 |
| 99820 - School Crossing Guard | 12.54 |
| 99830 - Survey Party Chief | 26.68 |
| 99831 - Surveying Aide | 13.98 |
| 99832 - Surveying Technician | 19.14 |
| 99840 - Vending Machine Attendant | 19.30 |
| 99841 - Vending Machine Repairer | 22.83 |
| 99842 - Vending Machine Repairer Helper | 19.30 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444

should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2050
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Monterey, San Benito

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 16.61 |
| 01012 - Accounting Clerk II | | 18.65 |
| 01013 - Accounting Clerk III | | 20.86 |
| 01020 - Administrative Assistant | | 23.99 |
| 01040 - Court Reporter | | 18.52 |
| 01051 - Data Entry Operator I | | 13.74 |
| 01052 - Data Entry Operator II | | 15.11 |
| 01060 - Dispatcher, Motor Vehicle | | 18.79 |
| 01070 - Document Preparation Clerk | | 15.42 |
| 01090 - Duplicating Machine Operator | | 14.11 |
| 01111 - General Clerk I | | 15.14 |
| 01112 - General Clerk II | | 16.12 |
| 01113 - General Clerk III | | 18.55 |
| 01120 - Housing Referral Assistant | | 21.01 |
| 01141 - Messenger Courier | | 15.78 |
| 01191 - Order Clerk I | | 13.72 |
| 01192 - Order Clerk II | | 15.01 |
| 01261 - Personnel Assistant (Employment) I | | 16.46 |
| 01262 - Personnel Assistant (Employment) II | | 19.76 |
| 01263 - Personnel Assistant (Employment) III | | 22.92 |
| 01270 - Production Control Clerk | | 22.92 |
| 01280 - Receptionist | | 15.93 |
| 01290 - Rental Clerk | | 16.25 |
| 01300 - Scheduler, Maintenance | | 19.25 |
| 01311 - Secretary I | | 19.25 |
| 01312 - Secretary II | | 21.45 |
| 01313 - Secretary III | | 23.96 |
| 01320 - Service Order Dispatcher | | 15.59 |
| 01410 - Supply Technician | | 23.99 |
| 01420 - Survey Worker | | 19.82 |
| 01531 - Travel Clerk I | | 13.53 |
| 01532 - Travel Clerk II | | 14.35 |
| 01533 - Travel Clerk III | | 15.40 |
| 01611 - Word Processor I | | 15.04 |
| 01612 - Word Processor II | | 16.90 |
| 01613 - Word Processor III | | 18.89 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.62 |
| 05010 - Automotive Electrician | | 19.76 |

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| 05040 - Automotive Glass Installer | 20.98 |
| 05070 - Automotive Worker | 20.98 |
| 05110 - Mobile Equipment Servicer | 17.87 |
| 05130 - Motor Equipment Metal Mechanic | 24.32 |
| 05160 - Motor Equipment Metal Worker | 20.98 |
| 05190 - Motor Vehicle Mechanic | 21.82 |
| 05220 - Motor Vehicle Mechanic Helper | 16.88 |
| 05250 - Motor Vehicle Upholstery Worker | 19.94 |
| 05280 - Motor Vehicle Wrecker | 20.98 |
| 05310 - Painter, Automotive | 22.00 |
| 05340 - Radiator Repair Specialist | 20.98 |
| 05370 - Tire Repairer | 13.10 |
| 05400 - Transmission Repair Specialist | 24.32 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.39 |
| 07041 - Cook I | 15.22 |
| 07042 - Cook II | 16.97 |
| 07070 - Dishwasher | 10.40 |
| 07130 - Food Service Worker | 10.06 |
| 07210 - Meat Cutter | 17.83 |
| 07260 - Waiter/Waitress | 9.70 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.96 |
| 09040 - Furniture Handler | 13.98 |
| 09080 - Furniture Refinisher | 19.82 |
| 09090 - Furniture Refinisher Helper | 15.93 |
| 09110 - Furniture Repairer, Minor | 17.87 |
| 09130 - Upholsterer | 19.82 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.49 |
| 11060 - Elevator Operator | 11.52 |
| 11090 - Gardener | 17.50 |
| 11122 - Housekeeping Aide | 12.86 |
| 11150 - Janitor | 12.86 |
| 11210 - Laborer, Grounds Maintenance | 14.74 |
| 11240 - Maid or Houseman | 11.32 |
| 11260 - Pruner | 12.82 |
| 11270 - Tractor Operator | 18.13 |
| 11330 - Trail Maintenance Worker | 14.74 |
| 11360 - Window Cleaner | 13.81 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 21.51 |
| 12011 - Breath Alcohol Technician | 21.51 |
| 12012 - Certified Occupational Therapist Assistant | 25.92 |
| 12015 - Certified Physical Therapist Assistant | 25.48 |
| 12020 - Dental Assistant | 18.18 |
| 12025 - Dental Hygienist | 48.13 |
| 12030 - EKG Technician | 31.29 |
| 12035 - Electroneurodiagnostic Technologist | 31.29 |
| 12040 - Emergency Medical Technician | 20.01 |
| 12071 - Licensed Practical Nurse I | 21.15 |
| 12072 - Licensed Practical Nurse II | 23.66 |
| 12073 - Licensed Practical Nurse III | 26.38 |
| 12100 - Medical Assistant | 18.50 |
| 12130 - Medical Laboratory Technician | 23.27 |
| 12160 - Medical Record Clerk | 16.24 |
| 12190 - Medical Record Technician | 18.16 |
| 12195 - Medical Transcriptionist | 17.11 |
| 12210 - Nuclear Medicine Technologist | 39.73 |
| 12221 - Nursing Assistant I | 11.51 |
| 12222 - Nursing Assistant II | 12.94 |
| 12223 - Nursing Assistant III | 14.12 |
| 12224 - Nursing Assistant IV | 15.86 |

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|---|---------------|
| 12235 - Optical Dispenser | 17.36 |
| 12236 - Optical Technician | 21.15 |
| 12250 - Pharmacy Technician | 20.69 |
| 12280 - Phlebotomist | 15.86 |
| 12305 - Radiologic Technologist | 32.35 |
| 12311 - Registered Nurse I | 28.49 |
| 12312 - Registered Nurse II | 34.86 |
| 12313 - Registered Nurse II, Specialist | 34.86 |
| 12314 - Registered Nurse III | 42.17 |
| 12315 - Registered Nurse III, Anesthetist | 42.17 |
| 12316 - Registered Nurse IV | 50.54 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 28.14 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.69 |
| 13012 - Exhibits Specialist II | 27.50 |
| 13013 - Exhibits Specialist III | 34.40 |
| 13041 - Illustrator I | 22.69 |
| 13042 - Illustrator II | 28.11 |
| 13043 - Illustrator III | 34.40 |
| 13047 - Librarian | 30.27 |
| 13050 - Library Aide/Clerk | 16.40 |
| 13054 - Library Information Technology Systems Administrator | 27.30 |
| 13058 - Library Technician | 18.04 |
| 13061 - Media Specialist I | 17.31 |
| 13062 - Media Specialist II | 19.22 |
| 13063 - Media Specialist III | 21.33 |
| 13071 - Photographer I | 17.39 |
| 13072 - Photographer II | 20.82 |
| 13073 - Photographer III | 25.80 |
| 13074 - Photographer IV | 31.55 |
| 13075 - Photographer V | 38.18 |
| 13110 - Video Teleconference Technician | 19.37 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.25 |
| 14042 - Computer Operator II | 18.75 |
| 14043 - Computer Operator III | 20.89 |
| 14044 - Computer Operator IV | 23.24 |
| 14045 - Computer Operator V | 23.72 |
| 14071 - Computer Programmer I | (see 1) 25.23 |
| 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 | 16.25 |
| 14160 - Personal Computer Support Technician | 23.24 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.67 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.42 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.75 |
| 15050 - Computer Based Training Specialist / Instructor | 29.67 |
| 15060 - Educational Technologist | 33.83 |
| 15070 - Flight Instructor (Pilot) | 37.75 |
| 15080 - Graphic Artist | 26.61 |
| 15090 - Technical Instructor | 22.00 |
| 15095 - Technical Instructor/Course Developer | 26.91 |
| 15110 - Test Proctor | 19.50 |
| 15120 - Tutor | 19.50 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.01 |
| 16030 - Counter Attendant | 11.01 |

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|---|-------|
| 16040 - Dry Cleaner | 13.09 |
| 16070 - Finisher, Flatwork, Machine | 11.01 |
| 16090 - Presser, Hand | 11.01 |
| 16110 - Presser, Machine, Drycleaning | 11.01 |
| 16130 - Presser, Machine, Shirts | 11.01 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.01 |
| 16190 - Sewing Machine Operator | 13.75 |
| 16220 - Tailor | 14.45 |
| 16250 - Washer, Machine | 11.70 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.00 |
| 19040 - Tool And Die Maker | 26.42 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.70 |
| 21030 - Material Coordinator | 20.04 |
| 21040 - Material Expediter | 20.04 |
| 21050 - Material Handling Laborer | 12.82 |
| 21071 - Order Filler | 15.57 |
| 21080 - Production Line Worker (Food Processing) | 15.70 |
| 21110 - Shipping Packer | 14.34 |
| 21130 - Shipping/Receiving Clerk | 14.34 |
| 21140 - Store Worker I | 15.38 |
| 21150 - Stock Clerk | 18.12 |
| 21210 - Tools And Parts Attendant | 15.90 |
| 21410 - Warehouse Specialist | 15.70 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.48 |
| 23021 - Aircraft Mechanic I | 23.01 |
| 23022 - Aircraft Mechanic II | 22.48 |
| 23023 - Aircraft Mechanic III | 23.42 |
| 23040 - Aircraft Mechanic Helper | 17.82 |
| 23050 - Aircraft, Painter | 20.93 |
| 23060 - Aircraft Servicer | 19.88 |
| 23080 - Aircraft Worker | 20.96 |
| 23110 - Appliance Mechanic | 24.49 |
| 23120 - Bicycle Repairer | 14.26 |
| 23125 - Cable Splicer | 23.36 |
| 23130 - Carpenter, Maintenance | 25.95 |
| 23140 - Carpet Layer | 21.35 |
| 23160 - Electrician, Maintenance | 29.02 |
| 23181 - Electronics Technician Maintenance I | 22.87 |
| 23182 - Electronics Technician Maintenance II | 24.45 |
| 23183 - Electronics Technician Maintenance III | 26.69 |
| 23260 - Fabric Worker | 20.07 |
| 23290 - Fire Alarm System Mechanic | 26.10 |
| 23310 - Fire Extinguisher Repairer | 18.97 |
| 23311 - Fuel Distribution System Mechanic | 25.70 |
| 23312 - Fuel Distribution System Operator | 20.87 |
| 23370 - General Maintenance Worker | 18.35 |
| 23380 - Ground Support Equipment Mechanic | 23.01 |
| 23381 - Ground Support Equipment Servicer | 19.88 |
| 23382 - Ground Support Equipment Worker | 20.96 |
| 23391 - Gunsmith I | 18.97 |
| 23392 - Gunsmith II | 21.16 |
| 23393 - Gunsmith III | 23.36 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 28.04 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 29.33 |
| 23430 - Heavy Equipment Mechanic | 22.99 |
| 23440 - Heavy Equipment Operator | 27.95 |
| 23460 - Instrument Mechanic | 23.36 |
| 23465 - Laboratory/Shelter Mechanic | 22.26 |

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|---|-------|
| 23470 - Laborer | 13.29 |
| 23510 - Locksmith | 22.07 |
| 23530 - Machinery Maintenance Mechanic | 26.79 |
| 23550 - Machinist, Maintenance | 20.97 |
| 23580 - Maintenance Trades Helper | 15.14 |
| 23591 - Metrology Technician I | 23.36 |
| 23592 - Metrology Technician II | 24.43 |
| 23593 - Metrology Technician III | 25.44 |
| 23640 - Millwright | 23.36 |
| 23710 - Office Appliance Repairer | 22.68 |
| 23760 - Painter, Maintenance | 22.60 |
| 23790 - Pipefitter, Maintenance | 23.94 |
| 23810 - Plumber, Maintenance | 24.93 |
| 23820 - Pneudraulic Systems Mechanic | 23.36 |
| 23850 - Rigger | 23.36 |
| 23870 - Scale Mechanic | 21.16 |
| 23890 - Sheet-Metal Worker, Maintenance | 28.94 |
| 23910 - Small Engine Mechanic | 20.99 |
| 23931 - Telecommunications Mechanic I | 27.56 |
| 23932 - Telecommunications Mechanic II | 28.83 |
| 23950 - Telephone Lineman | 23.36 |
| 23960 - Welder, Combination, Maintenance | 18.55 |
| 23965 - well Driller | 23.36 |
| 23970 - Woodcraft Worker | 23.36 |
| 23980 - Woodworker | 18.97 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.36 |
| 24580 - Child Care Center Clerk | 16.28 |
| 24610 - Chore Aide | 11.81 |
| 24620 - Family Readiness And Support Services Coordinator | 17.56 |
| 24630 - Homemaker | 17.56 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 28.77 |
| 25040 - Sewage Plant Operator | 27.24 |
| 25070 - Stationary Engineer | 28.77 |
| 25190 - Ventilation Equipment Tender | 21.46 |
| 25210 - Water Treatment Plant Operator | 27.24 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.28 |
| 27007 - Baggage Inspector | 11.48 |
| 27008 - Corrections Officer | 30.61 |
| 27010 - Court Security Officer | 30.20 |
| 27030 - Detection Dog Handler | 13.65 |
| 27040 - Detention Officer | 33.67 |
| 27070 - Firefighter | 26.06 |
| 27101 - Guard I | 11.48 |
| 27102 - Guard II | 13.65 |
| 27131 - Police Officer I | 34.33 |
| 27132 - Police Officer II | 38.15 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.93 |
| 28042 - Carnival Equipment Repairer | 13.65 |
| 28043 - Carnival Equipment Worker | 10.77 |
| 28210 - Gate Attendant/Gate Tender | 14.88 |
| 28310 - Lifeguard | 14.61 |
| 28350 - Park Attendant (Aide) | 16.68 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.14 |
| 28515 - Recreation Specialist | 15.58 |
| 28630 - Sports Official | 13.28 |
| 28690 - Swimming Pool Operator | 19.59 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.16 |

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| 29020 - Hatch Tender | 21.16 |
| 29030 - Line Handler | 21.16 |
| 29041 - Stevedore I | 17.82 |
| 29042 - Stevedore II | 22.26 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 42.35 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 29.20 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 32.16 |
| 30021 - Archeological Technician I | 18.88 |
| 30022 - Archeological Technician II | 21.63 |
| 30023 - Archeological Technician III | 28.05 |
| 30030 - Cartographic Technician | 28.05 |
| 30040 - Civil Engineering Technician | 30.21 |
| 30061 - Drafter/CAD Operator I | 20.25 |
| 30062 - Drafter/CAD Operator II | 22.65 |
| 30063 - Drafter/CAD Operator III | 25.24 |
| 30064 - Drafter/CAD Operator IV | 31.07 |
| 30081 - Engineering Technician I | 17.38 |
| 30082 - Engineering Technician II | 19.47 |
| 30083 - Engineering Technician III | 24.33 |
| 30084 - Engineering Technician IV | 30.39 |
| 30085 - Engineering Technician V | 34.33 |
| 30086 - Engineering Technician VI | 39.21 |
| 30090 - Environmental Technician | 28.05 |
| 30210 - Laboratory Technician | 22.91 |
| 30240 - Mathematical Technician | 28.05 |
| 30361 - Paralegal/Legal Assistant I | 21.55 |
| 30362 - Paralegal/Legal Assistant II | 26.65 |
| 30363 - Paralegal/Legal Assistant III | 32.63 |
| 30364 - Paralegal/Legal Assistant IV | 39.44 |
| 30390 - Photo-Optics Technician | 28.05 |
| 30461 - Technical Writer I | 22.51 |
| 30462 - Technical Writer II | 27.53 |
| 30463 - Technical Writer III | 33.32 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 26.92 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 32.56 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 39.03 |
| 30494 - Unexploded (UXO) Safety Escort | 26.92 |
| 30495 - Unexploded (UXO) Sweep Personnel | 26.92 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 25.24 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 28.05 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.87 |
| 31030 - Bus Driver | 19.17 |
| 31043 - Driver Courier | 12.20 |
| 31260 - Parking and Lot Attendant | 10.15 |
| 31290 - Shuttle Bus Driver | 12.94 |
| 31310 - Taxi Driver | 12.31 |
| 31361 - Truckdriver, Light | 12.94 |
| 31362 - Truckdriver, Medium | 16.07 |
| 31363 - Truckdriver, Heavy | 19.34 |
| 31364 - Truckdriver, Tractor-Trailer | 19.34 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 16.13 |
| 99050 - Desk Clerk | 13.17 |
| 99095 - Embalmer | 25.27 |
| 99251 - Laboratory Animal Caretaker I | 15.87 |
| 99252 - Laboratory Animal Caretaker II | 16.83 |
| 99310 - Mortician | 25.27 |
| 99410 - Pest Controller | 16.75 |
| 99510 - Photofinishing Worker | 13.88 |
| 99710 - Recycling Laborer | 11.45 |

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| 99711 - Recycling Specialist | 20.57 |
| 99730 - Refuse Collector | 16.80 |
| 99810 - Sales Clerk | 12.72 |
| 99820 - School Crossing Guard | 12.54 |
| 99830 - Survey Party Chief | 26.68 |
| 99831 - Surveying Aide | 13.98 |
| 99832 - Surveying Technician | 19.14 |
| 99840 - Vending Machine Attendant | 19.30 |
| 99841 - Vending Machine Repairer | 22.83 |
| 99842 - Vending Machine Repairer Helper | 19.30 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2051
Revision No.: 14
Date of Last Revision: 07/25/2014

State: California

Area: California Counties of Alameda, Contra Costa

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.92 |
| 01012 - Accounting Clerk II | | 20.12 |
| 01013 - Accounting Clerk III | | 22.50 |
| 01020 - Administrative Assistant | | 30.87 |
| 01040 - Court Reporter | | 28.31 |
| 01051 - Data Entry Operator I | | 15.38 |
| 01052 - Data Entry Operator II | | 16.78 |
| 01060 - Dispatcher, Motor Vehicle | | 29.13 |
| 01070 - Document Preparation Clerk | | 15.37 |
| 01090 - Duplicating Machine Operator | | 15.37 |
| 01111 - General Clerk I | | 15.87 |
| 01112 - General Clerk II | | 17.31 |
| 01113 - General Clerk III | | 19.97 |
| 01120 - Housing Referral Assistant | | 28.83 |
| 01141 - Messenger Courier | | 14.03 |
| 01191 - Order Clerk I | | 16.98 |
| 01192 - Order Clerk II | | 18.53 |

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| 01261 - Personnel Assistant (Employment) I | 19.80 |
| 01262 - Personnel Assistant (Employment) II | 22.18 |
| 01263 - Personnel Assistant (Employment) III | 24.69 |
| 01270 - Production Control Clerk | 28.05 |
| 01280 - Receptionist | 17.21 |
| 01290 - Rental Clerk | 18.47 |
| 01300 - Scheduler, Maintenance | 23.12 |
| 01311 - Secretary I | 23.12 |
| 01312 - Secretary II | 25.86 |
| 01313 - Secretary III | 28.83 |
| 01320 - Service Order Dispatcher | 24.26 |
| 01410 - Supply Technician | 30.87 |
| 01420 - Survey Worker | 24.06 |
| 01531 - Travel Clerk I | 15.41 |
| 01532 - Travel Clerk II | 17.34 |
| 01533 - Travel Clerk III | 19.53 |
| 01611 - Word Processor I | 20.77 |
| 01612 - Word Processor II | 23.32 |
| 01613 - Word Processor III | 26.09 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 24.75 |
| 05010 - Automotive Electrician | 24.95 |
| 05040 - Automotive Glass Installer | 21.76 |
| 05070 - Automotive Worker | 24.96 |
| 05110 - Mobile Equipment Servicer | 21.71 |
| 05130 - Motor Equipment Metal Mechanic | 26.06 |
| 05160 - Motor Equipment Metal Worker | 23.84 |
| 05190 - Motor Vehicle Mechanic | 26.07 |
| 05220 - Motor Vehicle Mechanic Helper | 20.54 |
| 05250 - Motor Vehicle Upholstery Worker | 22.78 |
| 05280 - Motor Vehicle Wrecker | 23.84 |
| 05310 - Painter, Automotive | 24.96 |
| 05340 - Radiator Repair Specialist | 23.84 |
| 05370 - Tire Repairer | 17.31 |
| 05400 - Transmission Repair Specialist | 26.07 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.83 |
| 07041 - Cook I | 16.43 |
| 07042 - Cook II | 18.65 |
| 07070 - Dishwasher | 11.28 |
| 07130 - Food Service Worker | 11.00 |
| 07210 - Meat Cutter | 16.59 |
| 07260 - Waiter/Waitress | 11.39 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 21.13 |
| 09040 - Furniture Handler | 15.26 |
| 09080 - Furniture Refinisher | 21.13 |
| 09090 - Furniture Refinisher Helper | 17.41 |
| 09110 - Furniture Repairer, Minor | 19.28 |
| 09130 - Upholsterer | 21.15 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.97 |
| 11060 - Elevator Operator | 14.10 |
| 11090 - Gardener | 23.78 |
| 11122 - Housekeeping Aide | 14.89 |
| 11150 - Janitor | 14.89 |
| 11210 - Laborer, Grounds Maintenance | 18.29 |
| 11240 - Maid or Houseman | 12.80 |
| 11260 - Pruner | 17.19 |
| 11270 - Tractor Operator | 21.58 |
| 11330 - Trail Maintenance Worker | 18.29 |
| 11360 - Window Cleaner | 15.68 |
| 12000 - Health Occupations | |

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| 12010 - Ambulance Driver | 23.48 |
| 12011 - Breath Alcohol Technician | 23.48 |
| 12012 - Certified Occupational Therapist Assistant | 25.93 |
| 12015 - Certified Physical Therapist Assistant | 27.94 |
| 12020 - Dental Assistant | 21.98 |
| 12025 - Dental Hygienist | 46.56 |
| 12030 - EKG Technician | 27.59 |
| 12035 - Electroneurodiagnostic Technologist | 27.59 |
| 12040 - Emergency Medical Technician | 23.48 |
| 12071 - Licensed Practical Nurse I | 24.53 |
| 12072 - Licensed Practical Nurse II | 27.47 |
| 12073 - Licensed Practical Nurse III | 30.62 |
| 12100 - Medical Assistant | 20.98 |
| 12130 - Medical Laboratory Technician | 23.05 |
| 12160 - Medical Record Clerk | 21.00 |
| 12190 - Medical Record Technician | 23.48 |
| 12195 - Medical Transcriptionist | 20.55 |
| 12210 - Nuclear Medicine Technologist | 45.90 |
| 12221 - Nursing Assistant I | 13.66 |
| 12222 - Nursing Assistant II | 15.35 |
| 12223 - Nursing Assistant III | 16.75 |
| 12224 - Nursing Assistant IV | 18.81 |
| 12235 - Optical Dispenser | 21.80 |
| 12236 - Optical Technician | 18.22 |
| 12250 - Pharmacy Technician | 21.69 |
| 12280 - Phlebotomist | 18.81 |
| 12305 - Radiologic Technologist | 35.21 |
| 12311 - Registered Nurse I | 43.85 |
| 12312 - Registered Nurse II | 53.66 |
| 12313 - Registered Nurse II, Specialist | 53.66 |
| 12314 - Registered Nurse III | 64.90 |
| 12315 - Registered Nurse III, Anesthetist | 64.90 |
| 12316 - Registered Nurse IV | 77.80 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 34.02 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 25.45 |
| 13012 - Exhibits Specialist II | 31.05 |
| 13013 - Exhibits Specialist III | 37.98 |
| 13041 - Illustrator I | 24.07 |
| 13042 - Illustrator II | 29.81 |
| 13043 - Illustrator III | 36.48 |
| 13047 - Librarian | 35.64 |
| 13050 - Library Aide/Clerk | 20.80 |
| 13054 - Library Information Technology Systems Administrator | 31.06 |
| 13058 - Library Technician | 26.04 |
| 13061 - Media Specialist I | 22.42 |
| 13062 - Media Specialist II | 25.08 |
| 13063 - Media Specialist III | 27.96 |
| 13071 - Photographer I | 20.39 |
| 13072 - Photographer II | 22.81 |
| 13073 - Photographer III | 28.23 |
| 13074 - Photographer IV | 34.56 |
| 13075 - Photographer V | 39.08 |
| 13110 - Video Teleconference Technician | 23.30 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.80 |
| 14042 - Computer Operator II | 22.18 |
| 14043 - Computer Operator III | 24.69 |
| 14044 - Computer Operator IV | 27.43 |
| 14045 - Computer Operator V | 30.39 |
| 14071 - Computer Programmer I | (see 1) |
| 14072 - Computer Programmer II | (see 1) |

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|---|---------|-------|
| 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 | | 19.80 |
| 14160 - Personal Computer Support Technician | | 27.43 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 36.80 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 44.51 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 53.36 |
| 15050 - Computer Based Training Specialist / Instructor | | 36.97 |
| 15060 - Educational Technologist | | 32.38 |
| 15070 - Flight Instructor (Pilot) | | 53.36 |
| 15080 - Graphic Artist | | 31.77 |
| 15090 - Technical Instructor | | 28.46 |
| 15095 - Technical Instructor/Course Developer | | 34.82 |
| 15110 - Test Proctor | | 22.97 |
| 15120 - Tutor | | 22.97 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.71 |
| 16030 - Counter Attendant | | 10.71 |
| 16040 - Dry Cleaner | | 14.57 |
| 16070 - Finisher, Flatwork, Machine | | 10.71 |
| 16090 - Presser, Hand | | 10.71 |
| 16110 - Presser, Machine, Drycleaning | | 10.71 |
| 16130 - Presser, Machine, Shirts | | 10.71 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 10.71 |
| 16190 - Sewing Machine Operator | | 15.86 |
| 16220 - Tailor | | 17.13 |
| 16250 - Washer, Machine | | 12.01 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 21.02 |
| 19040 - Tool And Die Maker | | 26.94 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 19.56 |
| 21030 - Material Coordinator | | 26.53 |
| 21040 - Material Expediter | | 26.53 |
| 21050 - Material Handling Laborer | | 16.69 |
| 21071 - Order Filler | | 15.60 |
| 21080 - Production Line Worker (Food Processing) | | 19.56 |
| 21110 - Shipping Packer | | 17.51 |
| 21130 - Shipping/Receiving Clerk | | 17.51 |
| 21140 - Store Worker I | | 14.54 |
| 21150 - Stock Clerk | | 20.01 |
| 21210 - Tools And Parts Attendant | | 19.56 |
| 21410 - Warehouse Specialist | | 19.56 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 30.51 |
| 23021 - Aircraft Mechanic I | | 29.02 |
| 23022 - Aircraft Mechanic II | | 30.51 |
| 23023 - Aircraft Mechanic III | | 31.80 |
| 23040 - Aircraft Mechanic Helper | | 22.12 |
| 23050 - Aircraft, Painter | | 27.52 |
| 23060 - Aircraft Servicer | | 25.34 |
| 23080 - Aircraft Worker | | 26.87 |
| 23110 - Appliance Mechanic | | 24.30 |
| 23120 - Bicycle Repairer | | 16.15 |
| 23125 - Cable Splicer | | 30.82 |
| 23130 - Carpenter, Maintenance | | 26.08 |
| 23140 - Carpet Layer | | 25.09 |
| 23160 - Electrician, Maintenance | | 37.22 |
| 23181 - Electronics Technician Maintenance I | | 30.54 |

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| 23182 - Electronics Technician Maintenance II | 32.27 |
| 23183 - Electronics Technician Maintenance III | 34.02 |
| 23260 - Fabric Worker | 24.18 |
| 23290 - Fire Alarm System Mechanic | 24.69 |
| 23310 - Fire Extinguisher Repairer | 23.32 |
| 23311 - Fuel Distribution System Mechanic | 29.93 |
| 23312 - Fuel Distribution System Operator | 23.97 |
| 23370 - General Maintenance Worker | 22.50 |
| 23380 - Ground Support Equipment Mechanic | 29.02 |
| 23381 - Ground Support Equipment Servicer | 25.34 |
| 23382 - Ground Support Equipment Worker | 26.87 |
| 23391 - Gunsmith I | 23.32 |
| 23392 - Gunsmith II | 26.46 |
| 23393 - Gunsmith III | 29.48 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 28.32 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 29.77 |
| 23430 - Heavy Equipment Mechanic | 30.65 |
| 23440 - Heavy Equipment Operator | 33.19 |
| 23460 - Instrument Mechanic | 32.04 |
| 23465 - Laboratory/Shelter Mechanic | 27.92 |
| 23470 - Laborer | 16.00 |
| 23510 - Locksmith | 23.20 |
| 23530 - Machinery Maintenance Mechanic | 28.28 |
| 23550 - Machinist, Maintenance | 27.28 |
| 23580 - Maintenance Trades Helper | 17.19 |
| 23591 - Metrology Technician I | 32.04 |
| 23592 - Metrology Technician II | 33.68 |
| 23593 - Metrology Technician III | 35.11 |
| 23640 - Millwright | 32.53 |
| 23710 - Office Appliance Repairer | 23.42 |
| 23760 - Painter, Maintenance | 23.13 |
| 23790 - Pipefitter, Maintenance | 31.65 |
| 23810 - Plumber, Maintenance | 30.33 |
| 23820 - Pneudraulic Systems Mechanic | 29.48 |
| 23850 - Rigger | 29.56 |
| 23870 - Scale Mechanic | 26.46 |
| 23890 - Sheet-Metal Worker, Maintenance | 31.09 |
| 23910 - Small Engine Mechanic | 20.20 |
| 23931 - Telecommunications Mechanic I | 28.12 |
| 23932 - Telecommunications Mechanic II | 29.56 |
| 23950 - Telephone Lineman | 26.42 |
| 23960 - Welder, Combination, Maintenance | 24.28 |
| 23965 - Well Driller | 29.48 |
| 23970 - Woodcraft Worker | 29.48 |
| 23980 - Woodworker | 22.25 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.57 |
| 24580 - Child Care Center Clerk | 16.04 |
| 24610 - Chore Aide | 11.44 |
| 24620 - Family Readiness And Support Services Coordinator | 19.02 |
| 24630 - Homemaker | 16.68 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 38.18 |
| 25040 - Sewage Plant Operator | 32.79 |
| 25070 - Stationary Engineer | 38.18 |
| 25190 - Ventilation Equipment Tender | 27.90 |
| 25210 - Water Treatment Plant Operator | 32.79 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 29.88 |
| 27007 - Baggage Inspector | 14.34 |

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| 27008 - Corrections Officer | 38.39 |
| 27010 - Court Security Officer | 39.43 |
| 27030 - Detection Dog Handler | 30.14 |
| 27040 - Detention Officer | 38.39 |
| 27070 - Firefighter | 36.20 |
| 27101 - Guard I | 14.34 |
| 27102 - Guard II | 30.14 |
| 27131 - Police Officer I | 42.92 |
| 27132 - Police Officer II | 47.21 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.91 |
| 28042 - Carnival Equipment Repairer | 16.16 |
| 28043 - Carnival Equipment Worker | 10.77 |
| 28210 - Gate Attendant/Gate Tender | 18.04 |
| 28310 - Lifeguard | 13.82 |
| 28350 - Park Attendant (Aide) | 20.19 |
| 28510 - Recreation Aide/Health Facility Attendant | 15.30 |
| 28515 - Recreation Specialist | 17.44 |
| 28630 - Sports Official | 15.85 |
| 28690 - Swimming Pool Operator | 21.68 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.10 |
| 29020 - Hatch Tender | 29.10 |
| 29030 - Line Handler | 29.10 |
| 29041 - Stevedore I | 27.42 |
| 29042 - Stevedore II | 30.75 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 42.35 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 29.02 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 32.16 |
| 30021 - Archeological Technician I | 23.47 |
| 30022 - Archeological Technician II | 27.47 |
| 30023 - Archeological Technician III | 34.44 |
| 30030 - Cartographic Technician | 34.44 |
| 30040 - Civil Engineering Technician | 31.67 |
| 30061 - Drafter/CAD Operator I | 24.86 |
| 30062 - Drafter/CAD Operator II | 27.80 |
| 30063 - Drafter/CAD Operator III | 30.99 |
| 30064 - Drafter/CAD Operator IV | 38.15 |
| 30081 - Engineering Technician I | 18.90 |
| 30082 - Engineering Technician II | 21.22 |
| 30083 - Engineering Technician III | 23.73 |
| 30084 - Engineering Technician IV | 29.40 |
| 30085 - Engineering Technician V | 35.98 |
| 30086 - Engineering Technician VI | 43.51 |
| 30090 - Environmental Technician | 27.51 |
| 30210 - Laboratory Technician | 23.42 |
| 30240 - Mathematical Technician | 35.89 |
| 30361 - Paralegal/Legal Assistant I | 23.52 |
| 30362 - Paralegal/Legal Assistant II | 29.13 |
| 30363 - Paralegal/Legal Assistant III | 35.65 |
| 30364 - Paralegal/Legal Assistant IV | 43.11 |
| 30390 - Photo-Optics Technician | 35.89 |
| 30461 - Technical Writer I | 25.89 |
| 30462 - Technical Writer II | 32.03 |
| 30463 - Technical Writer III | 38.31 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 26.92 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 32.56 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 39.03 |
| 30494 - Unexploded (UXO) Safety Escort | 26.92 |
| 30495 - Unexploded (UXO) Sweep Personnel | 26.92 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | 27.82 (see 2) |

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| 30621 - Weather Observer, Senior | (see 2) | 30.90 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 14.41 |
| 31030 - Bus Driver | | 20.03 |
| 31043 - Driver Courier | | 17.77 |
| 31260 - Parking and Lot Attendant | | 12.24 |
| 31290 - Shuttle Bus Driver | | 19.22 |
| 31310 - Taxi Driver | | 13.64 |
| 31361 - Truckdriver, Light | | 19.22 |
| 31362 - Truckdriver, Medium | | 20.55 |
| 31363 - Truckdriver, Heavy | | 21.78 |
| 31364 - Truckdriver, Tractor-Trailer | | 21.78 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 12.06 |
| 99050 - Desk Clerk | | 13.00 |
| 99095 - Embalmer | | 25.13 |
| 99251 - Laboratory Animal Caretaker I | | 14.45 |
| 99252 - Laboratory Animal Caretaker II | | 15.64 |
| 99310 - Mortician | | 29.47 |
| 99410 - Pest Controller | | 18.10 |
| 99510 - Photofinishing Worker | | 17.25 |
| 99710 - Recycling Laborer | | 24.32 |
| 99711 - Recycling Specialist | | 27.68 |
| 99730 - Refuse Collector | | 21.87 |
| 99810 - Sales Clerk | | 15.51 |
| 99820 - School Crossing Guard | | 12.89 |
| 99830 - Survey Party Chief | | 31.52 |
| 99831 - Surveying Aide | | 18.98 |
| 99832 - Surveying Technician | | 27.74 |
| 99840 - Vending Machine Attendant | | 16.67 |
| 99841 - Vending Machine Repairer | | 19.22 |
| 99842 - Vending Machine Repairer Helper | | 16.67 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 25 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do

not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2052
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Alameda, Contra Costa

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.92 |
| 01012 - Accounting Clerk II | | 20.12 |
| 01013 - Accounting Clerk III | | 22.50 |
| 01020 - Administrative Assistant | | 30.87 |
| 01040 - Court Reporter | | 28.31 |
| 01051 - Data Entry Operator I | | 15.38 |
| 01052 - Data Entry Operator II | | 16.78 |
| 01060 - Dispatcher, Motor Vehicle | | 29.13 |
| 01070 - Document Preparation Clerk | | 15.37 |
| 01090 - Duplicating Machine Operator | | 15.37 |
| 01111 - General Clerk I | | 15.87 |
| 01112 - General Clerk II | | 17.31 |
| 01113 - General Clerk III | | 19.97 |
| 01120 - Housing Referral Assistant | | 28.83 |
| 01141 - Messenger Courier | | 14.03 |
| 01191 - Order Clerk I | | 16.98 |
| 01192 - Order Clerk II | | 18.53 |
| 01261 - Personnel Assistant (Employment) I | | 19.80 |
| 01262 - Personnel Assistant (Employment) II | | 22.18 |
| 01263 - Personnel Assistant (Employment) III | | 24.69 |
| 01270 - Production Control Clerk | | 28.05 |
| 01280 - Receptionist | | 17.21 |
| 01290 - Rental Clerk | | 18.47 |
| 01300 - Scheduler, Maintenance | | 23.12 |
| 01311 - Secretary I | | 23.12 |
| 01312 - Secretary II | | 25.86 |
| 01313 - Secretary III | | 28.83 |
| 01320 - Service Order Dispatcher | | 24.26 |
| 01410 - Supply Technician | | 30.87 |
| 01420 - Survey Worker | | 24.06 |
| 01531 - Travel Clerk I | | 15.41 |
| 01532 - Travel Clerk II | | 17.34 |
| 01533 - Travel Clerk III | | 19.53 |
| 01611 - Word Processor I | | 20.77 |
| 01612 - Word Processor II | | 23.32 |
| 01613 - Word Processor III | | 26.09 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 24.75 |
| 05010 - Automotive Electrician | | 24.95 |
| 05040 - Automotive Glass Installer | | 21.76 |
| 05070 - Automotive Worker | | 24.96 |
| 05110 - Mobile Equipment Servicer | | 21.71 |
| 05130 - Motor Equipment Metal Mechanic | | 26.06 |
| 05160 - Motor Equipment Metal Worker | | 23.84 |
| 05190 - Motor Vehicle Mechanic | | 26.07 |
| 05220 - Motor Vehicle Mechanic Helper | | 20.54 |
| 05250 - Motor Vehicle Upholstery Worker | | 22.78 |
| 05280 - Motor Vehicle Wrecker | | 23.84 |
| 05310 - Painter, Automotive | | 24.96 |
| 05340 - Radiator Repair Specialist | | 23.84 |
| 05370 - Tire Repairer | | 17.31 |
| 05400 - Transmission Repair Specialist | | 26.07 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 15.83 |
| 07041 - Cook I | | 16.43 |
| 07042 - Cook II | | 18.65 |
| 07070 - Dishwasher | | 11.28 |
| 07130 - Food Service Worker | | 11.00 |
| 07210 - Meat Cutter | | 16.59 |
| 07260 - Waiter/Waitress | | 11.39 |

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| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 21.13 |
| 09040 - Furniture Handler | 15.26 |
| 09080 - Furniture Refinisher | 21.13 |
| 09090 - Furniture Refinisher Helper | 17.41 |
| 09110 - Furniture Repairer, Minor | 19.28 |
| 09130 - Upholsterer | 21.15 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.97 |
| 11060 - Elevator Operator | 14.10 |
| 11090 - Gardener | 23.78 |
| 11122 - Housekeeping Aide | 14.89 |
| 11150 - Janitor | 14.89 |
| 11210 - Laborer, Grounds Maintenance | 18.29 |
| 11240 - Maid or Houseman | 12.80 |
| 11260 - Pruner | 17.19 |
| 11270 - Tractor Operator | 21.58 |
| 11330 - Trail Maintenance Worker | 18.29 |
| 11360 - Window Cleaner | 15.68 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 23.48 |
| 12011 - Breath Alcohol Technician | 23.48 |
| 12012 - Certified Occupational Therapist Assistant | 25.93 |
| 12015 - Certified Physical Therapist Assistant | 27.94 |
| 12020 - Dental Assistant | 21.98 |
| 12025 - Dental Hygienist | 46.56 |
| 12030 - EKG Technician | 27.59 |
| 12035 - Electroneurodiagnostic Technologist | 27.59 |
| 12040 - Emergency Medical Technician | 23.48 |
| 12071 - Licensed Practical Nurse I | 24.53 |
| 12072 - Licensed Practical Nurse II | 27.47 |
| 12073 - Licensed Practical Nurse III | 30.62 |
| 12100 - Medical Assistant | 20.98 |
| 12130 - Medical Laboratory Technician | 23.05 |
| 12160 - Medical Record Clerk | 21.00 |
| 12190 - Medical Record Technician | 23.48 |
| 12195 - Medical Transcriptionist | 20.55 |
| 12210 - Nuclear Medicine Technologist | 45.90 |
| 12221 - Nursing Assistant I | 13.66 |
| 12222 - Nursing Assistant II | 15.35 |
| 12223 - Nursing Assistant III | 16.75 |
| 12224 - Nursing Assistant IV | 18.81 |
| 12235 - Optical Dispenser | 21.80 |
| 12236 - Optical Technician | 18.22 |
| 12250 - Pharmacy Technician | 21.69 |
| 12280 - Phlebotomist | 18.81 |
| 12305 - Radiologic Technologist | 35.21 |
| 12311 - Registered Nurse I | 43.85 |
| 12312 - Registered Nurse II | 53.66 |
| 12313 - Registered Nurse II, Specialist | 53.66 |
| 12314 - Registered Nurse III | 64.90 |
| 12315 - Registered Nurse III, Anesthetist | 64.90 |
| 12316 - Registered Nurse IV | 77.80 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 34.02 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 25.45 |
| 13012 - Exhibits Specialist II | 31.05 |
| 13013 - Exhibits Specialist III | 37.98 |
| 13041 - Illustrator I | 24.07 |
| 13042 - Illustrator II | 29.81 |
| 13043 - Illustrator III | 36.48 |
| 13047 - Librarian | 35.64 |
| 13050 - Library Aide/Clerk | 20.80 |

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| 13054 - Library Information Technology Systems Administrator | 31.06 |
| 13058 - Library Technician | 26.04 |
| 13061 - Media Specialist I | 22.42 |
| 13062 - Media Specialist II | 25.08 |
| 13063 - Media Specialist III | 27.96 |
| 13071 - Photographer I | 20.39 |
| 13072 - Photographer II | 22.81 |
| 13073 - Photographer III | 28.23 |
| 13074 - Photographer IV | 34.56 |
| 13075 - Photographer V | 39.08 |
| 13110 - Video Teleconference Technician | 23.30 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.80 |
| 14042 - Computer Operator II | 22.18 |
| 14043 - Computer Operator III | 24.69 |
| 14044 - Computer Operator IV | 27.43 |
| 14045 - Computer Operator V | 30.39 |
| 14071 - Computer Programmer I | (see 1) 27.62 |
| 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 | 19.80 |
| 14160 - Personal Computer Support Technician | 27.43 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.80 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.51 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 53.36 |
| 15050 - Computer Based Training Specialist / Instructor | 36.97 |
| 15060 - Educational Technologist | 32.38 |
| 15070 - Flight Instructor (Pilot) | 53.36 |
| 15080 - Graphic Artist | 31.77 |
| 15090 - Technical Instructor | 28.46 |
| 15095 - Technical Instructor/Course Developer | 34.82 |
| 15110 - Test Proctor | 22.97 |
| 15120 - Tutor | 22.97 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.71 |
| 16030 - Counter Attendant | 10.71 |
| 16040 - Dry Cleaner | 14.57 |
| 16070 - Finisher, Flatwork, Machine | 10.71 |
| 16090 - Presser, Hand | 10.71 |
| 16110 - Presser, Machine, Drycleaning | 10.71 |
| 16130 - Presser, Machine, Shirts | 10.71 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.71 |
| 16190 - Sewing Machine Operator | 15.86 |
| 16220 - Tailor | 17.13 |
| 16250 - Washer, Machine | 12.01 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.02 |
| 19040 - Tool And Die Maker | 26.94 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.56 |
| 21030 - Material Coordinator | 26.53 |
| 21040 - Material Expediter | 26.53 |
| 21050 - Material Handling Laborer | 16.69 |
| 21071 - Order Filler | 15.60 |
| 21080 - Production Line Worker (Food Processing) | 19.56 |
| 21110 - Shipping Packer | 17.51 |
| 21130 - Shipping/Receiving Clerk | 17.51 |

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| 21140 - Store Worker I | 14.54 |
| 21150 - Stock Clerk | 20.01 |
| 21210 - Tools And Parts Attendant | 19.56 |
| 21410 - Warehouse Specialist | 19.56 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 30.51 |
| 23021 - Aircraft Mechanic I | 29.02 |
| 23022 - Aircraft Mechanic II | 30.51 |
| 23023 - Aircraft Mechanic III | 31.80 |
| 23040 - Aircraft Mechanic Helper | 22.12 |
| 23050 - Aircraft, Painter | 27.52 |
| 23060 - Aircraft Servicer | 25.34 |
| 23080 - Aircraft Worker | 26.87 |
| 23110 - Appliance Mechanic | 24.30 |
| 23120 - Bicycle Repairer | 16.15 |
| 23125 - Cable Splicer | 30.82 |
| 23130 - Carpenter, Maintenance | 26.08 |
| 23140 - Carpet Layer | 25.09 |
| 23160 - Electrician, Maintenance | 37.22 |
| 23181 - Electronics Technician Maintenance I | 30.54 |
| 23182 - Electronics Technician Maintenance II | 32.27 |
| 23183 - Electronics Technician Maintenance III | 34.02 |
| 23260 - Fabric Worker | 24.18 |
| 23290 - Fire Alarm System Mechanic | 24.69 |
| 23310 - Fire Extinguisher Repairer | 23.32 |
| 23311 - Fuel Distribution System Mechanic | 29.93 |
| 23312 - Fuel Distribution System Operator | 23.97 |
| 23370 - General Maintenance Worker | 22.50 |
| 23380 - Ground Support Equipment Mechanic | 29.02 |
| 23381 - Ground Support Equipment Servicer | 25.34 |
| 23382 - Ground Support Equipment Worker | 26.87 |
| 23391 - Gunsmith I | 23.32 |
| 23392 - Gunsmith II | 26.46 |
| 23393 - Gunsmith III | 29.48 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 28.32 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 29.77 |
| 23430 - Heavy Equipment Mechanic | 30.65 |
| 23440 - Heavy Equipment Operator | 33.19 |
| 23460 - Instrument Mechanic | 32.04 |
| 23465 - Laboratory/Shelter Mechanic | 27.92 |
| 23470 - Laborer | 16.00 |
| 23510 - Locksmith | 23.20 |
| 23530 - Machinery Maintenance Mechanic | 28.28 |
| 23550 - Machinist, Maintenance | 27.28 |
| 23580 - Maintenance Trades Helper | 17.19 |
| 23591 - Metrology Technician I | 32.04 |
| 23592 - Metrology Technician II | 33.68 |
| 23593 - Metrology Technician III | 35.11 |
| 23640 - Millwright | 32.53 |
| 23710 - Office Appliance Repairer | 23.42 |
| 23760 - Painter, Maintenance | 23.13 |
| 23790 - Pipefitter, Maintenance | 31.65 |
| 23810 - Plumber, Maintenance | 30.33 |
| 23820 - Pneudraulic Systems Mechanic | 29.48 |
| 23850 - Rigger | 29.56 |
| 23870 - Scale Mechanic | 26.46 |
| 23890 - Sheet-Metal Worker, Maintenance | 31.09 |
| 23910 - Small Engine Mechanic | 20.20 |
| 23931 - Telecommunications Mechanic I | 28.12 |
| 23932 - Telecommunications Mechanic II | 29.56 |
| 23950 - Telephone Lineman | 26.42 |

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| 23960 - Welder, Combination, Maintenance | 24.28 |
| 23965 - Well Driller | 29.48 |
| 23970 - Woodcraft Worker | 29.48 |
| 23980 - Woodworker | 22.25 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.57 |
| 24580 - Child Care Center Clerk | 16.04 |
| 24610 - Chore Aide | 11.44 |
| 24620 - Family Readiness And Support Services Coordinator | 19.02 |
| 24630 - Homemaker | 16.68 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 38.18 |
| 25040 - Sewage Plant Operator | 32.79 |
| 25070 - Stationary Engineer | 38.18 |
| 25190 - Ventilation Equipment Tender | 27.90 |
| 25210 - Water Treatment Plant Operator | 32.79 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 29.88 |
| 27007 - Baggage Inspector | 14.34 |
| 27008 - Corrections Officer | 38.39 |
| 27010 - Court Security Officer | 39.43 |
| 27030 - Detection Dog Handler | 30.14 |
| 27040 - Detention Officer | 38.39 |
| 27070 - Firefighter | 36.20 |
| 27101 - Guard I | 14.34 |
| 27102 - Guard II | 30.14 |
| 27131 - Police Officer I | 42.92 |
| 27132 - Police Officer II | 47.21 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.91 |
| 28042 - Carnival Equipment Repairer | 16.16 |
| 28043 - Carnival Equipment Worker | 10.77 |
| 28210 - Gate Attendant/Gate Tender | 18.04 |
| 28310 - Lifeguard | 13.82 |
| 28350 - Park Attendant (Aide) | 20.19 |
| 28510 - Recreation Aide/Health Facility Attendant | 15.30 |
| 28515 - Recreation Specialist | 17.44 |
| 28630 - Sports Official | 15.85 |
| 28690 - Swimming Pool Operator | 21.68 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.10 |
| 29020 - Hatch Tender | 29.10 |
| 29030 - Line Handler | 29.10 |
| 29041 - Stevedore I | 27.42 |
| 29042 - Stevedore II | 30.75 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 42.35 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 29.02 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 32.16 |
| 30021 - Archeological Technician I | 23.47 |
| 30022 - Archeological Technician II | 27.47 |
| 30023 - Archeological Technician III | 34.44 |
| 30030 - Cartographic Technician | 34.44 |
| 30040 - Civil Engineering Technician | 31.67 |
| 30061 - Drafter/CAD Operator I | 24.86 |
| 30062 - Drafter/CAD Operator II | 27.80 |
| 30063 - Drafter/CAD Operator III | 30.99 |
| 30064 - Drafter/CAD Operator IV | 38.15 |
| 30081 - Engineering Technician I | 18.90 |
| 30082 - Engineering Technician II | 21.22 |
| 30083 - Engineering Technician III | 23.73 |
| 30084 - Engineering Technician IV | 29.40 |

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| 30085 - Engineering Technician V | 35.98 |
| 30086 - Engineering Technician VI | 43.51 |
| 30090 - Environmental Technician | 27.51 |
| 30210 - Laboratory Technician | 23.42 |
| 30240 - Mathematical Technician | 35.89 |
| 30361 - Paralegal/Legal Assistant I | 23.52 |
| 30362 - Paralegal/Legal Assistant II | 29.13 |
| 30363 - Paralegal/Legal Assistant III | 35.65 |
| 30364 - Paralegal/Legal Assistant IV | 43.11 |
| 30390 - Photo-Optics Technician | 35.89 |
| 30461 - Technical Writer I | 25.89 |
| 30462 - Technical Writer II | 32.03 |
| 30463 - Technical Writer III | 38.31 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 26.92 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 32.56 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 39.03 |
| 30494 - Unexploded (UXO) Safety Escort | 26.92 |
| 30495 - Unexploded (UXO) Sweep Personnel | 26.92 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 27.82 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 30.90 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.41 |
| 31030 - Bus Driver | 20.03 |
| 31043 - Driver Courier | 17.77 |
| 31260 - Parking and Lot Attendant | 12.24 |
| 31290 - Shuttle Bus Driver | 19.22 |
| 31310 - Taxi Driver | 13.64 |
| 31361 - Truckdriver, Light | 19.22 |
| 31362 - Truckdriver, Medium | 20.55 |
| 31363 - Truckdriver, Heavy | 21.78 |
| 31364 - Truckdriver, Tractor-Trailer | 21.78 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.06 |
| 99050 - Desk Clerk | 13.00 |
| 99095 - Embalmer | 25.13 |
| 99251 - Laboratory Animal Caretaker I | 14.45 |
| 99252 - Laboratory Animal Caretaker II | 15.64 |
| 99310 - Mortician | 29.47 |
| 99410 - Pest Controller | 18.10 |
| 99510 - Photofinishing Worker | 17.25 |
| 99710 - Recycling Laborer | 24.32 |
| 99711 - Recycling Specialist | 27.68 |
| 99730 - Refuse Collector | 21.87 |
| 99810 - Sales Clerk | 15.51 |
| 99820 - School Crossing Guard | 12.89 |
| 99830 - Survey Party Chief | 31.52 |
| 99831 - Surveying Aide | 18.98 |
| 99832 - Surveying Technician | 27.74 |
| 99840 - Vending Machine Attendant | 16.67 |
| 99841 - Vending Machine Repairer | 19.22 |
| 99842 - Vending Machine Repairer Helper | 16.67 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}
When multiple wage determinations are included in a contract, a separate SF 1444
should be prepared for each wage determination to which a class(es) is to be
conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide

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classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2053
Revision No.: 17
Date of Last Revision: 07/25/2014

State: California

Area: California Counties of Riverside, San Bernardino

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.83 |
| 01012 - Accounting Clerk II | | 17.77 |
| 01013 - Accounting Clerk III | | 20.27 |
| 01020 - Administrative Assistant | | 28.08 |
| 01040 - Court Reporter | | 19.93 |
| 01051 - Data Entry Operator I | | 12.26 |
| 01052 - Data Entry Operator II | | 13.37 |
| 01060 - Dispatcher, Motor Vehicle | | 22.41 |
| 01070 - Document Preparation Clerk | | 13.75 |
| 01090 - Duplicating Machine Operator | | 13.75 |
| 01111 - General Clerk I | | 11.76 |
| 01112 - General Clerk II | | 14.92 |
| 01113 - General Clerk III | | 17.43 |
| 01120 - Housing Referral Assistant | | 21.90 |
| 01141 - Messenger Courier | | 11.15 |
| 01191 - Order Clerk I | | 16.98 |
| 01192 - Order Clerk II | | 18.53 |
| 01261 - Personnel Assistant (Employment) I | | 18.07 |
| 01262 - Personnel Assistant (Employment) II | | 20.20 |
| 01263 - Personnel Assistant (Employment) III | | 22.53 |
| 01270 - Production Control Clerk | | 23.51 |
| 01280 - Receptionist | | 14.51 |
| 01290 - Rental Clerk | | 16.61 |
| 01300 - Scheduler, Maintenance | | 17.39 |
| 01311 - Secretary I | | 17.39 |
| 01312 - Secretary II | | 19.45 |
| 01313 - Secretary III | | 21.90 |
| 01320 - Service Order Dispatcher | | 19.54 |
| 01410 - Supply Technician | | 26.82 |
| 01420 - Survey Worker | | 19.93 |
| 01531 - Travel Clerk I | | 13.19 |
| 01532 - Travel Clerk II | | 13.98 |
| 01533 - Travel Clerk III | | 14.85 |
| 01611 - Word Processor I | | 15.18 |
| 01612 - Word Processor II | | 16.87 |
| 01613 - Word Processor III | | 18.76 |
| 05000 - Automotive Service Occupations | | |

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| 05005 - Automobile Body Repairer, Fiberglass | 22.65 |
| 05010 - Automotive Electrician | 22.18 |
| 05040 - Automotive Glass Installer | 20.84 |
| 05070 - Automotive Worker | 20.84 |
| 05110 - Mobile Equipment Servicer | 19.16 |
| 05130 - Motor Equipment Metal Mechanic | 23.56 |
| 05160 - Motor Equipment Metal Worker | 20.84 |
| 05190 - Motor Vehicle Mechanic | 23.56 |
| 05220 - Motor Vehicle Mechanic Helper | 18.38 |
| 05250 - Motor Vehicle Upholstery Worker | 20.40 |
| 05280 - Motor Vehicle Wrecker | 20.84 |
| 05310 - Painter, Automotive | 22.18 |
| 05340 - Radiator Repair Specialist | 20.84 |
| 05370 - Tire Repairer | 13.98 |
| 05400 - Transmission Repair Specialist | 23.56 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.36 |
| 07041 - Cook I | 13.10 |
| 07042 - Cook II | 14.36 |
| 07070 - Dishwasher | 10.29 |
| 07130 - Food Service Worker | 11.20 |
| 07210 - Meat Cutter | 17.59 |
| 07260 - Waiter/Waitress | 10.26 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.84 |
| 09040 - Furniture Handler | 12.46 |
| 09080 - Furniture Refinisher | 18.16 |
| 09090 - Furniture Refinisher Helper | 14.86 |
| 09110 - Furniture Repairer, Minor | 17.40 |
| 09130 - Upholsterer | 18.16 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.76 |
| 11060 - Elevator Operator | 11.76 |
| 11090 - Gardener | 19.21 |
| 11122 - Housekeeping Aide | 12.58 |
| 11150 - Janitor | 14.04 |
| 11210 - Laborer, Grounds Maintenance | 14.40 |
| 11240 - Maid or Houseman | 10.16 |
| 11260 - Pruner | 13.27 |
| 11270 - Tractor Operator | 18.21 |
| 11330 - Trail Maintenance Worker | 14.40 |
| 11360 - Window Cleaner | 16.17 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.85 |
| 12011 - Breath Alcohol Technician | 17.82 |
| 12012 - Certified Occupational Therapist Assistant | 28.73 |
| 12015 - Certified Physical Therapist Assistant | 26.89 |
| 12020 - Dental Assistant | 17.27 |
| 12025 - Dental Hygienist | 40.12 |
| 12030 - EKG Technician | 25.07 |
| 12035 - Electroneurodiagnostic Technologist | 25.07 |
| 12040 - Emergency Medical Technician | 17.85 |
| 12071 - Licensed Practical Nurse I | 18.38 |
| 12072 - Licensed Practical Nurse II | 20.68 |
| 12073 - Licensed Practical Nurse III | 23.72 |
| 12100 - Medical Assistant | 14.26 |
| 12130 - Medical Laboratory Technician | 19.73 |
| 12160 - Medical Record Clerk | 15.93 |
| 12190 - Medical Record Technician | 18.17 |
| 12195 - Medical Transcriptionist | 18.08 |
| 12210 - Nuclear Medicine Technologist | 39.64 |
| 12221 - Nursing Assistant I | 10.19 |
| 12222 - Nursing Assistant II | 11.46 |

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| 12223 - Nursing Assistant III | 12.50 |
| 12224 - Nursing Assistant IV | 14.03 |
| 12235 - Optical Dispenser | 15.70 |
| 12236 - Optical Technician | 14.87 |
| 12250 - Pharmacy Technician | 17.83 |
| 12280 - Phlebotomist | 14.03 |
| 12305 - Radiologic Technologist | 25.24 |
| 12311 - Registered Nurse I | 31.47 |
| 12312 - Registered Nurse II | 38.49 |
| 12313 - Registered Nurse II, Specialist | 38.49 |
| 12314 - Registered Nurse III | 48.20 |
| 12315 - Registered Nurse III, Anesthetist | 48.20 |
| 12316 - Registered Nurse IV | 57.77 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.09 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.72 |
| 13012 - Exhibits Specialist II | 26.91 |
| 13013 - Exhibits Specialist III | 35.57 |
| 13041 - Illustrator I | 21.72 |
| 13042 - Illustrator II | 26.91 |
| 13043 - Illustrator III | 34.63 |
| 13047 - Librarian | 29.81 |
| 13050 - Library Aide/Clerk | 16.49 |
| 13054 - Library Information Technology Systems Administrator | 26.91 |
| 13058 - Library Technician | 22.40 |
| 13061 - Media Specialist I | 19.42 |
| 13062 - Media Specialist II | 21.72 |
| 13063 - Media Specialist III | 24.22 |
| 13071 - Photographer I | 16.93 |
| 13072 - Photographer II | 18.94 |
| 13073 - Photographer III | 24.13 |
| 13074 - Photographer IV | 32.91 |
| 13075 - Photographer V | 39.80 |
| 13110 - Video Teleconference Technician | 18.25 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.82 |
| 14042 - Computer Operator II | 19.93 |
| 14043 - Computer Operator III | 22.89 |
| 14044 - Computer Operator IV | 25.73 |
| 14045 - Computer Operator V | 28.50 |
| 14071 - Computer Programmer I | (see 1) 27.07 |
| 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 | 17.82 |
| 14160 - Personal Computer Support Technician | 25.73 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 34.73 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 42.03 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 50.37 |
| 15050 - Computer Based Training Specialist / Instructor | 34.73 |
| 15060 - Educational Technologist | 39.97 |
| 15070 - Flight Instructor (Pilot) | 50.37 |
| 15080 - Graphic Artist | 22.59 |
| 15090 - Technical Instructor | 21.28 |
| 15095 - Technical Instructor/Course Developer | 26.03 |
| 15110 - Test Proctor | 18.40 |
| 15120 - Tutor | 18.40 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |

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| 16010 - Assembler | 9.67 |
| 16030 - Counter Attendant | 9.67 |
| 16040 - Dry Cleaner | 12.40 |
| 16070 - Finisher, Flatwork, Machine | 9.67 |
| 16090 - Presser, Hand | 9.67 |
| 16110 - Presser, Machine, Drycleaning | 9.67 |
| 16130 - Presser, Machine, Shirts | 9.67 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.67 |
| 16190 - Sewing Machine Operator | 13.33 |
| 16220 - Tailor | 14.24 |
| 16250 - Washer, Machine | 10.49 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.83 |
| 19040 - Tool And Die Maker | 21.83 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.58 |
| 21030 - Material Coordinator | 22.14 |
| 21040 - Material Expediter | 22.14 |
| 21050 - Material Handling Laborer | 16.24 |
| 21071 - Order Filler | 14.17 |
| 21080 - Production Line Worker (Food Processing) | 14.58 |
| 21110 - Shipping Packer | 15.08 |
| 21130 - Shipping/Receiving Clerk | 15.08 |
| 21140 - Store Worker I | 10.87 |
| 21150 - Stock Clerk | 15.52 |
| 21210 - Tools And Parts Attendant | 14.58 |
| 21410 - Warehouse Specialist | 14.58 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.91 |
| 23021 - Aircraft Mechanic I | 26.83 |
| 23022 - Aircraft Mechanic II | 28.31 |
| 23023 - Aircraft Mechanic III | 29.39 |
| 23040 - Aircraft Mechanic Helper | 18.96 |
| 23050 - Aircraft, Painter | 24.00 |
| 23060 - Aircraft Servicer | 21.46 |
| 23080 - Aircraft Worker | 22.69 |
| 23110 - Appliance Mechanic | 21.63 |
| 23120 - Bicycle Repairer | 13.98 |
| 23125 - Cable Splicer | 31.83 |
| 23130 - Carpenter, Maintenance | 27.67 |
| 23140 - Carpet Layer | 23.38 |
| 23160 - Electrician, Maintenance | 29.81 |
| 23181 - Electronics Technician Maintenance I | 25.49 |
| 23182 - Electronics Technician Maintenance II | 27.44 |
| 23183 - Electronics Technician Maintenance III | 28.89 |
| 23260 - Fabric Worker | 19.50 |
| 23290 - Fire Alarm System Mechanic | 21.08 |
| 23310 - Fire Extinguisher Repairer | 18.50 |
| 23311 - Fuel Distribution System Mechanic | 27.85 |
| 23312 - Fuel Distribution System Operator | 20.98 |
| 23370 - General Maintenance Worker | 21.13 |
| 23380 - Ground Support Equipment Mechanic | 26.83 |
| 23381 - Ground Support Equipment Servicer | 21.46 |
| 23382 - Ground Support Equipment Worker | 22.69 |
| 23391 - Gunsmith I | 18.50 |
| 23392 - Gunsmith II | 21.93 |
| 23393 - Gunsmith III | 24.85 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.79 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.44 |
| 23430 - Heavy Equipment Mechanic | 25.21 |
| 23440 - Heavy Equipment Operator | 29.54 |

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| 23460 | - Instrument Mechanic | 27.28 |
| 23465 | - Laboratory/Shelter Mechanic | 23.62 |
| 23470 | - Laborer | 12.83 |
| 23510 | - Locksmith | 19.84 |
| 23530 | - Machinery Maintenance Mechanic | 27.12 |
| 23550 | - Machinist, Maintenance | 24.78 |
| 23580 | - Maintenance Trades Helper | 13.51 |
| 23591 | - Metrology Technician I | 27.28 |
| 23592 | - Metrology Technician II | 28.38 |
| 23593 | - Metrology Technician III | 30.20 |
| 23640 | - Millwright | 22.51 |
| 23710 | - Office Appliance Repairer | 20.06 |
| 23760 | - Painter, Maintenance | 21.05 |
| 23790 | - Pipefitter, Maintenance | 25.18 |
| 23810 | - Plumber, Maintenance | 23.72 |
| 23820 | - Pneudraulic Systems Mechanic | 24.85 |
| 23850 | - Rigger | 24.85 |
| 23870 | - Scale Mechanic | 21.93 |
| 23890 | - Sheet-Metal Worker, Maintenance | 22.86 |
| 23910 | - Small Engine Mechanic | 17.79 |
| 23931 | - Telecommunications Mechanic I | 24.47 |
| 23932 | - Telecommunications Mechanic II | 25.86 |
| 23950 | - Telephone Lineman | 23.53 |
| 23960 | - Welder, Combination, Maintenance | 19.51 |
| 23965 | - Well Driller | 28.17 |
| 23970 | - Woodcraft Worker | 24.85 |
| 23980 | - Woodworker | 16.95 |
| 24000 | - Personal Needs Occupations | |
| 24570 | - Child Care Attendant | 13.05 |
| 24580 | - Child Care Center Clerk | 16.40 |
| 24610 | - Chore Aide | 9.75 |
| 24620 | - Family Readiness And Support Services Coordinator | 13.84 |
| 24630 | - Homemaker | 17.77 |
| 25000 | - Plant And System Operations Occupations | |
| 25010 | - Boiler Tender | 25.82 |
| 25040 | - Sewage Plant Operator | 26.22 |
| 25070 | - Stationary Engineer | 25.82 |
| 25190 | - Ventilation Equipment Tender | 18.08 |
| 25210 | - Water Treatment Plant Operator | 26.22 |
| 27000 | - Protective Service Occupations | |
| 27004 | - Alarm Monitor | 19.31 |
| 27007 | - Baggage Inspector | 13.15 |
| 27008 | - Corrections Officer | 31.01 |
| 27010 | - Court Security Officer | 31.00 |
| 27030 | - Detection Dog Handler | 15.95 |
| 27040 | - Detention Officer | 31.01 |
| 27070 | - Firefighter | 25.20 |
| 27101 | - Guard I | 13.15 |
| 27102 | - Guard II | 15.95 |
| 27131 | - Police Officer I | 36.78 |
| 27132 | - Police Officer II | 40.87 |
| 28000 | - Recreation Occupations | |
| 28041 | - Carnival Equipment Operator | 12.51 |
| 28042 | - Carnival Equipment Repairer | 13.48 |
| 28043 | - Carnival Equipment Worker | 9.48 |
| 28210 | - Gate Attendant/Gate Tender | 14.46 |
| 28310 | - Lifeguard | 12.86 |
| 28350 | - Park Attendant (Aide) | 16.18 |
| 28510 | - Recreation Aide/Health Facility Attendant | 11.81 |
| 28515 | - Recreation Specialist | 19.86 |
| 28630 | - Sports Official | 12.86 |
| 28690 | - Swimming Pool Operator | 18.32 |

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| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.99 |
| 29020 - Hatch Tender | 21.99 |
| 29030 - Line Handler | 21.99 |
| 29041 - Stevedore I | 21.28 |
| 29042 - Stevedore II | 23.67 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.85 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.98 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.26 |
| 30021 - Archeological Technician I | 23.33 |
| 30022 - Archeological Technician II | 24.00 |
| 30023 - Archeological Technician III | 34.21 |
| 30030 - Cartographic Technician | 34.35 |
| 30040 - Civil Engineering Technician | 27.74 |
| 30061 - Drafter/CAD Operator I | 24.64 |
| 30062 - Drafter/CAD Operator II | 27.72 |
| 30063 - Drafter/CAD Operator III | 30.79 |
| 30064 - Drafter/CAD Operator IV | 37.88 |
| 30081 - Engineering Technician I | 19.68 |
| 30082 - Engineering Technician II | 22.09 |
| 30083 - Engineering Technician III | 24.70 |
| 30084 - Engineering Technician IV | 30.60 |
| 30085 - Engineering Technician V | 37.43 |
| 30086 - Engineering Technician VI | 45.29 |
| 30090 - Environmental Technician | 26.89 |
| 30210 - Laboratory Technician | 23.13 |
| 30240 - Mathematical Technician | 33.92 |
| 30361 - Paralegal/Legal Assistant I | 21.25 |
| 30362 - Paralegal/Legal Assistant II | 26.32 |
| 30363 - Paralegal/Legal Assistant III | 32.20 |
| 30364 - Paralegal/Legal Assistant IV | 38.69 |
| 30390 - Photo-Optics Technician | 33.63 |
| 30461 - Technical Writer I | 23.87 |
| 30462 - Technical Writer II | 29.19 |
| 30463 - Technical Writer III | 35.70 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.32 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.64 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.72 |
| 30494 - Unexploded (UXO) Safety Escort | 25.32 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.32 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 29.03 |
| 30621 - Weather Observer, Senior (see 2) | 32.23 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.97 |
| 31030 - Bus Driver | 19.85 |
| 31043 - Driver Courier | 13.10 |
| 31260 - Parking and Lot Attendant | 10.20 |
| 31290 - Shuttle Bus Driver | 14.48 |
| 31310 - Taxi Driver | 11.90 |
| 31361 - Truckdriver, Light | 14.48 |
| 31362 - Truckdriver, Medium | 21.82 |
| 31363 - Truckdriver, Heavy | 21.78 |
| 31364 - Truckdriver, Tractor-Trailer | 21.78 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.13 |
| 99050 - Desk Clerk | 11.25 |
| 99095 - Embalmer | 22.03 |
| 99251 - Laboratory Animal Caretaker I | 12.73 |
| 99252 - Laboratory Animal Caretaker II | 13.81 |
| 99310 - Mortician | 25.51 |
| 99410 - Pest Controller | 16.58 |

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| 99510 - Photofinishing Worker | 15.19 |
| 99710 - Recycling Laborer | 20.68 |
| 99711 - Recycling Specialist | 26.15 |
| 99730 - Refuse Collector | 17.96 |
| 99810 - Sales Clerk | 17.13 |
| 99820 - School Crossing Guard | 10.19 |
| 99830 - Survey Party Chief | 38.64 |
| 99831 - Surveying Aide | 20.42 |
| 99832 - Surveying Technician | 27.93 |
| 99840 - Vending Machine Attendant | 14.10 |
| 99841 - Vending Machine Repairer | 16.77 |
| 99842 - Vending Machine Repairer Helper | 14.10 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2054
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Riverside, San Bernardino

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.83 |
| 01012 - Accounting Clerk II | | 17.77 |
| 01013 - Accounting Clerk III | | 20.27 |
| 01020 - Administrative Assistant | | 28.08 |
| 01040 - Court Reporter | | 19.93 |
| 01051 - Data Entry Operator I | | 12.26 |
| 01052 - Data Entry Operator II | | 13.37 |
| 01060 - Dispatcher, Motor Vehicle | | 22.41 |
| 01070 - Document Preparation Clerk | | 13.75 |
| 01090 - Duplicating Machine Operator | | 13.75 |
| 01111 - General Clerk I | | 11.76 |
| 01112 - General Clerk II | | 14.92 |
| 01113 - General Clerk III | | 17.43 |
| 01120 - Housing Referral Assistant | | 21.90 |
| 01141 - Messenger Courier | | 11.15 |
| 01191 - Order Clerk I | | 16.98 |
| 01192 - Order Clerk II | | 18.53 |
| 01261 - Personnel Assistant (Employment) I | | 18.07 |

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| 01262 - Personnel Assistant (Employment) II | 20.20 |
| 01263 - Personnel Assistant (Employment) III | 22.53 |
| 01270 - Production Control Clerk | 23.51 |
| 01280 - Receptionist | 14.51 |
| 01290 - Rental Clerk | 16.61 |
| 01300 - Scheduler, Maintenance | 17.39 |
| 01311 - Secretary I | 17.39 |
| 01312 - Secretary II | 19.45 |
| 01313 - Secretary III | 21.90 |
| 01320 - Service Order Dispatcher | 19.54 |
| 01410 - Supply Technician | 26.82 |
| 01420 - Survey Worker | 19.93 |
| 01531 - Travel Clerk I | 13.19 |
| 01532 - Travel Clerk II | 13.98 |
| 01533 - Travel Clerk III | 14.85 |
| 01611 - Word Processor I | 15.18 |
| 01612 - Word Processor II | 16.87 |
| 01613 - Word Processor III | 18.76 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.65 |
| 05010 - Automotive Electrician | 22.18 |
| 05040 - Automotive Glass Installer | 20.84 |
| 05070 - Automotive Worker | 20.84 |
| 05110 - Mobile Equipment Servicer | 19.16 |
| 05130 - Motor Equipment Metal Mechanic | 23.56 |
| 05160 - Motor Equipment Metal Worker | 20.84 |
| 05190 - Motor Vehicle Mechanic | 23.56 |
| 05220 - Motor Vehicle Mechanic Helper | 18.38 |
| 05250 - Motor Vehicle Upholstery Worker | 20.40 |
| 05280 - Motor Vehicle Wrecker | 20.84 |
| 05310 - Painter, Automotive | 22.18 |
| 05340 - Radiator Repair Specialist | 20.84 |
| 05370 - Tire Repairer | 13.98 |
| 05400 - Transmission Repair Specialist | 23.56 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.36 |
| 07041 - Cook I | 13.10 |
| 07042 - Cook II | 14.36 |
| 07070 - Dishwasher | 10.29 |
| 07130 - Food Service Worker | 11.20 |
| 07210 - Meat Cutter | 17.59 |
| 07260 - Waiter/Waitress | 10.26 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.84 |
| 09040 - Furniture Handler | 12.46 |
| 09080 - Furniture Refinisher | 18.16 |
| 09090 - Furniture Refinisher Helper | 14.86 |
| 09110 - Furniture Repairer, Minor | 17.40 |
| 09130 - Upholsterer | 18.16 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.76 |
| 11060 - Elevator Operator | 11.76 |
| 11090 - Gardener | 19.21 |
| 11122 - Housekeeping Aide | 12.58 |
| 11150 - Janitor | 14.04 |
| 11210 - Laborer, Grounds Maintenance | 14.40 |
| 11240 - Maid or Houseman | 10.16 |
| 11260 - Pruner | 13.27 |
| 11270 - Tractor Operator | 18.21 |
| 11330 - Trail Maintenance Worker | 14.40 |
| 11360 - Window Cleaner | 16.17 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.85 |

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| 12011 - Breath Alcohol Technician | 17.82 |
| 12012 - Certified Occupational Therapist Assistant | 28.73 |
| 12015 - Certified Physical Therapist Assistant | 26.89 |
| 12020 - Dental Assistant | 17.27 |
| 12025 - Dental Hygienist | 40.12 |
| 12030 - EKG Technician | 25.07 |
| 12035 - Electroneurodiagnostic Technologist | 25.07 |
| 12040 - Emergency Medical Technician | 17.85 |
| 12071 - Licensed Practical Nurse I | 18.38 |
| 12072 - Licensed Practical Nurse II | 20.68 |
| 12073 - Licensed Practical Nurse III | 23.72 |
| 12100 - Medical Assistant | 14.26 |
| 12130 - Medical Laboratory Technician | 19.73 |
| 12160 - Medical Record Clerk | 15.93 |
| 12190 - Medical Record Technician | 18.17 |
| 12195 - Medical Transcriptionist | 18.08 |
| 12210 - Nuclear Medicine Technologist | 39.64 |
| 12221 - Nursing Assistant I | 10.19 |
| 12222 - Nursing Assistant II | 11.46 |
| 12223 - Nursing Assistant III | 12.50 |
| 12224 - Nursing Assistant IV | 14.03 |
| 12235 - Optical Dispenser | 15.70 |
| 12236 - Optical Technician | 14.87 |
| 12250 - Pharmacy Technician | 17.83 |
| 12280 - Phlebotomist | 14.03 |
| 12305 - Radiologic Technologist | 25.24 |
| 12311 - Registered Nurse I | 31.47 |
| 12312 - Registered Nurse II | 38.49 |
| 12313 - Registered Nurse II, Specialist | 38.49 |
| 12314 - Registered Nurse III | 48.20 |
| 12315 - Registered Nurse III, Anesthetist | 48.20 |
| 12316 - Registered Nurse IV | 57.77 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.09 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.72 |
| 13012 - Exhibits Specialist II | 26.91 |
| 13013 - Exhibits Specialist III | 35.57 |
| 13041 - Illustrator I | 21.72 |
| 13042 - Illustrator II | 26.91 |
| 13043 - Illustrator III | 34.63 |
| 13047 - Librarian | 29.81 |
| 13050 - Library Aide/Clerk | 16.49 |
| 13054 - Library Information Technology Systems Administrator | 26.91 |
| 13058 - Library Technician | 22.40 |
| 13061 - Media Specialist I | 19.42 |
| 13062 - Media Specialist II | 21.72 |
| 13063 - Media Specialist III | 24.22 |
| 13071 - Photographer I | 16.93 |
| 13072 - Photographer II | 18.94 |
| 13073 - Photographer III | 24.13 |
| 13074 - Photographer IV | 32.91 |
| 13075 - Photographer V | 39.80 |
| 13110 - Video Teleconference Technician | 18.25 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.82 |
| 14042 - Computer Operator II | 19.93 |
| 14043 - Computer Operator III | 22.89 |
| 14044 - Computer Operator IV | 25.73 |
| 14045 - Computer Operator V | 28.50 |
| 14071 - Computer Programmer I | (see 1) |
| 14072 - Computer Programmer II | (see 1) |
| 14073 - Computer Programmer III | (see 1) |

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| 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 | | 17.82 |
| 14160 - Personal Computer Support Technician | | 25.73 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 34.73 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 42.03 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 50.37 |
| 15050 - Computer Based Training Specialist / Instructor | | 34.73 |
| 15060 - Educational Technologist | | 39.97 |
| 15070 - Flight Instructor (Pilot) | | 50.37 |
| 15080 - Graphic Artist | | 22.59 |
| 15090 - Technical Instructor | | 21.28 |
| 15095 - Technical Instructor/Course Developer | | 26.03 |
| 15110 - Test Proctor | | 18.40 |
| 15120 - Tutor | | 18.40 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 9.67 |
| 16030 - Counter Attendant | | 9.67 |
| 16040 - Dry Cleaner | | 12.40 |
| 16070 - Finisher, Flatwork, Machine | | 9.67 |
| 16090 - Presser, Hand | | 9.67 |
| 16110 - Presser, Machine, Drycleaning | | 9.67 |
| 16130 - Presser, Machine, Shirts | | 9.67 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 9.67 |
| 16190 - Sewing Machine Operator | | 13.33 |
| 16220 - Tailor | | 14.24 |
| 16250 - Washer, Machine | | 10.49 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 18.83 |
| 19040 - Tool And Die Maker | | 21.83 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 14.58 |
| 21030 - Material Coordinator | | 22.14 |
| 21040 - Material Expediter | | 22.14 |
| 21050 - Material Handling Laborer | | 16.24 |
| 21071 - Order Filler | | 14.17 |
| 21080 - Production Line Worker (Food Processing) | | 14.58 |
| 21110 - Shipping Packer | | 15.08 |
| 21130 - Shipping/Receiving Clerk | | 15.08 |
| 21140 - Store Worker I | | 10.87 |
| 21150 - Stock Clerk | | 15.52 |
| 21210 - Tools And Parts Attendant | | 14.58 |
| 21410 - Warehouse Specialist | | 14.58 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 27.91 |
| 23021 - Aircraft Mechanic I | | 26.83 |
| 23022 - Aircraft Mechanic II | | 28.31 |
| 23023 - Aircraft Mechanic III | | 29.39 |
| 23040 - Aircraft Mechanic Helper | | 18.96 |
| 23050 - Aircraft, Painter | | 24.00 |
| 23060 - Aircraft Servicer | | 21.46 |
| 23080 - Aircraft Worker | | 22.69 |
| 23110 - Appliance Mechanic | | 21.63 |
| 23120 - Bicycle Repairer | | 13.98 |
| 23125 - Cable Splicer | | 31.83 |
| 23130 - Carpenter, Maintenance | | 27.67 |
| 23140 - Carpet Layer | | 23.38 |
| 23160 - Electrician, Maintenance | | 29.81 |
| 23181 - Electronics Technician Maintenance I | | 25.49 |
| 23182 - Electronics Technician Maintenance II | | 27.44 |

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| 23183 - Electronics Technician Maintenance III | 28.89 |
| 23260 - Fabric Worker | 19.50 |
| 23290 - Fire Alarm System Mechanic | 21.08 |
| 23310 - Fire Extinguisher Repairer | 18.50 |
| 23311 - Fuel Distribution System Mechanic | 27.85 |
| 23312 - Fuel Distribution System Operator | 20.98 |
| 23370 - General Maintenance Worker | 21.13 |
| 23380 - Ground Support Equipment Mechanic | 26.83 |
| 23381 - Ground Support Equipment Servicer | 21.46 |
| 23382 - Ground Support Equipment Worker | 22.69 |
| 23391 - Gunsmith I | 18.50 |
| 23392 - Gunsmith II | 21.93 |
| 23393 - Gunsmith III | 24.85 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.79 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.44 |
| 23430 - Heavy Equipment Mechanic | 25.21 |
| 23440 - Heavy Equipment Operator | 29.54 |
| 23460 - Instrument Mechanic | 27.28 |
| 23465 - Laboratory/Shelter Mechanic | 23.62 |
| 23470 - Laborer | 12.83 |
| 23510 - Locksmith | 19.84 |
| 23530 - Machinery Maintenance Mechanic | 27.12 |
| 23550 - Machinist, Maintenance | 24.78 |
| 23580 - Maintenance Trades Helper | 13.51 |
| 23591 - Metrology Technician I | 27.28 |
| 23592 - Metrology Technician II | 28.38 |
| 23593 - Metrology Technician III | 30.20 |
| 23640 - Millwright | 22.51 |
| 23710 - Office Appliance Repairer | 20.06 |
| 23760 - Painter, Maintenance | 21.05 |
| 23790 - Pipefitter, Maintenance | 25.18 |
| 23810 - Plumber, Maintenance | 23.72 |
| 23820 - Pneudraulic Systems Mechanic | 24.85 |
| 23850 - Rigger | 24.85 |
| 23870 - Scale Mechanic | 21.93 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.86 |
| 23910 - Small Engine Mechanic | 17.79 |
| 23931 - Telecommunications Mechanic I | 24.47 |
| 23932 - Telecommunications Mechanic II | 25.86 |
| 23950 - Telephone Lineman | 23.53 |
| 23960 - Welder, Combination, Maintenance | 19.51 |
| 23965 - Well Driller | 28.17 |
| 23970 - Woodcraft Worker | 24.85 |
| 23980 - Woodworker | 16.95 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.05 |
| 24580 - Child Care Center Clerk | 16.40 |
| 24610 - Chore Aide | 9.75 |
| 24620 - Family Readiness And Support Services Coordinator | 13.84 |
| 24630 - Homemaker | 17.77 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.82 |
| 25040 - Sewage Plant Operator | 26.22 |
| 25070 - Stationary Engineer | 25.82 |
| 25190 - Ventilation Equipment Tender | 18.08 |
| 25210 - Water Treatment Plant Operator | 26.22 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.31 |
| 27007 - Baggage Inspector | 13.15 |
| 27008 - Corrections Officer | 31.01 |

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| 27010 - Court Security Officer | 31.00 |
| 27030 - Detection Dog Handler | 15.95 |
| 27040 - Detention Officer | 31.01 |
| 27070 - Firefighter | 25.20 |
| 27101 - Guard I | 13.15 |
| 27102 - Guard II | 15.95 |
| 27131 - Police Officer I | 36.78 |
| 27132 - Police Officer II | 40.87 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.51 |
| 28042 - Carnival Equipment Repairer | 13.48 |
| 28043 - Carnival Equipment Worker | 9.48 |
| 28210 - Gate Attendant/Gate Tender | 14.46 |
| 28310 - Lifeguard | 12.86 |
| 28350 - Park Attendant (Aide) | 16.18 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.81 |
| 28515 - Recreation Specialist | 19.86 |
| 28630 - Sports Official | 12.86 |
| 28690 - Swimming Pool Operator | 18.32 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.99 |
| 29020 - Hatch Tender | 21.99 |
| 29030 - Line Handler | 21.99 |
| 29041 - Stevedore I | 21.28 |
| 29042 - Stevedore II | 23.67 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.85 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.98 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.26 |
| 30021 - Archeological Technician I | 23.33 |
| 30022 - Archeological Technician II | 24.00 |
| 30023 - Archeological Technician III | 34.21 |
| 30030 - Cartographic Technician | 34.35 |
| 30040 - Civil Engineering Technician | 27.74 |
| 30061 - Drafter/CAD Operator I | 24.64 |
| 30062 - Drafter/CAD Operator II | 27.72 |
| 30063 - Drafter/CAD Operator III | 30.79 |
| 30064 - Drafter/CAD Operator IV | 37.88 |
| 30081 - Engineering Technician I | 19.68 |
| 30082 - Engineering Technician II | 22.09 |
| 30083 - Engineering Technician III | 24.70 |
| 30084 - Engineering Technician IV | 30.60 |
| 30085 - Engineering Technician V | 37.43 |
| 30086 - Engineering Technician VI | 45.29 |
| 30090 - Environmental Technician | 26.89 |
| 30210 - Laboratory Technician | 23.13 |
| 30240 - Mathematical Technician | 33.92 |
| 30361 - Paralegal/Legal Assistant I | 21.25 |
| 30362 - Paralegal/Legal Assistant II | 26.32 |
| 30363 - Paralegal/Legal Assistant III | 32.20 |
| 30364 - Paralegal/Legal Assistant IV | 38.69 |
| 30390 - Photo-Optics Technician | 33.63 |
| 30461 - Technical Writer I | 23.87 |
| 30462 - Technical Writer II | 29.19 |
| 30463 - Technical Writer III | 35.70 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.32 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.64 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.72 |
| 30494 - Unexploded (UXO) Safety Escort | 25.32 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.32 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 29.03 |
| 30621 - Weather Observer, Senior (see 2) | 32.23 |

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| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.97 |
| 31030 - Bus Driver | 19.85 |
| 31043 - Driver Courier | 13.10 |
| 31260 - Parking and Lot Attendant | 10.20 |
| 31290 - Shuttle Bus Driver | 14.48 |
| 31310 - Taxi Driver | 11.90 |
| 31361 - Truckdriver, Light | 14.48 |
| 31362 - Truckdriver, Medium | 21.82 |
| 31363 - Truckdriver, Heavy | 21.78 |
| 31364 - Truckdriver, Tractor-Trailer | 21.78 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.13 |
| 99050 - Desk Clerk | 11.25 |
| 99095 - Embalmer | 22.03 |
| 99251 - Laboratory Animal Caretaker I | 12.73 |
| 99252 - Laboratory Animal Caretaker II | 13.81 |
| 99310 - Mortician | 25.51 |
| 99410 - Pest Controller | 16.58 |
| 99510 - Photofinishing Worker | 15.19 |
| 99710 - Recycling Laborer | 20.68 |
| 99711 - Recycling Specialist | 26.15 |
| 99730 - Refuse Collector | 17.96 |
| 99810 - Sales Clerk | 17.13 |
| 99820 - School Crossing Guard | 10.19 |
| 99830 - Survey Party Chief | 38.64 |
| 99831 - Surveying Aide | 20.42 |
| 99832 - Surveying Technician | 27.93 |
| 99840 - Vending Machine Attendant | 14.10 |
| 99841 - Vending Machine Repairer | 16.77 |
| 99842 - Vending Machine Repairer Helper | 14.10 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2055
Revision No.: 16
Date of Last Revision: 07/25/2014

State: California

Area: California Counties of Alpine, Amador, Butte, Colusa, Del Norte, El Dorado, Glenn, Humboldt, Lake, Mendocino, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Siskiyou, Sutter, Tehama, Trinity, Yolo, Yuba

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 16.44 |
| 01012 - Accounting Clerk II | | 18.46 |
| 01013 - Accounting Clerk III | | 20.65 |
| 01020 - Administrative Assistant | | 25.83 |
| 01040 - Court Reporter | | 20.96 |
| 01051 - Data Entry Operator I | | 15.96 |
| 01052 - Data Entry Operator II | | 17.42 |
| 01060 - Dispatcher, Motor Vehicle | | 18.84 |
| 01070 - Document Preparation Clerk | | 14.72 |
| 01090 - Duplicating Machine Operator | | 14.72 |
| 01111 - General Clerk I | | 13.29 |
| 01112 - General Clerk II | | 14.50 |
| 01113 - General Clerk III | | 17.70 |
| 01120 - Housing Referral Assistant | | 22.39 |
| 01141 - Messenger Courier | | 12.25 |
| 01191 - Order Clerk I | | 14.88 |
| 01192 - Order Clerk II | | 16.24 |
| 01261 - Personnel Assistant (Employment) I | | 17.40 |
| 01262 - Personnel Assistant (Employment) II | | 19.46 |
| 01263 - Personnel Assistant (Employment) III | | 21.69 |
| 01270 - Production Control Clerk | | 21.81 |
| 01280 - Receptionist | | 14.72 |
| 01290 - Rental Clerk | | 16.57 |
| 01300 - Scheduler, Maintenance | | 17.83 |
| 01311 - Secretary I | | 17.83 |
| 01312 - Secretary II | | 19.42 |
| 01313 - Secretary III | | 22.39 |
| 01320 - Service Order Dispatcher | | 17.35 |
| 01410 - Supply Technician | | 25.83 |
| 01420 - Survey Worker | | 18.84 |
| 01531 - Travel Clerk I | | 13.87 |
| 01532 - Travel Clerk II | | 14.94 |
| 01533 - Travel Clerk III | | 16.05 |
| 01611 - Word Processor I | | 14.68 |
| 01612 - Word Processor II | | 16.48 |
| 01613 - Word Processor III | | 18.76 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 23.71 |
| 05010 - Automotive Electrician | | 21.36 |
| 05040 - Automotive Glass Installer | | 20.24 |
| 05070 - Automotive Worker | | 20.24 |
| 05110 - Mobile Equipment Servicer | | 17.99 |
| 05130 - Motor Equipment Metal Mechanic | | 22.49 |
| 05160 - Motor Equipment Metal Worker | | 20.24 |
| 05190 - Motor Vehicle Mechanic | | 20.99 |
| 05220 - Motor Vehicle Mechanic Helper | | 16.87 |
| 05250 - Motor Vehicle Upholstery Worker | | 19.11 |
| 05280 - Motor Vehicle Wrecker | | 20.24 |
| 05310 - Painter, Automotive | | 21.36 |
| 05340 - Radiator Repair Specialist | | 20.24 |
| 05370 - Tire Repairer | | 14.98 |
| 05400 - Transmission Repair Specialist | | 22.49 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 16.27 |
| 07041 - Cook I | | 13.92 |
| 07042 - Cook II | | 16.01 |
| 07070 - Dishwasher | | 10.27 |

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| 07130 - Food Service Worker | 10.39 |
| 07210 - Meat Cutter | 18.28 |
| 07260 - Waiter/Waitress | 11.07 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.40 |
| 09040 - Furniture Handler | 12.60 |
| 09080 - Furniture Refinisher | 18.40 |
| 09090 - Furniture Refinisher Helper | 14.53 |
| 09110 - Furniture Repairer, Minor | 16.47 |
| 09130 - Upholsterer | 18.40 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.22 |
| 11060 - Elevator Operator | 12.51 |
| 11090 - Gardener | 16.37 |
| 11122 - Housekeeping Aide | 13.76 |
| 11150 - Janitor | 14.69 |
| 11210 - Laborer, Grounds Maintenance | 13.40 |
| 11240 - Maid or Houseman | 10.40 |
| 11260 - Pruner | 13.31 |
| 11270 - Tractor Operator | 15.37 |
| 11330 - Trail Maintenance Worker | 13.40 |
| 11360 - Window Cleaner | 15.21 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.11 |
| 12011 - Breath Alcohol Technician | 17.11 |
| 12012 - Certified Occupational Therapist Assistant | 25.69 |
| 12015 - Certified Physical Therapist Assistant | 27.25 |
| 12020 - Dental Assistant | 18.21 |
| 12025 - Dental Hygienist | 41.99 |
| 12030 - EKG Technician | 25.68 |
| 12035 - Electroneurodiagnostic Technologist | 25.68 |
| 12040 - Emergency Medical Technician | 16.57 |
| 12071 - Licensed Practical Nurse I | 21.98 |
| 12072 - Licensed Practical Nurse II | 24.59 |
| 12073 - Licensed Practical Nurse III | 27.41 |
| 12100 - Medical Assistant | 15.17 |
| 12130 - Medical Laboratory Technician | 18.62 |
| 12160 - Medical Record Clerk | 17.10 |
| 12190 - Medical Record Technician | 19.12 |
| 12195 - Medical Transcriptionist | 19.08 |
| 12210 - Nuclear Medicine Technologist | 42.90 |
| 12221 - Nursing Assistant I | 12.41 |
| 12222 - Nursing Assistant II | 13.95 |
| 12223 - Nursing Assistant III | 15.53 |
| 12224 - Nursing Assistant IV | 17.44 |
| 12235 - Optical Dispenser | 16.41 |
| 12236 - Optical Technician | 15.75 |
| 12250 - Pharmacy Technician | 17.84 |
| 12280 - Phlebotomist | 17.44 |
| 12305 - Radiologic Technologist | 29.94 |
| 12311 - Registered Nurse I | 40.86 |
| 12312 - Registered Nurse II | 49.98 |
| 12313 - Registered Nurse II, Specialist | 49.98 |
| 12314 - Registered Nurse III | 60.45 |
| 12315 - Registered Nurse III, Anesthetist | 60.45 |
| 12316 - Registered Nurse IV | 68.50 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.71 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 23.61 |
| 13012 - Exhibits Specialist II | 29.25 |
| 13013 - Exhibits Specialist III | 36.92 |
| 13041 - Illustrator I | 22.71 |
| 13042 - Illustrator II | 28.14 |

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| 13043 - Illustrator III | 34.42 |
| 13047 - Librarian | 31.43 |
| 13050 - Library Aide/Clerk | 16.05 |
| 13054 - Library Information Technology Systems Administrator | 25.79 |
| 13058 - Library Technician | 17.11 |
| 13061 - Media Specialist I | 20.48 |
| 13062 - Media Specialist II | 22.91 |
| 13063 - Media Specialist III | 25.53 |
| 13071 - Photographer I | 17.88 |
| 13072 - Photographer II | 21.38 |
| 13073 - Photographer III | 26.50 |
| 13074 - Photographer IV | 33.56 |
| 13075 - Photographer V | 39.20 |
| 13110 - Video Teleconference Technician | 20.53 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.61 |
| 14042 - Computer Operator II | 18.58 |
| 14043 - Computer Operator III | 20.71 |
| 14044 - Computer Operator IV | 23.02 |
| 14045 - Computer Operator V | 25.49 |
| 14071 - Computer Programmer I | (see 1) 23.09 |
| 14072 - Computer Programmer II | (see 1) 27.18 |
| 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 | 16.61 |
| 14160 - Personal Computer Support Technician | 23.02 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 35.36 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 42.77 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 51.27 |
| 15050 - Computer Based Training Specialist / Instructor | 35.36 |
| 15060 - Educational Technologist | 37.05 |
| 15070 - Flight Instructor (Pilot) | 51.27 |
| 15080 - Graphic Artist | 24.56 |
| 15090 - Technical Instructor | 21.60 |
| 15095 - Technical Instructor/Course Developer | 26.48 |
| 15110 - Test Proctor | 17.84 |
| 15120 - Tutor | 17.84 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.76 |
| 16030 - Counter Attendant | 9.76 |
| 16040 - Dry Cleaner | 13.10 |
| 16070 - Finisher, Flatwork, Machine | 9.76 |
| 16090 - Presser, Hand | 9.76 |
| 16110 - Presser, Machine, Drycleaning | 9.76 |
| 16130 - Presser, Machine, Shirts | 9.76 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.76 |
| 16190 - Sewing Machine Operator | 14.22 |
| 16220 - Tailor | 15.33 |
| 16250 - Washer, Machine | 10.85 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.22 |
| 19040 - Tool And Die Maker | 24.08 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.22 |
| 21030 - Material Coordinator | 21.81 |
| 21040 - Material Expediter | 21.81 |
| 21050 - Material Handling Laborer | 15.20 |
| 21071 - Order Filler | 15.43 |

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| 21080 - Production Line Worker (Food Processing) | 19.22 |
| 21110 - Shipping Packer | 14.55 |
| 21130 - Shipping/Receiving Clerk | 14.55 |
| 21140 - Store Worker I | 12.62 |
| 21150 - Stock Clerk | 17.17 |
| 21210 - Tools And Parts Attendant | 19.22 |
| 21410 - Warehouse Specialist | 19.22 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 28.72 |
| 23021 - Aircraft Mechanic I | 27.16 |
| 23022 - Aircraft Mechanic II | 28.72 |
| 23023 - Aircraft Mechanic III | 30.30 |
| 23040 - Aircraft Mechanic Helper | 19.32 |
| 23050 - Aircraft, Painter | 26.71 |
| 23060 - Aircraft Servicer | 22.45 |
| 23080 - Aircraft Worker | 24.04 |
| 23110 - Appliance Mechanic | 21.79 |
| 23120 - Bicycle Repairer | 14.98 |
| 23125 - Cable Splicer | 31.25 |
| 23130 - Carpenter, Maintenance | 24.82 |
| 23140 - Carpet Layer | 21.75 |
| 23160 - Electrician, Maintenance | 23.81 |
| 23181 - Electronics Technician Maintenance I | 24.99 |
| 23182 - Electronics Technician Maintenance II | 26.33 |
| 23183 - Electronics Technician Maintenance III | 31.66 |
| 23260 - Fabric Worker | 20.51 |
| 23290 - Fire Alarm System Mechanic | 22.29 |
| 23310 - Fire Extinguisher Repairer | 19.08 |
| 23311 - Fuel Distribution System Mechanic | 24.98 |
| 23312 - Fuel Distribution System Operator | 19.39 |
| 23370 - General Maintenance Worker | 20.27 |
| 23380 - Ground Support Equipment Mechanic | 27.16 |
| 23381 - Ground Support Equipment Servicer | 22.45 |
| 23382 - Ground Support Equipment Worker | 24.04 |
| 23391 - Gunsmith I | 19.08 |
| 23392 - Gunsmith II | 21.94 |
| 23393 - Gunsmith III | 24.82 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.54 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.90 |
| 23430 - Heavy Equipment Mechanic | 23.20 |
| 23440 - Heavy Equipment Operator | 29.93 |
| 23460 - Instrument Mechanic | 28.78 |
| 23465 - Laboratory/Shelter Mechanic | 23.39 |
| 23470 - Laborer | 15.13 |
| 23510 - Locksmith | 20.24 |
| 23530 - Machinery Maintenance Mechanic | 26.16 |
| 23550 - Machinist, Maintenance | 21.00 |
| 23580 - Maintenance Trades Helper | 17.41 |
| 23591 - Metrology Technician I | 28.78 |
| 23592 - Metrology Technician II | 30.43 |
| 23593 - Metrology Technician III | 32.11 |
| 23640 - Millwright | 27.90 |
| 23710 - Office Appliance Repairer | 20.46 |
| 23760 - Painter, Maintenance | 21.23 |
| 23790 - Pipefitter, Maintenance | 24.67 |
| 23810 - Plumber, Maintenance | 23.43 |
| 23820 - Pneudraulic Systems Mechanic | 22.92 |
| 23850 - Rigger | 24.82 |
| 23870 - Scale Mechanic | 21.94 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.08 |
| 23910 - Small Engine Mechanic | 20.27 |

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| 23931 - Telecommunications Mechanic I | 26.97 |
| 23932 - Telecommunications Mechanic II | 28.53 |
| 23950 - Telephone Lineman | 25.38 |
| 23960 - Welder, Combination, Maintenance | 22.92 |
| 23965 - Well Driller | 24.82 |
| 23970 - Woodcraft Worker | 24.82 |
| 23980 - Woodworker | 17.62 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.80 |
| 24580 - Child Care Center Clerk | 15.96 |
| 24610 - Chore Aide | 11.02 |
| 24620 - Family Readiness And Support Services Coordinator | 16.67 |
| 24630 - Homemaker | 17.70 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.35 |
| 25040 - Sewage Plant Operator | 26.17 |
| 25070 - Stationary Engineer | 27.35 |
| 25190 - Ventilation Equipment Tender | 19.44 |
| 25210 - Water Treatment Plant Operator | 26.17 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 23.80 |
| 27007 - Baggage Inspector | 17.26 |
| 27008 - Corrections Officer | 27.37 |
| 27010 - Court Security Officer | 27.60 |
| 27030 - Detection Dog Handler | 21.22 |
| 27040 - Detention Officer | 27.37 |
| 27070 - Firefighter | 24.10 |
| 27101 - Guard I | 17.26 |
| 27102 - Guard II | 21.22 |
| 27131 - Police Officer I | 32.38 |
| 27132 - Police Officer II | 36.00 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.70 |
| 28042 - Carnival Equipment Repairer | 13.53 |
| 28043 - Carnival Equipment Worker | 10.27 |
| 28210 - Gate Attendant/Gate Tender | 13.96 |
| 28310 - Lifeguard | 11.79 |
| 28350 - Park Attendant (Aide) | 15.61 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.39 |
| 28515 - Recreation Specialist | 19.34 |
| 28630 - Sports Official | 12.43 |
| 28690 - Swimming Pool Operator | 16.90 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 28.29 |
| 29020 - Hatch Tender | 28.29 |
| 29030 - Line Handler | 28.29 |
| 29041 - Stevedore I | 26.44 |
| 29042 - Stevedore II | 30.15 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.29 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.41 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.07 |
| 30021 - Archeological Technician I | 20.33 |
| 30022 - Archeological Technician II | 22.74 |
| 30023 - Archeological Technician III | 28.16 |
| 30030 - Cartographic Technician | 28.16 |
| 30040 - Civil Engineering Technician | 27.13 |
| 30061 - Drafter/CAD Operator I | 20.33 |
| 30062 - Drafter/CAD Operator II | 22.74 |
| 30063 - Drafter/CAD Operator III | 25.34 |
| 30064 - Drafter/CAD Operator IV | 31.19 |
| 30081 - Engineering Technician I | 16.86 |

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| 30082 - Engineering Technician II | 18.93 |
| 30083 - Engineering Technician III | 21.17 |
| 30084 - Engineering Technician IV | 26.23 |
| 30085 - Engineering Technician V | 32.20 |
| 30086 - Engineering Technician VI | 38.82 |
| 30090 - Environmental Technician | 23.61 |
| 30210 - Laboratory Technician | 19.51 |
| 30240 - Mathematical Technician | 28.16 |
| 30361 - Paralegal/Legal Assistant I | 18.92 |
| 30362 - Paralegal/Legal Assistant II | 24.85 |
| 30363 - Paralegal/Legal Assistant III | 30.39 |
| 30364 - Paralegal/Legal Assistant IV | 36.76 |
| 30390 - Photo-Optics Technician | 28.16 |
| 30461 - Technical Writer I | 24.40 |
| 30462 - Technical Writer II | 29.85 |
| 30463 - Technical Writer III | 36.10 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.34 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.44 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.29 |
| 30494 - Unexploded (UXO) Safety Escort | 24.34 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.34 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 25.34 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 27.83 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.45 |
| 31030 - Bus Driver | 17.68 |
| 31043 - Driver Courier | 13.82 |
| 31260 - Parking and Lot Attendant | 10.25 |
| 31290 - Shuttle Bus Driver | 14.93 |
| 31310 - Taxi Driver | 11.57 |
| 31361 - Truckdriver, Light | 14.93 |
| 31362 - Truckdriver, Medium | 18.52 |
| 31363 - Truckdriver, Heavy | 20.48 |
| 31364 - Truckdriver, Tractor-Trailer | 20.48 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.97 |
| 99050 - Desk Clerk | 11.35 |
| 99095 - Embalmer | 23.02 |
| 99251 - Laboratory Animal Caretaker I | 11.89 |
| 99252 - Laboratory Animal Caretaker II | 12.85 |
| 99310 - Mortician | 25.00 |
| 99410 - Pest Controller | 16.38 |
| 99510 - Photofinishing Worker | 15.20 |
| 99710 - Recycling Laborer | 21.81 |
| 99711 - Recycling Specialist | 26.05 |
| 99730 - Refuse Collector | 19.70 |
| 99810 - Sales Clerk | 12.32 |
| 99820 - School Crossing Guard | 12.11 |
| 99830 - Survey Party Chief | 38.36 |
| 99831 - Surveying Aide | 20.83 |
| 99832 - Surveying Technician | 28.59 |
| 99840 - Vending Machine Attendant | 13.92 |
| 99841 - Vending Machine Repairer | 16.61 |
| 99842 - Vending Machine Repairer Helper | 13.92 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2056
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Alpine, Amador, Butte, Colusa, Del Norte, El Dorado, Glenn, Humboldt, Lake, Mendocino, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Siskiyou, Sutter, Tehama, Trinity, Yolo, Yuba

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 16.44 |
| 01012 - Accounting Clerk II | | 18.46 |
| 01013 - Accounting Clerk III | | 20.65 |
| 01020 - Administrative Assistant | | 25.83 |
| 01040 - Court Reporter | | 20.96 |
| 01051 - Data Entry Operator I | | 15.96 |
| 01052 - Data Entry Operator II | | 17.42 |
| 01060 - Dispatcher, Motor Vehicle | | 18.84 |
| 01070 - Document Preparation Clerk | | 14.72 |
| 01090 - Duplicating Machine Operator | | 14.72 |
| 01111 - General Clerk I | | 13.29 |
| 01112 - General Clerk II | | 14.50 |
| 01113 - General Clerk III | | 17.70 |
| 01120 - Housing Referral Assistant | | 22.39 |
| 01141 - Messenger Courier | | 12.25 |
| 01191 - Order Clerk I | | 14.88 |
| 01192 - Order Clerk II | | 16.24 |
| 01261 - Personnel Assistant (Employment) I | | 17.40 |
| 01262 - Personnel Assistant (Employment) II | | 19.46 |
| 01263 - Personnel Assistant (Employment) III | | 21.69 |
| 01270 - Production Control Clerk | | 21.81 |
| 01280 - Receptionist | | 14.72 |
| 01290 - Rental Clerk | | 16.57 |
| 01300 - Scheduler, Maintenance | | 17.83 |
| 01311 - Secretary I | | 17.83 |
| 01312 - Secretary II | | 19.42 |
| 01313 - Secretary III | | 22.39 |
| 01320 - Service Order Dispatcher | | 17.35 |
| 01410 - Supply Technician | | 25.83 |
| 01420 - Survey Worker | | 18.84 |
| 01531 - Travel Clerk I | | 13.87 |
| 01532 - Travel Clerk II | | 14.94 |
| 01533 - Travel Clerk III | | 16.05 |
| 01611 - Word Processor I | | 14.68 |
| 01612 - Word Processor II | | 16.48 |
| 01613 - Word Processor III | | 18.76 |

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| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.71 |
| 05010 - Automotive Electrician | 21.36 |
| 05040 - Automotive Glass Installer | 20.24 |
| 05070 - Automotive Worker | 20.24 |
| 05110 - Mobile Equipment Servicer | 17.99 |
| 05130 - Motor Equipment Metal Mechanic | 22.49 |
| 05160 - Motor Equipment Metal Worker | 20.24 |
| 05190 - Motor Vehicle Mechanic | 20.99 |
| 05220 - Motor Vehicle Mechanic Helper | 16.87 |
| 05250 - Motor Vehicle Upholstery Worker | 19.11 |
| 05280 - Motor Vehicle Wrecker | 20.24 |
| 05310 - Painter, Automotive | 21.36 |
| 05340 - Radiator Repair Specialist | 20.24 |
| 05370 - Tire Repairer | 14.98 |
| 05400 - Transmission Repair Specialist | 22.49 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 16.27 |
| 07041 - Cook I | 13.92 |
| 07042 - Cook II | 16.01 |
| 07070 - Dishwasher | 10.27 |
| 07130 - Food Service Worker | 10.39 |
| 07210 - Meat Cutter | 18.28 |
| 07260 - Waiter/Waitress | 11.07 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.40 |
| 09040 - Furniture Handler | 12.60 |
| 09080 - Furniture Refinisher | 18.40 |
| 09090 - Furniture Refinisher Helper | 14.53 |
| 09110 - Furniture Repairer, Minor | 16.47 |
| 09130 - Upholsterer | 18.40 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.22 |
| 11060 - Elevator Operator | 12.51 |
| 11090 - Gardener | 16.37 |
| 11122 - Housekeeping Aide | 13.76 |
| 11150 - Janitor | 14.69 |
| 11210 - Laborer, Grounds Maintenance | 13.40 |
| 11240 - Maid or Houseman | 10.40 |
| 11260 - Pruner | 13.31 |
| 11270 - Tractor Operator | 15.37 |
| 11330 - Trail Maintenance Worker | 13.40 |
| 11360 - Window Cleaner | 15.21 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.11 |
| 12011 - Breath Alcohol Technician | 17.11 |
| 12012 - Certified Occupational Therapist Assistant | 25.69 |
| 12015 - Certified Physical Therapist Assistant | 27.25 |
| 12020 - Dental Assistant | 18.21 |
| 12025 - Dental Hygienist | 41.99 |
| 12030 - EKG Technician | 25.68 |
| 12035 - Electroneurodiagnostic Technologist | 25.68 |
| 12040 - Emergency Medical Technician | 16.57 |
| 12071 - Licensed Practical Nurse I | 21.98 |
| 12072 - Licensed Practical Nurse II | 24.59 |
| 12073 - Licensed Practical Nurse III | 27.41 |
| 12100 - Medical Assistant | 15.17 |
| 12130 - Medical Laboratory Technician | 18.62 |
| 12160 - Medical Record Clerk | 17.10 |
| 12190 - Medical Record Technician | 19.12 |
| 12195 - Medical Transcriptionist | 19.08 |
| 12210 - Nuclear Medicine Technologist | 42.90 |
| 12221 - Nursing Assistant I | 12.41 |

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| 12222 - Nursing Assistant II | 13.95 |
| 12223 - Nursing Assistant III | 15.53 |
| 12224 - Nursing Assistant IV | 17.44 |
| 12235 - Optical Dispenser | 16.41 |
| 12236 - Optical Technician | 15.75 |
| 12250 - Pharmacy Technician | 17.84 |
| 12280 - Phlebotomist | 17.44 |
| 12305 - Radiologic Technologist | 29.94 |
| 12311 - Registered Nurse I | 40.86 |
| 12312 - Registered Nurse II | 49.98 |
| 12313 - Registered Nurse II, Specialist | 49.98 |
| 12314 - Registered Nurse III | 60.45 |
| 12315 - Registered Nurse III, Anesthetist | 60.45 |
| 12316 - Registered Nurse IV | 68.50 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.71 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 23.61 |
| 13012 - Exhibits Specialist II | 29.25 |
| 13013 - Exhibits Specialist III | 36.92 |
| 13041 - Illustrator I | 22.71 |
| 13042 - Illustrator II | 28.14 |
| 13043 - Illustrator III | 34.42 |
| 13047 - Librarian | 31.43 |
| 13050 - Library Aide/Clerk | 16.05 |
| 13054 - Library Information Technology Systems Administrator | 25.79 |
| 13058 - Library Technician | 17.11 |
| 13061 - Media Specialist I | 20.48 |
| 13062 - Media Specialist II | 22.91 |
| 13063 - Media Specialist III | 25.53 |
| 13071 - Photographer I | 17.88 |
| 13072 - Photographer II | 21.38 |
| 13073 - Photographer III | 26.50 |
| 13074 - Photographer IV | 33.56 |
| 13075 - Photographer V | 39.20 |
| 13110 - Video Teleconference Technician | 20.53 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.61 |
| 14042 - Computer Operator II | 18.58 |
| 14043 - Computer Operator III | 20.71 |
| 14044 - Computer Operator IV | 23.02 |
| 14045 - Computer Operator V | 25.49 |
| 14071 - Computer Programmer I | (see 1) 23.09 |
| 14072 - Computer Programmer II | (see 1) 27.18 |
| 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 | 16.61 |
| 14160 - Personal Computer Support Technician | 23.02 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 35.36 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 42.77 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 51.27 |
| 15050 - Computer Based Training Specialist / Instructor | 35.36 |
| 15060 - Educational Technologist | 37.05 |
| 15070 - Flight Instructor (Pilot) | 51.27 |
| 15080 - Graphic Artist | 24.56 |
| 15090 - Technical Instructor | 21.60 |
| 15095 - Technical Instructor/Course Developer | 26.48 |
| 15110 - Test Proctor | 17.84 |
| 15120 - Tutor | 17.84 |

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| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.76 |
| 16030 - Counter Attendant | 9.76 |
| 16040 - Dry Cleaner | 13.10 |
| 16070 - Finisher, Flatwork, Machine | 9.76 |
| 16090 - Presser, Hand | 9.76 |
| 16110 - Presser, Machine, Drycleaning | 9.76 |
| 16130 - Presser, Machine, Shirts | 9.76 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.76 |
| 16190 - Sewing Machine Operator | 14.22 |
| 16220 - Tailor | 15.33 |
| 16250 - Washer, Machine | 10.85 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.22 |
| 19040 - Tool And Die Maker | 24.08 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.22 |
| 21030 - Material Coordinator | 21.81 |
| 21040 - Material Expediter | 21.81 |
| 21050 - Material Handling Laborer | 15.20 |
| 21071 - Order Filler | 15.43 |
| 21080 - Production Line Worker (Food Processing) | 19.22 |
| 21110 - Shipping Packer | 14.55 |
| 21130 - Shipping/Receiving Clerk | 14.55 |
| 21140 - Store Worker I | 12.62 |
| 21150 - Stock Clerk | 17.17 |
| 21210 - Tools And Parts Attendant | 19.22 |
| 21410 - Warehouse Specialist | 19.22 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 28.72 |
| 23021 - Aircraft Mechanic I | 27.16 |
| 23022 - Aircraft Mechanic II | 28.72 |
| 23023 - Aircraft Mechanic III | 30.30 |
| 23040 - Aircraft Mechanic Helper | 19.32 |
| 23050 - Aircraft, Painter | 26.71 |
| 23060 - Aircraft Servicer | 22.45 |
| 23080 - Aircraft Worker | 24.04 |
| 23110 - Appliance Mechanic | 21.79 |
| 23120 - Bicycle Repairer | 14.98 |
| 23125 - Cable Splicer | 31.25 |
| 23130 - Carpenter, Maintenance | 24.82 |
| 23140 - Carpet Layer | 21.75 |
| 23160 - Electrician, Maintenance | 23.81 |
| 23181 - Electronics Technician Maintenance I | 24.99 |
| 23182 - Electronics Technician Maintenance II | 26.33 |
| 23183 - Electronics Technician Maintenance III | 31.66 |
| 23260 - Fabric Worker | 20.51 |
| 23290 - Fire Alarm System Mechanic | 22.29 |
| 23310 - Fire Extinguisher Repairer | 19.08 |
| 23311 - Fuel Distribution System Mechanic | 24.98 |
| 23312 - Fuel Distribution System Operator | 19.39 |
| 23370 - General Maintenance Worker | 20.27 |
| 23380 - Ground Support Equipment Mechanic | 27.16 |
| 23381 - Ground Support Equipment Servicer | 22.45 |
| 23382 - Ground Support Equipment Worker | 24.04 |
| 23391 - Gunsmith I | 19.08 |
| 23392 - Gunsmith II | 21.94 |
| 23393 - Gunsmith III | 24.82 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.54 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.90 |
| 23430 - Heavy Equipment Mechanic | 23.20 |

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| 23440 - Heavy Equipment Operator | 29.93 |
| 23460 - Instrument Mechanic | 28.78 |
| 23465 - Laboratory/Shelter Mechanic | 23.39 |
| 23470 - Laborer | 15.13 |
| 23510 - Locksmith | 20.24 |
| 23530 - Machinery Maintenance Mechanic | 26.16 |
| 23550 - Machinist, Maintenance | 21.00 |
| 23580 - Maintenance Trades Helper | 17.41 |
| 23591 - Metrology Technician I | 28.78 |
| 23592 - Metrology Technician II | 30.43 |
| 23593 - Metrology Technician III | 32.11 |
| 23640 - Millwright | 27.90 |
| 23710 - Office Appliance Repairer | 20.46 |
| 23760 - Painter, Maintenance | 21.23 |
| 23790 - Pipefitter, Maintenance | 24.67 |
| 23810 - Plumber, Maintenance | 23.43 |
| 23820 - Pneudraulic Systems Mechanic | 22.92 |
| 23850 - Rigger | 24.82 |
| 23870 - Scale Mechanic | 21.94 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.08 |
| 23910 - Small Engine Mechanic | 20.27 |
| 23931 - Telecommunications Mechanic I | 26.97 |
| 23932 - Telecommunications Mechanic II | 28.53 |
| 23950 - Telephone Lineman | 25.38 |
| 23960 - Welder, Combination, Maintenance | 22.92 |
| 23965 - Well Driller | 24.82 |
| 23970 - Woodcraft Worker | 24.82 |
| 23980 - Woodworker | 17.62 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.80 |
| 24580 - Child Care Center Clerk | 15.96 |
| 24610 - Chore Aide | 11.02 |
| 24620 - Family Readiness And Support Services Coordinator | 16.67 |
| 24630 - Homemaker | 17.70 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.35 |
| 25040 - Sewage Plant Operator | 26.17 |
| 25070 - Stationary Engineer | 27.35 |
| 25190 - Ventilation Equipment Tender | 19.44 |
| 25210 - Water Treatment Plant Operator | 26.17 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 23.80 |
| 27007 - Baggage Inspector | 17.26 |
| 27008 - Corrections Officer | 27.37 |
| 27010 - Court Security Officer | 27.60 |
| 27030 - Detection Dog Handler | 21.22 |
| 27040 - Detention Officer | 27.37 |
| 27070 - Firefighter | 24.10 |
| 27101 - Guard I | 17.26 |
| 27102 - Guard II | 21.22 |
| 27131 - Police Officer I | 32.38 |
| 27132 - Police Officer II | 36.00 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.70 |
| 28042 - Carnival Equipment Repairer | 13.53 |
| 28043 - Carnival Equipment Worker | 10.27 |
| 28210 - Gate Attendant/Gate Tender | 13.96 |
| 28310 - Lifeguard | 11.79 |
| 28350 - Park Attendant (Aide) | 15.61 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.39 |
| 28515 - Recreation Specialist | 19.34 |
| 28630 - Sports Official | 12.43 |

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| 28690 - Swimming Pool Operator | 16.90 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 28.29 |
| 29020 - Hatch Tender | 28.29 |
| 29030 - Line Handler | 28.29 |
| 29041 - Stevedore I | 26.44 |
| 29042 - Stevedore II | 30.15 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.29 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.41 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.07 |
| 30021 - Archeological Technician I | 20.33 |
| 30022 - Archeological Technician II | 22.74 |
| 30023 - Archeological Technician III | 28.16 |
| 30030 - Cartographic Technician | 28.16 |
| 30040 - Civil Engineering Technician | 27.13 |
| 30061 - Drafter/CAD Operator I | 20.33 |
| 30062 - Drafter/CAD Operator II | 22.74 |
| 30063 - Drafter/CAD Operator III | 25.34 |
| 30064 - Drafter/CAD Operator IV | 31.19 |
| 30081 - Engineering Technician I | 16.86 |
| 30082 - Engineering Technician II | 18.93 |
| 30083 - Engineering Technician III | 21.17 |
| 30084 - Engineering Technician IV | 26.23 |
| 30085 - Engineering Technician V | 32.20 |
| 30086 - Engineering Technician VI | 38.82 |
| 30090 - Environmental Technician | 23.61 |
| 30210 - Laboratory Technician | 19.51 |
| 30240 - Mathematical Technician | 28.16 |
| 30361 - Paralegal/Legal Assistant I | 18.92 |
| 30362 - Paralegal/Legal Assistant II | 24.85 |
| 30363 - Paralegal/Legal Assistant III | 30.39 |
| 30364 - Paralegal/Legal Assistant IV | 36.76 |
| 30390 - Photo-Optics Technician | 28.16 |
| 30461 - Technical Writer I | 24.40 |
| 30462 - Technical Writer II | 29.85 |
| 30463 - Technical Writer III | 36.10 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.34 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.44 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.29 |
| 30494 - Unexploded (UXO) Safety Escort | 24.34 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.34 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 25.34 |
| 30621 - Weather Observer, Senior (see 2) | 27.83 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.45 |
| 31030 - Bus Driver | 17.68 |
| 31043 - Driver Courier | 13.82 |
| 31260 - Parking and Lot Attendant | 10.25 |
| 31290 - Shuttle Bus Driver | 14.93 |
| 31310 - Taxi Driver | 11.57 |
| 31361 - Truckdriver, Light | 14.93 |
| 31362 - Truckdriver, Medium | 18.52 |
| 31363 - Truckdriver, Heavy | 20.48 |
| 31364 - Truckdriver, Tractor-Trailer | 20.48 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.97 |
| 99050 - Desk Clerk | 11.35 |
| 99095 - Embalmer | 23.02 |
| 99251 - Laboratory Animal Caretaker I | 11.89 |
| 99252 - Laboratory Animal Caretaker II | 12.85 |
| 99310 - Mortician | 25.00 |

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| 99410 - Pest Controller | 16.38 |
| 99510 - Photofinishing Worker | 15.20 |
| 99710 - Recycling Laborer | 21.81 |
| 99711 - Recycling Specialist | 26.05 |
| 99730 - Refuse Collector | 19.70 |
| 99810 - Sales Clerk | 12.32 |
| 99820 - School Crossing Guard | 12.11 |
| 99830 - Survey Party Chief | 38.36 |
| 99831 - Surveying Aide | 20.83 |
| 99832 - Surveying Technician | 28.59 |
| 99840 - Vending Machine Attendant | 13.92 |
| 99841 - Vending Machine Repairer | 16.61 |
| 99842 - Vending Machine Repairer Helper | 13.92 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2057
Revision No.: 15
Date of Last Revision: 07/25/2014

State: California

Area: California Counties of Imperial, San Diego

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.61 |
| 01012 - Accounting Clerk II | | 17.52 |
| 01013 - Accounting Clerk III | | 19.61 |
| 01020 - Administrative Assistant | | 25.04 |
| 01040 - Court Reporter | | 19.16 |
| 01051 - Data Entry Operator I | | 15.00 |
| 01052 - Data Entry Operator II | | 16.37 |
| 01060 - Dispatcher, Motor Vehicle | | 19.16 |
| 01070 - Document Preparation Clerk | | 14.63 |
| 01090 - Duplicating Machine Operator | | 14.63 |
| 01111 - General Clerk I | | 13.54 |
| 01112 - General Clerk II | | 15.34 |
| 01113 - General Clerk III | | 17.22 |
| 01120 - Housing Referral Assistant | | 20.30 |

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| 01141 - Messenger Courier | 12.23 |
| 01191 - Order Clerk I | 14.73 |
| 01192 - Order Clerk II | 16.08 |
| 01261 - Personnel Assistant (Employment) I | 18.29 |
| 01262 - Personnel Assistant (Employment) II | 20.67 |
| 01263 - Personnel Assistant (Employment) III | 23.10 |
| 01270 - Production Control Clerk | 22.89 |
| 01280 - Receptionist | 13.16 |
| 01290 - Rental Clerk | 16.09 |
| 01300 - Scheduler, Maintenance | 17.28 |
| 01311 - Secretary I | 17.28 |
| 01312 - Secretary II | 18.08 |
| 01313 - Secretary III | 20.30 |
| 01320 - Service Order Dispatcher | 17.60 |
| 01410 - Supply Technician | 24.51 |
| 01420 - Survey Worker | 19.16 |
| 01531 - Travel Clerk I | 13.51 |
| 01532 - Travel Clerk II | 14.76 |
| 01533 - Travel Clerk III | 16.21 |
| 01611 - Word Processor I | 16.07 |
| 01612 - Word Processor II | 18.04 |
| 01613 - Word Processor III | 20.18 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.21 |
| 05010 - Automotive Electrician | 22.37 |
| 05040 - Automotive Glass Installer | 21.55 |
| 05070 - Automotive Worker | 21.55 |
| 05110 - Mobile Equipment Servicer | 19.83 |
| 05130 - Motor Equipment Metal Mechanic | 23.16 |
| 05160 - Motor Equipment Metal Worker | 21.55 |
| 05190 - Motor Vehicle Mechanic | 22.75 |
| 05220 - Motor Vehicle Mechanic Helper | 18.60 |
| 05250 - Motor Vehicle Upholstery Worker | 20.75 |
| 05280 - Motor Vehicle Wrecker | 21.55 |
| 05310 - Painter, Automotive | 22.79 |
| 05340 - Radiator Repair Specialist | 21.55 |
| 05370 - Tire Repairer | 15.52 |
| 05400 - Transmission Repair Specialist | 23.16 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.40 |
| 07041 - Cook I | 12.84 |
| 07042 - Cook II | 13.58 |
| 07070 - Dishwasher | 9.46 |
| 07130 - Food Service Worker | 10.31 |
| 07210 - Meat Cutter | 15.71 |
| 07260 - Waiter/Waitress | 9.71 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.94 |
| 09040 - Furniture Handler | 14.32 |
| 09080 - Furniture Refinisher | 19.94 |
| 09090 - Furniture Refinisher Helper | 16.57 |
| 09110 - Furniture Repairer, Minor | 18.49 |
| 09130 - Upholsterer | 19.94 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.96 |
| 11060 - Elevator Operator | 12.96 |
| 11090 - Gardener | 17.18 |
| 11122 - Housekeeping Aide | 12.96 |
| 11150 - Janitor | 12.96 |
| 11210 - Laborer, Grounds Maintenance | 13.92 |
| 11240 - Maid or Houseman | 9.85 |
| 11260 - Pruner | 13.45 |
| 11270 - Tractor Operator | 14.90 |

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| 11330 - Trail Maintenance Worker | 13.92 |
| 11360 - Window Cleaner | 14.20 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.34 |
| 12011 - Breath Alcohol Technician | 20.17 |
| 12012 - Certified Occupational Therapist Assistant | 25.81 |
| 12015 - Certified Physical Therapist Assistant | 27.54 |
| 12020 - Dental Assistant | 17.68 |
| 12025 - Dental Hygienist | 40.91 |
| 12030 - EKG Technician | 26.42 |
| 12035 - Electroneurodiagnostic Technologist | 26.42 |
| 12040 - Emergency Medical Technician | 18.34 |
| 12071 - Licensed Practical Nurse I | 19.25 |
| 12072 - Licensed Practical Nurse II | 21.53 |
| 12073 - Licensed Practical Nurse III | 24.01 |
| 12100 - Medical Assistant | 14.37 |
| 12130 - Medical Laboratory Technician | 20.67 |
| 12160 - Medical Record Clerk | 15.16 |
| 12190 - Medical Record Technician | 16.54 |
| 12195 - Medical Transcriptionist | 19.21 |
| 12210 - Nuclear Medicine Technologist | 36.75 |
| 12221 - Nursing Assistant I | 10.38 |
| 12222 - Nursing Assistant II | 11.67 |
| 12223 - Nursing Assistant III | 12.74 |
| 12224 - Nursing Assistant IV | 14.30 |
| 12235 - Optical Dispenser | 21.24 |
| 12236 - Optical Technician | 16.53 |
| 12250 - Pharmacy Technician | 17.36 |
| 12280 - Phlebotomist | 14.34 |
| 12305 - Radiologic Technologist | 30.68 |
| 12311 - Registered Nurse I | 29.75 |
| 12312 - Registered Nurse II | 35.92 |
| 12313 - Registered Nurse II, Specialist | 35.92 |
| 12314 - Registered Nurse III | 42.67 |
| 12315 - Registered Nurse III, Anesthetist | 42.67 |
| 12316 - Registered Nurse IV | 51.14 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.55 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.91 |
| 13012 - Exhibits Specialist II | 25.91 |
| 13013 - Exhibits Specialist III | 31.68 |
| 13041 - Illustrator I | 21.12 |
| 13042 - Illustrator II | 26.16 |
| 13043 - Illustrator III | 32.00 |
| 13047 - Librarian | 28.91 |
| 13050 - Library Aide/Clerk | 13.29 |
| 13054 - Library Information Technology Systems Administrator | 26.11 |
| 13058 - Library Technician | 17.77 |
| 13061 - Media Specialist I | 18.84 |
| 13062 - Media Specialist II | 21.07 |
| 13063 - Media Specialist III | 23.50 |
| 13071 - Photographer I | 16.33 |
| 13072 - Photographer II | 18.44 |
| 13073 - Photographer III | 22.63 |
| 13074 - Photographer IV | 27.68 |
| 13075 - Photographer V | 33.49 |
| 13110 - Video Teleconference Technician | 17.71 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.02 |
| 14042 - Computer Operator II | 19.04 |
| 14043 - Computer Operator III | 21.22 |
| 14044 - Computer Operator IV | 23.58 |

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| 14045 - Computer Operator V | 26.11 |
| 14071 - Computer Programmer I (see 1) | 27.62 |
| 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 | 17.02 |
| 14160 - Personal Computer Support Technician | 23.58 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.51 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.91 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 44.25 |
| 15050 - Computer Based Training Specialist / Instructor | 30.51 |
| 15060 - Educational Technologist | 30.67 |
| 15070 - Flight Instructor (Pilot) | 44.25 |
| 15080 - Graphic Artist | 23.93 |
| 15090 - Technical Instructor | 26.13 |
| 15095 - Technical Instructor/Course Developer | 31.96 |
| 15110 - Test Proctor | 21.83 |
| 15120 - Tutor | 21.83 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.79 |
| 16030 - Counter Attendant | 9.79 |
| 16040 - Dry Cleaner | 12.02 |
| 16070 - Finisher, Flatwork, Machine | 9.79 |
| 16090 - Presser, Hand | 9.79 |
| 16110 - Presser, Machine, Drycleaning | 9.79 |
| 16130 - Presser, Machine, Shirts | 9.79 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.79 |
| 16190 - Sewing Machine Operator | 12.81 |
| 16220 - Tailor | 13.55 |
| 16250 - Washer, Machine | 10.49 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.94 |
| 19040 - Tool And Die Maker | 23.80 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.88 |
| 21030 - Material Coordinator | 22.89 |
| 21040 - Material Expediter | 22.89 |
| 21050 - Material Handling Laborer | 13.07 |
| 21071 - Order Filler | 15.33 |
| 21080 - Production Line Worker (Food Processing) | 18.88 |
| 21110 - Shipping Packer | 14.04 |
| 21130 - Shipping/Receiving Clerk | 14.04 |
| 21140 - Store Worker I | 12.48 |
| 21150 - Stock Clerk | 16.40 |
| 21210 - Tools And Parts Attendant | 18.88 |
| 21410 - Warehouse Specialist | 18.88 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 26.52 |
| 23021 - Aircraft Mechanic I | 25.55 |
| 23022 - Aircraft Mechanic II | 26.52 |
| 23023 - Aircraft Mechanic III | 27.54 |
| 23040 - Aircraft Mechanic Helper | 18.88 |
| 23050 - Aircraft, Painter | 22.46 |
| 23060 - Aircraft Servicer | 21.08 |
| 23080 - Aircraft Worker | 21.88 |
| 23110 - Appliance Mechanic | 20.66 |
| 23120 - Bicycle Repairer | 15.52 |
| 23125 - Cable Splicer | 26.10 |
| 23130 - Carpenter, Maintenance | 22.28 |

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| 23140 - Carpet Layer | 18.15 |
| 23160 - Electrician, Maintenance | 23.07 |
| 23181 - Electronics Technician Maintenance I | 22.59 |
| 23182 - Electronics Technician Maintenance II | 23.97 |
| 23183 - Electronics Technician Maintenance III | 27.60 |
| 23260 - Fabric Worker | 20.80 |
| 23290 - Fire Alarm System Mechanic | 23.50 |
| 23310 - Fire Extinguisher Repairer | 19.48 |
| 23311 - Fuel Distribution System Mechanic | 27.67 |
| 23312 - Fuel Distribution System Operator | 21.35 |
| 23370 - General Maintenance Worker | 19.20 |
| 23380 - Ground Support Equipment Mechanic | 25.55 |
| 23381 - Ground Support Equipment Servicer | 21.08 |
| 23382 - Ground Support Equipment Worker | 21.88 |
| 23391 - Gunsmith I | 19.48 |
| 23392 - Gunsmith II | 22.16 |
| 23393 - Gunsmith III | 24.85 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.57 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.46 |
| 23430 - Heavy Equipment Mechanic | 28.70 |
| 23440 - Heavy Equipment Operator | 28.86 |
| 23460 - Instrument Mechanic | 24.17 |
| 23465 - Laboratory/Shelter Mechanic | 23.51 |
| 23470 - Laborer | 12.27 |
| 23510 - Locksmith | 20.96 |
| 23530 - Machinery Maintenance Mechanic | 24.66 |
| 23550 - Machinist, Maintenance | 20.86 |
| 23580 - Maintenance Trades Helper | 16.57 |
| 23591 - Metrology Technician I | 24.17 |
| 23592 - Metrology Technician II | 25.25 |
| 23593 - Metrology Technician III | 30.26 |
| 23640 - Millwright | 29.26 |
| 23710 - Office Appliance Repairer | 21.74 |
| 23760 - Painter, Maintenance | 21.93 |
| 23790 - Pipefitter, Maintenance | 24.76 |
| 23810 - Plumber, Maintenance | 23.93 |
| 23820 - Pneudraulic Systems Mechanic | 24.85 |
| 23850 - Rigger | 23.07 |
| 23870 - Scale Mechanic | 21.03 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.06 |
| 23910 - Small Engine Mechanic | 21.12 |
| 23931 - Telecommunications Mechanic I | 26.33 |
| 23932 - Telecommunications Mechanic II | 27.33 |
| 23950 - Telephone Lineman | 26.11 |
| 23960 - Welder, Combination, Maintenance | 23.82 |
| 23965 - Well Driller | 24.96 |
| 23970 - Woodcraft Worker | 24.85 |
| 23980 - Woodworker | 18.60 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.87 |
| 24580 - Child Care Center Clerk | 19.94 |
| 24610 - Chore Aide | 10.20 |
| 24620 - Family Readiness And Support Services Coordinator | 17.12 |
| 24630 - Homemaker | 20.77 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.02 |
| 25040 - Sewage Plant Operator | 26.45 |
| 25070 - Stationary Engineer | 27.02 |
| 25190 - Ventilation Equipment Tender | 19.72 |
| 25210 - Water Treatment Plant Operator | 26.45 |

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| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 24.53 |
| 27007 - Baggage Inspector | 13.86 |
| 27008 - Corrections Officer | 29.73 |
| 27010 - Court Security Officer | 31.17 |
| 27030 - Detection Dog Handler | 23.51 |
| 27040 - Detention Officer | 29.73 |
| 27070 - Firefighter | 27.18 |
| 27101 - Guard I | 13.86 |
| 27102 - Guard II | 23.51 |
| 27131 - Police Officer I | 35.16 |
| 27132 - Police Officer II | 39.06 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.20 |
| 28042 - Carnival Equipment Repairer | 16.19 |
| 28043 - Carnival Equipment Worker | 10.89 |
| 28210 - Gate Attendant/Gate Tender | 15.62 |
| 28310 - Lifeguard | 13.53 |
| 28350 - Park Attendant (Aide) | 17.38 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.67 |
| 28515 - Recreation Specialist | 21.52 |
| 28630 - Sports Official | 13.84 |
| 28690 - Swimming Pool Operator | 17.11 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 28.99 |
| 29020 - Hatch Tender | 28.99 |
| 29030 - Line Handler | 28.99 |
| 29041 - Stevedore I | 27.21 |
| 29042 - Stevedore II | 30.76 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.91 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.84 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.55 |
| 30021 - Archeological Technician I | 20.59 |
| 30022 - Archeological Technician II | 22.84 |
| 30023 - Archeological Technician III | 28.30 |
| 30030 - Cartographic Technician | 28.30 |
| 30040 - Civil Engineering Technician | 25.89 |
| 30061 - Drafter/CAD Operator I | 20.42 |
| 30062 - Drafter/CAD Operator II | 22.84 |
| 30063 - Drafter/CAD Operator III | 25.47 |
| 30064 - Drafter/CAD Operator IV | 31.34 |
| 30081 - Engineering Technician I | 18.88 |
| 30082 - Engineering Technician II | 21.19 |
| 30083 - Engineering Technician III | 23.70 |
| 30084 - Engineering Technician IV | 29.36 |
| 30085 - Engineering Technician V | 35.91 |
| 30086 - Engineering Technician VI | 43.45 |
| 30090 - Environmental Technician | 22.65 |
| 30210 - Laboratory Technician | 21.62 |
| 30240 - Mathematical Technician | 27.79 |
| 30361 - Paralegal/Legal Assistant I | 21.72 |
| 30362 - Paralegal/Legal Assistant II | 26.91 |
| 30363 - Paralegal/Legal Assistant III | 32.91 |
| 30364 - Paralegal/Legal Assistant IV | 39.82 |
| 30390 - Photo-Optics Technician | 28.30 |
| 30461 - Technical Writer I | 23.46 |
| 30462 - Technical Writer II | 28.69 |
| 30463 - Technical Writer III | 34.71 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.73 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.92 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.87 |
| 30494 - Unexploded (UXO) Safety Escort | 24.73 |

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| 30495 - Unexploded (UXO) Sweep Personnel | 24.73 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 25.47 |
| 30621 - Weather Observer, Senior | (see 2) 28.30 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.37 |
| 31030 - Bus Driver | 17.56 |
| 31043 - Driver Courier | 13.59 |
| 31260 - Parking and Lot Attendant | 10.07 |
| 31290 - Shuttle Bus Driver | 14.66 |
| 31310 - Taxi Driver | 12.33 |
| 31361 - Truckdriver, Light | 14.66 |
| 31362 - Truckdriver, Medium | 18.11 |
| 31363 - Truckdriver, Heavy | 20.85 |
| 31364 - Truckdriver, Tractor-Trailer | 20.85 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.02 |
| 99050 - Desk Clerk | 10.60 |
| 99095 - Embalmer | 21.58 |
| 99251 - Laboratory Animal Caretaker I | 13.87 |
| 99252 - Laboratory Animal Caretaker II | 14.55 |
| 99310 - Mortician | 23.74 |
| 99410 - Pest Controller | 14.26 |
| 99510 - Photofinishing Worker | 16.54 |
| 99710 - Recycling Laborer | 19.84 |
| 99711 - Recycling Specialist | 24.10 |
| 99730 - Refuse Collector | 18.98 |
| 99810 - Sales Clerk | 13.18 |
| 99820 - School Crossing Guard | 11.77 |
| 99830 - Survey Party Chief | 28.85 |
| 99831 - Surveying Aide | 18.84 |
| 99832 - Surveying Technician | 26.23 |
| 99840 - Vending Machine Attendant | 14.19 |
| 99841 - Vending Machine Repairer | 16.89 |
| 99842 - Vending Machine Repairer Helper | 14.09 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in

those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2058
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Imperial, San Diego

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.61 |
| 01012 - Accounting Clerk II | | 17.52 |
| 01013 - Accounting Clerk III | | 19.61 |
| 01020 - Administrative Assistant | | 25.04 |
| 01040 - Court Reporter | | 19.16 |
| 01051 - Data Entry Operator I | | 15.00 |
| 01052 - Data Entry Operator II | | 16.37 |
| 01060 - Dispatcher, Motor Vehicle | | 19.16 |
| 01070 - Document Preparation Clerk | | 14.63 |
| 01090 - Duplicating Machine Operator | | 14.63 |
| 01111 - General Clerk I | | 13.54 |
| 01112 - General Clerk II | | 15.34 |
| 01113 - General Clerk III | | 17.22 |
| 01120 - Housing Referral Assistant | | 20.30 |
| 01141 - Messenger Courier | | 12.23 |
| 01191 - Order Clerk I | | 14.73 |
| 01192 - Order Clerk II | | 16.08 |
| 01261 - Personnel Assistant (Employment) I | | 18.29 |
| 01262 - Personnel Assistant (Employment) II | | 20.67 |
| 01263 - Personnel Assistant (Employment) III | | 23.10 |
| 01270 - Production Control Clerk | | 22.89 |
| 01280 - Receptionist | | 13.16 |
| 01290 - Rental Clerk | | 16.09 |
| 01300 - Scheduler, Maintenance | | 17.28 |
| 01311 - Secretary I | | 17.28 |
| 01312 - Secretary II | | 18.08 |
| 01313 - Secretary III | | 20.30 |
| 01320 - Service Order Dispatcher | | 17.60 |
| 01410 - Supply Technician | | 24.51 |
| 01420 - Survey Worker | | 19.16 |
| 01531 - Travel Clerk I | | 13.51 |
| 01532 - Travel Clerk II | | 14.76 |
| 01533 - Travel Clerk III | | 16.21 |
| 01611 - Word Processor I | | 16.07 |
| 01612 - Word Processor II | | 18.04 |
| 01613 - Word Processor III | | 20.18 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.21 |
| 05010 - Automotive Electrician | | 22.37 |
| 05040 - Automotive Glass Installer | | 21.55 |
| 05070 - Automotive Worker | | 21.55 |
| 05110 - Mobile Equipment Servicer | | 19.83 |
| 05130 - Motor Equipment Metal Mechanic | | 23.16 |
| 05160 - Motor Equipment Metal Worker | | 21.55 |
| 05190 - Motor Vehicle Mechanic | | 22.75 |
| 05220 - Motor Vehicle Mechanic Helper | | 18.60 |
| 05250 - Motor Vehicle Upholstery Worker | | 20.75 |
| 05280 - Motor Vehicle Wrecker | | 21.55 |
| 05310 - Painter, Automotive | | 22.79 |
| 05340 - Radiator Repair Specialist | | 21.55 |
| 05370 - Tire Repairer | | 15.52 |
| 05400 - Transmission Repair Specialist | | 23.16 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 12.40 |
| 07041 - Cook I | | 12.84 |
| 07042 - Cook II | | 13.58 |
| 07070 - Dishwasher | | 9.46 |
| 07130 - Food Service Worker | | 10.31 |

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| 07210 - Meat Cutter | 15.71 |
| 07260 - Waiter/Waitress | 9.71 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.94 |
| 09040 - Furniture Handler | 14.32 |
| 09080 - Furniture Refinisher | 19.94 |
| 09090 - Furniture Refinisher Helper | 16.57 |
| 09110 - Furniture Repairer, Minor | 18.49 |
| 09130 - Upholsterer | 19.94 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.96 |
| 11060 - Elevator Operator | 12.96 |
| 11090 - Gardener | 17.18 |
| 11122 - Housekeeping Aide | 12.96 |
| 11150 - Janitor | 12.96 |
| 11210 - Laborer, Grounds Maintenance | 13.92 |
| 11240 - Maid or Houseman | 9.85 |
| 11260 - Pruner | 13.45 |
| 11270 - Tractor Operator | 14.90 |
| 11330 - Trail Maintenance Worker | 13.92 |
| 11360 - Window Cleaner | 14.20 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.34 |
| 12011 - Breath Alcohol Technician | 20.17 |
| 12012 - Certified Occupational Therapist Assistant | 25.81 |
| 12015 - Certified Physical Therapist Assistant | 27.54 |
| 12020 - Dental Assistant | 17.68 |
| 12025 - Dental Hygienist | 40.91 |
| 12030 - EKG Technician | 26.42 |
| 12035 - Electroneurodiagnostic Technologist | 26.42 |
| 12040 - Emergency Medical Technician | 18.34 |
| 12071 - Licensed Practical Nurse I | 19.25 |
| 12072 - Licensed Practical Nurse II | 21.53 |
| 12073 - Licensed Practical Nurse III | 24.01 |
| 12100 - Medical Assistant | 14.37 |
| 12130 - Medical Laboratory Technician | 20.67 |
| 12160 - Medical Record Clerk | 15.16 |
| 12190 - Medical Record Technician | 16.54 |
| 12195 - Medical Transcriptionist | 19.21 |
| 12210 - Nuclear Medicine Technologist | 36.75 |
| 12221 - Nursing Assistant I | 10.38 |
| 12222 - Nursing Assistant II | 11.67 |
| 12223 - Nursing Assistant III | 12.74 |
| 12224 - Nursing Assistant IV | 14.30 |
| 12235 - Optical Dispenser | 21.24 |
| 12236 - Optical Technician | 16.53 |
| 12250 - Pharmacy Technician | 17.36 |
| 12280 - Phlebotomist | 14.34 |
| 12305 - Radiologic Technologist | 30.68 |
| 12311 - Registered Nurse I | 29.75 |
| 12312 - Registered Nurse II | 35.92 |
| 12313 - Registered Nurse II, Specialist | 35.92 |
| 12314 - Registered Nurse III | 42.67 |
| 12315 - Registered Nurse III, Anesthetist | 42.67 |
| 12316 - Registered Nurse IV | 51.14 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.55 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.91 |
| 13012 - Exhibits Specialist II | 25.91 |
| 13013 - Exhibits Specialist III | 31.68 |
| 13041 - Illustrator I | 21.12 |
| 13042 - Illustrator II | 26.16 |
| 13043 - Illustrator III | 32.00 |

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| 13047 - Librarian | 28.91 |
| 13050 - Library Aide/Clerk | 13.29 |
| 13054 - Library Information Technology Systems Administrator | 26.11 |
| 13058 - Library Technician | 17.77 |
| 13061 - Media Specialist I | 18.84 |
| 13062 - Media Specialist II | 21.07 |
| 13063 - Media Specialist III | 23.50 |
| 13071 - Photographer I | 16.33 |
| 13072 - Photographer II | 18.44 |
| 13073 - Photographer III | 22.63 |
| 13074 - Photographer IV | 27.68 |
| 13075 - Photographer V | 33.49 |
| 13110 - Video Teleconference Technician | 17.71 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.02 |
| 14042 - Computer Operator II | 19.04 |
| 14043 - Computer Operator III | 21.22 |
| 14044 - Computer Operator IV | 23.58 |
| 14045 - Computer Operator V | 26.11 |
| 14071 - Computer Programmer I | (see 1) 27.62 |
| 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 | 17.02 |
| 14160 - Personal Computer Support Technician | 23.58 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.51 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.91 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 44.25 |
| 15050 - Computer Based Training Specialist / Instructor | 30.51 |
| 15060 - Educational Technologist | 30.67 |
| 15070 - Flight Instructor (Pilot) | 44.25 |
| 15080 - Graphic Artist | 23.93 |
| 15090 - Technical Instructor | 26.13 |
| 15095 - Technical Instructor/Course Developer | 31.96 |
| 15110 - Test Proctor | 21.83 |
| 15120 - Tutor | 21.83 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.79 |
| 16030 - Counter Attendant | 9.79 |
| 16040 - Dry Cleaner | 12.02 |
| 16070 - Finisher, Flatwork, Machine | 9.79 |
| 16090 - Presser, Hand | 9.79 |
| 16110 - Presser, Machine, Drycleaning | 9.79 |
| 16130 - Presser, Machine, Shirts | 9.79 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.79 |
| 16190 - Sewing Machine Operator | 12.81 |
| 16220 - Tailor | 13.55 |
| 16250 - Washer, Machine | 10.49 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.94 |
| 19040 - Tool And Die Maker | 23.80 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.88 |
| 21030 - Material Coordinator | 22.89 |
| 21040 - Material Expediter | 22.89 |
| 21050 - Material Handling Laborer | 13.07 |
| 21071 - Order Filler | 15.33 |
| 21080 - Production Line Worker (Food Processing) | 18.88 |

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| 21110 - Shipping Packer | 14.04 |
| 21130 - Shipping/Receiving Clerk | 14.04 |
| 21140 - Store Worker I | 12.48 |
| 21150 - Stock Clerk | 16.40 |
| 21210 - Tools And Parts Attendant | 18.88 |
| 21410 - Warehouse Specialist | 18.88 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.52 |
| 23021 - Aircraft Mechanic I | 25.55 |
| 23022 - Aircraft Mechanic II | 26.52 |
| 23023 - Aircraft Mechanic III | 27.54 |
| 23040 - Aircraft Mechanic Helper | 18.88 |
| 23050 - Aircraft, Painter | 22.46 |
| 23060 - Aircraft Servicer | 21.08 |
| 23080 - Aircraft Worker | 21.88 |
| 23110 - Appliance Mechanic | 20.66 |
| 23120 - Bicycle Repairer | 15.52 |
| 23125 - Cable Splicer | 26.10 |
| 23130 - Carpenter, Maintenance | 22.28 |
| 23140 - Carpet Layer | 18.15 |
| 23160 - Electrician, Maintenance | 23.07 |
| 23181 - Electronics Technician Maintenance I | 22.59 |
| 23182 - Electronics Technician Maintenance II | 23.97 |
| 23183 - Electronics Technician Maintenance III | 27.60 |
| 23260 - Fabric Worker | 20.80 |
| 23290 - Fire Alarm System Mechanic | 23.50 |
| 23310 - Fire Extinguisher Repairer | 19.48 |
| 23311 - Fuel Distribution System Mechanic | 27.67 |
| 23312 - Fuel Distribution System Operator | 21.35 |
| 23370 - General Maintenance Worker | 19.20 |
| 23380 - Ground Support Equipment Mechanic | 25.55 |
| 23381 - Ground Support Equipment Servicer | 21.08 |
| 23382 - Ground Support Equipment Worker | 21.88 |
| 23391 - Gunsmith I | 19.48 |
| 23392 - Gunsmith II | 22.16 |
| 23393 - Gunsmith III | 24.85 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.57 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.46 |
| 23430 - Heavy Equipment Mechanic | 28.70 |
| 23440 - Heavy Equipment Operator | 28.86 |
| 23460 - Instrument Mechanic | 24.17 |
| 23465 - Laboratory/Shelter Mechanic | 23.51 |
| 23470 - Laborer | 12.27 |
| 23510 - Locksmith | 20.96 |
| 23530 - Machinery Maintenance Mechanic | 24.66 |
| 23550 - Machinist, Maintenance | 20.86 |
| 23580 - Maintenance Trades Helper | 16.57 |
| 23591 - Metrology Technician I | 24.17 |
| 23592 - Metrology Technician II | 25.25 |
| 23593 - Metrology Technician III | 30.26 |
| 23640 - Millwright | 29.26 |
| 23710 - Office Appliance Repairer | 21.74 |
| 23760 - Painter, Maintenance | 21.93 |
| 23790 - Pipefitter, Maintenance | 24.76 |
| 23810 - Plumber, Maintenance | 23.93 |
| 23820 - Pneudraulic Systems Mechanic | 24.85 |
| 23850 - Rigger | 23.07 |
| 23870 - Scale Mechanic | 21.03 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.06 |
| 23910 - Small Engine Mechanic | 21.12 |
| 23931 - Telecommunications Mechanic I | 26.33 |

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| 23932 - Telecommunications Mechanic II | 27.33 |
| 23950 - Telephone Lineman | 26.11 |
| 23960 - Welder, Combination, Maintenance | 23.82 |
| 23965 - Well Driller | 24.96 |
| 23970 - Woodcraft Worker | 24.85 |
| 23980 - Woodworker | 18.60 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.87 |
| 24580 - Child Care Center Clerk | 19.94 |
| 24610 - Chore Aide | 10.20 |
| 24620 - Family Readiness And Support Services Coordinator | 17.12 |
| 24630 - Homemaker | 20.77 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.02 |
| 25040 - Sewage Plant Operator | 26.45 |
| 25070 - Stationary Engineer | 27.02 |
| 25190 - Ventilation Equipment Tender | 19.72 |
| 25210 - Water Treatment Plant Operator | 26.45 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 24.53 |
| 27007 - Baggage Inspector | 13.86 |
| 27008 - Corrections Officer | 29.73 |
| 27010 - Court Security Officer | 31.17 |
| 27030 - Detection Dog Handler | 23.51 |
| 27040 - Detention Officer | 29.73 |
| 27070 - Firefighter | 27.18 |
| 27101 - Guard I | 13.86 |
| 27102 - Guard II | 23.51 |
| 27131 - Police Officer I | 35.16 |
| 27132 - Police Officer II | 39.06 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.20 |
| 28042 - Carnival Equipment Repairer | 16.19 |
| 28043 - Carnival Equipment Worker | 10.89 |
| 28210 - Gate Attendant/Gate Tender | 15.62 |
| 28310 - Lifeguard | 13.53 |
| 28350 - Park Attendant (Aide) | 17.38 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.67 |
| 28515 - Recreation Specialist | 21.52 |
| 28630 - Sports Official | 13.84 |
| 28690 - Swimming Pool Operator | 17.11 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 28.99 |
| 29020 - Hatch Tender | 28.99 |
| 29030 - Line Handler | 28.99 |
| 29041 - Stevedore I | 27.21 |
| 29042 - Stevedore II | 30.76 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.91 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.84 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.55 |
| 30021 - Archeological Technician I | 20.59 |
| 30022 - Archeological Technician II | 22.84 |
| 30023 - Archeological Technician III | 28.30 |
| 30030 - Cartographic Technician | 28.30 |
| 30040 - Civil Engineering Technician | 25.89 |
| 30061 - Drafter/CAD Operator I | 20.42 |
| 30062 - Drafter/CAD Operator II | 22.84 |
| 30063 - Drafter/CAD Operator III | 25.47 |
| 30064 - Drafter/CAD Operator IV | 31.34 |
| 30081 - Engineering Technician I | 18.88 |
| 30082 - Engineering Technician II | 21.19 |

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| 30083 - Engineering Technician III | 23.70 |
| 30084 - Engineering Technician IV | 29.36 |
| 30085 - Engineering Technician V | 35.91 |
| 30086 - Engineering Technician VI | 43.45 |
| 30090 - Environmental Technician | 22.65 |
| 30210 - Laboratory Technician | 21.62 |
| 30240 - Mathematical Technician | 27.79 |
| 30361 - Paralegal/Legal Assistant I | 21.72 |
| 30362 - Paralegal/Legal Assistant II | 26.91 |
| 30363 - Paralegal/Legal Assistant III | 32.91 |
| 30364 - Paralegal/Legal Assistant IV | 39.82 |
| 30390 - Photo-Optics Technician | 28.30 |
| 30461 - Technical Writer I | 23.46 |
| 30462 - Technical Writer II | 28.69 |
| 30463 - Technical Writer III | 34.71 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.73 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.92 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.87 |
| 30494 - Unexploded (UXO) Safety Escort | 24.73 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.73 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 25.47 |
| 30621 - Weather Observer, Senior | (see 2) 28.30 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.37 |
| 31030 - Bus Driver | 17.56 |
| 31043 - Driver Courier | 13.59 |
| 31260 - Parking and Lot Attendant | 10.07 |
| 31290 - Shuttle Bus Driver | 14.66 |
| 31310 - Taxi Driver | 12.33 |
| 31361 - Truckdriver, Light | 14.66 |
| 31362 - Truckdriver, Medium | 18.11 |
| 31363 - Truckdriver, Heavy | 20.85 |
| 31364 - Truckdriver, Tractor-Trailer | 20.85 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.02 |
| 99050 - Desk Clerk | 10.60 |
| 99095 - Embalmer | 21.58 |
| 99251 - Laboratory Animal Caretaker I | 13.87 |
| 99252 - Laboratory Animal Caretaker II | 14.55 |
| 99310 - Mortician | 23.74 |
| 99410 - Pest Controller | 14.26 |
| 99510 - Photofinishing Worker | 16.54 |
| 99710 - Recycling Laborer | 19.84 |
| 99711 - Recycling Specialist | 24.10 |
| 99730 - Refuse Collector | 18.98 |
| 99810 - Sales Clerk | 13.18 |
| 99820 - School Crossing Guard | 11.77 |
| 99830 - Survey Party Chief | 28.85 |
| 99831 - Surveying Aide | 18.84 |
| 99832 - Surveying Technician | 26.23 |
| 99840 - Vending Machine Attendant | 14.19 |
| 99841 - Vending Machine Repairer | 16.89 |
| 99842 - Vending Machine Repairer Helper | 14.09 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2059
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Marin, San Francisco, San Mateo
OCCUPATION NOTE:

Janitor: The rate for the Janitor occupation applies to Marin and San Mateo Counties Only. See Wage Determination 1974-1257 for wage rates and fringe benefits for San Francisco County.

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.92 |
| 01012 - Accounting Clerk II | | 20.12 |
| 01013 - Accounting Clerk III | | 22.50 |
| 01020 - Administrative Assistant | | 30.87 |
| 01040 - Court Reporter | | 27.93 |
| 01051 - Data Entry Operator I | | 15.38 |
| 01052 - Data Entry Operator II | | 16.78 |
| 01060 - Dispatcher, Motor Vehicle | | 29.13 |
| 01070 - Document Preparation Clerk | | 15.51 |
| 01090 - Duplicating Machine Operator | | 15.51 |
| 01111 - General Clerk I | | 15.87 |
| 01112 - General Clerk II | | 17.31 |
| 01113 - General Clerk III | | 19.60 |
| 01120 - Housing Referral Assistant | | 28.83 |
| 01141 - Messenger Courier | | 14.20 |
| 01191 - Order Clerk I | | 16.98 |
| 01192 - Order Clerk II | | 18.58 |
| 01261 - Personnel Assistant (Employment) I | | 19.80 |
| 01262 - Personnel Assistant (Employment) II | | 22.18 |
| 01263 - Personnel Assistant (Employment) III | | 24.69 |
| 01270 - Production Control Clerk | | 28.05 |
| 01280 - Receptionist | | 17.21 |
| 01290 - Rental Clerk | | 19.43 |
| 01300 - Scheduler, Maintenance | | 23.10 |
| 01311 - Secretary I | | 23.12 |
| 01312 - Secretary II | | 25.86 |
| 01313 - Secretary III | | 28.83 |

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| 01320 - Service Order Dispatcher | 28.67 |
| 01410 - Supply Technician | 30.87 |
| 01420 - Survey Worker | 22.72 |
| 01531 - Travel Clerk I | 15.41 |
| 01532 - Travel Clerk II | 17.34 |
| 01533 - Travel Clerk III | 19.53 |
| 01611 - Word Processor I | 20.77 |
| 01612 - Word Processor II | 23.32 |
| 01613 - Word Processor III | 26.09 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 24.75 |
| 05010 - Automotive Electrician | 24.75 |
| 05040 - Automotive Glass Installer | 21.60 |
| 05070 - Automotive Worker | 24.75 |
| 05110 - Mobile Equipment Servicer | 21.54 |
| 05130 - Motor Equipment Metal Mechanic | 25.85 |
| 05160 - Motor Equipment Metal Worker | 23.66 |
| 05190 - Motor Vehicle Mechanic | 25.64 |
| 05220 - Motor Vehicle Mechanic Helper | 20.21 |
| 05250 - Motor Vehicle Upholstery Worker | 22.61 |
| 05280 - Motor Vehicle Wrecker | 23.66 |
| 05310 - Painter, Automotive | 24.75 |
| 05340 - Radiator Repair Specialist | 23.66 |
| 05370 - Tire Repairer | 17.44 |
| 05400 - Transmission Repair Specialist | 25.85 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 18.24 |
| 07041 - Cook I | 16.43 |
| 07042 - Cook II | 20.06 |
| 07070 - Dishwasher | 12.45 |
| 07130 - Food Service Worker | 12.45 |
| 07210 - Meat Cutter | 18.24 |
| 07260 - Waiter/Waitress | 13.50 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 21.82 |
| 09040 - Furniture Handler | 15.17 |
| 09080 - Furniture Refinisher | 21.82 |
| 09090 - Furniture Refinisher Helper | 17.82 |
| 09110 - Furniture Repairer, Minor | 19.37 |
| 09130 - Upholsterer | 21.82 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.97 |
| 11060 - Elevator Operator | 14.10 |
| 11090 - Gardener | 23.78 |
| 11122 - Housekeeping Aide | 14.89 |
| 11150 - Janitor | 14.89 |
| 11210 - Laborer, Grounds Maintenance | 18.29 |
| 11240 - Maid or Houseman | 12.80 |
| 11260 - Pruner | 17.19 |
| 11270 - Tractor Operator | 21.58 |
| 11330 - Trail Maintenance Worker | 18.29 |
| 11360 - Window Cleaner | 16.07 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 23.48 |
| 12011 - Breath Alcohol Technician | 23.48 |
| 12012 - Certified Occupational Therapist Assistant | 25.78 |
| 12015 - Certified Physical Therapist Assistant | 27.94 |
| 12020 - Dental Assistant | 21.98 |
| 12025 - Dental Hygienist | 46.56 |
| 12030 - EKG Technician | 27.59 |
| 12035 - Electroneurodiagnostic Technologist | 27.59 |
| 12040 - Emergency Medical Technician | 23.48 |
| 12071 - Licensed Practical Nurse I | 23.14 |

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| 12072 - Licensed Practical Nurse II | 25.96 |
| 12073 - Licensed Practical Nurse III | 29.04 |
| 12100 - Medical Assistant | 20.98 |
| 12130 - Medical Laboratory Technician | 23.05 |
| 12160 - Medical Record Clerk | 21.00 |
| 12190 - Medical Record Technician | 23.48 |
| 12195 - Medical Transcriptionist | 20.55 |
| 12210 - Nuclear Medicine Technologist | 45.90 |
| 12221 - Nursing Assistant I | 13.66 |
| 12222 - Nursing Assistant II | 15.35 |
| 12223 - Nursing Assistant III | 16.75 |
| 12224 - Nursing Assistant IV | 18.81 |
| 12235 - Optical Dispenser | 22.64 |
| 12236 - Optical Technician | 18.22 |
| 12250 - Pharmacy Technician | 21.69 |
| 12280 - Phlebotomist | 18.81 |
| 12305 - Radiologic Technologist | 35.21 |
| 12311 - Registered Nurse I | 43.85 |
| 12312 - Registered Nurse II | 53.66 |
| 12313 - Registered Nurse II, Specialist | 53.66 |
| 12314 - Registered Nurse III | 64.90 |
| 12315 - Registered Nurse III, Anesthetist | 64.90 |
| 12316 - Registered Nurse IV | 77.80 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 34.02 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 25.67 |
| 13012 - Exhibits Specialist II | 31.80 |
| 13013 - Exhibits Specialist III | 38.86 |
| 13041 - Illustrator I | 24.07 |
| 13042 - Illustrator II | 29.81 |
| 13043 - Illustrator III | 36.48 |
| 13047 - Librarian | 35.64 |
| 13050 - Library Aide/Clerk | 20.80 |
| 13054 - Library Information Technology Systems Administrator | 31.06 |
| 13058 - Library Technician | 26.04 |
| 13061 - Media Specialist I | 22.42 |
| 13062 - Media Specialist II | 25.08 |
| 13063 - Media Specialist III | 27.96 |
| 13071 - Photographer I | 20.39 |
| 13072 - Photographer II | 22.81 |
| 13073 - Photographer III | 28.23 |
| 13074 - Photographer IV | 34.56 |
| 13075 - Photographer V | 41.81 |
| 13110 - Video Teleconference Technician | 23.30 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.80 |
| 14042 - Computer Operator II | 22.18 |
| 14043 - Computer Operator III | 24.69 |
| 14044 - Computer Operator IV | 27.43 |
| 14045 - Computer Operator V | 30.39 |
| 14071 - Computer Programmer I | (see 1) 27.62 |
| 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 | 19.80 |
| 14160 - Personal Computer Support Technician | 27.43 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.97 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.74 |

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| 15030 - Air Crew Training Devices Instructor (Pilot) | 53.36 |
| 15050 - Computer Based Training Specialist / Instructor | 36.97 |
| 15060 - Educational Technologist | 32.03 |
| 15070 - Flight Instructor (Pilot) | 53.36 |
| 15080 - Graphic Artist | 31.77 |
| 15090 - Technical Instructor | 28.46 |
| 15095 - Technical Instructor/Course Developer | 34.82 |
| 15110 - Test Proctor | 22.97 |
| 15120 - Tutor | 22.97 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.71 |
| 16030 - Counter Attendant | 10.71 |
| 16040 - Dry Cleaner | 14.57 |
| 16070 - Finisher, Flatwork, Machine | 10.71 |
| 16090 - Presser, Hand | 10.71 |
| 16110 - Presser, Machine, Drycleaning | 10.71 |
| 16130 - Presser, Machine, Shirts | 10.71 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.71 |
| 16190 - Sewing Machine Operator | 15.86 |
| 16220 - Tailor | 17.13 |
| 16250 - Washer, Machine | 12.01 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.84 |
| 19040 - Tool And Die Maker | 26.94 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.56 |
| 21030 - Material Coordinator | 28.05 |
| 21040 - Material Expediter | 28.05 |
| 21050 - Material Handling Laborer | 16.69 |
| 21071 - Order Filler | 15.60 |
| 21080 - Production Line Worker (Food Processing) | 19.56 |
| 21110 - Shipping Packer | 17.79 |
| 21130 - Shipping/Receiving Clerk | 17.79 |
| 21140 - Store Worker I | 14.54 |
| 21150 - Stock Clerk | 20.01 |
| 21210 - Tools And Parts Attendant | 19.56 |
| 21410 - Warehouse Specialist | 19.56 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 30.51 |
| 23021 - Aircraft Mechanic I | 29.02 |
| 23022 - Aircraft Mechanic II | 30.51 |
| 23023 - Aircraft Mechanic III | 31.80 |
| 23040 - Aircraft Mechanic Helper | 21.20 |
| 23050 - Aircraft, Painter | 25.78 |
| 23060 - Aircraft Servicer | 24.55 |
| 23080 - Aircraft Worker | 26.05 |
| 23110 - Appliance Mechanic | 22.85 |
| 23120 - Bicycle Repairer | 18.57 |
| 23125 - Cable Splicer | 30.82 |
| 23130 - Carpenter, Maintenance | 26.08 |
| 23140 - Carpet Layer | 25.09 |
| 23160 - Electrician, Maintenance | 37.22 |
| 23181 - Electronics Technician Maintenance I | 30.54 |
| 23182 - Electronics Technician Maintenance II | 32.27 |
| 23183 - Electronics Technician Maintenance III | 34.02 |
| 23260 - Fabric Worker | 24.18 |
| 23290 - Fire Alarm System Mechanic | 26.76 |
| 23310 - Fire Extinguisher Repairer | 23.32 |
| 23311 - Fuel Distribution System Mechanic | 30.15 |
| 23312 - Fuel Distribution System Operator | 23.74 |
| 23370 - General Maintenance Worker | 22.50 |
| 23380 - Ground Support Equipment Mechanic | 29.02 |
| 23381 - Ground Support Equipment Servicer | 24.55 |

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| 23382 - Ground Support Equipment Worker | 26.05 |
| 23391 - Gunsmith I | 23.32 |
| 23392 - Gunsmith II | 26.46 |
| 23393 - Gunsmith III | 29.48 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 28.32 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 29.77 |
| 23430 - Heavy Equipment Mechanic | 30.65 |
| 23440 - Heavy Equipment Operator | 33.19 |
| 23460 - Instrument Mechanic | 32.04 |
| 23465 - Laboratory/Shelter Mechanic | 27.92 |
| 23470 - Laborer | 16.00 |
| 23510 - Locksmith | 21.82 |
| 23530 - Machinery Maintenance Mechanic | 28.28 |
| 23550 - Machinist, Maintenance | 27.28 |
| 23580 - Maintenance Trades Helper | 16.99 |
| 23591 - Metrology Technician I | 32.04 |
| 23592 - Metrology Technician II | 33.68 |
| 23593 - Metrology Technician III | 35.11 |
| 23640 - Millwright | 32.38 |
| 23710 - Office Appliance Repairer | 23.08 |
| 23760 - Painter, Maintenance | 25.25 |
| 23790 - Pipefitter, Maintenance | 31.65 |
| 23810 - Plumber, Maintenance | 31.31 |
| 23820 - Pneudraulic Systems Mechanic | 29.48 |
| 23850 - Rigger | 27.83 |
| 23870 - Scale Mechanic | 26.46 |
| 23890 - Sheet-Metal Worker, Maintenance | 31.09 |
| 23910 - Small Engine Mechanic | 21.21 |
| 23931 - Telecommunications Mechanic I | 28.12 |
| 23932 - Telecommunications Mechanic II | 29.56 |
| 23950 - Telephone Lineman | 26.27 |
| 23960 - Welder, Combination, Maintenance | 23.20 |
| 23965 - Well Driller | 29.15 |
| 23970 - Woodcraft Worker | 29.48 |
| 23980 - Woodworker | 22.11 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.57 |
| 24580 - Child Care Center Clerk | 17.26 |
| 24610 - Chore Aide | 11.44 |
| 24620 - Family Readiness And Support Services Coordinator | 19.02 |
| 24630 - Homemaker | 17.13 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 38.18 |
| 25040 - Sewage Plant Operator | 32.79 |
| 25070 - Stationary Engineer | 38.18 |
| 25190 - Ventilation Equipment Tender | 27.90 |
| 25210 - Water Treatment Plant Operator | 32.79 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 28.75 |
| 27007 - Baggage Inspector | 14.34 |
| 27008 - Corrections Officer | 38.39 |
| 27010 - Court Security Officer | 39.43 |
| 27030 - Detection Dog Handler | 25.35 |
| 27040 - Detention Officer | 38.39 |
| 27070 - Firefighter | 36.20 |
| 27101 - Guard I | 14.34 |
| 27102 - Guard II | 25.35 |
| 27131 - Police Officer I | 42.92 |
| 27132 - Police Officer II | 47.21 |
| 28000 - Recreation Occupations | |

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| 28041 - Carnival Equipment Operator | 15.59 |
| 28042 - Carnival Equipment Repairer | 16.60 |
| 28043 - Carnival Equipment Worker | 12.45 |
| 28210 - Gate Attendant/Gate Tender | 18.04 |
| 28310 - Lifeguard | 13.82 |
| 28350 - Park Attendant (Aide) | 20.19 |
| 28510 - Recreation Aide/Health Facility Attendant | 15.30 |
| 28515 - Recreation Specialist | 21.02 |
| 28630 - Sports Official | 16.07 |
| 28690 - Swimming Pool Operator | 22.07 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.10 |
| 29020 - Hatch Tender | 29.10 |
| 29030 - Line Handler | 29.10 |
| 29041 - Stevedore I | 27.42 |
| 29042 - Stevedore II | 30.75 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 42.35 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 29.20 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 32.16 |
| 30021 - Archeological Technician I | 23.47 |
| 30022 - Archeological Technician II | 27.80 |
| 30023 - Archeological Technician III | 34.44 |
| 30030 - Cartographic Technician | 34.44 |
| 30040 - Civil Engineering Technician | 31.67 |
| 30061 - Drafter/CAD Operator I | 24.86 |
| 30062 - Drafter/CAD Operator II | 27.80 |
| 30063 - Drafter/CAD Operator III | 30.99 |
| 30064 - Drafter/CAD Operator IV | 38.15 |
| 30081 - Engineering Technician I | 18.90 |
| 30082 - Engineering Technician II | 21.22 |
| 30083 - Engineering Technician III | 23.73 |
| 30084 - Engineering Technician IV | 29.40 |
| 30085 - Engineering Technician V | 35.98 |
| 30086 - Engineering Technician VI | 43.51 |
| 30090 - Environmental Technician | 27.51 |
| 30210 - Laboratory Technician | 23.42 |
| 30240 - Mathematical Technician | 35.89 |
| 30361 - Paralegal/Legal Assistant I | 23.52 |
| 30362 - Paralegal/Legal Assistant II | 29.13 |
| 30363 - Paralegal/Legal Assistant III | 35.65 |
| 30364 - Paralegal/Legal Assistant IV | 43.11 |
| 30390 - Photo-Optics Technician | 35.89 |
| 30461 - Technical Writer I | 26.03 |
| 30462 - Technical Writer II | 31.72 |
| 30463 - Technical Writer III | 38.31 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 26.92 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 32.56 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 39.03 |
| 30494 - Unexploded (UXO) Safety Escort | 26.92 |
| 30495 - Unexploded (UXO) Sweep Personnel | 26.92 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 30.99 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 32.89 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.39 |
| 31030 - Bus Driver | 20.01 |
| 31043 - Driver Courier | 17.77 |
| 31260 - Parking and Lot Attendant | 12.49 |
| 31290 - Shuttle Bus Driver | 19.22 |
| 31310 - Taxi Driver | 15.44 |
| 31361 - Truckdriver, Light | 19.22 |
| 31362 - Truckdriver, Medium | 20.64 |

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|---|-------|
| 31363 - Truckdriver, Heavy | 22.39 |
| 31364 - Truckdriver, Tractor-Trailer | 22.39 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 13.32 |
| 99050 - Desk Clerk | 13.67 |
| 99095 - Embalmer | 25.13 |
| 99251 - Laboratory Animal Caretaker I | 15.27 |
| 99252 - Laboratory Animal Caretaker II | 16.53 |
| 99310 - Mortician | 29.47 |
| 99410 - Pest Controller | 18.30 |
| 99510 - Photofinishing Worker | 17.70 |
| 99710 - Recycling Laborer | 25.19 |
| 99711 - Recycling Specialist | 28.66 |
| 99730 - Refuse Collector | 22.65 |
| 99810 - Sales Clerk | 15.51 |
| 99820 - School Crossing Guard | 13.75 |
| 99830 - Survey Party Chief | 40.68 |
| 99831 - Surveying Aide | 23.51 |
| 99832 - Surveying Technician | 27.74 |
| 99840 - Vending Machine Attendant | 15.59 |
| 99841 - Vending Machine Repairer | 18.24 |
| 99842 - Vending Machine Repairer Helper | 15.59 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 12 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2060
Revision No.: 15
Date of Last Revision: 07/25/2014

State: California

Area: California Counties of Marin, San Francisco, San Mateo
OCCUPATION NOTE:

Janitor: The rate for the Janitor occupation applies to Marin and San Mateo Counties Only. See Wage Determination 1974-1257 for wage rates and fringe benefits for San Francisco County.

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

| | |
|---|-------|
| 01000 - Administrative Support And Clerical Occupations | |
| 01011 - Accounting Clerk I | 17.92 |
| 01012 - Accounting Clerk II | 20.12 |
| 01013 - Accounting Clerk III | 22.50 |
| 01020 - Administrative Assistant | 30.87 |
| 01040 - Court Reporter | 27.93 |
| 01051 - Data Entry Operator I | 15.38 |
| 01052 - Data Entry Operator II | 16.78 |
| 01060 - Dispatcher, Motor Vehicle | 29.13 |
| 01070 - Document Preparation Clerk | 15.51 |
| 01090 - Duplicating Machine Operator | 15.51 |
| 01111 - General Clerk I | 15.87 |
| 01112 - General Clerk II | 17.31 |
| 01113 - General Clerk III | 19.60 |
| 01120 - Housing Referral Assistant | 28.83 |
| 01141 - Messenger Courier | 14.20 |
| 01191 - Order Clerk I | 16.98 |
| 01192 - Order Clerk II | 18.58 |
| 01261 - Personnel Assistant (Employment) I | 19.80 |
| 01262 - Personnel Assistant (Employment) II | 22.18 |
| 01263 - Personnel Assistant (Employment) III | 24.69 |
| 01270 - Production Control Clerk | 28.05 |
| 01280 - Receptionist | 17.21 |
| 01290 - Rental Clerk | 19.43 |
| 01300 - Scheduler, Maintenance | 23.10 |
| 01311 - Secretary I | 23.12 |
| 01312 - Secretary II | 25.86 |
| 01313 - Secretary III | 28.83 |
| 01320 - Service Order Dispatcher | 28.67 |
| 01410 - Supply Technician | 30.87 |
| 01420 - Survey Worker | 22.72 |
| 01531 - Travel Clerk I | 15.41 |
| 01532 - Travel Clerk II | 17.34 |
| 01533 - Travel Clerk III | 19.53 |
| 01611 - Word Processor I | 20.77 |
| 01612 - Word Processor II | 23.32 |
| 01613 - Word Processor III | 26.09 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 24.75 |
| 05010 - Automotive Electrician | 24.75 |
| 05040 - Automotive Glass Installer | 21.60 |
| 05070 - Automotive Worker | 24.75 |
| 05110 - Mobile Equipment Servicer | 21.54 |
| 05130 - Motor Equipment Metal Mechanic | 25.85 |
| 05160 - Motor Equipment Metal Worker | 23.66 |
| 05190 - Motor Vehicle Mechanic | 25.64 |
| 05220 - Motor Vehicle Mechanic Helper | 20.21 |
| 05250 - Motor Vehicle Upholstery Worker | 22.61 |
| 05280 - Motor Vehicle Wrecker | 23.66 |
| 05310 - Painter, Automotive | 24.75 |
| 05340 - Radiator Repair Specialist | 23.66 |
| 05370 - Tire Repairer | 17.44 |
| 05400 - Transmission Repair Specialist | 25.85 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 18.24 |
| 07041 - Cook I | 16.43 |
| 07042 - Cook II | 20.06 |
| 07070 - Dishwasher | 12.45 |
| 07130 - Food Service Worker | 12.45 |
| 07210 - Meat Cutter | 18.24 |
| 07260 - Waiter/Waitress | 13.50 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 21.82 |

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| 09040 - Furniture Handler | 15.17 |
| 09080 - Furniture Refinisher | 21.82 |
| 09090 - Furniture Refinisher Helper | 17.82 |
| 09110 - Furniture Repairer, Minor | 19.37 |
| 09130 - Upholsterer | 21.82 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.97 |
| 11060 - Elevator Operator | 14.10 |
| 11090 - Gardener | 23.78 |
| 11122 - Housekeeping Aide | 14.89 |
| 11150 - Janitor | 14.89 |
| 11210 - Laborer, Grounds Maintenance | 18.29 |
| 11240 - Maid or Houseman | 12.80 |
| 11260 - Pruner | 17.19 |
| 11270 - Tractor Operator | 21.58 |
| 11330 - Trail Maintenance Worker | 18.29 |
| 11360 - Window Cleaner | 16.07 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 23.48 |
| 12011 - Breath Alcohol Technician | 23.48 |
| 12012 - Certified Occupational Therapist Assistant | 25.78 |
| 12015 - Certified Physical Therapist Assistant | 27.94 |
| 12020 - Dental Assistant | 21.98 |
| 12025 - Dental Hygienist | 46.56 |
| 12030 - EKG Technician | 27.59 |
| 12035 - Electroneurodiagnostic Technologist | 27.59 |
| 12040 - Emergency Medical Technician | 23.48 |
| 12071 - Licensed Practical Nurse I | 23.14 |
| 12072 - Licensed Practical Nurse II | 25.96 |
| 12073 - Licensed Practical Nurse III | 29.04 |
| 12100 - Medical Assistant | 20.98 |
| 12130 - Medical Laboratory Technician | 23.05 |
| 12160 - Medical Record Clerk | 21.00 |
| 12190 - Medical Record Technician | 23.48 |
| 12195 - Medical Transcriptionist | 20.55 |
| 12210 - Nuclear Medicine Technologist | 45.90 |
| 12221 - Nursing Assistant I | 13.66 |
| 12222 - Nursing Assistant II | 15.35 |
| 12223 - Nursing Assistant III | 16.75 |
| 12224 - Nursing Assistant IV | 18.81 |
| 12235 - Optical Dispenser | 22.64 |
| 12236 - Optical Technician | 18.22 |
| 12250 - Pharmacy Technician | 21.69 |
| 12280 - Phlebotomist | 18.81 |
| 12305 - Radiologic Technologist | 35.21 |
| 12311 - Registered Nurse I | 43.85 |
| 12312 - Registered Nurse II | 53.66 |
| 12313 - Registered Nurse II, Specialist | 53.66 |
| 12314 - Registered Nurse III | 64.90 |
| 12315 - Registered Nurse III, Anesthetist | 64.90 |
| 12316 - Registered Nurse IV | 77.80 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 34.02 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 25.67 |
| 13012 - Exhibits Specialist II | 31.80 |
| 13013 - Exhibits Specialist III | 38.86 |
| 13041 - Illustrator I | 24.07 |
| 13042 - Illustrator II | 29.81 |
| 13043 - Illustrator III | 36.48 |
| 13047 - Librarian | 35.64 |
| 13050 - Library Aide/Clerk | 20.80 |
| 13054 - Library Information Technology Systems Administrator | 31.06 |

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| 13058 - Library Technician | 26.04 |
| 13061 - Media Specialist I | 22.42 |
| 13062 - Media Specialist II | 25.08 |
| 13063 - Media Specialist III | 27.96 |
| 13071 - Photographer I | 20.39 |
| 13072 - Photographer II | 22.81 |
| 13073 - Photographer III | 28.23 |
| 13074 - Photographer IV | 34.56 |
| 13075 - Photographer V | 41.81 |
| 13110 - Video Teleconference Technician | 23.30 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.80 |
| 14042 - Computer Operator II | 22.18 |
| 14043 - Computer Operator III | 24.69 |
| 14044 - Computer Operator IV | 27.43 |
| 14045 - Computer Operator V | 30.39 |
| 14071 - Computer Programmer I | (see 1) 27.62 |
| 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 | 19.80 |
| 14160 - Personal Computer Support Technician | 27.43 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.97 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.74 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 53.36 |
| 15050 - Computer Based Training Specialist / Instructor | 36.97 |
| 15060 - Educational Technologist | 32.03 |
| 15070 - Flight Instructor (Pilot) | 53.36 |
| 15080 - Graphic Artist | 31.77 |
| 15090 - Technical Instructor | 28.46 |
| 15095 - Technical Instructor/Course Developer | 34.82 |
| 15110 - Test Proctor | 22.97 |
| 15120 - Tutor | 22.97 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.71 |
| 16030 - Counter Attendant | 10.71 |
| 16040 - Dry Cleaner | 14.57 |
| 16070 - Finisher, Flatwork, Machine | 10.71 |
| 16090 - Presser, Hand | 10.71 |
| 16110 - Presser, Machine, Drycleaning | 10.71 |
| 16130 - Presser, Machine, Shirts | 10.71 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.71 |
| 16190 - Sewing Machine Operator | 15.86 |
| 16220 - Tailor | 17.13 |
| 16250 - Washer, Machine | 12.01 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.84 |
| 19040 - Tool And Die Maker | 26.94 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.56 |
| 21030 - Material Coordinator | 28.05 |
| 21040 - Material Expediter | 28.05 |
| 21050 - Material Handling Laborer | 16.69 |
| 21071 - Order Filler | 15.60 |
| 21080 - Production Line Worker (Food Processing) | 19.56 |
| 21110 - Shipping Packer | 17.79 |
| 21130 - Shipping/Receiving Clerk | 17.79 |
| 21140 - Store Worker I | 14.54 |
| 21150 - Stock Clerk | 20.01 |

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| 21210 - Tools And Parts Attendant | 19.56 |
| 21410 - Warehouse Specialist | 19.56 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 30.51 |
| 23021 - Aircraft Mechanic I | 29.02 |
| 23022 - Aircraft Mechanic II | 30.51 |
| 23023 - Aircraft Mechanic III | 31.80 |
| 23040 - Aircraft Mechanic Helper | 21.20 |
| 23050 - Aircraft, Painter | 25.78 |
| 23060 - Aircraft Servicer | 24.55 |
| 23080 - Aircraft Worker | 26.05 |
| 23110 - Appliance Mechanic | 22.85 |
| 23120 - Bicycle Repairer | 18.57 |
| 23125 - Cable Splicer | 30.82 |
| 23130 - Carpenter, Maintenance | 26.08 |
| 23140 - Carpet Layer | 25.09 |
| 23160 - Electrician, Maintenance | 37.22 |
| 23181 - Electronics Technician Maintenance I | 30.54 |
| 23182 - Electronics Technician Maintenance II | 32.27 |
| 23183 - Electronics Technician Maintenance III | 34.02 |
| 23260 - Fabric Worker | 24.18 |
| 23290 - Fire Alarm System Mechanic | 26.76 |
| 23310 - Fire Extinguisher Repairer | 23.32 |
| 23311 - Fuel Distribution System Mechanic | 30.15 |
| 23312 - Fuel Distribution System Operator | 23.74 |
| 23370 - General Maintenance Worker | 22.50 |
| 23380 - Ground Support Equipment Mechanic | 29.02 |
| 23381 - Ground Support Equipment Servicer | 24.55 |
| 23382 - Ground Support Equipment Worker | 26.05 |
| 23391 - Gunsmith I | 23.32 |
| 23392 - Gunsmith II | 26.46 |
| 23393 - Gunsmith III | 29.48 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 28.32 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 29.77 |
| 23430 - Heavy Equipment Mechanic | 30.65 |
| 23440 - Heavy Equipment Operator | 33.19 |
| 23460 - Instrument Mechanic | 32.04 |
| 23465 - Laboratory/Shelter Mechanic | 27.92 |
| 23470 - Laborer | 16.00 |
| 23510 - Locksmith | 21.82 |
| 23530 - Machinery Maintenance Mechanic | 28.28 |
| 23550 - Machinist, Maintenance | 27.28 |
| 23580 - Maintenance Trades Helper | 16.99 |
| 23591 - Metrology Technician I | 32.04 |
| 23592 - Metrology Technician II | 33.68 |
| 23593 - Metrology Technician III | 35.11 |
| 23640 - Millwright | 32.38 |
| 23710 - Office Appliance Repairer | 23.08 |
| 23760 - Painter, Maintenance | 25.25 |
| 23790 - Pipefitter, Maintenance | 31.65 |
| 23810 - Plumber, Maintenance | 31.31 |
| 23820 - Pneudraulic Systems Mechanic | 29.48 |
| 23850 - Rigger | 27.83 |
| 23870 - Scale Mechanic | 26.46 |
| 23890 - Sheet-Metal Worker, Maintenance | 31.09 |
| 23910 - Small Engine Mechanic | 21.21 |
| 23931 - Telecommunications Mechanic I | 28.12 |
| 23932 - Telecommunications Mechanic II | 29.56 |
| 23950 - Telephone Lineman | 26.27 |
| 23960 - Welder, Combination, Maintenance | 23.20 |
| 23965 - Well Driller | 29.15 |

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| 23970 - Woodcraft Worker | 29.48 |
| 23980 - Woodworker | 22.11 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.57 |
| 24580 - Child Care Center Clerk | 17.26 |
| 24610 - Chore Aide | 11.44 |
| 24620 - Family Readiness And Support Services Coordinator | 19.02 |
| 24630 - Homemaker | 17.13 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 38.18 |
| 25040 - Sewage Plant Operator | 32.79 |
| 25070 - Stationary Engineer | 38.18 |
| 25190 - Ventilation Equipment Tender | 27.90 |
| 25210 - Water Treatment Plant Operator | 32.79 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 28.75 |
| 27007 - Baggage Inspector | 14.34 |
| 27008 - Corrections Officer | 38.39 |
| 27010 - Court Security Officer | 39.43 |
| 27030 - Detection Dog Handler | 25.35 |
| 27040 - Detention Officer | 38.39 |
| 27070 - Firefighter | 36.20 |
| 27101 - Guard I | 14.34 |
| 27102 - Guard II | 25.35 |
| 27131 - Police Officer I | 42.92 |
| 27132 - Police Officer II | 47.21 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.59 |
| 28042 - Carnival Equipment Repairer | 16.60 |
| 28043 - Carnival Equipment Worker | 12.45 |
| 28210 - Gate Attendant/Gate Tender | 18.04 |
| 28310 - Lifeguard | 13.82 |
| 28350 - Park Attendant (Aide) | 20.19 |
| 28510 - Recreation Aide/Health Facility Attendant | 15.30 |
| 28515 - Recreation Specialist | 21.02 |
| 28630 - Sports Official | 16.07 |
| 28690 - Swimming Pool Operator | 22.07 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.10 |
| 29020 - Hatch Tender | 29.10 |
| 29030 - Line Handler | 29.10 |
| 29041 - Stevedore I | 27.42 |
| 29042 - Stevedore II | 30.75 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 42.35 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 29.20 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 32.16 |
| 30021 - Archeological Technician I | 23.47 |
| 30022 - Archeological Technician II | 27.80 |
| 30023 - Archeological Technician III | 34.44 |
| 30030 - Cartographic Technician | 34.44 |
| 30040 - Civil Engineering Technician | 31.67 |
| 30061 - Drafter/CAD Operator I | 24.86 |
| 30062 - Drafter/CAD Operator II | 27.80 |
| 30063 - Drafter/CAD Operator III | 30.99 |
| 30064 - Drafter/CAD Operator IV | 38.15 |
| 30081 - Engineering Technician I | 18.90 |
| 30082 - Engineering Technician II | 21.22 |
| 30083 - Engineering Technician III | 23.73 |
| 30084 - Engineering Technician IV | 29.40 |
| 30085 - Engineering Technician V | 35.98 |
| 30086 - Engineering Technician VI | 43.51 |

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| 30090 - Environmental Technician | 27.51 |
| 30210 - Laboratory Technician | 23.42 |
| 30240 - Mathematical Technician | 35.89 |
| 30361 - Paralegal/Legal Assistant I | 23.52 |
| 30362 - Paralegal/Legal Assistant II | 29.13 |
| 30363 - Paralegal/Legal Assistant III | 35.65 |
| 30364 - Paralegal/Legal Assistant IV | 43.11 |
| 30390 - Photo-Optics Technician | 35.89 |
| 30461 - Technical Writer I | 26.03 |
| 30462 - Technical Writer II | 31.72 |
| 30463 - Technical Writer III | 38.31 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 26.92 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 32.56 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 39.03 |
| 30494 - Unexploded (UXO) Safety Escort | 26.92 |
| 30495 - Unexploded (UXO) Sweep Personnel | 26.92 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 30.99 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 32.89 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.39 |
| 31030 - Bus Driver | 20.01 |
| 31043 - Driver Courier | 17.77 |
| 31260 - Parking and Lot Attendant | 12.49 |
| 31290 - Shuttle Bus Driver | 19.22 |
| 31310 - Taxi Driver | 15.44 |
| 31361 - Truckdriver, Light | 19.22 |
| 31362 - Truckdriver, Medium | 20.64 |
| 31363 - Truckdriver, Heavy | 22.39 |
| 31364 - Truckdriver, Tractor-Trailer | 22.39 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 13.32 |
| 99050 - Desk Clerk | 13.67 |
| 99095 - Embalmer | 25.13 |
| 99251 - Laboratory Animal Caretaker I | 15.27 |
| 99252 - Laboratory Animal Caretaker II | 16.53 |
| 99310 - Mortician | 29.47 |
| 99410 - Pest Controller | 18.30 |
| 99510 - Photofinishing Worker | 17.70 |
| 99710 - Recycling Laborer | 25.19 |
| 99711 - Recycling Specialist | 28.66 |
| 99730 - Refuse Collector | 22.65 |
| 99810 - Sales Clerk | 15.51 |
| 99820 - School Crossing Guard | 13.75 |
| 99830 - Survey Party Chief | 40.68 |
| 99831 - Surveying Aide | 23.51 |
| 99832 - Surveying Technician | 27.74 |
| 99840 - Vending Machine Attendant | 15.59 |
| 99841 - Vending Machine Repairer | 18.24 |
| 99842 - Vending Machine Repairer Helper | 15.59 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 12 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be

conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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| REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | | Wds_Revision_Received_10.9.2014 U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 |
| Diane C. Koplewski Director | Division of Wage Determinations | Wage Determination No.: 2005-2061 Revision No.: 14 Date of Last Revision: 07/25/2014 |
| State: California | | |

Area: California Counties of Santa Clara, Santa Cruz

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.92 |
| 01012 - Accounting Clerk II | | 20.12 |
| 01013 - Accounting Clerk III | | 22.50 |
| 01020 - Administrative Assistant | | 30.87 |
| 01040 - Court Reporter | | 26.02 |
| 01051 - Data Entry Operator I | | 15.38 |
| 01052 - Data Entry Operator II | | 16.78 |
| 01060 - Dispatcher, Motor Vehicle | | 29.13 |
| 01070 - Document Preparation Clerk | | 15.93 |
| 01090 - Duplicating Machine Operator | | 15.93 |
| 01111 - General Clerk I | | 15.87 |
| 01112 - General Clerk II | | 17.31 |
| 01113 - General Clerk III | | 19.37 |
| 01120 - Housing Referral Assistant | | 28.83 |
| 01141 - Messenger Courier | | 14.32 |
| 01191 - Order Clerk I | | 16.98 |
| 01192 - Order Clerk II | | 18.53 |
| 01261 - Personnel Assistant (Employment) I | | 19.80 |
| 01262 - Personnel Assistant (Employment) II | | 22.18 |
| 01263 - Personnel Assistant (Employment) III | | 24.69 |
| 01270 - Production Control Clerk | | 28.05 |
| 01280 - Receptionist | | 17.21 |
| 01290 - Rental Clerk | | 17.70 |
| 01300 - Scheduler, Maintenance | | 23.12 |
| 01311 - Secretary I | | 23.12 |
| 01312 - Secretary II | | 25.86 |
| 01313 - Secretary III | | 28.83 |
| 01320 - Service Order Dispatcher | | 23.54 |
| 01410 - Supply Technician | | 30.87 |
| 01420 - Survey Worker | | 22.72 |
| 01531 - Travel Clerk I | | 15.41 |
| 01532 - Travel Clerk II | | 17.34 |
| 01533 - Travel Clerk III | | 19.53 |
| 01611 - Word Processor I | | 20.77 |
| 01612 - Word Processor II | | 23.32 |
| 01613 - Word Processor III | | 26.09 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.32 |
| 05010 - Automotive Electrician | | 22.49 |
| 05040 - Automotive Glass Installer | | 19.58 |

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| 05070 - Automotive Worker | 21.48 |
| 05110 - Mobile Equipment Servicer | 19.56 |
| 05130 - Motor Equipment Metal Mechanic | 23.48 |
| 05160 - Motor Equipment Metal Worker | 21.48 |
| 05190 - Motor Vehicle Mechanic | 23.46 |
| 05220 - Motor Vehicle Mechanic Helper | 18.56 |
| 05250 - Motor Vehicle Upholstery Worker | 20.54 |
| 05280 - Motor Vehicle Wrecker | 21.48 |
| 05310 - Painter, Automotive | 22.49 |
| 05340 - Radiator Repair Specialist | 21.52 |
| 05370 - Tire Repairer | 14.48 |
| 05400 - Transmission Repair Specialist | 23.48 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.82 |
| 07041 - Cook I | 16.43 |
| 07042 - Cook II | 18.65 |
| 07070 - Dishwasher | 10.27 |
| 07130 - Food Service Worker | 10.72 |
| 07210 - Meat Cutter | 19.49 |
| 07260 - Waiter/Waitress | 9.68 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.21 |
| 09040 - Furniture Handler | 14.58 |
| 09080 - Furniture Refinisher | 20.21 |
| 09090 - Furniture Refinisher Helper | 16.64 |
| 09110 - Furniture Repairer, Minor | 18.45 |
| 09130 - Upholsterer | 20.21 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.92 |
| 11060 - Elevator Operator | 13.67 |
| 11090 - Gardener | 21.60 |
| 11122 - Housekeeping Aide | 14.10 |
| 11150 - Janitor | 14.10 |
| 11210 - Laborer, Grounds Maintenance | 17.52 |
| 11240 - Maid or Houseman | 12.54 |
| 11260 - Pruner | 15.75 |
| 11270 - Tractor Operator | 20.48 |
| 11330 - Trail Maintenance Worker | 17.52 |
| 11360 - Window Cleaner | 15.68 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 23.48 |
| 12011 - Breath Alcohol Technician | 23.48 |
| 12012 - Certified Occupational Therapist Assistant | 28.36 |
| 12015 - Certified Physical Therapist Assistant | 25.46 |
| 12020 - Dental Assistant | 21.98 |
| 12025 - Dental Hygienist | 35.90 |
| 12030 - EKG Technician | 33.99 |
| 12035 - Electroneurodiagnostic Technologist | 33.99 |
| 12040 - Emergency Medical Technician | 23.48 |
| 12071 - Licensed Practical Nurse I | 23.14 |
| 12072 - Licensed Practical Nurse II | 25.96 |
| 12073 - Licensed Practical Nurse III | 29.04 |
| 12100 - Medical Assistant | 20.98 |
| 12130 - Medical Laboratory Technician | 23.05 |
| 12160 - Medical Record Clerk | 21.00 |
| 12190 - Medical Record Technician | 23.48 |
| 12195 - Medical Transcriptionist | 20.55 |
| 12210 - Nuclear Medicine Technologist | 42.96 |
| 12221 - Nursing Assistant I | 13.66 |
| 12222 - Nursing Assistant II | 15.35 |
| 12223 - Nursing Assistant III | 16.75 |
| 12224 - Nursing Assistant IV | 18.81 |
| 12235 - Optical Dispenser | 19.51 |

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| 12236 - Optical Technician | 18.22 |
| 12250 - Pharmacy Technician | 21.25 |
| 12280 - Phlebotomist | 18.81 |
| 12305 - Radiologic Technologist | 33.12 |
| 12311 - Registered Nurse I | 38.63 |
| 12312 - Registered Nurse II | 47.23 |
| 12313 - Registered Nurse II, Specialist | 47.23 |
| 12314 - Registered Nurse III | 57.12 |
| 12315 - Registered Nurse III, Anesthetist | 57.12 |
| 12316 - Registered Nurse IV | 68.53 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 34.02 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.87 |
| 13012 - Exhibits Specialist II | 28.33 |
| 13013 - Exhibits Specialist III | 34.65 |
| 13041 - Illustrator I | 25.34 |
| 13042 - Illustrator II | 31.15 |
| 13043 - Illustrator III | 38.11 |
| 13047 - Librarian | 34.41 |
| 13050 - Library Aide/Clerk | 20.80 |
| 13054 - Library Information Technology Systems Administrator | 31.06 |
| 13058 - Library Technician | 26.04 |
| 13061 - Media Specialist I | 22.42 |
| 13062 - Media Specialist II | 25.08 |
| 13063 - Media Specialist III | 27.96 |
| 13071 - Photographer I | 19.48 |
| 13072 - Photographer II | 21.80 |
| 13073 - Photographer III | 27.00 |
| 13074 - Photographer IV | 33.02 |
| 13075 - Photographer V | 38.43 |
| 13110 - Video Teleconference Technician | 22.90 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.80 |
| 14042 - Computer Operator II | 22.18 |
| 14043 - Computer Operator III | 24.69 |
| 14044 - Computer Operator IV | 27.43 |
| 14045 - Computer Operator V | 30.39 |
| 14071 - Computer Programmer I | (see 1) 27.62 |
| 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 | 19.80 |
| 14160 - Personal Computer Support Technician | 27.43 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.80 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.51 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 53.36 |
| 15050 - Computer Based Training Specialist / Instructor | 36.97 |
| 15060 - Educational Technologist | 33.44 |
| 15070 - Flight Instructor (Pilot) | 53.36 |
| 15080 - Graphic Artist | 26.67 |
| 15090 - Technical Instructor | 26.13 |
| 15095 - Technical Instructor/Course Developer | 32.10 |
| 15110 - Test Proctor | 22.20 |
| 15120 - Tutor | 22.20 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.25 |
| 16030 - Counter Attendant | 11.25 |
| 16040 - Dry Cleaner | 14.57 |

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| 16070 - Finisher, Flatwork, Machine | 11.25 |
| 16090 - Presser, Hand | 11.25 |
| 16110 - Presser, Machine, Drycleaning | 11.25 |
| 16130 - Presser, Machine, Shirts | 11.25 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.71 |
| 16190 - Sewing Machine Operator | 15.86 |
| 16220 - Tailor | 17.13 |
| 16250 - Washer, Machine | 12.01 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.96 |
| 19040 - Tool And Die Maker | 25.80 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.76 |
| 21030 - Material Coordinator | 26.06 |
| 21040 - Material Expediter | 26.06 |
| 21050 - Material Handling Laborer | 15.36 |
| 21071 - Order Filler | 15.60 |
| 21080 - Production Line Worker (Food Processing) | 16.76 |
| 21110 - Shipping Packer | 15.84 |
| 21130 - Shipping/Receiving Clerk | 15.84 |
| 21140 - Store Worker I | 14.54 |
| 21150 - Stock Clerk | 20.01 |
| 21210 - Tools And Parts Attendant | 16.76 |
| 21410 - Warehouse Specialist | 16.76 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 28.62 |
| 23021 - Aircraft Mechanic I | 27.23 |
| 23022 - Aircraft Mechanic II | 28.62 |
| 23023 - Aircraft Mechanic III | 29.83 |
| 23040 - Aircraft Mechanic Helper | 20.28 |
| 23050 - Aircraft, Painter | 26.49 |
| 23060 - Aircraft Servicer | 23.02 |
| 23080 - Aircraft Worker | 24.52 |
| 23110 - Appliance Mechanic | 23.84 |
| 23120 - Bicycle Repairer | 15.44 |
| 23125 - Cable Splicer | 26.60 |
| 23130 - Carpenter, Maintenance | 24.84 |
| 23140 - Carpet Layer | 24.72 |
| 23160 - Electrician, Maintenance | 35.53 |
| 23181 - Electronics Technician Maintenance I | 24.83 |
| 23182 - Electronics Technician Maintenance II | 26.38 |
| 23183 - Electronics Technician Maintenance III | 29.21 |
| 23260 - Fabric Worker | 21.26 |
| 23290 - Fire Alarm System Mechanic | 25.14 |
| 23310 - Fire Extinguisher Repairer | 21.04 |
| 23311 - Fuel Distribution System Mechanic | 25.99 |
| 23312 - Fuel Distribution System Operator | 20.56 |
| 23370 - General Maintenance Worker | 22.50 |
| 23380 - Ground Support Equipment Mechanic | 27.23 |
| 23381 - Ground Support Equipment Servicer | 23.02 |
| 23382 - Ground Support Equipment Worker | 24.52 |
| 23391 - Gunsmith I | 21.04 |
| 23392 - Gunsmith II | 23.88 |
| 23393 - Gunsmith III | 26.60 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 28.41 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 29.87 |
| 23430 - Heavy Equipment Mechanic | 27.12 |
| 23440 - Heavy Equipment Operator | 29.74 |
| 23460 - Instrument Mechanic | 26.65 |
| 23465 - Laboratory/Shelter Mechanic | 25.23 |
| 23470 - Laborer | 14.73 |

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| 23510 - Locksmith | 25.62 |
| 23530 - Machinery Maintenance Mechanic | 27.02 |
| 23550 - Machinist, Maintenance | 27.28 |
| 23580 - Maintenance Trades Helper | 18.99 |
| 23591 - Metrology Technician I | 26.65 |
| 23592 - Metrology Technician II | 28.02 |
| 23593 - Metrology Technician III | 30.29 |
| 23640 - Millwright | 26.60 |
| 23710 - Office Appliance Repairer | 22.89 |
| 23760 - Painter, Maintenance | 22.23 |
| 23790 - Pipefitter, Maintenance | 32.29 |
| 23810 - Plumber, Maintenance | 30.80 |
| 23820 - Pneudraulic Systems Mechanic | 26.60 |
| 23850 - Rigger | 26.60 |
| 23870 - Scale Mechanic | 23.88 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.98 |
| 23910 - Small Engine Mechanic | 19.31 |
| 23931 - Telecommunications Mechanic I | 27.58 |
| 23932 - Telecommunications Mechanic II | 28.99 |
| 23950 - Telephone Lineman | 27.26 |
| 23960 - Welder, Combination, Maintenance | 23.20 |
| 23965 - Well Driller | 29.30 |
| 23970 - Woodcraft Worker | 26.60 |
| 23980 - Woodworker | 21.04 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.57 |
| 24580 - Child Care Center Clerk | 16.27 |
| 24610 - Chore Aide | 11.92 |
| 24620 - Family Readiness And Support Services Coordinator | 16.95 |
| 24630 - Homemaker | 18.73 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 38.18 |
| 25040 - Sewage Plant Operator | 27.78 |
| 25070 - Stationary Engineer | 38.18 |
| 25190 - Ventilation Equipment Tender | 27.90 |
| 25210 - Water Treatment Plant Operator | 27.78 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.12 |
| 27007 - Baggage Inspector | 14.34 |
| 27008 - Corrections Officer | 38.39 |
| 27010 - Court Security Officer | 39.43 |
| 27030 - Detection Dog Handler | 17.06 |
| 27040 - Detention Officer | 38.39 |
| 27070 - Firefighter | 36.20 |
| 27101 - Guard I | 14.34 |
| 27102 - Guard II | 17.06 |
| 27131 - Police Officer I | 42.92 |
| 27132 - Police Officer II | 47.21 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.09 |
| 28042 - Carnival Equipment Repairer | 13.81 |
| 28043 - Carnival Equipment Worker | 10.58 |
| 28210 - Gate Attendant/Gate Tender | 18.04 |
| 28310 - Lifeguard | 11.70 |
| 28350 - Park Attendant (Aide) | 18.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 15.30 |
| 28515 - Recreation Specialist | 19.21 |
| 28630 - Sports Official | 14.34 |
| 28690 - Swimming Pool Operator | 19.13 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 26.66 |
| 29020 - Hatch Tender | 26.66 |

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| 29030 - Line Handler | 26.66 |
| 29041 - Stevedore I | 25.14 |
| 29042 - Stevedore II | 28.18 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 42.35 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 29.20 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 32.16 |
| 30021 - Archeological Technician I | 20.43 |
| 30022 - Archeological Technician II | 23.52 |
| 30023 - Archeological Technician III | 32.49 |
| 30030 - Cartographic Technician | 34.44 |
| 30040 - Civil Engineering Technician | 30.55 |
| 30061 - Drafter/CAD Operator I | 25.69 |
| 30062 - Drafter/CAD Operator II | 28.74 |
| 30063 - Drafter/CAD Operator III | 32.03 |
| 30064 - Drafter/CAD Operator IV | 38.48 |
| 30081 - Engineering Technician I | 18.90 |
| 30082 - Engineering Technician II | 21.22 |
| 30083 - Engineering Technician III | 23.73 |
| 30084 - Engineering Technician IV | 29.40 |
| 30085 - Engineering Technician V | 35.98 |
| 30086 - Engineering Technician VI | 43.51 |
| 30090 - Environmental Technician | 27.74 |
| 30210 - Laboratory Technician | 22.20 |
| 30240 - Mathematical Technician | 35.89 |
| 30361 - Paralegal/Legal Assistant I | 23.18 |
| 30362 - Paralegal/Legal Assistant II | 28.66 |
| 30363 - Paralegal/Legal Assistant III | 35.07 |
| 30364 - Paralegal/Legal Assistant IV | 42.42 |
| 30390 - Photo-Optics Technician | 35.89 |
| 30461 - Technical Writer I | 25.38 |
| 30462 - Technical Writer II | 31.05 |
| 30463 - Technical Writer III | 37.57 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 26.92 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 32.56 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 39.03 |
| 30494 - Unexploded (UXO) Safety Escort | 26.92 |
| 30495 - Unexploded (UXO) Sweep Personnel | 26.92 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 30.99 |
| 30621 - Weather Observer, Senior (see 2) | 34.44 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.55 |
| 31030 - Bus Driver | 18.83 |
| 31043 - Driver Courier | 17.76 |
| 31260 - Parking and Lot Attendant | 10.94 |
| 31290 - Shuttle Bus Driver | 19.22 |
| 31310 - Taxi Driver | 13.45 |
| 31361 - Truckdriver, Light | 19.22 |
| 31362 - Truckdriver, Medium | 20.55 |
| 31363 - Truckdriver, Heavy | 21.78 |
| 31364 - Truckdriver, Tractor-Trailer | 21.78 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.89 |
| 99050 - Desk Clerk | 11.13 |
| 99095 - Embalmer | 26.92 |
| 99251 - Laboratory Animal Caretaker I | 13.07 |
| 99252 - Laboratory Animal Caretaker II | 14.15 |
| 99310 - Mortician | 29.38 |
| 99410 - Pest Controller | 17.21 |
| 99510 - Photofinishing Worker | 13.29 |
| 99710 - Recycling Laborer | 20.42 |
| 99711 - Recycling Specialist | 24.54 |

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| 99730 - Refuse Collector | 18.38 |
| 99810 - Sales Clerk | 14.49 |
| 99820 - School Crossing Guard | 15.75 |
| 99830 - Survey Party Chief | 26.14 |
| 99831 - Surveying Aide | 13.15 |
| 99832 - Surveying Technician | 16.58 |
| 99840 - Vending Machine Attendant | 14.98 |
| 99841 - Vending Machine Repairer | 17.39 |
| 99842 - Vending Machine Repairer Helper | 14.98 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2062
Revision No.: 15
Date of Last Revision: 07/25/2014

State: California

Area: California Counties of Santa Clara, Santa Cruz

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.92 |
| 01012 - Accounting Clerk II | | 20.12 |
| 01013 - Accounting Clerk III | | 22.50 |
| 01020 - Administrative Assistant | | 30.87 |
| 01040 - Court Reporter | | 26.02 |
| 01051 - Data Entry Operator I | | 15.38 |
| 01052 - Data Entry Operator II | | 16.78 |
| 01060 - Dispatcher, Motor Vehicle | | 29.13 |
| 01070 - Document Preparation Clerk | | 15.93 |
| 01090 - Duplicating Machine Operator | | 15.93 |
| 01111 - General Clerk I | | 15.87 |
| 01112 - General Clerk II | | 17.31 |
| 01113 - General Clerk III | | 19.37 |
| 01120 - Housing Referral Assistant | | 28.83 |
| 01141 - Messenger Courier | | 14.32 |
| 01191 - Order Clerk I | | 16.98 |
| 01192 - Order Clerk II | | 18.53 |
| 01261 - Personnel Assistant (Employment) I | | 19.80 |
| 01262 - Personnel Assistant (Employment) II | | 22.18 |

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| 01263 - Personnel Assistant (Employment) III | 24.69 |
| 01270 - Production Control Clerk | 28.05 |
| 01280 - Receptionist | 17.21 |
| 01290 - Rental Clerk | 17.70 |
| 01300 - Scheduler, Maintenance | 23.12 |
| 01311 - Secretary I | 23.12 |
| 01312 - Secretary II | 25.86 |
| 01313 - Secretary III | 28.83 |
| 01320 - Service Order Dispatcher | 23.54 |
| 01410 - Supply Technician | 30.87 |
| 01420 - Survey Worker | 22.72 |
| 01531 - Travel Clerk I | 15.41 |
| 01532 - Travel Clerk II | 17.34 |
| 01533 - Travel Clerk III | 19.53 |
| 01611 - Word Processor I | 20.77 |
| 01612 - Word Processor II | 23.32 |
| 01613 - Word Processor III | 26.09 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.32 |
| 05010 - Automotive Electrician | 22.49 |
| 05040 - Automotive Glass Installer | 19.58 |
| 05070 - Automotive Worker | 21.48 |
| 05110 - Mobile Equipment Servicer | 19.56 |
| 05130 - Motor Equipment Metal Mechanic | 23.48 |
| 05160 - Motor Equipment Metal Worker | 21.48 |
| 05190 - Motor Vehicle Mechanic | 23.46 |
| 05220 - Motor Vehicle Mechanic Helper | 18.56 |
| 05250 - Motor Vehicle Upholstery Worker | 20.54 |
| 05280 - Motor Vehicle Wrecker | 21.48 |
| 05310 - Painter, Automotive | 22.49 |
| 05340 - Radiator Repair Specialist | 21.52 |
| 05370 - Tire Repairer | 14.48 |
| 05400 - Transmission Repair Specialist | 23.48 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.82 |
| 07041 - Cook I | 16.43 |
| 07042 - Cook II | 18.65 |
| 07070 - Dishwasher | 10.27 |
| 07130 - Food Service Worker | 10.72 |
| 07210 - Meat Cutter | 19.49 |
| 07260 - Waiter/Waitress | 9.68 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.21 |
| 09040 - Furniture Handler | 14.58 |
| 09080 - Furniture Refinisher | 20.21 |
| 09090 - Furniture Refinisher Helper | 16.64 |
| 09110 - Furniture Repairer, Minor | 18.45 |
| 09130 - Upholsterer | 20.21 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.92 |
| 11060 - Elevator Operator | 13.67 |
| 11090 - Gardener | 21.60 |
| 11122 - Housekeeping Aide | 14.10 |
| 11150 - Janitor | 14.10 |
| 11210 - Laborer, Grounds Maintenance | 17.52 |
| 11240 - Maid or Houseman | 12.54 |
| 11260 - Pruner | 15.75 |
| 11270 - Tractor Operator | 20.48 |
| 11330 - Trail Maintenance Worker | 17.52 |
| 11360 - Window Cleaner | 15.68 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 23.48 |
| 12011 - Breath Alcohol Technician | 23.48 |

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| 12012 - Certified Occupational Therapist Assistant | 28.36 |
| 12015 - Certified Physical Therapist Assistant | 25.46 |
| 12020 - Dental Assistant | 21.98 |
| 12025 - Dental Hygienist | 35.90 |
| 12030 - EKG Technician | 33.99 |
| 12035 - Electroneurodiagnostic Technologist | 33.99 |
| 12040 - Emergency Medical Technician | 23.48 |
| 12071 - Licensed Practical Nurse I | 23.14 |
| 12072 - Licensed Practical Nurse II | 25.96 |
| 12073 - Licensed Practical Nurse III | 29.04 |
| 12100 - Medical Assistant | 20.98 |
| 12130 - Medical Laboratory Technician | 23.05 |
| 12160 - Medical Record Clerk | 21.00 |
| 12190 - Medical Record Technician | 23.48 |
| 12195 - Medical Transcriptionist | 20.55 |
| 12210 - Nuclear Medicine Technologist | 42.96 |
| 12221 - Nursing Assistant I | 13.66 |
| 12222 - Nursing Assistant II | 15.35 |
| 12223 - Nursing Assistant III | 16.75 |
| 12224 - Nursing Assistant IV | 18.81 |
| 12235 - Optical Dispenser | 19.51 |
| 12236 - Optical Technician | 18.22 |
| 12250 - Pharmacy Technician | 21.25 |
| 12280 - Phlebotomist | 18.81 |
| 12305 - Radiologic Technologist | 33.12 |
| 12311 - Registered Nurse I | 38.63 |
| 12312 - Registered Nurse II | 47.23 |
| 12313 - Registered Nurse II, Specialist | 47.23 |
| 12314 - Registered Nurse III | 57.12 |
| 12315 - Registered Nurse III, Anesthetist | 57.12 |
| 12316 - Registered Nurse IV | 68.53 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 34.02 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.87 |
| 13012 - Exhibits Specialist II | 28.33 |
| 13013 - Exhibits Specialist III | 34.65 |
| 13041 - Illustrator I | 25.34 |
| 13042 - Illustrator II | 31.15 |
| 13043 - Illustrator III | 38.11 |
| 13047 - Librarian | 34.41 |
| 13050 - Library Aide/Clerk | 20.80 |
| 13054 - Library Information Technology Systems Administrator | 31.06 |
| 13058 - Library Technician | 26.04 |
| 13061 - Media Specialist I | 22.42 |
| 13062 - Media Specialist II | 25.08 |
| 13063 - Media Specialist III | 27.96 |
| 13071 - Photographer I | 19.48 |
| 13072 - Photographer II | 21.80 |
| 13073 - Photographer III | 27.00 |
| 13074 - Photographer IV | 33.02 |
| 13075 - Photographer V | 38.43 |
| 13110 - Video Teleconference Technician | 22.90 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.80 |
| 14042 - Computer Operator II | 22.18 |
| 14043 - Computer Operator III | 24.69 |
| 14044 - Computer Operator IV | 27.43 |
| 14045 - Computer Operator V | 30.39 |
| 14071 - Computer Programmer I | (see 1) |
| 14072 - Computer Programmer II | (see 1) |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |

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|-------|---|---------|-------|
| 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 | | 19.80 |
| 14160 | - Personal Computer Support Technician | | 27.43 |
| 15000 | - Instructional Occupations | | |
| 15010 | - Aircrew Training Devices Instructor (Non-Rated) | | 36.80 |
| 15020 | - Aircrew Training Devices Instructor (Rated) | | 44.51 |
| 15030 | - Air Crew Training Devices Instructor (Pilot) | | 53.36 |
| 15050 | - Computer Based Training Specialist / Instructor | | 36.97 |
| 15060 | - Educational Technologist | | 33.44 |
| 15070 | - Flight Instructor (Pilot) | | 53.36 |
| 15080 | - Graphic Artist | | 26.67 |
| 15090 | - Technical Instructor | | 26.13 |
| 15095 | - Technical Instructor/Course Developer | | 32.10 |
| 15110 | - Test Proctor | | 22.20 |
| 15120 | - Tutor | | 22.20 |
| 16000 | - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 | - Assembler | | 11.25 |
| 16030 | - Counter Attendant | | 11.25 |
| 16040 | - Dry Cleaner | | 14.57 |
| 16070 | - Finisher, Flatwork, Machine | | 11.25 |
| 16090 | - Presser, Hand | | 11.25 |
| 16110 | - Presser, Machine, Drycleaning | | 11.25 |
| 16130 | - Presser, Machine, Shirts | | 11.25 |
| 16160 | - Presser, Machine, Wearing Apparel, Laundry | | 10.71 |
| 16190 | - Sewing Machine Operator | | 15.86 |
| 16220 | - Tailor | | 17.13 |
| 16250 | - Washer, Machine | | 12.01 |
| 19000 | - Machine Tool Operation And Repair Occupations | | |
| 19010 | - Machine-Tool Operator (Tool Room) | | 21.96 |
| 19040 | - Tool And Die Maker | | 25.80 |
| 21000 | - Materials Handling And Packing Occupations | | |
| 21020 | - Forklift Operator | | 16.76 |
| 21030 | - Material Coordinator | | 26.06 |
| 21040 | - Material Expediter | | 26.06 |
| 21050 | - Material Handling Laborer | | 15.36 |
| 21071 | - Order Filler | | 15.60 |
| 21080 | - Production Line Worker (Food Processing) | | 16.76 |
| 21110 | - Shipping Packer | | 15.84 |
| 21130 | - Shipping/Receiving Clerk | | 15.84 |
| 21140 | - Store Worker I | | 14.54 |
| 21150 | - Stock Clerk | | 20.01 |
| 21210 | - Tools And Parts Attendant | | 16.76 |
| 21410 | - Warehouse Specialist | | 16.76 |
| 23000 | - Mechanics And Maintenance And Repair Occupations | | |
| 23010 | - Aerospace Structural Welder | | 28.62 |
| 23021 | - Aircraft Mechanic I | | 27.23 |
| 23022 | - Aircraft Mechanic II | | 28.62 |
| 23023 | - Aircraft Mechanic III | | 29.83 |
| 23040 | - Aircraft Mechanic Helper | | 20.28 |
| 23050 | - Aircraft, Painter | | 26.49 |
| 23060 | - Aircraft Servicer | | 23.02 |
| 23080 | - Aircraft Worker | | 24.52 |
| 23110 | - Appliance Mechanic | | 23.84 |
| 23120 | - Bicycle Repairer | | 15.44 |
| 23125 | - Cable Splicer | | 26.60 |
| 23130 | - Carpenter, Maintenance | | 24.84 |
| 23140 | - Carpet Layer | | 24.72 |
| 23160 | - Electrician, Maintenance | | 35.53 |
| 23181 | - Electronics Technician Maintenance I | | 24.83 |
| 23182 | - Electronics Technician Maintenance II | | 26.38 |
| 23183 | - Electronics Technician Maintenance III | | 29.21 |

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| 23260 - Fabric Worker | 21.26 |
| 23290 - Fire Alarm System Mechanic | 25.14 |
| 23310 - Fire Extinguisher Repairer | 21.04 |
| 23311 - Fuel Distribution System Mechanic | 25.99 |
| 23312 - Fuel Distribution System Operator | 20.56 |
| 23370 - General Maintenance Worker | 22.50 |
| 23380 - Ground Support Equipment Mechanic | 27.23 |
| 23381 - Ground Support Equipment Servicer | 23.02 |
| 23382 - Ground Support Equipment Worker | 24.52 |
| 23391 - Gunsmith I | 21.04 |
| 23392 - Gunsmith II | 23.88 |
| 23393 - Gunsmith III | 26.60 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 28.41 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 29.87 |
| 23430 - Heavy Equipment Mechanic | 27.12 |
| 23440 - Heavy Equipment Operator | 29.74 |
| 23460 - Instrument Mechanic | 26.65 |
| 23465 - Laboratory/Shelter Mechanic | 25.23 |
| 23470 - Laborer | 14.73 |
| 23510 - Locksmith | 25.62 |
| 23530 - Machinery Maintenance Mechanic | 27.02 |
| 23550 - Machinist, Maintenance | 27.28 |
| 23580 - Maintenance Trades Helper | 18.99 |
| 23591 - Metrology Technician I | 26.65 |
| 23592 - Metrology Technician II | 28.02 |
| 23593 - Metrology Technician III | 30.29 |
| 23640 - Millwright | 26.60 |
| 23710 - Office Appliance Repairer | 22.89 |
| 23760 - Painter, Maintenance | 22.23 |
| 23790 - Pipefitter, Maintenance | 32.29 |
| 23810 - Plumber, Maintenance | 30.80 |
| 23820 - Pneudraulic Systems Mechanic | 26.60 |
| 23850 - Rigger | 26.60 |
| 23870 - Scale Mechanic | 23.88 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.98 |
| 23910 - Small Engine Mechanic | 19.31 |
| 23931 - Telecommunications Mechanic I | 27.58 |
| 23932 - Telecommunications Mechanic II | 28.99 |
| 23950 - Telephone Lineman | 27.26 |
| 23960 - Welder, Combination, Maintenance | 23.20 |
| 23965 - Well Driller | 29.30 |
| 23970 - Woodcraft Worker | 26.60 |
| 23980 - Woodworker | 21.04 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.57 |
| 24580 - Child Care Center Clerk | 16.27 |
| 24610 - Chore Aide | 11.92 |
| 24620 - Family Readiness And Support Services Coordinator | 16.95 |
| 24630 - Homemaker | 18.73 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 38.18 |
| 25040 - Sewage Plant Operator | 27.78 |
| 25070 - Stationary Engineer | 38.18 |
| 25190 - Ventilation Equipment Tender | 27.90 |
| 25210 - Water Treatment Plant Operator | 27.78 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.12 |
| 27007 - Baggage Inspector | 14.34 |
| 27008 - Corrections Officer | 38.39 |
| 27010 - Court Security Officer | 39.43 |

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| 27030 - Detection Dog Handler | 17.06 |
| 27040 - Detention Officer | 38.39 |
| 27070 - Firefighter | 36.20 |
| 27101 - Guard I | 14.34 |
| 27102 - Guard II | 17.06 |
| 27131 - Police Officer I | 42.92 |
| 27132 - Police Officer II | 47.21 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.09 |
| 28042 - Carnival Equipment Repairer | 13.81 |
| 28043 - Carnival Equipment Worker | 10.58 |
| 28210 - Gate Attendant/Gate Tender | 18.04 |
| 28310 - Lifeguard | 11.70 |
| 28350 - Park Attendant (Aide) | 18.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 15.30 |
| 28515 - Recreation Specialist | 19.21 |
| 28630 - Sports Official | 14.34 |
| 28690 - Swimming Pool Operator | 19.13 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 26.66 |
| 29020 - Hatch Tender | 26.66 |
| 29030 - Line Handler | 26.66 |
| 29041 - Stevedore I | 25.14 |
| 29042 - Stevedore II | 28.18 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 42.35 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 29.20 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 32.16 |
| 30021 - Archeological Technician I | 20.43 |
| 30022 - Archeological Technician II | 23.52 |
| 30023 - Archeological Technician III | 32.49 |
| 30030 - Cartographic Technician | 34.44 |
| 30040 - Civil Engineering Technician | 30.55 |
| 30061 - Drafter/CAD Operator I | 25.69 |
| 30062 - Drafter/CAD Operator II | 28.74 |
| 30063 - Drafter/CAD Operator III | 32.03 |
| 30064 - Drafter/CAD Operator IV | 38.48 |
| 30081 - Engineering Technician I | 18.90 |
| 30082 - Engineering Technician II | 21.22 |
| 30083 - Engineering Technician III | 23.73 |
| 30084 - Engineering Technician IV | 29.40 |
| 30085 - Engineering Technician V | 35.98 |
| 30086 - Engineering Technician VI | 43.51 |
| 30090 - Environmental Technician | 27.74 |
| 30210 - Laboratory Technician | 22.20 |
| 30240 - Mathematical Technician | 35.89 |
| 30361 - Paralegal/Legal Assistant I | 23.18 |
| 30362 - Paralegal/Legal Assistant II | 28.66 |
| 30363 - Paralegal/Legal Assistant III | 35.07 |
| 30364 - Paralegal/Legal Assistant IV | 42.42 |
| 30390 - Photo-Optics Technician | 35.89 |
| 30461 - Technical Writer I | 25.38 |
| 30462 - Technical Writer II | 31.05 |
| 30463 - Technical Writer III | 37.57 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 26.92 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 32.56 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 39.03 |
| 30494 - Unexploded (UXO) Safety Escort | 26.92 |
| 30495 - Unexploded (UXO) Sweep Personnel | 26.92 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 30.99 |
| 30621 - Weather Observer, Senior (see 2) | 34.44 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |

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|---|-------|
| 31020 - Bus Aide | 13.55 |
| 31030 - Bus Driver | 18.83 |
| 31043 - Driver Courier | 17.76 |
| 31260 - Parking and Lot Attendant | 10.94 |
| 31290 - Shuttle Bus Driver | 19.22 |
| 31310 - Taxi Driver | 13.45 |
| 31361 - Truckdriver, Light | 19.22 |
| 31362 - Truckdriver, Medium | 20.55 |
| 31363 - Truckdriver, Heavy | 21.78 |
| 31364 - Truckdriver, Tractor-Trailer | 21.78 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.89 |
| 99050 - Desk Clerk | 11.13 |
| 99095 - Embalmer | 26.92 |
| 99251 - Laboratory Animal Caretaker I | 13.07 |
| 99252 - Laboratory Animal Caretaker II | 14.15 |
| 99310 - Mortician | 29.38 |
| 99410 - Pest Controller | 17.21 |
| 99510 - Photofinishing Worker | 13.29 |
| 99710 - Recycling Laborer | 20.42 |
| 99711 - Recycling Specialist | 24.54 |
| 99730 - Refuse Collector | 18.38 |
| 99810 - Sales Clerk | 14.49 |
| 99820 - School Crossing Guard | 15.75 |
| 99830 - Survey Party Chief | 26.14 |
| 99831 - Surveying Aide | 13.15 |
| 99832 - Surveying Technician | 16.58 |
| 99840 - Vending Machine Attendant | 14.98 |
| 99841 - Vending Machine Repairer | 17.39 |
| 99842 - Vending Machine Repairer Helper | 14.98 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in

those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2063
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of San Luis Obispo, Santa Barbara

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 | | 18.83 |
| 01020 - Administrative Assistant | | 22.82 |
| 01040 - Court Reporter | | 25.67 |
| 01051 - Data Entry Operator I | | 13.11 |
| 01052 - Data Entry Operator II | | 14.34 |
| 01060 - Dispatcher, Motor Vehicle | | 17.32 |
| 01070 - Document Preparation Clerk | | 14.12 |
| 01090 - Duplicating Machine Operator | | 14.12 |
| 01111 - General Clerk I | | 13.48 |
| 01112 - General Clerk II | | 14.97 |
| 01113 - General Clerk III | | 17.05 |
| 01120 - Housing Referral Assistant | | 21.86 |
| 01141 - Messenger Courier | | 11.96 |
| 01191 - Order Clerk I | | 13.24 |
| 01192 - Order Clerk II | | 14.59 |
| 01261 - Personnel Assistant (Employment) I | | 17.00 |
| 01262 - Personnel Assistant (Employment) II | | 19.01 |
| 01263 - Personnel Assistant (Employment) III | | 21.09 |
| 01270 - Production Control Clerk | | 20.40 |
| 01280 - Receptionist | | 13.14 |
| 01290 - Rental Clerk | | 12.32 |
| 01300 - Scheduler, Maintenance | | 16.47 |
| 01311 - Secretary I | | 16.47 |
| 01312 - Secretary II | | 18.42 |
| 01313 - Secretary III | | 21.86 |
| 01320 - Service Order Dispatcher | | 16.55 |
| 01410 - Supply Technician | | 22.82 |
| 01420 - Survey Worker | | 18.03 |
| 01531 - Travel Clerk I | | 13.04 |
| 01532 - Travel Clerk II | | 13.73 |
| 01533 - Travel Clerk III | | 14.57 |
| 01611 - Word Processor I | | 14.75 |
| 01612 - Word Processor II | | 16.56 |
| 01613 - Word Processor III | | 18.52 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 23.91 |
| 05010 - Automotive Electrician | | 18.81 |
| 05040 - Automotive Glass Installer | | 18.02 |
| 05070 - Automotive Worker | | 18.02 |
| 05110 - Mobile Equipment Servicer | | 16.41 |
| 05130 - Motor Equipment Metal Mechanic | | 19.58 |
| 05160 - Motor Equipment Metal Worker | | 18.02 |
| 05190 - Motor Vehicle Mechanic | | 18.68 |
| 05220 - Motor Vehicle Mechanic Helper | | 14.21 |
| 05250 - Motor Vehicle Upholstery Worker | | 17.13 |
| 05280 - Motor Vehicle Wrecker | | 18.02 |
| 05310 - Painter, Automotive | | 18.81 |
| 05340 - Radiator Repair Specialist | | 18.02 |
| 05370 - Tire Repairer | | 14.15 |
| 05400 - Transmission Repair Specialist | | 17.79 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 13.29 |
| 07041 - Cook I | | 12.50 |
| 07042 - Cook II | | 13.74 |
| 07070 - Dishwasher | | 9.90 |
| 07130 - Food Service Worker | | 10.06 |

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| 07210 - Meat Cutter | 16.94 |
| 07260 - Waiter/Waitress | 10.95 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.21 |
| 09040 - Furniture Handler | 13.38 |
| 09080 - Furniture Refinisher | 20.21 |
| 09090 - Furniture Refinisher Helper | 16.32 |
| 09110 - Furniture Repairer, Minor | 18.48 |
| 09130 - Upholsterer | 20.21 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.47 |
| 11060 - Elevator Operator | 12.10 |
| 11090 - Gardener | 14.19 |
| 11122 - Housekeeping Aide | 12.10 |
| 11150 - Janitor | 12.10 |
| 11210 - Laborer, Grounds Maintenance | 11.76 |
| 11240 - Maid or Houseman | 9.57 |
| 11260 - Pruner | 10.44 |
| 11270 - Tractor Operator | 13.51 |
| 11330 - Trail Maintenance Worker | 11.76 |
| 11360 - Window Cleaner | 13.38 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.06 |
| 12011 - Breath Alcohol Technician | 20.27 |
| 12012 - Certified Occupational Therapist Assistant | 26.06 |
| 12015 - Certified Physical Therapist Assistant | 26.06 |
| 12020 - Dental Assistant | 19.46 |
| 12025 - Dental Hygienist | 38.53 |
| 12030 - EKG Technician | 24.78 |
| 12035 - Electroneurodiagnostic Technologist | 24.78 |
| 12040 - Emergency Medical Technician | 17.06 |
| 12071 - Licensed Practical Nurse I | 19.17 |
| 12072 - Licensed Practical Nurse II | 21.45 |
| 12073 - Licensed Practical Nurse III | 23.91 |
| 12100 - Medical Assistant | 14.88 |
| 12130 - Medical Laboratory Technician | 18.24 |
| 12160 - Medical Record Clerk | 15.63 |
| 12190 - Medical Record Technician | 17.48 |
| 12195 - Medical Transcriptionist | 17.34 |
| 12210 - Nuclear Medicine Technologist | 47.13 |
| 12221 - Nursing Assistant I | 11.18 |
| 12222 - Nursing Assistant II | 12.57 |
| 12223 - Nursing Assistant III | 13.71 |
| 12224 - Nursing Assistant IV | 15.39 |
| 12235 - Optical Dispenser | 20.26 |
| 12236 - Optical Technician | 19.17 |
| 12250 - Pharmacy Technician | 18.55 |
| 12280 - Phlebotomist | 15.39 |
| 12305 - Radiologic Technologist | 29.58 |
| 12311 - Registered Nurse I | 26.61 |
| 12312 - Registered Nurse II | 32.54 |
| 12313 - Registered Nurse II, Specialist | 32.54 |
| 12314 - Registered Nurse III | 39.34 |
| 12315 - Registered Nurse III, Anesthetist | 39.34 |
| 12316 - Registered Nurse IV | 47.16 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.52 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 23.35 |
| 13012 - Exhibits Specialist II | 28.92 |
| 13013 - Exhibits Specialist III | 35.39 |
| 13041 - Illustrator I | 23.35 |
| 13042 - Illustrator II | 28.92 |
| 13043 - Illustrator III | 35.39 |

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| 13047 - Librarian | 32.03 |
| 13050 - Library Aide/Clerk | 15.08 |
| 13054 - Library Information Technology Systems Administrator | 28.92 |
| 13058 - Library Technician | 18.79 |
| 13061 - Media Specialist I | 20.87 |
| 13062 - Media Specialist II | 23.35 |
| 13063 - Media Specialist III | 26.03 |
| 13071 - Photographer I | 19.97 |
| 13072 - Photographer II | 22.32 |
| 13073 - Photographer III | 28.46 |
| 13074 - Photographer IV | 32.11 |
| 13075 - Photographer V | 34.60 |
| 13110 - Video Teleconference Technician | 21.49 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.11 |
| 14042 - Computer Operator II | 19.98 |
| 14043 - Computer Operator III | 22.28 |
| 14044 - Computer Operator IV | 24.75 |
| 14045 - Computer Operator V | 27.42 |
| 14071 - Computer Programmer I | (see 1) 23.62 |
| 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 | 17.11 |
| 14160 - Personal Computer Support Technician | (see 2) 24.75 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.02 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.11 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.09 |
| 15050 - Computer Based Training Specialist / Instructor | 32.85 |
| 15060 - Educational Technologist | 27.13 |
| 15070 - Flight Instructor (Pilot) | 42.09 |
| 15080 - Graphic Artist | 23.48 |
| 15090 - Technical Instructor | 22.99 |
| 15095 - Technical Instructor/Course Developer | 28.12 |
| 15110 - Test Proctor | 18.56 |
| 15120 - Tutor | 18.56 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.77 |
| 16030 - Counter Attendant | 9.77 |
| 16040 - Dry Cleaner | 11.84 |
| 16070 - Finisher, Flatwork, Machine | 9.77 |
| 16090 - Presser, Hand | 9.77 |
| 16110 - Presser, Machine, Drycleaning | 9.77 |
| 16130 - Presser, Machine, Shirts | 9.77 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.77 |
| 16190 - Sewing Machine Operator | 12.52 |
| 16220 - Tailor | 13.17 |
| 16250 - Washer, Machine | 10.37 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.57 |
| 19040 - Tool And Die Maker | 27.45 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.97 |
| 21030 - Material Coordinator | 20.40 |
| 21040 - Material Expediter | 20.40 |
| 21050 - Material Handling Laborer | 12.25 |
| 21071 - Order Filler | 15.11 |
| 21080 - Production Line Worker (Food Processing) | 15.97 |

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| 21110 - Shipping Packer | 14.99 |
| 21130 - Shipping/Receiving Clerk | 14.99 |
| 21140 - Store Worker I | 11.44 |
| 21150 - Stock Clerk | 16.26 |
| 21210 - Tools And Parts Attendant | 15.97 |
| 21410 - Warehouse Specialist | 15.97 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 28.20 |
| 23021 - Aircraft Mechanic I | 27.07 |
| 23022 - Aircraft Mechanic II | 28.20 |
| 23023 - Aircraft Mechanic III | 29.22 |
| 23040 - Aircraft Mechanic Helper | 20.61 |
| 23050 - Aircraft, Painter | 26.03 |
| 23060 - Aircraft Servicer | 23.80 |
| 23080 - Aircraft Worker | 24.90 |
| 23110 - Appliance Mechanic | 20.33 |
| 23120 - Bicycle Repairer | 14.15 |
| 23125 - Cable Splicer | 27.83 |
| 23130 - Carpenter, Maintenance | 27.59 |
| 23140 - Carpet Layer | 21.88 |
| 23160 - Electrician, Maintenance | 29.38 |
| 23181 - Electronics Technician Maintenance I | 22.54 |
| 23182 - Electronics Technician Maintenance II | 23.57 |
| 23183 - Electronics Technician Maintenance III | 25.80 |
| 23260 - Fabric Worker | 21.37 |
| 23290 - Fire Alarm System Mechanic | 24.48 |
| 23310 - Fire Extinguisher Repairer | 19.87 |
| 23311 - Fuel Distribution System Mechanic | 29.80 |
| 23312 - Fuel Distribution System Operator | 22.74 |
| 23370 - General Maintenance Worker | 19.47 |
| 23380 - Ground Support Equipment Mechanic | 27.07 |
| 23381 - Ground Support Equipment Servicer | 23.80 |
| 23382 - Ground Support Equipment Worker | 24.90 |
| 23391 - Gunsmith I | 19.87 |
| 23392 - Gunsmith II | 22.54 |
| 23393 - Gunsmith III | 24.53 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.51 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.53 |
| 23430 - Heavy Equipment Mechanic | 22.86 |
| 23440 - Heavy Equipment Operator | 31.14 |
| 23460 - Instrument Mechanic | 24.53 |
| 23465 - Laboratory/Shelter Mechanic | 23.57 |
| 23470 - Laborer | 12.25 |
| 23510 - Locksmith | 23.52 |
| 23530 - Machinery Maintenance Mechanic | 25.37 |
| 23550 - Machinist, Maintenance | 22.87 |
| 23580 - Maintenance Trades Helper | 15.36 |
| 23591 - Metrology Technician I | 24.53 |
| 23592 - Metrology Technician II | 25.55 |
| 23593 - Metrology Technician III | 27.56 |
| 23640 - Millwright | 24.53 |
| 23710 - Office Appliance Repairer | 23.39 |
| 23760 - Painter, Maintenance | 18.38 |
| 23790 - Pipefitter, Maintenance | 24.97 |
| 23810 - Plumber, Maintenance | 23.98 |
| 23820 - Pneudraulic Systems Mechanic | 24.53 |
| 23850 - Rigger | 24.53 |
| 23870 - Scale Mechanic | 22.54 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.66 |
| 23910 - Small Engine Mechanic | 21.58 |
| 23931 - Telecommunications Mechanic I | 24.14 |

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| 23932 - Telecommunications Mechanic II | 24.84 |
| 23950 - Telephone Lineman | 27.24 |
| 23960 - Welder, Combination, Maintenance | 21.15 |
| 23965 - Well Driller | 24.53 |
| 23970 - Woodcraft Worker | 24.53 |
| 23980 - Woodworker | 19.77 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.73 |
| 24580 - Child Care Center Clerk | 16.73 |
| 24610 - Chore Aide | 12.02 |
| 24620 - Family Readiness And Support Services Coordinator | 16.99 |
| 24630 - Homemaker | 18.59 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.75 |
| 25040 - Sewage Plant Operator | 24.04 |
| 25070 - Stationary Engineer | 26.75 |
| 25190 - Ventilation Equipment Tender | 20.37 |
| 25210 - Water Treatment Plant Operator | 24.04 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.94 |
| 27007 - Baggage Inspector | 12.48 |
| 27008 - Corrections Officer | 28.63 |
| 27010 - Court Security Officer | 28.63 |
| 27030 - Detection Dog Handler | 13.96 |
| 27040 - Detention Officer | 28.63 |
| 27070 - Firefighter | 23.21 |
| 27101 - Guard I | 12.48 |
| 27102 - Guard II | 13.96 |
| 27131 - Police Officer I | 32.52 |
| 27132 - Police Officer II | 36.13 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.15 |
| 28042 - Carnival Equipment Repairer | 15.89 |
| 28043 - Carnival Equipment Worker | 10.35 |
| 28210 - Gate Attendant/Gate Tender | 15.28 |
| 28310 - Lifeguard | 12.12 |
| 28350 - Park Attendant (Aide) | 17.09 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.48 |
| 28515 - Recreation Specialist | 19.32 |
| 28630 - Sports Official | 13.62 |
| 28690 - Swimming Pool Operator | 20.66 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.54 |
| 29020 - Hatch Tender | 22.54 |
| 29030 - Line Handler | 22.54 |
| 29041 - Stevedore I | 21.37 |
| 29042 - Stevedore II | 23.57 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 3) | 39.85 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 3) | 27.48 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 3) | 30.26 |
| 30021 - Archeological Technician I | 18.29 |
| 30022 - Archeological Technician II | 20.46 |
| 30023 - Archeological Technician III | 25.35 |
| 30030 - Cartographic Technician | 25.86 |
| 30040 - Civil Engineering Technician | 27.81 |
| 30061 - Drafter/CAD Operator I | 18.29 |
| 30062 - Drafter/CAD Operator II | 20.46 |
| 30063 - Drafter/CAD Operator III | 23.27 |
| 30064 - Drafter/CAD Operator IV | 28.07 |
| 30081 - Engineering Technician I | 16.50 |
| 30082 - Engineering Technician II | 19.21 |

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| 30083 - Engineering Technician III | 21.06 |
| 30084 - Engineering Technician IV | 29.71 |
| 30085 - Engineering Technician V | 33.15 |
| 30086 - Engineering Technician VI | 40.11 |
| 30090 - Environmental Technician | 26.67 |
| 30210 - Laboratory Technician | 20.45 |
| 30240 - Mathematical Technician | 25.86 |
| 30361 - Paralegal/Legal Assistant I | 19.60 |
| 30362 - Paralegal/Legal Assistant II | 25.03 |
| 30363 - Paralegal/Legal Assistant III | 30.59 |
| 30364 - Paralegal/Legal Assistant IV | 36.99 |
| 30390 - Photo-Optics Technician | 25.86 |
| 30461 - Technical Writer I | 24.02 |
| 30462 - Technical Writer II | 29.38 |
| 30463 - Technical Writer III | 35.55 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.32 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.64 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.72 |
| 30494 - Unexploded (UXO) Safety Escort | 25.32 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.32 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 3) 23.27 |
| 30621 - Weather Observer, Senior | (see 3) 25.35 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.62 |
| 31030 - Bus Driver | 20.94 |
| 31043 - Driver Courier | 13.63 |
| 31260 - Parking and Lot Attendant | 9.61 |
| 31290 - Shuttle Bus Driver | 14.80 |
| 31310 - Taxi Driver | 12.48 |
| 31361 - Truckdriver, Light | 14.80 |
| 31362 - Truckdriver, Medium | 17.73 |
| 31363 - Truckdriver, Heavy | 17.89 |
| 31364 - Truckdriver, Tractor-Trailer | 17.89 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.10 |
| 99050 - Desk Clerk | 11.32 |
| 99095 - Embalmer | 25.32 |
| 99251 - Laboratory Animal Caretaker I | 12.33 |
| 99252 - Laboratory Animal Caretaker II | 13.23 |
| 99310 - Mortician | 25.32 |
| 99410 - Pest Controller | 18.38 |
| 99510 - Photofinishing Worker | 14.83 |
| 99710 - Recycling Laborer | 21.38 |
| 99711 - Recycling Specialist | 23.67 |
| 99730 - Refuse Collector | 19.26 |
| 99810 - Sales Clerk | 12.55 |
| 99820 - School Crossing Guard | 13.08 |
| 99830 - Survey Party Chief | 28.30 |
| 99831 - Surveying Aide | 18.63 |
| 99832 - Surveying Technician | 25.56 |
| 99840 - Vending Machine Attendant | 18.63 |
| 99841 - Vending Machine Repairer | 21.51 |
| 99842 - Vending Machine Repairer Helper | 18.63 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

ordance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of
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Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2064
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of San Luis Obispo, Santa Barbara

****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 | | 18.83 |
| 01020 - Administrative Assistant | | 22.82 |
| 01040 - Court Reporter | | 25.67 |
| 01051 - Data Entry Operator I | | 13.11 |
| 01052 - Data Entry Operator II | | 14.34 |
| 01060 - Dispatcher, Motor Vehicle | | 17.32 |
| 01070 - Document Preparation Clerk | | 14.12 |
| 01090 - Duplicating Machine Operator | | 14.12 |
| 01111 - General Clerk I | | 13.48 |
| 01112 - General Clerk II | | 14.97 |
| 01113 - General Clerk III | | 17.05 |
| 01120 - Housing Referral Assistant | | 21.86 |
| 01141 - Messenger Courier | | 11.96 |
| 01191 - Order Clerk I | | 13.24 |
| 01192 - Order Clerk II | | 14.59 |
| 01261 - Personnel Assistant (Employment) I | | 17.00 |
| 01262 - Personnel Assistant (Employment) II | | 19.01 |
| 01263 - Personnel Assistant (Employment) III | | 21.09 |
| 01270 - Production Control Clerk | | 20.40 |
| 01280 - Receptionist | | 13.14 |
| 01290 - Rental Clerk | | 12.32 |
| 01300 - Scheduler, Maintenance | | 16.47 |
| 01311 - Secretary I | | 16.47 |
| 01312 - Secretary II | | 18.42 |
| 01313 - Secretary III | | 21.86 |
| 01320 - Service Order Dispatcher | | 16.55 |
| 01410 - Supply Technician | | 22.82 |
| 01420 - Survey Worker | | 18.03 |
| 01531 - Travel Clerk I | | 13.04 |
| 01532 - Travel Clerk II | | 13.73 |

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| 01533 - Travel Clerk III | 14.57 |
| 01611 - Word Processor I | 14.75 |
| 01612 - Word Processor II | 16.56 |
| 01613 - Word Processor III | 18.52 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.91 |
| 05010 - Automotive Electrician | 18.81 |
| 05040 - Automotive Glass Installer | 18.02 |
| 05070 - Automotive Worker | 18.02 |
| 05110 - Mobile Equipment Servicer | 16.41 |
| 05130 - Motor Equipment Metal Mechanic | 19.58 |
| 05160 - Motor Equipment Metal Worker | 18.02 |
| 05190 - Motor Vehicle Mechanic | 18.68 |
| 05220 - Motor Vehicle Mechanic Helper | 14.21 |
| 05250 - Motor Vehicle Upholstery Worker | 17.13 |
| 05280 - Motor Vehicle Wrecker | 18.02 |
| 05310 - Painter, Automotive | 18.81 |
| 05340 - Radiator Repair Specialist | 18.02 |
| 05370 - Tire Repairer | 14.15 |
| 05400 - Transmission Repair Specialist | 17.79 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.29 |
| 07041 - Cook I | 12.50 |
| 07042 - Cook II | 13.74 |
| 07070 - Dishwasher | 9.90 |
| 07130 - Food Service Worker | 10.06 |
| 07210 - Meat Cutter | 16.94 |
| 07260 - Waiter/Waitress | 10.95 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.21 |
| 09040 - Furniture Handler | 13.38 |
| 09080 - Furniture Refinisher | 20.21 |
| 09090 - Furniture Refinisher Helper | 16.32 |
| 09110 - Furniture Repairer, Minor | 18.48 |
| 09130 - Upholsterer | 20.21 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.47 |
| 11060 - Elevator Operator | 12.10 |
| 11090 - Gardener | 14.19 |
| 11122 - Housekeeping Aide | 12.10 |
| 11150 - Janitor | 12.10 |
| 11210 - Laborer, Grounds Maintenance | 11.76 |
| 11240 - Maid or Houseman | 9.57 |
| 11260 - Pruner | 10.44 |
| 11270 - Tractor Operator | 13.51 |
| 11330 - Trail Maintenance Worker | 11.76 |
| 11360 - Window Cleaner | 13.38 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.06 |
| 12011 - Breath Alcohol Technician | 20.27 |
| 12012 - Certified Occupational Therapist Assistant | 26.06 |
| 12015 - Certified Physical Therapist Assistant | 26.06 |
| 12020 - Dental Assistant | 19.46 |
| 12025 - Dental Hygienist | 38.53 |
| 12030 - EKG Technician | 24.78 |
| 12035 - Electroneurodiagnostic Technologist | 24.78 |
| 12040 - Emergency Medical Technician | 17.06 |
| 12071 - Licensed Practical Nurse I | 19.17 |
| 12072 - Licensed Practical Nurse II | 21.45 |
| 12073 - Licensed Practical Nurse III | 23.91 |
| 12100 - Medical Assistant | 14.88 |
| 12130 - Medical Laboratory Technician | 18.24 |
| 12160 - Medical Record Clerk | 15.63 |

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| 12190 - Medical Record Technician | 17.48 |
| 12195 - Medical Transcriptionist | 17.34 |
| 12210 - Nuclear Medicine Technologist | 47.13 |
| 12221 - Nursing Assistant I | 11.18 |
| 12222 - Nursing Assistant II | 12.57 |
| 12223 - Nursing Assistant III | 13.71 |
| 12224 - Nursing Assistant IV | 15.39 |
| 12235 - Optical Dispenser | 20.26 |
| 12236 - Optical Technician | 19.17 |
| 12250 - Pharmacy Technician | 18.55 |
| 12280 - Phlebotomist | 15.39 |
| 12305 - Radiologic Technologist | 29.58 |
| 12311 - Registered Nurse I | 26.61 |
| 12312 - Registered Nurse II | 32.54 |
| 12313 - Registered Nurse II, Specialist | 32.54 |
| 12314 - Registered Nurse III | 39.34 |
| 12315 - Registered Nurse III, Anesthetist | 39.34 |
| 12316 - Registered Nurse IV | 47.16 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.52 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 23.35 |
| 13012 - Exhibits Specialist II | 28.92 |
| 13013 - Exhibits Specialist III | 35.39 |
| 13041 - Illustrator I | 23.35 |
| 13042 - Illustrator II | 28.92 |
| 13043 - Illustrator III | 35.39 |
| 13047 - Librarian | 32.03 |
| 13050 - Library Aide/Clerk | 15.08 |
| 13054 - Library Information Technology Systems Administrator | 28.92 |
| 13058 - Library Technician | 18.79 |
| 13061 - Media Specialist I | 20.87 |
| 13062 - Media Specialist II | 23.35 |
| 13063 - Media Specialist III | 26.03 |
| 13071 - Photographer I | 19.97 |
| 13072 - Photographer II | 22.32 |
| 13073 - Photographer III | 28.46 |
| 13074 - Photographer IV | 32.11 |
| 13075 - Photographer V | 34.60 |
| 13110 - Video Teleconference Technician | 21.49 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.11 |
| 14042 - Computer Operator II | 19.98 |
| 14043 - Computer Operator III | 22.28 |
| 14044 - Computer Operator IV | 24.75 |
| 14045 - Computer Operator V | 27.42 |
| 14071 - Computer Programmer I | (see 1) 23.62 |
| 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 | 17.11 |
| 14160 - Personal Computer Support Technician | 24.75 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.02 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.11 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.09 |
| 15050 - Computer Based Training Specialist / Instructor | 32.85 |
| 15060 - Educational Technologist | 27.13 |
| 15070 - Flight Instructor (Pilot) | 42.09 |
| 15080 - Graphic Artist | 23.48 |

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| 15090 - Technical Instructor | 22.99 |
| 15095 - Technical Instructor/Course Developer | 28.12 |
| 15110 - Test Proctor | 18.56 |
| 15120 - Tutor | 18.56 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.77 |
| 16030 - Counter Attendant | 9.77 |
| 16040 - Dry Cleaner | 11.84 |
| 16070 - Finisher, Flatwork, Machine | 9.77 |
| 16090 - Presser, Hand | 9.77 |
| 16110 - Presser, Machine, Drycleaning | 9.77 |
| 16130 - Presser, Machine, Shirts | 9.77 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.77 |
| 16190 - Sewing Machine Operator | 12.52 |
| 16220 - Tailor | 13.17 |
| 16250 - Washer, Machine | 10.37 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.57 |
| 19040 - Tool And Die Maker | 27.45 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.97 |
| 21030 - Material Coordinator | 20.40 |
| 21040 - Material Expediter | 20.40 |
| 21050 - Material Handling Laborer | 12.25 |
| 21071 - Order Filler | 15.11 |
| 21080 - Production Line Worker (Food Processing) | 15.97 |
| 21110 - Shipping Packer | 14.99 |
| 21130 - Shipping/Receiving Clerk | 14.99 |
| 21140 - Store Worker I | 11.44 |
| 21150 - Stock Clerk | 16.26 |
| 21210 - Tools And Parts Attendant | 15.97 |
| 21410 - Warehouse Specialist | 15.97 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 28.20 |
| 23021 - Aircraft Mechanic I | 27.07 |
| 23022 - Aircraft Mechanic II | 28.20 |
| 23023 - Aircraft Mechanic III | 29.22 |
| 23040 - Aircraft Mechanic Helper | 20.61 |
| 23050 - Aircraft, Painter | 26.03 |
| 23060 - Aircraft Servicer | 23.80 |
| 23080 - Aircraft Worker | 24.90 |
| 23110 - Appliance Mechanic | 20.33 |
| 23120 - Bicycle Repairer | 14.15 |
| 23125 - Cable Splicer | 27.83 |
| 23130 - Carpenter, Maintenance | 27.59 |
| 23140 - Carpet Layer | 21.88 |
| 23160 - Electrician, Maintenance | 29.38 |
| 23181 - Electronics Technician Maintenance I | 22.54 |
| 23182 - Electronics Technician Maintenance II | 23.57 |
| 23183 - Electronics Technician Maintenance III | 25.80 |
| 23260 - Fabric Worker | 21.37 |
| 23290 - Fire Alarm System Mechanic | 24.48 |
| 23310 - Fire Extinguisher Repairer | 19.87 |
| 23311 - Fuel Distribution System Mechanic | 29.80 |
| 23312 - Fuel Distribution System Operator | 22.74 |
| 23370 - General Maintenance Worker | 19.47 |
| 23380 - Ground Support Equipment Mechanic | 27.07 |
| 23381 - Ground Support Equipment Servicer | 23.80 |
| 23382 - Ground Support Equipment Worker | 24.90 |
| 23391 - Gunsmith I | 19.87 |
| 23392 - Gunsmith II | 22.54 |
| 23393 - Gunsmith III | 24.53 |
| 23410 - Heating, Ventilation And Air-Conditioning | 24.51 |

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| Mechanic | |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.53 |
| 23430 - Heavy Equipment Mechanic | 22.86 |
| 23440 - Heavy Equipment Operator | 31.14 |
| 23460 - Instrument Mechanic | 24.53 |
| 23465 - Laboratory/Shelter Mechanic | 23.57 |
| 23470 - Laborer | 12.25 |
| 23510 - Locksmith | 23.52 |
| 23530 - Machinery Maintenance Mechanic | 25.37 |
| 23550 - Machinist, Maintenance | 22.87 |
| 23580 - Maintenance Trades Helper | 15.36 |
| 23591 - Metrology Technician I | 24.53 |
| 23592 - Metrology Technician II | 25.55 |
| 23593 - Metrology Technician III | 27.56 |
| 23640 - Millwright | 24.53 |
| 23710 - Office Appliance Repairer | 23.39 |
| 23760 - Painter, Maintenance | 18.38 |
| 23790 - Pipefitter, Maintenance | 24.97 |
| 23810 - Plumber, Maintenance | 23.98 |
| 23820 - Pneudraulic Systems Mechanic | 24.53 |
| 23850 - Rigger | 24.53 |
| 23870 - Scale Mechanic | 22.54 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.66 |
| 23910 - Small Engine Mechanic | 21.58 |
| 23931 - Telecommunications Mechanic I | 24.14 |
| 23932 - Telecommunications Mechanic II | 24.84 |
| 23950 - Telephone Lineman | 27.24 |
| 23960 - welder, Combination, Maintenance | 21.15 |
| 23965 - well Driller | 24.53 |
| 23970 - Woodcraft Worker | 24.53 |
| 23980 - Woodworker | 19.77 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.73 |
| 24580 - Child Care Center Clerk | 16.73 |
| 24610 - Chore Aide | 12.02 |
| 24620 - Family Readiness And Support Services Coordinator | 16.99 |
| 24630 - Homemaker | 18.59 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.75 |
| 25040 - Sewage Plant Operator | 24.04 |
| 25070 - Stationary Engineer | 26.75 |
| 25190 - Ventilation Equipment Tender | 20.37 |
| 25210 - Water Treatment Plant Operator | 24.04 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.94 |
| 27007 - Baggage Inspector | 12.48 |
| 27008 - Corrections Officer | 28.63 |
| 27010 - Court Security Officer | 28.63 |
| 27030 - Detection Dog Handler | 13.96 |
| 27040 - Detention Officer | 28.63 |
| 27070 - Firefighter | 23.21 |
| 27101 - Guard I | 12.48 |
| 27102 - Guard II | 13.96 |
| 27131 - Police Officer I | 32.52 |
| 27132 - Police Officer II | 36.13 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.15 |
| 28042 - Carnival Equipment Repairer | 15.89 |
| 28043 - Carnival Equipment Worker | 10.35 |
| 28210 - Gate Attendant/Gate Tender | 15.28 |
| 28310 - Lifeguard | 12.12 |

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| 28350 - Park Attendant (Aide) | 17.09 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.48 |
| 28515 - Recreation Specialist | 19.32 |
| 28630 - Sports Official | 13.62 |
| 28690 - Swimming Pool Operator | 20.66 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.54 |
| 29020 - Hatch Tender | 22.54 |
| 29030 - Line Handler | 22.54 |
| 29041 - Stevedore I | 21.37 |
| 29042 - Stevedore II | 23.57 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.85 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.48 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.26 |
| 30021 - Archeological Technician I | 18.29 |
| 30022 - Archeological Technician II | 20.46 |
| 30023 - Archeological Technician III | 25.35 |
| 30030 - Cartographic Technician | 25.86 |
| 30040 - Civil Engineering Technician | 27.81 |
| 30061 - Drafter/CAD Operator I | 18.29 |
| 30062 - Drafter/CAD Operator II | 20.46 |
| 30063 - Drafter/CAD Operator III | 23.27 |
| 30064 - Drafter/CAD Operator IV | 28.07 |
| 30081 - Engineering Technician I | 16.50 |
| 30082 - Engineering Technician II | 19.21 |
| 30083 - Engineering Technician III | 21.06 |
| 30084 - Engineering Technician IV | 29.71 |
| 30085 - Engineering Technician V | 33.15 |
| 30086 - Engineering Technician VI | 40.11 |
| 30090 - Environmental Technician | 26.67 |
| 30210 - Laboratory Technician | 20.45 |
| 30240 - Mathematical Technician | 25.86 |
| 30361 - Paralegal/Legal Assistant I | 19.60 |
| 30362 - Paralegal/Legal Assistant II | 25.03 |
| 30363 - Paralegal/Legal Assistant III | 30.59 |
| 30364 - Paralegal/Legal Assistant IV | 36.99 |
| 30390 - Photo-Optics Technician | 25.86 |
| 30461 - Technical Writer I | 24.02 |
| 30462 - Technical Writer II | 29.38 |
| 30463 - Technical Writer III | 35.55 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.32 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.64 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.72 |
| 30494 - Unexploded (UXO) Safety Escort | 25.32 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.32 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 23.27 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 25.35 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.62 |
| 31030 - Bus Driver | 20.94 |
| 31043 - Driver Courier | 13.63 |
| 31260 - Parking and Lot Attendant | 9.61 |
| 31290 - Shuttle Bus Driver | 14.80 |
| 31310 - Taxi Driver | 12.48 |
| 31361 - Truckdriver, Light | 14.80 |
| 31362 - Truckdriver, Medium | 17.73 |
| 31363 - Truckdriver, Heavy | 17.89 |
| 31364 - Truckdriver, Tractor-Trailer | 17.89 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.10 |
| 99050 - Desk Clerk | 11.32 |

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|---|-------|
| 99095 - Embalmer | 25.32 |
| 99251 - Laboratory Animal Caretaker I | 12.33 |
| 99252 - Laboratory Animal Caretaker II | 13.23 |
| 99310 - Mortician | 25.32 |
| 99410 - Pest Controller | 18.38 |
| 99510 - Photofinishing Worker | 14.83 |
| 99710 - Recycling Laborer | 21.38 |
| 99711 - Recycling Specialist | 23.67 |
| 99730 - Refuse Collector | 19.26 |
| 99810 - Sales Clerk | 12.55 |
| 99820 - School Crossing Guard | 13.08 |
| 99830 - Survey Party Chief | 28.30 |
| 99831 - Surveying Aide | 18.63 |
| 99832 - Surveying Technician | 25.56 |
| 99840 - Vending Machine Attendant | 18.63 |
| 99841 - Vending Machine Repairer | 21.51 |
| 99842 - Vending Machine Repairer Helper | 18.63 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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:

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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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2067
Revision No.: 15
Date of Last Revision: 07/25/2014

State: California

Area: California Counties of Calaveras, San Joaquin, Stanislaus, Tuolumne

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.71 |
| 01012 - Accounting Clerk II | | 16.51 |
| 01013 - Accounting Clerk III | | 18.46 |
| 01020 - Administrative Assistant | | 20.68 |
| 01040 - Court Reporter | | 18.28 |
| 01051 - Data Entry Operator I | | 12.69 |
| 01052 - Data Entry Operator II | | 13.85 |
| 01060 - Dispatcher, Motor Vehicle | | 19.64 |

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|-------|--|-------|
| 01070 | - Document Preparation Clerk | 14.56 |
| 01090 | - Duplicating Machine Operator | 14.56 |
| 01111 | - General Clerk I | 13.18 |
| 01112 | - General Clerk II | 14.38 |
| 01113 | - General Clerk III | 16.14 |
| 01120 | - Housing Referral Assistant | 20.39 |
| 01141 | - Messenger Courier | 12.28 |
| 01191 | - Order Clerk I | 13.75 |
| 01192 | - Order Clerk II | 14.95 |
| 01261 | - Personnel Assistant (Employment) I | 16.24 |
| 01262 | - Personnel Assistant (Employment) II | 18.17 |
| 01263 | - Personnel Assistant (Employment) III | 20.11 |
| 01270 | - Production Control Clerk | 19.89 |
| 01280 | - Receptionist | 12.45 |
| 01290 | - Rental Clerk | 12.58 |
| 01300 | - Scheduler, Maintenance | 16.34 |
| 01311 | - Secretary I | 16.34 |
| 01312 | - Secretary II | 18.28 |
| 01313 | - Secretary III | 20.39 |
| 01320 | - Service Order Dispatcher | 19.64 |
| 01410 | - Supply Technician | 22.65 |
| 01420 | - Survey Worker | 16.22 |
| 01531 | - Travel Clerk I | 13.06 |
| 01532 | - Travel Clerk II | 14.05 |
| 01533 | - Travel Clerk III | 15.10 |
| 01611 | - Word Processor I | 13.87 |
| 01612 | - Word Processor II | 15.56 |
| 01613 | - Word Processor III | 17.40 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 19.80 |
| 05010 | - Automotive Electrician | 19.64 |
| 05040 | - Automotive Glass Installer | 20.62 |
| 05070 | - Automotive Worker | 19.03 |
| 05110 | - Mobile Equipment Servicer | 17.59 |
| 05130 | - Motor Equipment Metal Mechanic | 20.47 |
| 05160 | - Motor Equipment Metal Worker | 19.03 |
| 05190 | - Motor Vehicle Mechanic | 19.81 |
| 05220 | - Motor Vehicle Mechanic Helper | 16.48 |
| 05250 | - Motor Vehicle Upholstery Worker | 17.80 |
| 05280 | - Motor Vehicle Wrecker | 18.69 |
| 05310 | - Painter, Automotive | 19.29 |
| 05340 | - Radiator Repair Specialist | 18.69 |
| 05370 | - Tire Repairer | 14.13 |
| 05400 | - Transmission Repair Specialist | 20.47 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 16.87 |
| 07041 | - Cook I | 13.74 |
| 07042 | - Cook II | 14.99 |
| 07070 | - Dishwasher | 9.09 |
| 07130 | - Food Service Worker | 10.51 |
| 07210 | - Meat Cutter | 17.05 |
| 07260 | - Waiter/Waitress | 9.98 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 16.32 |
| 09040 | - Furniture Handler | 12.88 |
| 09080 | - Furniture Refinisher | 16.32 |
| 09090 | - Furniture Refinisher Helper | 13.94 |
| 09110 | - Furniture Repairer, Minor | 15.13 |
| 09130 | - Upholsterer | 16.32 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 10.58 |
| 11060 | - Elevator Operator | 12.18 |
| 11090 | - Gardener | 16.13 |

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| 11122 - Housekeeping Aide | 12.18 |
| 11150 - Janitor | 12.93 |
| 11210 - Laborer, Grounds Maintenance | 13.39 |
| 11240 - Maid or Houseman | 10.17 |
| 11260 - Pruner | 12.49 |
| 11270 - Tractor Operator | 15.51 |
| 11330 - Trail Maintenance Worker | 13.39 |
| 11360 - Window Cleaner | 13.77 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.71 |
| 12011 - Breath Alcohol Technician | 16.43 |
| 12012 - Certified Occupational Therapist Assistant | 24.42 |
| 12015 - Certified Physical Therapist Assistant | 24.42 |
| 12020 - Dental Assistant | 15.31 |
| 12025 - Dental Hygienist | 39.05 |
| 12030 - EKG Technician | 27.12 |
| 12035 - Electroneurodiagnostic Technologist | 27.12 |
| 12040 - Emergency Medical Technician | 16.30 |
| 12071 - Licensed Practical Nurse I | 19.12 |
| 12072 - Licensed Practical Nurse II | 21.38 |
| 12073 - Licensed Practical Nurse III | 23.85 |
| 12100 - Medical Assistant | 13.23 |
| 12130 - Medical Laboratory Technician | 18.79 |
| 12160 - Medical Record Clerk | 16.34 |
| 12190 - Medical Record Technician | 19.19 |
| 12195 - Medical Transcriptionist | 16.34 |
| 12210 - Nuclear Medicine Technologist | 41.37 |
| 12221 - Nursing Assistant I | 10.00 |
| 12222 - Nursing Assistant II | 11.24 |
| 12223 - Nursing Assistant III | 12.27 |
| 12224 - Nursing Assistant IV | 13.77 |
| 12235 - Optical Dispenser | 16.61 |
| 12236 - Optical Technician | 14.91 |
| 12250 - Pharmacy Technician | 17.34 |
| 12280 - Phlebotomist | 16.46 |
| 12305 - Radiologic Technologist | 32.96 |
| 12311 - Registered Nurse I | 24.46 |
| 12312 - Registered Nurse II | 29.92 |
| 12313 - Registered Nurse II, Specialist | 29.76 |
| 12314 - Registered Nurse III | 36.20 |
| 12315 - Registered Nurse III, Anesthetist | 36.20 |
| 12316 - Registered Nurse IV | 43.38 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.64 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 23.15 |
| 13012 - Exhibits Specialist II | 29.54 |
| 13013 - Exhibits Specialist III | 36.13 |
| 13041 - Illustrator I | 23.16 |
| 13042 - Illustrator II | 29.54 |
| 13043 - Illustrator III | 36.13 |
| 13047 - Librarian | 32.70 |
| 13050 - Library Aide/Clerk | 13.47 |
| 13054 - Library Information Technology Systems Administrator | 29.54 |
| 13058 - Library Technician | 16.26 |
| 13061 - Media Specialist I | 16.29 |
| 13062 - Media Specialist II | 18.23 |
| 13063 - Media Specialist III | 20.32 |
| 13071 - Photographer I | 15.00 |
| 13072 - Photographer II | 16.54 |
| 13073 - Photographer III | 20.61 |
| 13074 - Photographer IV | 25.20 |
| 13075 - Photographer V | 30.49 |

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|---|---------------|
| 13110 - Video Teleconference Technician | 18.71 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.53 |
| 14042 - Computer Operator II | 17.63 |
| 14043 - Computer Operator III | 19.79 |
| 14044 - Computer Operator IV | 21.99 |
| 14045 - Computer Operator V | 24.36 |
| 14071 - Computer Programmer I | (see 1) 20.21 |
| 14072 - Computer Programmer II | (see 1) 25.48 |
| 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 | 15.53 |
| 14160 - Personal Computer Support Technician | 21.99 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.84 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.69 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.69 |
| 15050 - Computer Based Training Specialist / Instructor | 27.84 |
| 15060 - Educational Technologist | 30.32 |
| 15070 - Flight Instructor (Pilot) | 39.69 |
| 15080 - Graphic Artist | 19.23 |
| 15090 - Technical Instructor | 19.30 |
| 15095 - Technical Instructor/Course Developer | 23.61 |
| 15110 - Test Proctor | 15.57 |
| 15120 - Tutor | 15.57 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.19 |
| 16030 - Counter Attendant | 9.19 |
| 16040 - Dry Cleaner | 12.33 |
| 16070 - Finisher, Flatwork, Machine | 9.19 |
| 16090 - Presser, Hand | 9.19 |
| 16110 - Presser, Machine, Drycleaning | 9.19 |
| 16130 - Presser, Machine, Shirts | 9.19 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.19 |
| 16190 - Sewing Machine Operator | 13.39 |
| 16220 - Tailor | 14.44 |
| 16250 - Washer, Machine | 10.22 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.47 |
| 19040 - Tool And Die Maker | 23.70 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.85 |
| 21030 - Material Coordinator | 19.89 |
| 21040 - Material Expediter | 19.89 |
| 21050 - Material Handling Laborer | 14.09 |
| 21071 - Order Filler | 12.01 |
| 21080 - Production Line Worker (Food Processing) | 15.85 |
| 21110 - Shipping Packer | 16.15 |
| 21130 - Shipping/Receiving Clerk | 16.15 |
| 21140 - Store Worker I | 14.60 |
| 21150 - Stock Clerk | 17.39 |
| 21210 - Tools And Parts Attendant | 15.85 |
| 21410 - Warehouse Specialist | 15.85 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 22.23 |
| 23021 - Aircraft Mechanic I | 21.28 |
| 23022 - Aircraft Mechanic II | 22.23 |
| 23023 - Aircraft Mechanic III | 23.21 |
| 23040 - Aircraft Mechanic Helper | 16.76 |
| 23050 - Aircraft, Painter | 20.30 |

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| 23060 - Aircraft Servicer | 18.46 |
| 23080 - Aircraft Worker | 19.48 |
| 23110 - Appliance Mechanic | 22.18 |
| 23120 - Bicycle Repairer | 14.13 |
| 23125 - Cable Splicer | 22.79 |
| 23130 - Carpenter, Maintenance | 24.83 |
| 23140 - Carpet Layer | 17.09 |
| 23160 - Electrician, Maintenance | 25.03 |
| 23181 - Electronics Technician Maintenance I | 25.35 |
| 23182 - Electronics Technician Maintenance II | 26.73 |
| 23183 - Electronics Technician Maintenance III | 27.89 |
| 23260 - Fabric Worker | 19.70 |
| 23290 - Fire Alarm System Mechanic | 20.54 |
| 23310 - Fire Extinguisher Repairer | 18.56 |
| 23311 - Fuel Distribution System Mechanic | 24.42 |
| 23312 - Fuel Distribution System Operator | 19.77 |
| 23370 - General Maintenance Worker | 18.96 |
| 23380 - Ground Support Equipment Mechanic | 21.28 |
| 23381 - Ground Support Equipment Servicer | 18.46 |
| 23382 - Ground Support Equipment Worker | 19.44 |
| 23391 - Gunsmith I | 18.56 |
| 23392 - Gunsmith II | 20.84 |
| 23393 - Gunsmith III | 22.93 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.71 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.66 |
| 23430 - Heavy Equipment Mechanic | 24.89 |
| 23440 - Heavy Equipment Operator | 30.51 |
| 23460 - Instrument Mechanic | 25.08 |
| 23465 - Laboratory/Shelter Mechanic | 21.97 |
| 23470 - Laborer | 14.09 |
| 23510 - Locksmith | 21.76 |
| 23530 - Machinery Maintenance Mechanic | 24.85 |
| 23550 - Machinist, Maintenance | 20.79 |
| 23580 - Maintenance Trades Helper | 15.33 |
| 23591 - Metrology Technician I | 25.08 |
| 23592 - Metrology Technician II | 26.20 |
| 23593 - Metrology Technician III | 27.36 |
| 23640 - Millwright | 23.30 |
| 23710 - Office Appliance Repairer | 21.49 |
| 23760 - Painter, Maintenance | 19.67 |
| 23790 - Pipefitter, Maintenance | 23.20 |
| 23810 - Plumber, Maintenance | 22.26 |
| 23820 - Pneudraulic Systems Mechanic | 22.79 |
| 23850 - Rigger | 22.79 |
| 23870 - Scale Mechanic | 20.84 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.59 |
| 23910 - Small Engine Mechanic | 20.68 |
| 23931 - Telecommunications Mechanic I | 25.68 |
| 23932 - Telecommunications Mechanic II | 26.83 |
| 23950 - Telephone Lineman | 27.08 |
| 23960 - Welder, Combination, Maintenance | 18.71 |
| 23965 - Well Driller | 22.79 |
| 23970 - Woodcraft Worker | 22.79 |
| 23980 - Woodworker | 15.41 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.56 |
| 24580 - Child Care Center Clerk | 16.99 |
| 24610 - Chore Aide | 9.79 |
| 24620 - Family Readiness And Support Services Coordinator | 17.62 |
| 24630 - Homemaker | 17.40 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.25 |
| 25040 - Sewage Plant Operator | 27.03 |
| 25070 - Stationary Engineer | 27.25 |
| 25190 - Ventilation Equipment Tender | 20.72 |
| 25210 - Water Treatment Plant Operator | 27.03 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 21.79 |
| 27007 - Baggage Inspector | 10.95 |
| 27008 - Corrections Officer | 27.42 |
| 27010 - Court Security Officer | 27.42 |
| 27030 - Detection Dog Handler | 18.61 |
| 27040 - Detention Officer | 27.42 |
| 27070 - Firefighter | 24.77 |
| 27101 - Guard I | 10.95 |
| 27102 - Guard II | 18.61 |
| 27131 - Police Officer I | 27.31 |
| 27132 - Police Officer II | 30.33 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.99 |
| 28042 - Carnival Equipment Repairer | 11.46 |
| 28043 - Carnival Equipment Worker | 9.40 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.39 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.54 |
| 28515 - Recreation Specialist | 17.31 |
| 28630 - Sports Official | 11.39 |
| 28690 - Swimming Pool Operator | 16.09 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.20 |
| 29020 - Hatch Tender | 23.20 |
| 29030 - Line Handler | 23.20 |
| 29041 - Stevedore I | 21.93 |
| 29042 - Stevedore II | 24.46 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 19.89 |
| 30022 - Archeological Technician II | 22.25 |
| 30023 - Archeological Technician III | 27.58 |
| 30030 - Cartographic Technician | 27.58 |
| 30040 - Civil Engineering Technician | 26.27 |
| 30061 - Drafter/CAD Operator I | 19.89 |
| 30062 - Drafter/CAD Operator II | 22.25 |
| 30063 - Drafter/CAD Operator III | 24.82 |
| 30064 - Drafter/CAD Operator IV | 30.53 |
| 30081 - Engineering Technician I | 16.22 |
| 30082 - Engineering Technician II | 18.20 |
| 30083 - Engineering Technician III | 20.59 |
| 30084 - Engineering Technician IV | 25.23 |
| 30085 - Engineering Technician V | 30.86 |
| 30086 - Engineering Technician VI | 37.33 |
| 30090 - Environmental Technician | 22.40 |
| 30210 - Laboratory Technician | 24.82 |
| 30240 - Mathematical Technician | 27.58 |
| 30361 - Paralegal/Legal Assistant I | 20.90 |
| 30362 - Paralegal/Legal Assistant II | 25.90 |
| 30363 - Paralegal/Legal Assistant III | 31.68 |
| 30364 - Paralegal/Legal Assistant IV | 38.33 |
| 30390 - Photo-Optics Technician | 26.83 |
| 30461 - Technical Writer I | 25.61 |

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|---|---------------|
| 30462 - Technical Writer II | 31.31 |
| 30463 - Technical Writer III | 37.88 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 23.71 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 26.36 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.06 |
| 31030 - Bus Driver | 16.97 |
| 31043 - Driver Courier | 15.25 |
| 31260 - Parking and Lot Attendant | 12.64 |
| 31290 - Shuttle Bus Driver | 16.06 |
| 31310 - Taxi Driver | 14.41 |
| 31361 - Truckdriver, Light | 16.06 |
| 31362 - Truckdriver, Medium | 16.78 |
| 31363 - Truckdriver, Heavy | 20.78 |
| 31364 - Truckdriver, Tractor-Trailer | 20.78 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.52 |
| 99050 - Desk Clerk | 9.76 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.77 |
| 99252 - Laboratory Animal Caretaker II | 12.53 |
| 99310 - Mortician | 25.80 |
| 99410 - Pest Controller | 17.45 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 21.82 |
| 99711 - Recycling Specialist | 25.11 |
| 99730 - Refuse Collector | 20.19 |
| 99810 - Sales Clerk | 12.68 |
| 99820 - School Crossing Guard | 12.55 |
| 99830 - Survey Party Chief | 34.32 |
| 99831 - Surveying Aide | 20.72 |
| 99832 - Surveying Technician | 28.39 |
| 99840 - Vending Machine Attendant | 10.98 |
| 99841 - Vending Machine Repairer | 14.63 |
| 99842 - Vending Machine Repairer Helper | 12.10 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2068
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Calaveras, San Joaquin, Stanislaus, Tuolumne

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.71 |
| 01012 - Accounting Clerk II | | 16.51 |
| 01013 - Accounting Clerk III | | 18.46 |
| 01020 - Administrative Assistant | | 20.68 |
| 01040 - Court Reporter | | 18.28 |
| 01051 - Data Entry Operator I | | 12.69 |
| 01052 - Data Entry Operator II | | 13.85 |
| 01060 - Dispatcher, Motor Vehicle | | 19.64 |
| 01070 - Document Preparation Clerk | | 14.56 |
| 01090 - Duplicating Machine Operator | | 14.56 |
| 01111 - General Clerk I | | 13.18 |
| 01112 - General Clerk II | | 14.38 |
| 01113 - General Clerk III | | 16.14 |
| 01120 - Housing Referral Assistant | | 20.39 |
| 01141 - Messenger Courier | | 12.28 |
| 01191 - Order Clerk I | | 13.75 |
| 01192 - Order Clerk II | | 14.95 |
| 01261 - Personnel Assistant (Employment) I | | 16.24 |
| 01262 - Personnel Assistant (Employment) II | | 18.17 |
| 01263 - Personnel Assistant (Employment) III | | 20.11 |
| 01270 - Production Control Clerk | | 19.89 |
| 01280 - Receptionist | | 12.45 |
| 01290 - Rental Clerk | | 12.58 |
| 01300 - Scheduler, Maintenance | | 16.34 |
| 01311 - Secretary I | | 16.34 |
| 01312 - Secretary II | | 18.28 |
| 01313 - Secretary III | | 20.39 |
| 01320 - Service Order Dispatcher | | 19.64 |
| 01410 - Supply Technician | | 22.65 |
| 01420 - Survey Worker | | 16.22 |
| 01531 - Travel Clerk I | | 13.06 |
| 01532 - Travel Clerk II | | 14.05 |
| 01533 - Travel Clerk III | | 15.10 |
| 01611 - Word Processor I | | 13.87 |
| 01612 - Word Processor II | | 15.56 |
| 01613 - Word Processor III | | 17.40 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.80 |
| 05010 - Automotive Electrician | | 19.64 |
| 05040 - Automotive Glass Installer | | 20.62 |
| 05070 - Automotive Worker | | 19.03 |
| 05110 - Mobile Equipment Servicer | | 17.59 |
| 05130 - Motor Equipment Metal Mechanic | | 20.47 |
| 05160 - Motor Equipment Metal Worker | | 19.03 |
| 05190 - Motor Vehicle Mechanic | | 19.81 |
| 05220 - Motor Vehicle Mechanic Helper | | 16.48 |
| 05250 - Motor Vehicle Upholstery Worker | | 17.80 |
| 05280 - Motor Vehicle Wrecker | | 18.69 |
| 05310 - Painter, Automotive | | 19.29 |
| 05340 - Radiator Repair Specialist | | 18.69 |
| 05370 - Tire Repairer | | 14.13 |
| 05400 - Transmission Repair Specialist | | 20.47 |

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| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 16.87 |
| 07041 - Cook I | 13.74 |
| 07042 - Cook II | 14.99 |
| 07070 - Dishwasher | 9.09 |
| 07130 - Food Service Worker | 10.51 |
| 07210 - Meat Cutter | 17.05 |
| 07260 - Waiter/Waitress | 9.98 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.32 |
| 09040 - Furniture Handler | 12.88 |
| 09080 - Furniture Refinisher | 16.32 |
| 09090 - Furniture Refinisher Helper | 13.94 |
| 09110 - Furniture Repairer, Minor | 15.13 |
| 09130 - Upholsterer | 16.32 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.58 |
| 11060 - Elevator Operator | 12.18 |
| 11090 - Gardener | 16.13 |
| 11122 - Housekeeping Aide | 12.18 |
| 11150 - Janitor | 12.93 |
| 11210 - Laborer, Grounds Maintenance | 13.39 |
| 11240 - Maid or Houseman | 10.17 |
| 11260 - Pruner | 12.49 |
| 11270 - Tractor Operator | 15.51 |
| 11330 - Trail Maintenance Worker | 13.39 |
| 11360 - Window Cleaner | 13.77 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.71 |
| 12011 - Breath Alcohol Technician | 16.43 |
| 12012 - Certified Occupational Therapist Assistant | 24.42 |
| 12015 - Certified Physical Therapist Assistant | 24.42 |
| 12020 - Dental Assistant | 15.31 |
| 12025 - Dental Hygienist | 39.05 |
| 12030 - EKG Technician | 27.12 |
| 12035 - Electroneurodiagnostic Technologist | 27.12 |
| 12040 - Emergency Medical Technician | 16.30 |
| 12071 - Licensed Practical Nurse I | 19.12 |
| 12072 - Licensed Practical Nurse II | 21.38 |
| 12073 - Licensed Practical Nurse III | 23.85 |
| 12100 - Medical Assistant | 13.23 |
| 12130 - Medical Laboratory Technician | 18.79 |
| 12160 - Medical Record Clerk | 16.34 |
| 12190 - Medical Record Technician | 19.19 |
| 12195 - Medical Transcriptionist | 16.34 |
| 12210 - Nuclear Medicine Technologist | 41.37 |
| 12221 - Nursing Assistant I | 10.00 |
| 12222 - Nursing Assistant II | 11.24 |
| 12223 - Nursing Assistant III | 12.27 |
| 12224 - Nursing Assistant IV | 13.77 |
| 12235 - Optical Dispenser | 16.61 |
| 12236 - Optical Technician | 14.91 |
| 12250 - Pharmacy Technician | 17.34 |
| 12280 - Phlebotomist | 16.46 |
| 12305 - Radiologic Technologist | 32.96 |
| 12311 - Registered Nurse I | 24.46 |
| 12312 - Registered Nurse II | 29.92 |
| 12313 - Registered Nurse II, Specialist | 29.76 |
| 12314 - Registered Nurse III | 36.20 |
| 12315 - Registered Nurse III, Anesthetist | 36.20 |
| 12316 - Registered Nurse IV | 43.38 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.64 |
| 13000 - Information And Arts Occupations | |

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|---|---------------|
| 13011 - Exhibits Specialist I | 23.15 |
| 13012 - Exhibits Specialist II | 29.54 |
| 13013 - Exhibits Specialist III | 36.13 |
| 13041 - Illustrator I | 23.16 |
| 13042 - Illustrator II | 29.54 |
| 13043 - Illustrator III | 36.13 |
| 13047 - Librarian | 32.70 |
| 13050 - Library Aide/Clerk | 13.47 |
| 13054 - Library Information Technology Systems Administrator | 29.54 |
| 13058 - Library Technician | 16.26 |
| 13061 - Media Specialist I | 16.29 |
| 13062 - Media Specialist II | 18.23 |
| 13063 - Media Specialist III | 20.32 |
| 13071 - Photographer I | 15.00 |
| 13072 - Photographer II | 16.54 |
| 13073 - Photographer III | 20.61 |
| 13074 - Photographer IV | 25.20 |
| 13075 - Photographer V | 30.49 |
| 13110 - Video Teleconference Technician | 18.71 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.53 |
| 14042 - Computer Operator II | 17.63 |
| 14043 - Computer Operator III | 19.79 |
| 14044 - Computer Operator IV | 21.99 |
| 14045 - Computer Operator V | 24.36 |
| 14071 - Computer Programmer I | (see 1) 20.21 |
| 14072 - Computer Programmer II | (see 1) 25.48 |
| 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 | 15.53 |
| 14160 - Personal Computer Support Technician | 21.99 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.84 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.69 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.69 |
| 15050 - Computer Based Training Specialist / Instructor | 27.84 |
| 15060 - Educational Technologist | 30.32 |
| 15070 - Flight Instructor (Pilot) | 39.69 |
| 15080 - Graphic Artist | 19.23 |
| 15090 - Technical Instructor | 19.30 |
| 15095 - Technical Instructor/Course Developer | 23.61 |
| 15110 - Test Proctor | 15.57 |
| 15120 - Tutor | 15.57 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.19 |
| 16030 - Counter Attendant | 9.19 |
| 16040 - Dry Cleaner | 12.33 |
| 16070 - Finisher, Flatwork, Machine | 9.19 |
| 16090 - Presser, Hand | 9.19 |
| 16110 - Presser, Machine, Drycleaning | 9.19 |
| 16130 - Presser, Machine, Shirts | 9.19 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.19 |
| 16190 - Sewing Machine Operator | 13.39 |
| 16220 - Tailor | 14.44 |
| 16250 - Washer, Machine | 10.22 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.47 |
| 19040 - Tool And Die Maker | 23.70 |
| 21000 - Materials Handling And Packing Occupations | |

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|---|-------|
| 21020 - Forklift Operator | 15.85 |
| 21030 - Material Coordinator | 19.89 |
| 21040 - Material Expediter | 19.89 |
| 21050 - Material Handling Laborer | 14.09 |
| 21071 - Order Filler | 12.01 |
| 21080 - Production Line Worker (Food Processing) | 15.85 |
| 21110 - Shipping Packer | 16.15 |
| 21130 - Shipping/Receiving Clerk | 16.15 |
| 21140 - Store Worker I | 14.60 |
| 21150 - Stock Clerk | 17.39 |
| 21210 - Tools And Parts Attendant | 15.85 |
| 21410 - Warehouse Specialist | 15.85 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.23 |
| 23021 - Aircraft Mechanic I | 21.28 |
| 23022 - Aircraft Mechanic II | 22.23 |
| 23023 - Aircraft Mechanic III | 23.21 |
| 23040 - Aircraft Mechanic Helper | 16.76 |
| 23050 - Aircraft, Painter | 20.30 |
| 23060 - Aircraft Servicer | 18.46 |
| 23080 - Aircraft Worker | 19.48 |
| 23110 - Appliance Mechanic | 22.18 |
| 23120 - Bicycle Repairer | 14.13 |
| 23125 - Cable Splicer | 22.79 |
| 23130 - Carpenter, Maintenance | 24.83 |
| 23140 - Carpet Layer | 17.09 |
| 23160 - Electrician, Maintenance | 25.03 |
| 23181 - Electronics Technician Maintenance I | 25.35 |
| 23182 - Electronics Technician Maintenance II | 26.73 |
| 23183 - Electronics Technician Maintenance III | 27.89 |
| 23260 - Fabric Worker | 19.70 |
| 23290 - Fire Alarm System Mechanic | 20.54 |
| 23310 - Fire Extinguisher Repairer | 18.56 |
| 23311 - Fuel Distribution System Mechanic | 24.42 |
| 23312 - Fuel Distribution System Operator | 19.77 |
| 23370 - General Maintenance Worker | 18.96 |
| 23380 - Ground Support Equipment Mechanic | 21.28 |
| 23381 - Ground Support Equipment Servicer | 18.46 |
| 23382 - Ground Support Equipment Worker | 19.44 |
| 23391 - Gunsmith I | 18.56 |
| 23392 - Gunsmith II | 20.84 |
| 23393 - Gunsmith III | 22.93 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.71 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.66 |
| 23430 - Heavy Equipment Mechanic | 24.89 |
| 23440 - Heavy Equipment Operator | 30.51 |
| 23460 - Instrument Mechanic | 25.08 |
| 23465 - Laboratory/Shelter Mechanic | 21.97 |
| 23470 - Laborer | 14.09 |
| 23510 - Locksmith | 21.76 |
| 23530 - Machinery Maintenance Mechanic | 24.85 |
| 23550 - Machinist, Maintenance | 20.79 |
| 23580 - Maintenance Trades Helper | 15.33 |
| 23591 - Metrology Technician I | 25.08 |
| 23592 - Metrology Technician II | 26.20 |
| 23593 - Metrology Technician III | 27.36 |
| 23640 - Millwright | 23.30 |
| 23710 - Office Appliance Repairer | 21.49 |
| 23760 - Painter, Maintenance | 19.67 |
| 23790 - Pipefitter, Maintenance | 23.20 |
| 23810 - Plumber, Maintenance | 22.26 |

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| 23820 - Pneudraulic Systems Mechanic | 22.79 |
| 23850 - Rigger | 22.79 |
| 23870 - Scale Mechanic | 20.84 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.59 |
| 23910 - Small Engine Mechanic | 20.68 |
| 23931 - Telecommunications Mechanic I | 25.68 |
| 23932 - Telecommunications Mechanic II | 26.83 |
| 23950 - Telephone Lineman | 27.08 |
| 23960 - Welder, Combination, Maintenance | 18.71 |
| 23965 - Well Driller | 22.79 |
| 23970 - Woodcraft Worker | 22.79 |
| 23980 - Woodworker | 15.41 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.56 |
| 24580 - Child Care Center Clerk | 16.99 |
| 24610 - Chore Aide | 9.79 |
| 24620 - Family Readiness And Support Services Coordinator | 17.62 |
| 24630 - Homemaker | 17.40 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.25 |
| 25040 - Sewage Plant Operator | 27.03 |
| 25070 - Stationary Engineer | 27.25 |
| 25190 - Ventilation Equipment Tender | 20.72 |
| 25210 - Water Treatment Plant Operator | 27.03 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 21.79 |
| 27007 - Baggage Inspector | 10.95 |
| 27008 - Corrections Officer | 27.42 |
| 27010 - Court Security Officer | 27.42 |
| 27030 - Detection Dog Handler | 18.61 |
| 27040 - Detention Officer | 27.42 |
| 27070 - Firefighter | 24.77 |
| 27101 - Guard I | 10.95 |
| 27102 - Guard II | 18.61 |
| 27131 - Police Officer I | 27.31 |
| 27132 - Police Officer II | 30.33 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.99 |
| 28042 - Carnival Equipment Repairer | 11.46 |
| 28043 - Carnival Equipment Worker | 9.40 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.39 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.54 |
| 28515 - Recreation Specialist | 17.31 |
| 28630 - Sports Official | 11.39 |
| 28690 - Swimming Pool Operator | 16.09 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.20 |
| 29020 - Hatch Tender | 23.20 |
| 29030 - Line Handler | 23.20 |
| 29041 - Stevedore I | 21.93 |
| 29042 - Stevedore II | 24.46 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 19.89 |
| 30022 - Archeological Technician II | 22.25 |
| 30023 - Archeological Technician III | 27.58 |
| 30030 - Cartographic Technician | 27.58 |
| 30040 - Civil Engineering Technician | 26.27 |

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|---|---------------|
| 30061 - Drafter/CAD Operator I | 19.89 |
| 30062 - Drafter/CAD Operator II | 22.25 |
| 30063 - Drafter/CAD Operator III | 24.82 |
| 30064 - Drafter/CAD Operator IV | 30.53 |
| 30081 - Engineering Technician I | 16.22 |
| 30082 - Engineering Technician II | 18.20 |
| 30083 - Engineering Technician III | 20.59 |
| 30084 - Engineering Technician IV | 25.23 |
| 30085 - Engineering Technician V | 30.86 |
| 30086 - Engineering Technician VI | 37.33 |
| 30090 - Environmental Technician | 22.40 |
| 30210 - Laboratory Technician | 24.82 |
| 30240 - Mathematical Technician | 27.58 |
| 30361 - Paralegal/Legal Assistant I | 20.90 |
| 30362 - Paralegal/Legal Assistant II | 25.90 |
| 30363 - Paralegal/Legal Assistant III | 31.68 |
| 30364 - Paralegal/Legal Assistant IV | 38.33 |
| 30390 - Photo-Optics Technician | 26.83 |
| 30461 - Technical Writer I | 25.61 |
| 30462 - Technical Writer II | 31.31 |
| 30463 - Technical Writer III | 37.88 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 23.71 |
| 30621 - Weather Observer, Senior | (see 2) 26.36 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.06 |
| 31030 - Bus Driver | 16.97 |
| 31043 - Driver Courier | 15.25 |
| 31260 - Parking and Lot Attendant | 12.64 |
| 31290 - Shuttle Bus Driver | 16.06 |
| 31310 - Taxi Driver | 14.41 |
| 31361 - Truckdriver, Light | 16.06 |
| 31362 - Truckdriver, Medium | 16.78 |
| 31363 - Truckdriver, Heavy | 20.78 |
| 31364 - Truckdriver, Tractor-Trailer | 20.78 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.52 |
| 99050 - Desk Clerk | 9.76 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.77 |
| 99252 - Laboratory Animal Caretaker II | 12.53 |
| 99310 - Mortician | 25.80 |
| 99410 - Pest Controller | 17.45 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 21.82 |
| 99711 - Recycling Specialist | 25.11 |
| 99730 - Refuse Collector | 20.19 |
| 99810 - Sales Clerk | 12.68 |
| 99820 - School Crossing Guard | 12.55 |
| 99830 - Survey Party Chief | 34.32 |
| 99831 - Surveying Aide | 20.72 |
| 99832 - Surveying Technician | 28.39 |
| 99840 - Vending Machine Attendant | 10.98 |
| 99841 - Vending Machine Repairer | 14.63 |
| 99842 - Vending Machine Repairer Helper | 12.10 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2069
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Napa, Solano, Sonoma

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.92 |
| 01012 - Accounting Clerk II | | 20.12 |
| 01013 - Accounting Clerk III | | 22.50 |
| 01020 - Administrative Assistant | | 30.87 |
| 01040 - Court Reporter | | 26.73 |
| 01051 - Data Entry Operator I | | 15.38 |
| 01052 - Data Entry Operator II | | 16.78 |
| 01060 - Dispatcher, Motor Vehicle | | 29.13 |
| 01070 - Document Preparation Clerk | | 15.82 |
| 01090 - Duplicating Machine Operator | | 15.82 |
| 01111 - General Clerk I | | 15.87 |
| 01112 - General Clerk II | | 17.31 |
| 01113 - General Clerk III | | 19.37 |
| 01120 - Housing Referral Assistant | | 28.83 |
| 01141 - Messenger Courier | | 12.83 |
| 01191 - Order Clerk I | | 16.98 |
| 01192 - Order Clerk II | | 18.58 |
| 01261 - Personnel Assistant (Employment) I | | 19.80 |
| 01262 - Personnel Assistant (Employment) II | | 22.18 |
| 01263 - Personnel Assistant (Employment) III | | 24.69 |
| 01270 - Production Control Clerk | | 28.05 |
| 01280 - Receptionist | | 17.21 |
| 01290 - Rental Clerk | | 16.25 |
| 01300 - Scheduler, Maintenance | | 23.12 |
| 01311 - Secretary I | | 23.12 |
| 01312 - Secretary II | | 25.86 |
| 01313 - Secretary III | | 28.83 |
| 01320 - Service Order Dispatcher | | 22.62 |
| 01410 - Supply Technician | | 30.87 |
| 01420 - Survey Worker | | 22.72 |

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| 01531 - Travel Clerk I | 13.54 |
| 01532 - Travel Clerk II | 14.74 |
| 01533 - Travel Clerk III | 15.97 |
| 01611 - Word Processor I | 20.77 |
| 01612 - Word Processor II | 23.32 |
| 01613 - Word Processor III | 26.09 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 25.77 |
| 05010 - Automotive Electrician | 23.26 |
| 05040 - Automotive Glass Installer | 20.29 |
| 05070 - Automotive Worker | 23.26 |
| 05110 - Mobile Equipment Servicer | 20.22 |
| 05130 - Motor Equipment Metal Mechanic | 24.26 |
| 05160 - Motor Equipment Metal Worker | 22.22 |
| 05190 - Motor Vehicle Mechanic | 24.26 |
| 05220 - Motor Vehicle Mechanic Helper | 19.14 |
| 05250 - Motor Vehicle Upholstery Worker | 21.22 |
| 05280 - Motor Vehicle wrecker | 22.22 |
| 05310 - Painter, Automotive | 22.98 |
| 05340 - Radiator Repair Specialist | 21.94 |
| 05370 - Tire Repairer | 16.28 |
| 05400 - Transmission Repair Specialist | 24.26 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.01 |
| 07041 - Cook I | 16.43 |
| 07042 - Cook II | 18.65 |
| 07070 - Dishwasher | 10.27 |
| 07130 - Food Service Worker | 10.72 |
| 07210 - Meat Cutter | 17.25 |
| 07260 - Waiter/Waitress | 9.76 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.81 |
| 09040 - Furniture Handler | 14.29 |
| 09080 - Furniture Refinisher | 19.81 |
| 09090 - Furniture Refinisher Helper | 16.31 |
| 09110 - Furniture Repairer, Minor | 18.07 |
| 09130 - Upholsterer | 23.97 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.92 |
| 11060 - Elevator Operator | 13.82 |
| 11090 - Gardener | 19.46 |
| 11122 - Housekeeping Aide | 14.10 |
| 11150 - Janitor | 14.10 |
| 11210 - Laborer, Grounds Maintenance | 17.71 |
| 11240 - Maid or Houseman | 12.54 |
| 11260 - Pruner | 16.62 |
| 11270 - Tractor Operator | 19.48 |
| 11330 - Trail Maintenance Worker | 17.71 |
| 11360 - Window Cleaner | 15.68 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 23.33 |
| 12011 - Breath Alcohol Technician | 23.33 |
| 12012 - Certified Occupational Therapist Assistant | 31.20 |
| 12015 - Certified Physical Therapist Assistant | 23.44 |
| 12020 - Dental Assistant | 21.98 |
| 12025 - Dental Hygienist | 49.41 |
| 12030 - EKG Technician | 36.73 |
| 12035 - Electroneurodiagnostic Technologist | 36.73 |
| 12040 - Emergency Medical Technician | 23.33 |
| 12071 - Licensed Practical Nurse I | 21.46 |
| 12072 - Licensed Practical Nurse II | 24.09 |
| 12073 - Licensed Practical Nurse III | 26.94 |
| 12100 - Medical Assistant | 20.98 |

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| 12130 - Medical Laboratory Technician | 23.05 |
| 12160 - Medical Record Clerk | 21.00 |
| 12190 - Medical Record Technician | 23.48 |
| 12195 - Medical Transcriptionist | 20.55 |
| 12210 - Nuclear Medicine Technologist | 42.03 |
| 12221 - Nursing Assistant I | 13.66 |
| 12222 - Nursing Assistant II | 15.35 |
| 12223 - Nursing Assistant III | 16.75 |
| 12224 - Nursing Assistant IV | 18.81 |
| 12235 - Optical Dispenser | 16.98 |
| 12236 - Optical Technician | 16.19 |
| 12250 - Pharmacy Technician | 20.11 |
| 12280 - Phlebotomist | 18.81 |
| 12305 - Radiologic Technologist | 29.71 |
| 12311 - Registered Nurse I | 35.72 |
| 12312 - Registered Nurse II | 43.70 |
| 12313 - Registered Nurse II, Specialist | 43.70 |
| 12314 - Registered Nurse III | 52.94 |
| 12315 - Registered Nurse III, Anesthetist | 52.94 |
| 12316 - Registered Nurse IV | 63.36 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 34.02 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.90 |
| 13012 - Exhibits Specialist II | 31.06 |
| 13013 - Exhibits Specialist III | 38.01 |
| 13041 - Illustrator I | 25.08 |
| 13042 - Illustrator II | 31.06 |
| 13043 - Illustrator III | 38.01 |
| 13047 - Librarian | 34.41 |
| 13050 - Library Aide/Clerk | 20.80 |
| 13054 - Library Information Technology Systems Administrator | 31.06 |
| 13058 - Library Technician | 26.04 |
| 13061 - Media Specialist I | 22.42 |
| 13062 - Media Specialist II | 25.08 |
| 13063 - Media Specialist III | 27.96 |
| 13071 - Photographer I | 16.05 |
| 13072 - Photographer II | 17.92 |
| 13073 - Photographer III | 22.41 |
| 13074 - Photographer IV | 27.18 |
| 13075 - Photographer V | 32.89 |
| 13110 - Video Teleconference Technician | 20.39 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.80 |
| 14042 - Computer Operator II | 22.18 |
| 14043 - Computer Operator III | 24.69 |
| 14044 - Computer Operator IV | 27.43 |
| 14045 - Computer Operator V | 30.39 |
| 14071 - Computer Programmer I | (see 1) 27.62 |
| 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 | 19.80 |
| 14160 - Personal Computer Support Technician | 27.43 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.80 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.51 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 53.36 |
| 15050 - Computer Based Training Specialist / Instructor | 36.97 |
| 15060 - Educational Technologist | 31.96 |

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| 15070 - Flight Instructor (Pilot) | 53.36 |
| 15080 - Graphic Artist | 25.32 |
| 15090 - Technical Instructor | 23.14 |
| 15095 - Technical Instructor/Course Developer | 28.25 |
| 15110 - Test Proctor | 19.00 |
| 15120 - Tutor | 19.00 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.16 |
| 16030 - Counter Attendant | 10.16 |
| 16040 - Dry Cleaner | 13.25 |
| 16070 - Finisher, Flatwork, Machine | 10.16 |
| 16090 - Presser, Hand | 10.16 |
| 16110 - Presser, Machine, Drycleaning | 10.16 |
| 16130 - Presser, Machine, Shirts | 10.16 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.16 |
| 16190 - Sewing Machine Operator | 14.28 |
| 16220 - Tailor | 15.29 |
| 16250 - Washer, Machine | 11.22 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 24.09 |
| 19040 - Tool And Die Maker | 28.58 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.78 |
| 21030 - Material Coordinator | 28.05 |
| 21040 - Material Expediter | 28.05 |
| 21050 - Material Handling Laborer | 16.58 |
| 21071 - Order Filler | 15.60 |
| 21080 - Production Line Worker (Food Processing) | 17.78 |
| 21110 - Shipping Packer | 17.59 |
| 21130 - Shipping/Receiving Clerk | 17.59 |
| 21140 - Store Worker I | 14.54 |
| 21150 - Stock Clerk | 20.01 |
| 21210 - Tools And Parts Attendant | 17.78 |
| 21410 - Warehouse Specialist | 17.78 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 28.18 |
| 23021 - Aircraft Mechanic I | 26.81 |
| 23022 - Aircraft Mechanic II | 28.18 |
| 23023 - Aircraft Mechanic III | 29.37 |
| 23040 - Aircraft Mechanic Helper | 19.58 |
| 23050 - Aircraft, Painter | 25.05 |
| 23060 - Aircraft Servicer | 22.68 |
| 23080 - Aircraft Worker | 23.85 |
| 23110 - Appliance Mechanic | 26.11 |
| 23120 - Bicycle Repairer | 15.12 |
| 23125 - Cable Splicer | 26.04 |
| 23130 - Carpenter, Maintenance | 26.17 |
| 23140 - Carpet Layer | 23.21 |
| 23160 - Electrician, Maintenance | 34.84 |
| 23181 - Electronics Technician Maintenance I | 29.50 |
| 23182 - Electronics Technician Maintenance II | 31.17 |
| 23183 - Electronics Technician Maintenance III | 32.86 |
| 23260 - Fabric Worker | 22.02 |
| 23290 - Fire Alarm System Mechanic | 23.38 |
| 23310 - Fire Extinguisher Repairer | 20.60 |
| 23311 - Fuel Distribution System Mechanic | 26.30 |
| 23312 - Fuel Distribution System Operator | 20.80 |
| 23370 - General Maintenance Worker | 22.50 |
| 23380 - Ground Support Equipment Mechanic | 26.81 |
| 23381 - Ground Support Equipment Servicer | 22.68 |
| 23382 - Ground Support Equipment Worker | 23.85 |
| 23391 - Gunsmith I | 20.60 |
| 23392 - Gunsmith II | 23.38 |

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| 23393 - Gunsmith III | 26.04 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.66 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.92 |
| 23430 - Heavy Equipment Mechanic | 27.02 |
| 23440 - Heavy Equipment Operator | 29.36 |
| 23460 - Instrument Mechanic | 30.39 |
| 23465 - Laboratory/Shelter Mechanic | 24.70 |
| 23470 - Laborer | 14.76 |
| 23510 - Locksmith | 19.81 |
| 23530 - Machinery Maintenance Mechanic | 27.02 |
| 23550 - Machinist, Maintenance | 27.28 |
| 23580 - Maintenance Trades Helper | 16.53 |
| 23591 - Metrology Technician I | 30.39 |
| 23592 - Metrology Technician II | 31.95 |
| 23593 - Metrology Technician III | 33.30 |
| 23640 - Millwright | 26.04 |
| 23710 - Office Appliance Repairer | 21.66 |
| 23760 - Painter, Maintenance | 22.21 |
| 23790 - Pipefitter, Maintenance | 28.02 |
| 23810 - Plumber, Maintenance | 26.13 |
| 23820 - Pneudraulic Systems Mechanic | 26.04 |
| 23850 - Rigger | 26.04 |
| 23870 - Scale Mechanic | 23.38 |
| 23890 - Sheet-Metal Worker, Maintenance | 27.26 |
| 23910 - Small Engine Mechanic | 20.91 |
| 23931 - Telecommunications Mechanic I | 26.96 |
| 23932 - Telecommunications Mechanic II | 28.34 |
| 23950 - Telephone Lineman | 27.10 |
| 23960 - Welder, Combination, Maintenance | 22.75 |
| 23965 - Well Driller | 24.54 |
| 23970 - Woodcraft Worker | 26.04 |
| 23980 - Woodworker | 20.53 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.74 |
| 24580 - Child Care Center Clerk | 17.13 |
| 24610 - Chore Aide | 11.94 |
| 24620 - Family Readiness And Support Services Coordinator | 16.85 |
| 24630 - Homemaker | 19.03 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 38.18 |
| 25040 - Sewage Plant Operator | 30.72 |
| 25070 - Stationary Engineer | 38.18 |
| 25190 - Ventilation Equipment Tender | 27.90 |
| 25210 - Water Treatment Plant Operator | 30.72 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.80 |
| 27007 - Baggage Inspector | 14.34 |
| 27008 - Corrections Officer | 38.39 |
| 27010 - Court Security Officer | 39.43 |
| 27030 - Detection Dog Handler | 17.15 |
| 27040 - Detention Officer | 38.39 |
| 27070 - Firefighter | 36.20 |
| 27101 - Guard I | 14.34 |
| 27102 - Guard II | 17.15 |
| 27131 - Police Officer I | 42.92 |
| 27132 - Police Officer II | 47.21 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.09 |
| 28042 - Carnival Equipment Repairer | 13.81 |
| 28043 - Carnival Equipment Worker | 10.58 |

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| 28210 - Gate Attendant/Gate Tender | 18.04 |
| 28310 - Lifeguard | 12.74 |
| 28350 - Park Attendant (Aide) | 20.19 |
| 28510 - Recreation Aide/Health Facility Attendant | 14.14 |
| 28515 - Recreation Specialist | 20.43 |
| 28630 - Sports Official | 16.07 |
| 28690 - Swimming Pool Operator | 17.59 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 27.05 |
| 29020 - Hatch Tender | 27.05 |
| 29030 - Line Handler | 27.05 |
| 29041 - Stevedore I | 26.37 |
| 29042 - Stevedore II | 28.77 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 42.35 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 29.20 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 32.16 |
| 30021 - Archeological Technician I | 22.27 |
| 30022 - Archeological Technician II | 27.80 |
| 30023 - Archeological Technician III | 34.44 |
| 30030 - Cartographic Technician | 34.44 |
| 30040 - Civil Engineering Technician | 26.28 |
| 30061 - Drafter/CAD Operator I | 24.86 |
| 30062 - Drafter/CAD Operator II | 27.80 |
| 30063 - Drafter/CAD Operator III | 30.99 |
| 30064 - Drafter/CAD Operator IV | 38.15 |
| 30081 - Engineering Technician I | 18.90 |
| 30082 - Engineering Technician II | 21.22 |
| 30083 - Engineering Technician III | 23.73 |
| 30084 - Engineering Technician IV | 29.40 |
| 30085 - Engineering Technician V | 35.98 |
| 30086 - Engineering Technician VI | 43.51 |
| 30090 - Environmental Technician | 30.39 |
| 30210 - Laboratory Technician | 21.15 |
| 30240 - Mathematical Technician | 35.89 |
| 30361 - Paralegal/Legal Assistant I | 24.61 |
| 30362 - Paralegal/Legal Assistant II | 30.73 |
| 30363 - Paralegal/Legal Assistant III | 37.61 |
| 30364 - Paralegal/Legal Assistant IV | 45.49 |
| 30390 - Photo-Optics Technician | 35.89 |
| 30461 - Technical Writer I | 27.62 |
| 30462 - Technical Writer II | 33.78 |
| 30463 - Technical Writer III | 38.75 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 26.92 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 32.56 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 39.03 |
| 30494 - Unexploded (UXO) Safety Escort | 26.92 |
| 30495 - Unexploded (UXO) Sweep Personnel | 26.92 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 30.99 |
| 30621 - Weather Observer, Senior (see 2) | 34.44 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.55 |
| 31030 - Bus Driver | 18.83 |
| 31043 - Driver Courier | 17.77 |
| 31260 - Parking and Lot Attendant | 11.67 |
| 31290 - Shuttle Bus Driver | 19.22 |
| 31310 - Taxi Driver | 14.22 |
| 31361 - Truckdriver, Light | 19.22 |
| 31362 - Truckdriver, Medium | 20.55 |
| 31363 - Truckdriver, Heavy | 21.46 |
| 31364 - Truckdriver, Tractor-Trailer | 21.46 |
| 99000 - Miscellaneous Occupations | |

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| | |
|---|-------|
| 99030 - Cashier | 13.32 |
| 99050 - Desk Clerk | 12.16 |
| 99095 - Embalmer | 25.67 |
| 99251 - Laboratory Animal Caretaker I | 12.49 |
| 99252 - Laboratory Animal Caretaker II | 13.52 |
| 99310 - Mortician | 29.41 |
| 99410 - Pest Controller | 19.24 |
| 99510 - Photofinishing Worker | 14.96 |
| 99710 - Recycling Laborer | 22.18 |
| 99711 - Recycling Specialist | 24.46 |
| 99730 - Refuse Collector | 19.77 |
| 99810 - Sales Clerk | 15.51 |
| 99820 - School Crossing Guard | 13.01 |
| 99830 - Survey Party Chief | 39.30 |
| 99831 - Surveying Aide | 18.71 |
| 99832 - Surveying Technician | 25.67 |
| 99840 - Vending Machine Attendant | 14.24 |
| 99841 - Vending Machine Repairer | 16.60 |
| 99842 - Vending Machine Repairer Helper | 14.24 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 1 week paid vacation after 6 months of service with a contractor or successor; 2 weeks after 1 year, 3 weeks after 5 years, and 4 weeks after 10 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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:

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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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

OCCUPATION NOTES:

Laundry, Drycleaning, Pressing and Related Occupations: The rates for the occupations in this category applies to Napa and Solano counties only. See Wage Determination 1981-1168 for the wage rates and fringe benefits for Sonoma county.

**** 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

laundrying in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2070
Revision No.: 15
Date of Last Revision: 07/25/2014

State: California

Area: California Counties of Napa, Solano, Sonoma

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

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| | |
|---|-------|
| 01000 - Administrative Support And Clerical Occupations | |
| 01011 - Accounting Clerk I | 17.92 |
| 01012 - Accounting Clerk II | 20.12 |
| 01013 - Accounting Clerk III | 22.50 |
| 01020 - Administrative Assistant | 30.87 |
| 01040 - Court Reporter | 26.73 |
| 01051 - Data Entry Operator I | 15.38 |
| 01052 - Data Entry Operator II | 16.78 |
| 01060 - Dispatcher, Motor Vehicle | 29.13 |
| 01070 - Document Preparation Clerk | 15.82 |
| 01090 - Duplicating Machine Operator | 15.82 |
| 01111 - General Clerk I | 15.87 |
| 01112 - General Clerk II | 17.31 |
| 01113 - General Clerk III | 19.37 |
| 01120 - Housing Referral Assistant | 28.83 |
| 01141 - Messenger Courier | 12.83 |
| 01191 - Order Clerk I | 16.98 |
| 01192 - Order Clerk II | 18.58 |
| 01261 - Personnel Assistant (Employment) I | 19.80 |
| 01262 - Personnel Assistant (Employment) II | 22.18 |
| 01263 - Personnel Assistant (Employment) III | 24.69 |
| 01270 - Production Control Clerk | 28.05 |
| 01280 - Receptionist | 17.21 |
| 01290 - Rental Clerk | 16.25 |
| 01300 - Scheduler, Maintenance | 23.12 |
| 01311 - Secretary I | 23.12 |
| 01312 - Secretary II | 25.86 |
| 01313 - Secretary III | 28.83 |
| 01320 - Service Order Dispatcher | 22.62 |
| 01410 - Supply Technician | 30.87 |
| 01420 - Survey Worker | 22.72 |
| 01531 - Travel Clerk I | 13.54 |
| 01532 - Travel Clerk II | 14.74 |
| 01533 - Travel Clerk III | 15.97 |
| 01611 - Word Processor I | 20.77 |
| 01612 - Word Processor II | 23.32 |
| 01613 - Word Processor III | 26.09 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 25.77 |
| 05010 - Automotive Electrician | 23.26 |
| 05040 - Automotive Glass Installer | 20.29 |
| 05070 - Automotive Worker | 23.26 |
| 05110 - Mobile Equipment Servicer | 20.22 |
| 05130 - Motor Equipment Metal Mechanic | 24.26 |
| 05160 - Motor Equipment Metal Worker | 22.22 |
| 05190 - Motor Vehicle Mechanic | 24.26 |
| 05220 - Motor Vehicle Mechanic Helper | 19.14 |
| 05250 - Motor Vehicle Upholstery Worker | 21.22 |
| 05280 - Motor Vehicle Wrecker | 22.22 |
| 05310 - Painter, Automotive | 22.98 |
| 05340 - Radiator Repair Specialist | 21.94 |
| 05370 - Tire Repairer | 16.28 |
| 05400 - Transmission Repair Specialist | 24.26 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.01 |
| 07041 - Cook I | 16.43 |
| 07042 - Cook II | 18.65 |
| 07070 - Dishwasher | 10.27 |
| 07130 - Food Service Worker | 10.72 |
| 07210 - Meat Cutter | 17.25 |
| 07260 - Waiter/Waitress | 9.76 |
| 09000 - Furniture Maintenance And Repair Occupations | |

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|--|-------|
| 09010 - Electrostatic Spray Painter | 19.81 |
| 09040 - Furniture Handler | 14.29 |
| 09080 - Furniture Refinisher | 19.81 |
| 09090 - Furniture Refinisher Helper | 16.31 |
| 09110 - Furniture Repairer, Minor | 18.07 |
| 09130 - Upholsterer | 23.97 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.92 |
| 11060 - Elevator Operator | 13.82 |
| 11090 - Gardener | 19.46 |
| 11122 - Housekeeping Aide | 14.10 |
| 11150 - Janitor | 14.10 |
| 11210 - Laborer, Grounds Maintenance | 17.71 |
| 11240 - Maid or Houseman | 12.54 |
| 11260 - Pruner | 16.62 |
| 11270 - Tractor Operator | 19.48 |
| 11330 - Trail Maintenance Worker | 17.71 |
| 11360 - Window Cleaner | 15.68 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 23.33 |
| 12011 - Breath Alcohol Technician | 23.33 |
| 12012 - Certified Occupational Therapist Assistant | 31.20 |
| 12015 - Certified Physical Therapist Assistant | 23.44 |
| 12020 - Dental Assistant | 21.98 |
| 12025 - Dental Hygienist | 49.41 |
| 12030 - EKG Technician | 36.73 |
| 12035 - Electroneurodiagnostic Technologist | 36.73 |
| 12040 - Emergency Medical Technician | 23.33 |
| 12071 - Licensed Practical Nurse I | 21.46 |
| 12072 - Licensed Practical Nurse II | 24.09 |
| 12073 - Licensed Practical Nurse III | 26.94 |
| 12100 - Medical Assistant | 20.98 |
| 12130 - Medical Laboratory Technician | 23.05 |
| 12160 - Medical Record Clerk | 21.00 |
| 12190 - Medical Record Technician | 23.48 |
| 12195 - Medical Transcriptionist | 20.55 |
| 12210 - Nuclear Medicine Technologist | 42.03 |
| 12221 - Nursing Assistant I | 13.66 |
| 12222 - Nursing Assistant II | 15.35 |
| 12223 - Nursing Assistant III | 16.75 |
| 12224 - Nursing Assistant IV | 18.81 |
| 12235 - Optical Dispenser | 16.98 |
| 12236 - Optical Technician | 16.19 |
| 12250 - Pharmacy Technician | 20.11 |
| 12280 - Phlebotomist | 18.81 |
| 12305 - Radiologic Technologist | 29.71 |
| 12311 - Registered Nurse I | 35.72 |
| 12312 - Registered Nurse II | 43.70 |
| 12313 - Registered Nurse II, Specialist | 43.70 |
| 12314 - Registered Nurse III | 52.94 |
| 12315 - Registered Nurse III, Anesthetist | 52.94 |
| 12316 - Registered Nurse IV | 63.36 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 34.02 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.90 |
| 13012 - Exhibits Specialist II | 31.06 |
| 13013 - Exhibits Specialist III | 38.01 |
| 13041 - Illustrator I | 25.08 |
| 13042 - Illustrator II | 31.06 |
| 13043 - Illustrator III | 38.01 |
| 13047 - Librarian | 34.41 |
| 13050 - Library Aide/Clerk | 20.80 |
| 13054 - Library Information Technology Systems | 31.06 |

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|---|---------------|
| Administrator | |
| 13058 - Library Technician | 26.04 |
| 13061 - Media Specialist I | 22.42 |
| 13062 - Media Specialist II | 25.08 |
| 13063 - Media Specialist III | 27.96 |
| 13071 - Photographer I | 16.05 |
| 13072 - Photographer II | 17.92 |
| 13073 - Photographer III | 22.41 |
| 13074 - Photographer IV | 27.18 |
| 13075 - Photographer V | 32.89 |
| 13110 - Video Teleconference Technician | 20.39 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.80 |
| 14042 - Computer Operator II | 22.18 |
| 14043 - Computer Operator III | 24.69 |
| 14044 - Computer Operator IV | 27.43 |
| 14045 - Computer Operator V | 30.39 |
| 14071 - Computer Programmer I | (see 1) 27.62 |
| 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 | 19.80 |
| 14160 - Personal Computer Support Technician | 27.43 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.80 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.51 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 53.36 |
| 15050 - Computer Based Training Specialist / Instructor | 36.97 |
| 15060 - Educational Technologist | 31.96 |
| 15070 - Flight Instructor (Pilot) | 53.36 |
| 15080 - Graphic Artist | 25.32 |
| 15090 - Technical Instructor | 23.14 |
| 15095 - Technical Instructor/Course Developer | 28.25 |
| 15110 - Test Proctor | 19.00 |
| 15120 - Tutor | 19.00 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.16 |
| 16030 - Counter Attendant | 10.16 |
| 16040 - Dry Cleaner | 13.25 |
| 16070 - Finisher, Flatwork, Machine | 10.16 |
| 16090 - Presser, Hand | 10.16 |
| 16110 - Presser, Machine, Drycleaning | 10.16 |
| 16130 - Presser, Machine, Shirts | 10.16 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.16 |
| 16190 - Sewing Machine Operator | 14.28 |
| 16220 - Tailor | 15.29 |
| 16250 - Washer, Machine | 11.22 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 24.09 |
| 19040 - Tool And Die Maker | 28.58 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.78 |
| 21030 - Material Coordinator | 28.05 |
| 21040 - Material Expediter | 28.05 |
| 21050 - Material Handling Laborer | 16.58 |
| 21071 - Order Filler | 15.60 |
| 21080 - Production Line Worker (Food Processing) | 17.78 |
| 21110 - Shipping Packer | 17.59 |
| 21130 - Shipping/Receiving Clerk | 17.59 |
| 21140 - Store Worker I | 14.54 |

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|---|-------|
| 21150 - Stock Clerk | 20.01 |
| 21210 - Tools And Parts Attendant | 17.78 |
| 21410 - Warehouse Specialist | 17.78 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 28.18 |
| 23021 - Aircraft Mechanic I | 26.81 |
| 23022 - Aircraft Mechanic II | 28.18 |
| 23023 - Aircraft Mechanic III | 29.37 |
| 23040 - Aircraft Mechanic Helper | 19.58 |
| 23050 - Aircraft, Painter | 25.05 |
| 23060 - Aircraft Servicer | 22.68 |
| 23080 - Aircraft Worker | 23.85 |
| 23110 - Appliance Mechanic | 26.11 |
| 23120 - Bicycle Repairer | 15.12 |
| 23125 - Cable Splicer | 26.04 |
| 23130 - Carpenter, Maintenance | 26.17 |
| 23140 - Carpet Layer | 23.21 |
| 23160 - Electrician, Maintenance | 34.84 |
| 23181 - Electronics Technician Maintenance I | 29.50 |
| 23182 - Electronics Technician Maintenance II | 31.17 |
| 23183 - Electronics Technician Maintenance III | 32.86 |
| 23260 - Fabric Worker | 22.02 |
| 23290 - Fire Alarm System Mechanic | 23.38 |
| 23310 - Fire Extinguisher Repairer | 20.60 |
| 23311 - Fuel Distribution System Mechanic | 26.30 |
| 23312 - Fuel Distribution System Operator | 20.80 |
| 23370 - General Maintenance Worker | 22.50 |
| 23380 - Ground Support Equipment Mechanic | 26.81 |
| 23381 - Ground Support Equipment Servicer | 22.68 |
| 23382 - Ground Support Equipment Worker | 23.85 |
| 23391 - Gunsmith I | 20.60 |
| 23392 - Gunsmith II | 23.38 |
| 23393 - Gunsmith III | 26.04 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.66 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.92 |
| 23430 - Heavy Equipment Mechanic | 27.02 |
| 23440 - Heavy Equipment Operator | 29.36 |
| 23460 - Instrument Mechanic | 30.39 |
| 23465 - Laboratory/Shelter Mechanic | 24.70 |
| 23470 - Laborer | 14.76 |
| 23510 - Locksmith | 19.81 |
| 23530 - Machinery Maintenance Mechanic | 27.02 |
| 23550 - Machinist, Maintenance | 27.28 |
| 23580 - Maintenance Trades Helper | 16.53 |
| 23591 - Metrology Technician I | 30.39 |
| 23592 - Metrology Technician II | 31.95 |
| 23593 - Metrology Technician III | 33.30 |
| 23640 - Millwright | 26.04 |
| 23710 - Office Appliance Repairer | 21.66 |
| 23760 - Painter, Maintenance | 22.21 |
| 23790 - Pipefitter, Maintenance | 28.02 |
| 23810 - Plumber, Maintenance | 26.13 |
| 23820 - Pneudraulic Systems Mechanic | 26.04 |
| 23850 - Rigger | 26.04 |
| 23870 - Scale Mechanic | 23.38 |
| 23890 - Sheet-Metal Worker, Maintenance | 27.26 |
| 23910 - Small Engine Mechanic | 20.91 |
| 23931 - Telecommunications Mechanic I | 26.96 |
| 23932 - Telecommunications Mechanic II | 28.34 |
| 23950 - Telephone Lineman | 27.10 |
| 23960 - Welder, Combination, Maintenance | 22.75 |

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| 23965 - Well Driller | 24.54 |
| 23970 - Woodcraft Worker | 26.04 |
| 23980 - Woodworker | 20.53 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.74 |
| 24580 - Child Care Center Clerk | 17.13 |
| 24610 - Chore Aide | 11.94 |
| 24620 - Family Readiness And Support Services Coordinator | 16.85 |
| 24630 - Homemaker | 19.03 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 38.18 |
| 25040 - Sewage Plant Operator | 30.72 |
| 25070 - Stationary Engineer | 38.18 |
| 25190 - Ventilation Equipment Tender | 27.90 |
| 25210 - Water Treatment Plant Operator | 30.72 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.80 |
| 27007 - Baggage Inspector | 14.34 |
| 27008 - Corrections Officer | 38.39 |
| 27010 - Court Security Officer | 39.43 |
| 27030 - Detection Dog Handler | 17.15 |
| 27040 - Detention Officer | 38.39 |
| 27070 - Firefighter | 36.20 |
| 27101 - Guard I | 14.34 |
| 27102 - Guard II | 17.15 |
| 27131 - Police Officer I | 42.92 |
| 27132 - Police Officer II | 47.21 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.09 |
| 28042 - Carnival Equipment Repairer | 13.81 |
| 28043 - Carnival Equipment Worker | 10.58 |
| 28210 - Gate Attendant/Gate Tender | 18.04 |
| 28310 - Lifeguard | 12.74 |
| 28350 - Park Attendant (Aide) | 20.19 |
| 28510 - Recreation Aide/Health Facility Attendant | 14.14 |
| 28515 - Recreation Specialist | 20.43 |
| 28630 - Sports Official | 16.07 |
| 28690 - Swimming Pool Operator | 17.59 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 27.05 |
| 29020 - Hatch Tender | 27.05 |
| 29030 - Line Handler | 27.05 |
| 29041 - Stevedore I | 26.37 |
| 29042 - Stevedore II | 28.77 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 42.35 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 29.20 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 32.16 |
| 30021 - Archeological Technician I | 22.27 |
| 30022 - Archeological Technician II | 27.80 |
| 30023 - Archeological Technician III | 34.44 |
| 30030 - Cartographic Technician | 34.44 |
| 30040 - Civil Engineering Technician | 26.28 |
| 30061 - Drafter/CAD Operator I | 24.86 |
| 30062 - Drafter/CAD Operator II | 27.80 |
| 30063 - Drafter/CAD Operator III | 30.99 |
| 30064 - Drafter/CAD Operator IV | 38.15 |
| 30081 - Engineering Technician I | 18.90 |
| 30082 - Engineering Technician II | 21.22 |
| 30083 - Engineering Technician III | 23.73 |
| 30084 - Engineering Technician IV | 29.40 |
| 30085 - Engineering Technician V | 35.98 |

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| 30086 - Engineering Technician VI | 43.51 |
| 30090 - Environmental Technician | 30.39 |
| 30210 - Laboratory Technician | 21.15 |
| 30240 - Mathematical Technician | 35.89 |
| 30361 - Paralegal/Legal Assistant I | 24.61 |
| 30362 - Paralegal/Legal Assistant II | 30.73 |
| 30363 - Paralegal/Legal Assistant III | 37.61 |
| 30364 - Paralegal/Legal Assistant IV | 45.49 |
| 30390 - Photo-Optics Technician | 35.89 |
| 30461 - Technical Writer I | 27.62 |
| 30462 - Technical Writer II | 33.78 |
| 30463 - Technical Writer III | 38.75 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 26.92 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 32.56 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 39.03 |
| 30494 - Unexploded (UXO) Safety Escort | 26.92 |
| 30495 - Unexploded (UXO) Sweep Personnel | 26.92 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 30.99 |
| 30621 - Weather Observer, Senior (see 2) | 34.44 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.55 |
| 31030 - Bus Driver | 18.83 |
| 31043 - Driver Courier | 17.77 |
| 31260 - Parking and Lot Attendant | 11.67 |
| 31290 - Shuttle Bus Driver | 19.22 |
| 31310 - Taxi Driver | 14.22 |
| 31361 - Truckdriver, Light | 19.22 |
| 31362 - Truckdriver, Medium | 20.55 |
| 31363 - Truckdriver, Heavy | 21.46 |
| 31364 - Truckdriver, Tractor-Trailer | 21.46 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 13.32 |
| 99050 - Desk Clerk | 12.16 |
| 99095 - Embalmer | 25.67 |
| 99251 - Laboratory Animal Caretaker I | 12.49 |
| 99252 - Laboratory Animal Caretaker II | 13.52 |
| 99310 - Mortician | 29.41 |
| 99410 - Pest Controller | 19.24 |
| 99510 - Photofinishing Worker | 14.96 |
| 99710 - Recycling Laborer | 22.18 |
| 99711 - Recycling Specialist | 24.46 |
| 99730 - Refuse Collector | 19.77 |
| 99810 - Sales Clerk | 15.51 |
| 99820 - School Crossing Guard | 13.01 |
| 99830 - Survey Party Chief | 39.30 |
| 99831 - Surveying Aide | 18.71 |
| 99832 - Surveying Technician | 25.67 |
| 99840 - Vending Machine Attendant | 14.24 |
| 99841 - Vending Machine Repairer | 16.60 |
| 99842 - Vending Machine Repairer Helper | 14.24 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 1 week paid vacation after 6 months of service with a contractor or successor; 2 weeks after 1 year, 3 weeks after 5 years, and 4 weeks after 10 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

OCCUPATION NOTES:

Laundry, Drycleaning, Pressing and Related Occupations: The rates for the occupations in this category applies to Napa and Solano counties only. See Wage Determination 1981-1168 for the wage rates and fringe benefits for Sonoma county.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2071
Revision No.: 16
Date of Last Revision: 07/25/2014

State: California

Area: California County of Ventura

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.83 |
| 01012 - Accounting Clerk II | | 17.77 |
| 01013 - Accounting Clerk III | | 20.27 |
| 01020 - Administrative Assistant | | 28.08 |
| 01040 - Court Reporter | | 19.93 |
| 01051 - Data Entry Operator I | | 12.26 |
| 01052 - Data Entry Operator II | | 13.37 |
| 01060 - Dispatcher, Motor Vehicle | | 22.41 |
| 01070 - Document Preparation Clerk | | 13.75 |
| 01090 - Duplicating Machine Operator | | 13.75 |
| 01111 - General Clerk I | | 11.95 |
| 01112 - General Clerk II | | 14.92 |
| 01113 - General Clerk III | | 17.43 |
| 01120 - Housing Referral Assistant | | 21.90 |
| 01141 - Messenger Courier | | 11.33 |
| 01191 - Order Clerk I | | 16.98 |
| 01192 - Order Clerk II | | 18.53 |
| 01261 - Personnel Assistant (Employment) I | | 18.07 |
| 01262 - Personnel Assistant (Employment) II | | 20.20 |
| 01263 - Personnel Assistant (Employment) III | | 22.53 |
| 01270 - Production Control Clerk | | 23.51 |
| 01280 - Receptionist | | 14.51 |
| 01290 - Rental Clerk | | 16.83 |
| 01300 - Scheduler, Maintenance | | 17.39 |
| 01311 - Secretary I | | 17.39 |
| 01312 - Secretary II | | 19.45 |

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| 01313 - Secretary III | 21.90 |
| 01320 - Service Order Dispatcher | 19.54 |
| 01410 - Supply Technician | 26.82 |
| 01420 - Survey Worker | 19.93 |
| 01531 - Travel Clerk I | 12.97 |
| 01532 - Travel Clerk II | 13.88 |
| 01533 - Travel Clerk III | 14.63 |
| 01611 - Word Processor I | 15.18 |
| 01612 - Word Processor II | 16.87 |
| 01613 - Word Processor III | 18.76 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 24.09 |
| 05010 - Automotive Electrician | 22.68 |
| 05040 - Automotive Glass Installer | 21.31 |
| 05070 - Automotive Worker | 21.31 |
| 05110 - Mobile Equipment Servicer | 19.59 |
| 05130 - Motor Equipment Metal Mechanic | 24.09 |
| 05160 - Motor Equipment Metal Worker | 21.31 |
| 05190 - Motor Vehicle Mechanic | 24.09 |
| 05220 - Motor Vehicle Mechanic Helper | 18.80 |
| 05250 - Motor Vehicle Upholstery Worker | 20.85 |
| 05280 - Motor Vehicle Wrecker | 21.31 |
| 05310 - Painter, Automotive | 22.69 |
| 05340 - Radiator Repair Specialist | 21.31 |
| 05370 - Tire Repairer | 14.54 |
| 05400 - Transmission Repair Specialist | 24.09 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.40 |
| 07041 - Cook I | 14.48 |
| 07042 - Cook II | 15.40 |
| 07070 - Dishwasher | 10.29 |
| 07130 - Food Service Worker | 11.20 |
| 07210 - Meat Cutter | 18.66 |
| 07260 - Waiter/Waitress | 10.83 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.30 |
| 09040 - Furniture Handler | 12.89 |
| 09080 - Furniture Refinisher | 19.06 |
| 09090 - Furniture Refinisher Helper | 15.36 |
| 09110 - Furniture Repairer, Minor | 17.80 |
| 09130 - Upholsterer | 19.09 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.76 |
| 11060 - Elevator Operator | 11.76 |
| 11090 - Gardener | 19.21 |
| 11122 - Housekeeping Aide | 12.58 |
| 11150 - Janitor | 14.04 |
| 11210 - Laborer, Grounds Maintenance | 14.40 |
| 11240 - Maid or Houseman | 10.16 |
| 11260 - Pruner | 12.82 |
| 11270 - Tractor Operator | 17.61 |
| 11330 - Trail Maintenance Worker | 14.40 |
| 11360 - Window Cleaner | 15.77 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.07 |
| 12011 - Breath Alcohol Technician | 17.82 |
| 12012 - Certified Occupational Therapist Assistant | 31.09 |
| 12015 - Certified Physical Therapist Assistant | 21.85 |
| 12020 - Dental Assistant | 17.27 |
| 12025 - Dental Hygienist | 29.68 |
| 12030 - EKG Technician | 29.99 |
| 12035 - Electroneurodiagnostic Technologist | 29.99 |
| 12040 - Emergency Medical Technician | 17.82 |

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| 12071 - Licensed Practical Nurse I | 18.11 |
| 12072 - Licensed Practical Nurse II | 20.68 |
| 12073 - Licensed Practical Nurse III | 23.72 |
| 12100 - Medical Assistant | 14.56 |
| 12130 - Medical Laboratory Technician | 18.27 |
| 12160 - Medical Record Clerk | 15.93 |
| 12190 - Medical Record Technician | 17.82 |
| 12195 - Medical Transcriptionist | 18.39 |
| 12210 - Nuclear Medicine Technologist | 44.62 |
| 12221 - Nursing Assistant I | 10.19 |
| 12222 - Nursing Assistant II | 11.46 |
| 12223 - Nursing Assistant III | 12.50 |
| 12224 - Nursing Assistant IV | 14.03 |
| 12235 - Optical Dispenser | 16.80 |
| 12236 - Optical Technician | 17.01 |
| 12250 - Pharmacy Technician | 17.83 |
| 12280 - Phlebotomist | 14.19 |
| 12305 - Radiologic Technologist | 26.67 |
| 12311 - Registered Nurse I | 31.47 |
| 12312 - Registered Nurse II | 38.49 |
| 12313 - Registered Nurse II, Specialist | 38.49 |
| 12314 - Registered Nurse III | 48.20 |
| 12315 - Registered Nurse III, Anesthetist | 48.20 |
| 12316 - Registered Nurse IV | 57.77 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.09 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.95 |
| 13012 - Exhibits Specialist II | 28.43 |
| 13013 - Exhibits Specialist III | 34.78 |
| 13041 - Illustrator I | 22.71 |
| 13042 - Illustrator II | 28.13 |
| 13043 - Illustrator III | 35.13 |
| 13047 - Librarian | 29.23 |
| 13050 - Library Aide/Clerk | 16.49 |
| 13054 - Library Information Technology Systems Administrator | 23.79 |
| 13058 - Library Technician | 22.40 |
| 13061 - Media Specialist I | 17.17 |
| 13062 - Media Specialist II | 19.20 |
| 13063 - Media Specialist III | 21.41 |
| 13071 - Photographer I | 16.73 |
| 13072 - Photographer II | 20.70 |
| 13073 - Photographer III | 26.61 |
| 13074 - Photographer IV | 35.57 |
| 13075 - Photographer V | 39.24 |
| 13110 - Video Teleconference Technician | 20.08 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.82 |
| 14042 - Computer Operator II | 19.93 |
| 14043 - Computer Operator III | 22.89 |
| 14044 - Computer Operator IV | 25.73 |
| 14045 - Computer Operator V | 28.50 |
| 14071 - Computer Programmer I | (see 2) 27.07 |
| 14072 - Computer Programmer II | (see 2) |
| 14073 - Computer Programmer III | (see 2) |
| 14074 - Computer Programmer IV | (see 2) |
| 14101 - Computer Systems Analyst I | (see 2) |
| 14102 - Computer Systems Analyst II | (see 2) |
| 14103 - Computer Systems Analyst III | (see 2) |
| 14150 - Peripheral Equipment Operator | 17.82 |
| 14160 - Personal Computer Support Technician | 25.73 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 34.73 |

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| 15020 - Aircrew Training Devices Instructor (Rated) | 42.03 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 50.37 |
| 15050 - Computer Based Training Specialist / Instructor | 34.73 |
| 15060 - Educational Technologist | 39.63 |
| 15070 - Flight Instructor (Pilot) | 50.37 |
| 15080 - Graphic Artist | 24.07 |
| 15090 - Technical Instructor | 23.63 |
| 15095 - Technical Instructor/Course Developer | 28.90 |
| 15110 - Test Proctor | 19.07 |
| 15120 - Tutor | 19.07 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.61 |
| 16030 - Counter Attendant | 9.61 |
| 16040 - Dry Cleaner | 11.51 |
| 16070 - Finisher, Flatwork, Machine | 9.61 |
| 16090 - Presser, Hand | 9.61 |
| 16110 - Presser, Machine, Drycleaning | 9.61 |
| 16130 - Presser, Machine, Shirts | 9.61 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.61 |
| 16190 - Sewing Machine Operator | 12.19 |
| 16220 - Tailor | 12.87 |
| 16250 - Washer, Machine | 10.22 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.75 |
| 19040 - Tool And Die Maker | 23.05 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.54 |
| 21030 - Material Coordinator | 23.10 |
| 21040 - Material Expediter | 23.10 |
| 21050 - Material Handling Laborer | 13.02 |
| 21071 - Order Filler | 13.31 |
| 21080 - Production Line Worker (Food Processing) | 14.54 |
| 21110 - Shipping Packer | 15.08 |
| 21130 - Shipping/Receiving Clerk | 15.08 |
| 21140 - Store Worker I | 11.53 |
| 21150 - Stock Clerk | 16.46 |
| 21210 - Tools And Parts Attendant | 14.54 |
| 21410 - Warehouse Specialist | 14.54 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.01 |
| 23021 - Aircraft Mechanic I | 27.51 |
| 23022 - Aircraft Mechanic II | 29.01 |
| 23023 - Aircraft Mechanic III | 30.15 |
| 23040 - Aircraft Mechanic Helper | 19.27 |
| 23050 - Aircraft, Painter | 25.88 |
| 23060 - Aircraft Servicer | 22.10 |
| 23080 - Aircraft Worker | 23.08 |
| 23110 - Appliance Mechanic | 22.54 |
| 23120 - Bicycle Repairer | 14.54 |
| 23125 - Cable Splicer | 26.40 |
| 23130 - Carpenter, Maintenance | 27.67 |
| 23140 - Carpet Layer | 22.30 |
| 23160 - Electrician, Maintenance | 30.18 |
| 23181 - Electronics Technician Maintenance I | 26.46 |
| 23182 - Electronics Technician Maintenance II | 28.18 |
| 23183 - Electronics Technician Maintenance III | 29.92 |
| 23260 - Fabric Worker | 20.83 |
| 23290 - Fire Alarm System Mechanic | 22.30 |
| 23310 - Fire Extinguisher Repairer | 19.28 |
| 23311 - Fuel Distribution System Mechanic | 26.19 |
| 23312 - Fuel Distribution System Operator | 20.03 |
| 23370 - General Maintenance Worker | 23.26 |
| 23380 - Ground Support Equipment Mechanic | 27.51 |

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| 23381 - Ground Support Equipment Servicer | 22.10 |
| 23382 - Ground Support Equipment Worker | 23.08 |
| 23391 - Gunsmith I | 19.28 |
| 23392 - Gunsmith II | 22.30 |
| 23393 - Gunsmith III | 25.21 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.29 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.59 |
| 23430 - Heavy Equipment Mechanic | 27.03 |
| 23440 - Heavy Equipment Operator | 29.39 |
| 23460 - Instrument Mechanic | 25.21 |
| 23465 - Laboratory/Shelter Mechanic | 23.75 |
| 23470 - Laborer | 13.40 |
| 23510 - Locksmith | 22.54 |
| 23530 - Machinery Maintenance Mechanic | 27.12 |
| 23550 - Machinist, Maintenance | 24.78 |
| 23580 - Maintenance Trades Helper | 13.96 |
| 23591 - Metrology Technician I | 25.21 |
| 23592 - Metrology Technician II | 26.70 |
| 23593 - Metrology Technician III | 28.79 |
| 23640 - Millwright | 25.21 |
| 23710 - Office Appliance Repairer | 21.32 |
| 23760 - Painter, Maintenance | 21.05 |
| 23790 - Pipefitter, Maintenance | 25.42 |
| 23810 - Plumber, Maintenance | 23.94 |
| 23820 - Pneudraulic Systems Mechanic | 25.21 |
| 23850 - Rigger | 26.17 |
| 23870 - Scale Mechanic | 22.30 |
| 23890 - Sheet-Metal Worker, Maintenance | 21.78 |
| 23910 - Small Engine Mechanic | 19.24 |
| 23931 - Telecommunications Mechanic I | 22.55 |
| 23932 - Telecommunications Mechanic II | 23.88 |
| 23950 - Telephone Lineman | 26.70 |
| 23960 - Welder, Combination, Maintenance | 19.60 |
| 23965 - Well Driller | 25.21 |
| 23970 - Woodcraft Worker | 25.21 |
| 23980 - Woodworker | 17.38 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.05 |
| 24580 - Child Care Center Clerk | 17.11 |
| 24610 - Chore Aide | 10.50 |
| 24620 - Family Readiness And Support Services Coordinator | 16.50 |
| 24630 - Homemaker | 17.17 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.46 |
| 25040 - Sewage Plant Operator | 26.21 |
| 25070 - Stationary Engineer | 25.04 |
| 25190 - Ventilation Equipment Tender | 19.15 |
| 25210 - Water Treatment Plant Operator | 26.21 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 23.11 |
| 27007 - Baggage Inspector | 13.15 |
| 27008 - Corrections Officer | 31.01 |
| 27010 - Court Security Officer | 31.00 |
| 27030 - Detection Dog Handler | 19.70 |
| 27040 - Detention Officer | 31.01 |
| 27070 - Firefighter | 28.78 |
| 27101 - Guard I | 13.15 |
| 27102 - Guard II | 19.70 |
| 27131 - Police Officer I | 36.78 |
| 27132 - Police Officer II | 40.87 |

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|--|-------|
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.59 |
| 28042 - Carnival Equipment Repairer | 14.64 |
| 28043 - Carnival Equipment Worker | 10.30 |
| 28210 - Gate Attendant/Gate Tender | 15.57 |
| 28310 - Lifeguard | 13.81 |
| 28350 - Park Attendant (Aide) | 17.41 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.71 |
| 28515 - Recreation Specialist | 18.39 |
| 28630 - Sports Official | 13.87 |
| 28690 - Swimming Pool Operator | 20.34 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.28 |
| 29020 - Hatch Tender | 29.28 |
| 29030 - Line Handler | 29.28 |
| 29041 - Stevedore I | 29.18 |
| 29042 - Stevedore II | 32.79 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 1) | 39.85 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 1) | 27.98 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 1) | 30.26 |
| 30021 - Archeological Technician I | 24.38 |
| 30022 - Archeological Technician II | 27.39 |
| 30023 - Archeological Technician III | 33.92 |
| 30030 - Cartographic Technician | 34.33 |
| 30040 - Civil Engineering Technician | 28.53 |
| 30061 - Drafter/CAD Operator I | 24.49 |
| 30062 - Drafter/CAD Operator II | 27.39 |
| 30063 - Drafter/CAD Operator III | 30.35 |
| 30064 - Drafter/CAD Operator IV | 37.58 |
| 30081 - Engineering Technician I | 19.68 |
| 30082 - Engineering Technician II | 22.09 |
| 30083 - Engineering Technician III | 24.70 |
| 30084 - Engineering Technician IV | 30.60 |
| 30085 - Engineering Technician V | 37.43 |
| 30086 - Engineering Technician VI | 45.29 |
| 30090 - Environmental Technician | 25.20 |
| 30210 - Laboratory Technician | 24.99 |
| 30240 - Mathematical Technician | 33.80 |
| 30361 - Paralegal/Legal Assistant I | 21.43 |
| 30362 - Paralegal/Legal Assistant II | 26.55 |
| 30363 - Paralegal/Legal Assistant III | 32.48 |
| 30364 - Paralegal/Legal Assistant IV | 39.30 |
| 30390 - Photo-Optics Technician | 30.73 |
| 30461 - Technical Writer I | 26.29 |
| 30462 - Technical Writer II | 32.15 |
| 30463 - Technical Writer III | 38.91 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.32 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.64 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.72 |
| 30494 - Unexploded (UXO) Safety Escort | 25.32 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.32 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 1) | 27.39 |
| 30621 - Weather Observer, Senior (see 1) | 33.32 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.96 |
| 31030 - Bus Driver | 18.67 |
| 31043 - Driver Courier | 13.27 |
| 31260 - Parking and Lot Attendant | 10.31 |
| 31290 - Shuttle Bus Driver | 14.48 |
| 31310 - Taxi Driver | 11.24 |
| 31361 - Truckdriver, Light | 14.48 |

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| 31362 - Truckdriver, Medium | 14.89 |
| 31363 - Truckdriver, Heavy | 21.78 |
| 31364 - Truckdriver, Tractor-Trailer | 21.78 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.13 |
| 99050 - Desk Clerk | 10.43 |
| 99095 - Embalmer | 25.32 |
| 99251 - Laboratory Animal Caretaker I | 12.42 |
| 99252 - Laboratory Animal Caretaker II | 13.55 |
| 99310 - Mortician | 25.32 |
| 99410 - Pest Controller | 15.55 |
| 99510 - Photofinishing Worker | 15.95 |
| 99710 - Recycling Laborer | 19.53 |
| 99711 - Recycling Specialist | 23.86 |
| 99730 - Refuse Collector | 17.37 |
| 99810 - Sales Clerk | 16.78 |
| 99820 - School Crossing Guard | 11.71 |
| 99830 - Survey Party Chief | 27.80 |
| 99831 - Surveying Aide | 16.49 |
| 99832 - Surveying Technician | 22.62 |
| 99840 - Vending Machine Attendant | 16.14 |
| 99841 - Vending Machine Repairer | 18.63 |
| 99842 - Vending Machine Repairer Helper | 16.14 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

2) 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).

1) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2072
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: California

Area: California County of Ventura

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.83 |
| 01012 - Accounting Clerk II | | 17.77 |
| 01013 - Accounting Clerk III | | 20.27 |
| 01020 - Administrative Assistant | | 28.08 |
| 01040 - Court Reporter | | 19.93 |
| 01051 - Data Entry Operator I | | 12.26 |
| 01052 - Data Entry Operator II | | 13.37 |

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| 01060 - Dispatcher, Motor Vehicle | 22.41 |
| 01070 - Document Preparation Clerk | 13.75 |
| 01090 - Duplicating Machine Operator | 13.75 |
| 01111 - General Clerk I | 11.95 |
| 01112 - General Clerk II | 14.92 |
| 01113 - General Clerk III | 17.43 |
| 01120 - Housing Referral Assistant | 21.90 |
| 01141 - Messenger Courier | 11.33 |
| 01191 - Order Clerk I | 16.98 |
| 01192 - Order Clerk II | 18.53 |
| 01261 - Personnel Assistant (Employment) I | 18.07 |
| 01262 - Personnel Assistant (Employment) II | 20.20 |
| 01263 - Personnel Assistant (Employment) III | 22.53 |
| 01270 - Production Control Clerk | 23.51 |
| 01280 - Receptionist | 14.51 |
| 01290 - Rental Clerk | 16.83 |
| 01300 - Scheduler, Maintenance | 17.39 |
| 01311 - Secretary I | 17.39 |
| 01312 - Secretary II | 19.45 |
| 01313 - Secretary III | 21.90 |
| 01320 - Service Order Dispatcher | 19.54 |
| 01410 - Supply Technician | 26.82 |
| 01420 - Survey Worker | 19.93 |
| 01531 - Travel Clerk I | 12.97 |
| 01532 - Travel Clerk II | 13.88 |
| 01533 - Travel Clerk III | 14.63 |
| 01611 - Word Processor I | 15.18 |
| 01612 - Word Processor II | 16.87 |
| 01613 - Word Processor III | 18.76 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 24.09 |
| 05010 - Automotive Electrician | 22.68 |
| 05040 - Automotive Glass Installer | 21.31 |
| 05070 - Automotive Worker | 21.31 |
| 05110 - Mobile Equipment Servicer | 19.59 |
| 05130 - Motor Equipment Metal Mechanic | 24.09 |
| 05160 - Motor Equipment Metal Worker | 21.31 |
| 05190 - Motor Vehicle Mechanic | 24.09 |
| 05220 - Motor Vehicle Mechanic Helper | 18.80 |
| 05250 - Motor Vehicle Upholstery Worker | 20.85 |
| 05280 - Motor Vehicle Wrecker | 21.31 |
| 05310 - Painter, Automotive | 22.69 |
| 05340 - Radiator Repair Specialist | 21.31 |
| 05370 - Tire Repairer | 14.54 |
| 05400 - Transmission Repair Specialist | 24.09 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.40 |
| 07041 - Cook I | 14.48 |
| 07042 - Cook II | 15.40 |
| 07070 - Dishwasher | 10.29 |
| 07130 - Food Service Worker | 11.20 |
| 07210 - Meat Cutter | 18.66 |
| 07260 - Waiter/Waitress | 10.83 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.30 |
| 09040 - Furniture Handler | 12.89 |
| 09080 - Furniture Refinisher | 19.06 |
| 09090 - Furniture Refinisher Helper | 15.36 |
| 09110 - Furniture Repairer, Minor | 17.80 |
| 09130 - Upholsterer | 19.09 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.76 |
| 11060 - Elevator Operator | 11.76 |

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| 11090 - Gardener | 19.21 |
| 11122 - Housekeeping Aide | 12.58 |
| 11150 - Janitor | 14.04 |
| 11210 - Laborer, Grounds Maintenance | 14.40 |
| 11240 - Maid or Houseman | 10.16 |
| 11260 - Pruner | 12.82 |
| 11270 - Tractor Operator | 17.61 |
| 11330 - Trail Maintenance Worker | 14.40 |
| 11360 - Window Cleaner | 15.77 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.07 |
| 12011 - Breath Alcohol Technician | 17.82 |
| 12012 - Certified Occupational Therapist Assistant | 31.09 |
| 12015 - Certified Physical Therapist Assistant | 21.85 |
| 12020 - Dental Assistant | 17.27 |
| 12025 - Dental Hygienist | 29.68 |
| 12030 - EKG Technician | 29.99 |
| 12035 - Electroneurodiagnostic Technologist | 29.99 |
| 12040 - Emergency Medical Technician | 17.82 |
| 12071 - Licensed Practical Nurse I | 18.11 |
| 12072 - Licensed Practical Nurse II | 20.68 |
| 12073 - Licensed Practical Nurse III | 23.72 |
| 12100 - Medical Assistant | 14.56 |
| 12130 - Medical Laboratory Technician | 18.27 |
| 12160 - Medical Record Clerk | 15.93 |
| 12190 - Medical Record Technician | 17.82 |
| 12195 - Medical Transcriptionist | 18.39 |
| 12210 - Nuclear Medicine Technologist | 44.62 |
| 12221 - Nursing Assistant I | 10.19 |
| 12222 - Nursing Assistant II | 11.46 |
| 12223 - Nursing Assistant III | 12.50 |
| 12224 - Nursing Assistant IV | 14.03 |
| 12235 - Optical Dispenser | 16.80 |
| 12236 - Optical Technician | 17.01 |
| 12250 - Pharmacy Technician | 17.83 |
| 12280 - Phlebotomist | 14.19 |
| 12305 - Radiologic Technologist | 26.67 |
| 12311 - Registered Nurse I | 31.47 |
| 12312 - Registered Nurse II | 38.49 |
| 12313 - Registered Nurse II, Specialist | 38.49 |
| 12314 - Registered Nurse III | 48.20 |
| 12315 - Registered Nurse III, Anesthetist | 48.20 |
| 12316 - Registered Nurse IV | 57.77 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.09 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.95 |
| 13012 - Exhibits Specialist II | 28.43 |
| 13013 - Exhibits Specialist III | 34.78 |
| 13041 - Illustrator I | 22.71 |
| 13042 - Illustrator II | 28.13 |
| 13043 - Illustrator III | 35.13 |
| 13047 - Librarian | 29.23 |
| 13050 - Library Aide/Clerk | 16.49 |
| 13054 - Library Information Technology Systems Administrator | 23.79 |
| 13058 - Library Technician | 22.40 |
| 13061 - Media Specialist I | 17.17 |
| 13062 - Media Specialist II | 19.20 |
| 13063 - Media Specialist III | 21.41 |
| 13071 - Photographer I | 16.73 |
| 13072 - Photographer II | 20.70 |
| 13073 - Photographer III | 26.61 |
| 13074 - Photographer IV | 35.57 |

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| 13075 - Photographer V | 39.24 |
| 13110 - Video Teleconference Technician | 20.08 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.82 |
| 14042 - Computer Operator II | 19.93 |
| 14043 - Computer Operator III | 22.89 |
| 14044 - Computer Operator IV | 25.73 |
| 14045 - Computer Operator V | 28.50 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 17.82 |
| 14160 - Personal Computer Support Technician | 25.73 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 34.73 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 42.03 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 50.37 |
| 15050 - Computer Based Training Specialist / Instructor | 34.73 |
| 15060 - Educational Technologist | 39.63 |
| 15070 - Flight Instructor (Pilot) | 50.37 |
| 15080 - Graphic Artist | 24.07 |
| 15090 - Technical Instructor | 23.63 |
| 15095 - Technical Instructor/Course Developer | 28.90 |
| 15110 - Test Proctor | 19.07 |
| 15120 - Tutor | 19.07 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.61 |
| 16030 - Counter Attendant | 9.61 |
| 16040 - Dry Cleaner | 11.51 |
| 16070 - Finisher, Flatwork, Machine | 9.61 |
| 16090 - Presser, Hand | 9.61 |
| 16110 - Presser, Machine, Drycleaning | 9.61 |
| 16130 - Presser, Machine, Shirts | 9.61 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.61 |
| 16190 - Sewing Machine Operator | 12.19 |
| 16220 - Tailor | 12.87 |
| 16250 - Washer, Machine | 10.22 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.75 |
| 19040 - Tool And Die Maker | 23.05 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.54 |
| 21030 - Material Coordinator | 23.10 |
| 21040 - Material Expediter | 23.10 |
| 21050 - Material Handling Laborer | 13.02 |
| 21071 - Order Filler | 13.31 |
| 21080 - Production Line Worker (Food Processing) | 14.54 |
| 21110 - Shipping Packer | 15.08 |
| 21130 - Shipping/Receiving Clerk | 15.08 |
| 21140 - Store Worker I | 11.53 |
| 21150 - Stock Clerk | 16.46 |
| 21210 - Tools And Parts Attendant | 14.54 |
| 21410 - Warehouse Specialist | 14.54 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.01 |
| 23021 - Aircraft Mechanic I | 27.51 |
| 23022 - Aircraft Mechanic II | 29.01 |
| 23023 - Aircraft Mechanic III | 30.15 |
| 23040 - Aircraft Mechanic Helper | 19.27 |

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| 23050 - Aircraft, Painter | 25.88 |
| 23060 - Aircraft Servicer | 22.10 |
| 23080 - Aircraft Worker | 23.08 |
| 23110 - Appliance Mechanic | 22.54 |
| 23120 - Bicycle Repairer | 14.54 |
| 23125 - Cable Splicer | 26.40 |
| 23130 - Carpenter, Maintenance | 27.67 |
| 23140 - Carpet Layer | 22.30 |
| 23160 - Electrician, Maintenance | 30.18 |
| 23181 - Electronics Technician Maintenance I | 26.46 |
| 23182 - Electronics Technician Maintenance II | 28.18 |
| 23183 - Electronics Technician Maintenance III | 29.92 |
| 23260 - Fabric Worker | 20.83 |
| 23290 - Fire Alarm System Mechanic | 22.30 |
| 23310 - Fire Extinguisher Repairer | 19.28 |
| 23311 - Fuel Distribution System Mechanic | 26.19 |
| 23312 - Fuel Distribution System Operator | 20.03 |
| 23370 - General Maintenance Worker | 23.26 |
| 23380 - Ground Support Equipment Mechanic | 27.51 |
| 23381 - Ground Support Equipment Servicer | 22.10 |
| 23382 - Ground Support Equipment Worker | 23.08 |
| 23391 - Gunsmith I | 19.28 |
| 23392 - Gunsmith II | 22.30 |
| 23393 - Gunsmith III | 25.21 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.29 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.59 |
| 23430 - Heavy Equipment Mechanic | 27.03 |
| 23440 - Heavy Equipment Operator | 29.39 |
| 23460 - Instrument Mechanic | 25.21 |
| 23465 - Laboratory/Shelter Mechanic | 23.75 |
| 23470 - Laborer | 13.40 |
| 23510 - Locksmith | 22.54 |
| 23530 - Machinery Maintenance Mechanic | 27.12 |
| 23550 - Machinist, Maintenance | 24.78 |
| 23580 - Maintenance Trades Helper | 13.96 |
| 23591 - Metrology Technician I | 25.21 |
| 23592 - Metrology Technician II | 26.70 |
| 23593 - Metrology Technician III | 28.79 |
| 23640 - Millwright | 25.21 |
| 23710 - Office Appliance Repairer | 21.32 |
| 23760 - Painter, Maintenance | 21.05 |
| 23790 - Pipefitter, Maintenance | 25.42 |
| 23810 - Plumber, Maintenance | 23.94 |
| 23820 - Pneudraulic Systems Mechanic | 25.21 |
| 23850 - Rigger | 26.17 |
| 23870 - Scale Mechanic | 22.30 |
| 23890 - Sheet-Metal Worker, Maintenance | 21.78 |
| 23910 - Small Engine Mechanic | 19.24 |
| 23931 - Telecommunications Mechanic I | 22.55 |
| 23932 - Telecommunications Mechanic II | 23.88 |
| 23950 - Telephone Lineman | 26.70 |
| 23960 - Welder, Combination, Maintenance | 19.60 |
| 23965 - Well Driller | 25.21 |
| 23970 - Woodcraft Worker | 25.21 |
| 23980 - Woodworker | 17.38 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.05 |
| 24580 - Child Care Center Clerk | 17.11 |
| 24610 - Chore Aide | 10.50 |
| 24620 - Family Readiness And Support Services Coordinator | 16.50 |

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| 24630 - Homemaker | 17.17 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.46 |
| 25040 - Sewage Plant Operator | 26.21 |
| 25070 - Stationary Engineer | 25.04 |
| 25190 - Ventilation Equipment Tender | 19.15 |
| 25210 - Water Treatment Plant Operator | 26.21 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 23.11 |
| 27007 - Baggage Inspector | 13.15 |
| 27008 - Corrections Officer | 31.01 |
| 27010 - Court Security Officer | 31.00 |
| 27030 - Detection Dog Handler | 19.70 |
| 27040 - Detention Officer | 31.01 |
| 27070 - Firefighter | 28.78 |
| 27101 - Guard I | 13.15 |
| 27102 - Guard II | 19.70 |
| 27131 - Police Officer I | 36.78 |
| 27132 - Police Officer II | 40.87 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.59 |
| 28042 - Carnival Equipment Repairer | 14.64 |
| 28043 - Carnival Equipment Worker | 10.30 |
| 28210 - Gate Attendant/Gate Tender | 15.57 |
| 28310 - Lifeguard | 13.81 |
| 28350 - Park Attendant (Aide) | 17.41 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.71 |
| 28515 - Recreation Specialist | 18.39 |
| 28630 - Sports Official | 13.87 |
| 28690 - Swimming Pool Operator | 20.34 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.28 |
| 29020 - Hatch Tender | 29.28 |
| 29030 - Line Handler | 29.28 |
| 29041 - Stevedore I | 29.18 |
| 29042 - Stevedore II | 32.79 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.85 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.98 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.26 |
| 30021 - Archeological Technician I | 24.38 |
| 30022 - Archeological Technician II | 27.39 |
| 30023 - Archeological Technician III | 33.92 |
| 30030 - Cartographic Technician | 34.33 |
| 30040 - Civil Engineering Technician | 28.53 |
| 30061 - Drafter/CAD Operator I | 24.49 |
| 30062 - Drafter/CAD Operator II | 27.39 |
| 30063 - Drafter/CAD Operator III | 30.35 |
| 30064 - Drafter/CAD Operator IV | 37.58 |
| 30081 - Engineering Technician I | 19.68 |
| 30082 - Engineering Technician II | 22.09 |
| 30083 - Engineering Technician III | 24.70 |
| 30084 - Engineering Technician IV | 30.60 |
| 30085 - Engineering Technician V | 37.43 |
| 30086 - Engineering Technician VI | 45.29 |
| 30090 - Environmental Technician | 25.20 |
| 30210 - Laboratory Technician | 24.99 |
| 30240 - Mathematical Technician | 33.80 |
| 30361 - Paralegal/Legal Assistant I | 21.43 |
| 30362 - Paralegal/Legal Assistant II | 26.55 |
| 30363 - Paralegal/Legal Assistant III | 32.48 |
| 30364 - Paralegal/Legal Assistant IV | 39.30 |
| 30390 - Photo-Optics Technician | 30.73 |

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|---|---------------|
| 30461 - Technical Writer I | 26.29 |
| 30462 - Technical Writer II | 32.15 |
| 30463 - Technical Writer III | 38.91 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.32 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.64 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.72 |
| 30494 - Unexploded (UXO) Safety Escort | 25.32 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.32 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 27.39 |
| 30621 - Weather Observer, Senior | (see 2) 33.32 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.96 |
| 31030 - Bus Driver | 18.67 |
| 31043 - Driver Courier | 13.27 |
| 31260 - Parking and Lot Attendant | 10.31 |
| 31290 - Shuttle Bus Driver | 14.48 |
| 31310 - Taxi Driver | 11.24 |
| 31361 - Truckdriver, Light | 14.48 |
| 31362 - Truckdriver, Medium | 14.89 |
| 31363 - Truckdriver, Heavy | 21.78 |
| 31364 - Truckdriver, Tractor-Trailer | 21.78 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.13 |
| 99050 - Desk Clerk | 10.43 |
| 99095 - Embalmer | 25.32 |
| 99251 - Laboratory Animal Caretaker I | 12.42 |
| 99252 - Laboratory Animal Caretaker II | 13.55 |
| 99310 - Mortician | 25.32 |
| 99410 - Pest Controller | 15.55 |
| 99510 - Photofinishing Worker | 15.95 |
| 99710 - Recycling Laborer | 19.53 |
| 99711 - Recycling Specialist | 23.86 |
| 99730 - Refuse Collector | 17.37 |
| 99810 - Sales Clerk | 16.78 |
| 99820 - School Crossing Guard | 11.71 |
| 99830 - Survey Party Chief | 27.80 |
| 99831 - Surveying Aide | 16.49 |
| 99832 - Surveying Technician | 22.62 |
| 99840 - Vending Machine Attendant | 16.14 |
| 99841 - Vending Machine Repairer | 18.63 |
| 99842 - Vending Machine Repairer Helper | 16.14 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Area: California Counties of Inyo, Kings, Tulare

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.80 |
| 01012 - Accounting Clerk II | | 16.61 |
| 01013 - Accounting Clerk III | | 18.57 |
| 01020 - Administrative Assistant | | 20.79 |
| 01040 - Court Reporter | | 17.55 |
| 01051 - Data Entry Operator I | | 11.00 |
| 01052 - Data Entry Operator II | | 12.34 |
| 01060 - Dispatcher, Motor Vehicle | | 17.75 |
| 01070 - Document Preparation Clerk | | 12.34 |
| 01090 - Duplicating Machine Operator | | 12.34 |
| 01111 - General Clerk I | | 12.73 |
| 01112 - General Clerk II | | 13.88 |
| 01113 - General Clerk III | | 15.60 |
| 01120 - Housing Referral Assistant | | 20.61 |
| 01141 - Messenger Courier | | 10.82 |
| 01191 - Order Clerk I | | 11.30 |
| 01192 - Order Clerk II | | 12.34 |
| 01261 - Personnel Assistant (Employment) I | | 14.90 |
| 01262 - Personnel Assistant (Employment) II | | 17.55 |
| 01263 - Personnel Assistant (Employment) III | | 18.88 |
| 01270 - Production Control Clerk | | 19.15 |
| 01280 - Receptionist | | 12.08 |
| 01290 - Rental Clerk | | 15.25 |
| 01300 - Scheduler, Maintenance | | 15.25 |
| 01311 - Secretary I | | 15.25 |
| 01312 - Secretary II | | 17.55 |
| 01313 - Secretary III | | 19.02 |
| 01320 - Service Order Dispatcher | | 15.85 |
| 01410 - Supply Technician | | 20.79 |
| 01420 - Survey Worker | | 17.55 |
| 01531 - Travel Clerk I | | 13.02 |
| 01532 - Travel Clerk II | | 13.70 |
| 01533 - Travel Clerk III | | 14.84 |
| 01611 - Word Processor I | | 13.60 |
| 01612 - Word Processor II | | 15.26 |
| 01613 - Word Processor III | | 17.55 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 20.67 |
| 05010 - Automotive Electrician | | 18.50 |
| 05040 - Automotive Glass Installer | | 17.57 |
| 05070 - Automotive Worker | | 17.57 |
| 05110 - Mobile Equipment Servicer | | 15.69 |
| 05130 - Motor Equipment Metal Mechanic | | 19.45 |
| 05160 - Motor Equipment Metal Worker | | 17.57 |
| 05190 - Motor Vehicle Mechanic | | 19.45 |
| 05220 - Motor Vehicle Mechanic Helper | | 14.73 |
| 05250 - Motor Vehicle Upholstery Worker | | 16.62 |
| 05280 - Motor Vehicle Wrecker | | 17.57 |

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| 05310 - Painter, Automotive | 18.50 |
| 05340 - Radiator Repair Specialist | 17.57 |
| 05370 - Tire Repairer | 11.81 |
| 05400 - Transmission Repair Specialist | 19.45 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.49 |
| 07041 - Cook I | 11.86 |
| 07042 - Cook II | 13.49 |
| 07070 - Dishwasher | 10.34 |
| 07130 - Food Service Worker | 10.34 |
| 07210 - Meat Cutter | 13.82 |
| 07260 - Waiter/Waitress | 10.13 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.70 |
| 09040 - Furniture Handler | 11.40 |
| 09080 - Furniture Refinisher | 17.27 |
| 09090 - Furniture Refinisher Helper | 13.34 |
| 09110 - Furniture Repairer, Minor | 15.32 |
| 09130 - Upholsterer | 17.27 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.07 |
| 11060 - Elevator Operator | 11.57 |
| 11090 - Gardener | 15.68 |
| 11122 - Housekeeping Aide | 9.91 |
| 11150 - Janitor | 12.37 |
| 11210 - Laborer, Grounds Maintenance | 12.53 |
| 11240 - Maid or Houseman | 9.10 |
| 11260 - Pruner | 12.00 |
| 11270 - Tractor Operator | 14.71 |
| 11330 - Trail Maintenance Worker | 12.53 |
| 11360 - Window Cleaner | 12.63 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.46 |
| 12011 - Breath Alcohol Technician | 19.45 |
| 12012 - Certified Occupational Therapist Assistant | 26.11 |
| 12015 - Certified Physical Therapist Assistant | 23.76 |
| 12020 - Dental Assistant | 15.10 |
| 12025 - Dental Hygienist | 36.99 |
| 12030 - EKG Technician | 30.50 |
| 12035 - Electroneurodiagnostic Technologist | 30.50 |
| 12040 - Emergency Medical Technician | 18.96 |
| 12071 - Licensed Practical Nurse I | 17.99 |
| 12072 - Licensed Practical Nurse II | 20.12 |
| 12073 - Licensed Practical Nurse III | 22.44 |
| 12100 - Medical Assistant | 13.12 |
| 12130 - Medical Laboratory Technician | 17.00 |
| 12160 - Medical Record Clerk | 15.74 |
| 12190 - Medical Record Technician | 15.42 |
| 12195 - Medical Transcriptionist | 14.99 |
| 12210 - Nuclear Medicine Technologist | 39.72 |
| 12221 - Nursing Assistant I | 9.91 |
| 12222 - Nursing Assistant II | 11.14 |
| 12223 - Nursing Assistant III | 12.16 |
| 12224 - Nursing Assistant IV | 13.64 |
| 12235 - Optical Dispenser | 17.50 |
| 12236 - Optical Technician | 17.99 |
| 12250 - Pharmacy Technician | 15.42 |
| 12280 - Phlebotomist | 13.64 |
| 12305 - Radiologic Technologist | 31.53 |
| 12311 - Registered Nurse I | 26.76 |
| 12312 - Registered Nurse II | 32.73 |
| 12313 - Registered Nurse II, Specialist | 32.73 |
| 12314 - Registered Nurse III | 39.59 |

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| 12315 - Registered Nurse III, Anesthetist | 39.59 |
| 12316 - Registered Nurse IV | 47.45 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.10 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 15.33 |
| 13012 - Exhibits Specialist II | 18.99 |
| 13013 - Exhibits Specialist III | 23.22 |
| 13041 - Illustrator I | 15.30 |
| 13042 - Illustrator II | 18.99 |
| 13043 - Illustrator III | 23.22 |
| 13047 - Librarian | 21.03 |
| 13050 - Library Aide/Clerk | 13.39 |
| 13054 - Library Information Technology Systems Administrator | 18.99 |
| 13058 - Library Technician | 15.08 |
| 13061 - Media Specialist I | 13.70 |
| 13062 - Media Specialist II | 15.33 |
| 13063 - Media Specialist III | 17.09 |
| 13071 - Photographer I | 13.00 |
| 13072 - Photographer II | 14.53 |
| 13073 - Photographer III | 18.01 |
| 13074 - Photographer IV | 22.02 |
| 13075 - Photographer V | 26.64 |
| 13110 - Video Teleconference Technician | 13.70 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.42 |
| 14042 - Computer Operator II | 15.01 |
| 14043 - Computer Operator III | 16.74 |
| 14044 - Computer Operator IV | 18.60 |
| 14045 - Computer Operator V | 20.59 |
| 14071 - Computer Programmer I | (see 1) 22.91 |
| 14072 - Computer Programmer II | 27.62 |
| 14073 - Computer Programmer III | |
| 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 | 13.42 |
| 14160 - Personal Computer Support Technician | 18.60 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.56 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.97 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 44.31 |
| 15050 - Computer Based Training Specialist / Instructor | 30.56 |
| 15060 - Educational Technologist | 25.01 |
| 15070 - Flight Instructor (Pilot) | 44.31 |
| 15080 - Graphic Artist | 21.52 |
| 15090 - Technical Instructor | 16.83 |
| 15095 - Technical Instructor/Course Developer | 22.28 |
| 15110 - Test Proctor | 14.39 |
| 15120 - Tutor | 14.39 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.51 |
| 16030 - Counter Attendant | 9.51 |
| 16040 - Dry Cleaner | 11.41 |
| 16070 - Finisher, Flatwork, Machine | 9.51 |
| 16090 - Presser, Hand | 9.51 |
| 16110 - Presser, Machine, Drycleaning | 9.51 |
| 16130 - Presser, Machine, Shirts | 9.51 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.51 |
| 16190 - Sewing Machine Operator | 12.05 |
| 16220 - Tailor | 12.71 |
| 16250 - Washer, Machine | 10.12 |

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| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.21 |
| 19040 - Tool And Die Maker | 22.34 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.35 |
| 21030 - Material Coordinator | 19.84 |
| 21040 - Material Expediter | 19.84 |
| 21050 - Material Handling Laborer | 11.87 |
| 21071 - Order Filler | 12.80 |
| 21080 - Production Line Worker (Food Processing) | 13.35 |
| 21110 - Shipping Packer | 13.98 |
| 21130 - Shipping/Receiving Clerk | 13.98 |
| 21140 - Store Worker I | 11.42 |
| 21150 - Stock Clerk | 14.99 |
| 21210 - Tools And Parts Attendant | 13.89 |
| 21410 - Warehouse Specialist | 13.89 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.02 |
| 23021 - Aircraft Mechanic I | 19.23 |
| 23022 - Aircraft Mechanic II | 20.27 |
| 23023 - Aircraft Mechanic III | 21.30 |
| 23040 - Aircraft Mechanic Helper | 14.25 |
| 23050 - Aircraft, Painter | 18.20 |
| 23060 - Aircraft Servicer | 16.42 |
| 23080 - Aircraft Worker | 17.36 |
| 23110 - Appliance Mechanic | 18.21 |
| 23120 - Bicycle Repairer | 12.50 |
| 23125 - Cable Splicer | 25.28 |
| 23130 - Carpenter, Maintenance | 19.10 |
| 23140 - Carpet Layer | 15.03 |
| 23160 - Electrician, Maintenance | 18.84 |
| 23181 - Electronics Technician Maintenance I | 17.17 |
| 23182 - Electronics Technician Maintenance II | 19.72 |
| 23183 - Electronics Technician Maintenance III | 21.64 |
| 23260 - Fabric Worker | 16.15 |
| 23290 - Fire Alarm System Mechanic | 18.59 |
| 23310 - Fire Extinguisher Repairer | 15.10 |
| 23311 - Fuel Distribution System Mechanic | 19.23 |
| 23312 - Fuel Distribution System Operator | 15.10 |
| 23370 - General Maintenance Worker | 16.15 |
| 23380 - Ground Support Equipment Mechanic | 19.23 |
| 23381 - Ground Support Equipment Servicer | 16.42 |
| 23382 - Ground Support Equipment Worker | 17.36 |
| 23391 - Gunsmith I | 15.10 |
| 23392 - Gunsmith II | 17.17 |
| 23393 - Gunsmith III | 19.23 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.45 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.61 |
| 23430 - Heavy Equipment Mechanic | 20.83 |
| 23440 - Heavy Equipment Operator | 20.89 |
| 23460 - Instrument Mechanic | 19.23 |
| 23465 - Laboratory/Shelter Mechanic | 18.21 |
| 23470 - Laborer | 11.45 |
| 23510 - Locksmith | 18.21 |
| 23530 - Machinery Maintenance Mechanic | 19.55 |
| 23550 - Machinist, Maintenance | 19.23 |
| 23580 - Maintenance Trades Helper | 12.96 |
| 23591 - Metrology Technician I | 19.23 |
| 23592 - Metrology Technician II | 20.27 |
| 23593 - Metrology Technician III | 21.30 |
| 23640 - Millwright | 19.23 |

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| 23710 - Office Appliance Repairer | 17.58 |
| 23760 - Painter, Maintenance | 16.33 |
| 23790 - Pipefitter, Maintenance | 19.85 |
| 23810 - Plumber, Maintenance | 18.82 |
| 23820 - Pneudraulic Systems Mechanic | 19.23 |
| 23850 - Rigger | 19.23 |
| 23870 - Scale Mechanic | 17.17 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.68 |
| 23910 - Small Engine Mechanic | 15.12 |
| 23931 - Telecommunications Mechanic I | 23.24 |
| 23932 - Telecommunications Mechanic II | 24.08 |
| 23950 - Telephone Lineman | 23.24 |
| 23960 - Welder, Combination, Maintenance | 16.51 |
| 23965 - Well Driller | 19.23 |
| 23970 - Woodcraft Worker | 19.23 |
| 23980 - Woodworker | 15.10 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.25 |
| 24580 - Child Care Center Clerk | 12.79 |
| 24610 - Chore Aide | 10.16 |
| 24620 - Family Readiness And Support Services Coordinator | 14.21 |
| 24630 - Homemaker | 14.21 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.72 |
| 25040 - Sewage Plant Operator | 19.49 |
| 25070 - Stationary Engineer | 21.72 |
| 25190 - Ventilation Equipment Tender | 14.81 |
| 25210 - Water Treatment Plant Operator | 19.35 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.58 |
| 27007 - Baggage Inspector | 10.26 |
| 27008 - Corrections Officer | 24.10 |
| 27010 - Court Security Officer | 24.17 |
| 27030 - Detection Dog Handler | 14.04 |
| 27040 - Detention Officer | 24.10 |
| 27070 - Firefighter | 23.77 |
| 27101 - Guard I | 10.26 |
| 27102 - Guard II | 14.04 |
| 27131 - Police Officer I | 29.11 |
| 27132 - Police Officer II | 32.31 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.55 |
| 28042 - Carnival Equipment Repairer | 14.25 |
| 28043 - Carnival Equipment Worker | 10.61 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.65 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.49 |
| 28515 - Recreation Specialist | 15.36 |
| 28630 - Sports Official | 11.65 |
| 28690 - Swimming Pool Operator | 16.95 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.63 |
| 29020 - Hatch Tender | 17.63 |
| 29030 - Line Handler | 17.63 |
| 29041 - Stevedore I | 16.59 |
| 29042 - Stevedore II | 18.70 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.11 |

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| 30022 - Archeological Technician II | 19.14 |
| 30023 - Archeological Technician III | 23.72 |
| 30030 - Cartographic Technician | 23.72 |
| 30040 - Civil Engineering Technician | 21.71 |
| 30061 - Drafter/CAD Operator I | 17.11 |
| 30062 - Drafter/CAD Operator II | 19.14 |
| 30063 - Drafter/CAD Operator III | 21.35 |
| 30064 - Drafter/CAD Operator IV | 26.26 |
| 30081 - Engineering Technician I | 16.68 |
| 30082 - Engineering Technician II | 18.72 |
| 30083 - Engineering Technician III | 20.94 |
| 30084 - Engineering Technician IV | 25.95 |
| 30085 - Engineering Technician V | 31.74 |
| 30086 - Engineering Technician VI | 38.40 |
| 30090 - Environmental Technician | 23.32 |
| 30210 - Laboratory Technician | 20.59 |
| 30240 - Mathematical Technician | 23.32 |
| 30361 - Paralegal/Legal Assistant I | 17.98 |
| 30362 - Paralegal/Legal Assistant II | 20.72 |
| 30363 - Paralegal/Legal Assistant III | 25.34 |
| 30364 - Paralegal/Legal Assistant IV | 30.65 |
| 30390 - Photo-Optics Technician | 23.72 |
| 30461 - Technical Writer I | 24.66 |
| 30462 - Technical Writer II | 30.15 |
| 30463 - Technical Writer III | 34.94 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 21.35 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 23.72 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.82 |
| 31030 - Bus Driver | 14.69 |
| 31043 - Driver Courier | 13.33 |
| 31260 - Parking and Lot Attendant | 11.54 |
| 31290 - Shuttle Bus Driver | 14.32 |
| 31310 - Taxi Driver | 13.93 |
| 31361 - Truckdriver, Light | 14.32 |
| 31362 - Truckdriver, Medium | 15.45 |
| 31363 - Truckdriver, Heavy | 20.08 |
| 31364 - Truckdriver, Tractor-Trailer | 20.08 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.83 |
| 99050 - Desk Clerk | 9.03 |
| 99095 - Embalmer | 20.95 |
| 99251 - Laboratory Animal Caretaker I | 11.18 |
| 99252 - Laboratory Animal Caretaker II | 12.00 |
| 99310 - Mortician | 20.95 |
| 99410 - Pest Controller | 15.02 |
| 99510 - Photofinishing Worker | 12.88 |
| 99710 - Recycling Laborer | 14.47 |
| 99711 - Recycling Specialist | 19.28 |
| 99730 - Refuse Collector | 16.25 |
| 99810 - Sales Clerk | 12.63 |
| 99820 - School Crossing Guard | 12.29 |
| 99830 - Survey Party Chief | 21.00 |
| 99831 - Surveying Aide | 11.98 |
| 99832 - Surveying Technician | 16.44 |
| 99840 - Vending Machine Attendant | 16.17 |
| 99841 - Vending Machine Repairer | 19.74 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage

determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2074
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: California

Area: California Counties of Inyo, Kings, Tulare

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.80 |
| 01012 - Accounting Clerk II | | 16.61 |
| 01013 - Accounting Clerk III | | 18.57 |
| 01020 - Administrative Assistant | | 20.79 |
| 01040 - Court Reporter | | 17.55 |
| 01051 - Data Entry Operator I | | 11.00 |
| 01052 - Data Entry Operator II | | 12.34 |
| 01060 - Dispatcher, Motor Vehicle | | 17.75 |
| 01070 - Document Preparation Clerk | | 12.34 |
| 01090 - Duplicating Machine Operator | | 12.34 |
| 01111 - General Clerk I | | 12.73 |
| 01112 - General Clerk II | | 13.88 |
| 01113 - General Clerk III | | 15.60 |
| 01120 - Housing Referral Assistant | | 20.61 |
| 01141 - Messenger Courier | | 10.82 |
| 01191 - Order Clerk I | | 11.30 |
| 01192 - Order Clerk II | | 12.34 |
| 01261 - Personnel Assistant (Employment) I | | 14.90 |
| 01262 - Personnel Assistant (Employment) II | | 17.55 |
| 01263 - Personnel Assistant (Employment) III | | 18.88 |
| 01270 - Production Control Clerk | | 19.15 |
| 01280 - Receptionist | | 12.08 |
| 01290 - Rental Clerk | | 15.25 |
| 01300 - Scheduler, Maintenance | | 15.25 |
| 01311 - Secretary I | | 15.25 |
| 01312 - Secretary II | | 17.55 |
| 01313 - Secretary III | | 19.02 |
| 01320 - Service Order Dispatcher | | 15.85 |
| 01410 - Supply Technician | | 20.79 |

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| 01420 - Survey Worker | 17.55 |
| 01531 - Travel Clerk I | 13.02 |
| 01532 - Travel Clerk II | 13.70 |
| 01533 - Travel Clerk III | 14.84 |
| 01611 - Word Processor I | 13.60 |
| 01612 - Word Processor II | 15.26 |
| 01613 - Word Processor III | 17.55 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.67 |
| 05010 - Automotive Electrician | 18.50 |
| 05040 - Automotive Glass Installer | 17.57 |
| 05070 - Automotive Worker | 17.57 |
| 05110 - Mobile Equipment Servicer | 15.69 |
| 05130 - Motor Equipment Metal Mechanic | 19.45 |
| 05160 - Motor Equipment Metal Worker | 17.57 |
| 05190 - Motor Vehicle Mechanic | 19.45 |
| 05220 - Motor Vehicle Mechanic Helper | 14.73 |
| 05250 - Motor Vehicle Upholstery Worker | 16.62 |
| 05280 - Motor Vehicle Wrecker | 17.57 |
| 05310 - Painter, Automotive | 18.50 |
| 05340 - Radiator Repair Specialist | 17.57 |
| 05370 - Tire Repairer | 11.81 |
| 05400 - Transmission Repair Specialist | 19.45 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.49 |
| 07041 - Cook I | 11.86 |
| 07042 - Cook II | 13.49 |
| 07070 - Dishwasher | 10.34 |
| 07130 - Food Service Worker | 10.34 |
| 07210 - Meat Cutter | 13.82 |
| 07260 - Waiter/Waitress | 10.13 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.70 |
| 09040 - Furniture Handler | 11.40 |
| 09080 - Furniture Refinisher | 17.27 |
| 09090 - Furniture Refinisher Helper | 13.34 |
| 09110 - Furniture Repairer, Minor | 15.32 |
| 09130 - Upholsterer | 17.27 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.07 |
| 11060 - Elevator Operator | 11.57 |
| 11090 - Gardener | 15.68 |
| 11122 - Housekeeping Aide | 9.91 |
| 11150 - Janitor | 12.37 |
| 11210 - Laborer, Grounds Maintenance | 12.53 |
| 11240 - Maid or Houseman | 9.10 |
| 11260 - Pruner | 12.00 |
| 11270 - Tractor Operator | 14.71 |
| 11330 - Trail Maintenance Worker | 12.53 |
| 11360 - Window Cleaner | 12.63 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.46 |
| 12011 - Breath Alcohol Technician | 19.45 |
| 12012 - Certified Occupational Therapist Assistant | 26.11 |
| 12015 - Certified Physical Therapist Assistant | 23.76 |
| 12020 - Dental Assistant | 15.10 |
| 12025 - Dental Hygienist | 36.99 |
| 12030 - EKG Technician | 30.50 |
| 12035 - Electroneurodiagnostic Technologist | 30.50 |
| 12040 - Emergency Medical Technician | 18.96 |
| 12071 - Licensed Practical Nurse I | 17.99 |
| 12072 - Licensed Practical Nurse II | 20.12 |
| 12073 - Licensed Practical Nurse III | 22.44 |

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| 12100 - Medical Assistant | 13.12 |
| 12130 - Medical Laboratory Technician | 17.00 |
| 12160 - Medical Record Clerk | 15.74 |
| 12190 - Medical Record Technician | 15.42 |
| 12195 - Medical Transcriptionist | 14.99 |
| 12210 - Nuclear Medicine Technologist | 39.72 |
| 12221 - Nursing Assistant I | 9.91 |
| 12222 - Nursing Assistant II | 11.14 |
| 12223 - Nursing Assistant III | 12.16 |
| 12224 - Nursing Assistant IV | 13.64 |
| 12235 - Optical Dispenser | 17.50 |
| 12236 - Optical Technician | 17.99 |
| 12250 - Pharmacy Technician | 15.42 |
| 12280 - Phlebotomist | 13.64 |
| 12305 - Radiologic Technologist | 31.53 |
| 12311 - Registered Nurse I | 26.76 |
| 12312 - Registered Nurse II | 32.73 |
| 12313 - Registered Nurse II, Specialist | 32.73 |
| 12314 - Registered Nurse III | 39.59 |
| 12315 - Registered Nurse III, Anesthetist | 39.59 |
| 12316 - Registered Nurse IV | 47.45 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.10 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 15.33 |
| 13012 - Exhibits Specialist II | 18.99 |
| 13013 - Exhibits Specialist III | 23.22 |
| 13041 - Illustrator I | 15.30 |
| 13042 - Illustrator II | 18.99 |
| 13043 - Illustrator III | 23.22 |
| 13047 - Librarian | 21.03 |
| 13050 - Library Aide/Clerk | 13.39 |
| 13054 - Library Information Technology Systems Administrator | 18.99 |
| 13058 - Library Technician | 15.08 |
| 13061 - Media Specialist I | 13.70 |
| 13062 - Media Specialist II | 15.33 |
| 13063 - Media Specialist III | 17.09 |
| 13071 - Photographer I | 13.00 |
| 13072 - Photographer II | 14.53 |
| 13073 - Photographer III | 18.01 |
| 13074 - Photographer IV | 22.02 |
| 13075 - Photographer V | 26.64 |
| 13110 - Video Teleconference Technician | 13.70 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.42 |
| 14042 - Computer Operator II | 15.01 |
| 14043 - Computer Operator III | 16.74 |
| 14044 - Computer Operator IV | 18.60 |
| 14045 - Computer Operator V | 20.59 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 13.42 |
| 14160 - Personal Computer Support Technician | 18.60 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.56 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.97 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 44.31 |
| 15050 - Computer Based Training Specialist / Instructor | 30.56 |

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| 15060 - Educational Technologist | 25.01 |
| 15070 - Flight Instructor (Pilot) | 44.31 |
| 15080 - Graphic Artist | 21.52 |
| 15090 - Technical Instructor | 16.83 |
| 15095 - Technical Instructor/Course Developer | 22.28 |
| 15110 - Test Proctor | 14.39 |
| 15120 - Tutor | 14.39 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.51 |
| 16030 - Counter Attendant | 9.51 |
| 16040 - Dry Cleaner | 11.41 |
| 16070 - Finisher, Flatwork, Machine | 9.51 |
| 16090 - Presser, Hand | 9.51 |
| 16110 - Presser, Machine, Drycleaning | 9.51 |
| 16130 - Presser, Machine, Shirts | 9.51 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.51 |
| 16190 - Sewing Machine Operator | 12.05 |
| 16220 - Tailor | 12.71 |
| 16250 - Washer, Machine | 10.12 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.21 |
| 19040 - Tool And Die Maker | 22.34 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.35 |
| 21030 - Material Coordinator | 19.84 |
| 21040 - Material Expediter | 19.84 |
| 21050 - Material Handling Laborer | 11.87 |
| 21071 - Order Filler | 12.80 |
| 21080 - Production Line Worker (Food Processing) | 13.35 |
| 21110 - Shipping Packer | 13.98 |
| 21130 - Shipping/Receiving Clerk | 13.98 |
| 21140 - Store Worker I | 11.42 |
| 21150 - Stock Clerk | 14.99 |
| 21210 - Tools And Parts Attendant | 13.89 |
| 21410 - Warehouse Specialist | 13.89 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.02 |
| 23021 - Aircraft Mechanic I | 19.23 |
| 23022 - Aircraft Mechanic II | 20.27 |
| 23023 - Aircraft Mechanic III | 21.30 |
| 23040 - Aircraft Mechanic Helper | 14.25 |
| 23050 - Aircraft, Painter | 18.20 |
| 23060 - Aircraft Servicer | 16.42 |
| 23080 - Aircraft Worker | 17.36 |
| 23110 - Appliance Mechanic | 18.21 |
| 23120 - Bicycle Repairer | 12.50 |
| 23125 - Cable Splicer | 25.28 |
| 23130 - Carpenter, Maintenance | 19.10 |
| 23140 - Carpet Layer | 15.03 |
| 23160 - Electrician, Maintenance | 18.84 |
| 23181 - Electronics Technician Maintenance I | 17.17 |
| 23182 - Electronics Technician Maintenance II | 19.72 |
| 23183 - Electronics Technician Maintenance III | 21.64 |
| 23260 - Fabric Worker | 16.15 |
| 23290 - Fire Alarm System Mechanic | 18.59 |
| 23310 - Fire Extinguisher Repairer | 15.10 |
| 23311 - Fuel Distribution System Mechanic | 19.23 |
| 23312 - Fuel Distribution System Operator | 15.10 |
| 23370 - General Maintenance Worker | 16.15 |
| 23380 - Ground Support Equipment Mechanic | 19.23 |
| 23381 - Ground Support Equipment Servicer | 16.42 |
| 23382 - Ground Support Equipment Worker | 17.36 |
| 23391 - Gunsmith I | 15.10 |

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| 23392 - Gunsmith II | 17.17 |
| 23393 - Gunsmith III | 19.23 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.45 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.61 |
| 23430 - Heavy Equipment Mechanic | 20.83 |
| 23440 - Heavy Equipment Operator | 20.89 |
| 23460 - Instrument Mechanic | 19.23 |
| 23465 - Laboratory/Shelter Mechanic | 18.21 |
| 23470 - Laborer | 11.45 |
| 23510 - Locksmith | 18.21 |
| 23530 - Machinery Maintenance Mechanic | 19.55 |
| 23550 - Machinist, Maintenance | 19.23 |
| 23580 - Maintenance Trades Helper | 12.96 |
| 23591 - Metrology Technician I | 19.23 |
| 23592 - Metrology Technician II | 20.27 |
| 23593 - Metrology Technician III | 21.30 |
| 23640 - Millwright | 19.23 |
| 23710 - Office Appliance Repairer | 17.58 |
| 23760 - Painter, Maintenance | 16.33 |
| 23790 - Pipefitter, Maintenance | 19.85 |
| 23810 - Plumber, Maintenance | 18.82 |
| 23820 - Pneudraulic Systems Mechanic | 19.23 |
| 23850 - Rigger | 19.23 |
| 23870 - Scale Mechanic | 17.17 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.68 |
| 23910 - Small Engine Mechanic | 15.12 |
| 23931 - Telecommunications Mechanic I | 23.24 |
| 23932 - Telecommunications Mechanic II | 24.08 |
| 23950 - Telephone Lineman | 23.24 |
| 23960 - Welder, Combination, Maintenance | 16.51 |
| 23965 - Well Driller | 19.23 |
| 23970 - Woodcraft Worker | 19.23 |
| 23980 - Woodworker | 15.10 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.25 |
| 24580 - Child Care Center Clerk | 12.79 |
| 24610 - Chore Aide | 10.16 |
| 24620 - Family Readiness And Support Services Coordinator | 14.21 |
| 24630 - Homemaker | 14.21 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.72 |
| 25040 - Sewage Plant Operator | 19.49 |
| 25070 - Stationary Engineer | 21.72 |
| 25190 - Ventilation Equipment Tender | 14.81 |
| 25210 - Water Treatment Plant Operator | 19.35 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.58 |
| 27007 - Baggage Inspector | 10.26 |
| 27008 - Corrections Officer | 24.10 |
| 27010 - Court Security Officer | 24.17 |
| 27030 - Detection Dog Handler | 14.04 |
| 27040 - Detention Officer | 24.10 |
| 27070 - Firefighter | 23.77 |
| 27101 - Guard I | 10.26 |
| 27102 - Guard II | 14.04 |
| 27131 - Police Officer I | 29.11 |
| 27132 - Police Officer II | 32.31 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.55 |
| 28042 - Carnival Equipment Repairer | 14.25 |

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| 28043 - Carnival Equipment Worker | 10.61 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.65 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.49 |
| 28515 - Recreation Specialist | 15.36 |
| 28630 - Sports Official | 11.65 |
| 28690 - Swimming Pool Operator | 16.95 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.63 |
| 29020 - Hatch Tender | 17.63 |
| 29030 - Line Handler | 17.63 |
| 29041 - Stevedore I | 16.59 |
| 29042 - Stevedore II | 18.70 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.11 |
| 30022 - Archeological Technician II | 19.14 |
| 30023 - Archeological Technician III | 23.72 |
| 30030 - Cartographic Technician | 23.72 |
| 30040 - Civil Engineering Technician | 21.71 |
| 30061 - Drafter/CAD Operator I | 17.11 |
| 30062 - Drafter/CAD Operator II | 19.14 |
| 30063 - Drafter/CAD Operator III | 21.35 |
| 30064 - Drafter/CAD Operator IV | 26.26 |
| 30081 - Engineering Technician I | 16.68 |
| 30082 - Engineering Technician II | 18.72 |
| 30083 - Engineering Technician III | 20.94 |
| 30084 - Engineering Technician IV | 25.95 |
| 30085 - Engineering Technician V | 31.74 |
| 30086 - Engineering Technician VI | 38.40 |
| 30090 - Environmental Technician | 23.32 |
| 30210 - Laboratory Technician | 20.59 |
| 30240 - Mathematical Technician | 23.32 |
| 30361 - Paralegal/Legal Assistant I | 17.98 |
| 30362 - Paralegal/Legal Assistant II | 20.72 |
| 30363 - Paralegal/Legal Assistant III | 25.34 |
| 30364 - Paralegal/Legal Assistant IV | 30.65 |
| 30390 - Photo-Optics Technician | 23.72 |
| 30461 - Technical Writer I | 24.66 |
| 30462 - Technical Writer II | 30.15 |
| 30463 - Technical Writer III | 34.94 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 21.35 |
| 30621 - Weather Observer, Senior (see 2) | 23.72 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.82 |
| 31030 - Bus Driver | 14.69 |
| 31043 - Driver Courier | 13.33 |
| 31260 - Parking and Lot Attendant | 11.54 |
| 31290 - Shuttle Bus Driver | 14.32 |
| 31310 - Taxi Driver | 13.93 |
| 31361 - Truckdriver, Light | 14.32 |
| 31362 - Truckdriver, Medium | 15.45 |
| 31363 - Truckdriver, Heavy | 20.08 |
| 31364 - Truckdriver, Tractor-Trailer | 20.08 |

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| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.83 |
| 99050 - Desk Clerk | 9.03 |
| 99095 - Embalmer | 20.95 |
| 99251 - Laboratory Animal Caretaker I | 11.18 |
| 99252 - Laboratory Animal Caretaker II | 12.00 |
| 99310 - Mortician | 20.95 |
| 99410 - Pest Controller | 15.02 |
| 99510 - Photofinishing Worker | 12.88 |
| 99710 - Recycling Laborer | 14.47 |
| 99711 - Recycling Specialist | 19.28 |
| 99730 - Refuse Collector | 16.25 |
| 99810 - Sales Clerk | 12.63 |
| 99820 - School Crossing Guard | 12.29 |
| 99830 - Survey Party Chief | 21.00 |
| 99831 - Surveying Aide | 11.98 |
| 99832 - Surveying Technician | 16.44 |
| 99840 - Vending Machine Attendant | 16.17 |
| 99841 - Vending Machine Repairer | 19.74 |
| 99842 - Vending Machine Repairer Helper | 16.17 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2079
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Colorado

Area: Colorado Counties of Cheyenne, El Paso, Kit Carson, Lincoln, Teller

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.29 |
| 01012 - Accounting Clerk II | | 14.94 |
| 01013 - Accounting Clerk III | | 17.87 |
| 01020 - Administrative Assistant | | 19.57 |
| 01040 - Court Reporter | | 20.06 |
| 01051 - Data Entry Operator I | | 11.25 |
| 01052 - Data Entry Operator II | | 12.61 |

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| 01060 - Dispatcher, Motor Vehicle | 17.30 |
| 01070 - Document Preparation Clerk | 13.64 |
| 01090 - Duplicating Machine Operator | 13.64 |
| 01111 - General Clerk I | 12.60 |
| 01112 - General Clerk II | 13.75 |
| 01113 - General Clerk III | 15.43 |
| 01120 - Housing Referral Assistant | 18.39 |
| 01141 - Messenger Courier | 12.32 |
| 01191 - Order Clerk I | 13.68 |
| 01192 - Order Clerk II | 14.93 |
| 01261 - Personnel Assistant (Employment) I | 15.47 |
| 01262 - Personnel Assistant (Employment) II | 17.58 |
| 01263 - Personnel Assistant (Employment) III | 20.64 |
| 01270 - Production Control Clerk | 21.41 |
| 01280 - Receptionist | 12.50 |
| 01290 - Rental Clerk | 10.89 |
| 01300 - Scheduler, Maintenance | 14.89 |
| 01311 - Secretary I | 14.89 |
| 01312 - Secretary II | 16.58 |
| 01313 - Secretary III | 18.39 |
| 01320 - Service Order Dispatcher | 14.02 |
| 01410 - Supply Technician | 20.86 |
| 01420 - Survey Worker | 15.38 |
| 01531 - Travel Clerk I | 11.73 |
| 01532 - Travel Clerk II | 12.56 |
| 01533 - Travel Clerk III | 13.26 |
| 01611 - Word Processor I | 14.44 |
| 01612 - Word Processor II | 16.28 |
| 01613 - Word Processor III | 18.20 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 25.23 |
| 05010 - Automotive Electrician | 17.73 |
| 05040 - Automotive Glass Installer | 16.68 |
| 05070 - Automotive Worker | 16.68 |
| 05110 - Mobile Equipment Servicer | 14.60 |
| 05130 - Motor Equipment Metal Mechanic | 18.76 |
| 05160 - Motor Equipment Metal Worker | 16.68 |
| 05190 - Motor Vehicle Mechanic | 20.25 |
| 05220 - Motor Vehicle Mechanic Helper | 15.76 |
| 05250 - Motor Vehicle Upholstery Worker | 16.34 |
| 05280 - Motor Vehicle Wrecker | 17.51 |
| 05310 - Painter, Automotive | 18.54 |
| 05340 - Radiator Repair Specialist | 17.41 |
| 05370 - Tire Repairer | 11.76 |
| 05400 - Transmission Repair Specialist | 20.25 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.29 |
| 07041 - Cook I | 10.63 |
| 07042 - Cook II | 12.27 |
| 07070 - Dishwasher | 8.82 |
| 07130 - Food Service Worker | 10.00 |
| 07210 - Meat Cutter | 16.50 |
| 07260 - Waiter/Waitress | 9.53 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.06 |
| 09040 - Furniture Handler | 12.08 |
| 09080 - Furniture Refinisher | 16.70 |
| 09090 - Furniture Refinisher Helper | 12.92 |
| 09110 - Furniture Repairer, Minor | 14.72 |
| 09130 - Upholsterer | 16.24 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.62 |
| 11060 - Elevator Operator | 10.58 |

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| 11090 - Gardener | 14.40 |
| 11122 - Housekeeping Aide | 11.93 |
| 11150 - Janitor | 11.93 |
| 11210 - Laborer, Grounds Maintenance | 11.83 |
| 11240 - Maid or Houseman | 9.18 |
| 11260 - Pruner | 11.93 |
| 11270 - Tractor Operator | 14.13 |
| 11330 - Trail Maintenance Worker | 11.83 |
| 11360 - Window Cleaner | 12.68 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.08 |
| 12011 - Breath Alcohol Technician | 17.08 |
| 12012 - Certified Occupational Therapist Assistant | 23.51 |
| 12015 - Certified Physical Therapist Assistant | 18.99 |
| 12020 - Dental Assistant | 16.47 |
| 12025 - Dental Hygienist | 33.17 |
| 12030 - EKG Technician | 24.94 |
| 12035 - Electroneurodiagnostic Technologist | 24.94 |
| 12040 - Emergency Medical Technician | 17.08 |
| 12071 - Licensed Practical Nurse I | 14.71 |
| 12072 - Licensed Practical Nurse II | 16.45 |
| 12073 - Licensed Practical Nurse III | 18.35 |
| 12100 - Medical Assistant | 13.83 |
| 12130 - Medical Laboratory Technician | 16.79 |
| 12160 - Medical Record Clerk | 14.27 |
| 12190 - Medical Record Technician | 15.96 |
| 12195 - Medical Transcriptionist | 16.54 |
| 12210 - Nuclear Medicine Technologist | 36.16 |
| 12221 - Nursing Assistant I | 10.18 |
| 12222 - Nursing Assistant II | 11.44 |
| 12223 - Nursing Assistant III | 12.49 |
| 12224 - Nursing Assistant IV | 14.01 |
| 12235 - Optical Dispenser | 16.45 |
| 12236 - Optical Technician | 14.71 |
| 12250 - Pharmacy Technician | 14.36 |
| 12280 - Phlebotomist | 14.01 |
| 12305 - Radiologic Technologist | 21.97 |
| 12311 - Registered Nurse I | 23.18 |
| 12312 - Registered Nurse II | 28.35 |
| 12313 - Registered Nurse II, Specialist | 28.35 |
| 12314 - Registered Nurse III | 34.30 |
| 12315 - Registered Nurse III, Anesthetist | 34.40 |
| 12316 - Registered Nurse IV | 41.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.16 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.97 |
| 13012 - Exhibits Specialist II | 25.98 |
| 13013 - Exhibits Specialist III | 31.78 |
| 13041 - Illustrator I | 23.47 |
| 13042 - Illustrator II | 28.58 |
| 13043 - Illustrator III | 34.95 |
| 13047 - Librarian | 31.65 |
| 13050 - Library Aide/Clerk | 15.84 |
| 13054 - Library Information Technology Systems Administrator | 28.58 |
| 13058 - Library Technician | 13.34 |
| 13061 - Media Specialist I | 17.94 |
| 13062 - Media Specialist II | 20.07 |
| 13063 - Media Specialist III | 22.37 |
| 13071 - Photographer I | 14.70 |
| 13072 - Photographer II | 17.33 |
| 13073 - Photographer III | 21.47 |
| 13074 - Photographer IV | 24.77 |

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| 13075 - Photographer V | 29.97 |
| 13110 - Video Teleconference Technician | 17.94 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.00 |
| 14042 - Computer Operator II | 16.08 |
| 14043 - Computer Operator III | 18.14 |
| 14044 - Computer Operator IV | 20.15 |
| 14045 - Computer Operator V | 23.51 |
| 14071 - Computer Programmer I | 27.57 |
| 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 | 14.00 |
| 14160 - Personal Computer Support Technician | 20.15 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.70 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.93 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 43.07 |
| 15050 - Computer Based Training Specialist / Instructor | 29.70 |
| 15060 - Educational Technologist | 32.81 |
| 15070 - Flight Instructor (Pilot) | 43.07 |
| 15080 - Graphic Artist | 20.20 |
| 15090 - Technical Instructor | 20.20 |
| 15095 - Technical Instructor/Course Developer | 24.72 |
| 15110 - Test Proctor | 16.31 |
| 15120 - Tutor | 16.31 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.81 |
| 16030 - Counter Attendant | 8.81 |
| 16040 - Dry Cleaner | 10.69 |
| 16070 - Finisher, Flatwork, Machine | 8.81 |
| 16090 - Presser, Hand | 8.81 |
| 16110 - Presser, Machine, Drycleaning | 8.81 |
| 16130 - Presser, Machine, Shirts | 8.81 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.81 |
| 16190 - Sewing Machine Operator | 11.22 |
| 16220 - Tailor | 11.84 |
| 16250 - Washer, Machine | 9.53 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.38 |
| 19040 - Tool And Die Maker | 25.41 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.80 |
| 21030 - Material Coordinator | 21.41 |
| 21040 - Material Expediter | 21.41 |
| 21050 - Material Handling Laborer | 11.47 |
| 21071 - Order Filler | 12.04 |
| 21080 - Production Line Worker (Food Processing) | 12.80 |
| 21110 - Shipping Packer | 13.23 |
| 21130 - Shipping/Receiving Clerk | 13.23 |
| 21140 - Store Worker I | 9.95 |
| 21150 - Stock Clerk | 13.41 |
| 21210 - Tools And Parts Attendant | 12.80 |
| 21410 - Warehouse Specialist | 12.80 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.91 |
| 23021 - Aircraft Mechanic I | 22.62 |
| 23022 - Aircraft Mechanic II | 23.91 |
| 23023 - Aircraft Mechanic III | 25.18 |
| 23040 - Aircraft Mechanic Helper | 16.54 |

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| 23050 - Aircraft, Painter | 21.70 |
| 23060 - Aircraft Servicer | 18.87 |
| 23080 - Aircraft Worker | 19.64 |
| 23110 - Appliance Mechanic | 16.98 |
| 23120 - Bicycle Repairer | 12.91 |
| 23125 - Cable Splicer | 24.33 |
| 23130 - Carpenter, Maintenance | 22.39 |
| 23140 - Carpet Layer | 18.28 |
| 23160 - Electrician, Maintenance | 21.01 |
| 23181 - Electronics Technician Maintenance I | 21.55 |
| 23182 - Electronics Technician Maintenance II | 23.11 |
| 23183 - Electronics Technician Maintenance III | 24.52 |
| 23260 - Fabric Worker | 17.06 |
| 23290 - Fire Alarm System Mechanic | 20.69 |
| 23310 - Fire Extinguisher Repairer | 15.87 |
| 23311 - Fuel Distribution System Mechanic | 26.10 |
| 23312 - Fuel Distribution System Operator | 19.01 |
| 23370 - General Maintenance Worker | 16.10 |
| 23380 - Ground Support Equipment Mechanic | 22.62 |
| 23381 - Ground Support Equipment Servicer | 18.87 |
| 23382 - Ground Support Equipment Worker | 19.93 |
| 23391 - Gunsmith I | 15.87 |
| 23392 - Gunsmith II | 18.32 |
| 23393 - Gunsmith III | 20.69 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.21 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.35 |
| 23430 - Heavy Equipment Mechanic | 22.10 |
| 23440 - Heavy Equipment Operator | 20.16 |
| 23460 - Instrument Mechanic | 23.08 |
| 23465 - Laboratory/Shelter Mechanic | 19.50 |
| 23470 - Laborer | 11.47 |
| 23510 - Locksmith | 16.24 |
| 23530 - Machinery Maintenance Mechanic | 20.69 |
| 23550 - Machinist, Maintenance | 18.15 |
| 23580 - Maintenance Trades Helper | 16.27 |
| 23591 - Metrology Technician I | 23.08 |
| 23592 - Metrology Technician II | 24.38 |
| 23593 - Metrology Technician III | 25.69 |
| 23640 - Millwright | 20.69 |
| 23710 - Office Appliance Repairer | 19.19 |
| 23760 - Painter, Maintenance | 16.21 |
| 23790 - Pipefitter, Maintenance | 21.84 |
| 23810 - Plumber, Maintenance | 20.71 |
| 23820 - Pneudraulic Systems Mechanic | 20.69 |
| 23850 - Rigger | 20.69 |
| 23870 - Scale Mechanic | 18.32 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.40 |
| 23910 - Small Engine Mechanic | 14.38 |
| 23931 - Telecommunications Mechanic I | 24.24 |
| 23932 - Telecommunications Mechanic II | 26.77 |
| 23950 - Telephone Lineman | 20.89 |
| 23960 - Welder, Combination, Maintenance | 15.86 |
| 23965 - Well Driller | 19.25 |
| 23970 - Woodcraft Worker | 20.69 |
| 23980 - Woodworker | 16.61 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.03 |
| 24580 - Child Care Center Clerk | 13.96 |
| 24610 - Chore Aide | 9.81 |
| 24620 - Family Readiness And Support Services Coordinator | 14.42 |

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|--|-------|
| 24630 - Homemaker | 17.07 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.56 |
| 25040 - Sewage Plant Operator | 21.66 |
| 25070 - Stationary Engineer | 23.56 |
| 25190 - Ventilation Equipment Tender | 16.70 |
| 25210 - Water Treatment Plant Operator | 21.66 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.55 |
| 27007 - Baggage Inspector | 12.99 |
| 27008 - Corrections Officer | 22.41 |
| 27010 - Court Security Officer | 20.70 |
| 27030 - Detection Dog Handler | 15.25 |
| 27040 - Detention Officer | 22.41 |
| 27070 - Firefighter | 19.80 |
| 27101 - Guard I | 12.99 |
| 27102 - Guard II | 15.25 |
| 27131 - Police Officer I | 22.77 |
| 27132 - Police Officer II | 23.92 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.99 |
| 28042 - Carnival Equipment Repairer | 11.70 |
| 28043 - Carnival Equipment Worker | 8.57 |
| 28210 - Gate Attendant/Gate Tender | 14.50 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 16.21 |
| 28510 - Recreation Aide/Health Facility Attendant | 14.40 |
| 28515 - Recreation Specialist | 14.40 |
| 28630 - Sports Official | 12.91 |
| 28690 - Swimming Pool Operator | 14.34 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.32 |
| 29020 - Hatch Tender | 18.32 |
| 29030 - Line Handler | 18.32 |
| 29041 - Stevedore I | 17.10 |
| 29042 - Stevedore II | 19.50 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.60 |
| 30022 - Archeological Technician II | 19.59 |
| 30023 - Archeological Technician III | 22.21 |
| 30030 - Cartographic Technician | 26.27 |
| 30040 - Civil Engineering Technician | 25.49 |
| 30061 - Drafter/CAD Operator I | 19.31 |
| 30062 - Drafter/CAD Operator II | 21.70 |
| 30063 - Drafter/CAD Operator III | 24.08 |
| 30064 - Drafter/CAD Operator IV | 29.62 |
| 30081 - Engineering Technician I | 16.63 |
| 30082 - Engineering Technician II | 18.67 |
| 30083 - Engineering Technician III | 20.87 |
| 30084 - Engineering Technician IV | 25.86 |
| 30085 - Engineering Technician V | 31.64 |
| 30086 - Engineering Technician VI | 38.28 |
| 30090 - Environmental Technician | 26.27 |
| 30210 - Laboratory Technician | 19.72 |
| 30240 - Mathematical Technician | 26.27 |
| 30361 - Paralegal/Legal Assistant I | 16.35 |
| 30362 - Paralegal/Legal Assistant II | 20.25 |
| 30363 - Paralegal/Legal Assistant III | 24.60 |
| 30364 - Paralegal/Legal Assistant IV | 29.77 |
| 30390 - Photo-Optics Technician | 26.27 |

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|---|---------------|
| 30461 - Technical Writer I | 21.64 |
| 30462 - Technical Writer II | 26.47 |
| 30463 - Technical Writer III | 32.02 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 22.25 |
| 30621 - Weather Observer, Senior | (see 2) 25.49 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.62 |
| 31030 - Bus Driver | 16.18 |
| 31043 - Driver Courier | 13.88 |
| 31260 - Parking and Lot Attendant | 9.12 |
| 31290 - Shuttle Bus Driver | 15.02 |
| 31310 - Taxi Driver | 10.43 |
| 31361 - Truckdriver, Light | 15.02 |
| 31362 - Truckdriver, Medium | 16.18 |
| 31363 - Truckdriver, Heavy | 17.34 |
| 31364 - Truckdriver, Tractor-Trailer | 17.34 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.05 |
| 99050 - Desk Clerk | 9.99 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.70 |
| 99252 - Laboratory Animal Caretaker II | 12.28 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 17.00 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.95 |
| 99711 - Recycling Specialist | 17.58 |
| 99730 - Refuse Collector | 13.56 |
| 99810 - Sales Clerk | 12.50 |
| 99820 - School Crossing Guard | 13.46 |
| 99830 - Survey Party Chief | 22.67 |
| 99831 - Surveying Aide | 16.22 |
| 99832 - Surveying Technician | 20.94 |
| 99840 - Vending Machine Attendant | 13.02 |
| 99841 - Vending Machine Repairer | 15.97 |
| 99842 - Vending Machine Repairer Helper | 13.02 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or
Page 4909

successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2080
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Colorado

Area: Colorado Counties of Cheyenne, El Paso, Kit Carson, Lincoln, Teller

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.29 |
| 01012 - Accounting Clerk II | | 14.94 |
| 01013 - Accounting Clerk III | | 17.87 |
| 01020 - Administrative Assistant | | 19.57 |
| 01040 - Court Reporter | | 20.06 |
| 01051 - Data Entry Operator I | | 11.25 |
| 01052 - Data Entry Operator II | | 12.61 |
| 01060 - Dispatcher, Motor Vehicle | | 17.30 |
| 01070 - Document Preparation Clerk | | 13.64 |
| 01090 - Duplicating Machine Operator | | 13.64 |
| 01111 - General Clerk I | | 12.60 |
| 01112 - General Clerk II | | 13.75 |
| 01113 - General Clerk III | | 15.43 |
| 01120 - Housing Referral Assistant | | 18.39 |
| 01141 - Messenger Courier | | 12.32 |
| 01191 - Order Clerk I | | 13.68 |
| 01192 - Order Clerk II | | 14.93 |
| 01261 - Personnel Assistant (Employment) I | | 15.47 |
| 01262 - Personnel Assistant (Employment) II | | 17.58 |
| 01263 - Personnel Assistant (Employment) III | | 20.64 |
| 01270 - Production Control Clerk | | 21.41 |
| 01280 - Receptionist | | 12.50 |
| 01290 - Rental Clerk | | 10.89 |
| 01300 - Scheduler, Maintenance | | 14.89 |
| 01311 - Secretary I | | 14.89 |
| 01312 - Secretary II | | 16.58 |
| 01313 - Secretary III | | 18.39 |

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| 01320 - Service Order Dispatcher | 14.02 |
| 01410 - Supply Technician | 20.86 |
| 01420 - Survey Worker | 15.38 |
| 01531 - Travel Clerk I | 11.73 |
| 01532 - Travel Clerk II | 12.56 |
| 01533 - Travel Clerk III | 13.26 |
| 01611 - Word Processor I | 14.44 |
| 01612 - Word Processor II | 16.28 |
| 01613 - Word Processor III | 18.20 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 25.23 |
| 05010 - Automotive Electrician | 17.73 |
| 05040 - Automotive Glass Installer | 16.68 |
| 05070 - Automotive Worker | 16.68 |
| 05110 - Mobile Equipment Servicer | 14.60 |
| 05130 - Motor Equipment Metal Mechanic | 18.76 |
| 05160 - Motor Equipment Metal Worker | 16.68 |
| 05190 - Motor Vehicle Mechanic | 20.25 |
| 05220 - Motor Vehicle Mechanic Helper | 15.76 |
| 05250 - Motor Vehicle Upholstery Worker | 16.34 |
| 05280 - Motor Vehicle Wrecker | 17.51 |
| 05310 - Painter, Automotive | 18.54 |
| 05340 - Radiator Repair Specialist | 17.41 |
| 05370 - Tire Repairer | 11.76 |
| 05400 - Transmission Repair Specialist | 20.25 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.29 |
| 07041 - Cook I | 10.63 |
| 07042 - Cook II | 12.27 |
| 07070 - Dishwasher | 8.82 |
| 07130 - Food Service Worker | 10.00 |
| 07210 - Meat Cutter | 16.50 |
| 07260 - Waiter/Waitress | 9.53 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.06 |
| 09040 - Furniture Handler | 12.08 |
| 09080 - Furniture Refinisher | 16.70 |
| 09090 - Furniture Refinisher Helper | 12.92 |
| 09110 - Furniture Repairer, Minor | 14.72 |
| 09130 - Upholsterer | 16.24 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.62 |
| 11060 - Elevator Operator | 10.58 |
| 11090 - Gardener | 14.40 |
| 11122 - Housekeeping Aide | 11.93 |
| 11150 - Janitor | 11.93 |
| 11210 - Laborer, Grounds Maintenance | 11.83 |
| 11240 - Maid or Houseman | 9.18 |
| 11260 - Pruner | 11.93 |
| 11270 - Tractor Operator | 14.13 |
| 11330 - Trail Maintenance Worker | 11.83 |
| 11360 - Window Cleaner | 12.68 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.08 |
| 12011 - Breath Alcohol Technician | 17.08 |
| 12012 - Certified Occupational Therapist Assistant | 23.51 |
| 12015 - Certified Physical Therapist Assistant | 18.99 |
| 12020 - Dental Assistant | 16.47 |
| 12025 - Dental Hygienist | 33.17 |
| 12030 - EKG Technician | 24.94 |
| 12035 - Electroneurodiagnostic Technologist | 24.94 |
| 12040 - Emergency Medical Technician | 17.08 |
| 12071 - Licensed Practical Nurse I | 14.71 |

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| 12072 - Licensed Practical Nurse II | 16.45 |
| 12073 - Licensed Practical Nurse III | 18.35 |
| 12100 - Medical Assistant | 13.83 |
| 12130 - Medical Laboratory Technician | 16.79 |
| 12160 - Medical Record Clerk | 14.27 |
| 12190 - Medical Record Technician | 15.96 |
| 12195 - Medical Transcriptionist | 16.54 |
| 12210 - Nuclear Medicine Technologist | 36.16 |
| 12221 - Nursing Assistant I | 10.18 |
| 12222 - Nursing Assistant II | 11.44 |
| 12223 - Nursing Assistant III | 12.49 |
| 12224 - Nursing Assistant IV | 14.01 |
| 12235 - Optical Dispenser | 16.45 |
| 12236 - Optical Technician | 14.71 |
| 12250 - Pharmacy Technician | 14.36 |
| 12280 - Phlebotomist | 14.01 |
| 12305 - Radiologic Technologist | 21.97 |
| 12311 - Registered Nurse I | 23.18 |
| 12312 - Registered Nurse II | 28.35 |
| 12313 - Registered Nurse II, Specialist | 28.35 |
| 12314 - Registered Nurse III | 34.30 |
| 12315 - Registered Nurse III, Anesthetist | 34.40 |
| 12316 - Registered Nurse IV | 41.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.16 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.97 |
| 13012 - Exhibits Specialist II | 25.98 |
| 13013 - Exhibits Specialist III | 31.78 |
| 13041 - Illustrator I | 23.47 |
| 13042 - Illustrator II | 28.58 |
| 13043 - Illustrator III | 34.95 |
| 13047 - Librarian | 31.65 |
| 13050 - Library Aide/Clerk | 15.84 |
| 13054 - Library Information Technology Systems Administrator | 28.58 |
| 13058 - Library Technician | 13.34 |
| 13061 - Media Specialist I | 17.94 |
| 13062 - Media Specialist II | 20.07 |
| 13063 - Media Specialist III | 22.37 |
| 13071 - Photographer I | 14.70 |
| 13072 - Photographer II | 17.33 |
| 13073 - Photographer III | 21.47 |
| 13074 - Photographer IV | 24.77 |
| 13075 - Photographer V | 29.97 |
| 13110 - Video Teleconference Technician | 17.94 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.00 |
| 14042 - Computer Operator II | 16.08 |
| 14043 - Computer Operator III | 18.14 |
| 14044 - Computer Operator IV | 20.15 |
| 14045 - Computer Operator V | 23.51 |
| 14071 - Computer Programmer I | 27.57 |
| 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 | 14.00 |
| 14160 - Personal Computer Support Technician | 20.15 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.70 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.93 |

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| 15030 - Air Crew Training Devices Instructor (Pilot) | 43.07 |
| 15050 - Computer Based Training Specialist / Instructor | 29.70 |
| 15060 - Educational Technologist | 32.81 |
| 15070 - Flight Instructor (Pilot) | 43.07 |
| 15080 - Graphic Artist | 20.20 |
| 15090 - Technical Instructor | 20.20 |
| 15095 - Technical Instructor/Course Developer | 24.72 |
| 15110 - Test Proctor | 16.31 |
| 15120 - Tutor | 16.31 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.81 |
| 16030 - Counter Attendant | 8.81 |
| 16040 - Dry Cleaner | 10.69 |
| 16070 - Finisher, Flatwork, Machine | 8.81 |
| 16090 - Presser, Hand | 8.81 |
| 16110 - Presser, Machine, Drycleaning | 8.81 |
| 16130 - Presser, Machine, Shirts | 8.81 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.81 |
| 16190 - Sewing Machine Operator | 11.22 |
| 16220 - Tailor | 11.84 |
| 16250 - Washer, Machine | 9.53 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.38 |
| 19040 - Tool And Die Maker | 25.41 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.80 |
| 21030 - Material Coordinator | 21.41 |
| 21040 - Material Expediter | 21.41 |
| 21050 - Material Handling Laborer | 11.47 |
| 21071 - Order Filler | 12.04 |
| 21080 - Production Line Worker (Food Processing) | 12.80 |
| 21110 - Shipping Packer | 13.23 |
| 21130 - Shipping/Receiving Clerk | 13.23 |
| 21140 - Store Worker I | 9.95 |
| 21150 - Stock Clerk | 13.41 |
| 21210 - Tools And Parts Attendant | 12.80 |
| 21410 - Warehouse Specialist | 12.80 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.91 |
| 23021 - Aircraft Mechanic I | 22.62 |
| 23022 - Aircraft Mechanic II | 23.91 |
| 23023 - Aircraft Mechanic III | 25.18 |
| 23040 - Aircraft Mechanic Helper | 16.54 |
| 23050 - Aircraft, Painter | 21.70 |
| 23060 - Aircraft Servicer | 18.87 |
| 23080 - Aircraft Worker | 19.64 |
| 23110 - Appliance Mechanic | 16.98 |
| 23120 - Bicycle Repairer | 12.91 |
| 23125 - Cable Splicer | 24.33 |
| 23130 - Carpenter, Maintenance | 22.39 |
| 23140 - Carpet Layer | 18.28 |
| 23160 - Electrician, Maintenance | 21.01 |
| 23181 - Electronics Technician Maintenance I | 21.55 |
| 23182 - Electronics Technician Maintenance II | 23.11 |
| 23183 - Electronics Technician Maintenance III | 24.52 |
| 23260 - Fabric Worker | 17.06 |
| 23290 - Fire Alarm System Mechanic | 20.69 |
| 23310 - Fire Extinguisher Repairer | 15.87 |
| 23311 - Fuel Distribution System Mechanic | 26.10 |
| 23312 - Fuel Distribution System Operator | 19.01 |
| 23370 - General Maintenance Worker | 16.10 |
| 23380 - Ground Support Equipment Mechanic | 22.62 |
| 23381 - Ground Support Equipment Servicer | 18.87 |

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|---|-------|
| 23382 - Ground Support Equipment Worker | 19.93 |
| 23391 - Gunsmith I | 15.87 |
| 23392 - Gunsmith II | 18.32 |
| 23393 - Gunsmith III | 20.69 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.21 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.35 |
| 23430 - Heavy Equipment Mechanic | 22.10 |
| 23440 - Heavy Equipment Operator | 20.16 |
| 23460 - Instrument Mechanic | 23.08 |
| 23465 - Laboratory/Shelter Mechanic | 19.50 |
| 23470 - Laborer | 11.47 |
| 23510 - Locksmith | 16.24 |
| 23530 - Machinery Maintenance Mechanic | 20.69 |
| 23550 - Machinist, Maintenance | 18.15 |
| 23580 - Maintenance Trades Helper | 16.27 |
| 23591 - Metrology Technician I | 23.08 |
| 23592 - Metrology Technician II | 24.38 |
| 23593 - Metrology Technician III | 25.69 |
| 23640 - Millwright | 20.69 |
| 23710 - Office Appliance Repairer | 19.19 |
| 23760 - Painter, Maintenance | 16.21 |
| 23790 - Pipefitter, Maintenance | 21.84 |
| 23810 - Plumber, Maintenance | 20.71 |
| 23820 - Pneudraulic Systems Mechanic | 20.69 |
| 23850 - Rigger | 20.69 |
| 23870 - Scale Mechanic | 18.32 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.40 |
| 23910 - Small Engine Mechanic | 14.38 |
| 23931 - Telecommunications Mechanic I | 24.24 |
| 23932 - Telecommunications Mechanic II | 26.77 |
| 23950 - Telephone Lineman | 20.89 |
| 23960 - Welder, Combination, Maintenance | 15.86 |
| 23965 - Well Driller | 19.25 |
| 23970 - Woodcraft Worker | 20.69 |
| 23980 - Woodworker | 16.61 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.03 |
| 24580 - Child Care Center Clerk | 13.96 |
| 24610 - Chore Aide | 9.81 |
| 24620 - Family Readiness And Support Services Coordinator | 14.42 |
| 24630 - Homemaker | 17.07 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.56 |
| 25040 - Sewage Plant Operator | 21.66 |
| 25070 - Stationary Engineer | 23.56 |
| 25190 - Ventilation Equipment Tender | 16.70 |
| 25210 - Water Treatment Plant Operator | 21.66 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.55 |
| 27007 - Baggage Inspector | 12.99 |
| 27008 - Corrections Officer | 22.41 |
| 27010 - Court Security Officer | 20.70 |
| 27030 - Detection Dog Handler | 15.25 |
| 27040 - Detention Officer | 22.41 |
| 27070 - Firefighter | 19.80 |
| 27101 - Guard I | 12.99 |
| 27102 - Guard II | 15.25 |
| 27131 - Police Officer I | 22.77 |
| 27132 - Police Officer II | 23.92 |
| 28000 - Recreation Occupations | |

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| 28041 - Carnival Equipment Operator | 10.99 |
| 28042 - Carnival Equipment Repairer | 11.70 |
| 28043 - Carnival Equipment Worker | 8.57 |
| 28210 - Gate Attendant/Gate Tender | 14.50 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 16.21 |
| 28510 - Recreation Aide/Health Facility Attendant | 14.40 |
| 28515 - Recreation Specialist | 14.40 |
| 28630 - Sports Official | 12.91 |
| 28690 - Swimming Pool Operator | 14.34 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.32 |
| 29020 - Hatch Tender | 18.32 |
| 29030 - Line Handler | 18.32 |
| 29041 - Stevedore I | 17.10 |
| 29042 - Stevedore II | 19.50 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I (see 2) | 16.60 |
| 30022 - Archeological Technician II | 19.59 |
| 30023 - Archeological Technician III | 22.21 |
| 30030 - Cartographic Technician | 26.27 |
| 30040 - Civil Engineering Technician | 25.49 |
| 30061 - Drafter/CAD Operator I | 19.31 |
| 30062 - Drafter/CAD Operator II | 21.70 |
| 30063 - Drafter/CAD Operator III | 24.08 |
| 30064 - Drafter/CAD Operator IV | 29.62 |
| 30081 - Engineering Technician I | 16.63 |
| 30082 - Engineering Technician II | 18.67 |
| 30083 - Engineering Technician III | 20.87 |
| 30084 - Engineering Technician IV | 25.86 |
| 30085 - Engineering Technician V | 31.64 |
| 30086 - Engineering Technician VI | 38.28 |
| 30090 - Environmental Technician | 26.27 |
| 30210 - Laboratory Technician | 19.72 |
| 30240 - Mathematical Technician | 26.27 |
| 30361 - Paralegal/Legal Assistant I | 16.35 |
| 30362 - Paralegal/Legal Assistant II | 20.25 |
| 30363 - Paralegal/Legal Assistant III | 24.60 |
| 30364 - Paralegal/Legal Assistant IV | 29.77 |
| 30390 - Photo-Optics Technician | 26.27 |
| 30461 - Technical Writer I | 21.64 |
| 30462 - Technical Writer II | 26.47 |
| 30463 - Technical Writer III | 32.02 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 22.25 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 25.49 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.62 |
| 31030 - Bus Driver | 16.18 |
| 31043 - Driver Courier | 13.88 |
| 31260 - Parking and Lot Attendant | 9.12 |
| 31290 - Shuttle Bus Driver | 15.02 |
| 31310 - Taxi Driver | 10.43 |
| 31361 - Truckdriver, Light | 15.02 |
| 31362 - Truckdriver, Medium | 16.18 |

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| 31363 - Truckdriver, Heavy | 17.34 |
| 31364 - Truckdriver, Tractor-Trailer | 17.34 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.05 |
| 99050 - Desk Clerk | 9.99 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.70 |
| 99252 - Laboratory Animal Caretaker II | 12.28 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 17.00 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.95 |
| 99711 - Recycling Specialist | 17.58 |
| 99730 - Refuse Collector | 13.56 |
| 99810 - Sales Clerk | 12.50 |
| 99820 - School Crossing Guard | 13.46 |
| 99830 - Survey Party Chief | 22.67 |
| 99831 - Surveying Aide | 16.22 |
| 99832 - Surveying Technician | 20.94 |
| 99840 - Vending Machine Attendant | 13.02 |
| 99841 - Vending Machine Repairer | 15.97 |
| 99842 - Vending Machine Repairer Helper | 13.02 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 12 years, 5 weeks after 20 years, and 6 weeks after 25 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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundrying 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 laundrying in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Diane C. Koplewski
DirectorDivision of
Wage DeterminationsWage Determination No.: 2005-2081
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Colorado

Area: Colorado Counties of Adams, Arapahoe, Boulder, Broomfield, Clear Creek, Denver, Douglas, Elbert, Gilpin, Grand, Jackson, Jefferson, Logan, Morgan, Park, Phillips, Sedgwick, Summit, Washington, Weld, Yuma

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.16 |
| 01012 - Accounting Clerk II | | 16.44 |
| 01013 - Accounting Clerk III | | 18.38 |
| 01020 - Administrative Assistant | | 26.31 |
| 01040 - Court Reporter | | 19.59 |
| 01051 - Data Entry Operator I | | 14.06 |
| 01052 - Data Entry Operator II | | 15.35 |
| 01060 - Dispatcher, Motor Vehicle | | 19.37 |
| 01070 - Document Preparation Clerk | | 14.55 |
| 01090 - Duplicating Machine Operator | | 14.55 |
| 01111 - General Clerk I | | 13.39 |
| 01112 - General Clerk II | | 14.61 |
| 01113 - General Clerk III | | 16.40 |
| 01120 - Housing Referral Assistant | | 21.75 |
| 01141 - Messenger Courier | | 13.02 |
| 01191 - Order Clerk I | | 14.93 |
| 01192 - Order Clerk II | | 16.29 |
| 01261 - Personnel Assistant (Employment) I | | 16.67 |
| 01262 - Personnel Assistant (Employment) II | | 18.65 |
| 01263 - Personnel Assistant (Employment) III | | 20.79 |
| 01270 - Production Control Clerk | | 22.33 |
| 01280 - Receptionist | | 14.27 |
| 01290 - Rental Clerk | | 15.53 |
| 01300 - Scheduler, Maintenance | | 17.15 |
| 01311 - Secretary I | | 17.15 |
| 01312 - Secretary II | | 19.19 |
| 01313 - Secretary III | | 21.75 |
| 01320 - Service Order Dispatcher | | 14.37 |
| 01410 - Supply Technician | | 26.31 |
| 01420 - Survey Worker | | 17.77 |
| 01531 - Travel Clerk I | | 13.55 |
| 01532 - Travel Clerk II | | 14.20 |
| 01533 - Travel Clerk III | | 15.19 |
| 01611 - Word Processor I | | 14.15 |
| 01612 - Word Processor II | | 15.88 |
| 01613 - Word Processor III | | 17.77 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 26.19 |
| 05010 - Automotive Electrician | | 20.43 |
| 05040 - Automotive Glass Installer | | 19.36 |
| 05070 - Automotive Worker | | 19.36 |

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| 05110 - Mobile Equipment Servicer | 17.61 |
| 05130 - Motor Equipment Metal Mechanic | 20.82 |
| 05160 - Motor Equipment Metal Worker | 19.36 |
| 05190 - Motor Vehicle Mechanic | 20.82 |
| 05220 - Motor Vehicle Mechanic Helper | 16.41 |
| 05250 - Motor Vehicle Upholstery Worker | 19.36 |
| 05280 - Motor Vehicle Wrecker | 19.36 |
| 05310 - Painter, Automotive | 19.69 |
| 05340 - Radiator Repair Specialist | 19.36 |
| 05370 - Tire Repairer | 14.98 |
| 05400 - Transmission Repair Specialist | 20.82 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.52 |
| 07041 - Cook I | 13.06 |
| 07042 - Cook II | 15.10 |
| 07070 - Dishwasher | 9.69 |
| 07130 - Food Service Worker | 10.90 |
| 07210 - Meat Cutter | 15.13 |
| 07260 - Waiter/Waitress | 10.65 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.06 |
| 09040 - Furniture Handler | 15.90 |
| 09080 - Furniture Refinisher | 19.06 |
| 09090 - Furniture Refinisher Helper | 15.90 |
| 09110 - Furniture Repairer, Minor | 18.10 |
| 09130 - Upholsterer | 19.06 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.08 |
| 11060 - Elevator Operator | 11.08 |
| 11090 - Gardener | 18.19 |
| 11122 - Housekeeping Aide | 12.46 |
| 11150 - Janitor | 12.01 |
| 11210 - Laborer, Grounds Maintenance | 14.67 |
| 11240 - Maid or Houseman | 9.16 |
| 11260 - Pruner | 13.16 |
| 11270 - Tractor Operator | 17.30 |
| 11330 - Trail Maintenance Worker | 14.67 |
| 11360 - Window Cleaner | 13.37 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.18 |
| 12011 - Breath Alcohol Technician | 20.66 |
| 12012 - Certified Occupational Therapist Assistant | 19.48 |
| 12015 - Certified Physical Therapist Assistant | 18.75 |
| 12020 - Dental Assistant | 18.55 |
| 12025 - Dental Hygienist | 36.80 |
| 12030 - EKG Technician | 24.05 |
| 12035 - Electroneurodiagnostic Technologist | 24.05 |
| 12040 - Emergency Medical Technician | 18.18 |
| 12071 - Licensed Practical Nurse I | 18.46 |
| 12072 - Licensed Practical Nurse II | 20.66 |
| 12073 - Licensed Practical Nurse III | 23.03 |
| 12100 - Medical Assistant | 15.94 |
| 12130 - Medical Laboratory Technician | 17.47 |
| 12160 - Medical Record Clerk | 16.12 |
| 12190 - Medical Record Technician | 18.04 |
| 12195 - Medical Transcriptionist | 18.73 |
| 12210 - Nuclear Medicine Technologist | 36.64 |
| 12221 - Nursing Assistant I | 11.78 |
| 12222 - Nursing Assistant II | 13.25 |
| 12223 - Nursing Assistant III | 14.46 |
| 12224 - Nursing Assistant IV | 16.23 |
| 12235 - Optical Dispenser | 20.66 |
| 12236 - Optical Technician | 18.46 |

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|---|---------|
| 12250 - Pharmacy Technician | 15.81 |
| 12280 - Phlebotomist | 16.23 |
| 12305 - Radiologic Technologist | 26.85 |
| 12311 - Registered Nurse I | 29.98 |
| 12312 - Registered Nurse II | 36.67 |
| 12313 - Registered Nurse II, Specialist | 36.67 |
| 12314 - Registered Nurse III | 43.96 |
| 12315 - Registered Nurse III, Anesthetist | 43.96 |
| 12316 - Registered Nurse IV | 53.17 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 27.05 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.46 |
| 13012 - Exhibits Specialist II | 22.87 |
| 13013 - Exhibits Specialist III | 27.97 |
| 13041 - Illustrator I | 20.05 |
| 13042 - Illustrator II | 23.10 |
| 13043 - Illustrator III | 28.26 |
| 13047 - Librarian | 28.29 |
| 13050 - Library Aide/Clerk | 15.88 |
| 13054 - Library Information Technology Systems Administrator | 25.55 |
| 13058 - Library Technician | 17.64 |
| 13061 - Media Specialist I | 18.43 |
| 13062 - Media Specialist II | 20.62 |
| 13063 - Media Specialist III | 22.99 |
| 13071 - Photographer I | 16.85 |
| 13072 - Photographer II | 18.85 |
| 13073 - Photographer III | 23.36 |
| 13074 - Photographer IV | 28.57 |
| 13075 - Photographer V | 34.56 |
| 13110 - Video Teleconference Technician | 18.26 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.81 |
| 14042 - Computer Operator II | 19.93 |
| 14043 - Computer Operator III | 22.21 |
| 14044 - Computer Operator IV | 24.69 |
| 14045 - Computer Operator V | 28.56 |
| 14071 - Computer Programmer I | 24.31 |
| 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 | 17.81 |
| 14160 - Personal Computer Support Technician | 24.69 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 35.58 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.06 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 49.15 |
| 15050 - Computer Based Training Specialist / Instructor | 35.58 |
| 15060 - Educational Technologist | 31.17 |
| 15070 - Flight Instructor (Pilot) | 49.15 |
| 15080 - Graphic Artist | 21.93 |
| 15090 - Technical Instructor | 21.99 |
| 15095 - Technical Instructor/Course Developer | 26.89 |
| 15110 - Test Proctor | 17.74 |
| 15120 - Tutor | 17.74 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.84 |
| 16030 - Counter Attendant | 9.84 |
| 16040 - Dry Cleaner | 12.71 |
| 16070 - Finisher, Flatwork, Machine | 9.84 |

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| 16090 - Presser, Hand | 9.84 |
| 16110 - Presser, Machine, Drycleaning | 9.84 |
| 16130 - Presser, Machine, Shirts | 9.84 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.84 |
| 16190 - Sewing Machine Operator | 13.57 |
| 16220 - Tailor | 14.48 |
| 16250 - Washer, Machine | 10.93 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.32 |
| 19040 - Tool And Die Maker | 21.57 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.96 |
| 21030 - Material Coordinator | 22.33 |
| 21040 - Material Expediter | 22.33 |
| 21050 - Material Handling Laborer | 17.36 |
| 21071 - Order Filler | 13.44 |
| 21080 - Production Line Worker (Food Processing) | 14.96 |
| 21110 - Shipping Packer | 15.20 |
| 21130 - Shipping/Receiving Clerk | 15.20 |
| 21140 - Store Worker I | 11.90 |
| 21150 - Stock Clerk | 15.99 |
| 21210 - Tools And Parts Attendant | 16.28 |
| 21410 - Warehouse Specialist | 14.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.73 |
| 23021 - Aircraft Mechanic I | 27.10 |
| 23022 - Aircraft Mechanic II | 28.53 |
| 23023 - Aircraft Mechanic III | 29.70 |
| 23040 - Aircraft Mechanic Helper | 19.22 |
| 23050 - Aircraft, Painter | 25.80 |
| 23060 - Aircraft Servicer | 22.49 |
| 23080 - Aircraft Worker | 24.13 |
| 23110 - Appliance Mechanic | 22.34 |
| 23120 - Bicycle Repairer | 14.98 |
| 23125 - Cable Splicer | 30.57 |
| 23130 - Carpenter, Maintenance | 19.40 |
| 23140 - Carpet Layer | 18.72 |
| 23160 - Electrician, Maintenance | 24.90 |
| 23181 - Electronics Technician Maintenance I | 22.14 |
| 23182 - Electronics Technician Maintenance II | 23.65 |
| 23183 - Electronics Technician Maintenance III | 25.12 |
| 23260 - Fabric Worker | 20.52 |
| 23290 - Fire Alarm System Mechanic | 21.09 |
| 23310 - Fire Extinguisher Repairer | 18.97 |
| 23311 - Fuel Distribution System Mechanic | 23.46 |
| 23312 - Fuel Distribution System Operator | 18.97 |
| 23370 - General Maintenance Worker | 19.16 |
| 23380 - Ground Support Equipment Mechanic | 27.10 |
| 23381 - Ground Support Equipment Servicer | 22.49 |
| 23382 - Ground Support Equipment Worker | 24.13 |
| 23391 - Gunsmith I | 17.13 |
| 23392 - Gunsmith II | 19.81 |
| 23393 - Gunsmith III | 22.48 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.73 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.92 |
| 23430 - Heavy Equipment Mechanic | 22.05 |
| 23440 - Heavy Equipment Operator | 20.98 |
| 23460 - Instrument Mechanic | 28.48 |
| 23465 - Laboratory/Shelter Mechanic | 21.17 |
| 23470 - Laborer | 13.87 |
| 23510 - Locksmith | 20.97 |

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| 23530 - Machinery Maintenance Mechanic | 23.43 |
| 23550 - Machinist, Maintenance | 19.33 |
| 23580 - Maintenance Trades Helper | 15.26 |
| 23591 - Metrology Technician I | 28.48 |
| 23592 - Metrology Technician II | 29.91 |
| 23593 - Metrology Technician III | 31.16 |
| 23640 - Millwright | 22.48 |
| 23710 - Office Appliance Repairer | 21.44 |
| 23760 - Painter, Maintenance | 17.84 |
| 23790 - Pipefitter, Maintenance | 24.59 |
| 23810 - Plumber, Maintenance | 21.93 |
| 23820 - Pneudraulic Systems Mechanic | 22.48 |
| 23850 - Rigger | 22.48 |
| 23870 - Scale Mechanic | 19.81 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.85 |
| 23910 - Small Engine Mechanic | 17.92 |
| 23931 - Telecommunications Mechanic I | 27.08 |
| 23932 - Telecommunications Mechanic II | 28.50 |
| 23950 - Telephone Lineman | 23.34 |
| 23960 - Welder, Combination, Maintenance | 19.79 |
| 23965 - Well Driller | 20.88 |
| 23970 - Woodcraft Worker | 22.48 |
| 23980 - Woodworker | 17.13 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.69 |
| 24580 - Child Care Center Clerk | 14.17 |
| 24610 - Chore Aide | 10.52 |
| 24620 - Family Readiness And Support Services Coordinator | 15.93 |
| 24630 - Homemaker | 16.29 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.70 |
| 25040 - Sewage Plant Operator | 22.79 |
| 25070 - Stationary Engineer | 24.70 |
| 25190 - Ventilation Equipment Tender | 17.33 |
| 25210 - Water Treatment Plant Operator | 22.79 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.94 |
| 27007 - Baggage Inspector | 13.19 |
| 27008 - Corrections Officer | 23.36 |
| 27010 - Court Security Officer | 27.27 |
| 27030 - Detection Dog Handler | 21.32 |
| 27040 - Detention Officer | 24.05 |
| 27070 - Firefighter | 29.32 |
| 27101 - Guard I | 13.19 |
| 27102 - Guard II | 21.32 |
| 27131 - Police Officer I | 29.14 |
| 27132 - Police Officer II | 32.39 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.08 |
| 28042 - Carnival Equipment Repairer | 14.10 |
| 28043 - Carnival Equipment Worker | 10.23 |
| 28210 - Gate Attendant/Gate Tender | 15.14 |
| 28310 - Lifeguard | 11.73 |
| 28350 - Park Attendant (Aide) | 16.75 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.36 |
| 28515 - Recreation Specialist | 16.28 |
| 28630 - Sports Official | 13.49 |
| 28690 - Swimming Pool Operator | 17.05 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.50 |
| 29020 - Hatch Tender | 23.50 |
| 29030 - Line Handler | 23.50 |

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| 29041 - Stevedore I | 21.91 |
| 29042 - Stevedore II | 25.48 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.39 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.47 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.16 |
| 30021 - Archeological Technician I | 19.40 |
| 30022 - Archeological Technician II | 21.70 |
| 30023 - Archeological Technician III | 26.89 |
| 30030 - Cartographic Technician | 26.41 |
| 30040 - Civil Engineering Technician | 24.61 |
| 30061 - Drafter/CAD Operator I | 18.45 |
| 30062 - Drafter/CAD Operator II | 20.65 |
| 30063 - Drafter/CAD Operator III | 23.84 |
| 30064 - Drafter/CAD Operator IV | 31.50 |
| 30081 - Engineering Technician I | 18.44 |
| 30082 - Engineering Technician II | 20.69 |
| 30083 - Engineering Technician III | 23.15 |
| 30084 - Engineering Technician IV | 28.69 |
| 30085 - Engineering Technician V | 35.09 |
| 30086 - Engineering Technician VI | 42.45 |
| 30090 - Environmental Technician | 24.08 |
| 30210 - Laboratory Technician | 21.37 |
| 30240 - Mathematical Technician | 26.62 |
| 30361 - Paralegal/Legal Assistant I | 19.46 |
| 30362 - Paralegal/Legal Assistant II | 24.11 |
| 30363 - Paralegal/Legal Assistant III | 29.49 |
| 30364 - Paralegal/Legal Assistant IV | 35.68 |
| 30390 - Photo-Optics Technician | 26.62 |
| 30461 - Technical Writer I | 26.26 |
| 30462 - Technical Writer II | 32.12 |
| 30463 - Technical Writer III | 38.86 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.40 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.52 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.38 |
| 30494 - Unexploded (UXO) Safety Escort | 24.40 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.40 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 23.84 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 26.41 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.89 |
| 31030 - Bus Driver | 15.89 |
| 31043 - Driver Courier | 14.49 |
| 31260 - Parking and Lot Attendant | 9.13 |
| 31290 - Shuttle Bus Driver | 15.55 |
| 31310 - Taxi Driver | 12.89 |
| 31361 - Truckdriver, Light | 15.55 |
| 31362 - Truckdriver, Medium | 19.65 |
| 31363 - Truckdriver, Heavy | 20.37 |
| 31364 - Truckdriver, Tractor-Trailer | 20.37 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.78 |
| 99050 - Desk Clerk | 10.42 |
| 99095 - Embalmer | 23.94 |
| 99251 - Laboratory Animal Caretaker I | 10.92 |
| 99252 - Laboratory Animal Caretaker II | 11.74 |
| 99310 - Mortician | 24.19 |
| 99410 - Pest Controller | 20.41 |
| 99510 - Photofinishing Worker | 12.03 |
| 99710 - Recycling Laborer | 18.59 |
| 99711 - Recycling Specialist | 22.42 |
| 99730 - Refuse Collector | 16.70 |

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|---|-------|
| 99810 - Sales Clerk | 12.60 |
| 99820 - School Crossing Guard | 12.64 |
| 99830 - Survey Party Chief | 22.70 |
| 99831 - Surveying Aide | 12.60 |
| 99832 - Surveying Technician | 20.64 |
| 99840 - Vending Machine Attendant | 14.38 |
| 99841 - Vending Machine Repairer | 17.05 |
| 99842 - Vending Machine Repairer Helper | 14.38 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 conformance 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of
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Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2082
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Colorado

Area: Colorado Counties of Adams, Arapahoe, Boulder, Broomfield, Clear Creek, Denver, Douglas, Elbert, Gilpin, Grand, Jackson, Jefferson, Logan, Morgan, Park, Phillips, Sedgwick, Summit, Washington, Weld, Yuma

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.16 |
| 01012 - Accounting Clerk II | | 16.44 |
| 01013 - Accounting Clerk III | | 18.38 |
| 01020 - Administrative Assistant | | 26.31 |
| 01040 - Court Reporter | | 19.59 |
| 01051 - Data Entry Operator I | | 14.06 |
| 01052 - Data Entry Operator II | | 15.35 |
| 01060 - Dispatcher, Motor Vehicle | | 19.37 |
| 01070 - Document Preparation Clerk | | 14.55 |
| 01090 - Duplicating Machine Operator | | 14.55 |
| 01111 - General Clerk I | | 13.39 |
| 01112 - General Clerk II | | 14.61 |
| 01113 - General Clerk III | | 16.40 |
| 01120 - Housing Referral Assistant | | 21.75 |
| 01141 - Messenger Courier | | 13.02 |
| 01191 - Order Clerk I | | 14.93 |
| 01192 - Order Clerk II | | 16.29 |
| 01261 - Personnel Assistant (Employment) I | | 16.67 |
| 01262 - Personnel Assistant (Employment) II | | 18.65 |
| 01263 - Personnel Assistant (Employment) III | | 20.79 |

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| 01270 - Production Control Clerk | 22.33 |
| 01280 - Receptionist | 14.27 |
| 01290 - Rental Clerk | 15.53 |
| 01300 - Scheduler, Maintenance | 17.15 |
| 01311 - Secretary I | 17.15 |
| 01312 - Secretary II | 19.19 |
| 01313 - Secretary III | 21.75 |
| 01320 - Service Order Dispatcher | 14.37 |
| 01410 - Supply Technician | 26.31 |
| 01420 - Survey Worker | 17.77 |
| 01531 - Travel Clerk I | 13.55 |
| 01532 - Travel Clerk II | 14.20 |
| 01533 - Travel Clerk III | 15.19 |
| 01611 - Word Processor I | 14.15 |
| 01612 - Word Processor II | 15.88 |
| 01613 - Word Processor III | 17.77 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 26.19 |
| 05010 - Automotive Electrician | 20.43 |
| 05040 - Automotive Glass Installer | 19.36 |
| 05070 - Automotive Worker | 19.36 |
| 05110 - Mobile Equipment Servicer | 17.61 |
| 05130 - Motor Equipment Metal Mechanic | 20.82 |
| 05160 - Motor Equipment Metal Worker | 19.36 |
| 05190 - Motor Vehicle Mechanic | 20.82 |
| 05220 - Motor Vehicle Mechanic Helper | 16.41 |
| 05250 - Motor Vehicle Upholstery Worker | 19.36 |
| 05280 - Motor Vehicle Wrecker | 19.36 |
| 05310 - Painter, Automotive | 19.69 |
| 05340 - Radiator Repair Specialist | 19.36 |
| 05370 - Tire Repairer | 14.98 |
| 05400 - Transmission Repair Specialist | 20.82 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.52 |
| 07041 - Cook I | 13.06 |
| 07042 - Cook II | 15.10 |
| 07070 - Dishwasher | 9.69 |
| 07130 - Food Service Worker | 10.90 |
| 07210 - Meat Cutter | 15.13 |
| 07260 - Waiter/Waitress | 10.65 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.06 |
| 09040 - Furniture Handler | 15.90 |
| 09080 - Furniture Refinisher | 19.06 |
| 09090 - Furniture Refinisher Helper | 15.90 |
| 09110 - Furniture Repairer, Minor | 18.10 |
| 09130 - Upholsterer | 19.06 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.08 |
| 11060 - Elevator Operator | 11.08 |
| 11090 - Gardener | 18.19 |
| 11122 - Housekeeping Aide | 12.46 |
| 11150 - Janitor | 12.01 |
| 11210 - Laborer, Grounds Maintenance | 14.67 |
| 11240 - Maid or Houseman | 9.16 |
| 11260 - Pruner | 13.16 |
| 11270 - Tractor Operator | 17.30 |
| 11330 - Trail Maintenance Worker | 14.67 |
| 11360 - Window Cleaner | 13.37 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.18 |
| 12011 - Breath Alcohol Technician | 20.66 |
| 12012 - Certified Occupational Therapist Assistant | 19.48 |

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| 12015 - Certified Physical Therapist Assistant | 18.75 |
| 12020 - Dental Assistant | 18.55 |
| 12025 - Dental Hygienist | 36.80 |
| 12030 - EKG Technician | 24.05 |
| 12035 - Electroneurodiagnostic Technologist | 24.05 |
| 12040 - Emergency Medical Technician | 18.18 |
| 12071 - Licensed Practical Nurse I | 18.46 |
| 12072 - Licensed Practical Nurse II | 20.66 |
| 12073 - Licensed Practical Nurse III | 23.03 |
| 12100 - Medical Assistant | 15.94 |
| 12130 - Medical Laboratory Technician | 17.47 |
| 12160 - Medical Record Clerk | 16.12 |
| 12190 - Medical Record Technician | 18.04 |
| 12195 - Medical Transcriptionist | 18.73 |
| 12210 - Nuclear Medicine Technologist | 36.64 |
| 12221 - Nursing Assistant I | 11.78 |
| 12222 - Nursing Assistant II | 13.25 |
| 12223 - Nursing Assistant III | 14.46 |
| 12224 - Nursing Assistant IV | 16.23 |
| 12235 - Optical Dispenser | 20.66 |
| 12236 - Optical Technician | 18.46 |
| 12250 - Pharmacy Technician | 15.81 |
| 12280 - Phlebotomist | 16.23 |
| 12305 - Radiologic Technologist | 26.85 |
| 12311 - Registered Nurse I | 29.98 |
| 12312 - Registered Nurse II | 36.67 |
| 12313 - Registered Nurse II, Specialist | 36.67 |
| 12314 - Registered Nurse III | 43.96 |
| 12315 - Registered Nurse III, Anesthetist | 43.96 |
| 12316 - Registered Nurse IV | 53.17 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 27.05 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.46 |
| 13012 - Exhibits Specialist II | 22.87 |
| 13013 - Exhibits Specialist III | 27.97 |
| 13041 - Illustrator I | 20.05 |
| 13042 - Illustrator II | 23.10 |
| 13043 - Illustrator III | 28.26 |
| 13047 - Librarian | 28.29 |
| 13050 - Library Aide/Clerk | 15.88 |
| 13054 - Library Information Technology Systems Administrator | 25.55 |
| 13058 - Library Technician | 17.64 |
| 13061 - Media Specialist I | 18.43 |
| 13062 - Media Specialist II | 20.62 |
| 13063 - Media Specialist III | 22.99 |
| 13071 - Photographer I | 16.85 |
| 13072 - Photographer II | 18.85 |
| 13073 - Photographer III | 23.36 |
| 13074 - Photographer IV | 28.57 |
| 13075 - Photographer V | 34.56 |
| 13110 - Video Teleconference Technician | 18.26 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.81 |
| 14042 - Computer Operator II | 19.93 |
| 14043 - Computer Operator III | 22.21 |
| 14044 - Computer Operator IV | 24.69 |
| 14045 - Computer Operator V | 28.56 |
| 14071 - Computer Programmer I | 24.31 |
| 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) |

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| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 17.81 |
| 14160 - Personal Computer Support Technician | | 24.69 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 35.58 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 43.06 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 49.15 |
| 15050 - Computer Based Training Specialist / Instructor | | 35.58 |
| 15060 - Educational Technologist | | 31.17 |
| 15070 - Flight Instructor (Pilot) | | 49.15 |
| 15080 - Graphic Artist | | 21.93 |
| 15090 - Technical Instructor | | 21.99 |
| 15095 - Technical Instructor/Course Developer | | 26.89 |
| 15110 - Test Proctor | | 17.74 |
| 15120 - Tutor | | 17.74 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 9.84 |
| 16030 - Counter Attendant | | 9.84 |
| 16040 - Dry Cleaner | | 12.71 |
| 16070 - Finisher, Flatwork, Machine | | 9.84 |
| 16090 - Presser, Hand | | 9.84 |
| 16110 - Presser, Machine, Drycleaning | | 9.84 |
| 16130 - Presser, Machine, Shirts | | 9.84 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 9.84 |
| 16190 - Sewing Machine Operator | | 13.57 |
| 16220 - Tailor | | 14.48 |
| 16250 - Washer, Machine | | 10.93 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 18.32 |
| 19040 - Tool And Die Maker | | 21.57 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 14.96 |
| 21030 - Material Coordinator | | 22.33 |
| 21040 - Material Expediter | | 22.33 |
| 21050 - Material Handling Laborer | | 17.36 |
| 21071 - Order Filler | | 13.44 |
| 21080 - Production Line Worker (Food Processing) | | 14.96 |
| 21110 - Shipping Packer | | 15.20 |
| 21130 - Shipping/Receiving Clerk | | 15.20 |
| 21140 - Store Worker I | | 11.90 |
| 21150 - Stock Clerk | | 15.99 |
| 21210 - Tools And Parts Attendant | | 16.28 |
| 21410 - Warehouse Specialist | | 14.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 27.73 |
| 23021 - Aircraft Mechanic I | | 27.10 |
| 23022 - Aircraft Mechanic II | | 28.53 |
| 23023 - Aircraft Mechanic III | | 29.70 |
| 23040 - Aircraft Mechanic Helper | | 19.22 |
| 23050 - Aircraft, Painter | | 25.80 |
| 23060 - Aircraft Servicer | | 22.49 |
| 23080 - Aircraft Worker | | 24.13 |
| 23110 - Appliance Mechanic | | 22.34 |
| 23120 - Bicycle Repairer | | 14.98 |
| 23125 - Cable Splicer | | 30.57 |
| 23130 - Carpenter, Maintenance | | 19.40 |
| 23140 - Carpet Layer | | 18.72 |
| 23160 - Electrician, Maintenance | | 24.90 |
| 23181 - Electronics Technician Maintenance I | | 22.14 |
| 23182 - Electronics Technician Maintenance II | | 23.65 |
| 23183 - Electronics Technician Maintenance III | | 25.12 |
| 23260 - Fabric Worker | | 20.52 |

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| 23290 - Fire Alarm System Mechanic | 21.09 |
| 23310 - Fire Extinguisher Repairer | 18.97 |
| 23311 - Fuel Distribution System Mechanic | 23.46 |
| 23312 - Fuel Distribution System Operator | 18.97 |
| 23370 - General Maintenance Worker | 19.16 |
| 23380 - Ground Support Equipment Mechanic | 27.10 |
| 23381 - Ground Support Equipment Servicer | 22.49 |
| 23382 - Ground Support Equipment Worker | 24.13 |
| 23391 - Gunsmith I | 17.13 |
| 23392 - Gunsmith II | 19.81 |
| 23393 - Gunsmith III | 22.48 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.73 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.92 |
| 23430 - Heavy Equipment Mechanic | 22.05 |
| 23440 - Heavy Equipment Operator | 20.98 |
| 23460 - Instrument Mechanic | 28.48 |
| 23465 - Laboratory/Shelter Mechanic | 21.17 |
| 23470 - Laborer | 13.87 |
| 23510 - Locksmith | 20.97 |
| 23530 - Machinery Maintenance Mechanic | 23.43 |
| 23550 - Machinist, Maintenance | 19.33 |
| 23580 - Maintenance Trades Helper | 15.26 |
| 23591 - Metrology Technician I | 28.48 |
| 23592 - Metrology Technician II | 29.91 |
| 23593 - Metrology Technician III | 31.16 |
| 23640 - Millwright | 22.48 |
| 23710 - Office Appliance Repairer | 21.44 |
| 23760 - Painter, Maintenance | 17.84 |
| 23790 - Pipefitter, Maintenance | 24.59 |
| 23810 - Plumber, Maintenance | 21.93 |
| 23820 - Pneudraulic Systems Mechanic | 22.48 |
| 23850 - Rigger | 22.48 |
| 23870 - Scale Mechanic | 19.81 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.85 |
| 23910 - Small Engine Mechanic | 17.92 |
| 23931 - Telecommunications Mechanic I | 27.08 |
| 23932 - Telecommunications Mechanic II | 28.50 |
| 23950 - Telephone Lineman | 23.34 |
| 23960 - welder, Combination, Maintenance | 19.79 |
| 23965 - Well Driller | 20.88 |
| 23970 - Woodcraft Worker | 22.48 |
| 23980 - Woodworker | 17.13 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.69 |
| 24580 - Child Care Center Clerk | 14.17 |
| 24610 - Chore Aide | 10.52 |
| 24620 - Family Readiness And Support Services Coordinator | 15.93 |
| 24630 - Homemaker | 16.29 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.70 |
| 25040 - Sewage Plant Operator | 22.79 |
| 25070 - Stationary Engineer | 24.70 |
| 25190 - Ventilation Equipment Tender | 17.33 |
| 25210 - Water Treatment Plant Operator | 22.79 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.94 |
| 27007 - Baggage Inspector | 13.19 |
| 27008 - Corrections Officer | 23.36 |
| 27010 - Court Security Officer | 27.27 |
| 27030 - Detection Dog Handler | 21.32 |

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| 27040 - Detention Officer | 24.05 |
| 27070 - Firefighter | 29.32 |
| 27101 - Guard I | 13.19 |
| 27102 - Guard II | 21.32 |
| 27131 - Police Officer I | 29.14 |
| 27132 - Police Officer II | 32.39 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.08 |
| 28042 - Carnival Equipment Repairer | 14.10 |
| 28043 - Carnival Equipment Worker | 10.23 |
| 28210 - Gate Attendant/Gate Tender | 15.14 |
| 28310 - Lifeguard | 11.73 |
| 28350 - Park Attendant (Aide) | 16.75 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.36 |
| 28515 - Recreation Specialist | 16.28 |
| 28630 - Sports Official | 13.49 |
| 28690 - Swimming Pool Operator | 17.05 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.50 |
| 29020 - Hatch Tender | 23.50 |
| 29030 - Line Handler | 23.50 |
| 29041 - Stevedore I | 21.91 |
| 29042 - Stevedore II | 25.48 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.39 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.47 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.16 |
| 30021 - Archeological Technician I | 19.40 |
| 30022 - Archeological Technician II | 21.70 |
| 30023 - Archeological Technician III | 26.89 |
| 30030 - Cartographic Technician | 26.41 |
| 30040 - Civil Engineering Technician | 24.61 |
| 30061 - Drafter/CAD Operator I | 18.45 |
| 30062 - Drafter/CAD Operator II | 20.65 |
| 30063 - Drafter/CAD Operator III | 23.84 |
| 30064 - Drafter/CAD Operator IV | 31.50 |
| 30081 - Engineering Technician I | 18.44 |
| 30082 - Engineering Technician II | 20.69 |
| 30083 - Engineering Technician III | 23.15 |
| 30084 - Engineering Technician IV | 28.69 |
| 30085 - Engineering Technician V | 35.09 |
| 30086 - Engineering Technician VI | 42.45 |
| 30090 - Environmental Technician | 24.08 |
| 30210 - Laboratory Technician | 21.37 |
| 30240 - Mathematical Technician | 26.62 |
| 30361 - Paralegal/Legal Assistant I | 19.46 |
| 30362 - Paralegal/Legal Assistant II | 24.11 |
| 30363 - Paralegal/Legal Assistant III | 29.49 |
| 30364 - Paralegal/Legal Assistant IV | 35.68 |
| 30390 - Photo-Optics Technician | 26.62 |
| 30461 - Technical Writer I | 26.26 |
| 30462 - Technical Writer II | 32.12 |
| 30463 - Technical Writer III | 38.86 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.40 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.52 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.38 |
| 30494 - Unexploded (UXO) Safety Escort | 24.40 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.40 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 23.84 |
| 30621 - Weather Observer, Senior (see 2) | 26.41 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.89 |

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|---|-------|
| 31030 - Bus Driver | 15.89 |
| 31043 - Driver Courier | 14.49 |
| 31260 - Parking and Lot Attendant | 9.13 |
| 31290 - Shuttle Bus Driver | 15.55 |
| 31310 - Taxi Driver | 12.89 |
| 31361 - Truckdriver, Light | 15.55 |
| 31362 - Truckdriver, Medium | 19.65 |
| 31363 - Truckdriver, Heavy | 20.37 |
| 31364 - Truckdriver, Tractor-Trailer | 20.37 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.78 |
| 99050 - Desk Clerk | 10.42 |
| 99095 - Embalmer | 23.94 |
| 99251 - Laboratory Animal Caretaker I | 10.92 |
| 99252 - Laboratory Animal Caretaker II | 11.74 |
| 99310 - Mortician | 24.19 |
| 99410 - Pest Controller | 20.41 |
| 99510 - Photofinishing Worker | 12.03 |
| 99710 - Recycling Laborer | 18.59 |
| 99711 - Recycling Specialist | 22.42 |
| 99730 - Refuse Collector | 16.70 |
| 99810 - Sales Clerk | 12.60 |
| 99820 - School Crossing Guard | 12.64 |
| 99830 - Survey Party Chief | 22.70 |
| 99831 - Surveying Aide | 12.60 |
| 99832 - Surveying Technician | 20.64 |
| 99840 - Vending Machine Attendant | 14.38 |
| 99841 - Vending Machine Repairer | 17.05 |
| 99842 - Vending Machine Repairer Helper | 14.38 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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).

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

**** 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.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2083
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Colorado

Area: Colorado Counties of Alamosa, Archuleta, Baca, Bent, Chaffee, Conejos, Costilla, Crowley, Custer, Delta, Dolores, Eagle, Fremont, Garfield, Gunnison, Hinsdale, Huerfano, Kiowa, La Plata, Lake, Las Animas, Mesa, Mineral, Moffat, Montezuma, Montrose, Otero, Ouray, Pitkin, Prowers, Pueblo, Rio Blanco, Rio Grande, Routt, Saguache, San Juan, San Miguel

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.52 |
| 01012 - Accounting Clerk II | | 12.81 |
| 01013 - Accounting Clerk III | | 14.04 |
| 01020 - Administrative Assistant | | 18.72 |
| 01040 - Court Reporter | | 14.92 |
| 01051 - Data Entry Operator I | | 11.03 |
| 01052 - Data Entry Operator II | | 12.32 |
| 01060 - Dispatcher, Motor Vehicle | | 18.65 |
| 01070 - Document Preparation Clerk | | 12.91 |
| 01090 - Duplicating Machine Operator | | 12.91 |
| 01111 - General Clerk I | | 10.64 |
| 01112 - General Clerk II | | 11.61 |
| 01113 - General Clerk III | | 13.03 |
| 01120 - Housing Referral Assistant | | 15.89 |
| 01141 - Messenger Courier | | 11.40 |
| 01191 - Order Clerk I | | 11.32 |
| 01192 - Order Clerk II | | 12.35 |
| 01261 - Personnel Assistant (Employment) I | | 13.80 |
| 01262 - Personnel Assistant (Employment) II | | 15.44 |
| 01263 - Personnel Assistant (Employment) III | | 17.22 |
| 01270 - Production Control Clerk | | 19.53 |
| 01280 - Receptionist | | 11.54 |
| 01290 - Rental Clerk | | 12.33 |
| 01300 - Scheduler, Maintenance | | 12.74 |
| 01311 - Secretary I | | 12.74 |
| 01312 - Secretary II | | 14.92 |
| 01313 - Secretary III | | 15.89 |
| 01320 - Service Order Dispatcher | | 17.03 |
| 01410 - Supply Technician | | 18.72 |
| 01420 - Survey Worker | | 12.94 |
| 01531 - Travel Clerk I | | 11.73 |
| 01532 - Travel Clerk II | | 12.56 |
| 01533 - Travel Clerk III | | 13.26 |
| 01611 - Word Processor I | | 12.15 |
| 01612 - Word Processor II | | 13.64 |
| 01613 - Word Processor III | | 15.26 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.17 |
| 05010 - Automotive Electrician | | 20.69 |
| 05040 - Automotive Glass Installer | | 18.99 |
| 05070 - Automotive Worker | | 18.99 |
| 05110 - Mobile Equipment Servicer | | 15.65 |
| 05130 - Motor Equipment Metal Mechanic | | 20.69 |
| 05160 - Motor Equipment Metal Worker | | 18.99 |
| 05190 - Motor Vehicle Mechanic | | 18.88 |
| 05220 - Motor Vehicle Mechanic Helper | | 14.74 |
| 05250 - Motor Vehicle Upholstery Worker | | 18.68 |
| 05280 - Motor Vehicle Wrecker | | 18.99 |
| 05310 - Painter, Automotive | | 20.09 |
| 05340 - Radiator Repair Specialist | | 18.99 |
| 05370 - Tire Repairer | | 11.61 |
| 05400 - Transmission Repair Specialist | | 18.81 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 13.56 |
| 07041 - Cook I | | 11.26 |
| 07042 - Cook II | | 12.87 |
| 07070 - Dishwasher | | 8.60 |

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| 07130 - Food Service Worker | 9.39 |
| 07210 - Meat Cutter | 14.92 |
| 07260 - Waiter/Waitress | 10.13 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.17 |
| 09040 - Furniture Handler | 11.69 |
| 09080 - Furniture Refinisher | 18.57 |
| 09090 - Furniture Refinisher Helper | 13.96 |
| 09110 - Furniture Repairer, Minor | 16.20 |
| 09130 - Upholsterer | 17.22 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.24 |
| 11060 - Elevator Operator | 11.20 |
| 11090 - Gardener | 16.10 |
| 11122 - Housekeeping Aide | 10.13 |
| 11150 - Janitor | 11.20 |
| 11210 - Laborer, Grounds Maintenance | 12.66 |
| 11240 - Maid or Houseman | 8.63 |
| 11260 - Pruner | 11.48 |
| 11270 - Tractor Operator | 15.21 |
| 11330 - Trail Maintenance Worker | 12.66 |
| 11360 - Window Cleaner | 12.34 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.99 |
| 12011 - Breath Alcohol Technician | 17.53 |
| 12012 - Certified Occupational Therapist Assistant | 22.82 |
| 12015 - Certified Physical Therapist Assistant | 19.49 |
| 12020 - Dental Assistant | 14.83 |
| 12025 - Dental Hygienist | 32.70 |
| 12030 - EKG Technician | 26.91 |
| 12035 - Electroneurodiagnostic Technologist | 26.91 |
| 12040 - Emergency Medical Technician | 17.99 |
| 12071 - Licensed Practical Nurse I | 15.87 |
| 12072 - Licensed Practical Nurse II | 17.75 |
| 12073 - Licensed Practical Nurse III | 19.79 |
| 12100 - Medical Assistant | 13.58 |
| 12130 - Medical Laboratory Technician | 15.87 |
| 12160 - Medical Record Clerk | 14.08 |
| 12190 - Medical Record Technician | 16.04 |
| 12195 - Medical Transcriptionist | 15.37 |
| 12210 - Nuclear Medicine Technologist | 39.01 |
| 12221 - Nursing Assistant I | 9.13 |
| 12222 - Nursing Assistant II | 10.26 |
| 12223 - Nursing Assistant III | 11.20 |
| 12224 - Nursing Assistant IV | 12.57 |
| 12235 - Optical Dispenser | 13.97 |
| 12236 - Optical Technician | 15.87 |
| 12250 - Pharmacy Technician | 13.47 |
| 12280 - Phlebotomist | 12.57 |
| 12305 - Radiologic Technologist | 25.98 |
| 12311 - Registered Nurse I | 23.56 |
| 12312 - Registered Nurse II | 28.83 |
| 12313 - Registered Nurse II, Specialist | 28.83 |
| 12314 - Registered Nurse III | 34.88 |
| 12315 - Registered Nurse III, Anesthetist | 34.88 |
| 12316 - Registered Nurse IV | 41.79 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.72 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.28 |
| 13012 - Exhibits Specialist II | 21.40 |
| 13013 - Exhibits Specialist III | 26.18 |
| 13041 - Illustrator I | 17.28 |
| 13042 - Illustrator II | 21.40 |

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| 13043 - Illustrator III | 26.18 |
| 13047 - Librarian | 23.71 |
| 13050 - Library Aide/Clerk | 13.76 |
| 13054 - Library Information Technology Systems Administrator | 21.40 |
| 13058 - Library Technician | 16.30 |
| 13061 - Media Specialist I | 13.61 |
| 13062 - Media Specialist II | 16.31 |
| 13063 - Media Specialist III | 18.18 |
| 13071 - Photographer I | 13.93 |
| 13072 - Photographer II | 15.58 |
| 13073 - Photographer III | 19.30 |
| 13074 - Photographer IV | 23.61 |
| 13075 - Photographer V | 29.12 |
| 13110 - Video Teleconference Technician | 15.45 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.86 |
| 14042 - Computer Operator II | 15.50 |
| 14043 - Computer Operator III | 17.92 |
| 14044 - Computer Operator IV | 19.93 |
| 14045 - Computer Operator V | 22.07 |
| 14071 - Computer Programmer I | 16.10 |
| 14072 - Computer Programmer II | 19.95 |
| 14073 - Computer Programmer III | 24.40 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 26.06 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.68 |
| 14160 - Personal Computer Support Technician | 19.93 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.06 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.53 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.45 |
| 15050 - Computer Based Training Specialist / Instructor | 26.06 |
| 15060 - Educational Technologist | 23.25 |
| 15070 - Flight Instructor (Pilot) | 37.45 |
| 15080 - Graphic Artist | 20.15 |
| 15090 - Technical Instructor | 16.56 |
| 15095 - Technical Instructor/Course Developer | 20.26 |
| 15110 - Test Proctor | 14.59 |
| 15120 - Tutor | 14.59 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.81 |
| 16030 - Counter Attendant | 8.81 |
| 16040 - Dry Cleaner | 10.69 |
| 16070 - Finisher, Flatwork, Machine | 8.81 |
| 16090 - Presser, Hand | 8.81 |
| 16110 - Presser, Machine, Drycleaning | 8.81 |
| 16130 - Presser, Machine, Shirts | 8.81 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.81 |
| 16190 - Sewing Machine Operator | 11.22 |
| 16220 - Tailor | 11.84 |
| 16250 - Washer, Machine | 9.53 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.89 |
| 19040 - Tool And Die Maker | 23.09 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.20 |
| 21030 - Material Coordinator | 19.53 |
| 21040 - Material Expediter | 19.53 |
| 21050 - Material Handling Laborer | 13.18 |
| 21071 - Order Filler | 12.21 |

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| 21080 - Production Line Worker (Food Processing) | 13.20 |
| 21110 - Shipping Packer | 13.03 |
| 21130 - Shipping/Receiving Clerk | 13.03 |
| 21140 - Store Worker I | 9.95 |
| 21150 - Stock Clerk | 13.41 |
| 21210 - Tools And Parts Attendant | 13.20 |
| 21410 - Warehouse Specialist | 13.20 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.81 |
| 23021 - Aircraft Mechanic I | 19.70 |
| 23022 - Aircraft Mechanic II | 20.81 |
| 23023 - Aircraft Mechanic III | 21.93 |
| 23040 - Aircraft Mechanic Helper | 15.18 |
| 23050 - Aircraft, Painter | 19.60 |
| 23060 - Aircraft Servicer | 16.96 |
| 23080 - Aircraft Worker | 17.78 |
| 23110 - Appliance Mechanic | 18.57 |
| 23120 - Bicycle Repairer | 10.55 |
| 23125 - Cable Splicer | 24.89 |
| 23130 - Carpenter, Maintenance | 19.30 |
| 23140 - Carpet Layer | 17.45 |
| 23160 - Electrician, Maintenance | 22.61 |
| 23181 - Electronics Technician Maintenance I | 17.36 |
| 23182 - Electronics Technician Maintenance II | 19.18 |
| 23183 - Electronics Technician Maintenance III | 20.35 |
| 23260 - Fabric Worker | 16.28 |
| 23290 - Fire Alarm System Mechanic | 19.70 |
| 23310 - Fire Extinguisher Repairer | 15.11 |
| 23311 - Fuel Distribution System Mechanic | 19.70 |
| 23312 - Fuel Distribution System Operator | 15.11 |
| 23370 - General Maintenance Worker | 15.41 |
| 23380 - Ground Support Equipment Mechanic | 19.70 |
| 23381 - Ground Support Equipment Servicer | 16.96 |
| 23382 - Ground Support Equipment Worker | 17.78 |
| 23391 - Gunsmith I | 15.11 |
| 23392 - Gunsmith II | 17.45 |
| 23393 - Gunsmith III | 19.70 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.21 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.29 |
| 23430 - Heavy Equipment Mechanic | 21.15 |
| 23440 - Heavy Equipment Operator | 19.00 |
| 23460 - Instrument Mechanic | 19.70 |
| 23465 - Laboratory/Shelter Mechanic | 18.57 |
| 23470 - Laborer | 13.18 |
| 23510 - Locksmith | 18.57 |
| 23530 - Machinery Maintenance Mechanic | 23.84 |
| 23550 - Machinist, Maintenance | 17.33 |
| 23580 - Maintenance Trades Helper | 13.70 |
| 23591 - Metrology Technician I | 19.70 |
| 23592 - Metrology Technician II | 20.81 |
| 23593 - Metrology Technician III | 21.93 |
| 23640 - Millwright | 20.86 |
| 23710 - Office Appliance Repairer | 18.57 |
| 23760 - Painter, Maintenance | 16.91 |
| 23790 - Pipefitter, Maintenance | 21.35 |
| 23810 - Plumber, Maintenance | 18.96 |
| 23820 - Pneudraulic Systems Mechanic | 19.70 |
| 23850 - Rigger | 19.70 |
| 23870 - Scale Mechanic | 17.45 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.71 |
| 23910 - Small Engine Mechanic | 17.45 |

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| 23931 - Telecommunications Mechanic I | 24.80 |
| 23932 - Telecommunications Mechanic II | 25.11 |
| 23950 - Telephone Lineman | 19.70 |
| 23960 - Welder, Combination, Maintenance | 15.85 |
| 23965 - Well Driller | 19.70 |
| 23970 - Woodcraft Worker | 19.70 |
| 23980 - Woodworker | 15.11 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.22 |
| 24580 - Child Care Center Clerk | 14.28 |
| 24610 - Chore Aide | 9.09 |
| 24620 - Family Readiness And Support Services Coordinator | 13.54 |
| 24630 - Homemaker | 15.53 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.31 |
| 25040 - Sewage Plant Operator | 20.00 |
| 25070 - Stationary Engineer | 26.31 |
| 25190 - Ventilation Equipment Tender | 18.65 |
| 25210 - Water Treatment Plant Operator | 19.64 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.13 |
| 27007 - Baggage Inspector | 13.69 |
| 27008 - Corrections Officer | 20.87 |
| 27010 - Court Security Officer | 20.47 |
| 27030 - Detection Dog Handler | 15.31 |
| 27040 - Detention Officer | 20.87 |
| 27070 - Firefighter | 19.16 |
| 27101 - Guard I | 13.69 |
| 27102 - Guard II | 15.31 |
| 27131 - Police Officer I | 22.09 |
| 27132 - Police Officer II | 24.56 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.62 |
| 28042 - Carnival Equipment Repairer | 13.42 |
| 28043 - Carnival Equipment Worker | 9.68 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.39 |
| 28515 - Recreation Specialist | 17.64 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 15.16 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.93 |
| 29020 - Hatch Tender | 17.93 |
| 29030 - Line Handler | 17.93 |
| 29041 - Stevedore I | 16.28 |
| 29042 - Stevedore II | 19.07 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.61 |
| 30022 - Archeological Technician II | 16.37 |
| 30023 - Archeological Technician III | 20.26 |
| 30030 - Cartographic Technician | 20.10 |
| 30040 - Civil Engineering Technician | 20.81 |
| 30061 - Drafter/CAD Operator I | 14.73 |
| 30062 - Drafter/CAD Operator II | 16.47 |
| 30063 - Drafter/CAD Operator III | 18.37 |
| 30064 - Drafter/CAD Operator IV | 21.94 |
| 30081 - Engineering Technician I | 11.83 |

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|---|---------------|
| 30082 - Engineering Technician II | 14.62 |
| 30083 - Engineering Technician III | 16.36 |
| 30084 - Engineering Technician IV | 20.24 |
| 30085 - Engineering Technician V | 24.76 |
| 30086 - Engineering Technician VI | 29.95 |
| 30090 - Environmental Technician | 20.10 |
| 30210 - Laboratory Technician | 19.70 |
| 30240 - Mathematical Technician | 20.10 |
| 30361 - Paralegal/Legal Assistant I | 16.39 |
| 30362 - Paralegal/Legal Assistant II | 20.32 |
| 30363 - Paralegal/Legal Assistant III | 24.86 |
| 30364 - Paralegal/Legal Assistant IV | 30.07 |
| 30390 - Photo-Optics Technician | 20.10 |
| 30461 - Technical Writer I | 18.77 |
| 30462 - Technical Writer II | 22.95 |
| 30463 - Technical Writer III | 27.76 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 17.81 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 19.90 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.10 |
| 31030 - Bus Driver | 14.54 |
| 31043 - Driver Courier | 13.75 |
| 31260 - Parking and Lot Attendant | 10.22 |
| 31290 - Shuttle Bus Driver | 13.89 |
| 31310 - Taxi Driver | 12.66 |
| 31361 - Truckdriver, Light | 13.89 |
| 31362 - Truckdriver, Medium | 14.94 |
| 31363 - Truckdriver, Heavy | 16.01 |
| 31364 - Truckdriver, Tractor-Trailer | 16.01 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.49 |
| 99050 - Desk Clerk | 10.20 |
| 99095 - Embalmer | 23.64 |
| 99251 - Laboratory Animal Caretaker I | 14.39 |
| 99252 - Laboratory Animal Caretaker II | 15.11 |
| 99310 - Mortician | 23.64 |
| 99410 - Pest Controller | 17.00 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 12.21 |
| 99711 - Recycling Specialist | 14.58 |
| 99730 - Refuse Collector | 11.08 |
| 99810 - Sales Clerk | 11.58 |
| 99820 - School Crossing Guard | 11.72 |
| 99830 - Survey Party Chief | 15.86 |
| 99831 - Surveying Aide | 12.05 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 14.58 |
| 99841 - Vending Machine Repairer | 18.22 |
| 99842 - Vending Machine Repairer Helper | 14.58 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2084
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Colorado

Area: Colorado Counties of Alamosa, Archuleta, Baca, Bent, Chaffee, Conejos, Costilla, Crowley, Custer, Delta, Dolores, Eagle, Fremont, Garfield, Gunnison, Hinsdale, Huerfano, Kiowa, La Plata, Lake, Las Animas, Mesa, Mineral, Moffat, Montezuma, Montrose, Otero, Ouray, Pitkin, Prowers, Pueblo, Rio Blanco, Rio Grande, Routt, Saguache, San Juan, San Miguel

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.52 |
| 01012 - Accounting Clerk II | | 12.81 |
| 01013 - Accounting Clerk III | | 14.04 |
| 01020 - Administrative Assistant | | 18.72 |
| 01040 - Court Reporter | | 14.92 |
| 01051 - Data Entry Operator I | | 11.03 |
| 01052 - Data Entry Operator II | | 12.32 |
| 01060 - Dispatcher, Motor Vehicle | | 18.65 |
| 01070 - Document Preparation Clerk | | 12.91 |
| 01090 - Duplicating Machine Operator | | 12.91 |
| 01111 - General Clerk I | | 10.64 |
| 01112 - General Clerk II | | 11.61 |
| 01113 - General Clerk III | | 13.03 |
| 01120 - Housing Referral Assistant | | 15.89 |
| 01141 - Messenger Courier | | 11.40 |
| 01191 - Order Clerk I | | 11.32 |
| 01192 - Order Clerk II | | 12.35 |
| 01261 - Personnel Assistant (Employment) I | | 13.80 |
| 01262 - Personnel Assistant (Employment) II | | 15.44 |
| 01263 - Personnel Assistant (Employment) III | | 17.22 |
| 01270 - Production Control Clerk | | 19.53 |
| 01280 - Receptionist | | 11.54 |
| 01290 - Rental Clerk | | 12.33 |
| 01300 - Scheduler, Maintenance | | 12.74 |
| 01311 - Secretary I | | 12.74 |
| 01312 - Secretary II | | 14.92 |
| 01313 - Secretary III | | 15.89 |
| 01320 - Service Order Dispatcher | | 17.03 |
| 01410 - Supply Technician | | 18.72 |
| 01420 - Survey Worker | | 12.94 |
| 01531 - Travel Clerk I | | 11.73 |
| 01532 - Travel Clerk II | | 12.56 |
| 01533 - Travel Clerk III | | 13.26 |
| 01611 - Word Processor I | | 12.15 |

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| 01612 - Word Processor II | 13.64 |
| 01613 - Word Processor III | 15.26 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.17 |
| 05010 - Automotive Electrician | 20.69 |
| 05040 - Automotive Glass Installer | 18.99 |
| 05070 - Automotive Worker | 18.99 |
| 05110 - Mobile Equipment Servicer | 15.65 |
| 05130 - Motor Equipment Metal Mechanic | 20.69 |
| 05160 - Motor Equipment Metal Worker | 18.99 |
| 05190 - Motor Vehicle Mechanic | 18.88 |
| 05220 - Motor Vehicle Mechanic Helper | 14.74 |
| 05250 - Motor Vehicle Upholstery Worker | 18.68 |
| 05280 - Motor Vehicle Wrecker | 18.99 |
| 05310 - Painter, Automotive | 20.09 |
| 05340 - Radiator Repair Specialist | 18.99 |
| 05370 - Tire Repairer | 11.61 |
| 05400 - Transmission Repair Specialist | 18.81 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.56 |
| 07041 - Cook I | 11.26 |
| 07042 - Cook II | 12.87 |
| 07070 - Dishwasher | 8.60 |
| 07130 - Food Service Worker | 9.39 |
| 07210 - Meat Cutter | 14.92 |
| 07260 - Waiter/Waitress | 10.13 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.17 |
| 09040 - Furniture Handler | 11.69 |
| 09080 - Furniture Refinisher | 18.57 |
| 09090 - Furniture Refinisher Helper | 13.96 |
| 09110 - Furniture Repairer, Minor | 16.20 |
| 09130 - Upholsterer | 17.22 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.24 |
| 11060 - Elevator Operator | 11.20 |
| 11090 - Gardener | 16.10 |
| 11122 - Housekeeping Aide | 10.13 |
| 11150 - Janitor | 11.20 |
| 11210 - Laborer, Grounds Maintenance | 12.66 |
| 11240 - Maid or Houseman | 8.63 |
| 11260 - Pruner | 11.48 |
| 11270 - Tractor Operator | 15.21 |
| 11330 - Trail Maintenance Worker | 12.66 |
| 11360 - Window Cleaner | 12.34 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.99 |
| 12011 - Breath Alcohol Technician | 17.53 |
| 12012 - Certified Occupational Therapist Assistant | 22.82 |
| 12015 - Certified Physical Therapist Assistant | 19.49 |
| 12020 - Dental Assistant | 14.83 |
| 12025 - Dental Hygienist | 32.70 |
| 12030 - EKG Technician | 26.91 |
| 12035 - Electroneurodiagnostic Technologist | 26.91 |
| 12040 - Emergency Medical Technician | 17.99 |
| 12071 - Licensed Practical Nurse I | 15.87 |
| 12072 - Licensed Practical Nurse II | 17.75 |
| 12073 - Licensed Practical Nurse III | 19.79 |
| 12100 - Medical Assistant | 13.58 |
| 12130 - Medical Laboratory Technician | 15.87 |
| 12160 - Medical Record Clerk | 14.08 |
| 12190 - Medical Record Technician | 16.04 |
| 12195 - Medical Transcriptionist | 15.37 |

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| 12210 - Nuclear Medicine Technologist | 39.01 |
| 12221 - Nursing Assistant I | 9.13 |
| 12222 - Nursing Assistant II | 10.26 |
| 12223 - Nursing Assistant III | 11.20 |
| 12224 - Nursing Assistant IV | 12.57 |
| 12235 - Optical Dispenser | 13.97 |
| 12236 - Optical Technician | 15.87 |
| 12250 - Pharmacy Technician | 13.47 |
| 12280 - Phlebotomist | 12.57 |
| 12305 - Radiologic Technologist | 25.98 |
| 12311 - Registered Nurse I | 23.56 |
| 12312 - Registered Nurse II | 28.83 |
| 12313 - Registered Nurse II, Specialist | 28.83 |
| 12314 - Registered Nurse III | 34.88 |
| 12315 - Registered Nurse III, Anesthetist | 34.88 |
| 12316 - Registered Nurse IV | 41.79 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.72 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.28 |
| 13012 - Exhibits Specialist II | 21.40 |
| 13013 - Exhibits Specialist III | 26.18 |
| 13041 - Illustrator I | 17.28 |
| 13042 - Illustrator II | 21.40 |
| 13043 - Illustrator III | 26.18 |
| 13047 - Librarian | 23.71 |
| 13050 - Library Aide/Clerk | 13.76 |
| 13054 - Library Information Technology Systems Administrator | 21.40 |
| 13058 - Library Technician | 16.30 |
| 13061 - Media Specialist I | 13.61 |
| 13062 - Media Specialist II | 16.31 |
| 13063 - Media Specialist III | 18.18 |
| 13071 - Photographer I | 13.93 |
| 13072 - Photographer II | 15.58 |
| 13073 - Photographer III | 19.30 |
| 13074 - Photographer IV | 23.61 |
| 13075 - Photographer V | 29.12 |
| 13110 - Video Teleconference Technician | 15.45 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.86 |
| 14042 - Computer Operator II | 15.50 |
| 14043 - Computer Operator III | 17.92 |
| 14044 - Computer Operator IV | 19.93 |
| 14045 - Computer Operator V | 22.07 |
| 14071 - Computer Programmer I | 16.10 |
| 14072 - Computer Programmer II | 19.95 |
| 14073 - Computer Programmer III | 24.40 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 26.06 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.68 |
| 14160 - Personal Computer Support Technician | 19.93 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.06 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.53 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.45 |
| 15050 - Computer Based Training Specialist / Instructor | 26.06 |
| 15060 - Educational Technologist | 23.25 |
| 15070 - Flight Instructor (Pilot) | 37.45 |
| 15080 - Graphic Artist | 20.15 |
| 15090 - Technical Instructor | 16.56 |
| 15095 - Technical Instructor/Course Developer | 20.26 |

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| 15110 - Test Proctor | 14.59 |
| 15120 - Tutor | 14.59 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.81 |
| 16030 - Counter Attendant | 8.81 |
| 16040 - Dry Cleaner | 10.69 |
| 16070 - Finisher, Flatwork, Machine | 8.81 |
| 16090 - Presser, Hand | 8.81 |
| 16110 - Presser, Machine, Drycleaning | 8.81 |
| 16130 - Presser, Machine, Shirts | 8.81 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.81 |
| 16190 - Sewing Machine Operator | 11.22 |
| 16220 - Tailor | 11.84 |
| 16250 - Washer, Machine | 9.53 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.89 |
| 19040 - Tool And Die Maker | 23.09 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.20 |
| 21030 - Material Coordinator | 19.53 |
| 21040 - Material Expediter | 19.53 |
| 21050 - Material Handling Laborer | 13.18 |
| 21071 - Order Filler | 12.21 |
| 21080 - Production Line Worker (Food Processing) | 13.20 |
| 21110 - Shipping Packer | 13.03 |
| 21130 - Shipping/Receiving Clerk | 13.03 |
| 21140 - Store Worker I | 9.95 |
| 21150 - Stock Clerk | 13.41 |
| 21210 - Tools And Parts Attendant | 13.20 |
| 21410 - Warehouse Specialist | 13.20 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.81 |
| 23021 - Aircraft Mechanic I | 19.70 |
| 23022 - Aircraft Mechanic II | 20.81 |
| 23023 - Aircraft Mechanic III | 21.93 |
| 23040 - Aircraft Mechanic Helper | 15.18 |
| 23050 - Aircraft, Painter | 19.60 |
| 23060 - Aircraft Servicer | 16.96 |
| 23080 - Aircraft Worker | 17.78 |
| 23110 - Appliance Mechanic | 18.57 |
| 23120 - Bicycle Repairer | 10.55 |
| 23125 - Cable Splicer | 24.89 |
| 23130 - Carpenter, Maintenance | 19.30 |
| 23140 - Carpet Layer | 17.45 |
| 23160 - Electrician, Maintenance | 22.61 |
| 23181 - Electronics Technician Maintenance I | 17.36 |
| 23182 - Electronics Technician Maintenance II | 19.18 |
| 23183 - Electronics Technician Maintenance III | 20.35 |
| 23260 - Fabric Worker | 16.28 |
| 23290 - Fire Alarm System Mechanic | 19.70 |
| 23310 - Fire Extinguisher Repairer | 15.11 |
| 23311 - Fuel Distribution System Mechanic | 19.70 |
| 23312 - Fuel Distribution System Operator | 15.11 |
| 23370 - General Maintenance Worker | 15.41 |
| 23380 - Ground Support Equipment Mechanic | 19.70 |
| 23381 - Ground Support Equipment Servicer | 16.96 |
| 23382 - Ground Support Equipment Worker | 17.78 |
| 23391 - Gunsmith I | 15.11 |
| 23392 - Gunsmith II | 17.45 |
| 23393 - Gunsmith III | 19.70 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.21 |
| 23411 - Heating, Ventilation And Air Contditiioning | 20.29 |

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| Mechanic (Research Facility) | |
| 23430 - Heavy Equipment Mechanic | 21.15 |
| 23440 - Heavy Equipment Operator | 19.00 |
| 23460 - Instrument Mechanic | 19.70 |
| 23465 - Laboratory/Shelter Mechanic | 18.57 |
| 23470 - Laborer | 13.18 |
| 23510 - Locksmith | 18.57 |
| 23530 - Machinery Maintenance Mechanic | 23.84 |
| 23550 - Machinist, Maintenance | 17.33 |
| 23580 - Maintenance Trades Helper | 13.70 |
| 23591 - Metrology Technician I | 19.70 |
| 23592 - Metrology Technician II | 20.81 |
| 23593 - Metrology Technician III | 21.93 |
| 23640 - Millwright | 20.86 |
| 23710 - Office Appliance Repairer | 18.57 |
| 23760 - Painter, Maintenance | 16.91 |
| 23790 - Pipefitter, Maintenance | 21.35 |
| 23810 - Plumber, Maintenance | 18.96 |
| 23820 - Pneudraulic Systems Mechanic | 19.70 |
| 23850 - Rigger | 19.70 |
| 23870 - Scale Mechanic | 17.45 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.71 |
| 23910 - Small Engine Mechanic | 17.45 |
| 23931 - Telecommunications Mechanic I | 24.80 |
| 23932 - Telecommunications Mechanic II | 25.11 |
| 23950 - Telephone Lineman | 19.70 |
| 23960 - Welder, Combination, Maintenance | 15.85 |
| 23965 - Well Driller | 19.70 |
| 23970 - Woodcraft Worker | 19.70 |
| 23980 - Woodworker | 15.11 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.22 |
| 24580 - Child Care Center Clerk | 14.28 |
| 24610 - Chore Aide | 9.09 |
| 24620 - Family Readiness And Support Services Coordinator | 13.54 |
| 24630 - Homemaker | 15.53 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.31 |
| 25040 - Sewage Plant Operator | 20.00 |
| 25070 - Stationary Engineer | 26.31 |
| 25190 - Ventilation Equipment Tender | 18.65 |
| 25210 - Water Treatment Plant Operator | 19.64 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.13 |
| 27007 - Baggage Inspector | 13.69 |
| 27008 - Corrections Officer | 20.87 |
| 27010 - Court Security Officer | 20.47 |
| 27030 - Detection Dog Handler | 15.31 |
| 27040 - Detention Officer | 20.87 |
| 27070 - Firefighter | 19.16 |
| 27101 - Guard I | 13.69 |
| 27102 - Guard II | 15.31 |
| 27131 - Police Officer I | 22.09 |
| 27132 - Police Officer II | 24.56 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.62 |
| 28042 - Carnival Equipment Repairer | 13.42 |
| 28043 - Carnival Equipment Worker | 9.68 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.39 |

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| 28515 - Recreation Specialist | 17.64 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 15.16 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.93 |
| 29020 - Hatch Tender | 17.93 |
| 29030 - Line Handler | 17.93 |
| 29041 - Stevedore I | 16.28 |
| 29042 - Stevedore II | 19.07 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.61 |
| 30022 - Archeological Technician II | 16.37 |
| 30023 - Archeological Technician III | 20.26 |
| 30030 - Cartographic Technician | 20.10 |
| 30040 - Civil Engineering Technician | 20.81 |
| 30061 - Drafter/CAD Operator I | 14.73 |
| 30062 - Drafter/CAD Operator II | 16.47 |
| 30063 - Drafter/CAD Operator III | 18.37 |
| 30064 - Drafter/CAD Operator IV | 21.94 |
| 30081 - Engineering Technician I | 11.83 |
| 30082 - Engineering Technician II | 14.62 |
| 30083 - Engineering Technician III | 16.36 |
| 30084 - Engineering Technician IV | 20.24 |
| 30085 - Engineering Technician V | 24.76 |
| 30086 - Engineering Technician VI | 29.95 |
| 30090 - Environmental Technician | 20.10 |
| 30210 - Laboratory Technician | 19.70 |
| 30240 - Mathematical Technician | 20.10 |
| 30361 - Paralegal/Legal Assistant I | 16.39 |
| 30362 - Paralegal/Legal Assistant II | 20.32 |
| 30363 - Paralegal/Legal Assistant III | 24.86 |
| 30364 - Paralegal/Legal Assistant IV | 30.07 |
| 30390 - Photo-Optics Technician | 20.10 |
| 30461 - Technical Writer I | 18.77 |
| 30462 - Technical Writer II | 22.95 |
| 30463 - Technical Writer III | 27.76 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 17.81 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 19.90 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.10 |
| 31030 - Bus Driver | 14.54 |
| 31043 - Driver Courier | 13.75 |
| 31260 - Parking and Lot Attendant | 10.22 |
| 31290 - Shuttle Bus Driver | 13.89 |
| 31310 - Taxi Driver | 12.66 |
| 31361 - Truckdriver, Light | 13.89 |
| 31362 - Truckdriver, Medium | 14.94 |
| 31363 - Truckdriver, Heavy | 16.01 |
| 31364 - Truckdriver, Tractor-Trailer | 16.01 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.49 |
| 99050 - Desk Clerk | 10.20 |
| 99095 - Embalmer | 23.64 |
| 99251 - Laboratory Animal Caretaker I | 14.39 |

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| 99252 - Laboratory Animal Caretaker II | 15.11 |
| 99310 - Mortician | 23.64 |
| 99410 - Pest Controller | 17.00 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 12.21 |
| 99711 - Recycling Specialist | 14.58 |
| 99730 - Refuse Collector | 11.08 |
| 99810 - Sales Clerk | 11.58 |
| 99820 - School Crossing Guard | 11.72 |
| 99830 - Survey Party Chief | 15.86 |
| 99831 - Surveying Aide | 12.05 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 14.58 |
| 99841 - Vending Machine Repairer | 18.22 |
| 99842 - Vending Machine Repairer Helper | 14.58 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive

ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov>.

gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2087
Revision No.: 17
Date Of Last Revision: 07/25/2014

Applicable for HARTFORD STANDARD METROPOLITAN STATISTICAL AREA ONLY in the state of Connecticut as follows:

HARTFORD COUNTY - Avon Town, Bloomfield Town, Canton Town, East Granby Town, East Hartford Town, East Windsor Town, Enfield Town, Farmington Town, Glastonbury Town, Granby Town, Hartford City, Manchester Town, Marlborough Town, Newington Town, Rocky Hill Town, Simsbury Town, South Windsor Town, Suffield Town, West Hartford Town, Wethersfield Town, Windsor Town, Windsor Locks Town

LITCHFIELD COUNTY - New Hartford Town

MIDDLESEX COUNTY - Cromwell Town, East Hampton Town, Portland Town

NEW LONDON COUNTY - Colchester Town

TOLLAND COUNTY - Andover City, Bolton Coty, Columbia Town, Coventry City, Ellington City, Hebron Town, Stafford Town, Tolland Town, Vernon City, Willington Town

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 16.48 |
| 01012 - Accounting Clerk II | | 18.48 |
| 01013 - Accounting Clerk III | | 20.70 |
| 01020 - Administrative Assistant | | 29.92 |
| 01040 - Court Reporter | | 18.41 |
| 01051 - Data Entry Operator I | | 15.62 |
| 01052 - Data Entry Operator II | | 17.16 |
| 01060 - Dispatcher, Motor Vehicle | | 18.33 |
| 01070 - Document Preparation Clerk | | 14.41 |
| 01090 - Duplicating Machine Operator | | 14.41 |
| 01111 - General Clerk I | | 16.86 |
| 01112 - General Clerk II | | 18.39 |
| 01113 - General Clerk III | | 20.64 |
| 01120 - Housing Referral Assistant | | 24.22 |
| 01141 - Messenger Courier | | 15.37 |
| 01191 - Order Clerk I | | 15.42 |
| 01192 - Order Clerk II | | 16.83 |
| 01261 - Personnel Assistant (Employment) I | | 17.77 |
| 01262 - Personnel Assistant (Employment) II | | 19.88 |
| 01263 - Personnel Assistant (Employment) III | | 24.37 |
| 01270 - Production Control Clerk | | 24.62 |
| 01280 - Receptionist | | 14.28 |
| 01290 - Rental Clerk | | 16.43 |
| 01300 - Scheduler, Maintenance | | 19.41 |
| 01311 - Secretary I | | 19.42 |
| 01312 - Secretary II | | 21.73 |
| 01313 - Secretary III | | 24.22 |
| 01320 - Service Order Dispatcher | | 19.42 |
| 01410 - Supply Technician | | 29.92 |
| 01420 - Survey Worker | | 18.76 |
| 01531 - Travel Clerk I | | 13.52 |
| 01532 - Travel Clerk II | | 14.74 |
| 01533 - Travel Clerk III | | 16.03 |
| 01611 - Word Processor I | | 15.62 |
| 01612 - Word Processor II | | 17.53 |
| 01613 - Word Processor III | | 19.62 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 21.40 |
| 05010 - Automotive Electrician | | 21.13 |
| 05040 - Automotive Glass Installer | | 20.86 |
| 05070 - Automotive Worker | | 20.21 |
| 05110 - Mobile Equipment Servicer | | 18.56 |
| 05130 - Motor Equipment Metal Mechanic | | 21.40 |
| 05160 - Motor Equipment Metal Worker | | 20.21 |
| 05190 - Motor Vehicle Mechanic | | 21.40 |
| 05220 - Motor Vehicle Mechanic Helper | | 17.69 |
| 05250 - Motor Vehicle Upholstery Worker | | 19.40 |
| 05280 - Motor Vehicle Wrecker | | 20.21 |
| 05310 - Painter, Automotive | | 21.15 |
| 05340 - Radiator Repair Specialist | | 20.21 |
| 05370 - Tire Repairer | | 15.68 |

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| 05400 - Transmission Repair Specialist | 21.40 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.94 |
| 07041 - Cook I | 14.28 |
| 07042 - Cook II | 15.54 |
| 07070 - Dishwasher | 11.11 |
| 07130 - Food Service Worker | 11.14 |
| 07210 - Meat Cutter | 19.53 |
| 07260 - Waiter/Waitress | 11.54 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.43 |
| 09040 - Furniture Handler | 13.89 |
| 09080 - Furniture Refinisher | 18.43 |
| 09090 - Furniture Refinisher Helper | 15.47 |
| 09110 - Furniture Repairer, Minor | 16.97 |
| 09130 - Upholsterer | 19.11 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.34 |
| 11060 - Elevator Operator | 12.12 |
| 11090 - Gardener | 17.12 |
| 11122 - Housekeeping Aide | 13.33 |
| 11150 - Janitor | 14.48 |
| 11210 - Laborer, Grounds Maintenance | 14.43 |
| 11240 - Maid or Houseman | 12.28 |
| 11260 - Pruner | 12.98 |
| 11270 - Tractor Operator | 16.33 |
| 11330 - Trail Maintenance Worker | 14.43 |
| 11360 - Window Cleaner | 14.62 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 19.33 |
| 12011 - Breath Alcohol Technician | 21.91 |
| 12012 - Certified Occupational Therapist Assistant | 23.63 |
| 12015 - Certified Physical Therapist Assistant | 25.26 |
| 12020 - Dental Assistant | 18.78 |
| 12025 - Dental Hygienist | 33.86 |
| 12030 - EKG Technician | 22.98 |
| 12035 - Electroneurodiagnostic Technologist | 22.98 |
| 12040 - Emergency Medical Technician | 19.33 |
| 12071 - Licensed Practical Nurse I | 20.30 |
| 12072 - Licensed Practical Nurse II | 22.71 |
| 12073 - Licensed Practical Nurse III | 25.31 |
| 12100 - Medical Assistant | 16.12 |
| 12130 - Medical Laboratory Technician | 20.59 |
| 12160 - Medical Record Clerk | 17.44 |
| 12190 - Medical Record Technician | 19.49 |
| 12195 - Medical Transcriptionist | 16.91 |
| 12210 - Nuclear Medicine Technologist | 34.94 |
| 12221 - Nursing Assistant I | 12.00 |
| 12222 - Nursing Assistant II | 13.50 |
| 12223 - Nursing Assistant III | 14.73 |
| 12224 - Nursing Assistant IV | 16.53 |
| 12235 - Optical Dispenser | 23.64 |
| 12236 - Optical Technician | 17.82 |
| 12250 - Pharmacy Technician | 15.93 |
| 12280 - Phlebotomist | 16.53 |
| 12305 - Radiologic Technologist | 29.22 |
| 12311 - Registered Nurse I | 27.82 |
| 12312 - Registered Nurse II | 34.04 |
| 12313 - Registered Nurse II, Specialist | 34.04 |
| 12314 - Registered Nurse III | 41.18 |
| 12315 - Registered Nurse III, Anesthetist | 41.18 |
| 12316 - Registered Nurse IV | 49.36 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.15 |

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| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.58 |
| 13012 - Exhibits Specialist II | 25.48 |
| 13013 - Exhibits Specialist III | 31.18 |
| 13041 - Illustrator I | 22.34 |
| 13042 - Illustrator II | 27.66 |
| 13043 - Illustrator III | 33.85 |
| 13047 - Librarian | 28.78 |
| 13050 - Library Aide/Clerk | 12.85 |
| 13054 - Library Information Technology Systems Administrator | 25.98 |
| 13058 - Library Technician | 17.48 |
| 13061 - Media Specialist I | 18.75 |
| 13062 - Media Specialist II | 20.98 |
| 13063 - Media Specialist III | 23.38 |
| 13071 - Photographer I | 19.17 |
| 13072 - Photographer II | 22.01 |
| 13073 - Photographer III | 26.63 |
| 13074 - Photographer IV | 32.48 |
| 13075 - Photographer V | 39.41 |
| 13110 - Video Teleconference Technician | 18.75 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.10 |
| 14042 - Computer Operator II | 20.44 |
| 14043 - Computer Operator III | 23.13 |
| 14044 - Computer Operator IV | 25.31 |
| 14045 - Computer Operator V | 28.04 |
| 14071 - Computer Programmer I | (see 1) 23.65 |
| 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 | 18.10 |
| 14160 - Personal Computer Support Technician | 25.31 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.19 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 40.16 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 48.13 |
| 15050 - Computer Based Training Specialist / Instructor | 30.22 |
| 15060 - Educational Technologist | 32.49 |
| 15070 - Flight Instructor (Pilot) | 48.13 |
| 15080 - Graphic Artist | 23.64 |
| 15090 - Technical Instructor | 23.23 |
| 15095 - Technical Instructor/Course Developer | 28.43 |
| 15110 - Test Proctor | 19.69 |
| 15120 - Tutor | 19.69 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.30 |
| 16030 - Counter Attendant | 10.30 |
| 16040 - Dry Cleaner | 13.14 |
| 16070 - Finisher, Flatwork, Machine | 10.30 |
| 16090 - Presser, Hand | 10.30 |
| 16110 - Presser, Machine, Drycleaning | 10.30 |
| 16130 - Presser, Machine, Shirts | 10.30 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.30 |
| 16190 - Sewing Machine Operator | 14.34 |
| 16220 - Tailor | 15.48 |
| 16250 - Washer, Machine | 11.21 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.78 |
| 19040 - Tool And Die Maker | 25.34 |

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|---|-------|
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.36 |
| 21030 - Material Coordinator | 22.51 |
| 21040 - Material Expediter | 22.51 |
| 21050 - Material Handling Laborer | 13.94 |
| 21071 - Order Filler | 14.22 |
| 21080 - Production Line Worker (Food Processing) | 16.36 |
| 21110 - Shipping Packer | 15.87 |
| 21130 - Shipping/Receiving Clerk | 15.87 |
| 21140 - Store Worker I | 13.41 |
| 21150 - Stock Clerk | 17.93 |
| 21210 - Tools And Parts Attendant | 16.36 |
| 21410 - Warehouse Specialist | 16.36 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.85 |
| 23021 - Aircraft Mechanic I | 23.69 |
| 23022 - Aircraft Mechanic II | 24.85 |
| 23023 - Aircraft Mechanic III | 26.09 |
| 23040 - Aircraft Mechanic Helper | 19.11 |
| 23050 - Aircraft, Painter | 23.09 |
| 23060 - Aircraft Servicer | 20.95 |
| 23080 - Aircraft Worker | 21.83 |
| 23110 - Appliance Mechanic | 22.98 |
| 23120 - Bicycle Repairer | 15.68 |
| 23125 - Cable Splicer | 30.83 |
| 23130 - Carpenter, Maintenance | 23.44 |
| 23140 - Carpet Layer | 22.02 |
| 23160 - Electrician, Maintenance | 26.01 |
| 23181 - Electronics Technician Maintenance I | 23.88 |
| 23182 - Electronics Technician Maintenance II | 24.92 |
| 23183 - Electronics Technician Maintenance III | 25.95 |
| 23260 - Fabric Worker | 21.16 |
| 23290 - Fire Alarm System Mechanic | 22.93 |
| 23310 - Fire Extinguisher Repairer | 20.24 |
| 23311 - Fuel Distribution System Mechanic | 28.46 |
| 23312 - Fuel Distribution System Operator | 24.06 |
| 23370 - General Maintenance Worker | 19.82 |
| 23380 - Ground Support Equipment Mechanic | 23.69 |
| 23381 - Ground Support Equipment Servicer | 20.95 |
| 23382 - Ground Support Equipment Worker | 21.83 |
| 23391 - Gunsmith I | 20.24 |
| 23392 - Gunsmith II | 22.02 |
| 23393 - Gunsmith III | 23.93 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.58 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.42 |
| 23430 - Heavy Equipment Mechanic | 23.04 |
| 23440 - Heavy Equipment Operator | 25.19 |
| 23460 - Instrument Mechanic | 23.22 |
| 23465 - Laboratory/Shelter Mechanic | 22.98 |
| 23470 - Laborer | 13.56 |
| 23510 - Locksmith | 23.17 |
| 23530 - Machinery Maintenance Mechanic | 22.27 |
| 23550 - Machinist, Maintenance | 21.11 |
| 23580 - Maintenance Trades Helper | 18.72 |
| 23591 - Metrology Technician I | 23.22 |
| 23592 - Metrology Technician II | 24.05 |
| 23593 - Metrology Technician III | 25.02 |
| 23640 - Millwright | 22.49 |
| 23710 - Office Appliance Repairer | 24.11 |
| 23760 - Painter, Maintenance | 22.30 |
| 23790 - Pipefitter, Maintenance | 28.15 |

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| 23810 - Plumber, Maintenance | 26.57 |
| 23820 - Pneudraulic Systems Mechanic | 23.93 |
| 23850 - Rigger | 23.93 |
| 23870 - Scale Mechanic | 22.02 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.58 |
| 23910 - Small Engine Mechanic | 19.45 |
| 23931 - Telecommunications Mechanic I | 25.66 |
| 23932 - Telecommunications Mechanic II | 26.57 |
| 23950 - Telephone Lineman | 24.24 |
| 23960 - Welder, Combination, Maintenance | 21.54 |
| 23965 - well Driller | 23.22 |
| 23970 - Woodcraft Worker | 23.93 |
| 23980 - Woodworker | 18.67 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 14.25 |
| 24580 - Child Care Center Clerk | 19.47 |
| 24610 - Chore Aide | 10.73 |
| 24620 - Family Readiness And Support Services Coordinator | 20.65 |
| 24630 - Homemaker | 23.11 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.09 |
| 25040 - Sewage Plant Operator | 24.49 |
| 25070 - Stationary Engineer | 27.09 |
| 25190 - Ventilation Equipment Tender | 21.78 |
| 25210 - Water Treatment Plant Operator | 24.49 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.90 |
| 27007 - Baggage Inspector | 13.99 |
| 27008 - Corrections Officer | 27.33 |
| 27010 - Court Security Officer | 27.33 |
| 27030 - Detection Dog Handler | 19.25 |
| 27040 - Detention Officer | 27.33 |
| 27070 - Firefighter | 27.14 |
| 27101 - Guard I | 13.99 |
| 27102 - Guard II | 19.25 |
| 27131 - Police Officer I | 27.52 |
| 27132 - Police Officer II | 30.58 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.10 |
| 28042 - Carnival Equipment Repairer | 13.74 |
| 28043 - Carnival Equipment Worker | 11.09 |
| 28210 - Gate Attendant/Gate Tender | 16.95 |
| 28310 - Lifeguard | 15.10 |
| 28350 - Park Attendant (Aide) | 18.97 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.84 |
| 28515 - Recreation Specialist | 20.49 |
| 28630 - Sports Official | 15.10 |
| 28690 - Swimming Pool Operator | 17.45 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 31.15 |
| 29020 - Hatch Tender | 31.15 |
| 29030 - Line Handler | 31.15 |
| 29041 - Stevedore I | 29.93 |
| 29042 - Stevedore II | 32.49 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.43 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.18 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.94 |
| 30021 - Archeological Technician I | 18.32 |
| 30022 - Archeological Technician II | 20.49 |
| 30023 - Archeological Technician III | 25.41 |
| 30030 - Cartographic Technician | 25.37 |

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| 30040 - Civil Engineering Technician | 31.76 |
| 30061 - Drafter/CAD Operator I | 18.32 |
| 30062 - Drafter/CAD Operator II | 20.49 |
| 30063 - Drafter/CAD Operator III | 22.83 |
| 30064 - Drafter/CAD Operator IV | 28.11 |
| 30081 - Engineering Technician I | 16.21 |
| 30082 - Engineering Technician II | 18.50 |
| 30083 - Engineering Technician III | 20.82 |
| 30084 - Engineering Technician IV | 25.79 |
| 30085 - Engineering Technician V | 33.14 |
| 30086 - Engineering Technician VI | 38.16 |
| 30090 - Environmental Technician | 21.21 |
| 30210 - Laboratory Technician | 20.03 |
| 30240 - Mathematical Technician | 25.37 |
| 30361 - Paralegal/Legal Assistant I | 20.67 |
| 30362 - Paralegal/Legal Assistant II | 25.60 |
| 30363 - Paralegal/Legal Assistant III | 31.32 |
| 30364 - Paralegal/Legal Assistant IV | 37.90 |
| 30390 - Photo-Optics Technician | 25.37 |
| 30461 - Technical Writer I | 22.64 |
| 30462 - Technical Writer II | 27.70 |
| 30463 - Technical Writer III | 33.51 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.06 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.32 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.34 |
| 30494 - Unexploded (UXO) Safety Escort | 25.06 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.06 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 22.83 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 25.37 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.63 |
| 31030 - Bus Driver | 16.97 |
| 31043 - Driver Courier | 15.70 |
| 31260 - Parking and Lot Attendant | 10.64 |
| 31290 - Shuttle Bus Driver | 16.47 |
| 31310 - Taxi Driver | 15.47 |
| 31361 - Truckdriver, Light | 16.47 |
| 31362 - Truckdriver, Medium | 20.26 |
| 31363 - Truckdriver, Heavy | 22.21 |
| 31364 - Truckdriver, Tractor-Trailer | 22.21 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.14 |
| 99050 - Desk Clerk | 11.13 |
| 99095 - Embalmer | 27.92 |
| 99251 - Laboratory Animal Caretaker I | 11.25 |
| 99252 - Laboratory Animal Caretaker II | 11.83 |
| 99310 - Mortician | 37.63 |
| 99410 - Pest Controller | 15.45 |
| 99510 - Photofinishing Worker | 13.73 |
| 99710 - Recycling Laborer | 17.51 |
| 99711 - Recycling Specialist | 19.23 |
| 99730 - Refuse Collector | 15.76 |
| 99810 - Sales Clerk | 16.37 |
| 99820 - School Crossing Guard | 13.95 |
| 99830 - Survey Party Chief | 22.39 |
| 99831 - Surveying Aide | 12.35 |
| 99832 - Surveying Technician | 20.35 |
| 99840 - Vending Machine Attendant | 14.42 |
| 99841 - Vending Machine Repairer | 16.49 |
| 99842 - Vending Machine Repairer Helper | 14.42 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage

determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2088
Revision No.: 18
Date Of Last Revision: 07/25/2014

Applicable for HARTFORD STANDARD METROPOLITAN STATISTICAL AREA ONLY in the state of Connecticut as follows:

HARTFORD COUNTY - Avon Town, Bloomfield Town, Canton Town, East Granby Town, East Hartford Town, East Windsor Town, Enfield Town, Farmington Town, Glastonbury Town, Granby Town, Hartford City, Manchester Town, Marlborough Town, Newington Town, Rocky Hill Town, Simsbury Town, South Windsor Town, Suffield Town, West Hartford Town, Wethersfield Town, Windsor Town, Windsor Locks Town

LITCHFIELD COUNTY - New Hartford Town

MIDDLESEX COUNTY - Cromwell Town, East Hampton Town, Portland Town

NEW LONDON COUNTY - Colchester Town

TOLLAND COUNTY - Andover City, Bolton Coty, Columbia Town, Coventry City, Ellington City, Hebron Town, Stafford Town, Tolland Town, Vernon City, Willington Town

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 16.48 |
| 01012 - Accounting Clerk II | | 18.48 |
| 01013 - Accounting Clerk III | | 20.70 |
| 01020 - Administrative Assistant | | 29.92 |
| 01040 - Court Reporter | | 18.41 |

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|--|-------|
| 01051 - Data Entry Operator I | 15.62 |
| 01052 - Data Entry Operator II | 17.16 |
| 01060 - Dispatcher, Motor Vehicle | 18.33 |
| 01070 - Document Preparation Clerk | 14.41 |
| 01090 - Duplicating Machine Operator | 14.41 |
| 01111 - General Clerk I | 16.86 |
| 01112 - General Clerk II | 18.39 |
| 01113 - General Clerk III | 20.64 |
| 01120 - Housing Referral Assistant | 24.22 |
| 01141 - Messenger Courier | 15.37 |
| 01191 - Order Clerk I | 15.42 |
| 01192 - Order Clerk II | 16.83 |
| 01261 - Personnel Assistant (Employment) I | 17.77 |
| 01262 - Personnel Assistant (Employment) II | 19.88 |
| 01263 - Personnel Assistant (Employment) III | 24.37 |
| 01270 - Production Control Clerk | 24.62 |
| 01280 - Receptionist | 14.28 |
| 01290 - Rental Clerk | 16.43 |
| 01300 - Scheduler, Maintenance | 19.41 |
| 01311 - Secretary I | 19.42 |
| 01312 - Secretary II | 21.73 |
| 01313 - Secretary III | 24.22 |
| 01320 - Service Order Dispatcher | 19.42 |
| 01410 - Supply Technician | 29.92 |
| 01420 - Survey Worker | 18.76 |
| 01531 - Travel Clerk I | 13.52 |
| 01532 - Travel Clerk II | 14.74 |
| 01533 - Travel Clerk III | 16.03 |
| 01611 - Word Processor I | 15.62 |
| 01612 - Word Processor II | 17.53 |
| 01613 - Word Processor III | 19.62 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.40 |
| 05010 - Automotive Electrician | 21.13 |
| 05040 - Automotive Glass Installer | 20.86 |
| 05070 - Automotive Worker | 20.21 |
| 05110 - Mobile Equipment Servicer | 18.56 |
| 05130 - Motor Equipment Metal Mechanic | 21.40 |
| 05160 - Motor Equipment Metal Worker | 20.21 |
| 05190 - Motor Vehicle Mechanic | 21.40 |
| 05220 - Motor Vehicle Mechanic Helper | 17.69 |
| 05250 - Motor Vehicle Upholstery Worker | 19.40 |
| 05280 - Motor Vehicle Wrecker | 20.21 |
| 05310 - Painter, Automotive | 21.15 |
| 05340 - Radiator Repair Specialist | 20.21 |
| 05370 - Tire Repairer | 15.68 |
| 05400 - Transmission Repair Specialist | 21.40 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.94 |
| 07041 - Cook I | 14.28 |
| 07042 - Cook II | 15.54 |
| 07070 - Dishwasher | 11.11 |
| 07130 - Food Service Worker | 11.14 |
| 07210 - Meat Cutter | 19.53 |
| 07260 - Waiter/Waitress | 11.54 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.43 |
| 09040 - Furniture Handler | 13.89 |
| 09080 - Furniture Refinisher | 18.43 |
| 09090 - Furniture Refinisher Helper | 15.47 |
| 09110 - Furniture Repairer, Minor | 16.97 |
| 09130 - Upholsterer | 19.11 |
| 11000 - General Services And Support Occupations | |

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| 11030 - Cleaner, Vehicles | 11.34 |
| 11060 - Elevator Operator | 12.12 |
| 11090 - Gardener | 17.12 |
| 11122 - Housekeeping Aide | 13.33 |
| 11150 - Janitor | 14.48 |
| 11210 - Laborer, Grounds Maintenance | 14.43 |
| 11240 - Maid or Houseman | 12.28 |
| 11260 - Pruner | 12.98 |
| 11270 - Tractor Operator | 16.33 |
| 11330 - Trail Maintenance Worker | 14.43 |
| 11360 - Window Cleaner | 14.62 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 19.33 |
| 12011 - Breath Alcohol Technician | 21.91 |
| 12012 - Certified Occupational Therapist Assistant | 23.63 |
| 12015 - Certified Physical Therapist Assistant | 25.26 |
| 12020 - Dental Assistant | 18.78 |
| 12025 - Dental Hygienist | 33.86 |
| 12030 - EKG Technician | 22.98 |
| 12035 - Electroneurodiagnostic Technologist | 22.98 |
| 12040 - Emergency Medical Technician | 19.33 |
| 12071 - Licensed Practical Nurse I | 20.30 |
| 12072 - Licensed Practical Nurse II | 22.71 |
| 12073 - Licensed Practical Nurse III | 25.31 |
| 12100 - Medical Assistant | 16.12 |
| 12130 - Medical Laboratory Technician | 20.59 |
| 12160 - Medical Record Clerk | 17.44 |
| 12190 - Medical Record Technician | 19.49 |
| 12195 - Medical Transcriptionist | 16.91 |
| 12210 - Nuclear Medicine Technologist | 34.94 |
| 12221 - Nursing Assistant I | 12.00 |
| 12222 - Nursing Assistant II | 13.50 |
| 12223 - Nursing Assistant III | 14.73 |
| 12224 - Nursing Assistant IV | 16.53 |
| 12235 - Optical Dispenser | 23.64 |
| 12236 - Optical Technician | 17.82 |
| 12250 - Pharmacy Technician | 15.93 |
| 12280 - Phlebotomist | 16.53 |
| 12305 - Radiologic Technologist | 29.22 |
| 12311 - Registered Nurse I | 27.82 |
| 12312 - Registered Nurse II | 34.04 |
| 12313 - Registered Nurse II, Specialist | 34.04 |
| 12314 - Registered Nurse III | 41.18 |
| 12315 - Registered Nurse III, Anesthetist | 41.18 |
| 12316 - Registered Nurse IV | 49.36 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.15 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.58 |
| 13012 - Exhibits Specialist II | 25.48 |
| 13013 - Exhibits Specialist III | 31.18 |
| 13041 - Illustrator I | 22.34 |
| 13042 - Illustrator II | 27.66 |
| 13043 - Illustrator III | 33.85 |
| 13047 - Librarian | 28.78 |
| 13050 - Library Aide/Clerk | 12.85 |
| 13054 - Library Information Technology Systems Administrator | 25.98 |
| 13058 - Library Technician | 17.48 |
| 13061 - Media Specialist I | 18.75 |
| 13062 - Media Specialist II | 20.98 |
| 13063 - Media Specialist III | 23.38 |
| 13071 - Photographer I | 19.17 |
| 13072 - Photographer II | 22.01 |

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| 13073 - Photographer III | 26.63 |
| 13074 - Photographer IV | 32.48 |
| 13075 - Photographer V | 39.41 |
| 13110 - Video Teleconference Technician | 18.75 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.10 |
| 14042 - Computer Operator II | 20.44 |
| 14043 - Computer Operator III | 23.13 |
| 14044 - Computer Operator IV | 25.31 |
| 14045 - Computer Operator V | 28.04 |
| 14071 - Computer Programmer I | (see 1) 23.65 |
| 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 | 18.10 |
| 14160 - Personal Computer Support Technician | 25.31 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.19 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 40.16 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 48.13 |
| 15050 - Computer Based Training Specialist / Instructor | 30.22 |
| 15060 - Educational Technologist | 32.49 |
| 15070 - Flight Instructor (Pilot) | 48.13 |
| 15080 - Graphic Artist | 23.64 |
| 15090 - Technical Instructor | 23.23 |
| 15095 - Technical Instructor/Course Developer | 28.43 |
| 15110 - Test Proctor | 19.69 |
| 15120 - Tutor | 19.69 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.30 |
| 16030 - Counter Attendant | 10.30 |
| 16040 - Dry Cleaner | 13.14 |
| 16070 - Finisher, Flatwork, Machine | 10.30 |
| 16090 - Presser, Hand | 10.30 |
| 16110 - Presser, Machine, Drycleaning | 10.30 |
| 16130 - Presser, Machine, Shirts | 10.30 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.30 |
| 16190 - Sewing Machine Operator | 14.34 |
| 16220 - Tailor | 15.48 |
| 16250 - Washer, Machine | 11.21 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.78 |
| 19040 - Tool And Die Maker | 25.34 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.36 |
| 21030 - Material Coordinator | 22.51 |
| 21040 - Material Expediter | 22.51 |
| 21050 - Material Handling Laborer | 13.94 |
| 21071 - Order Filler | 14.22 |
| 21080 - Production Line Worker (Food Processing) | 16.36 |
| 21110 - Shipping Packer | 15.87 |
| 21130 - Shipping/Receiving Clerk | 15.87 |
| 21140 - Store Worker I | 13.41 |
| 21150 - Stock Clerk | 17.93 |
| 21210 - Tools And Parts Attendant | 16.36 |
| 21410 - Warehouse Specialist | 16.36 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 24.85 |
| 23021 - Aircraft Mechanic I | 23.69 |
| 23022 - Aircraft Mechanic II | 24.85 |

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| 23023 - Aircraft Mechanic III | 26.09 |
| 23040 - Aircraft Mechanic Helper | 19.11 |
| 23050 - Aircraft, Painter | 23.09 |
| 23060 - Aircraft Servicer | 20.95 |
| 23080 - Aircraft Worker | 21.83 |
| 23110 - Appliance Mechanic | 22.98 |
| 23120 - Bicycle Repairer | 15.68 |
| 23125 - Cable Splicer | 30.83 |
| 23130 - Carpenter, Maintenance | 23.44 |
| 23140 - Carpet Layer | 22.02 |
| 23160 - Electrician, Maintenance | 26.01 |
| 23181 - Electronics Technician Maintenance I | 23.88 |
| 23182 - Electronics Technician Maintenance II | 24.92 |
| 23183 - Electronics Technician Maintenance III | 25.95 |
| 23260 - Fabric Worker | 21.16 |
| 23290 - Fire Alarm System Mechanic | 22.93 |
| 23310 - Fire Extinguisher Repairer | 20.24 |
| 23311 - Fuel Distribution System Mechanic | 28.46 |
| 23312 - Fuel Distribution System Operator | 24.06 |
| 23370 - General Maintenance Worker | 19.82 |
| 23380 - Ground Support Equipment Mechanic | 23.69 |
| 23381 - Ground Support Equipment Servicer | 20.95 |
| 23382 - Ground Support Equipment Worker | 21.83 |
| 23391 - Gunsmith I | 20.24 |
| 23392 - Gunsmith II | 22.02 |
| 23393 - Gunsmith III | 23.93 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.58 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.42 |
| 23430 - Heavy Equipment Mechanic | 23.04 |
| 23440 - Heavy Equipment Operator | 25.19 |
| 23460 - Instrument Mechanic | 23.22 |
| 23465 - Laboratory/Shelter Mechanic | 22.98 |
| 23470 - Laborer | 13.56 |
| 23510 - Locksmith | 23.17 |
| 23530 - Machinery Maintenance Mechanic | 22.27 |
| 23550 - Machinist, Maintenance | 21.11 |
| 23580 - Maintenance Trades Helper | 18.72 |
| 23591 - Metrology Technician I | 23.22 |
| 23592 - Metrology Technician II | 24.05 |
| 23593 - Metrology Technician III | 25.02 |
| 23640 - Millwright | 22.49 |
| 23710 - Office Appliance Repairer | 24.11 |
| 23760 - Painter, Maintenance | 22.30 |
| 23790 - Pipefitter, Maintenance | 28.15 |
| 23810 - Plumber, Maintenance | 26.57 |
| 23820 - Pneudraulic Systems Mechanic | 23.93 |
| 23850 - Rigger | 23.93 |
| 23870 - Scale Mechanic | 22.02 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.58 |
| 23910 - Small Engine Mechanic | 19.45 |
| 23931 - Telecommunications Mechanic I | 25.66 |
| 23932 - Telecommunications Mechanic II | 26.57 |
| 23950 - Telephone Lineman | 24.24 |
| 23960 - Welder, Combination, Maintenance | 21.54 |
| 23965 - Well Driller | 23.22 |
| 23970 - Woodcraft Worker | 23.93 |
| 23980 - Woodworker | 18.67 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 14.25 |
| 24580 - Child Care Center Clerk | 19.47 |
| 24610 - Chore Aide | 10.73 |

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| 24620 - Family Readiness And Support Services Coordinator | 20.65 |
| 24630 - Homemaker | 23.11 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.09 |
| 25040 - Sewage Plant Operator | 24.49 |
| 25070 - Stationary Engineer | 27.09 |
| 25190 - Ventilation Equipment Tender | 21.78 |
| 25210 - Water Treatment Plant Operator | 24.49 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.90 |
| 27007 - Baggage Inspector | 13.99 |
| 27008 - Corrections Officer | 27.33 |
| 27010 - Court Security Officer | 27.33 |
| 27030 - Detection Dog Handler | 19.25 |
| 27040 - Detention Officer | 27.33 |
| 27070 - Firefighter | 27.14 |
| 27101 - Guard I | 13.99 |
| 27102 - Guard II | 19.25 |
| 27131 - Police Officer I | 27.52 |
| 27132 - Police Officer II | 30.58 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.10 |
| 28042 - Carnival Equipment Repairer | 13.74 |
| 28043 - Carnival Equipment Worker | 11.09 |
| 28210 - Gate Attendant/Gate Tender | 16.95 |
| 28310 - Lifeguard | 15.10 |
| 28350 - Park Attendant (Aide) | 18.97 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.84 |
| 28515 - Recreation Specialist | 20.49 |
| 28630 - Sports Official | 15.10 |
| 28690 - Swimming Pool Operator | 17.45 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 31.15 |
| 29020 - Hatch Tender | 31.15 |
| 29030 - Line Handler | 31.15 |
| 29041 - Stevedore I | 29.93 |
| 29042 - Stevedore II | 32.49 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.43 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.18 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.94 |
| 30021 - Archeological Technician I | 18.32 |
| 30022 - Archeological Technician II | 20.49 |
| 30023 - Archeological Technician III | 25.41 |
| 30030 - Cartographic Technician | 25.37 |
| 30040 - Civil Engineering Technician | 31.76 |
| 30061 - Drafter/CAD Operator I | 18.32 |
| 30062 - Drafter/CAD Operator II | 20.49 |
| 30063 - Drafter/CAD Operator III | 22.83 |
| 30064 - Drafter/CAD Operator IV | 28.11 |
| 30081 - Engineering Technician I | 16.21 |
| 30082 - Engineering Technician II | 18.50 |
| 30083 - Engineering Technician III | 20.82 |
| 30084 - Engineering Technician IV | 25.79 |
| 30085 - Engineering Technician V | 33.14 |
| 30086 - Engineering Technician VI | 38.16 |
| 30090 - Environmental Technician | 21.21 |
| 30210 - Laboratory Technician | 20.03 |
| 30240 - Mathematical Technician | 25.37 |
| 30361 - Paralegal/Legal Assistant I | 20.67 |
| 30362 - Paralegal/Legal Assistant II | 25.60 |
| 30363 - Paralegal/Legal Assistant III | 31.32 |

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| 30364 - Paralegal/Legal Assistant IV | 37.90 |
| 30390 - Photo-Optics Technician | 25.37 |
| 30461 - Technical Writer I | 22.64 |
| 30462 - Technical Writer II | 27.70 |
| 30463 - Technical Writer III | 33.51 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.06 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.32 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.34 |
| 30494 - Unexploded (UXO) Safety Escort | 25.06 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.06 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 22.83 |
| 30621 - Weather Observer, Senior | (see 2) 25.37 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | (see 2) 11.63 |
| 31030 - Bus Driver | 16.97 |
| 31043 - Driver Courier | 15.70 |
| 31260 - Parking and Lot Attendant | 10.64 |
| 31290 - Shuttle Bus Driver | 16.47 |
| 31310 - Taxi Driver | 15.47 |
| 31361 - Truckdriver, Light | 16.47 |
| 31362 - Truckdriver, Medium | 20.26 |
| 31363 - Truckdriver, Heavy | 22.21 |
| 31364 - Truckdriver, Tractor-Trailer | 22.21 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.14 |
| 99050 - Desk Clerk | 11.13 |
| 99095 - Embalmer | 27.92 |
| 99251 - Laboratory Animal Caretaker I | 11.25 |
| 99252 - Laboratory Animal Caretaker II | 11.83 |
| 99310 - Mortician | 37.63 |
| 99410 - Pest Controller | 15.45 |
| 99510 - Photofinishing Worker | 13.73 |
| 99710 - Recycling Laborer | 17.51 |
| 99711 - Recycling Specialist | 19.23 |
| 99730 - Refuse Collector | 15.76 |
| 99810 - Sales Clerk | 16.37 |
| 99820 - School Crossing Guard | 13.95 |
| 99830 - Survey Party Chief | 22.39 |
| 99831 - Surveying Aide | 12.35 |
| 99832 - Surveying Technician | 20.35 |
| 99840 - Vending Machine Attendant | 14.42 |
| 99841 - Vending Machine Repairer | 16.49 |
| 99842 - Vending Machine Repairer Helper | 14.42 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans.
Minimum employer contributions costing an average of \$4.02 per hour computed on the

basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundrying 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 laundrying in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2089
Revision No.: 20
Date of Last Revision: 07/25/2014

Applicable statewide in Connecticut, EXCLUDING:

Fairfield County and New Haven is listed on WD 2005-3027

New London County, Colchester Town ONLY is covered on 2005-2087, the rest of
New London County - see WD 2005-3023

Hartford Metropolitan Statistical Area is listed on WD 200-2087

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 16.79 |
| 01012 - Accounting Clerk II | | 18.80 |
| 01013 - Accounting Clerk III | | 21.03 |
| 01020 - Administrative Assistant | | 24.37 |
| 01040 - Court Reporter | | 19.67 |
| 01051 - Data Entry Operator I | | 13.79 |
| 01052 - Data Entry Operator II | | 15.05 |
| 01060 - Dispatcher, Motor Vehicle | | 19.65 |
| 01070 - Document Preparation Clerk | | 14.16 |
| 01090 - Duplicating Machine Operator | | 14.16 |
| 01111 - General Clerk I | | 13.69 |
| 01112 - General Clerk II | | 14.90 |
| 01113 - General Clerk III | | 17.00 |
| 01120 - Housing Referral Assistant | | 22.34 |
| 01141 - Messenger Courier | | 14.44 |
| 01191 - Order Clerk I | | 15.25 |
| 01192 - Order Clerk II | | 18.40 |
| 01261 - Personnel Assistant (Employment) I | | 18.32 |
| 01262 - Personnel Assistant (Employment) II | | 20.49 |
| 01263 - Personnel Assistant (Employment) III | | 22.85 |
| 01270 - Production Control Clerk | | 22.72 |
| 01280 - Receptionist | | 14.59 |
| 01290 - Rental Clerk | | 15.52 |
| 01300 - Scheduler, Maintenance | | 17.58 |
| 01311 - Secretary I | | 17.58 |
| 01312 - Secretary II | | 19.67 |
| 01313 - Secretary III | | 22.21 |
| 01320 - Service Order Dispatcher | | 19.27 |
| 01410 - Supply Technician | | 24.37 |
| 01420 - Survey Worker | | 16.83 |
| 01531 - Travel Clerk I | | 13.24 |
| 01532 - Travel Clerk II | | 14.43 |
| 01533 - Travel Clerk III | | 15.70 |
| 01611 - Word Processor I | | 15.17 |

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| 01612 - Word Processor II | 17.03 |
| 01613 - Word Processor III | 19.05 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.50 |
| 05010 - Automotive Electrician | 22.65 |
| 05040 - Automotive Glass Installer | 21.90 |
| 05070 - Automotive Worker | 21.90 |
| 05110 - Mobile Equipment Servicer | 20.56 |
| 05130 - Motor Equipment Metal Mechanic | 23.27 |
| 05160 - Motor Equipment Metal Worker | 21.90 |
| 05190 - Motor Vehicle Mechanic | 21.30 |
| 05220 - Motor Vehicle Mechanic Helper | 19.81 |
| 05250 - Motor Vehicle Upholstery Worker | 21.27 |
| 05280 - Motor Vehicle Wrecker | 21.90 |
| 05310 - Painter, Automotive | 20.38 |
| 05340 - Radiator Repair Specialist | 19.72 |
| 05370 - Tire Repairer | 15.94 |
| 05400 - Transmission Repair Specialist | 21.30 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.46 |
| 07041 - Cook I | 14.87 |
| 07042 - Cook II | 16.18 |
| 07070 - Dishwasher | 11.24 |
| 07130 - Food Service Worker | 11.08 |
| 07210 - Meat Cutter | 20.41 |
| 07260 - Waiter/Waitress | 11.15 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 22.22 |
| 09040 - Furniture Handler | 18.11 |
| 09080 - Furniture Refinisher | 23.86 |
| 09090 - Furniture Refinisher Helper | 19.99 |
| 09110 - Furniture Repairer, Minor | 21.98 |
| 09130 - Upholsterer | 22.22 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.58 |
| 11060 - Elevator Operator | 12.48 |
| 11090 - Gardener | 16.24 |
| 11122 - Housekeeping Aide | 13.48 |
| 11150 - Janitor | 13.48 |
| 11210 - Laborer, Grounds Maintenance | 14.36 |
| 11240 - Maid or Houseman | 11.27 |
| 11260 - Pruner | 13.81 |
| 11270 - Tractor Operator | 15.96 |
| 11330 - Trail Maintenance Worker | 14.36 |
| 11360 - Window Cleaner | 14.98 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.06 |
| 12011 - Breath Alcohol Technician | 19.92 |
| 12012 - Certified Occupational Therapist Assistant | 26.56 |
| 12015 - Certified Physical Therapist Assistant | 26.08 |
| 12020 - Dental Assistant | 19.37 |
| 12025 - Dental Hygienist | 36.73 |
| 12030 - EKG Technician | 28.97 |
| 12035 - Electroneurodiagnostic Technologist | 28.97 |
| 12040 - Emergency Medical Technician | 18.06 |
| 12071 - Licensed Practical Nurse I | 20.31 |
| 12072 - Licensed Practical Nurse II | 22.72 |
| 12073 - Licensed Practical Nurse III | 25.34 |
| 12100 - Medical Assistant | 16.19 |
| 12130 - Medical Laboratory Technician | 20.68 |
| 12160 - Medical Record Clerk | 15.58 |
| 12190 - Medical Record Technician | 17.43 |
| 12195 - Medical Transcriptionist | 18.03 |

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| 12210 - Nuclear Medicine Technologist | 36.94 |
| 12221 - Nursing Assistant I | 12.30 |
| 12222 - Nursing Assistant II | 14.36 |
| 12223 - Nursing Assistant III | 15.67 |
| 12224 - Nursing Assistant IV | 16.78 |
| 12235 - Optical Dispenser | 24.10 |
| 12236 - Optical Technician | 18.90 |
| 12250 - Pharmacy Technician | 15.11 |
| 12280 - Phlebotomist | 16.78 |
| 12305 - Radiologic Technologist | 28.97 |
| 12311 - Registered Nurse I | 27.91 |
| 12312 - Registered Nurse II | 34.14 |
| 12313 - Registered Nurse II, Specialist | 34.14 |
| 12314 - Registered Nurse III | 41.30 |
| 12315 - Registered Nurse III, Anesthetist | 41.30 |
| 12316 - Registered Nurse IV | 49.50 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.40 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.71 |
| 13012 - Exhibits Specialist II | 28.13 |
| 13013 - Exhibits Specialist III | 34.42 |
| 13041 - Illustrator I | 23.40 |
| 13042 - Illustrator II | 29.00 |
| 13043 - Illustrator III | 35.47 |
| 13047 - Librarian | 30.08 |
| 13050 - Library Aide/Clerk | 12.46 |
| 13054 - Library Information Technology Systems Administrator | 27.17 |
| 13058 - Library Technician | 16.83 |
| 13061 - Media Specialist I | 19.60 |
| 13062 - Media Specialist II | 21.93 |
| 13063 - Media Specialist III | 24.46 |
| 13071 - Photographer I | 18.79 |
| 13072 - Photographer II | 21.93 |
| 13073 - Photographer III | 27.17 |
| 13074 - Photographer IV | 33.24 |
| 13075 - Photographer V | 40.21 |
| 13110 - Video Teleconference Technician | 17.78 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.71 |
| 14042 - Computer Operator II | 18.69 |
| 14043 - Computer Operator III | 20.85 |
| 14044 - Computer Operator IV | 24.21 |
| 14045 - Computer Operator V | 26.82 |
| 14071 - Computer Programmer I | (see 1) 24.15 |
| 14072 - Computer Programmer II | (see 1) 27.62 |
| 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 | 16.71 |
| 14160 - Personal Computer Support Technician | 26.63 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.29 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.29 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.01 |
| 15050 - Computer Based Training Specialist / Instructor | 28.35 |
| 15060 - Educational Technologist | 36.20 |
| 15070 - Flight Instructor (Pilot) | 41.01 |
| 15080 - Graphic Artist | 25.72 |
| 15090 - Technical Instructor | 24.06 |
| 15095 - Technical Instructor/Course Developer | 29.43 |

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| 15110 - Test Proctor | 19.42 |
| 15120 - Tutor | 19.42 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.08 |
| 16030 - Counter Attendant | 10.08 |
| 16040 - Dry Cleaner | 12.86 |
| 16070 - Finisher, Flatwork, Machine | 10.08 |
| 16090 - Presser, Hand | 10.08 |
| 16110 - Presser, Machine, Drycleaning | 10.08 |
| 16130 - Presser, Machine, Shirts | 10.08 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.08 |
| 16190 - Sewing Machine Operator | 14.04 |
| 16220 - Tailor | 15.16 |
| 16250 - Washer, Machine | 10.97 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 25.52 |
| 19040 - Tool And Die Maker | 27.47 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.46 |
| 21030 - Material Coordinator | 22.72 |
| 21040 - Material Expediter | 22.72 |
| 21050 - Material Handling Laborer | 15.84 |
| 21071 - Order Filler | 14.33 |
| 21080 - Production Line Worker (Food Processing) | 18.46 |
| 21110 - Shipping Packer | 14.91 |
| 21130 - Shipping/Receiving Clerk | 14.88 |
| 21140 - Store Worker I | 13.41 |
| 21150 - Stock Clerk | 17.93 |
| 21210 - Tools And Parts Attendant | 18.46 |
| 21410 - Warehouse Specialist | 18.46 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 28.72 |
| 23021 - Aircraft Mechanic I | 27.73 |
| 23022 - Aircraft Mechanic II | 28.72 |
| 23023 - Aircraft Mechanic III | 29.88 |
| 23040 - Aircraft Mechanic Helper | 22.29 |
| 23050 - Aircraft, Painter | 26.63 |
| 23060 - Aircraft Servicer | 24.52 |
| 23080 - Aircraft Worker | 25.42 |
| 23110 - Appliance Mechanic | 22.77 |
| 23120 - Bicycle Repairer | 17.72 |
| 23125 - Cable Splicer | 33.67 |
| 23130 - Carpenter, Maintenance | 23.91 |
| 23140 - Carpet Layer | 22.30 |
| 23160 - Electrician, Maintenance | 25.70 |
| 23181 - Electronics Technician Maintenance I | 24.69 |
| 23182 - Electronics Technician Maintenance II | 25.76 |
| 23183 - Electronics Technician Maintenance III | 26.83 |
| 23260 - Fabric Worker | 21.97 |
| 23290 - Fire Alarm System Mechanic | 23.54 |
| 23310 - Fire Extinguisher Repairer | 21.02 |
| 23311 - Fuel Distribution System Mechanic | 28.54 |
| 23312 - Fuel Distribution System Operator | 25.43 |
| 23370 - General Maintenance Worker | 20.46 |
| 23380 - Ground Support Equipment Mechanic | 27.73 |
| 23381 - Ground Support Equipment Servicer | 24.52 |
| 23382 - Ground Support Equipment Worker | 25.42 |
| 23391 - Gunsmith I | 21.02 |
| 23392 - Gunsmith II | 22.87 |
| 23393 - Gunsmith III | 24.85 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.87 |
| 23411 - Heating, Ventilation And Air Contditioning | 26.79 |

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| Mechanic (Research Facility) | |
| 23430 - Heavy Equipment Mechanic | 24.80 |
| 23440 - Heavy Equipment Operator | 26.55 |
| 23460 - Instrument Mechanic | 24.85 |
| 23465 - Laboratory/Shelter Mechanic | 23.86 |
| 23470 - Laborer | 13.39 |
| 23510 - Locksmith | 24.62 |
| 23530 - Machinery Maintenance Mechanic | 23.34 |
| 23550 - Machinist, Maintenance | 22.84 |
| 23580 - Maintenance Trades Helper | 19.38 |
| 23591 - Metrology Technician I | 24.85 |
| 23592 - Metrology Technician II | 25.73 |
| 23593 - Metrology Technician III | 26.78 |
| 23640 - Millwright | 24.78 |
| 23710 - Office Appliance Repairer | 22.93 |
| 23760 - Painter, Maintenance | 21.76 |
| 23790 - Pipefitter, Maintenance | 27.74 |
| 23810 - Plumber, Maintenance | 26.32 |
| 23820 - Pneudraulic Systems Mechanic | 24.85 |
| 23850 - Rigger | 22.10 |
| 23870 - Scale Mechanic | 22.87 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.72 |
| 23910 - Small Engine Mechanic | 21.49 |
| 23931 - Telecommunications Mechanic I | 24.64 |
| 23932 - Telecommunications Mechanic II | 25.52 |
| 23950 - Telephone Lineman | 23.04 |
| 23960 - Welder, Combination, Maintenance | 22.84 |
| 23965 - Well Driller | 23.52 |
| 23970 - Woodcraft Worker | 24.85 |
| 23980 - Woodworker | 18.45 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.75 |
| 24580 - Child Care Center Clerk | 17.44 |
| 24610 - Chore Aide | 10.35 |
| 24620 - Family Readiness And Support Services Coordinator | 19.38 |
| 24630 - Homemaker | 22.09 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.96 |
| 25040 - Sewage Plant Operator | 23.91 |
| 25070 - Stationary Engineer | 25.96 |
| 25190 - Ventilation Equipment Tender | 20.87 |
| 25210 - Water Treatment Plant Operator | 23.91 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.66 |
| 27007 - Baggage Inspector | 13.83 |
| 27008 - Corrections Officer | 27.19 |
| 27010 - Court Security Officer | 27.19 |
| 27030 - Detection Dog Handler | 19.88 |
| 27040 - Detention Officer | 27.19 |
| 27070 - Firefighter | 27.05 |
| 27101 - Guard I | 13.83 |
| 27102 - Guard II | 19.88 |
| 27131 - Police Officer I | 29.08 |
| 27132 - Police Officer II | 32.31 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.15 |
| 28042 - Carnival Equipment Repairer | 11.76 |
| 28043 - Carnival Equipment Worker | 10.96 |
| 28210 - Gate Attendant/Gate Tender | 15.00 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 16.78 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.25 |

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| 28515 - Recreation Specialist | 20.80 |
| 28630 - Sports Official | 13.37 |
| 28690 - Swimming Pool Operator | 17.71 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 26.35 |
| 29020 - Hatch Tender | 26.35 |
| 29030 - Line Handler | 26.35 |
| 29041 - Stevedore I | 25.32 |
| 29042 - Stevedore II | 28.29 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.49 |
| 30022 - Archeological Technician II | 21.33 |
| 30023 - Archeological Technician III | 26.41 |
| 30030 - Cartographic Technician | 26.66 |
| 30040 - Civil Engineering Technician | 27.35 |
| 30061 - Drafter/CAD Operator I | 18.49 |
| 30062 - Drafter/CAD Operator II | 21.95 |
| 30063 - Drafter/CAD Operator III | 23.43 |
| 30064 - Drafter/CAD Operator IV | 28.84 |
| 30081 - Engineering Technician I | 16.86 |
| 30082 - Engineering Technician II | 18.91 |
| 30083 - Engineering Technician III | 21.96 |
| 30084 - Engineering Technician IV | 25.74 |
| 30085 - Engineering Technician V | 30.54 |
| 30086 - Engineering Technician VI | 36.92 |
| 30090 - Environmental Technician | 24.81 |
| 30210 - Laboratory Technician | 21.41 |
| 30240 - Mathematical Technician | 26.66 |
| 30361 - Paralegal/Legal Assistant I | 19.36 |
| 30362 - Paralegal/Legal Assistant II | 23.99 |
| 30363 - Paralegal/Legal Assistant III | 29.35 |
| 30364 - Paralegal/Legal Assistant IV | 35.50 |
| 30390 - Photo-Optics Technician | 26.66 |
| 30461 - Technical Writer I | 22.99 |
| 30462 - Technical Writer II | 28.13 |
| 30463 - Technical Writer III | 34.04 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 23.43 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 25.62 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.39 |
| 31030 - Bus Driver | 17.95 |
| 31043 - Driver Courier | 14.89 |
| 31260 - Parking and Lot Attendant | 10.36 |
| 31290 - Shuttle Bus Driver | 15.66 |
| 31310 - Taxi Driver | 14.53 |
| 31361 - Truckdriver, Light | 15.66 |
| 31362 - Truckdriver, Medium | 19.84 |
| 31363 - Truckdriver, Heavy | 21.05 |
| 31364 - Truckdriver, Tractor-Trailer | 21.05 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.95 |
| 99050 - Desk Clerk | 13.41 |
| 99095 - Embalmer | 26.70 |
| 99251 - Laboratory Animal Caretaker I | 13.19 |

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| 99252 - Laboratory Animal Caretaker II | 13.87 |
| 99310 - Mortician | 32.85 |
| 99410 - Pest Controller | 16.40 |
| 99510 - Photofinishing Worker | 13.24 |
| 99710 - Recycling Laborer | 17.60 |
| 99711 - Recycling Specialist | 19.37 |
| 99730 - Refuse Collector | 16.41 |
| 99810 - Sales Clerk | 13.39 |
| 99820 - School Crossing Guard | 13.24 |
| 99830 - Survey Party Chief | 26.30 |
| 99831 - Surveying Aide | 16.46 |
| 99832 - Surveying Technician | 19.91 |
| 99840 - Vending Machine Attendant | 14.74 |
| 99841 - Vending Machine Repairer | 16.80 |
| 99842 - Vending Machine Repairer Helper | 14.74 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive

ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov>.

gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2090
Revision No.: 19
Date Of Last Revision: 07/25/2014

Applicable statewide in Connecticut, EXCLUDING:

Fairfield County and New Haven County is listed on WD 2005-3028

New London County , Colchester Town ONLY is covered on WD 2005-2088. The rest of New London County - see WD 2005-3024

Hartford Metropolitan Statistical Area is listed on WD 2005-2088

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 16.79 |
| 01012 - Accounting Clerk II | | 18.80 |
| 01013 - Accounting Clerk III | | 21.03 |

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| 01020 - Administrative Assistant | 24.37 |
| 01040 - Court Reporter | 19.67 |
| 01051 - Data Entry Operator I | 13.79 |
| 01052 - Data Entry Operator II | 15.05 |
| 01060 - Dispatcher, Motor Vehicle | 19.65 |
| 01070 - Document Preparation Clerk | 14.16 |
| 01090 - Duplicating Machine Operator | 14.16 |
| 01111 - General Clerk I | 13.69 |
| 01112 - General Clerk II | 14.90 |
| 01113 - General Clerk III | 17.00 |
| 01120 - Housing Referral Assistant | 22.34 |
| 01141 - Messenger Courier | 14.44 |
| 01191 - Order Clerk I | 15.25 |
| 01192 - Order Clerk II | 18.40 |
| 01261 - Personnel Assistant (Employment) I | 18.32 |
| 01262 - Personnel Assistant (Employment) II | 20.49 |
| 01263 - Personnel Assistant (Employment) III | 22.85 |
| 01270 - Production Control Clerk | 22.72 |
| 01280 - Receptionist | 14.59 |
| 01290 - Rental Clerk | 15.52 |
| 01300 - Scheduler, Maintenance | 17.58 |
| 01311 - Secretary I | 17.58 |
| 01312 - Secretary II | 19.67 |
| 01313 - Secretary III | 22.21 |
| 01320 - Service Order Dispatcher | 19.27 |
| 01410 - Supply Technician | 24.37 |
| 01420 - Survey Worker | 16.83 |
| 01531 - Travel Clerk I | 13.24 |
| 01532 - Travel Clerk II | 14.43 |
| 01533 - Travel Clerk III | 15.70 |
| 01611 - Word Processor I | 15.17 |
| 01612 - Word Processor II | 17.03 |
| 01613 - Word Processor III | 19.05 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.50 |
| 05010 - Automotive Electrician | 22.65 |
| 05040 - Automotive Glass Installer | 21.90 |
| 05070 - Automotive Worker | 21.90 |
| 05110 - Mobile Equipment Servicer | 20.56 |
| 05130 - Motor Equipment Metal Mechanic | 23.27 |
| 05160 - Motor Equipment Metal Worker | 21.90 |
| 05190 - Motor Vehicle Mechanic | 21.30 |
| 05220 - Motor Vehicle Mechanic Helper | 19.81 |
| 05250 - Motor Vehicle Upholstery Worker | 21.27 |
| 05280 - Motor Vehicle Wrecker | 21.90 |
| 05310 - Painter, Automotive | 20.38 |
| 05340 - Radiator Repair Specialist | 19.72 |
| 05370 - Tire Repairer | 15.94 |
| 05400 - Transmission Repair Specialist | 21.30 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.46 |
| 07041 - Cook I | 14.87 |
| 07042 - Cook II | 16.18 |
| 07070 - Dishwasher | 11.24 |
| 07130 - Food Service Worker | 11.08 |
| 07210 - Meat Cutter | 20.41 |
| 07260 - Waiter/Waitress | 11.15 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 22.22 |
| 09040 - Furniture Handler | 18.11 |
| 09080 - Furniture Refinisher | 23.86 |
| 09090 - Furniture Refinisher Helper | 19.99 |
| 09110 - Furniture Repairer, Minor | 21.98 |

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| 09130 - Upholsterer | 22.22 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.58 |
| 11060 - Elevator Operator | 12.48 |
| 11090 - Gardener | 16.24 |
| 11122 - Housekeeping Aide | 13.48 |
| 11150 - Janitor | 13.48 |
| 11210 - Laborer, Grounds Maintenance | 14.36 |
| 11240 - Maid or Houseman | 11.27 |
| 11260 - Pruner | 13.81 |
| 11270 - Tractor Operator | 15.96 |
| 11330 - Trail Maintenance Worker | 14.36 |
| 11360 - Window Cleaner | 14.98 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.06 |
| 12011 - Breath Alcohol Technician | 19.92 |
| 12012 - Certified Occupational Therapist Assistant | 26.56 |
| 12015 - Certified Physical Therapist Assistant | 26.08 |
| 12020 - Dental Assistant | 19.37 |
| 12025 - Dental Hygienist | 36.73 |
| 12030 - EKG Technician | 28.97 |
| 12035 - Electroneurodiagnostic Technologist | 28.97 |
| 12040 - Emergency Medical Technician | 18.06 |
| 12071 - Licensed Practical Nurse I | 20.31 |
| 12072 - Licensed Practical Nurse II | 22.72 |
| 12073 - Licensed Practical Nurse III | 25.34 |
| 12100 - Medical Assistant | 16.19 |
| 12130 - Medical Laboratory Technician | 20.68 |
| 12160 - Medical Record Clerk | 15.58 |
| 12190 - Medical Record Technician | 17.43 |
| 12195 - Medical Transcriptionist | 18.03 |
| 12210 - Nuclear Medicine Technologist | 36.94 |
| 12221 - Nursing Assistant I | 12.30 |
| 12222 - Nursing Assistant II | 14.36 |
| 12223 - Nursing Assistant III | 15.67 |
| 12224 - Nursing Assistant IV | 16.78 |
| 12235 - Optical Dispenser | 24.10 |
| 12236 - Optical Technician | 18.90 |
| 12250 - Pharmacy Technician | 15.11 |
| 12280 - Phlebotomist | 16.78 |
| 12305 - Radiologic Technologist | 28.97 |
| 12311 - Registered Nurse I | 27.91 |
| 12312 - Registered Nurse II | 34.14 |
| 12313 - Registered Nurse II, Specialist | 34.14 |
| 12314 - Registered Nurse III | 41.30 |
| 12315 - Registered Nurse III, Anesthetist | 41.30 |
| 12316 - Registered Nurse IV | 49.50 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.40 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.71 |
| 13012 - Exhibits Specialist II | 28.13 |
| 13013 - Exhibits Specialist III | 34.42 |
| 13041 - Illustrator I | 23.40 |
| 13042 - Illustrator II | 29.00 |
| 13043 - Illustrator III | 35.47 |
| 13047 - Librarian | 30.08 |
| 13050 - Library Aide/Clerk | 12.46 |
| 13054 - Library Information Technology Systems Administrator | 27.17 |
| 13058 - Library Technician | 16.83 |
| 13061 - Media Specialist I | 19.60 |
| 13062 - Media Specialist II | 21.93 |
| 13063 - Media Specialist III | 24.46 |

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| 13071 - Photographer I | 18.79 |
| 13072 - Photographer II | 21.93 |
| 13073 - Photographer III | 27.17 |
| 13074 - Photographer IV | 33.24 |
| 13075 - Photographer V | 40.21 |
| 13110 - Video Teleconference Technician | 17.78 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.71 |
| 14042 - Computer Operator II | 18.69 |
| 14043 - Computer Operator III | 20.85 |
| 14044 - Computer Operator IV | 24.21 |
| 14045 - Computer Operator V | 26.82 |
| 14071 - Computer Programmer I | (see 1) 24.15 |
| 14072 - Computer Programmer II | (see 1) 27.62 |
| 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 | 16.71 |
| 14160 - Personal Computer Support Technician | 26.63 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.29 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.29 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.01 |
| 15050 - Computer Based Training Specialist / Instructor | 28.35 |
| 15060 - Educational Technologist | 36.20 |
| 15070 - Flight Instructor (Pilot) | 41.01 |
| 15080 - Graphic Artist | 25.72 |
| 15090 - Technical Instructor | 24.06 |
| 15095 - Technical Instructor/Course Developer | 29.43 |
| 15110 - Test Proctor | 19.42 |
| 15120 - Tutor | 19.42 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.08 |
| 16030 - Counter Attendant | 10.08 |
| 16040 - Dry Cleaner | 12.86 |
| 16070 - Finisher, Flatwork, Machine | 10.08 |
| 16090 - Presser, Hand | 10.08 |
| 16110 - Presser, Machine, Drycleaning | 10.08 |
| 16130 - Presser, Machine, Shirts | 10.08 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.08 |
| 16190 - Sewing Machine Operator | 14.04 |
| 16220 - Tailor | 15.16 |
| 16250 - Washer, Machine | 10.97 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 25.52 |
| 19040 - Tool And Die Maker | 27.47 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.46 |
| 21030 - Material Coordinator | 22.72 |
| 21040 - Material Expediter | 22.72 |
| 21050 - Material Handling Laborer | 15.84 |
| 21071 - Order Filler | 14.33 |
| 21080 - Production Line Worker (Food Processing) | 18.46 |
| 21110 - Shipping Packer | 14.91 |
| 21130 - Shipping/Receiving Clerk | 14.88 |
| 21140 - Store Worker I | 13.41 |
| 21150 - Stock Clerk | 17.93 |
| 21210 - Tools And Parts Attendant | 18.46 |
| 21410 - Warehouse Specialist | 18.46 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 28.72 |

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|---|-------|
| 23021 - Aircraft Mechanic I | 27.73 |
| 23022 - Aircraft Mechanic II | 28.72 |
| 23023 - Aircraft Mechanic III | 29.88 |
| 23040 - Aircraft Mechanic Helper | 22.29 |
| 23050 - Aircraft, Painter | 26.63 |
| 23060 - Aircraft Servicer | 24.52 |
| 23080 - Aircraft Worker | 25.42 |
| 23110 - Appliance Mechanic | 22.77 |
| 23120 - Bicycle Repairer | 17.72 |
| 23125 - Cable Splicer | 33.67 |
| 23130 - Carpenter, Maintenance | 23.91 |
| 23140 - Carpet Layer | 22.30 |
| 23160 - Electrician, Maintenance | 25.70 |
| 23181 - Electronics Technician Maintenance I | 24.69 |
| 23182 - Electronics Technician Maintenance II | 25.76 |
| 23183 - Electronics Technician Maintenance III | 26.83 |
| 23260 - Fabric Worker | 21.97 |
| 23290 - Fire Alarm System Mechanic | 23.54 |
| 23310 - Fire Extinguisher Repairer | 21.02 |
| 23311 - Fuel Distribution System Mechanic | 28.54 |
| 23312 - Fuel Distribution System Operator | 25.43 |
| 23370 - General Maintenance Worker | 20.46 |
| 23380 - Ground Support Equipment Mechanic | 27.73 |
| 23381 - Ground Support Equipment Servicer | 24.52 |
| 23382 - Ground Support Equipment Worker | 25.42 |
| 23391 - Gunsmith I | 21.02 |
| 23392 - Gunsmith II | 22.87 |
| 23393 - Gunsmith III | 24.85 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.87 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.79 |
| 23430 - Heavy Equipment Mechanic | 24.80 |
| 23440 - Heavy Equipment Operator | 26.55 |
| 23460 - Instrument Mechanic | 24.85 |
| 23465 - Laboratory/Shelter Mechanic | 23.86 |
| 23470 - Laborer | 13.39 |
| 23510 - Locksmith | 24.62 |
| 23530 - Machinery Maintenance Mechanic | 23.34 |
| 23550 - Machinist, Maintenance | 22.84 |
| 23580 - Maintenance Trades Helper | 19.38 |
| 23591 - Metrology Technician I | 24.85 |
| 23592 - Metrology Technician II | 25.73 |
| 23593 - Metrology Technician III | 26.78 |
| 23640 - Millwright | 24.78 |
| 23710 - Office Appliance Repairer | 22.93 |
| 23760 - Painter, Maintenance | 21.76 |
| 23790 - Pipefitter, Maintenance | 27.74 |
| 23810 - Plumber, Maintenance | 26.32 |
| 23820 - Pneudraulic Systems Mechanic | 24.85 |
| 23850 - Rigger | 22.10 |
| 23870 - Scale Mechanic | 22.87 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.72 |
| 23910 - Small Engine Mechanic | 21.49 |
| 23931 - Telecommunications Mechanic I | 24.64 |
| 23932 - Telecommunications Mechanic II | 25.52 |
| 23950 - Telephone Lineman | 23.04 |
| 23960 - welder, Combination, Maintenance | 22.84 |
| 23965 - well Driller | 23.52 |
| 23970 - Woodcraft Worker | 24.85 |
| 23980 - woodworker | 18.45 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.75 |

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| 24580 - Child Care Center Clerk | 17.44 |
| 24610 - Chore Aide | 10.35 |
| 24620 - Family Readiness And Support Services Coordinator | 19.38 |
| 24630 - Homemaker | 22.09 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.96 |
| 25040 - Sewage Plant Operator | 23.91 |
| 25070 - Stationary Engineer | 25.96 |
| 25190 - Ventilation Equipment Tender | 20.87 |
| 25210 - Water Treatment Plant Operator | 23.91 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.66 |
| 27007 - Baggage Inspector | 13.83 |
| 27008 - Corrections Officer | 27.19 |
| 27010 - Court Security Officer | 27.19 |
| 27030 - Detection Dog Handler | 19.88 |
| 27040 - Detention Officer | 27.19 |
| 27070 - Firefighter | 27.05 |
| 27101 - Guard I | 13.83 |
| 27102 - Guard II | 19.88 |
| 27131 - Police Officer I | 29.08 |
| 27132 - Police Officer II | 32.31 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.15 |
| 28042 - Carnival Equipment Repairer | 11.76 |
| 28043 - Carnival Equipment Worker | 10.96 |
| 28210 - Gate Attendant/Gate Tender | 15.00 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 16.78 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.25 |
| 28515 - Recreation Specialist | 20.80 |
| 28630 - Sports Official | 13.37 |
| 28690 - Swimming Pool Operator | 17.71 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 26.35 |
| 29020 - Hatch Tender | 26.35 |
| 29030 - Line Handler | 26.35 |
| 29041 - Stevedore I | 25.32 |
| 29042 - Stevedore II | 28.29 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.49 |
| 30022 - Archeological Technician II | 21.33 |
| 30023 - Archeological Technician III | 26.41 |
| 30030 - Cartographic Technician | 26.66 |
| 30040 - Civil Engineering Technician | 27.35 |
| 30061 - Drafter/CAD Operator I | 18.49 |
| 30062 - Drafter/CAD Operator II | 21.95 |
| 30063 - Drafter/CAD Operator III | 23.43 |
| 30064 - Drafter/CAD Operator IV | 28.84 |
| 30081 - Engineering Technician I | 16.86 |
| 30082 - Engineering Technician II | 18.91 |
| 30083 - Engineering Technician III | 21.96 |
| 30084 - Engineering Technician IV | 25.74 |
| 30085 - Engineering Technician V | 30.54 |
| 30086 - Engineering Technician VI | 36.92 |
| 30090 - Environmental Technician | 24.81 |
| 30210 - Laboratory Technician | 21.41 |
| 30240 - Mathematical Technician | 26.66 |
| 30361 - Paralegal/Legal Assistant I | 19.36 |

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| 30362 - Paralegal/Legal Assistant II | 23.99 |
| 30363 - Paralegal/Legal Assistant III | 29.35 |
| 30364 - Paralegal/Legal Assistant IV | 35.50 |
| 30390 - Photo-Optics Technician | 26.66 |
| 30461 - Technical Writer I | 22.99 |
| 30462 - Technical Writer II | 28.13 |
| 30463 - Technical Writer III | 34.04 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 23.43 |
| 30621 - Weather Observer, Senior (see 2) | 25.62 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.39 |
| 31030 - Bus Driver | 17.95 |
| 31043 - Driver Courier | 14.89 |
| 31260 - Parking and Lot Attendant | 10.36 |
| 31290 - Shuttle Bus Driver | 15.66 |
| 31310 - Taxi Driver | 14.53 |
| 31361 - Truckdriver, Light | 15.66 |
| 31362 - Truckdriver, Medium | 19.84 |
| 31363 - Truckdriver, Heavy | 21.05 |
| 31364 - Truckdriver, Tractor-Trailer | 21.05 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.95 |
| 99050 - Desk Clerk | 13.41 |
| 99095 - Embalmer | 26.70 |
| 99251 - Laboratory Animal Caretaker I | 13.19 |
| 99252 - Laboratory Animal Caretaker II | 13.87 |
| 99310 - Mortician | 32.85 |
| 99410 - Pest Controller | 16.40 |
| 99510 - Photofinishing Worker | 13.24 |
| 99710 - Recycling Laborer | 17.60 |
| 99711 - Recycling Specialist | 19.37 |
| 99730 - Refuse Collector | 16.41 |
| 99810 - Sales Clerk | 13.39 |
| 99820 - School Crossing Guard | 13.24 |
| 99830 - Survey Party Chief | 26.30 |
| 99831 - Surveying Aide | 16.46 |
| 99832 - Surveying Technician | 19.91 |
| 99840 - Vending Machine Attendant | 14.74 |
| 99841 - Vending Machine Repairer | 16.80 |
| 99842 - Vending Machine Repairer Helper | 14.74 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension
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plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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| THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION | |
| By direction of the Secretary of Labor | WAGE AND HOUR DIVISION | |
| | WASHINGTON D.C. 20210 | |
| Diane C. Koplewski | Division of | Wage Determination No.: 2005-2095 |
| Director | Wage Determinations | Revision No.: 14 |
| | | Date Of Last Revision: 07/25/2014 |
| States: Delaware, Maryland, Virginia | | |

Area: Delaware County of Sussex

Maryland Counties of Somerset, Wicomico, Worcester

Virginia Counties of Accomack, Northampton

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.68 |
| 01012 - Accounting Clerk II | | 14.23 |
| 01013 - Accounting Clerk III | | 15.92 |
| 01020 - Administrative Assistant | | 19.76 |
| 01040 - Court Reporter | | 17.82 |
| 01051 - Data Entry Operator I | | 11.57 |
| 01052 - Data Entry Operator II | | 12.63 |
| 01060 - Dispatcher, Motor Vehicle | | 17.73 |
| 01070 - Document Preparation Clerk | | 11.40 |
| 01090 - Duplicating Machine Operator | | 11.40 |
| 01111 - General Clerk I | | 11.92 |
| 01112 - General Clerk II | | 13.01 |
| 01113 - General Clerk III | | 14.60 |
| 01120 - Housing Referral Assistant | | 19.16 |
| 01141 - Messenger Courier | | 12.13 |
| 01191 - Order Clerk I | | 12.91 |
| 01192 - Order Clerk II | | 14.09 |
| 01261 - Personnel Assistant (Employment) I | | 14.62 |
| 01262 - Personnel Assistant (Employment) II | | 16.35 |
| 01263 - Personnel Assistant (Employment) III | | 18.24 |
| 01270 - Production Control Clerk | | 19.75 |
| 01280 - Receptionist | | 11.91 |
| 01290 - Rental Clerk | | 10.56 |
| 01300 - Scheduler, Maintenance | | 15.36 |
| 01311 - Secretary I | | 15.36 |
| 01312 - Secretary II | | 17.18 |
| 01313 - Secretary III | | 19.16 |
| 01320 - Service Order Dispatcher | | 17.66 |
| 01410 - Supply Technician | | 19.76 |
| 01420 - Survey Worker | | 13.80 |
| 01531 - Travel Clerk I | | 12.38 |
| 01532 - Travel Clerk II | | 13.31 |
| 01533 - Travel Clerk III | | 14.18 |
| 01611 - Word Processor I | | 13.55 |
| 01612 - Word Processor II | | 15.21 |
| 01613 - Word Processor III | | 17.01 |
| 05000 - Automotive Service Occupations | | |

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| 05005 - Automobile Body Repairer, Fiberglass | 19.51 |
| 05010 - Automotive Electrician | 17.74 |
| 05040 - Automotive Glass Installer | 15.50 |
| 05070 - Automotive Worker | 17.04 |
| 05110 - Mobile Equipment Servicer | 14.14 |
| 05130 - Motor Equipment Metal Mechanic | 18.52 |
| 05160 - Motor Equipment Metal Worker | 17.04 |
| 05190 - Motor Vehicle Mechanic | 18.52 |
| 05220 - Motor Vehicle Mechanic Helper | 13.46 |
| 05250 - Motor Vehicle Upholstery Worker | 16.26 |
| 05280 - Motor Vehicle Wrecker | 17.04 |
| 05310 - Painter, Automotive | 17.85 |
| 05340 - Radiator Repair Specialist | 17.04 |
| 05370 - Tire Repairer | 9.82 |
| 05400 - Transmission Repair Specialist | 18.52 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.90 |
| 07041 - Cook I | 10.66 |
| 07042 - Cook II | 12.03 |
| 07070 - Dishwasher | 8.03 |
| 07130 - Food Service Worker | 9.28 |
| 07210 - Meat Cutter | 16.74 |
| 07260 - Waiter/Waitress | 8.88 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.35 |
| 09040 - Furniture Handler | 11.10 |
| 09080 - Furniture Refinisher | 14.39 |
| 09090 - Furniture Refinisher Helper | 11.94 |
| 09110 - Furniture Repairer, Minor | 13.18 |
| 09130 - Upholsterer | 14.74 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.34 |
| 11060 - Elevator Operator | 10.34 |
| 11090 - Gardener | 13.20 |
| 11122 - Housekeeping Aide | 10.92 |
| 11150 - Janitor | 10.92 |
| 11210 - Laborer, Grounds Maintenance | 11.42 |
| 11240 - Maid or Houseman | 9.14 |
| 11260 - Pruner | 10.45 |
| 11270 - Tractor Operator | 12.76 |
| 11330 - Trail Maintenance Worker | 11.42 |
| 11360 - Window Cleaner | 11.11 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.03 |
| 12011 - Breath Alcohol Technician | 19.22 |
| 12012 - Certified Occupational Therapist Assistant | 23.74 |
| 12015 - Certified Physical Therapist Assistant | 22.30 |
| 12020 - Dental Assistant | 14.96 |
| 12025 - Dental Hygienist | 31.70 |
| 12030 - EKG Technician | 23.24 |
| 12035 - Electroneurodiagnostic Technologist | 23.24 |
| 12040 - Emergency Medical Technician | 15.35 |
| 12071 - Licensed Practical Nurse I | 17.19 |
| 12072 - Licensed Practical Nurse II | 19.22 |
| 12073 - Licensed Practical Nurse III | 21.44 |
| 12100 - Medical Assistant | 13.88 |
| 12130 - Medical Laboratory Technician | 19.82 |
| 12160 - Medical Record Clerk | 14.45 |
| 12190 - Medical Record Technician | 16.16 |
| 12195 - Medical Transcriptionist | 14.29 |
| 12210 - Nuclear Medicine Technologist | 35.52 |
| 12221 - Nursing Assistant I | 10.12 |
| 12222 - Nursing Assistant II | 11.37 |

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| 12223 - Nursing Assistant III | 12.41 |
| 12224 - Nursing Assistant IV | 13.93 |
| 12235 - Optical Dispenser | 15.28 |
| 12236 - Optical Technician | 16.89 |
| 12250 - Pharmacy Technician | 13.95 |
| 12280 - Phlebotomist | 13.93 |
| 12305 - Radiologic Technologist | 28.03 |
| 12311 - Registered Nurse I | 21.31 |
| 12312 - Registered Nurse II | 26.10 |
| 12313 - Registered Nurse II, Specialist | 26.10 |
| 12314 - Registered Nurse III | 31.57 |
| 12315 - Registered Nurse III, Anesthetist | 31.57 |
| 12316 - Registered Nurse IV | 37.80 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.82 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.18 |
| 13012 - Exhibits Specialist II | 23.77 |
| 13013 - Exhibits Specialist III | 29.08 |
| 13041 - Illustrator I | 19.18 |
| 13042 - Illustrator II | 23.67 |
| 13043 - Illustrator III | 26.46 |
| 13047 - Librarian | 23.40 |
| 13050 - Library Aide/Clerk | 10.76 |
| 13054 - Library Information Technology Systems Administrator | 21.13 |
| 13058 - Library Technician | 13.78 |
| 13061 - Media Specialist I | 14.66 |
| 13062 - Media Specialist II | 16.65 |
| 13063 - Media Specialist III | 18.58 |
| 13071 - Photographer I | 13.31 |
| 13072 - Photographer II | 15.40 |
| 13073 - Photographer III | 17.55 |
| 13074 - Photographer IV | 21.57 |
| 13075 - Photographer V | 25.31 |
| 13110 - Video Teleconference Technician | 16.16 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.68 |
| 14042 - Computer Operator II | 16.13 |
| 14043 - Computer Operator III | 17.99 |
| 14044 - Computer Operator IV | 19.99 |
| 14045 - Computer Operator V | 22.13 |
| 14071 - Computer Programmer I | (see 1) 20.45 |
| 14072 - Computer Programmer II | (see 1) 22.91 |
| 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 | 13.68 |
| 14160 - Personal Computer Support Technician | 19.99 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 24.46 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 29.60 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 32.57 |
| 15050 - Computer Based Training Specialist / Instructor | 24.46 |
| 15060 - Educational Technologist | 26.44 |
| 15070 - Flight Instructor (Pilot) | 32.57 |
| 15080 - Graphic Artist | 21.18 |
| 15090 - Technical Instructor | 20.31 |
| 15095 - Technical Instructor/Course Developer | 24.85 |
| 15110 - Test Proctor | 16.39 |
| 15120 - Tutor | 16.39 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |

| | |
|---|-------|
| 16010 - Assembler | 8.67 |
| 16030 - Counter Attendant | 8.67 |
| 16040 - Dry Cleaner | 10.87 |
| 16070 - Finisher, Flatwork, Machine | 8.67 |
| 16090 - Presser, Hand | 8.67 |
| 16110 - Presser, Machine, Drycleaning | 8.67 |
| 16130 - Presser, Machine, Shirts | 8.67 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.67 |
| 16190 - Sewing Machine Operator | 11.65 |
| 16220 - Tailor | 12.46 |
| 16250 - Washer, Machine | 9.42 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.09 |
| 19040 - Tool And Die Maker | 23.94 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.95 |
| 21030 - Material Coordinator | 19.75 |
| 21040 - Material Expediter | 19.75 |
| 21050 - Material Handling Laborer | 11.46 |
| 21071 - Order Filler | 10.49 |
| 21080 - Production Line Worker (Food Processing) | 13.95 |
| 21110 - Shipping Packer | 13.30 |
| 21130 - Shipping/Receiving Clerk | 13.30 |
| 21140 - Store Worker I | 12.69 |
| 21150 - Stock Clerk | 16.46 |
| 21210 - Tools And Parts Attendant | 13.95 |
| 21410 - Warehouse Specialist | 13.95 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.41 |
| 23021 - Aircraft Mechanic I | 21.37 |
| 23022 - Aircraft Mechanic II | 22.41 |
| 23023 - Aircraft Mechanic III | 23.34 |
| 23040 - Aircraft Mechanic Helper | 17.00 |
| 23050 - Aircraft, Painter | 20.38 |
| 23060 - Aircraft Servicer | 18.77 |
| 23080 - Aircraft Worker | 19.20 |
| 23110 - Appliance Mechanic | 16.90 |
| 23120 - Bicycle Repairer | 11.05 |
| 23125 - Cable Splicer | 26.30 |
| 23130 - Carpenter, Maintenance | 18.39 |
| 23140 - Carpet Layer | 17.30 |
| 23160 - Electrician, Maintenance | 21.03 |
| 23181 - Electronics Technician Maintenance I | 20.27 |
| 23182 - Electronics Technician Maintenance II | 23.75 |
| 23183 - Electronics Technician Maintenance III | 25.61 |
| 23260 - Fabric Worker | 16.73 |
| 23290 - Fire Alarm System Mechanic | 19.56 |
| 23310 - Fire Extinguisher Repairer | 15.77 |
| 23311 - Fuel Distribution System Mechanic | 19.55 |
| 23312 - Fuel Distribution System Operator | 15.90 |
| 23370 - General Maintenance Worker | 15.25 |
| 23380 - Ground Support Equipment Mechanic | 21.37 |
| 23381 - Ground Support Equipment Servicer | 18.77 |
| 23382 - Ground Support Equipment Worker | 19.20 |
| 23391 - Gunsmith I | 15.77 |
| 23392 - Gunsmith II | 17.57 |
| 23393 - Gunsmith III | 19.56 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.64 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.50 |
| 23430 - Heavy Equipment Mechanic | 19.33 |
| 23440 - Heavy Equipment Operator | 17.56 |

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|---|-------|
| 23460 - Instrument Mechanic | 19.56 |
| 23465 - Laboratory/Shelter Mechanic | 18.52 |
| 23470 - Laborer | 11.46 |
| 23510 - Locksmith | 18.52 |
| 23530 - Machinery Maintenance Mechanic | 18.81 |
| 23550 - Machinist, Maintenance | 20.61 |
| 23580 - Maintenance Trades Helper | 11.97 |
| 23591 - Metrology Technician I | 19.56 |
| 23592 - Metrology Technician II | 20.51 |
| 23593 - Metrology Technician III | 21.37 |
| 23640 - Millwright | 19.56 |
| 23710 - Office Appliance Repairer | 18.26 |
| 23760 - Painter, Maintenance | 15.76 |
| 23790 - Pipefitter, Maintenance | 20.17 |
| 23810 - Plumber, Maintenance | 19.68 |
| 23820 - Pneudraulic Systems Mechanic | 19.56 |
| 23850 - Rigger | 19.70 |
| 23870 - Scale Mechanic | 17.57 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.60 |
| 23910 - Small Engine Mechanic | 15.39 |
| 23931 - Telecommunications Mechanic I | 22.78 |
| 23932 - Telecommunications Mechanic II | 23.71 |
| 23950 - Telephone Lineman | 25.09 |
| 23960 - Welder, Combination, Maintenance | 16.28 |
| 23965 - Well Driller | 19.56 |
| 23970 - Woodcraft Worker | 19.56 |
| 23980 - Woodworker | 15.77 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.18 |
| 24580 - Child Care Center Clerk | 12.70 |
| 24610 - Chore Aide | 9.94 |
| 24620 - Family Readiness And Support Services Coordinator | 13.84 |
| 24630 - Homemaker | 14.17 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.31 |
| 25040 - Sewage Plant Operator | 16.72 |
| 25070 - Stationary Engineer | 25.31 |
| 25190 - Ventilation Equipment Tender | 14.76 |
| 25210 - Water Treatment Plant Operator | 16.72 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.73 |
| 27007 - Baggage Inspector | 13.43 |
| 27008 - Corrections Officer | 17.14 |
| 27010 - Court Security Officer | 16.99 |
| 27030 - Detection Dog Handler | 15.02 |
| 27040 - Detention Officer | 17.14 |
| 27070 - Firefighter | 17.37 |
| 27101 - Guard I | 13.43 |
| 27102 - Guard II | 15.02 |
| 27131 - Police Officer I | 18.75 |
| 27132 - Police Officer II | 20.84 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 8.29 |
| 28042 - Carnival Equipment Repairer | 8.86 |
| 28043 - Carnival Equipment Worker | 9.64 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.21 |
| 28515 - Recreation Specialist | 15.59 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 13.89 |

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| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.78 |
| 29020 - Hatch Tender | 16.78 |
| 29030 - Line Handler | 16.78 |
| 29041 - Stevedore I | 14.70 |
| 29042 - Stevedore II | 17.65 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.93 |
| 30022 - Archeological Technician II | 17.82 |
| 30023 - Archeological Technician III | 22.09 |
| 30030 - Cartographic Technician | 22.09 |
| 30040 - Civil Engineering Technician | 20.90 |
| 30061 - Drafter/CAD Operator I | 15.93 |
| 30062 - Drafter/CAD Operator II | 17.82 |
| 30063 - Drafter/CAD Operator III | 19.88 |
| 30064 - Drafter/CAD Operator IV | 24.45 |
| 30081 - Engineering Technician I | 12.86 |
| 30082 - Engineering Technician II | 14.81 |
| 30083 - Engineering Technician III | 16.56 |
| 30084 - Engineering Technician IV | 20.52 |
| 30085 - Engineering Technician V | 25.10 |
| 30086 - Engineering Technician VI | 29.59 |
| 30090 - Environmental Technician | 22.09 |
| 30210 - Laboratory Technician | 18.13 |
| 30240 - Mathematical Technician | 22.09 |
| 30361 - Paralegal/Legal Assistant I | 16.01 |
| 30362 - Paralegal/Legal Assistant II | 19.83 |
| 30363 - Paralegal/Legal Assistant III | 24.27 |
| 30364 - Paralegal/Legal Assistant IV | 29.36 |
| 30390 - Photo-Optics Technician | 22.09 |
| 30461 - Technical Writer I | 18.84 |
| 30462 - Technical Writer II | 23.02 |
| 30463 - Technical Writer III | 27.86 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 19.88 |
| 30621 - Weather Observer, Senior (see 2) | 21.99 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.00 |
| 31030 - Bus Driver | 15.03 |
| 31043 - Driver Courier | 13.04 |
| 31260 - Parking and Lot Attendant | 10.00 |
| 31290 - Shuttle Bus Driver | 14.07 |
| 31310 - Taxi Driver | 10.42 |
| 31361 - Truckdriver, Light | 14.07 |
| 31362 - Truckdriver, Medium | 14.60 |
| 31363 - Truckdriver, Heavy | 16.54 |
| 31364 - Truckdriver, Tractor-Trailer | 16.54 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.77 |
| 99050 - Desk Clerk | 9.68 |
| 99095 - Embalmer | 25.07 |
| 99251 - Laboratory Animal Caretaker I | 11.24 |
| 99252 - Laboratory Animal Caretaker II | 12.13 |
| 99310 - Mortician | 27.58 |
| 99410 - Pest Controller | 13.40 |

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| 99510 - Photofinishing Worker | 11.58 |
| 99710 - Recycling Laborer | 13.62 |
| 99711 - Recycling Specialist | 15.78 |
| 99730 - Refuse Collector | 12.46 |
| 99810 - Sales Clerk | 11.40 |
| 99820 - School Crossing Guard | 10.63 |
| 99830 - Survey Party Chief | 19.00 |
| 99831 - Surveying Aide | 12.45 |
| 99832 - Surveying Technician | 17.05 |
| 99840 - Vending Machine Attendant | 11.46 |
| 99841 - Vending Machine Repairer | 13.52 |
| 99842 - Vending Machine Repairer Helper | 11.70 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordinance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2096
Revision No.: 15
Date of Last Revision: 07/25/2014

States: Delaware, Maryland, Virginia

Area: Delaware County of Sussex

Maryland Counties of Somerset, Wicomico, Worcester

Virginia Counties of Accomack, Northampton

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.68 |
| 01012 - Accounting Clerk II | | 14.23 |
| 01013 - Accounting Clerk III | | 15.92 |
| 01020 - Administrative Assistant | | 19.76 |
| 01040 - Court Reporter | | 17.82 |
| 01051 - Data Entry Operator I | | 11.57 |
| 01052 - Data Entry Operator II | | 12.63 |
| 01060 - Dispatcher, Motor Vehicle | | 17.73 |
| 01070 - Document Preparation Clerk | | 11.40 |
| 01090 - Duplicating Machine Operator | | 11.40 |
| 01111 - General Clerk I | | 11.92 |
| 01112 - General Clerk II | | 13.01 |
| 01113 - General Clerk III | | 14.60 |

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| 01120 - Housing Referral Assistant | 19.16 |
| 01141 - Messenger Courier | 12.13 |
| 01191 - Order Clerk I | 12.91 |
| 01192 - Order Clerk II | 14.09 |
| 01261 - Personnel Assistant (Employment) I | 14.62 |
| 01262 - Personnel Assistant (Employment) II | 16.35 |
| 01263 - Personnel Assistant (Employment) III | 18.24 |
| 01270 - Production Control Clerk | 19.75 |
| 01280 - Receptionist | 11.91 |
| 01290 - Rental Clerk | 10.56 |
| 01300 - Scheduler, Maintenance | 15.36 |
| 01311 - Secretary I | 15.36 |
| 01312 - Secretary II | 17.18 |
| 01313 - Secretary III | 19.16 |
| 01320 - Service Order Dispatcher | 17.66 |
| 01410 - Supply Technician | 19.76 |
| 01420 - Survey Worker | 13.80 |
| 01531 - Travel Clerk I | 12.38 |
| 01532 - Travel Clerk II | 13.31 |
| 01533 - Travel Clerk III | 14.18 |
| 01611 - Word Processor I | 13.55 |
| 01612 - Word Processor II | 15.21 |
| 01613 - Word Processor III | 17.01 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.51 |
| 05010 - Automotive Electrician | 17.74 |
| 05040 - Automotive Glass Installer | 15.50 |
| 05070 - Automotive Worker | 17.04 |
| 05110 - Mobile Equipment Servicer | 14.14 |
| 05130 - Motor Equipment Metal Mechanic | 18.52 |
| 05160 - Motor Equipment Metal Worker | 17.04 |
| 05190 - Motor Vehicle Mechanic | 18.52 |
| 05220 - Motor Vehicle Mechanic Helper | 13.46 |
| 05250 - Motor Vehicle Upholstery Worker | 16.26 |
| 05280 - Motor Vehicle Wrecker | 17.04 |
| 05310 - Painter, Automotive | 17.85 |
| 05340 - Radiator Repair Specialist | 17.04 |
| 05370 - Tire Repairer | 9.82 |
| 05400 - Transmission Repair Specialist | 18.52 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.90 |
| 07041 - Cook I | 10.66 |
| 07042 - Cook II | 12.03 |
| 07070 - Dishwasher | 8.03 |
| 07130 - Food Service Worker | 9.28 |
| 07210 - Meat Cutter | 16.74 |
| 07260 - Waiter/Waitress | 8.88 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.35 |
| 09040 - Furniture Handler | 11.10 |
| 09080 - Furniture Refinisher | 14.39 |
| 09090 - Furniture Refinisher Helper | 11.94 |
| 09110 - Furniture Repairer, Minor | 13.18 |
| 09130 - Upholsterer | 14.74 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.34 |
| 11060 - Elevator Operator | 10.34 |
| 11090 - Gardener | 13.20 |
| 11122 - Housekeeping Aide | 10.92 |
| 11150 - Janitor | 10.92 |
| 11210 - Laborer, Grounds Maintenance | 11.42 |
| 11240 - Maid or Houseman | 9.14 |
| 11260 - Pruner | 10.45 |

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| 11270 - Tractor Operator | 12.76 |
| 11330 - Trail Maintenance Worker | 11.42 |
| 11360 - Window Cleaner | 11.11 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.03 |
| 12011 - Breath Alcohol Technician | 19.22 |
| 12012 - Certified Occupational Therapist Assistant | 23.74 |
| 12015 - Certified Physical Therapist Assistant | 22.30 |
| 12020 - Dental Assistant | 14.96 |
| 12025 - Dental Hygienist | 31.70 |
| 12030 - EKG Technician | 23.24 |
| 12035 - Electroneurodiagnostic Technologist | 23.24 |
| 12040 - Emergency Medical Technician | 15.35 |
| 12071 - Licensed Practical Nurse I | 17.19 |
| 12072 - Licensed Practical Nurse II | 19.22 |
| 12073 - Licensed Practical Nurse III | 21.44 |
| 12100 - Medical Assistant | 13.88 |
| 12130 - Medical Laboratory Technician | 19.82 |
| 12160 - Medical Record Clerk | 14.45 |
| 12190 - Medical Record Technician | 16.16 |
| 12195 - Medical Transcriptionist | 14.29 |
| 12210 - Nuclear Medicine Technologist | 35.52 |
| 12221 - Nursing Assistant I | 10.12 |
| 12222 - Nursing Assistant II | 11.37 |
| 12223 - Nursing Assistant III | 12.41 |
| 12224 - Nursing Assistant IV | 13.93 |
| 12235 - Optical Dispenser | 15.28 |
| 12236 - Optical Technician | 16.89 |
| 12250 - Pharmacy Technician | 13.95 |
| 12280 - Phlebotomist | 13.93 |
| 12305 - Radiologic Technologist | 28.03 |
| 12311 - Registered Nurse I | 21.31 |
| 12312 - Registered Nurse II | 26.10 |
| 12313 - Registered Nurse II, Specialist | 26.10 |
| 12314 - Registered Nurse III | 31.57 |
| 12315 - Registered Nurse III, Anesthetist | 31.57 |
| 12316 - Registered Nurse IV | 37.80 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.82 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.18 |
| 13012 - Exhibits Specialist II | 23.77 |
| 13013 - Exhibits Specialist III | 29.08 |
| 13041 - Illustrator I | 19.18 |
| 13042 - Illustrator II | 23.67 |
| 13043 - Illustrator III | 26.46 |
| 13047 - Librarian | 23.40 |
| 13050 - Library Aide/Clerk | 10.76 |
| 13054 - Library Information Technology Systems Administrator | 21.13 |
| 13058 - Library Technician | 13.78 |
| 13061 - Media Specialist I | 14.66 |
| 13062 - Media Specialist II | 16.65 |
| 13063 - Media Specialist III | 18.58 |
| 13071 - Photographer I | 13.31 |
| 13072 - Photographer II | 15.40 |
| 13073 - Photographer III | 17.55 |
| 13074 - Photographer IV | 21.57 |
| 13075 - Photographer V | 25.31 |
| 13110 - Video Teleconference Technician | 16.16 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.68 |
| 14042 - Computer Operator II | 16.13 |
| 14043 - Computer Operator III | 17.99 |

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| 14044 - Computer Operator IV | 19.99 |
| 14045 - Computer Operator V | 22.13 |
| 14071 - Computer Programmer I | (see 1) 20.45 |
| 14072 - Computer Programmer II | (see 1) 22.91 |
| 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 | 13.68 |
| 14160 - Personal Computer Support Technician | 19.99 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 24.46 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 29.60 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 32.57 |
| 15050 - Computer Based Training Specialist / Instructor | 24.46 |
| 15060 - Educational Technologist | 26.44 |
| 15070 - Flight Instructor (Pilot) | 32.57 |
| 15080 - Graphic Artist | 21.18 |
| 15090 - Technical Instructor | 20.31 |
| 15095 - Technical Instructor/Course Developer | 24.85 |
| 15110 - Test Proctor | 16.39 |
| 15120 - Tutor | 16.39 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.67 |
| 16030 - Counter Attendant | 8.67 |
| 16040 - Dry Cleaner | 10.87 |
| 16070 - Finisher, Flatwork, Machine | 8.67 |
| 16090 - Presser, Hand | 8.67 |
| 16110 - Presser, Machine, Drycleaning | 8.67 |
| 16130 - Presser, Machine, Shirts | 8.67 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.67 |
| 16190 - Sewing Machine Operator | 11.65 |
| 16220 - Tailor | 12.46 |
| 16250 - Washer, Machine | 9.42 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.09 |
| 19040 - Tool And Die Maker | 23.94 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.95 |
| 21030 - Material Coordinator | 19.75 |
| 21040 - Material Expediter | 19.75 |
| 21050 - Material Handling Laborer | 11.46 |
| 21071 - Order Filler | 10.49 |
| 21080 - Production Line Worker (Food Processing) | 13.95 |
| 21110 - Shipping Packer | 13.30 |
| 21130 - Shipping/Receiving Clerk | 13.30 |
| 21140 - Store Worker I | 12.69 |
| 21150 - Stock Clerk | 16.46 |
| 21210 - Tools And Parts Attendant | 13.95 |
| 21410 - Warehouse Specialist | 13.95 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.41 |
| 23021 - Aircraft Mechanic I | 21.37 |
| 23022 - Aircraft Mechanic II | 22.41 |
| 23023 - Aircraft Mechanic III | 23.34 |
| 23040 - Aircraft Mechanic Helper | 17.00 |
| 23050 - Aircraft, Painter | 20.38 |
| 23060 - Aircraft Servicer | 18.77 |
| 23080 - Aircraft Worker | 19.20 |
| 23110 - Appliance Mechanic | 16.90 |
| 23120 - Bicycle Repairer | 11.05 |
| 23125 - Cable Splicer | 26.30 |

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|---|-------|
| 23130 - Carpenter, Maintenance | 18.39 |
| 23140 - Carpet Layer | 17.30 |
| 23160 - Electrician, Maintenance | 21.03 |
| 23181 - Electronics Technician Maintenance I | 20.27 |
| 23182 - Electronics Technician Maintenance II | 23.75 |
| 23183 - Electronics Technician Maintenance III | 25.61 |
| 23260 - Fabric Worker | 16.73 |
| 23290 - Fire Alarm System Mechanic | 19.56 |
| 23310 - Fire Extinguisher Repairer | 15.77 |
| 23311 - Fuel Distribution System Mechanic | 19.55 |
| 23312 - Fuel Distribution System Operator | 15.90 |
| 23370 - General Maintenance Worker | 15.25 |
| 23380 - Ground Support Equipment Mechanic | 21.37 |
| 23381 - Ground Support Equipment Servicer | 18.77 |
| 23382 - Ground Support Equipment Worker | 19.20 |
| 23391 - Gunsmith I | 15.77 |
| 23392 - Gunsmith II | 17.57 |
| 23393 - Gunsmith III | 19.56 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.64 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.50 |
| 23430 - Heavy Equipment Mechanic | 19.33 |
| 23440 - Heavy Equipment Operator | 17.56 |
| 23460 - Instrument Mechanic | 19.56 |
| 23465 - Laboratory/Shelter Mechanic | 18.52 |
| 23470 - Laborer | 11.46 |
| 23510 - Locksmith | 18.52 |
| 23530 - Machinery Maintenance Mechanic | 18.81 |
| 23550 - Machinist, Maintenance | 20.61 |
| 23580 - Maintenance Trades Helper | 11.97 |
| 23591 - Metrology Technician I | 19.56 |
| 23592 - Metrology Technician II | 20.51 |
| 23593 - Metrology Technician III | 21.37 |
| 23640 - Millwright | 19.56 |
| 23710 - Office Appliance Repairer | 18.26 |
| 23760 - Painter, Maintenance | 15.76 |
| 23790 - Pipefitter, Maintenance | 20.17 |
| 23810 - Plumber, Maintenance | 19.68 |
| 23820 - Pneudraulic Systems Mechanic | 19.56 |
| 23850 - Rigger | 19.70 |
| 23870 - Scale Mechanic | 17.57 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.60 |
| 23910 - Small Engine Mechanic | 15.39 |
| 23931 - Telecommunications Mechanic I | 22.78 |
| 23932 - Telecommunications Mechanic II | 23.71 |
| 23950 - Telephone Lineman | 25.09 |
| 23960 - Welder, Combination, Maintenance | 16.28 |
| 23965 - Well Driller | 19.56 |
| 23970 - Woodcraft Worker | 19.56 |
| 23980 - Woodworker | 15.77 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.18 |
| 24580 - Child Care Center Clerk | 12.70 |
| 24610 - Chore Aide | 9.94 |
| 24620 - Family Readiness And Support Services Coordinator | 13.84 |
| 24630 - Homemaker | 14.17 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.31 |
| 25040 - Sewage Plant Operator | 16.72 |
| 25070 - Stationary Engineer | 25.31 |
| 25190 - Ventilation Equipment Tender | 14.76 |

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| 25210 - Water Treatment Plant Operator | 16.72 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.73 |
| 27007 - Baggage Inspector | 13.43 |
| 27008 - Corrections Officer | 17.14 |
| 27010 - Court Security Officer | 16.99 |
| 27030 - Detection Dog Handler | 15.02 |
| 27040 - Detention Officer | 17.14 |
| 27070 - Firefighter | 17.37 |
| 27101 - Guard I | 13.43 |
| 27102 - Guard II | 15.02 |
| 27131 - Police Officer I | 18.75 |
| 27132 - Police Officer II | 20.84 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 8.29 |
| 28042 - Carnival Equipment Repairer | 8.86 |
| 28043 - Carnival Equipment Worker | 9.64 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.21 |
| 28515 - Recreation Specialist | 15.59 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 13.89 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.78 |
| 29020 - Hatch Tender | 16.78 |
| 29030 - Line Handler | 16.78 |
| 29041 - Stevedore I | 14.70 |
| 29042 - Stevedore II | 17.65 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.93 |
| 30022 - Archeological Technician II | 17.82 |
| 30023 - Archeological Technician III | 22.09 |
| 30030 - Cartographic Technician | 22.09 |
| 30040 - Civil Engineering Technician | 20.90 |
| 30061 - Drafter/CAD Operator I | 15.93 |
| 30062 - Drafter/CAD Operator II | 17.82 |
| 30063 - Drafter/CAD Operator III | 19.88 |
| 30064 - Drafter/CAD Operator IV | 24.45 |
| 30081 - Engineering Technician I | 12.86 |
| 30082 - Engineering Technician II | 14.81 |
| 30083 - Engineering Technician III | 16.56 |
| 30084 - Engineering Technician IV | 20.52 |
| 30085 - Engineering Technician V | 25.10 |
| 30086 - Engineering Technician VI | 29.59 |
| 30090 - Environmental Technician | 22.09 |
| 30210 - Laboratory Technician | 18.13 |
| 30240 - Mathematical Technician | 22.09 |
| 30361 - Paralegal/Legal Assistant I | 16.01 |
| 30362 - Paralegal/Legal Assistant II | 19.83 |
| 30363 - Paralegal/Legal Assistant III | 24.27 |
| 30364 - Paralegal/Legal Assistant IV | 29.36 |
| 30390 - Photo-Optics Technician | 22.09 |
| 30461 - Technical Writer I | 18.84 |
| 30462 - Technical Writer II | 23.02 |
| 30463 - Technical Writer III | 27.86 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |

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| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 19.88 |
| 30621 - Weather Observer, Senior | (see 2) 21.99 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.00 |
| 31030 - Bus Driver | 15.03 |
| 31043 - Driver Courier | 13.04 |
| 31260 - Parking and Lot Attendant | 10.00 |
| 31290 - Shuttle Bus Driver | 14.07 |
| 31310 - Taxi Driver | 10.42 |
| 31361 - Truckdriver, Light | 14.07 |
| 31362 - Truckdriver, Medium | 14.60 |
| 31363 - Truckdriver, Heavy | 16.54 |
| 31364 - Truckdriver, Tractor-Trailer | 16.54 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.77 |
| 99050 - Desk Clerk | 9.68 |
| 99095 - Embalmer | 25.07 |
| 99251 - Laboratory Animal Caretaker I | 11.24 |
| 99252 - Laboratory Animal Caretaker II | 12.13 |
| 99310 - Mortician | 27.58 |
| 99410 - Pest Controller | 13.40 |
| 99510 - Photofinishing Worker | 11.58 |
| 99710 - Recycling Laborer | 13.62 |
| 99711 - Recycling Specialist | 15.78 |
| 99730 - Refuse Collector | 12.46 |
| 99810 - Sales Clerk | 11.40 |
| 99820 - School Crossing Guard | 10.63 |
| 99830 - Survey Party Chief | 19.00 |
| 99831 - Surveying Aide | 12.45 |
| 99832 - Surveying Technician | 17.05 |
| 99840 - Vending Machine Attendant | 11.46 |
| 99841 - Vending Machine Repairer | 13.52 |
| 99842 - Vending Machine Repairer Helper | 11.70 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2097
Revision No.: 16
Date of Last Revision: 07/25/2014

States: Delaware, Maryland, New Jersey

Area: Delaware Counties of Kent, New Castle

Maryland Counties of Caroline, Cecil, Dorchester, Kent, Talbot

New Jersey County of Salem

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.53 |
| 01012 - Accounting Clerk II | | 16.31 |
| 01013 - Accounting Clerk III | | 18.24 |
| 01020 - Administrative Assistant | | 27.42 |
| 01040 - Court Reporter | | 21.74 |
| 01051 - Data Entry Operator I | | 14.22 |
| 01052 - Data Entry Operator II | | 15.51 |
| 01060 - Dispatcher, Motor Vehicle | | 17.92 |
| 01070 - Document Preparation Clerk | | 13.66 |
| 01090 - Duplicating Machine Operator | | 13.66 |
| 01111 - General Clerk I | | 13.45 |
| 01112 - General Clerk II | | 14.68 |
| 01113 - General Clerk III | | 16.48 |
| 01120 - Housing Referral Assistant | | 24.11 |
| 01141 - Messenger Courier | | 12.91 |
| 01191 - Order Clerk I | | 14.81 |
| 01192 - Order Clerk II | | 15.68 |
| 01261 - Personnel Assistant (Employment) I | | 16.56 |
| 01262 - Personnel Assistant (Employment) II | | 18.52 |
| 01263 - Personnel Assistant (Employment) III | | 20.64 |
| 01270 - Production Control Clerk | | 22.74 |
| 01280 - Receptionist | | 14.72 |
| 01290 - Rental Clerk | | 16.83 |
| 01300 - Scheduler, Maintenance | | 17.52 |
| 01311 - Secretary I | | 19.12 |
| 01312 - Secretary II | | 21.84 |
| 01313 - Secretary III | | 24.11 |
| 01320 - Service Order Dispatcher | | 16.76 |
| 01410 - Supply Technician | | 27.02 |
| 01420 - Survey Worker | | 17.92 |
| 01531 - Travel Clerk I | | 13.22 |
| 01532 - Travel Clerk II | | 14.16 |
| 01533 - Travel Clerk III | | 15.16 |
| 01611 - Word Processor I | | 15.91 |
| 01612 - Word Processor II | | 17.86 |
| 01613 - Word Processor III | | 19.98 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.36 |
| 05010 - Automotive Electrician | | 22.35 |
| 05040 - Automotive Glass Installer | | 20.34 |
| 05070 - Automotive Worker | | 21.19 |
| 05110 - Mobile Equipment Servicer | | 19.63 |
| 05130 - Motor Equipment Metal Mechanic | | 22.81 |
| 05160 - Motor Equipment Metal Worker | | 21.22 |
| 05190 - Motor Vehicle Mechanic | | 22.83 |
| 05220 - Motor Vehicle Mechanic Helper | | 18.71 |
| 05250 - Motor Vehicle Upholstery Worker | | 20.54 |
| 05280 - Motor Vehicle Wrecker | | 21.22 |
| 05310 - Painter, Automotive | | 22.14 |

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| 05340 - Radiator Repair Specialist | 21.22 |
| 05370 - Tire Repairer | 13.58 |
| 05400 - Transmission Repair Specialist | 23.49 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.05 |
| 07041 - Cook I | 12.99 |
| 07042 - Cook II | 13.84 |
| 07070 - Dishwasher | 9.76 |
| 07130 - Food Service Worker | 11.55 |
| 07210 - Meat Cutter | 19.04 |
| 07260 - Waiter/Waitress | 10.10 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.40 |
| 09040 - Furniture Handler | 17.39 |
| 09080 - Furniture Refinisher | 22.85 |
| 09090 - Furniture Refinisher Helper | 19.50 |
| 09110 - Furniture Repairer, Minor | 21.21 |
| 09130 - Upholsterer | 19.41 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.81 |
| 11060 - Elevator Operator | 12.33 |
| 11090 - Gardener | 16.09 |
| 11122 - Housekeeping Aide | 12.81 |
| 11150 - Janitor | 12.81 |
| 11210 - Laborer, Grounds Maintenance | 13.67 |
| 11240 - Maid or Houseman | 11.29 |
| 11260 - Pruner | 12.83 |
| 11270 - Tractor Operator | 15.33 |
| 11330 - Trail Maintenance Worker | 13.76 |
| 11360 - Window Cleaner | 13.61 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.48 |
| 12011 - Breath Alcohol Technician | 20.44 |
| 12012 - Certified Occupational Therapist Assistant | 22.91 |
| 12015 - Certified Physical Therapist Assistant | 22.60 |
| 12020 - Dental Assistant | 18.36 |
| 12025 - Dental Hygienist | 32.95 |
| 12030 - EKG Technician | 30.31 |
| 12035 - Electroneurodiagnostic Technologist | 30.31 |
| 12040 - Emergency Medical Technician | 17.48 |
| 12071 - Licensed Practical Nurse I | 20.15 |
| 12072 - Licensed Practical Nurse II | 22.05 |
| 12073 - Licensed Practical Nurse III | 24.57 |
| 12100 - Medical Assistant | 14.97 |
| 12130 - Medical Laboratory Technician | 21.14 |
| 12160 - Medical Record Clerk | 15.47 |
| 12190 - Medical Record Technician | 17.31 |
| 12195 - Medical Transcriptionist | 17.02 |
| 12210 - Nuclear Medicine Technologist | 34.99 |
| 12221 - Nursing Assistant I | 10.52 |
| 12222 - Nursing Assistant II | 11.83 |
| 12223 - Nursing Assistant III | 12.91 |
| 12224 - Nursing Assistant IV | 14.49 |
| 12235 - Optical Dispenser | 21.62 |
| 12236 - Optical Technician | 16.60 |
| 12250 - Pharmacy Technician | 15.13 |
| 12280 - Phlebotomist | 14.49 |
| 12305 - Radiologic Technologist | 26.93 |
| 12311 - Registered Nurse I | 29.51 |
| 12312 - Registered Nurse II | 32.76 |
| 12313 - Registered Nurse II, Specialist | 32.76 |
| 12314 - Registered Nurse III | 39.32 |
| 12315 - Registered Nurse III, Anesthetist | 39.32 |

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| 12316 - Registered Nurse IV | 47.11 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.50 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.66 |
| 13012 - Exhibits Specialist II | 26.74 |
| 13013 - Exhibits Specialist III | 31.85 |
| 13041 - Illustrator I | 22.72 |
| 13042 - Illustrator II | 28.98 |
| 13043 - Illustrator III | 33.08 |
| 13047 - Librarian | 32.55 |
| 13050 - Library Aide/Clerk | 16.83 |
| 13054 - Library Information Technology Systems Administrator | 28.66 |
| 13058 - Library Technician | 18.32 |
| 13061 - Media Specialist I | 18.36 |
| 13062 - Media Specialist II | 20.56 |
| 13063 - Media Specialist III | 22.88 |
| 13071 - Photographer I | 17.96 |
| 13072 - Photographer II | 20.21 |
| 13073 - Photographer III | 25.04 |
| 13074 - Photographer IV | 30.62 |
| 13075 - Photographer V | 37.06 |
| 13110 - Video Teleconference Technician | 21.03 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.50 |
| 14042 - Computer Operator II | 20.70 |
| 14043 - Computer Operator III | 23.06 |
| 14044 - Computer Operator IV | 25.64 |
| 14045 - Computer Operator V | 28.39 |
| 14071 - Computer Programmer I | (see 1) 27.62 |
| 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 | 18.50 |
| 14160 - Personal Computer Support Technician | 25.64 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.14 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 40.11 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 48.06 |
| 15050 - Computer Based Training Specialist / Instructor | 33.14 |
| 15060 - Educational Technologist | 30.33 |
| 15070 - Flight Instructor (Pilot) | 48.06 |
| 15080 - Graphic Artist | 24.99 |
| 15090 - Technical Instructor | 24.41 |
| 15095 - Technical Instructor/Course Developer | 29.85 |
| 15110 - Test Proctor | 19.71 |
| 15120 - Tutor | 19.71 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.07 |
| 16030 - Counter Attendant | 9.07 |
| 16040 - Dry Cleaner | 10.99 |
| 16070 - Finisher, Flatwork, Machine | 9.07 |
| 16090 - Presser, Hand | 9.07 |
| 16110 - Presser, Machine, Drycleaning | 9.07 |
| 16130 - Presser, Machine, Shirts | 9.07 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.07 |
| 16190 - Sewing Machine Operator | 11.71 |
| 16220 - Tailor | 12.51 |
| 16250 - Washer, Machine | 9.79 |
| 19000 - Machine Tool Operation And Repair Occupations | |

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|---|-------|
| 19010 - Machine-Tool Operator (Tool Room) | 20.94 |
| 19040 - Tool And Die Maker | 24.29 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.21 |
| 21030 - Material Coordinator | 20.91 |
| 21040 - Material Expediter | 20.91 |
| 21050 - Material Handling Laborer | 12.78 |
| 21071 - Order Filler | 13.73 |
| 21080 - Production Line Worker (Food Processing) | 19.21 |
| 21110 - Shipping Packer | 16.45 |
| 21130 - Shipping/Receiving Clerk | 16.45 |
| 21140 - Store Worker I | 14.39 |
| 21150 - Stock Clerk | 19.11 |
| 21210 - Tools And Parts Attendant | 19.21 |
| 21410 - Warehouse Specialist | 19.21 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 26.75 |
| 23021 - Aircraft Mechanic I | 25.74 |
| 23022 - Aircraft Mechanic II | 26.75 |
| 23023 - Aircraft Mechanic III | 28.06 |
| 23040 - Aircraft Mechanic Helper | 19.86 |
| 23050 - Aircraft, Painter | 23.81 |
| 23060 - Aircraft Servicer | 22.76 |
| 23080 - Aircraft Worker | 21.61 |
| 23110 - Appliance Mechanic | 21.01 |
| 23120 - Bicycle Repairer | 16.17 |
| 23125 - Cable Splicer | 31.33 |
| 23130 - Carpenter, Maintenance | 24.40 |
| 23140 - Carpet Layer | 22.57 |
| 23160 - Electrician, Maintenance | 28.70 |
| 23181 - Electronics Technician Maintenance I | 25.72 |
| 23182 - Electronics Technician Maintenance II | 27.79 |
| 23183 - Electronics Technician Maintenance III | 29.80 |
| 23260 - Fabric Worker | 20.10 |
| 23290 - Fire Alarm System Mechanic | 23.71 |
| 23310 - Fire Extinguisher Repairer | 21.37 |
| 23311 - Fuel Distribution System Mechanic | 26.89 |
| 23312 - Fuel Distribution System Operator | 22.07 |
| 23370 - General Maintenance Worker | 21.37 |
| 23380 - Ground Support Equipment Mechanic | 25.74 |
| 23381 - Ground Support Equipment Servicer | 22.76 |
| 23382 - Ground Support Equipment Worker | 21.61 |
| 23391 - Gunsmith I | 21.37 |
| 23392 - Gunsmith II | 23.77 |
| 23393 - Gunsmith III | 25.51 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.17 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.15 |
| 23430 - Heavy Equipment Mechanic | 24.33 |
| 23440 - Heavy Equipment Operator | 27.08 |
| 23460 - Instrument Mechanic | 25.03 |
| 23465 - Laboratory/Shelter Mechanic | 24.46 |
| 23470 - Laborer | 15.44 |
| 23510 - Locksmith | 23.29 |
| 23530 - Machinery Maintenance Mechanic | 24.32 |
| 23550 - Machinist, Maintenance | 23.37 |
| 23580 - Maintenance Trades Helper | 18.52 |
| 23591 - Metrology Technician I | 25.03 |
| 23592 - Metrology Technician II | 26.01 |
| 23593 - Metrology Technician III | 26.83 |
| 23640 - Millwright | 25.21 |
| 23710 - Office Appliance Repairer | 23.06 |

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| 23760 - Painter, Maintenance | 21.97 |
| 23790 - Pipefitter, Maintenance | 30.24 |
| 23810 - Plumber, Maintenance | 26.77 |
| 23820 - Pneudraulic Systems Mechanic | 25.51 |
| 23850 - Rigger | 25.51 |
| 23870 - Scale Mechanic | 23.77 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.51 |
| 23910 - Small Engine Mechanic | 18.79 |
| 23931 - Telecommunications Mechanic I | 25.91 |
| 23932 - Telecommunications Mechanic II | 26.92 |
| 23950 - Telephone Lineman | 28.29 |
| 23960 - Welder, Combination, Maintenance | 20.91 |
| 23965 - Well Driller | 23.10 |
| 23970 - Woodcraft Worker | 25.51 |
| 23980 - Woodworker | 19.28 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.00 |
| 24580 - Child Care Center Clerk | 14.97 |
| 24610 - Chore Aide | 10.88 |
| 24620 - Family Readiness And Support Services Coordinator | 14.06 |
| 24630 - Homemaker | 16.64 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.83 |
| 25040 - Sewage Plant Operator | 22.82 |
| 25070 - Stationary Engineer | 23.83 |
| 25190 - Ventilation Equipment Tender | 18.03 |
| 25210 - Water Treatment Plant Operator | 22.82 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.30 |
| 27007 - Baggage Inspector | 13.48 |
| 27008 - Corrections Officer | 24.29 |
| 27010 - Court Security Officer | 27.70 |
| 27030 - Detection Dog Handler | 19.14 |
| 27040 - Detention Officer | 24.29 |
| 27070 - Firefighter | 27.25 |
| 27101 - Guard I | 13.48 |
| 27102 - Guard II | 19.14 |
| 27131 - Police Officer I | 28.28 |
| 27132 - Police Officer II | 31.43 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.43 |
| 28042 - Carnival Equipment Repairer | 12.02 |
| 28043 - Carnival Equipment Worker | 9.59 |
| 28210 - Gate Attendant/Gate Tender | 16.04 |
| 28310 - Lifeguard | 12.78 |
| 28350 - Park Attendant (Aide) | 17.94 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.54 |
| 28515 - Recreation Specialist | 22.22 |
| 28630 - Sports Official | 14.29 |
| 28690 - Swimming Pool Operator | 16.68 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.30 |
| 29020 - Hatch Tender | 24.30 |
| 29030 - Line Handler | 24.30 |
| 29041 - Stevedore I | 23.38 |
| 29042 - Stevedore II | 25.20 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.17 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.31 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.98 |
| 30021 - Archeological Technician I | 20.13 |
| 30022 - Archeological Technician II | 22.75 |

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|--|-------|
| 30023 - Archeological Technician III | 28.18 |
| 30030 - Cartographic Technician | 28.81 |
| 30040 - Civil Engineering Technician | 23.40 |
| 30061 - Drafter/CAD Operator I | 20.33 |
| 30062 - Drafter/CAD Operator II | 22.75 |
| 30063 - Drafter/CAD Operator III | 25.43 |
| 30064 - Drafter/CAD Operator IV | 31.30 |
| 30081 - Engineering Technician I | 18.92 |
| 30082 - Engineering Technician II | 21.23 |
| 30083 - Engineering Technician III | 26.18 |
| 30084 - Engineering Technician IV | 31.87 |
| 30085 - Engineering Technician V | 38.78 |
| 30086 - Engineering Technician VI | 42.58 |
| 30090 - Environmental Technician | 25.50 |
| 30210 - Laboratory Technician | 25.35 |
| 30240 - Mathematical Technician | 28.72 |
| 30361 - Paralegal/Legal Assistant I | 19.08 |
| 30362 - Paralegal/Legal Assistant II | 23.64 |
| 30363 - Paralegal/Legal Assistant III | 28.92 |
| 30364 - Paralegal/Legal Assistant IV | 34.98 |
| 30390 - Photo-Optics Technician | 28.27 |
| 30461 - Technical Writer I | 21.76 |
| 30462 - Technical Writer II | 26.62 |
| 30463 - Technical Writer III | 32.20 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.25 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.35 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.17 |
| 30494 - Unexploded (UXO) Safety Escort | 24.25 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.25 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 24.19 |
| 30621 - Weather Observer, Senior (see 2) | 28.18 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.29 |
| 31030 - Bus Driver | 18.56 |
| 31043 - Driver Courier | 17.63 |
| 31260 - Parking and Lot Attendant | 13.52 |
| 31290 - Shuttle Bus Driver | 19.00 |
| 31310 - Taxi Driver | 12.09 |
| 31361 - Truckdriver, Light | 19.00 |
| 31362 - Truckdriver, Medium | 19.28 |
| 31363 - Truckdriver, Heavy | 19.99 |
| 31364 - Truckdriver, Tractor-Trailer | 19.99 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.80 |
| 99050 - Desk Clerk | 12.64 |
| 99095 - Embalmer | 28.63 |
| 99251 - Laboratory Animal Caretaker I | 11.48 |
| 99252 - Laboratory Animal Caretaker II | 12.37 |
| 99310 - Mortician | 33.98 |
| 99410 - Pest Controller | 17.02 |
| 99510 - Photofinishing Worker | 14.65 |
| 99710 - Recycling Laborer | 18.85 |
| 99711 - Recycling Specialist | 21.14 |
| 99730 - Refuse Collector | 17.57 |
| 99810 - Sales Clerk | 12.68 |
| 99820 - School Crossing Guard | 11.57 |
| 99830 - Survey Party Chief | 19.84 |
| 99831 - Surveying Aide | 13.14 |
| 99832 - Surveying Technician | 18.07 |
| 99840 - Vending Machine Attendant | 14.61 |
| 99841 - Vending Machine Repairer | 16.98 |
| 99842 - Vending Machine Repairer Helper | 14.61 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2098
Revision No.: 17
Date Of Last Revision: 07/25/2014

States: Delaware, Maryland, New Jersey

Area: Delaware Counties of Kent, New Castle

Maryland Counties of Caroline, Cecil, Dorchester, Kent, Talbot

New Jersey County of Salem

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|------|
| 01000 - Administrative Support And Clerical Occupations | | |

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|--|-------|
| 01011 - Accounting Clerk I | 14.53 |
| 01012 - Accounting Clerk II | 16.31 |
| 01013 - Accounting Clerk III | 18.24 |
| 01020 - Administrative Assistant | 27.42 |
| 01040 - Court Reporter | 21.74 |
| 01051 - Data Entry Operator I | 14.22 |
| 01052 - Data Entry Operator II | 15.51 |
| 01060 - Dispatcher, Motor Vehicle | 17.92 |
| 01070 - Document Preparation Clerk | 13.66 |
| 01090 - Duplicating Machine Operator | 13.66 |
| 01111 - General Clerk I | 13.45 |
| 01112 - General Clerk II | 14.68 |
| 01113 - General Clerk III | 16.48 |
| 01120 - Housing Referral Assistant | 24.11 |
| 01141 - Messenger Courier | 12.91 |
| 01191 - Order Clerk I | 14.81 |
| 01192 - Order Clerk II | 15.68 |
| 01261 - Personnel Assistant (Employment) I | 16.56 |
| 01262 - Personnel Assistant (Employment) II | 18.52 |
| 01263 - Personnel Assistant (Employment) III | 20.64 |
| 01270 - Production Control Clerk | 22.74 |
| 01280 - Receptionist | 14.72 |
| 01290 - Rental Clerk | 16.83 |
| 01300 - Scheduler, Maintenance | 17.52 |
| 01311 - Secretary I | 19.12 |
| 01312 - Secretary II | 21.84 |
| 01313 - Secretary III | 24.11 |
| 01320 - Service Order Dispatcher | 16.76 |
| 01410 - Supply Technician | 27.02 |
| 01420 - Survey Worker | 17.92 |
| 01531 - Travel Clerk I | 13.22 |
| 01532 - Travel Clerk II | 14.16 |
| 01533 - Travel Clerk III | 15.16 |
| 01611 - Word Processor I | 15.91 |
| 01612 - Word Processor II | 17.86 |
| 01613 - Word Processor III | 19.98 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.36 |
| 05010 - Automotive Electrician | 22.35 |
| 05040 - Automotive Glass Installer | 20.34 |
| 05070 - Automotive Worker | 21.19 |
| 05110 - Mobile Equipment Servicer | 19.63 |
| 05130 - Motor Equipment Metal Mechanic | 22.81 |
| 05160 - Motor Equipment Metal Worker | 21.22 |
| 05190 - Motor Vehicle Mechanic | 22.83 |
| 05220 - Motor Vehicle Mechanic Helper | 18.71 |
| 05250 - Motor Vehicle Upholstery Worker | 20.54 |
| 05280 - Motor Vehicle Wrecker | 21.22 |
| 05310 - Painter, Automotive | 22.14 |
| 05340 - Radiator Repair Specialist | 21.22 |
| 05370 - Tire Repairer | 13.58 |
| 05400 - Transmission Repair Specialist | 23.49 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.05 |
| 07041 - Cook I | 12.99 |
| 07042 - Cook II | 13.84 |
| 07070 - Dishwasher | 9.76 |
| 07130 - Food Service Worker | 11.55 |
| 07210 - Meat Cutter | 19.04 |
| 07260 - Waiter/Waitress | 10.10 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.40 |
| 09040 - Furniture Handler | 17.39 |

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| 09080 - Furniture Refinisher | 22.85 |
| 09090 - Furniture Refinisher Helper | 19.50 |
| 09110 - Furniture Repairer, Minor | 21.21 |
| 09130 - Upholsterer | 19.41 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.81 |
| 11060 - Elevator Operator | 12.33 |
| 11090 - Gardener | 16.09 |
| 11122 - Housekeeping Aide | 12.81 |
| 11150 - Janitor | 12.81 |
| 11210 - Laborer, Grounds Maintenance | 13.67 |
| 11240 - Maid or Houseman | 11.29 |
| 11260 - Pruner | 12.83 |
| 11270 - Tractor Operator | 15.33 |
| 11330 - Trail Maintenance Worker | 13.76 |
| 11360 - Window Cleaner | 13.61 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.48 |
| 12011 - Breath Alcohol Technician | 20.44 |
| 12012 - Certified Occupational Therapist Assistant | 22.91 |
| 12015 - Certified Physical Therapist Assistant | 22.60 |
| 12020 - Dental Assistant | 18.36 |
| 12025 - Dental Hygienist | 32.95 |
| 12030 - EKG Technician | 30.31 |
| 12035 - Electroneurodiagnostic Technologist | 30.31 |
| 12040 - Emergency Medical Technician | 17.48 |
| 12071 - Licensed Practical Nurse I | 20.15 |
| 12072 - Licensed Practical Nurse II | 22.05 |
| 12073 - Licensed Practical Nurse III | 24.57 |
| 12100 - Medical Assistant | 14.97 |
| 12130 - Medical Laboratory Technician | 21.14 |
| 12160 - Medical Record Clerk | 15.47 |
| 12190 - Medical Record Technician | 17.31 |
| 12195 - Medical Transcriptionist | 17.02 |
| 12210 - Nuclear Medicine Technologist | 34.99 |
| 12221 - Nursing Assistant I | 10.52 |
| 12222 - Nursing Assistant II | 11.83 |
| 12223 - Nursing Assistant III | 12.91 |
| 12224 - Nursing Assistant IV | 14.49 |
| 12235 - Optical Dispenser | 21.62 |
| 12236 - Optical Technician | 16.60 |
| 12250 - Pharmacy Technician | 15.13 |
| 12280 - Phlebotomist | 14.49 |
| 12305 - Radiologic Technologist | 26.93 |
| 12311 - Registered Nurse I | 29.51 |
| 12312 - Registered Nurse II | 32.76 |
| 12313 - Registered Nurse II, Specialist | 32.76 |
| 12314 - Registered Nurse III | 39.32 |
| 12315 - Registered Nurse III, Anesthetist | 39.32 |
| 12316 - Registered Nurse IV | 47.11 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.50 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.66 |
| 13012 - Exhibits Specialist II | 26.74 |
| 13013 - Exhibits Specialist III | 31.85 |
| 13041 - Illustrator I | 22.72 |
| 13042 - Illustrator II | 28.98 |
| 13043 - Illustrator III | 33.08 |
| 13047 - Librarian | 32.55 |
| 13050 - Library Aide/Clerk | 16.83 |
| 13054 - Library Information Technology Systems Administrator | 28.66 |
| 13058 - Library Technician | 18.32 |

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| 13061 - Media Specialist I | 18.36 |
| 13062 - Media Specialist II | 20.56 |
| 13063 - Media Specialist III | 22.88 |
| 13071 - Photographer I | 17.96 |
| 13072 - Photographer II | 20.21 |
| 13073 - Photographer III | 25.04 |
| 13074 - Photographer IV | 30.62 |
| 13075 - Photographer V | 37.06 |
| 13110 - Video Teleconference Technician | 21.03 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.50 |
| 14042 - Computer Operator II | 20.70 |
| 14043 - Computer Operator III | 23.06 |
| 14044 - Computer Operator IV | 25.64 |
| 14045 - Computer Operator V | 28.39 |
| 14071 - Computer Programmer I | (see 1) 27.62 |
| 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 | 18.50 |
| 14160 - Personal Computer Support Technician | 25.64 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.14 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 40.11 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 48.06 |
| 15050 - Computer Based Training Specialist / Instructor | 33.14 |
| 15060 - Educational Technologist | 30.33 |
| 15070 - Flight Instructor (Pilot) | 48.06 |
| 15080 - Graphic Artist | 24.99 |
| 15090 - Technical Instructor | 24.41 |
| 15095 - Technical Instructor/Course Developer | 29.85 |
| 15110 - Test Proctor | 19.71 |
| 15120 - Tutor | 19.71 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.07 |
| 16030 - Counter Attendant | 9.07 |
| 16040 - Dry Cleaner | 10.99 |
| 16070 - Finisher, Flatwork, Machine | 9.07 |
| 16090 - Presser, Hand | 9.07 |
| 16110 - Presser, Machine, Drycleaning | 9.07 |
| 16130 - Presser, Machine, Shirts | 9.07 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.07 |
| 16190 - Sewing Machine Operator | 11.71 |
| 16220 - Tailor | 12.51 |
| 16250 - Washer, Machine | 9.79 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.94 |
| 19040 - Tool And Die Maker | 24.29 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.21 |
| 21030 - Material Coordinator | 20.91 |
| 21040 - Material Expediter | 20.91 |
| 21050 - Material Handling Laborer | 12.78 |
| 21071 - Order Filler | 13.73 |
| 21080 - Production Line Worker (Food Processing) | 19.21 |
| 21110 - Shipping Packer | 16.45 |
| 21130 - Shipping/Receiving Clerk | 16.45 |
| 21140 - Store Worker I | 14.39 |
| 21150 - Stock Clerk | 19.11 |
| 21210 - Tools And Parts Attendant | 19.21 |

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|---|-------|
| 21410 - Warehouse Specialist | 19.21 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.75 |
| 23021 - Aircraft Mechanic I | 25.74 |
| 23022 - Aircraft Mechanic II | 26.75 |
| 23023 - Aircraft Mechanic III | 28.06 |
| 23040 - Aircraft Mechanic Helper | 19.86 |
| 23050 - Aircraft, Painter | 23.81 |
| 23060 - Aircraft Servicer | 22.76 |
| 23080 - Aircraft Worker | 21.61 |
| 23110 - Appliance Mechanic | 21.01 |
| 23120 - Bicycle Repairer | 16.17 |
| 23125 - Cable Splicer | 31.33 |
| 23130 - Carpenter, Maintenance | 24.40 |
| 23140 - Carpet Layer | 22.57 |
| 23160 - Electrician, Maintenance | 28.70 |
| 23181 - Electronics Technician Maintenance I | 25.72 |
| 23182 - Electronics Technician Maintenance II | 27.79 |
| 23183 - Electronics Technician Maintenance III | 29.80 |
| 23260 - Fabric Worker | 20.10 |
| 23290 - Fire Alarm System Mechanic | 23.71 |
| 23310 - Fire Extinguisher Repairer | 21.37 |
| 23311 - Fuel Distribution System Mechanic | 26.89 |
| 23312 - Fuel Distribution System Operator | 22.07 |
| 23370 - General Maintenance Worker | 21.37 |
| 23380 - Ground Support Equipment Mechanic | 25.74 |
| 23381 - Ground Support Equipment Servicer | 22.76 |
| 23382 - Ground Support Equipment Worker | 21.61 |
| 23391 - Gunsmith I | 21.37 |
| 23392 - Gunsmith II | 23.77 |
| 23393 - Gunsmith III | 25.51 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.17 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.15 |
| 23430 - Heavy Equipment Mechanic | 24.33 |
| 23440 - Heavy Equipment Operator | 27.08 |
| 23460 - Instrument Mechanic | 25.03 |
| 23465 - Laboratory/Shelter Mechanic | 24.46 |
| 23470 - Laborer | 15.44 |
| 23510 - Locksmith | 23.29 |
| 23530 - Machinery Maintenance Mechanic | 24.32 |
| 23550 - Machinist, Maintenance | 23.37 |
| 23580 - Maintenance Trades Helper | 18.52 |
| 23591 - Metrology Technician I | 25.03 |
| 23592 - Metrology Technician II | 26.01 |
| 23593 - Metrology Technician III | 26.83 |
| 23640 - Millwright | 25.21 |
| 23710 - Office Appliance Repairer | 23.06 |
| 23760 - Painter, Maintenance | 21.97 |
| 23790 - Pipefitter, Maintenance | 30.24 |
| 23810 - Plumber, Maintenance | 26.77 |
| 23820 - Pneudraulic Systems Mechanic | 25.51 |
| 23850 - Rigger | 25.51 |
| 23870 - Scale Mechanic | 23.77 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.51 |
| 23910 - Small Engine Mechanic | 18.79 |
| 23931 - Telecommunications Mechanic I | 25.91 |
| 23932 - Telecommunications Mechanic II | 26.92 |
| 23950 - Telephone Lineman | 28.29 |
| 23960 - welder, Combination, Maintenance | 20.91 |
| 23965 - Well Driller | 23.10 |
| 23970 - Woodcraft Worker | 25.51 |

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| 23980 - Woodworker | 19.28 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.00 |
| 24580 - Child Care Center Clerk | 14.97 |
| 24610 - Chore Aide | 10.88 |
| 24620 - Family Readiness And Support Services Coordinator | 14.06 |
| 24630 - Homemaker | 16.64 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.83 |
| 25040 - Sewage Plant Operator | 22.82 |
| 25070 - Stationary Engineer | 23.83 |
| 25190 - Ventilation Equipment Tender | 18.03 |
| 25210 - Water Treatment Plant Operator | 22.82 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.30 |
| 27007 - Baggage Inspector | 13.48 |
| 27008 - Corrections Officer | 24.29 |
| 27010 - Court Security Officer | 27.70 |
| 27030 - Detection Dog Handler | 19.14 |
| 27040 - Detention Officer | 24.29 |
| 27070 - Firefighter | 27.25 |
| 27101 - Guard I | 13.48 |
| 27102 - Guard II | 19.14 |
| 27131 - Police Officer I | 28.28 |
| 27132 - Police Officer II | 31.43 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.43 |
| 28042 - Carnival Equipment Repairer | 12.02 |
| 28043 - Carnival Equipment Worker | 9.59 |
| 28210 - Gate Attendant/Gate Tender | 16.04 |
| 28310 - Lifeguard | 12.78 |
| 28350 - Park Attendant (Aide) | 17.94 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.64 |
| 28515 - Recreation Specialist | 22.22 |
| 28630 - Sports Official | 14.29 |
| 28690 - Swimming Pool Operator | 16.68 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.30 |
| 29020 - Hatch Tender | 24.30 |
| 29030 - Line Handler | 24.30 |
| 29041 - Stevedore I | 23.38 |
| 29042 - Stevedore II | 25.20 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.17 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.31 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.98 |
| 30021 - Archeological Technician I | 20.13 |
| 30022 - Archeological Technician II | 22.75 |
| 30023 - Archeological Technician III | 28.18 |
| 30030 - Cartographic Technician | 28.81 |
| 30040 - Civil Engineering Technician | 23.40 |
| 30061 - Drafter/CAD Operator I | 20.33 |
| 30062 - Drafter/CAD Operator II | 22.75 |
| 30063 - Drafter/CAD Operator III | 25.43 |
| 30064 - Drafter/CAD Operator IV | 31.30 |
| 30081 - Engineering Technician I | 18.92 |
| 30082 - Engineering Technician II | 21.23 |
| 30083 - Engineering Technician III | 26.18 |
| 30084 - Engineering Technician IV | 31.87 |
| 30085 - Engineering Technician V | 38.78 |
| 30086 - Engineering Technician VI | 42.58 |
| 30090 - Environmental Technician | 25.50 |

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|---|---------|
| 30210 - Laboratory Technician | 25.35 |
| 30240 - Mathematical Technician | 28.72 |
| 30361 - Paralegal/Legal Assistant I | 19.08 |
| 30362 - Paralegal/Legal Assistant II | 23.64 |
| 30363 - Paralegal/Legal Assistant III | 28.92 |
| 30364 - Paralegal/Legal Assistant IV | 34.98 |
| 30390 - Photo-Optics Technician | 28.27 |
| 30461 - Technical Writer I | 21.76 |
| 30462 - Technical Writer II | 26.62 |
| 30463 - Technical Writer III | 32.20 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.25 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.35 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.17 |
| 30494 - Unexploded (UXO) Safety Escort | 24.25 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.25 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | 24.19 |
| 30621 - Weather Observer, Senior | (see 2) |
| 31000 - Transportation/Mobile Equipment Operation Occupations | 28.18 |
| 31020 - Bus Aide | 14.29 |
| 31030 - Bus Driver | 18.56 |
| 31043 - Driver Courier | 17.63 |
| 31260 - Parking and Lot Attendant | 13.52 |
| 31290 - Shuttle Bus Driver | 19.00 |
| 31310 - Taxi Driver | 12.09 |
| 31361 - Truckdriver, Light | 19.00 |
| 31362 - Truckdriver, Medium | 19.28 |
| 31363 - Truckdriver, Heavy | 19.99 |
| 31364 - Truckdriver, Tractor-Trailer | 19.99 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.80 |
| 99050 - Desk Clerk | 12.64 |
| 99095 - Embalmer | 28.63 |
| 99251 - Laboratory Animal Caretaker I | 11.48 |
| 99252 - Laboratory Animal Caretaker II | 12.37 |
| 99310 - Mortician | 33.98 |
| 99410 - Pest Controller | 17.02 |
| 99510 - Photofinishing worker | 14.65 |
| 99710 - Recycling Laborer | 18.85 |
| 99711 - Recycling Specialist | 21.14 |
| 99730 - Refuse Collector | 17.57 |
| 99810 - Sales Clerk | 12.68 |
| 99820 - School Crossing Guard | 11.57 |
| 99830 - Survey Party Chief | 19.84 |
| 99831 - Surveying Aide | 13.14 |
| 99832 - Surveying Technician | 18.07 |
| 99840 - Vending Machine Attendant | 14.61 |
| 99841 - Vending Machine Repairer | 16.98 |
| 99842 - Vending Machine Repairer Helper | 14.61 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage

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rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that wage and hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2103
Revision No.: 14
Date of Last Revision: 07/25/2014

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide

Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St Mary's

Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier,
King George, Loudoun, Prince William, Stafford

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.08 |
| 01012 - Accounting Clerk II | | 16.92 |
| 01013 - Accounting Clerk III | | 22.30 |
| 01020 - Administrative Assistant | | 31.41 |
| 01040 - Court Reporter | | 21.84 |
| 01051 - Data Entry Operator I | | 14.38 |
| 01052 - Data Entry Operator II | | 15.69 |
| 01060 - Dispatcher, Motor Vehicle | | 17.87 |
| 01070 - Document Preparation Clerk | | 14.21 |
| 01090 - Duplicating Machine Operator | | 14.21 |
| 01111 - General Clerk I | | 14.88 |
| 01112 - General Clerk II | | 16.24 |
| 01113 - General Clerk III | | 18.74 |
| 01120 - Housing Referral Assistant | | 25.29 |
| 01141 - Messenger Courier | | 13.62 |
| 01191 - Order Clerk I | | 15.12 |
| 01192 - Order Clerk II | | 16.50 |
| 01261 - Personnel Assistant (Employment) I | | 18.15 |
| 01262 - Personnel Assistant (Employment) II | | 20.32 |
| 01263 - Personnel Assistant (Employment) III | | 22.65 |
| 01270 - Production Control Clerk | | 22.03 |
| 01280 - Receptionist | | 14.43 |
| 01290 - Rental Clerk | | 16.55 |
| 01300 - Scheduler, Maintenance | | 18.07 |
| 01311 - Secretary I | | 18.07 |
| 01312 - Secretary II | | 20.18 |
| 01313 - Secretary III | | 25.29 |
| 01320 - Service Order Dispatcher | | 16.98 |
| 01410 - Supply Technician | | 28.55 |
| 01420 - Survey Worker | | 20.03 |
| 01531 - Travel Clerk I | | 13.29 |
| 01532 - Travel Clerk II | | 14.36 |
| 01533 - Travel Clerk III | | 15.49 |
| 01611 - Word Processor I | | 15.63 |
| 01612 - Word Processor II | | 17.67 |
| 01613 - Word Processor III | | 19.95 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 25.26 |
| 05010 - Automotive Electrician | | 23.51 |
| 05040 - Automotive Glass Installer | | 22.15 |
| 05070 - Automotive Worker | | 22.15 |
| 05110 - Mobile Equipment Servicer | | 19.04 |
| 05130 - Motor Equipment Metal Mechanic | | 24.78 |
| 05160 - Motor Equipment Metal Worker | | 22.15 |
| 05190 - Motor Vehicle Mechanic | | 24.78 |
| 05220 - Motor Vehicle Mechanic Helper | | 18.49 |
| 05250 - Motor Vehicle Upholstery Worker | | 21.63 |
| 05280 - Motor Vehicle Wrecker | | 22.15 |
| 05310 - Painter, Automotive | | 23.51 |
| 05340 - Radiator Repair Specialist | | 22.15 |
| 05370 - Tire Repairer | | 14.44 |
| 05400 - Transmission Repair Specialist | | 24.78 |
| 07000 - Food Preparation And Service Occupations | | |

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|--|-------|
| 07010 - Baker | 13.85 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 14.60 |
| 07070 - Dishwasher | 10.11 |
| 07130 - Food Service Worker | 10.66 |
| 07210 - Meat Cutter | 18.08 |
| 07260 - Waiter/Waitress | 9.70 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.86 |
| 09040 - Furniture Handler | 14.06 |
| 09080 - Furniture Refinisher | 20.23 |
| 09090 - Furniture Refinisher Helper | 15.52 |
| 09110 - Furniture Repairer, Minor | 17.94 |
| 09130 - Upholsterer | 19.86 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.54 |
| 11060 - Elevator Operator | 10.54 |
| 11090 - Gardener | 17.52 |
| 11122 - Housekeeping Aide | 11.83 |
| 11150 - Janitor | 11.83 |
| 11210 - Laborer, Grounds Maintenance | 13.07 |
| 11240 - Maid or Houseman | 11.26 |
| 11260 - Pruner | 11.58 |
| 11270 - Tractor Operator | 16.04 |
| 11330 - Trail Maintenance Worker | 13.07 |
| 11360 - Window Cleaner | 12.85 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.41 |
| 12011 - Breath Alcohol Technician | 20.27 |
| 12012 - Certified Occupational Therapist Assistant | 23.11 |
| 12015 - Certified Physical Therapist Assistant | 21.43 |
| 12020 - Dental Assistant | 17.18 |
| 12025 - Dental Hygienist | 44.75 |
| 12030 - EKG Technician | 27.67 |
| 12035 - Electroneurodiagnostic Technologist | 27.67 |
| 12040 - Emergency Medical Technician | 20.41 |
| 12071 - Licensed Practical Nurse I | 19.07 |
| 12072 - Licensed Practical Nurse II | 21.35 |
| 12073 - Licensed Practical Nurse III | 24.13 |
| 12100 - Medical Assistant | 15.01 |
| 12130 - Medical Laboratory Technician | 18.04 |
| 12160 - Medical Record Clerk | 17.42 |
| 12190 - Medical Record Technician | 19.50 |
| 12195 - Medical Transcriptionist | 18.77 |
| 12210 - Nuclear Medicine Technologist | 37.60 |
| 12221 - Nursing Assistant I | 10.80 |
| 12222 - Nursing Assistant II | 12.14 |
| 12223 - Nursing Assistant III | 13.98 |
| 12224 - Nursing Assistant IV | 15.69 |
| 12235 - Optical Dispenser | 20.17 |
| 12236 - Optical Technician | 15.80 |
| 12250 - Pharmacy Technician | 18.12 |
| 12280 - Phlebotomist | 15.69 |
| 12305 - Radiologic Technologist | 31.11 |
| 12311 - Registered Nurse I | 27.64 |
| 12312 - Registered Nurse II | 33.44 |
| 12313 - Registered Nurse II, Specialist | 33.44 |
| 12314 - Registered Nurse III | 40.13 |
| 12315 - Registered Nurse III, Anesthetist | 40.13 |
| 12316 - Registered Nurse IV | 48.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.73 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.86 |

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| 13012 - Exhibits Specialist II | 24.61 |
| 13013 - Exhibits Specialist III | 30.09 |
| 13041 - Illustrator I | 20.48 |
| 13042 - Illustrator II | 25.38 |
| 13043 - Illustrator III | 31.03 |
| 13047 - Librarian | 33.88 |
| 13050 - Library Aide/Clerk | 14.21 |
| 13054 - Library Information Technology Systems Administrator | 30.60 |
| 13058 - Library Technician | 19.89 |
| 13061 - Media Specialist I | 18.73 |
| 13062 - Media Specialist II | 20.95 |
| 13063 - Media Specialist III | 23.36 |
| 13071 - Photographer I | 16.65 |
| 13072 - Photographer II | 18.90 |
| 13073 - Photographer III | 23.67 |
| 13074 - Photographer IV | 28.65 |
| 13075 - Photographer V | 33.76 |
| 13110 - Video Teleconference Technician | 20.39 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.92 |
| 14042 - Computer Operator II | 21.18 |
| 14043 - Computer Operator III | 23.60 |
| 14044 - Computer Operator IV | 26.22 |
| 14045 - Computer Operator V | 29.05 |
| 14071 - Computer Programmer I | (see 1) 26.36 |
| 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 | 18.92 |
| 14160 - Personal Computer Support Technician | 26.22 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.47 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.06 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.81 |
| 15050 - Computer Based Training Specialist / Instructor | 36.47 |
| 15060 - Educational Technologist | 35.31 |
| 15070 - Flight Instructor (Pilot) | 52.81 |
| 15080 - Graphic Artist | 26.80 |
| 15090 - Technical Instructor | 25.08 |
| 15095 - Technical Instructor/Course Developer | 30.67 |
| 15110 - Test Proctor | 20.20 |
| 15120 - Tutor | 20.20 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.88 |
| 16030 - Counter Attendant | 9.88 |
| 16040 - Dry Cleaner | 12.94 |
| 16070 - Finisher, Flatwork, Machine | 9.88 |
| 16090 - Presser, Hand | 9.88 |
| 16110 - Presser, Machine, Drycleaning | 9.88 |
| 16130 - Presser, Machine, Shirts | 9.88 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.88 |
| 16190 - Sewing Machine Operator | 13.78 |
| 16220 - Tailor | 14.66 |
| 16250 - Washer, Machine | 10.88 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.14 |
| 19040 - Tool And Die Maker | 23.38 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.02 |

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|---|-------|
| 21030 - Material Coordinator | 22.03 |
| 21040 - Material Expediter | 22.03 |
| 21050 - Material Handling Laborer | 13.83 |
| 21071 - Order Filler | 15.09 |
| 21080 - Production Line Worker (Food Processing) | 18.02 |
| 21110 - Shipping Packer | 15.09 |
| 21130 - Shipping/Receiving Clerk | 15.09 |
| 21140 - Store Worker I | 11.72 |
| 21150 - Stock Clerk | 16.86 |
| 21210 - Tools And Parts Attendant | 18.02 |
| 21410 - Warehouse Specialist | 18.02 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.21 |
| 23021 - Aircraft Mechanic I | 25.83 |
| 23022 - Aircraft Mechanic II | 27.21 |
| 23023 - Aircraft Mechanic III | 28.53 |
| 23040 - Aircraft Mechanic Helper | 17.54 |
| 23050 - Aircraft, Painter | 24.73 |
| 23060 - Aircraft Servicer | 19.76 |
| 23080 - Aircraft Worker | 21.01 |
| 23110 - Appliance Mechanic | 21.75 |
| 23120 - Bicycle Repairer | 14.43 |
| 23125 - Cable Splicer | 26.02 |
| 23130 - Carpenter, Maintenance | 21.40 |
| 23140 - Carpet Layer | 20.49 |
| 23160 - Electrician, Maintenance | 27.98 |
| 23181 - Electronics Technician Maintenance I | 24.94 |
| 23182 - Electronics Technician Maintenance II | 26.47 |
| 23183 - Electronics Technician Maintenance III | 27.89 |
| 23260 - Fabric Worker | 19.13 |
| 23290 - Fire Alarm System Mechanic | 22.91 |
| 23310 - Fire Extinguisher Repairer | 17.62 |
| 23311 - Fuel Distribution System Mechanic | 22.81 |
| 23312 - Fuel Distribution System Operator | 19.38 |
| 23370 - General Maintenance Worker | 21.43 |
| 23380 - Ground Support Equipment Mechanic | 25.83 |
| 23381 - Ground Support Equipment Servicer | 19.76 |
| 23382 - Ground Support Equipment Worker | 21.01 |
| 23391 - Gunsmith I | 17.62 |
| 23392 - Gunsmith II | 20.49 |
| 23393 - Gunsmith III | 22.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.89 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.17 |
| 23430 - Heavy Equipment Mechanic | 22.91 |
| 23440 - Heavy Equipment Operator | 22.91 |
| 23460 - Instrument Mechanic | 22.59 |
| 23465 - Laboratory/Shelter Mechanic | 21.75 |
| 23470 - Laborer | 14.98 |
| 23510 - Locksmith | 21.90 |
| 23530 - Machinery Maintenance Mechanic | 23.12 |
| 23550 - Machinist, Maintenance | 22.91 |
| 23580 - Maintenance Trades Helper | 18.27 |
| 23591 - Metrology Technician I | 22.59 |
| 23592 - Metrology Technician II | 23.80 |
| 23593 - Metrology Technician III | 24.96 |
| 23640 - Millwright | 28.19 |
| 23710 - Office Appliance Repairer | 22.96 |
| 23760 - Painter, Maintenance | 21.75 |
| 23790 - Pipefitter, Maintenance | 24.63 |
| 23810 - Plumber, Maintenance | 22.29 |
| 23820 - Pneudraulic Systems Mechanic | 22.91 |

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| 23850 - Rigger | 22.91 |
| 23870 - Scale Mechanic | 20.49 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.91 |
| 23910 - Small Engine Mechanic | 20.49 |
| 23931 - Telecommunications Mechanic I | 29.95 |
| 23932 - Telecommunications Mechanic II | 31.55 |
| 23950 - Telephone Lineman | 27.41 |
| 23960 - Welder, Combination, Maintenance | 22.91 |
| 23965 - Well Driller | 22.91 |
| 23970 - Woodcraft Worker | 22.91 |
| 23980 - Woodworker | 17.62 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.79 |
| 24580 - Child Care Center Clerk | 17.77 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 16.90 |
| 24630 - Homemaker | 18.43 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.30 |
| 25040 - Sewage Plant Operator | 20.84 |
| 25070 - Stationary Engineer | 27.30 |
| 25190 - Ventilation Equipment Tender | 19.49 |
| 25210 - Water Treatment Plant Operator | 20.84 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.57 |
| 27007 - Baggage Inspector | 12.71 |
| 27008 - Corrections Officer | 22.80 |
| 27010 - Court Security Officer | 24.72 |
| 27030 - Detection Dog Handler | 20.57 |
| 27040 - Detention Officer | 22.80 |
| 27070 - Firefighter | 24.63 |
| 27101 - Guard I | 12.71 |
| 27102 - Guard II | 20.57 |
| 27131 - Police Officer I | 26.52 |
| 27132 - Police Officer II | 29.67 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.59 |
| 28042 - Carnival Equipment Repairer | 14.63 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 13.01 |
| 28310 - Lifeguard | 11.59 |
| 28350 - Park Attendant (Aide) | 14.56 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.62 |
| 28515 - Recreation Specialist | 18.04 |
| 28630 - Sports Official | 11.59 |
| 28690 - Swimming Pool Operator | 18.21 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.13 |
| 29020 - Hatch Tender | 23.13 |
| 29030 - Line Handler | 23.13 |
| 29041 - Stevedore I | 21.31 |
| 29042 - Stevedore II | 24.24 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.92 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.84 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.56 |
| 30021 - Archeological Technician I | 20.19 |
| 30022 - Archeological Technician II | 22.60 |
| 30023 - Archeological Technician III | 27.98 |
| 30030 - Cartographic Technician | 27.98 |
| 30040 - Civil Engineering Technician | 26.41 |
| 30061 - Drafter/CAD Operator I | 20.19 |

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|---|---------------|
| 30062 - Drafter/CAD Operator II | 22.60 |
| 30063 - Drafter/CAD Operator III | 25.19 |
| 30064 - Drafter/CAD Operator IV | 31.00 |
| 30081 - Engineering Technician I | 22.92 |
| 30082 - Engineering Technician II | 25.72 |
| 30083 - Engineering Technician III | 28.79 |
| 30084 - Engineering Technician IV | 35.64 |
| 30085 - Engineering Technician V | 43.61 |
| 30086 - Engineering Technician VI | 52.76 |
| 30090 - Environmental Technician | 27.41 |
| 30210 - Laboratory Technician | 23.38 |
| 30240 - Mathematical Technician | 28.94 |
| 30361 - Paralegal/Legal Assistant I | 21.36 |
| 30362 - Paralegal/Legal Assistant II | 26.47 |
| 30363 - Paralegal/Legal Assistant III | 32.36 |
| 30364 - Paralegal/Legal Assistant IV | 39.16 |
| 30390 - Photo-Optics Technician | 27.98 |
| 30461 - Technical Writer I | 21.93 |
| 30462 - Technical Writer II | 26.84 |
| 30463 - Technical Writer III | 32.47 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.93 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.88 |
| 30494 - Unexploded (UXO) Safety Escort | 24.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 25.19 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 27.98 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.32 |
| 31030 - Bus Driver | 20.85 |
| 31043 - Driver Courier | 13.98 |
| 31260 - Parking and Lot Attendant | 10.07 |
| 31290 - Shuttle Bus Driver | 15.66 |
| 31310 - Taxi Driver | 13.98 |
| 31361 - Truckdriver, Light | 15.66 |
| 31362 - Truckdriver, Medium | 17.90 |
| 31363 - Truckdriver, Heavy | 19.18 |
| 31364 - Truckdriver, Tractor-Trailer | 19.18 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.03 |
| 99050 - Desk Clerk | 11.58 |
| 99095 - Embalmer | 23.05 |
| 99251 - Laboratory Animal Caretaker I | 11.30 |
| 99252 - Laboratory Animal Caretaker II | 12.35 |
| 99310 - Mortician | 31.73 |
| 99410 - Pest Controller | 17.69 |
| 99510 - Photofinishing Worker | 13.20 |
| 99710 - Recycling Laborer | 18.50 |
| 99711 - Recycling Specialist | 22.71 |
| 99730 - Refuse Collector | 16.40 |
| 99810 - Sales Clerk | 12.09 |
| 99820 - School Crossing Guard | 13.43 |
| 99830 - Survey Party Chief | 21.94 |
| 99831 - Surveying Aide | 13.63 |
| 99832 - Surveying Technician | 20.85 |
| 99840 - Vending Machine Attendant | 14.43 |
| 99841 - Vending Machine Repairer | 18.73 |
| 99842 - Vending Machine Repairer Helper | 14.43 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the

wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2104
Revision No.: 16
Date Of Last Revision: 07/25/2014

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide

Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St Mary's

Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King George, Loudoun, Prince William, Stafford

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.08 |
| 01012 - Accounting Clerk II | | 16.92 |
| 01013 - Accounting Clerk III | | 22.30 |
| 01020 - Administrative Assistant | | 31.41 |
| 01040 - Court Reporter | | 21.84 |
| 01051 - Data Entry Operator I | | 14.38 |
| 01052 - Data Entry Operator II | | 15.69 |
| 01060 - Dispatcher, Motor Vehicle | | 17.87 |
| 01070 - Document Preparation Clerk | | 14.21 |
| 01090 - Duplicating Machine Operator | | 14.21 |
| 01111 - General Clerk I | | 14.88 |
| 01112 - General Clerk II | | 16.24 |
| 01113 - General Clerk III | | 18.74 |
| 01120 - Housing Referral Assistant | | 25.29 |
| 01141 - Messenger Courier | | 13.62 |
| 01191 - Order Clerk I | | 15.12 |
| 01192 - Order Clerk II | | 16.50 |
| 01261 - Personnel Assistant (Employment) I | | 18.15 |
| 01262 - Personnel Assistant (Employment) II | | 20.32 |
| 01263 - Personnel Assistant (Employment) III | | 22.65 |
| 01270 - Production Control Clerk | | 22.03 |
| 01280 - Receptionist | | 14.43 |
| 01290 - Rental Clerk | | 16.55 |
| 01300 - Scheduler, Maintenance | | 18.07 |
| 01311 - Secretary I | | 18.07 |
| 01312 - Secretary II | | 20.18 |
| 01313 - Secretary III | | 25.29 |
| 01320 - Service Order Dispatcher | | 16.98 |

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| 01410 - Supply Technician | 28.55 |
| 01420 - Survey Worker | 20.03 |
| 01531 - Travel Clerk I | 13.29 |
| 01532 - Travel Clerk II | 14.36 |
| 01533 - Travel Clerk III | 15.49 |
| 01611 - Word Processor I | 15.63 |
| 01612 - Word Processor II | 17.67 |
| 01613 - Word Processor III | 19.95 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 25.26 |
| 05010 - Automotive Electrician | 23.51 |
| 05040 - Automotive Glass Installer | 22.15 |
| 05070 - Automotive Worker | 22.15 |
| 05110 - Mobile Equipment Servicer | 19.04 |
| 05130 - Motor Equipment Metal Mechanic | 24.78 |
| 05160 - Motor Equipment Metal Worker | 22.15 |
| 05190 - Motor Vehicle Mechanic | 24.78 |
| 05220 - Motor Vehicle Mechanic Helper | 18.49 |
| 05250 - Motor Vehicle Upholstery Worker | 21.63 |
| 05280 - Motor Vehicle Wrecker | 22.15 |
| 05310 - Painter, Automotive | 23.51 |
| 05340 - Radiator Repair Specialist | 22.15 |
| 05370 - Tire Repairer | 14.44 |
| 05400 - Transmission Repair Specialist | 24.78 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.85 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 14.60 |
| 07070 - Dishwasher | 10.11 |
| 07130 - Food Service Worker | 10.66 |
| 07210 - Meat Cutter | 18.08 |
| 07260 - Waiter/Waitress | 9.70 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.86 |
| 09040 - Furniture Handler | 14.06 |
| 09080 - Furniture Refinisher | 20.23 |
| 09090 - Furniture Refinisher Helper | 15.52 |
| 09110 - Furniture Repairer, Minor | 17.94 |
| 09130 - Upholsterer | 19.86 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.54 |
| 11060 - Elevator Operator | 10.54 |
| 11090 - Gardener | 17.52 |
| 11122 - Housekeeping Aide | 11.83 |
| 11150 - Janitor | 11.83 |
| 11210 - Laborer, Grounds Maintenance | 13.07 |
| 11240 - Maid or Houseman | 11.26 |
| 11260 - Pruner | 11.58 |
| 11270 - Tractor Operator | 16.04 |
| 11330 - Trail Maintenance Worker | 13.07 |
| 11360 - Window Cleaner | 12.85 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.41 |
| 12011 - Breath Alcohol Technician | 20.27 |
| 12012 - Certified Occupational Therapist Assistant | 23.11 |
| 12015 - Certified Physical Therapist Assistant | 21.43 |
| 12020 - Dental Assistant | 17.18 |
| 12025 - Dental Hygienist | 44.75 |
| 12030 - EKG Technician | 27.67 |
| 12035 - Electroneurodiagnostic Technologist | 27.67 |
| 12040 - Emergency Medical Technician | 20.41 |
| 12071 - Licensed Practical Nurse I | 19.07 |
| 12072 - Licensed Practical Nurse II | 21.35 |

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| 12073 - Licensed Practical Nurse III | 24.13 |
| 12100 - Medical Assistant | 15.01 |
| 12130 - Medical Laboratory Technician | 18.04 |
| 12160 - Medical Record Clerk | 17.42 |
| 12190 - Medical Record Technician | 19.50 |
| 12195 - Medical Transcriptionist | 18.77 |
| 12210 - Nuclear Medicine Technologist | 37.60 |
| 12221 - Nursing Assistant I | 10.80 |
| 12222 - Nursing Assistant II | 12.14 |
| 12223 - Nursing Assistant III | 13.98 |
| 12224 - Nursing Assistant IV | 15.69 |
| 12235 - Optical Dispenser | 20.17 |
| 12236 - Optical Technician | 15.80 |
| 12250 - Pharmacy Technician | 18.12 |
| 12280 - Phlebotomist | 15.69 |
| 12305 - Radiologic Technologist | 31.11 |
| 12311 - Registered Nurse I | 27.64 |
| 12312 - Registered Nurse II | 33.44 |
| 12313 - Registered Nurse II, Specialist | 33.44 |
| 12314 - Registered Nurse III | 40.13 |
| 12315 - Registered Nurse III, Anesthetist | 40.13 |
| 12316 - Registered Nurse IV | 48.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.73 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.86 |
| 13012 - Exhibits Specialist II | 24.61 |
| 13013 - Exhibits Specialist III | 30.09 |
| 13041 - Illustrator I | 20.48 |
| 13042 - Illustrator II | 25.38 |
| 13043 - Illustrator III | 31.03 |
| 13047 - Librarian | 33.88 |
| 13050 - Library Aide/Clerk | 14.21 |
| 13054 - Library Information Technology Systems Administrator | 30.60 |
| 13058 - Library Technician | 19.89 |
| 13061 - Media Specialist I | 18.73 |
| 13062 - Media Specialist II | 20.95 |
| 13063 - Media Specialist III | 23.36 |
| 13071 - Photographer I | 16.65 |
| 13072 - Photographer II | 18.90 |
| 13073 - Photographer III | 23.67 |
| 13074 - Photographer IV | 28.65 |
| 13075 - Photographer V | 33.76 |
| 13110 - Video Teleconference Technician | 20.39 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.92 |
| 14042 - Computer Operator II | 21.18 |
| 14043 - Computer Operator III | 23.60 |
| 14044 - Computer Operator IV | 26.22 |
| 14045 - Computer Operator V | 29.05 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 18.92 |
| 14160 - Personal Computer Support Technician | 26.22 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.47 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.06 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.81 |

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| 15050 - Computer Based Training Specialist / Instructor | 36.47 |
| 15060 - Educational Technologist | 35.31 |
| 15070 - Flight Instructor (Pilot) | 52.81 |
| 15080 - Graphic Artist | 26.80 |
| 15090 - Technical Instructor | 25.08 |
| 15095 - Technical Instructor/Course Developer | 30.67 |
| 15110 - Test Proctor | 20.20 |
| 15120 - Tutor | 20.20 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.88 |
| 16030 - Counter Attendant | 9.88 |
| 16040 - Dry Cleaner | 12.94 |
| 16070 - Finisher, Flatwork, Machine | 9.88 |
| 16090 - Presser, Hand | 9.88 |
| 16110 - Presser, Machine, Drycleaning | 9.88 |
| 16130 - Presser, Machine, Shirts | 9.88 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.88 |
| 16190 - Sewing Machine Operator | 13.78 |
| 16220 - Tailor | 14.66 |
| 16250 - Washer, Machine | 10.88 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.14 |
| 19040 - Tool And Die Maker | 23.38 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.02 |
| 21030 - Material Coordinator | 22.03 |
| 21040 - Material Expediter | 22.03 |
| 21050 - Material Handling Laborer | 13.83 |
| 21071 - Order Filler | 15.09 |
| 21080 - Production Line Worker (Food Processing) | 18.02 |
| 21110 - Shipping Packer | 15.09 |
| 21130 - Shipping/Receiving Clerk | 15.09 |
| 21140 - Store Worker I | 11.72 |
| 21150 - Stock Clerk | 16.86 |
| 21210 - Tools And Parts Attendant | 18.02 |
| 21410 - Warehouse Specialist | 18.02 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.21 |
| 23021 - Aircraft Mechanic I | 25.83 |
| 23022 - Aircraft Mechanic II | 27.21 |
| 23023 - Aircraft Mechanic III | 28.53 |
| 23040 - Aircraft Mechanic Helper | 17.54 |
| 23050 - Aircraft, Painter | 24.73 |
| 23060 - Aircraft Servicer | 19.76 |
| 23080 - Aircraft Worker | 21.01 |
| 23110 - Appliance Mechanic | 21.75 |
| 23120 - Bicycle Repairer | 14.43 |
| 23125 - Cable Splicer | 26.02 |
| 23130 - Carpenter, Maintenance | 21.40 |
| 23140 - Carpet Layer | 20.49 |
| 23160 - Electrician, Maintenance | 27.98 |
| 23181 - Electronics Technician Maintenance I | 24.94 |
| 23182 - Electronics Technician Maintenance II | 26.47 |
| 23183 - Electronics Technician Maintenance III | 27.89 |
| 23260 - Fabric Worker | 19.13 |
| 23290 - Fire Alarm System Mechanic | 22.91 |
| 23310 - Fire Extinguisher Repairer | 17.62 |
| 23311 - Fuel Distribution System Mechanic | 22.81 |
| 23312 - Fuel Distribution System Operator | 19.38 |
| 23370 - General Maintenance Worker | 21.43 |
| 23380 - Ground Support Equipment Mechanic | 25.83 |
| 23381 - Ground Support Equipment Servicer | 19.76 |
| 23382 - Ground Support Equipment Worker | 21.01 |

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| 23391 - Gunsmith I | 17.62 |
| 23392 - Gunsmith II | 20.49 |
| 23393 - Gunsmith III | 22.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.89 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.17 |
| 23430 - Heavy Equipment Mechanic | 22.91 |
| 23440 - Heavy Equipment Operator | 22.91 |
| 23460 - Instrument Mechanic | 22.59 |
| 23465 - Laboratory/Shelter Mechanic | 21.75 |
| 23470 - Laborer | 14.98 |
| 23510 - Locksmith | 21.90 |
| 23530 - Machinery Maintenance Mechanic | 23.12 |
| 23550 - Machinist, Maintenance | 22.91 |
| 23580 - Maintenance Trades Helper | 18.27 |
| 23591 - Metrology Technician I | 22.59 |
| 23592 - Metrology Technician II | 23.80 |
| 23593 - Metrology Technician III | 24.96 |
| 23640 - Millwright | 28.19 |
| 23710 - Office Appliance Repairer | 22.96 |
| 23760 - Painter, Maintenance | 21.75 |
| 23790 - Pipefitter, Maintenance | 24.63 |
| 23810 - Plumber, Maintenance | 22.29 |
| 23820 - Pneudraulic Systems Mechanic | 22.91 |
| 23850 - Rigger | 22.91 |
| 23870 - Scale Mechanic | 20.49 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.91 |
| 23910 - Small Engine Mechanic | 20.49 |
| 23931 - Telecommunications Mechanic I | 29.95 |
| 23932 - Telecommunications Mechanic II | 31.55 |
| 23950 - Telephone Lineman | 27.41 |
| 23960 - Welder, Combination, Maintenance | 22.91 |
| 23965 - well Driller | 22.91 |
| 23970 - Woodcraft Worker | 22.91 |
| 23980 - Woodworker | 17.62 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.79 |
| 24580 - Child Care Center Clerk | 17.77 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 16.90 |
| 24630 - Homemaker | 18.43 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.30 |
| 25040 - Sewage Plant Operator | 20.84 |
| 25070 - Stationary Engineer | 27.30 |
| 25190 - Ventilation Equipment Tender | 19.49 |
| 25210 - Water Treatment Plant Operator | 20.84 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.57 |
| 27007 - Baggage Inspector | 12.71 |
| 27008 - Corrections Officer | 22.80 |
| 27010 - Court Security Officer | 24.72 |
| 27030 - Detection Dog Handler | 20.57 |
| 27040 - Detention Officer | 22.80 |
| 27070 - Firefighter | 24.63 |
| 27101 - Guard I | 12.71 |
| 27102 - Guard II | 20.57 |
| 27131 - Police Officer I | 26.52 |
| 27132 - Police Officer II | 29.67 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.59 |

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| 28042 - Carnival Equipment Repairer | 14.63 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 13.01 |
| 28310 - Lifeguard | 11.59 |
| 28350 - Park Attendant (Aide) | 14.56 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.62 |
| 28515 - Recreation Specialist | 18.04 |
| 28630 - Sports Official | 11.59 |
| 28690 - Swimming Pool Operator | 18.21 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.13 |
| 29020 - Hatch Tender | 23.13 |
| 29030 - Line Handler | 23.13 |
| 29041 - Stevedore I | 21.31 |
| 29042 - Stevedore II | 24.24 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.92 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.84 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.56 |
| 30021 - Archeological Technician I | 20.19 |
| 30022 - Archeological Technician II | 22.60 |
| 30023 - Archeological Technician III | 27.98 |
| 30030 - Cartographic Technician | 27.98 |
| 30040 - Civil Engineering Technician | 26.41 |
| 30061 - Drafter/CAD Operator I | 20.19 |
| 30062 - Drafter/CAD Operator II | 22.60 |
| 30063 - Drafter/CAD Operator III | 25.19 |
| 30064 - Drafter/CAD Operator IV | 31.00 |
| 30081 - Engineering Technician I | 22.92 |
| 30082 - Engineering Technician II | 25.72 |
| 30083 - Engineering Technician III | 28.79 |
| 30084 - Engineering Technician IV | 35.64 |
| 30085 - Engineering Technician V | 43.61 |
| 30086 - Engineering Technician VI | 52.76 |
| 30090 - Environmental Technician | 27.41 |
| 30210 - Laboratory Technician | 23.38 |
| 30240 - Mathematical Technician | 28.94 |
| 30361 - Paralegal/Legal Assistant I | 21.36 |
| 30362 - Paralegal/Legal Assistant II | 26.47 |
| 30363 - Paralegal/Legal Assistant III | 32.36 |
| 30364 - Paralegal/Legal Assistant IV | 39.16 |
| 30390 - Photo-Optics Technician | 27.98 |
| 30461 - Technical Writer I | 21.93 |
| 30462 - Technical Writer II | 26.84 |
| 30463 - Technical Writer III | 32.47 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.93 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.88 |
| 30494 - Unexploded (UXO) Safety Escort | 24.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 25.19 |
| 30621 - Weather Observer, Senior (see 2) | 27.98 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.32 |
| 31030 - Bus Driver | 20.85 |
| 31043 - Driver Courier | 13.98 |
| 31260 - Parking and Lot Attendant | 10.07 |
| 31290 - Shuttle Bus Driver | 15.66 |
| 31310 - Taxi Driver | 13.98 |
| 31361 - Truckdriver, Light | 15.66 |
| 31362 - Truckdriver, Medium | 17.90 |
| 31363 - Truckdriver, Heavy | 19.18 |

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| 31364 - Truckdriver, Tractor-Trailer | 19.18 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.03 |
| 99050 - Desk Clerk | 11.58 |
| 99095 - Embalmer | 23.05 |
| 99251 - Laboratory Animal Caretaker I | 11.30 |
| 99252 - Laboratory Animal Caretaker II | 12.35 |
| 99310 - Mortician | 31.73 |
| 99410 - Pest Controller | 17.69 |
| 99510 - Photofinishing Worker | 13.20 |
| 99710 - Recycling Laborer | 18.50 |
| 99711 - Recycling Specialist | 22.71 |
| 99730 - Refuse Collector | 16.40 |
| 99810 - Sales Clerk | 12.09 |
| 99820 - School Crossing Guard | 13.43 |
| 99830 - Survey Party Chief | 21.94 |
| 99831 - Surveying Aide | 13.63 |
| 99832 - Surveying Technician | 20.85 |
| 99840 - Vending Machine Attendant | 14.43 |
| 99841 - Vending Machine Repairer | 18.73 |
| 99842 - Vending Machine Repairer Helper | 14.43 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2109
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Flagler, Volusia

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.68 |
| 01012 - Accounting Clerk II | | 13.31 |
| 01013 - Accounting Clerk III | | 14.96 |
| 01020 - Administrative Assistant | | 17.20 |
| 01040 - Court Reporter | | 18.19 |
| 01051 - Data Entry Operator I | | 10.73 |

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| 01052 - Data Entry Operator II | 11.92 |
| 01060 - Dispatcher, Motor Vehicle | 14.49 |
| 01070 - Document Preparation Clerk | 11.78 |
| 01090 - Duplicating Machine Operator | 11.78 |
| 01111 - General Clerk I | 10.72 |
| 01112 - General Clerk II | 11.70 |
| 01113 - General Clerk III | 13.13 |
| 01120 - Housing Referral Assistant | 15.48 |
| 01141 - Messenger Courier | 11.59 |
| 01191 - Order Clerk I | 10.98 |
| 01192 - Order Clerk II | 11.98 |
| 01261 - Personnel Assistant (Employment) I | 13.77 |
| 01262 - Personnel Assistant (Employment) II | 15.40 |
| 01263 - Personnel Assistant (Employment) III | 17.18 |
| 01270 - Production Control Clerk | 16.86 |
| 01280 - Receptionist | 11.11 |
| 01290 - Rental Clerk | 11.01 |
| 01300 - Scheduler, Maintenance | 12.41 |
| 01311 - Secretary I | 12.41 |
| 01312 - Secretary II | 13.88 |
| 01313 - Secretary III | 15.48 |
| 01320 - Service Order Dispatcher | 11.94 |
| 01410 - Supply Technician | 17.20 |
| 01420 - Survey Worker | 13.15 |
| 01531 - Travel Clerk I | 12.32 |
| 01532 - Travel Clerk II | 12.86 |
| 01533 - Travel Clerk III | 13.44 |
| 01611 - Word Processor I | 11.09 |
| 01612 - Word Processor II | 12.44 |
| 01613 - Word Processor III | 13.91 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.04 |
| 05010 - Automotive Electrician | 15.68 |
| 05040 - Automotive Glass Installer | 14.87 |
| 05070 - Automotive Worker | 14.87 |
| 05110 - Mobile Equipment Servicer | 12.78 |
| 05130 - Motor Equipment Metal Mechanic | 16.51 |
| 05160 - Motor Equipment Metal Worker | 14.87 |
| 05190 - Motor Vehicle Mechanic | 16.51 |
| 05220 - Motor Vehicle Mechanic Helper | 12.22 |
| 05250 - Motor Vehicle Upholstery Worker | 14.04 |
| 05280 - Motor Vehicle Wrecker | 14.87 |
| 05310 - Painter, Automotive | 15.68 |
| 05340 - Radiator Repair Specialist | 14.87 |
| 05370 - Tire Repairer | 11.11 |
| 05400 - Transmission Repair Specialist | 16.51 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.30 |
| 07041 - Cook I | 11.46 |
| 07042 - Cook II | 13.04 |
| 07070 - Dishwasher | 8.14 |
| 07130 - Food Service Worker | 8.73 |
| 07210 - Meat Cutter | 15.26 |
| 07260 - Waiter/Waitress | 9.60 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.72 |
| 09040 - Furniture Handler | 11.92 |
| 09080 - Furniture Refinisher | 15.36 |
| 09090 - Furniture Refinisher Helper | 11.94 |
| 09110 - Furniture Repairer, Minor | 13.63 |
| 09130 - Upholsterer | 15.36 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.98 |

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| 11060 - Elevator Operator | 9.31 |
| 11090 - Gardener | 13.56 |
| 11122 - Housekeeping Aide | 10.44 |
| 11150 - Janitor | 10.44 |
| 11210 - Laborer, Grounds Maintenance | 10.48 |
| 11240 - Maid or Houseman | 9.15 |
| 11260 - Pruner | 9.31 |
| 11270 - Tractor Operator | 12.24 |
| 11330 - Trail Maintenance Worker | 10.48 |
| 11360 - Window Cleaner | 11.45 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.46 |
| 12011 - Breath Alcohol Technician | 17.46 |
| 12012 - Certified Occupational Therapist Assistant | 22.96 |
| 12015 - Certified Physical Therapist Assistant | 23.64 |
| 12020 - Dental Assistant | 15.48 |
| 12025 - Dental Hygienist | 26.35 |
| 12030 - EKG Technician | 17.37 |
| 12035 - Electroneurodiagnostic Technologist | 17.37 |
| 12040 - Emergency Medical Technician | 17.46 |
| 12071 - Licensed Practical Nurse I | 14.96 |
| 12072 - Licensed Practical Nurse II | 16.73 |
| 12073 - Licensed Practical Nurse III | 18.66 |
| 12100 - Medical Assistant | 12.75 |
| 12130 - Medical Laboratory Technician | 16.25 |
| 12160 - Medical Record Clerk | 13.47 |
| 12190 - Medical Record Technician | 15.02 |
| 12195 - Medical Transcriptionist | 14.58 |
| 12210 - Nuclear Medicine Technologist | 36.12 |
| 12221 - Nursing Assistant I | 10.39 |
| 12222 - Nursing Assistant II | 11.68 |
| 12223 - Nursing Assistant III | 12.75 |
| 12224 - Nursing Assistant IV | 14.30 |
| 12235 - Optical Dispenser | 16.18 |
| 12236 - Optical Technician | 14.49 |
| 12250 - Pharmacy Technician | 12.39 |
| 12280 - Phlebotomist | 14.30 |
| 12305 - Radiologic Technologist | 23.26 |
| 12311 - Registered Nurse I | 21.74 |
| 12312 - Registered Nurse II | 26.59 |
| 12313 - Registered Nurse II, Specialist | 26.59 |
| 12314 - Registered Nurse III | 32.18 |
| 12315 - Registered Nurse III, Anesthetist | 32.18 |
| 12316 - Registered Nurse IV | 38.54 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.73 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.78 |
| 13012 - Exhibits Specialist II | 24.57 |
| 13013 - Exhibits Specialist III | 30.06 |
| 13041 - Illustrator I | 19.78 |
| 13042 - Illustrator II | 24.57 |
| 13043 - Illustrator III | 30.06 |
| 13047 - Librarian | 27.69 |
| 13050 - Library Aide/Clerk | 12.47 |
| 13054 - Library Information Technology Systems Administrator | 24.57 |
| 13058 - Library Technician | 14.28 |
| 13061 - Media Specialist I | 14.87 |
| 13062 - Media Specialist II | 16.62 |
| 13063 - Media Specialist III | 18.52 |
| 13071 - Photographer I | 15.57 |
| 13072 - Photographer II | 17.66 |
| 13073 - Photographer III | 22.17 |

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| 13074 - Photographer IV | 27.06 |
| 13075 - Photographer V | 32.84 |
| 13110 - Video Teleconference Technician | 14.26 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.84 |
| 14042 - Computer Operator II | 17.02 |
| 14043 - Computer Operator III | 19.46 |
| 14044 - Computer Operator IV | 21.57 |
| 14045 - Computer Operator V | 23.93 |
| 14071 - Computer Programmer I (see 1) | 18.74 |
| 14072 - Computer Programmer II (see 1) | 23.63 |
| 14073 - Computer Programmer III (see 1) | 26.35 |
| 14074 - Computer Programmer IV (see 1) | |
| 14101 - Computer Systems Analyst I (see 1) | 25.38 |
| 14102 - Computer Systems Analyst II (see 1) | |
| 14103 - Computer Systems Analyst III (see 1) | |
| 14150 - Peripheral Equipment Operator | 14.84 |
| 14160 - Personal Computer Support Technician | 21.57 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.38 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.25 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.46 |
| 15050 - Computer Based Training Specialist / Instructor | 25.38 |
| 15060 - Educational Technologist | 27.29 |
| 15070 - Flight Instructor (Pilot) | 37.46 |
| 15080 - Graphic Artist | 18.60 |
| 15090 - Technical Instructor | 17.77 |
| 15095 - Technical Instructor/Course Developer | 21.74 |
| 15110 - Test Proctor | 14.34 |
| 15120 - Tutor | 14.34 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.54 |
| 16030 - Counter Attendant | 9.54 |
| 16040 - Dry Cleaner | 11.46 |
| 16070 - Finisher, Flatwork, Machine | 9.54 |
| 16090 - Presser, Hand | 9.54 |
| 16110 - Presser, Machine, Drycleaning | 9.54 |
| 16130 - Presser, Machine, Shirts | 9.54 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.54 |
| 16190 - Sewing Machine Operator | 12.20 |
| 16220 - Tailor | 12.84 |
| 16250 - Washer, Machine | 10.13 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.51 |
| 19040 - Tool And Die Maker | 20.84 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.28 |
| 21030 - Material Coordinator | 16.86 |
| 21040 - Material Expediter | 16.86 |
| 21050 - Material Handling Laborer | 10.53 |
| 21071 - Order Filler | 11.52 |
| 21080 - Production Line Worker (Food Processing) | 13.28 |
| 21110 - Shipping Packer | 13.04 |
| 21130 - Shipping/Receiving Clerk | 13.04 |
| 21140 - Store Worker I | 9.67 |
| 21150 - Stock Clerk | 13.77 |
| 21210 - Tools And Parts Attendant | 13.28 |
| 21410 - Warehouse Specialist | 13.28 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.78 |
| 23021 - Aircraft Mechanic I | 19.59 |
| 23022 - Aircraft Mechanic II | 20.78 |
| 23023 - Aircraft Mechanic III | 21.98 |

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| 23040 - Aircraft Mechanic Helper | 13.90 |
| 23050 - Aircraft, Painter | 18.05 |
| 23060 - Aircraft Servicer | 16.00 |
| 23080 - Aircraft Worker | 17.19 |
| 23110 - Appliance Mechanic | 15.92 |
| 23120 - Bicycle Repairer | 10.18 |
| 23125 - Cable Splicer | 20.65 |
| 23130 - Carpenter, Maintenance | 17.22 |
| 23140 - Carpet Layer | 16.47 |
| 23160 - Electrician, Maintenance | 16.55 |
| 23181 - Electronics Technician Maintenance I | 18.90 |
| 23182 - Electronics Technician Maintenance II | 19.89 |
| 23183 - Electronics Technician Maintenance III | 21.10 |
| 23260 - Fabric Worker | 14.66 |
| 23290 - Fire Alarm System Mechanic | 17.18 |
| 23310 - Fire Extinguisher Repairer | 13.56 |
| 23311 - Fuel Distribution System Mechanic | 15.78 |
| 23312 - Fuel Distribution System Operator | 15.32 |
| 23370 - General Maintenance Worker | 14.46 |
| 23380 - Ground Support Equipment Mechanic | 19.59 |
| 23381 - Ground Support Equipment Servicer | 15.99 |
| 23382 - Ground Support Equipment Worker | 17.18 |
| 23391 - Gunsmith I | 13.56 |
| 23392 - Gunsmith II | 15.74 |
| 23393 - Gunsmith III | 17.96 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.22 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.26 |
| 23430 - Heavy Equipment Mechanic | 16.70 |
| 23440 - Heavy Equipment Operator | 17.42 |
| 23460 - Instrument Mechanic | 17.96 |
| 23465 - Laboratory/Shelter Mechanic | 16.86 |
| 23470 - Laborer | 10.53 |
| 23510 - Locksmith | 15.36 |
| 23530 - Machinery Maintenance Mechanic | 18.63 |
| 23550 - Machinist, Maintenance | 16.19 |
| 23580 - Maintenance Trades Helper | 10.99 |
| 23591 - Metrology Technician I | 17.96 |
| 23592 - Metrology Technician II | 19.05 |
| 23593 - Metrology Technician III | 20.15 |
| 23640 - Millwright | 17.96 |
| 23710 - Office Appliance Repairer | 16.49 |
| 23760 - Painter, Maintenance | 13.96 |
| 23790 - Pipefitter, Maintenance | 15.97 |
| 23810 - Plumber, Maintenance | 15.49 |
| 23820 - Pneudraulic Systems Mechanic | 17.96 |
| 23850 - Rigger | 17.96 |
| 23870 - Scale Mechanic | 15.74 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.55 |
| 23910 - Small Engine Mechanic | 14.73 |
| 23931 - Telecommunications Mechanic I | 20.47 |
| 23932 - Telecommunications Mechanic II | 21.71 |
| 23950 - Telephone Lineman | 20.03 |
| 23960 - Welder, Combination, Maintenance | 14.88 |
| 23965 - Well Driller | 17.96 |
| 23970 - Woodcraft Worker | 17.96 |
| 23980 - Woodworker | 15.35 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.82 |
| 24580 - Child Care Center Clerk | 12.49 |
| 24610 - Chore Aide | 9.67 |
| 24620 - Family Readiness And Support Services | 12.90 |

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| Coordinator | |
| 24630 - Homemaker | 14.99 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.38 |
| 25040 - Sewage Plant Operator | 19.13 |
| 25070 - Stationary Engineer | 20.38 |
| 25190 - Ventilation Equipment Tender | 14.16 |
| 25210 - Water Treatment Plant Operator | 19.13 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.19 |
| 27007 - Baggage Inspector | 10.77 |
| 27008 - Corrections Officer | 17.40 |
| 27010 - Court Security Officer | 17.40 |
| 27030 - Detection Dog Handler | 13.11 |
| 27040 - Detention Officer | 17.40 |
| 27070 - Firefighter | 17.65 |
| 27101 - Guard I | 10.22 |
| 27102 - Guard II | 13.11 |
| 27131 - Police Officer I | 17.10 |
| 27132 - Police Officer II | 19.00 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.54 |
| 28042 - Carnival Equipment Repairer | 12.76 |
| 28043 - Carnival Equipment Worker | 8.99 |
| 28210 - Gate Attendant/Gate Tender | 12.74 |
| 28310 - Lifeguard | 11.35 |
| 28350 - Park Attendant (Aide) | 14.25 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.40 |
| 28515 - Recreation Specialist | 15.46 |
| 28630 - Sports Official | 11.35 |
| 28690 - Swimming Pool Operator | 15.54 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.29 |
| 29020 - Hatch Tender | 18.29 |
| 29030 - Line Handler | 18.29 |
| 29041 - Stevedore I | 16.89 |
| 29042 - Stevedore II | 19.58 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.06 |
| 30022 - Archeological Technician II | 20.72 |
| 30023 - Archeological Technician III | 25.08 |
| 30030 - Cartographic Technician | 25.08 |
| 30040 - Civil Engineering Technician | 20.19 |
| 30061 - Drafter/CAD Operator I | 16.48 |
| 30062 - Drafter/CAD Operator II | 20.55 |
| 30063 - Drafter/CAD Operator III | 22.84 |
| 30064 - Drafter/CAD Operator IV | 25.29 |
| 30081 - Engineering Technician I | 14.18 |
| 30082 - Engineering Technician II | 17.62 |
| 30083 - Engineering Technician III | 20.31 |
| 30084 - Engineering Technician IV | 24.79 |
| 30085 - Engineering Technician V | 30.21 |
| 30086 - Engineering Technician VI | 36.60 |
| 30090 - Environmental Technician | 20.36 |
| 30210 - Laboratory Technician | 17.85 |
| 30240 - Mathematical Technician | 25.08 |
| 30361 - Paralegal/Legal Assistant I | 17.29 |
| 30362 - Paralegal/Legal Assistant II | 20.89 |
| 30363 - Paralegal/Legal Assistant III | 25.55 |
| 30364 - Paralegal/Legal Assistant IV | 30.90 |

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|---|-------|
| 30390 - Photo-Optics Technician | 25.08 |
| 30461 - Technical Writer I | 24.79 |
| 30462 - Technical Writer II | 30.21 |
| 30463 - Technical Writer III | 35.56 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 22.22 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 22.84 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.35 |
| 31030 - Bus Driver | 14.23 |
| 31043 - Driver Courier | 11.98 |
| 31260 - Parking and Lot Attendant | 8.80 |
| 31290 - Shuttle Bus Driver | 13.02 |
| 31310 - Taxi Driver | 11.29 |
| 31361 - Truckdriver, Light | 13.02 |
| 31362 - Truckdriver, Medium | 14.23 |
| 31363 - Truckdriver, Heavy | 18.14 |
| 31364 - Truckdriver, Tractor-Trailer | 18.14 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.69 |
| 99050 - Desk Clerk | 9.95 |
| 99095 - Embalmer | 25.34 |
| 99251 - Laboratory Animal Caretaker I | 10.23 |
| 99252 - Laboratory Animal Caretaker II | 10.75 |
| 99310 - Mortician | 25.34 |
| 99410 - Pest Controller | 15.05 |
| 99510 - Photofinishing Worker | 12.91 |
| 99710 - Recycling Laborer | 12.45 |
| 99711 - Recycling Specialist | 15.08 |
| 99730 - Refuse Collector | 11.05 |
| 99810 - Sales Clerk | 13.44 |
| 99820 - School Crossing Guard | 11.05 |
| 99830 - Survey Party Chief | 16.32 |
| 99831 - Surveying Aide | 10.69 |
| 99832 - Surveying Technician | 14.64 |
| 99840 - Vending Machine Attendant | 14.77 |
| 99841 - Vending Machine Repairer | 16.29 |
| 99842 - Vending Machine Repairer Helper | 14.77 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed

occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski

Division of

Wage Determination No.: 2005-2110
Revision No.: 15

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
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|--|-------|
| 05340 - Radiator Repair Specialist | 14.87 |
| 05370 - Tire Repairer | 11.11 |
| 05400 - Transmission Repair Specialist | 16.51 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.30 |
| 07041 - Cook I | 11.46 |
| 07042 - Cook II | 13.04 |
| 07070 - Dishwasher | 8.14 |
| 07130 - Food Service Worker | 8.73 |
| 07210 - Meat Cutter | 15.26 |
| 07260 - Waiter/Waitress | 9.60 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.72 |
| 09040 - Furniture Handler | 11.92 |
| 09080 - Furniture Refinisher | 15.36 |
| 09090 - Furniture Refinisher Helper | 11.94 |
| 09110 - Furniture Repairer, Minor | 13.63 |
| 09130 - Upholsterer | 15.36 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.98 |
| 11060 - Elevator Operator | 9.31 |
| 11090 - Gardener | 13.56 |
| 11122 - Housekeeping Aide | 10.44 |
| 11150 - Janitor | 10.44 |
| 11210 - Laborer, Grounds Maintenance | 10.48 |
| 11240 - Maid or Houseman | 9.15 |
| 11260 - Pruner | 9.31 |
| 11270 - Tractor Operator | 12.24 |
| 11330 - Trail Maintenance Worker | 10.48 |
| 11360 - Window Cleaner | 11.45 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.46 |
| 12011 - Breath Alcohol Technician | 17.46 |
| 12012 - Certified Occupational Therapist Assistant | 22.96 |
| 12015 - Certified Physical Therapist Assistant | 23.64 |
| 12020 - Dental Assistant | 15.48 |
| 12025 - Dental Hygienist | 26.35 |
| 12030 - EKG Technician | 17.37 |
| 12035 - Electroneurodiagnostic Technologist | 17.37 |
| 12040 - Emergency Medical Technician | 17.46 |
| 12071 - Licensed Practical Nurse I | 14.96 |
| 12072 - Licensed Practical Nurse II | 16.73 |
| 12073 - Licensed Practical Nurse III | 18.66 |
| 12100 - Medical Assistant | 12.75 |
| 12130 - Medical Laboratory Technician | 16.25 |
| 12160 - Medical Record Clerk | 13.47 |
| 12190 - Medical Record Technician | 15.02 |
| 12195 - Medical Transcriptionist | 14.58 |
| 12210 - Nuclear Medicine Technologist | 36.12 |
| 12221 - Nursing Assistant I | 10.39 |
| 12222 - Nursing Assistant II | 11.68 |
| 12223 - Nursing Assistant III | 12.75 |
| 12224 - Nursing Assistant IV | 14.30 |
| 12235 - Optical Dispenser | 16.18 |
| 12236 - Optical Technician | 14.49 |
| 12250 - Pharmacy Technician | 12.39 |
| 12280 - Phlebotomist | 14.30 |
| 12305 - Radiologic Technologist | 23.26 |
| 12311 - Registered Nurse I | 21.74 |
| 12312 - Registered Nurse II | 26.59 |
| 12313 - Registered Nurse II, Specialist | 26.59 |
| 12314 - Registered Nurse III | 32.18 |
| 12315 - Registered Nurse III, Anesthetist | 32.18 |

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| 12316 - Registered Nurse IV | 38.54 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.73 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.78 |
| 13012 - Exhibits Specialist II | 24.57 |
| 13013 - Exhibits Specialist III | 30.06 |
| 13041 - Illustrator I | 19.78 |
| 13042 - Illustrator II | 24.57 |
| 13043 - Illustrator III | 30.06 |
| 13047 - Librarian | 27.69 |
| 13050 - Library Aide/Clerk | 12.47 |
| 13054 - Library Information Technology Systems Administrator | 24.57 |
| 13058 - Library Technician | 14.28 |
| 13061 - Media Specialist I | 14.87 |
| 13062 - Media Specialist II | 16.62 |
| 13063 - Media Specialist III | 18.52 |
| 13071 - Photographer I | 15.57 |
| 13072 - Photographer II | 17.66 |
| 13073 - Photographer III | 22.17 |
| 13074 - Photographer IV | 27.06 |
| 13075 - Photographer V | 32.84 |
| 13110 - Video Teleconference Technician | 14.26 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.84 |
| 14042 - Computer Operator II | 17.02 |
| 14043 - Computer Operator III | 19.46 |
| 14044 - Computer Operator IV | 21.57 |
| 14045 - Computer Operator V | 23.93 |
| 14071 - Computer Programmer I | (see 1) 18.74 |
| 14072 - Computer Programmer II | (see 1) 23.63 |
| 14073 - Computer Programmer III | (see 1) 26.35 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 25.38 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.84 |
| 14160 - Personal Computer Support Technician | 21.57 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.38 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.25 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.46 |
| 15050 - Computer Based Training Specialist / Instructor | 25.38 |
| 15060 - Educational Technologist | 27.29 |
| 15070 - Flight Instructor (Pilot) | 37.46 |
| 15080 - Graphic Artist | 18.60 |
| 15090 - Technical Instructor | 17.77 |
| 15095 - Technical Instructor/Course Developer | 21.74 |
| 15110 - Test Proctor | 14.34 |
| 15120 - Tutor | 14.34 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.54 |
| 16030 - Counter Attendant | 9.54 |
| 16040 - Dry Cleaner | 11.46 |
| 16070 - Finisher, Flatwork, Machine | 9.54 |
| 16090 - Presser, Hand | 9.54 |
| 16110 - Presser, Machine, Drycleaning | 9.54 |
| 16130 - Presser, Machine, Shirts | 9.54 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.54 |
| 16190 - Sewing Machine Operator | 12.20 |
| 16220 - Tailor | 12.84 |
| 16250 - Washer, Machine | 10.13 |
| 19000 - Machine Tool Operation And Repair Occupations | |

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|---|-------|
| 19010 - Machine-Tool Operator (Tool Room) | 15.51 |
| 19040 - Tool And Die Maker | 20.84 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.28 |
| 21030 - Material Coordinator | 16.86 |
| 21040 - Material Expediter | 16.86 |
| 21050 - Material Handling Laborer | 10.53 |
| 21071 - Order Filler | 11.52 |
| 21080 - Production Line Worker (Food Processing) | 13.28 |
| 21110 - Shipping Packer | 13.04 |
| 21130 - Shipping/Receiving Clerk | 13.04 |
| 21140 - Store Worker I | 9.67 |
| 21150 - Stock Clerk | 13.77 |
| 21210 - Tools And Parts Attendant | 13.28 |
| 21410 - Warehouse Specialist | 13.28 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 20.78 |
| 23021 - Aircraft Mechanic I | 19.59 |
| 23022 - Aircraft Mechanic II | 20.78 |
| 23023 - Aircraft Mechanic III | 21.98 |
| 23040 - Aircraft Mechanic Helper | 13.90 |
| 23050 - Aircraft, Painter | 18.05 |
| 23060 - Aircraft Servicer | 16.00 |
| 23080 - Aircraft Worker | 17.19 |
| 23110 - Appliance Mechanic | 15.92 |
| 23120 - Bicycle Repairer | 10.18 |
| 23125 - Cable Splicer | 20.65 |
| 23130 - Carpenter, Maintenance | 17.22 |
| 23140 - Carpet Layer | 16.47 |
| 23160 - Electrician, Maintenance | 16.55 |
| 23181 - Electronics Technician Maintenance I | 18.90 |
| 23182 - Electronics Technician Maintenance II | 19.89 |
| 23183 - Electronics Technician Maintenance III | 21.10 |
| 23260 - Fabric Worker | 14.66 |
| 23290 - Fire Alarm System Mechanic | 17.18 |
| 23310 - Fire Extinguisher Repairer | 13.56 |
| 23311 - Fuel Distribution System Mechanic | 15.78 |
| 23312 - Fuel Distribution System Operator | 15.32 |
| 23370 - General Maintenance Worker | 14.46 |
| 23380 - Ground Support Equipment Mechanic | 19.59 |
| 23381 - Ground Support Equipment Servicer | 15.99 |
| 23382 - Ground Support Equipment Worker | 17.18 |
| 23391 - Gunsmith I | 13.56 |
| 23392 - Gunsmith II | 15.74 |
| 23393 - Gunsmith III | 17.96 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.22 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.26 |
| 23430 - Heavy Equipment Mechanic | 16.70 |
| 23440 - Heavy Equipment Operator | 17.42 |
| 23460 - Instrument Mechanic | 17.96 |
| 23465 - Laboratory/Shelter Mechanic | 16.86 |
| 23470 - Laborer | 10.53 |
| 23510 - Locksmith | 15.36 |
| 23530 - Machinery Maintenance Mechanic | 18.63 |
| 23550 - Machinist, Maintenance | 16.19 |
| 23580 - Maintenance Trades Helper | 10.99 |
| 23591 - Metrology Technician I | 17.96 |
| 23592 - Metrology Technician II | 19.05 |
| 23593 - Metrology Technician III | 20.15 |
| 23640 - Millwright | 17.96 |
| 23710 - Office Appliance Repairer | 16.49 |

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| 23760 - Painter, Maintenance | 13.96 |
| 23790 - Pipefitter, Maintenance | 15.97 |
| 23810 - Plumber, Maintenance | 15.49 |
| 23820 - Pneudraulic Systems Mechanic | 17.96 |
| 23850 - Rigger | 17.96 |
| 23870 - Scale Mechanic | 15.74 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.55 |
| 23910 - Small Engine Mechanic | 14.73 |
| 23931 - Telecommunications Mechanic I | 20.47 |
| 23932 - Telecommunications Mechanic II | 21.71 |
| 23950 - Telephone Lineman | 20.03 |
| 23960 - Welder, Combination, Maintenance | 14.88 |
| 23965 - Well Driller | 17.96 |
| 23970 - Woodcraft Worker | 17.96 |
| 23980 - Woodworker | 15.35 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.82 |
| 24580 - Child Care Center Clerk | 12.49 |
| 24610 - Chore Aide | 9.67 |
| 24620 - Family Readiness And Support Services Coordinator | 12.90 |
| 24630 - Homemaker | 14.99 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.38 |
| 25040 - Sewage Plant Operator | 19.13 |
| 25070 - Stationary Engineer | 20.38 |
| 25190 - Ventilation Equipment Tender | 14.16 |
| 25210 - Water Treatment Plant Operator | 19.13 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.19 |
| 27007 - Baggage Inspector | 10.77 |
| 27008 - Corrections Officer | 17.40 |
| 27010 - Court Security Officer | 17.40 |
| 27030 - Detection Dog Handler | 13.11 |
| 27040 - Detention Officer | 17.40 |
| 27070 - Firefighter | 17.65 |
| 27101 - Guard I | 10.22 |
| 27102 - Guard II | 13.11 |
| 27131 - Police Officer I | 17.10 |
| 27132 - Police Officer II | 19.00 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.54 |
| 28042 - Carnival Equipment Repairer | 12.76 |
| 28043 - Carnival Equipment Worker | 8.99 |
| 28210 - Gate Attendant/Gate Tender | 12.74 |
| 28310 - Lifeguard | 11.35 |
| 28350 - Park Attendant (Aide) | 14.25 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.40 |
| 28515 - Recreation Specialist | 15.46 |
| 28630 - Sports Official | 11.35 |
| 28690 - Swimming Pool Operator | 15.54 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.29 |
| 29020 - Hatch Tender | 18.29 |
| 29030 - Line Handler | 18.29 |
| 29041 - Stevedore I | 16.89 |
| 29042 - Stevedore II | 19.58 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.06 |
| 30022 - Archeological Technician II | 20.72 |

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| 30023 - Archeological Technician III | 25.08 |
| 30030 - Cartographic Technician | 25.08 |
| 30040 - Civil Engineering Technician | 20.19 |
| 30061 - Drafter/CAD Operator I | 16.48 |
| 30062 - Drafter/CAD Operator II | 20.55 |
| 30063 - Drafter/CAD Operator III | 22.84 |
| 30064 - Drafter/CAD Operator IV | 25.29 |
| 30081 - Engineering Technician I | 14.18 |
| 30082 - Engineering Technician II | 17.62 |
| 30083 - Engineering Technician III | 20.31 |
| 30084 - Engineering Technician IV | 24.79 |
| 30085 - Engineering Technician V | 30.21 |
| 30086 - Engineering Technician VI | 36.60 |
| 30090 - Environmental Technician | 20.36 |
| 30210 - Laboratory Technician | 17.85 |
| 30240 - Mathematical Technician | 25.08 |
| 30361 - Paralegal/Legal Assistant I | 17.29 |
| 30362 - Paralegal/Legal Assistant II | 20.89 |
| 30363 - Paralegal/Legal Assistant III | 25.55 |
| 30364 - Paralegal/Legal Assistant IV | 30.90 |
| 30390 - Photo-Optics Technician | 25.08 |
| 30461 - Technical Writer I | 24.79 |
| 30462 - Technical Writer II | 30.21 |
| 30463 - Technical Writer III | 35.56 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 22.22 |
| 30621 - Weather Observer, Senior (see 2) | 22.84 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.35 |
| 31030 - Bus Driver | 14.23 |
| 31043 - Driver Courier | 11.98 |
| 31260 - Parking and Lot Attendant | 8.80 |
| 31290 - Shuttle Bus Driver | 13.02 |
| 31310 - Taxi Driver | 11.29 |
| 31361 - Truckdriver, Light | 13.02 |
| 31362 - Truckdriver, Medium | 14.23 |
| 31363 - Truckdriver, Heavy | 18.14 |
| 31364 - Truckdriver, Tractor-Trailer | 18.14 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.69 |
| 99050 - Desk Clerk | 9.95 |
| 99095 - Embalmer | 25.34 |
| 99251 - Laboratory Animal Caretaker I | 10.23 |
| 99252 - Laboratory Animal Caretaker II | 10.75 |
| 99310 - Mortician | 25.34 |
| 99410 - Pest Controller | 15.05 |
| 99510 - Photofinishing Worker | 12.91 |
| 99710 - Recycling Laborer | 12.45 |
| 99711 - Recycling Specialist | 15.08 |
| 99730 - Refuse Collector | 11.05 |
| 99810 - Sales Clerk | 13.44 |
| 99820 - School Crossing Guard | 11.05 |
| 99830 - Survey Party Chief | 16.32 |
| 99831 - Surveying Aide | 10.69 |
| 99832 - Surveying Technician | 14.64 |
| 99840 - Vending Machine Attendant | 14.77 |
| 99841 - Vending Machine Repairer | 16.29 |
| 99842 - Vending Machine Repairer Helper | 14.77 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2111
Revision No.: 15
Date of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Broward, Glades, Hendry, Martin, Okeechobee, Palm Beach, St Lucie

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.11 |
| 01012 - Accounting Clerk II | | 16.74 |
| 01013 - Accounting Clerk III | | 18.73 |
| 01020 - Administrative Assistant | | 22.64 |
| 01040 - Court Reporter | | 18.82 |
| 01051 - Data Entry Operator I | | 12.92 |
| 01052 - Data Entry Operator II | | 14.09 |
| 01060 - Dispatcher, Motor Vehicle | | 17.16 |
| 01070 - Document Preparation Clerk | | 12.67 |
| 01090 - Duplicating Machine Operator | | 12.67 |
| 01111 - General Clerk I | | 12.62 |
| 01112 - General Clerk II | | 13.88 |
| 01113 - General Clerk III | | 15.59 |
| 01120 - Housing Referral Assistant | | 20.88 |
| 01141 - Messenger Courier | | 12.39 |
| 01191 - Order Clerk I | | 12.71 |
| 01192 - Order Clerk II | | 13.86 |
| 01261 - Personnel Assistant (Employment) I | | 15.88 |
| 01262 - Personnel Assistant (Employment) II | | 17.90 |
| 01263 - Personnel Assistant (Employment) III | | 20.30 |
| 01270 - Production Control Clerk | | 20.00 |
| 01280 - Receptionist | | 13.44 |
| 01290 - Rental Clerk | | 14.93 |
| 01300 - Scheduler, Maintenance | | 16.74 |
| 01311 - Secretary I | | 16.74 |

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| 01312 - Secretary II | 18.73 |
| 01313 - Secretary III | 20.88 |
| 01320 - Service Order Dispatcher | 15.35 |
| 01410 - Supply Technician | 23.21 |
| 01420 - Survey Worker | 18.82 |
| 01531 - Travel Clerk I | 12.57 |
| 01532 - Travel Clerk II | 13.48 |
| 01533 - Travel Clerk III | 14.33 |
| 01611 - Word Processor I | 13.30 |
| 01612 - Word Processor II | 14.93 |
| 01613 - Word Processor III | 16.71 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 17.74 |
| 05010 - Automotive Electrician | 16.61 |
| 05040 - Automotive Glass Installer | 15.52 |
| 05070 - Automotive Worker | 15.52 |
| 05110 - Mobile Equipment Servicer | 13.34 |
| 05130 - Motor Equipment Metal Mechanic | 17.56 |
| 05160 - Motor Equipment Metal Worker | 15.52 |
| 05190 - Motor Vehicle Mechanic | 17.68 |
| 05220 - Motor Vehicle Mechanic Helper | 12.24 |
| 05250 - Motor Vehicle Upholstery Worker | 14.42 |
| 05280 - Motor Vehicle Wrecker | 15.52 |
| 05310 - Painter, Automotive | 16.62 |
| 05340 - Radiator Repair Specialist | 15.52 |
| 05370 - Tire Repairer | 11.60 |
| 05400 - Transmission Repair Specialist | 17.56 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.65 |
| 07041 - Cook I | 11.08 |
| 07042 - Cook II | 12.90 |
| 07070 - Dishwasher | 8.72 |
| 07130 - Food Service Worker | 9.89 |
| 07210 - Meat Cutter | 12.75 |
| 07260 - Waiter/Waitress | 9.85 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.98 |
| 09040 - Furniture Handler | 9.80 |
| 09080 - Furniture Refinisher | 14.98 |
| 09090 - Furniture Refinisher Helper | 11.03 |
| 09110 - Furniture Repairer, Minor | 13.00 |
| 09130 - Upholsterer | 16.48 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.80 |
| 11060 - Elevator Operator | 10.39 |
| 11090 - Gardener | 15.29 |
| 11122 - Housekeeping Aide | 10.39 |
| 11150 - Janitor | 10.39 |
| 11210 - Laborer, Grounds Maintenance | 11.40 |
| 11240 - Maid or Houseman | 9.59 |
| 11260 - Pruner | 9.93 |
| 11270 - Tractor Operator | 14.36 |
| 11330 - Trail Maintenance Worker | 11.40 |
| 11360 - Window Cleaner | 11.94 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.34 |
| 12011 - Breath Alcohol Technician | 17.33 |
| 12012 - Certified Occupational Therapist Assistant | 26.46 |
| 12015 - Certified Physical Therapist Assistant | 24.15 |
| 12020 - Dental Assistant | 15.13 |
| 12025 - Dental Hygienist | 31.91 |
| 12030 - EKG Technician | 22.01 |
| 12035 - Electroneurodiagnostic Technologist | 22.01 |

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| 12040 - Emergency Medical Technician | 15.34 |
| 12071 - Licensed Practical Nurse I | 15.49 |
| 12072 - Licensed Practical Nurse II | 17.33 |
| 12073 - Licensed Practical Nurse III | 19.32 |
| 12100 - Medical Assistant | 15.38 |
| 12130 - Medical Laboratory Technician | 17.89 |
| 12160 - Medical Record Clerk | 13.95 |
| 12190 - Medical Record Technician | 15.38 |
| 12195 - Medical Transcriptionist | 15.86 |
| 12210 - Nuclear Medicine Technologist | 34.45 |
| 12221 - Nursing Assistant I | 10.55 |
| 12222 - Nursing Assistant II | 11.87 |
| 12223 - Nursing Assistant III | 12.95 |
| 12224 - Nursing Assistant IV | 14.87 |
| 12235 - Optical Dispenser | 17.57 |
| 12236 - Optical Technician | 15.24 |
| 12250 - Pharmacy Technician | 15.81 |
| 12280 - Phlebotomist | 14.87 |
| 12305 - Radiologic Technologist | 25.46 |
| 12311 - Registered Nurse I | 26.32 |
| 12312 - Registered Nurse II | 29.80 |
| 12313 - Registered Nurse II, Specialist | 29.80 |
| 12314 - Registered Nurse III | 36.04 |
| 12315 - Registered Nurse III, Anesthetist | 36.04 |
| 12316 - Registered Nurse IV | 43.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.28 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.30 |
| 13012 - Exhibits Specialist II | 23.54 |
| 13013 - Exhibits Specialist III | 28.80 |
| 13041 - Illustrator I | 20.64 |
| 13042 - Illustrator II | 25.57 |
| 13043 - Illustrator III | 30.22 |
| 13047 - Librarian | 30.39 |
| 13050 - Library Aide/Clerk | 12.37 |
| 13054 - Library Information Technology Systems Administrator | 26.99 |
| 13058 - Library Technician | 16.53 |
| 13061 - Media Specialist I | 16.17 |
| 13062 - Media Specialist II | 18.41 |
| 13063 - Media Specialist III | 20.54 |
| 13071 - Photographer I | 15.46 |
| 13072 - Photographer II | 17.30 |
| 13073 - Photographer III | 21.43 |
| 13074 - Photographer IV | 26.21 |
| 13075 - Photographer V | 31.70 |
| 13110 - Video Teleconference Technician | 16.88 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.41 |
| 14042 - Computer Operator II | 18.36 |
| 14043 - Computer Operator III | 20.47 |
| 14044 - Computer Operator IV | 22.75 |
| 14045 - Computer Operator V | 25.19 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 16.41 |
| 14160 - Personal Computer Support Technician | 22.75 |
| 15000 - Instructional Occupations | |

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| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 31.48 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 38.08 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.70 |
| 15050 - Computer Based Training Specialist / Instructor | 31.48 |
| 15060 - Educational Technologist | 26.06 |
| 15070 - Flight Instructor (Pilot) | 41.70 |
| 15080 - Graphic Artist | 23.71 |
| 15090 - Technical Instructor | 21.38 |
| 15095 - Technical Instructor/Course Developer | 26.16 |
| 15110 - Test Proctor | 17.26 |
| 15120 - Tutor | 17.26 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.62 |
| 16030 - Counter Attendant | 9.62 |
| 16040 - Dry Cleaner | 11.86 |
| 16070 - Finisher, Flatwork, Machine | 9.62 |
| 16090 - Presser, Hand | 9.62 |
| 16110 - Presser, Machine, Drycleaning | 9.62 |
| 16130 - Presser, Machine, Shirts | 9.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.62 |
| 16190 - Sewing Machine Operator | 12.52 |
| 16220 - Tailor | 13.18 |
| 16250 - Washer, Machine | 10.41 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.51 |
| 19040 - Tool And Die Maker | 22.29 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.81 |
| 21030 - Material Coordinator | 19.02 |
| 21040 - Material Expediter | 19.02 |
| 21050 - Material Handling Laborer | 12.17 |
| 21071 - Order Filler | 11.60 |
| 21080 - Production Line Worker (Food Processing) | 14.81 |
| 21110 - Shipping Packer | 14.81 |
| 21130 - Shipping/Receiving Clerk | 14.81 |
| 21140 - Store Worker I | 9.45 |
| 21150 - Stock Clerk | 14.43 |
| 21210 - Tools And Parts Attendant | 14.81 |
| 21410 - Warehouse Specialist | 14.81 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.81 |
| 23021 - Aircraft Mechanic I | 23.31 |
| 23022 - Aircraft Mechanic II | 24.81 |
| 23023 - Aircraft Mechanic III | 26.28 |
| 23040 - Aircraft Mechanic Helper | 15.59 |
| 23050 - Aircraft, Painter | 18.88 |
| 23060 - Aircraft Servicer | 18.80 |
| 23080 - Aircraft Worker | 20.33 |
| 23110 - Appliance Mechanic | 18.53 |
| 23120 - Bicycle Repairer | 11.60 |
| 23125 - Cable Splicer | 24.61 |
| 23130 - Carpenter, Maintenance | 17.55 |
| 23140 - Carpet Layer | 17.51 |
| 23160 - Electrician, Maintenance | 19.25 |
| 23181 - Electronics Technician Maintenance I | 21.43 |
| 23182 - Electronics Technician Maintenance II | 26.58 |
| 23183 - Electronics Technician Maintenance III | 29.81 |
| 23260 - Fabric Worker | 17.63 |
| 23290 - Fire Alarm System Mechanic | 18.04 |
| 23310 - Fire Extinguisher Repairer | 14.71 |
| 23311 - Fuel Distribution System Mechanic | 18.65 |
| 23312 - Fuel Distribution System Operator | 13.82 |
| 23370 - General Maintenance Worker | 16.44 |

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|---|-------|
| 23380 - Ground Support Equipment Mechanic | 23.31 |
| 23381 - Ground Support Equipment Servicer | 18.80 |
| 23382 - Ground Support Equipment Worker | 20.33 |
| 23391 - Gunsmith I | 14.71 |
| 23392 - Gunsmith II | 17.40 |
| 23393 - Gunsmith III | 19.85 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.01 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.23 |
| 23430 - Heavy Equipment Mechanic | 19.94 |
| 23440 - Heavy Equipment Operator | 19.18 |
| 23460 - Instrument Mechanic | 21.09 |
| 23465 - Laboratory/Shelter Mechanic | 18.62 |
| 23470 - Laborer | 11.51 |
| 23510 - Locksmith | 17.22 |
| 23530 - Machinery Maintenance Mechanic | 22.48 |
| 23550 - Machinist, Maintenance | 18.00 |
| 23580 - Maintenance Trades Helper | 13.90 |
| 23591 - Metrology Technician I | 21.09 |
| 23592 - Metrology Technician II | 22.74 |
| 23593 - Metrology Technician III | 23.86 |
| 23640 - Millwright | 21.19 |
| 23710 - Office Appliance Repairer | 17.94 |
| 23760 - Painter, Maintenance | 17.51 |
| 23790 - Pipefitter, Maintenance | 20.20 |
| 23810 - Plumber, Maintenance | 19.23 |
| 23820 - Pneudraulic Systems Mechanic | 19.85 |
| 23850 - Rigger | 19.85 |
| 23870 - Scale Mechanic | 17.40 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.24 |
| 23910 - Small Engine Mechanic | 15.52 |
| 23931 - Telecommunications Mechanic I | 23.36 |
| 23932 - Telecommunications Mechanic II | 25.46 |
| 23950 - Telephone Lineman | 20.79 |
| 23960 - Welder, Combination, Maintenance | 18.69 |
| 23965 - Well Driller | 18.71 |
| 23970 - Woodcraft Worker | 19.85 |
| 23980 - Woodworker | 14.71 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.49 |
| 24580 - Child Care Center Clerk | 15.33 |
| 24610 - Chore Aide | 9.40 |
| 24620 - Family Readiness And Support Services Coordinator | 14.45 |
| 24630 - Homemaker | 17.05 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.01 |
| 25040 - Sewage Plant Operator | 20.16 |
| 25070 - Stationary Engineer | 19.01 |
| 25190 - Ventilation Equipment Tender | 12.86 |
| 25210 - Water Treatment Plant Operator | 20.16 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.47 |
| 27007 - Baggage Inspector | 10.61 |
| 27008 - Corrections Officer | 25.15 |
| 27010 - Court Security Officer | 28.50 |
| 27030 - Detection Dog Handler | 18.11 |
| 27040 - Detention Officer | 25.15 |
| 27070 - Firefighter | 26.09 |
| 27101 - Guard I | 10.61 |
| 27102 - Guard II | 18.11 |
| 27131 - Police Officer I | 30.90 |

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| 27132 - Police Officer II | 34.34 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.37 |
| 28042 - Carnival Equipment Repairer | 14.74 |
| 28043 - Carnival Equipment Worker | 9.40 |
| 28210 - Gate Attendant/Gate Tender | 14.63 |
| 28310 - Lifeguard | 13.49 |
| 28350 - Park Attendant (Aide) | 16.39 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.96 |
| 28515 - Recreation Specialist | 19.57 |
| 28630 - Sports Official | 13.04 |
| 28690 - Swimming Pool Operator | 17.92 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.65 |
| 29020 - Hatch Tender | 21.65 |
| 29030 - Line Handler | 21.65 |
| 29041 - Stevedore I | 20.86 |
| 29042 - Stevedore II | 24.35 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.85 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.10 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.74 |
| 30021 - Archeological Technician I | 15.98 |
| 30022 - Archeological Technician II | 18.25 |
| 30023 - Archeological Technician III | 24.98 |
| 30030 - Cartographic Technician | 25.86 |
| 30040 - Civil Engineering Technician | 23.88 |
| 30061 - Drafter/CAD Operator I | 18.66 |
| 30062 - Drafter/CAD Operator II | 20.89 |
| 30063 - Drafter/CAD Operator III | 23.28 |
| 30064 - Drafter/CAD Operator IV | 28.66 |
| 30081 - Engineering Technician I | 18.79 |
| 30082 - Engineering Technician II | 21.92 |
| 30083 - Engineering Technician III | 24.53 |
| 30084 - Engineering Technician IV | 29.22 |
| 30085 - Engineering Technician V | 35.73 |
| 30086 - Engineering Technician VI | 41.29 |
| 30090 - Environmental Technician | 20.88 |
| 30210 - Laboratory Technician | 18.62 |
| 30240 - Mathematical Technician | 25.86 |
| 30361 - Paralegal/Legal Assistant I | 17.91 |
| 30362 - Paralegal/Legal Assistant II | 22.18 |
| 30363 - Paralegal/Legal Assistant III | 27.14 |
| 30364 - Paralegal/Legal Assistant IV | 32.83 |
| 30390 - Photo-Optics Technician | 25.86 |
| 30461 - Technical Writer I | 23.25 |
| 30462 - Technical Writer II | 28.46 |
| 30463 - Technical Writer III | 32.87 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.06 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.10 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.89 |
| 30494 - Unexploded (UXO) Safety Escort | 24.06 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.06 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 23.28 |
| 30621 - Weather Observer, Senior (see 2) | 25.86 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.78 |
| 31030 - Bus Driver | 14.86 |
| 31043 - Driver Courier | 14.92 |
| 31260 - Parking and Lot Attendant | 9.46 |
| 31290 - Shuttle Bus Driver | 16.45 |
| 31310 - Taxi Driver | 11.02 |

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|---|-------|
| 31361 - Truckdriver, Light | 16.45 |
| 31362 - Truckdriver, Medium | 17.99 |
| 31363 - Truckdriver, Heavy | 19.54 |
| 31364 - Truckdriver, Tractor-Trailer | 19.54 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.31 |
| 99050 - Desk Clerk | 10.67 |
| 99095 - Embalmer | 21.54 |
| 99251 - Laboratory Animal Caretaker I | 10.75 |
| 99252 - Laboratory Animal Caretaker II | 11.86 |
| 99310 - Mortician | 24.52 |
| 99410 - Pest Controller | 14.26 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.31 |
| 99711 - Recycling Specialist | 19.30 |
| 99730 - Refuse Collector | 13.33 |
| 99810 - Sales Clerk | 12.58 |
| 99820 - School Crossing Guard | 11.80 |
| 99830 - Survey Party Chief | 18.42 |
| 99831 - Surveying Aide | 11.12 |
| 99832 - Surveying Technician | 16.78 |
| 99840 - Vending Machine Attendant | 11.67 |
| 99841 - Vending Machine Repairer | 14.81 |
| 99842 - Vending Machine Repairer Helper | 11.66 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2112
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Broward, Glades, Hendry, Martin, Okeechobee, Palm Beach, St Lucie

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.11 |
| 01012 - Accounting Clerk II | | 16.74 |
| 01013 - Accounting Clerk III | | 18.73 |
| 01020 - Administrative Assistant | | 22.64 |
| 01040 - Court Reporter | | 18.82 |

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|--|-------|
| 01051 - Data Entry Operator I | 12.92 |
| 01052 - Data Entry Operator II | 14.09 |
| 01060 - Dispatcher, Motor Vehicle | 17.16 |
| 01070 - Document Preparation Clerk | 12.67 |
| 01090 - Duplicating Machine Operator | 12.67 |
| 01111 - General Clerk I | 12.62 |
| 01112 - General Clerk II | 13.88 |
| 01113 - General Clerk III | 15.59 |
| 01120 - Housing Referral Assistant | 20.88 |
| 01141 - Messenger Courier | 12.39 |
| 01191 - Order Clerk I | 12.71 |
| 01192 - Order Clerk II | 13.86 |
| 01261 - Personnel Assistant (Employment) I | 15.88 |
| 01262 - Personnel Assistant (Employment) II | 17.90 |
| 01263 - Personnel Assistant (Employment) III | 20.30 |
| 01270 - Production Control Clerk | 20.00 |
| 01280 - Receptionist | 13.44 |
| 01290 - Rental Clerk | 14.93 |
| 01300 - Scheduler, Maintenance | 16.74 |
| 01311 - Secretary I | 16.74 |
| 01312 - Secretary II | 18.73 |
| 01313 - Secretary III | 20.88 |
| 01320 - Service Order Dispatcher | 15.35 |
| 01410 - Supply Technician | 23.21 |
| 01420 - Survey Worker | 18.82 |
| 01531 - Travel Clerk I | 12.57 |
| 01532 - Travel Clerk II | 13.48 |
| 01533 - Travel Clerk III | 14.33 |
| 01611 - Word Processor I | 13.30 |
| 01612 - Word Processor II | 14.93 |
| 01613 - Word Processor III | 16.71 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 17.74 |
| 05010 - Automotive Electrician | 16.61 |
| 05040 - Automotive Glass Installer | 15.52 |
| 05070 - Automotive Worker | 15.52 |
| 05110 - Mobile Equipment Servicer | 13.34 |
| 05130 - Motor Equipment Metal Mechanic | 17.56 |
| 05160 - Motor Equipment Metal Worker | 15.52 |
| 05190 - Motor Vehicle Mechanic | 17.68 |
| 05220 - Motor Vehicle Mechanic Helper | 12.24 |
| 05250 - Motor Vehicle Upholstery Worker | 14.42 |
| 05280 - Motor Vehicle Wrecker | 15.52 |
| 05310 - Painter, Automotive | 16.62 |
| 05340 - Radiator Repair Specialist | 15.52 |
| 05370 - Tire Repairer | 11.60 |
| 05400 - Transmission Repair Specialist | 17.56 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.65 |
| 07041 - Cook I | 11.08 |
| 07042 - Cook II | 12.90 |
| 07070 - Dishwasher | 8.72 |
| 07130 - Food Service Worker | 9.89 |
| 07210 - Meat Cutter | 12.75 |
| 07260 - Waiter/Waitress | 9.85 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.98 |
| 09040 - Furniture Handler | 9.80 |
| 09080 - Furniture Refinisher | 14.98 |
| 09090 - Furniture Refinisher Helper | 11.03 |
| 09110 - Furniture Repairer, Minor | 13.00 |
| 09130 - Upholsterer | 16.48 |
| 11000 - General Services And Support Occupations | |

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| 11030 - Cleaner, Vehicles | 9.80 |
| 11060 - Elevator Operator | 10.39 |
| 11090 - Gardener | 15.29 |
| 11122 - Housekeeping Aide | 10.39 |
| 11150 - Janitor | 10.39 |
| 11210 - Laborer, Grounds Maintenance | 11.40 |
| 11240 - Maid or Houseman | 9.59 |
| 11260 - Pruner | 9.93 |
| 11270 - Tractor Operator | 14.36 |
| 11330 - Trail Maintenance Worker | 11.40 |
| 11360 - Window Cleaner | 11.94 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.34 |
| 12011 - Breath Alcohol Technician | 17.33 |
| 12012 - Certified Occupational Therapist Assistant | 26.46 |
| 12015 - Certified Physical Therapist Assistant | 24.15 |
| 12020 - Dental Assistant | 15.13 |
| 12025 - Dental Hygienist | 31.91 |
| 12030 - EKG Technician | 22.01 |
| 12035 - Electroneurodiagnostic Technologist | 22.01 |
| 12040 - Emergency Medical Technician | 15.34 |
| 12071 - Licensed Practical Nurse I | 15.49 |
| 12072 - Licensed Practical Nurse II | 17.33 |
| 12073 - Licensed Practical Nurse III | 19.32 |
| 12100 - Medical Assistant | 15.38 |
| 12130 - Medical Laboratory Technician | 17.89 |
| 12160 - Medical Record Clerk | 13.95 |
| 12190 - Medical Record Technician | 15.38 |
| 12195 - Medical Transcriptionist | 15.86 |
| 12210 - Nuclear Medicine Technologist | 34.45 |
| 12221 - Nursing Assistant I | 10.55 |
| 12222 - Nursing Assistant II | 11.87 |
| 12223 - Nursing Assistant III | 12.95 |
| 12224 - Nursing Assistant IV | 14.87 |
| 12235 - Optical Dispenser | 17.57 |
| 12236 - Optical Technician | 15.24 |
| 12250 - Pharmacy Technician | 15.81 |
| 12280 - Phlebotomist | 14.87 |
| 12305 - Radiologic Technologist | 25.46 |
| 12311 - Registered Nurse I | 26.32 |
| 12312 - Registered Nurse II | 29.80 |
| 12313 - Registered Nurse II, Specialist | 29.80 |
| 12314 - Registered Nurse III | 36.04 |
| 12315 - Registered Nurse III, Anesthetist | 36.04 |
| 12316 - Registered Nurse IV | 43.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.28 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.30 |
| 13012 - Exhibits Specialist II | 23.54 |
| 13013 - Exhibits Specialist III | 28.80 |
| 13041 - Illustrator I | 20.64 |
| 13042 - Illustrator II | 25.57 |
| 13043 - Illustrator III | 30.22 |
| 13047 - Librarian | 30.39 |
| 13050 - Library Aide/Clerk | 12.37 |
| 13054 - Library Information Technology Systems Administrator | 26.99 |
| 13058 - Library Technician | 16.53 |
| 13061 - Media Specialist I | 16.17 |
| 13062 - Media Specialist II | 18.41 |
| 13063 - Media Specialist III | 20.54 |
| 13071 - Photographer I | 15.46 |
| 13072 - Photographer II | 17.30 |

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| 13073 - Photographer III | 21.43 |
| 13074 - Photographer IV | 26.21 |
| 13075 - Photographer V | 31.70 |
| 13110 - Video Teleconference Technician | 16.88 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.41 |
| 14042 - Computer Operator II | 18.36 |
| 14043 - Computer Operator III | 20.47 |
| 14044 - Computer Operator IV | 22.75 |
| 14045 - Computer Operator V | 25.19 |
| 14071 - Computer Programmer I | (see 1) 22.63 |
| 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 | 16.41 |
| 14160 - Personal Computer Support Technician | 22.75 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 31.48 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 38.08 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.70 |
| 15050 - Computer Based Training Specialist / Instructor | 31.48 |
| 15060 - Educational Technologist | 26.06 |
| 15070 - Flight Instructor (Pilot) | 41.70 |
| 15080 - Graphic Artist | 23.71 |
| 15090 - Technical Instructor | 21.38 |
| 15095 - Technical Instructor/Course Developer | 26.16 |
| 15110 - Test Proctor | 17.26 |
| 15120 - Tutor | 17.26 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.62 |
| 16030 - Counter Attendant | 9.62 |
| 16040 - Dry Cleaner | 11.86 |
| 16070 - Finisher, Flatwork, Machine | 9.62 |
| 16090 - Presser, Hand | 9.62 |
| 16110 - Presser, Machine, Drycleaning | 9.62 |
| 16130 - Presser, Machine, Shirts | 9.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.62 |
| 16190 - Sewing Machine Operator | 12.52 |
| 16220 - Tailor | 13.18 |
| 16250 - Washer, Machine | 10.41 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.51 |
| 19040 - Tool And Die Maker | 22.29 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.81 |
| 21030 - Material Coordinator | 19.02 |
| 21040 - Material Expediter | 19.02 |
| 21050 - Material Handling Laborer | 12.17 |
| 21071 - Order Filler | 11.60 |
| 21080 - Production Line Worker (Food Processing) | 14.81 |
| 21110 - Shipping Packer | 14.81 |
| 21130 - Shipping/Receiving Clerk | 14.81 |
| 21140 - Store Worker I | 9.45 |
| 21150 - Stock Clerk | 14.43 |
| 21210 - Tools And Parts Attendant | 14.81 |
| 21410 - Warehouse Specialist | 14.81 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 24.81 |
| 23021 - Aircraft Mechanic I | 23.31 |
| 23022 - Aircraft Mechanic II | 24.81 |

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| 23023 - Aircraft Mechanic III | 26.28 |
| 23040 - Aircraft Mechanic Helper | 15.59 |
| 23050 - Aircraft, Painter | 18.88 |
| 23060 - Aircraft Servicer | 18.80 |
| 23080 - Aircraft Worker | 20.33 |
| 23110 - Appliance Mechanic | 18.53 |
| 23120 - Bicycle Repairer | 11.60 |
| 23125 - Cable Splicer | 24.61 |
| 23130 - Carpenter, Maintenance | 17.55 |
| 23140 - Carpet Layer | 17.51 |
| 23160 - Electrician, Maintenance | 19.25 |
| 23181 - Electronics Technician Maintenance I | 21.43 |
| 23182 - Electronics Technician Maintenance II | 26.58 |
| 23183 - Electronics Technician Maintenance III | 29.81 |
| 23260 - Fabric Worker | 17.63 |
| 23290 - Fire Alarm System Mechanic | 18.04 |
| 23310 - Fire Extinguisher Repairer | 14.71 |
| 23311 - Fuel Distribution System Mechanic | 18.65 |
| 23312 - Fuel Distribution System Operator | 13.82 |
| 23370 - General Maintenance Worker | 16.44 |
| 23380 - Ground Support Equipment Mechanic | 23.31 |
| 23381 - Ground Support Equipment Servicer | 18.80 |
| 23382 - Ground Support Equipment Worker | 20.33 |
| 23391 - Gunsmith I | 14.71 |
| 23392 - Gunsmith II | 17.40 |
| 23393 - Gunsmith III | 19.85 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.01 |
| 23411 - Heating, Ventilation And Air Contditiioning Mechanic (Research Facility) | 20.23 |
| 23430 - Heavy Equipment Mechanic | 19.94 |
| 23440 - Heavy Equipment Operator | 19.18 |
| 23460 - Instrument Mechanic | 21.09 |
| 23465 - Laboratory/Shelter Mechanic | 18.62 |
| 23470 - Laborer | 11.51 |
| 23510 - Locksmith | 17.22 |
| 23530 - Machinery Maintenance Mechanic | 22.48 |
| 23550 - Machinist, Maintenance | 18.00 |
| 23580 - Maintenance Trades Helper | 13.90 |
| 23591 - Metrology Technician I | 21.09 |
| 23592 - Metrology Technician II | 22.74 |
| 23593 - Metrology Technician III | 23.86 |
| 23640 - Millwright | 21.19 |
| 23710 - Office Appliance Repairer | 17.94 |
| 23760 - Painter, Maintenance | 17.51 |
| 23790 - Pipefitter, Maintenance | 20.20 |
| 23810 - Plumber, Maintenance | 19.23 |
| 23820 - Pneudraulic Systems Mechanic | 19.85 |
| 23850 - Rigger | 19.85 |
| 23870 - Scale Mechanic | 17.40 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.24 |
| 23910 - Small Engine Mechanic | 15.52 |
| 23931 - Telecommunications Mechanic I | 23.36 |
| 23932 - Telecommunications Mechanic II | 25.46 |
| 23950 - Telephone Lineman | 20.79 |
| 23960 - Welder, Combination, Maintenance | 18.69 |
| 23965 - Well Driller | 18.71 |
| 23970 - Woodcraft Worker | 19.85 |
| 23980 - Woodworker | 14.71 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.49 |
| 24580 - Child Care Center Clerk | 15.33 |
| 24610 - Chore Aide | 9.40 |

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| 24620 - Family Readiness And Support Services Coordinator | 14.45 |
| 24630 - Homemaker | 17.05 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.01 |
| 25040 - Sewage Plant Operator | 20.16 |
| 25070 - Stationary Engineer | 19.01 |
| 25190 - Ventilation Equipment Tender | 12.86 |
| 25210 - Water Treatment Plant Operator | 20.16 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.47 |
| 27007 - Baggage Inspector | 10.61 |
| 27008 - Corrections Officer | 25.15 |
| 27010 - Court Security Officer | 28.50 |
| 27030 - Detection Dog Handler | 18.11 |
| 27040 - Detention Officer | 25.15 |
| 27070 - Firefighter | 26.09 |
| 27101 - Guard I | 10.61 |
| 27102 - Guard II | 18.11 |
| 27131 - Police Officer I | 30.90 |
| 27132 - Police Officer II | 34.34 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.37 |
| 28042 - Carnival Equipment Repairer | 14.74 |
| 28043 - Carnival Equipment Worker | 9.40 |
| 28210 - Gate Attendant/Gate Tender | 14.63 |
| 28310 - Lifeguard | 13.49 |
| 28350 - Park Attendant (Aide) | 16.39 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.96 |
| 28515 - Recreation Specialist | 19.57 |
| 28630 - Sports Official | 13.04 |
| 28690 - Swimming Pool Operator | 17.92 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.65 |
| 29020 - Hatch Tender | 21.65 |
| 29030 - Line Handler | 21.65 |
| 29041 - Stevedore I | 20.86 |
| 29042 - Stevedore II | 24.35 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.85 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.10 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.74 |
| 30021 - Archeological Technician I | 15.98 |
| 30022 - Archeological Technician II | 18.25 |
| 30023 - Archeological Technician III | 24.98 |
| 30030 - Cartographic Technician | 25.86 |
| 30040 - Civil Engineering Technician | 23.88 |
| 30061 - Drafter/CAD Operator I | 18.66 |
| 30062 - Drafter/CAD Operator II | 20.89 |
| 30063 - Drafter/CAD Operator III | 23.28 |
| 30064 - Drafter/CAD Operator IV | 28.66 |
| 30081 - Engineering Technician I | 18.79 |
| 30082 - Engineering Technician II | 21.92 |
| 30083 - Engineering Technician III | 24.53 |
| 30084 - Engineering Technician IV | 29.22 |
| 30085 - Engineering Technician V | 35.73 |
| 30086 - Engineering Technician VI | 41.29 |
| 30090 - Environmental Technician | 20.88 |
| 30210 - Laboratory Technician | 18.62 |
| 30240 - Mathematical Technician | 25.86 |
| 30361 - Paralegal/Legal Assistant I | 17.91 |
| 30362 - Paralegal/Legal Assistant II | 22.18 |
| 30363 - Paralegal/Legal Assistant III | 27.14 |

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| 30364 - Paralegal/Legal Assistant IV | 32.83 |
| 30390 - Photo-Optics Technician | 25.86 |
| 30461 - Technical Writer I | 23.25 |
| 30462 - Technical Writer II | 28.46 |
| 30463 - Technical Writer III | 32.87 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.06 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.10 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.89 |
| 30494 - Unexploded (UXO) Safety Escort | 24.06 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.06 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 23.28 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 25.86 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.78 |
| 31030 - Bus Driver | 14.86 |
| 31043 - Driver Courier | 14.92 |
| 31260 - Parking and Lot Attendant | 9.46 |
| 31290 - Shuttle Bus Driver | 16.45 |
| 31310 - Taxi Driver | 11.02 |
| 31361 - Truckdriver, Light | 16.45 |
| 31362 - Truckdriver, Medium | 17.99 |
| 31363 - Truckdriver, Heavy | 19.54 |
| 31364 - Truckdriver, Tractor-Trailer | 19.54 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.31 |
| 99050 - Desk Clerk | 10.67 |
| 99095 - Embalmer | 21.54 |
| 99251 - Laboratory Animal Caretaker I | 10.75 |
| 99252 - Laboratory Animal Caretaker II | 11.86 |
| 99310 - Mortician | 24.52 |
| 99410 - Pest Controller | 14.26 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.31 |
| 99711 - Recycling Specialist | 19.30 |
| 99730 - Refuse Collector | 13.33 |
| 99810 - Sales Clerk | 12.58 |
| 99820 - School Crossing Guard | 11.80 |
| 99830 - Survey Party Chief | 18.42 |
| 99831 - Surveying Aide | 11.12 |
| 99832 - Surveying Technician | 16.78 |
| 99840 - Vending Machine Attendant | 11.67 |
| 99841 - Vending Machine Repairer | 14.81 |
| 99842 - Vending Machine Repairer Helper | 11.66 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans.
Minimum employer contributions costing an average of \$4.02 per hour computed on the

basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
DirectorDivision of
Wage DeterminationsWage Determination No.: 2005-2113
Revision No.: 15
Date of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Alachua, Bradford, Citrus, Dixie, Gilchrist, Lake,
Levy, Marion, Sumter, Union****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.42 |
| 01012 - Accounting Clerk II | | 16.40 |
| 01013 - Accounting Clerk III | | 17.80 |
| 01020 - Administrative Assistant | | 18.03 |
| 01040 - Court Reporter | | 14.78 |
| 01051 - Data Entry Operator I | | 11.46 |
| 01052 - Data Entry Operator II | | 12.51 |
| 01060 - Dispatcher, Motor Vehicle | | 14.48 |
| 01070 - Document Preparation Clerk | | 13.15 |
| 01090 - Duplicating Machine Operator | | 13.15 |
| 01111 - General Clerk I | | 11.33 |
| 01112 - General Clerk II | | 12.36 |
| 01113 - General Clerk III | | 13.88 |
| 01120 - Housing Referral Assistant | | 16.29 |
| 01141 - Messenger Courier | | 11.03 |
| 01191 - Order Clerk I | | 12.04 |
| 01192 - Order Clerk II | | 13.14 |
| 01261 - Personnel Assistant (Employment) I | | 13.67 |
| 01262 - Personnel Assistant (Employment) II | | 15.29 |
| 01263 - Personnel Assistant (Employment) III | | 17.05 |
| 01270 - Production Control Clerk | | 17.01 |
| 01280 - Receptionist | | 11.59 |
| 01290 - Rental Clerk | | 10.86 |
| 01300 - Scheduler, Maintenance | | 12.97 |
| 01311 - Secretary I | | 12.97 |
| 01312 - Secretary II | | 14.78 |
| 01313 - Secretary III | | 16.29 |
| 01320 - Service Order Dispatcher | | 13.44 |
| 01410 - Supply Technician | | 18.03 |
| 01420 - Survey Worker | | 14.78 |
| 01531 - Travel Clerk I | | 12.32 |
| 01532 - Travel Clerk II | | 13.45 |
| 01533 - Travel Clerk III | | 14.49 |
| 01611 - Word Processor I | | 12.19 |
| 01612 - Word Processor II | | 13.68 |
| 01613 - Word Processor III | | 15.30 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.13 |
| 05010 - Automotive Electrician | | 16.92 |
| 05040 - Automotive Glass Installer | | 14.59 |
| 05070 - Automotive Worker | | 14.98 |
| 05110 - Mobile Equipment Servicer | | 12.16 |
| 05130 - Motor Equipment Metal Mechanic | | 16.92 |
| 05160 - Motor Equipment Metal Worker | | 14.98 |
| 05190 - Motor Vehicle Mechanic | | 16.92 |

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| 05220 - Motor Vehicle Mechanic Helper | 12.02 |
| 05250 - Motor Vehicle Upholstery Worker | 14.98 |
| 05280 - Motor Vehicle Wrecker | 14.98 |
| 05310 - Painter, Automotive | 15.96 |
| 05340 - Radiator Repair Specialist | 14.98 |
| 05370 - Tire Repairer | 9.52 |
| 05400 - Transmission Repair Specialist | 16.92 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.46 |
| 07041 - Cook I | 10.48 |
| 07042 - Cook II | 12.16 |
| 07070 - Dishwasher | 7.98 |
| 07130 - Food Service Worker | 8.82 |
| 07210 - Meat Cutter | 12.98 |
| 07260 - Waiter/Waitress | 9.42 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.97 |
| 09040 - Furniture Handler | 9.38 |
| 09080 - Furniture Refinisher | 13.97 |
| 09090 - Furniture Refinisher Helper | 9.38 |
| 09110 - Furniture Repairer, Minor | 12.06 |
| 09130 - Upholsterer | 13.79 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.88 |
| 11060 - Elevator Operator | 9.88 |
| 11090 - Gardener | 14.48 |
| 11122 - Housekeeping Aide | 10.02 |
| 11150 - Janitor | 10.02 |
| 11210 - Laborer, Grounds Maintenance | 11.12 |
| 11240 - Maid or Houseman | 9.36 |
| 11260 - Pruner | 9.87 |
| 11270 - Tractor Operator | 13.33 |
| 11330 - Trail Maintenance Worker | 11.12 |
| 11360 - Window Cleaner | 11.29 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.26 |
| 12011 - Breath Alcohol Technician | 15.04 |
| 12012 - Certified Occupational Therapist Assistant | 22.51 |
| 12015 - Certified Physical Therapist Assistant | 20.96 |
| 12020 - Dental Assistant | 17.01 |
| 12025 - Dental Hygienist | 20.52 |
| 12030 - EKG Technician | 20.75 |
| 12035 - Electroneurodiagnostic Technologist | 20.75 |
| 12040 - Emergency Medical Technician | 14.26 |
| 12071 - Licensed Practical Nurse I | 15.53 |
| 12072 - Licensed Practical Nurse II | 17.38 |
| 12073 - Licensed Practical Nurse III | 19.38 |
| 12100 - Medical Assistant | 12.90 |
| 12130 - Medical Laboratory Technician | 18.02 |
| 12160 - Medical Record Clerk | 14.30 |
| 12190 - Medical Record Technician | 17.01 |
| 12195 - Medical Transcriptionist | 12.93 |
| 12210 - Nuclear Medicine Technologist | 33.17 |
| 12221 - Nursing Assistant I | 9.83 |
| 12222 - Nursing Assistant II | 11.06 |
| 12223 - Nursing Assistant III | 12.07 |
| 12224 - Nursing Assistant IV | 13.54 |
| 12235 - Optical Dispenser | 17.38 |
| 12236 - Optical Technician | 15.53 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.54 |
| 12305 - Radiologic Technologist | 23.63 |
| 12311 - Registered Nurse I | 19.98 |

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| 12312 - Registered Nurse II | 24.44 |
| 12313 - Registered Nurse II, Specialist | 24.44 |
| 12314 - Registered Nurse III | 29.57 |
| 12315 - Registered Nurse III, Anesthetist | 29.57 |
| 12316 - Registered Nurse IV | 35.43 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.36 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.34 |
| 13012 - Exhibits Specialist II | 23.96 |
| 13013 - Exhibits Specialist III | 29.31 |
| 13041 - Illustrator I | 17.56 |
| 13042 - Illustrator II | 21.97 |
| 13043 - Illustrator III | 27.74 |
| 13047 - Librarian | 26.53 |
| 13050 - Library Aide/Clerk | 13.46 |
| 13054 - Library Information Technology Systems Administrator | 22.14 |
| 13058 - Library Technician | 14.87 |
| 13061 - Media Specialist I | 13.10 |
| 13062 - Media Specialist II | 14.87 |
| 13063 - Media Specialist III | 16.58 |
| 13071 - Photographer I | 12.81 |
| 13072 - Photographer II | 15.03 |
| 13073 - Photographer III | 18.61 |
| 13074 - Photographer IV | 22.76 |
| 13075 - Photographer V | 27.54 |
| 13110 - Video Teleconference Technician | 15.01 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.52 |
| 14042 - Computer Operator II | 16.48 |
| 14043 - Computer Operator III | 18.70 |
| 14044 - Computer Operator IV | 20.77 |
| 14045 - Computer Operator V | 23.01 |
| 14071 - Computer Programmer I | (see 1) 17.10 |
| 14072 - Computer Programmer II | (see 1) 21.19 |
| 14073 - Computer Programmer III | (see 1) 25.92 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 24.10 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.52 |
| 14160 - Personal Computer Support Technician | 20.77 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 21.76 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 26.33 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 30.98 |
| 15050 - Computer Based Training Specialist / Instructor | 21.76 |
| 15060 - Educational Technologist | 23.72 |
| 15070 - Flight Instructor (Pilot) | 30.98 |
| 15080 - Graphic Artist | 17.91 |
| 15090 - Technical Instructor | 17.86 |
| 15095 - Technical Instructor/Course Developer | 21.85 |
| 15110 - Test Proctor | 14.41 |
| 15120 - Tutor | 14.41 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.67 |
| 16030 - Counter Attendant | 8.67 |
| 16040 - Dry Cleaner | 11.05 |
| 16070 - Finisher, Flatwork, Machine | 8.67 |
| 16090 - Presser, Hand | 8.67 |
| 16110 - Presser, Machine, Drycleaning | 8.67 |
| 16130 - Presser, Machine, Shirts | 8.67 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.67 |

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|---|-------|
| 16190 - Sewing Machine Operator | 11.79 |
| 16220 - Tailor | 12.51 |
| 16250 - Washer, Machine | 9.44 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.89 |
| 19040 - Tool And Die Maker | 20.04 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.22 |
| 21030 - Material Coordinator | 17.01 |
| 21040 - Material Expediter | 17.01 |
| 21050 - Material Handling Laborer | 11.64 |
| 21071 - Order Filler | 10.60 |
| 21080 - Production Line Worker (Food Processing) | 13.22 |
| 21110 - Shipping Packer | 10.99 |
| 21130 - Shipping/Receiving Clerk | 10.99 |
| 21140 - Store Worker I | 9.85 |
| 21150 - Stock Clerk | 14.02 |
| 21210 - Tools And Parts Attendant | 13.22 |
| 21410 - Warehouse Specialist | 13.22 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 17.40 |
| 23021 - Aircraft Mechanic I | 16.93 |
| 23022 - Aircraft Mechanic II | 17.95 |
| 23023 - Aircraft Mechanic III | 19.00 |
| 23040 - Aircraft Mechanic Helper | 11.76 |
| 23050 - Aircraft, Painter | 16.69 |
| 23060 - Aircraft Servicer | 13.83 |
| 23080 - Aircraft Worker | 14.86 |
| 23110 - Appliance Mechanic | 18.63 |
| 23120 - Bicycle Repairer | 8.90 |
| 23125 - Cable Splicer | 18.51 |
| 23130 - Carpenter, Maintenance | 15.93 |
| 23140 - Carpet Layer | 14.84 |
| 23160 - Electrician, Maintenance | 16.93 |
| 23181 - Electronics Technician Maintenance I | 17.37 |
| 23182 - Electronics Technician Maintenance II | 21.14 |
| 23183 - Electronics Technician Maintenance III | 22.67 |
| 23260 - Fabric Worker | 13.83 |
| 23290 - Fire Alarm System Mechanic | 15.19 |
| 23310 - Fire Extinguisher Repairer | 12.79 |
| 23311 - Fuel Distribution System Mechanic | 16.41 |
| 23312 - Fuel Distribution System Operator | 12.52 |
| 23370 - General Maintenance Worker | 14.32 |
| 23380 - Ground Support Equipment Mechanic | 16.93 |
| 23381 - Ground Support Equipment Servicer | 13.83 |
| 23382 - Ground Support Equipment Worker | 14.86 |
| 23391 - Gunsmith I | 12.79 |
| 23392 - Gunsmith II | 14.84 |
| 23393 - Gunsmith III | 16.54 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.43 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 17.42 |
| 23430 - Heavy Equipment Mechanic | 16.87 |
| 23440 - Heavy Equipment Operator | 14.44 |
| 23460 - Instrument Mechanic | 16.93 |
| 23465 - Laboratory/Shelter Mechanic | 15.89 |
| 23470 - Laborer | 11.64 |
| 23510 - Locksmith | 15.84 |
| 23530 - Machinery Maintenance Mechanic | 18.65 |
| 23550 - Machinist, Maintenance | 17.13 |
| 23580 - Maintenance Trades Helper | 10.35 |
| 23591 - Metrology Technician I | 16.93 |

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|---|-------|
| 23592 - Metrology Technician II | 17.95 |
| 23593 - Metrology Technician III | 19.00 |
| 23640 - Millwright | 16.93 |
| 23710 - Office Appliance Repairer | 16.45 |
| 23760 - Painter, Maintenance | 14.45 |
| 23790 - Pipefitter, Maintenance | 16.12 |
| 23810 - Plumber, Maintenance | 15.21 |
| 23820 - Pneudraulic Systems Mechanic | 16.93 |
| 23850 - Rigger | 16.93 |
| 23870 - Scale Mechanic | 14.84 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.76 |
| 23910 - Small Engine Mechanic | 14.58 |
| 23931 - Telecommunications Mechanic I | 18.70 |
| 23932 - Telecommunications Mechanic II | 19.84 |
| 23950 - Telephone Lineman | 19.10 |
| 23960 - Welder, Combination, Maintenance | 14.83 |
| 23965 - well Driller | 16.93 |
| 23970 - Woodcraft Worker | 16.93 |
| 23980 - Woodworker | 12.39 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.55 |
| 24580 - Child Care Center Clerk | 13.13 |
| 24610 - Chore Aide | 10.40 |
| 24620 - Family Readiness And Support Services Coordinator | 13.27 |
| 24630 - Homemaker | 14.26 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.89 |
| 25040 - Sewage Plant Operator | 19.12 |
| 25070 - Stationary Engineer | 19.89 |
| 25190 - Ventilation Equipment Tender | 13.82 |
| 25210 - Water Treatment Plant Operator | 19.12 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.87 |
| 27007 - Baggage Inspector | 11.99 |
| 27008 - Corrections Officer | 17.13 |
| 27010 - Court Security Officer | 17.13 |
| 27030 - Detection Dog Handler | 13.87 |
| 27040 - Detention Officer | 17.13 |
| 27070 - Firefighter | 17.20 |
| 27101 - Guard I | 11.99 |
| 27102 - Guard II | 13.87 |
| 27131 - Police Officer I | 18.01 |
| 27132 - Police Officer II | 19.78 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.49 |
| 28042 - Carnival Equipment Repairer | 13.55 |
| 28043 - Carnival Equipment Worker | 9.25 |
| 28210 - Gate Attendant/Gate Tender | 13.25 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 14.82 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.82 |
| 28515 - Recreation Specialist | 14.17 |
| 28630 - Sports Official | 11.81 |
| 28690 - Swimming Pool Operator | 15.98 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 14.86 |
| 29020 - Hatch Tender | 14.84 |
| 29030 - Line Handler | 14.84 |
| 29041 - Stevedore I | 13.83 |
| 29042 - Stevedore II | 16.15 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) | 35.77 |

(see 2)

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|--|-------|
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.94 |
| 30022 - Archeological Technician II | 18.54 |
| 30023 - Archeological Technician III | 23.67 |
| 30030 - Cartographic Technician | 23.67 |
| 30040 - Civil Engineering Technician | 20.97 |
| 30061 - Drafter/CAD Operator I | 16.94 |
| 30062 - Drafter/CAD Operator II | 19.10 |
| 30063 - Drafter/CAD Operator III | 21.30 |
| 30064 - Drafter/CAD Operator IV | 26.18 |
| 30081 - Engineering Technician I | 14.12 |
| 30082 - Engineering Technician II | 15.85 |
| 30083 - Engineering Technician III | 18.18 |
| 30084 - Engineering Technician IV | 22.52 |
| 30085 - Engineering Technician V | 27.55 |
| 30086 - Engineering Technician VI | 33.33 |
| 30090 - Environmental Technician | 19.24 |
| 30210 - Laboratory Technician | 17.67 |
| 30240 - Mathematical Technician | 23.18 |
| 30361 - Paralegal/Legal Assistant I | 15.94 |
| 30362 - Paralegal/Legal Assistant II | 18.83 |
| 30363 - Paralegal/Legal Assistant III | 23.03 |
| 30364 - Paralegal/Legal Assistant IV | 27.87 |
| 30390 - Photo-Optics Technician | 23.67 |
| 30461 - Technical Writer I | 16.84 |
| 30462 - Technical Writer II | 20.60 |
| 30463 - Technical Writer III | 24.92 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 21.30 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 23.67 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.69 |
| 31030 - Bus Driver | 14.09 |
| 31043 - Driver Courier | 12.25 |
| 31260 - Parking and Lot Attendant | 9.48 |
| 31290 - Shuttle Bus Driver | 13.03 |
| 31310 - Taxi Driver | 10.91 |
| 31361 - Truckdriver, Light | 13.03 |
| 31362 - Truckdriver, Medium | 14.09 |
| 31363 - Truckdriver, Heavy | 15.69 |
| 31364 - Truckdriver, Tractor-Trailer | 15.69 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.53 |
| 99050 - Desk Clerk | 9.20 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 9.27 |
| 99252 - Laboratory Animal Caretaker II | 9.73 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 12.99 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 11.18 |
| 99711 - Recycling Specialist | 15.41 |
| 99730 - Refuse Collector | 10.65 |
| 99810 - Sales Clerk | 12.28 |
| 99820 - School Crossing Guard | 10.51 |
| 99830 - Survey Party Chief | 18.83 |
| 99831 - Surveying Aide | 11.70 |

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|---|-------|
| 99832 - Surveying Technician | 16.03 |
| 99840 - Vending Machine Attendant | 13.62 |
| 99841 - Vending Machine Repairer | 18.85 |
| 99842 - Vending Machine Repairer Helper | 13.62 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2114
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Alachua, Bradford, Citrus, Dixie, Gilchrist, Lake, Levy, Marion, Sumter, Union

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.42 |
| 01012 - Accounting Clerk II | | 16.40 |

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| 01013 - Accounting Clerk III | 17.80 |
| 01020 - Administrative Assistant | 18.03 |
| 01040 - Court Reporter | 14.78 |
| 01051 - Data Entry Operator I | 11.46 |
| 01052 - Data Entry Operator II | 12.51 |
| 01060 - Dispatcher, Motor Vehicle | 14.48 |
| 01070 - Document Preparation Clerk | 13.15 |
| 01090 - Duplicating Machine Operator | 13.15 |
| 01111 - General Clerk I | 11.33 |
| 01112 - General Clerk II | 12.36 |
| 01113 - General Clerk III | 13.88 |
| 01120 - Housing Referral Assistant | 16.29 |
| 01141 - Messenger Courier | 11.03 |
| 01191 - Order Clerk I | 12.04 |
| 01192 - Order Clerk II | 13.14 |
| 01261 - Personnel Assistant (Employment) I | 13.67 |
| 01262 - Personnel Assistant (Employment) II | 15.29 |
| 01263 - Personnel Assistant (Employment) III | 17.05 |
| 01270 - Production Control Clerk | 17.01 |
| 01280 - Receptionist | 11.59 |
| 01290 - Rental Clerk | 10.86 |
| 01300 - Scheduler, Maintenance | 12.97 |
| 01311 - Secretary I | 12.97 |
| 01312 - Secretary II | 14.78 |
| 01313 - Secretary III | 16.29 |
| 01320 - Service Order Dispatcher | 13.44 |
| 01410 - Supply Technician | 18.03 |
| 01420 - Survey Worker | 14.78 |
| 01531 - Travel Clerk I | 12.32 |
| 01532 - Travel Clerk II | 13.45 |
| 01533 - Travel Clerk III | 14.49 |
| 01611 - Word Processor I | 12.19 |
| 01612 - Word Processor II | 13.68 |
| 01613 - Word Processor III | 15.30 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.13 |
| 05010 - Automotive Electrician | 16.92 |
| 05040 - Automotive Glass Installer | 14.59 |
| 05070 - Automotive Worker | 14.98 |
| 05110 - Mobile Equipment Servicer | 12.16 |
| 05130 - Motor Equipment Metal Mechanic | 16.92 |
| 05160 - Motor Equipment Metal Worker | 14.98 |
| 05190 - Motor Vehicle Mechanic | 16.92 |
| 05220 - Motor Vehicle Mechanic Helper | 12.02 |
| 05250 - Motor Vehicle Upholstery Worker | 14.98 |
| 05280 - Motor Vehicle Wrecker | 14.98 |
| 05310 - Painter, Automotive | 15.96 |
| 05340 - Radiator Repair Specialist | 14.98 |
| 05370 - Tire Repairer | 9.52 |
| 05400 - Transmission Repair Specialist | 16.92 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.46 |
| 07041 - Cook I | 10.48 |
| 07042 - Cook II | 12.16 |
| 07070 - Dishwasher | 7.98 |
| 07130 - Food Service Worker | 8.82 |
| 07210 - Meat Cutter | 12.98 |
| 07260 - Waiter/Waitress | 9.42 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.97 |
| 09040 - Furniture Handler | 9.38 |
| 09080 - Furniture Refinisher | 13.97 |
| 09090 - Furniture Refinisher Helper | 9.38 |

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| 09110 - Furniture Repairer, Minor | 12.06 |
| 09130 - Upholsterer | 13.79 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.88 |
| 11060 - Elevator Operator | 9.88 |
| 11090 - Gardener | 14.48 |
| 11122 - Housekeeping Aide | 10.02 |
| 11150 - Janitor | 10.02 |
| 11210 - Laborer, Grounds Maintenance | 11.12 |
| 11240 - Maid or Houseman | 9.36 |
| 11260 - Pruner | 9.87 |
| 11270 - Tractor Operator | 13.33 |
| 11330 - Trail Maintenance Worker | 11.12 |
| 11360 - Window Cleaner | 11.29 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.26 |
| 12011 - Breath Alcohol Technician | 15.04 |
| 12012 - Certified Occupational Therapist Assistant | 22.51 |
| 12015 - Certified Physical Therapist Assistant | 20.96 |
| 12020 - Dental Assistant | 17.01 |
| 12025 - Dental Hygienist | 20.52 |
| 12030 - EKG Technician | 20.75 |
| 12035 - Electroneurodiagnostic Technologist | 20.75 |
| 12040 - Emergency Medical Technician | 14.26 |
| 12071 - Licensed Practical Nurse I | 15.53 |
| 12072 - Licensed Practical Nurse II | 17.38 |
| 12073 - Licensed Practical Nurse III | 19.38 |
| 12100 - Medical Assistant | 12.90 |
| 12130 - Medical Laboratory Technician | 18.02 |
| 12160 - Medical Record Clerk | 14.30 |
| 12190 - Medical Record Technician | 17.01 |
| 12195 - Medical Transcriptionist | 12.93 |
| 12210 - Nuclear Medicine Technologist | 33.17 |
| 12221 - Nursing Assistant I | 9.83 |
| 12222 - Nursing Assistant II | 11.06 |
| 12223 - Nursing Assistant III | 12.07 |
| 12224 - Nursing Assistant IV | 13.54 |
| 12235 - Optical Dispenser | 17.38 |
| 12236 - Optical Technician | 15.53 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.54 |
| 12305 - Radiologic Technologist | 23.63 |
| 12311 - Registered Nurse I | 19.98 |
| 12312 - Registered Nurse II | 24.44 |
| 12313 - Registered Nurse II, Specialist | 24.44 |
| 12314 - Registered Nurse III | 29.57 |
| 12315 - Registered Nurse III, Anesthetist | 29.57 |
| 12316 - Registered Nurse IV | 35.43 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.36 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.34 |
| 13012 - Exhibits Specialist II | 23.96 |
| 13013 - Exhibits Specialist III | 29.31 |
| 13041 - Illustrator I | 17.56 |
| 13042 - Illustrator II | 21.97 |
| 13043 - Illustrator III | 27.74 |
| 13047 - Librarian | 26.53 |
| 13050 - Library Aide/Clerk | 13.46 |
| 13054 - Library Information Technology Systems Administrator | 22.14 |
| 13058 - Library Technician | 14.87 |
| 13061 - Media Specialist I | 13.10 |
| 13062 - Media Specialist II | 14.87 |

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| 13063 - Media Specialist III | 16.58 |
| 13071 - Photographer I | 12.81 |
| 13072 - Photographer II | 15.03 |
| 13073 - Photographer III | 18.61 |
| 13074 - Photographer IV | 22.76 |
| 13075 - Photographer V | 27.54 |
| 13110 - Video Teleconference Technician | 15.01 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.52 |
| 14042 - Computer Operator II | 16.48 |
| 14043 - Computer Operator III | 18.70 |
| 14044 - Computer Operator IV | 20.77 |
| 14045 - Computer Operator V | 23.01 |
| 14071 - Computer Programmer I | (see 1) 17.10 |
| 14072 - Computer Programmer II | (see 1) 21.19 |
| 14073 - Computer Programmer III | (see 1) 25.92 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 24.10 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.52 |
| 14160 - Personal Computer Support Technician | 20.77 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 21.76 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 26.33 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 30.98 |
| 15050 - Computer Based Training Specialist / Instructor | 21.76 |
| 15060 - Educational Technologist | 23.72 |
| 15070 - Flight Instructor (Pilot) | 30.98 |
| 15080 - Graphic Artist | 17.91 |
| 15090 - Technical Instructor | 17.86 |
| 15095 - Technical Instructor/Course Developer | 21.85 |
| 15110 - Test Proctor | 14.41 |
| 15120 - Tutor | 14.41 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.67 |
| 16030 - Counter Attendant | 8.67 |
| 16040 - Dry Cleaner | 11.05 |
| 16070 - Finisher, Flatwork, Machine | 8.67 |
| 16090 - Presser, Hand | 8.67 |
| 16110 - Presser, Machine, Drycleaning | 8.67 |
| 16130 - Presser, Machine, Shirts | 8.67 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.67 |
| 16190 - Sewing Machine Operator | 11.79 |
| 16220 - Tailor | 12.51 |
| 16250 - Washer, Machine | 9.44 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.89 |
| 19040 - Tool And Die Maker | 20.04 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.22 |
| 21030 - Material Coordinator | 17.01 |
| 21040 - Material Expediter | 17.01 |
| 21050 - Material Handling Laborer | 11.64 |
| 21071 - Order Filler | 10.60 |
| 21080 - Production Line Worker (Food Processing) | 13.22 |
| 21110 - Shipping Packer | 10.99 |
| 21130 - Shipping/Receiving Clerk | 10.99 |
| 21140 - Store Worker I | 9.85 |
| 21150 - Stock Clerk | 14.02 |
| 21210 - Tools And Parts Attendant | 13.22 |
| 21410 - Warehouse Specialist | 13.22 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |

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|---|-------|
| 23010 - Aerospace Structural Welder | 17.40 |
| 23021 - Aircraft Mechanic I | 16.93 |
| 23022 - Aircraft Mechanic II | 17.95 |
| 23023 - Aircraft Mechanic III | 19.00 |
| 23040 - Aircraft Mechanic Helper | 11.76 |
| 23050 - Aircraft, Painter | 16.69 |
| 23060 - Aircraft Servicer | 13.83 |
| 23080 - Aircraft Worker | 14.86 |
| 23110 - Appliance Mechanic | 18.63 |
| 23120 - Bicycle Repairer | 8.90 |
| 23125 - Cable Splicer | 18.51 |
| 23130 - Carpenter, Maintenance | 15.93 |
| 23140 - Carpet Layer | 14.84 |
| 23160 - Electrician, Maintenance | 16.93 |
| 23181 - Electronics Technician Maintenance I | 17.37 |
| 23182 - Electronics Technician Maintenance II | 21.14 |
| 23183 - Electronics Technician Maintenance III | 22.67 |
| 23260 - Fabric Worker | 13.83 |
| 23290 - Fire Alarm System Mechanic | 15.19 |
| 23310 - Fire Extinguisher Repairer | 12.79 |
| 23311 - Fuel Distribution System Mechanic | 16.41 |
| 23312 - Fuel Distribution System Operator | 12.52 |
| 23370 - General Maintenance Worker | 14.32 |
| 23380 - Ground Support Equipment Mechanic | 16.93 |
| 23381 - Ground Support Equipment Servicer | 13.83 |
| 23382 - Ground Support Equipment Worker | 14.86 |
| 23391 - Gunsmith I | 12.79 |
| 23392 - Gunsmith II | 14.84 |
| 23393 - Gunsmith III | 16.54 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.43 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 17.42 |
| 23430 - Heavy Equipment Mechanic | 16.87 |
| 23440 - Heavy Equipment Operator | 14.44 |
| 23460 - Instrument Mechanic | 16.93 |
| 23465 - Laboratory/Shelter Mechanic | 15.89 |
| 23470 - Laborer | 11.64 |
| 23510 - Locksmith | 15.84 |
| 23530 - Machinery Maintenance Mechanic | 18.65 |
| 23550 - Machinist, Maintenance | 17.13 |
| 23580 - Maintenance Trades Helper | 10.35 |
| 23591 - Metrology Technician I | 16.93 |
| 23592 - Metrology Technician II | 17.95 |
| 23593 - Metrology Technician III | 19.00 |
| 23640 - Millwright | 16.93 |
| 23710 - Office Appliance Repairer | 16.45 |
| 23760 - Painter, Maintenance | 14.45 |
| 23790 - Pipefitter, Maintenance | 16.12 |
| 23810 - Plumber, Maintenance | 15.21 |
| 23820 - Pneudraulic Systems Mechanic | 16.93 |
| 23850 - Rigger | 16.93 |
| 23870 - Scale Mechanic | 14.84 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.76 |
| 23910 - Small Engine Mechanic | 14.58 |
| 23931 - Telecommunications Mechanic I | 18.70 |
| 23932 - Telecommunications Mechanic II | 19.84 |
| 23950 - Telephone Lineman | 19.10 |
| 23960 - Welder, Combination, Maintenance | 14.83 |
| 23965 - Well Driller | 16.93 |
| 23970 - Woodcraft Worker | 16.93 |
| 23980 - Woodworker | 12.39 |
| 24000 - Personal Needs Occupations | |

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|--|-------|
| 24570 - Child Care Attendant | 8.55 |
| 24580 - Child Care Center Clerk | 13.13 |
| 24610 - Chore Aide | 10.40 |
| 24620 - Family Readiness And Support Services Coordinator | 13.27 |
| 24630 - Homemaker | 14.26 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.89 |
| 25040 - Sewage Plant Operator | 19.12 |
| 25070 - Stationary Engineer | 19.89 |
| 25190 - Ventilation Equipment Tender | 13.82 |
| 25210 - Water Treatment Plant Operator | 19.12 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.87 |
| 27007 - Baggage Inspector | 11.99 |
| 27008 - Corrections Officer | 17.13 |
| 27010 - Court Security Officer | 17.13 |
| 27030 - Detection Dog Handler | 13.87 |
| 27040 - Detention Officer | 17.13 |
| 27070 - Firefighter | 17.20 |
| 27101 - Guard I | 11.99 |
| 27102 - Guard II | 13.87 |
| 27131 - Police Officer I | 18.01 |
| 27132 - Police Officer II | 19.78 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.49 |
| 28042 - Carnival Equipment Repairer | 13.55 |
| 28043 - Carnival Equipment Worker | 9.25 |
| 28210 - Gate Attendant/Gate Tender | 13.25 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 14.82 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.82 |
| 28515 - Recreation Specialist | 14.17 |
| 28630 - Sports Official | 11.81 |
| 28690 - Swimming Pool Operator | 15.98 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 14.86 |
| 29020 - Hatch Tender | 14.84 |
| 29030 - Line Handler | 14.84 |
| 29041 - Stevedore I | 13.83 |
| 29042 - Stevedore II | 16.15 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.94 |
| 30022 - Archeological Technician II | 18.54 |
| 30023 - Archeological Technician III | 23.67 |
| 30030 - Cartographic Technician | 23.67 |
| 30040 - Civil Engineering Technician | 20.97 |
| 30061 - Drafter/CAD Operator I | 16.94 |
| 30062 - Drafter/CAD Operator II | 19.10 |
| 30063 - Drafter/CAD Operator III | 21.30 |
| 30064 - Drafter/CAD Operator IV | 26.18 |
| 30081 - Engineering Technician I | 14.12 |
| 30082 - Engineering Technician II | 15.85 |
| 30083 - Engineering Technician III | 18.18 |
| 30084 - Engineering Technician IV | 22.52 |
| 30085 - Engineering Technician V | 27.55 |
| 30086 - Engineering Technician VI | 33.33 |
| 30090 - Environmental Technician | 19.24 |
| 30210 - Laboratory Technician | 17.67 |
| 30240 - Mathematical Technician | 23.18 |

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|---|---------------|
| 30361 - Paralegal/Legal Assistant I | 15.94 |
| 30362 - Paralegal/Legal Assistant II | 18.83 |
| 30363 - Paralegal/Legal Assistant III | 23.03 |
| 30364 - Paralegal/Legal Assistant IV | 27.87 |
| 30390 - Photo-Optics Technician | 23.67 |
| 30461 - Technical Writer I | 16.84 |
| 30462 - Technical Writer II | 20.60 |
| 30463 - Technical Writer III | 24.92 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 21.30 |
| 30621 - Weather Observer, Senior | (see 2) 23.67 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.69 |
| 31030 - Bus Driver | 14.09 |
| 31043 - Driver Courier | 12.25 |
| 31260 - Parking and Lot Attendant | 9.48 |
| 31290 - Shuttle Bus Driver | 13.03 |
| 31310 - Taxi Driver | 10.91 |
| 31361 - Truckdriver, Light | 13.03 |
| 31362 - Truckdriver, Medium | 14.09 |
| 31363 - Truckdriver, Heavy | 15.69 |
| 31364 - Truckdriver, Tractor-Trailer | 15.69 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.53 |
| 99050 - Desk Clerk | 9.20 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 9.27 |
| 99252 - Laboratory Animal Caretaker II | 9.73 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 12.99 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 11.18 |
| 99711 - Recycling Specialist | 15.41 |
| 99730 - Refuse Collector | 10.65 |
| 99810 - Sales Clerk | 12.28 |
| 99820 - School Crossing Guard | 10.51 |
| 99830 - Survey Party Chief | 18.83 |
| 99831 - Surveying Aide | 11.70 |
| 99832 - Surveying Technician | 16.03 |
| 99840 - Vending Machine Attendant | 13.62 |
| 99841 - Vending Machine Repairer | 18.85 |
| 99842 - Vending Machine Repairer Helper | 13.62 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2115
Revision No.: 14
Date of Last Revision: 07/25/2014

States: Florida, Georgia

Area: Florida Counties of Baker, Clay, Columbia, Duval, Hamilton, Lafayette, Madison, Nassau, Putnam, Saint Johns, Suwannee, Taylor

Georgia Counties of Brantley, Camden, Charlton, Glynn, Pierce

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.14 |
| 01012 - Accounting Clerk II | | 13.62 |
| 01013 - Accounting Clerk III | | 16.03 |
| 01020 - Administrative Assistant | | 18.33 |
| 01040 - Court Reporter | | 15.07 |
| 01051 - Data Entry Operator I | | 11.53 |
| 01052 - Data Entry Operator II | | 13.15 |
| 01060 - Dispatcher, Motor Vehicle | | 16.75 |
| 01070 - Document Preparation Clerk | | 11.81 |
| 01090 - Duplicating Machine Operator | | 11.81 |
| 01111 - General Clerk I | | 10.83 |
| 01112 - General Clerk II | | 11.82 |
| 01113 - General Clerk III | | 18.09 |
| 01120 - Housing Referral Assistant | | 16.80 |
| 01141 - Messenger Courier | | 10.89 |
| 01191 - Order Clerk I | | 12.79 |
| 01192 - Order Clerk II | | 13.69 |

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| 01261 - Personnel Assistant (Employment) I | 13.47 |
| 01262 - Personnel Assistant (Employment) II | 15.07 |
| 01263 - Personnel Assistant (Employment) III | 16.80 |
| 01270 - Production Control Clerk | 18.80 |
| 01280 - Receptionist | 11.93 |
| 01290 - Rental Clerk | 12.50 |
| 01300 - Scheduler, Maintenance | 13.47 |
| 01311 - Secretary I | 13.47 |
| 01312 - Secretary II | 15.07 |
| 01313 - Secretary III | 16.80 |
| 01320 - Service Order Dispatcher | 14.63 |
| 01410 - Supply Technician | 18.33 |
| 01420 - Survey Worker | 14.09 |
| 01531 - Travel Clerk I | 12.32 |
| 01532 - Travel Clerk II | 13.45 |
| 01533 - Travel Clerk III | 14.49 |
| 01611 - Word Processor I | 12.58 |
| 01612 - Word Processor II | 15.29 |
| 01613 - Word Processor III | 17.11 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.96 |
| 05010 - Automotive Electrician | 16.74 |
| 05040 - Automotive Glass Installer | 14.73 |
| 05070 - Automotive Worker | 14.73 |
| 05110 - Mobile Equipment Servicer | 12.68 |
| 05130 - Motor Equipment Metal Mechanic | 17.19 |
| 05160 - Motor Equipment Metal Worker | 14.73 |
| 05190 - Motor Vehicle Mechanic | 17.18 |
| 05220 - Motor Vehicle Mechanic Helper | 12.01 |
| 05250 - Motor Vehicle Upholstery Worker | 13.71 |
| 05280 - Motor Vehicle Wrecker | 14.73 |
| 05310 - Painter, Automotive | 15.73 |
| 05340 - Radiator Repair Specialist | 14.73 |
| 05370 - Tire Repairer | 11.70 |
| 05400 - Transmission Repair Specialist | 17.19 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.75 |
| 07041 - Cook I | 10.86 |
| 07042 - Cook II | 12.20 |
| 07070 - Dishwasher | 8.18 |
| 07130 - Food Service Worker | 9.21 |
| 07210 - Meat Cutter | 13.65 |
| 07260 - Waiter/Waitress | 9.87 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.52 |
| 09040 - Furniture Handler | 10.58 |
| 09080 - Furniture Refinisher | 16.52 |
| 09090 - Furniture Refinisher Helper | 12.29 |
| 09110 - Furniture Repairer, Minor | 14.40 |
| 09130 - Upholsterer | 16.52 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.02 |
| 11060 - Elevator Operator | 10.02 |
| 11090 - Gardener | 12.83 |
| 11122 - Housekeeping Aide | 11.17 |
| 11150 - Janitor | 11.17 |
| 11210 - Laborer, Grounds Maintenance | 11.30 |
| 11240 - Maid or Houseman | 8.91 |
| 11260 - Pruner | 10.07 |
| 11270 - Tractor Operator | 12.66 |
| 11330 - Trail Maintenance Worker | 11.30 |
| 11360 - Window Cleaner | 12.59 |
| 12000 - Health Occupations | |

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|--|-------|
| 12010 - Ambulance Driver | 15.60 |
| 12011 - Breath Alcohol Technician | 17.67 |
| 12012 - Certified Occupational Therapist Assistant | 27.76 |
| 12015 - Certified Physical Therapist Assistant | 22.30 |
| 12020 - Dental Assistant | 16.28 |
| 12025 - Dental Hygienist | 27.39 |
| 12030 - EKG Technician | 21.26 |
| 12035 - Electroneurodiagnostic Technologist | 21.26 |
| 12040 - Emergency Medical Technician | 15.15 |
| 12071 - Licensed Practical Nurse I | 15.80 |
| 12072 - Licensed Practical Nurse II | 17.67 |
| 12073 - Licensed Practical Nurse III | 18.89 |
| 12100 - Medical Assistant | 13.57 |
| 12130 - Medical Laboratory Technician | 17.22 |
| 12160 - Medical Record Clerk | 13.75 |
| 12190 - Medical Record Technician | 15.38 |
| 12195 - Medical Transcriptionist | 15.65 |
| 12210 - Nuclear Medicine Technologist | 32.90 |
| 12221 - Nursing Assistant I | 10.38 |
| 12222 - Nursing Assistant II | 11.67 |
| 12223 - Nursing Assistant III | 12.74 |
| 12224 - Nursing Assistant IV | 14.29 |
| 12235 - Optical Dispenser | 19.34 |
| 12236 - Optical Technician | 14.66 |
| 12250 - Pharmacy Technician | 14.44 |
| 12280 - Phlebotomist | 14.29 |
| 12305 - Radiologic Technologist | 23.35 |
| 12311 - Registered Nurse I | 23.41 |
| 12312 - Registered Nurse II | 28.64 |
| 12313 - Registered Nurse II, Specialist | 28.64 |
| 12314 - Registered Nurse III | 34.65 |
| 12315 - Registered Nurse III, Anesthetist | 34.65 |
| 12316 - Registered Nurse IV | 41.52 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.99 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.14 |
| 13012 - Exhibits Specialist II | 22.48 |
| 13013 - Exhibits Specialist III | 27.50 |
| 13041 - Illustrator I | 18.79 |
| 13042 - Illustrator II | 23.29 |
| 13043 - Illustrator III | 28.49 |
| 13047 - Librarian | 24.89 |
| 13050 - Library Aide/Clerk | 12.40 |
| 13054 - Library Information Technology Systems Administrator | 22.40 |
| 13058 - Library Technician | 13.25 |
| 13061 - Media Specialist I | 16.22 |
| 13062 - Media Specialist II | 18.14 |
| 13063 - Media Specialist III | 20.53 |
| 13071 - Photographer I | 13.56 |
| 13072 - Photographer II | 16.00 |
| 13073 - Photographer III | 18.80 |
| 13074 - Photographer IV | 23.00 |
| 13075 - Photographer V | 27.82 |
| 13110 - Video Teleconference Technician | 15.58 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.44 |
| 14042 - Computer Operator II | 15.03 |
| 14043 - Computer Operator III | 16.96 |
| 14044 - Computer Operator IV | 20.82 |
| 14045 - Computer Operator V | 23.11 |
| 14071 - Computer Programmer I | 24.20 |
| 14072 - Computer Programmer II | |

(see 1)

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| | | |
|---|---------|-------|
| 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 | | 15.41 |
| 14160 - Personal Computer Support Technician | | 20.82 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 28.19 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 34.10 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 39.61 |
| 15050 - Computer Based Training Specialist / Instructor | | 26.70 |
| 15060 - Educational Technologist | | 23.96 |
| 15070 - Flight Instructor (Pilot) | | 37.51 |
| 15080 - Graphic Artist | | 22.77 |
| 15090 - Technical Instructor | | 20.53 |
| 15095 - Technical Instructor/Course Developer | | 25.11 |
| 15110 - Test Proctor | | 16.56 |
| 15120 - Tutor | | 16.56 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 8.67 |
| 16030 - Counter Attendant | | 8.67 |
| 16040 - Dry Cleaner | | 11.05 |
| 16070 - Finisher, Flatwork, Machine | | 8.67 |
| 16090 - Presser, Hand | | 8.67 |
| 16110 - Presser, Machine, Drycleaning | | 8.67 |
| 16130 - Presser, Machine, Shirts | | 8.67 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 8.67 |
| 16190 - Sewing Machine Operator | | 11.79 |
| 16220 - Tailor | | 12.51 |
| 16250 - Washer, Machine | | 9.44 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 16.70 |
| 19040 - Tool And Die Maker | | 21.00 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 15.29 |
| 21030 - Material Coordinator | | 18.80 |
| 21040 - Material Expediter | | 18.80 |
| 21050 - Material Handling Laborer | | 12.93 |
| 21071 - Order Filler | | 10.98 |
| 21080 - Production Line Worker (Food Processing) | | 15.29 |
| 21110 - Shipping Packer | | 14.88 |
| 21130 - Shipping/Receiving Clerk | | 14.88 |
| 21140 - Store Worker I | | 9.85 |
| 21150 - Stock Clerk | | 14.02 |
| 21210 - Tools And Parts Attendant | | 15.29 |
| 21410 - Warehouse Specialist | | 15.29 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 25.15 |
| 23021 - Aircraft Mechanic I | | 23.72 |
| 23022 - Aircraft Mechanic II | | 25.15 |
| 23023 - Aircraft Mechanic III | | 26.71 |
| 23040 - Aircraft Mechanic Helper | | 15.08 |
| 23050 - Aircraft, Painter | | 20.64 |
| 23060 - Aircraft Servicer | | 17.67 |
| 23080 - Aircraft Worker | | 18.98 |
| 23110 - Appliance Mechanic | | 18.66 |
| 23120 - Bicycle Repairer | | 12.87 |
| 23125 - Cable Splicer | | 23.45 |
| 23130 - Carpenter, Maintenance | | 17.89 |
| 23140 - Carpet Layer | | 17.55 |
| 23160 - Electrician, Maintenance | | 20.10 |
| 23181 - Electronics Technician Maintenance I | | 22.35 |

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|---|-------|
| 23182 - Electronics Technician Maintenance II | 23.94 |
| 23183 - Electronics Technician Maintenance III | 25.41 |
| 23260 - Fabric Worker | 16.35 |
| 23290 - Fire Alarm System Mechanic | 19.13 |
| 23310 - Fire Extinguisher Repairer | 15.12 |
| 23311 - Fuel Distribution System Mechanic | 23.13 |
| 23312 - Fuel Distribution System Operator | 18.23 |
| 23370 - General Maintenance Worker | 15.63 |
| 23380 - Ground Support Equipment Mechanic | 23.72 |
| 23381 - Ground Support Equipment Servicer | 17.67 |
| 23382 - Ground Support Equipment Worker | 18.98 |
| 23391 - Gunsmith I | 16.81 |
| 23392 - Gunsmith II | 18.67 |
| 23393 - Gunsmith III | 20.74 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.33 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.50 |
| 23430 - Heavy Equipment Mechanic | 18.39 |
| 23440 - Heavy Equipment Operator | 20.02 |
| 23460 - Instrument Mechanic | 24.25 |
| 23465 - Laboratory/Shelter Mechanic | 18.79 |
| 23470 - Laborer | 12.93 |
| 23510 - Locksmith | 16.48 |
| 23530 - Machinery Maintenance Mechanic | 22.01 |
| 23550 - Machinist, Maintenance | 18.54 |
| 23580 - Maintenance Trades Helper | 12.29 |
| 23591 - Metrology Technician I | 24.25 |
| 23592 - Metrology Technician II | 25.81 |
| 23593 - Metrology Technician III | 27.31 |
| 23640 - Millwright | 20.21 |
| 23710 - Office Appliance Repairer | 21.11 |
| 23760 - Painter, Maintenance | 16.52 |
| 23790 - Pipefitter, Maintenance | 19.16 |
| 23810 - Plumber, Maintenance | 18.01 |
| 23820 - Pneudraulic Systems Mechanic | 20.02 |
| 23850 - Rigger | 19.65 |
| 23870 - Scale Mechanic | 17.55 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.44 |
| 23910 - Small Engine Mechanic | 14.74 |
| 23931 - Telecommunications Mechanic I | 23.49 |
| 23932 - Telecommunications Mechanic II | 25.00 |
| 23950 - Telephone Lineman | 21.89 |
| 23960 - Welder, Combination, Maintenance | 16.90 |
| 23965 - Well Driller | 20.02 |
| 23970 - Woodcraft Worker | 20.02 |
| 23980 - Woodworker | 12.71 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.49 |
| 24580 - Child Care Center Clerk | 13.34 |
| 24610 - Chore Aide | 9.44 |
| 24620 - Family Readiness And Support Services Coordinator | 14.20 |
| 24630 - Homemaker | 19.49 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.27 |
| 25040 - Sewage Plant Operator | 22.26 |
| 25070 - Stationary Engineer | 22.27 |
| 25190 - Ventilation Equipment Tender | 15.47 |
| 25210 - Water Treatment Plant Operator | 22.26 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.83 |
| 27007 - Baggage Inspector | 10.51 |

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| 27008 - Corrections Officer | 15.87 |
| 27010 - Court Security Officer | 15.87 |
| 27030 - Detection Dog Handler | 13.68 |
| 27040 - Detention Officer | 15.87 |
| 27070 - Firefighter | 13.26 |
| 27101 - Guard I | 10.51 |
| 27102 - Guard II | 13.68 |
| 27131 - Police Officer I | 19.58 |
| 27132 - Police Officer II | 21.77 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.32 |
| 28042 - Carnival Equipment Repairer | 10.47 |
| 28043 - Carnival Equipment Worker | 8.39 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.29 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.13 |
| 28515 - Recreation Specialist | 17.10 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 14.87 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.99 |
| 29020 - Hatch Tender | 18.99 |
| 29030 - Line Handler | 18.99 |
| 29041 - Stevedore I | 17.72 |
| 29042 - Stevedore II | 22.13 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.46 |
| 30022 - Archeological Technician II | 18.41 |
| 30023 - Archeological Technician III | 22.82 |
| 30030 - Cartographic Technician | 22.82 |
| 30040 - Civil Engineering Technician | 22.04 |
| 30061 - Drafter/CAD Operator I | 16.46 |
| 30062 - Drafter/CAD Operator II | 18.41 |
| 30063 - Drafter/CAD Operator III | 20.54 |
| 30064 - Drafter/CAD Operator IV | 25.27 |
| 30081 - Engineering Technician I | 13.90 |
| 30082 - Engineering Technician II | 16.57 |
| 30083 - Engineering Technician III | 20.34 |
| 30084 - Engineering Technician IV | 23.88 |
| 30085 - Engineering Technician V | 29.16 |
| 30086 - Engineering Technician VI | 35.34 |
| 30090 - Environmental Technician | 21.21 |
| 30210 - Laboratory Technician | 20.56 |
| 30240 - Mathematical Technician | 22.18 |
| 30361 - Paralegal/Legal Assistant I | 18.17 |
| 30362 - Paralegal/Legal Assistant II | 22.79 |
| 30363 - Paralegal/Legal Assistant III | 27.87 |
| 30364 - Paralegal/Legal Assistant IV | 33.75 |
| 30390 - Photo-Optics Technician | 22.82 |
| 30461 - Technical Writer I | 22.03 |
| 30462 - Technical Writer II | 26.95 |
| 30463 - Technical Writer III | 32.60 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.54 |

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|---|---------|-------|
| 30621 - Weather Observer, Senior | (see 2) | 22.82 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 13.82 |
| 31030 - Bus Driver | | 18.11 |
| 31043 - Driver Courier | | 15.41 |
| 31260 - Parking and Lot Attendant | | 9.32 |
| 31290 - Shuttle Bus Driver | | 15.41 |
| 31310 - Taxi Driver | | 10.42 |
| 31361 - Truckdriver, Light | | 15.41 |
| 31362 - Truckdriver, Medium | | 18.16 |
| 31363 - Truckdriver, Heavy | | 19.44 |
| 31364 - Truckdriver, Tractor-Trailer | | 19.44 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 8.57 |
| 99050 - Desk Clerk | | 9.66 |
| 99095 - Embalmer | | 24.27 |
| 99251 - Laboratory Animal Caretaker I | | 10.44 |
| 99252 - Laboratory Animal Caretaker II | | 11.35 |
| 99310 - Mortician | | 24.27 |
| 99410 - Pest Controller | | 14.06 |
| 99510 - Photofinishing Worker | | 13.91 |
| 99710 - Recycling Laborer | | 15.26 |
| 99711 - Recycling Specialist | | 19.47 |
| 99730 - Refuse Collector | | 13.54 |
| 99810 - Sales Clerk | | 12.62 |
| 99820 - School Crossing Guard | | 11.25 |
| 99830 - Survey Party Chief | | 20.53 |
| 99831 - Surveying Aide | | 11.63 |
| 99832 - Surveying Technician | | 15.94 |
| 99840 - Vending Machine Attendant | | 11.62 |
| 99841 - Vending Machine Repairer | | 14.63 |
| 99842 - Vending Machine Repairer Helper | | 11.62 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundrying in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2116
Revision No.: 15
Date of Last Revision: 07/25/2014

States: Florida, Georgia

Area: Florida Counties of Baker, Clay, Columbia, Duval, Hamilton, Lafayette, Madison, Nassau, Putnam, Saint Johns, Suwannee, Taylor

Georgia Counties of Brantley, Camden, Charlton, Glynn, Pierce

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.14 |
| 01012 - Accounting Clerk II | | 13.62 |
| 01013 - Accounting Clerk III | | 16.03 |
| 01020 - Administrative Assistant | | 18.33 |
| 01040 - Court Reporter | | 15.07 |
| 01051 - Data Entry Operator I | | 11.53 |
| 01052 - Data Entry Operator II | | 13.15 |
| 01060 - Dispatcher, Motor Vehicle | | 16.75 |
| 01070 - Document Preparation Clerk | | 11.81 |
| 01090 - Duplicating Machine Operator | | 11.81 |
| 01111 - General Clerk I | | 10.83 |
| 01112 - General Clerk II | | 11.82 |
| 01113 - General Clerk III | | 18.09 |
| 01120 - Housing Referral Assistant | | 16.80 |
| 01141 - Messenger Courier | | 10.89 |
| 01191 - Order Clerk I | | 12.79 |
| 01192 - Order Clerk II | | 13.69 |
| 01261 - Personnel Assistant (Employment) I | | 13.47 |
| 01262 - Personnel Assistant (Employment) II | | 15.07 |
| 01263 - Personnel Assistant (Employment) III | | 16.80 |
| 01270 - Production Control Clerk | | 18.80 |
| 01280 - Receptionist | | 11.93 |
| 01290 - Rental Clerk | | 12.50 |
| 01300 - Scheduler, Maintenance | | 13.47 |
| 01311 - Secretary I | | 13.47 |
| 01312 - Secretary II | | 15.07 |
| 01313 - Secretary III | | 16.80 |
| 01320 - Service Order Dispatcher | | 14.63 |
| 01410 - Supply Technician | | 18.33 |
| 01420 - Survey Worker | | 14.09 |
| 01531 - Travel Clerk I | | 12.32 |
| 01532 - Travel Clerk II | | 13.45 |
| 01533 - Travel Clerk III | | 14.49 |
| 01611 - Word Processor I | | 12.58 |
| 01612 - Word Processor II | | 15.29 |
| 01613 - Word Processor III | | 17.11 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.96 |
| 05010 - Automotive Electrician | | 16.74 |
| 05040 - Automotive Glass Installer | | 14.73 |
| 05070 - Automotive Worker | | 14.73 |
| 05110 - Mobile Equipment Servicer | | 12.68 |
| 05130 - Motor Equipment Metal Mechanic | | 17.19 |
| 05160 - Motor Equipment Metal Worker | | 14.73 |
| 05190 - Motor Vehicle Mechanic | | 17.18 |
| 05220 - Motor Vehicle Mechanic Helper | | 12.01 |
| 05250 - Motor Vehicle Upholstery Worker | | 13.71 |
| 05280 - Motor Vehicle Wrecker | | 14.73 |
| 05310 - Painter, Automotive | | 15.73 |
| 05340 - Radiator Repair Specialist | | 14.73 |
| 05370 - Tire Repairer | | 11.70 |
| 05400 - Transmission Repair Specialist | | 17.19 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 11.75 |
| 07041 - Cook I | | 10.86 |
| 07042 - Cook II | | 12.20 |
| 07070 - Dishwasher | | 8.18 |
| 07130 - Food Service Worker | | 9.21 |

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| 07210 - Meat Cutter | 13.65 |
| 07260 - Waiter/Waitress | 9.87 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.52 |
| 09040 - Furniture Handler | 10.58 |
| 09080 - Furniture Refinisher | 16.52 |
| 09090 - Furniture Refinisher Helper | 12.29 |
| 09110 - Furniture Repairer, Minor | 14.40 |
| 09130 - Upholsterer | 16.52 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.02 |
| 11060 - Elevator Operator | 10.02 |
| 11090 - Gardener | 12.83 |
| 11122 - Housekeeping Aide | 11.17 |
| 11150 - Janitor | 11.17 |
| 11210 - Laborer, Grounds Maintenance | 11.30 |
| 11240 - Maid or Houseman | 8.91 |
| 11260 - Pruner | 10.07 |
| 11270 - Tractor Operator | 12.66 |
| 11330 - Trail Maintenance Worker | 11.30 |
| 11360 - Window Cleaner | 12.59 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.60 |
| 12011 - Breath Alcohol Technician | 17.67 |
| 12012 - Certified Occupational Therapist Assistant | 27.76 |
| 12015 - Certified Physical Therapist Assistant | 22.30 |
| 12020 - Dental Assistant | 16.28 |
| 12025 - Dental Hygienist | 27.39 |
| 12030 - EKG Technician | 21.26 |
| 12035 - Electroneurodiagnostic Technologist | 21.26 |
| 12040 - Emergency Medical Technician | 15.15 |
| 12071 - Licensed Practical Nurse I | 15.80 |
| 12072 - Licensed Practical Nurse II | 17.67 |
| 12073 - Licensed Practical Nurse III | 18.89 |
| 12100 - Medical Assistant | 13.57 |
| 12130 - Medical Laboratory Technician | 17.22 |
| 12160 - Medical Record Clerk | 13.75 |
| 12190 - Medical Record Technician | 15.38 |
| 12195 - Medical Transcriptionist | 15.65 |
| 12210 - Nuclear Medicine Technologist | 32.90 |
| 12221 - Nursing Assistant I | 10.38 |
| 12222 - Nursing Assistant II | 11.67 |
| 12223 - Nursing Assistant III | 12.74 |
| 12224 - Nursing Assistant IV | 14.29 |
| 12235 - Optical Dispenser | 19.34 |
| 12236 - Optical Technician | 14.66 |
| 12250 - Pharmacy Technician | 14.44 |
| 12280 - Phlebotomist | 14.29 |
| 12305 - Radiologic Technologist | 23.35 |
| 12311 - Registered Nurse I | 23.41 |
| 12312 - Registered Nurse II | 28.64 |
| 12313 - Registered Nurse II, Specialist | 28.64 |
| 12314 - Registered Nurse III | 34.65 |
| 12315 - Registered Nurse III, Anesthetist | 34.65 |
| 12316 - Registered Nurse IV | 41.52 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.99 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.14 |
| 13012 - Exhibits Specialist II | 22.48 |
| 13013 - Exhibits Specialist III | 27.50 |
| 13041 - Illustrator I | 18.79 |
| 13042 - Illustrator II | 23.29 |
| 13043 - Illustrator III | 28.49 |

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| 13047 - Librarian | 24.89 |
| 13050 - Library Aide/Clerk | 12.40 |
| 13054 - Library Information Technology Systems Administrator | 22.40 |
| 13058 - Library Technician | 13.25 |
| 13061 - Media Specialist I | 16.22 |
| 13062 - Media Specialist II | 18.14 |
| 13063 - Media Specialist III | 20.53 |
| 13071 - Photographer I | 13.56 |
| 13072 - Photographer II | 16.00 |
| 13073 - Photographer III | 18.80 |
| 13074 - Photographer IV | 23.00 |
| 13075 - Photographer V | 27.82 |
| 13110 - Video Teleconference Technician | 15.58 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.44 |
| 14042 - Computer Operator II | 15.03 |
| 14043 - Computer Operator III | 16.96 |
| 14044 - Computer Operator IV | 20.82 |
| 14045 - Computer Operator V | 23.11 |
| 14071 - Computer Programmer I | 24.20 |
| 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 | 15.41 |
| 14160 - Personal Computer Support Technician | 20.82 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.19 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.10 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.61 |
| 15050 - Computer Based Training Specialist / Instructor | 26.70 |
| 15060 - Educational Technologist | 23.96 |
| 15070 - Flight Instructor (Pilot) | 37.51 |
| 15080 - Graphic Artist | 22.77 |
| 15090 - Technical Instructor | 20.53 |
| 15095 - Technical Instructor/Course Developer | 25.11 |
| 15110 - Test Proctor | 16.56 |
| 15120 - Tutor | 16.56 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.67 |
| 16030 - Counter Attendant | 8.67 |
| 16040 - Dry Cleaner | 11.05 |
| 16070 - Finisher, Flatwork, Machine | 8.67 |
| 16090 - Presser, Hand | 8.67 |
| 16110 - Presser, Machine, Drycleaning | 8.67 |
| 16130 - Presser, Machine, Shirts | 8.67 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.67 |
| 16190 - Sewing Machine Operator | 11.79 |
| 16220 - Tailor | 12.51 |
| 16250 - Washer, Machine | 9.44 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.70 |
| 19040 - Tool And Die Maker | 21.00 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.29 |
| 21030 - Material Coordinator | 18.80 |
| 21040 - Material Expediter | 18.80 |
| 21050 - Material Handling Laborer | 12.93 |
| 21071 - Order Filler | 10.98 |
| 21080 - Production Line Worker (Food Processing) | 15.29 |

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| 21110 - Shipping Packer | 14.88 |
| 21130 - Shipping/Receiving Clerk | 14.88 |
| 21140 - Store Worker I | 9.85 |
| 21150 - Stock Clerk | 14.02 |
| 21210 - Tools And Parts Attendant | 15.29 |
| 21410 - Warehouse Specialist | 15.29 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.15 |
| 23021 - Aircraft Mechanic I | 23.72 |
| 23022 - Aircraft Mechanic II | 25.15 |
| 23023 - Aircraft Mechanic III | 26.71 |
| 23040 - Aircraft Mechanic Helper | 15.08 |
| 23050 - Aircraft, Painter | 20.64 |
| 23060 - Aircraft Servicer | 17.67 |
| 23080 - Aircraft Worker | 18.98 |
| 23110 - Appliance Mechanic | 18.66 |
| 23120 - Bicycle Repairer | 12.87 |
| 23125 - Cable Splicer | 23.45 |
| 23130 - Carpenter, Maintenance | 17.89 |
| 23140 - Carpet Layer | 17.55 |
| 23160 - Electrician, Maintenance | 20.10 |
| 23181 - Electronics Technician Maintenance I | 22.35 |
| 23182 - Electronics Technician Maintenance II | 23.94 |
| 23183 - Electronics Technician Maintenance III | 25.41 |
| 23260 - Fabric Worker | 16.35 |
| 23290 - Fire Alarm System Mechanic | 19.13 |
| 23310 - Fire Extinguisher Repairer | 15.12 |
| 23311 - Fuel Distribution System Mechanic | 23.13 |
| 23312 - Fuel Distribution System Operator | 18.23 |
| 23370 - General Maintenance Worker | 15.63 |
| 23380 - Ground Support Equipment Mechanic | 23.72 |
| 23381 - Ground Support Equipment Servicer | 17.67 |
| 23382 - Ground Support Equipment Worker | 18.98 |
| 23391 - Gunsmith I | 16.81 |
| 23392 - Gunsmith II | 18.67 |
| 23393 - Gunsmith III | 20.74 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.33 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.50 |
| 23430 - Heavy Equipment Mechanic | 18.39 |
| 23440 - Heavy Equipment Operator | 20.02 |
| 23460 - Instrument Mechanic | 24.25 |
| 23465 - Laboratory/Shelter Mechanic | 18.79 |
| 23470 - Laborer | 12.93 |
| 23510 - Locksmith | 16.48 |
| 23530 - Machinery Maintenance Mechanic | 22.01 |
| 23550 - Machinist, Maintenance | 18.54 |
| 23580 - Maintenance Trades Helper | 12.29 |
| 23591 - Metrology Technician I | 24.25 |
| 23592 - Metrology Technician II | 25.81 |
| 23593 - Metrology Technician III | 27.31 |
| 23640 - Millwright | 20.21 |
| 23710 - Office Appliance Repairer | 21.11 |
| 23760 - Painter, Maintenance | 16.52 |
| 23790 - Pipefitter, Maintenance | 19.16 |
| 23810 - Plumber, Maintenance | 18.01 |
| 23820 - Pneudraulic Systems Mechanic | 20.02 |
| 23850 - Rigger | 19.65 |
| 23870 - Scale Mechanic | 17.55 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.44 |
| 23910 - Small Engine Mechanic | 14.74 |
| 23931 - Telecommunications Mechanic I | 23.49 |

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| 23932 - Telecommunications Mechanic II | 25.00 |
| 23950 - Telephone Lineman | 21.89 |
| 23960 - Welder, Combination, Maintenance | 16.90 |
| 23965 - Well Driller | 20.02 |
| 23970 - Woodcraft Worker | 20.02 |
| 23980 - Woodworker | 12.71 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.49 |
| 24580 - Child Care Center Clerk | 13.34 |
| 24610 - Chore Aide | 9.44 |
| 24620 - Family Readiness And Support Services Coordinator | 14.20 |
| 24630 - Homemaker | 19.49 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.27 |
| 25040 - Sewage Plant Operator | 22.26 |
| 25070 - Stationary Engineer | 22.27 |
| 25190 - Ventilation Equipment Tender | 15.47 |
| 25210 - Water Treatment Plant Operator | 22.26 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.83 |
| 27007 - Baggage Inspector | 10.51 |
| 27008 - Corrections Officer | 15.87 |
| 27010 - Court Security Officer | 15.87 |
| 27030 - Detection Dog Handler | 13.68 |
| 27040 - Detention Officer | 15.87 |
| 27070 - Firefighter | 13.26 |
| 27101 - Guard I | 10.51 |
| 27102 - Guard II | 13.68 |
| 27131 - Police Officer I | 19.58 |
| 27132 - Police Officer II | 21.77 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.32 |
| 28042 - Carnival Equipment Repairer | 10.47 |
| 28043 - Carnival Equipment Worker | 8.39 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.29 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.13 |
| 28515 - Recreation Specialist | 17.10 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 14.87 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.99 |
| 29020 - Hatch Tender | 18.99 |
| 29030 - Line Handler | 18.99 |
| 29041 - Stevedore I | 17.72 |
| 29042 - Stevedore II | 22.13 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.46 |
| 30022 - Archeological Technician II | 18.41 |
| 30023 - Archeological Technician III | 22.82 |
| 30030 - Cartographic Technician | 22.82 |
| 30040 - Civil Engineering Technician | 22.04 |
| 30061 - Drafter/CAD Operator I | 16.46 |
| 30062 - Drafter/CAD Operator II | 18.41 |
| 30063 - Drafter/CAD Operator III | 20.54 |
| 30064 - Drafter/CAD Operator IV | 25.27 |
| 30081 - Engineering Technician I | 13.90 |
| 30082 - Engineering Technician II | 16.57 |

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| 30083 - Engineering Technician III | 20.34 |
| 30084 - Engineering Technician IV | 23.88 |
| 30085 - Engineering Technician V | 29.16 |
| 30086 - Engineering Technician VI | 35.34 |
| 30090 - Environmental Technician | 21.21 |
| 30210 - Laboratory Technician | 20.56 |
| 30240 - Mathematical Technician | 22.18 |
| 30361 - Paralegal/Legal Assistant I | 18.17 |
| 30362 - Paralegal/Legal Assistant II | 22.79 |
| 30363 - Paralegal/Legal Assistant III | 27.87 |
| 30364 - Paralegal/Legal Assistant IV | 33.75 |
| 30390 - Photo-Optics Technician | 22.82 |
| 30461 - Technical Writer I | 22.03 |
| 30462 - Technical Writer II | 26.95 |
| 30463 - Technical Writer III | 32.60 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.54 |
| 30621 - Weather Observer, Senior | (see 2) 22.82 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.82 |
| 31030 - Bus Driver | 18.11 |
| 31043 - Driver Courier | 15.41 |
| 31260 - Parking and Lot Attendant | 9.32 |
| 31290 - Shuttle Bus Driver | 15.41 |
| 31310 - Taxi Driver | 10.42 |
| 31361 - Truckdriver, Light | 15.41 |
| 31362 - Truckdriver, Medium | 18.16 |
| 31363 - Truckdriver, Heavy | 19.44 |
| 31364 - Truckdriver, Tractor-Trailer | 19.44 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.57 |
| 99050 - Desk Clerk | 9.66 |
| 99095 - Embalmer | 24.27 |
| 99251 - Laboratory Animal Caretaker I | 10.44 |
| 99252 - Laboratory Animal Caretaker II | 11.35 |
| 99310 - Mortician | 24.27 |
| 99410 - Pest Controller | 14.06 |
| 99510 - Photofinishing Worker | 13.91 |
| 99710 - Recycling Laborer | 15.26 |
| 99711 - Recycling Specialist | 19.47 |
| 99730 - Refuse Collector | 13.54 |
| 99810 - Sales Clerk | 12.62 |
| 99820 - School Crossing Guard | 11.25 |
| 99830 - Survey Party Chief | 20.53 |
| 99831 - Surveying Aide | 11.63 |
| 99832 - Surveying Technician | 15.94 |
| 99840 - Vending Machine Attendant | 11.62 |
| 99841 - Vending Machine Repairer | 14.63 |
| 99842 - Vending Machine Repairer Helper | 11.62 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2117
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Brevard, Indian River

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.56 |
| 01012 - Accounting Clerk II | | 15.22 |
| 01013 - Accounting Clerk III | | 18.43 |
| 01020 - Administrative Assistant | | 19.20 |
| 01040 - Court Reporter | | 16.31 |
| 01051 - Data Entry Operator I | | 11.69 |
| 01052 - Data Entry Operator II | | 13.31 |
| 01060 - Dispatcher, Motor Vehicle | | 16.31 |
| 01070 - Document Preparation Clerk | | 13.60 |
| 01090 - Duplicating Machine Operator | | 13.60 |
| 01111 - General Clerk I | | 12.38 |
| 01112 - General Clerk II | | 13.39 |
| 01113 - General Clerk III | | 14.93 |
| 01120 - Housing Referral Assistant | | 17.64 |
| 01141 - Messenger Courier | | 12.16 |
| 01191 - Order Clerk I | | 11.55 |
| 01192 - Order Clerk II | | 13.60 |
| 01261 - Personnel Assistant (Employment) I | | 14.66 |
| 01262 - Personnel Assistant (Employment) II | | 16.40 |
| 01263 - Personnel Assistant (Employment) III | | 18.29 |
| 01270 - Production Control Clerk | | 19.41 |
| 01280 - Receptionist | | 11.39 |
| 01290 - Rental Clerk | | 12.83 |
| 01300 - Scheduler, Maintenance | | 14.20 |
| 01311 - Secretary I | | 14.20 |
| 01312 - Secretary II | | 15.82 |
| 01313 - Secretary III | | 17.64 |
| 01320 - Service Order Dispatcher | | 14.82 |
| 01410 - Supply Technician | | 19.60 |
| 01420 - Survey Worker | | 16.31 |
| 01531 - Travel Clerk I | | 11.33 |
| 01532 - Travel Clerk II | | 12.24 |
| 01533 - Travel Clerk III | | 13.11 |
| 01611 - Word Processor I | | 12.21 |
| 01612 - Word Processor II | | 13.16 |
| 01613 - Word Processor III | | 16.23 |

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| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.32 |
| 05010 - Automotive Electrician | 18.15 |
| 05040 - Automotive Glass Installer | 17.17 |
| 05070 - Automotive Worker | 17.17 |
| 05110 - Mobile Equipment Servicer | 15.50 |
| 05130 - Motor Equipment Metal Mechanic | 18.88 |
| 05160 - Motor Equipment Metal Worker | 17.17 |
| 05190 - Motor Vehicle Mechanic | 18.80 |
| 05220 - Motor Vehicle Mechanic Helper | 14.58 |
| 05250 - Motor Vehicle Upholstery Worker | 16.58 |
| 05280 - Motor Vehicle Wrecker | 17.17 |
| 05310 - Painter, Automotive | 18.04 |
| 05340 - Radiator Repair Specialist | 17.17 |
| 05370 - Tire Repairer | 13.08 |
| 05400 - Transmission Repair Specialist | 18.88 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.08 |
| 07041 - Cook I | 11.12 |
| 07042 - Cook II | 12.08 |
| 07070 - Dishwasher | 8.13 |
| 07130 - Food Service Worker | 10.11 |
| 07210 - Meat Cutter | 14.83 |
| 07260 - Waiter/Waitress | 9.64 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.93 |
| 09040 - Furniture Handler | 13.01 |
| 09080 - Furniture Refinisher | 16.55 |
| 09090 - Furniture Refinisher Helper | 13.38 |
| 09110 - Furniture Repairer, Minor | 14.99 |
| 09130 - Upholsterer | 16.55 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.09 |
| 11060 - Elevator Operator | 10.09 |
| 11090 - Gardener | 13.52 |
| 11122 - Housekeeping Aide | 11.47 |
| 11150 - Janitor | 11.47 |
| 11210 - Laborer, Grounds Maintenance | 11.33 |
| 11240 - Maid or Houseman | 9.03 |
| 11260 - Pruner | 10.31 |
| 11270 - Tractor Operator | 13.20 |
| 11330 - Trail Maintenance Worker | 11.33 |
| 11360 - Window Cleaner | 12.61 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.51 |
| 12011 - Breath Alcohol Technician | 17.75 |
| 12012 - Certified Occupational Therapist Assistant | 27.42 |
| 12015 - Certified Physical Therapist Assistant | 24.67 |
| 12020 - Dental Assistant | 15.36 |
| 12025 - Dental Hygienist | 28.81 |
| 12030 - EKG Technician | 17.76 |
| 12035 - Electroneurodiagnostic Technologist | 17.76 |
| 12040 - Emergency Medical Technician | 15.51 |
| 12071 - Licensed Practical Nurse I | 16.45 |
| 12072 - Licensed Practical Nurse II | 18.40 |
| 12073 - Licensed Practical Nurse III | 20.52 |
| 12100 - Medical Assistant | 12.83 |
| 12130 - Medical Laboratory Technician | 18.67 |
| 12160 - Medical Record Clerk | 14.62 |
| 12190 - Medical Record Technician | 15.17 |
| 12195 - Medical Transcriptionist | 14.93 |
| 12210 - Nuclear Medicine Technologist | 30.91 |
| 12221 - Nursing Assistant I | 11.00 |

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| 12222 - Nursing Assistant II | 12.37 |
| 12223 - Nursing Assistant III | 13.50 |
| 12224 - Nursing Assistant IV | 15.14 |
| 12235 - Optical Dispenser | 17.68 |
| 12236 - Optical Technician | 13.58 |
| 12250 - Pharmacy Technician | 12.47 |
| 12280 - Phlebotomist | 15.14 |
| 12305 - Radiologic Technologist | 24.10 |
| 12311 - Registered Nurse I | 22.67 |
| 12312 - Registered Nurse II | 27.73 |
| 12313 - Registered Nurse II, Specialist | 27.73 |
| 12314 - Registered Nurse III | 33.55 |
| 12315 - Registered Nurse III, Anesthetist | 33.55 |
| 12316 - Registered Nurse IV | 40.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.80 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.52 |
| 13012 - Exhibits Specialist II | 20.85 |
| 13013 - Exhibits Specialist III | 23.88 |
| 13041 - Illustrator I | 16.29 |
| 13042 - Illustrator II | 19.52 |
| 13043 - Illustrator III | 23.31 |
| 13047 - Librarian | 22.41 |
| 13050 - Library Aide/Clerk | 11.99 |
| 13054 - Library Information Technology Systems Administrator | 20.85 |
| 13058 - Library Technician | 15.75 |
| 13061 - Media Specialist I | 15.05 |
| 13062 - Media Specialist II | 16.55 |
| 13063 - Media Specialist III | 17.57 |
| 13071 - Photographer I | 15.22 |
| 13072 - Photographer II | 17.02 |
| 13073 - Photographer III | 21.09 |
| 13074 - Photographer IV | 24.68 |
| 13075 - Photographer V | 27.29 |
| 13110 - Video Teleconference Technician | 15.74 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.15 |
| 14042 - Computer Operator II | 18.06 |
| 14043 - Computer Operator III | 20.14 |
| 14044 - Computer Operator IV | 22.37 |
| 14045 - Computer Operator V | 24.79 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 16.15 |
| 14160 - Personal Computer Support Technician | 22.37 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.98 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.63 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.42 |
| 15050 - Computer Based Training Specialist / Instructor | 29.98 |
| 15060 - Educational Technologist | 25.26 |
| 15070 - Flight Instructor (Pilot) | 35.42 |
| 15080 - Graphic Artist | 20.58 |
| 15090 - Technical Instructor | 21.82 |
| 15095 - Technical Instructor/Course Developer | 25.91 |
| 15110 - Test Proctor | 17.90 |
| 15120 - Tutor | 17.90 |

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|---|-------|
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.37 |
| 16030 - Counter Attendant | 8.37 |
| 16040 - Dry Cleaner | 10.44 |
| 16070 - Finisher, Flatwork, Machine | 8.37 |
| 16090 - Presser, Hand | 8.37 |
| 16110 - Presser, Machine, Drycleaning | 8.37 |
| 16130 - Presser, Machine, Shirts | 8.37 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.37 |
| 16190 - Sewing Machine Operator | 11.12 |
| 16220 - Tailor | 11.82 |
| 16250 - Washer, Machine | 9.06 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.55 |
| 19040 - Tool And Die Maker | 20.86 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.08 |
| 21030 - Material Coordinator | 19.41 |
| 21040 - Material Expediter | 19.41 |
| 21050 - Material Handling Laborer | 11.56 |
| 21071 - Order Filler | 11.67 |
| 21080 - Production Line Worker (Food Processing) | 13.84 |
| 21110 - Shipping Packer | 13.52 |
| 21130 - Shipping/Receiving Clerk | 13.52 |
| 21140 - Store Worker I | 11.88 |
| 21150 - Stock Clerk | 15.84 |
| 21210 - Tools And Parts Attendant | 14.66 |
| 21410 - Warehouse Specialist | 14.58 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.29 |
| 23021 - Aircraft Mechanic I | 22.18 |
| 23022 - Aircraft Mechanic II | 23.29 |
| 23023 - Aircraft Mechanic III | 24.46 |
| 23040 - Aircraft Mechanic Helper | 15.59 |
| 23050 - Aircraft, Painter | 19.14 |
| 23060 - Aircraft Servicer | 17.47 |
| 23080 - Aircraft Worker | 18.35 |
| 23110 - Appliance Mechanic | 18.95 |
| 23120 - Bicycle Repairer | 13.08 |
| 23125 - Cable Splicer | 24.84 |
| 23130 - Carpenter, Maintenance | 18.77 |
| 23140 - Carpet Layer | 17.82 |
| 23160 - Electrician, Maintenance | 22.10 |
| 23181 - Electronics Technician Maintenance I | 22.65 |
| 23182 - Electronics Technician Maintenance II | 24.25 |
| 23183 - Electronics Technician Maintenance III | 25.73 |
| 23260 - Fabric Worker | 16.67 |
| 23290 - Fire Alarm System Mechanic | 17.54 |
| 23310 - Fire Extinguisher Repairer | 15.49 |
| 23311 - Fuel Distribution System Mechanic | 20.11 |
| 23312 - Fuel Distribution System Operator | 16.75 |
| 23370 - General Maintenance Worker | 17.61 |
| 23380 - Ground Support Equipment Mechanic | 22.18 |
| 23381 - Ground Support Equipment Servicer | 17.47 |
| 23382 - Ground Support Equipment Worker | 18.35 |
| 23391 - Gunsmith I | 17.56 |
| 23392 - Gunsmith II | 20.20 |
| 23393 - Gunsmith III | 22.75 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.49 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.55 |
| 23430 - Heavy Equipment Mechanic | 20.74 |

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| 23440 - Heavy Equipment Operator | 16.89 |
| 23460 - Instrument Mechanic | 20.11 |
| 23465 - Laboratory/Shelter Mechanic | 20.21 |
| 23470 - Laborer | 12.14 |
| 23510 - Locksmith | 16.96 |
| 23530 - Machinery Maintenance Mechanic | 23.76 |
| 23550 - Machinist, Maintenance | 20.27 |
| 23580 - Maintenance Trades Helper | 15.08 |
| 23591 - Metrology Technician I | 20.11 |
| 23592 - Metrology Technician II | 21.26 |
| 23593 - Metrology Technician III | 22.06 |
| 23640 - Millwright | 20.21 |
| 23710 - Office Appliance Repairer | 18.22 |
| 23760 - Painter, Maintenance | 17.34 |
| 23790 - Pipefitter, Maintenance | 19.44 |
| 23810 - Plumber, Maintenance | 18.59 |
| 23820 - Pneudraulic Systems Mechanic | 20.11 |
| 23850 - Rigger | 19.60 |
| 23870 - Scale Mechanic | 17.82 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.20 |
| 23910 - Small Engine Mechanic | 16.50 |
| 23931 - Telecommunications Mechanic I | 24.15 |
| 23932 - Telecommunications Mechanic II | 25.23 |
| 23950 - Telephone Lineman | 21.31 |
| 23960 - Welder, Combination, Maintenance | 18.14 |
| 23965 - Well Driller | 20.11 |
| 23970 - Woodcraft Worker | 20.11 |
| 23980 - Woodworker | 14.58 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.25 |
| 24580 - Child Care Center Clerk | 13.34 |
| 24610 - Chore Aide | 10.53 |
| 24620 - Family Readiness And Support Services Coordinator | 13.26 |
| 24630 - Homemaker | 16.32 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.20 |
| 25040 - Sewage Plant Operator | 18.79 |
| 25070 - Stationary Engineer | 19.20 |
| 25190 - Ventilation Equipment Tender | 14.23 |
| 25210 - Water Treatment Plant Operator | 18.79 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.87 |
| 27007 - Baggage Inspector | 12.42 |
| 27008 - Corrections Officer | 18.77 |
| 27010 - Court Security Officer | 18.77 |
| 27030 - Detection Dog Handler | 17.09 |
| 27040 - Detention Officer | 18.77 |
| 27070 - Firefighter | 19.22 |
| 27101 - Guard I | 12.42 |
| 27102 - Guard II | 17.09 |
| 27131 - Police Officer I | 20.43 |
| 27132 - Police Officer II | 22.70 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.12 |
| 28042 - Carnival Equipment Repairer | 13.43 |
| 28043 - Carnival Equipment Worker | 9.04 |
| 28210 - Gate Attendant/Gate Tender | 13.56 |
| 28310 - Lifeguard | 12.08 |
| 28350 - Park Attendant (Aide) | 15.16 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.07 |
| 28515 - Recreation Specialist | 18.79 |
| 28630 - Sports Official | 12.08 |

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| 28690 - Swimming Pool Operator | 14.79 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.91 |
| 29020 - Hatch Tender | 17.91 |
| 29030 - Line Handler | 17.91 |
| 29041 - Stevedore I | 17.02 |
| 29042 - Stevedore II | 20.11 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.80 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.56 |
| 30022 - Archeological Technician II | 16.54 |
| 30023 - Archeological Technician III | 20.23 |
| 30030 - Cartographic Technician | 19.71 |
| 30040 - Civil Engineering Technician | 20.89 |
| 30061 - Drafter/CAD Operator I | 13.92 |
| 30062 - Drafter/CAD Operator II | 15.57 |
| 30063 - Drafter/CAD Operator III | 18.21 |
| 30064 - Drafter/CAD Operator IV | 21.36 |
| 30081 - Engineering Technician I | 15.41 |
| 30082 - Engineering Technician II | 17.30 |
| 30083 - Engineering Technician III | 19.35 |
| 30084 - Engineering Technician IV | 23.98 |
| 30085 - Engineering Technician V | 29.33 |
| 30086 - Engineering Technician VI | 35.49 |
| 30090 - Environmental Technician | 18.78 |
| 30210 - Laboratory Technician | 22.77 |
| 30240 - Mathematical Technician | 19.29 |
| 30361 - Paralegal/Legal Assistant I | 15.19 |
| 30362 - Paralegal/Legal Assistant II | 20.55 |
| 30363 - Paralegal/Legal Assistant III | 25.12 |
| 30364 - Paralegal/Legal Assistant IV | 30.43 |
| 30390 - Photo-Optics Technician | 19.71 |
| 30461 - Technical Writer I | 19.86 |
| 30462 - Technical Writer II | 24.29 |
| 30463 - Technical Writer III | 29.39 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 18.21 |
| 30621 - Weather Observer, Senior (see 2) | 19.59 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.22 |
| 31030 - Bus Driver | 12.82 |
| 31043 - Driver Courier | 15.56 |
| 31260 - Parking and Lot Attendant | 11.35 |
| 31290 - Shuttle Bus Driver | 13.22 |
| 31310 - Taxi Driver | 13.42 |
| 31361 - Truckdriver, Light | 14.77 |
| 31362 - Truckdriver, Medium | 15.11 |
| 31363 - Truckdriver, Heavy | 15.38 |
| 31364 - Truckdriver, Tractor-Trailer | 15.38 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.59 |
| 99050 - Desk Clerk | 10.15 |
| 99095 - Embalmer | 23.84 |
| 99251 - Laboratory Animal Caretaker I | 10.25 |
| 99252 - Laboratory Animal Caretaker II | 11.13 |
| 99310 - Mortician | 23.84 |

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|---|-------|
| 99410 - Pest Controller | 14.24 |
| 99510 - Photofinishing Worker | 10.82 |
| 99710 - Recycling Laborer | 13.25 |
| 99711 - Recycling Specialist | 15.71 |
| 99730 - Refuse Collector | 12.05 |
| 99810 - Sales Clerk | 11.66 |
| 99820 - School Crossing Guard | 10.86 |
| 99830 - Survey Party Chief | 17.08 |
| 99831 - Surveying Aide | 11.32 |
| 99832 - Surveying Technician | 15.53 |
| 99840 - Vending Machine Attendant | 13.23 |
| 99841 - Vending Machine Repairer | 15.49 |
| 99842 - Vending Machine Repairer Helper | 13.23 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordinance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2118
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Brevard, Indian River

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.56 |
| 01012 - Accounting Clerk II | | 15.22 |
| 01013 - Accounting Clerk III | | 18.43 |
| 01020 - Administrative Assistant | | 19.20 |
| 01040 - Court Reporter | | 16.31 |
| 01051 - Data Entry Operator I | | 11.69 |
| 01052 - Data Entry Operator II | | 13.31 |
| 01060 - Dispatcher, Motor Vehicle | | 16.31 |
| 01070 - Document Preparation Clerk | | 13.60 |
| 01090 - Duplicating Machine Operator | | 13.60 |
| 01111 - General Clerk I | | 12.38 |
| 01112 - General Clerk II | | 13.39 |
| 01113 - General Clerk III | | 14.93 |
| 01120 - Housing Referral Assistant | | 17.64 |
| 01141 - Messenger Courier | | 12.16 |
| 01191 - Order Clerk I | | 11.55 |

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| 01192 - Order Clerk II | 13.60 |
| 01261 - Personnel Assistant (Employment) I | 14.66 |
| 01262 - Personnel Assistant (Employment) II | 16.40 |
| 01263 - Personnel Assistant (Employment) III | 18.29 |
| 01270 - Production Control Clerk | 19.41 |
| 01280 - Receptionist | 11.39 |
| 01290 - Rental Clerk | 12.83 |
| 01300 - Scheduler, Maintenance | 14.20 |
| 01311 - Secretary I | 14.20 |
| 01312 - Secretary II | 15.82 |
| 01313 - Secretary III | 17.64 |
| 01320 - Service Order Dispatcher | 14.82 |
| 01410 - Supply Technician | 19.60 |
| 01420 - Survey Worker | 16.31 |
| 01531 - Travel Clerk I | 11.33 |
| 01532 - Travel Clerk II | 12.24 |
| 01533 - Travel Clerk III | 13.11 |
| 01611 - Word Processor I | 12.21 |
| 01612 - Word Processor II | 13.16 |
| 01613 - Word Processor III | 16.23 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.32 |
| 05010 - Automotive Electrician | 18.15 |
| 05040 - Automotive Glass Installer | 17.17 |
| 05070 - Automotive Worker | 17.17 |
| 05110 - Mobile Equipment Servicer | 15.50 |
| 05130 - Motor Equipment Metal Mechanic | 18.88 |
| 05160 - Motor Equipment Metal Worker | 17.17 |
| 05190 - Motor Vehicle Mechanic | 18.80 |
| 05220 - Motor Vehicle Mechanic Helper | 14.58 |
| 05250 - Motor Vehicle Upholstery Worker | 16.58 |
| 05280 - Motor Vehicle Wrecker | 17.17 |
| 05310 - Painter, Automotive | 18.04 |
| 05340 - Radiator Repair Specialist | 17.17 |
| 05370 - Tire Repairer | 13.08 |
| 05400 - Transmission Repair Specialist | 18.88 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.08 |
| 07041 - Cook I | 11.12 |
| 07042 - Cook II | 12.08 |
| 07070 - Dishwasher | 8.13 |
| 07130 - Food Service Worker | 10.11 |
| 07210 - Meat Cutter | 14.83 |
| 07260 - Waiter/Waitress | 9.64 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.93 |
| 09040 - Furniture Handler | 13.01 |
| 09080 - Furniture Refinisher | 16.55 |
| 09090 - Furniture Refinisher Helper | 13.38 |
| 09110 - Furniture Repairer, Minor | 14.99 |
| 09130 - Upholsterer | 16.55 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.09 |
| 11060 - Elevator Operator | 10.09 |
| 11090 - Gardener | 13.52 |
| 11122 - Housekeeping Aide | 11.47 |
| 11150 - Janitor | 11.47 |
| 11210 - Laborer, Grounds Maintenance | 11.33 |
| 11240 - Maid or Houseman | 9.03 |
| 11260 - Pruner | 10.31 |
| 11270 - Tractor Operator | 13.20 |
| 11330 - Trail Maintenance Worker | 11.33 |
| 11360 - Window Cleaner | 12.61 |

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| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.51 |
| 12011 - Breath Alcohol Technician | 17.75 |
| 12012 - Certified Occupational Therapist Assistant | 27.42 |
| 12015 - Certified Physical Therapist Assistant | 24.67 |
| 12020 - Dental Assistant | 15.36 |
| 12025 - Dental Hygienist | 28.81 |
| 12030 - EKG Technician | 17.76 |
| 12035 - Electroneurodiagnostic Technologist | 17.76 |
| 12040 - Emergency Medical Technician | 15.51 |
| 12071 - Licensed Practical Nurse I | 16.45 |
| 12072 - Licensed Practical Nurse II | 18.40 |
| 12073 - Licensed Practical Nurse III | 20.52 |
| 12100 - Medical Assistant | 12.83 |
| 12130 - Medical Laboratory Technician | 18.67 |
| 12160 - Medical Record Clerk | 14.62 |
| 12190 - Medical Record Technician | 15.17 |
| 12195 - Medical Transcriptionist | 14.93 |
| 12210 - Nuclear Medicine Technologist | 30.91 |
| 12221 - Nursing Assistant I | 11.00 |
| 12222 - Nursing Assistant II | 12.37 |
| 12223 - Nursing Assistant III | 13.50 |
| 12224 - Nursing Assistant IV | 15.14 |
| 12235 - Optical Dispenser | 17.68 |
| 12236 - Optical Technician | 13.58 |
| 12250 - Pharmacy Technician | 12.47 |
| 12280 - Phlebotomist | 15.14 |
| 12305 - Radiologic Technologist | 24.10 |
| 12311 - Registered Nurse I | 22.67 |
| 12312 - Registered Nurse II | 27.73 |
| 12313 - Registered Nurse II, Specialist | 27.73 |
| 12314 - Registered Nurse III | 33.55 |
| 12315 - Registered Nurse III, Anesthetist | 33.55 |
| 12316 - Registered Nurse IV | 40.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.80 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.52 |
| 13012 - Exhibits Specialist II | 20.85 |
| 13013 - Exhibits Specialist III | 23.88 |
| 13041 - Illustrator I | 16.29 |
| 13042 - Illustrator II | 19.52 |
| 13043 - Illustrator III | 23.31 |
| 13047 - Librarian | 22.41 |
| 13050 - Library Aide/Clerk | 11.99 |
| 13054 - Library Information Technology Systems Administrator | 20.85 |
| 13058 - Library Technician | 15.75 |
| 13061 - Media Specialist I | 15.05 |
| 13062 - Media Specialist II | 16.55 |
| 13063 - Media Specialist III | 17.57 |
| 13071 - Photographer I | 15.22 |
| 13072 - Photographer II | 17.02 |
| 13073 - Photographer III | 21.09 |
| 13074 - Photographer IV | 24.68 |
| 13075 - Photographer V | 27.29 |
| 13110 - Video Teleconference Technician | 15.74 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.15 |
| 14042 - Computer Operator II | 18.06 |
| 14043 - Computer Operator III | 20.14 |
| 14044 - Computer Operator IV | 22.37 |
| 14045 - Computer Operator V | 24.79 |
| 14071 - Computer Programmer I | 23.18 |

(see 1)

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| 14072 - Computer Programmer II | (see 1) | 27.62 |
| 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 | | 16.15 |
| 14160 - Personal Computer Support Technician | | 22.37 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 29.98 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 33.63 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 35.42 |
| 15050 - Computer Based Training Specialist / Instructor | | 29.98 |
| 15060 - Educational Technologist | | 25.26 |
| 15070 - Flight Instructor (Pilot) | | 35.42 |
| 15080 - Graphic Artist | | 20.58 |
| 15090 - Technical Instructor | | 21.82 |
| 15095 - Technical Instructor/Course Developer | | 25.91 |
| 15110 - Test Proctor | | 17.90 |
| 15120 - Tutor | | 17.90 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 8.37 |
| 16030 - Counter Attendant | | 8.37 |
| 16040 - Dry Cleaner | | 10.44 |
| 16070 - Finisher, Flatwork, Machine | | 8.37 |
| 16090 - Presser, Hand | | 8.37 |
| 16110 - Presser, Machine, Drycleaning | | 8.37 |
| 16130 - Presser, Machine, Shirts | | 8.37 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 8.37 |
| 16190 - Sewing Machine Operator | | 11.12 |
| 16220 - Tailor | | 11.82 |
| 16250 - Washer, Machine | | 9.06 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 17.55 |
| 19040 - Tool And Die Maker | | 20.86 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 13.08 |
| 21030 - Material Coordinator | | 19.41 |
| 21040 - Material Expediter | | 19.41 |
| 21050 - Material Handling Laborer | | 11.56 |
| 21071 - Order Filler | | 11.67 |
| 21080 - Production Line Worker (Food Processing) | | 13.84 |
| 21110 - Shipping Packer | | 13.52 |
| 21130 - Shipping/Receiving Clerk | | 13.52 |
| 21140 - Store Worker I | | 11.88 |
| 21150 - Stock Clerk | | 15.84 |
| 21210 - Tools And Parts Attendant | | 14.66 |
| 21410 - Warehouse Specialist | | 14.58 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 23.29 |
| 23021 - Aircraft Mechanic I | | 22.18 |
| 23022 - Aircraft Mechanic II | | 23.29 |
| 23023 - Aircraft Mechanic III | | 24.46 |
| 23040 - Aircraft Mechanic Helper | | 15.59 |
| 23050 - Aircraft, Painter | | 19.14 |
| 23060 - Aircraft Servicer | | 17.47 |
| 23080 - Aircraft Worker | | 18.35 |
| 23110 - Appliance Mechanic | | 18.95 |
| 23120 - Bicycle Repairer | | 13.08 |
| 23125 - Cable Splicer | | 24.84 |
| 23130 - Carpenter, Maintenance | | 18.77 |
| 23140 - Carpet Layer | | 17.82 |
| 23160 - Electrician, Maintenance | | 22.10 |

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|---|-------|
| 23181 - Electronics Technician Maintenance I | 22.65 |
| 23182 - Electronics Technician Maintenance II | 24.25 |
| 23183 - Electronics Technician Maintenance III | 25.73 |
| 23260 - Fabric Worker | 16.67 |
| 23290 - Fire Alarm System Mechanic | 17.54 |
| 23310 - Fire Extinguisher Repairer | 15.49 |
| 23311 - Fuel Distribution System Mechanic | 20.11 |
| 23312 - Fuel Distribution System Operator | 16.75 |
| 23370 - General Maintenance Worker | 17.61 |
| 23380 - Ground Support Equipment Mechanic | 22.18 |
| 23381 - Ground Support Equipment Servicer | 17.47 |
| 23382 - Ground Support Equipment Worker | 18.35 |
| 23391 - Gunsmith I | 17.56 |
| 23392 - Gunsmith II | 20.20 |
| 23393 - Gunsmith III | 22.75 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.49 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.55 |
| 23430 - Heavy Equipment Mechanic | 20.74 |
| 23440 - Heavy Equipment Operator | 16.89 |
| 23460 - Instrument Mechanic | 20.11 |
| 23465 - Laboratory/Shelter Mechanic | 20.21 |
| 23470 - Laborer | 12.14 |
| 23510 - Locksmith | 16.96 |
| 23530 - Machinery Maintenance Mechanic | 23.76 |
| 23550 - Machinist, Maintenance | 20.27 |
| 23580 - Maintenance Trades Helper | 15.08 |
| 23591 - Metrology Technician I | 20.11 |
| 23592 - Metrology Technician II | 21.26 |
| 23593 - Metrology Technician III | 22.06 |
| 23640 - Millwright | 20.21 |
| 23710 - Office Appliance Repairer | 18.22 |
| 23760 - Painter, Maintenance | 17.34 |
| 23790 - Pipefitter, Maintenance | 19.44 |
| 23810 - Plumber, Maintenance | 18.59 |
| 23820 - Pneudraulic Systems Mechanic | 20.11 |
| 23850 - Rigger | 19.60 |
| 23870 - Scale Mechanic | 17.82 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.20 |
| 23910 - Small Engine Mechanic | 16.50 |
| 23931 - Telecommunications Mechanic I | 24.15 |
| 23932 - Telecommunications Mechanic II | 25.23 |
| 23950 - Telephone Lineman | 21.31 |
| 23960 - Welder, Combination, Maintenance | 18.14 |
| 23965 - well Driller | 20.11 |
| 23970 - Woodcraft Worker | 20.11 |
| 23980 - Woodworker | 14.58 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.25 |
| 24580 - Child Care Center Clerk | 13.34 |
| 24610 - Chore Aide | 10.53 |
| 24620 - Family Readiness And Support Services Coordinator | 13.26 |
| 24630 - Homemaker | 16.32 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.20 |
| 25040 - Sewage Plant Operator | 18.79 |
| 25070 - Stationary Engineer | 19.20 |
| 25190 - Ventilation Equipment Tender | 14.23 |
| 25210 - Water Treatment Plant Operator | 18.79 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.87 |

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| 27007 - Baggage Inspector | 12.42 |
| 27008 - Corrections Officer | 18.77 |
| 27010 - Court Security Officer | 18.77 |
| 27030 - Detection Dog Handler | 17.09 |
| 27040 - Detention Officer | 18.77 |
| 27070 - Firefighter | 19.22 |
| 27101 - Guard I | 12.42 |
| 27102 - Guard II | 17.09 |
| 27131 - Police Officer I | 20.43 |
| 27132 - Police Officer II | 22.70 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.12 |
| 28042 - Carnival Equipment Repairer | 13.43 |
| 28043 - Carnival Equipment Worker | 9.04 |
| 28210 - Gate Attendant/Gate Tender | 13.56 |
| 28310 - Lifeguard | 12.08 |
| 28350 - Park Attendant (Aide) | 15.16 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.07 |
| 28515 - Recreation Specialist | 18.79 |
| 28630 - Sports Official | 12.08 |
| 28690 - Swimming Pool Operator | 14.79 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.91 |
| 29020 - Hatch Tender | 17.91 |
| 29030 - Line Handler | 17.91 |
| 29041 - Stevedore I | 17.02 |
| 29042 - Stevedore II | 20.11 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.80 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.56 |
| 30022 - Archeological Technician II | 16.54 |
| 30023 - Archeological Technician III | 20.23 |
| 30030 - Cartographic Technician | 19.71 |
| 30040 - Civil Engineering Technician | 20.89 |
| 30061 - Drafter/CAD Operator I | 13.92 |
| 30062 - Drafter/CAD Operator II | 15.57 |
| 30063 - Drafter/CAD Operator III | 18.21 |
| 30064 - Drafter/CAD Operator IV | 21.36 |
| 30081 - Engineering Technician I | 15.41 |
| 30082 - Engineering Technician II | 17.30 |
| 30083 - Engineering Technician III | 19.35 |
| 30084 - Engineering Technician IV | 23.98 |
| 30085 - Engineering Technician V | 29.33 |
| 30086 - Engineering Technician VI | 35.49 |
| 30090 - Environmental Technician | 18.78 |
| 30210 - Laboratory Technician | 22.77 |
| 30240 - Mathematical Technician | 19.29 |
| 30361 - Paralegal/Legal Assistant I | 15.19 |
| 30362 - Paralegal/Legal Assistant II | 20.55 |
| 30363 - Paralegal/Legal Assistant III | 25.12 |
| 30364 - Paralegal/Legal Assistant IV | 30.43 |
| 30390 - Photo-Optics Technician | 19.71 |
| 30461 - Technical Writer I | 19.86 |
| 30462 - Technical Writer II | 24.29 |
| 30463 - Technical Writer III | 29.39 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 18.21 |

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| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 19.59 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.22 |
| 31030 - Bus Driver | 12.82 |
| 31043 - Driver Courier | 15.56 |
| 31260 - Parking and Lot Attendant | 11.35 |
| 31290 - Shuttle Bus Driver | 13.22 |
| 31310 - Taxi Driver | 13.42 |
| 31361 - Truckdriver, Light | 14.77 |
| 31362 - Truckdriver, Medium | 15.11 |
| 31363 - Truckdriver, Heavy | 15.38 |
| 31364 - Truckdriver, Tractor-Trailer | 15.38 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.59 |
| 99050 - Desk Clerk | 10.15 |
| 99095 - Embalmer | 23.84 |
| 99251 - Laboratory Animal Caretaker I | 10.25 |
| 99252 - Laboratory Animal Caretaker II | 11.13 |
| 99310 - Mortician | 23.84 |
| 99410 - Pest Controller | 14.24 |
| 99510 - Photofinishing Worker | 10.82 |
| 99710 - Recycling Laborer | 13.25 |
| 99711 - Recycling Specialist | 15.71 |
| 99730 - Refuse Collector | 12.05 |
| 99810 - Sales Clerk | 11.66 |
| 99820 - School Crossing Guard | 10.86 |
| 99830 - Survey Party Chief | 17.08 |
| 99831 - Surveying Aide | 11.32 |
| 99832 - Surveying Technician | 15.53 |
| 99840 - Vending Machine Attendant | 13.23 |
| 99841 - Vending Machine Repairer | 15.49 |
| 99842 - Vending Machine Repairer Helper | 13.23 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2119
Revision No.: 15
Date of Last Revision: 07/25/2014

State: Florida

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.11 |
| 01012 - Accounting Clerk II | | 16.24 |
| 01013 - Accounting Clerk III | | 18.17 |
| 01020 - Administrative Assistant | | 22.64 |
| 01040 - Court Reporter | | 18.82 |
| 01051 - Data Entry Operator I | | 12.92 |
| 01052 - Data Entry Operator II | | 14.09 |
| 01060 - Dispatcher, Motor Vehicle | | 16.82 |
| 01070 - Document Preparation Clerk | | 12.67 |
| 01090 - Duplicating Machine Operator | | 12.67 |
| 01111 - General Clerk I | | 12.62 |
| 01112 - General Clerk II | | 13.88 |
| 01113 - General Clerk III | | 15.59 |
| 01120 - Housing Referral Assistant | | 20.88 |
| 01141 - Messenger Courier | | 12.39 |
| 01191 - Order Clerk I | | 12.71 |
| 01192 - Order Clerk II | | 13.86 |
| 01261 - Personnel Assistant (Employment) I | | 15.88 |
| 01262 - Personnel Assistant (Employment) II | | 18.07 |
| 01263 - Personnel Assistant (Employment) III | | 20.30 |
| 01270 - Production Control Clerk | | 20.00 |
| 01280 - Receptionist | | 13.44 |
| 01290 - Rental Clerk | | 14.93 |
| 01300 - Scheduler, Maintenance | | 16.74 |
| 01311 - Secretary I | | 16.74 |
| 01312 - Secretary II | | 18.73 |
| 01313 - Secretary III | | 20.88 |
| 01320 - Service Order Dispatcher | | 14.66 |
| 01410 - Supply Technician | | 23.21 |
| 01420 - Survey Worker | | 18.82 |
| 01531 - Travel Clerk I | | 12.57 |
| 01532 - Travel Clerk II | | 13.48 |
| 01533 - Travel Clerk III | | 14.33 |
| 01611 - Word Processor I | | 13.30 |
| 01612 - Word Processor II | | 14.93 |
| 01613 - Word Processor III | | 16.98 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 17.44 |
| 05010 - Automotive Electrician | | 16.61 |
| 05040 - Automotive Glass Installer | | 15.52 |
| 05070 - Automotive Worker | | 15.52 |
| 05110 - Mobile Equipment Servicer | | 13.34 |
| 05130 - Motor Equipment Metal Mechanic | | 17.56 |
| 05160 - Motor Equipment Metal Worker | | 15.52 |
| 05190 - Motor Vehicle Mechanic | | 17.34 |
| 05220 - Motor Vehicle Mechanic Helper | | 12.24 |
| 05250 - Motor Vehicle Upholstery Worker | | 14.42 |
| 05280 - Motor Vehicle Wrecker | | 15.52 |
| 05310 - Painter, Automotive | | 16.62 |
| 05340 - Radiator Repair Specialist | | 15.52 |
| 05370 - Tire Repairer | | 11.41 |
| 05400 - Transmission Repair Specialist | | 17.53 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 12.65 |
| 07041 - Cook I | | 11.08 |
| 07042 - Cook II | | 12.90 |

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| 07070 - Dishwasher | 8.72 |
| 07130 - Food Service Worker | 9.89 |
| 07210 - Meat Cutter | 12.75 |
| 07260 - Waiter/Waitress | 9.85 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.98 |
| 09040 - Furniture Handler | 7.71 |
| 09080 - Furniture Refinisher | 14.98 |
| 09090 - Furniture Refinisher Helper | 11.03 |
| 09110 - Furniture Repairer, Minor | 13.00 |
| 09130 - Upholsterer | 16.48 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.80 |
| 11060 - Elevator Operator | 10.39 |
| 11090 - Gardener | 14.13 |
| 11122 - Housekeeping Aide | 10.39 |
| 11150 - Janitor | 10.39 |
| 11210 - Laborer, Grounds Maintenance | 11.40 |
| 11240 - Maid or Houseman | 9.59 |
| 11260 - Pruner | 9.93 |
| 11270 - Tractor Operator | 14.36 |
| 11330 - Trail Maintenance Worker | 11.40 |
| 11360 - Window Cleaner | 11.94 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.34 |
| 12011 - Breath Alcohol Technician | 17.33 |
| 12012 - Certified Occupational Therapist Assistant | 26.46 |
| 12015 - Certified Physical Therapist Assistant | 24.15 |
| 12020 - Dental Assistant | 15.13 |
| 12025 - Dental Hygienist | 31.91 |
| 12030 - EKG Technician | 22.01 |
| 12035 - Electroneurodiagnostic Technologist | 22.01 |
| 12040 - Emergency Medical Technician | 15.34 |
| 12071 - Licensed Practical Nurse I | 15.49 |
| 12072 - Licensed Practical Nurse II | 17.33 |
| 12073 - Licensed Practical Nurse III | 19.32 |
| 12100 - Medical Assistant | 15.38 |
| 12130 - Medical Laboratory Technician | 17.89 |
| 12160 - Medical Record Clerk | 14.69 |
| 12190 - Medical Record Technician | 15.38 |
| 12195 - Medical Transcriptionist | 15.86 |
| 12210 - Nuclear Medicine Technologist | 34.45 |
| 12221 - Nursing Assistant I | 10.55 |
| 12222 - Nursing Assistant II | 11.87 |
| 12223 - Nursing Assistant III | 12.95 |
| 12224 - Nursing Assistant IV | 14.53 |
| 12235 - Optical Dispenser | 17.57 |
| 12236 - Optical Technician | 15.24 |
| 12250 - Pharmacy Technician | 15.84 |
| 12280 - Phlebotomist | 14.53 |
| 12305 - Radiologic Technologist | 25.46 |
| 12311 - Registered Nurse I | 26.32 |
| 12312 - Registered Nurse II | 29.80 |
| 12313 - Registered Nurse II, Specialist | 29.80 |
| 12314 - Registered Nurse III | 36.61 |
| 12315 - Registered Nurse III, Anesthetist | 36.61 |
| 12316 - Registered Nurse IV | 43.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.28 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.01 |
| 13012 - Exhibits Specialist II | 23.54 |
| 13013 - Exhibits Specialist III | 28.80 |
| 13041 - Illustrator I | 20.64 |

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| 13042 - Illustrator II | 25.57 |
| 13043 - Illustrator III | 31.27 |
| 13047 - Librarian | 31.86 |
| 13050 - Library Aide/Clerk | 12.37 |
| 13054 - Library Information Technology Systems Administrator | 26.99 |
| 13058 - Library Technician | 16.53 |
| 13061 - Media Specialist I | 16.17 |
| 13062 - Media Specialist II | 18.41 |
| 13063 - Media Specialist III | 20.54 |
| 13071 - Photographer I | 15.54 |
| 13072 - Photographer II | 17.83 |
| 13073 - Photographer III | 21.43 |
| 13074 - Photographer IV | 27.00 |
| 13075 - Photographer V | 32.66 |
| 13110 - Video Teleconference Technician | 16.88 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.41 |
| 14042 - Computer Operator II | 18.36 |
| 14043 - Computer Operator III | 20.47 |
| 14044 - Computer Operator IV | 22.75 |
| 14045 - Computer Operator V | 25.19 |
| 14071 - Computer Programmer I | (see 1) 22.76 |
| 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 | 16.41 |
| 14160 - Personal Computer Support Technician | 22.75 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 31.48 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 38.08 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.90 |
| 15050 - Computer Based Training Specialist / Instructor | 31.48 |
| 15060 - Educational Technologist | 26.06 |
| 15070 - Flight Instructor (Pilot) | 42.90 |
| 15080 - Graphic Artist | 25.96 |
| 15090 - Technical Instructor | 21.38 |
| 15095 - Technical Instructor/Course Developer | 26.16 |
| 15110 - Test Proctor | 17.26 |
| 15120 - Tutor | 17.26 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.62 |
| 16030 - Counter Attendant | 9.62 |
| 16040 - Dry Cleaner | 11.86 |
| 16070 - Finisher, Flatwork, Machine | 9.62 |
| 16090 - Presser, Hand | 9.62 |
| 16110 - Presser, Machine, Drycleaning | 9.62 |
| 16130 - Presser, Machine, Shirts | 9.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.62 |
| 16190 - Sewing Machine Operator | 12.52 |
| 16220 - Tailor | 13.18 |
| 16250 - Washer, Machine | 10.41 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.51 |
| 19040 - Tool And Die Maker | 22.29 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.81 |
| 21030 - Material Coordinator | 19.02 |
| 21040 - Material Expediter | 19.02 |
| 21050 - Material Handling Laborer | 12.17 |

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| 21071 - Order Filler | 11.60 |
| 21080 - Production Line Worker (Food Processing) | 14.81 |
| 21110 - Shipping Packer | 14.81 |
| 21130 - Shipping/Receiving Clerk | 14.81 |
| 21140 - Store Worker I | 9.45 |
| 21150 - Stock Clerk | 14.43 |
| 21210 - Tools And Parts Attendant | 14.81 |
| 21410 - Warehouse Specialist | 14.81 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.81 |
| 23021 - Aircraft Mechanic I | 23.31 |
| 23022 - Aircraft Mechanic II | 24.81 |
| 23023 - Aircraft Mechanic III | 26.28 |
| 23040 - Aircraft Mechanic Helper | 15.59 |
| 23050 - Aircraft, Painter | 18.88 |
| 23060 - Aircraft Servicer | 18.80 |
| 23080 - Aircraft Worker | 20.33 |
| 23110 - Appliance Mechanic | 18.53 |
| 23120 - Bicycle Repairer | 11.41 |
| 23125 - Cable Splicer | 24.61 |
| 23130 - Carpenter, Maintenance | 17.55 |
| 23140 - Carpet Layer | 17.33 |
| 23160 - Electrician, Maintenance | 19.25 |
| 23181 - Electronics Technician Maintenance I | 21.43 |
| 23182 - Electronics Technician Maintenance II | 23.32 |
| 23183 - Electronics Technician Maintenance III | 25.75 |
| 23260 - Fabric Worker | 17.63 |
| 23290 - Fire Alarm System Mechanic | 18.83 |
| 23310 - Fire Extinguisher Repairer | 14.71 |
| 23311 - Fuel Distribution System Mechanic | 20.59 |
| 23312 - Fuel Distribution System Operator | 15.49 |
| 23370 - General Maintenance Worker | 16.44 |
| 23380 - Ground Support Equipment Mechanic | 23.31 |
| 23381 - Ground Support Equipment Servicer | 18.80 |
| 23382 - Ground Support Equipment Worker | 20.33 |
| 23391 - Gunsmith I | 14.71 |
| 23392 - Gunsmith II | 17.40 |
| 23393 - Gunsmith III | 19.85 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.01 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.23 |
| 23430 - Heavy Equipment Mechanic | 19.94 |
| 23440 - Heavy Equipment Operator | 18.20 |
| 23460 - Instrument Mechanic | 18.69 |
| 23465 - Laboratory/Shelter Mechanic | 18.62 |
| 23470 - Laborer | 11.51 |
| 23510 - Locksmith | 16.19 |
| 23530 - Machinery Maintenance Mechanic | 22.48 |
| 23550 - Machinist, Maintenance | 18.00 |
| 23580 - Maintenance Trades Helper | 13.11 |
| 23591 - Metrology Technician I | 18.69 |
| 23592 - Metrology Technician II | 19.89 |
| 23593 - Metrology Technician III | 21.08 |
| 23640 - Millwright | 21.19 |
| 23710 - Office Appliance Repairer | 17.94 |
| 23760 - Painter, Maintenance | 17.51 |
| 23790 - Pipefitter, Maintenance | 20.20 |
| 23810 - Plumber, Maintenance | 19.23 |
| 23820 - Pneudraulic Systems Mechanic | 19.85 |
| 23850 - Rigger | 19.85 |
| 23870 - Scale Mechanic | 17.40 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.24 |

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| 23910 - Small Engine Mechanic | 15.16 |
| 23931 - Telecommunications Mechanic I | 23.92 |
| 23932 - Telecommunications Mechanic II | 25.46 |
| 23950 - Telephone Lineman | 21.16 |
| 23960 - Welder, Combination, Maintenance | 18.69 |
| 23965 - Well Driller | 18.71 |
| 23970 - Woodcraft Worker | 19.85 |
| 23980 - Woodworker | 14.71 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.81 |
| 24580 - Child Care Center Clerk | 15.33 |
| 24610 - Chore Aide | 9.40 |
| 24620 - Family Readiness And Support Services Coordinator | 14.45 |
| 24630 - Homemaker | 17.05 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.01 |
| 25040 - Sewage Plant Operator | 20.16 |
| 25070 - Stationary Engineer | 19.01 |
| 25190 - Ventilation Equipment Tender | 12.90 |
| 25210 - Water Treatment Plant Operator | 20.16 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.47 |
| 27007 - Baggage Inspector | 10.61 |
| 27008 - Corrections Officer | 25.15 |
| 27010 - Court Security Officer | 28.50 |
| 27030 - Detection Dog Handler | 18.11 |
| 27040 - Detention Officer | 25.15 |
| 27070 - Firefighter | 26.09 |
| 27101 - Guard I | 10.61 |
| 27102 - Guard II | 18.11 |
| 27131 - Police Officer I | 30.90 |
| 27132 - Police Officer II | 34.34 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.37 |
| 28042 - Carnival Equipment Repairer | 14.74 |
| 28043 - Carnival Equipment Worker | 9.40 |
| 28210 - Gate Attendant/Gate Tender | 14.63 |
| 28310 - Lifeguard | 13.49 |
| 28350 - Park Attendant (Aide) | 16.39 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.96 |
| 28515 - Recreation Specialist | 20.30 |
| 28630 - Sports Official | 13.04 |
| 28690 - Swimming Pool Operator | 19.77 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.76 |
| 29020 - Hatch Tender | 22.76 |
| 29030 - Line Handler | 22.76 |
| 29041 - Stevedore I | 20.86 |
| 29042 - Stevedore II | 24.67 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.85 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.10 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.74 |
| 30021 - Archeological Technician I | 15.98 |
| 30022 - Archeological Technician II | 18.25 |
| 30023 - Archeological Technician III | 24.98 |
| 30030 - Cartographic Technician | 25.86 |
| 30040 - Civil Engineering Technician | 24.73 |
| 30061 - Drafter/CAD Operator I | 18.66 |
| 30062 - Drafter/CAD Operator II | 20.89 |
| 30063 - Drafter/CAD Operator III | 23.28 |
| 30064 - Drafter/CAD Operator IV | 28.66 |

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|---|---------------|
| 30081 - Engineering Technician I | 17.93 |
| 30082 - Engineering Technician II | 21.92 |
| 30083 - Engineering Technician III | 24.53 |
| 30084 - Engineering Technician IV | 27.90 |
| 30085 - Engineering Technician V | 34.13 |
| 30086 - Engineering Technician VI | 41.29 |
| 30090 - Environmental Technician | 19.85 |
| 30210 - Laboratory Technician | 18.62 |
| 30240 - Mathematical Technician | 25.86 |
| 30361 - Paralegal/Legal Assistant I | 17.91 |
| 30362 - Paralegal/Legal Assistant II | 22.18 |
| 30363 - Paralegal/Legal Assistant III | 27.14 |
| 30364 - Paralegal/Legal Assistant IV | 32.83 |
| 30390 - Photo-Optics Technician | 25.86 |
| 30461 - Technical Writer I | 23.25 |
| 30462 - Technical Writer II | 28.46 |
| 30463 - Technical Writer III | 31.36 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.06 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.10 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.89 |
| 30494 - Unexploded (UXO) Safety Escort | 24.06 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.06 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 23.28 |
| 30621 - Weather Observer, Senior | (see 2) 25.86 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.78 |
| 31030 - Bus Driver | 15.04 |
| 31043 - Driver Courier | 14.92 |
| 31260 - Parking and Lot Attendant | 9.46 |
| 31290 - Shuttle Bus Driver | 16.45 |
| 31310 - Taxi Driver | 10.67 |
| 31361 - Truckdriver, Light | 16.45 |
| 31362 - Truckdriver, Medium | 17.99 |
| 31363 - Truckdriver, Heavy | 19.54 |
| 31364 - Truckdriver, Tractor-Trailer | 19.54 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.31 |
| 99050 - Desk Clerk | 10.67 |
| 99095 - Embalmer | 22.48 |
| 99251 - Laboratory Animal Caretaker I | 10.75 |
| 99252 - Laboratory Animal Caretaker II | 11.86 |
| 99310 - Mortician | 24.52 |
| 99410 - Pest Controller | 14.45 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.31 |
| 99711 - Recycling Specialist | 19.30 |
| 99730 - Refuse Collector | 13.33 |
| 99810 - Sales Clerk | 12.45 |
| 99820 - School Crossing Guard | 11.80 |
| 99830 - Survey Party Chief | 18.80 |
| 99831 - Surveying Aide | 10.24 |
| 99832 - Surveying Technician | 16.78 |
| 99840 - Vending Machine Attendant | 12.85 |
| 99841 - Vending Machine Repairer | 16.68 |
| 99842 - Vending Machine Repairer Helper | 12.85 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2120
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Collier, Dade, Monroe

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.11 |
| 01012 - Accounting Clerk II | | 16.24 |
| 01013 - Accounting Clerk III | | 18.17 |
| 01020 - Administrative Assistant | | 22.64 |
| 01040 - Court Reporter | | 18.82 |
| 01051 - Data Entry Operator I | | 12.92 |
| 01052 - Data Entry Operator II | | 14.09 |
| 01060 - Dispatcher, Motor Vehicle | | 16.82 |
| 01070 - Document Preparation Clerk | | 12.67 |
| 01090 - Duplicating Machine Operator | | 12.67 |
| 01111 - General Clerk I | | 12.62 |
| 01112 - General Clerk II | | 13.88 |
| 01113 - General Clerk III | | 15.59 |
| 01120 - Housing Referral Assistant | | 20.88 |
| 01141 - Messenger Courier | | 12.39 |
| 01191 - Order Clerk I | | 12.71 |
| 01192 - Order Clerk II | | 13.86 |
| 01261 - Personnel Assistant (Employment) I | | 15.88 |
| 01262 - Personnel Assistant (Employment) II | | 18.07 |
| 01263 - Personnel Assistant (Employment) III | | 20.30 |
| 01270 - Production Control Clerk | | 20.00 |
| 01280 - Receptionist | | 13.44 |
| 01290 - Rental Clerk | | 14.93 |
| 01300 - Scheduler, Maintenance | | 16.74 |
| 01311 - Secretary I | | 16.74 |
| 01312 - Secretary II | | 18.73 |
| 01313 - Secretary III | | 20.88 |
| 01320 - Service Order Dispatcher | | 14.66 |
| 01410 - Supply Technician | | 23.21 |
| 01420 - Survey Worker | | 18.82 |
| 01531 - Travel Clerk I | | 12.57 |
| 01532 - Travel Clerk II | | 13.48 |
| 01533 - Travel Clerk III | | 14.33 |
| 01611 - Word Processor I | | 13.30 |
| 01612 - Word Processor II | | 14.93 |
| 01613 - Word Processor III | | 16.98 |

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| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 17.44 |
| 05010 - Automotive Electrician | 16.61 |
| 05040 - Automotive Glass Installer | 15.52 |
| 05070 - Automotive Worker | 15.52 |
| 05110 - Mobile Equipment Servicer | 13.34 |
| 05130 - Motor Equipment Metal Mechanic | 17.56 |
| 05160 - Motor Equipment Metal Worker | 15.52 |
| 05190 - Motor Vehicle Mechanic | 17.34 |
| 05220 - Motor Vehicle Mechanic Helper | 12.24 |
| 05250 - Motor Vehicle Upholstery Worker | 14.42 |
| 05280 - Motor Vehicle Wrecker | 15.52 |
| 05310 - Painter, Automotive | 16.62 |
| 05340 - Radiator Repair Specialist | 15.52 |
| 05370 - Tire Repairer | 11.41 |
| 05400 - Transmission Repair Specialist | 17.53 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.65 |
| 07041 - Cook I | 11.08 |
| 07042 - Cook II | 12.90 |
| 07070 - Dishwasher | 8.72 |
| 07130 - Food Service Worker | 9.89 |
| 07210 - Meat Cutter | 12.75 |
| 07260 - Waiter/Waitress | 9.85 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.98 |
| 09040 - Furniture Handler | 7.71 |
| 09080 - Furniture Refinisher | 14.98 |
| 09090 - Furniture Refinisher Helper | 11.03 |
| 09110 - Furniture Repairer, Minor | 13.00 |
| 09130 - Upholsterer | 16.48 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.80 |
| 11060 - Elevator Operator | 10.39 |
| 11090 - Gardener | 14.13 |
| 11122 - Housekeeping Aide | 10.39 |
| 11150 - Janitor | 10.39 |
| 11210 - Laborer, Grounds Maintenance | 11.40 |
| 11240 - Maid or Houseman | 9.59 |
| 11260 - Pruner | 9.93 |
| 11270 - Tractor Operator | 14.36 |
| 11330 - Trail Maintenance Worker | 11.40 |
| 11360 - Window Cleaner | 11.94 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.34 |
| 12011 - Breath Alcohol Technician | 17.33 |
| 12012 - Certified Occupational Therapist Assistant | 26.46 |
| 12015 - Certified Physical Therapist Assistant | 24.15 |
| 12020 - Dental Assistant | 15.13 |
| 12025 - Dental Hygienist | 31.91 |
| 12030 - EKG Technician | 22.01 |
| 12035 - Electroneurodiagnostic Technologist | 22.01 |
| 12040 - Emergency Medical Technician | 15.34 |
| 12071 - Licensed Practical Nurse I | 15.49 |
| 12072 - Licensed Practical Nurse II | 17.33 |
| 12073 - Licensed Practical Nurse III | 19.32 |
| 12100 - Medical Assistant | 15.38 |
| 12130 - Medical Laboratory Technician | 17.89 |
| 12160 - Medical Record Clerk | 14.69 |
| 12190 - Medical Record Technician | 15.38 |
| 12195 - Medical Transcriptionist | 15.86 |
| 12210 - Nuclear Medicine Technologist | 34.45 |
| 12221 - Nursing Assistant I | 10.55 |

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| 12222 - Nursing Assistant II | 11.87 |
| 12223 - Nursing Assistant III | 12.95 |
| 12224 - Nursing Assistant IV | 14.53 |
| 12235 - Optical Dispenser | 17.57 |
| 12236 - Optical Technician | 15.24 |
| 12250 - Pharmacy Technician | 15.84 |
| 12280 - Phlebotomist | 14.53 |
| 12305 - Radiologic Technologist | 25.46 |
| 12311 - Registered Nurse I | 26.32 |
| 12312 - Registered Nurse II | 29.80 |
| 12313 - Registered Nurse II, Specialist | 29.80 |
| 12314 - Registered Nurse III | 36.61 |
| 12315 - Registered Nurse III, Anesthetist | 36.61 |
| 12316 - Registered Nurse IV | 43.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.28 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.01 |
| 13012 - Exhibits Specialist II | 23.54 |
| 13013 - Exhibits Specialist III | 28.80 |
| 13041 - Illustrator I | 20.64 |
| 13042 - Illustrator II | 25.57 |
| 13043 - Illustrator III | 31.27 |
| 13047 - Librarian | 31.86 |
| 13050 - Library Aide/Clerk | 12.37 |
| 13054 - Library Information Technology Systems Administrator | 26.99 |
| 13058 - Library Technician | 16.53 |
| 13061 - Media Specialist I | 16.17 |
| 13062 - Media Specialist II | 18.41 |
| 13063 - Media Specialist III | 20.54 |
| 13071 - Photographer I | 15.54 |
| 13072 - Photographer II | 17.83 |
| 13073 - Photographer III | 21.43 |
| 13074 - Photographer IV | 27.00 |
| 13075 - Photographer V | 32.66 |
| 13110 - Video Teleconference Technician | 16.88 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.41 |
| 14042 - Computer Operator II | 18.36 |
| 14043 - Computer Operator III | 20.47 |
| 14044 - Computer Operator IV | 22.75 |
| 14045 - Computer Operator V | 25.19 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 16.41 |
| 14160 - Personal Computer Support Technician | 22.75 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 31.48 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 38.08 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.90 |
| 15050 - Computer Based Training Specialist / Instructor | 31.48 |
| 15060 - Educational Technologist | 26.06 |
| 15070 - Flight Instructor (Pilot) | 42.90 |
| 15080 - Graphic Artist | 25.96 |
| 15090 - Technical Instructor | 21.38 |
| 15095 - Technical Instructor/Course Developer | 26.16 |
| 15110 - Test Proctor | 17.26 |
| 15120 - Tutor | 17.26 |

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|---|-------|
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.62 |
| 16030 - Counter Attendant | 9.62 |
| 16040 - Dry Cleaner | 11.86 |
| 16070 - Finisher, Flatwork, Machine | 9.62 |
| 16090 - Presser, Hand | 9.62 |
| 16110 - Presser, Machine, Drycleaning | 9.62 |
| 16130 - Presser, Machine, Shirts | 9.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.62 |
| 16190 - Sewing Machine Operator | 12.52 |
| 16220 - Tailor | 13.18 |
| 16250 - Washer, Machine | 10.41 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.51 |
| 19040 - Tool And Die Maker | 22.29 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.81 |
| 21030 - Material Coordinator | 19.02 |
| 21040 - Material Expediter | 19.02 |
| 21050 - Material Handling Laborer | 12.17 |
| 21071 - Order Filler | 11.60 |
| 21080 - Production Line Worker (Food Processing) | 14.81 |
| 21110 - Shipping Packer | 14.81 |
| 21130 - Shipping/Receiving Clerk | 14.81 |
| 21140 - Store Worker I | 9.45 |
| 21150 - Stock Clerk | 14.43 |
| 21210 - Tools And Parts Attendant | 14.81 |
| 21410 - Warehouse Specialist | 14.81 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.81 |
| 23021 - Aircraft Mechanic I | 23.31 |
| 23022 - Aircraft Mechanic II | 24.81 |
| 23023 - Aircraft Mechanic III | 26.28 |
| 23040 - Aircraft Mechanic Helper | 15.59 |
| 23050 - Aircraft, Painter | 18.88 |
| 23060 - Aircraft Servicer | 18.80 |
| 23080 - Aircraft Worker | 20.33 |
| 23110 - Appliance Mechanic | 18.53 |
| 23120 - Bicycle Repairer | 11.41 |
| 23125 - Cable Splicer | 24.61 |
| 23130 - Carpenter, Maintenance | 17.55 |
| 23140 - Carpet Layer | 17.33 |
| 23160 - Electrician, Maintenance | 19.25 |
| 23181 - Electronics Technician Maintenance I | 21.43 |
| 23182 - Electronics Technician Maintenance II | 23.32 |
| 23183 - Electronics Technician Maintenance III | 25.75 |
| 23260 - Fabric Worker | 17.63 |
| 23290 - Fire Alarm System Mechanic | 18.83 |
| 23310 - Fire Extinguisher Repairer | 14.71 |
| 23311 - Fuel Distribution System Mechanic | 20.59 |
| 23312 - Fuel Distribution System Operator | 15.49 |
| 23370 - General Maintenance Worker | 16.44 |
| 23380 - Ground Support Equipment Mechanic | 23.31 |
| 23381 - Ground Support Equipment Servicer | 18.80 |
| 23382 - Ground Support Equipment Worker | 20.33 |
| 23391 - Gunsmith I | 14.71 |
| 23392 - Gunsmith II | 17.40 |
| 23393 - Gunsmith III | 19.85 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.01 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.23 |
| 23430 - Heavy Equipment Mechanic | 19.94 |

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|---|-------|
| 23440 - Heavy Equipment Operator | 18.20 |
| 23460 - Instrument Mechanic | 18.69 |
| 23465 - Laboratory/Shelter Mechanic | 18.62 |
| 23470 - Laborer | 11.51 |
| 23510 - Locksmith | 16.19 |
| 23530 - Machinery Maintenance Mechanic | 22.48 |
| 23550 - Machinist, Maintenance | 18.00 |
| 23580 - Maintenance Trades Helper | 13.11 |
| 23591 - Metrology Technician I | 18.69 |
| 23592 - Metrology Technician II | 19.89 |
| 23593 - Metrology Technician III | 21.08 |
| 23640 - Millwright | 21.19 |
| 23710 - Office Appliance Repairer | 17.94 |
| 23760 - Painter, Maintenance | 17.51 |
| 23790 - Pipefitter, Maintenance | 20.20 |
| 23810 - Plumber, Maintenance | 19.23 |
| 23820 - Pneudraulic Systems Mechanic | 19.85 |
| 23850 - Rigger | 19.85 |
| 23870 - Scale Mechanic | 17.40 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.24 |
| 23910 - Small Engine Mechanic | 15.16 |
| 23931 - Telecommunications Mechanic I | 23.92 |
| 23932 - Telecommunications Mechanic II | 25.46 |
| 23950 - Telephone Lineman | 21.16 |
| 23960 - Welder, Combination, Maintenance | 18.69 |
| 23965 - Well Driller | 18.71 |
| 23970 - Woodcraft Worker | 19.85 |
| 23980 - Woodworker | 14.71 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.81 |
| 24580 - Child Care Center Clerk | 15.33 |
| 24610 - Chore Aide | 9.40 |
| 24620 - Family Readiness And Support Services Coordinator | 14.45 |
| 24630 - Homemaker | 17.05 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.01 |
| 25040 - Sewage Plant Operator | 20.16 |
| 25070 - Stationary Engineer | 19.01 |
| 25190 - Ventilation Equipment Tender | 12.90 |
| 25210 - Water Treatment Plant Operator | 20.16 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.47 |
| 27007 - Baggage Inspector | 10.61 |
| 27008 - Corrections Officer | 25.15 |
| 27010 - Court Security Officer | 28.50 |
| 27030 - Detection Dog Handler | 18.11 |
| 27040 - Detention Officer | 25.15 |
| 27070 - Firefighter | 26.09 |
| 27101 - Guard I | 10.61 |
| 27102 - Guard II | 18.11 |
| 27131 - Police Officer I | 30.90 |
| 27132 - Police Officer II | 34.34 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.37 |
| 28042 - Carnival Equipment Repairer | 14.74 |
| 28043 - Carnival Equipment Worker | 9.40 |
| 28210 - Gate Attendant/Gate Tender | 14.63 |
| 28310 - Lifeguard | 13.49 |
| 28350 - Park Attendant (Aide) | 16.39 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.96 |
| 28515 - Recreation Specialist | 20.30 |
| 28630 - Sports Official | 13.04 |

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| 28690 - Swimming Pool Operator | 19.77 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.76 |
| 29020 - Hatch Tender | 22.76 |
| 29030 - Line Handler | 22.76 |
| 29041 - Stevedore I | 20.86 |
| 29042 - Stevedore II | 24.67 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.85 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.10 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.74 |
| 30021 - Archeological Technician I | 15.98 |
| 30022 - Archeological Technician II | 18.25 |
| 30023 - Archeological Technician III | 24.98 |
| 30030 - Cartographic Technician | 25.86 |
| 30040 - Civil Engineering Technician | 24.73 |
| 30061 - Drafter/CAD Operator I | 18.66 |
| 30062 - Drafter/CAD Operator II | 20.89 |
| 30063 - Drafter/CAD Operator III | 23.28 |
| 30064 - Drafter/CAD Operator IV | 28.66 |
| 30081 - Engineering Technician I | 17.93 |
| 30082 - Engineering Technician II | 21.92 |
| 30083 - Engineering Technician III | 24.53 |
| 30084 - Engineering Technician IV | 27.90 |
| 30085 - Engineering Technician V | 34.13 |
| 30086 - Engineering Technician VI | 41.29 |
| 30090 - Environmental Technician | 19.85 |
| 30210 - Laboratory Technician | 18.62 |
| 30240 - Mathematical Technician | 25.86 |
| 30361 - Paralegal/Legal Assistant I | 17.91 |
| 30362 - Paralegal/Legal Assistant II | 22.18 |
| 30363 - Paralegal/Legal Assistant III | 27.14 |
| 30364 - Paralegal/Legal Assistant IV | 32.83 |
| 30390 - Photo-Optics Technician | 25.86 |
| 30461 - Technical Writer I | 23.25 |
| 30462 - Technical Writer II | 28.46 |
| 30463 - Technical Writer III | 31.36 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.06 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.10 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.89 |
| 30494 - Unexploded (UXO) Safety Escort | 24.06 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.06 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 23.28 |
| 30621 - Weather Observer, Senior (see 2) | 25.86 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.78 |
| 31030 - Bus Driver | 15.04 |
| 31043 - Driver Courier | 14.92 |
| 31260 - Parking and Lot Attendant | 9.46 |
| 31290 - Shuttle Bus Driver | 16.45 |
| 31310 - Taxi Driver | 10.67 |
| 31361 - Truckdriver, Light | 16.45 |
| 31362 - Truckdriver, Medium | 17.99 |
| 31363 - Truckdriver, Heavy | 19.54 |
| 31364 - Truckdriver, Tractor-Trailer | 19.54 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.31 |
| 99050 - Desk Clerk | 10.67 |
| 99095 - Embalmer | 22.48 |
| 99251 - Laboratory Animal Caretaker I | 10.75 |
| 99252 - Laboratory Animal Caretaker II | 11.86 |
| 99310 - Mortician | 24.52 |

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| 99410 - Pest Controller | 14.45 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.31 |
| 99711 - Recycling Specialist | 19.30 |
| 99730 - Refuse Collector | 13.33 |
| 99810 - Sales Clerk | 12.45 |
| 99820 - School Crossing Guard | 11.80 |
| 99830 - Survey Party Chief | 18.80 |
| 99831 - Surveying Aide | 10.24 |
| 99832 - Surveying Technician | 16.78 |
| 99840 - Vending Machine Attendant | 12.85 |
| 99841 - Vending Machine Repairer | 16.68 |
| 99842 - Vending Machine Repairer Helper | 12.85 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at

<http://wdo1.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2121
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Calhoun, Franklin, Gadsden, Gulf, Holmes, Jackson, Jefferson, Leon, Liberty, Wakulla, Walton, Washington

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.62 |
| 01012 - Accounting Clerk II | | 14.16 |
| 01013 - Accounting Clerk III | | 16.60 |
| 01020 - Administrative Assistant | | 19.11 |
| 01040 - Court Reporter | | 15.99 |
| 01051 - Data Entry Operator I | | 11.29 |
| 01052 - Data Entry Operator II | | 12.64 |
| 01060 - Dispatcher, Motor Vehicle | | 15.56 |
| 01070 - Document Preparation Clerk | | 12.33 |
| 01090 - Duplicating Machine Operator | | 12.33 |
| 01111 - General Clerk I | | 11.73 |
| 01112 - General Clerk II | | 12.80 |

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| 01113 | - General Clerk III | 14.36 |
| 01120 | - Housing Referral Assistant | 17.84 |
| 01141 | - Messenger Courier | 10.25 |
| 01191 | - Order Clerk I | 12.03 |
| 01192 | - Order Clerk II | 13.31 |
| 01261 | - Personnel Assistant (Employment) I | 13.91 |
| 01262 | - Personnel Assistant (Employment) II | 15.56 |
| 01263 | - Personnel Assistant (Employment) III | 17.35 |
| 01270 | - Production Control Clerk | 16.96 |
| 01280 | - Receptionist | 12.41 |
| 01290 | - Rental Clerk | 13.45 |
| 01300 | - Scheduler, Maintenance | 14.30 |
| 01311 | - Secretary I | 14.30 |
| 01312 | - Secretary II | 15.99 |
| 01313 | - Secretary III | 17.83 |
| 01320 | - Service Order Dispatcher | 13.76 |
| 01410 | - Supply Technician | 19.82 |
| 01420 | - Survey Worker | 14.20 |
| 01531 | - Travel Clerk I | 11.36 |
| 01532 | - Travel Clerk II | 12.14 |
| 01533 | - Travel Clerk III | 12.89 |
| 01611 | - Word Processor I | 12.40 |
| 01612 | - Word Processor II | 13.91 |
| 01613 | - Word Processor III | 15.56 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 17.84 |
| 05010 | - Automotive Electrician | 16.94 |
| 05040 | - Automotive Glass Installer | 17.66 |
| 05070 | - Automotive Worker | 16.05 |
| 05110 | - Mobile Equipment Servicer | 14.27 |
| 05130 | - Motor Equipment Metal Mechanic | 17.84 |
| 05160 | - Motor Equipment Metal Worker | 16.05 |
| 05190 | - Motor Vehicle Mechanic | 17.84 |
| 05220 | - Motor Vehicle Mechanic Helper | 13.32 |
| 05250 | - Motor Vehicle Upholstery Worker | 15.19 |
| 05280 | - Motor Vehicle Wrecker | 16.05 |
| 05310 | - Painter, Automotive | 16.94 |
| 05340 | - Radiator Repair Specialist | 16.05 |
| 05370 | - Tire Repairer | 13.79 |
| 05400 | - Transmission Repair Specialist | 17.84 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 10.65 |
| 07041 | - Cook I | 9.27 |
| 07042 | - Cook II | 10.60 |
| 07070 | - Dishwasher | 7.94 |
| 07130 | - Food Service Worker | 9.09 |
| 07210 | - Meat Cutter | 13.19 |
| 07260 | - Waiter/Waitress | 9.34 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 16.94 |
| 09040 | - Furniture Handler | 12.50 |
| 09080 | - Furniture Refinisher | 16.94 |
| 09090 | - Furniture Refinisher Helper | 13.32 |
| 09110 | - Furniture Repairer, Minor | 15.19 |
| 09130 | - Upholsterer | 16.94 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 9.62 |
| 11060 | - Elevator Operator | 9.30 |
| 11090 | - Gardener | 14.31 |
| 11122 | - Housekeeping Aide | 9.30 |
| 11150 | - Janitor | 9.30 |
| 11210 | - Laborer, Grounds Maintenance | 11.25 |
| 11240 | - Maid or Houseman | 8.16 |

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| 11260 - Pruner | 10.24 |
| 11270 - Tractor Operator | 13.26 |
| 11330 - Trail Maintenance Worker | 11.25 |
| 11360 - Window Cleaner | 10.21 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.16 |
| 12011 - Breath Alcohol Technician | 16.36 |
| 12012 - Certified Occupational Therapist Assistant | 22.08 |
| 12015 - Certified Physical Therapist Assistant | 22.08 |
| 12020 - Dental Assistant | 15.82 |
| 12025 - Dental Hygienist | 29.85 |
| 12030 - EKG Technician | 24.79 |
| 12035 - Electroneurodiagnostic Technologist | 24.79 |
| 12040 - Emergency Medical Technician | 14.16 |
| 12071 - Licensed Practical Nurse I | 15.36 |
| 12072 - Licensed Practical Nurse II | 17.18 |
| 12073 - Licensed Practical Nurse III | 19.16 |
| 12100 - Medical Assistant | 13.61 |
| 12130 - Medical Laboratory Technician | 14.72 |
| 12160 - Medical Record Clerk | 14.22 |
| 12190 - Medical Record Technician | 15.11 |
| 12195 - Medical Transcriptionist | 15.44 |
| 12210 - Nuclear Medicine Technologist | 36.67 |
| 12221 - Nursing Assistant I | 8.84 |
| 12222 - Nursing Assistant II | 9.94 |
| 12223 - Nursing Assistant III | 10.85 |
| 12224 - Nursing Assistant IV | 12.17 |
| 12235 - Optical Dispenser | 19.09 |
| 12236 - Optical Technician | 14.61 |
| 12250 - Pharmacy Technician | 14.07 |
| 12280 - Phlebotomist | 12.36 |
| 12305 - Radiologic Technologist | 24.22 |
| 12311 - Registered Nurse I | 26.08 |
| 12312 - Registered Nurse II | 31.91 |
| 12313 - Registered Nurse II, Specialist | 31.91 |
| 12314 - Registered Nurse III | 35.53 |
| 12315 - Registered Nurse III, Anesthetist | 35.53 |
| 12316 - Registered Nurse IV | 42.57 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.29 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.21 |
| 13012 - Exhibits Specialist II | 25.03 |
| 13013 - Exhibits Specialist III | 30.62 |
| 13041 - Illustrator I | 20.21 |
| 13042 - Illustrator II | 25.03 |
| 13043 - Illustrator III | 30.62 |
| 13047 - Librarian | 27.73 |
| 13050 - Library Aide/Clerk | 11.92 |
| 13054 - Library Information Technology Systems Administrator | 25.03 |
| 13058 - Library Technician | 14.48 |
| 13061 - Media Specialist I | 16.53 |
| 13062 - Media Specialist II | 18.18 |
| 13063 - Media Specialist III | 20.00 |
| 13071 - Photographer I | 15.34 |
| 13072 - Photographer II | 17.16 |
| 13073 - Photographer III | 21.26 |
| 13074 - Photographer IV | 26.01 |
| 13075 - Photographer V | 31.47 |
| 13110 - Video Teleconference Technician | 16.40 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.68 |
| 14042 - Computer Operator II | 17.54 |

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| 14043 - Computer Operator III | 19.56 |
| 14044 - Computer Operator IV | 22.18 |
| 14045 - Computer Operator V | 24.06 |
| 14071 - Computer Programmer I (see 1) | 17.74 |
| 14072 - Computer Programmer II (see 1) | 21.98 |
| 14073 - Computer Programmer III (see 1) | 24.73 |
| 14074 - Computer Programmer IV (see 1) | |
| 14101 - Computer Systems Analyst I (see 1) | 27.01 |
| 14102 - Computer Systems Analyst II (see 1) | |
| 14103 - Computer Systems Analyst III (see 1) | |
| 14150 - Peripheral Equipment Operator | 15.68 |
| 14160 - Personal Computer Support Technician | 22.18 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.01 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.78 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.19 |
| 15050 - Computer Based Training Specialist / Instructor | 27.01 |
| 15060 - Educational Technologist | 23.53 |
| 15070 - Flight Instructor (Pilot) | 39.19 |
| 15080 - Graphic Artist | 19.93 |
| 15090 - Technical Instructor | 19.10 |
| 15095 - Technical Instructor/Course Developer | 23.38 |
| 15110 - Test Proctor | 15.41 |
| 15120 - Tutor | 15.41 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.19 |
| 16030 - Counter Attendant | 8.19 |
| 16040 - Dry Cleaner | 10.34 |
| 16070 - Finisher, Flatwork, Machine | 8.19 |
| 16090 - Presser, Hand | 8.19 |
| 16110 - Presser, Machine, Drycleaning | 8.19 |
| 16130 - Presser, Machine, Shirts | 8.19 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.19 |
| 16190 - Sewing Machine Operator | 11.09 |
| 16220 - Tailor | 11.84 |
| 16250 - Washer, Machine | 8.90 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.34 |
| 19040 - Tool And Die Maker | 21.01 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.55 |
| 21030 - Material Coordinator | 17.03 |
| 21040 - Material Expediter | 17.03 |
| 21050 - Material Handling Laborer | 10.44 |
| 21071 - Order Filler | 12.32 |
| 21080 - Production Line Worker (Food Processing) | 13.32 |
| 21110 - Shipping Packer | 12.39 |
| 21130 - Shipping/Receiving Clerk | 12.39 |
| 21140 - Store Worker I | 10.87 |
| 21150 - Stock Clerk | 14.50 |
| 21210 - Tools And Parts Attendant | 13.32 |
| 21410 - Warehouse Specialist | 12.55 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.96 |
| 23021 - Aircraft Mechanic I | 19.85 |
| 23022 - Aircraft Mechanic II | 20.96 |
| 23023 - Aircraft Mechanic III | 22.06 |
| 23040 - Aircraft Mechanic Helper | 14.82 |
| 23050 - Aircraft, Painter | 18.71 |
| 23060 - Aircraft Servicer | 16.90 |
| 23080 - Aircraft Worker | 17.86 |
| 23110 - Appliance Mechanic | 17.53 |
| 23120 - Bicycle Repairer | 13.79 |

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| 23125 - Cable Splicer | 19.62 |
| 23130 - Carpenter, Maintenance | 16.94 |
| 23140 - Carpet Layer | 16.05 |
| 23160 - Electrician, Maintenance | 17.84 |
| 23181 - Electronics Technician Maintenance I | 21.01 |
| 23182 - Electronics Technician Maintenance II | 24.32 |
| 23183 - Electronics Technician Maintenance III | 25.61 |
| 23260 - Fabric Worker | 15.19 |
| 23290 - Fire Alarm System Mechanic | 17.84 |
| 23310 - Fire Extinguisher Repairer | 14.27 |
| 23311 - Fuel Distribution System Mechanic | 20.69 |
| 23312 - Fuel Distribution System Operator | 16.69 |
| 23370 - General Maintenance Worker | 16.05 |
| 23380 - Ground Support Equipment Mechanic | 19.85 |
| 23381 - Ground Support Equipment Servicer | 16.90 |
| 23382 - Ground Support Equipment Worker | 17.86 |
| 23391 - Gunsmith I | 13.87 |
| 23392 - Gunsmith II | 15.87 |
| 23393 - Gunsmith III | 17.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.84 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.71 |
| 23430 - Heavy Equipment Mechanic | 19.62 |
| 23440 - Heavy Equipment Operator | 17.84 |
| 23460 - Instrument Mechanic | 17.91 |
| 23465 - Laboratory/Shelter Mechanic | 18.51 |
| 23470 - Laborer | 10.20 |
| 23510 - Locksmith | 16.94 |
| 23530 - Machinery Maintenance Mechanic | 19.82 |
| 23550 - Machinist, Maintenance | 17.84 |
| 23580 - Maintenance Trades Helper | 14.02 |
| 23591 - Metrology Technician I | 17.91 |
| 23592 - Metrology Technician II | 18.92 |
| 23593 - Metrology Technician III | 19.95 |
| 23640 - Millwright | 17.84 |
| 23710 - Office Appliance Repairer | 19.34 |
| 23760 - Painter, Maintenance | 16.94 |
| 23790 - Pipefitter, Maintenance | 17.84 |
| 23810 - Plumber, Maintenance | 16.94 |
| 23820 - Pneudraulic Systems Mechanic | 17.91 |
| 23850 - Rigger | 17.91 |
| 23870 - Scale Mechanic | 16.05 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.84 |
| 23910 - Small Engine Mechanic | 16.05 |
| 23931 - Telecommunications Mechanic I | 21.44 |
| 23932 - Telecommunications Mechanic II | 22.65 |
| 23950 - Telephone Lineman | 22.54 |
| 23960 - Welder, Combination, Maintenance | 17.84 |
| 23965 - Well Driller | 17.91 |
| 23970 - Woodcraft Worker | 17.91 |
| 23980 - Woodworker | 14.27 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.28 |
| 24580 - Child Care Center Clerk | 11.51 |
| 24610 - Chore Aide | 9.79 |
| 24620 - Family Readiness And Support Services Coordinator | 13.57 |
| 24630 - Homemaker | 13.57 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.91 |
| 25040 - Sewage Plant Operator | 20.91 |
| 25070 - Stationary Engineer | 17.91 |

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| 25190 - Ventilation Equipment Tender | 13.32 |
| 25210 - Water Treatment Plant Operator | 20.91 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.23 |
| 27007 - Baggage Inspector | 12.35 |
| 27008 - Corrections Officer | 19.80 |
| 27010 - Court Security Officer | 21.00 |
| 27030 - Detection Dog Handler | 13.97 |
| 27040 - Detention Officer | 19.80 |
| 27070 - Firefighter | 20.44 |
| 27101 - Guard I | 12.35 |
| 27102 - Guard II | 13.97 |
| 27131 - Police Officer I | 22.92 |
| 27132 - Police Officer II | 25.47 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.46 |
| 28042 - Carnival Equipment Repairer | 11.21 |
| 28043 - Carnival Equipment Worker | 8.73 |
| 28210 - Gate Attendant/Gate Tender | 13.41 |
| 28310 - Lifeguard | 11.95 |
| 28350 - Park Attendant (Aide) | 15.00 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.95 |
| 28515 - Recreation Specialist | 18.08 |
| 28630 - Sports Official | 11.95 |
| 28690 - Swimming Pool Operator | 19.35 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.35 |
| 29020 - Hatch Tender | 19.35 |
| 29030 - Line Handler | 19.35 |
| 29041 - Stevedore I | 18.26 |
| 29042 - Stevedore II | 20.35 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.64 |
| 30022 - Archeological Technician II | 17.20 |
| 30023 - Archeological Technician III | 21.21 |
| 30030 - Cartographic Technician | 21.93 |
| 30040 - Civil Engineering Technician | 21.63 |
| 30061 - Drafter/CAD Operator I | 15.24 |
| 30062 - Drafter/CAD Operator II | 17.71 |
| 30063 - Drafter/CAD Operator III | 19.75 |
| 30064 - Drafter/CAD Operator IV | 24.30 |
| 30081 - Engineering Technician I | 13.31 |
| 30082 - Engineering Technician II | 14.94 |
| 30083 - Engineering Technician III | 16.71 |
| 30084 - Engineering Technician IV | 20.72 |
| 30085 - Engineering Technician V | 25.34 |
| 30086 - Engineering Technician VI | 30.66 |
| 30090 - Environmental Technician | 16.56 |
| 30210 - Laboratory Technician | 17.87 |
| 30240 - Mathematical Technician | 21.43 |
| 30361 - Paralegal/Legal Assistant I | 16.27 |
| 30362 - Paralegal/Legal Assistant II | 20.17 |
| 30363 - Paralegal/Legal Assistant III | 24.67 |
| 30364 - Paralegal/Legal Assistant IV | 29.85 |
| 30390 - Photo-Optics Technician | 21.79 |
| 30461 - Technical Writer I | 22.51 |
| 30462 - Technical Writer II | 27.54 |
| 30463 - Technical Writer III | 34.34 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |

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| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 19.75 |
| 30621 - Weather Observer, Senior | (see 2) 21.41 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.13 |
| 31030 - Bus Driver | 14.07 |
| 31043 - Driver Courier | 12.38 |
| 31260 - Parking and Lot Attendant | 9.34 |
| 31290 - Shuttle Bus Driver | 13.35 |
| 31310 - Taxi Driver | 10.54 |
| 31361 - Truckdriver, Light | 13.35 |
| 31362 - Truckdriver, Medium | 13.66 |
| 31363 - Truckdriver, Heavy | 14.59 |
| 31364 - Truckdriver, Tractor-Trailer | 14.59 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.19 |
| 99050 - Desk Clerk | 9.06 |
| 99095 - Embalmer | 24.57 |
| 99251 - Laboratory Animal Caretaker I | 8.88 |
| 99252 - Laboratory Animal Caretaker II | 9.32 |
| 99310 - Mortician | 26.11 |
| 99410 - Pest Controller | 13.40 |
| 99510 - Photofinishing Worker | 12.06 |
| 99710 - Recycling Laborer | 13.27 |
| 99711 - Recycling Specialist | 15.36 |
| 99730 - Refuse Collector | 12.08 |
| 99810 - Sales Clerk | 12.25 |
| 99820 - School Crossing Guard | 12.11 |
| 99830 - Survey Party Chief | 16.92 |
| 99831 - Surveying Aide | 9.19 |
| 99832 - Surveying Technician | 15.38 |
| 99840 - Vending Machine Attendant | 11.78 |
| 99841 - Vending Machine Repairer | 14.21 |
| 99842 - Vending Machine Repairer Helper | 11.78 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years, and 4 weeks after 11 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2122
Revision No.: 17
Date of Last Revision: 07/25/2014

State: Florida

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.62 |
| 01012 - Accounting Clerk II | | 14.16 |
| 01013 - Accounting Clerk III | | 16.60 |
| 01020 - Administrative Assistant | | 19.11 |
| 01040 - Court Reporter | | 15.99 |
| 01051 - Data Entry Operator I | | 11.29 |
| 01052 - Data Entry Operator II | | 12.64 |
| 01060 - Dispatcher, Motor Vehicle | | 15.56 |
| 01070 - Document Preparation Clerk | | 12.33 |
| 01090 - Duplicating Machine Operator | | 12.33 |
| 01111 - General Clerk I | | 11.73 |
| 01112 - General Clerk II | | 12.80 |
| 01113 - General Clerk III | | 14.36 |
| 01120 - Housing Referral Assistant | | 17.84 |
| 01141 - Messenger Courier | | 10.25 |
| 01191 - Order Clerk I | | 12.03 |
| 01192 - Order Clerk II | | 13.31 |
| 01261 - Personnel Assistant (Employment) I | | 13.91 |
| 01262 - Personnel Assistant (Employment) II | | 15.56 |
| 01263 - Personnel Assistant (Employment) III | | 17.35 |
| 01270 - Production Control Clerk | | 16.96 |
| 01280 - Receptionist | | 12.41 |
| 01290 - Rental Clerk | | 13.45 |
| 01300 - Scheduler, Maintenance | | 14.30 |
| 01311 - Secretary I | | 14.30 |
| 01312 - Secretary II | | 15.99 |
| 01313 - Secretary III | | 17.83 |
| 01320 - Service Order Dispatcher | | 13.76 |
| 01410 - Supply Technician | | 19.82 |
| 01420 - Survey Worker | | 14.20 |
| 01531 - Travel Clerk I | | 11.36 |
| 01532 - Travel Clerk II | | 12.14 |
| 01533 - Travel Clerk III | | 12.89 |
| 01611 - Word Processor I | | 12.40 |
| 01612 - Word Processor II | | 13.91 |
| 01613 - Word Processor III | | 15.56 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 17.84 |
| 05010 - Automotive Electrician | | 16.94 |
| 05040 - Automotive Glass Installer | | 17.66 |
| 05070 - Automotive Worker | | 16.05 |
| 05110 - Mobile Equipment Servicer | | 14.27 |
| 05130 - Motor Equipment Metal Mechanic | | 17.84 |
| 05160 - Motor Equipment Metal Worker | | 16.05 |
| 05190 - Motor Vehicle Mechanic | | 17.84 |
| 05220 - Motor Vehicle Mechanic Helper | | 13.32 |
| 05250 - Motor Vehicle Upholstery Worker | | 15.19 |
| 05280 - Motor Vehicle Wrecker | | 16.05 |
| 05310 - Painter, Automotive | | 16.94 |
| 05340 - Radiator Repair Specialist | | 16.05 |
| 05370 - Tire Repairer | | 13.79 |
| 05400 - Transmission Repair Specialist | | 17.84 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 10.65 |
| 07041 - Cook I | | 9.27 |

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| 07042 - Cook II | 10.60 |
| 07070 - Dishwasher | 7.94 |
| 07130 - Food Service Worker | 9.09 |
| 07210 - Meat Cutter | 13.19 |
| 07260 - Waiter/Waitress | 9.34 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.94 |
| 09040 - Furniture Handler | 12.50 |
| 09080 - Furniture Refinisher | 16.94 |
| 09090 - Furniture Refinisher Helper | 13.32 |
| 09110 - Furniture Repairer, Minor | 15.19 |
| 09130 - Upholsterer | 16.94 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.62 |
| 11060 - Elevator Operator | 9.30 |
| 11090 - Gardener | 14.31 |
| 11122 - Housekeeping Aide | 9.30 |
| 11150 - Janitor | 9.30 |
| 11210 - Laborer, Grounds Maintenance | 11.25 |
| 11240 - Maid or Houseman | 8.16 |
| 11260 - Pruner | 10.24 |
| 11270 - Tractor Operator | 13.26 |
| 11330 - Trail Maintenance Worker | 11.25 |
| 11360 - Window Cleaner | 10.21 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.16 |
| 12011 - Breath Alcohol Technician | 16.36 |
| 12012 - Certified Occupational Therapist Assistant | 22.08 |
| 12015 - Certified Physical Therapist Assistant | 22.08 |
| 12020 - Dental Assistant | 15.82 |
| 12025 - Dental Hygienist | 29.85 |
| 12030 - EKG Technician | 24.79 |
| 12035 - Electroneurodiagnostic Technologist | 24.79 |
| 12040 - Emergency Medical Technician | 14.16 |
| 12071 - Licensed Practical Nurse I | 15.36 |
| 12072 - Licensed Practical Nurse II | 17.18 |
| 12073 - Licensed Practical Nurse III | 19.16 |
| 12100 - Medical Assistant | 13.61 |
| 12130 - Medical Laboratory Technician | 14.72 |
| 12160 - Medical Record Clerk | 14.22 |
| 12190 - Medical Record Technician | 15.11 |
| 12195 - Medical Transcriptionist | 15.44 |
| 12210 - Nuclear Medicine Technologist | 36.67 |
| 12221 - Nursing Assistant I | 8.84 |
| 12222 - Nursing Assistant II | 9.94 |
| 12223 - Nursing Assistant III | 10.85 |
| 12224 - Nursing Assistant IV | 12.17 |
| 12235 - Optical Dispenser | 19.09 |
| 12236 - Optical Technician | 14.61 |
| 12250 - Pharmacy Technician | 14.07 |
| 12280 - Phlebotomist | 12.36 |
| 12305 - Radiologic Technologist | 24.22 |
| 12311 - Registered Nurse I | 26.08 |
| 12312 - Registered Nurse II | 31.91 |
| 12313 - Registered Nurse II, Specialist | 31.91 |
| 12314 - Registered Nurse III | 35.53 |
| 12315 - Registered Nurse III, Anesthetist | 35.53 |
| 12316 - Registered Nurse IV | 42.57 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.29 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.21 |
| 13012 - Exhibits Specialist II | 25.03 |
| 13013 - Exhibits Specialist III | 30.62 |

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| 13041 - Illustrator I | 20.21 |
| 13042 - Illustrator II | 25.03 |
| 13043 - Illustrator III | 30.62 |
| 13047 - Librarian | 27.73 |
| 13050 - Library Aide/Clerk | 11.92 |
| 13054 - Library Information Technology Systems Administrator | 25.03 |
| 13058 - Library Technician | 14.48 |
| 13061 - Media Specialist I | 16.53 |
| 13062 - Media Specialist II | 18.18 |
| 13063 - Media Specialist III | 20.00 |
| 13071 - Photographer I | 15.34 |
| 13072 - Photographer II | 17.16 |
| 13073 - Photographer III | 21.26 |
| 13074 - Photographer IV | 26.01 |
| 13075 - Photographer V | 31.47 |
| 13110 - Video Teleconference Technician | 16.40 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.68 |
| 14042 - Computer Operator II | 17.54 |
| 14043 - Computer Operator III | 19.56 |
| 14044 - Computer Operator IV | 22.18 |
| 14045 - Computer Operator V | 24.06 |
| 14071 - Computer Programmer I | (see 1) 17.74 |
| 14072 - Computer Programmer II | (see 1) 21.98 |
| 14073 - Computer Programmer III | (see 1) 24.73 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 27.01 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 15.68 |
| 14160 - Personal Computer Support Technician | 22.18 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.01 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.78 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.19 |
| 15050 - Computer Based Training Specialist / Instructor | 27.01 |
| 15060 - Educational Technologist | 23.53 |
| 15070 - Flight Instructor (Pilot) | 39.19 |
| 15080 - Graphic Artist | 19.93 |
| 15090 - Technical Instructor | 19.10 |
| 15095 - Technical Instructor/Course Developer | 23.38 |
| 15110 - Test Proctor | 15.41 |
| 15120 - Tutor | 15.41 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.19 |
| 16030 - Counter Attendant | 8.19 |
| 16040 - Dry Cleaner | 10.34 |
| 16070 - Finisher, Flatwork, Machine | 8.19 |
| 16090 - Presser, Hand | 8.19 |
| 16110 - Presser, Machine, Drycleaning | 8.19 |
| 16130 - Presser, Machine, Shirts | 8.19 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.19 |
| 16190 - Sewing Machine Operator | 11.09 |
| 16220 - Tailor | 11.84 |
| 16250 - Washer, Machine | 8.90 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.34 |
| 19040 - Tool And Die Maker | 21.01 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.55 |
| 21030 - Material Coordinator | 17.03 |
| 21040 - Material Expediter | 17.03 |

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| 21050 - Material Handling Laborer | 10.44 |
| 21071 - Order Filler | 12.32 |
| 21080 - Production Line Worker (Food Processing) | 13.32 |
| 21110 - Shipping Packer | 12.39 |
| 21130 - Shipping/Receiving Clerk | 12.39 |
| 21140 - Store Worker I | 10.87 |
| 21150 - Stock Clerk | 14.50 |
| 21210 - Tools And Parts Attendant | 13.32 |
| 21410 - Warehouse Specialist | 12.55 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 20.96 |
| 23021 - Aircraft Mechanic I | 19.85 |
| 23022 - Aircraft Mechanic II | 20.96 |
| 23023 - Aircraft Mechanic III | 22.06 |
| 23040 - Aircraft Mechanic Helper | 14.82 |
| 23050 - Aircraft, Painter | 18.71 |
| 23060 - Aircraft Servicer | 16.90 |
| 23080 - Aircraft Worker | 17.86 |
| 23110 - Appliance Mechanic | 17.53 |
| 23120 - Bicycle Repairer | 13.79 |
| 23125 - Cable Splicer | 19.62 |
| 23130 - Carpenter, Maintenance | 16.94 |
| 23140 - Carpet Layer | 16.05 |
| 23160 - Electrician, Maintenance | 17.84 |
| 23181 - Electronics Technician Maintenance I | 21.01 |
| 23182 - Electronics Technician Maintenance II | 24.32 |
| 23183 - Electronics Technician Maintenance III | 25.61 |
| 23260 - Fabric Worker | 15.19 |
| 23290 - Fire Alarm System Mechanic | 17.84 |
| 23310 - Fire Extinguisher Repairer | 14.27 |
| 23311 - Fuel Distribution System Mechanic | 20.69 |
| 23312 - Fuel Distribution System Operator | 16.69 |
| 23370 - General Maintenance Worker | 16.05 |
| 23380 - Ground Support Equipment Mechanic | 19.85 |
| 23381 - Ground Support Equipment Servicer | 16.90 |
| 23382 - Ground Support Equipment Worker | 17.86 |
| 23391 - Gunsmith I | 13.87 |
| 23392 - Gunsmith II | 15.87 |
| 23393 - Gunsmith III | 17.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.84 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.71 |
| 23430 - Heavy Equipment Mechanic | 19.62 |
| 23440 - Heavy Equipment Operator | 17.84 |
| 23460 - Instrument Mechanic | 17.91 |
| 23465 - Laboratory/Shelter Mechanic | 18.51 |
| 23470 - Laborer | 10.20 |
| 23510 - Locksmith | 16.94 |
| 23530 - Machinery Maintenance Mechanic | 19.82 |
| 23550 - Machinist, Maintenance | 17.84 |
| 23580 - Maintenance Trades Helper | 14.02 |
| 23591 - Metrology Technician I | 17.91 |
| 23592 - Metrology Technician II | 18.92 |
| 23593 - Metrology Technician III | 19.95 |
| 23640 - Millwright | 17.84 |
| 23710 - Office Appliance Repairer | 19.34 |
| 23760 - Painter, Maintenance | 16.94 |
| 23790 - Pipefitter, Maintenance | 17.84 |
| 23810 - Plumber, Maintenance | 16.94 |
| 23820 - Pneudraulic Systems Mechanic | 17.91 |
| 23850 - Rigger | 17.91 |
| 23870 - Scale Mechanic | 16.05 |

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| 23890 - Sheet-Metal Worker, Maintenance | 17.84 |
| 23910 - Small Engine Mechanic | 16.05 |
| 23931 - Telecommunications Mechanic I | 21.44 |
| 23932 - Telecommunications Mechanic II | 22.65 |
| 23950 - Telephone Lineman | 22.54 |
| 23960 - Welder, Combination, Maintenance | 17.84 |
| 23965 - Well Driller | 17.91 |
| 23970 - Woodcraft Worker | 17.91 |
| 23980 - Woodworker | 14.27 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.28 |
| 24580 - Child Care Center Clerk | 11.51 |
| 24610 - Chore Aide | 9.79 |
| 24620 - Family Readiness And Support Services Coordinator | 13.57 |
| 24630 - Homemaker | 13.57 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.91 |
| 25040 - Sewage Plant Operator | 20.91 |
| 25070 - Stationary Engineer | 17.91 |
| 25190 - Ventilation Equipment Tender | 13.32 |
| 25210 - Water Treatment Plant Operator | 20.91 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.23 |
| 27007 - Baggage Inspector | 12.35 |
| 27008 - Corrections Officer | 19.80 |
| 27010 - Court Security Officer | 21.00 |
| 27030 - Detection Dog Handler | 13.97 |
| 27040 - Detention Officer | 19.80 |
| 27070 - Firefighter | 20.44 |
| 27101 - Guard I | 12.35 |
| 27102 - Guard II | 13.97 |
| 27131 - Police Officer I | 22.92 |
| 27132 - Police Officer II | 25.47 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.46 |
| 28042 - Carnival Equipment Repairer | 11.21 |
| 28043 - Carnival Equipment Worker | 8.73 |
| 28210 - Gate Attendant/Gate Tender | 13.41 |
| 28310 - Lifeguard | 11.95 |
| 28350 - Park Attendant (Aide) | 15.00 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.95 |
| 28515 - Recreation Specialist | 18.08 |
| 28630 - Sports Official | 11.95 |
| 28690 - Swimming Pool Operator | 19.35 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.35 |
| 29020 - Hatch Tender | 19.35 |
| 29030 - Line Handler | 19.35 |
| 29041 - Stevedore I | 18.26 |
| 29042 - Stevedore II | 20.35 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.64 |
| 30022 - Archeological Technician II | 17.20 |
| 30023 - Archeological Technician III | 21.21 |
| 30030 - Cartographic Technician | 21.93 |
| 30040 - Civil Engineering Technician | 21.63 |
| 30061 - Drafter/CAD Operator I | 15.24 |
| 30062 - Drafter/CAD Operator II | 17.71 |
| 30063 - Drafter/CAD Operator III | 19.75 |

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| 30064 - Drafter/CAD Operator IV | 24.30 |
| 30081 - Engineering Technician I | 13.31 |
| 30082 - Engineering Technician II | 14.94 |
| 30083 - Engineering Technician III | 16.71 |
| 30084 - Engineering Technician IV | 20.72 |
| 30085 - Engineering Technician V | 25.34 |
| 30086 - Engineering Technician VI | 30.66 |
| 30090 - Environmental Technician | 16.56 |
| 30210 - Laboratory Technician | 17.87 |
| 30240 - Mathematical Technician | 21.43 |
| 30361 - Paralegal/Legal Assistant I | 16.27 |
| 30362 - Paralegal/Legal Assistant II | 20.17 |
| 30363 - Paralegal/Legal Assistant III | 24.67 |
| 30364 - Paralegal/Legal Assistant IV | 29.85 |
| 30390 - Photo-Optics Technician | 21.79 |
| 30461 - Technical Writer I | 22.51 |
| 30462 - Technical Writer II | 27.54 |
| 30463 - Technical Writer III | 34.34 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 19.75 |
| 30621 - Weather Observer, Senior (see 2) | 21.41 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.13 |
| 31030 - Bus Driver | 14.07 |
| 31043 - Driver Courier | 12.38 |
| 31260 - Parking and Lot Attendant | 9.34 |
| 31290 - Shuttle Bus Driver | 13.35 |
| 31310 - Taxi Driver | 10.54 |
| 31361 - Truckdriver, Light | 13.35 |
| 31362 - Truckdriver, Medium | 13.66 |
| 31363 - Truckdriver, Heavy | 14.59 |
| 31364 - Truckdriver, Tractor-Trailer | 14.59 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.19 |
| 99050 - Desk Clerk | 9.06 |
| 99095 - Embalmer | 24.57 |
| 99251 - Laboratory Animal Caretaker I | 8.88 |
| 99252 - Laboratory Animal Caretaker II | 9.32 |
| 99310 - Mortician | 26.11 |
| 99410 - Pest Controller | 13.40 |
| 99510 - Photofinishing Worker | 12.06 |
| 99710 - Recycling Laborer | 13.27 |
| 99711 - Recycling Specialist | 15.36 |
| 99730 - Refuse Collector | 12.08 |
| 99810 - Sales Clerk | 12.25 |
| 99820 - School Crossing Guard | 12.11 |
| 99830 - Survey Party Chief | 16.92 |
| 99831 - Surveying Aide | 9.19 |
| 99832 - Surveying Technician | 15.38 |
| 99840 - Vending Machine Attendant | 11.78 |
| 99841 - Vending Machine Repairer | 14.21 |
| 99842 - Vending Machine Repairer Helper | 11.78 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years, and 4 weeks after 11 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the

fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}
When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure

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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.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2123
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Orange, Osceola, Seminole

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.83 |
| 01012 - Accounting Clerk II | | 14.39 |
| 01013 - Accounting Clerk III | | 16.10 |
| 01020 - Administrative Assistant | | 20.26 |
| 01040 - Court Reporter | | 19.01 |
| 01051 - Data Entry Operator I | | 11.67 |
| 01052 - Data Entry Operator II | | 13.25 |
| 01060 - Dispatcher, Motor Vehicle | | 17.17 |
| 01070 - Document Preparation Clerk | | 12.27 |
| 01090 - Duplicating Machine Operator | | 12.00 |
| 01111 - General Clerk I | | 11.78 |
| 01112 - General Clerk II | | 12.86 |
| 01113 - General Clerk III | | 14.43 |
| 01120 - Housing Referral Assistant | | 18.23 |
| 01141 - Messenger Courier | | 11.28 |
| 01191 - Order Clerk I | | 11.88 |
| 01192 - Order Clerk II | | 12.96 |
| 01261 - Personnel Assistant (Employment) I | | 13.74 |
| 01262 - Personnel Assistant (Employment) II | | 15.77 |
| 01263 - Personnel Assistant (Employment) III | | 17.14 |
| 01270 - Production Control Clerk | | 18.85 |
| 01280 - Receptionist | | 12.05 |
| 01290 - Rental Clerk | | 13.74 |
| 01300 - Scheduler, Maintenance | | 14.16 |
| 01311 - Secretary I | | 14.16 |
| 01312 - Secretary II | | 16.35 |
| 01313 - Secretary III | | 18.23 |
| 01320 - Service Order Dispatcher | | 14.87 |
| 01410 - Supply Technician | | 21.79 |
| 01420 - Survey Worker | | 15.33 |
| 01531 - Travel Clerk I | | 12.32 |
| 01532 - Travel Clerk II | | 12.86 |
| 01533 - Travel Clerk III | | 13.44 |

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| 01611 - Word Processor I | 14.54 |
| 01612 - Word Processor II | 16.32 |
| 01613 - Word Processor III | 18.25 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.45 |
| 05010 - Automotive Electrician | 17.28 |
| 05040 - Automotive Glass Installer | 16.36 |
| 05070 - Automotive Worker | 16.36 |
| 05110 - Mobile Equipment Servicer | 13.56 |
| 05130 - Motor Equipment Metal Mechanic | 18.18 |
| 05160 - Motor Equipment Metal Worker | 16.36 |
| 05190 - Motor Vehicle Mechanic | 18.18 |
| 05220 - Motor Vehicle Mechanic Helper | 13.10 |
| 05250 - Motor Vehicle Upholstery Worker | 15.80 |
| 05280 - Motor Vehicle Wrecker | 16.37 |
| 05310 - Painter, Automotive | 17.92 |
| 05340 - Radiator Repair Specialist | 16.36 |
| 05370 - Tire Repairer | 10.83 |
| 05400 - Transmission Repair Specialist | 18.18 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.42 |
| 07041 - Cook I | 10.88 |
| 07042 - Cook II | 12.39 |
| 07070 - Dishwasher | 8.71 |
| 07130 - Food Service Worker | 9.24 |
| 07210 - Meat Cutter | 12.62 |
| 07260 - Waiter/Waitress | 9.61 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.18 |
| 09040 - Furniture Handler | 9.40 |
| 09080 - Furniture Refinisher | 14.18 |
| 09090 - Furniture Refinisher Helper | 11.04 |
| 09110 - Furniture Repairer, Minor | 12.53 |
| 09130 - Upholsterer | 14.72 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.22 |
| 11060 - Elevator Operator | 10.13 |
| 11090 - Gardener | 13.71 |
| 11122 - Housekeeping Aide | 10.49 |
| 11150 - Janitor | 10.71 |
| 11210 - Laborer, Grounds Maintenance | 11.17 |
| 11240 - Maid or Houseman | 9.70 |
| 11260 - Pruner | 9.83 |
| 11270 - Tractor Operator | 12.62 |
| 11330 - Trail Maintenance Worker | 10.53 |
| 11360 - Window Cleaner | 13.14 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.90 |
| 12011 - Breath Alcohol Technician | 16.12 |
| 12012 - Certified Occupational Therapist Assistant | 26.19 |
| 12015 - Certified Physical Therapist Assistant | 25.00 |
| 12020 - Dental Assistant | 16.71 |
| 12025 - Dental Hygienist | 30.66 |
| 12030 - EKG Technician | 20.11 |
| 12035 - Electroneurodiagnostic Technologist | 20.11 |
| 12040 - Emergency Medical Technician | 15.90 |
| 12071 - Licensed Practical Nurse I | 14.95 |
| 12072 - Licensed Practical Nurse II | 16.72 |
| 12073 - Licensed Practical Nurse III | 18.65 |
| 12100 - Medical Assistant | 13.32 |
| 12130 - Medical Laboratory Technician | 17.14 |
| 12160 - Medical Record Clerk | 14.88 |
| 12190 - Medical Record Technician | 14.89 |

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| 12195 - Medical Transcriptionist | 15.03 |
| 12210 - Nuclear Medicine Technologist | 30.76 |
| 12221 - Nursing Assistant I | 9.39 |
| 12222 - Nursing Assistant II | 10.56 |
| 12223 - Nursing Assistant III | 11.12 |
| 12224 - Nursing Assistant IV | 12.46 |
| 12235 - Optical Dispenser | 19.70 |
| 12236 - Optical Technician | 16.81 |
| 12250 - Pharmacy Technician | 15.85 |
| 12280 - Phlebotomist | 12.46 |
| 12305 - Radiologic Technologist | 22.22 |
| 12311 - Registered Nurse I | 22.12 |
| 12312 - Registered Nurse II | 27.06 |
| 12313 - Registered Nurse II, Specialist | 27.06 |
| 12314 - Registered Nurse III | 32.74 |
| 12315 - Registered Nurse III, Anesthetist | 32.74 |
| 12316 - Registered Nurse IV | 39.23 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.12 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.37 |
| 13012 - Exhibits Specialist II | 22.76 |
| 13013 - Exhibits Specialist III | 27.81 |
| 13041 - Illustrator I | 21.64 |
| 13042 - Illustrator II | 25.12 |
| 13043 - Illustrator III | 31.42 |
| 13047 - Librarian | 27.87 |
| 13050 - Library Aide/Clerk | 12.77 |
| 13054 - Library Information Technology Systems Administrator | 25.12 |
| 13058 - Library Technician | 13.93 |
| 13061 - Media Specialist I | 16.23 |
| 13062 - Media Specialist II | 17.11 |
| 13063 - Media Specialist III | 19.07 |
| 13071 - Photographer I | 13.91 |
| 13072 - Photographer II | 15.91 |
| 13073 - Photographer III | 19.29 |
| 13074 - Photographer IV | 23.54 |
| 13075 - Photographer V | 28.55 |
| 13110 - Video Teleconference Technician | 17.85 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.38 |
| 14042 - Computer Operator II | 19.58 |
| 14043 - Computer Operator III | 22.42 |
| 14044 - Computer Operator IV | 24.72 |
| 14045 - Computer Operator V | 27.37 |
| 14071 - Computer Programmer I | (see 1) 22.24 |
| 14072 - Computer Programmer II | (see 1) 27.56 |
| 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 | 17.38 |
| 14160 - Personal Computer Support Technician | 24.72 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.67 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 39.50 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.13 |
| 15050 - Computer Based Training Specialist / Instructor | 30.03 |
| 15060 - Educational Technologist | 28.24 |
| 15070 - Flight Instructor (Pilot) | 41.13 |
| 15080 - Graphic Artist | 22.58 |
| 15090 - Technical Instructor | 20.56 |

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| 15095 - Technical Instructor/Course Developer | 25.15 |
| 15110 - Test Proctor | 16.59 |
| 15120 - Tutor | 16.59 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.54 |
| 16030 - Counter Attendant | 9.54 |
| 16040 - Dry Cleaner | 11.46 |
| 16070 - Finisher, Flatwork, Machine | 9.54 |
| 16090 - Presser, Hand | 9.54 |
| 16110 - Presser, Machine, Drycleaning | 9.54 |
| 16130 - Presser, Machine, Shirts | 9.54 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.54 |
| 16190 - Sewing Machine Operator | 12.20 |
| 16220 - Tailor | 12.84 |
| 16250 - Washer, Machine | 10.13 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.60 |
| 19040 - Tool And Die Maker | 19.67 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.44 |
| 21030 - Material Coordinator | 18.74 |
| 21040 - Material Expediter | 18.74 |
| 21050 - Material Handling Laborer | 10.95 |
| 21071 - Order Filler | 11.41 |
| 21080 - Production Line Worker (Food Processing) | 13.44 |
| 21110 - Shipping Packer | 12.46 |
| 21130 - Shipping/Receiving Clerk | 12.46 |
| 21140 - Store Worker I | 9.67 |
| 21150 - Stock Clerk | 13.77 |
| 21210 - Tools And Parts Attendant | 13.48 |
| 21410 - Warehouse Specialist | 13.75 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.23 |
| 23021 - Aircraft Mechanic I | 23.79 |
| 23022 - Aircraft Mechanic II | 25.23 |
| 23023 - Aircraft Mechanic III | 32.17 |
| 23040 - Aircraft Mechanic Helper | 17.62 |
| 23050 - Aircraft, Painter | 22.20 |
| 23060 - Aircraft Servicer | 19.97 |
| 23080 - Aircraft Worker | 21.39 |
| 23110 - Appliance Mechanic | 18.09 |
| 23120 - Bicycle Repairer | 12.47 |
| 23125 - Cable Splicer | 24.89 |
| 23130 - Carpenter, Maintenance | 17.26 |
| 23140 - Carpet Layer | 17.76 |
| 23160 - Electrician, Maintenance | 18.03 |
| 23181 - Electronics Technician Maintenance I | 18.27 |
| 23182 - Electronics Technician Maintenance II | 19.57 |
| 23183 - Electronics Technician Maintenance III | 20.85 |
| 23260 - Fabric Worker | 15.74 |
| 23290 - Fire Alarm System Mechanic | 18.68 |
| 23310 - Fire Extinguisher Repairer | 14.55 |
| 23311 - Fuel Distribution System Mechanic | 19.15 |
| 23312 - Fuel Distribution System Operator | 16.65 |
| 23370 - General Maintenance Worker | 15.66 |
| 23380 - Ground Support Equipment Mechanic | 23.76 |
| 23381 - Ground Support Equipment Servicer | 19.95 |
| 23382 - Ground Support Equipment Worker | 21.37 |
| 23391 - Gunsmith I | 14.55 |
| 23392 - Gunsmith II | 16.89 |
| 23393 - Gunsmith III | 19.27 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.94 |

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| 23411 - Heating, Ventilation And Air Contditiioning Mechanic (Research Facility) | 18.33 |
| 23430 - Heavy Equipment Mechanic | 18.96 |
| 23440 - Heavy Equipment Operator | 16.93 |
| 23460 - Instrument Mechanic | 18.69 |
| 23465 - Laboratory/Shelter Mechanic | 18.09 |
| 23470 - Laborer | 12.73 |
| 23510 - Locksmith | 17.34 |
| 23530 - Machinery Maintenance Mechanic | 19.66 |
| 23550 - Machinist, Maintenance | 17.28 |
| 23580 - Maintenance Trades Helper | 12.84 |
| 23591 - Metrology Technician I | 18.69 |
| 23592 - Metrology Technician II | 19.82 |
| 23593 - Metrology Technician III | 20.97 |
| 23640 - Millwright | 20.77 |
| 23710 - Office Appliance Repairer | 18.26 |
| 23760 - Painter, Maintenance | 14.70 |
| 23790 - Pipefitter, Maintenance | 16.69 |
| 23810 - Plumber, Maintenance | 15.86 |
| 23820 - Pneudraulic Systems Mechanic | 19.27 |
| 23850 - Rigger | 20.99 |
| 23870 - Scale Mechanic | 16.89 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.37 |
| 23910 - Small Engine Mechanic | 15.35 |
| 23931 - Telecommunications Mechanic I | 20.77 |
| 23932 - Telecommunications Mechanic II | 22.02 |
| 23950 - Telephone Lineman | 20.19 |
| 23960 - Welder, Combination, Maintenance | 17.45 |
| 23965 - well Driller | 19.27 |
| 23970 - Woodcraft Worker | 19.27 |
| 23980 - Woodworker | 13.94 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.67 |
| 24580 - Child Care Center Clerk | 14.56 |
| 24610 - Chore Aide | 9.22 |
| 24620 - Family Readiness And Support Services Coordinator | 14.56 |
| 24630 - Homemaker | 17.53 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.83 |
| 25040 - Sewage Plant Operator | 19.63 |
| 25070 - Stationary Engineer | 23.83 |
| 25190 - Ventilation Equipment Tender | 13.45 |
| 25210 - Water Treatment Plant Operator | 19.63 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.54 |
| 27007 - Baggage Inspector | 11.12 |
| 27008 - Corrections Officer | 20.09 |
| 27010 - Court Security Officer | 20.47 |
| 27030 - Detection Dog Handler | 16.11 |
| 27040 - Detention Officer | 20.09 |
| 27070 - Firefighter | 17.72 |
| 27101 - Guard I | 11.12 |
| 27102 - Guard II | 16.05 |
| 27131 - Police Officer I | 23.56 |
| 27132 - Police Officer II | 26.18 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.86 |
| 28042 - Carnival Equipment Repairer | 13.66 |
| 28043 - Carnival Equipment Worker | 10.52 |
| 28210 - Gate Attendant/Gate Tender | 12.08 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.24 |

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| 28510 - Recreation Aide/Health Facility Attendant | 9.56 |
| 28515 - Recreation Specialist | 13.01 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 17.85 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.61 |
| 29020 - Hatch Tender | 20.61 |
| 29030 - Line Handler | 20.61 |
| 29041 - Stevedore I | 18.19 |
| 29042 - Stevedore II | 22.07 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.87 |
| 30022 - Archeological Technician II | 19.99 |
| 30023 - Archeological Technician III | 25.89 |
| 30030 - Cartographic Technician | 25.56 |
| 30040 - Civil Engineering Technician | 21.23 |
| 30061 - Drafter/CAD Operator I | 17.87 |
| 30062 - Drafter/CAD Operator II | 19.99 |
| 30063 - Drafter/CAD Operator III | 22.30 |
| 30064 - Drafter/CAD Operator IV | 27.43 |
| 30081 - Engineering Technician I | 15.95 |
| 30082 - Engineering Technician II | 17.87 |
| 30083 - Engineering Technician III | 20.85 |
| 30084 - Engineering Technician IV | 24.77 |
| 30085 - Engineering Technician V | 30.30 |
| 30086 - Engineering Technician VI | 36.66 |
| 30090 - Environmental Technician | 17.42 |
| 30210 - Laboratory Technician | 18.95 |
| 30240 - Mathematical Technician | 24.18 |
| 30361 - Paralegal/Legal Assistant I | 19.15 |
| 30362 - Paralegal/Legal Assistant II | 22.65 |
| 30363 - Paralegal/Legal Assistant III | 27.70 |
| 30364 - Paralegal/Legal Assistant IV | 33.61 |
| 30390 - Photo-Optics Technician | 24.77 |
| 30461 - Technical Writer I | 19.45 |
| 30462 - Technical Writer II | 23.79 |
| 30463 - Technical Writer III | 27.41 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 22.30 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 24.77 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.19 |
| 31030 - Bus Driver | 15.24 |
| 31043 - Driver Courier | 13.30 |
| 31260 - Parking and Lot Attendant | 9.04 |
| 31290 - Shuttle Bus Driver | 15.10 |
| 31310 - Taxi Driver | 10.99 |
| 31361 - Truckdriver, Light | 15.10 |
| 31362 - Truckdriver, Medium | 16.10 |
| 31363 - Truckdriver, Heavy | 18.56 |
| 31364 - Truckdriver, Tractor-Trailer | 18.56 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.94 |
| 99050 - Desk Clerk | 12.38 |
| 99095 - Embalmer | 22.06 |

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| 99251 - Laboratory Animal Caretaker I | 9.98 |
| 99252 - Laboratory Animal Caretaker II | 10.48 |
| 99310 - Mortician | 24.41 |
| 99410 - Pest Controller | 15.51 |
| 99510 - Photofinishing Worker | 12.51 |
| 99710 - Recycling Laborer | 16.26 |
| 99711 - Recycling Specialist | 19.07 |
| 99730 - Refuse Collector | 14.43 |
| 99810 - Sales Clerk | 13.66 |
| 99820 - School Crossing Guard | 9.24 |
| 99830 - Survey Party Chief | 18.23 |
| 99831 - Surveying Aide | 12.51 |
| 99832 - Surveying Technician | 17.15 |
| 99840 - Vending Machine Attendant | 12.90 |
| 99841 - Vending Machine Repairer | 16.51 |
| 99842 - Vending Machine Repairer Helper | 13.05 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 5 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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2124
Revision No.: 18
Date of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Orange, Osceola, Seminole

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.83 |
| 01012 - Accounting Clerk II | | 14.39 |
| 01013 - Accounting Clerk III | | 16.10 |
| 01020 - Administrative Assistant | | 20.26 |
| 01040 - Court Reporter | | 19.01 |
| 01051 - Data Entry Operator I | | 11.67 |
| 01052 - Data Entry Operator II | | 13.25 |
| 01060 - Dispatcher, Motor Vehicle | | 17.17 |
| 01070 - Document Preparation Clerk | | 12.27 |
| 01090 - Duplicating Machine Operator | | 12.00 |
| 01111 - General Clerk I | | 11.78 |
| 01112 - General Clerk II | | 12.86 |
| 01113 - General Clerk III | | 14.43 |
| 01120 - Housing Referral Assistant | | 18.23 |

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| 01141 - Messenger Courier | 11.28 |
| 01191 - Order Clerk I | 11.88 |
| 01192 - Order Clerk II | 12.96 |
| 01261 - Personnel Assistant (Employment) I | 13.74 |
| 01262 - Personnel Assistant (Employment) II | 15.77 |
| 01263 - Personnel Assistant (Employment) III | 17.14 |
| 01270 - Production Control Clerk | 18.85 |
| 01280 - Receptionist | 12.05 |
| 01290 - Rental Clerk | 13.74 |
| 01300 - Scheduler, Maintenance | 14.16 |
| 01311 - Secretary I | 14.16 |
| 01312 - Secretary II | 16.35 |
| 01313 - Secretary III | 18.23 |
| 01320 - Service Order Dispatcher | 14.87 |
| 01410 - Supply Technician | 21.79 |
| 01420 - Survey Worker | 15.33 |
| 01531 - Travel Clerk I | 12.32 |
| 01532 - Travel Clerk II | 12.86 |
| 01533 - Travel Clerk III | 13.44 |
| 01611 - Word Processor I | 14.54 |
| 01612 - Word Processor II | 16.32 |
| 01613 - Word Processor III | 18.25 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.45 |
| 05010 - Automotive Electrician | 17.28 |
| 05040 - Automotive Glass Installer | 16.36 |
| 05070 - Automotive Worker | 16.36 |
| 05110 - Mobile Equipment Servicer | 13.56 |
| 05130 - Motor Equipment Metal Mechanic | 18.18 |
| 05160 - Motor Equipment Metal Worker | 16.36 |
| 05190 - Motor Vehicle Mechanic | 18.18 |
| 05220 - Motor Vehicle Mechanic Helper | 13.10 |
| 05250 - Motor Vehicle Upholstery Worker | 15.80 |
| 05280 - Motor Vehicle Wrecker | 16.37 |
| 05310 - Painter, Automotive | 17.92 |
| 05340 - Radiator Repair Specialist | 16.36 |
| 05370 - Tire Repairer | 10.83 |
| 05400 - Transmission Repair Specialist | 18.18 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.42 |
| 07041 - Cook I | 10.88 |
| 07042 - Cook II | 12.39 |
| 07070 - Dishwasher | 8.71 |
| 07130 - Food Service Worker | 9.24 |
| 07210 - Meat Cutter | 12.62 |
| 07260 - Waiter/Waitress | 9.61 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.18 |
| 09040 - Furniture Handler | 9.40 |
| 09080 - Furniture Refinisher | 14.18 |
| 09090 - Furniture Refinisher Helper | 11.04 |
| 09110 - Furniture Repairer, Minor | 12.53 |
| 09130 - Upholsterer | 14.72 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.22 |
| 11060 - Elevator Operator | 10.13 |
| 11090 - Gardener | 13.71 |
| 11122 - Housekeeping Aide | 10.49 |
| 11150 - Janitor | 10.71 |
| 11210 - Laborer, Grounds Maintenance | 11.17 |
| 11240 - Maid or Houseman | 9.70 |
| 11260 - Pruner | 9.83 |
| 11270 - Tractor Operator | 12.62 |

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| 11330 - Trail Maintenance Worker | 10.53 |
| 11360 - Window Cleaner | 13.14 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.90 |
| 12011 - Breath Alcohol Technician | 16.12 |
| 12012 - Certified Occupational Therapist Assistant | 26.19 |
| 12015 - Certified Physical Therapist Assistant | 25.00 |
| 12020 - Dental Assistant | 16.71 |
| 12025 - Dental Hygienist | 30.66 |
| 12030 - EKG Technician | 20.11 |
| 12035 - Electroneurodiagnostic Technologist | 20.11 |
| 12040 - Emergency Medical Technician | 15.90 |
| 12071 - Licensed Practical Nurse I | 14.95 |
| 12072 - Licensed Practical Nurse II | 16.72 |
| 12073 - Licensed Practical Nurse III | 18.65 |
| 12100 - Medical Assistant | 13.32 |
| 12130 - Medical Laboratory Technician | 17.14 |
| 12160 - Medical Record Clerk | 14.88 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 15.03 |
| 12210 - Nuclear Medicine Technologist | 30.76 |
| 12221 - Nursing Assistant I | 9.39 |
| 12222 - Nursing Assistant II | 10.56 |
| 12223 - Nursing Assistant III | 11.12 |
| 12224 - Nursing Assistant IV | 12.46 |
| 12235 - Optical Dispenser | 19.70 |
| 12236 - Optical Technician | 16.81 |
| 12250 - Pharmacy Technician | 15.85 |
| 12280 - Phlebotomist | 12.46 |
| 12305 - Radiologic Technologist | 22.22 |
| 12311 - Registered Nurse I | 22.12 |
| 12312 - Registered Nurse II | 27.06 |
| 12313 - Registered Nurse II, Specialist | 27.06 |
| 12314 - Registered Nurse III | 32.74 |
| 12315 - Registered Nurse III, Anesthetist | 32.74 |
| 12316 - Registered Nurse IV | 39.23 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.12 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.37 |
| 13012 - Exhibits Specialist II | 22.76 |
| 13013 - Exhibits Specialist III | 27.81 |
| 13041 - Illustrator I | 21.64 |
| 13042 - Illustrator II | 25.12 |
| 13043 - Illustrator III | 31.42 |
| 13047 - Librarian | 27.87 |
| 13050 - Library Aide/Clerk | 12.77 |
| 13054 - Library Information Technology Systems Administrator | 25.12 |
| 13058 - Library Technician | 13.93 |
| 13061 - Media Specialist I | 16.23 |
| 13062 - Media Specialist II | 17.11 |
| 13063 - Media Specialist III | 19.07 |
| 13071 - Photographer I | 13.91 |
| 13072 - Photographer II | 15.91 |
| 13073 - Photographer III | 19.29 |
| 13074 - Photographer IV | 23.54 |
| 13075 - Photographer V | 28.55 |
| 13110 - Video Teleconference Technician | 17.85 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.38 |
| 14042 - Computer Operator II | 19.58 |
| 14043 - Computer Operator III | 22.42 |
| 14044 - Computer Operator IV | 24.72 |

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|---|-------|
| 14045 - Computer Operator V | 27.37 |
| 14071 - Computer Programmer I (see 1) | 22.24 |
| 14072 - Computer Programmer II (see 1) | 27.56 |
| 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 | 17.38 |
| 14160 - Personal Computer Support Technician | 24.72 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.67 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 39.50 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.13 |
| 15050 - Computer Based Training Specialist / Instructor | 30.03 |
| 15060 - Educational Technologist | 28.24 |
| 15070 - Flight Instructor (Pilot) | 41.13 |
| 15080 - Graphic Artist | 22.58 |
| 15090 - Technical Instructor | 20.56 |
| 15095 - Technical Instructor/Course Developer | 25.15 |
| 15110 - Test Proctor | 16.59 |
| 15120 - Tutor | 16.59 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.54 |
| 16030 - Counter Attendant | 9.54 |
| 16040 - Dry Cleaner | 11.46 |
| 16070 - Finisher, Flatwork, Machine | 9.54 |
| 16090 - Presser, Hand | 9.54 |
| 16110 - Presser, Machine, Drycleaning | 9.54 |
| 16130 - Presser, Machine, Shirts | 9.54 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.54 |
| 16190 - Sewing Machine Operator | 12.20 |
| 16220 - Tailor | 12.84 |
| 16250 - Washer, Machine | 10.13 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.60 |
| 19040 - Tool And Die Maker | 19.67 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.44 |
| 21030 - Material Coordinator | 18.74 |
| 21040 - Material Expediter | 18.74 |
| 21050 - Material Handling Laborer | 10.95 |
| 21071 - Order Filler | 11.41 |
| 21080 - Production Line Worker (Food Processing) | 13.44 |
| 21110 - Shipping Packer | 12.46 |
| 21130 - Shipping/Receiving Clerk | 12.46 |
| 21140 - Store Worker I | 9.67 |
| 21150 - Stock Clerk | 13.77 |
| 21210 - Tools And Parts Attendant | 13.48 |
| 21410 - Warehouse Specialist | 13.75 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 25.23 |
| 23021 - Aircraft Mechanic I | 23.79 |
| 23022 - Aircraft Mechanic II | 25.23 |
| 23023 - Aircraft Mechanic III | 32.17 |
| 23040 - Aircraft Mechanic Helper | 17.62 |
| 23050 - Aircraft, Painter | 22.20 |
| 23060 - Aircraft Servicer | 19.97 |
| 23080 - Aircraft Worker | 21.39 |
| 23110 - Appliance Mechanic | 18.09 |
| 23120 - Bicycle Repairer | 12.47 |
| 23125 - Cable Splicer | 24.89 |
| 23130 - Carpenter, Maintenance | 17.26 |

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|---|-------|
| 23140 - Carpet Layer | 17.76 |
| 23160 - Electrician, Maintenance | 18.03 |
| 23181 - Electronics Technician Maintenance I | 18.27 |
| 23182 - Electronics Technician Maintenance II | 19.57 |
| 23183 - Electronics Technician Maintenance III | 20.85 |
| 23260 - Fabric Worker | 15.74 |
| 23290 - Fire Alarm System Mechanic | 18.68 |
| 23310 - Fire Extinguisher Repairer | 14.55 |
| 23311 - Fuel Distribution System Mechanic | 19.15 |
| 23312 - Fuel Distribution System Operator | 16.65 |
| 23370 - General Maintenance Worker | 15.66 |
| 23380 - Ground Support Equipment Mechanic | 23.76 |
| 23381 - Ground Support Equipment Servicer | 19.95 |
| 23382 - Ground Support Equipment Worker | 21.37 |
| 23391 - Gunsmith I | 14.55 |
| 23392 - Gunsmith II | 16.89 |
| 23393 - Gunsmith III | 19.27 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.94 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.33 |
| 23430 - Heavy Equipment Mechanic | 18.96 |
| 23440 - Heavy Equipment Operator | 16.93 |
| 23460 - Instrument Mechanic | 18.69 |
| 23465 - Laboratory/Shelter Mechanic | 18.09 |
| 23470 - Laborer | 12.73 |
| 23510 - Locksmith | 17.34 |
| 23530 - Machinery Maintenance Mechanic | 19.66 |
| 23550 - Machinist, Maintenance | 17.28 |
| 23580 - Maintenance Trades Helper | 12.84 |
| 23591 - Metrology Technician I | 18.69 |
| 23592 - Metrology Technician II | 19.82 |
| 23593 - Metrology Technician III | 20.97 |
| 23640 - Millwright | 20.77 |
| 23710 - Office Appliance Repairer | 18.26 |
| 23760 - Painter, Maintenance | 14.70 |
| 23790 - Pipefitter, Maintenance | 16.69 |
| 23810 - Plumber, Maintenance | 15.86 |
| 23820 - Pneudraulic Systems Mechanic | 19.27 |
| 23850 - Rigger | 20.99 |
| 23870 - Scale Mechanic | 16.89 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.37 |
| 23910 - Small Engine Mechanic | 15.35 |
| 23931 - Telecommunications Mechanic I | 20.77 |
| 23932 - Telecommunications Mechanic II | 22.02 |
| 23950 - Telephone Lineman | 20.19 |
| 23960 - Welder, Combination, Maintenance | 17.45 |
| 23965 - Well Driller | 19.27 |
| 23970 - Woodcraft Worker | 19.27 |
| 23980 - Woodworker | 13.94 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.67 |
| 24580 - Child Care Center Clerk | 14.56 |
| 24610 - Chore Aide | 9.22 |
| 24620 - Family Readiness And Support Services Coordinator | 14.56 |
| 24630 - Homemaker | 17.53 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.83 |
| 25040 - Sewage Plant Operator | 19.63 |
| 25070 - Stationary Engineer | 23.83 |
| 25190 - Ventilation Equipment Tender | 13.45 |
| 25210 - Water Treatment Plant Operator | 19.63 |

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| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.54 |
| 27007 - Baggage Inspector | 11.12 |
| 27008 - Corrections Officer | 20.09 |
| 27010 - Court Security Officer | 20.47 |
| 27030 - Detection Dog Handler | 16.11 |
| 27040 - Detention Officer | 20.09 |
| 27070 - Firefighter | 17.72 |
| 27101 - Guard I | 11.12 |
| 27102 - Guard II | 16.05 |
| 27131 - Police Officer I | 23.56 |
| 27132 - Police Officer II | 26.18 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.86 |
| 28042 - Carnival Equipment Repairer | 13.66 |
| 28043 - Carnival Equipment Worker | 10.52 |
| 28210 - Gate Attendant/Gate Tender | 12.08 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 9.56 |
| 28515 - Recreation Specialist | 13.01 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 17.85 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.61 |
| 29020 - Hatch Tender | 20.61 |
| 29030 - Line Handler | 20.61 |
| 29041 - Stevedore I | 18.19 |
| 29042 - Stevedore II | 22.07 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.87 |
| 30022 - Archeological Technician II | 19.99 |
| 30023 - Archeological Technician III | 25.89 |
| 30030 - Cartographic Technician | 25.56 |
| 30040 - Civil Engineering Technician | 21.23 |
| 30061 - Drafter/CAD Operator I | 17.87 |
| 30062 - Drafter/CAD Operator II | 19.99 |
| 30063 - Drafter/CAD Operator III | 22.30 |
| 30064 - Drafter/CAD Operator IV | 27.43 |
| 30081 - Engineering Technician I | 15.95 |
| 30082 - Engineering Technician II | 17.87 |
| 30083 - Engineering Technician III | 20.85 |
| 30084 - Engineering Technician IV | 24.77 |
| 30085 - Engineering Technician V | 30.30 |
| 30086 - Engineering Technician VI | 36.66 |
| 30090 - Environmental Technician | 17.42 |
| 30210 - Laboratory Technician | 18.95 |
| 30240 - Mathematical Technician | 24.18 |
| 30361 - Paralegal/Legal Assistant I | 19.15 |
| 30362 - Paralegal/Legal Assistant II | 22.65 |
| 30363 - Paralegal/Legal Assistant III | 27.70 |
| 30364 - Paralegal/Legal Assistant IV | 33.61 |
| 30390 - Photo-Optics Technician | 24.77 |
| 30461 - Technical Writer I | 19.45 |
| 30462 - Technical Writer II | 23.79 |
| 30463 - Technical Writer III | 27.41 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |

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| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 22.30 |
| 30621 - Weather Observer, Senior | (see 2) 24.77 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.19 |
| 31030 - Bus Driver | 15.24 |
| 31043 - Driver Courier | 13.30 |
| 31260 - Parking and Lot Attendant | 9.04 |
| 31290 - Shuttle Bus Driver | 15.10 |
| 31310 - Taxi Driver | 10.99 |
| 31361 - Truckdriver, Light | 15.10 |
| 31362 - Truckdriver, Medium | 16.10 |
| 31363 - Truckdriver, Heavy | 18.56 |
| 31364 - Truckdriver, Tractor-Trailer | 18.56 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.94 |
| 99050 - Desk Clerk | 12.38 |
| 99095 - Embalmer | 22.06 |
| 99251 - Laboratory Animal Caretaker I | 9.98 |
| 99252 - Laboratory Animal Caretaker II | 10.48 |
| 99310 - Mortician | 24.41 |
| 99410 - Pest Controller | 15.51 |
| 99510 - Photofinishing Worker | 12.51 |
| 99710 - Recycling Laborer | 16.26 |
| 99711 - Recycling Specialist | 19.07 |
| 99730 - Refuse Collector | 14.43 |
| 99810 - Sales Clerk | 13.66 |
| 99820 - School Crossing Guard | 9.24 |
| 99830 - Survey Party Chief | 18.23 |
| 99831 - Surveying Aide | 12.51 |
| 99832 - Surveying Technician | 17.15 |
| 99840 - Vending Machine Attendant | 12.90 |
| 99841 - Vending Machine Repairer | 16.51 |
| 99842 - Vending Machine Repairer Helper | 13.05 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 5 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2125
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Charlotte, De Soto, Hardee, Hernando, Highlands, Hillsborough, Lee, Manatee, Pasco, Pinellas, Polk, Sarasota

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.55 |
| 01012 - Accounting Clerk II | | 16.15 |
| 01013 - Accounting Clerk III | | 18.08 |
| 01020 - Administrative Assistant | | 21.10 |
| 01040 - Court Reporter | | 18.36 |
| 01051 - Data Entry Operator I | | 12.05 |
| 01052 - Data Entry Operator II | | 13.33 |
| 01060 - Dispatcher, Motor Vehicle | | 15.88 |
| 01070 - Document Preparation Clerk | | 12.08 |
| 01090 - Duplicating Machine Operator | | 12.08 |
| 01111 - General Clerk I | | 12.58 |
| 01112 - General Clerk II | | 13.73 |
| 01113 - General Clerk III | | 15.09 |
| 01120 - Housing Referral Assistant | | 19.46 |
| 01141 - Messenger Courier | | 11.26 |
| 01191 - Order Clerk I | | 12.42 |
| 01192 - Order Clerk II | | 13.94 |
| 01261 - Personnel Assistant (Employment) I | | 14.67 |
| 01262 - Personnel Assistant (Employment) II | | 18.22 |
| 01263 - Personnel Assistant (Employment) III | | 18.84 |
| 01270 - Production Control Clerk | | 19.92 |
| 01280 - Receptionist | | 11.91 |
| 01290 - Rental Clerk | | 14.73 |
| 01300 - Scheduler, Maintenance | | 15.31 |
| 01311 - Secretary I | | 15.31 |
| 01312 - Secretary II | | 17.12 |
| 01313 - Secretary III | | 19.41 |
| 01320 - Service Order Dispatcher | | 14.23 |
| 01410 - Supply Technician | | 21.10 |
| 01420 - Survey Worker | | 13.68 |
| 01531 - Travel Clerk I | | 12.46 |
| 01532 - Travel Clerk II | | 13.56 |
| 01533 - Travel Clerk III | | 14.75 |
| 01611 - Word Processor I | | 13.15 |
| 01612 - Word Processor II | | 14.76 |
| 01613 - Word Processor III | | 16.48 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 20.27 |
| 05010 - Automotive Electrician | | 20.79 |
| 05040 - Automotive Glass Installer | | 19.87 |
| 05070 - Automotive Worker | | 19.87 |
| 05110 - Mobile Equipment Servicer | | 18.02 |
| 05130 - Motor Equipment Metal Mechanic | | 21.75 |
| 05160 - Motor Equipment Metal Worker | | 19.87 |
| 05190 - Motor Vehicle Mechanic | | 20.88 |
| 05220 - Motor Vehicle Mechanic Helper | | 17.00 |
| 05250 - Motor Vehicle Upholstery Worker | | 18.94 |
| 05280 - Motor Vehicle Wrecker | | 19.87 |
| 05310 - Painter, Automotive | | 20.79 |
| 05340 - Radiator Repair Specialist | | 19.87 |
| 05370 - Tire Repairer | | 12.68 |
| 05400 - Transmission Repair Specialist | | 21.53 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 11.08 |

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| 07041 - Cook I | 10.83 |
| 07042 - Cook II | 12.08 |
| 07070 - Dishwasher | 8.52 |
| 07130 - Food Service Worker | 10.34 |
| 07210 - Meat Cutter | 14.06 |
| 07260 - Waiter/Waitress | 9.51 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.65 |
| 09040 - Furniture Handler | 12.13 |
| 09080 - Furniture Refinisher | 15.90 |
| 09090 - Furniture Refinisher Helper | 12.38 |
| 09110 - Furniture Repairer, Minor | 13.92 |
| 09130 - Upholsterer | 16.65 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.05 |
| 11060 - Elevator Operator | 9.05 |
| 11090 - Gardener | 14.30 |
| 11122 - Housekeeping Aide | 11.32 |
| 11150 - Janitor | 11.32 |
| 11210 - Laborer, Grounds Maintenance | 10.84 |
| 11240 - Maid or Houseman | 8.70 |
| 11260 - Pruner | 9.76 |
| 11270 - Tractor Operator | 13.14 |
| 11330 - Trail Maintenance Worker | 10.84 |
| 11360 - Window Cleaner | 12.46 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.13 |
| 12011 - Breath Alcohol Technician | 17.88 |
| 12012 - Certified Occupational Therapist Assistant | 26.35 |
| 12015 - Certified Physical Therapist Assistant | 26.35 |
| 12020 - Dental Assistant | 16.89 |
| 12025 - Dental Hygienist | 26.04 |
| 12030 - EKG Technician | 21.37 |
| 12035 - Electroneurodiagnostic Technologist | 21.37 |
| 12040 - Emergency Medical Technician | 17.13 |
| 12071 - Licensed Practical Nurse I | 17.44 |
| 12072 - Licensed Practical Nurse II | 19.51 |
| 12073 - Licensed Practical Nurse III | 21.75 |
| 12100 - Medical Assistant | 13.09 |
| 12130 - Medical Laboratory Technician | 16.70 |
| 12160 - Medical Record Clerk | 14.11 |
| 12190 - Medical Record Technician | 15.52 |
| 12195 - Medical Transcriptionist | 15.02 |
| 12210 - Nuclear Medicine Technologist | 30.98 |
| 12221 - Nursing Assistant I | 9.46 |
| 12222 - Nursing Assistant II | 10.63 |
| 12223 - Nursing Assistant III | 11.60 |
| 12224 - Nursing Assistant IV | 13.02 |
| 12235 - Optical Dispenser | 19.04 |
| 12236 - Optical Technician | 13.00 |
| 12250 - Pharmacy Technician | 14.03 |
| 12280 - Phlebotomist | 12.65 |
| 12305 - Radiologic Technologist | 25.53 |
| 12311 - Registered Nurse I | 23.88 |
| 12312 - Registered Nurse II | 27.55 |
| 12313 - Registered Nurse II, Specialist | 27.55 |
| 12314 - Registered Nurse III | 33.08 |
| 12315 - Registered Nurse III, Anesthetist | 33.08 |
| 12316 - Registered Nurse IV | 39.89 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.15 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.45 |
| 13012 - Exhibits Specialist II | 26.22 |

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| 13013 - Exhibits Specialist III | 30.49 |
| 13041 - Illustrator I | 18.88 |
| 13042 - Illustrator II | 23.39 |
| 13043 - Illustrator III | 28.61 |
| 13047 - Librarian | 27.59 |
| 13050 - Library Aide/Clerk | 10.78 |
| 13054 - Library Information Technology Systems Administrator | 24.65 |
| 13058 - Library Technician | 13.74 |
| 13061 - Media Specialist I | 17.98 |
| 13062 - Media Specialist II | 20.11 |
| 13063 - Media Specialist III | 22.43 |
| 13071 - Photographer I | 18.09 |
| 13072 - Photographer II | 20.23 |
| 13073 - Photographer III | 25.08 |
| 13074 - Photographer IV | 29.18 |
| 13075 - Photographer V | 35.30 |
| 13110 - Video Teleconference Technician | 18.18 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.66 |
| 14042 - Computer Operator II | 17.71 |
| 14043 - Computer Operator III | 19.54 |
| 14044 - Computer Operator IV | 21.70 |
| 14045 - Computer Operator V | 23.54 |
| 14071 - Computer Programmer I | (see 1) 22.92 |
| 14072 - Computer Programmer II | (see 1) 27.56 |
| 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 | 15.66 |
| 14160 - Personal Computer Support Technician | 21.70 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.58 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.55 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.18 |
| 15050 - Computer Based Training Specialist / Instructor | 29.03 |
| 15060 - Educational Technologist | 26.16 |
| 15070 - Flight Instructor (Pilot) | 40.18 |
| 15080 - Graphic Artist | 22.03 |
| 15090 - Technical Instructor | 19.47 |
| 15095 - Technical Instructor/Course Developer | 25.39 |
| 15110 - Test Proctor | 16.75 |
| 15120 - Tutor | 16.75 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.04 |
| 16030 - Counter Attendant | 9.04 |
| 16040 - Dry Cleaner | 11.35 |
| 16070 - Finisher, Flatwork, Machine | 9.04 |
| 16090 - Presser, Hand | 9.04 |
| 16110 - Presser, Machine, Drycleaning | 9.04 |
| 16130 - Presser, Machine, Shirts | 9.04 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.04 |
| 16190 - Sewing Machine Operator | 12.15 |
| 16220 - Tailor | 12.91 |
| 16250 - Washer, Machine | 9.80 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.33 |
| 19040 - Tool And Die Maker | 19.23 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.62 |
| 21030 - Material Coordinator | 17.77 |

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| 21040 - Material Expediter | 18.02 |
| 21050 - Material Handling Laborer | 10.87 |
| 21071 - Order Filler | 11.42 |
| 21080 - Production Line Worker (Food Processing) | 16.62 |
| 21110 - Shipping Packer | 13.06 |
| 21130 - Shipping/Receiving Clerk | 13.06 |
| 21140 - Store Worker I | 9.94 |
| 21150 - Stock Clerk | 13.53 |
| 21210 - Tools And Parts Attendant | 16.50 |
| 21410 - Warehouse Specialist | 16.62 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.29 |
| 23021 - Aircraft Mechanic I | 25.04 |
| 23022 - Aircraft Mechanic II | 26.29 |
| 23023 - Aircraft Mechanic III | 27.60 |
| 23040 - Aircraft Mechanic Helper | 19.58 |
| 23050 - Aircraft, Painter | 18.32 |
| 23060 - Aircraft Servicer | 21.80 |
| 23080 - Aircraft Worker | 22.87 |
| 23110 - Appliance Mechanic | 17.67 |
| 23120 - Bicycle Repairer | 12.68 |
| 23125 - Cable Splicer | 22.88 |
| 23130 - Carpenter, Maintenance | 17.07 |
| 23140 - Carpet Layer | 16.68 |
| 23160 - Electrician, Maintenance | 18.62 |
| 23181 - Electronics Technician Maintenance I | 18.96 |
| 23182 - Electronics Technician Maintenance II | 20.76 |
| 23183 - Electronics Technician Maintenance III | 24.93 |
| 23260 - Fabric Worker | 15.47 |
| 23290 - Fire Alarm System Mechanic | 17.61 |
| 23310 - Fire Extinguisher Repairer | 13.68 |
| 23311 - Fuel Distribution System Mechanic | 17.66 |
| 23312 - Fuel Distribution System Operator | 15.87 |
| 23370 - General Maintenance Worker | 17.25 |
| 23380 - Ground Support Equipment Mechanic | 25.04 |
| 23381 - Ground Support Equipment Servicer | 21.80 |
| 23382 - Ground Support Equipment Worker | 22.87 |
| 23391 - Gunsmith I | 14.96 |
| 23392 - Gunsmith II | 17.39 |
| 23393 - Gunsmith III | 19.30 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.61 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.45 |
| 23430 - Heavy Equipment Mechanic | 19.76 |
| 23440 - Heavy Equipment Operator | 17.06 |
| 23460 - Instrument Mechanic | 19.79 |
| 23465 - Laboratory/Shelter Mechanic | 18.32 |
| 23470 - Laborer | 11.48 |
| 23510 - Locksmith | 16.65 |
| 23530 - Machinery Maintenance Mechanic | 20.38 |
| 23550 - Machinist, Maintenance | 17.94 |
| 23580 - Maintenance Trades Helper | 14.98 |
| 23591 - Metrology Technician I | 19.79 |
| 23592 - Metrology Technician II | 20.78 |
| 23593 - Metrology Technician III | 21.82 |
| 23640 - Millwright | 19.28 |
| 23710 - Office Appliance Repairer | 18.68 |
| 23760 - Painter, Maintenance | 17.67 |
| 23790 - Pipefitter, Maintenance | 17.70 |
| 23810 - Plumber, Maintenance | 16.93 |
| 23820 - Pneudraulic Systems Mechanic | 18.75 |
| 23850 - Rigger | 17.75 |

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| 23870 - Scale Mechanic | 16.63 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.67 |
| 23910 - Small Engine Mechanic | 16.34 |
| 23931 - Telecommunications Mechanic I | 20.34 |
| 23932 - Telecommunications Mechanic II | 24.13 |
| 23950 - Telephone Lineman | 23.50 |
| 23960 - Welder, Combination, Maintenance | 17.42 |
| 23965 - Well Driller | 17.75 |
| 23970 - Woodcraft Worker | 18.75 |
| 23980 - Woodworker | 14.30 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.21 |
| 24580 - Child Care Center Clerk | 14.10 |
| 24610 - Chore Aide | 9.49 |
| 24620 - Family Readiness And Support Services Coordinator | 13.23 |
| 24630 - Homemaker | 17.33 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.86 |
| 25040 - Sewage Plant Operator | 19.33 |
| 25070 - Stationary Engineer | 20.86 |
| 25190 - Ventilation Equipment Tender | 14.64 |
| 25210 - Water Treatment Plant Operator | 19.33 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.49 |
| 27007 - Baggage Inspector | 10.36 |
| 27008 - Corrections Officer | 22.81 |
| 27010 - Court Security Officer | 21.45 |
| 27030 - Detection Dog Handler | 16.69 |
| 27040 - Detention Officer | 22.81 |
| 27070 - Firefighter | 19.59 |
| 27101 - Guard I | 10.36 |
| 27102 - Guard II | 16.29 |
| 27131 - Police Officer I | 24.05 |
| 27132 - Police Officer II | 26.80 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.35 |
| 28042 - Carnival Equipment Repairer | 11.02 |
| 28043 - Carnival Equipment Worker | 8.13 |
| 28210 - Gate Attendant/Gate Tender | 12.85 |
| 28310 - Lifeguard | 11.15 |
| 28350 - Park Attendant (Aide) | 14.37 |
| 28510 - Recreation Aide/Health Facility Attendant | 7.98 |
| 28515 - Recreation Specialist | 15.47 |
| 28630 - Sports Official | 11.45 |
| 28690 - Swimming Pool Operator | 14.49 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.40 |
| 29020 - Hatch Tender | 18.40 |
| 29030 - Line Handler | 18.40 |
| 29041 - Stevedore I | 16.51 |
| 29042 - Stevedore II | 20.12 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.80 |
| 30022 - Archeological Technician II | 18.16 |
| 30023 - Archeological Technician III | 22.52 |
| 30030 - Cartographic Technician | 24.49 |
| 30040 - Civil Engineering Technician | 22.98 |
| 30061 - Drafter/CAD Operator I | 14.36 |
| 30062 - Drafter/CAD Operator II | 18.16 |

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| 30063 - Drafter/CAD Operator III | 18.41 |
| 30064 - Drafter/CAD Operator IV | 24.93 |
| 30081 - Engineering Technician I | 16.69 |
| 30082 - Engineering Technician II | 18.74 |
| 30083 - Engineering Technician III | 21.23 |
| 30084 - Engineering Technician IV | 24.45 |
| 30085 - Engineering Technician V | 26.10 |
| 30086 - Engineering Technician VI | 29.43 |
| 30090 - Environmental Technician | 18.16 |
| 30210 - Laboratory Technician | 17.50 |
| 30240 - Mathematical Technician | 21.76 |
| 30361 - Paralegal/Legal Assistant I | 18.01 |
| 30362 - Paralegal/Legal Assistant II | 22.31 |
| 30363 - Paralegal/Legal Assistant III | 27.29 |
| 30364 - Paralegal/Legal Assistant IV | 33.02 |
| 30390 - Photo-Optics Technician | 22.93 |
| 30461 - Technical Writer I | 18.74 |
| 30462 - Technical Writer II | 22.95 |
| 30463 - Technical Writer III | 27.73 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.34 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.03 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.40 |
| 30494 - Unexploded (UXO) Safety Escort | 22.34 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.34 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 18.41 |
| 30621 - Weather Observer, Senior | (see 2) 19.10 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.86 |
| 31030 - Bus Driver | 15.51 |
| 31043 - Driver Courier | 11.93 |
| 31260 - Parking and Lot Attendant | 9.69 |
| 31290 - Shuttle Bus Driver | 13.12 |
| 31310 - Taxi Driver | 9.96 |
| 31361 - Truckdriver, Light | 13.12 |
| 31362 - Truckdriver, Medium | 14.85 |
| 31363 - Truckdriver, Heavy | 16.96 |
| 31364 - Truckdriver, Tractor-Trailer | 16.96 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.97 |
| 99050 - Desk Clerk | 9.76 |
| 99095 - Embalmer | 20.28 |
| 99251 - Laboratory Animal Caretaker I | 9.97 |
| 99252 - Laboratory Animal Caretaker II | 10.85 |
| 99310 - Mortician | 26.58 |
| 99410 - Pest Controller | 13.00 |
| 99510 - Photofinishing Worker | 11.02 |
| 99710 - Recycling Laborer | 13.22 |
| 99711 - Recycling Specialist | 15.51 |
| 99730 - Refuse Collector | 11.78 |
| 99810 - Sales Clerk | 12.49 |
| 99820 - School Crossing Guard | 9.20 |
| 99830 - Survey Party Chief | 17.05 |
| 99831 - Surveying Aide | 10.49 |
| 99832 - Surveying Technician | 16.01 |
| 99840 - Vending Machine Attendant | 13.04 |
| 99841 - Vending Machine Repairer | 15.43 |
| 99842 - Vending Machine Repairer Helper | 13.04 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 5 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 4174)

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

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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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es)

of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that

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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.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2126
Revision No.: 20
Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Charlotte, De Soto, Hardee, Hernando, Highlands, Hillsborough, Lee, Manatee, Pasco, Pinellas, Polk, Sarasota

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.55 |
| 01012 - Accounting Clerk II | | 16.15 |
| 01013 - Accounting Clerk III | | 18.08 |
| 01020 - Administrative Assistant | | 21.10 |
| 01040 - Court Reporter | | 18.36 |
| 01051 - Data Entry Operator I | | 12.05 |
| 01052 - Data Entry Operator II | | 13.33 |
| 01060 - Dispatcher, Motor Vehicle | | 15.88 |
| 01070 - Document Preparation Clerk | | 12.08 |
| 01090 - Duplicating Machine Operator | | 12.08 |
| 01111 - General Clerk I | | 12.58 |
| 01112 - General Clerk II | | 13.73 |
| 01113 - General Clerk III | | 15.09 |
| 01120 - Housing Referral Assistant | | 19.46 |
| 01141 - Messenger Courier | | 11.26 |
| 01191 - Order Clerk I | | 12.42 |
| 01192 - Order Clerk II | | 13.94 |
| 01261 - Personnel Assistant (Employment) I | | 14.67 |
| 01262 - Personnel Assistant (Employment) II | | 18.22 |
| 01263 - Personnel Assistant (Employment) III | | 18.84 |
| 01270 - Production Control Clerk | | 19.92 |
| 01280 - Receptionist | | 11.91 |
| 01290 - Rental Clerk | | 14.73 |
| 01300 - Scheduler, Maintenance | | 15.31 |
| 01311 - Secretary I | | 15.31 |
| 01312 - Secretary II | | 17.12 |
| 01313 - Secretary III | | 19.41 |
| 01320 - Service Order Dispatcher | | 14.23 |
| 01410 - Supply Technician | | 21.10 |
| 01420 - Survey Worker | | 13.68 |
| 01531 - Travel Clerk I | | 12.46 |
| 01532 - Travel Clerk II | | 13.56 |
| 01533 - Travel Clerk III | | 14.75 |
| 01611 - Word Processor I | | 13.15 |

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| 01612 - Word Processor II | 14.76 |
| 01613 - Word Processor III | 16.48 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.27 |
| 05010 - Automotive Electrician | 20.79 |
| 05040 - Automotive Glass Installer | 19.87 |
| 05070 - Automotive Worker | 19.87 |
| 05110 - Mobile Equipment Servicer | 18.02 |
| 05130 - Motor Equipment Metal Mechanic | 21.75 |
| 05160 - Motor Equipment Metal Worker | 19.87 |
| 05190 - Motor Vehicle Mechanic | 20.88 |
| 05220 - Motor Vehicle Mechanic Helper | 17.00 |
| 05250 - Motor Vehicle Upholstery Worker | 18.94 |
| 05280 - Motor Vehicle Wrecker | 19.87 |
| 05310 - Painter, Automotive | 20.79 |
| 05340 - Radiator Repair Specialist | 19.87 |
| 05370 - Tire Repairer | 12.68 |
| 05400 - Transmission Repair Specialist | 21.53 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.08 |
| 07041 - Cook I | 10.83 |
| 07042 - Cook II | 12.08 |
| 07070 - Dishwasher | 8.52 |
| 07130 - Food Service Worker | 10.34 |
| 07210 - Meat Cutter | 14.06 |
| 07260 - Waiter/Waitress | 9.51 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.65 |
| 09040 - Furniture Handler | 12.13 |
| 09080 - Furniture Refinisher | 15.90 |
| 09090 - Furniture Refinisher Helper | 12.38 |
| 09110 - Furniture Repairer, Minor | 13.92 |
| 09130 - Upholsterer | 16.65 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.05 |
| 11060 - Elevator Operator | 9.05 |
| 11090 - Gardener | 14.30 |
| 11122 - Housekeeping Aide | 11.32 |
| 11150 - Janitor | 11.32 |
| 11210 - Laborer, Grounds Maintenance | 10.84 |
| 11240 - Maid or Houseman | 8.70 |
| 11260 - Pruner | 9.76 |
| 11270 - Tractor Operator | 13.14 |
| 11330 - Trail Maintenance Worker | 10.84 |
| 11360 - Window Cleaner | 12.46 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.13 |
| 12011 - Breath Alcohol Technician | 17.88 |
| 12012 - Certified Occupational Therapist Assistant | 26.35 |
| 12015 - Certified Physical Therapist Assistant | 26.35 |
| 12020 - Dental Assistant | 16.89 |
| 12025 - Dental Hygienist | 26.04 |
| 12030 - EKG Technician | 21.37 |
| 12035 - Electroneurodiagnostic Technologist | 21.37 |
| 12040 - Emergency Medical Technician | 17.13 |
| 12071 - Licensed Practical Nurse I | 17.44 |
| 12072 - Licensed Practical Nurse II | 19.51 |
| 12073 - Licensed Practical Nurse III | 21.75 |
| 12100 - Medical Assistant | 13.09 |
| 12130 - Medical Laboratory Technician | 16.70 |
| 12160 - Medical Record Clerk | 14.11 |
| 12190 - Medical Record Technician | 15.52 |
| 12195 - Medical Transcriptionist | 15.02 |

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| 12210 - Nuclear Medicine Technologist | 30.98 |
| 12221 - Nursing Assistant I | 9.46 |
| 12222 - Nursing Assistant II | 10.63 |
| 12223 - Nursing Assistant III | 11.60 |
| 12224 - Nursing Assistant IV | 13.02 |
| 12235 - Optical Dispenser | 19.04 |
| 12236 - Optical Technician | 13.00 |
| 12250 - Pharmacy Technician | 14.03 |
| 12280 - Phlebotomist | 12.65 |
| 12305 - Radiologic Technologist | 25.53 |
| 12311 - Registered Nurse I | 23.88 |
| 12312 - Registered Nurse II | 27.55 |
| 12313 - Registered Nurse II, Specialist | 27.55 |
| 12314 - Registered Nurse III | 33.08 |
| 12315 - Registered Nurse III, Anesthetist | 33.08 |
| 12316 - Registered Nurse IV | 39.89 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.15 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.45 |
| 13012 - Exhibits Specialist II | 26.22 |
| 13013 - Exhibits Specialist III | 30.49 |
| 13041 - Illustrator I | 18.88 |
| 13042 - Illustrator II | 23.39 |
| 13043 - Illustrator III | 28.61 |
| 13047 - Librarian | 27.59 |
| 13050 - Library Aide/Clerk | 10.78 |
| 13054 - Library Information Technology Systems Administrator | 24.65 |
| 13058 - Library Technician | 13.74 |
| 13061 - Media Specialist I | 17.98 |
| 13062 - Media Specialist II | 20.11 |
| 13063 - Media Specialist III | 22.43 |
| 13071 - Photographer I | 18.09 |
| 13072 - Photographer II | 20.23 |
| 13073 - Photographer III | 25.08 |
| 13074 - Photographer IV | 29.18 |
| 13075 - Photographer V | 35.30 |
| 13110 - Video Teleconference Technician | 18.18 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.66 |
| 14042 - Computer Operator II | 17.71 |
| 14043 - Computer Operator III | 19.54 |
| 14044 - Computer Operator IV | 21.70 |
| 14045 - Computer Operator V | 23.54 |
| 14071 - Computer Programmer I | (see 1) 22.92 |
| 14072 - Computer Programmer II | (see 1) 27.56 |
| 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 | 15.66 |
| 14160 - Personal Computer Support Technician | 21.70 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.58 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.55 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.18 |
| 15050 - Computer Based Training Specialist / Instructor | 29.03 |
| 15060 - Educational Technologist | 26.16 |
| 15070 - Flight Instructor (Pilot) | 40.18 |
| 15080 - Graphic Artist | 22.03 |
| 15090 - Technical Instructor | 19.47 |
| 15095 - Technical Instructor/Course Developer | 25.39 |

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| 15110 - Test Proctor | 16.75 |
| 15120 - Tutor | 16.75 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.04 |
| 16030 - Counter Attendant | 9.04 |
| 16040 - Dry Cleaner | 11.35 |
| 16070 - Finisher, Flatwork, Machine | 9.04 |
| 16090 - Presser, Hand | 9.04 |
| 16110 - Presser, Machine, Drycleaning | 9.04 |
| 16130 - Presser, Machine, Shirts | 9.04 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.04 |
| 16190 - Sewing Machine Operator | 12.15 |
| 16220 - Tailor | 12.91 |
| 16250 - Washer, Machine | 9.80 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.33 |
| 19040 - Tool And Die Maker | 19.23 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.62 |
| 21030 - Material Coordinator | 17.77 |
| 21040 - Material Expediter | 18.02 |
| 21050 - Material Handling Laborer | 10.87 |
| 21071 - Order Filler | 11.42 |
| 21080 - Production Line Worker (Food Processing) | 16.62 |
| 21110 - Shipping Packer | 13.06 |
| 21130 - Shipping/Receiving Clerk | 13.06 |
| 21140 - Store Worker I | 9.94 |
| 21150 - Stock Clerk | 13.53 |
| 21210 - Tools And Parts Attendant | 16.50 |
| 21410 - Warehouse Specialist | 16.62 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.29 |
| 23021 - Aircraft Mechanic I | 25.04 |
| 23022 - Aircraft Mechanic II | 26.29 |
| 23023 - Aircraft Mechanic III | 27.60 |
| 23040 - Aircraft Mechanic Helper | 19.58 |
| 23050 - Aircraft, Painter | 18.32 |
| 23060 - Aircraft Servicer | 21.80 |
| 23080 - Aircraft Worker | 22.87 |
| 23110 - Appliance Mechanic | 17.67 |
| 23120 - Bicycle Repairer | 12.68 |
| 23125 - Cable Splicer | 22.88 |
| 23130 - Carpenter, Maintenance | 17.07 |
| 23140 - Carpet Layer | 16.68 |
| 23160 - Electrician, Maintenance | 18.62 |
| 23181 - Electronics Technician Maintenance I | 18.96 |
| 23182 - Electronics Technician Maintenance II | 20.76 |
| 23183 - Electronics Technician Maintenance III | 24.93 |
| 23260 - Fabric Worker | 15.47 |
| 23290 - Fire Alarm System Mechanic | 17.61 |
| 23310 - Fire Extinguisher Repairer | 13.68 |
| 23311 - Fuel Distribution System Mechanic | 17.66 |
| 23312 - Fuel Distribution System Operator | 15.87 |
| 23370 - General Maintenance Worker | 17.25 |
| 23380 - Ground Support Equipment Mechanic | 25.04 |
| 23381 - Ground Support Equipment Servicer | 21.80 |
| 23382 - Ground Support Equipment Worker | 22.87 |
| 23391 - Gunsmith I | 14.96 |
| 23392 - Gunsmith II | 17.39 |
| 23393 - Gunsmith III | 19.30 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.61 |
| 23411 - Heating, Ventilation And Air Contditioning | 18.45 |

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| Mechanic (Research Facility) | |
| 23430 - Heavy Equipment Mechanic | 19.76 |
| 23440 - Heavy Equipment Operator | 17.06 |
| 23460 - Instrument Mechanic | 19.79 |
| 23465 - Laboratory/Shelter Mechanic | 18.32 |
| 23470 - Laborer | 11.48 |
| 23510 - Locksmith | 16.65 |
| 23530 - Machinery Maintenance Mechanic | 20.38 |
| 23550 - Machinist, Maintenance | 17.94 |
| 23580 - Maintenance Trades Helper | 14.98 |
| 23591 - Metrology Technician I | 19.79 |
| 23592 - Metrology Technician II | 20.78 |
| 23593 - Metrology Technician III | 21.82 |
| 23640 - Millwright | 19.28 |
| 23710 - Office Appliance Repairer | 18.68 |
| 23760 - Painter, Maintenance | 17.67 |
| 23790 - Pipefitter, Maintenance | 17.70 |
| 23810 - Plumber, Maintenance | 16.93 |
| 23820 - Pneudraulic Systems Mechanic | 18.75 |
| 23850 - Rigger | 17.75 |
| 23870 - Scale Mechanic | 16.63 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.67 |
| 23910 - Small Engine Mechanic | 16.34 |
| 23931 - Telecommunications Mechanic I | 20.34 |
| 23932 - Telecommunications Mechanic II | 24.13 |
| 23950 - Telephone Lineman | 23.50 |
| 23960 - Welder, Combination, Maintenance | 17.42 |
| 23965 - Well Driller | 17.75 |
| 23970 - Woodcraft Worker | 18.75 |
| 23980 - Woodworker | 14.30 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.21 |
| 24580 - Child Care Center Clerk | 14.10 |
| 24610 - Chore Aide | 9.49 |
| 24620 - Family Readiness And Support Services Coordinator | 13.23 |
| 24630 - Homemaker | 17.33 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.86 |
| 25040 - Sewage Plant Operator | 19.33 |
| 25070 - Stationary Engineer | 20.86 |
| 25190 - Ventilation Equipment Tender | 14.64 |
| 25210 - Water Treatment Plant Operator | 19.33 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.49 |
| 27007 - Baggage Inspector | 10.36 |
| 27008 - Corrections Officer | 22.81 |
| 27010 - Court Security Officer | 21.45 |
| 27030 - Detection Dog Handler | 16.69 |
| 27040 - Detention Officer | 22.81 |
| 27070 - Firefighter | 19.59 |
| 27101 - Guard I | 10.36 |
| 27102 - Guard II | 16.29 |
| 27131 - Police Officer I | 24.05 |
| 27132 - Police Officer II | 26.80 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.35 |
| 28042 - Carnival Equipment Repairer | 11.02 |
| 28043 - Carnival Equipment Worker | 8.13 |
| 28210 - Gate Attendant/Gate Tender | 12.85 |
| 28310 - Lifeguard | 11.15 |
| 28350 - Park Attendant (Aide) | 14.37 |
| 28510 - Recreation Aide/Health Facility Attendant | 7.98 |

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| 28515 - Recreation Specialist | 15.47 |
| 28630 - Sports Official | 11.45 |
| 28690 - Swimming Pool Operator | 14.49 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.40 |
| 29020 - Hatch Tender | 18.40 |
| 29030 - Line Handler | 18.40 |
| 29041 - Stevedore I | 16.51 |
| 29042 - Stevedore II | 20.12 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.80 |
| 30022 - Archeological Technician II | 18.16 |
| 30023 - Archeological Technician III | 22.52 |
| 30030 - Cartographic Technician | 24.49 |
| 30040 - Civil Engineering Technician | 22.98 |
| 30061 - Drafter/CAD Operator I | 14.36 |
| 30062 - Drafter/CAD Operator II | 18.16 |
| 30063 - Drafter/CAD Operator III | 18.41 |
| 30064 - Drafter/CAD Operator IV | 24.93 |
| 30081 - Engineering Technician I | 16.69 |
| 30082 - Engineering Technician II | 18.74 |
| 30083 - Engineering Technician III | 21.23 |
| 30084 - Engineering Technician IV | 24.45 |
| 30085 - Engineering Technician V | 26.10 |
| 30086 - Engineering Technician VI | 29.43 |
| 30090 - Environmental Technician | 18.16 |
| 30210 - Laboratory Technician | 17.50 |
| 30240 - Mathematical Technician | 21.76 |
| 30361 - Paralegal/Legal Assistant I | 18.01 |
| 30362 - Paralegal/Legal Assistant II | 22.31 |
| 30363 - Paralegal/Legal Assistant III | 27.29 |
| 30364 - Paralegal/Legal Assistant IV | 33.02 |
| 30390 - Photo-Optics Technician | 22.93 |
| 30461 - Technical Writer I | 18.74 |
| 30462 - Technical Writer II | 22.95 |
| 30463 - Technical Writer III | 27.73 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.34 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.03 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.40 |
| 30494 - Unexploded (UXO) Safety Escort | 22.34 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.34 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 18.41 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 19.10 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.86 |
| 31030 - Bus Driver | 15.51 |
| 31043 - Driver Courier | 11.93 |
| 31260 - Parking and Lot Attendant | 9.69 |
| 31290 - Shuttle Bus Driver | 13.12 |
| 31310 - Taxi Driver | 9.96 |
| 31361 - Truckdriver, Light | 13.12 |
| 31362 - Truckdriver, Medium | 14.85 |
| 31363 - Truckdriver, Heavy | 16.96 |
| 31364 - Truckdriver, Tractor-Trailer | 16.96 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.97 |
| 99050 - Desk Clerk | 9.76 |
| 99095 - Embalmer | 20.28 |
| 99251 - Laboratory Animal Caretaker I | 9.97 |

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| 99252 - Laboratory Animal Caretaker II | 10.85 |
| 99310 - Mortician | 26.58 |
| 99410 - Pest Controller | 13.00 |
| 99510 - Photofinishing Worker | 11.02 |
| 99710 - Recycling Laborer | 13.22 |
| 99711 - Recycling Specialist | 15.51 |
| 99730 - Refuse Collector | 11.78 |
| 99810 - Sales Clerk | 12.49 |
| 99820 - School Crossing Guard | 9.20 |
| 99830 - Survey Party Chief | 17.05 |
| 99831 - Surveying Aide | 10.49 |
| 99832 - Surveying Technician | 16.01 |
| 99840 - Vending Machine Attendant | 13.04 |
| 99841 - Vending Machine Repairer | 15.43 |
| 99842 - Vending Machine Repairer Helper | 13.04 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 5 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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive

ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol>.

gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2131
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Georgia

Area: Georgia Counties of Atkinson, Baker, Ben Hill, Berrien, Brooks, Calhoun, Clinch, Coffee, Colquitt, Cook, Decatur, Dougherty, Echols, Grady, Irwin, Lanier, Lee, Lowndes, Mitchell, Randolph, Sumter, Terrell, Thomas, Tift, Turner, Ware, Worth

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.02 |
| 01012 - Accounting Clerk II | | 13.88 |
| 01013 - Accounting Clerk III | | 19.10 |
| 01020 - Administrative Assistant | | 16.91 |
| 01040 - Court Reporter | | 13.54 |
| 01051 - Data Entry Operator I | | 10.94 |
| 01052 - Data Entry Operator II | | 12.38 |
| 01060 - Dispatcher, Motor Vehicle | | 16.94 |
| 01070 - Document Preparation Clerk | | 11.42 |

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| 01090 - Duplicating Machine Operator | 11.42 |
| 01111 - General Clerk I | 10.34 |
| 01112 - General Clerk II | 11.49 |
| 01113 - General Clerk III | 12.89 |
| 01120 - Housing Referral Assistant | 15.22 |
| 01141 - Messenger Courier | 8.86 |
| 01191 - Order Clerk I | 10.76 |
| 01192 - Order Clerk II | 14.83 |
| 01261 - Personnel Assistant (Employment) I | 13.44 |
| 01262 - Personnel Assistant (Employment) II | 14.62 |
| 01263 - Personnel Assistant (Employment) III | 16.29 |
| 01270 - Production Control Clerk | 22.50 |
| 01280 - Receptionist | 9.81 |
| 01290 - Rental Clerk | 10.36 |
| 01300 - Scheduler, Maintenance | 12.20 |
| 01311 - Secretary I | 12.20 |
| 01312 - Secretary II | 13.65 |
| 01313 - Secretary III | 15.22 |
| 01320 - Service Order Dispatcher | 16.31 |
| 01410 - Supply Technician | 16.91 |
| 01420 - Survey Worker | 13.65 |
| 01531 - Travel Clerk I | 11.29 |
| 01532 - Travel Clerk II | 12.35 |
| 01533 - Travel Clerk III | 13.13 |
| 01611 - Word Processor I | 12.24 |
| 01612 - Word Processor II | 14.15 |
| 01613 - Word Processor III | 15.83 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.65 |
| 05010 - Automotive Electrician | 16.57 |
| 05040 - Automotive Glass Installer | 15.89 |
| 05070 - Automotive Worker | 15.89 |
| 05110 - Mobile Equipment Servicer | 13.94 |
| 05130 - Motor Equipment Metal Mechanic | 17.27 |
| 05160 - Motor Equipment Metal Worker | 15.89 |
| 05190 - Motor Vehicle Mechanic | 17.27 |
| 05220 - Motor Vehicle Mechanic Helper | 13.81 |
| 05250 - Motor Vehicle Upholstery Worker | 15.36 |
| 05280 - Motor Vehicle Wrecker | 15.89 |
| 05310 - Painter, Automotive | 16.57 |
| 05340 - Radiator Repair Specialist | 15.89 |
| 05370 - Tire Repairer | 13.35 |
| 05400 - Transmission Repair Specialist | 17.27 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.85 |
| 07041 - Cook I | 10.12 |
| 07042 - Cook II | 11.14 |
| 07070 - Dishwasher | 7.25 |
| 07130 - Food Service Worker | 7.93 |
| 07210 - Meat Cutter | 12.30 |
| 07260 - Waiter/Waitress | 8.12 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.96 |
| 09040 - Furniture Handler | 11.92 |
| 09080 - Furniture Refinisher | 16.96 |
| 09090 - Furniture Refinisher Helper | 13.91 |
| 09110 - Furniture Repairer, Minor | 15.64 |
| 09130 - Upholsterer | 16.96 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.01 |
| 11060 - Elevator Operator | 9.01 |
| 11090 - Gardener | 11.54 |
| 11122 - Housekeeping Aide | 9.21 |

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| 11150 - Janitor | 9.21 |
| 11210 - Laborer, Grounds Maintenance | 10.37 |
| 11240 - Maid or Houseman | 7.95 |
| 11260 - Pruner | 9.49 |
| 11270 - Tractor Operator | 12.10 |
| 11330 - Trail Maintenance Worker | 10.37 |
| 11360 - Window Cleaner | 10.06 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.72 |
| 12011 - Breath Alcohol Technician | 15.34 |
| 12012 - Certified Occupational Therapist Assistant | 20.16 |
| 12015 - Certified Physical Therapist Assistant | 22.07 |
| 12020 - Dental Assistant | 15.02 |
| 12025 - Dental Hygienist | 24.21 |
| 12030 - EKG Technician | 23.26 |
| 12035 - Electroneurodiagnostic Technologist | 23.26 |
| 12040 - Emergency Medical Technician | 15.72 |
| 12071 - Licensed Practical Nurse I | 13.71 |
| 12072 - Licensed Practical Nurse II | 15.34 |
| 12073 - Licensed Practical Nurse III | 17.11 |
| 12100 - Medical Assistant | 11.55 |
| 12130 - Medical Laboratory Technician | 13.68 |
| 12160 - Medical Record Clerk | 11.24 |
| 12190 - Medical Record Technician | 13.98 |
| 12195 - Medical Transcriptionist | 12.45 |
| 12210 - Nuclear Medicine Technologist | 33.72 |
| 12221 - Nursing Assistant I | 9.44 |
| 12222 - Nursing Assistant II | 10.62 |
| 12223 - Nursing Assistant III | 11.57 |
| 12224 - Nursing Assistant IV | 13.01 |
| 12235 - Optical Dispenser | 15.34 |
| 12236 - Optical Technician | 13.71 |
| 12250 - Pharmacy Technician | 13.05 |
| 12280 - Phlebotomist | 13.01 |
| 12305 - Radiologic Technologist | 22.21 |
| 12311 - Registered Nurse I | 19.63 |
| 12312 - Registered Nurse II | 24.01 |
| 12313 - Registered Nurse II, Specialist | 24.01 |
| 12314 - Registered Nurse III | 29.04 |
| 12315 - Registered Nurse III, Anesthetist | 29.04 |
| 12316 - Registered Nurse IV | 34.81 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.01 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.93 |
| 13012 - Exhibits Specialist II | 21.21 |
| 13013 - Exhibits Specialist III | 27.17 |
| 13041 - Illustrator I | 17.93 |
| 13042 - Illustrator II | 21.21 |
| 13043 - Illustrator III | 27.17 |
| 13047 - Librarian | 24.60 |
| 13050 - Library Aide/Clerk | 12.66 |
| 13054 - Library Information Technology Systems Administrator | 22.21 |
| 13058 - Library Technician | 16.18 |
| 13061 - Media Specialist I | 15.40 |
| 13062 - Media Specialist II | 17.23 |
| 13063 - Media Specialist III | 19.21 |
| 13071 - Photographer I | 16.03 |
| 13072 - Photographer II | 18.16 |
| 13073 - Photographer III | 22.51 |
| 13074 - Photographer IV | 27.48 |
| 13075 - Photographer V | 33.33 |
| 13110 - Video Teleconference Technician | 16.03 |

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|---|---------|
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.24 |
| 14042 - Computer Operator II | 15.93 |
| 14043 - Computer Operator III | 18.65 |
| 14044 - Computer Operator IV | 20.70 |
| 14045 - Computer Operator V | 22.98 |
| 14071 - Computer Programmer I | 18.23 |
| 14072 - Computer Programmer II | 22.64 |
| 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 | 14.24 |
| 14160 - Personal Computer Support Technician | 20.70 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.95 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.40 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.46 |
| 15050 - Computer Based Training Specialist / Instructor | 25.95 |
| 15060 - Educational Technologist | 28.05 |
| 15070 - Flight Instructor (Pilot) | 41.21 |
| 15080 - Graphic Artist | 27.04 |
| 15090 - Technical Instructor | 20.08 |
| 15095 - Technical Instructor/Course Developer | 24.56 |
| 15110 - Test Proctor | 16.20 |
| 15120 - Tutor | 16.20 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.08 |
| 16030 - Counter Attendant | 8.08 |
| 16040 - Dry Cleaner | 9.38 |
| 16070 - Finisher, Flatwork, Machine | 8.08 |
| 16090 - Presser, Hand | 8.08 |
| 16110 - Presser, Machine, Drycleaning | 8.08 |
| 16130 - Presser, Machine, Shirts | 8.08 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.08 |
| 16190 - Sewing Machine Operator | 9.86 |
| 16220 - Tailor | 10.29 |
| 16250 - Washer, Machine | 8.47 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.96 |
| 19040 - Tool And Die Maker | 19.87 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.64 |
| 21030 - Material Coordinator | 22.50 |
| 21040 - Material Expediter | 22.50 |
| 21050 - Material Handling Laborer | 9.88 |
| 21071 - Order Filler | 11.36 |
| 21080 - Production Line Worker (Food Processing) | 13.64 |
| 21110 - Shipping Packer | 15.22 |
| 21130 - Shipping/Receiving Clerk | 15.22 |
| 21140 - Store Worker I | 12.92 |
| 21150 - Stock Clerk | 16.85 |
| 21210 - Tools And Parts Attendant | 13.64 |
| 21410 - Warehouse Specialist | 13.64 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 18.47 |
| 23021 - Aircraft Mechanic I | 17.68 |
| 23022 - Aircraft Mechanic II | 18.47 |
| 23023 - Aircraft Mechanic III | 19.13 |
| 23040 - Aircraft Mechanic Helper | 13.52 |
| 23050 - Aircraft, Painter | 17.26 |
| 23060 - Aircraft Servicer | 15.20 |

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| 23080 - Aircraft Worker | 16.27 |
| 23110 - Appliance Mechanic | 16.96 |
| 23120 - Bicycle Repairer | 14.03 |
| 23125 - Cable Splicer | 23.38 |
| 23130 - Carpenter, Maintenance | 16.96 |
| 23140 - Carpet Layer | 16.32 |
| 23160 - Electrician, Maintenance | 18.59 |
| 23181 - Electronics Technician Maintenance I | 21.04 |
| 23182 - Electronics Technician Maintenance II | 21.92 |
| 23183 - Electronics Technician Maintenance III | 22.83 |
| 23260 - Fabric Worker | 15.64 |
| 23290 - Fire Alarm System Mechanic | 17.68 |
| 23310 - Fire Extinguisher Repairer | 14.78 |
| 23311 - Fuel Distribution System Mechanic | 17.68 |
| 23312 - Fuel Distribution System Operator | 16.68 |
| 23370 - General Maintenance Worker | 16.69 |
| 23380 - Ground Support Equipment Mechanic | 17.68 |
| 23381 - Ground Support Equipment Servicer | 15.20 |
| 23382 - Ground Support Equipment Worker | 16.27 |
| 23391 - Gunsmith I | 14.78 |
| 23392 - Gunsmith II | 16.32 |
| 23393 - Gunsmith III | 17.68 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.68 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.47 |
| 23430 - Heavy Equipment Mechanic | 22.26 |
| 23440 - Heavy Equipment Operator | 16.61 |
| 23460 - Instrument Mechanic | 21.32 |
| 23465 - Laboratory/Shelter Mechanic | 16.96 |
| 23470 - Laborer | 9.88 |
| 23510 - Locksmith | 16.96 |
| 23530 - Machinery Maintenance Mechanic | 21.57 |
| 23550 - Machinist, Maintenance | 19.56 |
| 23580 - Maintenance Trades Helper | 13.91 |
| 23591 - Metrology Technician I | 21.32 |
| 23592 - Metrology Technician II | 22.17 |
| 23593 - Metrology Technician III | 23.02 |
| 23640 - Millwright | 17.68 |
| 23710 - Office Appliance Repairer | 16.96 |
| 23760 - Painter, Maintenance | 19.12 |
| 23790 - Pipefitter, Maintenance | 18.45 |
| 23810 - Plumber, Maintenance | 17.55 |
| 23820 - Pneudraulic Systems Mechanic | 17.68 |
| 23850 - Rigger | 17.68 |
| 23870 - Scale Mechanic | 16.32 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.68 |
| 23910 - Small Engine Mechanic | 16.32 |
| 23931 - Telecommunications Mechanic I | 20.90 |
| 23932 - Telecommunications Mechanic II | 21.90 |
| 23950 - Telephone Lineman | 22.99 |
| 23960 - welder, Combination, Maintenance | 17.68 |
| 23965 - well Driller | 17.68 |
| 23970 - Woodcraft Worker | 17.68 |
| 23980 - Woodworker | 14.78 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.45 |
| 24580 - Child Care Center Clerk | 14.51 |
| 24610 - Chore Aide | 7.55 |
| 24620 - Family Readiness And Support Services Coordinator | 13.54 |
| 24630 - Homemaker | 16.13 |
| 25000 - Plant And System Operations Occupations | |

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| 25010 - Boiler Tender | 20.71 |
| 25040 - Sewage Plant Operator | 16.96 |
| 25070 - Stationary Engineer | 20.90 |
| 25190 - Ventilation Equipment Tender | 15.20 |
| 25210 - Water Treatment Plant Operator | 16.96 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 11.06 |
| 27007 - Baggage Inspector | 8.49 |
| 27008 - Corrections Officer | 13.72 |
| 27010 - Court Security Officer | 14.23 |
| 27030 - Detection Dog Handler | 11.24 |
| 27040 - Detention Officer | 13.72 |
| 27070 - Firefighter | 14.73 |
| 27101 - Guard I | 8.49 |
| 27102 - Guard II | 11.24 |
| 27131 - Police Officer I | 15.13 |
| 27132 - Police Officer II | 16.82 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.24 |
| 28042 - Carnival Equipment Repairer | 9.57 |
| 28043 - Carnival Equipment Worker | 7.97 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.03 |
| 28515 - Recreation Specialist | 16.18 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 14.18 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.32 |
| 29020 - Hatch Tender | 16.32 |
| 29030 - Line Handler | 16.32 |
| 29041 - Stevedore I | 15.64 |
| 29042 - Stevedore II | 16.96 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.93 |
| 30022 - Archeological Technician II | 19.11 |
| 30023 - Archeological Technician III | 23.82 |
| 30030 - Cartographic Technician | 23.82 |
| 30040 - Civil Engineering Technician | 23.82 |
| 30061 - Drafter/CAD Operator I | 16.93 |
| 30062 - Drafter/CAD Operator II | 19.38 |
| 30063 - Drafter/CAD Operator III | 21.60 |
| 30064 - Drafter/CAD Operator IV | 24.04 |
| 30081 - Engineering Technician I | 14.49 |
| 30082 - Engineering Technician II | 16.93 |
| 30083 - Engineering Technician III | 19.38 |
| 30084 - Engineering Technician IV | 24.04 |
| 30085 - Engineering Technician V | 29.33 |
| 30086 - Engineering Technician VI | 35.57 |
| 30090 - Environmental Technician | 24.04 |
| 30210 - Laboratory Technician | 21.60 |
| 30240 - Mathematical Technician | 24.04 |
| 30361 - Paralegal/Legal Assistant I | 16.98 |
| 30362 - Paralegal/Legal Assistant II | 19.70 |
| 30363 - Paralegal/Legal Assistant III | 22.96 |
| 30364 - Paralegal/Legal Assistant IV | 27.83 |
| 30390 - Photo-Optics Technician | 24.04 |
| 30461 - Technical Writer I | 24.04 |
| 30462 - Technical Writer II | 29.33 |

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| 30463 - Technical Writer III | 35.57 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 21.60 |
| 30621 - Weather Observer, Senior | (see 2) 24.04 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.32 |
| 31030 - Bus Driver | 15.95 |
| 31043 - Driver Courier | 13.55 |
| 31260 - Parking and Lot Attendant | 10.20 |
| 31290 - Shuttle Bus Driver | 14.39 |
| 31310 - Taxi Driver | 13.01 |
| 31361 - Truckdriver, Light | 14.39 |
| 31362 - Truckdriver, Medium | 15.23 |
| 31363 - Truckdriver, Heavy | 17.49 |
| 31364 - Truckdriver, Tractor-Trailer | 17.49 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.68 |
| 99050 - Desk Clerk | 9.61 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.29 |
| 99252 - Laboratory Animal Caretaker II | 11.86 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 13.23 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.54 |
| 99711 - Recycling Specialist | 16.80 |
| 99730 - Refuse Collector | 14.22 |
| 99810 - Sales Clerk | 10.78 |
| 99820 - School Crossing Guard | 13.20 |
| 99830 - Survey Party Chief | 18.56 |
| 99831 - Surveying Aide | 10.94 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 18.13 |
| 99841 - Vending Machine Repairer | 21.12 |
| 99842 - Vending Machine Repairer Helper | 18.13 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2132
Revision No.: 16
Date of Last Revision: 07/25/2014

State: Georgia

Area: Georgia Counties of Atkinson, Baker, Ben Hill, Berrien, Brooks, Calhoun, Clinch, Coffee, Colquitt, Cook, Decatur, Dougherty, Echols, Grady, Irwin, Lanier, Lee, Lowndes, Mitchell, Randolph, Sumter, Terrell, Thomas, Tift, Turner, Ware, Worth

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.02 |
| 01012 - Accounting Clerk II | | 13.88 |
| 01013 - Accounting Clerk III | | 19.10 |
| 01020 - Administrative Assistant | | 16.91 |
| 01040 - Court Reporter | | 13.54 |
| 01051 - Data Entry Operator I | | 10.94 |
| 01052 - Data Entry Operator II | | 12.38 |
| 01060 - Dispatcher, Motor Vehicle | | 16.94 |
| 01070 - Document Preparation Clerk | | 11.42 |
| 01090 - Duplicating Machine Operator | | 11.42 |
| 01111 - General Clerk I | | 10.34 |
| 01112 - General Clerk II | | 11.49 |
| 01113 - General Clerk III | | 12.89 |
| 01120 - Housing Referral Assistant | | 15.22 |
| 01141 - Messenger Courier | | 8.86 |
| 01191 - Order Clerk I | | 10.76 |
| 01192 - Order Clerk II | | 14.83 |
| 01261 - Personnel Assistant (Employment) I | | 13.44 |
| 01262 - Personnel Assistant (Employment) II | | 14.62 |
| 01263 - Personnel Assistant (Employment) III | | 16.29 |
| 01270 - Production Control Clerk | | 22.50 |
| 01280 - Receptionist | | 9.81 |
| 01290 - Rental Clerk | | 10.36 |
| 01300 - Scheduler, Maintenance | | 12.20 |
| 01311 - Secretary I | | 12.20 |
| 01312 - Secretary II | | 13.65 |
| 01313 - Secretary III | | 15.22 |
| 01320 - Service Order Dispatcher | | 16.31 |
| 01410 - Supply Technician | | 16.91 |
| 01420 - Survey Worker | | 13.65 |
| 01531 - Travel Clerk I | | 11.29 |
| 01532 - Travel Clerk II | | 12.35 |
| 01533 - Travel Clerk III | | 13.13 |
| 01611 - Word Processor I | | 12.24 |
| 01612 - Word Processor II | | 14.15 |
| 01613 - Word Processor III | | 15.83 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.65 |
| 05010 - Automotive Electrician | | 16.57 |
| 05040 - Automotive Glass Installer | | 15.89 |
| 05070 - Automotive Worker | | 15.89 |
| 05110 - Mobile Equipment Servicer | | 13.94 |
| 05130 - Motor Equipment Metal Mechanic | | 17.27 |
| 05160 - Motor Equipment Metal Worker | | 15.89 |
| 05190 - Motor Vehicle Mechanic | | 17.27 |
| 05220 - Motor Vehicle Mechanic Helper | | 13.81 |
| 05250 - Motor Vehicle Upholstery Worker | | 15.36 |

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| 05280 - Motor Vehicle wrecker | 15.89 |
| 05310 - Painter, Automotive | 16.57 |
| 05340 - Radiator Repair Specialist | 15.89 |
| 05370 - Tire Repairer | 13.35 |
| 05400 - Transmission Repair Specialist | 17.27 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.85 |
| 07041 - Cook I | 10.12 |
| 07042 - Cook II | 11.14 |
| 07070 - Dishwasher | 7.25 |
| 07130 - Food Service Worker | 7.93 |
| 07210 - Meat Cutter | 12.30 |
| 07260 - Waiter/Waitress | 8.12 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.96 |
| 09040 - Furniture Handler | 11.92 |
| 09080 - Furniture Refinisher | 16.96 |
| 09090 - Furniture Refinisher Helper | 13.91 |
| 09110 - Furniture Repairer, Minor | 15.64 |
| 09130 - Upholsterer | 16.96 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.01 |
| 11060 - Elevator Operator | 9.01 |
| 11090 - Gardener | 11.54 |
| 11122 - Housekeeping Aide | 9.21 |
| 11150 - Janitor | 9.21 |
| 11210 - Laborer, Grounds Maintenance | 10.37 |
| 11240 - Maid or Houseman | 7.95 |
| 11260 - Pruner | 9.49 |
| 11270 - Tractor Operator | 12.10 |
| 11330 - Trail Maintenance Worker | 10.37 |
| 11360 - Window Cleaner | 10.06 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.72 |
| 12011 - Breath Alcohol Technician | 15.34 |
| 12012 - Certified Occupational Therapist Assistant | 20.16 |
| 12015 - Certified Physical Therapist Assistant | 22.07 |
| 12020 - Dental Assistant | 15.02 |
| 12025 - Dental Hygienist | 24.21 |
| 12030 - EKG Technician | 23.26 |
| 12035 - Electroneurodiagnostic Technologist | 23.26 |
| 12040 - Emergency Medical Technician | 15.72 |
| 12071 - Licensed Practical Nurse I | 13.71 |
| 12072 - Licensed Practical Nurse II | 15.34 |
| 12073 - Licensed Practical Nurse III | 17.11 |
| 12100 - Medical Assistant | 11.55 |
| 12130 - Medical Laboratory Technician | 13.68 |
| 12160 - Medical Record Clerk | 11.24 |
| 12190 - Medical Record Technician | 13.98 |
| 12195 - Medical Transcriptionist | 12.45 |
| 12210 - Nuclear Medicine Technologist | 33.72 |
| 12221 - Nursing Assistant I | 9.44 |
| 12222 - Nursing Assistant II | 10.62 |
| 12223 - Nursing Assistant III | 11.57 |
| 12224 - Nursing Assistant IV | 13.01 |
| 12235 - Optical Dispenser | 15.34 |
| 12236 - Optical Technician | 13.71 |
| 12250 - Pharmacy Technician | 13.05 |
| 12280 - Phlebotomist | 13.01 |
| 12305 - Radiologic Technologist | 22.21 |
| 12311 - Registered Nurse I | 19.63 |
| 12312 - Registered Nurse II | 24.01 |
| 12313 - Registered Nurse II, Specialist | 24.01 |

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| 12314 - Registered Nurse III | 29.04 |
| 12315 - Registered Nurse III, Anesthetist | 29.04 |
| 12316 - Registered Nurse IV | 34.81 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.01 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.93 |
| 13012 - Exhibits Specialist II | 21.21 |
| 13013 - Exhibits Specialist III | 27.17 |
| 13041 - Illustrator I | 17.93 |
| 13042 - Illustrator II | 21.21 |
| 13043 - Illustrator III | 27.17 |
| 13047 - Librarian | 24.60 |
| 13050 - Library Aide/Clerk | 12.66 |
| 13054 - Library Information Technology Systems Administrator | 22.21 |
| 13058 - Library Technician | 16.18 |
| 13061 - Media Specialist I | 15.40 |
| 13062 - Media Specialist II | 17.23 |
| 13063 - Media Specialist III | 19.21 |
| 13071 - Photographer I | 16.03 |
| 13072 - Photographer II | 18.16 |
| 13073 - Photographer III | 22.51 |
| 13074 - Photographer IV | 27.48 |
| 13075 - Photographer V | 33.33 |
| 13110 - Video Teleconference Technician | 16.03 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.24 |
| 14042 - Computer Operator II | 15.93 |
| 14043 - Computer Operator III | 18.65 |
| 14044 - Computer Operator IV | 20.70 |
| 14045 - Computer Operator V | 22.98 |
| 14071 - Computer Programmer I | 18.23 |
| 14072 - Computer Programmer II | 22.64 |
| 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 | 14.24 |
| 14160 - Personal Computer Support Technician | 20.70 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.95 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.40 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.46 |
| 15050 - Computer Based Training Specialist / Instructor | 25.95 |
| 15060 - Educational Technologist | 28.05 |
| 15070 - Flight Instructor (Pilot) | 41.21 |
| 15080 - Graphic Artist | 27.04 |
| 15090 - Technical Instructor | 20.08 |
| 15095 - Technical Instructor/Course Developer | 24.56 |
| 15110 - Test Proctor | 16.20 |
| 15120 - Tutor | 16.20 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.08 |
| 16030 - Counter Attendant | 8.08 |
| 16040 - Dry Cleaner | 9.38 |
| 16070 - Finisher, Flatwork, Machine | 8.08 |
| 16090 - Presser, Hand | 8.08 |
| 16110 - Presser, Machine, Drycleaning | 8.08 |
| 16130 - Presser, Machine, Shirts | 8.08 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.08 |
| 16190 - Sewing Machine Operator | 9.86 |
| 16220 - Tailor | 10.29 |

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| 16250 - Washer, Machine | 8.47 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.96 |
| 19040 - Tool And Die Maker | 19.87 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.64 |
| 21030 - Material Coordinator | 22.50 |
| 21040 - Material Expediter | 22.50 |
| 21050 - Material Handling Laborer | 9.88 |
| 21071 - Order Filler | 11.36 |
| 21080 - Production Line Worker (Food Processing) | 13.64 |
| 21110 - Shipping Packer | 15.22 |
| 21130 - Shipping/Receiving Clerk | 15.22 |
| 21140 - Store Worker I | 12.92 |
| 21150 - Stock Clerk | 16.85 |
| 21210 - Tools And Parts Attendant | 13.64 |
| 21410 - Warehouse Specialist | 13.64 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 18.47 |
| 23021 - Aircraft Mechanic I | 17.68 |
| 23022 - Aircraft Mechanic II | 18.47 |
| 23023 - Aircraft Mechanic III | 19.13 |
| 23040 - Aircraft Mechanic Helper | 13.52 |
| 23050 - Aircraft, Painter | 17.26 |
| 23060 - Aircraft Servicer | 15.20 |
| 23080 - Aircraft Worker | 16.27 |
| 23110 - Appliance Mechanic | 16.96 |
| 23120 - Bicycle Repairer | 14.03 |
| 23125 - Cable Splicer | 23.38 |
| 23130 - Carpenter, Maintenance | 16.96 |
| 23140 - Carpet Layer | 16.32 |
| 23160 - Electrician, Maintenance | 18.59 |
| 23181 - Electronics Technician Maintenance I | 21.04 |
| 23182 - Electronics Technician Maintenance II | 21.92 |
| 23183 - Electronics Technician Maintenance III | 22.83 |
| 23260 - Fabric Worker | 15.64 |
| 23290 - Fire Alarm System Mechanic | 17.68 |
| 23310 - Fire Extinguisher Repairer | 14.78 |
| 23311 - Fuel Distribution System Mechanic | 17.68 |
| 23312 - Fuel Distribution System Operator | 16.68 |
| 23370 - General Maintenance Worker | 16.69 |
| 23380 - Ground Support Equipment Mechanic | 17.68 |
| 23381 - Ground Support Equipment Servicer | 15.20 |
| 23382 - Ground Support Equipment Worker | 16.27 |
| 23391 - Gunsmith I | 14.78 |
| 23392 - Gunsmith II | 16.32 |
| 23393 - Gunsmith III | 17.68 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.68 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.47 |
| 23430 - Heavy Equipment Mechanic | 22.26 |
| 23440 - Heavy Equipment Operator | 16.61 |
| 23460 - Instrument Mechanic | 21.32 |
| 23465 - Laboratory/Shelter Mechanic | 16.96 |
| 23470 - Laborer | 9.88 |
| 23510 - Locksmith | 16.96 |
| 23530 - Machinery Maintenance Mechanic | 21.57 |
| 23550 - Machinist, Maintenance | 19.56 |
| 23580 - Maintenance Trades Helper | 13.91 |
| 23591 - Metrology Technician I | 21.32 |
| 23592 - Metrology Technician II | 22.17 |
| 23593 - Metrology Technician III | 23.02 |

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| 23640 - Millwright | 17.68 |
| 23710 - Office Appliance Repairer | 16.96 |
| 23760 - Painter, Maintenance | 19.12 |
| 23790 - Pipefitter, Maintenance | 18.45 |
| 23810 - Plumber, Maintenance | 17.55 |
| 23820 - Pneudraulic Systems Mechanic | 17.68 |
| 23850 - Rigger | 17.68 |
| 23870 - Scale Mechanic | 16.32 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.68 |
| 23910 - Small Engine Mechanic | 16.32 |
| 23931 - Telecommunications Mechanic I | 20.90 |
| 23932 - Telecommunications Mechanic II | 21.90 |
| 23950 - Telephone Lineman | 22.99 |
| 23960 - Welder, Combination, Maintenance | 17.68 |
| 23965 - Well Driller | 17.68 |
| 23970 - Woodcraft Worker | 17.68 |
| 23980 - Woodworker | 14.78 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.45 |
| 24580 - Child Care Center Clerk | 14.51 |
| 24610 - Chore Aide | 7.55 |
| 24620 - Family Readiness And Support Services Coordinator | 13.54 |
| 24630 - Homemaker | 16.13 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.71 |
| 25040 - Sewage Plant Operator | 16.96 |
| 25070 - Stationary Engineer | 20.90 |
| 25190 - Ventilation Equipment Tender | 15.20 |
| 25210 - Water Treatment Plant Operator | 16.96 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 11.06 |
| 27007 - Baggage Inspector | 8.49 |
| 27008 - Corrections Officer | 13.72 |
| 27010 - Court Security Officer | 14.23 |
| 27030 - Detection Dog Handler | 11.24 |
| 27040 - Detention Officer | 13.72 |
| 27070 - Firefighter | 14.73 |
| 27101 - Guard I | 8.49 |
| 27102 - Guard II | 11.24 |
| 27131 - Police Officer I | 15.13 |
| 27132 - Police Officer II | 16.82 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.24 |
| 28042 - Carnival Equipment Repairer | 9.57 |
| 28043 - Carnival Equipment Worker | 7.97 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.03 |
| 28515 - Recreation Specialist | 16.18 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 14.18 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.32 |
| 29020 - Hatch Tender | 16.32 |
| 29030 - Line Handler | 16.32 |
| 29041 - Stevedore I | 15.64 |
| 29042 - Stevedore II | 16.96 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |

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| 30021 - Archeological Technician I | 16.93 |
| 30022 - Archeological Technician II | 19.11 |
| 30023 - Archeological Technician III | 23.82 |
| 30030 - Cartographic Technician | 23.82 |
| 30040 - Civil Engineering Technician | 23.82 |
| 30061 - Drafter/CAD Operator I | 16.93 |
| 30062 - Drafter/CAD Operator II | 19.38 |
| 30063 - Drafter/CAD Operator III | 21.60 |
| 30064 - Drafter/CAD Operator IV | 24.04 |
| 30081 - Engineering Technician I | 14.49 |
| 30082 - Engineering Technician II | 16.93 |
| 30083 - Engineering Technician III | 19.38 |
| 30084 - Engineering Technician IV | 24.04 |
| 30085 - Engineering Technician V | 29.33 |
| 30086 - Engineering Technician VI | 35.57 |
| 30090 - Environmental Technician | 24.04 |
| 30210 - Laboratory Technician | 21.60 |
| 30240 - Mathematical Technician | 24.04 |
| 30361 - Paralegal/Legal Assistant I | 16.98 |
| 30362 - Paralegal/Legal Assistant II | 19.70 |
| 30363 - Paralegal/Legal Assistant III | 22.96 |
| 30364 - Paralegal/Legal Assistant IV | 27.83 |
| 30390 - Photo-Optics Technician | 24.04 |
| 30461 - Technical Writer I | 24.04 |
| 30462 - Technical Writer II | 29.33 |
| 30463 - Technical Writer III | 35.57 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 21.60 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 24.04 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.32 |
| 31030 - Bus Driver | 15.95 |
| 31043 - Driver Courier | 13.55 |
| 31260 - Parking and Lot Attendant | 10.20 |
| 31290 - Shuttle Bus Driver | 14.39 |
| 31310 - Taxi Driver | 13.01 |
| 31361 - Truckdriver, Light | 14.39 |
| 31362 - Truckdriver, Medium | 15.23 |
| 31363 - Truckdriver, Heavy | 17.49 |
| 31364 - Truckdriver, Tractor-Trailer | 17.49 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.68 |
| 99050 - Desk Clerk | 9.61 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.29 |
| 99252 - Laboratory Animal Caretaker II | 11.86 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 13.23 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.54 |
| 99711 - Recycling Specialist | 16.80 |
| 99730 - Refuse Collector | 14.22 |
| 99810 - Sales Clerk | 10.78 |
| 99820 - School Crossing Guard | 13.20 |
| 99830 - Survey Party Chief | 18.56 |
| 99831 - Surveying Aide | 10.94 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 18.13 |

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| 99841 - Vending Machine Repairer | 21.12 |
| 99842 - Vending Machine Repairer Helper | 18.13 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 conformance 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2133
Revision No.: 13
Date Of Last Revision: 07/25/2014

State: Georgia

Area: Georgia Counties of Banks, Barrow, Bartow, Butts, Carroll, Chattooga, Cherokee, Clarke, Clayton, Cobb, Coweta, Dawson, De Kalb, Douglas, Fannin, Fayette, Floyd, Forsyth, Franklin, Fulton, Gilmer, Gordon, Greene, Gwinnett, Habersham, Hall, Haralson, Henry, Jackson, Lumpkin, Madison, Morgan, Murray, Newton, Oconee, Oglethorpe, Paulding, Pickens, Polk, Rabun, Rockdale, Spalding, Stephens, Towns, Union, Walton, White, Whitfield

****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 | | 15.04 |
| 01013 - Accounting Clerk III | | 17.24 |
| 01020 - Administrative Assistant | | 26.66 |
| 01040 - Court Reporter | | 20.93 |
| 01051 - Data Entry Operator I | | 13.84 |
| 01052 - Data Entry Operator II | | 15.70 |
| 01060 - Dispatcher, Motor Vehicle | | 19.15 |
| 01070 - Document Preparation Clerk | | 13.16 |
| 01090 - Duplicating Machine Operator | | 13.16 |
| 01111 - General Clerk I | | 13.43 |
| 01112 - General Clerk II | | 14.84 |
| 01113 - General Clerk III | | 16.45 |
| 01120 - Housing Referral Assistant | | 21.85 |
| 01141 - Messenger Courier | | 12.60 |
| 01191 - Order Clerk I | | 13.01 |
| 01192 - Order Clerk II | | 14.80 |

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| 01261 - Personnel Assistant (Employment) I | 15.22 |
| 01262 - Personnel Assistant (Employment) II | 18.55 |
| 01263 - Personnel Assistant (Employment) III | 20.90 |
| 01270 - Production Control Clerk | 21.32 |
| 01280 - Receptionist | 13.41 |
| 01290 - Rental Clerk | 15.21 |
| 01300 - Scheduler, Maintenance | 16.13 |
| 01311 - Secretary I | 16.13 |
| 01312 - Secretary II | 18.05 |
| 01313 - Secretary III | 20.13 |
| 01320 - Service Order Dispatcher | 15.87 |
| 01410 - Supply Technician | 26.66 |
| 01420 - Survey Worker | 18.40 |
| 01531 - Travel Clerk I | 14.22 |
| 01532 - Travel Clerk II | 15.53 |
| 01533 - Travel Clerk III | 16.73 |
| 01611 - Word Processor I | 13.25 |
| 01612 - Word Processor II | 15.21 |
| 01613 - Word Processor III | 18.30 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.36 |
| 05010 - Automotive Electrician | 21.55 |
| 05040 - Automotive Glass Installer | 20.18 |
| 05070 - Automotive Worker | 20.18 |
| 05110 - Mobile Equipment Servicer | 17.47 |
| 05130 - Motor Equipment Metal Mechanic | 23.36 |
| 05160 - Motor Equipment Metal Worker | 20.18 |
| 05190 - Motor Vehicle Mechanic | 23.36 |
| 05220 - Motor Vehicle Mechanic Helper | 17.56 |
| 05250 - Motor Vehicle Upholstery Worker | 19.05 |
| 05280 - Motor Vehicle Wrecker | 20.18 |
| 05310 - Painter, Automotive | 21.55 |
| 05340 - Radiator Repair Specialist | 20.18 |
| 05370 - Tire Repairer | 13.80 |
| 05400 - Transmission Repair Specialist | 23.36 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.20 |
| 07041 - Cook I | 11.95 |
| 07042 - Cook II | 13.58 |
| 07070 - Dishwasher | 10.24 |
| 07130 - Food Service Worker | 10.01 |
| 07210 - Meat Cutter | 13.04 |
| 07260 - Waiter/Waitress | 8.82 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.47 |
| 09040 - Furniture Handler | 12.05 |
| 09080 - Furniture Refinisher | 16.23 |
| 09090 - Furniture Refinisher Helper | 12.55 |
| 09110 - Furniture Repairer, Minor | 14.76 |
| 09130 - Upholsterer | 16.23 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.14 |
| 11060 - Elevator Operator | 10.14 |
| 11090 - Gardener | 15.57 |
| 11122 - Housekeeping Aide | 10.89 |
| 11150 - Janitor | 10.89 |
| 11210 - Laborer, Grounds Maintenance | 11.22 |
| 11240 - Maid or Houseman | 9.54 |
| 11260 - Pruner | 13.31 |
| 11270 - Tractor Operator | 14.11 |
| 11330 - Trail Maintenance Worker | 11.22 |
| 11360 - Window Cleaner | 13.54 |
| 12000 - Health Occupations | |

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| 12010 - Ambulance Driver | 16.75 |
| 12011 - Breath Alcohol Technician | 19.89 |
| 12012 - Certified Occupational Therapist Assistant | 25.49 |
| 12015 - Certified Physical Therapist Assistant | 23.23 |
| 12020 - Dental Assistant | 17.07 |
| 12025 - Dental Hygienist | 33.43 |
| 12030 - EKG Technician | 22.52 |
| 12035 - Electroneurodiagnostic Technologist | 22.52 |
| 12040 - Emergency Medical Technician | 16.75 |
| 12071 - Licensed Practical Nurse I | 17.72 |
| 12072 - Licensed Practical Nurse II | 19.89 |
| 12073 - Licensed Practical Nurse III | 21.97 |
| 12100 - Medical Assistant | 14.71 |
| 12130 - Medical Laboratory Technician | 16.93 |
| 12160 - Medical Record Clerk | 15.08 |
| 12190 - Medical Record Technician | 16.53 |
| 12195 - Medical Transcriptionist | 16.01 |
| 12210 - Nuclear Medicine Technologist | 32.29 |
| 12221 - Nursing Assistant I | 10.13 |
| 12222 - Nursing Assistant II | 11.38 |
| 12223 - Nursing Assistant III | 12.42 |
| 12224 - Nursing Assistant IV | 13.47 |
| 12235 - Optical Dispenser | 17.05 |
| 12236 - Optical Technician | 15.13 |
| 12250 - Pharmacy Technician | 14.87 |
| 12280 - Phlebotomist | 13.47 |
| 12305 - Radiologic Technologist | 25.09 |
| 12311 - Registered Nurse I | 24.94 |
| 12312 - Registered Nurse II | 29.25 |
| 12313 - Registered Nurse II, Specialist | 29.25 |
| 12314 - Registered Nurse III | 35.38 |
| 12315 - Registered Nurse III, Anesthetist | 35.38 |
| 12316 - Registered Nurse IV | 42.41 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.09 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.57 |
| 13012 - Exhibits Specialist II | 23.52 |
| 13013 - Exhibits Specialist III | 28.34 |
| 13041 - Illustrator I | 20.89 |
| 13042 - Illustrator II | 23.52 |
| 13043 - Illustrator III | 28.34 |
| 13047 - Librarian | 28.28 |
| 13050 - Library Aide/Clerk | 13.39 |
| 13054 - Library Information Technology Systems Administrator | 25.27 |
| 13058 - Library Technician | 15.42 |
| 13061 - Media Specialist I | 18.42 |
| 13062 - Media Specialist II | 20.62 |
| 13063 - Media Specialist III | 22.98 |
| 13071 - Photographer I | 14.44 |
| 13072 - Photographer II | 15.01 |
| 13073 - Photographer III | 18.59 |
| 13074 - Photographer IV | 22.40 |
| 13075 - Photographer V | 24.90 |
| 13110 - Video Teleconference Technician | 17.50 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.20 |
| 14042 - Computer Operator II | 19.24 |
| 14043 - Computer Operator III | 21.45 |
| 14044 - Computer Operator IV | 23.84 |
| 14045 - Computer Operator V | 26.40 |
| 14071 - Computer Programmer I | (see 1) 25.09 |
| 14072 - Computer Programmer II | (see 1) 25.31 |

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| 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 | | 17.20 |
| 14160 - Personal Computer Support Technician | | 23.84 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 28.93 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 35.00 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 41.95 |
| 15050 - Computer Based Training Specialist / Instructor | | 28.93 |
| 15060 - Educational Technologist | | 33.91 |
| 15070 - Flight Instructor (Pilot) | | 39.94 |
| 15080 - Graphic Artist | | 24.69 |
| 15090 - Technical Instructor | | 23.83 |
| 15095 - Technical Instructor/Course Developer | | 29.15 |
| 15110 - Test Proctor | | 19.24 |
| 15120 - Tutor | | 19.24 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 9.81 |
| 16030 - Counter Attendant | | 9.81 |
| 16040 - Dry Cleaner | | 12.93 |
| 16070 - Finisher, Flatwork, Machine | | 9.81 |
| 16090 - Presser, Hand | | 9.81 |
| 16110 - Presser, Machine, Drycleaning | | 9.81 |
| 16130 - Presser, Machine, Shirts | | 9.81 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 9.81 |
| 16190 - Sewing Machine Operator | | 14.02 |
| 16220 - Tailor | | 15.09 |
| 16250 - Washer, Machine | | 10.97 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 15.46 |
| 19040 - Tool And Die Maker | | 22.45 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 14.74 |
| 21030 - Material Coordinator | | 19.67 |
| 21040 - Material Expediter | | 19.67 |
| 21050 - Material Handling Laborer | | 13.01 |
| 21071 - Order Filler | | 13.62 |
| 21080 - Production Line Worker (Food Processing) | | 14.74 |
| 21110 - Shipping Packer | | 13.86 |
| 21130 - Shipping/Receiving Clerk | | 14.47 |
| 21140 - Store Worker I | | 11.48 |
| 21150 - Stock Clerk | | 16.46 |
| 21210 - Tools And Parts Attendant | | 14.74 |
| 21410 - Warehouse Specialist | | 14.74 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 26.76 |
| 23021 - Aircraft Mechanic I | | 25.12 |
| 23022 - Aircraft Mechanic II | | 26.76 |
| 23023 - Aircraft Mechanic III | | 28.32 |
| 23040 - Aircraft Mechanic Helper | | 17.97 |
| 23050 - Aircraft, Painter | | 22.08 |
| 23060 - Aircraft Servicer | | 20.63 |
| 23080 - Aircraft Worker | | 21.95 |
| 23110 - Appliance Mechanic | | 18.74 |
| 23120 - Bicycle Repairer | | 12.83 |
| 23125 - Cable Splicer | | 21.54 |
| 23130 - Carpenter, Maintenance | | 20.20 |
| 23140 - Carpet Layer | | 17.91 |
| 23160 - Electrician, Maintenance | | 22.60 |
| 23181 - Electronics Technician Maintenance I | | 21.00 |

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| 23182 - Electronics Technician Maintenance II | 24.64 |
| 23183 - Electronics Technician Maintenance III | 26.34 |
| 23260 - Fabric Worker | 15.61 |
| 23290 - Fire Alarm System Mechanic | 17.94 |
| 23310 - Fire Extinguisher Repairer | 14.43 |
| 23311 - Fuel Distribution System Mechanic | 22.06 |
| 23312 - Fuel Distribution System Operator | 16.26 |
| 23370 - General Maintenance Worker | 17.92 |
| 23380 - Ground Support Equipment Mechanic | 25.12 |
| 23381 - Ground Support Equipment Servicer | 20.63 |
| 23382 - Ground Support Equipment Worker | 21.95 |
| 23391 - Gunsmith I | 18.65 |
| 23392 - Gunsmith II | 20.94 |
| 23393 - Gunsmith III | 21.98 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.81 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.85 |
| 23430 - Heavy Equipment Mechanic | 21.25 |
| 23440 - Heavy Equipment Operator | 18.92 |
| 23460 - Instrument Mechanic | 23.76 |
| 23465 - Laboratory/Shelter Mechanic | 18.31 |
| 23470 - Laborer | 11.70 |
| 23510 - Locksmith | 15.46 |
| 23530 - Machinery Maintenance Mechanic | 20.58 |
| 23550 - Machinist, Maintenance | 18.32 |
| 23580 - Maintenance Trades Helper | 13.78 |
| 23591 - Metrology Technician I | 22.45 |
| 23592 - Metrology Technician II | 23.91 |
| 23593 - Metrology Technician III | 25.31 |
| 23640 - Millwright | 22.37 |
| 23710 - Office Appliance Repairer | 20.06 |
| 23760 - Painter, Maintenance | 17.36 |
| 23790 - Pipefitter, Maintenance | 21.57 |
| 23810 - Plumber, Maintenance | 20.54 |
| 23820 - Pneudraulic Systems Mechanic | 19.57 |
| 23850 - Rigger | 21.30 |
| 23870 - Scale Mechanic | 17.11 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.19 |
| 23910 - Small Engine Mechanic | 16.93 |
| 23931 - Telecommunications Mechanic I | 26.53 |
| 23932 - Telecommunications Mechanic II | 29.28 |
| 23950 - Telephone Lineman | 20.47 |
| 23960 - Welder, Combination, Maintenance | 16.33 |
| 23965 - Well Driller | 17.53 |
| 23970 - Woodcraft Worker | 19.57 |
| 23980 - Woodworker | 13.76 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.36 |
| 24580 - Child Care Center Clerk | 12.63 |
| 24610 - Chore Aide | 10.93 |
| 24620 - Family Readiness And Support Services Coordinator | 14.03 |
| 24630 - Homemaker | 16.76 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.71 |
| 25040 - Sewage Plant Operator | 17.93 |
| 25070 - Stationary Engineer | 21.71 |
| 25190 - Ventilation Equipment Tender | 13.51 |
| 25210 - Water Treatment Plant Operator | 17.93 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.85 |
| 27007 - Baggage Inspector | 12.47 |

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| 27008 - Corrections Officer | 14.99 |
| 27010 - Court Security Officer | 17.55 |
| 27030 - Detection Dog Handler | 16.44 |
| 27040 - Detention Officer | 15.32 |
| 27070 - Firefighter | 17.97 |
| 27101 - Guard I | 12.47 |
| 27102 - Guard II | 16.44 |
| 27131 - Police Officer I | 19.70 |
| 27132 - Police Officer II | 21.89 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.92 |
| 28042 - Carnival Equipment Repairer | 12.69 |
| 28043 - Carnival Equipment Worker | 8.19 |
| 28210 - Gate Attendant/Gate Tender | 15.26 |
| 28310 - Lifeguard | 11.33 |
| 28350 - Park Attendant (Aide) | 17.08 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.14 |
| 28515 - Recreation Specialist | 13.65 |
| 28630 - Sports Official | 12.93 |
| 28690 - Swimming Pool Operator | 18.99 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.62 |
| 29020 - Hatch Tender | 19.62 |
| 29030 - Line Handler | 19.62 |
| 29041 - Stevedore I | 18.07 |
| 29042 - Stevedore II | 20.99 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.30 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 25.78 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.38 |
| 30021 - Archeological Technician I | 19.76 |
| 30022 - Archeological Technician II | 21.45 |
| 30023 - Archeological Technician III | 27.39 |
| 30030 - Cartographic Technician | 26.56 |
| 30040 - Civil Engineering Technician | 19.26 |
| 30061 - Drafter/CAD Operator I | 19.76 |
| 30062 - Drafter/CAD Operator II | 21.45 |
| 30063 - Drafter/CAD Operator III | 23.91 |
| 30064 - Drafter/CAD Operator IV | 29.42 |
| 30081 - Engineering Technician I | 16.64 |
| 30082 - Engineering Technician II | 20.00 |
| 30083 - Engineering Technician III | 20.90 |
| 30084 - Engineering Technician IV | 26.47 |
| 30085 - Engineering Technician V | 31.68 |
| 30086 - Engineering Technician VI | 37.02 |
| 30090 - Environmental Technician | 22.75 |
| 30210 - Laboratory Technician | 17.80 |
| 30240 - Mathematical Technician | 25.03 |
| 30361 - Paralegal/Legal Assistant I | 19.41 |
| 30362 - Paralegal/Legal Assistant II | 24.05 |
| 30363 - Paralegal/Legal Assistant III | 29.41 |
| 30364 - Paralegal/Legal Assistant IV | 35.56 |
| 30390 - Photo-Optics Technician | 26.56 |
| 30461 - Technical Writer I | 26.07 |
| 30462 - Technical Writer II | 30.07 |
| 30463 - Technical Writer III | 36.37 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 23.76 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 28.74 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.45 |
| 30494 - Unexploded (UXO) Safety Escort | 23.76 |
| 30495 - Unexploded (UXO) Sweep Personnel | 23.76 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 23.91 |

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| 30621 - Weather Observer, Senior | (see 2) | 27.39 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 11.49 |
| 31030 - Bus Driver | | 17.43 |
| 31043 - Driver Courier | | 13.94 |
| 31260 - Parking and Lot Attendant | | 9.40 |
| 31290 - Shuttle Bus Driver | | 15.38 |
| 31310 - Taxi Driver | | 10.70 |
| 31361 - Truckdriver, Light | | 15.38 |
| 31362 - Truckdriver, Medium | | 16.81 |
| 31363 - Truckdriver, Heavy | | 20.87 |
| 31364 - Truckdriver, Tractor-Trailer | | 20.87 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 9.25 |
| 99050 - Desk Clerk | | 10.05 |
| 99095 - Embalmer | | 26.90 |
| 99251 - Laboratory Animal Caretaker I | | 10.03 |
| 99252 - Laboratory Animal Caretaker II | | 11.03 |
| 99310 - Mortician | | 29.59 |
| 99410 - Pest Controller | | 14.59 |
| 99510 - Photofinishing Worker | | 16.45 |
| 99710 - Recycling Laborer | | 15.00 |
| 99711 - Recycling Specialist | | 18.87 |
| 99730 - Refuse Collector | | 13.06 |
| 99810 - Sales Clerk | | 13.50 |
| 99820 - School Crossing Guard | | 13.53 |
| 99830 - Survey Party Chief | | 20.64 |
| 99831 - Surveying Aide | | 12.11 |
| 99832 - Surveying Technician | | 17.05 |
| 99840 - Vending Machine Attendant | | 11.69 |
| 99841 - Vending Machine Repairer | | 14.27 |
| 99842 - Vending Machine Repairer Helper | | 11.69 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundrying in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2134
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Georgia

Area: Georgia Counties of Banks, Barrow, Bartow, Butts, Carroll, Chattooga, Cherokee, Clarke, Clayton, Cobb, Coweta, Dawson, De Kalb, Douglas, Fannin, Fayette, Floyd, Forsyth, Franklin, Fulton, Gilmer, Gordon, Greene, Gwinnett, Habersham, Hall, Haralson, Henry, Jackson, Lumpkin, Madison, Morgan, Murray, Newton, Oconee, Oglethorpe, Paulding, Pickens, Polk, Rabun, Rockdale, Spalding, Stephens, Towns, Union, Walton, White, Whitfield

****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 | | 15.04 |
| 01013 - Accounting Clerk III | | 17.24 |
| 01020 - Administrative Assistant | | 26.66 |
| 01040 - Court Reporter | | 20.93 |
| 01051 - Data Entry Operator I | | 13.84 |
| 01052 - Data Entry Operator II | | 15.70 |
| 01060 - Dispatcher, Motor Vehicle | | 19.15 |
| 01070 - Document Preparation Clerk | | 13.16 |
| 01090 - Duplicating Machine Operator | | 13.16 |
| 01111 - General Clerk I | | 13.43 |
| 01112 - General Clerk II | | 14.84 |
| 01113 - General Clerk III | | 16.45 |
| 01120 - Housing Referral Assistant | | 21.85 |
| 01141 - Messenger Courier | | 12.60 |
| 01191 - Order Clerk I | | 13.01 |
| 01192 - Order Clerk II | | 14.80 |
| 01261 - Personnel Assistant (Employment) I | | 15.22 |
| 01262 - Personnel Assistant (Employment) II | | 18.55 |
| 01263 - Personnel Assistant (Employment) III | | 20.90 |
| 01270 - Production Control Clerk | | 21.32 |
| 01280 - Receptionist | | 13.41 |
| 01290 - Rental Clerk | | 15.21 |
| 01300 - Scheduler, Maintenance | | 16.13 |
| 01311 - Secretary I | | 16.13 |
| 01312 - Secretary II | | 18.05 |
| 01313 - Secretary III | | 20.13 |
| 01320 - Service Order Dispatcher | | 15.87 |
| 01410 - Supply Technician | | 26.66 |
| 01420 - Survey Worker | | 18.40 |
| 01531 - Travel Clerk I | | 14.22 |
| 01532 - Travel Clerk II | | 15.53 |
| 01533 - Travel Clerk III | | 16.73 |
| 01611 - Word Processor I | | 13.25 |
| 01612 - Word Processor II | | 15.21 |
| 01613 - Word Processor III | | 18.30 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 23.36 |
| 05010 - Automotive Electrician | | 21.55 |
| 05040 - Automotive Glass Installer | | 20.18 |
| 05070 - Automotive Worker | | 20.18 |
| 05110 - Mobile Equipment Servicer | | 17.47 |
| 05130 - Motor Equipment Metal Mechanic | | 23.36 |
| 05160 - Motor Equipment Metal Worker | | 20.18 |
| 05190 - Motor Vehicle Mechanic | | 23.36 |
| 05220 - Motor Vehicle Mechanic Helper | | 17.56 |
| 05250 - Motor Vehicle Upholstery Worker | | 19.05 |
| 05280 - Motor Vehicle Wrecker | | 20.18 |
| 05310 - Painter, Automotive | | 21.55 |
| 05340 - Radiator Repair Specialist | | 20.18 |
| 05370 - Tire Repairer | | 13.80 |
| 05400 - Transmission Repair Specialist | | 23.36 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 12.20 |
| 07041 - Cook I | | 11.95 |
| 07042 - Cook II | | 13.58 |

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| 07070 - Dishwasher | 10.24 |
| 07130 - Food Service Worker | 10.01 |
| 07210 - Meat Cutter | 13.04 |
| 07260 - Waiter/Waitress | 8.82 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.47 |
| 09040 - Furniture Handler | 12.05 |
| 09080 - Furniture Refinisher | 16.23 |
| 09090 - Furniture Refinisher Helper | 12.55 |
| 09110 - Furniture Repairer, Minor | 14.76 |
| 09130 - Upholsterer | 16.23 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.14 |
| 11060 - Elevator Operator | 10.14 |
| 11090 - Gardener | 15.57 |
| 11122 - Housekeeping Aide | 10.89 |
| 11150 - Janitor | 10.89 |
| 11210 - Laborer, Grounds Maintenance | 11.22 |
| 11240 - Maid or Houseman | 9.54 |
| 11260 - Pruner | 13.31 |
| 11270 - Tractor Operator | 14.11 |
| 11330 - Trail Maintenance Worker | 11.22 |
| 11360 - Window Cleaner | 13.54 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.75 |
| 12011 - Breath Alcohol Technician | 19.89 |
| 12012 - Certified Occupational Therapist Assistant | 25.49 |
| 12015 - Certified Physical Therapist Assistant | 23.23 |
| 12020 - Dental Assistant | 17.07 |
| 12025 - Dental Hygienist | 33.43 |
| 12030 - EKG Technician | 22.52 |
| 12035 - Electroneurodiagnostic Technologist | 22.52 |
| 12040 - Emergency Medical Technician | 16.75 |
| 12071 - Licensed Practical Nurse I | 17.72 |
| 12072 - Licensed Practical Nurse II | 19.89 |
| 12073 - Licensed Practical Nurse III | 21.97 |
| 12100 - Medical Assistant | 14.71 |
| 12130 - Medical Laboratory Technician | 16.93 |
| 12160 - Medical Record Clerk | 15.08 |
| 12190 - Medical Record Technician | 16.53 |
| 12195 - Medical Transcriptionist | 16.01 |
| 12210 - Nuclear Medicine Technologist | 32.29 |
| 12221 - Nursing Assistant I | 10.13 |
| 12222 - Nursing Assistant II | 11.38 |
| 12223 - Nursing Assistant III | 12.42 |
| 12224 - Nursing Assistant IV | 13.47 |
| 12235 - Optical Dispenser | 17.05 |
| 12236 - Optical Technician | 15.13 |
| 12250 - Pharmacy Technician | 14.87 |
| 12280 - Phlebotomist | 13.47 |
| 12305 - Radiologic Technologist | 25.09 |
| 12311 - Registered Nurse I | 24.94 |
| 12312 - Registered Nurse II | 29.25 |
| 12313 - Registered Nurse II, Specialist | 29.25 |
| 12314 - Registered Nurse III | 35.38 |
| 12315 - Registered Nurse III, Anesthetist | 35.38 |
| 12316 - Registered Nurse IV | 42.41 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.09 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.57 |
| 13012 - Exhibits Specialist II | 23.52 |
| 13013 - Exhibits Specialist III | 28.34 |
| 13041 - Illustrator I | 20.89 |

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| 13042 - Illustrator II | 23.52 |
| 13043 - Illustrator III | 28.34 |
| 13047 - Librarian | 28.28 |
| 13050 - Library Aide/Clerk | 13.39 |
| 13054 - Library Information Technology Systems Administrator | 25.27 |
| 13058 - Library Technician | 15.42 |
| 13061 - Media Specialist I | 18.42 |
| 13062 - Media Specialist II | 20.62 |
| 13063 - Media Specialist III | 22.98 |
| 13071 - Photographer I | 14.44 |
| 13072 - Photographer II | 15.01 |
| 13073 - Photographer III | 18.59 |
| 13074 - Photographer IV | 22.40 |
| 13075 - Photographer V | 24.90 |
| 13110 - Video Teleconference Technician | 17.50 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.20 |
| 14042 - Computer Operator II | 19.24 |
| 14043 - Computer Operator III | 21.45 |
| 14044 - Computer Operator IV | 23.84 |
| 14045 - Computer Operator V | 26.40 |
| 14071 - Computer Programmer I | (see 1) 25.09 |
| 14072 - Computer Programmer II | (see 1) 25.31 |
| 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 | 17.20 |
| 14160 - Personal Computer Support Technician | 23.84 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.93 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.00 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.95 |
| 15050 - Computer Based Training Specialist / Instructor | 28.93 |
| 15060 - Educational Technologist | 33.91 |
| 15070 - Flight Instructor (Pilot) | 39.94 |
| 15080 - Graphic Artist | 24.69 |
| 15090 - Technical Instructor | 23.83 |
| 15095 - Technical Instructor/Course Developer | 29.15 |
| 15110 - Test Proctor | 19.24 |
| 15120 - Tutor | 19.24 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.81 |
| 16030 - Counter Attendant | 9.81 |
| 16040 - Dry Cleaner | 12.93 |
| 16070 - Finisher, Flatwork, Machine | 9.81 |
| 16090 - Presser, Hand | 9.81 |
| 16110 - Presser, Machine, Drycleaning | 9.81 |
| 16130 - Presser, Machine, Shirts | 9.81 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.81 |
| 16190 - Sewing Machine Operator | 14.02 |
| 16220 - Tailor | 15.09 |
| 16250 - Washer, Machine | 10.97 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.46 |
| 19040 - Tool And Die Maker | 22.45 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.74 |
| 21030 - Material Coordinator | 19.67 |
| 21040 - Material Expediter | 19.67 |
| 21050 - Material Handling Laborer | 13.01 |

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| 21071 - Order Filler | 13.62 |
| 21080 - Production Line Worker (Food Processing) | 14.74 |
| 21110 - Shipping Packer | 13.86 |
| 21130 - Shipping/Receiving Clerk | 14.47 |
| 21140 - Store Worker I | 11.48 |
| 21150 - Stock Clerk | 16.46 |
| 21210 - Tools And Parts Attendant | 14.74 |
| 21410 - Warehouse Specialist | 14.74 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.76 |
| 23021 - Aircraft Mechanic I | 25.12 |
| 23022 - Aircraft Mechanic II | 26.76 |
| 23023 - Aircraft Mechanic III | 28.32 |
| 23040 - Aircraft Mechanic Helper | 17.97 |
| 23050 - Aircraft, Painter | 22.08 |
| 23060 - Aircraft Servicer | 20.63 |
| 23080 - Aircraft Worker | 21.95 |
| 23110 - Appliance Mechanic | 18.74 |
| 23120 - Bicycle Repairer | 12.83 |
| 23125 - Cable Splicer | 21.54 |
| 23130 - Carpenter, Maintenance | 20.20 |
| 23140 - Carpet Layer | 17.91 |
| 23160 - Electrician, Maintenance | 22.60 |
| 23181 - Electronics Technician Maintenance I | 21.00 |
| 23182 - Electronics Technician Maintenance II | 24.64 |
| 23183 - Electronics Technician Maintenance III | 26.34 |
| 23260 - Fabric Worker | 15.61 |
| 23290 - Fire Alarm System Mechanic | 17.94 |
| 23310 - Fire Extinguisher Repairer | 14.43 |
| 23311 - Fuel Distribution System Mechanic | 22.06 |
| 23312 - Fuel Distribution System Operator | 16.26 |
| 23370 - General Maintenance Worker | 17.92 |
| 23380 - Ground Support Equipment Mechanic | 25.12 |
| 23381 - Ground Support Equipment Servicer | 20.63 |
| 23382 - Ground Support Equipment Worker | 21.95 |
| 23391 - Gunsmith I | 18.65 |
| 23392 - Gunsmith II | 20.94 |
| 23393 - Gunsmith III | 21.98 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.81 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.85 |
| 23430 - Heavy Equipment Mechanic | 21.25 |
| 23440 - Heavy Equipment Operator | 18.92 |
| 23460 - Instrument Mechanic | 23.76 |
| 23465 - Laboratory/Shelter Mechanic | 18.31 |
| 23470 - Laborer | 11.70 |
| 23510 - Locksmith | 15.46 |
| 23530 - Machinery Maintenance Mechanic | 20.58 |
| 23550 - Machinist, Maintenance | 18.32 |
| 23580 - Maintenance Trades Helper | 13.78 |
| 23591 - Metrology Technician I | 22.45 |
| 23592 - Metrology Technician II | 23.91 |
| 23593 - Metrology Technician III | 25.31 |
| 23640 - Millwright | 22.37 |
| 23710 - Office Appliance Repairer | 20.06 |
| 23760 - Painter, Maintenance | 17.36 |
| 23790 - Pipefitter, Maintenance | 21.57 |
| 23810 - Plumber, Maintenance | 20.54 |
| 23820 - Pneudraulic Systems Mechanic | 19.57 |
| 23850 - Rigger | 21.30 |
| 23870 - Scale Mechanic | 17.11 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.19 |

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| 23910 - Small Engine Mechanic | 16.93 |
| 23931 - Telecommunications Mechanic I | 26.53 |
| 23932 - Telecommunications Mechanic II | 29.28 |
| 23950 - Telephone Lineman | 20.47 |
| 23960 - Welder, Combination, Maintenance | 16.33 |
| 23965 - Well Driller | 17.53 |
| 23970 - Woodcraft Worker | 19.57 |
| 23980 - Woodworker | 13.76 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.36 |
| 24580 - Child Care Center Clerk | 12.63 |
| 24610 - Chore Aide | 10.93 |
| 24620 - Family Readiness And Support Services Coordinator | 14.03 |
| 24630 - Homemaker | 16.76 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.71 |
| 25040 - Sewage Plant Operator | 17.93 |
| 25070 - Stationary Engineer | 21.71 |
| 25190 - Ventilation Equipment Tender | 13.51 |
| 25210 - Water Treatment Plant Operator | 17.93 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.85 |
| 27007 - Baggage Inspector | 12.47 |
| 27008 - Corrections Officer | 14.99 |
| 27010 - Court Security Officer | 17.55 |
| 27030 - Detection Dog Handler | 16.44 |
| 27040 - Detention Officer | 15.32 |
| 27070 - Firefighter | 17.97 |
| 27101 - Guard I | 12.47 |
| 27102 - Guard II | 16.44 |
| 27131 - Police Officer I | 19.70 |
| 27132 - Police Officer II | 21.89 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.92 |
| 28042 - Carnival Equipment Repairer | 12.69 |
| 28043 - Carnival Equipment Worker | 8.19 |
| 28210 - Gate Attendant/Gate Tender | 15.26 |
| 28310 - Lifeguard | 11.33 |
| 28350 - Park Attendant (Aide) | 17.08 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.14 |
| 28515 - Recreation Specialist | 13.65 |
| 28630 - Sports Official | 12.93 |
| 28690 - Swimming Pool Operator | 18.99 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.62 |
| 29020 - Hatch Tender | 19.62 |
| 29030 - Line Handler | 19.62 |
| 29041 - Stevedore I | 18.07 |
| 29042 - Stevedore II | 20.99 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.30 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 25.78 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.38 |
| 30021 - Archeological Technician I | 19.76 |
| 30022 - Archeological Technician II | 21.45 |
| 30023 - Archeological Technician III | 27.39 |
| 30030 - Cartographic Technician | 26.56 |
| 30040 - Civil Engineering Technician | 19.26 |
| 30061 - Drafter/CAD Operator I | 19.76 |
| 30062 - Drafter/CAD Operator II | 21.45 |
| 30063 - Drafter/CAD Operator III | 23.91 |
| 30064 - Drafter/CAD Operator IV | 29.42 |

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| 30081 - Engineering Technician I | 16.64 |
| 30082 - Engineering Technician II | 20.00 |
| 30083 - Engineering Technician III | 20.90 |
| 30084 - Engineering Technician IV | 26.47 |
| 30085 - Engineering Technician V | 31.68 |
| 30086 - Engineering Technician VI | 37.02 |
| 30090 - Environmental Technician | 22.75 |
| 30210 - Laboratory Technician | 17.80 |
| 30240 - Mathematical Technician | 25.03 |
| 30361 - Paralegal/Legal Assistant I | 19.41 |
| 30362 - Paralegal/Legal Assistant II | 24.05 |
| 30363 - Paralegal/Legal Assistant III | 29.41 |
| 30364 - Paralegal/Legal Assistant IV | 35.56 |
| 30390 - Photo-Optics Technician | 26.56 |
| 30461 - Technical Writer I | 26.07 |
| 30462 - Technical Writer II | 30.07 |
| 30463 - Technical Writer III | 36.37 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 23.76 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 28.74 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.45 |
| 30494 - Unexploded (UXO) Safety Escort | 23.76 |
| 30495 - Unexploded (UXO) Sweep Personnel | 23.76 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 23.91 |
| 30621 - Weather Observer, Senior | (see 2) 27.39 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.49 |
| 31030 - Bus Driver | 17.43 |
| 31043 - Driver Courier | 13.94 |
| 31260 - Parking and Lot Attendant | 9.40 |
| 31290 - Shuttle Bus Driver | 15.38 |
| 31310 - Taxi Driver | 10.70 |
| 31361 - Truckdriver, Light | 15.38 |
| 31362 - Truckdriver, Medium | 16.81 |
| 31363 - Truckdriver, Heavy | 20.87 |
| 31364 - Truckdriver, Tractor-Trailer | 20.87 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.25 |
| 99050 - Desk Clerk | 10.05 |
| 99095 - Embalmer | 26.90 |
| 99251 - Laboratory Animal Caretaker I | 10.03 |
| 99252 - Laboratory Animal Caretaker II | 11.03 |
| 99310 - Mortician | 29.59 |
| 99410 - Pest Controller | 14.59 |
| 99510 - Photofinishing Worker | 16.45 |
| 99710 - Recycling Laborer | 15.00 |
| 99711 - Recycling Specialist | 18.87 |
| 99730 - Refuse Collector | 13.06 |
| 99810 - Sales Clerk | 13.50 |
| 99820 - School Crossing Guard | 13.53 |
| 99830 - Survey Party Chief | 20.64 |
| 99831 - Surveying Aide | 12.11 |
| 99832 - Surveying Technician | 17.05 |
| 99840 - Vending Machine Attendant | 11.69 |
| 99841 - Vending Machine Repairer | 14.27 |
| 99842 - Vending Machine Repairer Helper | 11.69 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the

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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.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2135
Revision No.: 15
Date Of Last Revision: 07/25/2014

States: Georgia, South Carolina

Area: Georgia Counties of Burke, Columbia, Elbert, Emanuel, Glascock, Hart, Jefferson, Jenkins, Lincoln, McDuffie, Richmond, Taliaferro, Warren, Wilkes

South Carolina Counties of Aiken, Allendale, Bamberg, Barnwell, Edgefield, McCormick

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.16 |
| 01012 - Accounting Clerk II | | 15.89 |
| 01013 - Accounting Clerk III | | 17.78 |
| 01020 - Administrative Assistant | | 21.25 |
| 01040 - Court Reporter | | 17.11 |
| 01051 - Data Entry Operator I | | 12.03 |
| 01052 - Data Entry Operator II | | 13.13 |
| 01060 - Dispatcher, Motor Vehicle | | 16.85 |
| 01070 - Document Preparation Clerk | | 12.73 |
| 01090 - Duplicating Machine Operator | | 12.73 |
| 01111 - General Clerk I | | 13.39 |
| 01112 - General Clerk II | | 14.49 |
| 01113 - General Clerk III | | 16.21 |
| 01120 - Housing Referral Assistant | | 19.59 |
| 01141 - Messenger Courier | | 10.15 |
| 01191 - Order Clerk I | | 11.74 |
| 01192 - Order Clerk II | | 14.18 |
| 01261 - Personnel Assistant (Employment) I | | 14.83 |
| 01262 - Personnel Assistant (Employment) II | | 16.72 |
| 01263 - Personnel Assistant (Employment) III | | 18.93 |
| 01270 - Production Control Clerk | | 24.21 |
| 01280 - Receptionist | | 11.77 |
| 01290 - Rental Clerk | | 14.10 |
| 01300 - Scheduler, Maintenance | | 15.33 |
| 01311 - Secretary I | | 15.21 |
| 01312 - Secretary II | | 17.11 |
| 01313 - Secretary III | | 19.44 |
| 01320 - Service Order Dispatcher | | 13.82 |
| 01410 - Supply Technician | | 21.25 |
| 01420 - Survey Worker | | 15.35 |

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| 01531 - Travel Clerk I | 11.93 |
| 01532 - Travel Clerk II | 13.17 |
| 01533 - Travel Clerk III | 14.20 |
| 01611 - Word Processor I | 13.01 |
| 01612 - Word Processor II | 14.79 |
| 01613 - Word Processor III | 17.17 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.42 |
| 05010 - Automotive Electrician | 18.01 |
| 05040 - Automotive Glass Installer | 16.38 |
| 05070 - Automotive Worker | 17.03 |
| 05110 - Mobile Equipment Servicer | 14.26 |
| 05130 - Motor Equipment Metal Mechanic | 19.16 |
| 05160 - Motor Equipment Metal Worker | 17.03 |
| 05190 - Motor Vehicle Mechanic | 18.42 |
| 05220 - Motor Vehicle Mechanic Helper | 13.98 |
| 05250 - Motor Vehicle Upholstery Worker | 15.90 |
| 05280 - Motor Vehicle wrecker | 17.03 |
| 05310 - Painter, Automotive | 17.32 |
| 05340 - Radiator Repair Specialist | 17.03 |
| 05370 - Tire Repairer | 11.29 |
| 05400 - Transmission Repair Specialist | 19.16 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.13 |
| 07041 - Cook I | 10.30 |
| 07042 - Cook II | 11.88 |
| 07070 - Dishwasher | 7.25 |
| 07130 - Food Service Worker | 8.54 |
| 07210 - Meat Cutter | 14.10 |
| 07260 - Waiter/Waitress | 9.04 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.84 |
| 09040 - Furniture Handler | 12.10 |
| 09080 - Furniture Refinisher | 17.84 |
| 09090 - Furniture Refinisher Helper | 13.88 |
| 09110 - Furniture Repairer, Minor | 15.74 |
| 09130 - Upholsterer | 16.91 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.04 |
| 11060 - Elevator Operator | 9.04 |
| 11090 - Gardener | 12.13 |
| 11122 - Housekeeping Aide | 9.13 |
| 11150 - Janitor | 9.13 |
| 11210 - Laborer, Grounds Maintenance | 9.57 |
| 11240 - Maid or Houseman | 7.56 |
| 11260 - Pruner | 8.56 |
| 11270 - Tractor Operator | 11.45 |
| 11330 - Trail Maintenance Worker | 9.57 |
| 11360 - Window Cleaner | 10.21 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.46 |
| 12011 - Breath Alcohol Technician | 14.74 |
| 12012 - Certified Occupational Therapist Assistant | 19.56 |
| 12015 - Certified Physical Therapist Assistant | 22.65 |
| 12020 - Dental Assistant | 13.79 |
| 12025 - Dental Hygienist | 26.58 |
| 12030 - EKG Technician | 23.63 |
| 12035 - Electroneurodiagnostic Technologist | 23.63 |
| 12040 - Emergency Medical Technician | 14.46 |
| 12071 - Licensed Practical Nurse I | 13.26 |
| 12072 - Licensed Practical Nurse II | 14.83 |
| 12073 - Licensed Practical Nurse III | 16.54 |
| 12100 - Medical Assistant | 13.07 |

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| 12130 - Medical Laboratory Technician | 16.47 |
| 12160 - Medical Record Clerk | 14.11 |
| 12190 - Medical Record Technician | 15.78 |
| 12195 - Medical Transcriptionist | 14.72 |
| 12210 - Nuclear Medicine Technologist | 34.15 |
| 12221 - Nursing Assistant I | 8.68 |
| 12222 - Nursing Assistant II | 9.55 |
| 12223 - Nursing Assistant III | 10.65 |
| 12224 - Nursing Assistant IV | 11.95 |
| 12235 - Optical Dispenser | 14.73 |
| 12236 - Optical Technician | 11.22 |
| 12250 - Pharmacy Technician | 14.38 |
| 12280 - Phlebotomist | 11.96 |
| 12305 - Radiologic Technologist | 22.55 |
| 12311 - Registered Nurse I | 25.86 |
| 12312 - Registered Nurse II | 29.44 |
| 12313 - Registered Nurse II, Specialist | 29.44 |
| 12314 - Registered Nurse III | 35.62 |
| 12315 - Registered Nurse III, Anesthetist | 35.62 |
| 12316 - Registered Nurse IV | 42.69 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.01 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.51 |
| 13012 - Exhibits Specialist II | 24.18 |
| 13013 - Exhibits Specialist III | 29.58 |
| 13041 - Illustrator I | 19.03 |
| 13042 - Illustrator II | 23.59 |
| 13043 - Illustrator III | 28.85 |
| 13047 - Librarian | 26.77 |
| 13050 - Library Aide/Clerk | 10.10 |
| 13054 - Library Information Technology Systems Administrator | 24.18 |
| 13058 - Library Technician | 14.82 |
| 13061 - Media Specialist I | 17.44 |
| 13062 - Media Specialist II | 19.51 |
| 13063 - Media Specialist III | 21.76 |
| 13071 - Photographer I | 14.94 |
| 13072 - Photographer II | 16.73 |
| 13073 - Photographer III | 20.74 |
| 13074 - Photographer IV | 25.38 |
| 13075 - Photographer V | 30.61 |
| 13110 - Video Teleconference Technician | 18.84 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.41 |
| 14042 - Computer Operator II | 16.20 |
| 14043 - Computer Operator III | 19.95 |
| 14044 - Computer Operator IV | 20.79 |
| 14045 - Computer Operator V | 24.54 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 13.41 |
| 14160 - Personal Computer Support Technician | 20.79 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.76 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.00 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 43.15 |
| 15050 - Computer Based Training Specialist / Instructor | 29.76 |
| 15060 - Educational Technologist | 28.58 |

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| 15070 - Flight Instructor (Pilot) | 43.15 |
| 15080 - Graphic Artist | 22.19 |
| 15090 - Technical Instructor | 22.12 |
| 15095 - Technical Instructor/Course Developer | 27.38 |
| 15110 - Test Proctor | 18.04 |
| 15120 - Tutor | 17.93 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.52 |
| 16030 - Counter Attendant | 8.52 |
| 16040 - Dry Cleaner | 10.29 |
| 16070 - Finisher, Flatwork, Machine | 8.52 |
| 16090 - Presser, Hand | 8.52 |
| 16110 - Presser, Machine, Drycleaning | 8.52 |
| 16130 - Presser, Machine, Shirts | 8.52 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.52 |
| 16190 - Sewing Machine Operator | 10.87 |
| 16220 - Tailor | 11.48 |
| 16250 - Washer, Machine | 9.11 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.03 |
| 19040 - Tool And Die Maker | 20.94 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.58 |
| 21030 - Material Coordinator | 24.15 |
| 21040 - Material Expediter | 24.15 |
| 21050 - Material Handling Laborer | 10.77 |
| 21071 - Order Filler | 11.54 |
| 21080 - Production Line Worker (Food Processing) | 17.58 |
| 21110 - Shipping Packer | 13.22 |
| 21130 - Shipping/Receiving Clerk | 13.22 |
| 21140 - Store Worker I | 10.39 |
| 21150 - Stock Clerk | 14.56 |
| 21210 - Tools And Parts Attendant | 17.58 |
| 21410 - Warehouse Specialist | 17.58 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.41 |
| 23021 - Aircraft Mechanic I | 20.27 |
| 23022 - Aircraft Mechanic II | 21.41 |
| 23023 - Aircraft Mechanic III | 22.54 |
| 23040 - Aircraft Mechanic Helper | 14.65 |
| 23050 - Aircraft, Painter | 19.05 |
| 23060 - Aircraft Servicer | 16.89 |
| 23080 - Aircraft Worker | 17.72 |
| 23110 - Appliance Mechanic | 16.91 |
| 23120 - Bicycle Repairer | 11.29 |
| 23125 - Cable Splicer | 24.80 |
| 23130 - Carpenter, Maintenance | 17.68 |
| 23140 - Carpet Layer | 15.52 |
| 23160 - Electrician, Maintenance | 19.61 |
| 23181 - Electronics Technician Maintenance I | 17.56 |
| 23182 - Electronics Technician Maintenance II | 20.93 |
| 23183 - Electronics Technician Maintenance III | 22.27 |
| 23260 - Fabric Worker | 14.91 |
| 23290 - Fire Alarm System Mechanic | 18.00 |
| 23310 - Fire Extinguisher Repairer | 13.81 |
| 23311 - Fuel Distribution System Mechanic | 18.33 |
| 23312 - Fuel Distribution System Operator | 14.29 |
| 23370 - General Maintenance Worker | 19.25 |
| 23380 - Ground Support Equipment Mechanic | 20.27 |
| 23381 - Ground Support Equipment Servicer | 16.89 |
| 23382 - Ground Support Equipment Worker | 17.72 |
| 23391 - Gunsmith I | 13.81 |
| 23392 - Gunsmith II | 15.93 |

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| 23393 - Gunsmith III | 18.63 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.00 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.07 |
| 23430 - Heavy Equipment Mechanic | 20.78 |
| 23440 - Heavy Equipment Operator | 17.76 |
| 23460 - Instrument Mechanic | 21.80 |
| 23465 - Laboratory/Shelter Mechanic | 17.49 |
| 23470 - Laborer | 10.77 |
| 23510 - Locksmith | 16.91 |
| 23530 - Machinery Maintenance Mechanic | 22.52 |
| 23550 - Machinist, Maintenance | 18.94 |
| 23580 - Maintenance Trades Helper | 15.16 |
| 23591 - Metrology Technician I | 21.80 |
| 23592 - Metrology Technician II | 23.08 |
| 23593 - Metrology Technician III | 24.31 |
| 23640 - Millwright | 20.16 |
| 23710 - Office Appliance Repairer | 17.81 |
| 23760 - Painter, Maintenance | 16.37 |
| 23790 - Pipefitter, Maintenance | 18.23 |
| 23810 - Plumber, Maintenance | 17.24 |
| 23820 - Pneudraulic Systems Mechanic | 18.00 |
| 23850 - Rigger | 18.00 |
| 23870 - Scale Mechanic | 15.93 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.53 |
| 23910 - Small Engine Mechanic | 15.52 |
| 23931 - Telecommunications Mechanic I | 23.54 |
| 23932 - Telecommunications Mechanic II | 24.96 |
| 23950 - Telephone Lineman | 17.41 |
| 23960 - Welder, Combination, Maintenance | 18.00 |
| 23965 - well Driller | 18.00 |
| 23970 - Woodcraft Worker | 18.00 |
| 23980 - Woodworker | 15.20 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.00 |
| 24580 - Child Care Center Clerk | 14.04 |
| 24610 - Chore Aide | 9.42 |
| 24620 - Family Readiness And Support Services Coordinator | 12.93 |
| 24630 - Homemaker | 15.32 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.58 |
| 25040 - Sewage Plant Operator | 18.55 |
| 25070 - Stationary Engineer | 23.58 |
| 25190 - Ventilation Equipment Tender | 16.66 |
| 25210 - Water Treatment Plant Operator | 18.55 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.45 |
| 27007 - Baggage Inspector | 13.19 |
| 27008 - Corrections Officer | 15.55 |
| 27010 - Court Security Officer | 16.71 |
| 27030 - Detection Dog Handler | 14.75 |
| 27040 - Detention Officer | 15.55 |
| 27070 - Firefighter | 17.27 |
| 27101 - Guard I | 13.19 |
| 27102 - Guard II | 14.75 |
| 27131 - Police Officer I | 17.14 |
| 27132 - Police Officer II | 18.98 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.16 |
| 28042 - Carnival Equipment Repairer | 11.99 |
| 28043 - Carnival Equipment Worker | 8.57 |

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| 28210 - Gate Attendant/Gate Tender | 14.30 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 16.00 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.68 |
| 28515 - Recreation Specialist | 17.62 |
| 28630 - Sports Official | 12.75 |
| 28690 - Swimming Pool Operator | 17.62 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.18 |
| 29020 - Hatch Tender | 22.18 |
| 29030 - Line Handler | 22.18 |
| 29041 - Stevedore I | 21.49 |
| 29042 - Stevedore II | 24.37 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 20.28 |
| 30022 - Archeological Technician II | 22.69 |
| 30023 - Archeological Technician III | 28.11 |
| 30030 - Cartographic Technician | 27.87 |
| 30040 - Civil Engineering Technician | 24.43 |
| 30061 - Drafter/CAD Operator I | 20.28 |
| 30062 - Drafter/CAD Operator II | 22.69 |
| 30063 - Drafter/CAD Operator III | 25.28 |
| 30064 - Drafter/CAD Operator IV | 29.85 |
| 30081 - Engineering Technician I | 17.77 |
| 30082 - Engineering Technician II | 20.10 |
| 30083 - Engineering Technician III | 22.53 |
| 30084 - Engineering Technician IV | 27.93 |
| 30085 - Engineering Technician V | 32.62 |
| 30086 - Engineering Technician VI | 37.46 |
| 30090 - Environmental Technician | 27.76 |
| 30210 - Laboratory Technician | 23.96 |
| 30240 - Mathematical Technician | 27.76 |
| 30361 - Paralegal/Legal Assistant I | 15.07 |
| 30362 - Paralegal/Legal Assistant II | 21.76 |
| 30363 - Paralegal/Legal Assistant III | 26.62 |
| 30364 - Paralegal/Legal Assistant IV | 32.19 |
| 30390 - Photo-Optics Technician | 27.76 |
| 30461 - Technical Writer I | 25.63 |
| 30462 - Technical Writer II | 31.34 |
| 30463 - Technical Writer III | 37.91 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 23.71 |
| 30621 - Weather Observer, Senior (see 2) | 26.00 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.40 |
| 31030 - Bus Driver | 13.64 |
| 31043 - Driver Courier | 13.74 |
| 31260 - Parking and Lot Attendant | 9.90 |
| 31290 - Shuttle Bus Driver | 14.10 |
| 31310 - Taxi Driver | 10.19 |
| 31361 - Truckdriver, Light | 14.10 |
| 31362 - Truckdriver, Medium | 15.22 |
| 31363 - Truckdriver, Heavy | 16.28 |
| 31364 - Truckdriver, Tractor-Trailer | 16.28 |
| 99000 - Miscellaneous Occupations | |

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|---|-------|
| 99030 - Cashier | 8.05 |
| 99050 - Desk Clerk | 10.00 |
| 99095 - Embalmer | 21.73 |
| 99251 - Laboratory Animal Caretaker I | 9.28 |
| 99252 - Laboratory Animal Caretaker II | 10.08 |
| 99310 - Mortician | 26.29 |
| 99410 - Pest Controller | 13.56 |
| 99510 - Photofinishing Worker | 12.34 |
| 99710 - Recycling Laborer | 13.96 |
| 99711 - Recycling Specialist | 16.94 |
| 99730 - Refuse Collector | 11.96 |
| 99810 - Sales Clerk | 10.45 |
| 99820 - School Crossing Guard | 11.07 |
| 99830 - Survey Party Chief | 20.77 |
| 99831 - Surveying Aide | 13.52 |
| 99832 - Surveying Technician | 18.47 |
| 99840 - Vending Machine Attendant | 14.31 |
| 99841 - Vending Machine Repairer | 17.62 |
| 99842 - Vending Machine Repairer Helper | 14.31 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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
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employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006,

unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2136
Revision No.: 18
Date Of Last Revision: 07/25/2014

States: Georgia, South Carolina

Area: Georgia Counties of Burke, Columbia, Elbert, Emanuel, Glascock, Hart, Jefferson, Jenkins, Lincoln, McDuffie, Richmond, Taliaferro, Warren, Wilkes

South Carolina Counties of Aiken, Allendale, Bamberg, Barnwell, Edgefield, McCormick

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.16 |
| 01012 - Accounting Clerk II | | 15.89 |
| 01013 - Accounting Clerk III | | 17.78 |
| 01020 - Administrative Assistant | | 21.25 |
| 01040 - Court Reporter | | 17.11 |

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| | | |
|-------|--|-------|
| 01051 | - Data Entry Operator I | 12.03 |
| 01052 | - Data Entry Operator II | 13.13 |
| 01060 | - Dispatcher, Motor Vehicle | 16.85 |
| 01070 | - Document Preparation Clerk | 12.73 |
| 01090 | - Duplicating Machine Operator | 12.73 |
| 01111 | - General Clerk I | 13.39 |
| 01112 | - General Clerk II | 14.49 |
| 01113 | - General Clerk III | 16.21 |
| 01120 | - Housing Referral Assistant | 19.59 |
| 01141 | - Messenger Courier | 10.15 |
| 01191 | - Order Clerk I | 11.74 |
| 01192 | - Order Clerk II | 14.18 |
| 01261 | - Personnel Assistant (Employment) I | 14.83 |
| 01262 | - Personnel Assistant (Employment) II | 16.72 |
| 01263 | - Personnel Assistant (Employment) III | 18.93 |
| 01270 | - Production Control Clerk | 24.21 |
| 01280 | - Receptionist | 11.77 |
| 01290 | - Rental Clerk | 14.10 |
| 01300 | - Scheduler, Maintenance | 15.33 |
| 01311 | - Secretary I | 15.21 |
| 01312 | - Secretary II | 17.11 |
| 01313 | - Secretary III | 19.44 |
| 01320 | - Service Order Dispatcher | 13.82 |
| 01410 | - Supply Technician | 21.25 |
| 01420 | - Survey Worker | 15.35 |
| 01531 | - Travel Clerk I | 11.93 |
| 01532 | - Travel Clerk II | 13.17 |
| 01533 | - Travel Clerk III | 14.20 |
| 01611 | - Word Processor I | 13.01 |
| 01612 | - Word Processor II | 14.79 |
| 01613 | - Word Processor III | 17.17 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 18.42 |
| 05010 | - Automotive Electrician | 18.01 |
| 05040 | - Automotive Glass Installer | 16.38 |
| 05070 | - Automotive Worker | 17.03 |
| 05110 | - Mobile Equipment Servicer | 14.26 |
| 05130 | - Motor Equipment Metal Mechanic | 19.16 |
| 05160 | - Motor Equipment Metal Worker | 17.03 |
| 05190 | - Motor Vehicle Mechanic | 18.42 |
| 05220 | - Motor Vehicle Mechanic Helper | 13.98 |
| 05250 | - Motor Vehicle Upholstery Worker | 15.90 |
| 05280 | - Motor Vehicle Wrecker | 17.03 |
| 05310 | - Painter, Automotive | 17.32 |
| 05340 | - Radiator Repair Specialist | 17.03 |
| 05370 | - Tire Repairer | 11.29 |
| 05400 | - Transmission Repair Specialist | 19.16 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 12.13 |
| 07041 | - Cook I | 10.30 |
| 07042 | - Cook II | 11.88 |
| 07070 | - Dishwasher | 7.25 |
| 07130 | - Food Service Worker | 8.54 |
| 07210 | - Meat Cutter | 14.10 |
| 07260 | - Waiter/Waitress | 9.04 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 17.84 |
| 09040 | - Furniture Handler | 12.10 |
| 09080 | - Furniture Refinisher | 17.84 |
| 09090 | - Furniture Refinisher Helper | 13.88 |
| 09110 | - Furniture Repairer, Minor | 15.74 |
| 09130 | - Upholsterer | 16.91 |
| 11000 | - General Services And Support Occupations | |

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|--|-------|
| 11030 - Cleaner, Vehicles | 9.04 |
| 11060 - Elevator Operator | 9.04 |
| 11090 - Gardener | 12.13 |
| 11122 - Housekeeping Aide | 9.13 |
| 11150 - Janitor | 9.13 |
| 11210 - Laborer, Grounds Maintenance | 9.57 |
| 11240 - Maid or Houseman | 7.56 |
| 11260 - Pruner | 8.56 |
| 11270 - Tractor Operator | 11.45 |
| 11330 - Trail Maintenance Worker | 9.57 |
| 11360 - Window Cleaner | 10.21 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.46 |
| 12011 - Breath Alcohol Technician | 14.74 |
| 12012 - Certified Occupational Therapist Assistant | 19.56 |
| 12015 - Certified Physical Therapist Assistant | 22.65 |
| 12020 - Dental Assistant | 13.79 |
| 12025 - Dental Hygienist | 26.58 |
| 12030 - EKG Technician | 23.63 |
| 12035 - Electroneurodiagnostic Technologist | 23.63 |
| 12040 - Emergency Medical Technician | 14.46 |
| 12071 - Licensed Practical Nurse I | 13.26 |
| 12072 - Licensed Practical Nurse II | 14.83 |
| 12073 - Licensed Practical Nurse III | 16.54 |
| 12100 - Medical Assistant | 13.07 |
| 12130 - Medical Laboratory Technician | 16.47 |
| 12160 - Medical Record Clerk | 14.11 |
| 12190 - Medical Record Technician | 15.78 |
| 12195 - Medical Transcriptionist | 14.72 |
| 12210 - Nuclear Medicine Technologist | 34.15 |
| 12221 - Nursing Assistant I | 8.68 |
| 12222 - Nursing Assistant II | 9.55 |
| 12223 - Nursing Assistant III | 10.65 |
| 12224 - Nursing Assistant IV | 11.95 |
| 12235 - Optical Dispenser | 14.73 |
| 12236 - Optical Technician | 11.22 |
| 12250 - Pharmacy Technician | 14.38 |
| 12280 - Phlebotomist | 11.96 |
| 12305 - Radiologic Technologist | 22.55 |
| 12311 - Registered Nurse I | 25.86 |
| 12312 - Registered Nurse II | 29.44 |
| 12313 - Registered Nurse II, Specialist | 29.44 |
| 12314 - Registered Nurse III | 35.62 |
| 12315 - Registered Nurse III, Anesthetist | 35.62 |
| 12316 - Registered Nurse IV | 42.69 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.01 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.51 |
| 13012 - Exhibits Specialist II | 24.18 |
| 13013 - Exhibits Specialist III | 29.58 |
| 13041 - Illustrator I | 19.03 |
| 13042 - Illustrator II | 23.59 |
| 13043 - Illustrator III | 28.85 |
| 13047 - Librarian | 26.77 |
| 13050 - Library Aide/Clerk | 10.10 |
| 13054 - Library Information Technology Systems Administrator | 24.18 |
| 13058 - Library Technician | 14.82 |
| 13061 - Media Specialist I | 17.44 |
| 13062 - Media Specialist II | 19.51 |
| 13063 - Media Specialist III | 21.76 |
| 13071 - Photographer I | 14.94 |
| 13072 - Photographer II | 16.73 |

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| 13073 - Photographer III | 20.74 |
| 13074 - Photographer IV | 25.38 |
| 13075 - Photographer V | 30.61 |
| 13110 - Video Teleconference Technician | 18.84 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.41 |
| 14042 - Computer Operator II | 16.20 |
| 14043 - Computer Operator III | 19.95 |
| 14044 - Computer Operator IV | 20.79 |
| 14045 - Computer Operator V | 24.54 |
| 14071 - Computer Programmer I | (see 1) 24.88 |
| 14072 - Computer Programmer II | (see 1) 27.62 |
| 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 | 13.41 |
| 14160 - Personal Computer Support Technician | 20.79 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.76 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.00 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 43.15 |
| 15050 - Computer Based Training Specialist / Instructor | 29.76 |
| 15060 - Educational Technologist | 28.58 |
| 15070 - Flight Instructor (Pilot) | 43.15 |
| 15080 - Graphic Artist | 22.19 |
| 15090 - Technical Instructor | 22.12 |
| 15095 - Technical Instructor/Course Developer | 27.38 |
| 15110 - Test Proctor | 18.04 |
| 15120 - Tutor | 17.93 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.52 |
| 16030 - Counter Attendant | 8.52 |
| 16040 - Dry Cleaner | 10.29 |
| 16070 - Finisher, Flatwork, Machine | 8.52 |
| 16090 - Presser, Hand | 8.52 |
| 16110 - Presser, Machine, Drycleaning | 8.52 |
| 16130 - Presser, Machine, Shirts | 8.52 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.52 |
| 16190 - Sewing Machine Operator | 10.87 |
| 16220 - Tailor | 11.48 |
| 16250 - Washer, Machine | 9.11 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.03 |
| 19040 - Tool And Die Maker | 20.94 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.58 |
| 21030 - Material Coordinator | 24.15 |
| 21040 - Material Expediter | 24.15 |
| 21050 - Material Handling Laborer | 10.77 |
| 21071 - Order Filler | 11.54 |
| 21080 - Production Line Worker (Food Processing) | 17.58 |
| 21110 - Shipping Packer | 13.22 |
| 21130 - Shipping/Receiving Clerk | 13.22 |
| 21140 - Store Worker I | 10.39 |
| 21150 - Stock Clerk | 14.56 |
| 21210 - Tools And Parts Attendant | 17.58 |
| 21410 - Warehouse Specialist | 17.58 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 21.41 |
| 23021 - Aircraft Mechanic I | 20.27 |
| 23022 - Aircraft Mechanic II | 21.41 |

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| 23023 - Aircraft Mechanic III | 22.54 |
| 23040 - Aircraft Mechanic Helper | 14.65 |
| 23050 - Aircraft, Painter | 19.05 |
| 23060 - Aircraft Servicer | 16.89 |
| 23080 - Aircraft Worker | 17.72 |
| 23110 - Appliance Mechanic | 16.91 |
| 23120 - Bicycle Repairer | 11.29 |
| 23125 - Cable Splicer | 24.80 |
| 23130 - Carpenter, Maintenance | 17.68 |
| 23140 - Carpet Layer | 15.52 |
| 23160 - Electrician, Maintenance | 19.61 |
| 23181 - Electronics Technician Maintenance I | 17.56 |
| 23182 - Electronics Technician Maintenance II | 20.93 |
| 23183 - Electronics Technician Maintenance III | 22.27 |
| 23260 - Fabric Worker | 14.91 |
| 23290 - Fire Alarm System Mechanic | 18.00 |
| 23310 - Fire Extinguisher Repairer | 13.81 |
| 23311 - Fuel Distribution System Mechanic | 18.33 |
| 23312 - Fuel Distribution System Operator | 14.29 |
| 23370 - General Maintenance Worker | 19.25 |
| 23380 - Ground Support Equipment Mechanic | 20.27 |
| 23381 - Ground Support Equipment Servicer | 16.89 |
| 23382 - Ground Support Equipment Worker | 17.72 |
| 23391 - Gunsmith I | 13.81 |
| 23392 - Gunsmith II | 15.93 |
| 23393 - Gunsmith III | 18.63 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.00 |
| 23411 - Heating, Ventilation And Air Contditiioning Mechanic (Research Facility) | 19.07 |
| 23430 - Heavy Equipment Mechanic | 20.78 |
| 23440 - Heavy Equipment Operator | 17.76 |
| 23460 - Instrument Mechanic | 21.80 |
| 23465 - Laboratory/Shelter Mechanic | 17.49 |
| 23470 - Laborer | 10.77 |
| 23510 - Locksmith | 16.91 |
| 23530 - Machinery Maintenance Mechanic | 22.52 |
| 23550 - Machinist, Maintenance | 18.94 |
| 23580 - Maintenance Trades Helper | 15.16 |
| 23591 - Metrology Technician I | 21.80 |
| 23592 - Metrology Technician II | 23.08 |
| 23593 - Metrology Technician III | 24.31 |
| 23640 - Millwright | 20.16 |
| 23710 - Office Appliance Repairer | 17.81 |
| 23760 - Painter, Maintenance | 16.37 |
| 23790 - Pipefitter, Maintenance | 18.23 |
| 23810 - Plumber, Maintenance | 17.24 |
| 23820 - Pneudraulic Systems Mechanic | 18.00 |
| 23850 - Rigger | 18.00 |
| 23870 - Scale Mechanic | 15.93 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.53 |
| 23910 - Small Engine Mechanic | 15.52 |
| 23931 - Telecommunications Mechanic I | 23.54 |
| 23932 - Telecommunications Mechanic II | 24.96 |
| 23950 - Telephone Lineman | 17.41 |
| 23960 - Welder, Combination, Maintenance | 18.00 |
| 23965 - Well Driller | 18.00 |
| 23970 - Woodcraft Worker | 18.00 |
| 23980 - Woodworker | 15.20 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.00 |
| 24580 - Child Care Center Clerk | 14.04 |
| 24610 - Chore Aide | 9.42 |

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| 24620 - Family Readiness And Support Services Coordinator | 12.93 |
| 24630 - Homemaker | 15.32 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.58 |
| 25040 - Sewage Plant Operator | 18.55 |
| 25070 - Stationary Engineer | 23.58 |
| 25190 - Ventilation Equipment Tender | 16.66 |
| 25210 - Water Treatment Plant Operator | 18.55 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.45 |
| 27007 - Baggage Inspector | 13.19 |
| 27008 - Corrections Officer | 15.55 |
| 27010 - Court Security Officer | 16.71 |
| 27030 - Detection Dog Handler | 14.75 |
| 27040 - Detention Officer | 15.55 |
| 27070 - Firefighter | 17.27 |
| 27101 - Guard I | 13.19 |
| 27102 - Guard II | 14.75 |
| 27131 - Police Officer I | 17.14 |
| 27132 - Police Officer II | 18.98 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.16 |
| 28042 - Carnival Equipment Repairer | 11.99 |
| 28043 - Carnival Equipment Worker | 8.57 |
| 28210 - Gate Attendant/Gate Tender | 14.30 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 16.00 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.68 |
| 28515 - Recreation Specialist | 17.62 |
| 28630 - Sports Official | 12.75 |
| 28690 - Swimming Pool Operator | 17.62 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.18 |
| 29020 - Hatch Tender | 22.18 |
| 29030 - Line Handler | 22.18 |
| 29041 - Stevedore I | 21.49 |
| 29042 - Stevedore II | 24.37 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 20.28 |
| 30022 - Archeological Technician II | 22.69 |
| 30023 - Archeological Technician III | 28.11 |
| 30030 - Cartographic Technician | 27.87 |
| 30040 - Civil Engineering Technician | 24.43 |
| 30061 - Drafter/CAD Operator I | 20.28 |
| 30062 - Drafter/CAD Operator II | 22.69 |
| 30063 - Drafter/CAD Operator III | 25.28 |
| 30064 - Drafter/CAD Operator IV | 29.85 |
| 30081 - Engineering Technician I | 17.77 |
| 30082 - Engineering Technician II | 20.10 |
| 30083 - Engineering Technician III | 22.53 |
| 30084 - Engineering Technician IV | 27.93 |
| 30085 - Engineering Technician V | 32.62 |
| 30086 - Engineering Technician VI | 37.46 |
| 30090 - Environmental Technician | 27.76 |
| 30210 - Laboratory Technician | 23.96 |
| 30240 - Mathematical Technician | 27.76 |
| 30361 - Paralegal/Legal Assistant I | 15.07 |
| 30362 - Paralegal/Legal Assistant II | 21.76 |
| 30363 - Paralegal/Legal Assistant III | 26.62 |

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| 30364 - Paralegal/Legal Assistant IV | 32.19 |
| 30390 - Photo-Optics Technician | 27.76 |
| 30461 - Technical Writer I | 25.63 |
| 30462 - Technical Writer II | 31.34 |
| 30463 - Technical Writer III | 37.91 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 23.71 |
| 30621 - Weather Observer, Senior | (see 2) 26.00 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.40 |
| 31030 - Bus Driver | 13.64 |
| 31043 - Driver Courier | 13.74 |
| 31260 - Parking and Lot Attendant | 9.90 |
| 31290 - Shuttle Bus Driver | 14.10 |
| 31310 - Taxi Driver | 10.19 |
| 31361 - Truckdriver, Light | 14.10 |
| 31362 - Truckdriver, Medium | 15.22 |
| 31363 - Truckdriver, Heavy | 16.28 |
| 31364 - Truckdriver, Tractor-Trailer | 16.28 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.05 |
| 99050 - Desk Clerk | 10.00 |
| 99095 - Embalmer | 21.73 |
| 99251 - Laboratory Animal Caretaker I | 9.28 |
| 99252 - Laboratory Animal Caretaker II | 10.08 |
| 99310 - Mortician | 26.29 |
| 99410 - Pest Controller | 13.56 |
| 99510 - Photofinishing Worker | 12.34 |
| 99710 - Recycling Laborer | 13.96 |
| 99711 - Recycling Specialist | 16.94 |
| 99730 - Refuse Collector | 11.96 |
| 99810 - Sales Clerk | 10.45 |
| 99820 - School Crossing Guard | 11.07 |
| 99830 - Survey Party Chief | 20.77 |
| 99831 - Surveying Aide | 13.52 |
| 99832 - Surveying Technician | 18.47 |
| 99840 - Vending Machine Attendant | 14.31 |
| 99841 - Vending Machine Repairer | 17.62 |
| 99842 - Vending Machine Repairer Helper | 14.31 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans.
Minimum employer contributions costing an average of \$4.02 per hour computed on the

basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2137
Revision No.: 15
Date Of Last Revision: 07/25/2014

States: Alabama, Georgia

Area: Alabama Counties of Chambers, Lee, Randolph, Russell

Georgia Counties of Chattahoochee, Harris, Heard, Marion, Meriwether, Muscogee, Quitman, Schley, Stewart, Talbot, Taylor, Troup, Webster

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.99 |
| 01012 - Accounting Clerk II | | 15.15 |
| 01013 - Accounting Clerk III | | 17.27 |
| 01020 - Administrative Assistant | | 18.90 |
| 01040 - Court Reporter | | 13.82 |
| 01051 - Data Entry Operator I | | 12.11 |
| 01052 - Data Entry Operator II | | 13.34 |
| 01060 - Dispatcher, Motor Vehicle | | 13.82 |
| 01070 - Document Preparation Clerk | | 11.59 |
| 01090 - Duplicating Machine Operator | | 11.59 |
| 01111 - General Clerk I | | 10.88 |
| 01112 - General Clerk II | | 11.87 |
| 01113 - General Clerk III | | 13.32 |
| 01120 - Housing Referral Assistant | | 15.43 |
| 01141 - Messenger Courier | | 10.22 |
| 01191 - Order Clerk I | | 11.21 |
| 01192 - Order Clerk II | | 12.43 |
| 01261 - Personnel Assistant (Employment) I | | 12.92 |
| 01262 - Personnel Assistant (Employment) II | | 14.45 |
| 01263 - Personnel Assistant (Employment) III | | 16.12 |
| 01270 - Production Control Clerk | | 19.01 |
| 01280 - Receptionist | | 10.48 |
| 01290 - Rental Clerk | | 10.51 |
| 01300 - Scheduler, Maintenance | | 12.14 |
| 01311 - Secretary I | | 12.14 |
| 01312 - Secretary II | | 13.82 |
| 01313 - Secretary III | | 15.43 |
| 01320 - Service Order Dispatcher | | 12.14 |
| 01410 - Supply Technician | | 18.90 |
| 01420 - Survey Worker | | 12.90 |
| 01531 - Travel Clerk I | | 11.62 |
| 01532 - Travel Clerk II | | 12.49 |
| 01533 - Travel Clerk III | | 13.23 |
| 01611 - Word Processor I | | 10.81 |
| 01612 - Word Processor II | | 12.14 |
| 01613 - Word Processor III | | 14.44 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 20.32 |
| 05010 - Automotive Electrician | | 17.62 |
| 05040 - Automotive Glass Installer | | 15.94 |
| 05070 - Automotive Worker | | 15.94 |

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| 05110 - Mobile Equipment Servicer | 13.96 |
| 05130 - Motor Equipment Metal Mechanic | 17.91 |
| 05160 - Motor Equipment Metal Worker | 15.94 |
| 05190 - Motor Vehicle Mechanic | 17.93 |
| 05220 - Motor Vehicle Mechanic Helper | 13.86 |
| 05250 - Motor Vehicle Upholstery Worker | 15.59 |
| 05280 - Motor Vehicle Wrecker | 15.94 |
| 05310 - Painter, Automotive | 16.98 |
| 05340 - Radiator Repair Specialist | 15.94 |
| 05370 - Tire Repairer | 10.21 |
| 05400 - Transmission Repair Specialist | 17.91 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.07 |
| 07041 - Cook I | 9.48 |
| 07042 - Cook II | 11.27 |
| 07070 - Dishwasher | 7.87 |
| 07130 - Food Service Worker | 8.71 |
| 07210 - Meat Cutter | 13.02 |
| 07260 - Waiter/Waitress | 7.65 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.78 |
| 09040 - Furniture Handler | 11.16 |
| 09080 - Furniture Refinisher | 15.55 |
| 09090 - Furniture Refinisher Helper | 13.03 |
| 09110 - Furniture Repairer, Minor | 14.91 |
| 09130 - Upholsterer | 16.78 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.44 |
| 11060 - Elevator Operator | 8.44 |
| 11090 - Gardener | 10.95 |
| 11122 - Housekeeping Aide | 8.92 |
| 11150 - Janitor | 8.92 |
| 11210 - Laborer, Grounds Maintenance | 9.79 |
| 11240 - Maid or Houseman | 7.83 |
| 11260 - Pruner | 8.97 |
| 11270 - Tractor Operator | 11.42 |
| 11330 - Trail Maintenance Worker | 9.79 |
| 11360 - Window Cleaner | 9.74 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.34 |
| 12011 - Breath Alcohol Technician | 16.16 |
| 12012 - Certified Occupational Therapist Assistant | 22.17 |
| 12015 - Certified Physical Therapist Assistant | 20.80 |
| 12020 - Dental Assistant | 14.78 |
| 12025 - Dental Hygienist | 32.84 |
| 12030 - EKG Technician | 24.50 |
| 12035 - Electroneurodiagnostic Technologist | 22.64 |
| 12040 - Emergency Medical Technician | 14.34 |
| 12071 - Licensed Practical Nurse I | 14.44 |
| 12072 - Licensed Practical Nurse II | 16.16 |
| 12073 - Licensed Practical Nurse III | 18.02 |
| 12100 - Medical Assistant | 11.88 |
| 12130 - Medical Laboratory Technician | 14.61 |
| 12160 - Medical Record Clerk | 12.50 |
| 12190 - Medical Record Technician | 16.16 |
| 12195 - Medical Transcriptionist | 13.66 |
| 12210 - Nuclear Medicine Technologist | 35.35 |
| 12221 - Nursing Assistant I | 9.93 |
| 12222 - Nursing Assistant II | 10.31 |
| 12223 - Nursing Assistant III | 11.25 |
| 12224 - Nursing Assistant IV | 12.63 |
| 12235 - Optical Dispenser | 16.16 |
| 12236 - Optical Technician | 14.44 |

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|---|---------|
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 12.63 |
| 12305 - Radiologic Technologist | 23.01 |
| 12311 - Registered Nurse I | 19.07 |
| 12312 - Registered Nurse II | 23.33 |
| 12313 - Registered Nurse II, Specialist | 23.33 |
| 12314 - Registered Nurse III | 28.22 |
| 12315 - Registered Nurse III, Anesthetist | 28.22 |
| 12316 - Registered Nurse IV | 33.82 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.02 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.45 |
| 13012 - Exhibits Specialist II | 23.68 |
| 13013 - Exhibits Specialist III | 28.98 |
| 13041 - Illustrator I | 20.60 |
| 13042 - Illustrator II | 23.68 |
| 13043 - Illustrator III | 28.98 |
| 13047 - Librarian | 26.24 |
| 13050 - Library Aide/Clerk | 10.66 |
| 13054 - Library Information Technology Systems Administrator | 23.68 |
| 13058 - Library Technician | 19.12 |
| 13061 - Media Specialist I | 16.74 |
| 13062 - Media Specialist II | 19.45 |
| 13063 - Media Specialist III | 20.89 |
| 13071 - Photographer I | 13.70 |
| 13072 - Photographer II | 15.44 |
| 13073 - Photographer III | 18.89 |
| 13074 - Photographer IV | 23.22 |
| 13075 - Photographer V | 28.07 |
| 13110 - Video Teleconference Technician | 16.73 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.49 |
| 14042 - Computer Operator II | 15.09 |
| 14043 - Computer Operator III | 16.83 |
| 14044 - Computer Operator IV | 18.70 |
| 14045 - Computer Operator V | 20.70 |
| 14071 - Computer Programmer I | 20.24 |
| 14072 - Computer Programmer II | 25.08 |
| 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 | 13.49 |
| 14160 - Personal Computer Support Technician | 18.70 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.93 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.98 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.50 |
| 15050 - Computer Based Training Specialist / Instructor | 26.93 |
| 15060 - Educational Technologist | 27.49 |
| 15070 - Flight Instructor (Pilot) | 34.09 |
| 15080 - Graphic Artist | 19.48 |
| 15090 - Technical Instructor | 21.88 |
| 15095 - Technical Instructor/Course Developer | 26.77 |
| 15110 - Test Proctor | 17.66 |
| 15120 - Tutor | 17.66 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.09 |
| 16030 - Counter Attendant | 8.09 |
| 16040 - Dry Cleaner | 9.84 |
| 16070 - Finisher, Flatwork, Machine | 8.09 |

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| 16090 - Presser, Hand | 8.09 |
| 16110 - Presser, Machine, Drycleaning | 8.09 |
| 16130 - Presser, Machine, Shirts | 8.09 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.09 |
| 16190 - Sewing Machine Operator | 10.41 |
| 16220 - Tailor | 10.97 |
| 16250 - Washer, Machine | 8.64 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.05 |
| 19040 - Tool And Die Maker | 22.29 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.67 |
| 21030 - Material Coordinator | 19.01 |
| 21040 - Material Expediter | 19.01 |
| 21050 - Material Handling Laborer | 11.19 |
| 21071 - Order Filler | 11.23 |
| 21080 - Production Line Worker (Food Processing) | 12.67 |
| 21110 - Shipping Packer | 12.52 |
| 21130 - Shipping/Receiving Clerk | 12.52 |
| 21140 - Store Worker I | 10.59 |
| 21150 - Stock Clerk | 13.81 |
| 21210 - Tools And Parts Attendant | 12.67 |
| 21410 - Warehouse Specialist | 12.67 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.83 |
| 23021 - Aircraft Mechanic I | 19.84 |
| 23022 - Aircraft Mechanic II | 20.83 |
| 23023 - Aircraft Mechanic III | 21.88 |
| 23040 - Aircraft Mechanic Helper | 14.58 |
| 23050 - Aircraft, Painter | 18.78 |
| 23060 - Aircraft Servicer | 16.68 |
| 23080 - Aircraft Worker | 17.72 |
| 23110 - Appliance Mechanic | 16.52 |
| 23120 - Bicycle Repairer | 10.21 |
| 23125 - Cable Splicer | 24.52 |
| 23130 - Carpenter, Maintenance | 15.59 |
| 23140 - Carpet Layer | 15.84 |
| 23160 - Electrician, Maintenance | 17.19 |
| 23181 - Electronics Technician Maintenance I | 19.46 |
| 23182 - Electronics Technician Maintenance II | 20.76 |
| 23183 - Electronics Technician Maintenance III | 23.23 |
| 23260 - Fabric Worker | 14.91 |
| 23290 - Fire Alarm System Mechanic | 17.03 |
| 23310 - Fire Extinguisher Repairer | 13.97 |
| 23311 - Fuel Distribution System Mechanic | 17.74 |
| 23312 - Fuel Distribution System Operator | 13.97 |
| 23370 - General Maintenance Worker | 15.03 |
| 23380 - Ground Support Equipment Mechanic | 19.84 |
| 23381 - Ground Support Equipment Servicer | 16.68 |
| 23382 - Ground Support Equipment Worker | 17.72 |
| 23391 - Gunsmith I | 15.53 |
| 23392 - Gunsmith II | 17.61 |
| 23393 - Gunsmith III | 19.72 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.82 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.76 |
| 23430 - Heavy Equipment Mechanic | 18.30 |
| 23440 - Heavy Equipment Operator | 14.76 |
| 23460 - Instrument Mechanic | 17.74 |
| 23465 - Laboratory/Shelter Mechanic | 18.67 |
| 23470 - Laborer | 9.31 |
| 23510 - Locksmith | 16.52 |

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| 23530 - Machinery Maintenance Mechanic | 17.31 |
| 23550 - Machinist, Maintenance | 17.26 |
| 23580 - Maintenance Trades Helper | 10.82 |
| 23591 - Metrology Technician I | 17.74 |
| 23592 - Metrology Technician II | 18.67 |
| 23593 - Metrology Technician III | 19.60 |
| 23640 - Millwright | 18.87 |
| 23710 - Office Appliance Repairer | 16.76 |
| 23760 - Painter, Maintenance | 15.59 |
| 23790 - Pipefitter, Maintenance | 18.11 |
| 23810 - Plumber, Maintenance | 17.20 |
| 23820 - Pneudraulic Systems Mechanic | 17.74 |
| 23850 - Rigger | 17.74 |
| 23870 - Scale Mechanic | 15.84 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.45 |
| 23910 - Small Engine Mechanic | 15.84 |
| 23931 - Telecommunications Mechanic I | 21.44 |
| 23932 - Telecommunications Mechanic II | 22.52 |
| 23950 - Telephone Lineman | 16.91 |
| 23960 - Welder, Combination, Maintenance | 15.29 |
| 23965 - Well Driller | 17.74 |
| 23970 - Woodcraft Worker | 17.74 |
| 23980 - Woodworker | 13.97 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.06 |
| 24580 - Child Care Center Clerk | 13.83 |
| 24610 - Chore Aide | 9.10 |
| 24620 - Family Readiness And Support Services Coordinator | 13.70 |
| 24630 - Homemaker | 15.32 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.03 |
| 25040 - Sewage Plant Operator | 16.12 |
| 25070 - Stationary Engineer | 17.03 |
| 25190 - Ventilation Equipment Tender | 12.59 |
| 25210 - Water Treatment Plant Operator | 16.12 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.33 |
| 27007 - Baggage Inspector | 13.38 |
| 27008 - Corrections Officer | 16.85 |
| 27010 - Court Security Officer | 14.92 |
| 27030 - Detection Dog Handler | 15.58 |
| 27040 - Detention Officer | 16.85 |
| 27070 - Firefighter | 15.68 |
| 27101 - Guard I | 13.38 |
| 27102 - Guard II | 15.58 |
| 27131 - Police Officer I | 16.23 |
| 27132 - Police Officer II | 18.04 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.34 |
| 28042 - Carnival Equipment Repairer | 10.68 |
| 28043 - Carnival Equipment Worker | 8.80 |
| 28210 - Gate Attendant/Gate Tender | 12.90 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.42 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.53 |
| 28515 - Recreation Specialist | 15.99 |
| 28630 - Sports Official | 11.49 |
| 28690 - Swimming Pool Operator | 17.09 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 15.84 |
| 29020 - Hatch Tender | 15.84 |
| 29030 - Line Handler | 15.84 |

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| 29041 - Stevedore I | 14.91 |
| 29042 - Stevedore II | 16.78 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.68 |
| 30022 - Archeological Technician II | 17.53 |
| 30023 - Archeological Technician III | 21.72 |
| 30030 - Cartographic Technician | 21.72 |
| 30040 - Civil Engineering Technician | 20.50 |
| 30061 - Drafter/CAD Operator I | 15.68 |
| 30062 - Drafter/CAD Operator II | 17.53 |
| 30063 - Drafter/CAD Operator III | 19.55 |
| 30064 - Drafter/CAD Operator IV | 24.06 |
| 30081 - Engineering Technician I | 14.46 |
| 30082 - Engineering Technician II | 16.24 |
| 30083 - Engineering Technician III | 18.16 |
| 30084 - Engineering Technician IV | 27.52 |
| 30085 - Engineering Technician V | 33.30 |
| 30086 - Engineering Technician VI | 33.30 |
| 30090 - Environmental Technician | 21.72 |
| 30210 - Laboratory Technician | 18.48 |
| 30240 - Mathematical Technician | 21.72 |
| 30361 - Paralegal/Legal Assistant I | 17.48 |
| 30362 - Paralegal/Legal Assistant II | 21.65 |
| 30363 - Paralegal/Legal Assistant III | 26.49 |
| 30364 - Paralegal/Legal Assistant IV | 32.05 |
| 30390 - Photo-Optics Technician | 23.24 |
| 30461 - Technical Writer I | 19.51 |
| 30462 - Technical Writer II | 23.87 |
| 30463 - Technical Writer III | 28.88 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 20.94 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 23.24 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.27 |
| 31030 - Bus Driver | 13.72 |
| 31043 - Driver Courier | 11.99 |
| 31260 - Parking and Lot Attendant | 9.41 |
| 31290 - Shuttle Bus Driver | 12.77 |
| 31310 - Taxi Driver | 10.53 |
| 31361 - Truckdriver, Light | 12.77 |
| 31362 - Truckdriver, Medium | 13.62 |
| 31363 - Truckdriver, Heavy | 15.09 |
| 31364 - Truckdriver, Tractor-Trailer | 15.09 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.76 |
| 99050 - Desk Clerk | 10.10 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 9.50 |
| 99252 - Laboratory Animal Caretaker II | 10.21 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 12.98 |
| 99510 - Photofinishing Worker | 11.74 |
| 99710 - Recycling Laborer | 12.34 |
| 99711 - Recycling Specialist | 14.76 |
| 99730 - Refuse Collector | 11.59 |

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| 99810 - Sales Clerk | 10.80 |
| 99820 - School Crossing Guard | 11.68 |
| 99830 - Survey Party Chief | 12.83 |
| 99831 - Surveying Aide | 9.09 |
| 99832 - Surveying Technician | 12.43 |
| 99840 - Vending Machine Attendant | 14.88 |
| 99841 - Vending Machine Repairer | 16.45 |
| 99842 - Vending Machine Repairer Helper | 14.88 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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 conformance 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2138
Revision No.: 16
Date Of Last Revision: 07/25/2014

States: Alabama, Georgia

Area: Alabama Counties of Chambers, Lee, Randolph, Russell

Georgia Counties of Chattahoochee, Harris, Heard, Marion, Meriwether, Muscogee, Quitman, Schley, Stewart, Talbot, Taylor, Troup, Webster

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.99 |
| 01012 - Accounting Clerk II | | 15.15 |
| 01013 - Accounting Clerk III | | 17.27 |
| 01020 - Administrative Assistant | | 18.90 |
| 01040 - Court Reporter | | 13.82 |
| 01051 - Data Entry Operator I | | 12.11 |
| 01052 - Data Entry Operator II | | 13.34 |
| 01060 - Dispatcher, Motor Vehicle | | 13.82 |
| 01070 - Document Preparation Clerk | | 11.59 |
| 01090 - Duplicating Machine Operator | | 11.59 |
| 01111 - General Clerk I | | 10.88 |
| 01112 - General Clerk II | | 11.87 |
| 01113 - General Clerk III | | 13.32 |
| 01120 - Housing Referral Assistant | | 15.43 |
| 01141 - Messenger Courier | | 10.22 |
| 01191 - Order Clerk I | | 11.21 |
| 01192 - Order Clerk II | | 12.43 |
| 01261 - Personnel Assistant (Employment) I | | 12.92 |
| 01262 - Personnel Assistant (Employment) II | | 14.45 |

| | |
|--|-------|
| 01263 - Personnel Assistant (Employment) III | 16.12 |
| 01270 - Production Control Clerk | 19.01 |
| 01280 - Receptionist | 10.48 |
| 01290 - Rental Clerk | 10.51 |
| 01300 - Scheduler, Maintenance | 12.14 |
| 01311 - Secretary I | 12.14 |
| 01312 - Secretary II | 13.82 |
| 01313 - Secretary III | 15.43 |
| 01320 - Service Order Dispatcher | 12.14 |
| 01410 - Supply Technician | 18.90 |
| 01420 - Survey Worker | 12.90 |
| 01531 - Travel Clerk I | 11.62 |
| 01532 - Travel Clerk II | 12.49 |
| 01533 - Travel Clerk III | 13.23 |
| 01611 - Word Processor I | 10.81 |
| 01612 - Word Processor II | 12.14 |
| 01613 - Word Processor III | 14.44 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.32 |
| 05010 - Automotive Electrician | 17.62 |
| 05040 - Automotive Glass Installer | 15.94 |
| 05070 - Automotive Worker | 15.94 |
| 05110 - Mobile Equipment Servicer | 13.96 |
| 05130 - Motor Equipment Metal Mechanic | 17.91 |
| 05160 - Motor Equipment Metal Worker | 15.94 |
| 05190 - Motor Vehicle Mechanic | 17.93 |
| 05220 - Motor Vehicle Mechanic Helper | 13.86 |
| 05250 - Motor Vehicle Upholstery Worker | 15.59 |
| 05280 - Motor Vehicle Wrecker | 15.94 |
| 05310 - Painter, Automotive | 16.98 |
| 05340 - Radiator Repair Specialist | 15.94 |
| 05370 - Tire Repairer | 10.21 |
| 05400 - Transmission Repair Specialist | 17.91 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.07 |
| 07041 - Cook I | 9.48 |
| 07042 - Cook II | 11.27 |
| 07070 - Dishwasher | 7.87 |
| 07130 - Food Service Worker | 8.71 |
| 07210 - Meat Cutter | 13.02 |
| 07260 - Waiter/Waitress | 7.65 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.78 |
| 09040 - Furniture Handler | 11.16 |
| 09080 - Furniture Refinisher | 15.55 |
| 09090 - Furniture Refinisher Helper | 13.03 |
| 09110 - Furniture Repairer, Minor | 14.91 |
| 09130 - Upholsterer | 16.78 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.44 |
| 11060 - Elevator Operator | 8.44 |
| 11090 - Gardener | 10.95 |
| 11122 - Housekeeping Aide | 8.92 |
| 11150 - Janitor | 8.92 |
| 11210 - Laborer, Grounds Maintenance | 9.79 |
| 11240 - Maid or Houseman | 7.83 |
| 11260 - Pruner | 8.97 |
| 11270 - Tractor Operator | 11.42 |
| 11330 - Trail Maintenance Worker | 9.79 |
| 11360 - Window Cleaner | 9.74 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.34 |
| 12011 - Breath Alcohol Technician | 16.16 |

| | | |
|-------|--|---------|
| 12012 | - Certified Occupational Therapist Assistant | 22.17 |
| 12015 | - Certified Physical Therapist Assistant | 20.80 |
| 12020 | - Dental Assistant | 14.78 |
| 12025 | - Dental Hygienist | 32.84 |
| 12030 | - EKG Technician | 24.50 |
| 12035 | - Electroneurodiagnostic Technologist | 22.64 |
| 12040 | - Emergency Medical Technician | 14.34 |
| 12071 | - Licensed Practical Nurse I | 14.44 |
| 12072 | - Licensed Practical Nurse II | 16.16 |
| 12073 | - Licensed Practical Nurse III | 18.02 |
| 12100 | - Medical Assistant | 11.88 |
| 12130 | - Medical Laboratory Technician | 14.61 |
| 12160 | - Medical Record Clerk | 12.50 |
| 12190 | - Medical Record Technician | 16.16 |
| 12195 | - Medical Transcriptionist | 13.66 |
| 12210 | - Nuclear Medicine Technologist | 35.35 |
| 12221 | - Nursing Assistant I | 9.93 |
| 12222 | - Nursing Assistant II | 10.31 |
| 12223 | - Nursing Assistant III | 11.25 |
| 12224 | - Nursing Assistant IV | 12.63 |
| 12235 | - Optical Dispenser | 16.16 |
| 12236 | - Optical Technician | 14.44 |
| 12250 | - Pharmacy Technician | 13.41 |
| 12280 | - Phlebotomist | 12.63 |
| 12305 | - Radiologic Technologist | 23.01 |
| 12311 | - Registered Nurse I | 19.07 |
| 12312 | - Registered Nurse II | 23.33 |
| 12313 | - Registered Nurse II, Specialist | 23.33 |
| 12314 | - Registered Nurse III | 28.22 |
| 12315 | - Registered Nurse III, Anesthetist | 28.22 |
| 12316 | - Registered Nurse IV | 33.82 |
| 12317 | - Scheduler (Drug and Alcohol Testing) | 20.02 |
| 13000 | - Information And Arts Occupations | |
| 13011 | - Exhibits Specialist I | 19.45 |
| 13012 | - Exhibits Specialist II | 23.68 |
| 13013 | - Exhibits Specialist III | 28.98 |
| 13041 | - Illustrator I | 20.60 |
| 13042 | - Illustrator II | 23.68 |
| 13043 | - Illustrator III | 28.98 |
| 13047 | - Librarian | 26.24 |
| 13050 | - Library Aide/Clerk | 10.66 |
| 13054 | - Library Information Technology Systems Administrator | 23.68 |
| 13058 | - Library Technician | 19.12 |
| 13061 | - Media Specialist I | 16.74 |
| 13062 | - Media Specialist II | 19.45 |
| 13063 | - Media Specialist III | 20.89 |
| 13071 | - Photographer I | 13.70 |
| 13072 | - Photographer II | 15.44 |
| 13073 | - Photographer III | 18.89 |
| 13074 | - Photographer IV | 23.22 |
| 13075 | - Photographer V | 28.07 |
| 13110 | - Video Teleconference Technician | 16.73 |
| 14000 | - Information Technology Occupations | |
| 14041 | - Computer Operator I | 13.49 |
| 14042 | - Computer Operator II | 15.09 |
| 14043 | - Computer Operator III | 16.83 |
| 14044 | - Computer Operator IV | 18.70 |
| 14045 | - Computer Operator V | 20.70 |
| 14071 | - Computer Programmer I | 20.24 |
| 14072 | - Computer Programmer II | 25.08 |
| 14073 | - Computer Programmer III | (see 1) |
| 14074 | - Computer Programmer IV | (see 1) |

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|---|---------|-------|
| 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 | | 13.49 |
| 14160 - Personal Computer Support Technician | | 18.70 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 26.93 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 33.98 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 37.50 |
| 15050 - Computer Based Training Specialist / Instructor | | 26.93 |
| 15060 - Educational Technologist | | 27.49 |
| 15070 - Flight Instructor (Pilot) | | 34.09 |
| 15080 - Graphic Artist | | 19.48 |
| 15090 - Technical Instructor | | 21.88 |
| 15095 - Technical Instructor/Course Developer | | 26.77 |
| 15110 - Test Proctor | | 17.66 |
| 15120 - Tutor | | 17.66 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 8.09 |
| 16030 - Counter Attendant | | 8.09 |
| 16040 - Dry Cleaner | | 9.84 |
| 16070 - Finisher, Flatwork, Machine | | 8.09 |
| 16090 - Presser, Hand | | 8.09 |
| 16110 - Presser, Machine, Drycleaning | | 8.09 |
| 16130 - Presser, Machine, Shirts | | 8.09 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 8.09 |
| 16190 - Sewing Machine Operator | | 10.41 |
| 16220 - Tailor | | 10.97 |
| 16250 - Washer, Machine | | 8.64 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 18.05 |
| 19040 - Tool And Die Maker | | 22.29 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 12.67 |
| 21030 - Material Coordinator | | 19.01 |
| 21040 - Material Expediter | | 19.01 |
| 21050 - Material Handling Laborer | | 11.19 |
| 21071 - Order Filler | | 11.23 |
| 21080 - Production Line Worker (Food Processing) | | 12.67 |
| 21110 - Shipping Packer | | 12.52 |
| 21130 - Shipping/Receiving Clerk | | 12.52 |
| 21140 - Store Worker I | | 10.59 |
| 21150 - Stock Clerk | | 13.81 |
| 21210 - Tools And Parts Attendant | | 12.67 |
| 21410 - Warehouse Specialist | | 12.67 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 20.83 |
| 23021 - Aircraft Mechanic I | | 19.84 |
| 23022 - Aircraft Mechanic II | | 20.83 |
| 23023 - Aircraft Mechanic III | | 21.88 |
| 23040 - Aircraft Mechanic Helper | | 14.58 |
| 23050 - Aircraft, Painter | | 18.78 |
| 23060 - Aircraft Servicer | | 16.68 |
| 23080 - Aircraft Worker | | 17.72 |
| 23110 - Appliance Mechanic | | 16.52 |
| 23120 - Bicycle Repairer | | 10.21 |
| 23125 - Cable Splicer | | 24.52 |
| 23130 - Carpenter, Maintenance | | 15.59 |
| 23140 - Carpet Layer | | 15.84 |
| 23160 - Electrician, Maintenance | | 17.19 |
| 23181 - Electronics Technician Maintenance I | | 19.46 |
| 23182 - Electronics Technician Maintenance II | | 20.76 |
| 23183 - Electronics Technician Maintenance III | | 23.23 |

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| 23260 - Fabric Worker | 14.91 |
| 23290 - Fire Alarm System Mechanic | 17.03 |
| 23310 - Fire Extinguisher Repairer | 13.97 |
| 23311 - Fuel Distribution System Mechanic | 17.74 |
| 23312 - Fuel Distribution System Operator | 13.97 |
| 23370 - General Maintenance Worker | 15.03 |
| 23380 - Ground Support Equipment Mechanic | 19.84 |
| 23381 - Ground Support Equipment Servicer | 16.68 |
| 23382 - Ground Support Equipment Worker | 17.72 |
| 23391 - Gunsmith I | 15.53 |
| 23392 - Gunsmith II | 17.61 |
| 23393 - Gunsmith III | 19.72 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.82 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.76 |
| 23430 - Heavy Equipment Mechanic | 18.30 |
| 23440 - Heavy Equipment Operator | 14.76 |
| 23460 - Instrument Mechanic | 17.74 |
| 23465 - Laboratory/Shelter Mechanic | 18.67 |
| 23470 - Laborer | 9.31 |
| 23510 - Locksmith | 16.52 |
| 23530 - Machinery Maintenance Mechanic | 17.31 |
| 23550 - Machinist, Maintenance | 17.26 |
| 23580 - Maintenance Trades Helper | 10.82 |
| 23591 - Metrology Technician I | 17.74 |
| 23592 - Metrology Technician II | 18.67 |
| 23593 - Metrology Technician III | 19.60 |
| 23640 - Millwright | 18.87 |
| 23710 - Office Appliance Repairer | 16.76 |
| 23760 - Painter, Maintenance | 15.59 |
| 23790 - Pipefitter, Maintenance | 18.11 |
| 23810 - Plumber, Maintenance | 17.20 |
| 23820 - Pneudraulic Systems Mechanic | 17.74 |
| 23850 - Rigger | 17.74 |
| 23870 - Scale Mechanic | 15.84 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.45 |
| 23910 - Small Engine Mechanic | 15.84 |
| 23931 - Telecommunications Mechanic I | 21.44 |
| 23932 - Telecommunications Mechanic II | 22.52 |
| 23950 - Telephone Lineman | 16.91 |
| 23960 - Welder, Combination, Maintenance | 15.29 |
| 23965 - Well Driller | 17.74 |
| 23970 - Woodcraft Worker | 17.74 |
| 23980 - Woodworker | 13.97 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.06 |
| 24580 - Child Care Center Clerk | 13.83 |
| 24610 - Chore Aide | 9.10 |
| 24620 - Family Readiness And Support Services Coordinator | 13.70 |
| 24630 - Homemaker | 15.32 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.03 |
| 25040 - Sewage Plant Operator | 16.12 |
| 25070 - Stationary Engineer | 17.03 |
| 25190 - Ventilation Equipment Tender | 12.59 |
| 25210 - Water Treatment Plant Operator | 16.12 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.33 |
| 27007 - Baggage Inspector | 13.38 |
| 27008 - Corrections Officer | 16.85 |
| 27010 - Court Security Officer | 14.92 |

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| 27030 - Detection Dog Handler | 15.58 |
| 27040 - Detention Officer | 16.85 |
| 27070 - Firefighter | 15.68 |
| 27101 - Guard I | 13.38 |
| 27102 - Guard II | 15.58 |
| 27131 - Police Officer I | 16.23 |
| 27132 - Police Officer II | 18.04 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.34 |
| 28042 - Carnival Equipment Repairer | 10.68 |
| 28043 - Carnival Equipment Worker | 8.80 |
| 28210 - Gate Attendant/Gate Tender | 12.90 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.42 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.53 |
| 28515 - Recreation Specialist | 15.99 |
| 28630 - Sports Official | 11.49 |
| 28690 - Swimming Pool Operator | 17.09 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 15.84 |
| 29020 - Hatch Tender | 15.84 |
| 29030 - Line Handler | 15.84 |
| 29041 - Stevedore I | 14.91 |
| 29042 - Stevedore II | 16.78 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.68 |
| 30022 - Archeological Technician II | 17.53 |
| 30023 - Archeological Technician III | 21.72 |
| 30030 - Cartographic Technician | 21.72 |
| 30040 - Civil Engineering Technician | 20.50 |
| 30061 - Drafter/CAD Operator I | 15.68 |
| 30062 - Drafter/CAD Operator II | 17.53 |
| 30063 - Drafter/CAD Operator III | 19.55 |
| 30064 - Drafter/CAD Operator IV | 24.06 |
| 30081 - Engineering Technician I | 14.46 |
| 30082 - Engineering Technician II | 16.24 |
| 30083 - Engineering Technician III | 18.16 |
| 30084 - Engineering Technician IV | 27.52 |
| 30085 - Engineering Technician V | 33.30 |
| 30086 - Engineering Technician VI | 33.30 |
| 30090 - Environmental Technician | 21.72 |
| 30210 - Laboratory Technician | 18.48 |
| 30240 - Mathematical Technician | 21.72 |
| 30361 - Paralegal/Legal Assistant I | 17.48 |
| 30362 - Paralegal/Legal Assistant II | 21.65 |
| 30363 - Paralegal/Legal Assistant III | 26.49 |
| 30364 - Paralegal/Legal Assistant IV | 32.05 |
| 30390 - Photo-Optics Technician | 23.24 |
| 30461 - Technical Writer I | 19.51 |
| 30462 - Technical Writer II | 23.87 |
| 30463 - Technical Writer III | 28.88 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 20.94 |
| 30621 - Weather Observer, Senior (see 2) | 23.24 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |

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|---|-------|
| 31020 - Bus Aide | 10.27 |
| 31030 - Bus Driver | 13.72 |
| 31043 - Driver Courier | 11.99 |
| 31260 - Parking and Lot Attendant | 9.41 |
| 31290 - Shuttle Bus Driver | 12.77 |
| 31310 - Taxi Driver | 10.53 |
| 31361 - Truckdriver, Light | 12.77 |
| 31362 - Truckdriver, Medium | 13.62 |
| 31363 - Truckdriver, Heavy | 15.09 |
| 31364 - Truckdriver, Tractor-Trailer | 15.09 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.76 |
| 99050 - Desk Clerk | 10.10 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 9.50 |
| 99252 - Laboratory Animal Caretaker II | 10.21 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 12.98 |
| 99510 - Photofinishing Worker | 11.74 |
| 99710 - Recycling Laborer | 12.34 |
| 99711 - Recycling Specialist | 14.76 |
| 99730 - Refuse Collector | 11.59 |
| 99810 - Sales Clerk | 10.80 |
| 99820 - School Crossing Guard | 11.68 |
| 99830 - Survey Party Chief | 12.83 |
| 99831 - Surveying Aide | 9.09 |
| 99832 - Surveying Technician | 12.43 |
| 99840 - Vending Machine Attendant | 14.88 |
| 99841 - Vending Machine Repairer | 16.45 |
| 99842 - Vending Machine Repairer Helper | 14.88 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do

not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2139
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Georgia

Area: Georgia Counties of Baldwin, Bibb, Bleckley, Crawford, Crisp, Dodge, Dooley, Hancock, Houston, Jasper, Johnson, Jones, Lamar, Laurens, Macon, Monroe, Montgomery, Peach, Pike, Pulaski, Putnam, Telfair, Treutlen, Twiggs, Upson, Washington, Wheeler, Wilcox, Wilkinson

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.15 |
| 01012 - Accounting Clerk II | | 12.70 |
| 01013 - Accounting Clerk III | | 15.43 |
| 01020 - Administrative Assistant | | 17.56 |
| 01040 - Court Reporter | | 13.47 |
| 01051 - Data Entry Operator I | | 12.01 |
| 01052 - Data Entry Operator II | | 13.11 |
| 01060 - Dispatcher, Motor Vehicle | | 13.43 |
| 01070 - Document Preparation Clerk | | 10.78 |
| 01090 - Duplicating Machine Operator | | 10.78 |
| 01111 - General Clerk I | | 10.42 |
| 01112 - General Clerk II | | 11.37 |
| 01113 - General Clerk III | | 12.76 |
| 01120 - Housing Referral Assistant | | 16.01 |
| 01141 - Messenger Courier | | 10.86 |
| 01191 - Order Clerk I | | 11.98 |
| 01192 - Order Clerk II | | 13.69 |
| 01261 - Personnel Assistant (Employment) I | | 13.60 |
| 01262 - Personnel Assistant (Employment) II | | 15.00 |
| 01263 - Personnel Assistant (Employment) III | | 16.73 |
| 01270 - Production Control Clerk | | 19.94 |
| 01280 - Receptionist | | 11.08 |
| 01290 - Rental Clerk | | 12.09 |
| 01300 - Scheduler, Maintenance | | 12.10 |
| 01311 - Secretary I | | 12.10 |
| 01312 - Secretary II | | 13.47 |
| 01313 - Secretary III | | 16.01 |
| 01320 - Service Order Dispatcher | | 11.55 |
| 01410 - Supply Technician | | 17.56 |
| 01420 - Survey Worker | | 13.11 |
| 01531 - Travel Clerk I | | 11.07 |
| 01532 - Travel Clerk II | | 12.02 |
| 01533 - Travel Clerk III | | 12.98 |
| 01611 - Word Processor I | | 12.17 |
| 01612 - Word Processor II | | 13.41 |
| 01613 - Word Processor III | | 15.00 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 21.70 |
| 05010 - Automotive Electrician | | 17.65 |
| 05040 - Automotive Glass Installer | | 16.98 |
| 05070 - Automotive Worker | | 16.98 |
| 05110 - Mobile Equipment Servicer | | 15.63 |
| 05130 - Motor Equipment Metal Mechanic | | 18.36 |
| 05160 - Motor Equipment Metal Worker | | 16.98 |
| 05190 - Motor Vehicle Mechanic | | 17.40 |
| 05220 - Motor Vehicle Mechanic Helper | | 14.95 |
| 05250 - Motor Vehicle Upholstery Worker | | 16.30 |
| 05280 - Motor Vehicle Wrecker | | 16.98 |
| 05310 - Painter, Automotive | | 17.65 |
| 05340 - Radiator Repair Specialist | | 16.98 |
| 05370 - Tire Repairer | | 14.01 |
| 05400 - Transmission Repair Specialist | | 18.36 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 11.28 |
| 07041 - Cook I | | 8.41 |
| 07042 - Cook II | | 9.84 |
| 07070 - Dishwasher | | 7.25 |

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|--|-------|
| 07130 - Food Service Worker | 8.60 |
| 07210 - Meat Cutter | 13.23 |
| 07260 - Waiter/Waitress | 7.45 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.28 |
| 09040 - Furniture Handler | 12.35 |
| 09080 - Furniture Refinisher | 17.28 |
| 09090 - Furniture Refinisher Helper | 14.63 |
| 09110 - Furniture Repairer, Minor | 15.95 |
| 09130 - Upholsterer | 17.28 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.84 |
| 11060 - Elevator Operator | 8.95 |
| 11090 - Gardener | 13.56 |
| 11122 - Housekeeping Aide | 8.22 |
| 11150 - Janitor | 8.18 |
| 11210 - Laborer, Grounds Maintenance | 10.99 |
| 11240 - Maid or Houseman | 7.89 |
| 11260 - Pruner | 10.14 |
| 11270 - Tractor Operator | 12.40 |
| 11330 - Trail Maintenance Worker | 10.99 |
| 11360 - Window Cleaner | 9.22 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.17 |
| 12011 - Breath Alcohol Technician | 16.33 |
| 12012 - Certified Occupational Therapist Assistant | 22.40 |
| 12015 - Certified Physical Therapist Assistant | 25.63 |
| 12020 - Dental Assistant | 15.33 |
| 12025 - Dental Hygienist | 24.42 |
| 12030 - EKG Technician | 24.76 |
| 12035 - Electroneurodiagnostic Technologist | 24.76 |
| 12040 - Emergency Medical Technician | 13.17 |
| 12071 - Licensed Practical Nurse I | 14.60 |
| 12072 - Licensed Practical Nurse II | 16.33 |
| 12073 - Licensed Practical Nurse III | 18.21 |
| 12100 - Medical Assistant | 14.21 |
| 12130 - Medical Laboratory Technician | 16.13 |
| 12160 - Medical Record Clerk | 12.87 |
| 12190 - Medical Record Technician | 15.01 |
| 12195 - Medical Transcriptionist | 14.09 |
| 12210 - Nuclear Medicine Technologist | 35.89 |
| 12221 - Nursing Assistant I | 9.54 |
| 12222 - Nursing Assistant II | 10.77 |
| 12223 - Nursing Assistant III | 11.74 |
| 12224 - Nursing Assistant IV | 13.18 |
| 12235 - Optical Dispenser | 21.66 |
| 12236 - Optical Technician | 12.91 |
| 12250 - Pharmacy Technician | 13.63 |
| 12280 - Phlebotomist | 13.18 |
| 12305 - Radiologic Technologist | 22.80 |
| 12311 - Registered Nurse I | 23.44 |
| 12312 - Registered Nurse II | 28.67 |
| 12313 - Registered Nurse II, Specialist | 28.67 |
| 12314 - Registered Nurse III | 34.68 |
| 12315 - Registered Nurse III, Anesthetist | 34.68 |
| 12316 - Registered Nurse IV | 41.57 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.24 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.81 |
| 13012 - Exhibits Specialist II | 22.08 |
| 13013 - Exhibits Specialist III | 27.01 |
| 13041 - Illustrator I | 17.81 |
| 13042 - Illustrator II | 22.08 |

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| 13043 - Illustrator III | 27.01 |
| 13047 - Librarian | 24.61 |
| 13050 - Library Aide/Clerk | 11.97 |
| 13054 - Library Information Technology Systems Administrator | 22.65 |
| 13058 - Library Technician | 17.94 |
| 13061 - Media Specialist I | 15.93 |
| 13062 - Media Specialist II | 17.81 |
| 13063 - Media Specialist III | 19.87 |
| 13071 - Photographer I | 13.47 |
| 13072 - Photographer II | 17.09 |
| 13073 - Photographer III | 20.02 |
| 13074 - Photographer IV | 24.50 |
| 13075 - Photographer V | 29.66 |
| 13110 - Video Teleconference Technician | 16.04 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.53 |
| 14042 - Computer Operator II | 16.25 |
| 14043 - Computer Operator III | 18.71 |
| 14044 - Computer Operator IV | 21.28 |
| 14045 - Computer Operator V | 24.78 |
| 14071 - Computer Programmer I | 21.48 |
| 14072 - Computer Programmer II | 26.62 |
| 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 | 14.53 |
| 14160 - Personal Computer Support Technician | 22.40 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.04 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.91 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.31 |
| 15050 - Computer Based Training Specialist / Instructor | 29.61 |
| 15060 - Educational Technologist | 24.72 |
| 15070 - Flight Instructor (Pilot) | 37.31 |
| 15080 - Graphic Artist | 16.91 |
| 15090 - Technical Instructor | 20.87 |
| 15095 - Technical Instructor/Course Developer | 25.53 |
| 15110 - Test Proctor | 16.84 |
| 15120 - Tutor | 16.84 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.23 |
| 16030 - Counter Attendant | 8.23 |
| 16040 - Dry Cleaner | 9.63 |
| 16070 - Finisher, Flatwork, Machine | 8.23 |
| 16090 - Presser, Hand | 8.23 |
| 16110 - Presser, Machine, Drycleaning | 8.23 |
| 16130 - Presser, Machine, Shirts | 8.23 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.23 |
| 16190 - Sewing Machine Operator | 10.09 |
| 16220 - Tailor | 10.56 |
| 16250 - Washer, Machine | 8.71 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.54 |
| 19040 - Tool And Die Maker | 24.92 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.11 |
| 21030 - Material Coordinator | 20.57 |
| 21040 - Material Expediter | 20.57 |
| 21050 - Material Handling Laborer | 11.91 |
| 21071 - Order Filler | 10.84 |

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| 21080 - Production Line Worker (Food Processing) | 14.11 |
| 21110 - Shipping Packer | 12.22 |
| 21130 - Shipping/Receiving Clerk | 12.22 |
| 21140 - Store Worker I | 13.47 |
| 21150 - Stock Clerk | 16.73 |
| 21210 - Tools And Parts Attendant | 15.99 |
| 21410 - Warehouse Specialist | 15.99 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.55 |
| 23021 - Aircraft Mechanic I | 22.65 |
| 23022 - Aircraft Mechanic II | 23.55 |
| 23023 - Aircraft Mechanic III | 24.52 |
| 23040 - Aircraft Mechanic Helper | 18.45 |
| 23050 - Aircraft, Painter | 21.45 |
| 23060 - Aircraft Servicer | 20.12 |
| 23080 - Aircraft Worker | 20.94 |
| 23110 - Appliance Mechanic | 19.83 |
| 23120 - Bicycle Repairer | 14.01 |
| 23125 - Cable Splicer | 26.17 |
| 23130 - Carpenter, Maintenance | 18.03 |
| 23140 - Carpet Layer | 19.81 |
| 23160 - Electrician, Maintenance | 19.22 |
| 23181 - Electronics Technician Maintenance I | 21.40 |
| 23182 - Electronics Technician Maintenance II | 22.46 |
| 23183 - Electronics Technician Maintenance III | 23.33 |
| 23260 - Fabric Worker | 16.22 |
| 23290 - Fire Alarm System Mechanic | 18.52 |
| 23310 - Fire Extinguisher Repairer | 15.47 |
| 23311 - Fuel Distribution System Mechanic | 21.13 |
| 23312 - Fuel Distribution System Operator | 17.73 |
| 23370 - General Maintenance Worker | 16.96 |
| 23380 - Ground Support Equipment Mechanic | 22.65 |
| 23381 - Ground Support Equipment Servicer | 20.12 |
| 23382 - Ground Support Equipment Worker | 20.94 |
| 23391 - Gunsmith I | 15.47 |
| 23392 - Gunsmith II | 16.98 |
| 23393 - Gunsmith III | 18.52 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.95 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.90 |
| 23430 - Heavy Equipment Mechanic | 20.14 |
| 23440 - Heavy Equipment Operator | 16.10 |
| 23460 - Instrument Mechanic | 20.61 |
| 23465 - Laboratory/Shelter Mechanic | 17.76 |
| 23470 - Laborer | 10.96 |
| 23510 - Locksmith | 17.76 |
| 23530 - Machinery Maintenance Mechanic | 22.18 |
| 23550 - Machinist, Maintenance | 18.52 |
| 23580 - Maintenance Trades Helper | 14.64 |
| 23591 - Metrology Technician I | 20.61 |
| 23592 - Metrology Technician II | 21.65 |
| 23593 - Metrology Technician III | 22.73 |
| 23640 - Millwright | 22.52 |
| 23710 - Office Appliance Repairer | 16.53 |
| 23760 - Painter, Maintenance | 17.76 |
| 23790 - Pipefitter, Maintenance | 20.61 |
| 23810 - Plumber, Maintenance | 19.83 |
| 23820 - Pneudraulic Systems Mechanic | 18.52 |
| 23850 - Rigger | 18.52 |
| 23870 - Scale Mechanic | 16.98 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.36 |
| 23910 - Small Engine Mechanic | 16.69 |

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| 23931 - Telecommunications Mechanic I | 24.72 |
| 23932 - Telecommunications Mechanic II | 25.64 |
| 23950 - Telephone Lineman | 21.63 |
| 23960 - Welder, Combination, Maintenance | 18.52 |
| 23965 - Well Driller | 18.52 |
| 23970 - Woodcraft Worker | 18.52 |
| 23980 - Woodworker | 15.47 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.10 |
| 24580 - Child Care Center Clerk | 12.58 |
| 24610 - Chore Aide | 8.82 |
| 24620 - Family Readiness And Support Services Coordinator | 11.18 |
| 24630 - Homemaker | 13.66 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.48 |
| 25040 - Sewage Plant Operator | 17.43 |
| 25070 - Stationary Engineer | 22.48 |
| 25190 - Ventilation Equipment Tender | 15.26 |
| 25210 - Water Treatment Plant Operator | 17.43 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 12.21 |
| 27007 - Baggage Inspector | 11.17 |
| 27008 - Corrections Officer | 14.01 |
| 27010 - Court Security Officer | 15.25 |
| 27030 - Detection Dog Handler | 12.49 |
| 27040 - Detention Officer | 14.01 |
| 27070 - Firefighter | 15.25 |
| 27101 - Guard I | 11.17 |
| 27102 - Guard II | 12.49 |
| 27131 - Police Officer I | 16.73 |
| 27132 - Police Officer II | 18.58 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 8.61 |
| 28042 - Carnival Equipment Repairer | 8.99 |
| 28043 - Carnival Equipment Worker | 7.58 |
| 28210 - Gate Attendant/Gate Tender | 13.99 |
| 28310 - Lifeguard | 11.74 |
| 28350 - Park Attendant (Aide) | 15.64 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.42 |
| 28515 - Recreation Specialist | 15.64 |
| 28630 - Sports Official | 12.46 |
| 28690 - Swimming Pool Operator | 14.20 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.23 |
| 29020 - Hatch Tender | 20.23 |
| 29030 - Line Handler | 20.23 |
| 29041 - Stevedore I | 19.51 |
| 29042 - Stevedore II | 21.12 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.40 |
| 30022 - Archeological Technician II | 18.39 |
| 30023 - Archeological Technician III | 21.32 |
| 30030 - Cartographic Technician | 23.13 |
| 30040 - Civil Engineering Technician | 21.32 |
| 30061 - Drafter/CAD Operator I | 18.00 |
| 30062 - Drafter/CAD Operator II | 20.72 |
| 30063 - Drafter/CAD Operator III | 20.95 |
| 30064 - Drafter/CAD Operator IV | 23.60 |
| 30081 - Engineering Technician I | 14.47 |

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|---|---------------|
| 30082 - Engineering Technician II | 16.46 |
| 30083 - Engineering Technician III | 18.42 |
| 30084 - Engineering Technician IV | 22.50 |
| 30085 - Engineering Technician V | 27.52 |
| 30086 - Engineering Technician VI | 33.31 |
| 30090 - Environmental Technician | 22.26 |
| 30210 - Laboratory Technician | 20.95 |
| 30240 - Mathematical Technician | 21.32 |
| 30361 - Paralegal/Legal Assistant I | 17.65 |
| 30362 - Paralegal/Legal Assistant II | 21.88 |
| 30363 - Paralegal/Legal Assistant III | 26.76 |
| 30364 - Paralegal/Legal Assistant IV | 32.38 |
| 30390 - Photo-Optics Technician | 21.32 |
| 30461 - Technical Writer I | 21.32 |
| 30462 - Technical Writer II | 26.08 |
| 30463 - Technical Writer III | 31.55 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 20.25 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 21.32 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.29 |
| 31030 - Bus Driver | 14.03 |
| 31043 - Driver Courier | 13.52 |
| 31260 - Parking and Lot Attendant | 11.04 |
| 31290 - Shuttle Bus Driver | 14.31 |
| 31310 - Taxi Driver | 10.40 |
| 31361 - Truckdriver, Light | 14.31 |
| 31362 - Truckdriver, Medium | 15.10 |
| 31363 - Truckdriver, Heavy | 16.70 |
| 31364 - Truckdriver, Tractor-Trailer | 16.70 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.96 |
| 99050 - Desk Clerk | 8.76 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.22 |
| 99252 - Laboratory Animal Caretaker II | 11.80 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 14.91 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 11.36 |
| 99711 - Recycling Specialist | 14.18 |
| 99730 - Refuse Collector | 10.43 |
| 99810 - Sales Clerk | 11.45 |
| 99820 - School Crossing Guard | 9.65 |
| 99830 - Survey Party Chief | 16.92 |
| 99831 - Surveying Aide | 13.06 |
| 99832 - Surveying Technician | 15.39 |
| 99840 - Vending Machine Attendant | 17.18 |
| 99841 - Vending Machine Repairer | 19.53 |
| 99842 - Vending Machine Repairer Helper | 17.18 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2140
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Georgia

Area: Georgia Counties of Baldwin, Bibb, Bleckley, Crawford, Crisp, Dodge, Dooly, Hancock, Houston, Jasper, Johnson, Jones, Lamar, Laurens, Macon, Monroe, Montgomery, Peach, Pike, Pulaski, Putnam, Telfair, Treutlen, Twiggs, Upson, Washington, Wheeler, Wilcox, Wilkinson

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.15 |
| 01012 - Accounting Clerk II | | 12.70 |
| 01013 - Accounting Clerk III | | 15.43 |
| 01020 - Administrative Assistant | | 17.56 |
| 01040 - Court Reporter | | 13.47 |
| 01051 - Data Entry Operator I | | 12.01 |
| 01052 - Data Entry Operator II | | 13.11 |
| 01060 - Dispatcher, Motor Vehicle | | 13.43 |
| 01070 - Document Preparation Clerk | | 10.78 |
| 01090 - Duplicating Machine Operator | | 10.78 |
| 01111 - General Clerk I | | 10.42 |
| 01112 - General Clerk II | | 11.37 |
| 01113 - General Clerk III | | 12.76 |
| 01120 - Housing Referral Assistant | | 16.01 |
| 01141 - Messenger Courier | | 10.86 |
| 01191 - Order Clerk I | | 11.98 |
| 01192 - Order Clerk II | | 13.69 |
| 01261 - Personnel Assistant (Employment) I | | 13.60 |
| 01262 - Personnel Assistant (Employment) II | | 15.00 |
| 01263 - Personnel Assistant (Employment) III | | 16.73 |
| 01270 - Production Control Clerk | | 19.94 |
| 01280 - Receptionist | | 11.08 |
| 01290 - Rental Clerk | | 12.09 |
| 01300 - Scheduler, Maintenance | | 12.10 |
| 01311 - Secretary I | | 12.10 |
| 01312 - Secretary II | | 13.47 |
| 01313 - Secretary III | | 16.01 |
| 01320 - Service Order Dispatcher | | 11.55 |
| 01410 - Supply Technician | | 17.56 |
| 01420 - Survey Worker | | 13.11 |
| 01531 - Travel Clerk I | | 11.07 |
| 01532 - Travel Clerk II | | 12.02 |
| 01533 - Travel Clerk III | | 12.98 |
| 01611 - Word Processor I | | 12.17 |
| 01612 - Word Processor II | | 13.41 |

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| 01613 - Word Processor III | 15.00 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.70 |
| 05010 - Automotive Electrician | 17.65 |
| 05040 - Automotive Glass Installer | 16.98 |
| 05070 - Automotive Worker | 16.98 |
| 05110 - Mobile Equipment Servicer | 15.63 |
| 05130 - Motor Equipment Metal Mechanic | 18.36 |
| 05160 - Motor Equipment Metal Worker | 16.98 |
| 05190 - Motor Vehicle Mechanic | 17.40 |
| 05220 - Motor Vehicle Mechanic Helper | 14.95 |
| 05250 - Motor Vehicle Upholstery Worker | 16.30 |
| 05280 - Motor Vehicle Wrecker | 16.98 |
| 05310 - Painter, Automotive | 17.65 |
| 05340 - Radiator Repair Specialist | 16.98 |
| 05370 - Tire Repairer | 14.01 |
| 05400 - Transmission Repair Specialist | 18.36 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.28 |
| 07041 - Cook I | 8.41 |
| 07042 - Cook II | 9.84 |
| 07070 - Dishwasher | 7.25 |
| 07130 - Food Service Worker | 8.60 |
| 07210 - Meat Cutter | 13.23 |
| 07260 - Waiter/Waitress | 7.45 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.28 |
| 09040 - Furniture Handler | 12.35 |
| 09080 - Furniture Refinisher | 17.28 |
| 09090 - Furniture Refinisher Helper | 14.63 |
| 09110 - Furniture Repairer, Minor | 15.95 |
| 09130 - Upholsterer | 17.28 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.84 |
| 11060 - Elevator Operator | 8.95 |
| 11090 - Gardener | 13.56 |
| 11122 - Housekeeping Aide | 8.22 |
| 11150 - Janitor | 8.18 |
| 11210 - Laborer, Grounds Maintenance | 10.99 |
| 11240 - Maid or Houseman | 7.89 |
| 11260 - Pruner | 10.14 |
| 11270 - Tractor Operator | 12.40 |
| 11330 - Trail Maintenance Worker | 10.99 |
| 11360 - Window Cleaner | 9.22 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.17 |
| 12011 - Breath Alcohol Technician | 16.33 |
| 12012 - Certified Occupational Therapist Assistant | 22.40 |
| 12015 - Certified Physical Therapist Assistant | 25.63 |
| 12020 - Dental Assistant | 15.33 |
| 12025 - Dental Hygienist | 24.42 |
| 12030 - EKG Technician | 24.76 |
| 12035 - Electroneurodiagnostic Technologist | 24.76 |
| 12040 - Emergency Medical Technician | 13.17 |
| 12071 - Licensed Practical Nurse I | 14.60 |
| 12072 - Licensed Practical Nurse II | 16.33 |
| 12073 - Licensed Practical Nurse III | 18.21 |
| 12100 - Medical Assistant | 14.21 |
| 12130 - Medical Laboratory Technician | 16.13 |
| 12160 - Medical Record Clerk | 12.87 |
| 12190 - Medical Record Technician | 15.01 |
| 12195 - Medical Transcriptionist | 14.09 |
| 12210 - Nuclear Medicine Technologist | 35.89 |

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| 12221 - Nursing Assistant I | 9.54 |
| 12222 - Nursing Assistant II | 10.77 |
| 12223 - Nursing Assistant III | 11.74 |
| 12224 - Nursing Assistant IV | 13.18 |
| 12235 - Optical Dispenser | 21.66 |
| 12236 - Optical Technician | 12.91 |
| 12250 - Pharmacy Technician | 13.63 |
| 12280 - Phlebotomist | 13.18 |
| 12305 - Radiologic Technologist | 22.80 |
| 12311 - Registered Nurse I | 23.44 |
| 12312 - Registered Nurse II | 28.67 |
| 12313 - Registered Nurse II, Specialist | 28.67 |
| 12314 - Registered Nurse III | 34.68 |
| 12315 - Registered Nurse III, Anesthetist | 34.68 |
| 12316 - Registered Nurse IV | 41.57 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.24 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.81 |
| 13012 - Exhibits Specialist II | 22.08 |
| 13013 - Exhibits Specialist III | 27.01 |
| 13041 - Illustrator I | 17.81 |
| 13042 - Illustrator II | 22.08 |
| 13043 - Illustrator III | 27.01 |
| 13047 - Librarian | 24.61 |
| 13050 - Library Aide/Clerk | 11.97 |
| 13054 - Library Information Technology Systems Administrator | 22.65 |
| 13058 - Library Technician | 17.94 |
| 13061 - Media Specialist I | 15.93 |
| 13062 - Media Specialist II | 17.81 |
| 13063 - Media Specialist III | 19.87 |
| 13071 - Photographer I | 13.47 |
| 13072 - Photographer II | 17.09 |
| 13073 - Photographer III | 20.02 |
| 13074 - Photographer IV | 24.50 |
| 13075 - Photographer V | 29.66 |
| 13110 - Video Teleconference Technician | 16.04 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.53 |
| 14042 - Computer Operator II | 16.25 |
| 14043 - Computer Operator III | 18.71 |
| 14044 - Computer Operator IV | 21.28 |
| 14045 - Computer Operator V | 24.78 |
| 14071 - Computer Programmer I | 21.48 |
| 14072 - Computer Programmer II | 26.62 |
| 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 | 14.53 |
| 14160 - Personal Computer Support Technician | 22.40 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.04 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.91 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.31 |
| 15050 - Computer Based Training Specialist / Instructor | 29.61 |
| 15060 - Educational Technologist | 24.72 |
| 15070 - Flight Instructor (Pilot) | 37.31 |
| 15080 - Graphic Artist | 16.91 |
| 15090 - Technical Instructor | 20.87 |
| 15095 - Technical Instructor/Course Developer | 25.53 |
| 15110 - Test Proctor | 16.84 |

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| 15120 - Tutor | 16.84 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.23 |
| 16030 - Counter Attendant | 8.23 |
| 16040 - Dry Cleaner | 9.63 |
| 16070 - Finisher, Flatwork, Machine | 8.23 |
| 16090 - Presser, Hand | 8.23 |
| 16110 - Presser, Machine, Drycleaning | 8.23 |
| 16130 - Presser, Machine, Shirts | 8.23 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.23 |
| 16190 - Sewing Machine Operator | 10.09 |
| 16220 - Tailor | 10.56 |
| 16250 - Washer, Machine | 8.71 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.54 |
| 19040 - Tool And Die Maker | 24.92 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.11 |
| 21030 - Material Coordinator | 20.57 |
| 21040 - Material Expediter | 20.57 |
| 21050 - Material Handling Laborer | 11.91 |
| 21071 - Order Filler | 10.84 |
| 21080 - Production Line Worker (Food Processing) | 14.11 |
| 21110 - Shipping Packer | 12.22 |
| 21130 - Shipping/Receiving Clerk | 12.22 |
| 21140 - Store Worker I | 13.47 |
| 21150 - Stock Clerk | 16.73 |
| 21210 - Tools And Parts Attendant | 15.99 |
| 21410 - Warehouse Specialist | 15.99 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.55 |
| 23021 - Aircraft Mechanic I | 22.65 |
| 23022 - Aircraft Mechanic II | 23.55 |
| 23023 - Aircraft Mechanic III | 24.52 |
| 23040 - Aircraft Mechanic Helper | 18.45 |
| 23050 - Aircraft, Painter | 21.45 |
| 23060 - Aircraft Servicer | 20.12 |
| 23080 - Aircraft Worker | 20.94 |
| 23110 - Appliance Mechanic | 19.83 |
| 23120 - Bicycle Repairer | 14.01 |
| 23125 - Cable Splicer | 26.17 |
| 23130 - Carpenter, Maintenance | 18.03 |
| 23140 - Carpet Layer | 19.81 |
| 23160 - Electrician, Maintenance | 19.22 |
| 23181 - Electronics Technician Maintenance I | 21.40 |
| 23182 - Electronics Technician Maintenance II | 22.46 |
| 23183 - Electronics Technician Maintenance III | 23.33 |
| 23260 - Fabric Worker | 16.22 |
| 23290 - Fire Alarm System Mechanic | 18.52 |
| 23310 - Fire Extinguisher Repairer | 15.47 |
| 23311 - Fuel Distribution System Mechanic | 21.13 |
| 23312 - Fuel Distribution System Operator | 17.73 |
| 23370 - General Maintenance Worker | 16.96 |
| 23380 - Ground Support Equipment Mechanic | 22.65 |
| 23381 - Ground Support Equipment Servicer | 20.12 |
| 23382 - Ground Support Equipment Worker | 20.94 |
| 23391 - Gunsmith I | 15.47 |
| 23392 - Gunsmith II | 16.98 |
| 23393 - Gunsmith III | 18.52 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.95 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.90 |

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| 23430 - Heavy Equipment Mechanic | 20.14 |
| 23440 - Heavy Equipment Operator | 16.10 |
| 23460 - Instrument Mechanic | 20.61 |
| 23465 - Laboratory/Shelter Mechanic | 17.76 |
| 23470 - Laborer | 10.96 |
| 23510 - Locksmith | 17.76 |
| 23530 - Machinery Maintenance Mechanic | 22.18 |
| 23550 - Machinist, Maintenance | 18.52 |
| 23580 - Maintenance Trades Helper | 14.64 |
| 23591 - Metrology Technician I | 20.61 |
| 23592 - Metrology Technician II | 21.65 |
| 23593 - Metrology Technician III | 22.73 |
| 23640 - Millwright | 22.52 |
| 23710 - Office Appliance Repairer | 16.53 |
| 23760 - Painter, Maintenance | 17.76 |
| 23790 - Pipefitter, Maintenance | 20.61 |
| 23810 - Plumber, Maintenance | 19.83 |
| 23820 - Pneudraulic Systems Mechanic | 18.52 |
| 23850 - Rigger | 18.52 |
| 23870 - Scale Mechanic | 16.98 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.36 |
| 23910 - Small Engine Mechanic | 16.69 |
| 23931 - Telecommunications Mechanic I | 24.72 |
| 23932 - Telecommunications Mechanic II | 25.64 |
| 23950 - Telephone Lineman | 21.63 |
| 23960 - Welder, Combination, Maintenance | 18.52 |
| 23965 - Well Driller | 18.52 |
| 23970 - Woodcraft Worker | 18.52 |
| 23980 - Woodworker | 15.47 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.10 |
| 24580 - Child Care Center Clerk | 12.58 |
| 24610 - Chore Aide | 8.82 |
| 24620 - Family Readiness And Support Services Coordinator | 11.18 |
| 24630 - Homemaker | 13.66 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.48 |
| 25040 - Sewage Plant Operator | 17.43 |
| 25070 - Stationary Engineer | 22.48 |
| 25190 - Ventilation Equipment Tender | 15.26 |
| 25210 - Water Treatment Plant Operator | 17.43 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 12.21 |
| 27007 - Baggage Inspector | 11.17 |
| 27008 - Corrections Officer | 14.01 |
| 27010 - Court Security Officer | 15.25 |
| 27030 - Detection Dog Handler | 12.49 |
| 27040 - Detention Officer | 14.01 |
| 27070 - Firefighter | 15.25 |
| 27101 - Guard I | 11.17 |
| 27102 - Guard II | 12.49 |
| 27131 - Police Officer I | 16.73 |
| 27132 - Police Officer II | 18.58 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 8.61 |
| 28042 - Carnival Equipment Repairer | 8.99 |
| 28043 - Carnival Equipment Worker | 7.58 |
| 28210 - Gate Attendant/Gate Tender | 13.99 |
| 28310 - Lifeguard | 11.74 |
| 28350 - Park Attendant (Aide) | 15.64 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.42 |
| 28515 - Recreation Specialist | 15.64 |

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| 28630 - Sports Official | 12.46 |
| 28690 - Swimming Pool Operator | 14.20 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.23 |
| 29020 - Hatch Tender | 20.23 |
| 29030 - Line Handler | 20.23 |
| 29041 - Stevedore I | 19.51 |
| 29042 - Stevedore II | 21.12 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.40 |
| 30022 - Archeological Technician II | 18.39 |
| 30023 - Archeological Technician III | 21.32 |
| 30030 - Cartographic Technician | 23.13 |
| 30040 - Civil Engineering Technician | 21.32 |
| 30061 - Drafter/CAD Operator I | 18.00 |
| 30062 - Drafter/CAD Operator II | 20.72 |
| 30063 - Drafter/CAD Operator III | 20.95 |
| 30064 - Drafter/CAD Operator IV | 23.60 |
| 30081 - Engineering Technician I | 14.47 |
| 30082 - Engineering Technician II | 16.46 |
| 30083 - Engineering Technician III | 18.42 |
| 30084 - Engineering Technician IV | 22.50 |
| 30085 - Engineering Technician V | 27.52 |
| 30086 - Engineering Technician VI | 33.31 |
| 30090 - Environmental Technician | 22.26 |
| 30210 - Laboratory Technician | 20.95 |
| 30240 - Mathematical Technician | 21.32 |
| 30361 - Paralegal/Legal Assistant I | 17.65 |
| 30362 - Paralegal/Legal Assistant II | 21.88 |
| 30363 - Paralegal/Legal Assistant III | 26.76 |
| 30364 - Paralegal/Legal Assistant IV | 32.38 |
| 30390 - Photo-Optics Technician | 21.32 |
| 30461 - Technical Writer I | 21.32 |
| 30462 - Technical Writer II | 26.08 |
| 30463 - Technical Writer III | 31.55 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 20.25 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 21.32 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.29 |
| 31030 - Bus Driver | 14.03 |
| 31043 - Driver Courier | 13.52 |
| 31260 - Parking and Lot Attendant | 11.04 |
| 31290 - Shuttle Bus Driver | 14.31 |
| 31310 - Taxi Driver | 10.40 |
| 31361 - Truckdriver, Light | 14.31 |
| 31362 - Truckdriver, Medium | 15.10 |
| 31363 - Truckdriver, Heavy | 16.70 |
| 31364 - Truckdriver, Tractor-Trailer | 16.70 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.96 |
| 99050 - Desk Clerk | 8.76 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.22 |
| 99252 - Laboratory Animal Caretaker II | 11.80 |

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| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 14.91 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 11.36 |
| 99711 - Recycling Specialist | 14.18 |
| 99730 - Refuse Collector | 10.43 |
| 99810 - Sales Clerk | 11.45 |
| 99820 - School Crossing Guard | 9.65 |
| 99830 - Survey Party Chief | 16.92 |
| 99831 - Surveying Aide | 13.06 |
| 99832 - Surveying Technician | 15.39 |
| 99840 - Vending Machine Attendant | 17.18 |
| 99841 - Vending Machine Repairer | 19.53 |
| 99842 - Vending Machine Repairer Helper | 17.18 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at

<http://wdo1.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2141
Revision No.: 15
Date Of Last Revision: 07/25/2014

States: Georgia, South Carolina

Area: Georgia Counties of Appling, Bacon, Bryan, Bulloch, Candler, Chatham, Effingham, Evans, Jeff Davis, Liberty, Long, McIntosh, Screven, Tattnall, Toombs, Wayne

South Carolina Counties of Hampton, Jasper

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.94 |
| 01012 - Accounting Clerk II | | 13.40 |
| 01013 - Accounting Clerk III | | 14.99 |
| 01020 - Administrative Assistant | | 16.85 |
| 01040 - Court Reporter | | 13.33 |
| 01051 - Data Entry Operator I | | 10.82 |
| 01052 - Data Entry Operator II | | 12.82 |
| 01060 - Dispatcher, Motor Vehicle | | 18.34 |
| 01070 - Document Preparation Clerk | | 11.45 |

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| 01090 - Duplicating Machine Operator | 11.45 |
| 01111 - General Clerk I | 10.83 |
| 01112 - General Clerk II | 11.82 |
| 01113 - General Clerk III | 13.26 |
| 01120 - Housing Referral Assistant | 14.86 |
| 01141 - Messenger Courier | 10.37 |
| 01191 - Order Clerk I | 10.77 |
| 01192 - Order Clerk II | 12.93 |
| 01261 - Personnel Assistant (Employment) I | 17.24 |
| 01262 - Personnel Assistant (Employment) II | 20.67 |
| 01263 - Personnel Assistant (Employment) III | 24.58 |
| 01270 - Production Control Clerk | 23.11 |
| 01280 - Receptionist | 10.70 |
| 01290 - Rental Clerk | 11.58 |
| 01300 - Scheduler, Maintenance | 11.91 |
| 01311 - Secretary I | 11.91 |
| 01312 - Secretary II | 13.33 |
| 01313 - Secretary III | 14.86 |
| 01320 - Service Order Dispatcher | 14.92 |
| 01410 - Supply Technician | 16.85 |
| 01420 - Survey Worker | 13.73 |
| 01531 - Travel Clerk I | 12.02 |
| 01532 - Travel Clerk II | 12.84 |
| 01533 - Travel Clerk III | 13.86 |
| 01611 - Word Processor I | 11.68 |
| 01612 - Word Processor II | 13.13 |
| 01613 - Word Processor III | 14.69 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.50 |
| 05010 - Automotive Electrician | 16.31 |
| 05040 - Automotive Glass Installer | 15.44 |
| 05070 - Automotive Worker | 15.75 |
| 05110 - Mobile Equipment Servicer | 13.74 |
| 05130 - Motor Equipment Metal Mechanic | 17.21 |
| 05160 - Motor Equipment Metal Worker | 15.44 |
| 05190 - Motor Vehicle Mechanic | 17.21 |
| 05220 - Motor Vehicle Mechanic Helper | 12.88 |
| 05250 - Motor Vehicle Upholstery Worker | 14.61 |
| 05280 - Motor Vehicle Wrecker | 15.44 |
| 05310 - Painter, Automotive | 16.31 |
| 05340 - Radiator Repair Specialist | 15.44 |
| 05370 - Tire Repairer | 10.86 |
| 05400 - Transmission Repair Specialist | 17.21 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.67 |
| 07041 - Cook I | 9.98 |
| 07042 - Cook II | 11.40 |
| 07070 - Dishwasher | 8.40 |
| 07130 - Food Service Worker | 9.69 |
| 07210 - Meat Cutter | 13.03 |
| 07260 - Waiter/Waitress | 9.39 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.52 |
| 09040 - Furniture Handler | 12.95 |
| 09080 - Furniture Refinisher | 20.14 |
| 09090 - Furniture Refinisher Helper | 15.40 |
| 09110 - Furniture Repairer, Minor | 17.71 |
| 09130 - Upholsterer | 20.14 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.63 |
| 11060 - Elevator Operator | 9.58 |
| 11090 - Gardener | 13.28 |
| 11122 - Housekeeping Aide | 9.58 |

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| 11150 - Janitor | 9.58 |
| 11210 - Laborer, Grounds Maintenance | 10.84 |
| 11240 - Maid or Houseman | 8.20 |
| 11260 - Pruner | 10.78 |
| 11270 - Tractor Operator | 12.46 |
| 11330 - Trail Maintenance Worker | 10.84 |
| 11360 - Window Cleaner | 10.44 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.67 |
| 12011 - Breath Alcohol Technician | 16.08 |
| 12012 - Certified Occupational Therapist Assistant | 22.06 |
| 12015 - Certified Physical Therapist Assistant | 22.06 |
| 12020 - Dental Assistant | 14.09 |
| 12025 - Dental Hygienist | 32.84 |
| 12030 - EKG Technician | 22.85 |
| 12035 - Electroneurodiagnostic Technologist | 22.85 |
| 12040 - Emergency Medical Technician | 15.67 |
| 12071 - Licensed Practical Nurse I | 14.37 |
| 12072 - Licensed Practical Nurse II | 16.08 |
| 12073 - Licensed Practical Nurse III | 17.93 |
| 12100 - Medical Assistant | 12.64 |
| 12130 - Medical Laboratory Technician | 13.46 |
| 12160 - Medical Record Clerk | 13.31 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 16.94 |
| 12210 - Nuclear Medicine Technologist | 35.33 |
| 12221 - Nursing Assistant I | 10.09 |
| 12222 - Nursing Assistant II | 11.34 |
| 12223 - Nursing Assistant III | 12.38 |
| 12224 - Nursing Assistant IV | 13.89 |
| 12235 - Optical Dispenser | 17.75 |
| 12236 - Optical Technician | 13.41 |
| 12250 - Pharmacy Technician | 15.16 |
| 12280 - Phlebotomist | 13.89 |
| 12305 - Radiologic Technologist | 22.50 |
| 12311 - Registered Nurse I | 22.85 |
| 12312 - Registered Nurse II | 27.94 |
| 12313 - Registered Nurse II, Specialist | 27.94 |
| 12314 - Registered Nurse III | 33.07 |
| 12315 - Registered Nurse III, Anesthetist | 33.80 |
| 12316 - Registered Nurse IV | 39.40 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.92 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.60 |
| 13012 - Exhibits Specialist II | 24.29 |
| 13013 - Exhibits Specialist III | 29.71 |
| 13041 - Illustrator I | 19.60 |
| 13042 - Illustrator II | 24.29 |
| 13043 - Illustrator III | 29.71 |
| 13047 - Librarian | 26.89 |
| 13050 - Library Aide/Clerk | 12.62 |
| 13054 - Library Information Technology Systems Administrator | 24.29 |
| 13058 - Library Technician | 17.42 |
| 13061 - Media Specialist I | 17.52 |
| 13062 - Media Specialist II | 19.60 |
| 13063 - Media Specialist III | 21.86 |
| 13071 - Photographer I | 15.24 |
| 13072 - Photographer II | 17.12 |
| 13073 - Photographer III | 21.04 |
| 13074 - Photographer IV | 25.73 |
| 13075 - Photographer V | 31.13 |
| 13110 - Video Teleconference Technician | 17.52 |

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| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.48 |
| 14042 - Computer Operator II | 17.25 |
| 14043 - Computer Operator III | 21.23 |
| 14044 - Computer Operator IV | 23.62 |
| 14045 - Computer Operator V | 26.13 |
| 14071 - Computer Programmer I | (see 2) 20.15 |
| 14072 - Computer Programmer II | (see 2) 26.57 |
| 14073 - Computer Programmer III | (see 2) |
| 14074 - Computer Programmer IV | (see 2) |
| 14101 - Computer Systems Analyst I | (see 2) |
| 14102 - Computer Systems Analyst II | (see 2) |
| 14103 - Computer Systems Analyst III | (see 2) |
| 14150 - Peripheral Equipment Operator | 15.48 |
| 14160 - Personal Computer Support Technician | 23.62 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.92 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.99 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.11 |
| 15050 - Computer Based Training Specialist / Instructor | 28.92 |
| 15060 - Educational Technologist | 24.24 |
| 15070 - Flight Instructor (Pilot) | 41.11 |
| 15080 - Graphic Artist | 24.84 |
| 15090 - Technical Instructor | 21.66 |
| 15095 - Technical Instructor/Course Developer | 26.49 |
| 15110 - Test Proctor | 17.47 |
| 15120 - Tutor | 17.47 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.67 |
| 16030 - Counter Attendant | 8.67 |
| 16040 - Dry Cleaner | 10.52 |
| 16070 - Finisher, Flatwork, Machine | 8.67 |
| 16090 - Presser, Hand | 8.67 |
| 16110 - Presser, Machine, Drycleaning | 8.67 |
| 16130 - Presser, Machine, Shirts | 8.67 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.67 |
| 16190 - Sewing Machine Operator | 11.17 |
| 16220 - Tailor | 11.83 |
| 16250 - Washer, Machine | 9.17 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.57 |
| 19040 - Tool And Die Maker | 22.49 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.30 |
| 21030 - Material Coordinator | 23.11 |
| 21040 - Material Expediter | 23.11 |
| 21050 - Material Handling Laborer | 14.26 |
| 21071 - Order Filler | 12.65 |
| 21080 - Production Line Worker (Food Processing) | 15.30 |
| 21110 - Shipping Packer | 15.62 |
| 21130 - Shipping/Receiving Clerk | 15.62 |
| 21140 - Store Worker I | 11.72 |
| 21150 - Stock Clerk | 15.90 |
| 21210 - Tools And Parts Attendant | 15.30 |
| 21410 - Warehouse Specialist | 15.30 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.07 |
| 23021 - Aircraft Mechanic I | 22.92 |
| 23022 - Aircraft Mechanic II | 24.07 |
| 23023 - Aircraft Mechanic III | 25.27 |
| 23040 - Aircraft Mechanic Helper | 17.16 |
| 23050 - Aircraft, Painter | 21.75 |
| 23060 - Aircraft Servicer | 19.45 |

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| 23080 - Aircraft Worker | 20.56 |
| 23110 - Appliance Mechanic | 18.50 |
| 23120 - Bicycle Repairer | 13.66 |
| 23125 - Cable Splicer | 20.30 |
| 23130 - Carpenter, Maintenance | 16.38 |
| 23140 - Carpet Layer | 17.58 |
| 23160 - Electrician, Maintenance | 21.23 |
| 23181 - Electronics Technician Maintenance I | 21.54 |
| 23182 - Electronics Technician Maintenance II | 22.76 |
| 23183 - Electronics Technician Maintenance III | 24.04 |
| 23260 - Fabric Worker | 16.33 |
| 23290 - Fire Alarm System Mechanic | 19.62 |
| 23310 - Fire Extinguisher Repairer | 15.17 |
| 23311 - Fuel Distribution System Mechanic | 18.45 |
| 23312 - Fuel Distribution System Operator | 14.70 |
| 23370 - General Maintenance Worker | 15.94 |
| 23380 - Ground Support Equipment Mechanic | 22.92 |
| 23381 - Ground Support Equipment Servicer | 19.45 |
| 23382 - Ground Support Equipment Worker | 20.56 |
| 23391 - Gunsmith I | 15.17 |
| 23392 - Gunsmith II | 17.58 |
| 23393 - Gunsmith III | 19.62 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.62 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.62 |
| 23430 - Heavy Equipment Mechanic | 22.69 |
| 23440 - Heavy Equipment Operator | 19.62 |
| 23460 - Instrument Mechanic | 21.25 |
| 23465 - Laboratory/Shelter Mechanic | 18.57 |
| 23470 - Laborer | 14.26 |
| 23510 - Locksmith | 18.57 |
| 23530 - Machinery Maintenance Mechanic | 23.45 |
| 23550 - Machinist, Maintenance | 22.08 |
| 23580 - Maintenance Trades Helper | 13.28 |
| 23591 - Metrology Technician I | 21.25 |
| 23592 - Metrology Technician II | 22.32 |
| 23593 - Metrology Technician III | 23.43 |
| 23640 - Millwright | 20.82 |
| 23710 - Office Appliance Repairer | 19.44 |
| 23760 - Painter, Maintenance | 18.57 |
| 23790 - Pipefitter, Maintenance | 19.62 |
| 23810 - Plumber, Maintenance | 18.57 |
| 23820 - Pneudraulic Systems Mechanic | 19.62 |
| 23850 - Rigger | 19.62 |
| 23870 - Scale Mechanic | 17.58 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.62 |
| 23910 - Small Engine Mechanic | 17.58 |
| 23931 - Telecommunications Mechanic I | 23.83 |
| 23932 - Telecommunications Mechanic II | 25.05 |
| 23950 - Telephone Lineman | 20.38 |
| 23960 - welder, Combination, Maintenance | 18.65 |
| 23965 - well Driller | 19.62 |
| 23970 - Woodcraft Worker | 19.62 |
| 23980 - Woodworker | 15.17 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.31 |
| 24580 - Child Care Center Clerk | 12.75 |
| 24610 - Chore Aide | 9.45 |
| 24620 - Family Readiness And Support Services Coordinator | 12.85 |
| 24630 - Homemaker | 14.19 |
| 25000 - Plant And System Operations Occupations | |

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| 25010 - Boiler Tender | 21.46 |
| 25040 - Sewage Plant Operator | 16.82 |
| 25070 - Stationary Engineer | 21.46 |
| 25190 - Ventilation Equipment Tender | 14.20 |
| 25210 - Water Treatment Plant Operator | 16.82 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.01 |
| 27007 - Baggage Inspector | 10.55 |
| 27008 - Corrections Officer | 17.25 |
| 27010 - Court Security Officer | 17.41 |
| 27030 - Detection Dog Handler | 13.87 |
| 27040 - Detention Officer | 17.25 |
| 27070 - Firefighter | 17.11 |
| 27101 - Guard I | 10.55 |
| 27102 - Guard II | 13.87 |
| 27131 - Police Officer I | 17.71 |
| 27132 - Police Officer II | 19.68 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.84 |
| 28042 - Carnival Equipment Repairer | 11.56 |
| 28043 - Carnival Equipment Worker | 8.70 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |
| 28310 - Lifeguard | 11.59 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.82 |
| 28515 - Recreation Specialist | 15.61 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 14.35 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.94 |
| 29020 - Hatch Tender | 18.94 |
| 29030 - Line Handler | 18.94 |
| 29041 - Stevedore I | 17.59 |
| 29042 - Stevedore II | 20.00 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 1) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 1) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 1) | 27.16 |
| 30021 - Archeological Technician I | 16.69 |
| 30022 - Archeological Technician II | 18.67 |
| 30023 - Archeological Technician III | 23.13 |
| 30030 - Cartographic Technician | 22.77 |
| 30040 - Civil Engineering Technician | 21.31 |
| 30061 - Drafter/CAD Operator I | 16.69 |
| 30062 - Drafter/CAD Operator II | 18.67 |
| 30063 - Drafter/CAD Operator III | 20.82 |
| 30064 - Drafter/CAD Operator IV | 25.61 |
| 30081 - Engineering Technician I | 15.31 |
| 30082 - Engineering Technician II | 17.18 |
| 30083 - Engineering Technician III | 19.22 |
| 30084 - Engineering Technician IV | 23.78 |
| 30085 - Engineering Technician V | 29.14 |
| 30086 - Engineering Technician VI | 25.35 |
| 30090 - Environmental Technician | 22.79 |
| 30210 - Laboratory Technician | 20.97 |
| 30240 - Mathematical Technician | 23.13 |
| 30361 - Paralegal/Legal Assistant I | 18.28 |
| 30362 - Paralegal/Legal Assistant II | 22.66 |
| 30363 - Paralegal/Legal Assistant III | 26.08 |
| 30364 - Paralegal/Legal Assistant IV | 31.56 |
| 30390 - Photo-Optics Technician | 23.14 |
| 30461 - Technical Writer I | 23.13 |
| 30462 - Technical Writer II | 28.30 |

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| 30463 - Technical Writer III | 34.24 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 1) 20.82 |
| 30621 - Weather Observer, Senior | (see 1) 23.13 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.24 |
| 31030 - Bus Driver | 14.05 |
| 31043 - Driver Courier | 13.68 |
| 31260 - Parking and Lot Attendant | 9.21 |
| 31290 - Shuttle Bus Driver | 13.68 |
| 31310 - Taxi Driver | 10.86 |
| 31361 - Truckdriver, Light | 13.68 |
| 31362 - Truckdriver, Medium | 14.55 |
| 31363 - Truckdriver, Heavy | 18.76 |
| 31364 - Truckdriver, Tractor-Trailer | 18.76 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.11 |
| 99050 - Desk Clerk | 9.12 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.15 |
| 99252 - Laboratory Animal Caretaker II | 11.72 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 14.40 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.65 |
| 99711 - Recycling Specialist | 16.17 |
| 99730 - Refuse Collector | 12.67 |
| 99810 - Sales Clerk | 11.19 |
| 99820 - School Crossing Guard | 11.23 |
| 99830 - Survey Party Chief | 18.50 |
| 99831 - Surveying Aide | 11.56 |
| 99832 - Surveying Technician | 15.85 |
| 99840 - Vending Machine Attendant | 11.62 |
| 99841 - Vending Machine Repairer | 13.94 |
| 99842 - Vending Machine Repairer Helper | 11.62 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

2) 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).

1) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2142
Revision No.: 15
Date of Last Revision: 07/25/2014

States: Georgia, South Carolina

Area: Georgia Counties of Appling, Bacon, Bryan, Bulloch, Candler, Chatham, Effingham, Evans, Jeff Davis, Liberty, Long, McIntosh, Screven, Tattnall, Toombs, Wayne

South Carolina Counties of Hampton, Jasper

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.94 |
| 01012 - Accounting Clerk II | | 13.40 |
| 01013 - Accounting Clerk III | | 14.99 |
| 01020 - Administrative Assistant | | 16.85 |
| 01040 - Court Reporter | | 13.33 |
| 01051 - Data Entry Operator I | | 10.82 |
| 01052 - Data Entry Operator II | | 12.82 |
| 01060 - Dispatcher, Motor Vehicle | | 18.34 |
| 01070 - Document Preparation Clerk | | 11.45 |
| 01090 - Duplicating Machine Operator | | 11.45 |
| 01111 - General Clerk I | | 10.83 |
| 01112 - General Clerk II | | 11.82 |
| 01113 - General Clerk III | | 13.26 |
| 01120 - Housing Referral Assistant | | 14.86 |
| 01141 - Messenger Courier | | 10.37 |
| 01191 - Order Clerk I | | 10.77 |
| 01192 - Order Clerk II | | 12.93 |
| 01261 - Personnel Assistant (Employment) I | | 17.24 |
| 01262 - Personnel Assistant (Employment) II | | 20.67 |
| 01263 - Personnel Assistant (Employment) III | | 24.58 |
| 01270 - Production Control Clerk | | 23.11 |
| 01280 - Receptionist | | 10.70 |
| 01290 - Rental Clerk | | 11.58 |
| 01300 - Scheduler, Maintenance | | 11.91 |
| 01311 - Secretary I | | 11.91 |
| 01312 - Secretary II | | 13.33 |
| 01313 - Secretary III | | 14.86 |
| 01320 - Service Order Dispatcher | | 14.92 |
| 01410 - Supply Technician | | 16.85 |
| 01420 - Survey Worker | | 13.73 |
| 01531 - Travel Clerk I | | 12.02 |
| 01532 - Travel Clerk II | | 12.84 |
| 01533 - Travel Clerk III | | 13.86 |
| 01611 - Word Processor I | | 11.68 |
| 01612 - Word Processor II | | 13.13 |
| 01613 - Word Processor III | | 14.69 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 20.50 |
| 05010 - Automotive Electrician | | 16.31 |
| 05040 - Automotive Glass Installer | | 15.44 |
| 05070 - Automotive Worker | | 15.75 |
| 05110 - Mobile Equipment Servicer | | 13.74 |
| 05130 - Motor Equipment Metal Mechanic | | 17.21 |
| 05160 - Motor Equipment Metal Worker | | 15.44 |
| 05190 - Motor Vehicle Mechanic | | 17.21 |
| 05220 - Motor Vehicle Mechanic Helper | | 12.88 |
| 05250 - Motor Vehicle Upholstery Worker | | 14.61 |
| 05280 - Motor Vehicle Wrecker | | 15.44 |
| 05310 - Painter, Automotive | | 16.31 |

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| 05340 - Radiator Repair Specialist | 15.44 |
| 05370 - Tire Repairer | 10.86 |
| 05400 - Transmission Repair Specialist | 17.21 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.67 |
| 07041 - Cook I | 9.98 |
| 07042 - Cook II | 11.40 |
| 07070 - Dishwasher | 8.40 |
| 07130 - Food Service Worker | 9.69 |
| 07210 - Meat Cutter | 13.03 |
| 07260 - Waiter/Waitress | 9.39 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.52 |
| 09040 - Furniture Handler | 12.95 |
| 09080 - Furniture Refinisher | 20.14 |
| 09090 - Furniture Refinisher Helper | 15.40 |
| 09110 - Furniture Repairer, Minor | 17.71 |
| 09130 - Upholsterer | 20.14 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.63 |
| 11060 - Elevator Operator | 9.58 |
| 11090 - Gardener | 13.28 |
| 11122 - Housekeeping Aide | 9.58 |
| 11150 - Janitor | 9.58 |
| 11210 - Laborer, Grounds Maintenance | 10.84 |
| 11240 - Maid or Houseman | 8.20 |
| 11260 - Pruner | 10.78 |
| 11270 - Tractor Operator | 12.46 |
| 11330 - Trail Maintenance Worker | 10.84 |
| 11360 - Window Cleaner | 10.44 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.67 |
| 12011 - Breath Alcohol Technician | 16.08 |
| 12012 - Certified Occupational Therapist Assistant | 22.06 |
| 12015 - Certified Physical Therapist Assistant | 22.06 |
| 12020 - Dental Assistant | 14.09 |
| 12025 - Dental Hygienist | 32.84 |
| 12030 - EKG Technician | 22.85 |
| 12035 - Electroneurodiagnostic Technologist | 22.85 |
| 12040 - Emergency Medical Technician | 15.67 |
| 12071 - Licensed Practical Nurse I | 14.37 |
| 12072 - Licensed Practical Nurse II | 16.08 |
| 12073 - Licensed Practical Nurse III | 17.93 |
| 12100 - Medical Assistant | 12.64 |
| 12130 - Medical Laboratory Technician | 13.46 |
| 12160 - Medical Record Clerk | 13.31 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 16.94 |
| 12210 - Nuclear Medicine Technologist | 35.33 |
| 12221 - Nursing Assistant I | 10.09 |
| 12222 - Nursing Assistant II | 11.34 |
| 12223 - Nursing Assistant III | 12.38 |
| 12224 - Nursing Assistant IV | 13.89 |
| 12235 - Optical Dispenser | 17.75 |
| 12236 - Optical Technician | 13.41 |
| 12250 - Pharmacy Technician | 15.16 |
| 12280 - Phlebotomist | 13.89 |
| 12305 - Radiologic Technologist | 22.50 |
| 12311 - Registered Nurse I | 22.85 |
| 12312 - Registered Nurse II | 27.94 |
| 12313 - Registered Nurse II, Specialist | 27.94 |
| 12314 - Registered Nurse III | 33.07 |
| 12315 - Registered Nurse III, Anesthetist | 33.80 |

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| 12316 - Registered Nurse IV | 39.40 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.92 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.60 |
| 13012 - Exhibits Specialist II | 24.29 |
| 13013 - Exhibits Specialist III | 29.71 |
| 13041 - Illustrator I | 19.60 |
| 13042 - Illustrator II | 24.29 |
| 13043 - Illustrator III | 29.71 |
| 13047 - Librarian | 26.89 |
| 13050 - Library Aide/Clerk | 12.62 |
| 13054 - Library Information Technology Systems Administrator | 24.29 |
| 13058 - Library Technician | 17.42 |
| 13061 - Media Specialist I | 17.52 |
| 13062 - Media Specialist II | 19.60 |
| 13063 - Media Specialist III | 21.86 |
| 13071 - Photographer I | 15.24 |
| 13072 - Photographer II | 17.12 |
| 13073 - Photographer III | 21.04 |
| 13074 - Photographer IV | 25.73 |
| 13075 - Photographer V | 31.13 |
| 13110 - Video Teleconference Technician | 17.52 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.48 |
| 14042 - Computer Operator II | 17.25 |
| 14043 - Computer Operator III | 21.23 |
| 14044 - Computer Operator IV | 23.62 |
| 14045 - Computer Operator V | 26.13 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 23.62 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.92 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.99 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.11 |
| 15050 - Computer Based Training Specialist / Instructor | 28.92 |
| 15060 - Educational Technologist | 24.24 |
| 15070 - Flight Instructor (Pilot) | 41.11 |
| 15080 - Graphic Artist | 24.84 |
| 15090 - Technical Instructor | 21.66 |
| 15095 - Technical Instructor/Course Developer | 26.49 |
| 15110 - Test Proctor | 17.47 |
| 15120 - Tutor | 17.47 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.67 |
| 16030 - Counter Attendant | 8.67 |
| 16040 - Dry Cleaner | 10.52 |
| 16070 - Finisher, Flatwork, Machine | 8.67 |
| 16090 - Presser, Hand | 8.67 |
| 16110 - Presser, Machine, Drycleaning | 8.67 |
| 16130 - Presser, Machine, Shirts | 8.67 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.67 |
| 16190 - Sewing Machine Operator | 11.17 |
| 16220 - Tailor | 11.83 |
| 16250 - Washer, Machine | 9.17 |
| 19000 - Machine Tool Operation And Repair Occupations | |

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|---|-------|
| 19010 - Machine-Tool Operator (Tool Room) | 18.57 |
| 19040 - Tool And Die Maker | 22.49 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.30 |
| 21030 - Material Coordinator | 23.11 |
| 21040 - Material Expediter | 23.11 |
| 21050 - Material Handling Laborer | 14.26 |
| 21071 - Order Filler | 12.65 |
| 21080 - Production Line Worker (Food Processing) | 15.30 |
| 21110 - Shipping Packer | 15.62 |
| 21130 - Shipping/Receiving Clerk | 15.62 |
| 21140 - Store Worker I | 11.72 |
| 21150 - Stock Clerk | 15.90 |
| 21210 - Tools And Parts Attendant | 15.30 |
| 21410 - Warehouse Specialist | 15.30 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 24.07 |
| 23021 - Aircraft Mechanic I | 22.92 |
| 23022 - Aircraft Mechanic II | 24.07 |
| 23023 - Aircraft Mechanic III | 25.27 |
| 23040 - Aircraft Mechanic Helper | 17.16 |
| 23050 - Aircraft, Painter | 21.75 |
| 23060 - Aircraft Servicer | 19.45 |
| 23080 - Aircraft Worker | 20.56 |
| 23110 - Appliance Mechanic | 18.50 |
| 23120 - Bicycle Repairer | 13.66 |
| 23125 - Cable Splicer | 20.30 |
| 23130 - Carpenter, Maintenance | 16.38 |
| 23140 - Carpet Layer | 17.58 |
| 23160 - Electrician, Maintenance | 21.23 |
| 23181 - Electronics Technician Maintenance I | 21.54 |
| 23182 - Electronics Technician Maintenance II | 22.76 |
| 23183 - Electronics Technician Maintenance III | 24.04 |
| 23260 - Fabric Worker | 16.33 |
| 23290 - Fire Alarm System Mechanic | 19.62 |
| 23310 - Fire Extinguisher Repairer | 15.17 |
| 23311 - Fuel Distribution System Mechanic | 18.45 |
| 23312 - Fuel Distribution System Operator | 14.70 |
| 23370 - General Maintenance Worker | 15.94 |
| 23380 - Ground Support Equipment Mechanic | 22.92 |
| 23381 - Ground Support Equipment Servicer | 19.45 |
| 23382 - Ground Support Equipment Worker | 20.56 |
| 23391 - Gunsmith I | 15.17 |
| 23392 - Gunsmith II | 17.58 |
| 23393 - Gunsmith III | 19.62 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.62 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.62 |
| 23430 - Heavy Equipment Mechanic | 22.69 |
| 23440 - Heavy Equipment Operator | 19.62 |
| 23460 - Instrument Mechanic | 21.25 |
| 23465 - Laboratory/Shelter Mechanic | 18.57 |
| 23470 - Laborer | 14.26 |
| 23510 - Locksmith | 18.57 |
| 23530 - Machinery Maintenance Mechanic | 23.45 |
| 23550 - Machinist, Maintenance | 22.08 |
| 23580 - Maintenance Trades Helper | 13.28 |
| 23591 - Metrology Technician I | 21.25 |
| 23592 - Metrology Technician II | 22.32 |
| 23593 - Metrology Technician III | 23.43 |
| 23640 - Millwright | 20.82 |
| 23710 - Office Appliance Repairer | 19.44 |

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| 23760 - Painter, Maintenance | 18.57 |
| 23790 - Pipefitter, Maintenance | 19.62 |
| 23810 - Plumber, Maintenance | 18.57 |
| 23820 - Pneudraulic Systems Mechanic | 19.62 |
| 23850 - Rigger | 19.62 |
| 23870 - Scale Mechanic | 17.58 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.62 |
| 23910 - Small Engine Mechanic | 17.58 |
| 23931 - Telecommunications Mechanic I | 23.83 |
| 23932 - Telecommunications Mechanic II | 25.05 |
| 23950 - Telephone Lineman | 20.38 |
| 23960 - Welder, Combination, Maintenance | 18.65 |
| 23965 - Well Driller | 19.62 |
| 23970 - Woodcraft Worker | 19.62 |
| 23980 - Woodworker | 15.17 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.31 |
| 24580 - Child Care Center Clerk | 12.75 |
| 24610 - Chore Aide | 9.45 |
| 24620 - Family Readiness And Support Services Coordinator | 12.85 |
| 24630 - Homemaker | 14.19 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.46 |
| 25040 - Sewage Plant Operator | 16.82 |
| 25070 - Stationary Engineer | 21.46 |
| 25190 - Ventilation Equipment Tender | 14.20 |
| 25210 - Water Treatment Plant Operator | 16.82 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.01 |
| 27007 - Baggage Inspector | 10.55 |
| 27008 - Corrections Officer | 17.25 |
| 27010 - Court Security Officer | 17.41 |
| 27030 - Detection Dog Handler | 13.87 |
| 27040 - Detention Officer | 17.25 |
| 27070 - Firefighter | 17.11 |
| 27101 - Guard I | 10.55 |
| 27102 - Guard II | 13.87 |
| 27131 - Police Officer I | 17.71 |
| 27132 - Police Officer II | 19.68 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.84 |
| 28042 - Carnival Equipment Repairer | 11.56 |
| 28043 - Carnival Equipment Worker | 8.70 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |
| 28310 - Lifeguard | 11.59 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.82 |
| 28515 - Recreation Specialist | 15.61 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 14.35 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.94 |
| 29020 - Hatch Tender | 18.94 |
| 29030 - Line Handler | 18.94 |
| 29041 - Stevedore I | 17.59 |
| 29042 - Stevedore II | 20.00 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.69 |
| 30022 - Archeological Technician II | 18.67 |

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| 30023 - Archeological Technician III | 23.13 |
| 30030 - Cartographic Technician | 22.77 |
| 30040 - Civil Engineering Technician | 21.31 |
| 30061 - Drafter/CAD Operator I | 16.69 |
| 30062 - Drafter/CAD Operator II | 18.67 |
| 30063 - Drafter/CAD Operator III | 20.82 |
| 30064 - Drafter/CAD Operator IV | 25.61 |
| 30081 - Engineering Technician I | 15.31 |
| 30082 - Engineering Technician II | 17.18 |
| 30083 - Engineering Technician III | 19.22 |
| 30084 - Engineering Technician IV | 23.78 |
| 30085 - Engineering Technician V | 29.14 |
| 30086 - Engineering Technician VI | 25.35 |
| 30090 - Environmental Technician | 22.79 |
| 30210 - Laboratory Technician | 20.97 |
| 30240 - Mathematical Technician | 23.13 |
| 30361 - Paralegal/Legal Assistant I | 18.28 |
| 30362 - Paralegal/Legal Assistant II | 22.66 |
| 30363 - Paralegal/Legal Assistant III | 26.08 |
| 30364 - Paralegal/Legal Assistant IV | 31.56 |
| 30390 - Photo-Optics Technician | 23.14 |
| 30461 - Technical Writer I | 23.13 |
| 30462 - Technical Writer II | 28.30 |
| 30463 - Technical Writer III | 34.24 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 20.82 |
| 30621 - Weather Observer, Senior (see 2) | 23.13 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.24 |
| 31030 - Bus Driver | 14.05 |
| 31043 - Driver Courier | 13.68 |
| 31260 - Parking and Lot Attendant | 9.21 |
| 31290 - Shuttle Bus Driver | 13.68 |
| 31310 - Taxi Driver | 10.86 |
| 31361 - Truckdriver, Light | 13.68 |
| 31362 - Truckdriver, Medium | 14.55 |
| 31363 - Truckdriver, Heavy | 18.76 |
| 31364 - Truckdriver, Tractor-Trailer | 18.76 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.11 |
| 99050 - Desk Clerk | 9.12 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.15 |
| 99252 - Laboratory Animal Caretaker II | 11.72 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 14.40 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.65 |
| 99711 - Recycling Specialist | 16.17 |
| 99730 - Refuse Collector | 12.67 |
| 99810 - Sales Clerk | 11.19 |
| 99820 - School Crossing Guard | 11.23 |
| 99830 - Survey Party Chief | 18.50 |
| 99831 - Surveying Aide | 11.56 |
| 99832 - Surveying Technician | 15.85 |
| 99840 - Vending Machine Attendant | 11.62 |
| 99841 - Vending Machine Repairer | 13.94 |
| 99842 - Vending Machine Repairer Helper | 11.62 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

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not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2147
Revision No.: 16
Date Of Last Revision: 07/25/2014

States: Guam, Northern Marianas, Wake Island

Area: Guam Statewide

Northern Marianas Statewide

Wake Island Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.50 |
| 01012 - Accounting Clerk II | | 13.53 |
| 01013 - Accounting Clerk III | | 15.59 |
| 01020 - Administrative Assistant | | 17.67 |
| 01040 - Court Reporter | | 15.38 |
| 01051 - Data Entry Operator I | | 10.48 |
| 01052 - Data Entry Operator II | | 11.99 |
| 01060 - Dispatcher, Motor Vehicle | | 13.06 |
| 01070 - Document Preparation Clerk | | 12.25 |
| 01090 - Duplicating Machine Operator | | 12.25 |
| 01111 - General Clerk I | | 10.29 |
| 01112 - General Clerk II | | 11.28 |
| 01113 - General Clerk III | | 12.32 |
| 01120 - Housing Referral Assistant | | 17.15 |
| 01141 - Messenger Courier | | 10.12 |
| 01191 - Order Clerk I | | 11.23 |
| 01192 - Order Clerk II | | 12.25 |
| 01261 - Personnel Assistant (Employment) I | | 14.33 |
| 01262 - Personnel Assistant (Employment) II | | 14.90 |
| 01263 - Personnel Assistant (Employment) III | | 16.48 |
| 01270 - Production Control Clerk | | 18.34 |
| 01280 - Receptionist | | 9.67 |
| 01290 - Rental Clerk | | 11.10 |

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| 01300 - Scheduler, Maintenance | 13.75 |
| 01311 - Secretary I | 13.75 |
| 01312 - Secretary II | 15.38 |
| 01313 - Secretary III | 17.15 |
| 01320 - Service Order Dispatcher | 11.57 |
| 01410 - Supply Technician | 17.67 |
| 01420 - Survey Worker | 15.26 |
| 01531 - Travel Clerk I | 11.61 |
| 01532 - Travel Clerk II | 12.57 |
| 01533 - Travel Clerk III | 13.44 |
| 01611 - Word Processor I | 12.25 |
| 01612 - Word Processor II | 13.75 |
| 01613 - Word Processor III | 15.38 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 13.34 |
| 05010 - Automotive Electrician | 13.06 |
| 05040 - Automotive Glass Installer | 12.10 |
| 05070 - Automotive Worker | 12.10 |
| 05110 - Mobile Equipment Servicer | 8.59 |
| 05130 - Motor Equipment Metal Mechanic | 13.06 |
| 05160 - Motor Equipment Metal Worker | 12.10 |
| 05190 - Motor Vehicle Mechanic | 13.06 |
| 05220 - Motor Vehicle Mechanic Helper | 10.12 |
| 05250 - Motor Vehicle Upholstery Worker | 12.10 |
| 05280 - Motor Vehicle Wrecker | 12.10 |
| 05310 - Painter, Automotive | 12.37 |
| 05340 - Radiator Repair Specialist | 12.10 |
| 05370 - Tire Repairer | 7.81 |
| 05400 - Transmission Repair Specialist | 12.10 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.47 |
| 07041 - Cook I | 9.54 |
| 07042 - Cook II | 11.78 |
| 07070 - Dishwasher | 7.25 |
| 07130 - Food Service Worker | 7.78 |
| 07210 - Meat Cutter | 11.86 |
| 07260 - Waiter/Waitress | 7.59 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.38 |
| 09040 - Furniture Handler | 8.85 |
| 09080 - Furniture Refinisher | 14.38 |
| 09090 - Furniture Refinisher Helper | 10.66 |
| 09110 - Furniture Repairer, Minor | 12.51 |
| 09130 - Upholsterer | 14.38 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.23 |
| 11060 - Elevator Operator | 8.23 |
| 11090 - Gardener | 10.99 |
| 11122 - Housekeeping Aide | 8.33 |
| 11150 - Janitor | 8.23 |
| 11210 - Laborer, Grounds Maintenance | 9.14 |
| 11240 - Maid or Houseman | 7.25 |
| 11260 - Pruner | 8.23 |
| 11270 - Tractor Operator | 10.33 |
| 11330 - Trail Maintenance Worker | 9.14 |
| 11360 - Window Cleaner | 9.14 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.81 |
| 12011 - Breath Alcohol Technician | 15.81 |
| 12012 - Certified Occupational Therapist Assistant | 21.70 |
| 12015 - Certified Physical Therapist Assistant | 21.70 |
| 12020 - Dental Assistant | 13.20 |
| 12025 - Dental Hygienist | 29.85 |

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| 12030 - EKG Technician | 23.96 |
| 12035 - Electroneurodiagnostic Technologist | 23.96 |
| 12040 - Emergency Medical Technician | 15.81 |
| 12071 - Licensed Practical Nurse I | 14.14 |
| 12072 - Licensed Practical Nurse II | 15.81 |
| 12073 - Licensed Practical Nurse III | 17.63 |
| 12100 - Medical Assistant | 11.54 |
| 12130 - Medical Laboratory Technician | 14.14 |
| 12160 - Medical Record Clerk | 11.82 |
| 12190 - Medical Record Technician | 13.59 |
| 12195 - Medical Transcriptionist | 14.14 |
| 12210 - Nuclear Medicine Technologist | 34.75 |
| 12221 - Nursing Assistant I | 10.03 |
| 12222 - Nursing Assistant II | 11.30 |
| 12223 - Nursing Assistant III | 12.31 |
| 12224 - Nursing Assistant IV | 13.84 |
| 12235 - Optical Dispenser | 15.81 |
| 12236 - Optical Technician | 14.14 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.84 |
| 12305 - Radiologic Technologist | 22.64 |
| 12311 - Registered Nurse I | 20.70 |
| 12312 - Registered Nurse II | 25.32 |
| 12313 - Registered Nurse II, Specialist | 25.32 |
| 12314 - Registered Nurse III | 30.64 |
| 12315 - Registered Nurse III, Anesthetist | 30.64 |
| 12316 - Registered Nurse IV | 36.72 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.59 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 15.06 |
| 13012 - Exhibits Specialist II | 18.66 |
| 13013 - Exhibits Specialist III | 22.83 |
| 13041 - Illustrator I | 15.06 |
| 13042 - Illustrator II | 18.66 |
| 13043 - Illustrator III | 22.83 |
| 13047 - Librarian | 20.66 |
| 13050 - Library Aide/Clerk | 12.00 |
| 13054 - Library Information Technology Systems Administrator | 18.66 |
| 13058 - Library Technician | 15.06 |
| 13061 - Media Specialist I | 13.46 |
| 13062 - Media Specialist II | 15.06 |
| 13063 - Media Specialist III | 16.80 |
| 13071 - Photographer I | 12.82 |
| 13072 - Photographer II | 14.32 |
| 13073 - Photographer III | 17.75 |
| 13074 - Photographer IV | 21.73 |
| 13075 - Photographer V | 26.30 |
| 13110 - Video Teleconference Technician | 12.91 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.65 |
| 14042 - Computer Operator II | 15.76 |
| 14043 - Computer Operator III | 17.56 |
| 14044 - Computer Operator IV | 19.50 |
| 14045 - Computer Operator V | 21.81 |
| 14071 - Computer Programmer I | (see 1) 15.73 |
| 14072 - Computer Programmer II | (see 1) 19.50 |
| 14073 - Computer Programmer III | (see 1) 23.84 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 24.23 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.65 |

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| 14160 - Personal Computer Support Technician | 19.50 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 24.23 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 29.32 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 33.30 |
| 15050 - Computer Based Training Specialist / Instructor | 24.23 |
| 15060 - Educational Technologist | 22.82 |
| 15070 - Flight Instructor (Pilot) | 33.30 |
| 15080 - Graphic Artist | 20.47 |
| 15090 - Technical Instructor | 17.65 |
| 15095 - Technical Instructor/Course Developer | 21.58 |
| 15110 - Test Proctor | 13.87 |
| 15120 - Tutor | 13.87 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.08 |
| 16030 - Counter Attendant | 8.08 |
| 16040 - Dry Cleaner | 9.34 |
| 16070 - Finisher, Flatwork, Machine | 8.08 |
| 16090 - Presser, Hand | 8.08 |
| 16110 - Presser, Machine, Drycleaning | 8.08 |
| 16130 - Presser, Machine, Shirts | 8.08 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.08 |
| 16190 - Sewing Machine Operator | 9.86 |
| 16220 - Tailor | 10.33 |
| 16250 - Washer, Machine | 8.46 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 14.49 |
| 19040 - Tool And Die Maker | 18.20 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.49 |
| 21030 - Material Coordinator | 18.34 |
| 21040 - Material Expediter | 18.34 |
| 21050 - Material Handling Laborer | 10.65 |
| 21071 - Order Filler | 9.66 |
| 21080 - Production Line Worker (Food Processing) | 12.49 |
| 21110 - Shipping Packer | 13.33 |
| 21130 - Shipping/Receiving Clerk | 13.33 |
| 21140 - Store Worker I | 13.23 |
| 21150 - Stock Clerk | 18.58 |
| 21210 - Tools And Parts Attendant | 12.49 |
| 21410 - Warehouse Specialist | 12.49 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.69 |
| 23021 - Aircraft Mechanic I | 19.70 |
| 23022 - Aircraft Mechanic II | 20.69 |
| 23023 - Aircraft Mechanic III | 21.74 |
| 23040 - Aircraft Mechanic Helper | 13.70 |
| 23050 - Aircraft, Painter | 18.50 |
| 23060 - Aircraft Servicer | 16.09 |
| 23080 - Aircraft Worker | 17.38 |
| 23110 - Appliance Mechanic | 14.49 |
| 23120 - Bicycle Repairer | 9.74 |
| 23125 - Cable Splicer | 15.43 |
| 23130 - Carpenter, Maintenance | 13.00 |
| 23140 - Carpet Layer | 13.55 |
| 23160 - Electrician, Maintenance | 14.99 |
| 23181 - Electronics Technician Maintenance I | 14.72 |
| 23182 - Electronics Technician Maintenance II | 15.05 |
| 23183 - Electronics Technician Maintenance III | 18.31 |
| 23260 - Fabric Worker | 12.60 |
| 23290 - Fire Alarm System Mechanic | 15.43 |
| 23310 - Fire Extinguisher Repairer | 11.67 |
| 23311 - Fuel Distribution System Mechanic | 15.43 |

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| 23312 - Fuel Distribution System Operator | 13.01 |
| 23370 - General Maintenance Worker | 11.95 |
| 23380 - Ground Support Equipment Mechanic | 19.70 |
| 23381 - Ground Support Equipment Servicer | 16.09 |
| 23382 - Ground Support Equipment Worker | 17.38 |
| 23391 - Gunsmith I | 11.67 |
| 23392 - Gunsmith II | 13.55 |
| 23393 - Gunsmith III | 15.43 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 15.76 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 16.55 |
| 23430 - Heavy Equipment Mechanic | 15.15 |
| 23440 - Heavy Equipment Operator | 13.73 |
| 23460 - Instrument Mechanic | 15.43 |
| 23465 - Laboratory/Shelter Mechanic | 14.49 |
| 23470 - Laborer | 10.65 |
| 23510 - Locksmith | 14.49 |
| 23530 - Machinery Maintenance Mechanic | 17.38 |
| 23550 - Machinist, Maintenance | 15.43 |
| 23580 - Maintenance Trades Helper | 9.92 |
| 23591 - Metrology Technician I | 15.43 |
| 23592 - Metrology Technician II | 16.41 |
| 23593 - Metrology Technician III | 17.37 |
| 23640 - Millwright | 15.43 |
| 23710 - Office Appliance Repairer | 14.38 |
| 23760 - Painter, Maintenance | 13.55 |
| 23790 - Pipefitter, Maintenance | 15.32 |
| 23810 - Plumber, Maintenance | 14.38 |
| 23820 - Pneudraulic Systems Mechanic | 15.43 |
| 23850 - Rigger | 15.43 |
| 23870 - Scale Mechanic | 13.55 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.21 |
| 23910 - Small Engine Mechanic | 13.55 |
| 23931 - Telecommunications Mechanic I | 19.01 |
| 23932 - Telecommunications Mechanic II | 19.76 |
| 23950 - Telephone Lineman | 18.24 |
| 23960 - Welder, Combination, Maintenance | 14.66 |
| 23965 - Well Driller | 15.43 |
| 23970 - Woodcraft Worker | 15.43 |
| 23980 - Woodworker | 11.67 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.09 |
| 24580 - Child Care Center Clerk | 12.58 |
| 24610 - Chore Aide | 12.43 |
| 24620 - Family Readiness And Support Services Coordinator | 12.44 |
| 24630 - Homemaker | 16.12 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 15.43 |
| 25040 - Sewage Plant Operator | 14.49 |
| 25070 - Stationary Engineer | 15.43 |
| 25190 - Ventilation Equipment Tender | 10.73 |
| 25210 - Water Treatment Plant Operator | 14.49 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 10.90 |
| 27007 - Baggage Inspector | 7.35 |
| 27008 - Corrections Officer | 12.05 |
| 27010 - Court Security Officer | 12.05 |
| 27030 - Detection Dog Handler | 10.90 |
| 27040 - Detention Officer | 12.05 |
| 27070 - Firefighter | 12.05 |
| 27101 - Guard I | 7.37 |

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| 27102 - Guard II | 10.90 |
| 27131 - Police Officer I | 12.05 |
| 27132 - Police Officer II | 13.40 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.53 |
| 28042 - Carnival Equipment Repairer | 10.08 |
| 28043 - Carnival Equipment Worker | 7.78 |
| 28210 - Gate Attendant/Gate Tender | 13.18 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.74 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.76 |
| 28515 - Recreation Specialist | 18.26 |
| 28630 - Sports Official | 11.74 |
| 28690 - Swimming Pool Operator | 17.71 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 15.20 |
| 29020 - Hatch Tender | 15.20 |
| 29030 - Line Handler | 15.20 |
| 29041 - Stevedore I | 14.22 |
| 29042 - Stevedore II | 16.25 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.49 |
| 30022 - Archeological Technician II | 19.56 |
| 30023 - Archeological Technician III | 24.21 |
| 30030 - Cartographic Technician | 23.18 |
| 30040 - Civil Engineering Technician | 21.93 |
| 30061 - Drafter/CAD Operator I | 17.49 |
| 30062 - Drafter/CAD Operator II | 19.56 |
| 30063 - Drafter/CAD Operator III | 20.74 |
| 30064 - Drafter/CAD Operator IV | 24.21 |
| 30081 - Engineering Technician I | 14.62 |
| 30082 - Engineering Technician II | 16.41 |
| 30083 - Engineering Technician III | 18.36 |
| 30084 - Engineering Technician IV | 22.34 |
| 30085 - Engineering Technician V | 27.83 |
| 30086 - Engineering Technician VI | 33.66 |
| 30090 - Environmental Technician | 21.10 |
| 30210 - Laboratory Technician | 20.74 |
| 30240 - Mathematical Technician | 23.34 |
| 30361 - Paralegal/Legal Assistant I | 19.06 |
| 30362 - Paralegal/Legal Assistant II | 21.53 |
| 30363 - Paralegal/Legal Assistant III | 26.35 |
| 30364 - Paralegal/Legal Assistant IV | 30.80 |
| 30390 - Photo-Optics Technician | 21.93 |
| 30461 - Technical Writer I | 22.17 |
| 30462 - Technical Writer II | 27.10 |
| 30463 - Technical Writer III | 32.79 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 20.74 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 23.00 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.15 |
| 31030 - Bus Driver | 9.69 |
| 31043 - Driver Courier | 8.97 |
| 31260 - Parking and Lot Attendant | 7.25 |

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|---|-------|
| 31290 - Shuttle Bus Driver | 9.99 |
| 31310 - Taxi Driver | 8.21 |
| 31361 - Truckdriver, Light | 8.97 |
| 31362 - Truckdriver, Medium | 11.61 |
| 31363 - Truckdriver, Heavy | 12.48 |
| 31364 - Truckdriver, Tractor-Trailer | 12.48 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.46 |
| 99050 - Desk Clerk | 9.70 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 16.24 |
| 99252 - Laboratory Animal Caretaker II | 17.04 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 13.28 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 10.76 |
| 99711 - Recycling Specialist | 16.27 |
| 99730 - Refuse Collector | 10.24 |
| 99810 - Sales Clerk | 8.95 |
| 99820 - School Crossing Guard | 15.03 |
| 99830 - Survey Party Chief | 20.30 |
| 99831 - Surveying Aide | 11.54 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 20.19 |
| 99841 - Vending Machine Repairer | 23.57 |
| 99842 - Vending Machine Repairer Helper | 20.19 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 4 weeks after 3 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2148
Revision No.: 18
Date Of Last Revision: 07/25/2014

States: Guam, Northern Marianas, Wake Island

Area: Guam Statewide

Northern Marianas Statewide

Wake Island Statewide

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

01000 - Administrative Support And Clerical Occupations

| | |
|--|-------|
| 01011 - Accounting Clerk I | 12.50 |
| 01012 - Accounting Clerk II | 13.53 |
| 01013 - Accounting Clerk III | 15.59 |
| 01020 - Administrative Assistant | 17.67 |
| 01040 - Court Reporter | 15.38 |
| 01051 - Data Entry Operator I | 10.48 |
| 01052 - Data Entry Operator II | 11.99 |
| 01060 - Dispatcher, Motor Vehicle | 13.06 |
| 01070 - Document Preparation Clerk | 12.25 |
| 01090 - Duplicating Machine Operator | 12.25 |
| 01111 - General Clerk I | 10.29 |
| 01112 - General Clerk II | 11.28 |
| 01113 - General Clerk III | 12.32 |
| 01120 - Housing Referral Assistant | 17.15 |
| 01141 - Messenger Courier | 10.12 |
| 01191 - Order Clerk I | 11.23 |
| 01192 - Order Clerk II | 12.25 |
| 01261 - Personnel Assistant (Employment) I | 14.33 |
| 01262 - Personnel Assistant (Employment) II | 14.90 |
| 01263 - Personnel Assistant (Employment) III | 16.48 |
| 01270 - Production Control Clerk | 18.34 |
| 01280 - Receptionist | 9.67 |
| 01290 - Rental Clerk | 11.10 |
| 01300 - Scheduler, Maintenance | 13.75 |
| 01311 - Secretary I | 13.75 |
| 01312 - Secretary II | 15.38 |
| 01313 - Secretary III | 17.15 |
| 01320 - Service Order Dispatcher | 11.57 |
| 01410 - Supply Technician | 17.67 |
| 01420 - Survey Worker | 15.26 |
| 01531 - Travel Clerk I | 11.61 |
| 01532 - Travel Clerk II | 12.57 |
| 01533 - Travel Clerk III | 13.44 |
| 01611 - Word Processor I | 12.25 |
| 01612 - Word Processor II | 13.75 |
| 01613 - Word Processor III | 15.38 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 13.34 |
| 05010 - Automotive Electrician | 13.06 |
| 05040 - Automotive Glass Installer | 12.10 |
| 05070 - Automotive Worker | 12.10 |
| 05110 - Mobile Equipment Servicer | 8.59 |
| 05130 - Motor Equipment Metal Mechanic | 13.06 |
| 05160 - Motor Equipment Metal Worker | 12.10 |
| 05190 - Motor Vehicle Mechanic | 13.06 |
| 05220 - Motor Vehicle Mechanic Helper | 10.12 |
| 05250 - Motor Vehicle Upholstery Worker | 12.10 |
| 05280 - Motor Vehicle Wrecker | 12.10 |
| 05310 - Painter, Automotive | 12.37 |
| 05340 - Radiator Repair Specialist | 12.10 |
| 05370 - Tire Repairer | 7.81 |
| 05400 - Transmission Repair Specialist | 12.10 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.47 |
| 07041 - Cook I | 9.54 |
| 07042 - Cook II | 11.78 |
| 07070 - Dishwasher | 7.25 |
| 07130 - Food Service Worker | 7.78 |
| 07210 - Meat Cutter | 11.86 |
| 07260 - Waiter/Waitress | 7.59 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.38 |
| 09040 - Furniture Handler | 8.85 |

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| 09080 - Furniture Refinisher | 14.38 |
| 09090 - Furniture Refinisher Helper | 10.66 |
| 09110 - Furniture Repairer, Minor | 12.51 |
| 09130 - Upholsterer | 14.38 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.23 |
| 11060 - Elevator Operator | 8.23 |
| 11090 - Gardener | 10.99 |
| 11122 - Housekeeping Aide | 8.33 |
| 11150 - Janitor | 8.23 |
| 11210 - Laborer, Grounds Maintenance | 9.14 |
| 11240 - Maid or Houseman | 7.25 |
| 11260 - Pruner | 8.23 |
| 11270 - Tractor Operator | 10.33 |
| 11330 - Trail Maintenance Worker | 9.14 |
| 11360 - Window Cleaner | 9.14 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.81 |
| 12011 - Breath Alcohol Technician | 15.81 |
| 12012 - Certified Occupational Therapist Assistant | 21.70 |
| 12015 - Certified Physical Therapist Assistant | 21.70 |
| 12020 - Dental Assistant | 13.20 |
| 12025 - Dental Hygienist | 29.85 |
| 12030 - EKG Technician | 23.96 |
| 12035 - Electroneurodiagnostic Technologist | 23.96 |
| 12040 - Emergency Medical Technician | 15.81 |
| 12071 - Licensed Practical Nurse I | 14.14 |
| 12072 - Licensed Practical Nurse II | 15.81 |
| 12073 - Licensed Practical Nurse III | 17.63 |
| 12100 - Medical Assistant | 11.54 |
| 12130 - Medical Laboratory Technician | 14.14 |
| 12160 - Medical Record Clerk | 11.82 |
| 12190 - Medical Record Technician | 13.59 |
| 12195 - Medical Transcriptionist | 14.14 |
| 12210 - Nuclear Medicine Technologist | 34.75 |
| 12221 - Nursing Assistant I | 10.03 |
| 12222 - Nursing Assistant II | 11.30 |
| 12223 - Nursing Assistant III | 12.31 |
| 12224 - Nursing Assistant IV | 13.84 |
| 12235 - Optical Dispenser | 15.81 |
| 12236 - Optical Technician | 14.14 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.84 |
| 12305 - Radiologic Technologist | 22.64 |
| 12311 - Registered Nurse I | 20.70 |
| 12312 - Registered Nurse II | 25.32 |
| 12313 - Registered Nurse II, Specialist | 25.32 |
| 12314 - Registered Nurse III | 30.64 |
| 12315 - Registered Nurse III, Anesthetist | 30.64 |
| 12316 - Registered Nurse IV | 36.72 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.59 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 15.06 |
| 13012 - Exhibits Specialist II | 18.66 |
| 13013 - Exhibits Specialist III | 22.83 |
| 13041 - Illustrator I | 15.06 |
| 13042 - Illustrator II | 18.66 |
| 13043 - Illustrator III | 22.83 |
| 13047 - Librarian | 20.66 |
| 13050 - Library Aide/Clerk | 12.00 |
| 13054 - Library Information Technology Systems Administrator | 18.66 |
| 13058 - Library Technician | 15.06 |

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| 13061 - Media Specialist I | 13.46 |
| 13062 - Media Specialist II | 15.06 |
| 13063 - Media Specialist III | 16.80 |
| 13071 - Photographer I | 12.82 |
| 13072 - Photographer II | 14.32 |
| 13073 - Photographer III | 17.75 |
| 13074 - Photographer IV | 21.73 |
| 13075 - Photographer V | 26.30 |
| 13110 - Video Teleconference Technician | 12.91 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.65 |
| 14042 - Computer Operator II | 15.76 |
| 14043 - Computer Operator III | 17.56 |
| 14044 - Computer Operator IV | 19.50 |
| 14045 - Computer Operator V | 21.81 |
| 14071 - Computer Programmer I | (see 1) 15.73 |
| 14072 - Computer Programmer II | (see 1) 19.50 |
| 14073 - Computer Programmer III | (see 1) 23.84 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 24.23 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.65 |
| 14160 - Personal Computer Support Technician | 19.50 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 24.23 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 29.32 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 33.30 |
| 15050 - Computer Based Training Specialist / Instructor | 24.23 |
| 15060 - Educational Technologist | 22.82 |
| 15070 - Flight Instructor (Pilot) | 33.30 |
| 15080 - Graphic Artist | 20.47 |
| 15090 - Technical Instructor | 17.65 |
| 15095 - Technical Instructor/Course Developer | 21.58 |
| 15110 - Test Proctor | 13.87 |
| 15120 - Tutor | 13.87 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.08 |
| 16030 - Counter Attendant | 8.08 |
| 16040 - Dry Cleaner | 9.34 |
| 16070 - Finisher, Flatwork, Machine | 8.08 |
| 16090 - Presser, Hand | 8.08 |
| 16110 - Presser, Machine, Drycleaning | 8.08 |
| 16130 - Presser, Machine, Shirts | 8.08 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.08 |
| 16190 - Sewing Machine Operator | 9.86 |
| 16220 - Tailor | 10.33 |
| 16250 - Washer, Machine | 8.46 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 14.49 |
| 19040 - Tool And Die Maker | 18.20 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.49 |
| 21030 - Material Coordinator | 18.34 |
| 21040 - Material Expediter | 18.34 |
| 21050 - Material Handling Laborer | 10.65 |
| 21071 - Order Filler | 9.66 |
| 21080 - Production Line Worker (Food Processing) | 12.49 |
| 21110 - Shipping Packer | 13.33 |
| 21130 - Shipping/Receiving Clerk | 13.33 |
| 21140 - Store Worker I | 13.23 |
| 21150 - Stock Clerk | 18.58 |
| 21210 - Tools And Parts Attendant | 12.49 |

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| 21410 - Warehouse Specialist | 12.49 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.69 |
| 23021 - Aircraft Mechanic I | 19.70 |
| 23022 - Aircraft Mechanic II | 20.69 |
| 23023 - Aircraft Mechanic III | 21.74 |
| 23040 - Aircraft Mechanic Helper | 13.70 |
| 23050 - Aircraft, Painter | 18.50 |
| 23060 - Aircraft Servicer | 16.09 |
| 23080 - Aircraft Worker | 17.38 |
| 23110 - Appliance Mechanic | 14.49 |
| 23120 - Bicycle Repairer | 9.74 |
| 23125 - Cable Splicer | 15.43 |
| 23130 - Carpenter, Maintenance | 13.00 |
| 23140 - Carpet Layer | 13.55 |
| 23160 - Electrician, Maintenance | 14.99 |
| 23181 - Electronics Technician Maintenance I | 14.72 |
| 23182 - Electronics Technician Maintenance II | 15.05 |
| 23183 - Electronics Technician Maintenance III | 18.31 |
| 23260 - Fabric Worker | 12.60 |
| 23290 - Fire Alarm System Mechanic | 15.43 |
| 23310 - Fire Extinguisher Repairer | 11.67 |
| 23311 - Fuel Distribution System Mechanic | 15.43 |
| 23312 - Fuel Distribution System Operator | 13.01 |
| 23370 - General Maintenance Worker | 11.95 |
| 23380 - Ground Support Equipment Mechanic | 19.70 |
| 23381 - Ground Support Equipment Servicer | 16.09 |
| 23382 - Ground Support Equipment Worker | 17.38 |
| 23391 - Gunsmith I | 11.67 |
| 23392 - Gunsmith II | 13.55 |
| 23393 - Gunsmith III | 15.43 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 15.76 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 16.55 |
| 23430 - Heavy Equipment Mechanic | 15.15 |
| 23440 - Heavy Equipment Operator | 13.73 |
| 23460 - Instrument Mechanic | 15.43 |
| 23465 - Laboratory/Shelter Mechanic | 14.49 |
| 23470 - Laborer | 10.65 |
| 23510 - Locksmith | 14.49 |
| 23530 - Machinery Maintenance Mechanic | 17.38 |
| 23550 - Machinist, Maintenance | 15.43 |
| 23580 - Maintenance Trades Helper | 9.92 |
| 23591 - Metrology Technician I | 15.43 |
| 23592 - Metrology Technician II | 16.41 |
| 23593 - Metrology Technician III | 17.37 |
| 23640 - Millwright | 15.43 |
| 23710 - Office Appliance Repairer | 14.38 |
| 23760 - Painter, Maintenance | 13.55 |
| 23790 - Pipefitter, Maintenance | 15.32 |
| 23810 - Plumber, Maintenance | 14.38 |
| 23820 - Pneudraulic Systems Mechanic | 15.43 |
| 23850 - Rigger | 15.43 |
| 23870 - Scale Mechanic | 13.55 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.21 |
| 23910 - Small Engine Mechanic | 13.55 |
| 23931 - Telecommunications Mechanic I | 19.01 |
| 23932 - Telecommunications Mechanic II | 19.76 |
| 23950 - Telephone Lineman | 18.24 |
| 23960 - Welder, Combination, Maintenance | 14.66 |
| 23965 - Well Driller | 15.43 |
| 23970 - Woodcraft Worker | 15.43 |

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| 23980 - Woodworker | 11.67 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.09 |
| 24580 - Child Care Center Clerk | 12.58 |
| 24610 - Chore Aide | 12.43 |
| 24620 - Family Readiness And Support Services Coordinator | 12.44 |
| 24630 - Homemaker | 16.12 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 15.43 |
| 25040 - Sewage Plant Operator | 14.49 |
| 25070 - Stationary Engineer | 15.43 |
| 25190 - Ventilation Equipment Tender | 10.73 |
| 25210 - Water Treatment Plant Operator | 14.49 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 10.90 |
| 27007 - Baggage Inspector | 7.35 |
| 27008 - Corrections Officer | 12.05 |
| 27010 - Court Security Officer | 12.05 |
| 27030 - Detection Dog Handler | 10.90 |
| 27040 - Detention Officer | 12.05 |
| 27070 - Firefighter | 12.05 |
| 27101 - Guard I | 7.37 |
| 27102 - Guard II | 10.90 |
| 27131 - Police Officer I | 12.05 |
| 27132 - Police Officer II | 13.40 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.53 |
| 28042 - Carnival Equipment Repairer | 10.08 |
| 28043 - Carnival Equipment Worker | 7.78 |
| 28210 - Gate Attendant/Gate Tender | 13.18 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.74 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.76 |
| 28515 - Recreation Specialist | 18.26 |
| 28630 - Sports Official | 11.74 |
| 28690 - Swimming Pool Operator | 17.71 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 15.20 |
| 29020 - Hatch Tender | 15.20 |
| 29030 - Line Handler | 15.20 |
| 29041 - Stevedore I | 14.22 |
| 29042 - Stevedore II | 16.25 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.49 |
| 30022 - Archeological Technician II | 19.56 |
| 30023 - Archeological Technician III | 24.21 |
| 30030 - Cartographic Technician | 23.18 |
| 30040 - Civil Engineering Technician | 21.93 |
| 30061 - Drafter/CAD Operator I | 17.49 |
| 30062 - Drafter/CAD Operator II | 19.56 |
| 30063 - Drafter/CAD Operator III | 20.74 |
| 30064 - Drafter/CAD Operator IV | 24.21 |
| 30081 - Engineering Technician I | 14.62 |
| 30082 - Engineering Technician II | 16.41 |
| 30083 - Engineering Technician III | 18.36 |
| 30084 - Engineering Technician IV | 22.34 |
| 30085 - Engineering Technician V | 27.83 |
| 30086 - Engineering Technician VI | 33.66 |
| 30090 - Environmental Technician | 21.10 |

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| 30210 - Laboratory Technician | 20.74 |
| 30240 - Mathematical Technician | 23.34 |
| 30361 - Paralegal/Legal Assistant I | 19.06 |
| 30362 - Paralegal/Legal Assistant II | 21.53 |
| 30363 - Paralegal/Legal Assistant III | 26.35 |
| 30364 - Paralegal/Legal Assistant IV | 30.80 |
| 30390 - Photo-Optics Technician | 21.93 |
| 30461 - Technical Writer I | 22.17 |
| 30462 - Technical Writer II | 27.10 |
| 30463 - Technical Writer III | 32.79 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.74 |
| 30621 - Weather Observer, Senior | (see 2) 23.00 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.15 |
| 31030 - Bus Driver | 9.69 |
| 31043 - Driver Courier | 8.97 |
| 31260 - Parking and Lot Attendant | 7.25 |
| 31290 - Shuttle Bus Driver | 9.99 |
| 31310 - Taxi Driver | 8.21 |
| 31361 - Truckdriver, Light | 8.97 |
| 31362 - Truckdriver, Medium | 11.61 |
| 31363 - Truckdriver, Heavy | 12.48 |
| 31364 - Truckdriver, Tractor-Trailer | 12.48 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.46 |
| 99050 - Desk Clerk | 9.70 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 16.24 |
| 99252 - Laboratory Animal Caretaker II | 17.04 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 13.28 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 10.76 |
| 99711 - Recycling Specialist | 16.27 |
| 99730 - Refuse Collector | 10.24 |
| 99810 - Sales Clerk | 8.95 |
| 99820 - School Crossing Guard | 15.03 |
| 99830 - Survey Party Chief | 20.30 |
| 99831 - Surveying Aide | 11.54 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 20.19 |
| 99841 - Vending Machine Repairer | 23.57 |
| 99842 - Vending Machine Repairer Helper | 20.19 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 4 weeks after 3 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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| WDS_Revision_Received_10.9.2014 | |
| THE SERVICE CONTRACT ACT By direction of the Secretary of Labor | EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 |
| Diane C. Koplewski Director | Division of Wage Determinations |
| Wage Determination No.: 2005-2153 Revision No.: 18 Date Of Last Revision: 07/25/2014 | |
| States: American Samoa, Hawaii | |

Area: American Samoa Statewide

Hawaii Statewide
OCCUPATION NOTE:

STEVEDORING AND LONGSHOREMEN: Wage rates and fringe benefits can be found on
Wage Determination 2000-0085

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.20 |
| 01012 - Accounting Clerk II | | 15.93 |
| 01013 - Accounting Clerk III | | 17.40 |
| 01020 - Administrative Assistant | | 26.48 |
| 01040 - Court Reporter | | 18.59 |
| 01051 - Data Entry Operator I | | 13.16 |
| 01052 - Data Entry Operator II | | 14.36 |
| 01060 - Dispatcher, Motor Vehicle | | 17.10 |
| 01070 - Document Preparation Clerk | | 13.15 |
| 01090 - Duplicating Machine Operator | | 13.79 |
| 01111 - General Clerk I | | 12.53 |
| 01112 - General Clerk II | | 13.67 |
| 01113 - General Clerk III | | 15.45 |
| 01120 - Housing Referral Assistant | | 23.77 |
| 01141 - Messenger Courier | | 12.47 |
| 01191 - Order Clerk I | | 13.18 |
| 01192 - Order Clerk II | | 14.38 |
| 01261 - Personnel Assistant (Employment) I | | 15.79 |
| 01262 - Personnel Assistant (Employment) II | | 17.88 |
| 01263 - Personnel Assistant (Employment) III | | 19.68 |
| 01270 - Production Control Clerk | | 18.86 |
| 01280 - Receptionist | | 15.40 |
| 01290 - Rental Clerk | | 15.79 |
| 01300 - Scheduler, Maintenance | | 19.05 |
| 01311 - Secretary I | | 19.05 |
| 01312 - Secretary II | | 21.31 |
| 01313 - Secretary III | | 23.77 |
| 01320 - Service Order Dispatcher | | 14.05 |
| 01410 - Supply Technician | | 25.82 |
| 01420 - Survey Worker | | 17.10 |
| 01531 - Travel Clerk I | | 14.78 |

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| 01532 - Travel Clerk II | 15.97 |
| 01533 - Travel Clerk III | 17.12 |
| 01611 - Word Processor I | 14.36 |
| 01612 - Word Processor II | 16.11 |
| 01613 - Word Processor III | 18.03 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.19 |
| 05010 - Automotive Electrician | 22.43 |
| 05040 - Automotive Glass Installer | 22.00 |
| 05070 - Automotive Worker | 22.00 |
| 05110 - Mobile Equipment Servicer | 18.99 |
| 05130 - Motor Equipment Metal Mechanic | 24.41 |
| 05160 - Motor Equipment Metal Worker | 22.00 |
| 05190 - Motor Vehicle Mechanic | 25.65 |
| 05220 - Motor Vehicle Mechanic Helper | 17.39 |
| 05250 - Motor Vehicle Upholstery Worker | 20.80 |
| 05280 - Motor Vehicle Wrecker | 22.00 |
| 05310 - Painter, Automotive | 23.19 |
| 05340 - Radiator Repair Specialist | 22.00 |
| 05370 - Tire Repairer | 13.78 |
| 05400 - Transmission Repair Specialist | 24.37 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.87 |
| 07041 - Cook I | 13.17 |
| 07042 - Cook II | 15.29 |
| 07070 - Dishwasher | 12.05 |
| 07130 - Food Service Worker | 11.14 |
| 07210 - Meat Cutter | 18.70 |
| 07260 - Waiter/Waitress | 12.01 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.41 |
| 09040 - Furniture Handler | 11.71 |
| 09080 - Furniture Refinisher | 19.15 |
| 09090 - Furniture Refinisher Helper | 14.19 |
| 09110 - Furniture Repairer, Minor | 16.63 |
| 09130 - Upholsterer | 17.41 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.89 |
| 11060 - Elevator Operator | 12.89 |
| 11090 - Gardener | 16.40 |
| 11122 - Housekeeping Aide | 14.00 |
| 11150 - Janitor | 14.00 |
| 11210 - Laborer, Grounds Maintenance | 13.55 |
| 11240 - Maid or Houseman | 14.49 |
| 11260 - Pruner | 12.13 |
| 11270 - Tractor Operator | 16.43 |
| 11330 - Trail Maintenance Worker | 13.55 |
| 11360 - Window Cleaner | 15.25 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.70 |
| 12011 - Breath Alcohol Technician | 20.70 |
| 12012 - Certified Occupational Therapist Assistant | 19.67 |
| 12015 - Certified Physical Therapist Assistant | 18.41 |
| 12020 - Dental Assistant | 14.80 |
| 12025 - Dental Hygienist | 30.34 |
| 12030 - EKG Technician | 26.02 |
| 12035 - Electroneurodiagnostic Technologist | 26.02 |
| 12040 - Emergency Medical Technician | 22.19 |
| 12071 - Licensed Practical Nurse I | 18.51 |
| 12072 - Licensed Practical Nurse II | 20.70 |
| 12073 - Licensed Practical Nurse III | 23.09 |
| 12100 - Medical Assistant | 14.83 |
| 12130 - Medical Laboratory Technician | 19.74 |

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| 12160 - Medical Record Clerk | 17.82 |
| 12190 - Medical Record Technician | 19.93 |
| 12195 - Medical Transcriptionist | 19.74 |
| 12210 - Nuclear Medicine Technologist | 31.72 |
| 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 | 20.03 |
| 12236 - Optical Technician | 14.91 |
| 12250 - Pharmacy Technician | 17.19 |
| 12280 - Phlebotomist | 15.69 |
| 12305 - Radiologic Technologist | 29.04 |
| 12311 - Registered Nurse I | 29.29 |
| 12312 - Registered Nurse II | 35.82 |
| 12313 - Registered Nurse II, Specialist | 35.82 |
| 12314 - Registered Nurse III | 43.34 |
| 12315 - Registered Nurse III, Anesthetist | 43.34 |
| 12316 - Registered Nurse IV | 51.94 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.66 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.61 |
| 13012 - Exhibits Specialist II | 23.29 |
| 13013 - Exhibits Specialist III | 28.49 |
| 13041 - Illustrator I | 20.71 |
| 13042 - Illustrator II | 25.67 |
| 13043 - Illustrator III | 31.40 |
| 13047 - Librarian | 28.71 |
| 13050 - Library Aide/Clerk | 14.17 |
| 13054 - Library Information Technology Systems Administrator | 21.89 |
| 13058 - Library Technician | 17.36 |
| 13061 - Media Specialist I | 15.86 |
| 13062 - Media Specialist II | 17.74 |
| 13063 - Media Specialist III | 19.78 |
| 13071 - Photographer I | 14.00 |
| 13072 - Photographer II | 16.54 |
| 13073 - Photographer III | 19.61 |
| 13074 - Photographer IV | 23.99 |
| 13075 - Photographer V | 28.99 |
| 13110 - Video Teleconference Technician | 20.30 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.54 |
| 14042 - Computer Operator II | 19.62 |
| 14043 - Computer Operator III | 22.80 |
| 14044 - Computer Operator IV | 24.81 |
| 14045 - Computer Operator V | 27.45 |
| 14071 - Computer Programmer I | (see 1) 27.62 |
| 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 | 17.54 |
| 14160 - Personal Computer Support Technician | 24.81 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.83 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.30 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 43.09 |
| 15050 - Computer Based Training Specialist / Instructor | 30.83 |
| 15060 - Educational Technologist | 25.80 |
| 15070 - Flight Instructor (Pilot) | 43.09 |

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| 15080 - Graphic Artist | 22.97 |
| 15090 - Technical Instructor | 19.66 |
| 15095 - Technical Instructor/Course Developer | 24.05 |
| 15110 - Test Proctor | 19.47 |
| 15120 - Tutor | 19.47 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.72 |
| 16030 - Counter Attendant | 11.72 |
| 16040 - Dry Cleaner | 14.51 |
| 16070 - Finisher, Flatwork, Machine | 11.72 |
| 16090 - Presser, Hand | 11.72 |
| 16110 - Presser, Machine, Drycleaning | 11.72 |
| 16130 - Presser, Machine, Shirts | 11.72 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.72 |
| 16190 - Sewing Machine Operator | 15.45 |
| 16220 - Tailor | 16.27 |
| 16250 - Washer, Machine | 12.67 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 24.08 |
| 19040 - Tool And Die Maker | 30.25 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 20.84 |
| 21030 - Material Coordinator | 21.89 |
| 21040 - Material Expediter | 21.89 |
| 21050 - Material Handling Laborer | 16.89 |
| 21071 - Order Filler | 13.51 |
| 21080 - Production Line Worker (Food Processing) | 20.84 |
| 21110 - Shipping Packer | 15.22 |
| 21130 - Shipping/Receiving Clerk | 14.69 |
| 21140 - Store Worker I | 13.23 |
| 21150 - Stock Clerk | 18.58 |
| 21210 - Tools And Parts Attendant | 20.84 |
| 21410 - Warehouse Specialist | 20.84 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 28.74 |
| 23021 - Aircraft Mechanic I | 27.03 |
| 23022 - Aircraft Mechanic II | 28.74 |
| 23023 - Aircraft Mechanic III | 30.43 |
| 23040 - Aircraft Mechanic Helper | 19.51 |
| 23050 - Aircraft, Painter | 25.27 |
| 23060 - Aircraft Servicer | 22.63 |
| 23080 - Aircraft Worker | 24.16 |
| 23110 - Appliance Mechanic | 21.94 |
| 23120 - Bicycle Repairer | 15.16 |
| 23125 - Cable Splicer | 28.39 |
| 23130 - Carpenter, Maintenance | 30.99 |
| 23140 - Carpet Layer | 24.86 |
| 23160 - Electrician, Maintenance | 28.25 |
| 23181 - Electronics Technician Maintenance I | 26.83 |
| 23182 - Electronics Technician Maintenance II | 28.69 |
| 23183 - Electronics Technician Maintenance III | 30.56 |
| 23260 - Fabric Worker | 20.95 |
| 23290 - Fire Alarm System Mechanic | 23.46 |
| 23310 - Fire Extinguisher Repairer | 19.40 |
| 23311 - Fuel Distribution System Mechanic | 27.68 |
| 23312 - Fuel Distribution System Operator | 21.58 |
| 23370 - General Maintenance Worker | 18.45 |
| 23380 - Ground Support Equipment Mechanic | 27.03 |
| 23381 - Ground Support Equipment Servicer | 22.63 |
| 23382 - Ground Support Equipment Worker | 24.16 |
| 23391 - Gunsmith I | 19.40 |
| 23392 - Gunsmith II | 22.51 |
| 23393 - Gunsmith III | 25.64 |

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| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.07 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.52 |
| 23430 - Heavy Equipment Mechanic | 28.29 |
| 23440 - Heavy Equipment Operator | 34.11 |
| 23460 - Instrument Mechanic | 29.96 |
| 23465 - Laboratory/Shelter Mechanic | 24.07 |
| 23470 - Laborer | 16.49 |
| 23510 - Locksmith | 23.45 |
| 23530 - Machinery Maintenance Mechanic | 24.70 |
| 23550 - Machinist, Maintenance | 24.58 |
| 23580 - Maintenance Trades Helper | 14.93 |
| 23591 - Metrology Technician I | 29.96 |
| 23592 - Metrology Technician II | 31.76 |
| 23593 - Metrology Technician III | 33.49 |
| 23640 - Millwright | 25.64 |
| 23710 - Office Appliance Repairer | 21.56 |
| 23760 - Painter, Maintenance | 25.29 |
| 23790 - Pipefitter, Maintenance | 27.69 |
| 23810 - Plumber, Maintenance | 25.71 |
| 23820 - Pneudraulic Systems Mechanic | 25.64 |
| 23850 - Rigger | 25.64 |
| 23870 - Scale Mechanic | 22.51 |
| 23890 - Sheet-Metal Worker, Maintenance | 28.46 |
| 23910 - Small Engine Mechanic | 20.91 |
| 23931 - Telecommunications Mechanic I | 27.52 |
| 23932 - Telecommunications Mechanic II | 28.05 |
| 23950 - Telephone Lineman | 24.18 |
| 23960 - Welder, Combination, Maintenance | 25.04 |
| 23965 - Well Driller | 25.14 |
| 23970 - Woodcraft Worker | 25.64 |
| 23980 - Woodworker | 17.67 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.62 |
| 24580 - Child Care Center Clerk | 15.14 |
| 24610 - Chore Aide | 11.40 |
| 24620 - Family Readiness And Support Services Coordinator | 16.19 |
| 24630 - Homemaker | 20.11 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.42 |
| 25040 - Sewage Plant Operator | 21.94 |
| 25070 - Stationary Engineer | 26.42 |
| 25190 - Ventilation Equipment Tender | 19.25 |
| 25210 - Water Treatment Plant Operator | 21.94 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.69 |
| 27007 - Baggage Inspector | 12.13 |
| 27008 - Corrections Officer | 21.67 |
| 27010 - Court Security Officer | 23.28 |
| 27030 - Detection Dog Handler | 15.35 |
| 27040 - Detention Officer | 21.67 |
| 27070 - Firefighter | 23.69 |
| 27101 - Guard I | 12.13 |
| 27102 - Guard II | 15.35 |
| 27131 - Police Officer I | 23.97 |
| 27132 - Police Officer II | 26.64 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.47 |
| 28042 - Carnival Equipment Repairer | 13.26 |
| 28043 - Carnival Equipment Worker | 9.93 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |

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| 28310 - Lifeguard | 15.84 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.19 |
| 28515 - Recreation Specialist | 21.44 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 17.14 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.98 |
| 30022 - Archeological Technician II | 19.43 |
| 30023 - Archeological Technician III | 24.08 |
| 30030 - Cartographic Technician | 24.08 |
| 30040 - Civil Engineering Technician | 21.55 |
| 30061 - Drafter/CAD Operator I | 16.86 |
| 30062 - Drafter/CAD Operator II | 19.43 |
| 30063 - Drafter/CAD Operator III | 21.67 |
| 30064 - Drafter/CAD Operator IV | 26.66 |
| 30081 - Engineering Technician I | 15.91 |
| 30082 - Engineering Technician II | 18.64 |
| 30083 - Engineering Technician III | 22.50 |
| 30084 - Engineering Technician IV | 29.74 |
| 30085 - Engineering Technician V | 32.60 |
| 30086 - Engineering Technician VI | 39.41 |
| 30090 - Environmental Technician | 22.21 |
| 30210 - Laboratory Technician | 23.01 |
| 30240 - Mathematical Technician | 25.78 |
| 30361 - Paralegal/Legal Assistant I | 18.66 |
| 30362 - Paralegal/Legal Assistant II | 23.13 |
| 30363 - Paralegal/Legal Assistant III | 28.30 |
| 30364 - Paralegal/Legal Assistant IV | 34.23 |
| 30390 - Photo-Optics Technician | 25.78 |
| 30461 - Technical Writer I | 22.86 |
| 30462 - Technical Writer II | 27.96 |
| 30463 - Technical Writer III | 33.84 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 21.67 |
| 30621 - Weather Observer, Senior (see 2) | 24.08 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.94 |
| 31030 - Bus Driver | 18.43 |
| 31043 - Driver Courier | 14.10 |
| 31260 - Parking and Lot Attendant | 9.16 |
| 31290 - Shuttle Bus Driver | 14.98 |
| 31310 - Taxi Driver | 11.77 |
| 31361 - Truckdriver, Light | 14.98 |
| 31362 - Truckdriver, Medium | 17.26 |
| 31363 - Truckdriver, Heavy | 18.27 |
| 31364 - Truckdriver, Tractor-Trailer | 18.27 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.93 |
| 99050 - Desk Clerk | 18.46 |
| 99095 - Embalmer | 22.34 |
| 99251 - Laboratory Animal Caretaker I | 12.41 |
| 99252 - Laboratory Animal Caretaker II | 17.67 |
| 99310 - Mortician | 24.57 |
| 99410 - Pest Controller | 17.33 |

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|---|-------|
| 99510 - Photofinishing Worker | 13.86 |
| 99710 - Recycling Laborer | 19.19 |
| 99711 - Recycling Specialist | 23.10 |
| 99730 - Refuse Collector | 17.18 |
| 99810 - Sales Clerk | 14.39 |
| 99820 - School Crossing Guard | 15.03 |
| 99830 - Survey Party Chief | 24.01 |
| 99831 - Surveying Aide | 13.13 |
| 99832 - Surveying Technician | 17.99 |
| 99840 - Vending Machine Attendant | 12.64 |
| 99841 - Vending Machine Repairer | 15.06 |
| 99842 - Vending Machine Repairer Helper | 12.64 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: (Hawaii): \$1.66 per hour, or \$66.40 per week, or \$297.73 per month hour for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act, the new health and welfare benefit rate will be \$4.02 per hour.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at

<http://wdo1.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Shirley F. Ebbesen Division of
Director Wage Determinations

Wage Determination No.: 2005-2154
Revision No.: 14
Date Of Last Revision: 09/09/2010

States: American Samoa, Hawaii

Area: American Samoa Statewide

Hawaii Statewide
OCCUPATION NOTE:

STEVEDORING AND LONGSHOREMEN: Wage rates and fringe benefits can be found on
Wage Determination 2000-0085

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.20 |
| 01012 - Accounting Clerk II | | 15.93 |
| 01013 - Accounting Clerk III | | 17.40 |

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| 01020 - Administrative Assistant | 26.48 |
| 01040 - Court Reporter | 18.59 |
| 01051 - Data Entry Operator I | 13.16 |
| 01052 - Data Entry Operator II | 14.36 |
| 01060 - Dispatcher, Motor Vehicle | 17.10 |
| 01070 - Document Preparation Clerk | 13.15 |
| 01090 - Duplicating Machine Operator | 13.79 |
| 01111 - General Clerk I | 12.53 |
| 01112 - General Clerk II | 13.67 |
| 01113 - General Clerk III | 15.45 |
| 01120 - Housing Referral Assistant | 23.77 |
| 01141 - Messenger Courier | 12.47 |
| 01191 - Order Clerk I | 13.18 |
| 01192 - Order Clerk II | 14.38 |
| 01261 - Personnel Assistant (Employment) I | 15.79 |
| 01262 - Personnel Assistant (Employment) II | 17.88 |
| 01263 - Personnel Assistant (Employment) III | 19.68 |
| 01270 - Production Control Clerk | 18.86 |
| 01280 - Receptionist | 15.40 |
| 01290 - Rental Clerk | 15.79 |
| 01300 - Scheduler, Maintenance | 19.05 |
| 01311 - Secretary I | 19.05 |
| 01312 - Secretary II | 21.31 |
| 01313 - Secretary III | 23.77 |
| 01320 - Service Order Dispatcher | 14.05 |
| 01410 - Supply Technician | 25.82 |
| 01420 - Survey Worker | 17.10 |
| 01531 - Travel Clerk I | 14.78 |
| 01532 - Travel Clerk II | 15.97 |
| 01533 - Travel Clerk III | 17.12 |
| 01611 - Word Processor I | 14.36 |
| 01612 - Word Processor II | 16.11 |
| 01613 - Word Processor III | 18.03 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.19 |
| 05010 - Automotive Electrician | 22.43 |
| 05040 - Automotive Glass Installer | 22.00 |
| 05070 - Automotive Worker | 22.00 |
| 05110 - Mobile Equipment Servicer | 18.99 |
| 05130 - Motor Equipment Metal Mechanic | 24.41 |
| 05160 - Motor Equipment Metal Worker | 22.00 |
| 05190 - Motor Vehicle Mechanic | 25.65 |
| 05220 - Motor Vehicle Mechanic Helper | 17.39 |
| 05250 - Motor Vehicle Upholstery Worker | 20.80 |
| 05280 - Motor Vehicle Wrecker | 22.00 |
| 05310 - Painter, Automotive | 23.19 |
| 05340 - Radiator Repair Specialist | 22.00 |
| 05370 - Tire Repairer | 13.78 |
| 05400 - Transmission Repair Specialist | 24.37 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.87 |
| 07041 - Cook I | 13.17 |
| 07042 - Cook II | 15.29 |
| 07070 - Dishwasher | 12.05 |
| 07130 - Food Service Worker | 11.14 |
| 07210 - Meat Cutter | 18.70 |
| 07260 - Waiter/Waitress | 12.01 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.41 |
| 09040 - Furniture Handler | 11.71 |
| 09080 - Furniture Refinisher | 19.15 |
| 09090 - Furniture Refinisher Helper | 14.19 |
| 09110 - Furniture Repairer, Minor | 16.63 |

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| 09130 - Upholsterer | 17.41 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.89 |
| 11060 - Elevator Operator | 12.89 |
| 11090 - Gardener | 16.40 |
| 11122 - Housekeeping Aide | 14.00 |
| 11150 - Janitor | 14.00 |
| 11210 - Laborer, Grounds Maintenance | 13.55 |
| 11240 - Maid or Houseman | 14.49 |
| 11260 - Pruner | 12.13 |
| 11270 - Tractor Operator | 16.43 |
| 11330 - Trail Maintenance Worker | 13.55 |
| 11360 - Window Cleaner | 15.25 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.70 |
| 12011 - Breath Alcohol Technician | 20.70 |
| 12012 - Certified Occupational Therapist Assistant | 19.67 |
| 12015 - Certified Physical Therapist Assistant | 18.41 |
| 12020 - Dental Assistant | 14.80 |
| 12025 - Dental Hygienist | 30.34 |
| 12030 - EKG Technician | 26.02 |
| 12035 - Electroneurodiagnostic Technologist | 26.02 |
| 12040 - Emergency Medical Technician | 22.19 |
| 12071 - Licensed Practical Nurse I | 18.51 |
| 12072 - Licensed Practical Nurse II | 20.70 |
| 12073 - Licensed Practical Nurse III | 23.09 |
| 12100 - Medical Assistant | 14.83 |
| 12130 - Medical Laboratory Technician | 19.74 |
| 12160 - Medical Record Clerk | 17.82 |
| 12190 - Medical Record Technician | 19.93 |
| 12195 - Medical Transcriptionist | 19.74 |
| 12210 - Nuclear Medicine Technologist | 31.72 |
| 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 | 20.03 |
| 12236 - Optical Technician | 14.91 |
| 12250 - Pharmacy Technician | 17.19 |
| 12280 - Phlebotomist | 15.69 |
| 12305 - Radiologic Technologist | 29.04 |
| 12311 - Registered Nurse I | 29.29 |
| 12312 - Registered Nurse II | 35.82 |
| 12313 - Registered Nurse II, Specialist | 35.82 |
| 12314 - Registered Nurse III | 43.34 |
| 12315 - Registered Nurse III, Anesthetist | 43.34 |
| 12316 - Registered Nurse IV | 51.94 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.66 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.61 |
| 13012 - Exhibits Specialist II | 23.29 |
| 13013 - Exhibits Specialist III | 28.49 |
| 13041 - Illustrator I | 20.71 |
| 13042 - Illustrator II | 25.67 |
| 13043 - Illustrator III | 31.40 |
| 13047 - Librarian | 28.71 |
| 13050 - Library Aide/Clerk | 14.17 |
| 13054 - Library Information Technology Systems Administrator | 21.89 |
| 13058 - Library Technician | 17.36 |
| 13061 - Media Specialist I | 15.86 |
| 13062 - Media Specialist II | 17.74 |
| 13063 - Media Specialist III | 19.78 |

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| 13071 - Photographer I | 14.00 |
| 13072 - Photographer II | 16.54 |
| 13073 - Photographer III | 19.61 |
| 13074 - Photographer IV | 23.99 |
| 13075 - Photographer V | 28.99 |
| 13110 - Video Teleconference Technician | 20.30 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.54 |
| 14042 - Computer Operator II | 19.62 |
| 14043 - Computer Operator III | 22.80 |
| 14044 - Computer Operator IV | 24.81 |
| 14045 - Computer Operator V | 27.45 |
| 14071 - Computer Programmer I | (see 1) 27.62 |
| 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 | 17.54 |
| 14160 - Personal Computer Support Technician | 24.81 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.83 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.30 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 43.09 |
| 15050 - Computer Based Training Specialist / Instructor | 30.83 |
| 15060 - Educational Technologist | 25.80 |
| 15070 - Flight Instructor (Pilot) | 43.09 |
| 15080 - Graphic Artist | 22.97 |
| 15090 - Technical Instructor | 19.66 |
| 15095 - Technical Instructor/Course Developer | 24.05 |
| 15110 - Test Proctor | 19.47 |
| 15120 - Tutor | 19.47 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.72 |
| 16030 - Counter Attendant | 11.72 |
| 16040 - Dry Cleaner | 14.51 |
| 16070 - Finisher, Flatwork, Machine | 11.72 |
| 16090 - Presser, Hand | 11.72 |
| 16110 - Presser, Machine, Drycleaning | 11.72 |
| 16130 - Presser, Machine, Shirts | 11.72 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.72 |
| 16190 - Sewing Machine Operator | 15.45 |
| 16220 - Tailor | 16.27 |
| 16250 - Washer, Machine | 12.67 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 24.08 |
| 19040 - Tool And Die Maker | 30.25 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 20.84 |
| 21030 - Material Coordinator | 21.89 |
| 21040 - Material Expediter | 21.89 |
| 21050 - Material Handling Laborer | 16.89 |
| 21071 - Order Filler | 13.51 |
| 21080 - Production Line Worker (Food Processing) | 20.84 |
| 21110 - Shipping Packer | 15.22 |
| 21130 - Shipping/Receiving Clerk | 14.69 |
| 21140 - Store Worker I | 13.23 |
| 21150 - Stock Clerk | 18.58 |
| 21210 - Tools And Parts Attendant | 20.84 |
| 21410 - Warehouse Specialist | 20.84 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 28.74 |

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| 23021 - Aircraft Mechanic I | 27.03 |
| 23022 - Aircraft Mechanic II | 28.74 |
| 23023 - Aircraft Mechanic III | 30.43 |
| 23040 - Aircraft Mechanic Helper | 19.51 |
| 23050 - Aircraft, Painter | 25.27 |
| 23060 - Aircraft Servicer | 22.63 |
| 23080 - Aircraft Worker | 24.16 |
| 23110 - Appliance Mechanic | 21.94 |
| 23120 - Bicycle Repairer | 15.16 |
| 23125 - Cable Splicer | 28.39 |
| 23130 - Carpenter, Maintenance | 30.99 |
| 23140 - Carpet Layer | 24.86 |
| 23160 - Electrician, Maintenance | 28.25 |
| 23181 - Electronics Technician Maintenance I | 26.83 |
| 23182 - Electronics Technician Maintenance II | 28.69 |
| 23183 - Electronics Technician Maintenance III | 30.56 |
| 23260 - Fabric Worker | 20.95 |
| 23290 - Fire Alarm System Mechanic | 23.46 |
| 23310 - Fire Extinguisher Repairer | 19.40 |
| 23311 - Fuel Distribution System Mechanic | 27.68 |
| 23312 - Fuel Distribution System Operator | 21.58 |
| 23370 - General Maintenance Worker | 18.45 |
| 23380 - Ground Support Equipment Mechanic | 27.03 |
| 23381 - Ground Support Equipment Servicer | 22.63 |
| 23382 - Ground Support Equipment Worker | 24.16 |
| 23391 - Gunsmith I | 19.40 |
| 23392 - Gunsmith II | 22.51 |
| 23393 - Gunsmith III | 25.64 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.07 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.52 |
| 23430 - Heavy Equipment Mechanic | 28.29 |
| 23440 - Heavy Equipment Operator | 34.11 |
| 23460 - Instrument Mechanic | 29.96 |
| 23465 - Laboratory/Shelter Mechanic | 24.07 |
| 23470 - Laborer | 16.49 |
| 23510 - Locksmith | 23.45 |
| 23530 - Machinery Maintenance Mechanic | 24.70 |
| 23550 - Machinist, Maintenance | 24.58 |
| 23580 - Maintenance Trades Helper | 14.93 |
| 23591 - Metrology Technician I | 29.96 |
| 23592 - Metrology Technician II | 31.76 |
| 23593 - Metrology Technician III | 33.49 |
| 23640 - Millwright | 25.64 |
| 23710 - Office Appliance Repairer | 21.56 |
| 23760 - Painter, Maintenance | 25.29 |
| 23790 - Pipefitter, Maintenance | 27.69 |
| 23810 - Plumber, Maintenance | 25.71 |
| 23820 - Pneudraulic Systems Mechanic | 25.64 |
| 23850 - Rigger | 25.64 |
| 23870 - Scale Mechanic | 22.51 |
| 23890 - Sheet-Metal Worker, Maintenance | 28.46 |
| 23910 - Small Engine Mechanic | 20.91 |
| 23931 - Telecommunications Mechanic I | 27.52 |
| 23932 - Telecommunications Mechanic II | 28.05 |
| 23950 - Telephone Lineman | 24.18 |
| 23960 - welder, Combination, Maintenance | 25.04 |
| 23965 - well Driller | 25.14 |
| 23970 - Woodcraft Worker | 25.64 |
| 23980 - Woodworker | 17.67 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.62 |

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| 24580 - Child Care Center Clerk | 15.14 |
| 24610 - Chore Aide | 11.40 |
| 24620 - Family Readiness And Support Services Coordinator | 16.19 |
| 24630 - Homemaker | 20.11 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.42 |
| 25040 - Sewage Plant Operator | 21.94 |
| 25070 - Stationary Engineer | 26.42 |
| 25190 - Ventilation Equipment Tender | 19.25 |
| 25210 - Water Treatment Plant Operator | 21.94 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.69 |
| 27007 - Baggage Inspector | 12.13 |
| 27008 - Corrections Officer | 21.67 |
| 27010 - Court Security Officer | 23.28 |
| 27030 - Detection Dog Handler | 15.35 |
| 27040 - Detention Officer | 21.67 |
| 27070 - Firefighter | 23.69 |
| 27101 - Guard I | 12.13 |
| 27102 - Guard II | 15.35 |
| 27131 - Police Officer I | 23.97 |
| 27132 - Police Officer II | 26.64 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.47 |
| 28042 - Carnival Equipment Repairer | 13.26 |
| 28043 - Carnival Equipment Worker | 9.93 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |
| 28310 - Lifeguard | 15.84 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.19 |
| 28515 - Recreation Specialist | 21.44 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 17.14 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.98 |
| 30022 - Archeological Technician II | 19.43 |
| 30023 - Archeological Technician III | 24.08 |
| 30030 - Cartographic Technician | 24.08 |
| 30040 - Civil Engineering Technician | 21.55 |
| 30061 - Drafter/CAD Operator I | 16.86 |
| 30062 - Drafter/CAD Operator II | 19.43 |
| 30063 - Drafter/CAD Operator III | 21.67 |
| 30064 - Drafter/CAD Operator IV | 26.66 |
| 30081 - Engineering Technician I | 15.91 |
| 30082 - Engineering Technician II | 18.64 |
| 30083 - Engineering Technician III | 22.50 |
| 30084 - Engineering Technician IV | 29.74 |
| 30085 - Engineering Technician V | 32.60 |
| 30086 - Engineering Technician VI | 39.41 |
| 30090 - Environmental Technician | 22.21 |
| 30210 - Laboratory Technician | 23.01 |
| 30240 - Mathematical Technician | 25.78 |
| 30361 - Paralegal/Legal Assistant I | 18.66 |
| 30362 - Paralegal/Legal Assistant II | 23.13 |
| 30363 - Paralegal/Legal Assistant III | 28.30 |
| 30364 - Paralegal/Legal Assistant IV | 34.23 |
| 30390 - Photo-Optics Technician | 25.78 |
| 30461 - Technical Writer I | 22.86 |
| 30462 - Technical Writer II | 27.96 |

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| 30463 - Technical Writer III | 33.84 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 21.67 |
| 30621 - Weather Observer, Senior | (see 2) 24.08 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.94 |
| 31030 - Bus Driver | 18.43 |
| 31043 - Driver Courier | 14.10 |
| 31260 - Parking and Lot Attendant | 9.16 |
| 31290 - Shuttle Bus Driver | 14.98 |
| 31310 - Taxi Driver | 11.77 |
| 31361 - Truckdriver, Light | 14.98 |
| 31362 - Truckdriver, Medium | 17.26 |
| 31363 - Truckdriver, Heavy | 18.27 |
| 31364 - Truckdriver, Tractor-Trailer | 18.27 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.93 |
| 99050 - Desk Clerk | 18.46 |
| 99095 - Embalmer | 22.34 |
| 99251 - Laboratory Animal Caretaker I | 12.41 |
| 99252 - Laboratory Animal Caretaker II | 17.67 |
| 99310 - Mortician | 24.57 |
| 99410 - Pest Controller | 17.33 |
| 99510 - Photofinishing Worker | 13.86 |
| 99710 - Recycling Laborer | 19.19 |
| 99711 - Recycling Specialist | 23.10 |
| 99730 - Refuse Collector | 17.18 |
| 99810 - Sales Clerk | 14.39 |
| 99820 - School Crossing Guard | 15.03 |
| 99830 - Survey Party Chief | 24.01 |
| 99831 - Surveying Aide | 13.13 |
| 99832 - Surveying Technician | 17.99 |
| 99840 - Vending Machine Attendant | 12.64 |
| 99841 - Vending Machine Repairer | 15.06 |
| 99842 - Vending Machine Repairer Helper | 12.64 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans: Employer contributions costing an average of \$1.64 per hour computed on the basis of all hours worked by service employees employed on the contract. (See 29 CFR 4.175(b)) Contributions are exclusive of items required under Federal, State, and Local Government Statutes. (See 29 CFR 4.162)

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
DirectorDivision of
Wage DeterminationsWage Determination No.: 2005-2159
Revision No.: 15
Date of Last Revision: 07/25/2014

State: Idaho

Area: Idaho Statewide

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.27 |
| 01012 - Accounting Clerk II | | 13.83 |
| 01013 - Accounting Clerk III | | 15.09 |
| 01020 - Administrative Assistant | | 17.16 |
| 01040 - Court Reporter | | 22.66 |
| 01051 - Data Entry Operator I | | 11.51 |
| 01052 - Data Entry Operator II | | 12.57 |
| 01060 - Dispatcher, Motor Vehicle | | 17.87 |
| 01070 - Document Preparation Clerk | | 14.34 |
| 01090 - Duplicating Machine Operator | | 14.34 |
| 01111 - General Clerk I | | 11.17 |
| 01112 - General Clerk II | | 12.19 |
| 01113 - General Clerk III | | 13.68 |
| 01120 - Housing Referral Assistant | | 17.37 |
| 01141 - Messenger Courier | | 10.69 |
| 01191 - Order Clerk I | | 14.76 |
| 01192 - Order Clerk II | | 16.11 |
| 01261 - Personnel Assistant (Employment) I | | 13.55 |
| 01262 - Personnel Assistant (Employment) II | | 15.15 |
| 01263 - Personnel Assistant (Employment) III | | 16.89 |
| 01270 - Production Control Clerk | | 18.51 |
| 01280 - Receptionist | | 11.51 |
| 01290 - Rental Clerk | | 12.35 |
| 01300 - Scheduler, Maintenance | | 13.93 |
| 01311 - Secretary I | | 13.93 |
| 01312 - Secretary II | | 15.58 |
| 01313 - Secretary III | | 17.37 |
| 01320 - Service Order Dispatcher | | 16.49 |
| 01410 - Supply Technician | | 17.16 |
| 01420 - Survey Worker | | 11.40 |
| 01531 - Travel Clerk I | | 12.07 |
| 01532 - Travel Clerk II | | 12.66 |
| 01533 - Travel Clerk III | | 13.73 |
| 01611 - Word Processor I | | 13.03 |
| 01612 - Word Processor II | | 13.92 |
| 01613 - Word Processor III | | 15.58 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 17.65 |
| 05010 - Automotive Electrician | | 14.43 |
| 05040 - Automotive Glass Installer | | 14.24 |
| 05070 - Automotive Worker | | 14.07 |
| 05110 - Mobile Equipment Servicer | | 11.50 |
| 05130 - Motor Equipment Metal Mechanic | | 15.83 |
| 05160 - Motor Equipment Metal Worker | | 14.07 |
| 05190 - Motor Vehicle Mechanic | | 15.83 |
| 05220 - Motor Vehicle Mechanic Helper | | 11.50 |
| 05250 - Motor Vehicle Upholstery Worker | | 13.30 |
| 05280 - Motor Vehicle Wrecker | | 14.07 |

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| 05310 - Painter, Automotive | 15.03 |
| 05340 - Radiator Repair Specialist | 15.27 |
| 05370 - Tire Repairer | 10.02 |
| 05400 - Transmission Repair Specialist | 15.83 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.89 |
| 07041 - Cook I | 9.80 |
| 07042 - Cook II | 11.37 |
| 07070 - Dishwasher | 7.90 |
| 07130 - Food Service Worker | 9.41 |
| 07210 - Meat Cutter | 14.58 |
| 07260 - Waiter/Waitress | 8.62 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.60 |
| 09040 - Furniture Handler | 10.99 |
| 09080 - Furniture Refinisher | 13.05 |
| 09090 - Furniture Refinisher Helper | 11.51 |
| 09110 - Furniture Repairer, Minor | 11.54 |
| 09130 - Upholsterer | 12.83 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.95 |
| 11060 - Elevator Operator | 8.95 |
| 11090 - Gardener | 14.27 |
| 11122 - Housekeeping Aide | 10.75 |
| 11150 - Janitor | 11.06 |
| 11210 - Laborer, Grounds Maintenance | 11.56 |
| 11240 - Maid or Houseman | 8.80 |
| 11260 - Pruner | 10.14 |
| 11270 - Tractor Operator | 14.11 |
| 11330 - Trail Maintenance Worker | 11.56 |
| 11360 - Window Cleaner | 12.19 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.49 |
| 12011 - Breath Alcohol Technician | 16.25 |
| 12012 - Certified Occupational Therapist Assistant | 24.40 |
| 12015 - Certified Physical Therapist Assistant | 21.99 |
| 12020 - Dental Assistant | 14.94 |
| 12025 - Dental Hygienist | 33.20 |
| 12030 - EKG Technician | 24.91 |
| 12035 - Electroneurodiagnostic Technologist | 24.91 |
| 12040 - Emergency Medical Technician | 16.49 |
| 12071 - Licensed Practical Nurse I | 14.53 |
| 12072 - Licensed Practical Nurse II | 16.25 |
| 12073 - Licensed Practical Nurse III | 18.12 |
| 12100 - Medical Assistant | 14.79 |
| 12130 - Medical Laboratory Technician | 17.53 |
| 12160 - Medical Record Clerk | 13.47 |
| 12190 - Medical Record Technician | 15.07 |
| 12195 - Medical Transcriptionist | 15.16 |
| 12210 - Nuclear Medicine Technologist | 32.30 |
| 12221 - Nursing Assistant I | 10.66 |
| 12222 - Nursing Assistant II | 11.99 |
| 12223 - Nursing Assistant III | 13.08 |
| 12224 - Nursing Assistant IV | 14.66 |
| 12235 - Optical Dispenser | 14.76 |
| 12236 - Optical Technician | 13.18 |
| 12250 - Pharmacy Technician | 14.80 |
| 12280 - Phlebotomist | 14.66 |
| 12305 - Radiologic Technologist | 22.77 |
| 12311 - Registered Nurse I | 22.72 |
| 12312 - Registered Nurse II | 27.78 |
| 12313 - Registered Nurse II, Specialist | 27.78 |
| 12314 - Registered Nurse III | 33.61 |

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| 12315 - Registered Nurse III, Anesthetist | 33.61 |
| 12316 - Registered Nurse IV | 40.02 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.13 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.36 |
| 13012 - Exhibits Specialist II | 20.27 |
| 13013 - Exhibits Specialist III | 24.80 |
| 13041 - Illustrator I | 16.36 |
| 13042 - Illustrator II | 20.27 |
| 13043 - Illustrator III | 24.80 |
| 13047 - Librarian | 22.59 |
| 13050 - Library Aide/Clerk | 13.53 |
| 13054 - Library Information Technology Systems Administrator | 20.57 |
| 13058 - Library Technician | 13.31 |
| 13061 - Media Specialist I | 14.72 |
| 13062 - Media Specialist II | 16.48 |
| 13063 - Media Specialist III | 18.36 |
| 13071 - Photographer I | 13.38 |
| 13072 - Photographer II | 16.76 |
| 13073 - Photographer III | 18.78 |
| 13074 - Photographer IV | 23.09 |
| 13075 - Photographer V | 28.39 |
| 13110 - Video Teleconference Technician | 18.11 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.69 |
| 14042 - Computer Operator II | 16.43 |
| 14043 - Computer Operator III | 18.32 |
| 14044 - Computer Operator IV | 20.50 |
| 14045 - Computer Operator V | 22.54 |
| 14071 - Computer Programmer I | 17.62 |
| 14072 - Computer Programmer II | 22.88 |
| 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 | 14.69 |
| 14160 - Personal Computer Support Technician | 20.50 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.58 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.36 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.70 |
| 15050 - Computer Based Training Specialist / Instructor | 27.58 |
| 15060 - Educational Technologist | 20.74 |
| 15070 - Flight Instructor (Pilot) | 36.70 |
| 15080 - Graphic Artist | 18.46 |
| 15090 - Technical Instructor | 18.36 |
| 15095 - Technical Instructor/Course Developer | 22.46 |
| 15110 - Test Proctor | 14.79 |
| 15120 - Tutor | 14.79 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.97 |
| 16030 - Counter Attendant | 8.97 |
| 16040 - Dry Cleaner | 10.70 |
| 16070 - Finisher, Flatwork, Machine | 8.97 |
| 16090 - Presser, Hand | 8.97 |
| 16110 - Presser, Machine, Drycleaning | 8.97 |
| 16130 - Presser, Machine, Shirts | 8.97 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.97 |
| 16190 - Sewing Machine Operator | 11.28 |
| 16220 - Tailor | 11.90 |
| 16250 - Washer, Machine | 9.39 |

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|---|-------|
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 14.91 |
| 19040 - Tool And Die Maker | 22.33 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.95 |
| 21030 - Material Coordinator | 18.51 |
| 21040 - Material Expediter | 18.51 |
| 21050 - Material Handling Laborer | 10.85 |
| 21071 - Order Filler | 11.95 |
| 21080 - Production Line Worker (Food Processing) | 12.95 |
| 21110 - Shipping Packer | 12.87 |
| 21130 - Shipping/Receiving Clerk | 12.87 |
| 21140 - Store Worker I | 10.50 |
| 21150 - Stock Clerk | 15.07 |
| 21210 - Tools And Parts Attendant | 12.95 |
| 21410 - Warehouse Specialist | 12.95 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.20 |
| 23021 - Aircraft Mechanic I | 20.19 |
| 23022 - Aircraft Mechanic II | 21.20 |
| 23023 - Aircraft Mechanic III | 22.26 |
| 23040 - Aircraft Mechanic Helper | 13.63 |
| 23050 - Aircraft, Painter | 19.01 |
| 23060 - Aircraft Servicer | 16.63 |
| 23080 - Aircraft Worker | 17.60 |
| 23110 - Appliance Mechanic | 17.03 |
| 23120 - Bicycle Repairer | 10.23 |
| 23125 - Cable Splicer | 29.76 |
| 23130 - Carpenter, Maintenance | 17.46 |
| 23140 - Carpet Layer | 19.20 |
| 23160 - Electrician, Maintenance | 20.50 |
| 23181 - Electronics Technician Maintenance I | 21.33 |
| 23182 - Electronics Technician Maintenance II | 22.66 |
| 23183 - Electronics Technician Maintenance III | 26.15 |
| 23260 - Fabric Worker | 16.56 |
| 23290 - Fire Alarm System Mechanic | 18.62 |
| 23310 - Fire Extinguisher Repairer | 15.33 |
| 23311 - Fuel Distribution System Mechanic | 21.65 |
| 23312 - Fuel Distribution System Operator | 17.67 |
| 23370 - General Maintenance Worker | 16.45 |
| 23380 - Ground Support Equipment Mechanic | 20.19 |
| 23381 - Ground Support Equipment Servicer | 16.63 |
| 23382 - Ground Support Equipment Worker | 17.60 |
| 23391 - Gunsmith I | 15.33 |
| 23392 - Gunsmith II | 17.65 |
| 23393 - Gunsmith III | 21.89 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.62 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.43 |
| 23430 - Heavy Equipment Mechanic | 18.62 |
| 23440 - Heavy Equipment Operator | 18.62 |
| 23460 - Instrument Mechanic | 20.48 |
| 23465 - Laboratory/Shelter Mechanic | 18.74 |
| 23470 - Laborer | 10.85 |
| 23510 - Locksmith | 17.48 |
| 23530 - Machinery Maintenance Mechanic | 21.22 |
| 23550 - Machinist, Maintenance | 17.44 |
| 23580 - Maintenance Trades Helper | 13.09 |
| 23591 - Metrology Technician I | 20.48 |
| 23592 - Metrology Technician II | 21.51 |
| 23593 - Metrology Technician III | 22.53 |
| 23640 - Millwright | 22.43 |

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| 23710 - Office Appliance Repairer | 17.48 |
| 23760 - Painter, Maintenance | 16.06 |
| 23790 - Pipefitter, Maintenance | 21.74 |
| 23810 - Plumber, Maintenance | 19.55 |
| 23820 - Pneudraulic Systems Mechanic | 21.89 |
| 23850 - Rigger | 21.88 |
| 23870 - Scale Mechanic | 17.65 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.69 |
| 23910 - Small Engine Mechanic | 14.51 |
| 23931 - Telecommunications Mechanic I | 23.06 |
| 23932 - Telecommunications Mechanic II | 24.50 |
| 23950 - Telephone Lineman | 20.45 |
| 23960 - Welder, Combination, Maintenance | 16.65 |
| 23965 - Well Driller | 18.62 |
| 23970 - Woodcraft Worker | 21.89 |
| 23980 - Woodworker | 14.28 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.80 |
| 24580 - Child Care Center Clerk | 12.47 |
| 24610 - Chore Aide | 9.06 |
| 24620 - Family Readiness And Support Services Coordinator | 12.08 |
| 24630 - Homemaker | 10.19 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.84 |
| 25040 - Sewage Plant Operator | 15.28 |
| 25070 - Stationary Engineer | 19.84 |
| 25190 - Ventilation Equipment Tender | 13.95 |
| 25210 - Water Treatment Plant Operator | 15.28 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.88 |
| 27007 - Baggage Inspector | 13.20 |
| 27008 - Corrections Officer | 18.72 |
| 27010 - Court Security Officer | 19.91 |
| 27030 - Detection Dog Handler | 15.80 |
| 27040 - Detention Officer | 18.72 |
| 27070 - Firefighter | 18.98 |
| 27101 - Guard I | 13.20 |
| 27102 - Guard II | 15.80 |
| 27131 - Police Officer I | 22.26 |
| 27132 - Police Officer II | 24.73 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.94 |
| 28042 - Carnival Equipment Repairer | 14.41 |
| 28043 - Carnival Equipment Worker | 10.11 |
| 28210 - Gate Attendant/Gate Tender | 14.60 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 15.36 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.92 |
| 28515 - Recreation Specialist | 15.92 |
| 28630 - Sports Official | 13.01 |
| 28690 - Swimming Pool Operator | 17.28 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.42 |
| 29020 - Hatch Tender | 19.42 |
| 29030 - Line Handler | 19.42 |
| 29041 - Stevedore I | 16.97 |
| 29042 - Stevedore II | 19.50 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.67 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.79 |

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| 30022 - Archeological Technician II | 20.00 |
| 30023 - Archeological Technician III | 24.38 |
| 30030 - Cartographic Technician | 24.39 |
| 30040 - Civil Engineering Technician | 22.41 |
| 30061 - Drafter/CAD Operator I | 17.59 |
| 30062 - Drafter/CAD Operator II | 20.76 |
| 30063 - Drafter/CAD Operator III | 21.94 |
| 30064 - Drafter/CAD Operator IV | 25.54 |
| 30081 - Engineering Technician I | 13.93 |
| 30082 - Engineering Technician II | 15.62 |
| 30083 - Engineering Technician III | 18.43 |
| 30084 - Engineering Technician IV | 21.66 |
| 30085 - Engineering Technician V | 26.49 |
| 30086 - Engineering Technician VI | 30.94 |
| 30090 - Environmental Technician | 22.32 |
| 30210 - Laboratory Technician | 20.26 |
| 30240 - Mathematical Technician | 24.45 |
| 30361 - Paralegal/Legal Assistant I | 16.96 |
| 30362 - Paralegal/Legal Assistant II | 21.01 |
| 30363 - Paralegal/Legal Assistant III | 25.70 |
| 30364 - Paralegal/Legal Assistant IV | 31.10 |
| 30390 - Photo-Optics Technician | 24.45 |
| 30461 - Technical Writer I | 20.81 |
| 30462 - Technical Writer II | 25.45 |
| 30463 - Technical Writer III | 27.75 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 19.61 |
| 30621 - Weather Observer, Senior | (see 2) 23.97 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.06 |
| 31030 - Bus Driver | 12.58 |
| 31043 - Driver Courier | 12.40 |
| 31260 - Parking and Lot Attendant | 8.69 |
| 31290 - Shuttle Bus Driver | 13.52 |
| 31310 - Taxi Driver | 9.78 |
| 31361 - Truckdriver, Light | 13.52 |
| 31362 - Truckdriver, Medium | 14.62 |
| 31363 - Truckdriver, Heavy | 16.12 |
| 31364 - Truckdriver, Tractor-Trailer | 16.12 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.03 |
| 99050 - Desk Clerk | 8.36 |
| 99095 - Embalmer | 25.86 |
| 99251 - Laboratory Animal Caretaker I | 9.90 |
| 99252 - Laboratory Animal Caretaker II | 10.80 |
| 99310 - Mortician | 25.86 |
| 99410 - Pest Controller | 16.64 |
| 99510 - Photofinishing Worker | 13.32 |
| 99710 - Recycling Laborer | 15.96 |
| 99711 - Recycling Specialist | 18.07 |
| 99730 - Refuse Collector | 13.99 |
| 99810 - Sales Clerk | 11.95 |
| 99820 - School Crossing Guard | 11.85 |
| 99830 - Survey Party Chief | 20.27 |
| 99831 - Surveying Aide | 13.74 |
| 99832 - Surveying Technician | 18.43 |
| 99840 - Vending Machine Attendant | 11.52 |
| 99841 - Vending Machine Repairer | 14.81 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage

determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2160
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Idaho

Area: Idaho Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.27 |
| 01012 - Accounting Clerk II | | 13.83 |
| 01013 - Accounting Clerk III | | 15.09 |
| 01020 - Administrative Assistant | | 17.16 |
| 01040 - Court Reporter | | 22.66 |
| 01051 - Data Entry Operator I | | 11.51 |
| 01052 - Data Entry Operator II | | 12.57 |
| 01060 - Dispatcher, Motor Vehicle | | 17.87 |
| 01070 - Document Preparation Clerk | | 14.34 |
| 01090 - Duplicating Machine Operator | | 14.34 |
| 01111 - General Clerk I | | 11.17 |
| 01112 - General Clerk II | | 12.19 |
| 01113 - General Clerk III | | 13.68 |
| 01120 - Housing Referral Assistant | | 17.37 |
| 01141 - Messenger Courier | | 10.69 |
| 01191 - Order Clerk I | | 14.76 |
| 01192 - Order Clerk II | | 16.11 |
| 01261 - Personnel Assistant (Employment) I | | 13.55 |
| 01262 - Personnel Assistant (Employment) II | | 15.15 |
| 01263 - Personnel Assistant (Employment) III | | 16.89 |
| 01270 - Production Control Clerk | | 18.51 |
| 01280 - Receptionist | | 11.51 |
| 01290 - Rental Clerk | | 12.35 |
| 01300 - Scheduler, Maintenance | | 13.93 |
| 01311 - Secretary I | | 13.93 |
| 01312 - Secretary II | | 15.58 |
| 01313 - Secretary III | | 17.37 |
| 01320 - Service Order Dispatcher | | 16.49 |
| 01410 - Supply Technician | | 17.16 |
| 01420 - Survey Worker | | 11.40 |
| 01531 - Travel Clerk I | | 12.07 |

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| 01532 - Travel Clerk II | 12.66 |
| 01533 - Travel Clerk III | 13.73 |
| 01611 - Word Processor I | 13.03 |
| 01612 - Word Processor II | 13.92 |
| 01613 - Word Processor III | 15.58 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 17.65 |
| 05010 - Automotive Electrician | 14.43 |
| 05040 - Automotive Glass Installer | 14.24 |
| 05070 - Automotive Worker | 14.07 |
| 05110 - Mobile Equipment Servicer | 11.50 |
| 05130 - Motor Equipment Metal Mechanic | 15.83 |
| 05160 - Motor Equipment Metal Worker | 14.07 |
| 05190 - Motor Vehicle Mechanic | 15.83 |
| 05220 - Motor Vehicle Mechanic Helper | 11.50 |
| 05250 - Motor Vehicle Upholstery Worker | 13.30 |
| 05280 - Motor Vehicle Wrecker | 14.07 |
| 05310 - Painter, Automotive | 15.03 |
| 05340 - Radiator Repair Specialist | 15.27 |
| 05370 - Tire Repairer | 10.02 |
| 05400 - Transmission Repair Specialist | 15.83 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.89 |
| 07041 - Cook I | 9.80 |
| 07042 - Cook II | 11.37 |
| 07070 - Dishwasher | 7.90 |
| 07130 - Food Service Worker | 9.41 |
| 07210 - Meat Cutter | 14.58 |
| 07260 - Waiter/Waitress | 8.62 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.60 |
| 09040 - Furniture Handler | 10.99 |
| 09080 - Furniture Refinisher | 13.05 |
| 09090 - Furniture Refinisher Helper | 11.51 |
| 09110 - Furniture Repairer, Minor | 11.54 |
| 09130 - Upholsterer | 12.83 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.95 |
| 11060 - Elevator Operator | 8.95 |
| 11090 - Gardener | 14.27 |
| 11122 - Housekeeping Aide | 10.75 |
| 11150 - Janitor | 11.06 |
| 11210 - Laborer, Grounds Maintenance | 11.56 |
| 11240 - Maid or Houseman | 8.80 |
| 11260 - Pruner | 10.14 |
| 11270 - Tractor Operator | 14.11 |
| 11330 - Trail Maintenance Worker | 11.56 |
| 11360 - Window Cleaner | 12.19 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.49 |
| 12011 - Breath Alcohol Technician | 16.25 |
| 12012 - Certified Occupational Therapist Assistant | 24.40 |
| 12015 - Certified Physical Therapist Assistant | 21.99 |
| 12020 - Dental Assistant | 14.94 |
| 12025 - Dental Hygienist | 33.20 |
| 12030 - EKG Technician | 24.91 |
| 12035 - Electroneurodiagnostic Technologist | 24.91 |
| 12040 - Emergency Medical Technician | 16.49 |
| 12071 - Licensed Practical Nurse I | 14.53 |
| 12072 - Licensed Practical Nurse II | 16.25 |
| 12073 - Licensed Practical Nurse III | 18.12 |
| 12100 - Medical Assistant | 14.79 |
| 12130 - Medical Laboratory Technician | 17.53 |

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| 12160 - Medical Record Clerk | 13.47 |
| 12190 - Medical Record Technician | 15.07 |
| 12195 - Medical Transcriptionist | 15.16 |
| 12210 - Nuclear Medicine Technologist | 32.30 |
| 12221 - Nursing Assistant I | 10.66 |
| 12222 - Nursing Assistant II | 11.99 |
| 12223 - Nursing Assistant III | 13.08 |
| 12224 - Nursing Assistant IV | 14.66 |
| 12235 - Optical Dispenser | 14.76 |
| 12236 - Optical Technician | 13.18 |
| 12250 - Pharmacy Technician | 14.80 |
| 12280 - Phlebotomist | 14.66 |
| 12305 - Radiologic Technologist | 22.77 |
| 12311 - Registered Nurse I | 22.72 |
| 12312 - Registered Nurse II | 27.78 |
| 12313 - Registered Nurse II, Specialist | 27.78 |
| 12314 - Registered Nurse III | 33.61 |
| 12315 - Registered Nurse III, Anesthetist | 33.61 |
| 12316 - Registered Nurse IV | 40.02 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.13 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.36 |
| 13012 - Exhibits Specialist II | 20.27 |
| 13013 - Exhibits Specialist III | 24.80 |
| 13041 - Illustrator I | 16.36 |
| 13042 - Illustrator II | 20.27 |
| 13043 - Illustrator III | 24.80 |
| 13047 - Librarian | 22.59 |
| 13050 - Library Aide/Clerk | 13.53 |
| 13054 - Library Information Technology Systems Administrator | 20.57 |
| 13058 - Library Technician | 13.31 |
| 13061 - Media Specialist I | 14.72 |
| 13062 - Media Specialist II | 16.48 |
| 13063 - Media Specialist III | 18.36 |
| 13071 - Photographer I | 13.38 |
| 13072 - Photographer II | 16.76 |
| 13073 - Photographer III | 18.78 |
| 13074 - Photographer IV | 23.09 |
| 13075 - Photographer V | 28.39 |
| 13110 - Video Teleconference Technician | 18.11 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.69 |
| 14042 - Computer Operator II | 16.43 |
| 14043 - Computer Operator III | 18.32 |
| 14044 - Computer Operator IV | 20.50 |
| 14045 - Computer Operator V | 22.54 |
| 14071 - Computer Programmer I | 17.62 |
| 14072 - Computer Programmer II | 22.88 |
| 14073 - Computer Programmer III | (see 2) |
| 14074 - Computer Programmer IV | (see 2) |
| 14101 - Computer Systems Analyst I | (see 2) |
| 14102 - Computer Systems Analyst II | (see 2) |
| 14103 - Computer Systems Analyst III | (see 2) |
| 14150 - Peripheral Equipment Operator | 14.69 |
| 14160 - Personal Computer Support Technician | 20.50 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.58 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.36 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.70 |
| 15050 - Computer Based Training Specialist / Instructor | 27.58 |
| 15060 - Educational Technologist | 20.74 |
| 15070 - Flight Instructor (Pilot) | 36.70 |

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| 15080 - Graphic Artist | 18.46 |
| 15090 - Technical Instructor | 18.36 |
| 15095 - Technical Instructor/Course Developer | 22.46 |
| 15110 - Test Proctor | 14.79 |
| 15120 - Tutor | 14.79 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.97 |
| 16030 - Counter Attendant | 8.97 |
| 16040 - Dry Cleaner | 10.70 |
| 16070 - Finisher, Flatwork, Machine | 8.97 |
| 16090 - Presser, Hand | 8.97 |
| 16110 - Presser, Machine, Drycleaning | 8.97 |
| 16130 - Presser, Machine, Shirts | 8.97 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.97 |
| 16190 - Sewing Machine Operator | 11.28 |
| 16220 - Tailor | 11.90 |
| 16250 - Washer, Machine | 9.39 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 14.91 |
| 19040 - Tool And Die Maker | 22.33 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.95 |
| 21030 - Material Coordinator | 18.51 |
| 21040 - Material Expediter | 18.51 |
| 21050 - Material Handling Laborer | 10.85 |
| 21071 - Order Filler | 11.95 |
| 21080 - Production Line Worker (Food Processing) | 12.95 |
| 21110 - Shipping Packer | 12.87 |
| 21130 - Shipping/Receiving Clerk | 12.87 |
| 21140 - Store Worker I | 10.50 |
| 21150 - Stock Clerk | 15.07 |
| 21210 - Tools And Parts Attendant | 12.95 |
| 21410 - Warehouse Specialist | 12.95 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.20 |
| 23021 - Aircraft Mechanic I | 20.19 |
| 23022 - Aircraft Mechanic II | 21.20 |
| 23023 - Aircraft Mechanic III | 22.26 |
| 23040 - Aircraft Mechanic Helper | 13.63 |
| 23050 - Aircraft, Painter | 19.01 |
| 23060 - Aircraft Servicer | 16.63 |
| 23080 - Aircraft Worker | 17.60 |
| 23110 - Appliance Mechanic | 17.03 |
| 23120 - Bicycle Repairer | 10.23 |
| 23125 - Cable Splicer | 29.76 |
| 23130 - Carpenter, Maintenance | 17.46 |
| 23140 - Carpet Layer | 19.20 |
| 23160 - Electrician, Maintenance | 20.50 |
| 23181 - Electronics Technician Maintenance I | 21.33 |
| 23182 - Electronics Technician Maintenance II | 22.66 |
| 23183 - Electronics Technician Maintenance III | 26.15 |
| 23260 - Fabric Worker | 16.56 |
| 23290 - Fire Alarm System Mechanic | 18.62 |
| 23310 - Fire Extinguisher Repairer | 15.33 |
| 23311 - Fuel Distribution System Mechanic | 21.65 |
| 23312 - Fuel Distribution System Operator | 17.67 |
| 23370 - General Maintenance Worker | 16.45 |
| 23380 - Ground Support Equipment Mechanic | 20.19 |
| 23381 - Ground Support Equipment Servicer | 16.63 |
| 23382 - Ground Support Equipment Worker | 17.60 |
| 23391 - Gunsmith I | 15.33 |
| 23392 - Gunsmith II | 17.65 |
| 23393 - Gunsmith III | 21.89 |

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| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.62 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.43 |
| 23430 - Heavy Equipment Mechanic | 18.62 |
| 23440 - Heavy Equipment Operator | 18.62 |
| 23460 - Instrument Mechanic | 20.48 |
| 23465 - Laboratory/Shelter Mechanic | 18.74 |
| 23470 - Laborer | 10.85 |
| 23510 - Locksmith | 17.48 |
| 23530 - Machinery Maintenance Mechanic | 21.22 |
| 23550 - Machinist, Maintenance | 17.44 |
| 23580 - Maintenance Trades Helper | 13.09 |
| 23591 - Metrology Technician I | 20.48 |
| 23592 - Metrology Technician II | 21.51 |
| 23593 - Metrology Technician III | 22.53 |
| 23640 - Millwright | 22.43 |
| 23710 - Office Appliance Repairer | 17.48 |
| 23760 - Painter, Maintenance | 16.06 |
| 23790 - Pipefitter, Maintenance | 21.74 |
| 23810 - Plumber, Maintenance | 19.55 |
| 23820 - Pneudraulic Systems Mechanic | 21.89 |
| 23850 - Rigger | 21.88 |
| 23870 - Scale Mechanic | 17.65 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.69 |
| 23910 - Small Engine Mechanic | 14.51 |
| 23931 - Telecommunications Mechanic I | 23.06 |
| 23932 - Telecommunications Mechanic II | 24.50 |
| 23950 - Telephone Lineman | 20.45 |
| 23960 - Welder, Combination, Maintenance | 16.65 |
| 23965 - Well Driller | 18.62 |
| 23970 - Woodcraft Worker | 21.89 |
| 23980 - Woodworker | 14.28 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.80 |
| 24580 - Child Care Center Clerk | 12.47 |
| 24610 - Chore Aide | 9.06 |
| 24620 - Family Readiness And Support Services Coordinator | 12.08 |
| 24630 - Homemaker | 10.19 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.84 |
| 25040 - Sewage Plant Operator | 15.28 |
| 25070 - Stationary Engineer | 19.84 |
| 25190 - Ventilation Equipment Tender | 13.95 |
| 25210 - Water Treatment Plant Operator | 15.28 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.88 |
| 27007 - Baggage Inspector | 13.20 |
| 27008 - Corrections Officer | 18.72 |
| 27010 - Court Security Officer | 19.91 |
| 27030 - Detection Dog Handler | 15.80 |
| 27040 - Detention Officer | 18.72 |
| 27070 - Firefighter | 18.98 |
| 27101 - Guard I | 13.20 |
| 27102 - Guard II | 15.80 |
| 27131 - Police Officer I | 22.26 |
| 27132 - Police Officer II | 24.73 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.94 |
| 28042 - Carnival Equipment Repairer | 14.41 |
| 28043 - Carnival Equipment Worker | 10.11 |
| 28210 - Gate Attendant/Gate Tender | 14.60 |

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| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 15.36 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.92 |
| 28515 - Recreation Specialist | 15.92 |
| 28630 - Sports Official | 13.01 |
| 28690 - Swimming Pool Operator | 17.28 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.42 |
| 29020 - Hatch Tender | 19.42 |
| 29030 - Line Handler | 19.42 |
| 29041 - Stevedore I | 16.97 |
| 29042 - Stevedore II | 19.50 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 1) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 1) | 24.67 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 1) | 27.16 |
| 30021 - Archeological Technician I | 17.79 |
| 30022 - Archeological Technician II | 20.00 |
| 30023 - Archeological Technician III | 24.38 |
| 30030 - Cartographic Technician | 24.39 |
| 30040 - Civil Engineering Technician | 22.41 |
| 30061 - Drafter/CAD Operator I | 17.59 |
| 30062 - Drafter/CAD Operator II | 20.76 |
| 30063 - Drafter/CAD Operator III | 21.94 |
| 30064 - Drafter/CAD Operator IV | 25.54 |
| 30081 - Engineering Technician I | 13.93 |
| 30082 - Engineering Technician II | 15.62 |
| 30083 - Engineering Technician III | 18.43 |
| 30084 - Engineering Technician IV | 21.66 |
| 30085 - Engineering Technician V | 26.49 |
| 30086 - Engineering Technician VI | 30.94 |
| 30090 - Environmental Technician | 22.32 |
| 30210 - Laboratory Technician | 20.26 |
| 30240 - Mathematical Technician | 24.45 |
| 30361 - Paralegal/Legal Assistant I | 16.96 |
| 30362 - Paralegal/Legal Assistant II | 21.01 |
| 30363 - Paralegal/Legal Assistant III | 25.70 |
| 30364 - Paralegal/Legal Assistant IV | 31.10 |
| 30390 - Photo-Optics Technician | 24.45 |
| 30461 - Technical Writer I | 20.81 |
| 30462 - Technical Writer II | 25.45 |
| 30463 - Technical Writer III | 27.75 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 1) | 19.61 |
| 30621 - Weather Observer, Senior (see 1) | 23.97 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.06 |
| 31030 - Bus Driver | 12.58 |
| 31043 - Driver Courier | 12.40 |
| 31260 - Parking and Lot Attendant | 8.69 |
| 31290 - Shuttle Bus Driver | 13.52 |
| 31310 - Taxi Driver | 9.78 |
| 31361 - Truckdriver, Light | 13.52 |
| 31362 - Truckdriver, Medium | 14.62 |
| 31363 - Truckdriver, Heavy | 16.12 |
| 31364 - Truckdriver, Tractor-Trailer | 16.12 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.03 |

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|---|-------|
| 99050 - Desk Clerk | 8.36 |
| 99095 - Embalmer | 25.86 |
| 99251 - Laboratory Animal Caretaker I | 9.90 |
| 99252 - Laboratory Animal Caretaker II | 10.80 |
| 99310 - Mortician | 25.86 |
| 99410 - Pest Controller | 16.64 |
| 99510 - Photofinishing Worker | 13.32 |
| 99710 - Recycling Laborer | 15.96 |
| 99711 - Recycling Specialist | 18.07 |
| 99730 - Refuse Collector | 13.99 |
| 99810 - Sales Clerk | 11.95 |
| 99820 - School Crossing Guard | 11.85 |
| 99830 - Survey Party Chief | 20.27 |
| 99831 - Surveying Aide | 13.74 |
| 99832 - Surveying Technician | 18.43 |
| 99840 - Vending Machine Attendant | 11.52 |
| 99841 - Vending Machine Repairer | 14.81 |
| 99842 - Vending Machine Repairer Helper | 11.13 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

2) 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).

1) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006,

unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2165
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Champaign, De Witt, Douglas, Edgar, Ford, McLean, Piatt, Vermilion

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.18 |
| 01012 - Accounting Clerk II | | 14.79 |
| 01013 - Accounting Clerk III | | 16.54 |
| 01020 - Administrative Assistant | | 18.90 |
| 01040 - Court Reporter | | 16.62 |
| 01051 - Data Entry Operator I | | 12.85 |
| 01052 - Data Entry Operator II | | 14.02 |
| 01060 - Dispatcher, Motor Vehicle | | 16.26 |

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| 01070 - Document Preparation Clerk | 13.23 |
| 01090 - Duplicating Machine Operator | 13.23 |
| 01111 - General Clerk I | 11.55 |
| 01112 - General Clerk II | 12.61 |
| 01113 - General Clerk III | 14.16 |
| 01120 - Housing Referral Assistant | 18.54 |
| 01141 - Messenger Courier | 11.80 |
| 01191 - Order Clerk I | 12.17 |
| 01192 - Order Clerk II | 13.84 |
| 01261 - Personnel Assistant (Employment) I | 15.05 |
| 01262 - Personnel Assistant (Employment) II | 16.71 |
| 01263 - Personnel Assistant (Employment) III | 18.64 |
| 01270 - Production Control Clerk | 19.26 |
| 01280 - Receptionist | 11.86 |
| 01290 - Rental Clerk | 11.69 |
| 01300 - Scheduler, Maintenance | 14.86 |
| 01311 - Secretary I | 14.86 |
| 01312 - Secretary II | 16.62 |
| 01313 - Secretary III | 18.54 |
| 01320 - Service Order Dispatcher | 14.06 |
| 01410 - Supply Technician | 18.90 |
| 01420 - Survey Worker | 15.45 |
| 01531 - Travel Clerk I | 11.70 |
| 01532 - Travel Clerk II | 12.60 |
| 01533 - Travel Clerk III | 13.44 |
| 01611 - Word Processor I | 13.61 |
| 01612 - Word Processor II | 14.86 |
| 01613 - Word Processor III | 16.62 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.36 |
| 05010 - Automotive Electrician | 18.64 |
| 05040 - Automotive Glass Installer | 17.41 |
| 05070 - Automotive Worker | 17.41 |
| 05110 - Mobile Equipment Servicer | 15.99 |
| 05130 - Motor Equipment Metal Mechanic | 18.64 |
| 05160 - Motor Equipment Metal Worker | 17.41 |
| 05190 - Motor Vehicle Mechanic | 18.64 |
| 05220 - Motor Vehicle Mechanic Helper | 15.40 |
| 05250 - Motor Vehicle Upholstery Worker | 17.41 |
| 05280 - Motor Vehicle Wrecker | 17.41 |
| 05310 - Painter, Automotive | 17.97 |
| 05340 - Radiator Repair Specialist | 17.41 |
| 05370 - Tire Repairer | 12.15 |
| 05400 - Transmission Repair Specialist | 18.64 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.98 |
| 07041 - Cook I | 11.80 |
| 07042 - Cook II | 12.65 |
| 07070 - Dishwasher | 8.66 |
| 07130 - Food Service Worker | 9.86 |
| 07210 - Meat Cutter | 13.41 |
| 07260 - Waiter/Waitress | 9.38 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.10 |
| 09040 - Furniture Handler | 12.54 |
| 09080 - Furniture Refinisher | 16.10 |
| 09090 - Furniture Refinisher Helper | 13.79 |
| 09110 - Furniture Repairer, Minor | 14.37 |
| 09130 - Upholsterer | 16.10 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.35 |
| 11060 - Elevator Operator | 11.18 |
| 11090 - Gardener | 15.80 |

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| 11122 - Housekeeping Aide | 13.40 |
| 11150 - Janitor | 13.66 |
| 11210 - Laborer, Grounds Maintenance | 13.37 |
| 11240 - Maid or Houseman | 9.50 |
| 11260 - Pruner | 12.29 |
| 11270 - Tractor Operator | 15.53 |
| 11330 - Trail Maintenance Worker | 13.37 |
| 11360 - Window Cleaner | 14.63 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.40 |
| 12011 - Breath Alcohol Technician | 17.33 |
| 12012 - Certified Occupational Therapist Assistant | 23.29 |
| 12015 - Certified Physical Therapist Assistant | 23.78 |
| 12020 - Dental Assistant | 17.99 |
| 12025 - Dental Hygienist | 26.47 |
| 12030 - EKG Technician | 22.66 |
| 12035 - Electroneurodiagnostic Technologist | 22.66 |
| 12040 - Emergency Medical Technician | 17.40 |
| 12071 - Licensed Practical Nurse I | 15.49 |
| 12072 - Licensed Practical Nurse II | 17.33 |
| 12073 - Licensed Practical Nurse III | 19.33 |
| 12100 - Medical Assistant | 13.83 |
| 12130 - Medical Laboratory Technician | 18.85 |
| 12160 - Medical Record Clerk | 13.01 |
| 12190 - Medical Record Technician | 16.38 |
| 12195 - Medical Transcriptionist | 15.36 |
| 12210 - Nuclear Medicine Technologist | 38.09 |
| 12221 - Nursing Assistant I | 10.09 |
| 12222 - Nursing Assistant II | 11.34 |
| 12223 - Nursing Assistant III | 12.38 |
| 12224 - Nursing Assistant IV | 13.89 |
| 12235 - Optical Dispenser | 15.37 |
| 12236 - Optical Technician | 15.49 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.89 |
| 12305 - Radiologic Technologist | 25.58 |
| 12311 - Registered Nurse I | 18.86 |
| 12312 - Registered Nurse II | 23.08 |
| 12313 - Registered Nurse II, Specialist | 23.08 |
| 12314 - Registered Nurse III | 27.92 |
| 12315 - Registered Nurse III, Anesthetist | 27.92 |
| 12316 - Registered Nurse IV | 33.47 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.46 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.23 |
| 13012 - Exhibits Specialist II | 20.22 |
| 13013 - Exhibits Specialist III | 24.66 |
| 13041 - Illustrator I | 16.23 |
| 13042 - Illustrator II | 20.22 |
| 13043 - Illustrator III | 24.66 |
| 13047 - Librarian | 22.22 |
| 13050 - Library Aide/Clerk | 12.84 |
| 13054 - Library Information Technology Systems Administrator | 20.22 |
| 13058 - Library Technician | 14.42 |
| 13061 - Media Specialist I | 14.98 |
| 13062 - Media Specialist II | 16.76 |
| 13063 - Media Specialist III | 18.69 |
| 13071 - Photographer I | 12.95 |
| 13072 - Photographer II | 14.48 |
| 13073 - Photographer III | 17.94 |
| 13074 - Photographer IV | 21.95 |
| 13075 - Photographer V | 26.55 |

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| 13110 - Video Teleconference Technician | 13.48 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.48 |
| 14042 - Computer Operator II | 17.31 |
| 14043 - Computer Operator III | 19.31 |
| 14044 - Computer Operator IV | 21.45 |
| 14045 - Computer Operator V | 23.76 |
| 14071 - Computer Programmer I | 19.91 |
| 14072 - Computer Programmer II | 24.67 |
| 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 | 21.45 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.20 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.91 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.45 |
| 15050 - Computer Based Training Specialist / Instructor | 27.20 |
| 15060 - Educational Technologist | 23.31 |
| 15070 - Flight Instructor (Pilot) | 39.45 |
| 15080 - Graphic Artist | 19.81 |
| 15090 - Technical Instructor | 23.51 |
| 15095 - Technical Instructor/Course Developer | 30.42 |
| 15110 - Test Proctor | 17.45 |
| 15120 - Tutor | 17.45 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.99 |
| 16030 - Counter Attendant | 8.99 |
| 16040 - Dry Cleaner | 11.05 |
| 16070 - Finisher, Flatwork, Machine | 8.99 |
| 16090 - Presser, Hand | 8.99 |
| 16110 - Presser, Machine, Drycleaning | 8.99 |
| 16130 - Presser, Machine, Shirts | 8.99 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.99 |
| 16190 - Sewing Machine Operator | 11.73 |
| 16220 - Tailor | 12.41 |
| 16250 - Washer, Machine | 9.75 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 24.49 |
| 19040 - Tool And Die Maker | 28.90 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.89 |
| 21030 - Material Coordinator | 19.26 |
| 21040 - Material Expediter | 19.26 |
| 21050 - Material Handling Laborer | 12.40 |
| 21071 - Order Filler | 12.33 |
| 21080 - Production Line Worker (Food Processing) | 14.89 |
| 21110 - Shipping Packer | 13.91 |
| 21130 - Shipping/Receiving Clerk | 13.91 |
| 21140 - Store Worker I | 12.50 |
| 21150 - Stock Clerk | 16.12 |
| 21210 - Tools And Parts Attendant | 14.89 |
| 21410 - Warehouse Specialist | 14.89 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 25.91 |
| 23021 - Aircraft Mechanic I | 24.64 |
| 23022 - Aircraft Mechanic II | 25.91 |
| 23023 - Aircraft Mechanic III | 27.18 |
| 23040 - Aircraft Mechanic Helper | 18.29 |
| 23050 - Aircraft, Painter | 23.36 |

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| 23060 - Aircraft Servicer | 20.82 |
| 23080 - Aircraft Worker | 22.10 |
| 23110 - Appliance Mechanic | 23.36 |
| 23120 - Bicycle Repairer | 12.15 |
| 23125 - Cable Splicer | 24.70 |
| 23130 - Carpenter, Maintenance | 24.42 |
| 23140 - Carpet Layer | 24.77 |
| 23160 - Electrician, Maintenance | 28.77 |
| 23181 - Electronics Technician Maintenance I | 22.10 |
| 23182 - Electronics Technician Maintenance II | 23.36 |
| 23183 - Electronics Technician Maintenance III | 24.64 |
| 23260 - Fabric Worker | 20.82 |
| 23290 - Fire Alarm System Mechanic | 24.64 |
| 23310 - Fire Extinguisher Repairer | 19.57 |
| 23311 - Fuel Distribution System Mechanic | 24.64 |
| 23312 - Fuel Distribution System Operator | 19.57 |
| 23370 - General Maintenance Worker | 16.30 |
| 23380 - Ground Support Equipment Mechanic | 24.64 |
| 23381 - Ground Support Equipment Servicer | 20.82 |
| 23382 - Ground Support Equipment Worker | 22.10 |
| 23391 - Gunsmith I | 19.57 |
| 23392 - Gunsmith II | 22.10 |
| 23393 - Gunsmith III | 24.64 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.66 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.79 |
| 23430 - Heavy Equipment Mechanic | 24.64 |
| 23440 - Heavy Equipment Operator | 25.31 |
| 23460 - Instrument Mechanic | 24.64 |
| 23465 - Laboratory/Shelter Mechanic | 23.36 |
| 23470 - Laborer | 12.83 |
| 23510 - Locksmith | 21.24 |
| 23530 - Machinery Maintenance Mechanic | 21.89 |
| 23550 - Machinist, Maintenance | 19.15 |
| 23580 - Maintenance Trades Helper | 13.32 |
| 23591 - Metrology Technician I | 24.64 |
| 23592 - Metrology Technician II | 25.91 |
| 23593 - Metrology Technician III | 27.18 |
| 23640 - Millwright | 24.64 |
| 23710 - Office Appliance Repairer | 22.12 |
| 23760 - Painter, Maintenance | 23.03 |
| 23790 - Pipefitter, Maintenance | 34.33 |
| 23810 - Plumber, Maintenance | 32.62 |
| 23820 - Pneudraulic Systems Mechanic | 24.64 |
| 23850 - Rigger | 24.64 |
| 23870 - Scale Mechanic | 22.10 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.10 |
| 23910 - Small Engine Mechanic | 22.10 |
| 23931 - Telecommunications Mechanic I | 27.60 |
| 23932 - Telecommunications Mechanic II | 28.57 |
| 23950 - Telephone Lineman | 25.27 |
| 23960 - Welder, Combination, Maintenance | 17.24 |
| 23965 - Well Driller | 24.64 |
| 23970 - Woodcraft Worker | 24.64 |
| 23980 - Woodworker | 19.57 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.04 |
| 24580 - Child Care Center Clerk | 12.53 |
| 24610 - Chore Aide | 12.50 |
| 24620 - Family Readiness And Support Services Coordinator | 13.41 |
| 24630 - Homemaker | 13.92 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.46 |
| 25040 - Sewage Plant Operator | 20.54 |
| 25070 - Stationary Engineer | 22.46 |
| 25190 - Ventilation Equipment Tender | 15.61 |
| 25210 - Water Treatment Plant Operator | 20.54 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.47 |
| 27007 - Baggage Inspector | 13.66 |
| 27008 - Corrections Officer | 20.68 |
| 27010 - Court Security Officer | 21.66 |
| 27030 - Detection Dog Handler | 16.41 |
| 27040 - Detention Officer | 20.68 |
| 27070 - Firefighter | 21.13 |
| 27101 - Guard I | 13.66 |
| 27102 - Guard II | 16.41 |
| 27131 - Police Officer I | 25.26 |
| 27132 - Police Officer II | 28.09 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.44 |
| 28042 - Carnival Equipment Repairer | 12.09 |
| 28043 - Carnival Equipment Worker | 10.24 |
| 28210 - Gate Attendant/Gate Tender | 13.01 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.55 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.62 |
| 28515 - Recreation Specialist | 16.65 |
| 28630 - Sports Official | 11.59 |
| 28690 - Swimming Pool Operator | 17.64 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.10 |
| 29020 - Hatch Tender | 22.10 |
| 29030 - Line Handler | 22.10 |
| 29041 - Stevedore I | 20.82 |
| 29042 - Stevedore II | 23.36 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.05 |
| 30022 - Archeological Technician II | 17.06 |
| 30023 - Archeological Technician III | 19.71 |
| 30030 - Cartographic Technician | 19.71 |
| 30040 - Civil Engineering Technician | 22.24 |
| 30061 - Drafter/CAD Operator I | 15.05 |
| 30062 - Drafter/CAD Operator II | 17.18 |
| 30063 - Drafter/CAD Operator III | 18.17 |
| 30064 - Drafter/CAD Operator IV | 21.83 |
| 30081 - Engineering Technician I | 15.19 |
| 30082 - Engineering Technician II | 17.41 |
| 30083 - Engineering Technician III | 19.48 |
| 30084 - Engineering Technician IV | 24.12 |
| 30085 - Engineering Technician V | 29.52 |
| 30086 - Engineering Technician VI | 32.47 |
| 30090 - Environmental Technician | 19.71 |
| 30210 - Laboratory Technician | 19.51 |
| 30240 - Mathematical Technician | 19.71 |
| 30361 - Paralegal/Legal Assistant I | 16.51 |
| 30362 - Paralegal/Legal Assistant II | 20.46 |
| 30363 - Paralegal/Legal Assistant III | 25.03 |
| 30364 - Paralegal/Legal Assistant IV | 30.28 |
| 30390 - Photo-Optics Technician | 19.71 |
| 30461 - Technical Writer I | 21.30 |

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| | |
|---|-------|
| 30462 - Technical Writer II | 26.04 |
| 30463 - Technical Writer III | 31.51 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 18.17 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 20.20 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.98 |
| 31030 - Bus Driver | 17.64 |
| 31043 - Driver Courier | 15.08 |
| 31260 - Parking and Lot Attendant | 11.16 |
| 31290 - Shuttle Bus Driver | 15.08 |
| 31310 - Taxi Driver | 11.36 |
| 31361 - Truckdriver, Light | 15.08 |
| 31362 - Truckdriver, Medium | 16.04 |
| 31363 - Truckdriver, Heavy | 17.79 |
| 31364 - Truckdriver, Tractor-Trailer | 17.79 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.91 |
| 99050 - Desk Clerk | 9.38 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.85 |
| 99252 - Laboratory Animal Caretaker II | 12.44 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 19.71 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.87 |
| 99711 - Recycling Specialist | 16.11 |
| 99730 - Refuse Collector | 12.75 |
| 99810 - Sales Clerk | 12.08 |
| 99820 - School Crossing Guard | 13.53 |
| 99830 - Survey Party Chief | 19.22 |
| 99831 - Surveying Aide | 12.58 |
| 99832 - Surveying Technician | 17.23 |
| 99840 - Vending Machine Attendant | 16.52 |
| 99841 - Vending Machine Repairer | 20.92 |
| 99842 - Vending Machine Repairer Helper | 17.85 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2166
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Champaign, De Witt, Douglas, Edgar, Ford, McLean, Piatt, Vermilion

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.18 |
| 01012 - Accounting Clerk II | | 14.79 |
| 01013 - Accounting Clerk III | | 16.54 |
| 01020 - Administrative Assistant | | 18.90 |
| 01040 - Court Reporter | | 16.62 |
| 01051 - Data Entry Operator I | | 12.85 |
| 01052 - Data Entry Operator II | | 14.02 |
| 01060 - Dispatcher, Motor Vehicle | | 16.26 |
| 01070 - Document Preparation Clerk | | 13.23 |
| 01090 - Duplicating Machine Operator | | 13.23 |
| 01111 - General Clerk I | | 11.55 |
| 01112 - General Clerk II | | 12.61 |
| 01113 - General Clerk III | | 14.16 |
| 01120 - Housing Referral Assistant | | 18.54 |
| 01141 - Messenger Courier | | 11.80 |
| 01191 - Order Clerk I | | 12.17 |
| 01192 - Order Clerk II | | 13.84 |
| 01261 - Personnel Assistant (Employment) I | | 15.05 |
| 01262 - Personnel Assistant (Employment) II | | 16.71 |
| 01263 - Personnel Assistant (Employment) III | | 18.64 |
| 01270 - Production Control Clerk | | 19.26 |
| 01280 - Receptionist | | 11.86 |
| 01290 - Rental Clerk | | 11.69 |
| 01300 - Scheduler, Maintenance | | 14.86 |
| 01311 - Secretary I | | 14.86 |
| 01312 - Secretary II | | 16.62 |
| 01313 - Secretary III | | 18.54 |
| 01320 - Service Order Dispatcher | | 14.06 |
| 01410 - Supply Technician | | 18.90 |
| 01420 - Survey Worker | | 15.45 |
| 01531 - Travel Clerk I | | 11.70 |
| 01532 - Travel Clerk II | | 12.60 |
| 01533 - Travel Clerk III | | 13.44 |
| 01611 - Word Processor I | | 13.61 |
| 01612 - Word Processor II | | 14.86 |
| 01613 - Word Processor III | | 16.62 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 21.36 |
| 05010 - Automotive Electrician | | 18.64 |
| 05040 - Automotive Glass Installer | | 17.41 |
| 05070 - Automotive Worker | | 17.41 |
| 05110 - Mobile Equipment Servicer | | 15.99 |
| 05130 - Motor Equipment Metal Mechanic | | 18.64 |
| 05160 - Motor Equipment Metal Worker | | 17.41 |
| 05190 - Motor Vehicle Mechanic | | 18.64 |
| 05220 - Motor Vehicle Mechanic Helper | | 15.40 |
| 05250 - Motor Vehicle Upholstery Worker | | 17.41 |
| 05280 - Motor Vehicle Wrecker | | 17.41 |
| 05310 - Painter, Automotive | | 17.97 |
| 05340 - Radiator Repair Specialist | | 17.41 |
| 05370 - Tire Repairer | | 12.15 |

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| 05400 - Transmission Repair Specialist | 18.64 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.98 |
| 07041 - Cook I | 11.80 |
| 07042 - Cook II | 12.65 |
| 07070 - Dishwasher | 8.66 |
| 07130 - Food Service Worker | 9.86 |
| 07210 - Meat Cutter | 13.41 |
| 07260 - Waiter/Waitress | 9.38 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.10 |
| 09040 - Furniture Handler | 12.54 |
| 09080 - Furniture Refinisher | 16.10 |
| 09090 - Furniture Refinisher Helper | 13.79 |
| 09110 - Furniture Repairer, Minor | 14.37 |
| 09130 - Upholsterer | 16.10 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.35 |
| 11060 - Elevator Operator | 11.18 |
| 11090 - Gardener | 15.80 |
| 11122 - Housekeeping Aide | 13.40 |
| 11150 - Janitor | 13.66 |
| 11210 - Laborer, Grounds Maintenance | 13.37 |
| 11240 - Maid or Houseman | 9.50 |
| 11260 - Pruner | 12.29 |
| 11270 - Tractor Operator | 15.53 |
| 11330 - Trail Maintenance Worker | 13.37 |
| 11360 - Window Cleaner | 14.63 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.40 |
| 12011 - Breath Alcohol Technician | 17.33 |
| 12012 - Certified Occupational Therapist Assistant | 23.29 |
| 12015 - Certified Physical Therapist Assistant | 23.78 |
| 12020 - Dental Assistant | 17.99 |
| 12025 - Dental Hygienist | 26.47 |
| 12030 - EKG Technician | 22.66 |
| 12035 - Electroneurodiagnostic Technologist | 22.66 |
| 12040 - Emergency Medical Technician | 17.40 |
| 12071 - Licensed Practical Nurse I | 15.49 |
| 12072 - Licensed Practical Nurse II | 17.33 |
| 12073 - Licensed Practical Nurse III | 19.33 |
| 12100 - Medical Assistant | 13.83 |
| 12130 - Medical Laboratory Technician | 18.85 |
| 12160 - Medical Record Clerk | 13.01 |
| 12190 - Medical Record Technician | 16.38 |
| 12195 - Medical Transcriptionist | 15.36 |
| 12210 - Nuclear Medicine Technologist | 38.09 |
| 12221 - Nursing Assistant I | 10.09 |
| 12222 - Nursing Assistant II | 11.34 |
| 12223 - Nursing Assistant III | 12.38 |
| 12224 - Nursing Assistant IV | 13.89 |
| 12235 - Optical Dispenser | 15.37 |
| 12236 - Optical Technician | 15.49 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.89 |
| 12305 - Radiologic Technologist | 25.58 |
| 12311 - Registered Nurse I | 18.86 |
| 12312 - Registered Nurse II | 23.08 |
| 12313 - Registered Nurse II, Specialist | 23.08 |
| 12314 - Registered Nurse III | 27.92 |
| 12315 - Registered Nurse III, Anesthetist | 27.92 |
| 12316 - Registered Nurse IV | 33.47 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.46 |

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|---|---------|
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.23 |
| 13012 - Exhibits Specialist II | 20.22 |
| 13013 - Exhibits Specialist III | 24.66 |
| 13041 - Illustrator I | 16.23 |
| 13042 - Illustrator II | 20.22 |
| 13043 - Illustrator III | 24.66 |
| 13047 - Librarian | 22.22 |
| 13050 - Library Aide/Clerk | 12.84 |
| 13054 - Library Information Technology Systems Administrator | 20.22 |
| 13058 - Library Technician | 14.42 |
| 13061 - Media Specialist I | 14.98 |
| 13062 - Media Specialist II | 16.76 |
| 13063 - Media Specialist III | 18.69 |
| 13071 - Photographer I | 12.95 |
| 13072 - Photographer II | 14.48 |
| 13073 - Photographer III | 17.94 |
| 13074 - Photographer IV | 21.95 |
| 13075 - Photographer V | 26.55 |
| 13110 - Video Teleconference Technician | 13.48 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.48 |
| 14042 - Computer Operator II | 17.31 |
| 14043 - Computer Operator III | 19.31 |
| 14044 - Computer Operator IV | 21.45 |
| 14045 - Computer Operator V | 23.76 |
| 14071 - Computer Programmer I | 19.91 |
| 14072 - Computer Programmer II | 24.67 |
| 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 | 21.45 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.20 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.91 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.45 |
| 15050 - Computer Based Training Specialist / Instructor | 27.20 |
| 15060 - Educational Technologist | 23.31 |
| 15070 - Flight Instructor (Pilot) | 39.45 |
| 15080 - Graphic Artist | 19.81 |
| 15090 - Technical Instructor | 23.51 |
| 15095 - Technical Instructor/Course Developer | 30.42 |
| 15110 - Test Proctor | 17.45 |
| 15120 - Tutor | 17.45 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.99 |
| 16030 - Counter Attendant | 8.99 |
| 16040 - Dry Cleaner | 11.05 |
| 16070 - Finisher, Flatwork, Machine | 8.99 |
| 16090 - Presser, Hand | 8.99 |
| 16110 - Presser, Machine, Drycleaning | 8.99 |
| 16130 - Presser, Machine, Shirts | 8.99 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.99 |
| 16190 - Sewing Machine Operator | 11.73 |
| 16220 - Tailor | 12.41 |
| 16250 - Washer, Machine | 9.75 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 24.49 |
| 19040 - Tool And Die Maker | 28.90 |

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|---|-------|
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.89 |
| 21030 - Material Coordinator | 19.26 |
| 21040 - Material Expediter | 19.26 |
| 21050 - Material Handling Laborer | 12.40 |
| 21071 - Order Filler | 12.33 |
| 21080 - Production Line Worker (Food Processing) | 14.89 |
| 21110 - Shipping Packer | 13.91 |
| 21130 - Shipping/Receiving Clerk | 13.91 |
| 21140 - Store Worker I | 12.50 |
| 21150 - Stock Clerk | 16.12 |
| 21210 - Tools And Parts Attendant | 14.89 |
| 21410 - Warehouse Specialist | 14.89 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.91 |
| 23021 - Aircraft Mechanic I | 24.64 |
| 23022 - Aircraft Mechanic II | 25.91 |
| 23023 - Aircraft Mechanic III | 27.18 |
| 23040 - Aircraft Mechanic Helper | 18.29 |
| 23050 - Aircraft, Painter | 23.36 |
| 23060 - Aircraft Servicer | 20.82 |
| 23080 - Aircraft Worker | 22.10 |
| 23110 - Appliance Mechanic | 23.36 |
| 23120 - Bicycle Repairer | 12.15 |
| 23125 - Cable Splicer | 24.70 |
| 23130 - Carpenter, Maintenance | 24.42 |
| 23140 - Carpet Layer | 24.77 |
| 23160 - Electrician, Maintenance | 28.77 |
| 23181 - Electronics Technician Maintenance I | 22.10 |
| 23182 - Electronics Technician Maintenance II | 23.36 |
| 23183 - Electronics Technician Maintenance III | 24.64 |
| 23260 - Fabric Worker | 20.82 |
| 23290 - Fire Alarm System Mechanic | 24.64 |
| 23310 - Fire Extinguisher Repairer | 19.57 |
| 23311 - Fuel Distribution System Mechanic | 24.64 |
| 23312 - Fuel Distribution System Operator | 19.57 |
| 23370 - General Maintenance Worker | 16.30 |
| 23380 - Ground Support Equipment Mechanic | 24.64 |
| 23381 - Ground Support Equipment Servicer | 20.82 |
| 23382 - Ground Support Equipment Worker | 22.10 |
| 23391 - Gunsmith I | 19.57 |
| 23392 - Gunsmith II | 22.10 |
| 23393 - Gunsmith III | 24.64 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.66 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.79 |
| 23430 - Heavy Equipment Mechanic | 24.64 |
| 23440 - Heavy Equipment Operator | 25.31 |
| 23460 - Instrument Mechanic | 24.64 |
| 23465 - Laboratory/Shelter Mechanic | 23.36 |
| 23470 - Laborer | 12.83 |
| 23510 - Locksmith | 21.24 |
| 23530 - Machinery Maintenance Mechanic | 21.89 |
| 23550 - Machinist, Maintenance | 19.15 |
| 23580 - Maintenance Trades Helper | 13.32 |
| 23591 - Metrology Technician I | 24.64 |
| 23592 - Metrology Technician II | 25.91 |
| 23593 - Metrology Technician III | 27.18 |
| 23640 - Millwright | 24.64 |
| 23710 - Office Appliance Repairer | 22.12 |
| 23760 - Painter, Maintenance | 23.03 |
| 23790 - Pipefitter, Maintenance | 34.33 |

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| 23810 - Plumber, Maintenance | 32.62 |
| 23820 - Pneudraulic Systems Mechanic | 24.64 |
| 23850 - Rigger | 24.64 |
| 23870 - Scale Mechanic | 22.10 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.10 |
| 23910 - Small Engine Mechanic | 22.10 |
| 23931 - Telecommunications Mechanic I | 27.60 |
| 23932 - Telecommunications Mechanic II | 28.57 |
| 23950 - Telephone Lineman | 25.27 |
| 23960 - Welder, Combination, Maintenance | 17.24 |
| 23965 - well Driller | 24.64 |
| 23970 - Woodcraft Worker | 24.64 |
| 23980 - Woodworker | 19.57 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.04 |
| 24580 - Child Care Center Clerk | 12.53 |
| 24610 - Chore Aide | 12.50 |
| 24620 - Family Readiness And Support Services Coordinator | 13.41 |
| 24630 - Homemaker | 13.92 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.46 |
| 25040 - Sewage Plant Operator | 20.54 |
| 25070 - Stationary Engineer | 22.46 |
| 25190 - Ventilation Equipment Tender | 15.61 |
| 25210 - Water Treatment Plant Operator | 20.54 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.47 |
| 27007 - Baggage Inspector | 13.66 |
| 27008 - Corrections Officer | 20.68 |
| 27010 - Court Security Officer | 21.66 |
| 27030 - Detection Dog Handler | 16.41 |
| 27040 - Detention Officer | 20.68 |
| 27070 - Firefighter | 21.13 |
| 27101 - Guard I | 13.66 |
| 27102 - Guard II | 16.41 |
| 27131 - Police Officer I | 25.26 |
| 27132 - Police Officer II | 28.09 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.44 |
| 28042 - Carnival Equipment Repairer | 12.09 |
| 28043 - Carnival Equipment Worker | 10.24 |
| 28210 - Gate Attendant/Gate Tender | 13.01 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.55 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.62 |
| 28515 - Recreation Specialist | 16.65 |
| 28630 - Sports Official | 11.59 |
| 28690 - Swimming Pool Operator | 17.64 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.10 |
| 29020 - Hatch Tender | 22.10 |
| 29030 - Line Handler | 22.10 |
| 29041 - Stevedore I | 20.82 |
| 29042 - Stevedore II | 23.36 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.05 |
| 30022 - Archeological Technician II | 17.06 |
| 30023 - Archeological Technician III | 19.71 |
| 30030 - Cartographic Technician | 19.71 |

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| 30040 - Civil Engineering Technician | 22.24 |
| 30061 - Drafter/CAD Operator I | 15.05 |
| 30062 - Drafter/CAD Operator II | 17.18 |
| 30063 - Drafter/CAD Operator III | 18.17 |
| 30064 - Drafter/CAD Operator IV | 21.83 |
| 30081 - Engineering Technician I | 15.19 |
| 30082 - Engineering Technician II | 17.41 |
| 30083 - Engineering Technician III | 19.48 |
| 30084 - Engineering Technician IV | 24.12 |
| 30085 - Engineering Technician V | 29.52 |
| 30086 - Engineering Technician VI | 32.47 |
| 30090 - Environmental Technician | 19.71 |
| 30210 - Laboratory Technician | 19.51 |
| 30240 - Mathematical Technician | 19.71 |
| 30361 - Paralegal/Legal Assistant I | 16.51 |
| 30362 - Paralegal/Legal Assistant II | 20.46 |
| 30363 - Paralegal/Legal Assistant III | 25.03 |
| 30364 - Paralegal/Legal Assistant IV | 30.28 |
| 30390 - Photo-Optics Technician | 19.71 |
| 30461 - Technical Writer I | 21.30 |
| 30462 - Technical Writer II | 26.04 |
| 30463 - Technical Writer III | 31.51 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 18.17 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 20.20 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.98 |
| 31030 - Bus Driver | 17.64 |
| 31043 - Driver Courier | 15.08 |
| 31260 - Parking and Lot Attendant | 11.16 |
| 31290 - Shuttle Bus Driver | 15.08 |
| 31310 - Taxi Driver | 11.36 |
| 31361 - Truckdriver, Light | 15.08 |
| 31362 - Truckdriver, Medium | 16.04 |
| 31363 - Truckdriver, Heavy | 17.79 |
| 31364 - Truckdriver, Tractor-Trailer | 17.79 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.91 |
| 99050 - Desk Clerk | 9.38 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.85 |
| 99252 - Laboratory Animal Caretaker II | 12.44 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 19.71 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.87 |
| 99711 - Recycling Specialist | 16.11 |
| 99730 - Refuse Collector | 12.75 |
| 99810 - Sales Clerk | 12.08 |
| 99820 - School Crossing Guard | 13.53 |
| 99830 - Survey Party Chief | 19.22 |
| 99831 - Surveying Aide | 12.58 |
| 99832 - Surveying Technician | 17.23 |
| 99840 - Vending Machine Attendant | 16.52 |
| 99841 - Vending Machine Repairer | 20.92 |
| 99842 - Vending Machine Repairer Helper | 17.85 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage

determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2167
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Cook, De Kalb, Du Page, Kane, Lake, Lee, McHenry

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.25 |
| 01012 - Accounting Clerk II | | 19.37 |
| 01013 - Accounting Clerk III | | 21.66 |
| 01020 - Administrative Assistant | | 28.01 |
| 01040 - Court Reporter | | 20.25 |
| 01051 - Data Entry Operator I | | 14.81 |
| 01052 - Data Entry Operator II | | 16.15 |
| 01060 - Dispatcher, Motor Vehicle | | 22.93 |
| 01070 - Document Preparation Clerk | | 13.67 |
| 01090 - Duplicating Machine Operator | | 13.67 |
| 01111 - General Clerk I | | 12.73 |
| 01112 - General Clerk II | | 13.89 |
| 01113 - General Clerk III | | 16.34 |
| 01120 - Housing Referral Assistant | | 22.12 |
| 01141 - Messenger Courier | | 11.93 |
| 01191 - Order Clerk I | | 16.00 |
| 01192 - Order Clerk II | | 17.58 |
| 01261 - Personnel Assistant (Employment) I | | 17.84 |
| 01262 - Personnel Assistant (Employment) II | | 19.95 |
| 01263 - Personnel Assistant (Employment) III | | 22.24 |
| 01270 - Production Control Clerk | | 21.43 |
| 01280 - Receptionist | | 13.53 |
| 01290 - Rental Clerk | | 17.41 |
| 01300 - Scheduler, Maintenance | | 18.36 |
| 01311 - Secretary I | | 18.36 |
| 01312 - Secretary II | | 19.84 |
| 01313 - Secretary III | | 22.12 |
| 01320 - Service Order Dispatcher | | 21.04 |
| 01410 - Supply Technician | | 28.01 |

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| 01420 - Survey Worker | 19.19 |
| 01531 - Travel Clerk I | 13.20 |
| 01532 - Travel Clerk II | 14.27 |
| 01533 - Travel Clerk III | 15.44 |
| 01611 - Word Processor I | 15.50 |
| 01612 - Word Processor II | 17.41 |
| 01613 - Word Processor III | 19.47 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.89 |
| 05010 - Automotive Electrician | 24.16 |
| 05040 - Automotive Glass Installer | 23.05 |
| 05070 - Automotive Worker | 23.05 |
| 05110 - Mobile Equipment Servicer | 20.85 |
| 05130 - Motor Equipment Metal Mechanic | 27.79 |
| 05160 - Motor Equipment Metal Worker | 23.05 |
| 05190 - Motor Vehicle Mechanic | 27.79 |
| 05220 - Motor Vehicle Mechanic Helper | 19.73 |
| 05250 - Motor Vehicle Upholstery Worker | 21.96 |
| 05280 - Motor Vehicle Wrecker | 23.09 |
| 05310 - Painter, Automotive | 24.16 |
| 05340 - Radiator Repair Specialist | 23.05 |
| 05370 - Tire Repairer | 15.92 |
| 05400 - Transmission Repair Specialist | 27.79 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.71 |
| 07041 - Cook I | 13.34 |
| 07042 - Cook II | 15.03 |
| 07070 - Dishwasher | 10.19 |
| 07130 - Food Service Worker | 10.52 |
| 07210 - Meat Cutter | 13.72 |
| 07260 - Waiter/Waitress | 9.96 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.06 |
| 09040 - Furniture Handler | 14.52 |
| 09080 - Furniture Refinisher | 20.06 |
| 09090 - Furniture Refinisher Helper | 16.37 |
| 09110 - Furniture Repairer, Minor | 18.23 |
| 09130 - Upholsterer | 20.05 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.32 |
| 11060 - Elevator Operator | 12.32 |
| 11090 - Gardener | 16.87 |
| 11122 - Housekeeping Aide | 12.75 |
| 11150 - Janitor | 12.75 |
| 11210 - Laborer, Grounds Maintenance | 13.50 |
| 11240 - Maid or Houseman | 12.11 |
| 11260 - Pruner | 12.35 |
| 11270 - Tractor Operator | 15.81 |
| 11330 - Trail Maintenance Worker | 13.50 |
| 11360 - Window Cleaner | 13.95 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.39 |
| 12011 - Breath Alcohol Technician | 18.40 |
| 12012 - Certified Occupational Therapist Assistant | 23.55 |
| 12015 - Certified Physical Therapist Assistant | 24.61 |
| 12020 - Dental Assistant | 15.74 |
| 12025 - Dental Hygienist | 31.96 |
| 12030 - EKG Technician | 26.94 |
| 12035 - Electroneurodiagnostic Technologist | 26.94 |
| 12040 - Emergency Medical Technician | 17.39 |
| 12071 - Licensed Practical Nurse I | 18.53 |
| 12072 - Licensed Practical Nurse II | 20.72 |
| 12073 - Licensed Practical Nurse III | 23.10 |

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| 12100 - Medical Assistant | 15.83 |
| 12130 - Medical Laboratory Technician | 19.40 |
| 12160 - Medical Record Clerk | 16.98 |
| 12190 - Medical Record Technician | 18.38 |
| 12195 - Medical Transcriptionist | 17.07 |
| 12210 - Nuclear Medicine Technologist | 34.34 |
| 12221 - Nursing Assistant I | 11.40 |
| 12222 - Nursing Assistant II | 12.82 |
| 12223 - Nursing Assistant III | 13.99 |
| 12224 - Nursing Assistant IV | 15.71 |
| 12235 - Optical Dispenser | 15.59 |
| 12236 - Optical Technician | 17.48 |
| 12250 - Pharmacy Technician | 15.58 |
| 12280 - Phlebotomist | 15.71 |
| 12305 - Radiologic Technologist | 31.10 |
| 12311 - Registered Nurse I | 29.17 |
| 12312 - Registered Nurse II | 32.57 |
| 12313 - Registered Nurse II, Specialist | 32.57 |
| 12314 - Registered Nurse III | 38.43 |
| 12315 - Registered Nurse III, Anesthetist | 38.43 |
| 12316 - Registered Nurse IV | 46.07 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.53 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.92 |
| 13012 - Exhibits Specialist II | 27.16 |
| 13013 - Exhibits Specialist III | 33.22 |
| 13041 - Illustrator I | 21.63 |
| 13042 - Illustrator II | 26.80 |
| 13043 - Illustrator III | 32.77 |
| 13047 - Librarian | 35.08 |
| 13050 - Library Aide/Clerk | 14.14 |
| 13054 - Library Information Technology Systems Administrator | 29.01 |
| 13058 - Library Technician | 17.38 |
| 13061 - Media Specialist I | 21.16 |
| 13062 - Media Specialist II | 23.66 |
| 13063 - Media Specialist III | 26.39 |
| 13071 - Photographer I | 18.50 |
| 13072 - Photographer II | 20.70 |
| 13073 - Photographer III | 25.64 |
| 13074 - Photographer IV | 31.35 |
| 13075 - Photographer V | 37.94 |
| 13110 - Video Teleconference Technician | 17.89 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.11 |
| 14042 - Computer Operator II | 20.25 |
| 14043 - Computer Operator III | 22.58 |
| 14044 - Computer Operator IV | 25.09 |
| 14045 - Computer Operator V | 27.79 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 18.11 |
| 14160 - Personal Computer Support Technician | 25.09 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.22 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 41.82 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 46.94 |
| 15050 - Computer Based Training Specialist / Instructor | 36.22 |

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| 15060 - Educational Technologist | 30.14 |
| 15070 - Flight Instructor (Pilot) | 46.94 |
| 15080 - Graphic Artist | 26.41 |
| 15090 - Technical Instructor | 27.45 |
| 15095 - Technical Instructor/Course Developer | 26.88 |
| 15110 - Test Proctor | 17.84 |
| 15120 - Tutor | 17.74 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.53 |
| 16030 - Counter Attendant | 9.53 |
| 16040 - Dry Cleaner | 12.42 |
| 16070 - Finisher, Flatwork, Machine | 9.53 |
| 16090 - Presser, Hand | 9.53 |
| 16110 - Presser, Machine, Drycleaning | 9.53 |
| 16130 - Presser, Machine, Shirts | 9.53 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.53 |
| 16190 - Sewing Machine Operator | 13.37 |
| 16220 - Tailor | 14.31 |
| 16250 - Washer, Machine | 10.54 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.40 |
| 19040 - Tool And Die Maker | 28.57 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.53 |
| 21030 - Material Coordinator | 21.74 |
| 21040 - Material Expediter | 21.74 |
| 21050 - Material Handling Laborer | 18.12 |
| 21071 - Order Filler | 13.80 |
| 21080 - Production Line Worker (Food Processing) | 16.53 |
| 21110 - Shipping Packer | 16.66 |
| 21130 - Shipping/Receiving Clerk | 16.66 |
| 21140 - Store Worker I | 13.87 |
| 21150 - Stock Clerk | 18.17 |
| 21210 - Tools And Parts Attendant | 16.53 |
| 21410 - Warehouse Specialist | 16.53 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.96 |
| 23021 - Aircraft Mechanic I | 28.38 |
| 23022 - Aircraft Mechanic II | 29.96 |
| 23023 - Aircraft Mechanic III | 31.40 |
| 23040 - Aircraft Mechanic Helper | 20.38 |
| 23050 - Aircraft, Painter | 24.99 |
| 23060 - Aircraft Servicer | 23.85 |
| 23080 - Aircraft Worker | 25.02 |
| 23110 - Appliance Mechanic | 22.50 |
| 23120 - Bicycle Repairer | 15.92 |
| 23125 - Cable Splicer | 27.69 |
| 23130 - Carpenter, Maintenance | 31.86 |
| 23140 - Carpet Layer | 29.49 |
| 23160 - Electrician, Maintenance | 34.00 |
| 23181 - Electronics Technician Maintenance I | 26.30 |
| 23182 - Electronics Technician Maintenance II | 27.75 |
| 23183 - Electronics Technician Maintenance III | 29.24 |
| 23260 - Fabric Worker | 21.01 |
| 23290 - Fire Alarm System Mechanic | 27.57 |
| 23310 - Fire Extinguisher Repairer | 21.36 |
| 23311 - Fuel Distribution System Mechanic | 27.14 |
| 23312 - Fuel Distribution System Operator | 22.65 |
| 23370 - General Maintenance Worker | 23.74 |
| 23380 - Ground Support Equipment Mechanic | 28.38 |
| 23381 - Ground Support Equipment Servicer | 23.85 |
| 23382 - Ground Support Equipment Worker | 25.20 |
| 23391 - Gunsmith I | 21.36 |

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| 23392 - Gunsmith II | 24.07 |
| 23393 - Gunsmith III | 26.76 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.18 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.46 |
| 23430 - Heavy Equipment Mechanic | 28.00 |
| 23440 - Heavy Equipment Operator | 35.59 |
| 23460 - Instrument Mechanic | 24.39 |
| 23465 - Laboratory/Shelter Mechanic | 25.18 |
| 23470 - Laborer | 13.78 |
| 23510 - Locksmith | 20.06 |
| 23530 - Machinery Maintenance Mechanic | 23.74 |
| 23550 - Machinist, Maintenance | 27.46 |
| 23580 - Maintenance Trades Helper | 16.14 |
| 23591 - Metrology Technician I | 24.39 |
| 23592 - Metrology Technician II | 25.63 |
| 23593 - Metrology Technician III | 26.82 |
| 23640 - Millwright | 29.97 |
| 23710 - Office Appliance Repairer | 23.17 |
| 23760 - Painter, Maintenance | 23.57 |
| 23790 - Pipefitter, Maintenance | 31.00 |
| 23810 - Plumber, Maintenance | 29.42 |
| 23820 - Pneudraulic Systems Mechanic | 26.76 |
| 23850 - Rigger | 28.51 |
| 23870 - Scale Mechanic | 24.07 |
| 23890 - Sheet-Metal Worker, Maintenance | 30.39 |
| 23910 - Small Engine Mechanic | 19.13 |
| 23931 - Telecommunications Mechanic I | 27.78 |
| 23932 - Telecommunications Mechanic II | 29.10 |
| 23950 - Telephone Lineman | 27.68 |
| 23960 - Welder, Combination, Maintenance | 20.97 |
| 23965 - Well Driller | 27.68 |
| 23970 - Woodcraft Worker | 26.76 |
| 23980 - Woodworker | 18.02 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.86 |
| 24580 - Child Care Center Clerk | 14.27 |
| 24610 - Chore Aide | 9.44 |
| 24620 - Family Readiness And Support Services Coordinator | 14.63 |
| 24630 - Homemaker | 16.03 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 30.89 |
| 25040 - Sewage Plant Operator | 27.09 |
| 25070 - Stationary Engineer | 30.89 |
| 25190 - Ventilation Equipment Tender | 23.04 |
| 25210 - Water Treatment Plant Operator | 27.09 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 21.57 |
| 27007 - Baggage Inspector | 12.10 |
| 27008 - Corrections Officer | 28.69 |
| 27010 - Court Security Officer | 28.69 |
| 27030 - Detection Dog Handler | 16.66 |
| 27040 - Detention Officer | 28.69 |
| 27070 - Firefighter | 27.04 |
| 27101 - Guard I | 12.10 |
| 27102 - Guard II | 16.66 |
| 27131 - Police Officer I | 30.33 |
| 27132 - Police Officer II | 33.11 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.37 |
| 28042 - Carnival Equipment Repairer | 14.31 |

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| 28043 - Carnival Equipment Worker | 10.02 |
| 28210 - Gate Attendant/Gate Tender | 16.44 |
| 28310 - Lifeguard | 13.10 |
| 28350 - Park Attendant (Aide) | 18.37 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.81 |
| 28515 - Recreation Specialist | 17.46 |
| 28630 - Sports Official | 14.64 |
| 28690 - Swimming Pool Operator | 18.21 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.68 |
| 29020 - Hatch Tender | 24.68 |
| 29030 - Line Handler | 24.68 |
| 29041 - Stevedore I | 23.37 |
| 29042 - Stevedore II | 26.05 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.20 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.03 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.77 |
| 30021 - Archeological Technician I | 17.64 |
| 30022 - Archeological Technician II | 19.73 |
| 30023 - Archeological Technician III | 25.81 |
| 30030 - Cartographic Technician | 26.98 |
| 30040 - Civil Engineering Technician | 25.64 |
| 30061 - Drafter/CAD Operator I | 17.64 |
| 30062 - Drafter/CAD Operator II | 19.73 |
| 30063 - Drafter/CAD Operator III | 21.99 |
| 30064 - Drafter/CAD Operator IV | 28.96 |
| 30081 - Engineering Technician I | 18.16 |
| 30082 - Engineering Technician II | 20.39 |
| 30083 - Engineering Technician III | 22.81 |
| 30084 - Engineering Technician IV | 28.26 |
| 30085 - Engineering Technician V | 34.56 |
| 30086 - Engineering Technician VI | 45.66 |
| 30090 - Environmental Technician | 22.17 |
| 30210 - Laboratory Technician | 22.13 |
| 30240 - Mathematical Technician | 25.18 |
| 30361 - Paralegal/Legal Assistant I | 21.05 |
| 30362 - Paralegal/Legal Assistant II | 26.08 |
| 30363 - Paralegal/Legal Assistant III | 31.89 |
| 30364 - Paralegal/Legal Assistant IV | 38.59 |
| 30390 - Photo-Optics Technician | 26.33 |
| 30461 - Technical Writer I | 26.76 |
| 30462 - Technical Writer II | 32.65 |
| 30463 - Technical Writer III | 39.34 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.91 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.14 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.13 |
| 30494 - Unexploded (UXO) Safety Escort | 24.91 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.91 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 21.99 |
| 30621 - Weather Observer, Senior | (see 2) 24.44 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 17.27 |
| 31030 - Bus Driver | 22.93 |
| 31043 - Driver Courier | 19.14 |
| 31260 - Parking and Lot Attendant | 12.59 |
| 31290 - Shuttle Bus Driver | 21.43 |
| 31310 - Taxi Driver | 15.18 |
| 31361 - Truckdriver, Light | 21.43 |
| 31362 - Truckdriver, Medium | 22.78 |
| 31363 - Truckdriver, Heavy | 24.15 |
| 31364 - Truckdriver, Tractor-Trailer | 24.15 |

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|---|-------|
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.94 |
| 99050 - Desk Clerk | 11.94 |
| 99095 - Embalmer | 24.84 |
| 99251 - Laboratory Animal Caretaker I | 14.03 |
| 99252 - Laboratory Animal Caretaker II | 15.43 |
| 99310 - Mortician | 35.46 |
| 99410 - Pest Controller | 17.55 |
| 99510 - Photofinishing Worker | 15.92 |
| 99710 - Recycling Laborer | 22.41 |
| 99711 - Recycling Specialist | 26.24 |
| 99730 - Refuse Collector | 20.49 |
| 99810 - Sales Clerk | 13.81 |
| 99820 - School Crossing Guard | 13.99 |
| 99830 - Survey Party Chief | 24.14 |
| 99831 - Surveying Aide | 15.15 |
| 99832 - Surveying Technician | 20.76 |
| 99840 - Vending Machine Attendant | 14.63 |
| 99841 - Vending Machine Repairer | 16.79 |
| 99842 - Vending Machine Repairer Helper | 14.63 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2168
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Cook, De Kalb, Du Page, Kane, Lake, Lee, McHenry

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.25 |
| 01012 - Accounting Clerk II | | 19.37 |
| 01013 - Accounting Clerk III | | 21.66 |
| 01020 - Administrative Assistant | | 28.01 |
| 01040 - Court Reporter | | 20.25 |
| 01051 - Data Entry Operator I | | 14.81 |
| 01052 - Data Entry Operator II | | 16.15 |
| 01060 - Dispatcher, Motor Vehicle | | 22.93 |
| 01070 - Document Preparation Clerk | | 13.67 |
| 01090 - Duplicating Machine Operator | | 13.67 |

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|-------|--|-------|
| 01111 | - General Clerk I | 12.73 |
| 01112 | - General Clerk II | 13.89 |
| 01113 | - General Clerk III | 16.34 |
| 01120 | - Housing Referral Assistant | 22.12 |
| 01141 | - Messenger Courier | 11.93 |
| 01191 | - Order Clerk I | 16.00 |
| 01192 | - Order Clerk II | 17.58 |
| 01261 | - Personnel Assistant (Employment) I | 17.84 |
| 01262 | - Personnel Assistant (Employment) II | 19.95 |
| 01263 | - Personnel Assistant (Employment) III | 22.24 |
| 01270 | - Production Control Clerk | 21.43 |
| 01280 | - Receptionist | 13.53 |
| 01290 | - Rental Clerk | 17.41 |
| 01300 | - Scheduler, Maintenance | 18.36 |
| 01311 | - Secretary I | 18.36 |
| 01312 | - Secretary II | 19.84 |
| 01313 | - Secretary III | 22.12 |
| 01320 | - Service Order Dispatcher | 21.04 |
| 01410 | - Supply Technician | 28.01 |
| 01420 | - Survey Worker | 19.19 |
| 01531 | - Travel Clerk I | 13.20 |
| 01532 | - Travel Clerk II | 14.27 |
| 01533 | - Travel Clerk III | 15.44 |
| 01611 | - Word Processor I | 15.50 |
| 01612 | - Word Processor II | 17.41 |
| 01613 | - Word Processor III | 19.47 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 21.89 |
| 05010 | - Automotive Electrician | 24.16 |
| 05040 | - Automotive Glass Installer | 23.05 |
| 05070 | - Automotive Worker | 23.05 |
| 05110 | - Mobile Equipment Servicer | 20.85 |
| 05130 | - Motor Equipment Metal Mechanic | 27.79 |
| 05160 | - Motor Equipment Metal Worker | 23.05 |
| 05190 | - Motor Vehicle Mechanic | 27.79 |
| 05220 | - Motor Vehicle Mechanic Helper | 19.73 |
| 05250 | - Motor Vehicle Upholstery Worker | 21.96 |
| 05280 | - Motor Vehicle Wrecker | 23.09 |
| 05310 | - Painter, Automotive | 24.16 |
| 05340 | - Radiator Repair Specialist | 23.05 |
| 05370 | - Tire Repairer | 15.92 |
| 05400 | - Transmission Repair Specialist | 27.79 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 13.71 |
| 07041 | - Cook I | 13.34 |
| 07042 | - Cook II | 15.03 |
| 07070 | - Dishwasher | 10.19 |
| 07130 | - Food Service Worker | 10.52 |
| 07210 | - Meat Cutter | 13.72 |
| 07260 | - Waiter/Waitress | 9.96 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 20.06 |
| 09040 | - Furniture Handler | 14.52 |
| 09080 | - Furniture Refinisher | 20.06 |
| 09090 | - Furniture Refinisher Helper | 16.37 |
| 09110 | - Furniture Repairer, Minor | 18.23 |
| 09130 | - Upholsterer | 20.05 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 12.32 |
| 11060 | - Elevator Operator | 12.32 |
| 11090 | - Gardener | 16.87 |
| 11122 | - Housekeeping Aide | 12.75 |
| 11150 | - Janitor | 12.75 |

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| 11210 - Laborer, Grounds Maintenance | 13.50 |
| 11240 - Maid or Houseman | 12.11 |
| 11260 - Pruner | 12.35 |
| 11270 - Tractor Operator | 15.81 |
| 11330 - Trail Maintenance Worker | 13.50 |
| 11360 - Window Cleaner | 13.95 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.39 |
| 12011 - Breath Alcohol Technician | 18.40 |
| 12012 - Certified Occupational Therapist Assistant | 23.55 |
| 12015 - Certified Physical Therapist Assistant | 24.61 |
| 12020 - Dental Assistant | 15.74 |
| 12025 - Dental Hygienist | 31.96 |
| 12030 - EKG Technician | 26.94 |
| 12035 - Electroneurodiagnostic Technologist | 26.94 |
| 12040 - Emergency Medical Technician | 17.39 |
| 12071 - Licensed Practical Nurse I | 18.53 |
| 12072 - Licensed Practical Nurse II | 20.72 |
| 12073 - Licensed Practical Nurse III | 23.10 |
| 12100 - Medical Assistant | 15.83 |
| 12130 - Medical Laboratory Technician | 19.40 |
| 12160 - Medical Record Clerk | 16.98 |
| 12190 - Medical Record Technician | 18.38 |
| 12195 - Medical Transcriptionist | 17.07 |
| 12210 - Nuclear Medicine Technologist | 34.34 |
| 12221 - Nursing Assistant I | 11.40 |
| 12222 - Nursing Assistant II | 12.82 |
| 12223 - Nursing Assistant III | 13.99 |
| 12224 - Nursing Assistant IV | 15.71 |
| 12235 - Optical Dispenser | 15.59 |
| 12236 - Optical Technician | 17.48 |
| 12250 - Pharmacy Technician | 15.58 |
| 12280 - Phlebotomist | 15.71 |
| 12305 - Radiologic Technologist | 31.10 |
| 12311 - Registered Nurse I | 29.17 |
| 12312 - Registered Nurse II | 32.57 |
| 12313 - Registered Nurse II, Specialist | 32.57 |
| 12314 - Registered Nurse III | 38.43 |
| 12315 - Registered Nurse III, Anesthetist | 38.43 |
| 12316 - Registered Nurse IV | 46.07 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.53 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.92 |
| 13012 - Exhibits Specialist II | 27.16 |
| 13013 - Exhibits Specialist III | 33.22 |
| 13041 - Illustrator I | 21.63 |
| 13042 - Illustrator II | 26.80 |
| 13043 - Illustrator III | 32.77 |
| 13047 - Librarian | 35.08 |
| 13050 - Library Aide/Clerk | 14.14 |
| 13054 - Library Information Technology Systems Administrator | 29.01 |
| 13058 - Library Technician | 17.38 |
| 13061 - Media Specialist I | 21.16 |
| 13062 - Media Specialist II | 23.66 |
| 13063 - Media Specialist III | 26.39 |
| 13071 - Photographer I | 18.50 |
| 13072 - Photographer II | 20.70 |
| 13073 - Photographer III | 25.64 |
| 13074 - Photographer IV | 31.35 |
| 13075 - Photographer V | 37.94 |
| 13110 - Video Teleconference Technician | 17.89 |
| 14000 - Information Technology Occupations | |

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|---|-------|
| 14041 - Computer Operator I | 18.11 |
| 14042 - Computer Operator II | 20.25 |
| 14043 - Computer Operator III | 22.58 |
| 14044 - Computer Operator IV | 25.09 |
| 14045 - Computer Operator V | 27.79 |
| 14071 - Computer Programmer I (see 1) | 25.49 |
| 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 | 18.11 |
| 14160 - Personal Computer Support Technician | 25.09 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.22 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 41.82 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 46.94 |
| 15050 - Computer Based Training Specialist / Instructor | 36.22 |
| 15060 - Educational Technologist | 30.14 |
| 15070 - Flight Instructor (Pilot) | 46.94 |
| 15080 - Graphic Artist | 26.41 |
| 15090 - Technical Instructor | 27.45 |
| 15095 - Technical Instructor/Course Developer | 26.88 |
| 15110 - Test Proctor | 17.84 |
| 15120 - Tutor | 17.74 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.53 |
| 16030 - Counter Attendant | 9.53 |
| 16040 - Dry Cleaner | 12.42 |
| 16070 - Finisher, Flatwork, Machine | 9.53 |
| 16090 - Presser, Hand | 9.53 |
| 16110 - Presser, Machine, Drycleaning | 9.53 |
| 16130 - Presser, Machine, Shirts | 9.53 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.53 |
| 16190 - Sewing Machine Operator | 13.37 |
| 16220 - Tailor | 14.31 |
| 16250 - Washer, Machine | 10.54 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.40 |
| 19040 - Tool And Die Maker | 28.57 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.53 |
| 21030 - Material Coordinator | 21.74 |
| 21040 - Material Expediter | 21.74 |
| 21050 - Material Handling Laborer | 18.12 |
| 21071 - Order Filler | 13.80 |
| 21080 - Production Line Worker (Food Processing) | 16.53 |
| 21110 - Shipping Packer | 16.66 |
| 21130 - Shipping/Receiving Clerk | 16.66 |
| 21140 - Store Worker I | 13.87 |
| 21150 - Stock Clerk | 18.17 |
| 21210 - Tools And Parts Attendant | 16.53 |
| 21410 - Warehouse Specialist | 16.53 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.96 |
| 23021 - Aircraft Mechanic I | 28.38 |
| 23022 - Aircraft Mechanic II | 29.96 |
| 23023 - Aircraft Mechanic III | 31.40 |
| 23040 - Aircraft Mechanic Helper | 20.38 |
| 23050 - Aircraft, Painter | 24.99 |
| 23060 - Aircraft Servicer | 23.85 |
| 23080 - Aircraft Worker | 25.02 |

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| 23110 - Appliance Mechanic | 22.50 |
| 23120 - Bicycle Repairer | 15.92 |
| 23125 - Cable Splicer | 27.69 |
| 23130 - Carpenter, Maintenance | 31.86 |
| 23140 - Carpet Layer | 29.49 |
| 23160 - Electrician, Maintenance | 34.00 |
| 23181 - Electronics Technician Maintenance I | 26.30 |
| 23182 - Electronics Technician Maintenance II | 27.75 |
| 23183 - Electronics Technician Maintenance III | 29.24 |
| 23260 - Fabric Worker | 21.01 |
| 23290 - Fire Alarm System Mechanic | 27.57 |
| 23310 - Fire Extinguisher Repairer | 21.36 |
| 23311 - Fuel Distribution System Mechanic | 27.14 |
| 23312 - Fuel Distribution System Operator | 22.65 |
| 23370 - General Maintenance Worker | 23.74 |
| 23380 - Ground Support Equipment Mechanic | 28.38 |
| 23381 - Ground Support Equipment Servicer | 23.85 |
| 23382 - Ground Support Equipment Worker | 25.20 |
| 23391 - Gunsmith I | 21.36 |
| 23392 - Gunsmith II | 24.07 |
| 23393 - Gunsmith III | 26.76 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.18 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.46 |
| 23430 - Heavy Equipment Mechanic | 28.00 |
| 23440 - Heavy Equipment Operator | 35.59 |
| 23460 - Instrument Mechanic | 24.39 |
| 23465 - Laboratory/Shelter Mechanic | 25.18 |
| 23470 - Laborer | 13.78 |
| 23510 - Locksmith | 20.06 |
| 23530 - Machinery Maintenance Mechanic | 23.74 |
| 23550 - Machinist, Maintenance | 27.46 |
| 23580 - Maintenance Trades Helper | 16.14 |
| 23591 - Metrology Technician I | 24.39 |
| 23592 - Metrology Technician II | 25.63 |
| 23593 - Metrology Technician III | 26.82 |
| 23640 - Millwright | 29.97 |
| 23710 - Office Appliance Repairer | 23.17 |
| 23760 - Painter, Maintenance | 23.57 |
| 23790 - Pipefitter, Maintenance | 31.00 |
| 23810 - Plumber, Maintenance | 29.42 |
| 23820 - Pneudraulic Systems Mechanic | 26.76 |
| 23850 - Rigger | 28.51 |
| 23870 - Scale Mechanic | 24.07 |
| 23890 - Sheet-Metal Worker, Maintenance | 30.39 |
| 23910 - Small Engine Mechanic | 19.13 |
| 23931 - Telecommunications Mechanic I | 27.78 |
| 23932 - Telecommunications Mechanic II | 29.10 |
| 23950 - Telephone Lineman | 27.68 |
| 23960 - Welder, Combination, Maintenance | 20.97 |
| 23965 - Well Driller | 27.68 |
| 23970 - Woodcraft Worker | 26.76 |
| 23980 - Woodworker | 18.02 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.86 |
| 24580 - Child Care Center Clerk | 14.27 |
| 24610 - Chore Aide | 9.44 |
| 24620 - Family Readiness And Support Services Coordinator | 14.63 |
| 24630 - Homemaker | 16.03 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 30.89 |

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| 25040 - Sewage Plant Operator | 27.09 |
| 25070 - Stationary Engineer | 30.89 |
| 25190 - Ventilation Equipment Tender | 23.04 |
| 25210 - Water Treatment Plant Operator | 27.09 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 21.57 |
| 27007 - Baggage Inspector | 12.10 |
| 27008 - Corrections Officer | 28.69 |
| 27010 - Court Security Officer | 28.69 |
| 27030 - Detection Dog Handler | 16.66 |
| 27040 - Detention Officer | 28.69 |
| 27070 - Firefighter | 27.04 |
| 27101 - Guard I | 12.10 |
| 27102 - Guard II | 16.66 |
| 27131 - Police Officer I | 30.33 |
| 27132 - Police Officer II | 33.11 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.37 |
| 28042 - Carnival Equipment Repairer | 14.31 |
| 28043 - Carnival Equipment Worker | 10.02 |
| 28210 - Gate Attendant/Gate Tender | 16.44 |
| 28310 - Lifeguard | 13.10 |
| 28350 - Park Attendant (Aide) | 18.37 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.81 |
| 28515 - Recreation Specialist | 17.46 |
| 28630 - Sports Official | 14.64 |
| 28690 - Swimming Pool Operator | 18.21 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.68 |
| 29020 - Hatch Tender | 24.68 |
| 29030 - Line Handler | 24.68 |
| 29041 - Stevedore I | 23.37 |
| 29042 - Stevedore II | 26.05 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.20 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.03 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.77 |
| 30021 - Archeological Technician I | 17.64 |
| 30022 - Archeological Technician II | 19.73 |
| 30023 - Archeological Technician III | 25.81 |
| 30030 - Cartographic Technician | 26.98 |
| 30040 - Civil Engineering Technician | 25.64 |
| 30061 - Drafter/CAD Operator I | 17.64 |
| 30062 - Drafter/CAD Operator II | 19.73 |
| 30063 - Drafter/CAD Operator III | 21.99 |
| 30064 - Drafter/CAD Operator IV | 28.96 |
| 30081 - Engineering Technician I | 18.16 |
| 30082 - Engineering Technician II | 20.39 |
| 30083 - Engineering Technician III | 22.81 |
| 30084 - Engineering Technician IV | 28.26 |
| 30085 - Engineering Technician V | 34.56 |
| 30086 - Engineering Technician VI | 45.66 |
| 30090 - Environmental Technician | 22.17 |
| 30210 - Laboratory Technician | 22.13 |
| 30240 - Mathematical Technician | 25.18 |
| 30361 - Paralegal/Legal Assistant I | 21.05 |
| 30362 - Paralegal/Legal Assistant II | 26.08 |
| 30363 - Paralegal/Legal Assistant III | 31.89 |
| 30364 - Paralegal/Legal Assistant IV | 38.59 |
| 30390 - Photo-Optics Technician | 26.33 |
| 30461 - Technical Writer I | 26.76 |
| 30462 - Technical Writer II | 32.65 |
| 30463 - Technical Writer III | 39.34 |

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|---|---------------|
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.91 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.14 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.13 |
| 30494 - Unexploded (UXO) Safety Escort | 24.91 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.91 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 21.99 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 24.44 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 17.27 |
| 31030 - Bus Driver | 22.93 |
| 31043 - Driver Courier | 19.14 |
| 31260 - Parking and Lot Attendant | 12.59 |
| 31290 - Shuttle Bus Driver | 21.43 |
| 31310 - Taxi Driver | 15.18 |
| 31361 - Truckdriver, Light | 21.43 |
| 31362 - Truckdriver, Medium | 22.78 |
| 31363 - Truckdriver, Heavy | 24.15 |
| 31364 - Truckdriver, Tractor-Trailer | 24.15 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.94 |
| 99050 - Desk Clerk | 11.94 |
| 99095 - Embalmer | 24.84 |
| 99251 - Laboratory Animal Caretaker I | 14.03 |
| 99252 - Laboratory Animal Caretaker II | 15.43 |
| 99310 - Mortician | 35.46 |
| 99410 - Pest Controller | 17.55 |
| 99510 - Photofinishing Worker | 15.92 |
| 99710 - Recycling Laborer | 22.41 |
| 99711 - Recycling Specialist | 26.24 |
| 99730 - Refuse Collector | 20.49 |
| 99810 - Sales Clerk | 13.81 |
| 99820 - School Crossing Guard | 13.99 |
| 99830 - Survey Party Chief | 24.14 |
| 99831 - Surveying Aide | 15.15 |
| 99832 - Surveying Technician | 20.76 |
| 99840 - Vending Machine Attendant | 14.63 |
| 99841 - Vending Machine Repairer | 16.79 |
| 99842 - Vending Machine Repairer Helper | 14.63 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or
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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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2169
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Christian, Clark, Coles, Crawford, Cumberland,
Jasper, Macon, Moultrie, Shelby

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.98 |
| 01012 - Accounting Clerk II | | 15.70 |
| 01013 - Accounting Clerk III | | 19.48 |
| 01020 - Administrative Assistant | | 19.57 |
| 01040 - Court Reporter | | 14.35 |
| 01051 - Data Entry Operator I | | 10.95 |
| 01052 - Data Entry Operator II | | 11.95 |
| 01060 - Dispatcher, Motor Vehicle | | 17.37 |
| 01070 - Document Preparation Clerk | | 12.19 |
| 01090 - Duplicating Machine Operator | | 12.19 |
| 01111 - General Clerk I | | 10.06 |
| 01112 - General Clerk II | | 10.97 |
| 01113 - General Clerk III | | 13.19 |
| 01120 - Housing Referral Assistant | | 16.07 |
| 01141 - Messenger Courier | | 9.94 |
| 01191 - Order Clerk I | | 12.59 |
| 01192 - Order Clerk II | | 13.73 |
| 01261 - Personnel Assistant (Employment) I | | 18.47 |
| 01262 - Personnel Assistant (Employment) II | | 20.66 |
| 01263 - Personnel Assistant (Employment) III | | 23.03 |
| 01270 - Production Control Clerk | | 19.27 |
| 01280 - Receptionist | | 10.59 |
| 01290 - Rental Clerk | | 12.14 |
| 01300 - Scheduler, Maintenance | | 12.83 |
| 01311 - Secretary I | | 12.83 |
| 01312 - Secretary II | | 14.35 |
| 01313 - Secretary III | | 16.07 |
| 01320 - Service Order Dispatcher | | 14.18 |
| 01410 - Supply Technician | | 18.11 |
| 01420 - Survey Worker | | 14.35 |
| 01531 - Travel Clerk I | | 11.70 |
| 01532 - Travel Clerk II | | 12.60 |
| 01533 - Travel Clerk III | | 13.44 |
| 01611 - Word Processor I | | 11.57 |
| 01612 - Word Processor II | | 12.99 |
| 01613 - Word Processor III | | 14.53 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 21.05 |
| 05010 - Automotive Electrician | | 19.76 |
| 05040 - Automotive Glass Installer | | 18.48 |
| 05070 - Automotive Worker | | 18.48 |
| 05110 - Mobile Equipment Servicer | | 16.31 |
| 05130 - Motor Equipment Metal Mechanic | | 19.76 |
| 05160 - Motor Equipment Metal Worker | | 18.48 |
| 05190 - Motor Vehicle Mechanic | | 19.53 |
| 05220 - Motor Vehicle Mechanic Helper | | 15.42 |
| 05250 - Motor Vehicle Upholstery Worker | | 18.48 |
| 05280 - Motor Vehicle Wrecker | | 18.48 |
| 05310 - Painter, Automotive | | 18.02 |
| 05340 - Radiator Repair Specialist | | 18.48 |

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| 05370 - Tire Repairer | 13.55 |
| 05400 - Transmission Repair Specialist | 18.67 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.38 |
| 07041 - Cook I | 10.79 |
| 07042 - Cook II | 12.18 |
| 07070 - Dishwasher | 8.36 |
| 07130 - Food Service Worker | 9.33 |
| 07210 - Meat Cutter | 14.55 |
| 07260 - Waiter/Waitress | 9.85 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.38 |
| 09040 - Furniture Handler | 14.31 |
| 09080 - Furniture Refinisher | 19.26 |
| 09090 - Furniture Refinisher Helper | 15.09 |
| 09110 - Furniture Repairer, Minor | 17.17 |
| 09130 - Upholsterer | 19.26 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.92 |
| 11060 - Elevator Operator | 10.89 |
| 11090 - Gardener | 13.67 |
| 11122 - Housekeeping Aide | 10.76 |
| 11150 - Janitor | 10.93 |
| 11210 - Laborer, Grounds Maintenance | 10.64 |
| 11240 - Maid or Houseman | 8.90 |
| 11260 - Pruner | 9.90 |
| 11270 - Tractor Operator | 12.65 |
| 11330 - Trail Maintenance Worker | 10.64 |
| 11360 - Window Cleaner | 11.89 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.26 |
| 12011 - Breath Alcohol Technician | 18.26 |
| 12012 - Certified Occupational Therapist Assistant | 25.30 |
| 12015 - Certified Physical Therapist Assistant | 25.38 |
| 12020 - Dental Assistant | 14.32 |
| 12025 - Dental Hygienist | 36.85 |
| 12030 - EKG Technician | 27.67 |
| 12035 - Electroneurodiagnostic Technologist | 27.67 |
| 12040 - Emergency Medical Technician | 18.26 |
| 12071 - Licensed Practical Nurse I | 16.33 |
| 12072 - Licensed Practical Nurse II | 18.26 |
| 12073 - Licensed Practical Nurse III | 19.46 |
| 12100 - Medical Assistant | 13.63 |
| 12130 - Medical Laboratory Technician | 16.84 |
| 12160 - Medical Record Clerk | 14.48 |
| 12190 - Medical Record Technician | 16.64 |
| 12195 - Medical Transcriptionist | 15.36 |
| 12210 - Nuclear Medicine Technologist | 36.85 |
| 12221 - Nursing Assistant I | 10.72 |
| 12222 - Nursing Assistant II | 12.06 |
| 12223 - Nursing Assistant III | 13.16 |
| 12224 - Nursing Assistant IV | 14.77 |
| 12235 - Optical Dispenser | 14.88 |
| 12236 - Optical Technician | 16.33 |
| 12250 - Pharmacy Technician | 13.34 |
| 12280 - Phlebotomist | 14.77 |
| 12305 - Radiologic Technologist | 25.08 |
| 12311 - Registered Nurse I | 21.62 |
| 12312 - Registered Nurse II | 26.43 |
| 12313 - Registered Nurse II, Specialist | 26.43 |
| 12314 - Registered Nurse III | 31.99 |
| 12315 - Registered Nurse III, Anesthetist | 31.99 |
| 12316 - Registered Nurse IV | 38.34 |

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|---|---------------|
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.63 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.46 |
| 13012 - Exhibits Specialist II | 20.15 |
| 13013 - Exhibits Specialist III | 21.12 |
| 13041 - Illustrator I | 18.38 |
| 13042 - Illustrator II | 22.49 |
| 13043 - Illustrator III | 23.56 |
| 13047 - Librarian | 22.21 |
| 13050 - Library Aide/Clerk | 12.90 |
| 13054 - Library Information Technology Systems Administrator | 21.45 |
| 13058 - Library Technician | 15.64 |
| 13061 - Media Specialist I | 13.98 |
| 13062 - Media Specialist II | 15.64 |
| 13063 - Media Specialist III | 17.43 |
| 13071 - Photographer I | 15.26 |
| 13072 - Photographer II | 16.39 |
| 13073 - Photographer III | 20.06 |
| 13074 - Photographer IV | 21.01 |
| 13075 - Photographer V | 21.64 |
| 13110 - Video Teleconference Technician | 14.11 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.77 |
| 14042 - Computer Operator II | 17.17 |
| 14043 - Computer Operator III | 20.90 |
| 14044 - Computer Operator IV | 22.51 |
| 14045 - Computer Operator V | 24.92 |
| 14071 - Computer Programmer I | (see 1) 23.84 |
| 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 | 14.77 |
| 14160 - Personal Computer Support Technician | 22.51 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.28 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 40.24 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 44.26 |
| 15050 - Computer Based Training Specialist / Instructor | 33.28 |
| 15060 - Educational Technologist | 25.83 |
| 15070 - Flight Instructor (Pilot) | 44.26 |
| 15080 - Graphic Artist | 21.69 |
| 15090 - Technical Instructor | 16.53 |
| 15095 - Technical Instructor/Course Developer | 22.16 |
| 15110 - Test Proctor | 13.35 |
| 15120 - Tutor | 13.35 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.99 |
| 16030 - Counter Attendant | 8.99 |
| 16040 - Dry Cleaner | 11.05 |
| 16070 - Finisher, Flatwork, Machine | 8.99 |
| 16090 - Presser, Hand | 8.99 |
| 16110 - Presser, Machine, Drycleaning | 8.99 |
| 16130 - Presser, Machine, Shirts | 8.99 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.99 |
| 16190 - Sewing Machine Operator | 11.73 |
| 16220 - Tailor | 12.41 |
| 16250 - Washer, Machine | 9.70 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.72 |

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|---|-------|
| 19040 - Tool And Die Maker | 28.31 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.54 |
| 21030 - Material Coordinator | 20.57 |
| 21040 - Material Expediter | 20.57 |
| 21050 - Material Handling Laborer | 14.43 |
| 21071 - Order Filler | 13.30 |
| 21080 - Production Line Worker (Food Processing) | 16.54 |
| 21110 - Shipping Packer | 14.02 |
| 21130 - Shipping/Receiving Clerk | 14.02 |
| 21140 - Store Worker I | 12.50 |
| 21150 - Stock Clerk | 16.12 |
| 21210 - Tools And Parts Attendant | 16.54 |
| 21410 - Warehouse Specialist | 16.54 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.09 |
| 23021 - Aircraft Mechanic I | 22.92 |
| 23022 - Aircraft Mechanic II | 24.09 |
| 23023 - Aircraft Mechanic III | 25.27 |
| 23040 - Aircraft Mechanic Helper | 18.94 |
| 23050 - Aircraft, Painter | 21.48 |
| 23060 - Aircraft Servicer | 20.76 |
| 23080 - Aircraft Worker | 21.46 |
| 23110 - Appliance Mechanic | 21.73 |
| 23120 - Bicycle Repairer | 14.91 |
| 23125 - Cable Splicer | 22.92 |
| 23130 - Carpenter, Maintenance | 20.61 |
| 23140 - Carpet Layer | 20.56 |
| 23160 - Electrician, Maintenance | 29.27 |
| 23181 - Electronics Technician Maintenance I | 20.36 |
| 23182 - Electronics Technician Maintenance II | 21.49 |
| 23183 - Electronics Technician Maintenance III | 22.64 |
| 23260 - Fabric Worker | 19.37 |
| 23290 - Fire Alarm System Mechanic | 22.92 |
| 23310 - Fire Extinguisher Repairer | 18.21 |
| 23311 - Fuel Distribution System Mechanic | 22.92 |
| 23312 - Fuel Distribution System Operator | 18.21 |
| 23370 - General Maintenance Worker | 17.38 |
| 23380 - Ground Support Equipment Mechanic | 22.92 |
| 23381 - Ground Support Equipment Servicer | 20.76 |
| 23382 - Ground Support Equipment Worker | 21.46 |
| 23391 - Gunsmith I | 18.21 |
| 23392 - Gunsmith II | 20.56 |
| 23393 - Gunsmith III | 22.92 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.36 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.35 |
| 23430 - Heavy Equipment Mechanic | 22.92 |
| 23440 - Heavy Equipment Operator | 30.38 |
| 23460 - Instrument Mechanic | 22.92 |
| 23465 - Laboratory/Shelter Mechanic | 21.73 |
| 23470 - Laborer | 13.50 |
| 23510 - Locksmith | 21.73 |
| 23530 - Machinery Maintenance Mechanic | 21.69 |
| 23550 - Machinist, Maintenance | 19.14 |
| 23580 - Maintenance Trades Helper | 15.42 |
| 23591 - Metrology Technician I | 22.92 |
| 23592 - Metrology Technician II | 24.09 |
| 23593 - Metrology Technician III | 25.26 |
| 23640 - Millwright | 26.84 |
| 23710 - Office Appliance Repairer | 21.73 |
| 23760 - Painter, Maintenance | 21.43 |

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| 23790 - Pipefitter, Maintenance | 31.72 |
| 23810 - Plumber, Maintenance | 29.06 |
| 23820 - Pneudraulic Systems Mechanic | 22.92 |
| 23850 - Rigger | 22.92 |
| 23870 - Scale Mechanic | 20.56 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.80 |
| 23910 - Small Engine Mechanic | 20.56 |
| 23931 - Telecommunications Mechanic I | 23.86 |
| 23932 - Telecommunications Mechanic II | 24.83 |
| 23950 - Telephone Lineman | 22.40 |
| 23960 - Welder, Combination, Maintenance | 18.67 |
| 23965 - Well Driller | 22.92 |
| 23970 - Woodcraft Worker | 22.92 |
| 23980 - Woodworker | 18.21 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.95 |
| 24580 - Child Care Center Clerk | 14.13 |
| 24610 - Chore Aide | 11.86 |
| 24620 - Family Readiness And Support Services Coordinator | 14.96 |
| 24630 - Homemaker | 16.86 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.92 |
| 25040 - Sewage Plant Operator | 21.73 |
| 25070 - Stationary Engineer | 22.92 |
| 25190 - Ventilation Equipment Tender | 17.02 |
| 25210 - Water Treatment Plant Operator | 21.73 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.38 |
| 27007 - Baggage Inspector | 12.86 |
| 27008 - Corrections Officer | 22.21 |
| 27010 - Court Security Officer | 22.21 |
| 27030 - Detection Dog Handler | 14.38 |
| 27040 - Detention Officer | 22.21 |
| 27070 - Firefighter | 20.05 |
| 27101 - Guard I | 12.86 |
| 27102 - Guard II | 14.38 |
| 27131 - Police Officer I | 26.11 |
| 27132 - Police Officer II | 29.02 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.10 |
| 28042 - Carnival Equipment Repairer | 12.65 |
| 28043 - Carnival Equipment Worker | 10.12 |
| 28210 - Gate Attendant/Gate Tender | 14.57 |
| 28310 - Lifeguard | 12.97 |
| 28350 - Park Attendant (Aide) | 16.29 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.89 |
| 28515 - Recreation Specialist | 13.26 |
| 28630 - Sports Official | 12.97 |
| 28690 - Swimming Pool Operator | 17.84 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.56 |
| 29020 - Hatch Tender | 20.56 |
| 29030 - Line Handler | 20.56 |
| 29041 - Stevedore I | 19.37 |
| 29042 - Stevedore II | 21.73 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.20 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.03 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.77 |
| 30021 - Archeological Technician I | 16.74 |
| 30022 - Archeological Technician II | 19.23 |
| 30023 - Archeological Technician III | 23.82 |

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|---|---------------|
| 30030 - Cartographic Technician | 25.49 |
| 30040 - Civil Engineering Technician | 26.67 |
| 30061 - Drafter/CAD Operator I | 14.83 |
| 30062 - Drafter/CAD Operator II | 19.23 |
| 30063 - Drafter/CAD Operator III | 21.44 |
| 30064 - Drafter/CAD Operator IV | 26.38 |
| 30081 - Engineering Technician I | 14.36 |
| 30082 - Engineering Technician II | 19.88 |
| 30083 - Engineering Technician III | 22.26 |
| 30084 - Engineering Technician IV | 27.58 |
| 30085 - Engineering Technician V | 29.70 |
| 30086 - Engineering Technician VI | 32.71 |
| 30090 - Environmental Technician | 25.49 |
| 30210 - Laboratory Technician | 23.82 |
| 30240 - Mathematical Technician | 25.49 |
| 30361 - Paralegal/Legal Assistant I | 18.78 |
| 30362 - Paralegal/Legal Assistant II | 23.27 |
| 30363 - Paralegal/Legal Assistant III | 28.46 |
| 30364 - Paralegal/Legal Assistant IV | 34.43 |
| 30390 - Photo-Optics Technician | 25.49 |
| 30461 - Technical Writer I | 23.60 |
| 30462 - Technical Writer II | 28.06 |
| 30463 - Technical Writer III | 33.92 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.91 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.14 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.13 |
| 30494 - Unexploded (UXO) Safety Escort | 24.91 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.91 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 21.44 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 23.82 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.12 |
| 31030 - Bus Driver | 18.66 |
| 31043 - Driver Courier | 13.69 |
| 31260 - Parking and Lot Attendant | 12.98 |
| 31290 - Shuttle Bus Driver | 14.88 |
| 31310 - Taxi Driver | 15.03 |
| 31361 - Truckdriver, Light | 14.65 |
| 31362 - Truckdriver, Medium | 15.58 |
| 31363 - Truckdriver, Heavy | 19.80 |
| 31364 - Truckdriver, Tractor-Trailer | 19.80 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.78 |
| 99050 - Desk Clerk | 9.98 |
| 99095 - Embalmer | 24.42 |
| 99251 - Laboratory Animal Caretaker I | 14.82 |
| 99252 - Laboratory Animal Caretaker II | 15.55 |
| 99310 - Mortician | 24.42 |
| 99410 - Pest Controller | 19.34 |
| 99510 - Photofinishing Worker | 13.09 |
| 99710 - Recycling Laborer | 16.88 |
| 99711 - Recycling Specialist | 19.61 |
| 99730 - Refuse Collector | 15.52 |
| 99810 - Sales Clerk | 11.46 |
| 99820 - School Crossing Guard | 13.71 |
| 99830 - Survey Party Chief | 19.36 |
| 99831 - Surveying Aide | 12.09 |
| 99832 - Surveying Technician | 17.55 |
| 99840 - Vending Machine Attendant | 17.32 |
| 99841 - Vending Machine Repairer | 20.92 |
| 99842 - Vending Machine Repairer Helper | 17.32 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials

are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2170
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Christian, Clark, Coles, Crawford, Cumberland,
Jasper, Macon, Moultrie, Shelby

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.98 |
| 01012 - Accounting Clerk II | | 15.70 |
| 01013 - Accounting Clerk III | | 19.48 |
| 01020 - Administrative Assistant | | 19.57 |
| 01040 - Court Reporter | | 14.35 |
| 01051 - Data Entry Operator I | | 10.95 |
| 01052 - Data Entry Operator II | | 11.95 |
| 01060 - Dispatcher, Motor Vehicle | | 17.37 |
| 01070 - Document Preparation Clerk | | 12.19 |
| 01090 - Duplicating Machine Operator | | 12.19 |
| 01111 - General Clerk I | | 10.06 |
| 01112 - General Clerk II | | 10.97 |
| 01113 - General Clerk III | | 13.19 |
| 01120 - Housing Referral Assistant | | 16.07 |
| 01141 - Messenger Courier | | 9.94 |
| 01191 - Order Clerk I | | 12.59 |
| 01192 - Order Clerk II | | 13.73 |
| 01261 - Personnel Assistant (Employment) I | | 18.47 |
| 01262 - Personnel Assistant (Employment) II | | 20.66 |
| 01263 - Personnel Assistant (Employment) III | | 23.03 |
| 01270 - Production Control Clerk | | 19.27 |
| 01280 - Receptionist | | 10.59 |
| 01290 - Rental Clerk | | 12.14 |
| 01300 - Scheduler, Maintenance | | 12.83 |
| 01311 - Secretary I | | 12.83 |
| 01312 - Secretary II | | 14.35 |
| 01313 - Secretary III | | 16.07 |
| 01320 - Service Order Dispatcher | | 14.18 |
| 01410 - Supply Technician | | 18.11 |
| 01420 - Survey Worker | | 14.35 |

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| 01531 - Travel Clerk I | 11.70 |
| 01532 - Travel Clerk II | 12.60 |
| 01533 - Travel Clerk III | 13.44 |
| 01611 - Word Processor I | 11.57 |
| 01612 - Word Processor II | 12.99 |
| 01613 - Word Processor III | 14.53 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.05 |
| 05010 - Automotive Electrician | 19.76 |
| 05040 - Automotive Glass Installer | 18.48 |
| 05070 - Automotive Worker | 18.48 |
| 05110 - Mobile Equipment Servicer | 16.31 |
| 05130 - Motor Equipment Metal Mechanic | 19.76 |
| 05160 - Motor Equipment Metal Worker | 18.48 |
| 05190 - Motor Vehicle Mechanic | 19.53 |
| 05220 - Motor Vehicle Mechanic Helper | 15.42 |
| 05250 - Motor Vehicle Upholstery Worker | 18.48 |
| 05280 - Motor Vehicle Wrecker | 18.48 |
| 05310 - Painter, Automotive | 18.02 |
| 05340 - Radiator Repair Specialist | 18.48 |
| 05370 - Tire Repairer | 13.55 |
| 05400 - Transmission Repair Specialist | 18.67 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.38 |
| 07041 - Cook I | 10.79 |
| 07042 - Cook II | 12.18 |
| 07070 - Dishwasher | 8.36 |
| 07130 - Food Service Worker | 9.33 |
| 07210 - Meat Cutter | 14.55 |
| 07260 - Waiter/Waitress | 9.85 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.38 |
| 09040 - Furniture Handler | 14.31 |
| 09080 - Furniture Refinisher | 19.26 |
| 09090 - Furniture Refinisher Helper | 15.09 |
| 09110 - Furniture Repairer, Minor | 17.17 |
| 09130 - Upholsterer | 19.26 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.92 |
| 11060 - Elevator Operator | 10.89 |
| 11090 - Gardener | 13.67 |
| 11122 - Housekeeping Aide | 10.76 |
| 11150 - Janitor | 10.93 |
| 11210 - Laborer, Grounds Maintenance | 10.64 |
| 11240 - Maid or Houseman | 8.90 |
| 11260 - Pruner | 9.90 |
| 11270 - Tractor Operator | 12.65 |
| 11330 - Trail Maintenance Worker | 10.64 |
| 11360 - Window Cleaner | 11.89 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.26 |
| 12011 - Breath Alcohol Technician | 18.26 |
| 12012 - Certified Occupational Therapist Assistant | 25.30 |
| 12015 - Certified Physical Therapist Assistant | 25.38 |
| 12020 - Dental Assistant | 14.32 |
| 12025 - Dental Hygienist | 36.85 |
| 12030 - EKG Technician | 27.67 |
| 12035 - Electroneurodiagnostic Technologist | 27.67 |
| 12040 - Emergency Medical Technician | 18.26 |
| 12071 - Licensed Practical Nurse I | 16.33 |
| 12072 - Licensed Practical Nurse II | 18.26 |
| 12073 - Licensed Practical Nurse III | 19.46 |
| 12100 - Medical Assistant | 13.63 |

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| 12130 - Medical Laboratory Technician | 16.84 |
| 12160 - Medical Record Clerk | 14.48 |
| 12190 - Medical Record Technician | 16.64 |
| 12195 - Medical Transcriptionist | 15.36 |
| 12210 - Nuclear Medicine Technologist | 36.85 |
| 12221 - Nursing Assistant I | 10.72 |
| 12222 - Nursing Assistant II | 12.06 |
| 12223 - Nursing Assistant III | 13.16 |
| 12224 - Nursing Assistant IV | 14.77 |
| 12235 - Optical Dispenser | 14.88 |
| 12236 - Optical Technician | 16.33 |
| 12250 - Pharmacy Technician | 13.34 |
| 12280 - Phlebotomist | 14.77 |
| 12305 - Radiologic Technologist | 25.08 |
| 12311 - Registered Nurse I | 21.62 |
| 12312 - Registered Nurse II | 26.43 |
| 12313 - Registered Nurse II, Specialist | 26.43 |
| 12314 - Registered Nurse III | 31.99 |
| 12315 - Registered Nurse III, Anesthetist | 31.99 |
| 12316 - Registered Nurse IV | 38.34 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.63 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.46 |
| 13012 - Exhibits Specialist II | 20.15 |
| 13013 - Exhibits Specialist III | 21.12 |
| 13041 - Illustrator I | 18.38 |
| 13042 - Illustrator II | 22.49 |
| 13043 - Illustrator III | 23.56 |
| 13047 - Librarian | 22.21 |
| 13050 - Library Aide/Clerk | 12.90 |
| 13054 - Library Information Technology Systems Administrator | 21.45 |
| 13058 - Library Technician | 15.64 |
| 13061 - Media Specialist I | 13.98 |
| 13062 - Media Specialist II | 15.64 |
| 13063 - Media Specialist III | 17.43 |
| 13071 - Photographer I | 15.26 |
| 13072 - Photographer II | 16.39 |
| 13073 - Photographer III | 20.06 |
| 13074 - Photographer IV | 21.01 |
| 13075 - Photographer V | 21.64 |
| 13110 - Video Teleconference Technician | 14.11 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.77 |
| 14042 - Computer Operator II | 17.17 |
| 14043 - Computer Operator III | 20.90 |
| 14044 - Computer Operator IV | 22.51 |
| 14045 - Computer Operator V | 24.92 |
| 14071 - Computer Programmer I | (see 1) 23.84 |
| 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 | 14.77 |
| 14160 - Personal Computer Support Technician | 22.51 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.28 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 40.24 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 44.26 |
| 15050 - Computer Based Training Specialist / Instructor | 33.28 |
| 15060 - Educational Technologist | 25.83 |

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| 15070 - Flight Instructor (Pilot) | 44.26 |
| 15080 - Graphic Artist | 21.69 |
| 15090 - Technical Instructor | 16.53 |
| 15095 - Technical Instructor/Course Developer | 22.16 |
| 15110 - Test Proctor | 13.35 |
| 15120 - Tutor | 13.35 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.99 |
| 16030 - Counter Attendant | 8.99 |
| 16040 - Dry Cleaner | 11.05 |
| 16070 - Finisher, Flatwork, Machine | 8.99 |
| 16090 - Presser, Hand | 8.99 |
| 16110 - Presser, Machine, Drycleaning | 8.99 |
| 16130 - Presser, Machine, Shirts | 8.99 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.99 |
| 16190 - Sewing Machine Operator | 11.73 |
| 16220 - Tailor | 12.41 |
| 16250 - Washer, Machine | 9.70 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.72 |
| 19040 - Tool And Die Maker | 28.31 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.54 |
| 21030 - Material Coordinator | 20.57 |
| 21040 - Material Expediter | 20.57 |
| 21050 - Material Handling Laborer | 14.43 |
| 21071 - Order Filler | 13.30 |
| 21080 - Production Line Worker (Food Processing) | 16.54 |
| 21110 - Shipping Packer | 14.02 |
| 21130 - Shipping/Receiving Clerk | 14.02 |
| 21140 - Store Worker I | 12.50 |
| 21150 - Stock Clerk | 16.12 |
| 21210 - Tools And Parts Attendant | 16.54 |
| 21410 - Warehouse Specialist | 16.54 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.09 |
| 23021 - Aircraft Mechanic I | 22.92 |
| 23022 - Aircraft Mechanic II | 24.09 |
| 23023 - Aircraft Mechanic III | 25.27 |
| 23040 - Aircraft Mechanic Helper | 18.94 |
| 23050 - Aircraft, Painter | 21.48 |
| 23060 - Aircraft Servicer | 20.76 |
| 23080 - Aircraft Worker | 21.46 |
| 23110 - Appliance Mechanic | 21.73 |
| 23120 - Bicycle Repairer | 14.91 |
| 23125 - Cable Splicer | 22.92 |
| 23130 - Carpenter, Maintenance | 20.61 |
| 23140 - Carpet Layer | 20.56 |
| 23160 - Electrician, Maintenance | 29.27 |
| 23181 - Electronics Technician Maintenance I | 20.36 |
| 23182 - Electronics Technician Maintenance II | 21.49 |
| 23183 - Electronics Technician Maintenance III | 22.64 |
| 23260 - Fabric Worker | 19.37 |
| 23290 - Fire Alarm System Mechanic | 22.92 |
| 23310 - Fire Extinguisher Repairer | 18.21 |
| 23311 - Fuel Distribution System Mechanic | 22.92 |
| 23312 - Fuel Distribution System Operator | 18.21 |
| 23370 - General Maintenance Worker | 17.38 |
| 23380 - Ground Support Equipment Mechanic | 22.92 |
| 23381 - Ground Support Equipment Servicer | 20.76 |
| 23382 - Ground Support Equipment Worker | 21.46 |
| 23391 - Gunsmith I | 18.21 |
| 23392 - Gunsmith II | 20.56 |

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| 23393 - Gunsmith III | 22.92 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.36 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.35 |
| 23430 - Heavy Equipment Mechanic | 22.92 |
| 23440 - Heavy Equipment Operator | 30.38 |
| 23460 - Instrument Mechanic | 22.92 |
| 23465 - Laboratory/Shelter Mechanic | 21.73 |
| 23470 - Laborer | 13.50 |
| 23510 - Locksmith | 21.73 |
| 23530 - Machinery Maintenance Mechanic | 21.69 |
| 23550 - Machinist, Maintenance | 19.14 |
| 23580 - Maintenance Trades Helper | 15.42 |
| 23591 - Metrology Technician I | 22.92 |
| 23592 - Metrology Technician II | 24.09 |
| 23593 - Metrology Technician III | 25.26 |
| 23640 - Millwright | 26.84 |
| 23710 - Office Appliance Repairer | 21.73 |
| 23760 - Painter, Maintenance | 21.43 |
| 23790 - Pipefitter, Maintenance | 31.72 |
| 23810 - Plumber, Maintenance | 29.06 |
| 23820 - Pneudraulic Systems Mechanic | 22.92 |
| 23850 - Rigger | 22.92 |
| 23870 - Scale Mechanic | 20.56 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.80 |
| 23910 - Small Engine Mechanic | 20.56 |
| 23931 - Telecommunications Mechanic I | 23.86 |
| 23932 - Telecommunications Mechanic II | 24.83 |
| 23950 - Telephone Lineman | 22.40 |
| 23960 - Welder, Combination, Maintenance | 18.67 |
| 23965 - Well Driller | 22.92 |
| 23970 - Woodcraft Worker | 22.92 |
| 23980 - Woodworker | 18.21 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.95 |
| 24580 - Child Care Center Clerk | 14.13 |
| 24610 - Chore Aide | 11.86 |
| 24620 - Family Readiness And Support Services Coordinator | 14.96 |
| 24630 - Homemaker | 16.86 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.92 |
| 25040 - Sewage Plant Operator | 21.73 |
| 25070 - Stationary Engineer | 22.92 |
| 25190 - Ventilation Equipment Tender | 17.02 |
| 25210 - Water Treatment Plant Operator | 21.73 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.38 |
| 27007 - Baggage Inspector | 12.86 |
| 27008 - Corrections Officer | 22.21 |
| 27010 - Court Security Officer | 22.21 |
| 27030 - Detection Dog Handler | 14.38 |
| 27040 - Detention Officer | 22.21 |
| 27070 - Firefighter | 20.05 |
| 27101 - Guard I | 12.86 |
| 27102 - Guard II | 14.38 |
| 27131 - Police Officer I | 26.11 |
| 27132 - Police Officer II | 29.02 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.10 |
| 28042 - Carnival Equipment Repairer | 12.65 |
| 28043 - Carnival Equipment Worker | 10.12 |

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| 28210 - Gate Attendant/Gate Tender | 14.57 |
| 28310 - Lifeguard | 12.97 |
| 28350 - Park Attendant (Aide) | 16.29 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.89 |
| 28515 - Recreation Specialist | 13.26 |
| 28630 - Sports Official | 12.97 |
| 28690 - Swimming Pool Operator | 17.84 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.56 |
| 29020 - Hatch Tender | 20.56 |
| 29030 - Line Handler | 20.56 |
| 29041 - Stevedore I | 19.37 |
| 29042 - Stevedore II | 21.73 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.20 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.03 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.77 |
| 30021 - Archeological Technician I | 16.74 |
| 30022 - Archeological Technician II | 19.23 |
| 30023 - Archeological Technician III | 23.82 |
| 30030 - Cartographic Technician | 25.49 |
| 30040 - Civil Engineering Technician | 26.67 |
| 30061 - Drafter/CAD Operator I | 14.83 |
| 30062 - Drafter/CAD Operator II | 19.23 |
| 30063 - Drafter/CAD Operator III | 21.44 |
| 30064 - Drafter/CAD Operator IV | 26.38 |
| 30081 - Engineering Technician I | 14.36 |
| 30082 - Engineering Technician II | 19.88 |
| 30083 - Engineering Technician III | 22.26 |
| 30084 - Engineering Technician IV | 27.58 |
| 30085 - Engineering Technician V | 29.70 |
| 30086 - Engineering Technician VI | 32.71 |
| 30090 - Environmental Technician | 25.49 |
| 30210 - Laboratory Technician | 23.82 |
| 30240 - Mathematical Technician | 25.49 |
| 30361 - Paralegal/Legal Assistant I | 18.78 |
| 30362 - Paralegal/Legal Assistant II | 23.27 |
| 30363 - Paralegal/Legal Assistant III | 28.46 |
| 30364 - Paralegal/Legal Assistant IV | 34.43 |
| 30390 - Photo-Optics Technician | 25.49 |
| 30461 - Technical Writer I | 23.60 |
| 30462 - Technical Writer II | 28.06 |
| 30463 - Technical Writer III | 33.92 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.91 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.14 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.13 |
| 30494 - Unexploded (UXO) Safety Escort | 24.91 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.91 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 21.44 |
| 30621 - Weather Observer, Senior (see 2) | 23.82 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.12 |
| 31030 - Bus Driver | 18.66 |
| 31043 - Driver Courier | 13.69 |
| 31260 - Parking and Lot Attendant | 12.98 |
| 31290 - Shuttle Bus Driver | 14.88 |
| 31310 - Taxi Driver | 15.03 |
| 31361 - Truckdriver, Light | 14.65 |
| 31362 - Truckdriver, Medium | 15.58 |
| 31363 - Truckdriver, Heavy | 19.80 |
| 31364 - Truckdriver, Tractor-Trailer | 19.80 |
| 99000 - Miscellaneous Occupations | |

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|---|-------|
| 99030 - Cashier | 8.78 |
| 99050 - Desk Clerk | 9.98 |
| 99095 - Embalmer | 24.42 |
| 99251 - Laboratory Animal Caretaker I | 14.82 |
| 99252 - Laboratory Animal Caretaker II | 15.55 |
| 99310 - Mortician | 24.42 |
| 99410 - Pest Controller | 19.34 |
| 99510 - Photofinishing Worker | 13.09 |
| 99710 - Recycling Laborer | 16.88 |
| 99711 - Recycling Specialist | 19.61 |
| 99730 - Refuse Collector | 15.52 |
| 99810 - Sales Clerk | 11.46 |
| 99820 - School Crossing Guard | 13.71 |
| 99830 - Survey Party Chief | 19.36 |
| 99831 - Surveying Aide | 12.09 |
| 99832 - Surveying Technician | 17.55 |
| 99840 - Vending Machine Attendant | 17.32 |
| 99841 - Vending Machine Repairer | 20.92 |
| 99842 - Vending Machine Repairer Helper | 17.32 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

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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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2171
Revision No.: 14
Date of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Grundy, Iroquois, Kankakee, Kendall, La Salle,
Livingston, Will

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.25 |
| 01012 - Accounting Clerk II | | 19.37 |
| 01013 - Accounting Clerk III | | 21.66 |
| 01020 - Administrative Assistant | | 28.01 |
| 01040 - Court Reporter | | 20.25 |
| 01051 - Data Entry Operator I | | 14.81 |
| 01052 - Data Entry Operator II | | 16.15 |

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| 01060 - Dispatcher, Motor Vehicle | 22.93 |
| 01070 - Document Preparation Clerk | 13.67 |
| 01090 - Duplicating Machine Operator | 13.67 |
| 01111 - General Clerk I | 12.73 |
| 01112 - General Clerk II | 13.89 |
| 01113 - General Clerk III | 16.34 |
| 01120 - Housing Referral Assistant | 22.12 |
| 01141 - Messenger Courier | 11.93 |
| 01191 - Order Clerk I | 15.99 |
| 01192 - Order Clerk II | 17.58 |
| 01261 - Personnel Assistant (Employment) I | 17.84 |
| 01262 - Personnel Assistant (Employment) II | 19.95 |
| 01263 - Personnel Assistant (Employment) III | 22.24 |
| 01270 - Production Control Clerk | 21.43 |
| 01280 - Receptionist | 13.53 |
| 01290 - Rental Clerk | 17.41 |
| 01300 - Scheduler, Maintenance | 18.36 |
| 01311 - Secretary I | 18.36 |
| 01312 - Secretary II | 19.84 |
| 01313 - Secretary III | 22.12 |
| 01320 - Service Order Dispatcher | 21.04 |
| 01410 - Supply Technician | 28.01 |
| 01420 - Survey Worker | 19.19 |
| 01531 - Travel Clerk I | 13.20 |
| 01532 - Travel Clerk II | 14.27 |
| 01533 - Travel Clerk III | 15.44 |
| 01611 - Word Processor I | 15.50 |
| 01612 - Word Processor II | 17.41 |
| 01613 - Word Processor III | 19.47 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.34 |
| 05010 - Automotive Electrician | 24.51 |
| 05040 - Automotive Glass Installer | 23.47 |
| 05070 - Automotive Worker | 23.47 |
| 05110 - Mobile Equipment Servicer | 21.37 |
| 05130 - Motor Equipment Metal Mechanic | 28.12 |
| 05160 - Motor Equipment Metal Worker | 23.47 |
| 05190 - Motor Vehicle Mechanic | 28.63 |
| 05220 - Motor Vehicle Mechanic Helper | 20.28 |
| 05250 - Motor Vehicle Upholstery Worker | 22.45 |
| 05280 - Motor Vehicle Wrecker | 23.47 |
| 05310 - Painter, Automotive | 23.47 |
| 05340 - Radiator Repair Specialist | 23.47 |
| 05370 - Tire Repairer | 16.41 |
| 05400 - Transmission Repair Specialist | 28.12 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.77 |
| 07041 - Cook I | 14.43 |
| 07042 - Cook II | 15.77 |
| 07070 - Dishwasher | 11.17 |
| 07130 - Food Service Worker | 11.17 |
| 07210 - Meat Cutter | 15.77 |
| 07260 - Waiter/Waitress | 12.02 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.79 |
| 09040 - Furniture Handler | 15.81 |
| 09080 - Furniture Refinisher | 21.77 |
| 09090 - Furniture Refinisher Helper | 18.02 |
| 09110 - Furniture Repairer, Minor | 19.94 |
| 09130 - Upholsterer | 21.77 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.29 |
| 11060 - Elevator Operator | 12.29 |

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| 11090 - Gardener | 16.87 |
| 11122 - Housekeeping Aide | 12.75 |
| 11150 - Janitor | 12.75 |
| 11210 - Laborer, Grounds Maintenance | 13.50 |
| 11240 - Maid or Houseman | 12.11 |
| 11260 - Pruner | 12.35 |
| 11270 - Tractor Operator | 15.80 |
| 11330 - Trail Maintenance Worker | 13.50 |
| 11360 - Window Cleaner | 13.95 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.84 |
| 12011 - Breath Alcohol Technician | 18.40 |
| 12012 - Certified Occupational Therapist Assistant | 25.32 |
| 12015 - Certified Physical Therapist Assistant | 24.85 |
| 12020 - Dental Assistant | 14.23 |
| 12025 - Dental Hygienist | 31.96 |
| 12030 - EKG Technician | 26.94 |
| 12035 - Electroneurodiagnostic Technologist | 26.94 |
| 12040 - Emergency Medical Technician | 18.40 |
| 12071 - Licensed Practical Nurse I | 18.53 |
| 12072 - Licensed Practical Nurse II | 20.72 |
| 12073 - Licensed Practical Nurse III | 23.10 |
| 12100 - Medical Assistant | 15.77 |
| 12130 - Medical Laboratory Technician | 19.40 |
| 12160 - Medical Record Clerk | 16.98 |
| 12190 - Medical Record Technician | 18.38 |
| 12195 - Medical Transcriptionist | 17.59 |
| 12210 - Nuclear Medicine Technologist | 36.15 |
| 12221 - Nursing Assistant I | 11.40 |
| 12222 - Nursing Assistant II | 12.82 |
| 12223 - Nursing Assistant III | 13.99 |
| 12224 - Nursing Assistant IV | 15.71 |
| 12235 - Optical Dispenser | 17.70 |
| 12236 - Optical Technician | 17.48 |
| 12250 - Pharmacy Technician | 15.58 |
| 12280 - Phlebotomist | 15.71 |
| 12305 - Radiologic Technologist | 31.10 |
| 12311 - Registered Nurse I | 29.17 |
| 12312 - Registered Nurse II | 32.57 |
| 12313 - Registered Nurse II, Specialist | 32.57 |
| 12314 - Registered Nurse III | 38.43 |
| 12315 - Registered Nurse III, Anesthetist | 38.43 |
| 12316 - Registered Nurse IV | 46.07 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.53 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.51 |
| 13012 - Exhibits Specialist II | 26.65 |
| 13013 - Exhibits Specialist III | 32.46 |
| 13041 - Illustrator I | 22.03 |
| 13042 - Illustrator II | 27.53 |
| 13043 - Illustrator III | 32.62 |
| 13047 - Librarian | 33.74 |
| 13050 - Library Aide/Clerk | 14.14 |
| 13054 - Library Information Technology Systems Administrator | 29.74 |
| 13058 - Library Technician | 17.76 |
| 13061 - Media Specialist I | 21.16 |
| 13062 - Media Specialist II | 23.66 |
| 13063 - Media Specialist III | 26.39 |
| 13071 - Photographer I | 19.24 |
| 13072 - Photographer II | 21.51 |
| 13073 - Photographer III | 26.65 |
| 13074 - Photographer IV | 32.46 |

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| 13075 - Photographer V | 35.76 |
| 13110 - Video Teleconference Technician | 17.89 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.11 |
| 14042 - Computer Operator II | 20.25 |
| 14043 - Computer Operator III | 22.58 |
| 14044 - Computer Operator IV | 25.09 |
| 14045 - Computer Operator V | 27.79 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 18.11 |
| 14160 - Personal Computer Support Technician | 25.09 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.22 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 41.82 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 46.94 |
| 15050 - Computer Based Training Specialist / Instructor | 36.22 |
| 15060 - Educational Technologist | 28.07 |
| 15070 - Flight Instructor (Pilot) | 46.94 |
| 15080 - Graphic Artist | 26.41 |
| 15090 - Technical Instructor | 27.45 |
| 15095 - Technical Instructor/Course Developer | 28.07 |
| 15110 - Test Proctor | 18.53 |
| 15120 - Tutor | 18.53 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.53 |
| 16030 - Counter Attendant | 9.53 |
| 16040 - Dry Cleaner | 12.42 |
| 16070 - Finisher, Flatwork, Machine | 9.53 |
| 16090 - Presser, Hand | 9.53 |
| 16110 - Presser, Machine, Drycleaning | 9.53 |
| 16130 - Presser, Machine, Shirts | 9.53 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.53 |
| 16190 - Sewing Machine Operator | 13.37 |
| 16220 - Tailor | 14.31 |
| 16250 - Washer, Machine | 10.54 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.85 |
| 19040 - Tool And Die Maker | 28.57 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.93 |
| 21030 - Material Coordinator | 21.74 |
| 21040 - Material Expediter | 21.74 |
| 21050 - Material Handling Laborer | 17.45 |
| 21071 - Order Filler | 13.80 |
| 21080 - Production Line Worker (Food Processing) | 16.93 |
| 21110 - Shipping Packer | 17.20 |
| 21130 - Shipping/Receiving Clerk | 17.20 |
| 21140 - Store Worker I | 13.87 |
| 21150 - Stock Clerk | 18.17 |
| 21210 - Tools And Parts Attendant | 16.93 |
| 21410 - Warehouse Specialist | 16.93 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.96 |
| 23021 - Aircraft Mechanic I | 28.13 |
| 23022 - Aircraft Mechanic II | 29.96 |
| 23023 - Aircraft Mechanic III | 31.40 |
| 23040 - Aircraft Mechanic Helper | 20.38 |

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| 23050 - Aircraft, Painter | 24.99 |
| 23060 - Aircraft Servicer | 23.85 |
| 23080 - Aircraft Worker | 25.02 |
| 23110 - Appliance Mechanic | 22.70 |
| 23120 - Bicycle Repairer | 16.41 |
| 23125 - Cable Splicer | 28.80 |
| 23130 - Carpenter, Maintenance | 31.86 |
| 23140 - Carpet Layer | 25.28 |
| 23160 - Electrician, Maintenance | 34.00 |
| 23181 - Electronics Technician Maintenance I | 26.30 |
| 23182 - Electronics Technician Maintenance II | 27.75 |
| 23183 - Electronics Technician Maintenance III | 29.24 |
| 23260 - Fabric Worker | 22.20 |
| 23290 - Fire Alarm System Mechanic | 26.18 |
| 23310 - Fire Extinguisher Repairer | 21.36 |
| 23311 - Fuel Distribution System Mechanic | 27.14 |
| 23312 - Fuel Distribution System Operator | 21.66 |
| 23370 - General Maintenance Worker | 23.74 |
| 23380 - Ground Support Equipment Mechanic | 28.13 |
| 23381 - Ground Support Equipment Servicer | 23.85 |
| 23382 - Ground Support Equipment Worker | 25.02 |
| 23391 - Gunsmith I | 21.36 |
| 23392 - Gunsmith II | 24.07 |
| 23393 - Gunsmith III | 26.76 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.69 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.95 |
| 23430 - Heavy Equipment Mechanic | 28.00 |
| 23440 - Heavy Equipment Operator | 35.02 |
| 23460 - Instrument Mechanic | 26.18 |
| 23465 - Laboratory/Shelter Mechanic | 24.84 |
| 23470 - Laborer | 13.78 |
| 23510 - Locksmith | 24.84 |
| 23530 - Machinery Maintenance Mechanic | 23.74 |
| 23550 - Machinist, Maintenance | 27.64 |
| 23580 - Maintenance Trades Helper | 19.22 |
| 23591 - Metrology Technician I | 26.18 |
| 23592 - Metrology Technician II | 27.46 |
| 23593 - Metrology Technician III | 28.56 |
| 23640 - Millwright | 28.64 |
| 23710 - Office Appliance Repairer | 24.84 |
| 23760 - Painter, Maintenance | 24.38 |
| 23790 - Pipefitter, Maintenance | 31.00 |
| 23810 - Plumber, Maintenance | 29.42 |
| 23820 - Pneudraulic Systems Mechanic | 26.76 |
| 23850 - Rigger | 28.80 |
| 23870 - Scale Mechanic | 24.07 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.73 |
| 23910 - Small Engine Mechanic | 23.54 |
| 23931 - Telecommunications Mechanic I | 27.25 |
| 23932 - Telecommunications Mechanic II | 28.30 |
| 23950 - Telephone Lineman | 26.18 |
| 23960 - Welder, Combination, Maintenance | 21.33 |
| 23965 - Well Driller | 26.18 |
| 23970 - Woodcraft Worker | 26.76 |
| 23980 - Woodworker | 20.55 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.86 |
| 24580 - Child Care Center Clerk | 16.17 |
| 24610 - Chore Aide | 14.01 |
| 24620 - Family Readiness And Support Services Coordinator | 14.81 |

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|--|-------|
| 24630 - Homemaker | 14.38 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 31.66 |
| 25040 - Sewage Plant Operator | 26.93 |
| 25070 - Stationary Engineer | 31.66 |
| 25190 - Ventilation Equipment Tender | 23.04 |
| 25210 - Water Treatment Plant Operator | 26.93 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.11 |
| 27007 - Baggage Inspector | 12.10 |
| 27008 - Corrections Officer | 28.69 |
| 27010 - Court Security Officer | 28.69 |
| 27030 - Detection Dog Handler | 14.73 |
| 27040 - Detention Officer | 28.69 |
| 27070 - Firefighter | 27.04 |
| 27101 - Guard I | 12.10 |
| 27102 - Guard II | 14.73 |
| 27131 - Police Officer I | 30.33 |
| 27132 - Police Officer II | 33.11 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.71 |
| 28042 - Carnival Equipment Repairer | 14.43 |
| 28043 - Carnival Equipment Worker | 11.17 |
| 28210 - Gate Attendant/Gate Tender | 16.44 |
| 28310 - Lifeguard | 13.10 |
| 28350 - Park Attendant (Aide) | 18.37 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.40 |
| 28515 - Recreation Specialist | 18.25 |
| 28630 - Sports Official | 14.64 |
| 28690 - Swimming Pool Operator | 20.03 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.75 |
| 29020 - Hatch Tender | 23.75 |
| 29030 - Line Handler | 23.75 |
| 29041 - Stevedore I | 22.40 |
| 29042 - Stevedore II | 25.07 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.20 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.03 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.77 |
| 30021 - Archeological Technician I | 17.64 |
| 30022 - Archeological Technician II | 19.76 |
| 30023 - Archeological Technician III | 26.59 |
| 30030 - Cartographic Technician | 26.33 |
| 30040 - Civil Engineering Technician | 25.64 |
| 30061 - Drafter/CAD Operator I | 17.64 |
| 30062 - Drafter/CAD Operator II | 19.76 |
| 30063 - Drafter/CAD Operator III | 21.99 |
| 30064 - Drafter/CAD Operator IV | 28.96 |
| 30081 - Engineering Technician I | 17.38 |
| 30082 - Engineering Technician II | 20.39 |
| 30083 - Engineering Technician III | 22.81 |
| 30084 - Engineering Technician IV | 28.26 |
| 30085 - Engineering Technician V | 34.56 |
| 30086 - Engineering Technician VI | 40.57 |
| 30090 - Environmental Technician | 24.28 |
| 30210 - Laboratory Technician | 22.13 |
| 30240 - Mathematical Technician | 26.13 |
| 30361 - Paralegal/Legal Assistant I | 20.55 |
| 30362 - Paralegal/Legal Assistant II | 25.43 |
| 30363 - Paralegal/Legal Assistant III | 31.14 |
| 30364 - Paralegal/Legal Assistant IV | 37.63 |
| 30390 - Photo-Optics Technician | 26.33 |

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|---|---------------|
| 30461 - Technical Writer I | 25.16 |
| 30462 - Technical Writer II | 30.77 |
| 30463 - Technical Writer III | 37.23 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.91 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.14 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.13 |
| 30494 - Unexploded (UXO) Safety Escort | 24.91 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.91 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 21.99 |
| 30621 - Weather Observer, Senior | (see 2) 24.44 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 17.27 |
| 31030 - Bus Driver | 22.93 |
| 31043 - Driver Courier | 19.14 |
| 31260 - Parking and Lot Attendant | 11.21 |
| 31290 - Shuttle Bus Driver | 17.30 |
| 31310 - Taxi Driver | 12.74 |
| 31361 - Truckdriver, Light | 17.30 |
| 31362 - Truckdriver, Medium | 22.78 |
| 31363 - Truckdriver, Heavy | 24.15 |
| 31364 - Truckdriver, Tractor-Trailer | 24.15 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.94 |
| 99050 - Desk Clerk | 11.94 |
| 99095 - Embalmer | 24.65 |
| 99251 - Laboratory Animal Caretaker I | 19.18 |
| 99252 - Laboratory Animal Caretaker II | 20.46 |
| 99310 - Mortician | 30.13 |
| 99410 - Pest Controller | 19.25 |
| 99510 - Photofinishing Worker | 12.83 |
| 99710 - Recycling Laborer | 17.79 |
| 99711 - Recycling Specialist | 20.42 |
| 99730 - Refuse Collector | 16.48 |
| 99810 - Sales Clerk | 12.95 |
| 99820 - School Crossing Guard | 15.24 |
| 99830 - Survey Party Chief | 22.51 |
| 99831 - Surveying Aide | 13.73 |
| 99832 - Surveying Technician | 17.73 |
| 99840 - Vending Machine Attendant | 18.25 |
| 99841 - Vending Machine Repairer | 21.08 |
| 99842 - Vending Machine Repairer Helper | 18.25 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or
Page 5508

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. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed

occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski

Division of

Wage Determination No.: 2005-2172
Revision No.: 15

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|-------------------------|----------|------|
|-------------------------|----------|------|

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| | |
|--|-------|
| 05310 - Painter, Automotive | 23.47 |
| 05340 - Radiator Repair Specialist | 23.47 |
| 05370 - Tire Repairer | 16.41 |
| 05400 - Transmission Repair Specialist | 28.12 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.77 |
| 07041 - Cook I | 14.43 |
| 07042 - Cook II | 15.77 |
| 07070 - Dishwasher | 11.17 |
| 07130 - Food Service Worker | 11.17 |
| 07210 - Meat Cutter | 15.77 |
| 07260 - Waiter/Waitress | 12.02 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.79 |
| 09040 - Furniture Handler | 15.81 |
| 09080 - Furniture Refinisher | 21.77 |
| 09090 - Furniture Refinisher Helper | 18.02 |
| 09110 - Furniture Repairer, Minor | 19.94 |
| 09130 - Upholsterer | 21.77 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.29 |
| 11060 - Elevator Operator | 12.29 |
| 11090 - Gardener | 16.87 |
| 11122 - Housekeeping Aide | 12.75 |
| 11150 - Janitor | 12.75 |
| 11210 - Laborer, Grounds Maintenance | 13.50 |
| 11240 - Maid or Houseman | 12.11 |
| 11260 - Pruner | 12.35 |
| 11270 - Tractor Operator | 15.80 |
| 11330 - Trail Maintenance Worker | 13.50 |
| 11360 - Window Cleaner | 13.95 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.84 |
| 12011 - Breath Alcohol Technician | 18.40 |
| 12012 - Certified Occupational Therapist Assistant | 25.32 |
| 12015 - Certified Physical Therapist Assistant | 24.85 |
| 12020 - Dental Assistant | 14.23 |
| 12025 - Dental Hygienist | 31.96 |
| 12030 - EKG Technician | 26.94 |
| 12035 - Electroneurodiagnostic Technologist | 26.94 |
| 12040 - Emergency Medical Technician | 18.40 |
| 12071 - Licensed Practical Nurse I | 18.53 |
| 12072 - Licensed Practical Nurse II | 20.72 |
| 12073 - Licensed Practical Nurse III | 23.10 |
| 12100 - Medical Assistant | 15.77 |
| 12130 - Medical Laboratory Technician | 19.40 |
| 12160 - Medical Record Clerk | 16.98 |
| 12190 - Medical Record Technician | 18.38 |
| 12195 - Medical Transcriptionist | 17.59 |
| 12210 - Nuclear Medicine Technologist | 36.15 |
| 12221 - Nursing Assistant I | 11.40 |
| 12222 - Nursing Assistant II | 12.82 |
| 12223 - Nursing Assistant III | 13.99 |
| 12224 - Nursing Assistant IV | 15.71 |
| 12235 - Optical Dispenser | 17.70 |
| 12236 - Optical Technician | 17.48 |
| 12250 - Pharmacy Technician | 15.58 |
| 12280 - Phlebotomist | 15.71 |
| 12305 - Radiologic Technologist | 31.10 |
| 12311 - Registered Nurse I | 29.17 |
| 12312 - Registered Nurse II | 32.57 |
| 12313 - Registered Nurse II, Specialist | 32.57 |
| 12314 - Registered Nurse III | 38.43 |

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| 12315 - Registered Nurse III, Anesthetist | 38.43 |
| 12316 - Registered Nurse IV | 46.07 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.53 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.51 |
| 13012 - Exhibits Specialist II | 26.65 |
| 13013 - Exhibits Specialist III | 32.46 |
| 13041 - Illustrator I | 22.03 |
| 13042 - Illustrator II | 27.53 |
| 13043 - Illustrator III | 32.62 |
| 13047 - Librarian | 33.74 |
| 13050 - Library Aide/Clerk | 14.14 |
| 13054 - Library Information Technology Systems Administrator | 29.74 |
| 13058 - Library Technician | 17.76 |
| 13061 - Media Specialist I | 21.16 |
| 13062 - Media Specialist II | 23.66 |
| 13063 - Media Specialist III | 26.39 |
| 13071 - Photographer I | 19.24 |
| 13072 - Photographer II | 21.51 |
| 13073 - Photographer III | 26.65 |
| 13074 - Photographer IV | 32.46 |
| 13075 - Photographer V | 35.76 |
| 13110 - Video Teleconference Technician | 17.89 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.11 |
| 14042 - Computer Operator II | 20.25 |
| 14043 - Computer Operator III | 22.58 |
| 14044 - Computer Operator IV | 25.09 |
| 14045 - Computer Operator V | 27.79 |
| 14071 - Computer Programmer I | (see 1) 25.49 |
| 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 | 18.11 |
| 14160 - Personal Computer Support Technician | 25.09 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.22 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 41.82 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 46.94 |
| 15050 - Computer Based Training Specialist / Instructor | 36.22 |
| 15060 - Educational Technologist | 28.07 |
| 15070 - Flight Instructor (Pilot) | 46.94 |
| 15080 - Graphic Artist | 26.41 |
| 15090 - Technical Instructor | 27.45 |
| 15095 - Technical Instructor/Course Developer | 28.07 |
| 15110 - Test Proctor | 18.53 |
| 15120 - Tutor | 18.53 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.53 |
| 16030 - Counter Attendant | 9.53 |
| 16040 - Dry Cleaner | 12.42 |
| 16070 - Finisher, Flatwork, Machine | 9.53 |
| 16090 - Presser, Hand | 9.53 |
| 16110 - Presser, Machine, Drycleaning | 9.53 |
| 16130 - Presser, Machine, Shirts | 9.53 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.53 |
| 16190 - Sewing Machine Operator | 13.37 |
| 16220 - Tailor | 14.31 |
| 16250 - Washer, Machine | 10.54 |

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| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.85 |
| 19040 - Tool And Die Maker | 28.57 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.93 |
| 21030 - Material Coordinator | 21.74 |
| 21040 - Material Expediter | 21.74 |
| 21050 - Material Handling Laborer | 17.45 |
| 21071 - Order Filler | 13.80 |
| 21080 - Production Line Worker (Food Processing) | 16.93 |
| 21110 - Shipping Packer | 17.20 |
| 21130 - Shipping/Receiving Clerk | 17.20 |
| 21140 - Store Worker I | 13.87 |
| 21150 - Stock Clerk | 18.17 |
| 21210 - Tools And Parts Attendant | 16.93 |
| 21410 - Warehouse Specialist | 16.93 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.96 |
| 23021 - Aircraft Mechanic I | 28.13 |
| 23022 - Aircraft Mechanic II | 29.96 |
| 23023 - Aircraft Mechanic III | 31.40 |
| 23040 - Aircraft Mechanic Helper | 20.38 |
| 23050 - Aircraft, Painter | 24.99 |
| 23060 - Aircraft Servicer | 23.85 |
| 23080 - Aircraft Worker | 25.02 |
| 23110 - Appliance Mechanic | 22.70 |
| 23120 - Bicycle Repairer | 16.41 |
| 23125 - Cable Splicer | 28.80 |
| 23130 - Carpenter, Maintenance | 31.86 |
| 23140 - Carpet Layer | 25.28 |
| 23160 - Electrician, Maintenance | 34.00 |
| 23181 - Electronics Technician Maintenance I | 26.30 |
| 23182 - Electronics Technician Maintenance II | 27.75 |
| 23183 - Electronics Technician Maintenance III | 29.24 |
| 23260 - Fabric Worker | 22.20 |
| 23290 - Fire Alarm System Mechanic | 26.18 |
| 23310 - Fire Extinguisher Repairer | 21.36 |
| 23311 - Fuel Distribution System Mechanic | 27.14 |
| 23312 - Fuel Distribution System Operator | 21.66 |
| 23370 - General Maintenance Worker | 23.74 |
| 23380 - Ground Support Equipment Mechanic | 28.13 |
| 23381 - Ground Support Equipment Servicer | 23.85 |
| 23382 - Ground Support Equipment Worker | 25.02 |
| 23391 - Gunsmith I | 21.36 |
| 23392 - Gunsmith II | 24.07 |
| 23393 - Gunsmith III | 26.76 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.69 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.95 |
| 23430 - Heavy Equipment Mechanic | 28.00 |
| 23440 - Heavy Equipment Operator | 35.02 |
| 23460 - Instrument Mechanic | 26.18 |
| 23465 - Laboratory/Shelter Mechanic | 24.84 |
| 23470 - Laborer | 13.78 |
| 23510 - Locksmith | 24.84 |
| 23530 - Machinery Maintenance Mechanic | 23.74 |
| 23550 - Machinist, Maintenance | 27.64 |
| 23580 - Maintenance Trades Helper | 19.22 |
| 23591 - Metrology Technician I | 26.18 |
| 23592 - Metrology Technician II | 27.46 |
| 23593 - Metrology Technician III | 28.56 |
| 23640 - Millwright | 28.64 |

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| 23710 - Office Appliance Repairer | 24.84 |
| 23760 - Painter, Maintenance | 24.38 |
| 23790 - Pipefitter, Maintenance | 31.00 |
| 23810 - Plumber, Maintenance | 29.42 |
| 23820 - Pneudraulic Systems Mechanic | 26.76 |
| 23850 - Rigger | 28.80 |
| 23870 - Scale Mechanic | 24.07 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.73 |
| 23910 - Small Engine Mechanic | 23.54 |
| 23931 - Telecommunications Mechanic I | 27.25 |
| 23932 - Telecommunications Mechanic II | 28.30 |
| 23950 - Telephone Lineman | 26.18 |
| 23960 - Welder, Combination, Maintenance | 21.33 |
| 23965 - Well Driller | 26.18 |
| 23970 - Woodcraft Worker | 26.76 |
| 23980 - Woodworker | 20.55 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.86 |
| 24580 - Child Care Center Clerk | 16.17 |
| 24610 - Chore Aide | 14.01 |
| 24620 - Family Readiness And Support Services Coordinator | 14.81 |
| 24630 - Homemaker | 14.38 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 31.66 |
| 25040 - Sewage Plant Operator | 26.93 |
| 25070 - Stationary Engineer | 31.66 |
| 25190 - Ventilation Equipment Tender | 23.04 |
| 25210 - Water Treatment Plant Operator | 26.93 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.11 |
| 27007 - Baggage Inspector | 12.10 |
| 27008 - Corrections Officer | 28.69 |
| 27010 - Court Security Officer | 28.69 |
| 27030 - Detection Dog Handler | 14.73 |
| 27040 - Detention Officer | 28.69 |
| 27070 - Firefighter | 27.04 |
| 27101 - Guard I | 12.10 |
| 27102 - Guard II | 14.73 |
| 27131 - Police Officer I | 30.33 |
| 27132 - Police Officer II | 33.11 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.71 |
| 28042 - Carnival Equipment Repairer | 14.43 |
| 28043 - Carnival Equipment Worker | 11.17 |
| 28210 - Gate Attendant/Gate Tender | 16.44 |
| 28310 - Lifeguard | 13.10 |
| 28350 - Park Attendant (Aide) | 18.37 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.40 |
| 28515 - Recreation Specialist | 18.25 |
| 28630 - Sports Official | 14.64 |
| 28690 - Swimming Pool Operator | 20.03 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.75 |
| 29020 - Hatch Tender | 23.75 |
| 29030 - Line Handler | 23.75 |
| 29041 - Stevedore I | 22.40 |
| 29042 - Stevedore II | 25.07 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.20 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.03 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.77 |
| 30021 - Archeological Technician I | 17.64 |

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|---|---------------|
| 30022 - Archeological Technician II | 19.76 |
| 30023 - Archeological Technician III | 26.59 |
| 30030 - Cartographic Technician | 26.33 |
| 30040 - Civil Engineering Technician | 25.64 |
| 30061 - Drafter/CAD Operator I | 17.64 |
| 30062 - Drafter/CAD Operator II | 19.76 |
| 30063 - Drafter/CAD Operator III | 21.99 |
| 30064 - Drafter/CAD Operator IV | 28.96 |
| 30081 - Engineering Technician I | 17.38 |
| 30082 - Engineering Technician II | 20.39 |
| 30083 - Engineering Technician III | 22.81 |
| 30084 - Engineering Technician IV | 28.26 |
| 30085 - Engineering Technician V | 34.56 |
| 30086 - Engineering Technician VI | 40.57 |
| 30090 - Environmental Technician | 24.28 |
| 30210 - Laboratory Technician | 22.13 |
| 30240 - Mathematical Technician | 26.13 |
| 30361 - Paralegal/Legal Assistant I | 20.55 |
| 30362 - Paralegal/Legal Assistant II | 25.43 |
| 30363 - Paralegal/Legal Assistant III | 31.14 |
| 30364 - Paralegal/Legal Assistant IV | 37.63 |
| 30390 - Photo-Optics Technician | 26.33 |
| 30461 - Technical Writer I | 25.16 |
| 30462 - Technical Writer II | 30.77 |
| 30463 - Technical Writer III | 37.23 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.91 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.14 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.13 |
| 30494 - Unexploded (UXO) Safety Escort | 24.91 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.91 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 21.99 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 24.44 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 17.27 |
| 31030 - Bus Driver | 22.93 |
| 31043 - Driver Courier | 19.14 |
| 31260 - Parking and Lot Attendant | 11.21 |
| 31290 - Shuttle Bus Driver | 17.30 |
| 31310 - Taxi Driver | 12.74 |
| 31361 - Truckdriver, Light | 17.30 |
| 31362 - Truckdriver, Medium | 22.78 |
| 31363 - Truckdriver, Heavy | 24.15 |
| 31364 - Truckdriver, Tractor-Trailer | 24.15 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.94 |
| 99050 - Desk Clerk | 11.94 |
| 99095 - Embalmer | 24.65 |
| 99251 - Laboratory Animal Caretaker I | 19.18 |
| 99252 - Laboratory Animal Caretaker II | 20.46 |
| 99310 - Mortician | 30.13 |
| 99410 - Pest Controller | 19.25 |
| 99510 - Photofinishing Worker | 12.83 |
| 99710 - Recycling Laborer | 17.79 |
| 99711 - Recycling Specialist | 20.42 |
| 99730 - Refuse Collector | 16.48 |
| 99810 - Sales Clerk | 12.95 |
| 99820 - School Crossing Guard | 15.24 |
| 99830 - Survey Party Chief | 22.51 |
| 99831 - Surveying Aide | 13.73 |
| 99832 - Surveying Technician | 17.73 |
| 99840 - Vending Machine Attendant | 18.25 |
| 99841 - Vending Machine Repairer | 21.08 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to

ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2173
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Fulton, Hancock, Knox, Marshall, Mason, McDonough, Peoria, Putnam, Schuyler, Stark, Tazewell, Woodford

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.62 |
| 01012 - Accounting Clerk II | | 15.28 |
| 01013 - Accounting Clerk III | | 17.09 |
| 01020 - Administrative Assistant | | 17.64 |
| 01040 - Court Reporter | | 15.50 |
| 01051 - Data Entry Operator I | | 12.21 |
| 01052 - Data Entry Operator II | | 13.33 |
| 01060 - Dispatcher, Motor Vehicle | | 18.13 |
| 01070 - Document Preparation Clerk | | 14.00 |
| 01090 - Duplicating Machine Operator | | 14.00 |
| 01111 - General Clerk I | | 11.11 |
| 01112 - General Clerk II | | 12.13 |
| 01113 - General Clerk III | | 13.61 |
| 01120 - Housing Referral Assistant | | 17.34 |
| 01141 - Messenger Courier | | 11.85 |
| 01191 - Order Clerk I | | 12.00 |
| 01192 - Order Clerk II | | 14.79 |
| 01261 - Personnel Assistant (Employment) I | | 14.00 |
| 01262 - Personnel Assistant (Employment) II | | 17.19 |
| 01263 - Personnel Assistant (Employment) III | | 19.39 |
| 01270 - Production Control Clerk | | 20.93 |
| 01280 - Receptionist | | 11.03 |
| 01290 - Rental Clerk | | 10.75 |

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| 01300 - Scheduler, Maintenance | 13.86 |
| 01311 - Secretary I | 13.86 |
| 01312 - Secretary II | 15.50 |
| 01313 - Secretary III | 17.34 |
| 01320 - Service Order Dispatcher | 14.23 |
| 01410 - Supply Technician | 19.21 |
| 01420 - Survey Worker | 12.52 |
| 01531 - Travel Clerk I | 11.94 |
| 01532 - Travel Clerk II | 12.86 |
| 01533 - Travel Clerk III | 13.72 |
| 01611 - Word Processor I | 13.00 |
| 01612 - Word Processor II | 14.63 |
| 01613 - Word Processor III | 16.37 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.60 |
| 05010 - Automotive Electrician | 20.68 |
| 05040 - Automotive Glass Installer | 20.00 |
| 05070 - Automotive Worker | 20.00 |
| 05110 - Mobile Equipment Servicer | 18.69 |
| 05130 - Motor Equipment Metal Mechanic | 21.34 |
| 05160 - Motor Equipment Metal Worker | 20.00 |
| 05190 - Motor Vehicle Mechanic | 21.34 |
| 05220 - Motor Vehicle Mechanic Helper | 18.04 |
| 05250 - Motor Vehicle Upholstery Worker | 19.36 |
| 05280 - Motor Vehicle Wrecker | 20.00 |
| 05310 - Painter, Automotive | 20.68 |
| 05340 - Radiator Repair Specialist | 20.00 |
| 05370 - Tire Repairer | 16.62 |
| 05400 - Transmission Repair Specialist | 21.34 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.45 |
| 07041 - Cook I | 11.63 |
| 07042 - Cook II | 12.45 |
| 07070 - Dishwasher | 9.96 |
| 07130 - Food Service Worker | 9.96 |
| 07210 - Meat Cutter | 14.32 |
| 07260 - Waiter/Waitress | 10.42 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.03 |
| 09040 - Furniture Handler | 15.38 |
| 09080 - Furniture Refinisher | 19.29 |
| 09090 - Furniture Refinisher Helper | 16.60 |
| 09110 - Furniture Repairer, Minor | 17.82 |
| 09130 - Upholsterer | 19.03 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.58 |
| 11060 - Elevator Operator | 10.91 |
| 11090 - Gardener | 15.41 |
| 11122 - Housekeeping Aide | 10.88 |
| 11150 - Janitor | 10.91 |
| 11210 - Laborer, Grounds Maintenance | 12.75 |
| 11240 - Maid or Houseman | 9.51 |
| 11260 - Pruner | 11.72 |
| 11270 - Tractor Operator | 13.73 |
| 11330 - Trail Maintenance Worker | 12.75 |
| 11360 - Window Cleaner | 11.86 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.48 |
| 12011 - Breath Alcohol Technician | 17.70 |
| 12012 - Certified Occupational Therapist Assistant | 15.73 |
| 12015 - Certified Physical Therapist Assistant | 20.16 |
| 12020 - Dental Assistant | 15.77 |
| 12025 - Dental Hygienist | 31.98 |

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| 12030 - EKG Technician | 27.85 |
| 12035 - Electroneurodiagnostic Technologist | 30.13 |
| 12040 - Emergency Medical Technician | 15.48 |
| 12071 - Licensed Practical Nurse I | 16.48 |
| 12072 - Licensed Practical Nurse II | 18.43 |
| 12073 - Licensed Practical Nurse III | 20.49 |
| 12100 - Medical Assistant | 13.86 |
| 12130 - Medical Laboratory Technician | 19.40 |
| 12160 - Medical Record Clerk | 12.69 |
| 12190 - Medical Record Technician | 18.24 |
| 12195 - Medical Transcriptionist | 16.46 |
| 12210 - Nuclear Medicine Technologist | 36.12 |
| 12221 - Nursing Assistant I | 9.65 |
| 12222 - Nursing Assistant II | 10.85 |
| 12223 - Nursing Assistant III | 11.84 |
| 12224 - Nursing Assistant IV | 13.29 |
| 12235 - Optical Dispenser | 13.26 |
| 12236 - Optical Technician | 16.16 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.29 |
| 12305 - Radiologic Technologist | 24.29 |
| 12311 - Registered Nurse I | 21.30 |
| 12312 - Registered Nurse II | 26.05 |
| 12313 - Registered Nurse II, Specialist | 26.05 |
| 12314 - Registered Nurse III | 31.51 |
| 12315 - Registered Nurse III, Anesthetist | 31.51 |
| 12316 - Registered Nurse IV | 37.77 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.77 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.25 |
| 13012 - Exhibits Specialist II | 19.20 |
| 13013 - Exhibits Specialist III | 20.47 |
| 13041 - Illustrator I | 16.28 |
| 13042 - Illustrator II | 18.12 |
| 13043 - Illustrator III | 20.83 |
| 13047 - Librarian | 19.95 |
| 13050 - Library Aide/Clerk | 10.45 |
| 13054 - Library Information Technology Systems Administrator | 19.76 |
| 13058 - Library Technician | 12.79 |
| 13061 - Media Specialist I | 13.00 |
| 13062 - Media Specialist II | 14.54 |
| 13063 - Media Specialist III | 16.22 |
| 13071 - Photographer I | 15.68 |
| 13072 - Photographer II | 17.45 |
| 13073 - Photographer III | 18.65 |
| 13074 - Photographer IV | 21.09 |
| 13075 - Photographer V | 21.73 |
| 13110 - Video Teleconference Technician | 13.79 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.37 |
| 14042 - Computer Operator II | 17.17 |
| 14043 - Computer Operator III | 19.13 |
| 14044 - Computer Operator IV | 21.29 |
| 14045 - Computer Operator V | 23.58 |
| 14071 - Computer Programmer I | (see 1) 21.32 |
| 14072 - Computer Programmer II | (see 1) 24.43 |
| 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 | 15.37 |

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| 14160 - Personal Computer Support Technician | 21.31 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.93 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.00 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.39 |
| 15050 - Computer Based Training Specialist / Instructor | 28.93 |
| 15060 - Educational Technologist | 27.97 |
| 15070 - Flight Instructor (Pilot) | 41.39 |
| 15080 - Graphic Artist | 21.60 |
| 15090 - Technical Instructor | 23.53 |
| 15095 - Technical Instructor/Course Developer | 26.16 |
| 15110 - Test Proctor | 17.27 |
| 15120 - Tutor | 17.27 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.18 |
| 16030 - Counter Attendant | 9.18 |
| 16040 - Dry Cleaner | 11.31 |
| 16070 - Finisher, Flatwork, Machine | 9.18 |
| 16090 - Presser, Hand | 9.18 |
| 16110 - Presser, Machine, Drycleaning | 9.18 |
| 16130 - Presser, Machine, Shirts | 9.18 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.18 |
| 16190 - Sewing Machine Operator | 11.95 |
| 16220 - Tailor | 12.63 |
| 16250 - Washer, Machine | 9.95 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.57 |
| 19040 - Tool And Die Maker | 24.32 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.55 |
| 21030 - Material Coordinator | 20.93 |
| 21040 - Material Expediter | 20.93 |
| 21050 - Material Handling Laborer | 17.28 |
| 21071 - Order Filler | 12.41 |
| 21080 - Production Line Worker (Food Processing) | 15.55 |
| 21110 - Shipping Packer | 14.56 |
| 21130 - Shipping/Receiving Clerk | 14.56 |
| 21140 - Store Worker I | 13.01 |
| 21150 - Stock Clerk | 16.12 |
| 21210 - Tools And Parts Attendant | 17.22 |
| 21410 - Warehouse Specialist | 15.55 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.50 |
| 23021 - Aircraft Mechanic I | 23.30 |
| 23022 - Aircraft Mechanic II | 24.50 |
| 23023 - Aircraft Mechanic III | 25.70 |
| 23040 - Aircraft Mechanic Helper | 19.04 |
| 23050 - Aircraft, Painter | 21.82 |
| 23060 - Aircraft Servicer | 20.43 |
| 23080 - Aircraft Worker | 21.12 |
| 23110 - Appliance Mechanic | 19.82 |
| 23120 - Bicycle Repairer | 16.87 |
| 23125 - Cable Splicer | 27.56 |
| 23130 - Carpenter, Maintenance | 24.93 |
| 23140 - Carpet Layer | 23.22 |
| 23160 - Electrician, Maintenance | 28.26 |
| 23181 - Electronics Technician Maintenance I | 20.74 |
| 23182 - Electronics Technician Maintenance II | 22.33 |
| 23183 - Electronics Technician Maintenance III | 23.55 |
| 23260 - Fabric Worker | 19.70 |
| 23290 - Fire Alarm System Mechanic | 22.50 |
| 23310 - Fire Extinguisher Repairer | 18.52 |
| 23311 - Fuel Distribution System Mechanic | 23.50 |

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| 23312 - Fuel Distribution System Operator | 19.95 |
| 23370 - General Maintenance Worker | 18.63 |
| 23380 - Ground Support Equipment Mechanic | 23.30 |
| 23381 - Ground Support Equipment Servicer | 20.43 |
| 23382 - Ground Support Equipment Worker | 21.12 |
| 23391 - Gunsmith I | 18.52 |
| 23392 - Gunsmith II | 20.90 |
| 23393 - Gunsmith III | 23.30 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.82 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.03 |
| 23430 - Heavy Equipment Mechanic | 22.72 |
| 23440 - Heavy Equipment Operator | 27.42 |
| 23460 - Instrument Mechanic | 23.30 |
| 23465 - Laboratory/Shelter Mechanic | 22.09 |
| 23470 - Laborer | 11.31 |
| 23510 - Locksmith | 23.72 |
| 23530 - Machinery Maintenance Mechanic | 27.54 |
| 23550 - Machinist, Maintenance | 19.64 |
| 23580 - Maintenance Trades Helper | 18.26 |
| 23591 - Metrology Technician I | 23.30 |
| 23592 - Metrology Technician II | 24.50 |
| 23593 - Metrology Technician III | 25.70 |
| 23640 - Millwright | 23.30 |
| 23710 - Office Appliance Repairer | 20.29 |
| 23760 - Painter, Maintenance | 26.72 |
| 23790 - Pipefitter, Maintenance | 31.23 |
| 23810 - Plumber, Maintenance | 23.87 |
| 23820 - Pneudraulic Systems Mechanic | 23.30 |
| 23850 - Rigger | 23.30 |
| 23870 - Scale Mechanic | 20.90 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.28 |
| 23910 - Small Engine Mechanic | 20.16 |
| 23931 - Telecommunications Mechanic I | 27.84 |
| 23932 - Telecommunications Mechanic II | 28.73 |
| 23950 - Telephone Lineman | 26.66 |
| 23960 - Welder, Combination, Maintenance | 19.64 |
| 23965 - Well Driller | 23.30 |
| 23970 - Woodcraft Worker | 23.30 |
| 23980 - Woodworker | 18.52 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.42 |
| 24580 - Child Care Center Clerk | 13.08 |
| 24610 - Chore Aide | 10.44 |
| 24620 - Family Readiness And Support Services Coordinator | 14.53 |
| 24630 - Homemaker | 14.53 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 30.80 |
| 25040 - Sewage Plant Operator | 21.84 |
| 25070 - Stationary Engineer | 30.80 |
| 25190 - Ventilation Equipment Tender | 20.81 |
| 25210 - Water Treatment Plant Operator | 21.84 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.08 |
| 27007 - Baggage Inspector | 14.46 |
| 27008 - Corrections Officer | 19.73 |
| 27010 - Court Security Officer | 21.18 |
| 27030 - Detection Dog Handler | 16.17 |
| 27040 - Detention Officer | 19.73 |
| 27070 - Firefighter | 21.85 |
| 27101 - Guard I | 14.46 |

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| 27102 - Guard II | 16.17 |
| 27131 - Police Officer I | 23.72 |
| 27132 - Police Officer II | 26.36 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.69 |
| 28042 - Carnival Equipment Repairer | 11.08 |
| 28043 - Carnival Equipment Worker | 10.44 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |
| 28515 - Recreation Specialist | 13.35 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 18.07 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.22 |
| 29020 - Hatch Tender | 19.22 |
| 29030 - Line Handler | 19.22 |
| 29041 - Stevedore I | 18.11 |
| 29042 - Stevedore II | 20.31 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.98 |
| 30022 - Archeological Technician II | 18.70 |
| 30023 - Archeological Technician III | 23.18 |
| 30030 - Cartographic Technician | 23.28 |
| 30040 - Civil Engineering Technician | 22.63 |
| 30061 - Drafter/CAD Operator I | 15.49 |
| 30062 - Drafter/CAD Operator II | 18.70 |
| 30063 - Drafter/CAD Operator III | 20.97 |
| 30064 - Drafter/CAD Operator IV | 25.66 |
| 30081 - Engineering Technician I | 13.62 |
| 30082 - Engineering Technician II | 15.75 |
| 30083 - Engineering Technician III | 19.80 |
| 30084 - Engineering Technician IV | 22.86 |
| 30085 - Engineering Technician V | 25.95 |
| 30086 - Engineering Technician VI | 31.34 |
| 30090 - Environmental Technician | 21.77 |
| 30210 - Laboratory Technician | 20.97 |
| 30240 - Mathematical Technician | 23.28 |
| 30361 - Paralegal/Legal Assistant I | 18.88 |
| 30362 - Paralegal/Legal Assistant II | 23.39 |
| 30363 - Paralegal/Legal Assistant III | 27.54 |
| 30364 - Paralegal/Legal Assistant IV | 33.29 |
| 30390 - Photo-Optics Technician | 23.28 |
| 30461 - Technical Writer I | 23.18 |
| 30462 - Technical Writer II | 28.35 |
| 30463 - Technical Writer III | 33.48 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 20.97 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 23.28 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.42 |
| 31030 - Bus Driver | 17.75 |
| 31043 - Driver Courier | 12.39 |
| 31260 - Parking and Lot Attendant | 11.98 |

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|---|-------|
| 31290 - Shuttle Bus Driver | 14.48 |
| 31310 - Taxi Driver | 11.96 |
| 31361 - Truckdriver, Light | 13.26 |
| 31362 - Truckdriver, Medium | 14.03 |
| 31363 - Truckdriver, Heavy | 18.18 |
| 31364 - Truckdriver, Tractor-Trailer | 18.18 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.95 |
| 99050 - Desk Clerk | 10.62 |
| 99095 - Embalmer | 29.30 |
| 99251 - Laboratory Animal Caretaker I | 13.68 |
| 99252 - Laboratory Animal Caretaker II | 15.81 |
| 99310 - Mortician | 35.40 |
| 99410 - Pest Controller | 17.39 |
| 99510 - Photofinishing Worker | 12.68 |
| 99710 - Recycling Laborer | 17.44 |
| 99711 - Recycling Specialist | 20.24 |
| 99730 - Refuse Collector | 16.04 |
| 99810 - Sales Clerk | 11.32 |
| 99820 - School Crossing Guard | 12.17 |
| 99830 - Survey Party Chief | 19.19 |
| 99831 - Surveying Aide | 12.75 |
| 99832 - Surveying Technician | 17.45 |
| 99840 - Vending Machine Attendant | 15.49 |
| 99841 - Vending Machine Repairer | 18.92 |
| 99842 - Vending Machine Repairer Helper | 15.49 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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 thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2174
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Fulton, Hancock, Knox, Marshall, Mason, McDonough, Peoria, Putnam, Schuyler, Stark, Tazewell, Woodford

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.62 |

| | | |
|-------|--|-------|
| 01012 | - Accounting Clerk II | 15.28 |
| 01013 | - Accounting Clerk III | 17.09 |
| 01020 | - Administrative Assistant | 17.64 |
| 01040 | - Court Reporter | 15.50 |
| 01051 | - Data Entry Operator I | 12.21 |
| 01052 | - Data Entry Operator II | 13.33 |
| 01060 | - Dispatcher, Motor Vehicle | 18.13 |
| 01070 | - Document Preparation Clerk | 14.00 |
| 01090 | - Duplicating Machine Operator | 14.00 |
| 01111 | - General Clerk I | 11.11 |
| 01112 | - General Clerk II | 12.13 |
| 01113 | - General Clerk III | 13.61 |
| 01120 | - Housing Referral Assistant | 17.34 |
| 01141 | - Messenger Courier | 11.85 |
| 01191 | - Order Clerk I | 12.00 |
| 01192 | - Order Clerk II | 14.79 |
| 01261 | - Personnel Assistant (Employment) I | 14.00 |
| 01262 | - Personnel Assistant (Employment) II | 17.19 |
| 01263 | - Personnel Assistant (Employment) III | 19.39 |
| 01270 | - Production Control Clerk | 20.93 |
| 01280 | - Receptionist | 11.03 |
| 01290 | - Rental Clerk | 10.75 |
| 01300 | - Scheduler, Maintenance | 13.86 |
| 01311 | - Secretary I | 13.86 |
| 01312 | - Secretary II | 15.50 |
| 01313 | - Secretary III | 17.34 |
| 01320 | - Service Order Dispatcher | 14.23 |
| 01410 | - Supply Technician | 19.21 |
| 01420 | - Survey Worker | 12.52 |
| 01531 | - Travel Clerk I | 11.94 |
| 01532 | - Travel Clerk II | 12.86 |
| 01533 | - Travel Clerk III | 13.72 |
| 01611 | - Word Processor I | 13.00 |
| 01612 | - Word Processor II | 14.63 |
| 01613 | - Word Processor III | 16.37 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 21.60 |
| 05010 | - Automotive Electrician | 20.68 |
| 05040 | - Automotive Glass Installer | 20.00 |
| 05070 | - Automotive Worker | 20.00 |
| 05110 | - Mobile Equipment Servicer | 18.69 |
| 05130 | - Motor Equipment Metal Mechanic | 21.34 |
| 05160 | - Motor Equipment Metal Worker | 20.00 |
| 05190 | - Motor Vehicle Mechanic | 21.34 |
| 05220 | - Motor Vehicle Mechanic Helper | 18.04 |
| 05250 | - Motor Vehicle Upholstery Worker | 19.36 |
| 05280 | - Motor Vehicle Wrecker | 20.00 |
| 05310 | - Painter, Automotive | 20.68 |
| 05340 | - Radiator Repair Specialist | 20.00 |
| 05370 | - Tire Repairer | 16.62 |
| 05400 | - Transmission Repair Specialist | 21.34 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 12.45 |
| 07041 | - Cook I | 11.63 |
| 07042 | - Cook II | 12.45 |
| 07070 | - Dishwasher | 9.96 |
| 07130 | - Food Service Worker | 9.96 |
| 07210 | - Meat Cutter | 14.32 |
| 07260 | - Waiter/Waitress | 10.42 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 19.03 |
| 09040 | - Furniture Handler | 15.38 |
| 09080 | - Furniture Refinisher | 19.29 |

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| 09090 - Furniture Refinisher Helper | 16.60 |
| 09110 - Furniture Repairer, Minor | 17.82 |
| 09130 - Upholsterer | 19.03 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.58 |
| 11060 - Elevator Operator | 10.91 |
| 11090 - Gardener | 15.41 |
| 11122 - Housekeeping Aide | 10.88 |
| 11150 - Janitor | 10.91 |
| 11210 - Laborer, Grounds Maintenance | 12.75 |
| 11240 - Maid or Houseman | 9.51 |
| 11260 - Pruner | 11.72 |
| 11270 - Tractor Operator | 13.73 |
| 11330 - Trail Maintenance Worker | 12.75 |
| 11360 - Window Cleaner | 11.86 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.48 |
| 12011 - Breath Alcohol Technician | 17.70 |
| 12012 - Certified Occupational Therapist Assistant | 15.73 |
| 12015 - Certified Physical Therapist Assistant | 20.16 |
| 12020 - Dental Assistant | 15.77 |
| 12025 - Dental Hygienist | 31.98 |
| 12030 - EKG Technician | 27.85 |
| 12035 - Electroneurodiagnostic Technologist | 30.13 |
| 12040 - Emergency Medical Technician | 15.48 |
| 12071 - Licensed Practical Nurse I | 16.48 |
| 12072 - Licensed Practical Nurse II | 18.43 |
| 12073 - Licensed Practical Nurse III | 20.49 |
| 12100 - Medical Assistant | 13.86 |
| 12130 - Medical Laboratory Technician | 19.40 |
| 12160 - Medical Record Clerk | 12.69 |
| 12190 - Medical Record Technician | 18.24 |
| 12195 - Medical Transcriptionist | 16.46 |
| 12210 - Nuclear Medicine Technologist | 36.12 |
| 12221 - Nursing Assistant I | 9.65 |
| 12222 - Nursing Assistant II | 10.85 |
| 12223 - Nursing Assistant III | 11.84 |
| 12224 - Nursing Assistant IV | 13.29 |
| 12235 - Optical Dispenser | 13.26 |
| 12236 - Optical Technician | 16.16 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.29 |
| 12305 - Radiologic Technologist | 24.29 |
| 12311 - Registered Nurse I | 21.30 |
| 12312 - Registered Nurse II | 26.05 |
| 12313 - Registered Nurse II, Specialist | 26.05 |
| 12314 - Registered Nurse III | 31.51 |
| 12315 - Registered Nurse III, Anesthetist | 31.51 |
| 12316 - Registered Nurse IV | 37.77 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.77 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.25 |
| 13012 - Exhibits Specialist II | 19.20 |
| 13013 - Exhibits Specialist III | 20.47 |
| 13041 - Illustrator I | 16.28 |
| 13042 - Illustrator II | 18.12 |
| 13043 - Illustrator III | 20.83 |
| 13047 - Librarian | 19.95 |
| 13050 - Library Aide/Clerk | 10.45 |
| 13054 - Library Information Technology Systems Administrator | 19.76 |
| 13058 - Library Technician | 12.79 |
| 13061 - Media Specialist I | 13.00 |

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| 13062 - Media Specialist II | 14.54 |
| 13063 - Media Specialist III | 16.22 |
| 13071 - Photographer I | 15.68 |
| 13072 - Photographer II | 17.45 |
| 13073 - Photographer III | 18.65 |
| 13074 - Photographer IV | 21.09 |
| 13075 - Photographer V | 21.73 |
| 13110 - Video Teleconference Technician | 13.79 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.37 |
| 14042 - Computer Operator II | 17.17 |
| 14043 - Computer Operator III | 19.13 |
| 14044 - Computer Operator IV | 21.29 |
| 14045 - Computer Operator V | 23.58 |
| 14071 - Computer Programmer I | (see 1) 21.32 |
| 14072 - Computer Programmer II | (see 1) 24.43 |
| 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 | 15.37 |
| 14160 - Personal Computer Support Technician | 21.31 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.93 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.00 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.39 |
| 15050 - Computer Based Training Specialist / Instructor | 28.93 |
| 15060 - Educational Technologist | 27.97 |
| 15070 - Flight Instructor (Pilot) | 41.39 |
| 15080 - Graphic Artist | 21.60 |
| 15090 - Technical Instructor | 23.53 |
| 15095 - Technical Instructor/Course Developer | 26.16 |
| 15110 - Test Proctor | 17.27 |
| 15120 - Tutor | 17.27 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.18 |
| 16030 - Counter Attendant | 9.18 |
| 16040 - Dry Cleaner | 11.31 |
| 16070 - Finisher, Flatwork, Machine | 9.18 |
| 16090 - Presser, Hand | 9.18 |
| 16110 - Presser, Machine, Drycleaning | 9.18 |
| 16130 - Presser, Machine, Shirts | 9.18 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.18 |
| 16190 - Sewing Machine Operator | 11.95 |
| 16220 - Tailor | 12.63 |
| 16250 - Washer, Machine | 9.95 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.57 |
| 19040 - Tool And Die Maker | 24.32 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.55 |
| 21030 - Material Coordinator | 20.93 |
| 21040 - Material Expediter | 20.93 |
| 21050 - Material Handling Laborer | 17.28 |
| 21071 - Order Filler | 12.41 |
| 21080 - Production Line Worker (Food Processing) | 15.55 |
| 21110 - Shipping Packer | 14.56 |
| 21130 - Shipping/Receiving Clerk | 14.56 |
| 21140 - Store Worker I | 13.01 |
| 21150 - Stock Clerk | 16.12 |
| 21210 - Tools And Parts Attendant | 17.22 |
| 21410 - Warehouse Specialist | 15.55 |

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| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.50 |
| 23021 - Aircraft Mechanic I | 23.30 |
| 23022 - Aircraft Mechanic II | 24.50 |
| 23023 - Aircraft Mechanic III | 25.70 |
| 23040 - Aircraft Mechanic Helper | 19.04 |
| 23050 - Aircraft, Painter | 21.82 |
| 23060 - Aircraft Servicer | 20.43 |
| 23080 - Aircraft Worker | 21.12 |
| 23110 - Appliance Mechanic | 19.82 |
| 23120 - Bicycle Repairer | 16.87 |
| 23125 - Cable Splicer | 27.56 |
| 23130 - Carpenter, Maintenance | 24.93 |
| 23140 - Carpet Layer | 23.22 |
| 23160 - Electrician, Maintenance | 28.26 |
| 23181 - Electronics Technician Maintenance I | 20.74 |
| 23182 - Electronics Technician Maintenance II | 22.33 |
| 23183 - Electronics Technician Maintenance III | 23.55 |
| 23260 - Fabric Worker | 19.70 |
| 23290 - Fire Alarm System Mechanic | 22.50 |
| 23310 - Fire Extinguisher Repairer | 18.52 |
| 23311 - Fuel Distribution System Mechanic | 23.50 |
| 23312 - Fuel Distribution System Operator | 19.95 |
| 23370 - General Maintenance Worker | 18.63 |
| 23380 - Ground Support Equipment Mechanic | 23.30 |
| 23381 - Ground Support Equipment Servicer | 20.43 |
| 23382 - Ground Support Equipment Worker | 21.12 |
| 23391 - Gunsmith I | 18.52 |
| 23392 - Gunsmith II | 20.90 |
| 23393 - Gunsmith III | 23.30 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.82 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.03 |
| 23430 - Heavy Equipment Mechanic | 22.72 |
| 23440 - Heavy Equipment Operator | 27.42 |
| 23460 - Instrument Mechanic | 23.30 |
| 23465 - Laboratory/Shelter Mechanic | 22.09 |
| 23470 - Laborer | 11.31 |
| 23510 - Locksmith | 23.72 |
| 23530 - Machinery Maintenance Mechanic | 27.54 |
| 23550 - Machinist, Maintenance | 19.64 |
| 23580 - Maintenance Trades Helper | 18.26 |
| 23591 - Metrology Technician I | 23.30 |
| 23592 - Metrology Technician II | 24.50 |
| 23593 - Metrology Technician III | 25.70 |
| 23640 - Millwright | 23.30 |
| 23710 - Office Appliance Repairer | 20.29 |
| 23760 - Painter, Maintenance | 26.72 |
| 23790 - Pipefitter, Maintenance | 31.23 |
| 23810 - Plumber, Maintenance | 23.87 |
| 23820 - Pneudraulic Systems Mechanic | 23.30 |
| 23850 - Rigger | 23.30 |
| 23870 - Scale Mechanic | 20.90 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.28 |
| 23910 - Small Engine Mechanic | 20.16 |
| 23931 - Telecommunications Mechanic I | 27.84 |
| 23932 - Telecommunications Mechanic II | 28.73 |
| 23950 - Telephone Lineman | 26.66 |
| 23960 - Welder, Combination, Maintenance | 19.64 |
| 23965 - well Driller | 23.30 |
| 23970 - Woodcraft Worker | 23.30 |
| 23980 - Woodworker | 18.52 |

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| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.42 |
| 24580 - Child Care Center Clerk | 13.08 |
| 24610 - Chore Aide | 10.44 |
| 24620 - Family Readiness And Support Services Coordinator | 14.53 |
| 24630 - Homemaker | 14.53 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 30.80 |
| 25040 - Sewage Plant Operator | 21.84 |
| 25070 - Stationary Engineer | 30.80 |
| 25190 - Ventilation Equipment Tender | 20.81 |
| 25210 - Water Treatment Plant Operator | 21.84 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.08 |
| 27007 - Baggage Inspector | 14.46 |
| 27008 - Corrections Officer | 19.73 |
| 27010 - Court Security Officer | 21.18 |
| 27030 - Detection Dog Handler | 16.17 |
| 27040 - Detention Officer | 19.73 |
| 27070 - Firefighter | 21.85 |
| 27101 - Guard I | 14.46 |
| 27102 - Guard II | 16.17 |
| 27131 - Police Officer I | 23.72 |
| 27132 - Police Officer II | 26.36 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.69 |
| 28042 - Carnival Equipment Repairer | 11.08 |
| 28043 - Carnival Equipment Worker | 10.44 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |
| 28515 - Recreation Specialist | 13.35 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 18.07 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.22 |
| 29020 - Hatch Tender | 19.22 |
| 29030 - Line Handler | 19.22 |
| 29041 - Stevedore I | 18.11 |
| 29042 - Stevedore II | 20.31 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.98 |
| 30022 - Archeological Technician II | 18.70 |
| 30023 - Archeological Technician III | 23.18 |
| 30030 - Cartographic Technician | 23.28 |
| 30040 - Civil Engineering Technician | 22.63 |
| 30061 - Drafter/CAD Operator I | 15.49 |
| 30062 - Drafter/CAD Operator II | 18.70 |
| 30063 - Drafter/CAD Operator III | 20.97 |
| 30064 - Drafter/CAD Operator IV | 25.66 |
| 30081 - Engineering Technician I | 13.62 |
| 30082 - Engineering Technician II | 15.75 |
| 30083 - Engineering Technician III | 19.80 |
| 30084 - Engineering Technician IV | 22.86 |
| 30085 - Engineering Technician V | 25.95 |
| 30086 - Engineering Technician VI | 31.34 |
| 30090 - Environmental Technician | 21.77 |
| 30210 - Laboratory Technician | 20.97 |

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|---|-------|
| 30240 - Mathematical Technician | 23.28 |
| 30361 - Paralegal/Legal Assistant I | 18.88 |
| 30362 - Paralegal/Legal Assistant II | 23.39 |
| 30363 - Paralegal/Legal Assistant III | 27.54 |
| 30364 - Paralegal/Legal Assistant IV | 33.29 |
| 30390 - Photo-Optics Technician | 23.28 |
| 30461 - Technical Writer I | 23.18 |
| 30462 - Technical Writer II | 28.35 |
| 30463 - Technical Writer III | 33.48 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 20.97 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 23.28 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.42 |
| 31030 - Bus Driver | 17.75 |
| 31043 - Driver Courier | 12.39 |
| 31260 - Parking and Lot Attendant | 11.98 |
| 31290 - Shuttle Bus Driver | 14.48 |
| 31310 - Taxi Driver | 11.96 |
| 31361 - Truckdriver, Light | 13.26 |
| 31362 - Truckdriver, Medium | 14.03 |
| 31363 - Truckdriver, Heavy | 18.18 |
| 31364 - Truckdriver, Tractor-Trailer | 18.18 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.95 |
| 99050 - Desk Clerk | 10.62 |
| 99095 - Embalmer | 29.30 |
| 99251 - Laboratory Animal Caretaker I | 13.68 |
| 99252 - Laboratory Animal Caretaker II | 15.81 |
| 99310 - Mortician | 35.40 |
| 99410 - Pest Controller | 17.39 |
| 99510 - Photofinishing Worker | 12.68 |
| 99710 - Recycling Laborer | 17.44 |
| 99711 - Recycling Specialist | 20.24 |
| 99730 - Refuse Collector | 16.04 |
| 99810 - Sales Clerk | 11.32 |
| 99820 - School Crossing Guard | 12.17 |
| 99830 - Survey Party Chief | 19.19 |
| 99831 - Surveying Aide | 12.75 |
| 99832 - Surveying Technician | 17.45 |
| 99840 - Vending Machine Attendant | 15.49 |
| 99841 - Vending Machine Repairer | 18.92 |
| 99842 - Vending Machine Repairer Helper | 15.49 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 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 thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be

conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2175
Revision No.: 15
Date of Last Revision: 07/25/2014

States: Illinois, Iowa

Area: Iowa Counties of Des Moines, Henry, Lee, Louisa, Muscatine, Scott

Illinois Counties of Bureau, Carroll, Henderson, Henry, Jo Daviess, Mercer,
Rock Island, Warren, Whiteside

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.43 |
| 01012 - Accounting Clerk II | | 17.85 |
| 01013 - Accounting Clerk III | | 21.24 |
| 01020 - Administrative Assistant | | 19.43 |
| 01040 - Court Reporter | | 19.13 |
| 01051 - Data Entry Operator I | | 11.60 |
| 01052 - Data Entry Operator II | | 16.71 |
| 01060 - Dispatcher, Motor Vehicle | | 14.89 |
| 01070 - Document Preparation Clerk | | 12.85 |
| 01090 - Duplicating Machine Operator | | 12.85 |
| 01111 - General Clerk I | | 11.10 |
| 01112 - General Clerk II | | 12.11 |
| 01113 - General Clerk III | | 14.50 |
| 01120 - Housing Referral Assistant | | 17.43 |
| 01141 - Messenger Courier | | 10.77 |
| 01191 - Order Clerk I | | 12.50 |
| 01192 - Order Clerk II | | 16.10 |
| 01261 - Personnel Assistant (Employment) I | | 13.56 |
| 01262 - Personnel Assistant (Employment) II | | 15.16 |
| 01263 - Personnel Assistant (Employment) III | | 16.91 |
| 01270 - Production Control Clerk | | 20.22 |
| 01280 - Receptionist | | 11.05 |
| 01290 - Rental Clerk | | 10.64 |
| 01300 - Scheduler, Maintenance | | 13.15 |
| 01311 - Secretary I | | 13.15 |
| 01312 - Secretary II | | 14.71 |
| 01313 - Secretary III | | 17.43 |
| 01320 - Service Order Dispatcher | | 14.86 |
| 01410 - Supply Technician | | 19.43 |
| 01420 - Survey Worker | | 13.09 |
| 01531 - Travel Clerk I | | 12.64 |
| 01532 - Travel Clerk II | | 13.66 |
| 01533 - Travel Clerk III | | 14.78 |
| 01611 - Word Processor I | | 11.89 |
| 01612 - Word Processor II | | 13.67 |
| 01613 - Word Processor III | | 15.29 |
| 05000 - Automotive Service Occupations | | |

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|--|-------|
| 05005 - Automobile Body Repairer, Fiberglass | 18.83 |
| 05010 - Automotive Electrician | 18.27 |
| 05040 - Automotive Glass Installer | 17.62 |
| 05070 - Automotive Worker | 17.62 |
| 05110 - Mobile Equipment Servicer | 16.17 |
| 05130 - Motor Equipment Metal Mechanic | 18.91 |
| 05160 - Motor Equipment Metal Worker | 17.62 |
| 05190 - Motor Vehicle Mechanic | 18.83 |
| 05220 - Motor Vehicle Mechanic Helper | 15.60 |
| 05250 - Motor Vehicle Upholstery Worker | 16.98 |
| 05280 - Motor Vehicle Wrecker | 17.62 |
| 05310 - Painter, Automotive | 17.90 |
| 05340 - Radiator Repair Specialist | 17.62 |
| 05370 - Tire Repairer | 14.88 |
| 05400 - Transmission Repair Specialist | 18.48 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.48 |
| 07041 - Cook I | 11.67 |
| 07042 - Cook II | 12.48 |
| 07070 - Dishwasher | 9.99 |
| 07130 - Food Service Worker | 9.99 |
| 07210 - Meat Cutter | 15.36 |
| 07260 - Waiter/Waitress | 10.43 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.90 |
| 09040 - Furniture Handler | 14.47 |
| 09080 - Furniture Refinisher | 18.27 |
| 09090 - Furniture Refinisher Helper | 15.92 |
| 09110 - Furniture Repairer, Minor | 17.12 |
| 09130 - Upholsterer | 18.27 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.77 |
| 11060 - Elevator Operator | 10.67 |
| 11090 - Gardener | 12.78 |
| 11122 - Housekeeping Aide | 10.67 |
| 11150 - Janitor | 10.67 |
| 11210 - Laborer, Grounds Maintenance | 11.29 |
| 11240 - Maid or Houseman | 9.11 |
| 11260 - Pruner | 11.66 |
| 11270 - Tractor Operator | 12.29 |
| 11330 - Trail Maintenance Worker | 11.29 |
| 11360 - Window Cleaner | 11.14 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.66 |
| 12011 - Breath Alcohol Technician | 15.66 |
| 12012 - Certified Occupational Therapist Assistant | 21.24 |
| 12015 - Certified Physical Therapist Assistant | 21.24 |
| 12020 - Dental Assistant | 14.69 |
| 12025 - Dental Hygienist | 30.53 |
| 12030 - EKG Technician | 23.32 |
| 12035 - Electroneurodiagnostic Technologist | 23.32 |
| 12040 - Emergency Medical Technician | 15.66 |
| 12071 - Licensed Practical Nurse I | 14.65 |
| 12072 - Licensed Practical Nurse II | 15.66 |
| 12073 - Licensed Practical Nurse III | 16.87 |
| 12100 - Medical Assistant | 13.06 |
| 12130 - Medical Laboratory Technician | 16.83 |
| 12160 - Medical Record Clerk | 11.85 |
| 12190 - Medical Record Technician | 12.93 |
| 12195 - Medical Transcriptionist | 16.02 |
| 12210 - Nuclear Medicine Technologist | 33.83 |
| 12221 - Nursing Assistant I | 9.79 |
| 12222 - Nursing Assistant II | 11.11 |

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| 12223 - Nursing Assistant III | 12.12 |
| 12224 - Nursing Assistant IV | 13.49 |
| 12235 - Optical Dispenser | 14.30 |
| 12236 - Optical Technician | 13.38 |
| 12250 - Pharmacy Technician | 11.79 |
| 12280 - Phlebotomist | 13.52 |
| 12305 - Radiologic Technologist | 21.91 |
| 12311 - Registered Nurse I | 22.29 |
| 12312 - Registered Nurse II | 27.27 |
| 12313 - Registered Nurse II, Specialist | 26.28 |
| 12314 - Registered Nurse III | 32.99 |
| 12315 - Registered Nurse III, Anesthetist | 31.82 |
| 12316 - Registered Nurse IV | 39.53 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.06 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.48 |
| 13012 - Exhibits Specialist II | 23.58 |
| 13013 - Exhibits Specialist III | 27.60 |
| 13041 - Illustrator I | 18.21 |
| 13042 - Illustrator II | 22.91 |
| 13043 - Illustrator III | 27.60 |
| 13047 - Librarian | 24.98 |
| 13050 - Library Aide/Clerk | 11.50 |
| 13054 - Library Information Technology Systems Administrator | 22.56 |
| 13058 - Library Technician | 13.29 |
| 13061 - Media Specialist I | 16.28 |
| 13062 - Media Specialist II | 18.21 |
| 13063 - Media Specialist III | 20.31 |
| 13071 - Photographer I | 13.34 |
| 13072 - Photographer II | 17.10 |
| 13073 - Photographer III | 21.83 |
| 13074 - Photographer IV | 26.69 |
| 13075 - Photographer V | 28.08 |
| 13110 - Video Teleconference Technician | 12.06 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.48 |
| 14042 - Computer Operator II | 18.43 |
| 14043 - Computer Operator III | 21.18 |
| 14044 - Computer Operator IV | 24.24 |
| 14045 - Computer Operator V | 26.85 |
| 14071 - Computer Programmer I | (see 1) 20.59 |
| 14072 - Computer Programmer II | (see 1) 26.66 |
| 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 | 16.48 |
| 14160 - Personal Computer Support Technician | 24.24 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.84 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.10 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.51 |
| 15050 - Computer Based Training Specialist / Instructor | 22.55 |
| 15060 - Educational Technologist | 26.08 |
| 15070 - Flight Instructor (Pilot) | 37.51 |
| 15080 - Graphic Artist | 20.42 |
| 15090 - Technical Instructor | 17.36 |
| 15095 - Technical Instructor/Course Developer | 21.23 |
| 15110 - Test Proctor | 14.37 |
| 15120 - Tutor | 14.37 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |

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| 16010 - Assembler | 8.94 |
| 16030 - Counter Attendant | 8.94 |
| 16040 - Dry Cleaner | 11.61 |
| 16070 - Finisher, Flatwork, Machine | 8.94 |
| 16090 - Presser, Hand | 8.94 |
| 16110 - Presser, Machine, Drycleaning | 8.94 |
| 16130 - Presser, Machine, Shirts | 8.94 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.94 |
| 16190 - Sewing Machine Operator | 12.46 |
| 16220 - Tailor | 13.33 |
| 16250 - Washer, Machine | 9.87 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.29 |
| 19040 - Tool And Die Maker | 23.91 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.18 |
| 21030 - Material Coordinator | 20.22 |
| 21040 - Material Expediter | 20.22 |
| 21050 - Material Handling Laborer | 13.08 |
| 21071 - Order Filler | 11.69 |
| 21080 - Production Line Worker (Food Processing) | 16.18 |
| 21110 - Shipping Packer | 14.48 |
| 21130 - Shipping/Receiving Clerk | 14.48 |
| 21140 - Store Worker I | 16.96 |
| 21150 - Stock Clerk | 19.39 |
| 21210 - Tools And Parts Attendant | 16.18 |
| 21410 - Warehouse Specialist | 16.18 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.95 |
| 23021 - Aircraft Mechanic I | 22.01 |
| 23022 - Aircraft Mechanic II | 22.95 |
| 23023 - Aircraft Mechanic III | 23.91 |
| 23040 - Aircraft Mechanic Helper | 18.43 |
| 23050 - Aircraft, Painter | 22.13 |
| 23060 - Aircraft Servicer | 19.81 |
| 23080 - Aircraft Worker | 20.51 |
| 23110 - Appliance Mechanic | 18.76 |
| 23120 - Bicycle Repairer | 16.37 |
| 23125 - Cable Splicer | 28.42 |
| 23130 - Carpenter, Maintenance | 21.59 |
| 23140 - Carpet Layer | 18.26 |
| 23160 - Electrician, Maintenance | 25.82 |
| 23181 - Electronics Technician Maintenance I | 21.42 |
| 23182 - Electronics Technician Maintenance II | 22.39 |
| 23183 - Electronics Technician Maintenance III | 23.42 |
| 23260 - Fabric Worker | 19.46 |
| 23290 - Fire Alarm System Mechanic | 19.64 |
| 23310 - Fire Extinguisher Repairer | 18.73 |
| 23311 - Fuel Distribution System Mechanic | 23.58 |
| 23312 - Fuel Distribution System Operator | 19.82 |
| 23370 - General Maintenance Worker | 17.60 |
| 23380 - Ground Support Equipment Mechanic | 22.01 |
| 23381 - Ground Support Equipment Servicer | 19.81 |
| 23382 - Ground Support Equipment Worker | 20.51 |
| 23391 - Gunsmith I | 18.98 |
| 23392 - Gunsmith II | 20.67 |
| 23393 - Gunsmith III | 22.59 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.67 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.90 |
| 23430 - Heavy Equipment Mechanic | 20.30 |
| 23440 - Heavy Equipment Operator | 28.17 |

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| 23460 - Instrument Mechanic | 23.63 |
| 23465 - Laboratory/Shelter Mechanic | 21.04 |
| 23470 - Laborer | 11.44 |
| 23510 - Locksmith | 20.51 |
| 23530 - Machinery Maintenance Mechanic | 21.53 |
| 23550 - Machinist, Maintenance | 18.72 |
| 23580 - Maintenance Trades Helper | 16.35 |
| 23591 - Metrology Technician I | 23.63 |
| 23592 - Metrology Technician II | 24.64 |
| 23593 - Metrology Technician III | 25.65 |
| 23640 - Millwright | 23.24 |
| 23710 - Office Appliance Repairer | 19.62 |
| 23760 - Painter, Maintenance | 18.64 |
| 23790 - Pipefitter, Maintenance | 24.66 |
| 23810 - Plumber, Maintenance | 22.82 |
| 23820 - Pneudraulic Systems Mechanic | 22.30 |
| 23850 - Rigger | 22.30 |
| 23870 - Scale Mechanic | 20.40 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.06 |
| 23910 - Small Engine Mechanic | 18.15 |
| 23931 - Telecommunications Mechanic I | 25.05 |
| 23932 - Telecommunications Mechanic II | 29.00 |
| 23950 - Telephone Lineman | 27.64 |
| 23960 - Welder, Combination, Maintenance | 18.91 |
| 23965 - Well Driller | 21.48 |
| 23970 - Woodcraft Worker | 22.30 |
| 23980 - Woodworker | 18.73 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.74 |
| 24580 - Child Care Center Clerk | 13.55 |
| 24610 - Chore Aide | 10.02 |
| 24620 - Family Readiness And Support Services Coordinator | 12.80 |
| 24630 - Homemaker | 13.51 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.87 |
| 25040 - Sewage Plant Operator | 20.30 |
| 25070 - Stationary Engineer | 25.87 |
| 25190 - Ventilation Equipment Tender | 20.89 |
| 25210 - Water Treatment Plant Operator | 20.30 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.39 |
| 27007 - Baggage Inspector | 11.17 |
| 27008 - Corrections Officer | 23.27 |
| 27010 - Court Security Officer | 21.16 |
| 27030 - Detection Dog Handler | 15.08 |
| 27040 - Detention Officer | 23.27 |
| 27070 - Firefighter | 17.91 |
| 27101 - Guard I | 11.17 |
| 27102 - Guard II | 15.08 |
| 27131 - Police Officer I | 22.23 |
| 27132 - Police Officer II | 24.70 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.71 |
| 28042 - Carnival Equipment Repairer | 11.11 |
| 28043 - Carnival Equipment Worker | 9.51 |
| 28210 - Gate Attendant/Gate Tender | 13.69 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 15.32 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 16.35 |
| 28630 - Sports Official | 12.20 |
| 28690 - Swimming Pool Operator | 13.31 |

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| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.34 |
| 29020 - Hatch Tender | 23.34 |
| 29030 - Line Handler | 22.13 |
| 29041 - Stevedore I | 22.27 |
| 29042 - Stevedore II | 24.40 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.88 |
| 30022 - Archeological Technician II | 21.11 |
| 30023 - Archeological Technician III | 26.16 |
| 30030 - Cartographic Technician | 25.49 |
| 30040 - Civil Engineering Technician | 23.42 |
| 30061 - Drafter/CAD Operator I | 17.21 |
| 30062 - Drafter/CAD Operator II | 20.58 |
| 30063 - Drafter/CAD Operator III | 22.95 |
| 30064 - Drafter/CAD Operator IV | 28.25 |
| 30081 - Engineering Technician I | 18.52 |
| 30082 - Engineering Technician II | 20.79 |
| 30083 - Engineering Technician III | 23.25 |
| 30084 - Engineering Technician IV | 28.85 |
| 30085 - Engineering Technician V | 35.57 |
| 30086 - Engineering Technician VI | 42.64 |
| 30090 - Environmental Technician | 23.77 |
| 30210 - Laboratory Technician | 21.58 |
| 30240 - Mathematical Technician | 25.49 |
| 30361 - Paralegal/Legal Assistant I | 16.09 |
| 30362 - Paralegal/Legal Assistant II | 18.32 |
| 30363 - Paralegal/Legal Assistant III | 21.73 |
| 30364 - Paralegal/Legal Assistant IV | 26.28 |
| 30390 - Photo-Optics Technician | 25.49 |
| 30461 - Technical Writer I | 21.11 |
| 30462 - Technical Writer II | 25.82 |
| 30463 - Technical Writer III | 31.37 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 22.95 |
| 30621 - Weather Observer, Senior (see 2) | 25.49 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.37 |
| 31030 - Bus Driver | 13.49 |
| 31043 - Driver Courier | 12.48 |
| 31260 - Parking and Lot Attendant | 10.44 |
| 31290 - Shuttle Bus Driver | 13.26 |
| 31310 - Taxi Driver | 10.70 |
| 31361 - Truckdriver, Light | 12.98 |
| 31362 - Truckdriver, Medium | 13.49 |
| 31363 - Truckdriver, Heavy | 18.94 |
| 31364 - Truckdriver, Tractor-Trailer | 18.94 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.75 |
| 99050 - Desk Clerk | 9.74 |
| 99095 - Embalmer | 30.13 |
| 99251 - Laboratory Animal Caretaker I | 9.18 |
| 99252 - Laboratory Animal Caretaker II | 9.55 |
| 99310 - Mortician | 31.54 |
| 99410 - Pest Controller | 14.27 |

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|---|-------|
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 16.15 |
| 99711 - Recycling Specialist | 17.57 |
| 99730 - Refuse Collector | 15.43 |
| 99810 - Sales Clerk | 11.36 |
| 99820 - School Crossing Guard | 11.44 |
| 99830 - Survey Party Chief | 28.51 |
| 99831 - Surveying Aide | 14.77 |
| 99832 - Surveying Technician | 20.48 |
| 99840 - Vending Machine Attendant | 12.90 |
| 99841 - Vending Machine Repairer | 14.61 |
| 99842 - Vending Machine Repairer Helper | 13.00 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, the Day before Christmas, and Christmas Day. (A contractor may substitute for any of the named holidays another day of 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2176
Revision No.: 17
Date of Last Revision: 07/25/2014

States: Illinois, Iowa

Area: Iowa Counties of Des Moines, Henry, Lee, Louisa, Muscatine, Scott

Illinois Counties of Bureau, Carroll, Henderson, Henry, Jo Daviess, Mercer,
Rock Island, Warren, Whiteside

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.43 |
| 01012 - Accounting Clerk II | | 17.85 |
| 01013 - Accounting Clerk III | | 21.24 |
| 01020 - Administrative Assistant | | 19.43 |
| 01040 - Court Reporter | | 19.13 |
| 01051 - Data Entry Operator I | | 11.60 |
| 01052 - Data Entry Operator II | | 16.71 |
| 01060 - Dispatcher, Motor Vehicle | | 14.89 |
| 01070 - Document Preparation Clerk | | 12.85 |
| 01090 - Duplicating Machine Operator | | 12.85 |
| 01111 - General Clerk I | | 11.10 |

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| 01112 | - General Clerk II | 12.11 |
| 01113 | - General Clerk III | 14.50 |
| 01120 | - Housing Referral Assistant | 17.43 |
| 01141 | - Messenger Courier | 10.77 |
| 01191 | - Order Clerk I | 12.50 |
| 01192 | - Order Clerk II | 16.10 |
| 01261 | - Personnel Assistant (Employment) I | 13.56 |
| 01262 | - Personnel Assistant (Employment) II | 15.16 |
| 01263 | - Personnel Assistant (Employment) III | 16.91 |
| 01270 | - Production Control Clerk | 20.22 |
| 01280 | - Receptionist | 11.05 |
| 01290 | - Rental Clerk | 10.64 |
| 01300 | - Scheduler, Maintenance | 13.15 |
| 01311 | - Secretary I | 13.15 |
| 01312 | - Secretary II | 14.71 |
| 01313 | - Secretary III | 17.43 |
| 01320 | - Service Order Dispatcher | 14.86 |
| 01410 | - Supply Technician | 19.43 |
| 01420 | - Survey Worker | 13.09 |
| 01531 | - Travel Clerk I | 12.64 |
| 01532 | - Travel Clerk II | 13.66 |
| 01533 | - Travel Clerk III | 14.78 |
| 01611 | - Word Processor I | 11.89 |
| 01612 | - Word Processor II | 13.67 |
| 01613 | - Word Processor III | 15.29 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 18.83 |
| 05010 | - Automotive Electrician | 18.27 |
| 05040 | - Automotive Glass Installer | 17.62 |
| 05070 | - Automotive Worker | 17.62 |
| 05110 | - Mobile Equipment Servicer | 16.17 |
| 05130 | - Motor Equipment Metal Mechanic | 18.91 |
| 05160 | - Motor Equipment Metal Worker | 17.62 |
| 05190 | - Motor Vehicle Mechanic | 18.83 |
| 05220 | - Motor Vehicle Mechanic Helper | 15.60 |
| 05250 | - Motor Vehicle Upholstery Worker | 16.98 |
| 05280 | - Motor Vehicle Wrecker | 17.62 |
| 05310 | - Painter, Automotive | 17.90 |
| 05340 | - Radiator Repair Specialist | 17.62 |
| 05370 | - Tire Repairer | 14.88 |
| 05400 | - Transmission Repair Specialist | 18.48 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 12.48 |
| 07041 | - Cook I | 11.67 |
| 07042 | - Cook II | 12.48 |
| 07070 | - Dishwasher | 9.99 |
| 07130 | - Food Service Worker | 9.99 |
| 07210 | - Meat Cutter | 15.36 |
| 07260 | - Waiter/Waitress | 10.43 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 17.90 |
| 09040 | - Furniture Handler | 14.47 |
| 09080 | - Furniture Refinisher | 18.27 |
| 09090 | - Furniture Refinisher Helper | 15.92 |
| 09110 | - Furniture Repairer, Minor | 17.12 |
| 09130 | - Upholsterer | 18.27 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 9.77 |
| 11060 | - Elevator Operator | 10.67 |
| 11090 | - Gardener | 12.78 |
| 11122 | - Housekeeping Aide | 10.67 |
| 11150 | - Janitor | 10.67 |
| 11210 | - Laborer, Grounds Maintenance | 11.29 |

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| 11240 - Maid or Houseman | 9.11 |
| 11260 - Pruner | 11.66 |
| 11270 - Tractor Operator | 12.29 |
| 11330 - Trail Maintenance Worker | 11.29 |
| 11360 - Window Cleaner | 11.14 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.66 |
| 12011 - Breath Alcohol Technician | 15.66 |
| 12012 - Certified Occupational Therapist Assistant | 21.24 |
| 12015 - Certified Physical Therapist Assistant | 21.24 |
| 12020 - Dental Assistant | 14.69 |
| 12025 - Dental Hygienist | 30.53 |
| 12030 - EKG Technician | 23.32 |
| 12035 - Electroneurodiagnostic Technologist | 23.32 |
| 12040 - Emergency Medical Technician | 15.66 |
| 12071 - Licensed Practical Nurse I | 14.65 |
| 12072 - Licensed Practical Nurse II | 15.66 |
| 12073 - Licensed Practical Nurse III | 16.87 |
| 12100 - Medical Assistant | 13.06 |
| 12130 - Medical Laboratory Technician | 16.83 |
| 12160 - Medical Record Clerk | 11.85 |
| 12190 - Medical Record Technician | 12.93 |
| 12195 - Medical Transcriptionist | 16.02 |
| 12210 - Nuclear Medicine Technologist | 33.83 |
| 12221 - Nursing Assistant I | 9.79 |
| 12222 - Nursing Assistant II | 11.11 |
| 12223 - Nursing Assistant III | 12.12 |
| 12224 - Nursing Assistant IV | 13.49 |
| 12235 - Optical Dispenser | 14.30 |
| 12236 - Optical Technician | 13.38 |
| 12250 - Pharmacy Technician | 11.79 |
| 12280 - Phlebotomist | 13.52 |
| 12305 - Radiologic Technologist | 21.91 |
| 12311 - Registered Nurse I | 22.29 |
| 12312 - Registered Nurse II | 27.27 |
| 12313 - Registered Nurse II, Specialist | 26.28 |
| 12314 - Registered Nurse III | 32.99 |
| 12315 - Registered Nurse III, Anesthetist | 31.82 |
| 12316 - Registered Nurse IV | 39.53 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.06 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.48 |
| 13012 - Exhibits Specialist II | 23.58 |
| 13013 - Exhibits Specialist III | 27.60 |
| 13041 - Illustrator I | 18.21 |
| 13042 - Illustrator II | 22.91 |
| 13043 - Illustrator III | 27.60 |
| 13047 - Librarian | 24.98 |
| 13050 - Library Aide/Clerk | 11.50 |
| 13054 - Library Information Technology Systems Administrator | 22.56 |
| 13058 - Library Technician | 13.29 |
| 13061 - Media Specialist I | 16.28 |
| 13062 - Media Specialist II | 18.21 |
| 13063 - Media Specialist III | 20.31 |
| 13071 - Photographer I | 13.34 |
| 13072 - Photographer II | 17.10 |
| 13073 - Photographer III | 21.83 |
| 13074 - Photographer IV | 26.69 |
| 13075 - Photographer V | 28.08 |
| 13110 - Video Teleconference Technician | 12.06 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.48 |

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| 14042 - Computer Operator II | 18.43 |
| 14043 - Computer Operator III | 21.18 |
| 14044 - Computer Operator IV | 24.24 |
| 14045 - Computer Operator V | 26.85 |
| 14071 - Computer Programmer I (see 1) | 20.59 |
| 14072 - Computer Programmer II (see 1) | 26.66 |
| 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 | 16.48 |
| 14160 - Personal Computer Support Technician | 24.24 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.84 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.10 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.51 |
| 15050 - Computer Based Training Specialist / Instructor | 22.55 |
| 15060 - Educational Technologist | 26.08 |
| 15070 - Flight Instructor (Pilot) | 37.51 |
| 15080 - Graphic Artist | 20.42 |
| 15090 - Technical Instructor | 17.36 |
| 15095 - Technical Instructor/Course Developer | 21.23 |
| 15110 - Test Proctor | 14.37 |
| 15120 - Tutor | 14.37 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.94 |
| 16030 - Counter Attendant | 8.94 |
| 16040 - Dry Cleaner | 11.61 |
| 16070 - Finisher, Flatwork, Machine | 8.94 |
| 16090 - Presser, Hand | 8.94 |
| 16110 - Presser, Machine, Drycleaning | 8.94 |
| 16130 - Presser, Machine, Shirts | 8.94 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.94 |
| 16190 - Sewing Machine Operator | 12.46 |
| 16220 - Tailor | 13.33 |
| 16250 - Washer, Machine | 9.87 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.29 |
| 19040 - Tool And Die Maker | 23.91 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.18 |
| 21030 - Material Coordinator | 20.22 |
| 21040 - Material Expediter | 20.22 |
| 21050 - Material Handling Laborer | 13.08 |
| 21071 - Order Filler | 11.69 |
| 21080 - Production Line Worker (Food Processing) | 16.18 |
| 21110 - Shipping Packer | 14.48 |
| 21130 - Shipping/Receiving Clerk | 14.48 |
| 21140 - Store Worker I | 16.96 |
| 21150 - Stock Clerk | 19.39 |
| 21210 - Tools And Parts Attendant | 16.18 |
| 21410 - Warehouse Specialist | 16.18 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.95 |
| 23021 - Aircraft Mechanic I | 22.01 |
| 23022 - Aircraft Mechanic II | 22.95 |
| 23023 - Aircraft Mechanic III | 23.91 |
| 23040 - Aircraft Mechanic Helper | 18.43 |
| 23050 - Aircraft, Painter | 22.13 |
| 23060 - Aircraft Servicer | 19.81 |
| 23080 - Aircraft Worker | 20.51 |
| 23110 - Appliance Mechanic | 18.76 |

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| 23120 - Bicycle Repairer | 16.37 |
| 23125 - Cable Splicer | 28.42 |
| 23130 - Carpenter, Maintenance | 21.59 |
| 23140 - Carpet Layer | 18.26 |
| 23160 - Electrician, Maintenance | 25.82 |
| 23181 - Electronics Technician Maintenance I | 21.42 |
| 23182 - Electronics Technician Maintenance II | 22.39 |
| 23183 - Electronics Technician Maintenance III | 23.42 |
| 23260 - Fabric Worker | 19.46 |
| 23290 - Fire Alarm System Mechanic | 19.64 |
| 23310 - Fire Extinguisher Repairer | 18.73 |
| 23311 - Fuel Distribution System Mechanic | 23.58 |
| 23312 - Fuel Distribution System Operator | 19.82 |
| 23370 - General Maintenance Worker | 17.60 |
| 23380 - Ground Support Equipment Mechanic | 22.01 |
| 23381 - Ground Support Equipment Servicer | 19.81 |
| 23382 - Ground Support Equipment Worker | 20.51 |
| 23391 - Gunsmith I | 18.98 |
| 23392 - Gunsmith II | 20.67 |
| 23393 - Gunsmith III | 22.59 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.67 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.90 |
| 23430 - Heavy Equipment Mechanic | 20.30 |
| 23440 - Heavy Equipment Operator | 28.17 |
| 23460 - Instrument Mechanic | 23.63 |
| 23465 - Laboratory/Shelter Mechanic | 21.04 |
| 23470 - Laborer | 11.44 |
| 23510 - Locksmith | 20.51 |
| 23530 - Machinery Maintenance Mechanic | 21.53 |
| 23550 - Machinist, Maintenance | 18.72 |
| 23580 - Maintenance Trades Helper | 16.35 |
| 23591 - Metrology Technician I | 23.63 |
| 23592 - Metrology Technician II | 24.64 |
| 23593 - Metrology Technician III | 25.65 |
| 23640 - Millwright | 23.24 |
| 23710 - Office Appliance Repairer | 19.62 |
| 23760 - Painter, Maintenance | 18.64 |
| 23790 - Pipefitter, Maintenance | 24.66 |
| 23810 - Plumber, Maintenance | 22.82 |
| 23820 - Pneudraulic Systems Mechanic | 22.30 |
| 23850 - Rigger | 22.30 |
| 23870 - Scale Mechanic | 20.40 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.06 |
| 23910 - Small Engine Mechanic | 18.15 |
| 23931 - Telecommunications Mechanic I | 25.05 |
| 23932 - Telecommunications Mechanic II | 29.00 |
| 23950 - Telephone Lineman | 27.64 |
| 23960 - Welder, Combination, Maintenance | 18.91 |
| 23965 - Well Driller | 21.48 |
| 23970 - Woodcraft Worker | 22.30 |
| 23980 - Woodworker | 18.73 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.74 |
| 24580 - Child Care Center Clerk | 13.55 |
| 24610 - Chore Aide | 10.02 |
| 24620 - Family Readiness And Support Services Coordinator | 12.80 |
| 24630 - Homemaker | 13.51 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.87 |
| 25040 - Sewage Plant Operator | 20.30 |

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| 25070 - Stationary Engineer | 25.87 |
| 25190 - Ventilation Equipment Tender | 20.89 |
| 25210 - Water Treatment Plant Operator | 20.30 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.39 |
| 27007 - Baggage Inspector | 11.17 |
| 27008 - Corrections Officer | 23.27 |
| 27010 - Court Security Officer | 21.16 |
| 27030 - Detection Dog Handler | 15.08 |
| 27040 - Detention Officer | 23.27 |
| 27070 - Firefighter | 17.91 |
| 27101 - Guard I | 11.17 |
| 27102 - Guard II | 15.08 |
| 27131 - Police Officer I | 22.23 |
| 27132 - Police Officer II | 24.70 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.71 |
| 28042 - Carnival Equipment Repairer | 11.11 |
| 28043 - Carnival Equipment Worker | 9.51 |
| 28210 - Gate Attendant/Gate Tender | 13.69 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 15.32 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 16.35 |
| 28630 - Sports Official | 12.20 |
| 28690 - Swimming Pool Operator | 13.31 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.34 |
| 29020 - Hatch Tender | 23.34 |
| 29030 - Line Handler | 22.13 |
| 29041 - Stevedore I | 22.27 |
| 29042 - Stevedore II | 24.40 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.88 |
| 30022 - Archeological Technician II | 21.11 |
| 30023 - Archeological Technician III | 26.16 |
| 30030 - Cartographic Technician | 25.49 |
| 30040 - Civil Engineering Technician | 23.42 |
| 30061 - Drafter/CAD Operator I | 17.21 |
| 30062 - Drafter/CAD Operator II | 20.58 |
| 30063 - Drafter/CAD Operator III | 22.95 |
| 30064 - Drafter/CAD Operator IV | 28.25 |
| 30081 - Engineering Technician I | 18.52 |
| 30082 - Engineering Technician II | 20.79 |
| 30083 - Engineering Technician III | 23.25 |
| 30084 - Engineering Technician IV | 28.85 |
| 30085 - Engineering Technician V | 35.57 |
| 30086 - Engineering Technician VI | 42.64 |
| 30090 - Environmental Technician | 23.77 |
| 30210 - Laboratory Technician | 21.58 |
| 30240 - Mathematical Technician | 25.49 |
| 30361 - Paralegal/Legal Assistant I | 16.09 |
| 30362 - Paralegal/Legal Assistant II | 18.32 |
| 30363 - Paralegal/Legal Assistant III | 21.73 |
| 30364 - Paralegal/Legal Assistant IV | 26.28 |
| 30390 - Photo-Optics Technician | 25.49 |
| 30461 - Technical Writer I | 21.11 |
| 30462 - Technical Writer II | 25.82 |
| 30463 - Technical Writer III | 31.37 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |

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| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 22.95 |
| 30621 - Weather Observer, Senior | (see 2) 25.49 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.37 |
| 31030 - Bus Driver | 13.49 |
| 31043 - Driver Courier | 12.48 |
| 31260 - Parking and Lot Attendant | 10.44 |
| 31290 - Shuttle Bus Driver | 13.26 |
| 31310 - Taxi Driver | 10.70 |
| 31361 - Truckdriver, Light | 12.98 |
| 31362 - Truckdriver, Medium | 13.49 |
| 31363 - Truckdriver, Heavy | 18.94 |
| 31364 - Truckdriver, Tractor-Trailer | 18.94 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.75 |
| 99050 - Desk Clerk | 9.74 |
| 99095 - Embalmer | 30.13 |
| 99251 - Laboratory Animal Caretaker I | 9.18 |
| 99252 - Laboratory Animal Caretaker II | 9.55 |
| 99310 - Mortician | 31.54 |
| 99410 - Pest Controller | 14.27 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 16.15 |
| 99711 - Recycling Specialist | 17.57 |
| 99730 - Refuse Collector | 15.43 |
| 99810 - Sales Clerk | 11.36 |
| 99820 - School Crossing Guard | 11.44 |
| 99830 - Survey Party Chief | 28.51 |
| 99831 - Surveying Aide | 14.77 |
| 99832 - Surveying Technician | 20.48 |
| 99840 - Vending Machine Attendant | 12.90 |
| 99841 - Vending Machine Repairer | 14.61 |
| 99842 - Vending Machine Repairer Helper | 13.00 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, the Day before Christmas, and Christmas Day. (A contractor may substitute for any of the named holidays another day of 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Area: Illinois Counties of Adams, Brown, Cass, Greene, Logan, Macoupin, Menard, Montgomery, Morgan, Pike, Sangamon, Scott

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.09 |
| 01012 - Accounting Clerk II | | 14.84 |
| 01013 - Accounting Clerk III | | 16.59 |
| 01020 - Administrative Assistant | | 22.42 |
| 01040 - Court Reporter | | 17.94 |
| 01051 - Data Entry Operator I | | 12.33 |
| 01052 - Data Entry Operator II | | 13.46 |
| 01060 - Dispatcher, Motor Vehicle | | 15.83 |
| 01070 - Document Preparation Clerk | | 13.48 |
| 01090 - Duplicating Machine Operator | | 13.48 |
| 01111 - General Clerk I | | 12.45 |
| 01112 - General Clerk II | | 13.59 |
| 01113 - General Clerk III | | 15.25 |
| 01120 - Housing Referral Assistant | | 19.55 |
| 01141 - Messenger Courier | | 12.02 |
| 01191 - Order Clerk I | | 12.41 |
| 01192 - Order Clerk II | | 13.94 |
| 01261 - Personnel Assistant (Employment) I | | 15.82 |
| 01262 - Personnel Assistant (Employment) II | | 17.70 |
| 01263 - Personnel Assistant (Employment) III | | 19.74 |
| 01270 - Production Control Clerk | | 23.12 |
| 01280 - Receptionist | | 11.51 |
| 01290 - Rental Clerk | | 12.38 |
| 01300 - Scheduler, Maintenance | | 16.04 |
| 01311 - Secretary I | | 16.04 |
| 01312 - Secretary II | | 17.94 |
| 01313 - Secretary III | | 20.00 |
| 01320 - Service Order Dispatcher | | 12.92 |
| 01410 - Supply Technician | | 22.22 |
| 01420 - Survey Worker | | 14.25 |
| 01531 - Travel Clerk I | | 13.20 |
| 01532 - Travel Clerk II | | 14.27 |
| 01533 - Travel Clerk III | | 15.44 |
| 01611 - Word Processor I | | 14.28 |
| 01612 - Word Processor II | | 16.01 |
| 01613 - Word Processor III | | 17.92 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 20.51 |
| 05010 - Automotive Electrician | | 18.39 |
| 05040 - Automotive Glass Installer | | 17.20 |
| 05070 - Automotive Worker | | 17.79 |
| 05110 - Mobile Equipment Servicer | | 15.75 |
| 05130 - Motor Equipment Metal Mechanic | | 19.09 |
| 05160 - Motor Equipment Metal Worker | | 17.79 |
| 05190 - Motor Vehicle Mechanic | | 18.46 |
| 05220 - Motor Vehicle Mechanic Helper | | 15.23 |
| 05250 - Motor Vehicle Upholstery Worker | | 17.79 |

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| 05280 - Motor Vehicle wrecker | 17.79 |
| 05310 - Painter, Automotive | 18.37 |
| 05340 - Radiator Repair Specialist | 17.79 |
| 05370 - Tire Repairer | 13.46 |
| 05400 - Transmission Repair Specialist | 19.09 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.98 |
| 07041 - Cook I | 10.59 |
| 07042 - Cook II | 11.57 |
| 07070 - Dishwasher | 8.60 |
| 07130 - Food Service Worker | 9.23 |
| 07210 - Meat Cutter | 13.47 |
| 07260 - Waiter/Waitress | 9.66 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.57 |
| 09040 - Furniture Handler | 15.74 |
| 09080 - Furniture Refinisher | 19.57 |
| 09090 - Furniture Refinisher Helper | 16.76 |
| 09110 - Furniture Repairer, Minor | 18.27 |
| 09130 - Upholsterer | 19.57 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.76 |
| 11060 - Elevator Operator | 9.59 |
| 11090 - Gardener | 14.36 |
| 11122 - Housekeeping Aide | 10.75 |
| 11150 - Janitor | 11.86 |
| 11210 - Laborer, Grounds Maintenance | 13.51 |
| 11240 - Maid or Houseman | 9.58 |
| 11260 - Pruner | 12.93 |
| 11270 - Tractor Operator | 14.80 |
| 11330 - Trail Maintenance Worker | 13.51 |
| 11360 - Window Cleaner | 12.41 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.54 |
| 12011 - Breath Alcohol Technician | 15.76 |
| 12012 - Certified Occupational Therapist Assistant | 23.77 |
| 12015 - Certified Physical Therapist Assistant | 20.51 |
| 12020 - Dental Assistant | 15.82 |
| 12025 - Dental Hygienist | 27.08 |
| 12030 - EKG Technician | 23.88 |
| 12035 - Electroneurodiagnostic Technologist | 23.88 |
| 12040 - Emergency Medical Technician | 14.54 |
| 12071 - Licensed Practical Nurse I | 15.00 |
| 12072 - Licensed Practical Nurse II | 16.78 |
| 12073 - Licensed Practical Nurse III | 18.72 |
| 12100 - Medical Assistant | 14.56 |
| 12130 - Medical Laboratory Technician | 18.18 |
| 12160 - Medical Record Clerk | 13.66 |
| 12190 - Medical Record Technician | 16.38 |
| 12195 - Medical Transcriptionist | 16.53 |
| 12210 - Nuclear Medicine Technologist | 33.92 |
| 12221 - Nursing Assistant I | 10.61 |
| 12222 - Nursing Assistant II | 11.93 |
| 12223 - Nursing Assistant III | 13.02 |
| 12224 - Nursing Assistant IV | 14.61 |
| 12235 - Optical Dispenser | 16.78 |
| 12236 - Optical Technician | 12.60 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 14.61 |
| 12305 - Radiologic Technologist | 23.75 |
| 12311 - Registered Nurse I | 23.67 |
| 12312 - Registered Nurse II | 28.95 |
| 12313 - Registered Nurse II, Specialist | 28.95 |

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| 12314 - Registered Nurse III | 35.02 |
| 12315 - Registered Nurse III, Anesthetist | 35.02 |
| 12316 - Registered Nurse IV | 41.97 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.51 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.16 |
| 13012 - Exhibits Specialist II | 21.26 |
| 13013 - Exhibits Specialist III | 25.07 |
| 13041 - Illustrator I | 17.16 |
| 13042 - Illustrator II | 21.26 |
| 13043 - Illustrator III | 25.07 |
| 13047 - Librarian | 23.55 |
| 13050 - Library Aide/Clerk | 13.29 |
| 13054 - Library Information Technology Systems Administrator | 21.78 |
| 13058 - Library Technician | 14.88 |
| 13061 - Media Specialist I | 14.42 |
| 13062 - Media Specialist II | 16.13 |
| 13063 - Media Specialist III | 17.99 |
| 13071 - Photographer I | 15.67 |
| 13072 - Photographer II | 17.53 |
| 13073 - Photographer III | 21.72 |
| 13074 - Photographer IV | 26.22 |
| 13075 - Photographer V | 30.87 |
| 13110 - Video Teleconference Technician | 16.41 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.29 |
| 14042 - Computer Operator II | 16.81 |
| 14043 - Computer Operator III | 18.74 |
| 14044 - Computer Operator IV | 20.81 |
| 14045 - Computer Operator V | 23.07 |
| 14071 - Computer Programmer I | 22.94 |
| 14072 - Computer Programmer II | 25.86 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 27.52 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 15.60 |
| 14160 - Personal Computer Support Technician | 22.10 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.17 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.66 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.94 |
| 15050 - Computer Based Training Specialist / Instructor | 26.17 |
| 15060 - Educational Technologist | 24.11 |
| 15070 - Flight Instructor (Pilot) | 37.94 |
| 15080 - Graphic Artist | 20.82 |
| 15090 - Technical Instructor | 17.89 |
| 15095 - Technical Instructor/Course Developer | 21.88 |
| 15110 - Test Proctor | 14.43 |
| 15120 - Tutor | 14.43 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.34 |
| 16030 - Counter Attendant | 9.34 |
| 16040 - Dry Cleaner | 12.17 |
| 16070 - Finisher, Flatwork, Machine | 9.34 |
| 16090 - Presser, Hand | 9.34 |
| 16110 - Presser, Machine, Drycleaning | 9.34 |
| 16130 - Presser, Machine, Shirts | 9.34 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.34 |
| 16190 - Sewing Machine Operator | 13.10 |
| 16220 - Tailor | 14.02 |

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| 16250 - Washer, Machine | 10.33 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.77 |
| 19040 - Tool And Die Maker | 25.73 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.76 |
| 21030 - Material Coordinator | 23.12 |
| 21040 - Material Expediter | 23.12 |
| 21050 - Material Handling Laborer | 14.10 |
| 21071 - Order Filler | 12.34 |
| 21080 - Production Line Worker (Food Processing) | 15.76 |
| 21110 - Shipping Packer | 12.65 |
| 21130 - Shipping/Receiving Clerk | 12.65 |
| 21140 - Store Worker I | 17.14 |
| 21150 - Stock Clerk | 19.65 |
| 21210 - Tools And Parts Attendant | 15.76 |
| 21410 - Warehouse Specialist | 15.76 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.49 |
| 23021 - Aircraft Mechanic I | 26.36 |
| 23022 - Aircraft Mechanic II | 27.49 |
| 23023 - Aircraft Mechanic III | 28.63 |
| 23040 - Aircraft Mechanic Helper | 21.74 |
| 23050 - Aircraft, Painter | 24.80 |
| 23060 - Aircraft Servicer | 23.71 |
| 23080 - Aircraft Worker | 24.58 |
| 23110 - Appliance Mechanic | 21.77 |
| 23120 - Bicycle Repairer | 12.57 |
| 23125 - Cable Splicer | 31.88 |
| 23130 - Carpenter, Maintenance | 20.93 |
| 23140 - Carpet Layer | 23.14 |
| 23160 - Electrician, Maintenance | 30.48 |
| 23181 - Electronics Technician Maintenance I | 27.98 |
| 23182 - Electronics Technician Maintenance II | 28.92 |
| 23183 - Electronics Technician Maintenance III | 30.01 |
| 23260 - Fabric Worker | 22.07 |
| 23290 - Fire Alarm System Mechanic | 25.30 |
| 23310 - Fire Extinguisher Repairer | 21.25 |
| 23311 - Fuel Distribution System Mechanic | 25.30 |
| 23312 - Fuel Distribution System Operator | 21.25 |
| 23370 - General Maintenance Worker | 17.75 |
| 23380 - Ground Support Equipment Mechanic | 26.36 |
| 23381 - Ground Support Equipment Servicer | 23.71 |
| 23382 - Ground Support Equipment Worker | 24.58 |
| 23391 - Gunsmith I | 21.25 |
| 23392 - Gunsmith II | 23.14 |
| 23393 - Gunsmith III | 25.30 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.83 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.93 |
| 23430 - Heavy Equipment Mechanic | 22.66 |
| 23440 - Heavy Equipment Operator | 29.49 |
| 23460 - Instrument Mechanic | 25.30 |
| 23465 - Laboratory/Shelter Mechanic | 24.19 |
| 23470 - Laborer | 12.95 |
| 23510 - Locksmith | 24.04 |
| 23530 - Machinery Maintenance Mechanic | 24.02 |
| 23550 - Machinist, Maintenance | 24.02 |
| 23580 - Maintenance Trades Helper | 14.31 |
| 23591 - Metrology Technician I | 25.30 |
| 23592 - Metrology Technician II | 26.38 |
| 23593 - Metrology Technician III | 27.48 |

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|--|-------|
| 23640 - Millwright | 25.30 |
| 23710 - Office Appliance Repairer | 21.21 |
| 23760 - Painter, Maintenance | 23.34 |
| 23790 - Pipefitter, Maintenance | 28.33 |
| 23810 - Plumber, Maintenance | 26.88 |
| 23820 - Pneudraulic Systems Mechanic | 25.30 |
| 23850 - Rigger | 25.30 |
| 23870 - Scale Mechanic | 23.14 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.77 |
| 23910 - Small Engine Mechanic | 21.98 |
| 23931 - Telecommunications Mechanic I | 30.73 |
| 23932 - Telecommunications Mechanic II | 31.90 |
| 23950 - Telephone Lineman | 25.81 |
| 23960 - Welder, Combination, Maintenance | 20.29 |
| 23965 - Well Driller | 25.30 |
| 23970 - Woodcraft Worker | 25.30 |
| 23980 - Woodworker | 21.25 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.57 |
| 24580 - Child Care Center Clerk | 15.08 |
| 24610 - Chore Aide | 8.99 |
| 24620 - Family Readiness And Support Services Coordinator | 16.53 |
| 24630 - Homemaker | 16.05 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 32.56 |
| 25040 - Sewage Plant Operator | 23.19 |
| 25070 - Stationary Engineer | 33.82 |
| 25190 - Ventilation Equipment Tender | 24.49 |
| 25210 - Water Treatment Plant Operator | 23.19 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.13 |
| 27007 - Baggage Inspector | 13.13 |
| 27008 - Corrections Officer | 18.93 |
| 27010 - Court Security Officer | 18.93 |
| 27030 - Detection Dog Handler | 17.12 |
| 27040 - Detention Officer | 18.93 |
| 27070 - Firefighter | 17.46 |
| 27101 - Guard I | 13.13 |
| 27102 - Guard II | 17.12 |
| 27131 - Police Officer I | 22.90 |
| 27132 - Police Officer II | 25.44 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.67 |
| 28042 - Carnival Equipment Repairer | 13.82 |
| 28043 - Carnival Equipment Worker | 10.97 |
| 28210 - Gate Attendant/Gate Tender | 13.43 |
| 28310 - Lifeguard | 11.97 |
| 28350 - Park Attendant (Aide) | 15.03 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.97 |
| 28515 - Recreation Specialist | 16.57 |
| 28630 - Sports Official | 11.97 |
| 28690 - Swimming Pool Operator | 16.13 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.14 |
| 29020 - Hatch Tender | 23.14 |
| 29030 - Line Handler | 23.14 |
| 29041 - Stevedore I | 22.07 |
| 29042 - Stevedore II | 24.19 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |

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|---|---------------|
| 30021 - Archeological Technician I | 18.07 |
| 30022 - Archeological Technician II | 20.21 |
| 30023 - Archeological Technician III | 25.05 |
| 30030 - Cartographic Technician | 25.05 |
| 30040 - Civil Engineering Technician | 24.81 |
| 30061 - Drafter/CAD Operator I | 18.07 |
| 30062 - Drafter/CAD Operator II | 20.21 |
| 30063 - Drafter/CAD Operator III | 22.54 |
| 30064 - Drafter/CAD Operator IV | 27.72 |
| 30081 - Engineering Technician I | 15.08 |
| 30082 - Engineering Technician II | 18.66 |
| 30083 - Engineering Technician III | 21.49 |
| 30084 - Engineering Technician IV | 26.30 |
| 30085 - Engineering Technician V | 29.59 |
| 30086 - Engineering Technician VI | 34.74 |
| 30090 - Environmental Technician | 21.45 |
| 30210 - Laboratory Technician | 22.54 |
| 30240 - Mathematical Technician | 25.05 |
| 30361 - Paralegal/Legal Assistant I | 18.58 |
| 30362 - Paralegal/Legal Assistant II | 20.97 |
| 30363 - Paralegal/Legal Assistant III | 25.13 |
| 30364 - Paralegal/Legal Assistant IV | 30.06 |
| 30390 - Photo-Optics Technician | 25.05 |
| 30461 - Technical Writer I | 24.16 |
| 30462 - Technical Writer II | 29.55 |
| 30463 - Technical Writer III | 35.74 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 3) 22.54 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 3) 25.05 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.06 |
| 31030 - Bus Driver | 15.35 |
| 31043 - Driver Courier | 14.21 |
| 31260 - Parking and Lot Attendant | 12.48 |
| 31290 - Shuttle Bus Driver | 14.78 |
| 31310 - Taxi Driver | 14.21 |
| 31361 - Truckdriver, Light | 14.78 |
| 31362 - Truckdriver, Medium | 15.53 |
| 31363 - Truckdriver, Heavy | 19.58 |
| 31364 - Truckdriver, Tractor-Trailer | 19.58 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.76 |
| 99050 - Desk Clerk | 9.10 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.17 |
| 99252 - Laboratory Animal Caretaker II | 11.62 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 14.11 |
| 99510 - Photofinishing Worker | 11.74 |
| 99710 - Recycling Laborer | 14.32 |
| 99711 - Recycling Specialist | 15.58 |
| 99730 - Refuse Collector | 13.68 |
| 99810 - Sales Clerk | 11.45 |
| 99820 - School Crossing Guard | 12.69 |
| 99830 - Survey Party Chief | 17.27 |
| 99831 - Surveying Aide | 10.78 |
| 99832 - Surveying Technician | 15.64 |
| 99840 - Vending Machine Attendant | 15.26 |

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|---|-------|
| 99841 - Vending Machine Repairer | 17.74 |
| 99842 - Vending Machine Repairer Helper | 15.26 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2178
Revision No.: 14
Date of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Adams, Brown, Cass, Greene, Logan, Macoupin, Menard,
Montgomery, Morgan, Pike, Sangamon, Scott

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.09 |
| 01012 - Accounting Clerk II | | 14.84 |
| 01013 - Accounting Clerk III | | 16.59 |
| 01020 - Administrative Assistant | | 22.42 |
| 01040 - Court Reporter | | 17.94 |
| 01051 - Data Entry Operator I | | 12.33 |
| 01052 - Data Entry Operator II | | 13.46 |
| 01060 - Dispatcher, Motor Vehicle | | 15.83 |
| 01070 - Document Preparation Clerk | | 13.48 |
| 01090 - Duplicating Machine Operator | | 13.48 |
| 01111 - General Clerk I | | 12.45 |
| 01112 - General Clerk II | | 13.59 |
| 01113 - General Clerk III | | 15.25 |
| 01120 - Housing Referral Assistant | | 19.55 |
| 01141 - Messenger Courier | | 12.02 |
| 01191 - Order Clerk I | | 12.41 |
| 01192 - Order Clerk II | | 13.94 |
| 01261 - Personnel Assistant (Employment) I | | 15.82 |
| 01262 - Personnel Assistant (Employment) II | | 17.70 |
| 01263 - Personnel Assistant (Employment) III | | 19.74 |
| 01270 - Production Control Clerk | | 23.12 |
| 01280 - Receptionist | | 11.51 |
| 01290 - Rental Clerk | | 12.38 |
| 01300 - Scheduler, Maintenance | | 16.04 |
| 01311 - Secretary I | | 16.04 |
| 01312 - Secretary II | | 17.94 |
| 01313 - Secretary III | | 20.00 |
| 01320 - Service Order Dispatcher | | 12.92 |
| 01410 - Supply Technician | | 22.22 |
| 01420 - Survey Worker | | 14.25 |
| 01531 - Travel Clerk I | | 13.20 |
| 01532 - Travel Clerk II | | 14.27 |
| 01533 - Travel Clerk III | | 15.44 |
| 01611 - Word Processor I | | 14.28 |
| 01612 - Word Processor II | | 16.01 |
| 01613 - Word Processor III | | 17.92 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 20.51 |
| 05010 - Automotive Electrician | | 18.39 |
| 05040 - Automotive Glass Installer | | 17.20 |
| 05070 - Automotive Worker | | 17.79 |
| 05110 - Mobile Equipment Servicer | | 15.75 |
| 05130 - Motor Equipment Metal Mechanic | | 19.09 |
| 05160 - Motor Equipment Metal Worker | | 17.79 |
| 05190 - Motor Vehicle Mechanic | | 18.46 |
| 05220 - Motor Vehicle Mechanic Helper | | 15.23 |
| 05250 - Motor Vehicle Upholstery Worker | | 17.79 |
| 05280 - Motor Vehicle Wrecker | | 17.79 |
| 05310 - Painter, Automotive | | 18.37 |
| 05340 - Radiator Repair Specialist | | 17.79 |
| 05370 - Tire Repairer | | 13.46 |
| 05400 - Transmission Repair Specialist | | 19.09 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 11.98 |
| 07041 - Cook I | | 10.59 |
| 07042 - Cook II | | 11.57 |
| 07070 - Dishwasher | | 8.60 |
| 07130 - Food Service Worker | | 9.23 |

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| 07210 - Meat Cutter | 13.47 |
| 07260 - Waiter/Waitress | 9.66 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.57 |
| 09040 - Furniture Handler | 15.74 |
| 09080 - Furniture Refinisher | 19.57 |
| 09090 - Furniture Refinisher Helper | 16.76 |
| 09110 - Furniture Repairer, Minor | 18.27 |
| 09130 - Upholsterer | 19.57 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.76 |
| 11060 - Elevator Operator | 9.59 |
| 11090 - Gardener | 14.36 |
| 11122 - Housekeeping Aide | 10.75 |
| 11150 - Janitor | 11.86 |
| 11210 - Laborer, Grounds Maintenance | 13.51 |
| 11240 - Maid or Houseman | 9.58 |
| 11260 - Pruner | 12.93 |
| 11270 - Tractor Operator | 14.80 |
| 11330 - Trail Maintenance Worker | 13.51 |
| 11360 - Window Cleaner | 12.41 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.54 |
| 12011 - Breath Alcohol Technician | 15.76 |
| 12012 - Certified Occupational Therapist Assistant | 23.77 |
| 12015 - Certified Physical Therapist Assistant | 20.51 |
| 12020 - Dental Assistant | 15.82 |
| 12025 - Dental Hygienist | 27.08 |
| 12030 - EKG Technician | 23.88 |
| 12035 - Electroneurodiagnostic Technologist | 23.88 |
| 12040 - Emergency Medical Technician | 14.54 |
| 12071 - Licensed Practical Nurse I | 15.00 |
| 12072 - Licensed Practical Nurse II | 16.78 |
| 12073 - Licensed Practical Nurse III | 18.72 |
| 12100 - Medical Assistant | 14.56 |
| 12130 - Medical Laboratory Technician | 18.18 |
| 12160 - Medical Record Clerk | 13.66 |
| 12190 - Medical Record Technician | 16.38 |
| 12195 - Medical Transcriptionist | 16.53 |
| 12210 - Nuclear Medicine Technologist | 33.92 |
| 12221 - Nursing Assistant I | 10.61 |
| 12222 - Nursing Assistant II | 11.93 |
| 12223 - Nursing Assistant III | 13.02 |
| 12224 - Nursing Assistant IV | 14.61 |
| 12235 - Optical Dispenser | 16.78 |
| 12236 - Optical Technician | 12.60 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 14.61 |
| 12305 - Radiologic Technologist | 23.75 |
| 12311 - Registered Nurse I | 23.67 |
| 12312 - Registered Nurse II | 28.95 |
| 12313 - Registered Nurse II, Specialist | 28.95 |
| 12314 - Registered Nurse III | 35.02 |
| 12315 - Registered Nurse III, Anesthetist | 35.02 |
| 12316 - Registered Nurse IV | 41.97 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.51 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.16 |
| 13012 - Exhibits Specialist II | 21.26 |
| 13013 - Exhibits Specialist III | 25.07 |
| 13041 - Illustrator I | 17.16 |
| 13042 - Illustrator II | 21.26 |
| 13043 - Illustrator III | 25.07 |

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| 13047 - Librarian | 23.55 |
| 13050 - Library Aide/Clerk | 13.29 |
| 13054 - Library Information Technology Systems Administrator | 21.78 |
| 13058 - Library Technician | 14.88 |
| 13061 - Media Specialist I | 14.42 |
| 13062 - Media Specialist II | 16.13 |
| 13063 - Media Specialist III | 17.99 |
| 13071 - Photographer I | 15.67 |
| 13072 - Photographer II | 17.53 |
| 13073 - Photographer III | 21.72 |
| 13074 - Photographer IV | 26.22 |
| 13075 - Photographer V | 30.87 |
| 13110 - Video Teleconference Technician | 16.41 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.29 |
| 14042 - Computer Operator II | 16.81 |
| 14043 - Computer Operator III | 18.74 |
| 14044 - Computer Operator IV | 20.81 |
| 14045 - Computer Operator V | 23.07 |
| 14071 - Computer Programmer I | 22.94 |
| 14072 - Computer Programmer II | 25.86 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 27.52 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 15.60 |
| 14160 - Personal Computer Support Technician | 22.10 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.17 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.66 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.94 |
| 15050 - Computer Based Training Specialist / Instructor | 26.17 |
| 15060 - Educational Technologist | 24.11 |
| 15070 - Flight Instructor (Pilot) | 37.94 |
| 15080 - Graphic Artist | 20.82 |
| 15090 - Technical Instructor | 17.89 |
| 15095 - Technical Instructor/Course Developer | 21.88 |
| 15110 - Test Proctor | 14.43 |
| 15120 - Tutor | 14.43 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.34 |
| 16030 - Counter Attendant | 9.34 |
| 16040 - Dry Cleaner | 12.17 |
| 16070 - Finisher, Flatwork, Machine | 9.34 |
| 16090 - Presser, Hand | 9.34 |
| 16110 - Presser, Machine, Drycleaning | 9.34 |
| 16130 - Presser, Machine, Shirts | 9.34 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.34 |
| 16190 - Sewing Machine Operator | 13.10 |
| 16220 - Tailor | 14.02 |
| 16250 - Washer, Machine | 10.33 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.77 |
| 19040 - Tool And Die Maker | 25.73 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.76 |
| 21030 - Material Coordinator | 23.12 |
| 21040 - Material Expediter | 23.12 |
| 21050 - Material Handling Laborer | 14.10 |
| 21071 - Order Filler | 12.34 |
| 21080 - Production Line Worker (Food Processing) | 15.76 |

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| 21110 - Shipping Packer | 12.65 |
| 21130 - Shipping/Receiving Clerk | 12.65 |
| 21140 - Store Worker I | 17.14 |
| 21150 - Stock Clerk | 19.65 |
| 21210 - Tools And Parts Attendant | 15.76 |
| 21410 - Warehouse Specialist | 15.76 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.49 |
| 23021 - Aircraft Mechanic I | 26.36 |
| 23022 - Aircraft Mechanic II | 27.49 |
| 23023 - Aircraft Mechanic III | 28.63 |
| 23040 - Aircraft Mechanic Helper | 21.74 |
| 23050 - Aircraft, Painter | 24.80 |
| 23060 - Aircraft Servicer | 23.71 |
| 23080 - Aircraft Worker | 24.58 |
| 23110 - Appliance Mechanic | 21.77 |
| 23120 - Bicycle Repairer | 12.57 |
| 23125 - Cable Splicer | 31.88 |
| 23130 - Carpenter, Maintenance | 20.93 |
| 23140 - Carpet Layer | 23.14 |
| 23160 - Electrician, Maintenance | 30.48 |
| 23181 - Electronics Technician Maintenance I | 27.98 |
| 23182 - Electronics Technician Maintenance II | 28.92 |
| 23183 - Electronics Technician Maintenance III | 30.01 |
| 23260 - Fabric Worker | 22.07 |
| 23290 - Fire Alarm System Mechanic | 25.30 |
| 23310 - Fire Extinguisher Repairer | 21.25 |
| 23311 - Fuel Distribution System Mechanic | 25.30 |
| 23312 - Fuel Distribution System Operator | 21.25 |
| 23370 - General Maintenance Worker | 17.75 |
| 23380 - Ground Support Equipment Mechanic | 26.36 |
| 23381 - Ground Support Equipment Servicer | 23.71 |
| 23382 - Ground Support Equipment Worker | 24.58 |
| 23391 - Gunsmith I | 21.25 |
| 23392 - Gunsmith II | 23.14 |
| 23393 - Gunsmith III | 25.30 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.83 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.93 |
| 23430 - Heavy Equipment Mechanic | 22.66 |
| 23440 - Heavy Equipment Operator | 29.49 |
| 23460 - Instrument Mechanic | 25.30 |
| 23465 - Laboratory/Shelter Mechanic | 24.19 |
| 23470 - Laborer | 12.95 |
| 23510 - Locksmith | 24.04 |
| 23530 - Machinery Maintenance Mechanic | 24.02 |
| 23550 - Machinist, Maintenance | 24.02 |
| 23580 - Maintenance Trades Helper | 14.31 |
| 23591 - Metrology Technician I | 25.30 |
| 23592 - Metrology Technician II | 26.38 |
| 23593 - Metrology Technician III | 27.48 |
| 23640 - Millwright | 25.30 |
| 23710 - Office Appliance Repairer | 21.21 |
| 23760 - Painter, Maintenance | 23.34 |
| 23790 - Pipefitter, Maintenance | 28.33 |
| 23810 - Plumber, Maintenance | 26.88 |
| 23820 - Pneudraulic Systems Mechanic | 25.30 |
| 23850 - Rigger | 25.30 |
| 23870 - Scale Mechanic | 23.14 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.77 |
| 23910 - Small Engine Mechanic | 21.98 |
| 23931 - Telecommunications Mechanic I | 30.73 |

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| 23932 - Telecommunications Mechanic II | 31.90 |
| 23950 - Telephone Lineman | 25.81 |
| 23960 - Welder, Combination, Maintenance | 20.29 |
| 23965 - Well Driller | 25.30 |
| 23970 - Woodcraft Worker | 25.30 |
| 23980 - Woodworker | 21.25 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.57 |
| 24580 - Child Care Center Clerk | 15.08 |
| 24610 - Chore Aide | 8.99 |
| 24620 - Family Readiness And Support Services Coordinator | 16.53 |
| 24630 - Homemaker | 16.05 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 32.56 |
| 25040 - Sewage Plant Operator | 23.19 |
| 25070 - Stationary Engineer | 33.82 |
| 25190 - Ventilation Equipment Tender | 24.49 |
| 25210 - Water Treatment Plant Operator | 23.19 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.13 |
| 27007 - Baggage Inspector | 13.13 |
| 27008 - Corrections Officer | 18.93 |
| 27010 - Court Security Officer | 18.93 |
| 27030 - Detection Dog Handler | 17.12 |
| 27040 - Detention Officer | 18.93 |
| 27070 - Firefighter | 17.46 |
| 27101 - Guard I | 13.13 |
| 27102 - Guard II | 17.12 |
| 27131 - Police Officer I | 22.90 |
| 27132 - Police Officer II | 25.44 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.67 |
| 28042 - Carnival Equipment Repairer | 13.82 |
| 28043 - Carnival Equipment Worker | 10.97 |
| 28210 - Gate Attendant/Gate Tender | 13.43 |
| 28310 - Lifeguard | 11.97 |
| 28350 - Park Attendant (Aide) | 15.03 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.97 |
| 28515 - Recreation Specialist | 16.57 |
| 28630 - Sports Official | 11.97 |
| 28690 - Swimming Pool Operator | 16.13 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.14 |
| 29020 - Hatch Tender | 23.14 |
| 29030 - Line Handler | 23.14 |
| 29041 - Stevedore I | 22.07 |
| 29042 - Stevedore II | 24.19 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.07 |
| 30022 - Archeological Technician II | 20.21 |
| 30023 - Archeological Technician III | 25.05 |
| 30030 - Cartographic Technician | 25.05 |
| 30040 - Civil Engineering Technician | 24.81 |
| 30061 - Drafter/CAD Operator I | 18.07 |
| 30062 - Drafter/CAD Operator II | 20.21 |
| 30063 - Drafter/CAD Operator III | 22.54 |
| 30064 - Drafter/CAD Operator IV | 27.72 |
| 30081 - Engineering Technician I | 15.08 |
| 30082 - Engineering Technician II | 18.66 |

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| 30083 - Engineering Technician III | 21.49 |
| 30084 - Engineering Technician IV | 26.30 |
| 30085 - Engineering Technician V | 29.59 |
| 30086 - Engineering Technician VI | 34.74 |
| 30090 - Environmental Technician | 21.45 |
| 30210 - Laboratory Technician | 22.54 |
| 30240 - Mathematical Technician | 25.05 |
| 30361 - Paralegal/Legal Assistant I | 18.58 |
| 30362 - Paralegal/Legal Assistant II | 20.97 |
| 30363 - Paralegal/Legal Assistant III | 25.13 |
| 30364 - Paralegal/Legal Assistant IV | 30.06 |
| 30390 - Photo-Optics Technician | 25.05 |
| 30461 - Technical Writer I | 24.16 |
| 30462 - Technical Writer II | 29.55 |
| 30463 - Technical Writer III | 35.74 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 3) 22.54 |
| 30621 - Weather Observer, Senior | (see 3) 25.05 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.06 |
| 31030 - Bus Driver | 15.35 |
| 31043 - Driver Courier | 14.21 |
| 31260 - Parking and Lot Attendant | 12.48 |
| 31290 - Shuttle Bus Driver | 14.78 |
| 31310 - Taxi Driver | 14.21 |
| 31361 - Truckdriver, Light | 14.78 |
| 31362 - Truckdriver, Medium | 15.53 |
| 31363 - Truckdriver, Heavy | 19.58 |
| 31364 - Truckdriver, Tractor-Trailer | 19.58 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.76 |
| 99050 - Desk Clerk | 9.10 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.17 |
| 99252 - Laboratory Animal Caretaker II | 11.62 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 14.11 |
| 99510 - Photofinishing Worker | 11.74 |
| 99710 - Recycling Laborer | 14.32 |
| 99711 - Recycling Specialist | 15.58 |
| 99730 - Refuse Collector | 13.68 |
| 99810 - Sales Clerk | 11.45 |
| 99820 - School Crossing Guard | 12.69 |
| 99830 - Survey Party Chief | 17.27 |
| 99831 - Surveying Aide | 10.78 |
| 99832 - Surveying Technician | 15.64 |
| 99840 - Vending Machine Attendant | 15.26 |
| 99841 - Vending Machine Repairer | 17.74 |
| 99842 - Vending Machine Repairer Helper | 15.26 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2183
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: Illinois, Indiana

Area: Illinois Counties of Edwards, Gallatin, Hardin, Lawrence, Richland, Wabash, White

Indiana Counties of Brown, Crawford, Daviess, Dubois, Gibson, Greene, Jackson, Knox, Lawrence, Martin, Monroe, Orange, Owen, Pike, Washington

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|------|
| 01000 - Administrative Support And Clerical Occupations | | |

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| 01011 - Accounting Clerk I | 12.45 |
| 01012 - Accounting Clerk II | 13.97 |
| 01013 - Accounting Clerk III | 16.76 |
| 01020 - Administrative Assistant | 18.38 |
| 01040 - Court Reporter | 15.01 |
| 01051 - Data Entry Operator I | 11.52 |
| 01052 - Data Entry Operator II | 12.90 |
| 01060 - Dispatcher, Motor Vehicle | 15.01 |
| 01070 - Document Preparation Clerk | 13.36 |
| 01090 - Duplicating Machine Operator | 13.36 |
| 01111 - General Clerk I | 11.65 |
| 01112 - General Clerk II | 12.71 |
| 01113 - General Clerk III | 14.27 |
| 01120 - Housing Referral Assistant | 17.08 |
| 01141 - Messenger Courier | 11.29 |
| 01191 - Order Clerk I | 11.82 |
| 01192 - Order Clerk II | 14.54 |
| 01261 - Personnel Assistant (Employment) I | 13.59 |
| 01262 - Personnel Assistant (Employment) II | 15.21 |
| 01263 - Personnel Assistant (Employment) III | 18.65 |
| 01270 - Production Control Clerk | 18.58 |
| 01280 - Receptionist | 12.21 |
| 01290 - Rental Clerk | 13.37 |
| 01300 - Scheduler, Maintenance | 13.37 |
| 01311 - Secretary I | 13.37 |
| 01312 - Secretary II | 14.69 |
| 01313 - Secretary III | 17.08 |
| 01320 - Service Order Dispatcher | 13.50 |
| 01410 - Supply Technician | 19.27 |
| 01420 - Survey Worker | 14.69 |
| 01531 - Travel Clerk I | 12.60 |
| 01532 - Travel Clerk II | 13.44 |
| 01533 - Travel Clerk III | 14.25 |
| 01611 - Word Processor I | 12.21 |
| 01612 - Word Processor II | 13.37 |
| 01613 - Word Processor III | 15.33 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.21 |
| 05010 - Automotive Electrician | 17.67 |
| 05040 - Automotive Glass Installer | 16.52 |
| 05070 - Automotive Worker | 16.52 |
| 05110 - Mobile Equipment Servicer | 14.71 |
| 05130 - Motor Equipment Metal Mechanic | 18.35 |
| 05160 - Motor Equipment Metal Worker | 16.52 |
| 05190 - Motor Vehicle Mechanic | 18.35 |
| 05220 - Motor Vehicle Mechanic Helper | 13.82 |
| 05250 - Motor Vehicle Upholstery Worker | 15.91 |
| 05280 - Motor Vehicle Wrecker | 16.52 |
| 05310 - Painter, Automotive | 17.41 |
| 05340 - Radiator Repair Specialist | 16.52 |
| 05370 - Tire Repairer | 12.92 |
| 05400 - Transmission Repair Specialist | 18.35 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.81 |
| 07041 - Cook I | 12.15 |
| 07042 - Cook II | 13.81 |
| 07070 - Dishwasher | 8.88 |
| 07130 - Food Service Worker | 8.88 |
| 07210 - Meat Cutter | 14.66 |
| 07260 - Waiter/Waitress | 9.68 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.64 |
| 09040 - Furniture Handler | 14.99 |

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| 09080 - Furniture Refinisher | 19.64 |
| 09090 - Furniture Refinisher Helper | 17.91 |
| 09110 - Furniture Repairer, Minor | 18.81 |
| 09130 - Upholsterer | 19.64 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.97 |
| 11060 - Elevator Operator | 11.59 |
| 11090 - Gardener | 14.93 |
| 11122 - Housekeeping Aide | 10.85 |
| 11150 - Janitor | 11.59 |
| 11210 - Laborer, Grounds Maintenance | 12.06 |
| 11240 - Maid or Houseman | 9.80 |
| 11260 - Pruner | 12.13 |
| 11270 - Tractor Operator | 14.66 |
| 11330 - Trail Maintenance Worker | 12.06 |
| 11360 - Window Cleaner | 11.84 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.81 |
| 12011 - Breath Alcohol Technician | 14.81 |
| 12012 - Certified Occupational Therapist Assistant | 20.32 |
| 12015 - Certified Physical Therapist Assistant | 22.24 |
| 12020 - Dental Assistant | 17.13 |
| 12025 - Dental Hygienist | 33.44 |
| 12030 - EKG Technician | 22.34 |
| 12035 - Electroneurodiagnostic Technologist | 22.34 |
| 12040 - Emergency Medical Technician | 14.81 |
| 12071 - Licensed Practical Nurse I | 13.24 |
| 12072 - Licensed Practical Nurse II | 14.81 |
| 12073 - Licensed Practical Nurse III | 16.52 |
| 12100 - Medical Assistant | 12.92 |
| 12130 - Medical Laboratory Technician | 16.32 |
| 12160 - Medical Record Clerk | 13.41 |
| 12190 - Medical Record Technician | 14.99 |
| 12195 - Medical Transcriptionist | 15.85 |
| 12210 - Nuclear Medicine Technologist | 34.05 |
| 12221 - Nursing Assistant I | 10.85 |
| 12222 - Nursing Assistant II | 12.20 |
| 12223 - Nursing Assistant III | 13.31 |
| 12224 - Nursing Assistant IV | 14.94 |
| 12235 - Optical Dispenser | 14.15 |
| 12236 - Optical Technician | 13.24 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 14.93 |
| 12305 - Radiologic Technologist | 22.95 |
| 12311 - Registered Nurse I | 20.93 |
| 12312 - Registered Nurse II | 25.60 |
| 12313 - Registered Nurse II, Specialist | 25.60 |
| 12314 - Registered Nurse III | 30.97 |
| 12315 - Registered Nurse III, Anesthetist | 30.97 |
| 12316 - Registered Nurse IV | 37.11 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.36 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.83 |
| 13012 - Exhibits Specialist II | 20.32 |
| 13013 - Exhibits Specialist III | 25.49 |
| 13041 - Illustrator I | 16.79 |
| 13042 - Illustrator II | 20.32 |
| 13043 - Illustrator III | 25.49 |
| 13047 - Librarian | 18.19 |
| 13050 - Library Aide/Clerk | 13.09 |
| 13054 - Library Information Technology Systems Administrator | 20.32 |
| 13058 - Library Technician | 13.18 |

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| 13061 - Media Specialist I | 14.80 |
| 13062 - Media Specialist II | 16.43 |
| 13063 - Media Specialist III | 18.32 |
| 13071 - Photographer I | 16.97 |
| 13072 - Photographer II | 19.00 |
| 13073 - Photographer III | 22.94 |
| 13074 - Photographer IV | 28.77 |
| 13075 - Photographer V | 34.82 |
| 13110 - Video Teleconference Technician | 16.49 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.84 |
| 14042 - Computer Operator II | 15.93 |
| 14043 - Computer Operator III | 18.89 |
| 14044 - Computer Operator IV | 20.68 |
| 14045 - Computer Operator V | 22.92 |
| 14071 - Computer Programmer I | 16.10 |
| 14072 - Computer Programmer II | 19.94 |
| 14073 - Computer Programmer III | 24.40 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 26.02 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.84 |
| 14160 - Personal Computer Support Technician | 20.68 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.02 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 30.38 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 34.70 |
| 15050 - Computer Based Training Specialist / Instructor | 26.02 |
| 15060 - Educational Technologist | 26.11 |
| 15070 - Flight Instructor (Pilot) | 34.70 |
| 15080 - Graphic Artist | 18.75 |
| 15090 - Technical Instructor | 18.78 |
| 15095 - Technical Instructor/Course Developer | 23.75 |
| 15110 - Test Proctor | 15.70 |
| 15120 - Tutor | 15.70 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.88 |
| 16030 - Counter Attendant | 8.88 |
| 16040 - Dry Cleaner | 11.27 |
| 16070 - Finisher, Flatwork, Machine | 8.88 |
| 16090 - Presser, Hand | 8.88 |
| 16110 - Presser, Machine, Drycleaning | 8.88 |
| 16130 - Presser, Machine, Shirts | 8.88 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.88 |
| 16190 - Sewing Machine Operator | 12.06 |
| 16220 - Tailor | 12.83 |
| 16250 - Washer, Machine | 9.67 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.64 |
| 19040 - Tool And Die Maker | 23.99 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.61 |
| 21030 - Material Coordinator | 18.58 |
| 21040 - Material Expediter | 18.58 |
| 21050 - Material Handling Laborer | 11.87 |
| 21071 - Order Filler | 12.57 |
| 21080 - Production Line Worker (Food Processing) | 17.61 |
| 21110 - Shipping Packer | 12.84 |
| 21130 - Shipping/Receiving Clerk | 12.84 |
| 21140 - Store Worker I | 12.53 |
| 21150 - Stock Clerk | 16.41 |
| 21210 - Tools And Parts Attendant | 17.61 |

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| 21410 - Warehouse Specialist | 17.61 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.80 |
| 23021 - Aircraft Mechanic I | 20.76 |
| 23022 - Aircraft Mechanic II | 21.80 |
| 23023 - Aircraft Mechanic III | 22.87 |
| 23040 - Aircraft Mechanic Helper | 15.19 |
| 23050 - Aircraft, Painter | 19.66 |
| 23060 - Aircraft Servicer | 17.40 |
| 23080 - Aircraft Worker | 18.54 |
| 23110 - Appliance Mechanic | 18.64 |
| 23120 - Bicycle Repairer | 14.21 |
| 23125 - Cable Splicer | 21.79 |
| 23130 - Carpenter, Maintenance | 19.56 |
| 23140 - Carpet Layer | 18.53 |
| 23160 - Electrician, Maintenance | 23.68 |
| 23181 - Electronics Technician Maintenance I | 18.53 |
| 23182 - Electronics Technician Maintenance II | 19.64 |
| 23183 - Electronics Technician Maintenance III | 20.76 |
| 23260 - Fabric Worker | 17.41 |
| 23290 - Fire Alarm System Mechanic | 20.76 |
| 23310 - Fire Extinguisher Repairer | 16.29 |
| 23311 - Fuel Distribution System Mechanic | 24.15 |
| 23312 - Fuel Distribution System Operator | 18.93 |
| 23370 - General Maintenance Worker | 16.62 |
| 23380 - Ground Support Equipment Mechanic | 20.76 |
| 23381 - Ground Support Equipment Servicer | 17.40 |
| 23382 - Ground Support Equipment Worker | 18.54 |
| 23391 - Gunsmith I | 16.29 |
| 23392 - Gunsmith II | 18.53 |
| 23393 - Gunsmith III | 20.76 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.69 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.80 |
| 23430 - Heavy Equipment Mechanic | 20.76 |
| 23440 - Heavy Equipment Operator | 23.13 |
| 23460 - Instrument Mechanic | 20.76 |
| 23465 - Laboratory/Shelter Mechanic | 19.64 |
| 23470 - Laborer | 11.18 |
| 23510 - Locksmith | 19.64 |
| 23530 - Machinery Maintenance Mechanic | 20.76 |
| 23550 - Machinist, Maintenance | 18.23 |
| 23580 - Maintenance Trades Helper | 13.91 |
| 23591 - Metrology Technician I | 20.76 |
| 23592 - Metrology Technician II | 21.80 |
| 23593 - Metrology Technician III | 22.87 |
| 23640 - Millwright | 20.76 |
| 23710 - Office Appliance Repairer | 20.86 |
| 23760 - Painter, Maintenance | 17.41 |
| 23790 - Pipefitter, Maintenance | 25.53 |
| 23810 - Plumber, Maintenance | 24.22 |
| 23820 - Pneudraulic Systems Mechanic | 20.76 |
| 23850 - Rigger | 20.76 |
| 23870 - Scale Mechanic | 18.53 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.06 |
| 23910 - Small Engine Mechanic | 18.53 |
| 23931 - Telecommunications Mechanic I | 22.86 |
| 23932 - Telecommunications Mechanic II | 24.00 |
| 23950 - Telephone Lineman | 20.76 |
| 23960 - Welder, Combination, Maintenance | 20.76 |
| 23965 - Well Driller | 20.76 |
| 23970 - Woodcraft Worker | 20.76 |

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| 23980 - Woodworker | 16.29 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.81 |
| 24580 - Child Care Center Clerk | 12.22 |
| 24610 - Chore Aide | 11.89 |
| 24620 - Family Readiness And Support Services Coordinator | 12.08 |
| 24630 - Homemaker | 13.59 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.76 |
| 25040 - Sewage Plant Operator | 19.64 |
| 25070 - Stationary Engineer | 20.76 |
| 25190 - Ventilation Equipment Tender | 15.20 |
| 25210 - Water Treatment Plant Operator | 19.64 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.31 |
| 27007 - Baggage Inspector | 10.53 |
| 27008 - Corrections Officer | 15.09 |
| 27010 - Court Security Officer | 16.60 |
| 27030 - Detection Dog Handler | 13.80 |
| 27040 - Detention Officer | 15.09 |
| 27070 - Firefighter | 17.29 |
| 27101 - Guard I | 10.53 |
| 27102 - Guard II | 13.28 |
| 27131 - Police Officer I | 18.75 |
| 27132 - Police Officer II | 20.81 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.20 |
| 28042 - Carnival Equipment Repairer | 13.20 |
| 28043 - Carnival Equipment Worker | 9.93 |
| 28210 - Gate Attendant/Gate Tender | 14.21 |
| 28310 - Lifeguard | 11.51 |
| 28350 - Park Attendant (Aide) | 15.90 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.99 |
| 28515 - Recreation Specialist | 19.69 |
| 28630 - Sports Official | 12.66 |
| 28690 - Swimming Pool Operator | 18.83 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.53 |
| 29020 - Hatch Tender | 18.53 |
| 29030 - Line Handler | 18.53 |
| 29041 - Stevedore I | 17.41 |
| 29042 - Stevedore II | 19.64 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 13.75 |
| 30022 - Archeological Technician II | 15.39 |
| 30023 - Archeological Technician III | 18.58 |
| 30030 - Cartographic Technician | 18.58 |
| 30040 - Civil Engineering Technician | 22.35 |
| 30061 - Drafter/CAD Operator I | 13.75 |
| 30062 - Drafter/CAD Operator II | 15.39 |
| 30063 - Drafter/CAD Operator III | 17.08 |
| 30064 - Drafter/CAD Operator IV | 19.44 |
| 30081 - Engineering Technician I | 14.62 |
| 30082 - Engineering Technician II | 14.94 |
| 30083 - Engineering Technician III | 16.68 |
| 30084 - Engineering Technician IV | 20.68 |
| 30085 - Engineering Technician V | 25.29 |
| 30086 - Engineering Technician VI | 30.60 |
| 30090 - Environmental Technician | 17.56 |

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|---|---------------|
| 30210 - Laboratory Technician | 17.15 |
| 30240 - Mathematical Technician | 17.56 |
| 30361 - Paralegal/Legal Assistant I | 15.54 |
| 30362 - Paralegal/Legal Assistant II | 21.27 |
| 30363 - Paralegal/Legal Assistant III | 23.46 |
| 30364 - Paralegal/Legal Assistant IV | 31.57 |
| 30390 - Photo-Optics Technician | 18.99 |
| 30461 - Technical Writer I | 17.56 |
| 30462 - Technical Writer II | 21.48 |
| 30463 - Technical Writer III | 25.54 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 17.08 |
| 30621 - Weather Observer, Senior | (see 2) 17.56 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.92 |
| 31030 - Bus Driver | 15.97 |
| 31043 - Driver Courier | 12.68 |
| 31260 - Parking and Lot Attendant | 9.92 |
| 31290 - Shuttle Bus Driver | 13.59 |
| 31310 - Taxi Driver | 12.06 |
| 31361 - Truckdriver, Light | 13.59 |
| 31362 - Truckdriver, Medium | 14.42 |
| 31363 - Truckdriver, Heavy | 18.36 |
| 31364 - Truckdriver, Tractor-Trailer | 18.36 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.18 |
| 99050 - Desk Clerk | 8.17 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 10.05 |
| 99252 - Laboratory Animal Caretaker II | 10.55 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 18.58 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.87 |
| 99711 - Recycling Specialist | 17.40 |
| 99730 - Refuse Collector | 13.61 |
| 99810 - Sales Clerk | 10.77 |
| 99820 - School Crossing Guard | 13.68 |
| 99830 - Survey Party Chief | 19.13 |
| 99831 - Surveying Aide | 11.54 |
| 99832 - Surveying Technician | 15.70 |
| 99840 - Vending Machine Attendant | 17.70 |
| 99841 - Vending Machine Repairer | 21.57 |
| 99842 - Vending Machine Repairer Helper | 17.70 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundrying 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 laundrying in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2184
Revision No.: 15
Date of Last Revision: 07/25/2014

States: Illinois, Indiana

Area: Illinois Counties of Edwards, Gallatin, Hardin, Lawrence, Richland,
Wabash, White

Indiana Counties of Brown, Crawford, Daviess, Dubois, Gibson, Greene, Jackson,
Knox, Lawrence, Martin, Monroe, Orange, Owen, Pike, Washington

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.45 |
| 01012 - Accounting Clerk II | | 13.97 |
| 01013 - Accounting Clerk III | | 16.76 |
| 01020 - Administrative Assistant | | 18.38 |
| 01040 - Court Reporter | | 15.01 |
| 01051 - Data Entry Operator I | | 11.52 |
| 01052 - Data Entry Operator II | | 12.90 |
| 01060 - Dispatcher, Motor Vehicle | | 15.01 |
| 01070 - Document Preparation Clerk | | 13.36 |
| 01090 - Duplicating Machine Operator | | 13.36 |
| 01111 - General Clerk I | | 11.65 |
| 01112 - General Clerk II | | 12.71 |
| 01113 - General Clerk III | | 14.27 |
| 01120 - Housing Referral Assistant | | 17.08 |
| 01141 - Messenger Courier | | 11.29 |
| 01191 - Order Clerk I | | 11.82 |
| 01192 - Order Clerk II | | 14.54 |
| 01261 - Personnel Assistant (Employment) I | | 13.59 |
| 01262 - Personnel Assistant (Employment) II | | 15.21 |
| 01263 - Personnel Assistant (Employment) III | | 18.65 |
| 01270 - Production Control Clerk | | 18.58 |
| 01280 - Receptionist | | 12.21 |
| 01290 - Rental Clerk | | 13.37 |
| 01300 - Scheduler, Maintenance | | 13.37 |
| 01311 - Secretary I | | 13.37 |
| 01312 - Secretary II | | 14.69 |
| 01313 - Secretary III | | 17.08 |
| 01320 - Service Order Dispatcher | | 13.50 |
| 01410 - Supply Technician | | 19.27 |
| 01420 - Survey Worker | | 14.69 |
| 01531 - Travel Clerk I | | 12.60 |
| 01532 - Travel Clerk II | | 13.44 |
| 01533 - Travel Clerk III | | 14.25 |
| 01611 - Word Processor I | | 12.21 |
| 01612 - Word Processor II | | 13.37 |
| 01613 - Word Processor III | | 15.33 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.21 |
| 05010 - Automotive Electrician | | 17.67 |

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|--|-------|
| 05040 - Automotive Glass Installer | 16.52 |
| 05070 - Automotive Worker | 16.52 |
| 05110 - Mobile Equipment Servicer | 14.71 |
| 05130 - Motor Equipment Metal Mechanic | 18.35 |
| 05160 - Motor Equipment Metal Worker | 16.52 |
| 05190 - Motor Vehicle Mechanic | 18.35 |
| 05220 - Motor Vehicle Mechanic Helper | 13.82 |
| 05250 - Motor Vehicle Upholstery Worker | 15.91 |
| 05280 - Motor Vehicle Wrecker | 16.52 |
| 05310 - Painter, Automotive | 17.41 |
| 05340 - Radiator Repair Specialist | 16.52 |
| 05370 - Tire Repairer | 12.92 |
| 05400 - Transmission Repair Specialist | 18.35 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.81 |
| 07041 - Cook I | 12.15 |
| 07042 - Cook II | 13.81 |
| 07070 - Dishwasher | 8.88 |
| 07130 - Food Service Worker | 8.88 |
| 07210 - Meat Cutter | 14.66 |
| 07260 - Waiter/Waitress | 9.68 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.64 |
| 09040 - Furniture Handler | 14.99 |
| 09080 - Furniture Refinisher | 19.64 |
| 09090 - Furniture Refinisher Helper | 17.91 |
| 09110 - Furniture Repairer, Minor | 18.81 |
| 09130 - Upholsterer | 19.64 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.97 |
| 11060 - Elevator Operator | 11.59 |
| 11090 - Gardener | 14.93 |
| 11122 - Housekeeping Aide | 10.85 |
| 11150 - Janitor | 11.59 |
| 11210 - Laborer, Grounds Maintenance | 12.06 |
| 11240 - Maid or Houseman | 9.80 |
| 11260 - Pruner | 12.13 |
| 11270 - Tractor Operator | 14.66 |
| 11330 - Trail Maintenance Worker | 12.06 |
| 11360 - Window Cleaner | 11.84 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.81 |
| 12011 - Breath Alcohol Technician | 14.81 |
| 12012 - Certified Occupational Therapist Assistant | 20.32 |
| 12015 - Certified Physical Therapist Assistant | 22.24 |
| 12020 - Dental Assistant | 17.13 |
| 12025 - Dental Hygienist | 33.44 |
| 12030 - EKG Technician | 22.34 |
| 12035 - Electroneurodiagnostic Technologist | 22.34 |
| 12040 - Emergency Medical Technician | 14.81 |
| 12071 - Licensed Practical Nurse I | 13.24 |
| 12072 - Licensed Practical Nurse II | 14.81 |
| 12073 - Licensed Practical Nurse III | 16.52 |
| 12100 - Medical Assistant | 12.92 |
| 12130 - Medical Laboratory Technician | 16.32 |
| 12160 - Medical Record Clerk | 13.41 |
| 12190 - Medical Record Technician | 14.99 |
| 12195 - Medical Transcriptionist | 15.85 |
| 12210 - Nuclear Medicine Technologist | 34.05 |
| 12221 - Nursing Assistant I | 10.85 |
| 12222 - Nursing Assistant II | 12.20 |
| 12223 - Nursing Assistant III | 13.31 |
| 12224 - Nursing Assistant IV | 14.94 |

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|---|---------|
| 12235 - Optical Dispenser | 14.15 |
| 12236 - Optical Technician | 13.24 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 14.93 |
| 12305 - Radiologic Technologist | 22.95 |
| 12311 - Registered Nurse I | 20.93 |
| 12312 - Registered Nurse II | 25.60 |
| 12313 - Registered Nurse II, Specialist | 25.60 |
| 12314 - Registered Nurse III | 30.97 |
| 12315 - Registered Nurse III, Anesthetist | 30.97 |
| 12316 - Registered Nurse IV | 37.11 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.36 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.83 |
| 13012 - Exhibits Specialist II | 20.32 |
| 13013 - Exhibits Specialist III | 25.49 |
| 13041 - Illustrator I | 16.79 |
| 13042 - Illustrator II | 20.32 |
| 13043 - Illustrator III | 25.49 |
| 13047 - Librarian | 18.19 |
| 13050 - Library Aide/Clerk | 13.09 |
| 13054 - Library Information Technology Systems Administrator | 20.32 |
| 13058 - Library Technician | 13.18 |
| 13061 - Media Specialist I | 14.80 |
| 13062 - Media Specialist II | 16.43 |
| 13063 - Media Specialist III | 18.32 |
| 13071 - Photographer I | 16.97 |
| 13072 - Photographer II | 19.00 |
| 13073 - Photographer III | 22.94 |
| 13074 - Photographer IV | 28.77 |
| 13075 - Photographer V | 34.82 |
| 13110 - Video Teleconference Technician | 16.49 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.84 |
| 14042 - Computer Operator II | 15.93 |
| 14043 - Computer Operator III | 18.89 |
| 14044 - Computer Operator IV | 20.68 |
| 14045 - Computer Operator V | 22.92 |
| 14071 - Computer Programmer I | 16.10 |
| 14072 - Computer Programmer II | 19.94 |
| 14073 - Computer Programmer III | 24.40 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 26.02 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.84 |
| 14160 - Personal Computer Support Technician | 20.68 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.02 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 30.38 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 34.70 |
| 15050 - Computer Based Training Specialist / Instructor | 26.02 |
| 15060 - Educational Technologist | 26.11 |
| 15070 - Flight Instructor (Pilot) | 34.70 |
| 15080 - Graphic Artist | 18.75 |
| 15090 - Technical Instructor | 18.78 |
| 15095 - Technical Instructor/Course Developer | 23.75 |
| 15110 - Test Proctor | 15.70 |
| 15120 - Tutor | 15.70 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.88 |
| 16030 - Counter Attendant | 8.88 |

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| 16040 - Dry Cleaner | 11.27 |
| 16070 - Finisher, Flatwork, Machine | 8.88 |
| 16090 - Presser, Hand | 8.88 |
| 16110 - Presser, Machine, Drycleaning | 8.88 |
| 16130 - Presser, Machine, Shirts | 8.88 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.88 |
| 16190 - Sewing Machine Operator | 12.06 |
| 16220 - Tailor | 12.83 |
| 16250 - Washer, Machine | 9.67 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.64 |
| 19040 - Tool And Die Maker | 23.99 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.61 |
| 21030 - Material Coordinator | 18.58 |
| 21040 - Material Expediter | 18.58 |
| 21050 - Material Handling Laborer | 11.87 |
| 21071 - Order Filler | 12.57 |
| 21080 - Production Line Worker (Food Processing) | 17.61 |
| 21110 - Shipping Packer | 12.84 |
| 21130 - Shipping/Receiving Clerk | 12.84 |
| 21140 - Store Worker I | 12.53 |
| 21150 - Stock Clerk | 16.41 |
| 21210 - Tools And Parts Attendant | 17.61 |
| 21410 - Warehouse Specialist | 17.61 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.80 |
| 23021 - Aircraft Mechanic I | 20.76 |
| 23022 - Aircraft Mechanic II | 21.80 |
| 23023 - Aircraft Mechanic III | 22.87 |
| 23040 - Aircraft Mechanic Helper | 15.19 |
| 23050 - Aircraft, Painter | 19.66 |
| 23060 - Aircraft Servicer | 17.40 |
| 23080 - Aircraft Worker | 18.54 |
| 23110 - Appliance Mechanic | 18.64 |
| 23120 - Bicycle Repairer | 14.21 |
| 23125 - Cable Splicer | 21.79 |
| 23130 - Carpenter, Maintenance | 19.56 |
| 23140 - Carpet Layer | 18.53 |
| 23160 - Electrician, Maintenance | 23.68 |
| 23181 - Electronics Technician Maintenance I | 18.53 |
| 23182 - Electronics Technician Maintenance II | 19.64 |
| 23183 - Electronics Technician Maintenance III | 20.76 |
| 23260 - Fabric Worker | 17.41 |
| 23290 - Fire Alarm System Mechanic | 20.76 |
| 23310 - Fire Extinguisher Repairer | 16.29 |
| 23311 - Fuel Distribution System Mechanic | 24.15 |
| 23312 - Fuel Distribution System Operator | 18.93 |
| 23370 - General Maintenance Worker | 16.62 |
| 23380 - Ground Support Equipment Mechanic | 20.76 |
| 23381 - Ground Support Equipment Servicer | 17.40 |
| 23382 - Ground Support Equipment Worker | 18.54 |
| 23391 - Gunsmith I | 16.29 |
| 23392 - Gunsmith II | 18.53 |
| 23393 - Gunsmith III | 20.76 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.69 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.80 |
| 23430 - Heavy Equipment Mechanic | 20.76 |
| 23440 - Heavy Equipment Operator | 23.13 |
| 23460 - Instrument Mechanic | 20.76 |
| 23465 - Laboratory/Shelter Mechanic | 19.64 |

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| 23470 - Laborer | 11.18 |
| 23510 - Locksmith | 19.64 |
| 23530 - Machinery Maintenance Mechanic | 20.76 |
| 23550 - Machinist, Maintenance | 18.23 |
| 23580 - Maintenance Trades Helper | 13.91 |
| 23591 - Metrology Technician I | 20.76 |
| 23592 - Metrology Technician II | 21.80 |
| 23593 - Metrology Technician III | 22.87 |
| 23640 - Millwright | 20.76 |
| 23710 - Office Appliance Repairer | 20.86 |
| 23760 - Painter, Maintenance | 17.41 |
| 23790 - Pipefitter, Maintenance | 25.53 |
| 23810 - Plumber, Maintenance | 24.22 |
| 23820 - Pneudraulic Systems Mechanic | 20.76 |
| 23850 - Rigger | 20.76 |
| 23870 - Scale Mechanic | 18.53 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.06 |
| 23910 - Small Engine Mechanic | 18.53 |
| 23931 - Telecommunications Mechanic I | 22.86 |
| 23932 - Telecommunications Mechanic II | 24.00 |
| 23950 - Telephone Lineman | 20.76 |
| 23960 - Welder, Combination, Maintenance | 20.76 |
| 23965 - well Driller | 20.76 |
| 23970 - Woodcraft Worker | 20.76 |
| 23980 - Woodworker | 16.29 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.81 |
| 24580 - Child Care Center Clerk | 12.22 |
| 24610 - Chore Aide | 11.89 |
| 24620 - Family Readiness And Support Services Coordinator | 12.08 |
| 24630 - Homemaker | 13.59 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.76 |
| 25040 - Sewage Plant Operator | 19.64 |
| 25070 - Stationary Engineer | 20.76 |
| 25190 - Ventilation Equipment Tender | 15.20 |
| 25210 - Water Treatment Plant Operator | 19.64 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.31 |
| 27007 - Baggage Inspector | 10.53 |
| 27008 - Corrections Officer | 15.09 |
| 27010 - Court Security Officer | 16.60 |
| 27030 - Detection Dog Handler | 13.80 |
| 27040 - Detention Officer | 15.09 |
| 27070 - Firefighter | 17.29 |
| 27101 - Guard I | 10.53 |
| 27102 - Guard II | 13.28 |
| 27131 - Police Officer I | 18.75 |
| 27132 - Police Officer II | 20.81 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.20 |
| 28042 - Carnival Equipment Repairer | 13.20 |
| 28043 - Carnival Equipment Worker | 9.93 |
| 28210 - Gate Attendant/Gate Tender | 14.21 |
| 28310 - Lifeguard | 11.51 |
| 28350 - Park Attendant (Aide) | 15.90 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.99 |
| 28515 - Recreation Specialist | 19.69 |
| 28630 - Sports Official | 12.66 |
| 28690 - Swimming Pool Operator | 18.83 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.53 |

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| 29020 - Hatch Tender | 18.53 |
| 29030 - Line Handler | 18.53 |
| 29041 - Stevedore I | 17.41 |
| 29042 - Stevedore II | 19.64 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 13.75 |
| 30022 - Archeological Technician II | 15.39 |
| 30023 - Archeological Technician III | 18.58 |
| 30030 - Cartographic Technician | 18.58 |
| 30040 - Civil Engineering Technician | 22.35 |
| 30061 - Drafter/CAD Operator I | 13.75 |
| 30062 - Drafter/CAD Operator II | 15.39 |
| 30063 - Drafter/CAD Operator III | 17.08 |
| 30064 - Drafter/CAD Operator IV | 19.44 |
| 30081 - Engineering Technician I | 14.62 |
| 30082 - Engineering Technician II | 14.94 |
| 30083 - Engineering Technician III | 16.68 |
| 30084 - Engineering Technician IV | 20.68 |
| 30085 - Engineering Technician V | 25.29 |
| 30086 - Engineering Technician VI | 30.60 |
| 30090 - Environmental Technician | 17.56 |
| 30210 - Laboratory Technician | 17.15 |
| 30240 - Mathematical Technician | 17.56 |
| 30361 - Paralegal/Legal Assistant I | 15.54 |
| 30362 - Paralegal/Legal Assistant II | 21.27 |
| 30363 - Paralegal/Legal Assistant III | 23.46 |
| 30364 - Paralegal/Legal Assistant IV | 31.57 |
| 30390 - Photo-Optics Technician | 18.99 |
| 30461 - Technical Writer I | 17.56 |
| 30462 - Technical Writer II | 21.48 |
| 30463 - Technical Writer III | 25.54 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 17.08 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 17.56 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.92 |
| 31030 - Bus Driver | 15.97 |
| 31043 - Driver Courier | 12.68 |
| 31260 - Parking and Lot Attendant | 9.92 |
| 31290 - Shuttle Bus Driver | 13.59 |
| 31310 - Taxi Driver | 12.06 |
| 31361 - Truckdriver, Light | 13.59 |
| 31362 - Truckdriver, Medium | 14.42 |
| 31363 - Truckdriver, Heavy | 18.36 |
| 31364 - Truckdriver, Tractor-Trailer | 18.36 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.18 |
| 99050 - Desk Clerk | 8.17 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 10.05 |
| 99252 - Laboratory Animal Caretaker II | 10.55 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 18.58 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.87 |

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| 99711 - Recycling Specialist | 17.40 |
| 99730 - Refuse Collector | 13.61 |
| 99810 - Sales Clerk | 10.77 |
| 99820 - School Crossing Guard | 13.68 |
| 99830 - Survey Party Chief | 19.13 |
| 99831 - Surveying Aide | 11.54 |
| 99832 - Surveying Technician | 15.70 |
| 99840 - Vending Machine Attendant | 17.70 |
| 99841 - Vending Machine Repairer | 21.57 |
| 99842 - Vending Machine Repairer Helper | 17.70 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordinance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2185
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Elkhart, Kosciusko

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.68 |
| 01012 - Accounting Clerk II | | 14.24 |
| 01013 - Accounting Clerk III | | 15.93 |
| 01020 - Administrative Assistant | | 19.73 |
| 01040 - Court Reporter | | 18.84 |
| 01051 - Data Entry Operator I | | 12.23 |
| 01052 - Data Entry Operator II | | 13.38 |
| 01060 - Dispatcher, Motor Vehicle | | 18.54 |
| 01070 - Document Preparation Clerk | | 12.31 |
| 01090 - Duplicating Machine Operator | | 12.31 |
| 01111 - General Clerk I | | 11.16 |
| 01112 - General Clerk II | | 12.71 |
| 01113 - General Clerk III | | 14.07 |
| 01120 - Housing Referral Assistant | | 18.28 |
| 01141 - Messenger Courier | | 11.73 |
| 01191 - Order Clerk I | | 12.73 |

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|--|-------|
| 01192 - Order Clerk II | 14.11 |
| 01261 - Personnel Assistant (Employment) I | 14.85 |
| 01262 - Personnel Assistant (Employment) II | 18.27 |
| 01263 - Personnel Assistant (Employment) III | 20.37 |
| 01270 - Production Control Clerk | 20.55 |
| 01280 - Receptionist | 11.17 |
| 01290 - Rental Clerk | 13.42 |
| 01300 - Scheduler, Maintenance | 14.27 |
| 01311 - Secretary I | 14.27 |
| 01312 - Secretary II | 16.66 |
| 01313 - Secretary III | 17.78 |
| 01320 - Service Order Dispatcher | 15.87 |
| 01410 - Supply Technician | 19.73 |
| 01420 - Survey Worker | 17.05 |
| 01531 - Travel Clerk I | 12.86 |
| 01532 - Travel Clerk II | 13.72 |
| 01533 - Travel Clerk III | 14.55 |
| 01611 - Word Processor I | 12.74 |
| 01612 - Word Processor II | 14.27 |
| 01613 - Word Processor III | 17.60 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.58 |
| 05010 - Automotive Electrician | 16.43 |
| 05040 - Automotive Glass Installer | 16.23 |
| 05070 - Automotive Worker | 16.43 |
| 05110 - Mobile Equipment Servicer | 15.27 |
| 05130 - Motor Equipment Metal Mechanic | 17.53 |
| 05160 - Motor Equipment Metal Worker | 16.43 |
| 05190 - Motor Vehicle Mechanic | 17.80 |
| 05220 - Motor Vehicle Mechanic Helper | 15.99 |
| 05250 - Motor Vehicle Upholstery Worker | 15.82 |
| 05280 - Motor Vehicle Wrecker | 17.38 |
| 05310 - Painter, Automotive | 16.71 |
| 05340 - Radiator Repair Specialist | 16.43 |
| 05370 - Tire Repairer | 12.64 |
| 05400 - Transmission Repair Specialist | 17.53 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.27 |
| 07041 - Cook I | 12.36 |
| 07042 - Cook II | 13.27 |
| 07070 - Dishwasher | 9.89 |
| 07130 - Food Service Worker | 9.89 |
| 07210 - Meat Cutter | 13.27 |
| 07260 - Waiter/Waitress | 10.64 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.93 |
| 09040 - Furniture Handler | 12.40 |
| 09080 - Furniture Refinisher | 15.93 |
| 09090 - Furniture Refinisher Helper | 13.86 |
| 09110 - Furniture Repairer, Minor | 14.91 |
| 09130 - Upholsterer | 15.93 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 13.73 |
| 11060 - Elevator Operator | 13.15 |
| 11090 - Gardener | 15.27 |
| 11122 - Housekeeping Aide | 13.15 |
| 11150 - Janitor | 13.73 |
| 11210 - Laborer, Grounds Maintenance | 13.39 |
| 11240 - Maid or Houseman | 10.07 |
| 11260 - Pruner | 12.18 |
| 11270 - Tractor Operator | 16.45 |
| 11330 - Trail Maintenance Worker | 13.39 |
| 11360 - Window Cleaner | 14.77 |

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| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.06 |
| 12011 - Breath Alcohol Technician | 16.08 |
| 12012 - Certified Occupational Therapist Assistant | 22.07 |
| 12015 - Certified Physical Therapist Assistant | 22.07 |
| 12020 - Dental Assistant | 14.82 |
| 12025 - Dental Hygienist | 30.06 |
| 12030 - EKG Technician | 23.82 |
| 12035 - Electroneurodiagnostic Technologist | 23.82 |
| 12040 - Emergency Medical Technician | 14.06 |
| 12071 - Licensed Practical Nurse I | 14.38 |
| 12072 - Licensed Practical Nurse II | 16.08 |
| 12073 - Licensed Practical Nurse III | 17.94 |
| 12100 - Medical Assistant | 12.81 |
| 12130 - Medical Laboratory Technician | 16.41 |
| 12160 - Medical Record Clerk | 12.49 |
| 12190 - Medical Record Technician | 13.97 |
| 12195 - Medical Transcriptionist | 14.06 |
| 12210 - Nuclear Medicine Technologist | 34.28 |
| 12221 - Nursing Assistant I | 10.37 |
| 12222 - Nursing Assistant II | 11.67 |
| 12223 - Nursing Assistant III | 12.73 |
| 12224 - Nursing Assistant IV | 14.28 |
| 12235 - Optical Dispenser | 13.58 |
| 12236 - Optical Technician | 14.38 |
| 12250 - Pharmacy Technician | 12.77 |
| 12280 - Phlebotomist | 14.28 |
| 12305 - Radiologic Technologist | 22.94 |
| 12311 - Registered Nurse I | 20.83 |
| 12312 - Registered Nurse II | 25.48 |
| 12313 - Registered Nurse II, Specialist | 25.48 |
| 12314 - Registered Nurse III | 30.82 |
| 12315 - Registered Nurse III, Anesthetist | 30.82 |
| 12316 - Registered Nurse IV | 36.95 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.93 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.23 |
| 13012 - Exhibits Specialist II | 20.09 |
| 13013 - Exhibits Specialist III | 24.58 |
| 13041 - Illustrator I | 16.23 |
| 13042 - Illustrator II | 20.09 |
| 13043 - Illustrator III | 24.58 |
| 13047 - Librarian | 22.30 |
| 13050 - Library Aide/Clerk | 12.92 |
| 13054 - Library Information Technology Systems Administrator | 20.11 |
| 13058 - Library Technician | 15.47 |
| 13061 - Media Specialist I | 14.52 |
| 13062 - Media Specialist II | 16.23 |
| 13063 - Media Specialist III | 18.11 |
| 13071 - Photographer I | 11.20 |
| 13072 - Photographer II | 14.00 |
| 13073 - Photographer III | 17.35 |
| 13074 - Photographer IV | 21.21 |
| 13075 - Photographer V | 27.98 |
| 13110 - Video Teleconference Technician | 14.52 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.91 |
| 14042 - Computer Operator II | 16.68 |
| 14043 - Computer Operator III | 20.74 |
| 14044 - Computer Operator IV | 22.43 |
| 14045 - Computer Operator V | 24.81 |
| 14071 - Computer Programmer I | 20.26 |

(see 1)

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| 14072 - Computer Programmer II | (see 1) | 27.35 |
| 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 | | 14.91 |
| 14160 - Personal Computer Support Technician | | 22.43 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 30.28 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 36.64 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 40.44 |
| 15050 - Computer Based Training Specialist / Instructor | | 30.28 |
| 15060 - Educational Technologist | | 24.46 |
| 15070 - Flight Instructor (Pilot) | | 40.44 |
| 15080 - Graphic Artist | | 22.10 |
| 15090 - Technical Instructor | | 18.59 |
| 15095 - Technical Instructor/Course Developer | | 22.74 |
| 15110 - Test Proctor | | 15.28 |
| 15120 - Tutor | | 15.28 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 9.13 |
| 16030 - Counter Attendant | | 9.13 |
| 16040 - Dry Cleaner | | 11.56 |
| 16070 - Finisher, Flatwork, Machine | | 9.13 |
| 16090 - Presser, Hand | | 9.13 |
| 16110 - Presser, Machine, Drycleaning | | 9.13 |
| 16130 - Presser, Machine, Shirts | | 9.13 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 9.13 |
| 16190 - Sewing Machine Operator | | 12.37 |
| 16220 - Tailor | | 13.18 |
| 16250 - Washer, Machine | | 9.91 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 19.84 |
| 19040 - Tool And Die Maker | | 22.30 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 14.74 |
| 21030 - Material Coordinator | | 19.40 |
| 21040 - Material Expediter | | 19.40 |
| 21050 - Material Handling Laborer | | 12.60 |
| 21071 - Order Filler | | 13.03 |
| 21080 - Production Line Worker (Food Processing) | | 14.74 |
| 21110 - Shipping Packer | | 12.54 |
| 21130 - Shipping/Receiving Clerk | | 12.54 |
| 21140 - Store Worker I | | 13.05 |
| 21150 - Stock Clerk | | 17.39 |
| 21210 - Tools And Parts Attendant | | 14.74 |
| 21410 - Warehouse Specialist | | 14.74 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 20.72 |
| 23021 - Aircraft Mechanic I | | 20.04 |
| 23022 - Aircraft Mechanic II | | 20.72 |
| 23023 - Aircraft Mechanic III | | 21.67 |
| 23040 - Aircraft Mechanic Helper | | 16.83 |
| 23050 - Aircraft, Painter | | 18.38 |
| 23060 - Aircraft Servicer | | 18.10 |
| 23080 - Aircraft Worker | | 18.79 |
| 23110 - Appliance Mechanic | | 19.40 |
| 23120 - Bicycle Repairer | | 12.64 |
| 23125 - Cable Splicer | | 20.04 |
| 23130 - Carpenter, Maintenance | | 19.36 |
| 23140 - Carpet Layer | | 18.53 |
| 23160 - Electrician, Maintenance | | 21.11 |

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| 23181 - Electronics Technician Maintenance I | 19.23 |
| 23182 - Electronics Technician Maintenance II | 20.25 |
| 23183 - Electronics Technician Maintenance III | 20.90 |
| 23260 - Fabric Worker | 17.43 |
| 23290 - Fire Alarm System Mechanic | 20.04 |
| 23310 - Fire Extinguisher Repairer | 16.29 |
| 23311 - Fuel Distribution System Mechanic | 21.48 |
| 23312 - Fuel Distribution System Operator | 18.16 |
| 23370 - General Maintenance Worker | 17.53 |
| 23380 - Ground Support Equipment Mechanic | 20.04 |
| 23381 - Ground Support Equipment Servicer | 18.10 |
| 23382 - Ground Support Equipment Worker | 18.79 |
| 23391 - Gunsmith I | 16.29 |
| 23392 - Gunsmith II | 18.42 |
| 23393 - Gunsmith III | 20.04 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.25 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.22 |
| 23430 - Heavy Equipment Mechanic | 19.55 |
| 23440 - Heavy Equipment Operator | 26.46 |
| 23460 - Instrument Mechanic | 20.04 |
| 23465 - Laboratory/Shelter Mechanic | 19.40 |
| 23470 - Laborer | 12.02 |
| 23510 - Locksmith | 19.40 |
| 23530 - Machinery Maintenance Mechanic | 21.08 |
| 23550 - Machinist, Maintenance | 17.56 |
| 23580 - Maintenance Trades Helper | 15.02 |
| 23591 - Metrology Technician I | 20.04 |
| 23592 - Metrology Technician II | 20.72 |
| 23593 - Metrology Technician III | 21.48 |
| 23640 - Millwright | 24.74 |
| 23710 - Office Appliance Repairer | 19.26 |
| 23760 - Painter, Maintenance | 17.52 |
| 23790 - Pipefitter, Maintenance | 25.75 |
| 23810 - Plumber, Maintenance | 23.87 |
| 23820 - Pneudraulic Systems Mechanic | 20.04 |
| 23850 - Rigger | 20.04 |
| 23870 - Scale Mechanic | 18.94 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.64 |
| 23910 - Small Engine Mechanic | 18.42 |
| 23931 - Telecommunications Mechanic I | 21.63 |
| 23932 - Telecommunications Mechanic II | 22.35 |
| 23950 - Telephone Lineman | 21.62 |
| 23960 - Welder, Combination, Maintenance | 16.55 |
| 23965 - well Driller | 19.92 |
| 23970 - Woodcraft Worker | 20.04 |
| 23980 - Woodworker | 14.72 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.15 |
| 24580 - Child Care Center Clerk | 13.89 |
| 24610 - Chore Aide | 12.41 |
| 24620 - Family Readiness And Support Services Coordinator | 13.70 |
| 24630 - Homemaker | 17.00 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.04 |
| 25040 - Sewage Plant Operator | 18.87 |
| 25070 - Stationary Engineer | 20.04 |
| 25190 - Ventilation Equipment Tender | 15.13 |
| 25210 - Water Treatment Plant Operator | 18.87 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.09 |

| | |
|--|-------|
| 27007 - Baggage Inspector | 10.34 |
| 27008 - Corrections Officer | 17.91 |
| 27010 - Court Security Officer | 17.91 |
| 27030 - Detection Dog Handler | 12.23 |
| 27040 - Detention Officer | 17.91 |
| 27070 - Firefighter | 17.42 |
| 27101 - Guard I | 10.34 |
| 27102 - Guard II | 12.23 |
| 27131 - Police Officer I | 18.63 |
| 27132 - Police Officer II | 20.70 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.08 |
| 28042 - Carnival Equipment Repairer | 13.59 |
| 28043 - Carnival Equipment Worker | 10.88 |
| 28210 - Gate Attendant/Gate Tender | 13.95 |
| 28310 - Lifeguard | 11.10 |
| 28350 - Park Attendant (Aide) | 15.60 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.19 |
| 28515 - Recreation Specialist | 14.59 |
| 28630 - Sports Official | 12.34 |
| 28690 - Swimming Pool Operator | 21.09 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.42 |
| 29020 - Hatch Tender | 18.42 |
| 29030 - Line Handler | 18.42 |
| 29041 - Stevedore I | 17.32 |
| 29042 - Stevedore II | 19.40 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.30 |
| 30022 - Archeological Technician II | 18.53 |
| 30023 - Archeological Technician III | 21.88 |
| 30030 - Cartographic Technician | 21.88 |
| 30040 - Civil Engineering Technician | 21.46 |
| 30061 - Drafter/CAD Operator I | 16.57 |
| 30062 - Drafter/CAD Operator II | 18.53 |
| 30063 - Drafter/CAD Operator III | 20.66 |
| 30064 - Drafter/CAD Operator IV | 24.07 |
| 30081 - Engineering Technician I | 15.61 |
| 30082 - Engineering Technician II | 17.53 |
| 30083 - Engineering Technician III | 19.61 |
| 30084 - Engineering Technician IV | 24.28 |
| 30085 - Engineering Technician V | 29.71 |
| 30086 - Engineering Technician VI | 35.95 |
| 30090 - Environmental Technician | 21.46 |
| 30210 - Laboratory Technician | 22.39 |
| 30240 - Mathematical Technician | 21.99 |
| 30361 - Paralegal/Legal Assistant I | 17.38 |
| 30362 - Paralegal/Legal Assistant II | 19.08 |
| 30363 - Paralegal/Legal Assistant III | 23.35 |
| 30364 - Paralegal/Legal Assistant IV | 28.25 |
| 30390 - Photo-Optics Technician | 21.46 |
| 30461 - Technical Writer I | 19.57 |
| 30462 - Technical Writer II | 23.93 |
| 30463 - Technical Writer III | 26.44 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 3) | 20.66 |

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|---|---------------|
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 3) 21.98 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.16 |
| 31030 - Bus Driver | 16.69 |
| 31043 - Driver Courier | 13.72 |
| 31260 - Parking and Lot Attendant | 11.57 |
| 31290 - Shuttle Bus Driver | 15.44 |
| 31310 - Taxi Driver | 13.72 |
| 31361 - Truckdriver, Light | 15.44 |
| 31362 - Truckdriver, Medium | 16.69 |
| 31363 - Truckdriver, Heavy | 21.03 |
| 31364 - Truckdriver, Tractor-Trailer | 21.03 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.98 |
| 99050 - Desk Clerk | 9.36 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 13.26 |
| 99252 - Laboratory Animal Caretaker II | 14.27 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 21.69 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 16.85 |
| 99711 - Recycling Specialist | 19.93 |
| 99730 - Refuse Collector | 15.35 |
| 99810 - Sales Clerk | 12.09 |
| 99820 - School Crossing Guard | 13.74 |
| 99830 - Survey Party Chief | 19.05 |
| 99831 - Surveying Aide | 12.48 |
| 99832 - Surveying Technician | 17.12 |
| 99840 - Vending Machine Attendant | 20.14 |
| 99841 - Vending Machine Repairer | 22.90 |
| 99842 - Vending Machine Repairer Helper | 20.14 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; and 2 weeks after 2 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 4174)

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of

the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2186
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Elkhart, Kosciusko

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.68 |
| 01012 - Accounting Clerk II | | 14.24 |
| 01013 - Accounting Clerk III | | 15.93 |
| 01020 - Administrative Assistant | | 19.73 |
| 01040 - Court Reporter | | 18.84 |
| 01051 - Data Entry Operator I | | 12.23 |
| 01052 - Data Entry Operator II | | 13.38 |
| 01060 - Dispatcher, Motor Vehicle | | 18.54 |
| 01070 - Document Preparation Clerk | | 12.31 |
| 01090 - Duplicating Machine Operator | | 12.31 |
| 01111 - General Clerk I | | 11.16 |
| 01112 - General Clerk II | | 12.71 |
| 01113 - General Clerk III | | 14.07 |
| 01120 - Housing Referral Assistant | | 18.28 |
| 01141 - Messenger Courier | | 11.73 |
| 01191 - Order Clerk I | | 12.73 |
| 01192 - Order Clerk II | | 14.11 |
| 01261 - Personnel Assistant (Employment) I | | 14.85 |
| 01262 - Personnel Assistant (Employment) II | | 18.27 |
| 01263 - Personnel Assistant (Employment) III | | 20.37 |
| 01270 - Production Control Clerk | | 20.55 |
| 01280 - Receptionist | | 11.17 |
| 01290 - Rental Clerk | | 13.42 |
| 01300 - Scheduler, Maintenance | | 14.27 |
| 01311 - Secretary I | | 14.27 |
| 01312 - Secretary II | | 16.66 |
| 01313 - Secretary III | | 17.78 |
| 01320 - Service Order Dispatcher | | 15.87 |
| 01410 - Supply Technician | | 19.73 |
| 01420 - Survey Worker | | 17.05 |
| 01531 - Travel Clerk I | | 12.86 |
| 01532 - Travel Clerk II | | 13.72 |
| 01533 - Travel Clerk III | | 14.55 |
| 01611 - Word Processor I | | 12.74 |
| 01612 - Word Processor II | | 14.27 |
| 01613 - Word Processor III | | 17.60 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.58 |
| 05010 - Automotive Electrician | | 16.43 |
| 05040 - Automotive Glass Installer | | 16.23 |
| 05070 - Automotive Worker | | 16.43 |
| 05110 - Mobile Equipment Servicer | | 15.27 |
| 05130 - Motor Equipment Metal Mechanic | | 17.53 |
| 05160 - Motor Equipment Metal Worker | | 16.43 |
| 05190 - Motor Vehicle Mechanic | | 17.80 |
| 05220 - Motor Vehicle Mechanic Helper | | 15.99 |
| 05250 - Motor Vehicle Upholstery Worker | | 15.82 |
| 05280 - Motor Vehicle Wrecker | | 17.38 |
| 05310 - Painter, Automotive | | 16.71 |
| 05340 - Radiator Repair Specialist | | 16.43 |
| 05370 - Tire Repairer | | 12.64 |
| 05400 - Transmission Repair Specialist | | 17.53 |

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| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.27 |
| 07041 - Cook I | 12.36 |
| 07042 - Cook II | 13.27 |
| 07070 - Dishwasher | 9.89 |
| 07130 - Food Service Worker | 9.89 |
| 07210 - Meat Cutter | 13.27 |
| 07260 - Waiter/Waitress | 10.64 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.93 |
| 09040 - Furniture Handler | 12.40 |
| 09080 - Furniture Refinisher | 15.93 |
| 09090 - Furniture Refinisher Helper | 13.86 |
| 09110 - Furniture Repairer, Minor | 14.91 |
| 09130 - Upholsterer | 15.93 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 13.73 |
| 11060 - Elevator Operator | 13.15 |
| 11090 - Gardener | 15.27 |
| 11122 - Housekeeping Aide | 13.15 |
| 11150 - Janitor | 13.73 |
| 11210 - Laborer, Grounds Maintenance | 13.39 |
| 11240 - Maid or Houseman | 10.07 |
| 11260 - Pruner | 12.18 |
| 11270 - Tractor Operator | 16.45 |
| 11330 - Trail Maintenance Worker | 13.39 |
| 11360 - Window Cleaner | 14.77 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.06 |
| 12011 - Breath Alcohol Technician | 16.08 |
| 12012 - Certified Occupational Therapist Assistant | 22.07 |
| 12015 - Certified Physical Therapist Assistant | 22.07 |
| 12020 - Dental Assistant | 14.82 |
| 12025 - Dental Hygienist | 30.06 |
| 12030 - EKG Technician | 23.82 |
| 12035 - Electroneurodiagnostic Technologist | 23.82 |
| 12040 - Emergency Medical Technician | 14.06 |
| 12071 - Licensed Practical Nurse I | 14.38 |
| 12072 - Licensed Practical Nurse II | 16.08 |
| 12073 - Licensed Practical Nurse III | 17.94 |
| 12100 - Medical Assistant | 12.81 |
| 12130 - Medical Laboratory Technician | 16.41 |
| 12160 - Medical Record Clerk | 12.49 |
| 12190 - Medical Record Technician | 13.97 |
| 12195 - Medical Transcriptionist | 14.06 |
| 12210 - Nuclear Medicine Technologist | 34.28 |
| 12221 - Nursing Assistant I | 10.37 |
| 12222 - Nursing Assistant II | 11.67 |
| 12223 - Nursing Assistant III | 12.73 |
| 12224 - Nursing Assistant IV | 14.28 |
| 12235 - Optical Dispenser | 13.58 |
| 12236 - Optical Technician | 14.38 |
| 12250 - Pharmacy Technician | 12.77 |
| 12280 - Phlebotomist | 14.28 |
| 12305 - Radiologic Technologist | 22.94 |
| 12311 - Registered Nurse I | 20.83 |
| 12312 - Registered Nurse II | 25.48 |
| 12313 - Registered Nurse II, Specialist | 25.48 |
| 12314 - Registered Nurse III | 30.82 |
| 12315 - Registered Nurse III, Anesthetist | 30.82 |
| 12316 - Registered Nurse IV | 36.95 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.93 |
| 13000 - Information And Arts Occupations | |

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|---|---------------|
| 13011 - Exhibits Specialist I | 16.23 |
| 13012 - Exhibits Specialist II | 20.09 |
| 13013 - Exhibits Specialist III | 24.58 |
| 13041 - Illustrator I | 16.23 |
| 13042 - Illustrator II | 20.09 |
| 13043 - Illustrator III | 24.58 |
| 13047 - Librarian | 22.30 |
| 13050 - Library Aide/Clerk | 12.92 |
| 13054 - Library Information Technology Systems Administrator | 20.11 |
| 13058 - Library Technician | 15.47 |
| 13061 - Media Specialist I | 14.52 |
| 13062 - Media Specialist II | 16.23 |
| 13063 - Media Specialist III | 18.11 |
| 13071 - Photographer I | 11.20 |
| 13072 - Photographer II | 14.00 |
| 13073 - Photographer III | 17.35 |
| 13074 - Photographer IV | 21.21 |
| 13075 - Photographer V | 27.98 |
| 13110 - Video Teleconference Technician | 14.52 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.91 |
| 14042 - Computer Operator II | 16.68 |
| 14043 - Computer Operator III | 20.74 |
| 14044 - Computer Operator IV | 22.43 |
| 14045 - Computer Operator V | 24.81 |
| 14071 - Computer Programmer I | (see 1) 20.26 |
| 14072 - Computer Programmer II | (see 1) 27.35 |
| 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 | 14.91 |
| 14160 - Personal Computer Support Technician | 22.43 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.28 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.64 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.44 |
| 15050 - Computer Based Training Specialist / Instructor | 30.28 |
| 15060 - Educational Technologist | 24.46 |
| 15070 - Flight Instructor (Pilot) | 40.44 |
| 15080 - Graphic Artist | 22.10 |
| 15090 - Technical Instructor | 18.59 |
| 15095 - Technical Instructor/Course Developer | 22.74 |
| 15110 - Test Proctor | 15.28 |
| 15120 - Tutor | 15.28 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.13 |
| 16030 - Counter Attendant | 9.13 |
| 16040 - Dry Cleaner | 11.56 |
| 16070 - Finisher, Flatwork, Machine | 9.13 |
| 16090 - Presser, Hand | 9.13 |
| 16110 - Presser, Machine, Drycleaning | 9.13 |
| 16130 - Presser, Machine, Shirts | 9.13 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.13 |
| 16190 - Sewing Machine Operator | 12.37 |
| 16220 - Tailor | 13.18 |
| 16250 - Washer, Machine | 9.91 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.84 |
| 19040 - Tool And Die Maker | 22.30 |
| 21000 - Materials Handling And Packing Occupations | |

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|---|-------|
| 21020 - Forklift Operator | 14.74 |
| 21030 - Material Coordinator | 19.40 |
| 21040 - Material Expediter | 19.40 |
| 21050 - Material Handling Laborer | 12.60 |
| 21071 - Order Filler | 13.03 |
| 21080 - Production Line Worker (Food Processing) | 14.74 |
| 21110 - Shipping Packer | 12.54 |
| 21130 - Shipping/Receiving Clerk | 12.54 |
| 21140 - Store Worker I | 13.05 |
| 21150 - Stock Clerk | 17.39 |
| 21210 - Tools And Parts Attendant | 14.74 |
| 21410 - Warehouse Specialist | 14.74 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.72 |
| 23021 - Aircraft Mechanic I | 20.04 |
| 23022 - Aircraft Mechanic II | 20.72 |
| 23023 - Aircraft Mechanic III | 21.67 |
| 23040 - Aircraft Mechanic Helper | 16.83 |
| 23050 - Aircraft, Painter | 18.38 |
| 23060 - Aircraft Servicer | 18.10 |
| 23080 - Aircraft Worker | 18.79 |
| 23110 - Appliance Mechanic | 19.40 |
| 23120 - Bicycle Repairer | 12.64 |
| 23125 - Cable Splicer | 20.04 |
| 23130 - Carpenter, Maintenance | 19.36 |
| 23140 - Carpet Layer | 18.53 |
| 23160 - Electrician, Maintenance | 21.11 |
| 23181 - Electronics Technician Maintenance I | 19.23 |
| 23182 - Electronics Technician Maintenance II | 20.25 |
| 23183 - Electronics Technician Maintenance III | 20.90 |
| 23260 - Fabric Worker | 17.43 |
| 23290 - Fire Alarm System Mechanic | 20.04 |
| 23310 - Fire Extinguisher Repairer | 16.29 |
| 23311 - Fuel Distribution System Mechanic | 21.48 |
| 23312 - Fuel Distribution System Operator | 18.16 |
| 23370 - General Maintenance Worker | 17.53 |
| 23380 - Ground Support Equipment Mechanic | 20.04 |
| 23381 - Ground Support Equipment Servicer | 18.10 |
| 23382 - Ground Support Equipment Worker | 18.79 |
| 23391 - Gunsmith I | 16.29 |
| 23392 - Gunsmith II | 18.42 |
| 23393 - Gunsmith III | 20.04 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.25 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.22 |
| 23430 - Heavy Equipment Mechanic | 19.55 |
| 23440 - Heavy Equipment Operator | 26.46 |
| 23460 - Instrument Mechanic | 20.04 |
| 23465 - Laboratory/Shelter Mechanic | 19.40 |
| 23470 - Laborer | 12.02 |
| 23510 - Locksmith | 19.40 |
| 23530 - Machinery Maintenance Mechanic | 21.08 |
| 23550 - Machinist, Maintenance | 17.56 |
| 23580 - Maintenance Trades Helper | 15.02 |
| 23591 - Metrology Technician I | 20.04 |
| 23592 - Metrology Technician II | 20.72 |
| 23593 - Metrology Technician III | 21.48 |
| 23640 - Millwright | 24.74 |
| 23710 - Office Appliance Repairer | 19.26 |
| 23760 - Painter, Maintenance | 17.52 |
| 23790 - Pipefitter, Maintenance | 25.75 |
| 23810 - Plumber, Maintenance | 23.87 |

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| 23820 - Pneudraulic Systems Mechanic | 20.04 |
| 23850 - Rigger | 20.04 |
| 23870 - Scale Mechanic | 18.94 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.64 |
| 23910 - Small Engine Mechanic | 18.42 |
| 23931 - Telecommunications Mechanic I | 21.63 |
| 23932 - Telecommunications Mechanic II | 22.35 |
| 23950 - Telephone Lineman | 21.62 |
| 23960 - Welder, Combination, Maintenance | 16.55 |
| 23965 - Well Driller | 19.92 |
| 23970 - Woodcraft Worker | 20.04 |
| 23980 - Woodworker | 14.72 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.15 |
| 24580 - Child Care Center Clerk | 13.89 |
| 24610 - Chore Aide | 12.41 |
| 24620 - Family Readiness And Support Services Coordinator | 13.70 |
| 24630 - Homemaker | 17.00 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.04 |
| 25040 - Sewage Plant Operator | 18.87 |
| 25070 - Stationary Engineer | 20.04 |
| 25190 - Ventilation Equipment Tender | 15.13 |
| 25210 - Water Treatment Plant Operator | 18.87 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.09 |
| 27007 - Baggage Inspector | 10.34 |
| 27008 - Corrections Officer | 17.91 |
| 27010 - Court Security Officer | 17.91 |
| 27030 - Detection Dog Handler | 12.23 |
| 27040 - Detention Officer | 17.91 |
| 27070 - Firefighter | 17.42 |
| 27101 - Guard I | 10.34 |
| 27102 - Guard II | 12.23 |
| 27131 - Police Officer I | 18.63 |
| 27132 - Police Officer II | 20.70 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.08 |
| 28042 - Carnival Equipment Repairer | 13.59 |
| 28043 - Carnival Equipment Worker | 10.88 |
| 28210 - Gate Attendant/Gate Tender | 13.95 |
| 28310 - Lifeguard | 11.10 |
| 28350 - Park Attendant (Aide) | 15.60 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.19 |
| 28515 - Recreation Specialist | 14.59 |
| 28630 - Sports Official | 12.34 |
| 28690 - Swimming Pool Operator | 21.09 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.42 |
| 29020 - Hatch Tender | 18.42 |
| 29030 - Line Handler | 18.42 |
| 29041 - Stevedore I | 17.32 |
| 29042 - Stevedore II | 19.40 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.30 |
| 30022 - Archeological Technician II | 18.53 |
| 30023 - Archeological Technician III | 21.88 |
| 30030 - Cartographic Technician | 21.88 |
| 30040 - Civil Engineering Technician | 21.46 |

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|---|---------------|
| 30061 - Drafter/CAD Operator I | 16.57 |
| 30062 - Drafter/CAD Operator II | 18.53 |
| 30063 - Drafter/CAD Operator III | 20.66 |
| 30064 - Drafter/CAD Operator IV | 24.07 |
| 30081 - Engineering Technician I | 15.61 |
| 30082 - Engineering Technician II | 17.53 |
| 30083 - Engineering Technician III | 19.61 |
| 30084 - Engineering Technician IV | 24.28 |
| 30085 - Engineering Technician V | 29.71 |
| 30086 - Engineering Technician VI | 35.95 |
| 30090 - Environmental Technician | 21.46 |
| 30210 - Laboratory Technician | 22.39 |
| 30240 - Mathematical Technician | 21.99 |
| 30361 - Paralegal/Legal Assistant I | 17.38 |
| 30362 - Paralegal/Legal Assistant II | 19.08 |
| 30363 - Paralegal/Legal Assistant III | 23.35 |
| 30364 - Paralegal/Legal Assistant IV | 28.25 |
| 30390 - Photo-Optics Technician | 21.46 |
| 30461 - Technical Writer I | 19.57 |
| 30462 - Technical Writer II | 23.93 |
| 30463 - Technical Writer III | 26.44 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 3) 20.66 |
| 30621 - Weather Observer, Senior | (see 3) 21.98 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.16 |
| 31030 - Bus Driver | 16.69 |
| 31043 - Driver Courier | 13.72 |
| 31260 - Parking and Lot Attendant | 11.57 |
| 31290 - Shuttle Bus Driver | 15.44 |
| 31310 - Taxi Driver | 13.72 |
| 31361 - Truckdriver, Light | 15.44 |
| 31362 - Truckdriver, Medium | 16.69 |
| 31363 - Truckdriver, Heavy | 21.03 |
| 31364 - Truckdriver, Tractor-Trailer | 21.03 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.98 |
| 99050 - Desk Clerk | 9.36 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 13.26 |
| 99252 - Laboratory Animal Caretaker II | 14.27 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 21.69 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 16.85 |
| 99711 - Recycling Specialist | 19.93 |
| 99730 - Refuse Collector | 15.35 |
| 99810 - Sales Clerk | 12.09 |
| 99820 - School Crossing Guard | 13.74 |
| 99830 - Survey Party Chief | 19.05 |
| 99831 - Surveying Aide | 12.48 |
| 99832 - Surveying Technician | 17.12 |
| 99840 - Vending Machine Attendant | 20.14 |
| 99841 - Vending Machine Repairer | 22.90 |
| 99842 - Vending Machine Repairer Helper | 20.14 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; and 2 weeks after 2 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 4174)

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2187
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: Indiana, Kentucky, Tennessee

Area: Indiana Counties of Perry, Posey, Spencer, Vanderburgh, Warrick

Kentucky Counties of Butler, Caldwell, Christian, Crittenden, Daviess, Hancock, Henderson, Hopkins, Livingston, Logan, Lyon, McLean, Muhlenberg, Ohio, Todd, Trigg, Union, Warren, Webster

Tennessee Counties of Montgomery, Stewart

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.35 |
| 01012 - Accounting Clerk II | | 13.86 |
| 01013 - Accounting Clerk III | | 15.50 |
| 01020 - Administrative Assistant | | 15.65 |
| 01040 - Court Reporter | | 13.03 |
| 01051 - Data Entry Operator I | | 11.55 |
| 01052 - Data Entry Operator II | | 12.60 |
| 01060 - Dispatcher, Motor Vehicle | | 15.64 |
| 01070 - Document Preparation Clerk | | 11.00 |
| 01090 - Duplicating Machine Operator | | 11.00 |
| 01111 - General Clerk I | | 10.83 |
| 01112 - General Clerk II | | 11.82 |
| 01113 - General Clerk III | | 13.26 |
| 01120 - Housing Referral Assistant | | 14.53 |
| 01141 - Messenger Courier | | 9.22 |
| 01191 - Order Clerk I | | 11.10 |

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| 01192 - Order Clerk II | 12.33 |
| 01261 - Personnel Assistant (Employment) I | 14.43 |
| 01262 - Personnel Assistant (Employment) II | 16.14 |
| 01263 - Personnel Assistant (Employment) III | 18.00 |
| 01270 - Production Control Clerk | 19.18 |
| 01280 - Receptionist | 10.38 |
| 01290 - Rental Clerk | 9.95 |
| 01300 - Scheduler, Maintenance | 11.65 |
| 01311 - Secretary I | 11.65 |
| 01312 - Secretary II | 13.03 |
| 01313 - Secretary III | 14.53 |
| 01320 - Service Order Dispatcher | 14.35 |
| 01410 - Supply Technician | 16.15 |
| 01420 - Survey Worker | 11.93 |
| 01531 - Travel Clerk I | 12.44 |
| 01532 - Travel Clerk II | 13.21 |
| 01533 - Travel Clerk III | 13.92 |
| 01611 - Word Processor I | 11.98 |
| 01612 - Word Processor II | 13.44 |
| 01613 - Word Processor III | 15.03 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 17.91 |
| 05010 - Automotive Electrician | 17.11 |
| 05040 - Automotive Glass Installer | 16.28 |
| 05070 - Automotive Worker | 16.28 |
| 05110 - Mobile Equipment Servicer | 14.59 |
| 05130 - Motor Equipment Metal Mechanic | 17.91 |
| 05160 - Motor Equipment Metal Worker | 16.28 |
| 05190 - Motor Vehicle Mechanic | 17.91 |
| 05220 - Motor Vehicle Mechanic Helper | 13.73 |
| 05250 - Motor Vehicle Upholstery Worker | 15.45 |
| 05280 - Motor Vehicle Wrecker | 16.28 |
| 05310 - Painter, Automotive | 17.11 |
| 05340 - Radiator Repair Specialist | 16.28 |
| 05370 - Tire Repairer | 12.86 |
| 05400 - Transmission Repair Specialist | 17.19 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.37 |
| 07041 - Cook I | 10.90 |
| 07042 - Cook II | 12.15 |
| 07070 - Dishwasher | 8.49 |
| 07130 - Food Service Worker | 8.48 |
| 07210 - Meat Cutter | 13.12 |
| 07260 - Waiter/Waitress | 8.97 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.17 |
| 09040 - Furniture Handler | 11.82 |
| 09080 - Furniture Refinisher | 17.17 |
| 09090 - Furniture Refinisher Helper | 13.82 |
| 09110 - Furniture Repairer, Minor | 15.50 |
| 09130 - Upholsterer | 17.17 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.73 |
| 11060 - Elevator Operator | 9.93 |
| 11090 - Gardener | 12.49 |
| 11122 - Housekeeping Aide | 9.38 |
| 11150 - Janitor | 9.95 |
| 11210 - Laborer, Grounds Maintenance | 9.93 |
| 11240 - Maid or Houseman | 7.90 |
| 11260 - Pruner | 9.42 |
| 11270 - Tractor Operator | 11.68 |
| 11330 - Trail Maintenance Worker | 9.93 |
| 11360 - Window Cleaner | 10.70 |

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| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.86 |
| 12011 - Breath Alcohol Technician | 15.41 |
| 12012 - Certified Occupational Therapist Assistant | 21.53 |
| 12015 - Certified Physical Therapist Assistant | 22.48 |
| 12020 - Dental Assistant | 14.05 |
| 12025 - Dental Hygienist | 25.70 |
| 12030 - EKG Technician | 20.58 |
| 12035 - Electroneurodiagnostic Technologist | 20.58 |
| 12040 - Emergency Medical Technician | 13.68 |
| 12071 - Licensed Practical Nurse I | 14.93 |
| 12072 - Licensed Practical Nurse II | 16.69 |
| 12073 - Licensed Practical Nurse III | 18.61 |
| 12100 - Medical Assistant | 11.37 |
| 12130 - Medical Laboratory Technician | 16.90 |
| 12160 - Medical Record Clerk | 12.26 |
| 12190 - Medical Record Technician | 13.71 |
| 12195 - Medical Transcriptionist | 13.40 |
| 12210 - Nuclear Medicine Technologist | 27.88 |
| 12221 - Nursing Assistant I | 10.15 |
| 12222 - Nursing Assistant II | 11.41 |
| 12223 - Nursing Assistant III | 12.45 |
| 12224 - Nursing Assistant IV | 13.98 |
| 12235 - Optical Dispenser | 16.90 |
| 12236 - Optical Technician | 13.99 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.98 |
| 12305 - Radiologic Technologist | 21.61 |
| 12311 - Registered Nurse I | 21.17 |
| 12312 - Registered Nurse II | 25.89 |
| 12313 - Registered Nurse II, Specialist | 25.89 |
| 12314 - Registered Nurse III | 31.32 |
| 12315 - Registered Nurse III, Anesthetist | 31.32 |
| 12316 - Registered Nurse IV | 37.54 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.08 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.88 |
| 13012 - Exhibits Specialist II | 20.92 |
| 13013 - Exhibits Specialist III | 25.91 |
| 13041 - Illustrator I | 16.88 |
| 13042 - Illustrator II | 20.92 |
| 13043 - Illustrator III | 25.91 |
| 13047 - Librarian | 23.16 |
| 13050 - Library Aide/Clerk | 9.39 |
| 13054 - Library Information Technology Systems Administrator | 20.92 |
| 13058 - Library Technician | 13.35 |
| 13061 - Media Specialist I | 15.09 |
| 13062 - Media Specialist II | 16.88 |
| 13063 - Media Specialist III | 18.83 |
| 13071 - Photographer I | 13.29 |
| 13072 - Photographer II | 14.87 |
| 13073 - Photographer III | 18.42 |
| 13074 - Photographer IV | 21.08 |
| 13075 - Photographer V | 22.87 |
| 13110 - Video Teleconference Technician | 15.09 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.13 |
| 14042 - Computer Operator II | 16.01 |
| 14043 - Computer Operator III | 17.85 |
| 14044 - Computer Operator IV | 19.84 |
| 14045 - Computer Operator V | 21.98 |
| 14071 - Computer Programmer I | 20.94 |

(see 1)

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|---|---------|-------|
| 14072 - Computer Programmer II | (see 1) | 25.96 |
| 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 | | 14.13 |
| 14160 - Personal Computer Support Technician | | 21.98 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 29.95 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 36.23 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 39.68 |
| 15050 - Computer Based Training Specialist / Instructor | | 27.36 |
| 15060 - Educational Technologist | | 27.18 |
| 15070 - Flight Instructor (Pilot) | | 39.68 |
| 15080 - Graphic Artist | | 19.39 |
| 15090 - Technical Instructor | | 18.54 |
| 15095 - Technical Instructor/Course Developer | | 22.68 |
| 15110 - Test Proctor | | 14.96 |
| 15120 - Tutor | | 14.96 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 8.96 |
| 16030 - Counter Attendant | | 8.96 |
| 16040 - Dry Cleaner | | 11.16 |
| 16070 - Finisher, Flatwork, Machine | | 8.96 |
| 16090 - Presser, Hand | | 8.96 |
| 16110 - Presser, Machine, Drycleaning | | 8.96 |
| 16130 - Presser, Machine, Shirts | | 8.96 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 8.96 |
| 16190 - Sewing Machine Operator | | 11.86 |
| 16220 - Tailor | | 12.51 |
| 16250 - Washer, Machine | | 9.76 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 18.35 |
| 19040 - Tool And Die Maker | | 22.22 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 13.85 |
| 21030 - Material Coordinator | | 19.18 |
| 21040 - Material Expediter | | 19.18 |
| 21050 - Material Handling Laborer | | 12.75 |
| 21071 - Order Filler | | 11.70 |
| 21080 - Production Line Worker (Food Processing) | | 13.85 |
| 21110 - Shipping Packer | | 14.07 |
| 21130 - Shipping/Receiving Clerk | | 14.07 |
| 21140 - Store Worker I | | 12.19 |
| 21150 - Stock Clerk | | 16.22 |
| 21210 - Tools And Parts Attendant | | 13.85 |
| 21410 - Warehouse Specialist | | 13.85 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 22.08 |
| 23021 - Aircraft Mechanic I | | 21.05 |
| 23022 - Aircraft Mechanic II | | 22.08 |
| 23023 - Aircraft Mechanic III | | 23.09 |
| 23040 - Aircraft Mechanic Helper | | 15.70 |
| 23050 - Aircraft, Painter | | 19.48 |
| 23060 - Aircraft Servicer | | 17.86 |
| 23080 - Aircraft Worker | | 18.98 |
| 23110 - Appliance Mechanic | | 17.18 |
| 23120 - Bicycle Repairer | | 12.87 |
| 23125 - Cable Splicer | | 22.66 |
| 23130 - Carpenter, Maintenance | | 15.78 |
| 23140 - Carpet Layer | | 16.86 |
| 23160 - Electrician, Maintenance | | 19.65 |

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|---|-------|
| 23181 - Electronics Technician Maintenance I | 21.98 |
| 23182 - Electronics Technician Maintenance II | 23.23 |
| 23183 - Electronics Technician Maintenance III | 26.91 |
| 23260 - Fabric Worker | 15.85 |
| 23290 - Fire Alarm System Mechanic | 18.23 |
| 23310 - Fire Extinguisher Repairer | 14.90 |
| 23311 - Fuel Distribution System Mechanic | 20.41 |
| 23312 - Fuel Distribution System Operator | 19.33 |
| 23370 - General Maintenance Worker | 15.76 |
| 23380 - Ground Support Equipment Mechanic | 21.05 |
| 23381 - Ground Support Equipment Servicer | 17.86 |
| 23382 - Ground Support Equipment Worker | 18.53 |
| 23391 - Gunsmith I | 14.90 |
| 23392 - Gunsmith II | 16.86 |
| 23393 - Gunsmith III | 18.78 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.88 |
| 23430 - Heavy Equipment Mechanic | 18.04 |
| 23440 - Heavy Equipment Operator | 18.62 |
| 23460 - Instrument Mechanic | 22.75 |
| 23465 - Laboratory/Shelter Mechanic | 17.81 |
| 23470 - Laborer | 11.20 |
| 23510 - Locksmith | 17.80 |
| 23530 - Machinery Maintenance Mechanic | 21.46 |
| 23550 - Machinist, Maintenance | 17.80 |
| 23580 - Maintenance Trades Helper | 13.82 |
| 23591 - Metrology Technician I | 22.75 |
| 23592 - Metrology Technician II | 23.79 |
| 23593 - Metrology Technician III | 24.89 |
| 23640 - Millwright | 23.03 |
| 23710 - Office Appliance Repairer | 17.33 |
| 23760 - Painter, Maintenance | 15.61 |
| 23790 - Pipefitter, Maintenance | 21.57 |
| 23810 - Plumber, Maintenance | 21.51 |
| 23820 - Pneudraulic Systems Mechanic | 18.80 |
| 23850 - Rigger | 18.78 |
| 23870 - Scale Mechanic | 16.86 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.63 |
| 23910 - Small Engine Mechanic | 14.85 |
| 23931 - Telecommunications Mechanic I | 23.85 |
| 23932 - Telecommunications Mechanic II | 25.02 |
| 23950 - Telephone Lineman | 23.22 |
| 23960 - Welder, Combination, Maintenance | 17.97 |
| 23965 - well Driller | 18.78 |
| 23970 - Woodcraft Worker | 18.78 |
| 23980 - Woodworker | 13.32 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.22 |
| 24580 - Child Care Center Clerk | 12.43 |
| 24610 - Chore Aide | 9.83 |
| 24620 - Family Readiness And Support Services Coordinator | 12.20 |
| 24630 - Homemaker | 13.11 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.84 |
| 25040 - Sewage Plant Operator | 17.69 |
| 25070 - Stationary Engineer | 20.67 |
| 25190 - Ventilation Equipment Tender | 15.33 |
| 25210 - Water Treatment Plant Operator | 17.69 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.21 |

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| 27007 - Baggage Inspector | 11.06 |
| 27008 - Corrections Officer | 15.64 |
| 27010 - Court Security Officer | 16.68 |
| 27030 - Detection Dog Handler | 13.60 |
| 27040 - Detention Officer | 15.64 |
| 27070 - Firefighter | 18.17 |
| 27101 - Guard I | 11.06 |
| 27102 - Guard II | 13.60 |
| 27131 - Police Officer I | 18.21 |
| 27132 - Police Officer II | 20.24 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.33 |
| 28042 - Carnival Equipment Repairer | 14.17 |
| 28043 - Carnival Equipment Worker | 9.87 |
| 28210 - Gate Attendant/Gate Tender | 12.36 |
| 28310 - Lifeguard | 11.74 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |
| 28515 - Recreation Specialist | 12.54 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 16.81 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.57 |
| 29020 - Hatch Tender | 18.57 |
| 29030 - Line Handler | 18.57 |
| 29041 - Stevedore I | 18.05 |
| 29042 - Stevedore II | 19.63 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.10 |
| 30021 - Archeological Technician I | 17.66 |
| 30022 - Archeological Technician II | 19.75 |
| 30023 - Archeological Technician III | 24.48 |
| 30030 - Cartographic Technician | 24.48 |
| 30040 - Civil Engineering Technician | 24.86 |
| 30061 - Drafter/CAD Operator I | 17.66 |
| 30062 - Drafter/CAD Operator II | 19.75 |
| 30063 - Drafter/CAD Operator III | 22.03 |
| 30064 - Drafter/CAD Operator IV | 27.10 |
| 30081 - Engineering Technician I | 15.52 |
| 30082 - Engineering Technician II | 17.41 |
| 30083 - Engineering Technician III | 19.48 |
| 30084 - Engineering Technician IV | 24.14 |
| 30085 - Engineering Technician V | 29.66 |
| 30086 - Engineering Technician VI | 35.90 |
| 30090 - Environmental Technician | 23.02 |
| 30210 - Laboratory Technician | 21.43 |
| 30240 - Mathematical Technician | 24.48 |
| 30361 - Paralegal/Legal Assistant I | 15.98 |
| 30362 - Paralegal/Legal Assistant II | 18.90 |
| 30363 - Paralegal/Legal Assistant III | 23.12 |
| 30364 - Paralegal/Legal Assistant IV | 27.95 |
| 30390 - Photo-Optics Technician | 24.48 |
| 30461 - Technical Writer I | 24.48 |
| 30462 - Technical Writer II | 29.45 |
| 30463 - Technical Writer III | 32.79 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 22.03 |

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|---|---------------|
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 24.48 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.51 |
| 31030 - Bus Driver | 14.07 |
| 31043 - Driver Courier | 12.36 |
| 31260 - Parking and Lot Attendant | 10.06 |
| 31290 - Shuttle Bus Driver | 13.21 |
| 31310 - Taxi Driver | 10.59 |
| 31361 - Truckdriver, Light | 13.21 |
| 31362 - Truckdriver, Medium | 14.07 |
| 31363 - Truckdriver, Heavy | 15.07 |
| 31364 - Truckdriver, Tractor-Trailer | 15.07 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.88 |
| 99050 - Desk Clerk | 8.22 |
| 99095 - Embalmer | 22.29 |
| 99251 - Laboratory Animal Caretaker I | 9.65 |
| 99252 - Laboratory Animal Caretaker II | 10.31 |
| 99310 - Mortician | 22.29 |
| 99410 - Pest Controller | 13.39 |
| 99510 - Photofinishing Worker | 12.74 |
| 99710 - Recycling Laborer | 14.53 |
| 99711 - Recycling Specialist | 17.02 |
| 99730 - Refuse Collector | 13.30 |
| 99810 - Sales Clerk | 10.75 |
| 99820 - School Crossing Guard | 13.56 |
| 99830 - Survey Party Chief | 18.67 |
| 99831 - Surveying Aide | 11.09 |
| 99832 - Surveying Technician | 16.97 |
| 99840 - Vending Machine Attendant | 10.81 |
| 99841 - Vending Machine Repairer | 12.82 |
| 99842 - Vending Machine Repairer Helper | 10.81 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do

not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2188
Revision No.: 15
Date Of Last Revision: 07/25/2014

States: Indiana, Kentucky, Tennessee

Area: Indiana Counties of Perry, Posey, Spencer, Vanderburgh, Warrick

Kentucky Counties of Butler, Caldwell, Christian, Crittenden, Daviess, Hancock, Henderson, Hopkins, Livingston, Logan, Lyon, McLean, Muhlenberg, Ohio, Todd, Trigg, Union, Warren, Webster

Tennessee Counties of Montgomery, Stewart

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.35 |
| 01012 - Accounting Clerk II | | 13.86 |
| 01013 - Accounting Clerk III | | 15.50 |
| 01020 - Administrative Assistant | | 15.65 |
| 01040 - Court Reporter | | 13.03 |
| 01051 - Data Entry Operator I | | 11.55 |
| 01052 - Data Entry Operator II | | 12.60 |
| 01060 - Dispatcher, Motor Vehicle | | 15.64 |
| 01070 - Document Preparation Clerk | | 11.00 |
| 01090 - Duplicating Machine Operator | | 11.00 |
| 01111 - General Clerk I | | 10.83 |
| 01112 - General Clerk II | | 11.82 |
| 01113 - General Clerk III | | 13.26 |
| 01120 - Housing Referral Assistant | | 14.53 |
| 01141 - Messenger Courier | | 9.22 |
| 01191 - Order Clerk I | | 11.10 |
| 01192 - Order Clerk II | | 12.33 |
| 01261 - Personnel Assistant (Employment) I | | 14.43 |
| 01262 - Personnel Assistant (Employment) II | | 16.14 |
| 01263 - Personnel Assistant (Employment) III | | 18.00 |
| 01270 - Production Control Clerk | | 19.18 |
| 01280 - Receptionist | | 10.38 |
| 01290 - Rental Clerk | | 9.95 |
| 01300 - Scheduler, Maintenance | | 11.65 |
| 01311 - Secretary I | | 11.65 |
| 01312 - Secretary II | | 13.03 |
| 01313 - Secretary III | | 14.53 |
| 01320 - Service Order Dispatcher | | 14.35 |
| 01410 - Supply Technician | | 16.15 |
| 01420 - Survey Worker | | 11.93 |
| 01531 - Travel Clerk I | | 12.44 |
| 01532 - Travel Clerk II | | 13.21 |
| 01533 - Travel Clerk III | | 13.92 |
| 01611 - Word Processor I | | 11.98 |
| 01612 - Word Processor II | | 13.44 |
| 01613 - Word Processor III | | 15.03 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 17.91 |
| 05010 - Automotive Electrician | | 17.11 |
| 05040 - Automotive Glass Installer | | 16.28 |
| 05070 - Automotive Worker | | 16.28 |
| 05110 - Mobile Equipment Servicer | | 14.59 |
| 05130 - Motor Equipment Metal Mechanic | | 17.91 |
| 05160 - Motor Equipment Metal Worker | | 16.28 |
| 05190 - Motor Vehicle Mechanic | | 17.91 |
| 05220 - Motor Vehicle Mechanic Helper | | 13.73 |
| 05250 - Motor Vehicle Upholstery Worker | | 15.45 |
| 05280 - Motor Vehicle Wrecker | | 16.28 |
| 05310 - Painter, Automotive | | 17.11 |
| 05340 - Radiator Repair Specialist | | 16.28 |
| 05370 - Tire Repairer | | 12.86 |
| 05400 - Transmission Repair Specialist | | 17.19 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 13.37 |

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|--|-------|
| 07041 - Cook I | 10.90 |
| 07042 - Cook II | 12.15 |
| 07070 - Dishwasher | 8.49 |
| 07130 - Food Service Worker | 8.48 |
| 07210 - Meat Cutter | 13.12 |
| 07260 - Waiter/Waitress | 8.97 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.17 |
| 09040 - Furniture Handler | 11.82 |
| 09080 - Furniture Refinisher | 17.17 |
| 09090 - Furniture Refinisher Helper | 13.82 |
| 09110 - Furniture Repairer, Minor | 15.50 |
| 09130 - Upholsterer | 17.17 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.73 |
| 11060 - Elevator Operator | 9.93 |
| 11090 - Gardener | 12.49 |
| 11122 - Housekeeping Aide | 9.38 |
| 11150 - Janitor | 9.95 |
| 11210 - Laborer, Grounds Maintenance | 9.93 |
| 11240 - Maid or Houseman | 7.90 |
| 11260 - Pruner | 9.42 |
| 11270 - Tractor Operator | 11.68 |
| 11330 - Trail Maintenance Worker | 9.93 |
| 11360 - Window Cleaner | 10.70 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.86 |
| 12011 - Breath Alcohol Technician | 15.41 |
| 12012 - Certified Occupational Therapist Assistant | 21.53 |
| 12015 - Certified Physical Therapist Assistant | 22.48 |
| 12020 - Dental Assistant | 14.05 |
| 12025 - Dental Hygienist | 25.70 |
| 12030 - EKG Technician | 20.58 |
| 12035 - Electroneurodiagnostic Technologist | 20.58 |
| 12040 - Emergency Medical Technician | 13.68 |
| 12071 - Licensed Practical Nurse I | 14.93 |
| 12072 - Licensed Practical Nurse II | 16.69 |
| 12073 - Licensed Practical Nurse III | 18.61 |
| 12100 - Medical Assistant | 11.37 |
| 12130 - Medical Laboratory Technician | 16.90 |
| 12160 - Medical Record Clerk | 12.26 |
| 12190 - Medical Record Technician | 13.71 |
| 12195 - Medical Transcriptionist | 13.40 |
| 12210 - Nuclear Medicine Technologist | 27.88 |
| 12221 - Nursing Assistant I | 10.15 |
| 12222 - Nursing Assistant II | 11.41 |
| 12223 - Nursing Assistant III | 12.45 |
| 12224 - Nursing Assistant IV | 13.98 |
| 12235 - Optical Dispenser | 16.90 |
| 12236 - Optical Technician | 13.99 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.98 |
| 12305 - Radiologic Technologist | 21.61 |
| 12311 - Registered Nurse I | 21.17 |
| 12312 - Registered Nurse II | 25.89 |
| 12313 - Registered Nurse II, Specialist | 25.89 |
| 12314 - Registered Nurse III | 31.32 |
| 12315 - Registered Nurse III, Anesthetist | 31.32 |
| 12316 - Registered Nurse IV | 37.54 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.08 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.88 |
| 13012 - Exhibits Specialist II | 20.92 |

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| 13013 - Exhibits Specialist III | 25.91 |
| 13041 - Illustrator I | 16.88 |
| 13042 - Illustrator II | 20.92 |
| 13043 - Illustrator III | 25.91 |
| 13047 - Librarian | 23.16 |
| 13050 - Library Aide/Clerk | 9.39 |
| 13054 - Library Information Technology Systems Administrator | 20.92 |
| 13058 - Library Technician | 13.35 |
| 13061 - Media Specialist I | 15.09 |
| 13062 - Media Specialist II | 16.88 |
| 13063 - Media Specialist III | 18.83 |
| 13071 - Photographer I | 13.29 |
| 13072 - Photographer II | 14.87 |
| 13073 - Photographer III | 18.42 |
| 13074 - Photographer IV | 21.08 |
| 13075 - Photographer V | 22.87 |
| 13110 - Video Teleconference Technician | 15.09 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.13 |
| 14042 - Computer Operator II | 16.01 |
| 14043 - Computer Operator III | 17.85 |
| 14044 - Computer Operator IV | 19.84 |
| 14045 - Computer Operator V | 21.98 |
| 14071 - Computer Programmer I | (see 2) 20.94 |
| 14072 - Computer Programmer II | (see 2) 25.96 |
| 14073 - Computer Programmer III | (see 2) |
| 14074 - Computer Programmer IV | (see 2) |
| 14101 - Computer Systems Analyst I | (see 2) |
| 14102 - Computer Systems Analyst II | (see 2) |
| 14103 - Computer Systems Analyst III | (see 2) |
| 14150 - Peripheral Equipment Operator | 14.13 |
| 14160 - Personal Computer Support Technician | 21.98 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.95 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.23 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.68 |
| 15050 - Computer Based Training Specialist / Instructor | 27.36 |
| 15060 - Educational Technologist | 27.18 |
| 15070 - Flight Instructor (Pilot) | 39.68 |
| 15080 - Graphic Artist | 19.39 |
| 15090 - Technical Instructor | 18.54 |
| 15095 - Technical Instructor/Course Developer | 22.68 |
| 15110 - Test Proctor | 14.96 |
| 15120 - Tutor | 14.96 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.96 |
| 16030 - Counter Attendant | 8.96 |
| 16040 - Dry Cleaner | 11.16 |
| 16070 - Finisher, Flatwork, Machine | 8.96 |
| 16090 - Presser, Hand | 8.96 |
| 16110 - Presser, Machine, Drycleaning | 8.96 |
| 16130 - Presser, Machine, Shirts | 8.96 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.96 |
| 16190 - Sewing Machine Operator | 11.86 |
| 16220 - Tailor | 12.51 |
| 16250 - Washer, Machine | 9.76 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.35 |
| 19040 - Tool And Die Maker | 22.22 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.85 |
| 21030 - Material Coordinator | 19.18 |

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|---|-------|
| 21040 - Material Expediter | 19.18 |
| 21050 - Material Handling Laborer | 12.75 |
| 21071 - Order Filler | 11.70 |
| 21080 - Production Line Worker (Food Processing) | 13.85 |
| 21110 - Shipping Packer | 14.07 |
| 21130 - Shipping/Receiving Clerk | 14.07 |
| 21140 - Store Worker I | 12.19 |
| 21150 - Stock Clerk | 16.22 |
| 21210 - Tools And Parts Attendant | 13.85 |
| 21410 - Warehouse Specialist | 13.85 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.08 |
| 23021 - Aircraft Mechanic I | 21.05 |
| 23022 - Aircraft Mechanic II | 22.08 |
| 23023 - Aircraft Mechanic III | 23.09 |
| 23040 - Aircraft Mechanic Helper | 15.70 |
| 23050 - Aircraft, Painter | 19.48 |
| 23060 - Aircraft Servicer | 17.86 |
| 23080 - Aircraft Worker | 18.98 |
| 23110 - Appliance Mechanic | 17.18 |
| 23120 - Bicycle Repairer | 12.87 |
| 23125 - Cable Splicer | 22.66 |
| 23130 - Carpenter, Maintenance | 15.78 |
| 23140 - Carpet Layer | 16.86 |
| 23160 - Electrician, Maintenance | 19.65 |
| 23181 - Electronics Technician Maintenance I | 21.98 |
| 23182 - Electronics Technician Maintenance II | 23.23 |
| 23183 - Electronics Technician Maintenance III | 26.91 |
| 23260 - Fabric Worker | 15.85 |
| 23290 - Fire Alarm System Mechanic | 18.23 |
| 23310 - Fire Extinguisher Repairer | 14.90 |
| 23311 - Fuel Distribution System Mechanic | 20.41 |
| 23312 - Fuel Distribution System Operator | 19.33 |
| 23370 - General Maintenance Worker | 15.76 |
| 23380 - Ground Support Equipment Mechanic | 21.05 |
| 23381 - Ground Support Equipment Servicer | 17.86 |
| 23382 - Ground Support Equipment Worker | 18.53 |
| 23391 - Gunsmith I | 14.90 |
| 23392 - Gunsmith II | 16.86 |
| 23393 - Gunsmith III | 18.78 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.88 |
| 23430 - Heavy Equipment Mechanic | 18.04 |
| 23440 - Heavy Equipment Operator | 18.62 |
| 23460 - Instrument Mechanic | 22.75 |
| 23465 - Laboratory/Shelter Mechanic | 17.81 |
| 23470 - Laborer | 11.20 |
| 23510 - Locksmith | 17.80 |
| 23530 - Machinery Maintenance Mechanic | 21.46 |
| 23550 - Machinist, Maintenance | 17.80 |
| 23580 - Maintenance Trades Helper | 13.82 |
| 23591 - Metrology Technician I | 22.75 |
| 23592 - Metrology Technician II | 23.79 |
| 23593 - Metrology Technician III | 24.89 |
| 23640 - Millwright | 23.03 |
| 23710 - Office Appliance Repairer | 17.33 |
| 23760 - Painter, Maintenance | 15.61 |
| 23790 - Pipefitter, Maintenance | 21.57 |
| 23810 - Plumber, Maintenance | 21.51 |
| 23820 - Pneudraulic Systems Mechanic | 18.80 |
| 23850 - Rigger | 18.78 |

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| 23870 - Scale Mechanic | 16.86 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.63 |
| 23910 - Small Engine Mechanic | 14.85 |
| 23931 - Telecommunications Mechanic I | 23.85 |
| 23932 - Telecommunications Mechanic II | 25.02 |
| 23950 - Telephone Lineman | 23.22 |
| 23960 - Welder, Combination, Maintenance | 17.97 |
| 23965 - Well Driller | 18.78 |
| 23970 - Woodcraft Worker | 18.78 |
| 23980 - Woodworker | 13.32 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.22 |
| 24580 - Child Care Center Clerk | 12.43 |
| 24610 - Chore Aide | 9.83 |
| 24620 - Family Readiness And Support Services Coordinator | 12.20 |
| 24630 - Homemaker | 13.11 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.84 |
| 25040 - Sewage Plant Operator | 17.69 |
| 25070 - Stationary Engineer | 20.67 |
| 25190 - Ventilation Equipment Tender | 15.33 |
| 25210 - Water Treatment Plant Operator | 17.69 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.21 |
| 27007 - Baggage Inspector | 11.06 |
| 27008 - Corrections Officer | 15.64 |
| 27010 - Court Security Officer | 16.68 |
| 27030 - Detection Dog Handler | 13.60 |
| 27040 - Detention Officer | 15.64 |
| 27070 - Firefighter | 18.17 |
| 27101 - Guard I | 11.06 |
| 27102 - Guard II | 13.60 |
| 27131 - Police Officer I | 18.21 |
| 27132 - Police Officer II | 20.24 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.33 |
| 28042 - Carnival Equipment Repairer | 14.17 |
| 28043 - Carnival Equipment Worker | 9.87 |
| 28210 - Gate Attendant/Gate Tender | 12.36 |
| 28310 - Lifeguard | 11.74 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |
| 28515 - Recreation Specialist | 12.54 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 16.81 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.57 |
| 29020 - Hatch Tender | 18.57 |
| 29030 - Line Handler | 18.57 |
| 29041 - Stevedore I | 18.05 |
| 29042 - Stevedore II | 19.63 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 1) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 1) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 1) | 27.10 |
| 30021 - Archeological Technician I | 17.66 |
| 30022 - Archeological Technician II | 19.75 |
| 30023 - Archeological Technician III | 24.48 |
| 30030 - Cartographic Technician | 24.48 |
| 30040 - Civil Engineering Technician | 24.86 |
| 30061 - Drafter/CAD Operator I | 17.66 |
| 30062 - Drafter/CAD Operator II | 19.75 |

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| 30063 | - Drafter/CAD Operator III | 22.03 |
| 30064 | - Drafter/CAD Operator IV | 27.10 |
| 30081 | - Engineering Technician I | 15.52 |
| 30082 | - Engineering Technician II | 17.41 |
| 30083 | - Engineering Technician III | 19.48 |
| 30084 | - Engineering Technician IV | 24.14 |
| 30085 | - Engineering Technician V | 29.66 |
| 30086 | - Engineering Technician VI | 35.90 |
| 30090 | - Environmental Technician | 23.02 |
| 30210 | - Laboratory Technician | 21.43 |
| 30240 | - Mathematical Technician | 24.48 |
| 30361 | - Paralegal/Legal Assistant I | 15.98 |
| 30362 | - Paralegal/Legal Assistant II | 18.90 |
| 30363 | - Paralegal/Legal Assistant III | 23.12 |
| 30364 | - Paralegal/Legal Assistant IV | 27.95 |
| 30390 | - Photo-Optics Technician | 24.48 |
| 30461 | - Technical Writer I | 24.48 |
| 30462 | - Technical Writer II | 29.45 |
| 30463 | - Technical Writer III | 32.79 |
| 30491 | - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 | - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 | - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 | - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 | - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 | - Weather Observer, Combined Upper Air Or | (see 1) 22.03 |
| Surface Programs | | |
| 30621 | - Weather Observer, Senior | (see 1) 24.48 |
| 31000 | - Transportation/Mobile Equipment Operation Occupations | |
| 31020 | - Bus Aide | 10.51 |
| 31030 | - Bus Driver | 14.07 |
| 31043 | - Driver Courier | 12.36 |
| 31260 | - Parking and Lot Attendant | 10.06 |
| 31290 | - Shuttle Bus Driver | 13.21 |
| 31310 | - Taxi Driver | 10.59 |
| 31361 | - Truckdriver, Light | 13.21 |
| 31362 | - Truckdriver, Medium | 14.07 |
| 31363 | - Truckdriver, Heavy | 15.07 |
| 31364 | - Truckdriver, Tractor-Trailer | 15.07 |
| 99000 | - Miscellaneous Occupations | |
| 99030 | - Cashier | 7.88 |
| 99050 | - Desk Clerk | 8.22 |
| 99095 | - Embalmer | 22.29 |
| 99251 | - Laboratory Animal Caretaker I | 9.65 |
| 99252 | - Laboratory Animal Caretaker II | 10.31 |
| 99310 | - Mortician | 22.29 |
| 99410 | - Pest Controller | 13.39 |
| 99510 | - Photofinishing Worker | 12.74 |
| 99710 | - Recycling Laborer | 14.53 |
| 99711 | - Recycling Specialist | 17.02 |
| 99730 | - Refuse Collector | 13.30 |
| 99810 | - Sales Clerk | 10.75 |
| 99820 | - School Crossing Guard | 13.56 |
| 99830 | - Survey Party Chief | 18.67 |
| 99831 | - Surveying Aide | 11.09 |
| 99832 | - Surveying Technician | 16.97 |
| 99840 | - Vending Machine Attendant | 10.81 |
| 99841 | - Vending Machine Repairer | 12.82 |
| 99842 | - Vending Machine Repairer Helper | 10.81 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

2) **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).

1) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

ordance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of
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Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2189
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: Indiana, Ohio

Area: Indiana Counties of Adams, Allen, Blackford, De Kalb, Grant, Huntington, Jay, Lagrange, Noble, Steuben, Wabash, Wells, Whitley

Ohio Counties of Defiance, Paulding, Williams

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.12 |
| 01012 - Accounting Clerk II | | 14.74 |
| 01013 - Accounting Clerk III | | 16.49 |
| 01020 - Administrative Assistant | | 17.32 |
| 01040 - Court Reporter | | 20.85 |
| 01051 - Data Entry Operator I | | 13.63 |
| 01052 - Data Entry Operator II | | 14.88 |
| 01060 - Dispatcher, Motor Vehicle | | 17.20 |
| 01070 - Document Preparation Clerk | | 12.06 |
| 01090 - Duplicating Machine Operator | | 12.30 |
| 01111 - General Clerk I | | 11.78 |
| 01112 - General Clerk II | | 12.86 |
| 01113 - General Clerk III | | 14.43 |
| 01120 - Housing Referral Assistant | | 17.22 |
| 01141 - Messenger Courier | | 11.49 |
| 01191 - Order Clerk I | | 12.97 |
| 01192 - Order Clerk II | | 14.15 |
| 01261 - Personnel Assistant (Employment) I | | 15.01 |
| 01262 - Personnel Assistant (Employment) II | | 16.79 |
| 01263 - Personnel Assistant (Employment) III | | 18.73 |
| 01270 - Production Control Clerk | | 21.04 |
| 01280 - Receptionist | | 11.66 |
| 01290 - Rental Clerk | | 10.60 |
| 01300 - Scheduler, Maintenance | | 13.80 |
| 01311 - Secretary I | | 13.80 |
| 01312 - Secretary II | | 15.44 |
| 01313 - Secretary III | | 17.22 |
| 01320 - Service Order Dispatcher | | 16.29 |
| 01410 - Supply Technician | | 18.99 |

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| 01420 - Survey Worker | 13.88 |
| 01531 - Travel Clerk I | 12.86 |
| 01532 - Travel Clerk II | 13.72 |
| 01533 - Travel Clerk III | 14.55 |
| 01611 - Word Processor I | 12.86 |
| 01612 - Word Processor II | 14.43 |
| 01613 - Word Processor III | 16.14 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.96 |
| 05010 - Automotive Electrician | 18.37 |
| 05040 - Automotive Glass Installer | 17.76 |
| 05070 - Automotive Worker | 17.76 |
| 05110 - Mobile Equipment Servicer | 16.52 |
| 05130 - Motor Equipment Metal Mechanic | 18.96 |
| 05160 - Motor Equipment Metal Worker | 17.76 |
| 05190 - Motor Vehicle Mechanic | 18.96 |
| 05220 - Motor Vehicle Mechanic Helper | 15.90 |
| 05250 - Motor Vehicle Upholstery Worker | 17.11 |
| 05280 - Motor Vehicle Wrecker | 17.76 |
| 05310 - Painter, Automotive | 18.37 |
| 05340 - Radiator Repair Specialist | 17.76 |
| 05370 - Tire Repairer | 14.09 |
| 05400 - Transmission Repair Specialist | 18.96 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.93 |
| 07041 - Cook I | 10.69 |
| 07042 - Cook II | 11.48 |
| 07070 - Dishwasher | 7.83 |
| 07130 - Food Service Worker | 8.81 |
| 07210 - Meat Cutter | 14.57 |
| 07260 - Waiter/Waitress | 8.21 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.83 |
| 09040 - Furniture Handler | 13.78 |
| 09080 - Furniture Refinisher | 17.83 |
| 09090 - Furniture Refinisher Helper | 15.43 |
| 09110 - Furniture Repairer, Minor | 16.61 |
| 09130 - Upholsterer | 17.83 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.28 |
| 11060 - Elevator Operator | 10.28 |
| 11090 - Gardener | 12.42 |
| 11122 - Housekeeping Aide | 10.09 |
| 11150 - Janitor | 11.34 |
| 11210 - Laborer, Grounds Maintenance | 11.35 |
| 11240 - Maid or Houseman | 9.16 |
| 11260 - Pruner | 11.68 |
| 11270 - Tractor Operator | 12.45 |
| 11330 - Trail Maintenance Worker | 11.35 |
| 11360 - Window Cleaner | 12.45 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.16 |
| 12011 - Breath Alcohol Technician | 15.16 |
| 12012 - Certified Occupational Therapist Assistant | 22.06 |
| 12015 - Certified Physical Therapist Assistant | 21.66 |
| 12020 - Dental Assistant | 15.96 |
| 12025 - Dental Hygienist | 26.13 |
| 12030 - EKG Technician | 26.40 |
| 12035 - Electroneurodiagnostic Technologist | 26.40 |
| 12040 - Emergency Medical Technician | 15.16 |
| 12071 - Licensed Practical Nurse I | 15.57 |
| 12072 - Licensed Practical Nurse II | 17.41 |
| 12073 - Licensed Practical Nurse III | 19.44 |

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| 12100 - Medical Assistant | 12.57 |
| 12130 - Medical Laboratory Technician | 16.51 |
| 12160 - Medical Record Clerk | 12.95 |
| 12190 - Medical Record Technician | 14.49 |
| 12195 - Medical Transcriptionist | 14.60 |
| 12210 - Nuclear Medicine Technologist | 29.15 |
| 12221 - Nursing Assistant I | 9.16 |
| 12222 - Nursing Assistant II | 10.30 |
| 12223 - Nursing Assistant III | 11.24 |
| 12224 - Nursing Assistant IV | 12.61 |
| 12235 - Optical Dispenser | 14.03 |
| 12236 - Optical Technician | 14.80 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 12.61 |
| 12305 - Radiologic Technologist | 22.78 |
| 12311 - Registered Nurse I | 20.35 |
| 12312 - Registered Nurse II | 24.89 |
| 12313 - Registered Nurse II, Specialist | 24.89 |
| 12314 - Registered Nurse III | 30.11 |
| 12315 - Registered Nurse III, Anesthetist | 30.11 |
| 12316 - Registered Nurse IV | 36.09 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.61 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.47 |
| 13012 - Exhibits Specialist II | 20.41 |
| 13013 - Exhibits Specialist III | 24.95 |
| 13041 - Illustrator I | 16.47 |
| 13042 - Illustrator II | 20.41 |
| 13043 - Illustrator III | 24.95 |
| 13047 - Librarian | 21.54 |
| 13050 - Library Aide/Clerk | 11.01 |
| 13054 - Library Information Technology Systems Administrator | 19.46 |
| 13058 - Library Technician | 12.62 |
| 13061 - Media Specialist I | 14.04 |
| 13062 - Media Specialist II | 15.70 |
| 13063 - Media Specialist III | 17.50 |
| 13071 - Photographer I | 13.50 |
| 13072 - Photographer II | 15.10 |
| 13073 - Photographer III | 18.71 |
| 13074 - Photographer IV | 22.89 |
| 13075 - Photographer V | 27.69 |
| 13110 - Video Teleconference Technician | 15.36 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.81 |
| 14042 - Computer Operator II | 18.80 |
| 14043 - Computer Operator III | 20.97 |
| 14044 - Computer Operator IV | 23.30 |
| 14045 - Computer Operator V | 25.80 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 16.81 |
| 14160 - Personal Computer Support Technician | 23.30 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 31.32 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.89 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.43 |
| 15050 - Computer Based Training Specialist / Instructor | 31.32 |

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| 15060 - Educational Technologist | 26.32 |
| 15070 - Flight Instructor (Pilot) | 42.43 |
| 15080 - Graphic Artist | 21.71 |
| 15090 - Technical Instructor | 19.04 |
| 15095 - Technical Instructor/Course Developer | 23.29 |
| 15110 - Test Proctor | 15.36 |
| 15120 - Tutor | 15.36 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.13 |
| 16030 - Counter Attendant | 9.13 |
| 16040 - Dry Cleaner | 11.56 |
| 16070 - Finisher, Flatwork, Machine | 9.13 |
| 16090 - Presser, Hand | 9.13 |
| 16110 - Presser, Machine, Drycleaning | 9.13 |
| 16130 - Presser, Machine, Shirts | 9.13 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.13 |
| 16190 - Sewing Machine Operator | 12.37 |
| 16220 - Tailor | 13.18 |
| 16250 - Washer, Machine | 9.91 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.91 |
| 19040 - Tool And Die Maker | 22.71 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.01 |
| 21030 - Material Coordinator | 21.04 |
| 21040 - Material Expediter | 21.04 |
| 21050 - Material Handling Laborer | 12.33 |
| 21071 - Order Filler | 10.58 |
| 21080 - Production Line Worker (Food Processing) | 16.01 |
| 21110 - Shipping Packer | 13.56 |
| 21130 - Shipping/Receiving Clerk | 13.56 |
| 21140 - Store Worker I | 13.05 |
| 21150 - Stock Clerk | 17.39 |
| 21210 - Tools And Parts Attendant | 16.13 |
| 21410 - Warehouse Specialist | 16.01 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.78 |
| 23021 - Aircraft Mechanic I | 26.86 |
| 23022 - Aircraft Mechanic II | 27.78 |
| 23023 - Aircraft Mechanic III | 28.82 |
| 23040 - Aircraft Mechanic Helper | 20.43 |
| 23050 - Aircraft, Painter | 26.01 |
| 23060 - Aircraft Servicer | 23.55 |
| 23080 - Aircraft Worker | 24.86 |
| 23110 - Appliance Mechanic | 19.68 |
| 23120 - Bicycle Repairer | 14.09 |
| 23125 - Cable Splicer | 26.64 |
| 23130 - Carpenter, Maintenance | 20.13 |
| 23140 - Carpet Layer | 22.40 |
| 23160 - Electrician, Maintenance | 26.41 |
| 23181 - Electronics Technician Maintenance I | 21.58 |
| 23182 - Electronics Technician Maintenance II | 22.73 |
| 23183 - Electronics Technician Maintenance III | 23.47 |
| 23260 - Fabric Worker | 18.78 |
| 23290 - Fire Alarm System Mechanic | 21.57 |
| 23310 - Fire Extinguisher Repairer | 17.54 |
| 23311 - Fuel Distribution System Mechanic | 24.61 |
| 23312 - Fuel Distribution System Operator | 18.19 |
| 23370 - General Maintenance Worker | 17.52 |
| 23380 - Ground Support Equipment Mechanic | 26.86 |
| 23381 - Ground Support Equipment Servicer | 23.55 |
| 23382 - Ground Support Equipment Worker | 24.86 |
| 23391 - Gunsmith I | 17.54 |

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| 23392 - Gunsmith II | 19.83 |
| 23393 - Gunsmith III | 21.57 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.14 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.99 |
| 23430 - Heavy Equipment Mechanic | 20.30 |
| 23440 - Heavy Equipment Operator | 21.96 |
| 23460 - Instrument Mechanic | 21.57 |
| 23465 - Laboratory/Shelter Mechanic | 20.89 |
| 23470 - Laborer | 12.55 |
| 23510 - Locksmith | 20.10 |
| 23530 - Machinery Maintenance Mechanic | 21.96 |
| 23550 - Machinist, Maintenance | 20.24 |
| 23580 - Maintenance Trades Helper | 15.43 |
| 23591 - Metrology Technician I | 21.57 |
| 23592 - Metrology Technician II | 22.31 |
| 23593 - Metrology Technician III | 23.14 |
| 23640 - Millwright | 23.47 |
| 23710 - Office Appliance Repairer | 20.48 |
| 23760 - Painter, Maintenance | 19.31 |
| 23790 - Pipefitter, Maintenance | 25.33 |
| 23810 - Plumber, Maintenance | 24.09 |
| 23820 - Pneudraulic Systems Mechanic | 21.57 |
| 23850 - Rigger | 21.57 |
| 23870 - Scale Mechanic | 19.83 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.92 |
| 23910 - Small Engine Mechanic | 18.96 |
| 23931 - Telecommunications Mechanic I | 23.46 |
| 23932 - Telecommunications Mechanic II | 24.27 |
| 23950 - Telephone Lineman | 20.71 |
| 23960 - Welder, Combination, Maintenance | 20.24 |
| 23965 - Well Driller | 21.57 |
| 23970 - Woodcraft Worker | 21.57 |
| 23980 - Woodworker | 16.04 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.67 |
| 24580 - Child Care Center Clerk | 15.39 |
| 24610 - Chore Aide | 9.96 |
| 24620 - Family Readiness And Support Services Coordinator | 12.17 |
| 24630 - Homemaker | 17.11 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.91 |
| 25040 - Sewage Plant Operator | 19.42 |
| 25070 - Stationary Engineer | 22.91 |
| 25190 - Ventilation Equipment Tender | 16.99 |
| 25210 - Water Treatment Plant Operator | 18.57 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.17 |
| 27007 - Baggage Inspector | 12.10 |
| 27008 - Corrections Officer | 16.54 |
| 27010 - Court Security Officer | 17.57 |
| 27030 - Detection Dog Handler | 16.13 |
| 27040 - Detention Officer | 16.54 |
| 27070 - Firefighter | 17.55 |
| 27101 - Guard I | 12.10 |
| 27102 - Guard II | 16.13 |
| 27131 - Police Officer I | 20.69 |
| 27132 - Police Officer II | 22.99 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.38 |
| 28042 - Carnival Equipment Repairer | 10.79 |

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| 28043 - Carnival Equipment Worker | 8.60 |
| 28210 - Gate Attendant/Gate Tender | 13.36 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.95 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.91 |
| 28515 - Recreation Specialist | 16.24 |
| 28630 - Sports Official | 11.91 |
| 28690 - Swimming Pool Operator | 20.90 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.62 |
| 29020 - Hatch Tender | 22.62 |
| 29030 - Line Handler | 22.62 |
| 29041 - Stevedore I | 21.42 |
| 29042 - Stevedore II | 25.65 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.85 |
| 30022 - Archeological Technician II | 19.88 |
| 30023 - Archeological Technician III | 25.12 |
| 30030 - Cartographic Technician | 24.72 |
| 30040 - Civil Engineering Technician | 22.59 |
| 30061 - Drafter/CAD Operator I | 17.85 |
| 30062 - Drafter/CAD Operator II | 19.88 |
| 30063 - Drafter/CAD Operator III | 21.82 |
| 30064 - Drafter/CAD Operator IV | 26.84 |
| 30081 - Engineering Technician I | 15.92 |
| 30082 - Engineering Technician II | 17.86 |
| 30083 - Engineering Technician III | 19.98 |
| 30084 - Engineering Technician IV | 24.76 |
| 30085 - Engineering Technician V | 30.29 |
| 30086 - Engineering Technician VI | 36.64 |
| 30090 - Environmental Technician | 23.21 |
| 30210 - Laboratory Technician | 18.48 |
| 30240 - Mathematical Technician | 24.53 |
| 30361 - Paralegal/Legal Assistant I | 16.27 |
| 30362 - Paralegal/Legal Assistant II | 20.16 |
| 30363 - Paralegal/Legal Assistant III | 24.66 |
| 30364 - Paralegal/Legal Assistant IV | 29.83 |
| 30390 - Photo-Optics Technician | 24.53 |
| 30461 - Technical Writer I | 24.95 |
| 30462 - Technical Writer II | 30.54 |
| 30463 - Technical Writer III | 36.92 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 3) | 21.82 |
| 30621 - Weather Observer, Senior (see 3) | 24.22 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.34 |
| 31030 - Bus Driver | 18.12 |
| 31043 - Driver Courier | 14.28 |
| 31260 - Parking and Lot Attendant | 10.82 |
| 31290 - Shuttle Bus Driver | 15.55 |
| 31310 - Taxi Driver | 12.98 |
| 31361 - Truckdriver, Light | 15.39 |
| 31362 - Truckdriver, Medium | 16.50 |
| 31363 - Truckdriver, Heavy | 20.33 |
| 31364 - Truckdriver, Tractor-Trailer | 20.33 |

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| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.94 |
| 99050 - Desk Clerk | 10.67 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 10.21 |
| 99252 - Laboratory Animal Caretaker II | 10.99 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 15.93 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 16.81 |
| 99711 - Recycling Specialist | 18.71 |
| 99730 - Refuse Collector | 15.31 |
| 99810 - Sales Clerk | 11.07 |
| 99820 - School Crossing Guard | 13.05 |
| 99830 - Survey Party Chief | 21.85 |
| 99831 - Surveying Aide | 12.89 |
| 99832 - Surveying Technician | 15.76 |
| 99840 - Vending Machine Attendant | 14.72 |
| 99841 - Vending Machine Repairer | 16.45 |
| 99842 - Vending Machine Repairer Helper | 14.72 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 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 4174)

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) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2190
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: Indiana, Ohio

Area: Indiana Counties of Adams, Allen, Blackford, De Kalb, Grant, Huntington, Jay, Lagrange, Noble, Steuben, Wabash, Wells, Whitley

Ohio Counties of Defiance, Paulding, Williams

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

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|---|-------|
| 01000 - Administrative Support And Clerical Occupations | |
| 01011 - Accounting Clerk I | 13.12 |
| 01012 - Accounting Clerk II | 14.74 |
| 01013 - Accounting Clerk III | 16.49 |
| 01020 - Administrative Assistant | 17.32 |
| 01040 - Court Reporter | 20.85 |
| 01051 - Data Entry Operator I | 13.63 |
| 01052 - Data Entry Operator II | 14.88 |
| 01060 - Dispatcher, Motor Vehicle | 17.20 |
| 01070 - Document Preparation Clerk | 12.06 |
| 01090 - Duplicating Machine Operator | 12.30 |
| 01111 - General Clerk I | 11.78 |
| 01112 - General Clerk II | 12.86 |
| 01113 - General Clerk III | 14.43 |
| 01120 - Housing Referral Assistant | 17.22 |
| 01141 - Messenger Courier | 11.49 |
| 01191 - Order Clerk I | 12.97 |
| 01192 - Order Clerk II | 14.15 |
| 01261 - Personnel Assistant (Employment) I | 15.01 |
| 01262 - Personnel Assistant (Employment) II | 16.79 |
| 01263 - Personnel Assistant (Employment) III | 18.73 |
| 01270 - Production Control Clerk | 21.04 |
| 01280 - Receptionist | 11.66 |
| 01290 - Rental Clerk | 10.60 |
| 01300 - Scheduler, Maintenance | 13.80 |
| 01311 - Secretary I | 13.80 |
| 01312 - Secretary II | 15.44 |
| 01313 - Secretary III | 17.22 |
| 01320 - Service Order Dispatcher | 16.29 |
| 01410 - Supply Technician | 18.99 |
| 01420 - Survey Worker | 13.88 |
| 01531 - Travel Clerk I | 12.86 |
| 01532 - Travel Clerk II | 13.72 |
| 01533 - Travel Clerk III | 14.55 |
| 01611 - Word Processor I | 12.86 |
| 01612 - Word Processor II | 14.43 |
| 01613 - Word Processor III | 16.14 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.96 |
| 05010 - Automotive Electrician | 18.37 |
| 05040 - Automotive Glass Installer | 17.76 |
| 05070 - Automotive Worker | 17.76 |
| 05110 - Mobile Equipment Servicer | 16.52 |
| 05130 - Motor Equipment Metal Mechanic | 18.96 |
| 05160 - Motor Equipment Metal Worker | 17.76 |
| 05190 - Motor Vehicle Mechanic | 18.96 |
| 05220 - Motor Vehicle Mechanic Helper | 15.90 |
| 05250 - Motor Vehicle Upholstery Worker | 17.11 |
| 05280 - Motor Vehicle Wrecker | 17.76 |
| 05310 - Painter, Automotive | 18.37 |
| 05340 - Radiator Repair Specialist | 17.76 |
| 05370 - Tire Repairer | 14.09 |
| 05400 - Transmission Repair Specialist | 18.96 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.93 |
| 07041 - Cook I | 10.69 |
| 07042 - Cook II | 11.48 |
| 07070 - Dishwasher | 7.83 |
| 07130 - Food Service Worker | 8.81 |
| 07210 - Meat Cutter | 14.57 |
| 07260 - Waiter/Waitress | 8.21 |
| 09000 - Furniture Maintenance And Repair Occupations | |

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| 09010 - Electrostatic Spray Painter | 17.83 |
| 09040 - Furniture Handler | 13.78 |
| 09080 - Furniture Refinisher | 17.83 |
| 09090 - Furniture Refinisher Helper | 15.43 |
| 09110 - Furniture Repairer, Minor | 16.61 |
| 09130 - Upholsterer | 17.83 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.28 |
| 11060 - Elevator Operator | 10.28 |
| 11090 - Gardener | 12.42 |
| 11122 - Housekeeping Aide | 10.09 |
| 11150 - Janitor | 11.34 |
| 11210 - Laborer, Grounds Maintenance | 11.35 |
| 11240 - Maid or Houseman | 9.16 |
| 11260 - Pruner | 11.68 |
| 11270 - Tractor Operator | 12.45 |
| 11330 - Trail Maintenance Worker | 11.35 |
| 11360 - Window Cleaner | 12.45 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.16 |
| 12011 - Breath Alcohol Technician | 15.16 |
| 12012 - Certified Occupational Therapist Assistant | 22.06 |
| 12015 - Certified Physical Therapist Assistant | 21.66 |
| 12020 - Dental Assistant | 15.96 |
| 12025 - Dental Hygienist | 26.13 |
| 12030 - EKG Technician | 26.40 |
| 12035 - Electroneurodiagnostic Technologist | 26.40 |
| 12040 - Emergency Medical Technician | 15.16 |
| 12071 - Licensed Practical Nurse I | 15.57 |
| 12072 - Licensed Practical Nurse II | 17.41 |
| 12073 - Licensed Practical Nurse III | 19.44 |
| 12100 - Medical Assistant | 12.57 |
| 12130 - Medical Laboratory Technician | 16.51 |
| 12160 - Medical Record Clerk | 12.95 |
| 12190 - Medical Record Technician | 14.49 |
| 12195 - Medical Transcriptionist | 14.60 |
| 12210 - Nuclear Medicine Technologist | 29.15 |
| 12221 - Nursing Assistant I | 9.16 |
| 12222 - Nursing Assistant II | 10.30 |
| 12223 - Nursing Assistant III | 11.24 |
| 12224 - Nursing Assistant IV | 12.61 |
| 12235 - Optical Dispenser | 14.03 |
| 12236 - Optical Technician | 14.80 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 12.61 |
| 12305 - Radiologic Technologist | 22.78 |
| 12311 - Registered Nurse I | 20.35 |
| 12312 - Registered Nurse II | 24.89 |
| 12313 - Registered Nurse II, Specialist | 24.89 |
| 12314 - Registered Nurse III | 30.11 |
| 12315 - Registered Nurse III, Anesthetist | 30.11 |
| 12316 - Registered Nurse IV | 36.09 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.61 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.47 |
| 13012 - Exhibits Specialist II | 20.41 |
| 13013 - Exhibits Specialist III | 24.95 |
| 13041 - Illustrator I | 16.47 |
| 13042 - Illustrator II | 20.41 |
| 13043 - Illustrator III | 24.95 |
| 13047 - Librarian | 21.54 |
| 13050 - Library Aide/Clerk | 11.01 |
| 13054 - Library Information Technology Systems | 19.46 |

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| Administrator | |
| 13058 - Library Technician | 12.62 |
| 13061 - Media Specialist I | 14.04 |
| 13062 - Media Specialist II | 15.70 |
| 13063 - Media Specialist III | 17.50 |
| 13071 - Photographer I | 13.50 |
| 13072 - Photographer II | 15.10 |
| 13073 - Photographer III | 18.71 |
| 13074 - Photographer IV | 22.89 |
| 13075 - Photographer V | 27.69 |
| 13110 - Video Teleconference Technician | 15.36 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.81 |
| 14042 - Computer Operator II | 18.80 |
| 14043 - Computer Operator III | 20.97 |
| 14044 - Computer Operator IV | 23.30 |
| 14045 - Computer Operator V | 25.80 |
| 14071 - Computer Programmer I | (see 1) 19.81 |
| 14072 - Computer Programmer II | (see 1) 26.23 |
| 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 | 16.81 |
| 14160 - Personal Computer Support Technician | 23.30 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 31.32 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.89 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.43 |
| 15050 - Computer Based Training Specialist / Instructor | 31.32 |
| 15060 - Educational Technologist | 26.32 |
| 15070 - Flight Instructor (Pilot) | 42.43 |
| 15080 - Graphic Artist | 21.71 |
| 15090 - Technical Instructor | 19.04 |
| 15095 - Technical Instructor/Course Developer | 23.29 |
| 15110 - Test Proctor | 15.36 |
| 15120 - Tutor | 15.36 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.13 |
| 16030 - Counter Attendant | 9.13 |
| 16040 - Dry Cleaner | 11.56 |
| 16070 - Finisher, Flatwork, Machine | 9.13 |
| 16090 - Presser, Hand | 9.13 |
| 16110 - Presser, Machine, Drycleaning | 9.13 |
| 16130 - Presser, Machine, Shirts | 9.13 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.13 |
| 16190 - Sewing Machine Operator | 12.37 |
| 16220 - Tailor | 13.18 |
| 16250 - Washer, Machine | 9.91 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.91 |
| 19040 - Tool And Die Maker | 22.71 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.01 |
| 21030 - Material Coordinator | 21.04 |
| 21040 - Material Expediter | 21.04 |
| 21050 - Material Handling Laborer | 12.33 |
| 21071 - Order Filler | 10.58 |
| 21080 - Production Line Worker (Food Processing) | 16.01 |
| 21110 - Shipping Packer | 13.56 |
| 21130 - Shipping/Receiving Clerk | 13.56 |
| 21140 - Store Worker I | 13.05 |

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| 21150 - Stock Clerk | 17.39 |
| 21210 - Tools And Parts Attendant | 16.13 |
| 21410 - Warehouse Specialist | 16.01 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.78 |
| 23021 - Aircraft Mechanic I | 26.86 |
| 23022 - Aircraft Mechanic II | 27.78 |
| 23023 - Aircraft Mechanic III | 28.82 |
| 23040 - Aircraft Mechanic Helper | 20.43 |
| 23050 - Aircraft, Painter | 26.01 |
| 23060 - Aircraft Servicer | 23.55 |
| 23080 - Aircraft Worker | 24.86 |
| 23110 - Appliance Mechanic | 19.68 |
| 23120 - Bicycle Repairer | 14.09 |
| 23125 - Cable Splicer | 26.64 |
| 23130 - Carpenter, Maintenance | 20.13 |
| 23140 - Carpet Layer | 22.40 |
| 23160 - Electrician, Maintenance | 26.41 |
| 23181 - Electronics Technician Maintenance I | 21.58 |
| 23182 - Electronics Technician Maintenance II | 22.73 |
| 23183 - Electronics Technician Maintenance III | 23.47 |
| 23260 - Fabric Worker | 18.78 |
| 23290 - Fire Alarm System Mechanic | 21.57 |
| 23310 - Fire Extinguisher Repairer | 17.54 |
| 23311 - Fuel Distribution System Mechanic | 24.61 |
| 23312 - Fuel Distribution System Operator | 18.19 |
| 23370 - General Maintenance Worker | 17.52 |
| 23380 - Ground Support Equipment Mechanic | 26.86 |
| 23381 - Ground Support Equipment Servicer | 23.55 |
| 23382 - Ground Support Equipment Worker | 24.86 |
| 23391 - Gunsmith I | 17.54 |
| 23392 - Gunsmith II | 19.83 |
| 23393 - Gunsmith III | 21.57 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.14 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.99 |
| 23430 - Heavy Equipment Mechanic | 20.30 |
| 23440 - Heavy Equipment Operator | 21.96 |
| 23460 - Instrument Mechanic | 21.57 |
| 23465 - Laboratory/Shelter Mechanic | 20.89 |
| 23470 - Laborer | 12.55 |
| 23510 - Locksmith | 20.10 |
| 23530 - Machinery Maintenance Mechanic | 21.96 |
| 23550 - Machinist, Maintenance | 20.24 |
| 23580 - Maintenance Trades Helper | 15.43 |
| 23591 - Metrology Technician I | 21.57 |
| 23592 - Metrology Technician II | 22.31 |
| 23593 - Metrology Technician III | 23.14 |
| 23640 - Millwright | 23.47 |
| 23710 - Office Appliance Repairer | 20.48 |
| 23760 - Painter, Maintenance | 19.31 |
| 23790 - Pipefitter, Maintenance | 25.33 |
| 23810 - Plumber, Maintenance | 24.09 |
| 23820 - Pneudraulic Systems Mechanic | 21.57 |
| 23850 - Rigger | 21.57 |
| 23870 - Scale Mechanic | 19.83 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.92 |
| 23910 - Small Engine Mechanic | 18.96 |
| 23931 - Telecommunications Mechanic I | 23.46 |
| 23932 - Telecommunications Mechanic II | 24.27 |
| 23950 - Telephone Lineman | 20.71 |
| 23960 - Welder, Combination, Maintenance | 20.24 |

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| 23965 - Well Driller | 21.57 |
| 23970 - Woodcraft Worker | 21.57 |
| 23980 - Woodworker | 16.04 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.67 |
| 24580 - Child Care Center Clerk | 15.39 |
| 24610 - Chore Aide | 9.96 |
| 24620 - Family Readiness And Support Services Coordinator | 12.17 |
| 24630 - Homemaker | 17.11 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.91 |
| 25040 - Sewage Plant Operator | 19.42 |
| 25070 - Stationary Engineer | 22.91 |
| 25190 - Ventilation Equipment Tender | 16.99 |
| 25210 - Water Treatment Plant Operator | 18.57 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.17 |
| 27007 - Baggage Inspector | 12.10 |
| 27008 - Corrections Officer | 16.54 |
| 27010 - Court Security Officer | 17.57 |
| 27030 - Detection Dog Handler | 16.13 |
| 27040 - Detention Officer | 16.54 |
| 27070 - Firefighter | 17.55 |
| 27101 - Guard I | 12.10 |
| 27102 - Guard II | 16.13 |
| 27131 - Police Officer I | 20.69 |
| 27132 - Police Officer II | 22.99 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.38 |
| 28042 - Carnival Equipment Repairer | 10.79 |
| 28043 - Carnival Equipment Worker | 8.60 |
| 28210 - Gate Attendant/Gate Tender | 13.36 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.95 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.91 |
| 28515 - Recreation Specialist | 16.24 |
| 28630 - Sports Official | 11.91 |
| 28690 - Swimming Pool Operator | 20.90 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.62 |
| 29020 - Hatch Tender | 22.62 |
| 29030 - Line Handler | 22.62 |
| 29041 - Stevedore I | 21.42 |
| 29042 - Stevedore II | 25.65 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.85 |
| 30022 - Archeological Technician II | 19.88 |
| 30023 - Archeological Technician III | 25.12 |
| 30030 - Cartographic Technician | 24.72 |
| 30040 - Civil Engineering Technician | 22.59 |
| 30061 - Drafter/CAD Operator I | 17.85 |
| 30062 - Drafter/CAD Operator II | 19.88 |
| 30063 - Drafter/CAD Operator III | 21.82 |
| 30064 - Drafter/CAD Operator IV | 26.84 |
| 30081 - Engineering Technician I | 15.92 |
| 30082 - Engineering Technician II | 17.86 |
| 30083 - Engineering Technician III | 19.98 |
| 30084 - Engineering Technician IV | 24.76 |
| 30085 - Engineering Technician V | 30.29 |

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| 30086 - Engineering Technician VI | 36.64 |
| 30090 - Environmental Technician | 23.21 |
| 30210 - Laboratory Technician | 18.48 |
| 30240 - Mathematical Technician | 24.53 |
| 30361 - Paralegal/Legal Assistant I | 16.27 |
| 30362 - Paralegal/Legal Assistant II | 20.16 |
| 30363 - Paralegal/Legal Assistant III | 24.66 |
| 30364 - Paralegal/Legal Assistant IV | 29.83 |
| 30390 - Photo-Optics Technician | 24.53 |
| 30461 - Technical Writer I | 24.95 |
| 30462 - Technical Writer II | 30.54 |
| 30463 - Technical Writer III | 36.92 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 3) | 21.82 |
| 30621 - Weather Observer, Senior (see 3) | 24.22 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.34 |
| 31030 - Bus Driver | 18.12 |
| 31043 - Driver Courier | 14.28 |
| 31260 - Parking and Lot Attendant | 10.82 |
| 31290 - Shuttle Bus Driver | 15.55 |
| 31310 - Taxi Driver | 12.98 |
| 31361 - Truckdriver, Light | 15.39 |
| 31362 - Truckdriver, Medium | 16.50 |
| 31363 - Truckdriver, Heavy | 20.33 |
| 31364 - Truckdriver, Tractor-Trailer | 20.33 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.94 |
| 99050 - Desk Clerk | 10.67 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 10.21 |
| 99252 - Laboratory Animal Caretaker II | 10.99 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 15.93 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 16.81 |
| 99711 - Recycling Specialist | 18.71 |
| 99730 - Refuse Collector | 15.31 |
| 99810 - Sales Clerk | 11.07 |
| 99820 - School Crossing Guard | 13.05 |
| 99830 - Survey Party Chief | 21.85 |
| 99831 - Surveying Aide | 12.89 |
| 99832 - Surveying Technician | 15.76 |
| 99840 - Vending Machine Attendant | 14.72 |
| 99841 - Vending Machine Repairer | 16.45 |
| 99842 - Vending Machine Repairer Helper | 14.72 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 4174)

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2191
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Benton, Jasper, La Porte, Lake, Newton, Porter, Pulaski, Starke

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.25 |
| 01012 - Accounting Clerk II | | 19.37 |
| 01013 - Accounting Clerk III | | 21.66 |
| 01020 - Administrative Assistant | | 28.01 |
| 01040 - Court Reporter | | 20.25 |
| 01051 - Data Entry Operator I | | 14.81 |
| 01052 - Data Entry Operator II | | 16.15 |
| 01060 - Dispatcher, Motor Vehicle | | 22.93 |
| 01070 - Document Preparation Clerk | | 13.67 |
| 01090 - Duplicating Machine Operator | | 13.67 |
| 01111 - General Clerk I | | 12.73 |
| 01112 - General Clerk II | | 13.89 |
| 01113 - General Clerk III | | 16.34 |
| 01120 - Housing Referral Assistant | | 22.12 |
| 01141 - Messenger Courier | | 11.93 |
| 01191 - Order Clerk I | | 15.69 |
| 01192 - Order Clerk II | | 17.58 |
| 01261 - Personnel Assistant (Employment) I | | 17.84 |
| 01262 - Personnel Assistant (Employment) II | | 19.95 |
| 01263 - Personnel Assistant (Employment) III | | 22.24 |
| 01270 - Production Control Clerk | | 21.43 |
| 01280 - Receptionist | | 13.53 |
| 01290 - Rental Clerk | | 17.41 |
| 01300 - Scheduler, Maintenance | | 18.36 |
| 01311 - Secretary I | | 18.36 |
| 01312 - Secretary II | | 19.84 |
| 01313 - Secretary III | | 22.12 |
| 01320 - Service Order Dispatcher | | 21.04 |
| 01410 - Supply Technician | | 28.01 |

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| 01420 - Survey Worker | 18.89 |
| 01531 - Travel Clerk I | 13.20 |
| 01532 - Travel Clerk II | 14.27 |
| 01533 - Travel Clerk III | 15.44 |
| 01611 - Word Processor I | 15.50 |
| 01612 - Word Processor II | 17.41 |
| 01613 - Word Processor III | 19.47 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.89 |
| 05010 - Automotive Electrician | 23.06 |
| 05040 - Automotive Glass Installer | 21.85 |
| 05070 - Automotive Worker | 21.85 |
| 05110 - Mobile Equipment Servicer | 19.92 |
| 05130 - Motor Equipment Metal Mechanic | 26.41 |
| 05160 - Motor Equipment Metal Worker | 21.85 |
| 05190 - Motor Vehicle Mechanic | 25.88 |
| 05220 - Motor Vehicle Mechanic Helper | 18.73 |
| 05250 - Motor Vehicle Upholstery Worker | 20.90 |
| 05280 - Motor Vehicle Wrecker | 21.85 |
| 05310 - Painter, Automotive | 23.06 |
| 05340 - Radiator Repair Specialist | 21.85 |
| 05370 - Tire Repairer | 15.22 |
| 05400 - Transmission Repair Specialist | 26.41 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.75 |
| 07041 - Cook I | 13.34 |
| 07042 - Cook II | 15.03 |
| 07070 - Dishwasher | 10.19 |
| 07130 - Food Service Worker | 10.52 |
| 07210 - Meat Cutter | 14.37 |
| 07260 - Waiter/Waitress | 9.93 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.14 |
| 09040 - Furniture Handler | 14.56 |
| 09080 - Furniture Refinisher | 19.14 |
| 09090 - Furniture Refinisher Helper | 15.55 |
| 09110 - Furniture Repairer, Minor | 17.35 |
| 09130 - Upholsterer | 19.14 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.29 |
| 11060 - Elevator Operator | 12.29 |
| 11090 - Gardener | 15.46 |
| 11122 - Housekeeping Aide | 12.75 |
| 11150 - Janitor | 12.75 |
| 11210 - Laborer, Grounds Maintenance | 13.50 |
| 11240 - Maid or Houseman | 12.11 |
| 11260 - Pruner | 12.35 |
| 11270 - Tractor Operator | 15.07 |
| 11330 - Trail Maintenance Worker | 13.50 |
| 11360 - Window Cleaner | 13.95 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.28 |
| 12011 - Breath Alcohol Technician | 18.40 |
| 12012 - Certified Occupational Therapist Assistant | 23.55 |
| 12015 - Certified Physical Therapist Assistant | 24.61 |
| 12020 - Dental Assistant | 15.74 |
| 12025 - Dental Hygienist | 31.96 |
| 12030 - EKG Technician | 26.94 |
| 12035 - Electroneurodiagnostic Technologist | 26.94 |
| 12040 - Emergency Medical Technician | 17.28 |
| 12071 - Licensed Practical Nurse I | 18.53 |
| 12072 - Licensed Practical Nurse II | 20.72 |
| 12073 - Licensed Practical Nurse III | 23.10 |

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| 12100 - Medical Assistant | 15.83 |
| 12130 - Medical Laboratory Technician | 19.40 |
| 12160 - Medical Record Clerk | 16.98 |
| 12190 - Medical Record Technician | 18.38 |
| 12195 - Medical Transcriptionist | 17.07 |
| 12210 - Nuclear Medicine Technologist | 34.34 |
| 12221 - Nursing Assistant I | 11.40 |
| 12222 - Nursing Assistant II | 12.82 |
| 12223 - Nursing Assistant III | 13.99 |
| 12224 - Nursing Assistant IV | 15.71 |
| 12235 - Optical Dispenser | 15.59 |
| 12236 - Optical Technician | 17.40 |
| 12250 - Pharmacy Technician | 15.58 |
| 12280 - Phlebotomist | 15.71 |
| 12305 - Radiologic Technologist | 31.10 |
| 12311 - Registered Nurse I | 29.17 |
| 12312 - Registered Nurse II | 32.57 |
| 12313 - Registered Nurse II, Specialist | 32.57 |
| 12314 - Registered Nurse III | 38.43 |
| 12315 - Registered Nurse III, Anesthetist | 38.43 |
| 12316 - Registered Nurse IV | 46.07 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.53 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.51 |
| 13012 - Exhibits Specialist II | 26.55 |
| 13013 - Exhibits Specialist III | 32.62 |
| 13041 - Illustrator I | 21.63 |
| 13042 - Illustrator II | 26.80 |
| 13043 - Illustrator III | 32.77 |
| 13047 - Librarian | 33.70 |
| 13050 - Library Aide/Clerk | 14.14 |
| 13054 - Library Information Technology Systems Administrator | 31.05 |
| 13058 - Library Technician | 17.38 |
| 13061 - Media Specialist I | 21.16 |
| 13062 - Media Specialist II | 23.66 |
| 13063 - Media Specialist III | 26.39 |
| 13071 - Photographer I | 18.33 |
| 13072 - Photographer II | 20.53 |
| 13073 - Photographer III | 25.48 |
| 13074 - Photographer IV | 31.15 |
| 13075 - Photographer V | 37.57 |
| 13110 - Video Teleconference Technician | 17.51 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.11 |
| 14042 - Computer Operator II | 20.25 |
| 14043 - Computer Operator III | 22.58 |
| 14044 - Computer Operator IV | 25.09 |
| 14045 - Computer Operator V | 27.79 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 18.11 |
| 14160 - Personal Computer Support Technician | 25.09 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.22 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 41.82 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 46.94 |
| 15050 - Computer Based Training Specialist / Instructor | 36.22 |

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|---|-------|
| 15060 - Educational Technologist | 30.14 |
| 15070 - Flight Instructor (Pilot) | 46.94 |
| 15080 - Graphic Artist | 26.41 |
| 15090 - Technical Instructor | 27.45 |
| 15095 - Technical Instructor/Course Developer | 26.88 |
| 15110 - Test Proctor | 19.62 |
| 15120 - Tutor | 17.74 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.53 |
| 16030 - Counter Attendant | 9.53 |
| 16040 - Dry Cleaner | 12.42 |
| 16070 - Finisher, Flatwork, Machine | 9.53 |
| 16090 - Presser, Hand | 9.53 |
| 16110 - Presser, Machine, Drycleaning | 9.53 |
| 16130 - Presser, Machine, Shirts | 9.53 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.53 |
| 16190 - Sewing Machine Operator | 13.37 |
| 16220 - Tailor | 14.31 |
| 16250 - Washer, Machine | 10.54 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.33 |
| 19040 - Tool And Die Maker | 28.57 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.91 |
| 21030 - Material Coordinator | 21.74 |
| 21040 - Material Expediter | 21.74 |
| 21050 - Material Handling Laborer | 17.05 |
| 21071 - Order Filler | 13.80 |
| 21080 - Production Line Worker (Food Processing) | 16.91 |
| 21110 - Shipping Packer | 17.00 |
| 21130 - Shipping/Receiving Clerk | 17.00 |
| 21140 - Store Worker I | 13.87 |
| 21150 - Stock Clerk | 18.17 |
| 21210 - Tools And Parts Attendant | 16.91 |
| 21410 - Warehouse Specialist | 16.91 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.96 |
| 23021 - Aircraft Mechanic I | 28.13 |
| 23022 - Aircraft Mechanic II | 29.96 |
| 23023 - Aircraft Mechanic III | 31.40 |
| 23040 - Aircraft Mechanic Helper | 20.38 |
| 23050 - Aircraft, Painter | 24.99 |
| 23060 - Aircraft Servicer | 23.85 |
| 23080 - Aircraft Worker | 25.02 |
| 23110 - Appliance Mechanic | 22.50 |
| 23120 - Bicycle Repairer | 15.75 |
| 23125 - Cable Splicer | 27.69 |
| 23130 - Carpenter, Maintenance | 31.86 |
| 23140 - Carpet Layer | 28.36 |
| 23160 - Electrician, Maintenance | 34.00 |
| 23181 - Electronics Technician Maintenance I | 26.30 |
| 23182 - Electronics Technician Maintenance II | 27.75 |
| 23183 - Electronics Technician Maintenance III | 29.24 |
| 23260 - Fabric Worker | 21.33 |
| 23290 - Fire Alarm System Mechanic | 24.80 |
| 23310 - Fire Extinguisher Repairer | 21.36 |
| 23311 - Fuel Distribution System Mechanic | 27.14 |
| 23312 - Fuel Distribution System Operator | 21.66 |
| 23370 - General Maintenance Worker | 22.99 |
| 23380 - Ground Support Equipment Mechanic | 28.13 |
| 23381 - Ground Support Equipment Servicer | 23.85 |
| 23382 - Ground Support Equipment Worker | 25.02 |
| 23391 - Gunsmith I | 21.36 |

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| 23392 - Gunsmith II | 24.07 |
| 23393 - Gunsmith III | 26.76 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.98 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.25 |
| 23430 - Heavy Equipment Mechanic | 28.00 |
| 23440 - Heavy Equipment Operator | 32.57 |
| 23460 - Instrument Mechanic | 23.92 |
| 23465 - Laboratory/Shelter Mechanic | 25.18 |
| 23470 - Laborer | 13.78 |
| 23510 - Locksmith | 22.81 |
| 23530 - Machinery Maintenance Mechanic | 23.74 |
| 23550 - Machinist, Maintenance | 27.46 |
| 23580 - Maintenance Trades Helper | 17.11 |
| 23591 - Metrology Technician I | 23.92 |
| 23592 - Metrology Technician II | 25.14 |
| 23593 - Metrology Technician III | 27.49 |
| 23640 - Millwright | 29.97 |
| 23710 - Office Appliance Repairer | 21.40 |
| 23760 - Painter, Maintenance | 23.57 |
| 23790 - Pipefitter, Maintenance | 31.00 |
| 23810 - Plumber, Maintenance | 29.42 |
| 23820 - Pneudraulic Systems Mechanic | 26.76 |
| 23850 - Rigger | 27.57 |
| 23870 - Scale Mechanic | 24.07 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.95 |
| 23910 - Small Engine Mechanic | 18.13 |
| 23931 - Telecommunications Mechanic I | 27.78 |
| 23932 - Telecommunications Mechanic II | 28.87 |
| 23950 - Telephone Lineman | 27.68 |
| 23960 - Welder, Combination, Maintenance | 19.93 |
| 23965 - Well Driller | 27.68 |
| 23970 - Woodcraft Worker | 26.76 |
| 23980 - Woodworker | 17.53 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.86 |
| 24580 - Child Care Center Clerk | 13.13 |
| 24610 - Chore Aide | 9.44 |
| 24620 - Family Readiness And Support Services Coordinator | 14.63 |
| 24630 - Homemaker | 14.05 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.95 |
| 25040 - Sewage Plant Operator | 24.22 |
| 25070 - Stationary Engineer | 29.95 |
| 25190 - Ventilation Equipment Tender | 23.04 |
| 25210 - Water Treatment Plant Operator | 24.22 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.86 |
| 27007 - Baggage Inspector | 12.10 |
| 27008 - Corrections Officer | 28.70 |
| 27010 - Court Security Officer | 28.70 |
| 27030 - Detection Dog Handler | 15.44 |
| 27040 - Detention Officer | 28.70 |
| 27070 - Firefighter | 27.04 |
| 27101 - Guard I | 12.10 |
| 27102 - Guard II | 15.44 |
| 27131 - Police Officer I | 30.33 |
| 27132 - Police Officer II | 33.11 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.83 |
| 28042 - Carnival Equipment Repairer | 13.68 |

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|---|---------------|
| 28043 - Carnival Equipment Worker | 10.02 |
| 28210 - Gate Attendant/Gate Tender | 16.44 |
| 28310 - Lifeguard | 13.10 |
| 28350 - Park Attendant (Aide) | 18.27 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.81 |
| 28515 - Recreation Specialist | 18.71 |
| 28630 - Sports Official | 14.64 |
| 28690 - Swimming Pool Operator | 17.47 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.75 |
| 29020 - Hatch Tender | 23.75 |
| 29030 - Line Handler | 23.75 |
| 29041 - Stevedore I | 22.40 |
| 29042 - Stevedore II | 25.07 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.20 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.03 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.77 |
| 30021 - Archeological Technician I | 17.64 |
| 30022 - Archeological Technician II | 19.73 |
| 30023 - Archeological Technician III | 26.32 |
| 30030 - Cartographic Technician | 26.33 |
| 30040 - Civil Engineering Technician | 25.64 |
| 30061 - Drafter/CAD Operator I | 17.64 |
| 30062 - Drafter/CAD Operator II | 19.73 |
| 30063 - Drafter/CAD Operator III | 21.99 |
| 30064 - Drafter/CAD Operator IV | 28.96 |
| 30081 - Engineering Technician I | 18.16 |
| 30082 - Engineering Technician II | 20.39 |
| 30083 - Engineering Technician III | 22.81 |
| 30084 - Engineering Technician IV | 28.26 |
| 30085 - Engineering Technician V | 34.56 |
| 30086 - Engineering Technician VI | 45.66 |
| 30090 - Environmental Technician | 23.93 |
| 30210 - Laboratory Technician | 22.13 |
| 30240 - Mathematical Technician | 26.15 |
| 30361 - Paralegal/Legal Assistant I | 21.05 |
| 30362 - Paralegal/Legal Assistant II | 26.08 |
| 30363 - Paralegal/Legal Assistant III | 31.89 |
| 30364 - Paralegal/Legal Assistant IV | 38.59 |
| 30390 - Photo-Optics Technician | 26.33 |
| 30461 - Technical Writer I | 27.48 |
| 30462 - Technical Writer II | 33.60 |
| 30463 - Technical Writer III | 40.66 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.91 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.14 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.13 |
| 30494 - Unexploded (UXO) Safety Escort | 24.91 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.91 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 21.99 |
| 30621 - Weather Observer, Senior | (see 2) 24.44 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 17.27 |
| 31030 - Bus Driver | 22.93 |
| 31043 - Driver Courier | 19.14 |
| 31260 - Parking and Lot Attendant | 11.21 |
| 31290 - Shuttle Bus Driver | 20.81 |
| 31310 - Taxi Driver | 12.96 |
| 31361 - Truckdriver, Light | 20.81 |
| 31362 - Truckdriver, Medium | 22.78 |
| 31363 - Truckdriver, Heavy | 24.15 |
| 31364 - Truckdriver, Tractor-Trailer | 24.15 |

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|---|-------|
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.94 |
| 99050 - Desk Clerk | 11.94 |
| 99095 - Embalmer | 24.84 |
| 99251 - Laboratory Animal Caretaker I | 11.69 |
| 99252 - Laboratory Animal Caretaker II | 12.86 |
| 99310 - Mortician | 32.31 |
| 99410 - Pest Controller | 17.55 |
| 99510 - Photofinishing Worker | 13.78 |
| 99710 - Recycling Laborer | 20.89 |
| 99711 - Recycling Specialist | 24.46 |
| 99730 - Refuse Collector | 19.11 |
| 99810 - Sales Clerk | 13.18 |
| 99820 - School Crossing Guard | 13.57 |
| 99830 - Survey Party Chief | 23.57 |
| 99831 - Surveying Aide | 16.71 |
| 99832 - Surveying Technician | 20.76 |
| 99840 - Vending Machine Attendant | 13.40 |
| 99841 - Vending Machine Repairer | 15.48 |
| 99842 - Vending Machine Repairer Helper | 13.06 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2192
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Benton, Jasper, La Porte, Lake, Newton, Porter, Pulaski, Starke

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.25 |
| 01012 - Accounting Clerk II | | 19.37 |
| 01013 - Accounting Clerk III | | 21.66 |
| 01020 - Administrative Assistant | | 28.01 |
| 01040 - Court Reporter | | 20.25 |
| 01051 - Data Entry Operator I | | 14.81 |
| 01052 - Data Entry Operator II | | 16.15 |
| 01060 - Dispatcher, Motor Vehicle | | 22.93 |
| 01070 - Document Preparation Clerk | | 13.67 |

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| 01090 - Duplicating Machine Operator | 13.67 |
| 01111 - General Clerk I | 12.73 |
| 01112 - General Clerk II | 13.89 |
| 01113 - General Clerk III | 16.34 |
| 01120 - Housing Referral Assistant | 22.12 |
| 01141 - Messenger Courier | 11.93 |
| 01191 - Order Clerk I | 15.69 |
| 01192 - Order Clerk II | 17.58 |
| 01261 - Personnel Assistant (Employment) I | 17.84 |
| 01262 - Personnel Assistant (Employment) II | 19.95 |
| 01263 - Personnel Assistant (Employment) III | 22.24 |
| 01270 - Production Control Clerk | 21.43 |
| 01280 - Receptionist | 13.53 |
| 01290 - Rental Clerk | 17.41 |
| 01300 - Scheduler, Maintenance | 18.36 |
| 01311 - Secretary I | 18.36 |
| 01312 - Secretary II | 19.84 |
| 01313 - Secretary III | 22.12 |
| 01320 - Service Order Dispatcher | 21.04 |
| 01410 - Supply Technician | 28.01 |
| 01420 - Survey Worker | 18.89 |
| 01531 - Travel Clerk I | 13.20 |
| 01532 - Travel Clerk II | 14.27 |
| 01533 - Travel Clerk III | 15.44 |
| 01611 - Word Processor I | 15.50 |
| 01612 - Word Processor II | 17.41 |
| 01613 - Word Processor III | 19.47 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.89 |
| 05010 - Automotive Electrician | 23.06 |
| 05040 - Automotive Glass Installer | 21.85 |
| 05070 - Automotive Worker | 21.85 |
| 05110 - Mobile Equipment Servicer | 19.92 |
| 05130 - Motor Equipment Metal Mechanic | 26.41 |
| 05160 - Motor Equipment Metal Worker | 21.85 |
| 05190 - Motor Vehicle Mechanic | 25.88 |
| 05220 - Motor Vehicle Mechanic Helper | 18.73 |
| 05250 - Motor Vehicle Upholstery Worker | 20.90 |
| 05280 - Motor Vehicle Wrecker | 21.85 |
| 05310 - Painter, Automotive | 23.06 |
| 05340 - Radiator Repair Specialist | 21.85 |
| 05370 - Tire Repairer | 15.22 |
| 05400 - Transmission Repair Specialist | 26.41 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.75 |
| 07041 - Cook I | 13.34 |
| 07042 - Cook II | 15.03 |
| 07070 - Dishwasher | 10.19 |
| 07130 - Food Service Worker | 10.52 |
| 07210 - Meat Cutter | 14.37 |
| 07260 - Waiter/Waitress | 9.93 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.14 |
| 09040 - Furniture Handler | 14.56 |
| 09080 - Furniture Refinisher | 19.14 |
| 09090 - Furniture Refinisher Helper | 15.55 |
| 09110 - Furniture Repairer, Minor | 17.35 |
| 09130 - Upholsterer | 19.14 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.29 |
| 11060 - Elevator Operator | 12.29 |
| 11090 - Gardener | 15.46 |
| 11122 - Housekeeping Aide | 12.75 |

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| 11150 - Janitor | 12.75 |
| 11210 - Laborer, Grounds Maintenance | 13.50 |
| 11240 - Maid or Houseman | 12.11 |
| 11260 - Pruner | 12.35 |
| 11270 - Tractor Operator | 15.07 |
| 11330 - Trail Maintenance Worker | 13.50 |
| 11360 - Window Cleaner | 13.95 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.28 |
| 12011 - Breath Alcohol Technician | 18.40 |
| 12012 - Certified Occupational Therapist Assistant | 23.55 |
| 12015 - Certified Physical Therapist Assistant | 24.61 |
| 12020 - Dental Assistant | 15.74 |
| 12025 - Dental Hygienist | 31.96 |
| 12030 - EKG Technician | 26.94 |
| 12035 - Electroneurodiagnostic Technologist | 26.94 |
| 12040 - Emergency Medical Technician | 17.28 |
| 12071 - Licensed Practical Nurse I | 18.53 |
| 12072 - Licensed Practical Nurse II | 20.72 |
| 12073 - Licensed Practical Nurse III | 23.10 |
| 12100 - Medical Assistant | 15.83 |
| 12130 - Medical Laboratory Technician | 19.40 |
| 12160 - Medical Record Clerk | 16.98 |
| 12190 - Medical Record Technician | 18.38 |
| 12195 - Medical Transcriptionist | 17.07 |
| 12210 - Nuclear Medicine Technologist | 34.34 |
| 12221 - Nursing Assistant I | 11.40 |
| 12222 - Nursing Assistant II | 12.82 |
| 12223 - Nursing Assistant III | 13.99 |
| 12224 - Nursing Assistant IV | 15.71 |
| 12235 - Optical Dispenser | 15.59 |
| 12236 - Optical Technician | 17.40 |
| 12250 - Pharmacy Technician | 15.58 |
| 12280 - Phlebotomist | 15.71 |
| 12305 - Radiologic Technologist | 31.10 |
| 12311 - Registered Nurse I | 29.17 |
| 12312 - Registered Nurse II | 32.57 |
| 12313 - Registered Nurse II, Specialist | 32.57 |
| 12314 - Registered Nurse III | 38.43 |
| 12315 - Registered Nurse III, Anesthetist | 38.43 |
| 12316 - Registered Nurse IV | 46.07 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.53 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.51 |
| 13012 - Exhibits Specialist II | 26.55 |
| 13013 - Exhibits Specialist III | 32.62 |
| 13041 - Illustrator I | 21.63 |
| 13042 - Illustrator II | 26.80 |
| 13043 - Illustrator III | 32.77 |
| 13047 - Librarian | 33.70 |
| 13050 - Library Aide/Clerk | 14.14 |
| 13054 - Library Information Technology Systems Administrator | 31.05 |
| 13058 - Library Technician | 17.38 |
| 13061 - Media Specialist I | 21.16 |
| 13062 - Media Specialist II | 23.66 |
| 13063 - Media Specialist III | 26.39 |
| 13071 - Photographer I | 18.33 |
| 13072 - Photographer II | 20.53 |
| 13073 - Photographer III | 25.48 |
| 13074 - Photographer IV | 31.15 |
| 13075 - Photographer V | 37.57 |
| 13110 - Video Teleconference Technician | 17.51 |

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|---|---------------|
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.11 |
| 14042 - Computer Operator II | 20.25 |
| 14043 - Computer Operator III | 22.58 |
| 14044 - Computer Operator IV | 25.09 |
| 14045 - Computer Operator V | 27.79 |
| 14071 - Computer Programmer I | (see 1) 25.49 |
| 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 | 18.11 |
| 14160 - Personal Computer Support Technician | 25.09 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.22 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 41.82 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 46.94 |
| 15050 - Computer Based Training Specialist / Instructor | 36.22 |
| 15060 - Educational Technologist | 30.14 |
| 15070 - Flight Instructor (Pilot) | 46.94 |
| 15080 - Graphic Artist | 26.41 |
| 15090 - Technical Instructor | 27.45 |
| 15095 - Technical Instructor/Course Developer | 26.88 |
| 15110 - Test Proctor | 19.62 |
| 15120 - Tutor | 17.74 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.53 |
| 16030 - Counter Attendant | 9.53 |
| 16040 - Dry Cleaner | 12.42 |
| 16070 - Finisher, Flatwork, Machine | 9.53 |
| 16090 - Presser, Hand | 9.53 |
| 16110 - Presser, Machine, Drycleaning | 9.53 |
| 16130 - Presser, Machine, Shirts | 9.53 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.53 |
| 16190 - Sewing Machine Operator | 13.37 |
| 16220 - Tailor | 14.31 |
| 16250 - Washer, Machine | 10.54 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.33 |
| 19040 - Tool And Die Maker | 28.57 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.91 |
| 21030 - Material Coordinator | 21.74 |
| 21040 - Material Expediter | 21.74 |
| 21050 - Material Handling Laborer | 17.05 |
| 21071 - Order Filler | 13.80 |
| 21080 - Production Line Worker (Food Processing) | 16.91 |
| 21110 - Shipping Packer | 17.00 |
| 21130 - Shipping/Receiving Clerk | 17.00 |
| 21140 - Store Worker I | 13.87 |
| 21150 - Stock Clerk | 18.17 |
| 21210 - Tools And Parts Attendant | 16.91 |
| 21410 - Warehouse Specialist | 16.91 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.96 |
| 23021 - Aircraft Mechanic I | 28.13 |
| 23022 - Aircraft Mechanic II | 29.96 |
| 23023 - Aircraft Mechanic III | 31.40 |
| 23040 - Aircraft Mechanic Helper | 20.38 |
| 23050 - Aircraft, Painter | 24.99 |
| 23060 - Aircraft Servicer | 23.85 |

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| 23080 - Aircraft Worker | 25.02 |
| 23110 - Appliance Mechanic | 22.50 |
| 23120 - Bicycle Repairer | 15.75 |
| 23125 - Cable Splicer | 27.69 |
| 23130 - Carpenter, Maintenance | 31.86 |
| 23140 - Carpet Layer | 28.36 |
| 23160 - Electrician, Maintenance | 34.00 |
| 23181 - Electronics Technician Maintenance I | 26.30 |
| 23182 - Electronics Technician Maintenance II | 27.75 |
| 23183 - Electronics Technician Maintenance III | 29.24 |
| 23260 - Fabric Worker | 21.33 |
| 23290 - Fire Alarm System Mechanic | 24.80 |
| 23310 - Fire Extinguisher Repairer | 21.36 |
| 23311 - Fuel Distribution System Mechanic | 27.14 |
| 23312 - Fuel Distribution System Operator | 21.66 |
| 23370 - General Maintenance Worker | 22.99 |
| 23380 - Ground Support Equipment Mechanic | 28.13 |
| 23381 - Ground Support Equipment Servicer | 23.85 |
| 23382 - Ground Support Equipment Worker | 25.02 |
| 23391 - Gunsmith I | 21.36 |
| 23392 - Gunsmith II | 24.07 |
| 23393 - Gunsmith III | 26.76 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.98 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.25 |
| 23430 - Heavy Equipment Mechanic | 28.00 |
| 23440 - Heavy Equipment Operator | 32.57 |
| 23460 - Instrument Mechanic | 23.92 |
| 23465 - Laboratory/Shelter Mechanic | 25.18 |
| 23470 - Laborer | 13.78 |
| 23510 - Locksmith | 22.81 |
| 23530 - Machinery Maintenance Mechanic | 23.74 |
| 23550 - Machinist, Maintenance | 27.46 |
| 23580 - Maintenance Trades Helper | 17.11 |
| 23591 - Metrology Technician I | 23.92 |
| 23592 - Metrology Technician II | 25.14 |
| 23593 - Metrology Technician III | 27.49 |
| 23640 - Millwright | 29.97 |
| 23710 - Office Appliance Repairer | 21.40 |
| 23760 - Painter, Maintenance | 23.57 |
| 23790 - Pipefitter, Maintenance | 31.00 |
| 23810 - Plumber, Maintenance | 29.42 |
| 23820 - Pneudraulic Systems Mechanic | 26.76 |
| 23850 - Rigger | 27.57 |
| 23870 - Scale Mechanic | 24.07 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.95 |
| 23910 - Small Engine Mechanic | 18.13 |
| 23931 - Telecommunications Mechanic I | 27.78 |
| 23932 - Telecommunications Mechanic II | 28.87 |
| 23950 - Telephone Lineman | 27.68 |
| 23960 - welder, Combination, Maintenance | 19.93 |
| 23965 - well Driller | 27.68 |
| 23970 - Woodcraft Worker | 26.76 |
| 23980 - Woodworker | 17.53 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.86 |
| 24580 - Child Care Center Clerk | 13.13 |
| 24610 - Chore Aide | 9.44 |
| 24620 - Family Readiness And Support Services Coordinator | 14.63 |
| 24630 - Homemmaker | 14.05 |
| 25000 - Plant And System Operations Occupations | |

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| 25010 - Boiler Tender | 29.95 |
| 25040 - Sewage Plant Operator | 24.22 |
| 25070 - Stationary Engineer | 29.95 |
| 25190 - Ventilation Equipment Tender | 23.04 |
| 25210 - Water Treatment Plant Operator | 24.22 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.86 |
| 27007 - Baggage Inspector | 12.10 |
| 27008 - Corrections Officer | 28.70 |
| 27010 - Court Security Officer | 28.70 |
| 27030 - Detection Dog Handler | 15.44 |
| 27040 - Detention Officer | 28.70 |
| 27070 - Firefighter | 27.04 |
| 27101 - Guard I | 12.10 |
| 27102 - Guard II | 15.44 |
| 27131 - Police Officer I | 30.33 |
| 27132 - Police Officer II | 33.11 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.83 |
| 28042 - Carnival Equipment Repairer | 13.68 |
| 28043 - Carnival Equipment Worker | 10.02 |
| 28210 - Gate Attendant/Gate Tender | 16.44 |
| 28310 - Lifeguard | 13.10 |
| 28350 - Park Attendant (Aide) | 18.27 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.81 |
| 28515 - Recreation Specialist | 18.71 |
| 28630 - Sports Official | 14.64 |
| 28690 - Swimming Pool Operator | 17.47 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.75 |
| 29020 - Hatch Tender | 23.75 |
| 29030 - Line Handler | 23.75 |
| 29041 - Stevedore I | 22.40 |
| 29042 - Stevedore II | 25.07 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.20 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.03 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.77 |
| 30021 - Archeological Technician I | 17.64 |
| 30022 - Archeological Technician II | 19.73 |
| 30023 - Archeological Technician III | 26.32 |
| 30030 - Cartographic Technician | 26.33 |
| 30040 - Civil Engineering Technician | 25.64 |
| 30061 - Drafter/CAD Operator I | 17.64 |
| 30062 - Drafter/CAD Operator II | 19.73 |
| 30063 - Drafter/CAD Operator III | 21.99 |
| 30064 - Drafter/CAD Operator IV | 28.96 |
| 30081 - Engineering Technician I | 18.16 |
| 30082 - Engineering Technician II | 20.39 |
| 30083 - Engineering Technician III | 22.81 |
| 30084 - Engineering Technician IV | 28.26 |
| 30085 - Engineering Technician V | 34.56 |
| 30086 - Engineering Technician VI | 45.66 |
| 30090 - Environmental Technician | 23.93 |
| 30210 - Laboratory Technician | 22.13 |
| 30240 - Mathematical Technician | 26.15 |
| 30361 - Paralegal/Legal Assistant I | 21.05 |
| 30362 - Paralegal/Legal Assistant II | 26.08 |
| 30363 - Paralegal/Legal Assistant III | 31.89 |
| 30364 - Paralegal/Legal Assistant IV | 38.59 |
| 30390 - Photo-Optics Technician | 26.33 |
| 30461 - Technical Writer I | 27.48 |
| 30462 - Technical Writer II | 33.60 |

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| 30463 - Technical Writer III | 40.66 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.91 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.14 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.13 |
| 30494 - Unexploded (UXO) Safety Escort | 24.91 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.91 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 21.99 |
| 30621 - Weather Observer, Senior | (see 2) 24.44 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 17.27 |
| 31030 - Bus Driver | 22.93 |
| 31043 - Driver Courier | 19.14 |
| 31260 - Parking and Lot Attendant | 11.21 |
| 31290 - Shuttle Bus Driver | 20.81 |
| 31310 - Taxi Driver | 12.96 |
| 31361 - Truckdriver, Light | 20.81 |
| 31362 - Truckdriver, Medium | 22.78 |
| 31363 - Truckdriver, Heavy | 24.15 |
| 31364 - Truckdriver, Tractor-Trailer | 24.15 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.94 |
| 99050 - Desk Clerk | 11.94 |
| 99095 - Embalmer | 24.84 |
| 99251 - Laboratory Animal Caretaker I | 11.69 |
| 99252 - Laboratory Animal Caretaker II | 12.86 |
| 99310 - Mortician | 32.31 |
| 99410 - Pest Controller | 17.55 |
| 99510 - Photofinishing Worker | 13.78 |
| 99710 - Recycling Laborer | 20.89 |
| 99711 - Recycling Specialist | 24.46 |
| 99730 - Refuse Collector | 19.11 |
| 99810 - Sales Clerk | 13.18 |
| 99820 - School Crossing Guard | 13.57 |
| 99830 - Survey Party Chief | 23.57 |
| 99831 - Surveying Aide | 16.71 |
| 99832 - Surveying Technician | 20.76 |
| 99840 - Vending Machine Attendant | 13.40 |
| 99841 - Vending Machine Repairer | 15.48 |
| 99842 - Vending Machine Repairer Helper | 13.06 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2193
Revision No.: 15
Date of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Bartholomew, Boone, Clay, Decatur, Delaware, Fayette, Fountain, Hamilton, Hancock, Hendricks, Henry, Johnson, Madison, Marion, Montgomery, Morgan, Parke, Putnam, Rush, Shelby, Sullivan, Tippecanoe, Vermillion, Vigo, Warren

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.37 |
| 01012 - Accounting Clerk II | | 16.13 |
| 01013 - Accounting Clerk III | | 18.05 |
| 01020 - Administrative Assistant | | 22.88 |
| 01040 - Court Reporter | | 18.14 |
| 01051 - Data Entry Operator I | | 13.28 |
| 01052 - Data Entry Operator II | | 14.71 |
| 01060 - Dispatcher, Motor Vehicle | | 18.00 |
| 01070 - Document Preparation Clerk | | 14.05 |
| 01090 - Duplicating Machine Operator | | 14.05 |
| 01111 - General Clerk I | | 13.22 |
| 01112 - General Clerk II | | 14.45 |
| 01113 - General Clerk III | | 15.92 |
| 01120 - Housing Referral Assistant | | 20.59 |
| 01141 - Messenger Courier | | 11.99 |
| 01191 - Order Clerk I | | 13.48 |
| 01192 - Order Clerk II | | 15.84 |
| 01261 - Personnel Assistant (Employment) I | | 15.48 |
| 01262 - Personnel Assistant (Employment) II | | 17.32 |
| 01263 - Personnel Assistant (Employment) III | | 19.31 |
| 01270 - Production Control Clerk | | 21.08 |
| 01280 - Receptionist | | 13.61 |
| 01290 - Rental Clerk | | 15.07 |
| 01300 - Scheduler, Maintenance | | 16.51 |
| 01311 - Secretary I | | 16.51 |
| 01312 - Secretary II | | 18.47 |
| 01313 - Secretary III | | 20.59 |
| 01320 - Service Order Dispatcher | | 17.76 |
| 01410 - Supply Technician | | 22.88 |
| 01420 - Survey Worker | | 16.49 |
| 01531 - Travel Clerk I | | 12.86 |
| 01532 - Travel Clerk II | | 13.72 |
| 01533 - Travel Clerk III | | 14.55 |
| 01611 - Word Processor I | | 13.70 |
| 01612 - Word Processor II | | 15.13 |
| 01613 - Word Processor III | | 16.65 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 21.67 |
| 05010 - Automotive Electrician | | 20.01 |
| 05040 - Automotive Glass Installer | | 19.42 |
| 05070 - Automotive Worker | | 19.39 |
| 05110 - Mobile Equipment Servicer | | 17.72 |
| 05130 - Motor Equipment Metal Mechanic | | 20.84 |
| 05160 - Motor Equipment Metal Worker | | 19.39 |
| 05190 - Motor Vehicle Mechanic | | 20.84 |
| 05220 - Motor Vehicle Mechanic Helper | | 17.09 |
| 05250 - Motor Vehicle Upholstery Worker | | 18.62 |

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| 05280 - Motor Vehicle wrecker | 19.39 |
| 05310 - Painter, Automotive | 21.87 |
| 05340 - Radiator Repair Specialist | 19.39 |
| 05370 - Tire Repairer | 14.84 |
| 05400 - Transmission Repair Specialist | 20.84 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.11 |
| 07041 - Cook I | 11.84 |
| 07042 - Cook II | 13.15 |
| 07070 - Dishwasher | 9.31 |
| 07130 - Food Service Worker | 9.31 |
| 07210 - Meat Cutter | 13.92 |
| 07260 - Waiter/Waitress | 9.11 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.52 |
| 09040 - Furniture Handler | 15.60 |
| 09080 - Furniture Refinisher | 20.52 |
| 09090 - Furniture Refinisher Helper | 17.34 |
| 09110 - Furniture Repairer, Minor | 19.02 |
| 09130 - Upholsterer | 20.52 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.47 |
| 11060 - Elevator Operator | 11.47 |
| 11090 - Gardener | 12.39 |
| 11122 - Housekeeping Aide | 11.10 |
| 11150 - Janitor | 11.10 |
| 11210 - Laborer, Grounds Maintenance | 11.23 |
| 11240 - Maid or Houseman | 8.94 |
| 11260 - Pruner | 11.94 |
| 11270 - Tractor Operator | 12.87 |
| 11330 - Trail Maintenance Worker | 11.39 |
| 11360 - Window Cleaner | 11.13 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.25 |
| 12011 - Breath Alcohol Technician | 17.18 |
| 12012 - Certified Occupational Therapist Assistant | 22.24 |
| 12015 - Certified Physical Therapist Assistant | 25.41 |
| 12020 - Dental Assistant | 17.49 |
| 12025 - Dental Hygienist | 34.02 |
| 12030 - EKG Technician | 24.30 |
| 12035 - Electroneurodiagnostic Technologist | 24.30 |
| 12040 - Emergency Medical Technician | 15.25 |
| 12071 - Licensed Practical Nurse I | 15.35 |
| 12072 - Licensed Practical Nurse II | 17.18 |
| 12073 - Licensed Practical Nurse III | 19.15 |
| 12100 - Medical Assistant | 14.10 |
| 12130 - Medical Laboratory Technician | 19.29 |
| 12160 - Medical Record Clerk | 14.72 |
| 12190 - Medical Record Technician | 16.48 |
| 12195 - Medical Transcriptionist | 15.19 |
| 12210 - Nuclear Medicine Technologist | 33.19 |
| 12221 - Nursing Assistant I | 10.69 |
| 12222 - Nursing Assistant II | 12.02 |
| 12223 - Nursing Assistant III | 13.12 |
| 12224 - Nursing Assistant IV | 14.72 |
| 12235 - Optical Dispenser | 14.98 |
| 12236 - Optical Technician | 15.35 |
| 12250 - Pharmacy Technician | 13.68 |
| 12280 - Phlebotomist | 14.72 |
| 12305 - Radiologic Technologist | 26.36 |
| 12311 - Registered Nurse I | 23.99 |
| 12312 - Registered Nurse II | 29.35 |
| 12313 - Registered Nurse II, Specialist | 29.35 |

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| 12314 - Registered Nurse III | 35.51 |
| 12315 - Registered Nurse III, Anesthetist | 35.51 |
| 12316 - Registered Nurse IV | 42.56 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.28 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.04 |
| 13012 - Exhibits Specialist II | 22.35 |
| 13013 - Exhibits Specialist III | 27.33 |
| 13041 - Illustrator I | 19.93 |
| 13042 - Illustrator II | 24.69 |
| 13043 - Illustrator III | 30.20 |
| 13047 - Librarian | 24.08 |
| 13050 - Library Aide/Clerk | 13.82 |
| 13054 - Library Information Technology Systems Administrator | 25.49 |
| 13058 - Library Technician | 16.41 |
| 13061 - Media Specialist I | 15.68 |
| 13062 - Media Specialist II | 17.53 |
| 13063 - Media Specialist III | 19.55 |
| 13071 - Photographer I | 15.46 |
| 13072 - Photographer II | 17.30 |
| 13073 - Photographer III | 21.43 |
| 13074 - Photographer IV | 26.21 |
| 13075 - Photographer V | 31.71 |
| 13110 - Video Teleconference Technician | 18.13 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.19 |
| 14042 - Computer Operator II | 19.23 |
| 14043 - Computer Operator III | 21.44 |
| 14044 - Computer Operator IV | 23.83 |
| 14045 - Computer Operator V | 27.51 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 17.19 |
| 14160 - Personal Computer Support Technician | 24.52 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.63 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.84 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.96 |
| 15050 - Computer Based Training Specialist / Instructor | 29.63 |
| 15060 - Educational Technologist | 30.94 |
| 15070 - Flight Instructor (Pilot) | 42.96 |
| 15080 - Graphic Artist | 21.39 |
| 15090 - Technical Instructor | 21.01 |
| 15095 - Technical Instructor/Course Developer | 25.70 |
| 15110 - Test Proctor | 16.96 |
| 15120 - Tutor | 16.96 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.05 |
| 16030 - Counter Attendant | 9.05 |
| 16040 - Dry Cleaner | 11.49 |
| 16070 - Finisher, Flatwork, Machine | 9.05 |
| 16090 - Presser, Hand | 9.05 |
| 16110 - Presser, Machine, Drycleaning | 9.05 |
| 16130 - Presser, Machine, Shirts | 9.05 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.05 |
| 16190 - Sewing Machine Operator | 12.29 |
| 16220 - Tailor | 13.08 |

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|---|-------|
| 16250 - Washer, Machine | 9.86 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 25.46 |
| 19040 - Tool And Die Maker | 30.19 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.63 |
| 21030 - Material Coordinator | 21.00 |
| 21040 - Material Expediter | 21.00 |
| 21050 - Material Handling Laborer | 15.55 |
| 21071 - Order Filler | 13.04 |
| 21080 - Production Line Worker (Food Processing) | 17.63 |
| 21110 - Shipping Packer | 16.00 |
| 21130 - Shipping/Receiving Clerk | 16.00 |
| 21140 - Store Worker I | 13.69 |
| 21150 - Stock Clerk | 18.89 |
| 21210 - Tools And Parts Attendant | 17.63 |
| 21410 - Warehouse Specialist | 17.63 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 30.87 |
| 23021 - Aircraft Mechanic I | 29.80 |
| 23022 - Aircraft Mechanic II | 30.87 |
| 23023 - Aircraft Mechanic III | 32.03 |
| 23040 - Aircraft Mechanic Helper | 24.43 |
| 23050 - Aircraft, Painter | 29.05 |
| 23060 - Aircraft Servicer | 26.52 |
| 23080 - Aircraft Worker | 27.71 |
| 23110 - Appliance Mechanic | 20.52 |
| 23120 - Bicycle Repairer | 15.95 |
| 23125 - Cable Splicer | 25.01 |
| 23130 - Carpenter, Maintenance | 20.00 |
| 23140 - Carpet Layer | 18.17 |
| 23160 - Electrician, Maintenance | 28.10 |
| 23181 - Electronics Technician Maintenance I | 23.75 |
| 23182 - Electronics Technician Maintenance II | 25.84 |
| 23183 - Electronics Technician Maintenance III | 26.89 |
| 23260 - Fabric Worker | 21.16 |
| 23290 - Fire Alarm System Mechanic | 20.49 |
| 23310 - Fire Extinguisher Repairer | 18.49 |
| 23311 - Fuel Distribution System Mechanic | 24.90 |
| 23312 - Fuel Distribution System Operator | 20.21 |
| 23370 - General Maintenance Worker | 17.51 |
| 23380 - Ground Support Equipment Mechanic | 29.80 |
| 23381 - Ground Support Equipment Servicer | 26.52 |
| 23382 - Ground Support Equipment Worker | 27.71 |
| 23391 - Gunsmith I | 18.49 |
| 23392 - Gunsmith II | 20.53 |
| 23393 - Gunsmith III | 22.33 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.76 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.54 |
| 23430 - Heavy Equipment Mechanic | 20.89 |
| 23440 - Heavy Equipment Operator | 23.27 |
| 23460 - Instrument Mechanic | 22.33 |
| 23465 - Laboratory/Shelter Mechanic | 21.45 |
| 23470 - Laborer | 12.96 |
| 23510 - Locksmith | 21.45 |
| 23530 - Machinery Maintenance Mechanic | 28.94 |
| 23550 - Machinist, Maintenance | 19.55 |
| 23580 - Maintenance Trades Helper | 17.34 |
| 23591 - Metrology Technician I | 22.33 |
| 23592 - Metrology Technician II | 23.13 |
| 23593 - Metrology Technician III | 23.94 |

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| 23640 - Millwright | 28.58 |
| 23710 - Office Appliance Repairer | 21.45 |
| 23760 - Painter, Maintenance | 20.52 |
| 23790 - Pipefitter, Maintenance | 25.04 |
| 23810 - Plumber, Maintenance | 23.29 |
| 23820 - Pneudraulic Systems Mechanic | 22.33 |
| 23850 - Rigger | 22.33 |
| 23870 - Scale Mechanic | 20.53 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.51 |
| 23910 - Small Engine Mechanic | 19.88 |
| 23931 - Telecommunications Mechanic I | 24.45 |
| 23932 - Telecommunications Mechanic II | 25.31 |
| 23950 - Telephone Lineman | 22.33 |
| 23960 - Welder, Combination, Maintenance | 21.37 |
| 23965 - Well Driller | 22.33 |
| 23970 - Woodcraft Worker | 22.33 |
| 23980 - Woodworker | 18.49 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.76 |
| 24580 - Child Care Center Clerk | 13.07 |
| 24610 - Chore Aide | 11.33 |
| 24620 - Family Readiness And Support Services Coordinator | 14.58 |
| 24630 - Homemaker | 16.18 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.27 |
| 25040 - Sewage Plant Operator | 21.65 |
| 25070 - Stationary Engineer | 24.27 |
| 25190 - Ventilation Equipment Tender | 18.80 |
| 25210 - Water Treatment Plant Operator | 21.19 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.68 |
| 27007 - Baggage Inspector | 12.58 |
| 27008 - Corrections Officer | 18.80 |
| 27010 - Court Security Officer | 19.65 |
| 27030 - Detection Dog Handler | 17.22 |
| 27040 - Detention Officer | 18.80 |
| 27070 - Firefighter | 22.50 |
| 27101 - Guard I | 12.58 |
| 27102 - Guard II | 17.22 |
| 27131 - Police Officer I | 23.19 |
| 27132 - Police Officer II | 25.74 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.64 |
| 28042 - Carnival Equipment Repairer | 10.09 |
| 28043 - Carnival Equipment Worker | 8.32 |
| 28210 - Gate Attendant/Gate Tender | 15.46 |
| 28310 - Lifeguard | 12.16 |
| 28350 - Park Attendant (Aide) | 17.28 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.35 |
| 28515 - Recreation Specialist | 16.61 |
| 28630 - Sports Official | 13.76 |
| 28690 - Swimming Pool Operator | 18.29 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.18 |
| 29020 - Hatch Tender | 24.18 |
| 29030 - Line Handler | 24.18 |
| 29041 - Stevedore I | 21.14 |
| 29042 - Stevedore II | 25.14 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.93 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.78 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.29 |

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| 30021 - Archeological Technician I | 18.58 |
| 30022 - Archeological Technician II | 21.49 |
| 30023 - Archeological Technician III | 25.75 |
| 30030 - Cartographic Technician | 25.75 |
| 30040 - Civil Engineering Technician | 22.58 |
| 30061 - Drafter/CAD Operator I | 18.58 |
| 30062 - Drafter/CAD Operator II | 21.49 |
| 30063 - Drafter/CAD Operator III | 23.17 |
| 30064 - Drafter/CAD Operator IV | 28.52 |
| 30081 - Engineering Technician I | 16.48 |
| 30082 - Engineering Technician II | 18.50 |
| 30083 - Engineering Technician III | 21.32 |
| 30084 - Engineering Technician IV | 27.03 |
| 30085 - Engineering Technician V | 31.36 |
| 30086 - Engineering Technician VI | 37.94 |
| 30090 - Environmental Technician | 21.25 |
| 30210 - Laboratory Technician | 18.86 |
| 30240 - Mathematical Technician | 25.78 |
| 30361 - Paralegal/Legal Assistant I | 17.14 |
| 30362 - Paralegal/Legal Assistant II | 21.23 |
| 30363 - Paralegal/Legal Assistant III | 25.97 |
| 30364 - Paralegal/Legal Assistant IV | 31.42 |
| 30390 - Photo-Optics Technician | 25.75 |
| 30461 - Technical Writer I | 21.24 |
| 30462 - Technical Writer II | 25.98 |
| 30463 - Technical Writer III | 31.44 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.84 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.63 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 33.12 |
| 30494 - Unexploded (UXO) Safety Escort | 22.84 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.84 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 23.17 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 25.75 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.09 |
| 31030 - Bus Driver | 18.45 |
| 31043 - Driver Courier | 16.07 |
| 31260 - Parking and Lot Attendant | 9.77 |
| 31290 - Shuttle Bus Driver | 17.52 |
| 31310 - Taxi Driver | 11.31 |
| 31361 - Truckdriver, Light | 17.52 |
| 31362 - Truckdriver, Medium | 22.44 |
| 31363 - Truckdriver, Heavy | 22.50 |
| 31364 - Truckdriver, Tractor-Trailer | 22.50 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.46 |
| 99050 - Desk Clerk | 10.56 |
| 99095 - Embalmer | 26.25 |
| 99251 - Laboratory Animal Caretaker I | 11.04 |
| 99252 - Laboratory Animal Caretaker II | 11.77 |
| 99310 - Mortician | 26.25 |
| 99410 - Pest Controller | 14.48 |
| 99510 - Photofinishing Worker | 12.78 |
| 99710 - Recycling Laborer | 17.63 |
| 99711 - Recycling Specialist | 22.03 |
| 99730 - Refuse Collector | 14.77 |
| 99810 - Sales Clerk | 12.58 |
| 99820 - School Crossing Guard | 11.61 |
| 99830 - Survey Party Chief | 22.50 |
| 99831 - Surveying Aide | 13.85 |
| 99832 - Surveying Technician | 18.05 |
| 99840 - Vending Machine Attendant | 14.74 |

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| 99841 - Vending Machine Repairer | 16.72 |
| 99842 - Vending Machine Repairer Helper | 14.74 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 30 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2194
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Bartholomew, Boone, Clay, Decatur, Delaware, Fayette, Fountain, Hamilton, Hancock, Hendricks, Henry, Johnson, Madison, Marion, Montgomery, Morgan, Parke, Putnam, Rush, Shelby, Sullivan, Tippecanoe, Vermillion, Vigo, Warren

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.37 |
| 01012 - Accounting Clerk II | | 16.13 |
| 01013 - Accounting Clerk III | | 18.05 |
| 01020 - Administrative Assistant | | 22.88 |
| 01040 - Court Reporter | | 18.14 |
| 01051 - Data Entry Operator I | | 13.28 |
| 01052 - Data Entry Operator II | | 14.71 |
| 01060 - Dispatcher, Motor Vehicle | | 18.00 |
| 01070 - Document Preparation Clerk | | 14.05 |
| 01090 - Duplicating Machine Operator | | 14.05 |
| 01111 - General Clerk I | | 13.22 |
| 01112 - General Clerk II | | 14.45 |
| 01113 - General Clerk III | | 15.92 |
| 01120 - Housing Referral Assistant | | 20.59 |
| 01141 - Messenger Courier | | 11.99 |
| 01191 - Order Clerk I | | 13.48 |
| 01192 - Order Clerk II | | 15.84 |
| 01261 - Personnel Assistant (Employment) I | | 15.48 |
| 01262 - Personnel Assistant (Employment) II | | 17.32 |
| 01263 - Personnel Assistant (Employment) III | | 19.31 |
| 01270 - Production Control Clerk | | 21.08 |
| 01280 - Receptionist | | 13.61 |
| 01290 - Rental Clerk | | 15.07 |
| 01300 - Scheduler, Maintenance | | 16.51 |

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| 01311 - Secretary I | 16.51 |
| 01312 - Secretary II | 18.47 |
| 01313 - Secretary III | 20.59 |
| 01320 - Service Order Dispatcher | 17.76 |
| 01410 - Supply Technician | 22.88 |
| 01420 - Survey Worker | 16.49 |
| 01531 - Travel Clerk I | 12.86 |
| 01532 - Travel Clerk II | 13.72 |
| 01533 - Travel Clerk III | 14.55 |
| 01611 - Word Processor I | 13.70 |
| 01612 - Word Processor II | 15.13 |
| 01613 - Word Processor III | 16.65 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.67 |
| 05010 - Automotive Electrician | 20.01 |
| 05040 - Automotive Glass Installer | 19.42 |
| 05070 - Automotive Worker | 19.39 |
| 05110 - Mobile Equipment Servicer | 17.72 |
| 05130 - Motor Equipment Metal Mechanic | 20.84 |
| 05160 - Motor Equipment Metal Worker | 19.39 |
| 05190 - Motor Vehicle Mechanic | 20.84 |
| 05220 - Motor Vehicle Mechanic Helper | 17.09 |
| 05250 - Motor Vehicle Upholstery Worker | 18.62 |
| 05280 - Motor Vehicle Wrecker | 19.39 |
| 05310 - Painter, Automotive | 21.87 |
| 05340 - Radiator Repair Specialist | 19.39 |
| 05370 - Tire Repairer | 14.84 |
| 05400 - Transmission Repair Specialist | 20.84 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.11 |
| 07041 - Cook I | 11.84 |
| 07042 - Cook II | 13.15 |
| 07070 - Dishwasher | 9.31 |
| 07130 - Food Service Worker | 9.31 |
| 07210 - Meat Cutter | 13.92 |
| 07260 - Waiter/Waitress | 9.11 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.52 |
| 09040 - Furniture Handler | 15.60 |
| 09080 - Furniture Refinisher | 20.52 |
| 09090 - Furniture Refinisher Helper | 17.34 |
| 09110 - Furniture Repairer, Minor | 19.02 |
| 09130 - Upholsterer | 20.52 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.47 |
| 11060 - Elevator Operator | 11.47 |
| 11090 - Gardener | 12.39 |
| 11122 - Housekeeping Aide | 11.10 |
| 11150 - Janitor | 11.10 |
| 11210 - Laborer, Grounds Maintenance | 11.23 |
| 11240 - Maid or Houseman | 8.94 |
| 11260 - Pruner | 11.94 |
| 11270 - Tractor Operator | 12.87 |
| 11330 - Trail Maintenance Worker | 11.39 |
| 11360 - Window Cleaner | 11.13 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.25 |
| 12011 - Breath Alcohol Technician | 17.18 |
| 12012 - Certified Occupational Therapist Assistant | 22.24 |
| 12015 - Certified Physical Therapist Assistant | 25.41 |
| 12020 - Dental Assistant | 17.49 |
| 12025 - Dental Hygienist | 34.02 |
| 12030 - EKG Technician | 24.30 |

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| 12035 - Electroneurodiagnostic Technologist | 24.30 |
| 12040 - Emergency Medical Technician | 15.25 |
| 12071 - Licensed Practical Nurse I | 15.35 |
| 12072 - Licensed Practical Nurse II | 17.18 |
| 12073 - Licensed Practical Nurse III | 19.15 |
| 12100 - Medical Assistant | 14.10 |
| 12130 - Medical Laboratory Technician | 19.29 |
| 12160 - Medical Record Clerk | 14.72 |
| 12190 - Medical Record Technician | 16.48 |
| 12195 - Medical Transcriptionist | 15.19 |
| 12210 - Nuclear Medicine Technologist | 33.19 |
| 12221 - Nursing Assistant I | 10.69 |
| 12222 - Nursing Assistant II | 12.02 |
| 12223 - Nursing Assistant III | 13.12 |
| 12224 - Nursing Assistant IV | 14.72 |
| 12235 - Optical Dispenser | 14.98 |
| 12236 - Optical Technician | 15.35 |
| 12250 - Pharmacy Technician | 13.68 |
| 12280 - Phlebotomist | 14.72 |
| 12305 - Radiologic Technologist | 26.36 |
| 12311 - Registered Nurse I | 23.99 |
| 12312 - Registered Nurse II | 29.35 |
| 12313 - Registered Nurse II, Specialist | 29.35 |
| 12314 - Registered Nurse III | 35.51 |
| 12315 - Registered Nurse III, Anesthetist | 35.51 |
| 12316 - Registered Nurse IV | 42.56 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.28 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.04 |
| 13012 - Exhibits Specialist II | 22.35 |
| 13013 - Exhibits Specialist III | 27.33 |
| 13041 - Illustrator I | 19.93 |
| 13042 - Illustrator II | 24.69 |
| 13043 - Illustrator III | 30.20 |
| 13047 - Librarian | 24.08 |
| 13050 - Library Aide/Clerk | 13.82 |
| 13054 - Library Information Technology Systems Administrator | 25.49 |
| 13058 - Library Technician | 16.41 |
| 13061 - Media Specialist I | 15.68 |
| 13062 - Media Specialist II | 17.53 |
| 13063 - Media Specialist III | 19.55 |
| 13071 - Photographer I | 15.46 |
| 13072 - Photographer II | 17.30 |
| 13073 - Photographer III | 21.43 |
| 13074 - Photographer IV | 26.21 |
| 13075 - Photographer V | 31.71 |
| 13110 - Video Teleconference Technician | 18.13 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.19 |
| 14042 - Computer Operator II | 19.23 |
| 14043 - Computer Operator III | 21.44 |
| 14044 - Computer Operator IV | 23.83 |
| 14045 - Computer Operator V | 27.51 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 17.19 |
| 14160 - Personal Computer Support Technician | 24.52 |

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|---|-------|
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.63 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.84 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.96 |
| 15050 - Computer Based Training Specialist / Instructor | 29.63 |
| 15060 - Educational Technologist | 30.94 |
| 15070 - Flight Instructor (Pilot) | 42.96 |
| 15080 - Graphic Artist | 21.39 |
| 15090 - Technical Instructor | 21.01 |
| 15095 - Technical Instructor/Course Developer | 25.70 |
| 15110 - Test Proctor | 16.96 |
| 15120 - Tutor | 16.96 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.05 |
| 16030 - Counter Attendant | 9.05 |
| 16040 - Dry Cleaner | 11.49 |
| 16070 - Finisher, Flatwork, Machine | 9.05 |
| 16090 - Presser, Hand | 9.05 |
| 16110 - Presser, Machine, Drycleaning | 9.05 |
| 16130 - Presser, Machine, Shirts | 9.05 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.05 |
| 16190 - Sewing Machine Operator | 12.29 |
| 16220 - Tailor | 13.08 |
| 16250 - Washer, Machine | 9.86 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 25.46 |
| 19040 - Tool And Die Maker | 30.19 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.63 |
| 21030 - Material Coordinator | 21.00 |
| 21040 - Material Expediter | 21.00 |
| 21050 - Material Handling Laborer | 15.55 |
| 21071 - Order Filler | 13.04 |
| 21080 - Production Line Worker (Food Processing) | 17.63 |
| 21110 - Shipping Packer | 16.00 |
| 21130 - Shipping/Receiving Clerk | 16.00 |
| 21140 - Store Worker I | 13.69 |
| 21150 - Stock Clerk | 18.89 |
| 21210 - Tools And Parts Attendant | 17.63 |
| 21410 - Warehouse Specialist | 17.63 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 30.87 |
| 23021 - Aircraft Mechanic I | 29.80 |
| 23022 - Aircraft Mechanic II | 30.87 |
| 23023 - Aircraft Mechanic III | 32.03 |
| 23040 - Aircraft Mechanic Helper | 24.43 |
| 23050 - Aircraft, Painter | 29.05 |
| 23060 - Aircraft Servicer | 26.52 |
| 23080 - Aircraft Worker | 27.71 |
| 23110 - Appliance Mechanic | 20.52 |
| 23120 - Bicycle Repairer | 15.95 |
| 23125 - Cable Splicer | 25.01 |
| 23130 - Carpenter, Maintenance | 20.00 |
| 23140 - Carpet Layer | 18.17 |
| 23160 - Electrician, Maintenance | 28.10 |
| 23181 - Electronics Technician Maintenance I | 23.75 |
| 23182 - Electronics Technician Maintenance II | 25.84 |
| 23183 - Electronics Technician Maintenance III | 26.89 |
| 23260 - Fabric Worker | 21.16 |
| 23290 - Fire Alarm System Mechanic | 20.49 |
| 23310 - Fire Extinguisher Repairer | 18.49 |
| 23311 - Fuel Distribution System Mechanic | 24.90 |
| 23312 - Fuel Distribution System Operator | 20.21 |

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|---|-------|
| 23370 - General Maintenance Worker | 17.51 |
| 23380 - Ground Support Equipment Mechanic | 29.80 |
| 23381 - Ground Support Equipment Servicer | 26.52 |
| 23382 - Ground Support Equipment Worker | 27.71 |
| 23391 - Gunsmith I | 18.49 |
| 23392 - Gunsmith II | 20.53 |
| 23393 - Gunsmith III | 22.33 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.76 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.54 |
| 23430 - Heavy Equipment Mechanic | 20.89 |
| 23440 - Heavy Equipment Operator | 23.27 |
| 23460 - Instrument Mechanic | 22.33 |
| 23465 - Laboratory/Shelter Mechanic | 21.45 |
| 23470 - Laborer | 12.96 |
| 23510 - Locksmith | 21.45 |
| 23530 - Machinery Maintenance Mechanic | 28.94 |
| 23550 - Machinist, Maintenance | 19.55 |
| 23580 - Maintenance Trades Helper | 17.34 |
| 23591 - Metrology Technician I | 22.33 |
| 23592 - Metrology Technician II | 23.13 |
| 23593 - Metrology Technician III | 23.94 |
| 23640 - Millwright | 28.58 |
| 23710 - Office Appliance Repairer | 21.45 |
| 23760 - Painter, Maintenance | 20.52 |
| 23790 - Pipefitter, Maintenance | 25.04 |
| 23810 - Plumber, Maintenance | 23.29 |
| 23820 - Pneudraulic Systems Mechanic | 22.33 |
| 23850 - Rigger | 22.33 |
| 23870 - Scale Mechanic | 20.53 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.51 |
| 23910 - Small Engine Mechanic | 19.88 |
| 23931 - Telecommunications Mechanic I | 24.45 |
| 23932 - Telecommunications Mechanic II | 25.31 |
| 23950 - Telephone Lineman | 22.33 |
| 23960 - Welder, Combination, Maintenance | 21.37 |
| 23965 - Well Driller | 22.33 |
| 23970 - Woodcraft Worker | 22.33 |
| 23980 - Woodworker | 18.49 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.76 |
| 24580 - Child Care Center Clerk | 13.07 |
| 24610 - Chore Aide | 11.33 |
| 24620 - Family Readiness And Support Services Coordinator | 14.58 |
| 24630 - Homemaker | 16.18 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.27 |
| 25040 - Sewage Plant Operator | 21.65 |
| 25070 - Stationary Engineer | 24.27 |
| 25190 - Ventilation Equipment Tender | 18.80 |
| 25210 - Water Treatment Plant Operator | 21.19 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.68 |
| 27007 - Baggage Inspector | 12.58 |
| 27008 - Corrections Officer | 18.80 |
| 27010 - Court Security Officer | 19.65 |
| 27030 - Detection Dog Handler | 17.22 |
| 27040 - Detention Officer | 18.80 |
| 27070 - Firefighter | 22.50 |
| 27101 - Guard I | 12.58 |
| 27102 - Guard II | 17.22 |

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| 27131 - Police Officer I | 23.19 |
| 27132 - Police Officer II | 25.74 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.64 |
| 28042 - Carnival Equipment Repairer | 10.09 |
| 28043 - Carnival Equipment Worker | 8.32 |
| 28210 - Gate Attendant/Gate Tender | 15.46 |
| 28310 - Lifeguard | 12.16 |
| 28350 - Park Attendant (Aide) | 17.28 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.35 |
| 28515 - Recreation Specialist | 16.61 |
| 28630 - Sports Official | 13.76 |
| 28690 - Swimming Pool Operator | 18.29 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.18 |
| 29020 - Hatch Tender | 24.18 |
| 29030 - Line Handler | 24.18 |
| 29041 - Stevedore I | 21.14 |
| 29042 - Stevedore II | 25.14 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.93 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.78 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.29 |
| 30021 - Archeological Technician I | 18.58 |
| 30022 - Archeological Technician II | 21.49 |
| 30023 - Archeological Technician III | 25.75 |
| 30030 - Cartographic Technician | 25.75 |
| 30040 - Civil Engineering Technician | 22.58 |
| 30061 - Drafter/CAD Operator I | 18.58 |
| 30062 - Drafter/CAD Operator II | 21.49 |
| 30063 - Drafter/CAD Operator III | 23.17 |
| 30064 - Drafter/CAD Operator IV | 28.52 |
| 30081 - Engineering Technician I | 16.48 |
| 30082 - Engineering Technician II | 18.50 |
| 30083 - Engineering Technician III | 21.32 |
| 30084 - Engineering Technician IV | 27.03 |
| 30085 - Engineering Technician V | 31.36 |
| 30086 - Engineering Technician VI | 37.94 |
| 30090 - Environmental Technician | 21.25 |
| 30210 - Laboratory Technician | 18.86 |
| 30240 - Mathematical Technician | 25.78 |
| 30361 - Paralegal/Legal Assistant I | 17.14 |
| 30362 - Paralegal/Legal Assistant II | 21.23 |
| 30363 - Paralegal/Legal Assistant III | 25.97 |
| 30364 - Paralegal/Legal Assistant IV | 31.42 |
| 30390 - Photo-Optics Technician | 25.75 |
| 30461 - Technical Writer I | 21.24 |
| 30462 - Technical Writer II | 25.98 |
| 30463 - Technical Writer III | 31.44 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.84 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.63 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 33.12 |
| 30494 - Unexploded (UXO) Safety Escort | 22.84 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.84 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 23.17 |
| 30621 - Weather Observer, Senior (see 2) | 25.75 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.09 |
| 31030 - Bus Driver | 18.45 |
| 31043 - Driver Courier | 16.07 |
| 31260 - Parking and Lot Attendant | 9.77 |
| 31290 - Shuttle Bus Driver | 17.52 |

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|---|-------|
| 31310 - Taxi Driver | 11.31 |
| 31361 - Truckdriver, Light | 17.52 |
| 31362 - Truckdriver, Medium | 22.44 |
| 31363 - Truckdriver, Heavy | 22.50 |
| 31364 - Truckdriver, Tractor-Trailer | 22.50 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.46 |
| 99050 - Desk Clerk | 10.56 |
| 99095 - Embalmer | 26.25 |
| 99251 - Laboratory Animal Caretaker I | 11.04 |
| 99252 - Laboratory Animal Caretaker II | 11.77 |
| 99310 - Mortician | 26.25 |
| 99410 - Pest Controller | 14.48 |
| 99510 - Photofinishing Worker | 12.78 |
| 99710 - Recycling Laborer | 17.63 |
| 99711 - Recycling Specialist | 22.03 |
| 99730 - Refuse Collector | 14.77 |
| 99810 - Sales Clerk | 12.58 |
| 99820 - School Crossing Guard | 11.61 |
| 99830 - Survey Party Chief | 22.50 |
| 99831 - Surveying Aide | 13.85 |
| 99832 - Surveying Technician | 18.05 |
| 99840 - Vending Machine Attendant | 14.74 |
| 99841 - Vending Machine Repairer | 16.72 |
| 99842 - Vending Machine Repairer Helper | 14.74 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 30 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2195
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Carroll, Cass, Clinton, Fulton, Howard, Miami, Tipton, White

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|------|
| 01000 - Administrative Support And Clerical Occupations | | |

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|--|-------|
| 01011 - Accounting Clerk I | 12.04 |
| 01012 - Accounting Clerk II | 13.51 |
| 01013 - Accounting Clerk III | 16.29 |
| 01020 - Administrative Assistant | 19.70 |
| 01040 - Court Reporter | 14.53 |
| 01051 - Data Entry Operator I | 10.83 |
| 01052 - Data Entry Operator II | 11.82 |
| 01060 - Dispatcher, Motor Vehicle | 18.05 |
| 01070 - Document Preparation Clerk | 11.58 |
| 01090 - Duplicating Machine Operator | 11.58 |
| 01111 - General Clerk I | 10.95 |
| 01112 - General Clerk II | 11.82 |
| 01113 - General Clerk III | 13.27 |
| 01120 - Housing Referral Assistant | 16.21 |
| 01141 - Messenger Courier | 9.43 |
| 01191 - Order Clerk I | 12.93 |
| 01192 - Order Clerk II | 15.75 |
| 01261 - Personnel Assistant (Employment) I | 12.99 |
| 01262 - Personnel Assistant (Employment) II | 14.53 |
| 01263 - Personnel Assistant (Employment) III | 16.21 |
| 01270 - Production Control Clerk | 24.49 |
| 01280 - Receptionist | 11.25 |
| 01290 - Rental Clerk | 10.55 |
| 01300 - Scheduler, Maintenance | 12.99 |
| 01311 - Secretary I | 12.99 |
| 01312 - Secretary II | 14.53 |
| 01313 - Secretary III | 16.21 |
| 01320 - Service Order Dispatcher | 17.84 |
| 01410 - Supply Technician | 19.70 |
| 01420 - Survey Worker | 15.36 |
| 01531 - Travel Clerk I | 12.86 |
| 01532 - Travel Clerk II | 13.72 |
| 01533 - Travel Clerk III | 14.55 |
| 01611 - Word Processor I | 11.58 |
| 01612 - Word Processor II | 12.99 |
| 01613 - Word Processor III | 14.53 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.40 |
| 05010 - Automotive Electrician | 16.40 |
| 05040 - Automotive Glass Installer | 15.86 |
| 05070 - Automotive Worker | 15.86 |
| 05110 - Mobile Equipment Servicer | 14.88 |
| 05130 - Motor Equipment Metal Mechanic | 16.87 |
| 05160 - Motor Equipment Metal Worker | 15.86 |
| 05190 - Motor Vehicle Mechanic | 16.85 |
| 05220 - Motor Vehicle Mechanic Helper | 14.39 |
| 05250 - Motor Vehicle Upholstery Worker | 15.36 |
| 05280 - Motor Vehicle Wrecker | 15.86 |
| 05310 - Painter, Automotive | 16.40 |
| 05340 - Radiator Repair Specialist | 15.86 |
| 05370 - Tire Repairer | 12.67 |
| 05400 - Transmission Repair Specialist | 16.84 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.83 |
| 07041 - Cook I | 13.84 |
| 07042 - Cook II | 14.83 |
| 07070 - Dishwasher | 11.07 |
| 07130 - Food Service Worker | 11.07 |
| 07210 - Meat Cutter | 14.83 |
| 07260 - Waiter/Waitress | 11.96 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.25 |
| 09040 - Furniture Handler | 15.60 |

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| 09080 - Furniture Refinisher | 19.25 |
| 09090 - Furniture Refinisher Helper | 17.29 |
| 09110 - Furniture Repairer, Minor | 18.02 |
| 09130 - Upholsterer | 19.25 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.07 |
| 11060 - Elevator Operator | 13.69 |
| 11090 - Gardener | 15.39 |
| 11122 - Housekeeping Aide | 13.66 |
| 11150 - Janitor | 15.19 |
| 11210 - Laborer, Grounds Maintenance | 11.96 |
| 11240 - Maid or Houseman | 10.18 |
| 11260 - Pruner | 11.97 |
| 11270 - Tractor Operator | 16.07 |
| 11330 - Trail Maintenance Worker | 11.96 |
| 11360 - Window Cleaner | 15.46 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.73 |
| 12011 - Breath Alcohol Technician | 15.73 |
| 12012 - Certified Occupational Therapist Assistant | 21.42 |
| 12015 - Certified Physical Therapist Assistant | 21.42 |
| 12020 - Dental Assistant | 15.54 |
| 12025 - Dental Hygienist | 29.30 |
| 12030 - EKG Technician | 23.66 |
| 12035 - Electroneurodiagnostic Technologist | 23.66 |
| 12040 - Emergency Medical Technician | 15.73 |
| 12071 - Licensed Practical Nurse I | 13.95 |
| 12072 - Licensed Practical Nurse II | 15.61 |
| 12073 - Licensed Practical Nurse III | 17.41 |
| 12100 - Medical Assistant | 14.83 |
| 12130 - Medical Laboratory Technician | 13.98 |
| 12160 - Medical Record Clerk | 12.81 |
| 12190 - Medical Record Technician | 14.63 |
| 12195 - Medical Transcriptionist | 13.79 |
| 12210 - Nuclear Medicine Technologist | 34.31 |
| 12221 - Nursing Assistant I | 9.96 |
| 12222 - Nursing Assistant II | 11.20 |
| 12223 - Nursing Assistant III | 12.22 |
| 12224 - Nursing Assistant IV | 13.72 |
| 12235 - Optical Dispenser | 14.49 |
| 12236 - Optical Technician | 13.96 |
| 12250 - Pharmacy Technician | 12.19 |
| 12280 - Phlebotomist | 13.72 |
| 12305 - Radiologic Technologist | 23.65 |
| 12311 - Registered Nurse I | 20.41 |
| 12312 - Registered Nurse II | 24.97 |
| 12313 - Registered Nurse II, Specialist | 24.97 |
| 12314 - Registered Nurse III | 30.21 |
| 12315 - Registered Nurse III, Anesthetist | 30.21 |
| 12316 - Registered Nurse IV | 36.20 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.49 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.75 |
| 13012 - Exhibits Specialist II | 20.76 |
| 13013 - Exhibits Specialist III | 25.39 |
| 13041 - Illustrator I | 16.75 |
| 13042 - Illustrator II | 20.76 |
| 13043 - Illustrator III | 25.39 |
| 13047 - Librarian | 22.98 |
| 13050 - Library Aide/Clerk | 13.34 |
| 13054 - Library Information Technology Systems Administrator | 20.76 |
| 13058 - Library Technician | 13.67 |

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|---|---------|
| 13061 - Media Specialist I | 14.97 |
| 13062 - Media Specialist II | 16.75 |
| 13063 - Media Specialist III | 18.68 |
| 13071 - Photographer I | 14.97 |
| 13072 - Photographer II | 16.75 |
| 13073 - Photographer III | 20.76 |
| 13074 - Photographer IV | 25.39 |
| 13075 - Photographer V | 30.72 |
| 13110 - Video Teleconference Technician | 14.97 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.21 |
| 14042 - Computer Operator II | 15.41 |
| 14043 - Computer Operator III | 16.81 |
| 14044 - Computer Operator IV | 18.26 |
| 14045 - Computer Operator V | 20.23 |
| 14071 - Computer Programmer I | 16.05 |
| 14072 - Computer Programmer II | 19.91 |
| 14073 - Computer Programmer III | 23.86 |
| 14074 - Computer Programmer IV | 27.08 |
| 14101 - Computer Systems Analyst I | 22.39 |
| 14102 - Computer Systems Analyst II | 27.08 |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.21 |
| 14160 - Personal Computer Support Technician | 18.26 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 22.39 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 27.08 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 32.47 |
| 15050 - Computer Based Training Specialist / Instructor | 22.39 |
| 15060 - Educational Technologist | 20.35 |
| 15070 - Flight Instructor (Pilot) | 32.47 |
| 15080 - Graphic Artist | 19.89 |
| 15090 - Technical Instructor | 19.40 |
| 15095 - Technical Instructor/Course Developer | 23.74 |
| 15110 - Test Proctor | 15.66 |
| 15120 - Tutor | 15.66 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.96 |
| 16030 - Counter Attendant | 8.96 |
| 16040 - Dry Cleaner | 11.35 |
| 16070 - Finisher, Flatwork, Machine | 8.96 |
| 16090 - Presser, Hand | 8.96 |
| 16110 - Presser, Machine, Drycleaning | 8.96 |
| 16130 - Presser, Machine, Shirts | 8.96 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.96 |
| 16190 - Sewing Machine Operator | 12.20 |
| 16220 - Tailor | 12.94 |
| 16250 - Washer, Machine | 9.73 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 25.25 |
| 19040 - Tool And Die Maker | 27.16 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 23.12 |
| 21030 - Material Coordinator | 24.54 |
| 21040 - Material Expediter | 24.54 |
| 21050 - Material Handling Laborer | 17.19 |
| 21071 - Order Filler | 12.40 |
| 21080 - Production Line Worker (Food Processing) | 23.12 |
| 21110 - Shipping Packer | 15.40 |
| 21130 - Shipping/Receiving Clerk | 15.40 |
| 21140 - Store Worker I | 13.07 |
| 21150 - Stock Clerk | 17.42 |
| 21210 - Tools And Parts Attendant | 23.12 |

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|---|-------|
| 21410 - Warehouse Specialist | 23.12 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.26 |
| 23021 - Aircraft Mechanic I | 24.42 |
| 23022 - Aircraft Mechanic II | 25.26 |
| 23023 - Aircraft Mechanic III | 26.19 |
| 23040 - Aircraft Mechanic Helper | 19.56 |
| 23050 - Aircraft, Painter | 23.65 |
| 23060 - Aircraft Servicer | 22.26 |
| 23080 - Aircraft Worker | 22.99 |
| 23110 - Appliance Mechanic | 23.67 |
| 23120 - Bicycle Repairer | 13.78 |
| 23125 - Cable Splicer | 24.42 |
| 23130 - Carpenter, Maintenance | 19.85 |
| 23140 - Carpet Layer | 22.47 |
| 23160 - Electrician, Maintenance | 25.30 |
| 23181 - Electronics Technician Maintenance I | 22.27 |
| 23182 - Electronics Technician Maintenance II | 23.67 |
| 23183 - Electronics Technician Maintenance III | 24.42 |
| 23260 - Fabric Worker | 21.31 |
| 23290 - Fire Alarm System Mechanic | 24.42 |
| 23310 - Fire Extinguisher Repairer | 20.69 |
| 23311 - Fuel Distribution System Mechanic | 24.42 |
| 23312 - Fuel Distribution System Operator | 19.86 |
| 23370 - General Maintenance Worker | 20.41 |
| 23380 - Ground Support Equipment Mechanic | 24.42 |
| 23381 - Ground Support Equipment Servicer | 22.26 |
| 23382 - Ground Support Equipment Worker | 22.99 |
| 23391 - Gunsmith I | 19.86 |
| 23392 - Gunsmith II | 22.47 |
| 23393 - Gunsmith III | 24.42 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.04 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.86 |
| 23430 - Heavy Equipment Mechanic | 21.87 |
| 23440 - Heavy Equipment Operator | 22.84 |
| 23460 - Instrument Mechanic | 24.42 |
| 23465 - Laboratory/Shelter Mechanic | 23.67 |
| 23470 - Laborer | 17.19 |
| 23510 - Locksmith | 23.67 |
| 23530 - Machinery Maintenance Mechanic | 25.06 |
| 23550 - Machinist, Maintenance | 24.42 |
| 23580 - Maintenance Trades Helper | 13.99 |
| 23591 - Metrology Technician I | 24.42 |
| 23592 - Metrology Technician II | 25.76 |
| 23593 - Metrology Technician III | 26.72 |
| 23640 - Millwright | 24.42 |
| 23710 - Office Appliance Repairer | 23.67 |
| 23760 - Painter, Maintenance | 23.67 |
| 23790 - Pipefitter, Maintenance | 26.12 |
| 23810 - Plumber, Maintenance | 24.28 |
| 23820 - Pneudraulic Systems Mechanic | 24.42 |
| 23850 - Rigger | 24.42 |
| 23870 - Scale Mechanic | 22.47 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.44 |
| 23910 - Small Engine Mechanic | 22.47 |
| 23931 - Telecommunications Mechanic I | 23.98 |
| 23932 - Telecommunications Mechanic II | 25.07 |
| 23950 - Telephone Lineman | 24.42 |
| 23960 - Welder, Combination, Maintenance | 22.97 |
| 23965 - Well Driller | 24.42 |
| 23970 - Woodcraft Worker | 24.42 |

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| 23980 - Woodworker | 19.86 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.11 |
| 24580 - Child Care Center Clerk | 16.04 |
| 24610 - Chore Aide | 11.19 |
| 24620 - Family Readiness And Support Services Coordinator | 14.95 |
| 24630 - Homemaker | 17.68 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.44 |
| 25040 - Sewage Plant Operator | 23.92 |
| 25070 - Stationary Engineer | 25.44 |
| 25190 - Ventilation Equipment Tender | 19.22 |
| 25210 - Water Treatment Plant Operator | 23.92 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.86 |
| 27007 - Baggage Inspector | 14.89 |
| 27008 - Corrections Officer | 16.66 |
| 27010 - Court Security Officer | 16.71 |
| 27030 - Detection Dog Handler | 16.35 |
| 27040 - Detention Officer | 16.66 |
| 27070 - Firefighter | 17.20 |
| 27101 - Guard I | 14.89 |
| 27102 - Guard II | 16.66 |
| 27131 - Police Officer I | 19.18 |
| 27132 - Police Officer II | 21.31 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 16.52 |
| 28042 - Carnival Equipment Repairer | 16.52 |
| 28043 - Carnival Equipment Worker | 12.18 |
| 28210 - Gate Attendant/Gate Tender | 14.41 |
| 28310 - Lifeguard | 11.95 |
| 28350 - Park Attendant (Aide) | 15.00 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.95 |
| 28515 - Recreation Specialist | 16.92 |
| 28630 - Sports Official | 11.95 |
| 28690 - Swimming Pool Operator | 21.60 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.47 |
| 29020 - Hatch Tender | 22.47 |
| 29030 - Line Handler | 22.47 |
| 29041 - Stevedore I | 21.31 |
| 29042 - Stevedore II | 23.67 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 13.70 |
| 30022 - Archeological Technician II | 15.18 |
| 30023 - Archeological Technician III | 18.79 |
| 30030 - Cartographic Technician | 18.79 |
| 30040 - Civil Engineering Technician | 18.79 |
| 30061 - Drafter/CAD Operator I | 12.62 |
| 30062 - Drafter/CAD Operator II | 15.32 |
| 30063 - Drafter/CAD Operator III | 16.92 |
| 30064 - Drafter/CAD Operator IV | 20.82 |
| 30081 - Engineering Technician I | 12.58 |
| 30082 - Engineering Technician II | 14.23 |
| 30083 - Engineering Technician III | 15.92 |
| 30084 - Engineering Technician IV | 19.72 |
| 30085 - Engineering Technician V | 24.12 |
| 30086 - Engineering Technician VI | 28.09 |
| 30090 - Environmental Technician | 18.79 |

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|---|---------------|
| 30210 - Laboratory Technician | 16.92 |
| 30240 - Mathematical Technician | 18.79 |
| 30361 - Paralegal/Legal Assistant I | 16.20 |
| 30362 - Paralegal/Legal Assistant II | 20.08 |
| 30363 - Paralegal/Legal Assistant III | 24.56 |
| 30364 - Paralegal/Legal Assistant IV | 29.71 |
| 30390 - Photo-Optics Technician | 18.79 |
| 30461 - Technical Writer I | 17.77 |
| 30462 - Technical Writer II | 21.74 |
| 30463 - Technical Writer III | 26.30 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 16.92 |
| 30621 - Weather Observer, Senior | (see 2) 18.79 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.23 |
| 31030 - Bus Driver | 16.68 |
| 31043 - Driver Courier | 13.92 |
| 31260 - Parking and Lot Attendant | 11.13 |
| 31290 - Shuttle Bus Driver | 14.99 |
| 31310 - Taxi Driver | 11.39 |
| 31361 - Truckdriver, Light | 14.99 |
| 31362 - Truckdriver, Medium | 16.63 |
| 31363 - Truckdriver, Heavy | 18.80 |
| 31364 - Truckdriver, Tractor-Trailer | 18.80 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.95 |
| 99050 - Desk Clerk | 10.15 |
| 99095 - Embalmer | 23.74 |
| 99251 - Laboratory Animal Caretaker I | 14.80 |
| 99252 - Laboratory Animal Caretaker II | 15.92 |
| 99310 - Mortician | 23.74 |
| 99410 - Pest Controller | 21.76 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.95 |
| 99711 - Recycling Specialist | 18.88 |
| 99730 - Refuse Collector | 14.53 |
| 99810 - Sales Clerk | 11.10 |
| 99820 - School Crossing Guard | 14.53 |
| 99830 - Survey Party Chief | 17.84 |
| 99831 - Surveying Aide | 10.95 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 18.88 |
| 99841 - Vending Machine Repairer | 22.95 |
| 99842 - Vending Machine Repairer Helper | 18.88 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, the Day before Christmas, and Christmas Day. (A contractor may substitute for any of the named holidays another day of 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be

conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2196
Revision No.: 16
Date of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Carroll, Cass, Clinton, Fulton, Howard, Miami,
Tipton, White

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.04 |
| 01012 - Accounting Clerk II | | 13.51 |
| 01013 - Accounting Clerk III | | 16.29 |
| 01020 - Administrative Assistant | | 19.70 |
| 01040 - Court Reporter | | 14.53 |
| 01051 - Data Entry Operator I | | 10.83 |
| 01052 - Data Entry Operator II | | 11.82 |
| 01060 - Dispatcher, Motor Vehicle | | 18.05 |
| 01070 - Document Preparation Clerk | | 11.58 |
| 01090 - Duplicating Machine Operator | | 11.58 |
| 01111 - General Clerk I | | 10.95 |
| 01112 - General Clerk II | | 11.82 |
| 01113 - General Clerk III | | 13.27 |
| 01120 - Housing Referral Assistant | | 16.21 |
| 01141 - Messenger Courier | | 9.43 |
| 01191 - Order Clerk I | | 12.93 |
| 01192 - Order Clerk II | | 15.75 |
| 01261 - Personnel Assistant (Employment) I | | 12.99 |
| 01262 - Personnel Assistant (Employment) II | | 14.53 |
| 01263 - Personnel Assistant (Employment) III | | 16.21 |
| 01270 - Production Control Clerk | | 24.49 |
| 01280 - Receptionist | | 11.25 |
| 01290 - Rental Clerk | | 10.55 |
| 01300 - Scheduler, Maintenance | | 12.99 |
| 01311 - Secretary I | | 12.99 |
| 01312 - Secretary II | | 14.53 |
| 01313 - Secretary III | | 16.21 |
| 01320 - Service Order Dispatcher | | 17.84 |
| 01410 - Supply Technician | | 19.70 |
| 01420 - Survey Worker | | 15.36 |
| 01531 - Travel Clerk I | | 12.86 |
| 01532 - Travel Clerk II | | 13.72 |
| 01533 - Travel Clerk III | | 14.55 |
| 01611 - Word Processor I | | 11.58 |
| 01612 - Word Processor II | | 12.99 |
| 01613 - Word Processor III | | 14.53 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 21.40 |
| 05010 - Automotive Electrician | | 16.40 |

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| 05040 - Automotive Glass Installer | 15.86 |
| 05070 - Automotive Worker | 15.86 |
| 05110 - Mobile Equipment Servicer | 14.88 |
| 05130 - Motor Equipment Metal Mechanic | 16.87 |
| 05160 - Motor Equipment Metal Worker | 15.86 |
| 05190 - Motor Vehicle Mechanic | 16.85 |
| 05220 - Motor Vehicle Mechanic Helper | 14.39 |
| 05250 - Motor Vehicle Upholstery Worker | 15.36 |
| 05280 - Motor Vehicle Wrecker | 15.86 |
| 05310 - Painter, Automotive | 16.40 |
| 05340 - Radiator Repair Specialist | 15.86 |
| 05370 - Tire Repairer | 12.67 |
| 05400 - Transmission Repair Specialist | 16.84 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.83 |
| 07041 - Cook I | 13.84 |
| 07042 - Cook II | 14.83 |
| 07070 - Dishwasher | 11.07 |
| 07130 - Food Service Worker | 11.07 |
| 07210 - Meat Cutter | 14.83 |
| 07260 - Waiter/Waitress | 11.96 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.25 |
| 09040 - Furniture Handler | 15.60 |
| 09080 - Furniture Refinisher | 19.25 |
| 09090 - Furniture Refinisher Helper | 17.29 |
| 09110 - Furniture Repairer, Minor | 18.02 |
| 09130 - Upholsterer | 19.25 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.07 |
| 11060 - Elevator Operator | 13.69 |
| 11090 - Gardener | 15.39 |
| 11122 - Housekeeping Aide | 13.66 |
| 11150 - Janitor | 15.19 |
| 11210 - Laborer, Grounds Maintenance | 11.96 |
| 11240 - Maid or Houseman | 10.18 |
| 11260 - Pruner | 11.97 |
| 11270 - Tractor Operator | 16.07 |
| 11330 - Trail Maintenance Worker | 11.96 |
| 11360 - Window Cleaner | 15.46 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.73 |
| 12011 - Breath Alcohol Technician | 15.73 |
| 12012 - Certified Occupational Therapist Assistant | 21.42 |
| 12015 - Certified Physical Therapist Assistant | 21.42 |
| 12020 - Dental Assistant | 15.54 |
| 12025 - Dental Hygienist | 29.30 |
| 12030 - EKG Technician | 23.66 |
| 12035 - Electroneurodiagnostic Technologist | 23.66 |
| 12040 - Emergency Medical Technician | 15.73 |
| 12071 - Licensed Practical Nurse I | 13.95 |
| 12072 - Licensed Practical Nurse II | 15.61 |
| 12073 - Licensed Practical Nurse III | 17.41 |
| 12100 - Medical Assistant | 14.83 |
| 12130 - Medical Laboratory Technician | 13.98 |
| 12160 - Medical Record Clerk | 12.81 |
| 12190 - Medical Record Technician | 14.63 |
| 12195 - Medical Transcriptionist | 13.79 |
| 12210 - Nuclear Medicine Technologist | 34.31 |
| 12221 - Nursing Assistant I | 9.96 |
| 12222 - Nursing Assistant II | 11.20 |
| 12223 - Nursing Assistant III | 12.22 |
| 12224 - Nursing Assistant IV | 13.72 |

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|---|---------|
| 12235 - Optical Dispenser | 14.49 |
| 12236 - Optical Technician | 13.96 |
| 12250 - Pharmacy Technician | 12.19 |
| 12280 - Phlebotomist | 13.72 |
| 12305 - Radiologic Technologist | 23.65 |
| 12311 - Registered Nurse I | 20.41 |
| 12312 - Registered Nurse II | 24.97 |
| 12313 - Registered Nurse II, Specialist | 24.97 |
| 12314 - Registered Nurse III | 30.21 |
| 12315 - Registered Nurse III, Anesthetist | 30.21 |
| 12316 - Registered Nurse IV | 36.20 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.49 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.75 |
| 13012 - Exhibits Specialist II | 20.76 |
| 13013 - Exhibits Specialist III | 25.39 |
| 13041 - Illustrator I | 16.75 |
| 13042 - Illustrator II | 20.76 |
| 13043 - Illustrator III | 25.39 |
| 13047 - Librarian | 22.98 |
| 13050 - Library Aide/Clerk | 13.34 |
| 13054 - Library Information Technology Systems Administrator | 20.76 |
| 13058 - Library Technician | 13.67 |
| 13061 - Media Specialist I | 14.97 |
| 13062 - Media Specialist II | 16.75 |
| 13063 - Media Specialist III | 18.68 |
| 13071 - Photographer I | 14.97 |
| 13072 - Photographer II | 16.75 |
| 13073 - Photographer III | 20.76 |
| 13074 - Photographer IV | 25.39 |
| 13075 - Photographer V | 30.72 |
| 13110 - Video Teleconference Technician | 14.97 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.21 |
| 14042 - Computer Operator II | 15.41 |
| 14043 - Computer Operator III | 16.81 |
| 14044 - Computer Operator IV | 18.26 |
| 14045 - Computer Operator V | 20.23 |
| 14071 - Computer Programmer I | 16.05 |
| 14072 - Computer Programmer II | 19.91 |
| 14073 - Computer Programmer III | 23.86 |
| 14074 - Computer Programmer IV | 27.08 |
| 14101 - Computer Systems Analyst I | 22.39 |
| 14102 - Computer Systems Analyst II | 27.08 |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.21 |
| 14160 - Personal Computer Support Technician | 18.26 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 22.39 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 27.08 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 32.47 |
| 15050 - Computer Based Training Specialist / Instructor | 22.39 |
| 15060 - Educational Technologist | 20.35 |
| 15070 - Flight Instructor (Pilot) | 32.47 |
| 15080 - Graphic Artist | 19.89 |
| 15090 - Technical Instructor | 19.40 |
| 15095 - Technical Instructor/Course Developer | 23.74 |
| 15110 - Test Proctor | 15.66 |
| 15120 - Tutor | 15.66 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.96 |
| 16030 - Counter Attendant | 8.96 |

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|---|-------|
| 16040 - Dry Cleaner | 11.35 |
| 16070 - Finisher, Flatwork, Machine | 8.96 |
| 16090 - Presser, Hand | 8.96 |
| 16110 - Presser, Machine, Drycleaning | 8.96 |
| 16130 - Presser, Machine, Shirts | 8.96 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.96 |
| 16190 - Sewing Machine Operator | 12.20 |
| 16220 - Tailor | 12.94 |
| 16250 - Washer, Machine | 9.73 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 25.25 |
| 19040 - Tool And Die Maker | 27.16 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 23.12 |
| 21030 - Material Coordinator | 24.54 |
| 21040 - Material Expediter | 24.54 |
| 21050 - Material Handling Laborer | 17.19 |
| 21071 - Order Filler | 12.40 |
| 21080 - Production Line Worker (Food Processing) | 23.12 |
| 21110 - Shipping Packer | 15.40 |
| 21130 - Shipping/Receiving Clerk | 15.40 |
| 21140 - Store Worker I | 13.07 |
| 21150 - Stock Clerk | 17.42 |
| 21210 - Tools And Parts Attendant | 23.12 |
| 21410 - Warehouse Specialist | 23.12 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.26 |
| 23021 - Aircraft Mechanic I | 24.42 |
| 23022 - Aircraft Mechanic II | 25.26 |
| 23023 - Aircraft Mechanic III | 26.19 |
| 23040 - Aircraft Mechanic Helper | 19.56 |
| 23050 - Aircraft, Painter | 23.65 |
| 23060 - Aircraft Servicer | 22.26 |
| 23080 - Aircraft Worker | 22.99 |
| 23110 - Appliance Mechanic | 23.67 |
| 23120 - Bicycle Repairer | 13.78 |
| 23125 - Cable Splicer | 24.42 |
| 23130 - Carpenter, Maintenance | 19.85 |
| 23140 - Carpet Layer | 22.47 |
| 23160 - Electrician, Maintenance | 25.30 |
| 23181 - Electronics Technician Maintenance I | 22.27 |
| 23182 - Electronics Technician Maintenance II | 23.67 |
| 23183 - Electronics Technician Maintenance III | 24.42 |
| 23260 - Fabric Worker | 21.31 |
| 23290 - Fire Alarm System Mechanic | 24.42 |
| 23310 - Fire Extinguisher Repairer | 20.69 |
| 23311 - Fuel Distribution System Mechanic | 24.42 |
| 23312 - Fuel Distribution System Operator | 19.86 |
| 23370 - General Maintenance Worker | 20.41 |
| 23380 - Ground Support Equipment Mechanic | 24.42 |
| 23381 - Ground Support Equipment Servicer | 22.26 |
| 23382 - Ground Support Equipment Worker | 22.99 |
| 23391 - Gunsmith I | 19.86 |
| 23392 - Gunsmith II | 22.47 |
| 23393 - Gunsmith III | 24.42 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.04 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.86 |
| 23430 - Heavy Equipment Mechanic | 21.87 |
| 23440 - Heavy Equipment Operator | 22.84 |
| 23460 - Instrument Mechanic | 24.42 |
| 23465 - Laboratory/Shelter Mechanic | 23.67 |

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| 23470 - Laborer | 17.19 |
| 23510 - Locksmith | 23.67 |
| 23530 - Machinery Maintenance Mechanic | 25.06 |
| 23550 - Machinist, Maintenance | 24.42 |
| 23580 - Maintenance Trades Helper | 13.99 |
| 23591 - Metrology Technician I | 24.42 |
| 23592 - Metrology Technician II | 25.76 |
| 23593 - Metrology Technician III | 26.72 |
| 23640 - Millwright | 24.42 |
| 23710 - Office Appliance Repairer | 23.67 |
| 23760 - Painter, Maintenance | 23.67 |
| 23790 - Pipefitter, Maintenance | 26.12 |
| 23810 - Plumber, Maintenance | 24.28 |
| 23820 - Pneudraulic Systems Mechanic | 24.42 |
| 23850 - Rigger | 24.42 |
| 23870 - Scale Mechanic | 22.47 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.44 |
| 23910 - Small Engine Mechanic | 22.47 |
| 23931 - Telecommunications Mechanic I | 23.98 |
| 23932 - Telecommunications Mechanic II | 25.07 |
| 23950 - Telephone Lineman | 24.42 |
| 23960 - Welder, Combination, Maintenance | 22.97 |
| 23965 - well Driller | 24.42 |
| 23970 - Woodcraft Worker | 24.42 |
| 23980 - Woodworker | 19.86 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.11 |
| 24580 - Child Care Center Clerk | 16.04 |
| 24610 - Chore Aide | 11.19 |
| 24620 - Family Readiness And Support Services Coordinator | 14.95 |
| 24630 - Homemaker | 17.68 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.44 |
| 25040 - Sewage Plant Operator | 23.92 |
| 25070 - Stationary Engineer | 25.44 |
| 25190 - Ventilation Equipment Tender | 19.22 |
| 25210 - Water Treatment Plant Operator | 23.92 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.86 |
| 27007 - Baggage Inspector | 14.89 |
| 27008 - Corrections Officer | 16.66 |
| 27010 - Court Security Officer | 16.71 |
| 27030 - Detection Dog Handler | 16.35 |
| 27040 - Detention Officer | 16.66 |
| 27070 - Firefighter | 17.20 |
| 27101 - Guard I | 14.89 |
| 27102 - Guard II | 16.66 |
| 27131 - Police Officer I | 19.18 |
| 27132 - Police Officer II | 21.31 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 16.52 |
| 28042 - Carnival Equipment Repairer | 16.52 |
| 28043 - Carnival Equipment Worker | 12.18 |
| 28210 - Gate Attendant/Gate Tender | 14.41 |
| 28310 - Lifeguard | 11.95 |
| 28350 - Park Attendant (Aide) | 15.00 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.95 |
| 28515 - Recreation Specialist | 16.92 |
| 28630 - Sports Official | 11.95 |
| 28690 - Swimming Pool Operator | 21.60 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.47 |

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| 29020 - Hatch Tender | 22.47 |
| 29030 - Line Handler | 22.47 |
| 29041 - Stevedore I | 21.31 |
| 29042 - Stevedore II | 23.67 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 13.70 |
| 30022 - Archeological Technician II | 15.18 |
| 30023 - Archeological Technician III | 18.79 |
| 30030 - Cartographic Technician | 18.79 |
| 30040 - Civil Engineering Technician | 18.79 |
| 30061 - Drafter/CAD Operator I | 12.62 |
| 30062 - Drafter/CAD Operator II | 15.32 |
| 30063 - Drafter/CAD Operator III | 16.92 |
| 30064 - Drafter/CAD Operator IV | 20.82 |
| 30081 - Engineering Technician I | 12.58 |
| 30082 - Engineering Technician II | 14.23 |
| 30083 - Engineering Technician III | 15.92 |
| 30084 - Engineering Technician IV | 19.72 |
| 30085 - Engineering Technician V | 24.12 |
| 30086 - Engineering Technician VI | 28.09 |
| 30090 - Environmental Technician | 18.79 |
| 30210 - Laboratory Technician | 16.92 |
| 30240 - Mathematical Technician | 18.79 |
| 30361 - Paralegal/Legal Assistant I | 16.20 |
| 30362 - Paralegal/Legal Assistant II | 20.08 |
| 30363 - Paralegal/Legal Assistant III | 24.56 |
| 30364 - Paralegal/Legal Assistant IV | 29.71 |
| 30390 - Photo-Optics Technician | 18.79 |
| 30461 - Technical Writer I | 17.77 |
| 30462 - Technical Writer II | 21.74 |
| 30463 - Technical Writer III | 26.30 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 16.92 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 18.79 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.23 |
| 31030 - Bus Driver | 16.68 |
| 31043 - Driver Courier | 13.92 |
| 31260 - Parking and Lot Attendant | 11.13 |
| 31290 - Shuttle Bus Driver | 14.99 |
| 31310 - Taxi Driver | 11.39 |
| 31361 - Truckdriver, Light | 14.99 |
| 31362 - Truckdriver, Medium | 16.63 |
| 31363 - Truckdriver, Heavy | 18.80 |
| 31364 - Truckdriver, Tractor-Trailer | 18.80 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.95 |
| 99050 - Desk Clerk | 10.15 |
| 99095 - Embalmer | 23.74 |
| 99251 - Laboratory Animal Caretaker I | 14.80 |
| 99252 - Laboratory Animal Caretaker II | 15.92 |
| 99310 - Mortician | 23.74 |
| 99410 - Pest Controller | 21.76 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.95 |

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| 99711 - Recycling Specialist | 18.88 |
| 99730 - Refuse Collector | 14.53 |
| 99810 - Sales Clerk | 11.10 |
| 99820 - School Crossing Guard | 14.53 |
| 99830 - Survey Party Chief | 17.84 |
| 99831 - Surveying Aide | 10.95 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 18.88 |
| 99841 - Vending Machine Repairer | 22.95 |
| 99842 - Vending Machine Repairer Helper | 18.88 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, the Day before Christmas, and Christmas Day. (A contractor may substitute for any of the named holidays another day of 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at

<http://wdo1.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2197
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Marshall, Saint Joseph

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.96 |
| 01012 - Accounting Clerk II | | 13.42 |
| 01013 - Accounting Clerk III | | 16.63 |
| 01020 - Administrative Assistant | | 18.42 |
| 01040 - Court Reporter | | 15.11 |
| 01051 - Data Entry Operator I | | 11.04 |
| 01052 - Data Entry Operator II | | 12.82 |
| 01060 - Dispatcher, Motor Vehicle | | 16.25 |
| 01070 - Document Preparation Clerk | | 11.84 |
| 01090 - Duplicating Machine Operator | | 11.84 |
| 01111 - General Clerk I | | 10.82 |
| 01112 - General Clerk II | | 11.81 |
| 01113 - General Clerk III | | 13.25 |

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| 01120 - Housing Referral Assistant | 16.58 |
| 01141 - Messenger Courier | 12.85 |
| 01191 - Order Clerk I | 12.14 |
| 01192 - Order Clerk II | 13.25 |
| 01261 - Personnel Assistant (Employment) I | 13.85 |
| 01262 - Personnel Assistant (Employment) II | 15.49 |
| 01263 - Personnel Assistant (Employment) III | 17.27 |
| 01270 - Production Control Clerk | 19.91 |
| 01280 - Receptionist | 10.77 |
| 01290 - Rental Clerk | 10.34 |
| 01300 - Scheduler, Maintenance | 13.29 |
| 01311 - Secretary I | 13.29 |
| 01312 - Secretary II | 15.11 |
| 01313 - Secretary III | 16.58 |
| 01320 - Service Order Dispatcher | 13.89 |
| 01410 - Supply Technician | 18.42 |
| 01420 - Survey Worker | 13.77 |
| 01531 - Travel Clerk I | 12.60 |
| 01532 - Travel Clerk II | 13.44 |
| 01533 - Travel Clerk III | 14.25 |
| 01611 - Word Processor I | 11.73 |
| 01612 - Word Processor II | 13.16 |
| 01613 - Word Processor III | 14.99 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.23 |
| 05010 - Automotive Electrician | 17.72 |
| 05040 - Automotive Glass Installer | 17.20 |
| 05070 - Automotive Worker | 17.20 |
| 05110 - Mobile Equipment Servicer | 16.01 |
| 05130 - Motor Equipment Metal Mechanic | 18.36 |
| 05160 - Motor Equipment Metal Worker | 17.20 |
| 05190 - Motor Vehicle Mechanic | 17.79 |
| 05220 - Motor Vehicle Mechanic Helper | 15.41 |
| 05250 - Motor Vehicle Upholstery Worker | 16.59 |
| 05280 - Motor Vehicle Wrecker | 17.20 |
| 05310 - Painter, Automotive | 19.20 |
| 05340 - Radiator Repair Specialist | 17.20 |
| 05370 - Tire Repairer | 13.94 |
| 05400 - Transmission Repair Specialist | 18.36 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.89 |
| 07041 - Cook I | 11.56 |
| 07042 - Cook II | 12.89 |
| 07070 - Dishwasher | 8.98 |
| 07130 - Food Service Worker | 8.98 |
| 07210 - Meat Cutter | 13.56 |
| 07260 - Waiter/Waitress | 9.40 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.57 |
| 09040 - Furniture Handler | 13.66 |
| 09080 - Furniture Refinisher | 19.12 |
| 09090 - Furniture Refinisher Helper | 15.51 |
| 09110 - Furniture Repairer, Minor | 17.78 |
| 09130 - Upholsterer | 19.12 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.94 |
| 11060 - Elevator Operator | 10.50 |
| 11090 - Gardener | 13.39 |
| 11122 - Housekeeping Aide | 11.28 |
| 11150 - Janitor | 11.28 |
| 11210 - Laborer, Grounds Maintenance | 11.12 |
| 11240 - Maid or Houseman | 9.27 |
| 11260 - Pruner | 10.13 |

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| 11270 - Tractor Operator | 13.07 |
| 11330 - Trail Maintenance Worker | 11.12 |
| 11360 - Window Cleaner | 12.19 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.78 |
| 12011 - Breath Alcohol Technician | 16.86 |
| 12012 - Certified Occupational Therapist Assistant | 20.58 |
| 12015 - Certified Physical Therapist Assistant | 20.68 |
| 12020 - Dental Assistant | 17.84 |
| 12025 - Dental Hygienist | 29.07 |
| 12030 - EKG Technician | 23.12 |
| 12035 - Electroneurodiagnostic Technologist | 23.12 |
| 12040 - Emergency Medical Technician | 15.78 |
| 12071 - Licensed Practical Nurse I | 15.08 |
| 12072 - Licensed Practical Nurse II | 16.86 |
| 12073 - Licensed Practical Nurse III | 18.81 |
| 12100 - Medical Assistant | 13.16 |
| 12130 - Medical Laboratory Technician | 17.36 |
| 12160 - Medical Record Clerk | 12.96 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 15.14 |
| 12210 - Nuclear Medicine Technologist | 37.07 |
| 12221 - Nursing Assistant I | 9.93 |
| 12222 - Nursing Assistant II | 11.17 |
| 12223 - Nursing Assistant III | 12.19 |
| 12224 - Nursing Assistant IV | 13.68 |
| 12235 - Optical Dispenser | 16.35 |
| 12236 - Optical Technician | 16.19 |
| 12250 - Pharmacy Technician | 13.35 |
| 12280 - Phlebotomist | 13.68 |
| 12305 - Radiologic Technologist | 24.03 |
| 12311 - Registered Nurse I | 21.08 |
| 12312 - Registered Nurse II | 25.79 |
| 12313 - Registered Nurse II, Specialist | 25.79 |
| 12314 - Registered Nurse III | 31.20 |
| 12315 - Registered Nurse III, Anesthetist | 31.20 |
| 12316 - Registered Nurse IV | 37.39 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.90 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.09 |
| 13012 - Exhibits Specialist II | 21.18 |
| 13013 - Exhibits Specialist III | 25.91 |
| 13041 - Illustrator I | 17.09 |
| 13042 - Illustrator II | 21.18 |
| 13043 - Illustrator III | 25.91 |
| 13047 - Librarian | 23.46 |
| 13050 - Library Aide/Clerk | 13.43 |
| 13054 - Library Information Technology Systems Administrator | 21.18 |
| 13058 - Library Technician | 15.31 |
| 13061 - Media Specialist I | 15.28 |
| 13062 - Media Specialist II | 17.09 |
| 13063 - Media Specialist III | 19.06 |
| 13071 - Photographer I | 16.05 |
| 13072 - Photographer II | 19.00 |
| 13073 - Photographer III | 20.21 |
| 13074 - Photographer IV | 24.72 |
| 13075 - Photographer V | 29.91 |
| 13110 - Video Teleconference Technician | 18.59 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.22 |
| 14042 - Computer Operator II | 15.53 |
| 14043 - Computer Operator III | 20.83 |

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|---|---------|
| 14044 - Computer Operator IV | 23.25 |
| 14045 - Computer Operator V | 25.74 |
| 14071 - Computer Programmer I | 18.78 |
| 14072 - Computer Programmer II | 24.47 |
| 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 | 13.22 |
| 14160 - Personal Computer Support Technician | 23.85 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.52 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.47 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.71 |
| 15050 - Computer Based Training Specialist / Instructor | 28.52 |
| 15060 - Educational Technologist | 23.85 |
| 15070 - Flight Instructor (Pilot) | 37.71 |
| 15080 - Graphic Artist | 19.11 |
| 15090 - Technical Instructor | 22.17 |
| 15095 - Technical Instructor/Course Developer | 27.12 |
| 15110 - Test Proctor | 17.89 |
| 15120 - Tutor | 17.89 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.13 |
| 16030 - Counter Attendant | 9.13 |
| 16040 - Dry Cleaner | 11.56 |
| 16070 - Finisher, Flatwork, Machine | 9.13 |
| 16090 - Presser, Hand | 9.13 |
| 16110 - Presser, Machine, Drycleaning | 9.13 |
| 16130 - Presser, Machine, Shirts | 9.13 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.13 |
| 16190 - Sewing Machine Operator | 12.37 |
| 16220 - Tailor | 13.18 |
| 16250 - Washer, Machine | 9.91 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.56 |
| 19040 - Tool And Die Maker | 20.68 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.49 |
| 21030 - Material Coordinator | 19.91 |
| 21040 - Material Expediter | 19.91 |
| 21050 - Material Handling Laborer | 11.66 |
| 21071 - Order Filler | 11.47 |
| 21080 - Production Line Worker (Food Processing) | 13.49 |
| 21110 - Shipping Packer | 13.10 |
| 21130 - Shipping/Receiving Clerk | 13.10 |
| 21140 - Store Worker I | 13.05 |
| 21150 - Stock Clerk | 17.39 |
| 21210 - Tools And Parts Attendant | 13.49 |
| 21410 - Warehouse Specialist | 13.49 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.60 |
| 23021 - Aircraft Mechanic I | 21.86 |
| 23022 - Aircraft Mechanic II | 22.60 |
| 23023 - Aircraft Mechanic III | 23.32 |
| 23040 - Aircraft Mechanic Helper | 17.09 |
| 23050 - Aircraft, Painter | 21.00 |
| 23060 - Aircraft Servicer | 19.70 |
| 23080 - Aircraft Worker | 20.49 |
| 23110 - Appliance Mechanic | 19.33 |
| 23120 - Bicycle Repairer | 13.94 |
| 23125 - Cable Splicer | 24.84 |

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|---|-------|
| 23130 - Carpenter, Maintenance | 20.37 |
| 23140 - Carpet Layer | 20.09 |
| 23160 - Electrician, Maintenance | 24.40 |
| 23181 - Electronics Technician Maintenance I | 21.24 |
| 23182 - Electronics Technician Maintenance II | 21.97 |
| 23183 - Electronics Technician Maintenance III | 22.66 |
| 23260 - Fabric Worker | 19.03 |
| 23290 - Fire Alarm System Mechanic | 21.86 |
| 23310 - Fire Extinguisher Repairer | 17.78 |
| 23311 - Fuel Distribution System Mechanic | 20.57 |
| 23312 - Fuel Distribution System Operator | 16.73 |
| 23370 - General Maintenance Worker | 17.54 |
| 23380 - Ground Support Equipment Mechanic | 21.86 |
| 23381 - Ground Support Equipment Servicer | 19.07 |
| 23382 - Ground Support Equipment Worker | 20.49 |
| 23391 - Gunsmith I | 17.78 |
| 23392 - Gunsmith II | 20.09 |
| 23393 - Gunsmith III | 21.86 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.91 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.05 |
| 23430 - Heavy Equipment Mechanic | 23.08 |
| 23440 - Heavy Equipment Operator | 25.76 |
| 23460 - Instrument Mechanic | 20.62 |
| 23465 - Laboratory/Shelter Mechanic | 21.16 |
| 23470 - Laborer | 11.66 |
| 23510 - Locksmith | 19.97 |
| 23530 - Machinery Maintenance Mechanic | 20.75 |
| 23550 - Machinist, Maintenance | 18.67 |
| 23580 - Maintenance Trades Helper | 15.28 |
| 23591 - Metrology Technician I | 20.62 |
| 23592 - Metrology Technician II | 21.33 |
| 23593 - Metrology Technician III | 22.73 |
| 23640 - Millwright | 25.21 |
| 23710 - Office Appliance Repairer | 19.46 |
| 23760 - Painter, Maintenance | 19.11 |
| 23790 - Pipefitter, Maintenance | 26.62 |
| 23810 - Plumber, Maintenance | 24.82 |
| 23820 - Pneudraulic Systems Mechanic | 21.86 |
| 23850 - Rigger | 20.62 |
| 23870 - Scale Mechanic | 20.09 |
| 23890 - Sheet-Metal Worker, Maintenance | 21.55 |
| 23910 - Small Engine Mechanic | 20.09 |
| 23931 - Telecommunications Mechanic I | 25.07 |
| 23932 - Telecommunications Mechanic II | 25.92 |
| 23950 - Telephone Lineman | 23.66 |
| 23960 - Welder, Combination, Maintenance | 18.21 |
| 23965 - Well Driller | 21.75 |
| 23970 - Woodcraft Worker | 21.86 |
| 23980 - Woodworker | 17.78 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.58 |
| 24580 - Child Care Center Clerk | 11.95 |
| 24610 - Chore Aide | 9.30 |
| 24620 - Family Readiness And Support Services Coordinator | 12.83 |
| 24630 - Homemaker | 13.28 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.86 |
| 25040 - Sewage Plant Operator | 19.57 |
| 25070 - Stationary Engineer | 21.86 |
| 25190 - Ventilation Equipment Tender | 16.50 |

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| 25210 - Water Treatment Plant Operator | 19.57 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.01 |
| 27007 - Baggage Inspector | 10.96 |
| 27008 - Corrections Officer | 15.04 |
| 27010 - Court Security Officer | 16.73 |
| 27030 - Detection Dog Handler | 13.10 |
| 27040 - Detention Officer | 15.04 |
| 27070 - Firefighter | 18.40 |
| 27101 - Guard I | 10.96 |
| 27102 - Guard II | 13.10 |
| 27131 - Police Officer I | 19.68 |
| 27132 - Police Officer II | 21.87 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.54 |
| 28042 - Carnival Equipment Repairer | 12.01 |
| 28043 - Carnival Equipment Worker | 9.61 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 16.07 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 18.38 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.29 |
| 29020 - Hatch Tender | 18.29 |
| 29030 - Line Handler | 18.29 |
| 29041 - Stevedore I | 17.33 |
| 29042 - Stevedore II | 19.27 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.55 |
| 30022 - Archeological Technician II | 18.51 |
| 30023 - Archeological Technician III | 22.94 |
| 30030 - Cartographic Technician | 22.94 |
| 30040 - Civil Engineering Technician | 21.96 |
| 30061 - Drafter/CAD Operator I | 16.55 |
| 30062 - Drafter/CAD Operator II | 18.51 |
| 30063 - Drafter/CAD Operator III | 20.65 |
| 30064 - Drafter/CAD Operator IV | 25.40 |
| 30081 - Engineering Technician I | 16.09 |
| 30082 - Engineering Technician II | 18.05 |
| 30083 - Engineering Technician III | 20.19 |
| 30084 - Engineering Technician IV | 25.03 |
| 30085 - Engineering Technician V | 30.62 |
| 30086 - Engineering Technician VI | 37.04 |
| 30090 - Environmental Technician | 22.94 |
| 30210 - Laboratory Technician | 19.92 |
| 30240 - Mathematical Technician | 22.94 |
| 30361 - Paralegal/Legal Assistant I | 17.77 |
| 30362 - Paralegal/Legal Assistant II | 22.02 |
| 30363 - Paralegal/Legal Assistant III | 26.94 |
| 30364 - Paralegal/Legal Assistant IV | 32.59 |
| 30390 - Photo-Optics Technician | 22.94 |
| 30461 - Technical Writer I | 22.94 |
| 30462 - Technical Writer II | 28.07 |
| 30463 - Technical Writer III | 33.96 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 92.97 |

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|---|---------------|
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.65 |
| 30621 - Weather Observer, Senior | (see 2) 22.94 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.96 |
| 31030 - Bus Driver | 16.25 |
| 31043 - Driver Courier | 13.71 |
| 31260 - Parking and Lot Attendant | 10.84 |
| 31290 - Shuttle Bus Driver | 15.17 |
| 31310 - Taxi Driver | 12.01 |
| 31361 - Truckdriver, Light | 14.27 |
| 31362 - Truckdriver, Medium | 17.18 |
| 31363 - Truckdriver, Heavy | 18.25 |
| 31364 - Truckdriver, Tractor-Trailer | 18.25 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.16 |
| 99050 - Desk Clerk | 9.03 |
| 99095 - Embalmer | 22.37 |
| 99251 - Laboratory Animal Caretaker I | 10.49 |
| 99252 - Laboratory Animal Caretaker II | 11.30 |
| 99310 - Mortician | 22.37 |
| 99410 - Pest Controller | 17.01 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.95 |
| 99711 - Recycling Specialist | 17.68 |
| 99730 - Refuse Collector | 13.62 |
| 99810 - Sales Clerk | 11.74 |
| 99820 - School Crossing Guard | 11.63 |
| 99830 - Survey Party Chief | 17.26 |
| 99831 - Surveying Aide | 10.44 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 14.96 |
| 99841 - Vending Machine Repairer | 16.71 |
| 99842 - Vending Machine Repairer Helper | 14.95 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; and 2 weeks after 2 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 4174)

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
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work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2198
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Indiana

Area: Indiana Counties of Marshall, Saint Joseph

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.96 |
| 01012 - Accounting Clerk II | | 13.42 |
| 01013 - Accounting Clerk III | | 16.63 |
| 01020 - Administrative Assistant | | 18.42 |
| 01040 - Court Reporter | | 15.11 |
| 01051 - Data Entry Operator I | | 11.04 |
| 01052 - Data Entry Operator II | | 12.82 |
| 01060 - Dispatcher, Motor Vehicle | | 16.25 |
| 01070 - Document Preparation Clerk | | 11.84 |
| 01090 - Duplicating Machine Operator | | 11.84 |
| 01111 - General Clerk I | | 10.82 |
| 01112 - General Clerk II | | 11.81 |
| 01113 - General Clerk III | | 13.25 |
| 01120 - Housing Referral Assistant | | 16.58 |
| 01141 - Messenger Courier | | 12.85 |
| 01191 - Order Clerk I | | 12.14 |
| 01192 - Order Clerk II | | 13.25 |
| 01261 - Personnel Assistant (Employment) I | | 13.85 |
| 01262 - Personnel Assistant (Employment) II | | 15.49 |
| 01263 - Personnel Assistant (Employment) III | | 17.27 |
| 01270 - Production Control Clerk | | 19.91 |
| 01280 - Receptionist | | 10.77 |
| 01290 - Rental Clerk | | 10.34 |
| 01300 - Scheduler, Maintenance | | 13.29 |
| 01311 - Secretary I | | 13.29 |
| 01312 - Secretary II | | 15.11 |
| 01313 - Secretary III | | 16.58 |
| 01320 - Service Order Dispatcher | | 13.89 |
| 01410 - Supply Technician | | 18.42 |
| 01420 - Survey Worker | | 13.77 |
| 01531 - Travel Clerk I | | 12.60 |
| 01532 - Travel Clerk II | | 13.44 |
| 01533 - Travel Clerk III | | 14.25 |
| 01611 - Word Processor I | | 11.73 |
| 01612 - Word Processor II | | 13.16 |
| 01613 - Word Processor III | | 14.99 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 23.23 |
| 05010 - Automotive Electrician | | 17.72 |
| 05040 - Automotive Glass Installer | | 17.20 |
| 05070 - Automotive Worker | | 17.20 |
| 05110 - Mobile Equipment Servicer | | 16.01 |
| 05130 - Motor Equipment Metal Mechanic | | 18.36 |
| 05160 - Motor Equipment Metal Worker | | 17.20 |
| 05190 - Motor Vehicle Mechanic | | 17.79 |
| 05220 - Motor Vehicle Mechanic Helper | | 15.41 |
| 05250 - Motor Vehicle Upholstery Worker | | 16.59 |
| 05280 - Motor Vehicle Wrecker | | 17.20 |
| 05310 - Painter, Automotive | | 19.20 |
| 05340 - Radiator Repair Specialist | | 17.20 |
| 05370 - Tire Repairer | | 13.94 |
| 05400 - Transmission Repair Specialist | | 18.36 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 12.89 |
| 07041 - Cook I | | 11.56 |
| 07042 - Cook II | | 12.89 |
| 07070 - Dishwasher | | 8.98 |

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| 07130 - Food Service Worker | 8.98 |
| 07210 - Meat Cutter | 13.56 |
| 07260 - Waiter/Waitress | 9.40 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.57 |
| 09040 - Furniture Handler | 13.66 |
| 09080 - Furniture Refinisher | 19.12 |
| 09090 - Furniture Refinisher Helper | 15.51 |
| 09110 - Furniture Repairer, Minor | 17.78 |
| 09130 - Upholsterer | 19.12 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.94 |
| 11060 - Elevator Operator | 10.50 |
| 11090 - Gardener | 13.39 |
| 11122 - Housekeeping Aide | 11.28 |
| 11150 - Janitor | 11.28 |
| 11210 - Laborer, Grounds Maintenance | 11.12 |
| 11240 - Maid or Houseman | 9.27 |
| 11260 - Pruner | 10.13 |
| 11270 - Tractor Operator | 13.07 |
| 11330 - Trail Maintenance Worker | 11.12 |
| 11360 - Window Cleaner | 12.19 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.78 |
| 12011 - Breath Alcohol Technician | 16.86 |
| 12012 - Certified Occupational Therapist Assistant | 20.58 |
| 12015 - Certified Physical Therapist Assistant | 20.68 |
| 12020 - Dental Assistant | 17.84 |
| 12025 - Dental Hygienist | 29.07 |
| 12030 - EKG Technician | 23.12 |
| 12035 - Electroneurodiagnostic Technologist | 23.12 |
| 12040 - Emergency Medical Technician | 15.78 |
| 12071 - Licensed Practical Nurse I | 15.08 |
| 12072 - Licensed Practical Nurse II | 16.86 |
| 12073 - Licensed Practical Nurse III | 18.81 |
| 12100 - Medical Assistant | 13.16 |
| 12130 - Medical Laboratory Technician | 17.36 |
| 12160 - Medical Record Clerk | 12.96 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 15.14 |
| 12210 - Nuclear Medicine Technologist | 37.07 |
| 12221 - Nursing Assistant I | 9.93 |
| 12222 - Nursing Assistant II | 11.17 |
| 12223 - Nursing Assistant III | 12.19 |
| 12224 - Nursing Assistant IV | 13.68 |
| 12235 - Optical Dispenser | 16.35 |
| 12236 - Optical Technician | 16.19 |
| 12250 - Pharmacy Technician | 13.35 |
| 12280 - Phlebotomist | 13.68 |
| 12305 - Radiologic Technologist | 24.03 |
| 12311 - Registered Nurse I | 21.08 |
| 12312 - Registered Nurse II | 25.79 |
| 12313 - Registered Nurse II, Specialist | 25.79 |
| 12314 - Registered Nurse III | 31.20 |
| 12315 - Registered Nurse III, Anesthetist | 31.20 |
| 12316 - Registered Nurse IV | 37.39 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.90 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.09 |
| 13012 - Exhibits Specialist II | 21.18 |
| 13013 - Exhibits Specialist III | 25.91 |
| 13041 - Illustrator I | 17.09 |
| 13042 - Illustrator II | 21.18 |

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| 13043 - Illustrator III | 25.91 |
| 13047 - Librarian | 23.46 |
| 13050 - Library Aide/Clerk | 13.43 |
| 13054 - Library Information Technology Systems Administrator | 21.18 |
| 13058 - Library Technician | 15.31 |
| 13061 - Media Specialist I | 15.28 |
| 13062 - Media Specialist II | 17.09 |
| 13063 - Media Specialist III | 19.06 |
| 13071 - Photographer I | 16.05 |
| 13072 - Photographer II | 19.00 |
| 13073 - Photographer III | 20.21 |
| 13074 - Photographer IV | 24.72 |
| 13075 - Photographer V | 29.91 |
| 13110 - Video Teleconference Technician | 18.59 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.22 |
| 14042 - Computer Operator II | 15.53 |
| 14043 - Computer Operator III | 20.83 |
| 14044 - Computer Operator IV | 23.25 |
| 14045 - Computer Operator V | 25.74 |
| 14071 - Computer Programmer I | 18.78 |
| 14072 - Computer Programmer II | 24.47 |
| 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 | 13.22 |
| 14160 - Personal Computer Support Technician | 23.85 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.52 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.47 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.71 |
| 15050 - Computer Based Training Specialist / Instructor | 28.52 |
| 15060 - Educational Technologist | 23.85 |
| 15070 - Flight Instructor (Pilot) | 37.71 |
| 15080 - Graphic Artist | 19.11 |
| 15090 - Technical Instructor | 22.17 |
| 15095 - Technical Instructor/Course Developer | 27.12 |
| 15110 - Test Proctor | 17.89 |
| 15120 - Tutor | 17.89 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.13 |
| 16030 - Counter Attendant | 9.13 |
| 16040 - Dry Cleaner | 11.56 |
| 16070 - Finisher, Flatwork, Machine | 9.13 |
| 16090 - Presser, Hand | 9.13 |
| 16110 - Presser, Machine, Drycleaning | 9.13 |
| 16130 - Presser, Machine, Shirts | 9.13 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.13 |
| 16190 - Sewing Machine Operator | 12.37 |
| 16220 - Tailor | 13.18 |
| 16250 - Washer, Machine | 9.91 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.56 |
| 19040 - Tool And Die Maker | 20.68 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.49 |
| 21030 - Material Coordinator | 19.91 |
| 21040 - Material Expediter | 19.91 |
| 21050 - Material Handling Laborer | 11.66 |
| 21071 - Order Filler | 11.47 |

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| 21080 - Production Line Worker (Food Processing) | 13.49 |
| 21110 - Shipping Packer | 13.10 |
| 21130 - Shipping/Receiving Clerk | 13.10 |
| 21140 - Store Worker I | 13.05 |
| 21150 - Stock Clerk | 17.39 |
| 21210 - Tools And Parts Attendant | 13.49 |
| 21410 - Warehouse Specialist | 13.49 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.60 |
| 23021 - Aircraft Mechanic I | 21.86 |
| 23022 - Aircraft Mechanic II | 22.60 |
| 23023 - Aircraft Mechanic III | 23.32 |
| 23040 - Aircraft Mechanic Helper | 17.09 |
| 23050 - Aircraft, Painter | 21.00 |
| 23060 - Aircraft Servicer | 19.70 |
| 23080 - Aircraft Worker | 20.49 |
| 23110 - Appliance Mechanic | 19.33 |
| 23120 - Bicycle Repairer | 13.94 |
| 23125 - Cable Splicer | 24.84 |
| 23130 - Carpenter, Maintenance | 20.37 |
| 23140 - Carpet Layer | 20.09 |
| 23160 - Electrician, Maintenance | 24.40 |
| 23181 - Electronics Technician Maintenance I | 21.24 |
| 23182 - Electronics Technician Maintenance II | 21.97 |
| 23183 - Electronics Technician Maintenance III | 22.66 |
| 23260 - Fabric Worker | 19.03 |
| 23290 - Fire Alarm System Mechanic | 21.86 |
| 23310 - Fire Extinguisher Repairer | 17.78 |
| 23311 - Fuel Distribution System Mechanic | 20.57 |
| 23312 - Fuel Distribution System Operator | 16.73 |
| 23370 - General Maintenance Worker | 17.54 |
| 23380 - Ground Support Equipment Mechanic | 21.86 |
| 23381 - Ground Support Equipment Servicer | 19.07 |
| 23382 - Ground Support Equipment Worker | 20.49 |
| 23391 - Gunsmith I | 17.78 |
| 23392 - Gunsmith II | 20.09 |
| 23393 - Gunsmith III | 21.86 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.91 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.05 |
| 23430 - Heavy Equipment Mechanic | 23.08 |
| 23440 - Heavy Equipment Operator | 25.76 |
| 23460 - Instrument Mechanic | 20.62 |
| 23465 - Laboratory/Shelter Mechanic | 21.16 |
| 23470 - Laborer | 11.66 |
| 23510 - Locksmith | 19.97 |
| 23530 - Machinery Maintenance Mechanic | 20.75 |
| 23550 - Machinist, Maintenance | 18.67 |
| 23580 - Maintenance Trades Helper | 15.28 |
| 23591 - Metrology Technician I | 20.62 |
| 23592 - Metrology Technician II | 21.33 |
| 23593 - Metrology Technician III | 22.73 |
| 23640 - Millwright | 25.21 |
| 23710 - Office Appliance Repairer | 19.46 |
| 23760 - Painter, Maintenance | 19.11 |
| 23790 - Pipefitter, Maintenance | 26.62 |
| 23810 - Plumber, Maintenance | 24.82 |
| 23820 - Pneudraulic Systems Mechanic | 21.86 |
| 23850 - Rigger | 20.62 |
| 23870 - Scale Mechanic | 20.09 |
| 23890 - Sheet-Metal Worker, Maintenance | 21.55 |
| 23910 - Small Engine Mechanic | 20.09 |

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| 23931 - Telecommunications Mechanic I | 25.07 |
| 23932 - Telecommunications Mechanic II | 25.92 |
| 23950 - Telephone Lineman | 23.66 |
| 23960 - Welder, Combination, Maintenance | 18.21 |
| 23965 - Well Driller | 21.75 |
| 23970 - Woodcraft Worker | 21.86 |
| 23980 - Woodworker | 17.78 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.58 |
| 24580 - Child Care Center Clerk | 11.95 |
| 24610 - Chore Aide | 9.30 |
| 24620 - Family Readiness And Support Services Coordinator | 12.83 |
| 24630 - Homemaker | 13.28 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.86 |
| 25040 - Sewage Plant Operator | 19.57 |
| 25070 - Stationary Engineer | 21.86 |
| 25190 - Ventilation Equipment Tender | 16.50 |
| 25210 - Water Treatment Plant Operator | 19.57 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.01 |
| 27007 - Baggage Inspector | 10.96 |
| 27008 - Corrections Officer | 15.04 |
| 27010 - Court Security Officer | 16.73 |
| 27030 - Detection Dog Handler | 13.10 |
| 27040 - Detention Officer | 15.04 |
| 27070 - Firefighter | 18.40 |
| 27101 - Guard I | 10.96 |
| 27102 - Guard II | 13.10 |
| 27131 - Police Officer I | 19.68 |
| 27132 - Police Officer II | 21.87 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.54 |
| 28042 - Carnival Equipment Repairer | 12.01 |
| 28043 - Carnival Equipment Worker | 9.61 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 16.07 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 18.38 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.29 |
| 29020 - Hatch Tender | 18.29 |
| 29030 - Line Handler | 18.29 |
| 29041 - Stevedore I | 17.33 |
| 29042 - Stevedore II | 19.27 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.55 |
| 30022 - Archeological Technician II | 18.51 |
| 30023 - Archeological Technician III | 22.94 |
| 30030 - Cartographic Technician | 22.94 |
| 30040 - Civil Engineering Technician | 21.96 |
| 30061 - Drafter/CAD Operator I | 16.55 |
| 30062 - Drafter/CAD Operator II | 18.51 |
| 30063 - Drafter/CAD Operator III | 20.65 |
| 30064 - Drafter/CAD Operator IV | 25.40 |
| 30081 - Engineering Technician I | 16.09 |

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|---|---------------|
| 30082 - Engineering Technician II | 18.05 |
| 30083 - Engineering Technician III | 20.19 |
| 30084 - Engineering Technician IV | 25.03 |
| 30085 - Engineering Technician V | 30.62 |
| 30086 - Engineering Technician VI | 37.04 |
| 30090 - Environmental Technician | 22.94 |
| 30210 - Laboratory Technician | 19.92 |
| 30240 - Mathematical Technician | 22.94 |
| 30361 - Paralegal/Legal Assistant I | 17.77 |
| 30362 - Paralegal/Legal Assistant II | 22.02 |
| 30363 - Paralegal/Legal Assistant III | 26.94 |
| 30364 - Paralegal/Legal Assistant IV | 32.59 |
| 30390 - Photo-Optics Technician | 22.94 |
| 30461 - Technical Writer I | 22.94 |
| 30462 - Technical Writer II | 28.07 |
| 30463 - Technical Writer III | 33.96 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 92.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 20.65 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 22.94 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.96 |
| 31030 - Bus Driver | 16.25 |
| 31043 - Driver Courier | 13.71 |
| 31260 - Parking and Lot Attendant | 10.84 |
| 31290 - Shuttle Bus Driver | 15.17 |
| 31310 - Taxi Driver | 12.01 |
| 31361 - Truckdriver, Light | 14.27 |
| 31362 - Truckdriver, Medium | 17.18 |
| 31363 - Truckdriver, Heavy | 18.25 |
| 31364 - Truckdriver, Tractor-Trailer | 18.25 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.16 |
| 99050 - Desk Clerk | 9.03 |
| 99095 - Embalmer | 22.37 |
| 99251 - Laboratory Animal Caretaker I | 10.49 |
| 99252 - Laboratory Animal Caretaker II | 11.30 |
| 99310 - Mortician | 22.37 |
| 99410 - Pest Controller | 17.01 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.95 |
| 99711 - Recycling Specialist | 17.68 |
| 99730 - Refuse Collector | 13.62 |
| 99810 - Sales Clerk | 11.74 |
| 99820 - School Crossing Guard | 11.63 |
| 99830 - Survey Party Chief | 17.26 |
| 99831 - Surveying Aide | 10.44 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 14.96 |
| 99841 - Vending Machine Repairer | 16.71 |
| 99842 - Vending Machine Repairer Helper | 14.95 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; and 2 weeks after 2 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 4174)

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
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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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es)

of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that

determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2203
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Iowa

Area: Iowa Counties of Allamakee, Benton, Black Hawk, Bremer, Buchanan, Butler, Cedar, Chickasaw, Clayton, Clinton, Delaware, Dubuque, Fayette, Floyd, Grundy, Howard, Iowa, Jackson, Jefferson, Johnson, Jones, Keokuk, Linn, Mitchell, Tama, Van Buren, Washington, Winneshiek

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.93 |
| 01012 - Accounting Clerk II | | 15.40 |
| 01013 - Accounting Clerk III | | 21.42 |
| 01020 - Administrative Assistant | | 19.38 |
| 01040 - Court Reporter | | 20.39 |
| 01051 - Data Entry Operator I | | 12.49 |
| 01052 - Data Entry Operator II | | 14.56 |
| 01060 - Dispatcher, Motor Vehicle | | 15.38 |
| 01070 - Document Preparation Clerk | | 14.31 |
| 01090 - Duplicating Machine Operator | | 14.31 |
| 01111 - General Clerk I | | 11.63 |
| 01112 - General Clerk II | | 12.68 |
| 01113 - General Clerk III | | 14.24 |
| 01120 - Housing Referral Assistant | | 16.52 |
| 01141 - Messenger Courier | | 11.00 |
| 01191 - Order Clerk I | | 13.30 |
| 01192 - Order Clerk II | | 15.41 |
| 01261 - Personnel Assistant (Employment) I | | 14.60 |
| 01262 - Personnel Assistant (Employment) II | | 16.34 |
| 01263 - Personnel Assistant (Employment) III | | 18.22 |
| 01270 - Production Control Clerk | | 19.25 |
| 01280 - Receptionist | | 11.71 |
| 01290 - Rental Clerk | | 10.87 |
| 01300 - Scheduler, Maintenance | | 13.24 |
| 01311 - Secretary I | | 13.24 |
| 01312 - Secretary II | | 14.81 |
| 01313 - Secretary III | | 16.52 |
| 01320 - Service Order Dispatcher | | 14.62 |
| 01410 - Supply Technician | | 19.38 |
| 01420 - Survey Worker | | 13.11 |
| 01531 - Travel Clerk I | | 13.20 |
| 01532 - Travel Clerk II | | 14.27 |

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| 01533 - Travel Clerk III | 15.44 |
| 01611 - Word Processor I | 11.67 |
| 01612 - Word Processor II | 13.10 |
| 01613 - Word Processor III | 14.65 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.02 |
| 05010 - Automotive Electrician | 18.51 |
| 05040 - Automotive Glass Installer | 18.00 |
| 05070 - Automotive Worker | 18.00 |
| 05110 - Mobile Equipment Servicer | 16.94 |
| 05130 - Motor Equipment Metal Mechanic | 19.02 |
| 05160 - Motor Equipment Metal Worker | 18.00 |
| 05190 - Motor Vehicle Mechanic | 19.02 |
| 05220 - Motor Vehicle Mechanic Helper | 16.40 |
| 05250 - Motor Vehicle Upholstery Worker | 17.45 |
| 05280 - Motor Vehicle Wrecker | 18.00 |
| 05310 - Painter, Automotive | 18.51 |
| 05340 - Radiator Repair Specialist | 18.00 |
| 05370 - Tire Repairer | 15.19 |
| 05400 - Transmission Repair Specialist | 19.02 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.88 |
| 07041 - Cook I | 10.68 |
| 07042 - Cook II | 11.88 |
| 07070 - Dishwasher | 8.74 |
| 07130 - Food Service Worker | 8.96 |
| 07210 - Meat Cutter | 14.01 |
| 07260 - Waiter/Waitress | 9.07 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.76 |
| 09040 - Furniture Handler | 15.32 |
| 09080 - Furniture Refinisher | 20.24 |
| 09090 - Furniture Refinisher Helper | 16.46 |
| 09110 - Furniture Repairer, Minor | 18.49 |
| 09130 - Upholsterer | 20.24 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.91 |
| 11060 - Elevator Operator | 10.73 |
| 11090 - Gardener | 13.23 |
| 11122 - Housekeeping Aide | 10.73 |
| 11150 - Janitor | 10.73 |
| 11210 - Laborer, Grounds Maintenance | 11.79 |
| 11240 - Maid or Houseman | 9.50 |
| 11260 - Pruner | 10.95 |
| 11270 - Tractor Operator | 13.46 |
| 11330 - Trail Maintenance Worker | 11.79 |
| 11360 - Window Cleaner | 11.55 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.48 |
| 12011 - Breath Alcohol Technician | 15.48 |
| 12012 - Certified Occupational Therapist Assistant | 19.38 |
| 12015 - Certified Physical Therapist Assistant | 22.25 |
| 12020 - Dental Assistant | 17.85 |
| 12025 - Dental Hygienist | 30.40 |
| 12030 - EKG Technician | 24.95 |
| 12035 - Electroneurodiagnostic Technologist | 24.95 |
| 12040 - Emergency Medical Technician | 15.48 |
| 12071 - Licensed Practical Nurse I | 14.72 |
| 12072 - Licensed Practical Nurse II | 16.46 |
| 12073 - Licensed Practical Nurse III | 18.36 |
| 12100 - Medical Assistant | 14.34 |
| 12130 - Medical Laboratory Technician | 16.34 |
| 12160 - Medical Record Clerk | 14.21 |

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| 12190 - Medical Record Technician | 16.41 |
| 12195 - Medical Transcriptionist | 14.36 |
| 12210 - Nuclear Medicine Technologist | 36.18 |
| 12221 - Nursing Assistant I | 10.66 |
| 12222 - Nursing Assistant II | 11.98 |
| 12223 - Nursing Assistant III | 13.07 |
| 12224 - Nursing Assistant IV | 14.67 |
| 12235 - Optical Dispenser | 15.13 |
| 12236 - Optical Technician | 14.72 |
| 12250 - Pharmacy Technician | 16.23 |
| 12280 - Phlebotomist | 14.67 |
| 12305 - Radiologic Technologist | 24.45 |
| 12311 - Registered Nurse I | 21.66 |
| 12312 - Registered Nurse II | 26.51 |
| 12313 - Registered Nurse II, Specialist | 26.51 |
| 12314 - Registered Nurse III | 32.08 |
| 12315 - Registered Nurse III, Anesthetist | 32.08 |
| 12316 - Registered Nurse IV | 38.42 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.40 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.56 |
| 13012 - Exhibits Specialist II | 21.43 |
| 13013 - Exhibits Specialist III | 26.17 |
| 13041 - Illustrator I | 16.69 |
| 13042 - Illustrator II | 20.69 |
| 13043 - Illustrator III | 25.31 |
| 13047 - Librarian | 22.91 |
| 13050 - Library Aide/Clerk | 10.65 |
| 13054 - Library Information Technology Systems Administrator | 20.69 |
| 13058 - Library Technician | 13.33 |
| 13061 - Media Specialist I | 14.93 |
| 13062 - Media Specialist II | 16.69 |
| 13063 - Media Specialist III | 18.62 |
| 13071 - Photographer I | 14.72 |
| 13072 - Photographer II | 17.66 |
| 13073 - Photographer III | 20.94 |
| 13074 - Photographer IV | 26.01 |
| 13075 - Photographer V | 30.93 |
| 13110 - Video Teleconference Technician | 16.03 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.51 |
| 14042 - Computer Operator II | 15.11 |
| 14043 - Computer Operator III | 18.95 |
| 14044 - Computer Operator IV | 21.08 |
| 14045 - Computer Operator V | 23.33 |
| 14071 - Computer Programmer I | 20.67 |
| 14072 - Computer Programmer II | 25.59 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 27.53 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.51 |
| 14160 - Personal Computer Support Technician | 21.08 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.53 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.31 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.12 |
| 15050 - Computer Based Training Specialist / Instructor | 27.53 |
| 15060 - Educational Technologist | 26.59 |
| 15070 - Flight Instructor (Pilot) | 39.12 |
| 15080 - Graphic Artist | 19.60 |

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|---|-------|
| 15090 - Technical Instructor | 18.70 |
| 15095 - Technical Instructor/Course Developer | 22.98 |
| 15110 - Test Proctor | 15.09 |
| 15120 - Tutor | 15.09 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.53 |
| 16030 - Counter Attendant | 9.53 |
| 16040 - Dry Cleaner | 12.42 |
| 16070 - Finisher, Flatwork, Machine | 9.53 |
| 16090 - Presser, Hand | 9.53 |
| 16110 - Presser, Machine, Drycleaning | 9.53 |
| 16130 - Presser, Machine, Shirts | 9.53 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.53 |
| 16190 - Sewing Machine Operator | 13.37 |
| 16220 - Tailor | 14.31 |
| 16250 - Washer, Machine | 10.54 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.47 |
| 19040 - Tool And Die Maker | 22.07 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.86 |
| 21030 - Material Coordinator | 19.25 |
| 21040 - Material Expediter | 19.25 |
| 21050 - Material Handling Laborer | 15.82 |
| 21071 - Order Filler | 10.93 |
| 21080 - Production Line Worker (Food Processing) | 15.86 |
| 21110 - Shipping Packer | 17.16 |
| 21130 - Shipping/Receiving Clerk | 15.94 |
| 21140 - Store Worker I | 14.36 |
| 21150 - Stock Clerk | 17.94 |
| 21210 - Tools And Parts Attendant | 15.86 |
| 21410 - Warehouse Specialist | 15.86 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.70 |
| 23021 - Aircraft Mechanic I | 22.78 |
| 23022 - Aircraft Mechanic II | 23.70 |
| 23023 - Aircraft Mechanic III | 24.39 |
| 23040 - Aircraft Mechanic Helper | 17.66 |
| 23050 - Aircraft, Painter | 21.89 |
| 23060 - Aircraft Servicer | 19.85 |
| 23080 - Aircraft Worker | 20.94 |
| 23110 - Appliance Mechanic | 21.89 |
| 23120 - Bicycle Repairer | 15.87 |
| 23125 - Cable Splicer | 29.41 |
| 23130 - Carpenter, Maintenance | 20.39 |
| 23140 - Carpet Layer | 20.94 |
| 23160 - Electrician, Maintenance | 25.46 |
| 23181 - Electronics Technician Maintenance I | 23.27 |
| 23182 - Electronics Technician Maintenance II | 24.15 |
| 23183 - Electronics Technician Maintenance III | 25.31 |
| 23260 - Fabric Worker | 19.85 |
| 23290 - Fire Alarm System Mechanic | 22.78 |
| 23310 - Fire Extinguisher Repairer | 18.75 |
| 23311 - Fuel Distribution System Mechanic | 21.24 |
| 23312 - Fuel Distribution System Operator | 17.57 |
| 23370 - General Maintenance Worker | 18.15 |
| 23380 - Ground Support Equipment Mechanic | 22.78 |
| 23381 - Ground Support Equipment Servicer | 19.85 |
| 23382 - Ground Support Equipment Worker | 20.94 |
| 23391 - Gunsmith I | 18.75 |
| 23392 - Gunsmith II | 20.94 |
| 23393 - Gunsmith III | 22.78 |
| 23410 - Heating, Ventilation And Air-Conditioning | 24.46 |

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|---|-------|
| Mechanic | |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.68 |
| 23430 - Heavy Equipment Mechanic | 21.15 |
| 23440 - Heavy Equipment Operator | 19.95 |
| 23460 - Instrument Mechanic | 22.78 |
| 23465 - Laboratory/Shelter Mechanic | 21.89 |
| 23470 - Laborer | 13.20 |
| 23510 - Locksmith | 21.89 |
| 23530 - Machinery Maintenance Mechanic | 24.28 |
| 23550 - Machinist, Maintenance | 19.63 |
| 23580 - Maintenance Trades Helper | 16.46 |
| 23591 - Metrology Technician I | 22.78 |
| 23592 - Metrology Technician II | 23.57 |
| 23593 - Metrology Technician III | 24.26 |
| 23640 - Millwright | 23.19 |
| 23710 - Office Appliance Repairer | 20.39 |
| 23760 - Painter, Maintenance | 18.50 |
| 23790 - Pipefitter, Maintenance | 25.63 |
| 23810 - Plumber, Maintenance | 21.82 |
| 23820 - Pneudraulic Systems Mechanic | 22.78 |
| 23850 - Rigger | 22.78 |
| 23870 - Scale Mechanic | 20.94 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.17 |
| 23910 - Small Engine Mechanic | 19.22 |
| 23931 - Telecommunications Mechanic I | 23.73 |
| 23932 - Telecommunications Mechanic II | 24.67 |
| 23950 - Telephone Lineman | 21.08 |
| 23960 - welder, Combination, Maintenance | 20.27 |
| 23965 - well Driller | 22.78 |
| 23970 - Woodcraft Worker | 22.78 |
| 23980 - Woodworker | 18.75 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.63 |
| 24580 - Child Care Center Clerk | 12.02 |
| 24610 - Chore Aide | 11.02 |
| 24620 - Family Readiness And Support Services Coordinator | 12.50 |
| 24630 - Homemaker | 15.31 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.78 |
| 25040 - Sewage Plant Operator | 18.72 |
| 25070 - Stationary Engineer | 22.78 |
| 25190 - Ventilation Equipment Tender | 17.66 |
| 25210 - Water Treatment Plant Operator | 18.72 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.82 |
| 27007 - Baggage Inspector | 10.95 |
| 27008 - Corrections Officer | 18.93 |
| 27010 - Court Security Officer | 19.14 |
| 27030 - Detection Dog Handler | 14.39 |
| 27040 - Detention Officer | 18.93 |
| 27070 - Firefighter | 18.68 |
| 27101 - Guard I | 10.95 |
| 27102 - Guard II | 14.39 |
| 27131 - Police Officer I | 21.40 |
| 27132 - Police Officer II | 23.77 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.45 |
| 28042 - Carnival Equipment Repairer | 10.82 |
| 28043 - Carnival Equipment Worker | 9.09 |
| 28210 - Gate Attendant/Gate Tender | 13.41 |
| 28310 - Lifeguard | 11.01 |

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| 28350 - Park Attendant (Aide) | 15.00 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.95 |
| 28515 - Recreation Specialist | 18.59 |
| 28630 - Sports Official | 11.95 |
| 28690 - Swimming Pool Operator | 15.27 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.93 |
| 29020 - Hatch Tender | 20.93 |
| 29030 - Line Handler | 20.93 |
| 29041 - Stevedore I | 18.59 |
| 29042 - Stevedore II | 21.89 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.33 |
| 30022 - Archeological Technician II | 19.39 |
| 30023 - Archeological Technician III | 24.03 |
| 30030 - Cartographic Technician | 24.03 |
| 30040 - Civil Engineering Technician | 22.29 |
| 30061 - Drafter/CAD Operator I | 17.33 |
| 30062 - Drafter/CAD Operator II | 21.58 |
| 30063 - Drafter/CAD Operator III | 22.11 |
| 30064 - Drafter/CAD Operator IV | 26.60 |
| 30081 - Engineering Technician I | 15.65 |
| 30082 - Engineering Technician II | 17.86 |
| 30083 - Engineering Technician III | 20.62 |
| 30084 - Engineering Technician IV | 24.34 |
| 30085 - Engineering Technician V | 29.79 |
| 30086 - Engineering Technician VI | 36.05 |
| 30090 - Environmental Technician | 24.03 |
| 30210 - Laboratory Technician | 25.15 |
| 30240 - Mathematical Technician | 24.03 |
| 30361 - Paralegal/Legal Assistant I | 15.73 |
| 30362 - Paralegal/Legal Assistant II | 19.50 |
| 30363 - Paralegal/Legal Assistant III | 23.85 |
| 30364 - Paralegal/Legal Assistant IV | 28.86 |
| 30390 - Photo-Optics Technician | 24.03 |
| 30461 - Technical Writer I | 18.08 |
| 30462 - Technical Writer II | 22.11 |
| 30463 - Technical Writer III | 26.75 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 21.63 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 24.03 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.53 |
| 31030 - Bus Driver | 15.72 |
| 31043 - Driver Courier | 13.44 |
| 31260 - Parking and Lot Attendant | 11.13 |
| 31290 - Shuttle Bus Driver | 14.05 |
| 31310 - Taxi Driver | 12.42 |
| 31361 - Truckdriver, Light | 14.05 |
| 31362 - Truckdriver, Medium | 14.87 |
| 31363 - Truckdriver, Heavy | 19.87 |
| 31364 - Truckdriver, Tractor-Trailer | 19.87 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.77 |
| 99050 - Desk Clerk | 9.56 |

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|---|-------|
| 99095 - Embalmer | 24.57 |
| 99251 - Laboratory Animal Caretaker I | 12.85 |
| 99252 - Laboratory Animal Caretaker II | 13.63 |
| 99310 - Mortician | 24.57 |
| 99410 - Pest Controller | 15.59 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.04 |
| 99711 - Recycling Specialist | 17.17 |
| 99730 - Refuse Collector | 13.97 |
| 99810 - Sales Clerk | 12.45 |
| 99820 - School Crossing Guard | 13.71 |
| 99830 - Survey Party Chief | 24.55 |
| 99831 - Surveying Aide | 12.29 |
| 99832 - Surveying Technician | 16.84 |
| 99840 - Vending Machine Attendant | 13.02 |
| 99841 - Vending Machine Repairer | 14.28 |
| 99842 - Vending Machine Repairer Helper | 13.02 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 25 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 4174)

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
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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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive

ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol>.

gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2204
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: Iowa

Area: Iowa Counties of Allamakee, Benton, Black Hawk, Bremer, Buchanan, Butler, Cedar, Chickasaw, Clayton, Clinton, Delaware, Dubuque, Fayette, Floyd, Grundy, Howard, Iowa, Jackson, Jefferson, Johnson, Jones, Keokuk, Linn, Mitchell, Tama, Van Buren, Washington, Winneshiek

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.93 |
| 01012 - Accounting Clerk II | | 15.40 |
| 01013 - Accounting Clerk III | | 21.42 |
| 01020 - Administrative Assistant | | 19.38 |
| 01040 - Court Reporter | | 20.39 |
| 01051 - Data Entry Operator I | | 12.49 |
| 01052 - Data Entry Operator II | | 14.56 |
| 01060 - Dispatcher, Motor Vehicle | | 15.38 |
| 01070 - Document Preparation Clerk | | 14.31 |

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| 01090 - Duplicating Machine Operator | 14.31 |
| 01111 - General Clerk I | 11.63 |
| 01112 - General Clerk II | 12.68 |
| 01113 - General Clerk III | 14.24 |
| 01120 - Housing Referral Assistant | 16.52 |
| 01141 - Messenger Courier | 11.00 |
| 01191 - Order Clerk I | 13.30 |
| 01192 - Order Clerk II | 15.41 |
| 01261 - Personnel Assistant (Employment) I | 14.60 |
| 01262 - Personnel Assistant (Employment) II | 16.34 |
| 01263 - Personnel Assistant (Employment) III | 18.22 |
| 01270 - Production Control Clerk | 19.25 |
| 01280 - Receptionist | 11.71 |
| 01290 - Rental Clerk | 10.87 |
| 01300 - Scheduler, Maintenance | 13.24 |
| 01311 - Secretary I | 13.24 |
| 01312 - Secretary II | 14.81 |
| 01313 - Secretary III | 16.52 |
| 01320 - Service Order Dispatcher | 14.62 |
| 01410 - Supply Technician | 19.38 |
| 01420 - Survey Worker | 13.11 |
| 01531 - Travel Clerk I | 13.20 |
| 01532 - Travel Clerk II | 14.27 |
| 01533 - Travel Clerk III | 15.44 |
| 01611 - Word Processor I | 11.67 |
| 01612 - Word Processor II | 13.10 |
| 01613 - Word Processor III | 14.65 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.02 |
| 05010 - Automotive Electrician | 18.51 |
| 05040 - Automotive Glass Installer | 18.00 |
| 05070 - Automotive Worker | 18.00 |
| 05110 - Mobile Equipment Servicer | 16.94 |
| 05130 - Motor Equipment Metal Mechanic | 19.02 |
| 05160 - Motor Equipment Metal Worker | 18.00 |
| 05190 - Motor Vehicle Mechanic | 19.02 |
| 05220 - Motor Vehicle Mechanic Helper | 16.40 |
| 05250 - Motor Vehicle Upholstery Worker | 17.45 |
| 05280 - Motor Vehicle Wrecker | 18.00 |
| 05310 - Painter, Automotive | 18.51 |
| 05340 - Radiator Repair Specialist | 18.00 |
| 05370 - Tire Repairer | 15.19 |
| 05400 - Transmission Repair Specialist | 19.02 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.88 |
| 07041 - Cook I | 10.68 |
| 07042 - Cook II | 11.88 |
| 07070 - Dishwasher | 8.74 |
| 07130 - Food Service Worker | 8.96 |
| 07210 - Meat Cutter | 14.01 |
| 07260 - Waiter/Waitress | 9.07 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.76 |
| 09040 - Furniture Handler | 15.32 |
| 09080 - Furniture Refinisher | 20.24 |
| 09090 - Furniture Refinisher Helper | 16.46 |
| 09110 - Furniture Repairer, Minor | 18.49 |
| 09130 - Upholsterer | 20.24 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.91 |
| 11060 - Elevator Operator | 10.73 |
| 11090 - Gardener | 13.23 |
| 11122 - Housekeeping Aide | 10.73 |

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| 11150 - Janitor | 10.73 |
| 11210 - Laborer, Grounds Maintenance | 11.79 |
| 11240 - Maid or Houseman | 9.50 |
| 11260 - Pruner | 10.95 |
| 11270 - Tractor Operator | 13.46 |
| 11330 - Trail Maintenance Worker | 11.79 |
| 11360 - Window Cleaner | 11.55 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.48 |
| 12011 - Breath Alcohol Technician | 15.48 |
| 12012 - Certified Occupational Therapist Assistant | 19.38 |
| 12015 - Certified Physical Therapist Assistant | 22.25 |
| 12020 - Dental Assistant | 17.85 |
| 12025 - Dental Hygienist | 30.40 |
| 12030 - EKG Technician | 24.95 |
| 12035 - Electroneurodiagnostic Technologist | 24.95 |
| 12040 - Emergency Medical Technician | 15.48 |
| 12071 - Licensed Practical Nurse I | 14.72 |
| 12072 - Licensed Practical Nurse II | 16.46 |
| 12073 - Licensed Practical Nurse III | 18.36 |
| 12100 - Medical Assistant | 14.34 |
| 12130 - Medical Laboratory Technician | 16.34 |
| 12160 - Medical Record Clerk | 14.21 |
| 12190 - Medical Record Technician | 16.41 |
| 12195 - Medical Transcriptionist | 14.36 |
| 12210 - Nuclear Medicine Technologist | 36.18 |
| 12221 - Nursing Assistant I | 10.66 |
| 12222 - Nursing Assistant II | 11.98 |
| 12223 - Nursing Assistant III | 13.07 |
| 12224 - Nursing Assistant IV | 14.67 |
| 12235 - Optical Dispenser | 15.13 |
| 12236 - Optical Technician | 14.72 |
| 12250 - Pharmacy Technician | 16.23 |
| 12280 - Phlebotomist | 14.67 |
| 12305 - Radiologic Technologist | 24.45 |
| 12311 - Registered Nurse I | 21.66 |
| 12312 - Registered Nurse II | 26.51 |
| 12313 - Registered Nurse II, Specialist | 26.51 |
| 12314 - Registered Nurse III | 32.08 |
| 12315 - Registered Nurse III, Anesthetist | 32.08 |
| 12316 - Registered Nurse IV | 38.42 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.40 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.56 |
| 13012 - Exhibits Specialist II | 21.43 |
| 13013 - Exhibits Specialist III | 26.17 |
| 13041 - Illustrator I | 16.69 |
| 13042 - Illustrator II | 20.69 |
| 13043 - Illustrator III | 25.31 |
| 13047 - Librarian | 22.91 |
| 13050 - Library Aide/Clerk | 10.65 |
| 13054 - Library Information Technology Systems Administrator | 20.69 |
| 13058 - Library Technician | 13.33 |
| 13061 - Media Specialist I | 14.93 |
| 13062 - Media Specialist II | 16.69 |
| 13063 - Media Specialist III | 18.62 |
| 13071 - Photographer I | 14.72 |
| 13072 - Photographer II | 17.66 |
| 13073 - Photographer III | 20.94 |
| 13074 - Photographer IV | 26.01 |
| 13075 - Photographer V | 30.93 |
| 13110 - Video Teleconference Technician | 16.03 |

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| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.51 |
| 14042 - Computer Operator II | 15.11 |
| 14043 - Computer Operator III | 18.95 |
| 14044 - Computer Operator IV | 21.08 |
| 14045 - Computer Operator V | 23.33 |
| 14071 - Computer Programmer I | (see 1) 20.67 |
| 14072 - Computer Programmer II | (see 1) 25.59 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 27.53 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.51 |
| 14160 - Personal Computer Support Technician | 21.08 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.53 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.31 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.12 |
| 15050 - Computer Based Training Specialist / Instructor | 27.53 |
| 15060 - Educational Technologist | 26.59 |
| 15070 - Flight Instructor (Pilot) | 39.12 |
| 15080 - Graphic Artist | 19.60 |
| 15090 - Technical Instructor | 18.70 |
| 15095 - Technical Instructor/Course Developer | 22.98 |
| 15110 - Test Proctor | 15.09 |
| 15120 - Tutor | 15.09 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.53 |
| 16030 - Counter Attendant | 9.53 |
| 16040 - Dry Cleaner | 12.42 |
| 16070 - Finisher, Flatwork, Machine | 9.53 |
| 16090 - Presser, Hand | 9.53 |
| 16110 - Presser, Machine, Drycleaning | 9.53 |
| 16130 - Presser, Machine, Shirts | 9.53 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.53 |
| 16190 - Sewing Machine Operator | 13.37 |
| 16220 - Tailor | 14.31 |
| 16250 - Washer, Machine | 10.54 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.47 |
| 19040 - Tool And Die Maker | 22.07 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.86 |
| 21030 - Material Coordinator | 19.25 |
| 21040 - Material Expediter | 19.25 |
| 21050 - Material Handling Laborer | 15.82 |
| 21071 - Order Filler | 10.93 |
| 21080 - Production Line Worker (Food Processing) | 15.86 |
| 21110 - Shipping Packer | 17.16 |
| 21130 - Shipping/Receiving Clerk | 15.94 |
| 21140 - Store Worker I | 14.36 |
| 21150 - Stock Clerk | 17.94 |
| 21210 - Tools And Parts Attendant | 15.86 |
| 21410 - Warehouse Specialist | 15.86 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.70 |
| 23021 - Aircraft Mechanic I | 22.78 |
| 23022 - Aircraft Mechanic II | 23.70 |
| 23023 - Aircraft Mechanic III | 24.39 |
| 23040 - Aircraft Mechanic Helper | 17.66 |
| 23050 - Aircraft, Painter | 21.89 |
| 23060 - Aircraft Servicer | 19.85 |

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| 23080 - Aircraft Worker | 20.94 |
| 23110 - Appliance Mechanic | 21.89 |
| 23120 - Bicycle Repairer | 15.87 |
| 23125 - Cable Splicer | 29.41 |
| 23130 - Carpenter, Maintenance | 20.39 |
| 23140 - Carpet Layer | 20.94 |
| 23160 - Electrician, Maintenance | 25.46 |
| 23181 - Electronics Technician Maintenance I | 23.27 |
| 23182 - Electronics Technician Maintenance II | 24.15 |
| 23183 - Electronics Technician Maintenance III | 25.31 |
| 23260 - Fabric Worker | 19.85 |
| 23290 - Fire Alarm System Mechanic | 22.78 |
| 23310 - Fire Extinguisher Repairer | 18.75 |
| 23311 - Fuel Distribution System Mechanic | 21.24 |
| 23312 - Fuel Distribution System Operator | 17.57 |
| 23370 - General Maintenance Worker | 18.15 |
| 23380 - Ground Support Equipment Mechanic | 22.78 |
| 23381 - Ground Support Equipment Servicer | 19.85 |
| 23382 - Ground Support Equipment Worker | 20.94 |
| 23391 - Gunsmith I | 18.75 |
| 23392 - Gunsmith II | 20.94 |
| 23393 - Gunsmith III | 22.78 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.46 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.68 |
| 23430 - Heavy Equipment Mechanic | 21.15 |
| 23440 - Heavy Equipment Operator | 19.95 |
| 23460 - Instrument Mechanic | 22.78 |
| 23465 - Laboratory/Shelter Mechanic | 21.89 |
| 23470 - Laborer | 13.20 |
| 23510 - Locksmith | 21.89 |
| 23530 - Machinery Maintenance Mechanic | 24.28 |
| 23550 - Machinist, Maintenance | 19.63 |
| 23580 - Maintenance Trades Helper | 16.46 |
| 23591 - Metrology Technician I | 22.78 |
| 23592 - Metrology Technician II | 23.57 |
| 23593 - Metrology Technician III | 24.26 |
| 23640 - Millwright | 23.19 |
| 23710 - Office Appliance Repairer | 20.39 |
| 23760 - Painter, Maintenance | 18.50 |
| 23790 - Pipefitter, Maintenance | 25.63 |
| 23810 - Plumber, Maintenance | 21.82 |
| 23820 - Pneudraulic Systems Mechanic | 22.78 |
| 23850 - Rigger | 22.78 |
| 23870 - Scale Mechanic | 20.94 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.17 |
| 23910 - Small Engine Mechanic | 19.22 |
| 23931 - Telecommunications Mechanic I | 23.73 |
| 23932 - Telecommunications Mechanic II | 24.67 |
| 23950 - Telephone Lineman | 21.08 |
| 23960 - welder, Combination, Maintenance | 20.27 |
| 23965 - well Driller | 22.78 |
| 23970 - Woodcraft Worker | 22.78 |
| 23980 - Woodworker | 18.75 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.63 |
| 24580 - Child Care Center Clerk | 12.02 |
| 24610 - Chore Aide | 11.02 |
| 24620 - Family Readiness And Support Services Coordinator | 12.50 |
| 24630 - Homemaker | 15.31 |
| 25000 - Plant And System Operations Occupations | |

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| 25010 - Boiler Tender | 22.78 |
| 25040 - Sewage Plant Operator | 18.72 |
| 25070 - Stationary Engineer | 22.78 |
| 25190 - Ventilation Equipment Tender | 17.66 |
| 25210 - Water Treatment Plant Operator | 18.72 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.82 |
| 27007 - Baggage Inspector | 10.95 |
| 27008 - Corrections Officer | 18.93 |
| 27010 - Court Security Officer | 19.14 |
| 27030 - Detection Dog Handler | 14.39 |
| 27040 - Detention Officer | 18.93 |
| 27070 - Firefighter | 18.68 |
| 27101 - Guard I | 10.95 |
| 27102 - Guard II | 14.39 |
| 27131 - Police Officer I | 21.40 |
| 27132 - Police Officer II | 23.77 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.45 |
| 28042 - Carnival Equipment Repairer | 10.82 |
| 28043 - Carnival Equipment Worker | 9.09 |
| 28210 - Gate Attendant/Gate Tender | 13.41 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 15.00 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.95 |
| 28515 - Recreation Specialist | 18.59 |
| 28630 - Sports Official | 11.95 |
| 28690 - Swimming Pool Operator | 15.27 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.93 |
| 29020 - Hatch Tender | 20.93 |
| 29030 - Line Handler | 20.93 |
| 29041 - Stevedore I | 18.59 |
| 29042 - Stevedore II | 21.89 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.33 |
| 30022 - Archeological Technician II | 19.39 |
| 30023 - Archeological Technician III | 24.03 |
| 30030 - Cartographic Technician | 24.03 |
| 30040 - Civil Engineering Technician | 22.29 |
| 30061 - Drafter/CAD Operator I | 17.33 |
| 30062 - Drafter/CAD Operator II | 21.58 |
| 30063 - Drafter/CAD Operator III | 22.11 |
| 30064 - Drafter/CAD Operator IV | 26.60 |
| 30081 - Engineering Technician I | 15.65 |
| 30082 - Engineering Technician II | 17.86 |
| 30083 - Engineering Technician III | 20.62 |
| 30084 - Engineering Technician IV | 24.34 |
| 30085 - Engineering Technician V | 29.79 |
| 30086 - Engineering Technician VI | 36.05 |
| 30090 - Environmental Technician | 24.03 |
| 30210 - Laboratory Technician | 25.15 |
| 30240 - Mathematical Technician | 24.03 |
| 30361 - Paralegal/Legal Assistant I | 15.73 |
| 30362 - Paralegal/Legal Assistant II | 19.50 |
| 30363 - Paralegal/Legal Assistant III | 23.85 |
| 30364 - Paralegal/Legal Assistant IV | 28.86 |
| 30390 - Photo-Optics Technician | 24.03 |
| 30461 - Technical Writer I | 18.08 |
| 30462 - Technical Writer II | 22.11 |

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| 30463 - Technical Writer III | 26.75 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 21.63 |
| 30621 - Weather Observer, Senior | (see 2) 24.03 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.53 |
| 31030 - Bus Driver | 15.72 |
| 31043 - Driver Courier | 13.44 |
| 31260 - Parking and Lot Attendant | 11.13 |
| 31290 - Shuttle Bus Driver | 14.05 |
| 31310 - Taxi Driver | 12.42 |
| 31361 - Truckdriver, Light | 14.05 |
| 31362 - Truckdriver, Medium | 14.87 |
| 31363 - Truckdriver, Heavy | 19.87 |
| 31364 - Truckdriver, Tractor-Trailer | 19.87 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.77 |
| 99050 - Desk Clerk | 9.56 |
| 99095 - Embalmer | 24.57 |
| 99251 - Laboratory Animal Caretaker I | 12.85 |
| 99252 - Laboratory Animal Caretaker II | 13.63 |
| 99310 - Mortician | 24.57 |
| 99410 - Pest Controller | 15.59 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.04 |
| 99711 - Recycling Specialist | 17.17 |
| 99730 - Refuse Collector | 13.97 |
| 99810 - Sales Clerk | 12.45 |
| 99820 - School Crossing Guard | 13.71 |
| 99830 - Survey Party Chief | 24.55 |
| 99831 - Surveying Aide | 12.29 |
| 99832 - Surveying Technician | 16.84 |
| 99840 - Vending Machine Attendant | 13.02 |
| 99841 - Vending Machine Repairer | 14.28 |
| 99842 - Vending Machine Repairer Helper | 13.02 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed

occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski

Division of

Wage Determination No.: 2005-2205
Revision No.: 17

****Fringe Benefits Required Follow the Occupational Listing****

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| 05220 - Motor Vehicle Mechanic Helper | 17.33 |
| 05250 - Motor Vehicle Upholstery Worker | 18.88 |
| 05280 - Motor Vehicle Wrecker | 19.68 |
| 05310 - Painter, Automotive | 20.02 |
| 05340 - Radiator Repair Specialist | 19.68 |
| 05370 - Tire Repairer | 13.35 |
| 05400 - Transmission Repair Specialist | 21.62 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.11 |
| 07041 - Cook I | 11.57 |
| 07042 - Cook II | 13.25 |
| 07070 - Dishwasher | 8.49 |
| 07130 - Food Service Worker | 9.05 |
| 07210 - Meat Cutter | 12.99 |
| 07260 - Waiter/Waitress | 9.10 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.13 |
| 09040 - Furniture Handler | 14.77 |
| 09080 - Furniture Refinisher | 17.13 |
| 09090 - Furniture Refinisher Helper | 14.53 |
| 09110 - Furniture Repairer, Minor | 15.83 |
| 09130 - Upholsterer | 15.90 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.86 |
| 11060 - Elevator Operator | 10.87 |
| 11090 - Gardener | 14.73 |
| 11122 - Housekeeping Aide | 10.87 |
| 11150 - Janitor | 10.87 |
| 11210 - Laborer, Grounds Maintenance | 12.27 |
| 11240 - Maid or Houseman | 9.66 |
| 11260 - Pruner | 11.19 |
| 11270 - Tractor Operator | 14.01 |
| 11330 - Trail Maintenance Worker | 13.08 |
| 11360 - Window Cleaner | 11.94 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.11 |
| 12011 - Breath Alcohol Technician | 16.44 |
| 12012 - Certified Occupational Therapist Assistant | 21.71 |
| 12015 - Certified Physical Therapist Assistant | 20.56 |
| 12020 - Dental Assistant | 16.95 |
| 12025 - Dental Hygienist | 31.76 |
| 12030 - EKG Technician | 22.64 |
| 12035 - Electroneurodiagnostic Technologist | 22.64 |
| 12040 - Emergency Medical Technician | 16.11 |
| 12071 - Licensed Practical Nurse I | 14.40 |
| 12072 - Licensed Practical Nurse II | 16.10 |
| 12073 - Licensed Practical Nurse III | 17.96 |
| 12100 - Medical Assistant | 15.08 |
| 12130 - Medical Laboratory Technician | 18.33 |
| 12160 - Medical Record Clerk | 13.71 |
| 12190 - Medical Record Technician | 15.32 |
| 12195 - Medical Transcriptionist | 14.60 |
| 12210 - Nuclear Medicine Technologist | 30.80 |
| 12221 - Nursing Assistant I | 9.78 |
| 12222 - Nursing Assistant II | 11.00 |
| 12223 - Nursing Assistant III | 12.00 |
| 12224 - Nursing Assistant IV | 13.47 |
| 12235 - Optical Dispenser | 16.10 |
| 12236 - Optical Technician | 13.93 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 14.70 |
| 12305 - Radiologic Technologist | 22.29 |
| 12311 - Registered Nurse I | 20.82 |

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|---|---------|
| 12312 - Registered Nurse II | 25.47 |
| 12313 - Registered Nurse II, Specialist | 25.47 |
| 12314 - Registered Nurse III | 30.81 |
| 12315 - Registered Nurse III, Anesthetist | 30.81 |
| 12316 - Registered Nurse IV | 36.93 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.66 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.57 |
| 13012 - Exhibits Specialist II | 21.77 |
| 13013 - Exhibits Specialist III | 26.63 |
| 13041 - Illustrator I | 17.57 |
| 13042 - Illustrator II | 21.77 |
| 13043 - Illustrator III | 26.63 |
| 13047 - Librarian | 24.10 |
| 13050 - Library Aide/Clerk | 11.11 |
| 13054 - Library Information Technology Systems Administrator | 21.77 |
| 13058 - Library Technician | 12.56 |
| 13061 - Media Specialist I | 14.39 |
| 13062 - Media Specialist II | 16.12 |
| 13063 - Media Specialist III | 18.05 |
| 13071 - Photographer I | 15.38 |
| 13072 - Photographer II | 17.57 |
| 13073 - Photographer III | 21.76 |
| 13074 - Photographer IV | 26.74 |
| 13075 - Photographer V | 32.21 |
| 13110 - Video Teleconference Technician | 18.44 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.71 |
| 14042 - Computer Operator II | 16.46 |
| 14043 - Computer Operator III | 18.36 |
| 14044 - Computer Operator IV | 20.40 |
| 14045 - Computer Operator V | 22.58 |
| 14071 - Computer Programmer I | 22.64 |
| 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 | 14.71 |
| 14160 - Personal Computer Support Technician | 22.33 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.72 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.74 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.63 |
| 15050 - Computer Based Training Specialist / Instructor | 28.72 |
| 15060 - Educational Technologist | 30.99 |
| 15070 - Flight Instructor (Pilot) | 41.63 |
| 15080 - Graphic Artist | 22.58 |
| 15090 - Technical Instructor | 19.97 |
| 15095 - Technical Instructor/Course Developer | 24.42 |
| 15110 - Test Proctor | 16.12 |
| 15120 - Tutor | 16.12 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.03 |
| 16030 - Counter Attendant | 9.03 |
| 16040 - Dry Cleaner | 10.82 |
| 16070 - Finisher, Flatwork, Machine | 9.03 |
| 16090 - Presser, Hand | 9.03 |
| 16110 - Presser, Machine, Drycleaning | 9.03 |
| 16130 - Presser, Machine, Shirts | 9.03 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.03 |

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|---|-------|
| 16190 - Sewing Machine Operator | 11.44 |
| 16220 - Tailor | 12.11 |
| 16250 - Washer, Machine | 9.68 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.61 |
| 19040 - Tool And Die Maker | 21.54 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.29 |
| 21030 - Material Coordinator | 19.65 |
| 21040 - Material Expediter | 19.65 |
| 21050 - Material Handling Laborer | 11.70 |
| 21071 - Order Filler | 12.56 |
| 21080 - Production Line Worker (Food Processing) | 14.29 |
| 21110 - Shipping Packer | 15.83 |
| 21130 - Shipping/Receiving Clerk | 15.83 |
| 21140 - Store Worker I | 11.66 |
| 21150 - Stock Clerk | 15.46 |
| 21210 - Tools And Parts Attendant | 14.29 |
| 21410 - Warehouse Specialist | 14.29 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.77 |
| 23021 - Aircraft Mechanic I | 25.32 |
| 23022 - Aircraft Mechanic II | 26.77 |
| 23023 - Aircraft Mechanic III | 28.21 |
| 23040 - Aircraft Mechanic Helper | 19.20 |
| 23050 - Aircraft, Painter | 23.15 |
| 23060 - Aircraft Servicer | 20.92 |
| 23080 - Aircraft Worker | 21.81 |
| 23110 - Appliance Mechanic | 21.67 |
| 23120 - Bicycle Repairer | 13.32 |
| 23125 - Cable Splicer | 22.76 |
| 23130 - Carpenter, Maintenance | 18.98 |
| 23140 - Carpet Layer | 18.48 |
| 23160 - Electrician, Maintenance | 23.63 |
| 23181 - Electronics Technician Maintenance I | 24.42 |
| 23182 - Electronics Technician Maintenance II | 26.02 |
| 23183 - Electronics Technician Maintenance III | 27.60 |
| 23260 - Fabric Worker | 17.30 |
| 23290 - Fire Alarm System Mechanic | 20.16 |
| 23310 - Fire Extinguisher Repairer | 16.13 |
| 23311 - Fuel Distribution System Mechanic | 23.91 |
| 23312 - Fuel Distribution System Operator | 18.94 |
| 23370 - General Maintenance Worker | 16.44 |
| 23380 - Ground Support Equipment Mechanic | 25.32 |
| 23381 - Ground Support Equipment Servicer | 20.92 |
| 23382 - Ground Support Equipment Worker | 21.81 |
| 23391 - Gunsmith I | 16.13 |
| 23392 - Gunsmith II | 18.48 |
| 23393 - Gunsmith III | 20.89 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.22 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.16 |
| 23430 - Heavy Equipment Mechanic | 21.40 |
| 23440 - Heavy Equipment Operator | 22.46 |
| 23460 - Instrument Mechanic | 20.89 |
| 23465 - Laboratory/Shelter Mechanic | 19.69 |
| 23470 - Laborer | 11.70 |
| 23510 - Locksmith | 18.54 |
| 23530 - Machinery Maintenance Mechanic | 19.77 |
| 23550 - Machinist, Maintenance | 18.83 |
| 23580 - Maintenance Trades Helper | 14.86 |
| 23591 - Metrology Technician I | 20.89 |

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|---|-------|
| 23592 - Metrology Technician II | 22.09 |
| 23593 - Metrology Technician III | 23.26 |
| 23640 - Millwright | 20.89 |
| 23710 - Office Appliance Repairer | 18.51 |
| 23760 - Painter, Maintenance | 18.51 |
| 23790 - Pipefitter, Maintenance | 23.55 |
| 23810 - Plumber, Maintenance | 22.20 |
| 23820 - Pneudraulic Systems Mechanic | 20.89 |
| 23850 - Rigger | 20.89 |
| 23870 - Scale Mechanic | 18.48 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.02 |
| 23910 - Small Engine Mechanic | 16.48 |
| 23931 - Telecommunications Mechanic I | 23.13 |
| 23932 - Telecommunications Mechanic II | 24.46 |
| 23950 - Telephone Lineman | 19.64 |
| 23960 - Welder, Combination, Maintenance | 19.58 |
| 23965 - well Driller | 21.33 |
| 23970 - Woodcraft Worker | 20.89 |
| 23980 - Woodworker | 16.13 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.51 |
| 24580 - Child Care Center Clerk | 13.10 |
| 24610 - Chore Aide | 12.44 |
| 24620 - Family Readiness And Support Services Coordinator | 14.20 |
| 24630 - Homemaker | 17.64 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.08 |
| 25040 - Sewage Plant Operator | 20.55 |
| 25070 - Stationary Engineer | 22.08 |
| 25190 - Ventilation Equipment Tender | 15.94 |
| 25210 - Water Treatment Plant Operator | 20.55 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.77 |
| 27007 - Baggage Inspector | 13.55 |
| 27008 - Corrections Officer | 22.35 |
| 27010 - Court Security Officer | 20.95 |
| 27030 - Detection Dog Handler | 18.66 |
| 27040 - Detention Officer | 22.35 |
| 27070 - Firefighter | 19.70 |
| 27101 - Guard I | 13.55 |
| 27102 - Guard II | 18.66 |
| 27131 - Police Officer I | 23.98 |
| 27132 - Police Officer II | 26.63 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.75 |
| 28042 - Carnival Equipment Repairer | 11.32 |
| 28043 - Carnival Equipment Worker | 9.19 |
| 28210 - Gate Attendant/Gate Tender | 12.94 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.48 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.57 |
| 28515 - Recreation Specialist | 17.62 |
| 28630 - Sports Official | 11.53 |
| 28690 - Swimming Pool Operator | 15.77 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.21 |
| 29020 - Hatch Tender | 22.21 |
| 29030 - Line Handler | 22.21 |
| 29041 - Stevedore I | 21.05 |
| 29042 - Stevedore II | 23.26 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) | 35.77 |

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|---|---------|-------|
| 30011 - Air Traffic Control Specialist, Station (HFO) | (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) | | 27.16 |
| 30021 - Archeological Technician I | (see 2) | 16.46 |
| 30022 - Archeological Technician II | | 18.42 |
| 30023 - Archeological Technician III | | 22.80 |
| 30030 - Cartographic Technician | | 22.80 |
| 30040 - Civil Engineering Technician | | 22.57 |
| 30061 - Drafter/CAD Operator I | | 16.29 |
| 30062 - Drafter/CAD Operator II | | 18.42 |
| 30063 - Drafter/CAD Operator III | | 20.32 |
| 30064 - Drafter/CAD Operator IV | | 25.00 |
| 30081 - Engineering Technician I | | 15.76 |
| 30082 - Engineering Technician II | | 17.69 |
| 30083 - Engineering Technician III | | 19.79 |
| 30084 - Engineering Technician IV | | 24.51 |
| 30085 - Engineering Technician V | | 29.98 |
| 30086 - Engineering Technician VI | | 36.28 |
| 30090 - Environmental Technician | | 24.12 |
| 30210 - Laboratory Technician | | 20.36 |
| 30240 - Mathematical Technician | | 22.80 |
| 30361 - Paralegal/Legal Assistant I | | 19.03 |
| 30362 - Paralegal/Legal Assistant II | | 23.63 |
| 30363 - Paralegal/Legal Assistant III | | 28.90 |
| 30364 - Paralegal/Legal Assistant IV | | 34.98 |
| 30390 - Photo-Optics Technician | | 25.08 |
| 30461 - Technical Writer I | | 22.42 |
| 30462 - Technical Writer II | | 28.41 |
| 30463 - Technical Writer III | | 34.37 |
| 30491 - Unexploded Ordnance (UXO) Technician I | | 22.47 |
| 30492 - Unexploded Ordnance (UXO) Technician II | | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) | 20.32 |
| Surface Programs | | |
| 30621 - Weather Observer, Senior | (see 2) | 24.83 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 12.57 |
| 31030 - Bus Driver | | 16.61 |
| 31043 - Driver Courier | | 14.48 |
| 31260 - Parking and Lot Attendant | | 9.41 |
| 31290 - Shuttle Bus Driver | | 15.81 |
| 31310 - Taxi Driver | | 9.93 |
| 31361 - Truckdriver, Light | | 15.81 |
| 31362 - Truckdriver, Medium | | 16.06 |
| 31363 - Truckdriver, Heavy | | 19.88 |
| 31364 - Truckdriver, Tractor-Trailer | | 19.88 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 9.17 |
| 99050 - Desk Clerk | | 9.97 |
| 99095 - Embalmer | | 26.52 |
| 99251 - Laboratory Animal Caretaker I | | 10.04 |
| 99252 - Laboratory Animal Caretaker II | | 10.65 |
| 99310 - Mortician | | 27.89 |
| 99410 - Pest Controller | | 17.29 |
| 99510 - Photofinishing Worker | | 12.16 |
| 99710 - Recycling Laborer | | 16.00 |
| 99711 - Recycling Specialist | | 18.82 |
| 99730 - Refuse Collector | | 14.56 |
| 99810 - Sales Clerk | | 13.46 |
| 99820 - School Crossing Guard | | 11.95 |
| 99830 - Survey Party Chief | | 26.36 |
| 99831 - Surveying Aide | | 14.12 |

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|---|-------|
| 99832 - Surveying Technician | 19.93 |
| 99840 - Vending Machine Attendant | 15.47 |
| 99841 - Vending Machine Repairer | 17.52 |
| 99842 - Vending Machine Repairer Helper | 15.47 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2206
Revision No.: 17
Date of Last Revision: 07/25/2014

State: Iowa

Area: Iowa Counties of Adair, Appanoose, Audubon, Boone, Calhoun, Carroll, Cerro Gordo, Clarke, Dallas, Davis, Decatur, Emmet, Franklin, Greene, Guthrie, Hamilton, Hancock, Hardin, Humboldt, Jasper, Kossuth, Lucas, Madison, Mahaska, Marion, Marshall, Monroe, Palo Alto, Pocahontas, Polk, Poweshiek, Ringgold, Story, Taylor, Union, Wapello, Warren, Wayne, Webster, Winnebago, Worth, Wright

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.67 |
| 01012 - Accounting Clerk II | | 14.21 |
| 01013 - Accounting Clerk III | | 15.90 |
| 01020 - Administrative Assistant | | 22.14 |
| 01040 - Court Reporter | | 16.25 |
| 01051 - Data Entry Operator I | | 12.10 |
| 01052 - Data Entry Operator II | | 13.20 |
| 01060 - Dispatcher, Motor Vehicle | | 18.58 |
| 01070 - Document Preparation Clerk | | 13.79 |
| 01090 - Duplicating Machine Operator | | 13.79 |
| 01111 - General Clerk I | | 12.53 |
| 01112 - General Clerk II | | 13.68 |
| 01113 - General Clerk III | | 15.35 |
| 01120 - Housing Referral Assistant | | 18.58 |
| 01141 - Messenger Courier | | 11.61 |
| 01191 - Order Clerk I | | 15.21 |
| 01192 - Order Clerk II | | 18.54 |
| 01261 - Personnel Assistant (Employment) I | | 15.06 |
| 01262 - Personnel Assistant (Employment) II | | 16.85 |
| 01263 - Personnel Assistant (Employment) III | | 21.01 |
| 01270 - Production Control Clerk | | 19.65 |
| 01280 - Receptionist | | 12.00 |

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| 01290 - Rental Clerk | 12.28 |
| 01300 - Scheduler, Maintenance | 14.53 |
| 01311 - Secretary I | 14.53 |
| 01312 - Secretary II | 16.25 |
| 01313 - Secretary III | 18.43 |
| 01320 - Service Order Dispatcher | 16.60 |
| 01410 - Supply Technician | 22.14 |
| 01420 - Survey Worker | 16.09 |
| 01531 - Travel Clerk I | 12.17 |
| 01532 - Travel Clerk II | 12.94 |
| 01533 - Travel Clerk III | 13.73 |
| 01611 - Word Processor I | 13.30 |
| 01612 - Word Processor II | 14.93 |
| 01613 - Word Processor III | 16.70 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.28 |
| 05010 - Automotive Electrician | 20.43 |
| 05040 - Automotive Glass Installer | 19.68 |
| 05070 - Automotive Worker | 19.68 |
| 05110 - Mobile Equipment Servicer | 18.10 |
| 05130 - Motor Equipment Metal Mechanic | 21.62 |
| 05160 - Motor Equipment Metal Worker | 19.68 |
| 05190 - Motor Vehicle Mechanic | 19.87 |
| 05220 - Motor Vehicle Mechanic Helper | 17.33 |
| 05250 - Motor Vehicle Upholstery Worker | 18.88 |
| 05280 - Motor Vehicle Wrecker | 19.68 |
| 05310 - Painter, Automotive | 20.02 |
| 05340 - Radiator Repair Specialist | 19.68 |
| 05370 - Tire Repairer | 13.35 |
| 05400 - Transmission Repair Specialist | 21.62 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.11 |
| 07041 - Cook I | 11.57 |
| 07042 - Cook II | 13.25 |
| 07070 - Dishwasher | 8.49 |
| 07130 - Food Service Worker | 9.05 |
| 07210 - Meat Cutter | 12.99 |
| 07260 - Waiter/Waitress | 9.10 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.13 |
| 09040 - Furniture Handler | 14.77 |
| 09080 - Furniture Refinisher | 17.13 |
| 09090 - Furniture Refinisher Helper | 14.53 |
| 09110 - Furniture Repairer, Minor | 15.83 |
| 09130 - Upholsterer | 15.90 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.86 |
| 11060 - Elevator Operator | 10.87 |
| 11090 - Gardener | 14.73 |
| 11122 - Housekeeping Aide | 10.87 |
| 11150 - Janitor | 10.87 |
| 11210 - Laborer, Grounds Maintenance | 12.27 |
| 11240 - Maid or Houseman | 9.66 |
| 11260 - Pruner | 11.19 |
| 11270 - Tractor Operator | 14.01 |
| 11330 - Trail Maintenance Worker | 13.08 |
| 11360 - Window Cleaner | 11.94 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.11 |
| 12011 - Breath Alcohol Technician | 16.44 |
| 12012 - Certified Occupational Therapist Assistant | 21.71 |
| 12015 - Certified Physical Therapist Assistant | 20.56 |
| 12020 - Dental Assistant | 16.95 |

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| 12025 - Dental Hygienist | 31.76 |
| 12030 - EKG Technician | 22.64 |
| 12035 - Electroneurodiagnostic Technologist | 22.64 |
| 12040 - Emergency Medical Technician | 16.11 |
| 12071 - Licensed Practical Nurse I | 14.40 |
| 12072 - Licensed Practical Nurse II | 16.10 |
| 12073 - Licensed Practical Nurse III | 17.96 |
| 12100 - Medical Assistant | 15.08 |
| 12130 - Medical Laboratory Technician | 18.33 |
| 12160 - Medical Record Clerk | 13.71 |
| 12190 - Medical Record Technician | 15.32 |
| 12195 - Medical Transcriptionist | 14.60 |
| 12210 - Nuclear Medicine Technologist | 30.80 |
| 12221 - Nursing Assistant I | 9.78 |
| 12222 - Nursing Assistant II | 11.00 |
| 12223 - Nursing Assistant III | 12.00 |
| 12224 - Nursing Assistant IV | 13.47 |
| 12235 - Optical Dispenser | 16.10 |
| 12236 - Optical Technician | 13.93 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 14.70 |
| 12305 - Radiologic Technologist | 22.29 |
| 12311 - Registered Nurse I | 20.82 |
| 12312 - Registered Nurse II | 25.47 |
| 12313 - Registered Nurse II, Specialist | 25.47 |
| 12314 - Registered Nurse III | 30.81 |
| 12315 - Registered Nurse III, Anesthetist | 30.81 |
| 12316 - Registered Nurse IV | 36.93 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.66 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.57 |
| 13012 - Exhibits Specialist II | 21.77 |
| 13013 - Exhibits Specialist III | 26.63 |
| 13041 - Illustrator I | 17.57 |
| 13042 - Illustrator II | 21.77 |
| 13043 - Illustrator III | 26.63 |
| 13047 - Librarian | 24.10 |
| 13050 - Library Aide/Clerk | 11.11 |
| 13054 - Library Information Technology Systems Administrator | 21.77 |
| 13058 - Library Technician | 12.56 |
| 13061 - Media Specialist I | 14.39 |
| 13062 - Media Specialist II | 16.12 |
| 13063 - Media Specialist III | 18.05 |
| 13071 - Photographer I | 15.38 |
| 13072 - Photographer II | 17.57 |
| 13073 - Photographer III | 21.76 |
| 13074 - Photographer IV | 26.74 |
| 13075 - Photographer V | 32.21 |
| 13110 - Video Teleconference Technician | 18.44 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.71 |
| 14042 - Computer Operator II | 16.46 |
| 14043 - Computer Operator III | 18.36 |
| 14044 - Computer Operator IV | 20.40 |
| 14045 - Computer Operator V | 22.58 |
| 14071 - Computer Programmer I | 22.64 |
| 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) |

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|---|-------|
| 14150 - Peripheral Equipment Operator | 14.71 |
| 14160 - Personal Computer Support Technician | 22.33 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.72 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.74 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.63 |
| 15050 - Computer Based Training Specialist / Instructor | 28.72 |
| 15060 - Educational Technologist | 30.99 |
| 15070 - Flight Instructor (Pilot) | 41.63 |
| 15080 - Graphic Artist | 22.58 |
| 15090 - Technical Instructor | 19.97 |
| 15095 - Technical Instructor/Course Developer | 24.42 |
| 15110 - Test Proctor | 16.12 |
| 15120 - Tutor | 16.12 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.03 |
| 16030 - Counter Attendant | 9.03 |
| 16040 - Dry Cleaner | 10.82 |
| 16070 - Finisher, Flatwork, Machine | 9.03 |
| 16090 - Presser, Hand | 9.03 |
| 16110 - Presser, Machine, Drycleaning | 9.03 |
| 16130 - Presser, Machine, Shirts | 9.03 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.03 |
| 16190 - Sewing Machine Operator | 11.44 |
| 16220 - Tailor | 12.11 |
| 16250 - Washer, Machine | 9.68 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.61 |
| 19040 - Tool And Die Maker | 21.54 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.29 |
| 21030 - Material Coordinator | 19.65 |
| 21040 - Material Expediter | 19.65 |
| 21050 - Material Handling Laborer | 11.70 |
| 21071 - Order Filler | 12.56 |
| 21080 - Production Line Worker (Food Processing) | 14.29 |
| 21110 - Shipping Packer | 15.83 |
| 21130 - Shipping/Receiving Clerk | 15.83 |
| 21140 - Store Worker I | 11.66 |
| 21150 - Stock Clerk | 15.46 |
| 21210 - Tools And Parts Attendant | 14.29 |
| 21410 - Warehouse Specialist | 14.29 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.77 |
| 23021 - Aircraft Mechanic I | 25.32 |
| 23022 - Aircraft Mechanic II | 26.77 |
| 23023 - Aircraft Mechanic III | 28.21 |
| 23040 - Aircraft Mechanic Helper | 19.20 |
| 23050 - Aircraft, Painter | 23.15 |
| 23060 - Aircraft Servicer | 20.92 |
| 23080 - Aircraft Worker | 21.81 |
| 23110 - Appliance Mechanic | 21.67 |
| 23120 - Bicycle Repairer | 13.32 |
| 23125 - Cable Splicer | 22.76 |
| 23130 - Carpenter, Maintenance | 18.98 |
| 23140 - Carpet Layer | 18.48 |
| 23160 - Electrician, Maintenance | 23.63 |
| 23181 - Electronics Technician Maintenance I | 24.42 |
| 23182 - Electronics Technician Maintenance II | 26.02 |
| 23183 - Electronics Technician Maintenance III | 27.60 |
| 23260 - Fabric Worker | 17.30 |
| 23290 - Fire Alarm System Mechanic | 20.16 |
| 23310 - Fire Extinguisher Repairer | 16.13 |

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| 23311 - Fuel Distribution System Mechanic | 23.91 |
| 23312 - Fuel Distribution System Operator | 18.94 |
| 23370 - General Maintenance Worker | 16.44 |
| 23380 - Ground Support Equipment Mechanic | 25.32 |
| 23381 - Ground Support Equipment Servicer | 20.92 |
| 23382 - Ground Support Equipment Worker | 21.81 |
| 23391 - Gunsmith I | 16.13 |
| 23392 - Gunsmith II | 18.48 |
| 23393 - Gunsmith III | 20.89 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.22 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.16 |
| 23430 - Heavy Equipment Mechanic | 21.40 |
| 23440 - Heavy Equipment Operator | 22.46 |
| 23460 - Instrument Mechanic | 20.89 |
| 23465 - Laboratory/Shelter Mechanic | 19.69 |
| 23470 - Laborer | 11.70 |
| 23510 - Locksmith | 18.54 |
| 23530 - Machinery Maintenance Mechanic | 19.77 |
| 23550 - Machinist, Maintenance | 18.83 |
| 23580 - Maintenance Trades Helper | 14.86 |
| 23591 - Metrology Technician I | 20.89 |
| 23592 - Metrology Technician II | 22.09 |
| 23593 - Metrology Technician III | 23.26 |
| 23640 - Millwright | 20.89 |
| 23710 - Office Appliance Repairer | 18.51 |
| 23760 - Painter, Maintenance | 18.51 |
| 23790 - Pipefitter, Maintenance | 23.55 |
| 23810 - Plumber, Maintenance | 22.20 |
| 23820 - Pneudraulic Systems Mechanic | 20.89 |
| 23850 - Rigger | 20.89 |
| 23870 - Scale Mechanic | 18.48 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.02 |
| 23910 - Small Engine Mechanic | 16.48 |
| 23931 - Telecommunications Mechanic I | 23.13 |
| 23932 - Telecommunications Mechanic II | 24.46 |
| 23950 - Telephone Lineman | 19.64 |
| 23960 - Welder, Combination, Maintenance | 19.58 |
| 23965 - Well Driller | 21.33 |
| 23970 - Woodcraft Worker | 20.89 |
| 23980 - Woodworker | 16.13 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.51 |
| 24580 - Child Care Center Clerk | 13.10 |
| 24610 - Chore Aide | 12.44 |
| 24620 - Family Readiness And Support Services Coordinator | 14.20 |
| 24630 - Homemaker | 17.64 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.08 |
| 25040 - Sewage Plant Operator | 20.55 |
| 25070 - Stationary Engineer | 22.08 |
| 25190 - Ventilation Equipment Tender | 15.94 |
| 25210 - Water Treatment Plant Operator | 20.55 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.77 |
| 27007 - Baggage Inspector | 13.55 |
| 27008 - Corrections Officer | 22.35 |
| 27010 - Court Security Officer | 20.95 |
| 27030 - Detection Dog Handler | 18.66 |
| 27040 - Detention Officer | 22.35 |
| 27070 - Firefighter | 19.70 |

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|---|-------|
| 27101 - Guard I | 13.55 |
| 27102 - Guard II | 18.66 |
| 27131 - Police Officer I | 23.98 |
| 27132 - Police Officer II | 26.63 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.75 |
| 28042 - Carnival Equipment Repairer | 11.32 |
| 28043 - Carnival Equipment Worker | 9.19 |
| 28210 - Gate Attendant/Gate Tender | 12.94 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.48 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.57 |
| 28515 - Recreation Specialist | 17.62 |
| 28630 - Sports Official | 11.53 |
| 28690 - Swimming Pool Operator | 15.77 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.21 |
| 29020 - Hatch Tender | 22.21 |
| 29030 - Line Handler | 22.21 |
| 29041 - Stevedore I | 21.05 |
| 29042 - Stevedore II | 23.26 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.46 |
| 30022 - Archeological Technician II | 18.42 |
| 30023 - Archeological Technician III | 22.80 |
| 30030 - Cartographic Technician | 22.80 |
| 30040 - Civil Engineering Technician | 22.57 |
| 30061 - Drafter/CAD Operator I | 16.29 |
| 30062 - Drafter/CAD Operator II | 18.42 |
| 30063 - Drafter/CAD Operator III | 20.32 |
| 30064 - Drafter/CAD Operator IV | 25.00 |
| 30081 - Engineering Technician I | 15.76 |
| 30082 - Engineering Technician II | 17.69 |
| 30083 - Engineering Technician III | 19.79 |
| 30084 - Engineering Technician IV | 24.51 |
| 30085 - Engineering Technician V | 29.98 |
| 30086 - Engineering Technician VI | 36.28 |
| 30090 - Environmental Technician | 24.12 |
| 30210 - Laboratory Technician | 20.36 |
| 30240 - Mathematical Technician | 22.80 |
| 30361 - Paralegal/Legal Assistant I | 19.03 |
| 30362 - Paralegal/Legal Assistant II | 23.63 |
| 30363 - Paralegal/Legal Assistant III | 28.90 |
| 30364 - Paralegal/Legal Assistant IV | 34.98 |
| 30390 - Photo-Optics Technician | 25.08 |
| 30461 - Technical Writer I | 22.42 |
| 30462 - Technical Writer II | 28.41 |
| 30463 - Technical Writer III | 34.37 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.47 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | 20.32 |
| 30621 - Weather Observer, Senior | 24.83 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.57 |
| 31030 - Bus Driver | 16.61 |
| 31043 - Driver Courier | 14.48 |

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|---|-------|
| 31260 - Parking and Lot Attendant | 9.41 |
| 31290 - Shuttle Bus Driver | 15.81 |
| 31310 - Taxi Driver | 9.93 |
| 31361 - Truckdriver, Light | 15.81 |
| 31362 - Truckdriver, Medium | 16.06 |
| 31363 - Truckdriver, Heavy | 19.88 |
| 31364 - Truckdriver, Tractor-Trailer | 19.88 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.17 |
| 99050 - Desk Clerk | 9.97 |
| 99095 - Embalmer | 26.52 |
| 99251 - Laboratory Animal Caretaker I | 10.04 |
| 99252 - Laboratory Animal Caretaker II | 10.65 |
| 99310 - Mortician | 27.89 |
| 99410 - Pest Controller | 17.29 |
| 99510 - Photofinishing Worker | 12.16 |
| 99710 - Recycling Laborer | 16.00 |
| 99711 - Recycling Specialist | 18.82 |
| 99730 - Refuse Collector | 14.56 |
| 99810 - Sales Clerk | 13.46 |
| 99820 - School Crossing Guard | 11.95 |
| 99830 - Survey Party Chief | 26.36 |
| 99831 - Surveying Aide | 14.12 |
| 99832 - Surveying Technician | 19.93 |
| 99840 - Vending Machine Attendant | 15.47 |
| 99841 - Vending Machine Repairer | 17.52 |
| 99842 - Vending Machine Repairer Helper | 15.47 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2211
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Johnston Island

Area: Johnston Island Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.20 |
| 01012 - Accounting Clerk II | | 15.93 |

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| 01013 - Accounting Clerk III | 17.40 |
| 01020 - Administrative Assistant | 26.48 |
| 01040 - Court Reporter | 18.59 |
| 01051 - Data Entry Operator I | 13.16 |
| 01052 - Data Entry Operator II | 14.36 |
| 01060 - Dispatcher, Motor Vehicle | 17.10 |
| 01070 - Document Preparation Clerk | 13.15 |
| 01090 - Duplicating Machine Operator | 13.79 |
| 01111 - General Clerk I | 12.53 |
| 01112 - General Clerk II | 13.67 |
| 01113 - General Clerk III | 15.45 |
| 01120 - Housing Referral Assistant | 23.77 |
| 01141 - Messenger Courier | 12.47 |
| 01191 - Order Clerk I | 13.18 |
| 01192 - Order Clerk II | 14.38 |
| 01261 - Personnel Assistant (Employment) I | 15.79 |
| 01262 - Personnel Assistant (Employment) II | 17.88 |
| 01263 - Personnel Assistant (Employment) III | 19.68 |
| 01270 - Production Control Clerk | 18.86 |
| 01280 - Receptionist | 15.40 |
| 01290 - Rental Clerk | 15.79 |
| 01300 - Scheduler, Maintenance | 19.05 |
| 01311 - Secretary I | 19.05 |
| 01312 - Secretary II | 21.31 |
| 01313 - Secretary III | 23.77 |
| 01320 - Service Order Dispatcher | 14.05 |
| 01410 - Supply Technician | 25.82 |
| 01420 - Survey Worker | 17.10 |
| 01531 - Travel Clerk I | 14.78 |
| 01532 - Travel Clerk II | 15.97 |
| 01533 - Travel Clerk III | 17.12 |
| 01611 - Word Processor I | 14.36 |
| 01612 - Word Processor II | 16.11 |
| 01613 - Word Processor III | 18.03 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.19 |
| 05010 - Automotive Electrician | 22.43 |
| 05040 - Automotive Glass Installer | 22.00 |
| 05070 - Automotive Worker | 22.00 |
| 05110 - Mobile Equipment Servicer | 18.99 |
| 05130 - Motor Equipment Metal Mechanic | 24.41 |
| 05160 - Motor Equipment Metal Worker | 22.00 |
| 05190 - Motor Vehicle Mechanic | 25.65 |
| 05220 - Motor Vehicle Mechanic Helper | 17.39 |
| 05250 - Motor Vehicle Upholstery Worker | 20.80 |
| 05280 - Motor Vehicle Wrecker | 22.00 |
| 05310 - Painter, Automotive | 23.19 |
| 05340 - Radiator Repair Specialist | 22.00 |
| 05370 - Tire Repairer | 13.78 |
| 05400 - Transmission Repair Specialist | 24.37 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.87 |
| 07041 - Cook I | 13.17 |
| 07042 - Cook II | 15.29 |
| 07070 - Dishwasher | 12.05 |
| 07130 - Food Service Worker | 11.14 |
| 07210 - Meat Cutter | 18.70 |
| 07260 - Waiter/Waitress | 12.01 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.41 |
| 09040 - Furniture Handler | 11.71 |
| 09080 - Furniture Refinisher | 19.15 |
| 09090 - Furniture Refinisher Helper | 14.19 |

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| 09110 - Furniture Repairer, Minor | 16.63 |
| 09130 - Upholsterer | 17.41 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.89 |
| 11060 - Elevator Operator | 12.89 |
| 11090 - Gardener | 16.40 |
| 11122 - Housekeeping Aide | 14.00 |
| 11150 - Janitor | 14.00 |
| 11210 - Laborer, Grounds Maintenance | 13.55 |
| 11240 - Maid or Houseman | 14.49 |
| 11260 - Pruner | 12.13 |
| 11270 - Tractor Operator | 16.43 |
| 11330 - Trail Maintenance Worker | 13.55 |
| 11360 - Window Cleaner | 15.25 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.70 |
| 12011 - Breath Alcohol Technician | 20.70 |
| 12012 - Certified Occupational Therapist Assistant | 19.67 |
| 12015 - Certified Physical Therapist Assistant | 18.41 |
| 12020 - Dental Assistant | 14.80 |
| 12025 - Dental Hygienist | 30.34 |
| 12030 - EKG Technician | 26.02 |
| 12035 - Electroneurodiagnostic Technologist | 26.02 |
| 12040 - Emergency Medical Technician | 22.19 |
| 12071 - Licensed Practical Nurse I | 18.51 |
| 12072 - Licensed Practical Nurse II | 20.70 |
| 12073 - Licensed Practical Nurse III | 23.09 |
| 12100 - Medical Assistant | 14.83 |
| 12130 - Medical Laboratory Technician | 19.74 |
| 12160 - Medical Record Clerk | 17.82 |
| 12190 - Medical Record Technician | 19.93 |
| 12195 - Medical Transcriptionist | 19.74 |
| 12210 - Nuclear Medicine Technologist | 31.72 |
| 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 | 20.03 |
| 12236 - Optical Technician | 14.91 |
| 12250 - Pharmacy Technician | 17.19 |
| 12280 - Phlebotomist | 15.69 |
| 12305 - Radiologic Technologist | 29.04 |
| 12311 - Registered Nurse I | 29.29 |
| 12312 - Registered Nurse II | 35.82 |
| 12313 - Registered Nurse II, Specialist | 35.82 |
| 12314 - Registered Nurse III | 43.34 |
| 12315 - Registered Nurse III, Anesthetist | 43.34 |
| 12316 - Registered Nurse IV | 51.94 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.66 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.61 |
| 13012 - Exhibits Specialist II | 23.29 |
| 13013 - Exhibits Specialist III | 28.49 |
| 13041 - Illustrator I | 20.71 |
| 13042 - Illustrator II | 25.67 |
| 13043 - Illustrator III | 31.40 |
| 13047 - Librarian | 28.71 |
| 13050 - Library Aide/Clerk | 14.17 |
| 13054 - Library Information Technology Systems Administrator | 21.89 |
| 13058 - Library Technician | 17.36 |
| 13061 - Media Specialist I | 15.86 |
| 13062 - Media Specialist II | 17.74 |

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| 13063 - Media Specialist III | 19.78 |
| 13071 - Photographer I | 14.00 |
| 13072 - Photographer II | 16.54 |
| 13073 - Photographer III | 19.61 |
| 13074 - Photographer IV | 23.99 |
| 13075 - Photographer V | 28.99 |
| 13110 - Video Teleconference Technician | 20.30 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.54 |
| 14042 - Computer Operator II | 19.62 |
| 14043 - Computer Operator III | 22.80 |
| 14044 - Computer Operator IV | 24.81 |
| 14045 - Computer Operator V | 27.45 |
| 14071 - Computer Programmer I | (see 1) 27.62 |
| 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 | 17.54 |
| 14160 - Personal Computer Support Technician | 24.81 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.83 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.30 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 43.09 |
| 15050 - Computer Based Training Specialist / Instructor | 30.83 |
| 15060 - Educational Technologist | 25.80 |
| 15070 - Flight Instructor (Pilot) | 43.09 |
| 15080 - Graphic Artist | 22.97 |
| 15090 - Technical Instructor | 19.66 |
| 15095 - Technical Instructor/Course Developer | 24.05 |
| 15110 - Test Proctor | 19.47 |
| 15120 - Tutor | 19.47 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.72 |
| 16030 - Counter Attendant | 11.72 |
| 16040 - Dry Cleaner | 14.51 |
| 16070 - Finisher, Flatwork, Machine | 11.72 |
| 16090 - Presser, Hand | 11.72 |
| 16110 - Presser, Machine, Drycleaning | 11.72 |
| 16130 - Presser, Machine, Shirts | 11.72 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.72 |
| 16190 - Sewing Machine Operator | 15.45 |
| 16220 - Tailor | 16.27 |
| 16250 - Washer, Machine | 12.67 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 24.08 |
| 19040 - Tool And Die Maker | 30.25 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 20.84 |
| 21030 - Material Coordinator | 21.89 |
| 21040 - Material Expediter | 21.89 |
| 21050 - Material Handling Laborer | 16.89 |
| 21071 - Order Filler | 13.51 |
| 21080 - Production Line Worker (Food Processing) | 20.84 |
| 21110 - Shipping Packer | 15.22 |
| 21130 - Shipping/Receiving Clerk | 14.69 |
| 21140 - Store Worker I | 13.23 |
| 21150 - Stock Clerk | 18.58 |
| 21210 - Tools And Parts Attendant | 20.84 |
| 21410 - Warehouse Specialist | 20.84 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |

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| 23010 - Aerospace Structural Welder | 28.74 |
| 23021 - Aircraft Mechanic I | 27.03 |
| 23022 - Aircraft Mechanic II | 28.74 |
| 23023 - Aircraft Mechanic III | 30.43 |
| 23040 - Aircraft Mechanic Helper | 19.51 |
| 23050 - Aircraft, Painter | 25.27 |
| 23060 - Aircraft Servicer | 22.63 |
| 23080 - Aircraft Worker | 24.16 |
| 23110 - Appliance Mechanic | 21.94 |
| 23120 - Bicycle Repairer | 15.16 |
| 23125 - Cable Splicer | 28.39 |
| 23130 - Carpenter, Maintenance | 30.99 |
| 23140 - Carpet Layer | 24.86 |
| 23160 - Electrician, Maintenance | 28.25 |
| 23181 - Electronics Technician Maintenance I | 26.83 |
| 23182 - Electronics Technician Maintenance II | 28.69 |
| 23183 - Electronics Technician Maintenance III | 30.56 |
| 23260 - Fabric Worker | 20.95 |
| 23290 - Fire Alarm System Mechanic | 23.46 |
| 23310 - Fire Extinguisher Repairer | 19.40 |
| 23311 - Fuel Distribution System Mechanic | 27.68 |
| 23312 - Fuel Distribution System Operator | 21.58 |
| 23370 - General Maintenance Worker | 18.45 |
| 23380 - Ground Support Equipment Mechanic | 27.03 |
| 23381 - Ground Support Equipment Servicer | 22.63 |
| 23382 - Ground Support Equipment Worker | 24.16 |
| 23391 - Gunsmith I | 19.40 |
| 23392 - Gunsmith II | 22.51 |
| 23393 - Gunsmith III | 25.64 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.07 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.52 |
| 23430 - Heavy Equipment Mechanic | 28.29 |
| 23440 - Heavy Equipment Operator | 34.11 |
| 23460 - Instrument Mechanic | 29.96 |
| 23465 - Laboratory/Shelter Mechanic | 24.07 |
| 23470 - Laborer | 16.49 |
| 23510 - Locksmith | 23.45 |
| 23530 - Machinery Maintenance Mechanic | 24.70 |
| 23550 - Machinist, Maintenance | 24.58 |
| 23580 - Maintenance Trades Helper | 14.93 |
| 23591 - Metrology Technician I | 29.96 |
| 23592 - Metrology Technician II | 31.76 |
| 23593 - Metrology Technician III | 33.49 |
| 23640 - Millwright | 25.64 |
| 23710 - Office Appliance Repairer | 21.56 |
| 23760 - Painter, Maintenance | 25.29 |
| 23790 - Pipefitter, Maintenance | 27.69 |
| 23810 - Plumber, Maintenance | 25.71 |
| 23820 - Pneudraulic Systems Mechanic | 25.64 |
| 23850 - Rigger | 25.64 |
| 23870 - Scale Mechanic | 22.51 |
| 23890 - Sheet-Metal Worker, Maintenance | 28.46 |
| 23910 - Small Engine Mechanic | 20.91 |
| 23931 - Telecommunications Mechanic I | 27.52 |
| 23932 - Telecommunications Mechanic II | 28.05 |
| 23950 - Telephone Lineman | 24.18 |
| 23960 - Welder, Combination, Maintenance | 25.04 |
| 23965 - Well Driller | 25.14 |
| 23970 - Woodcraft Worker | 25.64 |
| 23980 - Woodworker | 17.67 |
| 24000 - Personal Needs Occupations | |

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| 24570 - Child Care Attendant | 11.62 |
| 24580 - Child Care Center Clerk | 15.14 |
| 24610 - Chore Aide | 11.40 |
| 24620 - Family Readiness And Support Services Coordinator | 16.19 |
| 24630 - Homemaker | 20.11 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.42 |
| 25040 - Sewage Plant Operator | 21.94 |
| 25070 - Stationary Engineer | 26.42 |
| 25190 - Ventilation Equipment Tender | 19.25 |
| 25210 - Water Treatment Plant Operator | 21.94 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.69 |
| 27007 - Baggage Inspector | 12.13 |
| 27008 - Corrections Officer | 21.67 |
| 27010 - Court Security Officer | 23.28 |
| 27030 - Detection Dog Handler | 15.35 |
| 27040 - Detention Officer | 21.67 |
| 27070 - Firefighter | 23.69 |
| 27101 - Guard I | 12.13 |
| 27102 - Guard II | 15.35 |
| 27131 - Police Officer I | 23.97 |
| 27132 - Police Officer II | 26.64 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.47 |
| 28042 - Carnival Equipment Repairer | 13.26 |
| 28043 - Carnival Equipment Worker | 9.93 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |
| 28310 - Lifeguard | 15.84 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.19 |
| 28515 - Recreation Specialist | 21.44 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 17.14 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.41 |
| 29020 - Hatch Tender | 29.41 |
| 29030 - Line Handler | 29.41 |
| 29041 - Stevedore I | 26.62 |
| 29042 - Stevedore II | 29.66 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.98 |
| 30022 - Archeological Technician II | 19.43 |
| 30023 - Archeological Technician III | 24.08 |
| 30030 - Cartographic Technician | 24.08 |
| 30040 - Civil Engineering Technician | 21.55 |
| 30061 - Drafter/CAD Operator I | 16.86 |
| 30062 - Drafter/CAD Operator II | 19.43 |
| 30063 - Drafter/CAD Operator III | 21.67 |
| 30064 - Drafter/CAD Operator IV | 26.66 |
| 30081 - Engineering Technician I | 15.91 |
| 30082 - Engineering Technician II | 18.64 |
| 30083 - Engineering Technician III | 22.50 |
| 30084 - Engineering Technician IV | 29.74 |
| 30085 - Engineering Technician V | 32.60 |
| 30086 - Engineering Technician VI | 39.41 |
| 30090 - Environmental Technician | 22.21 |
| 30210 - Laboratory Technician | 23.01 |
| 30240 - Mathematical Technician | 25.78 |

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| 30361 - Paralegal/Legal Assistant I | 18.66 |
| 30362 - Paralegal/Legal Assistant II | 23.13 |
| 30363 - Paralegal/Legal Assistant III | 28.30 |
| 30364 - Paralegal/Legal Assistant IV | 34.23 |
| 30390 - Photo-Optics Technician | 25.78 |
| 30461 - Technical Writer I | 22.86 |
| 30462 - Technical Writer II | 27.96 |
| 30463 - Technical Writer III | 33.84 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 21.67 |
| 30621 - Weather Observer, Senior | (see 2) 24.08 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.94 |
| 31030 - Bus Driver | 18.43 |
| 31043 - Driver Courier | 14.10 |
| 31260 - Parking and Lot Attendant | 9.16 |
| 31290 - Shuttle Bus Driver | 14.98 |
| 31310 - Taxi Driver | 11.77 |
| 31361 - Truckdriver, Light | 14.98 |
| 31362 - Truckdriver, Medium | 17.26 |
| 31363 - Truckdriver, Heavy | 18.27 |
| 31364 - Truckdriver, Tractor-Trailer | 18.27 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.93 |
| 99050 - Desk Clerk | 18.46 |
| 99095 - Embalmer | 22.34 |
| 99251 - Laboratory Animal Caretaker I | 12.41 |
| 99252 - Laboratory Animal Caretaker II | 17.67 |
| 99310 - Mortician | 24.57 |
| 99410 - Pest Controller | 17.33 |
| 99510 - Photofinishing Worker | 13.86 |
| 99710 - Recycling Laborer | 19.19 |
| 99711 - Recycling Specialist | 23.10 |
| 99730 - Refuse Collector | 17.18 |
| 99810 - Sales Clerk | 14.39 |
| 99820 - School Crossing Guard | 15.03 |
| 99830 - Survey Party Chief | 24.01 |
| 99831 - Surveying Aide | 13.13 |
| 99832 - Surveying Technician | 17.99 |
| 99840 - Vending Machine Attendant | 12.64 |
| 99841 - Vending Machine Repairer | 15.06 |
| 99842 - Vending Machine Repairer Helper | 12.64 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2212
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Johnston Island

Area: Johnston Island Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.20 |
| 01012 - Accounting Clerk II | | 15.93 |
| 01013 - Accounting Clerk III | | 17.40 |
| 01020 - Administrative Assistant | | 26.48 |
| 01040 - Court Reporter | | 18.59 |
| 01051 - Data Entry Operator I | | 13.16 |
| 01052 - Data Entry Operator II | | 14.36 |
| 01060 - Dispatcher, Motor Vehicle | | 17.10 |
| 01070 - Document Preparation Clerk | | 13.15 |
| 01090 - Duplicating Machine Operator | | 13.79 |
| 01111 - General Clerk I | | 12.53 |
| 01112 - General Clerk II | | 13.67 |
| 01113 - General Clerk III | | 15.45 |
| 01120 - Housing Referral Assistant | | 23.77 |
| 01141 - Messenger Courier | | 12.47 |
| 01191 - Order Clerk I | | 13.18 |
| 01192 - Order Clerk II | | 14.38 |
| 01261 - Personnel Assistant (Employment) I | | 15.79 |
| 01262 - Personnel Assistant (Employment) II | | 17.88 |
| 01263 - Personnel Assistant (Employment) III | | 19.68 |
| 01270 - Production Control Clerk | | 18.86 |
| 01280 - Receptionist | | 15.40 |
| 01290 - Rental Clerk | | 15.79 |
| 01300 - Scheduler, Maintenance | | 19.05 |
| 01311 - Secretary I | | 19.05 |
| 01312 - Secretary II | | 21.31 |
| 01313 - Secretary III | | 23.77 |
| 01320 - Service Order Dispatcher | | 14.05 |
| 01410 - Supply Technician | | 25.82 |
| 01420 - Survey Worker | | 17.10 |
| 01531 - Travel Clerk I | | 14.78 |
| 01532 - Travel Clerk II | | 15.97 |
| 01533 - Travel Clerk III | | 17.12 |
| 01611 - Word Processor I | | 14.36 |
| 01612 - Word Processor II | | 16.11 |
| 01613 - Word Processor III | | 18.03 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.19 |
| 05010 - Automotive Electrician | | 22.43 |
| 05040 - Automotive Glass Installer | | 22.00 |
| 05070 - Automotive Worker | | 22.00 |
| 05110 - Mobile Equipment Servicer | | 18.99 |
| 05130 - Motor Equipment Metal Mechanic | | 24.41 |
| 05160 - Motor Equipment Metal Worker | | 22.00 |
| 05190 - Motor Vehicle Mechanic | | 25.65 |
| 05220 - Motor Vehicle Mechanic Helper | | 17.39 |
| 05250 - Motor Vehicle Upholstery Worker | | 20.80 |

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| 05280 - Motor Vehicle wrecker | 22.00 |
| 05310 - Painter, Automotive | 23.19 |
| 05340 - Radiator Repair Specialist | 22.00 |
| 05370 - Tire Repairer | 13.78 |
| 05400 - Transmission Repair Specialist | 24.37 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.87 |
| 07041 - Cook I | 13.17 |
| 07042 - Cook II | 15.29 |
| 07070 - Dishwasher | 12.05 |
| 07130 - Food Service Worker | 11.14 |
| 07210 - Meat Cutter | 18.70 |
| 07260 - Waiter/Waitress | 12.01 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.41 |
| 09040 - Furniture Handler | 11.71 |
| 09080 - Furniture Refinisher | 19.15 |
| 09090 - Furniture Refinisher Helper | 14.19 |
| 09110 - Furniture Repairer, Minor | 16.63 |
| 09130 - Upholsterer | 17.41 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.89 |
| 11060 - Elevator Operator | 12.89 |
| 11090 - Gardener | 16.40 |
| 11122 - Housekeeping Aide | 14.00 |
| 11150 - Janitor | 14.00 |
| 11210 - Laborer, Grounds Maintenance | 13.36 |
| 11240 - Maid or Houseman | 13.55 |
| 11260 - Pruner | 12.13 |
| 11270 - Tractor Operator | 16.43 |
| 11330 - Trail Maintenance Worker | 13.55 |
| 11360 - Window Cleaner | 15.25 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.70 |
| 12011 - Breath Alcohol Technician | 20.70 |
| 12012 - Certified Occupational Therapist Assistant | 19.67 |
| 12015 - Certified Physical Therapist Assistant | 18.41 |
| 12020 - Dental Assistant | 14.80 |
| 12025 - Dental Hygienist | 30.34 |
| 12030 - EKG Technician | 26.02 |
| 12035 - Electroneurodiagnostic Technologist | 26.02 |
| 12040 - Emergency Medical Technician | 22.19 |
| 12071 - Licensed Practical Nurse I | 18.51 |
| 12072 - Licensed Practical Nurse II | 20.70 |
| 12073 - Licensed Practical Nurse III | 23.09 |
| 12100 - Medical Assistant | 14.83 |
| 12130 - Medical Laboratory Technician | 19.74 |
| 12160 - Medical Record Clerk | 17.82 |
| 12190 - Medical Record Technician | 19.93 |
| 12195 - Medical Transcriptionist | 19.74 |
| 12210 - Nuclear Medicine Technologist | 31.72 |
| 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 | 20.03 |
| 12236 - Optical Technician | 14.91 |
| 12250 - Pharmacy Technician | 17.19 |
| 12280 - Phlebotomist | 15.69 |
| 12305 - Radiologic Technologist | 29.04 |
| 12311 - Registered Nurse I | 29.29 |
| 12312 - Registered Nurse II | 35.82 |
| 12313 - Registered Nurse II, Specialist | 35.82 |

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|---|---------|
| 12314 - Registered Nurse III | 43.34 |
| 12315 - Registered Nurse III, Anesthetist | 43.34 |
| 12316 - Registered Nurse IV | 51.94 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.66 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.61 |
| 13012 - Exhibits Specialist II | 23.29 |
| 13013 - Exhibits Specialist III | 28.49 |
| 13041 - Illustrator I | 20.71 |
| 13042 - Illustrator II | 25.67 |
| 13043 - Illustrator III | 31.40 |
| 13047 - Librarian | 28.71 |
| 13050 - Library Aide/Clerk | 14.17 |
| 13054 - Library Information Technology Systems Administrator | 21.89 |
| 13058 - Library Technician | 17.36 |
| 13061 - Media Specialist I | 15.86 |
| 13062 - Media Specialist II | 17.74 |
| 13063 - Media Specialist III | 19.78 |
| 13071 - Photographer I | 14.00 |
| 13072 - Photographer II | 16.54 |
| 13073 - Photographer III | 19.61 |
| 13074 - Photographer IV | 23.99 |
| 13075 - Photographer V | 28.99 |
| 13110 - Video Teleconference Technician | 20.30 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.54 |
| 14042 - Computer Operator II | 19.62 |
| 14043 - Computer Operator III | 22.80 |
| 14044 - Computer Operator IV | 24.81 |
| 14045 - Computer Operator V | 27.45 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 17.54 |
| 14160 - Personal Computer Support Technician | 24.81 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.83 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.30 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 43.09 |
| 15050 - Computer Based Training Specialist / Instructor | 30.83 |
| 15060 - Educational Technologist | 25.80 |
| 15070 - Flight Instructor (Pilot) | 43.09 |
| 15080 - Graphic Artist | 22.97 |
| 15090 - Technical Instructor | 19.66 |
| 15095 - Technical Instructor/Course Developer | 24.05 |
| 15110 - Test Proctor | 19.47 |
| 15120 - Tutor | 19.47 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.72 |
| 16030 - Counter Attendant | 11.72 |
| 16040 - Dry Cleaner | 14.51 |
| 16070 - Finisher, Flatwork, Machine | 11.72 |
| 16090 - Presser, Hand | 11.72 |
| 16110 - Presser, Machine, Drycleaning | 11.72 |
| 16130 - Presser, Machine, Shirts | 11.72 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.72 |
| 16190 - Sewing Machine Operator | 16.27 |
| 16220 - Tailor | 16.27 |

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|---|-------|
| 16250 - Washer, Machine | 12.67 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 24.08 |
| 19040 - Tool And Die Maker | 30.25 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 20.84 |
| 21030 - Material Coordinator | 21.89 |
| 21040 - Material Expediter | 21.89 |
| 21050 - Material Handling Laborer | 16.89 |
| 21071 - Order Filler | 13.51 |
| 21080 - Production Line Worker (Food Processing) | 20.84 |
| 21110 - Shipping Packer | 15.22 |
| 21130 - Shipping/Receiving Clerk | 14.69 |
| 21140 - Store Worker I | 13.23 |
| 21150 - Stock Clerk | 18.58 |
| 21210 - Tools And Parts Attendant | 20.84 |
| 21410 - Warehouse Specialist | 20.84 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 28.74 |
| 23021 - Aircraft Mechanic I | 27.03 |
| 23022 - Aircraft Mechanic II | 28.74 |
| 23023 - Aircraft Mechanic III | 30.43 |
| 23040 - Aircraft Mechanic Helper | 19.51 |
| 23050 - Aircraft, Painter | 25.27 |
| 23060 - Aircraft Servicer | 22.63 |
| 23080 - Aircraft Worker | 24.16 |
| 23110 - Appliance Mechanic | 21.94 |
| 23120 - Bicycle Repairer | 15.16 |
| 23125 - Cable Splicer | 28.39 |
| 23130 - Carpenter, Maintenance | 30.99 |
| 23140 - Carpet Layer | 24.86 |
| 23160 - Electrician, Maintenance | 28.25 |
| 23181 - Electronics Technician Maintenance I | 26.83 |
| 23182 - Electronics Technician Maintenance II | 28.69 |
| 23183 - Electronics Technician Maintenance III | 30.56 |
| 23260 - Fabric Worker | 20.95 |
| 23290 - Fire Alarm System Mechanic | 23.46 |
| 23310 - Fire Extinguisher Repairer | 19.40 |
| 23311 - Fuel Distribution System Mechanic | 27.68 |
| 23312 - Fuel Distribution System Operator | 21.58 |
| 23370 - General Maintenance Worker | 18.45 |
| 23380 - Ground Support Equipment Mechanic | 27.03 |
| 23381 - Ground Support Equipment Servicer | 22.63 |
| 23382 - Ground Support Equipment Worker | 24.16 |
| 23391 - Gunsmith I | 19.40 |
| 23392 - Gunsmith II | 22.51 |
| 23393 - Gunsmith III | 25.64 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.07 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.52 |
| 23430 - Heavy Equipment Mechanic | 28.29 |
| 23440 - Heavy Equipment Operator | 34.11 |
| 23460 - Instrument Mechanic | 29.96 |
| 23465 - Laboratory/Shelter Mechanic | 24.07 |
| 23470 - Laborer | 16.49 |
| 23510 - Locksmith | 23.45 |
| 23530 - Machinery Maintenance Mechanic | 24.70 |
| 23550 - Machinist, Maintenance | 24.58 |
| 23580 - Maintenance Trades Helper | 14.93 |
| 23591 - Metrology Technician I | 29.96 |
| 23592 - Metrology Technician II | 31.76 |
| 23593 - Metrology Technician III | 33.49 |

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| 23640 - Millwright | 25.64 |
| 23710 - Office Appliance Repairer | 21.56 |
| 23760 - Painter, Maintenance | 25.29 |
| 23790 - Pipefitter, Maintenance | 27.69 |
| 23810 - Plumber, Maintenance | 25.71 |
| 23820 - Pneudraulic Systems Mechanic | 25.64 |
| 23850 - Rigger | 25.64 |
| 23870 - Scale Mechanic | 22.51 |
| 23890 - Sheet-Metal Worker, Maintenance | 28.46 |
| 23910 - Small Engine Mechanic | 20.91 |
| 23931 - Telecommunications Mechanic I | 27.52 |
| 23932 - Telecommunications Mechanic II | 28.05 |
| 23950 - Telephone Lineman | 24.18 |
| 23960 - Welder, Combination, Maintenance | 25.04 |
| 23965 - Well Driller | 25.14 |
| 23970 - Woodcraft Worker | 25.64 |
| 23980 - Woodworker | 17.67 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.62 |
| 24580 - Child Care Center Clerk | 15.14 |
| 24610 - Chore Aide | 11.40 |
| 24620 - Family Readiness And Support Services Coordinator | 16.19 |
| 24630 - Homemaker | 20.11 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.42 |
| 25040 - Sewage Plant Operator | 21.94 |
| 25070 - Stationary Engineer | 26.42 |
| 25190 - Ventilation Equipment Tender | 19.25 |
| 25210 - Water Treatment Plant Operator | 21.94 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.69 |
| 27007 - Baggage Inspector | 12.13 |
| 27008 - Corrections Officer | 21.67 |
| 27010 - Court Security Officer | 23.28 |
| 27030 - Detection Dog Handler | 15.35 |
| 27040 - Detention Officer | 21.67 |
| 27070 - Firefighter | 23.69 |
| 27101 - Guard I | 12.13 |
| 27102 - Guard II | 15.35 |
| 27131 - Police Officer I | 23.97 |
| 27132 - Police Officer II | 26.64 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.47 |
| 28042 - Carnival Equipment Repairer | 13.26 |
| 28043 - Carnival Equipment Worker | 9.93 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |
| 28310 - Lifeguard | 15.84 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 21.44 |
| 28515 - Recreation Specialist | 21.44 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 17.14 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.41 |
| 29020 - Hatch Tender | 29.41 |
| 29030 - Line Handler | 29.41 |
| 29041 - Stevedore I | 26.62 |
| 29042 - Stevedore II | 29.66 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |

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| 30021 - Archeological Technician I | 16.98 |
| 30022 - Archeological Technician II | 19.43 |
| 30023 - Archeological Technician III | 24.08 |
| 30030 - Cartographic Technician | 24.08 |
| 30040 - Civil Engineering Technician | 21.55 |
| 30061 - Drafter/CAD Operator I | 16.86 |
| 30062 - Drafter/CAD Operator II | 19.43 |
| 30063 - Drafter/CAD Operator III | 21.67 |
| 30064 - Drafter/CAD Operator IV | 26.66 |
| 30081 - Engineering Technician I | 15.91 |
| 30082 - Engineering Technician II | 18.64 |
| 30083 - Engineering Technician III | 22.50 |
| 30084 - Engineering Technician IV | 29.74 |
| 30085 - Engineering Technician V | 32.60 |
| 30086 - Engineering Technician VI | 39.41 |
| 30090 - Environmental Technician | 22.21 |
| 30210 - Laboratory Technician | 23.01 |
| 30240 - Mathematical Technician | 25.78 |
| 30361 - Paralegal/Legal Assistant I | 18.66 |
| 30362 - Paralegal/Legal Assistant II | 23.13 |
| 30363 - Paralegal/Legal Assistant III | 28.30 |
| 30364 - Paralegal/Legal Assistant IV | 34.23 |
| 30390 - Photo-Optics Technician | 25.78 |
| 30461 - Technical Writer I | 22.86 |
| 30462 - Technical Writer II | 27.96 |
| 30463 - Technical Writer III | 33.84 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 21.67 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 24.08 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.94 |
| 31030 - Bus Driver | 18.43 |
| 31043 - Driver Courier | 14.10 |
| 31260 - Parking and Lot Attendant | 9.16 |
| 31290 - Shuttle Bus Driver | 14.98 |
| 31310 - Taxi Driver | 11.77 |
| 31361 - Truckdriver, Light | 14.98 |
| 31362 - Truckdriver, Medium | 17.26 |
| 31363 - Truckdriver, Heavy | 18.27 |
| 31364 - Truckdriver, Tractor-Trailer | 18.27 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.93 |
| 99050 - Desk Clerk | 18.46 |
| 99095 - Embalmer | 22.34 |
| 99251 - Laboratory Animal Caretaker I | 12.41 |
| 99252 - Laboratory Animal Caretaker II | 17.67 |
| 99310 - Mortician | 24.57 |
| 99410 - Pest Controller | 17.33 |
| 99510 - Photofinishing Worker | 13.86 |
| 99710 - Recycling Laborer | 19.19 |
| 99711 - Recycling Specialist | 23.10 |
| 99730 - Refuse Collector | 17.18 |
| 99810 - Sales Clerk | 14.39 |
| 99820 - School Crossing Guard | 15.03 |
| 99830 - Survey Party Chief | 24.01 |
| 99831 - Surveying Aide | 13.13 |
| 99832 - Surveying Technician | 17.99 |
| 99840 - Vending Machine Attendant | 12.64 |

99841 - Vending Machine Repairer
 99842 - Vending Machine Repairer Helper

15.06
 12.64

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to

ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2213
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Kansas

Area: Kansas Counties of Brown, Clay, Cloud, Coffey, Dickinson, Geary, Jackson, Jefferson, Lyon, Marshall, Morris, Nemaha, Osage, Ottawa, Pottawatomie, Republic, Riley, Saline, Shawnee, Wabaunsee, Washington

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.46 |
| 01012 - Accounting Clerk II | | 14.00 |
| 01013 - Accounting Clerk III | | 15.65 |
| 01020 - Administrative Assistant | | 18.70 |
| 01040 - Court Reporter | | 16.14 |
| 01051 - Data Entry Operator I | | 11.27 |
| 01052 - Data Entry Operator II | | 12.31 |
| 01060 - Dispatcher, Motor Vehicle | | 14.93 |
| 01070 - Document Preparation Clerk | | 12.34 |
| 01090 - Duplicating Machine Operator | | 12.34 |
| 01111 - General Clerk I | | 11.85 |
| 01112 - General Clerk II | | 12.94 |
| 01113 - General Clerk III | | 14.52 |
| 01120 - Housing Referral Assistant | | 16.31 |
| 01141 - Messenger Courier | | 9.90 |
| 01191 - Order Clerk I | | 11.73 |
| 01192 - Order Clerk II | | 12.93 |
| 01261 - Personnel Assistant (Employment) I | | 13.97 |
| 01262 - Personnel Assistant (Employment) II | | 15.59 |
| 01263 - Personnel Assistant (Employment) III | | 17.37 |
| 01270 - Production Control Clerk | | 21.17 |
| 01280 - Receptionist | | 11.12 |

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| 01290 - Rental Clerk | 12.18 |
| 01300 - Scheduler, Maintenance | 12.18 |
| 01311 - Secretary I | 12.18 |
| 01312 - Secretary II | 14.66 |
| 01313 - Secretary III | 16.31 |
| 01320 - Service Order Dispatcher | 12.18 |
| 01410 - Supply Technician | 18.70 |
| 01420 - Survey Worker | 13.09 |
| 01531 - Travel Clerk I | 12.58 |
| 01532 - Travel Clerk II | 13.25 |
| 01533 - Travel Clerk III | 14.27 |
| 01611 - Word Processor I | 12.47 |
| 01612 - Word Processor II | 14.01 |
| 01613 - Word Processor III | 15.93 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.18 |
| 05010 - Automotive Electrician | 17.36 |
| 05040 - Automotive Glass Installer | 16.62 |
| 05070 - Automotive Worker | 16.62 |
| 05110 - Mobile Equipment Servicer | 15.23 |
| 05130 - Motor Equipment Metal Mechanic | 18.03 |
| 05160 - Motor Equipment Metal Worker | 16.62 |
| 05190 - Motor Vehicle Mechanic | 18.03 |
| 05220 - Motor Vehicle Mechanic Helper | 14.59 |
| 05250 - Motor Vehicle Upholstery Worker | 15.96 |
| 05280 - Motor Vehicle Wrecker | 16.62 |
| 05310 - Painter, Automotive | 17.36 |
| 05340 - Radiator Repair Specialist | 16.62 |
| 05370 - Tire Repairer | 12.95 |
| 05400 - Transmission Repair Specialist | 18.03 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.42 |
| 07041 - Cook I | 10.66 |
| 07042 - Cook II | 12.27 |
| 07070 - Dishwasher | 7.46 |
| 07130 - Food Service Worker | 8.41 |
| 07210 - Meat Cutter | 13.93 |
| 07260 - Waiter/Waitress | 7.75 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.00 |
| 09040 - Furniture Handler | 12.56 |
| 09080 - Furniture Refinisher | 18.00 |
| 09090 - Furniture Refinisher Helper | 13.93 |
| 09110 - Furniture Repairer, Minor | 16.07 |
| 09130 - Upholsterer | 18.00 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.55 |
| 11060 - Elevator Operator | 10.32 |
| 11090 - Gardener | 12.68 |
| 11122 - Housekeeping Aide | 10.32 |
| 11150 - Janitor | 10.32 |
| 11210 - Laborer, Grounds Maintenance | 11.36 |
| 11240 - Maid or Houseman | 8.22 |
| 11260 - Pruner | 10.25 |
| 11270 - Tractor Operator | 12.12 |
| 11330 - Trail Maintenance Worker | 11.36 |
| 11360 - Window Cleaner | 11.51 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.82 |
| 12011 - Breath Alcohol Technician | 14.82 |
| 12012 - Certified Occupational Therapist Assistant | 21.92 |
| 12015 - Certified Physical Therapist Assistant | 21.90 |
| 12020 - Dental Assistant | 13.77 |

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| 12025 - Dental Hygienist | 34.41 |
| 12030 - EKG Technician | 23.18 |
| 12035 - Electroneurodiagnostic Technologist | 23.18 |
| 12040 - Emergency Medical Technician | 14.82 |
| 12071 - Licensed Practical Nurse I | 13.93 |
| 12072 - Licensed Practical Nurse II | 15.58 |
| 12073 - Licensed Practical Nurse III | 17.37 |
| 12100 - Medical Assistant | 11.83 |
| 12130 - Medical Laboratory Technician | 13.81 |
| 12160 - Medical Record Clerk | 13.37 |
| 12190 - Medical Record Technician | 14.95 |
| 12195 - Medical Transcriptionist | 14.84 |
| 12210 - Nuclear Medicine Technologist | 33.67 |
| 12221 - Nursing Assistant I | 9.70 |
| 12222 - Nursing Assistant II | 10.91 |
| 12223 - Nursing Assistant III | 11.90 |
| 12224 - Nursing Assistant IV | 13.35 |
| 12235 - Optical Dispenser | 14.27 |
| 12236 - Optical Technician | 13.69 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.35 |
| 12305 - Radiologic Technologist | 21.99 |
| 12311 - Registered Nurse I | 21.78 |
| 12312 - Registered Nurse II | 26.63 |
| 12313 - Registered Nurse II, Specialist | 26.63 |
| 12314 - Registered Nurse III | 32.22 |
| 12315 - Registered Nurse III, Anesthetist | 32.22 |
| 12316 - Registered Nurse IV | 38.61 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.41 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.03 |
| 13012 - Exhibits Specialist II | 22.33 |
| 13013 - Exhibits Specialist III | 27.34 |
| 13041 - Illustrator I | 18.03 |
| 13042 - Illustrator II | 22.33 |
| 13043 - Illustrator III | 27.34 |
| 13047 - Librarian | 24.76 |
| 13050 - Library Aide/Clerk | 11.56 |
| 13054 - Library Information Technology Systems Administrator | 22.33 |
| 13058 - Library Technician | 15.31 |
| 13061 - Media Specialist I | 16.12 |
| 13062 - Media Specialist II | 18.03 |
| 13063 - Media Specialist III | 20.11 |
| 13071 - Photographer I | 14.78 |
| 13072 - Photographer II | 16.56 |
| 13073 - Photographer III | 20.49 |
| 13074 - Photographer IV | 25.06 |
| 13075 - Photographer V | 30.32 |
| 13110 - Video Teleconference Technician | 14.99 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.72 |
| 14042 - Computer Operator II | 16.86 |
| 14043 - Computer Operator III | 17.92 |
| 14044 - Computer Operator IV | 20.46 |
| 14045 - Computer Operator V | 22.66 |
| 14071 - Computer Programmer I | 22.89 |
| 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) |

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| 14150 - Peripheral Equipment Operator | 14.72 |
| 14160 - Personal Computer Support Technician | 20.46 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.18 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.87 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.03 |
| 15050 - Computer Based Training Specialist / Instructor | 27.18 |
| 15060 - Educational Technologist | 26.40 |
| 15070 - Flight Instructor (Pilot) | 39.03 |
| 15080 - Graphic Artist | 21.89 |
| 15090 - Technical Instructor | 19.59 |
| 15095 - Technical Instructor/Course Developer | 23.98 |
| 15110 - Test Proctor | 15.80 |
| 15120 - Tutor | 15.80 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.85 |
| 16030 - Counter Attendant | 8.85 |
| 16040 - Dry Cleaner | 11.22 |
| 16070 - Finisher, Flatwork, Machine | 8.85 |
| 16090 - Presser, Hand | 8.85 |
| 16110 - Presser, Machine, Drycleaning | 8.85 |
| 16130 - Presser, Machine, Shirts | 8.85 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.85 |
| 16190 - Sewing Machine Operator | 11.96 |
| 16220 - Tailor | 12.71 |
| 16250 - Washer, Machine | 9.61 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.87 |
| 19040 - Tool And Die Maker | 23.38 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.02 |
| 21030 - Material Coordinator | 21.17 |
| 21040 - Material Expediter | 21.17 |
| 21050 - Material Handling Laborer | 12.52 |
| 21071 - Order Filler | 13.16 |
| 21080 - Production Line Worker (Food Processing) | 15.02 |
| 21110 - Shipping Packer | 15.40 |
| 21130 - Shipping/Receiving Clerk | 15.40 |
| 21140 - Store Worker I | 12.07 |
| 21150 - Stock Clerk | 16.14 |
| 21210 - Tools And Parts Attendant | 15.02 |
| 21410 - Warehouse Specialist | 15.02 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.51 |
| 23021 - Aircraft Mechanic I | 25.37 |
| 23022 - Aircraft Mechanic II | 26.51 |
| 23023 - Aircraft Mechanic III | 27.39 |
| 23040 - Aircraft Mechanic Helper | 18.95 |
| 23050 - Aircraft, Painter | 24.10 |
| 23060 - Aircraft Servicer | 21.55 |
| 23080 - Aircraft Worker | 22.42 |
| 23110 - Appliance Mechanic | 19.87 |
| 23120 - Bicycle Repairer | 12.95 |
| 23125 - Cable Splicer | 26.52 |
| 23130 - Carpenter, Maintenance | 19.62 |
| 23140 - Carpet Layer | 18.42 |
| 23160 - Electrician, Maintenance | 21.74 |
| 23181 - Electronics Technician Maintenance I | 20.77 |
| 23182 - Electronics Technician Maintenance II | 21.84 |
| 23183 - Electronics Technician Maintenance III | 24.76 |
| 23260 - Fabric Worker | 17.73 |
| 23290 - Fire Alarm System Mechanic | 20.38 |
| 23310 - Fire Extinguisher Repairer | 16.50 |

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| 23311 - Fuel Distribution System Mechanic | 23.81 |
| 23312 - Fuel Distribution System Operator | 17.46 |
| 23370 - General Maintenance Worker | 17.73 |
| 23380 - Ground Support Equipment Mechanic | 25.37 |
| 23381 - Ground Support Equipment Servicer | 21.55 |
| 23382 - Ground Support Equipment Worker | 22.42 |
| 23391 - Gunsmith I | 16.50 |
| 23392 - Gunsmith II | 18.78 |
| 23393 - Gunsmith III | 22.42 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.63 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.39 |
| 23430 - Heavy Equipment Mechanic | 20.04 |
| 23440 - Heavy Equipment Operator | 18.63 |
| 23460 - Instrument Mechanic | 23.38 |
| 23465 - Laboratory/Shelter Mechanic | 19.87 |
| 23470 - Laborer | 11.21 |
| 23510 - Locksmith | 19.87 |
| 23530 - Machinery Maintenance Mechanic | 22.64 |
| 23550 - Machinist, Maintenance | 18.16 |
| 23580 - Maintenance Trades Helper | 14.11 |
| 23591 - Metrology Technician I | 23.81 |
| 23592 - Metrology Technician II | 22.55 |
| 23593 - Metrology Technician III | 23.45 |
| 23640 - Millwright | 23.27 |
| 23710 - Office Appliance Repairer | 19.78 |
| 23760 - Painter, Maintenance | 19.02 |
| 23790 - Pipefitter, Maintenance | 25.50 |
| 23810 - Plumber, Maintenance | 24.55 |
| 23820 - Pneudraulic Systems Mechanic | 22.42 |
| 23850 - Rigger | 22.42 |
| 23870 - Scale Mechanic | 18.78 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.81 |
| 23910 - Small Engine Mechanic | 18.78 |
| 23931 - Telecommunications Mechanic I | 23.81 |
| 23932 - Telecommunications Mechanic II | 27.20 |
| 23950 - Telephone Lineman | 24.21 |
| 23960 - Welder, Combination, Maintenance | 19.18 |
| 23965 - Well Driller | 22.42 |
| 23970 - Woodcraft Worker | 22.42 |
| 23980 - Woodworker | 16.50 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.42 |
| 24580 - Child Care Center Clerk | 15.05 |
| 24610 - Chore Aide | 12.03 |
| 24620 - Family Readiness And Support Services Coordinator | 13.73 |
| 24630 - Homemaker | 17.66 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.42 |
| 25040 - Sewage Plant Operator | 19.87 |
| 25070 - Stationary Engineer | 22.42 |
| 25190 - Ventilation Equipment Tender | 15.37 |
| 25210 - Water Treatment Plant Operator | 19.87 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.07 |
| 27007 - Baggage Inspector | 12.40 |
| 27008 - Corrections Officer | 15.26 |
| 27010 - Court Security Officer | 17.84 |
| 27030 - Detection Dog Handler | 13.87 |
| 27040 - Detention Officer | 15.26 |
| 27070 - Firefighter | 17.84 |

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| 27101 - Guard I | 12.40 |
| 27102 - Guard II | 13.87 |
| 27131 - Police Officer I | 19.05 |
| 27132 - Police Officer II | 21.18 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.17 |
| 28042 - Carnival Equipment Repairer | 12.55 |
| 28043 - Carnival Equipment Worker | 9.72 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.96 |
| 28515 - Recreation Specialist | 15.16 |
| 28630 - Sports Official | 13.06 |
| 28690 - Swimming Pool Operator | 16.85 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.26 |
| 29020 - Hatch Tender | 20.26 |
| 29030 - Line Handler | 20.26 |
| 29041 - Stevedore I | 19.39 |
| 29042 - Stevedore II | 21.45 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.67 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.12 |
| 30022 - Archeological Technician II | 19.48 |
| 30023 - Archeological Technician III | 22.96 |
| 30030 - Cartographic Technician | 23.01 |
| 30040 - Civil Engineering Technician | 20.62 |
| 30061 - Drafter/CAD Operator I | 16.60 |
| 30062 - Drafter/CAD Operator II | 18.57 |
| 30063 - Drafter/CAD Operator III | 20.73 |
| 30064 - Drafter/CAD Operator IV | 25.50 |
| 30081 - Engineering Technician I | 16.89 |
| 30082 - Engineering Technician II | 17.92 |
| 30083 - Engineering Technician III | 20.05 |
| 30084 - Engineering Technician IV | 24.85 |
| 30085 - Engineering Technician V | 30.39 |
| 30086 - Engineering Technician VI | 36.79 |
| 30090 - Environmental Technician | 23.01 |
| 30210 - Laboratory Technician | 23.53 |
| 30240 - Mathematical Technician | 23.01 |
| 30361 - Paralegal/Legal Assistant I | 18.97 |
| 30362 - Paralegal/Legal Assistant II | 23.52 |
| 30363 - Paralegal/Legal Assistant III | 28.76 |
| 30364 - Paralegal/Legal Assistant IV | 34.79 |
| 30390 - Photo-Optics Technician | 24.16 |
| 30461 - Technical Writer I | 23.01 |
| 30462 - Technical Writer II | 28.14 |
| 30463 - Technical Writer III | 34.05 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 21.74 |
| 30621 - Weather Observer, Senior (see 2) | 23.01 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.14 |
| 31030 - Bus Driver | 16.67 |
| 31043 - Driver Courier | 14.75 |

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| 31260 - Parking and Lot Attendant | 11.23 |
| 31290 - Shuttle Bus Driver | 15.82 |
| 31310 - Taxi Driver | 13.86 |
| 31361 - Truckdriver, Light | 15.82 |
| 31362 - Truckdriver, Medium | 16.58 |
| 31363 - Truckdriver, Heavy | 17.23 |
| 31364 - Truckdriver, Tractor-Trailer | 17.23 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.03 |
| 99050 - Desk Clerk | 9.94 |
| 99095 - Embalmer | 23.05 |
| 99251 - Laboratory Animal Caretaker I | 10.80 |
| 99252 - Laboratory Animal Caretaker II | 11.46 |
| 99310 - Mortician | 23.05 |
| 99410 - Pest Controller | 15.30 |
| 99510 - Photofinishing Worker | 14.29 |
| 99710 - Recycling Laborer | 13.16 |
| 99711 - Recycling Specialist | 15.64 |
| 99730 - Refuse Collector | 11.91 |
| 99810 - Sales Clerk | 11.92 |
| 99820 - School Crossing Guard | 12.01 |
| 99830 - Survey Party Chief | 19.88 |
| 99831 - Surveying Aide | 12.44 |
| 99832 - Surveying Technician | 15.54 |
| 99840 - Vending Machine Attendant | 13.20 |
| 99841 - Vending Machine Repairer | 15.03 |
| 99842 - Vending Machine Repairer Helper | 13.20 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2214
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: Kansas

Area: Kansas Counties of Brown, Clay, Cloud, Coffey, Dickinson, Geary, Jackson, Jefferson, Lyon, Marshall, Morris, Nemaha, Osage, Ottawa, Pottawatomie, Republic, Riley, Saline, Shawnee, Wabaunsee, Washington

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.46 |

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| 01012 | - Accounting Clerk II | 14.00 |
| 01013 | - Accounting Clerk III | 15.65 |
| 01020 | - Administrative Assistant | 18.70 |
| 01040 | - Court Reporter | 16.14 |
| 01051 | - Data Entry Operator I | 11.27 |
| 01052 | - Data Entry Operator II | 12.31 |
| 01060 | - Dispatcher, Motor Vehicle | 14.93 |
| 01070 | - Document Preparation Clerk | 12.34 |
| 01090 | - Duplicating Machine Operator | 12.34 |
| 01111 | - General Clerk I | 11.85 |
| 01112 | - General Clerk II | 12.94 |
| 01113 | - General Clerk III | 14.52 |
| 01120 | - Housing Referral Assistant | 16.31 |
| 01141 | - Messenger Courier | 9.90 |
| 01191 | - Order Clerk I | 11.73 |
| 01192 | - Order Clerk II | 12.93 |
| 01261 | - Personnel Assistant (Employment) I | 13.97 |
| 01262 | - Personnel Assistant (Employment) II | 15.59 |
| 01263 | - Personnel Assistant (Employment) III | 17.37 |
| 01270 | - Production Control Clerk | 21.17 |
| 01280 | - Receptionist | 11.12 |
| 01290 | - Rental Clerk | 12.18 |
| 01300 | - Scheduler, Maintenance | 12.18 |
| 01311 | - Secretary I | 12.18 |
| 01312 | - Secretary II | 14.66 |
| 01313 | - Secretary III | 16.31 |
| 01320 | - Service Order Dispatcher | 12.18 |
| 01410 | - Supply Technician | 18.70 |
| 01420 | - Survey Worker | 13.09 |
| 01531 | - Travel Clerk I | 12.58 |
| 01532 | - Travel Clerk II | 13.25 |
| 01533 | - Travel Clerk III | 14.27 |
| 01611 | - Word Processor I | 12.47 |
| 01612 | - Word Processor II | 14.01 |
| 01613 | - Word Processor III | 15.93 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 19.18 |
| 05010 | - Automotive Electrician | 17.36 |
| 05040 | - Automotive Glass Installer | 16.62 |
| 05070 | - Automotive Worker | 16.62 |
| 05110 | - Mobile Equipment Servicer | 15.23 |
| 05130 | - Motor Equipment Metal Mechanic | 18.03 |
| 05160 | - Motor Equipment Metal Worker | 16.62 |
| 05190 | - Motor Vehicle Mechanic | 18.03 |
| 05220 | - Motor Vehicle Mechanic Helper | 14.59 |
| 05250 | - Motor Vehicle Upholstery Worker | 15.96 |
| 05280 | - Motor Vehicle Wrecker | 16.62 |
| 05310 | - Painter, Automotive | 17.36 |
| 05340 | - Radiator Repair Specialist | 16.62 |
| 05370 | - Tire Repairer | 12.95 |
| 05400 | - Transmission Repair Specialist | 18.03 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 12.42 |
| 07041 | - Cook I | 10.66 |
| 07042 | - Cook II | 12.27 |
| 07070 | - Dishwasher | 7.46 |
| 07130 | - Food Service Worker | 8.41 |
| 07210 | - Meat Cutter | 13.93 |
| 07260 | - Waiter/Waitress | 7.75 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 18.00 |
| 09040 | - Furniture Handler | 12.56 |
| 09080 | - Furniture Refinisher | 18.00 |

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| 09090 - Furniture Refinisher Helper | 13.93 |
| 09110 - Furniture Repairer, Minor | 16.07 |
| 09130 - Upholsterer | 18.00 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.55 |
| 11060 - Elevator Operator | 10.32 |
| 11090 - Gardener | 12.68 |
| 11122 - Housekeeping Aide | 10.32 |
| 11150 - Janitor | 10.32 |
| 11210 - Laborer, Grounds Maintenance | 11.36 |
| 11240 - Maid or Houseman | 8.22 |
| 11260 - Pruner | 10.25 |
| 11270 - Tractor Operator | 12.12 |
| 11330 - Trail Maintenance Worker | 11.36 |
| 11360 - Window Cleaner | 11.51 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.82 |
| 12011 - Breath Alcohol Technician | 14.82 |
| 12012 - Certified Occupational Therapist Assistant | 21.92 |
| 12015 - Certified Physical Therapist Assistant | 21.90 |
| 12020 - Dental Assistant | 13.77 |
| 12025 - Dental Hygienist | 34.41 |
| 12030 - EKG Technician | 23.18 |
| 12035 - Electroneurodiagnostic Technologist | 23.18 |
| 12040 - Emergency Medical Technician | 14.82 |
| 12071 - Licensed Practical Nurse I | 13.93 |
| 12072 - Licensed Practical Nurse II | 15.58 |
| 12073 - Licensed Practical Nurse III | 17.37 |
| 12100 - Medical Assistant | 11.83 |
| 12130 - Medical Laboratory Technician | 13.81 |
| 12160 - Medical Record Clerk | 13.37 |
| 12190 - Medical Record Technician | 14.95 |
| 12195 - Medical Transcriptionist | 14.84 |
| 12210 - Nuclear Medicine Technologist | 33.67 |
| 12221 - Nursing Assistant I | 9.70 |
| 12222 - Nursing Assistant II | 10.91 |
| 12223 - Nursing Assistant III | 11.90 |
| 12224 - Nursing Assistant IV | 13.35 |
| 12235 - Optical Dispenser | 14.27 |
| 12236 - Optical Technician | 13.69 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.35 |
| 12305 - Radiologic Technologist | 21.99 |
| 12311 - Registered Nurse I | 21.78 |
| 12312 - Registered Nurse II | 26.63 |
| 12313 - Registered Nurse II, Specialist | 26.63 |
| 12314 - Registered Nurse III | 32.22 |
| 12315 - Registered Nurse III, Anesthetist | 32.22 |
| 12316 - Registered Nurse IV | 38.61 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.41 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.03 |
| 13012 - Exhibits Specialist II | 22.33 |
| 13013 - Exhibits Specialist III | 27.34 |
| 13041 - Illustrator I | 18.03 |
| 13042 - Illustrator II | 22.33 |
| 13043 - Illustrator III | 27.34 |
| 13047 - Librarian | 24.76 |
| 13050 - Library Aide/Clerk | 11.56 |
| 13054 - Library Information Technology Systems Administrator | 22.33 |
| 13058 - Library Technician | 15.31 |
| 13061 - Media Specialist I | 16.12 |

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| 13062 - Media Specialist II | 18.03 |
| 13063 - Media Specialist III | 20.11 |
| 13071 - Photographer I | 14.78 |
| 13072 - Photographer II | 16.56 |
| 13073 - Photographer III | 20.49 |
| 13074 - Photographer IV | 25.06 |
| 13075 - Photographer V | 30.32 |
| 13110 - Video Teleconference Technician | 14.99 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.72 |
| 14042 - Computer Operator II | 16.86 |
| 14043 - Computer Operator III | 17.92 |
| 14044 - Computer Operator IV | 20.46 |
| 14045 - Computer Operator V | 22.66 |
| 14071 - Computer Programmer I | 22.89 |
| 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 | 14.72 |
| 14160 - Personal Computer Support Technician | 20.46 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.18 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.87 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.03 |
| 15050 - Computer Based Training Specialist / Instructor | 27.18 |
| 15060 - Educational Technologist | 26.40 |
| 15070 - Flight Instructor (Pilot) | 39.03 |
| 15080 - Graphic Artist | 21.89 |
| 15090 - Technical Instructor | 19.59 |
| 15095 - Technical Instructor/Course Developer | 23.98 |
| 15110 - Test Proctor | 15.80 |
| 15120 - Tutor | 15.80 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.85 |
| 16030 - Counter Attendant | 8.85 |
| 16040 - Dry Cleaner | 11.22 |
| 16070 - Finisher, Flatwork, Machine | 8.85 |
| 16090 - Presser, Hand | 8.85 |
| 16110 - Presser, Machine, Drycleaning | 8.85 |
| 16130 - Presser, Machine, Shirts | 8.85 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.85 |
| 16190 - Sewing Machine Operator | 11.96 |
| 16220 - Tailor | 12.71 |
| 16250 - Washer, Machine | 9.61 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.87 |
| 19040 - Tool And Die Maker | 23.38 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.02 |
| 21030 - Material Coordinator | 21.17 |
| 21040 - Material Expediter | 21.17 |
| 21050 - Material Handling Laborer | 12.52 |
| 21071 - Order Filler | 13.16 |
| 21080 - Production Line Worker (Food Processing) | 15.02 |
| 21110 - Shipping Packer | 15.40 |
| 21130 - Shipping/Receiving Clerk | 15.40 |
| 21140 - Store Worker I | 12.07 |
| 21150 - Stock Clerk | 16.14 |
| 21210 - Tools And Parts Attendant | 15.02 |
| 21410 - Warehouse Specialist | 15.02 |

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| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.51 |
| 23021 - Aircraft Mechanic I | 25.37 |
| 23022 - Aircraft Mechanic II | 26.51 |
| 23023 - Aircraft Mechanic III | 27.39 |
| 23040 - Aircraft Mechanic Helper | 18.95 |
| 23050 - Aircraft, Painter | 24.10 |
| 23060 - Aircraft Servicer | 21.55 |
| 23080 - Aircraft Worker | 22.42 |
| 23110 - Appliance Mechanic | 19.87 |
| 23120 - Bicycle Repairer | 12.95 |
| 23125 - Cable Splicer | 26.52 |
| 23130 - Carpenter, Maintenance | 19.62 |
| 23140 - Carpet Layer | 18.42 |
| 23160 - Electrician, Maintenance | 21.74 |
| 23181 - Electronics Technician Maintenance I | 20.77 |
| 23182 - Electronics Technician Maintenance II | 21.84 |
| 23183 - Electronics Technician Maintenance III | 24.76 |
| 23260 - Fabric Worker | 17.73 |
| 23290 - Fire Alarm System Mechanic | 20.38 |
| 23310 - Fire Extinguisher Repairer | 16.50 |
| 23311 - Fuel Distribution System Mechanic | 23.81 |
| 23312 - Fuel Distribution System Operator | 17.46 |
| 23370 - General Maintenance Worker | 17.73 |
| 23380 - Ground Support Equipment Mechanic | 25.37 |
| 23381 - Ground Support Equipment Servicer | 21.55 |
| 23382 - Ground Support Equipment Worker | 22.42 |
| 23391 - Gunsmith I | 16.50 |
| 23392 - Gunsmith II | 18.78 |
| 23393 - Gunsmith III | 22.42 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.63 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.39 |
| 23430 - Heavy Equipment Mechanic | 20.04 |
| 23440 - Heavy Equipment Operator | 18.63 |
| 23460 - Instrument Mechanic | 23.38 |
| 23465 - Laboratory/Shelter Mechanic | 19.87 |
| 23470 - Laborer | 11.21 |
| 23510 - Locksmith | 19.87 |
| 23530 - Machinery Maintenance Mechanic | 22.64 |
| 23550 - Machinist, Maintenance | 18.16 |
| 23580 - Maintenance Trades Helper | 14.11 |
| 23591 - Metrology Technician I | 23.81 |
| 23592 - Metrology Technician II | 22.55 |
| 23593 - Metrology Technician III | 23.45 |
| 23640 - Millwright | 23.27 |
| 23710 - Office Appliance Repairer | 19.78 |
| 23760 - Painter, Maintenance | 19.02 |
| 23790 - Pipefitter, Maintenance | 25.50 |
| 23810 - Plumber, Maintenance | 24.55 |
| 23820 - Pneudraulic Systems Mechanic | 22.42 |
| 23850 - Rigger | 22.42 |
| 23870 - Scale Mechanic | 18.78 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.81 |
| 23910 - Small Engine Mechanic | 18.78 |
| 23931 - Telecommunications Mechanic I | 23.81 |
| 23932 - Telecommunications Mechanic II | 27.20 |
| 23950 - Telephone Lineman | 24.21 |
| 23960 - Welder, Combination, Maintenance | 19.18 |
| 23965 - well Driller | 22.42 |
| 23970 - Woodcraft Worker | 22.42 |
| 23980 - Woodworker | 16.50 |

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| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.42 |
| 24580 - Child Care Center Clerk | 15.05 |
| 24610 - Chore Aide | 12.03 |
| 24620 - Family Readiness And Support Services Coordinator | 13.73 |
| 24630 - Homemaker | 17.66 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.42 |
| 25040 - Sewage Plant Operator | 19.87 |
| 25070 - Stationary Engineer | 22.42 |
| 25190 - Ventilation Equipment Tender | 15.37 |
| 25210 - Water Treatment Plant Operator | 19.87 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.07 |
| 27007 - Baggage Inspector | 12.40 |
| 27008 - Corrections Officer | 15.26 |
| 27010 - Court Security Officer | 17.84 |
| 27030 - Detection Dog Handler | 13.87 |
| 27040 - Detention Officer | 15.26 |
| 27070 - Firefighter | 17.84 |
| 27101 - Guard I | 12.40 |
| 27102 - Guard II | 13.87 |
| 27131 - Police Officer I | 19.05 |
| 27132 - Police Officer II | 21.18 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.17 |
| 28042 - Carnival Equipment Repairer | 12.55 |
| 28043 - Carnival Equipment Worker | 9.72 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.96 |
| 28515 - Recreation Specialist | 15.16 |
| 28630 - Sports Official | 13.06 |
| 28690 - Swimming Pool Operator | 16.85 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.26 |
| 29020 - Hatch Tender | 20.26 |
| 29030 - Line Handler | 20.26 |
| 29041 - Stevedore I | 19.39 |
| 29042 - Stevedore II | 21.45 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.67 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.12 |
| 30022 - Archeological Technician II | 19.48 |
| 30023 - Archeological Technician III | 22.96 |
| 30030 - Cartographic Technician | 23.01 |
| 30040 - Civil Engineering Technician | 20.62 |
| 30061 - Drafter/CAD Operator I | 16.60 |
| 30062 - Drafter/CAD Operator II | 18.57 |
| 30063 - Drafter/CAD Operator III | 20.73 |
| 30064 - Drafter/CAD Operator IV | 25.50 |
| 30081 - Engineering Technician I | 16.89 |
| 30082 - Engineering Technician II | 17.92 |
| 30083 - Engineering Technician III | 20.05 |
| 30084 - Engineering Technician IV | 24.85 |
| 30085 - Engineering Technician V | 30.39 |
| 30086 - Engineering Technician VI | 36.79 |
| 30090 - Environmental Technician | 23.01 |
| 30210 - Laboratory Technician | 23.53 |

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| 30240 - Mathematical Technician | 23.01 |
| 30361 - Paralegal/Legal Assistant I | 18.97 |
| 30362 - Paralegal/Legal Assistant II | 23.52 |
| 30363 - Paralegal/Legal Assistant III | 28.76 |
| 30364 - Paralegal/Legal Assistant IV | 34.79 |
| 30390 - Photo-Optics Technician | 24.16 |
| 30461 - Technical Writer I | 23.01 |
| 30462 - Technical Writer II | 28.14 |
| 30463 - Technical Writer III | 34.05 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 21.74 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 23.01 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.14 |
| 31030 - Bus Driver | 16.67 |
| 31043 - Driver Courier | 14.75 |
| 31260 - Parking and Lot Attendant | 11.23 |
| 31290 - Shuttle Bus Driver | 15.82 |
| 31310 - Taxi Driver | 13.86 |
| 31361 - Truckdriver, Light | 15.82 |
| 31362 - Truckdriver, Medium | 16.58 |
| 31363 - Truckdriver, Heavy | 17.23 |
| 31364 - Truckdriver, Tractor-Trailer | 17.23 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.03 |
| 99050 - Desk Clerk | 9.94 |
| 99095 - Embalmer | 23.05 |
| 99251 - Laboratory Animal Caretaker I | 10.80 |
| 99252 - Laboratory Animal Caretaker II | 11.46 |
| 99310 - Mortician | 23.05 |
| 99410 - Pest Controller | 15.30 |
| 99510 - Photofinishing Worker | 14.29 |
| 99710 - Recycling Laborer | 13.16 |
| 99711 - Recycling Specialist | 15.64 |
| 99730 - Refuse Collector | 11.91 |
| 99810 - Sales Clerk | 11.92 |
| 99820 - School Crossing Guard | 12.01 |
| 99830 - Survey Party Chief | 19.88 |
| 99831 - Surveying Aide | 12.44 |
| 99832 - Surveying Technician | 15.54 |
| 99840 - Vending Machine Attendant | 13.20 |
| 99841 - Vending Machine Repairer | 15.03 |
| 99842 - Vending Machine Repairer Helper | 13.20 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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| By direction of the Secretary of Labor | | WDS_Revision_Received_10.9.2014 WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 |
| Diane C. Koplewski Director | Division of Wage Determinations | Wage Determination No.: 2005-2215 Revision No.: 16 Date Of Last Revision: 07/25/2014 |
| State: Kansas | | |

Area: Kansas Counties of Allen, Barber, Barton, Bourbon, Butler, Chase, Chautauqua, Cherokee, Cheyenne, Clark, Comanche, Cowley, Crawford, Decatur, Edwards, Elk, Ellis, Ellsworth, Finney, Ford, Gove, Graham, Grant, Gray, Greeley, Greenwood, Hamilton, Harper, Harvey, Haskell, Hodgeman, Jewell, Kearny, Kingman, Kiowa, Labette, Lane, Lincoln, Logan, Marion, McPherson, Meade, Mitchell, Montgomery, Morton, Neosho, Ness, Norton, Osborne, Pawnee, Phillips, Pratt, Rawlins, Reno, Rice, Rooks, Rush, Russell, Scott, Sedgwick, Seward, Sheridan, Sherman, Smith, Stafford, Stanton, Stevens, Sumner, Thomas, Trego, Wallace, Wichita, Wilson, Woodson

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.69 |
| 01012 - Accounting Clerk II | | 15.89 |
| 01013 - Accounting Clerk III | | 17.75 |
| 01020 - Administrative Assistant | | 19.09 |
| 01040 - Court Reporter | | 22.72 |
| 01051 - Data Entry Operator I | | 13.80 |
| 01052 - Data Entry Operator II | | 15.07 |
| 01060 - Dispatcher, Motor Vehicle | | 16.19 |
| 01070 - Document Preparation Clerk | | 14.46 |
| 01090 - Duplicating Machine Operator | | 14.47 |
| 01111 - General Clerk I | | 11.59 |
| 01112 - General Clerk II | | 12.65 |
| 01113 - General Clerk III | | 14.20 |
| 01120 - Housing Referral Assistant | | 16.15 |
| 01141 - Messenger Courier | | 12.43 |
| 01191 - Order Clerk I | | 12.48 |
| 01192 - Order Clerk II | | 13.62 |
| 01261 - Personnel Assistant (Employment) I | | 14.14 |
| 01262 - Personnel Assistant (Employment) II | | 15.81 |
| 01263 - Personnel Assistant (Employment) III | | 17.85 |
| 01270 - Production Control Clerk | | 20.84 |
| 01280 - Receptionist | | 10.96 |
| 01290 - Rental Clerk | | 13.83 |
| 01300 - Scheduler, Maintenance | | 12.55 |
| 01311 - Secretary I | | 12.55 |
| 01312 - Secretary II | | 14.04 |
| 01313 - Secretary III | | 16.15 |
| 01320 - Service Order Dispatcher | | 14.01 |
| 01410 - Supply Technician | | 19.09 |
| 01420 - Survey Worker | | 13.37 |
| 01531 - Travel Clerk I | | 12.58 |
| 01532 - Travel Clerk II | | 13.25 |
| 01533 - Travel Clerk III | | 14.27 |
| 01611 - Word Processor I | | 11.87 |

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| 01612 - Word Processor II | 13.24 |
| 01613 - Word Processor III | 14.74 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.95 |
| 05010 - Automotive Electrician | 19.91 |
| 05040 - Automotive Glass Installer | 19.06 |
| 05070 - Automotive Worker | 19.06 |
| 05110 - Mobile Equipment Servicer | 16.98 |
| 05130 - Motor Equipment Metal Mechanic | 20.95 |
| 05160 - Motor Equipment Metal Worker | 19.06 |
| 05190 - Motor Vehicle Mechanic | 21.18 |
| 05220 - Motor Vehicle Mechanic Helper | 15.92 |
| 05250 - Motor Vehicle Upholstery Worker | 18.02 |
| 05280 - Motor Vehicle Wrecker | 19.06 |
| 05310 - Painter, Automotive | 19.91 |
| 05340 - Radiator Repair Specialist | 19.06 |
| 05370 - Tire Repairer | 15.62 |
| 05400 - Transmission Repair Specialist | 20.95 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.71 |
| 07041 - Cook I | 10.46 |
| 07042 - Cook II | 11.75 |
| 07070 - Dishwasher | 7.66 |
| 07130 - Food Service Worker | 8.12 |
| 07210 - Meat Cutter | 13.67 |
| 07260 - Waiter/Waitress | 8.14 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.62 |
| 09040 - Furniture Handler | 13.76 |
| 09080 - Furniture Refinisher | 19.62 |
| 09090 - Furniture Refinisher Helper | 15.66 |
| 09110 - Furniture Repairer, Minor | 17.54 |
| 09130 - Upholsterer | 19.62 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.31 |
| 11060 - Elevator Operator | 10.62 |
| 11090 - Gardener | 11.43 |
| 11122 - Housekeeping Aide | 10.62 |
| 11150 - Janitor | 10.62 |
| 11210 - Laborer, Grounds Maintenance | 10.55 |
| 11240 - Maid or Houseman | 8.83 |
| 11260 - Pruner | 9.68 |
| 11270 - Tractor Operator | 11.39 |
| 11330 - Trail Maintenance Worker | 10.55 |
| 11360 - Window Cleaner | 11.57 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.19 |
| 12011 - Breath Alcohol Technician | 15.23 |
| 12012 - Certified Occupational Therapist Assistant | 21.08 |
| 12015 - Certified Physical Therapist Assistant | 20.99 |
| 12020 - Dental Assistant | 15.32 |
| 12025 - Dental Hygienist | 29.85 |
| 12030 - EKG Technician | 21.59 |
| 12035 - Electroneurodiagnostic Technologist | 21.59 |
| 12040 - Emergency Medical Technician | 16.19 |
| 12071 - Licensed Practical Nurse I | 14.10 |
| 12072 - Licensed Practical Nurse II | 15.77 |
| 12073 - Licensed Practical Nurse III | 17.59 |
| 12100 - Medical Assistant | 12.05 |
| 12130 - Medical Laboratory Technician | 13.97 |
| 12160 - Medical Record Clerk | 13.01 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 14.22 |

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| 12210 - Nuclear Medicine Technologist | 32.84 |
| 12221 - Nursing Assistant I | 9.71 |
| 12222 - Nursing Assistant II | 10.92 |
| 12223 - Nursing Assistant III | 11.92 |
| 12224 - Nursing Assistant IV | 13.37 |
| 12235 - Optical Dispenser | 13.59 |
| 12236 - Optical Technician | 13.86 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.37 |
| 12305 - Radiologic Technologist | 20.92 |
| 12311 - Registered Nurse I | 20.98 |
| 12312 - Registered Nurse II | 25.67 |
| 12313 - Registered Nurse II, Specialist | 25.67 |
| 12314 - Registered Nurse III | 31.05 |
| 12315 - Registered Nurse III, Anesthetist | 31.05 |
| 12316 - Registered Nurse IV | 37.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.54 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.44 |
| 13012 - Exhibits Specialist II | 21.59 |
| 13013 - Exhibits Specialist III | 26.42 |
| 13041 - Illustrator I | 17.44 |
| 13042 - Illustrator II | 21.59 |
| 13043 - Illustrator III | 26.42 |
| 13047 - Librarian | 23.91 |
| 13050 - Library Aide/Clerk | 12.63 |
| 13054 - Library Information Technology Systems Administrator | 19.64 |
| 13058 - Library Technician | 14.40 |
| 13061 - Media Specialist I | 16.19 |
| 13062 - Media Specialist II | 18.05 |
| 13063 - Media Specialist III | 20.13 |
| 13071 - Photographer I | 13.75 |
| 13072 - Photographer II | 16.29 |
| 13073 - Photographer III | 20.16 |
| 13074 - Photographer IV | 24.59 |
| 13075 - Photographer V | 29.83 |
| 13110 - Video Teleconference Technician | 15.59 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.92 |
| 14042 - Computer Operator II | 18.33 |
| 14043 - Computer Operator III | 21.46 |
| 14044 - Computer Operator IV | 23.01 |
| 14045 - Computer Operator V | 25.46 |
| 14071 - Computer Programmer I | 22.75 |
| 14072 - Computer Programmer II | 25.78 |
| 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 | 17.92 |
| 14160 - Personal Computer Support Technician | 24.04 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.83 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.88 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.05 |
| 15050 - Computer Based Training Specialist / Instructor | 28.83 |
| 15060 - Educational Technologist | 26.09 |
| 15070 - Flight Instructor (Pilot) | 40.05 |
| 15080 - Graphic Artist | 21.75 |
| 15090 - Technical Instructor | 17.81 |
| 15095 - Technical Instructor/Course Developer | 21.79 |

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| 15110 - Test Proctor | 14.37 |
| 15120 - Tutor | 14.37 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.85 |
| 16030 - Counter Attendant | 8.85 |
| 16040 - Dry Cleaner | 11.22 |
| 16070 - Finisher, Flatwork, Machine | 8.85 |
| 16090 - Presser, Hand | 8.85 |
| 16110 - Presser, Machine, Drycleaning | 8.85 |
| 16130 - Presser, Machine, Shirts | 8.85 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.85 |
| 16190 - Sewing Machine Operator | 11.96 |
| 16220 - Tailor | 12.71 |
| 16250 - Washer, Machine | 9.61 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.95 |
| 19040 - Tool And Die Maker | 29.95 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.06 |
| 21030 - Material Coordinator | 21.09 |
| 21040 - Material Expediter | 21.09 |
| 21050 - Material Handling Laborer | 11.21 |
| 21071 - Order Filler | 12.00 |
| 21080 - Production Line Worker (Food Processing) | 15.06 |
| 21110 - Shipping Packer | 16.54 |
| 21130 - Shipping/Receiving Clerk | 16.54 |
| 21140 - Store Worker I | 14.77 |
| 21150 - Stock Clerk | 18.92 |
| 21210 - Tools And Parts Attendant | 15.06 |
| 21410 - Warehouse Specialist | 15.06 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.92 |
| 23021 - Aircraft Mechanic I | 24.68 |
| 23022 - Aircraft Mechanic II | 25.92 |
| 23023 - Aircraft Mechanic III | 27.21 |
| 23040 - Aircraft Mechanic Helper | 18.46 |
| 23050 - Aircraft, Painter | 22.94 |
| 23060 - Aircraft Servicer | 20.90 |
| 23080 - Aircraft Worker | 22.11 |
| 23110 - Appliance Mechanic | 19.62 |
| 23120 - Bicycle Repairer | 15.62 |
| 23125 - Cable Splicer | 24.49 |
| 23130 - Carpenter, Maintenance | 19.62 |
| 23140 - Carpet Layer | 18.15 |
| 23160 - Electrician, Maintenance | 21.21 |
| 23181 - Electronics Technician Maintenance I | 24.31 |
| 23182 - Electronics Technician Maintenance II | 25.52 |
| 23183 - Electronics Technician Maintenance III | 30.71 |
| 23260 - Fabric Worker | 17.67 |
| 23290 - Fire Alarm System Mechanic | 19.95 |
| 23310 - Fire Extinguisher Repairer | 16.71 |
| 23311 - Fuel Distribution System Mechanic | 21.21 |
| 23312 - Fuel Distribution System Operator | 17.45 |
| 23370 - General Maintenance Worker | 18.69 |
| 23380 - Ground Support Equipment Mechanic | 24.68 |
| 23381 - Ground Support Equipment Servicer | 20.90 |
| 23382 - Ground Support Equipment Worker | 22.11 |
| 23391 - Gunsmith I | 16.71 |
| 23392 - Gunsmith II | 18.69 |
| 23393 - Gunsmith III | 20.58 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.58 |
| 23411 - Heating, Ventilation And Air Contditioning | 21.53 |

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| Mechanic (Research Facility) | |
| 23430 - Heavy Equipment Mechanic | 20.67 |
| 23440 - Heavy Equipment Operator | 20.58 |
| 23460 - Instrument Mechanic | 21.96 |
| 23465 - Laboratory/Shelter Mechanic | 19.62 |
| 23470 - Laborer | 11.21 |
| 23510 - Locksmith | 20.86 |
| 23530 - Machinery Maintenance Mechanic | 21.70 |
| 23550 - Machinist, Maintenance | 20.58 |
| 23580 - Maintenance Trades Helper | 15.77 |
| 23591 - Metrology Technician I | 21.96 |
| 23592 - Metrology Technician II | 23.03 |
| 23593 - Metrology Technician III | 24.00 |
| 23640 - Millwright | 20.58 |
| 23710 - Office Appliance Repairer | 19.00 |
| 23760 - Painter, Maintenance | 18.96 |
| 23790 - Pipefitter, Maintenance | 22.34 |
| 23810 - Plumber, Maintenance | 21.22 |
| 23820 - Pneudraulic Systems Mechanic | 20.58 |
| 23850 - Rigger | 20.58 |
| 23870 - Scale Mechanic | 18.69 |
| 23890 - Sheet-Metal Worker, Maintenance | 21.95 |
| 23910 - Small Engine Mechanic | 18.69 |
| 23931 - Telecommunications Mechanic I | 23.82 |
| 23932 - Telecommunications Mechanic II | 24.92 |
| 23950 - Telephone Lineman | 23.77 |
| 23960 - Welder, Combination, Maintenance | 19.95 |
| 23965 - Well Driller | 20.58 |
| 23970 - Woodcraft Worker | 20.58 |
| 23980 - Woodworker | 16.71 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.20 |
| 24580 - Child Care Center Clerk | 12.75 |
| 24610 - Chore Aide | 10.01 |
| 24620 - Family Readiness And Support Services Coordinator | 12.73 |
| 24630 - Homemaker | 16.25 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.93 |
| 25040 - Sewage Plant Operator | 23.96 |
| 25070 - Stationary Engineer | 25.22 |
| 25190 - Ventilation Equipment Tender | 16.68 |
| 25210 - Water Treatment Plant Operator | 20.86 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.74 |
| 27007 - Baggage Inspector | 12.36 |
| 27008 - Corrections Officer | 15.13 |
| 27010 - Court Security Officer | 16.04 |
| 27030 - Detection Dog Handler | 17.18 |
| 27040 - Detention Officer | 15.13 |
| 27070 - Firefighter | 17.61 |
| 27101 - Guard I | 12.36 |
| 27102 - Guard II | 17.18 |
| 27131 - Police Officer I | 18.17 |
| 27132 - Police Officer II | 20.19 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.43 |
| 28042 - Carnival Equipment Repairer | 12.08 |
| 28043 - Carnival Equipment Worker | 9.29 |
| 28210 - Gate Attendant/Gate Tender | 14.32 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 16.01 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.69 |

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| 28515 - Recreation Specialist | 19.85 |
| 28630 - Sports Official | 12.76 |
| 28690 - Swimming Pool Operator | 15.81 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.69 |
| 29020 - Hatch Tender | 18.69 |
| 29030 - Line Handler | 18.69 |
| 29041 - Stevedore I | 16.97 |
| 29042 - Stevedore II | 19.62 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 25.90 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.30 |
| 30022 - Archeological Technician II | 18.10 |
| 30023 - Archeological Technician III | 22.43 |
| 30030 - Cartographic Technician | 22.43 |
| 30040 - Civil Engineering Technician | 19.66 |
| 30061 - Drafter/CAD Operator I | 16.18 |
| 30062 - Drafter/CAD Operator II | 18.10 |
| 30063 - Drafter/CAD Operator III | 20.18 |
| 30064 - Drafter/CAD Operator IV | 24.83 |
| 30081 - Engineering Technician I | 16.25 |
| 30082 - Engineering Technician II | 18.25 |
| 30083 - Engineering Technician III | 22.54 |
| 30084 - Engineering Technician IV | 24.66 |
| 30085 - Engineering Technician V | 33.08 |
| 30086 - Engineering Technician VI (see 3) | 40.00 |
| 30090 - Environmental Technician | 22.43 |
| 30210 - Laboratory Technician | 20.33 |
| 30240 - Mathematical Technician | 23.48 |
| 30361 - Paralegal/Legal Assistant I | 18.18 |
| 30362 - Paralegal/Legal Assistant II | 23.48 |
| 30363 - Paralegal/Legal Assistant III | 28.72 |
| 30364 - Paralegal/Legal Assistant IV | 33.95 |
| 30390 - Photo-Optics Technician | 23.48 |
| 30461 - Technical Writer I | 20.98 |
| 30462 - Technical Writer II | 25.67 |
| 30463 - Technical Writer III | 31.05 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 23.01 |
| 30495 - Unexploded (UXO) Sweep Personnel | 23.00 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | 20.18 |
| 30621 - Weather Observer, Senior | 22.43 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.85 |
| 31030 - Bus Driver | 13.88 |
| 31043 - Driver Courier | 11.90 |
| 31260 - Parking and Lot Attendant | 9.19 |
| 31290 - Shuttle Bus Driver | 12.61 |
| 31310 - Taxi Driver | 9.48 |
| 31361 - Truckdriver, Light | 12.61 |
| 31362 - Truckdriver, Medium | 12.87 |
| 31363 - Truckdriver, Heavy | 18.13 |
| 31364 - Truckdriver, Tractor-Trailer | 18.13 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.25 |
| 99050 - Desk Clerk | 9.27 |
| 99095 - Embalmer | 24.91 |
| 99251 - Laboratory Animal Caretaker I | 8.96 |

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| 99252 - Laboratory Animal Caretaker II | 9.49 |
| 99310 - Mortician | 24.91 |
| 99410 - Pest Controller | 18.68 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.15 |
| 99711 - Recycling Specialist | 17.51 |
| 99730 - Refuse Collector | 12.75 |
| 99810 - Sales Clerk | 11.90 |
| 99820 - School Crossing Guard | 10.33 |
| 99830 - Survey Party Chief | 20.22 |
| 99831 - Surveying Aide | 12.47 |
| 99832 - Surveying Technician | 17.11 |
| 99840 - Vending Machine Attendant | 13.31 |
| 99841 - Vending Machine Repairer | 15.81 |
| 99842 - Vending Machine Repairer Helper | 13.31 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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).

3) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2216
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: Kansas

Area: Kansas Counties of Allen, Barber, Barton, Bourbon, Butler, Chase, Chautauqua, Cherokee, Cheyenne, Clark, Comanche, Cowley, Crawford, Decatur, Edwards, Elk, Ellis, Ellsworth, Finney, Ford, Gove, Graham, Grant, Gray, Greeley, Greenwood, Hamilton, Harper, Harvey, Haskell, Hodgeman, Jewell, Kearny, Kingman, Kiowa, Labette, Lane, Lincoln, Logan, Marion, McPherson, Meade, Mitchell, Montgomery, Morton, Neosho, Ness, Norton, Osborne, Pawnee, Phillips, Pratt, Rawlins, Reno, Rice, Rooks, Rush, Russell, Scott, Sedgwick, Seward, Sheridan, Sherman, Smith, Stafford, Stanton, Stevens, Sumner, Thomas, Trego, Wallace, Wichita, Wilson, Woodson

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

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| 01000 - Administrative Support And Clerical Occupations | |
| 01011 - Accounting Clerk I | 12.69 |
| 01012 - Accounting Clerk II | 15.89 |
| 01013 - Accounting Clerk III | 17.75 |
| 01020 - Administrative Assistant | 19.09 |
| 01040 - Court Reporter | 22.72 |
| 01051 - Data Entry Operator I | 13.80 |
| 01052 - Data Entry Operator II | 15.07 |
| 01060 - Dispatcher, Motor Vehicle | 16.19 |
| 01070 - Document Preparation Clerk | 14.46 |
| 01090 - Duplicating Machine Operator | 14.47 |
| 01111 - General Clerk I | 11.59 |
| 01112 - General Clerk II | 12.65 |
| 01113 - General Clerk III | 14.20 |
| 01120 - Housing Referral Assistant | 16.15 |
| 01141 - Messenger Courier | 12.43 |
| 01191 - Order Clerk I | 12.48 |
| 01192 - Order Clerk II | 13.62 |
| 01261 - Personnel Assistant (Employment) I | 14.14 |
| 01262 - Personnel Assistant (Employment) II | 15.81 |
| 01263 - Personnel Assistant (Employment) III | 17.85 |
| 01270 - Production Control Clerk | 20.84 |
| 01280 - Receptionist | 10.96 |
| 01290 - Rental Clerk | 13.83 |
| 01300 - Scheduler, Maintenance | 12.55 |
| 01311 - Secretary I | 12.55 |
| 01312 - Secretary II | 14.04 |
| 01313 - Secretary III | 16.15 |
| 01320 - Service Order Dispatcher | 14.01 |
| 01410 - Supply Technician | 19.09 |
| 01420 - Survey Worker | 13.37 |
| 01531 - Travel Clerk I | 12.58 |
| 01532 - Travel Clerk II | 13.25 |
| 01533 - Travel Clerk III | 14.27 |
| 01611 - Word Processor I | 11.87 |
| 01612 - Word Processor II | 13.24 |
| 01613 - Word Processor III | 14.74 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.95 |
| 05010 - Automotive Electrician | 19.91 |
| 05040 - Automotive Glass Installer | 19.06 |
| 05070 - Automotive Worker | 19.06 |
| 05110 - Mobile Equipment Servicer | 16.98 |
| 05130 - Motor Equipment Metal Mechanic | 20.95 |
| 05160 - Motor Equipment Metal Worker | 19.06 |
| 05190 - Motor Vehicle Mechanic | 21.18 |
| 05220 - Motor Vehicle Mechanic Helper | 15.92 |
| 05250 - Motor Vehicle Upholstery Worker | 18.02 |
| 05280 - Motor Vehicle Wrecker | 19.06 |
| 05310 - Painter, Automotive | 19.91 |
| 05340 - Radiator Repair Specialist | 19.06 |
| 05370 - Tire Repairer | 15.62 |
| 05400 - Transmission Repair Specialist | 20.95 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.71 |
| 07041 - Cook I | 10.46 |
| 07042 - Cook II | 11.75 |
| 07070 - Dishwasher | 7.66 |
| 07130 - Food Service Worker | 8.12 |
| 07210 - Meat Cutter | 13.67 |
| 07260 - Waiter/Waitress | 8.14 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.62 |

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| 09040 - Furniture Handler | 13.76 |
| 09080 - Furniture Refinisher | 19.62 |
| 09090 - Furniture Refinisher Helper | 15.66 |
| 09110 - Furniture Repairer, Minor | 17.54 |
| 09130 - Upholsterer | 19.62 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.31 |
| 11060 - Elevator Operator | 10.62 |
| 11090 - Gardener | 11.43 |
| 11122 - Housekeeping Aide | 10.62 |
| 11150 - Janitor | 10.62 |
| 11210 - Laborer, Grounds Maintenance | 10.55 |
| 11240 - Maid or Houseman | 8.83 |
| 11260 - Pruner | 9.68 |
| 11270 - Tractor Operator | 11.39 |
| 11330 - Trail Maintenance Worker | 10.55 |
| 11360 - Window Cleaner | 11.57 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.19 |
| 12011 - Breath Alcohol Technician | 15.23 |
| 12012 - Certified Occupational Therapist Assistant | 21.08 |
| 12015 - Certified Physical Therapist Assistant | 20.99 |
| 12020 - Dental Assistant | 15.32 |
| 12025 - Dental Hygienist | 29.85 |
| 12030 - EKG Technician | 21.59 |
| 12035 - Electroneurodiagnostic Technologist | 21.59 |
| 12040 - Emergency Medical Technician | 16.19 |
| 12071 - Licensed Practical Nurse I | 14.10 |
| 12072 - Licensed Practical Nurse II | 15.77 |
| 12073 - Licensed Practical Nurse III | 17.59 |
| 12100 - Medical Assistant | 12.05 |
| 12130 - Medical Laboratory Technician | 13.97 |
| 12160 - Medical Record Clerk | 13.01 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 14.22 |
| 12210 - Nuclear Medicine Technologist | 32.84 |
| 12221 - Nursing Assistant I | 9.71 |
| 12222 - Nursing Assistant II | 10.92 |
| 12223 - Nursing Assistant III | 11.92 |
| 12224 - Nursing Assistant IV | 13.37 |
| 12235 - Optical Dispenser | 13.59 |
| 12236 - Optical Technician | 13.86 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.37 |
| 12305 - Radiologic Technologist | 20.92 |
| 12311 - Registered Nurse I | 20.98 |
| 12312 - Registered Nurse II | 25.67 |
| 12313 - Registered Nurse II, Specialist | 25.67 |
| 12314 - Registered Nurse III | 31.05 |
| 12315 - Registered Nurse III, Anesthetist | 31.05 |
| 12316 - Registered Nurse IV | 37.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.54 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.44 |
| 13012 - Exhibits Specialist II | 21.59 |
| 13013 - Exhibits Specialist III | 26.42 |
| 13041 - Illustrator I | 17.44 |
| 13042 - Illustrator II | 21.59 |
| 13043 - Illustrator III | 26.42 |
| 13047 - Librarian | 23.91 |
| 13050 - Library Aide/Clerk | 12.63 |
| 13054 - Library Information Technology Systems Administrator | 19.64 |

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| 13058 - Library Technician | 14.40 |
| 13061 - Media Specialist I | 16.19 |
| 13062 - Media Specialist II | 18.05 |
| 13063 - Media Specialist III | 20.13 |
| 13071 - Photographer I | 13.75 |
| 13072 - Photographer II | 16.29 |
| 13073 - Photographer III | 20.16 |
| 13074 - Photographer IV | 24.59 |
| 13075 - Photographer V | 29.83 |
| 13110 - Video Teleconference Technician | 15.59 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.92 |
| 14042 - Computer Operator II | 18.33 |
| 14043 - Computer Operator III | 21.46 |
| 14044 - Computer Operator IV | 23.01 |
| 14045 - Computer Operator V | 25.46 |
| 14071 - Computer Programmer I | 22.75 |
| 14072 - Computer Programmer II | 25.78 |
| 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 | 17.92 |
| 14160 - Personal Computer Support Technician | 24.04 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.83 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.88 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.05 |
| 15050 - Computer Based Training Specialist / Instructor | 28.83 |
| 15060 - Educational Technologist | 26.09 |
| 15070 - Flight Instructor (Pilot) | 40.05 |
| 15080 - Graphic Artist | 21.75 |
| 15090 - Technical Instructor | 17.81 |
| 15095 - Technical Instructor/Course Developer | 21.79 |
| 15110 - Test Proctor | 14.37 |
| 15120 - Tutor | 14.37 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.85 |
| 16030 - Counter Attendant | 8.85 |
| 16040 - Dry Cleaner | 11.22 |
| 16070 - Finisher, Flatwork, Machine | 8.85 |
| 16090 - Presser, Hand | 8.85 |
| 16110 - Presser, Machine, Drycleaning | 8.85 |
| 16130 - Presser, Machine, Shirts | 8.85 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.85 |
| 16190 - Sewing Machine Operator | 11.96 |
| 16220 - Tailor | 12.71 |
| 16250 - Washer, Machine | 9.61 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.95 |
| 19040 - Tool And Die Maker | 29.95 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.06 |
| 21030 - Material Coordinator | 21.09 |
| 21040 - Material Expediter | 21.09 |
| 21050 - Material Handling Laborer | 11.21 |
| 21071 - Order Filler | 12.00 |
| 21080 - Production Line Worker (Food Processing) | 15.06 |
| 21110 - Shipping Packer | 16.54 |
| 21130 - Shipping/Receiving Clerk | 16.54 |
| 21140 - Store Worker I | 14.77 |
| 21150 - Stock Clerk | 18.92 |

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| 21210 - Tools And Parts Attendant | 15.06 |
| 21410 - Warehouse Specialist | 15.06 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.92 |
| 23021 - Aircraft Mechanic I | 24.68 |
| 23022 - Aircraft Mechanic II | 25.92 |
| 23023 - Aircraft Mechanic III | 27.21 |
| 23040 - Aircraft Mechanic Helper | 18.46 |
| 23050 - Aircraft, Painter | 22.94 |
| 23060 - Aircraft Servicer | 20.90 |
| 23080 - Aircraft Worker | 22.11 |
| 23110 - Appliance Mechanic | 19.62 |
| 23120 - Bicycle Repairer | 15.62 |
| 23125 - Cable Splicer | 24.49 |
| 23130 - Carpenter, Maintenance | 19.62 |
| 23140 - Carpet Layer | 18.15 |
| 23160 - Electrician, Maintenance | 21.21 |
| 23181 - Electronics Technician Maintenance I | 24.31 |
| 23182 - Electronics Technician Maintenance II | 25.52 |
| 23183 - Electronics Technician Maintenance III | 30.71 |
| 23260 - Fabric Worker | 17.67 |
| 23290 - Fire Alarm System Mechanic | 19.95 |
| 23310 - Fire Extinguisher Repairer | 16.71 |
| 23311 - Fuel Distribution System Mechanic | 21.21 |
| 23312 - Fuel Distribution System Operator | 17.45 |
| 23370 - General Maintenance Worker | 18.69 |
| 23380 - Ground Support Equipment Mechanic | 24.68 |
| 23381 - Ground Support Equipment Servicer | 20.90 |
| 23382 - Ground Support Equipment Worker | 22.11 |
| 23391 - Gunsmith I | 16.71 |
| 23392 - Gunsmith II | 18.69 |
| 23393 - Gunsmith III | 20.58 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.58 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.53 |
| 23430 - Heavy Equipment Mechanic | 20.67 |
| 23440 - Heavy Equipment Operator | 20.58 |
| 23460 - Instrument Mechanic | 21.96 |
| 23465 - Laboratory/Shelter Mechanic | 19.62 |
| 23470 - Laborer | 11.21 |
| 23510 - Locksmith | 20.86 |
| 23530 - Machinery Maintenance Mechanic | 21.70 |
| 23550 - Machinist, Maintenance | 20.58 |
| 23580 - Maintenance Trades Helper | 15.77 |
| 23591 - Metrology Technician I | 21.96 |
| 23592 - Metrology Technician II | 23.03 |
| 23593 - Metrology Technician III | 24.00 |
| 23640 - Millwright | 20.58 |
| 23710 - Office Appliance Repairer | 19.00 |
| 23760 - Painter, Maintenance | 18.96 |
| 23790 - Pipefitter, Maintenance | 22.34 |
| 23810 - Plumber, Maintenance | 21.22 |
| 23820 - Pneudraulic Systems Mechanic | 20.58 |
| 23850 - Rigger | 20.58 |
| 23870 - Scale Mechanic | 18.69 |
| 23890 - Sheet-Metal Worker, Maintenance | 21.95 |
| 23910 - Small Engine Mechanic | 18.69 |
| 23931 - Telecommunications Mechanic I | 23.82 |
| 23932 - Telecommunications Mechanic II | 24.92 |
| 23950 - Telephone Lineman | 23.77 |
| 23960 - Welder, Combination, Maintenance | 19.95 |
| 23965 - Well Driller | 20.58 |

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| 23970 - Woodcraft Worker | 20.58 |
| 23980 - Woodworker | 16.71 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.20 |
| 24580 - Child Care Center Clerk | 12.75 |
| 24610 - Chore Aide | 10.01 |
| 24620 - Family Readiness And Support Services Coordinator | 12.73 |
| 24630 - Homemaker | 16.25 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.93 |
| 25040 - Sewage Plant Operator | 23.96 |
| 25070 - Stationary Engineer | 25.22 |
| 25190 - Ventilation Equipment Tender | 16.68 |
| 25210 - Water Treatment Plant Operator | 20.86 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.74 |
| 27007 - Baggage Inspector | 12.36 |
| 27008 - Corrections Officer | 15.13 |
| 27010 - Court Security Officer | 16.04 |
| 27030 - Detection Dog Handler | 17.18 |
| 27040 - Detention Officer | 15.13 |
| 27070 - Firefighter | 17.61 |
| 27101 - Guard I | 12.36 |
| 27102 - Guard II | 17.18 |
| 27131 - Police Officer I | 18.17 |
| 27132 - Police Officer II | 20.19 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.43 |
| 28042 - Carnival Equipment Repairer | 12.08 |
| 28043 - Carnival Equipment Worker | 9.29 |
| 28210 - Gate Attendant/Gate Tender | 14.32 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 16.01 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.69 |
| 28515 - Recreation Specialist | 19.85 |
| 28630 - Sports Official | 12.76 |
| 28690 - Swimming Pool Operator | 15.81 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.69 |
| 29020 - Hatch Tender | 18.69 |
| 29030 - Line Handler | 18.69 |
| 29041 - Stevedore I | 16.97 |
| 29042 - Stevedore II | 19.62 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 25.90 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.30 |
| 30022 - Archeological Technician II | 18.10 |
| 30023 - Archeological Technician III | 22.43 |
| 30030 - Cartographic Technician | 22.43 |
| 30040 - Civil Engineering Technician | 19.66 |
| 30061 - Drafter/CAD Operator I | 16.18 |
| 30062 - Drafter/CAD Operator II | 18.10 |
| 30063 - Drafter/CAD Operator III | 20.18 |
| 30064 - Drafter/CAD Operator IV | 24.83 |
| 30081 - Engineering Technician I | 16.25 |
| 30082 - Engineering Technician II | 18.25 |
| 30083 - Engineering Technician III | 22.54 |
| 30084 - Engineering Technician IV | 24.66 |
| 30085 - Engineering Technician V | 33.08 |
| 30086 - Engineering Technician VI | 40.00 |

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| 30090 - Environmental Technician | 22.43 |
| 30210 - Laboratory Technician | 20.33 |
| 30240 - Mathematical Technician | 23.48 |
| 30361 - Paralegal/Legal Assistant I | 18.18 |
| 30362 - Paralegal/Legal Assistant II | 23.48 |
| 30363 - Paralegal/Legal Assistant III | 28.72 |
| 30364 - Paralegal/Legal Assistant IV | 33.95 |
| 30390 - Photo-Optics Technician | 23.48 |
| 30461 - Technical Writer I | 20.98 |
| 30462 - Technical Writer II | 25.67 |
| 30463 - Technical Writer III | 31.05 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 23.01 |
| 30495 - Unexploded (UXO) Sweep Personnel | 23.00 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 20.18 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 22.43 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.85 |
| 31030 - Bus Driver | 13.88 |
| 31043 - Driver Courier | 11.90 |
| 31260 - Parking and Lot Attendant | 9.19 |
| 31290 - Shuttle Bus Driver | 12.61 |
| 31310 - Taxi Driver | 9.48 |
| 31361 - Truckdriver, Light | 12.61 |
| 31362 - Truckdriver, Medium | 12.87 |
| 31363 - Truckdriver, Heavy | 18.13 |
| 31364 - Truckdriver, Tractor-Trailer | 18.13 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.25 |
| 99050 - Desk Clerk | 9.27 |
| 99095 - Embalmer | 24.91 |
| 99251 - Laboratory Animal Caretaker I | 8.96 |
| 99252 - Laboratory Animal Caretaker II | 9.49 |
| 99310 - Mortician | 24.91 |
| 99410 - Pest Controller | 18.68 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.15 |
| 99711 - Recycling Specialist | 17.51 |
| 99730 - Refuse Collector | 12.75 |
| 99810 - Sales Clerk | 11.90 |
| 99820 - School Crossing Guard | 10.33 |
| 99830 - Survey Party Chief | 20.22 |
| 99831 - Surveying Aide | 12.47 |
| 99832 - Surveying Technician | 17.11 |
| 99840 - Vending Machine Attendant | 13.31 |
| 99841 - Vending Machine Repairer | 15.81 |
| 99842 - Vending Machine Repairer Helper | 13.31 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}
When multiple wage determinations are included in a contract, a separate SF 1444
should be prepared for each wage determination to which a class(es) is to be
conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide

classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2221
Revision No.: 19
Date of Last Revision: 07/25/2014

State: Kentucky

Area: Kentucky Counties of Anderson, Bath, Bell, Bourbon, Boyle, Breathitt, Casey, Clark, Clay, Estill, Fayette, Fleming, Franklin, Garrard, Green, Harlan, Harrison, Jackson, Jessamine, Knott, Knox, Laurel, Leslie, Letcher, Lincoln, Madison, McCreary, Menifee, Mercer, Montgomery, Morgan, Nicholas, Owen, Owsley, Perry, Powell, Pulaski, Robertson, Rockcastle, Rowan, Scott, Taylor, Washington, Wayne, Whitley, Wolfe, Woodford

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.45 |
| 01012 - Accounting Clerk II | | 13.97 |
| 01013 - Accounting Clerk III | | 15.63 |
| 01020 - Administrative Assistant | | 19.21 |
| 01040 - Court Reporter | | 14.47 |
| 01051 - Data Entry Operator I | | 10.55 |
| 01052 - Data Entry Operator II | | 11.51 |
| 01060 - Dispatcher, Motor Vehicle | | 14.01 |
| 01070 - Document Preparation Clerk | | 11.63 |
| 01090 - Duplicating Machine Operator | | 11.63 |
| 01111 - General Clerk I | | 10.52 |
| 01112 - General Clerk II | | 11.49 |
| 01113 - General Clerk III | | 12.89 |
| 01120 - Housing Referral Assistant | | 16.14 |
| 01141 - Messenger Courier | | 10.23 |
| 01191 - Order Clerk I | | 11.88 |
| 01192 - Order Clerk II | | 12.97 |
| 01261 - Personnel Assistant (Employment) I | | 14.52 |
| 01262 - Personnel Assistant (Employment) II | | 16.24 |
| 01263 - Personnel Assistant (Employment) III | | 18.11 |
| 01270 - Production Control Clerk | | 20.17 |
| 01280 - Receptionist | | 11.49 |
| 01290 - Rental Clerk | | 11.39 |
| 01300 - Scheduler, Maintenance | | 12.94 |
| 01311 - Secretary I | | 12.94 |
| 01312 - Secretary II | | 14.47 |
| 01313 - Secretary III | | 16.14 |
| 01320 - Service Order Dispatcher | | 13.40 |
| 01410 - Supply Technician | | 19.21 |
| 01420 - Survey Worker | | 13.72 |
| 01531 - Travel Clerk I | | 12.75 |
| 01532 - Travel Clerk II | | 13.39 |

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| 01533 - Travel Clerk III | 14.00 |
| 01611 - Word Processor I | 12.59 |
| 01612 - Word Processor II | 14.13 |
| 01613 - Word Processor III | 15.81 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.86 |
| 05010 - Automotive Electrician | 15.46 |
| 05040 - Automotive Glass Installer | 14.77 |
| 05070 - Automotive Worker | 14.77 |
| 05110 - Mobile Equipment Servicer | 13.43 |
| 05130 - Motor Equipment Metal Mechanic | 18.22 |
| 05160 - Motor Equipment Metal Worker | 14.77 |
| 05190 - Motor Vehicle Mechanic | 18.22 |
| 05220 - Motor Vehicle Mechanic Helper | 12.74 |
| 05250 - Motor Vehicle Upholstery Worker | 14.07 |
| 05280 - Motor Vehicle Wrecker | 14.77 |
| 05310 - Painter, Automotive | 15.46 |
| 05340 - Radiator Repair Specialist | 14.77 |
| 05370 - Tire Repairer | 11.87 |
| 05400 - Transmission Repair Specialist | 18.22 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.65 |
| 07041 - Cook I | 10.57 |
| 07042 - Cook II | 11.65 |
| 07070 - Dishwasher | 9.00 |
| 07130 - Food Service Worker | 9.85 |
| 07210 - Meat Cutter | 13.26 |
| 07260 - Waiter/Waitress | 8.36 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.79 |
| 09040 - Furniture Handler | 11.90 |
| 09080 - Furniture Refinisher | 16.79 |
| 09090 - Furniture Refinisher Helper | 13.79 |
| 09110 - Furniture Repairer, Minor | 15.38 |
| 09130 - Upholsterer | 16.79 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.59 |
| 11060 - Elevator Operator | 9.59 |
| 11090 - Gardener | 14.09 |
| 11122 - Housekeeping Aide | 10.17 |
| 11150 - Janitor | 10.17 |
| 11210 - Laborer, Grounds Maintenance | 11.21 |
| 11240 - Maid or Houseman | 8.71 |
| 11260 - Pruner | 10.67 |
| 11270 - Tractor Operator | 13.09 |
| 11330 - Trail Maintenance Worker | 11.21 |
| 11360 - Window Cleaner | 10.90 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.71 |
| 12011 - Breath Alcohol Technician | 16.50 |
| 12012 - Certified Occupational Therapist Assistant | 22.14 |
| 12015 - Certified Physical Therapist Assistant | 19.71 |
| 12020 - Dental Assistant | 13.91 |
| 12025 - Dental Hygienist | 29.85 |
| 12030 - EKG Technician | 20.94 |
| 12035 - Electroneurodiagnostic Technologist | 20.94 |
| 12040 - Emergency Medical Technician | 13.71 |
| 12071 - Licensed Practical Nurse I | 14.75 |
| 12072 - Licensed Practical Nurse II | 16.49 |
| 12073 - Licensed Practical Nurse III | 18.40 |
| 12100 - Medical Assistant | 14.11 |
| 12130 - Medical Laboratory Technician | 17.23 |
| 12160 - Medical Record Clerk | 14.74 |

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| 12190 - Medical Record Technician | 16.83 |
| 12195 - Medical Transcriptionist | 14.00 |
| 12210 - Nuclear Medicine Technologist | 29.85 |
| 12221 - Nursing Assistant I | 9.52 |
| 12222 - Nursing Assistant II | 10.70 |
| 12223 - Nursing Assistant III | 11.68 |
| 12224 - Nursing Assistant IV | 13.11 |
| 12235 - Optical Dispenser | 15.51 |
| 12236 - Optical Technician | 13.24 |
| 12250 - Pharmacy Technician | 16.21 |
| 12280 - Phlebotomist | 13.11 |
| 12305 - Radiologic Technologist | 21.42 |
| 12311 - Registered Nurse I | 22.53 |
| 12312 - Registered Nurse II | 27.56 |
| 12313 - Registered Nurse II, Specialist | 27.56 |
| 12314 - Registered Nurse III | 33.34 |
| 12315 - Registered Nurse III, Anesthetist | 33.34 |
| 12316 - Registered Nurse IV | 39.95 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.16 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.26 |
| 13012 - Exhibits Specialist II | 22.63 |
| 13013 - Exhibits Specialist III | 26.68 |
| 13041 - Illustrator I | 18.26 |
| 13042 - Illustrator II | 22.63 |
| 13043 - Illustrator III | 26.68 |
| 13047 - Librarian | 25.05 |
| 13050 - Library Aide/Clerk | 11.31 |
| 13054 - Library Information Technology Systems Administrator | 22.63 |
| 13058 - Library Technician | 15.11 |
| 13061 - Media Specialist I | 16.16 |
| 13062 - Media Specialist II | 18.06 |
| 13063 - Media Specialist III | 20.15 |
| 13071 - Photographer I | 16.09 |
| 13072 - Photographer II | 17.37 |
| 13073 - Photographer III | 21.53 |
| 13074 - Photographer IV | 26.33 |
| 13075 - Photographer V | 31.86 |
| 13110 - Video Teleconference Technician | 17.99 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.72 |
| 14042 - Computer Operator II | 16.47 |
| 14043 - Computer Operator III | 18.37 |
| 14044 - Computer Operator IV | 20.41 |
| 14045 - Computer Operator V | 22.60 |
| 14071 - Computer Programmer I | (see 1) 22.36 |
| 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 | 15.39 |
| 14160 - Personal Computer Support Technician | 21.42 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.30 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.82 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.77 |
| 15050 - Computer Based Training Specialist / Instructor | 26.30 |
| 15060 - Educational Technologist | 25.81 |
| 15070 - Flight Instructor (Pilot) | 35.77 |
| 15080 - Graphic Artist | 22.34 |

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|---|-------|
| 15090 - Technical Instructor | 19.54 |
| 15095 - Technical Instructor/Course Developer | 23.90 |
| 15110 - Test Proctor | 15.79 |
| 15120 - Tutor | 15.79 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.32 |
| 16030 - Counter Attendant | 9.32 |
| 16040 - Dry Cleaner | 11.96 |
| 16070 - Finisher, Flatwork, Machine | 9.32 |
| 16090 - Presser, Hand | 9.32 |
| 16110 - Presser, Machine, Drycleaning | 9.32 |
| 16130 - Presser, Machine, Shirts | 9.32 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.32 |
| 16190 - Sewing Machine Operator | 12.70 |
| 16220 - Tailor | 13.40 |
| 16250 - Washer, Machine | 10.28 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.81 |
| 19040 - Tool And Die Maker | 23.79 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.72 |
| 21030 - Material Coordinator | 19.78 |
| 21040 - Material Expediter | 19.78 |
| 21050 - Material Handling Laborer | 13.80 |
| 21071 - Order Filler | 14.18 |
| 21080 - Production Line Worker (Food Processing) | 15.72 |
| 21110 - Shipping Packer | 14.78 |
| 21130 - Shipping/Receiving Clerk | 14.78 |
| 21140 - Store Worker I | 11.57 |
| 21150 - Stock Clerk | 15.12 |
| 21210 - Tools And Parts Attendant | 15.72 |
| 21410 - Warehouse Specialist | 15.72 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.71 |
| 23021 - Aircraft Mechanic I | 23.53 |
| 23022 - Aircraft Mechanic II | 24.71 |
| 23023 - Aircraft Mechanic III | 25.94 |
| 23040 - Aircraft Mechanic Helper | 18.37 |
| 23050 - Aircraft, Painter | 21.24 |
| 23060 - Aircraft Servicer | 20.10 |
| 23080 - Aircraft Worker | 21.24 |
| 23110 - Appliance Mechanic | 18.99 |
| 23120 - Bicycle Repairer | 13.70 |
| 23125 - Cable Splicer | 21.03 |
| 23130 - Carpenter, Maintenance | 18.99 |
| 23140 - Carpet Layer | 17.88 |
| 23160 - Electrician, Maintenance | 19.51 |
| 23181 - Electronics Technician Maintenance I | 21.87 |
| 23182 - Electronics Technician Maintenance II | 23.11 |
| 23183 - Electronics Technician Maintenance III | 24.26 |
| 23260 - Fabric Worker | 16.88 |
| 23290 - Fire Alarm System Mechanic | 19.91 |
| 23310 - Fire Extinguisher Repairer | 15.71 |
| 23311 - Fuel Distribution System Mechanic | 19.43 |
| 23312 - Fuel Distribution System Operator | 15.43 |
| 23370 - General Maintenance Worker | 17.68 |
| 23380 - Ground Support Equipment Mechanic | 23.53 |
| 23381 - Ground Support Equipment Servicer | 20.10 |
| 23382 - Ground Support Equipment Worker | 21.24 |
| 23391 - Gunsmith I | 15.71 |
| 23392 - Gunsmith II | 17.88 |
| 23393 - Gunsmith III | 19.91 |
| 23410 - Heating, Ventilation And Air-Conditioning | 19.91 |

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|---|-------|
| Mechanic | |
| 23411 - Heating, Ventilation And Air Contditioning | 20.78 |
| Mechanic (Research Facility) | |
| 23430 - Heavy Equipment Mechanic | 20.67 |
| 23440 - Heavy Equipment Operator | 18.73 |
| 23460 - Instrument Mechanic | 19.03 |
| 23465 - Laboratory/Shelter Mechanic | 18.99 |
| 23470 - Laborer | 11.34 |
| 23510 - Locksmith | 18.99 |
| 23530 - Machinery Maintenance Mechanic | 21.47 |
| 23550 - Machinist, Maintenance | 19.91 |
| 23580 - Maintenance Trades Helper | 14.60 |
| 23591 - Metrology Technician I | 19.03 |
| 23592 - Metrology Technician II | 19.86 |
| 23593 - Metrology Technician III | 20.67 |
| 23640 - Millwright | 25.30 |
| 23710 - Office Appliance Repairer | 19.24 |
| 23760 - Painter, Maintenance | 18.99 |
| 23790 - Pipefitter, Maintenance | 21.87 |
| 23810 - Plumber, Maintenance | 20.79 |
| 23820 - Pneudraulic Systems Mechanic | 19.88 |
| 23850 - Rigger | 19.91 |
| 23870 - Scale Mechanic | 17.88 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.79 |
| 23910 - Small Engine Mechanic | 17.88 |
| 23931 - Telecommunications Mechanic I | 26.83 |
| 23932 - Telecommunications Mechanic II | 27.90 |
| 23950 - Telephone Lineman | 20.98 |
| 23960 - welder, Combination, Maintenance | 19.91 |
| 23965 - well Driller | 19.91 |
| 23970 - Woodcraft Worker | 19.91 |
| 23980 - Woodworker | 15.71 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.09 |
| 24580 - Child Care Center Clerk | 15.29 |
| 24610 - Chore Aide | 9.83 |
| 24620 - Family Readiness And Support Services Coordinator | 13.53 |
| 24630 - Homemaker | 18.10 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.02 |
| 25040 - Sewage Plant Operator | 18.07 |
| 25070 - Stationary Engineer | 22.02 |
| 25190 - Ventilation Equipment Tender | 15.14 |
| 25210 - Water Treatment Plant Operator | 18.07 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.41 |
| 27007 - Baggage Inspector | 10.17 |
| 27008 - Corrections Officer | 16.58 |
| 27010 - Court Security Officer | 16.65 |
| 27030 - Detection Dog Handler | 15.17 |
| 27040 - Detention Officer | 16.58 |
| 27070 - Firefighter | 16.64 |
| 27101 - Guard I | 10.17 |
| 27102 - Guard II | 15.17 |
| 27131 - Police Officer I | 18.00 |
| 27132 - Police Officer II | 20.00 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.60 |
| 28042 - Carnival Equipment Repairer | 11.00 |
| 28043 - Carnival Equipment Worker | 8.57 |
| 28210 - Gate Attendant/Gate Tender | 12.50 |
| 28310 - Lifeguard | 11.14 |

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| 28350 - Park Attendant (Aide) | 13.83 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.21 |
| 28515 - Recreation Specialist | 14.86 |
| 28630 - Sports Official | 11.14 |
| 28690 - Swimming Pool Operator | 16.46 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.69 |
| 29020 - Hatch Tender | 21.69 |
| 29030 - Line Handler | 21.69 |
| 29041 - Stevedore I | 18.67 |
| 29042 - Stevedore II | 22.57 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.09 |
| 30022 - Archeological Technician II | 18.00 |
| 30023 - Archeological Technician III | 22.31 |
| 30030 - Cartographic Technician | 22.31 |
| 30040 - Civil Engineering Technician | 22.31 |
| 30061 - Drafter/CAD Operator I | 16.09 |
| 30062 - Drafter/CAD Operator II | 18.00 |
| 30063 - Drafter/CAD Operator III | 20.08 |
| 30064 - Drafter/CAD Operator IV | 24.70 |
| 30081 - Engineering Technician I | 15.91 |
| 30082 - Engineering Technician II | 17.49 |
| 30083 - Engineering Technician III | 20.67 |
| 30084 - Engineering Technician IV | 24.23 |
| 30085 - Engineering Technician V | 31.34 |
| 30086 - Engineering Technician VI | 35.87 |
| 30090 - Environmental Technician | 20.66 |
| 30210 - Laboratory Technician | 17.36 |
| 30240 - Mathematical Technician | 22.31 |
| 30361 - Paralegal/Legal Assistant I | 19.13 |
| 30362 - Paralegal/Legal Assistant II | 26.11 |
| 30363 - Paralegal/Legal Assistant III | 31.92 |
| 30364 - Paralegal/Legal Assistant IV | 38.63 |
| 30390 - Photo-Optics Technician | 22.31 |
| 30461 - Technical Writer I | 22.15 |
| 30462 - Technical Writer II | 27.11 |
| 30463 - Technical Writer III | 32.79 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 20.08 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 22.31 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.02 |
| 31030 - Bus Driver | 17.47 |
| 31043 - Driver Courier | 13.71 |
| 31260 - Parking and Lot Attendant | 9.13 |
| 31290 - Shuttle Bus Driver | 14.76 |
| 31310 - Taxi Driver | 10.10 |
| 31361 - Truckdriver, Light | 14.76 |
| 31362 - Truckdriver, Medium | 18.91 |
| 31363 - Truckdriver, Heavy | 19.75 |
| 31364 - Truckdriver, Tractor-Trailer | 19.75 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.50 |
| 99050 - Desk Clerk | 9.96 |

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|---|-------|
| 99095 - Embalmer | 22.34 |
| 99251 - Laboratory Animal Caretaker I | 10.32 |
| 99252 - Laboratory Animal Caretaker II | 11.11 |
| 99310 - Mortician | 23.25 |
| 99410 - Pest Controller | 14.43 |
| 99510 - Photofinishing Worker | 10.37 |
| 99710 - Recycling Laborer | 12.95 |
| 99711 - Recycling Specialist | 15.04 |
| 99730 - Refuse Collector | 12.28 |
| 99810 - Sales Clerk | 11.59 |
| 99820 - School Crossing Guard | 12.18 |
| 99830 - Survey Party Chief | 18.10 |
| 99831 - Surveying Aide | 10.67 |
| 99832 - Surveying Technician | 16.07 |
| 99840 - Vending Machine Attendant | 11.52 |
| 99841 - Vending Machine Repairer | 13.38 |
| 99842 - Vending Machine Repairer Helper | 11.52 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2222
Revision No.: 20
Date of Last Revision: 07/25/2014

State: Kentucky

Area: Kentucky Counties of Anderson, Bath, Bell, Bourbon, Boyle, Breathitt, Casey, Clark, Clay, Estill, Fayette, Fleming, Franklin, Garrard, Green, Harlan, Harrison, Jackson, Jessamine, Knott, Knox, Laurel, Leslie, Letcher, Lincoln, Madison, McCreary, Menifee, Mercer, Montgomery, Morgan, Nicholas, Owen, Owsley, Perry, Powell, Pulaski, Robertson, Rockcastle, Rowan, Scott, Taylor, Washington, Wayne, Whitley, Wolfe, Woodford

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.45 |
| 01012 - Accounting Clerk II | | 13.97 |
| 01013 - Accounting Clerk III | | 15.63 |
| 01020 - Administrative Assistant | | 19.21 |
| 01040 - Court Reporter | | 14.47 |
| 01051 - Data Entry Operator I | | 10.55 |
| 01052 - Data Entry Operator II | | 11.51 |
| 01060 - Dispatcher, Motor Vehicle | | 14.01 |
| 01070 - Document Preparation Clerk | | 11.63 |

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| 01090 - Duplicating Machine Operator | 11.63 |
| 01111 - General Clerk I | 10.52 |
| 01112 - General Clerk II | 11.49 |
| 01113 - General Clerk III | 12.89 |
| 01120 - Housing Referral Assistant | 16.14 |
| 01141 - Messenger Courier | 10.23 |
| 01191 - Order Clerk I | 11.88 |
| 01192 - Order Clerk II | 12.97 |
| 01261 - Personnel Assistant (Employment) I | 14.52 |
| 01262 - Personnel Assistant (Employment) II | 16.24 |
| 01263 - Personnel Assistant (Employment) III | 18.11 |
| 01270 - Production Control Clerk | 20.17 |
| 01280 - Receptionist | 11.49 |
| 01290 - Rental Clerk | 11.39 |
| 01300 - Scheduler, Maintenance | 12.94 |
| 01311 - Secretary I | 12.94 |
| 01312 - Secretary II | 14.47 |
| 01313 - Secretary III | 16.14 |
| 01320 - Service Order Dispatcher | 13.40 |
| 01410 - Supply Technician | 19.21 |
| 01420 - Survey Worker | 13.72 |
| 01531 - Travel Clerk I | 12.75 |
| 01532 - Travel Clerk II | 13.39 |
| 01533 - Travel Clerk III | 14.00 |
| 01611 - Word Processor I | 12.59 |
| 01612 - Word Processor II | 14.13 |
| 01613 - Word Processor III | 15.81 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.86 |
| 05010 - Automotive Electrician | 15.46 |
| 05040 - Automotive Glass Installer | 14.77 |
| 05070 - Automotive Worker | 14.77 |
| 05110 - Mobile Equipment Servicer | 13.43 |
| 05130 - Motor Equipment Metal Mechanic | 18.22 |
| 05160 - Motor Equipment Metal Worker | 14.77 |
| 05190 - Motor Vehicle Mechanic | 18.22 |
| 05220 - Motor Vehicle Mechanic Helper | 12.74 |
| 05250 - Motor Vehicle Upholstery Worker | 14.07 |
| 05280 - Motor Vehicle Wrecker | 14.77 |
| 05310 - Painter, Automotive | 15.46 |
| 05340 - Radiator Repair Specialist | 14.77 |
| 05370 - Tire Repairer | 11.87 |
| 05400 - Transmission Repair Specialist | 18.22 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.65 |
| 07041 - Cook I | 10.57 |
| 07042 - Cook II | 11.65 |
| 07070 - Dishwasher | 9.00 |
| 07130 - Food Service Worker | 9.85 |
| 07210 - Meat Cutter | 13.26 |
| 07260 - Waiter/Waitress | 8.36 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.79 |
| 09040 - Furniture Handler | 11.90 |
| 09080 - Furniture Refinisher | 16.79 |
| 09090 - Furniture Refinisher Helper | 13.79 |
| 09110 - Furniture Repairer, Minor | 15.38 |
| 09130 - Upholsterer | 16.79 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.59 |
| 11060 - Elevator Operator | 9.59 |
| 11090 - Gardener | 14.09 |
| 11122 - Housekeeping Aide | 10.17 |

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| 11150 - Janitor | 10.17 |
| 11210 - Laborer, Grounds Maintenance | 11.21 |
| 11240 - Maid or Houseman | 8.71 |
| 11260 - Pruner | 10.67 |
| 11270 - Tractor Operator | 13.09 |
| 11330 - Trail Maintenance Worker | 11.21 |
| 11360 - Window Cleaner | 10.90 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.71 |
| 12011 - Breath Alcohol Technician | 16.50 |
| 12012 - Certified Occupational Therapist Assistant | 22.14 |
| 12015 - Certified Physical Therapist Assistant | 19.71 |
| 12020 - Dental Assistant | 13.91 |
| 12025 - Dental Hygienist | 29.85 |
| 12030 - EKG Technician | 20.94 |
| 12035 - Electroneurodiagnostic Technologist | 20.94 |
| 12040 - Emergency Medical Technician | 13.71 |
| 12071 - Licensed Practical Nurse I | 14.75 |
| 12072 - Licensed Practical Nurse II | 16.49 |
| 12073 - Licensed Practical Nurse III | 18.40 |
| 12100 - Medical Assistant | 14.11 |
| 12130 - Medical Laboratory Technician | 17.23 |
| 12160 - Medical Record Clerk | 14.74 |
| 12190 - Medical Record Technician | 16.83 |
| 12195 - Medical Transcriptionist | 14.00 |
| 12210 - Nuclear Medicine Technologist | 29.85 |
| 12221 - Nursing Assistant I | 9.52 |
| 12222 - Nursing Assistant II | 10.70 |
| 12223 - Nursing Assistant III | 11.68 |
| 12224 - Nursing Assistant IV | 13.11 |
| 12235 - Optical Dispenser | 15.51 |
| 12236 - Optical Technician | 13.24 |
| 12250 - Pharmacy Technician | 16.21 |
| 12280 - Phlebotomist | 13.11 |
| 12305 - Radiologic Technologist | 21.42 |
| 12311 - Registered Nurse I | 22.53 |
| 12312 - Registered Nurse II | 27.56 |
| 12313 - Registered Nurse II, Specialist | 27.56 |
| 12314 - Registered Nurse III | 33.34 |
| 12315 - Registered Nurse III, Anesthetist | 33.34 |
| 12316 - Registered Nurse IV | 39.95 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.16 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.26 |
| 13012 - Exhibits Specialist II | 22.63 |
| 13013 - Exhibits Specialist III | 26.68 |
| 13041 - Illustrator I | 18.26 |
| 13042 - Illustrator II | 22.63 |
| 13043 - Illustrator III | 26.68 |
| 13047 - Librarian | 25.05 |
| 13050 - Library Aide/Clerk | 11.31 |
| 13054 - Library Information Technology Systems Administrator | 22.63 |
| 13058 - Library Technician | 15.11 |
| 13061 - Media Specialist I | 16.16 |
| 13062 - Media Specialist II | 18.06 |
| 13063 - Media Specialist III | 20.15 |
| 13071 - Photographer I | 16.09 |
| 13072 - Photographer II | 17.37 |
| 13073 - Photographer III | 21.53 |
| 13074 - Photographer IV | 26.33 |
| 13075 - Photographer V | 31.86 |
| 13110 - Video Teleconference Technician | 17.99 |

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| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.72 |
| 14042 - Computer Operator II | 16.47 |
| 14043 - Computer Operator III | 18.37 |
| 14044 - Computer Operator IV | 20.41 |
| 14045 - Computer Operator V | 22.60 |
| 14071 - Computer Programmer I | (see 1) 22.36 |
| 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 | 15.39 |
| 14160 - Personal Computer Support Technician | 21.42 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.30 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.82 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.77 |
| 15050 - Computer Based Training Specialist / Instructor | 26.30 |
| 15060 - Educational Technologist | 25.81 |
| 15070 - Flight Instructor (Pilot) | 35.77 |
| 15080 - Graphic Artist | 22.34 |
| 15090 - Technical Instructor | 19.54 |
| 15095 - Technical Instructor/Course Developer | 23.90 |
| 15110 - Test Proctor | 15.79 |
| 15120 - Tutor | 15.79 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.32 |
| 16030 - Counter Attendant | 9.32 |
| 16040 - Dry Cleaner | 11.96 |
| 16070 - Finisher, Flatwork, Machine | 9.32 |
| 16090 - Presser, Hand | 9.32 |
| 16110 - Presser, Machine, Drycleaning | 9.32 |
| 16130 - Presser, Machine, Shirts | 9.32 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.32 |
| 16190 - Sewing Machine Operator | 12.70 |
| 16220 - Tailor | 13.40 |
| 16250 - Washer, Machine | 10.28 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.81 |
| 19040 - Tool And Die Maker | 23.79 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.72 |
| 21030 - Material Coordinator | 19.78 |
| 21040 - Material Expediter | 19.78 |
| 21050 - Material Handling Laborer | 13.80 |
| 21071 - Order Filler | 14.18 |
| 21080 - Production Line Worker (Food Processing) | 15.72 |
| 21110 - Shipping Packer | 14.78 |
| 21130 - Shipping/Receiving Clerk | 14.78 |
| 21140 - Store Worker I | 11.57 |
| 21150 - Stock Clerk | 15.12 |
| 21210 - Tools And Parts Attendant | 15.72 |
| 21410 - Warehouse Specialist | 15.72 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.71 |
| 23021 - Aircraft Mechanic I | 23.53 |
| 23022 - Aircraft Mechanic II | 24.71 |
| 23023 - Aircraft Mechanic III | 25.94 |
| 23040 - Aircraft Mechanic Helper | 18.37 |
| 23050 - Aircraft, Painter | 21.24 |
| 23060 - Aircraft Servicer | 20.10 |

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| 23080 - Aircraft Worker | 21.24 |
| 23110 - Appliance Mechanic | 18.99 |
| 23120 - Bicycle Repairer | 13.70 |
| 23125 - Cable Splicer | 21.03 |
| 23130 - Carpenter, Maintenance | 18.99 |
| 23140 - Carpet Layer | 17.88 |
| 23160 - Electrician, Maintenance | 19.51 |
| 23181 - Electronics Technician Maintenance I | 21.87 |
| 23182 - Electronics Technician Maintenance II | 23.11 |
| 23183 - Electronics Technician Maintenance III | 24.26 |
| 23260 - Fabric Worker | 16.88 |
| 23290 - Fire Alarm System Mechanic | 19.91 |
| 23310 - Fire Extinguisher Repairer | 15.71 |
| 23311 - Fuel Distribution System Mechanic | 19.43 |
| 23312 - Fuel Distribution System Operator | 15.43 |
| 23370 - General Maintenance Worker | 17.68 |
| 23380 - Ground Support Equipment Mechanic | 23.53 |
| 23381 - Ground Support Equipment Servicer | 20.10 |
| 23382 - Ground Support Equipment Worker | 21.24 |
| 23391 - Gunsmith I | 15.71 |
| 23392 - Gunsmith II | 17.88 |
| 23393 - Gunsmith III | 19.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.91 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.78 |
| 23430 - Heavy Equipment Mechanic | 20.67 |
| 23440 - Heavy Equipment Operator | 18.73 |
| 23460 - Instrument Mechanic | 19.03 |
| 23465 - Laboratory/Shelter Mechanic | 18.99 |
| 23470 - Laborer | 11.34 |
| 23510 - Locksmith | 18.99 |
| 23530 - Machinery Maintenance Mechanic | 21.47 |
| 23550 - Machinist, Maintenance | 19.91 |
| 23580 - Maintenance Trades Helper | 14.60 |
| 23591 - Metrology Technician I | 19.03 |
| 23592 - Metrology Technician II | 19.86 |
| 23593 - Metrology Technician III | 20.67 |
| 23640 - Millwright | 25.30 |
| 23710 - Office Appliance Repairer | 19.24 |
| 23760 - Painter, Maintenance | 18.99 |
| 23790 - Pipefitter, Maintenance | 21.87 |
| 23810 - Plumber, Maintenance | 20.79 |
| 23820 - Pneudraulic Systems Mechanic | 19.88 |
| 23850 - Rigger | 19.91 |
| 23870 - Scale Mechanic | 17.88 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.79 |
| 23910 - Small Engine Mechanic | 17.88 |
| 23931 - Telecommunications Mechanic I | 26.83 |
| 23932 - Telecommunications Mechanic II | 27.90 |
| 23950 - Telephone Lineman | 20.98 |
| 23960 - welder, Combination, Maintenance | 19.91 |
| 23965 - well Driller | 19.91 |
| 23970 - Woodcraft Worker | 19.91 |
| 23980 - Woodworker | 15.71 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.09 |
| 24580 - Child Care Center Clerk | 15.29 |
| 24610 - Chore Aide | 9.83 |
| 24620 - Family Readiness And Support Services Coordinator | 13.53 |
| 24630 - Homemaker | 18.10 |
| 25000 - Plant And System Operations Occupations | |

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| 25010 - Boiler Tender | 22.02 |
| 25040 - Sewage Plant Operator | 18.07 |
| 25070 - Stationary Engineer | 22.02 |
| 25190 - Ventilation Equipment Tender | 15.14 |
| 25210 - Water Treatment Plant Operator | 18.07 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.41 |
| 27007 - Baggage Inspector | 10.17 |
| 27008 - Corrections Officer | 16.58 |
| 27010 - Court Security Officer | 16.65 |
| 27030 - Detection Dog Handler | 15.17 |
| 27040 - Detention Officer | 16.58 |
| 27070 - Firefighter | 16.64 |
| 27101 - Guard I | 10.17 |
| 27102 - Guard II | 15.17 |
| 27131 - Police Officer I | 18.00 |
| 27132 - Police Officer II | 20.00 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.60 |
| 28042 - Carnival Equipment Repairer | 11.00 |
| 28043 - Carnival Equipment Worker | 8.57 |
| 28210 - Gate Attendant/Gate Tender | 12.50 |
| 28310 - Lifeguard | 11.14 |
| 28350 - Park Attendant (Aide) | 13.83 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.21 |
| 28515 - Recreation Specialist | 14.86 |
| 28630 - Sports Official | 11.14 |
| 28690 - Swimming Pool Operator | 16.46 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.69 |
| 29020 - Hatch Tender | 21.69 |
| 29030 - Line Handler | 21.69 |
| 29041 - Stevedore I | 18.67 |
| 29042 - Stevedore II | 22.57 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.09 |
| 30022 - Archeological Technician II | 18.00 |
| 30023 - Archeological Technician III | 22.31 |
| 30030 - Cartographic Technician | 22.31 |
| 30040 - Civil Engineering Technician | 22.31 |
| 30061 - Drafter/CAD Operator I | 16.09 |
| 30062 - Drafter/CAD Operator II | 18.00 |
| 30063 - Drafter/CAD Operator III | 20.08 |
| 30064 - Drafter/CAD Operator IV | 24.70 |
| 30081 - Engineering Technician I | 15.91 |
| 30082 - Engineering Technician II | 17.49 |
| 30083 - Engineering Technician III | 20.67 |
| 30084 - Engineering Technician IV | 24.23 |
| 30085 - Engineering Technician V | 31.34 |
| 30086 - Engineering Technician VI | 35.87 |
| 30090 - Environmental Technician | 20.66 |
| 30210 - Laboratory Technician | 17.36 |
| 30240 - Mathematical Technician | 22.31 |
| 30361 - Paralegal/Legal Assistant I | 19.13 |
| 30362 - Paralegal/Legal Assistant II | 26.11 |
| 30363 - Paralegal/Legal Assistant III | 31.92 |
| 30364 - Paralegal/Legal Assistant IV | 38.63 |
| 30390 - Photo-Optics Technician | 22.31 |
| 30461 - Technical Writer I | 22.15 |
| 30462 - Technical Writer II | 27.11 |

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| 30463 - Technical Writer III | 32.79 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.08 |
| 30621 - Weather Observer, Senior | (see 2) 22.31 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.02 |
| 31030 - Bus Driver | 17.47 |
| 31043 - Driver Courier | 13.71 |
| 31260 - Parking and Lot Attendant | 9.13 |
| 31290 - Shuttle Bus Driver | 14.76 |
| 31310 - Taxi Driver | 10.10 |
| 31361 - Truckdriver, Light | 14.76 |
| 31362 - Truckdriver, Medium | 18.91 |
| 31363 - Truckdriver, Heavy | 19.75 |
| 31364 - Truckdriver, Tractor-Trailer | 19.75 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.50 |
| 99050 - Desk Clerk | 9.96 |
| 99095 - Embalmer | 22.34 |
| 99251 - Laboratory Animal Caretaker I | 10.32 |
| 99252 - Laboratory Animal Caretaker II | 11.11 |
| 99310 - Mortician | 23.25 |
| 99410 - Pest Controller | 14.43 |
| 99510 - Photofinishing Worker | 10.37 |
| 99710 - Recycling Laborer | 12.95 |
| 99711 - Recycling Specialist | 15.04 |
| 99730 - Refuse Collector | 12.28 |
| 99810 - Sales Clerk | 11.59 |
| 99820 - School Crossing Guard | 12.18 |
| 99830 - Survey Party Chief | 18.10 |
| 99831 - Surveying Aide | 10.67 |
| 99832 - Surveying Technician | 16.07 |
| 99840 - Vending Machine Attendant | 11.52 |
| 99841 - Vending Machine Repairer | 13.38 |
| 99842 - Vending Machine Repairer Helper | 11.52 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2223
Revision No.: 16
Date Of Last Revision: 07/25/2014

States: Indiana, Kentucky

Area: Indiana Counties of Clark, Floyd, Harrison, Jefferson, Jennings, Scott
 Kentucky Counties of Breckinridge, Bullitt, Edmonson, Grayson, Hardin, Hart, Henry, Jefferson, Larue, Meade, Nelson, Oldham, Shelby, Spencer, Trimble

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.99 |
| 01012 - Accounting Clerk II | | 15.70 |
| 01013 - Accounting Clerk III | | 17.56 |
| 01020 - Administrative Assistant | | 21.20 |
| 01040 - Court Reporter | | 17.22 |
| 01051 - Data Entry Operator I | | 12.14 |
| 01052 - Data Entry Operator II | | 13.63 |
| 01060 - Dispatcher, Motor Vehicle | | 17.22 |
| 01070 - Document Preparation Clerk | | 12.72 |
| 01090 - Duplicating Machine Operator | | 12.72 |
| 01111 - General Clerk I | | 12.25 |
| 01112 - General Clerk II | | 13.37 |
| 01113 - General Clerk III | | 15.01 |
| 01120 - Housing Referral Assistant | | 20.99 |
| 01141 - Messenger Courier | | 10.59 |
| 01191 - Order Clerk I | | 12.72 |
| 01192 - Order Clerk II | | 15.16 |
| 01261 - Personnel Assistant (Employment) I | | 15.81 |
| 01262 - Personnel Assistant (Employment) II | | 17.52 |
| 01263 - Personnel Assistant (Employment) III | | 20.96 |
| 01270 - Production Control Clerk | | 19.93 |
| 01280 - Receptionist | | 12.23 |
| 01290 - Rental Clerk | | 12.53 |
| 01300 - Scheduler, Maintenance | | 16.39 |
| 01311 - Secretary I | | 16.39 |
| 01312 - Secretary II | | 18.99 |
| 01313 - Secretary III | | 20.99 |
| 01320 - Service Order Dispatcher | | 15.34 |
| 01410 - Supply Technician | | 21.20 |
| 01420 - Survey Worker | | 15.50 |
| 01531 - Travel Clerk I | | 13.02 |
| 01532 - Travel Clerk II | | 13.67 |
| 01533 - Travel Clerk III | | 14.29 |
| 01611 - Word Processor I | | 13.37 |
| 01612 - Word Processor II | | 15.01 |
| 01613 - Word Processor III | | 17.22 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 21.11 |
| 05010 - Automotive Electrician | | 20.33 |
| 05040 - Automotive Glass Installer | | 19.78 |
| 05070 - Automotive Worker | | 19.35 |
| 05110 - Mobile Equipment Servicer | | 17.20 |
| 05130 - Motor Equipment Metal Mechanic | | 21.11 |
| 05160 - Motor Equipment Metal Worker | | 19.35 |
| 05190 - Motor Vehicle Mechanic | | 21.11 |
| 05220 - Motor Vehicle Mechanic Helper | | 16.14 |
| 05250 - Motor Vehicle Upholstery Worker | | 18.36 |
| 05280 - Motor Vehicle Wrecker | | 19.35 |

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|--|-------|
| 05310 - Painter, Automotive | 20.33 |
| 05340 - Radiator Repair Specialist | 19.35 |
| 05370 - Tire Repairer | 13.74 |
| 05400 - Transmission Repair Specialist | 21.11 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.63 |
| 07041 - Cook I | 10.51 |
| 07042 - Cook II | 11.67 |
| 07070 - Dishwasher | 8.48 |
| 07130 - Food Service Worker | 9.57 |
| 07210 - Meat Cutter | 14.54 |
| 07260 - Waiter/Waitress | 7.74 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.88 |
| 09040 - Furniture Handler | 13.79 |
| 09080 - Furniture Refinisher | 17.88 |
| 09090 - Furniture Refinisher Helper | 14.20 |
| 09110 - Furniture Repairer, Minor | 16.58 |
| 09130 - Upholsterer | 17.88 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.02 |
| 11060 - Elevator Operator | 10.75 |
| 11090 - Gardener | 13.75 |
| 11122 - Housekeeping Aide | 10.75 |
| 11150 - Janitor | 12.37 |
| 11210 - Laborer, Grounds Maintenance | 12.22 |
| 11240 - Maid or Houseman | 9.19 |
| 11260 - Pruner | 11.43 |
| 11270 - Tractor Operator | 12.90 |
| 11330 - Trail Maintenance Worker | 12.22 |
| 11360 - Window Cleaner | 12.80 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.09 |
| 12011 - Breath Alcohol Technician | 16.27 |
| 12012 - Certified Occupational Therapist Assistant | 24.99 |
| 12015 - Certified Physical Therapist Assistant | 24.13 |
| 12020 - Dental Assistant | 16.66 |
| 12025 - Dental Hygienist | 28.37 |
| 12030 - EKG Technician | 20.58 |
| 12035 - Electroneurodiagnostic Technologist | 20.58 |
| 12040 - Emergency Medical Technician | 14.09 |
| 12071 - Licensed Practical Nurse I | 14.55 |
| 12072 - Licensed Practical Nurse II | 16.27 |
| 12073 - Licensed Practical Nurse III | 18.15 |
| 12100 - Medical Assistant | 13.84 |
| 12130 - Medical Laboratory Technician | 16.55 |
| 12160 - Medical Record Clerk | 13.64 |
| 12190 - Medical Record Technician | 15.12 |
| 12195 - Medical Transcriptionist | 14.85 |
| 12210 - Nuclear Medicine Technologist | 27.39 |
| 12221 - Nursing Assistant I | 11.57 |
| 12222 - Nursing Assistant II | 13.01 |
| 12223 - Nursing Assistant III | 14.20 |
| 12224 - Nursing Assistant IV | 15.94 |
| 12235 - Optical Dispenser | 17.49 |
| 12236 - Optical Technician | 13.77 |
| 12250 - Pharmacy Technician | 12.30 |
| 12280 - Phlebotomist | 15.94 |
| 12305 - Radiologic Technologist | 22.46 |
| 12311 - Registered Nurse I | 22.82 |
| 12312 - Registered Nurse II | 27.91 |
| 12313 - Registered Nurse II, Specialist | 27.91 |
| 12314 - Registered Nurse III | 33.76 |

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|---|---------------|
| 12315 - Registered Nurse III, Anesthetist | 33.76 |
| 12316 - Registered Nurse IV | 40.47 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.47 |
| 13012 - Exhibits Specialist II | 21.65 |
| 13013 - Exhibits Specialist III | 26.48 |
| 13041 - Illustrator I | 18.77 |
| 13042 - Illustrator II | 23.26 |
| 13043 - Illustrator III | 28.45 |
| 13047 - Librarian | 25.75 |
| 13050 - Library Aide/Clerk | 12.22 |
| 13054 - Library Information Technology Systems Administrator | 23.26 |
| 13058 - Library Technician | 14.11 |
| 13061 - Media Specialist I | 15.36 |
| 13062 - Media Specialist II | 16.84 |
| 13063 - Media Specialist III | 18.78 |
| 13071 - Photographer I | 14.79 |
| 13072 - Photographer II | 16.55 |
| 13073 - Photographer III | 18.63 |
| 13074 - Photographer IV | 22.79 |
| 13075 - Photographer V | 27.59 |
| 13110 - Video Teleconference Technician | 19.23 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.80 |
| 14042 - Computer Operator II | 17.67 |
| 14043 - Computer Operator III | 19.71 |
| 14044 - Computer Operator IV | 21.90 |
| 14045 - Computer Operator V | 24.24 |
| 14071 - Computer Programmer I | (see 1) 21.18 |
| 14072 - Computer Programmer II | (see 1) 26.25 |
| 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 | 15.80 |
| 14160 - Personal Computer Support Technician | 21.90 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.28 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.79 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 38.10 |
| 15050 - Computer Based Training Specialist / Instructor | 26.28 |
| 15060 - Educational Technologist | 27.05 |
| 15070 - Flight Instructor (Pilot) | 38.10 |
| 15080 - Graphic Artist | 21.68 |
| 15090 - Technical Instructor | 19.17 |
| 15095 - Technical Instructor/Course Developer | 23.45 |
| 15110 - Test Proctor | 15.71 |
| 15120 - Tutor | 15.71 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.49 |
| 16030 - Counter Attendant | 9.49 |
| 16040 - Dry Cleaner | 12.18 |
| 16070 - Finisher, Flatwork, Machine | 9.49 |
| 16090 - Presser, Hand | 9.49 |
| 16110 - Presser, Machine, Drycleaning | 9.49 |
| 16130 - Presser, Machine, Shirts | 9.49 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.49 |
| 16190 - Sewing Machine Operator | 12.93 |
| 16220 - Tailor | 13.64 |
| 16250 - Washer, Machine | 10.47 |

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|---|-------|
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.20 |
| 19040 - Tool And Die Maker | 22.21 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.09 |
| 21030 - Material Coordinator | 19.38 |
| 21040 - Material Expediter | 19.38 |
| 21050 - Material Handling Laborer | 12.82 |
| 21071 - Order Filler | 12.37 |
| 21080 - Production Line Worker (Food Processing) | 16.09 |
| 21110 - Shipping Packer | 14.51 |
| 21130 - Shipping/Receiving Clerk | 14.51 |
| 21140 - Store Worker I | 16.63 |
| 21150 - Stock Clerk | 17.51 |
| 21210 - Tools And Parts Attendant | 16.09 |
| 21410 - Warehouse Specialist | 16.09 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.70 |
| 23021 - Aircraft Mechanic I | 24.48 |
| 23022 - Aircraft Mechanic II | 25.70 |
| 23023 - Aircraft Mechanic III | 26.98 |
| 23040 - Aircraft Mechanic Helper | 18.50 |
| 23050 - Aircraft, Painter | 23.80 |
| 23060 - Aircraft Servicer | 21.79 |
| 23080 - Aircraft Worker | 22.40 |
| 23110 - Appliance Mechanic | 20.68 |
| 23120 - Bicycle Repairer | 13.60 |
| 23125 - Cable Splicer | 23.47 |
| 23130 - Carpenter, Maintenance | 18.24 |
| 23140 - Carpet Layer | 17.33 |
| 23160 - Electrician, Maintenance | 20.75 |
| 23181 - Electronics Technician Maintenance I | 20.23 |
| 23182 - Electronics Technician Maintenance II | 21.25 |
| 23183 - Electronics Technician Maintenance III | 21.95 |
| 23260 - Fabric Worker | 18.95 |
| 23290 - Fire Alarm System Mechanic | 21.16 |
| 23310 - Fire Extinguisher Repairer | 17.81 |
| 23311 - Fuel Distribution System Mechanic | 21.99 |
| 23312 - Fuel Distribution System Operator | 17.62 |
| 23370 - General Maintenance Worker | 17.33 |
| 23380 - Ground Support Equipment Mechanic | 24.48 |
| 23381 - Ground Support Equipment Servicer | 21.79 |
| 23382 - Ground Support Equipment Worker | 22.40 |
| 23391 - Gunsmith I | 17.81 |
| 23392 - Gunsmith II | 19.99 |
| 23393 - Gunsmith III | 21.83 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.63 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.22 |
| 23430 - Heavy Equipment Mechanic | 20.26 |
| 23440 - Heavy Equipment Operator | 19.93 |
| 23460 - Instrument Mechanic | 25.43 |
| 23465 - Laboratory/Shelter Mechanic | 21.00 |
| 23470 - Laborer | 12.85 |
| 23510 - Locksmith | 19.20 |
| 23530 - Machinery Maintenance Mechanic | 22.74 |
| 23550 - Machinist, Maintenance | 18.63 |
| 23580 - Maintenance Trades Helper | 15.49 |
| 23591 - Metrology Technician I | 25.43 |
| 23592 - Metrology Technician II | 26.40 |
| 23593 - Metrology Technician III | 27.54 |
| 23640 - Millwright | 24.90 |

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| 23710 | - Office Appliance Repairer | 19.13 |
| 23760 | - Painter, Maintenance | 19.67 |
| 23790 | - Pipefitter, Maintenance | 27.89 |
| 23810 | - Plumber, Maintenance | 24.34 |
| 23820 | - Pneudraulic Systems Mechanic | 21.83 |
| 23850 | - Rigger | 21.83 |
| 23870 | - Scale Mechanic | 19.99 |
| 23890 | - Sheet-Metal Worker, Maintenance | 18.80 |
| 23910 | - Small Engine Mechanic | 17.33 |
| 23931 | - Telecommunications Mechanic I | 22.94 |
| 23932 | - Telecommunications Mechanic II | 23.76 |
| 23950 | - Telephone Lineman | 21.18 |
| 23960 | - Welder, Combination, Maintenance | 18.63 |
| 23965 | - Well Driller | 18.63 |
| 23970 | - Woodcraft Worker | 19.85 |
| 23980 | - Woodworker | 17.62 |
| 24000 | - Personal Needs Occupations | |
| 24570 | - Child Care Attendant | 8.87 |
| 24580 | - Child Care Center Clerk | 12.09 |
| 24610 | - Chore Aide | 8.75 |
| 24620 | - Family Readiness And Support Services Coordinator | 12.86 |
| 24630 | - Homemaker | 12.86 |
| 25000 | - Plant And System Operations Occupations | |
| 25010 | - Boiler Tender | 20.86 |
| 25040 | - Sewage Plant Operator | 19.57 |
| 25070 | - Stationary Engineer | 20.86 |
| 25190 | - Ventilation Equipment Tender | 16.66 |
| 25210 | - Water Treatment Plant Operator | 17.88 |
| 27000 | - Protective Service Occupations | |
| 27004 | - Alarm Monitor | 16.21 |
| 27007 | - Baggage Inspector | 12.16 |
| 27008 | - Corrections Officer | 17.26 |
| 27010 | - Court Security Officer | 17.26 |
| 27030 | - Detection Dog Handler | 15.74 |
| 27040 | - Detention Officer | 17.26 |
| 27070 | - Firefighter | 17.47 |
| 27101 | - Guard I | 12.83 |
| 27102 | - Guard II | 16.01 |
| 27131 | - Police Officer I | 19.87 |
| 27132 | - Police Officer II | 22.08 |
| 28000 | - Recreation Occupations | |
| 28041 | - Carnival Equipment Operator | 9.02 |
| 28042 | - Carnival Equipment Repairer | 9.14 |
| 28043 | - Carnival Equipment Worker | 7.65 |
| 28210 | - Gate Attendant/Gate Tender | 14.00 |
| 28310 | - Lifeguard | 11.05 |
| 28350 | - Park Attendant (Aide) | 15.66 |
| 28510 | - Recreation Aide/Health Facility Attendant | 12.21 |
| 28515 | - Recreation Specialist | 13.52 |
| 28630 | - Sports Official | 12.47 |
| 28690 | - Swimming Pool Operator | 15.35 |
| 29000 | - Stevedoring/Longshoremen Occupational Services | |
| 29010 | - Blocker And Bracer | 20.56 |
| 29020 | - Hatch Tender | 20.56 |
| 29030 | - Line Handler | 20.56 |
| 29041 | - Stevedore I | 19.93 |
| 29042 | - Stevedore II | 21.60 |
| 30000 | - Technical Occupations | |
| 30010 | - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 | - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 | - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 | - Archeological Technician I | 18.17 |

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|---|---------------|
| 30022 - Archeological Technician II | 20.32 |
| 30023 - Archeological Technician III | 25.19 |
| 30030 - Cartographic Technician | 25.19 |
| 30040 - Civil Engineering Technician | 24.71 |
| 30061 - Drafter/CAD Operator I | 18.17 |
| 30062 - Drafter/CAD Operator II | 20.32 |
| 30063 - Drafter/CAD Operator III | 22.67 |
| 30064 - Drafter/CAD Operator IV | 27.88 |
| 30081 - Engineering Technician I | 19.98 |
| 30082 - Engineering Technician II | 22.43 |
| 30083 - Engineering Technician III | 25.09 |
| 30084 - Engineering Technician IV | 31.08 |
| 30085 - Engineering Technician V | 38.03 |
| 30086 - Engineering Technician VI | 46.01 |
| 30090 - Environmental Technician | 21.05 |
| 30210 - Laboratory Technician | 21.00 |
| 30240 - Mathematical Technician | 26.61 |
| 30361 - Paralegal/Legal Assistant I | 19.75 |
| 30362 - Paralegal/Legal Assistant II | 26.15 |
| 30363 - Paralegal/Legal Assistant III | 29.48 |
| 30364 - Paralegal/Legal Assistant IV | 35.63 |
| 30390 - Photo-Optics Technician | 25.19 |
| 30461 - Technical Writer I | 19.73 |
| 30462 - Technical Writer II | 24.14 |
| 30463 - Technical Writer III | 29.20 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.84 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 3) 22.67 |
| 30621 - Weather Observer, Senior | (see 3) 24.33 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.04 |
| 31030 - Bus Driver | 16.48 |
| 31043 - Driver Courier | 12.90 |
| 31260 - Parking and Lot Attendant | 10.51 |
| 31290 - Shuttle Bus Driver | 15.90 |
| 31310 - Taxi Driver | 10.20 |
| 31361 - Truckdriver, Light | 15.90 |
| 31362 - Truckdriver, Medium | 16.56 |
| 31363 - Truckdriver, Heavy | 17.65 |
| 31364 - Truckdriver, Tractor-Trailer | 17.65 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.24 |
| 99050 - Desk Clerk | 9.28 |
| 99095 - Embalmer | 20.40 |
| 99251 - Laboratory Animal Caretaker I | 10.15 |
| 99252 - Laboratory Animal Caretaker II | 10.85 |
| 99310 - Mortician | 23.25 |
| 99410 - Pest Controller | 12.92 |
| 99510 - Photofinishing Worker | 11.96 |
| 99710 - Recycling Laborer | 13.72 |
| 99711 - Recycling Specialist | 14.83 |
| 99730 - Refuse Collector | 12.63 |
| 99810 - Sales Clerk | 12.99 |
| 99820 - School Crossing Guard | 10.73 |
| 99830 - Survey Party Chief | 17.65 |
| 99831 - Surveying Aide | 15.50 |
| 99832 - Surveying Technician | 15.99 |
| 99840 - Vending Machine Attendant | 13.87 |
| 99841 - Vending Machine Repairer | 16.40 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in

those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2224
Revision No.: 18
Date Of Last Revision: 07/25/2014

States: Indiana, Kentucky

Area: Indiana Counties of Clark, Floyd, Harrison, Jefferson, Jennings, Scott
Kentucky Counties of Breckinridge, Bullitt, Edmonson, Grayson, Hardin, Hart,
Page 5885

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.99 |
| 01012 - Accounting Clerk II | | 15.70 |
| 01013 - Accounting Clerk III | | 17.56 |
| 01020 - Administrative Assistant | | 21.20 |
| 01040 - Court Reporter | | 17.22 |
| 01051 - Data Entry Operator I | | 12.14 |
| 01052 - Data Entry Operator II | | 13.63 |
| 01060 - Dispatcher, Motor Vehicle | | 17.22 |
| 01070 - Document Preparation Clerk | | 12.72 |
| 01090 - Duplicating Machine Operator | | 12.72 |
| 01111 - General Clerk I | | 12.25 |
| 01112 - General Clerk II | | 13.37 |
| 01113 - General Clerk III | | 15.01 |
| 01120 - Housing Referral Assistant | | 20.99 |
| 01141 - Messenger Courier | | 10.59 |
| 01191 - Order Clerk I | | 12.72 |
| 01192 - Order Clerk II | | 15.16 |
| 01261 - Personnel Assistant (Employment) I | | 15.81 |
| 01262 - Personnel Assistant (Employment) II | | 17.52 |
| 01263 - Personnel Assistant (Employment) III | | 20.96 |
| 01270 - Production Control Clerk | | 19.93 |
| 01280 - Receptionist | | 12.23 |
| 01290 - Rental Clerk | | 12.53 |
| 01300 - Scheduler, Maintenance | | 16.39 |
| 01311 - Secretary I | | 16.39 |
| 01312 - Secretary II | | 18.99 |
| 01313 - Secretary III | | 20.99 |
| 01320 - Service Order Dispatcher | | 15.34 |
| 01410 - Supply Technician | | 21.20 |
| 01420 - Survey Worker | | 15.50 |
| 01531 - Travel Clerk I | | 13.02 |
| 01532 - Travel Clerk II | | 13.67 |
| 01533 - Travel Clerk III | | 14.29 |
| 01611 - Word Processor I | | 13.37 |
| 01612 - Word Processor II | | 15.01 |
| 01613 - Word Processor III | | 17.22 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 21.11 |
| 05010 - Automotive Electrician | | 20.33 |
| 05040 - Automotive Glass Installer | | 19.78 |
| 05070 - Automotive Worker | | 19.35 |
| 05110 - Mobile Equipment Servicer | | 17.20 |
| 05130 - Motor Equipment Metal Mechanic | | 21.11 |
| 05160 - Motor Equipment Metal Worker | | 19.35 |
| 05190 - Motor Vehicle Mechanic | | 21.11 |
| 05220 - Motor Vehicle Mechanic Helper | | 16.14 |
| 05250 - Motor Vehicle Upholstery Worker | | 18.36 |
| 05280 - Motor Vehicle Wrecker | | 19.35 |
| 05310 - Painter, Automotive | | 20.33 |
| 05340 - Radiator Repair Specialist | | 19.35 |
| 05370 - Tire Repairer | | 13.74 |
| 05400 - Transmission Repair Specialist | | 21.11 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 10.63 |
| 07041 - Cook I | | 10.51 |

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|--|-------|
| 07042 - Cook II | 11.67 |
| 07070 - Dishwasher | 8.48 |
| 07130 - Food Service Worker | 9.57 |
| 07210 - Meat Cutter | 14.54 |
| 07260 - Waiter/Waitress | 7.74 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.88 |
| 09040 - Furniture Handler | 13.79 |
| 09080 - Furniture Refinisher | 17.88 |
| 09090 - Furniture Refinisher Helper | 14.20 |
| 09110 - Furniture Repairer, Minor | 16.58 |
| 09130 - Upholsterer | 17.88 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.02 |
| 11060 - Elevator Operator | 10.75 |
| 11090 - Gardener | 13.75 |
| 11122 - Housekeeping Aide | 10.75 |
| 11150 - Janitor | 12.37 |
| 11210 - Laborer, Grounds Maintenance | 12.22 |
| 11240 - Maid or Houseman | 9.19 |
| 11260 - Pruner | 11.43 |
| 11270 - Tractor Operator | 12.90 |
| 11330 - Trail Maintenance Worker | 12.22 |
| 11360 - Window Cleaner | 12.80 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.09 |
| 12011 - Breath Alcohol Technician | 16.27 |
| 12012 - Certified Occupational Therapist Assistant | 24.99 |
| 12015 - Certified Physical Therapist Assistant | 24.13 |
| 12020 - Dental Assistant | 16.66 |
| 12025 - Dental Hygienist | 28.37 |
| 12030 - EKG Technician | 20.58 |
| 12035 - Electroneurodiagnostic Technologist | 20.58 |
| 12040 - Emergency Medical Technician | 14.09 |
| 12071 - Licensed Practical Nurse I | 14.55 |
| 12072 - Licensed Practical Nurse II | 16.27 |
| 12073 - Licensed Practical Nurse III | 18.15 |
| 12100 - Medical Assistant | 13.84 |
| 12130 - Medical Laboratory Technician | 16.55 |
| 12160 - Medical Record Clerk | 13.64 |
| 12190 - Medical Record Technician | 15.12 |
| 12195 - Medical Transcriptionist | 14.85 |
| 12210 - Nuclear Medicine Technologist | 27.39 |
| 12221 - Nursing Assistant I | 11.57 |
| 12222 - Nursing Assistant II | 13.01 |
| 12223 - Nursing Assistant III | 14.20 |
| 12224 - Nursing Assistant IV | 15.94 |
| 12235 - Optical Dispenser | 17.49 |
| 12236 - Optical Technician | 13.77 |
| 12250 - Pharmacy Technician | 12.30 |
| 12280 - Phlebotomist | 15.94 |
| 12305 - Radiologic Technologist | 22.46 |
| 12311 - Registered Nurse I | 22.82 |
| 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 | 40.47 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.47 |
| 13012 - Exhibits Specialist II | 21.65 |
| 13013 - Exhibits Specialist III | 26.48 |

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|---|---------------|
| 13041 - Illustrator I | 18.77 |
| 13042 - Illustrator II | 23.26 |
| 13043 - Illustrator III | 28.45 |
| 13047 - Librarian | 25.75 |
| 13050 - Library Aide/Clerk | 12.22 |
| 13054 - Library Information Technology Systems Administrator | 23.26 |
| 13058 - Library Technician | 14.11 |
| 13061 - Media Specialist I | 15.36 |
| 13062 - Media Specialist II | 16.84 |
| 13063 - Media Specialist III | 18.78 |
| 13071 - Photographer I | 14.79 |
| 13072 - Photographer II | 16.55 |
| 13073 - Photographer III | 18.63 |
| 13074 - Photographer IV | 22.79 |
| 13075 - Photographer V | 27.59 |
| 13110 - Video Teleconference Technician | 19.23 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.80 |
| 14042 - Computer Operator II | 17.67 |
| 14043 - Computer Operator III | 19.71 |
| 14044 - Computer Operator IV | 21.90 |
| 14045 - Computer Operator V | 24.24 |
| 14071 - Computer Programmer I | (see 1) 21.18 |
| 14072 - Computer Programmer II | (see 1) 26.25 |
| 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 | 15.80 |
| 14160 - Personal Computer Support Technician | 21.90 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.28 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.79 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 38.10 |
| 15050 - Computer Based Training Specialist / Instructor | 26.28 |
| 15060 - Educational Technologist | 27.05 |
| 15070 - Flight Instructor (Pilot) | 38.10 |
| 15080 - Graphic Artist | 21.68 |
| 15090 - Technical Instructor | 19.17 |
| 15095 - Technical Instructor/Course Developer | 23.45 |
| 15110 - Test Proctor | 15.71 |
| 15120 - Tutor | 15.71 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.49 |
| 16030 - Counter Attendant | 9.49 |
| 16040 - Dry Cleaner | 12.18 |
| 16070 - Finisher, Flatwork, Machine | 9.49 |
| 16090 - Presser, Hand | 9.49 |
| 16110 - Presser, Machine, Drycleaning | 9.49 |
| 16130 - Presser, Machine, Shirts | 9.49 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.49 |
| 16190 - Sewing Machine Operator | 12.93 |
| 16220 - Tailor | 13.64 |
| 16250 - Washer, Machine | 10.47 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.20 |
| 19040 - Tool And Die Maker | 22.21 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.09 |
| 21030 - Material Coordinator | 19.38 |
| 21040 - Material Expediter | 19.38 |

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|---|-------|
| 21050 - Material Handling Laborer | 12.82 |
| 21071 - Order Filler | 12.37 |
| 21080 - Production Line Worker (Food Processing) | 16.09 |
| 21110 - Shipping Packer | 14.51 |
| 21130 - Shipping/Receiving Clerk | 14.51 |
| 21140 - Store Worker I | 16.63 |
| 21150 - Stock Clerk | 17.51 |
| 21210 - Tools And Parts Attendant | 16.09 |
| 21410 - Warehouse Specialist | 16.09 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 25.70 |
| 23021 - Aircraft Mechanic I | 24.48 |
| 23022 - Aircraft Mechanic II | 25.70 |
| 23023 - Aircraft Mechanic III | 26.98 |
| 23040 - Aircraft Mechanic Helper | 18.50 |
| 23050 - Aircraft, Painter | 23.80 |
| 23060 - Aircraft Servicer | 21.79 |
| 23080 - Aircraft Worker | 22.40 |
| 23110 - Appliance Mechanic | 20.68 |
| 23120 - Bicycle Repairer | 13.60 |
| 23125 - Cable Splicer | 23.47 |
| 23130 - Carpenter, Maintenance | 18.24 |
| 23140 - Carpet Layer | 17.33 |
| 23160 - Electrician, Maintenance | 20.75 |
| 23181 - Electronics Technician Maintenance I | 20.23 |
| 23182 - Electronics Technician Maintenance II | 21.25 |
| 23183 - Electronics Technician Maintenance III | 21.95 |
| 23260 - Fabric Worker | 18.95 |
| 23290 - Fire Alarm System Mechanic | 21.16 |
| 23310 - Fire Extinguisher Repairer | 17.81 |
| 23311 - Fuel Distribution System Mechanic | 21.99 |
| 23312 - Fuel Distribution System Operator | 17.62 |
| 23370 - General Maintenance Worker | 17.33 |
| 23380 - Ground Support Equipment Mechanic | 24.48 |
| 23381 - Ground Support Equipment Servicer | 21.79 |
| 23382 - Ground Support Equipment Worker | 22.40 |
| 23391 - Gunsmith I | 17.81 |
| 23392 - Gunsmith II | 19.99 |
| 23393 - Gunsmith III | 21.83 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.63 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.22 |
| 23430 - Heavy Equipment Mechanic | 20.26 |
| 23440 - Heavy Equipment Operator | 19.93 |
| 23460 - Instrument Mechanic | 25.43 |
| 23465 - Laboratory/Shelter Mechanic | 21.00 |
| 23470 - Laborer | 12.85 |
| 23510 - Locksmith | 19.20 |
| 23530 - Machinery Maintenance Mechanic | 22.74 |
| 23550 - Machinist, Maintenance | 18.63 |
| 23580 - Maintenance Trades Helper | 15.49 |
| 23591 - Metrology Technician I | 25.43 |
| 23592 - Metrology Technician II | 26.40 |
| 23593 - Metrology Technician III | 27.54 |
| 23640 - Millwright | 24.90 |
| 23710 - Office Appliance Repairer | 19.13 |
| 23760 - Painter, Maintenance | 19.67 |
| 23790 - Pipefitter, Maintenance | 27.89 |
| 23810 - Plumber, Maintenance | 24.34 |
| 23820 - Pneudraulic Systems Mechanic | 21.83 |
| 23850 - Rigger | 21.83 |
| 23870 - Scale Mechanic | 19.99 |

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| 23890 - Sheet-Metal Worker, Maintenance | 18.80 |
| 23910 - Small Engine Mechanic | 17.33 |
| 23931 - Telecommunications Mechanic I | 22.94 |
| 23932 - Telecommunications Mechanic II | 23.76 |
| 23950 - Telephone Lineman | 21.18 |
| 23960 - Welder, Combination, Maintenance | 18.63 |
| 23965 - Well Driller | 18.63 |
| 23970 - Woodcraft Worker | 19.85 |
| 23980 - Woodworker | 17.62 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.87 |
| 24580 - Child Care Center Clerk | 12.09 |
| 24610 - Chore Aide | 8.75 |
| 24620 - Family Readiness And Support Services Coordinator | 12.86 |
| 24630 - Homemaker | 12.86 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.86 |
| 25040 - Sewage Plant Operator | 19.57 |
| 25070 - Stationary Engineer | 20.86 |
| 25190 - Ventilation Equipment Tender | 16.66 |
| 25210 - Water Treatment Plant Operator | 17.88 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.21 |
| 27007 - Baggage Inspector | 12.16 |
| 27008 - Corrections Officer | 17.26 |
| 27010 - Court Security Officer | 17.26 |
| 27030 - Detection Dog Handler | 15.74 |
| 27040 - Detention Officer | 17.26 |
| 27070 - Firefighter | 17.47 |
| 27101 - Guard I | 12.83 |
| 27102 - Guard II | 16.01 |
| 27131 - Police Officer I | 19.87 |
| 27132 - Police Officer II | 22.08 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.02 |
| 28042 - Carnival Equipment Repairer | 9.14 |
| 28043 - Carnival Equipment Worker | 7.65 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 11.05 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.21 |
| 28515 - Recreation Specialist | 13.52 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 15.35 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.56 |
| 29020 - Hatch Tender | 20.56 |
| 29030 - Line Handler | 20.56 |
| 29041 - Stevedore I | 19.93 |
| 29042 - Stevedore II | 21.60 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.17 |
| 30022 - Archeological Technician II | 20.32 |
| 30023 - Archeological Technician III | 25.19 |
| 30030 - Cartographic Technician | 25.19 |
| 30040 - Civil Engineering Technician | 24.71 |
| 30061 - Drafter/CAD Operator I | 18.17 |
| 30062 - Drafter/CAD Operator II | 20.32 |
| 30063 - Drafter/CAD Operator III | 22.67 |

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| 30064 - Drafter/CAD Operator IV | 27.88 |
| 30081 - Engineering Technician I | 19.98 |
| 30082 - Engineering Technician II | 22.43 |
| 30083 - Engineering Technician III | 25.09 |
| 30084 - Engineering Technician IV | 31.08 |
| 30085 - Engineering Technician V | 38.03 |
| 30086 - Engineering Technician VI | 46.01 |
| 30090 - Environmental Technician | 21.05 |
| 30210 - Laboratory Technician | 21.00 |
| 30240 - Mathematical Technician | 26.61 |
| 30361 - Paralegal/Legal Assistant I | 19.75 |
| 30362 - Paralegal/Legal Assistant II | 26.15 |
| 30363 - Paralegal/Legal Assistant III | 29.48 |
| 30364 - Paralegal/Legal Assistant IV | 35.63 |
| 30390 - Photo-Optics Technician | 25.19 |
| 30461 - Technical Writer I | 19.73 |
| 30462 - Technical Writer II | 24.14 |
| 30463 - Technical Writer III | 29.20 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.84 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 3) | 22.67 |
| 30621 - Weather Observer, Senior (see 3) | 24.33 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.04 |
| 31030 - Bus Driver | 16.48 |
| 31043 - Driver Courier | 12.90 |
| 31260 - Parking and Lot Attendant | 10.51 |
| 31290 - Shuttle Bus Driver | 15.90 |
| 31310 - Taxi Driver | 10.20 |
| 31361 - Truckdriver, Light | 15.90 |
| 31362 - Truckdriver, Medium | 16.56 |
| 31363 - Truckdriver, Heavy | 17.65 |
| 31364 - Truckdriver, Tractor-Trailer | 17.65 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.24 |
| 99050 - Desk Clerk | 9.28 |
| 99095 - Embalmer | 20.40 |
| 99251 - Laboratory Animal Caretaker I | 10.15 |
| 99252 - Laboratory Animal Caretaker II | 10.85 |
| 99310 - Mortician | 23.25 |
| 99410 - Pest Controller | 12.92 |
| 99510 - Photofinishing Worker | 11.96 |
| 99710 - Recycling Laborer | 13.72 |
| 99711 - Recycling Specialist | 14.83 |
| 99730 - Refuse Collector | 12.63 |
| 99810 - Sales Clerk | 12.99 |
| 99820 - School Crossing Guard | 10.73 |
| 99830 - Survey Party Chief | 17.65 |
| 99831 - Surveying Aide | 15.50 |
| 99832 - Surveying Technician | 15.99 |
| 99840 - Vending Machine Attendant | 13.87 |
| 99841 - Vending Machine Repairer | 16.40 |
| 99842 - Vending Machine Repairer Helper | 13.87 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundrying in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2229
Revision No.: 14
Date of Last Revision: 07/25/2014

State: Louisiana

Area: Louisiana Parishes of Acadia, Allen, Avoyelles, Beauregard, Caldwell, Catahoula, Concordia, Evangeline, Franklin, Grant, La Salle, Natchitoches, Rapides, Sabine, Tensas, Vernon, Winn

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.28 |
| 01012 - Accounting Clerk II | | 14.20 |
| 01013 - Accounting Clerk III | | 15.45 |
| 01020 - Administrative Assistant | | 16.21 |
| 01040 - Court Reporter | | 12.81 |
| 01051 - Data Entry Operator I | | 10.30 |
| 01052 - Data Entry Operator II | | 11.37 |
| 01060 - Dispatcher, Motor Vehicle | | 14.08 |
| 01070 - Document Preparation Clerk | | 10.20 |
| 01090 - Duplicating Machine Operator | | 10.20 |
| 01111 - General Clerk I | | 10.13 |
| 01112 - General Clerk II | | 11.06 |
| 01113 - General Clerk III | | 13.19 |
| 01120 - Housing Referral Assistant | | 14.59 |
| 01141 - Messenger Courier | | 8.31 |
| 01191 - Order Clerk I | | 11.12 |
| 01192 - Order Clerk II | | 13.15 |
| 01261 - Personnel Assistant (Employment) I | | 12.53 |
| 01262 - Personnel Assistant (Employment) II | | 14.03 |
| 01263 - Personnel Assistant (Employment) III | | 16.08 |
| 01270 - Production Control Clerk | | 22.69 |
| 01280 - Receptionist | | 9.39 |
| 01290 - Rental Clerk | | 12.58 |
| 01300 - Scheduler, Maintenance | | 11.45 |
| 01311 - Secretary I | | 11.45 |
| 01312 - Secretary II | | 12.81 |
| 01313 - Secretary III | | 14.59 |
| 01320 - Service Order Dispatcher | | 18.30 |
| 01410 - Supply Technician | | 16.21 |
| 01420 - Survey Worker | | 12.55 |
| 01531 - Travel Clerk I | | 11.07 |
| 01532 - Travel Clerk II | | 12.10 |
| 01533 - Travel Clerk III | | 13.01 |
| 01611 - Word Processor I | | 11.02 |
| 01612 - Word Processor II | | 12.43 |
| 01613 - Word Processor III | | 13.77 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.10 |
| 05010 - Automotive Electrician | | 17.86 |
| 05040 - Automotive Glass Installer | | 16.72 |
| 05070 - Automotive Worker | | 16.72 |
| 05110 - Mobile Equipment Servicer | | 14.63 |
| 05130 - Motor Equipment Metal Mechanic | | 19.00 |
| 05160 - Motor Equipment Metal Worker | | 17.23 |
| 05190 - Motor Vehicle Mechanic | | 19.00 |
| 05220 - Motor Vehicle Mechanic Helper | | 13.30 |
| 05250 - Motor Vehicle Upholstery Worker | | 15.77 |
| 05280 - Motor Vehicle Wrecker | | 16.72 |
| 05310 - Painter, Automotive | | 17.86 |
| 05340 - Radiator Repair Specialist | | 16.72 |
| 05370 - Tire Repairer | | 10.79 |
| 05400 - Transmission Repair Specialist | | 19.00 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 12.42 |
| 07041 - Cook I | | 9.57 |
| 07042 - Cook II | | 11.64 |
| 07070 - Dishwasher | | 7.25 |
| 07130 - Food Service Worker | | 7.58 |
| 07210 - Meat Cutter | | 12.42 |
| 07260 - Waiter/Waitress | | 7.39 |

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|--|-------|
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.78 |
| 09040 - Furniture Handler | 9.79 |
| 09080 - Furniture Refinisher | 13.78 |
| 09090 - Furniture Refinisher Helper | 10.26 |
| 09110 - Furniture Repairer, Minor | 12.17 |
| 09130 - Upholsterer | 13.78 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 7.78 |
| 11060 - Elevator Operator | 8.37 |
| 11090 - Gardener | 10.60 |
| 11122 - Housekeeping Aide | 8.95 |
| 11150 - Janitor | 8.95 |
| 11210 - Laborer, Grounds Maintenance | 9.50 |
| 11240 - Maid or Houseman | 7.40 |
| 11260 - Pruner | 8.03 |
| 11270 - Tractor Operator | 9.81 |
| 11330 - Trail Maintenance Worker | 9.50 |
| 11360 - Window Cleaner | 9.50 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.23 |
| 12011 - Breath Alcohol Technician | 16.60 |
| 12012 - Certified Occupational Therapist Assistant | 21.27 |
| 12015 - Certified Physical Therapist Assistant | 21.27 |
| 12020 - Dental Assistant | 13.27 |
| 12025 - Dental Hygienist | 32.85 |
| 12030 - EKG Technician | 22.64 |
| 12035 - Electroneurodiagnostic Technologist | 22.64 |
| 12040 - Emergency Medical Technician | 16.23 |
| 12071 - Licensed Practical Nurse I | 14.84 |
| 12072 - Licensed Practical Nurse II | 16.60 |
| 12073 - Licensed Practical Nurse III | 18.51 |
| 12100 - Medical Assistant | 13.28 |
| 12130 - Medical Laboratory Technician | 14.84 |
| 12160 - Medical Record Clerk | 13.00 |
| 12190 - Medical Record Technician | 14.84 |
| 12195 - Medical Transcriptionist | 12.23 |
| 12210 - Nuclear Medicine Technologist | 34.07 |
| 12221 - Nursing Assistant I | 9.49 |
| 12222 - Nursing Assistant II | 10.67 |
| 12223 - Nursing Assistant III | 11.64 |
| 12224 - Nursing Assistant IV | 13.07 |
| 12235 - Optical Dispenser | 15.54 |
| 12236 - Optical Technician | 14.84 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.07 |
| 12305 - Radiologic Technologist | 21.06 |
| 12311 - Registered Nurse I | 20.97 |
| 12312 - Registered Nurse II | 25.63 |
| 12313 - Registered Nurse II, Specialist | 25.63 |
| 12314 - Registered Nurse III | 31.01 |
| 12315 - Registered Nurse III, Anesthetist | 31.01 |
| 12316 - Registered Nurse IV | 37.16 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.57 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 14.24 |
| 13012 - Exhibits Specialist II | 17.64 |
| 13013 - Exhibits Specialist III | 21.58 |
| 13041 - Illustrator I | 14.24 |
| 13042 - Illustrator II | 17.64 |
| 13043 - Illustrator III | 21.58 |
| 13047 - Librarian | 19.54 |
| 13050 - Library Aide/Clerk | 11.34 |

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| 13054 - Library Information Technology Systems Administrator | 17.64 |
| 13058 - Library Technician | 14.24 |
| 13061 - Media Specialist I | 12.73 |
| 13062 - Media Specialist II | 14.24 |
| 13063 - Media Specialist III | 15.88 |
| 13071 - Photographer I | 12.61 |
| 13072 - Photographer II | 15.05 |
| 13073 - Photographer III | 19.31 |
| 13074 - Photographer IV | 21.54 |
| 13075 - Photographer V | 26.06 |
| 13110 - Video Teleconference Technician | 12.73 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.71 |
| 14042 - Computer Operator II | 16.45 |
| 14043 - Computer Operator III | 19.02 |
| 14044 - Computer Operator IV | 21.11 |
| 14045 - Computer Operator V | 23.44 |
| 14071 - Computer Programmer I | 20.16 |
| 14072 - Computer Programmer II | 26.93 |
| 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 | 14.71 |
| 14160 - Personal Computer Support Technician | 21.11 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.34 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.50 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.05 |
| 15050 - Computer Based Training Specialist / Instructor | 26.93 |
| 15060 - Educational Technologist | 22.25 |
| 15070 - Flight Instructor (Pilot) | 39.05 |
| 15080 - Graphic Artist | 19.28 |
| 15090 - Technical Instructor | 14.52 |
| 15095 - Technical Instructor/Course Developer | 17.75 |
| 15110 - Test Proctor | 12.55 |
| 15120 - Tutor | 12.55 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 7.82 |
| 16030 - Counter Attendant | 7.82 |
| 16040 - Dry Cleaner | 9.44 |
| 16070 - Finisher, Flatwork, Machine | 7.82 |
| 16090 - Presser, Hand | 7.82 |
| 16110 - Presser, Machine, Drycleaning | 7.82 |
| 16130 - Presser, Machine, Shirts | 7.82 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 7.82 |
| 16190 - Sewing Machine Operator | 9.98 |
| 16220 - Tailor | 10.54 |
| 16250 - Washer, Machine | 8.36 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.53 |
| 19040 - Tool And Die Maker | 20.67 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.55 |
| 21030 - Material Coordinator | 19.94 |
| 21040 - Material Expediter | 19.94 |
| 21050 - Material Handling Laborer | 9.98 |
| 21071 - Order Filler | 10.22 |
| 21080 - Production Line Worker (Food Processing) | 13.55 |
| 21110 - Shipping Packer | 14.78 |
| 21130 - Shipping/Receiving Clerk | 14.78 |

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| 21140 - Store Worker I | 10.18 |
| 21150 - Stock Clerk | 15.63 |
| 21210 - Tools And Parts Attendant | 13.55 |
| 21410 - Warehouse Specialist | 13.55 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.60 |
| 23021 - Aircraft Mechanic I | 22.48 |
| 23022 - Aircraft Mechanic II | 23.60 |
| 23023 - Aircraft Mechanic III | 24.79 |
| 23040 - Aircraft Mechanic Helper | 14.31 |
| 23050 - Aircraft, Painter | 18.56 |
| 23060 - Aircraft Servicer | 16.96 |
| 23080 - Aircraft Worker | 18.00 |
| 23110 - Appliance Mechanic | 16.53 |
| 23120 - Bicycle Repairer | 10.79 |
| 23125 - Cable Splicer | 21.63 |
| 23130 - Carpenter, Maintenance | 15.37 |
| 23140 - Carpet Layer | 15.26 |
| 23160 - Electrician, Maintenance | 20.63 |
| 23181 - Electronics Technician Maintenance I | 23.64 |
| 23182 - Electronics Technician Maintenance II | 25.66 |
| 23183 - Electronics Technician Maintenance III | 27.97 |
| 23260 - Fabric Worker | 14.03 |
| 23290 - Fire Alarm System Mechanic | 17.64 |
| 23310 - Fire Extinguisher Repairer | 12.69 |
| 23311 - Fuel Distribution System Mechanic | 17.64 |
| 23312 - Fuel Distribution System Operator | 15.16 |
| 23370 - General Maintenance Worker | 14.45 |
| 23380 - Ground Support Equipment Mechanic | 22.48 |
| 23381 - Ground Support Equipment Servicer | 16.96 |
| 23382 - Ground Support Equipment Worker | 18.00 |
| 23391 - Gunsmith I | 12.69 |
| 23392 - Gunsmith II | 15.26 |
| 23393 - Gunsmith III | 17.64 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.74 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.63 |
| 23430 - Heavy Equipment Mechanic | 20.92 |
| 23440 - Heavy Equipment Operator | 14.67 |
| 23460 - Instrument Mechanic | 17.64 |
| 23465 - Laboratory/Shelter Mechanic | 16.53 |
| 23470 - Laborer | 9.98 |
| 23510 - Locksmith | 16.53 |
| 23530 - Machinery Maintenance Mechanic | 17.89 |
| 23550 - Machinist, Maintenance | 19.85 |
| 23580 - Maintenance Trades Helper | 12.29 |
| 23591 - Metrology Technician I | 17.64 |
| 23592 - Metrology Technician II | 18.65 |
| 23593 - Metrology Technician III | 19.67 |
| 23640 - Millwright | 18.14 |
| 23710 - Office Appliance Repairer | 16.53 |
| 23760 - Painter, Maintenance | 15.37 |
| 23790 - Pipefitter, Maintenance | 22.63 |
| 23810 - Plumber, Maintenance | 21.41 |
| 23820 - Pneudraulic Systems Mechanic | 17.64 |
| 23850 - Rigger | 17.64 |
| 23870 - Scale Mechanic | 15.26 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.40 |
| 23910 - Small Engine Mechanic | 15.26 |
| 23931 - Telecommunications Mechanic I | 18.33 |
| 23932 - Telecommunications Mechanic II | 21.33 |
| 23950 - Telephone Lineman | 18.33 |

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| 23960 - Welder, Combination, Maintenance | 15.95 |
| 23965 - Well Driller | 17.64 |
| 23970 - Woodcraft Worker | 17.64 |
| 23980 - Woodworker | 13.83 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.48 |
| 24580 - Child Care Center Clerk | 13.66 |
| 24610 - Chore Aide | 8.88 |
| 24620 - Family Readiness And Support Services Coordinator | 15.60 |
| 24630 - Homemaker | 14.50 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.33 |
| 25040 - Sewage Plant Operator | 17.25 |
| 25070 - Stationary Engineer | 18.33 |
| 25190 - Ventilation Equipment Tender | 12.31 |
| 25210 - Water Treatment Plant Operator | 17.25 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.01 |
| 27007 - Baggage Inspector | 10.44 |
| 27008 - Corrections Officer | 18.05 |
| 27010 - Court Security Officer | 15.65 |
| 27030 - Detection Dog Handler | 13.86 |
| 27040 - Detention Officer | 18.05 |
| 27070 - Firefighter | 14.63 |
| 27101 - Guard I | 10.44 |
| 27102 - Guard II | 13.86 |
| 27131 - Police Officer I | 14.91 |
| 27132 - Police Officer II | 16.57 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.29 |
| 28042 - Carnival Equipment Repairer | 11.33 |
| 28043 - Carnival Equipment Worker | 7.27 |
| 28210 - Gate Attendant/Gate Tender | 13.41 |
| 28310 - Lifeguard | 11.95 |
| 28350 - Park Attendant (Aide) | 15.00 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.95 |
| 28515 - Recreation Specialist | 14.49 |
| 28630 - Sports Official | 11.95 |
| 28690 - Swimming Pool Operator | 13.04 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 15.26 |
| 29020 - Hatch Tender | 15.26 |
| 29030 - Line Handler | 15.26 |
| 29041 - Stevedore I | 14.03 |
| 29042 - Stevedore II | 16.53 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.67 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.24 |
| 30022 - Archeological Technician II | 17.04 |
| 30023 - Archeological Technician III | 23.02 |
| 30030 - Cartographic Technician | 23.02 |
| 30040 - Civil Engineering Technician | 20.83 |
| 30061 - Drafter/CAD Operator I | 16.60 |
| 30062 - Drafter/CAD Operator II | 18.58 |
| 30063 - Drafter/CAD Operator III | 20.71 |
| 30064 - Drafter/CAD Operator IV | 25.48 |
| 30081 - Engineering Technician I | 13.44 |
| 30082 - Engineering Technician II | 15.24 |
| 30083 - Engineering Technician III | 17.04 |
| 30084 - Engineering Technician IV | 21.11 |

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|---|---------------|
| 30085 - Engineering Technician V | 25.83 |
| 30086 - Engineering Technician VI | 31.43 |
| 30090 - Environmental Technician | 21.11 |
| 30210 - Laboratory Technician | 20.71 |
| 30240 - Mathematical Technician | 21.11 |
| 30361 - Paralegal/Legal Assistant I | 17.37 |
| 30362 - Paralegal/Legal Assistant II | 21.54 |
| 30363 - Paralegal/Legal Assistant III | 26.33 |
| 30364 - Paralegal/Legal Assistant IV | 31.86 |
| 30390 - Photo-Optics Technician | 23.02 |
| 30461 - Technical Writer I | 21.11 |
| 30462 - Technical Writer II | 25.83 |
| 30463 - Technical Writer III | 31.25 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 18.83 |
| 30621 - Weather Observer, Senior | (see 2) 21.11 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.34 |
| 31030 - Bus Driver | 15.33 |
| 31043 - Driver Courier | 13.59 |
| 31260 - Parking and Lot Attendant | 7.99 |
| 31290 - Shuttle Bus Driver | 13.87 |
| 31310 - Taxi Driver | 11.20 |
| 31361 - Truckdriver, Light | 13.87 |
| 31362 - Truckdriver, Medium | 15.33 |
| 31363 - Truckdriver, Heavy | 17.36 |
| 31364 - Truckdriver, Tractor-Trailer | 17.36 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.79 |
| 99050 - Desk Clerk | 8.97 |
| 99095 - Embalmer | 22.34 |
| 99251 - Laboratory Animal Caretaker I | 10.98 |
| 99252 - Laboratory Animal Caretaker II | 11.76 |
| 99310 - Mortician | 22.34 |
| 99410 - Pest Controller | 12.60 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 12.77 |
| 99711 - Recycling Specialist | 13.44 |
| 99730 - Refuse Collector | 11.43 |
| 99810 - Sales Clerk | 11.67 |
| 99820 - School Crossing Guard | 11.43 |
| 99830 - Survey Party Chief | 16.21 |
| 99831 - Surveying Aide | 10.00 |
| 99832 - Surveying Technician | 14.74 |
| 99840 - Vending Machine Attendant | 13.88 |
| 99841 - Vending Machine Repairer | 16.48 |
| 99842 - Vending Machine Repairer Helper | 13.88 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be

conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2230
Revision No.: 15
Date of Last Revision: 07/25/2014

State: Louisiana

Area: Louisiana Parishes of Acadia, Allen, Avoyelles, Beauregard, Caldwell,
Catahoula, Concordia, Evangeline, Franklin, Grant, La Salle, Natchitoches,
Rapides, Sabine, Tensas, Vernon, Winn

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.28 |
| 01012 - Accounting Clerk II | | 14.20 |
| 01013 - Accounting Clerk III | | 15.45 |
| 01020 - Administrative Assistant | | 16.21 |
| 01040 - Court Reporter | | 12.81 |
| 01051 - Data Entry Operator I | | 10.30 |
| 01052 - Data Entry Operator II | | 11.37 |
| 01060 - Dispatcher, Motor Vehicle | | 14.08 |
| 01070 - Document Preparation Clerk | | 10.20 |
| 01090 - Duplicating Machine Operator | | 10.20 |
| 01111 - General Clerk I | | 10.13 |
| 01112 - General Clerk II | | 11.06 |
| 01113 - General Clerk III | | 13.19 |
| 01120 - Housing Referral Assistant | | 14.59 |
| 01141 - Messenger Courier | | 8.31 |
| 01191 - Order Clerk I | | 11.12 |
| 01192 - Order Clerk II | | 13.15 |
| 01261 - Personnel Assistant (Employment) I | | 12.53 |
| 01262 - Personnel Assistant (Employment) II | | 14.03 |
| 01263 - Personnel Assistant (Employment) III | | 16.08 |
| 01270 - Production Control Clerk | | 22.69 |
| 01280 - Receptionist | | 9.39 |
| 01290 - Rental Clerk | | 12.58 |
| 01300 - Scheduler, Maintenance | | 11.45 |
| 01311 - Secretary I | | 11.45 |
| 01312 - Secretary II | | 12.81 |
| 01313 - Secretary III | | 14.59 |
| 01320 - Service Order Dispatcher | | 18.30 |
| 01410 - Supply Technician | | 16.21 |
| 01420 - Survey Worker | | 12.55 |
| 01531 - Travel Clerk I | | 11.07 |
| 01532 - Travel Clerk II | | 12.10 |
| 01533 - Travel Clerk III | | 13.01 |
| 01611 - Word Processor I | | 11.02 |
| 01612 - Word Processor II | | 12.43 |
| 01613 - Word Processor III | | 13.77 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.10 |

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|--|-------|
| 05010 - Automotive Electrician | 17.86 |
| 05040 - Automotive Glass Installer | 16.72 |
| 05070 - Automotive Worker | 16.72 |
| 05110 - Mobile Equipment Servicer | 14.63 |
| 05130 - Motor Equipment Metal Mechanic | 19.00 |
| 05160 - Motor Equipment Metal Worker | 17.23 |
| 05190 - Motor Vehicle Mechanic | 19.00 |
| 05220 - Motor Vehicle Mechanic Helper | 13.30 |
| 05250 - Motor Vehicle Upholstery Worker | 15.77 |
| 05280 - Motor Vehicle Wrecker | 16.72 |
| 05310 - Painter, Automotive | 17.86 |
| 05340 - Radiator Repair Specialist | 16.72 |
| 05370 - Tire Repairer | 10.79 |
| 05400 - Transmission Repair Specialist | 19.00 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.42 |
| 07041 - Cook I | 9.57 |
| 07042 - Cook II | 11.64 |
| 07070 - Dishwasher | 7.25 |
| 07130 - Food Service Worker | 7.58 |
| 07210 - Meat Cutter | 12.42 |
| 07260 - Waiter/Waitress | 7.39 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.78 |
| 09040 - Furniture Handler | 9.79 |
| 09080 - Furniture Refinisher | 13.78 |
| 09090 - Furniture Refinisher Helper | 10.26 |
| 09110 - Furniture Repairer, Minor | 12.17 |
| 09130 - Upholsterer | 13.78 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 7.78 |
| 11060 - Elevator Operator | 8.37 |
| 11090 - Gardener | 10.60 |
| 11122 - Housekeeping Aide | 8.95 |
| 11150 - Janitor | 8.95 |
| 11210 - Laborer, Grounds Maintenance | 9.50 |
| 11240 - Maid or Houseman | 7.40 |
| 11260 - Pruner | 8.03 |
| 11270 - Tractor Operator | 9.81 |
| 11330 - Trail Maintenance Worker | 9.50 |
| 11360 - Window Cleaner | 9.50 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.23 |
| 12011 - Breath Alcohol Technician | 16.60 |
| 12012 - Certified Occupational Therapist Assistant | 21.27 |
| 12015 - Certified Physical Therapist Assistant | 21.27 |
| 12020 - Dental Assistant | 13.27 |
| 12025 - Dental Hygienist | 32.85 |
| 12030 - EKG Technician | 22.64 |
| 12035 - Electroneurodiagnostic Technologist | 22.64 |
| 12040 - Emergency Medical Technician | 16.23 |
| 12071 - Licensed Practical Nurse I | 14.84 |
| 12072 - Licensed Practical Nurse II | 16.60 |
| 12073 - Licensed Practical Nurse III | 18.51 |
| 12100 - Medical Assistant | 13.28 |
| 12130 - Medical Laboratory Technician | 14.84 |
| 12160 - Medical Record Clerk | 13.00 |
| 12190 - Medical Record Technician | 14.84 |
| 12195 - Medical Transcriptionist | 12.23 |
| 12210 - Nuclear Medicine Technologist | 34.07 |
| 12221 - Nursing Assistant I | 9.49 |
| 12222 - Nursing Assistant II | 10.67 |
| 12223 - Nursing Assistant III | 11.64 |

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|---|---------|
| 12224 - Nursing Assistant IV | 13.07 |
| 12235 - Optical Dispenser | 15.54 |
| 12236 - Optical Technician | 14.84 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.07 |
| 12305 - Radiologic Technologist | 21.06 |
| 12311 - Registered Nurse I | 20.97 |
| 12312 - Registered Nurse II | 25.63 |
| 12313 - Registered Nurse II, Specialist | 25.63 |
| 12314 - Registered Nurse III | 31.01 |
| 12315 - Registered Nurse III, Anesthetist | 31.01 |
| 12316 - Registered Nurse IV | 37.16 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.57 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 14.24 |
| 13012 - Exhibits Specialist II | 17.64 |
| 13013 - Exhibits Specialist III | 21.58 |
| 13041 - Illustrator I | 14.24 |
| 13042 - Illustrator II | 17.64 |
| 13043 - Illustrator III | 21.58 |
| 13047 - Librarian | 19.54 |
| 13050 - Library Aide/Clerk | 11.34 |
| 13054 - Library Information Technology Systems Administrator | 17.64 |
| 13058 - Library Technician | 14.24 |
| 13061 - Media Specialist I | 12.73 |
| 13062 - Media Specialist II | 14.24 |
| 13063 - Media Specialist III | 15.88 |
| 13071 - Photographer I | 12.61 |
| 13072 - Photographer II | 15.05 |
| 13073 - Photographer III | 19.31 |
| 13074 - Photographer IV | 21.54 |
| 13075 - Photographer V | 26.06 |
| 13110 - Video Teleconference Technician | 12.73 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.71 |
| 14042 - Computer Operator II | 16.45 |
| 14043 - Computer Operator III | 19.02 |
| 14044 - Computer Operator IV | 21.11 |
| 14045 - Computer Operator V | 23.44 |
| 14071 - Computer Programmer I | 20.16 |
| 14072 - Computer Programmer II | 26.93 |
| 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 | 14.71 |
| 14160 - Personal Computer Support Technician | 21.11 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.34 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.50 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.05 |
| 15050 - Computer Based Training Specialist / Instructor | 26.93 |
| 15060 - Educational Technologist | 22.25 |
| 15070 - Flight Instructor (Pilot) | 39.05 |
| 15080 - Graphic Artist | 19.28 |
| 15090 - Technical Instructor | 14.52 |
| 15095 - Technical Instructor/Course Developer | 17.75 |
| 15110 - Test Proctor | 12.55 |
| 15120 - Tutor | 12.55 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 7.82 |

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|---|-------|
| 16030 - Counter Attendant | 7.82 |
| 16040 - Dry Cleaner | 9.44 |
| 16070 - Finisher, Flatwork, Machine | 7.82 |
| 16090 - Presser, Hand | 7.82 |
| 16110 - Presser, Machine, Drycleaning | 7.82 |
| 16130 - Presser, Machine, Shirts | 7.82 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 7.82 |
| 16190 - Sewing Machine Operator | 9.98 |
| 16220 - Tailor | 10.54 |
| 16250 - Washer, Machine | 8.36 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.53 |
| 19040 - Tool And Die Maker | 20.67 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.55 |
| 21030 - Material Coordinator | 19.94 |
| 21040 - Material Expediter | 19.94 |
| 21050 - Material Handling Laborer | 9.98 |
| 21071 - Order Filler | 10.22 |
| 21080 - Production Line Worker (Food Processing) | 13.55 |
| 21110 - Shipping Packer | 14.78 |
| 21130 - Shipping/Receiving Clerk | 14.78 |
| 21140 - Store Worker I | 10.18 |
| 21150 - Stock Clerk | 15.63 |
| 21210 - Tools And Parts Attendant | 13.55 |
| 21410 - Warehouse Specialist | 13.55 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.60 |
| 23021 - Aircraft Mechanic I | 22.48 |
| 23022 - Aircraft Mechanic II | 23.60 |
| 23023 - Aircraft Mechanic III | 24.79 |
| 23040 - Aircraft Mechanic Helper | 14.31 |
| 23050 - Aircraft, Painter | 18.56 |
| 23060 - Aircraft Servicer | 16.96 |
| 23080 - Aircraft Worker | 18.00 |
| 23110 - Appliance Mechanic | 16.53 |
| 23120 - Bicycle Repairer | 10.79 |
| 23125 - Cable Splicer | 21.63 |
| 23130 - Carpenter, Maintenance | 15.37 |
| 23140 - Carpet Layer | 15.26 |
| 23160 - Electrician, Maintenance | 20.63 |
| 23181 - Electronics Technician Maintenance I | 23.64 |
| 23182 - Electronics Technician Maintenance II | 25.66 |
| 23183 - Electronics Technician Maintenance III | 27.97 |
| 23260 - Fabric Worker | 14.03 |
| 23290 - Fire Alarm System Mechanic | 17.64 |
| 23310 - Fire Extinguisher Repairer | 12.69 |
| 23311 - Fuel Distribution System Mechanic | 17.64 |
| 23312 - Fuel Distribution System Operator | 15.16 |
| 23370 - General Maintenance Worker | 14.45 |
| 23380 - Ground Support Equipment Mechanic | 22.48 |
| 23381 - Ground Support Equipment Servicer | 16.96 |
| 23382 - Ground Support Equipment Worker | 18.00 |
| 23391 - Gunsmith I | 12.69 |
| 23392 - Gunsmith II | 15.26 |
| 23393 - Gunsmith III | 17.64 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.74 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.63 |
| 23430 - Heavy Equipment Mechanic | 20.92 |
| 23440 - Heavy Equipment Operator | 14.67 |
| 23460 - Instrument Mechanic | 17.64 |

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|---|-------|
| 23465 - Laboratory/Shelter Mechanic | 16.53 |
| 23470 - Laborer | 9.98 |
| 23510 - Locksmith | 16.53 |
| 23530 - Machinery Maintenance Mechanic | 17.89 |
| 23550 - Machinist, Maintenance | 19.85 |
| 23580 - Maintenance Trades Helper | 12.29 |
| 23591 - Metrology Technician I | 17.64 |
| 23592 - Metrology Technician II | 18.65 |
| 23593 - Metrology Technician III | 19.67 |
| 23640 - Millwright | 18.14 |
| 23710 - Office Appliance Repairer | 16.53 |
| 23760 - Painter, Maintenance | 15.37 |
| 23790 - Pipefitter, Maintenance | 22.63 |
| 23810 - Plumber, Maintenance | 21.41 |
| 23820 - Pneudraulic Systems Mechanic | 17.64 |
| 23850 - Rigger | 17.64 |
| 23870 - Scale Mechanic | 15.26 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.40 |
| 23910 - Small Engine Mechanic | 15.26 |
| 23931 - Telecommunications Mechanic I | 18.33 |
| 23932 - Telecommunications Mechanic II | 21.33 |
| 23950 - Telephone Lineman | 18.33 |
| 23960 - welder, Combination, Maintenance | 15.95 |
| 23965 - Well Driller | 17.64 |
| 23970 - Woodcraft Worker | 17.64 |
| 23980 - Woodworker | 13.83 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.48 |
| 24580 - Child Care Center Clerk | 13.66 |
| 24610 - Chore Aide | 8.88 |
| 24620 - Family Readiness And Support Services Coordinator | 15.60 |
| 24630 - Homemaker | 14.50 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.33 |
| 25040 - Sewage Plant Operator | 17.25 |
| 25070 - Stationary Engineer | 18.33 |
| 25190 - Ventilation Equipment Tender | 12.31 |
| 25210 - Water Treatment Plant Operator | 17.25 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.01 |
| 27007 - Baggage Inspector | 10.44 |
| 27008 - Corrections Officer | 18.05 |
| 27010 - Court Security Officer | 15.65 |
| 27030 - Detection Dog Handler | 13.86 |
| 27040 - Detention Officer | 18.05 |
| 27070 - Firefighter | 14.63 |
| 27101 - Guard I | 10.44 |
| 27102 - Guard II | 13.86 |
| 27131 - Police Officer I | 14.91 |
| 27132 - Police Officer II | 16.57 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.29 |
| 28042 - Carnival Equipment Repairer | 11.33 |
| 28043 - Carnival Equipment Worker | 7.27 |
| 28210 - Gate Attendant/Gate Tender | 13.41 |
| 28310 - Lifeguard | 11.95 |
| 28350 - Park Attendant (Aide) | 15.00 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.95 |
| 28515 - Recreation Specialist | 14.49 |
| 28630 - Sports Official | 11.95 |
| 28690 - Swimming Pool Operator | 13.04 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |

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| 29010 - Blocker And Bracer | 15.26 |
| 29020 - Hatch Tender | 15.26 |
| 29030 - Line Handler | 15.26 |
| 29041 - Stevedore I | 14.03 |
| 29042 - Stevedore II | 16.53 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.67 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.24 |
| 30022 - Archeological Technician II | 17.04 |
| 30023 - Archeological Technician III | 23.02 |
| 30030 - Cartographic Technician | 23.02 |
| 30040 - Civil Engineering Technician | 20.83 |
| 30061 - Drafter/CAD Operator I | 16.60 |
| 30062 - Drafter/CAD Operator II | 18.58 |
| 30063 - Drafter/CAD Operator III | 20.71 |
| 30064 - Drafter/CAD Operator IV | 25.48 |
| 30081 - Engineering Technician I | 13.44 |
| 30082 - Engineering Technician II | 15.24 |
| 30083 - Engineering Technician III | 17.04 |
| 30084 - Engineering Technician IV | 21.11 |
| 30085 - Engineering Technician V | 25.83 |
| 30086 - Engineering Technician VI | 31.43 |
| 30090 - Environmental Technician | 21.11 |
| 30210 - Laboratory Technician | 20.71 |
| 30240 - Mathematical Technician | 21.11 |
| 30361 - Paralegal/Legal Assistant I | 17.37 |
| 30362 - Paralegal/Legal Assistant II | 21.54 |
| 30363 - Paralegal/Legal Assistant III | 26.33 |
| 30364 - Paralegal/Legal Assistant IV | 31.86 |
| 30390 - Photo-Optics Technician | 23.02 |
| 30461 - Technical Writer I | 21.11 |
| 30462 - Technical Writer II | 25.83 |
| 30463 - Technical Writer III | 31.25 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 18.83 |
| 30621 - Weather Observer, Senior (see 2) | 21.11 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.34 |
| 31030 - Bus Driver | 15.33 |
| 31043 - Driver Courier | 13.59 |
| 31260 - Parking and Lot Attendant | 7.99 |
| 31290 - Shuttle Bus Driver | 13.87 |
| 31310 - Taxi Driver | 11.20 |
| 31361 - Truckdriver, Light | 13.87 |
| 31362 - Truckdriver, Medium | 15.33 |
| 31363 - Truckdriver, Heavy | 17.36 |
| 31364 - Truckdriver, Tractor-Trailer | 17.36 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.79 |
| 99050 - Desk Clerk | 8.97 |
| 99095 - Embalmer | 22.34 |
| 99251 - Laboratory Animal Caretaker I | 10.98 |
| 99252 - Laboratory Animal Caretaker II | 11.76 |
| 99310 - Mortician | 22.34 |
| 99410 - Pest Controller | 12.60 |
| 99510 - Photofinishing Worker | 11.95 |

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|---|-------|
| 99710 - Recycling Laborer | 12.77 |
| 99711 - Recycling Specialist | 13.44 |
| 99730 - Refuse Collector | 11.43 |
| 99810 - Sales Clerk | 11.67 |
| 99820 - School Crossing Guard | 11.43 |
| 99830 - Survey Party Chief | 16.21 |
| 99831 - Surveying Aide | 10.00 |
| 99832 - Surveying Technician | 14.74 |
| 99840 - Vending Machine Attendant | 13.88 |
| 99841 - Vending Machine Repairer | 16.48 |
| 99842 - Vending Machine Repairer Helper | 13.88 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2231
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Louisiana

Area: Louisiana Parishes of Ascension, Assumption, East Baton Rouge, East Feliciana, Iberia, Iberville, Livingston, Pointe Coupee, Saint James, St Helena, St Landry, St Martin, St Mary, Tangipahoa, 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 | | 12.07 |
| 01012 - Accounting Clerk II | | 14.83 |
| 01013 - Accounting Clerk III | | 16.50 |
| 01020 - Administrative Assistant | | 19.45 |
| 01040 - Court Reporter | | 20.01 |
| 01051 - Data Entry Operator I | | 10.95 |
| 01052 - Data Entry Operator II | | 12.45 |
| 01060 - Dispatcher, Motor Vehicle | | 16.13 |
| 01070 - Document Preparation Clerk | | 12.62 |
| 01090 - Duplicating Machine Operator | | 12.62 |
| 01111 - General Clerk I | | 10.56 |
| 01112 - General Clerk II | | 11.52 |

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| 01113 | - General Clerk III | 12.93 |
| 01120 | - Housing Referral Assistant | 17.11 |
| 01141 | - Messenger Courier | 9.25 |
| 01191 | - Order Clerk I | 10.74 |
| 01192 | - Order Clerk II | 12.38 |
| 01261 | - Personnel Assistant (Employment) I | 13.39 |
| 01262 | - Personnel Assistant (Employment) II | 16.80 |
| 01263 | - Personnel Assistant (Employment) III | 17.38 |
| 01270 | - Production Control Clerk | 22.14 |
| 01280 | - Receptionist | 10.53 |
| 01290 | - Rental Clerk | 11.17 |
| 01300 | - Scheduler, Maintenance | 12.93 |
| 01311 | - Secretary I | 12.93 |
| 01312 | - Secretary II | 16.54 |
| 01313 | - Secretary III | 17.11 |
| 01320 | - Service Order Dispatcher | 11.21 |
| 01410 | - Supply Technician | 19.84 |
| 01420 | - Survey Worker | 14.61 |
| 01531 | - Travel Clerk I | 12.61 |
| 01532 | - Travel Clerk II | 13.44 |
| 01533 | - Travel Clerk III | 14.18 |
| 01611 | - Word Processor I | 11.20 |
| 01612 | - Word Processor II | 13.08 |
| 01613 | - Word Processor III | 15.30 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 19.65 |
| 05010 | - Automotive Electrician | 17.41 |
| 05040 | - Automotive Glass Installer | 16.45 |
| 05070 | - Automotive Worker | 16.45 |
| 05110 | - Mobile Equipment Servicer | 14.50 |
| 05130 | - Motor Equipment Metal Mechanic | 18.41 |
| 05160 | - Motor Equipment Metal Worker | 16.45 |
| 05190 | - Motor Vehicle Mechanic | 18.41 |
| 05220 | - Motor Vehicle Mechanic Helper | 14.50 |
| 05250 | - Motor Vehicle Upholstery Worker | 15.33 |
| 05280 | - Motor Vehicle Wrecker | 16.45 |
| 05310 | - Painter, Automotive | 17.41 |
| 05340 | - Radiator Repair Specialist | 16.45 |
| 05370 | - Tire Repairer | 13.67 |
| 05400 | - Transmission Repair Specialist | 18.41 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 11.47 |
| 07041 | - Cook I | 8.06 |
| 07042 | - Cook II | 9.49 |
| 07070 | - Dishwasher | 7.51 |
| 07130 | - Food Service Worker | 7.55 |
| 07210 | - Meat Cutter | 12.51 |
| 07260 | - Waiter/Waitress | 8.22 |
| 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 | 8.68 |
| 11090 | - Gardener | 11.87 |
| 11122 | - Housekeeping Aide | 8.68 |
| 11150 | - Janitor | 8.68 |
| 11210 | - Laborer, Grounds Maintenance | 10.73 |
| 11240 | - Maid or Houseman | 7.95 |

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| 11260 - Pruner | 9.42 |
| 11270 - Tractor Operator | 13.20 |
| 11330 - Trail Maintenance Worker | 10.73 |
| 11360 - Window Cleaner | 9.66 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.79 |
| 12011 - Breath Alcohol Technician | 16.79 |
| 12012 - Certified Occupational Therapist Assistant | 24.39 |
| 12015 - Certified Physical Therapist Assistant | 22.83 |
| 12020 - Dental Assistant | 13.25 |
| 12025 - Dental Hygienist | 25.66 |
| 12030 - EKG Technician | 25.92 |
| 12035 - Electroneurodiagnostic Technologist | 25.92 |
| 12040 - Emergency Medical Technician | 16.79 |
| 12071 - Licensed Practical Nurse I | 15.25 |
| 12072 - Licensed Practical Nurse II | 17.11 |
| 12073 - Licensed Practical Nurse III | 19.14 |
| 12100 - Medical Assistant | 12.06 |
| 12130 - Medical Laboratory Technician | 15.03 |
| 12160 - Medical Record Clerk | 13.24 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 14.09 |
| 12210 - Nuclear Medicine Technologist | 36.37 |
| 12221 - Nursing Assistant I | 8.94 |
| 12222 - Nursing Assistant II | 10.05 |
| 12223 - Nursing Assistant III | 10.97 |
| 12224 - Nursing Assistant IV | 12.31 |
| 12235 - Optical Dispenser | 16.54 |
| 12236 - Optical Technician | 13.86 |
| 12250 - Pharmacy Technician | 12.47 |
| 12280 - Phlebotomist | 12.31 |
| 12305 - Radiologic Technologist | 22.89 |
| 12311 - Registered Nurse I | 22.29 |
| 12312 - Registered Nurse II | 27.26 |
| 12313 - Registered Nurse II, Specialist | 27.26 |
| 12314 - Registered Nurse III | 32.98 |
| 12315 - Registered Nurse III, Anesthetist | 32.98 |
| 12316 - Registered Nurse IV | 39.52 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.19 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 15.60 |
| 13012 - Exhibits Specialist II | 19.32 |
| 13013 - Exhibits Specialist III | 23.64 |
| 13041 - Illustrator I | 15.60 |
| 13042 - Illustrator II | 19.32 |
| 13043 - Illustrator III | 23.64 |
| 13047 - Librarian | 21.41 |
| 13050 - Library Aide/Clerk | 11.96 |
| 13054 - Library Information Technology Systems Administrator | 19.32 |
| 13058 - Library Technician | 15.02 |
| 13061 - Media Specialist I | 13.95 |
| 13062 - Media Specialist II | 15.60 |
| 13063 - Media Specialist III | 17.40 |
| 13071 - Photographer I | 13.57 |
| 13072 - Photographer II | 17.69 |
| 13073 - Photographer III | 18.31 |
| 13074 - Photographer IV | 21.64 |
| 13075 - Photographer V | 26.19 |
| 13110 - Video Teleconference Technician | 14.86 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.21 |
| 14042 - Computer Operator II | 17.01 |

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| 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 |
| 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) | 38.26 |
| 15050 - Computer Based Training Specialist / Instructor | 27.64 |
| 15060 - Educational Technologist | 21.73 |
| 15070 - Flight Instructor (Pilot) | 38.26 |
| 15080 - Graphic Artist | 16.81 |
| 15090 - Technical Instructor | 17.88 |
| 15095 - Technical Instructor/Course Developer | 21.88 |
| 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) | 19.20 |
| 19040 - Tool And Die Maker | 24.29 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.47 |
| 21030 - Material Coordinator | 22.14 |
| 21040 - Material Expediter | 22.14 |
| 21050 - Material Handling Laborer | 11.23 |
| 21071 - Order Filler | 12.17 |
| 21080 - Production Line Worker (Food Processing) | 13.47 |
| 21110 - Shipping Packer | 13.16 |
| 21130 - Shipping/Receiving Clerk | 13.16 |
| 21140 - Store Worker I | 8.95 |
| 21150 - Stock Clerk | 13.25 |
| 21210 - Tools And Parts Attendant | 13.47 |
| 21410 - Warehouse Specialist | 13.47 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.83 |
| 23021 - Aircraft Mechanic I | 21.74 |
| 23022 - Aircraft Mechanic II | 22.83 |
| 23023 - Aircraft Mechanic III | 24.13 |
| 23040 - Aircraft Mechanic Helper | 15.40 |
| 23050 - Aircraft, Painter | 20.56 |
| 23060 - Aircraft Servicer | 18.11 |
| 23080 - Aircraft Worker | 19.43 |
| 23110 - Appliance Mechanic | 17.06 |
| 23120 - Bicycle Repairer | 13.67 |

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| 23125 - Cable Splicer | 21.89 |
| 23130 - Carpenter, Maintenance | 18.62 |
| 23140 - Carpet Layer | 17.66 |
| 23160 - Electrician, Maintenance | 20.65 |
| 23181 - Electronics Technician Maintenance I | 20.60 |
| 23182 - Electronics Technician Maintenance II | 24.31 |
| 23183 - Electronics Technician Maintenance III | 26.04 |
| 23260 - Fabric Worker | 16.52 |
| 23290 - Fire Alarm System Mechanic | 18.31 |
| 23310 - Fire Extinguisher Repairer | 15.17 |
| 23311 - Fuel Distribution System Mechanic | 20.99 |
| 23312 - Fuel Distribution System Operator | 15.96 |
| 23370 - General Maintenance Worker | 16.12 |
| 23380 - Ground Support Equipment Mechanic | 21.74 |
| 23381 - Ground Support Equipment Servicer | 18.11 |
| 23382 - Ground Support Equipment Worker | 19.43 |
| 23391 - Gunsmith I | 15.17 |
| 23392 - Gunsmith II | 17.86 |
| 23393 - Gunsmith III | 20.57 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.76 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.75 |
| 23430 - Heavy Equipment Mechanic | 21.87 |
| 23440 - Heavy Equipment Operator | 19.76 |
| 23460 - Instrument Mechanic | 20.57 |
| 23465 - Laboratory/Shelter Mechanic | 19.20 |
| 23470 - Laborer | 10.55 |
| 23510 - Locksmith | 19.20 |
| 23530 - Machinery Maintenance Mechanic | 22.59 |
| 23550 - Machinist, Maintenance | 20.21 |
| 23580 - Maintenance Trades Helper | 13.31 |
| 23591 - Metrology Technician I | 20.57 |
| 23592 - Metrology Technician II | 21.90 |
| 23593 - Metrology Technician III | 23.26 |
| 23640 - Millwright | 20.45 |
| 23710 - Office Appliance Repairer | 17.34 |
| 23760 - Painter, Maintenance | 18.69 |
| 23790 - Pipefitter, Maintenance | 22.74 |
| 23810 - Plumber, Maintenance | 21.50 |
| 23820 - Pneudraulic Systems Mechanic | 20.57 |
| 23850 - Rigger | 22.39 |
| 23870 - Scale Mechanic | 17.86 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.72 |
| 23910 - Small Engine Mechanic | 17.86 |
| 23931 - Telecommunications Mechanic I | 23.39 |
| 23932 - Telecommunications Mechanic II | 24.91 |
| 23950 - Telephone Lineman | 20.54 |
| 23960 - Welder, Combination, Maintenance | 20.95 |
| 23965 - Well Driller | 20.57 |
| 23970 - Woodcraft Worker | 20.57 |
| 23980 - Woodworker | 16.10 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.04 |
| 24580 - Child Care Center Clerk | 14.51 |
| 24610 - Chore Aide | 8.15 |
| 24620 - Family Readiness And Support Services Coordinator | 15.30 |
| 24630 - Homemaker | 17.40 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.17 |
| 25040 - Sewage Plant Operator | 18.69 |
| 25070 - Stationary Engineer | 21.17 |

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| 25190 - Ventilation Equipment Tender | 13.81 |
| 25210 - Water Treatment Plant Operator | 18.69 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.92 |
| 27007 - Baggage Inspector | 11.47 |
| 27008 - Corrections Officer | 14.89 |
| 27010 - Court Security Officer | 15.40 |
| 27030 - Detection Dog Handler | 13.12 |
| 27040 - Detention Officer | 14.89 |
| 27070 - Firefighter | 15.17 |
| 27101 - Guard I | 11.47 |
| 27102 - Guard II | 13.12 |
| 27131 - Police Officer I | 16.27 |
| 27132 - Police Officer II | 18.07 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.04 |
| 28042 - Carnival Equipment Repairer | 10.94 |
| 28043 - Carnival Equipment Worker | 7.42 |
| 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 | 13.53 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.09 |
| 29020 - Hatch Tender | 17.09 |
| 29030 - Line Handler | 17.09 |
| 29041 - Stevedore I | 15.92 |
| 29042 - Stevedore II | 18.08 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.64 |
| 30022 - Archeological Technician II | 16.90 |
| 30023 - Archeological Technician III | 20.95 |
| 30030 - Cartographic Technician | 20.95 |
| 30040 - Civil Engineering Technician | 20.65 |
| 30061 - Drafter/CAD Operator I | 15.11 |
| 30062 - Drafter/CAD Operator II | 16.90 |
| 30063 - Drafter/CAD Operator III | 18.85 |
| 30064 - Drafter/CAD Operator IV | 23.19 |
| 30081 - Engineering Technician I | 14.22 |
| 30082 - Engineering Technician II | 15.96 |
| 30083 - Engineering Technician III | 17.85 |
| 30084 - Engineering Technician IV | 22.12 |
| 30085 - Engineering Technician V | 25.27 |
| 30086 - Engineering Technician VI | 32.74 |
| 30090 - Environmental Technician | 18.19 |
| 30210 - Laboratory Technician | 25.38 |
| 30240 - Mathematical Technician | 20.95 |
| 30361 - Paralegal/Legal Assistant I | 17.56 |
| 30362 - Paralegal/Legal Assistant II | 21.37 |
| 30363 - Paralegal/Legal Assistant III | 26.16 |
| 30364 - Paralegal/Legal Assistant IV | 31.64 |
| 30390 - Photo-Optics Technician | 20.95 |
| 30461 - Technical Writer I | 20.95 |
| 30462 - Technical Writer II | 25.62 |
| 30463 - Technical Writer III | 31.00 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |

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| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 18.85 |
| 30621 - Weather Observer, Senior | (see 2) 20.95 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.54 |
| 31030 - Bus Driver | 17.28 |
| 31043 - Driver Courier | 13.39 |
| 31260 - Parking and Lot Attendant | 8.60 |
| 31290 - Shuttle Bus Driver | 14.55 |
| 31310 - Taxi Driver | 9.68 |
| 31361 - Truckdriver, Light | 14.55 |
| 31362 - Truckdriver, Medium | 16.01 |
| 31363 - Truckdriver, Heavy | 17.31 |
| 31364 - Truckdriver, Tractor-Trailer | 17.31 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.64 |
| 99050 - Desk Clerk | 10.56 |
| 99095 - Embalmer | 24.57 |
| 99251 - Laboratory Animal Caretaker I | 9.99 |
| 99252 - Laboratory Animal Caretaker II | 10.75 |
| 99310 - Mortician | 24.57 |
| 99410 - Pest Controller | 12.93 |
| 99510 - Photofinishing Worker | 12.82 |
| 99710 - Recycling Laborer | 13.63 |
| 99711 - Recycling Specialist | 14.54 |
| 99730 - Refuse Collector | 12.97 |
| 99810 - Sales Clerk | 10.62 |
| 99820 - School Crossing Guard | 15.67 |
| 99830 - Survey Party Chief | 19.50 |
| 99831 - Surveying Aide | 12.22 |
| 99832 - Surveying Technician | 16.74 |
| 99840 - Vending Machine Attendant | 11.08 |
| 99841 - Vending Machine Repairer | 14.05 |
| 99842 - Vending Machine Repairer Helper | 11.08 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2232
Revision No.: 16
Date of Last Revision: 07/25/2014

State: Louisiana

Feliciana, Iberia, Iberville, Livingston, Pointe Coupee, Saint James, St Helena, St Landry, St Martin, St Mary, Tangipahoa, 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 | | 12.07 |
| 01012 - Accounting Clerk II | | 14.83 |
| 01013 - Accounting Clerk III | | 16.50 |
| 01020 - Administrative Assistant | | 19.45 |
| 01040 - Court Reporter | | 20.01 |
| 01051 - Data Entry Operator I | | 10.95 |
| 01052 - Data Entry Operator II | | 12.45 |
| 01060 - Dispatcher, Motor Vehicle | | 16.13 |
| 01070 - Document Preparation Clerk | | 12.62 |
| 01090 - Duplicating Machine Operator | | 12.62 |
| 01111 - General Clerk I | | 10.56 |
| 01112 - General Clerk II | | 11.52 |
| 01113 - General Clerk III | | 12.93 |
| 01120 - Housing Referral Assistant | | 17.11 |
| 01141 - Messenger Courier | | 9.25 |
| 01191 - Order Clerk I | | 10.74 |
| 01192 - Order Clerk II | | 12.38 |
| 01261 - Personnel Assistant (Employment) I | | 13.39 |
| 01262 - Personnel Assistant (Employment) II | | 16.80 |
| 01263 - Personnel Assistant (Employment) III | | 17.38 |
| 01270 - Production Control Clerk | | 22.14 |
| 01280 - Receptionist | | 10.53 |
| 01290 - Rental Clerk | | 11.17 |
| 01300 - Scheduler, Maintenance | | 12.93 |
| 01311 - Secretary I | | 12.93 |
| 01312 - Secretary II | | 16.54 |
| 01313 - Secretary III | | 17.11 |
| 01320 - Service Order Dispatcher | | 11.21 |
| 01410 - Supply Technician | | 19.84 |
| 01420 - Survey Worker | | 14.61 |
| 01531 - Travel Clerk I | | 12.61 |
| 01532 - Travel Clerk II | | 13.44 |
| 01533 - Travel Clerk III | | 14.18 |
| 01611 - Word Processor I | | 11.20 |
| 01612 - Word Processor II | | 13.08 |
| 01613 - Word Processor III | | 15.30 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.65 |
| 05010 - Automotive Electrician | | 17.41 |
| 05040 - Automotive Glass Installer | | 16.45 |
| 05070 - Automotive Worker | | 16.45 |
| 05110 - Mobile Equipment Servicer | | 14.50 |
| 05130 - Motor Equipment Metal Mechanic | | 18.41 |
| 05160 - Motor Equipment Metal Worker | | 16.45 |
| 05190 - Motor Vehicle Mechanic | | 18.41 |
| 05220 - Motor Vehicle Mechanic Helper | | 14.50 |
| 05250 - Motor Vehicle Upholstery Worker | | 15.33 |
| 05280 - Motor Vehicle Wrecker | | 16.45 |
| 05310 - Painter, Automotive | | 17.41 |
| 05340 - Radiator Repair Specialist | | 16.45 |
| 05370 - Tire Repairer | | 13.67 |
| 05400 - Transmission Repair Specialist | | 18.41 |
| 07000 - Food Preparation And Service Occupations | | |

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|--|-------|
| 07010 - Baker | 11.47 |
| 07041 - Cook I | 8.06 |
| 07042 - Cook II | 9.49 |
| 07070 - Dishwasher | 7.51 |
| 07130 - Food Service Worker | 7.55 |
| 07210 - Meat Cutter | 12.51 |
| 07260 - Waiter/Waitress | 8.22 |
| 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 | 8.68 |
| 11090 - Gardener | 11.87 |
| 11122 - Housekeeping Aide | 8.68 |
| 11150 - Janitor | 8.68 |
| 11210 - Laborer, Grounds Maintenance | 10.73 |
| 11240 - Maid or Houseman | 7.95 |
| 11260 - Pruner | 9.42 |
| 11270 - Tractor Operator | 13.20 |
| 11330 - Trail Maintenance Worker | 10.73 |
| 11360 - Window Cleaner | 9.66 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.79 |
| 12011 - Breath Alcohol Technician | 16.79 |
| 12012 - Certified Occupational Therapist Assistant | 24.39 |
| 12015 - Certified Physical Therapist Assistant | 22.83 |
| 12020 - Dental Assistant | 13.25 |
| 12025 - Dental Hygienist | 25.66 |
| 12030 - EKG Technician | 25.92 |
| 12035 - Electroneurodiagnostic Technologist | 25.92 |
| 12040 - Emergency Medical Technician | 16.79 |
| 12071 - Licensed Practical Nurse I | 15.25 |
| 12072 - Licensed Practical Nurse II | 17.11 |
| 12073 - Licensed Practical Nurse III | 19.14 |
| 12100 - Medical Assistant | 12.06 |
| 12130 - Medical Laboratory Technician | 15.03 |
| 12160 - Medical Record Clerk | 13.24 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 14.09 |
| 12210 - Nuclear Medicine Technologist | 36.37 |
| 12221 - Nursing Assistant I | 8.94 |
| 12222 - Nursing Assistant II | 10.05 |
| 12223 - Nursing Assistant III | 10.97 |
| 12224 - Nursing Assistant IV | 12.31 |
| 12235 - Optical Dispenser | 16.54 |
| 12236 - Optical Technician | 13.86 |
| 12250 - Pharmacy Technician | 12.47 |
| 12280 - Phlebotomist | 12.31 |
| 12305 - Radiologic Technologist | 22.89 |
| 12311 - Registered Nurse I | 22.29 |
| 12312 - Registered Nurse II | 27.26 |
| 12313 - Registered Nurse II, Specialist | 27.26 |
| 12314 - Registered Nurse III | 32.98 |
| 12315 - Registered Nurse III, Anesthetist | 32.98 |
| 12316 - Registered Nurse IV | 39.52 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.19 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 15.60 |

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|---|---------|
| 13012 - Exhibits Specialist II | 19.32 |
| 13013 - Exhibits Specialist III | 23.64 |
| 13041 - Illustrator I | 15.60 |
| 13042 - Illustrator II | 19.32 |
| 13043 - Illustrator III | 23.64 |
| 13047 - Librarian | 21.41 |
| 13050 - Library Aide/Clerk | 11.96 |
| 13054 - Library Information Technology Systems Administrator | 19.32 |
| 13058 - Library Technician | 15.02 |
| 13061 - Media Specialist I | 13.95 |
| 13062 - Media Specialist II | 15.60 |
| 13063 - Media Specialist III | 17.40 |
| 13071 - Photographer I | 13.57 |
| 13072 - Photographer II | 17.69 |
| 13073 - Photographer III | 18.31 |
| 13074 - Photographer IV | 21.64 |
| 13075 - Photographer V | 26.19 |
| 13110 - Video Teleconference Technician | 14.86 |
| 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) |
| 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 | 15.21 |
| 14160 - Personal Computer Support Technician | 21.27 |
| 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) | 38.26 |
| 15050 - Computer Based Training Specialist / Instructor | 27.64 |
| 15060 - Educational Technologist | 21.73 |
| 15070 - Flight Instructor (Pilot) | 38.26 |
| 15080 - Graphic Artist | 16.81 |
| 15090 - Technical Instructor | 17.88 |
| 15095 - Technical Instructor/Course Developer | 21.88 |
| 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) | 19.20 |
| 19040 - Tool And Die Maker | 24.29 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.47 |

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| 21030 - Material Coordinator | 22.14 |
| 21040 - Material Expediter | 22.14 |
| 21050 - Material Handling Laborer | 11.23 |
| 21071 - Order Filler | 12.17 |
| 21080 - Production Line Worker (Food Processing) | 13.47 |
| 21110 - Shipping Packer | 13.16 |
| 21130 - Shipping/Receiving Clerk | 13.16 |
| 21140 - Store Worker I | 8.95 |
| 21150 - Stock Clerk | 13.25 |
| 21210 - Tools And Parts Attendant | 13.47 |
| 21410 - Warehouse Specialist | 13.47 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.83 |
| 23021 - Aircraft Mechanic I | 21.74 |
| 23022 - Aircraft Mechanic II | 22.83 |
| 23023 - Aircraft Mechanic III | 24.13 |
| 23040 - Aircraft Mechanic Helper | 15.40 |
| 23050 - Aircraft, Painter | 20.56 |
| 23060 - Aircraft Servicer | 18.11 |
| 23080 - Aircraft Worker | 19.43 |
| 23110 - Appliance Mechanic | 17.06 |
| 23120 - Bicycle Repairer | 13.67 |
| 23125 - Cable Splicer | 21.89 |
| 23130 - Carpenter, Maintenance | 18.62 |
| 23140 - Carpet Layer | 17.66 |
| 23160 - Electrician, Maintenance | 20.65 |
| 23181 - Electronics Technician Maintenance I | 20.60 |
| 23182 - Electronics Technician Maintenance II | 24.31 |
| 23183 - Electronics Technician Maintenance III | 26.04 |
| 23260 - Fabric Worker | 16.52 |
| 23290 - Fire Alarm System Mechanic | 18.31 |
| 23310 - Fire Extinguisher Repairer | 15.17 |
| 23311 - Fuel Distribution System Mechanic | 20.99 |
| 23312 - Fuel Distribution System Operator | 15.96 |
| 23370 - General Maintenance Worker | 16.12 |
| 23380 - Ground Support Equipment Mechanic | 21.74 |
| 23381 - Ground Support Equipment Servicer | 18.11 |
| 23382 - Ground Support Equipment Worker | 19.43 |
| 23391 - Gunsmith I | 15.17 |
| 23392 - Gunsmith II | 17.86 |
| 23393 - Gunsmith III | 20.57 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.76 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.75 |
| 23430 - Heavy Equipment Mechanic | 21.87 |
| 23440 - Heavy Equipment Operator | 19.76 |
| 23460 - Instrument Mechanic | 20.57 |
| 23465 - Laboratory/Shelter Mechanic | 19.20 |
| 23470 - Laborer | 10.55 |
| 23510 - Locksmith | 19.20 |
| 23530 - Machinery Maintenance Mechanic | 22.59 |
| 23550 - Machinist, Maintenance | 20.21 |
| 23580 - Maintenance Trades Helper | 13.31 |
| 23591 - Metrology Technician I | 20.57 |
| 23592 - Metrology Technician II | 21.90 |
| 23593 - Metrology Technician III | 23.26 |
| 23640 - Millwright | 20.45 |
| 23710 - Office Appliance Repairer | 17.34 |
| 23760 - Painter, Maintenance | 18.69 |
| 23790 - Pipefitter, Maintenance | 22.74 |
| 23810 - Plumber, Maintenance | 21.50 |
| 23820 - Pneudraulic Systems Mechanic | 20.57 |

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| 23850 - Rigger | 22.39 |
| 23870 - Scale Mechanic | 17.86 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.72 |
| 23910 - Small Engine Mechanic | 17.86 |
| 23931 - Telecommunications Mechanic I | 23.39 |
| 23932 - Telecommunications Mechanic II | 24.91 |
| 23950 - Telephone Lineman | 20.54 |
| 23960 - Welder, Combination, Maintenance | 20.95 |
| 23965 - Well Driller | 20.57 |
| 23970 - Woodcraft Worker | 20.57 |
| 23980 - Woodworker | 16.10 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.04 |
| 24580 - Child Care Center Clerk | 14.51 |
| 24610 - Chore Aide | 8.15 |
| 24620 - Family Readiness And Support Services Coordinator | 15.30 |
| 24630 - Homemaker | 17.40 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.17 |
| 25040 - Sewage Plant Operator | 18.69 |
| 25070 - Stationary Engineer | 21.17 |
| 25190 - Ventilation Equipment Tender | 13.81 |
| 25210 - Water Treatment Plant Operator | 18.69 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.92 |
| 27007 - Baggage Inspector | 11.47 |
| 27008 - Corrections Officer | 14.89 |
| 27010 - Court Security Officer | 15.40 |
| 27030 - Detection Dog Handler | 13.12 |
| 27040 - Detention Officer | 14.89 |
| 27070 - Firefighter | 15.17 |
| 27101 - Guard I | 11.47 |
| 27102 - Guard II | 13.12 |
| 27131 - Police Officer I | 16.27 |
| 27132 - Police Officer II | 18.07 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.04 |
| 28042 - Carnival Equipment Repairer | 10.94 |
| 28043 - Carnival Equipment Worker | 7.42 |
| 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 | 13.53 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.09 |
| 29020 - Hatch Tender | 17.09 |
| 29030 - Line Handler | 17.09 |
| 29041 - Stevedore I | 15.92 |
| 29042 - Stevedore II | 18.08 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.64 |
| 30022 - Archeological Technician II | 16.90 |
| 30023 - Archeological Technician III | 20.95 |
| 30030 - Cartographic Technician | 20.95 |
| 30040 - Civil Engineering Technician | 20.65 |
| 30061 - Drafter/CAD Operator I | 15.11 |

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|---|---------------|
| 30062 - Drafter/CAD Operator II | 16.90 |
| 30063 - Drafter/CAD Operator III | 18.85 |
| 30064 - Drafter/CAD Operator IV | 23.19 |
| 30081 - Engineering Technician I | 14.22 |
| 30082 - Engineering Technician II | 15.96 |
| 30083 - Engineering Technician III | 17.85 |
| 30084 - Engineering Technician IV | 22.12 |
| 30085 - Engineering Technician V | 25.27 |
| 30086 - Engineering Technician VI | 32.74 |
| 30090 - Environmental Technician | 18.19 |
| 30210 - Laboratory Technician | 25.38 |
| 30240 - Mathematical Technician | 20.95 |
| 30361 - Paralegal/Legal Assistant I | 17.56 |
| 30362 - Paralegal/Legal Assistant II | 21.37 |
| 30363 - Paralegal/Legal Assistant III | 26.16 |
| 30364 - Paralegal/Legal Assistant IV | 31.64 |
| 30390 - Photo-Optics Technician | 20.95 |
| 30461 - Technical Writer I | 20.95 |
| 30462 - Technical Writer II | 25.62 |
| 30463 - Technical Writer III | 31.00 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 18.85 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 20.95 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.54 |
| 31030 - Bus Driver | 17.28 |
| 31043 - Driver Courier | 13.39 |
| 31260 - Parking and Lot Attendant | 8.60 |
| 31290 - Shuttle Bus Driver | 14.55 |
| 31310 - Taxi Driver | 9.68 |
| 31361 - Truckdriver, Light | 14.55 |
| 31362 - Truckdriver, Medium | 16.01 |
| 31363 - Truckdriver, Heavy | 17.31 |
| 31364 - Truckdriver, Tractor-Trailer | 17.31 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.64 |
| 99050 - Desk Clerk | 10.56 |
| 99095 - Embalmer | 24.57 |
| 99251 - Laboratory Animal Caretaker I | 9.99 |
| 99252 - Laboratory Animal Caretaker II | 10.75 |
| 99310 - Mortician | 24.57 |
| 99410 - Pest Controller | 12.93 |
| 99510 - Photofinishing Worker | 12.82 |
| 99710 - Recycling Laborer | 13.63 |
| 99711 - Recycling Specialist | 14.54 |
| 99730 - Refuse Collector | 12.97 |
| 99810 - Sales Clerk | 10.62 |
| 99820 - School Crossing Guard | 15.67 |
| 99830 - Survey Party Chief | 19.50 |
| 99831 - Surveying Aide | 12.22 |
| 99832 - Surveying Technician | 16.74 |
| 99840 - Vending Machine Attendant | 11.08 |
| 99841 - Vending Machine Repairer | 14.05 |
| 99842 - Vending Machine Repairer Helper | 11.08 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials

are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2233
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: Louisiana

Area: Louisiana Parishes of Jefferson, Lafourche, Orleans, Plaquemines, Saint John The Baptist, St Bernard, St Charles, St Tammany, Terrebonne, Washington

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.15 |
| 01012 - Accounting Clerk II | | 15.88 |
| 01013 - Accounting Clerk III | | 17.77 |
| 01020 - Administrative Assistant | | 23.95 |
| 01040 - Court Reporter | | 19.08 |
| 01051 - Data Entry Operator I | | 11.04 |
| 01052 - Data Entry Operator II | | 12.64 |
| 01060 - Dispatcher, Motor Vehicle | | 18.12 |
| 01070 - Document Preparation Clerk | | 13.09 |
| 01090 - Duplicating Machine Operator | | 13.09 |
| 01111 - General Clerk I | | 11.35 |
| 01112 - General Clerk II | | 12.39 |
| 01113 - General Clerk III | | 14.07 |
| 01120 - Housing Referral Assistant | | 21.88 |
| 01141 - Messenger Courier | | 12.11 |
| 01191 - Order Clerk I | | 11.04 |
| 01192 - Order Clerk II | | 12.99 |
| 01261 - Personnel Assistant (Employment) I | | 14.11 |
| 01262 - Personnel Assistant (Employment) II | | 18.12 |
| 01263 - Personnel Assistant (Employment) III | | 19.97 |
| 01270 - Production Control Clerk | | 20.40 |
| 01280 - Receptionist | | 10.88 |
| 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 |
| 01320 - Service Order Dispatcher | | 16.02 |
| 01410 - Supply Technician | | 23.95 |
| 01420 - Survey Worker | | 15.82 |

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| 01531 - Travel Clerk I | 12.61 |
| 01532 - Travel Clerk II | 13.44 |
| 01533 - Travel Clerk III | 14.18 |
| 01611 - Word Processor I | 13.92 |
| 01612 - Word Processor II | 15.62 |
| 01613 - Word Processor III | 17.47 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.97 |
| 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 | 11.51 |
| 05400 - Transmission Repair Specialist | 19.45 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.75 |
| 07041 - Cook I | 9.98 |
| 07042 - Cook II | 11.75 |
| 07070 - Dishwasher | 7.60 |
| 07130 - Food Service Worker | 7.99 |
| 07210 - Meat Cutter | 11.54 |
| 07260 - Waiter/Waitress | 8.36 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.29 |
| 09040 - Furniture Handler | 11.88 |
| 09080 - Furniture Refinisher | 16.29 |
| 09090 - Furniture Refinisher Helper | 12.05 |
| 09110 - Furniture Repairer, Minor | 14.18 |
| 09130 - Upholsterer | 16.29 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.05 |
| 11060 - Elevator Operator | 9.53 |
| 11090 - Gardener | 12.27 |
| 11122 - Housekeeping Aide | 9.63 |
| 11150 - Janitor | 9.53 |
| 11210 - Laborer, Grounds Maintenance | 10.59 |
| 11240 - Maid or Houseman | 9.14 |
| 11260 - Pruner | 9.35 |
| 11270 - Tractor Operator | 11.81 |
| 11330 - Trail Maintenance Worker | 10.59 |
| 11360 - Window Cleaner | 10.85 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.93 |
| 12011 - Breath Alcohol Technician | 17.74 |
| 12012 - Certified Occupational Therapist Assistant | 22.37 |
| 12015 - Certified Physical Therapist Assistant | 22.37 |
| 12020 - Dental Assistant | 13.94 |
| 12025 - Dental Hygienist | 29.85 |
| 12030 - EKG Technician | 22.64 |
| 12035 - Electroneurodiagnostic Technologist | 22.64 |
| 12040 - Emergency Medical Technician | 15.38 |
| 12071 - Licensed Practical Nurse I | 15.86 |
| 12072 - Licensed Practical Nurse II | 17.74 |
| 12073 - Licensed Practical Nurse III | 19.79 |
| 12100 - Medical Assistant | 12.13 |

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| 12130 - Medical Laboratory Technician | 17.46 |
| 12160 - Medical Record Clerk | 14.61 |
| 12190 - Medical Record Technician | 17.74 |
| 12195 - Medical Transcriptionist | 14.62 |
| 12210 - Nuclear Medicine Technologist | 31.65 |
| 12221 - Nursing Assistant I | 10.67 |
| 12222 - Nursing Assistant II | 12.00 |
| 12223 - Nursing Assistant III | 13.09 |
| 12224 - Nursing Assistant IV | 14.69 |
| 12235 - Optical Dispenser | 15.67 |
| 12236 - Optical Technician | 12.46 |
| 12250 - Pharmacy Technician | 15.02 |
| 12280 - Phlebotomist | 14.69 |
| 12305 - Radiologic Technologist | 23.50 |
| 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) | 19.86 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.40 |
| 13012 - Exhibits Specialist II | 22.61 |
| 13013 - Exhibits Specialist III | 27.58 |
| 13041 - Illustrator I | 18.40 |
| 13042 - Illustrator II | 22.61 |
| 13043 - Illustrator III | 27.58 |
| 13047 - Librarian | 24.17 |
| 13050 - Library Aide/Clerk | 13.00 |
| 13054 - Library Information Technology Systems Administrator | 21.83 |
| 13058 - Library Technician | 14.21 |
| 13061 - Media Specialist I | 15.75 |
| 13062 - Media Specialist II | 17.62 |
| 13063 - Media Specialist III | 19.65 |
| 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 |
| 13110 - Video Teleconference Technician | 19.17 |
| 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) |
| 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 | 15.55 |
| 14160 - Personal Computer Support Technician | 21.56 |
| 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 |
| 15060 - Educational Technologist | 23.29 |

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| 15070 - Flight Instructor (Pilot) | 40.77 |
| 15080 - Graphic Artist | 21.54 |
| 15090 - Technical Instructor | 19.91 |
| 15095 - Technical Instructor/Course Developer | 24.35 |
| 15110 - Test Proctor | 16.06 |
| 15120 - Tutor | 16.06 |
| 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 | 12.59 |
| 16220 - Tailor | 13.38 |
| 16250 - Washer, Machine | 10.22 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.00 |
| 19040 - Tool And Die Maker | 24.08 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.43 |
| 21030 - Material Coordinator | 20.91 |
| 21040 - Material Expediter | 20.91 |
| 21050 - Material Handling Laborer | 14.29 |
| 21071 - Order Filler | 10.73 |
| 21080 - Production Line Worker (Food Processing) | 14.43 |
| 21110 - Shipping Packer | 13.65 |
| 21130 - Shipping/Receiving Clerk | 13.65 |
| 21140 - Store Worker I | 8.95 |
| 21150 - Stock Clerk | 13.25 |
| 21210 - Tools And Parts Attendant | 14.43 |
| 21410 - Warehouse Specialist | 14.43 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.24 |
| 23021 - Aircraft Mechanic I | 22.76 |
| 23022 - Aircraft Mechanic II | 24.24 |
| 23023 - Aircraft Mechanic III | 25.73 |
| 23040 - Aircraft Mechanic Helper | 15.92 |
| 23050 - Aircraft, Painter | 17.67 |
| 23060 - Aircraft Servicer | 18.73 |
| 23080 - Aircraft Worker | 20.14 |
| 23110 - Appliance Mechanic | 18.79 |
| 23120 - Bicycle Repairer | 11.51 |
| 23125 - Cable Splicer | 23.23 |
| 23130 - Carpenter, Maintenance | 18.92 |
| 23140 - Carpet Layer | 16.47 |
| 23160 - Electrician, Maintenance | 21.71 |
| 23181 - Electronics Technician Maintenance I | 23.31 |
| 23182 - Electronics Technician Maintenance II | 25.07 |
| 23183 - Electronics Technician Maintenance III | 26.85 |
| 23260 - Fabric Worker | 15.22 |
| 23290 - Fire Alarm System Mechanic | 18.17 |
| 23310 - Fire Extinguisher Repairer | 14.85 |
| 23311 - Fuel Distribution System Mechanic | 21.87 |
| 23312 - Fuel Distribution System Operator | 16.13 |
| 23370 - General Maintenance Worker | 16.43 |
| 23380 - Ground Support Equipment Mechanic | 22.76 |
| 23381 - Ground Support Equipment Servicer | 18.73 |
| 23382 - Ground Support Equipment Worker | 20.14 |
| 23391 - Gunsmith I | 14.85 |
| 23392 - Gunsmith II | 17.48 |

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| 23393 - Gunsmith III | 20.14 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.14 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.45 |
| 23430 - Heavy Equipment Mechanic | 18.40 |
| 23440 - Heavy Equipment Operator | 18.24 |
| 23460 - Instrument Mechanic | 22.06 |
| 23465 - Laboratory/Shelter Mechanic | 18.80 |
| 23470 - Laborer | 10.79 |
| 23510 - Locksmith | 19.01 |
| 23530 - Machinery Maintenance Mechanic | 21.02 |
| 23550 - Machinist, Maintenance | 20.88 |
| 23580 - Maintenance Trades Helper | 13.26 |
| 23591 - Metrology Technician I | 22.06 |
| 23592 - Metrology Technician II | 23.50 |
| 23593 - Metrology Technician III | 24.94 |
| 23640 - Millwright | 23.61 |
| 23710 - Office Appliance Repairer | 17.58 |
| 23760 - Painter, Maintenance | 18.14 |
| 23790 - Pipefitter, Maintenance | 20.38 |
| 23810 - Plumber, Maintenance | 19.28 |
| 23820 - Pneudraulic Systems Mechanic | 20.14 |
| 23850 - Rigger | 18.57 |
| 23870 - Scale Mechanic | 17.48 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.57 |
| 23910 - Small Engine Mechanic | 16.73 |
| 23931 - Telecommunications Mechanic I | 21.10 |
| 23932 - Telecommunications Mechanic II | 22.47 |
| 23950 - Telephone Lineman | 21.06 |
| 23960 - Welder, Combination, Maintenance | 19.18 |
| 23965 - well Driller | 20.14 |
| 23970 - Woodcraft Worker | 20.14 |
| 23980 - Woodworker | 15.39 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.58 |
| 24580 - Child Care Center Clerk | 12.73 |
| 24610 - Chore Aide | 8.02 |
| 24620 - Family Readiness And Support Services Coordinator | 13.04 |
| 24630 - Homemaker | 14.78 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.73 |
| 25040 - Sewage Plant Operator | 16.43 |
| 25070 - Stationary Engineer | 18.73 |
| 25190 - Ventilation Equipment Tender | 13.02 |
| 25210 - Water Treatment Plant Operator | 16.43 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.58 |
| 27007 - Baggage Inspector | 10.51 |
| 27008 - Corrections Officer | 14.48 |
| 27010 - Court Security Officer | 14.99 |
| 27030 - Detection Dog Handler | 13.71 |
| 27040 - Detention Officer | 13.16 |
| 27070 - Firefighter | 14.08 |
| 27101 - Guard I | 10.51 |
| 27102 - Guard II | 13.71 |
| 27131 - Police Officer I | 18.29 |
| 27132 - Police Officer II | 20.32 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.31 |
| 28042 - Carnival Equipment Repairer | 12.31 |
| 28043 - Carnival Equipment Worker | 8.32 |

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| 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 | 14.76 |
| 28630 - Sports Official | 11.68 |
| 28690 - Swimming Pool Operator | 15.41 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.16 |
| 29020 - Hatch Tender | 18.68 |
| 29030 - Line Handler | 18.68 |
| 29041 - Stevedore I | 16.80 |
| 29042 - Stevedore II | 19.53 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.95 |
| 30022 - Archeological Technician II | 20.02 |
| 30023 - Archeological Technician III | 27.09 |
| 30030 - Cartographic Technician | 27.22 |
| 30040 - Civil Engineering Technician | 24.02 |
| 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 |
| 30210 - Laboratory Technician | 23.99 |
| 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 |
| 30390 - Photo-Optics Technician | 27.22 |
| 30461 - Technical Writer I | 22.62 |
| 30462 - Technical Writer II | 27.67 |
| 30463 - Technical Writer III | 35.20 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 23.71 |
| 30621 - Weather Observer, Senior (see 2) | 26.36 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.90 |
| 31030 - Bus Driver | 14.93 |
| 31043 - Driver Courier | 13.44 |
| 31260 - Parking and Lot Attendant | 8.01 |
| 31290 - Shuttle Bus Driver | 14.76 |
| 31310 - Taxi Driver | 10.84 |
| 31361 - Truckdriver, Light | 14.76 |
| 31362 - Truckdriver, Medium | 16.07 |
| 31363 - Truckdriver, Heavy | 17.37 |
| 31364 - Truckdriver, Tractor-Trailer | 17.37 |
| 99000 - Miscellaneous Occupations | |

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|---|-------|
| 99030 - Cashier | 8.53 |
| 99050 - Desk Clerk | 10.59 |
| 99095 - Embalmer | 19.51 |
| 99251 - Laboratory Animal Caretaker I | 10.19 |
| 99252 - Laboratory Animal Caretaker II | 11.20 |
| 99310 - Mortician | 27.18 |
| 99410 - Pest Controller | 14.18 |
| 99510 - Photofinishing Worker | 12.47 |
| 99710 - Recycling Laborer | 13.96 |
| 99711 - Recycling Specialist | 17.79 |
| 99730 - Refuse Collector | 12.61 |
| 99810 - Sales Clerk | 11.60 |
| 99820 - School Crossing Guard | 9.76 |
| 99830 - Survey Party Chief | 22.37 |
| 99831 - Surveying Aide | 16.53 |
| 99832 - Surveying Technician | 20.33 |
| 99840 - Vending Machine Attendant | 12.18 |
| 99841 - Vending Machine Repairer | 16.52 |
| 99842 - Vending Machine Repairer Helper | 12.18 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2234
Revision No.: 19
Date Of Last Revision: 07/25/2014

State: Louisiana

Area: Louisiana Parishes of Jefferson, Lafourche, Orleans, Plaquemines, Saint John The Baptist, St Bernard, St Charles, St Tammany, Terrebonne, Washington

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.15 |
| 01012 - Accounting Clerk II | | 15.88 |
| 01013 - Accounting Clerk III | | 17.77 |
| 01020 - Administrative Assistant | | 23.95 |
| 01040 - Court Reporter | | 19.08 |
| 01051 - Data Entry Operator I | | 11.04 |
| 01052 - Data Entry Operator II | | 12.64 |
| 01060 - Dispatcher, Motor Vehicle | | 18.12 |
| 01070 - Document Preparation Clerk | | 13.09 |
| 01090 - Duplicating Machine Operator | | 13.09 |
| 01111 - General Clerk I | | 11.35 |
| 01112 - General Clerk II | | 12.39 |
| 01113 - General Clerk III | | 14.07 |
| 01120 - Housing Referral Assistant | | 21.88 |
| 01141 - Messenger Courier | | 12.11 |
| 01191 - Order Clerk I | | 11.04 |
| 01192 - Order Clerk II | | 12.99 |
| 01261 - Personnel Assistant (Employment) I | | 14.11 |
| 01262 - Personnel Assistant (Employment) II | | 18.12 |
| 01263 - Personnel Assistant (Employment) III | | 19.97 |
| 01270 - Production Control Clerk | | 20.40 |
| 01280 - Receptionist | | 10.88 |
| 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 |
| 01320 - Service Order Dispatcher | | 16.02 |
| 01410 - Supply Technician | | 23.95 |
| 01420 - Survey Worker | | 15.82 |
| 01531 - Travel Clerk I | | 12.61 |
| 01532 - Travel Clerk II | | 13.44 |
| 01533 - Travel Clerk III | | 14.18 |
| 01611 - Word Processor I | | 13.92 |
| 01612 - Word Processor II | | 15.62 |
| 01613 - Word Processor III | | 17.47 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.97 |
| 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 |

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|--|-------|
| 05370 - Tire Repairer | 11.51 |
| 05400 - Transmission Repair Specialist | 19.45 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.75 |
| 07041 - Cook I | 9.98 |
| 07042 - Cook II | 11.75 |
| 07070 - Dishwasher | 7.60 |
| 07130 - Food Service Worker | 7.99 |
| 07210 - Meat Cutter | 11.54 |
| 07260 - Waiter/Waitress | 8.36 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.29 |
| 09040 - Furniture Handler | 11.88 |
| 09080 - Furniture Refinisher | 16.29 |
| 09090 - Furniture Refinisher Helper | 12.05 |
| 09110 - Furniture Repairer, Minor | 14.18 |
| 09130 - Upholsterer | 16.29 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.05 |
| 11060 - Elevator Operator | 9.53 |
| 11090 - Gardener | 12.27 |
| 11122 - Housekeeping Aide | 9.63 |
| 11150 - Janitor | 9.53 |
| 11210 - Laborer, Grounds Maintenance | 10.59 |
| 11240 - Maid or Houseman | 9.14 |
| 11260 - Pruner | 9.35 |
| 11270 - Tractor Operator | 11.81 |
| 11330 - Trail Maintenance Worker | 10.59 |
| 11360 - Window Cleaner | 10.85 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.93 |
| 12011 - Breath Alcohol Technician | 17.74 |
| 12012 - Certified Occupational Therapist Assistant | 22.37 |
| 12015 - Certified Physical Therapist Assistant | 22.37 |
| 12020 - Dental Assistant | 13.94 |
| 12025 - Dental Hygienist | 29.85 |
| 12030 - EKG Technician | 22.64 |
| 12035 - Electroneurodiagnostic Technologist | 22.64 |
| 12040 - Emergency Medical Technician | 15.38 |
| 12071 - Licensed Practical Nurse I | 15.86 |
| 12072 - Licensed Practical Nurse II | 17.74 |
| 12073 - Licensed Practical Nurse III | 19.79 |
| 12100 - Medical Assistant | 12.13 |
| 12130 - Medical Laboratory Technician | 17.46 |
| 12160 - Medical Record Clerk | 14.61 |
| 12190 - Medical Record Technician | 17.74 |
| 12195 - Medical Transcriptionist | 14.62 |
| 12210 - Nuclear Medicine Technologist | 31.65 |
| 12221 - Nursing Assistant I | 10.67 |
| 12222 - Nursing Assistant II | 12.00 |
| 12223 - Nursing Assistant III | 13.09 |
| 12224 - Nursing Assistant IV | 14.69 |
| 12235 - Optical Dispenser | 15.67 |
| 12236 - Optical Technician | 12.46 |
| 12250 - Pharmacy Technician | 15.02 |
| 12280 - Phlebotomist | 14.69 |
| 12305 - Radiologic Technologist | 23.50 |
| 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 |

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|---|---------------|
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.86 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.40 |
| 13012 - Exhibits Specialist II | 22.61 |
| 13013 - Exhibits Specialist III | 27.58 |
| 13041 - Illustrator I | 18.40 |
| 13042 - Illustrator II | 22.61 |
| 13043 - Illustrator III | 27.58 |
| 13047 - Librarian | 24.17 |
| 13050 - Library Aide/Clerk | 13.00 |
| 13054 - Library Information Technology Systems Administrator | 21.83 |
| 13058 - Library Technician | 14.21 |
| 13061 - Media Specialist I | 15.75 |
| 13062 - Media Specialist II | 17.62 |
| 13063 - Media Specialist III | 19.65 |
| 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 |
| 13110 - Video Teleconference Technician | 19.17 |
| 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 |
| 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 |
| 15060 - Educational Technologist | 23.29 |
| 15070 - Flight Instructor (Pilot) | 40.77 |
| 15080 - Graphic Artist | 21.54 |
| 15090 - Technical Instructor | 19.91 |
| 15095 - Technical Instructor/Course Developer | 24.35 |
| 15110 - Test Proctor | 16.06 |
| 15120 - Tutor | 16.06 |
| 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 | 12.59 |
| 16220 - Tailor | 13.38 |
| 16250 - Washer, Machine | 10.22 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.00 |

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| 19040 - Tool And Die Maker | 24.08 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.43 |
| 21030 - Material Coordinator | 20.91 |
| 21040 - Material Expediter | 20.91 |
| 21050 - Material Handling Laborer | 14.29 |
| 21071 - Order Filler | 10.73 |
| 21080 - Production Line Worker (Food Processing) | 14.43 |
| 21110 - Shipping Packer | 13.65 |
| 21130 - Shipping/Receiving Clerk | 13.65 |
| 21140 - Store Worker I | 8.95 |
| 21150 - Stock Clerk | 13.25 |
| 21210 - Tools And Parts Attendant | 14.43 |
| 21410 - Warehouse Specialist | 14.43 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.24 |
| 23021 - Aircraft Mechanic I | 22.76 |
| 23022 - Aircraft Mechanic II | 24.24 |
| 23023 - Aircraft Mechanic III | 25.73 |
| 23040 - Aircraft Mechanic Helper | 15.92 |
| 23050 - Aircraft, Painter | 17.67 |
| 23060 - Aircraft Servicer | 18.73 |
| 23080 - Aircraft Worker | 20.14 |
| 23110 - Appliance Mechanic | 18.79 |
| 23120 - Bicycle Repairer | 11.51 |
| 23125 - Cable Splicer | 23.23 |
| 23130 - Carpenter, Maintenance | 18.92 |
| 23140 - Carpet Layer | 16.47 |
| 23160 - Electrician, Maintenance | 21.71 |
| 23181 - Electronics Technician Maintenance I | 23.31 |
| 23182 - Electronics Technician Maintenance II | 25.07 |
| 23183 - Electronics Technician Maintenance III | 26.85 |
| 23260 - Fabric Worker | 15.22 |
| 23290 - Fire Alarm System Mechanic | 18.17 |
| 23310 - Fire Extinguisher Repairer | 14.85 |
| 23311 - Fuel Distribution System Mechanic | 21.87 |
| 23312 - Fuel Distribution System Operator | 16.13 |
| 23370 - General Maintenance Worker | 16.43 |
| 23380 - Ground Support Equipment Mechanic | 22.76 |
| 23381 - Ground Support Equipment Servicer | 18.73 |
| 23382 - Ground Support Equipment Worker | 20.14 |
| 23391 - Gunsmith I | 14.85 |
| 23392 - Gunsmith II | 17.48 |
| 23393 - Gunsmith III | 20.14 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.14 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.45 |
| 23430 - Heavy Equipment Mechanic | 18.40 |
| 23440 - Heavy Equipment Operator | 18.24 |
| 23460 - Instrument Mechanic | 22.06 |
| 23465 - Laboratory/Shelter Mechanic | 18.80 |
| 23470 - Laborer | 10.79 |
| 23510 - Locksmith | 19.01 |
| 23530 - Machinery Maintenance Mechanic | 21.02 |
| 23550 - Machinist, Maintenance | 20.88 |
| 23580 - Maintenance Trades Helper | 13.26 |
| 23591 - Metrology Technician I | 22.06 |
| 23592 - Metrology Technician II | 23.50 |
| 23593 - Metrology Technician III | 24.94 |
| 23640 - Millwright | 23.61 |
| 23710 - Office Appliance Repairer | 17.58 |
| 23760 - Painter, Maintenance | 18.14 |

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| 23790 - Pipefitter, Maintenance | 20.38 |
| 23810 - Plumber, Maintenance | 19.28 |
| 23820 - Pseudraulic Systems Mechanic | 20.14 |
| 23850 - Rigger | 18.57 |
| 23870 - Scale Mechanic | 17.48 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.57 |
| 23910 - Small Engine Mechanic | 16.73 |
| 23931 - Telecommunications Mechanic I | 21.10 |
| 23932 - Telecommunications Mechanic II | 22.47 |
| 23950 - Telephone Lineman | 21.06 |
| 23960 - Welder, Combination, Maintenance | 19.18 |
| 23965 - Well Driller | 20.14 |
| 23970 - Woodcraft Worker | 20.14 |
| 23980 - Woodworker | 15.39 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.58 |
| 24580 - Child Care Center Clerk | 12.73 |
| 24610 - Chore Aide | 8.02 |
| 24620 - Family Readiness And Support Services Coordinator | 13.04 |
| 24630 - Homemaker | 14.78 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.73 |
| 25040 - Sewage Plant Operator | 16.43 |
| 25070 - Stationary Engineer | 18.73 |
| 25190 - Ventilation Equipment Tender | 13.02 |
| 25210 - Water Treatment Plant Operator | 16.43 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.58 |
| 27007 - Baggage Inspector | 10.51 |
| 27008 - Corrections Officer | 14.48 |
| 27010 - Court Security Officer | 14.99 |
| 27030 - Detection Dog Handler | 13.71 |
| 27040 - Detention Officer | 13.16 |
| 27070 - Firefighter | 14.08 |
| 27101 - Guard I | 10.51 |
| 27102 - Guard II | 13.71 |
| 27131 - Police Officer I | 18.29 |
| 27132 - Police Officer II | 20.32 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.31 |
| 28042 - Carnival Equipment Repairer | 12.31 |
| 28043 - Carnival Equipment Worker | 8.32 |
| 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 | 14.76 |
| 28630 - Sports Official | 11.68 |
| 28690 - Swimming Pool Operator | 15.41 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.16 |
| 29020 - Hatch Tender | 18.68 |
| 29030 - Line Handler | 18.68 |
| 29041 - Stevedore I | 16.80 |
| 29042 - Stevedore II | 19.53 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.95 |
| 30022 - Archeological Technician II | 20.02 |
| 30023 - Archeological Technician III | 27.09 |

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|---|---------------|
| 30030 - Cartographic Technician | 27.22 |
| 30040 - Civil Engineering Technician | 24.02 |
| 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 |
| 30210 - Laboratory Technician | 23.99 |
| 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 |
| 30390 - Photo-Optics Technician | 27.22 |
| 30461 - Technical Writer I | 22.62 |
| 30462 - Technical Writer II | 27.67 |
| 30463 - Technical Writer III | 35.20 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 23.71 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 26.36 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.90 |
| 31030 - Bus Driver | 14.93 |
| 31043 - Driver Courier | 13.44 |
| 31260 - Parking and Lot Attendant | 8.01 |
| 31290 - Shuttle Bus Driver | 14.76 |
| 31310 - Taxi Driver | 10.84 |
| 31361 - Truckdriver, Light | 14.76 |
| 31362 - Truckdriver, Medium | 16.07 |
| 31363 - Truckdriver, Heavy | 17.37 |
| 31364 - Truckdriver, Tractor-Trailer | 17.37 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.53 |
| 99050 - Desk Clerk | 10.59 |
| 99095 - Embalmer | 19.51 |
| 99251 - Laboratory Animal Caretaker I | 10.19 |
| 99252 - Laboratory Animal Caretaker II | 11.20 |
| 99310 - Mortician | 27.18 |
| 99410 - Pest Controller | 14.18 |
| 99510 - Photofinishing Worker | 12.47 |
| 99710 - Recycling Laborer | 13.96 |
| 99711 - Recycling Specialist | 17.79 |
| 99730 - Refuse Collector | 12.61 |
| 99810 - Sales Clerk | 11.60 |
| 99820 - School Crossing Guard | 9.76 |
| 99830 - Survey Party Chief | 22.37 |
| 99831 - Surveying Aide | 16.53 |
| 99832 - Surveying Technician | 20.33 |
| 99840 - Vending Machine Attendant | 12.18 |
| 99841 - Vending Machine Repairer | 16.52 |
| 99842 - Vending Machine Repairer Helper | 12.18 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2235
Revision No.: 16
Date of Last Revision: 07/25/2014

States: Arkansas, Louisiana, Texas

Area: Arkansas Counties of Columbia, Hempstead, Howard, Lafayette, Little River, Miller, Nevada, Sevier

Louisiana Parishes of Bienville, Bossier, Caddo, Claiborne, De Soto, East Carroll, Jackson, Lincoln, Madison, Morehouse, Ouachita, Red River, Richland, Union, Webster, West Carroll

Texas Counties of Bowie, Camp, Cass, Cherokee, Franklin, Gregg, Harrison, Marion, Morris, Panola, Red River, Rusk, Titus, Upshur

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.65 |
| 01012 - Accounting Clerk II | | 14.20 |
| 01013 - Accounting Clerk III | | 15.88 |
| 01020 - Administrative Assistant | | 17.12 |
| 01040 - Court Reporter | | 19.24 |
| 01051 - Data Entry Operator I | | 11.42 |
| 01052 - Data Entry Operator II | | 12.46 |
| 01060 - Dispatcher, Motor Vehicle | | 15.65 |
| 01070 - Document Preparation Clerk | | 11.74 |
| 01090 - Duplicating Machine Operator | | 11.74 |
| 01111 - General Clerk I | | 9.82 |
| 01112 - General Clerk II | | 11.14 |
| 01113 - General Clerk III | | 12.38 |
| 01120 - Housing Referral Assistant | | 15.49 |
| 01141 - Messenger Courier | | 9.26 |
| 01191 - Order Clerk I | | 12.75 |
| 01192 - Order Clerk II | | 13.92 |
| 01261 - Personnel Assistant (Employment) I | | 13.66 |
| 01262 - Personnel Assistant (Employment) II | | 15.28 |
| 01263 - Personnel Assistant (Employment) III | | 17.04 |
| 01270 - Production Control Clerk | | 16.42 |
| 01280 - Receptionist | | 9.85 |
| 01290 - Rental Clerk | | 11.36 |
| 01300 - Scheduler, Maintenance | | 12.42 |
| 01311 - Secretary I | | 12.42 |
| 01312 - Secretary II | | 14.18 |
| 01313 - Secretary III | | 15.49 |
| 01320 - Service Order Dispatcher | | 13.13 |
| 01410 - Supply Technician | | 17.22 |
| 01420 - Survey Worker | | 13.89 |
| 01531 - Travel Clerk I | | 11.80 |
| 01532 - Travel Clerk II | | 12.66 |
| 01533 - Travel Clerk III | | 13.29 |
| 01611 - Word Processor I | | 13.43 |
| 01612 - Word Processor II | | 15.15 |
| 01613 - Word Processor III | | 16.86 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 20.91 |
| 05010 - Automotive Electrician | | 19.87 |
| 05040 - Automotive Glass Installer | | 17.89 |
| 05070 - Automotive Worker | | 17.89 |
| 05110 - Mobile Equipment Servicer | | 16.31 |
| 05130 - Motor Equipment Metal Mechanic | | 20.91 |
| 05160 - Motor Equipment Metal Worker | | 17.89 |
| 05190 - Motor Vehicle Mechanic | | 20.91 |
| 05220 - Motor Vehicle Mechanic Helper | | 15.27 |
| 05250 - Motor Vehicle Upholstery Worker | | 17.57 |
| 05280 - Motor Vehicle Wrecker | | 17.89 |
| 05310 - Painter, Automotive | | 19.87 |
| 05340 - Radiator Repair Specialist | | 17.89 |
| 05370 - Tire Repairer | | 14.33 |
| 05400 - Transmission Repair Specialist | | 20.91 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 9.85 |
| 07041 - Cook I | | 8.18 |
| 07042 - Cook II | | 9.41 |
| 07070 - Dishwasher | | 7.25 |
| 07130 - Food Service Worker | | 7.50 |
| 07210 - Meat Cutter | | 13.63 |
| 07260 - Waiter/Waitress | | 7.36 |

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|--|-------|
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.06 |
| 09040 - Furniture Handler | 11.41 |
| 09080 - Furniture Refinisher | 18.06 |
| 09090 - Furniture Refinisher Helper | 13.88 |
| 09110 - Furniture Repairer, Minor | 15.97 |
| 09130 - Upholsterer | 18.06 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.60 |
| 11060 - Elevator Operator | 8.60 |
| 11090 - Gardener | 13.09 |
| 11122 - Housekeeping Aide | 8.66 |
| 11150 - Janitor | 8.66 |
| 11210 - Laborer, Grounds Maintenance | 9.97 |
| 11240 - Maid or Houseman | 7.63 |
| 11260 - Pruner | 8.83 |
| 11270 - Tractor Operator | 12.18 |
| 11330 - Trail Maintenance Worker | 9.97 |
| 11360 - Window Cleaner | 9.34 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.54 |
| 12011 - Breath Alcohol Technician | 14.75 |
| 12012 - Certified Occupational Therapist Assistant | 22.72 |
| 12015 - Certified Physical Therapist Assistant | 22.23 |
| 12020 - Dental Assistant | 13.82 |
| 12025 - Dental Hygienist | 31.06 |
| 12030 - EKG Technician | 18.22 |
| 12035 - Electroneurodiagnostic Technologist | 18.22 |
| 12040 - Emergency Medical Technician | 14.54 |
| 12071 - Licensed Practical Nurse I | 14.20 |
| 12072 - Licensed Practical Nurse II | 15.89 |
| 12073 - Licensed Practical Nurse III | 17.72 |
| 12100 - Medical Assistant | 12.61 |
| 12130 - Medical Laboratory Technician | 14.08 |
| 12160 - Medical Record Clerk | 10.17 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 14.77 |
| 12210 - Nuclear Medicine Technologist | 30.79 |
| 12221 - Nursing Assistant I | 8.96 |
| 12222 - Nursing Assistant II | 10.07 |
| 12223 - Nursing Assistant III | 10.99 |
| 12224 - Nursing Assistant IV | 12.34 |
| 12235 - Optical Dispenser | 20.89 |
| 12236 - Optical Technician | 15.07 |
| 12250 - Pharmacy Technician | 12.67 |
| 12280 - Phlebotomist | 12.34 |
| 12305 - Radiologic Technologist | 20.88 |
| 12311 - Registered Nurse I | 22.23 |
| 12312 - Registered Nurse II | 27.62 |
| 12313 - Registered Nurse II, Specialist | 27.62 |
| 12314 - Registered Nurse III | 32.92 |
| 12315 - Registered Nurse III, Anesthetist | 32.92 |
| 12316 - Registered Nurse IV | 39.44 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.27 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.10 |
| 13012 - Exhibits Specialist II | 21.88 |
| 13013 - Exhibits Specialist III | 25.92 |
| 13041 - Illustrator I | 17.10 |
| 13042 - Illustrator II | 21.88 |
| 13043 - Illustrator III | 25.92 |
| 13047 - Librarian | 23.46 |
| 13050 - Library Aide/Clerk | 11.33 |

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| 13054 - Library Information Technology Systems Administrator | 21.19 |
| 13058 - Library Technician | 13.32 |
| 13061 - Media Specialist I | 15.29 |
| 13062 - Media Specialist II | 17.10 |
| 13063 - Media Specialist III | 19.07 |
| 13071 - Photographer I | 14.79 |
| 13072 - Photographer II | 16.54 |
| 13073 - Photographer III | 20.92 |
| 13074 - Photographer IV | 25.08 |
| 13075 - Photographer V | 30.34 |
| 13110 - Video Teleconference Technician | 15.49 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.95 |
| 14042 - Computer Operator II | 15.11 |
| 14043 - Computer Operator III | 19.08 |
| 14044 - Computer Operator IV | 20.40 |
| 14045 - Computer Operator V | 22.26 |
| 14071 - Computer Programmer I | (see 1) 18.85 |
| 14072 - Computer Programmer II | (see 1) 23.36 |
| 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 | 13.95 |
| 14160 - Personal Computer Support Technician | 23.14 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.22 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.13 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 38.52 |
| 15050 - Computer Based Training Specialist / Instructor | 27.30 |
| 15060 - Educational Technologist | 23.84 |
| 15070 - Flight Instructor (Pilot) | 38.52 |
| 15080 - Graphic Artist | 18.90 |
| 15090 - Technical Instructor | 18.38 |
| 15095 - Technical Instructor/Course Developer | 22.48 |
| 15110 - Test Proctor | 14.83 |
| 15120 - Tutor | 14.83 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.64 |
| 16030 - Counter Attendant | 8.64 |
| 16040 - Dry Cleaner | 10.16 |
| 16070 - Finisher, Flatwork, Machine | 8.64 |
| 16090 - Presser, Hand | 8.64 |
| 16110 - Presser, Machine, Drycleaning | 8.64 |
| 16130 - Presser, Machine, Shirts | 8.64 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.64 |
| 16190 - Sewing Machine Operator | 10.77 |
| 16220 - Tailor | 11.34 |
| 16250 - Washer, Machine | 9.07 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.96 |
| 19040 - Tool And Die Maker | 23.82 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.22 |
| 21030 - Material Coordinator | 16.72 |
| 21040 - Material Expediter | 16.72 |
| 21050 - Material Handling Laborer | 11.80 |
| 21071 - Order Filler | 11.15 |
| 21080 - Production Line Worker (Food Processing) | 13.22 |
| 21110 - Shipping Packer | 12.13 |
| 21130 - Shipping/Receiving Clerk | 12.13 |

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| 21140 - Store Worker I | 10.82 |
| 21150 - Stock Clerk | 15.32 |
| 21210 - Tools And Parts Attendant | 13.22 |
| 21410 - Warehouse Specialist | 13.22 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.13 |
| 23021 - Aircraft Mechanic I | 22.95 |
| 23022 - Aircraft Mechanic II | 24.13 |
| 23023 - Aircraft Mechanic III | 25.35 |
| 23040 - Aircraft Mechanic Helper | 16.56 |
| 23050 - Aircraft, Painter | 20.57 |
| 23060 - Aircraft Servicer | 19.06 |
| 23080 - Aircraft Worker | 20.18 |
| 23110 - Appliance Mechanic | 19.04 |
| 23120 - Bicycle Repairer | 14.33 |
| 23125 - Cable Splicer | 22.25 |
| 23130 - Carpenter, Maintenance | 18.11 |
| 23140 - Carpet Layer | 18.61 |
| 23160 - Electrician, Maintenance | 22.08 |
| 23181 - Electronics Technician Maintenance I | 21.43 |
| 23182 - Electronics Technician Maintenance II | 22.72 |
| 23183 - Electronics Technician Maintenance III | 24.65 |
| 23260 - Fabric Worker | 15.97 |
| 23290 - Fire Alarm System Mechanic | 19.17 |
| 23310 - Fire Extinguisher Repairer | 14.84 |
| 23311 - Fuel Distribution System Mechanic | 19.17 |
| 23312 - Fuel Distribution System Operator | 17.06 |
| 23370 - General Maintenance Worker | 17.08 |
| 23380 - Ground Support Equipment Mechanic | 22.95 |
| 23381 - Ground Support Equipment Servicer | 19.06 |
| 23382 - Ground Support Equipment Worker | 20.18 |
| 23391 - Gunsmith I | 14.84 |
| 23392 - Gunsmith II | 17.08 |
| 23393 - Gunsmith III | 19.17 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.17 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.16 |
| 23430 - Heavy Equipment Mechanic | 19.57 |
| 23440 - Heavy Equipment Operator | 19.17 |
| 23460 - Instrument Mechanic | 19.17 |
| 23465 - Laboratory/Shelter Mechanic | 18.11 |
| 23470 - Laborer | 10.11 |
| 23510 - Locksmith | 18.11 |
| 23530 - Machinery Maintenance Mechanic | 21.69 |
| 23550 - Machinist, Maintenance | 19.17 |
| 23580 - Maintenance Trades Helper | 15.27 |
| 23591 - Metrology Technician I | 19.17 |
| 23592 - Metrology Technician II | 20.16 |
| 23593 - Metrology Technician III | 21.18 |
| 23640 - Millwright | 19.17 |
| 23710 - Office Appliance Repairer | 18.11 |
| 23760 - Painter, Maintenance | 18.11 |
| 23790 - Pipefitter, Maintenance | 22.64 |
| 23810 - Plumber, Maintenance | 21.52 |
| 23820 - Pneudraulic Systems Mechanic | 19.17 |
| 23850 - Rigger | 19.17 |
| 23870 - Scale Mechanic | 17.08 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.17 |
| 23910 - Small Engine Mechanic | 17.08 |
| 23931 - Telecommunications Mechanic I | 20.91 |
| 23932 - Telecommunications Mechanic II | 21.97 |
| 23950 - Telephone Lineman | 21.59 |

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| 23960 - Welder, Combination, Maintenance | 19.17 |
| 23965 - Well Driller | 19.17 |
| 23970 - Woodcraft Worker | 19.17 |
| 23980 - Woodworker | 14.84 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.49 |
| 24580 - Child Care Center Clerk | 13.02 |
| 24610 - Chore Aide | 8.19 |
| 24620 - Family Readiness And Support Services Coordinator | 14.53 |
| 24630 - Homemaker | 14.53 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.00 |
| 25040 - Sewage Plant Operator | 19.87 |
| 25070 - Stationary Engineer | 23.71 |
| 25190 - Ventilation Equipment Tender | 15.69 |
| 25210 - Water Treatment Plant Operator | 18.06 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.88 |
| 27007 - Baggage Inspector | 10.52 |
| 27008 - Corrections Officer | 17.31 |
| 27010 - Court Security Officer | 17.74 |
| 27030 - Detection Dog Handler | 12.94 |
| 27040 - Detention Officer | 17.31 |
| 27070 - Firefighter | 18.39 |
| 27101 - Guard I | 10.52 |
| 27102 - Guard II | 12.94 |
| 27131 - Police Officer I | 18.32 |
| 27132 - Police Officer II | 20.36 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.96 |
| 28042 - Carnival Equipment Repairer | 10.79 |
| 28043 - Carnival Equipment Worker | 8.03 |
| 28210 - Gate Attendant/Gate Tender | 13.13 |
| 28310 - Lifeguard | 11.70 |
| 28350 - Park Attendant (Aide) | 14.68 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.72 |
| 28515 - Recreation Specialist | 17.55 |
| 28630 - Sports Official | 11.70 |
| 28690 - Swimming Pool Operator | 14.00 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.82 |
| 29020 - Hatch Tender | 17.89 |
| 29030 - Line Handler | 19.68 |
| 29041 - Stevedore I | 18.59 |
| 29042 - Stevedore II | 21.00 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.64 |
| 30022 - Archeological Technician II | 19.73 |
| 30023 - Archeological Technician III | 24.44 |
| 30030 - Cartographic Technician | 24.44 |
| 30040 - Civil Engineering Technician | 23.23 |
| 30061 - Drafter/CAD Operator I | 17.64 |
| 30062 - Drafter/CAD Operator II | 19.73 |
| 30063 - Drafter/CAD Operator III | 22.00 |
| 30064 - Drafter/CAD Operator IV | 27.08 |
| 30081 - Engineering Technician I | 14.86 |
| 30082 - Engineering Technician II | 19.06 |
| 30083 - Engineering Technician III | 21.32 |
| 30084 - Engineering Technician IV | 26.42 |

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| 30085 - Engineering Technician V | 32.32 |
| 30086 - Engineering Technician VI | 38.24 |
| 30090 - Environmental Technician | 23.24 |
| 30210 - Laboratory Technician | 22.86 |
| 30240 - Mathematical Technician | 24.44 |
| 30361 - Paralegal/Legal Assistant I | 16.24 |
| 30362 - Paralegal/Legal Assistant II | 20.12 |
| 30363 - Paralegal/Legal Assistant III | 24.62 |
| 30364 - Paralegal/Legal Assistant IV | 29.78 |
| 30390 - Photo-Optics Technician | 24.44 |
| 30461 - Technical Writer I | 24.44 |
| 30462 - Technical Writer II | 31.19 |
| 30463 - Technical Writer III | 37.52 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 22.00 |
| 30621 - Weather Observer, Senior | (see 2) 24.44 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.23 |
| 31030 - Bus Driver | 15.86 |
| 31043 - Driver Courier | 12.78 |
| 31260 - Parking and Lot Attendant | 8.01 |
| 31290 - Shuttle Bus Driver | 13.16 |
| 31310 - Taxi Driver | 9.90 |
| 31361 - Truckdriver, Light | 13.16 |
| 31362 - Truckdriver, Medium | 15.99 |
| 31363 - Truckdriver, Heavy | 18.17 |
| 31364 - Truckdriver, Tractor-Trailer | 18.17 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.89 |
| 99050 - Desk Clerk | 9.85 |
| 99095 - Embalmer | 21.56 |
| 99251 - Laboratory Animal Caretaker I | 9.26 |
| 99252 - Laboratory Animal Caretaker II | 9.40 |
| 99310 - Mortician | 21.56 |
| 99410 - Pest Controller | 12.73 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 12.46 |
| 99711 - Recycling Specialist | 15.03 |
| 99730 - Refuse Collector | 10.96 |
| 99810 - Sales Clerk | 12.21 |
| 99820 - School Crossing Guard | 10.86 |
| 99830 - Survey Party Chief | 18.48 |
| 99831 - Surveying Aide | 11.32 |
| 99832 - Surveying Technician | 15.52 |
| 99840 - Vending Machine Attendant | 12.31 |
| 99841 - Vending Machine Repairer | 15.21 |
| 99842 - Vending Machine Repairer Helper | 12.31 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract
Page 5964

(either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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| THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION | |
| By direction of the Secretary of Labor | WAGE AND HOUR DIVISION | |
| | WASHINGTON D.C. 20210 | |
| Diane C. Koplewski | Division of | Wage Determination No.: 2005-2236 |
| Director | Wage Determinations | Revision No.: 19 |
| | | Date Of Last Revision: 07/25/2014 |
| States: Arkansas, Louisiana, Texas | | |

Area: Arkansas Counties of Columbia, Hempstead, Howard, Lafayette, Little River, Miller, Nevada, Sevier

Louisiana Parishes of Bienville, Bossier, Caddo, Claiborne, De Soto, East Carroll, Jackson, Lincoln, Madison, Morehouse, Ouachita, Red River, Richland, Union, Webster, West Carroll

Texas Counties of Bowie, Camp, Cass, Cherokee, Franklin, Gregg, Harrison, Marion, Morris, Panola, Red River, Rusk, Titus, Upshur

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.65 |
| 01012 - Accounting Clerk II | | 14.20 |
| 01013 - Accounting Clerk III | | 15.88 |
| 01020 - Administrative Assistant | | 17.12 |
| 01040 - Court Reporter | | 19.24 |
| 01051 - Data Entry Operator I | | 11.42 |
| 01052 - Data Entry Operator II | | 12.46 |
| 01060 - Dispatcher, Motor Vehicle | | 15.65 |
| 01070 - Document Preparation Clerk | | 11.74 |
| 01090 - Duplicating Machine Operator | | 11.74 |
| 01111 - General Clerk I | | 9.82 |
| 01112 - General Clerk II | | 11.14 |
| 01113 - General Clerk III | | 12.38 |
| 01120 - Housing Referral Assistant | | 15.49 |
| 01141 - Messenger Courier | | 9.26 |
| 01191 - Order Clerk I | | 12.75 |
| 01192 - Order Clerk II | | 13.92 |
| 01261 - Personnel Assistant (Employment) I | | 13.66 |
| 01262 - Personnel Assistant (Employment) II | | 15.28 |
| 01263 - Personnel Assistant (Employment) III | | 17.04 |
| 01270 - Production Control Clerk | | 16.42 |
| 01280 - Receptionist | | 9.85 |
| 01290 - Rental Clerk | | 11.36 |
| 01300 - Scheduler, Maintenance | | 12.42 |
| 01311 - Secretary I | | 12.42 |
| 01312 - Secretary II | | 14.18 |
| 01313 - Secretary III | | 15.49 |
| 01320 - Service Order Dispatcher | | 13.13 |
| 01410 - Supply Technician | | 17.22 |
| 01420 - Survey Worker | | 13.89 |
| 01531 - Travel Clerk I | | 11.80 |
| 01532 - Travel Clerk II | | 12.66 |
| 01533 - Travel Clerk III | | 13.29 |

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| 01611 - Word Processor I | 13.43 |
| 01612 - Word Processor II | 15.15 |
| 01613 - Word Processor III | 16.86 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.91 |
| 05010 - Automotive Electrician | 19.87 |
| 05040 - Automotive Glass Installer | 17.89 |
| 05070 - Automotive Worker | 17.89 |
| 05110 - Mobile Equipment Servicer | 16.31 |
| 05130 - Motor Equipment Metal Mechanic | 20.91 |
| 05160 - Motor Equipment Metal Worker | 17.89 |
| 05190 - Motor Vehicle Mechanic | 20.91 |
| 05220 - Motor Vehicle Mechanic Helper | 15.27 |
| 05250 - Motor Vehicle Upholstery Worker | 17.57 |
| 05280 - Motor Vehicle Wrecker | 17.89 |
| 05310 - Painter, Automotive | 19.87 |
| 05340 - Radiator Repair Specialist | 17.89 |
| 05370 - Tire Repairer | 14.33 |
| 05400 - Transmission Repair Specialist | 20.91 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 9.85 |
| 07041 - Cook I | 8.18 |
| 07042 - Cook II | 9.41 |
| 07070 - Dishwasher | 7.25 |
| 07130 - Food Service Worker | 7.50 |
| 07210 - Meat Cutter | 13.63 |
| 07260 - Waiter/Waitress | 7.36 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.06 |
| 09040 - Furniture Handler | 11.41 |
| 09080 - Furniture Refinisher | 18.06 |
| 09090 - Furniture Refinisher Helper | 13.88 |
| 09110 - Furniture Repairer, Minor | 15.97 |
| 09130 - Upholsterer | 18.06 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.60 |
| 11060 - Elevator Operator | 8.60 |
| 11090 - Gardener | 13.09 |
| 11122 - Housekeeping Aide | 8.66 |
| 11150 - Janitor | 8.66 |
| 11210 - Laborer, Grounds Maintenance | 9.97 |
| 11240 - Maid or Houseman | 7.63 |
| 11260 - Pruner | 8.83 |
| 11270 - Tractor Operator | 12.18 |
| 11330 - Trail Maintenance Worker | 9.97 |
| 11360 - Window Cleaner | 9.34 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.54 |
| 12011 - Breath Alcohol Technician | 14.75 |
| 12012 - Certified Occupational Therapist Assistant | 22.72 |
| 12015 - Certified Physical Therapist Assistant | 22.23 |
| 12020 - Dental Assistant | 13.82 |
| 12025 - Dental Hygienist | 31.06 |
| 12030 - EKG Technician | 18.22 |
| 12035 - Electroneurodiagnostic Technologist | 18.22 |
| 12040 - Emergency Medical Technician | 14.54 |
| 12071 - Licensed Practical Nurse I | 14.20 |
| 12072 - Licensed Practical Nurse II | 15.89 |
| 12073 - Licensed Practical Nurse III | 17.72 |
| 12100 - Medical Assistant | 12.61 |
| 12130 - Medical Laboratory Technician | 14.08 |
| 12160 - Medical Record Clerk | 10.17 |
| 12190 - Medical Record Technician | 14.89 |

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| 12195 - Medical Transcriptionist | 14.77 |
| 12210 - Nuclear Medicine Technologist | 30.79 |
| 12221 - Nursing Assistant I | 8.96 |
| 12222 - Nursing Assistant II | 10.07 |
| 12223 - Nursing Assistant III | 10.99 |
| 12224 - Nursing Assistant IV | 12.34 |
| 12235 - Optical Dispenser | 20.89 |
| 12236 - Optical Technician | 15.07 |
| 12250 - Pharmacy Technician | 12.67 |
| 12280 - Phlebotomist | 12.34 |
| 12305 - Radiologic Technologist | 20.88 |
| 12311 - Registered Nurse I | 22.23 |
| 12312 - Registered Nurse II | 27.62 |
| 12313 - Registered Nurse II, Specialist | 27.62 |
| 12314 - Registered Nurse III | 32.92 |
| 12315 - Registered Nurse III, Anesthetist | 32.92 |
| 12316 - Registered Nurse IV | 39.44 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.27 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.10 |
| 13012 - Exhibits Specialist II | 21.88 |
| 13013 - Exhibits Specialist III | 25.92 |
| 13041 - Illustrator I | 17.10 |
| 13042 - Illustrator II | 21.88 |
| 13043 - Illustrator III | 25.92 |
| 13047 - Librarian | 23.46 |
| 13050 - Library Aide/Clerk | 11.33 |
| 13054 - Library Information Technology Systems Administrator | 21.19 |
| 13058 - Library Technician | 13.32 |
| 13061 - Media Specialist I | 15.29 |
| 13062 - Media Specialist II | 17.10 |
| 13063 - Media Specialist III | 19.07 |
| 13071 - Photographer I | 14.79 |
| 13072 - Photographer II | 16.54 |
| 13073 - Photographer III | 20.92 |
| 13074 - Photographer IV | 25.08 |
| 13075 - Photographer V | 30.34 |
| 13110 - Video Teleconference Technician | 15.49 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.95 |
| 14042 - Computer Operator II | 15.11 |
| 14043 - Computer Operator III | 19.08 |
| 14044 - Computer Operator IV | 20.40 |
| 14045 - Computer Operator V | 22.26 |
| 14071 - Computer Programmer I | (see 1) 18.85 |
| 14072 - Computer Programmer II | (see 1) 23.36 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 27.52 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.95 |
| 14160 - Personal Computer Support Technician | 23.14 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.22 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.13 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 38.52 |
| 15050 - Computer Based Training Specialist / Instructor | 27.30 |
| 15060 - Educational Technologist | 23.84 |
| 15070 - Flight Instructor (Pilot) | 38.52 |
| 15080 - Graphic Artist | 18.90 |
| 15090 - Technical Instructor | 18.38 |

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| 15095 - Technical Instructor/Course Developer | 22.48 |
| 15110 - Test Proctor | 14.83 |
| 15120 - Tutor | 14.83 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.64 |
| 16030 - Counter Attendant | 8.64 |
| 16040 - Dry Cleaner | 10.16 |
| 16070 - Finisher, Flatwork, Machine | 8.64 |
| 16090 - Presser, Hand | 8.64 |
| 16110 - Presser, Machine, Drycleaning | 8.64 |
| 16130 - Presser, Machine, Shirts | 8.64 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.64 |
| 16190 - Sewing Machine Operator | 10.77 |
| 16220 - Tailor | 11.34 |
| 16250 - Washer, Machine | 9.07 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.96 |
| 19040 - Tool And Die Maker | 23.82 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.22 |
| 21030 - Material Coordinator | 16.72 |
| 21040 - Material Expediter | 16.72 |
| 21050 - Material Handling Laborer | 11.80 |
| 21071 - Order Filler | 11.15 |
| 21080 - Production Line Worker (Food Processing) | 13.22 |
| 21110 - Shipping Packer | 12.13 |
| 21130 - Shipping/Receiving Clerk | 12.13 |
| 21140 - Store Worker I | 10.82 |
| 21150 - Stock Clerk | 15.32 |
| 21210 - Tools And Parts Attendant | 13.22 |
| 21410 - Warehouse Specialist | 13.22 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.13 |
| 23021 - Aircraft Mechanic I | 22.95 |
| 23022 - Aircraft Mechanic II | 24.13 |
| 23023 - Aircraft Mechanic III | 25.35 |
| 23040 - Aircraft Mechanic Helper | 16.56 |
| 23050 - Aircraft, Painter | 20.57 |
| 23060 - Aircraft Servicer | 19.06 |
| 23080 - Aircraft Worker | 20.18 |
| 23110 - Appliance Mechanic | 19.04 |
| 23120 - Bicycle Repairer | 14.33 |
| 23125 - Cable Splicer | 22.25 |
| 23130 - Carpenter, Maintenance | 18.11 |
| 23140 - Carpet Layer | 18.61 |
| 23160 - Electrician, Maintenance | 22.08 |
| 23181 - Electronics Technician Maintenance I | 21.43 |
| 23182 - Electronics Technician Maintenance II | 22.72 |
| 23183 - Electronics Technician Maintenance III | 24.65 |
| 23260 - Fabric Worker | 15.97 |
| 23290 - Fire Alarm System Mechanic | 19.17 |
| 23310 - Fire Extinguisher Repairer | 14.84 |
| 23311 - Fuel Distribution System Mechanic | 19.17 |
| 23312 - Fuel Distribution System Operator | 17.06 |
| 23370 - General Maintenance Worker | 17.08 |
| 23380 - Ground Support Equipment Mechanic | 22.95 |
| 23381 - Ground Support Equipment Servicer | 19.06 |
| 23382 - Ground Support Equipment Worker | 20.18 |
| 23391 - Gunsmith I | 14.84 |
| 23392 - Gunsmith II | 17.08 |
| 23393 - Gunsmith III | 19.17 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.17 |

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| 23411 - Heating, Ventilation And Air Contditiuning Mechanic (Research Facility) | 20.16 |
| 23430 - Heavy Equipment Mechanic | 19.57 |
| 23440 - Heavy Equipment Operator | 19.17 |
| 23460 - Instrument Mechanic | 19.17 |
| 23465 - Laboratory/Shelter Mechanic | 18.11 |
| 23470 - Laborer | 10.11 |
| 23510 - Locksmith | 18.11 |
| 23530 - Machinery Maintenance Mechanic | 21.69 |
| 23550 - Machinist, Maintenance | 19.17 |
| 23580 - Maintenance Trades Helper | 15.27 |
| 23591 - Metrology Technician I | 19.17 |
| 23592 - Metrology Technician II | 20.16 |
| 23593 - Metrology Technician III | 21.18 |
| 23640 - Millwright | 19.17 |
| 23710 - Office Appliance Repairer | 18.11 |
| 23760 - Painter, Maintenance | 18.11 |
| 23790 - Pipefitter, Maintenance | 22.64 |
| 23810 - Plumber, Maintenance | 21.52 |
| 23820 - Pneudraulic Systems Mechanic | 19.17 |
| 23850 - Rigger | 19.17 |
| 23870 - Scale Mechanic | 17.08 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.17 |
| 23910 - Small Engine Mechanic | 17.08 |
| 23931 - Telecommunications Mechanic I | 20.91 |
| 23932 - Telecommunications Mechanic II | 21.97 |
| 23950 - Telephone Lineman | 21.59 |
| 23960 - Welder, Combination, Maintenance | 19.17 |
| 23965 - well Driller | 19.17 |
| 23970 - Woodcraft Worker | 19.17 |
| 23980 - Woodworker | 14.84 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.49 |
| 24580 - Child Care Center Clerk | 13.02 |
| 24610 - Chore Aide | 8.19 |
| 24620 - Family Readiness And Support Services Coordinator | 14.53 |
| 24630 - Homemaker | 14.53 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.00 |
| 25040 - Sewage Plant Operator | 19.87 |
| 25070 - Stationary Engineer | 23.71 |
| 25190 - Ventilation Equipment Tender | 15.69 |
| 25210 - Water Treatment Plant Operator | 18.06 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.88 |
| 27007 - Baggage Inspector | 10.52 |
| 27008 - Corrections Officer | 17.31 |
| 27010 - Court Security Officer | 17.74 |
| 27030 - Detection Dog Handler | 12.94 |
| 27040 - Detention Officer | 17.31 |
| 27070 - Firefighter | 18.39 |
| 27101 - Guard I | 10.52 |
| 27102 - Guard II | 12.94 |
| 27131 - Police Officer I | 18.32 |
| 27132 - Police Officer II | 20.36 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.96 |
| 28042 - Carnival Equipment Repairer | 10.79 |
| 28043 - Carnival Equipment Worker | 8.03 |
| 28210 - Gate Attendant/Gate Tender | 13.13 |
| 28310 - Lifeguard | 11.70 |
| 28350 - Park Attendant (Aide) | 14.68 |

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| 28510 - Recreation Aide/Health Facility Attendant | 10.72 |
| 28515 - Recreation Specialist | 17.55 |
| 28630 - Sports Official | 11.70 |
| 28690 - Swimming Pool Operator | 14.00 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.82 |
| 29020 - Hatch Tender | 17.89 |
| 29030 - Line Handler | 19.68 |
| 29041 - Stevedore I | 18.59 |
| 29042 - Stevedore II | 21.00 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.64 |
| 30022 - Archeological Technician II | 19.73 |
| 30023 - Archeological Technician III | 24.44 |
| 30030 - Cartographic Technician | 24.44 |
| 30040 - Civil Engineering Technician | 23.23 |
| 30061 - Drafter/CAD Operator I | 17.64 |
| 30062 - Drafter/CAD Operator II | 19.73 |
| 30063 - Drafter/CAD Operator III | 22.00 |
| 30064 - Drafter/CAD Operator IV | 27.08 |
| 30081 - Engineering Technician I | 14.86 |
| 30082 - Engineering Technician II | 19.06 |
| 30083 - Engineering Technician III | 21.32 |
| 30084 - Engineering Technician IV | 26.42 |
| 30085 - Engineering Technician V | 32.32 |
| 30086 - Engineering Technician VI | 38.24 |
| 30090 - Environmental Technician | 23.24 |
| 30210 - Laboratory Technician | 22.86 |
| 30240 - Mathematical Technician | 24.44 |
| 30361 - Paralegal/Legal Assistant I | 16.24 |
| 30362 - Paralegal/Legal Assistant II | 20.12 |
| 30363 - Paralegal/Legal Assistant III | 24.62 |
| 30364 - Paralegal/Legal Assistant IV | 29.78 |
| 30390 - Photo-Optics Technician | 24.44 |
| 30461 - Technical Writer I | 24.44 |
| 30462 - Technical Writer II | 31.19 |
| 30463 - Technical Writer III | 37.52 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 22.00 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 24.44 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.23 |
| 31030 - Bus Driver | 15.86 |
| 31043 - Driver Courier | 12.78 |
| 31260 - Parking and Lot Attendant | 8.01 |
| 31290 - Shuttle Bus Driver | 13.16 |
| 31310 - Taxi Driver | 9.90 |
| 31361 - Truckdriver, Light | 13.16 |
| 31362 - Truckdriver, Medium | 15.99 |
| 31363 - Truckdriver, Heavy | 18.17 |
| 31364 - Truckdriver, Tractor-Trailer | 18.17 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.89 |
| 99050 - Desk Clerk | 9.85 |
| 99095 - Embalmer | 21.56 |

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| 99251 - Laboratory Animal Caretaker I | 9.26 |
| 99252 - Laboratory Animal Caretaker II | 9.40 |
| 99310 - Mortician | 21.56 |
| 99410 - Pest Controller | 12.73 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 12.46 |
| 99711 - Recycling Specialist | 15.03 |
| 99730 - Refuse Collector | 10.96 |
| 99810 - Sales Clerk | 12.21 |
| 99820 - School Crossing Guard | 10.86 |
| 99830 - Survey Party Chief | 18.48 |
| 99831 - Surveying Aide | 11.32 |
| 99832 - Surveying Technician | 15.52 |
| 99840 - Vending Machine Attendant | 12.31 |
| 99841 - Vending Machine Repairer | 15.21 |
| 99842 - Vending Machine Repairer Helper | 12.31 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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 ordinance, explosives, and incendiary materials. This

includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2241
Revision No.: 15
Date of Last Revision: 07/25/2014

State: Maine

Area: Maine Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.90 |
| 01012 - Accounting Clerk II | | 14.49 |
| 01013 - Accounting Clerk III | | 16.20 |
| 01020 - Administrative Assistant | | 19.33 |
| 01040 - Court Reporter | | 18.63 |
| 01051 - Data Entry Operator I | | 12.24 |
| 01052 - Data Entry Operator II | | 13.64 |
| 01060 - Dispatcher, Motor Vehicle | | 16.55 |
| 01070 - Document Preparation Clerk | | 13.51 |
| 01090 - Duplicating Machine Operator | | 13.24 |
| 01111 - General Clerk I | | 12.23 |
| 01112 - General Clerk II | | 13.35 |
| 01113 - General Clerk III | | 14.98 |

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| 01120 - Housing Referral Assistant | 17.87 |
| 01141 - Messenger Courier | 12.47 |
| 01191 - Order Clerk I | 11.69 |
| 01192 - Order Clerk II | 14.38 |
| 01261 - Personnel Assistant (Employment) I | 13.75 |
| 01262 - Personnel Assistant (Employment) II | 15.38 |
| 01263 - Personnel Assistant (Employment) III | 17.15 |
| 01270 - Production Control Clerk | 19.89 |
| 01280 - Receptionist | 11.61 |
| 01290 - Rental Clerk | 11.05 |
| 01300 - Scheduler, Maintenance | 14.32 |
| 01311 - Secretary I | 14.32 |
| 01312 - Secretary II | 16.02 |
| 01313 - Secretary III | 17.87 |
| 01320 - Service Order Dispatcher | 12.25 |
| 01410 - Supply Technician | 19.85 |
| 01420 - Survey Worker | 12.37 |
| 01531 - Travel Clerk I | 12.99 |
| 01532 - Travel Clerk II | 14.07 |
| 01533 - Travel Clerk III | 15.16 |
| 01611 - Word Processor I | 13.00 |
| 01612 - Word Processor II | 14.73 |
| 01613 - Word Processor III | 16.34 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 16.40 |
| 05010 - Automotive Electrician | 16.16 |
| 05040 - Automotive Glass Installer | 15.07 |
| 05070 - Automotive Worker | 15.07 |
| 05110 - Mobile Equipment Servicer | 13.79 |
| 05130 - Motor Equipment Metal Mechanic | 16.22 |
| 05160 - Motor Equipment Metal Worker | 15.08 |
| 05190 - Motor Vehicle Mechanic | 16.22 |
| 05220 - Motor Vehicle Mechanic Helper | 13.74 |
| 05250 - Motor Vehicle Upholstery Worker | 14.44 |
| 05280 - Motor Vehicle Wrecker | 15.07 |
| 05310 - Painter, Automotive | 16.16 |
| 05340 - Radiator Repair Specialist | 15.07 |
| 05370 - Tire Repairer | 11.67 |
| 05400 - Transmission Repair Specialist | 16.22 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.43 |
| 07041 - Cook I | 12.01 |
| 07042 - Cook II | 13.30 |
| 07070 - Dishwasher | 8.72 |
| 07130 - Food Service Worker | 10.11 |
| 07210 - Meat Cutter | 15.18 |
| 07260 - Waiter/Waitress | 10.00 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.33 |
| 09040 - Furniture Handler | 12.99 |
| 09080 - Furniture Refinisher | 16.03 |
| 09090 - Furniture Refinisher Helper | 13.66 |
| 09110 - Furniture Repairer, Minor | 14.95 |
| 09130 - Upholsterer | 17.57 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.97 |
| 11060 - Elevator Operator | 10.97 |
| 11090 - Gardener | 14.40 |
| 11122 - Housekeeping Aide | 12.17 |
| 11150 - Janitor | 12.17 |
| 11210 - Laborer, Grounds Maintenance | 12.41 |
| 11240 - Maid or Houseman | 10.01 |
| 11260 - Pruner | 14.10 |

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| 11270 - Tractor Operator | 13.90 |
| 11330 - Trail Maintenance Worker | 12.41 |
| 11360 - Window Cleaner | 12.99 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.64 |
| 12011 - Breath Alcohol Technician | 16.92 |
| 12012 - Certified Occupational Therapist Assistant | 22.15 |
| 12015 - Certified Physical Therapist Assistant | 20.14 |
| 12020 - Dental Assistant | 16.26 |
| 12025 - Dental Hygienist | 29.04 |
| 12030 - EKG Technician | 25.37 |
| 12035 - Electroneurodiagnostic Technologist | 25.37 |
| 12040 - Emergency Medical Technician | 13.64 |
| 12071 - Licensed Practical Nurse I | 15.31 |
| 12072 - Licensed Practical Nurse II | 17.12 |
| 12073 - Licensed Practical Nurse III | 19.10 |
| 12100 - Medical Assistant | 13.94 |
| 12130 - Medical Laboratory Technician | 17.56 |
| 12160 - Medical Record Clerk | 13.54 |
| 12190 - Medical Record Technician | 15.14 |
| 12195 - Medical Transcriptionist | 15.17 |
| 12210 - Nuclear Medicine Technologist | 32.44 |
| 12221 - Nursing Assistant I | 10.03 |
| 12222 - Nursing Assistant II | 11.28 |
| 12223 - Nursing Assistant III | 12.31 |
| 12224 - Nursing Assistant IV | 13.81 |
| 12235 - Optical Dispenser | 15.53 |
| 12236 - Optical Technician | 13.16 |
| 12250 - Pharmacy Technician | 12.99 |
| 12280 - Phlebotomist | 13.81 |
| 12305 - Radiologic Technologist | 26.94 |
| 12311 - Registered Nurse I | 23.39 |
| 12312 - Registered Nurse II | 28.61 |
| 12313 - Registered Nurse II, Specialist | 28.61 |
| 12314 - Registered Nurse III | 34.61 |
| 12315 - Registered Nurse III, Anesthetist | 34.61 |
| 12316 - Registered Nurse IV | 41.48 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.25 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.25 |
| 13012 - Exhibits Specialist II | 20.11 |
| 13013 - Exhibits Specialist III | 24.96 |
| 13041 - Illustrator I | 16.25 |
| 13042 - Illustrator II | 20.11 |
| 13043 - Illustrator III | 24.62 |
| 13047 - Librarian | 20.94 |
| 13050 - Library Aide/Clerk | 10.82 |
| 13054 - Library Information Technology Systems Administrator | 18.92 |
| 13058 - Library Technician | 13.80 |
| 13061 - Media Specialist I | 13.64 |
| 13062 - Media Specialist II | 15.26 |
| 13063 - Media Specialist III | 17.02 |
| 13071 - Photographer I | 14.36 |
| 13072 - Photographer II | 19.74 |
| 13073 - Photographer III | 24.42 |
| 13074 - Photographer IV | 29.89 |
| 13075 - Photographer V | 36.16 |
| 13110 - Video Teleconference Technician | 17.37 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.31 |
| 14042 - Computer Operator II | 17.13 |
| 14043 - Computer Operator III | 19.11 |

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| 14044 - Computer Operator IV | 21.64 |
| 14045 - Computer Operator V | 23.50 |
| 14071 - Computer Programmer I (see 1) | 18.41 |
| 14072 - Computer Programmer II (see 1) | 22.82 |
| 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 | 15.31 |
| 14160 - Personal Computer Support Technician | 25.11 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.51 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.68 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.03 |
| 15050 - Computer Based Training Specialist / Instructor | 26.00 |
| 15060 - Educational Technologist | 23.27 |
| 15070 - Flight Instructor (Pilot) | 37.03 |
| 15080 - Graphic Artist | 21.34 |
| 15090 - Technical Instructor | 18.11 |
| 15095 - Technical Instructor/Course Developer | 22.15 |
| 15110 - Test Proctor | 14.61 |
| 15120 - Tutor | 14.61 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.12 |
| 16030 - Counter Attendant | 10.12 |
| 16040 - Dry Cleaner | 12.26 |
| 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 | 12.92 |
| 16220 - Tailor | 13.62 |
| 16250 - Washer, Machine | 10.84 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.32 |
| 19040 - Tool And Die Maker | 23.65 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.40 |
| 21030 - Material Coordinator | 19.89 |
| 21040 - Material Expediter | 19.89 |
| 21050 - Material Handling Laborer | 11.87 |
| 21071 - Order Filler | 10.55 |
| 21080 - Production Line Worker (Food Processing) | 14.40 |
| 21110 - Shipping Packer | 13.50 |
| 21130 - Shipping/Receiving Clerk | 13.50 |
| 21140 - Store Worker I | 12.70 |
| 21150 - Stock Clerk | 15.48 |
| 21210 - Tools And Parts Attendant | 14.40 |
| 21410 - Warehouse Specialist | 14.40 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.19 |
| 23021 - Aircraft Mechanic I | 21.39 |
| 23022 - Aircraft Mechanic II | 22.19 |
| 23023 - Aircraft Mechanic III | 23.00 |
| 23040 - Aircraft Mechanic Helper | 17.30 |
| 23050 - Aircraft, Painter | 20.55 |
| 23060 - Aircraft Servicer | 18.89 |
| 23080 - Aircraft Worker | 19.72 |
| 23110 - Appliance Mechanic | 17.30 |
| 23120 - Bicycle Repairer | 12.57 |
| 23125 - Cable Splicer | 24.06 |

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| 23130 - Carpenter, Maintenance | 16.95 |
| 23140 - Carpet Layer | 15.84 |
| 23160 - Electrician, Maintenance | 21.73 |
| 23181 - Electronics Technician Maintenance I | 19.64 |
| 23182 - Electronics Technician Maintenance II | 23.73 |
| 23183 - Electronics Technician Maintenance III | 25.06 |
| 23260 - Fabric Worker | 17.71 |
| 23290 - Fire Alarm System Mechanic | 19.70 |
| 23310 - Fire Extinguisher Repairer | 16.78 |
| 23311 - Fuel Distribution System Mechanic | 23.73 |
| 23312 - Fuel Distribution System Operator | 19.85 |
| 23370 - General Maintenance Worker | 16.44 |
| 23380 - Ground Support Equipment Mechanic | 21.39 |
| 23381 - Ground Support Equipment Servicer | 18.89 |
| 23382 - Ground Support Equipment Worker | 19.72 |
| 23391 - Gunsmith I | 16.78 |
| 23392 - Gunsmith II | 18.59 |
| 23393 - Gunsmith III | 20.28 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.81 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.55 |
| 23430 - Heavy Equipment Mechanic | 18.74 |
| 23440 - Heavy Equipment Operator | 16.37 |
| 23460 - Instrument Mechanic | 22.77 |
| 23465 - Laboratory/Shelter Mechanic | 19.46 |
| 23470 - Laborer | 11.87 |
| 23510 - Locksmith | 17.39 |
| 23530 - Machinery Maintenance Mechanic | 19.80 |
| 23550 - Machinist, Maintenance | 20.09 |
| 23580 - Maintenance Trades Helper | 14.01 |
| 23591 - Metrology Technician I | 22.77 |
| 23592 - Metrology Technician II | 23.61 |
| 23593 - Metrology Technician III | 24.52 |
| 23640 - Millwright | 21.56 |
| 23710 - Office Appliance Repairer | 18.91 |
| 23760 - Painter, Maintenance | 16.49 |
| 23790 - Pipefitter, Maintenance | 19.84 |
| 23810 - Plumber, Maintenance | 17.51 |
| 23820 - Pneudraulic Systems Mechanic | 20.28 |
| 23850 - Rigger | 20.03 |
| 23870 - Scale Mechanic | 18.59 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.60 |
| 23910 - Small Engine Mechanic | 15.58 |
| 23931 - Telecommunications Mechanic I | 22.81 |
| 23932 - Telecommunications Mechanic II | 25.46 |
| 23950 - Telephone Lineman | 25.17 |
| 23960 - Welder, Combination, Maintenance | 18.40 |
| 23965 - Well Driller | 18.82 |
| 23970 - Woodcraft Worker | 20.28 |
| 23980 - Woodworker | 14.70 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.46 |
| 24580 - Child Care Center Clerk | 13.98 |
| 24610 - Chore Aide | 9.76 |
| 24620 - Family Readiness And Support Services Coordinator | 12.62 |
| 24630 - Homemaker | 14.35 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.25 |
| 25040 - Sewage Plant Operator | 18.09 |
| 25070 - Stationary Engineer | 20.25 |
| 25190 - Ventilation Equipment Tender | 15.89 |

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| 25210 - Water Treatment Plant Operator | 18.09 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.12 |
| 27007 - Baggage Inspector | 11.98 |
| 27008 - Corrections Officer | 19.46 |
| 27010 - Court Security Officer | 20.42 |
| 27030 - Detection Dog Handler | 18.98 |
| 27040 - Detention Officer | 19.46 |
| 27070 - Firefighter | 19.24 |
| 27101 - Guard I | 11.98 |
| 27102 - Guard II | 18.98 |
| 27131 - Police Officer I | 20.49 |
| 27132 - Police Officer II | 22.78 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.98 |
| 28042 - Carnival Equipment Repairer | 12.53 |
| 28043 - Carnival Equipment Worker | 9.65 |
| 28210 - Gate Attendant/Gate Tender | 14.87 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 16.63 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.14 |
| 28515 - Recreation Specialist | 17.78 |
| 28630 - Sports Official | 13.25 |
| 28690 - Swimming Pool Operator | 18.70 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.00 |
| 29020 - Hatch Tender | 20.00 |
| 29030 - Line Handler | 19.80 |
| 29041 - Stevedore I | 17.60 |
| 29042 - Stevedore II | 20.97 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.67 |
| 30022 - Archeological Technician II | 18.40 |
| 30023 - Archeological Technician III | 22.49 |
| 30030 - Cartographic Technician | 22.49 |
| 30040 - Civil Engineering Technician | 22.13 |
| 30061 - Drafter/CAD Operator I | 16.22 |
| 30062 - Drafter/CAD Operator II | 18.15 |
| 30063 - Drafter/CAD Operator III | 20.24 |
| 30064 - Drafter/CAD Operator IV | 24.90 |
| 30081 - Engineering Technician I | 15.49 |
| 30082 - Engineering Technician II | 17.38 |
| 30083 - Engineering Technician III | 19.45 |
| 30084 - Engineering Technician IV | 24.10 |
| 30085 - Engineering Technician V | 29.48 |
| 30086 - Engineering Technician VI | 35.66 |
| 30090 - Environmental Technician | 17.86 |
| 30210 - Laboratory Technician | 17.74 |
| 30240 - Mathematical Technician | 23.34 |
| 30361 - Paralegal/Legal Assistant I | 20.12 |
| 30362 - Paralegal/Legal Assistant II | 24.94 |
| 30363 - Paralegal/Legal Assistant III | 30.50 |
| 30364 - Paralegal/Legal Assistant IV | 36.90 |
| 30390 - Photo-Optics Technician | 22.49 |
| 30461 - Technical Writer I | 22.53 |
| 30462 - Technical Writer II | 27.56 |
| 30463 - Technical Writer III | 33.34 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |

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| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 3) 20.24 |
| 30621 - Weather Observer, Senior | (see 3) 22.49 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.21 |
| 31030 - Bus Driver | 15.33 |
| 31043 - Driver Courier | 14.03 |
| 31260 - Parking and Lot Attendant | 10.22 |
| 31290 - Shuttle Bus Driver | 14.80 |
| 31310 - Taxi Driver | 10.25 |
| 31361 - Truckdriver, Light | 14.80 |
| 31362 - Truckdriver, Medium | 15.62 |
| 31363 - Truckdriver, Heavy | 16.15 |
| 31364 - Truckdriver, Tractor-Trailer | 16.15 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.92 |
| 99050 - Desk Clerk | 10.51 |
| 99095 - Embalmer | 24.30 |
| 99251 - Laboratory Animal Caretaker I | 12.46 |
| 99252 - Laboratory Animal Caretaker II | 13.14 |
| 99310 - Mortician | 24.30 |
| 99410 - Pest Controller | 16.17 |
| 99510 - Photofinishing Worker | 14.91 |
| 99710 - Recycling Laborer | 13.16 |
| 99711 - Recycling Specialist | 14.85 |
| 99730 - Refuse Collector | 12.33 |
| 99810 - Sales Clerk | 12.44 |
| 99820 - School Crossing Guard | 9.38 |
| 99830 - Survey Party Chief | 19.27 |
| 99831 - Surveying Aide | 13.14 |
| 99832 - Surveying Technician | 17.52 |
| 99840 - Vending Machine Attendant | 11.32 |
| 99841 - Vending Machine Repairer | 15.52 |
| 99842 - Vending Machine Repairer Helper | 11.33 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

State: Maine

Area: Maine Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.90 |
| 01012 - Accounting Clerk II | | 14.49 |
| 01013 - Accounting Clerk III | | 16.20 |
| 01020 - Administrative Assistant | | 19.33 |
| 01040 - Court Reporter | | 18.63 |
| 01051 - Data Entry Operator I | | 12.24 |
| 01052 - Data Entry Operator II | | 13.64 |
| 01060 - Dispatcher, Motor Vehicle | | 16.55 |
| 01070 - Document Preparation Clerk | | 13.51 |
| 01090 - Duplicating Machine Operator | | 13.24 |
| 01111 - General Clerk I | | 12.23 |
| 01112 - General Clerk II | | 13.35 |
| 01113 - General Clerk III | | 14.98 |
| 01120 - Housing Referral Assistant | | 17.87 |
| 01141 - Messenger Courier | | 12.47 |
| 01191 - Order Clerk I | | 11.69 |
| 01192 - Order Clerk II | | 14.38 |
| 01261 - Personnel Assistant (Employment) I | | 13.75 |
| 01262 - Personnel Assistant (Employment) II | | 15.38 |
| 01263 - Personnel Assistant (Employment) III | | 17.15 |
| 01270 - Production Control Clerk | | 19.89 |
| 01280 - Receptionist | | 11.61 |
| 01290 - Rental Clerk | | 11.05 |
| 01300 - Scheduler, Maintenance | | 14.32 |
| 01311 - Secretary I | | 14.32 |
| 01312 - Secretary II | | 16.02 |
| 01313 - Secretary III | | 17.87 |
| 01320 - Service Order Dispatcher | | 12.25 |
| 01410 - Supply Technician | | 19.85 |
| 01420 - Survey Worker | | 12.37 |
| 01531 - Travel Clerk I | | 12.99 |
| 01532 - Travel Clerk II | | 14.07 |
| 01533 - Travel Clerk III | | 15.16 |
| 01611 - Word Processor I | | 13.00 |
| 01612 - Word Processor II | | 14.73 |
| 01613 - Word Processor III | | 16.34 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 16.40 |
| 05010 - Automotive Electrician | | 16.16 |
| 05040 - Automotive Glass Installer | | 15.07 |
| 05070 - Automotive Worker | | 15.07 |
| 05110 - Mobile Equipment Servicer | | 13.79 |
| 05130 - Motor Equipment Metal Mechanic | | 16.22 |
| 05160 - Motor Equipment Metal Worker | | 15.08 |
| 05190 - Motor Vehicle Mechanic | | 16.22 |
| 05220 - Motor Vehicle Mechanic Helper | | 13.74 |
| 05250 - Motor Vehicle Upholstery Worker | | 14.44 |
| 05280 - Motor Vehicle Wrecker | | 15.07 |
| 05310 - Painter, Automotive | | 16.16 |
| 05340 - Radiator Repair Specialist | | 15.07 |

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| 05370 - Tire Repairer | 11.67 |
| 05400 - Transmission Repair Specialist | 16.22 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.43 |
| 07041 - Cook I | 12.01 |
| 07042 - Cook II | 13.30 |
| 07070 - Dishwasher | 8.72 |
| 07130 - Food Service Worker | 10.11 |
| 07210 - Meat Cutter | 15.18 |
| 07260 - Waiter/Waitress | 10.00 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.33 |
| 09040 - Furniture Handler | 12.99 |
| 09080 - Furniture Refinisher | 16.03 |
| 09090 - Furniture Refinisher Helper | 13.66 |
| 09110 - Furniture Repairer, Minor | 14.95 |
| 09130 - Upholsterer | 17.57 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.97 |
| 11060 - Elevator Operator | 10.97 |
| 11090 - Gardener | 14.40 |
| 11122 - Housekeeping Aide | 12.17 |
| 11150 - Janitor | 12.17 |
| 11210 - Laborer, Grounds Maintenance | 12.41 |
| 11240 - Maid or Houseman | 10.01 |
| 11260 - Pruner | 14.10 |
| 11270 - Tractor Operator | 13.90 |
| 11330 - Trail Maintenance Worker | 12.41 |
| 11360 - Window Cleaner | 12.99 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.64 |
| 12011 - Breath Alcohol Technician | 16.92 |
| 12012 - Certified Occupational Therapist Assistant | 22.15 |
| 12015 - Certified Physical Therapist Assistant | 20.14 |
| 12020 - Dental Assistant | 16.26 |
| 12025 - Dental Hygienist | 29.04 |
| 12030 - EKG Technician | 25.37 |
| 12035 - Electroneurodiagnostic Technologist | 25.37 |
| 12040 - Emergency Medical Technician | 13.64 |
| 12071 - Licensed Practical Nurse I | 15.31 |
| 12072 - Licensed Practical Nurse II | 17.12 |
| 12073 - Licensed Practical Nurse III | 19.10 |
| 12100 - Medical Assistant | 13.94 |
| 12130 - Medical Laboratory Technician | 17.56 |
| 12160 - Medical Record Clerk | 13.54 |
| 12190 - Medical Record Technician | 15.14 |
| 12195 - Medical Transcriptionist | 15.17 |
| 12210 - Nuclear Medicine Technologist | 32.44 |
| 12221 - Nursing Assistant I | 10.03 |
| 12222 - Nursing Assistant II | 11.28 |
| 12223 - Nursing Assistant III | 12.31 |
| 12224 - Nursing Assistant IV | 13.81 |
| 12235 - Optical Dispenser | 15.53 |
| 12236 - Optical Technician | 13.16 |
| 12250 - Pharmacy Technician | 12.99 |
| 12280 - Phlebotomist | 13.81 |
| 12305 - Radiologic Technologist | 26.94 |
| 12311 - Registered Nurse I | 23.39 |
| 12312 - Registered Nurse II | 28.61 |
| 12313 - Registered Nurse II, Specialist | 28.61 |
| 12314 - Registered Nurse III | 34.61 |
| 12315 - Registered Nurse III, Anesthetist | 34.61 |
| 12316 - Registered Nurse IV | 41.48 |

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|---|---------------|
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.25 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.25 |
| 13012 - Exhibits Specialist II | 20.11 |
| 13013 - Exhibits Specialist III | 24.96 |
| 13041 - Illustrator I | 16.25 |
| 13042 - Illustrator II | 20.11 |
| 13043 - Illustrator III | 24.62 |
| 13047 - Librarian | 20.94 |
| 13050 - Library Aide/Clerk | 10.82 |
| 13054 - Library Information Technology Systems Administrator | 18.92 |
| 13058 - Library Technician | 13.80 |
| 13061 - Media Specialist I | 13.64 |
| 13062 - Media Specialist II | 15.26 |
| 13063 - Media Specialist III | 17.02 |
| 13071 - Photographer I | 14.36 |
| 13072 - Photographer II | 19.74 |
| 13073 - Photographer III | 24.42 |
| 13074 - Photographer IV | 29.89 |
| 13075 - Photographer V | 36.16 |
| 13110 - Video Teleconference Technician | 17.37 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.31 |
| 14042 - Computer Operator II | 17.13 |
| 14043 - Computer Operator III | 19.11 |
| 14044 - Computer Operator IV | 21.64 |
| 14045 - Computer Operator V | 23.50 |
| 14071 - Computer Programmer I | (see 1) 18.41 |
| 14072 - Computer Programmer II | (see 1) 22.82 |
| 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 | 15.31 |
| 14160 - Personal Computer Support Technician | 25.11 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.51 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.68 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.03 |
| 15050 - Computer Based Training Specialist / Instructor | 26.00 |
| 15060 - Educational Technologist | 23.27 |
| 15070 - Flight Instructor (Pilot) | 37.03 |
| 15080 - Graphic Artist | 21.34 |
| 15090 - Technical Instructor | 18.11 |
| 15095 - Technical Instructor/Course Developer | 22.15 |
| 15110 - Test Proctor | 14.61 |
| 15120 - Tutor | 14.61 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.12 |
| 16030 - Counter Attendant | 10.12 |
| 16040 - Dry Cleaner | 12.26 |
| 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 | 12.92 |
| 16220 - Tailor | 13.62 |
| 16250 - Washer, Machine | 10.84 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.32 |

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| 19040 - Tool And Die Maker | 23.65 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.40 |
| 21030 - Material Coordinator | 19.89 |
| 21040 - Material Expediter | 19.89 |
| 21050 - Material Handling Laborer | 11.87 |
| 21071 - Order Filler | 10.55 |
| 21080 - Production Line Worker (Food Processing) | 14.40 |
| 21110 - Shipping Packer | 13.50 |
| 21130 - Shipping/Receiving Clerk | 13.50 |
| 21140 - Store Worker I | 12.70 |
| 21150 - Stock Clerk | 15.48 |
| 21210 - Tools And Parts Attendant | 14.40 |
| 21410 - Warehouse Specialist | 14.40 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.19 |
| 23021 - Aircraft Mechanic I | 21.39 |
| 23022 - Aircraft Mechanic II | 22.19 |
| 23023 - Aircraft Mechanic III | 23.00 |
| 23040 - Aircraft Mechanic Helper | 17.30 |
| 23050 - Aircraft, Painter | 20.55 |
| 23060 - Aircraft Servicer | 18.89 |
| 23080 - Aircraft Worker | 19.72 |
| 23110 - Appliance Mechanic | 17.30 |
| 23120 - Bicycle Repairer | 12.57 |
| 23125 - Cable Splicer | 24.06 |
| 23130 - Carpenter, Maintenance | 16.95 |
| 23140 - Carpet Layer | 15.84 |
| 23160 - Electrician, Maintenance | 21.73 |
| 23181 - Electronics Technician Maintenance I | 19.64 |
| 23182 - Electronics Technician Maintenance II | 23.73 |
| 23183 - Electronics Technician Maintenance III | 25.06 |
| 23260 - Fabric Worker | 17.71 |
| 23290 - Fire Alarm System Mechanic | 19.70 |
| 23310 - Fire Extinguisher Repairer | 16.78 |
| 23311 - Fuel Distribution System Mechanic | 23.73 |
| 23312 - Fuel Distribution System Operator | 19.85 |
| 23370 - General Maintenance Worker | 16.44 |
| 23380 - Ground Support Equipment Mechanic | 21.39 |
| 23381 - Ground Support Equipment Servicer | 18.89 |
| 23382 - Ground Support Equipment Worker | 19.72 |
| 23391 - Gunsmith I | 16.78 |
| 23392 - Gunsmith II | 18.59 |
| 23393 - Gunsmith III | 20.28 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.81 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.55 |
| 23430 - Heavy Equipment Mechanic | 18.74 |
| 23440 - Heavy Equipment Operator | 16.37 |
| 23460 - Instrument Mechanic | 22.77 |
| 23465 - Laboratory/Shelter Mechanic | 19.46 |
| 23470 - Laborer | 11.87 |
| 23510 - Locksmith | 17.39 |
| 23530 - Machinery Maintenance Mechanic | 19.80 |
| 23550 - Machinist, Maintenance | 20.09 |
| 23580 - Maintenance Trades Helper | 14.01 |
| 23591 - Metrology Technician I | 22.77 |
| 23592 - Metrology Technician II | 23.61 |
| 23593 - Metrology Technician III | 24.52 |
| 23640 - Millwright | 21.56 |
| 23710 - Office Appliance Repairer | 18.91 |
| 23760 - Painter, Maintenance | 16.49 |

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| 23790 - Pipefitter, Maintenance | 19.84 |
| 23810 - Plumber, Maintenance | 17.51 |
| 23820 - Pseudraulic Systems Mechanic | 20.28 |
| 23850 - Rigger | 20.03 |
| 23870 - Scale Mechanic | 18.59 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.60 |
| 23910 - Small Engine Mechanic | 15.58 |
| 23931 - Telecommunications Mechanic I | 22.81 |
| 23932 - Telecommunications Mechanic II | 25.46 |
| 23950 - Telephone Lineman | 25.17 |
| 23960 - Welder, Combination, Maintenance | 18.40 |
| 23965 - Well Driller | 18.82 |
| 23970 - Woodcraft Worker | 20.28 |
| 23980 - Woodworker | 14.70 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.46 |
| 24580 - Child Care Center Clerk | 13.98 |
| 24610 - Chore Aide | 9.76 |
| 24620 - Family Readiness And Support Services Coordinator | 12.62 |
| 24630 - Homemaker | 14.35 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.25 |
| 25040 - Sewage Plant Operator | 18.09 |
| 25070 - Stationary Engineer | 20.25 |
| 25190 - Ventilation Equipment Tender | 15.89 |
| 25210 - Water Treatment Plant Operator | 18.09 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.12 |
| 27007 - Baggage Inspector | 11.98 |
| 27008 - Corrections Officer | 19.46 |
| 27010 - Court Security Officer | 20.42 |
| 27030 - Detection Dog Handler | 18.98 |
| 27040 - Detention Officer | 19.46 |
| 27070 - Firefighter | 19.24 |
| 27101 - Guard I | 11.98 |
| 27102 - Guard II | 18.98 |
| 27131 - Police Officer I | 20.49 |
| 27132 - Police Officer II | 22.78 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.98 |
| 28042 - Carnival Equipment Repairer | 12.53 |
| 28043 - Carnival Equipment Worker | 9.65 |
| 28210 - Gate Attendant/Gate Tender | 14.87 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 16.63 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.14 |
| 28515 - Recreation Specialist | 17.78 |
| 28630 - Sports Official | 13.25 |
| 28690 - Swimming Pool Operator | 18.70 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.00 |
| 29020 - Hatch Tender | 20.00 |
| 29030 - Line Handler | 19.80 |
| 29041 - Stevedore I | 17.60 |
| 29042 - Stevedore II | 20.97 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.67 |
| 30022 - Archeological Technician II | 18.40 |
| 30023 - Archeological Technician III | 22.49 |

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|---|---------------|
| 30030 - Cartographic Technician | 22.49 |
| 30040 - Civil Engineering Technician | 22.13 |
| 30061 - Drafter/CAD Operator I | 16.22 |
| 30062 - Drafter/CAD Operator II | 18.15 |
| 30063 - Drafter/CAD Operator III | 20.24 |
| 30064 - Drafter/CAD Operator IV | 24.90 |
| 30081 - Engineering Technician I | 15.49 |
| 30082 - Engineering Technician II | 17.38 |
| 30083 - Engineering Technician III | 19.45 |
| 30084 - Engineering Technician IV | 24.10 |
| 30085 - Engineering Technician V | 29.48 |
| 30086 - Engineering Technician VI | 35.66 |
| 30090 - Environmental Technician | 17.86 |
| 30210 - Laboratory Technician | 17.74 |
| 30240 - Mathematical Technician | 23.34 |
| 30361 - Paralegal/Legal Assistant I | 20.12 |
| 30362 - Paralegal/Legal Assistant II | 24.94 |
| 30363 - Paralegal/Legal Assistant III | 30.50 |
| 30364 - Paralegal/Legal Assistant IV | 36.90 |
| 30390 - Photo-Optics Technician | 22.49 |
| 30461 - Technical Writer I | 22.53 |
| 30462 - Technical Writer II | 27.56 |
| 30463 - Technical Writer III | 33.34 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 3) 20.24 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 3) 22.49 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.21 |
| 31030 - Bus Driver | 15.33 |
| 31043 - Driver Courier | 14.03 |
| 31260 - Parking and Lot Attendant | 10.22 |
| 31290 - Shuttle Bus Driver | 14.80 |
| 31310 - Taxi Driver | 10.25 |
| 31361 - Truckdriver, Light | 14.80 |
| 31362 - Truckdriver, Medium | 15.62 |
| 31363 - Truckdriver, Heavy | 16.15 |
| 31364 - Truckdriver, Tractor-Trailer | 16.15 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.92 |
| 99050 - Desk Clerk | 10.51 |
| 99095 - Embalmer | 24.30 |
| 99251 - Laboratory Animal Caretaker I | 12.46 |
| 99252 - Laboratory Animal Caretaker II | 13.14 |
| 99310 - Mortician | 24.30 |
| 99410 - Pest Controller | 16.17 |
| 99510 - Photofinishing Worker | 14.91 |
| 99710 - Recycling Laborer | 13.16 |
| 99711 - Recycling Specialist | 14.85 |
| 99730 - Refuse Collector | 12.33 |
| 99810 - Sales Clerk | 12.44 |
| 99820 - School Crossing Guard | 9.38 |
| 99830 - Survey Party Chief | 19.27 |
| 99831 - Surveying Aide | 13.14 |
| 99832 - Surveying Technician | 17.52 |
| 99840 - Vending Machine Attendant | 11.32 |
| 99841 - Vending Machine Repairer | 15.52 |
| 99842 - Vending Machine Repairer Helper | 11.33 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2247
Revision No.: 15
Date of Last Revision: 07/25/2014

State: Maryland

Area: Maryland Counties of Anne Arundel, Baltimore, Baltimore City, Carroll, Harford, Howard

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.08 |
| 01012 - Accounting Clerk II | | 16.92 |
| 01013 - Accounting Clerk III | | 22.30 |
| 01020 - Administrative Assistant | | 31.41 |
| 01040 - Court Reporter | | 21.84 |
| 01051 - Data Entry Operator I | | 14.38 |
| 01052 - Data Entry Operator II | | 15.69 |
| 01060 - Dispatcher, Motor Vehicle | | 17.87 |
| 01070 - Document Preparation Clerk | | 14.21 |
| 01090 - Duplicating Machine Operator | | 14.21 |
| 01111 - General Clerk I | | 14.88 |
| 01112 - General Clerk II | | 16.24 |
| 01113 - General Clerk III | | 18.23 |
| 01120 - Housing Referral Assistant | | 25.29 |
| 01141 - Messenger Courier | | 13.40 |
| 01191 - Order Clerk I | | 15.12 |
| 01192 - Order Clerk II | | 16.50 |
| 01261 - Personnel Assistant (Employment) I | | 18.15 |

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| 01262 - Personnel Assistant (Employment) II | 20.32 |
| 01263 - Personnel Assistant (Employment) III | 22.65 |
| 01270 - Production Control Clerk | 22.03 |
| 01280 - Receptionist | 14.43 |
| 01290 - Rental Clerk | 16.55 |
| 01300 - Scheduler, Maintenance | 18.07 |
| 01311 - Secretary I | 18.07 |
| 01312 - Secretary II | 20.18 |
| 01313 - Secretary III | 25.29 |
| 01320 - Service Order Dispatcher | 16.13 |
| 01410 - Supply Technician | 28.55 |
| 01420 - Survey Worker | 20.03 |
| 01531 - Travel Clerk I | 13.29 |
| 01532 - Travel Clerk II | 14.36 |
| 01533 - Travel Clerk III | 15.49 |
| 01611 - Word Processor I | 15.63 |
| 01612 - Word Processor II | 17.67 |
| 01613 - Word Processor III | 19.95 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.54 |
| 05010 - Automotive Electrician | 23.51 |
| 05040 - Automotive Glass Installer | 22.15 |
| 05070 - Automotive Worker | 22.15 |
| 05110 - Mobile Equipment Servicer | 19.89 |
| 05130 - Motor Equipment Metal Mechanic | 24.10 |
| 05160 - Motor Equipment Metal Worker | 22.15 |
| 05190 - Motor Vehicle Mechanic | 24.10 |
| 05220 - Motor Vehicle Mechanic Helper | 18.92 |
| 05250 - Motor Vehicle Upholstery Worker | 21.81 |
| 05280 - Motor Vehicle Wrecker | 22.15 |
| 05310 - Painter, Automotive | 23.51 |
| 05340 - Radiator Repair Specialist | 22.15 |
| 05370 - Tire Repairer | 13.77 |
| 05400 - Transmission Repair Specialist | 24.10 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.85 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 14.60 |
| 07070 - Dishwasher | 10.11 |
| 07130 - Food Service Worker | 10.66 |
| 07210 - Meat Cutter | 17.72 |
| 07260 - Waiter/Waitress | 9.04 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.13 |
| 09040 - Furniture Handler | 14.06 |
| 09080 - Furniture Refinisher | 17.69 |
| 09090 - Furniture Refinisher Helper | 15.15 |
| 09110 - Furniture Repairer, Minor | 16.42 |
| 09130 - Upholsterer | 18.63 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.54 |
| 11060 - Elevator Operator | 10.54 |
| 11090 - Gardener | 17.52 |
| 11122 - Housekeeping Aide | 11.83 |
| 11150 - Janitor | 11.83 |
| 11210 - Laborer, Grounds Maintenance | 13.07 |
| 11240 - Maid or Houseman | 11.26 |
| 11260 - Pruner | 11.76 |
| 11270 - Tractor Operator | 16.04 |
| 11330 - Trail Maintenance Worker | 13.07 |
| 11360 - Window Cleaner | 12.85 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 19.56 |

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| 12011 - Breath Alcohol Technician | 19.44 |
| 12012 - Certified Occupational Therapist Assistant | 24.54 |
| 12015 - Certified Physical Therapist Assistant | 23.03 |
| 12020 - Dental Assistant | 17.18 |
| 12025 - Dental Hygienist | 36.35 |
| 12030 - EKG Technician | 26.77 |
| 12035 - Electroneurodiagnostic Technologist | 26.77 |
| 12040 - Emergency Medical Technician | 20.27 |
| 12071 - Licensed Practical Nurse I | 19.07 |
| 12072 - Licensed Practical Nurse II | 21.35 |
| 12073 - Licensed Practical Nurse III | 24.13 |
| 12100 - Medical Assistant | 15.01 |
| 12130 - Medical Laboratory Technician | 18.04 |
| 12160 - Medical Record Clerk | 17.42 |
| 12190 - Medical Record Technician | 19.50 |
| 12195 - Medical Transcriptionist | 17.93 |
| 12210 - Nuclear Medicine Technologist | 37.60 |
| 12221 - Nursing Assistant I | 10.80 |
| 12222 - Nursing Assistant II | 12.14 |
| 12223 - Nursing Assistant III | 13.98 |
| 12224 - Nursing Assistant IV | 15.69 |
| 12235 - Optical Dispenser | 16.90 |
| 12236 - Optical Technician | 15.80 |
| 12250 - Pharmacy Technician | 18.12 |
| 12280 - Phlebotomist | 15.69 |
| 12305 - Radiologic Technologist | 31.11 |
| 12311 - Registered Nurse I | 27.64 |
| 12312 - Registered Nurse II | 33.44 |
| 12313 - Registered Nurse II, Specialist | 33.44 |
| 12314 - Registered Nurse III | 40.13 |
| 12315 - Registered Nurse III, Anesthetist | 40.13 |
| 12316 - Registered Nurse IV | 48.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.73 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.08 |
| 13012 - Exhibits Specialist II | 23.63 |
| 13013 - Exhibits Specialist III | 28.91 |
| 13041 - Illustrator I | 20.12 |
| 13042 - Illustrator II | 24.91 |
| 13043 - Illustrator III | 30.48 |
| 13047 - Librarian | 33.88 |
| 13050 - Library Aide/Clerk | 14.21 |
| 13054 - Library Information Technology Systems Administrator | 30.60 |
| 13058 - Library Technician | 19.89 |
| 13061 - Media Specialist I | 18.73 |
| 13062 - Media Specialist II | 20.95 |
| 13063 - Media Specialist III | 23.36 |
| 13071 - Photographer I | 15.59 |
| 13072 - Photographer II | 18.64 |
| 13073 - Photographer III | 23.09 |
| 13074 - Photographer IV | 25.14 |
| 13075 - Photographer V | 30.39 |
| 13110 - Video Teleconference Technician | 20.39 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.92 |
| 14042 - Computer Operator II | 21.18 |
| 14043 - Computer Operator III | 23.60 |
| 14044 - Computer Operator IV | 26.22 |
| 14045 - Computer Operator V | 29.05 |
| 14071 - Computer Programmer I | (see 1) |
| 14072 - Computer Programmer II | (see 1) |
| 14073 - Computer Programmer III | (see 1) |

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| 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 | | 18.92 |
| 14160 - Personal Computer Support Technician | | 26.22 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 36.47 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 44.06 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 52.81 |
| 15050 - Computer Based Training Specialist / Instructor | | 36.47 |
| 15060 - Educational Technologist | | 31.17 |
| 15070 - Flight Instructor (Pilot) | | 52.81 |
| 15080 - Graphic Artist | | 26.73 |
| 15090 - Technical Instructor | | 21.53 |
| 15095 - Technical Instructor/Course Developer | | 28.96 |
| 15110 - Test Proctor | | 19.37 |
| 15120 - Tutor | | 19.37 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 9.88 |
| 16030 - Counter Attendant | | 9.88 |
| 16040 - Dry Cleaner | | 12.94 |
| 16070 - Finisher, Flatwork, Machine | | 9.88 |
| 16090 - Presser, Hand | | 9.88 |
| 16110 - Presser, Machine, Drycleaning | | 9.88 |
| 16130 - Presser, Machine, Shirts | | 9.88 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 9.88 |
| 16190 - Sewing Machine Operator | | 13.78 |
| 16220 - Tailor | | 14.66 |
| 16250 - Washer, Machine | | 10.88 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 20.49 |
| 19040 - Tool And Die Maker | | 23.34 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 18.02 |
| 21030 - Material Coordinator | | 22.03 |
| 21040 - Material Expediter | | 22.03 |
| 21050 - Material Handling Laborer | | 13.83 |
| 21071 - Order Filler | | 14.44 |
| 21080 - Production Line Worker (Food Processing) | | 18.02 |
| 21110 - Shipping Packer | | 15.09 |
| 21130 - Shipping/Receiving Clerk | | 15.09 |
| 21140 - Store Worker I | | 14.98 |
| 21150 - Stock Clerk | | 17.06 |
| 21210 - Tools And Parts Attendant | | 18.02 |
| 21410 - Warehouse Specialist | | 18.02 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 26.97 |
| 23021 - Aircraft Mechanic I | | 25.69 |
| 23022 - Aircraft Mechanic II | | 26.97 |
| 23023 - Aircraft Mechanic III | | 28.33 |
| 23040 - Aircraft Mechanic Helper | | 18.03 |
| 23050 - Aircraft, Painter | | 21.98 |
| 23060 - Aircraft Servicer | | 19.76 |
| 23080 - Aircraft Worker | | 21.01 |
| 23110 - Appliance Mechanic | | 21.54 |
| 23120 - Bicycle Repairer | | 13.77 |
| 23125 - Cable Splicer | | 26.02 |
| 23130 - Carpenter, Maintenance | | 21.40 |
| 23140 - Carpet Layer | | 21.27 |
| 23160 - Electrician, Maintenance | | 27.98 |
| 23181 - Electronics Technician Maintenance I | | 24.94 |
| 23182 - Electronics Technician Maintenance II | | 26.07 |

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| 23183 - Electronics Technician Maintenance III | 27.06 |
| 23260 - Fabric Worker | 20.30 |
| 23290 - Fire Alarm System Mechanic | 22.91 |
| 23310 - Fire Extinguisher Repairer | 18.92 |
| 23311 - Fuel Distribution System Mechanic | 25.38 |
| 23312 - Fuel Distribution System Operator | 21.21 |
| 23370 - General Maintenance Worker | 21.43 |
| 23380 - Ground Support Equipment Mechanic | 25.69 |
| 23381 - Ground Support Equipment Servicer | 19.76 |
| 23382 - Ground Support Equipment Worker | 21.01 |
| 23391 - Gunsmith I | 19.39 |
| 23392 - Gunsmith II | 21.13 |
| 23393 - Gunsmith III | 22.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.72 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.56 |
| 23430 - Heavy Equipment Mechanic | 22.91 |
| 23440 - Heavy Equipment Operator | 22.91 |
| 23460 - Instrument Mechanic | 23.58 |
| 23465 - Laboratory/Shelter Mechanic | 21.91 |
| 23470 - Laborer | 14.98 |
| 23510 - Locksmith | 21.90 |
| 23530 - Machinery Maintenance Mechanic | 23.12 |
| 23550 - Machinist, Maintenance | 21.87 |
| 23580 - Maintenance Trades Helper | 18.27 |
| 23591 - Metrology Technician I | 23.58 |
| 23592 - Metrology Technician II | 24.42 |
| 23593 - Metrology Technician III | 25.12 |
| 23640 - Millwright | 26.16 |
| 23710 - Office Appliance Repairer | 21.24 |
| 23760 - Painter, Maintenance | 21.91 |
| 23790 - Pipefitter, Maintenance | 23.64 |
| 23810 - Plumber, Maintenance | 22.29 |
| 23820 - Pneudraulic Systems Mechanic | 22.91 |
| 23850 - Rigger | 24.07 |
| 23870 - Scale Mechanic | 21.13 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.91 |
| 23910 - Small Engine Mechanic | 21.13 |
| 23931 - Telecommunications Mechanic I | 28.17 |
| 23932 - Telecommunications Mechanic II | 31.26 |
| 23950 - Telephone Lineman | 27.41 |
| 23960 - Welder, Combination, Maintenance | 22.91 |
| 23965 - Well Driller | 22.91 |
| 23970 - Woodcraft Worker | 22.91 |
| 23980 - Woodworker | 19.39 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.73 |
| 24580 - Child Care Center Clerk | 15.95 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 15.66 |
| 24630 - Homemaker | 17.24 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.24 |
| 25040 - Sewage Plant Operator | 20.84 |
| 25070 - Stationary Engineer | 24.24 |
| 25190 - Ventilation Equipment Tender | 19.21 |
| 25210 - Water Treatment Plant Operator | 20.84 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.17 |
| 27007 - Baggage Inspector | 12.71 |
| 27008 - Corrections Officer | 22.80 |

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| 27010 - Court Security Officer | 24.72 |
| 27030 - Detection Dog Handler | 17.85 |
| 27040 - Detention Officer | 22.80 |
| 27070 - Firefighter | 24.63 |
| 27101 - Guard I | 12.71 |
| 27102 - Guard II | 17.85 |
| 27131 - Police Officer I | 26.52 |
| 27132 - Police Officer II | 29.67 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.84 |
| 28042 - Carnival Equipment Repairer | 12.31 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 13.01 |
| 28310 - Lifeguard | 11.59 |
| 28350 - Park Attendant (Aide) | 14.56 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.62 |
| 28515 - Recreation Specialist | 18.04 |
| 28630 - Sports Official | 11.33 |
| 28690 - Swimming Pool Operator | 15.87 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.75 |
| 29020 - Hatch Tender | 22.75 |
| 29030 - Line Handler | 22.75 |
| 29041 - Stevedore I | 21.24 |
| 29042 - Stevedore II | 24.15 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.92 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.84 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.56 |
| 30021 - Archeological Technician I | 19.80 |
| 30022 - Archeological Technician II | 22.60 |
| 30023 - Archeological Technician III | 27.98 |
| 30030 - Cartographic Technician | 27.98 |
| 30040 - Civil Engineering Technician | 26.41 |
| 30061 - Drafter/CAD Operator I | 20.19 |
| 30062 - Drafter/CAD Operator II | 22.60 |
| 30063 - Drafter/CAD Operator III | 25.19 |
| 30064 - Drafter/CAD Operator IV | 31.00 |
| 30081 - Engineering Technician I | 22.92 |
| 30082 - Engineering Technician II | 25.72 |
| 30083 - Engineering Technician III | 28.79 |
| 30084 - Engineering Technician IV | 35.64 |
| 30085 - Engineering Technician V | 43.61 |
| 30086 - Engineering Technician VI | 52.76 |
| 30090 - Environmental Technician | 26.85 |
| 30210 - Laboratory Technician | 23.38 |
| 30240 - Mathematical Technician | 27.98 |
| 30361 - Paralegal/Legal Assistant I | 20.82 |
| 30362 - Paralegal/Legal Assistant II | 25.78 |
| 30363 - Paralegal/Legal Assistant III | 31.54 |
| 30364 - Paralegal/Legal Assistant IV | 38.16 |
| 30390 - Photo-Optics Technician | 27.98 |
| 30461 - Technical Writer I | 21.93 |
| 30462 - Technical Writer II | 26.84 |
| 30463 - Technical Writer III | 32.47 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.93 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.88 |
| 30494 - Unexploded (UXO) Safety Escort | 24.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 25.19 |
| 30621 - Weather Observer, Senior (see 2) | 27.98 |

| | |
|---|-------|
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 15.46 |
| 31030 - Bus Driver | 20.85 |
| 31043 - Driver Courier | 14.33 |
| 31260 - Parking and Lot Attendant | 10.80 |
| 31290 - Shuttle Bus Driver | 15.66 |
| 31310 - Taxi Driver | 12.25 |
| 31361 - Truckdriver, Light | 15.66 |
| 31362 - Truckdriver, Medium | 17.90 |
| 31363 - Truckdriver, Heavy | 19.30 |
| 31364 - Truckdriver, Tractor-Trailer | 19.30 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.03 |
| 99050 - Desk Clerk | 11.16 |
| 99095 - Embalmer | 23.05 |
| 99251 - Laboratory Animal Caretaker I | 11.24 |
| 99252 - Laboratory Animal Caretaker II | 12.28 |
| 99310 - Mortician | 29.35 |
| 99410 - Pest Controller | 17.69 |
| 99510 - Photofinishing Worker | 13.20 |
| 99710 - Recycling Laborer | 16.17 |
| 99711 - Recycling Specialist | 18.01 |
| 99730 - Refuse Collector | 15.26 |
| 99810 - Sales Clerk | 12.09 |
| 99820 - School Crossing Guard | 13.43 |
| 99830 - Survey Party Chief | 21.94 |
| 99831 - Surveying Aide | 11.95 |
| 99832 - Surveying Technician | 18.23 |
| 99840 - Vending Machine Attendant | 14.42 |
| 99841 - Vending Machine Repairer | 17.79 |
| 99842 - Vending Machine Repairer Helper | 14.42 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundrying in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2248
Revision No.: 15
Date of Last Revision: 07/25/2014

State: Maryland

Area: Maryland Counties of Anne Arundel, Baltimore, Baltimore City, Carroll, Harford, Howard

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

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FOOTNOTE

RATE

WDs_Revision_Received_10.9.2014

| | |
|---|-------|
| 01000 - Administrative Support And Clerical Occupations | |
| 01011 - Accounting Clerk I | 15.08 |
| 01012 - Accounting Clerk II | 16.92 |
| 01013 - Accounting Clerk III | 22.30 |
| 01020 - Administrative Assistant | 31.41 |
| 01040 - Court Reporter | 21.84 |
| 01051 - Data Entry Operator I | 14.38 |
| 01052 - Data Entry Operator II | 15.69 |
| 01060 - Dispatcher, Motor Vehicle | 17.87 |
| 01070 - Document Preparation Clerk | 14.21 |
| 01090 - Duplicating Machine Operator | 14.21 |
| 01111 - General Clerk I | 14.88 |
| 01112 - General Clerk II | 16.24 |
| 01113 - General Clerk III | 18.23 |
| 01120 - Housing Referral Assistant | 25.29 |
| 01141 - Messenger Courier | 13.40 |
| 01191 - Order Clerk I | 15.12 |
| 01192 - Order Clerk II | 16.50 |
| 01261 - Personnel Assistant (Employment) I | 18.15 |
| 01262 - Personnel Assistant (Employment) II | 20.32 |
| 01263 - Personnel Assistant (Employment) III | 22.65 |
| 01270 - Production Control Clerk | 22.03 |
| 01280 - Receptionist | 14.43 |
| 01290 - Rental Clerk | 16.55 |
| 01300 - Scheduler, Maintenance | 18.07 |
| 01311 - Secretary I | 18.07 |
| 01312 - Secretary II | 20.18 |
| 01313 - Secretary III | 25.29 |
| 01320 - Service Order Dispatcher | 16.13 |
| 01410 - Supply Technician | 28.55 |
| 01420 - Survey Worker | 20.03 |
| 01531 - Travel Clerk I | 13.29 |
| 01532 - Travel Clerk II | 14.36 |
| 01533 - Travel Clerk III | 15.49 |
| 01611 - Word Processor I | 15.63 |
| 01612 - Word Processor II | 17.67 |
| 01613 - Word Processor III | 19.95 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.54 |
| 05010 - Automotive Electrician | 23.51 |
| 05040 - Automotive Glass Installer | 22.15 |
| 05070 - Automotive Worker | 22.15 |
| 05110 - Mobile Equipment Servicer | 19.89 |
| 05130 - Motor Equipment Metal Mechanic | 24.10 |
| 05160 - Motor Equipment Metal Worker | 22.15 |
| 05190 - Motor Vehicle Mechanic | 24.10 |
| 05220 - Motor Vehicle Mechanic Helper | 18.92 |
| 05250 - Motor Vehicle Upholstery Worker | 21.81 |
| 05280 - Motor Vehicle Wrecker | 22.15 |
| 05310 - Painter, Automotive | 23.51 |
| 05340 - Radiator Repair Specialist | 22.15 |
| 05370 - Tire Repairer | 13.77 |
| 05400 - Transmission Repair Specialist | 24.10 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.85 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 14.60 |
| 07070 - Dishwasher | 10.11 |
| 07130 - Food Service Worker | 10.66 |
| 07210 - Meat Cutter | 17.72 |
| 07260 - Waiter/Waitress | 9.04 |
| 09000 - Furniture Maintenance And Repair Occupations | |

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|--|-------|
| 09010 - Electrostatic Spray Painter | 18.13 |
| 09040 - Furniture Handler | 14.06 |
| 09080 - Furniture Refinisher | 17.69 |
| 09090 - Furniture Refinisher Helper | 15.15 |
| 09110 - Furniture Repairer, Minor | 16.42 |
| 09130 - Upholsterer | 18.63 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.54 |
| 11060 - Elevator Operator | 10.54 |
| 11090 - Gardener | 17.52 |
| 11122 - Housekeeping Aide | 11.83 |
| 11150 - Janitor | 11.83 |
| 11210 - Laborer, Grounds Maintenance | 13.07 |
| 11240 - Maid or Houseman | 11.26 |
| 11260 - Pruner | 11.76 |
| 11270 - Tractor Operator | 16.04 |
| 11330 - Trail Maintenance Worker | 13.07 |
| 11360 - Window Cleaner | 12.85 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 19.56 |
| 12011 - Breath Alcohol Technician | 19.44 |
| 12012 - Certified Occupational Therapist Assistant | 24.54 |
| 12015 - Certified Physical Therapist Assistant | 23.03 |
| 12020 - Dental Assistant | 17.18 |
| 12025 - Dental Hygienist | 36.35 |
| 12030 - EKG Technician | 26.77 |
| 12035 - Electroneurodiagnostic Technologist | 26.77 |
| 12040 - Emergency Medical Technician | 20.27 |
| 12071 - Licensed Practical Nurse I | 19.07 |
| 12072 - Licensed Practical Nurse II | 21.35 |
| 12073 - Licensed Practical Nurse III | 24.13 |
| 12100 - Medical Assistant | 15.01 |
| 12130 - Medical Laboratory Technician | 18.04 |
| 12160 - Medical Record Clerk | 17.42 |
| 12190 - Medical Record Technician | 19.50 |
| 12195 - Medical Transcriptionist | 17.93 |
| 12210 - Nuclear Medicine Technologist | 37.60 |
| 12221 - Nursing Assistant I | 10.80 |
| 12222 - Nursing Assistant II | 12.14 |
| 12223 - Nursing Assistant III | 13.98 |
| 12224 - Nursing Assistant IV | 15.69 |
| 12235 - Optical Dispenser | 16.90 |
| 12236 - Optical Technician | 15.80 |
| 12250 - Pharmacy Technician | 18.12 |
| 12280 - Phlebotomist | 15.69 |
| 12305 - Radiologic Technologist | 31.11 |
| 12311 - Registered Nurse I | 27.64 |
| 12312 - Registered Nurse II | 33.44 |
| 12313 - Registered Nurse II, Specialist | 33.44 |
| 12314 - Registered Nurse III | 40.13 |
| 12315 - Registered Nurse III, Anesthetist | 40.13 |
| 12316 - Registered Nurse IV | 48.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.73 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.08 |
| 13012 - Exhibits Specialist II | 23.63 |
| 13013 - Exhibits Specialist III | 28.91 |
| 13041 - Illustrator I | 20.12 |
| 13042 - Illustrator II | 24.91 |
| 13043 - Illustrator III | 30.48 |
| 13047 - Librarian | 33.88 |
| 13050 - Library Aide/Clerk | 14.21 |
| 13054 - Library Information Technology Systems | 30.60 |

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| Administrator | |
| 13058 - Library Technician | 19.89 |
| 13061 - Media Specialist I | 18.73 |
| 13062 - Media Specialist II | 20.95 |
| 13063 - Media Specialist III | 23.36 |
| 13071 - Photographer I | 15.59 |
| 13072 - Photographer II | 18.64 |
| 13073 - Photographer III | 23.09 |
| 13074 - Photographer IV | 25.14 |
| 13075 - Photographer V | 30.39 |
| 13110 - Video Teleconference Technician | 20.39 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.92 |
| 14042 - Computer Operator II | 21.18 |
| 14043 - Computer Operator III | 23.60 |
| 14044 - Computer Operator IV | 26.22 |
| 14045 - Computer Operator V | 29.05 |
| 14071 - Computer Programmer I | (see 1) 26.36 |
| 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 | 18.92 |
| 14160 - Personal Computer Support Technician | 26.22 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.47 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.06 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.81 |
| 15050 - Computer Based Training Specialist / Instructor | 36.47 |
| 15060 - Educational Technologist | 31.17 |
| 15070 - Flight Instructor (Pilot) | 52.81 |
| 15080 - Graphic Artist | 26.73 |
| 15090 - Technical Instructor | 21.53 |
| 15095 - Technical Instructor/Course Developer | 28.96 |
| 15110 - Test Proctor | 19.37 |
| 15120 - Tutor | 19.37 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.88 |
| 16030 - Counter Attendant | 9.88 |
| 16040 - Dry Cleaner | 12.94 |
| 16070 - Finisher, Flatwork, Machine | 9.88 |
| 16090 - Presser, Hand | 9.88 |
| 16110 - Presser, Machine, Drycleaning | 9.88 |
| 16130 - Presser, Machine, Shirts | 9.88 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.88 |
| 16190 - Sewing Machine Operator | 13.78 |
| 16220 - Tailor | 14.66 |
| 16250 - Washer, Machine | 10.88 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.49 |
| 19040 - Tool And Die Maker | 23.34 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.02 |
| 21030 - Material Coordinator | 22.03 |
| 21040 - Material Expediter | 22.03 |
| 21050 - Material Handling Laborer | 13.83 |
| 21071 - Order Filler | 14.44 |
| 21080 - Production Line Worker (Food Processing) | 18.02 |
| 21110 - Shipping Packer | 15.09 |
| 21130 - Shipping/Receiving Clerk | 15.09 |
| 21140 - Store Worker I | 14.98 |

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|---|-------|
| 21150 - Stock Clerk | 17.06 |
| 21210 - Tools And Parts Attendant | 18.02 |
| 21410 - Warehouse Specialist | 18.02 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.97 |
| 23021 - Aircraft Mechanic I | 25.69 |
| 23022 - Aircraft Mechanic II | 26.97 |
| 23023 - Aircraft Mechanic III | 28.33 |
| 23040 - Aircraft Mechanic Helper | 18.03 |
| 23050 - Aircraft, Painter | 21.98 |
| 23060 - Aircraft Servicer | 19.76 |
| 23080 - Aircraft Worker | 21.01 |
| 23110 - Appliance Mechanic | 21.54 |
| 23120 - Bicycle Repairer | 13.77 |
| 23125 - Cable Splicer | 26.02 |
| 23130 - Carpenter, Maintenance | 21.40 |
| 23140 - Carpet Layer | 21.27 |
| 23160 - Electrician, Maintenance | 27.98 |
| 23181 - Electronics Technician Maintenance I | 24.94 |
| 23182 - Electronics Technician Maintenance II | 26.07 |
| 23183 - Electronics Technician Maintenance III | 27.06 |
| 23260 - Fabric Worker | 20.30 |
| 23290 - Fire Alarm System Mechanic | 22.91 |
| 23310 - Fire Extinguisher Repairer | 18.92 |
| 23311 - Fuel Distribution System Mechanic | 25.38 |
| 23312 - Fuel Distribution System Operator | 21.21 |
| 23370 - General Maintenance Worker | 21.43 |
| 23380 - Ground Support Equipment Mechanic | 25.69 |
| 23381 - Ground Support Equipment Servicer | 19.76 |
| 23382 - Ground Support Equipment Worker | 21.01 |
| 23391 - Gunsmith I | 19.39 |
| 23392 - Gunsmith II | 21.13 |
| 23393 - Gunsmith III | 22.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.72 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.56 |
| 23430 - Heavy Equipment Mechanic | 22.91 |
| 23440 - Heavy Equipment Operator | 22.91 |
| 23460 - Instrument Mechanic | 23.58 |
| 23465 - Laboratory/Shelter Mechanic | 21.91 |
| 23470 - Laborer | 14.98 |
| 23510 - Locksmith | 21.90 |
| 23530 - Machinery Maintenance Mechanic | 23.12 |
| 23550 - Machinist, Maintenance | 21.87 |
| 23580 - Maintenance Trades Helper | 18.27 |
| 23591 - Metrology Technician I | 23.58 |
| 23592 - Metrology Technician II | 24.42 |
| 23593 - Metrology Technician III | 25.12 |
| 23640 - Millwright | 26.16 |
| 23710 - Office Appliance Repairer | 21.24 |
| 23760 - Painter, Maintenance | 21.91 |
| 23790 - Pipefitter, Maintenance | 23.64 |
| 23810 - Plumber, Maintenance | 22.29 |
| 23820 - Pneudraulic Systems Mechanic | 22.91 |
| 23850 - Rigger | 24.07 |
| 23870 - Scale Mechanic | 21.13 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.91 |
| 23910 - Small Engine Mechanic | 21.13 |
| 23931 - Telecommunications Mechanic I | 28.17 |
| 23932 - Telecommunications Mechanic II | 31.26 |
| 23950 - Telephone Lineman | 27.41 |
| 23960 - Welder, Combination, Maintenance | 22.91 |

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| 23965 - Well Driller | 22.91 |
| 23970 - Woodcraft Worker | 22.91 |
| 23980 - Woodworker | 19.39 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.73 |
| 24580 - Child Care Center Clerk | 15.95 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 15.66 |
| 24630 - Homemaker | 17.24 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.24 |
| 25040 - Sewage Plant Operator | 20.84 |
| 25070 - Stationary Engineer | 24.24 |
| 25190 - Ventilation Equipment Tender | 19.21 |
| 25210 - Water Treatment Plant Operator | 20.84 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.17 |
| 27007 - Baggage Inspector | 12.71 |
| 27008 - Corrections Officer | 22.80 |
| 27010 - Court Security Officer | 24.72 |
| 27030 - Detection Dog Handler | 17.85 |
| 27040 - Detention Officer | 22.80 |
| 27070 - Firefighter | 24.63 |
| 27101 - Guard I | 12.71 |
| 27102 - Guard II | 17.85 |
| 27131 - Police Officer I | 26.52 |
| 27132 - Police Officer II | 29.67 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.84 |
| 28042 - Carnival Equipment Repairer | 12.31 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 13.01 |
| 28310 - Lifeguard | 11.59 |
| 28350 - Park Attendant (Aide) | 14.56 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.62 |
| 28515 - Recreation Specialist | 18.04 |
| 28630 - Sports Official | 11.33 |
| 28690 - Swimming Pool Operator | 15.87 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.75 |
| 29020 - Hatch Tender | 22.75 |
| 29030 - Line Handler | 22.75 |
| 29041 - Stevedore I | 21.24 |
| 29042 - Stevedore II | 24.15 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.92 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.84 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.56 |
| 30021 - Archeological Technician I | 19.80 |
| 30022 - Archeological Technician II | 22.60 |
| 30023 - Archeological Technician III | 27.98 |
| 30030 - Cartographic Technician | 27.98 |
| 30040 - Civil Engineering Technician | 26.41 |
| 30061 - Drafter/CAD Operator I | 20.19 |
| 30062 - Drafter/CAD Operator II | 22.60 |
| 30063 - Drafter/CAD Operator III | 25.19 |
| 30064 - Drafter/CAD Operator IV | 31.00 |
| 30081 - Engineering Technician I | 22.92 |
| 30082 - Engineering Technician II | 25.72 |
| 30083 - Engineering Technician III | 28.79 |
| 30084 - Engineering Technician IV | 35.64 |
| 30085 - Engineering Technician V | 43.61 |

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| 30086 - Engineering Technician VI | 52.76 |
| 30090 - Environmental Technician | 26.85 |
| 30210 - Laboratory Technician | 23.38 |
| 30240 - Mathematical Technician | 27.98 |
| 30361 - Paralegal/Legal Assistant I | 20.82 |
| 30362 - Paralegal/Legal Assistant II | 25.78 |
| 30363 - Paralegal/Legal Assistant III | 31.54 |
| 30364 - Paralegal/Legal Assistant IV | 38.16 |
| 30390 - Photo-Optics Technician | 27.98 |
| 30461 - Technical Writer I | 21.93 |
| 30462 - Technical Writer II | 26.84 |
| 30463 - Technical Writer III | 32.47 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.93 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.88 |
| 30494 - Unexploded (UXO) Safety Escort | 24.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 25.19 |
| 30621 - Weather Observer, Senior (see 2) | 27.98 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 15.46 |
| 31030 - Bus Driver | 20.85 |
| 31043 - Driver Courier | 14.33 |
| 31260 - Parking and Lot Attendant | 10.80 |
| 31290 - Shuttle Bus Driver | 15.66 |
| 31310 - Taxi Driver | 12.25 |
| 31361 - Truckdriver, Light | 15.66 |
| 31362 - Truckdriver, Medium | 17.90 |
| 31363 - Truckdriver, Heavy | 19.30 |
| 31364 - Truckdriver, Tractor-Trailer | 19.30 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.03 |
| 99050 - Desk Clerk | 11.16 |
| 99095 - Embalmer | 23.05 |
| 99251 - Laboratory Animal Caretaker I | 11.24 |
| 99252 - Laboratory Animal Caretaker II | 12.28 |
| 99310 - Mortician | 29.35 |
| 99410 - Pest Controller | 17.69 |
| 99510 - Photofinishing Worker | 13.20 |
| 99710 - Recycling Laborer | 16.17 |
| 99711 - Recycling Specialist | 18.01 |
| 99730 - Refuse Collector | 15.26 |
| 99810 - Sales Clerk | 12.09 |
| 99820 - School Crossing Guard | 13.43 |
| 99830 - Survey Party Chief | 21.94 |
| 99831 - Surveying Aide | 11.95 |
| 99832 - Surveying Technician | 18.23 |
| 99840 - Vending Machine Attendant | 14.42 |
| 99841 - Vending Machine Repairer | 17.79 |
| 99842 - Vending Machine Repairer Helper | 14.42 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444

should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2249
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: Maryland, Pennsylvania, Virginia

Area: Maryland Counties of Allegany, Garrett, Washington

Pennsylvania County of Franklin

Virginia Counties of Clarke, Culpeper, Frederick, Greene, Madison, Page,
Rappahannock, Rockingham, Shenandoah, Warren

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.08 |
| 01012 - Accounting Clerk II | | 16.92 |
| 01013 - Accounting Clerk III | | 22.30 |
| 01020 - Administrative Assistant | | 31.41 |
| 01040 - Court Reporter | | 21.84 |
| 01051 - Data Entry Operator I | | 14.38 |
| 01052 - Data Entry Operator II | | 15.69 |
| 01060 - Dispatcher, Motor Vehicle | | 17.87 |
| 01070 - Document Preparation Clerk | | 14.21 |
| 01090 - Duplicating Machine Operator | | 14.21 |
| 01111 - General Clerk I | | 14.88 |
| 01112 - General Clerk II | | 16.24 |
| 01113 - General Clerk III | | 18.23 |
| 01120 - Housing Referral Assistant | | 25.29 |
| 01141 - Messenger Courier | | 12.18 |
| 01191 - Order Clerk I | | 15.12 |
| 01192 - Order Clerk II | | 16.50 |
| 01261 - Personnel Assistant (Employment) I | | 18.15 |
| 01262 - Personnel Assistant (Employment) II | | 20.32 |
| 01263 - Personnel Assistant (Employment) III | | 22.65 |
| 01270 - Production Control Clerk | | 22.03 |
| 01280 - Receptionist | | 14.43 |
| 01290 - Rental Clerk | | 16.55 |
| 01300 - Scheduler, Maintenance | | 18.07 |
| 01311 - Secretary I | | 18.07 |
| 01312 - Secretary II | | 20.18 |
| 01313 - Secretary III | | 25.29 |
| 01320 - Service Order Dispatcher | | 16.13 |
| 01410 - Supply Technician | | 28.55 |
| 01420 - Survey Worker | | 20.03 |
| 01531 - Travel Clerk I | | 13.29 |
| 01532 - Travel Clerk II | | 14.36 |
| 01533 - Travel Clerk III | | 15.49 |
| 01611 - Word Processor I | | 15.63 |

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| 01612 - Word Processor II | 17.67 |
| 01613 - Word Processor III | 19.95 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.07 |
| 05010 - Automotive Electrician | 20.32 |
| 05040 - Automotive Glass Installer | 19.34 |
| 05070 - Automotive Worker | 19.34 |
| 05110 - Mobile Equipment Servicer | 18.88 |
| 05130 - Motor Equipment Metal Mechanic | 21.01 |
| 05160 - Motor Equipment Metal Worker | 19.34 |
| 05190 - Motor Vehicle Mechanic | 21.01 |
| 05220 - Motor Vehicle Mechanic Helper | 18.12 |
| 05250 - Motor Vehicle Upholstery Worker | 19.61 |
| 05280 - Motor Vehicle Wrecker | 19.31 |
| 05310 - Painter, Automotive | 20.32 |
| 05340 - Radiator Repair Specialist | 19.31 |
| 05370 - Tire Repairer | 11.41 |
| 05400 - Transmission Repair Specialist | 21.01 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.16 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 14.60 |
| 07070 - Dishwasher | 10.11 |
| 07130 - Food Service Worker | 10.66 |
| 07210 - Meat Cutter | 15.60 |
| 07260 - Waiter/Waitress | 9.44 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.25 |
| 09040 - Furniture Handler | 14.06 |
| 09080 - Furniture Refinisher | 18.25 |
| 09090 - Furniture Refinisher Helper | 15.52 |
| 09110 - Furniture Repairer, Minor | 17.06 |
| 09130 - Upholsterer | 18.25 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.54 |
| 11060 - Elevator Operator | 10.54 |
| 11090 - Gardener | 17.52 |
| 11122 - Housekeeping Aide | 11.83 |
| 11150 - Janitor | 11.83 |
| 11210 - Laborer, Grounds Maintenance | 13.07 |
| 11240 - Maid or Houseman | 11.26 |
| 11260 - Pruner | 11.76 |
| 11270 - Tractor Operator | 15.51 |
| 11330 - Trail Maintenance Worker | 13.07 |
| 11360 - Window Cleaner | 12.85 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.73 |
| 12011 - Breath Alcohol Technician | 17.67 |
| 12012 - Certified Occupational Therapist Assistant | 19.15 |
| 12015 - Certified Physical Therapist Assistant | 20.21 |
| 12020 - Dental Assistant | 15.57 |
| 12025 - Dental Hygienist | 34.29 |
| 12030 - EKG Technician | 26.77 |
| 12035 - Electroneurodiagnostic Technologist | 26.77 |
| 12040 - Emergency Medical Technician | 16.73 |
| 12071 - Licensed Practical Nurse I | 19.07 |
| 12072 - Licensed Practical Nurse II | 21.35 |
| 12073 - Licensed Practical Nurse III | 24.13 |
| 12100 - Medical Assistant | 15.01 |
| 12130 - Medical Laboratory Technician | 17.36 |
| 12160 - Medical Record Clerk | 16.29 |
| 12190 - Medical Record Technician | 18.40 |
| 12195 - Medical Transcriptionist | 16.73 |

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| 12210 - Nuclear Medicine Technologist | 37.60 |
| 12221 - Nursing Assistant I | 10.80 |
| 12222 - Nursing Assistant II | 12.14 |
| 12223 - Nursing Assistant III | 13.98 |
| 12224 - Nursing Assistant IV | 15.69 |
| 12235 - Optical Dispenser | 16.90 |
| 12236 - Optical Technician | 14.96 |
| 12250 - Pharmacy Technician | 18.12 |
| 12280 - Phlebotomist | 15.69 |
| 12305 - Radiologic Technologist | 31.11 |
| 12311 - Registered Nurse I | 27.64 |
| 12312 - Registered Nurse II | 33.44 |
| 12313 - Registered Nurse II, Specialist | 33.44 |
| 12314 - Registered Nurse III | 40.13 |
| 12315 - Registered Nurse III, Anesthetist | 40.13 |
| 12316 - Registered Nurse IV | 48.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.73 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.08 |
| 13012 - Exhibits Specialist II | 23.63 |
| 13013 - Exhibits Specialist III | 28.91 |
| 13041 - Illustrator I | 20.12 |
| 13042 - Illustrator II | 24.91 |
| 13043 - Illustrator III | 30.48 |
| 13047 - Librarian | 33.88 |
| 13050 - Library Aide/Clerk | 14.21 |
| 13054 - Library Information Technology Systems Administrator | 30.60 |
| 13058 - Library Technician | 19.89 |
| 13061 - Media Specialist I | 18.73 |
| 13062 - Media Specialist II | 20.95 |
| 13063 - Media Specialist III | 23.36 |
| 13071 - Photographer I | 15.68 |
| 13072 - Photographer II | 18.64 |
| 13073 - Photographer III | 23.08 |
| 13074 - Photographer IV | 28.24 |
| 13075 - Photographer V | 33.76 |
| 13110 - Video Teleconference Technician | 20.39 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.92 |
| 14042 - Computer Operator II | 21.18 |
| 14043 - Computer Operator III | 23.60 |
| 14044 - Computer Operator IV | 26.22 |
| 14045 - Computer Operator V | 29.05 |
| 14071 - Computer Programmer I | (see 1) 26.36 |
| 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 | 18.92 |
| 14160 - Personal Computer Support Technician | 26.22 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.47 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.06 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.81 |
| 15050 - Computer Based Training Specialist / Instructor | 33.41 |
| 15060 - Educational Technologist | 29.91 |
| 15070 - Flight Instructor (Pilot) | 52.81 |
| 15080 - Graphic Artist | 25.95 |
| 15090 - Technical Instructor | 21.02 |
| 15095 - Technical Instructor/Course Developer | 25.71 |

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| 15110 - Test Proctor | 19.04 |
| 15120 - Tutor | 19.04 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.83 |
| 16030 - Counter Attendant | 9.83 |
| 16040 - Dry Cleaner | 12.54 |
| 16070 - Finisher, Flatwork, Machine | 9.83 |
| 16090 - Presser, Hand | 9.83 |
| 16110 - Presser, Machine, Drycleaning | 9.83 |
| 16130 - Presser, Machine, Shirts | 9.83 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.83 |
| 16190 - Sewing Machine Operator | 13.44 |
| 16220 - Tailor | 14.30 |
| 16250 - Washer, Machine | 10.84 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.49 |
| 19040 - Tool And Die Maker | 23.34 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.02 |
| 21030 - Material Coordinator | 22.03 |
| 21040 - Material Expediter | 22.03 |
| 21050 - Material Handling Laborer | 13.83 |
| 21071 - Order Filler | 13.57 |
| 21080 - Production Line Worker (Food Processing) | 18.02 |
| 21110 - Shipping Packer | 15.09 |
| 21130 - Shipping/Receiving Clerk | 15.09 |
| 21140 - Store Worker I | 14.95 |
| 21150 - Stock Clerk | 16.86 |
| 21210 - Tools And Parts Attendant | 18.02 |
| 21410 - Warehouse Specialist | 18.02 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.72 |
| 23021 - Aircraft Mechanic I | 24.89 |
| 23022 - Aircraft Mechanic II | 25.72 |
| 23023 - Aircraft Mechanic III | 26.51 |
| 23040 - Aircraft Mechanic Helper | 18.03 |
| 23050 - Aircraft, Painter | 21.98 |
| 23060 - Aircraft Servicer | 19.76 |
| 23080 - Aircraft Worker | 21.01 |
| 23110 - Appliance Mechanic | 21.54 |
| 23120 - Bicycle Repairer | 12.53 |
| 23125 - Cable Splicer | 26.02 |
| 23130 - Carpenter, Maintenance | 21.40 |
| 23140 - Carpet Layer | 21.03 |
| 23160 - Electrician, Maintenance | 27.98 |
| 23181 - Electronics Technician Maintenance I | 21.82 |
| 23182 - Electronics Technician Maintenance II | 22.57 |
| 23183 - Electronics Technician Maintenance III | 24.50 |
| 23260 - Fabric Worker | 20.30 |
| 23290 - Fire Alarm System Mechanic | 22.91 |
| 23310 - Fire Extinguisher Repairer | 19.35 |
| 23311 - Fuel Distribution System Mechanic | 22.33 |
| 23312 - Fuel Distribution System Operator | 18.63 |
| 23370 - General Maintenance Worker | 21.43 |
| 23380 - Ground Support Equipment Mechanic | 24.89 |
| 23381 - Ground Support Equipment Servicer | 19.76 |
| 23382 - Ground Support Equipment Worker | 21.01 |
| 23391 - Gunsmith I | 19.56 |
| 23392 - Gunsmith II | 21.03 |
| 23393 - Gunsmith III | 22.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.25 |
| 23411 - Heating, Ventilation And Air Contditioning | 21.96 |

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| Mechanic (Research Facility) | |
| 23430 - Heavy Equipment Mechanic | 22.13 |
| 23440 - Heavy Equipment Operator | 22.91 |
| 23460 - Instrument Mechanic | 22.69 |
| 23465 - Laboratory/Shelter Mechanic | 21.75 |
| 23470 - Laborer | 14.98 |
| 23510 - Locksmith | 21.90 |
| 23530 - Machinery Maintenance Mechanic | 23.43 |
| 23550 - Machinist, Maintenance | 22.36 |
| 23580 - Maintenance Trades Helper | 18.27 |
| 23591 - Metrology Technician I | 22.69 |
| 23592 - Metrology Technician II | 23.24 |
| 23593 - Metrology Technician III | 23.97 |
| 23640 - Millwright | 25.33 |
| 23710 - Office Appliance Repairer | 21.24 |
| 23760 - Painter, Maintenance | 21.75 |
| 23790 - Pipefitter, Maintenance | 23.29 |
| 23810 - Plumber, Maintenance | 22.29 |
| 23820 - Pneudraulic Systems Mechanic | 22.91 |
| 23850 - Rigger | 22.91 |
| 23870 - Scale Mechanic | 21.03 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.91 |
| 23910 - Small Engine Mechanic | 21.03 |
| 23931 - Telecommunications Mechanic I | 28.17 |
| 23932 - Telecommunications Mechanic II | 29.10 |
| 23950 - Telephone Lineman | 27.41 |
| 23960 - Welder, Combination, Maintenance | 22.91 |
| 23965 - Well Driller | 22.91 |
| 23970 - Woodcraft Worker | 22.91 |
| 23980 - Woodworker | 19.56 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.19 |
| 24580 - Child Care Center Clerk | 14.50 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 14.25 |
| 24630 - Homemaker | 16.90 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.35 |
| 25040 - Sewage Plant Operator | 19.09 |
| 25070 - Stationary Engineer | 20.60 |
| 25190 - Ventilation Equipment Tender | 16.83 |
| 25210 - Water Treatment Plant Operator | 19.09 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.60 |
| 27007 - Baggage Inspector | 12.71 |
| 27008 - Corrections Officer | 22.80 |
| 27010 - Court Security Officer | 24.72 |
| 27030 - Detection Dog Handler | 15.60 |
| 27040 - Detention Officer | 22.80 |
| 27070 - Firefighter | 24.63 |
| 27101 - Guard I | 12.71 |
| 27102 - Guard II | 15.60 |
| 27131 - Police Officer I | 26.52 |
| 27132 - Police Officer II | 29.67 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.51 |
| 28042 - Carnival Equipment Repairer | 12.00 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 13.01 |
| 28310 - Lifeguard | 11.59 |
| 28350 - Park Attendant (Aide) | 14.56 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.62 |

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| 28515 - Recreation Specialist | 17.15 |
| 28630 - Sports Official | 11.59 |
| 28690 - Swimming Pool Operator | 15.60 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.98 |
| 29020 - Hatch Tender | 21.98 |
| 29030 - Line Handler | 21.98 |
| 29041 - Stevedore I | 20.33 |
| 29042 - Stevedore II | 22.85 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.92 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.84 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.56 |
| 30021 - Archeological Technician I | 19.53 |
| 30022 - Archeological Technician II | 22.00 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 27.27 |
| 30040 - Civil Engineering Technician | 24.79 |
| 30061 - Drafter/CAD Operator I | 19.53 |
| 30062 - Drafter/CAD Operator II | 22.00 |
| 30063 - Drafter/CAD Operator III | 25.19 |
| 30064 - Drafter/CAD Operator IV | 29.89 |
| 30081 - Engineering Technician I | 22.92 |
| 30082 - Engineering Technician II | 25.72 |
| 30083 - Engineering Technician III | 28.79 |
| 30084 - Engineering Technician IV | 35.64 |
| 30085 - Engineering Technician V | 43.61 |
| 30086 - Engineering Technician VI | 52.76 |
| 30090 - Environmental Technician | 26.85 |
| 30210 - Laboratory Technician | 23.38 |
| 30240 - Mathematical Technician | 27.12 |
| 30361 - Paralegal/Legal Assistant I | 19.53 |
| 30362 - Paralegal/Legal Assistant II | 25.78 |
| 30363 - Paralegal/Legal Assistant III | 31.54 |
| 30364 - Paralegal/Legal Assistant IV | 38.16 |
| 30390 - Photo-Optics Technician | 27.98 |
| 30461 - Technical Writer I | 21.93 |
| 30462 - Technical Writer II | 26.84 |
| 30463 - Technical Writer III | 32.47 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.93 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.88 |
| 30494 - Unexploded (UXO) Safety Escort | 24.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 25.19 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 27.12 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 16.22 |
| 31030 - Bus Driver | 20.85 |
| 31043 - Driver Courier | 14.33 |
| 31260 - Parking and Lot Attendant | 9.81 |
| 31290 - Shuttle Bus Driver | 15.66 |
| 31310 - Taxi Driver | 11.99 |
| 31361 - Truckdriver, Light | 15.66 |
| 31362 - Truckdriver, Medium | 17.90 |
| 31363 - Truckdriver, Heavy | 19.18 |
| 31364 - Truckdriver, Tractor-Trailer | 19.18 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.00 |
| 99050 - Desk Clerk | 11.16 |
| 99095 - Embalmer | 23.05 |
| 99251 - Laboratory Animal Caretaker I | 11.24 |

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| 99252 - Laboratory Animal Caretaker II | 11.83 |
| 99310 - Mortician | 26.70 |
| 99410 - Pest Controller | 16.65 |
| 99510 - Photofinishing Worker | 13.20 |
| 99710 - Recycling Laborer | 14.11 |
| 99711 - Recycling Specialist | 14.31 |
| 99730 - Refuse Collector | 12.65 |
| 99810 - Sales Clerk | 12.09 |
| 99820 - School Crossing Guard | 13.43 |
| 99830 - Survey Party Chief | 17.64 |
| 99831 - Surveying Aide | 11.01 |
| 99832 - Surveying Technician | 15.08 |
| 99840 - Vending Machine Attendant | 14.38 |
| 99841 - Vending Machine Repairer | 17.79 |
| 99842 - Vending Machine Repairer Helper | 14.38 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordinance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2250
Revision No.: 15
Date Of Last Revision: 07/25/2014

States: Maryland, Pennsylvania, Virginia

Area: Maryland Counties of Allegany, Garrett, Washington

Pennsylvania County of Franklin

Virginia Counties of Clarke, Culpeper, Frederick, Greene, Madison, Page,
Rappahannock, Rockingham, Shenandoah, Warren

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.08 |
| 01012 - Accounting Clerk II | | 16.92 |
| 01013 - Accounting Clerk III | | 22.30 |
| 01020 - Administrative Assistant | | 31.41 |
| 01040 - Court Reporter | | 21.84 |
| 01051 - Data Entry Operator I | | 14.38 |
| 01052 - Data Entry Operator II | | 15.69 |
| 01060 - Dispatcher, Motor Vehicle | | 17.87 |
| 01070 - Document Preparation Clerk | | 14.21 |
| 01090 - Duplicating Machine Operator | | 14.21 |

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| 01111 | - General Clerk I | 14.88 |
| 01112 | - General Clerk II | 16.24 |
| 01113 | - General Clerk III | 18.23 |
| 01120 | - Housing Referral Assistant | 25.29 |
| 01141 | - Messenger Courier | 12.18 |
| 01191 | - Order Clerk I | 15.12 |
| 01192 | - Order Clerk II | 16.50 |
| 01261 | - Personnel Assistant (Employment) I | 18.15 |
| 01262 | - Personnel Assistant (Employment) II | 20.32 |
| 01263 | - Personnel Assistant (Employment) III | 22.65 |
| 01270 | - Production Control Clerk | 22.03 |
| 01280 | - Receptionist | 14.43 |
| 01290 | - Rental Clerk | 16.55 |
| 01300 | - Scheduler, Maintenance | 18.07 |
| 01311 | - Secretary I | 18.07 |
| 01312 | - Secretary II | 20.18 |
| 01313 | - Secretary III | 25.29 |
| 01320 | - Service Order Dispatcher | 16.13 |
| 01410 | - Supply Technician | 28.55 |
| 01420 | - Survey Worker | 20.03 |
| 01531 | - Travel Clerk I | 13.29 |
| 01532 | - Travel Clerk II | 14.36 |
| 01533 | - Travel Clerk III | 15.49 |
| 01611 | - Word Processor I | 15.63 |
| 01612 | - Word Processor II | 17.67 |
| 01613 | - Word Processor III | 19.95 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 19.07 |
| 05010 | - Automotive Electrician | 20.32 |
| 05040 | - Automotive Glass Installer | 19.34 |
| 05070 | - Automotive Worker | 19.34 |
| 05110 | - Mobile Equipment Servicer | 18.88 |
| 05130 | - Motor Equipment Metal Mechanic | 21.01 |
| 05160 | - Motor Equipment Metal Worker | 19.34 |
| 05190 | - Motor Vehicle Mechanic | 21.01 |
| 05220 | - Motor Vehicle Mechanic Helper | 18.12 |
| 05250 | - Motor Vehicle Upholstery Worker | 19.61 |
| 05280 | - Motor Vehicle Wrecker | 19.31 |
| 05310 | - Painter, Automotive | 20.32 |
| 05340 | - Radiator Repair Specialist | 19.31 |
| 05370 | - Tire Repairer | 11.41 |
| 05400 | - Transmission Repair Specialist | 21.01 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 14.16 |
| 07041 | - Cook I | 12.55 |
| 07042 | - Cook II | 14.60 |
| 07070 | - Dishwasher | 10.11 |
| 07130 | - Food Service Worker | 10.66 |
| 07210 | - Meat Cutter | 15.60 |
| 07260 | - Waiter/Waitress | 9.44 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 18.25 |
| 09040 | - Furniture Handler | 14.06 |
| 09080 | - Furniture Refinisher | 18.25 |
| 09090 | - Furniture Refinisher Helper | 15.52 |
| 09110 | - Furniture Repairer, Minor | 17.06 |
| 09130 | - Upholsterer | 18.25 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 10.54 |
| 11060 | - Elevator Operator | 10.54 |
| 11090 | - Gardener | 17.52 |
| 11122 | - Housekeeping Aide | 11.83 |
| 11150 | - Janitor | 11.83 |

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| 11210 - Laborer, Grounds Maintenance | 13.07 |
| 11240 - Maid or Houseman | 11.26 |
| 11260 - Pruner | 11.76 |
| 11270 - Tractor Operator | 15.51 |
| 11330 - Trail Maintenance Worker | 13.07 |
| 11360 - Window Cleaner | 12.85 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.73 |
| 12011 - Breath Alcohol Technician | 17.67 |
| 12012 - Certified Occupational Therapist Assistant | 19.15 |
| 12015 - Certified Physical Therapist Assistant | 20.21 |
| 12020 - Dental Assistant | 15.57 |
| 12025 - Dental Hygienist | 34.29 |
| 12030 - EKG Technician | 26.77 |
| 12035 - Electroneurodiagnostic Technologist | 26.77 |
| 12040 - Emergency Medical Technician | 16.73 |
| 12071 - Licensed Practical Nurse I | 19.07 |
| 12072 - Licensed Practical Nurse II | 21.35 |
| 12073 - Licensed Practical Nurse III | 24.13 |
| 12100 - Medical Assistant | 15.01 |
| 12130 - Medical Laboratory Technician | 17.36 |
| 12160 - Medical Record Clerk | 16.29 |
| 12190 - Medical Record Technician | 18.40 |
| 12195 - Medical Transcriptionist | 16.73 |
| 12210 - Nuclear Medicine Technologist | 37.60 |
| 12221 - Nursing Assistant I | 10.80 |
| 12222 - Nursing Assistant II | 12.14 |
| 12223 - Nursing Assistant III | 13.98 |
| 12224 - Nursing Assistant IV | 15.69 |
| 12235 - Optical Dispenser | 16.90 |
| 12236 - Optical Technician | 14.96 |
| 12250 - Pharmacy Technician | 18.12 |
| 12280 - Phlebotomist | 15.69 |
| 12305 - Radiologic Technologist | 31.11 |
| 12311 - Registered Nurse I | 27.64 |
| 12312 - Registered Nurse II | 33.44 |
| 12313 - Registered Nurse II, Specialist | 33.44 |
| 12314 - Registered Nurse III | 40.13 |
| 12315 - Registered Nurse III, Anesthetist | 40.13 |
| 12316 - Registered Nurse IV | 48.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.73 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.08 |
| 13012 - Exhibits Specialist II | 23.63 |
| 13013 - Exhibits Specialist III | 28.91 |
| 13041 - Illustrator I | 20.12 |
| 13042 - Illustrator II | 24.91 |
| 13043 - Illustrator III | 30.48 |
| 13047 - Librarian | 33.88 |
| 13050 - Library Aide/Clerk | 14.21 |
| 13054 - Library Information Technology Systems Administrator | 30.60 |
| 13058 - Library Technician | 19.89 |
| 13061 - Media Specialist I | 18.73 |
| 13062 - Media Specialist II | 20.95 |
| 13063 - Media Specialist III | 23.36 |
| 13071 - Photographer I | 15.68 |
| 13072 - Photographer II | 18.64 |
| 13073 - Photographer III | 23.08 |
| 13074 - Photographer IV | 28.24 |
| 13075 - Photographer V | 33.76 |
| 13110 - Video Teleconference Technician | 20.39 |
| 14000 - Information Technology Occupations | |

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| 14041 - Computer Operator I | 18.92 |
| 14042 - Computer Operator II | 21.18 |
| 14043 - Computer Operator III | 23.60 |
| 14044 - Computer Operator IV | 26.22 |
| 14045 - Computer Operator V | 29.05 |
| 14071 - Computer Programmer I (see 1) | 26.36 |
| 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 | 18.92 |
| 14160 - Personal Computer Support Technician | 26.22 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.47 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.06 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.81 |
| 15050 - Computer Based Training Specialist / Instructor | 33.41 |
| 15060 - Educational Technologist | 29.91 |
| 15070 - Flight Instructor (Pilot) | 52.81 |
| 15080 - Graphic Artist | 25.95 |
| 15090 - Technical Instructor | 21.02 |
| 15095 - Technical Instructor/Course Developer | 25.71 |
| 15110 - Test Proctor | 19.04 |
| 15120 - Tutor | 19.04 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.83 |
| 16030 - Counter Attendant | 9.83 |
| 16040 - Dry Cleaner | 12.54 |
| 16070 - Finisher, Flatwork, Machine | 9.83 |
| 16090 - Presser, Hand | 9.83 |
| 16110 - Presser, Machine, Drycleaning | 9.83 |
| 16130 - Presser, Machine, Shirts | 9.83 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.83 |
| 16190 - Sewing Machine Operator | 13.44 |
| 16220 - Tailor | 14.30 |
| 16250 - Washer, Machine | 10.84 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.49 |
| 19040 - Tool And Die Maker | 23.34 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.02 |
| 21030 - Material Coordinator | 22.03 |
| 21040 - Material Expediter | 22.03 |
| 21050 - Material Handling Laborer | 13.83 |
| 21071 - Order Filler | 13.57 |
| 21080 - Production Line Worker (Food Processing) | 18.02 |
| 21110 - Shipping Packer | 15.09 |
| 21130 - Shipping/Receiving Clerk | 15.09 |
| 21140 - Store Worker I | 14.95 |
| 21150 - Stock Clerk | 16.86 |
| 21210 - Tools And Parts Attendant | 18.02 |
| 21410 - Warehouse Specialist | 18.02 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.72 |
| 23021 - Aircraft Mechanic I | 24.89 |
| 23022 - Aircraft Mechanic II | 25.72 |
| 23023 - Aircraft Mechanic III | 26.51 |
| 23040 - Aircraft Mechanic Helper | 18.03 |
| 23050 - Aircraft, Painter | 21.98 |
| 23060 - Aircraft Servicer | 19.76 |
| 23080 - Aircraft Worker | 21.01 |

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| 23110 - Appliance Mechanic | 21.54 |
| 23120 - Bicycle Repairer | 12.53 |
| 23125 - Cable Splicer | 26.02 |
| 23130 - Carpenter, Maintenance | 21.40 |
| 23140 - Carpet Layer | 21.03 |
| 23160 - Electrician, Maintenance | 27.98 |
| 23181 - Electronics Technician Maintenance I | 21.82 |
| 23182 - Electronics Technician Maintenance II | 22.57 |
| 23183 - Electronics Technician Maintenance III | 24.50 |
| 23260 - Fabric Worker | 20.30 |
| 23290 - Fire Alarm System Mechanic | 22.91 |
| 23310 - Fire Extinguisher Repairer | 19.35 |
| 23311 - Fuel Distribution System Mechanic | 22.33 |
| 23312 - Fuel Distribution System Operator | 18.63 |
| 23370 - General Maintenance Worker | 21.43 |
| 23380 - Ground Support Equipment Mechanic | 24.89 |
| 23381 - Ground Support Equipment Servicer | 19.76 |
| 23382 - Ground Support Equipment Worker | 21.01 |
| 23391 - Gunsmith I | 19.56 |
| 23392 - Gunsmith II | 21.03 |
| 23393 - Gunsmith III | 22.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.25 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.96 |
| 23430 - Heavy Equipment Mechanic | 22.13 |
| 23440 - Heavy Equipment Operator | 22.91 |
| 23460 - Instrument Mechanic | 22.69 |
| 23465 - Laboratory/Shelter Mechanic | 21.75 |
| 23470 - Laborer | 14.98 |
| 23510 - Locksmith | 21.90 |
| 23530 - Machinery Maintenance Mechanic | 23.43 |
| 23550 - Machinist, Maintenance | 22.36 |
| 23580 - Maintenance Trades Helper | 18.27 |
| 23591 - Metrology Technician I | 22.69 |
| 23592 - Metrology Technician II | 23.24 |
| 23593 - Metrology Technician III | 23.97 |
| 23640 - Millwright | 25.33 |
| 23710 - Office Appliance Repairer | 21.24 |
| 23760 - Painter, Maintenance | 21.75 |
| 23790 - Pipefitter, Maintenance | 23.29 |
| 23810 - Plumber, Maintenance | 22.29 |
| 23820 - Pneudraulic Systems Mechanic | 22.91 |
| 23850 - Rigger | 22.91 |
| 23870 - Scale Mechanic | 21.03 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.91 |
| 23910 - Small Engine Mechanic | 21.03 |
| 23931 - Telecommunications Mechanic I | 28.17 |
| 23932 - Telecommunications Mechanic II | 29.10 |
| 23950 - Telephone Lineman | 27.41 |
| 23960 - Welder, Combination, Maintenance | 22.91 |
| 23965 - Well Driller | 22.91 |
| 23970 - Woodcraft Worker | 22.91 |
| 23980 - Woodworker | 19.56 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.19 |
| 24580 - Child Care Center Clerk | 14.50 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 14.25 |
| 24630 - Homemaker | 16.90 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.35 |

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| 25040 - Sewage Plant Operator | 19.09 |
| 25070 - Stationary Engineer | 20.60 |
| 25190 - Ventilation Equipment Tender | 16.83 |
| 25210 - Water Treatment Plant Operator | 19.09 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.60 |
| 27007 - Baggage Inspector | 12.71 |
| 27008 - Corrections Officer | 22.80 |
| 27010 - Court Security Officer | 24.72 |
| 27030 - Detection Dog Handler | 15.60 |
| 27040 - Detention Officer | 22.80 |
| 27070 - Firefighter | 24.63 |
| 27101 - Guard I | 12.71 |
| 27102 - Guard II | 15.60 |
| 27131 - Police Officer I | 26.52 |
| 27132 - Police Officer II | 29.67 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.51 |
| 28042 - Carnival Equipment Repairer | 12.00 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 13.01 |
| 28310 - Lifeguard | 11.59 |
| 28350 - Park Attendant (Aide) | 14.56 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.62 |
| 28515 - Recreation Specialist | 17.15 |
| 28630 - Sports Official | 11.59 |
| 28690 - Swimming Pool Operator | 15.60 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.98 |
| 29020 - Hatch Tender | 21.98 |
| 29030 - Line Handler | 21.98 |
| 29041 - Stevedore I | 20.33 |
| 29042 - Stevedore II | 22.85 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.92 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.84 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.56 |
| 30021 - Archeological Technician I | 19.53 |
| 30022 - Archeological Technician II | 22.00 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 27.27 |
| 30040 - Civil Engineering Technician | 24.79 |
| 30061 - Drafter/CAD Operator I | 19.53 |
| 30062 - Drafter/CAD Operator II | 22.00 |
| 30063 - Drafter/CAD Operator III | 25.19 |
| 30064 - Drafter/CAD Operator IV | 29.89 |
| 30081 - Engineering Technician I | 22.92 |
| 30082 - Engineering Technician II | 25.72 |
| 30083 - Engineering Technician III | 28.79 |
| 30084 - Engineering Technician IV | 35.64 |
| 30085 - Engineering Technician V | 43.61 |
| 30086 - Engineering Technician VI | 52.76 |
| 30090 - Environmental Technician | 26.85 |
| 30210 - Laboratory Technician | 23.38 |
| 30240 - Mathematical Technician | 27.12 |
| 30361 - Paralegal/Legal Assistant I | 19.53 |
| 30362 - Paralegal/Legal Assistant II | 25.78 |
| 30363 - Paralegal/Legal Assistant III | 31.54 |
| 30364 - Paralegal/Legal Assistant IV | 38.16 |
| 30390 - Photo-Optics Technician | 27.98 |
| 30461 - Technical Writer I | 21.93 |
| 30462 - Technical Writer II | 26.84 |
| 30463 - Technical Writer III | 32.47 |

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|---|---------------|
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.93 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.88 |
| 30494 - Unexploded (UXO) Safety Escort | 24.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 25.19 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 27.12 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 16.22 |
| 31030 - Bus Driver | 20.85 |
| 31043 - Driver Courier | 14.33 |
| 31260 - Parking and Lot Attendant | 9.81 |
| 31290 - Shuttle Bus Driver | 15.66 |
| 31310 - Taxi Driver | 11.99 |
| 31361 - Truckdriver, Light | 15.66 |
| 31362 - Truckdriver, Medium | 17.90 |
| 31363 - Truckdriver, Heavy | 19.18 |
| 31364 - Truckdriver, Tractor-Trailer | 19.18 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.00 |
| 99050 - Desk Clerk | 11.16 |
| 99095 - Embalmer | 23.05 |
| 99251 - Laboratory Animal Caretaker I | 11.24 |
| 99252 - Laboratory Animal Caretaker II | 11.83 |
| 99310 - Mortician | 26.70 |
| 99410 - Pest Controller | 16.65 |
| 99510 - Photofinishing Worker | 13.20 |
| 99710 - Recycling Laborer | 14.11 |
| 99711 - Recycling Specialist | 14.31 |
| 99730 - Refuse Collector | 12.65 |
| 99810 - Sales Clerk | 12.09 |
| 99820 - School Crossing Guard | 13.43 |
| 99830 - Survey Party Chief | 17.64 |
| 99831 - Surveying Aide | 11.01 |
| 99832 - Surveying Technician | 15.08 |
| 99840 - Vending Machine Attendant | 14.38 |
| 99841 - Vending Machine Repairer | 17.79 |
| 99842 - Vending Machine Repairer Helper | 14.38 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or
Page 6035

successor; 3 weeks after 8 years, and 4 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2253
Revision No.: 15
Date Of Last Revision: 07/25/2014

Applicable in the following cities and towns in Massachusetts and Rhode Island:

Massachusetts:

WORCESTER COUNTY: Blackstone, Millville, and Woonsocket

BRISTOL COUNTY: Attleboro, North Attleboro, Rehoboth, and Seekonk

NORFOLK COUNTY: Plainville

Rhode Island:

PROVIDENCE COUNTY: Burrillville, Central Falls, City of Providence, Cumberland, Lincoln, North Smithfield, Pawtucket, Smithfield, and Woonsocket

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.29 |
| 01012 - Accounting Clerk II | | 15.90 |
| 01013 - Accounting Clerk III | | 17.78 |
| 01020 - Administrative Assistant | | 23.60 |
| 01040 - Court Reporter | | 17.86 |
| 01051 - Data Entry Operator I | | 13.48 |
| 01052 - Data Entry Operator II | | 14.73 |
| 01060 - Dispatcher, Motor Vehicle | | 18.07 |
| 01070 - Document Preparation Clerk | | 14.29 |
| 01090 - Duplicating Machine Operator | | 14.29 |
| 01111 - General Clerk I | | 12.83 |
| 01112 - General Clerk II | | 14.00 |
| 01113 - General Clerk III | | 16.35 |
| 01120 - Housing Referral Assistant | | 20.41 |
| 01141 - Messenger Courier | | 14.41 |
| 01191 - Order Clerk I | | 13.44 |
| 01192 - Order Clerk II | | 14.67 |
| 01261 - Personnel Assistant (Employment) I | | 15.90 |
| 01262 - Personnel Assistant (Employment) II | | 17.79 |
| 01263 - Personnel Assistant (Employment) III | | 21.91 |
| 01270 - Production Control Clerk | | 19.90 |
| 01280 - Receptionist | | 14.29 |
| 01290 - Rental Clerk | | 15.65 |
| 01300 - Scheduler, Maintenance | | 16.36 |
| 01311 - Secretary I | | 16.36 |
| 01312 - Secretary II | | 18.30 |
| 01313 - Secretary III | | 20.41 |
| 01320 - Service Order Dispatcher | | 17.26 |
| 01410 - Supply Technician | | 23.60 |
| 01420 - Survey Worker | | 17.78 |
| 01531 - Travel Clerk I | | 12.75 |
| 01532 - Travel Clerk II | | 13.54 |
| 01533 - Travel Clerk III | | 14.21 |
| 01611 - Word Processor I | | 14.59 |
| 01612 - Word Processor II | | 16.54 |
| 01613 - Word Processor III | | 18.56 |
| 05000 - Automotive Service Occupations | | |

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|--|-------|
| 05005 - Automobile Body Repairer, Fiberglass | 18.87 |
| 05010 - Automotive Electrician | 18.24 |
| 05040 - Automotive Glass Installer | 16.97 |
| 05070 - Automotive Worker | 16.97 |
| 05110 - Mobile Equipment Servicer | 15.73 |
| 05130 - Motor Equipment Metal Mechanic | 18.37 |
| 05160 - Motor Equipment Metal Worker | 17.04 |
| 05190 - Motor Vehicle Mechanic | 18.37 |
| 05220 - Motor Vehicle Mechanic Helper | 15.02 |
| 05250 - Motor Vehicle Upholstery Worker | 17.49 |
| 05280 - Motor Vehicle Wrecker | 17.04 |
| 05310 - Painter, Automotive | 17.71 |
| 05340 - Radiator Repair Specialist | 17.04 |
| 05370 - Tire Repairer | 12.12 |
| 05400 - Transmission Repair Specialist | 18.37 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.77 |
| 07041 - Cook I | 14.52 |
| 07042 - Cook II | 16.62 |
| 07070 - Dishwasher | 10.29 |
| 07130 - Food Service Worker | 9.85 |
| 07210 - Meat Cutter | 17.38 |
| 07260 - Waiter/Waitress | 9.64 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.11 |
| 09040 - Furniture Handler | 12.42 |
| 09080 - Furniture Refinisher | 14.76 |
| 09090 - Furniture Refinisher Helper | 12.51 |
| 09110 - Furniture Repairer, Minor | 13.66 |
| 09130 - Upholsterer | 15.52 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.13 |
| 11060 - Elevator Operator | 13.74 |
| 11090 - Gardener | 15.09 |
| 11122 - Housekeeping Aide | 14.04 |
| 11150 - Janitor | 14.04 |
| 11210 - Laborer, Grounds Maintenance | 12.94 |
| 11240 - Maid or Houseman | 11.74 |
| 11260 - Pruner | 11.84 |
| 11270 - Tractor Operator | 15.12 |
| 11330 - Trail Maintenance Worker | 12.94 |
| 11360 - Window Cleaner | 14.04 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.01 |
| 12011 - Breath Alcohol Technician | 20.65 |
| 12012 - Certified Occupational Therapist Assistant | 22.10 |
| 12015 - Certified Physical Therapist Assistant | 23.71 |
| 12020 - Dental Assistant | 16.70 |
| 12025 - Dental Hygienist | 32.76 |
| 12030 - EKG Technician | 24.98 |
| 12035 - Electroneurodiagnostic Technologist | 24.98 |
| 12040 - Emergency Medical Technician | 17.01 |
| 12071 - Licensed Practical Nurse I | 20.04 |
| 12072 - Licensed Practical Nurse II | 22.41 |
| 12073 - Licensed Practical Nurse III | 25.00 |
| 12100 - Medical Assistant | 14.57 |
| 12130 - Medical Laboratory Technician | 22.41 |
| 12160 - Medical Record Clerk | 15.71 |
| 12190 - Medical Record Technician | 17.48 |
| 12195 - Medical Transcriptionist | 17.27 |
| 12210 - Nuclear Medicine Technologist | 36.48 |
| 12221 - Nursing Assistant I | 11.24 |
| 12222 - Nursing Assistant II | 12.64 |

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|---|---------------|
| 12223 - Nursing Assistant III | 13.79 |
| 12224 - Nursing Assistant IV | 15.47 |
| 12235 - Optical Dispenser | 20.48 |
| 12236 - Optical Technician | 13.33 |
| 12250 - Pharmacy Technician | 14.53 |
| 12280 - Phlebotomist | 15.47 |
| 12305 - Radiologic Technologist | 29.51 |
| 12311 - Registered Nurse I | 29.78 |
| 12312 - Registered Nurse II | 34.81 |
| 12313 - Registered Nurse II, Specialist | 34.81 |
| 12314 - Registered Nurse III | 40.02 |
| 12315 - Registered Nurse III, Anesthetist | 40.02 |
| 12316 - Registered Nurse IV | 47.94 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.64 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.97 |
| 13012 - Exhibits Specialist II | 24.75 |
| 13013 - Exhibits Specialist III | 30.28 |
| 13041 - Illustrator I | 19.97 |
| 13042 - Illustrator II | 24.74 |
| 13043 - Illustrator III | 30.28 |
| 13047 - Librarian | 27.56 |
| 13050 - Library Aide/Clerk | 11.84 |
| 13054 - Library Information Technology Systems Administrator | 24.88 |
| 13058 - Library Technician | 15.84 |
| 13061 - Media Specialist I | 17.85 |
| 13062 - Media Specialist II | 19.97 |
| 13063 - Media Specialist III | 22.27 |
| 13071 - Photographer I | 16.99 |
| 13072 - Photographer II | 19.00 |
| 13073 - Photographer III | 23.78 |
| 13074 - Photographer IV | 28.78 |
| 13075 - Photographer V | 33.72 |
| 13110 - Video Teleconference Technician | 17.78 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.88 |
| 14042 - Computer Operator II | 17.76 |
| 14043 - Computer Operator III | 19.81 |
| 14044 - Computer Operator IV | 23.18 |
| 14045 - Computer Operator V | 25.70 |
| 14071 - Computer Programmer I | (see 1) 21.65 |
| 14072 - Computer Programmer II | (see 1) 24.90 |
| 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 | 15.88 |
| 14160 - Personal Computer Support Technician | 25.50 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.37 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.01 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.96 |
| 15050 - Computer Based Training Specialist / Instructor | 29.37 |
| 15060 - Educational Technologist | 28.32 |
| 15070 - Flight Instructor (Pilot) | 41.96 |
| 15080 - Graphic Artist | 23.45 |
| 15090 - Technical Instructor | 22.50 |
| 15095 - Technical Instructor/Course Developer | 27.52 |
| 15110 - Test Proctor | 18.15 |
| 15120 - Tutor | 18.15 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |

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|---|-------|
| 16010 - Assembler | 10.26 |
| 16030 - Counter Attendant | 10.26 |
| 16040 - Dry Cleaner | 12.43 |
| 16070 - Finisher, Flatwork, Machine | 10.26 |
| 16090 - Presser, Hand | 10.26 |
| 16110 - Presser, Machine, Drycleaning | 10.26 |
| 16130 - Presser, Machine, Shirts | 10.26 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.26 |
| 16190 - Sewing Machine Operator | 13.16 |
| 16220 - Tailor | 13.93 |
| 16250 - Washer, Machine | 10.83 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.05 |
| 19040 - Tool And Die Maker | 22.18 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.57 |
| 21030 - Material Coordinator | 19.90 |
| 21040 - Material Expediter | 19.90 |
| 21050 - Material Handling Laborer | 13.55 |
| 21071 - Order Filler | 12.87 |
| 21080 - Production Line Worker (Food Processing) | 17.57 |
| 21110 - Shipping Packer | 13.91 |
| 21130 - Shipping/Receiving Clerk | 13.91 |
| 21140 - Store Worker I | 12.17 |
| 21150 - Stock Clerk | 15.88 |
| 21210 - Tools And Parts Attendant | 17.57 |
| 21410 - Warehouse Specialist | 17.57 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.13 |
| 23021 - Aircraft Mechanic I | 22.98 |
| 23022 - Aircraft Mechanic II | 24.13 |
| 23023 - Aircraft Mechanic III | 25.33 |
| 23040 - Aircraft Mechanic Helper | 18.50 |
| 23050 - Aircraft, Painter | 21.66 |
| 23060 - Aircraft Servicer | 20.28 |
| 23080 - Aircraft Worker | 21.19 |
| 23110 - Appliance Mechanic | 20.86 |
| 23120 - Bicycle Repairer | 12.12 |
| 23125 - Cable Splicer | 27.32 |
| 23130 - Carpenter, Maintenance | 22.85 |
| 23140 - Carpet Layer | 20.82 |
| 23160 - Electrician, Maintenance | 25.28 |
| 23181 - Electronics Technician Maintenance I | 24.89 |
| 23182 - Electronics Technician Maintenance II | 25.93 |
| 23183 - Electronics Technician Maintenance III | 27.00 |
| 23260 - Fabric Worker | 17.45 |
| 23290 - Fire Alarm System Mechanic | 20.53 |
| 23310 - Fire Extinguisher Repairer | 19.51 |
| 23311 - Fuel Distribution System Mechanic | 23.18 |
| 23312 - Fuel Distribution System Operator | 19.61 |
| 23370 - General Maintenance Worker | 18.76 |
| 23380 - Ground Support Equipment Mechanic | 22.98 |
| 23381 - Ground Support Equipment Servicer | 20.28 |
| 23382 - Ground Support Equipment Worker | 21.19 |
| 23391 - Gunsmith I | 19.51 |
| 23392 - Gunsmith II | 21.27 |
| 23393 - Gunsmith III | 23.07 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.13 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.00 |
| 23430 - Heavy Equipment Mechanic | 21.73 |
| 23440 - Heavy Equipment Operator | 28.39 |

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|---|-------|
| 23460 - Instrument Mechanic | 23.07 |
| 23465 - Laboratory/Shelter Mechanic | 22.16 |
| 23470 - Laborer | 13.76 |
| 23510 - Locksmith | 19.69 |
| 23530 - Machinery Maintenance Mechanic | 20.23 |
| 23550 - Machinist, Maintenance | 19.39 |
| 23580 - Maintenance Trades Helper | 12.23 |
| 23591 - Metrology Technician I | 23.07 |
| 23592 - Metrology Technician II | 23.94 |
| 23593 - Metrology Technician III | 24.86 |
| 23640 - Millwright | 24.19 |
| 23710 - Office Appliance Repairer | 19.04 |
| 23760 - Painter, Maintenance | 18.12 |
| 23790 - Pipefitter, Maintenance | 26.04 |
| 23810 - Plumber, Maintenance | 25.33 |
| 23820 - Pneudraulic Systems Mechanic | 23.07 |
| 23850 - Rigger | 20.55 |
| 23870 - Scale Mechanic | 21.27 |
| 23890 - Sheet-Metal Worker, Maintenance | 21.63 |
| 23910 - Small Engine Mechanic | 18.65 |
| 23931 - Telecommunications Mechanic I | 26.11 |
| 23932 - Telecommunications Mechanic II | 27.09 |
| 23950 - Telephone Lineman | 27.18 |
| 23960 - Welder, Combination, Maintenance | 18.25 |
| 23965 - Well Driller | 22.85 |
| 23970 - Woodcraft Worker | 23.07 |
| 23980 - Woodworker | 17.59 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.34 |
| 24580 - Child Care Center Clerk | 12.74 |
| 24610 - Chore Aide | 10.80 |
| 24620 - Family Readiness And Support Services Coordinator | 13.52 |
| 24630 - Homemaker | 16.61 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.13 |
| 25040 - Sewage Plant Operator | 20.36 |
| 25070 - Stationary Engineer | 25.13 |
| 25190 - Ventilation Equipment Tender | 18.54 |
| 25210 - Water Treatment Plant Operator | 20.36 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.79 |
| 27007 - Baggage Inspector | 12.39 |
| 27008 - Corrections Officer | 22.87 |
| 27010 - Court Security Officer | 23.06 |
| 27030 - Detection Dog Handler | 15.92 |
| 27040 - Detention Officer | 22.87 |
| 27070 - Firefighter | 23.24 |
| 27101 - Guard I | 12.39 |
| 27102 - Guard II | 15.92 |
| 27131 - Police Officer I | 23.30 |
| 27132 - Police Officer II | 25.90 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.06 |
| 28042 - Carnival Equipment Repairer | 12.66 |
| 28043 - Carnival Equipment Worker | 10.31 |
| 28210 - Gate Attendant/Gate Tender | 13.93 |
| 28310 - Lifeguard | 12.11 |
| 28350 - Park Attendant (Aide) | 15.58 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 12.20 |
| 28630 - Sports Official | 12.41 |
| 28690 - Swimming Pool Operator | 15.97 |

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| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 25.19 |
| 29020 - Hatch Tender | 25.19 |
| 29030 - Line Handler | 25.19 |
| 29041 - Stevedore I | 24.11 |
| 29042 - Stevedore II | 26.25 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.09 |
| 30022 - Archeological Technician II | 20.24 |
| 30023 - Archeological Technician III | 25.08 |
| 30030 - Cartographic Technician | 25.08 |
| 30040 - Civil Engineering Technician | 23.95 |
| 30061 - Drafter/CAD Operator I | 18.09 |
| 30062 - Drafter/CAD Operator II | 20.24 |
| 30063 - Drafter/CAD Operator III | 23.42 |
| 30064 - Drafter/CAD Operator IV | 27.76 |
| 30081 - Engineering Technician I | 16.82 |
| 30082 - Engineering Technician II | 18.87 |
| 30083 - Engineering Technician III | 21.12 |
| 30084 - Engineering Technician IV | 25.39 |
| 30085 - Engineering Technician V | 31.06 |
| 30086 - Engineering Technician VI | 38.73 |
| 30090 - Environmental Technician | 21.75 |
| 30210 - Laboratory Technician | 18.27 |
| 30240 - Mathematical Technician | 25.14 |
| 30361 - Paralegal/Legal Assistant I | 18.09 |
| 30362 - Paralegal/Legal Assistant II | 22.43 |
| 30363 - Paralegal/Legal Assistant III | 27.44 |
| 30364 - Paralegal/Legal Assistant IV | 33.19 |
| 30390 - Photo-Optics Technician | 25.14 |
| 30461 - Technical Writer I | 23.77 |
| 30462 - Technical Writer II | 29.08 |
| 30463 - Technical Writer III | 37.68 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.72 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 24.04 |
| 30621 - Weather Observer, Senior (see 2) | 25.14 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.15 |
| 31030 - Bus Driver | 18.12 |
| 31043 - Driver Courier | 15.20 |
| 31260 - Parking and Lot Attendant | 10.92 |
| 31290 - Shuttle Bus Driver | 16.12 |
| 31310 - Taxi Driver | 12.72 |
| 31361 - Truckdriver, Light | 16.12 |
| 31362 - Truckdriver, Medium | 18.40 |
| 31363 - Truckdriver, Heavy | 20.47 |
| 31364 - Truckdriver, Tractor-Trailer | 23.16 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.26 |
| 99050 - Desk Clerk | 10.58 |
| 99095 - Embalmer | 25.48 |
| 99251 - Laboratory Animal Caretaker I | 11.99 |
| 99252 - Laboratory Animal Caretaker II | 12.60 |
| 99310 - Mortician | 38.43 |
| 99410 - Pest Controller | 14.73 |

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| 99510 - Photofinishing Worker | 12.16 |
| 99710 - Recycling Laborer | 18.17 |
| 99711 - Recycling Specialist | 18.90 |
| 99730 - Refuse Collector | 16.87 |
| 99810 - Sales Clerk | 11.63 |
| 99820 - School Crossing Guard | 14.35 |
| 99830 - Survey Party Chief | 18.06 |
| 99831 - Surveying Aide | 12.94 |
| 99832 - Surveying Technician | 17.23 |
| 99840 - Vending Machine Attendant | 15.86 |
| 99841 - Vending Machine Repairer | 18.00 |
| 99842 - Vending Machine Repairer Helper | 15.86 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordinance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2254
Revision No.: 17
Date Of Last Revision: 07/25/2014

Applicable in the following cities and towns in Massachusetts and Rhode Island:

Massachusetts:

WORCESTER COUNTY: Blackstone, Millville, and Woonsocket

BRISTOL COUNTY: Attleboro, North Attleboro, Rehoboth, and Seekonk

NORFOLK COUNTY: Plainville

Rhode Island:

PROVIDENCE COUNTY: Burrillville, Central Falls, City of Providence, Cumberland, Lincoln, North Smithfield, Pawtucket, Smithfield, and Woonsocket

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.29 |

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| 01012 - Accounting Clerk II | 15.90 |
| 01013 - Accounting Clerk III | 17.78 |
| 01020 - Administrative Assistant | 23.60 |
| 01040 - Court Reporter | 17.86 |
| 01051 - Data Entry Operator I | 13.48 |
| 01052 - Data Entry Operator II | 14.73 |
| 01060 - Dispatcher, Motor Vehicle | 18.07 |
| 01070 - Document Preparation Clerk | 14.29 |
| 01090 - Duplicating Machine Operator | 14.29 |
| 01111 - General Clerk I | 12.83 |
| 01112 - General Clerk II | 14.00 |
| 01113 - General Clerk III | 16.35 |
| 01120 - Housing Referral Assistant | 20.41 |
| 01141 - Messenger Courier | 14.41 |
| 01191 - Order Clerk I | 13.44 |
| 01192 - Order Clerk II | 14.67 |
| 01261 - Personnel Assistant (Employment) I | 15.90 |
| 01262 - Personnel Assistant (Employment) II | 17.79 |
| 01263 - Personnel Assistant (Employment) III | 21.91 |
| 01270 - Production Control Clerk | 19.90 |
| 01280 - Receptionist | 14.29 |
| 01290 - Rental Clerk | 15.65 |
| 01300 - Scheduler, Maintenance | 16.36 |
| 01311 - Secretary I | 16.36 |
| 01312 - Secretary II | 18.30 |
| 01313 - Secretary III | 20.41 |
| 01320 - Service Order Dispatcher | 17.26 |
| 01410 - Supply Technician | 23.60 |
| 01420 - Survey Worker | 17.78 |
| 01531 - Travel Clerk I | 12.75 |
| 01532 - Travel Clerk II | 13.54 |
| 01533 - Travel Clerk III | 14.21 |
| 01611 - Word Processor I | 14.59 |
| 01612 - Word Processor II | 16.54 |
| 01613 - Word Processor III | 18.56 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.87 |
| 05010 - Automotive Electrician | 18.24 |
| 05040 - Automotive Glass Installer | 16.97 |
| 05070 - Automotive Worker | 16.97 |
| 05110 - Mobile Equipment Servicer | 15.73 |
| 05130 - Motor Equipment Metal Mechanic | 18.37 |
| 05160 - Motor Equipment Metal Worker | 17.04 |
| 05190 - Motor Vehicle Mechanic | 18.37 |
| 05220 - Motor Vehicle Mechanic Helper | 15.02 |
| 05250 - Motor Vehicle Upholstery Worker | 17.49 |
| 05280 - Motor Vehicle Wrecker | 17.04 |
| 05310 - Painter, Automotive | 17.71 |
| 05340 - Radiator Repair Specialist | 17.04 |
| 05370 - Tire Repairer | 12.12 |
| 05400 - Transmission Repair Specialist | 18.37 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.77 |
| 07041 - Cook I | 14.52 |
| 07042 - Cook II | 16.62 |
| 07070 - Dishwasher | 10.29 |
| 07130 - Food Service Worker | 9.85 |
| 07210 - Meat Cutter | 17.38 |
| 07260 - Waiter/Waitress | 9.64 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.11 |
| 09040 - Furniture Handler | 12.42 |
| 09080 - Furniture Refinisher | 14.76 |

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| 09090 - Furniture Refinisher Helper | 12.51 |
| 09110 - Furniture Repairer, Minor | 13.66 |
| 09130 - Upholsterer | 15.52 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.13 |
| 11060 - Elevator Operator | 13.74 |
| 11090 - Gardener | 15.09 |
| 11122 - Housekeeping Aide | 14.04 |
| 11150 - Janitor | 14.04 |
| 11210 - Laborer, Grounds Maintenance | 12.94 |
| 11240 - Maid or Houseman | 11.74 |
| 11260 - Pruner | 11.84 |
| 11270 - Tractor Operator | 15.12 |
| 11330 - Trail Maintenance Worker | 12.94 |
| 11360 - Window Cleaner | 14.04 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.01 |
| 12011 - Breath Alcohol Technician | 20.65 |
| 12012 - Certified Occupational Therapist Assistant | 22.10 |
| 12015 - Certified Physical Therapist Assistant | 23.71 |
| 12020 - Dental Assistant | 16.70 |
| 12025 - Dental Hygienist | 32.76 |
| 12030 - EKG Technician | 24.98 |
| 12035 - Electroneurodiagnostic Technologist | 24.98 |
| 12040 - Emergency Medical Technician | 17.01 |
| 12071 - Licensed Practical Nurse I | 20.04 |
| 12072 - Licensed Practical Nurse II | 22.41 |
| 12073 - Licensed Practical Nurse III | 25.00 |
| 12100 - Medical Assistant | 14.57 |
| 12130 - Medical Laboratory Technician | 22.41 |
| 12160 - Medical Record Clerk | 15.71 |
| 12190 - Medical Record Technician | 17.48 |
| 12195 - Medical Transcriptionist | 17.27 |
| 12210 - Nuclear Medicine Technologist | 36.48 |
| 12221 - Nursing Assistant I | 11.24 |
| 12222 - Nursing Assistant II | 12.64 |
| 12223 - Nursing Assistant III | 13.79 |
| 12224 - Nursing Assistant IV | 15.47 |
| 12235 - Optical Dispenser | 20.48 |
| 12236 - Optical Technician | 13.33 |
| 12250 - Pharmacy Technician | 14.53 |
| 12280 - Phlebotomist | 15.47 |
| 12305 - Radiologic Technologist | 29.51 |
| 12311 - Registered Nurse I | 29.78 |
| 12312 - Registered Nurse II | 34.81 |
| 12313 - Registered Nurse II, Specialist | 34.81 |
| 12314 - Registered Nurse III | 40.02 |
| 12315 - Registered Nurse III, Anesthetist | 40.02 |
| 12316 - Registered Nurse IV | 47.94 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.64 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.97 |
| 13012 - Exhibits Specialist II | 24.75 |
| 13013 - Exhibits Specialist III | 30.28 |
| 13041 - Illustrator I | 19.97 |
| 13042 - Illustrator II | 24.74 |
| 13043 - Illustrator III | 30.28 |
| 13047 - Librarian | 27.56 |
| 13050 - Library Aide/Clerk | 11.84 |
| 13054 - Library Information Technology Systems Administrator | 24.88 |
| 13058 - Library Technician | 15.84 |
| 13061 - Media Specialist I | 17.85 |

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| 13062 - Media Specialist II | 19.97 |
| 13063 - Media Specialist III | 22.27 |
| 13071 - Photographer I | 16.99 |
| 13072 - Photographer II | 19.00 |
| 13073 - Photographer III | 23.78 |
| 13074 - Photographer IV | 28.78 |
| 13075 - Photographer V | 33.72 |
| 13110 - Video Teleconference Technician | 17.78 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.88 |
| 14042 - Computer Operator II | 17.76 |
| 14043 - Computer Operator III | 19.81 |
| 14044 - Computer Operator IV | 23.18 |
| 14045 - Computer Operator V | 25.70 |
| 14071 - Computer Programmer I | (see 1) 21.65 |
| 14072 - Computer Programmer II | (see 1) 24.90 |
| 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 | 15.88 |
| 14160 - Personal Computer Support Technician | 25.50 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.37 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.01 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.96 |
| 15050 - Computer Based Training Specialist / Instructor | 29.37 |
| 15060 - Educational Technologist | 28.32 |
| 15070 - Flight Instructor (Pilot) | 41.96 |
| 15080 - Graphic Artist | 23.45 |
| 15090 - Technical Instructor | 22.50 |
| 15095 - Technical Instructor/Course Developer | 27.52 |
| 15110 - Test Proctor | 18.15 |
| 15120 - Tutor | 18.15 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.26 |
| 16030 - Counter Attendant | 10.26 |
| 16040 - Dry Cleaner | 12.43 |
| 16070 - Finisher, Flatwork, Machine | 10.26 |
| 16090 - Presser, Hand | 10.26 |
| 16110 - Presser, Machine, Drycleaning | 10.26 |
| 16130 - Presser, Machine, Shirts | 10.26 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.26 |
| 16190 - Sewing Machine Operator | 13.16 |
| 16220 - Tailor | 13.93 |
| 16250 - Washer, Machine | 10.83 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.05 |
| 19040 - Tool And Die Maker | 22.18 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.57 |
| 21030 - Material Coordinator | 19.90 |
| 21040 - Material Expediter | 19.90 |
| 21050 - Material Handling Laborer | 13.55 |
| 21071 - Order Filler | 12.87 |
| 21080 - Production Line Worker (Food Processing) | 17.57 |
| 21110 - Shipping Packer | 13.91 |
| 21130 - Shipping/Receiving Clerk | 13.91 |
| 21140 - Store Worker I | 12.17 |
| 21150 - Stock Clerk | 15.88 |
| 21210 - Tools And Parts Attendant | 17.57 |
| 21410 - Warehouse Specialist | 17.57 |

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| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.13 |
| 23021 - Aircraft Mechanic I | 22.98 |
| 23022 - Aircraft Mechanic II | 24.13 |
| 23023 - Aircraft Mechanic III | 25.33 |
| 23040 - Aircraft Mechanic Helper | 18.50 |
| 23050 - Aircraft, Painter | 21.66 |
| 23060 - Aircraft Servicer | 20.28 |
| 23080 - Aircraft Worker | 21.19 |
| 23110 - Appliance Mechanic | 20.86 |
| 23120 - Bicycle Repairer | 12.12 |
| 23125 - Cable Splicer | 27.32 |
| 23130 - Carpenter, Maintenance | 22.85 |
| 23140 - Carpet Layer | 20.82 |
| 23160 - Electrician, Maintenance | 25.28 |
| 23181 - Electronics Technician Maintenance I | 24.89 |
| 23182 - Electronics Technician Maintenance II | 25.93 |
| 23183 - Electronics Technician Maintenance III | 27.00 |
| 23260 - Fabric Worker | 17.45 |
| 23290 - Fire Alarm System Mechanic | 20.53 |
| 23310 - Fire Extinguisher Repairer | 19.51 |
| 23311 - Fuel Distribution System Mechanic | 23.18 |
| 23312 - Fuel Distribution System Operator | 19.61 |
| 23370 - General Maintenance Worker | 18.76 |
| 23380 - Ground Support Equipment Mechanic | 22.98 |
| 23381 - Ground Support Equipment Servicer | 20.28 |
| 23382 - Ground Support Equipment Worker | 21.19 |
| 23391 - Gunsmith I | 19.51 |
| 23392 - Gunsmith II | 21.27 |
| 23393 - Gunsmith III | 23.07 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.13 |
| 23411 - Heating, Ventilation And Air Contditiiong Mechanic (Research Facility) | 24.00 |
| 23430 - Heavy Equipment Mechanic | 21.73 |
| 23440 - Heavy Equipment Operator | 28.39 |
| 23460 - Instrument Mechanic | 23.07 |
| 23465 - Laboratory/Shelter Mechanic | 22.16 |
| 23470 - Laborer | 13.76 |
| 23510 - Locksmith | 19.69 |
| 23530 - Machinery Maintenance Mechanic | 20.23 |
| 23550 - Machinist, Maintenance | 19.39 |
| 23580 - Maintenance Trades Helper | 12.23 |
| 23591 - Metrology Technician I | 23.07 |
| 23592 - Metrology Technician II | 23.94 |
| 23593 - Metrology Technician III | 24.86 |
| 23640 - Millwright | 24.19 |
| 23710 - Office Appliance Repairer | 19.04 |
| 23760 - Painter, Maintenance | 18.12 |
| 23790 - Pipefitter, Maintenance | 26.04 |
| 23810 - Plumber, Maintenance | 25.33 |
| 23820 - Pneudraulic Systems Mechanic | 23.07 |
| 23850 - Rigger | 20.55 |
| 23870 - Scale Mechanic | 21.27 |
| 23890 - Sheet-Metal Worker, Maintenance | 21.63 |
| 23910 - Small Engine Mechanic | 18.65 |
| 23931 - Telecommunications Mechanic I | 26.11 |
| 23932 - Telecommunications Mechanic II | 27.09 |
| 23950 - Telephone Lineman | 27.18 |
| 23960 - Welder, Combination, Maintenance | 18.25 |
| 23965 - well Driller | 22.85 |
| 23970 - Woodcraft Worker | 23.07 |
| 23980 - Woodworker | 17.59 |

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|--|-------|
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.34 |
| 24580 - Child Care Center Clerk | 12.74 |
| 24610 - Chore Aide | 10.80 |
| 24620 - Family Readiness And Support Services Coordinator | 13.52 |
| 24630 - Homemaker | 16.61 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.13 |
| 25040 - Sewage Plant Operator | 20.36 |
| 25070 - Stationary Engineer | 25.13 |
| 25190 - Ventilation Equipment Tender | 18.54 |
| 25210 - Water Treatment Plant Operator | 20.36 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.79 |
| 27007 - Baggage Inspector | 12.39 |
| 27008 - Corrections Officer | 22.87 |
| 27010 - Court Security Officer | 23.06 |
| 27030 - Detection Dog Handler | 15.92 |
| 27040 - Detention Officer | 22.87 |
| 27070 - Firefighter | 23.24 |
| 27101 - Guard I | 12.39 |
| 27102 - Guard II | 15.92 |
| 27131 - Police Officer I | 23.30 |
| 27132 - Police Officer II | 25.90 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.06 |
| 28042 - Carnival Equipment Repairer | 12.66 |
| 28043 - Carnival Equipment Worker | 10.31 |
| 28210 - Gate Attendant/Gate Tender | 13.93 |
| 28310 - Lifeguard | 12.11 |
| 28350 - Park Attendant (Aide) | 15.58 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 12.20 |
| 28630 - Sports Official | 12.41 |
| 28690 - Swimming Pool Operator | 15.97 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 25.19 |
| 29020 - Hatch Tender | 25.19 |
| 29030 - Line Handler | 25.19 |
| 29041 - Stevedore I | 24.11 |
| 29042 - Stevedore II | 26.25 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.09 |
| 30022 - Archeological Technician II | 20.24 |
| 30023 - Archeological Technician III | 25.08 |
| 30030 - Cartographic Technician | 25.08 |
| 30040 - Civil Engineering Technician | 23.95 |
| 30061 - Drafter/CAD Operator I | 18.09 |
| 30062 - Drafter/CAD Operator II | 20.24 |
| 30063 - Drafter/CAD Operator III | 23.42 |
| 30064 - Drafter/CAD Operator IV | 27.76 |
| 30081 - Engineering Technician I | 16.82 |
| 30082 - Engineering Technician II | 18.87 |
| 30083 - Engineering Technician III | 21.12 |
| 30084 - Engineering Technician IV | 25.39 |
| 30085 - Engineering Technician V | 31.06 |
| 30086 - Engineering Technician VI | 38.73 |
| 30090 - Environmental Technician | 21.75 |
| 30210 - Laboratory Technician | 18.27 |

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|---|---------------|
| 30240 - Mathematical Technician | 25.14 |
| 30361 - Paralegal/Legal Assistant I | 18.09 |
| 30362 - Paralegal/Legal Assistant II | 22.43 |
| 30363 - Paralegal/Legal Assistant III | 27.44 |
| 30364 - Paralegal/Legal Assistant IV | 33.19 |
| 30390 - Photo-Optics Technician | 25.14 |
| 30461 - Technical Writer I | 23.77 |
| 30462 - Technical Writer II | 29.08 |
| 30463 - Technical Writer III | 37.68 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.72 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 24.04 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 25.14 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.15 |
| 31030 - Bus Driver | 18.12 |
| 31043 - Driver Courier | 15.20 |
| 31260 - Parking and Lot Attendant | 10.92 |
| 31290 - Shuttle Bus Driver | 16.12 |
| 31310 - Taxi Driver | 12.72 |
| 31361 - Truckdriver, Light | 16.12 |
| 31362 - Truckdriver, Medium | 18.40 |
| 31363 - Truckdriver, Heavy | 20.47 |
| 31364 - Truckdriver, Tractor-Trailer | 23.16 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.26 |
| 99050 - Desk Clerk | 10.58 |
| 99095 - Embalmer | 25.48 |
| 99251 - Laboratory Animal Caretaker I | 11.99 |
| 99252 - Laboratory Animal Caretaker II | 12.60 |
| 99310 - Mortician | 38.43 |
| 99410 - Pest Controller | 14.73 |
| 99510 - Photofinishing Worker | 12.16 |
| 99710 - Recycling Laborer | 18.17 |
| 99711 - Recycling Specialist | 18.90 |
| 99730 - Refuse Collector | 16.87 |
| 99810 - Sales Clerk | 11.63 |
| 99820 - School Crossing Guard | 14.35 |
| 99830 - Survey Party Chief | 18.06 |
| 99831 - Surveying Aide | 12.94 |
| 99832 - Surveying Technician | 17.23 |
| 99840 - Vending Machine Attendant | 15.86 |
| 99841 - Vending Machine Repairer | 18.00 |
| 99842 - Vending Machine Repairer Helper | 15.86 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444

should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2255
Revision No.: 16
Date Of Last Revision: 07/25/2014

Applicable in the state of Massachusetts in the areas listed below:

BRISTOL COUNTY: Mansfield, Norton, Rayham

ESSEX COUNTY: Lynn, Lynnfield, Nahant, Saugus

MIDDLESEX COUNTY: Entire County

NORFOLK COUNTY: Bellingham, Braintree, Brookline, Canton, Cohasset, Dedham, Dover, Foxborough, Franklin, Holbrook, Medfield, Medway, Millis, Milton, Needham, Norfolk, Norwood, Quincy, Randolph, Sharon, Stoughton, Walpole, Wellesley, Westwood, Weymouth, Wrentham

PLYMOUTH COUNTY: Carver, Duxbury, Hanover, Hanson, Hingham, Hull, Kingston, Lakeville, Marshfield, Middleborough, Norwell, Pembroke, Plymouth, Plympton, Rockland, Scituate

SUFFOLK COUNTY: Entire County

WORCESTER COUNTY: Berlin, Bolton, Harvard, Hopedale, Lancaster, Mendon, Milford, Southborough, Upton

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.23 |
| 01012 - Accounting Clerk II | | 17.10 |
| 01013 - Accounting Clerk III | | 19.14 |
| 01020 - Administrative Assistant | | 25.42 |
| 01040 - Court Reporter | | 20.86 |
| 01051 - Data Entry Operator I | | 15.64 |
| 01052 - Data Entry Operator II | | 16.92 |
| 01060 - Dispatcher, Motor Vehicle | | 19.79 |
| 01070 - Document Preparation Clerk | | 14.87 |

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| 01090 - Duplicating Machine Operator | 14.87 |
| 01111 - General Clerk I | 14.66 |
| 01112 - General Clerk II | 16.00 |
| 01113 - General Clerk III | 18.17 |
| 01120 - Housing Referral Assistant | 23.44 |
| 01141 - Messenger Courier | 12.98 |
| 01191 - Order Clerk I | 15.91 |
| 01192 - Order Clerk II | 17.36 |
| 01261 - Personnel Assistant (Employment) I | 17.41 |
| 01262 - Personnel Assistant (Employment) II | 19.48 |
| 01263 - Personnel Assistant (Employment) III | 21.71 |
| 01270 - Production Control Clerk | 22.65 |
| 01280 - Receptionist | 14.31 |
| 01290 - Rental Clerk | 17.19 |
| 01300 - Scheduler, Maintenance | 18.80 |
| 01311 - Secretary I | 18.80 |
| 01312 - Secretary II | 21.03 |
| 01313 - Secretary III | 23.44 |
| 01320 - Service Order Dispatcher | 17.49 |
| 01410 - Supply Technician | 25.42 |
| 01420 - Survey Worker | 15.77 |
| 01531 - Travel Clerk I | 13.79 |
| 01532 - Travel Clerk II | 14.92 |
| 01533 - Travel Clerk III | 16.08 |
| 01611 - Word Processor I | 16.11 |
| 01612 - Word Processor II | 18.08 |
| 01613 - Word Processor III | 20.22 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 24.65 |
| 05010 - Automotive Electrician | 21.99 |
| 05040 - Automotive Glass Installer | 21.02 |
| 05070 - Automotive Worker | 21.02 |
| 05110 - Mobile Equipment Servicer | 19.02 |
| 05130 - Motor Equipment Metal Mechanic | 22.95 |
| 05160 - Motor Equipment Metal Worker | 21.02 |
| 05190 - Motor Vehicle Mechanic | 22.95 |
| 05220 - Motor Vehicle Mechanic Helper | 17.94 |
| 05250 - Motor Vehicle Upholstery Worker | 19.98 |
| 05280 - Motor Vehicle Wrecker | 21.02 |
| 05310 - Painter, Automotive | 21.99 |
| 05340 - Radiator Repair Specialist | 21.02 |
| 05370 - Tire Repairer | 14.22 |
| 05400 - Transmission Repair Specialist | 22.95 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.36 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 13.85 |
| 07070 - Dishwasher | 9.74 |
| 07130 - Food Service Worker | 12.03 |
| 07210 - Meat Cutter | 20.00 |
| 07260 - Waiter/Waitress | 12.62 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.02 |
| 09040 - Furniture Handler | 13.14 |
| 09080 - Furniture Refinisher | 17.25 |
| 09090 - Furniture Refinisher Helper | 13.94 |
| 09110 - Furniture Repairer, Minor | 15.68 |
| 09130 - Upholsterer | 17.64 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.66 |
| 11060 - Elevator Operator | 11.66 |
| 11090 - Gardener | 18.44 |
| 11122 - Housekeeping Aide | 14.28 |

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| 11150 - Janitor | 14.28 |
| 11210 - Laborer, Grounds Maintenance | 15.13 |
| 11240 - Maid or Houseman | 11.80 |
| 11260 - Pruner | 13.72 |
| 11270 - Tractor Operator | 17.62 |
| 11330 - Trail Maintenance Worker | 15.13 |
| 11360 - Window Cleaner | 15.75 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.55 |
| 12011 - Breath Alcohol Technician | 18.55 |
| 12012 - Certified Occupational Therapist Assistant | 22.30 |
| 12015 - Certified Physical Therapist Assistant | 22.60 |
| 12020 - Dental Assistant | 18.96 |
| 12025 - Dental Hygienist | 37.80 |
| 12030 - EKG Technician | 28.17 |
| 12035 - Electroneurodiagnostic Technologist | 28.17 |
| 12040 - Emergency Medical Technician | 18.55 |
| 12071 - Licensed Practical Nurse I | 18.83 |
| 12072 - Licensed Practical Nurse II | 21.06 |
| 12073 - Licensed Practical Nurse III | 23.48 |
| 12100 - Medical Assistant | 16.90 |
| 12130 - Medical Laboratory Technician | 19.41 |
| 12160 - Medical Record Clerk | 15.94 |
| 12190 - Medical Record Technician | 17.83 |
| 12195 - Medical Transcriptionist | 18.12 |
| 12210 - Nuclear Medicine Technologist | 35.16 |
| 12221 - Nursing Assistant I | 11.45 |
| 12222 - Nursing Assistant II | 12.87 |
| 12223 - Nursing Assistant III | 13.65 |
| 12224 - Nursing Assistant IV | 15.90 |
| 12235 - Optical Dispenser | 22.55 |
| 12236 - Optical Technician | 19.18 |
| 12250 - Pharmacy Technician | 20.80 |
| 12280 - Phlebotomist | 15.90 |
| 12305 - Radiologic Technologist | 32.92 |
| 12311 - Registered Nurse I | 31.18 |
| 12312 - Registered Nurse II | 40.19 |
| 12313 - Registered Nurse II, Specialist | 40.19 |
| 12314 - Registered Nurse III | 48.63 |
| 12315 - Registered Nurse III, Anesthetist | 48.63 |
| 12316 - Registered Nurse IV | 58.29 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.62 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.17 |
| 13012 - Exhibits Specialist II | 27.46 |
| 13013 - Exhibits Specialist III | 33.59 |
| 13041 - Illustrator I | 21.90 |
| 13042 - Illustrator II | 27.12 |
| 13043 - Illustrator III | 33.18 |
| 13047 - Librarian | 34.75 |
| 13050 - Library Aide/Clerk | 15.72 |
| 13054 - Library Information Technology Systems Administrator | 28.03 |
| 13058 - Library Technician | 18.69 |
| 13061 - Media Specialist I | 17.09 |
| 13062 - Media Specialist II | 18.13 |
| 13063 - Media Specialist III | 20.22 |
| 13071 - Photographer I | 17.70 |
| 13072 - Photographer II | 19.80 |
| 13073 - Photographer III | 24.53 |
| 13074 - Photographer IV | 30.00 |
| 13075 - Photographer V | 36.30 |
| 13110 - Video Teleconference Technician | 19.27 |

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| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.71 |
| 14042 - Computer Operator II | 22.05 |
| 14043 - Computer Operator III | 24.58 |
| 14044 - Computer Operator IV | 27.32 |
| 14045 - Computer Operator V | 30.25 |
| 14071 - Computer Programmer I | (see 1) 24.68 |
| 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 | 19.71 |
| 14160 - Personal Computer Support Technician | 27.32 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 35.72 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.22 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 51.80 |
| 15050 - Computer Based Training Specialist / Instructor | 35.72 |
| 15060 - Educational Technologist | 32.16 |
| 15070 - Flight Instructor (Pilot) | 51.80 |
| 15080 - Graphic Artist | 31.54 |
| 15090 - Technical Instructor | 25.37 |
| 15095 - Technical Instructor/Course Developer | 31.02 |
| 15110 - Test Proctor | 20.47 |
| 15120 - Tutor | 20.47 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.71 |
| 16030 - Counter Attendant | 10.71 |
| 16040 - Dry Cleaner | 14.24 |
| 16070 - Finisher, Flatwork, Machine | 10.71 |
| 16090 - Presser, Hand | 10.71 |
| 16110 - Presser, Machine, Drycleaning | 10.71 |
| 16130 - Presser, Machine, Shirts | 10.71 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.71 |
| 16190 - Sewing Machine Operator | 15.10 |
| 16220 - Tailor | 15.78 |
| 16250 - Washer, Machine | 11.92 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.72 |
| 19040 - Tool And Die Maker | 26.82 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.64 |
| 21030 - Material Coordinator | 22.65 |
| 21040 - Material Expediter | 22.65 |
| 21050 - Material Handling Laborer | 14.26 |
| 21071 - Order Filler | 15.51 |
| 21080 - Production Line Worker (Food Processing) | 17.64 |
| 21110 - Shipping Packer | 18.63 |
| 21130 - Shipping/Receiving Clerk | 18.63 |
| 21140 - Store Worker I | 12.66 |
| 21150 - Stock Clerk | 17.11 |
| 21210 - Tools And Parts Attendant | 17.64 |
| 21410 - Warehouse Specialist | 17.64 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 30.32 |
| 23021 - Aircraft Mechanic I | 28.22 |
| 23022 - Aircraft Mechanic II | 30.32 |
| 23023 - Aircraft Mechanic III | 30.61 |
| 23040 - Aircraft Mechanic Helper | 20.65 |
| 23050 - Aircraft, Painter | 24.38 |
| 23060 - Aircraft Servicer | 23.22 |

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| 23080 - Aircraft Worker | 24.04 |
| 23110 - Appliance Mechanic | 24.24 |
| 23120 - Bicycle Repairer | 14.22 |
| 23125 - Cable Splicer | 30.77 |
| 23130 - Carpenter, Maintenance | 28.56 |
| 23140 - Carpet Layer | 26.29 |
| 23160 - Electrician, Maintenance | 32.18 |
| 23181 - Electronics Technician Maintenance I | 26.39 |
| 23182 - Electronics Technician Maintenance II | 27.59 |
| 23183 - Electronics Technician Maintenance III | 28.80 |
| 23260 - Fabric Worker | 22.03 |
| 23290 - Fire Alarm System Mechanic | 24.63 |
| 23310 - Fire Extinguisher Repairer | 21.01 |
| 23311 - Fuel Distribution System Mechanic | 25.71 |
| 23312 - Fuel Distribution System Operator | 20.37 |
| 23370 - General Maintenance Worker | 23.18 |
| 23380 - Ground Support Equipment Mechanic | 28.22 |
| 23381 - Ground Support Equipment Servicer | 23.22 |
| 23382 - Ground Support Equipment Worker | 24.04 |
| 23391 - Gunsmith I | 21.01 |
| 23392 - Gunsmith II | 23.18 |
| 23393 - Gunsmith III | 25.30 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.66 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.02 |
| 23430 - Heavy Equipment Mechanic | 24.63 |
| 23440 - Heavy Equipment Operator | 28.89 |
| 23460 - Instrument Mechanic | 25.45 |
| 23465 - Laboratory/Shelter Mechanic | 24.24 |
| 23470 - Laborer | 15.05 |
| 23510 - Locksmith | 24.24 |
| 23530 - Machinery Maintenance Mechanic | 25.30 |
| 23550 - Machinist, Maintenance | 25.30 |
| 23580 - Maintenance Trades Helper | 19.59 |
| 23591 - Metrology Technician I | 25.45 |
| 23592 - Metrology Technician II | 26.51 |
| 23593 - Metrology Technician III | 27.61 |
| 23640 - Millwright | 25.78 |
| 23710 - Office Appliance Repairer | 24.24 |
| 23760 - Painter, Maintenance | 24.24 |
| 23790 - Pipefitter, Maintenance | 28.03 |
| 23810 - Plumber, Maintenance | 26.86 |
| 23820 - Pneudraulic Systems Mechanic | 25.30 |
| 23850 - Rigger | 25.30 |
| 23870 - Scale Mechanic | 23.18 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.56 |
| 23910 - Small Engine Mechanic | 23.18 |
| 23931 - Telecommunications Mechanic I | 27.79 |
| 23932 - Telecommunications Mechanic II | 29.70 |
| 23950 - Telephone Lineman | 28.74 |
| 23960 - welder, Combination, Maintenance | 25.30 |
| 23965 - well Driller | 25.30 |
| 23970 - Woodcraft Worker | 25.30 |
| 23980 - Woodworker | 21.01 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 14.11 |
| 24580 - Child Care Center Clerk | 17.60 |
| 24610 - Chore Aide | 11.80 |
| 24620 - Family Readiness And Support Services Coordinator | 15.78 |
| 24630 - Homemaker | 19.55 |
| 25000 - Plant And System Operations Occupations | |

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|--|-------|
| 25010 - Boiler Tender | 24.78 |
| 25040 - Sewage Plant Operator | 22.18 |
| 25070 - Stationary Engineer | 24.78 |
| 25190 - Ventilation Equipment Tender | 19.18 |
| 25210 - Water Treatment Plant Operator | 22.18 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.31 |
| 27007 - Baggage Inspector | 15.85 |
| 27008 - Corrections Officer | 26.87 |
| 27010 - Court Security Officer | 25.91 |
| 27030 - Detection Dog Handler | 18.95 |
| 27040 - Detention Officer | 26.87 |
| 27070 - Firefighter | 23.93 |
| 27101 - Guard I | 15.85 |
| 27102 - Guard II | 18.95 |
| 27131 - Police Officer I | 26.92 |
| 27132 - Police Officer II | 29.74 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.20 |
| 28042 - Carnival Equipment Repairer | 13.98 |
| 28043 - Carnival Equipment Worker | 10.92 |
| 28210 - Gate Attendant/Gate Tender | 16.24 |
| 28310 - Lifeguard | 13.45 |
| 28350 - Park Attendant (Aide) | 17.74 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.58 |
| 28515 - Recreation Specialist | 22.62 |
| 28630 - Sports Official | 14.47 |
| 28690 - Swimming Pool Operator | 19.44 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 25.54 |
| 29020 - Hatch Tender | 25.54 |
| 29030 - Line Handler | 25.54 |
| 29041 - Stevedore I | 26.29 |
| 29042 - Stevedore II | 29.25 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.10 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.25 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.69 |
| 30021 - Archeological Technician I | 21.07 |
| 30022 - Archeological Technician II | 23.57 |
| 30023 - Archeological Technician III | 29.20 |
| 30030 - Cartographic Technician | 29.20 |
| 30040 - Civil Engineering Technician | 26.54 |
| 30061 - Drafter/CAD Operator I | 21.07 |
| 30062 - Drafter/CAD Operator II | 23.57 |
| 30063 - Drafter/CAD Operator III | 26.27 |
| 30064 - Drafter/CAD Operator IV | 32.34 |
| 30081 - Engineering Technician I | 17.29 |
| 30082 - Engineering Technician II | 19.42 |
| 30083 - Engineering Technician III | 21.74 |
| 30084 - Engineering Technician IV | 26.93 |
| 30085 - Engineering Technician V | 32.93 |
| 30086 - Engineering Technician VI | 38.49 |
| 30090 - Environmental Technician | 28.49 |
| 30210 - Laboratory Technician | 23.40 |
| 30240 - Mathematical Technician | 29.20 |
| 30361 - Paralegal/Legal Assistant I | 20.44 |
| 30362 - Paralegal/Legal Assistant II | 25.32 |
| 30363 - Paralegal/Legal Assistant III | 30.97 |
| 30364 - Paralegal/Legal Assistant IV | 37.46 |
| 30390 - Photo-Optics Technician | 29.20 |
| 30461 - Technical Writer I | 26.44 |
| 30462 - Technical Writer II | 32.34 |

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|---|---------------|
| 30463 - Technical Writer III | 39.13 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.85 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.07 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.04 |
| 30494 - Unexploded (UXO) Safety Escort | 24.85 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.85 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 26.27 |
| 30621 - Weather Observer, Senior | (see 2) 29.20 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.20 |
| 31030 - Bus Driver | 17.52 |
| 31043 - Driver Courier | 15.79 |
| 31260 - Parking and Lot Attendant | 10.69 |
| 31290 - Shuttle Bus Driver | 16.93 |
| 31310 - Taxi Driver | 12.95 |
| 31361 - Truckdriver, Light | 16.93 |
| 31362 - Truckdriver, Medium | 18.70 |
| 31363 - Truckdriver, Heavy | 20.68 |
| 31364 - Truckdriver, Tractor-Trailer | 20.68 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.25 |
| 99050 - Desk Clerk | 13.70 |
| 99095 - Embalmer | 26.39 |
| 99251 - Laboratory Animal Caretaker I | 14.60 |
| 99252 - Laboratory Animal Caretaker II | 15.66 |
| 99310 - Mortician | 36.23 |
| 99410 - Pest Controller | 16.87 |
| 99510 - Photofinishing Worker | 14.38 |
| 99710 - Recycling Laborer | 19.74 |
| 99711 - Recycling Specialist | 23.30 |
| 99730 - Refuse Collector | 17.90 |
| 99810 - Sales Clerk | 13.61 |
| 99820 - School Crossing Guard | 13.77 |
| 99830 - Survey Party Chief | 24.28 |
| 99831 - Surveying Aide | 16.06 |
| 99832 - Surveying Technician | 22.08 |
| 99840 - Vending Machine Attendant | 15.79 |
| 99841 - Vending Machine Repairer | 18.68 |
| 99842 - Vending Machine Repairer Helper | 15.79 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2256
Revision No.: 17
Date Of Last Revision: 07/25/2014

Applicable in the state of Massachusetts in the areas listed below:

BRISTOL COUNTY: Mansfield, Norton, Rayham

ESSEX COUNTY: Lynn, Lynnfield, Nahant, Saugus

MIDDLESEX COUNTY: Entire County

NORFOLK COUNTY: Bellingham, Braintree, Brookline, Canton, Cohasset, Dedham, Dover, Foxborough, Franklin, Holbrook, Medfield, Medway, Millis, Milton, Needham, Norfolk, Norwood, Quincy, Randolph, Sharon, Stoughton, Walpole, Wellesley, Westwood, Weymouth, Wrentham

PLYMOUTH COUNTY: Carver, Duxbury, Hanover, Hanson, Hingham, Hull, Kingston, Lakeville, Marshfield, Middleborough, Norwell, Pembroke, Plymouth, Plympton, Rockland, Scituate

SUFFOLK COUNTY: Entire County

WORCESTER COUNTY: Berlin, Bolton, Harvard, Hopedale, Lancaster, Mendon, Milford, Southborough, Upton

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.23 |
| 01012 - Accounting Clerk II | | 17.10 |
| 01013 - Accounting Clerk III | | 19.14 |
| 01020 - Administrative Assistant | | 25.42 |
| 01040 - Court Reporter | | 20.86 |
| 01051 - Data Entry Operator I | | 15.64 |
| 01052 - Data Entry Operator II | | 16.92 |
| 01060 - Dispatcher, Motor Vehicle | | 19.79 |
| 01070 - Document Preparation Clerk | | 14.87 |
| 01090 - Duplicating Machine Operator | | 14.87 |
| 01111 - General Clerk I | | 14.66 |
| 01112 - General Clerk II | | 16.00 |
| 01113 - General Clerk III | | 18.17 |
| 01120 - Housing Referral Assistant | | 23.44 |
| 01141 - Messenger Courier | | 12.98 |
| 01191 - Order Clerk I | | 15.91 |
| 01192 - Order Clerk II | | 17.36 |
| 01261 - Personnel Assistant (Employment) I | | 17.41 |
| 01262 - Personnel Assistant (Employment) II | | 19.48 |
| 01263 - Personnel Assistant (Employment) III | | 21.71 |
| 01270 - Production Control Clerk | | 22.65 |
| 01280 - Receptionist | | 14.31 |
| 01290 - Rental Clerk | | 17.19 |

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| 01300 - Scheduler, Maintenance | 18.80 |
| 01311 - Secretary I | 18.80 |
| 01312 - Secretary II | 21.03 |
| 01313 - Secretary III | 23.44 |
| 01320 - Service Order Dispatcher | 17.49 |
| 01410 - Supply Technician | 25.42 |
| 01420 - Survey Worker | 15.77 |
| 01531 - Travel Clerk I | 13.79 |
| 01532 - Travel Clerk II | 14.92 |
| 01533 - Travel Clerk III | 16.08 |
| 01611 - Word Processor I | 16.11 |
| 01612 - Word Processor II | 18.08 |
| 01613 - Word Processor III | 20.22 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 24.65 |
| 05010 - Automotive Electrician | 21.99 |
| 05040 - Automotive Glass Installer | 21.02 |
| 05070 - Automotive Worker | 21.02 |
| 05110 - Mobile Equipment Servicer | 19.02 |
| 05130 - Motor Equipment Metal Mechanic | 22.95 |
| 05160 - Motor Equipment Metal Worker | 21.02 |
| 05190 - Motor Vehicle Mechanic | 22.95 |
| 05220 - Motor Vehicle Mechanic Helper | 17.94 |
| 05250 - Motor Vehicle Upholstery Worker | 19.98 |
| 05280 - Motor Vehicle Wrecker | 21.02 |
| 05310 - Painter, Automotive | 21.99 |
| 05340 - Radiator Repair Specialist | 21.02 |
| 05370 - Tire Repairer | 14.22 |
| 05400 - Transmission Repair Specialist | 22.95 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.36 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 13.85 |
| 07070 - Dishwasher | 9.74 |
| 07130 - Food Service Worker | 12.03 |
| 07210 - Meat Cutter | 20.00 |
| 07260 - Waiter/Waitress | 12.62 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.02 |
| 09040 - Furniture Handler | 13.14 |
| 09080 - Furniture Refinisher | 17.25 |
| 09090 - Furniture Refinisher Helper | 13.94 |
| 09110 - Furniture Repairer, Minor | 15.68 |
| 09130 - Upholsterer | 17.64 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.66 |
| 11060 - Elevator Operator | 11.66 |
| 11090 - Gardener | 18.44 |
| 11122 - Housekeeping Aide | 14.28 |
| 11150 - Janitor | 14.28 |
| 11210 - Laborer, Grounds Maintenance | 15.13 |
| 11240 - Maid or Houseman | 11.80 |
| 11260 - Pruner | 13.72 |
| 11270 - Tractor Operator | 17.62 |
| 11330 - Trail Maintenance Worker | 15.13 |
| 11360 - Window Cleaner | 15.75 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.55 |
| 12011 - Breath Alcohol Technician | 18.55 |
| 12012 - Certified Occupational Therapist Assistant | 22.30 |
| 12015 - Certified Physical Therapist Assistant | 22.60 |
| 12020 - Dental Assistant | 18.96 |
| 12025 - Dental Hygienist | 37.80 |

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| 12030 - EKG Technician | 28.17 |
| 12035 - Electroneurodiagnostic Technologist | 28.17 |
| 12040 - Emergency Medical Technician | 18.55 |
| 12071 - Licensed Practical Nurse I | 18.83 |
| 12072 - Licensed Practical Nurse II | 21.06 |
| 12073 - Licensed Practical Nurse III | 23.48 |
| 12100 - Medical Assistant | 16.90 |
| 12130 - Medical Laboratory Technician | 19.41 |
| 12160 - Medical Record Clerk | 15.94 |
| 12190 - Medical Record Technician | 17.83 |
| 12195 - Medical Transcriptionist | 18.12 |
| 12210 - Nuclear Medicine Technologist | 35.16 |
| 12221 - Nursing Assistant I | 11.45 |
| 12222 - Nursing Assistant II | 12.87 |
| 12223 - Nursing Assistant III | 13.65 |
| 12224 - Nursing Assistant IV | 15.90 |
| 12235 - Optical Dispenser | 22.55 |
| 12236 - Optical Technician | 19.18 |
| 12250 - Pharmacy Technician | 20.80 |
| 12280 - Phlebotomist | 15.90 |
| 12305 - Radiologic Technologist | 32.92 |
| 12311 - Registered Nurse I | 31.18 |
| 12312 - Registered Nurse II | 40.19 |
| 12313 - Registered Nurse II, Specialist | 40.19 |
| 12314 - Registered Nurse III | 48.63 |
| 12315 - Registered Nurse III, Anesthetist | 48.63 |
| 12316 - Registered Nurse IV | 58.29 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.62 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.17 |
| 13012 - Exhibits Specialist II | 27.46 |
| 13013 - Exhibits Specialist III | 33.59 |
| 13041 - Illustrator I | 21.90 |
| 13042 - Illustrator II | 27.12 |
| 13043 - Illustrator III | 33.18 |
| 13047 - Librarian | 34.75 |
| 13050 - Library Aide/Clerk | 15.72 |
| 13054 - Library Information Technology Systems Administrator | 28.03 |
| 13058 - Library Technician | 18.69 |
| 13061 - Media Specialist I | 17.09 |
| 13062 - Media Specialist II | 18.13 |
| 13063 - Media Specialist III | 20.22 |
| 13071 - Photographer I | 17.70 |
| 13072 - Photographer II | 19.80 |
| 13073 - Photographer III | 24.53 |
| 13074 - Photographer IV | 30.00 |
| 13075 - Photographer V | 36.30 |
| 13110 - Video Teleconference Technician | 19.27 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.71 |
| 14042 - Computer Operator II | 22.05 |
| 14043 - Computer Operator III | 24.58 |
| 14044 - Computer Operator IV | 27.32 |
| 14045 - Computer Operator V | 30.25 |
| 14071 - Computer Programmer I | (see 1) 24.68 |
| 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 | 19.71 |

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| 14160 - Personal Computer Support Technician | 27.32 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 35.72 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.22 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 51.80 |
| 15050 - Computer Based Training Specialist / Instructor | 35.72 |
| 15060 - Educational Technologist | 32.16 |
| 15070 - Flight Instructor (Pilot) | 51.80 |
| 15080 - Graphic Artist | 31.54 |
| 15090 - Technical Instructor | 25.37 |
| 15095 - Technical Instructor/Course Developer | 31.02 |
| 15110 - Test Proctor | 20.47 |
| 15120 - Tutor | 20.47 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.71 |
| 16030 - Counter Attendant | 10.71 |
| 16040 - Dry Cleaner | 14.24 |
| 16070 - Finisher, Flatwork, Machine | 10.71 |
| 16090 - Presser, Hand | 10.71 |
| 16110 - Presser, Machine, Drycleaning | 10.71 |
| 16130 - Presser, Machine, Shirts | 10.71 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.71 |
| 16190 - Sewing Machine Operator | 15.10 |
| 16220 - Tailor | 15.78 |
| 16250 - Washer, Machine | 11.92 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.72 |
| 19040 - Tool And Die Maker | 26.82 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.64 |
| 21030 - Material Coordinator | 22.65 |
| 21040 - Material Expediter | 22.65 |
| 21050 - Material Handling Laborer | 14.26 |
| 21071 - Order Filler | 15.51 |
| 21080 - Production Line Worker (Food Processing) | 17.64 |
| 21110 - Shipping Packer | 18.63 |
| 21130 - Shipping/Receiving Clerk | 18.63 |
| 21140 - Store Worker I | 12.66 |
| 21150 - Stock Clerk | 17.11 |
| 21210 - Tools And Parts Attendant | 17.64 |
| 21410 - Warehouse Specialist | 17.64 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 30.32 |
| 23021 - Aircraft Mechanic I | 28.22 |
| 23022 - Aircraft Mechanic II | 30.32 |
| 23023 - Aircraft Mechanic III | 30.61 |
| 23040 - Aircraft Mechanic Helper | 20.65 |
| 23050 - Aircraft, Painter | 24.38 |
| 23060 - Aircraft Servicer | 23.22 |
| 23080 - Aircraft Worker | 24.04 |
| 23110 - Appliance Mechanic | 24.24 |
| 23120 - Bicycle Repairer | 14.22 |
| 23125 - Cable Splicer | 30.77 |
| 23130 - Carpenter, Maintenance | 28.56 |
| 23140 - Carpet Layer | 26.29 |
| 23160 - Electrician, Maintenance | 32.18 |
| 23181 - Electronics Technician Maintenance I | 26.39 |
| 23182 - Electronics Technician Maintenance II | 27.59 |
| 23183 - Electronics Technician Maintenance III | 28.80 |
| 23260 - Fabric Worker | 22.03 |
| 23290 - Fire Alarm System Mechanic | 24.63 |
| 23310 - Fire Extinguisher Repairer | 21.01 |
| 23311 - Fuel Distribution System Mechanic | 25.71 |

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| 23312 - Fuel Distribution System Operator | 20.37 |
| 23370 - General Maintenance Worker | 23.18 |
| 23380 - Ground Support Equipment Mechanic | 28.22 |
| 23381 - Ground Support Equipment Servicer | 23.22 |
| 23382 - Ground Support Equipment Worker | 24.04 |
| 23391 - Gunsmith I | 21.01 |
| 23392 - Gunsmith II | 23.18 |
| 23393 - Gunsmith III | 25.30 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.66 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.02 |
| 23430 - Heavy Equipment Mechanic | 24.63 |
| 23440 - Heavy Equipment Operator | 28.89 |
| 23460 - Instrument Mechanic | 25.45 |
| 23465 - Laboratory/Shelter Mechanic | 24.24 |
| 23470 - Laborer | 15.05 |
| 23510 - Locksmith | 24.24 |
| 23530 - Machinery Maintenance Mechanic | 25.30 |
| 23550 - Machinist, Maintenance | 25.30 |
| 23580 - Maintenance Trades Helper | 19.59 |
| 23591 - Metrology Technician I | 25.45 |
| 23592 - Metrology Technician II | 26.51 |
| 23593 - Metrology Technician III | 27.61 |
| 23640 - Millwright | 25.78 |
| 23710 - Office Appliance Repairer | 24.24 |
| 23760 - Painter, Maintenance | 24.24 |
| 23790 - Pipefitter, Maintenance | 28.03 |
| 23810 - Plumber, Maintenance | 26.86 |
| 23820 - Pneudraulic Systems Mechanic | 25.30 |
| 23850 - Rigger | 25.30 |
| 23870 - Scale Mechanic | 23.18 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.56 |
| 23910 - Small Engine Mechanic | 23.18 |
| 23931 - Telecommunications Mechanic I | 27.79 |
| 23932 - Telecommunications Mechanic II | 29.70 |
| 23950 - Telephone Lineman | 28.74 |
| 23960 - Welder, Combination, Maintenance | 25.30 |
| 23965 - Well Driller | 25.30 |
| 23970 - Woodcraft Worker | 25.30 |
| 23980 - Woodworker | 21.01 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 14.11 |
| 24580 - Child Care Center Clerk | 17.60 |
| 24610 - Chore Aide | 11.80 |
| 24620 - Family Readiness And Support Services Coordinator | 15.78 |
| 24630 - Homemaker | 19.55 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.78 |
| 25040 - Sewage Plant Operator | 22.18 |
| 25070 - Stationary Engineer | 24.78 |
| 25190 - Ventilation Equipment Tender | 19.18 |
| 25210 - Water Treatment Plant Operator | 22.18 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.31 |
| 27007 - Baggage Inspector | 15.85 |
| 27008 - Corrections Officer | 26.87 |
| 27010 - Court Security Officer | 25.91 |
| 27030 - Detection Dog Handler | 18.95 |
| 27040 - Detention Officer | 26.87 |
| 27070 - Firefighter | 23.93 |
| 27101 - Guard I | 15.85 |

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| 27102 - Guard II | 18.95 |
| 27131 - Police Officer I | 26.92 |
| 27132 - Police Officer II | 29.74 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.20 |
| 28042 - Carnival Equipment Repairer | 13.98 |
| 28043 - Carnival Equipment Worker | 10.92 |
| 28210 - Gate Attendant/Gate Tender | 16.24 |
| 28310 - Lifeguard | 13.45 |
| 28350 - Park Attendant (Aide) | 17.74 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.58 |
| 28515 - Recreation Specialist | 22.62 |
| 28630 - Sports Official | 14.47 |
| 28690 - Swimming Pool Operator | 19.44 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 25.54 |
| 29020 - Hatch Tender | 25.54 |
| 29030 - Line Handler | 25.54 |
| 29041 - Stevedore I | 26.29 |
| 29042 - Stevedore II | 29.25 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.10 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.25 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.69 |
| 30021 - Archeological Technician I | 21.07 |
| 30022 - Archeological Technician II | 23.57 |
| 30023 - Archeological Technician III | 29.20 |
| 30030 - Cartographic Technician | 29.20 |
| 30040 - Civil Engineering Technician | 26.54 |
| 30061 - Drafter/CAD Operator I | 21.07 |
| 30062 - Drafter/CAD Operator II | 23.57 |
| 30063 - Drafter/CAD Operator III | 26.27 |
| 30064 - Drafter/CAD Operator IV | 32.34 |
| 30081 - Engineering Technician I | 17.29 |
| 30082 - Engineering Technician II | 19.42 |
| 30083 - Engineering Technician III | 21.74 |
| 30084 - Engineering Technician IV | 26.93 |
| 30085 - Engineering Technician V | 32.93 |
| 30086 - Engineering Technician VI | 38.49 |
| 30090 - Environmental Technician | 28.49 |
| 30210 - Laboratory Technician | 23.40 |
| 30240 - Mathematical Technician | 29.20 |
| 30361 - Paralegal/Legal Assistant I | 20.44 |
| 30362 - Paralegal/Legal Assistant II | 25.32 |
| 30363 - Paralegal/Legal Assistant III | 30.97 |
| 30364 - Paralegal/Legal Assistant IV | 37.46 |
| 30390 - Photo-Optics Technician | 29.20 |
| 30461 - Technical Writer I | 26.44 |
| 30462 - Technical Writer II | 32.34 |
| 30463 - Technical Writer III | 39.13 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.85 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.07 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.04 |
| 30494 - Unexploded (UXO) Safety Escort | 24.85 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.85 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 26.27 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 29.20 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.20 |
| 31030 - Bus Driver | 17.52 |
| 31043 - Driver Courier | 15.79 |
| 31260 - Parking and Lot Attendant | 10.69 |

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| 31290 - Shuttle Bus Driver | 16.93 |
| 31310 - Taxi Driver | 12.95 |
| 31361 - Truckdriver, Light | 16.93 |
| 31362 - Truckdriver, Medium | 18.70 |
| 31363 - Truckdriver, Heavy | 20.68 |
| 31364 - Truckdriver, Tractor-Trailer | 20.68 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.25 |
| 99050 - Desk Clerk | 13.70 |
| 99095 - Embalmer | 26.39 |
| 99251 - Laboratory Animal Caretaker I | 14.60 |
| 99252 - Laboratory Animal Caretaker II | 15.66 |
| 99310 - Mortician | 36.23 |
| 99410 - Pest Controller | 16.87 |
| 99510 - Photofinishing Worker | 14.38 |
| 99710 - Recycling Laborer | 19.74 |
| 99711 - Recycling Specialist | 23.30 |
| 99730 - Refuse Collector | 17.90 |
| 99810 - Sales Clerk | 13.61 |
| 99820 - School Crossing Guard | 13.77 |
| 99830 - Survey Party Chief | 24.28 |
| 99831 - Surveying Aide | 16.06 |
| 99832 - Surveying Technician | 22.08 |
| 99840 - Vending Machine Attendant | 15.79 |
| 99841 - Vending Machine Repairer | 18.68 |
| 99842 - Vending Machine Repairer Helper | 15.79 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2257
Revision No.: 18
Date of Last Revision: 07/25/2014

Applicable in Massachusetts and New Hampshire as listed below:

Massachusetts:

ESSEX COUNTY: Excluding these cities and towns: Lynn, Lynnfield, Nahant, and Saugus

New Hampshire:

ROCKINGHAM COUNTY: Including these cities and towns: Atkinson, Brentwood, Danville, Derry, East Kingston, Hampstead, Kingston, Newton, Plaistow, Salem, Sandown, Seabrook, and Windham

See WD 2005-2339 for other cities and towns that are excluded.

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.23 |
| 01012 - Accounting Clerk II | | 17.10 |
| 01013 - Accounting Clerk III | | 19.14 |
| 01020 - Administrative Assistant | | 25.42 |
| 01040 - Court Reporter | | 20.86 |
| 01051 - Data Entry Operator I | | 15.46 |
| 01052 - Data Entry Operator II | | 16.79 |
| 01060 - Dispatcher, Motor Vehicle | | 19.79 |
| 01070 - Document Preparation Clerk | | 14.87 |
| 01090 - Duplicating Machine Operator | | 14.87 |
| 01111 - General Clerk I | | 14.66 |
| 01112 - General Clerk II | | 16.00 |
| 01113 - General Clerk III | | 18.17 |
| 01120 - Housing Referral Assistant | | 23.44 |
| 01141 - Messenger Courier | | 12.98 |
| 01191 - Order Clerk I | | 15.91 |
| 01192 - Order Clerk II | | 17.36 |
| 01261 - Personnel Assistant (Employment) I | | 17.41 |
| 01262 - Personnel Assistant (Employment) II | | 19.48 |
| 01263 - Personnel Assistant (Employment) III | | 21.71 |
| 01270 - Production Control Clerk | | 22.65 |
| 01280 - Receptionist | | 14.31 |
| 01290 - Rental Clerk | | 17.19 |
| 01300 - Scheduler, Maintenance | | 18.80 |
| 01311 - Secretary I | | 18.80 |
| 01312 - Secretary II | | 21.03 |
| 01313 - Secretary III | | 23.44 |
| 01320 - Service Order Dispatcher | | 17.49 |
| 01410 - Supply Technician | | 25.42 |
| 01420 - Survey Worker | | 15.77 |
| 01531 - Travel Clerk I | | 13.79 |
| 01532 - Travel Clerk II | | 14.92 |
| 01533 - Travel Clerk III | | 16.08 |
| 01611 - Word Processor I | | 16.11 |
| 01612 - Word Processor II | | 18.08 |
| 01613 - Word Processor III | | 20.22 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 24.65 |
| 05010 - Automotive Electrician | | 21.99 |
| 05040 - Automotive Glass Installer | | 21.02 |
| 05070 - Automotive Worker | | 21.02 |
| 05110 - Mobile Equipment Servicer | | 19.02 |
| 05130 - Motor Equipment Metal Mechanic | | 22.95 |
| 05160 - Motor Equipment Metal Worker | | 21.02 |
| 05190 - Motor Vehicle Mechanic | | 22.95 |
| 05220 - Motor Vehicle Mechanic Helper | | 17.94 |
| 05250 - Motor Vehicle Upholstery Worker | | 19.98 |
| 05280 - Motor Vehicle Wrecker | | 21.02 |
| 05310 - Painter, Automotive | | 21.99 |

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| 05340 - Radiator Repair Specialist | 21.02 |
| 05370 - Tire Repairer | 14.51 |
| 05400 - Transmission Repair Specialist | 22.95 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.49 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 13.85 |
| 07070 - Dishwasher | 9.74 |
| 07130 - Food Service Worker | 12.03 |
| 07210 - Meat Cutter | 20.00 |
| 07260 - Waiter/Waitress | 12.62 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.37 |
| 09040 - Furniture Handler | 12.48 |
| 09080 - Furniture Refinisher | 17.37 |
| 09090 - Furniture Refinisher Helper | 14.11 |
| 09110 - Furniture Repairer, Minor | 15.74 |
| 09130 - Upholsterer | 17.64 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.66 |
| 11060 - Elevator Operator | 11.66 |
| 11090 - Gardener | 18.44 |
| 11122 - Housekeeping Aide | 14.28 |
| 11150 - Janitor | 14.28 |
| 11210 - Laborer, Grounds Maintenance | 15.13 |
| 11240 - Maid or Houseman | 11.58 |
| 11260 - Pruner | 13.72 |
| 11270 - Tractor Operator | 17.66 |
| 11330 - Trail Maintenance Worker | 15.13 |
| 11360 - Window Cleaner | 15.75 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.55 |
| 12011 - Breath Alcohol Technician | 18.55 |
| 12012 - Certified Occupational Therapist Assistant | 22.30 |
| 12015 - Certified Physical Therapist Assistant | 22.60 |
| 12020 - Dental Assistant | 18.96 |
| 12025 - Dental Hygienist | 37.80 |
| 12030 - EKG Technician | 28.17 |
| 12035 - Electroneurodiagnostic Technologist | 28.17 |
| 12040 - Emergency Medical Technician | 18.55 |
| 12071 - Licensed Practical Nurse I | 18.83 |
| 12072 - Licensed Practical Nurse II | 21.60 |
| 12073 - Licensed Practical Nurse III | 23.48 |
| 12100 - Medical Assistant | 16.90 |
| 12130 - Medical Laboratory Technician | 19.41 |
| 12160 - Medical Record Clerk | 15.94 |
| 12190 - Medical Record Technician | 17.83 |
| 12195 - Medical Transcriptionist | 18.12 |
| 12210 - Nuclear Medicine Technologist | 35.16 |
| 12221 - Nursing Assistant I | 11.45 |
| 12222 - Nursing Assistant II | 12.87 |
| 12223 - Nursing Assistant III | 13.65 |
| 12224 - Nursing Assistant IV | 15.90 |
| 12235 - Optical Dispenser | 22.55 |
| 12236 - Optical Technician | 19.18 |
| 12250 - Pharmacy Technician | 20.80 |
| 12280 - Phlebotomist | 15.90 |
| 12305 - Radiologic Technologist | 32.92 |
| 12311 - Registered Nurse I | 31.18 |
| 12312 - Registered Nurse II | 40.19 |
| 12313 - Registered Nurse II, Specialist | 40.19 |
| 12314 - Registered Nurse III | 48.63 |
| 12315 - Registered Nurse III, Anesthetist | 48.63 |

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| 12316 - Registered Nurse IV | 58.29 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.62 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.17 |
| 13012 - Exhibits Specialist II | 27.46 |
| 13013 - Exhibits Specialist III | 33.59 |
| 13041 - Illustrator I | 21.90 |
| 13042 - Illustrator II | 27.12 |
| 13043 - Illustrator III | 33.18 |
| 13047 - Librarian | 34.75 |
| 13050 - Library Aide/Clerk | 15.72 |
| 13054 - Library Information Technology Systems Administrator | 28.03 |
| 13058 - Library Technician | 18.69 |
| 13061 - Media Specialist I | 17.09 |
| 13062 - Media Specialist II | 18.13 |
| 13063 - Media Specialist III | 20.22 |
| 13071 - Photographer I | 17.70 |
| 13072 - Photographer II | 19.80 |
| 13073 - Photographer III | 24.53 |
| 13074 - Photographer IV | 30.00 |
| 13075 - Photographer V | 36.30 |
| 13110 - Video Teleconference Technician | 19.27 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.71 |
| 14042 - Computer Operator II | 22.05 |
| 14043 - Computer Operator III | 24.58 |
| 14044 - Computer Operator IV | 27.32 |
| 14045 - Computer Operator V | 30.25 |
| 14071 - Computer Programmer I | (see 1) 24.68 |
| 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 | 19.71 |
| 14160 - Personal Computer Support Technician | 27.32 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 35.72 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.22 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 50.97 |
| 15050 - Computer Based Training Specialist / Instructor | 35.46 |
| 15060 - Educational Technologist | 32.16 |
| 15070 - Flight Instructor (Pilot) | 50.97 |
| 15080 - Graphic Artist | 31.54 |
| 15090 - Technical Instructor | 25.37 |
| 15095 - Technical Instructor/Course Developer | 31.02 |
| 15110 - Test Proctor | 20.47 |
| 15120 - Tutor | 20.47 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.71 |
| 16030 - Counter Attendant | 10.71 |
| 16040 - Dry Cleaner | 14.24 |
| 16070 - Finisher, Flatwork, Machine | 10.71 |
| 16090 - Presser, Hand | 10.71 |
| 16110 - Presser, Machine, Drycleaning | 10.71 |
| 16130 - Presser, Machine, Shirts | 10.71 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.71 |
| 16190 - Sewing Machine Operator | 15.10 |
| 16220 - Tailor | 15.78 |
| 16250 - Washer, Machine | 11.92 |
| 19000 - Machine Tool Operation And Repair Occupations | |

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|---|-------|
| 19010 - Machine-Tool Operator (Tool Room) | 22.72 |
| 19040 - Tool And Die Maker | 26.82 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.64 |
| 21030 - Material Coordinator | 22.65 |
| 21040 - Material Expediter | 22.65 |
| 21050 - Material Handling Laborer | 14.26 |
| 21071 - Order Filler | 15.03 |
| 21080 - Production Line Worker (Food Processing) | 17.64 |
| 21110 - Shipping Packer | 18.63 |
| 21130 - Shipping/Receiving Clerk | 18.63 |
| 21140 - Store Worker I | 12.66 |
| 21150 - Stock Clerk | 17.11 |
| 21210 - Tools And Parts Attendant | 17.64 |
| 21410 - Warehouse Specialist | 17.64 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 30.32 |
| 23021 - Aircraft Mechanic I | 28.22 |
| 23022 - Aircraft Mechanic II | 30.32 |
| 23023 - Aircraft Mechanic III | 30.61 |
| 23040 - Aircraft Mechanic Helper | 20.65 |
| 23050 - Aircraft, Painter | 24.38 |
| 23060 - Aircraft Servicer | 23.22 |
| 23080 - Aircraft Worker | 24.04 |
| 23110 - Appliance Mechanic | 24.24 |
| 23120 - Bicycle Repairer | 14.51 |
| 23125 - Cable Splicer | 30.77 |
| 23130 - Carpenter, Maintenance | 28.56 |
| 23140 - Carpet Layer | 26.29 |
| 23160 - Electrician, Maintenance | 32.18 |
| 23181 - Electronics Technician Maintenance I | 26.39 |
| 23182 - Electronics Technician Maintenance II | 27.59 |
| 23183 - Electronics Technician Maintenance III | 28.80 |
| 23260 - Fabric Worker | 22.03 |
| 23290 - Fire Alarm System Mechanic | 24.63 |
| 23310 - Fire Extinguisher Repairer | 21.01 |
| 23311 - Fuel Distribution System Mechanic | 25.71 |
| 23312 - Fuel Distribution System Operator | 20.37 |
| 23370 - General Maintenance Worker | 23.18 |
| 23380 - Ground Support Equipment Mechanic | 28.22 |
| 23381 - Ground Support Equipment Servicer | 23.22 |
| 23382 - Ground Support Equipment Worker | 24.04 |
| 23391 - Gunsmith I | 21.01 |
| 23392 - Gunsmith II | 23.18 |
| 23393 - Gunsmith III | 25.30 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.66 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.02 |
| 23430 - Heavy Equipment Mechanic | 24.63 |
| 23440 - Heavy Equipment Operator | 28.89 |
| 23460 - Instrument Mechanic | 24.45 |
| 23465 - Laboratory/Shelter Mechanic | 24.24 |
| 23470 - Laborer | 15.05 |
| 23510 - Locksmith | 24.24 |
| 23530 - Machinery Maintenance Mechanic | 25.30 |
| 23550 - Machinist, Maintenance | 25.30 |
| 23580 - Maintenance Trades Helper | 19.59 |
| 23591 - Metrology Technician I | 25.45 |
| 23592 - Metrology Technician II | 26.51 |
| 23593 - Metrology Technician III | 27.61 |
| 23640 - Millwright | 25.78 |
| 23710 - Office Appliance Repairer | 24.24 |

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| 23760 - Painter, Maintenance | 24.24 |
| 23790 - Pipefitter, Maintenance | 28.03 |
| 23810 - Plumber, Maintenance | 26.86 |
| 23820 - Pneudraulic Systems Mechanic | 25.30 |
| 23850 - Rigger | 25.30 |
| 23870 - Scale Mechanic | 23.18 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.56 |
| 23910 - Small Engine Mechanic | 23.18 |
| 23931 - Telecommunications Mechanic I | 27.79 |
| 23932 - Telecommunications Mechanic II | 29.70 |
| 23950 - Telephone Lineman | 28.74 |
| 23960 - Welder, Combination, Maintenance | 25.30 |
| 23965 - Well Driller | 25.30 |
| 23970 - Woodcraft Worker | 25.30 |
| 23980 - Woodworker | 21.01 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 14.11 |
| 24580 - Child Care Center Clerk | 17.60 |
| 24610 - Chore Aide | 11.77 |
| 24620 - Family Readiness And Support Services Coordinator | 15.78 |
| 24630 - Homemaker | 19.55 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.78 |
| 25040 - Sewage Plant Operator | 22.18 |
| 25070 - Stationary Engineer | 24.78 |
| 25190 - Ventilation Equipment Tender | 19.18 |
| 25210 - Water Treatment Plant Operator | 22.18 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.31 |
| 27007 - Baggage Inspector | 15.85 |
| 27008 - Corrections Officer | 26.87 |
| 27010 - Court Security Officer | 25.91 |
| 27030 - Detection Dog Handler | 18.95 |
| 27040 - Detention Officer | 26.87 |
| 27070 - Firefighter | 23.93 |
| 27101 - Guard I | 15.85 |
| 27102 - Guard II | 18.95 |
| 27131 - Police Officer I | 26.92 |
| 27132 - Police Officer II | 29.74 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.20 |
| 28042 - Carnival Equipment Repairer | 13.98 |
| 28043 - Carnival Equipment Worker | 10.92 |
| 28210 - Gate Attendant/Gate Tender | 16.24 |
| 28310 - Lifeguard | 13.01 |
| 28350 - Park Attendant (Aide) | 17.74 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.58 |
| 28515 - Recreation Specialist | 22.62 |
| 28630 - Sports Official | 14.47 |
| 28690 - Swimming Pool Operator | 19.44 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 25.54 |
| 29020 - Hatch Tender | 25.54 |
| 29030 - Line Handler | 25.54 |
| 29041 - Stevedore I | 26.57 |
| 29042 - Stevedore II | 29.25 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.10 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.25 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.69 |
| 30021 - Archeological Technician I | 21.07 |
| 30022 - Archeological Technician II | 23.57 |

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| 30023 - Archeological Technician III | 29.20 |
| 30030 - Cartographic Technician | 29.20 |
| 30040 - Civil Engineering Technician | 26.54 |
| 30061 - Drafter/CAD Operator I | 21.07 |
| 30062 - Drafter/CAD Operator II | 23.57 |
| 30063 - Drafter/CAD Operator III | 26.27 |
| 30064 - Drafter/CAD Operator IV | 32.34 |
| 30081 - Engineering Technician I | 15.84 |
| 30082 - Engineering Technician II | 19.42 |
| 30083 - Engineering Technician III | 21.74 |
| 30084 - Engineering Technician IV | 26.93 |
| 30085 - Engineering Technician V | 32.93 |
| 30086 - Engineering Technician VI | 39.85 |
| 30090 - Environmental Technician | 26.92 |
| 30210 - Laboratory Technician | 23.40 |
| 30240 - Mathematical Technician | 29.20 |
| 30361 - Paralegal/Legal Assistant I | 20.44 |
| 30362 - Paralegal/Legal Assistant II | 25.32 |
| 30363 - Paralegal/Legal Assistant III | 30.97 |
| 30364 - Paralegal/Legal Assistant IV | 37.46 |
| 30390 - Photo-Optics Technician | 29.20 |
| 30461 - Technical Writer I | 26.44 |
| 30462 - Technical Writer II | 32.34 |
| 30463 - Technical Writer III | 39.13 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.85 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.07 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.04 |
| 30494 - Unexploded (UXO) Safety Escort | 24.85 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.85 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 26.27 |
| 30621 - Weather Observer, Senior (see 2) | 29.20 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.20 |
| 31030 - Bus Driver | 17.52 |
| 31043 - Driver Courier | 15.79 |
| 31260 - Parking and Lot Attendant | 10.69 |
| 31290 - Shuttle Bus Driver | 16.93 |
| 31310 - Taxi Driver | 12.95 |
| 31361 - Truckdriver, Light | 16.93 |
| 31362 - Truckdriver, Medium | 18.70 |
| 31363 - Truckdriver, Heavy | 20.68 |
| 31364 - Truckdriver, Tractor-Trailer | 20.68 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.32 |
| 99050 - Desk Clerk | 12.56 |
| 99095 - Embalmer | 26.39 |
| 99251 - Laboratory Animal Caretaker I | 14.60 |
| 99252 - Laboratory Animal Caretaker II | 15.66 |
| 99310 - Mortician | 36.23 |
| 99410 - Pest Controller | 16.87 |
| 99510 - Photofinishing Worker | 14.38 |
| 99710 - Recycling Laborer | 19.74 |
| 99711 - Recycling Specialist | 23.30 |
| 99730 - Refuse Collector | 17.90 |
| 99810 - Sales Clerk | 13.61 |
| 99820 - School Crossing Guard | 13.77 |
| 99830 - Survey Party Chief | 24.28 |
| 99831 - Surveying Aide | 16.06 |
| 99832 - Surveying Technician | 22.08 |
| 99840 - Vending Machine Attendant | 15.79 |
| 99841 - Vending Machine Repairer | 18.68 |
| 99842 - Vending Machine Repairer Helper | 15.79 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2258
Revision No.: 19
Date Of Last Revision: 07/25/2014

Applicable in Massachusetts and New Hampshire as listed below:

Massachusetts:

ESSEX COUNTY: Excluding these cities and towns: Lynn, Lynnfield, Nahant, and Saugus

New Hampshire:

ROCKINGHAM COUNTY: Including these cities and towns: Atkinson, Brentwood, Danville, Derry, East Kingston, Hampstead, Kingston, Newton, Plaistow, Salem, Sandown, Seabrook, and Windham

See WD 2005-2340 for other cities and towns that are excluded.

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.23 |
| 01012 - Accounting Clerk II | | 17.10 |
| 01013 - Accounting Clerk III | | 19.14 |
| 01020 - Administrative Assistant | | 25.42 |
| 01040 - Court Reporter | | 20.86 |
| 01051 - Data Entry Operator I | | 15.46 |
| 01052 - Data Entry Operator II | | 16.79 |
| 01060 - Dispatcher, Motor Vehicle | | 19.79 |
| 01070 - Document Preparation Clerk | | 14.87 |
| 01090 - Duplicating Machine Operator | | 14.87 |
| 01111 - General Clerk I | | 14.66 |
| 01112 - General Clerk II | | 16.00 |
| 01113 - General Clerk III | | 18.17 |
| 01120 - Housing Referral Assistant | | 23.44 |
| 01141 - Messenger Courier | | 12.98 |

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| 01191 - Order Clerk I | 15.91 |
| 01192 - Order Clerk II | 17.36 |
| 01261 - Personnel Assistant (Employment) I | 17.41 |
| 01262 - Personnel Assistant (Employment) II | 19.48 |
| 01263 - Personnel Assistant (Employment) III | 21.71 |
| 01270 - Production Control Clerk | 22.65 |
| 01280 - Receptionist | 14.31 |
| 01290 - Rental Clerk | 17.19 |
| 01300 - Scheduler, Maintenance | 18.80 |
| 01311 - Secretary I | 18.80 |
| 01312 - Secretary II | 21.03 |
| 01313 - Secretary III | 23.44 |
| 01320 - Service Order Dispatcher | 17.49 |
| 01410 - Supply Technician | 25.42 |
| 01420 - Survey Worker | 15.77 |
| 01531 - Travel Clerk I | 13.79 |
| 01532 - Travel Clerk II | 14.92 |
| 01533 - Travel Clerk III | 16.08 |
| 01611 - Word Processor I | 16.11 |
| 01612 - Word Processor II | 18.08 |
| 01613 - Word Processor III | 20.22 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 24.65 |
| 05010 - Automotive Electrician | 21.99 |
| 05040 - Automotive Glass Installer | 21.02 |
| 05070 - Automotive Worker | 21.02 |
| 05110 - Mobile Equipment Servicer | 19.02 |
| 05130 - Motor Equipment Metal Mechanic | 22.95 |
| 05160 - Motor Equipment Metal Worker | 21.02 |
| 05190 - Motor Vehicle Mechanic | 22.95 |
| 05220 - Motor Vehicle Mechanic Helper | 17.94 |
| 05250 - Motor Vehicle Upholstery Worker | 19.98 |
| 05280 - Motor Vehicle Wrecker | 21.02 |
| 05310 - Painter, Automotive | 21.99 |
| 05340 - Radiator Repair Specialist | 21.02 |
| 05370 - Tire Repairer | 14.51 |
| 05400 - Transmission Repair Specialist | 22.95 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.49 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 13.85 |
| 07070 - Dishwasher | 9.74 |
| 07130 - Food Service Worker | 12.03 |
| 07210 - Meat Cutter | 20.00 |
| 07260 - Waiter/Waitress | 12.62 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.37 |
| 09040 - Furniture Handler | 12.48 |
| 09080 - Furniture Refinisher | 17.37 |
| 09090 - Furniture Refinisher Helper | 14.11 |
| 09110 - Furniture Repairer, Minor | 15.74 |
| 09130 - Upholsterer | 17.64 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.66 |
| 11060 - Elevator Operator | 11.66 |
| 11090 - Gardener | 18.44 |
| 11122 - Housekeeping Aide | 14.28 |
| 11150 - Janitor | 14.28 |
| 11210 - Laborer, Grounds Maintenance | 15.13 |
| 11240 - Maid or Houseman | 11.58 |
| 11260 - Pruner | 13.72 |
| 11270 - Tractor Operator | 17.66 |
| 11330 - Trail Maintenance Worker | 15.13 |

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| 11360 - Window Cleaner | 15.75 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.55 |
| 12011 - Breath Alcohol Technician | 18.55 |
| 12012 - Certified Occupational Therapist Assistant | 22.30 |
| 12015 - Certified Physical Therapist Assistant | 22.60 |
| 12020 - Dental Assistant | 18.96 |
| 12025 - Dental Hygienist | 37.80 |
| 12030 - EKG Technician | 28.17 |
| 12035 - Electroneurodiagnostic Technologist | 28.17 |
| 12040 - Emergency Medical Technician | 18.55 |
| 12071 - Licensed Practical Nurse I | 18.83 |
| 12072 - Licensed Practical Nurse II | 21.60 |
| 12073 - Licensed Practical Nurse III | 23.48 |
| 12100 - Medical Assistant | 16.90 |
| 12130 - Medical Laboratory Technician | 19.41 |
| 12160 - Medical Record Clerk | 15.94 |
| 12190 - Medical Record Technician | 17.83 |
| 12195 - Medical Transcriptionist | 18.12 |
| 12210 - Nuclear Medicine Technologist | 35.16 |
| 12221 - Nursing Assistant I | 11.45 |
| 12222 - Nursing Assistant II | 12.87 |
| 12223 - Nursing Assistant III | 13.65 |
| 12224 - Nursing Assistant IV | 15.90 |
| 12235 - Optical Dispenser | 22.55 |
| 12236 - Optical Technician | 19.18 |
| 12250 - Pharmacy Technician | 20.80 |
| 12280 - Phlebotomist | 15.90 |
| 12305 - Radiologic Technologist | 32.92 |
| 12311 - Registered Nurse I | 31.18 |
| 12312 - Registered Nurse II | 40.19 |
| 12313 - Registered Nurse II, Specialist | 40.19 |
| 12314 - Registered Nurse III | 48.63 |
| 12315 - Registered Nurse III, Anesthetist | 48.63 |
| 12316 - Registered Nurse IV | 58.29 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.62 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.17 |
| 13012 - Exhibits Specialist II | 27.46 |
| 13013 - Exhibits Specialist III | 33.59 |
| 13041 - Illustrator I | 21.90 |
| 13042 - Illustrator II | 27.12 |
| 13043 - Illustrator III | 33.18 |
| 13047 - Librarian | 34.75 |
| 13050 - Library Aide/Clerk | 15.72 |
| 13054 - Library Information Technology Systems Administrator | 28.03 |
| 13058 - Library Technician | 18.69 |
| 13061 - Media Specialist I | 17.09 |
| 13062 - Media Specialist II | 18.13 |
| 13063 - Media Specialist III | 20.22 |
| 13071 - Photographer I | 17.70 |
| 13072 - Photographer II | 19.80 |
| 13073 - Photographer III | 24.53 |
| 13074 - Photographer IV | 30.00 |
| 13075 - Photographer V | 36.30 |
| 13110 - Video Teleconference Technician | 19.27 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.71 |
| 14042 - Computer Operator II | 22.05 |
| 14043 - Computer Operator III | 24.58 |
| 14044 - Computer Operator IV | 27.32 |
| 14045 - Computer Operator V | 30.25 |

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| 14071 - Computer Programmer I | (see 1) | 24.68 |
| 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 | | 19.71 |
| 14160 - Personal Computer Support Technician | | 27.32 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 35.72 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 43.22 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 50.97 |
| 15050 - Computer Based Training Specialist / Instructor | | 35.46 |
| 15060 - Educational Technologist | | 32.16 |
| 15070 - Flight Instructor (Pilot) | | 50.97 |
| 15080 - Graphic Artist | | 31.54 |
| 15090 - Technical Instructor | | 25.37 |
| 15095 - Technical Instructor/Course Developer | | 31.02 |
| 15110 - Test Proctor | | 20.47 |
| 15120 - Tutor | | 20.47 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.71 |
| 16030 - Counter Attendant | | 10.71 |
| 16040 - Dry Cleaner | | 14.24 |
| 16070 - Finisher, Flatwork, Machine | | 10.71 |
| 16090 - Presser, Hand | | 10.71 |
| 16110 - Presser, Machine, Drycleaning | | 10.71 |
| 16130 - Presser, Machine, Shirts | | 10.71 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 10.71 |
| 16190 - Sewing Machine Operator | | 15.10 |
| 16220 - Tailor | | 15.78 |
| 16250 - Washer, Machine | | 11.92 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 22.72 |
| 19040 - Tool And Die Maker | | 26.82 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 17.64 |
| 21030 - Material Coordinator | | 22.65 |
| 21040 - Material Expediter | | 22.65 |
| 21050 - Material Handling Laborer | | 14.26 |
| 21071 - Order Filler | | 15.03 |
| 21080 - Production Line Worker (Food Processing) | | 17.64 |
| 21110 - Shipping Packer | | 18.63 |
| 21130 - Shipping/Receiving Clerk | | 18.63 |
| 21140 - Store Worker I | | 12.66 |
| 21150 - Stock Clerk | | 17.11 |
| 21210 - Tools And Parts Attendant | | 17.64 |
| 21410 - Warehouse Specialist | | 17.64 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 30.32 |
| 23021 - Aircraft Mechanic I | | 28.22 |
| 23022 - Aircraft Mechanic II | | 30.32 |
| 23023 - Aircraft Mechanic III | | 30.61 |
| 23040 - Aircraft Mechanic Helper | | 20.65 |
| 23050 - Aircraft, Painter | | 24.38 |
| 23060 - Aircraft Servicer | | 23.22 |
| 23080 - Aircraft Worker | | 24.04 |
| 23110 - Appliance Mechanic | | 24.24 |
| 23120 - Bicycle Repairer | | 14.51 |
| 23125 - Cable Splicer | | 30.77 |
| 23130 - Carpenter, Maintenance | | 28.56 |
| 23140 - Carpet Layer | | 26.29 |

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|---|-------|
| 23160 - Electrician, Maintenance | 32.18 |
| 23181 - Electronics Technician Maintenance I | 26.39 |
| 23182 - Electronics Technician Maintenance II | 27.59 |
| 23183 - Electronics Technician Maintenance III | 28.80 |
| 23260 - Fabric Worker | 22.03 |
| 23290 - Fire Alarm System Mechanic | 24.63 |
| 23310 - Fire Extinguisher Repairer | 21.01 |
| 23311 - Fuel Distribution System Mechanic | 25.71 |
| 23312 - Fuel Distribution System Operator | 20.37 |
| 23370 - General Maintenance Worker | 23.18 |
| 23380 - Ground Support Equipment Mechanic | 28.22 |
| 23381 - Ground Support Equipment Servicer | 23.22 |
| 23382 - Ground Support Equipment Worker | 24.04 |
| 23391 - Gunsmith I | 21.01 |
| 23392 - Gunsmith II | 23.18 |
| 23393 - Gunsmith III | 25.30 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.66 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.02 |
| 23430 - Heavy Equipment Mechanic | 24.63 |
| 23440 - Heavy Equipment Operator | 28.89 |
| 23460 - Instrument Mechanic | 24.45 |
| 23465 - Laboratory/Shelter Mechanic | 24.24 |
| 23470 - Laborer | 15.05 |
| 23510 - Locksmith | 24.24 |
| 23530 - Machinery Maintenance Mechanic | 25.30 |
| 23550 - Machinist, Maintenance | 25.30 |
| 23580 - Maintenance Trades Helper | 19.59 |
| 23591 - Metrology Technician I | 25.45 |
| 23592 - Metrology Technician II | 26.51 |
| 23593 - Metrology Technician III | 27.61 |
| 23640 - Millwright | 25.78 |
| 23710 - Office Appliance Repairer | 24.24 |
| 23760 - Painter, Maintenance | 24.24 |
| 23790 - Pipefitter, Maintenance | 28.03 |
| 23810 - Plumber, Maintenance | 26.86 |
| 23820 - Pneudraulic Systems Mechanic | 25.30 |
| 23850 - Rigger | 25.30 |
| 23870 - Scale Mechanic | 23.18 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.56 |
| 23910 - Small Engine Mechanic | 23.18 |
| 23931 - Telecommunications Mechanic I | 27.79 |
| 23932 - Telecommunications Mechanic II | 29.70 |
| 23950 - Telephone Lineman | 28.74 |
| 23960 - Welder, Combination, Maintenance | 25.30 |
| 23965 - Well Driller | 25.30 |
| 23970 - Woodcraft Worker | 25.30 |
| 23980 - Woodworker | 21.01 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 14.11 |
| 24580 - Child Care Center Clerk | 17.60 |
| 24610 - Chore Aide | 11.77 |
| 24620 - Family Readiness And Support Services Coordinator | 15.78 |
| 24630 - Homemaker | 19.55 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.78 |
| 25040 - Sewage Plant Operator | 22.18 |
| 25070 - Stationary Engineer | 24.78 |
| 25190 - Ventilation Equipment Tender | 19.18 |
| 25210 - Water Treatment Plant Operator | 22.18 |
| 27000 - Protective Service Occupations | |

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| 27004 - Alarm Monitor | 19.31 |
| 27007 - Baggage Inspector | 15.85 |
| 27008 - Corrections Officer | 26.87 |
| 27010 - Court Security Officer | 25.91 |
| 27030 - Detection Dog Handler | 18.95 |
| 27040 - Detention Officer | 26.87 |
| 27070 - Firefighter | 23.93 |
| 27101 - Guard I | 15.85 |
| 27102 - Guard II | 18.95 |
| 27131 - Police Officer I | 26.92 |
| 27132 - Police Officer II | 29.74 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.20 |
| 28042 - Carnival Equipment Repairer | 13.98 |
| 28043 - Carnival Equipment Worker | 10.92 |
| 28210 - Gate Attendant/Gate Tender | 16.24 |
| 28310 - Lifeguard | 13.01 |
| 28350 - Park Attendant (Aide) | 17.74 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.58 |
| 28515 - Recreation Specialist | 22.62 |
| 28630 - Sports Official | 14.47 |
| 28690 - Swimming Pool Operator | 19.44 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 25.54 |
| 29020 - Hatch Tender | 25.54 |
| 29030 - Line Handler | 25.54 |
| 29041 - Stevedore I | 26.57 |
| 29042 - Stevedore II | 29.25 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.10 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.25 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.69 |
| 30021 - Archeological Technician I | 21.07 |
| 30022 - Archeological Technician II | 23.57 |
| 30023 - Archeological Technician III | 29.20 |
| 30030 - Cartographic Technician | 29.20 |
| 30040 - Civil Engineering Technician | 26.54 |
| 30061 - Drafter/CAD Operator I | 21.07 |
| 30062 - Drafter/CAD Operator II | 23.57 |
| 30063 - Drafter/CAD Operator III | 26.27 |
| 30064 - Drafter/CAD Operator IV | 32.34 |
| 30081 - Engineering Technician I | 15.84 |
| 30082 - Engineering Technician II | 19.42 |
| 30083 - Engineering Technician III | 21.74 |
| 30084 - Engineering Technician IV | 26.93 |
| 30085 - Engineering Technician V | 32.93 |
| 30086 - Engineering Technician VI | 39.85 |
| 30090 - Environmental Technician | 26.92 |
| 30210 - Laboratory Technician | 23.40 |
| 30240 - Mathematical Technician | 29.20 |
| 30361 - Paralegal/Legal Assistant I | 20.44 |
| 30362 - Paralegal/Legal Assistant II | 25.32 |
| 30363 - Paralegal/Legal Assistant III | 30.97 |
| 30364 - Paralegal/Legal Assistant IV | 37.46 |
| 30390 - Photo-Optics Technician | 29.20 |
| 30461 - Technical Writer I | 26.44 |
| 30462 - Technical Writer II | 32.34 |
| 30463 - Technical Writer III | 39.13 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.85 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.07 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.04 |
| 30494 - Unexploded (UXO) Safety Escort | 24.85 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.85 |

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| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) | 26.27 |
| 30621 - Weather Observer, Senior | (see 2) | 29.20 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 13.20 |
| 31030 - Bus Driver | | 17.52 |
| 31043 - Driver Courier | | 15.79 |
| 31260 - Parking and Lot Attendant | | 10.69 |
| 31290 - Shuttle Bus Driver | | 16.93 |
| 31310 - Taxi Driver | | 12.95 |
| 31361 - Truckdriver, Light | | 16.93 |
| 31362 - Truckdriver, Medium | | 18.70 |
| 31363 - Truckdriver, Heavy | | 20.68 |
| 31364 - Truckdriver, Tractor-Trailer | | 20.68 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 9.32 |
| 99050 - Desk Clerk | | 12.56 |
| 99095 - Embalmer | | 26.39 |
| 99251 - Laboratory Animal Caretaker I | | 14.60 |
| 99252 - Laboratory Animal Caretaker II | | 15.66 |
| 99310 - Mortician | | 36.23 |
| 99410 - Pest Controller | | 16.87 |
| 99510 - Photofinishing Worker | | 14.38 |
| 99710 - Recycling Laborer | | 19.74 |
| 99711 - Recycling Specialist | | 23.30 |
| 99730 - Refuse Collector | | 17.90 |
| 99810 - Sales Clerk | | 13.61 |
| 99820 - School Crossing Guard | | 13.77 |
| 99830 - Survey Party Chief | | 24.28 |
| 99831 - Surveying Aide | | 16.06 |
| 99832 - Surveying Technician | | 22.08 |
| 99840 - Vending Machine Attendant | | 15.79 |
| 99841 - Vending Machine Repairer | | 18.68 |
| 99842 - Vending Machine Repairer Helper | | 15.79 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2259
Revision No.: 15
Date of Last Revision: 07/25/2014

This wage determination applies to the following counties in MASSACHUSETTS:
BARNSTABLE, BRISTOL, DUKES, NANTUCKET, NORFOLK, and PLYMOUTH Excluding the
cities and towns listed below:

BRISTOL County: Attleboro City, Mansfield, North Attleborough Town, Norton Town, Raynham, Reheoboth Town, and Seekonk.

NORFOLK County: Quincy City, Bellingham Town, Braintree Town, Brookline Town, Canton Town, Cohasset Town, Dedham Town, Dover Town, Foxborough Town, Franklin Town, Holbrook Town, Medfield Town, Medway Town, Millis Town, Milton Town, Needham Town, Norfolk Town, Norwood Town, Randolph Town, Sharon Town, Stoughton Town, Walpole Town, Wellesley Town, Westwood Town, Weymouth Town, and Wrentham Town.

PLYMOUTH County: Carver, Duxbury Town, Hanover Town, Hanson Town, Hingham Town, Hull Town, Kingston Town, Lakeville, Marshfield Town, Middleborough, Norwell Town, Pembroke Town, Plymouth, Plympton, Rockland Town, and Scituate Town.

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.23 |
| 01012 - Accounting Clerk II | | 17.10 |
| 01013 - Accounting Clerk III | | 19.14 |
| 01020 - Administrative Assistant | | 25.42 |
| 01040 - Court Reporter | | 20.86 |
| 01051 - Data Entry Operator I | | 15.64 |
| 01052 - Data Entry Operator II | | 16.79 |
| 01060 - Dispatcher, Motor Vehicle | | 19.79 |
| 01070 - Document Preparation Clerk | | 14.87 |
| 01090 - Duplicating Machine Operator | | 14.87 |
| 01111 - General Clerk I | | 14.66 |
| 01112 - General Clerk II | | 16.00 |
| 01113 - General Clerk III | | 18.17 |
| 01120 - Housing Referral Assistant | | 23.44 |
| 01141 - Messenger Courier | | 12.98 |
| 01191 - Order Clerk I | | 15.91 |
| 01192 - Order Clerk II | | 17.36 |
| 01261 - Personnel Assistant (Employment) I | | 17.41 |
| 01262 - Personnel Assistant (Employment) II | | 19.48 |
| 01263 - Personnel Assistant (Employment) III | | 21.71 |
| 01270 - Production Control Clerk | | 22.65 |
| 01280 - Receptionist | | 14.31 |
| 01290 - Rental Clerk | | 17.19 |
| 01300 - Scheduler, Maintenance | | 18.80 |
| 01311 - Secretary I | | 18.80 |
| 01312 - Secretary II | | 21.03 |
| 01313 - Secretary III | | 23.44 |
| 01320 - Service Order Dispatcher | | 17.49 |
| 01410 - Supply Technician | | 25.42 |
| 01420 - Survey Worker | | 15.77 |
| 01531 - Travel Clerk I | | 13.79 |
| 01532 - Travel Clerk II | | 14.92 |
| 01533 - Travel Clerk III | | 16.08 |
| 01611 - Word Processor I | | 16.11 |
| 01612 - Word Processor II | | 18.08 |
| 01613 - Word Processor III | | 20.22 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 24.65 |

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| 05010 - Automotive Electrician | 21.99 |
| 05040 - Automotive Glass Installer | 21.02 |
| 05070 - Automotive Worker | 21.02 |
| 05110 - Mobile Equipment Servicer | 19.02 |
| 05130 - Motor Equipment Metal Mechanic | 22.95 |
| 05160 - Motor Equipment Metal Worker | 21.02 |
| 05190 - Motor Vehicle Mechanic | 22.95 |
| 05220 - Motor Vehicle Mechanic Helper | 17.94 |
| 05250 - Motor Vehicle Upholstery Worker | 19.98 |
| 05280 - Motor Vehicle Wrecker | 21.02 |
| 05310 - Painter, Automotive | 21.99 |
| 05340 - Radiator Repair Specialist | 21.02 |
| 05370 - Tire Repairer | 13.39 |
| 05400 - Transmission Repair Specialist | 22.95 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.00 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 13.85 |
| 07070 - Dishwasher | 9.74 |
| 07130 - Food Service Worker | 12.03 |
| 07210 - Meat Cutter | 20.00 |
| 07260 - Waiter/Waitress | 12.62 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.33 |
| 09040 - Furniture Handler | 11.81 |
| 09080 - Furniture Refinisher | 17.25 |
| 09090 - Furniture Refinisher Helper | 13.94 |
| 09110 - Furniture Repairer, Minor | 15.68 |
| 09130 - Upholsterer | 17.64 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.66 |
| 11060 - Elevator Operator | 11.66 |
| 11090 - Gardener | 18.44 |
| 11122 - Housekeeping Aide | 14.28 |
| 11150 - Janitor | 14.28 |
| 11210 - Laborer, Grounds Maintenance | 15.13 |
| 11240 - Maid or Houseman | 11.58 |
| 11260 - Pruner | 13.72 |
| 11270 - Tractor Operator | 17.31 |
| 11330 - Trail Maintenance Worker | 15.13 |
| 11360 - Window Cleaner | 15.75 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.55 |
| 12011 - Breath Alcohol Technician | 18.55 |
| 12012 - Certified Occupational Therapist Assistant | 22.30 |
| 12015 - Certified Physical Therapist Assistant | 22.60 |
| 12020 - Dental Assistant | 18.96 |
| 12025 - Dental Hygienist | 37.80 |
| 12030 - EKG Technician | 28.17 |
| 12035 - Electroneurodiagnostic Technologist | 28.17 |
| 12040 - Emergency Medical Technician | 18.55 |
| 12071 - Licensed Practical Nurse I | 18.83 |
| 12072 - Licensed Practical Nurse II | 21.06 |
| 12073 - Licensed Practical Nurse III | 23.48 |
| 12100 - Medical Assistant | 16.90 |
| 12130 - Medical Laboratory Technician | 19.41 |
| 12160 - Medical Record Clerk | 15.94 |
| 12190 - Medical Record Technician | 17.83 |
| 12195 - Medical Transcriptionist | 18.12 |
| 12210 - Nuclear Medicine Technologist | 35.16 |
| 12221 - Nursing Assistant I | 11.45 |
| 12222 - Nursing Assistant II | 12.87 |
| 12223 - Nursing Assistant III | 13.65 |

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| 12224 - Nursing Assistant IV | 15.90 |
| 12235 - Optical Dispenser | 22.55 |
| 12236 - Optical Technician | 19.18 |
| 12250 - Pharmacy Technician | 20.80 |
| 12280 - Phlebotomist | 15.92 |
| 12305 - Radiologic Technologist | 32.92 |
| 12311 - Registered Nurse I | 31.18 |
| 12312 - Registered Nurse II | 40.19 |
| 12313 - Registered Nurse II, Specialist | 40.19 |
| 12314 - Registered Nurse III | 48.63 |
| 12315 - Registered Nurse III, Anesthetist | 48.63 |
| 12316 - Registered Nurse IV | 58.29 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.62 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.17 |
| 13012 - Exhibits Specialist II | 27.46 |
| 13013 - Exhibits Specialist III | 33.59 |
| 13041 - Illustrator I | 21.90 |
| 13042 - Illustrator II | 27.12 |
| 13043 - Illustrator III | 33.18 |
| 13047 - Librarian | 34.75 |
| 13050 - Library Aide/Clerk | 15.72 |
| 13054 - Library Information Technology Systems Administrator | 28.03 |
| 13058 - Library Technician | 18.69 |
| 13061 - Media Specialist I | 16.60 |
| 13062 - Media Specialist II | 18.13 |
| 13063 - Media Specialist III | 20.22 |
| 13071 - Photographer I | 17.70 |
| 13072 - Photographer II | 19.80 |
| 13073 - Photographer III | 24.53 |
| 13074 - Photographer IV | 30.00 |
| 13075 - Photographer V | 36.30 |
| 13110 - Video Teleconference Technician | 19.27 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.71 |
| 14042 - Computer Operator II | 22.05 |
| 14043 - Computer Operator III | 24.58 |
| 14044 - Computer Operator IV | 27.32 |
| 14045 - Computer Operator V | 30.25 |
| 14071 - Computer Programmer I | (see 1) 24.68 |
| 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 | 19.71 |
| 14160 - Personal Computer Support Technician | 27.32 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 35.72 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.22 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 48.81 |
| 15050 - Computer Based Training Specialist / Instructor | 35.72 |
| 15060 - Educational Technologist | 32.16 |
| 15070 - Flight Instructor (Pilot) | 48.81 |
| 15080 - Graphic Artist | 31.54 |
| 15090 - Technical Instructor | 25.37 |
| 15095 - Technical Instructor/Course Developer | 31.02 |
| 15110 - Test Proctor | 20.47 |
| 15120 - Tutor | 20.47 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.71 |

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|---|-------|
| 16030 - Counter Attendant | 10.71 |
| 16040 - Dry Cleaner | 14.24 |
| 16070 - Finisher, Flatwork, Machine | 10.71 |
| 16090 - Presser, Hand | 10.71 |
| 16110 - Presser, Machine, Drycleaning | 10.71 |
| 16130 - Presser, Machine, Shirts | 10.71 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.71 |
| 16190 - Sewing Machine Operator | 15.10 |
| 16220 - Tailor | 15.78 |
| 16250 - Washer, Machine | 11.92 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.72 |
| 19040 - Tool And Die Maker | 26.82 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.64 |
| 21030 - Material Coordinator | 22.65 |
| 21040 - Material Expediter | 22.65 |
| 21050 - Material Handling Laborer | 14.26 |
| 21071 - Order Filler | 15.03 |
| 21080 - Production Line Worker (Food Processing) | 17.64 |
| 21110 - Shipping Packer | 18.63 |
| 21130 - Shipping/Receiving Clerk | 18.63 |
| 21140 - Store Worker I | 12.66 |
| 21150 - Stock Clerk | 17.11 |
| 21210 - Tools And Parts Attendant | 17.64 |
| 21410 - Warehouse Specialist | 17.64 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 30.32 |
| 23021 - Aircraft Mechanic I | 28.22 |
| 23022 - Aircraft Mechanic II | 30.32 |
| 23023 - Aircraft Mechanic III | 30.61 |
| 23040 - Aircraft Mechanic Helper | 20.65 |
| 23050 - Aircraft, Painter | 24.38 |
| 23060 - Aircraft Servicer | 23.22 |
| 23080 - Aircraft Worker | 24.04 |
| 23110 - Appliance Mechanic | 24.24 |
| 23120 - Bicycle Repairer | 14.12 |
| 23125 - Cable Splicer | 30.77 |
| 23130 - Carpenter, Maintenance | 28.56 |
| 23140 - Carpet Layer | 26.29 |
| 23160 - Electrician, Maintenance | 32.18 |
| 23181 - Electronics Technician Maintenance I | 26.39 |
| 23182 - Electronics Technician Maintenance II | 27.59 |
| 23183 - Electronics Technician Maintenance III | 28.80 |
| 23260 - Fabric Worker | 22.03 |
| 23290 - Fire Alarm System Mechanic | 24.63 |
| 23310 - Fire Extinguisher Repairer | 21.01 |
| 23311 - Fuel Distribution System Mechanic | 25.71 |
| 23312 - Fuel Distribution System Operator | 20.37 |
| 23370 - General Maintenance Worker | 23.18 |
| 23380 - Ground Support Equipment Mechanic | 28.22 |
| 23381 - Ground Support Equipment Servicer | 23.22 |
| 23382 - Ground Support Equipment Worker | 24.04 |
| 23391 - Gunsmith I | 21.01 |
| 23392 - Gunsmith II | 23.18 |
| 23393 - Gunsmith III | 25.30 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.66 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.02 |
| 23430 - Heavy Equipment Mechanic | 24.63 |
| 23440 - Heavy Equipment Operator | 28.89 |
| 23460 - Instrument Mechanic | 24.45 |

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|---|-------|
| 23465 - Laboratory/Shelter Mechanic | 24.24 |
| 23470 - Laborer | 15.05 |
| 23510 - Locksmith | 24.24 |
| 23530 - Machinery Maintenance Mechanic | 25.30 |
| 23550 - Machinist, Maintenance | 25.30 |
| 23580 - Maintenance Trades Helper | 19.59 |
| 23591 - Metrology Technician I | 25.45 |
| 23592 - Metrology Technician II | 26.51 |
| 23593 - Metrology Technician III | 27.61 |
| 23640 - Millwright | 25.78 |
| 23710 - Office Appliance Repairer | 24.24 |
| 23760 - Painter, Maintenance | 24.24 |
| 23790 - Pipefitter, Maintenance | 28.03 |
| 23810 - Plumber, Maintenance | 26.86 |
| 23820 - Pneudraulic Systems Mechanic | 25.30 |
| 23850 - Rigger | 25.30 |
| 23870 - Scale Mechanic | 23.18 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.56 |
| 23910 - Small Engine Mechanic | 23.18 |
| 23931 - Telecommunications Mechanic I | 27.79 |
| 23932 - Telecommunications Mechanic II | 29.70 |
| 23950 - Telephone Lineman | 28.74 |
| 23960 - welder, Combination, Maintenance | 25.30 |
| 23965 - well Driller | 25.30 |
| 23970 - Woodcraft Worker | 25.30 |
| 23980 - woodworker | 21.01 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 14.11 |
| 24580 - Child Care Center Clerk | 17.60 |
| 24610 - Chore Aide | 11.77 |
| 24620 - Family Readiness And Support Services Coordinator | 15.78 |
| 24630 - Homemaker | 19.55 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.78 |
| 25040 - Sewage Plant Operator | 22.18 |
| 25070 - Stationary Engineer | 24.78 |
| 25190 - Ventilation Equipment Tender | 19.18 |
| 25210 - Water Treatment Plant Operator | 22.18 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.31 |
| 27007 - Baggage Inspector | 15.85 |
| 27008 - Corrections Officer | 26.87 |
| 27010 - Court Security Officer | 25.91 |
| 27030 - Detection Dog Handler | 18.95 |
| 27040 - Detention Officer | 26.87 |
| 27070 - Firefighter | 23.93 |
| 27101 - Guard I | 15.85 |
| 27102 - Guard II | 18.95 |
| 27131 - Police Officer I | 26.92 |
| 27132 - Police Officer II | 29.74 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.20 |
| 28042 - Carnival Equipment Repairer | 13.98 |
| 28043 - Carnival Equipment Worker | 10.92 |
| 28210 - Gate Attendant/Gate Tender | 16.24 |
| 28310 - Lifeguard | 13.01 |
| 28350 - Park Attendant (Aide) | 17.74 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.58 |
| 28515 - Recreation Specialist | 22.62 |
| 28630 - Sports Official | 14.47 |
| 28690 - Swimming Pool Operator | 19.44 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |

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| 29010 - Blocker And Bracer | 23.66 |
| 29020 - Hatch Tender | 23.66 |
| 29030 - Line Handler | 23.66 |
| 29041 - Stevedore I | 21.96 |
| 29042 - Stevedore II | 24.16 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.10 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.25 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.69 |
| 30021 - Archeological Technician I | 21.07 |
| 30022 - Archeological Technician II | 23.57 |
| 30023 - Archeological Technician III | 29.20 |
| 30030 - Cartographic Technician | 29.20 |
| 30040 - Civil Engineering Technician | 26.54 |
| 30061 - Drafter/CAD Operator I | 21.07 |
| 30062 - Drafter/CAD Operator II | 23.57 |
| 30063 - Drafter/CAD Operator III | 26.27 |
| 30064 - Drafter/CAD Operator IV | 32.34 |
| 30081 - Engineering Technician I | 17.29 |
| 30082 - Engineering Technician II | 19.42 |
| 30083 - Engineering Technician III | 21.74 |
| 30084 - Engineering Technician IV | 26.93 |
| 30085 - Engineering Technician V | 32.93 |
| 30086 - Engineering Technician VI | 39.07 |
| 30090 - Environmental Technician | 26.74 |
| 30210 - Laboratory Technician | 23.40 |
| 30240 - Mathematical Technician | 29.20 |
| 30361 - Paralegal/Legal Assistant I | 20.13 |
| 30362 - Paralegal/Legal Assistant II | 25.32 |
| 30363 - Paralegal/Legal Assistant III | 30.97 |
| 30364 - Paralegal/Legal Assistant IV | 37.46 |
| 30390 - Photo-Optics Technician | 29.20 |
| 30461 - Technical Writer I | 26.44 |
| 30462 - Technical Writer II | 32.34 |
| 30463 - Technical Writer III | 39.13 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.85 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.07 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.04 |
| 30494 - Unexploded (UXO) Safety Escort | 24.85 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.85 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 26.27 |
| 30621 - Weather Observer, Senior (see 2) | 29.20 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.20 |
| 31030 - Bus Driver | 17.52 |
| 31043 - Driver Courier | 15.79 |
| 31260 - Parking and Lot Attendant | 10.84 |
| 31290 - Shuttle Bus Driver | 16.93 |
| 31310 - Taxi Driver | 12.95 |
| 31361 - Truckdriver, Light | 16.93 |
| 31362 - Truckdriver, Medium | 18.70 |
| 31363 - Truckdriver, Heavy | 20.68 |
| 31364 - Truckdriver, Tractor-Trailer | 20.68 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.32 |
| 99050 - Desk Clerk | 12.56 |
| 99095 - Embalmer | 26.39 |
| 99251 - Laboratory Animal Caretaker I | 14.60 |
| 99252 - Laboratory Animal Caretaker II | 15.66 |
| 99310 - Mortician | 36.23 |
| 99410 - Pest Controller | 16.87 |
| 99510 - Photofinishing Worker | 14.38 |

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|---|-------|
| 99710 - Recycling Laborer | 19.74 |
| 99711 - Recycling Specialist | 23.30 |
| 99730 - Refuse Collector | 17.90 |
| 99810 - Sales Clerk | 13.61 |
| 99820 - School Crossing Guard | 13.77 |
| 99830 - Survey Party Chief | 24.28 |
| 99831 - Surveying Aide | 17.27 |
| 99832 - Surveying Technician | 22.08 |
| 99840 - Vending Machine Attendant | 15.59 |
| 99841 - Vending Machine Repairer | 18.68 |
| 99842 - Vending Machine Repairer Helper | 15.79 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2260
Revision No.: 16
Date of Last Revision: 07/25/2014

This wage determination applies to the following counties in MASSACHUSETTS:
BARNSTABLE, BRISTOL, DUKES, NANTUCKET, NORFOLK, and PLYMOUTH Excluding the
cities and towns listed below:

BRISTOL County: Attleboro City, Mansfield, North Attleborough Town, Norton
Town, Raynham, Reheoboth Town, and Seekonk.

NORFOLK County: Quincy City, Bellingham Town, Braintree Town, Brookline Town,
Canton Town, Cohasset Town, Dedham Town, Dover Town, Foxborough Town, Franklin
Town, Holbrook Town, Medfield Town, Medway Town, Millis Town, Milton Town,
Needham Town, Norfolk Town, Norwood Town, Randolph Town, Sharon Town,
Stoughton Town, Walpole Town, Wellesley Town, Westwood Town, Weymouth Town,
and Wrentham Town.

PLYMOUTH County: Carver, Duxbury Town, Hanover Town, Hanson Town, Hingham Town,
Hull Town, Kingston Town, Lakeville, Marshfield Town, Middleborough, Norwell
Town, Pembroke Town, Plymouth, Plympton, Rockland Town, and Scituate Town.

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.23 |

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|-------|--|-------|
| 01012 | - Accounting Clerk II | 17.10 |
| 01013 | - Accounting Clerk III | 19.14 |
| 01020 | - Administrative Assistant | 25.42 |
| 01040 | - Court Reporter | 20.86 |
| 01051 | - Data Entry Operator I | 15.64 |
| 01052 | - Data Entry Operator II | 16.79 |
| 01060 | - Dispatcher, Motor Vehicle | 19.79 |
| 01070 | - Document Preparation Clerk | 14.87 |
| 01090 | - Duplicating Machine Operator | 14.87 |
| 01111 | - General Clerk I | 14.66 |
| 01112 | - General Clerk II | 16.00 |
| 01113 | - General Clerk III | 18.17 |
| 01120 | - Housing Referral Assistant | 23.44 |
| 01141 | - Messenger Courier | 12.98 |
| 01191 | - Order Clerk I | 15.91 |
| 01192 | - Order Clerk II | 17.36 |
| 01261 | - Personnel Assistant (Employment) I | 17.41 |
| 01262 | - Personnel Assistant (Employment) II | 19.48 |
| 01263 | - Personnel Assistant (Employment) III | 21.71 |
| 01270 | - Production Control Clerk | 22.65 |
| 01280 | - Receptionist | 14.31 |
| 01290 | - Rental Clerk | 17.19 |
| 01300 | - Scheduler, Maintenance | 18.80 |
| 01311 | - Secretary I | 18.80 |
| 01312 | - Secretary II | 21.03 |
| 01313 | - Secretary III | 23.44 |
| 01320 | - Service Order Dispatcher | 17.49 |
| 01410 | - Supply Technician | 25.42 |
| 01420 | - Survey Worker | 15.77 |
| 01531 | - Travel Clerk I | 13.79 |
| 01532 | - Travel Clerk II | 14.92 |
| 01533 | - Travel Clerk III | 16.08 |
| 01611 | - Word Processor I | 16.11 |
| 01612 | - Word Processor II | 18.08 |
| 01613 | - Word Processor III | 20.22 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 24.65 |
| 05010 | - Automotive Electrician | 21.99 |
| 05040 | - Automotive Glass Installer | 21.02 |
| 05070 | - Automotive Worker | 21.02 |
| 05110 | - Mobile Equipment Servicer | 19.02 |
| 05130 | - Motor Equipment Metal Mechanic | 22.95 |
| 05160 | - Motor Equipment Metal Worker | 21.02 |
| 05190 | - Motor Vehicle Mechanic | 22.95 |
| 05220 | - Motor Vehicle Mechanic Helper | 17.94 |
| 05250 | - Motor Vehicle Upholstery Worker | 19.98 |
| 05280 | - Motor Vehicle Wrecker | 21.02 |
| 05310 | - Painter, Automotive | 21.99 |
| 05340 | - Radiator Repair Specialist | 21.02 |
| 05370 | - Tire Repairer | 13.39 |
| 05400 | - Transmission Repair Specialist | 22.95 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 14.00 |
| 07041 | - Cook I | 12.55 |
| 07042 | - Cook II | 13.85 |
| 07070 | - Dishwasher | 9.74 |
| 07130 | - Food Service Worker | 12.03 |
| 07210 | - Meat Cutter | 20.00 |
| 07260 | - Waiter/Waitress | 12.62 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 16.33 |
| 09040 | - Furniture Handler | 11.81 |
| 09080 | - Furniture Refinisher | 17.25 |

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| 09090 - Furniture Refinisher Helper | 13.94 |
| 09110 - Furniture Repairer, Minor | 15.68 |
| 09130 - Upholsterer | 17.64 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.66 |
| 11060 - Elevator Operator | 11.66 |
| 11090 - Gardener | 18.44 |
| 11122 - Housekeeping Aide | 14.28 |
| 11150 - Janitor | 14.28 |
| 11210 - Laborer, Grounds Maintenance | 15.13 |
| 11240 - Maid or Houseman | 11.58 |
| 11260 - Pruner | 13.72 |
| 11270 - Tractor Operator | 17.31 |
| 11330 - Trail Maintenance Worker | 15.13 |
| 11360 - Window Cleaner | 15.75 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.55 |
| 12011 - Breath Alcohol Technician | 18.55 |
| 12012 - Certified Occupational Therapist Assistant | 22.30 |
| 12015 - Certified Physical Therapist Assistant | 22.60 |
| 12020 - Dental Assistant | 18.96 |
| 12025 - Dental Hygienist | 37.80 |
| 12030 - EKG Technician | 28.17 |
| 12035 - Electroneurodiagnostic Technologist | 28.17 |
| 12040 - Emergency Medical Technician | 18.55 |
| 12071 - Licensed Practical Nurse I | 18.83 |
| 12072 - Licensed Practical Nurse II | 21.06 |
| 12073 - Licensed Practical Nurse III | 23.48 |
| 12100 - Medical Assistant | 16.90 |
| 12130 - Medical Laboratory Technician | 19.41 |
| 12160 - Medical Record Clerk | 15.94 |
| 12190 - Medical Record Technician | 17.83 |
| 12195 - Medical Transcriptionist | 18.12 |
| 12210 - Nuclear Medicine Technologist | 35.16 |
| 12221 - Nursing Assistant I | 11.45 |
| 12222 - Nursing Assistant II | 12.87 |
| 12223 - Nursing Assistant III | 13.65 |
| 12224 - Nursing Assistant IV | 15.90 |
| 12235 - Optical Dispenser | 22.55 |
| 12236 - Optical Technician | 19.18 |
| 12250 - Pharmacy Technician | 20.80 |
| 12280 - Phlebotomist | 15.92 |
| 12305 - Radiologic Technologist | 32.92 |
| 12311 - Registered Nurse I | 31.18 |
| 12312 - Registered Nurse II | 40.19 |
| 12313 - Registered Nurse II, Specialist | 40.19 |
| 12314 - Registered Nurse III | 48.63 |
| 12315 - Registered Nurse III, Anesthetist | 48.63 |
| 12316 - Registered Nurse IV | 58.29 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.62 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.17 |
| 13012 - Exhibits Specialist II | 27.46 |
| 13013 - Exhibits Specialist III | 33.59 |
| 13041 - Illustrator I | 21.90 |
| 13042 - Illustrator II | 27.12 |
| 13043 - Illustrator III | 33.18 |
| 13047 - Librarian | 34.75 |
| 13050 - Library Aide/Clerk | 15.72 |
| 13054 - Library Information Technology Systems Administrator | 28.03 |
| 13058 - Library Technician | 18.69 |
| 13061 - Media Specialist I | 16.60 |

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| 13062 - Media Specialist II | 18.13 |
| 13063 - Media Specialist III | 20.22 |
| 13071 - Photographer I | 17.70 |
| 13072 - Photographer II | 19.80 |
| 13073 - Photographer III | 24.53 |
| 13074 - Photographer IV | 30.00 |
| 13075 - Photographer V | 36.30 |
| 13110 - Video Teleconference Technician | 19.27 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.71 |
| 14042 - Computer Operator II | 22.05 |
| 14043 - Computer Operator III | 24.58 |
| 14044 - Computer Operator IV | 27.32 |
| 14045 - Computer Operator V | 30.25 |
| 14071 - Computer Programmer I | (see 1) 24.68 |
| 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 | 19.71 |
| 14160 - Personal Computer Support Technician | 27.32 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 35.72 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.22 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 48.81 |
| 15050 - Computer Based Training Specialist / Instructor | 35.72 |
| 15060 - Educational Technologist | 32.16 |
| 15070 - Flight Instructor (Pilot) | 48.81 |
| 15080 - Graphic Artist | 31.54 |
| 15090 - Technical Instructor | 25.37 |
| 15095 - Technical Instructor/Course Developer | 31.02 |
| 15110 - Test Proctor | 20.47 |
| 15120 - Tutor | 20.47 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.71 |
| 16030 - Counter Attendant | 10.71 |
| 16040 - Dry Cleaner | 14.24 |
| 16070 - Finisher, Flatwork, Machine | 10.71 |
| 16090 - Presser, Hand | 10.71 |
| 16110 - Presser, Machine, Drycleaning | 10.71 |
| 16130 - Presser, Machine, Shirts | 10.71 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.71 |
| 16190 - Sewing Machine Operator | 15.10 |
| 16220 - Tailor | 15.78 |
| 16250 - Washer, Machine | 11.92 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.72 |
| 19040 - Tool And Die Maker | 26.82 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.64 |
| 21030 - Material Coordinator | 22.65 |
| 21040 - Material Expediter | 22.65 |
| 21050 - Material Handling Laborer | 14.26 |
| 21071 - Order Filler | 15.03 |
| 21080 - Production Line Worker (Food Processing) | 17.64 |
| 21110 - Shipping Packer | 18.63 |
| 21130 - Shipping/Receiving Clerk | 18.63 |
| 21140 - Store Worker I | 12.66 |
| 21150 - Stock Clerk | 17.11 |
| 21210 - Tools And Parts Attendant | 17.64 |
| 21410 - Warehouse Specialist | 17.64 |

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| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 30.32 |
| 23021 - Aircraft Mechanic I | 28.22 |
| 23022 - Aircraft Mechanic II | 30.32 |
| 23023 - Aircraft Mechanic III | 30.61 |
| 23040 - Aircraft Mechanic Helper | 20.65 |
| 23050 - Aircraft, Painter | 24.38 |
| 23060 - Aircraft Servicer | 23.22 |
| 23080 - Aircraft Worker | 24.04 |
| 23110 - Appliance Mechanic | 24.24 |
| 23120 - Bicycle Repairer | 14.12 |
| 23125 - Cable Splicer | 30.77 |
| 23130 - Carpenter, Maintenance | 28.56 |
| 23140 - Carpet Layer | 26.29 |
| 23160 - Electrician, Maintenance | 32.18 |
| 23181 - Electronics Technician Maintenance I | 26.39 |
| 23182 - Electronics Technician Maintenance II | 27.59 |
| 23183 - Electronics Technician Maintenance III | 28.80 |
| 23260 - Fabric Worker | 22.03 |
| 23290 - Fire Alarm System Mechanic | 24.63 |
| 23310 - Fire Extinguisher Repairer | 21.01 |
| 23311 - Fuel Distribution System Mechanic | 25.71 |
| 23312 - Fuel Distribution System Operator | 20.37 |
| 23370 - General Maintenance Worker | 23.18 |
| 23380 - Ground Support Equipment Mechanic | 28.22 |
| 23381 - Ground Support Equipment Servicer | 23.22 |
| 23382 - Ground Support Equipment Worker | 24.04 |
| 23391 - Gunsmith I | 21.01 |
| 23392 - Gunsmith II | 23.18 |
| 23393 - Gunsmith III | 25.30 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.66 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.02 |
| 23430 - Heavy Equipment Mechanic | 24.63 |
| 23440 - Heavy Equipment Operator | 28.89 |
| 23460 - Instrument Mechanic | 24.45 |
| 23465 - Laboratory/Shelter Mechanic | 24.24 |
| 23470 - Laborer | 15.05 |
| 23510 - Locksmith | 24.24 |
| 23530 - Machinery Maintenance Mechanic | 25.30 |
| 23550 - Machinist, Maintenance | 25.30 |
| 23580 - Maintenance Trades Helper | 19.59 |
| 23591 - Metrology Technician I | 25.45 |
| 23592 - Metrology Technician II | 26.51 |
| 23593 - Metrology Technician III | 27.61 |
| 23640 - Millwright | 25.78 |
| 23710 - Office Appliance Repairer | 24.24 |
| 23760 - Painter, Maintenance | 24.24 |
| 23790 - Pipefitter, Maintenance | 28.03 |
| 23810 - Plumber, Maintenance | 26.86 |
| 23820 - Pneudraulic Systems Mechanic | 25.30 |
| 23850 - Rigger | 25.30 |
| 23870 - Scale Mechanic | 23.18 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.56 |
| 23910 - Small Engine Mechanic | 23.18 |
| 23931 - Telecommunications Mechanic I | 27.79 |
| 23932 - Telecommunications Mechanic II | 29.70 |
| 23950 - Telephone Lineman | 28.74 |
| 23960 - welder, Combination, Maintenance | 25.30 |
| 23965 - well Driller | 25.30 |
| 23970 - Woodcraft Worker | 25.30 |
| 23980 - Woodworker | 21.01 |

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| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 14.11 |
| 24580 - Child Care Center Clerk | 17.60 |
| 24610 - Chore Aide | 11.77 |
| 24620 - Family Readiness And Support Services Coordinator | 15.78 |
| 24630 - Homemaker | 19.55 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.78 |
| 25040 - Sewage Plant Operator | 22.18 |
| 25070 - Stationary Engineer | 24.78 |
| 25190 - Ventilation Equipment Tender | 19.18 |
| 25210 - Water Treatment Plant Operator | 22.18 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.31 |
| 27007 - Baggage Inspector | 15.85 |
| 27008 - Corrections Officer | 26.87 |
| 27010 - Court Security Officer | 25.91 |
| 27030 - Detection Dog Handler | 18.95 |
| 27040 - Detention Officer | 26.87 |
| 27070 - Firefighter | 23.93 |
| 27101 - Guard I | 15.85 |
| 27102 - Guard II | 18.95 |
| 27131 - Police Officer I | 26.92 |
| 27132 - Police Officer II | 29.74 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.20 |
| 28042 - Carnival Equipment Repairer | 13.98 |
| 28043 - Carnival Equipment Worker | 10.92 |
| 28210 - Gate Attendant/Gate Tender | 16.24 |
| 28310 - Lifeguard | 13.01 |
| 28350 - Park Attendant (Aide) | 17.74 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.58 |
| 28515 - Recreation Specialist | 22.62 |
| 28630 - Sports Official | 14.47 |
| 28690 - Swimming Pool Operator | 19.44 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.66 |
| 29020 - Hatch Tender | 23.66 |
| 29030 - Line Handler | 23.66 |
| 29041 - Stevedore I | 21.96 |
| 29042 - Stevedore II | 24.16 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.10 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.25 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.69 |
| 30021 - Archeological Technician I | 21.07 |
| 30022 - Archeological Technician II | 23.57 |
| 30023 - Archeological Technician III | 29.20 |
| 30030 - Cartographic Technician | 29.20 |
| 30040 - Civil Engineering Technician | 26.54 |
| 30061 - Drafter/CAD Operator I | 21.07 |
| 30062 - Drafter/CAD Operator II | 23.57 |
| 30063 - Drafter/CAD Operator III | 26.27 |
| 30064 - Drafter/CAD Operator IV | 32.34 |
| 30081 - Engineering Technician I | 17.29 |
| 30082 - Engineering Technician II | 19.42 |
| 30083 - Engineering Technician III | 21.74 |
| 30084 - Engineering Technician IV | 26.93 |
| 30085 - Engineering Technician V | 32.93 |
| 30086 - Engineering Technician VI | 39.07 |
| 30090 - Environmental Technician | 26.74 |
| 30210 - Laboratory Technician | 23.40 |

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|---|-------|
| 30240 - Mathematical Technician | 29.20 |
| 30361 - Paralegal/Legal Assistant I | 20.13 |
| 30362 - Paralegal/Legal Assistant II | 25.32 |
| 30363 - Paralegal/Legal Assistant III | 30.97 |
| 30364 - Paralegal/Legal Assistant IV | 37.46 |
| 30390 - Photo-Optics Technician | 29.20 |
| 30461 - Technical Writer I | 26.44 |
| 30462 - Technical Writer II | 32.34 |
| 30463 - Technical Writer III | 39.13 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.85 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.07 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.04 |
| 30494 - Unexploded (UXO) Safety Escort | 24.85 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.85 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 26.27 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 29.20 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.20 |
| 31030 - Bus Driver | 17.52 |
| 31043 - Driver Courier | 15.79 |
| 31260 - Parking and Lot Attendant | 10.84 |
| 31290 - Shuttle Bus Driver | 16.93 |
| 31310 - Taxi Driver | 12.95 |
| 31361 - Truckdriver, Light | 16.93 |
| 31362 - Truckdriver, Medium | 18.70 |
| 31363 - Truckdriver, Heavy | 20.68 |
| 31364 - Truckdriver, Tractor-Trailer | 20.68 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.32 |
| 99050 - Desk Clerk | 12.56 |
| 99095 - Embalmer | 26.39 |
| 99251 - Laboratory Animal Caretaker I | 14.60 |
| 99252 - Laboratory Animal Caretaker II | 15.66 |
| 99310 - Mortician | 36.23 |
| 99410 - Pest Controller | 16.87 |
| 99510 - Photofinishing Worker | 14.38 |
| 99710 - Recycling Laborer | 19.74 |
| 99711 - Recycling Specialist | 23.30 |
| 99730 - Refuse Collector | 17.90 |
| 99810 - Sales Clerk | 13.61 |
| 99820 - School Crossing Guard | 13.77 |
| 99830 - Survey Party Chief | 24.28 |
| 99831 - Surveying Aide | 17.27 |
| 99832 - Surveying Technician | 22.08 |
| 99840 - Vending Machine Attendant | 15.59 |
| 99841 - Vending Machine Repairer | 18.68 |
| 99842 - Vending Machine Repairer Helper | 15.79 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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| By direction of the Secretary of Labor | | WDS_Revision_Received_10.9.2014 WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 |
| Diane C. Koplewski Director | Division of Wage Determinations | Wage Determination No.: 2005-2261 Revision No.: 16 Date Of Last Revision: 07/25/2014 |

This wage determination applies to the following counties in MASSACHUSETTS: BERKSHIRE, FRANKLIN, HAMPDEN, HAMPSHIRE, and WORCESTER Excluding the cities and towns in Boston, Worcester, Pawtucket-Woonsocket-Attleboro metropolitan areas listed below:

WORCESTER County: Auburn, Barre, Berlin, Blackstone, Bolton, Boylston, Brookfield, Charlton, Clinton, Douglas, Dudley, East Brookfield, Grafton, Harvard, Holden, Hopedale, Lancaster, Leicester, Mendon, Milford, Millbury, Millville, Northborough, Northbridge, North Brookfield, Oxford, Paxton, Princeton, Rutland, Shrewsbury, Southborough, Spencer, Sterling, Sutton, Upton, Uxbridge, Webster, Westborough, West Boylston, and Worcester.

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.32 |
| 01012 - Accounting Clerk II | | 17.19 |
| 01013 - Accounting Clerk III | | 19.23 |
| 01020 - Administrative Assistant | | 23.97 |
| 01040 - Court Reporter | | 19.14 |
| 01051 - Data Entry Operator I | | 13.78 |
| 01052 - Data Entry Operator II | | 14.81 |
| 01060 - Dispatcher, Motor Vehicle | | 19.14 |
| 01070 - Document Preparation Clerk | | 14.97 |
| 01090 - Duplicating Machine Operator | | 14.97 |
| 01111 - General Clerk I | | 14.46 |
| 01112 - General Clerk II | | 15.90 |
| 01113 - General Clerk III | | 17.86 |
| 01120 - Housing Referral Assistant | | 21.57 |
| 01141 - Messenger Courier | | 12.52 |
| 01191 - Order Clerk I | | 14.02 |
| 01192 - Order Clerk II | | 15.35 |
| 01261 - Personnel Assistant (Employment) I | | 16.04 |
| 01262 - Personnel Assistant (Employment) II | | 17.96 |
| 01263 - Personnel Assistant (Employment) III | | 20.01 |
| 01270 - Production Control Clerk | | 20.45 |
| 01280 - Receptionist | | 15.36 |
| 01290 - Rental Clerk | | 16.25 |
| 01300 - Scheduler, Maintenance | | 17.30 |
| 01311 - Secretary I | | 17.30 |
| 01312 - Secretary II | | 19.35 |
| 01313 - Secretary III | | 21.57 |
| 01320 - Service Order Dispatcher | | 17.79 |
| 01410 - Supply Technician | | 23.97 |
| 01420 - Survey Worker | | 18.55 |
| 01531 - Travel Clerk I | | 13.24 |
| 01532 - Travel Clerk II | | 14.43 |
| 01533 - Travel Clerk III | | 15.70 |
| 01611 - Word Processor I | | 14.97 |

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| 01612 - Word Processor II | 16.25 |
| 01613 - Word Processor III | 19.14 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 17.86 |
| 05010 - Automotive Electrician | 17.80 |
| 05040 - Automotive Glass Installer | 17.13 |
| 05070 - Automotive Worker | 17.13 |
| 05110 - Mobile Equipment Servicer | 15.78 |
| 05130 - Motor Equipment Metal Mechanic | 18.52 |
| 05160 - Motor Equipment Metal Worker | 17.13 |
| 05190 - Motor Vehicle Mechanic | 18.52 |
| 05220 - Motor Vehicle Mechanic Helper | 15.03 |
| 05250 - Motor Vehicle Upholstery Worker | 16.47 |
| 05280 - Motor Vehicle Wrecker | 17.13 |
| 05310 - Painter, Automotive | 17.80 |
| 05340 - Radiator Repair Specialist | 17.13 |
| 05370 - Tire Repairer | 13.23 |
| 05400 - Transmission Repair Specialist | 18.52 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.64 |
| 07041 - Cook I | 14.67 |
| 07042 - Cook II | 16.10 |
| 07070 - Dishwasher | 10.37 |
| 07130 - Food Service Worker | 10.44 |
| 07210 - Meat Cutter | 19.73 |
| 07260 - Waiter/Waitress | 10.51 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.24 |
| 09040 - Furniture Handler | 12.35 |
| 09080 - Furniture Refinisher | 16.97 |
| 09090 - Furniture Refinisher Helper | 14.32 |
| 09110 - Furniture Repairer, Minor | 15.70 |
| 09130 - Upholsterer | 16.97 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.64 |
| 11060 - Elevator Operator | 12.64 |
| 11090 - Gardener | 17.03 |
| 11122 - Housekeeping Aide | 13.56 |
| 11150 - Janitor | 13.56 |
| 11210 - Laborer, Grounds Maintenance | 14.50 |
| 11240 - Maid or Houseman | 10.09 |
| 11260 - Pruner | 13.37 |
| 11270 - Tractor Operator | 16.69 |
| 11330 - Trail Maintenance Worker | 14.50 |
| 11360 - Window Cleaner | 14.70 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.50 |
| 12011 - Breath Alcohol Technician | 20.78 |
| 12012 - Certified Occupational Therapist Assistant | 22.14 |
| 12015 - Certified Physical Therapist Assistant | 23.84 |
| 12020 - Dental Assistant | 16.09 |
| 12025 - Dental Hygienist | 31.36 |
| 12030 - EKG Technician | 27.63 |
| 12035 - Electroneurodiagnostic Technologist | 27.93 |
| 12040 - Emergency Medical Technician | 17.50 |
| 12071 - Licensed Practical Nurse I | 18.56 |
| 12072 - Licensed Practical Nurse II | 20.78 |
| 12073 - Licensed Practical Nurse III | 23.17 |
| 12100 - Medical Assistant | 15.14 |
| 12130 - Medical Laboratory Technician | 17.91 |
| 12160 - Medical Record Clerk | 16.29 |
| 12190 - Medical Record Technician | 18.24 |
| 12195 - Medical Transcriptionist | 16.45 |

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| 12210 - Nuclear Medicine Technologist | 35.67 |
| 12221 - Nursing Assistant I | 10.13 |
| 12222 - Nursing Assistant II | 11.40 |
| 12223 - Nursing Assistant III | 12.43 |
| 12224 - Nursing Assistant IV | 13.95 |
| 12235 - Optical Dispenser | 20.29 |
| 12236 - Optical Technician | 16.83 |
| 12250 - Pharmacy Technician | 13.57 |
| 12280 - Phlebotomist | 13.95 |
| 12305 - Radiologic Technologist | 27.64 |
| 12311 - Registered Nurse I | 29.56 |
| 12312 - Registered Nurse II | 36.16 |
| 12313 - Registered Nurse II, Specialist | 36.16 |
| 12314 - Registered Nurse III | 45.75 |
| 12315 - Registered Nurse III, Anesthetist | 43.75 |
| 12316 - Registered Nurse IV | 52.44 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.87 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.83 |
| 13012 - Exhibits Specialist II | 22.02 |
| 13013 - Exhibits Specialist III | 26.95 |
| 13041 - Illustrator I | 17.79 |
| 13042 - Illustrator II | 22.02 |
| 13043 - Illustrator III | 26.95 |
| 13047 - Librarian | 24.40 |
| 13050 - Library Aide/Clerk | 14.25 |
| 13054 - Library Information Technology Systems Administrator | 22.02 |
| 13058 - Library Technician | 15.39 |
| 13061 - Media Specialist I | 15.26 |
| 13062 - Media Specialist II | 16.95 |
| 13063 - Media Specialist III | 18.89 |
| 13071 - Photographer I | 13.95 |
| 13072 - Photographer II | 18.37 |
| 13073 - Photographer III | 22.37 |
| 13074 - Photographer IV | 27.72 |
| 13075 - Photographer V | 35.87 |
| 13110 - Video Teleconference Technician | 18.56 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.66 |
| 14042 - Computer Operator II | 16.96 |
| 14043 - Computer Operator III | 18.59 |
| 14044 - Computer Operator IV | 21.25 |
| 14045 - Computer Operator V | 23.54 |
| 14071 - Computer Programmer I | (see 1) 21.27 |
| 14072 - Computer Programmer II | (see 1) 26.34 |
| 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 | 14.66 |
| 14160 - Personal Computer Support Technician | 21.25 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.46 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.67 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.73 |
| 15050 - Computer Based Training Specialist / Instructor | 29.46 |
| 15060 - Educational Technologist | 29.66 |
| 15070 - Flight Instructor (Pilot) | 42.73 |
| 15080 - Graphic Artist | 23.96 |
| 15090 - Technical Instructor | 20.74 |
| 15095 - Technical Instructor/Course Developer | 25.39 |

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|---|-------|
| 15110 - Test Proctor | 16.76 |
| 15120 - Tutor | 16.76 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.08 |
| 16030 - Counter Attendant | 10.08 |
| 16040 - Dry Cleaner | 12.86 |
| 16070 - Finisher, Flatwork, Machine | 10.08 |
| 16090 - Presser, Hand | 10.08 |
| 16110 - Presser, Machine, Drycleaning | 10.08 |
| 16130 - Presser, Machine, Shirts | 10.08 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.08 |
| 16190 - Sewing Machine Operator | 14.04 |
| 16220 - Tailor | 15.16 |
| 16250 - Washer, Machine | 10.97 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.41 |
| 19040 - Tool And Die Maker | 21.27 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.98 |
| 21030 - Material Coordinator | 21.04 |
| 21040 - Material Expediter | 21.04 |
| 21050 - Material Handling Laborer | 14.54 |
| 21071 - Order Filler | 12.84 |
| 21080 - Production Line Worker (Food Processing) | 18.98 |
| 21110 - Shipping Packer | 14.41 |
| 21130 - Shipping/Receiving Clerk | 14.41 |
| 21140 - Store Worker I | 11.88 |
| 21150 - Stock Clerk | 15.10 |
| 21210 - Tools And Parts Attendant | 18.98 |
| 21410 - Warehouse Specialist | 18.98 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.81 |
| 23021 - Aircraft Mechanic I | 23.95 |
| 23022 - Aircraft Mechanic II | 24.81 |
| 23023 - Aircraft Mechanic III | 25.70 |
| 23040 - Aircraft Mechanic Helper | 20.35 |
| 23050 - Aircraft, Painter | 23.13 |
| 23060 - Aircraft Servicer | 21.20 |
| 23080 - Aircraft Worker | 22.10 |
| 23110 - Appliance Mechanic | 18.38 |
| 23120 - Bicycle Repairer | 13.23 |
| 23125 - Cable Splicer | 27.01 |
| 23130 - Carpenter, Maintenance | 20.80 |
| 23140 - Carpet Layer | 21.42 |
| 23160 - Electrician, Maintenance | 22.95 |
| 23181 - Electronics Technician Maintenance I | 20.19 |
| 23182 - Electronics Technician Maintenance II | 21.01 |
| 23183 - Electronics Technician Maintenance III | 22.14 |
| 23260 - Fabric Worker | 19.38 |
| 23290 - Fire Alarm System Mechanic | 20.45 |
| 23310 - Fire Extinguisher Repairer | 18.29 |
| 23311 - Fuel Distribution System Mechanic | 21.46 |
| 23312 - Fuel Distribution System Operator | 18.23 |
| 23370 - General Maintenance Worker | 18.38 |
| 23380 - Ground Support Equipment Mechanic | 23.95 |
| 23381 - Ground Support Equipment Servicer | 21.20 |
| 23382 - Ground Support Equipment Worker | 22.10 |
| 23391 - Gunsmith I | 18.29 |
| 23392 - Gunsmith II | 20.35 |
| 23393 - Gunsmith III | 22.12 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.37 |
| 23411 - Heating, Ventilation And Air Contditioning | 24.21 |

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|---|-------|
| Mechanic (Research Facility) | |
| 23430 - Heavy Equipment Mechanic | 20.92 |
| 23440 - Heavy Equipment Operator | 24.55 |
| 23460 - Instrument Mechanic | 24.22 |
| 23465 - Laboratory/Shelter Mechanic | 21.19 |
| 23470 - Laborer | 14.54 |
| 23510 - Locksmith | 22.94 |
| 23530 - Machinery Maintenance Mechanic | 19.05 |
| 23550 - Machinist, Maintenance | 19.18 |
| 23580 - Maintenance Trades Helper | 14.32 |
| 23591 - Metrology Technician I | 24.22 |
| 23592 - Metrology Technician II | 25.06 |
| 23593 - Metrology Technician III | 25.99 |
| 23640 - Millwright | 20.16 |
| 23710 - Office Appliance Repairer | 20.59 |
| 23760 - Painter, Maintenance | 17.79 |
| 23790 - Pipefitter, Maintenance | 23.85 |
| 23810 - Plumber, Maintenance | 21.14 |
| 23820 - Pneudraulic Systems Mechanic | 22.12 |
| 23850 - Rigger | 22.12 |
| 23870 - Scale Mechanic | 20.35 |
| 23890 - Sheet-Metal Worker, Maintenance | 21.02 |
| 23910 - Small Engine Mechanic | 17.67 |
| 23931 - Telecommunications Mechanic I | 27.98 |
| 23932 - Telecommunications Mechanic II | 29.00 |
| 23950 - Telephone Lineman | 24.55 |
| 23960 - Welder, Combination, Maintenance | 20.28 |
| 23965 - Well Driller | 21.45 |
| 23970 - Woodcraft Worker | 22.12 |
| 23980 - Woodworker | 16.56 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.31 |
| 24580 - Child Care Center Clerk | 15.37 |
| 24610 - Chore Aide | 11.18 |
| 24620 - Family Readiness And Support Services Coordinator | 14.79 |
| 24630 - Homemaker | 18.54 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.51 |
| 25040 - Sewage Plant Operator | 20.96 |
| 25070 - Stationary Engineer | 21.51 |
| 25190 - Ventilation Equipment Tender | 16.41 |
| 25210 - Water Treatment Plant Operator | 20.96 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.14 |
| 27007 - Baggage Inspector | 13.41 |
| 27008 - Corrections Officer | 21.96 |
| 27010 - Court Security Officer | 21.81 |
| 27030 - Detection Dog Handler | 18.61 |
| 27040 - Detention Officer | 21.96 |
| 27070 - Firefighter | 20.89 |
| 27101 - Guard I | 13.41 |
| 27102 - Guard II | 18.61 |
| 27131 - Police Officer I | 21.81 |
| 27132 - Police Officer II | 23.77 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.07 |
| 28042 - Carnival Equipment Repairer | 10.48 |
| 28043 - Carnival Equipment Worker | 9.57 |
| 28210 - Gate Attendant/Gate Tender | 13.79 |
| 28310 - Lifeguard | 11.53 |
| 28350 - Park Attendant (Aide) | 15.44 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.27 |

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| 28515 - Recreation Specialist | 14.83 |
| 28630 - Sports Official | 12.28 |
| 28690 - Swimming Pool Operator | 15.21 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.02 |
| 29020 - Hatch Tender | 21.02 |
| 29030 - Line Handler | 21.02 |
| 29041 - Stevedore I | 20.02 |
| 29042 - Stevedore II | 21.90 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.10 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.96 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.69 |
| 30021 - Archeological Technician I | 17.24 |
| 30022 - Archeological Technician II | 18.64 |
| 30023 - Archeological Technician III | 23.06 |
| 30030 - Cartographic Technician | 23.06 |
| 30040 - Civil Engineering Technician | 23.00 |
| 30061 - Drafter/CAD Operator I | 16.64 |
| 30062 - Drafter/CAD Operator II | 18.63 |
| 30063 - Drafter/CAD Operator III | 20.75 |
| 30064 - Drafter/CAD Operator IV | 25.54 |
| 30081 - Engineering Technician I | 14.62 |
| 30082 - Engineering Technician II | 16.92 |
| 30083 - Engineering Technician III | 18.98 |
| 30084 - Engineering Technician IV | 23.51 |
| 30085 - Engineering Technician V | 28.77 |
| 30086 - Engineering Technician VI | 34.25 |
| 30090 - Environmental Technician | 22.78 |
| 30210 - Laboratory Technician | 22.33 |
| 30240 - Mathematical Technician | 23.06 |
| 30361 - Paralegal/Legal Assistant I | 18.00 |
| 30362 - Paralegal/Legal Assistant II | 22.31 |
| 30363 - Paralegal/Legal Assistant III | 27.29 |
| 30364 - Paralegal/Legal Assistant IV | 33.00 |
| 30390 - Photo-Optics Technician | 23.06 |
| 30461 - Technical Writer I | 22.78 |
| 30462 - Technical Writer II | 27.86 |
| 30463 - Technical Writer III | 33.73 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.85 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.07 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.04 |
| 30494 - Unexploded (UXO) Safety Escort | 24.85 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.85 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 20.75 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 22.78 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.17 |
| 31030 - Bus Driver | 15.99 |
| 31043 - Driver Courier | 15.73 |
| 31260 - Parking and Lot Attendant | 10.08 |
| 31290 - Shuttle Bus Driver | 16.81 |
| 31310 - Taxi Driver | 11.59 |
| 31361 - Truckdriver, Light | 16.81 |
| 31362 - Truckdriver, Medium | 17.90 |
| 31363 - Truckdriver, Heavy | 19.31 |
| 31364 - Truckdriver, Tractor-Trailer | 19.31 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.31 |
| 99050 - Desk Clerk | 12.20 |
| 99095 - Embalmer | 26.05 |
| 99251 - Laboratory Animal Caretaker I | 13.75 |

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| 99252 - Laboratory Animal Caretaker II | 14.19 |
| 99310 - Mortician | 29.67 |
| 99410 - Pest Controller | 16.50 |
| 99510 - Photofinishing Worker | 12.67 |
| 99710 - Recycling Laborer | 15.78 |
| 99711 - Recycling Specialist | 18.20 |
| 99730 - Refuse Collector | 14.56 |
| 99810 - Sales Clerk | 11.83 |
| 99820 - School Crossing Guard | 11.70 |
| 99830 - Survey Party Chief | 19.16 |
| 99831 - Surveying Aide | 12.55 |
| 99832 - Surveying Technician | 17.19 |
| 99840 - Vending Machine Attendant | 16.75 |
| 99841 - Vending Machine Repairer | 19.82 |
| 99842 - Vending Machine Repairer Helper | 16.75 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2262
Revision No.: 18
Date of Last Revision: 07/25/2014

This wage determination applies to the following counties in MASSACHUSETTS:
BERKSHIRE, FRANKLIN, HAMPDEN, HAMPSHIRE, and WORCESTER Excluding the cities

and towns in Boston, Worcester, Pawtucket-Woonsocket-Attleboro metropolitan areas listed below:

WORCESTER County: Auburn, Barre, Berlin, Blackstone, Bolton, Boylston, Brookfield, Charlton, Clinton, Douglas, Dudley, East Brookfield, Grafton, Harvard, Holden, Hopedale, Lancaster, Leicester, Mendon, Milford, Millbury, Millville, Northborough, Northbridge, North Brookfield, Oxford, Paxton, Princeton, Rutland, Shrewsbury, Southborough, Spencer, Sterling, Sutton, Upton, Uxbridge, Webster, Westborough, West Boylston, and Worcester.

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.32 |
| 01012 - Accounting Clerk II | | 17.19 |
| 01013 - Accounting Clerk III | | 19.23 |
| 01020 - Administrative Assistant | | 23.97 |
| 01040 - Court Reporter | | 19.14 |
| 01051 - Data Entry Operator I | | 13.78 |
| 01052 - Data Entry Operator II | | 14.81 |
| 01060 - Dispatcher, Motor Vehicle | | 19.14 |
| 01070 - Document Preparation Clerk | | 14.97 |
| 01090 - Duplicating Machine Operator | | 14.97 |
| 01111 - General Clerk I | | 14.46 |
| 01112 - General Clerk II | | 15.90 |
| 01113 - General Clerk III | | 17.86 |
| 01120 - Housing Referral Assistant | | 21.57 |
| 01141 - Messenger Courier | | 12.52 |
| 01191 - Order Clerk I | | 14.02 |
| 01192 - Order Clerk II | | 15.35 |
| 01261 - Personnel Assistant (Employment) I | | 16.04 |
| 01262 - Personnel Assistant (Employment) II | | 17.96 |
| 01263 - Personnel Assistant (Employment) III | | 20.01 |
| 01270 - Production Control Clerk | | 20.45 |
| 01280 - Receptionist | | 15.36 |
| 01290 - Rental Clerk | | 16.25 |
| 01300 - Scheduler, Maintenance | | 17.30 |
| 01311 - Secretary I | | 17.30 |
| 01312 - Secretary II | | 19.35 |
| 01313 - Secretary III | | 21.57 |
| 01320 - Service Order Dispatcher | | 17.79 |
| 01410 - Supply Technician | | 23.97 |
| 01420 - Survey Worker | | 18.55 |
| 01531 - Travel Clerk I | | 13.24 |
| 01532 - Travel Clerk II | | 14.43 |
| 01533 - Travel Clerk III | | 15.70 |
| 01611 - Word Processor I | | 14.97 |
| 01612 - Word Processor II | | 16.25 |
| 01613 - Word Processor III | | 19.14 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 17.86 |
| 05010 - Automotive Electrician | | 17.80 |
| 05040 - Automotive Glass Installer | | 17.13 |
| 05070 - Automotive Worker | | 17.13 |
| 05110 - Mobile Equipment Servicer | | 15.78 |
| 05130 - Motor Equipment Metal Mechanic | | 18.52 |
| 05160 - Motor Equipment Metal Worker | | 17.13 |
| 05190 - Motor Vehicle Mechanic | | 18.52 |

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| 05220 - Motor Vehicle Mechanic Helper | 15.03 |
| 05250 - Motor Vehicle Upholstery Worker | 16.47 |
| 05280 - Motor Vehicle Wrecker | 17.13 |
| 05310 - Painter, Automotive | 17.80 |
| 05340 - Radiator Repair Specialist | 17.13 |
| 05370 - Tire Repairer | 13.23 |
| 05400 - Transmission Repair Specialist | 18.52 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.64 |
| 07041 - Cook I | 14.67 |
| 07042 - Cook II | 16.10 |
| 07070 - Dishwasher | 10.37 |
| 07130 - Food Service Worker | 10.44 |
| 07210 - Meat Cutter | 19.73 |
| 07260 - Waiter/Waitress | 10.51 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.24 |
| 09040 - Furniture Handler | 12.35 |
| 09080 - Furniture Refinisher | 16.97 |
| 09090 - Furniture Refinisher Helper | 14.32 |
| 09110 - Furniture Repairer, Minor | 15.70 |
| 09130 - Upholsterer | 16.97 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.64 |
| 11060 - Elevator Operator | 12.64 |
| 11090 - Gardener | 17.03 |
| 11122 - Housekeeping Aide | 13.56 |
| 11150 - Janitor | 13.56 |
| 11210 - Laborer, Grounds Maintenance | 14.50 |
| 11240 - Maid or Houseman | 10.09 |
| 11260 - Pruner | 13.37 |
| 11270 - Tractor Operator | 16.69 |
| 11330 - Trail Maintenance Worker | 14.50 |
| 11360 - Window Cleaner | 14.70 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.50 |
| 12011 - Breath Alcohol Technician | 20.78 |
| 12012 - Certified Occupational Therapist Assistant | 22.14 |
| 12015 - Certified Physical Therapist Assistant | 23.84 |
| 12020 - Dental Assistant | 16.09 |
| 12025 - Dental Hygienist | 31.36 |
| 12030 - EKG Technician | 27.63 |
| 12035 - Electroneurodiagnostic Technologist | 27.93 |
| 12040 - Emergency Medical Technician | 17.50 |
| 12071 - Licensed Practical Nurse I | 18.56 |
| 12072 - Licensed Practical Nurse II | 20.78 |
| 12073 - Licensed Practical Nurse III | 23.17 |
| 12100 - Medical Assistant | 15.14 |
| 12130 - Medical Laboratory Technician | 17.91 |
| 12160 - Medical Record Clerk | 16.29 |
| 12190 - Medical Record Technician | 18.24 |
| 12195 - Medical Transcriptionist | 16.45 |
| 12210 - Nuclear Medicine Technologist | 35.67 |
| 12221 - Nursing Assistant I | 10.13 |
| 12222 - Nursing Assistant II | 11.40 |
| 12223 - Nursing Assistant III | 12.43 |
| 12224 - Nursing Assistant IV | 13.95 |
| 12235 - Optical Dispenser | 20.29 |
| 12236 - Optical Technician | 16.83 |
| 12250 - Pharmacy Technician | 13.57 |
| 12280 - Phlebotomist | 13.95 |
| 12305 - Radiologic Technologist | 27.64 |
| 12311 - Registered Nurse I | 29.56 |

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| 12312 - Registered Nurse II | 36.16 |
| 12313 - Registered Nurse II, Specialist | 36.16 |
| 12314 - Registered Nurse III | 45.75 |
| 12315 - Registered Nurse III, Anesthetist | 43.75 |
| 12316 - Registered Nurse IV | 52.44 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.87 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.83 |
| 13012 - Exhibits Specialist II | 22.02 |
| 13013 - Exhibits Specialist III | 26.95 |
| 13041 - Illustrator I | 17.79 |
| 13042 - Illustrator II | 22.02 |
| 13043 - Illustrator III | 26.95 |
| 13047 - Librarian | 24.40 |
| 13050 - Library Aide/Clerk | 14.25 |
| 13054 - Library Information Technology Systems Administrator | 22.02 |
| 13058 - Library Technician | 15.39 |
| 13061 - Media Specialist I | 15.26 |
| 13062 - Media Specialist II | 16.95 |
| 13063 - Media Specialist III | 18.89 |
| 13071 - Photographer I | 13.95 |
| 13072 - Photographer II | 18.37 |
| 13073 - Photographer III | 22.37 |
| 13074 - Photographer IV | 27.72 |
| 13075 - Photographer V | 35.87 |
| 13110 - Video Teleconference Technician | 18.56 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.66 |
| 14042 - Computer Operator II | 16.96 |
| 14043 - Computer Operator III | 18.59 |
| 14044 - Computer Operator IV | 21.25 |
| 14045 - Computer Operator V | 23.54 |
| 14071 - Computer Programmer I | 21.27 |
| 14072 - Computer Programmer II | 26.34 |
| 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 | 14.66 |
| 14160 - Personal Computer Support Technician | 21.25 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.46 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.67 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.73 |
| 15050 - Computer Based Training Specialist / Instructor | 29.46 |
| 15060 - Educational Technologist | 29.66 |
| 15070 - Flight Instructor (Pilot) | 42.73 |
| 15080 - Graphic Artist | 23.96 |
| 15090 - Technical Instructor | 20.74 |
| 15095 - Technical Instructor/Course Developer | 25.39 |
| 15110 - Test Proctor | 16.76 |
| 15120 - Tutor | 16.76 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.08 |
| 16030 - Counter Attendant | 10.08 |
| 16040 - Dry Cleaner | 12.86 |
| 16070 - Finisher, Flatwork, Machine | 10.08 |
| 16090 - Presser, Hand | 10.08 |
| 16110 - Presser, Machine, Drycleaning | 10.08 |
| 16130 - Presser, Machine, Shirts | 10.08 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.08 |

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|---|-------|
| 16190 - Sewing Machine Operator | 14.04 |
| 16220 - Tailor | 15.16 |
| 16250 - Washer, Machine | 10.97 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.41 |
| 19040 - Tool And Die Maker | 21.27 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.98 |
| 21030 - Material Coordinator | 21.04 |
| 21040 - Material Expediter | 21.04 |
| 21050 - Material Handling Laborer | 14.54 |
| 21071 - Order Filler | 12.84 |
| 21080 - Production Line Worker (Food Processing) | 18.98 |
| 21110 - Shipping Packer | 14.41 |
| 21130 - Shipping/Receiving Clerk | 14.41 |
| 21140 - Store Worker I | 11.88 |
| 21150 - Stock Clerk | 15.10 |
| 21210 - Tools And Parts Attendant | 18.98 |
| 21410 - Warehouse Specialist | 18.98 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.81 |
| 23021 - Aircraft Mechanic I | 23.95 |
| 23022 - Aircraft Mechanic II | 24.81 |
| 23023 - Aircraft Mechanic III | 25.70 |
| 23040 - Aircraft Mechanic Helper | 20.35 |
| 23050 - Aircraft, Painter | 23.13 |
| 23060 - Aircraft Servicer | 21.20 |
| 23080 - Aircraft Worker | 22.10 |
| 23110 - Appliance Mechanic | 18.38 |
| 23120 - Bicycle Repairer | 13.23 |
| 23125 - Cable Splicer | 27.01 |
| 23130 - Carpenter, Maintenance | 20.80 |
| 23140 - Carpet Layer | 21.42 |
| 23160 - Electrician, Maintenance | 22.95 |
| 23181 - Electronics Technician Maintenance I | 20.19 |
| 23182 - Electronics Technician Maintenance II | 21.01 |
| 23183 - Electronics Technician Maintenance III | 22.14 |
| 23260 - Fabric Worker | 19.38 |
| 23290 - Fire Alarm System Mechanic | 20.45 |
| 23310 - Fire Extinguisher Repairer | 18.29 |
| 23311 - Fuel Distribution System Mechanic | 21.46 |
| 23312 - Fuel Distribution System Operator | 18.23 |
| 23370 - General Maintenance Worker | 18.38 |
| 23380 - Ground Support Equipment Mechanic | 23.95 |
| 23381 - Ground Support Equipment Servicer | 21.20 |
| 23382 - Ground Support Equipment Worker | 22.10 |
| 23391 - Gunsmith I | 18.29 |
| 23392 - Gunsmith II | 20.35 |
| 23393 - Gunsmith III | 22.12 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.37 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.21 |
| 23430 - Heavy Equipment Mechanic | 20.92 |
| 23440 - Heavy Equipment Operator | 24.55 |
| 23460 - Instrument Mechanic | 24.22 |
| 23465 - Laboratory/Shelter Mechanic | 21.19 |
| 23470 - Laborer | 14.54 |
| 23510 - Locksmith | 22.94 |
| 23530 - Machinery Maintenance Mechanic | 19.05 |
| 23550 - Machinist, Maintenance | 19.18 |
| 23580 - Maintenance Trades Helper | 14.32 |
| 23591 - Metrology Technician I | 24.22 |

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| 23592 - Metrology Technician II | 25.06 |
| 23593 - Metrology Technician III | 25.99 |
| 23640 - Millwright | 20.16 |
| 23710 - Office Appliance Repairer | 20.59 |
| 23760 - Painter, Maintenance | 17.79 |
| 23790 - Pipefitter, Maintenance | 23.85 |
| 23810 - Plumber, Maintenance | 21.14 |
| 23820 - Pneudraulic Systems Mechanic | 22.12 |
| 23850 - Rigger | 22.12 |
| 23870 - Scale Mechanic | 20.35 |
| 23890 - Sheet-Metal Worker, Maintenance | 21.02 |
| 23910 - Small Engine Mechanic | 17.67 |
| 23931 - Telecommunications Mechanic I | 27.98 |
| 23932 - Telecommunications Mechanic II | 29.00 |
| 23950 - Telephone Lineman | 24.55 |
| 23960 - Welder, Combination, Maintenance | 20.28 |
| 23965 - well Driller | 21.45 |
| 23970 - Woodcraft Worker | 22.12 |
| 23980 - Woodworker | 16.56 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.31 |
| 24580 - Child Care Center Clerk | 15.37 |
| 24610 - Chore Aide | 11.18 |
| 24620 - Family Readiness And Support Services Coordinator | 14.79 |
| 24630 - Homemaker | 18.54 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.51 |
| 25040 - Sewage Plant Operator | 20.96 |
| 25070 - Stationary Engineer | 21.51 |
| 25190 - Ventilation Equipment Tender | 16.41 |
| 25210 - Water Treatment Plant Operator | 20.96 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.14 |
| 27007 - Baggage Inspector | 13.41 |
| 27008 - Corrections Officer | 21.96 |
| 27010 - Court Security Officer | 21.81 |
| 27030 - Detection Dog Handler | 18.61 |
| 27040 - Detention Officer | 21.96 |
| 27070 - Firefighter | 20.89 |
| 27101 - Guard I | 13.41 |
| 27102 - Guard II | 18.61 |
| 27131 - Police Officer I | 21.81 |
| 27132 - Police Officer II | 23.77 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.07 |
| 28042 - Carnival Equipment Repairer | 10.48 |
| 28043 - Carnival Equipment Worker | 9.57 |
| 28210 - Gate Attendant/Gate Tender | 13.79 |
| 28310 - Lifeguard | 11.53 |
| 28350 - Park Attendant (Aide) | 15.44 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.27 |
| 28515 - Recreation Specialist | 14.83 |
| 28630 - Sports Official | 12.28 |
| 28690 - Swimming Pool Operator | 15.21 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.02 |
| 29020 - Hatch Tender | 21.02 |
| 29030 - Line Handler | 21.02 |
| 29041 - Stevedore I | 20.02 |
| 29042 - Stevedore II | 21.90 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.10 |

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| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.96 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.69 |
| 30021 - Archeological Technician I | 17.24 |
| 30022 - Archeological Technician II | 18.64 |
| 30023 - Archeological Technician III | 23.06 |
| 30030 - Cartographic Technician | 23.06 |
| 30040 - Civil Engineering Technician | 23.00 |
| 30061 - Drafter/CAD Operator I | 16.64 |
| 30062 - Drafter/CAD Operator II | 18.63 |
| 30063 - Drafter/CAD Operator III | 20.75 |
| 30064 - Drafter/CAD Operator IV | 25.54 |
| 30081 - Engineering Technician I | 14.62 |
| 30082 - Engineering Technician II | 16.92 |
| 30083 - Engineering Technician III | 18.98 |
| 30084 - Engineering Technician IV | 23.51 |
| 30085 - Engineering Technician V | 28.77 |
| 30086 - Engineering Technician VI | 34.25 |
| 30090 - Environmental Technician | 22.78 |
| 30210 - Laboratory Technician | 22.33 |
| 30240 - Mathematical Technician | 23.06 |
| 30361 - Paralegal/Legal Assistant I | 18.00 |
| 30362 - Paralegal/Legal Assistant II | 22.31 |
| 30363 - Paralegal/Legal Assistant III | 27.29 |
| 30364 - Paralegal/Legal Assistant IV | 33.00 |
| 30390 - Photo-Optics Technician | 23.06 |
| 30461 - Technical Writer I | 22.78 |
| 30462 - Technical Writer II | 27.86 |
| 30463 - Technical Writer III | 33.73 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.85 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.07 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.04 |
| 30494 - Unexploded (UXO) Safety Escort | 24.85 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.85 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 20.75 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 22.78 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.17 |
| 31030 - Bus Driver | 15.99 |
| 31043 - Driver Courier | 15.73 |
| 31260 - Parking and Lot Attendant | 10.08 |
| 31290 - Shuttle Bus Driver | 16.81 |
| 31310 - Taxi Driver | 11.59 |
| 31361 - Truckdriver, Light | 16.81 |
| 31362 - Truckdriver, Medium | 17.90 |
| 31363 - Truckdriver, Heavy | 19.31 |
| 31364 - Truckdriver, Tractor-Trailer | 19.31 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.31 |
| 99050 - Desk Clerk | 12.20 |
| 99095 - Embalmer | 26.05 |
| 99251 - Laboratory Animal Caretaker I | 13.75 |
| 99252 - Laboratory Animal Caretaker II | 14.19 |
| 99310 - Mortician | 29.67 |
| 99410 - Pest Controller | 16.50 |
| 99510 - Photofinishing Worker | 12.67 |
| 99710 - Recycling Laborer | 15.78 |
| 99711 - Recycling Specialist | 18.20 |
| 99730 - Refuse Collector | 14.56 |
| 99810 - Sales Clerk | 11.83 |
| 99820 - School Crossing Guard | 11.70 |
| 99830 - Survey Party Chief | 19.16 |
| 99831 - Surveying Aide | 12.55 |

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|---|-------|
| 99832 - Surveying Technician | 17.19 |
| 99840 - Vending Machine Attendant | 16.75 |
| 99841 - Vending Machine Repairer | 19.82 |
| 99842 - Vending Machine Repairer Helper | 16.75 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundrying in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2263
Revision No.: 18
Date Of Last Revision: 07/25/2014

This wage determination applies to WORCESTER county in MASSACHUSETTS Including only the cities and towns listed below:

WORCESTER County: Auburn, Barre, Berlin Town, Boylston Town, Brookfield Town, Charlton Town, Clinton, Douglas, Dudley, East Brookfield Town, Grafton Town, Holden Town, Leicester Town, Millbury Town, Northborough Town, Northbridge Town, North Brookfield Town, Oxford Town, Paxton Town, Princeton, Ruthland, Shrewsbury Town, Spencer Town, Sterling Town, Sutton Town, Upton Town,

Uxbridge Town, Webster Town, Westborough Town, West Boylston Town, and Worcester City.

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.23 |
| 01012 - Accounting Clerk II | | 17.10 |
| 01013 - Accounting Clerk III | | 19.14 |
| 01020 - Administrative Assistant | | 25.42 |
| 01040 - Court Reporter | | 20.86 |
| 01051 - Data Entry Operator I | | 15.64 |
| 01052 - Data Entry Operator II | | 16.79 |
| 01060 - Dispatcher, Motor Vehicle | | 19.79 |
| 01070 - Document Preparation Clerk | | 14.87 |
| 01090 - Duplicating Machine Operator | | 14.87 |
| 01111 - General Clerk I | | 14.66 |
| 01112 - General Clerk II | | 16.00 |
| 01113 - General Clerk III | | 18.17 |
| 01120 - Housing Referral Assistant | | 23.44 |
| 01141 - Messenger Courier | | 12.98 |
| 01191 - Order Clerk I | | 15.91 |
| 01192 - Order Clerk II | | 17.36 |
| 01261 - Personnel Assistant (Employment) I | | 17.41 |
| 01262 - Personnel Assistant (Employment) II | | 19.48 |
| 01263 - Personnel Assistant (Employment) III | | 21.71 |
| 01270 - Production Control Clerk | | 22.65 |
| 01280 - Receptionist | | 14.31 |
| 01290 - Rental Clerk | | 17.19 |
| 01300 - Scheduler, Maintenance | | 18.80 |
| 01311 - Secretary I | | 18.80 |
| 01312 - Secretary II | | 21.03 |
| 01313 - Secretary III | | 23.44 |
| 01320 - Service Order Dispatcher | | 17.49 |
| 01410 - Supply Technician | | 25.42 |
| 01420 - Survey Worker | | 15.77 |
| 01531 - Travel Clerk I | | 13.79 |
| 01532 - Travel Clerk II | | 14.92 |
| 01533 - Travel Clerk III | | 16.08 |
| 01611 - Word Processor I | | 16.11 |
| 01612 - Word Processor II | | 18.08 |
| 01613 - Word Processor III | | 20.22 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 24.65 |
| 05010 - Automotive Electrician | | 21.99 |
| 05040 - Automotive Glass Installer | | 21.02 |
| 05070 - Automotive Worker | | 21.02 |
| 05110 - Mobile Equipment Servicer | | 19.02 |
| 05130 - Motor Equipment Metal Mechanic | | 22.95 |
| 05160 - Motor Equipment Metal Worker | | 21.02 |
| 05190 - Motor Vehicle Mechanic | | 22.95 |
| 05220 - Motor Vehicle Mechanic Helper | | 17.94 |
| 05250 - Motor Vehicle Upholstery Worker | | 19.98 |
| 05280 - Motor Vehicle Wrecker | | 21.02 |
| 05310 - Painter, Automotive | | 21.99 |
| 05340 - Radiator Repair Specialist | | 21.02 |
| 05370 - Tire Repairer | | 12.12 |
| 05400 - Transmission Repair Specialist | | 22.95 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 14.20 |

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| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 13.85 |
| 07070 - Dishwasher | 9.74 |
| 07130 - Food Service Worker | 12.03 |
| 07210 - Meat Cutter | 20.00 |
| 07260 - Waiter/Waitress | 12.62 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.33 |
| 09040 - Furniture Handler | 11.81 |
| 09080 - Furniture Refinisher | 17.25 |
| 09090 - Furniture Refinisher Helper | 13.94 |
| 09110 - Furniture Repairer, Minor | 15.68 |
| 09130 - Upholsterer | 17.64 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.66 |
| 11060 - Elevator Operator | 11.66 |
| 11090 - Gardener | 18.44 |
| 11122 - Housekeeping Aide | 14.28 |
| 11150 - Janitor | 14.28 |
| 11210 - Laborer, Grounds Maintenance | 15.13 |
| 11240 - Maid or Houseman | 11.58 |
| 11260 - Pruner | 13.72 |
| 11270 - Tractor Operator | 17.43 |
| 11330 - Trail Maintenance Worker | 15.13 |
| 11360 - Window Cleaner | 15.75 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.55 |
| 12011 - Breath Alcohol Technician | 18.55 |
| 12012 - Certified Occupational Therapist Assistant | 22.03 |
| 12015 - Certified Physical Therapist Assistant | 22.60 |
| 12020 - Dental Assistant | 18.96 |
| 12025 - Dental Hygienist | 37.80 |
| 12030 - EKG Technician | 28.17 |
| 12035 - Electroneurodiagnostic Technologist | 28.17 |
| 12040 - Emergency Medical Technician | 18.55 |
| 12071 - Licensed Practical Nurse I | 18.83 |
| 12072 - Licensed Practical Nurse II | 21.06 |
| 12073 - Licensed Practical Nurse III | 23.48 |
| 12100 - Medical Assistant | 16.90 |
| 12130 - Medical Laboratory Technician | 19.41 |
| 12160 - Medical Record Clerk | 15.94 |
| 12190 - Medical Record Technician | 17.83 |
| 12195 - Medical Transcriptionist | 18.12 |
| 12210 - Nuclear Medicine Technologist | 35.16 |
| 12221 - Nursing Assistant I | 11.45 |
| 12222 - Nursing Assistant II | 12.87 |
| 12223 - Nursing Assistant III | 13.65 |
| 12224 - Nursing Assistant IV | 15.90 |
| 12235 - Optical Dispenser | 22.55 |
| 12236 - Optical Technician | 19.18 |
| 12250 - Pharmacy Technician | 20.80 |
| 12280 - Phlebotomist | 15.90 |
| 12305 - Radiologic Technologist | 32.92 |
| 12311 - Registered Nurse I | 31.18 |
| 12312 - Registered Nurse II | 40.19 |
| 12313 - Registered Nurse II, Specialist | 40.19 |
| 12314 - Registered Nurse III | 48.83 |
| 12315 - Registered Nurse III, Anesthetist | 48.63 |
| 12316 - Registered Nurse IV | 58.29 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.62 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.17 |
| 13012 - Exhibits Specialist II | 27.46 |

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| 13013 - Exhibits Specialist III | 33.59 |
| 13041 - Illustrator I | 21.90 |
| 13042 - Illustrator II | 27.12 |
| 13043 - Illustrator III | 33.18 |
| 13047 - Librarian | 34.14 |
| 13050 - Library Aide/Clerk | 15.72 |
| 13054 - Library Information Technology Systems Administrator | 28.03 |
| 13058 - Library Technician | 18.69 |
| 13061 - Media Specialist I | 16.21 |
| 13062 - Media Specialist II | 18.13 |
| 13063 - Media Specialist III | 20.20 |
| 13071 - Photographer I | 17.70 |
| 13072 - Photographer II | 19.80 |
| 13073 - Photographer III | 24.53 |
| 13074 - Photographer IV | 30.00 |
| 13075 - Photographer V | 36.30 |
| 13110 - Video Teleconference Technician | 19.27 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.71 |
| 14042 - Computer Operator II | 22.05 |
| 14043 - Computer Operator III | 24.58 |
| 14044 - Computer Operator IV | 27.32 |
| 14045 - Computer Operator V | 30.25 |
| 14071 - Computer Programmer I | (see 1) 24.68 |
| 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 | 19.71 |
| 14160 - Personal Computer Support Technician | 27.32 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 35.72 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.22 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 51.80 |
| 15050 - Computer Based Training Specialist / Instructor | 35.46 |
| 15060 - Educational Technologist | 32.46 |
| 15070 - Flight Instructor (Pilot) | 51.80 |
| 15080 - Graphic Artist | 31.54 |
| 15090 - Technical Instructor | 25.37 |
| 15095 - Technical Instructor/Course Developer | 31.02 |
| 15110 - Test Proctor | 20.47 |
| 15120 - Tutor | 20.47 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.71 |
| 16030 - Counter Attendant | 10.71 |
| 16040 - Dry Cleaner | 14.24 |
| 16070 - Finisher, Flatwork, Machine | 10.71 |
| 16090 - Presser, Hand | 10.71 |
| 16110 - Presser, Machine, Drycleaning | 10.71 |
| 16130 - Presser, Machine, Shirts | 10.71 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.71 |
| 16190 - Sewing Machine Operator | 15.10 |
| 16220 - Tailor | 15.78 |
| 16250 - Washer, Machine | 11.92 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.72 |
| 19040 - Tool And Die Maker | 26.82 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.64 |
| 21030 - Material Coordinator | 22.65 |

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| 21040 - Material Expediter | 22.65 |
| 21050 - Material Handling Laborer | 14.26 |
| 21071 - Order Filler | 15.03 |
| 21080 - Production Line Worker (Food Processing) | 17.64 |
| 21110 - Shipping Packer | 18.63 |
| 21130 - Shipping/Receiving Clerk | 18.63 |
| 21140 - Store Worker I | 12.66 |
| 21150 - Stock Clerk | 17.11 |
| 21210 - Tools And Parts Attendant | 17.64 |
| 21410 - Warehouse Specialist | 17.64 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 30.32 |
| 23021 - Aircraft Mechanic I | 28.22 |
| 23022 - Aircraft Mechanic II | 30.32 |
| 23023 - Aircraft Mechanic III | 30.61 |
| 23040 - Aircraft Mechanic Helper | 20.65 |
| 23050 - Aircraft, Painter | 24.38 |
| 23060 - Aircraft Servicer | 23.22 |
| 23080 - Aircraft Worker | 24.04 |
| 23110 - Appliance Mechanic | 24.24 |
| 23120 - Bicycle Repairer | 13.99 |
| 23125 - Cable Splicer | 30.77 |
| 23130 - Carpenter, Maintenance | 28.56 |
| 23140 - Carpet Layer | 26.29 |
| 23160 - Electrician, Maintenance | 31.35 |
| 23181 - Electronics Technician Maintenance I | 26.39 |
| 23182 - Electronics Technician Maintenance II | 27.59 |
| 23183 - Electronics Technician Maintenance III | 28.80 |
| 23260 - Fabric Worker | 22.03 |
| 23290 - Fire Alarm System Mechanic | 24.63 |
| 23310 - Fire Extinguisher Repairer | 21.01 |
| 23311 - Fuel Distribution System Mechanic | 25.71 |
| 23312 - Fuel Distribution System Operator | 20.37 |
| 23370 - General Maintenance Worker | 23.18 |
| 23380 - Ground Support Equipment Mechanic | 28.22 |
| 23381 - Ground Support Equipment Servicer | 23.22 |
| 23382 - Ground Support Equipment Worker | 24.04 |
| 23391 - Gunsmith I | 21.01 |
| 23392 - Gunsmith II | 23.16 |
| 23393 - Gunsmith III | 25.30 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.66 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.02 |
| 23430 - Heavy Equipment Mechanic | 24.63 |
| 23440 - Heavy Equipment Operator | 28.89 |
| 23460 - Instrument Mechanic | 25.45 |
| 23465 - Laboratory/Shelter Mechanic | 24.24 |
| 23470 - Laborer | 15.05 |
| 23510 - Locksmith | 24.24 |
| 23530 - Machinery Maintenance Mechanic | 25.30 |
| 23550 - Machinist, Maintenance | 25.30 |
| 23580 - Maintenance Trades Helper | 19.59 |
| 23591 - Metrology Technician I | 25.45 |
| 23592 - Metrology Technician II | 26.51 |
| 23593 - Metrology Technician III | 27.61 |
| 23640 - Millwright | 25.78 |
| 23710 - Office Appliance Repairer | 24.24 |
| 23760 - Painter, Maintenance | 24.24 |
| 23790 - Pipefitter, Maintenance | 28.03 |
| 23810 - Plumber, Maintenance | 26.86 |
| 23820 - Pneudraulic Systems Mechanic | 25.30 |
| 23850 - Rigger | 25.30 |

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| 23870 - Scale Mechanic | 23.18 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.56 |
| 23910 - Small Engine Mechanic | 23.18 |
| 23931 - Telecommunications Mechanic I | 27.79 |
| 23932 - Telecommunications Mechanic II | 29.70 |
| 23950 - Telephone Lineman | 28.74 |
| 23960 - Welder, Combination, Maintenance | 25.30 |
| 23965 - Well Driller | 25.30 |
| 23970 - Woodcraft Worker | 25.30 |
| 23980 - Woodworker | 21.01 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 14.11 |
| 24580 - Child Care Center Clerk | 17.60 |
| 24610 - Chore Aide | 11.77 |
| 24620 - Family Readiness And Support Services Coordinator | 15.78 |
| 24630 - Homemaker | 18.90 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.78 |
| 25040 - Sewage Plant Operator | 22.18 |
| 25070 - Stationary Engineer | 24.78 |
| 25190 - Ventilation Equipment Tender | 19.18 |
| 25210 - Water Treatment Plant Operator | 22.16 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.31 |
| 27007 - Baggage Inspector | 15.85 |
| 27008 - Corrections Officer | 26.87 |
| 27010 - Court Security Officer | 25.91 |
| 27030 - Detection Dog Handler | 18.95 |
| 27040 - Detention Officer | 26.87 |
| 27070 - Firefighter | 23.93 |
| 27101 - Guard I | 15.85 |
| 27102 - Guard II | 18.95 |
| 27131 - Police Officer I | 26.93 |
| 27132 - Police Officer II | 29.74 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.20 |
| 28042 - Carnival Equipment Repairer | 13.98 |
| 28043 - Carnival Equipment Worker | 10.92 |
| 28210 - Gate Attendant/Gate Tender | 16.24 |
| 28310 - Lifeguard | 13.01 |
| 28350 - Park Attendant (Aide) | 17.74 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.58 |
| 28515 - Recreation Specialist | 22.62 |
| 28630 - Sports Official | 14.47 |
| 28690 - Swimming Pool Operator | 19.44 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.66 |
| 29020 - Hatch Tender | 23.66 |
| 29030 - Line Handler | 23.66 |
| 29041 - Stevedore I | 21.96 |
| 29042 - Stevedore II | 24.16 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.10 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.25 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.69 |
| 30021 - Archeological Technician I | 21.07 |
| 30022 - Archeological Technician II | 23.57 |
| 30023 - Archeological Technician III | 29.20 |
| 30030 - Cartographic Technician | 29.20 |
| 30040 - Civil Engineering Technician | 26.54 |
| 30061 - Drafter/CAD Operator I | 21.07 |
| 30062 - Drafter/CAD Operator II | 23.57 |

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| 30063 | - Drafter/CAD Operator III | 26.27 |
| 30064 | - Drafter/CAD Operator IV | 32.34 |
| 30081 | - Engineering Technician I | 17.47 |
| 30082 | - Engineering Technician II | 19.62 |
| 30083 | - Engineering Technician III | 21.96 |
| 30084 | - Engineering Technician IV | 26.93 |
| 30085 | - Engineering Technician V | 32.93 |
| 30086 | - Engineering Technician VI | 39.85 |
| 30090 | - Environmental Technician | 26.74 |
| 30210 | - Laboratory Technician | 23.40 |
| 30240 | - Mathematical Technician | 29.20 |
| 30361 | - Paralegal/Legal Assistant I | 20.44 |
| 30362 | - Paralegal/Legal Assistant II | 25.32 |
| 30363 | - Paralegal/Legal Assistant III | 30.97 |
| 30364 | - Paralegal/Legal Assistant IV | 37.46 |
| 30390 | - Photo-Optics Technician | 29.20 |
| 30461 | - Technical Writer I | 26.44 |
| 30462 | - Technical Writer II | 32.34 |
| 30463 | - Technical Writer III | 39.13 |
| 30491 | - Unexploded Ordnance (UXO) Technician I | 24.85 |
| 30492 | - Unexploded Ordnance (UXO) Technician II | 30.07 |
| 30493 | - Unexploded Ordnance (UXO) Technician III | 36.04 |
| 30494 | - Unexploded (UXO) Safety Escort | 24.85 |
| 30495 | - Unexploded (UXO) Sweep Personnel | 24.85 |
| 30620 | - Weather Observer, Combined Upper Air Or | (see 2) 26.27 |
| Surface Programs | | |
| 30621 | - Weather Observer, Senior | (see 2) 29.20 |
| 31000 | - Transportation/Mobile Equipment Operation Occupations | |
| 31020 | - Bus Aide | 13.20 |
| 31030 | - Bus Driver | 17.52 |
| 31043 | - Driver Courier | 15.79 |
| 31260 | - Parking and Lot Attendant | 10.69 |
| 31290 | - Shuttle Bus Driver | 16.93 |
| 31310 | - Taxi Driver | 12.95 |
| 31361 | - Truckdriver, Light | 16.93 |
| 31362 | - Truckdriver, Medium | 18.64 |
| 31363 | - Truckdriver, Heavy | 20.68 |
| 31364 | - Truckdriver, Tractor-Trailer | 20.68 |
| 99000 | - Miscellaneous Occupations | |
| 99030 | - Cashier | 9.32 |
| 99050 | - Desk Clerk | 12.56 |
| 99095 | - Embalmer | 26.39 |
| 99251 | - Laboratory Animal Caretaker I | 14.60 |
| 99252 | - Laboratory Animal Caretaker II | 15.66 |
| 99310 | - Mortician | 36.23 |
| 99410 | - Pest Controller | 16.87 |
| 99510 | - Photofinishing Worker | 14.31 |
| 99710 | - Recycling Laborer | 19.74 |
| 99711 | - Recycling Specialist | 23.30 |
| 99730 | - Refuse Collector | 17.90 |
| 99810 | - Sales Clerk | 13.61 |
| 99820 | - School Crossing Guard | 13.77 |
| 99830 | - Survey Party Chief | 23.91 |
| 99831 | - Surveying Aide | 15.82 |
| 99832 | - Surveying Technician | 21.73 |
| 99840 | - Vending Machine Attendant | 15.79 |
| 99841 | - Vending Machine Repairer | 18.68 |
| 99842 | - Vending Machine Repairer Helper | 15.79 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 30 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the

wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2264
Revision No.: 19
Date Of Last Revision: 07/25/2014

This wage determination applies to WORCESTER county in MASSACHUSETTS Including only the cities and towns listed below:

WORCESTER County: Auburn, Barre, Berlin Town, Boylston Town, Brookfield Town, Charlton Town, Clinton, Douglas, Dudley, East Brookfield Town, Grafton Town, Holden Town, Leicester Town, Millbury Town, Northborough Town, Northbridge Town, North Brookfield Town, Oxford Town, Paxton Town, Princeton, Rutland, Shrewsbury Town, Spencer Town, Sterling Town, Sutton Town, Upton Town, Uxbridge Town, Webster Town, Westborough Town, West Boylston Town, and Worcester City.

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.23 |
| 01012 - Accounting Clerk II | | 17.10 |
| 01013 - Accounting Clerk III | | 19.14 |
| 01020 - Administrative Assistant | | 25.42 |
| 01040 - Court Reporter | | 20.86 |
| 01051 - Data Entry Operator I | | 15.64 |
| 01052 - Data Entry Operator II | | 16.79 |
| 01060 - Dispatcher, Motor Vehicle | | 19.79 |
| 01070 - Document Preparation Clerk | | 14.87 |
| 01090 - Duplicating Machine Operator | | 14.87 |
| 01111 - General Clerk I | | 14.66 |
| 01112 - General Clerk II | | 16.00 |
| 01113 - General Clerk III | | 18.17 |
| 01120 - Housing Referral Assistant | | 23.44 |
| 01141 - Messenger Courier | | 12.98 |
| 01191 - Order Clerk I | | 15.91 |
| 01192 - Order Clerk II | | 17.36 |
| 01261 - Personnel Assistant (Employment) I | | 17.41 |
| 01262 - Personnel Assistant (Employment) II | | 19.48 |
| 01263 - Personnel Assistant (Employment) III | | 21.71 |
| 01270 - Production Control Clerk | | 22.65 |
| 01280 - Receptionist | | 14.31 |
| 01290 - Rental Clerk | | 17.19 |
| 01300 - Scheduler, Maintenance | | 18.80 |
| 01311 - Secretary I | | 18.80 |
| 01312 - Secretary II | | 21.03 |
| 01313 - Secretary III | | 23.44 |

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| 01320 - Service Order Dispatcher | 17.49 |
| 01410 - Supply Technician | 25.42 |
| 01420 - Survey Worker | 15.77 |
| 01531 - Travel Clerk I | 13.79 |
| 01532 - Travel Clerk II | 14.92 |
| 01533 - Travel Clerk III | 16.08 |
| 01611 - Word Processor I | 16.11 |
| 01612 - Word Processor II | 18.08 |
| 01613 - Word Processor III | 20.22 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 24.65 |
| 05010 - Automotive Electrician | 21.99 |
| 05040 - Automotive Glass Installer | 21.02 |
| 05070 - Automotive Worker | 21.02 |
| 05110 - Mobile Equipment Servicer | 19.02 |
| 05130 - Motor Equipment Metal Mechanic | 22.95 |
| 05160 - Motor Equipment Metal Worker | 21.02 |
| 05190 - Motor Vehicle Mechanic | 22.95 |
| 05220 - Motor Vehicle Mechanic Helper | 17.94 |
| 05250 - Motor Vehicle Upholstery Worker | 19.98 |
| 05280 - Motor Vehicle Wrecker | 21.02 |
| 05310 - Painter, Automotive | 21.99 |
| 05340 - Radiator Repair Specialist | 21.02 |
| 05370 - Tire Repairer | 12.12 |
| 05400 - Transmission Repair Specialist | 22.95 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.20 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 13.85 |
| 07070 - Dishwasher | 9.74 |
| 07130 - Food Service Worker | 12.03 |
| 07210 - Meat Cutter | 20.00 |
| 07260 - Waiter/Waitress | 12.62 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.33 |
| 09040 - Furniture Handler | 11.81 |
| 09080 - Furniture Refinisher | 17.25 |
| 09090 - Furniture Refinisher Helper | 13.94 |
| 09110 - Furniture Repairer, Minor | 15.68 |
| 09130 - Upholsterer | 17.64 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.66 |
| 11060 - Elevator Operator | 11.66 |
| 11090 - Gardener | 18.44 |
| 11122 - Housekeeping Aide | 14.28 |
| 11150 - Janitor | 14.28 |
| 11210 - Laborer, Grounds Maintenance | 15.13 |
| 11240 - Maid or Houseman | 11.58 |
| 11260 - Pruner | 13.72 |
| 11270 - Tractor Operator | 17.43 |
| 11330 - Trail Maintenance Worker | 15.13 |
| 11360 - Window Cleaner | 15.75 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.55 |
| 12011 - Breath Alcohol Technician | 18.55 |
| 12012 - Certified Occupational Therapist Assistant | 22.03 |
| 12015 - Certified Physical Therapist Assistant | 22.60 |
| 12020 - Dental Assistant | 18.96 |
| 12025 - Dental Hygienist | 37.80 |
| 12030 - EKG Technician | 28.17 |
| 12035 - Electroneurodiagnostic Technologist | 28.17 |
| 12040 - Emergency Medical Technician | 18.55 |
| 12071 - Licensed Practical Nurse I | 18.83 |

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| 12072 - Licensed Practical Nurse II | 21.06 |
| 12073 - Licensed Practical Nurse III | 23.48 |
| 12100 - Medical Assistant | 16.90 |
| 12130 - Medical Laboratory Technician | 19.41 |
| 12160 - Medical Record Clerk | 15.94 |
| 12190 - Medical Record Technician | 17.83 |
| 12195 - Medical Transcriptionist | 18.12 |
| 12210 - Nuclear Medicine Technologist | 35.16 |
| 12221 - Nursing Assistant I | 11.45 |
| 12222 - Nursing Assistant II | 12.87 |
| 12223 - Nursing Assistant III | 13.65 |
| 12224 - Nursing Assistant IV | 15.90 |
| 12235 - Optical Dispenser | 22.55 |
| 12236 - Optical Technician | 19.18 |
| 12250 - Pharmacy Technician | 20.80 |
| 12280 - Phlebotomist | 15.90 |
| 12305 - Radiologic Technologist | 32.92 |
| 12311 - Registered Nurse I | 31.18 |
| 12312 - Registered Nurse II | 40.19 |
| 12313 - Registered Nurse II, Specialist | 40.19 |
| 12314 - Registered Nurse III | 48.83 |
| 12315 - Registered Nurse III, Anesthetist | 48.63 |
| 12316 - Registered Nurse IV | 58.29 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.62 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.17 |
| 13012 - Exhibits Specialist II | 27.46 |
| 13013 - Exhibits Specialist III | 33.59 |
| 13041 - Illustrator I | 21.90 |
| 13042 - Illustrator II | 27.12 |
| 13043 - Illustrator III | 33.18 |
| 13047 - Librarian | 34.14 |
| 13050 - Library Aide/Clerk | 15.72 |
| 13054 - Library Information Technology Systems Administrator | 28.03 |
| 13058 - Library Technician | 18.69 |
| 13061 - Media Specialist I | 16.21 |
| 13062 - Media Specialist II | 18.13 |
| 13063 - Media Specialist III | 20.20 |
| 13071 - Photographer I | 17.70 |
| 13072 - Photographer II | 19.80 |
| 13073 - Photographer III | 24.53 |
| 13074 - Photographer IV | 30.00 |
| 13075 - Photographer V | 36.30 |
| 13110 - Video Teleconference Technician | 19.27 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.71 |
| 14042 - Computer Operator II | 22.05 |
| 14043 - Computer Operator III | 24.58 |
| 14044 - Computer Operator IV | 27.32 |
| 14045 - Computer Operator V | 30.25 |
| 14071 - Computer Programmer I | (see 1) 24.68 |
| 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 | 19.71 |
| 14160 - Personal Computer Support Technician | 27.32 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 35.72 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.22 |

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| 15030 - Air Crew Training Devices Instructor (Pilot) | 51.80 |
| 15050 - Computer Based Training Specialist / Instructor | 35.46 |
| 15060 - Educational Technologist | 32.46 |
| 15070 - Flight Instructor (Pilot) | 51.80 |
| 15080 - Graphic Artist | 31.54 |
| 15090 - Technical Instructor | 25.37 |
| 15095 - Technical Instructor/Course Developer | 31.02 |
| 15110 - Test Proctor | 20.47 |
| 15120 - Tutor | 20.47 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.71 |
| 16030 - Counter Attendant | 10.71 |
| 16040 - Dry Cleaner | 14.24 |
| 16070 - Finisher, Flatwork, Machine | 10.71 |
| 16090 - Presser, Hand | 10.71 |
| 16110 - Presser, Machine, Drycleaning | 10.71 |
| 16130 - Presser, Machine, Shirts | 10.71 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.71 |
| 16190 - Sewing Machine Operator | 15.10 |
| 16220 - Tailor | 15.78 |
| 16250 - Washer, Machine | 11.92 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.72 |
| 19040 - Tool And Die Maker | 26.82 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.64 |
| 21030 - Material Coordinator | 22.65 |
| 21040 - Material Expediter | 22.65 |
| 21050 - Material Handling Laborer | 14.26 |
| 21071 - Order Filler | 15.03 |
| 21080 - Production Line Worker (Food Processing) | 17.64 |
| 21110 - Shipping Packer | 18.63 |
| 21130 - Shipping/Receiving Clerk | 18.63 |
| 21140 - Store Worker I | 12.66 |
| 21150 - Stock Clerk | 17.11 |
| 21210 - Tools And Parts Attendant | 17.64 |
| 21410 - Warehouse Specialist | 17.64 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 30.32 |
| 23021 - Aircraft Mechanic I | 28.22 |
| 23022 - Aircraft Mechanic II | 30.32 |
| 23023 - Aircraft Mechanic III | 30.61 |
| 23040 - Aircraft Mechanic Helper | 20.65 |
| 23050 - Aircraft, Painter | 24.38 |
| 23060 - Aircraft Servicer | 23.22 |
| 23080 - Aircraft Worker | 24.04 |
| 23110 - Appliance Mechanic | 24.24 |
| 23120 - Bicycle Repairer | 13.99 |
| 23125 - Cable Splicer | 30.77 |
| 23130 - Carpenter, Maintenance | 28.56 |
| 23140 - Carpet Layer | 26.29 |
| 23160 - Electrician, Maintenance | 31.35 |
| 23181 - Electronics Technician Maintenance I | 26.39 |
| 23182 - Electronics Technician Maintenance II | 27.59 |
| 23183 - Electronics Technician Maintenance III | 28.80 |
| 23260 - Fabric Worker | 22.03 |
| 23290 - Fire Alarm System Mechanic | 24.63 |
| 23310 - Fire Extinguisher Repairer | 21.01 |
| 23311 - Fuel Distribution System Mechanic | 25.71 |
| 23312 - Fuel Distribution System Operator | 20.37 |
| 23370 - General Maintenance Worker | 23.18 |
| 23380 - Ground Support Equipment Mechanic | 28.22 |
| 23381 - Ground Support Equipment Servicer | 23.22 |

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| 23382 - Ground Support Equipment Worker | 24.04 |
| 23391 - Gunsmith I | 21.01 |
| 23392 - Gunsmith II | 23.16 |
| 23393 - Gunsmith III | 25.30 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.66 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.02 |
| 23430 - Heavy Equipment Mechanic | 24.63 |
| 23440 - Heavy Equipment Operator | 28.89 |
| 23460 - Instrument Mechanic | 25.45 |
| 23465 - Laboratory/Shelter Mechanic | 24.24 |
| 23470 - Laborer | 15.05 |
| 23510 - Locksmith | 24.24 |
| 23530 - Machinery Maintenance Mechanic | 25.30 |
| 23550 - Machinist, Maintenance | 25.30 |
| 23580 - Maintenance Trades Helper | 19.59 |
| 23591 - Metrology Technician I | 25.45 |
| 23592 - Metrology Technician II | 26.51 |
| 23593 - Metrology Technician III | 27.61 |
| 23640 - Millwright | 25.78 |
| 23710 - Office Appliance Repairer | 24.24 |
| 23760 - Painter, Maintenance | 24.24 |
| 23790 - Pipefitter, Maintenance | 28.03 |
| 23810 - Plumber, Maintenance | 26.86 |
| 23820 - Pneudraulic Systems Mechanic | 25.30 |
| 23850 - Rigger | 25.30 |
| 23870 - Scale Mechanic | 23.18 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.56 |
| 23910 - Small Engine Mechanic | 23.18 |
| 23931 - Telecommunications Mechanic I | 27.79 |
| 23932 - Telecommunications Mechanic II | 29.70 |
| 23950 - Telephone Lineman | 28.74 |
| 23960 - Welder, Combination, Maintenance | 25.30 |
| 23965 - Well Driller | 25.30 |
| 23970 - Woodcraft Worker | 25.30 |
| 23980 - Woodworker | 21.01 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 14.11 |
| 24580 - Child Care Center Clerk | 17.60 |
| 24610 - Chore Aide | 11.77 |
| 24620 - Family Readiness And Support Services Coordinator | 15.78 |
| 24630 - Homemaker | 18.90 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.78 |
| 25040 - Sewage Plant Operator | 22.18 |
| 25070 - Stationary Engineer | 24.78 |
| 25190 - Ventilation Equipment Tender | 19.18 |
| 25210 - Water Treatment Plant Operator | 22.16 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.31 |
| 27007 - Baggage Inspector | 15.85 |
| 27008 - Corrections Officer | 26.87 |
| 27010 - Court Security Officer | 25.91 |
| 27030 - Detection Dog Handler | 18.95 |
| 27040 - Detention Officer | 26.87 |
| 27070 - Firefighter | 23.93 |
| 27101 - Guard I | 15.85 |
| 27102 - Guard II | 18.95 |
| 27131 - Police Officer I | 26.93 |
| 27132 - Police Officer II | 29.74 |
| 28000 - Recreation Occupations | |

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| 28041 - Carnival Equipment Operator | 13.20 |
| 28042 - Carnival Equipment Repairer | 13.98 |
| 28043 - Carnival Equipment Worker | 10.92 |
| 28210 - Gate Attendant/Gate Tender | 16.24 |
| 28310 - Lifeguard | 13.01 |
| 28350 - Park Attendant (Aide) | 17.74 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.58 |
| 28515 - Recreation Specialist | 22.62 |
| 28630 - Sports Official | 14.47 |
| 28690 - Swimming Pool Operator | 19.44 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.66 |
| 29020 - Hatch Tender | 23.66 |
| 29030 - Line Handler | 23.66 |
| 29041 - Stevedore I | 21.96 |
| 29042 - Stevedore II | 24.16 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.10 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.25 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.69 |
| 30021 - Archeological Technician I | 21.07 |
| 30022 - Archeological Technician II | 23.57 |
| 30023 - Archeological Technician III | 29.20 |
| 30030 - Cartographic Technician | 29.20 |
| 30040 - Civil Engineering Technician | 26.54 |
| 30061 - Drafter/CAD Operator I | 21.07 |
| 30062 - Drafter/CAD Operator II | 23.57 |
| 30063 - Drafter/CAD Operator III | 26.27 |
| 30064 - Drafter/CAD Operator IV | 32.34 |
| 30081 - Engineering Technician I | 17.47 |
| 30082 - Engineering Technician II | 19.62 |
| 30083 - Engineering Technician III | 21.96 |
| 30084 - Engineering Technician IV | 26.93 |
| 30085 - Engineering Technician V | 32.93 |
| 30086 - Engineering Technician VI | 39.85 |
| 30090 - Environmental Technician | 26.74 |
| 30210 - Laboratory Technician | 23.40 |
| 30240 - Mathematical Technician | 29.20 |
| 30361 - Paralegal/Legal Assistant I | 20.44 |
| 30362 - Paralegal/Legal Assistant II | 25.32 |
| 30363 - Paralegal/Legal Assistant III | 30.97 |
| 30364 - Paralegal/Legal Assistant IV | 37.46 |
| 30390 - Photo-Optics Technician | 29.20 |
| 30461 - Technical Writer I | 26.44 |
| 30462 - Technical Writer II | 32.34 |
| 30463 - Technical Writer III | 39.13 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.85 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.07 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.04 |
| 30494 - Unexploded (UXO) Safety Escort | 24.85 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.85 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 26.27 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 29.20 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.20 |
| 31030 - Bus Driver | 17.52 |
| 31043 - Driver Courier | 15.79 |
| 31260 - Parking and Lot Attendant | 10.69 |
| 31290 - Shuttle Bus Driver | 16.93 |
| 31310 - Taxi Driver | 12.95 |
| 31361 - Truckdriver, Light | 16.93 |
| 31362 - Truckdriver, Medium | 18.64 |

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|---|-------|
| 31363 - Truckdriver, Heavy | 20.68 |
| 31364 - Truckdriver, Tractor-Trailer | 20.68 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.32 |
| 99050 - Desk Clerk | 12.56 |
| 99095 - Embalmer | 26.39 |
| 99251 - Laboratory Animal Caretaker I | 14.60 |
| 99252 - Laboratory Animal Caretaker II | 15.66 |
| 99310 - Mortician | 36.23 |
| 99410 - Pest Controller | 16.87 |
| 99510 - Photofinishing Worker | 14.31 |
| 99710 - Recycling Laborer | 19.74 |
| 99711 - Recycling Specialist | 23.30 |
| 99730 - Refuse Collector | 17.90 |
| 99810 - Sales Clerk | 13.61 |
| 99820 - School Crossing Guard | 13.77 |
| 99830 - Survey Party Chief | 23.91 |
| 99831 - Surveying Aide | 15.82 |
| 99832 - Surveying Technician | 21.73 |
| 99840 - Vending Machine Attendant | 15.79 |
| 99841 - Vending Machine Repairer | 18.68 |
| 99842 - Vending Machine Repairer Helper | 15.79 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 30 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2269
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Lenawee, Washtenaw

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.22 |
| 01012 - Accounting Clerk II | | 15.96 |
| 01013 - Accounting Clerk III | | 18.77 |
| 01020 - Administrative Assistant | | 26.95 |

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| 01040 - Court Reporter | 19.80 |
| 01051 - Data Entry Operator I | 13.85 |
| 01052 - Data Entry Operator II | 15.12 |
| 01060 - Dispatcher, Motor Vehicle | 21.98 |
| 01070 - Document Preparation Clerk | 15.38 |
| 01090 - Duplicating Machine Operator | 15.38 |
| 01111 - General Clerk I | 13.37 |
| 01112 - General Clerk II | 14.60 |
| 01113 - General Clerk III | 16.39 |
| 01120 - Housing Referral Assistant | 22.04 |
| 01141 - Messenger Courier | 11.47 |
| 01191 - Order Clerk I | 14.16 |
| 01192 - Order Clerk II | 15.83 |
| 01261 - Personnel Assistant (Employment) I | 17.30 |
| 01262 - Personnel Assistant (Employment) II | 19.35 |
| 01263 - Personnel Assistant (Employment) III | 21.57 |
| 01270 - Production Control Clerk | 21.45 |
| 01280 - Receptionist | 13.67 |
| 01290 - Rental Clerk | 15.38 |
| 01300 - Scheduler, Maintenance | 17.30 |
| 01311 - Secretary I | 17.30 |
| 01312 - Secretary II | 19.35 |
| 01313 - Secretary III | 22.04 |
| 01320 - Service Order Dispatcher | 19.04 |
| 01410 - Supply Technician | 25.70 |
| 01420 - Survey Worker | 18.56 |
| 01531 - Travel Clerk I | 13.02 |
| 01532 - Travel Clerk II | 14.14 |
| 01533 - Travel Clerk III | 15.31 |
| 01611 - Word Processor I | 15.07 |
| 01612 - Word Processor II | 16.92 |
| 01613 - Word Processor III | 18.93 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 25.09 |
| 05010 - Automotive Electrician | 22.58 |
| 05040 - Automotive Glass Installer | 21.84 |
| 05070 - Automotive Worker | 21.84 |
| 05110 - Mobile Equipment Servicer | 20.43 |
| 05130 - Motor Equipment Metal Mechanic | 23.31 |
| 05160 - Motor Equipment Metal Worker | 21.84 |
| 05190 - Motor Vehicle Mechanic | 23.31 |
| 05220 - Motor Vehicle Mechanic Helper | 19.71 |
| 05250 - Motor Vehicle Upholstery Worker | 21.12 |
| 05280 - Motor Vehicle Wrecker | 21.84 |
| 05310 - Painter, Automotive | 22.58 |
| 05340 - Radiator Repair Specialist | 21.84 |
| 05370 - Tire Repairer | 18.30 |
| 05400 - Transmission Repair Specialist | 23.31 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.07 |
| 07041 - Cook I | 13.99 |
| 07042 - Cook II | 15.07 |
| 07070 - Dishwasher | 11.35 |
| 07130 - Food Service Worker | 11.35 |
| 07210 - Meat Cutter | 16.29 |
| 07260 - Waiter/Waitress | 12.05 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 22.98 |
| 09040 - Furniture Handler | 18.10 |
| 09080 - Furniture Refinisher | 22.98 |
| 09090 - Furniture Refinisher Helper | 20.13 |
| 09110 - Furniture Repairer, Minor | 21.55 |
| 09130 - Upholsterer | 22.98 |

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| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 14.91 |
| 11060 - Elevator Operator | 14.91 |
| 11090 - Gardener | 17.80 |
| 11122 - Housekeeping Aide | 13.40 |
| 11150 - Janitor | 13.41 |
| 11210 - Laborer, Grounds Maintenance | 14.78 |
| 11240 - Maid or Houseman | 12.07 |
| 11260 - Pruner | 13.63 |
| 11270 - Tractor Operator | 15.88 |
| 11330 - Trail Maintenance Worker | 14.78 |
| 11360 - Window Cleaner | 14.24 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.90 |
| 12011 - Breath Alcohol Technician | 19.72 |
| 12012 - Certified Occupational Therapist Assistant | 22.17 |
| 12015 - Certified Physical Therapist Assistant | 22.17 |
| 12020 - Dental Assistant | 17.78 |
| 12025 - Dental Hygienist | 35.19 |
| 12030 - EKG Technician | 26.77 |
| 12035 - Electroneurodiagnostic Technologist | 26.77 |
| 12040 - Emergency Medical Technician | 17.90 |
| 12071 - Licensed Practical Nurse I | 17.61 |
| 12072 - Licensed Practical Nurse II | 19.72 |
| 12073 - Licensed Practical Nurse III | 21.34 |
| 12100 - Medical Assistant | 14.38 |
| 12130 - Medical Laboratory Technician | 22.29 |
| 12160 - Medical Record Clerk | 16.13 |
| 12190 - Medical Record Technician | 19.47 |
| 12195 - Medical Transcriptionist | 18.11 |
| 12210 - Nuclear Medicine Technologist | 33.73 |
| 12221 - Nursing Assistant I | 11.25 |
| 12222 - Nursing Assistant II | 12.27 |
| 12223 - Nursing Assistant III | 13.40 |
| 12224 - Nursing Assistant IV | 15.04 |
| 12235 - Optical Dispenser | 19.36 |
| 12236 - Optical Technician | 17.61 |
| 12250 - Pharmacy Technician | 17.43 |
| 12280 - Phlebotomist | 15.04 |
| 12305 - Radiologic Technologist | 26.11 |
| 12311 - Registered Nurse I | 29.83 |
| 12312 - Registered Nurse II | 32.20 |
| 12313 - Registered Nurse II, Specialist | 32.20 |
| 12314 - Registered Nurse III | 44.14 |
| 12315 - Registered Nurse III, Anesthetist | 44.14 |
| 12316 - Registered Nurse IV | 52.92 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.04 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.47 |
| 13012 - Exhibits Specialist II | 26.61 |
| 13013 - Exhibits Specialist III | 32.54 |
| 13041 - Illustrator I | 21.64 |
| 13042 - Illustrator II | 28.26 |
| 13043 - Illustrator III | 33.45 |
| 13047 - Librarian | 30.28 |
| 13050 - Library Aide/Clerk | 13.49 |
| 13054 - Library Information Technology Systems Administrator | 25.71 |
| 13058 - Library Technician | 18.56 |
| 13061 - Media Specialist I | 18.54 |
| 13062 - Media Specialist II | 20.75 |
| 13063 - Media Specialist III | 23.13 |
| 13071 - Photographer I | 19.42 |

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| 13072 - Photographer II | 22.61 |
| 13073 - Photographer III | 29.56 |
| 13074 - Photographer IV | 34.28 |
| 13075 - Photographer V | 39.82 |
| 13110 - Video Teleconference Technician | 19.13 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.74 |
| 14042 - Computer Operator II | 19.20 |
| 14043 - Computer Operator III | 21.16 |
| 14044 - Computer Operator IV | 23.46 |
| 14045 - Computer Operator V | 25.58 |
| 14071 - Computer Programmer I | (see 1) 22.60 |
| 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 | 16.74 |
| 14160 - Personal Computer Support Technician | 23.46 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 32.52 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 39.35 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 45.62 |
| 15050 - Computer Based Training Specialist / Instructor | 32.52 |
| 15060 - Educational Technologist | 30.30 |
| 15070 - Flight Instructor (Pilot) | 45.62 |
| 15080 - Graphic Artist | 25.87 |
| 15090 - Technical Instructor | 24.59 |
| 15095 - Technical Instructor/Course Developer | 32.69 |
| 15110 - Test Proctor | 21.80 |
| 15120 - Tutor | 21.80 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.00 |
| 16030 - Counter Attendant | 10.00 |
| 16040 - Dry Cleaner | 13.34 |
| 16070 - Finisher, Flatwork, Machine | 10.00 |
| 16090 - Presser, Hand | 10.00 |
| 16110 - Presser, Machine, Drycleaning | 10.00 |
| 16130 - Presser, Machine, Shirts | 10.00 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.00 |
| 16190 - Sewing Machine Operator | 14.52 |
| 16220 - Tailor | 15.65 |
| 16250 - Washer, Machine | 11.08 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 26.18 |
| 19040 - Tool And Die Maker | 29.03 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 20.65 |
| 21030 - Material Coordinator | 24.54 |
| 21040 - Material Expediter | 24.54 |
| 21050 - Material Handling Laborer | 15.24 |
| 21071 - Order Filler | 15.25 |
| 21080 - Production Line Worker (Food Processing) | 20.65 |
| 21110 - Shipping Packer | 17.34 |
| 21130 - Shipping/Receiving Clerk | 17.34 |
| 21140 - Store Worker I | 17.19 |
| 21150 - Stock Clerk | 21.86 |
| 21210 - Tools And Parts Attendant | 20.65 |
| 21410 - Warehouse Specialist | 20.65 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.20 |
| 23021 - Aircraft Mechanic I | 26.35 |

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| 23022 - Aircraft Mechanic II | 27.20 |
| 23023 - Aircraft Mechanic III | 28.07 |
| 23040 - Aircraft Mechanic Helper | 19.51 |
| 23050 - Aircraft, Painter | 25.57 |
| 23060 - Aircraft Servicer | 22.27 |
| 23080 - Aircraft Worker | 23.38 |
| 23110 - Appliance Mechanic | 23.56 |
| 23120 - Bicycle Repairer | 18.30 |
| 23125 - Cable Splicer | 27.91 |
| 23130 - Carpenter, Maintenance | 25.65 |
| 23140 - Carpet Layer | 25.15 |
| 23160 - Electrician, Maintenance | 32.65 |
| 23181 - Electronics Technician Maintenance I | 25.50 |
| 23182 - Electronics Technician Maintenance II | 27.07 |
| 23183 - Electronics Technician Maintenance III | 28.00 |
| 23260 - Fabric Worker | 23.75 |
| 23290 - Fire Alarm System Mechanic | 26.30 |
| 23310 - Fire Extinguisher Repairer | 22.37 |
| 23311 - Fuel Distribution System Mechanic | 26.51 |
| 23312 - Fuel Distribution System Operator | 22.77 |
| 23370 - General Maintenance Worker | 23.96 |
| 23380 - Ground Support Equipment Mechanic | 26.35 |
| 23381 - Ground Support Equipment Servicer | 22.27 |
| 23382 - Ground Support Equipment Worker | 23.38 |
| 23391 - Gunsmith I | 22.37 |
| 23392 - Gunsmith II | 24.10 |
| 23393 - Gunsmith III | 25.75 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 27.61 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.40 |
| 23430 - Heavy Equipment Mechanic | 29.63 |
| 23440 - Heavy Equipment Operator | 25.52 |
| 23460 - Instrument Mechanic | 28.93 |
| 23465 - Laboratory/Shelter Mechanic | 24.89 |
| 23470 - Laborer | 16.69 |
| 23510 - Locksmith | 23.44 |
| 23530 - Machinery Maintenance Mechanic | 28.66 |
| 23550 - Machinist, Maintenance | 27.99 |
| 23580 - Maintenance Trades Helper | 19.73 |
| 23591 - Metrology Technician I | 28.93 |
| 23592 - Metrology Technician II | 29.73 |
| 23593 - Metrology Technician III | 30.69 |
| 23640 - Millwright | 34.10 |
| 23710 - Office Appliance Repairer | 24.76 |
| 23760 - Painter, Maintenance | 26.60 |
| 23790 - Pipefitter, Maintenance | 29.87 |
| 23810 - Plumber, Maintenance | 29.24 |
| 23820 - Pneudraulic Systems Mechanic | 25.75 |
| 23850 - Rigger | 25.94 |
| 23870 - Scale Mechanic | 24.10 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.24 |
| 23910 - Small Engine Mechanic | 23.98 |
| 23931 - Telecommunications Mechanic I | 26.78 |
| 23932 - Telecommunications Mechanic II | 27.49 |
| 23950 - Telephone Lineman | 25.23 |
| 23960 - welder, Combination, Maintenance | 26.46 |
| 23965 - well Driller | 25.34 |
| 23970 - woodcraft worker | 26.30 |
| 23980 - woodworker | 22.37 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.85 |
| 24580 - Child Care Center Clerk | 18.10 |

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| 24610 - Chore Aide | 11.09 |
| 24620 - Family Readiness And Support Services Coordinator | 17.41 |
| 24630 - Homemaker | 19.20 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 28.00 |
| 25040 - Sewage Plant Operator | 25.78 |
| 25070 - Stationary Engineer | 28.00 |
| 25190 - Ventilation Equipment Tender | 22.06 |
| 25210 - Water Treatment Plant Operator | 25.67 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.29 |
| 27007 - Baggage Inspector | 12.93 |
| 27008 - Corrections Officer | 23.65 |
| 27010 - Court Security Officer | 23.72 |
| 27030 - Detection Dog Handler | 18.96 |
| 27040 - Detention Officer | 23.65 |
| 27070 - Firefighter | 21.27 |
| 27101 - Guard I | 12.93 |
| 27102 - Guard II | 18.96 |
| 27131 - Police Officer I | 27.65 |
| 27132 - Police Officer II | 30.72 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.14 |
| 28042 - Carnival Equipment Repairer | 14.65 |
| 28043 - Carnival Equipment Worker | 12.22 |
| 28210 - Gate Attendant/Gate Tender | 14.59 |
| 28310 - Lifeguard | 13.00 |
| 28350 - Park Attendant (Aide) | 16.32 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.16 |
| 28515 - Recreation Specialist | 17.46 |
| 28630 - Sports Official | 13.00 |
| 28690 - Swimming Pool Operator | 20.87 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.84 |
| 29020 - Hatch Tender | 24.84 |
| 29030 - Line Handler | 24.84 |
| 29041 - Stevedore I | 24.00 |
| 29042 - Stevedore II | 25.70 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.88 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.53 |
| 30021 - Archeological Technician I | 20.08 |
| 30022 - Archeological Technician II | 22.47 |
| 30023 - Archeological Technician III | 27.83 |
| 30030 - Cartographic Technician | 27.83 |
| 30040 - Civil Engineering Technician | 25.65 |
| 30061 - Drafter/CAD Operator I | 20.08 |
| 30062 - Drafter/CAD Operator II | 22.47 |
| 30063 - Drafter/CAD Operator III | 25.05 |
| 30064 - Drafter/CAD Operator IV | 30.82 |
| 30081 - Engineering Technician I | 18.36 |
| 30082 - Engineering Technician II | 21.64 |
| 30083 - Engineering Technician III | 24.21 |
| 30084 - Engineering Technician IV | 30.00 |
| 30085 - Engineering Technician V | 36.70 |
| 30086 - Engineering Technician VI | 44.38 |
| 30090 - Environmental Technician | 23.66 |
| 30210 - Laboratory Technician | 20.83 |
| 30240 - Mathematical Technician | 27.83 |
| 30361 - Paralegal/Legal Assistant I | 20.88 |
| 30362 - Paralegal/Legal Assistant II | 25.86 |

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| 30363 - Paralegal/Legal Assistant III | 31.63 |
| 30364 - Paralegal/Legal Assistant IV | 38.28 |
| 30390 - Photo-Optics Technician | 28.08 |
| 30461 - Technical Writer I | 24.37 |
| 30462 - Technical Writer II | 29.82 |
| 30463 - Technical Writer III | 36.08 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.71 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.90 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.84 |
| 30494 - Unexploded (UXO) Safety Escort | 24.71 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.71 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 24.80 |
| 30621 - Weather Observer, Senior | (see 2) 27.55 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.47 |
| 31030 - Bus Driver | 17.19 |
| 31043 - Driver Courier | 17.03 |
| 31260 - Parking and Lot Attendant | 13.20 |
| 31290 - Shuttle Bus Driver | 18.55 |
| 31310 - Taxi Driver | 13.70 |
| 31361 - Truckdriver, Light | 18.08 |
| 31362 - Truckdriver, Medium | 19.61 |
| 31363 - Truckdriver, Heavy | 21.82 |
| 31364 - Truckdriver, Tractor-Trailer | 21.82 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.62 |
| 99050 - Desk Clerk | 10.62 |
| 99095 - Embalmer | 26.66 |
| 99251 - Laboratory Animal Caretaker I | 13.77 |
| 99252 - Laboratory Animal Caretaker II | 15.32 |
| 99310 - Mortician | 28.35 |
| 99410 - Pest Controller | 20.39 |
| 99510 - Photofinishing Worker | 15.49 |
| 99710 - Recycling Laborer | 15.07 |
| 99711 - Recycling Specialist | 16.58 |
| 99730 - Refuse Collector | 16.82 |
| 99810 - Sales Clerk | 12.09 |
| 99820 - School Crossing Guard | 11.92 |
| 99830 - Survey Party Chief | 22.62 |
| 99831 - Surveying Aide | 12.97 |
| 99832 - Surveying Technician | 19.86 |
| 99840 - Vending Machine Attendant | 20.52 |
| 99841 - Vending Machine Repairer | 22.53 |
| 99842 - Vending Machine Repairer Helper | 20.52 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

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|--------------------------------|------------------------------------|-----------------------------------|--|
| | | WDS_Revision_Received_10.9.2014 | |
| Diane C. Koplewski Director | Division of Wage Determinations | Wage Determination No.: 2005-2270 | |
| | | Revision No.: 16 | |
| | | Date Of Last Revision: 07/25/2014 | |
| State: Michigan | | | |

Area: Michigan Counties of Lenawee, Washtenaw

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.22 |
| 01012 - Accounting Clerk II | | 15.96 |
| 01013 - Accounting Clerk III | | 18.77 |
| 01020 - Administrative Assistant | | 26.95 |
| 01040 - Court Reporter | | 19.80 |
| 01051 - Data Entry Operator I | | 13.85 |
| 01052 - Data Entry Operator II | | 15.12 |
| 01060 - Dispatcher, Motor Vehicle | | 21.98 |
| 01070 - Document Preparation Clerk | | 15.38 |
| 01090 - Duplicating Machine Operator | | 15.38 |
| 01111 - General Clerk I | | 13.37 |
| 01112 - General Clerk II | | 14.60 |
| 01113 - General Clerk III | | 16.39 |
| 01120 - Housing Referral Assistant | | 22.04 |
| 01141 - Messenger Courier | | 11.47 |
| 01191 - Order Clerk I | | 14.16 |
| 01192 - Order Clerk II | | 15.83 |
| 01261 - Personnel Assistant (Employment) I | | 17.30 |
| 01262 - Personnel Assistant (Employment) II | | 19.35 |
| 01263 - Personnel Assistant (Employment) III | | 21.57 |
| 01270 - Production Control Clerk | | 21.45 |
| 01280 - Receptionist | | 13.67 |
| 01290 - Rental Clerk | | 15.38 |
| 01300 - Scheduler, Maintenance | | 17.30 |
| 01311 - Secretary I | | 17.30 |
| 01312 - Secretary II | | 19.35 |
| 01313 - Secretary III | | 22.04 |
| 01320 - Service Order Dispatcher | | 19.04 |
| 01410 - Supply Technician | | 25.70 |
| 01420 - Survey Worker | | 18.56 |
| 01531 - Travel Clerk I | | 13.02 |
| 01532 - Travel Clerk II | | 14.14 |
| 01533 - Travel Clerk III | | 15.31 |
| 01611 - Word Processor I | | 15.07 |
| 01612 - Word Processor II | | 16.92 |
| 01613 - Word Processor III | | 18.93 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 25.09 |
| 05010 - Automotive Electrician | | 22.58 |
| 05040 - Automotive Glass Installer | | 21.84 |
| 05070 - Automotive Worker | | 21.84 |
| 05110 - Mobile Equipment Servicer | | 20.43 |
| 05130 - Motor Equipment Metal Mechanic | | 23.31 |
| 05160 - Motor Equipment Metal Worker | | 21.84 |
| 05190 - Motor Vehicle Mechanic | | 23.31 |
| 05220 - Motor Vehicle Mechanic Helper | | 19.71 |
| 05250 - Motor Vehicle Upholstery Worker | | 21.12 |

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| 05280 - Motor Vehicle wrecker | 21.84 |
| 05310 - Painter, Automotive | 22.58 |
| 05340 - Radiator Repair Specialist | 21.84 |
| 05370 - Tire Repairer | 18.30 |
| 05400 - Transmission Repair Specialist | 23.31 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.07 |
| 07041 - Cook I | 13.99 |
| 07042 - Cook II | 15.07 |
| 07070 - Dishwasher | 11.35 |
| 07130 - Food Service Worker | 11.35 |
| 07210 - Meat Cutter | 16.29 |
| 07260 - Waiter/Waitress | 12.05 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 22.98 |
| 09040 - Furniture Handler | 18.10 |
| 09080 - Furniture Refinisher | 22.98 |
| 09090 - Furniture Refinisher Helper | 20.13 |
| 09110 - Furniture Repairer, Minor | 21.55 |
| 09130 - Upholsterer | 22.98 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 14.91 |
| 11060 - Elevator Operator | 14.91 |
| 11090 - Gardener | 17.80 |
| 11122 - Housekeeping Aide | 13.40 |
| 11150 - Janitor | 13.41 |
| 11210 - Laborer, Grounds Maintenance | 14.78 |
| 11240 - Maid or Houseman | 12.07 |
| 11260 - Pruner | 13.63 |
| 11270 - Tractor Operator | 15.88 |
| 11330 - Trail Maintenance Worker | 14.78 |
| 11360 - Window Cleaner | 14.24 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.90 |
| 12011 - Breath Alcohol Technician | 19.72 |
| 12012 - Certified Occupational Therapist Assistant | 22.17 |
| 12015 - Certified Physical Therapist Assistant | 22.17 |
| 12020 - Dental Assistant | 17.78 |
| 12025 - Dental Hygienist | 35.19 |
| 12030 - EKG Technician | 26.77 |
| 12035 - Electroneurodiagnostic Technologist | 26.77 |
| 12040 - Emergency Medical Technician | 17.90 |
| 12071 - Licensed Practical Nurse I | 17.61 |
| 12072 - Licensed Practical Nurse II | 19.72 |
| 12073 - Licensed Practical Nurse III | 21.34 |
| 12100 - Medical Assistant | 14.38 |
| 12130 - Medical Laboratory Technician | 22.29 |
| 12160 - Medical Record Clerk | 16.13 |
| 12190 - Medical Record Technician | 19.47 |
| 12195 - Medical Transcriptionist | 18.11 |
| 12210 - Nuclear Medicine Technologist | 33.73 |
| 12221 - Nursing Assistant I | 11.25 |
| 12222 - Nursing Assistant II | 12.27 |
| 12223 - Nursing Assistant III | 13.40 |
| 12224 - Nursing Assistant IV | 15.04 |
| 12235 - Optical Dispenser | 19.36 |
| 12236 - Optical Technician | 17.61 |
| 12250 - Pharmacy Technician | 17.43 |
| 12280 - Phlebotomist | 15.04 |
| 12305 - Radiologic Technologist | 26.11 |
| 12311 - Registered Nurse I | 29.83 |
| 12312 - Registered Nurse II | 32.20 |
| 12313 - Registered Nurse II, Specialist | 32.20 |

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| 12314 - Registered Nurse III | 44.14 |
| 12315 - Registered Nurse III, Anesthetist | 44.14 |
| 12316 - Registered Nurse IV | 52.92 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.04 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.47 |
| 13012 - Exhibits Specialist II | 26.61 |
| 13013 - Exhibits Specialist III | 32.54 |
| 13041 - Illustrator I | 21.64 |
| 13042 - Illustrator II | 28.26 |
| 13043 - Illustrator III | 33.45 |
| 13047 - Librarian | 30.28 |
| 13050 - Library Aide/Clerk | 13.49 |
| 13054 - Library Information Technology Systems Administrator | 25.71 |
| 13058 - Library Technician | 18.56 |
| 13061 - Media Specialist I | 18.54 |
| 13062 - Media Specialist II | 20.75 |
| 13063 - Media Specialist III | 23.13 |
| 13071 - Photographer I | 19.42 |
| 13072 - Photographer II | 22.61 |
| 13073 - Photographer III | 29.56 |
| 13074 - Photographer IV | 34.28 |
| 13075 - Photographer V | 39.82 |
| 13110 - Video Teleconference Technician | 19.13 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.74 |
| 14042 - Computer Operator II | 19.20 |
| 14043 - Computer Operator III | 21.16 |
| 14044 - Computer Operator IV | 23.46 |
| 14045 - Computer Operator V | 25.58 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 16.74 |
| 14160 - Personal Computer Support Technician | 23.46 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 32.52 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 39.35 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 45.62 |
| 15050 - Computer Based Training Specialist / Instructor | 32.52 |
| 15060 - Educational Technologist | 30.30 |
| 15070 - Flight Instructor (Pilot) | 45.62 |
| 15080 - Graphic Artist | 25.87 |
| 15090 - Technical Instructor | 24.59 |
| 15095 - Technical Instructor/Course Developer | 32.69 |
| 15110 - Test Proctor | 21.80 |
| 15120 - Tutor | 21.80 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.00 |
| 16030 - Counter Attendant | 10.00 |
| 16040 - Dry Cleaner | 13.34 |
| 16070 - Finisher, Flatwork, Machine | 10.00 |
| 16090 - Presser, Hand | 10.00 |
| 16110 - Presser, Machine, Drycleaning | 10.00 |
| 16130 - Presser, Machine, Shirts | 10.00 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.00 |
| 16190 - Sewing Machine Operator | 14.52 |
| 16220 - Tailor | 15.65 |

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| 16250 - Washer, Machine | 11.08 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 26.18 |
| 19040 - Tool And Die Maker | 29.03 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 20.65 |
| 21030 - Material Coordinator | 24.54 |
| 21040 - Material Expediter | 24.54 |
| 21050 - Material Handling Laborer | 15.24 |
| 21071 - Order Filler | 15.25 |
| 21080 - Production Line Worker (Food Processing) | 20.65 |
| 21110 - Shipping Packer | 17.34 |
| 21130 - Shipping/Receiving Clerk | 17.34 |
| 21140 - Store Worker I | 17.19 |
| 21150 - Stock Clerk | 21.86 |
| 21210 - Tools And Parts Attendant | 20.65 |
| 21410 - Warehouse Specialist | 20.65 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.20 |
| 23021 - Aircraft Mechanic I | 26.35 |
| 23022 - Aircraft Mechanic II | 27.20 |
| 23023 - Aircraft Mechanic III | 28.07 |
| 23040 - Aircraft Mechanic Helper | 19.51 |
| 23050 - Aircraft, Painter | 25.57 |
| 23060 - Aircraft Servicer | 22.27 |
| 23080 - Aircraft Worker | 23.38 |
| 23110 - Appliance Mechanic | 23.56 |
| 23120 - Bicycle Repairer | 18.30 |
| 23125 - Cable Splicer | 27.91 |
| 23130 - Carpenter, Maintenance | 25.65 |
| 23140 - Carpet Layer | 25.15 |
| 23160 - Electrician, Maintenance | 32.65 |
| 23181 - Electronics Technician Maintenance I | 25.50 |
| 23182 - Electronics Technician Maintenance II | 27.07 |
| 23183 - Electronics Technician Maintenance III | 28.00 |
| 23260 - Fabric Worker | 23.75 |
| 23290 - Fire Alarm System Mechanic | 26.30 |
| 23310 - Fire Extinguisher Repairer | 22.37 |
| 23311 - Fuel Distribution System Mechanic | 26.51 |
| 23312 - Fuel Distribution System Operator | 22.77 |
| 23370 - General Maintenance Worker | 23.96 |
| 23380 - Ground Support Equipment Mechanic | 26.35 |
| 23381 - Ground Support Equipment Servicer | 22.27 |
| 23382 - Ground Support Equipment Worker | 23.38 |
| 23391 - Gunsmith I | 22.37 |
| 23392 - Gunsmith II | 24.10 |
| 23393 - Gunsmith III | 25.75 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 27.61 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.40 |
| 23430 - Heavy Equipment Mechanic | 29.63 |
| 23440 - Heavy Equipment Operator | 25.52 |
| 23460 - Instrument Mechanic | 28.93 |
| 23465 - Laboratory/Shelter Mechanic | 24.89 |
| 23470 - Laborer | 16.69 |
| 23510 - Locksmith | 23.44 |
| 23530 - Machinery Maintenance Mechanic | 28.66 |
| 23550 - Machinist, Maintenance | 27.99 |
| 23580 - Maintenance Trades Helper | 19.73 |
| 23591 - Metrology Technician I | 28.93 |
| 23592 - Metrology Technician II | 29.73 |
| 23593 - Metrology Technician III | 30.69 |

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| 23640 - Millwright | 34.10 |
| 23710 - Office Appliance Repairer | 24.76 |
| 23760 - Painter, Maintenance | 26.60 |
| 23790 - Pipefitter, Maintenance | 29.87 |
| 23810 - Plumber, Maintenance | 29.24 |
| 23820 - Pneudraulic Systems Mechanic | 25.75 |
| 23850 - Rigger | 25.94 |
| 23870 - Scale Mechanic | 24.10 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.24 |
| 23910 - Small Engine Mechanic | 23.98 |
| 23931 - Telecommunications Mechanic I | 26.78 |
| 23932 - Telecommunications Mechanic II | 27.49 |
| 23950 - Telephone Lineman | 25.23 |
| 23960 - Welder, Combination, Maintenance | 26.46 |
| 23965 - Well Driller | 25.34 |
| 23970 - Woodcraft Worker | 26.30 |
| 23980 - Woodworker | 22.37 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.85 |
| 24580 - Child Care Center Clerk | 18.10 |
| 24610 - Chore Aide | 11.09 |
| 24620 - Family Readiness And Support Services Coordinator | 17.41 |
| 24630 - Homemaker | 19.20 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 28.00 |
| 25040 - Sewage Plant Operator | 25.78 |
| 25070 - Stationary Engineer | 28.00 |
| 25190 - Ventilation Equipment Tender | 22.06 |
| 25210 - Water Treatment Plant Operator | 25.67 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.29 |
| 27007 - Baggage Inspector | 12.93 |
| 27008 - Corrections Officer | 23.65 |
| 27010 - Court Security Officer | 23.72 |
| 27030 - Detection Dog Handler | 18.96 |
| 27040 - Detention Officer | 23.65 |
| 27070 - Firefighter | 21.27 |
| 27101 - Guard I | 12.93 |
| 27102 - Guard II | 18.96 |
| 27131 - Police Officer I | 27.65 |
| 27132 - Police Officer II | 30.72 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.14 |
| 28042 - Carnival Equipment Repairer | 14.65 |
| 28043 - Carnival Equipment Worker | 12.22 |
| 28210 - Gate Attendant/Gate Tender | 14.59 |
| 28310 - Lifeguard | 13.00 |
| 28350 - Park Attendant (Aide) | 16.32 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.16 |
| 28515 - Recreation Specialist | 17.46 |
| 28630 - Sports Official | 13.00 |
| 28690 - Swimming Pool Operator | 20.87 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.84 |
| 29020 - Hatch Tender | 24.84 |
| 29030 - Line Handler | 24.84 |
| 29041 - Stevedore I | 24.00 |
| 29042 - Stevedore II | 25.70 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.88 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.53 |

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| 30021 - Archeological Technician I | 20.08 |
| 30022 - Archeological Technician II | 22.47 |
| 30023 - Archeological Technician III | 27.83 |
| 30030 - Cartographic Technician | 27.83 |
| 30040 - Civil Engineering Technician | 25.65 |
| 30061 - Drafter/CAD Operator I | 20.08 |
| 30062 - Drafter/CAD Operator II | 22.47 |
| 30063 - Drafter/CAD Operator III | 25.05 |
| 30064 - Drafter/CAD Operator IV | 30.82 |
| 30081 - Engineering Technician I | 18.36 |
| 30082 - Engineering Technician II | 21.64 |
| 30083 - Engineering Technician III | 24.21 |
| 30084 - Engineering Technician IV | 30.00 |
| 30085 - Engineering Technician V | 36.70 |
| 30086 - Engineering Technician VI | 44.38 |
| 30090 - Environmental Technician | 23.66 |
| 30210 - Laboratory Technician | 20.83 |
| 30240 - Mathematical Technician | 27.83 |
| 30361 - Paralegal/Legal Assistant I | 20.88 |
| 30362 - Paralegal/Legal Assistant II | 25.86 |
| 30363 - Paralegal/Legal Assistant III | 31.63 |
| 30364 - Paralegal/Legal Assistant IV | 38.28 |
| 30390 - Photo-Optics Technician | 28.08 |
| 30461 - Technical Writer I | 24.37 |
| 30462 - Technical Writer II | 29.82 |
| 30463 - Technical Writer III | 36.08 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.71 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.90 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.84 |
| 30494 - Unexploded (UXO) Safety Escort | 24.71 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.71 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 24.80 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 27.55 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.47 |
| 31030 - Bus Driver | 17.19 |
| 31043 - Driver Courier | 17.03 |
| 31260 - Parking and Lot Attendant | 13.20 |
| 31290 - Shuttle Bus Driver | 18.55 |
| 31310 - Taxi Driver | 13.70 |
| 31361 - Truckdriver, Light | 18.08 |
| 31362 - Truckdriver, Medium | 19.61 |
| 31363 - Truckdriver, Heavy | 21.82 |
| 31364 - Truckdriver, Tractor-Trailer | 21.82 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.62 |
| 99050 - Desk Clerk | 10.62 |
| 99095 - Embalmer | 26.66 |
| 99251 - Laboratory Animal Caretaker I | 13.77 |
| 99252 - Laboratory Animal Caretaker II | 15.32 |
| 99310 - Mortician | 28.35 |
| 99410 - Pest Controller | 20.39 |
| 99510 - Photofinishing Worker | 15.49 |
| 99710 - Recycling Laborer | 15.07 |
| 99711 - Recycling Specialist | 16.58 |
| 99730 - Refuse Collector | 16.82 |
| 99810 - Sales Clerk | 12.09 |
| 99820 - School Crossing Guard | 11.92 |
| 99830 - Survey Party Chief | 22.62 |
| 99831 - Surveying Aide | 12.97 |
| 99832 - Surveying Technician | 19.86 |
| 99840 - Vending Machine Attendant | 20.52 |

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| 99841 - Vending Machine Repairer | 22.53 |
| 99842 - Vending Machine Repairer Helper | 20.52 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2271
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Alcona, Alpena, Antrim, Arenac, Benzie, Charlevoix, Cheboygan, Crawford, Emmet, Grand Traverse, Iosco, Kalkaska, Leelanau, Manistee, Missaukee, Montmorency, Ogemaw, Oscoda, Otsego, Presque Isle, Roscommon, Wexford

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

WDs_Revision_Received_10.9.2014

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| 01000 - Administrative Support And Clerical Occupations | |
| 01011 - Accounting Clerk I | 14.36 |
| 01012 - Accounting Clerk II | 16.12 |
| 01013 - Accounting Clerk III | 18.03 |
| 01020 - Administrative Assistant | 18.45 |
| 01040 - Court Reporter | 16.99 |
| 01051 - Data Entry Operator I | 12.21 |
| 01052 - Data Entry Operator II | 13.61 |
| 01060 - Dispatcher, Motor Vehicle | 15.61 |
| 01070 - Document Preparation Clerk | 12.72 |
| 01090 - Duplicating Machine Operator | 12.72 |
| 01111 - General Clerk I | 11.12 |
| 01112 - General Clerk II | 12.12 |
| 01113 - General Clerk III | 14.69 |
| 01120 - Housing Referral Assistant | 18.95 |
| 01141 - Messenger Courier | 11.63 |
| 01191 - Order Clerk I | 14.47 |
| 01192 - Order Clerk II | 15.80 |
| 01261 - Personnel Assistant (Employment) I | 16.72 |
| 01262 - Personnel Assistant (Employment) II | 18.70 |
| 01263 - Personnel Assistant (Employment) III | 20.86 |
| 01270 - Production Control Clerk | 22.01 |
| 01280 - Receptionist | 11.64 |
| 01290 - Rental Clerk | 13.70 |
| 01300 - Scheduler, Maintenance | 15.19 |
| 01311 - Secretary I | 15.19 |
| 01312 - Secretary II | 16.99 |
| 01313 - Secretary III | 18.95 |
| 01320 - Service Order Dispatcher | 13.70 |
| 01410 - Supply Technician | 20.12 |
| 01420 - Survey Worker | 14.46 |
| 01531 - Travel Clerk I | 12.78 |
| 01532 - Travel Clerk II | 13.89 |
| 01533 - Travel Clerk III | 15.03 |
| 01611 - Word Processor I | 13.15 |
| 01612 - Word Processor II | 14.77 |
| 01613 - Word Processor III | 16.51 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.01 |
| 05010 - Automotive Electrician | 15.41 |
| 05040 - Automotive Glass Installer | 14.85 |
| 05070 - Automotive Worker | 14.85 |
| 05110 - Mobile Equipment Servicer | 13.71 |
| 05130 - Motor Equipment Metal Mechanic | 15.95 |
| 05160 - Motor Equipment Metal Worker | 14.85 |
| 05190 - Motor Vehicle Mechanic | 18.92 |
| 05220 - Motor Vehicle Mechanic Helper | 13.07 |
| 05250 - Motor Vehicle Upholstery Worker | 14.33 |
| 05280 - Motor Vehicle Wrecker | 14.85 |
| 05310 - Painter, Automotive | 15.41 |
| 05340 - Radiator Repair Specialist | 14.85 |
| 05370 - Tire Repairer | 12.62 |
| 05400 - Transmission Repair Specialist | 15.95 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.08 |
| 07041 - Cook I | 11.36 |
| 07042 - Cook II | 12.01 |
| 07070 - Dishwasher | 8.39 |
| 07130 - Food Service Worker | 9.03 |
| 07210 - Meat Cutter | 14.58 |
| 07260 - Waiter/Waitress | 8.87 |
| 09000 - Furniture Maintenance And Repair Occupations | |

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| 09010 - Electrostatic Spray Painter | 17.71 |
| 09040 - Furniture Handler | 13.62 |
| 09080 - Furniture Refinisher | 17.77 |
| 09090 - Furniture Refinisher Helper | 15.07 |
| 09110 - Furniture Repairer, Minor | 16.52 |
| 09130 - Upholsterer | 17.71 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.81 |
| 11060 - Elevator Operator | 10.81 |
| 11090 - Gardener | 14.64 |
| 11122 - Housekeeping Aide | 10.15 |
| 11150 - Janitor | 11.90 |
| 11210 - Laborer, Grounds Maintenance | 13.01 |
| 11240 - Maid or Houseman | 9.01 |
| 11260 - Pruner | 12.00 |
| 11270 - Tractor Operator | 14.61 |
| 11330 - Trail Maintenance Worker | 13.01 |
| 11360 - Window Cleaner | 12.36 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.64 |
| 12011 - Breath Alcohol Technician | 17.64 |
| 12012 - Certified Occupational Therapist Assistant | 18.70 |
| 12015 - Certified Physical Therapist Assistant | 19.44 |
| 12020 - Dental Assistant | 16.19 |
| 12025 - Dental Hygienist | 26.13 |
| 12030 - EKG Technician | 24.53 |
| 12035 - Electroneurodiagnostic Technologist | 24.53 |
| 12040 - Emergency Medical Technician | 17.64 |
| 12071 - Licensed Practical Nurse I | 15.92 |
| 12072 - Licensed Practical Nurse II | 17.80 |
| 12073 - Licensed Practical Nurse III | 19.87 |
| 12100 - Medical Assistant | 11.93 |
| 12130 - Medical Laboratory Technician | 17.49 |
| 12160 - Medical Record Clerk | 15.63 |
| 12190 - Medical Record Technician | 17.48 |
| 12195 - Medical Transcriptionist | 13.71 |
| 12210 - Nuclear Medicine Technologist | 34.28 |
| 12221 - Nursing Assistant I | 11.43 |
| 12222 - Nursing Assistant II | 12.85 |
| 12223 - Nursing Assistant III | 14.02 |
| 12224 - Nursing Assistant IV | 15.74 |
| 12235 - Optical Dispenser | 17.04 |
| 12236 - Optical Technician | 15.22 |
| 12250 - Pharmacy Technician | 14.11 |
| 12280 - Phlebotomist | 15.74 |
| 12305 - Radiologic Technologist | 22.95 |
| 12311 - Registered Nurse I | 23.13 |
| 12312 - Registered Nurse II | 29.25 |
| 12313 - Registered Nurse II, Specialist | 29.25 |
| 12314 - Registered Nurse III | 34.84 |
| 12315 - Registered Nurse III, Anesthetist | 34.84 |
| 12316 - Registered Nurse IV | 41.76 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.06 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.64 |
| 13012 - Exhibits Specialist II | 22.75 |
| 13013 - Exhibits Specialist III | 27.67 |
| 13041 - Illustrator I | 19.64 |
| 13042 - Illustrator II | 22.75 |
| 13043 - Illustrator III | 27.67 |
| 13047 - Librarian | 25.04 |
| 13050 - Library Aide/Clerk | 12.12 |
| 13054 - Library Information Technology Systems | 22.62 |

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|---|---------|
| Administrator | |
| 13058 - Library Technician | 15.72 |
| 13061 - Media Specialist I | 16.32 |
| 13062 - Media Specialist II | 18.25 |
| 13063 - Media Specialist III | 20.36 |
| 13071 - Photographer I | 16.92 |
| 13072 - Photographer II | 18.93 |
| 13073 - Photographer III | 23.45 |
| 13074 - Photographer IV | 28.69 |
| 13075 - Photographer V | 32.49 |
| 13110 - Video Teleconference Technician | 16.32 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.20 |
| 14042 - Computer Operator II | 15.89 |
| 14043 - Computer Operator III | 17.72 |
| 14044 - Computer Operator IV | 19.69 |
| 14045 - Computer Operator V | 21.80 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 14.20 |
| 14160 - Personal Computer Support Technician | 19.69 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 24.50 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 29.66 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 34.69 |
| 15050 - Computer Based Training Specialist / Instructor | 24.50 |
| 15060 - Educational Technologist | 26.06 |
| 15070 - Flight Instructor (Pilot) | 34.69 |
| 15080 - Graphic Artist | 18.59 |
| 15090 - Technical Instructor | 20.15 |
| 15095 - Technical Instructor/Course Developer | 23.97 |
| 15110 - Test Proctor | 15.81 |
| 15120 - Tutor | 15.81 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.87 |
| 16030 - Counter Attendant | 9.87 |
| 16040 - Dry Cleaner | 13.34 |
| 16070 - Finisher, Flatwork, Machine | 9.87 |
| 16090 - Presser, Hand | 9.87 |
| 16110 - Presser, Machine, Drycleaning | 9.87 |
| 16130 - Presser, Machine, Shirts | 9.87 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.87 |
| 16190 - Sewing Machine Operator | 14.52 |
| 16220 - Tailor | 15.65 |
| 16250 - Washer, Machine | 11.01 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.11 |
| 19040 - Tool And Die Maker | 25.86 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 20.74 |
| 21030 - Material Coordinator | 22.01 |
| 21040 - Material Expediter | 22.01 |
| 21050 - Material Handling Laborer | 14.43 |
| 21071 - Order Filler | 11.50 |
| 21080 - Production Line Worker (Food Processing) | 20.74 |
| 21110 - Shipping Packer | 19.25 |
| 21130 - Shipping/Receiving Clerk | 19.25 |
| 21140 - Store Worker I | 14.39 |

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|---|-------|
| 21150 - Stock Clerk | 17.43 |
| 21210 - Tools And Parts Attendant | 20.74 |
| 21410 - Warehouse Specialist | 20.74 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.97 |
| 23021 - Aircraft Mechanic I | 23.04 |
| 23022 - Aircraft Mechanic II | 23.97 |
| 23023 - Aircraft Mechanic III | 24.93 |
| 23040 - Aircraft Mechanic Helper | 18.62 |
| 23050 - Aircraft, Painter | 23.59 |
| 23060 - Aircraft Servicer | 20.42 |
| 23080 - Aircraft Worker | 21.14 |
| 23110 - Appliance Mechanic | 17.86 |
| 23120 - Bicycle Repairer | 12.62 |
| 23125 - Cable Splicer | 23.56 |
| 23130 - Carpenter, Maintenance | 22.99 |
| 23140 - Carpet Layer | 20.01 |
| 23160 - Electrician, Maintenance | 29.53 |
| 23181 - Electronics Technician Maintenance I | 21.16 |
| 23182 - Electronics Technician Maintenance II | 22.10 |
| 23183 - Electronics Technician Maintenance III | 23.04 |
| 23260 - Fabric Worker | 20.15 |
| 23290 - Fire Alarm System Mechanic | 21.79 |
| 23310 - Fire Extinguisher Repairer | 19.16 |
| 23311 - Fuel Distribution System Mechanic | 25.02 |
| 23312 - Fuel Distribution System Operator | 20.81 |
| 23370 - General Maintenance Worker | 17.93 |
| 23380 - Ground Support Equipment Mechanic | 23.04 |
| 23381 - Ground Support Equipment Servicer | 20.42 |
| 23382 - Ground Support Equipment Worker | 21.14 |
| 23391 - Gunsmith I | 19.16 |
| 23392 - Gunsmith II | 21.16 |
| 23393 - Gunsmith III | 23.04 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.50 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.22 |
| 23430 - Heavy Equipment Mechanic | 22.78 |
| 23440 - Heavy Equipment Operator | 21.06 |
| 23460 - Instrument Mechanic | 23.04 |
| 23465 - Laboratory/Shelter Mechanic | 22.10 |
| 23470 - Laborer | 15.09 |
| 23510 - Locksmith | 20.90 |
| 23530 - Machinery Maintenance Mechanic | 23.04 |
| 23550 - Machinist, Maintenance | 23.04 |
| 23580 - Maintenance Trades Helper | 14.34 |
| 23591 - Metrology Technician I | 23.04 |
| 23592 - Metrology Technician II | 23.97 |
| 23593 - Metrology Technician III | 24.93 |
| 23640 - Millwright | 30.95 |
| 23710 - Office Appliance Repairer | 19.00 |
| 23760 - Painter, Maintenance | 19.95 |
| 23790 - Pipefitter, Maintenance | 26.28 |
| 23810 - Plumber, Maintenance | 24.44 |
| 23820 - Pneudraulic Systems Mechanic | 23.04 |
| 23850 - Rigger | 23.04 |
| 23870 - Scale Mechanic | 21.16 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.41 |
| 23910 - Small Engine Mechanic | 21.16 |
| 23931 - Telecommunications Mechanic I | 23.04 |
| 23932 - Telecommunications Mechanic II | 23.97 |
| 23950 - Telephone Lineman | 22.72 |
| 23960 - Welder, Combination, Maintenance | 22.10 |

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| 23965 - Well Driller | 23.04 |
| 23970 - Woodcraft Worker | 23.04 |
| 23980 - Woodworker | 19.16 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.66 |
| 24580 - Child Care Center Clerk | 12.05 |
| 24610 - Chore Aide | 10.48 |
| 24620 - Family Readiness And Support Services Coordinator | 13.41 |
| 24630 - Homemaker | 13.39 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.76 |
| 25040 - Sewage Plant Operator | 18.57 |
| 25070 - Stationary Engineer | 24.76 |
| 25190 - Ventilation Equipment Tender | 18.19 |
| 25210 - Water Treatment Plant Operator | 17.86 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.23 |
| 27007 - Baggage Inspector | 12.24 |
| 27008 - Corrections Officer | 20.44 |
| 27010 - Court Security Officer | 20.76 |
| 27030 - Detection Dog Handler | 16.73 |
| 27040 - Detention Officer | 20.44 |
| 27070 - Firefighter | 18.68 |
| 27101 - Guard I | 12.24 |
| 27102 - Guard II | 16.73 |
| 27131 - Police Officer I | 23.25 |
| 27132 - Police Officer II | 25.85 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.86 |
| 28042 - Carnival Equipment Repairer | 11.32 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |
| 28310 - Lifeguard | 11.56 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.43 |
| 28515 - Recreation Specialist | 17.67 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 17.16 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.91 |
| 29020 - Hatch Tender | 22.91 |
| 29030 - Line Handler | 22.91 |
| 29041 - Stevedore I | 21.88 |
| 29042 - Stevedore II | 23.94 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 12.62 |
| 30022 - Archeological Technician II | 13.27 |
| 30023 - Archeological Technician III | 17.90 |
| 30030 - Cartographic Technician | 23.91 |
| 30040 - Civil Engineering Technician | 22.19 |
| 30061 - Drafter/CAD Operator I | 17.25 |
| 30062 - Drafter/CAD Operator II | 19.29 |
| 30063 - Drafter/CAD Operator III | 21.51 |
| 30064 - Drafter/CAD Operator IV | 26.47 |
| 30081 - Engineering Technician I | 16.17 |
| 30082 - Engineering Technician II | 18.13 |
| 30083 - Engineering Technician III | 20.28 |
| 30084 - Engineering Technician IV | 25.14 |
| 30085 - Engineering Technician V | 30.72 |

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| 30086 - Engineering Technician VI | 32.98 |
| 30090 - Environmental Technician | 23.91 |
| 30210 - Laboratory Technician | 21.97 |
| 30240 - Mathematical Technician | 23.91 |
| 30361 - Paralegal/Legal Assistant I | 18.52 |
| 30362 - Paralegal/Legal Assistant II | 22.93 |
| 30363 - Paralegal/Legal Assistant III | 28.06 |
| 30364 - Paralegal/Legal Assistant IV | 33.95 |
| 30390 - Photo-Optics Technician | 23.91 |
| 30461 - Technical Writer I | 23.07 |
| 30462 - Technical Writer II | 28.20 |
| 30463 - Technical Writer III | 30.94 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 3) | 21.51 |
| 30621 - Weather Observer, Senior (see 3) | 23.42 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.30 |
| 31030 - Bus Driver | 15.41 |
| 31043 - Driver Courier | 14.35 |
| 31260 - Parking and Lot Attendant | 11.54 |
| 31290 - Shuttle Bus Driver | 15.35 |
| 31310 - Taxi Driver | 12.05 |
| 31361 - Truckdriver, Light | 14.66 |
| 31362 - Truckdriver, Medium | 15.05 |
| 31363 - Truckdriver, Heavy | 19.39 |
| 31364 - Truckdriver, Tractor-Trailer | 19.39 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.13 |
| 99050 - Desk Clerk | 9.66 |
| 99095 - Embalmer | 25.36 |
| 99251 - Laboratory Animal Caretaker I | 12.10 |
| 99252 - Laboratory Animal Caretaker II | 12.75 |
| 99310 - Mortician | 27.17 |
| 99410 - Pest Controller | 18.04 |
| 99510 - Photofinishing Worker | 12.86 |
| 99710 - Recycling Laborer | 17.08 |
| 99711 - Recycling Specialist | 18.51 |
| 99730 - Refuse Collector | 15.36 |
| 99810 - Sales Clerk | 10.46 |
| 99820 - School Crossing Guard | 10.42 |
| 99830 - Survey Party Chief | 19.26 |
| 99831 - Surveying Aide | 11.45 |
| 99832 - Surveying Technician | 17.13 |
| 99840 - Vending Machine Attendant | 14.58 |
| 99841 - Vending Machine Repairer | 17.93 |
| 99842 - Vending Machine Repairer Helper | 16.08 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials

are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2272
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Alcona, Alpena, Antrim, Arenac, Benzie, Charlevoix, Cheboygan, Crawford, Emmet, Grand Traverse, Iosco, Kalkaska, Leelanau, Manistee, Missaukee, Montmorency, Ogemaw, Oscoda, Otsego, Presque Isle, Roscommon, Wexford

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.36 |
| 01012 - Accounting Clerk II | | 16.12 |
| 01013 - Accounting Clerk III | | 18.03 |
| 01020 - Administrative Assistant | | 18.45 |
| 01040 - Court Reporter | | 16.99 |
| 01051 - Data Entry Operator I | | 12.21 |
| 01052 - Data Entry Operator II | | 13.61 |
| 01060 - Dispatcher, Motor Vehicle | | 15.61 |
| 01070 - Document Preparation Clerk | | 12.72 |
| 01090 - Duplicating Machine Operator | | 12.72 |
| 01111 - General Clerk I | | 11.12 |
| 01112 - General Clerk II | | 12.12 |
| 01113 - General Clerk III | | 14.69 |
| 01120 - Housing Referral Assistant | | 18.95 |
| 01141 - Messenger Courier | | 11.63 |
| 01191 - Order Clerk I | | 14.47 |
| 01192 - Order Clerk II | | 15.80 |
| 01261 - Personnel Assistant (Employment) I | | 16.72 |
| 01262 - Personnel Assistant (Employment) II | | 18.70 |
| 01263 - Personnel Assistant (Employment) III | | 20.86 |
| 01270 - Production Control Clerk | | 22.01 |
| 01280 - Receptionist | | 11.64 |
| 01290 - Rental Clerk | | 13.70 |
| 01300 - Scheduler, Maintenance | | 15.19 |
| 01311 - Secretary I | | 15.19 |
| 01312 - Secretary II | | 16.99 |
| 01313 - Secretary III | | 18.95 |
| 01320 - Service Order Dispatcher | | 13.70 |

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| 01410 - Supply Technician | 20.12 |
| 01420 - Survey Worker | 14.46 |
| 01531 - Travel Clerk I | 12.78 |
| 01532 - Travel Clerk II | 13.89 |
| 01533 - Travel Clerk III | 15.03 |
| 01611 - Word Processor I | 13.15 |
| 01612 - Word Processor II | 14.77 |
| 01613 - Word Processor III | 16.51 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.01 |
| 05010 - Automotive Electrician | 15.41 |
| 05040 - Automotive Glass Installer | 14.85 |
| 05070 - Automotive Worker | 14.85 |
| 05110 - Mobile Equipment Servicer | 13.71 |
| 05130 - Motor Equipment Metal Mechanic | 15.95 |
| 05160 - Motor Equipment Metal Worker | 14.85 |
| 05190 - Motor Vehicle Mechanic | 18.92 |
| 05220 - Motor Vehicle Mechanic Helper | 13.07 |
| 05250 - Motor Vehicle Upholstery Worker | 14.33 |
| 05280 - Motor Vehicle Wrecker | 14.85 |
| 05310 - Painter, Automotive | 15.41 |
| 05340 - Radiator Repair Specialist | 14.85 |
| 05370 - Tire Repairer | 12.62 |
| 05400 - Transmission Repair Specialist | 15.95 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.08 |
| 07041 - Cook I | 11.36 |
| 07042 - Cook II | 12.01 |
| 07070 - Dishwasher | 8.39 |
| 07130 - Food Service Worker | 9.03 |
| 07210 - Meat Cutter | 14.58 |
| 07260 - Waiter/Waitress | 8.87 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.71 |
| 09040 - Furniture Handler | 13.62 |
| 09080 - Furniture Refinisher | 17.77 |
| 09090 - Furniture Refinisher Helper | 15.07 |
| 09110 - Furniture Repairer, Minor | 16.52 |
| 09130 - Upholsterer | 17.71 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.81 |
| 11060 - Elevator Operator | 10.81 |
| 11090 - Gardener | 14.64 |
| 11122 - Housekeeping Aide | 10.15 |
| 11150 - Janitor | 11.90 |
| 11210 - Laborer, Grounds Maintenance | 13.01 |
| 11240 - Maid or Houseman | 9.01 |
| 11260 - Pruner | 12.00 |
| 11270 - Tractor Operator | 14.61 |
| 11330 - Trail Maintenance Worker | 13.01 |
| 11360 - Window Cleaner | 12.36 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.64 |
| 12011 - Breath Alcohol Technician | 17.64 |
| 12012 - Certified Occupational Therapist Assistant | 18.70 |
| 12015 - Certified Physical Therapist Assistant | 19.44 |
| 12020 - Dental Assistant | 16.19 |
| 12025 - Dental Hygienist | 26.13 |
| 12030 - EKG Technician | 24.53 |
| 12035 - Electroneurodiagnostic Technologist | 24.53 |
| 12040 - Emergency Medical Technician | 17.64 |
| 12071 - Licensed Practical Nurse I | 15.92 |
| 12072 - Licensed Practical Nurse II | 17.80 |

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| 12073 - Licensed Practical Nurse III | 19.87 |
| 12100 - Medical Assistant | 11.93 |
| 12130 - Medical Laboratory Technician | 17.49 |
| 12160 - Medical Record Clerk | 15.63 |
| 12190 - Medical Record Technician | 17.48 |
| 12195 - Medical Transcriptionist | 13.71 |
| 12210 - Nuclear Medicine Technologist | 34.28 |
| 12221 - Nursing Assistant I | 11.43 |
| 12222 - Nursing Assistant II | 12.85 |
| 12223 - Nursing Assistant III | 14.02 |
| 12224 - Nursing Assistant IV | 15.74 |
| 12235 - Optical Dispenser | 17.04 |
| 12236 - Optical Technician | 15.22 |
| 12250 - Pharmacy Technician | 14.11 |
| 12280 - Phlebotomist | 15.74 |
| 12305 - Radiologic Technologist | 22.95 |
| 12311 - Registered Nurse I | 23.13 |
| 12312 - Registered Nurse II | 29.25 |
| 12313 - Registered Nurse II, Specialist | 29.25 |
| 12314 - Registered Nurse III | 34.84 |
| 12315 - Registered Nurse III, Anesthetist | 34.84 |
| 12316 - Registered Nurse IV | 41.76 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.06 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.64 |
| 13012 - Exhibits Specialist II | 22.75 |
| 13013 - Exhibits Specialist III | 27.67 |
| 13041 - Illustrator I | 19.64 |
| 13042 - Illustrator II | 22.75 |
| 13043 - Illustrator III | 27.67 |
| 13047 - Librarian | 25.04 |
| 13050 - Library Aide/Clerk | 12.12 |
| 13054 - Library Information Technology Systems Administrator | 22.62 |
| 13058 - Library Technician | 15.72 |
| 13061 - Media Specialist I | 16.32 |
| 13062 - Media Specialist II | 18.25 |
| 13063 - Media Specialist III | 20.36 |
| 13071 - Photographer I | 16.92 |
| 13072 - Photographer II | 18.93 |
| 13073 - Photographer III | 23.45 |
| 13074 - Photographer IV | 28.69 |
| 13075 - Photographer V | 32.49 |
| 13110 - Video Teleconference Technician | 16.32 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.20 |
| 14042 - Computer Operator II | 15.89 |
| 14043 - Computer Operator III | 17.72 |
| 14044 - Computer Operator IV | 19.69 |
| 14045 - Computer Operator V | 21.80 |
| 14071 - Computer Programmer I | (see 1) 20.41 |
| 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) 24.52 |
| 14102 - Computer Systems Analyst II | (see 1) 27.62 |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.20 |
| 14160 - Personal Computer Support Technician | 19.69 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 24.50 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 29.66 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 34.69 |

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| 15050 - Computer Based Training Specialist / Instructor | 24.50 |
| 15060 - Educational Technologist | 26.06 |
| 15070 - Flight Instructor (Pilot) | 34.69 |
| 15080 - Graphic Artist | 18.59 |
| 15090 - Technical Instructor | 20.15 |
| 15095 - Technical Instructor/Course Developer | 23.97 |
| 15110 - Test Proctor | 15.81 |
| 15120 - Tutor | 15.81 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.87 |
| 16030 - Counter Attendant | 9.87 |
| 16040 - Dry Cleaner | 13.34 |
| 16070 - Finisher, Flatwork, Machine | 9.87 |
| 16090 - Presser, Hand | 9.87 |
| 16110 - Presser, Machine, Drycleaning | 9.87 |
| 16130 - Presser, Machine, Shirts | 9.87 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.87 |
| 16190 - Sewing Machine Operator | 14.52 |
| 16220 - Tailor | 15.65 |
| 16250 - Washer, Machine | 11.01 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.11 |
| 19040 - Tool And Die Maker | 25.86 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 20.74 |
| 21030 - Material Coordinator | 22.01 |
| 21040 - Material Expediter | 22.01 |
| 21050 - Material Handling Laborer | 14.43 |
| 21071 - Order Filler | 11.50 |
| 21080 - Production Line Worker (Food Processing) | 20.74 |
| 21110 - Shipping Packer | 19.25 |
| 21130 - Shipping/Receiving Clerk | 19.25 |
| 21140 - Store Worker I | 14.39 |
| 21150 - Stock Clerk | 17.43 |
| 21210 - Tools And Parts Attendant | 20.74 |
| 21410 - Warehouse Specialist | 20.74 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.97 |
| 23021 - Aircraft Mechanic I | 23.04 |
| 23022 - Aircraft Mechanic II | 23.97 |
| 23023 - Aircraft Mechanic III | 24.93 |
| 23040 - Aircraft Mechanic Helper | 18.62 |
| 23050 - Aircraft, Painter | 23.59 |
| 23060 - Aircraft Servicer | 20.42 |
| 23080 - Aircraft Worker | 21.14 |
| 23110 - Appliance Mechanic | 17.86 |
| 23120 - Bicycle Repairer | 12.62 |
| 23125 - Cable Splicer | 23.56 |
| 23130 - Carpenter, Maintenance | 22.99 |
| 23140 - Carpet Layer | 20.01 |
| 23160 - Electrician, Maintenance | 29.53 |
| 23181 - Electronics Technician Maintenance I | 21.16 |
| 23182 - Electronics Technician Maintenance II | 22.10 |
| 23183 - Electronics Technician Maintenance III | 23.04 |
| 23260 - Fabric Worker | 20.15 |
| 23290 - Fire Alarm System Mechanic | 21.79 |
| 23310 - Fire Extinguisher Repairer | 19.16 |
| 23311 - Fuel Distribution System Mechanic | 25.02 |
| 23312 - Fuel Distribution System Operator | 20.81 |
| 23370 - General Maintenance Worker | 17.93 |
| 23380 - Ground Support Equipment Mechanic | 23.04 |
| 23381 - Ground Support Equipment Servicer | 20.42 |
| 23382 - Ground Support Equipment Worker | 21.14 |

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| 23391 - Gunsmith I | 19.16 |
| 23392 - Gunsmith II | 21.16 |
| 23393 - Gunsmith III | 23.04 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.50 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.22 |
| 23430 - Heavy Equipment Mechanic | 22.78 |
| 23440 - Heavy Equipment Operator | 21.06 |
| 23460 - Instrument Mechanic | 23.04 |
| 23465 - Laboratory/Shelter Mechanic | 22.10 |
| 23470 - Laborer | 15.09 |
| 23510 - Locksmith | 20.90 |
| 23530 - Machinery Maintenance Mechanic | 23.04 |
| 23550 - Machinist, Maintenance | 23.04 |
| 23580 - Maintenance Trades Helper | 14.34 |
| 23591 - Metrology Technician I | 23.04 |
| 23592 - Metrology Technician II | 23.97 |
| 23593 - Metrology Technician III | 24.93 |
| 23640 - Millwright | 30.95 |
| 23710 - Office Appliance Repairer | 19.00 |
| 23760 - Painter, Maintenance | 19.95 |
| 23790 - Pipefitter, Maintenance | 26.28 |
| 23810 - Plumber, Maintenance | 24.44 |
| 23820 - Pneudraulic Systems Mechanic | 23.04 |
| 23850 - Rigger | 23.04 |
| 23870 - Scale Mechanic | 21.16 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.41 |
| 23910 - Small Engine Mechanic | 21.16 |
| 23931 - Telecommunications Mechanic I | 23.04 |
| 23932 - Telecommunications Mechanic II | 23.97 |
| 23950 - Telephone Lineman | 22.72 |
| 23960 - Welder, Combination, Maintenance | 22.10 |
| 23965 - well Driller | 23.04 |
| 23970 - Woodcraft Worker | 23.04 |
| 23980 - Woodworker | 19.16 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.66 |
| 24580 - Child Care Center Clerk | 12.05 |
| 24610 - Chore Aide | 10.48 |
| 24620 - Family Readiness And Support Services Coordinator | 13.41 |
| 24630 - Homemaker | 13.39 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.76 |
| 25040 - Sewage Plant Operator | 18.57 |
| 25070 - Stationary Engineer | 24.76 |
| 25190 - Ventilation Equipment Tender | 18.19 |
| 25210 - Water Treatment Plant Operator | 17.86 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.23 |
| 27007 - Baggage Inspector | 12.24 |
| 27008 - Corrections Officer | 20.44 |
| 27010 - Court Security Officer | 20.76 |
| 27030 - Detection Dog Handler | 16.73 |
| 27040 - Detention Officer | 20.44 |
| 27070 - Firefighter | 18.68 |
| 27101 - Guard I | 12.24 |
| 27102 - Guard II | 16.73 |
| 27131 - Police Officer I | 23.25 |
| 27132 - Police Officer II | 25.85 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.86 |

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| 28042 - Carnival Equipment Repairer | 11.32 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |
| 28310 - Lifeguard | 11.56 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.43 |
| 28515 - Recreation Specialist | 17.67 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 17.16 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.91 |
| 29020 - Hatch Tender | 22.91 |
| 29030 - Line Handler | 22.91 |
| 29041 - Stevedore I | 21.88 |
| 29042 - Stevedore II | 23.94 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 12.62 |
| 30022 - Archeological Technician II | 13.27 |
| 30023 - Archeological Technician III | 17.90 |
| 30030 - Cartographic Technician | 23.91 |
| 30040 - Civil Engineering Technician | 22.19 |
| 30061 - Drafter/CAD Operator I | 17.25 |
| 30062 - Drafter/CAD Operator II | 19.29 |
| 30063 - Drafter/CAD Operator III | 21.51 |
| 30064 - Drafter/CAD Operator IV | 26.47 |
| 30081 - Engineering Technician I | 16.17 |
| 30082 - Engineering Technician II | 18.13 |
| 30083 - Engineering Technician III | 20.28 |
| 30084 - Engineering Technician IV | 25.14 |
| 30085 - Engineering Technician V | 30.72 |
| 30086 - Engineering Technician VI | 32.98 |
| 30090 - Environmental Technician | 23.91 |
| 30210 - Laboratory Technician | 21.97 |
| 30240 - Mathematical Technician | 23.91 |
| 30361 - Paralegal/Legal Assistant I | 18.52 |
| 30362 - Paralegal/Legal Assistant II | 22.93 |
| 30363 - Paralegal/Legal Assistant III | 28.06 |
| 30364 - Paralegal/Legal Assistant IV | 33.95 |
| 30390 - Photo-Optics Technician | 23.91 |
| 30461 - Technical Writer I | 23.07 |
| 30462 - Technical Writer II | 28.20 |
| 30463 - Technical Writer III | 30.94 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 3) | 21.51 |
| 30621 - Weather Observer, Senior (see 3) | 23.42 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.30 |
| 31030 - Bus Driver | 15.41 |
| 31043 - Driver Courier | 14.35 |
| 31260 - Parking and Lot Attendant | 11.54 |
| 31290 - Shuttle Bus Driver | 15.35 |
| 31310 - Taxi Driver | 12.05 |
| 31361 - Truckdriver, Light | 14.66 |
| 31362 - Truckdriver, Medium | 15.05 |
| 31363 - Truckdriver, Heavy | 19.39 |

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|---|-------|
| 31364 - Truckdriver, Tractor-Trailer | 19.39 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.13 |
| 99050 - Desk Clerk | 9.66 |
| 99095 - Embalmer | 25.36 |
| 99251 - Laboratory Animal Caretaker I | 12.10 |
| 99252 - Laboratory Animal Caretaker II | 12.75 |
| 99310 - Mortician | 27.17 |
| 99410 - Pest Controller | 18.04 |
| 99510 - Photofinishing Worker | 12.86 |
| 99710 - Recycling Laborer | 17.08 |
| 99711 - Recycling Specialist | 18.51 |
| 99730 - Refuse Collector | 15.36 |
| 99810 - Sales Clerk | 10.46 |
| 99820 - School Crossing Guard | 10.42 |
| 99830 - Survey Party Chief | 19.26 |
| 99831 - Surveying Aide | 11.45 |
| 99832 - Surveying Technician | 17.13 |
| 99840 - Vending Machine Attendant | 14.58 |
| 99841 - Vending Machine Repairer | 17.93 |
| 99842 - Vending Machine Repairer Helper | 16.08 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in

those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2273
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Genesee, Lapeer, Macomb, Monroe, Oakland, St Clair, Wayne

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.22 |
| 01012 - Accounting Clerk II | | 15.96 |
| 01013 - Accounting Clerk III | | 18.77 |
| 01020 - Administrative Assistant | | 26.95 |
| 01040 - Court Reporter | | 19.80 |
| 01051 - Data Entry Operator I | | 13.85 |
| 01052 - Data Entry Operator II | | 15.12 |
| 01060 - Dispatcher, Motor Vehicle | | 21.98 |
| 01070 - Document Preparation Clerk | | 15.38 |
| 01090 - Duplicating Machine Operator | | 15.38 |
| 01111 - General Clerk I | | 13.37 |
| 01112 - General Clerk II | | 14.60 |
| 01113 - General Clerk III | | 16.39 |
| 01120 - Housing Referral Assistant | | 22.04 |
| 01141 - Messenger Courier | | 11.47 |
| 01191 - Order Clerk I | | 14.16 |
| 01192 - Order Clerk II | | 15.95 |
| 01261 - Personnel Assistant (Employment) I | | 17.30 |
| 01262 - Personnel Assistant (Employment) II | | 19.35 |
| 01263 - Personnel Assistant (Employment) III | | 21.57 |
| 01270 - Production Control Clerk | | 21.45 |
| 01280 - Receptionist | | 13.67 |
| 01290 - Rental Clerk | | 15.38 |
| 01300 - Scheduler, Maintenance | | 17.30 |
| 01311 - Secretary I | | 17.30 |
| 01312 - Secretary II | | 19.35 |
| 01313 - Secretary III | | 22.04 |
| 01320 - Service Order Dispatcher | | 19.04 |
| 01410 - Supply Technician | | 25.70 |
| 01420 - Survey Worker | | 18.56 |
| 01531 - Travel Clerk I | | 13.02 |
| 01532 - Travel Clerk II | | 14.14 |
| 01533 - Travel Clerk III | | 15.31 |
| 01611 - Word Processor I | | 15.07 |
| 01612 - Word Processor II | | 16.92 |
| 01613 - Word Processor III | | 18.93 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 23.66 |
| 05010 - Automotive Electrician | | 22.58 |
| 05040 - Automotive Glass Installer | | 21.84 |
| 05070 - Automotive Worker | | 21.84 |
| 05110 - Mobile Equipment Servicer | | 20.43 |
| 05130 - Motor Equipment Metal Mechanic | | 23.31 |
| 05160 - Motor Equipment Metal Worker | | 21.84 |
| 05190 - Motor Vehicle Mechanic | | 23.31 |
| 05220 - Motor Vehicle Mechanic Helper | | 19.71 |
| 05250 - Motor Vehicle Upholstery Worker | | 21.12 |
| 05280 - Motor Vehicle Wrecker | | 21.84 |
| 05310 - Painter, Automotive | | 22.58 |
| 05340 - Radiator Repair Specialist | | 21.84 |
| 05370 - Tire Repairer | | 19.58 |
| 05400 - Transmission Repair Specialist | | 23.31 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 18.55 |
| 07041 - Cook I | | 13.99 |
| 07042 - Cook II | | 15.07 |
| 07070 - Dishwasher | | 11.64 |

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| 07130 - Food Service Worker | 11.64 |
| 07210 - Meat Cutter | 16.26 |
| 07260 - Waiter/Waitress | 12.36 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 23.44 |
| 09040 - Furniture Handler | 18.10 |
| 09080 - Furniture Refinisher | 23.44 |
| 09090 - Furniture Refinisher Helper | 20.50 |
| 09110 - Furniture Repairer, Minor | 21.98 |
| 09130 - Upholsterer | 23.44 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 14.97 |
| 11060 - Elevator Operator | 14.97 |
| 11090 - Gardener | 17.38 |
| 11122 - Housekeeping Aide | 13.40 |
| 11150 - Janitor | 13.41 |
| 11210 - Laborer, Grounds Maintenance | 14.78 |
| 11240 - Maid or Houseman | 12.13 |
| 11260 - Pruner | 13.63 |
| 11270 - Tractor Operator | 15.88 |
| 11330 - Trail Maintenance Worker | 14.78 |
| 11360 - Window Cleaner | 14.24 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.90 |
| 12011 - Breath Alcohol Technician | 19.72 |
| 12012 - Certified Occupational Therapist Assistant | 22.17 |
| 12015 - Certified Physical Therapist Assistant | 22.17 |
| 12020 - Dental Assistant | 17.03 |
| 12025 - Dental Hygienist | 30.37 |
| 12030 - EKG Technician | 25.82 |
| 12035 - Electroneurodiagnostic Technologist | 25.82 |
| 12040 - Emergency Medical Technician | 17.90 |
| 12071 - Licensed Practical Nurse I | 17.61 |
| 12072 - Licensed Practical Nurse II | 19.72 |
| 12073 - Licensed Practical Nurse III | 21.34 |
| 12100 - Medical Assistant | 14.58 |
| 12130 - Medical Laboratory Technician | 22.29 |
| 12160 - Medical Record Clerk | 15.74 |
| 12190 - Medical Record Technician | 19.47 |
| 12195 - Medical Transcriptionist | 18.11 |
| 12210 - Nuclear Medicine Technologist | 33.56 |
| 12221 - Nursing Assistant I | 11.25 |
| 12222 - Nursing Assistant II | 12.27 |
| 12223 - Nursing Assistant III | 13.40 |
| 12224 - Nursing Assistant IV | 15.04 |
| 12235 - Optical Dispenser | 19.36 |
| 12236 - Optical Technician | 17.61 |
| 12250 - Pharmacy Technician | 17.78 |
| 12280 - Phlebotomist | 15.04 |
| 12305 - Radiologic Technologist | 26.11 |
| 12311 - Registered Nurse I | 29.83 |
| 12312 - Registered Nurse II | 32.20 |
| 12313 - Registered Nurse II, Specialist | 32.20 |
| 12314 - Registered Nurse III | 44.14 |
| 12315 - Registered Nurse III, Anesthetist | 44.14 |
| 12316 - Registered Nurse IV | 52.92 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.02 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.47 |
| 13012 - Exhibits Specialist II | 26.61 |
| 13013 - Exhibits Specialist III | 32.54 |
| 13041 - Illustrator I | 25.01 |
| 13042 - Illustrator II | 30.40 |

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| 13043 - Illustrator III | 35.82 |
| 13047 - Librarian | 30.28 |
| 13050 - Library Aide/Clerk | 13.49 |
| 13054 - Library Information Technology Systems Administrator | 27.34 |
| 13058 - Library Technician | 18.56 |
| 13061 - Media Specialist I | 18.54 |
| 13062 - Media Specialist II | 20.75 |
| 13063 - Media Specialist III | 23.13 |
| 13071 - Photographer I | 19.42 |
| 13072 - Photographer II | 22.83 |
| 13073 - Photographer III | 29.56 |
| 13074 - Photographer IV | 34.28 |
| 13075 - Photographer V | 39.82 |
| 13110 - Video Teleconference Technician | 19.13 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.16 |
| 14042 - Computer Operator II | 19.20 |
| 14043 - Computer Operator III | 21.40 |
| 14044 - Computer Operator IV | 23.77 |
| 14045 - Computer Operator V | 26.33 |
| 14071 - Computer Programmer I | (see 1) 22.60 |
| 14072 - Computer Programmer II | (see 1) 27.62 |
| 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 | 17.16 |
| 14160 - Personal Computer Support Technician | 23.77 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 32.52 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 39.35 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 50.79 |
| 15050 - Computer Based Training Specialist / Instructor | 32.52 |
| 15060 - Educational Technologist | 30.30 |
| 15070 - Flight Instructor (Pilot) | 50.79 |
| 15080 - Graphic Artist | 30.61 |
| 15090 - Technical Instructor | 26.84 |
| 15095 - Technical Instructor/Course Developer | 32.69 |
| 15110 - Test Proctor | 21.80 |
| 15120 - Tutor | 21.80 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.00 |
| 16030 - Counter Attendant | 10.00 |
| 16040 - Dry Cleaner | 13.34 |
| 16070 - Finisher, Flatwork, Machine | 10.00 |
| 16090 - Presser, Hand | 10.00 |
| 16110 - Presser, Machine, Drycleaning | 10.00 |
| 16130 - Presser, Machine, Shirts | 10.00 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.00 |
| 16190 - Sewing Machine Operator | 14.52 |
| 16220 - Tailor | 15.65 |
| 16250 - Washer, Machine | 11.08 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 26.18 |
| 19040 - Tool And Die Maker | 29.03 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 20.65 |
| 21030 - Material Coordinator | 24.49 |
| 21040 - Material Expediter | 24.54 |
| 21050 - Material Handling Laborer | 18.05 |
| 21071 - Order Filler | 15.92 |

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| 21080 - Production Line Worker (Food Processing) | 20.65 |
| 21110 - Shipping Packer | 17.34 |
| 21130 - Shipping/Receiving Clerk | 17.34 |
| 21140 - Store Worker I | 17.19 |
| 21150 - Stock Clerk | 21.86 |
| 21210 - Tools And Parts Attendant | 20.65 |
| 21410 - Warehouse Specialist | 20.65 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.30 |
| 23021 - Aircraft Mechanic I | 27.91 |
| 23022 - Aircraft Mechanic II | 29.30 |
| 23023 - Aircraft Mechanic III | 30.84 |
| 23040 - Aircraft Mechanic Helper | 19.51 |
| 23050 - Aircraft, Painter | 25.78 |
| 23060 - Aircraft Servicer | 22.27 |
| 23080 - Aircraft Worker | 23.38 |
| 23110 - Appliance Mechanic | 23.44 |
| 23120 - Bicycle Repairer | 18.66 |
| 23125 - Cable Splicer | 27.79 |
| 23130 - Carpenter, Maintenance | 25.15 |
| 23140 - Carpet Layer | 24.10 |
| 23160 - Electrician, Maintenance | 32.65 |
| 23181 - Electronics Technician Maintenance I | 26.20 |
| 23182 - Electronics Technician Maintenance II | 27.07 |
| 23183 - Electronics Technician Maintenance III | 31.31 |
| 23260 - Fabric Worker | 23.20 |
| 23290 - Fire Alarm System Mechanic | 24.83 |
| 23310 - Fire Extinguisher Repairer | 22.37 |
| 23311 - Fuel Distribution System Mechanic | 25.62 |
| 23312 - Fuel Distribution System Operator | 22.26 |
| 23370 - General Maintenance Worker | 23.96 |
| 23380 - Ground Support Equipment Mechanic | 27.91 |
| 23381 - Ground Support Equipment Servicer | 22.27 |
| 23382 - Ground Support Equipment Worker | 23.38 |
| 23391 - Gunsmith I | 22.37 |
| 23392 - Gunsmith II | 24.10 |
| 23393 - Gunsmith III | 25.75 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.96 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.71 |
| 23430 - Heavy Equipment Mechanic | 29.63 |
| 23440 - Heavy Equipment Operator | 27.30 |
| 23460 - Instrument Mechanic | 29.03 |
| 23465 - Laboratory/Shelter Mechanic | 24.89 |
| 23470 - Laborer | 16.69 |
| 23510 - Locksmith | 23.44 |
| 23530 - Machinery Maintenance Mechanic | 28.66 |
| 23550 - Machinist, Maintenance | 27.99 |
| 23580 - Maintenance Trades Helper | 19.60 |
| 23591 - Metrology Technician I | 29.03 |
| 23592 - Metrology Technician II | 29.96 |
| 23593 - Metrology Technician III | 30.88 |
| 23640 - Millwright | 34.10 |
| 23710 - Office Appliance Repairer | 24.76 |
| 23760 - Painter, Maintenance | 26.60 |
| 23790 - Pipefitter, Maintenance | 29.87 |
| 23810 - Plumber, Maintenance | 29.24 |
| 23820 - Pneudraulic Systems Mechanic | 25.75 |
| 23850 - Rigger | 25.62 |
| 23870 - Scale Mechanic | 24.10 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.24 |
| 23910 - Small Engine Mechanic | 23.98 |

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| 23931 - Telecommunications Mechanic I | 26.29 |
| 23932 - Telecommunications Mechanic II | 27.07 |
| 23950 - Telephone Lineman | 26.29 |
| 23960 - Welder, Combination, Maintenance | 26.46 |
| 23965 - Well Driller | 25.34 |
| 23970 - Woodcraft Worker | 25.75 |
| 23980 - Woodworker | 22.37 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.85 |
| 24580 - Child Care Center Clerk | 18.10 |
| 24610 - Chore Aide | 11.03 |
| 24620 - Family Readiness And Support Services Coordinator | 16.29 |
| 24630 - Homemaker | 19.20 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 28.00 |
| 25040 - Sewage Plant Operator | 25.78 |
| 25070 - Stationary Engineer | 28.00 |
| 25190 - Ventilation Equipment Tender | 21.57 |
| 25210 - Water Treatment Plant Operator | 25.78 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.29 |
| 27007 - Baggage Inspector | 12.93 |
| 27008 - Corrections Officer | 23.65 |
| 27010 - Court Security Officer | 23.72 |
| 27030 - Detection Dog Handler | 19.75 |
| 27040 - Detention Officer | 23.65 |
| 27070 - Firefighter | 21.27 |
| 27101 - Guard I | 12.93 |
| 27102 - Guard II | 19.75 |
| 27131 - Police Officer I | 27.65 |
| 27132 - Police Officer II | 30.72 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.14 |
| 28042 - Carnival Equipment Repairer | 14.65 |
| 28043 - Carnival Equipment Worker | 12.22 |
| 28210 - Gate Attendant/Gate Tender | 14.59 |
| 28310 - Lifeguard | 13.00 |
| 28350 - Park Attendant (Aide) | 16.32 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.16 |
| 28515 - Recreation Specialist | 16.58 |
| 28630 - Sports Official | 13.00 |
| 28690 - Swimming Pool Operator | 20.87 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.58 |
| 29020 - Hatch Tender | 22.58 |
| 29030 - Line Handler | 22.58 |
| 29041 - Stevedore I | 21.82 |
| 29042 - Stevedore II | 23.37 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.88 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.53 |
| 30021 - Archeological Technician I | 20.08 |
| 30022 - Archeological Technician II | 22.47 |
| 30023 - Archeological Technician III | 27.83 |
| 30030 - Cartographic Technician | 27.83 |
| 30040 - Civil Engineering Technician | 27.83 |
| 30061 - Drafter/CAD Operator I | 20.08 |
| 30062 - Drafter/CAD Operator II | 22.47 |
| 30063 - Drafter/CAD Operator III | 25.05 |
| 30064 - Drafter/CAD Operator IV | 30.82 |
| 30081 - Engineering Technician I | 18.36 |

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| 30082 - Engineering Technician II | 21.64 |
| 30083 - Engineering Technician III | 25.16 |
| 30084 - Engineering Technician IV | 31.16 |
| 30085 - Engineering Technician V | 36.70 |
| 30086 - Engineering Technician VI | 44.38 |
| 30090 - Environmental Technician | 25.01 |
| 30210 - Laboratory Technician | 21.70 |
| 30240 - Mathematical Technician | 27.83 |
| 30361 - Paralegal/Legal Assistant I | 20.88 |
| 30362 - Paralegal/Legal Assistant II | 25.86 |
| 30363 - Paralegal/Legal Assistant III | 31.63 |
| 30364 - Paralegal/Legal Assistant IV | 38.28 |
| 30390 - Photo-Optics Technician | 27.83 |
| 30461 - Technical Writer I | 25.25 |
| 30462 - Technical Writer II | 30.90 |
| 30463 - Technical Writer III | 36.08 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.71 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.90 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.84 |
| 30494 - Unexploded (UXO) Safety Escort | 24.71 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.71 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 24.80 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 27.55 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.47 |
| 31030 - Bus Driver | 17.19 |
| 31043 - Driver Courier | 17.03 |
| 31260 - Parking and Lot Attendant | 12.47 |
| 31290 - Shuttle Bus Driver | 18.08 |
| 31310 - Taxi Driver | 13.66 |
| 31361 - Truckdriver, Light | 18.08 |
| 31362 - Truckdriver, Medium | 19.61 |
| 31363 - Truckdriver, Heavy | 21.82 |
| 31364 - Truckdriver, Tractor-Trailer | 21.85 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.62 |
| 99050 - Desk Clerk | 11.40 |
| 99095 - Embalmer | 26.66 |
| 99251 - Laboratory Animal Caretaker I | 13.63 |
| 99252 - Laboratory Animal Caretaker II | 15.18 |
| 99310 - Mortician | 33.88 |
| 99410 - Pest Controller | 17.53 |
| 99510 - Photofinishing Worker | 15.49 |
| 99710 - Recycling Laborer | 17.40 |
| 99711 - Recycling Specialist | 19.31 |
| 99730 - Refuse Collector | 15.45 |
| 99810 - Sales Clerk | 12.17 |
| 99820 - School Crossing Guard | 12.22 |
| 99830 - Survey Party Chief | 24.92 |
| 99831 - Surveying Aide | 12.97 |
| 99832 - Surveying Technician | 19.86 |
| 99840 - Vending Machine Attendant | 17.14 |
| 99841 - Vending Machine Repairer | 21.54 |
| 99842 - Vending Machine Repairer Helper | 17.14 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2274
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Genesee, Lapeer, Macomb, Monroe, Oakland, St Clair, Wayne

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.22 |
| 01012 - Accounting Clerk II | | 15.96 |
| 01013 - Accounting Clerk III | | 18.77 |
| 01020 - Administrative Assistant | | 26.95 |
| 01040 - Court Reporter | | 19.80 |
| 01051 - Data Entry Operator I | | 13.85 |
| 01052 - Data Entry Operator II | | 15.12 |
| 01060 - Dispatcher, Motor Vehicle | | 21.98 |
| 01070 - Document Preparation Clerk | | 15.38 |
| 01090 - Duplicating Machine Operator | | 15.38 |
| 01111 - General Clerk I | | 13.37 |
| 01112 - General Clerk II | | 14.60 |
| 01113 - General Clerk III | | 16.39 |
| 01120 - Housing Referral Assistant | | 22.04 |

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| 01141 - Messenger Courier | 11.47 |
| 01191 - Order Clerk I | 14.16 |
| 01192 - Order Clerk II | 15.95 |
| 01261 - Personnel Assistant (Employment) I | 17.30 |
| 01262 - Personnel Assistant (Employment) II | 19.35 |
| 01263 - Personnel Assistant (Employment) III | 21.57 |
| 01270 - Production Control Clerk | 21.45 |
| 01280 - Receptionist | 13.67 |
| 01290 - Rental Clerk | 15.38 |
| 01300 - Scheduler, Maintenance | 17.30 |
| 01311 - Secretary I | 17.30 |
| 01312 - Secretary II | 19.35 |
| 01313 - Secretary III | 22.04 |
| 01320 - Service Order Dispatcher | 19.04 |
| 01410 - Supply Technician | 25.70 |
| 01420 - Survey Worker | 18.56 |
| 01531 - Travel Clerk I | 13.02 |
| 01532 - Travel Clerk II | 14.14 |
| 01533 - Travel Clerk III | 15.31 |
| 01611 - Word Processor I | 15.07 |
| 01612 - Word Processor II | 16.92 |
| 01613 - Word Processor III | 18.93 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.66 |
| 05010 - Automotive Electrician | 22.58 |
| 05040 - Automotive Glass Installer | 21.84 |
| 05070 - Automotive Worker | 21.84 |
| 05110 - Mobile Equipment Servicer | 20.43 |
| 05130 - Motor Equipment Metal Mechanic | 23.31 |
| 05160 - Motor Equipment Metal Worker | 21.84 |
| 05190 - Motor Vehicle Mechanic | 23.31 |
| 05220 - Motor Vehicle Mechanic Helper | 19.71 |
| 05250 - Motor Vehicle Upholstery Worker | 21.12 |
| 05280 - Motor Vehicle Wrecker | 21.84 |
| 05310 - Painter, Automotive | 22.58 |
| 05340 - Radiator Repair Specialist | 21.84 |
| 05370 - Tire Repairer | 19.58 |
| 05400 - Transmission Repair Specialist | 23.31 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 18.55 |
| 07041 - Cook I | 13.99 |
| 07042 - Cook II | 15.07 |
| 07070 - Dishwasher | 11.64 |
| 07130 - Food Service Worker | 11.64 |
| 07210 - Meat Cutter | 16.26 |
| 07260 - Waiter/Waitress | 12.36 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 23.44 |
| 09040 - Furniture Handler | 18.10 |
| 09080 - Furniture Refinisher | 23.44 |
| 09090 - Furniture Refinisher Helper | 20.50 |
| 09110 - Furniture Repairer, Minor | 21.98 |
| 09130 - Upholsterer | 23.44 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 14.97 |
| 11060 - Elevator Operator | 14.97 |
| 11090 - Gardener | 17.38 |
| 11122 - Housekeeping Aide | 13.40 |
| 11150 - Janitor | 13.41 |
| 11210 - Laborer, Grounds Maintenance | 14.78 |
| 11240 - Maid or Houseman | 12.13 |
| 11260 - Pruner | 13.63 |
| 11270 - Tractor Operator | 15.88 |

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| 11330 - Trail Maintenance Worker | 14.78 |
| 11360 - Window Cleaner | 14.24 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.90 |
| 12011 - Breath Alcohol Technician | 19.72 |
| 12012 - Certified Occupational Therapist Assistant | 22.17 |
| 12015 - Certified Physical Therapist Assistant | 22.17 |
| 12020 - Dental Assistant | 17.03 |
| 12025 - Dental Hygienist | 30.37 |
| 12030 - EKG Technician | 25.82 |
| 12035 - Electroneurodiagnostic Technologist | 25.82 |
| 12040 - Emergency Medical Technician | 17.90 |
| 12071 - Licensed Practical Nurse I | 17.61 |
| 12072 - Licensed Practical Nurse II | 19.72 |
| 12073 - Licensed Practical Nurse III | 21.34 |
| 12100 - Medical Assistant | 14.58 |
| 12130 - Medical Laboratory Technician | 22.29 |
| 12160 - Medical Record Clerk | 15.74 |
| 12190 - Medical Record Technician | 19.47 |
| 12195 - Medical Transcriptionist | 18.11 |
| 12210 - Nuclear Medicine Technologist | 33.56 |
| 12221 - Nursing Assistant I | 11.25 |
| 12222 - Nursing Assistant II | 12.27 |
| 12223 - Nursing Assistant III | 13.40 |
| 12224 - Nursing Assistant IV | 15.04 |
| 12235 - Optical Dispenser | 19.36 |
| 12236 - Optical Technician | 17.61 |
| 12250 - Pharmacy Technician | 17.78 |
| 12280 - Phlebotomist | 15.04 |
| 12305 - Radiologic Technologist | 26.11 |
| 12311 - Registered Nurse I | 29.83 |
| 12312 - Registered Nurse II | 32.20 |
| 12313 - Registered Nurse II, Specialist | 32.20 |
| 12314 - Registered Nurse III | 44.14 |
| 12315 - Registered Nurse III, Anesthetist | 44.14 |
| 12316 - Registered Nurse IV | 52.92 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.02 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.47 |
| 13012 - Exhibits Specialist II | 26.61 |
| 13013 - Exhibits Specialist III | 32.54 |
| 13041 - Illustrator I | 25.01 |
| 13042 - Illustrator II | 30.40 |
| 13043 - Illustrator III | 35.82 |
| 13047 - Librarian | 30.28 |
| 13050 - Library Aide/Clerk | 13.49 |
| 13054 - Library Information Technology Systems Administrator | 27.34 |
| 13058 - Library Technician | 18.56 |
| 13061 - Media Specialist I | 18.54 |
| 13062 - Media Specialist II | 20.75 |
| 13063 - Media Specialist III | 23.13 |
| 13071 - Photographer I | 19.42 |
| 13072 - Photographer II | 22.83 |
| 13073 - Photographer III | 29.56 |
| 13074 - Photographer IV | 34.28 |
| 13075 - Photographer V | 39.82 |
| 13110 - Video Teleconference Technician | 19.13 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.16 |
| 14042 - Computer Operator II | 19.20 |
| 14043 - Computer Operator III | 21.40 |
| 14044 - Computer Operator IV | 23.77 |

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|---|---------|-------|
| 14045 - Computer Operator V | | 26.33 |
| 14071 - Computer Programmer I | (see 1) | 22.60 |
| 14072 - Computer Programmer II | (see 1) | 27.62 |
| 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 | | 17.16 |
| 14160 - Personal Computer Support Technician | | 23.77 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 32.52 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 39.35 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 50.79 |
| 15050 - Computer Based Training Specialist / Instructor | | 32.52 |
| 15060 - Educational Technologist | | 30.30 |
| 15070 - Flight Instructor (Pilot) | | 50.79 |
| 15080 - Graphic Artist | | 30.61 |
| 15090 - Technical Instructor | | 26.84 |
| 15095 - Technical Instructor/Course Developer | | 32.69 |
| 15110 - Test Proctor | | 21.80 |
| 15120 - Tutor | | 21.80 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.00 |
| 16030 - Counter Attendant | | 10.00 |
| 16040 - Dry Cleaner | | 13.34 |
| 16070 - Finisher, Flatwork, Machine | | 10.00 |
| 16090 - Presser, Hand | | 10.00 |
| 16110 - Presser, Machine, Drycleaning | | 10.00 |
| 16130 - Presser, Machine, Shirts | | 10.00 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 10.00 |
| 16190 - Sewing Machine Operator | | 14.52 |
| 16220 - Tailor | | 15.65 |
| 16250 - Washer, Machine | | 11.08 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 26.18 |
| 19040 - Tool And Die Maker | | 29.03 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 20.65 |
| 21030 - Material Coordinator | | 24.49 |
| 21040 - Material Expediter | | 24.54 |
| 21050 - Material Handling Laborer | | 18.05 |
| 21071 - Order Filler | | 15.92 |
| 21080 - Production Line Worker (Food Processing) | | 20.65 |
| 21110 - Shipping Packer | | 17.34 |
| 21130 - Shipping/Receiving Clerk | | 17.34 |
| 21140 - Store Worker I | | 17.19 |
| 21150 - Stock Clerk | | 21.86 |
| 21210 - Tools And Parts Attendant | | 20.65 |
| 21410 - Warehouse Specialist | | 20.65 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural welder | | 29.30 |
| 23021 - Aircraft Mechanic I | | 27.91 |
| 23022 - Aircraft Mechanic II | | 29.30 |
| 23023 - Aircraft Mechanic III | | 30.84 |
| 23040 - Aircraft Mechanic Helper | | 19.51 |
| 23050 - Aircraft, Painter | | 25.78 |
| 23060 - Aircraft Servicer | | 22.27 |
| 23080 - Aircraft Worker | | 23.38 |
| 23110 - Appliance Mechanic | | 23.44 |
| 23120 - Bicycle Repairer | | 18.66 |
| 23125 - Cable Splicer | | 27.79 |
| 23130 - Carpenter, Maintenance | | 25.15 |

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| 23140 - Carpet Layer | 24.10 |
| 23160 - Electrician, Maintenance | 32.65 |
| 23181 - Electronics Technician Maintenance I | 26.20 |
| 23182 - Electronics Technician Maintenance II | 27.07 |
| 23183 - Electronics Technician Maintenance III | 31.31 |
| 23260 - Fabric Worker | 23.20 |
| 23290 - Fire Alarm System Mechanic | 24.83 |
| 23310 - Fire Extinguisher Repairer | 22.37 |
| 23311 - Fuel Distribution System Mechanic | 25.62 |
| 23312 - Fuel Distribution System Operator | 22.26 |
| 23370 - General Maintenance Worker | 23.96 |
| 23380 - Ground Support Equipment Mechanic | 27.91 |
| 23381 - Ground Support Equipment Servicer | 22.27 |
| 23382 - Ground Support Equipment Worker | 23.38 |
| 23391 - Gunsmith I | 22.37 |
| 23392 - Gunsmith II | 24.10 |
| 23393 - Gunsmith III | 25.75 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.96 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.71 |
| 23430 - Heavy Equipment Mechanic | 29.63 |
| 23440 - Heavy Equipment Operator | 27.30 |
| 23460 - Instrument Mechanic | 29.03 |
| 23465 - Laboratory/Shelter Mechanic | 24.89 |
| 23470 - Laborer | 16.69 |
| 23510 - Locksmith | 23.44 |
| 23530 - Machinery Maintenance Mechanic | 28.66 |
| 23550 - Machinist, Maintenance | 27.99 |
| 23580 - Maintenance Trades Helper | 19.60 |
| 23591 - Metrology Technician I | 29.03 |
| 23592 - Metrology Technician II | 29.96 |
| 23593 - Metrology Technician III | 30.88 |
| 23640 - Millwright | 34.10 |
| 23710 - Office Appliance Repairer | 24.76 |
| 23760 - Painter, Maintenance | 26.60 |
| 23790 - Pipefitter, Maintenance | 29.87 |
| 23810 - Plumber, Maintenance | 29.24 |
| 23820 - Pneudraulic Systems Mechanic | 25.75 |
| 23850 - Rigger | 25.62 |
| 23870 - Scale Mechanic | 24.10 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.24 |
| 23910 - Small Engine Mechanic | 23.98 |
| 23931 - Telecommunications Mechanic I | 26.29 |
| 23932 - Telecommunications Mechanic II | 27.07 |
| 23950 - Telephone Lineman | 26.29 |
| 23960 - Welder, Combination, Maintenance | 26.46 |
| 23965 - Well Driller | 25.34 |
| 23970 - Woodcraft Worker | 25.75 |
| 23980 - Woodworker | 22.37 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.85 |
| 24580 - Child Care Center Clerk | 18.10 |
| 24610 - Chore Aide | 11.03 |
| 24620 - Family Readiness And Support Services Coordinator | 16.29 |
| 24630 - Homemaker | 19.20 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 28.00 |
| 25040 - Sewage Plant Operator | 25.78 |
| 25070 - Stationary Engineer | 28.00 |
| 25190 - Ventilation Equipment Tender | 21.57 |
| 25210 - Water Treatment Plant Operator | 25.78 |

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| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.29 |
| 27007 - Baggage Inspector | 12.93 |
| 27008 - Corrections Officer | 23.65 |
| 27010 - Court Security Officer | 23.72 |
| 27030 - Detection Dog Handler | 19.75 |
| 27040 - Detention Officer | 23.65 |
| 27070 - Firefighter | 21.27 |
| 27101 - Guard I | 12.93 |
| 27102 - Guard II | 19.75 |
| 27131 - Police Officer I | 27.65 |
| 27132 - Police Officer II | 30.72 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.14 |
| 28042 - Carnival Equipment Repairer | 14.65 |
| 28043 - Carnival Equipment Worker | 12.22 |
| 28210 - Gate Attendant/Gate Tender | 14.59 |
| 28310 - Lifeguard | 13.00 |
| 28350 - Park Attendant (Aide) | 16.32 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.16 |
| 28515 - Recreation Specialist | 16.58 |
| 28630 - Sports Official | 13.00 |
| 28690 - Swimming Pool Operator | 20.87 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.58 |
| 29020 - Hatch Tender | 22.58 |
| 29030 - Line Handler | 22.58 |
| 29041 - Stevedore I | 21.82 |
| 29042 - Stevedore II | 23.37 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.88 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.53 |
| 30021 - Archeological Technician I | 20.08 |
| 30022 - Archeological Technician II | 22.47 |
| 30023 - Archeological Technician III | 27.83 |
| 30030 - Cartographic Technician | 27.83 |
| 30040 - Civil Engineering Technician | 27.83 |
| 30061 - Drafter/CAD Operator I | 20.08 |
| 30062 - Drafter/CAD Operator II | 22.47 |
| 30063 - Drafter/CAD Operator III | 25.05 |
| 30064 - Drafter/CAD Operator IV | 30.82 |
| 30081 - Engineering Technician I | 18.36 |
| 30082 - Engineering Technician II | 21.64 |
| 30083 - Engineering Technician III | 25.16 |
| 30084 - Engineering Technician IV | 31.16 |
| 30085 - Engineering Technician V | 36.70 |
| 30086 - Engineering Technician VI | 44.38 |
| 30090 - Environmental Technician | 25.01 |
| 30210 - Laboratory Technician | 21.70 |
| 30240 - Mathematical Technician | 27.83 |
| 30361 - Paralegal/Legal Assistant I | 20.88 |
| 30362 - Paralegal/Legal Assistant II | 25.86 |
| 30363 - Paralegal/Legal Assistant III | 31.63 |
| 30364 - Paralegal/Legal Assistant IV | 38.28 |
| 30390 - Photo-Optics Technician | 27.83 |
| 30461 - Technical Writer I | 25.25 |
| 30462 - Technical Writer II | 30.90 |
| 30463 - Technical Writer III | 36.08 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.71 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.90 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.84 |
| 30494 - Unexploded (UXO) Safety Escort | 24.71 |

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| 30495 - Unexploded (UXO) Sweep Personnel | 24.71 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 24.80 |
| 30621 - Weather Observer, Senior | (see 2) 27.55 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.47 |
| 31030 - Bus Driver | 17.19 |
| 31043 - Driver Courier | 17.03 |
| 31260 - Parking and Lot Attendant | 12.47 |
| 31290 - Shuttle Bus Driver | 18.08 |
| 31310 - Taxi Driver | 13.66 |
| 31361 - Truckdriver, Light | 18.08 |
| 31362 - Truckdriver, Medium | 19.61 |
| 31363 - Truckdriver, Heavy | 21.82 |
| 31364 - Truckdriver, Tractor-Trailer | 21.85 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.62 |
| 99050 - Desk Clerk | 11.40 |
| 99095 - Embalmer | 26.66 |
| 99251 - Laboratory Animal Caretaker I | 13.63 |
| 99252 - Laboratory Animal Caretaker II | 15.18 |
| 99310 - Mortician | 33.88 |
| 99410 - Pest Controller | 17.53 |
| 99510 - Photofinishing Worker | 15.49 |
| 99710 - Recycling Laborer | 17.40 |
| 99711 - Recycling Specialist | 19.31 |
| 99730 - Refuse Collector | 15.45 |
| 99810 - Sales Clerk | 12.17 |
| 99820 - School Crossing Guard | 12.22 |
| 99830 - Survey Party Chief | 24.92 |
| 99831 - Surveying Aide | 12.97 |
| 99832 - Surveying Technician | 19.86 |
| 99840 - Vending Machine Attendant | 17.14 |
| 99841 - Vending Machine Repairer | 21.54 |
| 99842 - Vending Machine Repairer Helper | 17.14 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2275
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Bay, Clare, Clinton, Gladwin, Gratiot, Huron, Isabella, Lake, Mason, Mecosta, Midland, Montcalm, Newaygo, Oceana, Osceola, Saginaw, Sanilac, Shiawassee, Tuscola

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.36 |
| 01012 - Accounting Clerk II | | 16.12 |
| 01013 - Accounting Clerk III | | 18.03 |
| 01020 - Administrative Assistant | | 18.61 |
| 01040 - Court Reporter | | 16.99 |
| 01051 - Data Entry Operator I | | 12.21 |
| 01052 - Data Entry Operator II | | 13.61 |
| 01060 - Dispatcher, Motor Vehicle | | 15.61 |
| 01070 - Document Preparation Clerk | | 12.72 |
| 01090 - Duplicating Machine Operator | | 12.72 |
| 01111 - General Clerk I | | 11.12 |
| 01112 - General Clerk II | | 12.12 |
| 01113 - General Clerk III | | 14.69 |
| 01120 - Housing Referral Assistant | | 18.95 |
| 01141 - Messenger Courier | | 11.63 |
| 01191 - Order Clerk I | | 14.47 |
| 01192 - Order Clerk II | | 15.80 |
| 01261 - Personnel Assistant (Employment) I | | 16.72 |
| 01262 - Personnel Assistant (Employment) II | | 18.70 |
| 01263 - Personnel Assistant (Employment) III | | 20.86 |
| 01270 - Production Control Clerk | | 22.01 |
| 01280 - Receptionist | | 11.64 |
| 01290 - Rental Clerk | | 14.54 |
| 01300 - Scheduler, Maintenance | | 15.19 |
| 01311 - Secretary I | | 15.19 |
| 01312 - Secretary II | | 16.99 |
| 01313 - Secretary III | | 18.95 |
| 01320 - Service Order Dispatcher | | 14.39 |
| 01410 - Supply Technician | | 20.47 |
| 01420 - Survey Worker | | 14.46 |
| 01531 - Travel Clerk I | | 12.78 |
| 01532 - Travel Clerk II | | 13.89 |
| 01533 - Travel Clerk III | | 15.03 |
| 01611 - Word Processor I | | 13.15 |
| 01612 - Word Processor II | | 14.77 |
| 01613 - Word Processor III | | 16.51 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.12 |
| 05010 - Automotive Electrician | | 20.14 |
| 05040 - Automotive Glass Installer | | 19.51 |
| 05070 - Automotive Worker | | 19.51 |
| 05110 - Mobile Equipment Servicer | | 18.27 |
| 05130 - Motor Equipment Metal Mechanic | | 20.76 |
| 05160 - Motor Equipment Metal Worker | | 19.51 |
| 05190 - Motor Vehicle Mechanic | | 20.76 |
| 05220 - Motor Vehicle Mechanic Helper | | 17.65 |
| 05250 - Motor Vehicle Upholstery Worker | | 18.89 |
| 05280 - Motor Vehicle Wrecker | | 19.51 |
| 05310 - Painter, Automotive | | 20.14 |
| 05340 - Radiator Repair Specialist | | 19.51 |
| 05370 - Tire Repairer | | 16.81 |
| 05400 - Transmission Repair Specialist | | 20.76 |
| 07000 - Food Preparation And Service Occupations | | |

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|--|-------|
| 07010 - Baker | 12.65 |
| 07041 - Cook I | 11.90 |
| 07042 - Cook II | 12.68 |
| 07070 - Dishwasher | 10.00 |
| 07130 - Food Service Worker | 10.00 |
| 07210 - Meat Cutter | 14.15 |
| 07260 - Waiter/Waitress | 10.61 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 21.10 |
| 09040 - Furniture Handler | 16.08 |
| 09080 - Furniture Refinisher | 21.10 |
| 09090 - Furniture Refinisher Helper | 18.19 |
| 09110 - Furniture Repairer, Minor | 19.79 |
| 09130 - Upholsterer | 21.10 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.92 |
| 11060 - Elevator Operator | 12.65 |
| 11090 - Gardener | 14.60 |
| 11122 - Housekeeping Aide | 11.80 |
| 11150 - Janitor | 12.65 |
| 11210 - Laborer, Grounds Maintenance | 13.01 |
| 11240 - Maid or Houseman | 9.46 |
| 11260 - Pruner | 12.00 |
| 11270 - Tractor Operator | 14.64 |
| 11330 - Trail Maintenance Worker | 13.01 |
| 11360 - Window Cleaner | 13.42 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.65 |
| 12011 - Breath Alcohol Technician | 17.64 |
| 12012 - Certified Occupational Therapist Assistant | 18.70 |
| 12015 - Certified Physical Therapist Assistant | 19.44 |
| 12020 - Dental Assistant | 16.19 |
| 12025 - Dental Hygienist | 26.13 |
| 12030 - EKG Technician | 24.53 |
| 12035 - Electroneurodiagnostic Technologist | 24.53 |
| 12040 - Emergency Medical Technician | 17.64 |
| 12071 - Licensed Practical Nurse I | 15.92 |
| 12072 - Licensed Practical Nurse II | 17.80 |
| 12073 - Licensed Practical Nurse III | 19.87 |
| 12100 - Medical Assistant | 11.93 |
| 12130 - Medical Laboratory Technician | 17.49 |
| 12160 - Medical Record Clerk | 15.63 |
| 12190 - Medical Record Technician | 17.48 |
| 12195 - Medical Transcriptionist | 13.71 |
| 12210 - Nuclear Medicine Technologist | 34.28 |
| 12221 - Nursing Assistant I | 11.43 |
| 12222 - Nursing Assistant II | 12.85 |
| 12223 - Nursing Assistant III | 14.02 |
| 12224 - Nursing Assistant IV | 15.74 |
| 12235 - Optical Dispenser | 17.04 |
| 12236 - Optical Technician | 15.22 |
| 12250 - Pharmacy Technician | 14.11 |
| 12280 - Phlebotomist | 15.74 |
| 12305 - Radiologic Technologist | 22.95 |
| 12311 - Registered Nurse I | 23.28 |
| 12312 - Registered Nurse II | 29.25 |
| 12313 - Registered Nurse II, Specialist | 29.25 |
| 12314 - Registered Nurse III | 34.84 |
| 12315 - Registered Nurse III, Anesthetist | 34.84 |
| 12316 - Registered Nurse IV | 41.76 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.06 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.10 |

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| 13012 - Exhibits Specialist II | 25.28 |
| 13013 - Exhibits Specialist III | 30.92 |
| 13041 - Illustrator I | 18.61 |
| 13042 - Illustrator II | 23.45 |
| 13043 - Illustrator III | 30.92 |
| 13047 - Librarian | 25.96 |
| 13050 - Library Aide/Clerk | 12.12 |
| 13054 - Library Information Technology Systems Administrator | 25.57 |
| 13058 - Library Technician | 15.73 |
| 13061 - Media Specialist I | 16.32 |
| 13062 - Media Specialist II | 18.25 |
| 13063 - Media Specialist III | 20.36 |
| 13071 - Photographer I | 16.92 |
| 13072 - Photographer II | 18.93 |
| 13073 - Photographer III | 23.45 |
| 13074 - Photographer IV | 28.69 |
| 13075 - Photographer V | 34.71 |
| 13110 - Video Teleconference Technician | 16.32 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.20 |
| 14042 - Computer Operator II | 15.89 |
| 14043 - Computer Operator III | 17.72 |
| 14044 - Computer Operator IV | 19.69 |
| 14045 - Computer Operator V | 21.80 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 14.91 |
| 14160 - Personal Computer Support Technician | 19.69 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 24.93 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 30.15 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 34.38 |
| 15050 - Computer Based Training Specialist / Instructor | 24.93 |
| 15060 - Educational Technologist | 27.50 |
| 15070 - Flight Instructor (Pilot) | 34.38 |
| 15080 - Graphic Artist | 20.46 |
| 15090 - Technical Instructor | 20.16 |
| 15095 - Technical Instructor/Course Developer | 24.64 |
| 15110 - Test Proctor | 16.29 |
| 15120 - Tutor | 16.29 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.87 |
| 16030 - Counter Attendant | 9.87 |
| 16040 - Dry Cleaner | 13.34 |
| 16070 - Finisher, Flatwork, Machine | 9.87 |
| 16090 - Presser, Hand | 9.87 |
| 16110 - Presser, Machine, Drycleaning | 9.87 |
| 16130 - Presser, Machine, Shirts | 9.87 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.87 |
| 16190 - Sewing Machine Operator | 14.52 |
| 16220 - Tailor | 15.65 |
| 16250 - Washer, Machine | 11.01 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.11 |
| 19040 - Tool And Die Maker | 25.86 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 20.74 |

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|---|-------|
| 21030 - Material Coordinator | 22.01 |
| 21040 - Material Expediter | 22.01 |
| 21050 - Material Handling Laborer | 15.24 |
| 21071 - Order Filler | 15.88 |
| 21080 - Production Line Worker (Food Processing) | 20.74 |
| 21110 - Shipping Packer | 19.25 |
| 21130 - Shipping/Receiving Clerk | 19.25 |
| 21140 - Store Worker I | 14.39 |
| 21150 - Stock Clerk | 17.43 |
| 21210 - Tools And Parts Attendant | 20.74 |
| 21410 - Warehouse Specialist | 20.74 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.97 |
| 23021 - Aircraft Mechanic I | 23.04 |
| 23022 - Aircraft Mechanic II | 23.97 |
| 23023 - Aircraft Mechanic III | 24.93 |
| 23040 - Aircraft Mechanic Helper | 19.55 |
| 23050 - Aircraft, Painter | 25.66 |
| 23060 - Aircraft Servicer | 20.92 |
| 23080 - Aircraft Worker | 21.61 |
| 23110 - Appliance Mechanic | 19.18 |
| 23120 - Bicycle Repairer | 16.81 |
| 23125 - Cable Splicer | 24.14 |
| 23130 - Carpenter, Maintenance | 23.21 |
| 23140 - Carpet Layer | 20.44 |
| 23160 - Electrician, Maintenance | 29.53 |
| 23181 - Electronics Technician Maintenance I | 21.16 |
| 23182 - Electronics Technician Maintenance II | 22.10 |
| 23183 - Electronics Technician Maintenance III | 23.04 |
| 23260 - Fabric Worker | 20.15 |
| 23290 - Fire Alarm System Mechanic | 22.53 |
| 23310 - Fire Extinguisher Repairer | 19.16 |
| 23311 - Fuel Distribution System Mechanic | 25.02 |
| 23312 - Fuel Distribution System Operator | 20.81 |
| 23370 - General Maintenance Worker | 18.58 |
| 23380 - Ground Support Equipment Mechanic | 23.04 |
| 23381 - Ground Support Equipment Servicer | 20.92 |
| 23382 - Ground Support Equipment Worker | 21.61 |
| 23391 - Gunsmith I | 19.16 |
| 23392 - Gunsmith II | 21.16 |
| 23393 - Gunsmith III | 23.04 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.50 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.22 |
| 23430 - Heavy Equipment Mechanic | 22.78 |
| 23440 - Heavy Equipment Operator | 21.06 |
| 23460 - Instrument Mechanic | 23.04 |
| 23465 - Laboratory/Shelter Mechanic | 22.10 |
| 23470 - Laborer | 15.09 |
| 23510 - Locksmith | 21.63 |
| 23530 - Machinery Maintenance Mechanic | 25.13 |
| 23550 - Machinist, Maintenance | 23.04 |
| 23580 - Maintenance Trades Helper | 17.01 |
| 23591 - Metrology Technician I | 23.04 |
| 23592 - Metrology Technician II | 23.97 |
| 23593 - Metrology Technician III | 24.93 |
| 23640 - Millwright | 32.40 |
| 23710 - Office Appliance Repairer | 19.95 |
| 23760 - Painter, Maintenance | 21.10 |
| 23790 - Pipefitter, Maintenance | 28.95 |
| 23810 - Plumber, Maintenance | 25.41 |
| 23820 - Pneudraulic Systems Mechanic | 23.04 |

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| 23850 - Rigger | 23.04 |
| 23870 - Scale Mechanic | 21.16 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.41 |
| 23910 - Small Engine Mechanic | 21.16 |
| 23931 - Telecommunications Mechanic I | 23.04 |
| 23932 - Telecommunications Mechanic II | 23.97 |
| 23950 - Telephone Lineman | 23.04 |
| 23960 - Welder, Combination, Maintenance | 22.10 |
| 23965 - Well Driller | 23.04 |
| 23970 - Woodcraft Worker | 23.04 |
| 23980 - Woodworker | 19.16 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.66 |
| 24580 - Child Care Center Clerk | 12.05 |
| 24610 - Chore Aide | 10.65 |
| 24620 - Family Readiness And Support Services Coordinator | 12.79 |
| 24630 - Homemaker | 13.39 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.76 |
| 25040 - Sewage Plant Operator | 19.52 |
| 25070 - Stationary Engineer | 24.76 |
| 25190 - Ventilation Equipment Tender | 18.49 |
| 25210 - Water Treatment Plant Operator | 19.81 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.23 |
| 27007 - Baggage Inspector | 12.87 |
| 27008 - Corrections Officer | 20.44 |
| 27010 - Court Security Officer | 20.76 |
| 27030 - Detection Dog Handler | 17.04 |
| 27040 - Detention Officer | 20.44 |
| 27070 - Firefighter | 18.68 |
| 27101 - Guard I | 12.87 |
| 27102 - Guard II | 17.04 |
| 27131 - Police Officer I | 23.25 |
| 27132 - Police Officer II | 25.85 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.56 |
| 28042 - Carnival Equipment Repairer | 11.99 |
| 28043 - Carnival Equipment Worker | 10.00 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |
| 28310 - Lifeguard | 11.56 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.43 |
| 28515 - Recreation Specialist | 14.80 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 19.46 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.91 |
| 29020 - Hatch Tender | 22.91 |
| 29030 - Line Handler | 22.91 |
| 29041 - Stevedore I | 22.25 |
| 29042 - Stevedore II | 23.94 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.25 |
| 30022 - Archeological Technician II | 19.05 |
| 30023 - Archeological Technician III | 23.43 |
| 30030 - Cartographic Technician | 23.91 |
| 30040 - Civil Engineering Technician | 22.19 |
| 30061 - Drafter/CAD Operator I | 17.25 |

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| 30062 - Drafter/CAD Operator II | 19.29 |
| 30063 - Drafter/CAD Operator III | 21.51 |
| 30064 - Drafter/CAD Operator IV | 26.47 |
| 30081 - Engineering Technician I | 16.36 |
| 30082 - Engineering Technician II | 18.36 |
| 30083 - Engineering Technician III | 20.53 |
| 30084 - Engineering Technician IV | 25.45 |
| 30085 - Engineering Technician V | 31.13 |
| 30086 - Engineering Technician VI | 37.66 |
| 30090 - Environmental Technician | 23.91 |
| 30210 - Laboratory Technician | 21.97 |
| 30240 - Mathematical Technician | 23.91 |
| 30361 - Paralegal/Legal Assistant I | 18.52 |
| 30362 - Paralegal/Legal Assistant II | 22.93 |
| 30363 - Paralegal/Legal Assistant III | 28.06 |
| 30364 - Paralegal/Legal Assistant IV | 33.95 |
| 30390 - Photo-Optics Technician | 23.91 |
| 30461 - Technical Writer I | 23.33 |
| 30462 - Technical Writer II | 28.56 |
| 30463 - Technical Writer III | 33.42 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 3) 21.51 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 3) 23.42 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.41 |
| 31030 - Bus Driver | 15.41 |
| 31043 - Driver Courier | 14.35 |
| 31260 - Parking and Lot Attendant | 11.66 |
| 31290 - Shuttle Bus Driver | 14.99 |
| 31310 - Taxi Driver | 13.95 |
| 31361 - Truckdriver, Light | 14.66 |
| 31362 - Truckdriver, Medium | 15.94 |
| 31363 - Truckdriver, Heavy | 19.53 |
| 31364 - Truckdriver, Tractor-Trailer | 19.53 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.13 |
| 99050 - Desk Clerk | 9.66 |
| 99095 - Embalmer | 25.36 |
| 99251 - Laboratory Animal Caretaker I | 12.10 |
| 99252 - Laboratory Animal Caretaker II | 12.75 |
| 99310 - Mortician | 31.98 |
| 99410 - Pest Controller | 20.50 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 17.08 |
| 99711 - Recycling Specialist | 18.51 |
| 99730 - Refuse Collector | 15.36 |
| 99810 - Sales Clerk | 10.46 |
| 99820 - School Crossing Guard | 11.00 |
| 99830 - Survey Party Chief | 20.05 |
| 99831 - Surveying Aide | 11.46 |
| 99832 - Surveying Technician | 17.13 |
| 99840 - Vending Machine Attendant | 17.70 |
| 99841 - Vending Machine Repairer | 19.46 |
| 99842 - Vending Machine Repairer Helper | 17.70 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 25 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 thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, 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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to

ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2276
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Bay, Clare, Clinton, Gladwin, Gratiot, Huron, Isabella, Lake, Mason, Mecosta, Midland, Montcalm, Newaygo, Oceana, Osceola, Saginaw, Sanilac, Shiawassee, Tuscola

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.36 |
| 01012 - Accounting Clerk II | | 16.12 |
| 01013 - Accounting Clerk III | | 18.03 |
| 01020 - Administrative Assistant | | 18.61 |
| 01040 - Court Reporter | | 16.99 |
| 01051 - Data Entry Operator I | | 12.21 |
| 01052 - Data Entry Operator II | | 13.61 |
| 01060 - Dispatcher, Motor Vehicle | | 15.61 |
| 01070 - Document Preparation Clerk | | 12.72 |
| 01090 - Duplicating Machine Operator | | 12.72 |
| 01111 - General Clerk I | | 11.12 |
| 01112 - General Clerk II | | 12.12 |
| 01113 - General Clerk III | | 14.69 |
| 01120 - Housing Referral Assistant | | 18.95 |
| 01141 - Messenger Courier | | 11.63 |
| 01191 - Order Clerk I | | 14.47 |
| 01192 - Order Clerk II | | 15.80 |
| 01261 - Personnel Assistant (Employment) I | | 16.72 |
| 01262 - Personnel Assistant (Employment) II | | 18.70 |
| 01263 - Personnel Assistant (Employment) III | | 20.86 |
| 01270 - Production Control Clerk | | 22.01 |
| 01280 - Receptionist | | 11.64 |

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| 01290 - Rental Clerk | 14.54 |
| 01300 - Scheduler, Maintenance | 15.19 |
| 01311 - Secretary I | 15.19 |
| 01312 - Secretary II | 16.99 |
| 01313 - Secretary III | 18.95 |
| 01320 - Service Order Dispatcher | 14.39 |
| 01410 - Supply Technician | 20.47 |
| 01420 - Survey Worker | 14.46 |
| 01531 - Travel Clerk I | 12.78 |
| 01532 - Travel Clerk II | 13.89 |
| 01533 - Travel Clerk III | 15.03 |
| 01611 - Word Processor I | 13.15 |
| 01612 - Word Processor II | 14.77 |
| 01613 - Word Processor III | 16.51 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.12 |
| 05010 - Automotive Electrician | 20.14 |
| 05040 - Automotive Glass Installer | 19.51 |
| 05070 - Automotive Worker | 19.51 |
| 05110 - Mobile Equipment Servicer | 18.27 |
| 05130 - Motor Equipment Metal Mechanic | 20.76 |
| 05160 - Motor Equipment Metal Worker | 19.51 |
| 05190 - Motor Vehicle Mechanic | 20.76 |
| 05220 - Motor Vehicle Mechanic Helper | 17.65 |
| 05250 - Motor Vehicle Upholstery Worker | 18.89 |
| 05280 - Motor Vehicle Wrecker | 19.51 |
| 05310 - Painter, Automotive | 20.14 |
| 05340 - Radiator Repair Specialist | 19.51 |
| 05370 - Tire Repairer | 16.81 |
| 05400 - Transmission Repair Specialist | 20.76 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.65 |
| 07041 - Cook I | 11.90 |
| 07042 - Cook II | 12.68 |
| 07070 - Dishwasher | 10.00 |
| 07130 - Food Service Worker | 10.00 |
| 07210 - Meat Cutter | 14.15 |
| 07260 - Waiter/Waitress | 10.61 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 21.10 |
| 09040 - Furniture Handler | 16.08 |
| 09080 - Furniture Refinisher | 21.10 |
| 09090 - Furniture Refinisher Helper | 18.19 |
| 09110 - Furniture Repairer, Minor | 19.79 |
| 09130 - Upholsterer | 21.10 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.92 |
| 11060 - Elevator Operator | 12.65 |
| 11090 - Gardener | 14.60 |
| 11122 - Housekeeping Aide | 11.80 |
| 11150 - Janitor | 12.65 |
| 11210 - Laborer, Grounds Maintenance | 13.01 |
| 11240 - Maid or Houseman | 9.46 |
| 11260 - Pruner | 12.00 |
| 11270 - Tractor Operator | 14.64 |
| 11330 - Trail Maintenance Worker | 13.01 |
| 11360 - Window Cleaner | 13.42 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.65 |
| 12011 - Breath Alcohol Technician | 17.64 |
| 12012 - Certified Occupational Therapist Assistant | 18.70 |
| 12015 - Certified Physical Therapist Assistant | 19.44 |
| 12020 - Dental Assistant | 16.19 |

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| 12025 - Dental Hygienist | 26.13 |
| 12030 - EKG Technician | 24.53 |
| 12035 - Electroneurodiagnostic Technologist | 24.53 |
| 12040 - Emergency Medical Technician | 17.64 |
| 12071 - Licensed Practical Nurse I | 15.92 |
| 12072 - Licensed Practical Nurse II | 17.80 |
| 12073 - Licensed Practical Nurse III | 19.87 |
| 12100 - Medical Assistant | 11.93 |
| 12130 - Medical Laboratory Technician | 17.49 |
| 12160 - Medical Record Clerk | 15.63 |
| 12190 - Medical Record Technician | 17.48 |
| 12195 - Medical Transcriptionist | 13.71 |
| 12210 - Nuclear Medicine Technologist | 34.28 |
| 12221 - Nursing Assistant I | 11.43 |
| 12222 - Nursing Assistant II | 12.85 |
| 12223 - Nursing Assistant III | 14.02 |
| 12224 - Nursing Assistant IV | 15.74 |
| 12235 - Optical Dispenser | 17.04 |
| 12236 - Optical Technician | 15.22 |
| 12250 - Pharmacy Technician | 14.11 |
| 12280 - Phlebotomist | 15.74 |
| 12305 - Radiologic Technologist | 22.95 |
| 12311 - Registered Nurse I | 23.28 |
| 12312 - Registered Nurse II | 29.25 |
| 12313 - Registered Nurse II, Specialist | 29.25 |
| 12314 - Registered Nurse III | 34.84 |
| 12315 - Registered Nurse III, Anesthetist | 34.84 |
| 12316 - Registered Nurse IV | 41.76 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.06 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.10 |
| 13012 - Exhibits Specialist II | 25.28 |
| 13013 - Exhibits Specialist III | 30.92 |
| 13041 - Illustrator I | 18.61 |
| 13042 - Illustrator II | 23.45 |
| 13043 - Illustrator III | 30.92 |
| 13047 - Librarian | 25.96 |
| 13050 - Library Aide/Clerk | 12.12 |
| 13054 - Library Information Technology Systems Administrator | 25.57 |
| 13058 - Library Technician | 15.73 |
| 13061 - Media Specialist I | 16.32 |
| 13062 - Media Specialist II | 18.25 |
| 13063 - Media Specialist III | 20.36 |
| 13071 - Photographer I | 16.92 |
| 13072 - Photographer II | 18.93 |
| 13073 - Photographer III | 23.45 |
| 13074 - Photographer IV | 28.69 |
| 13075 - Photographer V | 34.71 |
| 13110 - Video Teleconference Technician | 16.32 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.20 |
| 14042 - Computer Operator II | 15.89 |
| 14043 - Computer Operator III | 17.72 |
| 14044 - Computer Operator IV | 19.69 |
| 14045 - Computer Operator V | 21.80 |
| 14071 - Computer Programmer I | (see 3) 20.41 |
| 14072 - Computer Programmer II | (see 3) 25.30 |
| 14073 - Computer Programmer III | (see 3) |
| 14074 - Computer Programmer IV | (see 3) |
| 14101 - Computer Systems Analyst I | (see 3) 25.82 |
| 14102 - Computer Systems Analyst II | (see 3) |
| 14103 - Computer Systems Analyst III | (see 3) |

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| 14150 - Peripheral Equipment Operator | 14.91 |
| 14160 - Personal Computer Support Technician | 19.69 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 24.93 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 30.15 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 34.38 |
| 15050 - Computer Based Training Specialist / Instructor | 24.93 |
| 15060 - Educational Technologist | 27.50 |
| 15070 - Flight Instructor (Pilot) | 34.38 |
| 15080 - Graphic Artist | 20.46 |
| 15090 - Technical Instructor | 20.16 |
| 15095 - Technical Instructor/Course Developer | 24.64 |
| 15110 - Test Proctor | 16.29 |
| 15120 - Tutor | 16.29 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.87 |
| 16030 - Counter Attendant | 9.87 |
| 16040 - Dry Cleaner | 13.34 |
| 16070 - Finisher, Flatwork, Machine | 9.87 |
| 16090 - Presser, Hand | 9.87 |
| 16110 - Presser, Machine, Drycleaning | 9.87 |
| 16130 - Presser, Machine, Shirts | 9.87 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.87 |
| 16190 - Sewing Machine Operator | 14.52 |
| 16220 - Tailor | 15.65 |
| 16250 - Washer, Machine | 11.01 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.11 |
| 19040 - Tool And Die Maker | 25.86 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 20.74 |
| 21030 - Material Coordinator | 22.01 |
| 21040 - Material Expediter | 22.01 |
| 21050 - Material Handling Laborer | 15.24 |
| 21071 - Order Filler | 15.88 |
| 21080 - Production Line Worker (Food Processing) | 20.74 |
| 21110 - Shipping Packer | 19.25 |
| 21130 - Shipping/Receiving Clerk | 19.25 |
| 21140 - Store Worker I | 14.39 |
| 21150 - Stock Clerk | 17.43 |
| 21210 - Tools And Parts Attendant | 20.74 |
| 21410 - Warehouse Specialist | 20.74 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.97 |
| 23021 - Aircraft Mechanic I | 23.04 |
| 23022 - Aircraft Mechanic II | 23.97 |
| 23023 - Aircraft Mechanic III | 24.93 |
| 23040 - Aircraft Mechanic Helper | 19.55 |
| 23050 - Aircraft, Painter | 25.66 |
| 23060 - Aircraft Servicer | 20.92 |
| 23080 - Aircraft Worker | 21.61 |
| 23110 - Appliance Mechanic | 19.18 |
| 23120 - Bicycle Repairer | 16.81 |
| 23125 - Cable Splicer | 24.14 |
| 23130 - Carpenter, Maintenance | 23.21 |
| 23140 - Carpet Layer | 20.44 |
| 23160 - Electrician, Maintenance | 29.53 |
| 23181 - Electronics Technician Maintenance I | 21.16 |
| 23182 - Electronics Technician Maintenance II | 22.10 |
| 23183 - Electronics Technician Maintenance III | 23.04 |
| 23260 - Fabric Worker | 20.15 |
| 23290 - Fire Alarm System Mechanic | 22.53 |
| 23310 - Fire Extinguisher Repairer | 19.16 |

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| 23311 - Fuel Distribution System Mechanic | 25.02 |
| 23312 - Fuel Distribution System Operator | 20.81 |
| 23370 - General Maintenance Worker | 18.58 |
| 23380 - Ground Support Equipment Mechanic | 23.04 |
| 23381 - Ground Support Equipment Servicer | 20.92 |
| 23382 - Ground Support Equipment Worker | 21.61 |
| 23391 - Gunsmith I | 19.16 |
| 23392 - Gunsmith II | 21.16 |
| 23393 - Gunsmith III | 23.04 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.50 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.22 |
| 23430 - Heavy Equipment Mechanic | 22.78 |
| 23440 - Heavy Equipment Operator | 21.06 |
| 23460 - Instrument Mechanic | 23.04 |
| 23465 - Laboratory/Shelter Mechanic | 22.10 |
| 23470 - Laborer | 15.09 |
| 23510 - Locksmith | 21.63 |
| 23530 - Machinery Maintenance Mechanic | 25.13 |
| 23550 - Machinist, Maintenance | 23.04 |
| 23580 - Maintenance Trades Helper | 17.01 |
| 23591 - Metrology Technician I | 23.04 |
| 23592 - Metrology Technician II | 23.97 |
| 23593 - Metrology Technician III | 24.93 |
| 23640 - Millwright | 32.40 |
| 23710 - Office Appliance Repairer | 19.95 |
| 23760 - Painter, Maintenance | 21.10 |
| 23790 - Pipefitter, Maintenance | 28.95 |
| 23810 - Plumber, Maintenance | 25.41 |
| 23820 - Pneudraulic Systems Mechanic | 23.04 |
| 23850 - Rigger | 23.04 |
| 23870 - Scale Mechanic | 21.16 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.41 |
| 23910 - Small Engine Mechanic | 21.16 |
| 23931 - Telecommunications Mechanic I | 23.04 |
| 23932 - Telecommunications Mechanic II | 23.97 |
| 23950 - Telephone Lineman | 23.04 |
| 23960 - Welder, Combination, Maintenance | 22.10 |
| 23965 - Well Driller | 23.04 |
| 23970 - Woodcraft Worker | 23.04 |
| 23980 - Woodworker | 19.16 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.66 |
| 24580 - Child Care Center Clerk | 12.05 |
| 24610 - Chore Aide | 10.65 |
| 24620 - Family Readiness And Support Services Coordinator | 12.79 |
| 24630 - Homemaker | 13.39 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.76 |
| 25040 - Sewage Plant Operator | 19.52 |
| 25070 - Stationary Engineer | 24.76 |
| 25190 - Ventilation Equipment Tender | 18.49 |
| 25210 - Water Treatment Plant Operator | 19.81 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.23 |
| 27007 - Baggage Inspector | 12.87 |
| 27008 - Corrections Officer | 20.44 |
| 27010 - Court Security Officer | 20.76 |
| 27030 - Detection Dog Handler | 17.04 |
| 27040 - Detention Officer | 20.44 |
| 27070 - Firefighter | 18.68 |

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| 27101 - Guard I | 12.87 |
| 27102 - Guard II | 17.04 |
| 27131 - Police Officer I | 23.25 |
| 27132 - Police Officer II | 25.85 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.56 |
| 28042 - Carnival Equipment Repairer | 11.99 |
| 28043 - Carnival Equipment Worker | 10.00 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |
| 28310 - Lifeguard | 11.56 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.43 |
| 28515 - Recreation Specialist | 14.80 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 19.46 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.91 |
| 29020 - Hatch Tender | 22.91 |
| 29030 - Line Handler | 22.91 |
| 29041 - Stevedore I | 22.25 |
| 29042 - Stevedore II | 23.94 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 1) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 1) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 1) | 27.16 |
| 30021 - Archeological Technician I | 17.25 |
| 30022 - Archeological Technician II | 19.05 |
| 30023 - Archeological Technician III | 23.43 |
| 30030 - Cartographic Technician | 23.91 |
| 30040 - Civil Engineering Technician | 22.19 |
| 30061 - Drafter/CAD Operator I | 17.25 |
| 30062 - Drafter/CAD Operator II | 19.29 |
| 30063 - Drafter/CAD Operator III | 21.51 |
| 30064 - Drafter/CAD Operator IV | 26.47 |
| 30081 - Engineering Technician I | 16.36 |
| 30082 - Engineering Technician II | 18.36 |
| 30083 - Engineering Technician III | 20.53 |
| 30084 - Engineering Technician IV | 25.45 |
| 30085 - Engineering Technician V | 31.13 |
| 30086 - Engineering Technician VI | 37.66 |
| 30090 - Environmental Technician | 23.91 |
| 30210 - Laboratory Technician | 21.97 |
| 30240 - Mathematical Technician | 23.91 |
| 30361 - Paralegal/Legal Assistant I | 18.52 |
| 30362 - Paralegal/Legal Assistant II | 22.93 |
| 30363 - Paralegal/Legal Assistant III | 28.06 |
| 30364 - Paralegal/Legal Assistant IV | 33.95 |
| 30390 - Photo-Optics Technician | 23.91 |
| 30461 - Technical Writer I | 23.33 |
| 30462 - Technical Writer II | 28.56 |
| 30463 - Technical Writer III | 33.42 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 21.51 |
| 30621 - Weather Observer, Senior (see 2) | 23.42 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.41 |
| 31030 - Bus Driver | 15.41 |
| 31043 - Driver Courier | 14.35 |

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| 31260 - Parking and Lot Attendant | 11.66 |
| 31290 - Shuttle Bus Driver | 14.99 |
| 31310 - Taxi Driver | 13.95 |
| 31361 - Truckdriver, Light | 14.66 |
| 31362 - Truckdriver, Medium | 15.94 |
| 31363 - Truckdriver, Heavy | 19.53 |
| 31364 - Truckdriver, Tractor-Trailer | 19.53 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.13 |
| 99050 - Desk Clerk | 9.66 |
| 99095 - Embalmer | 25.36 |
| 99251 - Laboratory Animal Caretaker I | 12.10 |
| 99252 - Laboratory Animal Caretaker II | 12.75 |
| 99310 - Mortician | 31.98 |
| 99410 - Pest Controller | 20.50 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 17.08 |
| 99711 - Recycling Specialist | 18.51 |
| 99730 - Refuse Collector | 15.36 |
| 99810 - Sales Clerk | 10.46 |
| 99820 - School Crossing Guard | 11.00 |
| 99830 - Survey Party Chief | 20.05 |
| 99831 - Surveying Aide | 11.46 |
| 99832 - Surveying Technician | 17.13 |
| 99840 - Vending Machine Attendant | 17.70 |
| 99841 - Vending Machine Repairer | 19.46 |
| 99842 - Vending Machine Repairer Helper | 17.70 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, 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:

3) 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).

1) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2277
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Barry, Berrien, Branch, Calhoun, Cass, Eaton, Hillsdale, Ingham, Ionia, Jackson, Kalamazoo, Saint Joseph, Van Buren

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.30 |
| 01012 - Accounting Clerk II | | 14.93 |
| 01013 - Accounting Clerk III | | 17.42 |
| 01020 - Administrative Assistant | | 19.59 |
| 01040 - Court Reporter | | 16.95 |
| 01051 - Data Entry Operator I | | 13.06 |
| 01052 - Data Entry Operator II | | 14.25 |
| 01060 - Dispatcher, Motor Vehicle | | 17.83 |
| 01070 - Document Preparation Clerk | | 14.96 |
| 01090 - Duplicating Machine Operator | | 14.96 |
| 01111 - General Clerk I | | 12.00 |
| 01112 - General Clerk II | | 13.10 |
| 01113 - General Clerk III | | 14.70 |
| 01120 - Housing Referral Assistant | | 18.02 |
| 01141 - Messenger Courier | | 12.42 |
| 01191 - Order Clerk I | | 13.63 |
| 01192 - Order Clerk II | | 14.87 |
| 01261 - Personnel Assistant (Employment) I | | 15.43 |
| 01262 - Personnel Assistant (Employment) II | | 17.16 |
| 01263 - Personnel Assistant (Employment) III | | 19.14 |
| 01270 - Production Control Clerk | | 19.25 |
| 01280 - Receptionist | | 11.72 |
| 01290 - Rental Clerk | | 14.44 |
| 01300 - Scheduler, Maintenance | | 14.44 |
| 01311 - Secretary I | | 14.44 |
| 01312 - Secretary II | | 16.51 |
| 01313 - Secretary III | | 18.02 |
| 01320 - Service Order Dispatcher | | 15.57 |
| 01410 - Supply Technician | | 19.59 |
| 01420 - Survey Worker | | 16.95 |
| 01531 - Travel Clerk I | | 12.78 |
| 01532 - Travel Clerk II | | 13.89 |
| 01533 - Travel Clerk III | | 15.03 |
| 01611 - Word Processor I | | 13.21 |
| 01612 - Word Processor II | | 15.98 |
| 01613 - Word Processor III | | 18.09 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.06 |
| 05010 - Automotive Electrician | | 21.05 |
| 05040 - Automotive Glass Installer | | 20.05 |
| 05070 - Automotive Worker | | 20.05 |
| 05110 - Mobile Equipment Servicer | | 18.05 |
| 05130 - Motor Equipment Metal Mechanic | | 22.06 |
| 05160 - Motor Equipment Metal Worker | | 20.05 |
| 05190 - Motor Vehicle Mechanic | | 22.06 |
| 05220 - Motor Vehicle Mechanic Helper | | 17.04 |
| 05250 - Motor Vehicle Upholstery Worker | | 19.05 |
| 05280 - Motor Vehicle Wrecker | | 20.05 |
| 05310 - Painter, Automotive | | 21.05 |
| 05340 - Radiator Repair Specialist | | 20.05 |
| 05370 - Tire Repairer | | 16.02 |
| 05400 - Transmission Repair Specialist | | 22.06 |

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|--|-------|
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 17.67 |
| 07041 - Cook I | 16.28 |
| 07042 - Cook II | 17.67 |
| 07070 - Dishwasher | 13.43 |
| 07130 - Food Service Worker | 13.43 |
| 07210 - Meat Cutter | 17.67 |
| 07260 - Waiter/Waitress | 14.12 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.63 |
| 09040 - Furniture Handler | 15.88 |
| 09080 - Furniture Refinisher | 20.63 |
| 09090 - Furniture Refinisher Helper | 17.43 |
| 09110 - Furniture Repairer, Minor | 19.06 |
| 09130 - Upholsterer | 20.63 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.95 |
| 11060 - Elevator Operator | 12.95 |
| 11090 - Gardener | 15.98 |
| 11122 - Housekeeping Aide | 12.95 |
| 11150 - Janitor | 12.95 |
| 11210 - Laborer, Grounds Maintenance | 13.86 |
| 11240 - Maid or Houseman | 12.02 |
| 11260 - Pruner | 14.77 |
| 11270 - Tractor Operator | 15.57 |
| 11330 - Trail Maintenance Worker | 13.86 |
| 11360 - Window Cleaner | 13.86 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.51 |
| 12011 - Breath Alcohol Technician | 17.51 |
| 12012 - Certified Occupational Therapist Assistant | 18.72 |
| 12015 - Certified Physical Therapist Assistant | 23.04 |
| 12020 - Dental Assistant | 16.22 |
| 12025 - Dental Hygienist | 27.68 |
| 12030 - EKG Technician | 25.99 |
| 12035 - Electroneurodiagnostic Technologist | 25.99 |
| 12040 - Emergency Medical Technician | 17.51 |
| 12071 - Licensed Practical Nurse I | 15.73 |
| 12072 - Licensed Practical Nurse II | 17.60 |
| 12073 - Licensed Practical Nurse III | 19.63 |
| 12100 - Medical Assistant | 13.83 |
| 12130 - Medical Laboratory Technician | 19.05 |
| 12160 - Medical Record Clerk | 14.37 |
| 12190 - Medical Record Technician | 16.07 |
| 12195 - Medical Transcriptionist | 14.43 |
| 12210 - Nuclear Medicine Technologist | 32.84 |
| 12221 - Nursing Assistant I | 10.08 |
| 12222 - Nursing Assistant II | 11.33 |
| 12223 - Nursing Assistant III | 12.37 |
| 12224 - Nursing Assistant IV | 13.88 |
| 12235 - Optical Dispenser | 16.32 |
| 12236 - Optical Technician | 15.73 |
| 12250 - Pharmacy Technician | 16.28 |
| 12280 - Phlebotomist | 15.73 |
| 12305 - Radiologic Technologist | 23.64 |
| 12311 - Registered Nurse I | 24.60 |
| 12312 - Registered Nurse II | 30.09 |
| 12313 - Registered Nurse II, Specialist | 30.09 |
| 12314 - Registered Nurse III | 36.40 |
| 12315 - Registered Nurse III, Anesthetist | 36.40 |
| 12316 - Registered Nurse IV | 43.34 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.81 |
| 13000 - Information And Arts Occupations | |

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|---|---------|
| 13011 - Exhibits Specialist I | 17.85 |
| 13012 - Exhibits Specialist II | 22.12 |
| 13013 - Exhibits Specialist III | 27.06 |
| 13041 - Illustrator I | 17.85 |
| 13042 - Illustrator II | 22.12 |
| 13043 - Illustrator III | 27.06 |
| 13047 - Librarian | 24.50 |
| 13050 - Library Aide/Clerk | 13.54 |
| 13054 - Library Information Technology Systems Administrator | 22.12 |
| 13058 - Library Technician | 13.81 |
| 13061 - Media Specialist I | 15.96 |
| 13062 - Media Specialist II | 17.85 |
| 13063 - Media Specialist III | 19.90 |
| 13071 - Photographer I | 14.64 |
| 13072 - Photographer II | 17.05 |
| 13073 - Photographer III | 19.81 |
| 13074 - Photographer IV | 23.58 |
| 13075 - Photographer V | 28.31 |
| 13110 - Video Teleconference Technician | 16.65 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.12 |
| 14042 - Computer Operator II | 19.15 |
| 14043 - Computer Operator III | 21.36 |
| 14044 - Computer Operator IV | 23.73 |
| 14045 - Computer Operator V | 26.27 |
| 14071 - Computer Programmer I | 21.24 |
| 14072 - Computer Programmer II | 26.32 |
| 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 | 17.12 |
| 14160 - Personal Computer Support Technician | 23.73 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.44 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.62 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.18 |
| 15050 - Computer Based Training Specialist / Instructor | 29.44 |
| 15060 - Educational Technologist | 30.63 |
| 15070 - Flight Instructor (Pilot) | 39.18 |
| 15080 - Graphic Artist | 19.32 |
| 15090 - Technical Instructor | 24.30 |
| 15095 - Technical Instructor/Course Developer | 29.73 |
| 15110 - Test Proctor | 19.97 |
| 15120 - Tutor | 19.97 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.87 |
| 16030 - Counter Attendant | 9.87 |
| 16040 - Dry Cleaner | 13.34 |
| 16070 - Finisher, Flatwork, Machine | 9.87 |
| 16090 - Presser, Hand | 9.87 |
| 16110 - Presser, Machine, Drycleaning | 9.87 |
| 16130 - Presser, Machine, Shirts | 9.87 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.87 |
| 16190 - Sewing Machine Operator | 14.52 |
| 16220 - Tailor | 15.65 |
| 16250 - Washer, Machine | 11.01 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.43 |
| 19040 - Tool And Die Maker | 25.52 |
| 21000 - Materials Handling And Packing Occupations | |

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|---|-------|
| 21020 - Forklift Operator | 15.27 |
| 21030 - Material Coordinator | 19.25 |
| 21040 - Material Expediter | 19.25 |
| 21050 - Material Handling Laborer | 14.29 |
| 21071 - Order Filler | 15.26 |
| 21080 - Production Line Worker (Food Processing) | 20.02 |
| 21110 - Shipping Packer | 15.09 |
| 21130 - Shipping/Receiving Clerk | 14.64 |
| 21140 - Store Worker I | 14.24 |
| 21150 - Stock Clerk | 17.52 |
| 21210 - Tools And Parts Attendant | 17.80 |
| 21410 - Warehouse Specialist | 19.79 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.40 |
| 23021 - Aircraft Mechanic I | 22.38 |
| 23022 - Aircraft Mechanic II | 23.40 |
| 23023 - Aircraft Mechanic III | 24.43 |
| 23040 - Aircraft Mechanic Helper | 18.22 |
| 23050 - Aircraft, Painter | 21.77 |
| 23060 - Aircraft Servicer | 19.88 |
| 23080 - Aircraft Worker | 20.70 |
| 23110 - Appliance Mechanic | 20.19 |
| 23120 - Bicycle Repairer | 16.02 |
| 23125 - Cable Splicer | 26.31 |
| 23130 - Carpenter, Maintenance | 20.92 |
| 23140 - Carpet Layer | 21.72 |
| 23160 - Electrician, Maintenance | 24.44 |
| 23181 - Electronics Technician Maintenance I | 23.56 |
| 23182 - Electronics Technician Maintenance II | 24.73 |
| 23183 - Electronics Technician Maintenance III | 25.90 |
| 23260 - Fabric Worker | 19.39 |
| 23290 - Fire Alarm System Mechanic | 22.45 |
| 23310 - Fire Extinguisher Repairer | 18.37 |
| 23311 - Fuel Distribution System Mechanic | 24.15 |
| 23312 - Fuel Distribution System Operator | 19.75 |
| 23370 - General Maintenance Worker | 19.06 |
| 23380 - Ground Support Equipment Mechanic | 22.38 |
| 23381 - Ground Support Equipment Servicer | 19.88 |
| 23382 - Ground Support Equipment Worker | 20.70 |
| 23391 - Gunsmith I | 18.37 |
| 23392 - Gunsmith II | 20.41 |
| 23393 - Gunsmith III | 22.45 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.58 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.74 |
| 23430 - Heavy Equipment Mechanic | 21.01 |
| 23440 - Heavy Equipment Operator | 21.97 |
| 23460 - Instrument Mechanic | 22.45 |
| 23465 - Laboratory/Shelter Mechanic | 21.43 |
| 23470 - Laborer | 13.45 |
| 23510 - Locksmith | 23.06 |
| 23530 - Machinery Maintenance Mechanic | 23.17 |
| 23550 - Machinist, Maintenance | 21.59 |
| 23580 - Maintenance Trades Helper | 17.35 |
| 23591 - Metrology Technician I | 22.45 |
| 23592 - Metrology Technician II | 23.47 |
| 23593 - Metrology Technician III | 24.50 |
| 23640 - Millwright | 29.28 |
| 23710 - Office Appliance Repairer | 20.96 |
| 23760 - Painter, Maintenance | 20.63 |
| 23790 - Pipefitter, Maintenance | 26.41 |
| 23810 - Plumber, Maintenance | 24.71 |

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|--|-------|
| 23820 - Pneudraulic Systems Mechanic | 22.45 |
| 23850 - Rigger | 22.45 |
| 23870 - Scale Mechanic | 20.41 |
| 23890 - Sheet-Metal Worker, Maintenance | 27.51 |
| 23910 - Small Engine Mechanic | 19.84 |
| 23931 - Telecommunications Mechanic I | 25.28 |
| 23932 - Telecommunications Mechanic II | 26.15 |
| 23950 - Telephone Lineman | 23.24 |
| 23960 - Welder, Combination, Maintenance | 21.46 |
| 23965 - Well Driller | 22.45 |
| 23970 - Woodcraft Worker | 22.45 |
| 23980 - Woodworker | 18.37 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.59 |
| 24580 - Child Care Center Clerk | 14.45 |
| 24610 - Chore Aide | 12.62 |
| 24620 - Family Readiness And Support Services Coordinator | 14.75 |
| 24630 - Homemaker | 16.05 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.39 |
| 25040 - Sewage Plant Operator | 19.67 |
| 25070 - Stationary Engineer | 24.39 |
| 25190 - Ventilation Equipment Tender | 19.77 |
| 25210 - Water Treatment Plant Operator | 19.67 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.84 |
| 27007 - Baggage Inspector | 12.10 |
| 27008 - Corrections Officer | 20.78 |
| 27010 - Court Security Officer | 20.94 |
| 27030 - Detection Dog Handler | 16.64 |
| 27040 - Detention Officer | 20.78 |
| 27070 - Firefighter | 17.65 |
| 27101 - Guard I | 12.10 |
| 27102 - Guard II | 16.64 |
| 27131 - Police Officer I | 24.29 |
| 27132 - Police Officer II | 26.51 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.15 |
| 28042 - Carnival Equipment Repairer | 15.81 |
| 28043 - Carnival Equipment Worker | 13.47 |
| 28210 - Gate Attendant/Gate Tender | 13.51 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 15.11 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.03 |
| 28515 - Recreation Specialist | 18.50 |
| 28630 - Sports Official | 12.03 |
| 28690 - Swimming Pool Operator | 20.18 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.73 |
| 29020 - Hatch Tender | 24.73 |
| 29030 - Line Handler | 24.73 |
| 29041 - Stevedore I | 23.74 |
| 29042 - Stevedore II | 25.96 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.55 |
| 30022 - Archeological Technician II | 18.23 |
| 30023 - Archeological Technician III | 22.94 |
| 30030 - Cartographic Technician | 22.94 |
| 30040 - Civil Engineering Technician | 22.74 |

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|---|---------------|
| 30061 - Drafter/CAD Operator I | 16.55 |
| 30062 - Drafter/CAD Operator II | 18.51 |
| 30063 - Drafter/CAD Operator III | 20.65 |
| 30064 - Drafter/CAD Operator IV | 25.40 |
| 30081 - Engineering Technician I | 14.89 |
| 30082 - Engineering Technician II | 16.55 |
| 30083 - Engineering Technician III | 19.40 |
| 30084 - Engineering Technician IV | 21.81 |
| 30085 - Engineering Technician V | 25.82 |
| 30086 - Engineering Technician VI | 31.24 |
| 30090 - Environmental Technician | 22.03 |
| 30210 - Laboratory Technician | 20.31 |
| 30240 - Mathematical Technician | 22.94 |
| 30361 - Paralegal/Legal Assistant I | 18.32 |
| 30362 - Paralegal/Legal Assistant II | 21.59 |
| 30363 - Paralegal/Legal Assistant III | 26.41 |
| 30364 - Paralegal/Legal Assistant IV | 31.96 |
| 30390 - Photo-Optics Technician | 22.94 |
| 30461 - Technical Writer I | 22.94 |
| 30462 - Technical Writer II | 28.07 |
| 30463 - Technical Writer III | 31.90 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.65 |
| 30621 - Weather Observer, Senior | (see 2) 24.08 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.98 |
| 31030 - Bus Driver | 15.19 |
| 31043 - Driver Courier | 15.94 |
| 31260 - Parking and Lot Attendant | 13.12 |
| 31290 - Shuttle Bus Driver | 16.87 |
| 31310 - Taxi Driver | 15.19 |
| 31361 - Truckdriver, Light | 16.87 |
| 31362 - Truckdriver, Medium | 17.81 |
| 31363 - Truckdriver, Heavy | 21.92 |
| 31364 - Truckdriver, Tractor-Trailer | 21.92 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.89 |
| 99050 - Desk Clerk | 11.59 |
| 99095 - Embalmer | 23.74 |
| 99251 - Laboratory Animal Caretaker I | 13.39 |
| 99252 - Laboratory Animal Caretaker II | 14.18 |
| 99310 - Mortician | 26.68 |
| 99410 - Pest Controller | 15.84 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 17.34 |
| 99711 - Recycling Specialist | 19.67 |
| 99730 - Refuse Collector | 16.20 |
| 99810 - Sales Clerk | 11.58 |
| 99820 - School Crossing Guard | 12.21 |
| 99830 - Survey Party Chief | 21.71 |
| 99831 - Surveying Aide | 11.40 |
| 99832 - Surveying Technician | 18.09 |
| 99840 - Vending Machine Attendant | 16.81 |
| 99841 - Vending Machine Repairer | 21.13 |
| 99842 - Vending Machine Repairer Helper | 16.81 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2278
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Barry, Berrien, Branch, Calhoun, Cass, Eaton, Hillsdale, Ingham, Ionia, Jackson, Kalamazoo, Saint Joseph, Van Buren

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.30 |
| 01012 - Accounting Clerk II | | 14.93 |
| 01013 - Accounting Clerk III | | 17.42 |
| 01020 - Administrative Assistant | | 19.59 |
| 01040 - Court Reporter | | 16.95 |
| 01051 - Data Entry Operator I | | 13.06 |
| 01052 - Data Entry Operator II | | 14.25 |
| 01060 - Dispatcher, Motor Vehicle | | 17.83 |
| 01070 - Document Preparation Clerk | | 14.96 |
| 01090 - Duplicating Machine Operator | | 14.96 |
| 01111 - General Clerk I | | 12.00 |
| 01112 - General Clerk II | | 13.10 |
| 01113 - General Clerk III | | 14.70 |
| 01120 - Housing Referral Assistant | | 18.02 |
| 01141 - Messenger Courier | | 12.42 |
| 01191 - Order Clerk I | | 13.63 |
| 01192 - Order Clerk II | | 14.87 |
| 01261 - Personnel Assistant (Employment) I | | 15.43 |
| 01262 - Personnel Assistant (Employment) II | | 17.16 |
| 01263 - Personnel Assistant (Employment) III | | 19.14 |
| 01270 - Production Control Clerk | | 19.25 |
| 01280 - Receptionist | | 11.72 |
| 01290 - Rental Clerk | | 14.44 |
| 01300 - Scheduler, Maintenance | | 14.44 |
| 01311 - Secretary I | | 14.44 |
| 01312 - Secretary II | | 16.51 |
| 01313 - Secretary III | | 18.02 |
| 01320 - Service Order Dispatcher | | 15.57 |
| 01410 - Supply Technician | | 19.59 |

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| 01420 - Survey Worker | 16.95 |
| 01531 - Travel Clerk I | 12.78 |
| 01532 - Travel Clerk II | 13.89 |
| 01533 - Travel Clerk III | 15.03 |
| 01611 - Word Processor I | 13.21 |
| 01612 - Word Processor II | 15.98 |
| 01613 - Word Processor III | 18.09 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.06 |
| 05010 - Automotive Electrician | 21.05 |
| 05040 - Automotive Glass Installer | 20.05 |
| 05070 - Automotive Worker | 20.05 |
| 05110 - Mobile Equipment Servicer | 18.05 |
| 05130 - Motor Equipment Metal Mechanic | 22.06 |
| 05160 - Motor Equipment Metal Worker | 20.05 |
| 05190 - Motor Vehicle Mechanic | 22.06 |
| 05220 - Motor Vehicle Mechanic Helper | 17.04 |
| 05250 - Motor Vehicle Upholstery Worker | 19.05 |
| 05280 - Motor Vehicle Wrecker | 20.05 |
| 05310 - Painter, Automotive | 21.05 |
| 05340 - Radiator Repair Specialist | 20.05 |
| 05370 - Tire Repairer | 16.02 |
| 05400 - Transmission Repair Specialist | 22.06 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 17.67 |
| 07041 - Cook I | 16.28 |
| 07042 - Cook II | 17.67 |
| 07070 - Dishwasher | 13.43 |
| 07130 - Food Service Worker | 13.43 |
| 07210 - Meat Cutter | 17.67 |
| 07260 - Waiter/Waitress | 14.12 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.63 |
| 09040 - Furniture Handler | 15.88 |
| 09080 - Furniture Refinisher | 20.63 |
| 09090 - Furniture Refinisher Helper | 17.43 |
| 09110 - Furniture Repairer, Minor | 19.06 |
| 09130 - Upholsterer | 20.63 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.95 |
| 11060 - Elevator Operator | 12.95 |
| 11090 - Gardener | 15.98 |
| 11122 - Housekeeping Aide | 12.95 |
| 11150 - Janitor | 12.95 |
| 11210 - Laborer, Grounds Maintenance | 13.86 |
| 11240 - Maid or Houseman | 12.02 |
| 11260 - Pruner | 14.77 |
| 11270 - Tractor Operator | 15.57 |
| 11330 - Trail Maintenance Worker | 13.86 |
| 11360 - Window Cleaner | 13.86 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.51 |
| 12011 - Breath Alcohol Technician | 17.51 |
| 12012 - Certified Occupational Therapist Assistant | 18.72 |
| 12015 - Certified Physical Therapist Assistant | 23.04 |
| 12020 - Dental Assistant | 16.22 |
| 12025 - Dental Hygienist | 27.68 |
| 12030 - EKG Technician | 25.99 |
| 12035 - Electroneurodiagnostic Technologist | 25.99 |
| 12040 - Emergency Medical Technician | 17.51 |
| 12071 - Licensed Practical Nurse I | 15.73 |
| 12072 - Licensed Practical Nurse II | 17.60 |
| 12073 - Licensed Practical Nurse III | 19.63 |

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| 12100 - Medical Assistant | 13.83 |
| 12130 - Medical Laboratory Technician | 19.05 |
| 12160 - Medical Record Clerk | 14.37 |
| 12190 - Medical Record Technician | 16.07 |
| 12195 - Medical Transcriptionist | 14.43 |
| 12210 - Nuclear Medicine Technologist | 32.84 |
| 12221 - Nursing Assistant I | 10.08 |
| 12222 - Nursing Assistant II | 11.33 |
| 12223 - Nursing Assistant III | 12.37 |
| 12224 - Nursing Assistant IV | 13.88 |
| 12235 - Optical Dispenser | 16.32 |
| 12236 - Optical Technician | 15.73 |
| 12250 - Pharmacy Technician | 16.28 |
| 12280 - Phlebotomist | 15.73 |
| 12305 - Radiologic Technologist | 23.64 |
| 12311 - Registered Nurse I | 24.60 |
| 12312 - Registered Nurse II | 30.09 |
| 12313 - Registered Nurse II, Specialist | 30.09 |
| 12314 - Registered Nurse III | 36.40 |
| 12315 - Registered Nurse III, Anesthetist | 36.40 |
| 12316 - Registered Nurse IV | 43.34 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.81 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.85 |
| 13012 - Exhibits Specialist II | 22.12 |
| 13013 - Exhibits Specialist III | 27.06 |
| 13041 - Illustrator I | 17.85 |
| 13042 - Illustrator II | 22.12 |
| 13043 - Illustrator III | 27.06 |
| 13047 - Librarian | 24.50 |
| 13050 - Library Aide/Clerk | 13.54 |
| 13054 - Library Information Technology Systems Administrator | 22.12 |
| 13058 - Library Technician | 13.81 |
| 13061 - Media Specialist I | 15.96 |
| 13062 - Media Specialist II | 17.85 |
| 13063 - Media Specialist III | 19.90 |
| 13071 - Photographer I | 14.64 |
| 13072 - Photographer II | 17.05 |
| 13073 - Photographer III | 19.81 |
| 13074 - Photographer IV | 23.58 |
| 13075 - Photographer V | 28.31 |
| 13110 - Video Teleconference Technician | 16.65 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.12 |
| 14042 - Computer Operator II | 19.15 |
| 14043 - Computer Operator III | 21.36 |
| 14044 - Computer Operator IV | 23.73 |
| 14045 - Computer Operator V | 26.27 |
| 14071 - Computer Programmer I | 21.24 |
| 14072 - Computer Programmer II | 26.32 |
| 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 | 17.12 |
| 14160 - Personal Computer Support Technician | 23.73 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.44 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.62 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.18 |
| 15050 - Computer Based Training Specialist / Instructor | 29.44 |

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| 15060 - Educational Technologist | 30.63 |
| 15070 - Flight Instructor (Pilot) | 39.18 |
| 15080 - Graphic Artist | 19.32 |
| 15090 - Technical Instructor | 24.30 |
| 15095 - Technical Instructor/Course Developer | 29.73 |
| 15110 - Test Proctor | 19.97 |
| 15120 - Tutor | 19.97 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.87 |
| 16030 - Counter Attendant | 9.87 |
| 16040 - Dry Cleaner | 13.34 |
| 16070 - Finisher, Flatwork, Machine | 9.87 |
| 16090 - Presser, Hand | 9.87 |
| 16110 - Presser, Machine, Drycleaning | 9.87 |
| 16130 - Presser, Machine, Shirts | 9.87 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.87 |
| 16190 - Sewing Machine Operator | 14.52 |
| 16220 - Tailor | 15.65 |
| 16250 - Washer, Machine | 11.01 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.43 |
| 19040 - Tool And Die Maker | 25.52 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.27 |
| 21030 - Material Coordinator | 19.25 |
| 21040 - Material Expediter | 19.25 |
| 21050 - Material Handling Laborer | 14.29 |
| 21071 - Order Filler | 15.26 |
| 21080 - Production Line Worker (Food Processing) | 20.02 |
| 21110 - Shipping Packer | 15.09 |
| 21130 - Shipping/Receiving Clerk | 14.64 |
| 21140 - Store Worker I | 14.24 |
| 21150 - Stock Clerk | 17.52 |
| 21210 - Tools And Parts Attendant | 17.80 |
| 21410 - Warehouse Specialist | 19.79 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.40 |
| 23021 - Aircraft Mechanic I | 22.38 |
| 23022 - Aircraft Mechanic II | 23.40 |
| 23023 - Aircraft Mechanic III | 24.43 |
| 23040 - Aircraft Mechanic Helper | 18.22 |
| 23050 - Aircraft, Painter | 21.77 |
| 23060 - Aircraft Servicer | 19.88 |
| 23080 - Aircraft Worker | 20.70 |
| 23110 - Appliance Mechanic | 20.19 |
| 23120 - Bicycle Repairer | 16.02 |
| 23125 - Cable Splicer | 26.31 |
| 23130 - Carpenter, Maintenance | 20.92 |
| 23140 - Carpet Layer | 21.72 |
| 23160 - Electrician, Maintenance | 24.44 |
| 23181 - Electronics Technician Maintenance I | 23.56 |
| 23182 - Electronics Technician Maintenance II | 24.73 |
| 23183 - Electronics Technician Maintenance III | 25.90 |
| 23260 - Fabric Worker | 19.39 |
| 23290 - Fire Alarm System Mechanic | 22.45 |
| 23310 - Fire Extinguisher Repairer | 18.37 |
| 23311 - Fuel Distribution System Mechanic | 24.15 |
| 23312 - Fuel Distribution System Operator | 19.75 |
| 23370 - General Maintenance Worker | 19.06 |
| 23380 - Ground Support Equipment Mechanic | 22.38 |
| 23381 - Ground Support Equipment Servicer | 19.88 |
| 23382 - Ground Support Equipment Worker | 20.70 |
| 23391 - Gunsmith I | 18.37 |

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| 23392 - Gunsmith II | 20.41 |
| 23393 - Gunsmith III | 22.45 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.58 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.74 |
| 23430 - Heavy Equipment Mechanic | 21.01 |
| 23440 - Heavy Equipment Operator | 21.97 |
| 23460 - Instrument Mechanic | 22.45 |
| 23465 - Laboratory/Shelter Mechanic | 21.43 |
| 23470 - Laborer | 13.45 |
| 23510 - Locksmith | 23.06 |
| 23530 - Machinery Maintenance Mechanic | 23.17 |
| 23550 - Machinist, Maintenance | 21.59 |
| 23580 - Maintenance Trades Helper | 17.35 |
| 23591 - Metrology Technician I | 22.45 |
| 23592 - Metrology Technician II | 23.47 |
| 23593 - Metrology Technician III | 24.50 |
| 23640 - Millwright | 29.28 |
| 23710 - Office Appliance Repairer | 20.96 |
| 23760 - Painter, Maintenance | 20.63 |
| 23790 - Pipefitter, Maintenance | 26.41 |
| 23810 - Plumber, Maintenance | 24.71 |
| 23820 - Pneudraulic Systems Mechanic | 22.45 |
| 23850 - Rigger | 22.45 |
| 23870 - Scale Mechanic | 20.41 |
| 23890 - Sheet-Metal Worker, Maintenance | 27.51 |
| 23910 - Small Engine Mechanic | 19.84 |
| 23931 - Telecommunications Mechanic I | 25.28 |
| 23932 - Telecommunications Mechanic II | 26.15 |
| 23950 - Telephone Lineman | 23.24 |
| 23960 - Welder, Combination, Maintenance | 21.46 |
| 23965 - Well Driller | 22.45 |
| 23970 - Woodcraft Worker | 22.45 |
| 23980 - Woodworker | 18.37 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.59 |
| 24580 - Child Care Center Clerk | 14.45 |
| 24610 - Chore Aide | 12.62 |
| 24620 - Family Readiness And Support Services Coordinator | 14.75 |
| 24630 - Homemaker | 16.05 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.39 |
| 25040 - Sewage Plant Operator | 19.67 |
| 25070 - Stationary Engineer | 24.39 |
| 25190 - Ventilation Equipment Tender | 19.77 |
| 25210 - Water Treatment Plant Operator | 19.67 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.84 |
| 27007 - Baggage Inspector | 12.10 |
| 27008 - Corrections Officer | 20.78 |
| 27010 - Court Security Officer | 20.94 |
| 27030 - Detection Dog Handler | 16.64 |
| 27040 - Detention Officer | 20.78 |
| 27070 - Firefighter | 17.65 |
| 27101 - Guard I | 12.10 |
| 27102 - Guard II | 16.64 |
| 27131 - Police Officer I | 24.29 |
| 27132 - Police Officer II | 26.51 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.15 |
| 28042 - Carnival Equipment Repairer | 15.81 |

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| 28043 - Carnival Equipment Worker | 13.47 |
| 28210 - Gate Attendant/Gate Tender | 13.51 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 15.11 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.03 |
| 28515 - Recreation Specialist | 18.50 |
| 28630 - Sports Official | 12.03 |
| 28690 - Swimming Pool Operator | 20.18 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.73 |
| 29020 - Hatch Tender | 24.73 |
| 29030 - Line Handler | 24.73 |
| 29041 - Stevedore I | 23.74 |
| 29042 - Stevedore II | 25.96 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.55 |
| 30022 - Archeological Technician II | 18.23 |
| 30023 - Archeological Technician III | 22.94 |
| 30030 - Cartographic Technician | 22.94 |
| 30040 - Civil Engineering Technician | 22.74 |
| 30061 - Drafter/CAD Operator I | 16.55 |
| 30062 - Drafter/CAD Operator II | 18.51 |
| 30063 - Drafter/CAD Operator III | 20.65 |
| 30064 - Drafter/CAD Operator IV | 25.40 |
| 30081 - Engineering Technician I | 14.89 |
| 30082 - Engineering Technician II | 16.55 |
| 30083 - Engineering Technician III | 19.40 |
| 30084 - Engineering Technician IV | 21.81 |
| 30085 - Engineering Technician V | 25.82 |
| 30086 - Engineering Technician VI | 31.24 |
| 30090 - Environmental Technician | 22.03 |
| 30210 - Laboratory Technician | 20.31 |
| 30240 - Mathematical Technician | 22.94 |
| 30361 - Paralegal/Legal Assistant I | 18.32 |
| 30362 - Paralegal/Legal Assistant II | 21.59 |
| 30363 - Paralegal/Legal Assistant III | 26.41 |
| 30364 - Paralegal/Legal Assistant IV | 31.96 |
| 30390 - Photo-Optics Technician | 22.94 |
| 30461 - Technical Writer I | 22.94 |
| 30462 - Technical Writer II | 28.07 |
| 30463 - Technical Writer III | 31.90 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 20.65 |
| 30621 - Weather Observer, Senior (see 2) | 24.08 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.98 |
| 31030 - Bus Driver | 15.19 |
| 31043 - Driver Courier | 15.94 |
| 31260 - Parking and Lot Attendant | 13.12 |
| 31290 - Shuttle Bus Driver | 16.87 |
| 31310 - Taxi Driver | 15.19 |
| 31361 - Truckdriver, Light | 16.87 |
| 31362 - Truckdriver, Medium | 17.81 |
| 31363 - Truckdriver, Heavy | 21.92 |
| 31364 - Truckdriver, Tractor-Trailer | 21.92 |

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| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.89 |
| 99050 - Desk Clerk | 11.59 |
| 99095 - Embalmer | 23.74 |
| 99251 - Laboratory Animal Caretaker I | 13.39 |
| 99252 - Laboratory Animal Caretaker II | 14.18 |
| 99310 - Mortician | 26.68 |
| 99410 - Pest Controller | 15.84 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 17.34 |
| 99711 - Recycling Specialist | 19.67 |
| 99730 - Refuse Collector | 16.20 |
| 99810 - Sales Clerk | 11.58 |
| 99820 - School Crossing Guard | 12.21 |
| 99830 - Survey Party Chief | 21.71 |
| 99831 - Surveying Aide | 11.40 |
| 99832 - Surveying Technician | 18.09 |
| 99840 - Vending Machine Attendant | 16.81 |
| 99841 - Vending Machine Repairer | 21.13 |
| 99842 - Vending Machine Repairer Helper | 16.81 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2279
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Alger, Baraga, Chippewa, Delta, Dickinson, Gogebic, Houghton, Iron, Keweenaw, Luce, Mackinac, Marquette, Menominee, Ontonagon, Schoolcraft

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.73 |
| 01012 - Accounting Clerk II | | 14.80 |

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| 01013 | - Accounting Clerk III | 19.42 |
| 01020 | - Administrative Assistant | 21.53 |
| 01040 | - Court Reporter | 20.59 |
| 01051 | - Data Entry Operator I | 12.33 |
| 01052 | - Data Entry Operator II | 13.45 |
| 01060 | - Dispatcher, Motor Vehicle | 16.91 |
| 01070 | - Document Preparation Clerk | 11.87 |
| 01090 | - Duplicating Machine Operator | 11.87 |
| 01111 | - General Clerk I | 11.86 |
| 01112 | - General Clerk II | 15.60 |
| 01113 | - General Clerk III | 17.71 |
| 01120 | - Housing Referral Assistant | 17.66 |
| 01141 | - Messenger Courier | 11.31 |
| 01191 | - Order Clerk I | 12.51 |
| 01192 | - Order Clerk II | 13.34 |
| 01261 | - Personnel Assistant (Employment) I | 14.50 |
| 01262 | - Personnel Assistant (Employment) II | 16.22 |
| 01263 | - Personnel Assistant (Employment) III | 18.09 |
| 01270 | - Production Control Clerk | 20.04 |
| 01280 | - Receptionist | 11.95 |
| 01290 | - Rental Clerk | 10.30 |
| 01300 | - Scheduler, Maintenance | 12.55 |
| 01311 | - Secretary I | 12.55 |
| 01312 | - Secretary II | 15.88 |
| 01313 | - Secretary III | 17.66 |
| 01320 | - Service Order Dispatcher | 14.26 |
| 01410 | - Supply Technician | 21.53 |
| 01420 | - Survey Worker | 13.84 |
| 01531 | - Travel Clerk I | 12.78 |
| 01532 | - Travel Clerk II | 13.89 |
| 01533 | - Travel Clerk III | 15.03 |
| 01611 | - Word Processor I | 13.48 |
| 01612 | - Word Processor II | 15.32 |
| 01613 | - Word Processor III | 17.12 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 20.67 |
| 05010 | - Automotive Electrician | 19.04 |
| 05040 | - Automotive Glass Installer | 18.25 |
| 05070 | - Automotive Worker | 18.25 |
| 05110 | - Mobile Equipment Servicer | 16.89 |
| 05130 | - Motor Equipment Metal Mechanic | 19.62 |
| 05160 | - Motor Equipment Metal Worker | 18.25 |
| 05190 | - Motor Vehicle Mechanic | 20.06 |
| 05220 | - Motor Vehicle Mechanic Helper | 16.09 |
| 05250 | - Motor Vehicle Upholstery Worker | 17.67 |
| 05280 | - Motor Vehicle Wrecker | 18.25 |
| 05310 | - Painter, Automotive | 19.04 |
| 05340 | - Radiator Repair Specialist | 18.25 |
| 05370 | - Tire Repairer | 14.83 |
| 05400 | - Transmission Repair Specialist | 19.62 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 14.10 |
| 07041 | - Cook I | 13.02 |
| 07042 | - Cook II | 14.57 |
| 07070 | - Dishwasher | 10.61 |
| 07130 | - Food Service Worker | 10.61 |
| 07210 | - Meat Cutter | 15.51 |
| 07260 | - Waiter/Waitress | 11.21 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 19.51 |
| 09040 | - Furniture Handler | 14.65 |
| 09080 | - Furniture Refinisher | 19.51 |
| 09090 | - Furniture Refinisher Helper | 16.27 |

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| 09110 - Furniture Repairer, Minor | 17.89 |
| 09130 - Upholsterer | 19.51 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.61 |
| 11060 - Elevator Operator | 10.96 |
| 11090 - Gardener | 14.77 |
| 11122 - Housekeeping Aide | 10.96 |
| 11150 - Janitor | 10.96 |
| 11210 - Laborer, Grounds Maintenance | 12.59 |
| 11240 - Maid or Houseman | 10.00 |
| 11260 - Pruner | 12.00 |
| 11270 - Tractor Operator | 13.94 |
| 11330 - Trail Maintenance Worker | 12.59 |
| 11360 - Window Cleaner | 11.68 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.40 |
| 12011 - Breath Alcohol Technician | 16.92 |
| 12012 - Certified Occupational Therapist Assistant | 22.56 |
| 12015 - Certified Physical Therapist Assistant | 20.27 |
| 12020 - Dental Assistant | 17.46 |
| 12025 - Dental Hygienist | 29.51 |
| 12030 - EKG Technician | 19.82 |
| 12035 - Electroneurodiagnostic Technologist | 19.82 |
| 12040 - Emergency Medical Technician | 15.40 |
| 12071 - Licensed Practical Nurse I | 15.13 |
| 12072 - Licensed Practical Nurse II | 16.92 |
| 12073 - Licensed Practical Nurse III | 18.87 |
| 12100 - Medical Assistant | 13.38 |
| 12130 - Medical Laboratory Technician | 19.90 |
| 12160 - Medical Record Clerk | 12.77 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 13.84 |
| 12210 - Nuclear Medicine Technologist | 30.24 |
| 12221 - Nursing Assistant I | 10.83 |
| 12222 - Nursing Assistant II | 12.17 |
| 12223 - Nursing Assistant III | 13.28 |
| 12224 - Nursing Assistant IV | 14.90 |
| 12235 - Optical Dispenser | 14.98 |
| 12236 - Optical Technician | 15.13 |
| 12250 - Pharmacy Technician | 12.51 |
| 12280 - Phlebotomist | 14.90 |
| 12305 - Radiologic Technologist | 22.23 |
| 12311 - Registered Nurse I | 19.67 |
| 12312 - Registered Nurse II | 24.06 |
| 12313 - Registered Nurse II, Specialist | 24.06 |
| 12314 - Registered Nurse III | 29.11 |
| 12315 - Registered Nurse III, Anesthetist | 29.11 |
| 12316 - Registered Nurse IV | 34.88 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.96 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.97 |
| 13012 - Exhibits Specialist II | 22.26 |
| 13013 - Exhibits Specialist III | 27.23 |
| 13041 - Illustrator I | 17.97 |
| 13042 - Illustrator II | 22.26 |
| 13043 - Illustrator III | 27.23 |
| 13047 - Librarian | 24.66 |
| 13050 - Library Aide/Clerk | 12.79 |
| 13054 - Library Information Technology Systems Administrator | 22.26 |
| 13058 - Library Technician | 13.76 |
| 13061 - Media Specialist I | 16.07 |
| 13062 - Media Specialist II | 17.97 |

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| 13063 - Media Specialist III | 20.04 |
| 13071 - Photographer I | 13.44 |
| 13072 - Photographer II | 16.12 |
| 13073 - Photographer III | 19.97 |
| 13074 - Photographer IV | 24.42 |
| 13075 - Photographer V | 29.60 |
| 13110 - Video Teleconference Technician | 16.07 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.47 |
| 14042 - Computer Operator II | 16.20 |
| 14043 - Computer Operator III | 18.05 |
| 14044 - Computer Operator IV | 20.05 |
| 14045 - Computer Operator V | 22.21 |
| 14071 - Computer Programmer I | 20.85 |
| 14072 - Computer Programmer II | 25.83 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 25.19 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.47 |
| 14160 - Personal Computer Support Technician | 20.05 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.19 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 30.48 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.53 |
| 15050 - Computer Based Training Specialist / Instructor | 25.19 |
| 15060 - Educational Technologist | 25.84 |
| 15070 - Flight Instructor (Pilot) | 36.53 |
| 15080 - Graphic Artist | 22.64 |
| 15090 - Technical Instructor | 18.66 |
| 15095 - Technical Instructor/Course Developer | 22.83 |
| 15110 - Test Proctor | 15.69 |
| 15120 - Tutor | 15.69 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.87 |
| 16030 - Counter Attendant | 9.87 |
| 16040 - Dry Cleaner | 13.34 |
| 16070 - Finisher, Flatwork, Machine | 9.87 |
| 16090 - Presser, Hand | 9.87 |
| 16110 - Presser, Machine, Drycleaning | 9.87 |
| 16130 - Presser, Machine, Shirts | 9.87 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.87 |
| 16190 - Sewing Machine Operator | 14.52 |
| 16220 - Tailor | 15.65 |
| 16250 - Washer, Machine | 11.01 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.52 |
| 19040 - Tool And Die Maker | 23.64 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.88 |
| 21030 - Material Coordinator | 20.04 |
| 21040 - Material Expediter | 20.04 |
| 21050 - Material Handling Laborer | 11.82 |
| 21071 - Order Filler | 12.79 |
| 21080 - Production Line Worker (Food Processing) | 17.88 |
| 21110 - Shipping Packer | 14.53 |
| 21130 - Shipping/Receiving Clerk | 14.53 |
| 21140 - Store Worker I | 14.39 |
| 21150 - Stock Clerk | 17.43 |
| 21210 - Tools And Parts Attendant | 17.88 |
| 21410 - Warehouse Specialist | 17.88 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |

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| 23010 - Aerospace Structural Welder | 23.58 |
| 23021 - Aircraft Mechanic I | 22.66 |
| 23022 - Aircraft Mechanic II | 23.58 |
| 23023 - Aircraft Mechanic III | 24.53 |
| 23040 - Aircraft Mechanic Helper | 18.04 |
| 23050 - Aircraft, Painter | 21.75 |
| 23060 - Aircraft Servicer | 19.87 |
| 23080 - Aircraft Worker | 20.80 |
| 23110 - Appliance Mechanic | 20.28 |
| 23120 - Bicycle Repairer | 14.83 |
| 23125 - Cable Splicer | 27.17 |
| 23130 - Carpenter, Maintenance | 20.52 |
| 23140 - Carpet Layer | 19.64 |
| 23160 - Electrician, Maintenance | 22.73 |
| 23181 - Electronics Technician Maintenance I | 21.92 |
| 23182 - Electronics Technician Maintenance II | 22.90 |
| 23183 - Electronics Technician Maintenance III | 23.87 |
| 23260 - Fabric Worker | 18.70 |
| 23290 - Fire Alarm System Mechanic | 21.39 |
| 23310 - Fire Extinguisher Repairer | 17.79 |
| 23311 - Fuel Distribution System Mechanic | 24.22 |
| 23312 - Fuel Distribution System Operator | 20.21 |
| 23370 - General Maintenance Worker | 18.94 |
| 23380 - Ground Support Equipment Mechanic | 22.66 |
| 23381 - Ground Support Equipment Servicer | 19.87 |
| 23382 - Ground Support Equipment Worker | 20.80 |
| 23391 - Gunsmith I | 17.79 |
| 23392 - Gunsmith II | 19.64 |
| 23393 - Gunsmith III | 21.39 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.59 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.50 |
| 23430 - Heavy Equipment Mechanic | 20.23 |
| 23440 - Heavy Equipment Operator | 21.48 |
| 23460 - Instrument Mechanic | 21.39 |
| 23465 - Laboratory/Shelter Mechanic | 20.52 |
| 23470 - Laborer | 11.98 |
| 23510 - Locksmith | 20.52 |
| 23530 - Machinery Maintenance Mechanic | 21.39 |
| 23550 - Machinist, Maintenance | 19.21 |
| 23580 - Maintenance Trades Helper | 16.09 |
| 23591 - Metrology Technician I | 21.39 |
| 23592 - Metrology Technician II | 22.25 |
| 23593 - Metrology Technician III | 23.15 |
| 23640 - Millwright | 26.83 |
| 23710 - Office Appliance Repairer | 21.44 |
| 23760 - Painter, Maintenance | 19.04 |
| 23790 - Pipefitter, Maintenance | 23.42 |
| 23810 - Plumber, Maintenance | 22.39 |
| 23820 - Pneudraulic Systems Mechanic | 21.39 |
| 23850 - Rigger | 21.39 |
| 23870 - Scale Mechanic | 19.64 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.61 |
| 23910 - Small Engine Mechanic | 18.25 |
| 23931 - Telecommunications Mechanic I | 24.42 |
| 23932 - Telecommunications Mechanic II | 25.41 |
| 23950 - Telephone Lineman | 21.39 |
| 23960 - Welder, Combination, Maintenance | 19.62 |
| 23965 - Well Driller | 25.92 |
| 23970 - Woodcraft Worker | 21.39 |
| 23980 - Woodworker | 17.79 |
| 24000 - Personal Needs Occupations | |

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| 24570 - Child Care Attendant | 10.58 |
| 24580 - Child Care Center Clerk | 13.20 |
| 24610 - Chore Aide | 11.00 |
| 24620 - Family Readiness And Support Services Coordinator | 13.86 |
| 24630 - Homemaker | 14.66 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.24 |
| 25040 - Sewage Plant Operator | 21.34 |
| 25070 - Stationary Engineer | 22.24 |
| 25190 - Ventilation Equipment Tender | 17.71 |
| 25210 - Water Treatment Plant Operator | 20.94 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.27 |
| 27007 - Baggage Inspector | 11.56 |
| 27008 - Corrections Officer | 20.93 |
| 27010 - Court Security Officer | 21.23 |
| 27030 - Detection Dog Handler | 13.92 |
| 27040 - Detention Officer | 20.93 |
| 27070 - Firefighter | 17.11 |
| 27101 - Guard I | 11.56 |
| 27102 - Guard II | 13.92 |
| 27131 - Police Officer I | 22.63 |
| 27132 - Police Officer II | 25.14 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.41 |
| 28042 - Carnival Equipment Repairer | 13.02 |
| 28043 - Carnival Equipment Worker | 10.61 |
| 28210 - Gate Attendant/Gate Tender | 13.65 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 15.26 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 14.62 |
| 28630 - Sports Official | 12.15 |
| 28690 - Swimming Pool Operator | 17.06 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.38 |
| 29020 - Hatch Tender | 23.38 |
| 29030 - Line Handler | 23.38 |
| 29041 - Stevedore I | 22.27 |
| 29042 - Stevedore II | 24.42 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.60 |
| 30022 - Archeological Technician II | 18.34 |
| 30023 - Archeological Technician III | 22.72 |
| 30030 - Cartographic Technician | 23.50 |
| 30040 - Civil Engineering Technician | 22.25 |
| 30061 - Drafter/CAD Operator I | 16.96 |
| 30062 - Drafter/CAD Operator II | 18.97 |
| 30063 - Drafter/CAD Operator III | 21.16 |
| 30064 - Drafter/CAD Operator IV | 26.04 |
| 30081 - Engineering Technician I | 17.07 |
| 30082 - Engineering Technician II | 19.16 |
| 30083 - Engineering Technician III | 21.43 |
| 30084 - Engineering Technician IV | 26.56 |
| 30085 - Engineering Technician V | 32.49 |
| 30086 - Engineering Technician VI | 39.30 |
| 30090 - Environmental Technician | 21.85 |
| 30210 - Laboratory Technician | 19.75 |
| 30240 - Mathematical Technician | 23.02 |

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| 30361 - Paralegal/Legal Assistant I | 15.59 |
| 30362 - Paralegal/Legal Assistant II | 19.31 |
| 30363 - Paralegal/Legal Assistant III | 23.62 |
| 30364 - Paralegal/Legal Assistant IV | 28.58 |
| 30390 - Photo-Optics Technician | 23.50 |
| 30461 - Technical Writer I | 23.02 |
| 30462 - Technical Writer II | 27.49 |
| 30463 - Technical Writer III | 34.07 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 21.16 |
| 30621 - Weather Observer, Senior | (see 2) 23.50 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.07 |
| 31030 - Bus Driver | 12.62 |
| 31043 - Driver Courier | 13.76 |
| 31260 - Parking and Lot Attendant | 10.39 |
| 31290 - Shuttle Bus Driver | 14.51 |
| 31310 - Taxi Driver | 10.37 |
| 31361 - Truckdriver, Light | 14.51 |
| 31362 - Truckdriver, Medium | 16.34 |
| 31363 - Truckdriver, Heavy | 16.69 |
| 31364 - Truckdriver, Tractor-Trailer | 16.69 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.61 |
| 99050 - Desk Clerk | 10.56 |
| 99095 - Embalmer | 24.42 |
| 99251 - Laboratory Animal Caretaker I | 11.81 |
| 99252 - Laboratory Animal Caretaker II | 12.41 |
| 99310 - Mortician | 24.42 |
| 99410 - Pest Controller | 20.50 |
| 99510 - Photofinishing Worker | 12.11 |
| 99710 - Recycling Laborer | 15.72 |
| 99711 - Recycling Specialist | 20.71 |
| 99730 - Refuse Collector | 17.19 |
| 99810 - Sales Clerk | 10.46 |
| 99820 - School Crossing Guard | 10.61 |
| 99830 - Survey Party Chief | 19.27 |
| 99831 - Surveying Aide | 11.46 |
| 99832 - Surveying Technician | 17.53 |
| 99840 - Vending Machine Attendant | 13.65 |
| 99841 - Vending Machine Repairer | 15.79 |
| 99842 - Vending Machine Repairer Helper | 13.65 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

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DirectorDivision of
Wage DeterminationsWage Determination No.: 2005-2280
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State: Michigan

Area: Michigan Counties of Alger, Baraga, Chippewa, Delta, Dickinson, Gogebic, Houghton, Iron, Keweenaw, Luce, Mackinac, Marquette, Menominee, Ontonagon, Schoolcraft

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.73 |
| 01012 - Accounting Clerk II | | 14.80 |
| 01013 - Accounting Clerk III | | 19.42 |
| 01020 - Administrative Assistant | | 21.53 |
| 01040 - Court Reporter | | 20.59 |
| 01051 - Data Entry Operator I | | 12.33 |
| 01052 - Data Entry Operator II | | 13.45 |
| 01060 - Dispatcher, Motor Vehicle | | 16.91 |
| 01070 - Document Preparation Clerk | | 11.87 |
| 01090 - Duplicating Machine Operator | | 11.87 |
| 01111 - General Clerk I | | 11.86 |
| 01112 - General Clerk II | | 15.60 |
| 01113 - General Clerk III | | 17.71 |
| 01120 - Housing Referral Assistant | | 17.66 |
| 01141 - Messenger Courier | | 11.31 |
| 01191 - Order Clerk I | | 12.51 |
| 01192 - Order Clerk II | | 13.34 |
| 01261 - Personnel Assistant (Employment) I | | 14.50 |
| 01262 - Personnel Assistant (Employment) II | | 16.22 |
| 01263 - Personnel Assistant (Employment) III | | 18.09 |
| 01270 - Production Control Clerk | | 20.04 |
| 01280 - Receptionist | | 11.95 |
| 01290 - Rental Clerk | | 10.30 |
| 01300 - Scheduler, Maintenance | | 12.55 |
| 01311 - Secretary I | | 12.55 |
| 01312 - Secretary II | | 15.88 |
| 01313 - Secretary III | | 17.66 |
| 01320 - Service Order Dispatcher | | 14.26 |
| 01410 - Supply Technician | | 21.53 |
| 01420 - Survey Worker | | 13.84 |
| 01531 - Travel Clerk I | | 12.78 |
| 01532 - Travel Clerk II | | 13.89 |
| 01533 - Travel Clerk III | | 15.03 |
| 01611 - Word Processor I | | 13.48 |
| 01612 - Word Processor II | | 15.32 |
| 01613 - Word Processor III | | 17.12 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 20.67 |
| 05010 - Automotive Electrician | | 19.04 |
| 05040 - Automotive Glass Installer | | 18.25 |
| 05070 - Automotive Worker | | 18.25 |
| 05110 - Mobile Equipment Servicer | | 16.89 |
| 05130 - Motor Equipment Metal Mechanic | | 19.62 |
| 05160 - Motor Equipment Metal Worker | | 18.25 |

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| 05190 - Motor Vehicle Mechanic | 20.06 |
| 05220 - Motor Vehicle Mechanic Helper | 16.09 |
| 05250 - Motor Vehicle Upholstery Worker | 17.67 |
| 05280 - Motor Vehicle Wrecker | 18.25 |
| 05310 - Painter, Automotive | 19.04 |
| 05340 - Radiator Repair Specialist | 18.25 |
| 05370 - Tire Repairer | 14.83 |
| 05400 - Transmission Repair Specialist | 19.62 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.10 |
| 07041 - Cook I | 13.02 |
| 07042 - Cook II | 14.57 |
| 07070 - Dishwasher | 10.61 |
| 07130 - Food Service Worker | 10.61 |
| 07210 - Meat Cutter | 15.51 |
| 07260 - Waiter/Waitress | 11.21 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.51 |
| 09040 - Furniture Handler | 14.65 |
| 09080 - Furniture Refinisher | 19.51 |
| 09090 - Furniture Refinisher Helper | 16.27 |
| 09110 - Furniture Repairer, Minor | 17.89 |
| 09130 - Upholsterer | 19.51 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.61 |
| 11060 - Elevator Operator | 10.96 |
| 11090 - Gardener | 14.77 |
| 11122 - Housekeeping Aide | 10.96 |
| 11150 - Janitor | 10.96 |
| 11210 - Laborer, Grounds Maintenance | 12.59 |
| 11240 - Maid or Houseman | 10.00 |
| 11260 - Pruner | 12.00 |
| 11270 - Tractor Operator | 13.94 |
| 11330 - Trail Maintenance Worker | 12.59 |
| 11360 - Window Cleaner | 11.68 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.40 |
| 12011 - Breath Alcohol Technician | 16.92 |
| 12012 - Certified Occupational Therapist Assistant | 22.56 |
| 12015 - Certified Physical Therapist Assistant | 20.27 |
| 12020 - Dental Assistant | 17.46 |
| 12025 - Dental Hygienist | 29.51 |
| 12030 - EKG Technician | 19.82 |
| 12035 - Electroneurodiagnostic Technologist | 19.82 |
| 12040 - Emergency Medical Technician | 15.40 |
| 12071 - Licensed Practical Nurse I | 15.13 |
| 12072 - Licensed Practical Nurse II | 16.92 |
| 12073 - Licensed Practical Nurse III | 18.87 |
| 12100 - Medical Assistant | 13.38 |
| 12130 - Medical Laboratory Technician | 19.90 |
| 12160 - Medical Record Clerk | 12.77 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 13.84 |
| 12210 - Nuclear Medicine Technologist | 30.24 |
| 12221 - Nursing Assistant I | 10.83 |
| 12222 - Nursing Assistant II | 12.17 |
| 12223 - Nursing Assistant III | 13.28 |
| 12224 - Nursing Assistant IV | 14.90 |
| 12235 - Optical Dispenser | 14.98 |
| 12236 - Optical Technician | 15.13 |
| 12250 - Pharmacy Technician | 12.51 |
| 12280 - Phlebotomist | 14.90 |
| 12305 - Radiologic Technologist | 22.23 |

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| 12311 - Registered Nurse I | 19.67 |
| 12312 - Registered Nurse II | 24.06 |
| 12313 - Registered Nurse II, Specialist | 24.06 |
| 12314 - Registered Nurse III | 29.11 |
| 12315 - Registered Nurse III, Anesthetist | 29.11 |
| 12316 - Registered Nurse IV | 34.88 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.96 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.97 |
| 13012 - Exhibits Specialist II | 22.26 |
| 13013 - Exhibits Specialist III | 27.23 |
| 13041 - Illustrator I | 17.97 |
| 13042 - Illustrator II | 22.26 |
| 13043 - Illustrator III | 27.23 |
| 13047 - Librarian | 24.66 |
| 13050 - Library Aide/Clerk | 12.79 |
| 13054 - Library Information Technology Systems Administrator | 22.26 |
| 13058 - Library Technician | 13.76 |
| 13061 - Media Specialist I | 16.07 |
| 13062 - Media Specialist II | 17.97 |
| 13063 - Media Specialist III | 20.04 |
| 13071 - Photographer I | 13.44 |
| 13072 - Photographer II | 16.12 |
| 13073 - Photographer III | 19.97 |
| 13074 - Photographer IV | 24.42 |
| 13075 - Photographer V | 29.60 |
| 13110 - Video Teleconference Technician | 16.07 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.47 |
| 14042 - Computer Operator II | 16.20 |
| 14043 - Computer Operator III | 18.05 |
| 14044 - Computer Operator IV | 20.05 |
| 14045 - Computer Operator V | 22.21 |
| 14071 - Computer Programmer I | 20.85 |
| 14072 - Computer Programmer II | 25.83 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 25.19 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.47 |
| 14160 - Personal Computer Support Technician | 20.05 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.19 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 30.48 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.53 |
| 15050 - Computer Based Training Specialist / Instructor | 25.19 |
| 15060 - Educational Technologist | 25.84 |
| 15070 - Flight Instructor (Pilot) | 36.53 |
| 15080 - Graphic Artist | 22.64 |
| 15090 - Technical Instructor | 18.66 |
| 15095 - Technical Instructor/Course Developer | 22.83 |
| 15110 - Test Proctor | 15.69 |
| 15120 - Tutor | 15.69 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.87 |
| 16030 - Counter Attendant | 9.87 |
| 16040 - Dry Cleaner | 13.34 |
| 16070 - Finisher, Flatwork, Machine | 9.87 |
| 16090 - Presser, Hand | 9.87 |
| 16110 - Presser, Machine, Drycleaning | 9.87 |
| 16130 - Presser, Machine, Shirts | 9.87 |

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| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.87 |
| 16190 - Sewing Machine Operator | 14.52 |
| 16220 - Tailor | 15.65 |
| 16250 - Washer, Machine | 11.01 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.52 |
| 19040 - Tool And Die Maker | 23.64 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.88 |
| 21030 - Material Coordinator | 20.04 |
| 21040 - Material Expediter | 20.04 |
| 21050 - Material Handling Laborer | 11.82 |
| 21071 - Order Filler | 12.79 |
| 21080 - Production Line Worker (Food Processing) | 17.88 |
| 21110 - Shipping Packer | 14.53 |
| 21130 - Shipping/Receiving Clerk | 14.53 |
| 21140 - Store Worker I | 14.39 |
| 21150 - Stock Clerk | 17.43 |
| 21210 - Tools And Parts Attendant | 17.88 |
| 21410 - Warehouse Specialist | 17.88 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.58 |
| 23021 - Aircraft Mechanic I | 22.66 |
| 23022 - Aircraft Mechanic II | 23.58 |
| 23023 - Aircraft Mechanic III | 24.53 |
| 23040 - Aircraft Mechanic Helper | 18.04 |
| 23050 - Aircraft, Painter | 21.75 |
| 23060 - Aircraft Servicer | 19.87 |
| 23080 - Aircraft Worker | 20.80 |
| 23110 - Appliance Mechanic | 20.28 |
| 23120 - Bicycle Repairer | 14.83 |
| 23125 - Cable Splicer | 27.17 |
| 23130 - Carpenter, Maintenance | 20.52 |
| 23140 - Carpet Layer | 19.64 |
| 23160 - Electrician, Maintenance | 22.73 |
| 23181 - Electronics Technician Maintenance I | 21.92 |
| 23182 - Electronics Technician Maintenance II | 22.90 |
| 23183 - Electronics Technician Maintenance III | 23.87 |
| 23260 - Fabric Worker | 18.70 |
| 23290 - Fire Alarm System Mechanic | 21.39 |
| 23310 - Fire Extinguisher Repairer | 17.79 |
| 23311 - Fuel Distribution System Mechanic | 24.22 |
| 23312 - Fuel Distribution System Operator | 20.21 |
| 23370 - General Maintenance Worker | 18.94 |
| 23380 - Ground Support Equipment Mechanic | 22.66 |
| 23381 - Ground Support Equipment Servicer | 19.87 |
| 23382 - Ground Support Equipment Worker | 20.80 |
| 23391 - Gunsmith I | 17.79 |
| 23392 - Gunsmith II | 19.64 |
| 23393 - Gunsmith III | 21.39 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.59 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.50 |
| 23430 - Heavy Equipment Mechanic | 20.23 |
| 23440 - Heavy Equipment Operator | 21.48 |
| 23460 - Instrument Mechanic | 21.39 |
| 23465 - Laboratory/Shelter Mechanic | 20.52 |
| 23470 - Laborer | 11.98 |
| 23510 - Locksmith | 20.52 |
| 23530 - Machinery Maintenance Mechanic | 21.39 |
| 23550 - Machinist, Maintenance | 19.21 |
| 23580 - Maintenance Trades Helper | 16.09 |

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| 23591 - Metrology Technician I | 21.39 |
| 23592 - Metrology Technician II | 22.25 |
| 23593 - Metrology Technician III | 23.15 |
| 23640 - Millwright | 26.83 |
| 23710 - Office Appliance Repairer | 21.44 |
| 23760 - Painter, Maintenance | 19.04 |
| 23790 - Pipefitter, Maintenance | 23.42 |
| 23810 - Plumber, Maintenance | 22.39 |
| 23820 - Pneudraulic Systems Mechanic | 21.39 |
| 23850 - Rigger | 21.39 |
| 23870 - Scale Mechanic | 19.64 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.61 |
| 23910 - Small Engine Mechanic | 18.25 |
| 23931 - Telecommunications Mechanic I | 24.42 |
| 23932 - Telecommunications Mechanic II | 25.41 |
| 23950 - Telephone Lineman | 21.39 |
| 23960 - welder, Combination, Maintenance | 19.62 |
| 23965 - well Driller | 25.92 |
| 23970 - Woodcraft Worker | 21.39 |
| 23980 - Woodworker | 17.79 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.58 |
| 24580 - Child Care Center Clerk | 13.20 |
| 24610 - Chore Aide | 11.00 |
| 24620 - Family Readiness And Support Services Coordinator | 13.86 |
| 24630 - Homemaker | 14.66 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.24 |
| 25040 - Sewage Plant Operator | 21.34 |
| 25070 - Stationary Engineer | 22.24 |
| 25190 - Ventilation Equipment Tender | 17.71 |
| 25210 - Water Treatment Plant Operator | 20.94 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.27 |
| 27007 - Baggage Inspector | 11.56 |
| 27008 - Corrections Officer | 20.93 |
| 27010 - Court Security Officer | 21.23 |
| 27030 - Detection Dog Handler | 13.92 |
| 27040 - Detention Officer | 20.93 |
| 27070 - Firefighter | 17.11 |
| 27101 - Guard I | 11.56 |
| 27102 - Guard II | 13.92 |
| 27131 - Police Officer I | 22.63 |
| 27132 - Police Officer II | 25.14 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.41 |
| 28042 - Carnival Equipment Repairer | 13.02 |
| 28043 - Carnival Equipment Worker | 10.61 |
| 28210 - Gate Attendant/Gate Tender | 13.65 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 15.26 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 14.62 |
| 28630 - Sports Official | 12.15 |
| 28690 - Swimming Pool Operator | 17.06 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.38 |
| 29020 - Hatch Tender | 23.38 |
| 29030 - Line Handler | 23.38 |
| 29041 - Stevedore I | 22.27 |
| 29042 - Stevedore II | 24.42 |
| 30000 - Technical Occupations | |

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| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.60 |
| 30022 - Archeological Technician II | 18.34 |
| 30023 - Archeological Technician III | 22.72 |
| 30030 - Cartographic Technician | 23.50 |
| 30040 - Civil Engineering Technician | 22.25 |
| 30061 - Drafter/CAD Operator I | 16.96 |
| 30062 - Drafter/CAD Operator II | 18.97 |
| 30063 - Drafter/CAD Operator III | 21.16 |
| 30064 - Drafter/CAD Operator IV | 26.04 |
| 30081 - Engineering Technician I | 17.07 |
| 30082 - Engineering Technician II | 19.16 |
| 30083 - Engineering Technician III | 21.43 |
| 30084 - Engineering Technician IV | 26.56 |
| 30085 - Engineering Technician V | 32.49 |
| 30086 - Engineering Technician VI | 39.30 |
| 30090 - Environmental Technician | 21.85 |
| 30210 - Laboratory Technician | 19.75 |
| 30240 - Mathematical Technician | 23.02 |
| 30361 - Paralegal/Legal Assistant I | 15.59 |
| 30362 - Paralegal/Legal Assistant II | 19.31 |
| 30363 - Paralegal/Legal Assistant III | 23.62 |
| 30364 - Paralegal/Legal Assistant IV | 28.58 |
| 30390 - Photo-Optics Technician | 23.50 |
| 30461 - Technical Writer I | 23.02 |
| 30462 - Technical Writer II | 27.49 |
| 30463 - Technical Writer III | 34.07 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 21.16 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 23.50 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.07 |
| 31030 - Bus Driver | 12.62 |
| 31043 - Driver Courier | 13.76 |
| 31260 - Parking and Lot Attendant | 10.39 |
| 31290 - Shuttle Bus Driver | 14.51 |
| 31310 - Taxi Driver | 10.37 |
| 31361 - Truckdriver, Light | 14.51 |
| 31362 - Truckdriver, Medium | 16.34 |
| 31363 - Truckdriver, Heavy | 16.69 |
| 31364 - Truckdriver, Tractor-Trailer | 16.69 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.61 |
| 99050 - Desk Clerk | 10.56 |
| 99095 - Embalmer | 24.42 |
| 99251 - Laboratory Animal Caretaker I | 11.81 |
| 99252 - Laboratory Animal Caretaker II | 12.41 |
| 99310 - Mortician | 24.42 |
| 99410 - Pest Controller | 20.50 |
| 99510 - Photofinishing Worker | 12.11 |
| 99710 - Recycling Laborer | 15.72 |
| 99711 - Recycling Specialist | 20.71 |
| 99730 - Refuse Collector | 17.19 |
| 99810 - Sales Clerk | 10.46 |
| 99820 - School Crossing Guard | 10.61 |
| 99830 - Survey Party Chief | 19.27 |

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| 99831 - Surveying Aide | 11.46 |
| 99832 - Surveying Technician | 17.53 |
| 99840 - Vending Machine Attendant | 13.65 |
| 99841 - Vending Machine Repairer | 15.79 |
| 99842 - Vending Machine Repairer Helper | 13.65 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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. Conformance 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2285
Revision No.: 13
Date Of Last Revision: 07/25/2014

States: Minnesota, Wisconsin

Area: Minnesota Counties of Aitkin, Becker, Beltrami, Carlton, Cass, Clay, Clearwater, Cook, Crow Wing, Hubbard, Itasca, Kanabec, Kittson, Koochiching, Lake, Lake of The Woods, Mahanomen, Marshall, Norman, Otter Tail, Pennington, Pine, Polk, Red Lake, Roseau, St Louis, Wadena, Wilkin

Wisconsin Counties of Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, Washburn

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.79 |
| 01012 - Accounting Clerk II | | 16.60 |
| 01013 - Accounting Clerk III | | 18.56 |
| 01020 - Administrative Assistant | | 20.26 |
| 01040 - Court Reporter | | 18.20 |
| 01051 - Data Entry Operator I | | 12.27 |
| 01052 - Data Entry Operator II | | 13.46 |
| 01060 - Dispatcher, Motor Vehicle | | 19.01 |
| 01070 - Document Preparation Clerk | | 14.78 |
| 01090 - Duplicating Machine Operator | | 14.78 |
| 01111 - General Clerk I | | 11.51 |
| 01112 - General Clerk II | | 12.56 |
| 01113 - General Clerk III | | 14.09 |
| 01120 - Housing Referral Assistant | | 20.30 |
| 01141 - Messenger Courier | | 12.25 |

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| 01191 - Order Clerk I | 14.05 |
| 01192 - Order Clerk II | 15.19 |
| 01261 - Personnel Assistant (Employment) I | 16.05 |
| 01262 - Personnel Assistant (Employment) II | 17.95 |
| 01263 - Personnel Assistant (Employment) III | 20.02 |
| 01270 - Production Control Clerk | 21.13 |
| 01280 - Receptionist | 11.40 |
| 01290 - Rental Clerk | 10.60 |
| 01300 - Scheduler, Maintenance | 16.27 |
| 01311 - Secretary I | 16.27 |
| 01312 - Secretary II | 18.20 |
| 01313 - Secretary III | 20.30 |
| 01320 - Service Order Dispatcher | 14.81 |
| 01410 - Supply Technician | 20.26 |
| 01420 - Survey Worker | 14.47 |
| 01531 - Travel Clerk I | 13.72 |
| 01532 - Travel Clerk II | 14.81 |
| 01533 - Travel Clerk III | 15.89 |
| 01611 - Word Processor I | 13.51 |
| 01612 - Word Processor II | 15.17 |
| 01613 - Word Processor III | 16.96 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.48 |
| 05010 - Automotive Electrician | 16.89 |
| 05040 - Automotive Glass Installer | 16.40 |
| 05070 - Automotive Worker | 16.40 |
| 05110 - Mobile Equipment Servicer | 14.99 |
| 05130 - Motor Equipment Metal Mechanic | 17.42 |
| 05160 - Motor Equipment Metal Worker | 16.40 |
| 05190 - Motor Vehicle Mechanic | 17.16 |
| 05220 - Motor Vehicle Mechanic Helper | 15.87 |
| 05250 - Motor Vehicle Upholstery Worker | 15.58 |
| 05280 - Motor Vehicle Wrecker | 16.40 |
| 05310 - Painter, Automotive | 16.63 |
| 05340 - Radiator Repair Specialist | 16.40 |
| 05370 - Tire Repairer | 13.24 |
| 05400 - Transmission Repair Specialist | 17.42 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.34 |
| 07041 - Cook I | 10.76 |
| 07042 - Cook II | 11.58 |
| 07070 - Dishwasher | 7.94 |
| 07130 - Food Service Worker | 10.69 |
| 07210 - Meat Cutter | 17.76 |
| 07260 - Waiter/Waitress | 9.38 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.84 |
| 09040 - Furniture Handler | 12.26 |
| 09080 - Furniture Refinisher | 17.84 |
| 09090 - Furniture Refinisher Helper | 14.60 |
| 09110 - Furniture Repairer, Minor | 15.77 |
| 09130 - Upholsterer | 17.84 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.29 |
| 11060 - Elevator Operator | 10.96 |
| 11090 - Gardener | 13.39 |
| 11122 - Housekeeping Aide | 10.96 |
| 11150 - Janitor | 11.09 |
| 11210 - Laborer, Grounds Maintenance | 12.45 |
| 11240 - Maid or Houseman | 10.24 |
| 11260 - Pruner | 10.55 |
| 11270 - Tractor Operator | 12.20 |
| 11330 - Trail Maintenance Worker | 12.45 |

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| 11360 - Window Cleaner | 11.65 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 12.63 |
| 12011 - Breath Alcohol Technician | 16.85 |
| 12012 - Certified Occupational Therapist Assistant | 18.69 |
| 12015 - Certified Physical Therapist Assistant | 20.00 |
| 12020 - Dental Assistant | 17.71 |
| 12025 - Dental Hygienist | 28.01 |
| 12030 - EKG Technician | 24.55 |
| 12035 - Electroneurodiagnostic Technologist | 24.55 |
| 12040 - Emergency Medical Technician | 12.63 |
| 12071 - Licensed Practical Nurse I | 14.48 |
| 12072 - Licensed Practical Nurse II | 16.19 |
| 12073 - Licensed Practical Nurse III | 18.06 |
| 12100 - Medical Assistant | 14.00 |
| 12130 - Medical Laboratory Technician | 19.03 |
| 12160 - Medical Record Clerk | 15.34 |
| 12190 - Medical Record Technician | 17.16 |
| 12195 - Medical Transcriptionist | 16.24 |
| 12210 - Nuclear Medicine Technologist | 34.98 |
| 12221 - Nursing Assistant I | 10.66 |
| 12222 - Nursing Assistant II | 11.98 |
| 12223 - Nursing Assistant III | 13.07 |
| 12224 - Nursing Assistant IV | 14.67 |
| 12235 - Optical Dispenser | 12.84 |
| 12236 - Optical Technician | 12.93 |
| 12250 - Pharmacy Technician | 14.21 |
| 12280 - Phlebotomist | 14.67 |
| 12305 - Radiologic Technologist | 25.69 |
| 12311 - Registered Nurse I | 25.14 |
| 12312 - Registered Nurse II | 29.52 |
| 12313 - Registered Nurse II, Specialist | 29.52 |
| 12314 - Registered Nurse III | 35.72 |
| 12315 - Registered Nurse III, Anesthetist | 35.72 |
| 12316 - Registered Nurse IV | 42.81 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.97 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.73 |
| 13012 - Exhibits Specialist II | 21.97 |
| 13013 - Exhibits Specialist III | 26.87 |
| 13041 - Illustrator I | 17.73 |
| 13042 - Illustrator II | 21.97 |
| 13043 - Illustrator III | 26.87 |
| 13047 - Librarian | 24.32 |
| 13050 - Library Aide/Clerk | 12.64 |
| 13054 - Library Information Technology Systems Administrator | 21.97 |
| 13058 - Library Technician | 16.20 |
| 13061 - Media Specialist I | 16.59 |
| 13062 - Media Specialist II | 18.12 |
| 13063 - Media Specialist III | 20.20 |
| 13071 - Photographer I | 15.00 |
| 13072 - Photographer II | 18.19 |
| 13073 - Photographer III | 22.54 |
| 13074 - Photographer IV | 27.57 |
| 13075 - Photographer V | 33.36 |
| 13110 - Video Teleconference Technician | 16.28 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.98 |
| 14042 - Computer Operator II | 17.87 |
| 14043 - Computer Operator III | 20.92 |
| 14044 - Computer Operator IV | 23.25 |
| 14045 - Computer Operator V | 25.73 |

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|---|---------|-------|
| 14071 - Computer Programmer I | (see 1) | 19.03 |
| 14072 - Computer Programmer II | (see 1) | 22.53 |
| 14073 - Computer Programmer III | (see 1) | 27.36 |
| 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 | | 15.98 |
| 14160 - Personal Computer Support Technician | | 25.73 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 28.96 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 35.04 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 40.44 |
| 15050 - Computer Based Training Specialist / Instructor | | 28.96 |
| 15060 - Educational Technologist | | 29.11 |
| 15070 - Flight Instructor (Pilot) | | 40.44 |
| 15080 - Graphic Artist | | 18.10 |
| 15090 - Technical Instructor | | 19.74 |
| 15095 - Technical Instructor/Course Developer | | 24.15 |
| 15110 - Test Proctor | | 15.93 |
| 15120 - Tutor | | 15.93 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 11.19 |
| 16030 - Counter Attendant | | 11.19 |
| 16040 - Dry Cleaner | | 14.10 |
| 16070 - Finisher, Flatwork, Machine | | 11.19 |
| 16090 - Presser, Hand | | 11.19 |
| 16110 - Presser, Machine, Drycleaning | | 11.19 |
| 16130 - Presser, Machine, Shirts | | 11.19 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 11.19 |
| 16190 - Sewing Machine Operator | | 14.92 |
| 16220 - Tailor | | 15.77 |
| 16250 - Washer, Machine | | 12.41 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 22.10 |
| 19040 - Tool And Die Maker | | 25.88 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 17.17 |
| 21030 - Material Coordinator | | 21.13 |
| 21040 - Material Expediter | | 21.13 |
| 21050 - Material Handling Laborer | | 12.63 |
| 21071 - Order Filler | | 10.71 |
| 21080 - Production Line Worker (Food Processing) | | 17.17 |
| 21110 - Shipping Packer | | 15.63 |
| 21130 - Shipping/Receiving Clerk | | 13.77 |
| 21140 - Store Worker I | | 15.63 |
| 21150 - Stock Clerk | | 19.08 |
| 21210 - Tools And Parts Attendant | | 17.17 |
| 21410 - Warehouse Specialist | | 17.17 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 24.61 |
| 23021 - Aircraft Mechanic I | | 23.44 |
| 23022 - Aircraft Mechanic II | | 24.61 |
| 23023 - Aircraft Mechanic III | | 25.84 |
| 23040 - Aircraft Mechanic Helper | | 20.70 |
| 23050 - Aircraft, Painter | | 22.65 |
| 23060 - Aircraft Servicer | | 21.17 |
| 23080 - Aircraft Worker | | 22.06 |
| 23110 - Appliance Mechanic | | 24.98 |
| 23120 - Bicycle Repairer | | 13.24 |
| 23125 - Cable Splicer | | 27.72 |
| 23130 - Carpenter, Maintenance | | 21.48 |
| 23140 - Carpet Layer | | 22.07 |

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| 23160 - Electrician, Maintenance | 28.31 |
| 23181 - Electronics Technician Maintenance I | 26.05 |
| 23182 - Electronics Technician Maintenance II | 26.81 |
| 23183 - Electronics Technician Maintenance III | 27.67 |
| 23260 - Fabric Worker | 21.08 |
| 23290 - Fire Alarm System Mechanic | 23.44 |
| 23310 - Fire Extinguisher Repairer | 19.98 |
| 23311 - Fuel Distribution System Mechanic | 24.50 |
| 23312 - Fuel Distribution System Operator | 21.26 |
| 23370 - General Maintenance Worker | 17.89 |
| 23380 - Ground Support Equipment Mechanic | 23.44 |
| 23381 - Ground Support Equipment Servicer | 21.17 |
| 23382 - Ground Support Equipment Worker | 22.06 |
| 23391 - Gunsmith I | 19.98 |
| 23392 - Gunsmith II | 22.07 |
| 23393 - Gunsmith III | 23.44 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.44 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.85 |
| 23430 - Heavy Equipment Mechanic | 23.73 |
| 23440 - Heavy Equipment Operator | 23.09 |
| 23460 - Instrument Mechanic | 23.44 |
| 23465 - Laboratory/Shelter Mechanic | 22.72 |
| 23470 - Laborer | 12.63 |
| 23510 - Locksmith | 23.44 |
| 23530 - Machinery Maintenance Mechanic | 22.84 |
| 23550 - Machinist, Maintenance | 18.85 |
| 23580 - Maintenance Trades Helper | 16.62 |
| 23591 - Metrology Technician I | 23.44 |
| 23592 - Metrology Technician II | 24.16 |
| 23593 - Metrology Technician III | 24.99 |
| 23640 - Millwright | 24.38 |
| 23710 - Office Appliance Repairer | 21.08 |
| 23760 - Painter, Maintenance | 22.23 |
| 23790 - Pipefitter, Maintenance | 29.07 |
| 23810 - Plumber, Maintenance | 24.55 |
| 23820 - Pneudraulic Systems Mechanic | 23.44 |
| 23850 - Rigger | 23.44 |
| 23870 - Scale Mechanic | 22.07 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.47 |
| 23910 - Small Engine Mechanic | 17.88 |
| 23931 - Telecommunications Mechanic I | 26.45 |
| 23932 - Telecommunications Mechanic II | 27.27 |
| 23950 - Telephone Lineman | 23.44 |
| 23960 - Welder, Combination, Maintenance | 19.95 |
| 23965 - Well Driller | 21.56 |
| 23970 - Woodcraft Worker | 23.44 |
| 23980 - Woodworker | 18.65 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.20 |
| 24580 - Child Care Center Clerk | 13.95 |
| 24610 - Chore Aide | 10.81 |
| 24620 - Family Readiness And Support Services Coordinator | 12.95 |
| 24630 - Homemaker | 17.83 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.17 |
| 25040 - Sewage Plant Operator | 23.08 |
| 25070 - Stationary Engineer | 23.17 |
| 25190 - Ventilation Equipment Tender | 18.84 |
| 25210 - Water Treatment Plant Operator | 23.08 |
| 27000 - Protective Service Occupations | |

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|--|-------|
| 27004 - Alarm Monitor | 20.47 |
| 27007 - Baggage Inspector | 11.27 |
| 27008 - Corrections Officer | 21.97 |
| 27010 - Court Security Officer | 20.42 |
| 27030 - Detection Dog Handler | 14.85 |
| 27040 - Detention Officer | 21.97 |
| 27070 - Firefighter | 16.27 |
| 27101 - Guard I | 11.27 |
| 27102 - Guard II | 14.85 |
| 27131 - Police Officer I | 23.38 |
| 27132 - Police Officer II | 25.97 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.28 |
| 28042 - Carnival Equipment Repairer | 10.73 |
| 28043 - Carnival Equipment Worker | 9.09 |
| 28210 - Gate Attendant/Gate Tender | 13.80 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 15.43 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.27 |
| 28515 - Recreation Specialist | 15.51 |
| 28630 - Sports Official | 12.30 |
| 28690 - Swimming Pool Operator | 13.78 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.80 |
| 29020 - Hatch Tender | 22.80 |
| 29030 - Line Handler | 22.80 |
| 29041 - Stevedore I | 21.78 |
| 29042 - Stevedore II | 24.36 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.56 |
| 30022 - Archeological Technician II | 18.65 |
| 30023 - Archeological Technician III | 23.01 |
| 30030 - Cartographic Technician | 22.89 |
| 30040 - Civil Engineering Technician | 25.25 |
| 30061 - Drafter/CAD Operator I | 16.51 |
| 30062 - Drafter/CAD Operator II | 18.62 |
| 30063 - Drafter/CAD Operator III | 20.60 |
| 30064 - Drafter/CAD Operator IV | 25.34 |
| 30081 - Engineering Technician I | 14.97 |
| 30082 - Engineering Technician II | 16.80 |
| 30083 - Engineering Technician III | 18.79 |
| 30084 - Engineering Technician IV | 23.28 |
| 30085 - Engineering Technician V | 28.48 |
| 30086 - Engineering Technician VI | 34.46 |
| 30090 - Environmental Technician | 21.39 |
| 30210 - Laboratory Technician | 21.32 |
| 30240 - Mathematical Technician | 22.89 |
| 30361 - Paralegal/Legal Assistant I | 18.62 |
| 30362 - Paralegal/Legal Assistant II | 22.37 |
| 30363 - Paralegal/Legal Assistant III | 27.38 |
| 30364 - Paralegal/Legal Assistant IV | 33.12 |
| 30390 - Photo-Optics Technician | 22.89 |
| 30461 - Technical Writer I | 21.42 |
| 30462 - Technical Writer II | 26.19 |
| 30463 - Technical Writer III | 31.70 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |

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| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) | 19.67 |
| 30621 - Weather Observer, Senior | (see 2) | 22.89 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 13.34 |
| 31030 - Bus Driver | | 16.93 |
| 31043 - Driver Courier | | 14.34 |
| 31260 - Parking and Lot Attendant | | 12.44 |
| 31290 - Shuttle Bus Driver | | 15.42 |
| 31310 - Taxi Driver | | 15.13 |
| 31361 - Truckdriver, Light | | 15.38 |
| 31362 - Truckdriver, Medium | | 15.99 |
| 31363 - Truckdriver, Heavy | | 19.03 |
| 31364 - Truckdriver, Tractor-Trailer | | 19.03 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 8.39 |
| 99050 - Desk Clerk | | 9.36 |
| 99095 - Embalmer | | 31.81 |
| 99251 - Laboratory Animal Caretaker I | | 11.47 |
| 99252 - Laboratory Animal Caretaker II | | 12.16 |
| 99310 - Mortician | | 31.81 |
| 99410 - Pest Controller | | 14.83 |
| 99510 - Photofinishing Worker | | 11.95 |
| 99710 - Recycling Laborer | | 15.90 |
| 99711 - Recycling Specialist | | 17.45 |
| 99730 - Refuse Collector | | 15.01 |
| 99810 - Sales Clerk | | 11.04 |
| 99820 - School Crossing Guard | | 12.24 |
| 99830 - Survey Party Chief | | 22.95 |
| 99831 - Surveying Aide | | 15.42 |
| 99832 - Surveying Technician | | 20.16 |
| 99840 - Vending Machine Attendant | | 14.70 |
| 99841 - Vending Machine Repairer | | 16.40 |
| 99842 - Vending Machine Repairer Helper | | 14.78 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 eleven paid holidays per year: New Year's Day, Martin

Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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
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work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2286
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: Minnesota, Wisconsin

Lake, Lake of The Woo, Mahnomen, Marshall, Norman, Otter Tail, Pennington,
Pine, Polk, Red Lake, Roseau, St Louis, Wadena, Wilkin

Wisconsin Counties of Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk,
Sawyer, Taylor, Washburn

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.79 |
| 01012 - Accounting Clerk II | | 16.60 |
| 01013 - Accounting Clerk III | | 18.56 |
| 01020 - Administrative Assistant | | 20.26 |
| 01040 - Court Reporter | | 18.20 |
| 01051 - Data Entry Operator I | | 12.27 |
| 01052 - Data Entry Operator II | | 13.46 |
| 01060 - Dispatcher, Motor Vehicle | | 19.01 |
| 01070 - Document Preparation Clerk | | 14.78 |
| 01090 - Duplicating Machine Operator | | 14.78 |
| 01111 - General Clerk I | | 11.51 |
| 01112 - General Clerk II | | 12.56 |
| 01113 - General Clerk III | | 14.09 |
| 01120 - Housing Referral Assistant | | 20.30 |
| 01141 - Messenger Courier | | 12.25 |
| 01191 - Order Clerk I | | 14.05 |
| 01192 - Order Clerk II | | 15.19 |
| 01261 - Personnel Assistant (Employment) I | | 16.05 |
| 01262 - Personnel Assistant (Employment) II | | 17.95 |
| 01263 - Personnel Assistant (Employment) III | | 20.02 |
| 01270 - Production Control Clerk | | 21.13 |
| 01280 - Receptionist | | 11.40 |
| 01290 - Rental Clerk | | 10.60 |
| 01300 - Scheduler, Maintenance | | 16.27 |
| 01311 - Secretary I | | 16.27 |
| 01312 - Secretary II | | 18.20 |
| 01313 - Secretary III | | 20.30 |
| 01320 - Service Order Dispatcher | | 14.81 |
| 01410 - Supply Technician | | 20.26 |
| 01420 - Survey Worker | | 14.47 |
| 01531 - Travel Clerk I | | 13.72 |
| 01532 - Travel Clerk II | | 14.81 |
| 01533 - Travel Clerk III | | 15.89 |
| 01611 - Word Processor I | | 13.51 |
| 01612 - Word Processor II | | 15.17 |
| 01613 - Word Processor III | | 16.96 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.48 |
| 05010 - Automotive Electrician | | 16.89 |
| 05040 - Automotive Glass Installer | | 16.40 |
| 05070 - Automotive Worker | | 16.40 |
| 05110 - Mobile Equipment Servicer | | 14.99 |
| 05130 - Motor Equipment Metal Mechanic | | 17.42 |
| 05160 - Motor Equipment Metal Worker | | 16.40 |
| 05190 - Motor Vehicle Mechanic | | 17.16 |
| 05220 - Motor Vehicle Mechanic Helper | | 15.87 |
| 05250 - Motor Vehicle Upholstery Worker | | 15.58 |
| 05280 - Motor Vehicle Wrecker | | 16.40 |
| 05310 - Painter, Automotive | | 16.63 |
| 05340 - Radiator Repair Specialist | | 16.40 |
| 05370 - Tire Repairer | | 13.24 |

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|--|-------|
| 05400 - Transmission Repair Specialist | 17.42 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.34 |
| 07041 - Cook I | 10.76 |
| 07042 - Cook II | 11.58 |
| 07070 - Dishwasher | 7.94 |
| 07130 - Food Service Worker | 10.69 |
| 07210 - Meat Cutter | 17.76 |
| 07260 - Waiter/Waitress | 9.38 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.84 |
| 09040 - Furniture Handler | 12.26 |
| 09080 - Furniture Refinisher | 17.84 |
| 09090 - Furniture Refinisher Helper | 14.60 |
| 09110 - Furniture Repairer, Minor | 15.77 |
| 09130 - Upholsterer | 17.84 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.29 |
| 11060 - Elevator Operator | 10.96 |
| 11090 - Gardener | 13.39 |
| 11122 - Housekeeping Aide | 10.96 |
| 11150 - Janitor | 11.09 |
| 11210 - Laborer, Grounds Maintenance | 12.45 |
| 11240 - Maid or Houseman | 10.24 |
| 11260 - Pruner | 10.55 |
| 11270 - Tractor Operator | 12.20 |
| 11330 - Trail Maintenance Worker | 12.45 |
| 11360 - Window Cleaner | 11.65 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 12.63 |
| 12011 - Breath Alcohol Technician | 16.85 |
| 12012 - Certified Occupational Therapist Assistant | 18.69 |
| 12015 - Certified Physical Therapist Assistant | 20.00 |
| 12020 - Dental Assistant | 17.71 |
| 12025 - Dental Hygienist | 28.01 |
| 12030 - EKG Technician | 24.55 |
| 12035 - Electroneurodiagnostic Technologist | 24.55 |
| 12040 - Emergency Medical Technician | 12.63 |
| 12071 - Licensed Practical Nurse I | 14.48 |
| 12072 - Licensed Practical Nurse II | 16.19 |
| 12073 - Licensed Practical Nurse III | 18.06 |
| 12100 - Medical Assistant | 14.00 |
| 12130 - Medical Laboratory Technician | 19.03 |
| 12160 - Medical Record Clerk | 15.34 |
| 12190 - Medical Record Technician | 17.16 |
| 12195 - Medical Transcriptionist | 16.24 |
| 12210 - Nuclear Medicine Technologist | 34.98 |
| 12221 - Nursing Assistant I | 10.66 |
| 12222 - Nursing Assistant II | 11.98 |
| 12223 - Nursing Assistant III | 13.07 |
| 12224 - Nursing Assistant IV | 14.67 |
| 12235 - Optical Dispenser | 12.84 |
| 12236 - Optical Technician | 12.93 |
| 12250 - Pharmacy Technician | 14.21 |
| 12280 - Phlebotomist | 14.67 |
| 12305 - Radiologic Technologist | 25.69 |
| 12311 - Registered Nurse I | 25.14 |
| 12312 - Registered Nurse II | 29.52 |
| 12313 - Registered Nurse II, Specialist | 29.52 |
| 12314 - Registered Nurse III | 35.72 |
| 12315 - Registered Nurse III, Anesthetist | 35.72 |
| 12316 - Registered Nurse IV | 42.81 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.97 |

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|---|---------------|
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.73 |
| 13012 - Exhibits Specialist II | 21.97 |
| 13013 - Exhibits Specialist III | 26.87 |
| 13041 - Illustrator I | 17.73 |
| 13042 - Illustrator II | 21.97 |
| 13043 - Illustrator III | 26.87 |
| 13047 - Librarian | 24.32 |
| 13050 - Library Aide/Clerk | 12.64 |
| 13054 - Library Information Technology Systems Administrator | 21.97 |
| 13058 - Library Technician | 16.20 |
| 13061 - Media Specialist I | 16.59 |
| 13062 - Media Specialist II | 18.12 |
| 13063 - Media Specialist III | 20.20 |
| 13071 - Photographer I | 15.00 |
| 13072 - Photographer II | 18.19 |
| 13073 - Photographer III | 22.54 |
| 13074 - Photographer IV | 27.57 |
| 13075 - Photographer V | 33.36 |
| 13110 - Video Teleconference Technician | 16.28 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.98 |
| 14042 - Computer Operator II | 17.87 |
| 14043 - Computer Operator III | 20.92 |
| 14044 - Computer Operator IV | 23.25 |
| 14045 - Computer Operator V | 25.73 |
| 14071 - Computer Programmer I | (see 1) 19.03 |
| 14072 - Computer Programmer II | (see 1) 22.53 |
| 14073 - Computer Programmer III | (see 1) 27.36 |
| 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 | 15.98 |
| 14160 - Personal Computer Support Technician | 25.73 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.96 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.04 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.44 |
| 15050 - Computer Based Training Specialist / Instructor | 28.96 |
| 15060 - Educational Technologist | 29.11 |
| 15070 - Flight Instructor (Pilot) | 40.44 |
| 15080 - Graphic Artist | 18.10 |
| 15090 - Technical Instructor | 19.74 |
| 15095 - Technical Instructor/Course Developer | 24.15 |
| 15110 - Test Proctor | 15.93 |
| 15120 - Tutor | 15.93 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.19 |
| 16030 - Counter Attendant | 11.19 |
| 16040 - Dry Cleaner | 14.10 |
| 16070 - Finisher, Flatwork, Machine | 11.19 |
| 16090 - Presser, Hand | 11.19 |
| 16110 - Presser, Machine, Drycleaning | 11.19 |
| 16130 - Presser, Machine, Shirts | 11.19 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.19 |
| 16190 - Sewing Machine Operator | 14.92 |
| 16220 - Tailor | 15.77 |
| 16250 - Washer, Machine | 12.41 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.10 |
| 19040 - Tool And Die Maker | 25.88 |

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|---|-------|
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.17 |
| 21030 - Material Coordinator | 21.13 |
| 21040 - Material Expediter | 21.13 |
| 21050 - Material Handling Laborer | 12.63 |
| 21071 - Order Filler | 10.71 |
| 21080 - Production Line Worker (Food Processing) | 17.17 |
| 21110 - Shipping Packer | 15.63 |
| 21130 - Shipping/Receiving Clerk | 13.77 |
| 21140 - Store Worker I | 15.63 |
| 21150 - Stock Clerk | 19.08 |
| 21210 - Tools And Parts Attendant | 17.17 |
| 21410 - Warehouse Specialist | 17.17 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.61 |
| 23021 - Aircraft Mechanic I | 23.44 |
| 23022 - Aircraft Mechanic II | 24.61 |
| 23023 - Aircraft Mechanic III | 25.84 |
| 23040 - Aircraft Mechanic Helper | 20.70 |
| 23050 - Aircraft, Painter | 22.65 |
| 23060 - Aircraft Servicer | 21.17 |
| 23080 - Aircraft Worker | 22.06 |
| 23110 - Appliance Mechanic | 24.98 |
| 23120 - Bicycle Repairer | 13.24 |
| 23125 - Cable Splicer | 27.72 |
| 23130 - Carpenter, Maintenance | 21.48 |
| 23140 - Carpet Layer | 22.07 |
| 23160 - Electrician, Maintenance | 28.31 |
| 23181 - Electronics Technician Maintenance I | 26.05 |
| 23182 - Electronics Technician Maintenance II | 26.81 |
| 23183 - Electronics Technician Maintenance III | 27.67 |
| 23260 - Fabric Worker | 21.08 |
| 23290 - Fire Alarm System Mechanic | 23.44 |
| 23310 - Fire Extinguisher Repairer | 19.98 |
| 23311 - Fuel Distribution System Mechanic | 24.50 |
| 23312 - Fuel Distribution System Operator | 21.26 |
| 23370 - General Maintenance Worker | 17.89 |
| 23380 - Ground Support Equipment Mechanic | 23.44 |
| 23381 - Ground Support Equipment Servicer | 21.17 |
| 23382 - Ground Support Equipment Worker | 22.06 |
| 23391 - Gunsmith I | 19.98 |
| 23392 - Gunsmith II | 22.07 |
| 23393 - Gunsmith III | 23.44 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.44 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.85 |
| 23430 - Heavy Equipment Mechanic | 23.73 |
| 23440 - Heavy Equipment Operator | 23.09 |
| 23460 - Instrument Mechanic | 23.44 |
| 23465 - Laboratory/Shelter Mechanic | 22.72 |
| 23470 - Laborer | 12.63 |
| 23510 - Locksmith | 23.44 |
| 23530 - Machinery Maintenance Mechanic | 22.84 |
| 23550 - Machinist, Maintenance | 18.85 |
| 23580 - Maintenance Trades Helper | 16.62 |
| 23591 - Metrology Technician I | 23.44 |
| 23592 - Metrology Technician II | 24.16 |
| 23593 - Metrology Technician III | 24.99 |
| 23640 - Millwright | 24.38 |
| 23710 - Office Appliance Repairer | 21.08 |
| 23760 - Painter, Maintenance | 22.23 |
| 23790 - Pipefitter, Maintenance | 29.07 |

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| 23810 - Plumber, Maintenance | 24.55 |
| 23820 - Pneudraulic Systems Mechanic | 23.44 |
| 23850 - Rigger | 23.44 |
| 23870 - Scale Mechanic | 22.07 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.47 |
| 23910 - Small Engine Mechanic | 17.88 |
| 23931 - Telecommunications Mechanic I | 26.45 |
| 23932 - Telecommunications Mechanic II | 27.27 |
| 23950 - Telephone Lineman | 23.44 |
| 23960 - Welder, Combination, Maintenance | 19.95 |
| 23965 - well Driller | 21.56 |
| 23970 - Woodcraft Worker | 23.44 |
| 23980 - Woodworker | 18.65 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.20 |
| 24580 - Child Care Center Clerk | 13.95 |
| 24610 - Chore Aide | 10.81 |
| 24620 - Family Readiness And Support Services Coordinator | 12.95 |
| 24630 - Homemaker | 17.83 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.17 |
| 25040 - Sewage Plant Operator | 23.08 |
| 25070 - Stationary Engineer | 23.17 |
| 25190 - Ventilation Equipment Tender | 18.84 |
| 25210 - Water Treatment Plant Operator | 23.08 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.47 |
| 27007 - Baggage Inspector | 11.27 |
| 27008 - Corrections Officer | 21.97 |
| 27010 - Court Security Officer | 20.42 |
| 27030 - Detection Dog Handler | 14.85 |
| 27040 - Detention Officer | 21.97 |
| 27070 - Firefighter | 16.27 |
| 27101 - Guard I | 11.27 |
| 27102 - Guard II | 14.85 |
| 27131 - Police Officer I | 23.38 |
| 27132 - Police Officer II | 25.97 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.28 |
| 28042 - Carnival Equipment Repairer | 10.73 |
| 28043 - Carnival Equipment Worker | 9.09 |
| 28210 - Gate Attendant/Gate Tender | 13.80 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 15.43 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.27 |
| 28515 - Recreation Specialist | 15.51 |
| 28630 - Sports Official | 12.30 |
| 28690 - Swimming Pool Operator | 13.78 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.80 |
| 29020 - Hatch Tender | 22.80 |
| 29030 - Line Handler | 22.80 |
| 29041 - Stevedore I | 21.78 |
| 29042 - Stevedore II | 24.36 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.56 |
| 30022 - Archeological Technician II | 18.65 |
| 30023 - Archeological Technician III | 23.01 |
| 30030 - Cartographic Technician | 22.89 |

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|---|---------------|
| 30040 - Civil Engineering Technician | 25.25 |
| 30061 - Drafter/CAD Operator I | 16.51 |
| 30062 - Drafter/CAD Operator II | 18.62 |
| 30063 - Drafter/CAD Operator III | 20.60 |
| 30064 - Drafter/CAD Operator IV | 25.34 |
| 30081 - Engineering Technician I | 14.97 |
| 30082 - Engineering Technician II | 16.80 |
| 30083 - Engineering Technician III | 18.79 |
| 30084 - Engineering Technician IV | 23.28 |
| 30085 - Engineering Technician V | 28.48 |
| 30086 - Engineering Technician VI | 34.46 |
| 30090 - Environmental Technician | 21.39 |
| 30210 - Laboratory Technician | 21.32 |
| 30240 - Mathematical Technician | 22.89 |
| 30361 - Paralegal/Legal Assistant I | 18.62 |
| 30362 - Paralegal/Legal Assistant II | 22.37 |
| 30363 - Paralegal/Legal Assistant III | 27.38 |
| 30364 - Paralegal/Legal Assistant IV | 33.12 |
| 30390 - Photo-Optics Technician | 22.89 |
| 30461 - Technical Writer I | 21.42 |
| 30462 - Technical Writer II | 26.19 |
| 30463 - Technical Writer III | 31.70 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 19.67 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 22.89 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.34 |
| 31030 - Bus Driver | 16.93 |
| 31043 - Driver Courier | 14.34 |
| 31260 - Parking and Lot Attendant | 12.44 |
| 31290 - Shuttle Bus Driver | 15.42 |
| 31310 - Taxi Driver | 15.13 |
| 31361 - Truckdriver, Light | 15.38 |
| 31362 - Truckdriver, Medium | 15.99 |
| 31363 - Truckdriver, Heavy | 19.03 |
| 31364 - Truckdriver, Tractor-Trailer | 19.03 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.39 |
| 99050 - Desk Clerk | 9.36 |
| 99095 - Embalmer | 31.81 |
| 99251 - Laboratory Animal Caretaker I | 11.47 |
| 99252 - Laboratory Animal Caretaker II | 12.16 |
| 99310 - Mortician | 31.81 |
| 99410 - Pest Controller | 14.83 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.90 |
| 99711 - Recycling Specialist | 17.45 |
| 99730 - Refuse Collector | 15.01 |
| 99810 - Sales Clerk | 11.04 |
| 99820 - School Crossing Guard | 12.24 |
| 99830 - Survey Party Chief | 22.95 |
| 99831 - Surveying Aide | 15.42 |
| 99832 - Surveying Technician | 20.16 |
| 99840 - Vending Machine Attendant | 14.70 |
| 99841 - Vending Machine Repairer | 16.40 |
| 99842 - Vending Machine Repairer Helper | 14.78 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

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not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2287
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: Minnesota, Wisconsin

Area: Minnesota Counties of Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Washington, Wright

Wisconsin Counties of Pierce, Polk, St Croix

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.12 |
| 01012 - Accounting Clerk II | | 16.97 |
| 01013 - Accounting Clerk III | | 18.99 |
| 01020 - Administrative Assistant | | 22.97 |
| 01040 - Court Reporter | | 19.17 |
| 01051 - Data Entry Operator I | | 13.68 |
| 01052 - Data Entry Operator II | | 14.93 |
| 01060 - Dispatcher, Motor Vehicle | | 21.93 |
| 01070 - Document Preparation Clerk | | 15.07 |
| 01090 - Duplicating Machine Operator | | 15.07 |
| 01111 - General Clerk I | | 14.03 |
| 01112 - General Clerk II | | 15.31 |
| 01113 - General Clerk III | | 18.25 |
| 01120 - Housing Referral Assistant | | 22.38 |
| 01141 - Messenger Courier | | 13.62 |
| 01191 - Order Clerk I | | 16.23 |
| 01192 - Order Clerk II | | 17.72 |
| 01261 - Personnel Assistant (Employment) I | | 17.75 |
| 01262 - Personnel Assistant (Employment) II | | 19.86 |
| 01263 - Personnel Assistant (Employment) III | | 22.13 |
| 01270 - Production Control Clerk | | 22.34 |
| 01280 - Receptionist | | 15.24 |
| 01290 - Rental Clerk | | 16.80 |
| 01300 - Scheduler, Maintenance | | 17.95 |

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| 01311 - Secretary I | 17.95 |
| 01312 - Secretary II | 20.09 |
| 01313 - Secretary III | 22.38 |
| 01320 - Service Order Dispatcher | 20.00 |
| 01410 - Supply Technician | 22.97 |
| 01420 - Survey Worker | 19.17 |
| 01531 - Travel Clerk I | 14.01 |
| 01532 - Travel Clerk II | 15.12 |
| 01533 - Travel Clerk III | 16.22 |
| 01611 - Word Processor I | 15.01 |
| 01612 - Word Processor II | 16.85 |
| 01613 - Word Processor III | 18.85 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.66 |
| 05010 - Automotive Electrician | 20.79 |
| 05040 - Automotive Glass Installer | 19.11 |
| 05070 - Automotive Worker | 19.93 |
| 05110 - Mobile Equipment Servicer | 17.51 |
| 05130 - Motor Equipment Metal Mechanic | 21.60 |
| 05160 - Motor Equipment Metal Worker | 19.93 |
| 05190 - Motor Vehicle Mechanic | 21.70 |
| 05220 - Motor Vehicle Mechanic Helper | 16.72 |
| 05250 - Motor Vehicle Upholstery Worker | 18.51 |
| 05280 - Motor Vehicle Wrecker | 19.93 |
| 05310 - Painter, Automotive | 19.94 |
| 05340 - Radiator Repair Specialist | 19.73 |
| 05370 - Tire Repairer | 16.12 |
| 05400 - Transmission Repair Specialist | 21.60 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.80 |
| 07041 - Cook I | 13.58 |
| 07042 - Cook II | 14.78 |
| 07070 - Dishwasher | 10.58 |
| 07130 - Food Service Worker | 10.92 |
| 07210 - Meat Cutter | 20.01 |
| 07260 - Waiter/Waitress | 11.59 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.90 |
| 09040 - Furniture Handler | 16.13 |
| 09080 - Furniture Refinisher | 19.90 |
| 09090 - Furniture Refinisher Helper | 18.07 |
| 09110 - Furniture Repairer, Minor | 19.60 |
| 09130 - Upholsterer | 19.90 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.56 |
| 11060 - Elevator Operator | 15.31 |
| 11090 - Gardener | 20.25 |
| 11122 - Housekeeping Aide | 15.31 |
| 11150 - Janitor | 15.31 |
| 11210 - Laborer, Grounds Maintenance | 16.54 |
| 11240 - Maid or Houseman | 11.37 |
| 11260 - Pruner | 16.00 |
| 11270 - Tractor Operator | 18.46 |
| 11330 - Trail Maintenance Worker | 16.54 |
| 11360 - Window Cleaner | 16.67 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.62 |
| 12011 - Breath Alcohol Technician | 19.34 |
| 12012 - Certified Occupational Therapist Assistant | 19.52 |
| 12015 - Certified Physical Therapist Assistant | 21.11 |
| 12020 - Dental Assistant | 19.97 |
| 12025 - Dental Hygienist | 33.77 |
| 12030 - EKG Technician | 27.56 |

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| 12035 - Electroneurodiagnostic Technologist | 27.56 |
| 12040 - Emergency Medical Technician | 18.62 |
| 12071 - Licensed Practical Nurse I | 17.28 |
| 12072 - Licensed Practical Nurse II | 19.34 |
| 12073 - Licensed Practical Nurse III | 21.55 |
| 12100 - Medical Assistant | 16.35 |
| 12130 - Medical Laboratory Technician | 19.22 |
| 12160 - Medical Record Clerk | 16.01 |
| 12190 - Medical Record Technician | 17.91 |
| 12195 - Medical Transcriptionist | 17.67 |
| 12210 - Nuclear Medicine Technologist | 34.10 |
| 12221 - Nursing Assistant I | 11.37 |
| 12222 - Nursing Assistant II | 12.78 |
| 12223 - Nursing Assistant III | 13.95 |
| 12224 - Nursing Assistant IV | 15.79 |
| 12235 - Optical Dispenser | 18.70 |
| 12236 - Optical Technician | 16.04 |
| 12250 - Pharmacy Technician | 15.53 |
| 12280 - Phlebotomist | 15.79 |
| 12305 - Radiologic Technologist | 27.30 |
| 12311 - Registered Nurse I | 29.71 |
| 12312 - Registered Nurse II | 36.35 |
| 12313 - Registered Nurse II, Specialist | 36.35 |
| 12314 - Registered Nurse III | 43.98 |
| 12315 - Registered Nurse III, Anesthetist | 43.98 |
| 12316 - Registered Nurse IV | 52.71 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.34 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.47 |
| 13012 - Exhibits Specialist II | 26.14 |
| 13013 - Exhibits Specialist III | 30.90 |
| 13041 - Illustrator I | 21.81 |
| 13042 - Illustrator II | 27.01 |
| 13043 - Illustrator III | 33.05 |
| 13047 - Librarian | 33.12 |
| 13050 - Library Aide/Clerk | 13.54 |
| 13054 - Library Information Technology Systems Administrator | 25.74 |
| 13058 - Library Technician | 18.54 |
| 13061 - Media Specialist I | 18.14 |
| 13062 - Media Specialist II | 19.95 |
| 13063 - Media Specialist III | 22.00 |
| 13071 - Photographer I | 18.66 |
| 13072 - Photographer II | 20.87 |
| 13073 - Photographer III | 25.85 |
| 13074 - Photographer IV | 31.63 |
| 13075 - Photographer V | 36.15 |
| 13110 - Video Teleconference Technician | 19.84 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.63 |
| 14042 - Computer Operator II | 20.85 |
| 14043 - Computer Operator III | 23.23 |
| 14044 - Computer Operator IV | 25.81 |
| 14045 - Computer Operator V | 28.59 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 18.63 |
| 14160 - Personal Computer Support Technician | 25.81 |

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| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 34.82 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 39.04 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.83 |
| 15050 - Computer Based Training Specialist / Instructor | 34.82 |
| 15060 - Educational Technologist | 28.68 |
| 15070 - Flight Instructor (Pilot) | 42.83 |
| 15080 - Graphic Artist | 24.15 |
| 15090 - Technical Instructor | 23.67 |
| 15095 - Technical Instructor/Course Developer | 28.96 |
| 15110 - Test Proctor | 19.57 |
| 15120 - Tutor | 19.57 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.42 |
| 16030 - Counter Attendant | 11.42 |
| 16040 - Dry Cleaner | 14.39 |
| 16070 - Finisher, Flatwork, Machine | 11.42 |
| 16090 - Presser, Hand | 11.42 |
| 16110 - Presser, Machine, Drycleaning | 11.42 |
| 16130 - Presser, Machine, Shirts | 11.42 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.42 |
| 16190 - Sewing Machine Operator | 15.22 |
| 16220 - Tailor | 16.09 |
| 16250 - Washer, Machine | 12.66 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.64 |
| 19040 - Tool And Die Maker | 29.32 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.74 |
| 21030 - Material Coordinator | 22.34 |
| 21040 - Material Expediter | 22.34 |
| 21050 - Material Handling Laborer | 16.04 |
| 21071 - Order Filler | 15.92 |
| 21080 - Production Line Worker (Food Processing) | 17.74 |
| 21110 - Shipping Packer | 18.04 |
| 21130 - Shipping/Receiving Clerk | 18.04 |
| 21140 - Store Worker I | 14.40 |
| 21150 - Stock Clerk | 18.61 |
| 21210 - Tools And Parts Attendant | 17.74 |
| 21410 - Warehouse Specialist | 18.67 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.14 |
| 23021 - Aircraft Mechanic I | 27.99 |
| 23022 - Aircraft Mechanic II | 29.14 |
| 23023 - Aircraft Mechanic III | 30.35 |
| 23040 - Aircraft Mechanic Helper | 21.64 |
| 23050 - Aircraft, Painter | 26.79 |
| 23060 - Aircraft Servicer | 24.57 |
| 23080 - Aircraft Worker | 25.65 |
| 23110 - Appliance Mechanic | 23.16 |
| 23120 - Bicycle Repairer | 17.12 |
| 23125 - Cable Splicer | 31.75 |
| 23130 - Carpenter, Maintenance | 24.26 |
| 23140 - Carpet Layer | 26.15 |
| 23160 - Electrician, Maintenance | 29.96 |
| 23181 - Electronics Technician Maintenance I | 23.74 |
| 23182 - Electronics Technician Maintenance II | 26.06 |
| 23183 - Electronics Technician Maintenance III | 29.52 |
| 23260 - Fabric Worker | 22.65 |
| 23290 - Fire Alarm System Mechanic | 24.43 |
| 23310 - Fire Extinguisher Repairer | 21.27 |
| 23311 - Fuel Distribution System Mechanic | 24.62 |
| 23312 - Fuel Distribution System Operator | 21.94 |

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| 23370 - General Maintenance Worker | 21.45 |
| 23380 - Ground Support Equipment Mechanic | 27.99 |
| 23381 - Ground Support Equipment Servicer | 25.65 |
| 23382 - Ground Support Equipment Worker | 21.27 |
| 23391 - Gunsmith I | 23.64 |
| 23392 - Gunsmith II | 25.92 |
| 23393 - Gunsmith III | 26.09 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 27.16 |
| 23411 - Heating, Ventilation And Air Contditiioning Mechanic (Research Facility) | 27.16 |
| 23430 - Heavy Equipment Mechanic | 24.56 |
| 23440 - Heavy Equipment Operator | 28.74 |
| 23460 - Instrument Mechanic | 23.53 |
| 23465 - Laboratory/Shelter Mechanic | 24.85 |
| 23470 - Laborer | 13.69 |
| 23510 - Locksmith | 22.19 |
| 23530 - Machinery Maintenance Mechanic | 24.68 |
| 23550 - Machinist, Maintenance | 21.98 |
| 23580 - Maintenance Trades Helper | 16.19 |
| 23591 - Metrology Technician I | 23.53 |
| 23592 - Metrology Technician II | 24.50 |
| 23593 - Metrology Technician III | 25.51 |
| 23640 - Millwright | 26.97 |
| 23710 - Office Appliance Repairer | 21.42 |
| 23760 - Painter, Maintenance | 21.49 |
| 23790 - Pipefitter, Maintenance | 32.15 |
| 23810 - Plumber, Maintenance | 27.99 |
| 23820 - Pneudraulic Systems Mechanic | 25.92 |
| 23850 - Rigger | 25.38 |
| 23870 - Scale Mechanic | 23.64 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.90 |
| 23910 - Small Engine Mechanic | 23.36 |
| 23931 - Telecommunications Mechanic I | 26.00 |
| 23932 - Telecommunications Mechanic II | 27.07 |
| 23950 - Telephone Lineman | 24.43 |
| 23960 - Welder, Combination, Maintenance | 22.63 |
| 23965 - Well Driller | 23.07 |
| 23970 - Woodcraft Worker | 25.92 |
| 23980 - Woodworker | 21.01 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.15 |
| 24580 - Child Care Center Clerk | 18.03 |
| 24610 - Chore Aide | 11.26 |
| 24620 - Family Readiness And Support Services Coordinator | 14.71 |
| 24630 - Homemaker | 20.05 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.13 |
| 25040 - Sewage Plant Operator | 22.17 |
| 25070 - Stationary Engineer | 27.13 |
| 25190 - Ventilation Equipment Tender | 20.79 |
| 25210 - Water Treatment Plant Operator | 22.17 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 22.00 |
| 27007 - Baggage Inspector | 14.94 |
| 27008 - Corrections Officer | 20.73 |
| 27010 - Court Security Officer | 21.99 |
| 27030 - Detection Dog Handler | 18.37 |
| 27040 - Detention Officer | 20.73 |
| 27070 - Firefighter | 20.84 |
| 27101 - Guard I | 14.94 |
| 27102 - Guard II | 18.37 |

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| 27131 - Police Officer I | 27.66 |
| 27132 - Police Officer II | 30.73 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.15 |
| 28042 - Carnival Equipment Repairer | 12.21 |
| 28043 - Carnival Equipment Worker | 9.93 |
| 28210 - Gate Attendant/Gate Tender | 13.43 |
| 28310 - Lifeguard | 11.28 |
| 28350 - Park Attendant (Aide) | 15.03 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.59 |
| 28515 - Recreation Specialist | 16.18 |
| 28630 - Sports Official | 11.97 |
| 28690 - Swimming Pool Operator | 19.47 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 25.63 |
| 29020 - Hatch Tender | 25.63 |
| 29030 - Line Handler | 25.63 |
| 29041 - Stevedore I | 24.75 |
| 29042 - Stevedore II | 26.78 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.91 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.13 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.78 |
| 30021 - Archeological Technician I | 20.60 |
| 30022 - Archeological Technician II | 23.05 |
| 30023 - Archeological Technician III | 28.54 |
| 30030 - Cartographic Technician | 29.12 |
| 30040 - Civil Engineering Technician | 25.55 |
| 30061 - Drafter/CAD Operator I | 20.60 |
| 30062 - Drafter/CAD Operator II | 23.05 |
| 30063 - Drafter/CAD Operator III | 25.69 |
| 30064 - Drafter/CAD Operator IV | 31.62 |
| 30081 - Engineering Technician I | 18.51 |
| 30082 - Engineering Technician II | 21.39 |
| 30083 - Engineering Technician III | 23.93 |
| 30084 - Engineering Technician IV | 29.64 |
| 30085 - Engineering Technician V | 31.93 |
| 30086 - Engineering Technician VI | 39.73 |
| 30090 - Environmental Technician | 22.39 |
| 30210 - Laboratory Technician | 20.75 |
| 30240 - Mathematical Technician | 23.33 |
| 30361 - Paralegal/Legal Assistant I | 20.05 |
| 30362 - Paralegal/Legal Assistant II | 24.83 |
| 30363 - Paralegal/Legal Assistant III | 30.38 |
| 30364 - Paralegal/Legal Assistant IV | 36.76 |
| 30390 - Photo-Optics Technician | 29.64 |
| 30461 - Technical Writer I | 25.29 |
| 30462 - Technical Writer II | 30.95 |
| 30463 - Technical Writer III | 37.39 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.09 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.15 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.93 |
| 30494 - Unexploded (UXO) Safety Escort | 24.09 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.09 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 25.69 |
| 30621 - Weather Observer, Senior (see 2) | 28.54 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.23 |
| 31030 - Bus Driver | 17.55 |
| 31043 - Driver Courier | 16.94 |
| 31260 - Parking and Lot Attendant | 10.53 |
| 31290 - Shuttle Bus Driver | 18.14 |

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|---|-------|
| 31310 - Taxi Driver | 12.19 |
| 31361 - Truckdriver, Light | 18.14 |
| 31362 - Truckdriver, Medium | 22.10 |
| 31363 - Truckdriver, Heavy | 22.46 |
| 31364 - Truckdriver, Tractor-Trailer | 22.43 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.11 |
| 99050 - Desk Clerk | 10.62 |
| 99095 - Embalmer | 30.75 |
| 99251 - Laboratory Animal Caretaker I | 11.41 |
| 99252 - Laboratory Animal Caretaker II | 12.22 |
| 99310 - Mortician | 35.34 |
| 99410 - Pest Controller | 19.77 |
| 99510 - Photofinishing Worker | 17.97 |
| 99710 - Recycling Laborer | 20.39 |
| 99711 - Recycling Specialist | 23.70 |
| 99730 - Refuse Collector | 18.73 |
| 99810 - Sales Clerk | 12.21 |
| 99820 - School Crossing Guard | 12.01 |
| 99830 - Survey Party Chief | 29.97 |
| 99831 - Surveying Aide | 19.91 |
| 99832 - Surveying Technician | 22.89 |
| 99840 - Vending Machine Attendant | 16.99 |
| 99841 - Vending Machine Repairer | 19.47 |
| 99842 - Vending Machine Repairer Helper | 16.99 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2288
Revision No.: 15
Date of Last Revision: 07/25/2014

States: Minnesota, Wisconsin

Area: Minnesota Counties of Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Washington, Wright

Wisconsin Counties of Pierce, Polk, St Croix

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.12 |
| 01012 - Accounting Clerk II | | 16.97 |

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| 01013 - Accounting Clerk III | 18.99 |
| 01020 - Administrative Assistant | 22.97 |
| 01040 - Court Reporter | 19.17 |
| 01051 - Data Entry Operator I | 13.68 |
| 01052 - Data Entry Operator II | 14.93 |
| 01060 - Dispatcher, Motor Vehicle | 21.93 |
| 01070 - Document Preparation Clerk | 15.07 |
| 01090 - Duplicating Machine Operator | 15.07 |
| 01111 - General Clerk I | 14.03 |
| 01112 - General Clerk II | 15.31 |
| 01113 - General Clerk III | 18.25 |
| 01120 - Housing Referral Assistant | 22.38 |
| 01141 - Messenger Courier | 13.62 |
| 01191 - Order Clerk I | 16.23 |
| 01192 - Order Clerk II | 17.72 |
| 01261 - Personnel Assistant (Employment) I | 17.75 |
| 01262 - Personnel Assistant (Employment) II | 19.86 |
| 01263 - Personnel Assistant (Employment) III | 22.13 |
| 01270 - Production Control Clerk | 22.34 |
| 01280 - Receptionist | 15.24 |
| 01290 - Rental Clerk | 16.80 |
| 01300 - Scheduler, Maintenance | 17.95 |
| 01311 - Secretary I | 17.95 |
| 01312 - Secretary II | 20.09 |
| 01313 - Secretary III | 22.38 |
| 01320 - Service Order Dispatcher | 20.00 |
| 01410 - Supply Technician | 22.97 |
| 01420 - Survey Worker | 19.17 |
| 01531 - Travel Clerk I | 14.01 |
| 01532 - Travel Clerk II | 15.12 |
| 01533 - Travel Clerk III | 16.22 |
| 01611 - Word Processor I | 15.01 |
| 01612 - Word Processor II | 16.85 |
| 01613 - Word Processor III | 18.85 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.66 |
| 05010 - Automotive Electrician | 20.79 |
| 05040 - Automotive Glass Installer | 19.11 |
| 05070 - Automotive Worker | 19.93 |
| 05110 - Mobile Equipment Servicer | 17.51 |
| 05130 - Motor Equipment Metal Mechanic | 21.60 |
| 05160 - Motor Equipment Metal Worker | 19.93 |
| 05190 - Motor Vehicle Mechanic | 21.70 |
| 05220 - Motor Vehicle Mechanic Helper | 16.72 |
| 05250 - Motor Vehicle Upholstery Worker | 18.51 |
| 05280 - Motor Vehicle Wrecker | 19.93 |
| 05310 - Painter, Automotive | 19.94 |
| 05340 - Radiator Repair Specialist | 19.73 |
| 05370 - Tire Repairer | 16.12 |
| 05400 - Transmission Repair Specialist | 21.60 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.80 |
| 07041 - Cook I | 13.58 |
| 07042 - Cook II | 14.78 |
| 07070 - Dishwasher | 10.58 |
| 07130 - Food Service Worker | 10.92 |
| 07210 - Meat Cutter | 20.01 |
| 07260 - Waiter/Waitress | 11.59 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.90 |
| 09040 - Furniture Handler | 16.13 |
| 09080 - Furniture Refinisher | 19.90 |
| 09090 - Furniture Refinisher Helper | 18.07 |

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|--|-------|
| 09110 - Furniture Repairer, Minor | 19.60 |
| 09130 - Upholsterer | 19.90 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.56 |
| 11060 - Elevator Operator | 15.31 |
| 11090 - Gardener | 20.25 |
| 11122 - Housekeeping Aide | 15.31 |
| 11150 - Janitor | 15.31 |
| 11210 - Laborer, Grounds Maintenance | 16.54 |
| 11240 - Maid or Houseman | 11.37 |
| 11260 - Pruner | 16.00 |
| 11270 - Tractor Operator | 18.46 |
| 11330 - Trail Maintenance Worker | 16.54 |
| 11360 - Window Cleaner | 16.67 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.62 |
| 12011 - Breath Alcohol Technician | 19.34 |
| 12012 - Certified Occupational Therapist Assistant | 19.52 |
| 12015 - Certified Physical Therapist Assistant | 21.11 |
| 12020 - Dental Assistant | 19.97 |
| 12025 - Dental Hygienist | 33.77 |
| 12030 - EKG Technician | 27.56 |
| 12035 - Electroneurodiagnostic Technologist | 27.56 |
| 12040 - Emergency Medical Technician | 18.62 |
| 12071 - Licensed Practical Nurse I | 17.28 |
| 12072 - Licensed Practical Nurse II | 19.34 |
| 12073 - Licensed Practical Nurse III | 21.55 |
| 12100 - Medical Assistant | 16.35 |
| 12130 - Medical Laboratory Technician | 19.22 |
| 12160 - Medical Record Clerk | 16.01 |
| 12190 - Medical Record Technician | 17.91 |
| 12195 - Medical Transcriptionist | 17.67 |
| 12210 - Nuclear Medicine Technologist | 34.10 |
| 12221 - Nursing Assistant I | 11.37 |
| 12222 - Nursing Assistant II | 12.78 |
| 12223 - Nursing Assistant III | 13.95 |
| 12224 - Nursing Assistant IV | 15.79 |
| 12235 - Optical Dispenser | 18.70 |
| 12236 - Optical Technician | 16.04 |
| 12250 - Pharmacy Technician | 15.53 |
| 12280 - Phlebotomist | 15.79 |
| 12305 - Radiologic Technologist | 27.30 |
| 12311 - Registered Nurse I | 29.71 |
| 12312 - Registered Nurse II | 36.35 |
| 12313 - Registered Nurse II, Specialist | 36.35 |
| 12314 - Registered Nurse III | 43.98 |
| 12315 - Registered Nurse III, Anesthetist | 43.98 |
| 12316 - Registered Nurse IV | 52.71 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.34 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.47 |
| 13012 - Exhibits Specialist II | 26.14 |
| 13013 - Exhibits Specialist III | 30.90 |
| 13041 - Illustrator I | 21.81 |
| 13042 - Illustrator II | 27.01 |
| 13043 - Illustrator III | 33.05 |
| 13047 - Librarian | 33.12 |
| 13050 - Library Aide/Clerk | 13.54 |
| 13054 - Library Information Technology Systems Administrator | 25.74 |
| 13058 - Library Technician | 18.54 |
| 13061 - Media Specialist I | 18.14 |
| 13062 - Media Specialist II | 19.95 |

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| 13063 - Media Specialist III | 22.00 |
| 13071 - Photographer I | 18.66 |
| 13072 - Photographer II | 20.87 |
| 13073 - Photographer III | 25.85 |
| 13074 - Photographer IV | 31.63 |
| 13075 - Photographer V | 36.15 |
| 13110 - Video Teleconference Technician | 19.84 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.63 |
| 14042 - Computer Operator II | 20.85 |
| 14043 - Computer Operator III | 23.23 |
| 14044 - Computer Operator IV | 25.81 |
| 14045 - Computer Operator V | 28.59 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 18.63 |
| 14160 - Personal Computer Support Technician | 25.81 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 34.82 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 39.04 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.83 |
| 15050 - Computer Based Training Specialist / Instructor | 34.82 |
| 15060 - Educational Technologist | 28.68 |
| 15070 - Flight Instructor (Pilot) | 42.83 |
| 15080 - Graphic Artist | 24.15 |
| 15090 - Technical Instructor | 23.67 |
| 15095 - Technical Instructor/Course Developer | 28.96 |
| 15110 - Test Proctor | 19.57 |
| 15120 - Tutor | 19.57 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.42 |
| 16030 - Counter Attendant | 11.42 |
| 16040 - Dry Cleaner | 14.39 |
| 16070 - Finisher, Flatwork, Machine | 11.42 |
| 16090 - Presser, Hand | 11.42 |
| 16110 - Presser, Machine, Drycleaning | 11.42 |
| 16130 - Presser, Machine, Shirts | 11.42 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.42 |
| 16190 - Sewing Machine Operator | 15.22 |
| 16220 - Tailor | 16.09 |
| 16250 - Washer, Machine | 12.66 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.64 |
| 19040 - Tool And Die Maker | 29.32 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.74 |
| 21030 - Material Coordinator | 22.34 |
| 21040 - Material Expediter | 22.34 |
| 21050 - Material Handling Laborer | 16.04 |
| 21071 - Order Filler | 15.92 |
| 21080 - Production Line Worker (Food Processing) | 17.74 |
| 21110 - Shipping Packer | 18.04 |
| 21130 - Shipping/Receiving Clerk | 18.04 |
| 21140 - Store Worker I | 14.40 |
| 21150 - Stock Clerk | 18.61 |
| 21210 - Tools And Parts Attendant | 17.74 |
| 21410 - Warehouse Specialist | 18.67 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |

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|---|-------|
| 23010 - Aerospace Structural Welder | 29.14 |
| 23021 - Aircraft Mechanic I | 27.99 |
| 23022 - Aircraft Mechanic II | 29.14 |
| 23023 - Aircraft Mechanic III | 30.35 |
| 23040 - Aircraft Mechanic Helper | 21.64 |
| 23050 - Aircraft, Painter | 26.79 |
| 23060 - Aircraft Servicer | 24.57 |
| 23080 - Aircraft Worker | 25.65 |
| 23110 - Appliance Mechanic | 23.16 |
| 23120 - Bicycle Repairer | 17.12 |
| 23125 - Cable Splicer | 31.75 |
| 23130 - Carpenter, Maintenance | 24.26 |
| 23140 - Carpet Layer | 26.15 |
| 23160 - Electrician, Maintenance | 29.96 |
| 23181 - Electronics Technician Maintenance I | 23.74 |
| 23182 - Electronics Technician Maintenance II | 26.06 |
| 23183 - Electronics Technician Maintenance III | 29.52 |
| 23260 - Fabric Worker | 22.65 |
| 23290 - Fire Alarm System Mechanic | 24.43 |
| 23310 - Fire Extinguisher Repairer | 21.27 |
| 23311 - Fuel Distribution System Mechanic | 24.62 |
| 23312 - Fuel Distribution System Operator | 21.94 |
| 23370 - General Maintenance Worker | 21.45 |
| 23380 - Ground Support Equipment Mechanic | 27.99 |
| 23381 - Ground Support Equipment Servicer | 25.65 |
| 23382 - Ground Support Equipment Worker | 21.27 |
| 23391 - Gunsmith I | 23.64 |
| 23392 - Gunsmith II | 25.92 |
| 23393 - Gunsmith III | 26.09 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 27.16 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 27.16 |
| 23430 - Heavy Equipment Mechanic | 24.56 |
| 23440 - Heavy Equipment Operator | 28.74 |
| 23460 - Instrument Mechanic | 23.53 |
| 23465 - Laboratory/Shelter Mechanic | 24.85 |
| 23470 - Laborer | 13.69 |
| 23510 - Locksmith | 22.19 |
| 23530 - Machinery Maintenance Mechanic | 24.68 |
| 23550 - Machinist, Maintenance | 21.98 |
| 23580 - Maintenance Trades Helper | 16.19 |
| 23591 - Metrology Technician I | 23.53 |
| 23592 - Metrology Technician II | 24.50 |
| 23593 - Metrology Technician III | 25.51 |
| 23640 - Millwright | 26.97 |
| 23710 - Office Appliance Repairer | 21.42 |
| 23760 - Painter, Maintenance | 21.49 |
| 23790 - Pipefitter, Maintenance | 32.15 |
| 23810 - Plumber, Maintenance | 27.99 |
| 23820 - Pneudraulic Systems Mechanic | 25.92 |
| 23850 - Rigger | 25.38 |
| 23870 - Scale Mechanic | 23.64 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.90 |
| 23910 - Small Engine Mechanic | 23.36 |
| 23931 - Telecommunications Mechanic I | 26.00 |
| 23932 - Telecommunications Mechanic II | 27.07 |
| 23950 - Telephone Lineman | 24.43 |
| 23960 - Welder, Combination, Maintenance | 22.63 |
| 23965 - Well Driller | 23.07 |
| 23970 - Woodcraft Worker | 25.92 |
| 23980 - Woodworker | 21.01 |
| 24000 - Personal Needs Occupations | |

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| 24570 - Child Care Attendant | 13.15 |
| 24580 - Child Care Center Clerk | 18.03 |
| 24610 - Chore Aide | 11.26 |
| 24620 - Family Readiness And Support Services Coordinator | 14.71 |
| 24630 - Homemaker | 20.05 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.13 |
| 25040 - Sewage Plant Operator | 22.17 |
| 25070 - Stationary Engineer | 27.13 |
| 25190 - Ventilation Equipment Tender | 20.79 |
| 25210 - Water Treatment Plant Operator | 22.17 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 22.00 |
| 27007 - Baggage Inspector | 14.94 |
| 27008 - Corrections Officer | 20.73 |
| 27010 - Court Security Officer | 21.99 |
| 27030 - Detection Dog Handler | 18.37 |
| 27040 - Detention Officer | 20.73 |
| 27070 - Firefighter | 20.84 |
| 27101 - Guard I | 14.94 |
| 27102 - Guard II | 18.37 |
| 27131 - Police Officer I | 27.66 |
| 27132 - Police Officer II | 30.73 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.15 |
| 28042 - Carnival Equipment Repairer | 12.21 |
| 28043 - Carnival Equipment Worker | 9.93 |
| 28210 - Gate Attendant/Gate Tender | 13.43 |
| 28310 - Lifeguard | 11.28 |
| 28350 - Park Attendant (Aide) | 15.03 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.59 |
| 28515 - Recreation Specialist | 16.18 |
| 28630 - Sports Official | 11.97 |
| 28690 - Swimming Pool Operator | 19.47 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 25.63 |
| 29020 - Hatch Tender | 25.63 |
| 29030 - Line Handler | 25.63 |
| 29041 - Stevedore I | 24.75 |
| 29042 - Stevedore II | 26.78 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.91 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.13 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.78 |
| 30021 - Archeological Technician I | 20.60 |
| 30022 - Archeological Technician II | 23.05 |
| 30023 - Archeological Technician III | 28.54 |
| 30030 - Cartographic Technician | 29.12 |
| 30040 - Civil Engineering Technician | 25.55 |
| 30061 - Drafter/CAD Operator I | 20.60 |
| 30062 - Drafter/CAD Operator II | 23.05 |
| 30063 - Drafter/CAD Operator III | 25.69 |
| 30064 - Drafter/CAD Operator IV | 31.62 |
| 30081 - Engineering Technician I | 18.51 |
| 30082 - Engineering Technician II | 21.39 |
| 30083 - Engineering Technician III | 23.93 |
| 30084 - Engineering Technician IV | 29.64 |
| 30085 - Engineering Technician V | 31.93 |
| 30086 - Engineering Technician VI | 39.73 |
| 30090 - Environmental Technician | 22.39 |
| 30210 - Laboratory Technician | 20.75 |
| 30240 - Mathematical Technician | 23.33 |

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| 30361 - Paralegal/Legal Assistant I | 20.05 |
| 30362 - Paralegal/Legal Assistant II | 24.83 |
| 30363 - Paralegal/Legal Assistant III | 30.38 |
| 30364 - Paralegal/Legal Assistant IV | 36.76 |
| 30390 - Photo-Optics Technician | 29.64 |
| 30461 - Technical Writer I | 25.29 |
| 30462 - Technical Writer II | 30.95 |
| 30463 - Technical Writer III | 37.39 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.09 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.15 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.93 |
| 30494 - Unexploded (UXO) Safety Escort | 24.09 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.09 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 25.69 |
| 30621 - Weather Observer, Senior | (see 2) 28.54 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.23 |
| 31030 - Bus Driver | 17.55 |
| 31043 - Driver Courier | 16.94 |
| 31260 - Parking and Lot Attendant | 10.53 |
| 31290 - Shuttle Bus Driver | 18.14 |
| 31310 - Taxi Driver | 12.19 |
| 31361 - Truckdriver, Light | 18.14 |
| 31362 - Truckdriver, Medium | 22.10 |
| 31363 - Truckdriver, Heavy | 22.46 |
| 31364 - Truckdriver, Tractor-Trailer | 22.43 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.11 |
| 99050 - Desk Clerk | 10.62 |
| 99095 - Embalmer | 30.75 |
| 99251 - Laboratory Animal Caretaker I | 11.41 |
| 99252 - Laboratory Animal Caretaker II | 12.22 |
| 99310 - Mortician | 35.34 |
| 99410 - Pest Controller | 19.77 |
| 99510 - Photofinishing Worker | 17.97 |
| 99710 - Recycling Laborer | 20.39 |
| 99711 - Recycling Specialist | 23.70 |
| 99730 - Refuse Collector | 18.73 |
| 99810 - Sales Clerk | 12.21 |
| 99820 - School Crossing Guard | 12.01 |
| 99830 - Survey Party Chief | 29.97 |
| 99831 - Surveying Aide | 19.91 |
| 99832 - Surveying Technician | 22.89 |
| 99840 - Vending Machine Attendant | 16.99 |
| 99841 - Vending Machine Repairer | 19.47 |
| 99842 - Vending Machine Repairer Helper | 16.99 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundrying 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 laundrying in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2289
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Minnesota

Area: Minnesota Counties of Benton, Big Stone, Blue Earth, Brown, Chippewa, Cottonwood, Dodge, Douglas, Faribault, Fillmore, Freeborn, Goodhue, Grant, Houston, Jackson, Kandiyohi, Lac Qui Parle, Le Sueur, Lincoln, Lyon, Martin, McLeod, Meeker, Mille Lacs, Morrison, Mower, Murray, Nicollet, Nobles, Olmsted, Pipestone, Pope, Redwood, Renville, Rice, Rock, Sherburne, Sibley, Stearns, Steele, Stevens, Todd, Traverse, Wabasha, Waseca, Watonwan, Winona, Yellow Medicine

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.01 |
| 01012 - Accounting Clerk II | | 16.84 |
| 01013 - Accounting Clerk III | | 18.84 |
| 01020 - Administrative Assistant | | 18.78 |
| 01040 - Court Reporter | | 17.56 |
| 01051 - Data Entry Operator I | | 12.38 |
| 01052 - Data Entry Operator II | | 13.51 |
| 01060 - Dispatcher, Motor Vehicle | | 18.67 |
| 01070 - Document Preparation Clerk | | 14.53 |
| 01090 - Duplicating Machine Operator | | 14.53 |
| 01111 - General Clerk I | | 12.59 |
| 01112 - General Clerk II | | 13.74 |
| 01113 - General Clerk III | | 15.42 |
| 01120 - Housing Referral Assistant | | 19.59 |
| 01141 - Messenger Courier | | 13.19 |
| 01191 - Order Clerk I | | 12.32 |
| 01192 - Order Clerk II | | 13.86 |
| 01261 - Personnel Assistant (Employment) I | | 13.60 |
| 01262 - Personnel Assistant (Employment) II | | 15.21 |
| 01263 - Personnel Assistant (Employment) III | | 17.07 |
| 01270 - Production Control Clerk | | 21.31 |
| 01280 - Receptionist | | 12.39 |
| 01290 - Rental Clerk | | 11.24 |
| 01300 - Scheduler, Maintenance | | 15.70 |
| 01311 - Secretary I | | 15.70 |
| 01312 - Secretary II | | 17.56 |
| 01313 - Secretary III | | 19.59 |
| 01320 - Service Order Dispatcher | | 16.62 |
| 01410 - Supply Technician | | 20.25 |
| 01420 - Survey Worker | | 17.44 |
| 01531 - Travel Clerk I | | 14.01 |
| 01532 - Travel Clerk II | | 15.12 |
| 01533 - Travel Clerk III | | 16.22 |
| 01611 - Word Processor I | | 13.32 |
| 01612 - Word Processor II | | 14.95 |
| 01613 - Word Processor III | | 16.72 |
| 05000 - Automotive Service Occupations | | |

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|--|-------|
| 05005 - Automobile Body Repairer, Fiberglass | 18.27 |
| 05010 - Automotive Electrician | 16.40 |
| 05040 - Automotive Glass Installer | 15.72 |
| 05070 - Automotive Worker | 15.72 |
| 05110 - Mobile Equipment Servicer | 14.52 |
| 05130 - Motor Equipment Metal Mechanic | 17.08 |
| 05160 - Motor Equipment Metal Worker | 15.72 |
| 05190 - Motor Vehicle Mechanic | 17.86 |
| 05220 - Motor Vehicle Mechanic Helper | 13.84 |
| 05250 - Motor Vehicle Upholstery Worker | 15.20 |
| 05280 - Motor Vehicle Wrecker | 15.72 |
| 05310 - Painter, Automotive | 16.40 |
| 05340 - Radiator Repair Specialist | 15.72 |
| 05370 - Tire Repairer | 12.59 |
| 05400 - Transmission Repair Specialist | 17.08 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.75 |
| 07041 - Cook I | 12.10 |
| 07042 - Cook II | 13.43 |
| 07070 - Dishwasher | 8.16 |
| 07130 - Food Service Worker | 9.58 |
| 07210 - Meat Cutter | 15.17 |
| 07260 - Waiter/Waitress | 9.15 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.94 |
| 09040 - Furniture Handler | 12.31 |
| 09080 - Furniture Refinisher | 16.47 |
| 09090 - Furniture Refinisher Helper | 13.66 |
| 09110 - Furniture Repairer, Minor | 15.13 |
| 09130 - Upholsterer | 16.54 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.20 |
| 11060 - Elevator Operator | 10.20 |
| 11090 - Gardener | 14.76 |
| 11122 - Housekeeping Aide | 11.26 |
| 11150 - Janitor | 11.26 |
| 11210 - Laborer, Grounds Maintenance | 12.07 |
| 11240 - Maid or Houseman | 9.89 |
| 11260 - Pruner | 12.14 |
| 11270 - Tractor Operator | 13.96 |
| 11330 - Trail Maintenance Worker | 12.07 |
| 11360 - Window Cleaner | 12.25 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.93 |
| 12011 - Breath Alcohol Technician | 15.93 |
| 12012 - Certified Occupational Therapist Assistant | 21.86 |
| 12015 - Certified Physical Therapist Assistant | 20.19 |
| 12020 - Dental Assistant | 19.57 |
| 12025 - Dental Hygienist | 34.27 |
| 12030 - EKG Technician | 24.15 |
| 12035 - Electroneurodiagnostic Technologist | 24.15 |
| 12040 - Emergency Medical Technician | 15.93 |
| 12071 - Licensed Practical Nurse I | 14.24 |
| 12072 - Licensed Practical Nurse II | 15.93 |
| 12073 - Licensed Practical Nurse III | 17.77 |
| 12100 - Medical Assistant | 14.65 |
| 12130 - Medical Laboratory Technician | 18.86 |
| 12160 - Medical Record Clerk | 14.63 |
| 12190 - Medical Record Technician | 17.14 |
| 12195 - Medical Transcriptionist | 15.90 |
| 12210 - Nuclear Medicine Technologist | 35.02 |
| 12221 - Nursing Assistant I | 10.78 |
| 12222 - Nursing Assistant II | 12.12 |

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|---|---------------|
| 12223 - Nursing Assistant III | 13.23 |
| 12224 - Nursing Assistant IV | 14.84 |
| 12235 - Optical Dispenser | 16.48 |
| 12236 - Optical Technician | 11.65 |
| 12250 - Pharmacy Technician | 14.18 |
| 12280 - Phlebotomist | 14.84 |
| 12305 - Radiologic Technologist | 26.50 |
| 12311 - Registered Nurse I | 19.59 |
| 12312 - Registered Nurse II | 23.96 |
| 12313 - Registered Nurse II, Specialist | 23.96 |
| 12314 - Registered Nurse III | 28.99 |
| 12315 - Registered Nurse III, Anesthetist | 28.99 |
| 12316 - Registered Nurse IV | 34.74 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.75 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.61 |
| 13012 - Exhibits Specialist II | 23.06 |
| 13013 - Exhibits Specialist III | 28.23 |
| 13041 - Illustrator I | 18.61 |
| 13042 - Illustrator II | 23.06 |
| 13043 - Illustrator III | 28.23 |
| 13047 - Librarian | 25.57 |
| 13050 - Library Aide/Clerk | 13.64 |
| 13054 - Library Information Technology Systems Administrator | 23.06 |
| 13058 - Library Technician | 19.38 |
| 13061 - Media Specialist I | 16.65 |
| 13062 - Media Specialist II | 18.61 |
| 13063 - Media Specialist III | 20.76 |
| 13071 - Photographer I | 16.94 |
| 13072 - Photographer II | 18.94 |
| 13073 - Photographer III | 23.46 |
| 13074 - Photographer IV | 28.70 |
| 13075 - Photographer V | 33.26 |
| 13110 - Video Teleconference Technician | 16.23 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.37 |
| 14042 - Computer Operator II | 17.19 |
| 14043 - Computer Operator III | 19.17 |
| 14044 - Computer Operator IV | 21.30 |
| 14045 - Computer Operator V | 23.58 |
| 14071 - Computer Programmer I | (see 1) 19.02 |
| 14072 - Computer Programmer II | (see 1) 23.57 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 27.62 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 15.37 |
| 14160 - Personal Computer Support Technician | 21.30 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.12 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.22 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.01 |
| 15050 - Computer Based Training Specialist / Instructor | 29.12 |
| 15060 - Educational Technologist | 25.40 |
| 15070 - Flight Instructor (Pilot) | 41.01 |
| 15080 - Graphic Artist | 20.03 |
| 15090 - Technical Instructor | 19.78 |
| 15095 - Technical Instructor/Course Developer | 24.20 |
| 15110 - Test Proctor | 15.96 |
| 15120 - Tutor | 15.96 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |

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|---|-------|
| 16010 - Assembler | 11.42 |
| 16030 - Counter Attendant | 11.42 |
| 16040 - Dry Cleaner | 14.39 |
| 16070 - Finisher, Flatwork, Machine | 11.42 |
| 16090 - Presser, Hand | 11.42 |
| 16110 - Presser, Machine, Drycleaning | 11.42 |
| 16130 - Presser, Machine, Shirts | 11.42 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.42 |
| 16190 - Sewing Machine Operator | 15.22 |
| 16220 - Tailor | 16.09 |
| 16250 - Washer, Machine | 12.66 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.56 |
| 19040 - Tool And Die Maker | 24.94 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.45 |
| 21030 - Material Coordinator | 21.31 |
| 21040 - Material Expediter | 21.31 |
| 21050 - Material Handling Laborer | 13.98 |
| 21071 - Order Filler | 12.27 |
| 21080 - Production Line Worker (Food Processing) | 14.45 |
| 21110 - Shipping Packer | 13.34 |
| 21130 - Shipping/Receiving Clerk | 13.34 |
| 21140 - Store Worker I | 14.83 |
| 21150 - Stock Clerk | 19.13 |
| 21210 - Tools And Parts Attendant | 14.45 |
| 21410 - Warehouse Specialist | 14.67 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.33 |
| 23021 - Aircraft Mechanic I | 22.45 |
| 23022 - Aircraft Mechanic II | 23.33 |
| 23023 - Aircraft Mechanic III | 24.22 |
| 23040 - Aircraft Mechanic Helper | 16.98 |
| 23050 - Aircraft, Painter | 20.76 |
| 23060 - Aircraft Servicer | 18.93 |
| 23080 - Aircraft Worker | 19.74 |
| 23110 - Appliance Mechanic | 21.55 |
| 23120 - Bicycle Repairer | 12.59 |
| 23125 - Cable Splicer | 25.70 |
| 23130 - Carpenter, Maintenance | 18.16 |
| 23140 - Carpet Layer | 21.21 |
| 23160 - Electrician, Maintenance | 26.33 |
| 23181 - Electronics Technician Maintenance I | 20.70 |
| 23182 - Electronics Technician Maintenance II | 21.62 |
| 23183 - Electronics Technician Maintenance III | 22.45 |
| 23260 - Fabric Worker | 19.85 |
| 23290 - Fire Alarm System Mechanic | 22.45 |
| 23310 - Fire Extinguisher Repairer | 18.63 |
| 23311 - Fuel Distribution System Mechanic | 23.36 |
| 23312 - Fuel Distribution System Operator | 19.84 |
| 23370 - General Maintenance Worker | 16.52 |
| 23380 - Ground Support Equipment Mechanic | 22.45 |
| 23381 - Ground Support Equipment Servicer | 18.93 |
| 23382 - Ground Support Equipment Worker | 19.74 |
| 23391 - Gunsmith I | 18.63 |
| 23392 - Gunsmith II | 20.70 |
| 23393 - Gunsmith III | 22.45 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.71 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.69 |
| 23430 - Heavy Equipment Mechanic | 21.11 |
| 23440 - Heavy Equipment Operator | 21.22 |

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|---|-------|
| 23460 - Instrument Mechanic | 22.45 |
| 23465 - Laboratory/Shelter Mechanic | 21.62 |
| 23470 - Laborer | 11.82 |
| 23510 - Locksmith | 20.91 |
| 23530 - Machinery Maintenance Mechanic | 22.71 |
| 23550 - Machinist, Maintenance | 20.00 |
| 23580 - Maintenance Trades Helper | 14.25 |
| 23591 - Metrology Technician I | 22.45 |
| 23592 - Metrology Technician II | 23.34 |
| 23593 - Metrology Technician III | 24.24 |
| 23640 - Millwright | 22.45 |
| 23710 - Office Appliance Repairer | 20.26 |
| 23760 - Painter, Maintenance | 17.37 |
| 23790 - Pipefitter, Maintenance | 29.66 |
| 23810 - Plumber, Maintenance | 27.18 |
| 23820 - Pneudraulic Systems Mechanic | 22.45 |
| 23850 - Rigger | 22.45 |
| 23870 - Scale Mechanic | 20.70 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.69 |
| 23910 - Small Engine Mechanic | 20.03 |
| 23931 - Telecommunications Mechanic I | 23.26 |
| 23932 - Telecommunications Mechanic II | 25.62 |
| 23950 - Telephone Lineman | 20.04 |
| 23960 - Welder, Combination, Maintenance | 19.39 |
| 23965 - Well Driller | 22.45 |
| 23970 - Woodcraft Worker | 22.45 |
| 23980 - Woodworker | 18.98 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.15 |
| 24580 - Child Care Center Clerk | 11.42 |
| 24610 - Chore Aide | 12.41 |
| 24620 - Family Readiness And Support Services Coordinator | 11.97 |
| 24630 - Homemaker | 13.88 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.95 |
| 25040 - Sewage Plant Operator | 21.36 |
| 25070 - Stationary Engineer | 23.95 |
| 25190 - Ventilation Equipment Tender | 18.56 |
| 25210 - Water Treatment Plant Operator | 21.36 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.13 |
| 27007 - Baggage Inspector | 13.21 |
| 27008 - Corrections Officer | 19.76 |
| 27010 - Court Security Officer | 20.63 |
| 27030 - Detection Dog Handler | 16.09 |
| 27040 - Detention Officer | 19.76 |
| 27070 - Firefighter | 19.76 |
| 27101 - Guard I | 13.21 |
| 27102 - Guard II | 16.09 |
| 27131 - Police Officer I | 25.07 |
| 27132 - Police Officer II | 27.86 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.78 |
| 28042 - Carnival Equipment Repairer | 11.23 |
| 28043 - Carnival Equipment Worker | 9.13 |
| 28210 - Gate Attendant/Gate Tender | 14.96 |
| 28310 - Lifeguard | 13.72 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.99 |
| 28515 - Recreation Specialist | 14.65 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 16.40 |

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| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.72 |
| 29020 - Hatch Tender | 20.72 |
| 29030 - Line Handler | 20.72 |
| 29041 - Stevedore I | 19.87 |
| 29042 - Stevedore II | 21.65 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.02 |
| 30022 - Archeological Technician II | 20.21 |
| 30023 - Archeological Technician III | 25.58 |
| 30030 - Cartographic Technician | 25.58 |
| 30040 - Civil Engineering Technician | 23.43 |
| 30061 - Drafter/CAD Operator I | 18.45 |
| 30062 - Drafter/CAD Operator II | 20.64 |
| 30063 - Drafter/CAD Operator III | 23.02 |
| 30064 - Drafter/CAD Operator IV | 28.32 |
| 30081 - Engineering Technician I | 16.21 |
| 30082 - Engineering Technician II | 18.21 |
| 30083 - Engineering Technician III | 20.37 |
| 30084 - Engineering Technician IV | 25.22 |
| 30085 - Engineering Technician V | 29.98 |
| 30086 - Engineering Technician VI | 37.34 |
| 30090 - Environmental Technician | 25.58 |
| 30210 - Laboratory Technician | 23.02 |
| 30240 - Mathematical Technician | 25.58 |
| 30361 - Paralegal/Legal Assistant I | 18.85 |
| 30362 - Paralegal/Legal Assistant II | 23.34 |
| 30363 - Paralegal/Legal Assistant III | 28.56 |
| 30364 - Paralegal/Legal Assistant IV | 34.55 |
| 30390 - Photo-Optics Technician | 25.58 |
| 30461 - Technical Writer I | 25.58 |
| 30462 - Technical Writer II | 31.29 |
| 30463 - Technical Writer III | 37.85 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 23.02 |
| 30621 - Weather Observer, Senior (see 2) | 25.58 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.37 |
| 31030 - Bus Driver | 15.11 |
| 31043 - Driver Courier | 12.63 |
| 31260 - Parking and Lot Attendant | 11.71 |
| 31290 - Shuttle Bus Driver | 13.15 |
| 31310 - Taxi Driver | 11.51 |
| 31361 - Truckdriver, Light | 13.15 |
| 31362 - Truckdriver, Medium | 16.11 |
| 31363 - Truckdriver, Heavy | 18.58 |
| 31364 - Truckdriver, Tractor-Trailer | 18.58 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.55 |
| 99050 - Desk Clerk | 8.78 |
| 99095 - Embalmer | 25.36 |
| 99251 - Laboratory Animal Caretaker I | 11.29 |
| 99252 - Laboratory Animal Caretaker II | 12.10 |
| 99310 - Mortician | 25.36 |
| 99410 - Pest Controller | 18.41 |

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| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 18.71 |
| 99711 - Recycling Specialist | 20.77 |
| 99730 - Refuse Collector | 17.08 |
| 99810 - Sales Clerk | 11.12 |
| 99820 - School Crossing Guard | 14.52 |
| 99830 - Survey Party Chief | 22.62 |
| 99831 - Surveying Aide | 13.23 |
| 99832 - Surveying Technician | 17.27 |
| 99840 - Vending Machine Attendant | 19.77 |
| 99841 - Vending Machine Repairer | 21.62 |
| 99842 - Vending Machine Repairer Helper | 19.77 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in

those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2290
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: Minnesota

Area: Minnesota Counties of Benton, Big Stone, Blue Earth, Brown, Chippewa, Cottonwood, Dodge, Douglas, Faribault, Fillmore, Freeborn, Goodhue, Grant, Houston, Jackson, Kandiyohi, Lac Qui Parle, Le Sueur, Lincoln, Lyon, Martin,
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McLeod, Meeker, Mille Lacs, Morrison, Mower, Murray, Nicollet, Nobles, Olmsted,
 Pipestone, Pope, Redwood, Renville, Rice, Rock, Sherburne, Sibley, Stearns,
 Steele, Stevens, Todd, Traverse, Wabasha, Waseca, Watonwan, Winona, Yellow
 Medicine

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.01 |
| 01012 - Accounting Clerk II | | 16.84 |
| 01013 - Accounting Clerk III | | 18.84 |
| 01020 - Administrative Assistant | | 18.78 |
| 01040 - Court Reporter | | 17.56 |
| 01051 - Data Entry Operator I | | 12.38 |
| 01052 - Data Entry Operator II | | 13.51 |
| 01060 - Dispatcher, Motor Vehicle | | 18.67 |
| 01070 - Document Preparation Clerk | | 14.53 |
| 01090 - Duplicating Machine Operator | | 14.53 |
| 01111 - General Clerk I | | 12.59 |
| 01112 - General Clerk II | | 13.74 |
| 01113 - General Clerk III | | 15.42 |
| 01120 - Housing Referral Assistant | | 19.59 |
| 01141 - Messenger Courier | | 13.19 |
| 01191 - Order Clerk I | | 12.32 |
| 01192 - Order Clerk II | | 13.86 |
| 01261 - Personnel Assistant (Employment) I | | 13.60 |
| 01262 - Personnel Assistant (Employment) II | | 15.21 |
| 01263 - Personnel Assistant (Employment) III | | 17.07 |
| 01270 - Production Control Clerk | | 21.31 |
| 01280 - Receptionist | | 12.39 |
| 01290 - Rental Clerk | | 11.24 |
| 01300 - Scheduler, Maintenance | | 15.70 |
| 01311 - Secretary I | | 15.70 |
| 01312 - Secretary II | | 17.56 |
| 01313 - Secretary III | | 19.59 |
| 01320 - Service Order Dispatcher | | 16.62 |
| 01410 - Supply Technician | | 20.25 |
| 01420 - Survey Worker | | 17.44 |
| 01531 - Travel Clerk I | | 14.01 |
| 01532 - Travel Clerk II | | 15.12 |
| 01533 - Travel Clerk III | | 16.22 |
| 01611 - Word Processor I | | 13.32 |
| 01612 - Word Processor II | | 14.95 |
| 01613 - Word Processor III | | 16.72 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.27 |
| 05010 - Automotive Electrician | | 16.40 |
| 05040 - Automotive Glass Installer | | 15.72 |
| 05070 - Automotive Worker | | 15.72 |
| 05110 - Mobile Equipment Servicer | | 14.52 |
| 05130 - Motor Equipment Metal Mechanic | | 17.08 |
| 05160 - Motor Equipment Metal Worker | | 15.72 |
| 05190 - Motor Vehicle Mechanic | | 17.86 |
| 05220 - Motor Vehicle Mechanic Helper | | 13.84 |
| 05250 - Motor Vehicle Upholstery Worker | | 15.20 |
| 05280 - Motor Vehicle Wrecker | | 15.72 |
| 05310 - Painter, Automotive | | 16.40 |
| 05340 - Radiator Repair Specialist | | 15.72 |
| 05370 - Tire Repairer | | 12.59 |
| 05400 - Transmission Repair Specialist | | 17.08 |

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|--|-------|
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.75 |
| 07041 - Cook I | 12.10 |
| 07042 - Cook II | 13.43 |
| 07070 - Dishwasher | 8.16 |
| 07130 - Food Service Worker | 9.58 |
| 07210 - Meat Cutter | 15.17 |
| 07260 - Waiter/Waitress | 9.15 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.94 |
| 09040 - Furniture Handler | 12.31 |
| 09080 - Furniture Refinisher | 16.47 |
| 09090 - Furniture Refinisher Helper | 13.66 |
| 09110 - Furniture Repairer, Minor | 15.13 |
| 09130 - Upholsterer | 16.54 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.20 |
| 11060 - Elevator Operator | 10.20 |
| 11090 - Gardener | 14.76 |
| 11122 - Housekeeping Aide | 11.26 |
| 11150 - Janitor | 11.26 |
| 11210 - Laborer, Grounds Maintenance | 12.07 |
| 11240 - Maid or Houseman | 9.89 |
| 11260 - Pruner | 12.14 |
| 11270 - Tractor Operator | 13.96 |
| 11330 - Trail Maintenance Worker | 12.07 |
| 11360 - Window Cleaner | 12.25 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.93 |
| 12011 - Breath Alcohol Technician | 15.93 |
| 12012 - Certified Occupational Therapist Assistant | 21.86 |
| 12015 - Certified Physical Therapist Assistant | 20.19 |
| 12020 - Dental Assistant | 19.57 |
| 12025 - Dental Hygienist | 34.27 |
| 12030 - EKG Technician | 24.15 |
| 12035 - Electroneurodiagnostic Technologist | 24.15 |
| 12040 - Emergency Medical Technician | 15.93 |
| 12071 - Licensed Practical Nurse I | 14.24 |
| 12072 - Licensed Practical Nurse II | 15.93 |
| 12073 - Licensed Practical Nurse III | 17.77 |
| 12100 - Medical Assistant | 14.65 |
| 12130 - Medical Laboratory Technician | 18.86 |
| 12160 - Medical Record Clerk | 14.63 |
| 12190 - Medical Record Technician | 17.14 |
| 12195 - Medical Transcriptionist | 15.90 |
| 12210 - Nuclear Medicine Technologist | 35.02 |
| 12221 - Nursing Assistant I | 10.78 |
| 12222 - Nursing Assistant II | 12.12 |
| 12223 - Nursing Assistant III | 13.23 |
| 12224 - Nursing Assistant IV | 14.84 |
| 12235 - Optical Dispenser | 16.48 |
| 12236 - Optical Technician | 11.65 |
| 12250 - Pharmacy Technician | 14.18 |
| 12280 - Phlebotomist | 14.84 |
| 12305 - Radiologic Technologist | 26.50 |
| 12311 - Registered Nurse I | 19.59 |
| 12312 - Registered Nurse II | 23.96 |
| 12313 - Registered Nurse II, Specialist | 23.96 |
| 12314 - Registered Nurse III | 28.99 |
| 12315 - Registered Nurse III, Anesthetist | 28.99 |
| 12316 - Registered Nurse IV | 34.74 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.75 |
| 13000 - Information And Arts Occupations | |

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|---|---------------|
| 13011 - Exhibits Specialist I | 18.61 |
| 13012 - Exhibits Specialist II | 23.06 |
| 13013 - Exhibits Specialist III | 28.23 |
| 13041 - Illustrator I | 18.61 |
| 13042 - Illustrator II | 23.06 |
| 13043 - Illustrator III | 28.23 |
| 13047 - Librarian | 25.57 |
| 13050 - Library Aide/Clerk | 13.64 |
| 13054 - Library Information Technology Systems Administrator | 23.06 |
| 13058 - Library Technician | 19.38 |
| 13061 - Media Specialist I | 16.65 |
| 13062 - Media Specialist II | 18.61 |
| 13063 - Media Specialist III | 20.76 |
| 13071 - Photographer I | 16.94 |
| 13072 - Photographer II | 18.94 |
| 13073 - Photographer III | 23.46 |
| 13074 - Photographer IV | 28.70 |
| 13075 - Photographer V | 33.26 |
| 13110 - Video Teleconference Technician | 16.23 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.37 |
| 14042 - Computer Operator II | 17.19 |
| 14043 - Computer Operator III | 19.17 |
| 14044 - Computer Operator IV | 21.30 |
| 14045 - Computer Operator V | 23.58 |
| 14071 - Computer Programmer I | (see 1) 19.02 |
| 14072 - Computer Programmer II | (see 1) 23.57 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 27.62 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 15.37 |
| 14160 - Personal Computer Support Technician | 21.30 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.12 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.22 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.01 |
| 15050 - Computer Based Training Specialist / Instructor | 29.12 |
| 15060 - Educational Technologist | 25.40 |
| 15070 - Flight Instructor (Pilot) | 41.01 |
| 15080 - Graphic Artist | 20.03 |
| 15090 - Technical Instructor | 19.78 |
| 15095 - Technical Instructor/Course Developer | 24.20 |
| 15110 - Test Proctor | 15.96 |
| 15120 - Tutor | 15.96 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.42 |
| 16030 - Counter Attendant | 11.42 |
| 16040 - Dry Cleaner | 14.39 |
| 16070 - Finisher, Flatwork, Machine | 11.42 |
| 16090 - Presser, Hand | 11.42 |
| 16110 - Presser, Machine, Drycleaning | 11.42 |
| 16130 - Presser, Machine, Shirts | 11.42 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.42 |
| 16190 - Sewing Machine Operator | 15.22 |
| 16220 - Tailor | 16.09 |
| 16250 - Washer, Machine | 12.66 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.56 |
| 19040 - Tool And Die Maker | 24.94 |
| 21000 - Materials Handling And Packing Occupations | |

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|---|-------|
| 21020 - Forklift Operator | 14.45 |
| 21030 - Material Coordinator | 21.31 |
| 21040 - Material Expediter | 21.31 |
| 21050 - Material Handling Laborer | 13.98 |
| 21071 - Order Filler | 12.27 |
| 21080 - Production Line Worker (Food Processing) | 14.45 |
| 21110 - Shipping Packer | 13.34 |
| 21130 - Shipping/Receiving Clerk | 13.34 |
| 21140 - Store Worker I | 14.83 |
| 21150 - Stock Clerk | 19.13 |
| 21210 - Tools And Parts Attendant | 14.45 |
| 21410 - Warehouse Specialist | 14.67 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.33 |
| 23021 - Aircraft Mechanic I | 22.45 |
| 23022 - Aircraft Mechanic II | 23.33 |
| 23023 - Aircraft Mechanic III | 24.22 |
| 23040 - Aircraft Mechanic Helper | 16.98 |
| 23050 - Aircraft, Painter | 20.76 |
| 23060 - Aircraft Servicer | 18.93 |
| 23080 - Aircraft Worker | 19.74 |
| 23110 - Appliance Mechanic | 21.55 |
| 23120 - Bicycle Repairer | 12.59 |
| 23125 - Cable Splicer | 25.70 |
| 23130 - Carpenter, Maintenance | 18.16 |
| 23140 - Carpet Layer | 21.21 |
| 23160 - Electrician, Maintenance | 26.33 |
| 23181 - Electronics Technician Maintenance I | 20.70 |
| 23182 - Electronics Technician Maintenance II | 21.62 |
| 23183 - Electronics Technician Maintenance III | 22.45 |
| 23260 - Fabric Worker | 19.85 |
| 23290 - Fire Alarm System Mechanic | 22.45 |
| 23310 - Fire Extinguisher Repairer | 18.63 |
| 23311 - Fuel Distribution System Mechanic | 23.36 |
| 23312 - Fuel Distribution System Operator | 19.84 |
| 23370 - General Maintenance Worker | 16.52 |
| 23380 - Ground Support Equipment Mechanic | 22.45 |
| 23381 - Ground Support Equipment Servicer | 18.93 |
| 23382 - Ground Support Equipment Worker | 19.74 |
| 23391 - Gunsmith I | 18.63 |
| 23392 - Gunsmith II | 20.70 |
| 23393 - Gunsmith III | 22.45 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.71 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.69 |
| 23430 - Heavy Equipment Mechanic | 21.11 |
| 23440 - Heavy Equipment Operator | 21.22 |
| 23460 - Instrument Mechanic | 22.45 |
| 23465 - Laboratory/Shelter Mechanic | 21.62 |
| 23470 - Laborer | 11.82 |
| 23510 - Locksmith | 20.91 |
| 23530 - Machinery Maintenance Mechanic | 22.71 |
| 23550 - Machinist, Maintenance | 20.00 |
| 23580 - Maintenance Trades Helper | 14.25 |
| 23591 - Metrology Technician I | 22.45 |
| 23592 - Metrology Technician II | 23.34 |
| 23593 - Metrology Technician III | 24.24 |
| 23640 - Millwright | 22.45 |
| 23710 - Office Appliance Repairer | 20.26 |
| 23760 - Painter, Maintenance | 17.37 |
| 23790 - Pipefitter, Maintenance | 29.66 |
| 23810 - Plumber, Maintenance | 27.18 |

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|--|-------|
| 23820 - Pneudraulic Systems Mechanic | 22.45 |
| 23850 - Rigger | 22.45 |
| 23870 - Scale Mechanic | 20.70 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.69 |
| 23910 - Small Engine Mechanic | 20.03 |
| 23931 - Telecommunications Mechanic I | 23.26 |
| 23932 - Telecommunications Mechanic II | 25.62 |
| 23950 - Telephone Lineman | 20.04 |
| 23960 - Welder, Combination, Maintenance | 19.39 |
| 23965 - Well Driller | 22.45 |
| 23970 - Woodcraft Worker | 22.45 |
| 23980 - Woodworker | 18.98 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.15 |
| 24580 - Child Care Center Clerk | 11.42 |
| 24610 - Chore Aide | 12.41 |
| 24620 - Family Readiness And Support Services Coordinator | 11.97 |
| 24630 - Homemaker | 13.88 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.95 |
| 25040 - Sewage Plant Operator | 21.36 |
| 25070 - Stationary Engineer | 23.95 |
| 25190 - Ventilation Equipment Tender | 18.56 |
| 25210 - Water Treatment Plant Operator | 21.36 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.13 |
| 27007 - Baggage Inspector | 13.21 |
| 27008 - Corrections Officer | 19.76 |
| 27010 - Court Security Officer | 20.63 |
| 27030 - Detection Dog Handler | 16.09 |
| 27040 - Detention Officer | 19.76 |
| 27070 - Firefighter | 19.76 |
| 27101 - Guard I | 13.21 |
| 27102 - Guard II | 16.09 |
| 27131 - Police Officer I | 25.07 |
| 27132 - Police Officer II | 27.86 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.78 |
| 28042 - Carnival Equipment Repairer | 11.23 |
| 28043 - Carnival Equipment Worker | 9.13 |
| 28210 - Gate Attendant/Gate Tender | 14.96 |
| 28310 - Lifeguard | 13.72 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.99 |
| 28515 - Recreation Specialist | 14.65 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 16.40 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.72 |
| 29020 - Hatch Tender | 20.72 |
| 29030 - Line Handler | 20.72 |
| 29041 - Stevedore I | 19.87 |
| 29042 - Stevedore II | 21.65 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.02 |
| 30022 - Archeological Technician II | 20.21 |
| 30023 - Archeological Technician III | 25.58 |
| 30030 - Cartographic Technician | 25.58 |
| 30040 - Civil Engineering Technician | 23.43 |

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|---|---------------|
| 30061 - Drafter/CAD Operator I | 18.45 |
| 30062 - Drafter/CAD Operator II | 20.64 |
| 30063 - Drafter/CAD Operator III | 23.02 |
| 30064 - Drafter/CAD Operator IV | 28.32 |
| 30081 - Engineering Technician I | 16.21 |
| 30082 - Engineering Technician II | 18.21 |
| 30083 - Engineering Technician III | 20.37 |
| 30084 - Engineering Technician IV | 25.22 |
| 30085 - Engineering Technician V | 29.98 |
| 30086 - Engineering Technician VI | 37.34 |
| 30090 - Environmental Technician | 25.58 |
| 30210 - Laboratory Technician | 23.02 |
| 30240 - Mathematical Technician | 25.58 |
| 30361 - Paralegal/Legal Assistant I | 18.85 |
| 30362 - Paralegal/Legal Assistant II | 23.34 |
| 30363 - Paralegal/Legal Assistant III | 28.56 |
| 30364 - Paralegal/Legal Assistant IV | 34.55 |
| 30390 - Photo-Optics Technician | 25.58 |
| 30461 - Technical Writer I | 25.58 |
| 30462 - Technical Writer II | 31.29 |
| 30463 - Technical Writer III | 37.85 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 23.02 |
| 30621 - Weather Observer, Senior | (see 2) 25.58 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.37 |
| 31030 - Bus Driver | 15.11 |
| 31043 - Driver Courier | 12.63 |
| 31260 - Parking and Lot Attendant | 11.71 |
| 31290 - Shuttle Bus Driver | 13.15 |
| 31310 - Taxi Driver | 11.51 |
| 31361 - Truckdriver, Light | 13.15 |
| 31362 - Truckdriver, Medium | 16.11 |
| 31363 - Truckdriver, Heavy | 18.58 |
| 31364 - Truckdriver, Tractor-Trailer | 18.58 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.55 |
| 99050 - Desk Clerk | 8.78 |
| 99095 - Embalmer | 25.36 |
| 99251 - Laboratory Animal Caretaker I | 11.29 |
| 99252 - Laboratory Animal Caretaker II | 12.10 |
| 99310 - Mortician | 25.36 |
| 99410 - Pest Controller | 18.41 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 18.71 |
| 99711 - Recycling Specialist | 20.77 |
| 99730 - Refuse Collector | 17.08 |
| 99810 - Sales Clerk | 11.12 |
| 99820 - School Crossing Guard | 14.52 |
| 99830 - Survey Party Chief | 22.62 |
| 99831 - Surveying Aide | 13.23 |
| 99832 - Surveying Technician | 17.27 |
| 99840 - Vending Machine Attendant | 19.77 |
| 99841 - Vending Machine Repairer | 21.62 |
| 99842 - Vending Machine Repairer Helper | 19.77 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2295
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Mississippi

Area: Mississippi Counties of Alcorn, Bolivar, Calhoun, Carroll, Chickasaw, Choctaw, Clay, Coahoma, Grenada, Itawamba, Lafayette, Lee, Leflore, Lowndes, Monroe, Montgomery, Noxubee, Oktibbeha, Panola, Pontotoc, Prentiss, Quitman, Sunflower, Tate, Tishomingo, Tunica, Union, Washington, Webster, Winston, Yalobusha

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.88 |
| 01012 - Accounting Clerk II | | 13.34 |
| 01013 - Accounting Clerk III | | 14.92 |

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|--|-------|
| 01020 - Administrative Assistant | 15.98 |
| 01040 - Court Reporter | 13.46 |
| 01051 - Data Entry Operator I | 10.88 |
| 01052 - Data Entry Operator II | 11.87 |
| 01060 - Dispatcher, Motor Vehicle | 13.46 |
| 01070 - Document Preparation Clerk | 11.67 |
| 01090 - Duplicating Machine Operator | 11.67 |
| 01111 - General Clerk I | 11.11 |
| 01112 - General Clerk II | 11.80 |
| 01113 - General Clerk III | 13.57 |
| 01120 - Housing Referral Assistant | 14.25 |
| 01141 - Messenger Courier | 9.25 |
| 01191 - Order Clerk I | 11.38 |
| 01192 - Order Clerk II | 13.40 |
| 01261 - Personnel Assistant (Employment) I | 12.70 |
| 01262 - Personnel Assistant (Employment) II | 14.20 |
| 01263 - Personnel Assistant (Employment) III | 15.84 |
| 01270 - Production Control Clerk | 17.31 |
| 01280 - Receptionist | 9.85 |
| 01290 - Rental Clerk | 11.72 |
| 01300 - Scheduler, Maintenance | 11.72 |
| 01311 - Secretary I | 11.42 |
| 01312 - Secretary II | 12.77 |
| 01313 - Secretary III | 14.25 |
| 01320 - Service Order Dispatcher | 12.31 |
| 01410 - Supply Technician | 16.25 |
| 01420 - Survey Worker | 11.94 |
| 01531 - Travel Clerk I | 11.08 |
| 01532 - Travel Clerk II | 11.64 |
| 01533 - Travel Clerk III | 12.25 |
| 01611 - Word Processor I | 11.06 |
| 01612 - Word Processor II | 12.42 |
| 01613 - Word Processor III | 13.89 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 16.38 |
| 05010 - Automotive Electrician | 15.70 |
| 05040 - Automotive Glass Installer | 15.02 |
| 05070 - Automotive Worker | 15.02 |
| 05110 - Mobile Equipment Servicer | 13.61 |
| 05130 - Motor Equipment Metal Mechanic | 16.38 |
| 05160 - Motor Equipment Metal Worker | 15.02 |
| 05190 - Motor Vehicle Mechanic | 16.38 |
| 05220 - Motor Vehicle Mechanic Helper | 12.88 |
| 05250 - Motor Vehicle Upholstery Worker | 14.27 |
| 05280 - Motor Vehicle Wrecker | 15.02 |
| 05310 - Painter, Automotive | 15.70 |
| 05340 - Radiator Repair Specialist | 15.02 |
| 05370 - Tire Repairer | 12.52 |
| 05400 - Transmission Repair Specialist | 16.38 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.37 |
| 07041 - Cook I | 9.35 |
| 07042 - Cook II | 10.37 |
| 07070 - Dishwasher | 7.40 |
| 07130 - Food Service Worker | 7.41 |
| 07210 - Meat Cutter | 12.36 |
| 07260 - Waiter/Waitress | 7.91 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.95 |
| 09040 - Furniture Handler | 10.91 |
| 09080 - Furniture Refinisher | 14.95 |
| 09090 - Furniture Refinisher Helper | 12.27 |
| 09110 - Furniture Repairer, Minor | 13.59 |

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|--|-------|
| 09130 - Upholsterer | 14.95 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.73 |
| 11060 - Elevator Operator | 9.73 |
| 11090 - Gardener | 13.26 |
| 11122 - Housekeeping Aide | 8.99 |
| 11150 - Janitor | 8.92 |
| 11210 - Laborer, Grounds Maintenance | 9.93 |
| 11240 - Maid or Houseman | 7.81 |
| 11260 - Pruner | 10.99 |
| 11270 - Tractor Operator | 12.10 |
| 11330 - Trail Maintenance Worker | 9.93 |
| 11360 - Window Cleaner | 10.49 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.01 |
| 12011 - Breath Alcohol Technician | 14.01 |
| 12012 - Certified Occupational Therapist Assistant | 20.25 |
| 12015 - Certified Physical Therapist Assistant | 21.31 |
| 12020 - Dental Assistant | 11.59 |
| 12025 - Dental Hygienist | 22.74 |
| 12030 - EKG Technician | 20.31 |
| 12035 - Electroneurodiagnostic Technologist | 20.31 |
| 12040 - Emergency Medical Technician | 14.14 |
| 12071 - Licensed Practical Nurse I | 13.61 |
| 12072 - Licensed Practical Nurse II | 15.57 |
| 12073 - Licensed Practical Nurse III | 16.98 |
| 12100 - Medical Assistant | 11.94 |
| 12130 - Medical Laboratory Technician | 15.02 |
| 12160 - Medical Record Clerk | 11.04 |
| 12190 - Medical Record Technician | 14.22 |
| 12195 - Medical Transcriptionist | 13.05 |
| 12210 - Nuclear Medicine Technologist | 30.67 |
| 12221 - Nursing Assistant I | 8.93 |
| 12222 - Nursing Assistant II | 10.04 |
| 12223 - Nursing Assistant III | 10.96 |
| 12224 - Nursing Assistant IV | 12.29 |
| 12235 - Optical Dispenser | 13.42 |
| 12236 - Optical Technician | 13.07 |
| 12250 - Pharmacy Technician | 14.07 |
| 12280 - Phlebotomist | 13.20 |
| 12305 - Radiologic Technologist | 21.16 |
| 12311 - Registered Nurse I | 22.46 |
| 12312 - Registered Nurse II | 27.47 |
| 12313 - Registered Nurse II, Specialist | 27.47 |
| 12314 - Registered Nurse III | 33.23 |
| 12315 - Registered Nurse III, Anesthetist | 33.23 |
| 12316 - Registered Nurse IV | 39.83 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.87 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 14.32 |
| 13012 - Exhibits Specialist II | 17.67 |
| 13013 - Exhibits Specialist III | 21.61 |
| 13041 - Illustrator I | 14.27 |
| 13042 - Illustrator II | 17.67 |
| 13043 - Illustrator III | 21.61 |
| 13047 - Librarian | 19.56 |
| 13050 - Library Aide/Clerk | 10.26 |
| 13054 - Library Information Technology Systems Administrator | 17.67 |
| 13058 - Library Technician | 12.66 |
| 13061 - Media Specialist I | 12.75 |
| 13062 - Media Specialist II | 14.32 |
| 13063 - Media Specialist III | 15.90 |

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| 13071 - Photographer I | 14.22 |
| 13072 - Photographer II | 14.70 |
| 13073 - Photographer III | 18.21 |
| 13074 - Photographer IV | 24.10 |
| 13075 - Photographer V | 29.16 |
| 13110 - Video Teleconference Technician | 15.85 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.69 |
| 14042 - Computer Operator II | 15.31 |
| 14043 - Computer Operator III | 17.08 |
| 14044 - Computer Operator IV | 18.98 |
| 14045 - Computer Operator V | 21.01 |
| 14071 - Computer Programmer I | (see 1) 17.07 |
| 14072 - Computer Programmer II | (see 1) 21.16 |
| 14073 - Computer Programmer III | (see 1) 25.88 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 24.51 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.69 |
| 14160 - Personal Computer Support Technician | 18.98 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 24.51 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 29.66 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.55 |
| 15050 - Computer Based Training Specialist / Instructor | 24.51 |
| 15060 - Educational Technologist | 26.41 |
| 15070 - Flight Instructor (Pilot) | 35.55 |
| 15080 - Graphic Artist | 18.44 |
| 15090 - Technical Instructor | 15.38 |
| 15095 - Technical Instructor/Course Developer | 18.81 |
| 15110 - Test Proctor | 12.39 |
| 15120 - Tutor | 12.39 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 7.93 |
| 16030 - Counter Attendant | 7.93 |
| 16040 - Dry Cleaner | 9.13 |
| 16070 - Finisher, Flatwork, Machine | 7.93 |
| 16090 - Presser, Hand | 7.93 |
| 16110 - Presser, Machine, Drycleaning | 7.93 |
| 16130 - Presser, Machine, Shirts | 7.93 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 7.93 |
| 16190 - Sewing Machine Operator | 9.55 |
| 16220 - Tailor | 9.98 |
| 16250 - Washer, Machine | 8.31 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.90 |
| 19040 - Tool And Die Maker | 18.86 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.08 |
| 21030 - Material Coordinator | 17.31 |
| 21040 - Material Expediter | 17.31 |
| 21050 - Material Handling Laborer | 11.13 |
| 21071 - Order Filler | 10.54 |
| 21080 - Production Line Worker (Food Processing) | 12.27 |
| 21110 - Shipping Packer | 13.06 |
| 21130 - Shipping/Receiving Clerk | 13.06 |
| 21140 - Store Worker I | 11.12 |
| 21150 - Stock Clerk | 13.88 |
| 21210 - Tools And Parts Attendant | 13.07 |
| 21410 - Warehouse Specialist | 13.07 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.01 |

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| 23021 - Aircraft Mechanic I | 21.08 |
| 23022 - Aircraft Mechanic II | 22.01 |
| 23023 - Aircraft Mechanic III | 22.94 |
| 23040 - Aircraft Mechanic Helper | 16.58 |
| 23050 - Aircraft, Painter | 19.91 |
| 23060 - Aircraft Servicer | 18.37 |
| 23080 - Aircraft Worker | 19.32 |
| 23110 - Appliance Mechanic | 14.95 |
| 23120 - Bicycle Repairer | 12.52 |
| 23125 - Cable Splicer | 19.84 |
| 23130 - Carpenter, Maintenance | 14.95 |
| 23140 - Carpet Layer | 14.30 |
| 23160 - Electrician, Maintenance | 18.12 |
| 23181 - Electronics Technician Maintenance I | 18.05 |
| 23182 - Electronics Technician Maintenance II | 18.98 |
| 23183 - Electronics Technician Maintenance III | 19.86 |
| 23260 - Fabric Worker | 14.14 |
| 23290 - Fire Alarm System Mechanic | 15.60 |
| 23310 - Fire Extinguisher Repairer | 13.54 |
| 23311 - Fuel Distribution System Mechanic | 19.57 |
| 23312 - Fuel Distribution System Operator | 15.88 |
| 23370 - General Maintenance Worker | 15.02 |
| 23380 - Ground Support Equipment Mechanic | 21.08 |
| 23381 - Ground Support Equipment Servicer | 18.37 |
| 23382 - Ground Support Equipment Worker | 19.32 |
| 23391 - Gunsmith I | 13.54 |
| 23392 - Gunsmith II | 15.16 |
| 23393 - Gunsmith III | 16.68 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 15.60 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 16.29 |
| 23430 - Heavy Equipment Mechanic | 17.06 |
| 23440 - Heavy Equipment Operator | 15.28 |
| 23460 - Instrument Mechanic | 18.03 |
| 23465 - Laboratory/Shelter Mechanic | 15.94 |
| 23470 - Laborer | 10.00 |
| 23510 - Locksmith | 14.95 |
| 23530 - Machinery Maintenance Mechanic | 17.65 |
| 23550 - Machinist, Maintenance | 15.62 |
| 23580 - Maintenance Trades Helper | 12.31 |
| 23591 - Metrology Technician I | 18.03 |
| 23592 - Metrology Technician II | 18.83 |
| 23593 - Metrology Technician III | 19.62 |
| 23640 - Millwright | 19.58 |
| 23710 - Office Appliance Repairer | 14.95 |
| 23760 - Painter, Maintenance | 14.95 |
| 23790 - Pipefitter, Maintenance | 15.60 |
| 23810 - Plumber, Maintenance | 14.95 |
| 23820 - Pneudraulic Systems Mechanic | 16.68 |
| 23850 - Rigger | 18.15 |
| 23870 - Scale Mechanic | 15.16 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.60 |
| 23910 - Small Engine Mechanic | 14.30 |
| 23931 - Telecommunications Mechanic I | 23.63 |
| 23932 - Telecommunications Mechanic II | 25.93 |
| 23950 - Telephone Lineman | 19.99 |
| 23960 - welder, Combination, Maintenance | 15.60 |
| 23965 - well Driller | 17.16 |
| 23970 - Woodcraft Worker | 17.16 |
| 23980 - Woodworker | 12.96 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.15 |

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| 24580 - Child Care Center Clerk | 12.91 |
| 24610 - Chore Aide | 8.45 |
| 24620 - Family Readiness And Support Services Coordinator | 11.66 |
| 24630 - Homemaker | 14.95 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.87 |
| 25040 - Sewage Plant Operator | 14.97 |
| 25070 - Stationary Engineer | 17.95 |
| 25190 - Ventilation Equipment Tender | 13.67 |
| 25210 - Water Treatment Plant Operator | 14.97 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 11.59 |
| 27007 - Baggage Inspector | 8.80 |
| 27008 - Corrections Officer | 13.92 |
| 27010 - Court Security Officer | 14.37 |
| 27030 - Detection Dog Handler | 13.10 |
| 27040 - Detention Officer | 13.92 |
| 27070 - Firefighter | 13.62 |
| 27101 - Guard I | 8.80 |
| 27102 - Guard II | 13.10 |
| 27131 - Police Officer I | 16.01 |
| 27132 - Police Officer II | 17.80 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.07 |
| 28042 - Carnival Equipment Repairer | 14.87 |
| 28043 - Carnival Equipment Worker | 10.84 |
| 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 | 16.61 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 18.77 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.96 |
| 29020 - Hatch Tender | 15.89 |
| 29030 - Line Handler | 15.89 |
| 29041 - Stevedore I | 15.25 |
| 29042 - Stevedore II | 16.79 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.48 |
| 30022 - Archeological Technician II | 16.19 |
| 30023 - Archeological Technician III | 20.06 |
| 30030 - Cartographic Technician | 20.06 |
| 30040 - Civil Engineering Technician | 16.17 |
| 30061 - Drafter/CAD Operator I | 14.48 |
| 30062 - Drafter/CAD Operator II | 16.19 |
| 30063 - Drafter/CAD Operator III | 18.06 |
| 30064 - Drafter/CAD Operator IV | 22.22 |
| 30081 - Engineering Technician I | 12.53 |
| 30082 - Engineering Technician II | 14.06 |
| 30083 - Engineering Technician III | 15.73 |
| 30084 - Engineering Technician IV | 19.49 |
| 30085 - Engineering Technician V | 23.84 |
| 30086 - Engineering Technician VI | 28.84 |
| 30090 - Environmental Technician | 20.06 |
| 30210 - Laboratory Technician | 20.69 |
| 30240 - Mathematical Technician | 20.06 |
| 30361 - Paralegal/Legal Assistant I | 14.85 |

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|---|---------------|
| 30362 - Paralegal/Legal Assistant II | 18.40 |
| 30363 - Paralegal/Legal Assistant III | 22.51 |
| 30364 - Paralegal/Legal Assistant IV | 27.23 |
| 30390 - Photo-Optics Technician | 20.06 |
| 30461 - Technical Writer I | 20.06 |
| 30462 - Technical Writer II | 24.54 |
| 30463 - Technical Writer III | 29.43 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 18.06 |
| 30621 - Weather Observer, Senior | (see 2) 20.06 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.38 |
| 31030 - Bus Driver | 11.95 |
| 31043 - Driver Courier | 13.33 |
| 31260 - Parking and Lot Attendant | 8.95 |
| 31290 - Shuttle Bus Driver | 14.17 |
| 31310 - Taxi Driver | 9.51 |
| 31361 - Truckdriver, Light | 14.17 |
| 31362 - Truckdriver, Medium | 15.00 |
| 31363 - Truckdriver, Heavy | 16.66 |
| 31364 - Truckdriver, Tractor-Trailer | 16.66 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.86 |
| 99050 - Desk Clerk | 9.00 |
| 99095 - Embalmer | 20.02 |
| 99251 - Laboratory Animal Caretaker I | 8.84 |
| 99252 - Laboratory Animal Caretaker II | 9.36 |
| 99310 - Mortician | 20.02 |
| 99410 - Pest Controller | 14.22 |
| 99510 - Photofinishing Worker | 15.84 |
| 99710 - Recycling Laborer | 11.87 |
| 99711 - Recycling Specialist | 13.49 |
| 99730 - Refuse Collector | 11.02 |
| 99810 - Sales Clerk | 10.87 |
| 99820 - School Crossing Guard | 9.48 |
| 99830 - Survey Party Chief | 17.92 |
| 99831 - Surveying Aide | 12.06 |
| 99832 - Surveying Technician | 16.53 |
| 99840 - Vending Machine Attendant | 12.10 |
| 99841 - Vending Machine Repairer | 14.67 |
| 99842 - Vending Machine Repairer Helper | 12.10 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
DirectorDivision of
Wage DeterminationsWage Determination No.: 2005-2296
Revision No.: 18
Date of Last Revision: 07/25/2014

State: Mississippi

Area: Mississippi Counties of Alcorn, Bolivar, Calhoun, Carroll, Chickasaw, Choctaw, Clay, Coahoma, Grenada, Itawamba, Lafayette, Lee, Leflore, Lowndes, Monroe, Montgomery, Noxubee, Oktibbeha, Panola, Pontotoc, Prentiss, Quitman, Sunflower, Tate, Tishomingo, Tunica, Union, Washington, Webster, Winston, Yalobusha

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.88 |
| 01012 - Accounting Clerk II | | 13.34 |
| 01013 - Accounting Clerk III | | 14.92 |
| 01020 - Administrative Assistant | | 15.98 |
| 01040 - Court Reporter | | 13.46 |
| 01051 - Data Entry Operator I | | 10.88 |
| 01052 - Data Entry Operator II | | 11.87 |
| 01060 - Dispatcher, Motor Vehicle | | 13.46 |
| 01070 - Document Preparation Clerk | | 11.67 |
| 01090 - Duplicating Machine Operator | | 11.67 |
| 01111 - General Clerk I | | 11.11 |
| 01112 - General Clerk II | | 11.80 |
| 01113 - General Clerk III | | 13.57 |
| 01120 - Housing Referral Assistant | | 14.25 |
| 01141 - Messenger Courier | | 9.25 |
| 01191 - Order Clerk I | | 11.38 |
| 01192 - Order Clerk II | | 13.40 |
| 01261 - Personnel Assistant (Employment) I | | 12.70 |
| 01262 - Personnel Assistant (Employment) II | | 14.20 |
| 01263 - Personnel Assistant (Employment) III | | 15.84 |
| 01270 - Production Control Clerk | | 17.31 |
| 01280 - Receptionist | | 9.85 |
| 01290 - Rental Clerk | | 11.72 |
| 01300 - Scheduler, Maintenance | | 11.72 |
| 01311 - Secretary I | | 11.42 |
| 01312 - Secretary II | | 12.77 |
| 01313 - Secretary III | | 14.25 |
| 01320 - Service Order Dispatcher | | 12.31 |
| 01410 - Supply Technician | | 16.25 |
| 01420 - Survey Worker | | 11.94 |
| 01531 - Travel Clerk I | | 11.08 |
| 01532 - Travel Clerk II | | 11.64 |
| 01533 - Travel Clerk III | | 12.25 |
| 01611 - Word Processor I | | 11.06 |
| 01612 - Word Processor II | | 12.42 |
| 01613 - Word Processor III | | 13.89 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 16.38 |
| 05010 - Automotive Electrician | | 15.70 |
| 05040 - Automotive Glass Installer | | 15.02 |
| 05070 - Automotive Worker | | 15.02 |
| 05110 - Mobile Equipment Servicer | | 13.61 |

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|--|-------|
| 05130 - Motor Equipment Metal Mechanic | 16.38 |
| 05160 - Motor Equipment Metal Worker | 15.02 |
| 05190 - Motor Vehicle Mechanic | 16.38 |
| 05220 - Motor Vehicle Mechanic Helper | 12.88 |
| 05250 - Motor Vehicle Upholstery Worker | 14.27 |
| 05280 - Motor Vehicle Wrecker | 15.02 |
| 05310 - Painter, Automotive | 15.70 |
| 05340 - Radiator Repair Specialist | 15.02 |
| 05370 - Tire Repairer | 12.52 |
| 05400 - Transmission Repair Specialist | 16.38 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.37 |
| 07041 - Cook I | 9.35 |
| 07042 - Cook II | 10.37 |
| 07070 - Dishwasher | 7.40 |
| 07130 - Food Service Worker | 7.41 |
| 07210 - Meat Cutter | 12.36 |
| 07260 - Waiter/Waitress | 7.91 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.95 |
| 09040 - Furniture Handler | 10.91 |
| 09080 - Furniture Refinisher | 14.95 |
| 09090 - Furniture Refinisher Helper | 12.27 |
| 09110 - Furniture Repairer, Minor | 13.59 |
| 09130 - Upholsterer | 14.95 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.73 |
| 11060 - Elevator Operator | 9.73 |
| 11090 - Gardener | 13.26 |
| 11122 - Housekeeping Aide | 8.99 |
| 11150 - Janitor | 8.92 |
| 11210 - Laborer, Grounds Maintenance | 9.93 |
| 11240 - Maid or Houseman | 7.81 |
| 11260 - Pruner | 10.99 |
| 11270 - Tractor Operator | 12.10 |
| 11330 - Trail Maintenance Worker | 9.93 |
| 11360 - Window Cleaner | 10.49 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.01 |
| 12011 - Breath Alcohol Technician | 14.01 |
| 12012 - Certified Occupational Therapist Assistant | 20.25 |
| 12015 - Certified Physical Therapist Assistant | 21.31 |
| 12020 - Dental Assistant | 11.59 |
| 12025 - Dental Hygienist | 22.74 |
| 12030 - EKG Technician | 20.31 |
| 12035 - Electroneurodiagnostic Technologist | 20.31 |
| 12040 - Emergency Medical Technician | 14.14 |
| 12071 - Licensed Practical Nurse I | 13.61 |
| 12072 - Licensed Practical Nurse II | 15.57 |
| 12073 - Licensed Practical Nurse III | 16.98 |
| 12100 - Medical Assistant | 11.94 |
| 12130 - Medical Laboratory Technician | 15.02 |
| 12160 - Medical Record Clerk | 11.04 |
| 12190 - Medical Record Technician | 14.22 |
| 12195 - Medical Transcriptionist | 13.05 |
| 12210 - Nuclear Medicine Technologist | 30.67 |
| 12221 - Nursing Assistant I | 8.93 |
| 12222 - Nursing Assistant II | 10.04 |
| 12223 - Nursing Assistant III | 10.96 |
| 12224 - Nursing Assistant IV | 12.29 |
| 12235 - Optical Dispenser | 13.42 |
| 12236 - Optical Technician | 13.07 |
| 12250 - Pharmacy Technician | 14.07 |

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|---|---------------|
| 12280 - Phlebotomist | 13.20 |
| 12305 - Radiologic Technologist | 21.16 |
| 12311 - Registered Nurse I | 22.46 |
| 12312 - Registered Nurse II | 27.47 |
| 12313 - Registered Nurse II, Specialist | 27.47 |
| 12314 - Registered Nurse III | 33.23 |
| 12315 - Registered Nurse III, Anesthetist | 33.23 |
| 12316 - Registered Nurse IV | 39.83 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.87 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 14.32 |
| 13012 - Exhibits Specialist II | 17.67 |
| 13013 - Exhibits Specialist III | 21.61 |
| 13041 - Illustrator I | 14.27 |
| 13042 - Illustrator II | 17.67 |
| 13043 - Illustrator III | 21.61 |
| 13047 - Librarian | 19.56 |
| 13050 - Library Aide/Clerk | 10.26 |
| 13054 - Library Information Technology Systems Administrator | 17.67 |
| 13058 - Library Technician | 12.66 |
| 13061 - Media Specialist I | 12.75 |
| 13062 - Media Specialist II | 14.32 |
| 13063 - Media Specialist III | 15.90 |
| 13071 - Photographer I | 14.22 |
| 13072 - Photographer II | 14.70 |
| 13073 - Photographer III | 18.21 |
| 13074 - Photographer IV | 24.10 |
| 13075 - Photographer V | 29.16 |
| 13110 - Video Teleconference Technician | 15.85 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.69 |
| 14042 - Computer Operator II | 15.31 |
| 14043 - Computer Operator III | 17.08 |
| 14044 - Computer Operator IV | 18.98 |
| 14045 - Computer Operator V | 21.01 |
| 14071 - Computer Programmer I | (see 1) 17.07 |
| 14072 - Computer Programmer II | (see 1) 21.16 |
| 14073 - Computer Programmer III | (see 1) 25.88 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 24.51 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.69 |
| 14160 - Personal Computer Support Technician | 18.98 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 24.51 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 29.66 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.55 |
| 15050 - Computer Based Training Specialist / Instructor | 24.51 |
| 15060 - Educational Technologist | 26.41 |
| 15070 - Flight Instructor (Pilot) | 35.55 |
| 15080 - Graphic Artist | 18.44 |
| 15090 - Technical Instructor | 15.38 |
| 15095 - Technical Instructor/Course Developer | 18.81 |
| 15110 - Test Proctor | 12.39 |
| 15120 - Tutor | 12.39 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 7.93 |
| 16030 - Counter Attendant | 7.93 |
| 16040 - Dry Cleaner | 9.13 |
| 16070 - Finisher, Flatwork, Machine | 7.93 |
| 16090 - Presser, Hand | 7.93 |

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| 16110 - Presser, Machine, Drycleaning | 7.93 |
| 16130 - Presser, Machine, Shirts | 7.93 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 7.93 |
| 16190 - Sewing Machine Operator | 9.55 |
| 16220 - Tailor | 9.98 |
| 16250 - Washer, Machine | 8.31 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.90 |
| 19040 - Tool And Die Maker | 18.86 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.08 |
| 21030 - Material Coordinator | 17.31 |
| 21040 - Material Expediter | 17.31 |
| 21050 - Material Handling Laborer | 11.13 |
| 21071 - Order Filler | 10.54 |
| 21080 - Production Line Worker (Food Processing) | 12.27 |
| 21110 - Shipping Packer | 13.06 |
| 21130 - Shipping/Receiving Clerk | 13.06 |
| 21140 - Store Worker I | 11.12 |
| 21150 - Stock Clerk | 13.88 |
| 21210 - Tools And Parts Attendant | 13.07 |
| 21410 - Warehouse Specialist | 13.07 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.01 |
| 23021 - Aircraft Mechanic I | 21.08 |
| 23022 - Aircraft Mechanic II | 22.01 |
| 23023 - Aircraft Mechanic III | 22.94 |
| 23040 - Aircraft Mechanic Helper | 16.58 |
| 23050 - Aircraft, Painter | 19.91 |
| 23060 - Aircraft Servicer | 18.37 |
| 23080 - Aircraft Worker | 19.32 |
| 23110 - Appliance Mechanic | 14.95 |
| 23120 - Bicycle Repairer | 12.52 |
| 23125 - Cable Splicer | 19.84 |
| 23130 - Carpenter, Maintenance | 14.95 |
| 23140 - Carpet Layer | 14.30 |
| 23160 - Electrician, Maintenance | 18.12 |
| 23181 - Electronics Technician Maintenance I | 18.05 |
| 23182 - Electronics Technician Maintenance II | 18.98 |
| 23183 - Electronics Technician Maintenance III | 19.86 |
| 23260 - Fabric Worker | 14.14 |
| 23290 - Fire Alarm System Mechanic | 15.60 |
| 23310 - Fire Extinguisher Repairer | 13.54 |
| 23311 - Fuel Distribution System Mechanic | 19.57 |
| 23312 - Fuel Distribution System Operator | 15.88 |
| 23370 - General Maintenance Worker | 15.02 |
| 23380 - Ground Support Equipment Mechanic | 21.08 |
| 23381 - Ground Support Equipment Servicer | 18.37 |
| 23382 - Ground Support Equipment Worker | 19.32 |
| 23391 - Gunsmith I | 13.54 |
| 23392 - Gunsmith II | 15.16 |
| 23393 - Gunsmith III | 16.68 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 15.60 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 16.29 |
| 23430 - Heavy Equipment Mechanic | 17.06 |
| 23440 - Heavy Equipment Operator | 15.28 |
| 23460 - Instrument Mechanic | 18.03 |
| 23465 - Laboratory/Shelter Mechanic | 15.94 |
| 23470 - Laborer | 10.00 |
| 23510 - Locksmith | 14.95 |
| 23530 - Machinery Maintenance Mechanic | 17.65 |

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| 23550 - Machinist, Maintenance | 15.62 |
| 23580 - Maintenance Trades Helper | 12.31 |
| 23591 - Metrology Technician I | 18.03 |
| 23592 - Metrology Technician II | 18.83 |
| 23593 - Metrology Technician III | 19.62 |
| 23640 - Millwright | 19.58 |
| 23710 - Office Appliance Repairer | 14.95 |
| 23760 - Painter, Maintenance | 14.95 |
| 23790 - Pipefitter, Maintenance | 15.60 |
| 23810 - Plumber, Maintenance | 14.95 |
| 23820 - Pneudraulic Systems Mechanic | 16.68 |
| 23850 - Rigger | 18.15 |
| 23870 - Scale Mechanic | 15.16 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.60 |
| 23910 - Small Engine Mechanic | 14.30 |
| 23931 - Telecommunications Mechanic I | 23.63 |
| 23932 - Telecommunications Mechanic II | 25.93 |
| 23950 - Telephone Lineman | 19.99 |
| 23960 - Welder, Combination, Maintenance | 15.60 |
| 23965 - Well Driller | 17.16 |
| 23970 - Woodcraft Worker | 17.16 |
| 23980 - Woodworker | 12.96 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.15 |
| 24580 - Child Care Center Clerk | 12.91 |
| 24610 - Chore Aide | 8.45 |
| 24620 - Family Readiness And Support Services Coordinator | 11.66 |
| 24630 - Homemaker | 14.95 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.87 |
| 25040 - Sewage Plant Operator | 14.97 |
| 25070 - Stationary Engineer | 17.95 |
| 25190 - Ventilation Equipment Tender | 13.67 |
| 25210 - Water Treatment Plant Operator | 14.97 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 11.59 |
| 27007 - Baggage Inspector | 8.80 |
| 27008 - Corrections Officer | 13.92 |
| 27010 - Court Security Officer | 14.37 |
| 27030 - Detection Dog Handler | 13.10 |
| 27040 - Detention Officer | 13.92 |
| 27070 - Firefighter | 13.62 |
| 27101 - Guard I | 8.80 |
| 27102 - Guard II | 13.10 |
| 27131 - Police Officer I | 16.01 |
| 27132 - Police Officer II | 17.80 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.07 |
| 28042 - Carnival Equipment Repairer | 14.87 |
| 28043 - Carnival Equipment Worker | 10.84 |
| 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 | 16.61 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 18.77 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.96 |
| 29020 - Hatch Tender | 15.89 |
| 29030 - Line Handler | 15.89 |
| 29041 - Stevedore I | 15.25 |

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| 29042 - Stevedore II | 16.79 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.48 |
| 30022 - Archeological Technician II | 16.19 |
| 30023 - Archeological Technician III | 20.06 |
| 30030 - Cartographic Technician | 20.06 |
| 30040 - Civil Engineering Technician | 16.17 |
| 30061 - Drafter/CAD Operator I | 14.48 |
| 30062 - Drafter/CAD Operator II | 16.19 |
| 30063 - Drafter/CAD Operator III | 18.06 |
| 30064 - Drafter/CAD Operator IV | 22.22 |
| 30081 - Engineering Technician I | 12.53 |
| 30082 - Engineering Technician II | 14.06 |
| 30083 - Engineering Technician III | 15.73 |
| 30084 - Engineering Technician IV | 19.49 |
| 30085 - Engineering Technician V | 23.84 |
| 30086 - Engineering Technician VI | 28.84 |
| 30090 - Environmental Technician | 20.06 |
| 30210 - Laboratory Technician | 20.69 |
| 30240 - Mathematical Technician | 20.06 |
| 30361 - Paralegal/Legal Assistant I | 14.85 |
| 30362 - Paralegal/Legal Assistant II | 18.40 |
| 30363 - Paralegal/Legal Assistant III | 22.51 |
| 30364 - Paralegal/Legal Assistant IV | 27.23 |
| 30390 - Photo-Optics Technician | 20.06 |
| 30461 - Technical Writer I | 20.06 |
| 30462 - Technical Writer II | 24.54 |
| 30463 - Technical Writer III | 29.43 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 18.06 |
| 30621 - Weather Observer, Senior (see 2) | 20.06 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.38 |
| 31030 - Bus Driver | 11.95 |
| 31043 - Driver Courier | 13.33 |
| 31260 - Parking and Lot Attendant | 8.95 |
| 31290 - Shuttle Bus Driver | 14.17 |
| 31310 - Taxi Driver | 9.51 |
| 31361 - Truckdriver, Light | 14.17 |
| 31362 - Truckdriver, Medium | 15.00 |
| 31363 - Truckdriver, Heavy | 16.66 |
| 31364 - Truckdriver, Tractor-Trailer | 16.66 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.86 |
| 99050 - Desk Clerk | 9.00 |
| 99095 - Embalmer | 20.02 |
| 99251 - Laboratory Animal Caretaker I | 8.84 |
| 99252 - Laboratory Animal Caretaker II | 9.36 |
| 99310 - Mortician | 20.02 |
| 99410 - Pest Controller | 14.22 |
| 99510 - Photofinishing Worker | 15.84 |
| 99710 - Recycling Laborer | 11.87 |
| 99711 - Recycling Specialist | 13.49 |
| 99730 - Refuse Collector | 11.02 |
| 99810 - Sales Clerk | 10.87 |

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| 99820 - School Crossing Guard | 9.48 |
| 99830 - Survey Party Chief | 17.92 |
| 99831 - Surveying Aide | 12.06 |
| 99832 - Surveying Technician | 16.53 |
| 99840 - Vending Machine Attendant | 12.10 |
| 99841 - Vending Machine Repairer | 14.67 |
| 99842 - Vending Machine Repairer Helper | 12.10 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2297
Revision No.: 14
Date of Last Revision: 07/25/2014

State: Mississippi

Area: Mississippi Counties of Adams, Amite, Attala, Claiborne, Copiah, Covington, Franklin, Hinds, Holmes, Humphreys, Issaquena, Jefferson, Jefferson Davis, Lamar, Lawrence, Leake, Lincoln, Madison, Marion, Pike, Rankin, Scott, Sharkey, Simpson, Smith, Walthall, Warren, Wilkinson, Yazoo

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.16 |
| 01012 - Accounting Clerk II | | 14.77 |
| 01013 - Accounting Clerk III | | 16.68 |
| 01020 - Administrative Assistant | | 19.90 |
| 01040 - Court Reporter | | 17.17 |
| 01051 - Data Entry Operator I | | 11.23 |
| 01052 - Data Entry Operator II | | 12.26 |
| 01060 - Dispatcher, Motor Vehicle | | 15.93 |
| 01070 - Document Preparation Clerk | | 11.29 |
| 01090 - Duplicating Machine Operator | | 11.29 |
| 01111 - General Clerk I | | 10.84 |
| 01112 - General Clerk II | | 11.83 |
| 01113 - General Clerk III | | 13.28 |
| 01120 - Housing Referral Assistant | | 16.76 |
| 01141 - Messenger Courier | | 9.35 |
| 01191 - Order Clerk I | | 11.73 |

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| 01192 - Order Clerk II | 13.84 |
| 01261 - Personnel Assistant (Employment) I | 14.80 |
| 01262 - Personnel Assistant (Employment) II | 16.56 |
| 01263 - Personnel Assistant (Employment) III | 18.47 |
| 01270 - Production Control Clerk | 19.50 |
| 01280 - Receptionist | 10.87 |
| 01290 - Rental Clerk | 12.00 |
| 01300 - Scheduler, Maintenance | 12.82 |
| 01311 - Secretary I | 12.82 |
| 01312 - Secretary II | 14.34 |
| 01313 - Secretary III | 16.76 |
| 01320 - Service Order Dispatcher | 13.96 |
| 01410 - Supply Technician | 19.90 |
| 01420 - Survey Worker | 12.43 |
| 01531 - Travel Clerk I | 11.20 |
| 01532 - Travel Clerk II | 11.80 |
| 01533 - Travel Clerk III | 12.40 |
| 01611 - Word Processor I | 12.29 |
| 01612 - Word Processor II | 13.79 |
| 01613 - Word Processor III | 15.43 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.56 |
| 05010 - Automotive Electrician | 17.13 |
| 05040 - Automotive Glass Installer | 16.21 |
| 05070 - Automotive Worker | 16.21 |
| 05110 - Mobile Equipment Servicer | 14.24 |
| 05130 - Motor Equipment Metal Mechanic | 18.03 |
| 05160 - Motor Equipment Metal Worker | 16.21 |
| 05190 - Motor Vehicle Mechanic | 17.35 |
| 05220 - Motor Vehicle Mechanic Helper | 13.16 |
| 05250 - Motor Vehicle Upholstery Worker | 15.14 |
| 05280 - Motor Vehicle Wrecker | 16.21 |
| 05310 - Painter, Automotive | 17.13 |
| 05340 - Radiator Repair Specialist | 16.21 |
| 05370 - Tire Repairer | 12.92 |
| 05400 - Transmission Repair Specialist | 18.03 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 9.91 |
| 07041 - Cook I | 8.59 |
| 07042 - Cook II | 10.12 |
| 07070 - Dishwasher | 7.53 |
| 07130 - Food Service Worker | 7.77 |
| 07210 - Meat Cutter | 12.48 |
| 07260 - Waiter/Waitress | 7.56 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.01 |
| 09040 - Furniture Handler | 9.68 |
| 09080 - Furniture Refinisher | 16.01 |
| 09090 - Furniture Refinisher Helper | 11.79 |
| 09110 - Furniture Repairer, Minor | 13.92 |
| 09130 - Upholsterer | 16.01 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.12 |
| 11060 - Elevator Operator | 9.12 |
| 11090 - Gardener | 14.95 |
| 11122 - Housekeeping Aide | 9.36 |
| 11150 - Janitor | 9.47 |
| 11210 - Laborer, Grounds Maintenance | 10.19 |
| 11240 - Maid or Houseman | 7.54 |
| 11260 - Pruner | 8.96 |
| 11270 - Tractor Operator | 13.53 |
| 11330 - Trail Maintenance Worker | 10.19 |
| 11360 - Window Cleaner | 10.71 |

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|--|-------|
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 12.04 |
| 12011 - Breath Alcohol Technician | 15.48 |
| 12012 - Certified Occupational Therapist Assistant | 18.83 |
| 12015 - Certified Physical Therapist Assistant | 18.74 |
| 12020 - Dental Assistant | 15.24 |
| 12025 - Dental Hygienist | 30.04 |
| 12030 - EKG Technician | 21.41 |
| 12035 - Electroneurodiagnostic Technologist | 21.41 |
| 12040 - Emergency Medical Technician | 12.04 |
| 12071 - Licensed Practical Nurse I | 15.22 |
| 12072 - Licensed Practical Nurse II | 17.03 |
| 12073 - Licensed Practical Nurse III | 17.27 |
| 12100 - Medical Assistant | 12.52 |
| 12130 - Medical Laboratory Technician | 14.51 |
| 12160 - Medical Record Clerk | 12.68 |
| 12190 - Medical Record Technician | 14.18 |
| 12195 - Medical Transcriptionist | 14.24 |
| 12210 - Nuclear Medicine Technologist | 29.72 |
| 12221 - Nursing Assistant I | 9.42 |
| 12222 - Nursing Assistant II | 10.59 |
| 12223 - Nursing Assistant III | 11.56 |
| 12224 - Nursing Assistant IV | 12.97 |
| 12235 - Optical Dispenser | 15.92 |
| 12236 - Optical Technician | 14.62 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.84 |
| 12305 - Radiologic Technologist | 22.41 |
| 12311 - Registered Nurse I | 23.01 |
| 12312 - Registered Nurse II | 28.15 |
| 12313 - Registered Nurse II, Specialist | 28.15 |
| 12314 - Registered Nurse III | 34.05 |
| 12315 - Registered Nurse III, Anesthetist | 34.05 |
| 12316 - Registered Nurse IV | 40.81 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.18 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 14.52 |
| 13012 - Exhibits Specialist II | 17.99 |
| 13013 - Exhibits Specialist III | 21.74 |
| 13041 - Illustrator I | 14.52 |
| 13042 - Illustrator II | 17.99 |
| 13043 - Illustrator III | 21.74 |
| 13047 - Librarian | 19.92 |
| 13050 - Library Aide/Clerk | 10.39 |
| 13054 - Library Information Technology Systems Administrator | 17.99 |
| 13058 - Library Technician | 12.56 |
| 13061 - Media Specialist I | 12.98 |
| 13062 - Media Specialist II | 14.52 |
| 13063 - Media Specialist III | 16.19 |
| 13071 - Photographer I | 13.18 |
| 13072 - Photographer II | 14.74 |
| 13073 - Photographer III | 18.27 |
| 13074 - Photographer IV | 22.35 |
| 13075 - Photographer V | 27.03 |
| 13110 - Video Teleconference Technician | 15.48 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.58 |
| 14042 - Computer Operator II | 18.55 |
| 14043 - Computer Operator III | 21.14 |
| 14044 - Computer Operator IV | 27.01 |
| 14045 - Computer Operator V | 27.20 |
| 14071 - Computer Programmer I | 20.08 |

(see 1)

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|---|---------|-------|
| 14072 - Computer Programmer II | (see 1) | 24.87 |
| 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 | | 16.58 |
| 14160 - Personal Computer Support Technician | | 27.01 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 28.72 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 34.74 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 41.64 |
| 15050 - Computer Based Training Specialist / Instructor | | 28.72 |
| 15060 - Educational Technologist | | 21.99 |
| 15070 - Flight Instructor (Pilot) | | 41.64 |
| 15080 - Graphic Artist | | 20.31 |
| 15090 - Technical Instructor | | 19.44 |
| 15095 - Technical Instructor/Course Developer | | 23.57 |
| 15110 - Test Proctor | | 15.32 |
| 15120 - Tutor | | 15.32 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 8.05 |
| 16030 - Counter Attendant | | 8.05 |
| 16040 - Dry Cleaner | | 9.40 |
| 16070 - Finisher, Flatwork, Machine | | 8.05 |
| 16090 - Presser, Hand | | 8.05 |
| 16110 - Presser, Machine, Drycleaning | | 8.05 |
| 16130 - Presser, Machine, Shirts | | 8.05 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 8.05 |
| 16190 - Sewing Machine Operator | | 9.86 |
| 16220 - Tailor | | 10.33 |
| 16250 - Washer, Machine | | 8.49 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 20.39 |
| 19040 - Tool And Die Maker | | 24.71 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 12.59 |
| 21030 - Material Coordinator | | 19.50 |
| 21040 - Material Expediter | | 19.50 |
| 21050 - Material Handling Laborer | | 11.88 |
| 21071 - Order Filler | | 11.27 |
| 21080 - Production Line Worker (Food Processing) | | 12.59 |
| 21110 - Shipping Packer | | 13.45 |
| 21130 - Shipping/Receiving Clerk | | 13.45 |
| 21140 - Store Worker I | | 9.50 |
| 21150 - Stock Clerk | | 14.04 |
| 21210 - Tools And Parts Attendant | | 13.37 |
| 21410 - Warehouse Specialist | | 12.59 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 21.06 |
| 23021 - Aircraft Mechanic I | | 19.98 |
| 23022 - Aircraft Mechanic II | | 21.06 |
| 23023 - Aircraft Mechanic III | | 22.06 |
| 23040 - Aircraft Mechanic Helper | | 14.58 |
| 23050 - Aircraft, Painter | | 18.15 |
| 23060 - Aircraft Servicer | | 16.78 |
| 23080 - Aircraft Worker | | 17.98 |
| 23110 - Appliance Mechanic | | 17.58 |
| 23120 - Bicycle Repairer | | 12.32 |
| 23125 - Cable Splicer | | 19.97 |
| 23130 - Carpenter, Maintenance | | 15.33 |
| 23140 - Carpet Layer | | 15.06 |
| 23160 - Electrician, Maintenance | | 22.67 |

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| 23181 - Electronics Technician Maintenance I | 16.91 |
| 23182 - Electronics Technician Maintenance II | 17.78 |
| 23183 - Electronics Technician Maintenance III | 18.75 |
| 23260 - Fabric Worker | 14.26 |
| 23290 - Fire Alarm System Mechanic | 16.14 |
| 23310 - Fire Extinguisher Repairer | 13.18 |
| 23311 - Fuel Distribution System Mechanic | 16.59 |
| 23312 - Fuel Distribution System Operator | 13.99 |
| 23370 - General Maintenance Worker | 14.93 |
| 23380 - Ground Support Equipment Mechanic | 19.98 |
| 23381 - Ground Support Equipment Servicer | 16.78 |
| 23382 - Ground Support Equipment Worker | 17.98 |
| 23391 - Gunsmith I | 13.10 |
| 23392 - Gunsmith II | 15.42 |
| 23393 - Gunsmith III | 17.50 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.93 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.90 |
| 23430 - Heavy Equipment Mechanic | 17.28 |
| 23440 - Heavy Equipment Operator | 16.14 |
| 23460 - Instrument Mechanic | 17.50 |
| 23465 - Laboratory/Shelter Mechanic | 16.40 |
| 23470 - Laborer | 11.28 |
| 23510 - Locksmith | 16.01 |
| 23530 - Machinery Maintenance Mechanic | 21.48 |
| 23550 - Machinist, Maintenance | 18.13 |
| 23580 - Maintenance Trades Helper | 11.84 |
| 23591 - Metrology Technician I | 17.50 |
| 23592 - Metrology Technician II | 18.45 |
| 23593 - Metrology Technician III | 19.32 |
| 23640 - Millwright | 19.53 |
| 23710 - Office Appliance Repairer | 19.75 |
| 23760 - Painter, Maintenance | 15.33 |
| 23790 - Pipefitter, Maintenance | 16.42 |
| 23810 - Plumber, Maintenance | 15.60 |
| 23820 - Pneudraulic Systems Mechanic | 17.50 |
| 23850 - Rigger | 17.50 |
| 23870 - Scale Mechanic | 15.42 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.14 |
| 23910 - Small Engine Mechanic | 15.42 |
| 23931 - Telecommunications Mechanic I | 24.27 |
| 23932 - Telecommunications Mechanic II | 25.47 |
| 23950 - Telephone Lineman | 17.99 |
| 23960 - Welder, Combination, Maintenance | 16.14 |
| 23965 - well Driller | 17.50 |
| 23970 - Woodcraft Worker | 17.08 |
| 23980 - Woodworker | 13.97 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.08 |
| 24580 - Child Care Center Clerk | 11.19 |
| 24610 - Chore Aide | 9.91 |
| 24620 - Family Readiness And Support Services Coordinator | 12.47 |
| 24630 - Homemaker | 12.47 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.47 |
| 25040 - Sewage Plant Operator | 16.05 |
| 25070 - Stationary Engineer | 18.47 |
| 25190 - Ventilation Equipment Tender | 12.58 |
| 25210 - Water Treatment Plant Operator | 16.05 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 12.19 |

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| 27007 - Baggage Inspector | 9.19 |
| 27008 - Corrections Officer | 12.60 |
| 27010 - Court Security Officer | 14.69 |
| 27030 - Detection Dog Handler | 12.03 |
| 27040 - Detention Officer | 12.60 |
| 27070 - Firefighter | 16.94 |
| 27101 - Guard I | 9.19 |
| 27102 - Guard II | 12.03 |
| 27131 - Police Officer I | 16.87 |
| 27132 - Police Officer II | 18.75 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.24 |
| 28042 - Carnival Equipment Repairer | 13.23 |
| 28043 - Carnival Equipment Worker | 9.02 |
| 28210 - Gate Attendant/Gate Tender | 13.81 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 15.45 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.28 |
| 28515 - Recreation Specialist | 15.95 |
| 28630 - Sports Official | 12.31 |
| 28690 - Swimming Pool Operator | 16.49 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 15.33 |
| 29020 - Hatch Tender | 15.33 |
| 29030 - Line Handler | 15.33 |
| 29041 - Stevedore I | 14.17 |
| 29042 - Stevedore II | 16.30 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.09 |
| 30022 - Archeological Technician II | 16.62 |
| 30023 - Archeological Technician III | 22.65 |
| 30030 - Cartographic Technician | 23.21 |
| 30040 - Civil Engineering Technician | 18.16 |
| 30061 - Drafter/CAD Operator I | 16.65 |
| 30062 - Drafter/CAD Operator II | 19.14 |
| 30063 - Drafter/CAD Operator III | 21.92 |
| 30064 - Drafter/CAD Operator IV | 25.70 |
| 30081 - Engineering Technician I | 15.04 |
| 30082 - Engineering Technician II | 16.88 |
| 30083 - Engineering Technician III | 18.88 |
| 30084 - Engineering Technician IV | 23.40 |
| 30085 - Engineering Technician V | 28.82 |
| 30086 - Engineering Technician VI | 34.63 |
| 30090 - Environmental Technician | 23.21 |
| 30210 - Laboratory Technician | 20.89 |
| 30240 - Mathematical Technician | 23.21 |
| 30361 - Paralegal/Legal Assistant I | 18.76 |
| 30362 - Paralegal/Legal Assistant II | 23.25 |
| 30363 - Paralegal/Legal Assistant III | 28.44 |
| 30364 - Paralegal/Legal Assistant IV | 33.85 |
| 30390 - Photo-Optics Technician | 23.21 |
| 30461 - Technical Writer I | 22.85 |
| 30462 - Technical Writer II | 27.94 |
| 30463 - Technical Writer III | 33.80 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 21.92 |

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|---|---------------|
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 23.21 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.44 |
| 31030 - Bus Driver | 12.51 |
| 31043 - Driver Courier | 12.60 |
| 31260 - Parking and Lot Attendant | 8.62 |
| 31290 - Shuttle Bus Driver | 13.84 |
| 31310 - Taxi Driver | 10.24 |
| 31361 - Truckdriver, Light | 13.84 |
| 31362 - Truckdriver, Medium | 15.12 |
| 31363 - Truckdriver, Heavy | 18.54 |
| 31364 - Truckdriver, Tractor-Trailer | 18.54 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.30 |
| 99050 - Desk Clerk | 8.33 |
| 99095 - Embalmer | 22.02 |
| 99251 - Laboratory Animal Caretaker I | 9.70 |
| 99252 - Laboratory Animal Caretaker II | 10.65 |
| 99310 - Mortician | 20.72 |
| 99410 - Pest Controller | 16.93 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 12.69 |
| 99711 - Recycling Specialist | 15.76 |
| 99730 - Refuse Collector | 11.15 |
| 99810 - Sales Clerk | 11.98 |
| 99820 - School Crossing Guard | 9.96 |
| 99830 - Survey Party Chief | 18.14 |
| 99831 - Surveying Aide | 13.20 |
| 99832 - Surveying Technician | 16.49 |
| 99840 - Vending Machine Attendant | 12.31 |
| 99841 - Vending Machine Repairer | 15.11 |
| 99842 - Vending Machine Repairer Helper | 12.31 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do

not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2298
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Mississippi

Area: Mississippi Counties of Adams, Amite, Attala, Claiborne, Copiah, Covington, Franklin, Hinds, Holmes, Humphreys, Issaquena, Jefferson, Jefferson Davis, Lamar, Lawrence, Leake, Lincoln, Madison, Marion, Pike, Rankin, Scott, Sharkey, Simpson, Smith, Walthall, Warren, Wilkinson, Yazoo

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.16 |
| 01012 - Accounting Clerk II | | 14.77 |
| 01013 - Accounting Clerk III | | 16.68 |
| 01020 - Administrative Assistant | | 19.90 |
| 01040 - Court Reporter | | 17.17 |
| 01051 - Data Entry Operator I | | 11.23 |
| 01052 - Data Entry Operator II | | 12.26 |
| 01060 - Dispatcher, Motor Vehicle | | 15.93 |
| 01070 - Document Preparation Clerk | | 11.29 |
| 01090 - Duplicating Machine Operator | | 11.29 |
| 01111 - General Clerk I | | 10.84 |
| 01112 - General Clerk II | | 11.83 |
| 01113 - General Clerk III | | 13.28 |
| 01120 - Housing Referral Assistant | | 16.76 |
| 01141 - Messenger Courier | | 9.35 |
| 01191 - Order Clerk I | | 11.73 |
| 01192 - Order Clerk II | | 13.84 |
| 01261 - Personnel Assistant (Employment) I | | 14.80 |
| 01262 - Personnel Assistant (Employment) II | | 16.56 |
| 01263 - Personnel Assistant (Employment) III | | 18.47 |
| 01270 - Production Control Clerk | | 19.50 |
| 01280 - Receptionist | | 10.87 |
| 01290 - Rental Clerk | | 12.00 |
| 01300 - Scheduler, Maintenance | | 12.82 |
| 01311 - Secretary I | | 12.82 |
| 01312 - Secretary II | | 14.34 |
| 01313 - Secretary III | | 16.76 |
| 01320 - Service Order Dispatcher | | 13.96 |
| 01410 - Supply Technician | | 19.90 |
| 01420 - Survey Worker | | 12.43 |
| 01531 - Travel Clerk I | | 11.20 |
| 01532 - Travel Clerk II | | 11.80 |
| 01533 - Travel Clerk III | | 12.40 |
| 01611 - Word Processor I | | 12.29 |
| 01612 - Word Processor II | | 13.79 |
| 01613 - Word Processor III | | 15.43 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.56 |
| 05010 - Automotive Electrician | | 17.13 |
| 05040 - Automotive Glass Installer | | 16.21 |
| 05070 - Automotive Worker | | 16.21 |
| 05110 - Mobile Equipment Servicer | | 14.24 |
| 05130 - Motor Equipment Metal Mechanic | | 18.03 |
| 05160 - Motor Equipment Metal Worker | | 16.21 |
| 05190 - Motor Vehicle Mechanic | | 17.35 |
| 05220 - Motor Vehicle Mechanic Helper | | 13.16 |
| 05250 - Motor Vehicle Upholstery Worker | | 15.14 |
| 05280 - Motor Vehicle Wrecker | | 16.21 |
| 05310 - Painter, Automotive | | 17.13 |
| 05340 - Radiator Repair Specialist | | 16.21 |
| 05370 - Tire Repairer | | 12.92 |
| 05400 - Transmission Repair Specialist | | 18.03 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 9.91 |
| 07041 - Cook I | | 8.59 |
| 07042 - Cook II | | 10.12 |
| 07070 - Dishwasher | | 7.53 |

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| 07130 - Food Service Worker | 7.77 |
| 07210 - Meat Cutter | 12.48 |
| 07260 - Waiter/Waitress | 7.56 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.01 |
| 09040 - Furniture Handler | 9.68 |
| 09080 - Furniture Refinisher | 16.01 |
| 09090 - Furniture Refinisher Helper | 11.79 |
| 09110 - Furniture Repairer, Minor | 13.92 |
| 09130 - Upholsterer | 16.01 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.12 |
| 11060 - Elevator Operator | 9.12 |
| 11090 - Gardener | 14.95 |
| 11122 - Housekeeping Aide | 9.36 |
| 11150 - Janitor | 9.47 |
| 11210 - Laborer, Grounds Maintenance | 10.19 |
| 11240 - Maid or Houseman | 7.54 |
| 11260 - Pruner | 8.96 |
| 11270 - Tractor Operator | 13.53 |
| 11330 - Trail Maintenance Worker | 10.19 |
| 11360 - Window Cleaner | 10.71 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 12.04 |
| 12011 - Breath Alcohol Technician | 15.48 |
| 12012 - Certified Occupational Therapist Assistant | 18.83 |
| 12015 - Certified Physical Therapist Assistant | 18.74 |
| 12020 - Dental Assistant | 15.24 |
| 12025 - Dental Hygienist | 30.04 |
| 12030 - EKG Technician | 21.41 |
| 12035 - Electroneurodiagnostic Technologist | 21.41 |
| 12040 - Emergency Medical Technician | 12.04 |
| 12071 - Licensed Practical Nurse I | 15.22 |
| 12072 - Licensed Practical Nurse II | 17.03 |
| 12073 - Licensed Practical Nurse III | 17.27 |
| 12100 - Medical Assistant | 12.52 |
| 12130 - Medical Laboratory Technician | 14.51 |
| 12160 - Medical Record Clerk | 12.68 |
| 12190 - Medical Record Technician | 14.18 |
| 12195 - Medical Transcriptionist | 14.24 |
| 12210 - Nuclear Medicine Technologist | 29.72 |
| 12221 - Nursing Assistant I | 9.42 |
| 12222 - Nursing Assistant II | 10.59 |
| 12223 - Nursing Assistant III | 11.56 |
| 12224 - Nursing Assistant IV | 12.97 |
| 12235 - Optical Dispenser | 15.92 |
| 12236 - Optical Technician | 14.62 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.84 |
| 12305 - Radiologic Technologist | 22.41 |
| 12311 - Registered Nurse I | 23.01 |
| 12312 - Registered Nurse II | 28.15 |
| 12313 - Registered Nurse II, Specialist | 28.15 |
| 12314 - Registered Nurse III | 34.05 |
| 12315 - Registered Nurse III, Anesthetist | 34.05 |
| 12316 - Registered Nurse IV | 40.81 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.18 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 14.52 |
| 13012 - Exhibits Specialist II | 17.99 |
| 13013 - Exhibits Specialist III | 21.74 |
| 13041 - Illustrator I | 14.52 |
| 13042 - Illustrator II | 17.99 |

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| 13043 - Illustrator III | 21.74 |
| 13047 - Librarian | 19.92 |
| 13050 - Library Aide/Clerk | 10.39 |
| 13054 - Library Information Technology Systems Administrator | 17.99 |
| 13058 - Library Technician | 12.56 |
| 13061 - Media Specialist I | 12.98 |
| 13062 - Media Specialist II | 14.52 |
| 13063 - Media Specialist III | 16.19 |
| 13071 - Photographer I | 13.18 |
| 13072 - Photographer II | 14.74 |
| 13073 - Photographer III | 18.27 |
| 13074 - Photographer IV | 22.35 |
| 13075 - Photographer V | 27.03 |
| 13110 - Video Teleconference Technician | 15.48 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.58 |
| 14042 - Computer Operator II | 18.55 |
| 14043 - Computer Operator III | 21.14 |
| 14044 - Computer Operator IV | 27.01 |
| 14045 - Computer Operator V | 27.20 |
| 14071 - Computer Programmer I | (see 1) 20.08 |
| 14072 - Computer Programmer II | (see 1) 24.87 |
| 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 | 16.58 |
| 14160 - Personal Computer Support Technician | 27.01 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.72 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.74 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.64 |
| 15050 - Computer Based Training Specialist / Instructor | 28.72 |
| 15060 - Educational Technologist | 21.99 |
| 15070 - Flight Instructor (Pilot) | 41.64 |
| 15080 - Graphic Artist | 20.31 |
| 15090 - Technical Instructor | 19.44 |
| 15095 - Technical Instructor/Course Developer | 23.57 |
| 15110 - Test Proctor | 15.32 |
| 15120 - Tutor | 15.32 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.05 |
| 16030 - Counter Attendant | 8.05 |
| 16040 - Dry Cleaner | 9.40 |
| 16070 - Finisher, Flatwork, Machine | 8.05 |
| 16090 - Presser, Hand | 8.05 |
| 16110 - Presser, Machine, Drycleaning | 8.05 |
| 16130 - Presser, Machine, Shirts | 8.05 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.05 |
| 16190 - Sewing Machine Operator | 9.86 |
| 16220 - Tailor | 10.33 |
| 16250 - Washer, Machine | 8.49 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.39 |
| 19040 - Tool And Die Maker | 24.71 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.59 |
| 21030 - Material Coordinator | 19.50 |
| 21040 - Material Expediter | 19.50 |
| 21050 - Material Handling Laborer | 11.88 |
| 21071 - Order Filler | 11.27 |

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| 21080 - Production Line Worker (Food Processing) | 12.59 |
| 21110 - Shipping Packer | 13.45 |
| 21130 - Shipping/Receiving Clerk | 13.45 |
| 21140 - Store Worker I | 9.50 |
| 21150 - Stock Clerk | 14.04 |
| 21210 - Tools And Parts Attendant | 13.37 |
| 21410 - Warehouse Specialist | 12.59 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.06 |
| 23021 - Aircraft Mechanic I | 19.98 |
| 23022 - Aircraft Mechanic II | 21.06 |
| 23023 - Aircraft Mechanic III | 22.06 |
| 23040 - Aircraft Mechanic Helper | 14.58 |
| 23050 - Aircraft, Painter | 18.15 |
| 23060 - Aircraft Servicer | 16.78 |
| 23080 - Aircraft Worker | 17.98 |
| 23110 - Appliance Mechanic | 17.58 |
| 23120 - Bicycle Repairer | 12.32 |
| 23125 - Cable Splicer | 19.97 |
| 23130 - Carpenter, Maintenance | 15.33 |
| 23140 - Carpet Layer | 15.06 |
| 23160 - Electrician, Maintenance | 22.67 |
| 23181 - Electronics Technician Maintenance I | 16.91 |
| 23182 - Electronics Technician Maintenance II | 17.78 |
| 23183 - Electronics Technician Maintenance III | 18.75 |
| 23260 - Fabric Worker | 14.26 |
| 23290 - Fire Alarm System Mechanic | 16.14 |
| 23310 - Fire Extinguisher Repairer | 13.18 |
| 23311 - Fuel Distribution System Mechanic | 16.59 |
| 23312 - Fuel Distribution System Operator | 13.99 |
| 23370 - General Maintenance Worker | 14.93 |
| 23380 - Ground Support Equipment Mechanic | 19.98 |
| 23381 - Ground Support Equipment Servicer | 16.78 |
| 23382 - Ground Support Equipment Worker | 17.98 |
| 23391 - Gunsmith I | 13.10 |
| 23392 - Gunsmith II | 15.42 |
| 23393 - Gunsmith III | 17.50 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.93 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.90 |
| 23430 - Heavy Equipment Mechanic | 17.28 |
| 23440 - Heavy Equipment Operator | 16.14 |
| 23460 - Instrument Mechanic | 17.50 |
| 23465 - Laboratory/Shelter Mechanic | 16.40 |
| 23470 - Laborer | 11.28 |
| 23510 - Locksmith | 16.01 |
| 23530 - Machinery Maintenance Mechanic | 21.48 |
| 23550 - Machinist, Maintenance | 18.13 |
| 23580 - Maintenance Trades Helper | 11.84 |
| 23591 - Metrology Technician I | 17.50 |
| 23592 - Metrology Technician II | 18.45 |
| 23593 - Metrology Technician III | 19.32 |
| 23640 - Millwright | 19.53 |
| 23710 - Office Appliance Repairer | 19.75 |
| 23760 - Painter, Maintenance | 15.33 |
| 23790 - Pipefitter, Maintenance | 16.42 |
| 23810 - Plumber, Maintenance | 15.60 |
| 23820 - Pneudraulic Systems Mechanic | 17.50 |
| 23850 - Rigger | 17.50 |
| 23870 - Scale Mechanic | 15.42 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.14 |
| 23910 - Small Engine Mechanic | 15.42 |

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| 23931 - Telecommunications Mechanic I | 24.27 |
| 23932 - Telecommunications Mechanic II | 25.47 |
| 23950 - Telephone Lineman | 17.99 |
| 23960 - Welder, Combination, Maintenance | 16.14 |
| 23965 - Well Driller | 17.50 |
| 23970 - Woodcraft Worker | 17.08 |
| 23980 - Woodworker | 13.97 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.08 |
| 24580 - Child Care Center Clerk | 11.19 |
| 24610 - Chore Aide | 9.91 |
| 24620 - Family Readiness And Support Services Coordinator | 12.47 |
| 24630 - Homemaker | 12.47 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.47 |
| 25040 - Sewage Plant Operator | 16.05 |
| 25070 - Stationary Engineer | 18.47 |
| 25190 - Ventilation Equipment Tender | 12.58 |
| 25210 - Water Treatment Plant Operator | 16.05 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 12.19 |
| 27007 - Baggage Inspector | 9.19 |
| 27008 - Corrections Officer | 12.60 |
| 27010 - Court Security Officer | 14.69 |
| 27030 - Detection Dog Handler | 12.03 |
| 27040 - Detention Officer | 12.60 |
| 27070 - Firefighter | 16.94 |
| 27101 - Guard I | 9.19 |
| 27102 - Guard II | 12.03 |
| 27131 - Police Officer I | 16.87 |
| 27132 - Police Officer II | 18.75 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.24 |
| 28042 - Carnival Equipment Repairer | 13.23 |
| 28043 - Carnival Equipment Worker | 9.02 |
| 28210 - Gate Attendant/Gate Tender | 13.81 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 15.45 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.28 |
| 28515 - Recreation Specialist | 15.95 |
| 28630 - Sports Official | 12.31 |
| 28690 - Swimming Pool Operator | 16.49 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 15.33 |
| 29020 - Hatch Tender | 15.33 |
| 29030 - Line Handler | 15.33 |
| 29041 - Stevedore I | 14.17 |
| 29042 - Stevedore II | 16.30 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.09 |
| 30022 - Archeological Technician II | 16.62 |
| 30023 - Archeological Technician III | 22.65 |
| 30030 - Cartographic Technician | 23.21 |
| 30040 - Civil Engineering Technician | 18.16 |
| 30061 - Drafter/CAD Operator I | 16.65 |
| 30062 - Drafter/CAD Operator II | 19.14 |
| 30063 - Drafter/CAD Operator III | 21.92 |
| 30064 - Drafter/CAD Operator IV | 25.70 |
| 30081 - Engineering Technician I | 15.04 |

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|---|---------------|
| 30082 - Engineering Technician II | 16.88 |
| 30083 - Engineering Technician III | 18.88 |
| 30084 - Engineering Technician IV | 23.40 |
| 30085 - Engineering Technician V | 28.82 |
| 30086 - Engineering Technician VI | 34.63 |
| 30090 - Environmental Technician | 23.21 |
| 30210 - Laboratory Technician | 20.89 |
| 30240 - Mathematical Technician | 23.21 |
| 30361 - Paralegal/Legal Assistant I | 18.76 |
| 30362 - Paralegal/Legal Assistant II | 23.25 |
| 30363 - Paralegal/Legal Assistant III | 28.44 |
| 30364 - Paralegal/Legal Assistant IV | 33.85 |
| 30390 - Photo-Optics Technician | 23.21 |
| 30461 - Technical Writer I | 22.85 |
| 30462 - Technical Writer II | 27.94 |
| 30463 - Technical Writer III | 33.80 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 21.92 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 23.21 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.44 |
| 31030 - Bus Driver | 12.51 |
| 31043 - Driver Courier | 12.60 |
| 31260 - Parking and Lot Attendant | 8.62 |
| 31290 - Shuttle Bus Driver | 13.84 |
| 31310 - Taxi Driver | 10.24 |
| 31361 - Truckdriver, Light | 13.84 |
| 31362 - Truckdriver, Medium | 15.12 |
| 31363 - Truckdriver, Heavy | 18.54 |
| 31364 - Truckdriver, Tractor-Trailer | 18.54 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.30 |
| 99050 - Desk Clerk | 8.33 |
| 99095 - Embalmer | 22.02 |
| 99251 - Laboratory Animal Caretaker I | 9.70 |
| 99252 - Laboratory Animal Caretaker II | 10.65 |
| 99310 - Mortician | 20.72 |
| 99410 - Pest Controller | 16.93 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 12.69 |
| 99711 - Recycling Specialist | 15.76 |
| 99730 - Refuse Collector | 11.15 |
| 99810 - Sales Clerk | 11.98 |
| 99820 - School Crossing Guard | 9.96 |
| 99830 - Survey Party Chief | 18.14 |
| 99831 - Surveying Aide | 13.20 |
| 99832 - Surveying Technician | 16.49 |
| 99840 - Vending Machine Attendant | 12.31 |
| 99841 - Vending Machine Repairer | 15.11 |
| 99842 - Vending Machine Repairer Helper | 12.31 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 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

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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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es)

of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that

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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.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2299
Revision No.: 15
Date Of Last Revision: 07/25/2014

States: Alabama, Mississippi

Area: Alabama County of Sumter

Mississippi Counties of Clarke, Forrest, Greene, Jasper, Jones, Kemper,
Lauderdale, Neshoba, Newton, Perry, Wayne

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.11 |
| 01012 - Accounting Clerk II | | 13.60 |
| 01013 - Accounting Clerk III | | 15.22 |
| 01020 - Administrative Assistant | | 17.39 |
| 01040 - Court Reporter | | 13.17 |
| 01051 - Data Entry Operator I | | 11.13 |
| 01052 - Data Entry Operator II | | 12.14 |
| 01060 - Dispatcher, Motor Vehicle | | 14.10 |
| 01070 - Document Preparation Clerk | | 10.59 |
| 01090 - Duplicating Machine Operator | | 10.59 |
| 01111 - General Clerk I | | 9.05 |
| 01112 - General Clerk II | | 10.37 |
| 01113 - General Clerk III | | 11.64 |
| 01120 - Housing Referral Assistant | | 14.68 |
| 01141 - Messenger Courier | | 10.01 |
| 01191 - Order Clerk I | | 10.91 |
| 01192 - Order Clerk II | | 11.91 |
| 01261 - Personnel Assistant (Employment) I | | 11.98 |
| 01262 - Personnel Assistant (Employment) II | | 13.40 |
| 01263 - Personnel Assistant (Employment) III | | 14.94 |
| 01270 - Production Control Clerk | | 18.90 |
| 01280 - Receptionist | | 9.78 |
| 01290 - Rental Clerk | | 9.92 |
| 01300 - Scheduler, Maintenance | | 11.77 |
| 01311 - Secretary I | | 11.77 |
| 01312 - Secretary II | | 13.17 |
| 01313 - Secretary III | | 14.68 |
| 01320 - Service Order Dispatcher | | 13.69 |
| 01410 - Supply Technician | | 16.32 |
| 01420 - Survey Worker | | 13.12 |
| 01531 - Travel Clerk I | | 11.20 |
| 01532 - Travel Clerk II | | 11.80 |

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| 01533 - Travel Clerk III | 12.40 |
| 01611 - Word Processor I | 10.49 |
| 01612 - Word Processor II | 11.77 |
| 01613 - Word Processor III | 13.17 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 17.84 |
| 05010 - Automotive Electrician | 16.88 |
| 05040 - Automotive Glass Installer | 15.94 |
| 05070 - Automotive Worker | 15.94 |
| 05110 - Mobile Equipment Servicer | 14.01 |
| 05130 - Motor Equipment Metal Mechanic | 17.84 |
| 05160 - Motor Equipment Metal Worker | 15.94 |
| 05190 - Motor Vehicle Mechanic | 17.84 |
| 05220 - Motor Vehicle Mechanic Helper | 13.11 |
| 05250 - Motor Vehicle Upholstery Worker | 14.96 |
| 05280 - Motor Vehicle Wrecker | 15.94 |
| 05310 - Painter, Automotive | 16.88 |
| 05340 - Radiator Repair Specialist | 15.94 |
| 05370 - Tire Repairer | 12.89 |
| 05400 - Transmission Repair Specialist | 17.84 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.78 |
| 07041 - Cook I | 8.50 |
| 07042 - Cook II | 10.31 |
| 07070 - Dishwasher | 7.43 |
| 07130 - Food Service Worker | 7.94 |
| 07210 - Meat Cutter | 12.22 |
| 07260 - Waiter/Waitress | 7.42 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.08 |
| 09040 - Furniture Handler | 11.14 |
| 09080 - Furniture Refinisher | 16.08 |
| 09090 - Furniture Refinisher Helper | 12.49 |
| 09110 - Furniture Repairer, Minor | 14.25 |
| 09130 - Upholsterer | 16.08 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.63 |
| 11060 - Elevator Operator | 8.82 |
| 11090 - Gardener | 12.09 |
| 11122 - Housekeeping Aide | 8.82 |
| 11150 - Janitor | 8.82 |
| 11210 - Laborer, Grounds Maintenance | 10.11 |
| 11240 - Maid or Houseman | 7.49 |
| 11260 - Pruner | 9.10 |
| 11270 - Tractor Operator | 11.47 |
| 11330 - Trail Maintenance Worker | 10.11 |
| 11360 - Window Cleaner | 9.79 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.82 |
| 12011 - Breath Alcohol Technician | 13.82 |
| 12012 - Certified Occupational Therapist Assistant | 20.45 |
| 12015 - Certified Physical Therapist Assistant | 18.92 |
| 12020 - Dental Assistant | 12.61 |
| 12025 - Dental Hygienist | 24.92 |
| 12030 - EKG Technician | 20.95 |
| 12035 - Electroneurodiagnostic Technologist | 20.95 |
| 12040 - Emergency Medical Technician | 13.82 |
| 12071 - Licensed Practical Nurse I | 12.35 |
| 12072 - Licensed Practical Nurse II | 13.82 |
| 12073 - Licensed Practical Nurse III | 15.41 |
| 12100 - Medical Assistant | 11.31 |
| 12130 - Medical Laboratory Technician | 13.90 |
| 12160 - Medical Record Clerk | 11.66 |

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| 12190 - Medical Record Technician | 13.54 |
| 12195 - Medical Transcriptionist | 12.30 |
| 12210 - Nuclear Medicine Technologist | 30.37 |
| 12221 - Nursing Assistant I | 9.11 |
| 12222 - Nursing Assistant II | 10.24 |
| 12223 - Nursing Assistant III | 11.18 |
| 12224 - Nursing Assistant IV | 12.54 |
| 12235 - Optical Dispenser | 12.82 |
| 12236 - Optical Technician | 11.03 |
| 12250 - Pharmacy Technician | 12.19 |
| 12280 - Phlebotomist | 12.54 |
| 12305 - Radiologic Technologist | 20.01 |
| 12311 - Registered Nurse I | 22.34 |
| 12312 - Registered Nurse II | 27.33 |
| 12313 - Registered Nurse II, Specialist | 27.33 |
| 12314 - Registered Nurse III | 33.07 |
| 12315 - Registered Nurse III, Anesthetist | 33.07 |
| 12316 - Registered Nurse IV | 39.64 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 17.12 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.28 |
| 13012 - Exhibits Specialist II | 20.17 |
| 13013 - Exhibits Specialist III | 24.67 |
| 13041 - Illustrator I | 16.28 |
| 13042 - Illustrator II | 20.17 |
| 13043 - Illustrator III | 24.67 |
| 13047 - Librarian | 22.33 |
| 13050 - Library Aide/Clerk | 12.60 |
| 13054 - Library Information Technology Systems Administrator | 20.17 |
| 13058 - Library Technician | 16.28 |
| 13061 - Media Specialist I | 13.55 |
| 13062 - Media Specialist II | 16.28 |
| 13063 - Media Specialist III | 18.15 |
| 13071 - Photographer I | 14.12 |
| 13072 - Photographer II | 15.08 |
| 13073 - Photographer III | 19.59 |
| 13074 - Photographer IV | 23.95 |
| 13075 - Photographer V | 28.97 |
| 13110 - Video Teleconference Technician | 14.55 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 11.20 |
| 14042 - Computer Operator II | 13.52 |
| 14043 - Computer Operator III | 16.20 |
| 14044 - Computer Operator IV | 18.59 |
| 14045 - Computer Operator V | 20.74 |
| 14071 - Computer Programmer I | (see 1) 17.37 |
| 14072 - Computer Programmer II | (see 1) 21.47 |
| 14073 - Computer Programmer III | (see 1) 25.88 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 25.45 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 11.20 |
| 14160 - Personal Computer Support Technician | 18.59 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.45 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 30.80 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.76 |
| 15050 - Computer Based Training Specialist / Instructor | 25.45 |
| 15060 - Educational Technologist | 24.32 |
| 15070 - Flight Instructor (Pilot) | 36.76 |
| 15080 - Graphic Artist | 15.43 |

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| 15090 - Technical Instructor | 15.84 |
| 15095 - Technical Instructor/Course Developer | 19.38 |
| 15110 - Test Proctor | 12.78 |
| 15120 - Tutor | 12.78 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.05 |
| 16030 - Counter Attendant | 8.05 |
| 16040 - Dry Cleaner | 9.40 |
| 16070 - Finisher, Flatwork, Machine | 8.05 |
| 16090 - Presser, Hand | 8.05 |
| 16110 - Presser, Machine, Drycleaning | 8.05 |
| 16130 - Presser, Machine, Shirts | 8.05 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.05 |
| 16190 - Sewing Machine Operator | 9.86 |
| 16220 - Tailor | 10.33 |
| 16250 - Washer, Machine | 8.49 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.36 |
| 19040 - Tool And Die Maker | 19.50 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.67 |
| 21030 - Material Coordinator | 18.90 |
| 21040 - Material Expediter | 18.90 |
| 21050 - Material Handling Laborer | 10.22 |
| 21071 - Order Filler | 9.56 |
| 21080 - Production Line Worker (Food Processing) | 14.67 |
| 21110 - Shipping Packer | 11.84 |
| 21130 - Shipping/Receiving Clerk | 11.84 |
| 21140 - Store Worker I | 10.63 |
| 21150 - Stock Clerk | 14.60 |
| 21210 - Tools And Parts Attendant | 14.67 |
| 21410 - Warehouse Specialist | 14.67 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 18.98 |
| 23021 - Aircraft Mechanic I | 17.95 |
| 23022 - Aircraft Mechanic II | 18.85 |
| 23023 - Aircraft Mechanic III | 19.79 |
| 23040 - Aircraft Mechanic Helper | 13.20 |
| 23050 - Aircraft, Painter | 16.92 |
| 23060 - Aircraft Servicer | 15.06 |
| 23080 - Aircraft Worker | 16.04 |
| 23110 - Appliance Mechanic | 16.08 |
| 23120 - Bicycle Repairer | 12.89 |
| 23125 - Cable Splicer | 21.03 |
| 23130 - Carpenter, Maintenance | 16.08 |
| 23140 - Carpet Layer | 15.18 |
| 23160 - Electrician, Maintenance | 17.74 |
| 23181 - Electronics Technician Maintenance I | 17.75 |
| 23182 - Electronics Technician Maintenance II | 21.69 |
| 23183 - Electronics Technician Maintenance III | 23.36 |
| 23260 - Fabric Worker | 14.25 |
| 23290 - Fire Alarm System Mechanic | 17.43 |
| 23310 - Fire Extinguisher Repairer | 13.34 |
| 23311 - Fuel Distribution System Mechanic | 16.99 |
| 23312 - Fuel Distribution System Operator | 13.34 |
| 23370 - General Maintenance Worker | 15.18 |
| 23380 - Ground Support Equipment Mechanic | 17.95 |
| 23381 - Ground Support Equipment Servicer | 15.06 |
| 23382 - Ground Support Equipment Worker | 16.04 |
| 23391 - Gunsmith I | 12.57 |
| 23392 - Gunsmith II | 14.64 |
| 23393 - Gunsmith III | 16.65 |
| 23410 - Heating, Ventilation And Air-Conditioning | 16.99 |

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| Mechanic | |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 17.83 |
| 23430 - Heavy Equipment Mechanic | 18.85 |
| 23440 - Heavy Equipment Operator | 16.99 |
| 23460 - Instrument Mechanic | 16.99 |
| 23465 - Laboratory/Shelter Mechanic | 15.66 |
| 23470 - Laborer | 10.22 |
| 23510 - Locksmith | 16.08 |
| 23530 - Machinery Maintenance Mechanic | 18.74 |
| 23550 - Machinist, Maintenance | 16.99 |
| 23580 - Maintenance Trades Helper | 12.49 |
| 23591 - Metrology Technician I | 16.99 |
| 23592 - Metrology Technician II | 17.96 |
| 23593 - Metrology Technician III | 18.93 |
| 23640 - Millwright | 20.93 |
| 23710 - Office Appliance Repairer | 16.08 |
| 23760 - Painter, Maintenance | 16.08 |
| 23790 - Pipefitter, Maintenance | 16.99 |
| 23810 - Plumber, Maintenance | 16.08 |
| 23820 - Pneudraulic Systems Mechanic | 16.99 |
| 23850 - Rigger | 16.99 |
| 23870 - Scale Mechanic | 15.18 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.99 |
| 23910 - Small Engine Mechanic | 15.18 |
| 23931 - Telecommunications Mechanic I | 21.90 |
| 23932 - Telecommunications Mechanic II | 25.48 |
| 23950 - Telephone Lineman | 18.69 |
| 23960 - welder, Combination, Maintenance | 16.99 |
| 23965 - well Driller | 16.99 |
| 23970 - Woodcraft Worker | 16.99 |
| 23980 - Woodworker | 13.34 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 7.29 |
| 24580 - Child Care Center Clerk | 10.98 |
| 24610 - Chore Aide | 10.63 |
| 24620 - Family Readiness And Support Services Coordinator | 11.40 |
| 24630 - Homemaker | 12.20 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.38 |
| 25040 - Sewage Plant Operator | 16.08 |
| 25070 - Stationary Engineer | 19.38 |
| 25190 - Ventilation Equipment Tender | 12.49 |
| 25210 - Water Treatment Plant Operator | 16.08 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 10.81 |
| 27007 - Baggage Inspector | 9.53 |
| 27008 - Corrections Officer | 12.43 |
| 27010 - Court Security Officer | 12.43 |
| 27030 - Detection Dog Handler | 10.67 |
| 27040 - Detention Officer | 12.43 |
| 27070 - Firefighter | 12.43 |
| 27101 - Guard I | 9.53 |
| 27102 - Guard II | 10.67 |
| 27131 - Police Officer I | 14.75 |
| 27132 - Police Officer II | 16.39 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.01 |
| 28042 - Carnival Equipment Repairer | 12.24 |
| 28043 - Carnival Equipment Worker | 8.51 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.34 |

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| 28350 - Park Attendant (Aide) | 13.92 |
| 28510 - Recreation Aide/Health Facility Attendant | 9.80 |
| 28515 - Recreation Specialist | 13.19 |
| 28630 - Sports Official | 10.24 |
| 28690 - Swimming Pool Operator | 19.02 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.68 |
| 29020 - Hatch Tender | 18.68 |
| 29030 - Line Handler | 18.68 |
| 29041 - Stevedore I | 17.88 |
| 29042 - Stevedore II | 19.99 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.55 |
| 30022 - Archeological Technician II | 16.90 |
| 30023 - Archeological Technician III | 20.65 |
| 30030 - Cartographic Technician | 21.34 |
| 30040 - Civil Engineering Technician | 17.15 |
| 30061 - Drafter/CAD Operator I | 14.89 |
| 30062 - Drafter/CAD Operator II | 16.90 |
| 30063 - Drafter/CAD Operator III | 18.85 |
| 30064 - Drafter/CAD Operator IV | 22.86 |
| 30081 - Engineering Technician I | 13.46 |
| 30082 - Engineering Technician II | 15.11 |
| 30083 - Engineering Technician III | 16.90 |
| 30084 - Engineering Technician IV | 20.93 |
| 30085 - Engineering Technician V | 25.61 |
| 30086 - Engineering Technician VI | 30.98 |
| 30090 - Environmental Technician | 23.03 |
| 30210 - Laboratory Technician | 17.40 |
| 30240 - Mathematical Technician | 20.94 |
| 30361 - Paralegal/Legal Assistant I | 16.45 |
| 30362 - Paralegal/Legal Assistant II | 21.07 |
| 30363 - Paralegal/Legal Assistant III | 22.77 |
| 30364 - Paralegal/Legal Assistant IV | 27.56 |
| 30390 - Photo-Optics Technician | 23.03 |
| 30461 - Technical Writer I | 20.65 |
| 30462 - Technical Writer II | 25.25 |
| 30463 - Technical Writer III | 30.55 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 18.85 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 23.03 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.53 |
| 31030 - Bus Driver | 14.74 |
| 31043 - Driver Courier | 13.98 |
| 31260 - Parking and Lot Attendant | 10.48 |
| 31290 - Shuttle Bus Driver | 15.20 |
| 31310 - Taxi Driver | 11.48 |
| 31361 - Truckdriver, Light | 15.20 |
| 31362 - Truckdriver, Medium | 15.97 |
| 31363 - Truckdriver, Heavy | 16.98 |
| 31364 - Truckdriver, Tractor-Trailer | 16.98 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.12 |
| 99050 - Desk Clerk | 7.99 |

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| 99095 - Embalmer | 22.64 |
| 99251 - Laboratory Animal Caretaker I | 9.30 |
| 99252 - Laboratory Animal Caretaker II | 10.08 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 14.49 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 12.78 |
| 99711 - Recycling Specialist | 14.30 |
| 99730 - Refuse Collector | 11.52 |
| 99810 - Sales Clerk | 12.08 |
| 99820 - School Crossing Guard | 11.89 |
| 99830 - Survey Party Chief | 16.50 |
| 99831 - Surveying Aide | 10.73 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 16.07 |
| 99841 - Vending Machine Repairer | 20.36 |
| 99842 - Vending Machine Repairer Helper | 16.07 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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 4174)

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
- Page 6398

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive

ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov>.

gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2300
Revision No.: 16
Date Of Last Revision: 07/25/2014

States: Alabama, Mississippi

Area: Alabama County of Sumter

Mississippi Counties of Clarke, Forrest, Greene, Jasper, Jones, Kemper,
Lauderdale, Neshoba, Newton, Perry, Wayne

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.11 |
| 01012 - Accounting Clerk II | | 13.60 |
| 01013 - Accounting Clerk III | | 15.22 |
| 01020 - Administrative Assistant | | 17.39 |
| 01040 - Court Reporter | | 13.17 |
| 01051 - Data Entry Operator I | | 11.13 |
| 01052 - Data Entry Operator II | | 12.14 |
| 01060 - Dispatcher, Motor Vehicle | | 14.10 |
| 01070 - Document Preparation Clerk | | 10.59 |

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| 01090 - Duplicating Machine Operator | 10.59 |
| 01111 - General Clerk I | 9.05 |
| 01112 - General Clerk II | 10.37 |
| 01113 - General Clerk III | 11.64 |
| 01120 - Housing Referral Assistant | 14.68 |
| 01141 - Messenger Courier | 10.01 |
| 01191 - Order Clerk I | 10.91 |
| 01192 - Order Clerk II | 11.91 |
| 01261 - Personnel Assistant (Employment) I | 11.98 |
| 01262 - Personnel Assistant (Employment) II | 13.40 |
| 01263 - Personnel Assistant (Employment) III | 14.94 |
| 01270 - Production Control Clerk | 18.90 |
| 01280 - Receptionist | 9.78 |
| 01290 - Rental Clerk | 9.92 |
| 01300 - Scheduler, Maintenance | 11.77 |
| 01311 - Secretary I | 11.77 |
| 01312 - Secretary II | 13.17 |
| 01313 - Secretary III | 14.68 |
| 01320 - Service Order Dispatcher | 13.69 |
| 01410 - Supply Technician | 16.32 |
| 01420 - Survey Worker | 13.12 |
| 01531 - Travel Clerk I | 11.20 |
| 01532 - Travel Clerk II | 11.80 |
| 01533 - Travel Clerk III | 12.40 |
| 01611 - Word Processor I | 10.49 |
| 01612 - Word Processor II | 11.77 |
| 01613 - Word Processor III | 13.17 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 17.84 |
| 05010 - Automotive Electrician | 16.88 |
| 05040 - Automotive Glass Installer | 15.94 |
| 05070 - Automotive Worker | 15.94 |
| 05110 - Mobile Equipment Servicer | 14.01 |
| 05130 - Motor Equipment Metal Mechanic | 17.84 |
| 05160 - Motor Equipment Metal Worker | 15.94 |
| 05190 - Motor Vehicle Mechanic | 17.84 |
| 05220 - Motor Vehicle Mechanic Helper | 13.11 |
| 05250 - Motor Vehicle Upholstery Worker | 14.96 |
| 05280 - Motor Vehicle Wrecker | 15.94 |
| 05310 - Painter, Automotive | 16.88 |
| 05340 - Radiator Repair Specialist | 15.94 |
| 05370 - Tire Repairer | 12.89 |
| 05400 - Transmission Repair Specialist | 17.84 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.78 |
| 07041 - Cook I | 8.50 |
| 07042 - Cook II | 10.31 |
| 07070 - Dishwasher | 7.43 |
| 07130 - Food Service Worker | 7.94 |
| 07210 - Meat Cutter | 12.22 |
| 07260 - Waiter/Waitress | 7.42 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.08 |
| 09040 - Furniture Handler | 11.14 |
| 09080 - Furniture Refinisher | 16.08 |
| 09090 - Furniture Refinisher Helper | 12.49 |
| 09110 - Furniture Repairer, Minor | 14.25 |
| 09130 - Upholsterer | 16.08 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.63 |
| 11060 - Elevator Operator | 8.82 |
| 11090 - Gardener | 12.09 |
| 11122 - Housekeeping Aide | 8.82 |

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| 11150 - Janitor | 8.82 |
| 11210 - Laborer, Grounds Maintenance | 10.11 |
| 11240 - Maid or Houseman | 7.49 |
| 11260 - Pruner | 9.10 |
| 11270 - Tractor Operator | 11.47 |
| 11330 - Trail Maintenance Worker | 10.11 |
| 11360 - Window Cleaner | 9.79 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.82 |
| 12011 - Breath Alcohol Technician | 13.82 |
| 12012 - Certified Occupational Therapist Assistant | 20.45 |
| 12015 - Certified Physical Therapist Assistant | 18.92 |
| 12020 - Dental Assistant | 12.61 |
| 12025 - Dental Hygienist | 24.92 |
| 12030 - EKG Technician | 20.95 |
| 12035 - Electroneurodiagnostic Technologist | 20.95 |
| 12040 - Emergency Medical Technician | 13.82 |
| 12071 - Licensed Practical Nurse I | 12.35 |
| 12072 - Licensed Practical Nurse II | 13.82 |
| 12073 - Licensed Practical Nurse III | 15.41 |
| 12100 - Medical Assistant | 11.31 |
| 12130 - Medical Laboratory Technician | 13.90 |
| 12160 - Medical Record Clerk | 11.66 |
| 12190 - Medical Record Technician | 13.54 |
| 12195 - Medical Transcriptionist | 12.30 |
| 12210 - Nuclear Medicine Technologist | 30.37 |
| 12221 - Nursing Assistant I | 9.11 |
| 12222 - Nursing Assistant II | 10.24 |
| 12223 - Nursing Assistant III | 11.18 |
| 12224 - Nursing Assistant IV | 12.54 |
| 12235 - Optical Dispenser | 12.82 |
| 12236 - Optical Technician | 11.03 |
| 12250 - Pharmacy Technician | 12.19 |
| 12280 - Phlebotomist | 12.54 |
| 12305 - Radiologic Technologist | 20.01 |
| 12311 - Registered Nurse I | 22.34 |
| 12312 - Registered Nurse II | 27.33 |
| 12313 - Registered Nurse II, Specialist | 27.33 |
| 12314 - Registered Nurse III | 33.07 |
| 12315 - Registered Nurse III, Anesthetist | 33.07 |
| 12316 - Registered Nurse IV | 39.64 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 17.12 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.28 |
| 13012 - Exhibits Specialist II | 20.17 |
| 13013 - Exhibits Specialist III | 24.67 |
| 13041 - Illustrator I | 16.28 |
| 13042 - Illustrator II | 20.17 |
| 13043 - Illustrator III | 24.67 |
| 13047 - Librarian | 22.33 |
| 13050 - Library Aide/Clerk | 12.60 |
| 13054 - Library Information Technology Systems Administrator | 20.17 |
| 13058 - Library Technician | 16.28 |
| 13061 - Media Specialist I | 13.55 |
| 13062 - Media Specialist II | 16.28 |
| 13063 - Media Specialist III | 18.15 |
| 13071 - Photographer I | 14.12 |
| 13072 - Photographer II | 15.08 |
| 13073 - Photographer III | 19.59 |
| 13074 - Photographer IV | 23.95 |
| 13075 - Photographer V | 28.97 |
| 13110 - Video Teleconference Technician | 14.55 |

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| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 11.20 |
| 14042 - Computer Operator II | 13.52 |
| 14043 - Computer Operator III | 16.20 |
| 14044 - Computer Operator IV | 18.59 |
| 14045 - Computer Operator V | 20.74 |
| 14071 - Computer Programmer I | (see 1) 17.37 |
| 14072 - Computer Programmer II | (see 1) 21.47 |
| 14073 - Computer Programmer III | (see 1) 25.88 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 25.45 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 11.20 |
| 14160 - Personal Computer Support Technician | 18.59 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.45 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 30.80 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.76 |
| 15050 - Computer Based Training Specialist / Instructor | 25.45 |
| 15060 - Educational Technologist | 24.32 |
| 15070 - Flight Instructor (Pilot) | 36.76 |
| 15080 - Graphic Artist | 15.43 |
| 15090 - Technical Instructor | 15.84 |
| 15095 - Technical Instructor/Course Developer | 19.38 |
| 15110 - Test Proctor | 12.78 |
| 15120 - Tutor | 12.78 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.05 |
| 16030 - Counter Attendant | 8.05 |
| 16040 - Dry Cleaner | 9.40 |
| 16070 - Finisher, Flatwork, Machine | 8.05 |
| 16090 - Presser, Hand | 8.05 |
| 16110 - Presser, Machine, Drycleaning | 8.05 |
| 16130 - Presser, Machine, Shirts | 8.05 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.05 |
| 16190 - Sewing Machine Operator | 9.86 |
| 16220 - Tailor | 10.33 |
| 16250 - Washer, Machine | 8.49 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.36 |
| 19040 - Tool And Die Maker | 19.50 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.67 |
| 21030 - Material Coordinator | 18.90 |
| 21040 - Material Expediter | 18.90 |
| 21050 - Material Handling Laborer | 10.22 |
| 21071 - Order Filler | 9.56 |
| 21080 - Production Line Worker (Food Processing) | 14.67 |
| 21110 - Shipping Packer | 11.84 |
| 21130 - Shipping/Receiving Clerk | 11.84 |
| 21140 - Store Worker I | 10.63 |
| 21150 - Stock Clerk | 14.60 |
| 21210 - Tools And Parts Attendant | 14.67 |
| 21410 - Warehouse Specialist | 14.67 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 18.98 |
| 23021 - Aircraft Mechanic I | 17.95 |
| 23022 - Aircraft Mechanic II | 18.85 |
| 23023 - Aircraft Mechanic III | 19.79 |
| 23040 - Aircraft Mechanic Helper | 13.20 |
| 23050 - Aircraft, Painter | 16.92 |
| 23060 - Aircraft Servicer | 15.06 |

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| 23080 - Aircraft Worker | 16.04 |
| 23110 - Appliance Mechanic | 16.08 |
| 23120 - Bicycle Repairer | 12.89 |
| 23125 - Cable Splicer | 21.03 |
| 23130 - Carpenter, Maintenance | 16.08 |
| 23140 - Carpet Layer | 15.18 |
| 23160 - Electrician, Maintenance | 17.74 |
| 23181 - Electronics Technician Maintenance I | 17.75 |
| 23182 - Electronics Technician Maintenance II | 21.69 |
| 23183 - Electronics Technician Maintenance III | 23.36 |
| 23260 - Fabric Worker | 14.25 |
| 23290 - Fire Alarm System Mechanic | 17.43 |
| 23310 - Fire Extinguisher Repairer | 13.34 |
| 23311 - Fuel Distribution System Mechanic | 16.99 |
| 23312 - Fuel Distribution System Operator | 13.34 |
| 23370 - General Maintenance Worker | 15.18 |
| 23380 - Ground Support Equipment Mechanic | 17.95 |
| 23381 - Ground Support Equipment Servicer | 15.06 |
| 23382 - Ground Support Equipment Worker | 16.04 |
| 23391 - Gunsmith I | 12.57 |
| 23392 - Gunsmith II | 14.64 |
| 23393 - Gunsmith III | 16.65 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.99 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 17.83 |
| 23430 - Heavy Equipment Mechanic | 18.85 |
| 23440 - Heavy Equipment Operator | 16.99 |
| 23460 - Instrument Mechanic | 16.99 |
| 23465 - Laboratory/Shelter Mechanic | 15.66 |
| 23470 - Laborer | 10.22 |
| 23510 - Locksmith | 16.08 |
| 23530 - Machinery Maintenance Mechanic | 18.74 |
| 23550 - Machinist, Maintenance | 16.99 |
| 23580 - Maintenance Trades Helper | 12.49 |
| 23591 - Metrology Technician I | 16.99 |
| 23592 - Metrology Technician II | 17.96 |
| 23593 - Metrology Technician III | 18.93 |
| 23640 - Millwright | 20.93 |
| 23710 - Office Appliance Repairer | 16.08 |
| 23760 - Painter, Maintenance | 16.08 |
| 23790 - Pipefitter, Maintenance | 16.99 |
| 23810 - Plumber, Maintenance | 16.08 |
| 23820 - Pneudraulic Systems Mechanic | 16.99 |
| 23850 - Rigger | 16.99 |
| 23870 - Scale Mechanic | 15.18 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.99 |
| 23910 - Small Engine Mechanic | 15.18 |
| 23931 - Telecommunications Mechanic I | 21.90 |
| 23932 - Telecommunications Mechanic II | 25.48 |
| 23950 - Telephone Lineman | 18.69 |
| 23960 - welder, Combination, Maintenance | 16.99 |
| 23965 - well Driller | 16.99 |
| 23970 - Woodcraft Worker | 16.99 |
| 23980 - Woodworker | 13.34 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 7.29 |
| 24580 - Child Care Center Clerk | 10.98 |
| 24610 - Chore Aide | 10.63 |
| 24620 - Family Readiness And Support Services Coordinator | 11.40 |
| 24630 - Homemaker | 12.20 |
| 25000 - Plant And System Operations Occupations | |

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| 25010 - Boiler Tender | 19.38 |
| 25040 - Sewage Plant Operator | 16.08 |
| 25070 - Stationary Engineer | 19.38 |
| 25190 - Ventilation Equipment Tender | 12.49 |
| 25210 - Water Treatment Plant Operator | 16.08 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 10.81 |
| 27007 - Baggage Inspector | 9.53 |
| 27008 - Corrections Officer | 12.43 |
| 27010 - Court Security Officer | 12.43 |
| 27030 - Detection Dog Handler | 10.67 |
| 27040 - Detention Officer | 12.43 |
| 27070 - Firefighter | 12.43 |
| 27101 - Guard I | 9.53 |
| 27102 - Guard II | 10.67 |
| 27131 - Police Officer I | 14.75 |
| 27132 - Police Officer II | 16.39 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.01 |
| 28042 - Carnival Equipment Repairer | 12.24 |
| 28043 - Carnival Equipment Worker | 8.51 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 13.92 |
| 28510 - Recreation Aide/Health Facility Attendant | 9.80 |
| 28515 - Recreation Specialist | 13.19 |
| 28630 - Sports Official | 10.24 |
| 28690 - Swimming Pool Operator | 19.02 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.68 |
| 29020 - Hatch Tender | 18.68 |
| 29030 - Line Handler | 18.68 |
| 29041 - Stevedore I | 17.88 |
| 29042 - Stevedore II | 19.99 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.55 |
| 30022 - Archeological Technician II | 16.90 |
| 30023 - Archeological Technician III | 20.65 |
| 30030 - Cartographic Technician | 21.34 |
| 30040 - Civil Engineering Technician | 17.15 |
| 30061 - Drafter/CAD Operator I | 14.89 |
| 30062 - Drafter/CAD Operator II | 16.90 |
| 30063 - Drafter/CAD Operator III | 18.85 |
| 30064 - Drafter/CAD Operator IV | 22.86 |
| 30081 - Engineering Technician I | 13.46 |
| 30082 - Engineering Technician II | 15.11 |
| 30083 - Engineering Technician III | 16.90 |
| 30084 - Engineering Technician IV | 20.93 |
| 30085 - Engineering Technician V | 25.61 |
| 30086 - Engineering Technician VI | 30.98 |
| 30090 - Environmental Technician | 23.03 |
| 30210 - Laboratory Technician | 17.40 |
| 30240 - Mathematical Technician | 20.94 |
| 30361 - Paralegal/Legal Assistant I | 16.45 |
| 30362 - Paralegal/Legal Assistant II | 21.07 |
| 30363 - Paralegal/Legal Assistant III | 22.77 |
| 30364 - Paralegal/Legal Assistant IV | 27.56 |
| 30390 - Photo-Optics Technician | 23.03 |
| 30461 - Technical Writer I | 20.65 |
| 30462 - Technical Writer II | 25.25 |

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| | |
|---|---------------|
| 30463 - Technical Writer III | 30.55 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 18.85 |
| 30621 - Weather Observer, Senior | (see 2) 23.03 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.53 |
| 31030 - Bus Driver | 14.74 |
| 31043 - Driver Courier | 13.98 |
| 31260 - Parking and Lot Attendant | 10.48 |
| 31290 - Shuttle Bus Driver | 15.20 |
| 31310 - Taxi Driver | 11.48 |
| 31361 - Truckdriver, Light | 15.20 |
| 31362 - Truckdriver, Medium | 15.97 |
| 31363 - Truckdriver, Heavy | 16.98 |
| 31364 - Truckdriver, Tractor-Trailer | 16.98 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.12 |
| 99050 - Desk Clerk | 7.99 |
| 99095 - Embalmer | 22.64 |
| 99251 - Laboratory Animal Caretaker I | 9.30 |
| 99252 - Laboratory Animal Caretaker II | 10.08 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 14.49 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 12.78 |
| 99711 - Recycling Specialist | 14.30 |
| 99730 - Refuse Collector | 11.52 |
| 99810 - Sales Clerk | 12.08 |
| 99820 - School Crossing Guard | 11.89 |
| 99830 - Survey Party Chief | 16.50 |
| 99831 - Surveying Aide | 10.73 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 16.07 |
| 99841 - Vending Machine Repairer | 20.36 |
| 99842 - Vending Machine Repairer Helper | 16.07 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed

occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski

Division of

Wage Determination No.: 2005-2301
Revision No.: 14

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|-------------------------|----------|------|
|-------------------------|----------|------|

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| | |
|--|-------|
| 05310 - Painter, Automotive | 17.59 |
| 05340 - Radiator Repair Specialist | 16.90 |
| 05370 - Tire Repairer | 12.36 |
| 05400 - Transmission Repair Specialist | 18.27 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.15 |
| 07041 - Cook I | 10.34 |
| 07042 - Cook II | 11.28 |
| 07070 - Dishwasher | 8.77 |
| 07130 - Food Service Worker | 8.41 |
| 07210 - Meat Cutter | 13.16 |
| 07260 - Waiter/Waitress | 8.83 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.50 |
| 09040 - Furniture Handler | 13.10 |
| 09080 - Furniture Refinisher | 16.50 |
| 09090 - Furniture Refinisher Helper | 13.94 |
| 09110 - Furniture Repairer, Minor | 15.20 |
| 09130 - Upholsterer | 16.50 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.14 |
| 11060 - Elevator Operator | 9.14 |
| 11090 - Gardener | 12.62 |
| 11122 - Housekeeping Aide | 10.53 |
| 11150 - Janitor | 10.53 |
| 11210 - Laborer, Grounds Maintenance | 10.96 |
| 11240 - Maid or Houseman | 8.89 |
| 11260 - Pruner | 10.35 |
| 11270 - Tractor Operator | 12.20 |
| 11330 - Trail Maintenance Worker | 10.96 |
| 11360 - Window Cleaner | 11.11 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.53 |
| 12011 - Breath Alcohol Technician | 15.99 |
| 12012 - Certified Occupational Therapist Assistant | 18.30 |
| 12015 - Certified Physical Therapist Assistant | 16.64 |
| 12020 - Dental Assistant | 13.64 |
| 12025 - Dental Hygienist | 26.82 |
| 12030 - EKG Technician | 24.24 |
| 12035 - Electroneurodiagnostic Technologist | 24.24 |
| 12040 - Emergency Medical Technician | 14.53 |
| 12071 - Licensed Practical Nurse I | 14.30 |
| 12072 - Licensed Practical Nurse II | 15.99 |
| 12073 - Licensed Practical Nurse III | 17.83 |
| 12100 - Medical Assistant | 13.23 |
| 12130 - Medical Laboratory Technician | 13.98 |
| 12160 - Medical Record Clerk | 12.63 |
| 12190 - Medical Record Technician | 14.22 |
| 12195 - Medical Transcriptionist | 13.85 |
| 12210 - Nuclear Medicine Technologist | 30.24 |
| 12221 - Nursing Assistant I | 9.73 |
| 12222 - Nursing Assistant II | 10.94 |
| 12223 - Nursing Assistant III | 11.94 |
| 12224 - Nursing Assistant IV | 13.40 |
| 12235 - Optical Dispenser | 15.66 |
| 12236 - Optical Technician | 12.82 |
| 12250 - Pharmacy Technician | 13.17 |
| 12280 - Phlebotomist | 13.52 |
| 12305 - Radiologic Technologist | 21.02 |
| 12311 - Registered Nurse I | 22.23 |
| 12312 - Registered Nurse II | 25.94 |
| 12313 - Registered Nurse II, Specialist | 27.19 |
| 12314 - Registered Nurse III | 32.89 |

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| 12315 - Registered Nurse III, Anesthetist | 32.89 |
| 12316 - Registered Nurse IV | 39.42 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.82 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.83 |
| 13012 - Exhibits Specialist II | 20.86 |
| 13013 - Exhibits Specialist III | 25.61 |
| 13041 - Illustrator I | 16.83 |
| 13042 - Illustrator II | 20.86 |
| 13043 - Illustrator III | 25.61 |
| 13047 - Librarian | 23.09 |
| 13050 - Library Aide/Clerk | 9.77 |
| 13054 - Library Information Technology Systems Administrator | 20.86 |
| 13058 - Library Technician | 12.78 |
| 13061 - Media Specialist I | 15.05 |
| 13062 - Media Specialist II | 16.83 |
| 13063 - Media Specialist III | 18.77 |
| 13071 - Photographer I | 12.74 |
| 13072 - Photographer II | 14.25 |
| 13073 - Photographer III | 17.66 |
| 13074 - Photographer IV | 21.74 |
| 13075 - Photographer V | 26.13 |
| 13110 - Video Teleconference Technician | 14.62 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.48 |
| 14042 - Computer Operator II | 16.20 |
| 14043 - Computer Operator III | 18.76 |
| 14044 - Computer Operator IV | 20.07 |
| 14045 - Computer Operator V | 22.22 |
| 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 | 14.48 |
| 14160 - Personal Computer Support Technician | 20.07 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.76 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.59 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.14 |
| 15050 - Computer Based Training Specialist / Instructor | 27.76 |
| 15060 - Educational Technologist | 34.22 |
| 15070 - Flight Instructor (Pilot) | 40.14 |
| 15080 - Graphic Artist | 19.42 |
| 15090 - Technical Instructor | 19.73 |
| 15095 - Technical Instructor/Course Developer | 22.52 |
| 15110 - Test Proctor | 15.92 |
| 15120 - Tutor | 15.92 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.97 |
| 16030 - Counter Attendant | 8.97 |
| 16040 - Dry Cleaner | 10.38 |
| 16070 - Finisher, Flatwork, Machine | 8.97 |
| 16090 - Presser, Hand | 8.97 |
| 16110 - Presser, Machine, Drycleaning | 8.97 |
| 16130 - Presser, Machine, Shirts | 8.97 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.97 |
| 16190 - Sewing Machine Operator | 11.00 |
| 16220 - Tailor | 11.65 |
| 16250 - Washer, Machine | 9.36 |

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| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.58 |
| 19040 - Tool And Die Maker | 21.01 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.50 |
| 21030 - Material Coordinator | 18.74 |
| 21040 - Material Expediter | 18.74 |
| 21050 - Material Handling Laborer | 11.36 |
| 21071 - Order Filler | 11.80 |
| 21080 - Production Line Worker (Food Processing) | 15.50 |
| 21110 - Shipping Packer | 12.52 |
| 21130 - Shipping/Receiving Clerk | 12.52 |
| 21140 - Store Worker I | 14.79 |
| 21150 - Stock Clerk | 16.50 |
| 21210 - Tools And Parts Attendant | 15.50 |
| 21410 - Warehouse Specialist | 15.50 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.47 |
| 23021 - Aircraft Mechanic I | 23.29 |
| 23022 - Aircraft Mechanic II | 24.47 |
| 23023 - Aircraft Mechanic III | 25.68 |
| 23040 - Aircraft Mechanic Helper | 18.92 |
| 23050 - Aircraft, Painter | 22.06 |
| 23060 - Aircraft Servicer | 20.66 |
| 23080 - Aircraft Worker | 21.56 |
| 23110 - Appliance Mechanic | 18.58 |
| 23120 - Bicycle Repairer | 12.36 |
| 23125 - Cable Splicer | 22.88 |
| 23130 - Carpenter, Maintenance | 17.95 |
| 23140 - Carpet Layer | 14.76 |
| 23160 - Electrician, Maintenance | 19.75 |
| 23181 - Electronics Technician Maintenance I | 20.75 |
| 23182 - Electronics Technician Maintenance II | 21.51 |
| 23183 - Electronics Technician Maintenance III | 22.25 |
| 23260 - Fabric Worker | 17.20 |
| 23290 - Fire Alarm System Mechanic | 20.09 |
| 23310 - Fire Extinguisher Repairer | 16.49 |
| 23311 - Fuel Distribution System Mechanic | 21.51 |
| 23312 - Fuel Distribution System Operator | 16.76 |
| 23370 - General Maintenance Worker | 14.91 |
| 23380 - Ground Support Equipment Mechanic | 23.29 |
| 23381 - Ground Support Equipment Servicer | 20.66 |
| 23382 - Ground Support Equipment Worker | 21.56 |
| 23391 - Gunsmith I | 16.49 |
| 23392 - Gunsmith II | 17.92 |
| 23393 - Gunsmith III | 19.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.90 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.16 |
| 23430 - Heavy Equipment Mechanic | 18.79 |
| 23440 - Heavy Equipment Operator | 16.03 |
| 23460 - Instrument Mechanic | 19.91 |
| 23465 - Laboratory/Shelter Mechanic | 18.58 |
| 23470 - Laborer | 11.36 |
| 23510 - Locksmith | 18.22 |
| 23530 - Machinery Maintenance Mechanic | 20.21 |
| 23550 - Machinist, Maintenance | 18.65 |
| 23580 - Maintenance Trades Helper | 15.22 |
| 23591 - Metrology Technician I | 19.91 |
| 23592 - Metrology Technician II | 20.59 |
| 23593 - Metrology Technician III | 21.20 |
| 23640 - Millwright | 19.82 |

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| 23710 - Office Appliance Repairer | 16.72 |
| 23760 - Painter, Maintenance | 15.08 |
| 23790 - Pipefitter, Maintenance | 18.47 |
| 23810 - Plumber, Maintenance | 17.40 |
| 23820 - Pneudraulic Systems Mechanic | 19.91 |
| 23850 - Rigger | 19.91 |
| 23870 - Scale Mechanic | 17.92 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.08 |
| 23910 - Small Engine Mechanic | 13.96 |
| 23931 - Telecommunications Mechanic I | 24.20 |
| 23932 - Telecommunications Mechanic II | 27.78 |
| 23950 - Telephone Lineman | 20.70 |
| 23960 - Welder, Combination, Maintenance | 17.57 |
| 23965 - Well Driller | 18.90 |
| 23970 - Woodcraft Worker | 19.91 |
| 23980 - Woodworker | 17.07 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.61 |
| 24580 - Child Care Center Clerk | 11.40 |
| 24610 - Chore Aide | 11.01 |
| 24620 - Family Readiness And Support Services Coordinator | 15.82 |
| 24630 - Homemaker | 12.19 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.60 |
| 25040 - Sewage Plant Operator | 16.13 |
| 25070 - Stationary Engineer | 19.60 |
| 25190 - Ventilation Equipment Tender | 15.23 |
| 25210 - Water Treatment Plant Operator | 15.97 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.21 |
| 27007 - Baggage Inspector | 11.23 |
| 27008 - Corrections Officer | 12.80 |
| 27010 - Court Security Officer | 15.40 |
| 27030 - Detection Dog Handler | 15.38 |
| 27040 - Detention Officer | 12.80 |
| 27070 - Firefighter | 17.64 |
| 27101 - Guard I | 11.23 |
| 27102 - Guard II | 15.38 |
| 27131 - Police Officer I | 15.75 |
| 27132 - Police Officer II | 17.50 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.14 |
| 28042 - Carnival Equipment Repairer | 12.75 |
| 28043 - Carnival Equipment Worker | 9.60 |
| 28210 - Gate Attendant/Gate Tender | 14.28 |
| 28310 - Lifeguard | 12.19 |
| 28350 - Park Attendant (Aide) | 15.97 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.66 |
| 28515 - Recreation Specialist | 19.61 |
| 28630 - Sports Official | 12.72 |
| 28690 - Swimming Pool Operator | 17.32 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.56 |
| 29020 - Hatch Tender | 19.81 |
| 29030 - Line Handler | 19.81 |
| 29041 - Stevedore I | 19.70 |
| 29042 - Stevedore II | 21.36 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.91 |

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| 30022 - Archeological Technician II | 20.08 |
| 30023 - Archeological Technician III | 24.82 |
| 30030 - Cartographic Technician | 26.10 |
| 30040 - Civil Engineering Technician | 18.35 |
| 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 |
| 30210 - Laboratory Technician | 18.70 |
| 30240 - Mathematical Technician | 25.12 |
| 30361 - Paralegal/Legal Assistant I | 15.77 |
| 30362 - Paralegal/Legal Assistant II | 19.54 |
| 30363 - Paralegal/Legal Assistant III | 23.91 |
| 30364 - Paralegal/Legal Assistant IV | 28.92 |
| 30390 - Photo-Optics Technician | 25.12 |
| 30461 - Technical Writer I | 24.33 |
| 30462 - Technical Writer II | 27.26 |
| 30463 - Technical Writer III | 32.98 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
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| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 23.45 |
| 30621 - Weather Observer, Senior | (see 2) 25.12 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.59 |
| 31030 - Bus Driver | 14.48 |
| 31043 - Driver Courier | 12.79 |
| 31260 - Parking and Lot Attendant | 8.66 |
| 31290 - Shuttle Bus Driver | 13.37 |
| 31310 - Taxi Driver | 10.09 |
| 31361 - Truckdriver, Light | 13.37 |
| 31362 - Truckdriver, Medium | 15.35 |
| 31363 - Truckdriver, Heavy | 18.33 |
| 31364 - Truckdriver, Tractor-Trailer | 18.33 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.64 |
| 99050 - Desk Clerk | 9.43 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 13.56 |
| 99252 - Laboratory Animal Caretaker II | 13.95 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 12.79 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.77 |
| 99711 - Recycling Specialist | 16.34 |
| 99730 - Refuse Collector | 13.46 |
| 99810 - Sales Clerk | 11.54 |
| 99820 - School Crossing Guard | 13.99 |
| 99830 - Survey Party Chief | 16.49 |
| 99831 - Surveying Aide | 10.91 |
| 99832 - Surveying Technician | 14.98 |
| 99840 - Vending Machine Attendant | 13.25 |
| 99841 - Vending Machine Repairer | 15.07 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2302
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Mississippi

Area: Mississippi Counties of George, Hancock, Harrison, Jackson, Pearl River, Stone

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.39 |
| 01012 - Accounting Clerk II | | 15.08 |
| 01013 - Accounting Clerk III | | 16.77 |
| 01020 - Administrative Assistant | | 18.76 |
| 01040 - Court Reporter | | 14.61 |
| 01051 - Data Entry Operator I | | 10.76 |
| 01052 - Data Entry Operator II | | 12.08 |
| 01060 - Dispatcher, Motor Vehicle | | 15.59 |
| 01070 - Document Preparation Clerk | | 11.31 |
| 01090 - Duplicating Machine Operator | | 11.31 |
| 01111 - General Clerk I | | 11.03 |
| 01112 - General Clerk II | | 12.04 |
| 01113 - General Clerk III | | 13.67 |
| 01120 - Housing Referral Assistant | | 16.29 |
| 01141 - Messenger Courier | | 9.56 |
| 01191 - Order Clerk I | | 12.09 |
| 01192 - Order Clerk II | | 14.67 |
| 01261 - Personnel Assistant (Employment) I | | 13.54 |
| 01262 - Personnel Assistant (Employment) II | | 15.14 |
| 01263 - Personnel Assistant (Employment) III | | 16.89 |
| 01270 - Production Control Clerk | | 18.74 |
| 01280 - Receptionist | | 11.19 |
| 01290 - Rental Clerk | | 10.82 |
| 01300 - Scheduler, Maintenance | | 13.06 |
| 01311 - Secretary I | | 13.06 |
| 01312 - Secretary II | | 14.61 |
| 01313 - Secretary III | | 16.29 |

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| 01320 - Service Order Dispatcher | 12.47 |
| 01410 - Supply Technician | 18.10 |
| 01420 - Survey Worker | 13.80 |
| 01531 - Travel Clerk I | 11.65 |
| 01532 - Travel Clerk II | 12.37 |
| 01533 - Travel Clerk III | 12.97 |
| 01611 - Word Processor I | 13.29 |
| 01612 - Word Processor II | 14.92 |
| 01613 - Word Processor III | 16.69 |
| 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 | 12.36 |
| 05400 - Transmission Repair Specialist | 18.27 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.15 |
| 07041 - Cook I | 10.34 |
| 07042 - Cook II | 11.28 |
| 07070 - Dishwasher | 8.77 |
| 07130 - Food Service Worker | 8.41 |
| 07210 - Meat Cutter | 13.16 |
| 07260 - Waiter/Waitress | 8.83 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.50 |
| 09040 - Furniture Handler | 13.10 |
| 09080 - Furniture Refinisher | 16.50 |
| 09090 - Furniture Refinisher Helper | 13.94 |
| 09110 - Furniture Repairer, Minor | 15.20 |
| 09130 - Upholsterer | 16.50 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.14 |
| 11060 - Elevator Operator | 9.14 |
| 11090 - Gardener | 12.62 |
| 11122 - Housekeeping Aide | 10.53 |
| 11150 - Janitor | 10.53 |
| 11210 - Laborer, Grounds Maintenance | 10.96 |
| 11240 - Maid or Houseman | 8.89 |
| 11260 - Pruner | 10.35 |
| 11270 - Tractor Operator | 12.20 |
| 11330 - Trail Maintenance Worker | 10.96 |
| 11360 - Window Cleaner | 11.11 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.53 |
| 12011 - Breath Alcohol Technician | 15.99 |
| 12012 - Certified Occupational Therapist Assistant | 18.30 |
| 12015 - Certified Physical Therapist Assistant | 16.64 |
| 12020 - Dental Assistant | 13.64 |
| 12025 - Dental Hygienist | 26.82 |
| 12030 - EKG Technician | 24.24 |
| 12035 - Electroneurodiagnostic Technologist | 24.24 |
| 12040 - Emergency Medical Technician | 14.53 |
| 12071 - Licensed Practical Nurse I | 14.30 |

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| 12072 - Licensed Practical Nurse II | 15.99 |
| 12073 - Licensed Practical Nurse III | 17.83 |
| 12100 - Medical Assistant | 13.23 |
| 12130 - Medical Laboratory Technician | 13.98 |
| 12160 - Medical Record Clerk | 12.63 |
| 12190 - Medical Record Technician | 14.22 |
| 12195 - Medical Transcriptionist | 13.85 |
| 12210 - Nuclear Medicine Technologist | 30.24 |
| 12221 - Nursing Assistant I | 9.73 |
| 12222 - Nursing Assistant II | 10.94 |
| 12223 - Nursing Assistant III | 11.94 |
| 12224 - Nursing Assistant IV | 13.40 |
| 12235 - Optical Dispenser | 15.66 |
| 12236 - Optical Technician | 12.82 |
| 12250 - Pharmacy Technician | 13.17 |
| 12280 - Phlebotomist | 13.52 |
| 12305 - Radiologic Technologist | 21.02 |
| 12311 - Registered Nurse I | 22.23 |
| 12312 - Registered Nurse II | 25.94 |
| 12313 - Registered Nurse II, Specialist | 27.19 |
| 12314 - Registered Nurse III | 32.89 |
| 12315 - Registered Nurse III, Anesthetist | 32.89 |
| 12316 - Registered Nurse IV | 39.42 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.82 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.83 |
| 13012 - Exhibits Specialist II | 20.86 |
| 13013 - Exhibits Specialist III | 25.61 |
| 13041 - Illustrator I | 16.83 |
| 13042 - Illustrator II | 20.86 |
| 13043 - Illustrator III | 25.61 |
| 13047 - Librarian | 23.09 |
| 13050 - Library Aide/Clerk | 9.77 |
| 13054 - Library Information Technology Systems Administrator | 20.86 |
| 13058 - Library Technician | 12.78 |
| 13061 - Media Specialist I | 15.05 |
| 13062 - Media Specialist II | 16.83 |
| 13063 - Media Specialist III | 18.77 |
| 13071 - Photographer I | 12.74 |
| 13072 - Photographer II | 14.25 |
| 13073 - Photographer III | 17.66 |
| 13074 - Photographer IV | 21.74 |
| 13075 - Photographer V | 26.13 |
| 13110 - Video Teleconference Technician | 14.62 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.48 |
| 14042 - Computer Operator II | 16.20 |
| 14043 - Computer Operator III | 18.76 |
| 14044 - Computer Operator IV | 20.07 |
| 14045 - Computer Operator V | 22.22 |
| 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 | 14.48 |
| 14160 - Personal Computer Support Technician | 20.07 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.76 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.59 |

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| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.14 |
| 15050 - Computer Based Training Specialist / Instructor | 27.76 |
| 15060 - Educational Technologist | 34.22 |
| 15070 - Flight Instructor (Pilot) | 40.14 |
| 15080 - Graphic Artist | 19.42 |
| 15090 - Technical Instructor | 19.73 |
| 15095 - Technical Instructor/Course Developer | 22.52 |
| 15110 - Test Proctor | 15.92 |
| 15120 - Tutor | 15.92 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.97 |
| 16030 - Counter Attendant | 8.97 |
| 16040 - Dry Cleaner | 10.38 |
| 16070 - Finisher, Flatwork, Machine | 8.97 |
| 16090 - Presser, Hand | 8.97 |
| 16110 - Presser, Machine, Drycleaning | 8.97 |
| 16130 - Presser, Machine, Shirts | 8.97 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.97 |
| 16190 - Sewing Machine Operator | 11.00 |
| 16220 - Tailor | 11.65 |
| 16250 - Washer, Machine | 9.36 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.58 |
| 19040 - Tool And Die Maker | 21.01 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.50 |
| 21030 - Material Coordinator | 18.74 |
| 21040 - Material Expediter | 18.74 |
| 21050 - Material Handling Laborer | 11.36 |
| 21071 - Order Filler | 11.80 |
| 21080 - Production Line Worker (Food Processing) | 15.50 |
| 21110 - Shipping Packer | 12.52 |
| 21130 - Shipping/Receiving Clerk | 12.52 |
| 21140 - Store Worker I | 14.79 |
| 21150 - Stock Clerk | 16.50 |
| 21210 - Tools And Parts Attendant | 15.50 |
| 21410 - Warehouse Specialist | 15.50 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.47 |
| 23021 - Aircraft Mechanic I | 23.29 |
| 23022 - Aircraft Mechanic II | 24.47 |
| 23023 - Aircraft Mechanic III | 25.68 |
| 23040 - Aircraft Mechanic Helper | 18.92 |
| 23050 - Aircraft, Painter | 22.06 |
| 23060 - Aircraft Servicer | 20.66 |
| 23080 - Aircraft Worker | 21.56 |
| 23110 - Appliance Mechanic | 18.58 |
| 23120 - Bicycle Repairer | 12.36 |
| 23125 - Cable Splicer | 22.88 |
| 23130 - Carpenter, Maintenance | 17.95 |
| 23140 - Carpet Layer | 14.76 |
| 23160 - Electrician, Maintenance | 19.75 |
| 23181 - Electronics Technician Maintenance I | 20.75 |
| 23182 - Electronics Technician Maintenance II | 21.51 |
| 23183 - Electronics Technician Maintenance III | 22.25 |
| 23260 - Fabric Worker | 17.20 |
| 23290 - Fire Alarm System Mechanic | 20.09 |
| 23310 - Fire Extinguisher Repairer | 16.49 |
| 23311 - Fuel Distribution System Mechanic | 21.51 |
| 23312 - Fuel Distribution System Operator | 16.76 |
| 23370 - General Maintenance Worker | 14.91 |
| 23380 - Ground Support Equipment Mechanic | 23.29 |
| 23381 - Ground Support Equipment Servicer | 20.66 |

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| 23382 - Ground Support Equipment Worker | 21.56 |
| 23391 - Gunsmith I | 16.49 |
| 23392 - Gunsmith II | 17.92 |
| 23393 - Gunsmith III | 19.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.90 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.16 |
| 23430 - Heavy Equipment Mechanic | 18.79 |
| 23440 - Heavy Equipment Operator | 16.03 |
| 23460 - Instrument Mechanic | 19.91 |
| 23465 - Laboratory/Shelter Mechanic | 18.58 |
| 23470 - Laborer | 11.36 |
| 23510 - Locksmith | 18.22 |
| 23530 - Machinery Maintenance Mechanic | 20.21 |
| 23550 - Machinist, Maintenance | 18.65 |
| 23580 - Maintenance Trades Helper | 15.22 |
| 23591 - Metrology Technician I | 19.91 |
| 23592 - Metrology Technician II | 20.59 |
| 23593 - Metrology Technician III | 21.20 |
| 23640 - Millwright | 19.82 |
| 23710 - Office Appliance Repairer | 16.72 |
| 23760 - Painter, Maintenance | 15.08 |
| 23790 - Pipefitter, Maintenance | 18.47 |
| 23810 - Plumber, Maintenance | 17.40 |
| 23820 - Pneudraulic Systems Mechanic | 19.91 |
| 23850 - Rigger | 19.91 |
| 23870 - Scale Mechanic | 17.92 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.08 |
| 23910 - Small Engine Mechanic | 13.96 |
| 23931 - Telecommunications Mechanic I | 24.20 |
| 23932 - Telecommunications Mechanic II | 27.78 |
| 23950 - Telephone Lineman | 20.70 |
| 23960 - Welder, Combination, Maintenance | 17.57 |
| 23965 - Well Driller | 18.90 |
| 23970 - Woodcraft Worker | 19.91 |
| 23980 - Woodworker | 17.07 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.61 |
| 24580 - Child Care Center Clerk | 11.40 |
| 24610 - Chore Aide | 11.01 |
| 24620 - Family Readiness And Support Services Coordinator | 15.82 |
| 24630 - Homemaker | 12.19 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.60 |
| 25040 - Sewage Plant Operator | 16.13 |
| 25070 - Stationary Engineer | 19.60 |
| 25190 - Ventilation Equipment Tender | 15.23 |
| 25210 - Water Treatment Plant Operator | 15.97 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.21 |
| 27007 - Baggage Inspector | 11.23 |
| 27008 - Corrections Officer | 12.80 |
| 27010 - Court Security Officer | 15.40 |
| 27030 - Detection Dog Handler | 15.38 |
| 27040 - Detention Officer | 12.80 |
| 27070 - Firefighter | 17.64 |
| 27101 - Guard I | 11.23 |
| 27102 - Guard II | 15.38 |
| 27131 - Police Officer I | 15.75 |
| 27132 - Police Officer II | 17.50 |
| 28000 - Recreation Occupations | |

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| 28041 - Carnival Equipment Operator | 11.14 |
| 28042 - Carnival Equipment Repairer | 12.75 |
| 28043 - Carnival Equipment Worker | 9.60 |
| 28210 - Gate Attendant/Gate Tender | 14.28 |
| 28310 - Lifeguard | 12.19 |
| 28350 - Park Attendant (Aide) | 15.97 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.66 |
| 28515 - Recreation Specialist | 19.61 |
| 28630 - Sports Official | 12.72 |
| 28690 - Swimming Pool Operator | 17.32 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.56 |
| 29020 - Hatch Tender | 19.81 |
| 29030 - Line Handler | 19.81 |
| 29041 - Stevedore I | 19.70 |
| 29042 - Stevedore II | 21.36 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.91 |
| 30022 - Archeological Technician II | 20.08 |
| 30023 - Archeological Technician III | 24.82 |
| 30030 - Cartographic Technician | 26.10 |
| 30040 - Civil Engineering Technician | 18.35 |
| 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 |
| 30210 - Laboratory Technician | 18.70 |
| 30240 - Mathematical Technician | 25.12 |
| 30361 - Paralegal/Legal Assistant I | 15.77 |
| 30362 - Paralegal/Legal Assistant II | 19.54 |
| 30363 - Paralegal/Legal Assistant III | 23.91 |
| 30364 - Paralegal/Legal Assistant IV | 28.92 |
| 30390 - Photo-Optics Technician | 25.12 |
| 30461 - Technical Writer I | 24.33 |
| 30462 - Technical Writer II | 27.26 |
| 30463 - Technical Writer III | 32.98 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 23.45 |
| 30621 - Weather Observer, Senior (see 2) | 25.12 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.59 |
| 31030 - Bus Driver | 14.48 |
| 31043 - Driver Courier | 12.79 |
| 31260 - Parking and Lot Attendant | 8.66 |
| 31290 - Shuttle Bus Driver | 13.37 |
| 31310 - Taxi Driver | 10.09 |
| 31361 - Truckdriver, Light | 13.37 |
| 31362 - Truckdriver, Medium | 15.35 |

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|---|-------|
| 31363 - Truckdriver, Heavy | 18.33 |
| 31364 - Truckdriver, Tractor-Trailer | 18.33 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.64 |
| 99050 - Desk Clerk | 9.43 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 13.56 |
| 99252 - Laboratory Animal Caretaker II | 13.95 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 12.79 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.77 |
| 99711 - Recycling Specialist | 16.34 |
| 99730 - Refuse Collector | 13.46 |
| 99810 - Sales Clerk | 11.54 |
| 99820 - School Crossing Guard | 13.99 |
| 99830 - Survey Party Chief | 16.49 |
| 99831 - Surveying Aide | 10.91 |
| 99832 - Surveying Technician | 14.98 |
| 99840 - Vending Machine Attendant | 13.25 |
| 99841 - Vending Machine Repairer | 15.07 |
| 99842 - Vending Machine Repairer Helper | 12.35 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2307
Revision No.: 15
Date Of Last Revision: 07/25/2014

States: Kansas, Missouri

Area: Kansas Counties of Anderson, Atchison, Doniphan, Douglas, Franklin, Johnson, Leavenworth, Linn, Miami, Wyandotte

Missouri Counties of Adair, Andrew, Atchison, Bates, Buchanan, Caldwell, Carroll, Cass, Chariton, Clay, Clinton, Cooper, Daviess, De Kalb, Gentry, Grundy, Harrison, Henry, Holt, Howard, Jackson, Johnson, Lafayette, Linn, Livingston, Macon, Mercer, Nodaway, Pettis, Platte, Putnam, Ray, Saline, Schuyler, Sullivan, Worth

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.97 |
| 01012 - Accounting Clerk II | | 15.69 |
| 01013 - Accounting Clerk III | | 17.77 |
| 01020 - Administrative Assistant | | 21.80 |
| 01040 - Court Reporter | | 18.32 |
| 01051 - Data Entry Operator I | | 12.47 |
| 01052 - Data Entry Operator II | | 14.14 |
| 01060 - Dispatcher, Motor Vehicle | | 18.55 |
| 01070 - Document Preparation Clerk | | 14.22 |
| 01090 - Duplicating Machine Operator | | 14.22 |
| 01111 - General Clerk I | | 12.95 |
| 01112 - General Clerk II | | 14.22 |
| 01113 - General Clerk III | | 15.96 |
| 01120 - Housing Referral Assistant | | 20.79 |
| 01141 - Messenger Courier | | 11.41 |
| 01191 - Order Clerk I | | 12.73 |
| 01192 - Order Clerk II | | 15.29 |
| 01261 - Personnel Assistant (Employment) I | | 16.17 |
| 01262 - Personnel Assistant (Employment) II | | 17.97 |
| 01263 - Personnel Assistant (Employment) III | | 20.54 |
| 01270 - Production Control Clerk | | 20.04 |
| 01280 - Receptionist | | 13.87 |
| 01290 - Rental Clerk | | 14.97 |
| 01300 - Scheduler, Maintenance | | 15.96 |
| 01311 - Secretary I | | 15.96 |
| 01312 - Secretary II | | 17.90 |
| 01313 - Secretary III | | 20.79 |
| 01320 - Service Order Dispatcher | | 21.18 |
| 01410 - Supply Technician | | 23.09 |
| 01420 - Survey Worker | | 17.02 |
| 01531 - Travel Clerk I | | 12.96 |
| 01532 - Travel Clerk II | | 14.00 |
| 01533 - Travel Clerk III | | 15.03 |
| 01611 - Word Processor I | | 14.09 |
| 01612 - Word Processor II | | 15.81 |
| 01613 - Word Processor III | | 17.69 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 23.30 |
| 05010 - Automotive Electrician | | 19.32 |
| 05040 - Automotive Glass Installer | | 18.59 |
| 05070 - Automotive Worker | | 18.59 |
| 05110 - Mobile Equipment Servicer | | 16.51 |
| 05130 - Motor Equipment Metal Mechanic | | 20.03 |
| 05160 - Motor Equipment Metal Worker | | 18.59 |
| 05190 - Motor Vehicle Mechanic | | 21.70 |
| 05220 - Motor Vehicle Mechanic Helper | | 15.47 |
| 05250 - Motor Vehicle Upholstery Worker | | 17.54 |
| 05280 - Motor Vehicle Wrecker | | 18.59 |
| 05310 - Painter, Automotive | | 19.32 |
| 05340 - Radiator Repair Specialist | | 18.59 |
| 05370 - Tire Repairer | | 15.18 |
| 05400 - Transmission Repair Specialist | | 20.03 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 14.52 |
| 07041 - Cook I | | 10.88 |
| 07042 - Cook II | | 12.54 |
| 07070 - Dishwasher | | 9.60 |
| 07130 - Food Service Worker | | 10.31 |
| 07210 - Meat Cutter | | 15.48 |
| 07260 - Waiter/Waitress | | 9.27 |

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| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 21.23 |
| 09040 - Furniture Handler | 15.75 |
| 09080 - Furniture Refinisher | 21.23 |
| 09090 - Furniture Refinisher Helper | 17.01 |
| 09110 - Furniture Repairer, Minor | 19.27 |
| 09130 - Upholsterer | 12.46 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.24 |
| 11060 - Elevator Operator | 12.93 |
| 11090 - Gardener | 16.01 |
| 11122 - Housekeeping Aide | 12.93 |
| 11150 - Janitor | 12.93 |
| 11210 - Laborer, Grounds Maintenance | 13.34 |
| 11240 - Maid or Houseman | 10.52 |
| 11260 - Pruner | 12.93 |
| 11270 - Tractor Operator | 15.37 |
| 11330 - Trail Maintenance Worker | 13.34 |
| 11360 - Window Cleaner | 13.33 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.12 |
| 12011 - Breath Alcohol Technician | 17.12 |
| 12012 - Certified Occupational Therapist Assistant | 21.32 |
| 12015 - Certified Physical Therapist Assistant | 22.07 |
| 12020 - Dental Assistant | 16.52 |
| 12025 - Dental Hygienist | 34.35 |
| 12030 - EKG Technician | 24.23 |
| 12035 - Electroneurodiagnostic Technologist | 24.23 |
| 12040 - Emergency Medical Technician | 17.12 |
| 12071 - Licensed Practical Nurse I | 14.58 |
| 12072 - Licensed Practical Nurse II | 16.31 |
| 12073 - Licensed Practical Nurse III | 18.19 |
| 12100 - Medical Assistant | 14.08 |
| 12130 - Medical Laboratory Technician | 15.52 |
| 12160 - Medical Record Clerk | 13.62 |
| 12190 - Medical Record Technician | 15.23 |
| 12195 - Medical Transcriptionist | 15.38 |
| 12210 - Nuclear Medicine Technologist | 32.27 |
| 12221 - Nursing Assistant I | 9.93 |
| 12222 - Nursing Assistant II | 11.18 |
| 12223 - Nursing Assistant III | 12.18 |
| 12224 - Nursing Assistant IV | 13.68 |
| 12235 - Optical Dispenser | 14.12 |
| 12236 - Optical Technician | 14.95 |
| 12250 - Pharmacy Technician | 14.84 |
| 12280 - Phlebotomist | 13.68 |
| 12305 - Radiologic Technologist | 25.29 |
| 12311 - Registered Nurse I | 23.68 |
| 12312 - Registered Nurse II | 27.27 |
| 12313 - Registered Nurse II, Specialist | 27.27 |
| 12314 - Registered Nurse III | 33.15 |
| 12315 - Registered Nurse III, Anesthetist | 33.15 |
| 12316 - Registered Nurse IV | 39.45 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.20 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.11 |
| 13012 - Exhibits Specialist II | 27.35 |
| 13013 - Exhibits Specialist III | 29.94 |
| 13041 - Illustrator I | 18.65 |
| 13042 - Illustrator II | 22.33 |
| 13043 - Illustrator III | 27.90 |
| 13047 - Librarian | 30.95 |
| 13050 - Library Aide/Clerk | 10.37 |

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| 13054 - Library Information Technology Systems Administrator | 23.49 |
| 13058 - Library Technician | 13.96 |
| 13061 - Media Specialist I | 17.03 |
| 13062 - Media Specialist II | 19.04 |
| 13063 - Media Specialist III | 21.24 |
| 13071 - Photographer I | 17.20 |
| 13072 - Photographer II | 19.24 |
| 13073 - Photographer III | 23.84 |
| 13074 - Photographer IV | 29.17 |
| 13075 - Photographer V | 35.29 |
| 13110 - Video Teleconference Technician | 17.91 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.03 |
| 14042 - Computer Operator II | 17.93 |
| 14043 - Computer Operator III | 19.99 |
| 14044 - Computer Operator IV | 23.48 |
| 14045 - Computer Operator V | 24.61 |
| 14071 - Computer Programmer I | 22.38 |
| 14072 - Computer Programmer II | 26.04 |
| 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 | 16.03 |
| 14160 - Personal Computer Support Technician | 23.48 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.38 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.12 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.69 |
| 15050 - Computer Based Training Specialist / Instructor | 27.62 |
| 15060 - Educational Technologist | 26.64 |
| 15070 - Flight Instructor (Pilot) | 39.69 |
| 15080 - Graphic Artist | 25.30 |
| 15090 - Technical Instructor | 20.74 |
| 15095 - Technical Instructor/Course Developer | 25.38 |
| 15110 - Test Proctor | 17.30 |
| 15120 - Tutor | 17.30 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.16 |
| 16030 - Counter Attendant | 9.16 |
| 16040 - Dry Cleaner | 11.82 |
| 16070 - Finisher, Flatwork, Machine | 9.16 |
| 16090 - Presser, Hand | 9.16 |
| 16110 - Presser, Machine, Drycleaning | 9.16 |
| 16130 - Presser, Machine, Shirts | 9.16 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.16 |
| 16190 - Sewing Machine Operator | 12.70 |
| 16220 - Tailor | 13.57 |
| 16250 - Washer, Machine | 10.08 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.23 |
| 19040 - Tool And Die Maker | 27.26 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.24 |
| 21030 - Material Coordinator | 20.04 |
| 21040 - Material Expediter | 20.04 |
| 21050 - Material Handling Laborer | 16.19 |
| 21071 - Order Filler | 13.52 |
| 21080 - Production Line Worker (Food Processing) | 19.24 |
| 21110 - Shipping Packer | 15.57 |
| 21130 - Shipping/Receiving Clerk | 15.57 |

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| 21140 - Store Worker I | 13.27 |
| 21150 - Stock Clerk | 19.19 |
| 21210 - Tools And Parts Attendant | 19.24 |
| 21410 - Warehouse Specialist | 19.24 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.87 |
| 23021 - Aircraft Mechanic I | 24.88 |
| 23022 - Aircraft Mechanic II | 25.87 |
| 23023 - Aircraft Mechanic III | 26.77 |
| 23040 - Aircraft Mechanic Helper | 19.23 |
| 23050 - Aircraft, Painter | 23.93 |
| 23060 - Aircraft Servicer | 21.78 |
| 23080 - Aircraft Worker | 23.09 |
| 23110 - Appliance Mechanic | 19.30 |
| 23120 - Bicycle Repairer | 15.18 |
| 23125 - Cable Splicer | 28.03 |
| 23130 - Carpenter, Maintenance | 23.76 |
| 23140 - Carpet Layer | 25.78 |
| 23160 - Electrician, Maintenance | 29.98 |
| 23181 - Electronics Technician Maintenance I | 21.55 |
| 23182 - Electronics Technician Maintenance II | 27.18 |
| 23183 - Electronics Technician Maintenance III | 27.74 |
| 23260 - Fabric Worker | 19.01 |
| 23290 - Fire Alarm System Mechanic | 22.01 |
| 23310 - Fire Extinguisher Repairer | 17.66 |
| 23311 - Fuel Distribution System Mechanic | 25.39 |
| 23312 - Fuel Distribution System Operator | 19.91 |
| 23370 - General Maintenance Worker | 20.36 |
| 23380 - Ground Support Equipment Mechanic | 24.88 |
| 23381 - Ground Support Equipment Servicer | 21.78 |
| 23382 - Ground Support Equipment Worker | 23.09 |
| 23391 - Gunsmith I | 17.66 |
| 23392 - Gunsmith II | 20.36 |
| 23393 - Gunsmith III | 22.53 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.80 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.71 |
| 23430 - Heavy Equipment Mechanic | 21.39 |
| 23440 - Heavy Equipment Operator | 23.00 |
| 23460 - Instrument Mechanic | 22.53 |
| 23465 - Laboratory/Shelter Mechanic | 21.55 |
| 23470 - Laborer | 13.44 |
| 23510 - Locksmith | 21.75 |
| 23530 - Machinery Maintenance Mechanic | 21.01 |
| 23550 - Machinist, Maintenance | 22.01 |
| 23580 - Maintenance Trades Helper | 16.31 |
| 23591 - Metrology Technician I | 22.59 |
| 23592 - Metrology Technician II | 23.38 |
| 23593 - Metrology Technician III | 24.19 |
| 23640 - Millwright | 25.77 |
| 23710 - Office Appliance Repairer | 21.38 |
| 23760 - Painter, Maintenance | 21.23 |
| 23790 - Pipefitter, Maintenance | 27.67 |
| 23810 - Plumber, Maintenance | 24.62 |
| 23820 - Pneudraulic Systems Mechanic | 22.53 |
| 23850 - Rigger | 22.53 |
| 23870 - Scale Mechanic | 20.36 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.89 |
| 23910 - Small Engine Mechanic | 21.10 |
| 23931 - Telecommunications Mechanic I | 23.21 |
| 23932 - Telecommunications Mechanic II | 24.05 |
| 23950 - Telephone Lineman | 24.54 |

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| 23960 - Welder, Combination, Maintenance | 22.01 |
| 23965 - Well Driller | 21.20 |
| 23970 - Woodcraft Worker | 22.53 |
| 23980 - Woodworker | 17.66 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.63 |
| 24580 - Child Care Center Clerk | 14.51 |
| 24610 - Chore Aide | 9.51 |
| 24620 - Family Readiness And Support Services Coordinator | 13.66 |
| 24630 - Homemaker | 16.12 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.16 |
| 25040 - Sewage Plant Operator | 21.30 |
| 25070 - Stationary Engineer | 25.16 |
| 25190 - Ventilation Equipment Tender | 17.01 |
| 25210 - Water Treatment Plant Operator | 21.23 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.02 |
| 27007 - Baggage Inspector | 13.32 |
| 27008 - Corrections Officer | 18.89 |
| 27010 - Court Security Officer | 20.41 |
| 27030 - Detection Dog Handler | 16.62 |
| 27040 - Detention Officer | 18.89 |
| 27070 - Firefighter | 21.35 |
| 27101 - Guard I | 13.32 |
| 27102 - Guard II | 16.62 |
| 27131 - Police Officer I | 22.07 |
| 27132 - Police Officer II | 24.51 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.14 |
| 28042 - Carnival Equipment Repairer | 11.89 |
| 28043 - Carnival Equipment Worker | 9.01 |
| 28210 - Gate Attendant/Gate Tender | 15.25 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 17.05 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.45 |
| 28515 - Recreation Specialist | 19.43 |
| 28630 - Sports Official | 13.59 |
| 28690 - Swimming Pool Operator | 19.20 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.29 |
| 29020 - Hatch Tender | 23.29 |
| 29030 - Line Handler | 23.29 |
| 29041 - Stevedore I | 21.62 |
| 29042 - Stevedore II | 24.53 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.88 |
| 30022 - Archeological Technician II | 19.99 |
| 30023 - Archeological Technician III | 24.76 |
| 30030 - Cartographic Technician | 25.01 |
| 30040 - Civil Engineering Technician | 25.17 |
| 30061 - Drafter/CAD Operator I | 18.04 |
| 30062 - Drafter/CAD Operator II | 20.18 |
| 30063 - Drafter/CAD Operator III | 22.51 |
| 30064 - Drafter/CAD Operator IV | 27.69 |
| 30081 - Engineering Technician I | 15.54 |
| 30082 - Engineering Technician II | 19.08 |
| 30083 - Engineering Technician III | 21.95 |
| 30084 - Engineering Technician IV | 24.41 |

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| 30085 - Engineering Technician V | 29.54 |
| 30086 - Engineering Technician VI | 36.00 |
| 30090 - Environmental Technician | 20.48 |
| 30210 - Laboratory Technician | 20.07 |
| 30240 - Mathematical Technician | 25.01 |
| 30361 - Paralegal/Legal Assistant I | 17.19 |
| 30362 - Paralegal/Legal Assistant II | 21.79 |
| 30363 - Paralegal/Legal Assistant III | 26.66 |
| 30364 - Paralegal/Legal Assistant IV | 32.25 |
| 30390 - Photo-Optics Technician | 25.01 |
| 30461 - Technical Writer I | 20.53 |
| 30462 - Technical Writer II | 25.11 |
| 30463 - Technical Writer III | 30.38 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 22.51 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 25.01 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.37 |
| 31030 - Bus Driver | 17.28 |
| 31043 - Driver Courier | 14.58 |
| 31260 - Parking and Lot Attendant | 12.07 |
| 31290 - Shuttle Bus Driver | 15.77 |
| 31310 - Taxi Driver | 11.26 |
| 31361 - Truckdriver, Light | 15.77 |
| 31362 - Truckdriver, Medium | 21.15 |
| 31363 - Truckdriver, Heavy | 21.54 |
| 31364 - Truckdriver, Tractor-Trailer | 21.54 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.19 |
| 99050 - Desk Clerk | 9.42 |
| 99095 - Embalmer | 22.23 |
| 99251 - Laboratory Animal Caretaker I | 9.92 |
| 99252 - Laboratory Animal Caretaker II | 10.65 |
| 99310 - Mortician | 30.24 |
| 99410 - Pest Controller | 17.98 |
| 99510 - Photofinishing Worker | 12.76 |
| 99710 - Recycling Laborer | 15.79 |
| 99711 - Recycling Specialist | 18.79 |
| 99730 - Refuse Collector | 14.15 |
| 99810 - Sales Clerk | 12.20 |
| 99820 - School Crossing Guard | 10.90 |
| 99830 - Survey Party Chief | 21.44 |
| 99831 - Surveying Aide | 13.33 |
| 99832 - Surveying Technician | 18.25 |
| 99840 - Vending Machine Attendant | 14.51 |
| 99841 - Vending Machine Repairer | 17.45 |
| 99842 - Vending Machine Repairer Helper | 14.51 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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| WDS_Revision_Received_10.9.2014 | | |
| THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION | |
| By direction of the Secretary of Labor | WAGE AND HOUR DIVISION | |
| | WASHINGTON D.C. 20210 | |
| Diane C. Koplewski | Division of | Wage Determination No.: 2005-2308 |
| Director | Wage Determinations | Revision No.: 16 |
| | | Date Of Last Revision: 07/25/2014 |
| States: Kansas, Missouri | | |

Area: Kansas Counties of Anderson, Atchison, Doniphan, Douglas, Franklin, Johnson, Leavenworth, Linn, Miami, Wyandotte

Missouri Counties of Adair, Andrew, Atchison, Bates, Buchanan, Caldwell, Carroll, Cass, Chariton, Clay, Clinton, Cooper, Daviess, De Kalb, Gentry, Grundy, Harrison, Henry, Holt, Howard, Jackson, Johnson, Lafayette, Linn, Livingston, Macon, Mercer, Nodaway, Pettis, Platte, Putnam, Ray, Saline, Schuyler, Sullivan, Worth

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.97 |
| 01012 - Accounting Clerk II | | 15.69 |
| 01013 - Accounting Clerk III | | 17.77 |
| 01020 - Administrative Assistant | | 21.80 |
| 01040 - Court Reporter | | 18.32 |
| 01051 - Data Entry Operator I | | 12.47 |
| 01052 - Data Entry Operator II | | 14.14 |
| 01060 - Dispatcher, Motor Vehicle | | 18.55 |
| 01070 - Document Preparation Clerk | | 14.22 |
| 01090 - Duplicating Machine Operator | | 14.22 |
| 01111 - General Clerk I | | 12.95 |
| 01112 - General Clerk II | | 14.22 |
| 01113 - General Clerk III | | 15.96 |
| 01120 - Housing Referral Assistant | | 20.79 |
| 01141 - Messenger Courier | | 11.41 |
| 01191 - Order Clerk I | | 12.73 |
| 01192 - Order Clerk II | | 15.29 |
| 01261 - Personnel Assistant (Employment) I | | 16.17 |
| 01262 - Personnel Assistant (Employment) II | | 17.97 |
| 01263 - Personnel Assistant (Employment) III | | 20.54 |
| 01270 - Production Control Clerk | | 20.04 |
| 01280 - Receptionist | | 13.87 |
| 01290 - Rental Clerk | | 14.97 |
| 01300 - Scheduler, Maintenance | | 15.96 |
| 01311 - Secretary I | | 15.96 |
| 01312 - Secretary II | | 17.90 |
| 01313 - Secretary III | | 20.79 |
| 01320 - Service Order Dispatcher | | 21.18 |
| 01410 - Supply Technician | | 23.09 |
| 01420 - Survey Worker | | 17.02 |
| 01531 - Travel Clerk I | | 12.96 |
| 01532 - Travel Clerk II | | 14.00 |
| 01533 - Travel Clerk III | | 15.03 |
| 01611 - Word Processor I | | 14.09 |

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| 01612 - Word Processor II | 15.81 |
| 01613 - Word Processor III | 17.69 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.30 |
| 05010 - Automotive Electrician | 19.32 |
| 05040 - Automotive Glass Installer | 18.59 |
| 05070 - Automotive Worker | 18.59 |
| 05110 - Mobile Equipment Servicer | 16.51 |
| 05130 - Motor Equipment Metal Mechanic | 20.03 |
| 05160 - Motor Equipment Metal Worker | 18.59 |
| 05190 - Motor Vehicle Mechanic | 21.70 |
| 05220 - Motor Vehicle Mechanic Helper | 15.47 |
| 05250 - Motor Vehicle Upholstery Worker | 17.54 |
| 05280 - Motor Vehicle Wrecker | 18.59 |
| 05310 - Painter, Automotive | 19.32 |
| 05340 - Radiator Repair Specialist | 18.59 |
| 05370 - Tire Repairer | 15.18 |
| 05400 - Transmission Repair Specialist | 20.03 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.52 |
| 07041 - Cook I | 10.88 |
| 07042 - Cook II | 12.54 |
| 07070 - Dishwasher | 9.60 |
| 07130 - Food Service Worker | 10.31 |
| 07210 - Meat Cutter | 15.48 |
| 07260 - Waiter/Waitress | 9.27 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 21.23 |
| 09040 - Furniture Handler | 15.75 |
| 09080 - Furniture Refinisher | 21.23 |
| 09090 - Furniture Refinisher Helper | 17.01 |
| 09110 - Furniture Repairer, Minor | 19.27 |
| 09130 - Upholsterer | 12.46 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.24 |
| 11060 - Elevator Operator | 12.93 |
| 11090 - Gardener | 16.01 |
| 11122 - Housekeeping Aide | 12.93 |
| 11150 - Janitor | 12.93 |
| 11210 - Laborer, Grounds Maintenance | 13.34 |
| 11240 - Maid or Houseman | 10.52 |
| 11260 - Pruner | 12.93 |
| 11270 - Tractor Operator | 15.37 |
| 11330 - Trail Maintenance Worker | 13.34 |
| 11360 - Window Cleaner | 13.33 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.12 |
| 12011 - Breath Alcohol Technician | 17.12 |
| 12012 - Certified Occupational Therapist Assistant | 21.32 |
| 12015 - Certified Physical Therapist Assistant | 22.07 |
| 12020 - Dental Assistant | 16.52 |
| 12025 - Dental Hygienist | 34.35 |
| 12030 - EKG Technician | 24.23 |
| 12035 - Electroneurodiagnostic Technologist | 24.23 |
| 12040 - Emergency Medical Technician | 17.12 |
| 12071 - Licensed Practical Nurse I | 14.58 |
| 12072 - Licensed Practical Nurse II | 16.31 |
| 12073 - Licensed Practical Nurse III | 18.19 |
| 12100 - Medical Assistant | 14.08 |
| 12130 - Medical Laboratory Technician | 15.52 |
| 12160 - Medical Record Clerk | 13.62 |
| 12190 - Medical Record Technician | 15.23 |
| 12195 - Medical Transcriptionist | 15.38 |

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| 12210 - Nuclear Medicine Technologist | 32.27 |
| 12221 - Nursing Assistant I | 9.93 |
| 12222 - Nursing Assistant II | 11.18 |
| 12223 - Nursing Assistant III | 12.18 |
| 12224 - Nursing Assistant IV | 13.68 |
| 12235 - Optical Dispenser | 14.12 |
| 12236 - Optical Technician | 14.95 |
| 12250 - Pharmacy Technician | 14.84 |
| 12280 - Phlebotomist | 13.68 |
| 12305 - Radiologic Technologist | 25.29 |
| 12311 - Registered Nurse I | 23.68 |
| 12312 - Registered Nurse II | 27.27 |
| 12313 - Registered Nurse II, Specialist | 27.27 |
| 12314 - Registered Nurse III | 33.15 |
| 12315 - Registered Nurse III, Anesthetist | 33.15 |
| 12316 - Registered Nurse IV | 39.45 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.20 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.11 |
| 13012 - Exhibits Specialist II | 27.35 |
| 13013 - Exhibits Specialist III | 29.94 |
| 13041 - Illustrator I | 18.65 |
| 13042 - Illustrator II | 22.33 |
| 13043 - Illustrator III | 27.90 |
| 13047 - Librarian | 30.95 |
| 13050 - Library Aide/Clerk | 10.37 |
| 13054 - Library Information Technology Systems Administrator | 23.49 |
| 13058 - Library Technician | 13.96 |
| 13061 - Media Specialist I | 17.03 |
| 13062 - Media Specialist II | 19.04 |
| 13063 - Media Specialist III | 21.24 |
| 13071 - Photographer I | 17.20 |
| 13072 - Photographer II | 19.24 |
| 13073 - Photographer III | 23.84 |
| 13074 - Photographer IV | 29.17 |
| 13075 - Photographer V | 35.29 |
| 13110 - Video Teleconference Technician | 17.91 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.03 |
| 14042 - Computer Operator II | 17.93 |
| 14043 - Computer Operator III | 19.99 |
| 14044 - Computer Operator IV | 23.48 |
| 14045 - Computer Operator V | 24.61 |
| 14071 - Computer Programmer I | 22.38 |
| 14072 - Computer Programmer II | 26.04 |
| 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 | 16.03 |
| 14160 - Personal Computer Support Technician | 23.48 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.38 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.12 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.69 |
| 15050 - Computer Based Training Specialist / Instructor | 27.62 |
| 15060 - Educational Technologist | 26.64 |
| 15070 - Flight Instructor (Pilot) | 39.69 |
| 15080 - Graphic Artist | 25.30 |
| 15090 - Technical Instructor | 20.74 |
| 15095 - Technical Instructor/Course Developer | 25.38 |

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| 15110 - Test Proctor | 17.30 |
| 15120 - Tutor | 17.30 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.16 |
| 16030 - Counter Attendant | 9.16 |
| 16040 - Dry Cleaner | 11.82 |
| 16070 - Finisher, Flatwork, Machine | 9.16 |
| 16090 - Presser, Hand | 9.16 |
| 16110 - Presser, Machine, Drycleaning | 9.16 |
| 16130 - Presser, Machine, Shirts | 9.16 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.16 |
| 16190 - Sewing Machine Operator | 12.70 |
| 16220 - Tailor | 13.57 |
| 16250 - Washer, Machine | 10.08 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.23 |
| 19040 - Tool And Die Maker | 27.26 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.24 |
| 21030 - Material Coordinator | 20.04 |
| 21040 - Material Expediter | 20.04 |
| 21050 - Material Handling Laborer | 16.19 |
| 21071 - Order Filler | 13.52 |
| 21080 - Production Line Worker (Food Processing) | 19.24 |
| 21110 - Shipping Packer | 15.57 |
| 21130 - Shipping/Receiving Clerk | 15.57 |
| 21140 - Store Worker I | 13.27 |
| 21150 - Stock Clerk | 19.19 |
| 21210 - Tools And Parts Attendant | 19.24 |
| 21410 - Warehouse Specialist | 19.24 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.87 |
| 23021 - Aircraft Mechanic I | 24.88 |
| 23022 - Aircraft Mechanic II | 25.87 |
| 23023 - Aircraft Mechanic III | 26.77 |
| 23040 - Aircraft Mechanic Helper | 19.23 |
| 23050 - Aircraft, Painter | 23.93 |
| 23060 - Aircraft Servicer | 21.78 |
| 23080 - Aircraft Worker | 23.09 |
| 23110 - Appliance Mechanic | 19.30 |
| 23120 - Bicycle Repairer | 15.18 |
| 23125 - Cable Splicer | 28.03 |
| 23130 - Carpenter, Maintenance | 23.76 |
| 23140 - Carpet Layer | 25.78 |
| 23160 - Electrician, Maintenance | 29.98 |
| 23181 - Electronics Technician Maintenance I | 21.55 |
| 23182 - Electronics Technician Maintenance II | 27.18 |
| 23183 - Electronics Technician Maintenance III | 27.74 |
| 23260 - Fabric Worker | 19.01 |
| 23290 - Fire Alarm System Mechanic | 22.01 |
| 23310 - Fire Extinguisher Repairer | 17.66 |
| 23311 - Fuel Distribution System Mechanic | 25.39 |
| 23312 - Fuel Distribution System Operator | 19.91 |
| 23370 - General Maintenance Worker | 20.36 |
| 23380 - Ground Support Equipment Mechanic | 24.88 |
| 23381 - Ground Support Equipment Servicer | 21.78 |
| 23382 - Ground Support Equipment Worker | 23.09 |
| 23391 - Gunsmith I | 17.66 |
| 23392 - Gunsmith II | 20.36 |
| 23393 - Gunsmith III | 22.53 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.80 |
| 23411 - Heating, Ventilation And Air Contditioning | 23.71 |

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| Mechanic (Research Facility) | |
| 23430 - Heavy Equipment Mechanic | 21.39 |
| 23440 - Heavy Equipment Operator | 23.00 |
| 23460 - Instrument Mechanic | 22.53 |
| 23465 - Laboratory/Shelter Mechanic | 21.55 |
| 23470 - Laborer | 13.44 |
| 23510 - Locksmith | 21.75 |
| 23530 - Machinery Maintenance Mechanic | 21.01 |
| 23550 - Machinist, Maintenance | 22.01 |
| 23580 - Maintenance Trades Helper | 16.31 |
| 23591 - Metrology Technician I | 22.59 |
| 23592 - Metrology Technician II | 23.38 |
| 23593 - Metrology Technician III | 24.19 |
| 23640 - Millwright | 25.77 |
| 23710 - Office Appliance Repairer | 21.38 |
| 23760 - Painter, Maintenance | 21.23 |
| 23790 - Pipefitter, Maintenance | 27.67 |
| 23810 - Plumber, Maintenance | 24.62 |
| 23820 - Pneudraulic Systems Mechanic | 22.53 |
| 23850 - Rigger | 22.53 |
| 23870 - Scale Mechanic | 20.36 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.89 |
| 23910 - Small Engine Mechanic | 21.10 |
| 23931 - Telecommunications Mechanic I | 23.21 |
| 23932 - Telecommunications Mechanic II | 24.05 |
| 23950 - Telephone Lineman | 24.54 |
| 23960 - Welder, Combination, Maintenance | 22.01 |
| 23965 - Well Driller | 21.20 |
| 23970 - Woodcraft Worker | 22.53 |
| 23980 - Woodworker | 17.66 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.63 |
| 24580 - Child Care Center Clerk | 14.51 |
| 24610 - Chore Aide | 9.51 |
| 24620 - Family Readiness And Support Services Coordinator | 13.66 |
| 24630 - Homemaker | 16.12 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.16 |
| 25040 - Sewage Plant Operator | 21.30 |
| 25070 - Stationary Engineer | 25.16 |
| 25190 - Ventilation Equipment Tender | 17.01 |
| 25210 - Water Treatment Plant Operator | 21.23 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.02 |
| 27007 - Baggage Inspector | 13.32 |
| 27008 - Corrections Officer | 18.89 |
| 27010 - Court Security Officer | 20.41 |
| 27030 - Detection Dog Handler | 16.62 |
| 27040 - Detention Officer | 18.89 |
| 27070 - Firefighter | 21.35 |
| 27101 - Guard I | 13.32 |
| 27102 - Guard II | 16.62 |
| 27131 - Police Officer I | 22.07 |
| 27132 - Police Officer II | 24.51 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.14 |
| 28042 - Carnival Equipment Repairer | 11.89 |
| 28043 - Carnival Equipment Worker | 9.01 |
| 28210 - Gate Attendant/Gate Tender | 15.25 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 17.05 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.45 |

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| 28515 - Recreation Specialist | 19.43 |
| 28630 - Sports Official | 13.59 |
| 28690 - Swimming Pool Operator | 19.20 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.29 |
| 29020 - Hatch Tender | 23.29 |
| 29030 - Line Handler | 23.29 |
| 29041 - Stevedore I | 21.62 |
| 29042 - Stevedore II | 24.53 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.88 |
| 30022 - Archeological Technician II | 19.99 |
| 30023 - Archeological Technician III | 24.76 |
| 30030 - Cartographic Technician | 25.01 |
| 30040 - Civil Engineering Technician | 25.17 |
| 30061 - Drafter/CAD Operator I | 18.04 |
| 30062 - Drafter/CAD Operator II | 20.18 |
| 30063 - Drafter/CAD Operator III | 22.51 |
| 30064 - Drafter/CAD Operator IV | 27.69 |
| 30081 - Engineering Technician I | 15.54 |
| 30082 - Engineering Technician II | 19.08 |
| 30083 - Engineering Technician III | 21.95 |
| 30084 - Engineering Technician IV | 24.41 |
| 30085 - Engineering Technician V | 29.54 |
| 30086 - Engineering Technician VI | 36.00 |
| 30090 - Environmental Technician | 20.48 |
| 30210 - Laboratory Technician | 20.07 |
| 30240 - Mathematical Technician | 25.01 |
| 30361 - Paralegal/Legal Assistant I | 17.19 |
| 30362 - Paralegal/Legal Assistant II | 21.79 |
| 30363 - Paralegal/Legal Assistant III | 26.66 |
| 30364 - Paralegal/Legal Assistant IV | 32.25 |
| 30390 - Photo-Optics Technician | 25.01 |
| 30461 - Technical Writer I | 20.53 |
| 30462 - Technical Writer II | 25.11 |
| 30463 - Technical Writer III | 30.38 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 22.51 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 25.01 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.37 |
| 31030 - Bus Driver | 17.28 |
| 31043 - Driver Courier | 14.58 |
| 31260 - Parking and Lot Attendant | 12.07 |
| 31290 - Shuttle Bus Driver | 15.77 |
| 31310 - Taxi Driver | 11.26 |
| 31361 - Truckdriver, Light | 15.77 |
| 31362 - Truckdriver, Medium | 21.15 |
| 31363 - Truckdriver, Heavy | 21.54 |
| 31364 - Truckdriver, Tractor-Trailer | 21.54 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.19 |
| 99050 - Desk Clerk | 9.42 |
| 99095 - Embalmer | 22.23 |
| 99251 - Laboratory Animal Caretaker I | 9.92 |

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| 99252 - Laboratory Animal Caretaker II | 10.65 |
| 99310 - Mortician | 30.24 |
| 99410 - Pest Controller | 17.98 |
| 99510 - Photofinishing Worker | 12.76 |
| 99710 - Recycling Laborer | 15.79 |
| 99711 - Recycling Specialist | 18.79 |
| 99730 - Refuse Collector | 14.15 |
| 99810 - Sales Clerk | 12.20 |
| 99820 - School Crossing Guard | 10.90 |
| 99830 - Survey Party Chief | 21.44 |
| 99831 - Surveying Aide | 13.33 |
| 99832 - Surveying Technician | 18.25 |
| 99840 - Vending Machine Attendant | 14.51 |
| 99841 - Vending Machine Repairer | 17.45 |
| 99842 - Vending Machine Repairer Helper | 14.51 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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
Page 6450

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive

ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol>.

gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2309
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: Illinois, Missouri

Area: Illinois Counties of Alexander, Bond, Calhoun, Clay, Clinton, Effingham, Fayette, Franklin, Hamilton, Jackson, Jefferson, Jersey, Johnson, Madison, Marion, Massac, Monroe, Perry, Pope, Pulaski, Randolph, Saline, St Clair, Union, Washington, Wayne, Williamson

Missouri Counties of Audrain, Boone, Callaway, Clark, Cole, Crawford, Franklin, Gasconade, Jefferson, Knox, Lewis, Lincoln, Marion, Monroe, Montgomery, Osage, Pike, Ralls, Randolph, Scotland, Shelby, St Charles, St Francois, St Louis, Ste Genevieve, Warren, Washington

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.10 |
| 01012 - Accounting Clerk II | | 15.83 |
| 01013 - Accounting Clerk III | | 18.57 |
| 01020 - Administrative Assistant | | 24.14 |

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| 01040 - Court Reporter | 19.05 |
| 01051 - Data Entry Operator I | 12.22 |
| 01052 - Data Entry Operator II | 14.40 |
| 01060 - Dispatcher, Motor Vehicle | 19.05 |
| 01070 - Document Preparation Clerk | 13.51 |
| 01090 - Duplicating Machine Operator | 13.51 |
| 01111 - General Clerk I | 12.33 |
| 01112 - General Clerk II | 15.00 |
| 01113 - General Clerk III | 17.07 |
| 01120 - Housing Referral Assistant | 20.96 |
| 01141 - Messenger Courier | 11.61 |
| 01191 - Order Clerk I | 12.99 |
| 01192 - Order Clerk II | 14.18 |
| 01261 - Personnel Assistant (Employment) I | 16.33 |
| 01262 - Personnel Assistant (Employment) II | 19.05 |
| 01263 - Personnel Assistant (Employment) III | 20.73 |
| 01270 - Production Control Clerk | 20.73 |
| 01280 - Receptionist | 15.10 |
| 01290 - Rental Clerk | 16.06 |
| 01300 - Scheduler, Maintenance | 15.96 |
| 01311 - Secretary I | 15.96 |
| 01312 - Secretary II | 17.85 |
| 01313 - Secretary III | 20.96 |
| 01320 - Service Order Dispatcher | 18.12 |
| 01410 - Supply Technician | 22.39 |
| 01420 - Survey Worker | 19.05 |
| 01531 - Travel Clerk I | 11.94 |
| 01532 - Travel Clerk II | 12.86 |
| 01533 - Travel Clerk III | 13.72 |
| 01611 - Word Processor I | 13.51 |
| 01612 - Word Processor II | 16.06 |
| 01613 - Word Processor III | 19.05 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.80 |
| 05010 - Automotive Electrician | 20.59 |
| 05040 - Automotive Glass Installer | 19.74 |
| 05070 - Automotive Worker | 19.74 |
| 05110 - Mobile Equipment Servicer | 18.01 |
| 05130 - Motor Equipment Metal Mechanic | 21.46 |
| 05160 - Motor Equipment Metal Worker | 19.74 |
| 05190 - Motor Vehicle Mechanic | 20.40 |
| 05220 - Motor Vehicle Mechanic Helper | 16.72 |
| 05250 - Motor Vehicle Upholstery Worker | 18.88 |
| 05280 - Motor Vehicle Wrecker | 19.74 |
| 05310 - Painter, Automotive | 20.59 |
| 05340 - Radiator Repair Specialist | 19.74 |
| 05370 - Tire Repairer | 15.80 |
| 05400 - Transmission Repair Specialist | 21.46 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.77 |
| 07041 - Cook I | 11.02 |
| 07042 - Cook II | 12.07 |
| 07070 - Dishwasher | 8.11 |
| 07130 - Food Service Worker | 10.05 |
| 07210 - Meat Cutter | 16.34 |
| 07260 - Waiter/Waitress | 8.69 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.56 |
| 09040 - Furniture Handler | 13.35 |
| 09080 - Furniture Refinisher | 20.56 |
| 09090 - Furniture Refinisher Helper | 16.55 |
| 09110 - Furniture Repairer, Minor | 18.84 |
| 09130 - Upholsterer | 22.61 |

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| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.74 |
| 11060 - Elevator Operator | 11.10 |
| 11090 - Gardener | 16.03 |
| 11122 - Housekeeping Aide | 11.46 |
| 11150 - Janitor | 11.46 |
| 11210 - Laborer, Grounds Maintenance | 12.55 |
| 11240 - Maid or Houseman | 8.62 |
| 11260 - Pruner | 11.10 |
| 11270 - Tractor Operator | 15.03 |
| 11330 - Trail Maintenance Worker | 12.55 |
| 11360 - Window Cleaner | 13.02 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.73 |
| 12011 - Breath Alcohol Technician | 16.55 |
| 12012 - Certified Occupational Therapist Assistant | 21.69 |
| 12015 - Certified Physical Therapist Assistant | 20.81 |
| 12020 - Dental Assistant | 16.87 |
| 12025 - Dental Hygienist | 29.20 |
| 12030 - EKG Technician | 22.64 |
| 12035 - Electroneurodiagnostic Technologist | 22.64 |
| 12040 - Emergency Medical Technician | 19.90 |
| 12071 - Licensed Practical Nurse I | 14.80 |
| 12072 - Licensed Practical Nurse II | 16.55 |
| 12073 - Licensed Practical Nurse III | 18.46 |
| 12100 - Medical Assistant | 13.28 |
| 12130 - Medical Laboratory Technician | 17.14 |
| 12160 - Medical Record Clerk | 14.89 |
| 12190 - Medical Record Technician | 15.83 |
| 12195 - Medical Transcriptionist | 16.10 |
| 12210 - Nuclear Medicine Technologist | 31.23 |
| 12221 - Nursing Assistant I | 10.22 |
| 12222 - Nursing Assistant II | 11.49 |
| 12223 - Nursing Assistant III | 12.54 |
| 12224 - Nursing Assistant IV | 14.07 |
| 12235 - Optical Dispenser | 16.07 |
| 12236 - Optical Technician | 15.99 |
| 12250 - Pharmacy Technician | 15.52 |
| 12280 - Phlebotomist | 14.07 |
| 12305 - Radiologic Technologist | 25.09 |
| 12311 - Registered Nurse I | 26.36 |
| 12312 - Registered Nurse II | 29.18 |
| 12313 - Registered Nurse II, Specialist | 29.18 |
| 12314 - Registered Nurse III | 35.30 |
| 12315 - Registered Nurse III, Anesthetist | 35.30 |
| 12316 - Registered Nurse IV | 42.33 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.03 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.31 |
| 13012 - Exhibits Specialist II | 22.69 |
| 13013 - Exhibits Specialist III | 27.76 |
| 13041 - Illustrator I | 20.80 |
| 13042 - Illustrator II | 25.56 |
| 13043 - Illustrator III | 30.15 |
| 13047 - Librarian | 26.36 |
| 13050 - Library Aide/Clerk | 12.34 |
| 13054 - Library Information Technology Systems Administrator | 23.81 |
| 13058 - Library Technician | 14.61 |
| 13061 - Media Specialist I | 17.18 |
| 13062 - Media Specialist II | 19.21 |
| 13063 - Media Specialist III | 21.43 |
| 13071 - Photographer I | 16.71 |

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| 13072 - Photographer II | 18.69 |
| 13073 - Photographer III | 23.16 |
| 13074 - Photographer IV | 27.91 |
| 13075 - Photographer V | 33.77 |
| 13110 - Video Teleconference Technician | 17.77 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.04 |
| 14042 - Computer Operator II | 19.06 |
| 14043 - Computer Operator III | 21.26 |
| 14044 - Computer Operator IV | 23.61 |
| 14045 - Computer Operator V | 26.16 |
| 14071 - Computer Programmer I | 22.01 |
| 14072 - Computer Programmer II | 26.17 |
| 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 | 18.26 |
| 14160 - Personal Computer Support Technician | 25.31 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 34.92 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 42.25 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 50.64 |
| 15050 - Computer Based Training Specialist / Instructor | 33.63 |
| 15060 - Educational Technologist | 28.74 |
| 15070 - Flight Instructor (Pilot) | 50.64 |
| 15080 - Graphic Artist | 21.87 |
| 15090 - Technical Instructor | 20.66 |
| 15095 - Technical Instructor/Course Developer | 25.27 |
| 15110 - Test Proctor | 16.67 |
| 15120 - Tutor | 16.67 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.18 |
| 16030 - Counter Attendant | 9.18 |
| 16040 - Dry Cleaner | 11.31 |
| 16070 - Finisher, Flatwork, Machine | 9.18 |
| 16090 - Presser, Hand | 9.18 |
| 16110 - Presser, Machine, Drycleaning | 9.18 |
| 16130 - Presser, Machine, Shirts | 9.18 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.18 |
| 16190 - Sewing Machine Operator | 11.95 |
| 16220 - Tailor | 12.63 |
| 16250 - Washer, Machine | 9.95 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.05 |
| 19040 - Tool And Die Maker | 25.72 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.14 |
| 21030 - Material Coordinator | 20.64 |
| 21040 - Material Expediter | 20.64 |
| 21050 - Material Handling Laborer | 19.18 |
| 21071 - Order Filler | 12.91 |
| 21080 - Production Line Worker (Food Processing) | 18.77 |
| 21110 - Shipping Packer | 13.96 |
| 21130 - Shipping/Receiving Clerk | 13.96 |
| 21140 - Store Worker I | 11.56 |
| 21150 - Stock Clerk | 17.04 |
| 21210 - Tools And Parts Attendant | 19.14 |
| 21410 - Warehouse Specialist | 19.14 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.30 |
| 23021 - Aircraft Mechanic I | 25.34 |

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| 23022 - Aircraft Mechanic II | 26.30 |
| 23023 - Aircraft Mechanic III | 27.31 |
| 23040 - Aircraft Mechanic Helper | 19.24 |
| 23050 - Aircraft, Painter | 24.07 |
| 23060 - Aircraft Servicer | 21.72 |
| 23080 - Aircraft Worker | 22.71 |
| 23110 - Appliance Mechanic | 22.59 |
| 23120 - Bicycle Repairer | 15.80 |
| 23125 - Cable Splicer | 26.41 |
| 23130 - Carpenter, Maintenance | 26.52 |
| 23140 - Carpet Layer | 22.39 |
| 23160 - Electrician, Maintenance | 30.81 |
| 23181 - Electronics Technician Maintenance I | 24.18 |
| 23182 - Electronics Technician Maintenance II | 25.38 |
| 23183 - Electronics Technician Maintenance III | 26.95 |
| 23260 - Fabric Worker | 20.13 |
| 23290 - Fire Alarm System Mechanic | 23.21 |
| 23310 - Fire Extinguisher Repairer | 18.57 |
| 23311 - Fuel Distribution System Mechanic | 22.56 |
| 23312 - Fuel Distribution System Operator | 17.91 |
| 23370 - General Maintenance Worker | 20.67 |
| 23380 - Ground Support Equipment Mechanic | 25.34 |
| 23381 - Ground Support Equipment Servicer | 21.72 |
| 23382 - Ground Support Equipment Worker | 22.71 |
| 23391 - Gunsmith I | 18.57 |
| 23392 - Gunsmith II | 21.52 |
| 23393 - Gunsmith III | 23.58 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.39 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.24 |
| 23430 - Heavy Equipment Mechanic | 23.21 |
| 23440 - Heavy Equipment Operator | 25.39 |
| 23460 - Instrument Mechanic | 21.16 |
| 23465 - Laboratory/Shelter Mechanic | 22.59 |
| 23470 - Laborer | 17.17 |
| 23510 - Locksmith | 22.23 |
| 23530 - Machinery Maintenance Mechanic | 27.80 |
| 23550 - Machinist, Maintenance | 24.17 |
| 23580 - Maintenance Trades Helper | 18.37 |
| 23591 - Metrology Technician I | 21.16 |
| 23592 - Metrology Technician II | 21.96 |
| 23593 - Metrology Technician III | 22.79 |
| 23640 - Millwright | 27.07 |
| 23710 - Office Appliance Repairer | 22.23 |
| 23760 - Painter, Maintenance | 23.03 |
| 23790 - Pipefitter, Maintenance | 30.12 |
| 23810 - Plumber, Maintenance | 28.85 |
| 23820 - Pneudraulic Systems Mechanic | 23.58 |
| 23850 - Rigger | 23.58 |
| 23870 - Scale Mechanic | 21.52 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.55 |
| 23910 - Small Engine Mechanic | 21.36 |
| 23931 - Telecommunications Mechanic I | 24.81 |
| 23932 - Telecommunications Mechanic II | 25.76 |
| 23950 - Telephone Lineman | 23.55 |
| 23960 - welder, Combination, Maintenance | 23.21 |
| 23965 - well Driller | 23.21 |
| 23970 - woodcraft worker | 23.58 |
| 23980 - woodworker | 18.57 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.61 |
| 24580 - Child Care Center Clerk | 13.39 |

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| 24610 - Chore Aide | 9.28 |
| 24620 - Family Readiness And Support Services Coordinator | 13.20 |
| 24630 - Homemaker | 13.20 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.70 |
| 25040 - Sewage Plant Operator | 23.34 |
| 25070 - Stationary Engineer | 25.70 |
| 25190 - Ventilation Equipment Tender | 18.44 |
| 25210 - Water Treatment Plant Operator | 23.34 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.23 |
| 27007 - Baggage Inspector | 12.71 |
| 27008 - Corrections Officer | 18.82 |
| 27010 - Court Security Officer | 22.13 |
| 27030 - Detection Dog Handler | 16.66 |
| 27040 - Detention Officer | 18.82 |
| 27070 - Firefighter | 25.67 |
| 27101 - Guard I | 12.71 |
| 27102 - Guard II | 16.66 |
| 27131 - Police Officer I | 22.39 |
| 27132 - Police Officer II | 24.88 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.57 |
| 28042 - Carnival Equipment Repairer | 13.41 |
| 28043 - Carnival Equipment Worker | 8.87 |
| 28210 - Gate Attendant/Gate Tender | 13.47 |
| 28310 - Lifeguard | 11.59 |
| 28350 - Park Attendant (Aide) | 15.07 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.00 |
| 28515 - Recreation Specialist | 18.05 |
| 28630 - Sports Official | 12.00 |
| 28690 - Swimming Pool Operator | 16.53 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.72 |
| 29020 - Hatch Tender | 23.72 |
| 29030 - Line Handler | 23.72 |
| 29041 - Stevedore I | 22.09 |
| 29042 - Stevedore II | 24.90 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 19.36 |
| 30022 - Archeological Technician II | 21.56 |
| 30023 - Archeological Technician III | 25.04 |
| 30030 - Cartographic Technician | 27.52 |
| 30040 - Civil Engineering Technician | 22.72 |
| 30061 - Drafter/CAD Operator I | 19.36 |
| 30062 - Drafter/CAD Operator II | 21.56 |
| 30063 - Drafter/CAD Operator III | 24.15 |
| 30064 - Drafter/CAD Operator IV | 29.71 |
| 30081 - Engineering Technician I | 17.67 |
| 30082 - Engineering Technician II | 19.83 |
| 30083 - Engineering Technician III | 22.18 |
| 30084 - Engineering Technician IV | 27.48 |
| 30085 - Engineering Technician V | 33.62 |
| 30086 - Engineering Technician VI | 40.68 |
| 30090 - Environmental Technician | 22.06 |
| 30210 - Laboratory Technician | 20.55 |
| 30240 - Mathematical Technician | 26.82 |
| 30361 - Paralegal/Legal Assistant I | 20.04 |
| 30362 - Paralegal/Legal Assistant II | 24.86 |

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| 30363 - Paralegal/Legal Assistant III | 30.37 |
| 30364 - Paralegal/Legal Assistant IV | 36.75 |
| 30390 - Photo-Optics Technician | 26.82 |
| 30461 - Technical Writer I | 23.51 |
| 30462 - Technical Writer II | 28.76 |
| 30463 - Technical Writer III | 34.79 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 24.15 |
| 30621 - Weather Observer, Senior | (see 2) 26.82 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.28 |
| 31030 - Bus Driver | 16.52 |
| 31043 - Driver Courier | 15.43 |
| 31260 - Parking and Lot Attendant | 9.85 |
| 31290 - Shuttle Bus Driver | 16.94 |
| 31310 - Taxi Driver | 11.23 |
| 31361 - Truckdriver, Light | 16.94 |
| 31362 - Truckdriver, Medium | 17.97 |
| 31363 - Truckdriver, Heavy | 20.79 |
| 31364 - Truckdriver, Tractor-Trailer | 20.79 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.79 |
| 99050 - Desk Clerk | 9.86 |
| 99095 - Embalmer | 24.71 |
| 99251 - Laboratory Animal Caretaker I | 10.84 |
| 99252 - Laboratory Animal Caretaker II | 11.89 |
| 99310 - Mortician | 30.54 |
| 99410 - Pest Controller | 16.01 |
| 99510 - Photofinishing Worker | 13.06 |
| 99710 - Recycling Laborer | 18.45 |
| 99711 - Recycling Specialist | 22.00 |
| 99730 - Refuse Collector | 16.24 |
| 99810 - Sales Clerk | 12.95 |
| 99820 - School Crossing Guard | 9.90 |
| 99830 - Survey Party Chief | 20.39 |
| 99831 - Surveying Aide | 13.53 |
| 99832 - Surveying Technician | 18.54 |
| 99840 - Vending Machine Attendant | 12.95 |
| 99841 - Vending Machine Repairer | 15.14 |
| 99842 - Vending Machine Repairer Helper | 12.95 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Area: Illinois Counties of Alexander, Bond, Calhoun, Clay, Clinton, Effingham, Fayette, Franklin, Hamilton, Jackson, Jefferson, Jersey, Johnson, Madison, Marion, Massac, Monroe, Perry, Pope, Pulaski, Randolph, Saline, St Clair, Union, Washington, Wayne, Williamson

Missouri Counties of Audrain, Boone, Callaway, Clark, Cole, Crawford, Franklin, Gasconade, Jefferson, Knox, Lewis, Lincoln, Marion, Monroe, Montgomery, Osage, Pike, Ralls, Randolph, Scotland, Shelby, St Charles, St Francois, St Louis, Ste Genevieve, Warren, Washington

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.10 |
| 01012 - Accounting Clerk II | | 15.83 |
| 01013 - Accounting Clerk III | | 18.57 |
| 01020 - Administrative Assistant | | 24.14 |
| 01040 - Court Reporter | | 19.05 |
| 01051 - Data Entry Operator I | | 12.22 |
| 01052 - Data Entry Operator II | | 14.40 |
| 01060 - Dispatcher, Motor Vehicle | | 19.05 |
| 01070 - Document Preparation Clerk | | 13.51 |
| 01090 - Duplicating Machine Operator | | 13.51 |
| 01111 - General Clerk I | | 12.33 |
| 01112 - General Clerk II | | 15.00 |
| 01113 - General Clerk III | | 17.07 |
| 01120 - Housing Referral Assistant | | 20.96 |
| 01141 - Messenger Courier | | 11.61 |
| 01191 - Order Clerk I | | 12.99 |
| 01192 - Order Clerk II | | 14.18 |
| 01261 - Personnel Assistant (Employment) I | | 16.33 |
| 01262 - Personnel Assistant (Employment) II | | 19.05 |
| 01263 - Personnel Assistant (Employment) III | | 20.73 |
| 01270 - Production Control Clerk | | 20.73 |
| 01280 - Receptionist | | 15.10 |
| 01290 - Rental Clerk | | 16.06 |
| 01300 - Scheduler, Maintenance | | 15.96 |
| 01311 - Secretary I | | 15.96 |
| 01312 - Secretary II | | 17.85 |
| 01313 - Secretary III | | 20.96 |
| 01320 - Service Order Dispatcher | | 18.12 |
| 01410 - Supply Technician | | 22.39 |
| 01420 - Survey Worker | | 19.05 |
| 01531 - Travel Clerk I | | 11.94 |
| 01532 - Travel Clerk II | | 12.86 |
| 01533 - Travel Clerk III | | 13.72 |
| 01611 - Word Processor I | | 13.51 |
| 01612 - Word Processor II | | 16.06 |
| 01613 - Word Processor III | | 19.05 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.80 |
| 05010 - Automotive Electrician | | 20.59 |
| 05040 - Automotive Glass Installer | | 19.74 |

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| 05070 - Automotive Worker | 19.74 |
| 05110 - Mobile Equipment Servicer | 18.01 |
| 05130 - Motor Equipment Metal Mechanic | 21.46 |
| 05160 - Motor Equipment Metal Worker | 19.74 |
| 05190 - Motor Vehicle Mechanic | 20.40 |
| 05220 - Motor Vehicle Mechanic Helper | 16.72 |
| 05250 - Motor Vehicle Upholstery Worker | 18.88 |
| 05280 - Motor Vehicle Wrecker | 19.74 |
| 05310 - Painter, Automotive | 20.59 |
| 05340 - Radiator Repair Specialist | 19.74 |
| 05370 - Tire Repairer | 15.80 |
| 05400 - Transmission Repair Specialist | 21.46 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.77 |
| 07041 - Cook I | 11.02 |
| 07042 - Cook II | 12.07 |
| 07070 - Dishwasher | 8.11 |
| 07130 - Food Service Worker | 10.05 |
| 07210 - Meat Cutter | 16.34 |
| 07260 - Waiter/Waitress | 8.69 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.56 |
| 09040 - Furniture Handler | 13.35 |
| 09080 - Furniture Refinisher | 20.56 |
| 09090 - Furniture Refinisher Helper | 16.55 |
| 09110 - Furniture Repairer, Minor | 18.84 |
| 09130 - Upholsterer | 22.61 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.74 |
| 11060 - Elevator Operator | 11.10 |
| 11090 - Gardener | 16.03 |
| 11122 - Housekeeping Aide | 11.46 |
| 11150 - Janitor | 11.46 |
| 11210 - Laborer, Grounds Maintenance | 12.55 |
| 11240 - Maid or Houseman | 8.62 |
| 11260 - Pruner | 11.10 |
| 11270 - Tractor Operator | 15.03 |
| 11330 - Trail Maintenance Worker | 12.55 |
| 11360 - Window Cleaner | 13.02 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.73 |
| 12011 - Breath Alcohol Technician | 16.55 |
| 12012 - Certified Occupational Therapist Assistant | 21.69 |
| 12015 - Certified Physical Therapist Assistant | 20.81 |
| 12020 - Dental Assistant | 16.87 |
| 12025 - Dental Hygienist | 29.20 |
| 12030 - EKG Technician | 22.64 |
| 12035 - Electroneurodiagnostic Technologist | 22.64 |
| 12040 - Emergency Medical Technician | 19.90 |
| 12071 - Licensed Practical Nurse I | 14.80 |
| 12072 - Licensed Practical Nurse II | 16.55 |
| 12073 - Licensed Practical Nurse III | 18.46 |
| 12100 - Medical Assistant | 13.28 |
| 12130 - Medical Laboratory Technician | 17.14 |
| 12160 - Medical Record Clerk | 14.89 |
| 12190 - Medical Record Technician | 15.83 |
| 12195 - Medical Transcriptionist | 16.10 |
| 12210 - Nuclear Medicine Technologist | 31.23 |
| 12221 - Nursing Assistant I | 10.22 |
| 12222 - Nursing Assistant II | 11.49 |
| 12223 - Nursing Assistant III | 12.54 |
| 12224 - Nursing Assistant IV | 14.07 |
| 12235 - Optical Dispenser | 16.07 |

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| 12236 - Optical Technician | 15.99 |
| 12250 - Pharmacy Technician | 15.52 |
| 12280 - Phlebotomist | 14.07 |
| 12305 - Radiologic Technologist | 25.09 |
| 12311 - Registered Nurse I | 26.36 |
| 12312 - Registered Nurse II | 29.18 |
| 12313 - Registered Nurse II, Specialist | 29.18 |
| 12314 - Registered Nurse III | 35.30 |
| 12315 - Registered Nurse III, Anesthetist | 35.30 |
| 12316 - Registered Nurse IV | 42.33 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.03 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.31 |
| 13012 - Exhibits Specialist II | 22.69 |
| 13013 - Exhibits Specialist III | 27.76 |
| 13041 - Illustrator I | 20.80 |
| 13042 - Illustrator II | 25.56 |
| 13043 - Illustrator III | 30.15 |
| 13047 - Librarian | 26.36 |
| 13050 - Library Aide/Clerk | 12.34 |
| 13054 - Library Information Technology Systems Administrator | 23.81 |
| 13058 - Library Technician | 14.61 |
| 13061 - Media Specialist I | 17.18 |
| 13062 - Media Specialist II | 19.21 |
| 13063 - Media Specialist III | 21.43 |
| 13071 - Photographer I | 16.71 |
| 13072 - Photographer II | 18.69 |
| 13073 - Photographer III | 23.16 |
| 13074 - Photographer IV | 27.91 |
| 13075 - Photographer V | 33.77 |
| 13110 - Video Teleconference Technician | 17.77 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.04 |
| 14042 - Computer Operator II | 19.06 |
| 14043 - Computer Operator III | 21.26 |
| 14044 - Computer Operator IV | 23.61 |
| 14045 - Computer Operator V | 26.16 |
| 14071 - Computer Programmer I | 22.01 |
| 14072 - Computer Programmer II | 26.17 |
| 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 | 18.26 |
| 14160 - Personal Computer Support Technician | 25.31 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 34.92 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 42.25 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 50.64 |
| 15050 - Computer Based Training Specialist / Instructor | 33.63 |
| 15060 - Educational Technologist | 28.74 |
| 15070 - Flight Instructor (Pilot) | 50.64 |
| 15080 - Graphic Artist | 21.87 |
| 15090 - Technical Instructor | 20.66 |
| 15095 - Technical Instructor/Course Developer | 25.27 |
| 15110 - Test Proctor | 16.67 |
| 15120 - Tutor | 16.67 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.18 |
| 16030 - Counter Attendant | 9.18 |
| 16040 - Dry Cleaner | 11.31 |

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| 16070 - Finisher, Flatwork, Machine | 9.18 |
| 16090 - Presser, Hand | 9.18 |
| 16110 - Presser, Machine, Drycleaning | 9.18 |
| 16130 - Presser, Machine, Shirts | 9.18 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.18 |
| 16190 - Sewing Machine Operator | 11.95 |
| 16220 - Tailor | 12.63 |
| 16250 - Washer, Machine | 9.95 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.05 |
| 19040 - Tool And Die Maker | 25.72 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.14 |
| 21030 - Material Coordinator | 20.64 |
| 21040 - Material Expediter | 20.64 |
| 21050 - Material Handling Laborer | 19.18 |
| 21071 - Order Filler | 12.91 |
| 21080 - Production Line Worker (Food Processing) | 18.77 |
| 21110 - Shipping Packer | 13.96 |
| 21130 - Shipping/Receiving Clerk | 13.96 |
| 21140 - Store Worker I | 11.56 |
| 21150 - Stock Clerk | 17.04 |
| 21210 - Tools And Parts Attendant | 19.14 |
| 21410 - Warehouse Specialist | 19.14 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.30 |
| 23021 - Aircraft Mechanic I | 25.34 |
| 23022 - Aircraft Mechanic II | 26.30 |
| 23023 - Aircraft Mechanic III | 27.31 |
| 23040 - Aircraft Mechanic Helper | 19.24 |
| 23050 - Aircraft, Painter | 24.07 |
| 23060 - Aircraft Servicer | 21.72 |
| 23080 - Aircraft Worker | 22.71 |
| 23110 - Appliance Mechanic | 22.59 |
| 23120 - Bicycle Repairer | 15.80 |
| 23125 - Cable Splicer | 26.41 |
| 23130 - Carpenter, Maintenance | 26.52 |
| 23140 - Carpet Layer | 22.39 |
| 23160 - Electrician, Maintenance | 30.81 |
| 23181 - Electronics Technician Maintenance I | 24.18 |
| 23182 - Electronics Technician Maintenance II | 25.38 |
| 23183 - Electronics Technician Maintenance III | 26.95 |
| 23260 - Fabric Worker | 20.13 |
| 23290 - Fire Alarm System Mechanic | 23.21 |
| 23310 - Fire Extinguisher Repairer | 18.57 |
| 23311 - Fuel Distribution System Mechanic | 22.56 |
| 23312 - Fuel Distribution System Operator | 17.91 |
| 23370 - General Maintenance Worker | 20.67 |
| 23380 - Ground Support Equipment Mechanic | 25.34 |
| 23381 - Ground Support Equipment Servicer | 21.72 |
| 23382 - Ground Support Equipment Worker | 22.71 |
| 23391 - Gunsmith I | 18.57 |
| 23392 - Gunsmith II | 21.52 |
| 23393 - Gunsmith III | 23.58 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.39 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.24 |
| 23430 - Heavy Equipment Mechanic | 23.21 |
| 23440 - Heavy Equipment Operator | 25.39 |
| 23460 - Instrument Mechanic | 21.16 |
| 23465 - Laboratory/Shelter Mechanic | 22.59 |
| 23470 - Laborer | 17.17 |

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|---|-------|
| 23510 - Locksmith | 22.23 |
| 23530 - Machinery Maintenance Mechanic | 27.80 |
| 23550 - Machinist, Maintenance | 24.17 |
| 23580 - Maintenance Trades Helper | 18.37 |
| 23591 - Metrology Technician I | 21.16 |
| 23592 - Metrology Technician II | 21.96 |
| 23593 - Metrology Technician III | 22.79 |
| 23640 - Millwright | 27.07 |
| 23710 - Office Appliance Repairer | 22.23 |
| 23760 - Painter, Maintenance | 23.03 |
| 23790 - Pipefitter, Maintenance | 30.12 |
| 23810 - Plumber, Maintenance | 28.85 |
| 23820 - Pneudraulic Systems Mechanic | 23.58 |
| 23850 - Rigger | 23.58 |
| 23870 - Scale Mechanic | 21.52 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.55 |
| 23910 - Small Engine Mechanic | 21.36 |
| 23931 - Telecommunications Mechanic I | 24.81 |
| 23932 - Telecommunications Mechanic II | 25.76 |
| 23950 - Telephone Lineman | 23.55 |
| 23960 - Welder, Combination, Maintenance | 23.21 |
| 23965 - Well Driller | 23.21 |
| 23970 - Woodcraft Worker | 23.58 |
| 23980 - Woodworker | 18.57 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.61 |
| 24580 - Child Care Center Clerk | 13.39 |
| 24610 - Chore Aide | 9.28 |
| 24620 - Family Readiness And Support Services Coordinator | 13.20 |
| 24630 - Homemaker | 13.20 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.70 |
| 25040 - Sewage Plant Operator | 23.34 |
| 25070 - Stationary Engineer | 25.70 |
| 25190 - Ventilation Equipment Tender | 18.44 |
| 25210 - Water Treatment Plant Operator | 23.34 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.23 |
| 27007 - Baggage Inspector | 12.71 |
| 27008 - Corrections Officer | 18.82 |
| 27010 - Court Security Officer | 22.13 |
| 27030 - Detection Dog Handler | 16.66 |
| 27040 - Detention Officer | 18.82 |
| 27070 - Firefighter | 25.67 |
| 27101 - Guard I | 12.71 |
| 27102 - Guard II | 16.66 |
| 27131 - Police Officer I | 22.39 |
| 27132 - Police Officer II | 24.88 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.57 |
| 28042 - Carnival Equipment Repairer | 13.41 |
| 28043 - Carnival Equipment Worker | 8.87 |
| 28210 - Gate Attendant/Gate Tender | 13.47 |
| 28310 - Lifeguard | 11.59 |
| 28350 - Park Attendant (Aide) | 15.07 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.00 |
| 28515 - Recreation Specialist | 18.05 |
| 28630 - Sports Official | 12.00 |
| 28690 - Swimming Pool Operator | 16.53 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.72 |
| 29020 - Hatch Tender | 23.72 |

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| 29030 - Line Handler | 23.72 |
| 29041 - Stevedore I | 22.09 |
| 29042 - Stevedore II | 24.90 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 19.36 |
| 30022 - Archeological Technician II | 21.56 |
| 30023 - Archeological Technician III | 25.04 |
| 30030 - Cartographic Technician | 27.52 |
| 30040 - Civil Engineering Technician | 22.72 |
| 30061 - Drafter/CAD Operator I | 19.36 |
| 30062 - Drafter/CAD Operator II | 21.56 |
| 30063 - Drafter/CAD Operator III | 24.15 |
| 30064 - Drafter/CAD Operator IV | 29.71 |
| 30081 - Engineering Technician I | 17.67 |
| 30082 - Engineering Technician II | 19.83 |
| 30083 - Engineering Technician III | 22.18 |
| 30084 - Engineering Technician IV | 27.48 |
| 30085 - Engineering Technician V | 33.62 |
| 30086 - Engineering Technician VI | 40.68 |
| 30090 - Environmental Technician | 22.06 |
| 30210 - Laboratory Technician | 20.55 |
| 30240 - Mathematical Technician | 26.82 |
| 30361 - Paralegal/Legal Assistant I | 20.04 |
| 30362 - Paralegal/Legal Assistant II | 24.86 |
| 30363 - Paralegal/Legal Assistant III | 30.37 |
| 30364 - Paralegal/Legal Assistant IV | 36.75 |
| 30390 - Photo-Optics Technician | 26.82 |
| 30461 - Technical Writer I | 23.51 |
| 30462 - Technical Writer II | 28.76 |
| 30463 - Technical Writer III | 34.79 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 24.15 |
| 30621 - Weather Observer, Senior (see 2) | 26.82 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.28 |
| 31030 - Bus Driver | 16.52 |
| 31043 - Driver Courier | 15.43 |
| 31260 - Parking and Lot Attendant | 9.85 |
| 31290 - Shuttle Bus Driver | 16.94 |
| 31310 - Taxi Driver | 11.23 |
| 31361 - Truckdriver, Light | 16.94 |
| 31362 - Truckdriver, Medium | 17.97 |
| 31363 - Truckdriver, Heavy | 20.79 |
| 31364 - Truckdriver, Tractor-Trailer | 20.79 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.79 |
| 99050 - Desk Clerk | 9.86 |
| 99095 - Embalmer | 24.71 |
| 99251 - Laboratory Animal Caretaker I | 10.84 |
| 99252 - Laboratory Animal Caretaker II | 11.89 |
| 99310 - Mortician | 30.54 |
| 99410 - Pest Controller | 16.01 |
| 99510 - Photofinishing Worker | 13.06 |
| 99710 - Recycling Laborer | 18.45 |
| 99711 - Recycling Specialist | 22.00 |

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| 99730 - Refuse Collector | 16.24 |
| 99810 - Sales Clerk | 12.95 |
| 99820 - School Crossing Guard | 9.90 |
| 99830 - Survey Party Chief | 20.39 |
| 99831 - Surveying Aide | 13.53 |
| 99832 - Surveying Technician | 18.54 |
| 99840 - Vending Machine Attendant | 12.95 |
| 99841 - Vending Machine Repairer | 15.14 |
| 99842 - Vending Machine Repairer Helper | 12.95 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2311
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Missouri

Area: Missouri Counties of Barry, Barton, Benton, Bollinger, Butler, Camden, Cape Girardeau, Carter, Cedar, Christian, Dade, Dallas, Dent, Douglas, Dunklin, Greene, Hickory, Howell, Iron, Jasper, Laclede, Lawrence, Madison, Maries, McDonald, Miller, Mississippi, Moniteau, Morgan, New Madrid, Newton, Oregon, Ozark, Pemiscot, Perry, Phelps, Polk, Pulaski, Reynolds, Ripley, Scott, Shannon, St Clair, Stoddard, Stone, Taney, Texas, Vernon, Wayne, Webster, Wright

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.21 |
| 01012 - Accounting Clerk II | | 13.71 |
| 01013 - Accounting Clerk III | | 15.33 |
| 01020 - Administrative Assistant | | 17.39 |
| 01040 - Court Reporter | | 13.70 |
| 01051 - Data Entry Operator I | | 10.72 |
| 01052 - Data Entry Operator II | | 11.70 |
| 01060 - Dispatcher, Motor Vehicle | | 13.70 |
| 01070 - Document Preparation Clerk | | 11.35 |
| 01090 - Duplicating Machine Operator | | 11.35 |
| 01111 - General Clerk I | | 10.87 |
| 01112 - General Clerk II | | 11.86 |

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| 01113 | - General Clerk III | 13.87 |
| 01120 | - Housing Referral Assistant | 15.00 |
| 01141 | - Messenger Courier | 10.41 |
| 01191 | - Order Clerk I | 10.72 |
| 01192 | - Order Clerk II | 12.17 |
| 01261 | - Personnel Assistant (Employment) I | 12.67 |
| 01262 | - Personnel Assistant (Employment) II | 14.17 |
| 01263 | - Personnel Assistant (Employment) III | 17.38 |
| 01270 | - Production Control Clerk | 16.57 |
| 01280 | - Receptionist | 10.49 |
| 01290 | - Rental Clerk | 12.62 |
| 01300 | - Scheduler, Maintenance | 12.02 |
| 01311 | - Secretary I | 12.02 |
| 01312 | - Secretary II | 13.45 |
| 01313 | - Secretary III | 15.00 |
| 01320 | - Service Order Dispatcher | 12.52 |
| 01410 | - Supply Technician | 17.39 |
| 01420 | - Survey Worker | 13.59 |
| 01531 | - Travel Clerk I | 11.95 |
| 01532 | - Travel Clerk II | 12.86 |
| 01533 | - Travel Clerk III | 13.72 |
| 01611 | - Word Processor I | 11.09 |
| 01612 | - Word Processor II | 12.45 |
| 01613 | - Word Processor III | 14.10 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 22.23 |
| 05010 | - Automotive Electrician | 16.87 |
| 05040 | - Automotive Glass Installer | 15.76 |
| 05070 | - Automotive Worker | 15.76 |
| 05110 | - Mobile Equipment Servicer | 14.19 |
| 05130 | - Motor Equipment Metal Mechanic | 17.31 |
| 05160 | - Motor Equipment Metal Worker | 15.76 |
| 05190 | - Motor Vehicle Mechanic | 17.31 |
| 05220 | - Motor Vehicle Mechanic Helper | 13.33 |
| 05250 | - Motor Vehicle Upholstery Worker | 15.36 |
| 05280 | - Motor Vehicle Wrecker | 15.76 |
| 05310 | - Painter, Automotive | 16.62 |
| 05340 | - Radiator Repair Specialist | 15.76 |
| 05370 | - Tire Repairer | 10.96 |
| 05400 | - Transmission Repair Specialist | 17.31 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 12.02 |
| 07041 | - Cook I | 9.41 |
| 07042 | - Cook II | 10.55 |
| 07070 | - Dishwasher | 8.09 |
| 07130 | - Food Service Worker | 8.82 |
| 07210 | - Meat Cutter | 12.88 |
| 07260 | - Waiter/Waitress | 8.77 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 15.84 |
| 09040 | - Furniture Handler | 10.52 |
| 09080 | - Furniture Refinisher | 15.84 |
| 09090 | - Furniture Refinisher Helper | 12.95 |
| 09110 | - Furniture Repairer, Minor | 14.06 |
| 09130 | - Upholsterer | 14.59 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 9.26 |
| 11060 | - Elevator Operator | 10.55 |
| 11090 | - Gardener | 14.73 |
| 11122 | - Housekeeping Aide | 10.55 |
| 11150 | - Janitor | 10.82 |
| 11210 | - Laborer, Grounds Maintenance | 11.42 |
| 11240 | - Maid or Houseman | 9.04 |

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| 11260 - Pruner | 11.41 |
| 11270 - Tractor Operator | 13.68 |
| 11330 - Trail Maintenance Worker | 11.42 |
| 11360 - Window Cleaner | 12.23 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.46 |
| 12011 - Breath Alcohol Technician | 16.46 |
| 12012 - Certified Occupational Therapist Assistant | 20.83 |
| 12015 - Certified Physical Therapist Assistant | 18.20 |
| 12020 - Dental Assistant | 15.71 |
| 12025 - Dental Hygienist | 30.78 |
| 12030 - EKG Technician | 23.85 |
| 12035 - Electroneurodiagnostic Technologist | 23.85 |
| 12040 - Emergency Medical Technician | 16.46 |
| 12071 - Licensed Practical Nurse I | 14.72 |
| 12072 - Licensed Practical Nurse II | 16.46 |
| 12073 - Licensed Practical Nurse III | 18.36 |
| 12100 - Medical Assistant | 11.54 |
| 12130 - Medical Laboratory Technician | 13.19 |
| 12160 - Medical Record Clerk | 13.26 |
| 12190 - Medical Record Technician | 14.83 |
| 12195 - Medical Transcriptionist | 13.22 |
| 12210 - Nuclear Medicine Technologist | 31.37 |
| 12221 - Nursing Assistant I | 10.30 |
| 12222 - Nursing Assistant II | 11.58 |
| 12223 - Nursing Assistant III | 12.64 |
| 12224 - Nursing Assistant IV | 14.19 |
| 12235 - Optical Dispenser | 12.71 |
| 12236 - Optical Technician | 12.35 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 14.19 |
| 12305 - Radiologic Technologist | 23.85 |
| 12311 - Registered Nurse I | 21.22 |
| 12312 - Registered Nurse II | 25.95 |
| 12313 - Registered Nurse II, Specialist | 25.95 |
| 12314 - Registered Nurse III | 31.40 |
| 12315 - Registered Nurse III, Anesthetist | 31.40 |
| 12316 - Registered Nurse IV | 37.64 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.39 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.13 |
| 13012 - Exhibits Specialist II | 22.20 |
| 13013 - Exhibits Specialist III | 24.73 |
| 13041 - Illustrator I | 18.13 |
| 13042 - Illustrator II | 22.20 |
| 13043 - Illustrator III | 24.73 |
| 13047 - Librarian | 21.91 |
| 13050 - Library Aide/Clerk | 12.51 |
| 13054 - Library Information Technology Systems Administrator | 19.78 |
| 13058 - Library Technician | 14.15 |
| 13061 - Media Specialist I | 14.27 |
| 13062 - Media Specialist II | 15.96 |
| 13063 - Media Specialist III | 17.80 |
| 13071 - Photographer I | 12.42 |
| 13072 - Photographer II | 15.34 |
| 13073 - Photographer III | 19.91 |
| 13074 - Photographer IV | 24.34 |
| 13075 - Photographer V | 30.59 |
| 13110 - Video Teleconference Technician | 14.92 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.31 |
| 14042 - Computer Operator II | 16.01 |

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| 14043 - Computer Operator III | 17.85 |
| 14044 - Computer Operator IV | 19.84 |
| 14045 - Computer Operator V | 21.96 |
| 14071 - Computer Programmer I (see 1) | 15.95 |
| 14072 - Computer Programmer II (see 1) | 19.77 |
| 14073 - Computer Programmer III (see 1) | 24.18 |
| 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 | 14.31 |
| 14160 - Personal Computer Support Technician | 19.84 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.62 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.61 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.95 |
| 15050 - Computer Based Training Specialist / Instructor | 28.62 |
| 15060 - Educational Technologist | 23.17 |
| 15070 - Flight Instructor (Pilot) | 39.95 |
| 15080 - Graphic Artist | 20.17 |
| 15090 - Technical Instructor | 17.04 |
| 15095 - Technical Instructor/Course Developer | 20.84 |
| 15110 - Test Proctor | 13.75 |
| 15120 - Tutor | 13.75 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.18 |
| 16030 - Counter Attendant | 9.18 |
| 16040 - Dry Cleaner | 11.31 |
| 16070 - Finisher, Flatwork, Machine | 9.18 |
| 16090 - Presser, Hand | 9.18 |
| 16110 - Presser, Machine, Drycleaning | 9.18 |
| 16130 - Presser, Machine, Shirts | 9.18 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.18 |
| 16190 - Sewing Machine Operator | 11.95 |
| 16220 - Tailor | 12.63 |
| 16250 - Washer, Machine | 9.95 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.26 |
| 19040 - Tool And Die Maker | 21.25 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.10 |
| 21030 - Material Coordinator | 15.76 |
| 21040 - Material Expediter | 15.76 |
| 21050 - Material Handling Laborer | 11.24 |
| 21071 - Order Filler | 11.62 |
| 21080 - Production Line Worker (Food Processing) | 12.10 |
| 21110 - Shipping Packer | 11.86 |
| 21130 - Shipping/Receiving Clerk | 11.86 |
| 21140 - Store Worker I | 10.52 |
| 21150 - Stock Clerk | 14.09 |
| 21210 - Tools And Parts Attendant | 12.10 |
| 21410 - Warehouse Specialist | 12.10 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.37 |
| 23021 - Aircraft Mechanic I | 20.20 |
| 23022 - Aircraft Mechanic II | 21.37 |
| 23023 - Aircraft Mechanic III | 22.47 |
| 23040 - Aircraft Mechanic Helper | 15.57 |
| 23050 - Aircraft, Painter | 19.14 |
| 23060 - Aircraft Servicer | 17.37 |
| 23080 - Aircraft Worker | 18.40 |
| 23110 - Appliance Mechanic | 17.69 |
| 23120 - Bicycle Repairer | 10.96 |

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| 23125 - Cable Splicer | 24.97 |
| 23130 - Carpenter, Maintenance | 15.82 |
| 23140 - Carpet Layer | 20.01 |
| 23160 - Electrician, Maintenance | 17.00 |
| 23181 - Electronics Technician Maintenance I | 19.29 |
| 23182 - Electronics Technician Maintenance II | 20.57 |
| 23183 - Electronics Technician Maintenance III | 22.12 |
| 23260 - Fabric Worker | 15.05 |
| 23290 - Fire Alarm System Mechanic | 18.08 |
| 23310 - Fire Extinguisher Repairer | 14.03 |
| 23311 - Fuel Distribution System Mechanic | 19.03 |
| 23312 - Fuel Distribution System Operator | 14.73 |
| 23370 - General Maintenance Worker | 14.35 |
| 23380 - Ground Support Equipment Mechanic | 20.20 |
| 23381 - Ground Support Equipment Servicer | 17.37 |
| 23382 - Ground Support Equipment Worker | 18.40 |
| 23391 - Gunsmith I | 14.03 |
| 23392 - Gunsmith II | 16.03 |
| 23393 - Gunsmith III | 18.13 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.45 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.94 |
| 23430 - Heavy Equipment Mechanic | 19.14 |
| 23440 - Heavy Equipment Operator | 18.44 |
| 23460 - Instrument Mechanic | 18.13 |
| 23465 - Laboratory/Shelter Mechanic | 17.10 |
| 23470 - Laborer | 13.72 |
| 23510 - Locksmith | 17.73 |
| 23530 - Machinery Maintenance Mechanic | 18.39 |
| 23550 - Machinist, Maintenance | 17.41 |
| 23580 - Maintenance Trades Helper | 13.16 |
| 23591 - Metrology Technician I | 18.13 |
| 23592 - Metrology Technician II | 19.13 |
| 23593 - Metrology Technician III | 20.96 |
| 23640 - Millwright | 18.13 |
| 23710 - Office Appliance Repairer | 17.16 |
| 23760 - Painter, Maintenance | 15.60 |
| 23790 - Pipefitter, Maintenance | 26.04 |
| 23810 - Plumber, Maintenance | 23.07 |
| 23820 - Pneudraulic Systems Mechanic | 18.13 |
| 23850 - Rigger | 18.08 |
| 23870 - Scale Mechanic | 16.03 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.08 |
| 23910 - Small Engine Mechanic | 15.87 |
| 23931 - Telecommunications Mechanic I | 23.03 |
| 23932 - Telecommunications Mechanic II | 24.36 |
| 23950 - Telephone Lineman | 20.25 |
| 23960 - Welder, Combination, Maintenance | 15.92 |
| 23965 - Well Driller | 18.13 |
| 23970 - Woodcraft Worker | 18.13 |
| 23980 - Woodworker | 13.99 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.35 |
| 24580 - Child Care Center Clerk | 13.26 |
| 24610 - Chore Aide | 9.71 |
| 24620 - Family Readiness And Support Services Coordinator | 12.12 |
| 24630 - Homemaker | 15.27 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.08 |
| 25040 - Sewage Plant Operator | 17.46 |
| 25070 - Stationary Engineer | 18.08 |

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| 25190 - Ventilation Equipment Tender | 13.05 |
| 25210 - Water Treatment Plant Operator | 17.46 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.33 |
| 27007 - Baggage Inspector | 11.29 |
| 27008 - Corrections Officer | 18.04 |
| 27010 - Court Security Officer | 17.21 |
| 27030 - Detection Dog Handler | 16.84 |
| 27040 - Detention Officer | 18.04 |
| 27070 - Firefighter | 17.21 |
| 27101 - Guard I | 11.29 |
| 27102 - Guard II | 16.84 |
| 27131 - Police Officer I | 18.60 |
| 27132 - Police Officer II | 20.68 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.98 |
| 28042 - Carnival Equipment Repairer | 11.67 |
| 28043 - Carnival Equipment Worker | 9.35 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 10.83 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |
| 28515 - Recreation Specialist | 16.84 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 17.18 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.60 |
| 29020 - Hatch Tender | 17.60 |
| 29030 - Line Handler | 17.60 |
| 29041 - Stevedore I | 17.71 |
| 29042 - Stevedore II | 19.43 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.43 |
| 30022 - Archeological Technician II | 18.31 |
| 30023 - Archeological Technician III | 22.93 |
| 30030 - Cartographic Technician | 22.93 |
| 30040 - Civil Engineering Technician | 19.46 |
| 30061 - Drafter/CAD Operator I | 15.43 |
| 30062 - Drafter/CAD Operator II | 18.51 |
| 30063 - Drafter/CAD Operator III | 20.64 |
| 30064 - Drafter/CAD Operator IV | 25.40 |
| 30081 - Engineering Technician I | 13.62 |
| 30082 - Engineering Technician II | 15.82 |
| 30083 - Engineering Technician III | 20.33 |
| 30084 - Engineering Technician IV | 25.19 |
| 30085 - Engineering Technician V | 30.82 |
| 30086 - Engineering Technician VI | 37.29 |
| 30090 - Environmental Technician | 22.93 |
| 30210 - Laboratory Technician | 20.64 |
| 30240 - Mathematical Technician | 22.93 |
| 30361 - Paralegal/Legal Assistant I | 16.32 |
| 30362 - Paralegal/Legal Assistant II | 19.97 |
| 30363 - Paralegal/Legal Assistant III | 24.73 |
| 30364 - Paralegal/Legal Assistant IV | 29.93 |
| 30390 - Photo-Optics Technician | 22.93 |
| 30461 - Technical Writer I | 21.40 |
| 30462 - Technical Writer II | 26.16 |
| 30463 - Technical Writer III | 31.93 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |

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| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.64 |
| 30621 - Weather Observer, Senior | (see 2) 22.18 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.10 |
| 31030 - Bus Driver | 16.53 |
| 31043 - Driver Courier | 14.29 |
| 31260 - Parking and Lot Attendant | 10.99 |
| 31290 - Shuttle Bus Driver | 15.41 |
| 31310 - Taxi Driver | 10.46 |
| 31361 - Truckdriver, Light | 15.41 |
| 31362 - Truckdriver, Medium | 16.89 |
| 31363 - Truckdriver, Heavy | 20.23 |
| 31364 - Truckdriver, Tractor-Trailer | 20.23 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.09 |
| 99050 - Desk Clerk | 9.25 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 8.51 |
| 99252 - Laboratory Animal Caretaker II | 9.17 |
| 99310 - Mortician | 22.02 |
| 99410 - Pest Controller | 13.21 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.44 |
| 99711 - Recycling Specialist | 15.38 |
| 99730 - Refuse Collector | 12.22 |
| 99810 - Sales Clerk | 12.63 |
| 99820 - School Crossing Guard | 11.72 |
| 99830 - Survey Party Chief | 16.31 |
| 99831 - Surveying Aide | 9.44 |
| 99832 - Surveying Technician | 15.62 |
| 99840 - Vending Machine Attendant | 10.35 |
| 99841 - Vending Machine Repairer | 13.22 |
| 99842 - Vending Machine Repairer Helper | 10.96 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the

fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure

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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.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2312
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Missouri

Area: Missouri Counties of Barry, Barton, Benton, Bollinger, Butler, Camden, Cape Girardeau, Carter, Cedar, Christian, Dade, Dallas, Dent, Douglas, Dunklin, Greene, Hickory, Howell, Iron, Jasper, Laclede, Lawrence, Madison, Maries, McDonald, Miller, Mississippi, Moniteau, Morgan, New Madrid, Newton, Oregon, Ozark, Pemiscot, Perry, Phelps, Polk, Pulaski, Reynolds, Ripley, Scott, Shannon, St Clair, Stoddard, Stone, Taney, Texas, Vernon, Wayne, Webster, Wright

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.21 |
| 01012 - Accounting Clerk II | | 13.71 |
| 01013 - Accounting Clerk III | | 15.33 |
| 01020 - Administrative Assistant | | 17.39 |
| 01040 - Court Reporter | | 13.70 |
| 01051 - Data Entry Operator I | | 10.72 |
| 01052 - Data Entry Operator II | | 11.70 |
| 01060 - Dispatcher, Motor Vehicle | | 13.70 |
| 01070 - Document Preparation Clerk | | 11.35 |
| 01090 - Duplicating Machine Operator | | 11.35 |
| 01111 - General Clerk I | | 10.87 |
| 01112 - General Clerk II | | 11.86 |
| 01113 - General Clerk III | | 13.87 |
| 01120 - Housing Referral Assistant | | 15.00 |
| 01141 - Messenger Courier | | 10.41 |
| 01191 - Order Clerk I | | 10.72 |
| 01192 - Order Clerk II | | 12.17 |
| 01261 - Personnel Assistant (Employment) I | | 12.67 |
| 01262 - Personnel Assistant (Employment) II | | 14.17 |
| 01263 - Personnel Assistant (Employment) III | | 17.38 |
| 01270 - Production Control Clerk | | 16.57 |
| 01280 - Receptionist | | 10.49 |
| 01290 - Rental Clerk | | 12.62 |
| 01300 - Scheduler, Maintenance | | 12.02 |
| 01311 - Secretary I | | 12.02 |
| 01312 - Secretary II | | 13.45 |
| 01313 - Secretary III | | 15.00 |

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| 01320 - Service Order Dispatcher | 12.52 |
| 01410 - Supply Technician | 17.39 |
| 01420 - Survey Worker | 13.59 |
| 01531 - Travel Clerk I | 11.95 |
| 01532 - Travel Clerk II | 12.86 |
| 01533 - Travel Clerk III | 13.72 |
| 01611 - Word Processor I | 11.09 |
| 01612 - Word Processor II | 12.45 |
| 01613 - Word Processor III | 14.10 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.23 |
| 05010 - Automotive Electrician | 16.87 |
| 05040 - Automotive Glass Installer | 15.76 |
| 05070 - Automotive Worker | 15.76 |
| 05110 - Mobile Equipment Servicer | 14.19 |
| 05130 - Motor Equipment Metal Mechanic | 17.31 |
| 05160 - Motor Equipment Metal Worker | 15.76 |
| 05190 - Motor Vehicle Mechanic | 17.31 |
| 05220 - Motor Vehicle Mechanic Helper | 13.33 |
| 05250 - Motor Vehicle Upholstery Worker | 15.36 |
| 05280 - Motor Vehicle Wrecker | 15.76 |
| 05310 - Painter, Automotive | 16.62 |
| 05340 - Radiator Repair Specialist | 15.76 |
| 05370 - Tire Repairer | 10.96 |
| 05400 - Transmission Repair Specialist | 17.31 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.02 |
| 07041 - Cook I | 9.41 |
| 07042 - Cook II | 10.55 |
| 07070 - Dishwasher | 8.09 |
| 07130 - Food Service Worker | 8.82 |
| 07210 - Meat Cutter | 12.88 |
| 07260 - Waiter/Waitress | 8.77 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.84 |
| 09040 - Furniture Handler | 10.52 |
| 09080 - Furniture Refinisher | 15.84 |
| 09090 - Furniture Refinisher Helper | 12.95 |
| 09110 - Furniture Repairer, Minor | 14.06 |
| 09130 - Upholsterer | 14.59 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.26 |
| 11060 - Elevator Operator | 10.55 |
| 11090 - Gardener | 14.73 |
| 11122 - Housekeeping Aide | 10.55 |
| 11150 - Janitor | 10.82 |
| 11210 - Laborer, Grounds Maintenance | 11.42 |
| 11240 - Maid or Houseman | 9.04 |
| 11260 - Pruner | 11.41 |
| 11270 - Tractor Operator | 13.68 |
| 11330 - Trail Maintenance Worker | 11.42 |
| 11360 - Window Cleaner | 12.23 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.46 |
| 12011 - Breath Alcohol Technician | 16.46 |
| 12012 - Certified Occupational Therapist Assistant | 20.83 |
| 12015 - Certified Physical Therapist Assistant | 18.20 |
| 12020 - Dental Assistant | 15.71 |
| 12025 - Dental Hygienist | 30.78 |
| 12030 - EKG Technician | 23.85 |
| 12035 - Electroneurodiagnostic Technologist | 23.85 |
| 12040 - Emergency Medical Technician | 16.46 |
| 12071 - Licensed Practical Nurse I | 14.72 |

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| 12072 - Licensed Practical Nurse II | 16.46 |
| 12073 - Licensed Practical Nurse III | 18.36 |
| 12100 - Medical Assistant | 11.54 |
| 12130 - Medical Laboratory Technician | 13.19 |
| 12160 - Medical Record Clerk | 13.26 |
| 12190 - Medical Record Technician | 14.83 |
| 12195 - Medical Transcriptionist | 13.22 |
| 12210 - Nuclear Medicine Technologist | 31.37 |
| 12221 - Nursing Assistant I | 10.30 |
| 12222 - Nursing Assistant II | 11.58 |
| 12223 - Nursing Assistant III | 12.64 |
| 12224 - Nursing Assistant IV | 14.19 |
| 12235 - Optical Dispenser | 12.71 |
| 12236 - Optical Technician | 12.35 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 14.19 |
| 12305 - Radiologic Technologist | 23.85 |
| 12311 - Registered Nurse I | 21.22 |
| 12312 - Registered Nurse II | 25.95 |
| 12313 - Registered Nurse II, Specialist | 25.95 |
| 12314 - Registered Nurse III | 31.40 |
| 12315 - Registered Nurse III, Anesthetist | 31.40 |
| 12316 - Registered Nurse IV | 37.64 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.39 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.13 |
| 13012 - Exhibits Specialist II | 22.20 |
| 13013 - Exhibits Specialist III | 24.73 |
| 13041 - Illustrator I | 18.13 |
| 13042 - Illustrator II | 22.20 |
| 13043 - Illustrator III | 24.73 |
| 13047 - Librarian | 21.91 |
| 13050 - Library Aide/Clerk | 12.51 |
| 13054 - Library Information Technology Systems Administrator | 19.78 |
| 13058 - Library Technician | 14.15 |
| 13061 - Media Specialist I | 14.27 |
| 13062 - Media Specialist II | 15.96 |
| 13063 - Media Specialist III | 17.80 |
| 13071 - Photographer I | 12.42 |
| 13072 - Photographer II | 15.34 |
| 13073 - Photographer III | 19.91 |
| 13074 - Photographer IV | 24.34 |
| 13075 - Photographer V | 30.59 |
| 13110 - Video Teleconference Technician | 14.92 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.31 |
| 14042 - Computer Operator II | 16.01 |
| 14043 - Computer Operator III | 17.85 |
| 14044 - Computer Operator IV | 19.84 |
| 14045 - Computer Operator V | 21.96 |
| 14071 - Computer Programmer I | (see 1) 15.95 |
| 14072 - Computer Programmer II | (see 1) 19.77 |
| 14073 - Computer Programmer III | (see 1) 24.18 |
| 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 | 14.31 |
| 14160 - Personal Computer Support Technician | 19.84 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.62 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.61 |

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| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.95 |
| 15050 - Computer Based Training Specialist / Instructor | 28.62 |
| 15060 - Educational Technologist | 23.17 |
| 15070 - Flight Instructor (Pilot) | 39.95 |
| 15080 - Graphic Artist | 20.17 |
| 15090 - Technical Instructor | 17.04 |
| 15095 - Technical Instructor/Course Developer | 20.84 |
| 15110 - Test Proctor | 13.75 |
| 15120 - Tutor | 13.75 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.18 |
| 16030 - Counter Attendant | 9.18 |
| 16040 - Dry Cleaner | 11.31 |
| 16070 - Finisher, Flatwork, Machine | 9.18 |
| 16090 - Presser, Hand | 9.18 |
| 16110 - Presser, Machine, Drycleaning | 9.18 |
| 16130 - Presser, Machine, Shirts | 9.18 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.18 |
| 16190 - Sewing Machine Operator | 11.95 |
| 16220 - Tailor | 12.63 |
| 16250 - Washer, Machine | 9.95 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.26 |
| 19040 - Tool And Die Maker | 21.25 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.10 |
| 21030 - Material Coordinator | 15.76 |
| 21040 - Material Expediter | 15.76 |
| 21050 - Material Handling Laborer | 11.24 |
| 21071 - Order Filler | 11.62 |
| 21080 - Production Line Worker (Food Processing) | 12.10 |
| 21110 - Shipping Packer | 11.86 |
| 21130 - Shipping/Receiving Clerk | 11.86 |
| 21140 - Store Worker I | 10.52 |
| 21150 - Stock Clerk | 14.09 |
| 21210 - Tools And Parts Attendant | 12.10 |
| 21410 - Warehouse Specialist | 12.10 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.37 |
| 23021 - Aircraft Mechanic I | 20.20 |
| 23022 - Aircraft Mechanic II | 21.37 |
| 23023 - Aircraft Mechanic III | 22.47 |
| 23040 - Aircraft Mechanic Helper | 15.57 |
| 23050 - Aircraft, Painter | 19.14 |
| 23060 - Aircraft Servicer | 17.37 |
| 23080 - Aircraft Worker | 18.40 |
| 23110 - Appliance Mechanic | 17.69 |
| 23120 - Bicycle Repairer | 10.96 |
| 23125 - Cable Splicer | 24.97 |
| 23130 - Carpenter, Maintenance | 15.82 |
| 23140 - Carpet Layer | 20.01 |
| 23160 - Electrician, Maintenance | 17.00 |
| 23181 - Electronics Technician Maintenance I | 19.29 |
| 23182 - Electronics Technician Maintenance II | 20.57 |
| 23183 - Electronics Technician Maintenance III | 22.12 |
| 23260 - Fabric Worker | 15.05 |
| 23290 - Fire Alarm System Mechanic | 18.08 |
| 23310 - Fire Extinguisher Repairer | 14.03 |
| 23311 - Fuel Distribution System Mechanic | 19.03 |
| 23312 - Fuel Distribution System Operator | 14.73 |
| 23370 - General Maintenance Worker | 14.35 |
| 23380 - Ground Support Equipment Mechanic | 20.20 |
| 23381 - Ground Support Equipment Servicer | 17.37 |

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| 23382 - Ground Support Equipment Worker | 18.40 |
| 23391 - Gunsmith I | 14.03 |
| 23392 - Gunsmith II | 16.03 |
| 23393 - Gunsmith III | 18.13 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.45 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.94 |
| 23430 - Heavy Equipment Mechanic | 19.14 |
| 23440 - Heavy Equipment Operator | 18.44 |
| 23460 - Instrument Mechanic | 18.13 |
| 23465 - Laboratory/Shelter Mechanic | 17.10 |
| 23470 - Laborer | 13.72 |
| 23510 - Locksmith | 17.73 |
| 23530 - Machinery Maintenance Mechanic | 18.39 |
| 23550 - Machinist, Maintenance | 17.41 |
| 23580 - Maintenance Trades Helper | 13.16 |
| 23591 - Metrology Technician I | 18.13 |
| 23592 - Metrology Technician II | 19.13 |
| 23593 - Metrology Technician III | 20.96 |
| 23640 - Millwright | 18.13 |
| 23710 - Office Appliance Repairer | 17.16 |
| 23760 - Painter, Maintenance | 15.60 |
| 23790 - Pipefitter, Maintenance | 26.04 |
| 23810 - Plumber, Maintenance | 23.07 |
| 23820 - Pneudraulic Systems Mechanic | 18.13 |
| 23850 - Rigger | 18.08 |
| 23870 - Scale Mechanic | 16.03 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.08 |
| 23910 - Small Engine Mechanic | 15.87 |
| 23931 - Telecommunications Mechanic I | 23.03 |
| 23932 - Telecommunications Mechanic II | 24.36 |
| 23950 - Telephone Lineman | 20.25 |
| 23960 - Welder, Combination, Maintenance | 15.92 |
| 23965 - Well Driller | 18.13 |
| 23970 - Woodcraft Worker | 18.13 |
| 23980 - Woodworker | 13.99 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.35 |
| 24580 - Child Care Center Clerk | 13.26 |
| 24610 - Chore Aide | 9.71 |
| 24620 - Family Readiness And Support Services Coordinator | 12.12 |
| 24630 - Homemaker | 15.27 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.08 |
| 25040 - Sewage Plant Operator | 17.46 |
| 25070 - Stationary Engineer | 18.08 |
| 25190 - Ventilation Equipment Tender | 13.05 |
| 25210 - Water Treatment Plant Operator | 17.46 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.33 |
| 27007 - Baggage Inspector | 11.29 |
| 27008 - Corrections Officer | 18.04 |
| 27010 - Court Security Officer | 17.21 |
| 27030 - Detection Dog Handler | 16.84 |
| 27040 - Detention Officer | 18.04 |
| 27070 - Firefighter | 17.21 |
| 27101 - Guard I | 11.29 |
| 27102 - Guard II | 16.84 |
| 27131 - Police Officer I | 18.60 |
| 27132 - Police Officer II | 20.68 |
| 28000 - Recreation Occupations | |

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|--|-------|
| 28041 - Carnival Equipment Operator | 10.98 |
| 28042 - Carnival Equipment Repairer | 11.67 |
| 28043 - Carnival Equipment Worker | 9.35 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 10.83 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |
| 28515 - Recreation Specialist | 16.84 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 17.18 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.60 |
| 29020 - Hatch Tender | 17.60 |
| 29030 - Line Handler | 17.60 |
| 29041 - Stevedore I | 17.71 |
| 29042 - Stevedore II | 19.43 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.43 |
| 30022 - Archeological Technician II | 18.31 |
| 30023 - Archeological Technician III | 22.93 |
| 30030 - Cartographic Technician | 22.93 |
| 30040 - Civil Engineering Technician | 19.46 |
| 30061 - Drafter/CAD Operator I | 15.43 |
| 30062 - Drafter/CAD Operator II | 18.51 |
| 30063 - Drafter/CAD Operator III | 20.64 |
| 30064 - Drafter/CAD Operator IV | 25.40 |
| 30081 - Engineering Technician I | 13.62 |
| 30082 - Engineering Technician II | 15.82 |
| 30083 - Engineering Technician III | 20.33 |
| 30084 - Engineering Technician IV | 25.19 |
| 30085 - Engineering Technician V | 30.82 |
| 30086 - Engineering Technician VI | 37.29 |
| 30090 - Environmental Technician | 22.93 |
| 30210 - Laboratory Technician | 20.64 |
| 30240 - Mathematical Technician | 22.93 |
| 30361 - Paralegal/Legal Assistant I | 16.32 |
| 30362 - Paralegal/Legal Assistant II | 19.97 |
| 30363 - Paralegal/Legal Assistant III | 24.73 |
| 30364 - Paralegal/Legal Assistant IV | 29.93 |
| 30390 - Photo-Optics Technician | 22.93 |
| 30461 - Technical Writer I | 21.40 |
| 30462 - Technical Writer II | 26.16 |
| 30463 - Technical Writer III | 31.93 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 20.64 |
| 30621 - Weather Observer, Senior (see 2) | 22.18 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.10 |
| 31030 - Bus Driver | 16.53 |
| 31043 - Driver Courier | 14.29 |
| 31260 - Parking and Lot Attendant | 10.99 |
| 31290 - Shuttle Bus Driver | 15.41 |
| 31310 - Taxi Driver | 10.46 |
| 31361 - Truckdriver, Light | 15.41 |
| 31362 - Truckdriver, Medium | 16.89 |

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|---|-------|
| 31363 - Truckdriver, Heavy | 20.23 |
| 31364 - Truckdriver, Tractor-Trailer | 20.23 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.09 |
| 99050 - Desk Clerk | 9.25 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 8.51 |
| 99252 - Laboratory Animal Caretaker II | 9.17 |
| 99310 - Mortician | 22.02 |
| 99410 - Pest Controller | 13.21 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.44 |
| 99711 - Recycling Specialist | 15.38 |
| 99730 - Refuse Collector | 12.22 |
| 99810 - Sales Clerk | 12.63 |
| 99820 - School Crossing Guard | 11.72 |
| 99830 - Survey Party Chief | 16.31 |
| 99831 - Surveying Aide | 9.44 |
| 99832 - Surveying Technician | 15.62 |
| 99840 - Vending Machine Attendant | 10.35 |
| 99841 - Vending Machine Repairer | 13.22 |
| 99842 - Vending Machine Repairer Helper | 10.96 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2317
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Montana

Area: Montana Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.83 |
| 01012 - Accounting Clerk II | | 14.40 |
| 01013 - Accounting Clerk III | | 16.11 |
| 01020 - Administrative Assistant | | 16.87 |
| 01040 - Court Reporter | | 16.65 |
| 01051 - Data Entry Operator I | | 10.84 |
| 01052 - Data Entry Operator II | | 11.83 |
| 01060 - Dispatcher, Motor Vehicle | | 16.63 |
| 01070 - Document Preparation Clerk | | 12.32 |
| 01090 - Duplicating Machine Operator | | 12.32 |
| 01111 - General Clerk I | | 10.43 |
| 01112 - General Clerk II | | 11.38 |
| 01113 - General Clerk III | | 12.77 |
| 01120 - Housing Referral Assistant | | 15.91 |
| 01141 - Messenger Courier | | 10.55 |
| 01191 - Order Clerk I | | 11.91 |
| 01192 - Order Clerk II | | 13.00 |
| 01261 - Personnel Assistant (Employment) I | | 13.69 |
| 01262 - Personnel Assistant (Employment) II | | 15.31 |
| 01263 - Personnel Assistant (Employment) III | | 17.08 |
| 01270 - Production Control Clerk | | 19.04 |
| 01280 - Receptionist | | 10.95 |
| 01290 - Rental Clerk | | 10.31 |
| 01300 - Scheduler, Maintenance | | 11.98 |
| 01311 - Secretary I | | 11.98 |
| 01312 - Secretary II | | 13.40 |
| 01313 - Secretary III | | 15.91 |
| 01320 - Service Order Dispatcher | | 15.82 |
| 01410 - Supply Technician | | 16.87 |
| 01420 - Survey Worker | | 13.27 |
| 01531 - Travel Clerk I | | 11.66 |
| 01532 - Travel Clerk II | | 12.50 |
| 01533 - Travel Clerk III | | 13.31 |
| 01611 - Word Processor I | | 11.82 |
| 01612 - Word Processor II | | 13.27 |
| 01613 - Word Processor III | | 14.84 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 16.97 |
| 05010 - Automotive Electrician | | 16.06 |
| 05040 - Automotive Glass Installer | | 15.17 |
| 05070 - Automotive Worker | | 15.17 |
| 05110 - Mobile Equipment Servicer | | 13.53 |
| 05130 - Motor Equipment Metal Mechanic | | 16.97 |
| 05160 - Motor Equipment Metal Worker | | 15.17 |
| 05190 - Motor Vehicle Mechanic | | 16.97 |
| 05220 - Motor Vehicle Mechanic Helper | | 12.78 |
| 05250 - Motor Vehicle Upholstery Worker | | 14.30 |

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| 05280 - Motor Vehicle wrecker | 15.17 |
| 05310 - Painter, Automotive | 16.06 |
| 05340 - Radiator Repair Specialist | 15.17 |
| 05370 - Tire Repairer | 12.99 |
| 05400 - Transmission Repair Specialist | 16.97 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.11 |
| 07041 - Cook I | 10.09 |
| 07042 - Cook II | 11.65 |
| 07070 - Dishwasher | 7.96 |
| 07130 - Food Service Worker | 8.86 |
| 07210 - Meat Cutter | 12.85 |
| 07260 - Waiter/Waitress | 8.07 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.96 |
| 09040 - Furniture Handler | 11.23 |
| 09080 - Furniture Refinisher | 15.96 |
| 09090 - Furniture Refinisher Helper | 12.70 |
| 09110 - Furniture Repairer, Minor | 14.21 |
| 09130 - Upholsterer | 15.96 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.97 |
| 11060 - Elevator Operator | 10.58 |
| 11090 - Gardener | 13.74 |
| 11122 - Housekeeping Aide | 10.58 |
| 11150 - Janitor | 10.58 |
| 11210 - Laborer, Grounds Maintenance | 11.50 |
| 11240 - Maid or Houseman | 8.68 |
| 11260 - Pruner | 10.29 |
| 11270 - Tractor Operator | 13.64 |
| 11330 - Trail Maintenance Worker | 11.50 |
| 11360 - Window Cleaner | 11.82 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 12.02 |
| 12011 - Breath Alcohol Technician | 14.61 |
| 12012 - Certified Occupational Therapist Assistant | 16.95 |
| 12015 - Certified Physical Therapist Assistant | 17.30 |
| 12020 - Dental Assistant | 14.77 |
| 12025 - Dental Hygienist | 31.69 |
| 12030 - EKG Technician | 22.99 |
| 12035 - Electroneurodiagnostic Technologist | 22.99 |
| 12040 - Emergency Medical Technician | 12.45 |
| 12071 - Licensed Practical Nurse I | 13.06 |
| 12072 - Licensed Practical Nurse II | 14.61 |
| 12073 - Licensed Practical Nurse III | 16.30 |
| 12100 - Medical Assistant | 13.12 |
| 12130 - Medical Laboratory Technician | 18.21 |
| 12160 - Medical Record Clerk | 12.98 |
| 12190 - Medical Record Technician | 14.52 |
| 12195 - Medical Transcriptionist | 14.63 |
| 12210 - Nuclear Medicine Technologist | 30.19 |
| 12221 - Nursing Assistant I | 10.54 |
| 12222 - Nursing Assistant II | 11.85 |
| 12223 - Nursing Assistant III | 12.93 |
| 12224 - Nursing Assistant IV | 14.51 |
| 12235 - Optical Dispenser | 12.45 |
| 12236 - Optical Technician | 12.76 |
| 12250 - Pharmacy Technician | 13.78 |
| 12280 - Phlebotomist | 13.87 |
| 12305 - Radiologic Technologist | 24.21 |
| 12311 - Registered Nurse I | 21.64 |
| 12312 - Registered Nurse II | 26.47 |
| 12313 - Registered Nurse II, Specialist | 26.47 |

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| 12314 - Registered Nurse III | 32.02 |
| 12315 - Registered Nurse III, Anesthetist | 32.02 |
| 12316 - Registered Nurse IV | 38.38 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.11 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 15.39 |
| 13012 - Exhibits Specialist II | 19.07 |
| 13013 - Exhibits Specialist III | 23.33 |
| 13041 - Illustrator I | 16.93 |
| 13042 - Illustrator II | 20.98 |
| 13043 - Illustrator III | 24.94 |
| 13047 - Librarian | 19.26 |
| 13050 - Library Aide/Clerk | 10.31 |
| 13054 - Library Information Technology Systems Administrator | 18.76 |
| 13058 - Library Technician | 12.55 |
| 13061 - Media Specialist I | 12.70 |
| 13062 - Media Specialist II | 14.03 |
| 13063 - Media Specialist III | 15.66 |
| 13071 - Photographer I | 15.46 |
| 13072 - Photographer II | 17.98 |
| 13073 - Photographer III | 22.28 |
| 13074 - Photographer IV | 26.63 |
| 13075 - Photographer V | 32.98 |
| 13110 - Video Teleconference Technician | 13.61 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 12.91 |
| 14042 - Computer Operator II | 14.44 |
| 14043 - Computer Operator III | 16.10 |
| 14044 - Computer Operator IV | 17.93 |
| 14045 - Computer Operator V | 19.82 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 12.72 |
| 14160 - Personal Computer Support Technician | 17.07 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.19 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.31 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.49 |
| 15050 - Computer Based Training Specialist / Instructor | 29.19 |
| 15060 - Educational Technologist | 20.72 |
| 15070 - Flight Instructor (Pilot) | 41.49 |
| 15080 - Graphic Artist | 18.83 |
| 15090 - Technical Instructor | 16.45 |
| 15095 - Technical Instructor/Course Developer | 20.12 |
| 15110 - Test Proctor | 13.27 |
| 15120 - Tutor | 13.27 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.23 |
| 16030 - Counter Attendant | 8.23 |
| 16040 - Dry Cleaner | 10.12 |
| 16070 - Finisher, Flatwork, Machine | 8.23 |
| 16090 - Presser, Hand | 8.23 |
| 16110 - Presser, Machine, Drycleaning | 8.23 |
| 16130 - Presser, Machine, Shirts | 8.23 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.23 |
| 16190 - Sewing Machine Operator | 10.80 |
| 16220 - Tailor | 11.49 |

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| 16250 - Washer, Machine | 8.77 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.63 |
| 19040 - Tool And Die Maker | 23.01 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.91 |
| 21030 - Material Coordinator | 19.94 |
| 21040 - Material Expediter | 19.94 |
| 21050 - Material Handling Laborer | 14.36 |
| 21071 - Order Filler | 13.39 |
| 21080 - Production Line Worker (Food Processing) | 14.91 |
| 21110 - Shipping Packer | 13.26 |
| 21130 - Shipping/Receiving Clerk | 13.26 |
| 21140 - Store Worker I | 11.32 |
| 21150 - Stock Clerk | 15.86 |
| 21210 - Tools And Parts Attendant | 14.91 |
| 21410 - Warehouse Specialist | 14.91 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.77 |
| 23021 - Aircraft Mechanic I | 22.52 |
| 23022 - Aircraft Mechanic II | 23.77 |
| 23023 - Aircraft Mechanic III | 25.14 |
| 23040 - Aircraft Mechanic Helper | 17.57 |
| 23050 - Aircraft, Painter | 21.76 |
| 23060 - Aircraft Servicer | 19.21 |
| 23080 - Aircraft Worker | 20.12 |
| 23110 - Appliance Mechanic | 17.56 |
| 23120 - Bicycle Repairer | 12.99 |
| 23125 - Cable Splicer | 29.51 |
| 23130 - Carpenter, Maintenance | 16.62 |
| 23140 - Carpet Layer | 23.17 |
| 23160 - Electrician, Maintenance | 23.13 |
| 23181 - Electronics Technician Maintenance I | 20.10 |
| 23182 - Electronics Technician Maintenance II | 23.77 |
| 23183 - Electronics Technician Maintenance III | 25.38 |
| 23260 - Fabric Worker | 17.74 |
| 23290 - Fire Alarm System Mechanic | 19.48 |
| 23310 - Fire Extinguisher Repairer | 16.46 |
| 23311 - Fuel Distribution System Mechanic | 22.45 |
| 23312 - Fuel Distribution System Operator | 18.71 |
| 23370 - General Maintenance Worker | 16.68 |
| 23380 - Ground Support Equipment Mechanic | 22.52 |
| 23381 - Ground Support Equipment Servicer | 18.67 |
| 23382 - Ground Support Equipment Worker | 19.88 |
| 23391 - Gunsmith I | 16.46 |
| 23392 - Gunsmith II | 19.00 |
| 23393 - Gunsmith III | 21.80 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.06 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.06 |
| 23430 - Heavy Equipment Mechanic | 20.06 |
| 23440 - Heavy Equipment Operator | 19.96 |
| 23460 - Instrument Mechanic | 21.68 |
| 23465 - Laboratory/Shelter Mechanic | 20.42 |
| 23470 - Laborer | 11.88 |
| 23510 - Locksmith | 17.12 |
| 23530 - Machinery Maintenance Mechanic | 22.53 |
| 23550 - Machinist, Maintenance | 17.62 |
| 23580 - Maintenance Trades Helper | 13.80 |
| 23591 - Metrology Technician I | 21.68 |
| 23592 - Metrology Technician II | 22.88 |
| 23593 - Metrology Technician III | 24.20 |

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| 23640 - Millwright | 20.67 |
| 23710 - Office Appliance Repairer | 18.45 |
| 23760 - Painter, Maintenance | 19.96 |
| 23790 - Pipefitter, Maintenance | 22.26 |
| 23810 - Plumber, Maintenance | 18.37 |
| 23820 - Pneudraulic Systems Mechanic | 21.80 |
| 23850 - Rigger | 21.80 |
| 23870 - Scale Mechanic | 19.00 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.53 |
| 23910 - Small Engine Mechanic | 15.82 |
| 23931 - Telecommunications Mechanic I | 23.70 |
| 23932 - Telecommunications Mechanic II | 25.02 |
| 23950 - Telephone Lineman | 22.32 |
| 23960 - Welder, Combination, Maintenance | 20.41 |
| 23965 - Well Driller | 20.96 |
| 23970 - Woodcraft Worker | 21.80 |
| 23980 - Woodworker | 15.13 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.59 |
| 24580 - Child Care Center Clerk | 11.40 |
| 24610 - Chore Aide | 9.54 |
| 24620 - Family Readiness And Support Services Coordinator | 11.87 |
| 24630 - Homemaker | 13.26 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.45 |
| 25040 - Sewage Plant Operator | 18.95 |
| 25070 - Stationary Engineer | 22.45 |
| 25190 - Ventilation Equipment Tender | 15.60 |
| 25210 - Water Treatment Plant Operator | 18.62 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.68 |
| 27007 - Baggage Inspector | 11.20 |
| 27008 - Corrections Officer | 18.00 |
| 27010 - Court Security Officer | 19.14 |
| 27030 - Detection Dog Handler | 13.28 |
| 27040 - Detention Officer | 18.00 |
| 27070 - Firefighter | 19.79 |
| 27101 - Guard I | 11.20 |
| 27102 - Guard II | 13.28 |
| 27131 - Police Officer I | 21.39 |
| 27132 - Police Officer II | 22.13 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.99 |
| 28042 - Carnival Equipment Repairer | 12.05 |
| 28043 - Carnival Equipment Worker | 9.16 |
| 28210 - Gate Attendant/Gate Tender | 13.98 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 15.64 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.42 |
| 28515 - Recreation Specialist | 12.69 |
| 28630 - Sports Official | 12.46 |
| 28690 - Swimming Pool Operator | 15.55 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.31 |
| 29020 - Hatch Tender | 19.31 |
| 29030 - Line Handler | 19.31 |
| 29041 - Stevedore I | 18.93 |
| 29042 - Stevedore II | 21.26 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |

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|---|---------------|
| 30021 - Archeological Technician I | 16.19 |
| 30022 - Archeological Technician II | 18.62 |
| 30023 - Archeological Technician III | 22.43 |
| 30030 - Cartographic Technician | 22.86 |
| 30040 - Civil Engineering Technician | 19.24 |
| 30061 - Drafter/CAD Operator I | 16.19 |
| 30062 - Drafter/CAD Operator II | 18.44 |
| 30063 - Drafter/CAD Operator III | 20.47 |
| 30064 - Drafter/CAD Operator IV | 24.86 |
| 30081 - Engineering Technician I | 12.90 |
| 30082 - Engineering Technician II | 15.44 |
| 30083 - Engineering Technician III | 17.27 |
| 30084 - Engineering Technician IV | 21.41 |
| 30085 - Engineering Technician V | 26.19 |
| 30086 - Engineering Technician VI | 31.68 |
| 30090 - Environmental Technician | 16.38 |
| 30210 - Laboratory Technician | 17.46 |
| 30240 - Mathematical Technician | 21.60 |
| 30361 - Paralegal/Legal Assistant I | 14.34 |
| 30362 - Paralegal/Legal Assistant II | 17.77 |
| 30363 - Paralegal/Legal Assistant III | 21.74 |
| 30364 - Paralegal/Legal Assistant IV | 25.66 |
| 30390 - Photo-Optics Technician | 21.89 |
| 30461 - Technical Writer I | 18.37 |
| 30462 - Technical Writer II | 22.46 |
| 30463 - Technical Writer III | 27.18 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 19.69 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 21.60 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.08 |
| 31030 - Bus Driver | 15.15 |
| 31043 - Driver Courier | 11.78 |
| 31260 - Parking and Lot Attendant | 9.06 |
| 31290 - Shuttle Bus Driver | 12.80 |
| 31310 - Taxi Driver | 9.75 |
| 31361 - Truckdriver, Light | 12.80 |
| 31362 - Truckdriver, Medium | 18.56 |
| 31363 - Truckdriver, Heavy | 17.79 |
| 31364 - Truckdriver, Tractor-Trailer | 17.79 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.82 |
| 99050 - Desk Clerk | 8.60 |
| 99095 - Embalmer | 23.62 |
| 99251 - Laboratory Animal Caretaker I | 9.85 |
| 99252 - Laboratory Animal Caretaker II | 10.70 |
| 99310 - Mortician | 23.62 |
| 99410 - Pest Controller | 13.90 |
| 99510 - Photofinishing Worker | 12.97 |
| 99710 - Recycling Laborer | 13.96 |
| 99711 - Recycling Specialist | 17.95 |
| 99730 - Refuse Collector | 13.26 |
| 99810 - Sales Clerk | 11.90 |
| 99820 - School Crossing Guard | 11.12 |
| 99830 - Survey Party Chief | 20.39 |
| 99831 - Surveying Aide | 12.66 |
| 99832 - Surveying Technician | 17.22 |
| 99840 - Vending Machine Attendant | 12.12 |

99841 - Vending Machine Repairer
 99842 - Vending Machine Repairer Helper

14.38
 12.12

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2318
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Montana

Area: Montana Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.83 |
| 01012 - Accounting Clerk II | | 14.40 |
| 01013 - Accounting Clerk III | | 16.11 |
| 01020 - Administrative Assistant | | 16.87 |
| 01040 - Court Reporter | | 16.65 |
| 01051 - Data Entry Operator I | | 10.84 |
| 01052 - Data Entry Operator II | | 11.83 |
| 01060 - Dispatcher, Motor Vehicle | | 16.63 |
| 01070 - Document Preparation Clerk | | 12.32 |
| 01090 - Duplicating Machine Operator | | 12.32 |
| 01111 - General Clerk I | | 10.43 |
| 01112 - General Clerk II | | 11.38 |
| 01113 - General Clerk III | | 12.77 |
| 01120 - Housing Referral Assistant | | 15.91 |
| 01141 - Messenger Courier | | 10.55 |
| 01191 - Order Clerk I | | 11.91 |
| 01192 - Order Clerk II | | 13.00 |
| 01261 - Personnel Assistant (Employment) I | | 13.69 |
| 01262 - Personnel Assistant (Employment) II | | 15.31 |
| 01263 - Personnel Assistant (Employment) III | | 17.08 |
| 01270 - Production Control Clerk | | 19.04 |
| 01280 - Receptionist | | 10.95 |
| 01290 - Rental Clerk | | 10.31 |
| 01300 - Scheduler, Maintenance | | 11.98 |
| 01311 - Secretary I | | 11.98 |
| 01312 - Secretary II | | 13.40 |
| 01313 - Secretary III | | 15.91 |
| 01320 - Service Order Dispatcher | | 15.82 |
| 01410 - Supply Technician | | 16.87 |
| 01420 - Survey Worker | | 13.27 |

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| 01531 - Travel Clerk I | 11.66 |
| 01532 - Travel Clerk II | 12.50 |
| 01533 - Travel Clerk III | 13.31 |
| 01611 - Word Processor I | 11.82 |
| 01612 - Word Processor II | 13.27 |
| 01613 - Word Processor III | 14.84 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 16.97 |
| 05010 - Automotive Electrician | 16.06 |
| 05040 - Automotive Glass Installer | 15.17 |
| 05070 - Automotive Worker | 15.17 |
| 05110 - Mobile Equipment Servicer | 13.53 |
| 05130 - Motor Equipment Metal Mechanic | 16.97 |
| 05160 - Motor Equipment Metal Worker | 15.17 |
| 05190 - Motor Vehicle Mechanic | 16.97 |
| 05220 - Motor Vehicle Mechanic Helper | 12.78 |
| 05250 - Motor Vehicle Upholstery Worker | 14.30 |
| 05280 - Motor Vehicle wrecker | 15.17 |
| 05310 - Painter, Automotive | 16.06 |
| 05340 - Radiator Repair Specialist | 15.17 |
| 05370 - Tire Repairer | 12.99 |
| 05400 - Transmission Repair Specialist | 16.97 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.11 |
| 07041 - Cook I | 10.09 |
| 07042 - Cook II | 11.65 |
| 07070 - Dishwasher | 7.96 |
| 07130 - Food Service Worker | 8.86 |
| 07210 - Meat Cutter | 12.85 |
| 07260 - Waiter/Waitress | 8.07 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.96 |
| 09040 - Furniture Handler | 11.23 |
| 09080 - Furniture Refinisher | 15.96 |
| 09090 - Furniture Refinisher Helper | 12.70 |
| 09110 - Furniture Repairer, Minor | 14.21 |
| 09130 - Upholsterer | 15.96 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.97 |
| 11060 - Elevator Operator | 10.58 |
| 11090 - Gardener | 13.74 |
| 11122 - Housekeeping Aide | 10.58 |
| 11150 - Janitor | 10.58 |
| 11210 - Laborer, Grounds Maintenance | 11.50 |
| 11240 - Maid or Houseman | 8.68 |
| 11260 - Pruner | 10.29 |
| 11270 - Tractor Operator | 13.64 |
| 11330 - Trail Maintenance Worker | 11.50 |
| 11360 - Window Cleaner | 11.82 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 12.02 |
| 12011 - Breath Alcohol Technician | 14.61 |
| 12012 - Certified Occupational Therapist Assistant | 16.95 |
| 12015 - Certified Physical Therapist Assistant | 17.30 |
| 12020 - Dental Assistant | 14.77 |
| 12025 - Dental Hygienist | 31.69 |
| 12030 - EKG Technician | 22.99 |
| 12035 - Electroneurodiagnostic Technologist | 22.99 |
| 12040 - Emergency Medical Technician | 12.45 |
| 12071 - Licensed Practical Nurse I | 13.06 |
| 12072 - Licensed Practical Nurse II | 14.61 |
| 12073 - Licensed Practical Nurse III | 16.30 |
| 12100 - Medical Assistant | 13.12 |

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| 12130 - Medical Laboratory Technician | 18.21 |
| 12160 - Medical Record Clerk | 12.98 |
| 12190 - Medical Record Technician | 14.52 |
| 12195 - Medical Transcriptionist | 14.63 |
| 12210 - Nuclear Medicine Technologist | 30.19 |
| 12221 - Nursing Assistant I | 10.54 |
| 12222 - Nursing Assistant II | 11.85 |
| 12223 - Nursing Assistant III | 12.93 |
| 12224 - Nursing Assistant IV | 14.51 |
| 12235 - Optical Dispenser | 12.45 |
| 12236 - Optical Technician | 12.76 |
| 12250 - Pharmacy Technician | 13.78 |
| 12280 - Phlebotomist | 13.87 |
| 12305 - Radiologic Technologist | 24.21 |
| 12311 - Registered Nurse I | 21.64 |
| 12312 - Registered Nurse II | 26.47 |
| 12313 - Registered Nurse II, Specialist | 26.47 |
| 12314 - Registered Nurse III | 32.02 |
| 12315 - Registered Nurse III, Anesthetist | 32.02 |
| 12316 - Registered Nurse IV | 38.38 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.11 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 15.39 |
| 13012 - Exhibits Specialist II | 19.07 |
| 13013 - Exhibits Specialist III | 23.33 |
| 13041 - Illustrator I | 16.93 |
| 13042 - Illustrator II | 20.98 |
| 13043 - Illustrator III | 24.94 |
| 13047 - Librarian | 19.26 |
| 13050 - Library Aide/Clerk | 10.31 |
| 13054 - Library Information Technology Systems Administrator | 18.76 |
| 13058 - Library Technician | 12.55 |
| 13061 - Media Specialist I | 12.70 |
| 13062 - Media Specialist II | 14.03 |
| 13063 - Media Specialist III | 15.66 |
| 13071 - Photographer I | 15.46 |
| 13072 - Photographer II | 17.98 |
| 13073 - Photographer III | 22.28 |
| 13074 - Photographer IV | 26.63 |
| 13075 - Photographer V | 32.98 |
| 13110 - Video Teleconference Technician | 13.61 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 12.91 |
| 14042 - Computer Operator II | 14.44 |
| 14043 - Computer Operator III | 16.10 |
| 14044 - Computer Operator IV | 17.93 |
| 14045 - Computer Operator V | 19.82 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 12.72 |
| 14160 - Personal Computer Support Technician | 17.07 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.19 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.31 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.49 |
| 15050 - Computer Based Training Specialist / Instructor | 29.19 |
| 15060 - Educational Technologist | 20.72 |

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| 15070 - Flight Instructor (Pilot) | 41.49 |
| 15080 - Graphic Artist | 18.83 |
| 15090 - Technical Instructor | 16.45 |
| 15095 - Technical Instructor/Course Developer | 20.12 |
| 15110 - Test Proctor | 13.27 |
| 15120 - Tutor | 13.27 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.23 |
| 16030 - Counter Attendant | 8.23 |
| 16040 - Dry Cleaner | 10.12 |
| 16070 - Finisher, Flatwork, Machine | 8.23 |
| 16090 - Presser, Hand | 8.23 |
| 16110 - Presser, Machine, Drycleaning | 8.23 |
| 16130 - Presser, Machine, Shirts | 8.23 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.23 |
| 16190 - Sewing Machine Operator | 10.80 |
| 16220 - Tailor | 11.49 |
| 16250 - Washer, Machine | 8.77 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.63 |
| 19040 - Tool And Die Maker | 23.01 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.91 |
| 21030 - Material Coordinator | 19.94 |
| 21040 - Material Expediter | 19.94 |
| 21050 - Material Handling Laborer | 14.36 |
| 21071 - Order Filler | 13.39 |
| 21080 - Production Line Worker (Food Processing) | 14.91 |
| 21110 - Shipping Packer | 13.26 |
| 21130 - Shipping/Receiving Clerk | 13.26 |
| 21140 - Store Worker I | 11.32 |
| 21150 - Stock Clerk | 15.86 |
| 21210 - Tools And Parts Attendant | 14.91 |
| 21410 - Warehouse Specialist | 14.91 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.77 |
| 23021 - Aircraft Mechanic I | 22.52 |
| 23022 - Aircraft Mechanic II | 23.77 |
| 23023 - Aircraft Mechanic III | 25.14 |
| 23040 - Aircraft Mechanic Helper | 17.57 |
| 23050 - Aircraft, Painter | 21.76 |
| 23060 - Aircraft Servicer | 19.21 |
| 23080 - Aircraft Worker | 20.12 |
| 23110 - Appliance Mechanic | 17.56 |
| 23120 - Bicycle Repairer | 12.99 |
| 23125 - Cable Splicer | 29.51 |
| 23130 - Carpenter, Maintenance | 16.62 |
| 23140 - Carpet Layer | 23.17 |
| 23160 - Electrician, Maintenance | 23.13 |
| 23181 - Electronics Technician Maintenance I | 20.10 |
| 23182 - Electronics Technician Maintenance II | 23.77 |
| 23183 - Electronics Technician Maintenance III | 25.38 |
| 23260 - Fabric Worker | 17.74 |
| 23290 - Fire Alarm System Mechanic | 19.48 |
| 23310 - Fire Extinguisher Repairer | 16.46 |
| 23311 - Fuel Distribution System Mechanic | 22.45 |
| 23312 - Fuel Distribution System Operator | 18.71 |
| 23370 - General Maintenance Worker | 16.68 |
| 23380 - Ground Support Equipment Mechanic | 22.52 |
| 23381 - Ground Support Equipment Servicer | 18.67 |
| 23382 - Ground Support Equipment Worker | 19.88 |
| 23391 - Gunsmith I | 16.46 |
| 23392 - Gunsmith II | 19.00 |

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| 23393 - Gunsmith III | 21.80 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.06 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.06 |
| 23430 - Heavy Equipment Mechanic | 20.06 |
| 23440 - Heavy Equipment Operator | 19.96 |
| 23460 - Instrument Mechanic | 21.68 |
| 23465 - Laboratory/Shelter Mechanic | 20.42 |
| 23470 - Laborer | 11.88 |
| 23510 - Locksmith | 17.12 |
| 23530 - Machinery Maintenance Mechanic | 22.53 |
| 23550 - Machinist, Maintenance | 17.62 |
| 23580 - Maintenance Trades Helper | 13.80 |
| 23591 - Metrology Technician I | 21.68 |
| 23592 - Metrology Technician II | 22.88 |
| 23593 - Metrology Technician III | 24.20 |
| 23640 - Millwright | 20.67 |
| 23710 - Office Appliance Repairer | 18.45 |
| 23760 - Painter, Maintenance | 19.96 |
| 23790 - Pipefitter, Maintenance | 22.26 |
| 23810 - Plumber, Maintenance | 18.37 |
| 23820 - Pneudraulic Systems Mechanic | 21.80 |
| 23850 - Rigger | 21.80 |
| 23870 - Scale Mechanic | 19.00 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.53 |
| 23910 - Small Engine Mechanic | 15.82 |
| 23931 - Telecommunications Mechanic I | 23.70 |
| 23932 - Telecommunications Mechanic II | 25.02 |
| 23950 - Telephone Lineman | 22.32 |
| 23960 - Welder, Combination, Maintenance | 20.41 |
| 23965 - well Driller | 20.96 |
| 23970 - Woodcraft Worker | 21.80 |
| 23980 - Woodworker | 15.13 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.59 |
| 24580 - Child Care Center Clerk | 11.40 |
| 24610 - Chore Aide | 9.54 |
| 24620 - Family Readiness And Support Services Coordinator | 11.87 |
| 24630 - Homemaker | 13.26 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.45 |
| 25040 - Sewage Plant Operator | 18.95 |
| 25070 - Stationary Engineer | 22.45 |
| 25190 - Ventilation Equipment Tender | 15.60 |
| 25210 - Water Treatment Plant Operator | 18.62 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.68 |
| 27007 - Baggage Inspector | 11.20 |
| 27008 - Corrections Officer | 18.00 |
| 27010 - Court Security Officer | 19.14 |
| 27030 - Detection Dog Handler | 13.28 |
| 27040 - Detention Officer | 18.00 |
| 27070 - Firefighter | 19.79 |
| 27101 - Guard I | 11.20 |
| 27102 - Guard II | 13.28 |
| 27131 - Police Officer I | 21.39 |
| 27132 - Police Officer II | 22.13 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.99 |
| 28042 - Carnival Equipment Repairer | 12.05 |
| 28043 - Carnival Equipment Worker | 9.16 |

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| 28210 - Gate Attendant/Gate Tender | 13.98 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 15.64 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.42 |
| 28515 - Recreation Specialist | 12.69 |
| 28630 - Sports Official | 12.46 |
| 28690 - Swimming Pool Operator | 15.55 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.31 |
| 29020 - Hatch Tender | 19.31 |
| 29030 - Line Handler | 19.31 |
| 29041 - Stevedore I | 18.93 |
| 29042 - Stevedore II | 21.26 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.19 |
| 30022 - Archeological Technician II | 18.62 |
| 30023 - Archeological Technician III | 22.43 |
| 30030 - Cartographic Technician | 22.86 |
| 30040 - Civil Engineering Technician | 19.24 |
| 30061 - Drafter/CAD Operator I | 16.19 |
| 30062 - Drafter/CAD Operator II | 18.44 |
| 30063 - Drafter/CAD Operator III | 20.47 |
| 30064 - Drafter/CAD Operator IV | 24.86 |
| 30081 - Engineering Technician I | 12.90 |
| 30082 - Engineering Technician II | 15.44 |
| 30083 - Engineering Technician III | 17.27 |
| 30084 - Engineering Technician IV | 21.41 |
| 30085 - Engineering Technician V | 26.19 |
| 30086 - Engineering Technician VI | 31.68 |
| 30090 - Environmental Technician | 16.38 |
| 30210 - Laboratory Technician | 17.46 |
| 30240 - Mathematical Technician | 21.60 |
| 30361 - Paralegal/Legal Assistant I | 14.34 |
| 30362 - Paralegal/Legal Assistant II | 17.77 |
| 30363 - Paralegal/Legal Assistant III | 21.74 |
| 30364 - Paralegal/Legal Assistant IV | 25.66 |
| 30390 - Photo-Optics Technician | 21.89 |
| 30461 - Technical Writer I | 18.37 |
| 30462 - Technical Writer II | 22.46 |
| 30463 - Technical Writer III | 27.18 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 19.69 |
| 30621 - Weather Observer, Senior (see 2) | 21.60 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.08 |
| 31030 - Bus Driver | 15.15 |
| 31043 - Driver Courier | 11.78 |
| 31260 - Parking and Lot Attendant | 9.06 |
| 31290 - Shuttle Bus Driver | 12.80 |
| 31310 - Taxi Driver | 9.75 |
| 31361 - Truckdriver, Light | 12.80 |
| 31362 - Truckdriver, Medium | 18.56 |
| 31363 - Truckdriver, Heavy | 17.79 |
| 31364 - Truckdriver, Tractor-Trailer | 17.79 |
| 99000 - Miscellaneous Occupations | |

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|---|-------|
| 99030 - Cashier | 8.82 |
| 99050 - Desk Clerk | 8.60 |
| 99095 - Embalmer | 23.62 |
| 99251 - Laboratory Animal Caretaker I | 9.85 |
| 99252 - Laboratory Animal Caretaker II | 10.70 |
| 99310 - Mortician | 23.62 |
| 99410 - Pest Controller | 13.90 |
| 99510 - Photofinishing Worker | 12.97 |
| 99710 - Recycling Laborer | 13.96 |
| 99711 - Recycling Specialist | 17.95 |
| 99730 - Refuse Collector | 13.26 |
| 99810 - Sales Clerk | 11.90 |
| 99820 - School Crossing Guard | 11.12 |
| 99830 - Survey Party Chief | 20.39 |
| 99831 - Surveying Aide | 12.66 |
| 99832 - Surveying Technician | 17.22 |
| 99840 - Vending Machine Attendant | 12.12 |
| 99841 - Vending Machine Repairer | 14.38 |
| 99842 - Vending Machine Repairer Helper | 12.12 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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:

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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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2323
Revision No.: 15
Date of Last Revision: 07/25/2014

State: Nebraska

Area: Nebraska Counties of Adams, Antelope, Arthur, Blaine, Boone, Boyd, Brown, Buffalo, Chase, Cherry, Clay, Custer, Dawson, Dundy, Fillmore, Franklin, Frontier, Furnas, Garfield, Gosper, Grant, Greeley, Hall, Hamilton, Harlan, Hayes, Hitchcock, Holt, Hooker, Howard, Jefferson, Kearney, Keith, Keya Paha, Knox, Lincoln, Logan, Loup, McPherson, Merrick, Nance, Nuckolls, Perkins, Phelps, Platte, Polk, Red Willow, Rock, Saline, Seward, Sherman, Thayer, Thomas, Valley, Webster, Wheeler, York

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.61 |
| 01012 - Accounting Clerk II | | 14.40 |

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| 01013 - Accounting Clerk III | 16.11 |
| 01020 - Administrative Assistant | 19.65 |
| 01040 - Court Reporter | 15.75 |
| 01051 - Data Entry Operator I | 10.70 |
| 01052 - Data Entry Operator II | 12.72 |
| 01060 - Dispatcher, Motor Vehicle | 15.75 |
| 01070 - Document Preparation Clerk | 12.04 |
| 01090 - Duplicating Machine Operator | 12.04 |
| 01111 - General Clerk I | 11.45 |
| 01112 - General Clerk II | 12.59 |
| 01113 - General Clerk III | 14.02 |
| 01120 - Housing Referral Assistant | 17.77 |
| 01141 - Messenger Courier | 10.46 |
| 01191 - Order Clerk I | 10.41 |
| 01192 - Order Clerk II | 12.04 |
| 01261 - Personnel Assistant (Employment) I | 13.53 |
| 01262 - Personnel Assistant (Employment) II | 15.75 |
| 01263 - Personnel Assistant (Employment) III | 16.91 |
| 01270 - Production Control Clerk | 17.94 |
| 01280 - Receptionist | 13.41 |
| 01290 - Rental Clerk | 13.20 |
| 01300 - Scheduler, Maintenance | 14.24 |
| 01311 - Secretary I | 14.24 |
| 01312 - Secretary II | 15.93 |
| 01313 - Secretary III | 17.77 |
| 01320 - Service Order Dispatcher | 14.36 |
| 01410 - Supply Technician | 19.65 |
| 01420 - Survey Worker | 15.75 |
| 01531 - Travel Clerk I | 12.17 |
| 01532 - Travel Clerk II | 12.94 |
| 01533 - Travel Clerk III | 13.73 |
| 01611 - Word Processor I | 12.04 |
| 01612 - Word Processor II | 13.38 |
| 01613 - Word Processor III | 15.75 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.72 |
| 05010 - Automotive Electrician | 17.07 |
| 05040 - Automotive Glass Installer | 16.53 |
| 05070 - Automotive Worker | 16.53 |
| 05110 - Mobile Equipment Servicer | 15.40 |
| 05130 - Motor Equipment Metal Mechanic | 17.66 |
| 05160 - Motor Equipment Metal Worker | 16.53 |
| 05190 - Motor Vehicle Mechanic | 17.68 |
| 05220 - Motor Vehicle Mechanic Helper | 15.64 |
| 05250 - Motor Vehicle Upholstery Worker | 15.94 |
| 05280 - Motor Vehicle Wrecker | 16.53 |
| 05310 - Painter, Automotive | 17.07 |
| 05340 - Radiator Repair Specialist | 16.53 |
| 05370 - Tire Repairer | 11.41 |
| 05400 - Transmission Repair Specialist | 17.66 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.10 |
| 07041 - Cook I | 10.12 |
| 07042 - Cook II | 10.86 |
| 07070 - Dishwasher | 8.39 |
| 07130 - Food Service Worker | 8.85 |
| 07210 - Meat Cutter | 12.79 |
| 07260 - Waiter/Waitress | 8.81 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.52 |
| 09040 - Furniture Handler | 10.39 |
| 09080 - Furniture Refinisher | 14.52 |
| 09090 - Furniture Refinisher Helper | 11.92 |

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| 09110 - Furniture Repairer, Minor | 13.46 |
| 09130 - Upholsterer | 14.40 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.57 |
| 11060 - Elevator Operator | 10.89 |
| 11090 - Gardener | 14.73 |
| 11122 - Housekeeping Aide | 11.55 |
| 11150 - Janitor | 11.55 |
| 11210 - Laborer, Grounds Maintenance | 12.28 |
| 11240 - Maid or Houseman | 8.57 |
| 11260 - Pruner | 11.30 |
| 11270 - Tractor Operator | 13.86 |
| 11330 - Trail Maintenance Worker | 12.28 |
| 11360 - Window Cleaner | 12.41 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.67 |
| 12011 - Breath Alcohol Technician | 16.67 |
| 12012 - Certified Occupational Therapist Assistant | 19.16 |
| 12015 - Certified Physical Therapist Assistant | 21.00 |
| 12020 - Dental Assistant | 14.52 |
| 12025 - Dental Hygienist | 31.55 |
| 12030 - EKG Technician | 25.67 |
| 12035 - Electroneurodiagnostic Technologist | 25.67 |
| 12040 - Emergency Medical Technician | 16.67 |
| 12071 - Licensed Practical Nurse I | 14.90 |
| 12072 - Licensed Practical Nurse II | 16.67 |
| 12073 - Licensed Practical Nurse III | 18.60 |
| 12100 - Medical Assistant | 12.90 |
| 12130 - Medical Laboratory Technician | 14.94 |
| 12160 - Medical Record Clerk | 12.96 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 15.75 |
| 12210 - Nuclear Medicine Technologist | 26.60 |
| 12221 - Nursing Assistant I | 9.82 |
| 12222 - Nursing Assistant II | 11.04 |
| 12223 - Nursing Assistant III | 12.05 |
| 12224 - Nursing Assistant IV | 13.52 |
| 12235 - Optical Dispenser | 14.52 |
| 12236 - Optical Technician | 14.90 |
| 12250 - Pharmacy Technician | 13.64 |
| 12280 - Phlebotomist | 13.52 |
| 12305 - Radiologic Technologist | 23.16 |
| 12311 - Registered Nurse I | 22.12 |
| 12312 - Registered Nurse II | 27.06 |
| 12313 - Registered Nurse II, Specialist | 27.06 |
| 12314 - Registered Nurse III | 32.74 |
| 12315 - Registered Nurse III, Anesthetist | 32.74 |
| 12316 - Registered Nurse IV | 39.23 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.56 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.44 |
| 13012 - Exhibits Specialist II | 21.61 |
| 13013 - Exhibits Specialist III | 26.43 |
| 13041 - Illustrator I | 17.24 |
| 13042 - Illustrator II | 21.37 |
| 13043 - Illustrator III | 26.13 |
| 13047 - Librarian | 23.92 |
| 13050 - Library Aide/Clerk | 11.71 |
| 13054 - Library Information Technology Systems Administrator | 21.61 |
| 13058 - Library Technician | 16.15 |
| 13061 - Media Specialist I | 15.59 |
| 13062 - Media Specialist II | 17.44 |

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|---|---------|
| 13063 - Media Specialist III | 19.45 |
| 13071 - Photographer I | 13.84 |
| 13072 - Photographer II | 15.09 |
| 13073 - Photographer III | 19.05 |
| 13074 - Photographer IV | 22.90 |
| 13075 - Photographer V | 24.87 |
| 13110 - Video Teleconference Technician | 13.78 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.57 |
| 14042 - Computer Operator II | 16.30 |
| 14043 - Computer Operator III | 18.18 |
| 14044 - Computer Operator IV | 20.20 |
| 14045 - Computer Operator V | 22.36 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 14.57 |
| 14160 - Personal Computer Support Technician | 20.20 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.42 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.59 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.58 |
| 15050 - Computer Based Training Specialist / Instructor | 29.42 |
| 15060 - Educational Technologist | 25.73 |
| 15070 - Flight Instructor (Pilot) | 40.58 |
| 15080 - Graphic Artist | 19.22 |
| 15090 - Technical Instructor | 17.81 |
| 15095 - Technical Instructor/Course Developer | 21.78 |
| 15110 - Test Proctor | 14.37 |
| 15120 - Tutor | 14.37 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.03 |
| 16030 - Counter Attendant | 9.03 |
| 16040 - Dry Cleaner | 10.82 |
| 16070 - Finisher, Flatwork, Machine | 9.03 |
| 16090 - Presser, Hand | 9.03 |
| 16110 - Presser, Machine, Drycleaning | 9.03 |
| 16130 - Presser, Machine, Shirts | 9.03 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.03 |
| 16190 - Sewing Machine Operator | 11.44 |
| 16220 - Tailor | 12.11 |
| 16250 - Washer, Machine | 9.68 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.30 |
| 19040 - Tool And Die Maker | 22.14 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.82 |
| 21030 - Material Coordinator | 19.10 |
| 21040 - Material Expediter | 19.10 |
| 21050 - Material Handling Laborer | 10.83 |
| 21071 - Order Filler | 11.67 |
| 21080 - Production Line Worker (Food Processing) | 13.82 |
| 21110 - Shipping Packer | 11.67 |
| 21130 - Shipping/Receiving Clerk | 11.67 |
| 21140 - Store Worker I | 11.77 |
| 21150 - Stock Clerk | 14.98 |
| 21210 - Tools And Parts Attendant | 13.82 |
| 21410 - Warehouse Specialist | 13.82 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |

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|---|-------|
| 23010 - Aerospace Structural Welder | 19.80 |
| 23021 - Aircraft Mechanic I | 18.95 |
| 23022 - Aircraft Mechanic II | 19.80 |
| 23023 - Aircraft Mechanic III | 20.42 |
| 23040 - Aircraft Mechanic Helper | 14.48 |
| 23050 - Aircraft, Painter | 18.24 |
| 23060 - Aircraft Servicer | 16.35 |
| 23080 - Aircraft Worker | 17.30 |
| 23110 - Appliance Mechanic | 17.16 |
| 23120 - Bicycle Repairer | 11.41 |
| 23125 - Cable Splicer | 20.63 |
| 23130 - Carpenter, Maintenance | 18.18 |
| 23140 - Carpet Layer | 17.28 |
| 23160 - Electrician, Maintenance | 19.13 |
| 23181 - Electronics Technician Maintenance I | 19.71 |
| 23182 - Electronics Technician Maintenance II | 22.43 |
| 23183 - Electronics Technician Maintenance III | 22.53 |
| 23260 - Fabric Worker | 16.31 |
| 23290 - Fire Alarm System Mechanic | 20.56 |
| 23310 - Fire Extinguisher Repairer | 15.34 |
| 23311 - Fuel Distribution System Mechanic | 18.95 |
| 23312 - Fuel Distribution System Operator | 15.34 |
| 23370 - General Maintenance Worker | 17.35 |
| 23380 - Ground Support Equipment Mechanic | 18.95 |
| 23381 - Ground Support Equipment Servicer | 16.35 |
| 23382 - Ground Support Equipment Worker | 17.30 |
| 23391 - Gunsmith I | 15.34 |
| 23392 - Gunsmith II | 17.28 |
| 23393 - Gunsmith III | 18.95 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.71 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.64 |
| 23430 - Heavy Equipment Mechanic | 20.48 |
| 23440 - Heavy Equipment Operator | 16.78 |
| 23460 - Instrument Mechanic | 18.95 |
| 23465 - Laboratory/Shelter Mechanic | 18.20 |
| 23470 - Laborer | 11.91 |
| 23510 - Locksmith | 18.20 |
| 23530 - Machinery Maintenance Mechanic | 20.67 |
| 23550 - Machinist, Maintenance | 17.07 |
| 23580 - Maintenance Trades Helper | 15.96 |
| 23591 - Metrology Technician I | 18.95 |
| 23592 - Metrology Technician II | 19.80 |
| 23593 - Metrology Technician III | 20.42 |
| 23640 - Millwright | 18.95 |
| 23710 - Office Appliance Repairer | 16.94 |
| 23760 - Painter, Maintenance | 17.75 |
| 23790 - Pipefitter, Maintenance | 21.17 |
| 23810 - Plumber, Maintenance | 20.48 |
| 23820 - Pneudraulic Systems Mechanic | 18.95 |
| 23850 - Rigger | 18.69 |
| 23870 - Scale Mechanic | 17.28 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.47 |
| 23910 - Small Engine Mechanic | 16.86 |
| 23931 - Telecommunications Mechanic I | 22.06 |
| 23932 - Telecommunications Mechanic II | 23.05 |
| 23950 - Telephone Lineman | 20.56 |
| 23960 - Welder, Combination, Maintenance | 16.49 |
| 23965 - Well Driller | 18.95 |
| 23970 - Woodcraft Worker | 18.95 |
| 23980 - Woodworker | 15.34 |
| 24000 - Personal Needs Occupations | |

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| 24570 - Child Care Attendant | 9.77 |
| 24580 - Child Care Center Clerk | 11.85 |
| 24610 - Chore Aide | 10.37 |
| 24620 - Family Readiness And Support Services Coordinator | 12.02 |
| 24630 - Homemaker | 14.49 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.77 |
| 25040 - Sewage Plant Operator | 18.93 |
| 25070 - Stationary Engineer | 17.77 |
| 25190 - Ventilation Equipment Tender | 14.92 |
| 25210 - Water Treatment Plant Operator | 18.93 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.41 |
| 27007 - Baggage Inspector | 12.45 |
| 27008 - Corrections Officer | 16.38 |
| 27010 - Court Security Officer | 16.75 |
| 27030 - Detection Dog Handler | 13.93 |
| 27040 - Detention Officer | 16.38 |
| 27070 - Firefighter | 16.75 |
| 27101 - Guard I | 12.82 |
| 27102 - Guard II | 14.34 |
| 27131 - Police Officer I | 18.67 |
| 27132 - Police Officer II | 20.72 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.24 |
| 28042 - Carnival Equipment Repairer | 11.87 |
| 28043 - Carnival Equipment Worker | 9.21 |
| 28210 - Gate Attendant/Gate Tender | 13.00 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.54 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.62 |
| 28515 - Recreation Specialist | 17.03 |
| 28630 - Sports Official | 11.59 |
| 28690 - Swimming Pool Operator | 17.35 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.82 |
| 29020 - Hatch Tender | 19.82 |
| 29030 - Line Handler | 19.82 |
| 29041 - Stevedore I | 18.71 |
| 29042 - Stevedore II | 20.87 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.06 |
| 30022 - Archeological Technician II | 19.40 |
| 30023 - Archeological Technician III | 24.05 |
| 30030 - Cartographic Technician | 24.05 |
| 30040 - Civil Engineering Technician | 19.37 |
| 30061 - Drafter/CAD Operator I | 17.06 |
| 30062 - Drafter/CAD Operator II | 19.40 |
| 30063 - Drafter/CAD Operator III | 21.64 |
| 30064 - Drafter/CAD Operator IV | 26.17 |
| 30081 - Engineering Technician I | 14.27 |
| 30082 - Engineering Technician II | 16.16 |
| 30083 - Engineering Technician III | 18.06 |
| 30084 - Engineering Technician IV | 22.38 |
| 30085 - Engineering Technician V | 27.37 |
| 30086 - Engineering Technician VI | 32.87 |
| 30090 - Environmental Technician | 21.02 |
| 30210 - Laboratory Technician | 17.33 |
| 30240 - Mathematical Technician | 23.64 |

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|---|---------------|
| 30361 - Paralegal/Legal Assistant I | 18.03 |
| 30362 - Paralegal/Legal Assistant II | 22.35 |
| 30363 - Paralegal/Legal Assistant III | 25.03 |
| 30364 - Paralegal/Legal Assistant IV | 27.70 |
| 30390 - Photo-Optics Technician | 23.64 |
| 30461 - Technical Writer I | 20.71 |
| 30462 - Technical Writer II | 25.33 |
| 30463 - Technical Writer III | 30.65 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 21.64 |
| 30621 - Weather Observer, Senior | (see 2) 23.64 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.13 |
| 31030 - Bus Driver | 14.33 |
| 31043 - Driver Courier | 13.07 |
| 31260 - Parking and Lot Attendant | 8.88 |
| 31290 - Shuttle Bus Driver | 13.44 |
| 31310 - Taxi Driver | 10.49 |
| 31361 - Truckdriver, Light | 13.44 |
| 31362 - Truckdriver, Medium | 14.10 |
| 31363 - Truckdriver, Heavy | 15.27 |
| 31364 - Truckdriver, Tractor-Trailer | 15.27 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.43 |
| 99050 - Desk Clerk | 8.76 |
| 99095 - Embalmer | 27.90 |
| 99251 - Laboratory Animal Caretaker I | 10.90 |
| 99252 - Laboratory Animal Caretaker II | 11.65 |
| 99310 - Mortician | 27.90 |
| 99410 - Pest Controller | 17.69 |
| 99510 - Photofinishing Worker | 12.92 |
| 99710 - Recycling Laborer | 14.78 |
| 99711 - Recycling Specialist | 17.06 |
| 99730 - Refuse Collector | 13.63 |
| 99810 - Sales Clerk | 10.98 |
| 99820 - School Crossing Guard | 12.83 |
| 99830 - Survey Party Chief | 26.88 |
| 99831 - Surveying Aide | 14.51 |
| 99832 - Surveying Technician | 17.85 |
| 99840 - Vending Machine Attendant | 15.40 |
| 99841 - Vending Machine Repairer | 17.51 |
| 99842 - Vending Machine Repairer Helper | 15.46 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
DirectorDivision of
Wage DeterminationsWage Determination No.: 2005-2324
Revision No.: 17
Date of Last Revision: 07/25/2014

State: Nebraska

Area: Nebraska Counties of Adams, Antelope, Arthur, Blaine, Boone, Boyd, Brown, Buffalo, Chase, Cherry, Clay, Custer, Dawson, Dundy, Fillmore, Franklin, Frontier, Furnas, Garfield, Gosper, Grant, Greeley, Hall, Hamilton, Harlan, Hayes, Hitchcock, Holt, Hooker, Howard, Jefferson, Kearney, Keith, Keya Paha, Knox, Lincoln, Logan, Loup, McPherson, Merrick, Nance, Nuckolls, Perkins, Phelps, Platte, Polk, Red Willow, Rock, Saline, Seward, Sherman, Thayer, Thomas, Valley, Webster, Wheeler, York

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.61 |
| 01012 - Accounting Clerk II | | 14.40 |
| 01013 - Accounting Clerk III | | 16.11 |
| 01020 - Administrative Assistant | | 19.65 |
| 01040 - Court Reporter | | 15.75 |
| 01051 - Data Entry Operator I | | 10.70 |
| 01052 - Data Entry Operator II | | 12.72 |
| 01060 - Dispatcher, Motor Vehicle | | 15.75 |
| 01070 - Document Preparation Clerk | | 12.04 |
| 01090 - Duplicating Machine Operator | | 12.04 |
| 01111 - General Clerk I | | 11.45 |
| 01112 - General Clerk II | | 12.59 |
| 01113 - General Clerk III | | 14.02 |
| 01120 - Housing Referral Assistant | | 17.77 |
| 01141 - Messenger Courier | | 10.46 |
| 01191 - Order Clerk I | | 10.41 |
| 01192 - Order Clerk II | | 12.04 |
| 01261 - Personnel Assistant (Employment) I | | 13.53 |
| 01262 - Personnel Assistant (Employment) II | | 15.75 |
| 01263 - Personnel Assistant (Employment) III | | 16.91 |
| 01270 - Production Control Clerk | | 17.94 |
| 01280 - Receptionist | | 13.41 |
| 01290 - Rental Clerk | | 13.20 |
| 01300 - Scheduler, Maintenance | | 14.24 |
| 01311 - Secretary I | | 14.24 |
| 01312 - Secretary II | | 15.93 |
| 01313 - Secretary III | | 17.77 |
| 01320 - Service Order Dispatcher | | 14.36 |
| 01410 - Supply Technician | | 19.65 |
| 01420 - Survey Worker | | 15.75 |
| 01531 - Travel Clerk I | | 12.17 |
| 01532 - Travel Clerk II | | 12.94 |
| 01533 - Travel Clerk III | | 13.73 |
| 01611 - Word Processor I | | 12.04 |
| 01612 - Word Processor II | | 13.38 |
| 01613 - Word Processor III | | 15.75 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.72 |
| 05010 - Automotive Electrician | | 17.07 |
| 05040 - Automotive Glass Installer | | 16.53 |

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| 05070 - Automotive Worker | 16.53 |
| 05110 - Mobile Equipment Servicer | 15.40 |
| 05130 - Motor Equipment Metal Mechanic | 17.66 |
| 05160 - Motor Equipment Metal Worker | 16.53 |
| 05190 - Motor Vehicle Mechanic | 17.68 |
| 05220 - Motor Vehicle Mechanic Helper | 15.64 |
| 05250 - Motor Vehicle Upholstery Worker | 15.94 |
| 05280 - Motor Vehicle Wrecker | 16.53 |
| 05310 - Painter, Automotive | 17.07 |
| 05340 - Radiator Repair Specialist | 16.53 |
| 05370 - Tire Repairer | 11.41 |
| 05400 - Transmission Repair Specialist | 17.66 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.10 |
| 07041 - Cook I | 10.12 |
| 07042 - Cook II | 10.86 |
| 07070 - Dishwasher | 8.39 |
| 07130 - Food Service Worker | 8.85 |
| 07210 - Meat Cutter | 12.79 |
| 07260 - Waiter/Waitress | 8.81 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.52 |
| 09040 - Furniture Handler | 10.39 |
| 09080 - Furniture Refinisher | 14.52 |
| 09090 - Furniture Refinisher Helper | 11.92 |
| 09110 - Furniture Repairer, Minor | 13.46 |
| 09130 - Upholsterer | 14.40 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.57 |
| 11060 - Elevator Operator | 10.89 |
| 11090 - Gardener | 14.73 |
| 11122 - Housekeeping Aide | 11.55 |
| 11150 - Janitor | 11.55 |
| 11210 - Laborer, Grounds Maintenance | 12.28 |
| 11240 - Maid or Houseman | 8.57 |
| 11260 - Pruner | 11.30 |
| 11270 - Tractor Operator | 13.86 |
| 11330 - Trail Maintenance Worker | 12.28 |
| 11360 - Window Cleaner | 12.41 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.67 |
| 12011 - Breath Alcohol Technician | 16.67 |
| 12012 - Certified Occupational Therapist Assistant | 19.16 |
| 12015 - Certified Physical Therapist Assistant | 21.00 |
| 12020 - Dental Assistant | 14.52 |
| 12025 - Dental Hygienist | 31.55 |
| 12030 - EKG Technician | 25.67 |
| 12035 - Electroneurodiagnostic Technologist | 25.67 |
| 12040 - Emergency Medical Technician | 16.67 |
| 12071 - Licensed Practical Nurse I | 14.90 |
| 12072 - Licensed Practical Nurse II | 16.67 |
| 12073 - Licensed Practical Nurse III | 18.60 |
| 12100 - Medical Assistant | 12.90 |
| 12130 - Medical Laboratory Technician | 14.94 |
| 12160 - Medical Record Clerk | 12.96 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 15.75 |
| 12210 - Nuclear Medicine Technologist | 26.60 |
| 12221 - Nursing Assistant I | 9.82 |
| 12222 - Nursing Assistant II | 11.04 |
| 12223 - Nursing Assistant III | 12.05 |
| 12224 - Nursing Assistant IV | 13.52 |
| 12235 - Optical Dispenser | 14.52 |

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| 12236 - Optical Technician | 14.90 |
| 12250 - Pharmacy Technician | 13.64 |
| 12280 - Phlebotomist | 13.52 |
| 12305 - Radiologic Technologist | 23.16 |
| 12311 - Registered Nurse I | 22.12 |
| 12312 - Registered Nurse II | 27.06 |
| 12313 - Registered Nurse II, Specialist | 27.06 |
| 12314 - Registered Nurse III | 32.74 |
| 12315 - Registered Nurse III, Anesthetist | 32.74 |
| 12316 - Registered Nurse IV | 39.23 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.56 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.44 |
| 13012 - Exhibits Specialist II | 21.61 |
| 13013 - Exhibits Specialist III | 26.43 |
| 13041 - Illustrator I | 17.24 |
| 13042 - Illustrator II | 21.37 |
| 13043 - Illustrator III | 26.13 |
| 13047 - Librarian | 23.92 |
| 13050 - Library Aide/Clerk | 11.71 |
| 13054 - Library Information Technology Systems Administrator | 21.61 |
| 13058 - Library Technician | 16.15 |
| 13061 - Media Specialist I | 15.59 |
| 13062 - Media Specialist II | 17.44 |
| 13063 - Media Specialist III | 19.45 |
| 13071 - Photographer I | 13.84 |
| 13072 - Photographer II | 15.09 |
| 13073 - Photographer III | 19.05 |
| 13074 - Photographer IV | 22.90 |
| 13075 - Photographer V | 24.87 |
| 13110 - Video Teleconference Technician | 13.78 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.57 |
| 14042 - Computer Operator II | 16.30 |
| 14043 - Computer Operator III | 18.18 |
| 14044 - Computer Operator IV | 20.20 |
| 14045 - Computer Operator V | 22.36 |
| 14071 - Computer Programmer I | (see 1) 20.99 |
| 14072 - Computer Programmer II | (see 1) 26.01 |
| 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 | 14.57 |
| 14160 - Personal Computer Support Technician | 20.20 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.42 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.59 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.58 |
| 15050 - Computer Based Training Specialist / Instructor | 29.42 |
| 15060 - Educational Technologist | 25.73 |
| 15070 - Flight Instructor (Pilot) | 40.58 |
| 15080 - Graphic Artist | 19.22 |
| 15090 - Technical Instructor | 17.81 |
| 15095 - Technical Instructor/Course Developer | 21.78 |
| 15110 - Test Proctor | 14.37 |
| 15120 - Tutor | 14.37 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.03 |
| 16030 - Counter Attendant | 9.03 |
| 16040 - Dry Cleaner | 10.82 |

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| 16070 - Finisher, Flatwork, Machine | 9.03 |
| 16090 - Presser, Hand | 9.03 |
| 16110 - Presser, Machine, Drycleaning | 9.03 |
| 16130 - Presser, Machine, Shirts | 9.03 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.03 |
| 16190 - Sewing Machine Operator | 11.44 |
| 16220 - Tailor | 12.11 |
| 16250 - Washer, Machine | 9.68 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.30 |
| 19040 - Tool And Die Maker | 22.14 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.82 |
| 21030 - Material Coordinator | 19.10 |
| 21040 - Material Expediter | 19.10 |
| 21050 - Material Handling Laborer | 10.83 |
| 21071 - Order Filler | 11.67 |
| 21080 - Production Line Worker (Food Processing) | 13.82 |
| 21110 - Shipping Packer | 11.67 |
| 21130 - Shipping/Receiving Clerk | 11.67 |
| 21140 - Store Worker I | 11.77 |
| 21150 - Stock Clerk | 14.98 |
| 21210 - Tools And Parts Attendant | 13.82 |
| 21410 - Warehouse Specialist | 13.82 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 19.80 |
| 23021 - Aircraft Mechanic I | 18.95 |
| 23022 - Aircraft Mechanic II | 19.80 |
| 23023 - Aircraft Mechanic III | 20.42 |
| 23040 - Aircraft Mechanic Helper | 14.48 |
| 23050 - Aircraft, Painter | 18.24 |
| 23060 - Aircraft Servicer | 16.35 |
| 23080 - Aircraft Worker | 17.30 |
| 23110 - Appliance Mechanic | 17.16 |
| 23120 - Bicycle Repairer | 11.41 |
| 23125 - Cable Splicer | 20.63 |
| 23130 - Carpenter, Maintenance | 18.18 |
| 23140 - Carpet Layer | 17.28 |
| 23160 - Electrician, Maintenance | 19.13 |
| 23181 - Electronics Technician Maintenance I | 19.71 |
| 23182 - Electronics Technician Maintenance II | 22.43 |
| 23183 - Electronics Technician Maintenance III | 22.53 |
| 23260 - Fabric Worker | 16.31 |
| 23290 - Fire Alarm System Mechanic | 20.56 |
| 23310 - Fire Extinguisher Repairer | 15.34 |
| 23311 - Fuel Distribution System Mechanic | 18.95 |
| 23312 - Fuel Distribution System Operator | 15.34 |
| 23370 - General Maintenance Worker | 17.35 |
| 23380 - Ground Support Equipment Mechanic | 18.95 |
| 23381 - Ground Support Equipment Servicer | 16.35 |
| 23382 - Ground Support Equipment Worker | 17.30 |
| 23391 - Gunsmith I | 15.34 |
| 23392 - Gunsmith II | 17.28 |
| 23393 - Gunsmith III | 18.95 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.71 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.64 |
| 23430 - Heavy Equipment Mechanic | 20.48 |
| 23440 - Heavy Equipment Operator | 16.78 |
| 23460 - Instrument Mechanic | 18.95 |
| 23465 - Laboratory/Shelter Mechanic | 18.20 |
| 23470 - Laborer | 11.91 |

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|---|-------|
| 23510 - Locksmith | 18.20 |
| 23530 - Machinery Maintenance Mechanic | 20.67 |
| 23550 - Machinist, Maintenance | 17.07 |
| 23580 - Maintenance Trades Helper | 15.96 |
| 23591 - Metrology Technician I | 18.95 |
| 23592 - Metrology Technician II | 19.80 |
| 23593 - Metrology Technician III | 20.42 |
| 23640 - Millwright | 18.95 |
| 23710 - Office Appliance Repairer | 16.94 |
| 23760 - Painter, Maintenance | 17.75 |
| 23790 - Pipefitter, Maintenance | 21.17 |
| 23810 - Plumber, Maintenance | 20.48 |
| 23820 - Pneudraulic Systems Mechanic | 18.95 |
| 23850 - Rigger | 18.69 |
| 23870 - Scale Mechanic | 17.28 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.47 |
| 23910 - Small Engine Mechanic | 16.86 |
| 23931 - Telecommunications Mechanic I | 22.06 |
| 23932 - Telecommunications Mechanic II | 23.05 |
| 23950 - Telephone Lineman | 20.56 |
| 23960 - Welder, Combination, Maintenance | 16.49 |
| 23965 - Well Driller | 18.95 |
| 23970 - Woodcraft Worker | 18.95 |
| 23980 - Woodworker | 15.34 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.77 |
| 24580 - Child Care Center Clerk | 11.85 |
| 24610 - Chore Aide | 10.37 |
| 24620 - Family Readiness And Support Services Coordinator | 12.02 |
| 24630 - Homemaker | 14.49 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.77 |
| 25040 - Sewage Plant Operator | 18.93 |
| 25070 - Stationary Engineer | 17.77 |
| 25190 - Ventilation Equipment Tender | 14.92 |
| 25210 - Water Treatment Plant Operator | 18.93 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.41 |
| 27007 - Baggage Inspector | 12.45 |
| 27008 - Corrections Officer | 16.38 |
| 27010 - Court Security Officer | 16.75 |
| 27030 - Detection Dog Handler | 13.93 |
| 27040 - Detention Officer | 16.38 |
| 27070 - Firefighter | 16.75 |
| 27101 - Guard I | 12.82 |
| 27102 - Guard II | 14.34 |
| 27131 - Police Officer I | 18.67 |
| 27132 - Police Officer II | 20.72 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.24 |
| 28042 - Carnival Equipment Repairer | 11.87 |
| 28043 - Carnival Equipment Worker | 9.21 |
| 28210 - Gate Attendant/Gate Tender | 13.00 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.54 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.62 |
| 28515 - Recreation Specialist | 17.03 |
| 28630 - Sports Official | 11.59 |
| 28690 - Swimming Pool Operator | 17.35 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.82 |
| 29020 - Hatch Tender | 19.82 |

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| 29030 - Line Handler | 19.82 |
| 29041 - Stevedore I | 18.71 |
| 29042 - Stevedore II | 20.87 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.06 |
| 30022 - Archeological Technician II | 19.40 |
| 30023 - Archeological Technician III | 24.05 |
| 30030 - Cartographic Technician | 24.05 |
| 30040 - Civil Engineering Technician | 19.37 |
| 30061 - Drafter/CAD Operator I | 17.06 |
| 30062 - Drafter/CAD Operator II | 19.40 |
| 30063 - Drafter/CAD Operator III | 21.64 |
| 30064 - Drafter/CAD Operator IV | 26.17 |
| 30081 - Engineering Technician I | 14.27 |
| 30082 - Engineering Technician II | 16.16 |
| 30083 - Engineering Technician III | 18.06 |
| 30084 - Engineering Technician IV | 22.38 |
| 30085 - Engineering Technician V | 27.37 |
| 30086 - Engineering Technician VI | 32.87 |
| 30090 - Environmental Technician | 21.02 |
| 30210 - Laboratory Technician | 17.33 |
| 30240 - Mathematical Technician | 23.64 |
| 30361 - Paralegal/Legal Assistant I | 18.03 |
| 30362 - Paralegal/Legal Assistant II | 22.35 |
| 30363 - Paralegal/Legal Assistant III | 25.03 |
| 30364 - Paralegal/Legal Assistant IV | 27.70 |
| 30390 - Photo-Optics Technician | 23.64 |
| 30461 - Technical Writer I | 20.71 |
| 30462 - Technical Writer II | 25.33 |
| 30463 - Technical Writer III | 30.65 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 21.64 |
| 30621 - Weather Observer, Senior (see 2) | 23.64 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.13 |
| 31030 - Bus Driver | 14.33 |
| 31043 - Driver Courier | 13.07 |
| 31260 - Parking and Lot Attendant | 8.88 |
| 31290 - Shuttle Bus Driver | 13.44 |
| 31310 - Taxi Driver | 10.49 |
| 31361 - Truckdriver, Light | 13.44 |
| 31362 - Truckdriver, Medium | 14.10 |
| 31363 - Truckdriver, Heavy | 15.27 |
| 31364 - Truckdriver, Tractor-Trailer | 15.27 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.43 |
| 99050 - Desk Clerk | 8.76 |
| 99095 - Embalmer | 27.90 |
| 99251 - Laboratory Animal Caretaker I | 10.90 |
| 99252 - Laboratory Animal Caretaker II | 11.65 |
| 99310 - Mortician | 27.90 |
| 99410 - Pest Controller | 17.69 |
| 99510 - Photofinishing Worker | 12.92 |
| 99710 - Recycling Laborer | 14.78 |
| 99711 - Recycling Specialist | 17.06 |

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| 99730 - Refuse Collector | 13.63 |
| 99810 - Sales Clerk | 10.98 |
| 99820 - School Crossing Guard | 12.83 |
| 99830 - Survey Party Chief | 26.88 |
| 99831 - Surveying Aide | 14.51 |
| 99832 - Surveying Technician | 17.85 |
| 99840 - Vending Machine Attendant | 15.40 |
| 99841 - Vending Machine Repairer | 17.51 |
| 99842 - Vending Machine Repairer Helper | 15.46 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2325
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: Iowa, Nebraska

Area: Iowa Counties of Adams, Buena Vista, Cass, Cherokee, Clay, Crawford, Dickinson, Fremont, Harrison, Ida, Lyon, Mills, Monona, Montgomery, Obrien, Osceola, Page, Plymouth, Pottawattamie, Sac, Shelby, Sioux, Woodbury

Nebraska Counties of Burt, Butler, Cass, Cedar, Colfax, Cuming, Dakota, Dixon, Dodge, Douglas, Gage, Johnson, Lancaster, Madison, Nemaha, Otoe, Pawnee, Pierce, Richardson, Sarpy, Saunders, Stanton, Thurston, Washington, Wayne

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.31 |
| 01012 - Accounting Clerk II | | 14.94 |
| 01013 - Accounting Clerk III | | 18.73 |
| 01020 - Administrative Assistant | | 20.14 |
| 01040 - Court Reporter | | 19.61 |
| 01051 - Data Entry Operator I | | 11.53 |
| 01052 - Data Entry Operator II | | 12.58 |
| 01060 - Dispatcher, Motor Vehicle | | 17.90 |
| 01070 - Document Preparation Clerk | | 12.76 |
| 01090 - Duplicating Machine Operator | | 12.76 |
| 01111 - General Clerk I | | 12.53 |
| 01112 - General Clerk II | | 13.67 |

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| 01113 | - General Clerk III | 17.51 |
| 01120 | - Housing Referral Assistant | 17.59 |
| 01141 | - Messenger Courier | 11.68 |
| 01191 | - Order Clerk I | 11.55 |
| 01192 | - Order Clerk II | 12.60 |
| 01261 | - Personnel Assistant (Employment) I | 14.81 |
| 01262 | - Personnel Assistant (Employment) II | 17.58 |
| 01263 | - Personnel Assistant (Employment) III | 19.55 |
| 01270 | - Production Control Clerk | 18.04 |
| 01280 | - Receptionist | 12.32 |
| 01290 | - Rental Clerk | 12.30 |
| 01300 | - Scheduler, Maintenance | 13.94 |
| 01311 | - Secretary I | 13.94 |
| 01312 | - Secretary II | 15.59 |
| 01313 | - Secretary III | 17.59 |
| 01320 | - Service Order Dispatcher | 15.74 |
| 01410 | - Supply Technician | 20.14 |
| 01420 | - Survey Worker | 12.93 |
| 01531 | - Travel Clerk I | 12.17 |
| 01532 | - Travel Clerk II | 12.94 |
| 01533 | - Travel Clerk III | 13.73 |
| 01611 | - Word Processor I | 13.07 |
| 01612 | - Word Processor II | 14.67 |
| 01613 | - Word Processor III | 16.41 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 18.50 |
| 05010 | - Automotive Electrician | 18.93 |
| 05040 | - Automotive Glass Installer | 18.38 |
| 05070 | - Automotive Worker | 18.38 |
| 05110 | - Mobile Equipment Servicer | 16.99 |
| 05130 | - Motor Equipment Metal Mechanic | 19.53 |
| 05160 | - Motor Equipment Metal Worker | 18.38 |
| 05190 | - Motor Vehicle Mechanic | 17.96 |
| 05220 | - Motor Vehicle Mechanic Helper | 16.21 |
| 05250 | - Motor Vehicle Upholstery Worker | 18.08 |
| 05280 | - Motor Vehicle Wrecker | 18.38 |
| 05310 | - Painter, Automotive | 18.93 |
| 05340 | - Radiator Repair Specialist | 17.13 |
| 05370 | - Tire Repairer | 13.49 |
| 05400 | - Transmission Repair Specialist | 19.53 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 11.54 |
| 07041 | - Cook I | 10.87 |
| 07042 | - Cook II | 12.11 |
| 07070 | - Dishwasher | 8.33 |
| 07130 | - Food Service Worker | 9.03 |
| 07210 | - Meat Cutter | 12.74 |
| 07260 | - Waiter/Waitress | 7.74 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 16.35 |
| 09040 | - Furniture Handler | 12.31 |
| 09080 | - Furniture Refinisher | 16.35 |
| 09090 | - Furniture Refinisher Helper | 13.99 |
| 09110 | - Furniture Repairer, Minor | 15.17 |
| 09130 | - Upholsterer | 16.35 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 9.63 |
| 11060 | - Elevator Operator | 9.63 |
| 11090 | - Gardener | 14.37 |
| 11122 | - Housekeeping Aide | 10.67 |
| 11150 | - Janitor | 10.39 |
| 11210 | - Laborer, Grounds Maintenance | 11.65 |
| 11240 | - Maid or Houseman | 9.05 |

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| 11260 - Pruner | 11.11 |
| 11270 - Tractor Operator | 13.44 |
| 11330 - Trail Maintenance Worker | 11.65 |
| 11360 - Window Cleaner | 11.27 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.76 |
| 12011 - Breath Alcohol Technician | 15.75 |
| 12012 - Certified Occupational Therapist Assistant | 22.31 |
| 12015 - Certified Physical Therapist Assistant | 19.08 |
| 12020 - Dental Assistant | 15.10 |
| 12025 - Dental Hygienist | 33.94 |
| 12030 - EKG Technician | 23.41 |
| 12035 - Electroneurodiagnostic Technologist | 23.41 |
| 12040 - Emergency Medical Technician | 14.46 |
| 12071 - Licensed Practical Nurse I | 14.68 |
| 12072 - Licensed Practical Nurse II | 16.43 |
| 12073 - Licensed Practical Nurse III | 18.32 |
| 12100 - Medical Assistant | 14.00 |
| 12130 - Medical Laboratory Technician | 16.42 |
| 12160 - Medical Record Clerk | 14.21 |
| 12190 - Medical Record Technician | 15.90 |
| 12195 - Medical Transcriptionist | 15.22 |
| 12210 - Nuclear Medicine Technologist | 31.93 |
| 12221 - Nursing Assistant I | 10.49 |
| 12222 - Nursing Assistant II | 11.79 |
| 12223 - Nursing Assistant III | 12.87 |
| 12224 - Nursing Assistant IV | 14.44 |
| 12235 - Optical Dispenser | 13.87 |
| 12236 - Optical Technician | 11.74 |
| 12250 - Pharmacy Technician | 13.17 |
| 12280 - Phlebotomist | 14.44 |
| 12305 - Radiologic Technologist | 23.06 |
| 12311 - Registered Nurse I | 22.24 |
| 12312 - Registered Nurse II | 27.20 |
| 12313 - Registered Nurse II, Specialist | 27.20 |
| 12314 - Registered Nurse III | 32.91 |
| 12315 - Registered Nurse III, Anesthetist | 32.91 |
| 12316 - Registered Nurse IV | 39.44 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.95 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.43 |
| 13012 - Exhibits Specialist II | 21.58 |
| 13013 - Exhibits Specialist III | 26.39 |
| 13041 - Illustrator I | 19.13 |
| 13042 - Illustrator II | 23.71 |
| 13043 - Illustrator III | 29.00 |
| 13047 - Librarian | 23.91 |
| 13050 - Library Aide/Clerk | 9.09 |
| 13054 - Library Information Technology Systems Administrator | 21.59 |
| 13058 - Library Technician | 15.09 |
| 13061 - Media Specialist I | 15.58 |
| 13062 - Media Specialist II | 17.42 |
| 13063 - Media Specialist III | 19.42 |
| 13071 - Photographer I | 13.89 |
| 13072 - Photographer II | 15.54 |
| 13073 - Photographer III | 19.17 |
| 13074 - Photographer IV | 22.54 |
| 13075 - Photographer V | 27.27 |
| 13110 - Video Teleconference Technician | 14.95 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.26 |
| 14042 - Computer Operator II | 17.08 |

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| 14043 - Computer Operator III | 20.69 |
| 14044 - Computer Operator IV | 22.16 |
| 14045 - Computer Operator V | 24.58 |
| 14071 - Computer Programmer I (see 1) | 24.18 |
| 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 | 15.26 |
| 14160 - Personal Computer Support Technician | 22.16 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.60 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.46 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.44 |
| 15050 - Computer Based Training Specialist / Instructor | 30.60 |
| 15060 - Educational Technologist | 27.15 |
| 15070 - Flight Instructor (Pilot) | 40.44 |
| 15080 - Graphic Artist | 21.89 |
| 15090 - Technical Instructor | 21.17 |
| 15095 - Technical Instructor/Course Developer | 23.58 |
| 15110 - Test Proctor | 17.08 |
| 15120 - Tutor | 17.08 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.03 |
| 16030 - Counter Attendant | 9.03 |
| 16040 - Dry Cleaner | 10.82 |
| 16070 - Finisher, Flatwork, Machine | 9.03 |
| 16090 - Presser, Hand | 9.03 |
| 16110 - Presser, Machine, Drycleaning | 9.03 |
| 16130 - Presser, Machine, Shirts | 9.03 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.03 |
| 16190 - Sewing Machine Operator | 11.44 |
| 16220 - Tailor | 12.11 |
| 16250 - Washer, Machine | 9.68 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.95 |
| 19040 - Tool And Die Maker | 22.62 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.53 |
| 21030 - Material Coordinator | 18.04 |
| 21040 - Material Expediter | 18.04 |
| 21050 - Material Handling Laborer | 12.09 |
| 21071 - Order Filler | 11.76 |
| 21080 - Production Line Worker (Food Processing) | 14.53 |
| 21110 - Shipping Packer | 14.67 |
| 21130 - Shipping/Receiving Clerk | 14.67 |
| 21140 - Store Worker I | 11.77 |
| 21150 - Stock Clerk | 14.98 |
| 21210 - Tools And Parts Attendant | 14.53 |
| 21410 - Warehouse Specialist | 14.53 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.14 |
| 23021 - Aircraft Mechanic I | 24.89 |
| 23022 - Aircraft Mechanic II | 26.14 |
| 23023 - Aircraft Mechanic III | 27.45 |
| 23040 - Aircraft Mechanic Helper | 20.66 |
| 23050 - Aircraft, Painter | 24.50 |
| 23060 - Aircraft Servicer | 23.11 |
| 23080 - Aircraft Worker | 23.40 |
| 23110 - Appliance Mechanic | 18.35 |
| 23120 - Bicycle Repairer | 13.49 |

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| 23125 - Cable Splicer | 26.38 |
| 23130 - Carpenter, Maintenance | 16.67 |
| 23140 - Carpet Layer | 18.06 |
| 23160 - Electrician, Maintenance | 21.66 |
| 23181 - Electronics Technician Maintenance I | 21.23 |
| 23182 - Electronics Technician Maintenance II | 23.35 |
| 23183 - Electronics Technician Maintenance III | 23.92 |
| 23260 - Fabric Worker | 17.71 |
| 23290 - Fire Alarm System Mechanic | 20.26 |
| 23310 - Fire Extinguisher Repairer | 16.65 |
| 23311 - Fuel Distribution System Mechanic | 26.39 |
| 23312 - Fuel Distribution System Operator | 22.22 |
| 23370 - General Maintenance Worker | 16.54 |
| 23380 - Ground Support Equipment Mechanic | 24.89 |
| 23381 - Ground Support Equipment Servicer | 23.11 |
| 23382 - Ground Support Equipment Worker | 23.40 |
| 23391 - Gunsmith I | 16.65 |
| 23392 - Gunsmith II | 18.76 |
| 23393 - Gunsmith III | 20.57 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.40 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.40 |
| 23430 - Heavy Equipment Mechanic | 18.56 |
| 23440 - Heavy Equipment Operator | 18.14 |
| 23460 - Instrument Mechanic | 23.27 |
| 23465 - Laboratory/Shelter Mechanic | 19.75 |
| 23470 - Laborer | 12.09 |
| 23510 - Locksmith | 19.51 |
| 23530 - Machinery Maintenance Mechanic | 19.36 |
| 23550 - Machinist, Maintenance | 18.26 |
| 23580 - Maintenance Trades Helper | 14.65 |
| 23591 - Metrology Technician I | 22.91 |
| 23592 - Metrology Technician II | 23.34 |
| 23593 - Metrology Technician III | 24.08 |
| 23640 - Millwright | 20.83 |
| 23710 - Office Appliance Repairer | 20.16 |
| 23760 - Painter, Maintenance | 15.61 |
| 23790 - Pipefitter, Maintenance | 26.10 |
| 23810 - Plumber, Maintenance | 25.32 |
| 23820 - Pneudraulic Systems Mechanic | 20.57 |
| 23850 - Rigger | 20.57 |
| 23870 - Scale Mechanic | 18.76 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.73 |
| 23910 - Small Engine Mechanic | 16.69 |
| 23931 - Telecommunications Mechanic I | 23.54 |
| 23932 - Telecommunications Mechanic II | 26.07 |
| 23950 - Telephone Lineman | 19.67 |
| 23960 - Welder, Combination, Maintenance | 16.05 |
| 23965 - Well Driller | 18.93 |
| 23970 - Woodcraft Worker | 20.57 |
| 23980 - Woodworker | 15.36 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.72 |
| 24580 - Child Care Center Clerk | 13.42 |
| 24610 - Chore Aide | 10.04 |
| 24620 - Family Readiness And Support Services Coordinator | 14.31 |
| 24630 - Homemaker | 15.60 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.95 |
| 25040 - Sewage Plant Operator | 20.76 |
| 25070 - Stationary Engineer | 19.95 |

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| 25190 - Ventilation Equipment Tender | 14.84 |
| 25210 - Water Treatment Plant Operator | 20.76 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.14 |
| 27007 - Baggage Inspector | 13.01 |
| 27008 - Corrections Officer | 17.79 |
| 27010 - Court Security Officer | 22.20 |
| 27030 - Detection Dog Handler | 16.42 |
| 27040 - Detention Officer | 17.79 |
| 27070 - Firefighter | 22.36 |
| 27101 - Guard I | 13.01 |
| 27102 - Guard II | 16.42 |
| 27131 - Police Officer I | 22.90 |
| 27132 - Police Officer II | 25.45 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.27 |
| 28042 - Carnival Equipment Repairer | 11.72 |
| 28043 - Carnival Equipment Worker | 8.15 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.43 |
| 28515 - Recreation Specialist | 13.43 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 17.03 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.13 |
| 29020 - Hatch Tender | 19.13 |
| 29030 - Line Handler | 19.13 |
| 29041 - Stevedore I | 18.13 |
| 29042 - Stevedore II | 20.23 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.46 |
| 30022 - Archeological Technician II | 20.64 |
| 30023 - Archeological Technician III | 25.57 |
| 30030 - Cartographic Technician | 25.57 |
| 30040 - Civil Engineering Technician | 20.26 |
| 30061 - Drafter/CAD Operator I | 18.46 |
| 30062 - Drafter/CAD Operator II | 20.64 |
| 30063 - Drafter/CAD Operator III | 23.02 |
| 30064 - Drafter/CAD Operator IV | 27.98 |
| 30081 - Engineering Technician I | 16.00 |
| 30082 - Engineering Technician II | 17.95 |
| 30083 - Engineering Technician III | 20.08 |
| 30084 - Engineering Technician IV | 24.89 |
| 30085 - Engineering Technician V | 30.45 |
| 30086 - Engineering Technician VI | 36.83 |
| 30090 - Environmental Technician | 21.47 |
| 30210 - Laboratory Technician | 22.74 |
| 30240 - Mathematical Technician | 25.41 |
| 30361 - Paralegal/Legal Assistant I | 17.58 |
| 30362 - Paralegal/Legal Assistant II | 21.80 |
| 30363 - Paralegal/Legal Assistant III | 26.65 |
| 30364 - Paralegal/Legal Assistant IV | 32.25 |
| 30390 - Photo-Optics Technician | 25.37 |
| 30461 - Technical Writer I | 19.99 |
| 30462 - Technical Writer II | 24.46 |
| 30463 - Technical Writer III | 29.39 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |

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| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 23.02 |
| 30621 - Weather Observer, Senior | (see 2) 25.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.66 |
| 31030 - Bus Driver | 15.35 |
| 31043 - Driver Courier | 13.50 |
| 31260 - Parking and Lot Attendant | 8.57 |
| 31290 - Shuttle Bus Driver | 14.43 |
| 31310 - Taxi Driver | 9.88 |
| 31361 - Truckdriver, Light | 14.43 |
| 31362 - Truckdriver, Medium | 21.01 |
| 31363 - Truckdriver, Heavy | 19.94 |
| 31364 - Truckdriver, Tractor-Trailer | 19.94 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.71 |
| 99050 - Desk Clerk | 10.58 |
| 99095 - Embalmer | 29.68 |
| 99251 - Laboratory Animal Caretaker I | 10.85 |
| 99252 - Laboratory Animal Caretaker II | 11.13 |
| 99310 - Mortician | 34.13 |
| 99410 - Pest Controller | 16.74 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.67 |
| 99711 - Recycling Specialist | 15.77 |
| 99730 - Refuse Collector | 12.60 |
| 99810 - Sales Clerk | 12.39 |
| 99820 - School Crossing Guard | 12.83 |
| 99830 - Survey Party Chief | 26.90 |
| 99831 - Surveying Aide | 14.56 |
| 99832 - Surveying Technician | 18.47 |
| 99840 - Vending Machine Attendant | 13.19 |
| 99841 - Vending Machine Repairer | 14.70 |
| 99842 - Vending Machine Repairer Helper | 13.19 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2326
Revision No.: 13
Date Of Last Revision: 07/25/2014

States: Iowa, Nebraska

Area: Iowa Counties of Adams, Buena Vista, Cass, Cherokee, Clay, Crawford, Dickinson, Fremont, Harrison, Ida, Lyon, Mills, Monona, Montgomery, Obrien, Osceola, Page, Plymouth, Pottawattamie, Sac, Shelby, Sioux, Woodbury

Nebraska Counties of Burt, Butler, Cass, Cedar, Colfax, Cuming, Dakota, Dixon, Dodge, Douglas, Gage, Johnson, Lancaster, Madison, Nemaha, Otoe, Pawnee, Pierce, Richardson, Sarpy, Saunders, Stanton, Thurston, Washington, Wayne

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.31 |
| 01012 - Accounting Clerk II | | 14.94 |
| 01013 - Accounting Clerk III | | 18.73 |
| 01020 - Administrative Assistant | | 20.14 |
| 01040 - Court Reporter | | 19.61 |
| 01051 - Data Entry Operator I | | 11.53 |
| 01052 - Data Entry Operator II | | 12.58 |
| 01060 - Dispatcher, Motor Vehicle | | 17.90 |
| 01070 - Document Preparation Clerk | | 12.76 |
| 01090 - Duplicating Machine Operator | | 12.76 |
| 01111 - General Clerk I | | 12.53 |
| 01112 - General Clerk II | | 13.67 |
| 01113 - General Clerk III | | 17.51 |
| 01120 - Housing Referral Assistant | | 17.59 |
| 01141 - Messenger Courier | | 11.68 |
| 01191 - Order Clerk I | | 11.55 |
| 01192 - Order Clerk II | | 12.60 |
| 01261 - Personnel Assistant (Employment) I | | 14.81 |
| 01262 - Personnel Assistant (Employment) II | | 17.58 |
| 01263 - Personnel Assistant (Employment) III | | 19.55 |
| 01270 - Production Control Clerk | | 18.04 |
| 01280 - Receptionist | | 12.32 |
| 01290 - Rental Clerk | | 12.30 |
| 01300 - Scheduler, Maintenance | | 13.94 |
| 01311 - Secretary I | | 13.94 |
| 01312 - Secretary II | | 15.59 |
| 01313 - Secretary III | | 17.59 |
| 01320 - Service Order Dispatcher | | 15.74 |
| 01410 - Supply Technician | | 20.14 |
| 01420 - Survey Worker | | 12.93 |
| 01531 - Travel Clerk I | | 12.17 |
| 01532 - Travel Clerk II | | 12.94 |
| 01533 - Travel Clerk III | | 13.73 |
| 01611 - Word Processor I | | 13.07 |
| 01612 - Word Processor II | | 14.67 |
| 01613 - Word Processor III | | 16.41 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.50 |
| 05010 - Automotive Electrician | | 18.93 |
| 05040 - Automotive Glass Installer | | 18.38 |
| 05070 - Automotive Worker | | 18.38 |
| 05110 - Mobile Equipment Servicer | | 16.99 |
| 05130 - Motor Equipment Metal Mechanic | | 19.53 |
| 05160 - Motor Equipment Metal Worker | | 18.38 |
| 05190 - Motor Vehicle Mechanic | | 17.96 |
| 05220 - Motor Vehicle Mechanic Helper | | 16.21 |
| 05250 - Motor Vehicle Upholstery Worker | | 18.08 |
| 05280 - Motor Vehicle Wrecker | | 18.38 |
| 05310 - Painter, Automotive | | 18.93 |

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| 05340 - Radiator Repair Specialist | 17.13 |
| 05370 - Tire Repairer | 13.49 |
| 05400 - Transmission Repair Specialist | 19.53 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.54 |
| 07041 - Cook I | 10.87 |
| 07042 - Cook II | 12.11 |
| 07070 - Dishwasher | 8.33 |
| 07130 - Food Service Worker | 9.03 |
| 07210 - Meat Cutter | 12.74 |
| 07260 - Waiter/Waitress | 7.74 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.35 |
| 09040 - Furniture Handler | 12.31 |
| 09080 - Furniture Refinisher | 16.35 |
| 09090 - Furniture Refinisher Helper | 13.99 |
| 09110 - Furniture Repairer, Minor | 15.17 |
| 09130 - Upholsterer | 16.35 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.63 |
| 11060 - Elevator Operator | 9.63 |
| 11090 - Gardener | 14.37 |
| 11122 - Housekeeping Aide | 10.67 |
| 11150 - Janitor | 10.39 |
| 11210 - Laborer, Grounds Maintenance | 11.65 |
| 11240 - Maid or Houseman | 9.05 |
| 11260 - Pruner | 11.11 |
| 11270 - Tractor Operator | 13.44 |
| 11330 - Trail Maintenance Worker | 11.65 |
| 11360 - Window Cleaner | 11.27 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.76 |
| 12011 - Breath Alcohol Technician | 15.75 |
| 12012 - Certified Occupational Therapist Assistant | 22.31 |
| 12015 - Certified Physical Therapist Assistant | 19.08 |
| 12020 - Dental Assistant | 15.10 |
| 12025 - Dental Hygienist | 33.94 |
| 12030 - EKG Technician | 23.41 |
| 12035 - Electroneurodiagnostic Technologist | 23.41 |
| 12040 - Emergency Medical Technician | 14.46 |
| 12071 - Licensed Practical Nurse I | 14.68 |
| 12072 - Licensed Practical Nurse II | 16.43 |
| 12073 - Licensed Practical Nurse III | 18.32 |
| 12100 - Medical Assistant | 14.00 |
| 12130 - Medical Laboratory Technician | 16.42 |
| 12160 - Medical Record Clerk | 14.21 |
| 12190 - Medical Record Technician | 15.90 |
| 12195 - Medical Transcriptionist | 15.22 |
| 12210 - Nuclear Medicine Technologist | 31.93 |
| 12221 - Nursing Assistant I | 10.49 |
| 12222 - Nursing Assistant II | 11.79 |
| 12223 - Nursing Assistant III | 12.87 |
| 12224 - Nursing Assistant IV | 14.44 |
| 12235 - Optical Dispenser | 13.87 |
| 12236 - Optical Technician | 11.74 |
| 12250 - Pharmacy Technician | 13.17 |
| 12280 - Phlebotomist | 14.44 |
| 12305 - Radiologic Technologist | 23.06 |
| 12311 - Registered Nurse I | 22.24 |
| 12312 - Registered Nurse II | 27.20 |
| 12313 - Registered Nurse II, Specialist | 27.20 |
| 12314 - Registered Nurse III | 32.91 |
| 12315 - Registered Nurse III, Anesthetist | 32.91 |

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| 12316 - Registered Nurse IV | 39.44 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.95 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.43 |
| 13012 - Exhibits Specialist II | 21.58 |
| 13013 - Exhibits Specialist III | 26.39 |
| 13041 - Illustrator I | 19.13 |
| 13042 - Illustrator II | 23.71 |
| 13043 - Illustrator III | 29.00 |
| 13047 - Librarian | 23.91 |
| 13050 - Library Aide/Clerk | 9.09 |
| 13054 - Library Information Technology Systems Administrator | 21.59 |
| 13058 - Library Technician | 15.09 |
| 13061 - Media Specialist I | 15.58 |
| 13062 - Media Specialist II | 17.42 |
| 13063 - Media Specialist III | 19.42 |
| 13071 - Photographer I | 13.89 |
| 13072 - Photographer II | 15.54 |
| 13073 - Photographer III | 19.17 |
| 13074 - Photographer IV | 22.54 |
| 13075 - Photographer V | 27.27 |
| 13110 - Video Teleconference Technician | 14.95 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.26 |
| 14042 - Computer Operator II | 17.08 |
| 14043 - Computer Operator III | 20.69 |
| 14044 - Computer Operator IV | 22.16 |
| 14045 - Computer Operator V | 24.58 |
| 14071 - Computer Programmer I | (see 1) 24.18 |
| 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 | 15.26 |
| 14160 - Personal Computer Support Technician | 22.16 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.60 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.46 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.44 |
| 15050 - Computer Based Training Specialist / Instructor | 30.60 |
| 15060 - Educational Technologist | 27.15 |
| 15070 - Flight Instructor (Pilot) | 40.44 |
| 15080 - Graphic Artist | 21.89 |
| 15090 - Technical Instructor | 21.17 |
| 15095 - Technical Instructor/Course Developer | 23.58 |
| 15110 - Test Proctor | 17.08 |
| 15120 - Tutor | 17.08 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.03 |
| 16030 - Counter Attendant | 9.03 |
| 16040 - Dry Cleaner | 10.82 |
| 16070 - Finisher, Flatwork, Machine | 9.03 |
| 16090 - Presser, Hand | 9.03 |
| 16110 - Presser, Machine, Drycleaning | 9.03 |
| 16130 - Presser, Machine, Shirts | 9.03 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.03 |
| 16190 - Sewing Machine Operator | 11.44 |
| 16220 - Tailor | 12.11 |
| 16250 - Washer, Machine | 9.68 |
| 19000 - Machine Tool Operation And Repair Occupations | |

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| 19010 - Machine-Tool Operator (Tool Room) | 19.95 |
| 19040 - Tool And Die Maker | 22.62 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.53 |
| 21030 - Material Coordinator | 18.04 |
| 21040 - Material Expediter | 18.04 |
| 21050 - Material Handling Laborer | 12.09 |
| 21071 - Order Filler | 11.76 |
| 21080 - Production Line Worker (Food Processing) | 14.53 |
| 21110 - Shipping Packer | 14.67 |
| 21130 - Shipping/Receiving Clerk | 14.67 |
| 21140 - Store Worker I | 11.77 |
| 21150 - Stock Clerk | 14.98 |
| 21210 - Tools And Parts Attendant | 14.53 |
| 21410 - Warehouse Specialist | 14.53 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 26.14 |
| 23021 - Aircraft Mechanic I | 24.89 |
| 23022 - Aircraft Mechanic II | 26.14 |
| 23023 - Aircraft Mechanic III | 27.45 |
| 23040 - Aircraft Mechanic Helper | 20.66 |
| 23050 - Aircraft, Painter | 24.50 |
| 23060 - Aircraft Servicer | 23.11 |
| 23080 - Aircraft Worker | 23.40 |
| 23110 - Appliance Mechanic | 18.35 |
| 23120 - Bicycle Repairer | 13.49 |
| 23125 - Cable Splicer | 26.38 |
| 23130 - Carpenter, Maintenance | 16.67 |
| 23140 - Carpet Layer | 18.06 |
| 23160 - Electrician, Maintenance | 21.66 |
| 23181 - Electronics Technician Maintenance I | 21.23 |
| 23182 - Electronics Technician Maintenance II | 23.35 |
| 23183 - Electronics Technician Maintenance III | 23.92 |
| 23260 - Fabric Worker | 17.71 |
| 23290 - Fire Alarm System Mechanic | 20.26 |
| 23310 - Fire Extinguisher Repairer | 16.65 |
| 23311 - Fuel Distribution System Mechanic | 26.39 |
| 23312 - Fuel Distribution System Operator | 22.22 |
| 23370 - General Maintenance Worker | 16.54 |
| 23380 - Ground Support Equipment Mechanic | 24.89 |
| 23381 - Ground Support Equipment Servicer | 23.11 |
| 23382 - Ground Support Equipment Worker | 23.40 |
| 23391 - Gunsmith I | 16.65 |
| 23392 - Gunsmith II | 18.76 |
| 23393 - Gunsmith III | 20.57 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.40 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.40 |
| 23430 - Heavy Equipment Mechanic | 18.56 |
| 23440 - Heavy Equipment Operator | 18.14 |
| 23460 - Instrument Mechanic | 23.27 |
| 23465 - Laboratory/Shelter Mechanic | 19.75 |
| 23470 - Laborer | 12.09 |
| 23510 - Locksmith | 19.51 |
| 23530 - Machinery Maintenance Mechanic | 19.36 |
| 23550 - Machinist, Maintenance | 18.26 |
| 23580 - Maintenance Trades Helper | 14.65 |
| 23591 - Metrology Technician I | 22.91 |
| 23592 - Metrology Technician II | 23.34 |
| 23593 - Metrology Technician III | 24.08 |
| 23640 - Millwright | 20.83 |
| 23710 - Office Appliance Repairer | 20.16 |

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| 23760 - Painter, Maintenance | 15.61 |
| 23790 - Pipefitter, Maintenance | 26.10 |
| 23810 - Plumber, Maintenance | 25.32 |
| 23820 - Pneudraulic Systems Mechanic | 20.57 |
| 23850 - Rigger | 20.57 |
| 23870 - Scale Mechanic | 18.76 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.73 |
| 23910 - Small Engine Mechanic | 16.69 |
| 23931 - Telecommunications Mechanic I | 23.54 |
| 23932 - Telecommunications Mechanic II | 26.07 |
| 23950 - Telephone Lineman | 19.67 |
| 23960 - Welder, Combination, Maintenance | 16.05 |
| 23965 - Well Driller | 18.93 |
| 23970 - Woodcraft Worker | 20.57 |
| 23980 - Woodworker | 15.36 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.72 |
| 24580 - Child Care Center Clerk | 13.42 |
| 24610 - Chore Aide | 10.04 |
| 24620 - Family Readiness And Support Services Coordinator | 14.31 |
| 24630 - Homemaker | 15.60 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.95 |
| 25040 - Sewage Plant Operator | 20.76 |
| 25070 - Stationary Engineer | 19.95 |
| 25190 - Ventilation Equipment Tender | 14.84 |
| 25210 - Water Treatment Plant Operator | 20.76 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.14 |
| 27007 - Baggage Inspector | 13.01 |
| 27008 - Corrections Officer | 17.79 |
| 27010 - Court Security Officer | 22.20 |
| 27030 - Detection Dog Handler | 16.42 |
| 27040 - Detention Officer | 17.79 |
| 27070 - Firefighter | 22.36 |
| 27101 - Guard I | 13.01 |
| 27102 - Guard II | 16.42 |
| 27131 - Police Officer I | 22.90 |
| 27132 - Police Officer II | 25.45 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.27 |
| 28042 - Carnival Equipment Repairer | 11.72 |
| 28043 - Carnival Equipment Worker | 8.15 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.43 |
| 28515 - Recreation Specialist | 13.43 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 17.03 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.13 |
| 29020 - Hatch Tender | 19.13 |
| 29030 - Line Handler | 19.13 |
| 29041 - Stevedore I | 18.13 |
| 29042 - Stevedore II | 20.23 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.46 |
| 30022 - Archeological Technician II | 20.64 |

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| 30023 - Archeological Technician III | 25.57 |
| 30030 - Cartographic Technician | 25.57 |
| 30040 - Civil Engineering Technician | 20.26 |
| 30061 - Drafter/CAD Operator I | 18.46 |
| 30062 - Drafter/CAD Operator II | 20.64 |
| 30063 - Drafter/CAD Operator III | 23.02 |
| 30064 - Drafter/CAD Operator IV | 27.98 |
| 30081 - Engineering Technician I | 16.00 |
| 30082 - Engineering Technician II | 17.95 |
| 30083 - Engineering Technician III | 20.08 |
| 30084 - Engineering Technician IV | 24.89 |
| 30085 - Engineering Technician V | 30.45 |
| 30086 - Engineering Technician VI | 36.83 |
| 30090 - Environmental Technician | 21.47 |
| 30210 - Laboratory Technician | 22.74 |
| 30240 - Mathematical Technician | 25.41 |
| 30361 - Paralegal/Legal Assistant I | 17.58 |
| 30362 - Paralegal/Legal Assistant II | 21.80 |
| 30363 - Paralegal/Legal Assistant III | 26.65 |
| 30364 - Paralegal/Legal Assistant IV | 32.25 |
| 30390 - Photo-Optics Technician | 25.37 |
| 30461 - Technical Writer I | 19.99 |
| 30462 - Technical Writer II | 24.46 |
| 30463 - Technical Writer III | 29.39 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 23.02 |
| 30621 - Weather Observer, Senior (see 2) | 25.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.66 |
| 31030 - Bus Driver | 15.35 |
| 31043 - Driver Courier | 13.50 |
| 31260 - Parking and Lot Attendant | 8.57 |
| 31290 - Shuttle Bus Driver | 14.43 |
| 31310 - Taxi Driver | 9.88 |
| 31361 - Truckdriver, Light | 14.43 |
| 31362 - Truckdriver, Medium | 21.01 |
| 31363 - Truckdriver, Heavy | 19.94 |
| 31364 - Truckdriver, Tractor-Trailer | 19.94 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.71 |
| 99050 - Desk Clerk | 10.58 |
| 99095 - Embalmer | 29.68 |
| 99251 - Laboratory Animal Caretaker I | 10.85 |
| 99252 - Laboratory Animal Caretaker II | 11.13 |
| 99310 - Mortician | 34.13 |
| 99410 - Pest Controller | 16.74 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.67 |
| 99711 - Recycling Specialist | 15.77 |
| 99730 - Refuse Collector | 12.60 |
| 99810 - Sales Clerk | 12.39 |
| 99820 - School Crossing Guard | 12.83 |
| 99830 - Survey Party Chief | 26.90 |
| 99831 - Surveying Aide | 14.56 |
| 99832 - Surveying Technician | 18.47 |
| 99840 - Vending Machine Attendant | 13.19 |
| 99841 - Vending Machine Repairer | 14.70 |
| 99842 - Vending Machine Repairer Helper | 13.19 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2331
Revision No.: 14
Date of Last Revision: 07/25/2014

States: Arizona, Nevada

Area: Arizona County of Mohave

Nevada Counties of Clark, Esmeralda, Lincoln, Nye

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.49 |
| 01012 - Accounting Clerk II | | 16.26 |
| 01013 - Accounting Clerk III | | 18.19 |
| 01020 - Administrative Assistant | | 21.20 |
| 01040 - Court Reporter | | 19.97 |
| 01051 - Data Entry Operator I | | 12.72 |
| 01052 - Data Entry Operator II | | 15.23 |
| 01060 - Dispatcher, Motor Vehicle | | 15.24 |
| 01070 - Document Preparation Clerk | | 12.73 |
| 01090 - Duplicating Machine Operator | | 12.73 |
| 01111 - General Clerk I | | 12.93 |
| 01112 - General Clerk II | | 14.11 |
| 01113 - General Clerk III | | 15.83 |
| 01120 - Housing Referral Assistant | | 20.62 |
| 01141 - Messenger Courier | | 11.48 |
| 01191 - Order Clerk I | | 12.53 |
| 01192 - Order Clerk II | | 13.86 |
| 01261 - Personnel Assistant (Employment) I | | 16.36 |
| 01262 - Personnel Assistant (Employment) II | | 18.30 |
| 01263 - Personnel Assistant (Employment) III | | 20.41 |
| 01270 - Production Control Clerk | | 19.21 |
| 01280 - Receptionist | | 12.42 |
| 01290 - Rental Clerk | | 12.93 |
| 01300 - Scheduler, Maintenance | | 16.53 |

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| 01311 - Secretary I | 16.53 |
| 01312 - Secretary II | 18.49 |
| 01313 - Secretary III | 20.62 |
| 01320 - Service Order Dispatcher | 14.55 |
| 01410 - Supply Technician | 21.70 |
| 01420 - Survey Worker | 15.69 |
| 01531 - Travel Clerk I | 13.26 |
| 01532 - Travel Clerk II | 14.08 |
| 01533 - Travel Clerk III | 15.10 |
| 01611 - Word Processor I | 14.01 |
| 01612 - Word Processor II | 15.72 |
| 01613 - Word Processor III | 17.59 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.16 |
| 05010 - Automotive Electrician | 19.42 |
| 05040 - Automotive Glass Installer | 18.81 |
| 05070 - Automotive Worker | 18.81 |
| 05110 - Mobile Equipment Servicer | 17.19 |
| 05130 - Motor Equipment Metal Mechanic | 20.23 |
| 05160 - Motor Equipment Metal Worker | 18.81 |
| 05190 - Motor Vehicle Mechanic | 19.73 |
| 05220 - Motor Vehicle Mechanic Helper | 16.39 |
| 05250 - Motor Vehicle Upholstery Worker | 18.01 |
| 05280 - Motor Vehicle Wrecker | 18.81 |
| 05310 - Painter, Automotive | 19.42 |
| 05340 - Radiator Repair Specialist | 18.81 |
| 05370 - Tire Repairer | 15.78 |
| 05400 - Transmission Repair Specialist | 20.23 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.83 |
| 07041 - Cook I | 13.62 |
| 07042 - Cook II | 15.12 |
| 07070 - Dishwasher | 10.94 |
| 07130 - Food Service Worker | 11.99 |
| 07210 - Meat Cutter | 16.52 |
| 07260 - Waiter/Waitress | 10.74 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.45 |
| 09040 - Furniture Handler | 15.34 |
| 09080 - Furniture Refinisher | 17.07 |
| 09090 - Furniture Refinisher Helper | 16.15 |
| 09110 - Furniture Repairer, Minor | 17.74 |
| 09130 - Upholsterer | 20.46 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.24 |
| 11060 - Elevator Operator | 10.24 |
| 11090 - Gardener | 14.77 |
| 11122 - Housekeeping Aide | 12.62 |
| 11150 - Janitor | 12.59 |
| 11210 - Laborer, Grounds Maintenance | 12.59 |
| 11240 - Maid or Houseman | 12.68 |
| 11260 - Pruner | 11.69 |
| 11270 - Tractor Operator | 13.67 |
| 11330 - Trail Maintenance Worker | 12.59 |
| 11360 - Window Cleaner | 13.56 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 19.15 |
| 12011 - Breath Alcohol Technician | 19.15 |
| 12012 - Certified Occupational Therapist Assistant | 24.02 |
| 12015 - Certified Physical Therapist Assistant | 25.40 |
| 12020 - Dental Assistant | 16.51 |
| 12025 - Dental Hygienist | 34.83 |
| 12030 - EKG Technician | 23.40 |

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| 12035 - Electroneurodiagnostic Technologist | 23.40 |
| 12040 - Emergency Medical Technician | 19.15 |
| 12071 - Licensed Practical Nurse I | 17.99 |
| 12072 - Licensed Practical Nurse II | 20.13 |
| 12073 - Licensed Practical Nurse III | 22.45 |
| 12100 - Medical Assistant | 15.59 |
| 12130 - Medical Laboratory Technician | 16.47 |
| 12160 - Medical Record Clerk | 15.87 |
| 12190 - Medical Record Technician | 17.75 |
| 12195 - Medical Transcriptionist | 17.03 |
| 12210 - Nuclear Medicine Technologist | 38.94 |
| 12221 - Nursing Assistant I | 10.77 |
| 12222 - Nursing Assistant II | 12.11 |
| 12223 - Nursing Assistant III | 13.21 |
| 12224 - Nursing Assistant IV | 14.83 |
| 12235 - Optical Dispenser | 22.54 |
| 12236 - Optical Technician | 12.88 |
| 12250 - Pharmacy Technician | 16.46 |
| 12280 - Phlebotomist | 15.93 |
| 12305 - Radiologic Technologist | 31.88 |
| 12311 - Registered Nurse I | 28.00 |
| 12312 - Registered Nurse II | 34.26 |
| 12313 - Registered Nurse II, Specialist | 34.26 |
| 12314 - Registered Nurse III | 41.45 |
| 12315 - Registered Nurse III, Anesthetist | 41.45 |
| 12316 - Registered Nurse IV | 49.67 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.95 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.20 |
| 13012 - Exhibits Specialist II | 27.51 |
| 13013 - Exhibits Specialist III | 29.18 |
| 13041 - Illustrator I | 20.20 |
| 13042 - Illustrator II | 25.05 |
| 13043 - Illustrator III | 27.64 |
| 13047 - Librarian | 30.46 |
| 13050 - Library Aide/Clerk | 15.52 |
| 13054 - Library Information Technology Systems Administrator | 27.51 |
| 13058 - Library Technician | 18.72 |
| 13061 - Media Specialist I | 19.85 |
| 13062 - Media Specialist II | 22.20 |
| 13063 - Media Specialist III | 24.76 |
| 13071 - Photographer I | 15.64 |
| 13072 - Photographer II | 17.49 |
| 13073 - Photographer III | 21.68 |
| 13074 - Photographer IV | 26.51 |
| 13075 - Photographer V | 32.08 |
| 13110 - Video Teleconference Technician | 25.69 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.25 |
| 14042 - Computer Operator II | 19.48 |
| 14043 - Computer Operator III | 21.51 |
| 14044 - Computer Operator IV | 23.91 |
| 14045 - Computer Operator V | 26.47 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 17.25 |
| 14160 - Personal Computer Support Technician | 23.91 |

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| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.50 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.69 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.62 |
| 15050 - Computer Based Training Specialist / Instructor | 29.50 |
| 15060 - Educational Technologist | 28.49 |
| 15070 - Flight Instructor (Pilot) | 41.62 |
| 15080 - Graphic Artist | 23.97 |
| 15090 - Technical Instructor | 19.87 |
| 15095 - Technical Instructor/Course Developer | 24.31 |
| 15110 - Test Proctor | 16.04 |
| 15120 - Tutor | 16.04 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.45 |
| 16030 - Counter Attendant | 11.45 |
| 16040 - Dry Cleaner | 14.81 |
| 16070 - Finisher, Flatwork, Machine | 11.45 |
| 16090 - Presser, Hand | 11.45 |
| 16110 - Presser, Machine, Drycleaning | 11.45 |
| 16130 - Presser, Machine, Shirts | 11.45 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.45 |
| 16190 - Sewing Machine Operator | 15.93 |
| 16220 - Tailor | 17.05 |
| 16250 - Washer, Machine | 12.56 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.34 |
| 19040 - Tool And Die Maker | 24.66 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.30 |
| 21030 - Material Coordinator | 19.21 |
| 21040 - Material Expediter | 19.21 |
| 21050 - Material Handling Laborer | 12.80 |
| 21071 - Order Filler | 13.11 |
| 21080 - Production Line Worker (Food Processing) | 15.30 |
| 21110 - Shipping Packer | 15.06 |
| 21130 - Shipping/Receiving Clerk | 15.06 |
| 21140 - Store Worker I | 15.61 |
| 21150 - Stock Clerk | 19.49 |
| 21210 - Tools And Parts Attendant | 15.30 |
| 21410 - Warehouse Specialist | 15.30 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 28.33 |
| 23021 - Aircraft Mechanic I | 27.07 |
| 23022 - Aircraft Mechanic II | 28.33 |
| 23023 - Aircraft Mechanic III | 29.37 |
| 23040 - Aircraft Mechanic Helper | 21.93 |
| 23050 - Aircraft, Painter | 26.48 |
| 23060 - Aircraft Servicer | 24.10 |
| 23080 - Aircraft Worker | 25.17 |
| 23110 - Appliance Mechanic | 24.30 |
| 23120 - Bicycle Repairer | 15.78 |
| 23125 - Cable Splicer | 29.84 |
| 23130 - Carpenter, Maintenance | 23.90 |
| 23140 - Carpet Layer | 21.37 |
| 23160 - Electrician, Maintenance | 27.33 |
| 23181 - Electronics Technician Maintenance I | 22.03 |
| 23182 - Electronics Technician Maintenance II | 28.30 |
| 23183 - Electronics Technician Maintenance III | 29.71 |
| 23260 - Fabric Worker | 21.14 |
| 23290 - Fire Alarm System Mechanic | 22.50 |
| 23310 - Fire Extinguisher Repairer | 20.03 |
| 23311 - Fuel Distribution System Mechanic | 23.31 |
| 23312 - Fuel Distribution System Operator | 19.76 |

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| 23370 - General Maintenance Worker | 20.17 |
| 23380 - Ground Support Equipment Mechanic | 27.07 |
| 23381 - Ground Support Equipment Servicer | 24.10 |
| 23382 - Ground Support Equipment Worker | 25.17 |
| 23391 - Gunsmith I | 20.03 |
| 23392 - Gunsmith II | 22.24 |
| 23393 - Gunsmith III | 24.75 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.30 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.29 |
| 23430 - Heavy Equipment Mechanic | 24.09 |
| 23440 - Heavy Equipment Operator | 26.66 |
| 23460 - Instrument Mechanic | 25.29 |
| 23465 - Laboratory/Shelter Mechanic | 23.44 |
| 23470 - Laborer | 12.80 |
| 23510 - Locksmith | 19.47 |
| 23530 - Machinery Maintenance Mechanic | 29.74 |
| 23550 - Machinist, Maintenance | 20.67 |
| 23580 - Maintenance Trades Helper | 20.86 |
| 23591 - Metrology Technician I | 25.29 |
| 23592 - Metrology Technician II | 26.47 |
| 23593 - Metrology Technician III | 27.44 |
| 23640 - Millwright | 23.20 |
| 23710 - Office Appliance Repairer | 20.43 |
| 23760 - Painter, Maintenance | 22.10 |
| 23790 - Pipefitter, Maintenance | 26.83 |
| 23810 - Plumber, Maintenance | 26.03 |
| 23820 - Pneudraulic Systems Mechanic | 24.75 |
| 23850 - Rigger | 28.15 |
| 23870 - Scale Mechanic | 22.24 |
| 23890 - Sheet-Metal Worker, Maintenance | 28.32 |
| 23910 - Small Engine Mechanic | 17.87 |
| 23931 - Telecommunications Mechanic I | 22.23 |
| 23932 - Telecommunications Mechanic II | 25.08 |
| 23950 - Telephone Lineman | 22.85 |
| 23960 - Welder, Combination, Maintenance | 20.67 |
| 23965 - Well Driller | 25.40 |
| 23970 - Woodcraft Worker | 24.75 |
| 23980 - Woodworker | 16.81 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.74 |
| 24580 - Child Care Center Clerk | 17.75 |
| 24610 - Chore Aide | 11.04 |
| 24620 - Family Readiness And Support Services Coordinator | 14.97 |
| 24630 - Homemaker | 19.78 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 28.14 |
| 25040 - Sewage Plant Operator | 30.12 |
| 25070 - Stationary Engineer | 28.14 |
| 25190 - Ventilation Equipment Tender | 22.77 |
| 25210 - Water Treatment Plant Operator | 30.12 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 22.53 |
| 27007 - Baggage Inspector | 12.46 |
| 27008 - Corrections Officer | 28.25 |
| 27010 - Court Security Officer | 28.63 |
| 27030 - Detection Dog Handler | 20.45 |
| 27040 - Detention Officer | 28.25 |
| 27070 - Firefighter | 26.62 |
| 27101 - Guard I | 12.46 |
| 27102 - Guard II | 20.45 |

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| 27131 - Police Officer I | 28.20 |
| 27132 - Police Officer II | 31.34 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.87 |
| 28042 - Carnival Equipment Repairer | 12.49 |
| 28043 - Carnival Equipment Worker | 10.24 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |
| 28310 - Lifeguard | 11.52 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.57 |
| 28515 - Recreation Specialist | 16.48 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 20.30 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.18 |
| 29020 - Hatch Tender | 29.18 |
| 29030 - Line Handler | 29.21 |
| 29041 - Stevedore I | 28.02 |
| 29042 - Stevedore II | 33.40 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.05 |
| 30022 - Archeological Technician II | 20.17 |
| 30023 - Archeological Technician III | 26.16 |
| 30030 - Cartographic Technician | 28.17 |
| 30040 - Civil Engineering Technician | 25.49 |
| 30061 - Drafter/CAD Operator I | 20.33 |
| 30062 - Drafter/CAD Operator II | 22.74 |
| 30063 - Drafter/CAD Operator III | 25.36 |
| 30064 - Drafter/CAD Operator IV | 30.87 |
| 30081 - Engineering Technician I | 16.94 |
| 30082 - Engineering Technician II | 19.03 |
| 30083 - Engineering Technician III | 23.33 |
| 30084 - Engineering Technician IV | 26.37 |
| 30085 - Engineering Technician V | 32.26 |
| 30086 - Engineering Technician VI | 39.04 |
| 30090 - Environmental Technician | 24.02 |
| 30210 - Laboratory Technician | 23.26 |
| 30240 - Mathematical Technician | 28.17 |
| 30361 - Paralegal/Legal Assistant I | 18.47 |
| 30362 - Paralegal/Legal Assistant II | 22.89 |
| 30363 - Paralegal/Legal Assistant III | 28.00 |
| 30364 - Paralegal/Legal Assistant IV | 33.87 |
| 30390 - Photo-Optics Technician | 28.17 |
| 30461 - Technical Writer I | 22.46 |
| 30462 - Technical Writer II | 27.49 |
| 30463 - Technical Writer III | 32.96 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 25.36 |
| 30621 - Weather Observer, Senior (see 2) | 27.49 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.60 |
| 31030 - Bus Driver | 17.32 |
| 31043 - Driver Courier | 15.16 |
| 31260 - Parking and Lot Attendant | 11.11 |
| 31290 - Shuttle Bus Driver | 16.04 |

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|---|-------|
| 31310 - Taxi Driver | 13.55 |
| 31361 - Truckdriver, Light | 16.04 |
| 31362 - Truckdriver, Medium | 16.92 |
| 31363 - Truckdriver, Heavy | 20.72 |
| 31364 - Truckdriver, Tractor-Trailer | 20.72 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.29 |
| 99050 - Desk Clerk | 13.86 |
| 99095 - Embalmer | 30.13 |
| 99251 - Laboratory Animal Caretaker I | 11.36 |
| 99252 - Laboratory Animal Caretaker II | 12.50 |
| 99310 - Mortician | 30.13 |
| 99410 - Pest Controller | 16.64 |
| 99510 - Photofinishing Worker | 16.36 |
| 99710 - Recycling Laborer | 18.30 |
| 99711 - Recycling Specialist | 20.76 |
| 99730 - Refuse Collector | 16.90 |
| 99810 - Sales Clerk | 12.06 |
| 99820 - School Crossing Guard | 13.75 |
| 99830 - Survey Party Chief | 31.79 |
| 99831 - Surveying Aide | 18.08 |
| 99832 - Surveying Technician | 24.80 |
| 99840 - Vending Machine Attendant | 14.51 |
| 99841 - Vending Machine Repairer | 19.29 |
| 99842 - Vending Machine Repairer Helper | 16.68 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2332
Revision No.: 16
Date of Last Revision: 07/25/2014

States: Arizona, Nevada

Area: Arizona County of Mohave

Nevada Counties of Clark, Esmeralda, Lincoln, Nye

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.49 |
| 01012 - Accounting Clerk II | | 16.26 |
| 01013 - Accounting Clerk III | | 18.19 |

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| 01020 - Administrative Assistant | 21.20 |
| 01040 - Court Reporter | 19.97 |
| 01051 - Data Entry Operator I | 12.72 |
| 01052 - Data Entry Operator II | 15.23 |
| 01060 - Dispatcher, Motor Vehicle | 15.24 |
| 01070 - Document Preparation Clerk | 12.73 |
| 01090 - Duplicating Machine Operator | 12.73 |
| 01111 - General Clerk I | 12.93 |
| 01112 - General Clerk II | 14.11 |
| 01113 - General Clerk III | 15.83 |
| 01120 - Housing Referral Assistant | 20.62 |
| 01141 - Messenger Courier | 11.48 |
| 01191 - Order Clerk I | 12.53 |
| 01192 - Order Clerk II | 13.86 |
| 01261 - Personnel Assistant (Employment) I | 16.36 |
| 01262 - Personnel Assistant (Employment) II | 18.30 |
| 01263 - Personnel Assistant (Employment) III | 20.41 |
| 01270 - Production Control Clerk | 19.21 |
| 01280 - Receptionist | 12.42 |
| 01290 - Rental Clerk | 12.93 |
| 01300 - Scheduler, Maintenance | 16.53 |
| 01311 - Secretary I | 16.53 |
| 01312 - Secretary II | 18.49 |
| 01313 - Secretary III | 20.62 |
| 01320 - Service Order Dispatcher | 14.55 |
| 01410 - Supply Technician | 21.70 |
| 01420 - Survey Worker | 15.69 |
| 01531 - Travel Clerk I | 13.26 |
| 01532 - Travel Clerk II | 14.08 |
| 01533 - Travel Clerk III | 15.10 |
| 01611 - Word Processor I | 14.01 |
| 01612 - Word Processor II | 15.72 |
| 01613 - Word Processor III | 17.59 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.16 |
| 05010 - Automotive Electrician | 19.42 |
| 05040 - Automotive Glass Installer | 18.81 |
| 05070 - Automotive Worker | 18.81 |
| 05110 - Mobile Equipment Servicer | 17.19 |
| 05130 - Motor Equipment Metal Mechanic | 20.23 |
| 05160 - Motor Equipment Metal Worker | 18.81 |
| 05190 - Motor Vehicle Mechanic | 19.73 |
| 05220 - Motor Vehicle Mechanic Helper | 16.39 |
| 05250 - Motor Vehicle Upholstery Worker | 18.01 |
| 05280 - Motor Vehicle Wrecker | 18.81 |
| 05310 - Painter, Automotive | 19.42 |
| 05340 - Radiator Repair Specialist | 18.81 |
| 05370 - Tire Repairer | 15.78 |
| 05400 - Transmission Repair Specialist | 20.23 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.83 |
| 07041 - Cook I | 13.62 |
| 07042 - Cook II | 15.12 |
| 07070 - Dishwasher | 10.94 |
| 07130 - Food Service Worker | 11.99 |
| 07210 - Meat Cutter | 16.52 |
| 07260 - Waiter/Waitress | 10.74 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.45 |
| 09040 - Furniture Handler | 15.34 |
| 09080 - Furniture Refinisher | 17.07 |
| 09090 - Furniture Refinisher Helper | 16.15 |
| 09110 - Furniture Repairer, Minor | 17.74 |

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| 09130 - Upholsterer | 20.46 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.24 |
| 11060 - Elevator Operator | 10.24 |
| 11090 - Gardener | 14.77 |
| 11122 - Housekeeping Aide | 12.62 |
| 11150 - Janitor | 12.59 |
| 11210 - Laborer, Grounds Maintenance | 12.59 |
| 11240 - Maid or Houseman | 12.68 |
| 11260 - Pruner | 11.69 |
| 11270 - Tractor Operator | 13.67 |
| 11330 - Trail Maintenance Worker | 12.59 |
| 11360 - Window Cleaner | 13.56 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 19.15 |
| 12011 - Breath Alcohol Technician | 19.15 |
| 12012 - Certified Occupational Therapist Assistant | 24.02 |
| 12015 - Certified Physical Therapist Assistant | 25.40 |
| 12020 - Dental Assistant | 16.51 |
| 12025 - Dental Hygienist | 34.83 |
| 12030 - EKG Technician | 23.40 |
| 12035 - Electroneurodiagnostic Technologist | 23.40 |
| 12040 - Emergency Medical Technician | 19.15 |
| 12071 - Licensed Practical Nurse I | 17.99 |
| 12072 - Licensed Practical Nurse II | 20.13 |
| 12073 - Licensed Practical Nurse III | 22.45 |
| 12100 - Medical Assistant | 15.59 |
| 12130 - Medical Laboratory Technician | 16.47 |
| 12160 - Medical Record Clerk | 15.87 |
| 12190 - Medical Record Technician | 17.75 |
| 12195 - Medical Transcriptionist | 17.03 |
| 12210 - Nuclear Medicine Technologist | 38.94 |
| 12221 - Nursing Assistant I | 10.77 |
| 12222 - Nursing Assistant II | 12.11 |
| 12223 - Nursing Assistant III | 13.21 |
| 12224 - Nursing Assistant IV | 14.83 |
| 12235 - Optical Dispenser | 22.54 |
| 12236 - Optical Technician | 12.88 |
| 12250 - Pharmacy Technician | 16.46 |
| 12280 - Phlebotomist | 15.93 |
| 12305 - Radiologic Technologist | 31.88 |
| 12311 - Registered Nurse I | 28.00 |
| 12312 - Registered Nurse II | 34.26 |
| 12313 - Registered Nurse II, Specialist | 34.26 |
| 12314 - Registered Nurse III | 41.45 |
| 12315 - Registered Nurse III, Anesthetist | 41.45 |
| 12316 - Registered Nurse IV | 49.67 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.95 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 22.20 |
| 13012 - Exhibits Specialist II | 27.51 |
| 13013 - Exhibits Specialist III | 29.18 |
| 13041 - Illustrator I | 20.20 |
| 13042 - Illustrator II | 25.05 |
| 13043 - Illustrator III | 27.64 |
| 13047 - Librarian | 30.46 |
| 13050 - Library Aide/Clerk | 15.52 |
| 13054 - Library Information Technology Systems Administrator | 27.51 |
| 13058 - Library Technician | 18.72 |
| 13061 - Media Specialist I | 19.85 |
| 13062 - Media Specialist II | 22.20 |
| 13063 - Media Specialist III | 24.76 |

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| 13071 - Photographer I | 15.64 |
| 13072 - Photographer II | 17.49 |
| 13073 - Photographer III | 21.68 |
| 13074 - Photographer IV | 26.51 |
| 13075 - Photographer V | 32.08 |
| 13110 - Video Teleconference Technician | 25.69 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.25 |
| 14042 - Computer Operator II | 19.48 |
| 14043 - Computer Operator III | 21.51 |
| 14044 - Computer Operator IV | 23.91 |
| 14045 - Computer Operator V | 26.47 |
| 14071 - Computer Programmer I | (see 1) 24.59 |
| 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 | 17.25 |
| 14160 - Personal Computer Support Technician | 23.91 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.50 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.69 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.62 |
| 15050 - Computer Based Training Specialist / Instructor | 29.50 |
| 15060 - Educational Technologist | 28.49 |
| 15070 - Flight Instructor (Pilot) | 41.62 |
| 15080 - Graphic Artist | 23.97 |
| 15090 - Technical Instructor | 19.87 |
| 15095 - Technical Instructor/Course Developer | 24.31 |
| 15110 - Test Proctor | 16.04 |
| 15120 - Tutor | 16.04 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.45 |
| 16030 - Counter Attendant | 11.45 |
| 16040 - Dry Cleaner | 14.81 |
| 16070 - Finisher, Flatwork, Machine | 11.45 |
| 16090 - Presser, Hand | 11.45 |
| 16110 - Presser, Machine, Drycleaning | 11.45 |
| 16130 - Presser, Machine, Shirts | 11.45 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.45 |
| 16190 - Sewing Machine Operator | 15.93 |
| 16220 - Tailor | 17.05 |
| 16250 - Washer, Machine | 12.56 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.34 |
| 19040 - Tool And Die Maker | 24.66 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.30 |
| 21030 - Material Coordinator | 19.21 |
| 21040 - Material Expediter | 19.21 |
| 21050 - Material Handling Laborer | 12.80 |
| 21071 - Order Filler | 13.11 |
| 21080 - Production Line Worker (Food Processing) | 15.30 |
| 21110 - Shipping Packer | 15.06 |
| 21130 - Shipping/Receiving Clerk | 15.06 |
| 21140 - Store Worker I | 15.61 |
| 21150 - Stock Clerk | 19.49 |
| 21210 - Tools And Parts Attendant | 15.30 |
| 21410 - Warehouse Specialist | 15.30 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 28.33 |

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|---|-------|
| 23021 - Aircraft Mechanic I | 27.07 |
| 23022 - Aircraft Mechanic II | 28.33 |
| 23023 - Aircraft Mechanic III | 29.37 |
| 23040 - Aircraft Mechanic Helper | 21.93 |
| 23050 - Aircraft, Painter | 26.48 |
| 23060 - Aircraft Servicer | 24.10 |
| 23080 - Aircraft Worker | 25.17 |
| 23110 - Appliance Mechanic | 24.30 |
| 23120 - Bicycle Repairer | 15.78 |
| 23125 - Cable Splicer | 29.84 |
| 23130 - Carpenter, Maintenance | 23.90 |
| 23140 - Carpet Layer | 21.37 |
| 23160 - Electrician, Maintenance | 27.33 |
| 23181 - Electronics Technician Maintenance I | 22.03 |
| 23182 - Electronics Technician Maintenance II | 28.30 |
| 23183 - Electronics Technician Maintenance III | 29.71 |
| 23260 - Fabric Worker | 21.14 |
| 23290 - Fire Alarm System Mechanic | 22.50 |
| 23310 - Fire Extinguisher Repairer | 20.03 |
| 23311 - Fuel Distribution System Mechanic | 23.31 |
| 23312 - Fuel Distribution System Operator | 19.76 |
| 23370 - General Maintenance Worker | 20.17 |
| 23380 - Ground Support Equipment Mechanic | 27.07 |
| 23381 - Ground Support Equipment Servicer | 24.10 |
| 23382 - Ground Support Equipment Worker | 25.17 |
| 23391 - Gunsmith I | 20.03 |
| 23392 - Gunsmith II | 22.24 |
| 23393 - Gunsmith III | 24.75 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.30 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.29 |
| 23430 - Heavy Equipment Mechanic | 24.09 |
| 23440 - Heavy Equipment Operator | 26.66 |
| 23460 - Instrument Mechanic | 25.29 |
| 23465 - Laboratory/Shelter Mechanic | 23.44 |
| 23470 - Laborer | 12.80 |
| 23510 - Locksmith | 19.47 |
| 23530 - Machinery Maintenance Mechanic | 29.74 |
| 23550 - Machinist, Maintenance | 20.67 |
| 23580 - Maintenance Trades Helper | 20.86 |
| 23591 - Metrology Technician I | 25.29 |
| 23592 - Metrology Technician II | 26.47 |
| 23593 - Metrology Technician III | 27.44 |
| 23640 - Millwright | 23.20 |
| 23710 - Office Appliance Repairer | 20.43 |
| 23760 - Painter, Maintenance | 22.10 |
| 23790 - Pipefitter, Maintenance | 26.83 |
| 23810 - Plumber, Maintenance | 26.03 |
| 23820 - Pneudraulic Systems Mechanic | 24.75 |
| 23850 - Rigger | 28.15 |
| 23870 - Scale Mechanic | 22.24 |
| 23890 - Sheet-Metal Worker, Maintenance | 28.32 |
| 23910 - Small Engine Mechanic | 17.87 |
| 23931 - Telecommunications Mechanic I | 22.23 |
| 23932 - Telecommunications Mechanic II | 25.08 |
| 23950 - Telephone Lineman | 22.85 |
| 23960 - welder, Combination, Maintenance | 20.67 |
| 23965 - well Driller | 25.40 |
| 23970 - Woodcraft Worker | 24.75 |
| 23980 - woodworker | 16.81 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.74 |

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| 24580 - Child Care Center Clerk | 17.75 |
| 24610 - Chore Aide | 11.04 |
| 24620 - Family Readiness And Support Services Coordinator | 14.97 |
| 24630 - Homemaker | 19.78 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 28.14 |
| 25040 - Sewage Plant Operator | 30.12 |
| 25070 - Stationary Engineer | 28.14 |
| 25190 - Ventilation Equipment Tender | 22.77 |
| 25210 - Water Treatment Plant Operator | 30.12 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 22.53 |
| 27007 - Baggage Inspector | 12.46 |
| 27008 - Corrections Officer | 28.25 |
| 27010 - Court Security Officer | 28.63 |
| 27030 - Detection Dog Handler | 20.45 |
| 27040 - Detention Officer | 28.25 |
| 27070 - Firefighter | 26.62 |
| 27101 - Guard I | 12.46 |
| 27102 - Guard II | 20.45 |
| 27131 - Police Officer I | 28.20 |
| 27132 - Police Officer II | 31.34 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.87 |
| 28042 - Carnival Equipment Repairer | 12.49 |
| 28043 - Carnival Equipment Worker | 10.24 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |
| 28310 - Lifeguard | 11.52 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.57 |
| 28515 - Recreation Specialist | 16.48 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 20.30 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.18 |
| 29020 - Hatch Tender | 29.18 |
| 29030 - Line Handler | 29.21 |
| 29041 - Stevedore I | 28.02 |
| 29042 - Stevedore II | 33.40 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.05 |
| 30022 - Archeological Technician II | 20.17 |
| 30023 - Archeological Technician III | 26.16 |
| 30030 - Cartographic Technician | 28.17 |
| 30040 - Civil Engineering Technician | 25.49 |
| 30061 - Drafter/CAD Operator I | 20.33 |
| 30062 - Drafter/CAD Operator II | 22.74 |
| 30063 - Drafter/CAD Operator III | 25.36 |
| 30064 - Drafter/CAD Operator IV | 30.87 |
| 30081 - Engineering Technician I | 16.94 |
| 30082 - Engineering Technician II | 19.03 |
| 30083 - Engineering Technician III | 23.33 |
| 30084 - Engineering Technician IV | 26.37 |
| 30085 - Engineering Technician V | 32.26 |
| 30086 - Engineering Technician VI | 39.04 |
| 30090 - Environmental Technician | 24.02 |
| 30210 - Laboratory Technician | 23.26 |
| 30240 - Mathematical Technician | 28.17 |
| 30361 - Paralegal/Legal Assistant I | 18.47 |

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| 30362 - Paralegal/Legal Assistant II | 22.89 |
| 30363 - Paralegal/Legal Assistant III | 28.00 |
| 30364 - Paralegal/Legal Assistant IV | 33.87 |
| 30390 - Photo-Optics Technician | 28.17 |
| 30461 - Technical Writer I | 22.46 |
| 30462 - Technical Writer II | 27.49 |
| 30463 - Technical Writer III | 32.96 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 25.36 |
| 30621 - Weather Observer, Senior (see 2) | 27.49 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.60 |
| 31030 - Bus Driver | 17.32 |
| 31043 - Driver Courier | 15.16 |
| 31260 - Parking and Lot Attendant | 11.11 |
| 31290 - Shuttle Bus Driver | 16.04 |
| 31310 - Taxi Driver | 13.55 |
| 31361 - Truckdriver, Light | 16.04 |
| 31362 - Truckdriver, Medium | 16.92 |
| 31363 - Truckdriver, Heavy | 20.72 |
| 31364 - Truckdriver, Tractor-Trailer | 20.72 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.29 |
| 99050 - Desk Clerk | 13.86 |
| 99095 - Embalmer | 30.13 |
| 99251 - Laboratory Animal Caretaker I | 11.36 |
| 99252 - Laboratory Animal Caretaker II | 12.50 |
| 99310 - Mortician | 30.13 |
| 99410 - Pest Controller | 16.64 |
| 99510 - Photofinishing Worker | 16.36 |
| 99710 - Recycling Laborer | 18.30 |
| 99711 - Recycling Specialist | 20.76 |
| 99730 - Refuse Collector | 16.90 |
| 99810 - Sales Clerk | 12.06 |
| 99820 - School Crossing Guard | 13.75 |
| 99830 - Survey Party Chief | 31.79 |
| 99831 - Surveying Aide | 18.08 |
| 99832 - Surveying Technician | 24.80 |
| 99840 - Vending Machine Attendant | 14.51 |
| 99841 - Vending Machine Repairer | 19.29 |
| 99842 - Vending Machine Repairer Helper | 16.68 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension
Page 6573

plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2333
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: California, Nevada

Area: California Counties of Lassen, Mono

Nevada - All Counties except : Clark, Esmeralda, Lincoln, Nye

****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 | | 16.46 |
| 01013 - Accounting Clerk III | | 18.34 |
| 01020 - Administrative Assistant | | 23.69 |
| 01040 - Court Reporter | | 19.55 |
| 01051 - Data Entry Operator I | | 11.86 |
| 01052 - Data Entry Operator II | | 13.86 |
| 01060 - Dispatcher, Motor Vehicle | | 21.62 |
| 01070 - Document Preparation Clerk | | 15.67 |
| 01090 - Duplicating Machine Operator | | 15.67 |
| 01111 - General Clerk I | | 14.06 |
| 01112 - General Clerk II | | 15.35 |
| 01113 - General Clerk III | | 17.51 |
| 01120 - Housing Referral Assistant | | 21.80 |
| 01141 - Messenger Courier | | 11.66 |
| 01191 - Order Clerk I | | 12.52 |
| 01192 - Order Clerk II | | 14.81 |
| 01261 - Personnel Assistant (Employment) I | | 15.66 |
| 01262 - Personnel Assistant (Employment) II | | 17.52 |
| 01263 - Personnel Assistant (Employment) III | | 19.53 |
| 01270 - Production Control Clerk | | 18.98 |
| 01280 - Receptionist | | 14.53 |
| 01290 - Rental Clerk | | 14.77 |
| 01300 - Scheduler, Maintenance | | 17.48 |
| 01311 - Secretary I | | 17.48 |
| 01312 - Secretary II | | 19.55 |
| 01313 - Secretary III | | 21.80 |
| 01320 - Service Order Dispatcher | | 17.78 |
| 01410 - Supply Technician | | 23.69 |
| 01420 - Survey Worker | | 17.81 |
| 01531 - Travel Clerk I | | 13.06 |
| 01532 - Travel Clerk II | | 13.87 |
| 01533 - Travel Clerk III | | 14.50 |
| 01611 - Word Processor I | | 14.86 |
| 01612 - Word Processor II | | 16.69 |
| 01613 - Word Processor III | | 18.66 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 23.47 |
| 05010 - Automotive Electrician | | 21.13 |
| 05040 - Automotive Glass Installer | | 19.65 |
| 05070 - Automotive Worker | | 19.65 |
| 05110 - Mobile Equipment Servicer | | 17.34 |

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| 05130 - Motor Equipment Metal Mechanic | 21.13 |
| 05160 - Motor Equipment Metal Worker | 19.65 |
| 05190 - Motor Vehicle Mechanic | 21.73 |
| 05220 - Motor Vehicle Mechanic Helper | 17.34 |
| 05250 - Motor Vehicle Upholstery Worker | 19.65 |
| 05280 - Motor Vehicle Wrecker | 19.65 |
| 05310 - Painter, Automotive | 20.49 |
| 05340 - Radiator Repair Specialist | 19.65 |
| 05370 - Tire Repairer | 14.76 |
| 05400 - Transmission Repair Specialist | 21.13 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.19 |
| 07041 - Cook I | 11.79 |
| 07042 - Cook II | 13.25 |
| 07070 - Dishwasher | 9.30 |
| 07130 - Food Service Worker | 9.66 |
| 07210 - Meat Cutter | 19.04 |
| 07260 - Waiter/Waitress | 8.11 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.99 |
| 09040 - Furniture Handler | 14.83 |
| 09080 - Furniture Refinisher | 18.99 |
| 09090 - Furniture Refinisher Helper | 15.28 |
| 09110 - Furniture Repairer, Minor | 17.11 |
| 09130 - Upholsterer | 17.31 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.89 |
| 11060 - Elevator Operator | 10.23 |
| 11090 - Gardener | 15.14 |
| 11122 - Housekeeping Aide | 10.23 |
| 11150 - Janitor | 10.23 |
| 11210 - Laborer, Grounds Maintenance | 12.80 |
| 11240 - Maid or Houseman | 10.03 |
| 11260 - Pruner | 11.64 |
| 11270 - Tractor Operator | 14.51 |
| 11330 - Trail Maintenance Worker | 12.60 |
| 11360 - Window Cleaner | 11.07 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.95 |
| 12011 - Breath Alcohol Technician | 16.75 |
| 12012 - Certified Occupational Therapist Assistant | 27.17 |
| 12015 - Certified Physical Therapist Assistant | 23.73 |
| 12020 - Dental Assistant | 18.09 |
| 12025 - Dental Hygienist | 38.07 |
| 12030 - EKG Technician | 30.03 |
| 12035 - Electroneurodiagnostic Technologist | 30.03 |
| 12040 - Emergency Medical Technician | 18.95 |
| 12071 - Licensed Practical Nurse I | 18.01 |
| 12072 - Licensed Practical Nurse II | 20.15 |
| 12073 - Licensed Practical Nurse III | 22.47 |
| 12100 - Medical Assistant | 16.51 |
| 12130 - Medical Laboratory Technician | 16.92 |
| 12160 - Medical Record Clerk | 15.91 |
| 12190 - Medical Record Technician | 16.31 |
| 12195 - Medical Transcriptionist | 20.17 |
| 12210 - Nuclear Medicine Technologist | 38.38 |
| 12221 - Nursing Assistant I | 10.39 |
| 12222 - Nursing Assistant II | 11.68 |
| 12223 - Nursing Assistant III | 12.74 |
| 12224 - Nursing Assistant IV | 14.31 |
| 12235 - Optical Dispenser | 18.41 |
| 12236 - Optical Technician | 13.13 |
| 12250 - Pharmacy Technician | 15.46 |

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| 12280 - Phlebotomist | 14.31 |
| 12305 - Radiologic Technologist | 29.43 |
| 12311 - Registered Nurse I | 27.63 |
| 12312 - Registered Nurse II | 35.14 |
| 12313 - Registered Nurse II, Specialist | 35.14 |
| 12314 - Registered Nurse III | 40.94 |
| 12315 - Registered Nurse III, Anesthetist | 40.94 |
| 12316 - Registered Nurse IV | 49.04 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.88 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.37 |
| 13012 - Exhibits Specialist II | 25.68 |
| 13013 - Exhibits Specialist III | 32.35 |
| 13041 - Illustrator I | 21.37 |
| 13042 - Illustrator II | 25.68 |
| 13043 - Illustrator III | 32.35 |
| 13047 - Librarian | 29.32 |
| 13050 - Library Aide/Clerk | 17.58 |
| 13054 - Library Information Technology Systems Administrator | 26.48 |
| 13058 - Library Technician | 18.86 |
| 13061 - Media Specialist I | 18.53 |
| 13062 - Media Specialist II | 20.73 |
| 13063 - Media Specialist III | 23.84 |
| 13071 - Photographer I | 15.87 |
| 13072 - Photographer II | 17.74 |
| 13073 - Photographer III | 21.98 |
| 13074 - Photographer IV | 26.88 |
| 13075 - Photographer V | 32.53 |
| 13110 - Video Teleconference Technician | 20.97 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.70 |
| 14042 - Computer Operator II | 17.56 |
| 14043 - Computer Operator III | 19.59 |
| 14044 - Computer Operator IV | 21.76 |
| 14045 - Computer Operator V | 24.09 |
| 14071 - Computer Programmer I | (see 1) 22.61 |
| 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 | 15.70 |
| 14160 - Personal Computer Support Technician | 21.76 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.62 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 39.42 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.72 |
| 15050 - Computer Based Training Specialist / Instructor | 29.62 |
| 15060 - Educational Technologist | 34.68 |
| 15070 - Flight Instructor (Pilot) | 40.72 |
| 15080 - Graphic Artist | 22.57 |
| 15090 - Technical Instructor | 17.84 |
| 15095 - Technical Instructor/Course Developer | 20.61 |
| 15110 - Test Proctor | 16.24 |
| 15120 - Tutor | 16.24 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.62 |
| 16030 - Counter Attendant | 9.62 |
| 16040 - Dry Cleaner | 12.34 |
| 16070 - Finisher, Flatwork, Machine | 9.62 |
| 16090 - Presser, Hand | 9.62 |

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|---|-------|
| 16110 - Presser, Machine, Drycleaning | 9.62 |
| 16130 - Presser, Machine, Shirts | 9.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.62 |
| 16190 - Sewing Machine Operator | 13.24 |
| 16220 - Tailor | 14.02 |
| 16250 - Washer, Machine | 10.55 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.40 |
| 19040 - Tool And Die Maker | 25.47 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.40 |
| 21030 - Material Coordinator | 17.92 |
| 21040 - Material Expediter | 19.69 |
| 21050 - Material Handling Laborer | 14.34 |
| 21071 - Order Filler | 14.13 |
| 21080 - Production Line Worker (Food Processing) | 18.40 |
| 21110 - Shipping Packer | 16.09 |
| 21130 - Shipping/Receiving Clerk | 16.09 |
| 21140 - Store Worker I | 13.51 |
| 21150 - Stock Clerk | 17.12 |
| 21210 - Tools And Parts Attendant | 18.40 |
| 21410 - Warehouse Specialist | 18.40 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.47 |
| 23021 - Aircraft Mechanic I | 25.39 |
| 23022 - Aircraft Mechanic II | 26.47 |
| 23023 - Aircraft Mechanic III | 27.47 |
| 23040 - Aircraft Mechanic Helper | 19.61 |
| 23050 - Aircraft, Painter | 25.84 |
| 23060 - Aircraft Servicer | 21.97 |
| 23080 - Aircraft Worker | 23.14 |
| 23110 - Appliance Mechanic | 21.84 |
| 23120 - Bicycle Repairer | 13.42 |
| 23125 - Cable Splicer | 24.46 |
| 23130 - Carpenter, Maintenance | 22.71 |
| 23140 - Carpet Layer | 20.85 |
| 23160 - Electrician, Maintenance | 25.61 |
| 23181 - Electronics Technician Maintenance I | 20.33 |
| 23182 - Electronics Technician Maintenance II | 23.14 |
| 23183 - Electronics Technician Maintenance III | 28.00 |
| 23260 - Fabric Worker | 19.56 |
| 23290 - Fire Alarm System Mechanic | 22.68 |
| 23310 - Fire Extinguisher Repairer | 18.41 |
| 23311 - Fuel Distribution System Mechanic | 25.17 |
| 23312 - Fuel Distribution System Operator | 21.51 |
| 23370 - General Maintenance Worker | 18.24 |
| 23380 - Ground Support Equipment Mechanic | 25.39 |
| 23381 - Ground Support Equipment Servicer | 21.97 |
| 23382 - Ground Support Equipment Worker | 23.14 |
| 23391 - Gunsmith I | 18.41 |
| 23392 - Gunsmith II | 20.69 |
| 23393 - Gunsmith III | 23.01 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.45 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.63 |
| 23430 - Heavy Equipment Mechanic | 23.00 |
| 23440 - Heavy Equipment Operator | 24.61 |
| 23460 - Instrument Mechanic | 23.90 |
| 23465 - Laboratory/Shelter Mechanic | 21.84 |
| 23470 - Laborer | 11.62 |
| 23510 - Locksmith | 20.89 |
| 23530 - Machinery Maintenance Mechanic | 22.80 |

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| 23550 - Machinist, Maintenance | 20.64 |
| 23580 - Maintenance Trades Helper | 16.61 |
| 23591 - Metrology Technician I | 23.90 |
| 23592 - Metrology Technician II | 24.97 |
| 23593 - Metrology Technician III | 26.19 |
| 23640 - Millwright | 23.01 |
| 23710 - Office Appliance Repairer | 20.16 |
| 23760 - Painter, Maintenance | 18.20 |
| 23790 - Pipefitter, Maintenance | 27.67 |
| 23810 - Plumber, Maintenance | 26.88 |
| 23820 - Pneudraulic Systems Mechanic | 23.01 |
| 23850 - Rigger | 23.01 |
| 23870 - Scale Mechanic | 20.69 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.24 |
| 23910 - Small Engine Mechanic | 16.80 |
| 23931 - Telecommunications Mechanic I | 21.44 |
| 23932 - Telecommunications Mechanic II | 22.62 |
| 23950 - Telephone Lineman | 22.80 |
| 23960 - Welder, Combination, Maintenance | 21.89 |
| 23965 - Well Driller | 25.17 |
| 23970 - Woodcraft Worker | 23.01 |
| 23980 - Woodworker | 18.21 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.95 |
| 24580 - Child Care Center Clerk | 14.96 |
| 24610 - Chore Aide | 10.24 |
| 24620 - Family Readiness And Support Services Coordinator | 15.19 |
| 24630 - Homemaker | 16.68 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.88 |
| 25040 - Sewage Plant Operator | 26.90 |
| 25070 - Stationary Engineer | 22.88 |
| 25190 - Ventilation Equipment Tender | 17.28 |
| 25210 - Water Treatment Plant Operator | 26.90 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 24.00 |
| 27007 - Baggage Inspector | 11.95 |
| 27008 - Corrections Officer | 25.60 |
| 27010 - Court Security Officer | 25.60 |
| 27030 - Detection Dog Handler | 18.18 |
| 27040 - Detention Officer | 25.60 |
| 27070 - Firefighter | 22.91 |
| 27101 - Guard I | 11.95 |
| 27102 - Guard II | 18.18 |
| 27131 - Police Officer I | 30.96 |
| 27132 - Police Officer II | 34.42 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.60 |
| 28042 - Carnival Equipment Repairer | 12.13 |
| 28043 - Carnival Equipment Worker | 9.05 |
| 28210 - Gate Attendant/Gate Tender | 13.43 |
| 28310 - Lifeguard | 11.84 |
| 28350 - Park Attendant (Aide) | 15.03 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 18.62 |
| 28630 - Sports Official | 12.42 |
| 28690 - Swimming Pool Operator | 17.68 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.53 |
| 29020 - Hatch Tender | 21.53 |
| 29030 - Line Handler | 21.53 |
| 29041 - Stevedore I | 20.81 |

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| 29042 - Stevedore II | 23.24 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.02 |
| 30022 - Archeological Technician II | 20.17 |
| 30023 - Archeological Technician III | 24.55 |
| 30030 - Cartographic Technician | 24.55 |
| 30040 - Civil Engineering Technician | 22.23 |
| 30061 - Drafter/CAD Operator I | 18.02 |
| 30062 - Drafter/CAD Operator II | 20.17 |
| 30063 - Drafter/CAD Operator III | 22.50 |
| 30064 - Drafter/CAD Operator IV | 27.19 |
| 30081 - Engineering Technician I | 16.00 |
| 30082 - Engineering Technician II | 17.96 |
| 30083 - Engineering Technician III | 20.10 |
| 30084 - Engineering Technician IV | 24.88 |
| 30085 - Engineering Technician V | 30.45 |
| 30086 - Engineering Technician VI | 36.85 |
| 30090 - Environmental Technician | 27.01 |
| 30210 - Laboratory Technician | 17.03 |
| 30240 - Mathematical Technician | 26.12 |
| 30361 - Paralegal/Legal Assistant I | 20.22 |
| 30362 - Paralegal/Legal Assistant II | 25.06 |
| 30363 - Paralegal/Legal Assistant III | 30.36 |
| 30364 - Paralegal/Legal Assistant IV | 37.09 |
| 30390 - Photo-Optics Technician | 24.55 |
| 30461 - Technical Writer I | 25.32 |
| 30462 - Technical Writer II | 30.65 |
| 30463 - Technical Writer III | 32.80 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | 22.50 |
| 30621 - Weather Observer, Senior (see 3) | 24.55 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.07 |
| 31030 - Bus Driver | 17.04 |
| 31043 - Driver Courier | 15.81 |
| 31260 - Parking and Lot Attendant | 9.63 |
| 31290 - Shuttle Bus Driver | 16.04 |
| 31310 - Taxi Driver | 11.80 |
| 31361 - Truckdriver, Light | 16.04 |
| 31362 - Truckdriver, Medium | 17.68 |
| 31363 - Truckdriver, Heavy | 22.69 |
| 31364 - Truckdriver, Tractor-Trailer | 22.69 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.48 |
| 99050 - Desk Clerk | 10.44 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 10.53 |
| 99252 - Laboratory Animal Caretaker II | 11.22 |
| 99310 - Mortician | 20.20 |
| 99410 - Pest Controller | 16.43 |
| 99510 - Photofinishing Worker | 12.53 |
| 99710 - Recycling Laborer | 12.46 |
| 99711 - Recycling Specialist | 14.37 |
| 99730 - Refuse Collector | 14.50 |
| 99810 - Sales Clerk | 14.32 |

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| 99820 - School Crossing Guard | 14.70 |
| 99830 - Survey Party Chief | 29.98 |
| 99831 - Surveying Aide | 20.22 |
| 99832 - Surveying Technician | 21.98 |
| 99840 - Vending Machine Attendant | 13.60 |
| 99841 - Vending Machine Repairer | 16.29 |
| 99842 - Vending Machine Repairer Helper | 13.60 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process

the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2334
Revision No.: 16
Date Of Last Revision: 07/25/2014

States: California, Nevada

Area: California Counties of Lassen, Mono

Nevada - All Counties except : Clark, Esmeralda, Lincoln, Nye

****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 | | 16.46 |
| 01013 - Accounting Clerk III | | 18.34 |
| 01020 - Administrative Assistant | | 23.69 |
| 01040 - Court Reporter | | 19.55 |
| 01051 - Data Entry Operator I | | 11.86 |
| 01052 - Data Entry Operator II | | 13.86 |
| 01060 - Dispatcher, Motor Vehicle | | 21.62 |
| 01070 - Document Preparation Clerk | | 15.67 |
| 01090 - Duplicating Machine Operator | | 15.67 |
| 01111 - General Clerk I | | 14.06 |
| 01112 - General Clerk II | | 15.35 |
| 01113 - General Clerk III | | 17.51 |

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| 01120 - Housing Referral Assistant | 21.80 |
| 01141 - Messenger Courier | 11.66 |
| 01191 - Order Clerk I | 12.52 |
| 01192 - Order Clerk II | 14.81 |
| 01261 - Personnel Assistant (Employment) I | 15.66 |
| 01262 - Personnel Assistant (Employment) II | 17.52 |
| 01263 - Personnel Assistant (Employment) III | 19.53 |
| 01270 - Production Control Clerk | 18.98 |
| 01280 - Receptionist | 14.53 |
| 01290 - Rental Clerk | 14.77 |
| 01300 - Scheduler, Maintenance | 17.48 |
| 01311 - Secretary I | 17.48 |
| 01312 - Secretary II | 19.55 |
| 01313 - Secretary III | 21.80 |
| 01320 - Service Order Dispatcher | 17.78 |
| 01410 - Supply Technician | 23.69 |
| 01420 - Survey Worker | 17.81 |
| 01531 - Travel Clerk I | 13.06 |
| 01532 - Travel Clerk II | 13.87 |
| 01533 - Travel Clerk III | 14.50 |
| 01611 - Word Processor I | 14.86 |
| 01612 - Word Processor II | 16.69 |
| 01613 - Word Processor III | 18.66 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.47 |
| 05010 - Automotive Electrician | 21.13 |
| 05040 - Automotive Glass Installer | 19.65 |
| 05070 - Automotive Worker | 19.65 |
| 05110 - Mobile Equipment Servicer | 17.34 |
| 05130 - Motor Equipment Metal Mechanic | 21.13 |
| 05160 - Motor Equipment Metal Worker | 19.65 |
| 05190 - Motor Vehicle Mechanic | 21.73 |
| 05220 - Motor Vehicle Mechanic Helper | 17.34 |
| 05250 - Motor Vehicle Upholstery Worker | 19.65 |
| 05280 - Motor Vehicle Wrecker | 19.65 |
| 05310 - Painter, Automotive | 20.49 |
| 05340 - Radiator Repair Specialist | 19.65 |
| 05370 - Tire Repairer | 14.76 |
| 05400 - Transmission Repair Specialist | 21.13 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.19 |
| 07041 - Cook I | 11.79 |
| 07042 - Cook II | 13.25 |
| 07070 - Dishwasher | 9.30 |
| 07130 - Food Service Worker | 9.66 |
| 07210 - Meat Cutter | 19.04 |
| 07260 - Waiter/Waitress | 8.11 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.99 |
| 09040 - Furniture Handler | 14.83 |
| 09080 - Furniture Refinisher | 18.99 |
| 09090 - Furniture Refinisher Helper | 15.28 |
| 09110 - Furniture Repairer, Minor | 17.11 |
| 09130 - Upholsterer | 17.31 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.89 |
| 11060 - Elevator Operator | 10.23 |
| 11090 - Gardener | 15.14 |
| 11122 - Housekeeping Aide | 10.23 |
| 11150 - Janitor | 10.23 |
| 11210 - Laborer, Grounds Maintenance | 12.80 |
| 11240 - Maid or Houseman | 10.03 |
| 11260 - Pruner | 11.64 |

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| 11270 - Tractor Operator | 14.51 |
| 11330 - Trail Maintenance Worker | 12.60 |
| 11360 - Window Cleaner | 11.07 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.95 |
| 12011 - Breath Alcohol Technician | 16.75 |
| 12012 - Certified Occupational Therapist Assistant | 27.17 |
| 12015 - Certified Physical Therapist Assistant | 23.73 |
| 12020 - Dental Assistant | 18.09 |
| 12025 - Dental Hygienist | 38.07 |
| 12030 - EKG Technician | 30.03 |
| 12035 - Electroneurodiagnostic Technologist | 30.03 |
| 12040 - Emergency Medical Technician | 18.95 |
| 12071 - Licensed Practical Nurse I | 18.01 |
| 12072 - Licensed Practical Nurse II | 20.15 |
| 12073 - Licensed Practical Nurse III | 22.47 |
| 12100 - Medical Assistant | 16.51 |
| 12130 - Medical Laboratory Technician | 16.92 |
| 12160 - Medical Record Clerk | 15.91 |
| 12190 - Medical Record Technician | 16.31 |
| 12195 - Medical Transcriptionist | 20.17 |
| 12210 - Nuclear Medicine Technologist | 38.38 |
| 12221 - Nursing Assistant I | 10.39 |
| 12222 - Nursing Assistant II | 11.68 |
| 12223 - Nursing Assistant III | 12.74 |
| 12224 - Nursing Assistant IV | 14.31 |
| 12235 - Optical Dispenser | 18.41 |
| 12236 - Optical Technician | 13.13 |
| 12250 - Pharmacy Technician | 15.46 |
| 12280 - Phlebotomist | 14.31 |
| 12305 - Radiologic Technologist | 29.43 |
| 12311 - Registered Nurse I | 27.63 |
| 12312 - Registered Nurse II | 35.14 |
| 12313 - Registered Nurse II, Specialist | 35.14 |
| 12314 - Registered Nurse III | 40.94 |
| 12315 - Registered Nurse III, Anesthetist | 40.94 |
| 12316 - Registered Nurse IV | 49.04 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.88 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.37 |
| 13012 - Exhibits Specialist II | 25.68 |
| 13013 - Exhibits Specialist III | 32.35 |
| 13041 - Illustrator I | 21.37 |
| 13042 - Illustrator II | 25.68 |
| 13043 - Illustrator III | 32.35 |
| 13047 - Librarian | 29.32 |
| 13050 - Library Aide/Clerk | 17.58 |
| 13054 - Library Information Technology Systems Administrator | 26.48 |
| 13058 - Library Technician | 18.86 |
| 13061 - Media Specialist I | 18.53 |
| 13062 - Media Specialist II | 20.73 |
| 13063 - Media Specialist III | 23.84 |
| 13071 - Photographer I | 15.87 |
| 13072 - Photographer II | 17.74 |
| 13073 - Photographer III | 21.98 |
| 13074 - Photographer IV | 26.88 |
| 13075 - Photographer V | 32.53 |
| 13110 - Video Teleconference Technician | 20.97 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.70 |
| 14042 - Computer Operator II | 17.56 |
| 14043 - Computer Operator III | 19.59 |

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| 14044 - Computer Operator IV | 21.76 |
| 14045 - Computer Operator V | 24.09 |
| 14071 - Computer Programmer I (see 1) | 22.61 |
| 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 | 15.70 |
| 14160 - Personal Computer Support Technician | 21.76 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.62 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 39.42 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.72 |
| 15050 - Computer Based Training Specialist / Instructor | 29.62 |
| 15060 - Educational Technologist | 34.68 |
| 15070 - Flight Instructor (Pilot) | 40.72 |
| 15080 - Graphic Artist | 22.57 |
| 15090 - Technical Instructor | 17.84 |
| 15095 - Technical Instructor/Course Developer | 20.61 |
| 15110 - Test Proctor | 16.24 |
| 15120 - Tutor | 16.24 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.62 |
| 16030 - Counter Attendant | 9.62 |
| 16040 - Dry Cleaner | 12.34 |
| 16070 - Finisher, Flatwork, Machine | 9.62 |
| 16090 - Presser, Hand | 9.62 |
| 16110 - Presser, Machine, Drycleaning | 9.62 |
| 16130 - Presser, Machine, Shirts | 9.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.62 |
| 16190 - Sewing Machine Operator | 13.24 |
| 16220 - Tailor | 14.02 |
| 16250 - Washer, Machine | 10.55 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.40 |
| 19040 - Tool And Die Maker | 25.47 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.40 |
| 21030 - Material Coordinator | 17.92 |
| 21040 - Material Expediter | 19.69 |
| 21050 - Material Handling Laborer | 14.34 |
| 21071 - Order Filler | 14.13 |
| 21080 - Production Line Worker (Food Processing) | 18.40 |
| 21110 - Shipping Packer | 16.09 |
| 21130 - Shipping/Receiving Clerk | 16.09 |
| 21140 - Store Worker I | 13.51 |
| 21150 - Stock Clerk | 17.12 |
| 21210 - Tools And Parts Attendant | 18.40 |
| 21410 - Warehouse Specialist | 18.40 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.47 |
| 23021 - Aircraft Mechanic I | 25.39 |
| 23022 - Aircraft Mechanic II | 26.47 |
| 23023 - Aircraft Mechanic III | 27.47 |
| 23040 - Aircraft Mechanic Helper | 19.61 |
| 23050 - Aircraft, Painter | 25.84 |
| 23060 - Aircraft Servicer | 21.97 |
| 23080 - Aircraft Worker | 23.14 |
| 23110 - Appliance Mechanic | 21.84 |
| 23120 - Bicycle Repairer | 13.42 |
| 23125 - Cable Splicer | 24.46 |

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|---|-------|
| 23130 - Carpenter, Maintenance | 22.71 |
| 23140 - Carpet Layer | 20.85 |
| 23160 - Electrician, Maintenance | 25.61 |
| 23181 - Electronics Technician Maintenance I | 20.33 |
| 23182 - Electronics Technician Maintenance II | 23.14 |
| 23183 - Electronics Technician Maintenance III | 28.00 |
| 23260 - Fabric Worker | 19.56 |
| 23290 - Fire Alarm System Mechanic | 22.68 |
| 23310 - Fire Extinguisher Repairer | 18.41 |
| 23311 - Fuel Distribution System Mechanic | 25.17 |
| 23312 - Fuel Distribution System Operator | 21.51 |
| 23370 - General Maintenance Worker | 18.24 |
| 23380 - Ground Support Equipment Mechanic | 25.39 |
| 23381 - Ground Support Equipment Servicer | 21.97 |
| 23382 - Ground Support Equipment Worker | 23.14 |
| 23391 - Gunsmith I | 18.41 |
| 23392 - Gunsmith II | 20.69 |
| 23393 - Gunsmith III | 23.01 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.45 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.63 |
| 23430 - Heavy Equipment Mechanic | 23.00 |
| 23440 - Heavy Equipment Operator | 24.61 |
| 23460 - Instrument Mechanic | 23.90 |
| 23465 - Laboratory/Shelter Mechanic | 21.84 |
| 23470 - Laborer | 11.62 |
| 23510 - Locksmith | 20.89 |
| 23530 - Machinery Maintenance Mechanic | 22.80 |
| 23550 - Machinist, Maintenance | 20.64 |
| 23580 - Maintenance Trades Helper | 16.61 |
| 23591 - Metrology Technician I | 23.90 |
| 23592 - Metrology Technician II | 24.97 |
| 23593 - Metrology Technician III | 26.19 |
| 23640 - Millwright | 23.01 |
| 23710 - Office Appliance Repairer | 20.16 |
| 23760 - Painter, Maintenance | 18.20 |
| 23790 - Pipefitter, Maintenance | 27.67 |
| 23810 - Plumber, Maintenance | 26.88 |
| 23820 - Pneudraulic Systems Mechanic | 23.01 |
| 23850 - Rigger | 23.01 |
| 23870 - Scale Mechanic | 20.69 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.24 |
| 23910 - Small Engine Mechanic | 16.80 |
| 23931 - Telecommunications Mechanic I | 21.44 |
| 23932 - Telecommunications Mechanic II | 22.62 |
| 23950 - Telephone Lineman | 22.80 |
| 23960 - Welder, Combination, Maintenance | 21.89 |
| 23965 - Well Driller | 25.17 |
| 23970 - Woodcraft Worker | 23.01 |
| 23980 - Woodworker | 18.21 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.95 |
| 24580 - Child Care Center Clerk | 14.96 |
| 24610 - Chore Aide | 10.24 |
| 24620 - Family Readiness And Support Services Coordinator | 15.19 |
| 24630 - Homemaker | 16.68 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.88 |
| 25040 - Sewage Plant Operator | 26.90 |
| 25070 - Stationary Engineer | 22.88 |
| 25190 - Ventilation Equipment Tender | 17.28 |

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| 25210 - Water Treatment Plant Operator | 26.90 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 24.00 |
| 27007 - Baggage Inspector | 11.95 |
| 27008 - Corrections Officer | 25.60 |
| 27010 - Court Security Officer | 25.60 |
| 27030 - Detection Dog Handler | 18.18 |
| 27040 - Detention Officer | 25.60 |
| 27070 - Firefighter | 22.91 |
| 27101 - Guard I | 11.95 |
| 27102 - Guard II | 18.18 |
| 27131 - Police Officer I | 30.96 |
| 27132 - Police Officer II | 34.42 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.60 |
| 28042 - Carnival Equipment Repairer | 12.13 |
| 28043 - Carnival Equipment Worker | 9.05 |
| 28210 - Gate Attendant/Gate Tender | 13.43 |
| 28310 - Lifeguard | 11.84 |
| 28350 - Park Attendant (Aide) | 15.03 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 18.62 |
| 28630 - Sports Official | 12.42 |
| 28690 - Swimming Pool Operator | 17.68 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.53 |
| 29020 - Hatch Tender | 21.53 |
| 29030 - Line Handler | 21.53 |
| 29041 - Stevedore I | 20.81 |
| 29042 - Stevedore II | 23.24 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.02 |
| 30022 - Archeological Technician II | 20.17 |
| 30023 - Archeological Technician III | 24.55 |
| 30030 - Cartographic Technician | 24.55 |
| 30040 - Civil Engineering Technician | 22.23 |
| 30061 - Drafter/CAD Operator I | 18.02 |
| 30062 - Drafter/CAD Operator II | 20.17 |
| 30063 - Drafter/CAD Operator III | 22.50 |
| 30064 - Drafter/CAD Operator IV | 27.19 |
| 30081 - Engineering Technician I | 16.00 |
| 30082 - Engineering Technician II | 17.96 |
| 30083 - Engineering Technician III | 20.10 |
| 30084 - Engineering Technician IV | 24.88 |
| 30085 - Engineering Technician V | 30.45 |
| 30086 - Engineering Technician VI | 36.85 |
| 30090 - Environmental Technician | 27.01 |
| 30210 - Laboratory Technician | 17.03 |
| 30240 - Mathematical Technician | 26.12 |
| 30361 - Paralegal/Legal Assistant I | 20.22 |
| 30362 - Paralegal/Legal Assistant II | 25.06 |
| 30363 - Paralegal/Legal Assistant III | 30.36 |
| 30364 - Paralegal/Legal Assistant IV | 37.09 |
| 30390 - Photo-Optics Technician | 24.55 |
| 30461 - Technical Writer I | 25.32 |
| 30462 - Technical Writer II | 30.65 |
| 30463 - Technical Writer III | 32.80 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |

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| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 3) 22.50 |
| 30621 - Weather Observer, Senior | (see 3) 24.55 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.07 |
| 31030 - Bus Driver | 17.04 |
| 31043 - Driver Courier | 15.81 |
| 31260 - Parking and Lot Attendant | 9.63 |
| 31290 - Shuttle Bus Driver | 16.04 |
| 31310 - Taxi Driver | 11.80 |
| 31361 - Truckdriver, Light | 16.04 |
| 31362 - Truckdriver, Medium | 17.68 |
| 31363 - Truckdriver, Heavy | 22.69 |
| 31364 - Truckdriver, Tractor-Trailer | 22.69 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.48 |
| 99050 - Desk Clerk | 10.44 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 10.53 |
| 99252 - Laboratory Animal Caretaker II | 11.22 |
| 99310 - Mortician | 20.20 |
| 99410 - Pest Controller | 16.43 |
| 99510 - Photofinishing Worker | 12.53 |
| 99710 - Recycling Laborer | 12.46 |
| 99711 - Recycling Specialist | 14.37 |
| 99730 - Refuse Collector | 14.50 |
| 99810 - Sales Clerk | 14.32 |
| 99820 - School Crossing Guard | 14.70 |
| 99830 - Survey Party Chief | 29.98 |
| 99831 - Surveying Aide | 20.22 |
| 99832 - Surveying Technician | 21.98 |
| 99840 - Vending Machine Attendant | 13.60 |
| 99841 - Vending Machine Repairer | 16.29 |
| 99842 - Vending Machine Repairer Helper | 13.60 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
DirectorDivision of
Wage DeterminationsWage Determination No.: 2005-2339
Revision No.: 16
Date of Last Revision: 07/25/2014

This wage determination applies to the entire state of NEW HAMPSHIRE Excluding the cities and towns in ROCKINGHAM county listed below:

ROCKINGHAM County: Atkinson, Brentwood, Danville, Derry, East Kingston, Hampstead, Kingston, Newton, Plaistow, Salem, Sandown, Seabrook, and Windham

See WD 2005-2257 for other cities and towns that are included.

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.21 |
| 01012 - Accounting Clerk II | | 14.82 |
| 01013 - Accounting Clerk III | | 16.58 |
| 01020 - Administrative Assistant | | 19.72 |
| 01040 - Court Reporter | | 16.02 |
| 01051 - Data Entry Operator I | | 12.04 |
| 01052 - Data Entry Operator II | | 13.14 |
| 01060 - Dispatcher, Motor Vehicle | | 18.10 |
| 01070 - Document Preparation Clerk | | 14.12 |
| 01090 - Duplicating Machine Operator | | 14.12 |
| 01111 - General Clerk I | | 11.84 |
| 01112 - General Clerk II | | 12.92 |
| 01113 - General Clerk III | | 14.50 |
| 01120 - Housing Referral Assistant | | 17.87 |
| 01141 - Messenger Courier | | 11.87 |
| 01191 - Order Clerk I | | 12.93 |
| 01192 - Order Clerk II | | 14.11 |
| 01261 - Personnel Assistant (Employment) I | | 13.89 |
| 01262 - Personnel Assistant (Employment) II | | 15.54 |
| 01263 - Personnel Assistant (Employment) III | | 17.33 |
| 01270 - Production Control Clerk | | 20.97 |
| 01280 - Receptionist | | 12.46 |
| 01290 - Rental Clerk | | 12.86 |
| 01300 - Scheduler, Maintenance | | 14.32 |
| 01311 - Secretary I | | 14.32 |
| 01312 - Secretary II | | 16.02 |
| 01313 - Secretary III | | 17.87 |
| 01320 - Service Order Dispatcher | | 18.47 |
| 01410 - Supply Technician | | 19.87 |
| 01420 - Survey Worker | | 13.97 |
| 01531 - Travel Clerk I | | 13.79 |
| 01532 - Travel Clerk II | | 14.92 |
| 01533 - Travel Clerk III | | 16.08 |
| 01611 - Word Processor I | | 12.80 |
| 01612 - Word Processor II | | 14.37 |
| 01613 - Word Processor III | | 16.07 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.30 |
| 05010 - Automotive Electrician | | 18.69 |
| 05040 - Automotive Glass Installer | | 17.79 |

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| 05070 - Automotive Worker | 17.72 |
| 05110 - Mobile Equipment Servicer | 15.80 |
| 05130 - Motor Equipment Metal Mechanic | 19.63 |
| 05160 - Motor Equipment Metal Worker | 17.72 |
| 05190 - Motor Vehicle Mechanic | 19.30 |
| 05220 - Motor Vehicle Mechanic Helper | 14.90 |
| 05250 - Motor Vehicle Upholstery Worker | 16.77 |
| 05280 - Motor Vehicle Wrecker | 17.72 |
| 05310 - Painter, Automotive | 20.31 |
| 05340 - Radiator Repair Specialist | 17.72 |
| 05370 - Tire Repairer | 12.26 |
| 05400 - Transmission Repair Specialist | 19.63 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.19 |
| 07041 - Cook I | 12.31 |
| 07042 - Cook II | 14.29 |
| 07070 - Dishwasher | 9.00 |
| 07130 - Food Service Worker | 9.42 |
| 07210 - Meat Cutter | 16.52 |
| 07260 - Waiter/Waitress | 9.53 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.62 |
| 09040 - Furniture Handler | 11.63 |
| 09080 - Furniture Refinisher | 16.50 |
| 09090 - Furniture Refinisher Helper | 13.15 |
| 09110 - Furniture Repairer, Minor | 14.81 |
| 09130 - Upholsterer | 16.50 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.70 |
| 11060 - Elevator Operator | 11.70 |
| 11090 - Gardener | 15.64 |
| 11122 - Housekeeping Aide | 12.07 |
| 11150 - Janitor | 12.07 |
| 11210 - Laborer, Grounds Maintenance | 13.10 |
| 11240 - Maid or Houseman | 10.21 |
| 11260 - Pruner | 12.25 |
| 11270 - Tractor Operator | 14.78 |
| 11330 - Trail Maintenance Worker | 13.10 |
| 11360 - Window Cleaner | 12.91 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.19 |
| 12011 - Breath Alcohol Technician | 18.20 |
| 12012 - Certified Occupational Therapist Assistant | 20.82 |
| 12015 - Certified Physical Therapist Assistant | 20.93 |
| 12020 - Dental Assistant | 19.41 |
| 12025 - Dental Hygienist | 34.59 |
| 12030 - EKG Technician | 25.01 |
| 12035 - Electroneurodiagnostic Technologist | 25.01 |
| 12040 - Emergency Medical Technician | 16.80 |
| 12071 - Licensed Practical Nurse I | 16.84 |
| 12072 - Licensed Practical Nurse II | 18.84 |
| 12073 - Licensed Practical Nurse III | 21.01 |
| 12100 - Medical Assistant | 14.60 |
| 12130 - Medical Laboratory Technician | 19.22 |
| 12160 - Medical Record Clerk | 13.47 |
| 12190 - Medical Record Technician | 15.07 |
| 12195 - Medical Transcriptionist | 16.30 |
| 12210 - Nuclear Medicine Technologist | 33.89 |
| 12221 - Nursing Assistant I | 10.91 |
| 12222 - Nursing Assistant II | 12.27 |
| 12223 - Nursing Assistant III | 13.39 |
| 12224 - Nursing Assistant IV | 15.03 |
| 12235 - Optical Dispenser | 17.60 |

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| 12236 - Optical Technician | 15.46 |
| 12250 - Pharmacy Technician | 13.84 |
| 12280 - Phlebotomist | 15.03 |
| 12305 - Radiologic Technologist | 26.78 |
| 12311 - Registered Nurse I | 23.67 |
| 12312 - Registered Nurse II | 28.95 |
| 12313 - Registered Nurse II, Specialist | 28.95 |
| 12314 - Registered Nurse III | 35.02 |
| 12315 - Registered Nurse III, Anesthetist | 35.02 |
| 12316 - Registered Nurse IV | 41.97 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.55 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.49 |
| 13012 - Exhibits Specialist II | 20.40 |
| 13013 - Exhibits Specialist III | 24.95 |
| 13041 - Illustrator I | 16.46 |
| 13042 - Illustrator II | 20.40 |
| 13043 - Illustrator III | 24.95 |
| 13047 - Librarian | 22.58 |
| 13050 - Library Aide/Clerk | 11.01 |
| 13054 - Library Information Technology Systems Administrator | 20.40 |
| 13058 - Library Technician | 14.22 |
| 13061 - Media Specialist I | 14.71 |
| 13062 - Media Specialist II | 16.46 |
| 13063 - Media Specialist III | 18.36 |
| 13071 - Photographer I | 14.38 |
| 13072 - Photographer II | 16.08 |
| 13073 - Photographer III | 19.92 |
| 13074 - Photographer IV | 24.37 |
| 13075 - Photographer V | 29.49 |
| 13110 - Video Teleconference Technician | 18.04 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.60 |
| 14042 - Computer Operator II | 18.57 |
| 14043 - Computer Operator III | 20.71 |
| 14044 - Computer Operator IV | 23.00 |
| 14045 - Computer Operator V | 25.48 |
| 14071 - Computer Programmer I | (see 1) 20.16 |
| 14072 - Computer Programmer II | (see 1) 24.47 |
| 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 | 16.60 |
| 14160 - Personal Computer Support Technician | 23.03 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 31.98 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 38.33 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 45.94 |
| 15050 - Computer Based Training Specialist / Instructor | 31.98 |
| 15060 - Educational Technologist | 28.31 |
| 15070 - Flight Instructor (Pilot) | 45.94 |
| 15080 - Graphic Artist | 21.11 |
| 15090 - Technical Instructor | 20.43 |
| 15095 - Technical Instructor/Course Developer | 24.99 |
| 15110 - Test Proctor | 16.48 |
| 15120 - Tutor | 16.48 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.71 |
| 16030 - Counter Attendant | 10.71 |
| 16040 - Dry Cleaner | 14.24 |

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| 16070 - Finisher, Flatwork, Machine | 10.71 |
| 16090 - Presser, Hand | 10.71 |
| 16110 - Presser, Machine, Drycleaning | 10.71 |
| 16130 - Presser, Machine, Shirts | 10.71 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.71 |
| 16190 - Sewing Machine Operator | 15.10 |
| 16220 - Tailor | 15.78 |
| 16250 - Washer, Machine | 11.92 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.20 |
| 19040 - Tool And Die Maker | 21.75 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.68 |
| 21030 - Material Coordinator | 20.97 |
| 21040 - Material Expediter | 20.97 |
| 21050 - Material Handling Laborer | 12.62 |
| 21071 - Order Filler | 12.73 |
| 21080 - Production Line Worker (Food Processing) | 14.68 |
| 21110 - Shipping Packer | 14.26 |
| 21130 - Shipping/Receiving Clerk | 14.26 |
| 21140 - Store Worker I | 13.78 |
| 21150 - Stock Clerk | 16.77 |
| 21210 - Tools And Parts Attendant | 14.68 |
| 21410 - Warehouse Specialist | 14.68 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.94 |
| 23021 - Aircraft Mechanic I | 23.78 |
| 23022 - Aircraft Mechanic II | 24.94 |
| 23023 - Aircraft Mechanic III | 26.06 |
| 23040 - Aircraft Mechanic Helper | 17.05 |
| 23050 - Aircraft, Painter | 20.77 |
| 23060 - Aircraft Servicer | 19.21 |
| 23080 - Aircraft Worker | 20.31 |
| 23110 - Appliance Mechanic | 20.23 |
| 23120 - Bicycle Repairer | 12.26 |
| 23125 - Cable Splicer | 28.05 |
| 23130 - Carpenter, Maintenance | 19.95 |
| 23140 - Carpet Layer | 18.11 |
| 23160 - Electrician, Maintenance | 22.43 |
| 23181 - Electronics Technician Maintenance I | 21.55 |
| 23182 - Electronics Technician Maintenance II | 23.50 |
| 23183 - Electronics Technician Maintenance III | 24.70 |
| 23260 - Fabric Worker | 18.48 |
| 23290 - Fire Alarm System Mechanic | 21.13 |
| 23310 - Fire Extinguisher Repairer | 17.45 |
| 23311 - Fuel Distribution System Mechanic | 19.10 |
| 23312 - Fuel Distribution System Operator | 17.00 |
| 23370 - General Maintenance Worker | 17.53 |
| 23380 - Ground Support Equipment Mechanic | 23.78 |
| 23381 - Ground Support Equipment Servicer | 19.21 |
| 23382 - Ground Support Equipment Worker | 20.31 |
| 23391 - Gunsmith I | 17.45 |
| 23392 - Gunsmith II | 19.54 |
| 23393 - Gunsmith III | 21.71 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.15 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.18 |
| 23430 - Heavy Equipment Mechanic | 20.41 |
| 23440 - Heavy Equipment Operator | 19.48 |
| 23460 - Instrument Mechanic | 22.13 |
| 23465 - Laboratory/Shelter Mechanic | 20.65 |
| 23470 - Laborer | 12.62 |

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| 23510 - Locksmith | 17.69 |
| 23530 - Machinery Maintenance Mechanic | 21.67 |
| 23550 - Machinist, Maintenance | 18.83 |
| 23580 - Maintenance Trades Helper | 13.16 |
| 23591 - Metrology Technician I | 22.13 |
| 23592 - Metrology Technician II | 23.21 |
| 23593 - Metrology Technician III | 24.25 |
| 23640 - Millwright | 27.57 |
| 23710 - Office Appliance Repairer | 19.25 |
| 23760 - Painter, Maintenance | 16.50 |
| 23790 - Pipefitter, Maintenance | 24.35 |
| 23810 - Plumber, Maintenance | 22.30 |
| 23820 - Pneudraulic Systems Mechanic | 21.71 |
| 23850 - Rigger | 21.71 |
| 23870 - Scale Mechanic | 19.54 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.35 |
| 23910 - Small Engine Mechanic | 14.88 |
| 23931 - Telecommunications Mechanic I | 24.67 |
| 23932 - Telecommunications Mechanic II | 27.10 |
| 23950 - Telephone Lineman | 25.74 |
| 23960 - Welder, Combination, Maintenance | 19.03 |
| 23965 - Well Driller | 21.29 |
| 23970 - Woodcraft Worker | 21.71 |
| 23980 - Woodworker | 14.36 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.67 |
| 24580 - Child Care Center Clerk | 12.06 |
| 24610 - Chore Aide | 10.68 |
| 24620 - Family Readiness And Support Services Coordinator | 12.30 |
| 24630 - Homemaker | 13.55 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.18 |
| 25040 - Sewage Plant Operator | 19.75 |
| 25070 - Stationary Engineer | 21.18 |
| 25190 - Ventilation Equipment Tender | 16.01 |
| 25210 - Water Treatment Plant Operator | 19.75 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.77 |
| 27007 - Baggage Inspector | 13.37 |
| 27008 - Corrections Officer | 19.46 |
| 27010 - Court Security Officer | 19.73 |
| 27030 - Detection Dog Handler | 16.60 |
| 27040 - Detention Officer | 19.46 |
| 27070 - Firefighter | 19.14 |
| 27101 - Guard I | 13.37 |
| 27102 - Guard II | 16.60 |
| 27131 - Police Officer I | 21.92 |
| 27132 - Police Officer II | 24.36 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.41 |
| 28042 - Carnival Equipment Repairer | 12.06 |
| 28043 - Carnival Equipment Worker | 9.45 |
| 28210 - Gate Attendant/Gate Tender | 14.77 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 16.52 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.06 |
| 28515 - Recreation Specialist | 14.66 |
| 28630 - Sports Official | 13.16 |
| 28690 - Swimming Pool Operator | 17.64 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.74 |
| 29020 - Hatch Tender | 20.74 |

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| 29030 - Line Handler | 20.74 |
| 29041 - Stevedore I | 20.29 |
| 29042 - Stevedore II | 22.63 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.71 |
| 30022 - Archeological Technician II | 19.81 |
| 30023 - Archeological Technician III | 24.55 |
| 30030 - Cartographic Technician | 24.55 |
| 30040 - Civil Engineering Technician | 25.22 |
| 30061 - Drafter/CAD Operator I | 17.71 |
| 30062 - Drafter/CAD Operator II | 19.81 |
| 30063 - Drafter/CAD Operator III | 22.09 |
| 30064 - Drafter/CAD Operator IV | 27.17 |
| 30081 - Engineering Technician I | 15.12 |
| 30082 - Engineering Technician II | 16.97 |
| 30083 - Engineering Technician III | 21.45 |
| 30084 - Engineering Technician IV | 23.52 |
| 30085 - Engineering Technician V | 28.77 |
| 30086 - Engineering Technician VI | 34.81 |
| 30090 - Environmental Technician | 18.38 |
| 30210 - Laboratory Technician | 20.17 |
| 30240 - Mathematical Technician | 24.55 |
| 30361 - Paralegal/Legal Assistant I | 17.37 |
| 30362 - Paralegal/Legal Assistant II | 21.53 |
| 30363 - Paralegal/Legal Assistant III | 26.34 |
| 30364 - Paralegal/Legal Assistant IV | 31.86 |
| 30390 - Photo-Optics Technician | 24.55 |
| 30461 - Technical Writer I | 23.62 |
| 30462 - Technical Writer II | 28.90 |
| 30463 - Technical Writer III | 34.96 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 22.09 |
| 30621 - Weather Observer, Senior (see 2) | 24.55 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.57 |
| 31030 - Bus Driver | 15.29 |
| 31043 - Driver Courier | 14.03 |
| 31260 - Parking and Lot Attendant | 10.25 |
| 31290 - Shuttle Bus Driver | 14.57 |
| 31310 - Taxi Driver | 11.16 |
| 31361 - Truckdriver, Light | 14.57 |
| 31362 - Truckdriver, Medium | 15.55 |
| 31363 - Truckdriver, Heavy | 18.76 |
| 31364 - Truckdriver, Tractor-Trailer | 18.76 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.22 |
| 99050 - Desk Clerk | 10.61 |
| 99095 - Embalmer | 28.59 |
| 99251 - Laboratory Animal Caretaker I | 10.17 |
| 99252 - Laboratory Animal Caretaker II | 10.81 |
| 99310 - Mortician | 28.59 |
| 99410 - Pest Controller | 17.70 |
| 99510 - Photofinishing Worker | 15.03 |
| 99710 - Recycling Laborer | 14.64 |
| 99711 - Recycling Specialist | 16.68 |

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| 99730 - Refuse Collector | 13.69 |
| 99810 - Sales Clerk | 12.38 |
| 99820 - School Crossing Guard | 11.44 |
| 99830 - Survey Party Chief | 17.19 |
| 99831 - Surveying Aide | 10.46 |
| 99832 - Surveying Technician | 15.64 |
| 99840 - Vending Machine Attendant | 13.85 |
| 99841 - Vending Machine Repairer | 16.49 |
| 99842 - Vending Machine Repairer Helper | 13.85 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 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 4174)

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. Conformance 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2340
Revision No.: 16
Date Of Last Revision: 07/25/2014

This wage determination applies to the entire state of NEW HAMPSHIRE Excluding the cities and towns in ROCKINGHAM county listed below:

ROCKINGHAM County: Atkinson, Brentwood, Danville, Derry, East Kingston, Hampstead, Kingston, Newton, Plaistow, Salem, Sandown, Seabrook, and Windham

See WD 2005-2258 for other cities and towns that are included.

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.21 |
| 01012 - Accounting Clerk II | | 14.82 |
| 01013 - Accounting Clerk III | | 16.58 |
| 01020 - Administrative Assistant | | 19.72 |
| 01040 - Court Reporter | | 16.02 |
| 01051 - Data Entry Operator I | | 12.04 |
| 01052 - Data Entry Operator II | | 13.14 |
| 01060 - Dispatcher, Motor Vehicle | | 18.10 |
| 01070 - Document Preparation Clerk | | 14.12 |
| 01090 - Duplicating Machine Operator | | 14.12 |
| 01111 - General Clerk I | | 11.84 |
| 01112 - General Clerk II | | 12.92 |
| 01113 - General Clerk III | | 14.50 |
| 01120 - Housing Referral Assistant | | 17.87 |
| 01141 - Messenger Courier | | 11.87 |

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| 01191 - Order Clerk I | 12.93 |
| 01192 - Order Clerk II | 14.11 |
| 01261 - Personnel Assistant (Employment) I | 13.89 |
| 01262 - Personnel Assistant (Employment) II | 15.54 |
| 01263 - Personnel Assistant (Employment) III | 17.33 |
| 01270 - Production Control Clerk | 20.97 |
| 01280 - Receptionist | 12.46 |
| 01290 - Rental Clerk | 12.86 |
| 01300 - Scheduler, Maintenance | 14.32 |
| 01311 - Secretary I | 14.32 |
| 01312 - Secretary II | 16.02 |
| 01313 - Secretary III | 17.87 |
| 01320 - Service Order Dispatcher | 18.47 |
| 01410 - Supply Technician | 19.87 |
| 01420 - Survey Worker | 13.97 |
| 01531 - Travel Clerk I | 13.79 |
| 01532 - Travel Clerk II | 14.92 |
| 01533 - Travel Clerk III | 16.08 |
| 01611 - Word Processor I | 12.80 |
| 01612 - Word Processor II | 14.37 |
| 01613 - Word Processor III | 16.07 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.30 |
| 05010 - Automotive Electrician | 18.69 |
| 05040 - Automotive Glass Installer | 17.79 |
| 05070 - Automotive Worker | 17.72 |
| 05110 - Mobile Equipment Servicer | 15.80 |
| 05130 - Motor Equipment Metal Mechanic | 19.63 |
| 05160 - Motor Equipment Metal Worker | 17.72 |
| 05190 - Motor Vehicle Mechanic | 19.30 |
| 05220 - Motor Vehicle Mechanic Helper | 14.90 |
| 05250 - Motor Vehicle Upholstery Worker | 16.77 |
| 05280 - Motor Vehicle Wrecker | 17.72 |
| 05310 - Painter, Automotive | 20.31 |
| 05340 - Radiator Repair Specialist | 17.72 |
| 05370 - Tire Repairer | 12.26 |
| 05400 - Transmission Repair Specialist | 19.63 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.19 |
| 07041 - Cook I | 12.31 |
| 07042 - Cook II | 14.29 |
| 07070 - Dishwasher | 9.00 |
| 07130 - Food Service Worker | 9.42 |
| 07210 - Meat Cutter | 16.52 |
| 07260 - Waiter/Waitress | 9.53 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.62 |
| 09040 - Furniture Handler | 11.63 |
| 09080 - Furniture Refinisher | 16.50 |
| 09090 - Furniture Refinisher Helper | 13.15 |
| 09110 - Furniture Repairer, Minor | 14.81 |
| 09130 - Upholsterer | 16.50 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.70 |
| 11060 - Elevator Operator | 11.70 |
| 11090 - Gardener | 15.64 |
| 11122 - Housekeeping Aide | 12.07 |
| 11150 - Janitor | 12.07 |
| 11210 - Laborer, Grounds Maintenance | 13.10 |
| 11240 - Maid or Houseman | 10.21 |
| 11260 - Pruner | 12.25 |
| 11270 - Tractor Operator | 14.78 |
| 11330 - Trail Maintenance Worker | 13.10 |

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| 11360 - Window Cleaner | 12.91 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.19 |
| 12011 - Breath Alcohol Technician | 18.20 |
| 12012 - Certified Occupational Therapist Assistant | 20.82 |
| 12015 - Certified Physical Therapist Assistant | 20.93 |
| 12020 - Dental Assistant | 19.41 |
| 12025 - Dental Hygienist | 34.59 |
| 12030 - EKG Technician | 25.01 |
| 12035 - Electroneurodiagnostic Technologist | 25.01 |
| 12040 - Emergency Medical Technician | 16.80 |
| 12071 - Licensed Practical Nurse I | 16.84 |
| 12072 - Licensed Practical Nurse II | 18.84 |
| 12073 - Licensed Practical Nurse III | 21.01 |
| 12100 - Medical Assistant | 14.60 |
| 12130 - Medical Laboratory Technician | 19.22 |
| 12160 - Medical Record Clerk | 13.47 |
| 12190 - Medical Record Technician | 15.07 |
| 12195 - Medical Transcriptionist | 16.30 |
| 12210 - Nuclear Medicine Technologist | 33.89 |
| 12221 - Nursing Assistant I | 10.91 |
| 12222 - Nursing Assistant II | 12.27 |
| 12223 - Nursing Assistant III | 13.39 |
| 12224 - Nursing Assistant IV | 15.03 |
| 12235 - Optical Dispenser | 17.60 |
| 12236 - Optical Technician | 15.46 |
| 12250 - Pharmacy Technician | 13.84 |
| 12280 - Phlebotomist | 15.03 |
| 12305 - Radiologic Technologist | 26.78 |
| 12311 - Registered Nurse I | 23.67 |
| 12312 - Registered Nurse II | 28.95 |
| 12313 - Registered Nurse II, Specialist | 28.95 |
| 12314 - Registered Nurse III | 35.02 |
| 12315 - Registered Nurse III, Anesthetist | 35.02 |
| 12316 - Registered Nurse IV | 41.97 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.55 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.49 |
| 13012 - Exhibits Specialist II | 20.40 |
| 13013 - Exhibits Specialist III | 24.95 |
| 13041 - Illustrator I | 16.46 |
| 13042 - Illustrator II | 20.40 |
| 13043 - Illustrator III | 24.95 |
| 13047 - Librarian | 22.58 |
| 13050 - Library Aide/Clerk | 11.01 |
| 13054 - Library Information Technology Systems Administrator | 20.40 |
| 13058 - Library Technician | 14.22 |
| 13061 - Media Specialist I | 14.71 |
| 13062 - Media Specialist II | 16.46 |
| 13063 - Media Specialist III | 18.36 |
| 13071 - Photographer I | 14.38 |
| 13072 - Photographer II | 16.08 |
| 13073 - Photographer III | 19.92 |
| 13074 - Photographer IV | 24.37 |
| 13075 - Photographer V | 29.49 |
| 13110 - Video Teleconference Technician | 18.04 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.60 |
| 14042 - Computer Operator II | 18.57 |
| 14043 - Computer Operator III | 20.71 |
| 14044 - Computer Operator IV | 23.00 |
| 14045 - Computer Operator V | 25.48 |

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| | | |
|---|---------|-------|
| 14071 - Computer Programmer I | (see 1) | 20.16 |
| 14072 - Computer Programmer II | (see 1) | 24.47 |
| 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 | | 16.60 |
| 14160 - Personal Computer Support Technician | | 23.03 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 31.98 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 38.33 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 45.94 |
| 15050 - Computer Based Training Specialist / Instructor | | 31.98 |
| 15060 - Educational Technologist | | 28.31 |
| 15070 - Flight Instructor (Pilot) | | 45.94 |
| 15080 - Graphic Artist | | 21.11 |
| 15090 - Technical Instructor | | 20.43 |
| 15095 - Technical Instructor/Course Developer | | 24.99 |
| 15110 - Test Proctor | | 16.48 |
| 15120 - Tutor | | 16.48 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 10.71 |
| 16030 - Counter Attendant | | 10.71 |
| 16040 - Dry Cleaner | | 14.24 |
| 16070 - Finisher, Flatwork, Machine | | 10.71 |
| 16090 - Presser, Hand | | 10.71 |
| 16110 - Presser, Machine, Drycleaning | | 10.71 |
| 16130 - Presser, Machine, Shirts | | 10.71 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 10.71 |
| 16190 - Sewing Machine Operator | | 15.10 |
| 16220 - Tailor | | 15.78 |
| 16250 - Washer, Machine | | 11.92 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 18.20 |
| 19040 - Tool And Die Maker | | 21.75 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 14.68 |
| 21030 - Material Coordinator | | 20.97 |
| 21040 - Material Expediter | | 20.97 |
| 21050 - Material Handling Laborer | | 12.62 |
| 21071 - Order Filler | | 12.73 |
| 21080 - Production Line Worker (Food Processing) | | 14.68 |
| 21110 - Shipping Packer | | 14.26 |
| 21130 - Shipping/Receiving Clerk | | 14.26 |
| 21140 - Store Worker I | | 13.78 |
| 21150 - Stock Clerk | | 16.77 |
| 21210 - Tools And Parts Attendant | | 14.68 |
| 21410 - Warehouse Specialist | | 14.68 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 24.94 |
| 23021 - Aircraft Mechanic I | | 23.78 |
| 23022 - Aircraft Mechanic II | | 24.94 |
| 23023 - Aircraft Mechanic III | | 26.06 |
| 23040 - Aircraft Mechanic Helper | | 17.05 |
| 23050 - Aircraft, Painter | | 20.77 |
| 23060 - Aircraft Servicer | | 19.21 |
| 23080 - Aircraft Worker | | 20.31 |
| 23110 - Appliance Mechanic | | 20.23 |
| 23120 - Bicycle Repairer | | 12.26 |
| 23125 - Cable Splicer | | 28.05 |
| 23130 - Carpenter, Maintenance | | 19.95 |
| 23140 - Carpet Layer | | 18.11 |

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|---|-------|
| 23160 - Electrician, Maintenance | 22.43 |
| 23181 - Electronics Technician Maintenance I | 21.55 |
| 23182 - Electronics Technician Maintenance II | 23.50 |
| 23183 - Electronics Technician Maintenance III | 24.70 |
| 23260 - Fabric Worker | 18.48 |
| 23290 - Fire Alarm System Mechanic | 21.13 |
| 23310 - Fire Extinguisher Repairer | 17.45 |
| 23311 - Fuel Distribution System Mechanic | 19.10 |
| 23312 - Fuel Distribution System Operator | 17.00 |
| 23370 - General Maintenance Worker | 17.53 |
| 23380 - Ground Support Equipment Mechanic | 23.78 |
| 23381 - Ground Support Equipment Servicer | 19.21 |
| 23382 - Ground Support Equipment Worker | 20.31 |
| 23391 - Gunsmith I | 17.45 |
| 23392 - Gunsmith II | 19.54 |
| 23393 - Gunsmith III | 21.71 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.15 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.18 |
| 23430 - Heavy Equipment Mechanic | 20.41 |
| 23440 - Heavy Equipment Operator | 19.48 |
| 23460 - Instrument Mechanic | 22.13 |
| 23465 - Laboratory/Shelter Mechanic | 20.65 |
| 23470 - Laborer | 12.62 |
| 23510 - Locksmith | 17.69 |
| 23530 - Machinery Maintenance Mechanic | 21.67 |
| 23550 - Machinist, Maintenance | 18.83 |
| 23580 - Maintenance Trades Helper | 13.16 |
| 23591 - Metrology Technician I | 22.13 |
| 23592 - Metrology Technician II | 23.21 |
| 23593 - Metrology Technician III | 24.25 |
| 23640 - Millwright | 27.57 |
| 23710 - Office Appliance Repairer | 19.25 |
| 23760 - Painter, Maintenance | 16.50 |
| 23790 - Pipefitter, Maintenance | 24.35 |
| 23810 - Plumber, Maintenance | 22.30 |
| 23820 - Pneudraulic Systems Mechanic | 21.71 |
| 23850 - Rigger | 21.71 |
| 23870 - Scale Mechanic | 19.54 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.35 |
| 23910 - Small Engine Mechanic | 14.88 |
| 23931 - Telecommunications Mechanic I | 24.67 |
| 23932 - Telecommunications Mechanic II | 27.10 |
| 23950 - Telephone Lineman | 25.74 |
| 23960 - Welder, Combination, Maintenance | 19.03 |
| 23965 - Well Driller | 21.29 |
| 23970 - Woodcraft Worker | 21.71 |
| 23980 - Woodworker | 14.36 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.67 |
| 24580 - Child Care Center Clerk | 12.06 |
| 24610 - Chore Aide | 10.68 |
| 24620 - Family Readiness And Support Services Coordinator | 12.30 |
| 24630 - Homemaker | 13.55 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.18 |
| 25040 - Sewage Plant Operator | 19.75 |
| 25070 - Stationary Engineer | 21.18 |
| 25190 - Ventilation Equipment Tender | 16.01 |
| 25210 - Water Treatment Plant Operator | 19.75 |
| 27000 - Protective Service Occupations | |

| | | |
|-------|--|-------|
| 27004 | - Alarm Monitor | 16.77 |
| 27007 | - Baggage Inspector | 13.37 |
| 27008 | - Corrections Officer | 19.46 |
| 27010 | - Court Security Officer | 19.73 |
| 27030 | - Detection Dog Handler | 16.60 |
| 27040 | - Detention Officer | 19.46 |
| 27070 | - Firefighter | 19.14 |
| 27101 | - Guard I | 13.37 |
| 27102 | - Guard II | 16.60 |
| 27131 | - Police Officer I | 21.92 |
| 27132 | - Police Officer II | 24.36 |
| 28000 | - Recreation Occupations | |
| 28041 | - Carnival Equipment Operator | 11.41 |
| 28042 | - Carnival Equipment Repairer | 12.06 |
| 28043 | - Carnival Equipment Worker | 9.45 |
| 28210 | - Gate Attendant/Gate Tender | 14.77 |
| 28310 | - Lifeguard | 11.34 |
| 28350 | - Park Attendant (Aide) | 16.52 |
| 28510 | - Recreation Aide/Health Facility Attendant | 12.06 |
| 28515 | - Recreation Specialist | 14.66 |
| 28630 | - Sports Official | 13.16 |
| 28690 | - Swimming Pool Operator | 17.64 |
| 29000 | - Stevedoring/Longshoremen Occupational Services | |
| 29010 | - Blocker And Bracer | 20.74 |
| 29020 | - Hatch Tender | 20.74 |
| 29030 | - Line Handler | 20.74 |
| 29041 | - Stevedore I | 20.29 |
| 29042 | - Stevedore II | 22.63 |
| 30000 | - Technical Occupations | |
| 30010 | - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 | - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 | - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 | - Archeological Technician I | 17.71 |
| 30022 | - Archeological Technician II | 19.81 |
| 30023 | - Archeological Technician III | 24.55 |
| 30030 | - Cartographic Technician | 24.55 |
| 30040 | - Civil Engineering Technician | 25.22 |
| 30061 | - Drafter/CAD Operator I | 17.71 |
| 30062 | - Drafter/CAD Operator II | 19.81 |
| 30063 | - Drafter/CAD Operator III | 22.09 |
| 30064 | - Drafter/CAD Operator IV | 27.17 |
| 30081 | - Engineering Technician I | 15.12 |
| 30082 | - Engineering Technician II | 16.97 |
| 30083 | - Engineering Technician III | 21.45 |
| 30084 | - Engineering Technician IV | 23.52 |
| 30085 | - Engineering Technician V | 28.77 |
| 30086 | - Engineering Technician VI | 34.81 |
| 30090 | - Environmental Technician | 18.38 |
| 30210 | - Laboratory Technician | 20.17 |
| 30240 | - Mathematical Technician | 24.55 |
| 30361 | - Paralegal/Legal Assistant I | 17.37 |
| 30362 | - Paralegal/Legal Assistant II | 21.53 |
| 30363 | - Paralegal/Legal Assistant III | 26.34 |
| 30364 | - Paralegal/Legal Assistant IV | 31.86 |
| 30390 | - Photo-Optics Technician | 24.55 |
| 30461 | - Technical Writer I | 23.62 |
| 30462 | - Technical Writer II | 28.90 |
| 30463 | - Technical Writer III | 34.96 |
| 30491 | - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 | - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 | - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 | - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 | - Unexploded (UXO) Sweep Personnel | 22.74 |

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|---|---------|-------|
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) | 22.09 |
| 30621 - Weather Observer, Senior | (see 2) | 24.55 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 11.57 |
| 31030 - Bus Driver | | 15.29 |
| 31043 - Driver Courier | | 14.03 |
| 31260 - Parking and Lot Attendant | | 10.25 |
| 31290 - Shuttle Bus Driver | | 14.57 |
| 31310 - Taxi Driver | | 11.16 |
| 31361 - Truckdriver, Light | | 14.57 |
| 31362 - Truckdriver, Medium | | 15.55 |
| 31363 - Truckdriver, Heavy | | 18.76 |
| 31364 - Truckdriver, Tractor-Trailer | | 18.76 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 9.22 |
| 99050 - Desk Clerk | | 10.61 |
| 99095 - Embalmer | | 28.59 |
| 99251 - Laboratory Animal Caretaker I | | 10.17 |
| 99252 - Laboratory Animal Caretaker II | | 10.81 |
| 99310 - Mortician | | 28.59 |
| 99410 - Pest Controller | | 17.70 |
| 99510 - Photofinishing Worker | | 15.03 |
| 99710 - Recycling Laborer | | 14.64 |
| 99711 - Recycling Specialist | | 16.68 |
| 99730 - Refuse Collector | | 13.69 |
| 99810 - Sales Clerk | | 12.38 |
| 99820 - School Crossing Guard | | 11.44 |
| 99830 - Survey Party Chief | | 17.19 |
| 99831 - Surveying Aide | | 10.46 |
| 99832 - Surveying Technician | | 15.64 |
| 99840 - Vending Machine Attendant | | 13.85 |
| 99841 - Vending Machine Repairer | | 16.49 |
| 99842 - Vending Machine Repairer Helper | | 13.85 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2345
Revision No.: 16
Date of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey Counties of Atlantic, Cape May, Cumberland
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****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.53 |
| 01012 - Accounting Clerk II | | 16.31 |
| 01013 - Accounting Clerk III | | 18.24 |
| 01020 - Administrative Assistant | | 27.42 |
| 01040 - Court Reporter | | 20.94 |
| 01051 - Data Entry Operator I | | 14.22 |
| 01052 - Data Entry Operator II | | 15.93 |
| 01060 - Dispatcher, Motor Vehicle | | 17.92 |
| 01070 - Document Preparation Clerk | | 13.66 |
| 01090 - Duplicating Machine Operator | | 13.66 |
| 01111 - General Clerk I | | 13.45 |
| 01112 - General Clerk II | | 14.68 |
| 01113 - General Clerk III | | 16.48 |
| 01120 - Housing Referral Assistant | | 24.11 |
| 01141 - Messenger Courier | | 12.91 |
| 01191 - Order Clerk I | | 14.81 |
| 01192 - Order Clerk II | | 15.68 |
| 01261 - Personnel Assistant (Employment) I | | 16.56 |
| 01262 - Personnel Assistant (Employment) II | | 18.52 |
| 01263 - Personnel Assistant (Employment) III | | 20.64 |
| 01270 - Production Control Clerk | | 22.74 |
| 01280 - Receptionist | | 14.72 |
| 01290 - Rental Clerk | | 16.83 |
| 01300 - Scheduler, Maintenance | | 17.52 |
| 01311 - Secretary I | | 19.12 |
| 01312 - Secretary II | | 21.84 |
| 01313 - Secretary III | | 24.11 |
| 01320 - Service Order Dispatcher | | 16.76 |
| 01410 - Supply Technician | | 27.02 |
| 01420 - Survey Worker | | 17.92 |
| 01531 - Travel Clerk I | | 12.87 |
| 01532 - Travel Clerk II | | 13.61 |
| 01533 - Travel Clerk III | | 14.53 |
| 01611 - Word Processor I | | 15.91 |
| 01612 - Word Processor II | | 17.86 |
| 01613 - Word Processor III | | 19.98 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.53 |
| 05010 - Automotive Electrician | | 22.35 |
| 05040 - Automotive Glass Installer | | 20.34 |
| 05070 - Automotive Worker | | 21.67 |
| 05110 - Mobile Equipment Servicer | | 19.63 |
| 05130 - Motor Equipment Metal Mechanic | | 22.81 |
| 05160 - Motor Equipment Metal Worker | | 21.22 |
| 05190 - Motor Vehicle Mechanic | | 22.83 |
| 05220 - Motor Vehicle Mechanic Helper | | 18.71 |
| 05250 - Motor Vehicle Upholstery Worker | | 20.54 |
| 05280 - Motor Vehicle Wrecker | | 21.22 |
| 05310 - Painter, Automotive | | 22.14 |
| 05340 - Radiator Repair Specialist | | 21.22 |
| 05370 - Tire Repairer | | 13.58 |
| 05400 - Transmission Repair Specialist | | 23.49 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 13.84 |
| 07041 - Cook I | | 12.99 |
| 07042 - Cook II | | 13.84 |

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| 07070 - Dishwasher | 9.86 |
| 07130 - Food Service Worker | 11.22 |
| 07210 - Meat Cutter | 19.04 |
| 07260 - Waiter/Waitress | 11.05 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.42 |
| 09040 - Furniture Handler | 17.39 |
| 09080 - Furniture Refinisher | 22.85 |
| 09090 - Furniture Refinisher Helper | 19.50 |
| 09110 - Furniture Repairer, Minor | 21.21 |
| 09130 - Upholsterer | 22.43 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.81 |
| 11060 - Elevator Operator | 12.33 |
| 11090 - Gardener | 16.09 |
| 11122 - Housekeeping Aide | 12.81 |
| 11150 - Janitor | 12.81 |
| 11210 - Laborer, Grounds Maintenance | 13.67 |
| 11240 - Maid or Houseman | 11.29 |
| 11260 - Pruner | 12.83 |
| 11270 - Tractor Operator | 15.33 |
| 11330 - Trail Maintenance Worker | 13.67 |
| 11360 - Window Cleaner | 13.61 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.48 |
| 12011 - Breath Alcohol Technician | 20.44 |
| 12012 - Certified Occupational Therapist Assistant | 23.94 |
| 12015 - Certified Physical Therapist Assistant | 22.60 |
| 12020 - Dental Assistant | 18.36 |
| 12025 - Dental Hygienist | 34.74 |
| 12030 - EKG Technician | 33.35 |
| 12035 - Electroneurodiagnostic Technologist | 33.35 |
| 12040 - Emergency Medical Technician | 17.48 |
| 12071 - Licensed Practical Nurse I | 20.15 |
| 12072 - Licensed Practical Nurse II | 22.05 |
| 12073 - Licensed Practical Nurse III | 24.57 |
| 12100 - Medical Assistant | 14.97 |
| 12130 - Medical Laboratory Technician | 21.17 |
| 12160 - Medical Record Clerk | 15.47 |
| 12190 - Medical Record Technician | 17.31 |
| 12195 - Medical Transcriptionist | 17.02 |
| 12210 - Nuclear Medicine Technologist | 36.14 |
| 12221 - Nursing Assistant I | 10.52 |
| 12222 - Nursing Assistant II | 11.83 |
| 12223 - Nursing Assistant III | 12.91 |
| 12224 - Nursing Assistant IV | 14.49 |
| 12235 - Optical Dispenser | 21.62 |
| 12236 - Optical Technician | 16.61 |
| 12250 - Pharmacy Technician | 15.13 |
| 12280 - Phlebotomist | 14.49 |
| 12305 - Radiologic Technologist | 29.38 |
| 12311 - Registered Nurse I | 29.51 |
| 12312 - Registered Nurse II | 32.76 |
| 12313 - Registered Nurse II, Specialist | 32.76 |
| 12314 - Registered Nurse III | 39.32 |
| 12315 - Registered Nurse III, Anesthetist | 39.32 |
| 12316 - Registered Nurse IV | 47.11 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.50 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.74 |
| 13012 - Exhibits Specialist II | 25.72 |
| 13013 - Exhibits Specialist III | 31.69 |
| 13041 - Illustrator I | 22.72 |

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| 13042 - Illustrator II | 28.29 |
| 13043 - Illustrator III | 34.79 |
| 13047 - Librarian | 32.55 |
| 13050 - Library Aide/Clerk | 16.83 |
| 13054 - Library Information Technology Systems Administrator | 28.26 |
| 13058 - Library Technician | 18.44 |
| 13061 - Media Specialist I | 17.94 |
| 13062 - Media Specialist II | 20.06 |
| 13063 - Media Specialist III | 22.37 |
| 13071 - Photographer I | 18.07 |
| 13072 - Photographer II | 20.54 |
| 13073 - Photographer III | 25.65 |
| 13074 - Photographer IV | 30.62 |
| 13075 - Photographer V | 37.06 |
| 13110 - Video Teleconference Technician | 21.70 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.50 |
| 14042 - Computer Operator II | 20.70 |
| 14043 - Computer Operator III | 23.07 |
| 14044 - Computer Operator IV | 25.64 |
| 14045 - Computer Operator V | 28.39 |
| 14071 - Computer Programmer I | (see 1) 27.62 |
| 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 | 18.50 |
| 14160 - Personal Computer Support Technician | 25.64 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.14 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 40.11 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 48.06 |
| 15050 - Computer Based Training Specialist / Instructor | 33.14 |
| 15060 - Educational Technologist | 32.83 |
| 15070 - Flight Instructor (Pilot) | 48.06 |
| 15080 - Graphic Artist | 24.99 |
| 15090 - Technical Instructor | 23.41 |
| 15095 - Technical Instructor/Course Developer | 29.27 |
| 15110 - Test Proctor | 19.71 |
| 15120 - Tutor | 19.32 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.93 |
| 16030 - Counter Attendant | 9.93 |
| 16040 - Dry Cleaner | 12.54 |
| 16070 - Finisher, Flatwork, Machine | 9.93 |
| 16090 - Presser, Hand | 9.93 |
| 16110 - Presser, Machine, Drycleaning | 9.93 |
| 16130 - Presser, Machine, Shirts | 9.93 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.93 |
| 16190 - Sewing Machine Operator | 13.44 |
| 16220 - Tailor | 14.32 |
| 16250 - Washer, Machine | 10.81 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.29 |
| 19040 - Tool And Die Maker | 24.23 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.21 |
| 21030 - Material Coordinator | 19.55 |
| 21040 - Material Expediter | 19.55 |
| 21050 - Material Handling Laborer | 12.65 |

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| 21071 - Order Filler | 13.73 |
| 21080 - Production Line Worker (Food Processing) | 19.21 |
| 21110 - Shipping Packer | 16.45 |
| 21130 - Shipping/Receiving Clerk | 16.45 |
| 21140 - Store Worker I | 16.93 |
| 21150 - Stock Clerk | 19.11 |
| 21210 - Tools And Parts Attendant | 19.21 |
| 21410 - Warehouse Specialist | 19.21 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 28.72 |
| 23021 - Aircraft Mechanic I | 27.48 |
| 23022 - Aircraft Mechanic II | 28.72 |
| 23023 - Aircraft Mechanic III | 30.43 |
| 23040 - Aircraft Mechanic Helper | 22.62 |
| 23050 - Aircraft, Painter | 25.65 |
| 23060 - Aircraft Servicer | 23.98 |
| 23080 - Aircraft Worker | 23.30 |
| 23110 - Appliance Mechanic | 23.93 |
| 23120 - Bicycle Repairer | 15.11 |
| 23125 - Cable Splicer | 32.44 |
| 23130 - Carpenter, Maintenance | 24.40 |
| 23140 - Carpet Layer | 24.83 |
| 23160 - Electrician, Maintenance | 27.23 |
| 23181 - Electronics Technician Maintenance I | 24.75 |
| 23182 - Electronics Technician Maintenance II | 26.66 |
| 23183 - Electronics Technician Maintenance III | 27.60 |
| 23260 - Fabric Worker | 23.98 |
| 23290 - Fire Alarm System Mechanic | 25.51 |
| 23310 - Fire Extinguisher Repairer | 23.10 |
| 23311 - Fuel Distribution System Mechanic | 26.89 |
| 23312 - Fuel Distribution System Operator | 23.16 |
| 23370 - General Maintenance Worker | 21.37 |
| 23380 - Ground Support Equipment Mechanic | 27.48 |
| 23381 - Ground Support Equipment Servicer | 23.98 |
| 23382 - Ground Support Equipment Worker | 23.95 |
| 23391 - Gunsmith I | 23.10 |
| 23392 - Gunsmith II | 24.92 |
| 23393 - Gunsmith III | 26.76 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.17 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.15 |
| 23430 - Heavy Equipment Mechanic | 24.73 |
| 23440 - Heavy Equipment Operator | 27.89 |
| 23460 - Instrument Mechanic | 26.76 |
| 23465 - Laboratory/Shelter Mechanic | 25.83 |
| 23470 - Laborer | 15.83 |
| 23510 - Locksmith | 23.29 |
| 23530 - Machinery Maintenance Mechanic | 24.32 |
| 23550 - Machinist, Maintenance | 25.08 |
| 23580 - Maintenance Trades Helper | 18.52 |
| 23591 - Metrology Technician I | 26.76 |
| 23592 - Metrology Technician II | 27.73 |
| 23593 - Metrology Technician III | 28.58 |
| 23640 - Millwright | 26.76 |
| 23710 - Office Appliance Repairer | 23.06 |
| 23760 - Painter, Maintenance | 24.18 |
| 23790 - Pipefitter, Maintenance | 30.39 |
| 23810 - Plumber, Maintenance | 26.93 |
| 23820 - Pneudraulic Systems Mechanic | 26.76 |
| 23850 - Rigger | 26.76 |
| 23870 - Scale Mechanic | 25.73 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.49 |

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| 23910 - Small Engine Mechanic | 21.06 |
| 23931 - Telecommunications Mechanic I | 27.82 |
| 23932 - Telecommunications Mechanic II | 28.86 |
| 23950 - Telephone Lineman | 28.29 |
| 23960 - Welder, Combination, Maintenance | 20.91 |
| 23965 - Well Driller | 24.36 |
| 23970 - Woodcraft Worker | 26.76 |
| 23980 - Woodworker | 23.89 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.15 |
| 24580 - Child Care Center Clerk | 13.90 |
| 24610 - Chore Aide | 13.56 |
| 24620 - Family Readiness And Support Services Coordinator | 15.61 |
| 24630 - Homemaker | 17.02 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.28 |
| 25040 - Sewage Plant Operator | 22.82 |
| 25070 - Stationary Engineer | 22.28 |
| 25190 - Ventilation Equipment Tender | 18.37 |
| 25210 - Water Treatment Plant Operator | 22.82 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.60 |
| 27007 - Baggage Inspector | 13.48 |
| 27008 - Corrections Officer | 24.29 |
| 27010 - Court Security Officer | 27.70 |
| 27030 - Detection Dog Handler | 18.63 |
| 27040 - Detention Officer | 24.29 |
| 27070 - Firefighter | 27.25 |
| 27101 - Guard I | 13.48 |
| 27102 - Guard II | 18.63 |
| 27131 - Police Officer I | 28.28 |
| 27132 - Police Officer II | 31.43 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.46 |
| 28042 - Carnival Equipment Repairer | 12.02 |
| 28043 - Carnival Equipment Worker | 9.76 |
| 28210 - Gate Attendant/Gate Tender | 16.04 |
| 28310 - Lifeguard | 12.78 |
| 28350 - Park Attendant (Aide) | 17.94 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.54 |
| 28515 - Recreation Specialist | 18.87 |
| 28630 - Sports Official | 14.29 |
| 28690 - Swimming Pool Operator | 20.24 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.30 |
| 29020 - Hatch Tender | 24.30 |
| 29030 - Line Handler | 24.30 |
| 29041 - Stevedore I | 23.38 |
| 29042 - Stevedore II | 25.20 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.17 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.31 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.98 |
| 30021 - Archeological Technician I | 19.23 |
| 30022 - Archeological Technician II | 21.57 |
| 30023 - Archeological Technician III | 28.14 |
| 30030 - Cartographic Technician | 28.27 |
| 30040 - Civil Engineering Technician | 27.94 |
| 30061 - Drafter/CAD Operator I | 20.33 |
| 30062 - Drafter/CAD Operator II | 22.75 |
| 30063 - Drafter/CAD Operator III | 25.36 |
| 30064 - Drafter/CAD Operator IV | 31.21 |

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| 30081 - Engineering Technician I | 16.38 |
| 30082 - Engineering Technician II | 18.19 |
| 30083 - Engineering Technician III | 24.23 |
| 30084 - Engineering Technician IV | 29.51 |
| 30085 - Engineering Technician V | 35.18 |
| 30086 - Engineering Technician VI | 37.71 |
| 30090 - Environmental Technician | 26.73 |
| 30210 - Laboratory Technician | 25.35 |
| 30240 - Mathematical Technician | 28.72 |
| 30361 - Paralegal/Legal Assistant I | 18.87 |
| 30362 - Paralegal/Legal Assistant II | 23.37 |
| 30363 - Paralegal/Legal Assistant III | 28.59 |
| 30364 - Paralegal/Legal Assistant IV | 34.58 |
| 30390 - Photo-Optics Technician | 28.22 |
| 30461 - Technical Writer I | 21.04 |
| 30462 - Technical Writer II | 25.74 |
| 30463 - Technical Writer III | 34.45 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.25 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.35 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.17 |
| 30494 - Unexploded (UXO) Safety Escort | 24.25 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.25 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 23.26 |
| 30621 - Weather Observer, Senior | (see 2) 25.85 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 15.22 |
| 31030 - Bus Driver | 18.56 |
| 31043 - Driver Courier | 18.13 |
| 31260 - Parking and Lot Attendant | 10.89 |
| 31290 - Shuttle Bus Driver | 19.00 |
| 31310 - Taxi Driver | 12.23 |
| 31361 - Truckdriver, Light | 19.00 |
| 31362 - Truckdriver, Medium | 19.73 |
| 31363 - Truckdriver, Heavy | 19.99 |
| 31364 - Truckdriver, Tractor-Trailer | 19.99 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.80 |
| 99050 - Desk Clerk | 12.64 |
| 99095 - Embalmer | 26.03 |
| 99251 - Laboratory Animal Caretaker I | 12.64 |
| 99252 - Laboratory Animal Caretaker II | 13.13 |
| 99310 - Mortician | 31.70 |
| 99410 - Pest Controller | 17.02 |
| 99510 - Photofinishing Worker | 14.65 |
| 99710 - Recycling Laborer | 18.85 |
| 99711 - Recycling Specialist | 21.14 |
| 99730 - Refuse Collector | 17.69 |
| 99810 - Sales Clerk | 12.66 |
| 99820 - School Crossing Guard | 14.21 |
| 99830 - Survey Party Chief | 19.61 |
| 99831 - Surveying Aide | 13.27 |
| 99832 - Surveying Technician | 18.22 |
| 99840 - Vending Machine Attendant | 16.45 |
| 99841 - Vending Machine Repairer | 19.22 |
| 99842 - Vending Machine Repairer Helper | 16.45 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 nine paid holidays per year: New Year's Day, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2346
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey Counties of Atlantic, Cape May, Cumberland

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.53 |
| 01012 - Accounting Clerk II | | 16.31 |
| 01013 - Accounting Clerk III | | 18.24 |
| 01020 - Administrative Assistant | | 27.42 |
| 01040 - Court Reporter | | 20.94 |
| 01051 - Data Entry Operator I | | 14.22 |
| 01052 - Data Entry Operator II | | 15.93 |
| 01060 - Dispatcher, Motor Vehicle | | 17.92 |
| 01070 - Document Preparation Clerk | | 13.66 |
| 01090 - Duplicating Machine Operator | | 13.66 |
| 01111 - General Clerk I | | 13.45 |
| 01112 - General Clerk II | | 14.68 |
| 01113 - General Clerk III | | 16.48 |
| 01120 - Housing Referral Assistant | | 24.11 |
| 01141 - Messenger Courier | | 12.91 |
| 01191 - Order Clerk I | | 14.81 |
| 01192 - Order Clerk II | | 15.68 |
| 01261 - Personnel Assistant (Employment) I | | 16.56 |
| 01262 - Personnel Assistant (Employment) II | | 18.52 |
| 01263 - Personnel Assistant (Employment) III | | 20.64 |
| 01270 - Production Control Clerk | | 22.74 |
| 01280 - Receptionist | | 14.72 |
| 01290 - Rental Clerk | | 16.83 |
| 01300 - Scheduler, Maintenance | | 17.52 |
| 01311 - Secretary I | | 19.12 |
| 01312 - Secretary II | | 21.84 |
| 01313 - Secretary III | | 24.11 |
| 01320 - Service Order Dispatcher | | 16.76 |
| 01410 - Supply Technician | | 27.02 |
| 01420 - Survey Worker | | 17.92 |
| 01531 - Travel Clerk I | | 12.87 |
| 01532 - Travel Clerk II | | 13.61 |
| 01533 - Travel Clerk III | | 14.53 |
| 01611 - Word Processor I | | 15.91 |
| 01612 - Word Processor II | | 17.86 |
| 01613 - Word Processor III | | 19.98 |

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| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.53 |
| 05010 - Automotive Electrician | 22.35 |
| 05040 - Automotive Glass Installer | 20.34 |
| 05070 - Automotive Worker | 21.67 |
| 05110 - Mobile Equipment Servicer | 19.63 |
| 05130 - Motor Equipment Metal Mechanic | 22.81 |
| 05160 - Motor Equipment Metal Worker | 21.22 |
| 05190 - Motor Vehicle Mechanic | 22.83 |
| 05220 - Motor Vehicle Mechanic Helper | 18.71 |
| 05250 - Motor Vehicle Upholstery Worker | 20.54 |
| 05280 - Motor Vehicle Wrecker | 21.22 |
| 05310 - Painter, Automotive | 22.14 |
| 05340 - Radiator Repair Specialist | 21.22 |
| 05370 - Tire Repairer | 13.58 |
| 05400 - Transmission Repair Specialist | 23.49 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.84 |
| 07041 - Cook I | 12.99 |
| 07042 - Cook II | 13.84 |
| 07070 - Dishwasher | 9.86 |
| 07130 - Food Service Worker | 11.22 |
| 07210 - Meat Cutter | 19.04 |
| 07260 - Waiter/Waitress | 11.05 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.42 |
| 09040 - Furniture Handler | 17.39 |
| 09080 - Furniture Refinisher | 22.85 |
| 09090 - Furniture Refinisher Helper | 19.50 |
| 09110 - Furniture Repairer, Minor | 21.21 |
| 09130 - Upholsterer | 22.43 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.81 |
| 11060 - Elevator Operator | 12.33 |
| 11090 - Gardener | 16.09 |
| 11122 - Housekeeping Aide | 12.81 |
| 11150 - Janitor | 12.81 |
| 11210 - Laborer, Grounds Maintenance | 13.67 |
| 11240 - Maid or Houseman | 11.29 |
| 11260 - Pruner | 12.83 |
| 11270 - Tractor Operator | 15.33 |
| 11330 - Trail Maintenance Worker | 13.67 |
| 11360 - Window Cleaner | 13.61 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.48 |
| 12011 - Breath Alcohol Technician | 20.44 |
| 12012 - Certified Occupational Therapist Assistant | 23.94 |
| 12015 - Certified Physical Therapist Assistant | 22.60 |
| 12020 - Dental Assistant | 18.36 |
| 12025 - Dental Hygienist | 34.74 |
| 12030 - EKG Technician | 33.35 |
| 12035 - Electroneurodiagnostic Technologist | 33.35 |
| 12040 - Emergency Medical Technician | 17.48 |
| 12071 - Licensed Practical Nurse I | 20.15 |
| 12072 - Licensed Practical Nurse II | 22.05 |
| 12073 - Licensed Practical Nurse III | 24.57 |
| 12100 - Medical Assistant | 14.97 |
| 12130 - Medical Laboratory Technician | 21.17 |
| 12160 - Medical Record Clerk | 15.47 |
| 12190 - Medical Record Technician | 17.31 |
| 12195 - Medical Transcriptionist | 17.02 |
| 12210 - Nuclear Medicine Technologist | 36.14 |
| 12221 - Nursing Assistant I | 10.52 |

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| 12222 - Nursing Assistant II | 11.83 |
| 12223 - Nursing Assistant III | 12.91 |
| 12224 - Nursing Assistant IV | 14.49 |
| 12235 - Optical Dispenser | 21.62 |
| 12236 - Optical Technician | 16.61 |
| 12250 - Pharmacy Technician | 15.13 |
| 12280 - Phlebotomist | 14.49 |
| 12305 - Radiologic Technologist | 29.38 |
| 12311 - Registered Nurse I | 29.51 |
| 12312 - Registered Nurse II | 32.76 |
| 12313 - Registered Nurse II, Specialist | 32.76 |
| 12314 - Registered Nurse III | 39.32 |
| 12315 - Registered Nurse III, Anesthetist | 39.32 |
| 12316 - Registered Nurse IV | 47.11 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.50 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.74 |
| 13012 - Exhibits Specialist II | 25.72 |
| 13013 - Exhibits Specialist III | 31.69 |
| 13041 - Illustrator I | 22.72 |
| 13042 - Illustrator II | 28.29 |
| 13043 - Illustrator III | 34.79 |
| 13047 - Librarian | 32.55 |
| 13050 - Library Aide/Clerk | 16.83 |
| 13054 - Library Information Technology Systems Administrator | 28.26 |
| 13058 - Library Technician | 18.44 |
| 13061 - Media Specialist I | 17.94 |
| 13062 - Media Specialist II | 20.06 |
| 13063 - Media Specialist III | 22.37 |
| 13071 - Photographer I | 18.07 |
| 13072 - Photographer II | 20.54 |
| 13073 - Photographer III | 25.65 |
| 13074 - Photographer IV | 30.62 |
| 13075 - Photographer V | 37.06 |
| 13110 - Video Teleconference Technician | 21.70 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.50 |
| 14042 - Computer Operator II | 20.70 |
| 14043 - Computer Operator III | 23.07 |
| 14044 - Computer Operator IV | 25.64 |
| 14045 - Computer Operator V | 28.39 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | |
| 14150 - Peripheral Equipment Operator | 18.50 |
| 14160 - Personal Computer Support Technician | 25.64 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.14 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 40.11 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 48.06 |
| 15050 - Computer Based Training Specialist / Instructor | 33.14 |
| 15060 - Educational Technologist | 32.83 |
| 15070 - Flight Instructor (Pilot) | 48.06 |
| 15080 - Graphic Artist | 24.99 |
| 15090 - Technical Instructor | 23.41 |
| 15095 - Technical Instructor/Course Developer | 29.27 |
| 15110 - Test Proctor | 19.71 |
| 15120 - Tutor | 19.32 |

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|---|-------|
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.93 |
| 16030 - Counter Attendant | 9.93 |
| 16040 - Dry Cleaner | 12.54 |
| 16070 - Finisher, Flatwork, Machine | 9.93 |
| 16090 - Presser, Hand | 9.93 |
| 16110 - Presser, Machine, Drycleaning | 9.93 |
| 16130 - Presser, Machine, Shirts | 9.93 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.93 |
| 16190 - Sewing Machine Operator | 13.44 |
| 16220 - Tailor | 14.32 |
| 16250 - Washer, Machine | 10.81 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.29 |
| 19040 - Tool And Die Maker | 24.23 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.21 |
| 21030 - Material Coordinator | 19.55 |
| 21040 - Material Expediter | 19.55 |
| 21050 - Material Handling Laborer | 12.65 |
| 21071 - Order Filler | 13.73 |
| 21080 - Production Line Worker (Food Processing) | 19.21 |
| 21110 - Shipping Packer | 16.45 |
| 21130 - Shipping/Receiving Clerk | 16.45 |
| 21140 - Store Worker I | 16.93 |
| 21150 - Stock Clerk | 19.11 |
| 21210 - Tools And Parts Attendant | 19.21 |
| 21410 - Warehouse Specialist | 19.21 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 28.72 |
| 23021 - Aircraft Mechanic I | 27.48 |
| 23022 - Aircraft Mechanic II | 28.72 |
| 23023 - Aircraft Mechanic III | 30.43 |
| 23040 - Aircraft Mechanic Helper | 22.62 |
| 23050 - Aircraft, Painter | 25.65 |
| 23060 - Aircraft Servicer | 23.98 |
| 23080 - Aircraft Worker | 23.30 |
| 23110 - Appliance Mechanic | 23.93 |
| 23120 - Bicycle Repairer | 15.11 |
| 23125 - Cable Splicer | 32.44 |
| 23130 - Carpenter, Maintenance | 24.40 |
| 23140 - Carpet Layer | 24.83 |
| 23160 - Electrician, Maintenance | 27.23 |
| 23181 - Electronics Technician Maintenance I | 24.75 |
| 23182 - Electronics Technician Maintenance II | 26.66 |
| 23183 - Electronics Technician Maintenance III | 27.60 |
| 23260 - Fabric Worker | 23.98 |
| 23290 - Fire Alarm System Mechanic | 25.51 |
| 23310 - Fire Extinguisher Repairer | 23.10 |
| 23311 - Fuel Distribution System Mechanic | 26.89 |
| 23312 - Fuel Distribution System Operator | 23.16 |
| 23370 - General Maintenance Worker | 21.37 |
| 23380 - Ground Support Equipment Mechanic | 27.48 |
| 23381 - Ground Support Equipment Servicer | 23.98 |
| 23382 - Ground Support Equipment Worker | 23.95 |
| 23391 - Gunsmith I | 23.10 |
| 23392 - Gunsmith II | 24.92 |
| 23393 - Gunsmith III | 26.76 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.17 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.15 |
| 23430 - Heavy Equipment Mechanic | 24.73 |

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| 23440 - Heavy Equipment Operator | 27.89 |
| 23460 - Instrument Mechanic | 26.76 |
| 23465 - Laboratory/Shelter Mechanic | 25.83 |
| 23470 - Laborer | 15.83 |
| 23510 - Locksmith | 23.29 |
| 23530 - Machinery Maintenance Mechanic | 24.32 |
| 23550 - Machinist, Maintenance | 25.08 |
| 23580 - Maintenance Trades Helper | 18.52 |
| 23591 - Metrology Technician I | 26.76 |
| 23592 - Metrology Technician II | 27.73 |
| 23593 - Metrology Technician III | 28.58 |
| 23640 - Millwright | 26.76 |
| 23710 - Office Appliance Repairer | 23.06 |
| 23760 - Painter, Maintenance | 24.18 |
| 23790 - Pipefitter, Maintenance | 30.39 |
| 23810 - Plumber, Maintenance | 26.93 |
| 23820 - Pneudraulic Systems Mechanic | 26.76 |
| 23850 - Rigger | 26.76 |
| 23870 - Scale Mechanic | 25.73 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.49 |
| 23910 - Small Engine Mechanic | 21.06 |
| 23931 - Telecommunications Mechanic I | 27.82 |
| 23932 - Telecommunications Mechanic II | 28.86 |
| 23950 - Telephone Lineman | 28.29 |
| 23960 - Welder, Combination, Maintenance | 20.91 |
| 23965 - Well Driller | 24.36 |
| 23970 - Woodcraft Worker | 26.76 |
| 23980 - Woodworker | 23.89 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.15 |
| 24580 - Child Care Center Clerk | 13.90 |
| 24610 - Chore Aide | 13.56 |
| 24620 - Family Readiness And Support Services Coordinator | 15.61 |
| 24630 - Homemaker | 17.02 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.28 |
| 25040 - Sewage Plant Operator | 22.82 |
| 25070 - Stationary Engineer | 22.28 |
| 25190 - Ventilation Equipment Tender | 18.37 |
| 25210 - Water Treatment Plant Operator | 22.82 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.60 |
| 27007 - Baggage Inspector | 13.48 |
| 27008 - Corrections Officer | 24.29 |
| 27010 - Court Security Officer | 27.70 |
| 27030 - Detection Dog Handler | 18.63 |
| 27040 - Detention Officer | 24.29 |
| 27070 - Firefighter | 27.25 |
| 27101 - Guard I | 13.48 |
| 27102 - Guard II | 18.63 |
| 27131 - Police Officer I | 28.28 |
| 27132 - Police Officer II | 31.43 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.46 |
| 28042 - Carnival Equipment Repairer | 12.02 |
| 28043 - Carnival Equipment Worker | 9.76 |
| 28210 - Gate Attendant/Gate Tender | 16.04 |
| 28310 - Lifeguard | 12.78 |
| 28350 - Park Attendant (Aide) | 17.94 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.54 |
| 28515 - Recreation Specialist | 18.87 |
| 28630 - Sports Official | 14.29 |

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| 28690 - Swimming Pool Operator | 20.24 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.30 |
| 29020 - Hatch Tender | 24.30 |
| 29030 - Line Handler | 24.30 |
| 29041 - Stevedore I | 23.38 |
| 29042 - Stevedore II | 25.20 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.17 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.31 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.98 |
| 30021 - Archeological Technician I | 19.23 |
| 30022 - Archeological Technician II | 21.57 |
| 30023 - Archeological Technician III | 28.14 |
| 30030 - Cartographic Technician | 28.27 |
| 30040 - Civil Engineering Technician | 27.94 |
| 30061 - Drafter/CAD Operator I | 20.33 |
| 30062 - Drafter/CAD Operator II | 22.75 |
| 30063 - Drafter/CAD Operator III | 25.36 |
| 30064 - Drafter/CAD Operator IV | 31.21 |
| 30081 - Engineering Technician I | 16.38 |
| 30082 - Engineering Technician II | 18.19 |
| 30083 - Engineering Technician III | 24.23 |
| 30084 - Engineering Technician IV | 29.51 |
| 30085 - Engineering Technician V | 35.18 |
| 30086 - Engineering Technician VI | 37.71 |
| 30090 - Environmental Technician | 26.73 |
| 30210 - Laboratory Technician | 25.35 |
| 30240 - Mathematical Technician | 28.72 |
| 30361 - Paralegal/Legal Assistant I | 18.87 |
| 30362 - Paralegal/Legal Assistant II | 23.37 |
| 30363 - Paralegal/Legal Assistant III | 28.59 |
| 30364 - Paralegal/Legal Assistant IV | 34.58 |
| 30390 - Photo-Optics Technician | 28.22 |
| 30461 - Technical Writer I | 21.04 |
| 30462 - Technical Writer II | 25.74 |
| 30463 - Technical Writer III | 34.45 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.25 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.35 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.17 |
| 30494 - Unexploded (UXO) Safety Escort | 24.25 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.25 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 23.26 |
| 30621 - Weather Observer, Senior (see 2) | 25.85 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 15.22 |
| 31030 - Bus Driver | 18.56 |
| 31043 - Driver Courier | 18.13 |
| 31260 - Parking and Lot Attendant | 10.89 |
| 31290 - Shuttle Bus Driver | 19.00 |
| 31310 - Taxi Driver | 12.23 |
| 31361 - Truckdriver, Light | 19.00 |
| 31362 - Truckdriver, Medium | 19.73 |
| 31363 - Truckdriver, Heavy | 19.99 |
| 31364 - Truckdriver, Tractor-Trailer | 19.99 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.80 |
| 99050 - Desk Clerk | 12.64 |
| 99095 - Embalmer | 26.03 |
| 99251 - Laboratory Animal Caretaker I | 12.64 |
| 99252 - Laboratory Animal Caretaker II | 13.13 |
| 99310 - Mortician | 31.70 |

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| 99410 - Pest Controller | 17.02 |
| 99510 - Photofinishing Worker | 14.65 |
| 99710 - Recycling Laborer | 18.85 |
| 99711 - Recycling Specialist | 21.14 |
| 99730 - Refuse Collector | 17.69 |
| 99810 - Sales Clerk | 12.66 |
| 99820 - School Crossing Guard | 14.21 |
| 99830 - Survey Party Chief | 19.61 |
| 99831 - Surveying Aide | 13.27 |
| 99832 - Surveying Technician | 18.22 |
| 99840 - Vending Machine Attendant | 16.45 |
| 99841 - Vending Machine Repairer | 19.22 |
| 99842 - Vending Machine Repairer Helper | 16.45 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at

<http://wdo1.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2347
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey Counties of Bergen, Passaic

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.11 |
| 01012 - Accounting Clerk II | | 19.61 |
| 01013 - Accounting Clerk III | | 21.89 |
| 01020 - Administrative Assistant | | 30.93 |
| 01040 - Court Reporter | | 21.64 |
| 01051 - Data Entry Operator I | | 14.71 |
| 01052 - Data Entry Operator II | | 16.05 |
| 01060 - Dispatcher, Motor Vehicle | | 25.79 |
| 01070 - Document Preparation Clerk | | 15.56 |
| 01090 - Duplicating Machine Operator | | 15.56 |
| 01111 - General Clerk I | | 14.82 |
| 01112 - General Clerk II | | 17.49 |
| 01113 - General Clerk III | | 18.82 |

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| 01120 - Housing Referral Assistant | 26.92 |
| 01141 - Messenger Courier | 12.87 |
| 01191 - Order Clerk I | 17.78 |
| 01192 - Order Clerk II | 21.37 |
| 01261 - Personnel Assistant (Employment) I | 18.96 |
| 01262 - Personnel Assistant (Employment) II | 21.22 |
| 01263 - Personnel Assistant (Employment) III | 23.66 |
| 01270 - Production Control Clerk | 23.51 |
| 01280 - Receptionist | 15.67 |
| 01290 - Rental Clerk | 18.04 |
| 01300 - Scheduler, Maintenance | 21.57 |
| 01311 - Secretary I | 21.57 |
| 01312 - Secretary II | 24.82 |
| 01313 - Secretary III | 26.92 |
| 01320 - Service Order Dispatcher | 19.93 |
| 01410 - Supply Technician | 30.93 |
| 01420 - Survey Worker | 21.64 |
| 01531 - Travel Clerk I | 15.98 |
| 01532 - Travel Clerk II | 17.31 |
| 01533 - Travel Clerk III | 18.79 |
| 01611 - Word Processor I | 17.62 |
| 01612 - Word Processor II | 19.79 |
| 01613 - Word Processor III | 22.13 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 26.89 |
| 05010 - Automotive Electrician | 28.50 |
| 05040 - Automotive Glass Installer | 27.31 |
| 05070 - Automotive Worker | 27.31 |
| 05110 - Mobile Equipment Servicer | 24.42 |
| 05130 - Motor Equipment Metal Mechanic | 29.68 |
| 05160 - Motor Equipment Metal Worker | 27.31 |
| 05190 - Motor Vehicle Mechanic | 29.68 |
| 05220 - Motor Vehicle Mechanic Helper | 23.29 |
| 05250 - Motor Vehicle Upholstery Worker | 26.12 |
| 05280 - Motor Vehicle Wrecker | 27.31 |
| 05310 - Painter, Automotive | 28.50 |
| 05340 - Radiator Repair Specialist | 27.31 |
| 05370 - Tire Repairer | 15.13 |
| 05400 - Transmission Repair Specialist | 29.68 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 18.55 |
| 07041 - Cook I | 15.07 |
| 07042 - Cook II | 16.80 |
| 07070 - Dishwasher | 9.99 |
| 07130 - Food Service Worker | 12.77 |
| 07210 - Meat Cutter | 19.20 |
| 07260 - Waiter/Waitress | 12.67 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.17 |
| 09040 - Furniture Handler | 15.44 |
| 09080 - Furniture Refinisher | 20.17 |
| 09090 - Furniture Refinisher Helper | 16.94 |
| 09110 - Furniture Repairer, Minor | 18.54 |
| 09130 - Upholsterer | 20.17 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.94 |
| 11060 - Elevator Operator | 12.94 |
| 11090 - Gardener | 19.39 |
| 11122 - Housekeeping Aide | 15.05 |
| 11150 - Janitor | 15.70 |
| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.34 |
| 11260 - Pruner | 14.75 |

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| 11270 - Tractor Operator | 18.43 |
| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 16.95 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 21.77 |
| 12011 - Breath Alcohol Technician | 22.61 |
| 12012 - Certified Occupational Therapist Assistant | 24.12 |
| 12015 - Certified Physical Therapist Assistant | 22.28 |
| 12020 - Dental Assistant | 16.75 |
| 12025 - Dental Hygienist | 35.31 |
| 12030 - EKG Technician | 28.65 |
| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 21.77 |
| 12071 - Licensed Practical Nurse I | 21.76 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |
| 12100 - Medical Assistant | 16.66 |
| 12130 - Medical Laboratory Technician | 20.63 |
| 12160 - Medical Record Clerk | 18.00 |
| 12190 - Medical Record Technician | 20.55 |
| 12195 - Medical Transcriptionist | 19.43 |
| 12210 - Nuclear Medicine Technologist | 36.93 |
| 12221 - Nursing Assistant I | 12.37 |
| 12222 - Nursing Assistant II | 13.91 |
| 12223 - Nursing Assistant III | 15.82 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 24.64 |
| 12236 - Optical Technician | 16.64 |
| 12250 - Pharmacy Technician | 14.58 |
| 12280 - Phlebotomist | 16.79 |
| 12305 - Radiologic Technologist | 28.08 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |
| 12316 - Registered Nurse IV | 59.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 27.03 |
| 13012 - Exhibits Specialist II | 33.49 |
| 13013 - Exhibits Specialist III | 40.95 |
| 13041 - Illustrator I | 25.89 |
| 13042 - Illustrator II | 32.88 |
| 13043 - Illustrator III | 38.37 |
| 13047 - Librarian | 37.25 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 32.65 |
| 13058 - Library Technician | 25.62 |
| 13061 - Media Specialist I | 23.57 |
| 13062 - Media Specialist II | 26.35 |
| 13063 - Media Specialist III | 29.39 |
| 13071 - Photographer I | 21.29 |
| 13072 - Photographer II | 24.10 |
| 13073 - Photographer III | 32.88 |
| 13074 - Photographer IV | 36.91 |
| 13075 - Photographer V | 50.36 |
| 13110 - Video Teleconference Technician | 24.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.00 |
| 14042 - Computer Operator II | 21.26 |
| 14043 - Computer Operator III | 23.71 |

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|---|-------|
| 14044 - Computer Operator IV | 26.69 |
| 14045 - Computer Operator V | 29.17 |
| 14071 - Computer Programmer I (see 1) | 27.56 |
| 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 | 19.00 |
| 14160 - Personal Computer Support Technician | 26.69 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 39.54 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.46 |
| 15050 - Computer Based Training Specialist / Instructor | 39.54 |
| 15060 - Educational Technologist | 35.38 |
| 15070 - Flight Instructor (Pilot) | 52.46 |
| 15080 - Graphic Artist | 32.91 |
| 15090 - Technical Instructor | 27.17 |
| 15095 - Technical Instructor/Course Developer | 32.99 |
| 15110 - Test Proctor | 21.77 |
| 15120 - Tutor | 21.77 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.62 |
| 16030 - Counter Attendant | 11.62 |
| 16040 - Dry Cleaner | 14.30 |
| 16070 - Finisher, Flatwork, Machine | 11.62 |
| 16090 - Presser, Hand | 11.62 |
| 16110 - Presser, Machine, Drycleaning | 11.62 |
| 16130 - Presser, Machine, Shirts | 11.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.62 |
| 16190 - Sewing Machine Operator | 15.19 |
| 16220 - Tailor | 16.04 |
| 16250 - Washer, Machine | 12.60 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.77 |
| 19040 - Tool And Die Maker | 24.21 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.96 |
| 21030 - Material Coordinator | 23.51 |
| 21040 - Material Expediter | 23.51 |
| 21050 - Material Handling Laborer | 14.62 |
| 21071 - Order Filler | 14.92 |
| 21080 - Production Line Worker (Food Processing) | 16.96 |
| 21110 - Shipping Packer | 15.28 |
| 21130 - Shipping/Receiving Clerk | 15.28 |
| 21140 - Store Worker I | 15.06 |
| 21150 - Stock Clerk | 18.88 |
| 21210 - Tools And Parts Attendant | 16.96 |
| 21410 - Warehouse Specialist | 16.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.79 |
| 23021 - Aircraft Mechanic I | 27.11 |
| 23022 - Aircraft Mechanic II | 29.58 |
| 23023 - Aircraft Mechanic III | 30.66 |
| 23040 - Aircraft Mechanic Helper | 22.71 |
| 23050 - Aircraft, Painter | 23.71 |
| 23060 - Aircraft Servicer | 24.80 |
| 23080 - Aircraft Worker | 25.95 |
| 23110 - Appliance Mechanic | 20.93 |
| 23120 - Bicycle Repairer | 16.33 |
| 23125 - Cable Splicer | 32.14 |

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|---|-------|
| 23130 - Carpenter, Maintenance | 29.89 |
| 23140 - Carpet Layer | 27.98 |
| 23160 - Electrician, Maintenance | 36.84 |
| 23181 - Electronics Technician Maintenance I | 24.51 |
| 23182 - Electronics Technician Maintenance II | 25.26 |
| 23183 - Electronics Technician Maintenance III | 26.18 |
| 23260 - Fabric Worker | 28.00 |
| 23290 - Fire Alarm System Mechanic | 22.77 |
| 23310 - Fire Extinguisher Repairer | 22.51 |
| 23311 - Fuel Distribution System Mechanic | 29.00 |
| 23312 - Fuel Distribution System Operator | 27.20 |
| 23370 - General Maintenance Worker | 24.49 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |
| 23381 - Ground Support Equipment Servicer | 24.80 |
| 23382 - Ground Support Equipment Worker | 25.95 |
| 23391 - Gunsmith I | 22.51 |
| 23392 - Gunsmith II | 25.12 |
| 23393 - Gunsmith III | 27.25 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.93 |
| 23430 - Heavy Equipment Mechanic | 26.10 |
| 23440 - Heavy Equipment Operator | 34.30 |
| 23460 - Instrument Mechanic | 30.86 |
| 23465 - Laboratory/Shelter Mechanic | 26.21 |
| 23470 - Laborer | 14.74 |
| 23510 - Locksmith | 20.70 |
| 23530 - Machinery Maintenance Mechanic | 23.76 |
| 23550 - Machinist, Maintenance | 19.74 |
| 23580 - Maintenance Trades Helper | 16.13 |
| 23591 - Metrology Technician I | 30.86 |
| 23592 - Metrology Technician II | 33.21 |
| 23593 - Metrology Technician III | 34.43 |
| 23640 - Millwright | 31.22 |
| 23710 - Office Appliance Repairer | 21.80 |
| 23760 - Painter, Maintenance | 32.02 |
| 23790 - Pipefitter, Maintenance | 32.13 |
| 23810 - Plumber, Maintenance | 30.02 |
| 23820 - Pneudraulic Systems Mechanic | 27.25 |
| 23850 - Rigger | 24.36 |
| 23870 - Scale Mechanic | 25.12 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.46 |
| 23910 - Small Engine Mechanic | 20.24 |
| 23931 - Telecommunications Mechanic I | 30.91 |
| 23932 - Telecommunications Mechanic II | 32.20 |
| 23950 - Telephone Lineman | 32.15 |
| 23960 - Welder, Combination, Maintenance | 22.17 |
| 23965 - Well Driller | 23.31 |
| 23970 - Woodcraft Worker | 27.25 |
| 23980 - Woodworker | 18.59 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.05 |
| 24580 - Child Care Center Clerk | 16.28 |
| 24610 - Chore Aide | 11.81 |
| 24620 - Family Readiness And Support Services Coordinator | 15.05 |
| 24630 - Homemaker | 17.35 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.03 |
| 25040 - Sewage Plant Operator | 25.52 |
| 25070 - Stationary Engineer | 29.03 |
| 25190 - Ventilation Equipment Tender | 23.71 |

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| 25210 - Water Treatment Plant Operator | 25.81 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.12 |
| 27007 - Baggage Inspector | 17.98 |
| 27008 - Corrections Officer | 30.97 |
| 27010 - Court Security Officer | 30.66 |
| 27030 - Detection Dog Handler | 20.36 |
| 27040 - Detention Officer | 30.97 |
| 27070 - Firefighter | 31.42 |
| 27101 - Guard I | 17.98 |
| 27102 - Guard II | 20.36 |
| 27131 - Police Officer I | 32.54 |
| 27132 - Police Officer II | 35.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.29 |
| 28042 - Carnival Equipment Repairer | 13.84 |
| 28043 - Carnival Equipment Worker | 10.96 |
| 28210 - Gate Attendant/Gate Tender | 16.49 |
| 28310 - Lifeguard | 13.00 |
| 28350 - Park Attendant (Aide) | 18.46 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.48 |
| 28515 - Recreation Specialist | 22.84 |
| 28630 - Sports Official | 14.69 |
| 28690 - Swimming Pool Operator | 20.98 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 27.64 |
| 29020 - Hatch Tender | 27.64 |
| 29030 - Line Handler | 27.64 |
| 29041 - Stevedore I | 26.22 |
| 29042 - Stevedore II | 32.84 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 21.25 |
| 30022 - Archeological Technician II | 24.17 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 30.02 |
| 30040 - Civil Engineering Technician | 25.21 |
| 30061 - Drafter/CAD Operator I | 21.25 |
| 30062 - Drafter/CAD Operator II | 25.50 |
| 30063 - Drafter/CAD Operator III | 28.31 |
| 30064 - Drafter/CAD Operator IV | 33.24 |
| 30081 - Engineering Technician I | 19.98 |
| 30082 - Engineering Technician II | 22.47 |
| 30083 - Engineering Technician III | 25.28 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 46.20 |
| 30090 - Environmental Technician | 26.21 |
| 30210 - Laboratory Technician | 21.37 |
| 30240 - Mathematical Technician | 30.13 |
| 30361 - Paralegal/Legal Assistant I | 23.36 |
| 30362 - Paralegal/Legal Assistant II | 28.94 |
| 30363 - Paralegal/Legal Assistant III | 35.39 |
| 30364 - Paralegal/Legal Assistant IV | 42.84 |
| 30390 - Photo-Optics Technician | 27.73 |
| 30461 - Technical Writer I | 26.41 |
| 30462 - Technical Writer II | 32.29 |
| 30463 - Technical Writer III | 39.10 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |

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| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 27.96 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 16.40 |
| 31030 - Bus Driver | 19.89 |
| 31043 - Driver Courier | 16.75 |
| 31260 - Parking and Lot Attendant | 10.05 |
| 31290 - Shuttle Bus Driver | 17.80 |
| 31310 - Taxi Driver | 15.35 |
| 31361 - Truckdriver, Light | 17.80 |
| 31362 - Truckdriver, Medium | 20.08 |
| 31363 - Truckdriver, Heavy | 24.52 |
| 31364 - Truckdriver, Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.53 |
| 99050 - Desk Clerk | 13.34 |
| 99095 - Embalmer | 31.12 |
| 99251 - Laboratory Animal Caretaker I | 12.72 |
| 99252 - Laboratory Animal Caretaker II | 14.70 |
| 99310 - Mortician | 34.82 |
| 99410 - Pest Controller | 16.49 |
| 99510 - Photofinishing Worker | 16.23 |
| 99710 - Recycling Laborer | 19.78 |
| 99711 - Recycling Specialist | 24.70 |
| 99730 - Refuse Collector | 18.50 |
| 99810 - Sales Clerk | 14.70 |
| 99820 - School Crossing Guard | 14.08 |
| 99830 - Survey Party Chief | 23.31 |
| 99831 - Surveying Aide | 13.87 |
| 99832 - Surveying Technician | 20.42 |
| 99840 - Vending Machine Attendant | 17.66 |
| 99841 - Vending Machine Repairer | 21.80 |
| 99842 - Vending Machine Repairer Helper | 17.66 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2348
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey Counties of Bergen, Passaic

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.11 |
| 01012 - Accounting Clerk II | | 19.61 |
| 01013 - Accounting Clerk III | | 21.89 |
| 01020 - Administrative Assistant | | 30.93 |
| 01040 - Court Reporter | | 21.64 |
| 01051 - Data Entry Operator I | | 14.71 |
| 01052 - Data Entry Operator II | | 16.05 |
| 01060 - Dispatcher, Motor Vehicle | | 25.79 |
| 01070 - Document Preparation Clerk | | 15.56 |
| 01090 - Duplicating Machine Operator | | 15.56 |
| 01111 - General Clerk I | | 14.82 |
| 01112 - General Clerk II | | 17.49 |
| 01113 - General Clerk III | | 18.82 |
| 01120 - Housing Referral Assistant | | 26.92 |
| 01141 - Messenger Courier | | 12.87 |
| 01191 - Order Clerk I | | 17.78 |
| 01192 - Order Clerk II | | 21.37 |
| 01261 - Personnel Assistant (Employment) I | | 18.96 |
| 01262 - Personnel Assistant (Employment) II | | 21.22 |
| 01263 - Personnel Assistant (Employment) III | | 23.66 |
| 01270 - Production Control Clerk | | 23.51 |
| 01280 - Receptionist | | 15.67 |
| 01290 - Rental Clerk | | 18.04 |
| 01300 - Scheduler, Maintenance | | 21.57 |
| 01311 - Secretary I | | 21.57 |
| 01312 - Secretary II | | 24.82 |
| 01313 - Secretary III | | 26.92 |
| 01320 - Service Order Dispatcher | | 19.93 |
| 01410 - Supply Technician | | 30.93 |
| 01420 - Survey Worker | | 21.64 |
| 01531 - Travel Clerk I | | 15.98 |
| 01532 - Travel Clerk II | | 17.31 |
| 01533 - Travel Clerk III | | 18.79 |
| 01611 - Word Processor I | | 17.62 |
| 01612 - Word Processor II | | 19.79 |
| 01613 - Word Processor III | | 22.13 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 26.89 |
| 05010 - Automotive Electrician | | 28.50 |
| 05040 - Automotive Glass Installer | | 27.31 |
| 05070 - Automotive Worker | | 27.31 |
| 05110 - Mobile Equipment Servicer | | 24.42 |
| 05130 - Motor Equipment Metal Mechanic | | 29.68 |
| 05160 - Motor Equipment Metal Worker | | 27.31 |
| 05190 - Motor Vehicle Mechanic | | 29.68 |
| 05220 - Motor Vehicle Mechanic Helper | | 23.29 |
| 05250 - Motor Vehicle Upholstery Worker | | 26.12 |
| 05280 - Motor Vehicle Wrecker | | 27.31 |
| 05310 - Painter, Automotive | | 28.50 |
| 05340 - Radiator Repair Specialist | | 27.31 |
| 05370 - Tire Repairer | | 15.13 |
| 05400 - Transmission Repair Specialist | | 29.68 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 18.55 |
| 07041 - Cook I | | 15.07 |

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| 07042 - Cook II | 16.80 |
| 07070 - Dishwasher | 9.99 |
| 07130 - Food Service Worker | 12.77 |
| 07210 - Meat Cutter | 19.20 |
| 07260 - Waiter/Waitress | 12.67 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.17 |
| 09040 - Furniture Handler | 15.44 |
| 09080 - Furniture Refinisher | 20.17 |
| 09090 - Furniture Refinisher Helper | 16.94 |
| 09110 - Furniture Repairer, Minor | 18.54 |
| 09130 - Upholsterer | 20.17 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.94 |
| 11060 - Elevator Operator | 12.94 |
| 11090 - Gardener | 19.39 |
| 11122 - Housekeeping Aide | 15.05 |
| 11150 - Janitor | 15.70 |
| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.34 |
| 11260 - Pruner | 14.75 |
| 11270 - Tractor Operator | 18.43 |
| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 16.95 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 21.77 |
| 12011 - Breath Alcohol Technician | 22.61 |
| 12012 - Certified Occupational Therapist Assistant | 24.12 |
| 12015 - Certified Physical Therapist Assistant | 22.28 |
| 12020 - Dental Assistant | 16.75 |
| 12025 - Dental Hygienist | 35.31 |
| 12030 - EKG Technician | 28.65 |
| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 21.77 |
| 12071 - Licensed Practical Nurse I | 21.76 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |
| 12100 - Medical Assistant | 16.66 |
| 12130 - Medical Laboratory Technician | 20.63 |
| 12160 - Medical Record Clerk | 18.00 |
| 12190 - Medical Record Technician | 20.55 |
| 12195 - Medical Transcriptionist | 19.43 |
| 12210 - Nuclear Medicine Technologist | 36.93 |
| 12221 - Nursing Assistant I | 12.37 |
| 12222 - Nursing Assistant II | 13.91 |
| 12223 - Nursing Assistant III | 15.82 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 24.64 |
| 12236 - Optical Technician | 16.64 |
| 12250 - Pharmacy Technician | 14.58 |
| 12280 - Phlebotomist | 16.79 |
| 12305 - Radiologic Technologist | 28.08 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |
| 12316 - Registered Nurse IV | 59.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 27.03 |
| 13012 - Exhibits Specialist II | 33.49 |
| 13013 - Exhibits Specialist III | 40.95 |

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|---|---------------|
| 13041 - Illustrator I | 25.89 |
| 13042 - Illustrator II | 32.88 |
| 13043 - Illustrator III | 38.37 |
| 13047 - Librarian | 37.25 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 32.65 |
| 13058 - Library Technician | 25.62 |
| 13061 - Media Specialist I | 23.57 |
| 13062 - Media Specialist II | 26.35 |
| 13063 - Media Specialist III | 29.39 |
| 13071 - Photographer I | 21.29 |
| 13072 - Photographer II | 24.10 |
| 13073 - Photographer III | 32.88 |
| 13074 - Photographer IV | 36.91 |
| 13075 - Photographer V | 50.36 |
| 13110 - Video Teleconference Technician | 24.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.00 |
| 14042 - Computer Operator II | 21.26 |
| 14043 - Computer Operator III | 23.71 |
| 14044 - Computer Operator IV | 26.69 |
| 14045 - Computer Operator V | 29.17 |
| 14071 - Computer Programmer I | (see 1) 27.56 |
| 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 | 19.00 |
| 14160 - Personal Computer Support Technician | 26.69 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 39.54 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.46 |
| 15050 - Computer Based Training Specialist / Instructor | 39.54 |
| 15060 - Educational Technologist | 35.38 |
| 15070 - Flight Instructor (Pilot) | 52.46 |
| 15080 - Graphic Artist | 32.91 |
| 15090 - Technical Instructor | 27.17 |
| 15095 - Technical Instructor/Course Developer | 32.99 |
| 15110 - Test Proctor | 21.77 |
| 15120 - Tutor | 21.77 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.62 |
| 16030 - Counter Attendant | 11.62 |
| 16040 - Dry Cleaner | 14.30 |
| 16070 - Finisher, Flatwork, Machine | 11.62 |
| 16090 - Presser, Hand | 11.62 |
| 16110 - Presser, Machine, Drycleaning | 11.62 |
| 16130 - Presser, Machine, Shirts | 11.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.62 |
| 16190 - Sewing Machine Operator | 15.19 |
| 16220 - Tailor | 16.04 |
| 16250 - Washer, Machine | 12.60 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.77 |
| 19040 - Tool And Die Maker | 24.21 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.96 |
| 21030 - Material Coordinator | 23.51 |
| 21040 - Material Expediter | 23.51 |

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| 21050 - Material Handling Laborer | 14.62 |
| 21071 - Order Filler | 14.92 |
| 21080 - Production Line Worker (Food Processing) | 16.96 |
| 21110 - Shipping Packer | 15.28 |
| 21130 - Shipping/Receiving Clerk | 15.28 |
| 21140 - Store Worker I | 15.06 |
| 21150 - Stock Clerk | 18.88 |
| 21210 - Tools And Parts Attendant | 16.96 |
| 21410 - Warehouse Specialist | 16.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 29.79 |
| 23021 - Aircraft Mechanic I | 27.11 |
| 23022 - Aircraft Mechanic II | 29.58 |
| 23023 - Aircraft Mechanic III | 30.66 |
| 23040 - Aircraft Mechanic Helper | 22.71 |
| 23050 - Aircraft, Painter | 23.71 |
| 23060 - Aircraft Servicer | 24.80 |
| 23080 - Aircraft Worker | 25.95 |
| 23110 - Appliance Mechanic | 20.93 |
| 23120 - Bicycle Repairer | 16.33 |
| 23125 - Cable Splicer | 32.14 |
| 23130 - Carpenter, Maintenance | 29.89 |
| 23140 - Carpet Layer | 27.98 |
| 23160 - Electrician, Maintenance | 36.84 |
| 23181 - Electronics Technician Maintenance I | 24.51 |
| 23182 - Electronics Technician Maintenance II | 25.26 |
| 23183 - Electronics Technician Maintenance III | 26.18 |
| 23260 - Fabric Worker | 28.00 |
| 23290 - Fire Alarm System Mechanic | 22.77 |
| 23310 - Fire Extinguisher Repairer | 22.51 |
| 23311 - Fuel Distribution System Mechanic | 29.00 |
| 23312 - Fuel Distribution System Operator | 27.20 |
| 23370 - General Maintenance Worker | 24.49 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |
| 23381 - Ground Support Equipment Servicer | 24.80 |
| 23382 - Ground Support Equipment Worker | 25.95 |
| 23391 - Gunsmith I | 22.51 |
| 23392 - Gunsmith II | 25.12 |
| 23393 - Gunsmith III | 27.25 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.93 |
| 23430 - Heavy Equipment Mechanic | 26.10 |
| 23440 - Heavy Equipment Operator | 34.30 |
| 23460 - Instrument Mechanic | 30.86 |
| 23465 - Laboratory/Shelter Mechanic | 26.21 |
| 23470 - Laborer | 14.74 |
| 23510 - Locksmith | 20.70 |
| 23530 - Machinery Maintenance Mechanic | 23.76 |
| 23550 - Machinist, Maintenance | 19.74 |
| 23580 - Maintenance Trades Helper | 16.13 |
| 23591 - Metrology Technician I | 30.86 |
| 23592 - Metrology Technician II | 33.21 |
| 23593 - Metrology Technician III | 34.43 |
| 23640 - Millwright | 31.22 |
| 23710 - Office Appliance Repairer | 21.80 |
| 23760 - Painter, Maintenance | 32.02 |
| 23790 - Pipefitter, Maintenance | 32.13 |
| 23810 - Plumber, Maintenance | 30.02 |
| 23820 - Pneudraulic Systems Mechanic | 27.25 |
| 23850 - Rigger | 24.36 |
| 23870 - Scale Mechanic | 25.12 |

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| 23890 - Sheet-Metal Worker, Maintenance | 29.46 |
| 23910 - Small Engine Mechanic | 20.24 |
| 23931 - Telecommunications Mechanic I | 30.91 |
| 23932 - Telecommunications Mechanic II | 32.20 |
| 23950 - Telephone Lineman | 32.15 |
| 23960 - Welder, Combination, Maintenance | 22.17 |
| 23965 - Well Driller | 23.31 |
| 23970 - Woodcraft Worker | 27.25 |
| 23980 - Woodworker | 18.59 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.05 |
| 24580 - Child Care Center Clerk | 16.28 |
| 24610 - Chore Aide | 11.81 |
| 24620 - Family Readiness And Support Services Coordinator | 15.05 |
| 24630 - Homemaker | 17.35 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.03 |
| 25040 - Sewage Plant Operator | 25.52 |
| 25070 - Stationary Engineer | 29.03 |
| 25190 - Ventilation Equipment Tender | 23.71 |
| 25210 - Water Treatment Plant Operator | 25.81 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.12 |
| 27007 - Baggage Inspector | 17.98 |
| 27008 - Corrections Officer | 30.97 |
| 27010 - Court Security Officer | 30.66 |
| 27030 - Detection Dog Handler | 20.36 |
| 27040 - Detention Officer | 30.97 |
| 27070 - Firefighter | 31.42 |
| 27101 - Guard I | 17.98 |
| 27102 - Guard II | 20.36 |
| 27131 - Police Officer I | 32.54 |
| 27132 - Police Officer II | 35.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.29 |
| 28042 - Carnival Equipment Repairer | 13.84 |
| 28043 - Carnival Equipment Worker | 10.96 |
| 28210 - Gate Attendant/Gate Tender | 16.49 |
| 28310 - Lifeguard | 13.00 |
| 28350 - Park Attendant (Aide) | 18.46 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.48 |
| 28515 - Recreation Specialist | 22.84 |
| 28630 - Sports Official | 14.69 |
| 28690 - Swimming Pool Operator | 20.98 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 27.64 |
| 29020 - Hatch Tender | 27.64 |
| 29030 - Line Handler | 27.64 |
| 29041 - Stevedore I | 26.22 |
| 29042 - Stevedore II | 32.84 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 21.25 |
| 30022 - Archeological Technician II | 24.17 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 30.02 |
| 30040 - Civil Engineering Technician | 25.21 |
| 30061 - Drafter/CAD Operator I | 21.25 |
| 30062 - Drafter/CAD Operator II | 25.50 |
| 30063 - Drafter/CAD Operator III | 28.31 |

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| 30064 - Drafter/CAD Operator IV | 33.24 |
| 30081 - Engineering Technician I | 19.98 |
| 30082 - Engineering Technician II | 22.47 |
| 30083 - Engineering Technician III | 25.28 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 46.20 |
| 30090 - Environmental Technician | 26.21 |
| 30210 - Laboratory Technician | 21.37 |
| 30240 - Mathematical Technician | 30.13 |
| 30361 - Paralegal/Legal Assistant I | 23.36 |
| 30362 - Paralegal/Legal Assistant II | 28.94 |
| 30363 - Paralegal/Legal Assistant III | 35.39 |
| 30364 - Paralegal/Legal Assistant IV | 42.84 |
| 30390 - Photo-Optics Technician | 27.73 |
| 30461 - Technical Writer I | 26.41 |
| 30462 - Technical Writer II | 32.29 |
| 30463 - Technical Writer III | 39.10 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 27.96 |
| 30621 - Weather Observer, Senior (see 2) | 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 16.40 |
| 31030 - Bus Driver | 19.89 |
| 31043 - Driver Courier | 16.75 |
| 31260 - Parking and Lot Attendant | 10.05 |
| 31290 - Shuttle Bus Driver | 17.80 |
| 31310 - Taxi Driver | 15.35 |
| 31361 - Truckdriver, Light | 17.80 |
| 31362 - Truckdriver, Medium | 20.08 |
| 31363 - Truckdriver, Heavy | 24.52 |
| 31364 - Truckdriver, Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.53 |
| 99050 - Desk Clerk | 13.34 |
| 99095 - Embalmer | 31.12 |
| 99251 - Laboratory Animal Caretaker I | 12.72 |
| 99252 - Laboratory Animal Caretaker II | 14.70 |
| 99310 - Mortician | 34.82 |
| 99410 - Pest Controller | 16.49 |
| 99510 - Photofinishing Worker | 16.23 |
| 99710 - Recycling Laborer | 19.78 |
| 99711 - Recycling Specialist | 24.70 |
| 99730 - Refuse Collector | 18.50 |
| 99810 - Sales Clerk | 14.70 |
| 99820 - School Crossing Guard | 14.08 |
| 99830 - Survey Party Chief | 23.31 |
| 99831 - Surveying Aide | 13.87 |
| 99832 - Surveying Technician | 20.42 |
| 99840 - Vending Machine Attendant | 17.66 |
| 99841 - Vending Machine Repairer | 21.80 |
| 99842 - Vending Machine Repairer Helper | 17.66 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials

are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted

classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2349
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey Counties of Hunterdon, Middlesex, Somerset, Warren

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.11 |
| 01012 - Accounting Clerk II | | 19.61 |
| 01013 - Accounting Clerk III | | 21.89 |
| 01020 - Administrative Assistant | | 30.93 |
| 01040 - Court Reporter | | 21.64 |
| 01051 - Data Entry Operator I | | 14.71 |
| 01052 - Data Entry Operator II | | 16.05 |
| 01060 - Dispatcher, Motor Vehicle | | 25.79 |
| 01070 - Document Preparation Clerk | | 15.56 |
| 01090 - Duplicating Machine Operator | | 15.56 |
| 01111 - General Clerk I | | 14.82 |
| 01112 - General Clerk II | | 17.49 |
| 01113 - General Clerk III | | 18.82 |
| 01120 - Housing Referral Assistant | | 26.92 |
| 01141 - Messenger Courier | | 12.34 |
| 01191 - Order Clerk I | | 17.35 |
| 01192 - Order Clerk II | | 21.37 |
| 01261 - Personnel Assistant (Employment) I | | 18.96 |
| 01262 - Personnel Assistant (Employment) II | | 21.22 |
| 01263 - Personnel Assistant (Employment) III | | 23.66 |
| 01270 - Production Control Clerk | | 23.51 |
| 01280 - Receptionist | | 15.67 |
| 01290 - Rental Clerk | | 18.04 |
| 01300 - Scheduler, Maintenance | | 21.57 |
| 01311 - Secretary I | | 21.57 |
| 01312 - Secretary II | | 24.82 |
| 01313 - Secretary III | | 26.92 |
| 01320 - Service Order Dispatcher | | 18.55 |
| 01410 - Supply Technician | | 30.93 |
| 01420 - Survey Worker | | 21.64 |
| 01531 - Travel Clerk I | | 14.64 |

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| 01532 - Travel Clerk II | 15.88 |
| 01533 - Travel Clerk III | 17.17 |
| 01611 - Word Processor I | 17.62 |
| 01612 - Word Processor II | 19.79 |
| 01613 - Word Processor III | 22.13 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 29.36 |
| 05010 - Automotive Electrician | 28.50 |
| 05040 - Automotive Glass Installer | 27.31 |
| 05070 - Automotive Worker | 27.31 |
| 05110 - Mobile Equipment Servicer | 24.42 |
| 05130 - Motor Equipment Metal Mechanic | 29.68 |
| 05160 - Motor Equipment Metal Worker | 27.31 |
| 05190 - Motor Vehicle Mechanic | 29.68 |
| 05220 - Motor Vehicle Mechanic Helper | 23.15 |
| 05250 - Motor Vehicle Upholstery Worker | 26.12 |
| 05280 - Motor Vehicle Wrecker | 27.31 |
| 05310 - Painter, Automotive | 28.50 |
| 05340 - Radiator Repair Specialist | 27.31 |
| 05370 - Tire Repairer | 17.20 |
| 05400 - Transmission Repair Specialist | 29.68 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 18.00 |
| 07041 - Cook I | 15.06 |
| 07042 - Cook II | 16.80 |
| 07070 - Dishwasher | 9.34 |
| 07130 - Food Service Worker | 12.02 |
| 07210 - Meat Cutter | 19.20 |
| 07260 - Waiter/Waitress | 12.67 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 21.17 |
| 09040 - Furniture Handler | 16.74 |
| 09080 - Furniture Refinisher | 21.17 |
| 09090 - Furniture Refinisher Helper | 17.77 |
| 09110 - Furniture Repairer, Minor | 19.47 |
| 09130 - Upholsterer | 21.17 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.94 |
| 11060 - Elevator Operator | 12.94 |
| 11090 - Gardener | 19.34 |
| 11122 - Housekeeping Aide | 15.14 |
| 11150 - Janitor | 15.70 |
| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.34 |
| 11260 - Pruner | 14.75 |
| 11270 - Tractor Operator | 18.12 |
| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 16.95 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 22.50 |
| 12011 - Breath Alcohol Technician | 22.61 |
| 12012 - Certified Occupational Therapist Assistant | 24.12 |
| 12015 - Certified Physical Therapist Assistant | 22.28 |
| 12020 - Dental Assistant | 16.83 |
| 12025 - Dental Hygienist | 35.31 |
| 12030 - EKG Technician | 28.65 |
| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 22.50 |
| 12071 - Licensed Practical Nurse I | 21.76 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |
| 12100 - Medical Assistant | 16.66 |
| 12130 - Medical Laboratory Technician | 20.63 |

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| 12160 - Medical Record Clerk | 18.00 |
| 12190 - Medical Record Technician | 20.55 |
| 12195 - Medical Transcriptionist | 18.33 |
| 12210 - Nuclear Medicine Technologist | 36.93 |
| 12221 - Nursing Assistant I | 12.37 |
| 12222 - Nursing Assistant II | 13.91 |
| 12223 - Nursing Assistant III | 15.82 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 24.64 |
| 12236 - Optical Technician | 16.64 |
| 12250 - Pharmacy Technician | 14.58 |
| 12280 - Phlebotomist | 16.79 |
| 12305 - Radiologic Technologist | 28.08 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |
| 12316 - Registered Nurse IV | 59.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 27.03 |
| 13012 - Exhibits Specialist II | 33.19 |
| 13013 - Exhibits Specialist III | 35.62 |
| 13041 - Illustrator I | 25.89 |
| 13042 - Illustrator II | 32.08 |
| 13043 - Illustrator III | 35.62 |
| 13047 - Librarian | 36.42 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 32.65 |
| 13058 - Library Technician | 24.10 |
| 13061 - Media Specialist I | 20.90 |
| 13062 - Media Specialist II | 21.56 |
| 13063 - Media Specialist III | 23.95 |
| 13071 - Photographer I | 21.29 |
| 13072 - Photographer II | 24.10 |
| 13073 - Photographer III | 29.53 |
| 13074 - Photographer IV | 36.11 |
| 13075 - Photographer V | 43.69 |
| 13110 - Video Teleconference Technician | 24.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.00 |
| 14042 - Computer Operator II | 21.26 |
| 14043 - Computer Operator III | 23.71 |
| 14044 - Computer Operator IV | 26.35 |
| 14045 - Computer Operator V | 29.17 |
| 14071 - Computer Programmer I | (see 1) 27.56 |
| 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 | 19.00 |
| 14160 - Personal Computer Support Technician | 26.35 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 39.54 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.46 |
| 15050 - Computer Based Training Specialist / Instructor | 39.54 |
| 15060 - Educational Technologist | 33.25 |
| 15070 - Flight Instructor (Pilot) | 52.46 |

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| 15080 - Graphic Artist | 33.72 |
| 15090 - Technical Instructor | 31.19 |
| 15095 - Technical Instructor/Course Developer | 38.04 |
| 15110 - Test Proctor | 25.11 |
| 15120 - Tutor | 25.11 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.75 |
| 16030 - Counter Attendant | 10.75 |
| 16040 - Dry Cleaner | 13.97 |
| 16070 - Finisher, Flatwork, Machine | 10.75 |
| 16090 - Presser, Hand | 10.75 |
| 16110 - Presser, Machine, Drycleaning | 10.75 |
| 16130 - Presser, Machine, Shirts | 10.75 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.75 |
| 16190 - Sewing Machine Operator | 14.96 |
| 16220 - Tailor | 15.93 |
| 16250 - Washer, Machine | 12.02 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.82 |
| 19040 - Tool And Die Maker | 24.21 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.96 |
| 21030 - Material Coordinator | 23.51 |
| 21040 - Material Expediter | 23.51 |
| 21050 - Material Handling Laborer | 14.24 |
| 21071 - Order Filler | 13.99 |
| 21080 - Production Line Worker (Food Processing) | 16.96 |
| 21110 - Shipping Packer | 15.28 |
| 21130 - Shipping/Receiving Clerk | 15.28 |
| 21140 - Store Worker I | 15.06 |
| 21150 - Stock Clerk | 18.88 |
| 21210 - Tools And Parts Attendant | 16.96 |
| 21410 - Warehouse Specialist | 16.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.79 |
| 23021 - Aircraft Mechanic I | 27.11 |
| 23022 - Aircraft Mechanic II | 29.58 |
| 23023 - Aircraft Mechanic III | 30.66 |
| 23040 - Aircraft Mechanic Helper | 21.15 |
| 23050 - Aircraft, Painter | 26.03 |
| 23060 - Aircraft Servicer | 23.86 |
| 23080 - Aircraft Worker | 24.93 |
| 23110 - Appliance Mechanic | 23.29 |
| 23120 - Bicycle Repairer | 17.14 |
| 23125 - Cable Splicer | 36.53 |
| 23130 - Carpenter, Maintenance | 29.89 |
| 23140 - Carpet Layer | 27.98 |
| 23160 - Electrician, Maintenance | 36.84 |
| 23181 - Electronics Technician Maintenance I | 24.37 |
| 23182 - Electronics Technician Maintenance II | 25.26 |
| 23183 - Electronics Technician Maintenance III | 25.32 |
| 23260 - Fabric Worker | 28.00 |
| 23290 - Fire Alarm System Mechanic | 22.02 |
| 23310 - Fire Extinguisher Repairer | 22.51 |
| 23311 - Fuel Distribution System Mechanic | 29.05 |
| 23312 - Fuel Distribution System Operator | 26.70 |
| 23370 - General Maintenance Worker | 24.67 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |
| 23381 - Ground Support Equipment Servicer | 23.86 |
| 23382 - Ground Support Equipment Worker | 24.93 |
| 23391 - Gunsmith I | 22.51 |
| 23392 - Gunsmith II | 25.12 |
| 23393 - Gunsmith III | 27.25 |

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| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.93 |
| 23430 - Heavy Equipment Mechanic | 26.10 |
| 23440 - Heavy Equipment Operator | 34.30 |
| 23460 - Instrument Mechanic | 30.86 |
| 23465 - Laboratory/Shelter Mechanic | 26.21 |
| 23470 - Laborer | 14.74 |
| 23510 - Locksmith | 20.70 |
| 23530 - Machinery Maintenance Mechanic | 23.95 |
| 23550 - Machinist, Maintenance | 19.98 |
| 23580 - Maintenance Trades Helper | 15.09 |
| 23591 - Metrology Technician I | 30.34 |
| 23592 - Metrology Technician II | 31.53 |
| 23593 - Metrology Technician III | 32.67 |
| 23640 - Millwright | 31.22 |
| 23710 - Office Appliance Repairer | 22.16 |
| 23760 - Painter, Maintenance | 26.69 |
| 23790 - Pipefitter, Maintenance | 33.20 |
| 23810 - Plumber, Maintenance | 32.93 |
| 23820 - Pneudraulic Systems Mechanic | 27.25 |
| 23850 - Rigger | 24.36 |
| 23870 - Scale Mechanic | 25.12 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.46 |
| 23910 - Small Engine Mechanic | 19.34 |
| 23931 - Telecommunications Mechanic I | 30.91 |
| 23932 - Telecommunications Mechanic II | 32.20 |
| 23950 - Telephone Lineman | 32.90 |
| 23960 - Welder, Combination, Maintenance | 23.01 |
| 23965 - Well Driller | 25.57 |
| 23970 - Woodcraft Worker | 27.25 |
| 23980 - Woodworker | 21.46 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.38 |
| 24580 - Child Care Center Clerk | 16.51 |
| 24610 - Chore Aide | 11.53 |
| 24620 - Family Readiness And Support Services Coordinator | 15.08 |
| 24630 - Homemaker | 19.66 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.03 |
| 25040 - Sewage Plant Operator | 25.19 |
| 25070 - Stationary Engineer | 29.03 |
| 25190 - Ventilation Equipment Tender | 23.71 |
| 25210 - Water Treatment Plant Operator | 26.43 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.12 |
| 27007 - Baggage Inspector | 17.98 |
| 27008 - Corrections Officer | 30.97 |
| 27010 - Court Security Officer | 30.66 |
| 27030 - Detection Dog Handler | 19.18 |
| 27040 - Detention Officer | 30.97 |
| 27070 - Firefighter | 31.42 |
| 27101 - Guard I | 17.98 |
| 27102 - Guard II | 19.18 |
| 27131 - Police Officer I | 32.37 |
| 27132 - Police Officer II | 35.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.28 |
| 28042 - Carnival Equipment Repairer | 13.84 |
| 28043 - Carnival Equipment Worker | 10.96 |
| 28210 - Gate Attendant/Gate Tender | 16.49 |

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| 28310 - Lifeguard | 13.00 |
| 28350 - Park Attendant (Aide) | 18.46 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.48 |
| 28515 - Recreation Specialist | 22.22 |
| 28630 - Sports Official | 14.69 |
| 28690 - Swimming Pool Operator | 12.77 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 27.64 |
| 29020 - Hatch Tender | 27.64 |
| 29030 - Line Handler | 27.64 |
| 29041 - Stevedore I | 26.22 |
| 29042 - Stevedore II | 30.32 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 19.73 |
| 30022 - Archeological Technician II | 22.02 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 27.27 |
| 30040 - Civil Engineering Technician | 25.21 |
| 30061 - Drafter/CAD Operator I | 19.69 |
| 30062 - Drafter/CAD Operator II | 22.02 |
| 30063 - Drafter/CAD Operator III | 24.55 |
| 30064 - Drafter/CAD Operator IV | 30.20 |
| 30081 - Engineering Technician I | 19.16 |
| 30082 - Engineering Technician II | 22.24 |
| 30083 - Engineering Technician III | 25.28 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 46.20 |
| 30090 - Environmental Technician | 20.55 |
| 30210 - Laboratory Technician | 21.37 |
| 30240 - Mathematical Technician | 26.78 |
| 30361 - Paralegal/Legal Assistant I | 23.36 |
| 30362 - Paralegal/Legal Assistant II | 28.94 |
| 30363 - Paralegal/Legal Assistant III | 35.39 |
| 30364 - Paralegal/Legal Assistant IV | 42.84 |
| 30390 - Photo-Optics Technician | 27.27 |
| 30461 - Technical Writer I | 26.41 |
| 30462 - Technical Writer II | 32.29 |
| 30463 - Technical Writer III | 39.17 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 24.55 |
| 30621 - Weather Observer, Senior (see 2) | 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 16.40 |
| 31030 - Bus Driver | 19.89 |
| 31043 - Driver Courier | 16.75 |
| 31260 - Parking and Lot Attendant | 10.05 |
| 31290 - Shuttle Bus Driver | 17.80 |
| 31310 - Taxi Driver | 13.23 |
| 31361 - Truckdriver, Light | 17.80 |
| 31362 - Truckdriver, Medium | 18.87 |
| 31363 - Truckdriver, Heavy | 24.52 |
| 31364 - Truckdriver, Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.53 |

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| 99050 - Desk Clerk | 13.34 |
| 99095 - Embalmer | 27.84 |
| 99251 - Laboratory Animal Caretaker I | 12.33 |
| 99252 - Laboratory Animal Caretaker II | 13.11 |
| 99310 - Mortician | 34.44 |
| 99410 - Pest Controller | 17.74 |
| 99510 - Photofinishing Worker | 16.23 |
| 99710 - Recycling Laborer | 19.78 |
| 99711 - Recycling Specialist | 22.62 |
| 99730 - Refuse Collector | 18.36 |
| 99810 - Sales Clerk | 14.70 |
| 99820 - School Crossing Guard | 14.27 |
| 99830 - Survey Party Chief | 25.53 |
| 99831 - Surveying Aide | 15.48 |
| 99832 - Surveying Technician | 20.42 |
| 99840 - Vending Machine Attendant | 13.66 |
| 99841 - Vending Machine Repairer | 17.44 |
| 99842 - Vending Machine Repairer Helper | 14.72 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2350
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey Counties of Hunterdon, Middlesex, Somerset, Warren

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.11 |
| 01012 - Accounting Clerk II | | 19.61 |
| 01013 - Accounting Clerk III | | 21.89 |
| 01020 - Administrative Assistant | | 30.93 |
| 01040 - Court Reporter | | 21.64 |
| 01051 - Data Entry Operator I | | 14.71 |
| 01052 - Data Entry Operator II | | 16.05 |
| 01060 - Dispatcher, Motor Vehicle | | 25.79 |
| 01070 - Document Preparation Clerk | | 15.56 |
| 01090 - Duplicating Machine Operator | | 15.56 |

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| 01111 | - General Clerk I | 14.82 |
| 01112 | - General Clerk II | 17.49 |
| 01113 | - General Clerk III | 18.82 |
| 01120 | - Housing Referral Assistant | 26.92 |
| 01141 | - Messenger Courier | 12.34 |
| 01191 | - Order Clerk I | 17.35 |
| 01192 | - Order Clerk II | 21.37 |
| 01261 | - Personnel Assistant (Employment) I | 18.96 |
| 01262 | - Personnel Assistant (Employment) II | 21.22 |
| 01263 | - Personnel Assistant (Employment) III | 23.66 |
| 01270 | - Production Control Clerk | 23.51 |
| 01280 | - Receptionist | 15.67 |
| 01290 | - Rental Clerk | 18.04 |
| 01300 | - Scheduler, Maintenance | 21.57 |
| 01311 | - Secretary I | 21.57 |
| 01312 | - Secretary II | 24.82 |
| 01313 | - Secretary III | 26.92 |
| 01320 | - Service Order Dispatcher | 18.55 |
| 01410 | - Supply Technician | 30.93 |
| 01420 | - Survey Worker | 21.64 |
| 01531 | - Travel Clerk I | 14.64 |
| 01532 | - Travel Clerk II | 15.88 |
| 01533 | - Travel Clerk III | 17.17 |
| 01611 | - Word Processor I | 17.62 |
| 01612 | - Word Processor II | 19.79 |
| 01613 | - Word Processor III | 22.13 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 29.36 |
| 05010 | - Automotive Electrician | 28.50 |
| 05040 | - Automotive Glass Installer | 27.31 |
| 05070 | - Automotive Worker | 27.31 |
| 05110 | - Mobile Equipment Servicer | 24.42 |
| 05130 | - Motor Equipment Metal Mechanic | 29.68 |
| 05160 | - Motor Equipment Metal Worker | 27.31 |
| 05190 | - Motor Vehicle Mechanic | 29.68 |
| 05220 | - Motor Vehicle Mechanic Helper | 23.15 |
| 05250 | - Motor Vehicle Upholstery Worker | 26.12 |
| 05280 | - Motor Vehicle Wrecker | 27.31 |
| 05310 | - Painter, Automotive | 28.50 |
| 05340 | - Radiator Repair Specialist | 27.31 |
| 05370 | - Tire Repairer | 17.20 |
| 05400 | - Transmission Repair Specialist | 29.68 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 18.00 |
| 07041 | - Cook I | 15.06 |
| 07042 | - Cook II | 16.80 |
| 07070 | - Dishwasher | 9.34 |
| 07130 | - Food Service Worker | 12.02 |
| 07210 | - Meat Cutter | 19.20 |
| 07260 | - Waiter/Waitress | 12.67 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 21.17 |
| 09040 | - Furniture Handler | 16.74 |
| 09080 | - Furniture Refinisher | 21.17 |
| 09090 | - Furniture Refinisher Helper | 17.77 |
| 09110 | - Furniture Repairer, Minor | 19.47 |
| 09130 | - Upholsterer | 21.17 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 12.94 |
| 11060 | - Elevator Operator | 12.94 |
| 11090 | - Gardener | 19.34 |
| 11122 | - Housekeeping Aide | 15.14 |
| 11150 | - Janitor | 15.70 |

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| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.34 |
| 11260 - Pruner | 14.75 |
| 11270 - Tractor Operator | 18.12 |
| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 16.95 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 22.50 |
| 12011 - Breath Alcohol Technician | 22.61 |
| 12012 - Certified Occupational Therapist Assistant | 24.12 |
| 12015 - Certified Physical Therapist Assistant | 22.28 |
| 12020 - Dental Assistant | 16.83 |
| 12025 - Dental Hygienist | 35.31 |
| 12030 - EKG Technician | 28.65 |
| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 22.50 |
| 12071 - Licensed Practical Nurse I | 21.76 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |
| 12100 - Medical Assistant | 16.66 |
| 12130 - Medical Laboratory Technician | 20.63 |
| 12160 - Medical Record Clerk | 18.00 |
| 12190 - Medical Record Technician | 20.55 |
| 12195 - Medical Transcriptionist | 18.33 |
| 12210 - Nuclear Medicine Technologist | 36.93 |
| 12221 - Nursing Assistant I | 12.37 |
| 12222 - Nursing Assistant II | 13.91 |
| 12223 - Nursing Assistant III | 15.82 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 24.64 |
| 12236 - Optical Technician | 16.64 |
| 12250 - Pharmacy Technician | 14.58 |
| 12280 - Phlebotomist | 16.79 |
| 12305 - Radiologic Technologist | 28.08 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |
| 12316 - Registered Nurse IV | 59.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 27.03 |
| 13012 - Exhibits Specialist II | 33.19 |
| 13013 - Exhibits Specialist III | 35.62 |
| 13041 - Illustrator I | 25.89 |
| 13042 - Illustrator II | 32.08 |
| 13043 - Illustrator III | 35.62 |
| 13047 - Librarian | 36.42 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 32.65 |
| 13058 - Library Technician | 24.10 |
| 13061 - Media Specialist I | 20.90 |
| 13062 - Media Specialist II | 21.56 |
| 13063 - Media Specialist III | 23.95 |
| 13071 - Photographer I | 21.29 |
| 13072 - Photographer II | 24.10 |
| 13073 - Photographer III | 29.53 |
| 13074 - Photographer IV | 36.11 |
| 13075 - Photographer V | 43.69 |
| 13110 - Video Teleconference Technician | 24.33 |
| 14000 - Information Technology Occupations | |

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| 14041 - Computer Operator I | 19.00 |
| 14042 - Computer Operator II | 21.26 |
| 14043 - Computer Operator III | 23.71 |
| 14044 - Computer Operator IV | 26.35 |
| 14045 - Computer Operator V | 29.17 |
| 14071 - Computer Programmer I (see 1) | 27.56 |
| 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 | 19.00 |
| 14160 - Personal Computer Support Technician | 26.35 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 39.54 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.46 |
| 15050 - Computer Based Training Specialist / Instructor | 39.54 |
| 15060 - Educational Technologist | 33.25 |
| 15070 - Flight Instructor (Pilot) | 52.46 |
| 15080 - Graphic Artist | 33.72 |
| 15090 - Technical Instructor | 31.19 |
| 15095 - Technical Instructor/Course Developer | 38.04 |
| 15110 - Test Proctor | 25.11 |
| 15120 - Tutor | 25.11 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.75 |
| 16030 - Counter Attendant | 10.75 |
| 16040 - Dry Cleaner | 13.97 |
| 16070 - Finisher, Flatwork, Machine | 10.75 |
| 16090 - Presser, Hand | 10.75 |
| 16110 - Presser, Machine, Drycleaning | 10.75 |
| 16130 - Presser, Machine, Shirts | 10.75 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.75 |
| 16190 - Sewing Machine Operator | 14.96 |
| 16220 - Tailor | 15.93 |
| 16250 - Washer, Machine | 12.02 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.82 |
| 19040 - Tool And Die Maker | 24.21 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.96 |
| 21030 - Material Coordinator | 23.51 |
| 21040 - Material Expediter | 23.51 |
| 21050 - Material Handling Laborer | 14.24 |
| 21071 - Order Filler | 13.99 |
| 21080 - Production Line Worker (Food Processing) | 16.96 |
| 21110 - Shipping Packer | 15.28 |
| 21130 - Shipping/Receiving Clerk | 15.28 |
| 21140 - Store Worker I | 15.06 |
| 21150 - Stock Clerk | 18.88 |
| 21210 - Tools And Parts Attendant | 16.96 |
| 21410 - Warehouse Specialist | 16.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.79 |
| 23021 - Aircraft Mechanic I | 27.11 |
| 23022 - Aircraft Mechanic II | 29.58 |
| 23023 - Aircraft Mechanic III | 30.66 |
| 23040 - Aircraft Mechanic Helper | 21.15 |
| 23050 - Aircraft, Painter | 26.03 |
| 23060 - Aircraft Servicer | 23.86 |
| 23080 - Aircraft Worker | 24.93 |

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| 23110 - Appliance Mechanic | 23.29 |
| 23120 - Bicycle Repairer | 17.14 |
| 23125 - Cable Splicer | 36.53 |
| 23130 - Carpenter, Maintenance | 29.89 |
| 23140 - Carpet Layer | 27.98 |
| 23160 - Electrician, Maintenance | 36.84 |
| 23181 - Electronics Technician Maintenance I | 24.37 |
| 23182 - Electronics Technician Maintenance II | 25.26 |
| 23183 - Electronics Technician Maintenance III | 25.32 |
| 23260 - Fabric Worker | 28.00 |
| 23290 - Fire Alarm System Mechanic | 22.02 |
| 23310 - Fire Extinguisher Repairer | 22.51 |
| 23311 - Fuel Distribution System Mechanic | 29.05 |
| 23312 - Fuel Distribution System Operator | 26.70 |
| 23370 - General Maintenance Worker | 24.67 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |
| 23381 - Ground Support Equipment Servicer | 23.86 |
| 23382 - Ground Support Equipment Worker | 24.93 |
| 23391 - Gunsmith I | 22.51 |
| 23392 - Gunsmith II | 25.12 |
| 23393 - Gunsmith III | 27.25 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.93 |
| 23430 - Heavy Equipment Mechanic | 26.10 |
| 23440 - Heavy Equipment Operator | 34.30 |
| 23460 - Instrument Mechanic | 30.86 |
| 23465 - Laboratory/Shelter Mechanic | 26.21 |
| 23470 - Laborer | 14.74 |
| 23510 - Locksmith | 20.70 |
| 23530 - Machinery Maintenance Mechanic | 23.95 |
| 23550 - Machinist, Maintenance | 19.98 |
| 23580 - Maintenance Trades Helper | 15.09 |
| 23591 - Metrology Technician I | 30.34 |
| 23592 - Metrology Technician II | 31.53 |
| 23593 - Metrology Technician III | 32.67 |
| 23640 - Millwright | 31.22 |
| 23710 - Office Appliance Repairer | 22.16 |
| 23760 - Painter, Maintenance | 26.69 |
| 23790 - Pipefitter, Maintenance | 33.20 |
| 23810 - Plumber, Maintenance | 32.93 |
| 23820 - Pneudraulic Systems Mechanic | 27.25 |
| 23850 - Rigger | 24.36 |
| 23870 - Scale Mechanic | 25.12 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.46 |
| 23910 - Small Engine Mechanic | 19.34 |
| 23931 - Telecommunications Mechanic I | 30.91 |
| 23932 - Telecommunications Mechanic II | 32.20 |
| 23950 - Telephone Lineman | 32.90 |
| 23960 - Welder, Combination, Maintenance | 23.01 |
| 23965 - Well Driller | 25.57 |
| 23970 - Woodcraft Worker | 27.25 |
| 23980 - Woodworker | 21.46 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.38 |
| 24580 - Child Care Center Clerk | 16.51 |
| 24610 - Chore Aide | 11.53 |
| 24620 - Family Readiness And Support Services Coordinator | 15.08 |
| 24630 - Homemaker | 19.66 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.03 |

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| 25040 - Sewage Plant Operator | 25.19 |
| 25070 - Stationary Engineer | 29.03 |
| 25190 - Ventilation Equipment Tender | 23.71 |
| 25210 - Water Treatment Plant Operator | 26.43 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.12 |
| 27007 - Baggage Inspector | 17.98 |
| 27008 - Corrections Officer | 30.97 |
| 27010 - Court Security Officer | 30.66 |
| 27030 - Detection Dog Handler | 19.18 |
| 27040 - Detention Officer | 30.97 |
| 27070 - Firefighter | 31.42 |
| 27101 - Guard I | 17.98 |
| 27102 - Guard II | 19.18 |
| 27131 - Police Officer I | 32.37 |
| 27132 - Police Officer II | 35.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.28 |
| 28042 - Carnival Equipment Repairer | 13.84 |
| 28043 - Carnival Equipment Worker | 10.96 |
| 28210 - Gate Attendant/Gate Tender | 16.49 |
| 28310 - Lifeguard | 13.00 |
| 28350 - Park Attendant (Aide) | 18.46 |
| 28510 - Recreation Aide/Health Facility Attendant | 13.48 |
| 28515 - Recreation Specialist | 22.22 |
| 28630 - Sports Official | 14.69 |
| 28690 - Swimming Pool Operator | 12.77 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 27.64 |
| 29020 - Hatch Tender | 27.64 |
| 29030 - Line Handler | 27.64 |
| 29041 - Stevedore I | 26.22 |
| 29042 - Stevedore II | 30.32 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 19.73 |
| 30022 - Archeological Technician II | 22.02 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 27.27 |
| 30040 - Civil Engineering Technician | 25.21 |
| 30061 - Drafter/CAD Operator I | 19.69 |
| 30062 - Drafter/CAD Operator II | 22.02 |
| 30063 - Drafter/CAD Operator III | 24.55 |
| 30064 - Drafter/CAD Operator IV | 30.20 |
| 30081 - Engineering Technician I | 19.16 |
| 30082 - Engineering Technician II | 22.24 |
| 30083 - Engineering Technician III | 25.28 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 46.20 |
| 30090 - Environmental Technician | 20.55 |
| 30210 - Laboratory Technician | 21.37 |
| 30240 - Mathematical Technician | 26.78 |
| 30361 - Paralegal/Legal Assistant I | 23.36 |
| 30362 - Paralegal/Legal Assistant II | 28.94 |
| 30363 - Paralegal/Legal Assistant III | 35.39 |
| 30364 - Paralegal/Legal Assistant IV | 42.84 |
| 30390 - Photo-Optics Technician | 27.27 |
| 30461 - Technical Writer I | 26.41 |
| 30462 - Technical Writer II | 32.29 |
| 30463 - Technical Writer III | 39.17 |

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| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 24.55 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 16.40 |
| 31030 - Bus Driver | 19.89 |
| 31043 - Driver Courier | 16.75 |
| 31260 - Parking and Lot Attendant | 10.05 |
| 31290 - Shuttle Bus Driver | 17.80 |
| 31310 - Taxi Driver | 13.23 |
| 31361 - Truckdriver, Light | 17.80 |
| 31362 - Truckdriver, Medium | 18.87 |
| 31363 - Truckdriver, Heavy | 24.52 |
| 31364 - Truckdriver, Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.53 |
| 99050 - Desk Clerk | 13.34 |
| 99095 - Embalmer | 27.84 |
| 99251 - Laboratory Animal Caretaker I | 12.33 |
| 99252 - Laboratory Animal Caretaker II | 13.11 |
| 99310 - Mortician | 34.44 |
| 99410 - Pest Controller | 17.74 |
| 99510 - Photofinishing Worker | 16.23 |
| 99710 - Recycling Laborer | 19.78 |
| 99711 - Recycling Specialist | 22.62 |
| 99730 - Refuse Collector | 18.36 |
| 99810 - Sales Clerk | 14.70 |
| 99820 - School Crossing Guard | 14.27 |
| 99830 - Survey Party Chief | 25.53 |
| 99831 - Surveying Aide | 15.48 |
| 99832 - Surveying Technician | 20.42 |
| 99840 - Vending Machine Attendant | 13.66 |
| 99841 - Vending Machine Repairer | 17.44 |
| 99842 - Vending Machine Repairer Helper | 14.72 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or
Page 6677

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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed

occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski

Division of

Wage Determination No.: 2005-2351
Revision No.: 13

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|-------------------------|----------|------|
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|--|-------|
| 05340 - Radiator Repair Specialist | 27.31 |
| 05370 - Tire Repairer | 14.59 |
| 05400 - Transmission Repair Specialist | 29.68 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 18.55 |
| 07041 - Cook I | 15.07 |
| 07042 - Cook II | 16.80 |
| 07070 - Dishwasher | 11.19 |
| 07130 - Food Service Worker | 12.77 |
| 07210 - Meat Cutter | 19.44 |
| 07260 - Waiter/Waitress | 12.67 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.44 |
| 09040 - Furniture Handler | 15.61 |
| 09080 - Furniture Refinisher | 18.44 |
| 09090 - Furniture Refinisher Helper | 15.48 |
| 09110 - Furniture Repairer, Minor | 16.96 |
| 09130 - Upholsterer | 19.06 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.94 |
| 11060 - Elevator Operator | 12.94 |
| 11090 - Gardener | 19.39 |
| 11122 - Housekeeping Aide | 15.70 |
| 11150 - Janitor | 15.70 |
| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.34 |
| 11260 - Pruner | 14.75 |
| 11270 - Tractor Operator | 18.27 |
| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 16.95 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 22.17 |
| 12011 - Breath Alcohol Technician | 22.17 |
| 12012 - Certified Occupational Therapist Assistant | 24.12 |
| 12015 - Certified Physical Therapist Assistant | 22.28 |
| 12020 - Dental Assistant | 16.75 |
| 12025 - Dental Hygienist | 35.31 |
| 12030 - EKG Technician | 28.65 |
| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 22.17 |
| 12071 - Licensed Practical Nurse I | 19.53 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |
| 12100 - Medical Assistant | 16.66 |
| 12130 - Medical Laboratory Technician | 20.63 |
| 12160 - Medical Record Clerk | 18.00 |
| 12190 - Medical Record Technician | 20.55 |
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| 12235 - Optical Dispenser | 24.64 |
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| 12250 - Pharmacy Technician | 14.58 |
| 12280 - Phlebotomist | 16.79 |
| 12305 - Radiologic Technologist | 28.08 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |

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| 12316 - Registered Nurse IV | 59.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 27.03 |
| 13012 - Exhibits Specialist II | 33.49 |
| 13013 - Exhibits Specialist III | 40.95 |
| 13041 - Illustrator I | 27.04 |
| 13042 - Illustrator II | 33.23 |
| 13043 - Illustrator III | 40.66 |
| 13047 - Librarian | 36.42 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 32.65 |
| 13058 - Library Technician | 23.36 |
| 13061 - Media Specialist I | 22.39 |
| 13062 - Media Specialist II | 25.16 |
| 13063 - Media Specialist III | 27.93 |
| 13071 - Photographer I | 20.06 |
| 13072 - Photographer II | 24.10 |
| 13073 - Photographer III | 31.90 |
| 13074 - Photographer IV | 37.88 |
| 13075 - Photographer V | 43.69 |
| 13110 - Video Teleconference Technician | 24.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.00 |
| 14042 - Computer Operator II | 21.26 |
| 14043 - Computer Operator III | 23.71 |
| 14044 - Computer Operator IV | 26.35 |
| 14045 - Computer Operator V | 29.17 |
| 14071 - Computer Programmer I | (see 1) 27.56 |
| 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 | 19.00 |
| 14160 - Personal Computer Support Technician | 28.75 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 39.54 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.46 |
| 15050 - Computer Based Training Specialist / Instructor | 39.54 |
| 15060 - Educational Technologist | 36.60 |
| 15070 - Flight Instructor (Pilot) | 52.46 |
| 15080 - Graphic Artist | 30.86 |
| 15090 - Technical Instructor | 27.17 |
| 15095 - Technical Instructor/Course Developer | 31.35 |
| 15110 - Test Proctor | 21.13 |
| 15120 - Tutor | 21.13 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.29 |
| 16030 - Counter Attendant | 10.29 |
| 16040 - Dry Cleaner | 12.75 |
| 16070 - Finisher, Flatwork, Machine | 10.29 |
| 16090 - Presser, Hand | 10.29 |
| 16110 - Presser, Machine, Drycleaning | 10.29 |
| 16130 - Presser, Machine, Shirts | 10.29 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.29 |
| 16190 - Sewing Machine Operator | 13.58 |
| 16220 - Tailor | 14.40 |
| 16250 - Washer, Machine | 11.12 |
| 19000 - Machine Tool Operation And Repair Occupations | |

| | |
|---|-------|
| 19010 - Machine-Tool Operator (Tool Room) | 21.74 |
| 19040 - Tool And Die Maker | 24.21 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.96 |
| 21030 - Material Coordinator | 23.51 |
| 21040 - Material Expediter | 23.51 |
| 21050 - Material Handling Laborer | 13.99 |
| 21071 - Order Filler | 14.00 |
| 21080 - Production Line Worker (Food Processing) | 16.96 |
| 21110 - Shipping Packer | 15.28 |
| 21130 - Shipping/Receiving Clerk | 15.28 |
| 21140 - Store Worker I | 15.06 |
| 21150 - Stock Clerk | 18.88 |
| 21210 - Tools And Parts Attendant | 16.96 |
| 21410 - Warehouse Specialist | 16.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 29.63 |
| 23021 - Aircraft Mechanic I | 27.11 |
| 23022 - Aircraft Mechanic II | 29.58 |
| 23023 - Aircraft Mechanic III | 30.66 |
| 23040 - Aircraft Mechanic Helper | 22.60 |
| 23050 - Aircraft, Painter | 25.97 |
| 23060 - Aircraft Servicer | 23.73 |
| 23080 - Aircraft Worker | 24.95 |
| 23110 - Appliance Mechanic | 24.11 |
| 23120 - Bicycle Repairer | 14.93 |
| 23125 - Cable Splicer | 36.53 |
| 23130 - Carpenter, Maintenance | 29.56 |
| 23140 - Carpet Layer | 27.62 |
| 23160 - Electrician, Maintenance | 36.84 |
| 23181 - Electronics Technician Maintenance I | 24.19 |
| 23182 - Electronics Technician Maintenance II | 27.62 |
| 23183 - Electronics Technician Maintenance III | 28.68 |
| 23260 - Fabric Worker | 25.86 |
| 23290 - Fire Alarm System Mechanic | 22.64 |
| 23310 - Fire Extinguisher Repairer | 22.51 |
| 23311 - Fuel Distribution System Mechanic | 29.00 |
| 23312 - Fuel Distribution System Operator | 24.41 |
| 23370 - General Maintenance Worker | 23.33 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |
| 23381 - Ground Support Equipment Servicer | 23.73 |
| 23382 - Ground Support Equipment Worker | 24.95 |
| 23391 - Gunsmith I | 22.51 |
| 23392 - Gunsmith II | 25.12 |
| 23393 - Gunsmith III | 27.25 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.93 |
| 23430 - Heavy Equipment Mechanic | 26.10 |
| 23440 - Heavy Equipment Operator | 34.10 |
| 23460 - Instrument Mechanic | 30.86 |
| 23465 - Laboratory/Shelter Mechanic | 26.21 |
| 23470 - Laborer | 13.74 |
| 23510 - Locksmith | 20.70 |
| 23530 - Machinery Maintenance Mechanic | 23.76 |
| 23550 - Machinist, Maintenance | 19.74 |
| 23580 - Maintenance Trades Helper | 16.11 |
| 23591 - Metrology Technician I | 30.35 |
| 23592 - Metrology Technician II | 31.54 |
| 23593 - Metrology Technician III | 32.62 |
| 23640 - Millwright | 30.36 |
| 23710 - Office Appliance Repairer | 21.80 |

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| 23760 - Painter, Maintenance | 22.59 |
| 23790 - Pipefitter, Maintenance | 28.93 |
| 23810 - Plumber, Maintenance | 29.26 |
| 23820 - Pneudraulic Systems Mechanic | 27.25 |
| 23850 - Rigger | 24.36 |
| 23870 - Scale Mechanic | 25.12 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.46 |
| 23910 - Small Engine Mechanic | 18.88 |
| 23931 - Telecommunications Mechanic I | 29.87 |
| 23932 - Telecommunications Mechanic II | 31.05 |
| 23950 - Telephone Lineman | 29.40 |
| 23960 - Welder, Combination, Maintenance | 22.17 |
| 23965 - Well Driller | 22.73 |
| 23970 - Woodcraft Worker | 25.89 |
| 23980 - Woodworker | 17.56 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.05 |
| 24580 - Child Care Center Clerk | 16.27 |
| 24610 - Chore Aide | 10.49 |
| 24620 - Family Readiness And Support Services Coordinator | 14.89 |
| 24630 - Homemaker | 14.99 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.03 |
| 25040 - Sewage Plant Operator | 25.19 |
| 25070 - Stationary Engineer | 29.03 |
| 25190 - Ventilation Equipment Tender | 23.71 |
| 25210 - Water Treatment Plant Operator | 25.19 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.12 |
| 27007 - Baggage Inspector | 17.98 |
| 27008 - Corrections Officer | 30.97 |
| 27010 - Court Security Officer | 30.66 |
| 27030 - Detection Dog Handler | 20.36 |
| 27040 - Detention Officer | 30.97 |
| 27070 - Firefighter | 31.42 |
| 27101 - Guard I | 17.98 |
| 27102 - Guard II | 20.36 |
| 27131 - Police Officer I | 32.37 |
| 27132 - Police Officer II | 35.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.45 |
| 28042 - Carnival Equipment Repairer | 14.22 |
| 28043 - Carnival Equipment Worker | 11.19 |
| 28210 - Gate Attendant/Gate Tender | 16.49 |
| 28310 - Lifeguard | 13.00 |
| 28350 - Park Attendant (Aide) | 18.46 |
| 28510 - Recreation Aide/Health Facility Attendant | 14.91 |
| 28515 - Recreation Specialist | 19.84 |
| 28630 - Sports Official | 14.69 |
| 28690 - Swimming Pool Operator | 21.52 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 27.64 |
| 29020 - Hatch Tender | 27.64 |
| 29030 - Line Handler | 27.64 |
| 29041 - Stevedore I | 25.53 |
| 29042 - Stevedore II | 27.61 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 19.69 |
| 30022 - Archeological Technician II | 20.44 |

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| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 27.27 |
| 30040 - Civil Engineering Technician | 25.21 |
| 30061 - Drafter/CAD Operator I | 19.69 |
| 30062 - Drafter/CAD Operator II | 22.02 |
| 30063 - Drafter/CAD Operator III | 24.55 |
| 30064 - Drafter/CAD Operator IV | 30.20 |
| 30081 - Engineering Technician I | 19.28 |
| 30082 - Engineering Technician II | 22.03 |
| 30083 - Engineering Technician III | 24.65 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 46.20 |
| 30090 - Environmental Technician | 22.50 |
| 30210 - Laboratory Technician | 21.37 |
| 30240 - Mathematical Technician | 26.78 |
| 30361 - Paralegal/Legal Assistant I | 23.36 |
| 30362 - Paralegal/Legal Assistant II | 28.94 |
| 30363 - Paralegal/Legal Assistant III | 35.39 |
| 30364 - Paralegal/Legal Assistant IV | 42.84 |
| 30390 - Photo-Optics Technician | 27.27 |
| 30461 - Technical Writer I | 26.46 |
| 30462 - Technical Writer II | 32.35 |
| 30463 - Technical Writer III | 39.92 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 3) | 24.55 |
| 30621 - Weather Observer, Senior (see 3) | 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 16.40 |
| 31030 - Bus Driver | 19.89 |
| 31043 - Driver Courier | 16.75 |
| 31260 - Parking and Lot Attendant | 12.93 |
| 31290 - Shuttle Bus Driver | 17.80 |
| 31310 - Taxi Driver | 13.51 |
| 31361 - Truckdriver, Light | 17.80 |
| 31362 - Truckdriver, Medium | 18.87 |
| 31363 - Truckdriver, Heavy | 24.52 |
| 31364 - Truckdriver, Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.53 |
| 99050 - Desk Clerk | 13.34 |
| 99095 - Embalmer | 30.19 |
| 99251 - Laboratory Animal Caretaker I | 13.64 |
| 99252 - Laboratory Animal Caretaker II | 14.32 |
| 99310 - Mortician | 34.82 |
| 99410 - Pest Controller | 16.49 |
| 99510 - Photofinishing Worker | 16.23 |
| 99710 - Recycling Laborer | 22.08 |
| 99711 - Recycling Specialist | 23.50 |
| 99730 - Refuse Collector | 19.82 |
| 99810 - Sales Clerk | 14.70 |
| 99820 - School Crossing Guard | 14.08 |
| 99830 - Survey Party Chief | 21.47 |
| 99831 - Surveying Aide | 12.78 |
| 99832 - Surveying Technician | 20.42 |
| 99840 - Vending Machine Attendant | 16.40 |
| 99841 - Vending Machine Repairer | 19.12 |
| 99842 - Vending Machine Repairer Helper | 16.40 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting

"arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2352
Revision No.: 13
Date Of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey Counties of Monmouth, Ocean

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.11 |

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| 01012 | - Accounting Clerk II | 19.61 |
| 01013 | - Accounting Clerk III | 21.89 |
| 01020 | - Administrative Assistant | 30.93 |
| 01040 | - Court Reporter | 21.64 |
| 01051 | - Data Entry Operator I | 14.71 |
| 01052 | - Data Entry Operator II | 16.05 |
| 01060 | - Dispatcher, Motor Vehicle | 25.79 |
| 01070 | - Document Preparation Clerk | 15.56 |
| 01090 | - Duplicating Machine Operator | 15.56 |
| 01111 | - General Clerk I | 14.82 |
| 01112 | - General Clerk II | 17.49 |
| 01113 | - General Clerk III | 18.82 |
| 01120 | - Housing Referral Assistant | 26.92 |
| 01141 | - Messenger Courier | 12.87 |
| 01191 | - Order Clerk I | 15.29 |
| 01192 | - Order Clerk II | 17.07 |
| 01261 | - Personnel Assistant (Employment) I | 18.96 |
| 01262 | - Personnel Assistant (Employment) II | 21.22 |
| 01263 | - Personnel Assistant (Employment) III | 23.66 |
| 01270 | - Production Control Clerk | 23.51 |
| 01280 | - Receptionist | 15.67 |
| 01290 | - Rental Clerk | 18.04 |
| 01300 | - Scheduler, Maintenance | 21.57 |
| 01311 | - Secretary I | 21.57 |
| 01312 | - Secretary II | 24.82 |
| 01313 | - Secretary III | 26.92 |
| 01320 | - Service Order Dispatcher | 19.99 |
| 01410 | - Supply Technician | 30.93 |
| 01420 | - Survey Worker | 21.64 |
| 01531 | - Travel Clerk I | 13.20 |
| 01532 | - Travel Clerk II | 14.05 |
| 01533 | - Travel Clerk III | 14.85 |
| 01611 | - Word Processor I | 17.62 |
| 01612 | - Word Processor II | 19.79 |
| 01613 | - Word Processor III | 22.13 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 27.95 |
| 05010 | - Automotive Electrician | 28.50 |
| 05040 | - Automotive Glass Installer | 27.31 |
| 05070 | - Automotive Worker | 27.31 |
| 05110 | - Mobile Equipment Servicer | 24.42 |
| 05130 | - Motor Equipment Metal Mechanic | 29.68 |
| 05160 | - Motor Equipment Metal Worker | 27.31 |
| 05190 | - Motor Vehicle Mechanic | 29.68 |
| 05220 | - Motor Vehicle Mechanic Helper | 23.15 |
| 05250 | - Motor Vehicle Upholstery Worker | 26.12 |
| 05280 | - Motor Vehicle Wrecker | 27.31 |
| 05310 | - Painter, Automotive | 28.50 |
| 05340 | - Radiator Repair Specialist | 27.31 |
| 05370 | - Tire Repairer | 14.59 |
| 05400 | - Transmission Repair Specialist | 29.68 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 18.55 |
| 07041 | - Cook I | 15.07 |
| 07042 | - Cook II | 16.80 |
| 07070 | - Dishwasher | 11.19 |
| 07130 | - Food Service Worker | 12.77 |
| 07210 | - Meat Cutter | 19.44 |
| 07260 | - Waiter/Waitress | 12.67 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 18.44 |
| 09040 | - Furniture Handler | 15.61 |
| 09080 | - Furniture Refinisher | 18.44 |

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| 09090 - Furniture Refinisher Helper | 15.48 |
| 09110 - Furniture Repairer, Minor | 16.96 |
| 09130 - Upholsterer | 19.06 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.94 |
| 11060 - Elevator Operator | 12.94 |
| 11090 - Gardener | 19.39 |
| 11122 - Housekeeping Aide | 15.70 |
| 11150 - Janitor | 15.70 |
| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.34 |
| 11260 - Pruner | 14.75 |
| 11270 - Tractor Operator | 18.27 |
| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 16.95 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 22.17 |
| 12011 - Breath Alcohol Technician | 22.17 |
| 12012 - Certified Occupational Therapist Assistant | 24.12 |
| 12015 - Certified Physical Therapist Assistant | 22.28 |
| 12020 - Dental Assistant | 16.75 |
| 12025 - Dental Hygienist | 35.31 |
| 12030 - EKG Technician | 28.65 |
| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 22.17 |
| 12071 - Licensed Practical Nurse I | 19.53 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |
| 12100 - Medical Assistant | 16.66 |
| 12130 - Medical Laboratory Technician | 20.63 |
| 12160 - Medical Record Clerk | 18.00 |
| 12190 - Medical Record Technician | 20.55 |
| 12195 - Medical Transcriptionist | 18.33 |
| 12210 - Nuclear Medicine Technologist | 36.93 |
| 12221 - Nursing Assistant I | 12.37 |
| 12222 - Nursing Assistant II | 13.91 |
| 12223 - Nursing Assistant III | 15.82 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 24.64 |
| 12236 - Optical Technician | 16.64 |
| 12250 - Pharmacy Technician | 14.58 |
| 12280 - Phlebotomist | 16.79 |
| 12305 - Radiologic Technologist | 28.08 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |
| 12316 - Registered Nurse IV | 59.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 27.03 |
| 13012 - Exhibits Specialist II | 33.49 |
| 13013 - Exhibits Specialist III | 40.95 |
| 13041 - Illustrator I | 27.04 |
| 13042 - Illustrator II | 33.23 |
| 13043 - Illustrator III | 40.66 |
| 13047 - Librarian | 36.42 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 32.65 |
| 13058 - Library Technician | 23.36 |
| 13061 - Media Specialist I | 22.39 |

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|---|---------------|
| 13062 - Media Specialist II | 25.16 |
| 13063 - Media Specialist III | 27.93 |
| 13071 - Photographer I | 20.06 |
| 13072 - Photographer II | 24.10 |
| 13073 - Photographer III | 31.90 |
| 13074 - Photographer IV | 37.88 |
| 13075 - Photographer V | 43.69 |
| 13110 - Video Teleconference Technician | 24.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.00 |
| 14042 - Computer Operator II | 21.26 |
| 14043 - Computer Operator III | 23.71 |
| 14044 - Computer Operator IV | 26.35 |
| 14045 - Computer Operator V | 29.17 |
| 14071 - Computer Programmer I | (see 1) 27.56 |
| 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 | 19.00 |
| 14160 - Personal Computer Support Technician | 28.75 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 39.54 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.46 |
| 15050 - Computer Based Training Specialist / Instructor | 39.54 |
| 15060 - Educational Technologist | 36.60 |
| 15070 - Flight Instructor (Pilot) | 52.46 |
| 15080 - Graphic Artist | 30.86 |
| 15090 - Technical Instructor | 27.17 |
| 15095 - Technical Instructor/Course Developer | 31.35 |
| 15110 - Test Proctor | 21.13 |
| 15120 - Tutor | 21.13 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.29 |
| 16030 - Counter Attendant | 10.29 |
| 16040 - Dry Cleaner | 12.75 |
| 16070 - Finisher, Flatwork, Machine | 10.29 |
| 16090 - Presser, Hand | 10.29 |
| 16110 - Presser, Machine, Drycleaning | 10.29 |
| 16130 - Presser, Machine, Shirts | 10.29 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.29 |
| 16190 - Sewing Machine Operator | 13.58 |
| 16220 - Tailor | 14.40 |
| 16250 - Washer, Machine | 11.12 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.74 |
| 19040 - Tool And Die Maker | 24.21 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.96 |
| 21030 - Material Coordinator | 23.51 |
| 21040 - Material Expediter | 23.51 |
| 21050 - Material Handling Laborer | 13.99 |
| 21071 - Order Filler | 14.00 |
| 21080 - Production Line Worker (Food Processing) | 16.96 |
| 21110 - Shipping Packer | 15.28 |
| 21130 - Shipping/Receiving Clerk | 15.28 |
| 21140 - Store Worker I | 15.06 |
| 21150 - Stock Clerk | 18.88 |
| 21210 - Tools And Parts Attendant | 16.96 |
| 21410 - Warehouse Specialist | 16.96 |

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|---|-------|
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.63 |
| 23021 - Aircraft Mechanic I | 27.11 |
| 23022 - Aircraft Mechanic II | 29.58 |
| 23023 - Aircraft Mechanic III | 30.66 |
| 23040 - Aircraft Mechanic Helper | 22.60 |
| 23050 - Aircraft, Painter | 25.97 |
| 23060 - Aircraft Servicer | 23.73 |
| 23080 - Aircraft Worker | 24.95 |
| 23110 - Appliance Mechanic | 24.11 |
| 23120 - Bicycle Repairer | 14.93 |
| 23125 - Cable Splicer | 36.53 |
| 23130 - Carpenter, Maintenance | 29.56 |
| 23140 - Carpet Layer | 27.62 |
| 23160 - Electrician, Maintenance | 36.84 |
| 23181 - Electronics Technician Maintenance I | 24.19 |
| 23182 - Electronics Technician Maintenance II | 27.62 |
| 23183 - Electronics Technician Maintenance III | 28.68 |
| 23260 - Fabric Worker | 25.86 |
| 23290 - Fire Alarm System Mechanic | 22.64 |
| 23310 - Fire Extinguisher Repairer | 22.51 |
| 23311 - Fuel Distribution System Mechanic | 29.00 |
| 23312 - Fuel Distribution System Operator | 24.41 |
| 23370 - General Maintenance Worker | 23.33 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |
| 23381 - Ground Support Equipment Servicer | 23.73 |
| 23382 - Ground Support Equipment Worker | 24.95 |
| 23391 - Gunsmith I | 22.51 |
| 23392 - Gunsmith II | 25.12 |
| 23393 - Gunsmith III | 27.25 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.93 |
| 23430 - Heavy Equipment Mechanic | 26.10 |
| 23440 - Heavy Equipment Operator | 34.10 |
| 23460 - Instrument Mechanic | 30.86 |
| 23465 - Laboratory/Shelter Mechanic | 26.21 |
| 23470 - Laborer | 13.74 |
| 23510 - Locksmith | 20.70 |
| 23530 - Machinery Maintenance Mechanic | 23.76 |
| 23550 - Machinist, Maintenance | 19.74 |
| 23580 - Maintenance Trades Helper | 16.11 |
| 23591 - Metrology Technician I | 30.35 |
| 23592 - Metrology Technician II | 31.54 |
| 23593 - Metrology Technician III | 32.62 |
| 23640 - Millwright | 30.36 |
| 23710 - Office Appliance Repairer | 21.80 |
| 23760 - Painter, Maintenance | 22.59 |
| 23790 - Pipefitter, Maintenance | 28.93 |
| 23810 - Plumber, Maintenance | 29.26 |
| 23820 - Pneudraulic Systems Mechanic | 27.25 |
| 23850 - Rigger | 24.36 |
| 23870 - Scale Mechanic | 25.12 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.46 |
| 23910 - Small Engine Mechanic | 18.88 |
| 23931 - Telecommunications Mechanic I | 29.87 |
| 23932 - Telecommunications Mechanic II | 31.05 |
| 23950 - Telephone Lineman | 29.40 |
| 23960 - Welder, Combination, Maintenance | 22.17 |
| 23965 - well Driller | 22.73 |
| 23970 - Woodcraft Worker | 25.89 |
| 23980 - Woodworker | 17.56 |

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| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.05 |
| 24580 - Child Care Center Clerk | 16.27 |
| 24610 - Chore Aide | 10.49 |
| 24620 - Family Readiness And Support Services Coordinator | 14.89 |
| 24630 - Homemaker | 14.99 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.03 |
| 25040 - Sewage Plant Operator | 25.19 |
| 25070 - Stationary Engineer | 29.03 |
| 25190 - Ventilation Equipment Tender | 23.71 |
| 25210 - Water Treatment Plant Operator | 25.19 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.12 |
| 27007 - Baggage Inspector | 17.98 |
| 27008 - Corrections Officer | 30.97 |
| 27010 - Court Security Officer | 30.66 |
| 27030 - Detection Dog Handler | 20.36 |
| 27040 - Detention Officer | 30.97 |
| 27070 - Firefighter | 31.42 |
| 27101 - Guard I | 17.98 |
| 27102 - Guard II | 20.36 |
| 27131 - Police Officer I | 32.37 |
| 27132 - Police Officer II | 35.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.45 |
| 28042 - Carnival Equipment Repairer | 14.22 |
| 28043 - Carnival Equipment Worker | 11.19 |
| 28210 - Gate Attendant/Gate Tender | 16.49 |
| 28310 - Lifeguard | 13.00 |
| 28350 - Park Attendant (Aide) | 18.46 |
| 28510 - Recreation Aide/Health Facility Attendant | 14.91 |
| 28515 - Recreation Specialist | 19.84 |
| 28630 - Sports Official | 14.69 |
| 28690 - Swimming Pool Operator | 21.52 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 27.64 |
| 29020 - Hatch Tender | 27.64 |
| 29030 - Line Handler | 27.64 |
| 29041 - Stevedore I | 25.53 |
| 29042 - Stevedore II | 27.61 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 19.69 |
| 30022 - Archeological Technician II | 20.44 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 27.27 |
| 30040 - Civil Engineering Technician | 25.21 |
| 30061 - Drafter/CAD Operator I | 19.69 |
| 30062 - Drafter/CAD Operator II | 22.02 |
| 30063 - Drafter/CAD Operator III | 24.55 |
| 30064 - Drafter/CAD Operator IV | 30.20 |
| 30081 - Engineering Technician I | 19.28 |
| 30082 - Engineering Technician II | 22.03 |
| 30083 - Engineering Technician III | 24.65 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 46.20 |
| 30090 - Environmental Technician | 22.50 |
| 30210 - Laboratory Technician | 21.37 |

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|---|---------------|
| 30240 - Mathematical Technician | 26.78 |
| 30361 - Paralegal/Legal Assistant I | 23.36 |
| 30362 - Paralegal/Legal Assistant II | 28.94 |
| 30363 - Paralegal/Legal Assistant III | 35.39 |
| 30364 - Paralegal/Legal Assistant IV | 42.84 |
| 30390 - Photo-Optics Technician | 27.27 |
| 30461 - Technical Writer I | 26.46 |
| 30462 - Technical Writer II | 32.35 |
| 30463 - Technical Writer III | 39.92 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 3) 24.55 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 3) 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 16.40 |
| 31030 - Bus Driver | 19.89 |
| 31043 - Driver Courier | 16.75 |
| 31260 - Parking and Lot Attendant | 12.93 |
| 31290 - Shuttle Bus Driver | 17.80 |
| 31310 - Taxi Driver | 13.51 |
| 31361 - Truckdriver, Light | 17.80 |
| 31362 - Truckdriver, Medium | 18.87 |
| 31363 - Truckdriver, Heavy | 24.52 |
| 31364 - Truckdriver, Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.53 |
| 99050 - Desk Clerk | 13.34 |
| 99095 - Embalmer | 30.19 |
| 99251 - Laboratory Animal Caretaker I | 13.64 |
| 99252 - Laboratory Animal Caretaker II | 14.32 |
| 99310 - Mortician | 34.82 |
| 99410 - Pest Controller | 16.49 |
| 99510 - Photofinishing Worker | 16.23 |
| 99710 - Recycling Laborer | 22.08 |
| 99711 - Recycling Specialist | 23.50 |
| 99730 - Refuse Collector | 19.82 |
| 99810 - Sales Clerk | 14.70 |
| 99820 - School Crossing Guard | 14.08 |
| 99830 - Survey Party Chief | 21.47 |
| 99831 - Surveying Aide | 12.78 |
| 99832 - Surveying Technician | 20.42 |
| 99840 - Vending Machine Attendant | 16.40 |
| 99841 - Vending Machine Repairer | 19.12 |
| 99842 - Vending Machine Repairer Helper | 16.40 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

ordance, 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.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at

<http://wdo1.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2353
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey Counties of Essex, Hudson, Morris, Sussex, Union

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.11 |
| 01012 - Accounting Clerk II | | 19.61 |
| 01013 - Accounting Clerk III | | 21.89 |
| 01020 - Administrative Assistant | | 30.93 |
| 01040 - Court Reporter | | 21.64 |
| 01051 - Data Entry Operator I | | 14.71 |
| 01052 - Data Entry Operator II | | 16.05 |
| 01060 - Dispatcher, Motor Vehicle | | 25.79 |
| 01070 - Document Preparation Clerk | | 15.56 |
| 01090 - Duplicating Machine Operator | | 15.56 |
| 01111 - General Clerk I | | 14.82 |
| 01112 - General Clerk II | | 17.49 |
| 01113 - General Clerk III | | 19.01 |

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| 01120 - Housing Referral Assistant | 26.92 |
| 01141 - Messenger Courier | 12.87 |
| 01191 - Order Clerk I | 16.49 |
| 01192 - Order Clerk II | 21.31 |
| 01261 - Personnel Assistant (Employment) I | 18.96 |
| 01262 - Personnel Assistant (Employment) II | 21.22 |
| 01263 - Personnel Assistant (Employment) III | 23.66 |
| 01270 - Production Control Clerk | 23.51 |
| 01280 - Receptionist | 15.67 |
| 01290 - Rental Clerk | 18.04 |
| 01300 - Scheduler, Maintenance | 21.57 |
| 01311 - Secretary I | 21.57 |
| 01312 - Secretary II | 24.82 |
| 01313 - Secretary III | 26.92 |
| 01320 - Service Order Dispatcher | 20.50 |
| 01410 - Supply Technician | 30.93 |
| 01420 - Survey Worker | 21.64 |
| 01531 - Travel Clerk I | 15.98 |
| 01532 - Travel Clerk II | 17.31 |
| 01533 - Travel Clerk III | 18.79 |
| 01611 - Word Processor I | 17.62 |
| 01612 - Word Processor II | 19.79 |
| 01613 - Word Processor III | 22.13 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 28.43 |
| 05010 - Automotive Electrician | 28.50 |
| 05040 - Automotive Glass Installer | 27.31 |
| 05070 - Automotive Worker | 27.31 |
| 05110 - Mobile Equipment Servicer | 24.42 |
| 05130 - Motor Equipment Metal Mechanic | 29.68 |
| 05160 - Motor Equipment Metal Worker | 27.31 |
| 05190 - Motor Vehicle Mechanic | 29.68 |
| 05220 - Motor Vehicle Mechanic Helper | 23.15 |
| 05250 - Motor Vehicle Upholstery Worker | 26.12 |
| 05280 - Motor Vehicle Wrecker | 27.31 |
| 05310 - Painter, Automotive | 28.50 |
| 05340 - Radiator Repair Specialist | 27.31 |
| 05370 - Tire Repairer | 17.92 |
| 05400 - Transmission Repair Specialist | 29.68 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 17.64 |
| 07041 - Cook I | 15.07 |
| 07042 - Cook II | 16.80 |
| 07070 - Dishwasher | 9.45 |
| 07130 - Food Service Worker | 12.58 |
| 07210 - Meat Cutter | 19.20 |
| 07260 - Waiter/Waitress | 12.67 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 22.00 |
| 09040 - Furniture Handler | 16.73 |
| 09080 - Furniture Refinisher | 22.00 |
| 09090 - Furniture Refinisher Helper | 18.56 |
| 09110 - Furniture Repairer, Minor | 20.16 |
| 09130 - Upholsterer | 22.00 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.85 |
| 11060 - Elevator Operator | 12.85 |
| 11090 - Gardener | 19.39 |
| 11122 - Housekeeping Aide | 15.70 |
| 11150 - Janitor | 15.70 |
| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.34 |
| 11260 - Pruner | 14.75 |

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| 11270 - Tractor Operator | 19.39 |
| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 16.86 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 22.53 |
| 12011 - Breath Alcohol Technician | 22.61 |
| 12012 - Certified Occupational Therapist Assistant | 24.12 |
| 12015 - Certified Physical Therapist Assistant | 22.28 |
| 12020 - Dental Assistant | 16.75 |
| 12025 - Dental Hygienist | 35.31 |
| 12030 - EKG Technician | 28.65 |
| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 22.53 |
| 12071 - Licensed Practical Nurse I | 20.52 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |
| 12100 - Medical Assistant | 16.66 |
| 12130 - Medical Laboratory Technician | 20.63 |
| 12160 - Medical Record Clerk | 18.00 |
| 12190 - Medical Record Technician | 20.55 |
| 12195 - Medical Transcriptionist | 19.09 |
| 12210 - Nuclear Medicine Technologist | 36.93 |
| 12221 - Nursing Assistant I | 12.37 |
| 12222 - Nursing Assistant II | 13.91 |
| 12223 - Nursing Assistant III | 15.82 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 24.64 |
| 12236 - Optical Technician | 16.64 |
| 12250 - Pharmacy Technician | 14.58 |
| 12280 - Phlebotomist | 16.79 |
| 12305 - Radiologic Technologist | 28.08 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |
| 12316 - Registered Nurse IV | 59.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 27.03 |
| 13012 - Exhibits Specialist II | 33.49 |
| 13013 - Exhibits Specialist III | 40.95 |
| 13041 - Illustrator I | 26.51 |
| 13042 - Illustrator II | 33.23 |
| 13043 - Illustrator III | 40.60 |
| 13047 - Librarian | 36.42 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 32.65 |
| 13058 - Library Technician | 25.62 |
| 13061 - Media Specialist I | 23.57 |
| 13062 - Media Specialist II | 26.35 |
| 13063 - Media Specialist III | 29.39 |
| 13071 - Photographer I | 21.29 |
| 13072 - Photographer II | 24.10 |
| 13073 - Photographer III | 32.88 |
| 13074 - Photographer IV | 41.88 |
| 13075 - Photographer V | 50.02 |
| 13110 - Video Teleconference Technician | 24.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.00 |
| 14042 - Computer Operator II | 21.26 |
| 14043 - Computer Operator III | 23.71 |

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|---|-------|
| 14044 - Computer Operator IV | 26.35 |
| 14045 - Computer Operator V | 29.17 |
| 14071 - Computer Programmer I (see 1) | 27.56 |
| 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 | 19.00 |
| 14160 - Personal Computer Support Technician | 26.35 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 39.54 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.46 |
| 15050 - Computer Based Training Specialist / Instructor | 39.54 |
| 15060 - Educational Technologist | 35.73 |
| 15070 - Flight Instructor (Pilot) | 52.46 |
| 15080 - Graphic Artist | 31.85 |
| 15090 - Technical Instructor | 30.07 |
| 15095 - Technical Instructor/Course Developer | 36.67 |
| 15110 - Test Proctor | 23.24 |
| 15120 - Tutor | 23.24 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.62 |
| 16030 - Counter Attendant | 11.62 |
| 16040 - Dry Cleaner | 14.30 |
| 16070 - Finisher, Flatwork, Machine | 11.62 |
| 16090 - Presser, Hand | 11.62 |
| 16110 - Presser, Machine, Drycleaning | 11.62 |
| 16130 - Presser, Machine, Shirts | 11.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.62 |
| 16190 - Sewing Machine Operator | 15.19 |
| 16220 - Tailor | 16.04 |
| 16250 - Washer, Machine | 12.60 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.89 |
| 19040 - Tool And Die Maker | 30.07 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.28 |
| 21030 - Material Coordinator | 23.51 |
| 21040 - Material Expediter | 23.51 |
| 21050 - Material Handling Laborer | 13.57 |
| 21071 - Order Filler | 14.92 |
| 21080 - Production Line Worker (Food Processing) | 17.28 |
| 21110 - Shipping Packer | 15.28 |
| 21130 - Shipping/Receiving Clerk | 15.28 |
| 21140 - Store Worker I | 15.06 |
| 21150 - Stock Clerk | 18.88 |
| 21210 - Tools And Parts Attendant | 18.10 |
| 21410 - Warehouse Specialist | 18.10 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.79 |
| 23021 - Aircraft Mechanic I | 27.11 |
| 23022 - Aircraft Mechanic II | 29.58 |
| 23023 - Aircraft Mechanic III | 30.66 |
| 23040 - Aircraft Mechanic Helper | 22.98 |
| 23050 - Aircraft, Painter | 26.03 |
| 23060 - Aircraft Servicer | 24.93 |
| 23080 - Aircraft Worker | 26.07 |
| 23110 - Appliance Mechanic | 23.37 |
| 23120 - Bicycle Repairer | 17.92 |
| 23125 - Cable Splicer | 36.53 |

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|---|-------|
| 23130 - Carpenter, Maintenance | 29.89 |
| 23140 - Carpet Layer | 27.98 |
| 23160 - Electrician, Maintenance | 37.18 |
| 23181 - Electronics Technician Maintenance I | 24.19 |
| 23182 - Electronics Technician Maintenance II | 25.36 |
| 23183 - Electronics Technician Maintenance III | 26.40 |
| 23260 - Fabric Worker | 28.00 |
| 23290 - Fire Alarm System Mechanic | 23.94 |
| 23310 - Fire Extinguisher Repairer | 22.51 |
| 23311 - Fuel Distribution System Mechanic | 29.00 |
| 23312 - Fuel Distribution System Operator | 26.13 |
| 23370 - General Maintenance Worker | 23.69 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |
| 23381 - Ground Support Equipment Servicer | 24.93 |
| 23382 - Ground Support Equipment Worker | 26.07 |
| 23391 - Gunsmith I | 22.51 |
| 23392 - Gunsmith II | 25.12 |
| 23393 - Gunsmith III | 27.25 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.93 |
| 23430 - Heavy Equipment Mechanic | 26.10 |
| 23440 - Heavy Equipment Operator | 34.30 |
| 23460 - Instrument Mechanic | 30.35 |
| 23465 - Laboratory/Shelter Mechanic | 26.21 |
| 23470 - Laborer | 13.74 |
| 23510 - Locksmith | 20.95 |
| 23530 - Machinery Maintenance Mechanic | 23.76 |
| 23550 - Machinist, Maintenance | 19.79 |
| 23580 - Maintenance Trades Helper | 15.09 |
| 23591 - Metrology Technician I | 30.35 |
| 23592 - Metrology Technician II | 31.54 |
| 23593 - Metrology Technician III | 32.68 |
| 23640 - Millwright | 30.87 |
| 23710 - Office Appliance Repairer | 22.91 |
| 23760 - Painter, Maintenance | 26.50 |
| 23790 - Pipefitter, Maintenance | 31.12 |
| 23810 - Plumber, Maintenance | 31.90 |
| 23820 - Pneudraulic Systems Mechanic | 27.25 |
| 23850 - Rigger | 25.59 |
| 23870 - Scale Mechanic | 25.12 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.46 |
| 23910 - Small Engine Mechanic | 20.07 |
| 23931 - Telecommunications Mechanic I | 30.91 |
| 23932 - Telecommunications Mechanic II | 32.20 |
| 23950 - Telephone Lineman | 32.90 |
| 23960 - Welder, Combination, Maintenance | 22.17 |
| 23965 - Well Driller | 25.11 |
| 23970 - Woodcraft Worker | 27.25 |
| 23980 - Woodworker | 20.41 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.05 |
| 24580 - Child Care Center Clerk | 16.41 |
| 24610 - Chore Aide | 10.32 |
| 24620 - Family Readiness And Support Services Coordinator | 14.59 |
| 24630 - Homemaker | 20.13 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.03 |
| 25040 - Sewage Plant Operator | 25.19 |
| 25070 - Stationary Engineer | 29.03 |
| 25190 - Ventilation Equipment Tender | 23.71 |

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| 25210 - Water Treatment Plant Operator | 25.36 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.12 |
| 27007 - Baggage Inspector | 17.98 |
| 27008 - Corrections Officer | 30.97 |
| 27010 - Court Security Officer | 30.66 |
| 27030 - Detection Dog Handler | 20.36 |
| 27040 - Detention Officer | 30.97 |
| 27070 - Firefighter | 31.42 |
| 27101 - Guard I | 17.98 |
| 27102 - Guard II | 20.36 |
| 27131 - Police Officer I | 32.37 |
| 27132 - Police Officer II | 35.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.27 |
| 28042 - Carnival Equipment Repairer | 13.85 |
| 28043 - Carnival Equipment Worker | 10.96 |
| 28210 - Gate Attendant/Gate Tender | 16.49 |
| 28310 - Lifeguard | 13.40 |
| 28350 - Park Attendant (Aide) | 18.46 |
| 28510 - Recreation Aide/Health Facility Attendant | 18.95 |
| 28515 - Recreation Specialist | 22.88 |
| 28630 - Sports Official | 14.69 |
| 28690 - Swimming Pool Operator | 20.05 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.08 |
| 29020 - Hatch Tender | 29.08 |
| 29030 - Line Handler | 29.08 |
| 29041 - Stevedore I | 27.56 |
| 29042 - Stevedore II | 32.96 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 19.69 |
| 30022 - Archeological Technician II | 22.02 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 27.27 |
| 30040 - Civil Engineering Technician | 25.21 |
| 30061 - Drafter/CAD Operator I | 19.69 |
| 30062 - Drafter/CAD Operator II | 22.02 |
| 30063 - Drafter/CAD Operator III | 24.55 |
| 30064 - Drafter/CAD Operator IV | 30.20 |
| 30081 - Engineering Technician I | 19.98 |
| 30082 - Engineering Technician II | 22.47 |
| 30083 - Engineering Technician III | 25.28 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 46.20 |
| 30090 - Environmental Technician | 21.65 |
| 30210 - Laboratory Technician | 21.37 |
| 30240 - Mathematical Technician | 27.04 |
| 30361 - Paralegal/Legal Assistant I | 23.36 |
| 30362 - Paralegal/Legal Assistant II | 28.94 |
| 30363 - Paralegal/Legal Assistant III | 35.39 |
| 30364 - Paralegal/Legal Assistant IV | 42.84 |
| 30390 - Photo-Optics Technician | 27.27 |
| 30461 - Technical Writer I | 26.41 |
| 30462 - Technical Writer II | 32.29 |
| 30463 - Technical Writer III | 39.16 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |

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| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 24.55 |
| 30621 - Weather Observer, Senior | (see 2) 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 16.40 |
| 31030 - Bus Driver | 21.88 |
| 31043 - Driver Courier | 18.39 |
| 31260 - Parking and Lot Attendant | 10.05 |
| 31290 - Shuttle Bus Driver | 17.81 |
| 31310 - Taxi Driver | 13.23 |
| 31361 - Truckdriver, Light | 19.53 |
| 31362 - Truckdriver, Medium | 20.63 |
| 31363 - Truckdriver, Heavy | 24.52 |
| 31364 - Truckdriver, Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.53 |
| 99050 - Desk Clerk | 13.34 |
| 99095 - Embalmer | 30.19 |
| 99251 - Laboratory Animal Caretaker I | 12.33 |
| 99252 - Laboratory Animal Caretaker II | 13.11 |
| 99310 - Mortician | 34.82 |
| 99410 - Pest Controller | 17.08 |
| 99510 - Photofinishing Worker | 16.23 |
| 99710 - Recycling Laborer | 19.78 |
| 99711 - Recycling Specialist | 22.59 |
| 99730 - Refuse Collector | 18.36 |
| 99810 - Sales Clerk | 14.70 |
| 99820 - School Crossing Guard | 14.08 |
| 99830 - Survey Party Chief | 22.53 |
| 99831 - Surveying Aide | 16.33 |
| 99832 - Surveying Technician | 20.42 |
| 99840 - Vending Machine Attendant | 19.31 |
| 99841 - Vending Machine Repairer | 22.06 |
| 99842 - Vending Machine Repairer Helper | 19.31 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

- 2) After contract award, the contractor prepares a written report listing in order

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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2354
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey Counties of Essex, Hudson, Morris, Sussex, Union

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.11 |
| 01012 - Accounting Clerk II | | 19.61 |
| 01013 - Accounting Clerk III | | 21.89 |
| 01020 - Administrative Assistant | | 30.93 |
| 01040 - Court Reporter | | 21.64 |
| 01051 - Data Entry Operator I | | 14.71 |
| 01052 - Data Entry Operator II | | 16.05 |
| 01060 - Dispatcher, Motor Vehicle | | 25.79 |
| 01070 - Document Preparation Clerk | | 15.56 |
| 01090 - Duplicating Machine Operator | | 15.56 |
| 01111 - General Clerk I | | 14.82 |
| 01112 - General Clerk II | | 17.49 |
| 01113 - General Clerk III | | 19.01 |
| 01120 - Housing Referral Assistant | | 26.92 |
| 01141 - Messenger Courier | | 12.87 |
| 01191 - Order Clerk I | | 16.49 |
| 01192 - Order Clerk II | | 21.31 |
| 01261 - Personnel Assistant (Employment) I | | 18.96 |
| 01262 - Personnel Assistant (Employment) II | | 21.22 |
| 01263 - Personnel Assistant (Employment) III | | 23.66 |
| 01270 - Production Control Clerk | | 23.51 |
| 01280 - Receptionist | | 15.67 |
| 01290 - Rental Clerk | | 18.04 |
| 01300 - Scheduler, Maintenance | | 21.57 |
| 01311 - Secretary I | | 21.57 |
| 01312 - Secretary II | | 24.82 |
| 01313 - Secretary III | | 26.92 |
| 01320 - Service Order Dispatcher | | 20.50 |
| 01410 - Supply Technician | | 30.93 |
| 01420 - Survey Worker | | 21.64 |
| 01531 - Travel Clerk I | | 15.98 |
| 01532 - Travel Clerk II | | 17.31 |
| 01533 - Travel Clerk III | | 18.79 |
| 01611 - Word Processor I | | 17.62 |
| 01612 - Word Processor II | | 19.79 |
| 01613 - Word Processor III | | 22.13 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 28.43 |
| 05010 - Automotive Electrician | | 28.50 |
| 05040 - Automotive Glass Installer | | 27.31 |
| 05070 - Automotive Worker | | 27.31 |
| 05110 - Mobile Equipment Servicer | | 24.42 |
| 05130 - Motor Equipment Metal Mechanic | | 29.68 |
| 05160 - Motor Equipment Metal Worker | | 27.31 |
| 05190 - Motor Vehicle Mechanic | | 29.68 |
| 05220 - Motor Vehicle Mechanic Helper | | 23.15 |
| 05250 - Motor Vehicle Upholstery Worker | | 26.12 |
| 05280 - Motor Vehicle Wrecker | | 27.31 |
| 05310 - Painter, Automotive | | 28.50 |
| 05340 - Radiator Repair Specialist | | 27.31 |
| 05370 - Tire Repairer | | 17.92 |
| 05400 - Transmission Repair Specialist | | 29.68 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 17.64 |

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| 07041 - Cook I | 15.07 |
| 07042 - Cook II | 16.80 |
| 07070 - Dishwasher | 9.45 |
| 07130 - Food Service Worker | 12.58 |
| 07210 - Meat Cutter | 19.20 |
| 07260 - Waiter/Waitress | 12.67 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 22.00 |
| 09040 - Furniture Handler | 16.73 |
| 09080 - Furniture Refinisher | 22.00 |
| 09090 - Furniture Refinisher Helper | 18.56 |
| 09110 - Furniture Repairer, Minor | 20.16 |
| 09130 - Upholsterer | 22.00 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.85 |
| 11060 - Elevator Operator | 12.85 |
| 11090 - Gardener | 19.39 |
| 11122 - Housekeeping Aide | 15.70 |
| 11150 - Janitor | 15.70 |
| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.34 |
| 11260 - Pruner | 14.75 |
| 11270 - Tractor Operator | 19.39 |
| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 16.86 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 22.53 |
| 12011 - Breath Alcohol Technician | 22.61 |
| 12012 - Certified Occupational Therapist Assistant | 24.12 |
| 12015 - Certified Physical Therapist Assistant | 22.28 |
| 12020 - Dental Assistant | 16.75 |
| 12025 - Dental Hygienist | 35.31 |
| 12030 - EKG Technician | 28.65 |
| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 22.53 |
| 12071 - Licensed Practical Nurse I | 20.52 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |
| 12100 - Medical Assistant | 16.66 |
| 12130 - Medical Laboratory Technician | 20.63 |
| 12160 - Medical Record Clerk | 18.00 |
| 12190 - Medical Record Technician | 20.55 |
| 12195 - Medical Transcriptionist | 19.09 |
| 12210 - Nuclear Medicine Technologist | 36.93 |
| 12221 - Nursing Assistant I | 12.37 |
| 12222 - Nursing Assistant II | 13.91 |
| 12223 - Nursing Assistant III | 15.82 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 24.64 |
| 12236 - Optical Technician | 16.64 |
| 12250 - Pharmacy Technician | 14.58 |
| 12280 - Phlebotomist | 16.79 |
| 12305 - Radiologic Technologist | 28.08 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |
| 12316 - Registered Nurse IV | 59.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 27.03 |
| 13012 - Exhibits Specialist II | 33.49 |

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| 13013 - Exhibits Specialist III | 40.95 |
| 13041 - Illustrator I | 26.51 |
| 13042 - Illustrator II | 33.23 |
| 13043 - Illustrator III | 40.60 |
| 13047 - Librarian | 36.42 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 32.65 |
| 13058 - Library Technician | 25.62 |
| 13061 - Media Specialist I | 23.57 |
| 13062 - Media Specialist II | 26.35 |
| 13063 - Media Specialist III | 29.39 |
| 13071 - Photographer I | 21.29 |
| 13072 - Photographer II | 24.10 |
| 13073 - Photographer III | 32.88 |
| 13074 - Photographer IV | 41.88 |
| 13075 - Photographer V | 50.02 |
| 13110 - Video Teleconference Technician | 24.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.00 |
| 14042 - Computer Operator II | 21.26 |
| 14043 - Computer Operator III | 23.71 |
| 14044 - Computer Operator IV | 26.35 |
| 14045 - Computer Operator V | 29.17 |
| 14071 - Computer Programmer I | (see 1) 27.56 |
| 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 | 19.00 |
| 14160 - Personal Computer Support Technician | 26.35 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 39.54 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.46 |
| 15050 - Computer Based Training Specialist / Instructor | 39.54 |
| 15060 - Educational Technologist | 35.73 |
| 15070 - Flight Instructor (Pilot) | 52.46 |
| 15080 - Graphic Artist | 31.85 |
| 15090 - Technical Instructor | 30.07 |
| 15095 - Technical Instructor/Course Developer | 36.67 |
| 15110 - Test Proctor | 23.24 |
| 15120 - Tutor | 23.24 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.62 |
| 16030 - Counter Attendant | 11.62 |
| 16040 - Dry Cleaner | 14.30 |
| 16070 - Finisher, Flatwork, Machine | 11.62 |
| 16090 - Presser, Hand | 11.62 |
| 16110 - Presser, Machine, Drycleaning | 11.62 |
| 16130 - Presser, Machine, Shirts | 11.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.62 |
| 16190 - Sewing Machine Operator | 15.19 |
| 16220 - Tailor | 16.04 |
| 16250 - Washer, Machine | 12.60 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.89 |
| 19040 - Tool And Die Maker | 30.07 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.28 |
| 21030 - Material Coordinator | 23.51 |

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| 21040 - Material Expediter | 23.51 |
| 21050 - Material Handling Laborer | 13.57 |
| 21071 - Order Filler | 14.92 |
| 21080 - Production Line Worker (Food Processing) | 17.28 |
| 21110 - Shipping Packer | 15.28 |
| 21130 - Shipping/Receiving Clerk | 15.28 |
| 21140 - Store Worker I | 15.06 |
| 21150 - Stock Clerk | 18.88 |
| 21210 - Tools And Parts Attendant | 18.10 |
| 21410 - Warehouse Specialist | 18.10 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.79 |
| 23021 - Aircraft Mechanic I | 27.11 |
| 23022 - Aircraft Mechanic II | 29.58 |
| 23023 - Aircraft Mechanic III | 30.66 |
| 23040 - Aircraft Mechanic Helper | 22.98 |
| 23050 - Aircraft, Painter | 26.03 |
| 23060 - Aircraft Servicer | 24.93 |
| 23080 - Aircraft Worker | 26.07 |
| 23110 - Appliance Mechanic | 23.37 |
| 23120 - Bicycle Repairer | 17.92 |
| 23125 - Cable Splicer | 36.53 |
| 23130 - Carpenter, Maintenance | 29.89 |
| 23140 - Carpet Layer | 27.98 |
| 23160 - Electrician, Maintenance | 37.18 |
| 23181 - Electronics Technician Maintenance I | 24.19 |
| 23182 - Electronics Technician Maintenance II | 25.36 |
| 23183 - Electronics Technician Maintenance III | 26.40 |
| 23260 - Fabric Worker | 28.00 |
| 23290 - Fire Alarm System Mechanic | 23.94 |
| 23310 - Fire Extinguisher Repairer | 22.51 |
| 23311 - Fuel Distribution System Mechanic | 29.00 |
| 23312 - Fuel Distribution System Operator | 26.13 |
| 23370 - General Maintenance Worker | 23.69 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |
| 23381 - Ground Support Equipment Servicer | 24.93 |
| 23382 - Ground Support Equipment Worker | 26.07 |
| 23391 - Gunsmith I | 22.51 |
| 23392 - Gunsmith II | 25.12 |
| 23393 - Gunsmith III | 27.25 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.93 |
| 23430 - Heavy Equipment Mechanic | 26.10 |
| 23440 - Heavy Equipment Operator | 34.30 |
| 23460 - Instrument Mechanic | 30.35 |
| 23465 - Laboratory/Shelter Mechanic | 26.21 |
| 23470 - Laborer | 13.74 |
| 23510 - Locksmith | 20.95 |
| 23530 - Machinery Maintenance Mechanic | 23.76 |
| 23550 - Machinist, Maintenance | 19.79 |
| 23580 - Maintenance Trades Helper | 15.09 |
| 23591 - Metrology Technician I | 30.35 |
| 23592 - Metrology Technician II | 31.54 |
| 23593 - Metrology Technician III | 32.68 |
| 23640 - Millwright | 30.87 |
| 23710 - Office Appliance Repairer | 22.91 |
| 23760 - Painter, Maintenance | 26.50 |
| 23790 - Pipefitter, Maintenance | 31.12 |
| 23810 - Plumber, Maintenance | 31.90 |
| 23820 - Pneudraulic Systems Mechanic | 27.25 |
| 23850 - Rigger | 25.59 |

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| 23870 - Scale Mechanic | 25.12 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.46 |
| 23910 - Small Engine Mechanic | 20.07 |
| 23931 - Telecommunications Mechanic I | 30.91 |
| 23932 - Telecommunications Mechanic II | 32.20 |
| 23950 - Telephone Lineman | 32.90 |
| 23960 - Welder, Combination, Maintenance | 22.17 |
| 23965 - Well Driller | 25.11 |
| 23970 - Woodcraft Worker | 27.25 |
| 23980 - Woodworker | 20.41 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.05 |
| 24580 - Child Care Center Clerk | 16.41 |
| 24610 - Chore Aide | 10.32 |
| 24620 - Family Readiness And Support Services Coordinator | 14.59 |
| 24630 - Homemaker | 20.13 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.03 |
| 25040 - Sewage Plant Operator | 25.19 |
| 25070 - Stationary Engineer | 29.03 |
| 25190 - Ventilation Equipment Tender | 23.71 |
| 25210 - Water Treatment Plant Operator | 25.36 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.12 |
| 27007 - Baggage Inspector | 17.98 |
| 27008 - Corrections Officer | 30.97 |
| 27010 - Court Security Officer | 30.66 |
| 27030 - Detection Dog Handler | 20.36 |
| 27040 - Detention Officer | 30.97 |
| 27070 - Firefighter | 31.42 |
| 27101 - Guard I | 17.98 |
| 27102 - Guard II | 20.36 |
| 27131 - Police Officer I | 32.37 |
| 27132 - Police Officer II | 35.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.27 |
| 28042 - Carnival Equipment Repairer | 13.85 |
| 28043 - Carnival Equipment Worker | 10.96 |
| 28210 - Gate Attendant/Gate Tender | 16.49 |
| 28310 - Lifeguard | 13.40 |
| 28350 - Park Attendant (Aide) | 18.46 |
| 28510 - Recreation Aide/Health Facility Attendant | 18.95 |
| 28515 - Recreation Specialist | 22.88 |
| 28630 - Sports Official | 14.69 |
| 28690 - Swimming Pool Operator | 20.05 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.08 |
| 29020 - Hatch Tender | 29.08 |
| 29030 - Line Handler | 29.08 |
| 29041 - Stevedore I | 27.56 |
| 29042 - Stevedore II | 32.96 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 19.69 |
| 30022 - Archeological Technician II | 22.02 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 27.27 |
| 30040 - Civil Engineering Technician | 25.21 |
| 30061 - Drafter/CAD Operator I | 19.69 |
| 30062 - Drafter/CAD Operator II | 22.02 |

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| 30063 | - Drafter/CAD Operator III | 24.55 |
| 30064 | - Drafter/CAD Operator IV | 30.20 |
| 30081 | - Engineering Technician I | 19.98 |
| 30082 | - Engineering Technician II | 22.47 |
| 30083 | - Engineering Technician III | 25.28 |
| 30084 | - Engineering Technician IV | 31.22 |
| 30085 | - Engineering Technician V | 38.08 |
| 30086 | - Engineering Technician VI | 46.20 |
| 30090 | - Environmental Technician | 21.65 |
| 30210 | - Laboratory Technician | 21.37 |
| 30240 | - Mathematical Technician | 27.04 |
| 30361 | - Paralegal/Legal Assistant I | 23.36 |
| 30362 | - Paralegal/Legal Assistant II | 28.94 |
| 30363 | - Paralegal/Legal Assistant III | 35.39 |
| 30364 | - Paralegal/Legal Assistant IV | 42.84 |
| 30390 | - Photo-Optics Technician | 27.27 |
| 30461 | - Technical Writer I | 26.41 |
| 30462 | - Technical Writer II | 32.29 |
| 30463 | - Technical Writer III | 39.16 |
| 30491 | - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 | - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 | - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 | - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 | - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 | - Weather Observer, Combined Upper Air Or | (see 2) 24.55 |
| Surface Programs | | |
| 30621 | - Weather Observer, Senior | (see 2) 27.27 |
| 31000 | - Transportation/Mobile Equipment Operation Occupations | |
| 31020 | - Bus Aide | 16.40 |
| 31030 | - Bus Driver | 21.88 |
| 31043 | - Driver Courier | 18.39 |
| 31260 | - Parking and Lot Attendant | 10.05 |
| 31290 | - Shuttle Bus Driver | 17.81 |
| 31310 | - Taxi Driver | 13.23 |
| 31361 | - Truckdriver, Light | 19.53 |
| 31362 | - Truckdriver, Medium | 20.63 |
| 31363 | - Truckdriver, Heavy | 24.52 |
| 31364 | - Truckdriver, Tractor-Trailer | 24.52 |
| 99000 | - Miscellaneous Occupations | |
| 99030 | - Cashier | 10.53 |
| 99050 | - Desk Clerk | 13.34 |
| 99095 | - Embalmer | 30.19 |
| 99251 | - Laboratory Animal Caretaker I | 12.33 |
| 99252 | - Laboratory Animal Caretaker II | 13.11 |
| 99310 | - Mortician | 34.82 |
| 99410 | - Pest Controller | 17.08 |
| 99510 | - Photofinishing Worker | 16.23 |
| 99710 | - Recycling Laborer | 19.78 |
| 99711 | - Recycling Specialist | 22.59 |
| 99730 | - Refuse Collector | 18.36 |
| 99810 | - Sales Clerk | 14.70 |
| 99820 | - School Crossing Guard | 14.08 |
| 99830 | - Survey Party Chief | 22.53 |
| 99831 | - Surveying Aide | 16.33 |
| 99832 | - Surveying Technician | 20.42 |
| 99840 | - Vending Machine Attendant | 19.31 |
| 99841 | - Vending Machine Repairer | 22.06 |
| 99842 | - Vending Machine Repairer Helper | 19.31 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage

determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2355
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey County of Mercer

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.11 |
| 01012 - Accounting Clerk II | | 19.61 |
| 01013 - Accounting Clerk III | | 21.89 |
| 01020 - Administrative Assistant | | 30.93 |
| 01040 - Court Reporter | | 21.64 |
| 01051 - Data Entry Operator I | | 14.71 |
| 01052 - Data Entry Operator II | | 16.05 |
| 01060 - Dispatcher, Motor Vehicle | | 25.79 |
| 01070 - Document Preparation Clerk | | 15.56 |
| 01090 - Duplicating Machine Operator | | 15.56 |
| 01111 - General Clerk I | | 14.82 |
| 01112 - General Clerk II | | 17.49 |
| 01113 - General Clerk III | | 18.82 |
| 01120 - Housing Referral Assistant | | 26.92 |
| 01141 - Messenger Courier | | 12.46 |
| 01191 - Order Clerk I | | 15.52 |
| 01192 - Order Clerk II | | 17.25 |
| 01261 - Personnel Assistant (Employment) I | | 18.96 |
| 01262 - Personnel Assistant (Employment) II | | 21.22 |
| 01263 - Personnel Assistant (Employment) III | | 23.66 |
| 01270 - Production Control Clerk | | 23.51 |
| 01280 - Receptionist | | 15.67 |
| 01290 - Rental Clerk | | 18.04 |
| 01300 - Scheduler, Maintenance | | 21.57 |
| 01311 - Secretary I | | 21.57 |
| 01312 - Secretary II | | 24.82 |
| 01313 - Secretary III | | 26.92 |
| 01320 - Service Order Dispatcher | | 21.31 |
| 01410 - Supply Technician | | 30.93 |

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| 01420 - Survey Worker | 21.64 |
| 01531 - Travel Clerk I | 13.50 |
| 01532 - Travel Clerk II | 14.17 |
| 01533 - Travel Clerk III | 15.10 |
| 01611 - Word Processor I | 17.62 |
| 01612 - Word Processor II | 19.79 |
| 01613 - Word Processor III | 22.13 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 24.21 |
| 05010 - Automotive Electrician | 28.50 |
| 05040 - Automotive Glass Installer | 27.61 |
| 05070 - Automotive Worker | 27.61 |
| 05110 - Mobile Equipment Servicer | 25.23 |
| 05130 - Motor Equipment Metal Mechanic | 29.68 |
| 05160 - Motor Equipment Metal Worker | 27.61 |
| 05190 - Motor Vehicle Mechanic | 29.68 |
| 05220 - Motor Vehicle Mechanic Helper | 24.05 |
| 05250 - Motor Vehicle Upholstery Worker | 26.42 |
| 05280 - Motor Vehicle Wrecker | 27.61 |
| 05310 - Painter, Automotive | 28.80 |
| 05340 - Radiator Repair Specialist | 27.61 |
| 05370 - Tire Repairer | 14.60 |
| 05400 - Transmission Repair Specialist | 29.68 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 16.41 |
| 07041 - Cook I | 15.41 |
| 07042 - Cook II | 16.80 |
| 07070 - Dishwasher | 9.86 |
| 07130 - Food Service Worker | 12.77 |
| 07210 - Meat Cutter | 19.20 |
| 07260 - Waiter/Waitress | 12.67 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.59 |
| 09040 - Furniture Handler | 15.26 |
| 09080 - Furniture Refinisher | 19.39 |
| 09090 - Furniture Refinisher Helper | 16.60 |
| 09110 - Furniture Repairer, Minor | 17.99 |
| 09130 - Upholsterer | 17.53 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.94 |
| 11060 - Elevator Operator | 12.94 |
| 11090 - Gardener | 18.71 |
| 11122 - Housekeeping Aide | 15.70 |
| 11150 - Janitor | 15.70 |
| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.34 |
| 11260 - Pruner | 14.89 |
| 11270 - Tractor Operator | 17.68 |
| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 16.80 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 25.29 |
| 12011 - Breath Alcohol Technician | 24.87 |
| 12012 - Certified Occupational Therapist Assistant | 24.12 |
| 12015 - Certified Physical Therapist Assistant | 22.28 |
| 12020 - Dental Assistant | 16.75 |
| 12025 - Dental Hygienist | 35.31 |
| 12030 - EKG Technician | 28.65 |
| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 25.29 |
| 12071 - Licensed Practical Nurse I | 21.76 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |

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| 12100 - Medical Assistant | 16.66 |
| 12130 - Medical Laboratory Technician | 20.63 |
| 12160 - Medical Record Clerk | 18.71 |
| 12190 - Medical Record Technician | 20.55 |
| 12195 - Medical Transcriptionist | 19.01 |
| 12210 - Nuclear Medicine Technologist | 36.93 |
| 12221 - Nursing Assistant I | 12.37 |
| 12222 - Nursing Assistant II | 13.91 |
| 12223 - Nursing Assistant III | 15.82 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 24.64 |
| 12236 - Optical Technician | 16.64 |
| 12250 - Pharmacy Technician | 14.58 |
| 12280 - Phlebotomist | 16.79 |
| 12305 - Radiologic Technologist | 28.08 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |
| 12316 - Registered Nurse IV | 59.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 27.03 |
| 13012 - Exhibits Specialist II | 33.49 |
| 13013 - Exhibits Specialist III | 40.95 |
| 13041 - Illustrator I | 26.51 |
| 13042 - Illustrator II | 33.23 |
| 13043 - Illustrator III | 40.66 |
| 13047 - Librarian | 36.15 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 32.65 |
| 13058 - Library Technician | 25.05 |
| 13061 - Media Specialist I | 23.57 |
| 13062 - Media Specialist II | 26.35 |
| 13063 - Media Specialist III | 29.39 |
| 13071 - Photographer I | 21.29 |
| 13072 - Photographer II | 24.10 |
| 13073 - Photographer III | 32.88 |
| 13074 - Photographer IV | 41.76 |
| 13075 - Photographer V | 45.54 |
| 13110 - Video Teleconference Technician | 24.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.00 |
| 14042 - Computer Operator II | 21.26 |
| 14043 - Computer Operator III | 23.71 |
| 14044 - Computer Operator IV | 26.35 |
| 14045 - Computer Operator V | 29.17 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 19.00 |
| 14160 - Personal Computer Support Technician | 28.75 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 39.54 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.46 |
| 15050 - Computer Based Training Specialist / Instructor | 39.54 |

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| 15060 - Educational Technologist | 34.57 |
| 15070 - Flight Instructor (Pilot) | 52.46 |
| 15080 - Graphic Artist | 35.27 |
| 15090 - Technical Instructor | 27.17 |
| 15095 - Technical Instructor/Course Developer | 32.84 |
| 15110 - Test Proctor | 21.67 |
| 15120 - Tutor | 21.67 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.82 |
| 16030 - Counter Attendant | 9.82 |
| 16040 - Dry Cleaner | 12.95 |
| 16070 - Finisher, Flatwork, Machine | 9.82 |
| 16090 - Presser, Hand | 9.82 |
| 16110 - Presser, Machine, Drycleaning | 9.82 |
| 16130 - Presser, Machine, Shirts | 9.82 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.82 |
| 16190 - Sewing Machine Operator | 13.89 |
| 16220 - Tailor | 14.75 |
| 16250 - Washer, Machine | 10.83 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.45 |
| 19040 - Tool And Die Maker | 25.59 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.96 |
| 21030 - Material Coordinator | 23.51 |
| 21040 - Material Expediter | 23.51 |
| 21050 - Material Handling Laborer | 14.07 |
| 21071 - Order Filler | 15.41 |
| 21080 - Production Line Worker (Food Processing) | 19.96 |
| 21110 - Shipping Packer | 15.28 |
| 21130 - Shipping/Receiving Clerk | 15.28 |
| 21140 - Store Worker I | 15.37 |
| 21150 - Stock Clerk | 18.56 |
| 21210 - Tools And Parts Attendant | 18.66 |
| 21410 - Warehouse Specialist | 18.66 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 31.75 |
| 23021 - Aircraft Mechanic I | 27.11 |
| 23022 - Aircraft Mechanic II | 29.84 |
| 23023 - Aircraft Mechanic III | 30.71 |
| 23040 - Aircraft Mechanic Helper | 21.96 |
| 23050 - Aircraft, Painter | 23.33 |
| 23060 - Aircraft Servicer | 23.86 |
| 23080 - Aircraft Worker | 24.93 |
| 23110 - Appliance Mechanic | 21.33 |
| 23120 - Bicycle Repairer | 14.60 |
| 23125 - Cable Splicer | 31.92 |
| 23130 - Carpenter, Maintenance | 29.55 |
| 23140 - Carpet Layer | 27.05 |
| 23160 - Electrician, Maintenance | 36.84 |
| 23181 - Electronics Technician Maintenance I | 24.19 |
| 23182 - Electronics Technician Maintenance II | 25.39 |
| 23183 - Electronics Technician Maintenance III | 26.96 |
| 23260 - Fabric Worker | 28.00 |
| 23290 - Fire Alarm System Mechanic | 21.80 |
| 23310 - Fire Extinguisher Repairer | 22.94 |
| 23311 - Fuel Distribution System Mechanic | 29.02 |
| 23312 - Fuel Distribution System Operator | 27.37 |
| 23370 - General Maintenance Worker | 22.57 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |
| 23381 - Ground Support Equipment Servicer | 23.86 |
| 23382 - Ground Support Equipment Worker | 24.93 |
| 23391 - Gunsmith I | 22.94 |

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| 23392 - Gunsmith II | 25.04 |
| 23393 - Gunsmith III | 27.25 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.93 |
| 23430 - Heavy Equipment Mechanic | 26.10 |
| 23440 - Heavy Equipment Operator | 34.30 |
| 23460 - Instrument Mechanic | 30.86 |
| 23465 - Laboratory/Shelter Mechanic | 26.21 |
| 23470 - Laborer | 13.99 |
| 23510 - Locksmith | 20.70 |
| 23530 - Machinery Maintenance Mechanic | 23.95 |
| 23550 - Machinist, Maintenance | 19.74 |
| 23580 - Maintenance Trades Helper | 15.98 |
| 23591 - Metrology Technician I | 30.86 |
| 23592 - Metrology Technician II | 33.37 |
| 23593 - Metrology Technician III | 34.09 |
| 23640 - Millwright | 29.72 |
| 23710 - Office Appliance Repairer | 21.80 |
| 23760 - Painter, Maintenance | 22.59 |
| 23790 - Pipefitter, Maintenance | 31.75 |
| 23810 - Plumber, Maintenance | 29.96 |
| 23820 - Pneudraulic Systems Mechanic | 27.25 |
| 23850 - Rigger | 24.36 |
| 23870 - Scale Mechanic | 25.04 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.46 |
| 23910 - Small Engine Mechanic | 20.32 |
| 23931 - Telecommunications Mechanic I | 30.03 |
| 23932 - Telecommunications Mechanic II | 31.10 |
| 23950 - Telephone Lineman | 30.03 |
| 23960 - Welder, Combination, Maintenance | 22.17 |
| 23965 - Well Driller | 23.98 |
| 23970 - Woodcraft Worker | 26.38 |
| 23980 - Woodworker | 20.56 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.05 |
| 24580 - Child Care Center Clerk | 16.27 |
| 24610 - Chore Aide | 11.33 |
| 24620 - Family Readiness And Support Services Coordinator | 16.30 |
| 24630 - Homemaker | 18.08 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.03 |
| 25040 - Sewage Plant Operator | 25.19 |
| 25070 - Stationary Engineer | 29.03 |
| 25190 - Ventilation Equipment Tender | 24.54 |
| 25210 - Water Treatment Plant Operator | 25.31 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.12 |
| 27007 - Baggage Inspector | 17.98 |
| 27008 - Corrections Officer | 30.97 |
| 27010 - Court Security Officer | 30.66 |
| 27030 - Detection Dog Handler | 20.36 |
| 27040 - Detention Officer | 30.97 |
| 27070 - Firefighter | 31.42 |
| 27101 - Guard I | 17.98 |
| 27102 - Guard II | 20.36 |
| 27131 - Police Officer I | 32.37 |
| 27132 - Police Officer II | 35.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.91 |
| 28042 - Carnival Equipment Repairer | 13.49 |

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| 28043 - Carnival Equipment Worker | 10.96 |
| 28210 - Gate Attendant/Gate Tender | 16.49 |
| 28310 - Lifeguard | 13.00 |
| 28350 - Park Attendant (Aide) | 18.46 |
| 28510 - Recreation Aide/Health Facility Attendant | 14.69 |
| 28515 - Recreation Specialist | 19.56 |
| 28630 - Sports Official | 14.69 |
| 28690 - Swimming Pool Operator | 18.46 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 27.55 |
| 29020 - Hatch Tender | 27.55 |
| 29030 - Line Handler | 27.55 |
| 29041 - Stevedore I | 26.15 |
| 29042 - Stevedore II | 28.31 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 20.00 |
| 30022 - Archeological Technician II | 22.02 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 27.27 |
| 30040 - Civil Engineering Technician | 25.21 |
| 30061 - Drafter/CAD Operator I | 19.69 |
| 30062 - Drafter/CAD Operator II | 22.02 |
| 30063 - Drafter/CAD Operator III | 24.55 |
| 30064 - Drafter/CAD Operator IV | 30.20 |
| 30081 - Engineering Technician I | 19.98 |
| 30082 - Engineering Technician II | 22.47 |
| 30083 - Engineering Technician III | 25.28 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 46.20 |
| 30090 - Environmental Technician | 22.74 |
| 30210 - Laboratory Technician | 21.37 |
| 30240 - Mathematical Technician | 26.78 |
| 30361 - Paralegal/Legal Assistant I | 23.36 |
| 30362 - Paralegal/Legal Assistant II | 28.94 |
| 30363 - Paralegal/Legal Assistant III | 35.39 |
| 30364 - Paralegal/Legal Assistant IV | 42.84 |
| 30390 - Photo-Optics Technician | 27.27 |
| 30461 - Technical Writer I | 26.41 |
| 30462 - Technical Writer II | 32.29 |
| 30463 - Technical Writer III | 39.10 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 24.55 |
| 30621 - Weather Observer, Senior (see 2) | 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 16.06 |
| 31030 - Bus Driver | 18.97 |
| 31043 - Driver Courier | 17.02 |
| 31260 - Parking and Lot Attendant | 10.05 |
| 31290 - Shuttle Bus Driver | 17.80 |
| 31310 - Taxi Driver | 18.60 |
| 31361 - Truckdriver, Light | 17.80 |
| 31362 - Truckdriver, Medium | 18.62 |
| 31363 - Truckdriver, Heavy | 24.52 |
| 31364 - Truckdriver, Tractor-Trailer | 24.52 |

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| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.53 |
| 99050 - Desk Clerk | 13.34 |
| 99095 - Embalmer | 30.19 |
| 99251 - Laboratory Animal Caretaker I | 12.33 |
| 99252 - Laboratory Animal Caretaker II | 12.91 |
| 99310 - Mortician | 34.44 |
| 99410 - Pest Controller | 16.49 |
| 99510 - Photofinishing Worker | 16.23 |
| 99710 - Recycling Laborer | 19.55 |
| 99711 - Recycling Specialist | 21.96 |
| 99730 - Refuse Collector | 18.36 |
| 99810 - Sales Clerk | 14.70 |
| 99820 - School Crossing Guard | 15.37 |
| 99830 - Survey Party Chief | 23.67 |
| 99831 - Surveying Aide | 15.50 |
| 99832 - Surveying Technician | 20.42 |
| 99840 - Vending Machine Attendant | 20.17 |
| 99841 - Vending Machine Repairer | 22.36 |
| 99842 - Vending Machine Repairer Helper | 20.04 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 wage

and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2356
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: New Jersey

Area: New Jersey County of Mercer

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.11 |
| 01012 - Accounting Clerk II | | 19.61 |
| 01013 - Accounting Clerk III | | 21.89 |
| 01020 - Administrative Assistant | | 30.93 |
| 01040 - Court Reporter | | 21.64 |
| 01051 - Data Entry Operator I | | 14.71 |
| 01052 - Data Entry Operator II | | 16.05 |

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| 01060 - Dispatcher, Motor Vehicle | 25.79 |
| 01070 - Document Preparation Clerk | 15.56 |
| 01090 - Duplicating Machine Operator | 15.56 |
| 01111 - General Clerk I | 14.82 |
| 01112 - General Clerk II | 17.49 |
| 01113 - General Clerk III | 18.82 |
| 01120 - Housing Referral Assistant | 26.92 |
| 01141 - Messenger Courier | 12.46 |
| 01191 - Order Clerk I | 15.52 |
| 01192 - Order Clerk II | 17.25 |
| 01261 - Personnel Assistant (Employment) I | 18.96 |
| 01262 - Personnel Assistant (Employment) II | 21.22 |
| 01263 - Personnel Assistant (Employment) III | 23.66 |
| 01270 - Production Control Clerk | 23.51 |
| 01280 - Receptionist | 15.67 |
| 01290 - Rental Clerk | 18.04 |
| 01300 - Scheduler, Maintenance | 21.57 |
| 01311 - Secretary I | 21.57 |
| 01312 - Secretary II | 24.82 |
| 01313 - Secretary III | 26.92 |
| 01320 - Service Order Dispatcher | 21.31 |
| 01410 - Supply Technician | 30.93 |
| 01420 - Survey Worker | 21.64 |
| 01531 - Travel Clerk I | 13.50 |
| 01532 - Travel Clerk II | 14.17 |
| 01533 - Travel Clerk III | 15.10 |
| 01611 - Word Processor I | 17.62 |
| 01612 - Word Processor II | 19.79 |
| 01613 - Word Processor III | 22.13 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 24.21 |
| 05010 - Automotive Electrician | 28.50 |
| 05040 - Automotive Glass Installer | 27.61 |
| 05070 - Automotive Worker | 27.61 |
| 05110 - Mobile Equipment Servicer | 25.23 |
| 05130 - Motor Equipment Metal Mechanic | 29.68 |
| 05160 - Motor Equipment Metal Worker | 27.61 |
| 05190 - Motor Vehicle Mechanic | 29.68 |
| 05220 - Motor Vehicle Mechanic Helper | 24.05 |
| 05250 - Motor Vehicle Upholstery Worker | 26.42 |
| 05280 - Motor Vehicle Wrecker | 27.61 |
| 05310 - Painter, Automotive | 28.80 |
| 05340 - Radiator Repair Specialist | 27.61 |
| 05370 - Tire Repairer | 14.60 |
| 05400 - Transmission Repair Specialist | 29.68 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 16.41 |
| 07041 - Cook I | 15.41 |
| 07042 - Cook II | 16.80 |
| 07070 - Dishwasher | 9.86 |
| 07130 - Food Service Worker | 12.77 |
| 07210 - Meat Cutter | 19.20 |
| 07260 - Waiter/Waitress | 12.67 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.59 |
| 09040 - Furniture Handler | 15.26 |
| 09080 - Furniture Refinisher | 19.39 |
| 09090 - Furniture Refinisher Helper | 16.60 |
| 09110 - Furniture Repairer, Minor | 17.99 |
| 09130 - Upholsterer | 17.53 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.94 |
| 11060 - Elevator Operator | 12.94 |

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| 11090 - Gardener | 18.71 |
| 11122 - Housekeeping Aide | 15.70 |
| 11150 - Janitor | 15.70 |
| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.34 |
| 11260 - Pruner | 14.89 |
| 11270 - Tractor Operator | 17.68 |
| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 16.80 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 25.29 |
| 12011 - Breath Alcohol Technician | 24.87 |
| 12012 - Certified Occupational Therapist Assistant | 24.12 |
| 12015 - Certified Physical Therapist Assistant | 22.28 |
| 12020 - Dental Assistant | 16.75 |
| 12025 - Dental Hygienist | 35.31 |
| 12030 - EKG Technician | 28.65 |
| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 25.29 |
| 12071 - Licensed Practical Nurse I | 21.76 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |
| 12100 - Medical Assistant | 16.66 |
| 12130 - Medical Laboratory Technician | 20.63 |
| 12160 - Medical Record Clerk | 18.71 |
| 12190 - Medical Record Technician | 20.55 |
| 12195 - Medical Transcriptionist | 19.01 |
| 12210 - Nuclear Medicine Technologist | 36.93 |
| 12221 - Nursing Assistant I | 12.37 |
| 12222 - Nursing Assistant II | 13.91 |
| 12223 - Nursing Assistant III | 15.82 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 24.64 |
| 12236 - Optical Technician | 16.64 |
| 12250 - Pharmacy Technician | 14.58 |
| 12280 - Phlebotomist | 16.79 |
| 12305 - Radiologic Technologist | 28.08 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |
| 12316 - Registered Nurse IV | 59.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 27.03 |
| 13012 - Exhibits Specialist II | 33.49 |
| 13013 - Exhibits Specialist III | 40.95 |
| 13041 - Illustrator I | 26.51 |
| 13042 - Illustrator II | 33.23 |
| 13043 - Illustrator III | 40.66 |
| 13047 - Librarian | 36.15 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 32.65 |
| 13058 - Library Technician | 25.05 |
| 13061 - Media Specialist I | 23.57 |
| 13062 - Media Specialist II | 26.35 |
| 13063 - Media Specialist III | 29.39 |
| 13071 - Photographer I | 21.29 |
| 13072 - Photographer II | 24.10 |
| 13073 - Photographer III | 32.88 |
| 13074 - Photographer IV | 41.76 |

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| 13075 - Photographer V | 45.54 |
| 13110 - Video Teleconference Technician | 24.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.00 |
| 14042 - Computer Operator II | 21.26 |
| 14043 - Computer Operator III | 23.71 |
| 14044 - Computer Operator IV | 26.35 |
| 14045 - Computer Operator V | 29.17 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 19.00 |
| 14160 - Personal Computer Support Technician | 28.75 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 39.54 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.46 |
| 15050 - Computer Based Training Specialist / Instructor | 39.54 |
| 15060 - Educational Technologist | 34.57 |
| 15070 - Flight Instructor (Pilot) | 52.46 |
| 15080 - Graphic Artist | 35.27 |
| 15090 - Technical Instructor | 27.17 |
| 15095 - Technical Instructor/Course Developer | 32.84 |
| 15110 - Test Proctor | 21.67 |
| 15120 - Tutor | 21.67 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.82 |
| 16030 - Counter Attendant | 9.82 |
| 16040 - Dry Cleaner | 12.95 |
| 16070 - Finisher, Flatwork, Machine | 9.82 |
| 16090 - Presser, Hand | 9.82 |
| 16110 - Presser, Machine, Drycleaning | 9.82 |
| 16130 - Presser, Machine, Shirts | 9.82 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.82 |
| 16190 - Sewing Machine Operator | 13.89 |
| 16220 - Tailor | 14.75 |
| 16250 - Washer, Machine | 10.83 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.45 |
| 19040 - Tool And Die Maker | 25.59 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.96 |
| 21030 - Material Coordinator | 23.51 |
| 21040 - Material Expediter | 23.51 |
| 21050 - Material Handling Laborer | 14.07 |
| 21071 - Order Filler | 15.41 |
| 21080 - Production Line Worker (Food Processing) | 19.96 |
| 21110 - Shipping Packer | 15.28 |
| 21130 - Shipping/Receiving Clerk | 15.28 |
| 21140 - Store Worker I | 15.37 |
| 21150 - Stock Clerk | 18.56 |
| 21210 - Tools And Parts Attendant | 18.66 |
| 21410 - Warehouse Specialist | 18.66 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 31.75 |
| 23021 - Aircraft Mechanic I | 27.11 |
| 23022 - Aircraft Mechanic II | 29.84 |
| 23023 - Aircraft Mechanic III | 30.71 |
| 23040 - Aircraft Mechanic Helper | 21.96 |

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| 23050 - Aircraft, Painter | 23.33 |
| 23060 - Aircraft Servicer | 23.86 |
| 23080 - Aircraft Worker | 24.93 |
| 23110 - Appliance Mechanic | 21.33 |
| 23120 - Bicycle Repairer | 14.60 |
| 23125 - Cable Splicer | 31.92 |
| 23130 - Carpenter, Maintenance | 29.55 |
| 23140 - Carpet Layer | 27.05 |
| 23160 - Electrician, Maintenance | 36.84 |
| 23181 - Electronics Technician Maintenance I | 24.19 |
| 23182 - Electronics Technician Maintenance II | 25.39 |
| 23183 - Electronics Technician Maintenance III | 26.96 |
| 23260 - Fabric Worker | 28.00 |
| 23290 - Fire Alarm System Mechanic | 21.80 |
| 23310 - Fire Extinguisher Repairer | 22.94 |
| 23311 - Fuel Distribution System Mechanic | 29.02 |
| 23312 - Fuel Distribution System Operator | 27.37 |
| 23370 - General Maintenance Worker | 22.57 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |
| 23381 - Ground Support Equipment Servicer | 23.86 |
| 23382 - Ground Support Equipment Worker | 24.93 |
| 23391 - Gunsmith I | 22.94 |
| 23392 - Gunsmith II | 25.04 |
| 23393 - Gunsmith III | 27.25 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.93 |
| 23430 - Heavy Equipment Mechanic | 26.10 |
| 23440 - Heavy Equipment Operator | 34.30 |
| 23460 - Instrument Mechanic | 30.86 |
| 23465 - Laboratory/Shelter Mechanic | 26.21 |
| 23470 - Laborer | 13.99 |
| 23510 - Locksmith | 20.70 |
| 23530 - Machinery Maintenance Mechanic | 23.95 |
| 23550 - Machinist, Maintenance | 19.74 |
| 23580 - Maintenance Trades Helper | 15.98 |
| 23591 - Metrology Technician I | 30.86 |
| 23592 - Metrology Technician II | 33.37 |
| 23593 - Metrology Technician III | 34.09 |
| 23640 - Millwright | 29.72 |
| 23710 - Office Appliance Repairer | 21.80 |
| 23760 - Painter, Maintenance | 22.59 |
| 23790 - Pipefitter, Maintenance | 31.75 |
| 23810 - Plumber, Maintenance | 29.96 |
| 23820 - Pneudraulic Systems Mechanic | 27.25 |
| 23850 - Rigger | 24.36 |
| 23870 - Scale Mechanic | 25.04 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.46 |
| 23910 - Small Engine Mechanic | 20.32 |
| 23931 - Telecommunications Mechanic I | 30.03 |
| 23932 - Telecommunications Mechanic II | 31.10 |
| 23950 - Telephone Lineman | 30.03 |
| 23960 - Welder, Combination, Maintenance | 22.17 |
| 23965 - Well Driller | 23.98 |
| 23970 - Woodcraft Worker | 26.38 |
| 23980 - Woodworker | 20.56 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.05 |
| 24580 - Child Care Center Clerk | 16.27 |
| 24610 - Chore Aide | 11.33 |
| 24620 - Family Readiness And Support Services Coordinator | 16.30 |

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| 24630 - Homemaker | 18.08 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.03 |
| 25040 - Sewage Plant Operator | 25.19 |
| 25070 - Stationary Engineer | 29.03 |
| 25190 - Ventilation Equipment Tender | 24.54 |
| 25210 - Water Treatment Plant Operator | 25.31 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.12 |
| 27007 - Baggage Inspector | 17.98 |
| 27008 - Corrections Officer | 30.97 |
| 27010 - Court Security Officer | 30.66 |
| 27030 - Detection Dog Handler | 20.36 |
| 27040 - Detention Officer | 30.97 |
| 27070 - Firefighter | 31.42 |
| 27101 - Guard I | 17.98 |
| 27102 - Guard II | 20.36 |
| 27131 - Police Officer I | 32.37 |
| 27132 - Police Officer II | 35.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.91 |
| 28042 - Carnival Equipment Repairer | 13.49 |
| 28043 - Carnival Equipment Worker | 10.96 |
| 28210 - Gate Attendant/Gate Tender | 16.49 |
| 28310 - Lifeguard | 13.00 |
| 28350 - Park Attendant (Aide) | 18.46 |
| 28510 - Recreation Aide/Health Facility Attendant | 14.69 |
| 28515 - Recreation Specialist | 19.56 |
| 28630 - Sports Official | 14.69 |
| 28690 - Swimming Pool Operator | 18.46 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 27.55 |
| 29020 - Hatch Tender | 27.55 |
| 29030 - Line Handler | 27.55 |
| 29041 - Stevedore I | 26.15 |
| 29042 - Stevedore II | 28.31 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 20.00 |
| 30022 - Archeological Technician II | 22.02 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 27.27 |
| 30040 - Civil Engineering Technician | 25.21 |
| 30061 - Drafter/CAD Operator I | 19.69 |
| 30062 - Drafter/CAD Operator II | 22.02 |
| 30063 - Drafter/CAD Operator III | 24.55 |
| 30064 - Drafter/CAD Operator IV | 30.20 |
| 30081 - Engineering Technician I | 19.98 |
| 30082 - Engineering Technician II | 22.47 |
| 30083 - Engineering Technician III | 25.28 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 46.20 |
| 30090 - Environmental Technician | 22.74 |
| 30210 - Laboratory Technician | 21.37 |
| 30240 - Mathematical Technician | 26.78 |
| 30361 - Paralegal/Legal Assistant I | 23.36 |
| 30362 - Paralegal/Legal Assistant II | 28.94 |
| 30363 - Paralegal/Legal Assistant III | 35.39 |
| 30364 - Paralegal/Legal Assistant IV | 42.84 |
| 30390 - Photo-Optics Technician | 27.27 |

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| 30461 - Technical Writer I | 26.41 |
| 30462 - Technical Writer II | 32.29 |
| 30463 - Technical Writer III | 39.10 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 24.55 |
| 30621 - Weather Observer, Senior | (see 2) 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 16.06 |
| 31030 - Bus Driver | 18.97 |
| 31043 - Driver Courier | 17.02 |
| 31260 - Parking and Lot Attendant | 10.05 |
| 31290 - Shuttle Bus Driver | 17.80 |
| 31310 - Taxi Driver | 18.60 |
| 31361 - Truckdriver, Light | 17.80 |
| 31362 - Truckdriver, Medium | 18.62 |
| 31363 - Truckdriver, Heavy | 24.52 |
| 31364 - Truckdriver, Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.53 |
| 99050 - Desk Clerk | 13.34 |
| 99095 - Embalmer | 30.19 |
| 99251 - Laboratory Animal Caretaker I | 12.33 |
| 99252 - Laboratory Animal Caretaker II | 12.91 |
| 99310 - Mortician | 34.44 |
| 99410 - Pest Controller | 16.49 |
| 99510 - Photofinishing Worker | 16.23 |
| 99710 - Recycling Laborer | 19.55 |
| 99711 - Recycling Specialist | 21.96 |
| 99730 - Refuse Collector | 18.36 |
| 99810 - Sales Clerk | 14.70 |
| 99820 - School Crossing Guard | 15.37 |
| 99830 - Survey Party Chief | 23.67 |
| 99831 - Surveying Aide | 15.50 |
| 99832 - Surveying Technician | 20.42 |
| 99840 - Vending Machine Attendant | 20.17 |
| 99841 - Vending Machine Repairer | 22.36 |
| 99842 - Vending Machine Repairer Helper | 20.04 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
DirectorDivision of
Wage DeterminationsWage Determination No.: 2005-2361
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: New Mexico

Area: New Mexico Counties of Bernalillo, Catron, Cibola, Colfax, De Baca, Guadalupe, Harding, Los Alamos, McKinley, Mora, Rio Arriba, San Juan, San Miguel, Sandoval, Santa Fe, Socorro, Taos, Torrance, Valencia

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.01 |
| 01012 - Accounting Clerk II | | 14.60 |
| 01013 - Accounting Clerk III | | 16.33 |
| 01020 - Administrative Assistant | | 18.17 |
| 01040 - Court Reporter | | 18.61 |
| 01051 - Data Entry Operator I | | 11.03 |
| 01052 - Data Entry Operator II | | 13.44 |
| 01060 - Dispatcher, Motor Vehicle | | 15.56 |
| 01070 - Document Preparation Clerk | | 13.86 |
| 01090 - Duplicating Machine Operator | | 13.86 |
| 01111 - General Clerk I | | 11.35 |
| 01112 - General Clerk II | | 12.39 |
| 01113 - General Clerk III | | 13.90 |
| 01120 - Housing Referral Assistant | | 16.74 |
| 01141 - Messenger Courier | | 9.98 |
| 01191 - Order Clerk I | | 11.33 |
| 01192 - Order Clerk II | | 12.91 |
| 01261 - Personnel Assistant (Employment) I | | 13.80 |
| 01262 - Personnel Assistant (Employment) II | | 15.44 |
| 01263 - Personnel Assistant (Employment) III | | 17.22 |
| 01270 - Production Control Clerk | | 21.06 |
| 01280 - Receptionist | | 11.02 |
| 01290 - Rental Clerk | | 12.25 |
| 01300 - Scheduler, Maintenance | | 13.42 |
| 01311 - Secretary I | | 13.42 |
| 01312 - Secretary II | | 15.01 |
| 01313 - Secretary III | | 16.74 |
| 01320 - Service Order Dispatcher | | 14.08 |
| 01410 - Supply Technician | | 18.60 |
| 01420 - Survey Worker | | 14.01 |
| 01531 - Travel Clerk I | | 11.82 |
| 01532 - Travel Clerk II | | 12.76 |
| 01533 - Travel Clerk III | | 13.57 |
| 01611 - Word Processor I | | 11.91 |
| 01612 - Word Processor II | | 13.37 |
| 01613 - Word Processor III | | 14.95 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.06 |
| 05010 - Automotive Electrician | | 18.12 |
| 05040 - Automotive Glass Installer | | 15.82 |
| 05070 - Automotive Worker | | 15.82 |
| 05110 - Mobile Equipment Servicer | | 13.50 |
| 05130 - Motor Equipment Metal Mechanic | | 17.99 |

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| 05160 - Motor Equipment Metal Worker | 15.82 |
| 05190 - Motor Vehicle Mechanic | 18.12 |
| 05220 - Motor Vehicle Mechanic Helper | 13.62 |
| 05250 - Motor Vehicle Upholstery Worker | 15.82 |
| 05280 - Motor Vehicle Wrecker | 15.82 |
| 05310 - Painter, Automotive | 17.19 |
| 05340 - Radiator Repair Specialist | 15.82 |
| 05370 - Tire Repairer | 11.49 |
| 05400 - Transmission Repair Specialist | 17.99 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.60 |
| 07041 - Cook I | 9.75 |
| 07042 - Cook II | 11.64 |
| 07070 - Dishwasher | 7.89 |
| 07130 - Food Service Worker | 9.36 |
| 07210 - Meat Cutter | 16.07 |
| 07260 - Waiter/Waitress | 7.80 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.65 |
| 09040 - Furniture Handler | 11.44 |
| 09080 - Furniture Refinisher | 14.65 |
| 09090 - Furniture Refinisher Helper | 12.45 |
| 09110 - Furniture Repairer, Minor | 13.85 |
| 09130 - Upholsterer | 14.65 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.11 |
| 11060 - Elevator Operator | 9.11 |
| 11090 - Gardener | 14.29 |
| 11122 - Housekeeping Aide | 9.73 |
| 11150 - Janitor | 9.73 |
| 11210 - Laborer, Grounds Maintenance | 10.39 |
| 11240 - Maid or Houseman | 8.48 |
| 11260 - Pruner | 8.88 |
| 11270 - Tractor Operator | 13.22 |
| 11330 - Trail Maintenance Worker | 10.39 |
| 11360 - Window Cleaner | 11.39 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.94 |
| 12011 - Breath Alcohol Technician | 18.04 |
| 12012 - Certified Occupational Therapist Assistant | 25.32 |
| 12015 - Certified Physical Therapist Assistant | 21.02 |
| 12020 - Dental Assistant | 14.93 |
| 12025 - Dental Hygienist | 36.30 |
| 12030 - EKG Technician | 26.19 |
| 12035 - Electroneurodiagnostic Technologist | 26.19 |
| 12040 - Emergency Medical Technician | 15.94 |
| 12071 - Licensed Practical Nurse I | 18.73 |
| 12072 - Licensed Practical Nurse II | 20.92 |
| 12073 - Licensed Practical Nurse III | 23.32 |
| 12100 - Medical Assistant | 13.10 |
| 12130 - Medical Laboratory Technician | 18.44 |
| 12160 - Medical Record Clerk | 13.62 |
| 12190 - Medical Record Technician | 15.65 |
| 12195 - Medical Transcriptionist | 14.42 |
| 12210 - Nuclear Medicine Technologist | 36.03 |
| 12221 - Nursing Assistant I | 10.38 |
| 12222 - Nursing Assistant II | 11.67 |
| 12223 - Nursing Assistant III | 12.74 |
| 12224 - Nursing Assistant IV | 14.29 |
| 12235 - Optical Dispenser | 14.29 |
| 12236 - Optical Technician | 14.53 |
| 12250 - Pharmacy Technician | 14.09 |
| 12280 - Phlebotomist | 14.29 |

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| 12305 - Radiologic Technologist | 26.71 |
| 12311 - Registered Nurse I | 25.39 |
| 12312 - Registered Nurse II | 31.06 |
| 12313 - Registered Nurse II, Specialist | 31.06 |
| 12314 - Registered Nurse III | 37.58 |
| 12315 - Registered Nurse III, Anesthetist | 37.58 |
| 12316 - Registered Nurse IV | 45.04 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.31 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.35 |
| 13012 - Exhibits Specialist II | 21.18 |
| 13013 - Exhibits Specialist III | 25.33 |
| 13041 - Illustrator I | 16.10 |
| 13042 - Illustrator II | 19.95 |
| 13043 - Illustrator III | 23.03 |
| 13047 - Librarian | 22.91 |
| 13050 - Library Aide/Clerk | 9.11 |
| 13054 - Library Information Technology Systems Administrator | 20.67 |
| 13058 - Library Technician | 13.73 |
| 13061 - Media Specialist I | 15.31 |
| 13062 - Media Specialist II | 17.18 |
| 13063 - Media Specialist III | 19.07 |
| 13071 - Photographer I | 15.88 |
| 13072 - Photographer II | 17.63 |
| 13073 - Photographer III | 21.70 |
| 13074 - Photographer IV | 24.30 |
| 13075 - Photographer V | 29.39 |
| 13110 - Video Teleconference Technician | 18.57 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.98 |
| 14042 - Computer Operator II | 16.76 |
| 14043 - Computer Operator III | 19.12 |
| 14044 - Computer Operator IV | 21.26 |
| 14045 - Computer Operator V | 24.34 |
| 14071 - Computer Programmer I | (see 1) 22.41 |
| 14072 - Computer Programmer II | (see 1) 26.14 |
| 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 | 14.98 |
| 14160 - Personal Computer Support Technician | 21.52 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.62 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.39 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.05 |
| 15050 - Computer Based Training Specialist / Instructor | 27.62 |
| 15060 - Educational Technologist | 25.93 |
| 15070 - Flight Instructor (Pilot) | 40.05 |
| 15080 - Graphic Artist | 22.41 |
| 15090 - Technical Instructor | 18.61 |
| 15095 - Technical Instructor/Course Developer | 25.06 |
| 15110 - Test Proctor | 15.01 |
| 15120 - Tutor | 15.01 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.80 |
| 16030 - Counter Attendant | 8.80 |
| 16040 - Dry Cleaner | 10.58 |
| 16070 - Finisher, Flatwork, Machine | 8.80 |
| 16090 - Presser, Hand | 8.80 |
| 16110 - Presser, Machine, Drycleaning | 8.80 |

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| 16130 - Presser, Machine, Shirts | 8.80 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.80 |
| 16190 - Sewing Machine Operator | 11.15 |
| 16220 - Tailor | 11.73 |
| 16250 - Washer, Machine | 9.39 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.95 |
| 19040 - Tool And Die Maker | 24.09 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.21 |
| 21030 - Material Coordinator | 21.06 |
| 21040 - Material Expediter | 21.06 |
| 21050 - Material Handling Laborer | 10.90 |
| 21071 - Order Filler | 11.53 |
| 21080 - Production Line Worker (Food Processing) | 14.21 |
| 21110 - Shipping Packer | 13.14 |
| 21130 - Shipping/Receiving Clerk | 13.14 |
| 21140 - Store Worker I | 8.78 |
| 21150 - Stock Clerk | 13.78 |
| 21210 - Tools And Parts Attendant | 14.21 |
| 21410 - Warehouse Specialist | 14.21 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.01 |
| 23021 - Aircraft Mechanic I | 22.48 |
| 23022 - Aircraft Mechanic II | 24.01 |
| 23023 - Aircraft Mechanic III | 25.31 |
| 23040 - Aircraft Mechanic Helper | 16.62 |
| 23050 - Aircraft, Painter | 20.56 |
| 23060 - Aircraft Servicer | 18.79 |
| 23080 - Aircraft Worker | 20.11 |
| 23110 - Appliance Mechanic | 14.70 |
| 23120 - Bicycle Repairer | 10.94 |
| 23125 - Cable Splicer | 21.67 |
| 23130 - Carpenter, Maintenance | 16.70 |
| 23140 - Carpet Layer | 17.16 |
| 23160 - Electrician, Maintenance | 21.52 |
| 23181 - Electronics Technician Maintenance I | 25.16 |
| 23182 - Electronics Technician Maintenance II | 27.32 |
| 23183 - Electronics Technician Maintenance III | 29.47 |
| 23260 - Fabric Worker | 15.70 |
| 23290 - Fire Alarm System Mechanic | 18.76 |
| 23310 - Fire Extinguisher Repairer | 14.23 |
| 23311 - Fuel Distribution System Mechanic | 21.10 |
| 23312 - Fuel Distribution System Operator | 16.38 |
| 23370 - General Maintenance Worker | 15.10 |
| 23380 - Ground Support Equipment Mechanic | 22.48 |
| 23381 - Ground Support Equipment Servicer | 18.79 |
| 23382 - Ground Support Equipment Worker | 20.11 |
| 23391 - Gunsmith I | 14.23 |
| 23392 - Gunsmith II | 17.16 |
| 23393 - Gunsmith III | 20.11 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.25 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.26 |
| 23430 - Heavy Equipment Mechanic | 19.48 |
| 23440 - Heavy Equipment Operator | 17.25 |
| 23460 - Instrument Mechanic | 27.47 |
| 23465 - Laboratory/Shelter Mechanic | 18.64 |
| 23470 - Laborer | 10.90 |
| 23510 - Locksmith | 18.64 |
| 23530 - Machinery Maintenance Mechanic | 22.60 |
| 23550 - Machinist, Maintenance | 21.25 |

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| 23580 - Maintenance Trades Helper | 12.56 |
| 23591 - Metrology Technician I | 27.47 |
| 23592 - Metrology Technician II | 29.34 |
| 23593 - Metrology Technician III | 30.82 |
| 23640 - Millwright | 20.11 |
| 23710 - Office Appliance Repairer | 19.21 |
| 23760 - Painter, Maintenance | 15.94 |
| 23790 - Pipefitter, Maintenance | 22.03 |
| 23810 - Plumber, Maintenance | 20.60 |
| 23820 - Pneudraulic Systems Mechanic | 20.11 |
| 23850 - Rigger | 20.11 |
| 23870 - Scale Mechanic | 17.16 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.22 |
| 23910 - Small Engine Mechanic | 15.07 |
| 23931 - Telecommunications Mechanic I | 24.06 |
| 23932 - Telecommunications Mechanic II | 25.71 |
| 23950 - Telephone Lineman | 21.26 |
| 23960 - Welder, Combination, Maintenance | 18.39 |
| 23965 - Well Driller | 19.77 |
| 23970 - Woodcraft Worker | 20.11 |
| 23980 - Woodworker | 16.61 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.31 |
| 24580 - Child Care Center Clerk | 14.77 |
| 24610 - Chore Aide | 9.40 |
| 24620 - Family Readiness And Support Services Coordinator | 13.49 |
| 24630 - Homemaker | 17.49 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.77 |
| 25040 - Sewage Plant Operator | 18.32 |
| 25070 - Stationary Engineer | 19.77 |
| 25190 - Ventilation Equipment Tender | 12.56 |
| 25210 - Water Treatment Plant Operator | 17.38 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.86 |
| 27007 - Baggage Inspector | 11.23 |
| 27008 - Corrections Officer | 15.36 |
| 27010 - Court Security Officer | 16.86 |
| 27030 - Detection Dog Handler | 13.16 |
| 27040 - Detention Officer | 15.36 |
| 27070 - Firefighter | 16.86 |
| 27101 - Guard I | 11.23 |
| 27102 - Guard II | 12.56 |
| 27131 - Police Officer I | 18.47 |
| 27132 - Police Officer II | 20.52 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.55 |
| 28042 - Carnival Equipment Repairer | 14.77 |
| 28043 - Carnival Equipment Worker | 9.34 |
| 28210 - Gate Attendant/Gate Tender | 13.59 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 15.21 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 18.06 |
| 28630 - Sports Official | 12.11 |
| 28690 - Swimming Pool Operator | 18.36 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.42 |
| 29020 - Hatch Tender | 20.42 |
| 29030 - Line Handler | 20.42 |
| 29041 - Stevedore I | 19.04 |
| 29042 - Stevedore II | 22.17 |

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| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.39 |
| 30022 - Archeological Technician II | 19.50 |
| 30023 - Archeological Technician III | 23.87 |
| 30030 - Cartographic Technician | 24.17 |
| 30040 - Civil Engineering Technician | 24.00 |
| 30061 - Drafter/CAD Operator I | 17.39 |
| 30062 - Drafter/CAD Operator II | 19.50 |
| 30063 - Drafter/CAD Operator III | 21.75 |
| 30064 - Drafter/CAD Operator IV | 25.91 |
| 30081 - Engineering Technician I | 15.18 |
| 30082 - Engineering Technician II | 17.03 |
| 30083 - Engineering Technician III | 19.05 |
| 30084 - Engineering Technician IV | 23.61 |
| 30085 - Engineering Technician V | 28.88 |
| 30086 - Engineering Technician VI | 34.94 |
| 30090 - Environmental Technician | 20.36 |
| 30210 - Laboratory Technician | 22.61 |
| 30240 - Mathematical Technician | 24.17 |
| 30361 - Paralegal/Legal Assistant I | 15.40 |
| 30362 - Paralegal/Legal Assistant II | 19.08 |
| 30363 - Paralegal/Legal Assistant III | 23.34 |
| 30364 - Paralegal/Legal Assistant IV | 28.24 |
| 30390 - Photo-Optics Technician | 24.17 |
| 30461 - Technical Writer I | 21.22 |
| 30462 - Technical Writer II | 25.96 |
| 30463 - Technical Writer III | 31.40 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 21.75 |
| 30621 - Weather Observer, Senior (see 2) | 24.17 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.73 |
| 31030 - Bus Driver | 17.17 |
| 31043 - Driver Courier | 13.34 |
| 31260 - Parking and Lot Attendant | 9.72 |
| 31290 - Shuttle Bus Driver | 13.56 |
| 31310 - Taxi Driver | 10.53 |
| 31361 - Truckdriver, Light | 13.56 |
| 31362 - Truckdriver, Medium | 16.66 |
| 31363 - Truckdriver, Heavy | 18.93 |
| 31364 - Truckdriver, Tractor-Trailer | 18.93 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.11 |
| 99050 - Desk Clerk | 9.14 |
| 99095 - Embalmer | 23.74 |
| 99251 - Laboratory Animal Caretaker I | 11.13 |
| 99252 - Laboratory Animal Caretaker II | 12.42 |
| 99310 - Mortician | 23.75 |
| 99410 - Pest Controller | 17.07 |
| 99510 - Photofinishing Worker | 12.14 |
| 99710 - Recycling Laborer | 12.03 |
| 99711 - Recycling Specialist | 15.57 |
| 99730 - Refuse Collector | 10.99 |
| 99810 - Sales Clerk | 11.98 |
| 99820 - School Crossing Guard | 10.28 |

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| 99830 - Survey Party Chief | 19.48 |
| 99831 - Surveying Aide | 17.72 |
| 99832 - Surveying Technician | 17.87 |
| 99840 - Vending Machine Attendant | 11.72 |
| 99841 - Vending Machine Repairer | 14.59 |
| 99842 - Vending Machine Repairer Helper | 10.51 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that

represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2362
Revision No.: 15
Date of Last Revision: 07/25/2014

State: New Mexico

Area: New Mexico Counties of Bernalillo, Catron, Cibola, Colfax, De Baca, Guadalupe, Harding, Los Alamos, McKinley, Mora, Rio Arriba, San Juan, San Miguel, Sandoval, Santa Fe, Socorro, Taos, Torrance, Valencia

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.01 |
| 01012 - Accounting Clerk II | | 14.60 |
| 01013 - Accounting Clerk III | | 16.33 |
| 01020 - Administrative Assistant | | 18.17 |
| 01040 - Court Reporter | | 18.61 |
| 01051 - Data Entry Operator I | | 11.03 |
| 01052 - Data Entry Operator II | | 13.44 |
| 01060 - Dispatcher, Motor Vehicle | | 15.56 |
| 01070 - Document Preparation Clerk | | 13.86 |
| 01090 - Duplicating Machine Operator | | 13.86 |
| 01111 - General Clerk I | | 11.35 |
| 01112 - General Clerk II | | 12.39 |
| 01113 - General Clerk III | | 13.90 |
| 01120 - Housing Referral Assistant | | 16.74 |
| 01141 - Messenger Courier | | 9.98 |
| 01191 - Order Clerk I | | 11.33 |
| 01192 - Order Clerk II | | 12.91 |
| 01261 - Personnel Assistant (Employment) I | | 13.80 |
| 01262 - Personnel Assistant (Employment) II | | 15.44 |
| 01263 - Personnel Assistant (Employment) III | | 17.22 |
| 01270 - Production Control Clerk | | 21.06 |

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| 01280 - Receptionist | 11.02 |
| 01290 - Rental Clerk | 12.25 |
| 01300 - Scheduler, Maintenance | 13.42 |
| 01311 - Secretary I | 13.42 |
| 01312 - Secretary II | 15.01 |
| 01313 - Secretary III | 16.74 |
| 01320 - Service Order Dispatcher | 14.08 |
| 01410 - Supply Technician | 18.60 |
| 01420 - Survey Worker | 14.01 |
| 01531 - Travel Clerk I | 11.82 |
| 01532 - Travel Clerk II | 12.76 |
| 01533 - Travel Clerk III | 13.57 |
| 01611 - Word Processor I | 11.91 |
| 01612 - Word Processor II | 13.37 |
| 01613 - Word Processor III | 14.95 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.06 |
| 05010 - Automotive Electrician | 18.12 |
| 05040 - Automotive Glass Installer | 15.82 |
| 05070 - Automotive Worker | 15.82 |
| 05110 - Mobile Equipment Servicer | 13.50 |
| 05130 - Motor Equipment Metal Mechanic | 17.99 |
| 05160 - Motor Equipment Metal Worker | 15.82 |
| 05190 - Motor Vehicle Mechanic | 18.12 |
| 05220 - Motor Vehicle Mechanic Helper | 13.62 |
| 05250 - Motor Vehicle Upholstery Worker | 15.82 |
| 05280 - Motor Vehicle Wrecker | 15.82 |
| 05310 - Painter, Automotive | 17.19 |
| 05340 - Radiator Repair Specialist | 15.82 |
| 05370 - Tire Repairer | 11.49 |
| 05400 - Transmission Repair Specialist | 17.99 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.60 |
| 07041 - Cook I | 9.75 |
| 07042 - Cook II | 11.64 |
| 07070 - Dishwasher | 7.89 |
| 07130 - Food Service Worker | 9.36 |
| 07210 - Meat Cutter | 16.07 |
| 07260 - Waiter/Waitress | 7.80 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.65 |
| 09040 - Furniture Handler | 11.44 |
| 09080 - Furniture Refinisher | 14.65 |
| 09090 - Furniture Refinisher Helper | 12.45 |
| 09110 - Furniture Repairer, Minor | 13.85 |
| 09130 - Upholsterer | 14.65 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.11 |
| 11060 - Elevator Operator | 9.11 |
| 11090 - Gardener | 14.29 |
| 11122 - Housekeeping Aide | 9.73 |
| 11150 - Janitor | 9.73 |
| 11210 - Laborer, Grounds Maintenance | 10.39 |
| 11240 - Maid or Houseman | 8.48 |
| 11260 - Pruner | 8.88 |
| 11270 - Tractor Operator | 13.22 |
| 11330 - Trail Maintenance Worker | 10.39 |
| 11360 - Window Cleaner | 11.39 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.94 |
| 12011 - Breath Alcohol Technician | 18.04 |
| 12012 - Certified Occupational Therapist Assistant | 25.32 |
| 12015 - Certified Physical Therapist Assistant | 21.02 |

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| 12020 - Dental Assistant | 14.93 |
| 12025 - Dental Hygienist | 36.30 |
| 12030 - EKG Technician | 26.19 |
| 12035 - Electroneurodiagnostic Technologist | 26.19 |
| 12040 - Emergency Medical Technician | 15.94 |
| 12071 - Licensed Practical Nurse I | 18.73 |
| 12072 - Licensed Practical Nurse II | 20.92 |
| 12073 - Licensed Practical Nurse III | 23.32 |
| 12100 - Medical Assistant | 13.10 |
| 12130 - Medical Laboratory Technician | 18.44 |
| 12160 - Medical Record Clerk | 13.62 |
| 12190 - Medical Record Technician | 15.65 |
| 12195 - Medical Transcriptionist | 14.42 |
| 12210 - Nuclear Medicine Technologist | 36.03 |
| 12221 - Nursing Assistant I | 10.38 |
| 12222 - Nursing Assistant II | 11.67 |
| 12223 - Nursing Assistant III | 12.74 |
| 12224 - Nursing Assistant IV | 14.29 |
| 12235 - Optical Dispenser | 14.29 |
| 12236 - Optical Technician | 14.53 |
| 12250 - Pharmacy Technician | 14.09 |
| 12280 - Phlebotomist | 14.29 |
| 12305 - Radiologic Technologist | 26.71 |
| 12311 - Registered Nurse I | 25.39 |
| 12312 - Registered Nurse II | 31.06 |
| 12313 - Registered Nurse II, Specialist | 31.06 |
| 12314 - Registered Nurse III | 37.58 |
| 12315 - Registered Nurse III, Anesthetist | 37.58 |
| 12316 - Registered Nurse IV | 45.04 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.31 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.35 |
| 13012 - Exhibits Specialist II | 21.18 |
| 13013 - Exhibits Specialist III | 25.33 |
| 13041 - Illustrator I | 16.10 |
| 13042 - Illustrator II | 19.95 |
| 13043 - Illustrator III | 23.03 |
| 13047 - Librarian | 22.91 |
| 13050 - Library Aide/Clerk | 9.11 |
| 13054 - Library Information Technology Systems Administrator | 20.67 |
| 13058 - Library Technician | 13.73 |
| 13061 - Media Specialist I | 15.31 |
| 13062 - Media Specialist II | 17.18 |
| 13063 - Media Specialist III | 19.07 |
| 13071 - Photographer I | 15.88 |
| 13072 - Photographer II | 17.63 |
| 13073 - Photographer III | 21.70 |
| 13074 - Photographer IV | 24.30 |
| 13075 - Photographer V | 29.39 |
| 13110 - Video Teleconference Technician | 18.57 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.98 |
| 14042 - Computer Operator II | 16.76 |
| 14043 - Computer Operator III | 19.12 |
| 14044 - Computer Operator IV | 21.26 |
| 14045 - Computer Operator V | 24.34 |
| 14071 - Computer Programmer I | (see 1) 22.41 |
| 14072 - Computer Programmer II | (see 1) 26.14 |
| 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) |

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| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 14.98 |
| 14160 - Personal Computer Support Technician | | 21.52 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 27.62 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 33.39 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 40.05 |
| 15050 - Computer Based Training Specialist / Instructor | | 27.62 |
| 15060 - Educational Technologist | | 25.93 |
| 15070 - Flight Instructor (Pilot) | | 40.05 |
| 15080 - Graphic Artist | | 22.41 |
| 15090 - Technical Instructor | | 18.61 |
| 15095 - Technical Instructor/Course Developer | | 25.06 |
| 15110 - Test Proctor | | 15.01 |
| 15120 - Tutor | | 15.01 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 8.80 |
| 16030 - Counter Attendant | | 8.80 |
| 16040 - Dry Cleaner | | 10.58 |
| 16070 - Finisher, Flatwork, Machine | | 8.80 |
| 16090 - Presser, Hand | | 8.80 |
| 16110 - Presser, Machine, Drycleaning | | 8.80 |
| 16130 - Presser, Machine, Shirts | | 8.80 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 8.80 |
| 16190 - Sewing Machine Operator | | 11.15 |
| 16220 - Tailor | | 11.73 |
| 16250 - Washer, Machine | | 9.39 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 19.95 |
| 19040 - Tool And Die Maker | | 24.09 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 14.21 |
| 21030 - Material Coordinator | | 21.06 |
| 21040 - Material Expediter | | 21.06 |
| 21050 - Material Handling Laborer | | 10.90 |
| 21071 - Order Filler | | 11.53 |
| 21080 - Production Line Worker (Food Processing) | | 14.21 |
| 21110 - Shipping Packer | | 13.14 |
| 21130 - Shipping/Receiving Clerk | | 13.14 |
| 21140 - Store Worker I | | 8.78 |
| 21150 - Stock Clerk | | 13.78 |
| 21210 - Tools And Parts Attendant | | 14.21 |
| 21410 - Warehouse Specialist | | 14.21 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 24.01 |
| 23021 - Aircraft Mechanic I | | 22.48 |
| 23022 - Aircraft Mechanic II | | 24.01 |
| 23023 - Aircraft Mechanic III | | 25.31 |
| 23040 - Aircraft Mechanic Helper | | 16.62 |
| 23050 - Aircraft, Painter | | 20.56 |
| 23060 - Aircraft Servicer | | 18.79 |
| 23080 - Aircraft Worker | | 20.11 |
| 23110 - Appliance Mechanic | | 14.70 |
| 23120 - Bicycle Repairer | | 10.94 |
| 23125 - Cable Splicer | | 21.67 |
| 23130 - Carpenter, Maintenance | | 16.70 |
| 23140 - Carpet Layer | | 17.16 |
| 23160 - Electrician, Maintenance | | 21.52 |
| 23181 - Electronics Technician Maintenance I | | 25.16 |
| 23182 - Electronics Technician Maintenance II | | 27.32 |
| 23183 - Electronics Technician Maintenance III | | 29.47 |
| 23260 - Fabric Worker | | 15.70 |
| 23290 - Fire Alarm System Mechanic | | 18.76 |

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| 23310 - Fire Extinguisher Repairer | 14.23 |
| 23311 - Fuel Distribution System Mechanic | 21.10 |
| 23312 - Fuel Distribution System Operator | 16.38 |
| 23370 - General Maintenance Worker | 15.10 |
| 23380 - Ground Support Equipment Mechanic | 22.48 |
| 23381 - Ground Support Equipment Servicer | 18.79 |
| 23382 - Ground Support Equipment Worker | 20.11 |
| 23391 - Gunsmith I | 14.23 |
| 23392 - Gunsmith II | 17.16 |
| 23393 - Gunsmith III | 20.11 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.25 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.26 |
| 23430 - Heavy Equipment Mechanic | 19.48 |
| 23440 - Heavy Equipment Operator | 17.25 |
| 23460 - Instrument Mechanic | 27.47 |
| 23465 - Laboratory/Shelter Mechanic | 18.64 |
| 23470 - Laborer | 10.90 |
| 23510 - Locksmith | 18.64 |
| 23530 - Machinery Maintenance Mechanic | 22.60 |
| 23550 - Machinist, Maintenance | 21.25 |
| 23580 - Maintenance Trades Helper | 12.56 |
| 23591 - Metrology Technician I | 27.47 |
| 23592 - Metrology Technician II | 29.34 |
| 23593 - Metrology Technician III | 30.82 |
| 23640 - Millwright | 20.11 |
| 23710 - Office Appliance Repairer | 19.21 |
| 23760 - Painter, Maintenance | 15.94 |
| 23790 - Pipefitter, Maintenance | 22.03 |
| 23810 - Plumber, Maintenance | 20.60 |
| 23820 - Pneudraulic Systems Mechanic | 20.11 |
| 23850 - Rigger | 20.11 |
| 23870 - Scale Mechanic | 17.16 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.22 |
| 23910 - Small Engine Mechanic | 15.07 |
| 23931 - Telecommunications Mechanic I | 24.06 |
| 23932 - Telecommunications Mechanic II | 25.71 |
| 23950 - Telephone Lineman | 21.26 |
| 23960 - Welder, Combination, Maintenance | 18.39 |
| 23965 - well Driller | 19.77 |
| 23970 - Woodcraft Worker | 20.11 |
| 23980 - Woodworker | 16.61 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.31 |
| 24580 - Child Care Center Clerk | 14.77 |
| 24610 - Chore Aide | 9.40 |
| 24620 - Family Readiness And Support Services Coordinator | 13.49 |
| 24630 - Homemaker | 17.49 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.77 |
| 25040 - Sewage Plant Operator | 18.32 |
| 25070 - Stationary Engineer | 19.77 |
| 25190 - Ventilation Equipment Tender | 12.56 |
| 25210 - Water Treatment Plant Operator | 17.38 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.86 |
| 27007 - Baggage Inspector | 11.23 |
| 27008 - Corrections Officer | 15.36 |
| 27010 - Court Security Officer | 16.86 |
| 27030 - Detection Dog Handler | 13.16 |
| 27040 - Detention Officer | 15.36 |

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| 27070 - Firefighter | 16.86 |
| 27101 - Guard I | 11.23 |
| 27102 - Guard II | 12.56 |
| 27131 - Police Officer I | 18.47 |
| 27132 - Police Officer II | 20.52 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.55 |
| 28042 - Carnival Equipment Repairer | 14.77 |
| 28043 - Carnival Equipment Worker | 9.34 |
| 28210 - Gate Attendant/Gate Tender | 13.59 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 15.21 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 18.06 |
| 28630 - Sports Official | 12.11 |
| 28690 - Swimming Pool Operator | 18.36 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.42 |
| 29020 - Hatch Tender | 20.42 |
| 29030 - Line Handler | 20.42 |
| 29041 - Stevedore I | 19.04 |
| 29042 - Stevedore II | 22.17 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.39 |
| 30022 - Archeological Technician II | 19.50 |
| 30023 - Archeological Technician III | 23.87 |
| 30030 - Cartographic Technician | 24.17 |
| 30040 - Civil Engineering Technician | 24.00 |
| 30061 - Drafter/CAD Operator I | 17.39 |
| 30062 - Drafter/CAD Operator II | 19.50 |
| 30063 - Drafter/CAD Operator III | 21.75 |
| 30064 - Drafter/CAD Operator IV | 25.91 |
| 30081 - Engineering Technician I | 15.18 |
| 30082 - Engineering Technician II | 17.03 |
| 30083 - Engineering Technician III | 19.05 |
| 30084 - Engineering Technician IV | 23.61 |
| 30085 - Engineering Technician V | 28.88 |
| 30086 - Engineering Technician VI | 34.94 |
| 30090 - Environmental Technician | 20.36 |
| 30210 - Laboratory Technician | 22.61 |
| 30240 - Mathematical Technician | 24.17 |
| 30361 - Paralegal/Legal Assistant I | 15.40 |
| 30362 - Paralegal/Legal Assistant II | 19.08 |
| 30363 - Paralegal/Legal Assistant III | 23.34 |
| 30364 - Paralegal/Legal Assistant IV | 28.24 |
| 30390 - Photo-Optics Technician | 24.17 |
| 30461 - Technical Writer I | 21.22 |
| 30462 - Technical Writer II | 25.96 |
| 30463 - Technical Writer III | 31.40 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 21.75 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 24.17 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.73 |
| 31030 - Bus Driver | 17.17 |

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| 31043 - Driver Courier | 13.34 |
| 31260 - Parking and Lot Attendant | 9.72 |
| 31290 - Shuttle Bus Driver | 13.56 |
| 31310 - Taxi Driver | 10.53 |
| 31361 - Truckdriver, Light | 13.56 |
| 31362 - Truckdriver, Medium | 16.66 |
| 31363 - Truckdriver, Heavy | 18.93 |
| 31364 - Truckdriver, Tractor-Trailer | 18.93 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.11 |
| 99050 - Desk Clerk | 9.14 |
| 99095 - Embalmer | 23.74 |
| 99251 - Laboratory Animal Caretaker I | 11.13 |
| 99252 - Laboratory Animal Caretaker II | 12.42 |
| 99310 - Mortician | 23.75 |
| 99410 - Pest Controller | 17.07 |
| 99510 - Photofinishing Worker | 12.14 |
| 99710 - Recycling Laborer | 12.03 |
| 99711 - Recycling Specialist | 15.57 |
| 99730 - Refuse Collector | 10.99 |
| 99810 - Sales Clerk | 11.98 |
| 99820 - School Crossing Guard | 10.28 |
| 99830 - Survey Party Chief | 19.48 |
| 99831 - Surveying Aide | 17.72 |
| 99832 - Surveying Technician | 17.87 |
| 99840 - Vending Machine Attendant | 11.72 |
| 99841 - Vending Machine Repairer | 14.59 |
| 99842 - Vending Machine Repairer Helper | 10.51 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundrying in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2367
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie, Warren, Washington

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.81 |
| 01012 - Accounting Clerk II | | 15.49 |
| 01013 - Accounting Clerk III | | 17.36 |
| 01020 - Administrative Assistant | | 19.63 |
| 01040 - Court Reporter | | 24.28 |
| 01051 - Data Entry Operator I | | 12.77 |
| 01052 - Data Entry Operator II | | 14.43 |
| 01060 - Dispatcher, Motor Vehicle | | 17.06 |
| 01070 - Document Preparation Clerk | | 13.37 |
| 01090 - Duplicating Machine Operator | | 13.37 |
| 01111 - General Clerk I | | 12.34 |
| 01112 - General Clerk II | | 13.47 |
| 01113 - General Clerk III | | 15.11 |
| 01120 - Housing Referral Assistant | | 17.42 |
| 01141 - Messenger Courier | | 11.76 |
| 01191 - Order Clerk I | | 13.32 |
| 01192 - Order Clerk II | | 14.54 |
| 01261 - Personnel Assistant (Employment) I | | 14.63 |
| 01262 - Personnel Assistant (Employment) II | | 16.36 |
| 01263 - Personnel Assistant (Employment) III | | 18.24 |
| 01270 - Production Control Clerk | | 21.51 |
| 01280 - Receptionist | | 11.76 |
| 01290 - Rental Clerk | | 13.56 |
| 01300 - Scheduler, Maintenance | | 14.73 |
| 01311 - Secretary I | | 14.73 |
| 01312 - Secretary II | | 16.48 |
| 01313 - Secretary III | | 18.38 |
| 01320 - Service Order Dispatcher | | 15.81 |
| 01410 - Supply Technician | | 19.62 |
| 01420 - Survey Worker | | 15.79 |
| 01531 - Travel Clerk I | | 11.42 |
| 01532 - Travel Clerk II | | 12.32 |
| 01533 - Travel Clerk III | | 13.23 |
| 01611 - Word Processor I | | 13.26 |
| 01612 - Word Processor II | | 14.90 |
| 01613 - Word Processor III | | 16.66 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.34 |
| 05010 - Automotive Electrician | | 17.60 |
| 05040 - Automotive Glass Installer | | 16.87 |
| 05070 - Automotive Worker | | 16.87 |
| 05110 - Mobile Equipment Servicer | | 15.41 |
| 05130 - Motor Equipment Metal Mechanic | | 18.34 |
| 05160 - Motor Equipment Metal Worker | | 16.87 |
| 05190 - Motor Vehicle Mechanic | | 19.75 |
| 05220 - Motor Vehicle Mechanic Helper | | 14.49 |
| 05250 - Motor Vehicle Upholstery Worker | | 16.14 |
| 05280 - Motor Vehicle Wrecker | | 16.87 |
| 05310 - Painter, Automotive | | 18.03 |
| 05340 - Radiator Repair Specialist | | 16.87 |
| 05370 - Tire Repairer | | 14.61 |
| 05400 - Transmission Repair Specialist | | 18.34 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 13.73 |
| 07041 - Cook I | | 12.80 |
| 07042 - Cook II | | 14.06 |
| 07070 - Dishwasher | | 8.57 |
| 07130 - Food Service Worker | | 9.61 |
| 07210 - Meat Cutter | | 15.19 |
| 07260 - Waiter/Waitress | | 9.24 |

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| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.76 |
| 09040 - Furniture Handler | 13.47 |
| 09080 - Furniture Refinisher | 19.76 |
| 09090 - Furniture Refinisher Helper | 16.01 |
| 09110 - Furniture Repairer, Minor | 18.19 |
| 09130 - Upholsterer | 19.11 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.11 |
| 11060 - Elevator Operator | 11.11 |
| 11090 - Gardener | 15.33 |
| 11122 - Housekeeping Aide | 12.07 |
| 11150 - Janitor | 12.07 |
| 11210 - Laborer, Grounds Maintenance | 11.82 |
| 11240 - Maid or Houseman | 9.68 |
| 11260 - Pruner | 11.40 |
| 11270 - Tractor Operator | 14.25 |
| 11330 - Trail Maintenance Worker | 11.82 |
| 11360 - Window Cleaner | 12.75 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.26 |
| 12011 - Breath Alcohol Technician | 17.63 |
| 12012 - Certified Occupational Therapist Assistant | 18.98 |
| 12015 - Certified Physical Therapist Assistant | 22.24 |
| 12020 - Dental Assistant | 16.16 |
| 12025 - Dental Hygienist | 29.79 |
| 12030 - EKG Technician | 21.84 |
| 12035 - Electroneurodiagnostic Technologist | 22.67 |
| 12040 - Emergency Medical Technician | 15.26 |
| 12071 - Licensed Practical Nurse I | 15.76 |
| 12072 - Licensed Practical Nurse II | 17.63 |
| 12073 - Licensed Practical Nurse III | 19.66 |
| 12100 - Medical Assistant | 13.68 |
| 12130 - Medical Laboratory Technician | 17.65 |
| 12160 - Medical Record Clerk | 13.68 |
| 12190 - Medical Record Technician | 16.38 |
| 12195 - Medical Transcriptionist | 16.19 |
| 12210 - Nuclear Medicine Technologist | 33.64 |
| 12221 - Nursing Assistant I | 10.61 |
| 12222 - Nursing Assistant II | 11.93 |
| 12223 - Nursing Assistant III | 13.02 |
| 12224 - Nursing Assistant IV | 14.61 |
| 12235 - Optical Dispenser | 18.79 |
| 12236 - Optical Technician | 17.61 |
| 12250 - Pharmacy Technician | 13.86 |
| 12280 - Phlebotomist | 14.61 |
| 12305 - Radiologic Technologist | 25.48 |
| 12311 - Registered Nurse I | 22.63 |
| 12312 - Registered Nurse II | 27.69 |
| 12313 - Registered Nurse II, Specialist | 27.69 |
| 12314 - Registered Nurse III | 33.50 |
| 12315 - Registered Nurse III, Anesthetist | 33.50 |
| 12316 - Registered Nurse IV | 40.15 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.85 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.39 |
| 13012 - Exhibits Specialist II | 25.27 |
| 13013 - Exhibits Specialist III | 30.91 |
| 13041 - Illustrator I | 21.59 |
| 13042 - Illustrator II | 26.76 |
| 13043 - Illustrator III | 33.49 |
| 13047 - Librarian | 29.12 |
| 13050 - Library Aide/Clerk | 12.75 |

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| 13054 - Library Information Technology Systems Administrator | 23.85 |
| 13058 - Library Technician | 15.27 |
| 13061 - Media Specialist I | 17.67 |
| 13062 - Media Specialist II | 19.76 |
| 13063 - Media Specialist III | 22.03 |
| 13071 - Photographer I | 16.02 |
| 13072 - Photographer II | 20.38 |
| 13073 - Photographer III | 25.24 |
| 13074 - Photographer IV | 31.60 |
| 13075 - Photographer V | 36.65 |
| 13110 - Video Teleconference Technician | 20.61 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.64 |
| 14042 - Computer Operator II | 17.49 |
| 14043 - Computer Operator III | 20.68 |
| 14044 - Computer Operator IV | 22.89 |
| 14045 - Computer Operator V | 25.40 |
| 14071 - Computer Programmer I | 19.79 |
| 14072 - Computer Programmer II | 24.29 |
| 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 | 15.64 |
| 14160 - Personal Computer Support Technician | 22.89 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.50 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.57 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.22 |
| 15050 - Computer Based Training Specialist / Instructor | 28.63 |
| 15060 - Educational Technologist | 26.69 |
| 15070 - Flight Instructor (Pilot) | 39.22 |
| 15080 - Graphic Artist | 21.56 |
| 15090 - Technical Instructor | 19.93 |
| 15095 - Technical Instructor/Course Developer | 24.38 |
| 15110 - Test Proctor | 16.08 |
| 15120 - Tutor | 16.08 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.70 |
| 16030 - Counter Attendant | 8.70 |
| 16040 - Dry Cleaner | 10.09 |
| 16070 - Finisher, Flatwork, Machine | 8.70 |
| 16090 - Presser, Hand | 8.70 |
| 16110 - Presser, Machine, Drycleaning | 8.70 |
| 16130 - Presser, Machine, Shirts | 8.70 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.70 |
| 16190 - Sewing Machine Operator | 10.69 |
| 16220 - Tailor | 11.29 |
| 16250 - Washer, Machine | 9.12 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.48 |
| 19040 - Tool And Die Maker | 22.69 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.64 |
| 21030 - Material Coordinator | 20.72 |
| 21040 - Material Expediter | 20.72 |
| 21050 - Material Handling Laborer | 14.63 |
| 21071 - Order Filler | 13.63 |
| 21080 - Production Line Worker (Food Processing) | 16.84 |
| 21110 - Shipping Packer | 14.27 |
| 21130 - Shipping/Receiving Clerk | 14.27 |

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| 21140 - Store Worker I | 11.88 |
| 21150 - Stock Clerk | 16.52 |
| 21210 - Tools And Parts Attendant | 16.64 |
| 21410 - Warehouse Specialist | 16.64 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.23 |
| 23021 - Aircraft Mechanic I | 26.30 |
| 23022 - Aircraft Mechanic II | 27.23 |
| 23023 - Aircraft Mechanic III | 28.26 |
| 23040 - Aircraft Mechanic Helper | 20.47 |
| 23050 - Aircraft, Painter | 25.05 |
| 23060 - Aircraft Servicer | 23.28 |
| 23080 - Aircraft Worker | 24.27 |
| 23110 - Appliance Mechanic | 19.76 |
| 23120 - Bicycle Repairer | 15.21 |
| 23125 - Cable Splicer | 30.33 |
| 23130 - Carpenter, Maintenance | 19.42 |
| 23140 - Carpet Layer | 21.35 |
| 23160 - Electrician, Maintenance | 23.15 |
| 23181 - Electronics Technician Maintenance I | 21.20 |
| 23182 - Electronics Technician Maintenance II | 22.57 |
| 23183 - Electronics Technician Maintenance III | 23.77 |
| 23260 - Fabric Worker | 20.12 |
| 23290 - Fire Alarm System Mechanic | 21.14 |
| 23310 - Fire Extinguisher Repairer | 18.66 |
| 23311 - Fuel Distribution System Mechanic | 27.70 |
| 23312 - Fuel Distribution System Operator | 23.63 |
| 23370 - General Maintenance Worker | 17.24 |
| 23380 - Ground Support Equipment Mechanic | 26.30 |
| 23381 - Ground Support Equipment Servicer | 23.28 |
| 23382 - Ground Support Equipment Worker | 24.27 |
| 23391 - Gunsmith I | 18.33 |
| 23392 - Gunsmith II | 21.35 |
| 23393 - Gunsmith III | 23.94 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.89 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.55 |
| 23430 - Heavy Equipment Mechanic | 20.53 |
| 23440 - Heavy Equipment Operator | 22.51 |
| 23460 - Instrument Mechanic | 28.61 |
| 23465 - Laboratory/Shelter Mechanic | 22.73 |
| 23470 - Laborer | 12.18 |
| 23510 - Locksmith | 19.98 |
| 23530 - Machinery Maintenance Mechanic | 24.92 |
| 23550 - Machinist, Maintenance | 20.44 |
| 23580 - Maintenance Trades Helper | 15.64 |
| 23591 - Metrology Technician I | 28.61 |
| 23592 - Metrology Technician II | 29.61 |
| 23593 - Metrology Technician III | 30.75 |
| 23640 - Millwright | 26.51 |
| 23710 - Office Appliance Repairer | 20.69 |
| 23760 - Painter, Maintenance | 19.76 |
| 23790 - Pipefitter, Maintenance | 25.17 |
| 23810 - Plumber, Maintenance | 21.19 |
| 23820 - Pneudraulic Systems Mechanic | 23.94 |
| 23850 - Rigger | 23.94 |
| 23870 - Scale Mechanic | 21.35 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.75 |
| 23910 - Small Engine Mechanic | 17.24 |
| 23931 - Telecommunications Mechanic I | 29.59 |
| 23932 - Telecommunications Mechanic II | 30.64 |
| 23950 - Telephone Lineman | 29.59 |

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| 23960 - Welder, Combination, Maintenance | 20.57 |
| 23965 - Well Driller | 21.16 |
| 23970 - Woodcraft Worker | 23.94 |
| 23980 - Woodworker | 17.31 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.09 |
| 24580 - Child Care Center Clerk | 12.58 |
| 24610 - Chore Aide | 10.56 |
| 24620 - Family Readiness And Support Services Coordinator | 14.29 |
| 24630 - Homemaker | 15.05 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.11 |
| 25040 - Sewage Plant Operator | 19.64 |
| 25070 - Stationary Engineer | 24.11 |
| 25190 - Ventilation Equipment Tender | 16.73 |
| 25210 - Water Treatment Plant Operator | 19.64 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.85 |
| 27007 - Baggage Inspector | 12.63 |
| 27008 - Corrections Officer | 23.40 |
| 27010 - Court Security Officer | 22.02 |
| 27030 - Detection Dog Handler | 18.45 |
| 27040 - Detention Officer | 23.40 |
| 27070 - Firefighter | 21.69 |
| 27101 - Guard I | 12.63 |
| 27102 - Guard II | 16.99 |
| 27131 - Police Officer I | 23.40 |
| 27132 - Police Officer II | 26.00 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.82 |
| 28042 - Carnival Equipment Repairer | 12.80 |
| 28043 - Carnival Equipment Worker | 8.92 |
| 28210 - Gate Attendant/Gate Tender | 13.69 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.35 |
| 28515 - Recreation Specialist | 14.29 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 16.24 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.09 |
| 29020 - Hatch Tender | 22.09 |
| 29030 - Line Handler | 22.09 |
| 29041 - Stevedore I | 21.85 |
| 29042 - Stevedore II | 24.04 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.15 |
| 30021 - Archeological Technician I | 15.74 |
| 30022 - Archeological Technician II | 17.61 |
| 30023 - Archeological Technician III | 21.81 |
| 30030 - Cartographic Technician | 21.81 |
| 30040 - Civil Engineering Technician | 23.09 |
| 30061 - Drafter/CAD Operator I | 15.74 |
| 30062 - Drafter/CAD Operator II | 17.61 |
| 30063 - Drafter/CAD Operator III | 19.65 |
| 30064 - Drafter/CAD Operator IV | 24.17 |
| 30081 - Engineering Technician I | 15.61 |
| 30082 - Engineering Technician II | 17.52 |
| 30083 - Engineering Technician III | 19.60 |
| 30084 - Engineering Technician IV | 24.29 |

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| 30085 - Engineering Technician V | 29.71 |
| 30086 - Engineering Technician VI | 35.94 |
| 30090 - Environmental Technician | 20.92 |
| 30210 - Laboratory Technician | 20.77 |
| 30240 - Mathematical Technician | 21.81 |
| 30361 - Paralegal/Legal Assistant I | 16.72 |
| 30362 - Paralegal/Legal Assistant II | 19.83 |
| 30363 - Paralegal/Legal Assistant III | 23.43 |
| 30364 - Paralegal/Legal Assistant IV | 29.35 |
| 30390 - Photo-Optics Technician | 21.81 |
| 30461 - Technical Writer I | 21.46 |
| 30462 - Technical Writer II | 26.24 |
| 30463 - Technical Writer III | 30.21 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 19.65 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 21.81 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.56 |
| 31030 - Bus Driver | 18.39 |
| 31043 - Driver Courier | 13.87 |
| 31260 - Parking and Lot Attendant | 10.86 |
| 31290 - Shuttle Bus Driver | 13.65 |
| 31310 - Taxi Driver | 11.52 |
| 31361 - Truckdriver, Light | 13.65 |
| 31362 - Truckdriver, Medium | 15.55 |
| 31363 - Truckdriver, Heavy | 19.04 |
| 31364 - Truckdriver, Tractor-Trailer | 19.04 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.94 |
| 99050 - Desk Clerk | 10.66 |
| 99095 - Embalmer | 23.67 |
| 99251 - Laboratory Animal Caretaker I | 12.00 |
| 99252 - Laboratory Animal Caretaker II | 13.04 |
| 99310 - Mortician | 31.14 |
| 99410 - Pest Controller | 16.25 |
| 99510 - Photofinishing Worker | 13.41 |
| 99710 - Recycling Laborer | 16.50 |
| 99711 - Recycling Specialist | 19.47 |
| 99730 - Refuse Collector | 14.79 |
| 99810 - Sales Clerk | 12.24 |
| 99820 - School Crossing Guard | 10.89 |
| 99830 - Survey Party Chief | 21.63 |
| 99831 - Surveying Aide | 12.89 |
| 99832 - Surveying Technician | 19.67 |
| 99840 - Vending Machine Attendant | 13.40 |
| 99841 - Vending Machine Repairer | 15.96 |
| 99842 - Vending Machine Repairer Helper | 13.40 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be

conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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| WDS_Revision_Received_10.9.2014 | |
| 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 |
| Diane C. Koplewski Director | Division of Wage Determinations |
| Wage Determination No.: 2005-2368 Revision No.: 15 Date of Last Revision: 07/25/2014 | |
| State: New York | |

Area: New York Counties of Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie, Warren, Washington

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.81 |
| 01012 - Accounting Clerk II | | 15.49 |
| 01013 - Accounting Clerk III | | 17.36 |
| 01020 - Administrative Assistant | | 19.63 |
| 01040 - Court Reporter | | 24.28 |
| 01051 - Data Entry Operator I | | 12.77 |
| 01052 - Data Entry Operator II | | 14.43 |
| 01060 - Dispatcher, Motor Vehicle | | 17.06 |
| 01070 - Document Preparation Clerk | | 13.37 |
| 01090 - Duplicating Machine Operator | | 13.37 |
| 01111 - General Clerk I | | 12.34 |
| 01112 - General Clerk II | | 13.47 |
| 01113 - General Clerk III | | 15.11 |
| 01120 - Housing Referral Assistant | | 17.42 |
| 01141 - Messenger Courier | | 11.76 |
| 01191 - Order Clerk I | | 13.32 |
| 01192 - Order Clerk II | | 14.54 |
| 01261 - Personnel Assistant (Employment) I | | 14.63 |
| 01262 - Personnel Assistant (Employment) II | | 16.36 |
| 01263 - Personnel Assistant (Employment) III | | 18.24 |
| 01270 - Production Control Clerk | | 21.51 |
| 01280 - Receptionist | | 11.76 |
| 01290 - Rental Clerk | | 13.56 |
| 01300 - Scheduler, Maintenance | | 14.73 |
| 01311 - Secretary I | | 14.73 |
| 01312 - Secretary II | | 16.48 |
| 01313 - Secretary III | | 18.38 |
| 01320 - Service Order Dispatcher | | 15.81 |
| 01410 - Supply Technician | | 19.62 |
| 01420 - Survey Worker | | 15.79 |
| 01531 - Travel Clerk I | | 11.42 |
| 01532 - Travel Clerk II | | 12.32 |
| 01533 - Travel Clerk III | | 13.23 |
| 01611 - Word Processor I | | 13.26 |
| 01612 - Word Processor II | | 14.90 |
| 01613 - Word Processor III | | 16.66 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.34 |
| 05010 - Automotive Electrician | | 17.60 |

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| 05040 - Automotive Glass Installer | 16.87 |
| 05070 - Automotive Worker | 16.87 |
| 05110 - Mobile Equipment Servicer | 15.41 |
| 05130 - Motor Equipment Metal Mechanic | 18.34 |
| 05160 - Motor Equipment Metal Worker | 16.87 |
| 05190 - Motor Vehicle Mechanic | 19.75 |
| 05220 - Motor Vehicle Mechanic Helper | 14.49 |
| 05250 - Motor Vehicle Upholstery Worker | 16.14 |
| 05280 - Motor Vehicle Wrecker | 16.87 |
| 05310 - Painter, Automotive | 18.03 |
| 05340 - Radiator Repair Specialist | 16.87 |
| 05370 - Tire Repairer | 14.61 |
| 05400 - Transmission Repair Specialist | 18.34 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.73 |
| 07041 - Cook I | 12.80 |
| 07042 - Cook II | 14.06 |
| 07070 - Dishwasher | 8.57 |
| 07130 - Food Service Worker | 9.61 |
| 07210 - Meat Cutter | 15.19 |
| 07260 - Waiter/Waitress | 9.24 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.76 |
| 09040 - Furniture Handler | 13.47 |
| 09080 - Furniture Refinisher | 19.76 |
| 09090 - Furniture Refinisher Helper | 16.01 |
| 09110 - Furniture Repairer, Minor | 18.19 |
| 09130 - Upholsterer | 19.11 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.11 |
| 11060 - Elevator Operator | 11.11 |
| 11090 - Gardener | 15.33 |
| 11122 - Housekeeping Aide | 12.07 |
| 11150 - Janitor | 12.07 |
| 11210 - Laborer, Grounds Maintenance | 11.82 |
| 11240 - Maid or Houseman | 9.68 |
| 11260 - Pruner | 11.40 |
| 11270 - Tractor Operator | 14.25 |
| 11330 - Trail Maintenance Worker | 11.82 |
| 11360 - Window Cleaner | 12.75 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.26 |
| 12011 - Breath Alcohol Technician | 17.63 |
| 12012 - Certified Occupational Therapist Assistant | 18.98 |
| 12015 - Certified Physical Therapist Assistant | 22.24 |
| 12020 - Dental Assistant | 16.16 |
| 12025 - Dental Hygienist | 29.79 |
| 12030 - EKG Technician | 21.84 |
| 12035 - Electroneurodiagnostic Technologist | 22.67 |
| 12040 - Emergency Medical Technician | 15.26 |
| 12071 - Licensed Practical Nurse I | 15.76 |
| 12072 - Licensed Practical Nurse II | 17.63 |
| 12073 - Licensed Practical Nurse III | 19.66 |
| 12100 - Medical Assistant | 13.68 |
| 12130 - Medical Laboratory Technician | 17.65 |
| 12160 - Medical Record Clerk | 13.68 |
| 12190 - Medical Record Technician | 16.38 |
| 12195 - Medical Transcriptionist | 16.19 |
| 12210 - Nuclear Medicine Technologist | 33.64 |
| 12221 - Nursing Assistant I | 10.61 |
| 12222 - Nursing Assistant II | 11.93 |
| 12223 - Nursing Assistant III | 13.02 |
| 12224 - Nursing Assistant IV | 14.61 |

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|---|---------|
| 12235 - Optical Dispenser | 18.79 |
| 12236 - Optical Technician | 17.61 |
| 12250 - Pharmacy Technician | 13.86 |
| 12280 - Phlebotomist | 14.61 |
| 12305 - Radiologic Technologist | 25.48 |
| 12311 - Registered Nurse I | 22.63 |
| 12312 - Registered Nurse II | 27.69 |
| 12313 - Registered Nurse II, Specialist | 27.69 |
| 12314 - Registered Nurse III | 33.50 |
| 12315 - Registered Nurse III, Anesthetist | 33.50 |
| 12316 - Registered Nurse IV | 40.15 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.85 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.39 |
| 13012 - Exhibits Specialist II | 25.27 |
| 13013 - Exhibits Specialist III | 30.91 |
| 13041 - Illustrator I | 21.59 |
| 13042 - Illustrator II | 26.76 |
| 13043 - Illustrator III | 33.49 |
| 13047 - Librarian | 29.12 |
| 13050 - Library Aide/Clerk | 12.75 |
| 13054 - Library Information Technology Systems Administrator | 23.85 |
| 13058 - Library Technician | 15.27 |
| 13061 - Media Specialist I | 17.67 |
| 13062 - Media Specialist II | 19.76 |
| 13063 - Media Specialist III | 22.03 |
| 13071 - Photographer I | 16.02 |
| 13072 - Photographer II | 20.38 |
| 13073 - Photographer III | 25.24 |
| 13074 - Photographer IV | 31.60 |
| 13075 - Photographer V | 36.65 |
| 13110 - Video Teleconference Technician | 20.61 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.64 |
| 14042 - Computer Operator II | 17.49 |
| 14043 - Computer Operator III | 20.68 |
| 14044 - Computer Operator IV | 22.89 |
| 14045 - Computer Operator V | 25.40 |
| 14071 - Computer Programmer I | 19.79 |
| 14072 - Computer Programmer II | 24.29 |
| 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 | 15.64 |
| 14160 - Personal Computer Support Technician | 22.89 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.50 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.57 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.22 |
| 15050 - Computer Based Training Specialist / Instructor | 28.63 |
| 15060 - Educational Technologist | 26.69 |
| 15070 - Flight Instructor (Pilot) | 39.22 |
| 15080 - Graphic Artist | 21.56 |
| 15090 - Technical Instructor | 19.93 |
| 15095 - Technical Instructor/Course Developer | 24.38 |
| 15110 - Test Proctor | 16.08 |
| 15120 - Tutor | 16.08 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.70 |
| 16030 - Counter Attendant | 8.70 |

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| 16040 - Dry Cleaner | 10.09 |
| 16070 - Finisher, Flatwork, Machine | 8.70 |
| 16090 - Presser, Hand | 8.70 |
| 16110 - Presser, Machine, Drycleaning | 8.70 |
| 16130 - Presser, Machine, Shirts | 8.70 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.70 |
| 16190 - Sewing Machine Operator | 10.69 |
| 16220 - Tailor | 11.29 |
| 16250 - Washer, Machine | 9.12 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.48 |
| 19040 - Tool And Die Maker | 22.69 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.64 |
| 21030 - Material Coordinator | 20.72 |
| 21040 - Material Expediter | 20.72 |
| 21050 - Material Handling Laborer | 14.63 |
| 21071 - Order Filler | 13.63 |
| 21080 - Production Line Worker (Food Processing) | 16.84 |
| 21110 - Shipping Packer | 14.27 |
| 21130 - Shipping/Receiving Clerk | 14.27 |
| 21140 - Store Worker I | 11.88 |
| 21150 - Stock Clerk | 16.52 |
| 21210 - Tools And Parts Attendant | 16.64 |
| 21410 - Warehouse Specialist | 16.64 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.23 |
| 23021 - Aircraft Mechanic I | 26.30 |
| 23022 - Aircraft Mechanic II | 27.23 |
| 23023 - Aircraft Mechanic III | 28.26 |
| 23040 - Aircraft Mechanic Helper | 20.47 |
| 23050 - Aircraft, Painter | 25.05 |
| 23060 - Aircraft Servicer | 23.28 |
| 23080 - Aircraft Worker | 24.27 |
| 23110 - Appliance Mechanic | 19.76 |
| 23120 - Bicycle Repairer | 15.21 |
| 23125 - Cable Splicer | 30.33 |
| 23130 - Carpenter, Maintenance | 19.42 |
| 23140 - Carpet Layer | 21.35 |
| 23160 - Electrician, Maintenance | 23.15 |
| 23181 - Electronics Technician Maintenance I | 21.20 |
| 23182 - Electronics Technician Maintenance II | 22.57 |
| 23183 - Electronics Technician Maintenance III | 23.77 |
| 23260 - Fabric Worker | 20.12 |
| 23290 - Fire Alarm System Mechanic | 21.14 |
| 23310 - Fire Extinguisher Repairer | 18.66 |
| 23311 - Fuel Distribution System Mechanic | 27.70 |
| 23312 - Fuel Distribution System Operator | 23.63 |
| 23370 - General Maintenance Worker | 17.24 |
| 23380 - Ground Support Equipment Mechanic | 26.30 |
| 23381 - Ground Support Equipment Servicer | 23.28 |
| 23382 - Ground Support Equipment Worker | 24.27 |
| 23391 - Gunsmith I | 18.33 |
| 23392 - Gunsmith II | 21.35 |
| 23393 - Gunsmith III | 23.94 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.89 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.55 |
| 23430 - Heavy Equipment Mechanic | 20.53 |
| 23440 - Heavy Equipment Operator | 22.51 |
| 23460 - Instrument Mechanic | 28.61 |
| 23465 - Laboratory/Shelter Mechanic | 22.73 |

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| 23470 - Laborer | 12.18 |
| 23510 - Locksmith | 19.98 |
| 23530 - Machinery Maintenance Mechanic | 24.92 |
| 23550 - Machinist, Maintenance | 20.44 |
| 23580 - Maintenance Trades Helper | 15.64 |
| 23591 - Metrology Technician I | 28.61 |
| 23592 - Metrology Technician II | 29.61 |
| 23593 - Metrology Technician III | 30.75 |
| 23640 - Millwright | 26.51 |
| 23710 - Office Appliance Repairer | 20.69 |
| 23760 - Painter, Maintenance | 19.76 |
| 23790 - Pipefitter, Maintenance | 25.17 |
| 23810 - Plumber, Maintenance | 21.19 |
| 23820 - Pneudraulic Systems Mechanic | 23.94 |
| 23850 - Rigger | 23.94 |
| 23870 - Scale Mechanic | 21.35 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.75 |
| 23910 - Small Engine Mechanic | 17.24 |
| 23931 - Telecommunications Mechanic I | 29.59 |
| 23932 - Telecommunications Mechanic II | 30.64 |
| 23950 - Telephone Lineman | 29.59 |
| 23960 - Welder, Combination, Maintenance | 20.57 |
| 23965 - well Driller | 21.16 |
| 23970 - Woodcraft Worker | 23.94 |
| 23980 - Woodworker | 17.31 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.09 |
| 24580 - Child Care Center Clerk | 12.58 |
| 24610 - Chore Aide | 10.56 |
| 24620 - Family Readiness And Support Services Coordinator | 14.29 |
| 24630 - Homemaker | 15.05 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.11 |
| 25040 - Sewage Plant Operator | 19.64 |
| 25070 - Stationary Engineer | 24.11 |
| 25190 - Ventilation Equipment Tender | 16.73 |
| 25210 - Water Treatment Plant Operator | 19.64 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.85 |
| 27007 - Baggage Inspector | 12.63 |
| 27008 - Corrections Officer | 23.40 |
| 27010 - Court Security Officer | 22.02 |
| 27030 - Detection Dog Handler | 18.45 |
| 27040 - Detention Officer | 23.40 |
| 27070 - Firefighter | 21.69 |
| 27101 - Guard I | 12.63 |
| 27102 - Guard II | 16.99 |
| 27131 - Police Officer I | 23.40 |
| 27132 - Police Officer II | 26.00 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.82 |
| 28042 - Carnival Equipment Repairer | 12.80 |
| 28043 - Carnival Equipment Worker | 8.92 |
| 28210 - Gate Attendant/Gate Tender | 13.69 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.35 |
| 28515 - Recreation Specialist | 14.29 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 16.24 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.09 |

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| 29020 - Hatch Tender | 22.09 |
| 29030 - Line Handler | 22.09 |
| 29041 - Stevedore I | 21.85 |
| 29042 - Stevedore II | 24.04 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.15 |
| 30021 - Archeological Technician I | 15.74 |
| 30022 - Archeological Technician II | 17.61 |
| 30023 - Archeological Technician III | 21.81 |
| 30030 - Cartographic Technician | 21.81 |
| 30040 - Civil Engineering Technician | 23.09 |
| 30061 - Drafter/CAD Operator I | 15.74 |
| 30062 - Drafter/CAD Operator II | 17.61 |
| 30063 - Drafter/CAD Operator III | 19.65 |
| 30064 - Drafter/CAD Operator IV | 24.17 |
| 30081 - Engineering Technician I | 15.61 |
| 30082 - Engineering Technician II | 17.52 |
| 30083 - Engineering Technician III | 19.60 |
| 30084 - Engineering Technician IV | 24.29 |
| 30085 - Engineering Technician V | 29.71 |
| 30086 - Engineering Technician VI | 35.94 |
| 30090 - Environmental Technician | 20.92 |
| 30210 - Laboratory Technician | 20.77 |
| 30240 - Mathematical Technician | 21.81 |
| 30361 - Paralegal/Legal Assistant I | 16.72 |
| 30362 - Paralegal/Legal Assistant II | 19.83 |
| 30363 - Paralegal/Legal Assistant III | 23.43 |
| 30364 - Paralegal/Legal Assistant IV | 29.35 |
| 30390 - Photo-Optics Technician | 21.81 |
| 30461 - Technical Writer I | 21.46 |
| 30462 - Technical Writer II | 26.24 |
| 30463 - Technical Writer III | 30.21 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 19.65 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 21.81 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.56 |
| 31030 - Bus Driver | 18.39 |
| 31043 - Driver Courier | 13.87 |
| 31260 - Parking and Lot Attendant | 10.86 |
| 31290 - Shuttle Bus Driver | 13.65 |
| 31310 - Taxi Driver | 11.52 |
| 31361 - Truckdriver, Light | 13.65 |
| 31362 - Truckdriver, Medium | 15.55 |
| 31363 - Truckdriver, Heavy | 19.04 |
| 31364 - Truckdriver, Tractor-Trailer | 19.04 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.94 |
| 99050 - Desk Clerk | 10.66 |
| 99095 - Embalmer | 23.67 |
| 99251 - Laboratory Animal Caretaker I | 12.00 |
| 99252 - Laboratory Animal Caretaker II | 13.04 |
| 99310 - Mortician | 31.14 |
| 99410 - Pest Controller | 16.25 |
| 99510 - Photofinishing Worker | 13.41 |
| 99710 - Recycling Laborer | 16.50 |

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| 99711 - Recycling Specialist | 19.47 |
| 99730 - Refuse Collector | 14.79 |
| 99810 - Sales Clerk | 12.24 |
| 99820 - School Crossing Guard | 10.89 |
| 99830 - Survey Party Chief | 21.63 |
| 99831 - Surveying Aide | 12.89 |
| 99832 - Surveying Technician | 19.67 |
| 99840 - Vending Machine Attendant | 13.40 |
| 99841 - Vending Machine Repairer | 15.96 |
| 99842 - Vending Machine Repairer Helper | 13.40 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordinance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2371
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Allegany, Cattaraugus, Chautauqua, Erie, Niagara,
Wyoming

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.52 |
| 01012 - Accounting Clerk II | | 15.17 |
| 01013 - Accounting Clerk III | | 17.39 |
| 01020 - Administrative Assistant | | 23.11 |
| 01040 - Court Reporter | | 18.95 |
| 01051 - Data Entry Operator I | | 14.30 |
| 01052 - Data Entry Operator II | | 15.61 |
| 01060 - Dispatcher, Motor Vehicle | | 15.86 |
| 01070 - Document Preparation Clerk | | 12.75 |
| 01090 - Duplicating Machine Operator | | 12.75 |
| 01111 - General Clerk I | | 12.37 |
| 01112 - General Clerk II | | 13.50 |
| 01113 - General Clerk III | | 15.23 |
| 01120 - Housing Referral Assistant | | 23.17 |
| 01141 - Messenger Courier | | 11.85 |

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| 01191 - Order Clerk I | 13.39 |
| 01192 - Order Clerk II | 14.61 |
| 01261 - Personnel Assistant (Employment) I | 15.23 |
| 01262 - Personnel Assistant (Employment) II | 16.19 |
| 01263 - Personnel Assistant (Employment) III | 19.97 |
| 01270 - Production Control Clerk | 21.15 |
| 01280 - Receptionist | 12.75 |
| 01290 - Rental Clerk | 15.23 |
| 01300 - Scheduler, Maintenance | 18.57 |
| 01311 - Secretary I | 18.57 |
| 01312 - Secretary II | 20.77 |
| 01313 - Secretary III | 23.17 |
| 01320 - Service Order Dispatcher | 14.59 |
| 01410 - Supply Technician | 23.11 |
| 01420 - Survey Worker | 15.84 |
| 01531 - Travel Clerk I | 11.74 |
| 01532 - Travel Clerk II | 12.41 |
| 01533 - Travel Clerk III | 13.09 |
| 01611 - Word Processor I | 14.97 |
| 01612 - Word Processor II | 15.93 |
| 01613 - Word Processor III | 17.82 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.34 |
| 05010 - Automotive Electrician | 21.67 |
| 05040 - Automotive Glass Installer | 20.85 |
| 05070 - Automotive Worker | 20.85 |
| 05110 - Mobile Equipment Servicer | 19.45 |
| 05130 - Motor Equipment Metal Mechanic | 22.34 |
| 05160 - Motor Equipment Metal Worker | 20.85 |
| 05190 - Motor Vehicle Mechanic | 22.34 |
| 05220 - Motor Vehicle Mechanic Helper | 18.03 |
| 05250 - Motor Vehicle Upholstery Worker | 20.11 |
| 05280 - Motor Vehicle Wrecker | 20.85 |
| 05310 - Painter, Automotive | 21.67 |
| 05340 - Radiator Repair Specialist | 20.85 |
| 05370 - Tire Repairer | 18.78 |
| 05400 - Transmission Repair Specialist | 22.34 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.15 |
| 07041 - Cook I | 10.89 |
| 07042 - Cook II | 12.01 |
| 07070 - Dishwasher | 8.75 |
| 07130 - Food Service Worker | 9.13 |
| 07210 - Meat Cutter | 15.63 |
| 07260 - Waiter/Waitress | 9.87 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 22.34 |
| 09040 - Furniture Handler | 17.51 |
| 09080 - Furniture Refinisher | 22.34 |
| 09090 - Furniture Refinisher Helper | 19.23 |
| 09110 - Furniture Repairer, Minor | 20.73 |
| 09130 - Upholsterer | 22.34 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.18 |
| 11060 - Elevator Operator | 10.18 |
| 11090 - Gardener | 16.78 |
| 11122 - Housekeeping Aide | 11.01 |
| 11150 - Janitor | 12.70 |
| 11210 - Laborer, Grounds Maintenance | 14.30 |
| 11240 - Maid or Houseman | 9.95 |
| 11260 - Pruner | 13.27 |
| 11270 - Tractor Operator | 16.13 |
| 11330 - Trail Maintenance Worker | 14.30 |

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| 11360 - Window Cleaner | 13.24 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.91 |
| 12011 - Breath Alcohol Technician | 16.34 |
| 12012 - Certified Occupational Therapist Assistant | 20.38 |
| 12015 - Certified Physical Therapist Assistant | 20.38 |
| 12020 - Dental Assistant | 14.92 |
| 12025 - Dental Hygienist | 29.85 |
| 12030 - EKG Technician | 24.71 |
| 12035 - Electroneurodiagnostic Technologist | 24.71 |
| 12040 - Emergency Medical Technician | 14.91 |
| 12071 - Licensed Practical Nurse I | 15.18 |
| 12072 - Licensed Practical Nurse II | 16.98 |
| 12073 - Licensed Practical Nurse III | 18.94 |
| 12100 - Medical Assistant | 13.94 |
| 12130 - Medical Laboratory Technician | 19.46 |
| 12160 - Medical Record Clerk | 15.23 |
| 12190 - Medical Record Technician | 17.04 |
| 12195 - Medical Transcriptionist | 14.23 |
| 12210 - Nuclear Medicine Technologist | 32.82 |
| 12221 - Nursing Assistant I | 10.56 |
| 12222 - Nursing Assistant II | 11.87 |
| 12223 - Nursing Assistant III | 12.95 |
| 12224 - Nursing Assistant IV | 14.54 |
| 12235 - Optical Dispenser | 19.63 |
| 12236 - Optical Technician | 14.37 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 14.54 |
| 12305 - Radiologic Technologist | 23.53 |
| 12311 - Registered Nurse I | 23.63 |
| 12312 - Registered Nurse II | 28.90 |
| 12313 - Registered Nurse II, Specialist | 28.90 |
| 12314 - Registered Nurse III | 34.96 |
| 12315 - Registered Nurse III, Anesthetist | 34.96 |
| 12316 - Registered Nurse IV | 41.90 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.04 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.91 |
| 13012 - Exhibits Specialist II | 23.40 |
| 13013 - Exhibits Specialist III | 28.53 |
| 13041 - Illustrator I | 19.84 |
| 13042 - Illustrator II | 24.54 |
| 13043 - Illustrator III | 29.93 |
| 13047 - Librarian | 26.64 |
| 13050 - Library Aide/Clerk | 13.31 |
| 13054 - Library Information Technology Systems Administrator | 23.38 |
| 13058 - Library Technician | 15.75 |
| 13061 - Media Specialist I | 17.36 |
| 13062 - Media Specialist II | 19.42 |
| 13063 - Media Specialist III | 21.66 |
| 13071 - Photographer I | 14.07 |
| 13072 - Photographer II | 17.34 |
| 13073 - Photographer III | 21.45 |
| 13074 - Photographer IV | 26.17 |
| 13075 - Photographer V | 31.74 |
| 13110 - Video Teleconference Technician | 18.61 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.40 |
| 14042 - Computer Operator II | 17.23 |
| 14043 - Computer Operator III | 20.20 |
| 14044 - Computer Operator IV | 23.94 |
| 14045 - Computer Operator V | 26.51 |

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|---|---------|
| 14071 - Computer Programmer I | 20.28 |
| 14072 - Computer Programmer II | 25.12 |
| 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 | 15.40 |
| 14160 - Personal Computer Support Technician | 23.94 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.63 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.64 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.52 |
| 15050 - Computer Based Training Specialist / Instructor | 28.63 |
| 15060 - Educational Technologist | 27.34 |
| 15070 - Flight Instructor (Pilot) | 41.52 |
| 15080 - Graphic Artist | 19.69 |
| 15090 - Technical Instructor | 21.43 |
| 15095 - Technical Instructor/Course Developer | 26.22 |
| 15110 - Test Proctor | 17.30 |
| 15120 - Tutor | 17.30 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.71 |
| 16030 - Counter Attendant | 8.71 |
| 16040 - Dry Cleaner | 10.34 |
| 16070 - Finisher, Flatwork, Machine | 8.71 |
| 16090 - Presser, Hand | 8.71 |
| 16110 - Presser, Machine, Drycleaning | 8.71 |
| 16130 - Presser, Machine, Shirts | 8.71 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.71 |
| 16190 - Sewing Machine Operator | 10.91 |
| 16220 - Tailor | 11.48 |
| 16250 - Washer, Machine | 9.25 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.93 |
| 19040 - Tool And Die Maker | 27.13 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.06 |
| 21030 - Material Coordinator | 21.15 |
| 21040 - Material Expediter | 21.15 |
| 21050 - Material Handling Laborer | 17.74 |
| 21071 - Order Filler | 15.19 |
| 21080 - Production Line Worker (Food Processing) | 18.06 |
| 21110 - Shipping Packer | 14.98 |
| 21130 - Shipping/Receiving Clerk | 13.00 |
| 21140 - Store Worker I | 15.51 |
| 21150 - Stock Clerk | 19.51 |
| 21210 - Tools And Parts Attendant | 18.06 |
| 21410 - Warehouse Specialist | 18.06 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.70 |
| 23021 - Aircraft Mechanic I | 25.80 |
| 23022 - Aircraft Mechanic II | 26.70 |
| 23023 - Aircraft Mechanic III | 27.47 |
| 23040 - Aircraft Mechanic Helper | 21.36 |
| 23050 - Aircraft, Painter | 25.00 |
| 23060 - Aircraft Servicer | 23.29 |
| 23080 - Aircraft Worker | 24.13 |
| 23110 - Appliance Mechanic | 21.25 |
| 23120 - Bicycle Repairer | 18.98 |
| 23125 - Cable Splicer | 28.97 |
| 23130 - Carpenter, Maintenance | 20.64 |
| 23140 - Carpet Layer | 21.57 |

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| 23160 - Electrician, Maintenance | 25.51 |
| 23181 - Electronics Technician Maintenance I | 22.23 |
| 23182 - Electronics Technician Maintenance II | 23.02 |
| 23183 - Electronics Technician Maintenance III | 23.84 |
| 23260 - Fabric Worker | 20.80 |
| 23290 - Fire Alarm System Mechanic | 22.21 |
| 23310 - Fire Extinguisher Repairer | 19.91 |
| 23311 - Fuel Distribution System Mechanic | 29.69 |
| 23312 - Fuel Distribution System Operator | 22.98 |
| 23370 - General Maintenance Worker | 20.01 |
| 23380 - Ground Support Equipment Mechanic | 25.80 |
| 23381 - Ground Support Equipment Servicer | 23.29 |
| 23382 - Ground Support Equipment Worker | 24.13 |
| 23391 - Gunsmith I | 19.91 |
| 23392 - Gunsmith II | 21.57 |
| 23393 - Gunsmith III | 23.16 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.28 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.06 |
| 23430 - Heavy Equipment Mechanic | 22.33 |
| 23440 - Heavy Equipment Operator | 23.80 |
| 23460 - Instrument Mechanic | 23.40 |
| 23465 - Laboratory/Shelter Mechanic | 22.36 |
| 23470 - Laborer | 13.61 |
| 23510 - Locksmith | 20.64 |
| 23530 - Machinery Maintenance Mechanic | 24.20 |
| 23550 - Machinist, Maintenance | 21.28 |
| 23580 - Maintenance Trades Helper | 18.51 |
| 23591 - Metrology Technician I | 23.40 |
| 23592 - Metrology Technician II | 24.24 |
| 23593 - Metrology Technician III | 24.93 |
| 23640 - Millwright | 32.96 |
| 23710 - Office Appliance Repairer | 20.64 |
| 23760 - Painter, Maintenance | 21.73 |
| 23790 - Pipefitter, Maintenance | 25.74 |
| 23810 - Plumber, Maintenance | 24.26 |
| 23820 - Pneudraulic Systems Mechanic | 23.16 |
| 23850 - Rigger | 23.16 |
| 23870 - Scale Mechanic | 21.59 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.74 |
| 23910 - Small Engine Mechanic | 19.86 |
| 23931 - Telecommunications Mechanic I | 25.69 |
| 23932 - Telecommunications Mechanic II | 26.60 |
| 23950 - Telephone Lineman | 27.90 |
| 23960 - Welder, Combination, Maintenance | 21.28 |
| 23965 - Well Driller | 26.30 |
| 23970 - Woodcraft Worker | 23.16 |
| 23980 - Woodworker | 19.58 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.03 |
| 24580 - Child Care Center Clerk | 12.55 |
| 24610 - Chore Aide | 9.67 |
| 24620 - Family Readiness And Support Services Coordinator | 13.06 |
| 24630 - Homemaker | 14.23 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.43 |
| 25040 - Sewage Plant Operator | 21.38 |
| 25070 - Stationary Engineer | 21.43 |
| 25190 - Ventilation Equipment Tender | 19.88 |
| 25210 - Water Treatment Plant Operator | 21.38 |
| 27000 - Protective Service Occupations | |

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| 27004 - Alarm Monitor | 18.39 |
| 27007 - Baggage Inspector | 11.54 |
| 27008 - Corrections Officer | 26.94 |
| 27010 - Court Security Officer | 26.74 |
| 27030 - Detection Dog Handler | 15.49 |
| 27040 - Detention Officer | 26.94 |
| 27070 - Firefighter | 24.94 |
| 27101 - Guard I | 11.54 |
| 27102 - Guard II | 15.49 |
| 27131 - Police Officer I | 26.94 |
| 27132 - Police Officer II | 29.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.88 |
| 28042 - Carnival Equipment Repairer | 11.32 |
| 28043 - Carnival Equipment Worker | 9.47 |
| 28210 - Gate Attendant/Gate Tender | 12.14 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 9.91 |
| 28515 - Recreation Specialist | 15.38 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 15.97 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.20 |
| 29020 - Hatch Tender | 22.20 |
| 29030 - Line Handler | 22.20 |
| 29041 - Stevedore I | 21.39 |
| 29042 - Stevedore II | 22.99 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.17 |
| 30021 - Archeological Technician I | 18.65 |
| 30022 - Archeological Technician II | 20.86 |
| 30023 - Archeological Technician III | 25.84 |
| 30030 - Cartographic Technician | 25.84 |
| 30040 - Civil Engineering Technician | 25.55 |
| 30061 - Drafter/CAD Operator I | 18.65 |
| 30062 - Drafter/CAD Operator II | 20.86 |
| 30063 - Drafter/CAD Operator III | 23.26 |
| 30064 - Drafter/CAD Operator IV | 28.63 |
| 30081 - Engineering Technician I | 19.15 |
| 30082 - Engineering Technician II | 21.49 |
| 30083 - Engineering Technician III | 24.04 |
| 30084 - Engineering Technician IV | 29.79 |
| 30085 - Engineering Technician V | 36.44 |
| 30086 - Engineering Technician VI | 37.46 |
| 30090 - Environmental Technician | 18.48 |
| 30210 - Laboratory Technician | 19.92 |
| 30240 - Mathematical Technician | 25.84 |
| 30361 - Paralegal/Legal Assistant I | 17.85 |
| 30362 - Paralegal/Legal Assistant II | 22.12 |
| 30363 - Paralegal/Legal Assistant III | 27.06 |
| 30364 - Paralegal/Legal Assistant IV | 32.73 |
| 30390 - Photo-Optics Technician | 25.84 |
| 30461 - Technical Writer I | 22.06 |
| 30462 - Technical Writer II | 26.98 |
| 30463 - Technical Writer III | 33.08 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.91 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |

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|---|---------|-------|
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) | 23.26 |
| 30621 - Weather Observer, Senior | (see 2) | 25.84 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 13.34 |
| 31030 - Bus Driver | | 16.73 |
| 31043 - Driver Courier | | 16.62 |
| 31260 - Parking and Lot Attendant | | 10.85 |
| 31290 - Shuttle Bus Driver | | 17.39 |
| 31310 - Taxi Driver | | 12.54 |
| 31361 - Truckdriver, Light | | 17.39 |
| 31362 - Truckdriver, Medium | | 20.24 |
| 31363 - Truckdriver, Heavy | | 22.34 |
| 31364 - Truckdriver, Tractor-Trailer | | 22.34 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 10.21 |
| 99050 - Desk Clerk | | 10.47 |
| 99095 - Embalmer | | 25.38 |
| 99251 - Laboratory Animal Caretaker I | | 11.10 |
| 99252 - Laboratory Animal Caretaker II | | 11.61 |
| 99310 - Mortician | | 27.92 |
| 99410 - Pest Controller | | 18.06 |
| 99510 - Photofinishing Worker | | 13.18 |
| 99710 - Recycling Laborer | | 18.08 |
| 99711 - Recycling Specialist | | 20.60 |
| 99730 - Refuse Collector | | 16.80 |
| 99810 - Sales Clerk | | 12.42 |
| 99820 - School Crossing Guard | | 9.87 |
| 99830 - Survey Party Chief | | 20.38 |
| 99831 - Surveying Aide | | 10.53 |
| 99832 - Surveying Technician | | 16.55 |
| 99840 - Vending Machine Attendant | | 13.86 |
| 99841 - Vending Machine Repairer | | 17.25 |
| 99842 - Vending Machine Repairer Helper | | 14.77 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2372
Revision No.: 17
Date of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Allegany, Cattaraugus, Chautauqua, Erie, Niagara,
Page 6796

Wyoming

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.52 |
| 01012 - Accounting Clerk II | | 15.17 |
| 01013 - Accounting Clerk III | | 17.39 |
| 01020 - Administrative Assistant | | 23.11 |
| 01040 - Court Reporter | | 18.95 |
| 01051 - Data Entry Operator I | | 14.30 |
| 01052 - Data Entry Operator II | | 15.61 |
| 01060 - Dispatcher, Motor Vehicle | | 15.86 |
| 01070 - Document Preparation Clerk | | 12.75 |
| 01090 - Duplicating Machine Operator | | 12.75 |
| 01111 - General Clerk I | | 12.37 |
| 01112 - General Clerk II | | 13.50 |
| 01113 - General Clerk III | | 15.23 |
| 01120 - Housing Referral Assistant | | 23.17 |
| 01141 - Messenger Courier | | 11.85 |
| 01191 - Order Clerk I | | 13.39 |
| 01192 - Order Clerk II | | 14.61 |
| 01261 - Personnel Assistant (Employment) I | | 15.23 |
| 01262 - Personnel Assistant (Employment) II | | 16.19 |
| 01263 - Personnel Assistant (Employment) III | | 19.97 |
| 01270 - Production Control Clerk | | 21.15 |
| 01280 - Receptionist | | 12.75 |
| 01290 - Rental Clerk | | 15.23 |
| 01300 - Scheduler, Maintenance | | 18.57 |
| 01311 - Secretary I | | 18.57 |
| 01312 - Secretary II | | 20.77 |
| 01313 - Secretary III | | 23.17 |
| 01320 - Service Order Dispatcher | | 14.59 |
| 01410 - Supply Technician | | 23.11 |
| 01420 - Survey Worker | | 15.84 |
| 01531 - Travel Clerk I | | 11.74 |
| 01532 - Travel Clerk II | | 12.41 |
| 01533 - Travel Clerk III | | 13.09 |
| 01611 - Word Processor I | | 14.97 |
| 01612 - Word Processor II | | 15.93 |
| 01613 - Word Processor III | | 17.82 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.34 |
| 05010 - Automotive Electrician | | 21.67 |
| 05040 - Automotive Glass Installer | | 20.85 |
| 05070 - Automotive Worker | | 20.85 |
| 05110 - Mobile Equipment Servicer | | 19.45 |
| 05130 - Motor Equipment Metal Mechanic | | 22.34 |
| 05160 - Motor Equipment Metal Worker | | 20.85 |
| 05190 - Motor Vehicle Mechanic | | 22.34 |
| 05220 - Motor Vehicle Mechanic Helper | | 18.03 |
| 05250 - Motor Vehicle Upholstery Worker | | 20.11 |
| 05280 - Motor Vehicle Wrecker | | 20.85 |
| 05310 - Painter, Automotive | | 21.67 |
| 05340 - Radiator Repair Specialist | | 20.85 |
| 05370 - Tire Repairer | | 18.78 |
| 05400 - Transmission Repair Specialist | | 22.34 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 11.15 |
| 07041 - Cook I | | 10.89 |

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|--|-------|
| 07042 - Cook II | 12.01 |
| 07070 - Dishwasher | 8.75 |
| 07130 - Food Service Worker | 9.13 |
| 07210 - Meat Cutter | 15.63 |
| 07260 - Waiter/Waitress | 9.87 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 22.34 |
| 09040 - Furniture Handler | 17.51 |
| 09080 - Furniture Refinisher | 22.34 |
| 09090 - Furniture Refinisher Helper | 19.23 |
| 09110 - Furniture Repairer, Minor | 20.73 |
| 09130 - Upholsterer | 22.34 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.18 |
| 11060 - Elevator Operator | 10.18 |
| 11090 - Gardener | 16.78 |
| 11122 - Housekeeping Aide | 11.01 |
| 11150 - Janitor | 12.70 |
| 11210 - Laborer, Grounds Maintenance | 14.30 |
| 11240 - Maid or Houseman | 9.95 |
| 11260 - Pruner | 13.27 |
| 11270 - Tractor Operator | 16.13 |
| 11330 - Trail Maintenance Worker | 14.30 |
| 11360 - Window Cleaner | 13.24 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.91 |
| 12011 - Breath Alcohol Technician | 16.34 |
| 12012 - Certified Occupational Therapist Assistant | 20.38 |
| 12015 - Certified Physical Therapist Assistant | 20.38 |
| 12020 - Dental Assistant | 14.92 |
| 12025 - Dental Hygienist | 29.85 |
| 12030 - EKG Technician | 24.71 |
| 12035 - Electroneurodiagnostic Technologist | 24.71 |
| 12040 - Emergency Medical Technician | 14.91 |
| 12071 - Licensed Practical Nurse I | 15.18 |
| 12072 - Licensed Practical Nurse II | 16.98 |
| 12073 - Licensed Practical Nurse III | 18.94 |
| 12100 - Medical Assistant | 13.94 |
| 12130 - Medical Laboratory Technician | 19.46 |
| 12160 - Medical Record Clerk | 15.23 |
| 12190 - Medical Record Technician | 17.04 |
| 12195 - Medical Transcriptionist | 14.23 |
| 12210 - Nuclear Medicine Technologist | 32.82 |
| 12221 - Nursing Assistant I | 10.56 |
| 12222 - Nursing Assistant II | 11.87 |
| 12223 - Nursing Assistant III | 12.95 |
| 12224 - Nursing Assistant IV | 14.54 |
| 12235 - Optical Dispenser | 19.63 |
| 12236 - Optical Technician | 14.37 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 14.54 |
| 12305 - Radiologic Technologist | 23.53 |
| 12311 - Registered Nurse I | 23.63 |
| 12312 - Registered Nurse II | 28.90 |
| 12313 - Registered Nurse II, Specialist | 28.90 |
| 12314 - Registered Nurse III | 34.96 |
| 12315 - Registered Nurse III, Anesthetist | 34.96 |
| 12316 - Registered Nurse IV | 41.90 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.04 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.91 |
| 13012 - Exhibits Specialist II | 23.40 |
| 13013 - Exhibits Specialist III | 28.53 |

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|---|---------|
| 13041 - Illustrator I | 19.84 |
| 13042 - Illustrator II | 24.54 |
| 13043 - Illustrator III | 29.93 |
| 13047 - Librarian | 26.64 |
| 13050 - Library Aide/Clerk | 13.31 |
| 13054 - Library Information Technology Systems Administrator | 23.38 |
| 13058 - Library Technician | 15.75 |
| 13061 - Media Specialist I | 17.36 |
| 13062 - Media Specialist II | 19.42 |
| 13063 - Media Specialist III | 21.66 |
| 13071 - Photographer I | 14.07 |
| 13072 - Photographer II | 17.34 |
| 13073 - Photographer III | 21.45 |
| 13074 - Photographer IV | 26.17 |
| 13075 - Photographer V | 31.74 |
| 13110 - Video Teleconference Technician | 18.61 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.40 |
| 14042 - Computer Operator II | 17.23 |
| 14043 - Computer Operator III | 20.20 |
| 14044 - Computer Operator IV | 23.94 |
| 14045 - Computer Operator V | 26.51 |
| 14071 - Computer Programmer I | 20.28 |
| 14072 - Computer Programmer II | 25.12 |
| 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 | 15.40 |
| 14160 - Personal Computer Support Technician | 23.94 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.63 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.64 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.52 |
| 15050 - Computer Based Training Specialist / Instructor | 28.63 |
| 15060 - Educational Technologist | 27.34 |
| 15070 - Flight Instructor (Pilot) | 41.52 |
| 15080 - Graphic Artist | 19.69 |
| 15090 - Technical Instructor | 21.43 |
| 15095 - Technical Instructor/Course Developer | 26.22 |
| 15110 - Test Proctor | 17.30 |
| 15120 - Tutor | 17.30 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.71 |
| 16030 - Counter Attendant | 8.71 |
| 16040 - Dry Cleaner | 10.34 |
| 16070 - Finisher, Flatwork, Machine | 8.71 |
| 16090 - Presser, Hand | 8.71 |
| 16110 - Presser, Machine, Drycleaning | 8.71 |
| 16130 - Presser, Machine, Shirts | 8.71 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.71 |
| 16190 - Sewing Machine Operator | 10.91 |
| 16220 - Tailor | 11.48 |
| 16250 - Washer, Machine | 9.25 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.93 |
| 19040 - Tool And Die Maker | 27.13 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.06 |
| 21030 - Material Coordinator | 21.15 |
| 21040 - Material Expediter | 21.15 |

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| 21050 - Material Handling Laborer | 17.74 |
| 21071 - Order Filler | 15.19 |
| 21080 - Production Line Worker (Food Processing) | 18.06 |
| 21110 - Shipping Packer | 14.98 |
| 21130 - Shipping/Receiving Clerk | 13.00 |
| 21140 - Store Worker I | 15.51 |
| 21150 - Stock Clerk | 19.51 |
| 21210 - Tools And Parts Attendant | 18.06 |
| 21410 - Warehouse Specialist | 18.06 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 26.70 |
| 23021 - Aircraft Mechanic I | 25.80 |
| 23022 - Aircraft Mechanic II | 26.70 |
| 23023 - Aircraft Mechanic III | 27.47 |
| 23040 - Aircraft Mechanic Helper | 21.36 |
| 23050 - Aircraft, Painter | 25.00 |
| 23060 - Aircraft Servicer | 23.29 |
| 23080 - Aircraft Worker | 24.13 |
| 23110 - Appliance Mechanic | 21.25 |
| 23120 - Bicycle Repairer | 18.98 |
| 23125 - Cable Splicer | 28.97 |
| 23130 - Carpenter, Maintenance | 20.64 |
| 23140 - Carpet Layer | 21.57 |
| 23160 - Electrician, Maintenance | 25.51 |
| 23181 - Electronics Technician Maintenance I | 22.23 |
| 23182 - Electronics Technician Maintenance II | 23.02 |
| 23183 - Electronics Technician Maintenance III | 23.84 |
| 23260 - Fabric Worker | 20.80 |
| 23290 - Fire Alarm System Mechanic | 22.21 |
| 23310 - Fire Extinguisher Repairer | 19.91 |
| 23311 - Fuel Distribution System Mechanic | 29.69 |
| 23312 - Fuel Distribution System Operator | 22.98 |
| 23370 - General Maintenance Worker | 20.01 |
| 23380 - Ground Support Equipment Mechanic | 25.80 |
| 23381 - Ground Support Equipment Servicer | 23.29 |
| 23382 - Ground Support Equipment Worker | 24.13 |
| 23391 - Gunsmith I | 19.91 |
| 23392 - Gunsmith II | 21.57 |
| 23393 - Gunsmith III | 23.16 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.28 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.06 |
| 23430 - Heavy Equipment Mechanic | 22.33 |
| 23440 - Heavy Equipment Operator | 23.80 |
| 23460 - Instrument Mechanic | 23.40 |
| 23465 - Laboratory/Shelter Mechanic | 22.36 |
| 23470 - Laborer | 13.61 |
| 23510 - Locksmith | 20.64 |
| 23530 - Machinery Maintenance Mechanic | 24.20 |
| 23550 - Machinist, Maintenance | 21.28 |
| 23580 - Maintenance Trades Helper | 18.51 |
| 23591 - Metrology Technician I | 23.40 |
| 23592 - Metrology Technician II | 24.24 |
| 23593 - Metrology Technician III | 24.93 |
| 23640 - Millwright | 32.96 |
| 23710 - Office Appliance Repairer | 20.64 |
| 23760 - Painter, Maintenance | 21.73 |
| 23790 - Pipefitter, Maintenance | 25.74 |
| 23810 - Plumber, Maintenance | 24.26 |
| 23820 - Pneudraulic Systems Mechanic | 23.16 |
| 23850 - Rigger | 23.16 |
| 23870 - Scale Mechanic | 21.59 |

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| 23890 - Sheet-Metal Worker, Maintenance | 23.74 |
| 23910 - Small Engine Mechanic | 19.86 |
| 23931 - Telecommunications Mechanic I | 25.69 |
| 23932 - Telecommunications Mechanic II | 26.60 |
| 23950 - Telephone Lineman | 27.90 |
| 23960 - Welder, Combination, Maintenance | 21.28 |
| 23965 - Well Driller | 26.30 |
| 23970 - Woodcraft Worker | 23.16 |
| 23980 - Woodworker | 19.58 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.03 |
| 24580 - Child Care Center Clerk | 12.55 |
| 24610 - Chore Aide | 9.67 |
| 24620 - Family Readiness And Support Services Coordinator | 13.06 |
| 24630 - Homemaker | 14.23 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.43 |
| 25040 - Sewage Plant Operator | 21.38 |
| 25070 - Stationary Engineer | 21.43 |
| 25190 - Ventilation Equipment Tender | 19.88 |
| 25210 - Water Treatment Plant Operator | 21.38 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.39 |
| 27007 - Baggage Inspector | 11.54 |
| 27008 - Corrections Officer | 26.94 |
| 27010 - Court Security Officer | 26.74 |
| 27030 - Detection Dog Handler | 15.49 |
| 27040 - Detention Officer | 26.94 |
| 27070 - Firefighter | 24.94 |
| 27101 - Guard I | 11.54 |
| 27102 - Guard II | 15.49 |
| 27131 - Police Officer I | 26.94 |
| 27132 - Police Officer II | 29.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.88 |
| 28042 - Carnival Equipment Repairer | 11.32 |
| 28043 - Carnival Equipment Worker | 9.47 |
| 28210 - Gate Attendant/Gate Tender | 12.14 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 9.91 |
| 28515 - Recreation Specialist | 15.38 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 15.97 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.20 |
| 29020 - Hatch Tender | 22.20 |
| 29030 - Line Handler | 22.20 |
| 29041 - Stevedore I | 21.39 |
| 29042 - Stevedore II | 22.99 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.17 |
| 30021 - Archeological Technician I | 18.65 |
| 30022 - Archeological Technician II | 20.86 |
| 30023 - Archeological Technician III | 25.84 |
| 30030 - Cartographic Technician | 25.84 |
| 30040 - Civil Engineering Technician | 25.55 |
| 30061 - Drafter/CAD Operator I | 18.65 |
| 30062 - Drafter/CAD Operator II | 20.86 |
| 30063 - Drafter/CAD Operator III | 23.26 |

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| 30064 - Drafter/CAD Operator IV | 28.63 |
| 30081 - Engineering Technician I | 19.15 |
| 30082 - Engineering Technician II | 21.49 |
| 30083 - Engineering Technician III | 24.04 |
| 30084 - Engineering Technician IV | 29.79 |
| 30085 - Engineering Technician V | 36.44 |
| 30086 - Engineering Technician VI | 37.46 |
| 30090 - Environmental Technician | 18.48 |
| 30210 - Laboratory Technician | 19.92 |
| 30240 - Mathematical Technician | 25.84 |
| 30361 - Paralegal/Legal Assistant I | 17.85 |
| 30362 - Paralegal/Legal Assistant II | 22.12 |
| 30363 - Paralegal/Legal Assistant III | 27.06 |
| 30364 - Paralegal/Legal Assistant IV | 32.73 |
| 30390 - Photo-Optics Technician | 25.84 |
| 30461 - Technical Writer I | 22.06 |
| 30462 - Technical Writer II | 26.98 |
| 30463 - Technical Writer III | 33.08 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.91 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 23.26 |
| 30621 - Weather Observer, Senior (see 2) | 25.84 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.34 |
| 31030 - Bus Driver | 16.73 |
| 31043 - Driver Courier | 16.62 |
| 31260 - Parking and Lot Attendant | 10.85 |
| 31290 - Shuttle Bus Driver | 17.39 |
| 31310 - Taxi Driver | 12.54 |
| 31361 - Truckdriver, Light | 17.39 |
| 31362 - Truckdriver, Medium | 20.24 |
| 31363 - Truckdriver, Heavy | 22.34 |
| 31364 - Truckdriver, Tractor-Trailer | 22.34 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.21 |
| 99050 - Desk Clerk | 10.47 |
| 99095 - Embalmer | 25.38 |
| 99251 - Laboratory Animal Caretaker I | 11.10 |
| 99252 - Laboratory Animal Caretaker II | 11.61 |
| 99310 - Mortician | 27.92 |
| 99410 - Pest Controller | 18.06 |
| 99510 - Photofinishing Worker | 13.18 |
| 99710 - Recycling Laborer | 18.08 |
| 99711 - Recycling Specialist | 20.60 |
| 99730 - Refuse Collector | 16.80 |
| 99810 - Sales Clerk | 12.42 |
| 99820 - School Crossing Guard | 9.87 |
| 99830 - Survey Party Chief | 20.38 |
| 99831 - Surveying Aide | 10.53 |
| 99832 - Surveying Technician | 16.55 |
| 99840 - Vending Machine Attendant | 13.86 |
| 99841 - Vending Machine Repairer | 17.25 |
| 99842 - Vending Machine Repairer Helper | 14.77 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2373
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Nassau, Suffolk

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.11 |
| 01012 - Accounting Clerk II | | 19.61 |
| 01013 - Accounting Clerk III | | 21.89 |
| 01020 - Administrative Assistant | | 30.93 |
| 01040 - Court Reporter | | 21.64 |
| 01051 - Data Entry Operator I | | 14.71 |
| 01052 - Data Entry Operator II | | 16.05 |
| 01060 - Dispatcher, Motor Vehicle | | 25.79 |
| 01070 - Document Preparation Clerk | | 15.56 |
| 01090 - Duplicating Machine Operator | | 15.56 |
| 01111 - General Clerk I | | 14.82 |
| 01112 - General Clerk II | | 17.49 |
| 01113 - General Clerk III | | 18.82 |
| 01120 - Housing Referral Assistant | | 26.92 |
| 01141 - Messenger Courier | | 12.92 |
| 01191 - Order Clerk I | | 19.59 |
| 01192 - Order Clerk II | | 20.45 |
| 01261 - Personnel Assistant (Employment) I | | 18.96 |
| 01262 - Personnel Assistant (Employment) II | | 21.22 |
| 01263 - Personnel Assistant (Employment) III | | 23.66 |
| 01270 - Production Control Clerk | | 23.51 |
| 01280 - Receptionist | | 15.67 |
| 01290 - Rental Clerk | | 18.04 |
| 01300 - Scheduler, Maintenance | | 21.57 |
| 01311 - Secretary I | | 21.57 |
| 01312 - Secretary II | | 24.82 |
| 01313 - Secretary III | | 26.92 |
| 01320 - Service Order Dispatcher | | 20.50 |
| 01410 - Supply Technician | | 30.93 |
| 01420 - Survey Worker | | 21.64 |

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| 01531 - Travel Clerk I | 15.98 |
| 01532 - Travel Clerk II | 17.31 |
| 01533 - Travel Clerk III | 18.79 |
| 01611 - Word Processor I | 17.62 |
| 01612 - Word Processor II | 20.16 |
| 01613 - Word Processor III | 22.13 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 28.50 |
| 05010 - Automotive Electrician | 28.50 |
| 05040 - Automotive Glass Installer | 27.31 |
| 05070 - Automotive Worker | 27.31 |
| 05110 - Mobile Equipment Servicer | 20.80 |
| 05130 - Motor Equipment Metal Mechanic | 29.80 |
| 05160 - Motor Equipment Metal Worker | 27.31 |
| 05190 - Motor Vehicle Mechanic | 29.68 |
| 05220 - Motor Vehicle Mechanic Helper | 23.15 |
| 05250 - Motor Vehicle Upholstery Worker | 26.12 |
| 05280 - Motor Vehicle wrecker | 27.31 |
| 05310 - Painter, Automotive | 28.50 |
| 05340 - Radiator Repair Specialist | 27.31 |
| 05370 - Tire Repairer | 16.69 |
| 05400 - Transmission Repair Specialist | 29.68 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 18.55 |
| 07041 - Cook I | 16.75 |
| 07042 - Cook II | 18.23 |
| 07070 - Dishwasher | 13.67 |
| 07130 - Food Service Worker | 13.67 |
| 07210 - Meat Cutter | 22.64 |
| 07260 - Waiter/Waitress | 14.45 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 22.16 |
| 09040 - Furniture Handler | 16.83 |
| 09080 - Furniture Refinisher | 22.16 |
| 09090 - Furniture Refinisher Helper | 18.01 |
| 09110 - Furniture Repairer, Minor | 20.37 |
| 09130 - Upholsterer | 22.16 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 13.67 |
| 11060 - Elevator Operator | 13.67 |
| 11090 - Gardener | 18.74 |
| 11122 - Housekeeping Aide | 15.70 |
| 11150 - Janitor | 15.70 |
| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.68 |
| 11260 - Pruner | 14.75 |
| 11270 - Tractor Operator | 18.02 |
| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 18.07 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 25.29 |
| 12011 - Breath Alcohol Technician | 24.87 |
| 12012 - Certified Occupational Therapist Assistant | 24.12 |
| 12015 - Certified Physical Therapist Assistant | 22.28 |
| 12020 - Dental Assistant | 16.75 |
| 12025 - Dental Hygienist | 35.31 |
| 12030 - EKG Technician | 28.65 |
| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 25.29 |
| 12071 - Licensed Practical Nurse I | 23.69 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |
| 12100 - Medical Assistant | 16.66 |

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| 12130 - Medical Laboratory Technician | 23.34 |
| 12160 - Medical Record Clerk | 18.71 |
| 12190 - Medical Record Technician | 20.55 |
| 12195 - Medical Transcriptionist | 19.43 |
| 12210 - Nuclear Medicine Technologist | 36.93 |
| 12221 - Nursing Assistant I | 13.17 |
| 12222 - Nursing Assistant II | 14.72 |
| 12223 - Nursing Assistant III | 15.82 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 24.64 |
| 12236 - Optical Technician | 16.64 |
| 12250 - Pharmacy Technician | 15.87 |
| 12280 - Phlebotomist | 23.02 |
| 12305 - Radiologic Technologist | 28.08 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |
| 12316 - Registered Nurse IV | 59.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 27.03 |
| 13012 - Exhibits Specialist II | 33.49 |
| 13013 - Exhibits Specialist III | 40.95 |
| 13041 - Illustrator I | 28.35 |
| 13042 - Illustrator II | 33.23 |
| 13043 - Illustrator III | 40.66 |
| 13047 - Librarian | 37.25 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 32.65 |
| 13058 - Library Technician | 25.62 |
| 13061 - Media Specialist I | 23.57 |
| 13062 - Media Specialist II | 26.35 |
| 13063 - Media Specialist III | 29.39 |
| 13071 - Photographer I | 21.29 |
| 13072 - Photographer II | 24.62 |
| 13073 - Photographer III | 32.88 |
| 13074 - Photographer IV | 44.26 |
| 13075 - Photographer V | 50.85 |
| 13110 - Video Teleconference Technician | 24.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.00 |
| 14042 - Computer Operator II | 21.26 |
| 14043 - Computer Operator III | 23.71 |
| 14044 - Computer Operator IV | 26.35 |
| 14045 - Computer Operator V | 29.17 |
| 14071 - Computer Programmer I | (see 1) 27.56 |
| 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 | 19.00 |
| 14160 - Personal Computer Support Technician | 26.35 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 39.54 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.46 |
| 15050 - Computer Based Training Specialist / Instructor | 39.54 |
| 15060 - Educational Technologist | 35.73 |

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| 15070 - Flight Instructor (Pilot) | 52.46 |
| 15080 - Graphic Artist | 33.31 |
| 15090 - Technical Instructor | 32.16 |
| 15095 - Technical Instructor/Course Developer | 39.22 |
| 15110 - Test Proctor | 25.56 |
| 15120 - Tutor | 25.56 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.62 |
| 16030 - Counter Attendant | 11.62 |
| 16040 - Dry Cleaner | 14.30 |
| 16070 - Finisher, Flatwork, Machine | 11.62 |
| 16090 - Presser, Hand | 11.62 |
| 16110 - Presser, Machine, Drycleaning | 11.62 |
| 16130 - Presser, Machine, Shirts | 11.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.62 |
| 16190 - Sewing Machine Operator | 15.19 |
| 16220 - Tailor | 16.04 |
| 16250 - Washer, Machine | 12.60 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.89 |
| 19040 - Tool And Die Maker | 24.46 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.96 |
| 21030 - Material Coordinator | 23.51 |
| 21040 - Material Expediter | 23.51 |
| 21050 - Material Handling Laborer | 14.62 |
| 21071 - Order Filler | 16.34 |
| 21080 - Production Line Worker (Food Processing) | 16.96 |
| 21110 - Shipping Packer | 15.28 |
| 21130 - Shipping/Receiving Clerk | 15.28 |
| 21140 - Store Worker I | 15.06 |
| 21150 - Stock Clerk | 18.88 |
| 21210 - Tools And Parts Attendant | 16.96 |
| 21410 - Warehouse Specialist | 16.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.63 |
| 23021 - Aircraft Mechanic I | 27.11 |
| 23022 - Aircraft Mechanic II | 29.58 |
| 23023 - Aircraft Mechanic III | 30.72 |
| 23040 - Aircraft Mechanic Helper | 21.90 |
| 23050 - Aircraft, Painter | 25.88 |
| 23060 - Aircraft Servicer | 24.23 |
| 23080 - Aircraft Worker | 25.00 |
| 23110 - Appliance Mechanic | 22.16 |
| 23120 - Bicycle Repairer | 17.94 |
| 23125 - Cable Splicer | 35.97 |
| 23130 - Carpenter, Maintenance | 30.97 |
| 23140 - Carpet Layer | 27.24 |
| 23160 - Electrician, Maintenance | 37.18 |
| 23181 - Electronics Technician Maintenance I | 24.19 |
| 23182 - Electronics Technician Maintenance II | 27.39 |
| 23183 - Electronics Technician Maintenance III | 28.51 |
| 23260 - Fabric Worker | 25.82 |
| 23290 - Fire Alarm System Mechanic | 21.92 |
| 23310 - Fire Extinguisher Repairer | 22.51 |
| 23311 - Fuel Distribution System Mechanic | 29.94 |
| 23312 - Fuel Distribution System Operator | 27.20 |
| 23370 - General Maintenance Worker | 24.67 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |
| 23381 - Ground Support Equipment Servicer | 24.23 |
| 23382 - Ground Support Equipment Worker | 25.00 |
| 23391 - Gunsmith I | 22.51 |
| 23392 - Gunsmith II | 25.12 |

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| 23393 - Gunsmith III | 27.25 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.93 |
| 23430 - Heavy Equipment Mechanic | 26.10 |
| 23440 - Heavy Equipment Operator | 34.30 |
| 23460 - Instrument Mechanic | 30.86 |
| 23465 - Laboratory/Shelter Mechanic | 26.21 |
| 23470 - Laborer | 15.95 |
| 23510 - Locksmith | 21.10 |
| 23530 - Machinery Maintenance Mechanic | 23.95 |
| 23550 - Machinist, Maintenance | 21.92 |
| 23580 - Maintenance Trades Helper | 17.71 |
| 23591 - Metrology Technician I | 30.86 |
| 23592 - Metrology Technician II | 33.34 |
| 23593 - Metrology Technician III | 32.75 |
| 23640 - Millwright | 29.17 |
| 23710 - Office Appliance Repairer | 21.80 |
| 23760 - Painter, Maintenance | 26.70 |
| 23790 - Pipefitter, Maintenance | 32.44 |
| 23810 - Plumber, Maintenance | 31.23 |
| 23820 - Pneudraulic Systems Mechanic | 27.25 |
| 23850 - Rigger | 24.36 |
| 23870 - Scale Mechanic | 25.12 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.81 |
| 23910 - Small Engine Mechanic | 20.92 |
| 23931 - Telecommunications Mechanic I | 30.91 |
| 23932 - Telecommunications Mechanic II | 32.20 |
| 23950 - Telephone Lineman | 33.44 |
| 23960 - Welder, Combination, Maintenance | 24.11 |
| 23965 - well Driller | 22.73 |
| 23970 - Woodcraft Worker | 27.25 |
| 23980 - Woodworker | 20.43 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.05 |
| 24580 - Child Care Center Clerk | 16.30 |
| 24610 - Chore Aide | 12.79 |
| 24620 - Family Readiness And Support Services Coordinator | 14.89 |
| 24630 - Homemaker | 16.85 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.03 |
| 25040 - Sewage Plant Operator | 25.19 |
| 25070 - Stationary Engineer | 29.03 |
| 25190 - Ventilation Equipment Tender | 23.71 |
| 25210 - Water Treatment Plant Operator | 25.53 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.12 |
| 27007 - Baggage Inspector | 17.98 |
| 27008 - Corrections Officer | 30.97 |
| 27010 - Court Security Officer | 30.66 |
| 27030 - Detection Dog Handler | 20.36 |
| 27040 - Detention Officer | 30.97 |
| 27070 - Firefighter | 31.42 |
| 27101 - Guard I | 17.98 |
| 27102 - Guard II | 20.36 |
| 27131 - Police Officer I | 32.37 |
| 27132 - Police Officer II | 35.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.96 |
| 28042 - Carnival Equipment Repairer | 16.75 |
| 28043 - Carnival Equipment Worker | 13.67 |

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| 28210 - Gate Attendant/Gate Tender | 16.49 |
| 28310 - Lifeguard | 14.63 |
| 28350 - Park Attendant (Aide) | 18.46 |
| 28510 - Recreation Aide/Health Facility Attendant | 18.95 |
| 28515 - Recreation Specialist | 22.88 |
| 28630 - Sports Official | 14.69 |
| 28690 - Swimming Pool Operator | 20.98 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 27.64 |
| 29020 - Hatch Tender | 27.64 |
| 29030 - Line Handler | 27.64 |
| 29041 - Stevedore I | 26.22 |
| 29042 - Stevedore II | 32.85 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 22.43 |
| 30022 - Archeological Technician II | 26.50 |
| 30023 - Archeological Technician III | 31.09 |
| 30030 - Cartographic Technician | 29.15 |
| 30040 - Civil Engineering Technician | 25.21 |
| 30061 - Drafter/CAD Operator I | 19.69 |
| 30062 - Drafter/CAD Operator II | 26.50 |
| 30063 - Drafter/CAD Operator III | 29.42 |
| 30064 - Drafter/CAD Operator IV | 31.09 |
| 30081 - Engineering Technician I | 19.98 |
| 30082 - Engineering Technician II | 22.47 |
| 30083 - Engineering Technician III | 25.28 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 46.20 |
| 30090 - Environmental Technician | 21.10 |
| 30210 - Laboratory Technician | 21.37 |
| 30240 - Mathematical Technician | 31.09 |
| 30361 - Paralegal/Legal Assistant I | 23.36 |
| 30362 - Paralegal/Legal Assistant II | 28.94 |
| 30363 - Paralegal/Legal Assistant III | 35.39 |
| 30364 - Paralegal/Legal Assistant IV | 42.84 |
| 30390 - Photo-Optics Technician | 28.11 |
| 30461 - Technical Writer I | 26.41 |
| 30462 - Technical Writer II | 32.29 |
| 30463 - Technical Writer III | 39.84 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 29.42 |
| 30621 - Weather Observer, Senior (see 2) | 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 16.40 |
| 31030 - Bus Driver | 19.89 |
| 31043 - Driver Courier | 16.75 |
| 31260 - Parking and Lot Attendant | 10.05 |
| 31290 - Shuttle Bus Driver | 17.80 |
| 31310 - Taxi Driver | 13.37 |
| 31361 - Truckdriver, Light | 17.80 |
| 31362 - Truckdriver, Medium | 18.87 |
| 31363 - Truckdriver, Heavy | 24.52 |
| 31364 - Truckdriver, Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations | |

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|---|-------|
| 99030 - Cashier | 18.74 |
| 99050 - Desk Clerk | 13.34 |
| 99095 - Embalmer | 27.84 |
| 99251 - Laboratory Animal Caretaker I | 15.21 |
| 99252 - Laboratory Animal Caretaker II | 15.97 |
| 99310 - Mortician | 34.64 |
| 99410 - Pest Controller | 18.15 |
| 99510 - Photofinishing Worker | 16.23 |
| 99710 - Recycling Laborer | 19.78 |
| 99711 - Recycling Specialist | 22.36 |
| 99730 - Refuse Collector | 21.17 |
| 99810 - Sales Clerk | 14.70 |
| 99820 - School Crossing Guard | 15.04 |
| 99830 - Survey Party Chief | 26.35 |
| 99831 - Surveying Aide | 15.48 |
| 99832 - Surveying Technician | 20.42 |
| 99840 - Vending Machine Attendant | 23.41 |
| 99841 - Vending Machine Repairer | 25.44 |
| 99842 - Vending Machine Repairer Helper | 21.46 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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:

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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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2374
Revision No.: 14
Date of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Nassau, Suffolk

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.11 |
| 01012 - Accounting Clerk II | | 19.61 |
| 01013 - Accounting Clerk III | | 21.89 |
| 01020 - Administrative Assistant | | 30.93 |
| 01040 - Court Reporter | | 21.64 |
| 01051 - Data Entry Operator I | | 14.71 |
| 01052 - Data Entry Operator II | | 16.05 |
| 01060 - Dispatcher, Motor Vehicle | | 25.79 |

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|-------|--|-------|
| 01070 | - Document Preparation Clerk | 15.56 |
| 01090 | - Duplicating Machine Operator | 15.56 |
| 01111 | - General Clerk I | 14.82 |
| 01112 | - General Clerk II | 17.49 |
| 01113 | - General Clerk III | 18.82 |
| 01120 | - Housing Referral Assistant | 26.92 |
| 01141 | - Messenger Courier | 12.92 |
| 01191 | - Order Clerk I | 19.59 |
| 01192 | - Order Clerk II | 20.45 |
| 01261 | - Personnel Assistant (Employment) I | 18.96 |
| 01262 | - Personnel Assistant (Employment) II | 21.22 |
| 01263 | - Personnel Assistant (Employment) III | 23.66 |
| 01270 | - Production Control Clerk | 23.51 |
| 01280 | - Receptionist | 15.67 |
| 01290 | - Rental Clerk | 18.04 |
| 01300 | - Scheduler, Maintenance | 21.57 |
| 01311 | - Secretary I | 21.57 |
| 01312 | - Secretary II | 24.82 |
| 01313 | - Secretary III | 26.92 |
| 01320 | - Service Order Dispatcher | 20.50 |
| 01410 | - Supply Technician | 30.93 |
| 01420 | - Survey Worker | 21.64 |
| 01531 | - Travel Clerk I | 15.98 |
| 01532 | - Travel Clerk II | 17.31 |
| 01533 | - Travel Clerk III | 18.79 |
| 01611 | - Word Processor I | 17.62 |
| 01612 | - Word Processor II | 20.16 |
| 01613 | - Word Processor III | 22.13 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 28.50 |
| 05010 | - Automotive Electrician | 28.50 |
| 05040 | - Automotive Glass Installer | 27.31 |
| 05070 | - Automotive Worker | 27.31 |
| 05110 | - Mobile Equipment Servicer | 20.80 |
| 05130 | - Motor Equipment Metal Mechanic | 29.80 |
| 05160 | - Motor Equipment Metal Worker | 27.31 |
| 05190 | - Motor Vehicle Mechanic | 29.68 |
| 05220 | - Motor Vehicle Mechanic Helper | 23.15 |
| 05250 | - Motor Vehicle Upholstery Worker | 26.12 |
| 05280 | - Motor Vehicle Wrecker | 27.31 |
| 05310 | - Painter, Automotive | 28.50 |
| 05340 | - Radiator Repair Specialist | 27.31 |
| 05370 | - Tire Repairer | 16.69 |
| 05400 | - Transmission Repair Specialist | 29.68 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 18.55 |
| 07041 | - Cook I | 16.75 |
| 07042 | - Cook II | 18.23 |
| 07070 | - Dishwasher | 13.67 |
| 07130 | - Food Service Worker | 13.67 |
| 07210 | - Meat Cutter | 22.64 |
| 07260 | - Waiter/Waitress | 14.45 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 22.16 |
| 09040 | - Furniture Handler | 16.83 |
| 09080 | - Furniture Refinisher | 22.16 |
| 09090 | - Furniture Refinisher Helper | 18.01 |
| 09110 | - Furniture Repairer, Minor | 20.37 |
| 09130 | - Upholsterer | 22.16 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 13.67 |
| 11060 | - Elevator Operator | 13.67 |
| 11090 | - Gardener | 18.74 |

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| 11122 - Housekeeping Aide | 15.70 |
| 11150 - Janitor | 15.70 |
| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.68 |
| 11260 - Pruner | 14.75 |
| 11270 - Tractor Operator | 18.02 |
| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 18.07 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 25.29 |
| 12011 - Breath Alcohol Technician | 24.87 |
| 12012 - Certified Occupational Therapist Assistant | 24.12 |
| 12015 - Certified Physical Therapist Assistant | 22.28 |
| 12020 - Dental Assistant | 16.75 |
| 12025 - Dental Hygienist | 35.31 |
| 12030 - EKG Technician | 28.65 |
| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 25.29 |
| 12071 - Licensed Practical Nurse I | 23.69 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |
| 12100 - Medical Assistant | 16.66 |
| 12130 - Medical Laboratory Technician | 23.34 |
| 12160 - Medical Record Clerk | 18.71 |
| 12190 - Medical Record Technician | 20.55 |
| 12195 - Medical Transcriptionist | 19.43 |
| 12210 - Nuclear Medicine Technologist | 36.93 |
| 12221 - Nursing Assistant I | 13.17 |
| 12222 - Nursing Assistant II | 14.72 |
| 12223 - Nursing Assistant III | 15.82 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 24.64 |
| 12236 - Optical Technician | 16.64 |
| 12250 - Pharmacy Technician | 15.87 |
| 12280 - Phlebotomist | 23.02 |
| 12305 - Radiologic Technologist | 28.08 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |
| 12316 - Registered Nurse IV | 59.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 27.03 |
| 13012 - Exhibits Specialist II | 33.49 |
| 13013 - Exhibits Specialist III | 40.95 |
| 13041 - Illustrator I | 28.35 |
| 13042 - Illustrator II | 33.23 |
| 13043 - Illustrator III | 40.66 |
| 13047 - Librarian | 37.25 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 32.65 |
| 13058 - Library Technician | 25.62 |
| 13061 - Media Specialist I | 23.57 |
| 13062 - Media Specialist II | 26.35 |
| 13063 - Media Specialist III | 29.39 |
| 13071 - Photographer I | 21.29 |
| 13072 - Photographer II | 24.62 |
| 13073 - Photographer III | 32.88 |
| 13074 - Photographer IV | 44.26 |
| 13075 - Photographer V | 50.85 |

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| 13110 - Video Teleconference Technician | 24.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.00 |
| 14042 - Computer Operator II | 21.26 |
| 14043 - Computer Operator III | 23.71 |
| 14044 - Computer Operator IV | 26.35 |
| 14045 - Computer Operator V | 29.17 |
| 14071 - Computer Programmer I | (see 1) 27.56 |
| 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 | 19.00 |
| 14160 - Personal Computer Support Technician | 26.35 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 39.54 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.46 |
| 15050 - Computer Based Training Specialist / Instructor | 39.54 |
| 15060 - Educational Technologist | 35.73 |
| 15070 - Flight Instructor (Pilot) | 52.46 |
| 15080 - Graphic Artist | 33.31 |
| 15090 - Technical Instructor | 32.16 |
| 15095 - Technical Instructor/Course Developer | 39.22 |
| 15110 - Test Proctor | 25.56 |
| 15120 - Tutor | 25.56 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.62 |
| 16030 - Counter Attendant | 11.62 |
| 16040 - Dry Cleaner | 14.30 |
| 16070 - Finisher, Flatwork, Machine | 11.62 |
| 16090 - Presser, Hand | 11.62 |
| 16110 - Presser, Machine, Drycleaning | 11.62 |
| 16130 - Presser, Machine, Shirts | 11.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.62 |
| 16190 - Sewing Machine Operator | 15.19 |
| 16220 - Tailor | 16.04 |
| 16250 - Washer, Machine | 12.60 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.89 |
| 19040 - Tool And Die Maker | 24.46 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.96 |
| 21030 - Material Coordinator | 23.51 |
| 21040 - Material Expediter | 23.51 |
| 21050 - Material Handling Laborer | 14.62 |
| 21071 - Order Filler | 16.34 |
| 21080 - Production Line Worker (Food Processing) | 16.96 |
| 21110 - Shipping Packer | 15.28 |
| 21130 - Shipping/Receiving Clerk | 15.28 |
| 21140 - Store Worker I | 15.06 |
| 21150 - Stock Clerk | 18.88 |
| 21210 - Tools And Parts Attendant | 16.96 |
| 21410 - Warehouse Specialist | 16.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 29.63 |
| 23021 - Aircraft Mechanic I | 27.11 |
| 23022 - Aircraft Mechanic II | 29.58 |
| 23023 - Aircraft Mechanic III | 30.72 |
| 23040 - Aircraft Mechanic Helper | 21.90 |
| 23050 - Aircraft, Painter | 25.88 |

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| 23060 - Aircraft Servicer | 24.23 |
| 23080 - Aircraft Worker | 25.00 |
| 23110 - Appliance Mechanic | 22.16 |
| 23120 - Bicycle Repairer | 17.94 |
| 23125 - Cable Splicer | 35.97 |
| 23130 - Carpenter, Maintenance | 30.97 |
| 23140 - Carpet Layer | 27.24 |
| 23160 - Electrician, Maintenance | 37.18 |
| 23181 - Electronics Technician Maintenance I | 24.19 |
| 23182 - Electronics Technician Maintenance II | 27.39 |
| 23183 - Electronics Technician Maintenance III | 28.51 |
| 23260 - Fabric Worker | 25.82 |
| 23290 - Fire Alarm System Mechanic | 21.92 |
| 23310 - Fire Extinguisher Repairer | 22.51 |
| 23311 - Fuel Distribution System Mechanic | 29.94 |
| 23312 - Fuel Distribution System Operator | 27.20 |
| 23370 - General Maintenance Worker | 24.67 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |
| 23381 - Ground Support Equipment Servicer | 24.23 |
| 23382 - Ground Support Equipment Worker | 25.00 |
| 23391 - Gunsmith I | 22.51 |
| 23392 - Gunsmith II | 25.12 |
| 23393 - Gunsmith III | 27.25 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.93 |
| 23430 - Heavy Equipment Mechanic | 26.10 |
| 23440 - Heavy Equipment Operator | 34.30 |
| 23460 - Instrument Mechanic | 30.86 |
| 23465 - Laboratory/Shelter Mechanic | 26.21 |
| 23470 - Laborer | 15.95 |
| 23510 - Locksmith | 21.10 |
| 23530 - Machinery Maintenance Mechanic | 23.95 |
| 23550 - Machinist, Maintenance | 21.92 |
| 23580 - Maintenance Trades Helper | 17.71 |
| 23591 - Metrology Technician I | 30.86 |
| 23592 - Metrology Technician II | 33.34 |
| 23593 - Metrology Technician III | 32.75 |
| 23640 - Millwright | 29.17 |
| 23710 - Office Appliance Repairer | 21.80 |
| 23760 - Painter, Maintenance | 26.70 |
| 23790 - Pipefitter, Maintenance | 32.44 |
| 23810 - Plumber, Maintenance | 31.23 |
| 23820 - Pneudraulic Systems Mechanic | 27.25 |
| 23850 - Rigger | 24.36 |
| 23870 - Scale Mechanic | 25.12 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.81 |
| 23910 - Small Engine Mechanic | 20.92 |
| 23931 - Telecommunications Mechanic I | 30.91 |
| 23932 - Telecommunications Mechanic II | 32.20 |
| 23950 - Telephone Lineman | 33.44 |
| 23960 - Welder, Combination, Maintenance | 24.11 |
| 23965 - Well Driller | 22.73 |
| 23970 - Woodcraft Worker | 27.25 |
| 23980 - Woodworker | 20.43 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.05 |
| 24580 - Child Care Center Clerk | 16.30 |
| 24610 - Chore Aide | 12.79 |
| 24620 - Family Readiness And Support Services Coordinator | 14.89 |
| 24630 - Homemaker | 16.85 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.03 |
| 25040 - Sewage Plant Operator | 25.19 |
| 25070 - Stationary Engineer | 29.03 |
| 25190 - Ventilation Equipment Tender | 23.71 |
| 25210 - Water Treatment Plant Operator | 25.53 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.12 |
| 27007 - Baggage Inspector | 17.98 |
| 27008 - Corrections Officer | 30.97 |
| 27010 - Court Security Officer | 30.66 |
| 27030 - Detection Dog Handler | 20.36 |
| 27040 - Detention Officer | 30.97 |
| 27070 - Firefighter | 31.42 |
| 27101 - Guard I | 17.98 |
| 27102 - Guard II | 20.36 |
| 27131 - Police Officer I | 32.37 |
| 27132 - Police Officer II | 35.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.96 |
| 28042 - Carnival Equipment Repairer | 16.75 |
| 28043 - Carnival Equipment Worker | 13.67 |
| 28210 - Gate Attendant/Gate Tender | 16.49 |
| 28310 - Lifeguard | 14.63 |
| 28350 - Park Attendant (Aide) | 18.46 |
| 28510 - Recreation Aide/Health Facility Attendant | 18.95 |
| 28515 - Recreation Specialist | 22.88 |
| 28630 - Sports Official | 14.69 |
| 28690 - Swimming Pool Operator | 20.98 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 27.64 |
| 29020 - Hatch Tender | 27.64 |
| 29030 - Line Handler | 27.64 |
| 29041 - Stevedore I | 26.22 |
| 29042 - Stevedore II | 32.85 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 22.43 |
| 30022 - Archeological Technician II | 26.50 |
| 30023 - Archeological Technician III | 31.09 |
| 30030 - Cartographic Technician | 29.15 |
| 30040 - Civil Engineering Technician | 25.21 |
| 30061 - Drafter/CAD Operator I | 19.69 |
| 30062 - Drafter/CAD Operator II | 26.50 |
| 30063 - Drafter/CAD Operator III | 29.42 |
| 30064 - Drafter/CAD Operator IV | 31.09 |
| 30081 - Engineering Technician I | 19.98 |
| 30082 - Engineering Technician II | 22.47 |
| 30083 - Engineering Technician III | 25.28 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 46.20 |
| 30090 - Environmental Technician | 21.10 |
| 30210 - Laboratory Technician | 21.37 |
| 30240 - Mathematical Technician | 31.09 |
| 30361 - Paralegal/Legal Assistant I | 23.36 |
| 30362 - Paralegal/Legal Assistant II | 28.94 |
| 30363 - Paralegal/Legal Assistant III | 35.39 |
| 30364 - Paralegal/Legal Assistant IV | 42.84 |
| 30390 - Photo-Optics Technician | 28.11 |
| 30461 - Technical Writer I | 26.41 |

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|---|-------|
| 30462 - Technical Writer II | 32.29 |
| 30463 - Technical Writer III | 39.84 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 29.42 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 16.40 |
| 31030 - Bus Driver | 19.89 |
| 31043 - Driver Courier | 16.75 |
| 31260 - Parking and Lot Attendant | 10.05 |
| 31290 - Shuttle Bus Driver | 17.80 |
| 31310 - Taxi Driver | 13.37 |
| 31361 - Truckdriver, Light | 17.80 |
| 31362 - Truckdriver, Medium | 18.87 |
| 31363 - Truckdriver, Heavy | 24.52 |
| 31364 - Truckdriver, Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 18.74 |
| 99050 - Desk Clerk | 13.34 |
| 99095 - Embalmer | 27.84 |
| 99251 - Laboratory Animal Caretaker I | 15.21 |
| 99252 - Laboratory Animal Caretaker II | 15.97 |
| 99310 - Mortician | 34.64 |
| 99410 - Pest Controller | 18.15 |
| 99510 - Photofinishing Worker | 16.23 |
| 99710 - Recycling Laborer | 19.78 |
| 99711 - Recycling Specialist | 22.36 |
| 99730 - Refuse Collector | 21.17 |
| 99810 - Sales Clerk | 14.70 |
| 99820 - School Crossing Guard | 15.04 |
| 99830 - Survey Party Chief | 26.35 |
| 99831 - Surveying Aide | 15.48 |
| 99832 - Surveying Technician | 20.42 |
| 99840 - Vending Machine Attendant | 23.41 |
| 99841 - Vending Machine Repairer | 25.44 |
| 99842 - Vending Machine Repairer Helper | 21.46 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
DirectorDivision of
Wage DeterminationsWage Determination No.: 2005-2375
Revision No.: 14
Date of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Bronx, Kings, New York, Putnam, Queens, Richmond,
Rockland, Westchester
OCCUPATION NOTE:Janitor: The rate for the Janitor occupation applies to Putnam, Rockland, and
Westchester Counties only. See Wage Determination 1977-0225 for wage rates and
fringe benefits for Bronx, Kings, New York, Queens, and Richmond Counties.

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.11 |
| 01012 - Accounting Clerk II | | 19.61 |
| 01013 - Accounting Clerk III | | 21.89 |
| 01020 - Administrative Assistant | | 30.93 |
| 01040 - Court Reporter | | 21.64 |
| 01051 - Data Entry Operator I | | 14.71 |
| 01052 - Data Entry Operator II | | 16.05 |
| 01060 - Dispatcher, Motor Vehicle | | 25.79 |
| 01070 - Document Preparation Clerk | | 15.56 |
| 01090 - Duplicating Machine Operator | | 15.56 |
| 01111 - General Clerk I | | 14.82 |
| 01112 - General Clerk II | | 17.49 |
| 01113 - General Clerk III | | 18.82 |
| 01120 - Housing Referral Assistant | | 26.92 |
| 01141 - Messenger Courier | | 12.92 |
| 01191 - Order Clerk I | | 18.05 |
| 01192 - Order Clerk II | | 21.67 |
| 01261 - Personnel Assistant (Employment) I | | 18.96 |
| 01262 - Personnel Assistant (Employment) II | | 21.22 |
| 01263 - Personnel Assistant (Employment) III | | 23.66 |
| 01270 - Production Control Clerk | | 23.51 |
| 01280 - Receptionist | | 15.67 |
| 01290 - Rental Clerk | | 18.04 |
| 01300 - Scheduler, Maintenance | | 21.57 |
| 01311 - Secretary I | | 21.57 |
| 01312 - Secretary II | | 24.82 |
| 01313 - Secretary III | | 26.92 |
| 01320 - Service Order Dispatcher | | 20.50 |
| 01410 - Supply Technician | | 30.93 |
| 01420 - Survey Worker | | 21.64 |
| 01531 - Travel Clerk I | | 15.98 |
| 01532 - Travel Clerk II | | 17.31 |
| 01533 - Travel Clerk III | | 18.79 |
| 01611 - Word Processor I | | 17.62 |
| 01612 - Word Processor II | | 19.79 |
| 01613 - Word Processor III | | 22.13 |

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| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 28.29 |
| 05010 - Automotive Electrician | 28.50 |
| 05040 - Automotive Glass Installer | 27.31 |
| 05070 - Automotive Worker | 27.31 |
| 05110 - Mobile Equipment Servicer | 24.42 |
| 05130 - Motor Equipment Metal Mechanic | 30.31 |
| 05160 - Motor Equipment Metal Worker | 27.31 |
| 05190 - Motor Vehicle Mechanic | 29.68 |
| 05220 - Motor Vehicle Mechanic Helper | 23.15 |
| 05250 - Motor Vehicle Upholstery Worker | 26.12 |
| 05280 - Motor Vehicle Wrecker | 27.31 |
| 05310 - Painter, Automotive | 28.50 |
| 05340 - Radiator Repair Specialist | 27.31 |
| 05370 - Tire Repairer | 18.22 |
| 05400 - Transmission Repair Specialist | 29.68 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 19.55 |
| 07041 - Cook I | 17.97 |
| 07042 - Cook II | 19.55 |
| 07070 - Dishwasher | 14.67 |
| 07130 - Food Service Worker | 14.67 |
| 07210 - Meat Cutter | 19.55 |
| 07260 - Waiter/Waitress | 15.50 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 21.14 |
| 09040 - Furniture Handler | 16.07 |
| 09080 - Furniture Refinisher | 21.14 |
| 09090 - Furniture Refinisher Helper | 17.75 |
| 09110 - Furniture Repairer, Minor | 19.44 |
| 09130 - Upholsterer | 21.14 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 14.92 |
| 11060 - Elevator Operator | 14.92 |
| 11090 - Gardener | 18.74 |
| 11122 - Housekeeping Aide | 15.70 |
| 11150 - Janitor | 15.70 |
| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.98 |
| 11260 - Pruner | 14.75 |
| 11270 - Tractor Operator | 18.02 |
| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 16.95 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 24.99 |
| 12011 - Breath Alcohol Technician | 24.87 |
| 12012 - Certified Occupational Therapist Assistant | 24.12 |
| 12015 - Certified Physical Therapist Assistant | 22.28 |
| 12020 - Dental Assistant | 16.75 |
| 12025 - Dental Hygienist | 35.31 |
| 12030 - EKG Technician | 28.65 |
| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 24.99 |
| 12071 - Licensed Practical Nurse I | 21.76 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |
| 12100 - Medical Assistant | 16.66 |
| 12130 - Medical Laboratory Technician | 20.63 |
| 12160 - Medical Record Clerk | 18.00 |
| 12190 - Medical Record Technician | 20.55 |
| 12195 - Medical Transcriptionist | 19.01 |
| 12210 - Nuclear Medicine Technologist | 36.93 |
| 12221 - Nursing Assistant I | 12.37 |

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| 12222 - Nursing Assistant II | 14.72 |
| 12223 - Nursing Assistant III | 15.82 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 24.64 |
| 12236 - Optical Technician | 16.64 |
| 12250 - Pharmacy Technician | 14.58 |
| 12280 - Phlebotomist | 16.79 |
| 12305 - Radiologic Technologist | 28.08 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |
| 12316 - Registered Nurse IV | 59.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 27.03 |
| 13012 - Exhibits Specialist II | 33.49 |
| 13013 - Exhibits Specialist III | 40.95 |
| 13041 - Illustrator I | 26.51 |
| 13042 - Illustrator II | 32.31 |
| 13043 - Illustrator III | 39.22 |
| 13047 - Librarian | 37.25 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 32.65 |
| 13058 - Library Technician | 25.62 |
| 13061 - Media Specialist I | 23.57 |
| 13062 - Media Specialist II | 26.35 |
| 13063 - Media Specialist III | 29.39 |
| 13071 - Photographer I | 21.29 |
| 13072 - Photographer II | 24.10 |
| 13073 - Photographer III | 32.88 |
| 13074 - Photographer IV | 38.49 |
| 13075 - Photographer V | 46.55 |
| 13110 - Video Teleconference Technician | 24.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.00 |
| 14042 - Computer Operator II | 21.26 |
| 14043 - Computer Operator III | 23.71 |
| 14044 - Computer Operator IV | 26.94 |
| 14045 - Computer Operator V | 29.17 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 19.00 |
| 14160 - Personal Computer Support Technician | 26.94 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 39.54 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.46 |
| 15050 - Computer Based Training Specialist / Instructor | 39.54 |
| 15060 - Educational Technologist | 33.02 |
| 15070 - Flight Instructor (Pilot) | 52.46 |
| 15080 - Graphic Artist | 35.27 |
| 15090 - Technical Instructor | 31.44 |
| 15095 - Technical Instructor/Course Developer | 38.34 |
| 15110 - Test Proctor | 25.30 |
| 15120 - Tutor | 25.30 |

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| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.62 |
| 16030 - Counter Attendant | 11.62 |
| 16040 - Dry Cleaner | 14.30 |
| 16070 - Finisher, Flatwork, Machine | 11.62 |
| 16090 - Presser, Hand | 11.62 |
| 16110 - Presser, Machine, Drycleaning | 11.62 |
| 16130 - Presser, Machine, Shirts | 11.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.62 |
| 16190 - Sewing Machine Operator | 15.19 |
| 16220 - Tailor | 16.04 |
| 16250 - Washer, Machine | 12.60 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.89 |
| 19040 - Tool And Die Maker | 24.21 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.96 |
| 21030 - Material Coordinator | 23.51 |
| 21040 - Material Expediter | 23.51 |
| 21050 - Material Handling Laborer | 16.41 |
| 21071 - Order Filler | 15.58 |
| 21080 - Production Line Worker (Food Processing) | 16.96 |
| 21110 - Shipping Packer | 15.28 |
| 21130 - Shipping/Receiving Clerk | 15.28 |
| 21140 - Store Worker I | 15.06 |
| 21150 - Stock Clerk | 18.88 |
| 21210 - Tools And Parts Attendant | 16.96 |
| 21410 - Warehouse Specialist | 16.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.79 |
| 23021 - Aircraft Mechanic I | 27.11 |
| 23022 - Aircraft Mechanic II | 29.58 |
| 23023 - Aircraft Mechanic III | 30.66 |
| 23040 - Aircraft Mechanic Helper | 21.89 |
| 23050 - Aircraft, Painter | 24.18 |
| 23060 - Aircraft Servicer | 23.97 |
| 23080 - Aircraft Worker | 25.01 |
| 23110 - Appliance Mechanic | 21.38 |
| 23120 - Bicycle Repairer | 17.13 |
| 23125 - Cable Splicer | 36.53 |
| 23130 - Carpenter, Maintenance | 29.89 |
| 23140 - Carpet Layer | 27.98 |
| 23160 - Electrician, Maintenance | 37.18 |
| 23181 - Electronics Technician Maintenance I | 24.19 |
| 23182 - Electronics Technician Maintenance II | 29.17 |
| 23183 - Electronics Technician Maintenance III | 31.14 |
| 23260 - Fabric Worker | 28.00 |
| 23290 - Fire Alarm System Mechanic | 21.67 |
| 23310 - Fire Extinguisher Repairer | 22.51 |
| 23311 - Fuel Distribution System Mechanic | 29.94 |
| 23312 - Fuel Distribution System Operator | 27.20 |
| 23370 - General Maintenance Worker | 24.67 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |
| 23381 - Ground Support Equipment Servicer | 23.97 |
| 23382 - Ground Support Equipment Worker | 25.01 |
| 23391 - Gunsmith I | 22.51 |
| 23392 - Gunsmith II | 25.12 |
| 23393 - Gunsmith III | 27.25 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.93 |
| 23430 - Heavy Equipment Mechanic | 26.10 |

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| 23440 - Heavy Equipment Operator | 34.38 |
| 23460 - Instrument Mechanic | 30.86 |
| 23465 - Laboratory/Shelter Mechanic | 26.21 |
| 23470 - Laborer | 15.95 |
| 23510 - Locksmith | 20.70 |
| 23530 - Machinery Maintenance Mechanic | 23.95 |
| 23550 - Machinist, Maintenance | 20.81 |
| 23580 - Maintenance Trades Helper | 16.90 |
| 23591 - Metrology Technician I | 30.86 |
| 23592 - Metrology Technician II | 33.34 |
| 23593 - Metrology Technician III | 34.56 |
| 23640 - Millwright | 31.22 |
| 23710 - Office Appliance Repairer | 22.95 |
| 23760 - Painter, Maintenance | 25.47 |
| 23790 - Pipefitter, Maintenance | 32.88 |
| 23810 - Plumber, Maintenance | 32.93 |
| 23820 - Pneudraulic Systems Mechanic | 27.25 |
| 23850 - Rigger | 24.36 |
| 23870 - Scale Mechanic | 25.12 |
| 23890 - Sheet-Metal Worker, Maintenance | 30.55 |
| 23910 - Small Engine Mechanic | 19.30 |
| 23931 - Telecommunications Mechanic I | 30.91 |
| 23932 - Telecommunications Mechanic II | 32.20 |
| 23950 - Telephone Lineman | 32.90 |
| 23960 - Welder, Combination, Maintenance | 23.02 |
| 23965 - Well Driller | 24.89 |
| 23970 - Woodcraft Worker | 25.89 |
| 23980 - Woodworker | 19.50 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.87 |
| 24580 - Child Care Center Clerk | 17.30 |
| 24610 - Chore Aide | 12.67 |
| 24620 - Family Readiness And Support Services Coordinator | 14.89 |
| 24630 - Homemaker | 19.21 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.03 |
| 25040 - Sewage Plant Operator | 27.01 |
| 25070 - Stationary Engineer | 29.03 |
| 25190 - Ventilation Equipment Tender | 23.71 |
| 25210 - Water Treatment Plant Operator | 27.01 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.12 |
| 27007 - Baggage Inspector | 17.98 |
| 27008 - Corrections Officer | 30.97 |
| 27010 - Court Security Officer | 30.66 |
| 27030 - Detection Dog Handler | 20.36 |
| 27040 - Detention Officer | 30.97 |
| 27070 - Firefighter | 31.42 |
| 27101 - Guard I | 17.98 |
| 27102 - Guard II | 20.36 |
| 27131 - Police Officer I | 32.37 |
| 27132 - Police Officer II | 35.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 17.13 |
| 28042 - Carnival Equipment Repairer | 17.97 |
| 28043 - Carnival Equipment Worker | 14.67 |
| 28210 - Gate Attendant/Gate Tender | 16.49 |
| 28310 - Lifeguard | 13.13 |
| 28350 - Park Attendant (Aide) | 18.46 |
| 28510 - Recreation Aide/Health Facility Attendant | 18.95 |
| 28515 - Recreation Specialist | 22.88 |
| 28630 - Sports Official | 14.69 |

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| 28690 - Swimming Pool Operator | 20.98 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.90 |
| 29020 - Hatch Tender | 29.90 |
| 29030 - Line Handler | 29.90 |
| 29041 - Stevedore I | 26.22 |
| 29042 - Stevedore II | 32.85 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 19.69 |
| 30022 - Archeological Technician II | 22.02 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 27.27 |
| 30040 - Civil Engineering Technician | 25.21 |
| 30061 - Drafter/CAD Operator I | 19.69 |
| 30062 - Drafter/CAD Operator II | 22.02 |
| 30063 - Drafter/CAD Operator III | 24.55 |
| 30064 - Drafter/CAD Operator IV | 30.20 |
| 30081 - Engineering Technician I | 19.98 |
| 30082 - Engineering Technician II | 22.47 |
| 30083 - Engineering Technician III | 25.28 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 46.07 |
| 30090 - Environmental Technician | 22.90 |
| 30210 - Laboratory Technician | 21.67 |
| 30240 - Mathematical Technician | 26.78 |
| 30361 - Paralegal/Legal Assistant I | 23.36 |
| 30362 - Paralegal/Legal Assistant II | 28.94 |
| 30363 - Paralegal/Legal Assistant III | 35.39 |
| 30364 - Paralegal/Legal Assistant IV | 42.84 |
| 30390 - Photo-Optics Technician | 27.27 |
| 30461 - Technical Writer I | 27.81 |
| 30462 - Technical Writer II | 33.91 |
| 30463 - Technical Writer III | 41.04 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 24.55 |
| 30621 - Weather Observer, Senior (see 2) | 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 16.40 |
| 31030 - Bus Driver | 19.89 |
| 31043 - Driver Courier | 16.75 |
| 31260 - Parking and Lot Attendant | 10.97 |
| 31290 - Shuttle Bus Driver | 17.80 |
| 31310 - Taxi Driver | 15.21 |
| 31361 - Truckdriver, Light | 17.80 |
| 31362 - Truckdriver, Medium | 18.87 |
| 31363 - Truckdriver, Heavy | 24.52 |
| 31364 - Truckdriver, Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.95 |
| 99050 - Desk Clerk | 16.69 |
| 99095 - Embalmer | 28.51 |
| 99251 - Laboratory Animal Caretaker I | 16.32 |
| 99252 - Laboratory Animal Caretaker II | 17.14 |
| 99310 - Mortician | 34.64 |

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| 99410 - Pest Controller | 18.75 |
| 99510 - Photofinishing Worker | 16.23 |
| 99710 - Recycling Laborer | 19.78 |
| 99711 - Recycling Specialist | 22.59 |
| 99730 - Refuse Collector | 18.36 |
| 99810 - Sales Clerk | 14.70 |
| 99820 - School Crossing Guard | 15.07 |
| 99830 - Survey Party Chief | 23.68 |
| 99831 - Surveying Aide | 15.48 |
| 99832 - Surveying Technician | 20.42 |
| 99840 - Vending Machine Attendant | 19.20 |
| 99841 - Vending Machine Repairer | 23.47 |
| 99842 - Vending Machine Repairer Helper | 18.98 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordinance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2376
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Bronx, Kings, New York, Putnam, Queens, Richmond,
Rockland, Westchester
OCCUPATION NOTE:

Janitor: The rate for the Janitor occupation applies to Putnam, Rockland, and
Westchester Counties only. See Wage Determination 1977-0225 for wage rates and
fringe benefits for Bronx, Kings, New York, Queens, and Richmond Counties.

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.11 |
| 01012 - Accounting Clerk II | | 19.61 |
| 01013 - Accounting Clerk III | | 21.89 |
| 01020 - Administrative Assistant | | 30.93 |
| 01040 - Court Reporter | | 21.64 |
| 01051 - Data Entry Operator I | | 14.71 |

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| | | |
|-------|--|-------|
| 01052 | - Data Entry Operator II | 16.05 |
| 01060 | - Dispatcher, Motor Vehicle | 25.79 |
| 01070 | - Document Preparation Clerk | 15.56 |
| 01090 | - Duplicating Machine Operator | 15.56 |
| 01111 | - General Clerk I | 14.82 |
| 01112 | - General Clerk II | 17.49 |
| 01113 | - General Clerk III | 18.82 |
| 01120 | - Housing Referral Assistant | 26.92 |
| 01141 | - Messenger Courier | 12.92 |
| 01191 | - Order Clerk I | 18.05 |
| 01192 | - Order Clerk II | 21.67 |
| 01261 | - Personnel Assistant (Employment) I | 18.96 |
| 01262 | - Personnel Assistant (Employment) II | 21.22 |
| 01263 | - Personnel Assistant (Employment) III | 23.66 |
| 01270 | - Production Control Clerk | 23.51 |
| 01280 | - Receptionist | 15.67 |
| 01290 | - Rental Clerk | 18.04 |
| 01300 | - Scheduler, Maintenance | 21.57 |
| 01311 | - Secretary I | 21.57 |
| 01312 | - Secretary II | 24.82 |
| 01313 | - Secretary III | 26.92 |
| 01320 | - Service Order Dispatcher | 20.50 |
| 01410 | - Supply Technician | 30.93 |
| 01420 | - Survey Worker | 21.64 |
| 01531 | - Travel Clerk I | 15.98 |
| 01532 | - Travel Clerk II | 17.31 |
| 01533 | - Travel Clerk III | 18.79 |
| 01611 | - Word Processor I | 17.62 |
| 01612 | - Word Processor II | 19.79 |
| 01613 | - Word Processor III | 22.13 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 28.29 |
| 05010 | - Automotive Electrician | 28.50 |
| 05040 | - Automotive Glass Installer | 27.31 |
| 05070 | - Automotive Worker | 27.31 |
| 05110 | - Mobile Equipment Servicer | 24.42 |
| 05130 | - Motor Equipment Metal Mechanic | 30.31 |
| 05160 | - Motor Equipment Metal Worker | 27.31 |
| 05190 | - Motor Vehicle Mechanic | 29.68 |
| 05220 | - Motor Vehicle Mechanic Helper | 23.15 |
| 05250 | - Motor Vehicle Upholstery Worker | 26.12 |
| 05280 | - Motor Vehicle Wrecker | 27.31 |
| 05310 | - Painter, Automotive | 28.50 |
| 05340 | - Radiator Repair Specialist | 27.31 |
| 05370 | - Tire Repairer | 18.22 |
| 05400 | - Transmission Repair Specialist | 29.68 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 19.55 |
| 07041 | - Cook I | 17.97 |
| 07042 | - Cook II | 19.55 |
| 07070 | - Dishwasher | 14.67 |
| 07130 | - Food Service Worker | 14.67 |
| 07210 | - Meat Cutter | 19.55 |
| 07260 | - Waiter/Waitress | 15.50 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 21.14 |
| 09040 | - Furniture Handler | 16.07 |
| 09080 | - Furniture Refinisher | 21.14 |
| 09090 | - Furniture Refinisher Helper | 17.75 |
| 09110 | - Furniture Repairer, Minor | 19.44 |
| 09130 | - Upholsterer | 21.14 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 14.92 |

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| 11060 - Elevator Operator | 14.92 |
| 11090 - Gardener | 18.74 |
| 11122 - Housekeeping Aide | 15.70 |
| 11150 - Janitor | 15.70 |
| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.98 |
| 11260 - Pruner | 14.75 |
| 11270 - Tractor Operator | 18.02 |
| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 16.95 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 24.99 |
| 12011 - Breath Alcohol Technician | 24.87 |
| 12012 - Certified Occupational Therapist Assistant | 24.12 |
| 12015 - Certified Physical Therapist Assistant | 22.28 |
| 12020 - Dental Assistant | 16.75 |
| 12025 - Dental Hygienist | 35.31 |
| 12030 - EKG Technician | 28.65 |
| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 24.99 |
| 12071 - Licensed Practical Nurse I | 21.76 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |
| 12100 - Medical Assistant | 16.66 |
| 12130 - Medical Laboratory Technician | 20.63 |
| 12160 - Medical Record Clerk | 18.00 |
| 12190 - Medical Record Technician | 20.55 |
| 12195 - Medical Transcriptionist | 19.01 |
| 12210 - Nuclear Medicine Technologist | 36.93 |
| 12221 - Nursing Assistant I | 12.37 |
| 12222 - Nursing Assistant II | 14.72 |
| 12223 - Nursing Assistant III | 15.82 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 24.64 |
| 12236 - Optical Technician | 16.64 |
| 12250 - Pharmacy Technician | 14.58 |
| 12280 - Phlebotomist | 16.79 |
| 12305 - Radiologic Technologist | 28.08 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |
| 12316 - Registered Nurse IV | 59.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 27.03 |
| 13012 - Exhibits Specialist II | 33.49 |
| 13013 - Exhibits Specialist III | 40.95 |
| 13041 - Illustrator I | 26.51 |
| 13042 - Illustrator II | 32.31 |
| 13043 - Illustrator III | 39.22 |
| 13047 - Librarian | 37.25 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 32.65 |
| 13058 - Library Technician | 25.62 |
| 13061 - Media Specialist I | 23.57 |
| 13062 - Media Specialist II | 26.35 |
| 13063 - Media Specialist III | 29.39 |
| 13071 - Photographer I | 21.29 |
| 13072 - Photographer II | 24.10 |
| 13073 - Photographer III | 32.88 |

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| 13074 - Photographer IV | 38.49 |
| 13075 - Photographer V | 46.55 |
| 13110 - Video Teleconference Technician | 24.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.00 |
| 14042 - Computer Operator II | 21.26 |
| 14043 - Computer Operator III | 23.71 |
| 14044 - Computer Operator IV | 26.94 |
| 14045 - Computer Operator V | 29.17 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 19.00 |
| 14160 - Personal Computer Support Technician | 26.94 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 39.54 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.46 |
| 15050 - Computer Based Training Specialist / Instructor | 39.54 |
| 15060 - Educational Technologist | 33.02 |
| 15070 - Flight Instructor (Pilot) | 52.46 |
| 15080 - Graphic Artist | 35.27 |
| 15090 - Technical Instructor | 31.44 |
| 15095 - Technical Instructor/Course Developer | 38.34 |
| 15110 - Test Proctor | 25.30 |
| 15120 - Tutor | 25.30 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.62 |
| 16030 - Counter Attendant | 11.62 |
| 16040 - Dry Cleaner | 14.30 |
| 16070 - Finisher, Flatwork, Machine | 11.62 |
| 16090 - Presser, Hand | 11.62 |
| 16110 - Presser, Machine, Drycleaning | 11.62 |
| 16130 - Presser, Machine, Shirts | 11.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.62 |
| 16190 - Sewing Machine Operator | 15.19 |
| 16220 - Tailor | 16.04 |
| 16250 - Washer, Machine | 12.60 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.89 |
| 19040 - Tool And Die Maker | 24.21 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.96 |
| 21030 - Material Coordinator | 23.51 |
| 21040 - Material Expediter | 23.51 |
| 21050 - Material Handling Laborer | 16.41 |
| 21071 - Order Filler | 15.58 |
| 21080 - Production Line Worker (Food Processing) | 16.96 |
| 21110 - Shipping Packer | 15.28 |
| 21130 - Shipping/Receiving Clerk | 15.28 |
| 21140 - Store Worker I | 15.06 |
| 21150 - Stock Clerk | 18.88 |
| 21210 - Tools And Parts Attendant | 16.96 |
| 21410 - Warehouse Specialist | 16.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.79 |
| 23021 - Aircraft Mechanic I | 27.11 |
| 23022 - Aircraft Mechanic II | 29.58 |
| 23023 - Aircraft Mechanic III | 30.66 |

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| 23040 - Aircraft Mechanic Helper | 21.89 |
| 23050 - Aircraft, Painter | 24.18 |
| 23060 - Aircraft Servicer | 23.97 |
| 23080 - Aircraft Worker | 25.01 |
| 23110 - Appliance Mechanic | 21.38 |
| 23120 - Bicycle Repairer | 17.13 |
| 23125 - Cable Splicer | 36.53 |
| 23130 - Carpenter, Maintenance | 29.89 |
| 23140 - Carpet Layer | 27.98 |
| 23160 - Electrician, Maintenance | 37.18 |
| 23181 - Electronics Technician Maintenance I | 24.19 |
| 23182 - Electronics Technician Maintenance II | 29.17 |
| 23183 - Electronics Technician Maintenance III | 31.14 |
| 23260 - Fabric Worker | 28.00 |
| 23290 - Fire Alarm System Mechanic | 21.67 |
| 23310 - Fire Extinguisher Repairer | 22.51 |
| 23311 - Fuel Distribution System Mechanic | 29.94 |
| 23312 - Fuel Distribution System Operator | 27.20 |
| 23370 - General Maintenance Worker | 24.67 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |
| 23381 - Ground Support Equipment Servicer | 23.97 |
| 23382 - Ground Support Equipment Worker | 25.01 |
| 23391 - Gunsmith I | 22.51 |
| 23392 - Gunsmith II | 25.12 |
| 23393 - Gunsmith III | 27.25 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.93 |
| 23430 - Heavy Equipment Mechanic | 26.10 |
| 23440 - Heavy Equipment Operator | 34.38 |
| 23460 - Instrument Mechanic | 30.86 |
| 23465 - Laboratory/Shelter Mechanic | 26.21 |
| 23470 - Laborer | 15.95 |
| 23510 - Locksmith | 20.70 |
| 23530 - Machinery Maintenance Mechanic | 23.95 |
| 23550 - Machinist, Maintenance | 20.81 |
| 23580 - Maintenance Trades Helper | 16.90 |
| 23591 - Metrology Technician I | 30.86 |
| 23592 - Metrology Technician II | 33.34 |
| 23593 - Metrology Technician III | 34.56 |
| 23640 - Millwright | 31.22 |
| 23710 - Office Appliance Repairer | 22.95 |
| 23760 - Painter, Maintenance | 25.47 |
| 23790 - Pipefitter, Maintenance | 32.88 |
| 23810 - Plumber, Maintenance | 32.93 |
| 23820 - Pneudraulic Systems Mechanic | 27.25 |
| 23850 - Rigger | 24.36 |
| 23870 - Scale Mechanic | 25.12 |
| 23890 - Sheet-Metal Worker, Maintenance | 30.55 |
| 23910 - Small Engine Mechanic | 19.30 |
| 23931 - Telecommunications Mechanic I | 30.91 |
| 23932 - Telecommunications Mechanic II | 32.20 |
| 23950 - Telephone Lineman | 32.90 |
| 23960 - Welder, Combination, Maintenance | 23.02 |
| 23965 - Well Driller | 24.89 |
| 23970 - Woodcraft Worker | 25.89 |
| 23980 - Woodworker | 19.50 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.87 |
| 24580 - Child Care Center Clerk | 17.30 |
| 24610 - Chore Aide | 12.67 |
| 24620 - Family Readiness And Support Services | 14.89 |

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| Coordinator | |
| 24630 - Homemaker | 19.21 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.03 |
| 25040 - Sewage Plant Operator | 27.01 |
| 25070 - Stationary Engineer | 29.03 |
| 25190 - Ventilation Equipment Tender | 23.71 |
| 25210 - Water Treatment Plant Operator | 27.01 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.12 |
| 27007 - Baggage Inspector | 17.98 |
| 27008 - Corrections Officer | 30.97 |
| 27010 - Court Security Officer | 30.66 |
| 27030 - Detection Dog Handler | 20.36 |
| 27040 - Detention Officer | 30.97 |
| 27070 - Firefighter | 31.42 |
| 27101 - Guard I | 17.98 |
| 27102 - Guard II | 20.36 |
| 27131 - Police Officer I | 32.37 |
| 27132 - Police Officer II | 35.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 17.13 |
| 28042 - Carnival Equipment Repairer | 17.97 |
| 28043 - Carnival Equipment Worker | 14.67 |
| 28210 - Gate Attendant/Gate Tender | 16.49 |
| 28310 - Lifeguard | 13.13 |
| 28350 - Park Attendant (Aide) | 18.46 |
| 28510 - Recreation Aide/Health Facility Attendant | 18.95 |
| 28515 - Recreation Specialist | 22.88 |
| 28630 - Sports Official | 14.69 |
| 28690 - Swimming Pool Operator | 20.98 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.90 |
| 29020 - Hatch Tender | 29.90 |
| 29030 - Line Handler | 29.90 |
| 29041 - Stevedore I | 26.22 |
| 29042 - Stevedore II | 32.85 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 19.69 |
| 30022 - Archeological Technician II | 22.02 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 27.27 |
| 30040 - Civil Engineering Technician | 25.21 |
| 30061 - Drafter/CAD Operator I | 19.69 |
| 30062 - Drafter/CAD Operator II | 22.02 |
| 30063 - Drafter/CAD Operator III | 24.55 |
| 30064 - Drafter/CAD Operator IV | 30.20 |
| 30081 - Engineering Technician I | 19.98 |
| 30082 - Engineering Technician II | 22.47 |
| 30083 - Engineering Technician III | 25.28 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 46.07 |
| 30090 - Environmental Technician | 22.90 |
| 30210 - Laboratory Technician | 21.67 |
| 30240 - Mathematical Technician | 26.78 |
| 30361 - Paralegal/Legal Assistant I | 23.36 |
| 30362 - Paralegal/Legal Assistant II | 28.94 |
| 30363 - Paralegal/Legal Assistant III | 35.39 |
| 30364 - Paralegal/Legal Assistant IV | 42.84 |

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| 30390 - Photo-Optics Technician | 27.27 |
| 30461 - Technical Writer I | 27.81 |
| 30462 - Technical Writer II | 33.91 |
| 30463 - Technical Writer III | 41.04 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 24.55 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 16.40 |
| 31030 - Bus Driver | 19.89 |
| 31043 - Driver Courier | 16.75 |
| 31260 - Parking and Lot Attendant | 10.97 |
| 31290 - Shuttle Bus Driver | 17.80 |
| 31310 - Taxi Driver | 15.21 |
| 31361 - Truckdriver, Light | 17.80 |
| 31362 - Truckdriver, Medium | 18.87 |
| 31363 - Truckdriver, Heavy | 24.52 |
| 31364 - Truckdriver, Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.95 |
| 99050 - Desk Clerk | 16.69 |
| 99095 - Embalmer | 28.51 |
| 99251 - Laboratory Animal Caretaker I | 16.32 |
| 99252 - Laboratory Animal Caretaker II | 17.14 |
| 99310 - Mortician | 34.64 |
| 99410 - Pest Controller | 18.75 |
| 99510 - Photofinishing worker | 16.23 |
| 99710 - Recycling Laborer | 19.78 |
| 99711 - Recycling Specialist | 22.59 |
| 99730 - Refuse Collector | 18.36 |
| 99810 - Sales Clerk | 14.70 |
| 99820 - School Crossing Guard | 15.07 |
| 99830 - Survey Party Chief | 23.68 |
| 99831 - Surveying Aide | 15.48 |
| 99832 - Surveying Technician | 20.42 |
| 99840 - Vending Machine Attendant | 19.20 |
| 99841 - Vending Machine Repairer | 23.47 |
| 99842 - Vending Machine Repairer Helper | 18.98 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
DirectorDivision of
Wage DeterminationsWage Determination No.: 2005-2377
Revision No.: 13
Date of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Clinton, Essex, Franklin, Jefferson, Lewis, St
Lawrence****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.75 |
| 01012 - Accounting Clerk II | | 16.07 |
| 01013 - Accounting Clerk III | | 17.96 |
| 01020 - Administrative Assistant | | 19.50 |
| 01040 - Court Reporter | | 20.25 |
| 01051 - Data Entry Operator I | | 12.75 |
| 01052 - Data Entry Operator II | | 13.91 |
| 01060 - Dispatcher, Motor Vehicle | | 14.87 |
| 01070 - Document Preparation Clerk | | 11.24 |
| 01090 - Duplicating Machine Operator | | 12.04 |
| 01111 - General Clerk I | | 11.64 |
| 01112 - General Clerk II | | 12.70 |
| 01113 - General Clerk III | | 14.26 |
| 01120 - Housing Referral Assistant | | 16.85 |
| 01141 - Messenger Courier | | 11.05 |
| 01191 - Order Clerk I | | 11.66 |
| 01192 - Order Clerk II | | 12.72 |
| 01261 - Personnel Assistant (Employment) I | | 13.90 |
| 01262 - Personnel Assistant (Employment) II | | 15.55 |
| 01263 - Personnel Assistant (Employment) III | | 17.34 |
| 01270 - Production Control Clerk | | 18.94 |
| 01280 - Receptionist | | 11.64 |
| 01290 - Rental Clerk | | 12.33 |
| 01300 - Scheduler, Maintenance | | 13.51 |
| 01311 - Secretary I | | 13.51 |
| 01312 - Secretary II | | 15.11 |
| 01313 - Secretary III | | 16.85 |
| 01320 - Service Order Dispatcher | | 12.67 |
| 01410 - Supply Technician | | 18.73 |
| 01420 - Survey Worker | | 13.27 |
| 01531 - Travel Clerk I | | 11.42 |
| 01532 - Travel Clerk II | | 12.32 |
| 01533 - Travel Clerk III | | 13.23 |
| 01611 - Word Processor I | | 12.57 |
| 01612 - Word Processor II | | 14.11 |
| 01613 - Word Processor III | | 15.78 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.17 |
| 05010 - Automotive Electrician | | 18.42 |
| 05040 - Automotive Glass Installer | | 17.71 |
| 05070 - Automotive Worker | | 17.71 |
| 05110 - Mobile Equipment Servicer | | 16.32 |
| 05130 - Motor Equipment Metal Mechanic | | 19.17 |
| 05160 - Motor Equipment Metal Worker | | 17.71 |
| 05190 - Motor Vehicle Mechanic | | 19.17 |

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|--|-------|
| 05220 - Motor Vehicle Mechanic Helper | 15.62 |
| 05250 - Motor Vehicle Upholstery Worker | 17.02 |
| 05280 - Motor Vehicle Wrecker | 17.71 |
| 05310 - Painter, Automotive | 18.42 |
| 05340 - Radiator Repair Specialist | 17.71 |
| 05370 - Tire Repairer | 15.01 |
| 05400 - Transmission Repair Specialist | 19.17 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.88 |
| 07041 - Cook I | 14.40 |
| 07042 - Cook II | 15.88 |
| 07070 - Dishwasher | 11.69 |
| 07130 - Food Service Worker | 11.69 |
| 07210 - Meat Cutter | 15.88 |
| 07260 - Waiter/Waitress | 12.36 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.31 |
| 09040 - Furniture Handler | 13.32 |
| 09080 - Furniture Refinisher | 17.31 |
| 09090 - Furniture Refinisher Helper | 14.66 |
| 09110 - Furniture Repairer, Minor | 15.97 |
| 09130 - Upholsterer | 17.31 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.71 |
| 11060 - Elevator Operator | 13.43 |
| 11090 - Gardener | 14.78 |
| 11122 - Housekeeping Aide | 11.71 |
| 11150 - Janitor | 11.71 |
| 11210 - Laborer, Grounds Maintenance | 12.48 |
| 11240 - Maid or Houseman | 11.01 |
| 11260 - Pruner | 11.71 |
| 11270 - Tractor Operator | 14.01 |
| 11330 - Trail Maintenance Worker | 12.48 |
| 11360 - Window Cleaner | 12.48 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.86 |
| 12011 - Breath Alcohol Technician | 15.48 |
| 12012 - Certified Occupational Therapist Assistant | 18.21 |
| 12015 - Certified Physical Therapist Assistant | 16.54 |
| 12020 - Dental Assistant | 14.10 |
| 12025 - Dental Hygienist | 28.28 |
| 12030 - EKG Technician | 19.97 |
| 12035 - Electroneurodiagnostic Technologist | 19.97 |
| 12040 - Emergency Medical Technician | 13.86 |
| 12071 - Licensed Practical Nurse I | 14.09 |
| 12072 - Licensed Practical Nurse II | 15.76 |
| 12073 - Licensed Practical Nurse III | 17.58 |
| 12100 - Medical Assistant | 13.76 |
| 12130 - Medical Laboratory Technician | 18.18 |
| 12160 - Medical Record Clerk | 13.92 |
| 12190 - Medical Record Technician | 15.43 |
| 12195 - Medical Transcriptionist | 14.70 |
| 12210 - Nuclear Medicine Technologist | 34.55 |
| 12221 - Nursing Assistant I | 9.58 |
| 12222 - Nursing Assistant II | 10.77 |
| 12223 - Nursing Assistant III | 11.75 |
| 12224 - Nursing Assistant IV | 13.19 |
| 12235 - Optical Dispenser | 18.88 |
| 12236 - Optical Technician | 12.92 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.19 |
| 12305 - Radiologic Technologist | 23.17 |
| 12311 - Registered Nurse I | 21.50 |

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| 12312 - Registered Nurse II | 26.25 |
| 12313 - Registered Nurse II, Specialist | 26.25 |
| 12314 - Registered Nurse III | 31.76 |
| 12315 - Registered Nurse III, Anesthetist | 31.76 |
| 12316 - Registered Nurse IV | 38.06 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.16 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.82 |
| 13012 - Exhibits Specialist II | 23.32 |
| 13013 - Exhibits Specialist III | 28.53 |
| 13041 - Illustrator I | 18.82 |
| 13042 - Illustrator II | 23.32 |
| 13043 - Illustrator III | 28.53 |
| 13047 - Librarian | 25.82 |
| 13050 - Library Aide/Clerk | 11.29 |
| 13054 - Library Information Technology Systems Administrator | 23.32 |
| 13058 - Library Technician | 16.71 |
| 13061 - Media Specialist I | 16.82 |
| 13062 - Media Specialist II | 18.82 |
| 13063 - Media Specialist III | 20.99 |
| 13071 - Photographer I | 14.66 |
| 13072 - Photographer II | 15.95 |
| 13073 - Photographer III | 20.32 |
| 13074 - Photographer IV | 24.86 |
| 13075 - Photographer V | 30.07 |
| 13110 - Video Teleconference Technician | 19.73 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.30 |
| 14042 - Computer Operator II | 15.44 |
| 14043 - Computer Operator III | 17.83 |
| 14044 - Computer Operator IV | 19.81 |
| 14045 - Computer Operator V | 21.93 |
| 14071 - Computer Programmer I | (see 1) 19.43 |
| 14072 - Computer Programmer II | (see 1) 24.08 |
| 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 | 14.30 |
| 14160 - Personal Computer Support Technician | 19.81 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.11 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.60 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.21 |
| 15050 - Computer Based Training Specialist / Instructor | 29.11 |
| 15060 - Educational Technologist | 25.67 |
| 15070 - Flight Instructor (Pilot) | 42.21 |
| 15080 - Graphic Artist | 20.38 |
| 15090 - Technical Instructor | 19.48 |
| 15095 - Technical Instructor/Course Developer | 23.83 |
| 15110 - Test Proctor | 15.72 |
| 15120 - Tutor | 15.72 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.70 |
| 16030 - Counter Attendant | 8.70 |
| 16040 - Dry Cleaner | 10.09 |
| 16070 - Finisher, Flatwork, Machine | 8.70 |
| 16090 - Presser, Hand | 8.70 |
| 16110 - Presser, Machine, Drycleaning | 8.70 |
| 16130 - Presser, Machine, Shirts | 8.70 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.70 |

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| 16190 - Sewing Machine Operator | 10.69 |
| 16220 - Tailor | 11.29 |
| 16250 - Washer, Machine | 9.12 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.65 |
| 19040 - Tool And Die Maker | 24.37 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.40 |
| 21030 - Material Coordinator | 18.94 |
| 21040 - Material Expediter | 18.94 |
| 21050 - Material Handling Laborer | 12.57 |
| 21071 - Order Filler | 12.84 |
| 21080 - Production Line Worker (Food Processing) | 14.40 |
| 21110 - Shipping Packer | 12.84 |
| 21130 - Shipping/Receiving Clerk | 12.84 |
| 21140 - Store Worker I | 13.20 |
| 21150 - Stock Clerk | 16.00 |
| 21210 - Tools And Parts Attendant | 14.40 |
| 21410 - Warehouse Specialist | 14.40 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.30 |
| 23021 - Aircraft Mechanic I | 22.34 |
| 23022 - Aircraft Mechanic II | 23.30 |
| 23023 - Aircraft Mechanic III | 24.27 |
| 23040 - Aircraft Mechanic Helper | 18.31 |
| 23050 - Aircraft, Painter | 21.40 |
| 23060 - Aircraft Servicer | 20.40 |
| 23080 - Aircraft Worker | 20.97 |
| 23110 - Appliance Mechanic | 17.38 |
| 23120 - Bicycle Repairer | 14.16 |
| 23125 - Cable Splicer | 31.24 |
| 23130 - Carpenter, Maintenance | 18.55 |
| 23140 - Carpet Layer | 20.42 |
| 23160 - Electrician, Maintenance | 25.61 |
| 23181 - Electronics Technician Maintenance I | 20.09 |
| 23182 - Electronics Technician Maintenance II | 21.03 |
| 23183 - Electronics Technician Maintenance III | 22.00 |
| 23260 - Fabric Worker | 19.28 |
| 23290 - Fire Alarm System Mechanic | 21.83 |
| 23310 - Fire Extinguisher Repairer | 18.51 |
| 23311 - Fuel Distribution System Mechanic | 29.96 |
| 23312 - Fuel Distribution System Operator | 21.46 |
| 23370 - General Maintenance Worker | 18.59 |
| 23380 - Ground Support Equipment Mechanic | 22.34 |
| 23381 - Ground Support Equipment Servicer | 20.40 |
| 23382 - Ground Support Equipment Worker | 20.97 |
| 23391 - Gunsmith I | 18.51 |
| 23392 - Gunsmith II | 20.42 |
| 23393 - Gunsmith III | 22.34 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.53 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.50 |
| 23430 - Heavy Equipment Mechanic | 20.95 |
| 23440 - Heavy Equipment Operator | 20.42 |
| 23460 - Instrument Mechanic | 22.34 |
| 23465 - Laboratory/Shelter Mechanic | 21.37 |
| 23470 - Laborer | 12.57 |
| 23510 - Locksmith | 21.20 |
| 23530 - Machinery Maintenance Mechanic | 21.02 |
| 23550 - Machinist, Maintenance | 19.53 |
| 23580 - Maintenance Trades Helper | 15.42 |
| 23591 - Metrology Technician I | 22.34 |

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| 23592 - Metrology Technician II | 23.30 |
| 23593 - Metrology Technician III | 24.27 |
| 23640 - Millwright | 24.61 |
| 23710 - Office Appliance Repairer | 19.46 |
| 23760 - Painter, Maintenance | 19.46 |
| 23790 - Pipefitter, Maintenance | 26.73 |
| 23810 - Plumber, Maintenance | 22.48 |
| 23820 - Pneudraulic Systems Mechanic | 22.34 |
| 23850 - Rigger | 22.34 |
| 23870 - Scale Mechanic | 20.42 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.60 |
| 23910 - Small Engine Mechanic | 17.49 |
| 23931 - Telecommunications Mechanic I | 26.66 |
| 23932 - Telecommunications Mechanic II | 27.60 |
| 23950 - Telephone Lineman | 31.26 |
| 23960 - Welder, Combination, Maintenance | 20.34 |
| 23965 - well Driller | 20.41 |
| 23970 - Woodcraft Worker | 22.34 |
| 23980 - Woodworker | 16.85 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.54 |
| 24580 - Child Care Center Clerk | 16.78 |
| 24610 - Chore Aide | 11.95 |
| 24620 - Family Readiness And Support Services Coordinator | 15.66 |
| 24630 - Homemaker | 18.19 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.35 |
| 25040 - Sewage Plant Operator | 18.15 |
| 25070 - Stationary Engineer | 22.35 |
| 25190 - Ventilation Equipment Tender | 17.56 |
| 25210 - Water Treatment Plant Operator | 18.15 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.47 |
| 27007 - Baggage Inspector | 12.92 |
| 27008 - Corrections Officer | 25.94 |
| 27010 - Court Security Officer | 22.91 |
| 27030 - Detection Dog Handler | 14.57 |
| 27040 - Detention Officer | 25.94 |
| 27070 - Firefighter | 22.83 |
| 27101 - Guard I | 12.92 |
| 27102 - Guard II | 14.57 |
| 27131 - Police Officer I | 21.11 |
| 27132 - Police Officer II | 23.46 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.06 |
| 28042 - Carnival Equipment Repairer | 15.81 |
| 28043 - Carnival Equipment Worker | 12.86 |
| 28210 - Gate Attendant/Gate Tender | 15.26 |
| 28310 - Lifeguard | 12.11 |
| 28350 - Park Attendant (Aide) | 17.07 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.47 |
| 28515 - Recreation Specialist | 21.04 |
| 28630 - Sports Official | 13.60 |
| 28690 - Swimming Pool Operator | 18.99 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.61 |
| 29020 - Hatch Tender | 19.39 |
| 29030 - Line Handler | 19.61 |
| 29041 - Stevedore I | 19.63 |
| 29042 - Stevedore II | 22.41 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |

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| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.91 |
| 30022 - Archeological Technician II | 17.80 |
| 30023 - Archeological Technician III | 22.04 |
| 30030 - Cartographic Technician | 22.04 |
| 30040 - Civil Engineering Technician | 20.49 |
| 30061 - Drafter/CAD Operator I | 15.91 |
| 30062 - Drafter/CAD Operator II | 17.80 |
| 30063 - Drafter/CAD Operator III | 19.85 |
| 30064 - Drafter/CAD Operator IV | 24.42 |
| 30081 - Engineering Technician I | 15.29 |
| 30082 - Engineering Technician II | 17.15 |
| 30083 - Engineering Technician III | 19.19 |
| 30084 - Engineering Technician IV | 23.78 |
| 30085 - Engineering Technician V | 29.09 |
| 30086 - Engineering Technician VI | 35.19 |
| 30090 - Environmental Technician | 20.49 |
| 30210 - Laboratory Technician | 19.89 |
| 30240 - Mathematical Technician | 22.04 |
| 30361 - Paralegal/Legal Assistant I | 19.44 |
| 30362 - Paralegal/Legal Assistant II | 24.08 |
| 30363 - Paralegal/Legal Assistant III | 29.45 |
| 30364 - Paralegal/Legal Assistant IV | 35.64 |
| 30390 - Photo-Optics Technician | 22.04 |
| 30461 - Technical Writer I | 21.61 |
| 30462 - Technical Writer II | 26.44 |
| 30463 - Technical Writer III | 31.98 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 19.85 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 22.04 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.07 |
| 31030 - Bus Driver | 12.53 |
| 31043 - Driver Courier | 12.38 |
| 31260 - Parking and Lot Attendant | 10.49 |
| 31290 - Shuttle Bus Driver | 13.06 |
| 31310 - Taxi Driver | 12.07 |
| 31361 - Truckdriver, Light | 13.06 |
| 31362 - Truckdriver, Medium | 14.11 |
| 31363 - Truckdriver, Heavy | 16.87 |
| 31364 - Truckdriver, Tractor-Trailer | 16.87 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.62 |
| 99050 - Desk Clerk | 11.85 |
| 99095 - Embalmer | 22.80 |
| 99251 - Laboratory Animal Caretaker I | 13.01 |
| 99252 - Laboratory Animal Caretaker II | 13.72 |
| 99310 - Mortician | 22.80 |
| 99410 - Pest Controller | 18.76 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.94 |
| 99711 - Recycling Specialist | 15.65 |
| 99730 - Refuse Collector | 13.08 |
| 99810 - Sales Clerk | 11.79 |
| 99820 - School Crossing Guard | 11.69 |
| 99830 - Survey Party Chief | 21.06 |
| 99831 - Surveying Aide | 12.18 |

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|---|-------|
| 99832 - Surveying Technician | 16.70 |
| 99840 - Vending Machine Attendant | 15.06 |
| 99841 - Vending Machine Repairer | 17.26 |
| 99842 - Vending Machine Repairer Helper | 15.06 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to

ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2378
Revision No.: 14
Date of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Clinton, Essex, Franklin, Jefferson, Lewis, St Lawrence

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.75 |
| 01012 - Accounting Clerk II | | 16.07 |
| 01013 - Accounting Clerk III | | 17.96 |
| 01020 - Administrative Assistant | | 19.50 |

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| 01040 - Court Reporter | 20.25 |
| 01051 - Data Entry Operator I | 12.75 |
| 01052 - Data Entry Operator II | 13.91 |
| 01060 - Dispatcher, Motor Vehicle | 14.87 |
| 01070 - Document Preparation Clerk | 11.24 |
| 01090 - Duplicating Machine Operator | 12.04 |
| 01111 - General Clerk I | 11.64 |
| 01112 - General Clerk II | 12.70 |
| 01113 - General Clerk III | 14.26 |
| 01120 - Housing Referral Assistant | 16.85 |
| 01141 - Messenger Courier | 11.05 |
| 01191 - Order Clerk I | 11.66 |
| 01192 - Order Clerk II | 12.72 |
| 01261 - Personnel Assistant (Employment) I | 13.90 |
| 01262 - Personnel Assistant (Employment) II | 15.55 |
| 01263 - Personnel Assistant (Employment) III | 17.34 |
| 01270 - Production Control Clerk | 18.94 |
| 01280 - Receptionist | 11.64 |
| 01290 - Rental Clerk | 12.33 |
| 01300 - Scheduler, Maintenance | 13.51 |
| 01311 - Secretary I | 13.51 |
| 01312 - Secretary II | 15.11 |
| 01313 - Secretary III | 16.85 |
| 01320 - Service Order Dispatcher | 12.67 |
| 01410 - Supply Technician | 18.73 |
| 01420 - Survey Worker | 13.27 |
| 01531 - Travel Clerk I | 11.42 |
| 01532 - Travel Clerk II | 12.32 |
| 01533 - Travel Clerk III | 13.23 |
| 01611 - Word Processor I | 12.57 |
| 01612 - Word Processor II | 14.11 |
| 01613 - Word Processor III | 15.78 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.17 |
| 05010 - Automotive Electrician | 18.42 |
| 05040 - Automotive Glass Installer | 17.71 |
| 05070 - Automotive Worker | 17.71 |
| 05110 - Mobile Equipment Servicer | 16.32 |
| 05130 - Motor Equipment Metal Mechanic | 19.17 |
| 05160 - Motor Equipment Metal Worker | 17.71 |
| 05190 - Motor Vehicle Mechanic | 19.17 |
| 05220 - Motor Vehicle Mechanic Helper | 15.62 |
| 05250 - Motor Vehicle Upholstery Worker | 17.02 |
| 05280 - Motor Vehicle Wrecker | 17.71 |
| 05310 - Painter, Automotive | 18.42 |
| 05340 - Radiator Repair Specialist | 17.71 |
| 05370 - Tire Repairer | 15.01 |
| 05400 - Transmission Repair Specialist | 19.17 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.88 |
| 07041 - Cook I | 14.40 |
| 07042 - Cook II | 15.88 |
| 07070 - Dishwasher | 11.69 |
| 07130 - Food Service Worker | 11.69 |
| 07210 - Meat Cutter | 15.88 |
| 07260 - Waiter/Waitress | 12.36 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.31 |
| 09040 - Furniture Handler | 13.32 |
| 09080 - Furniture Refinisher | 17.31 |
| 09090 - Furniture Refinisher Helper | 14.66 |
| 09110 - Furniture Repairer, Minor | 15.97 |
| 09130 - Upholsterer | 17.31 |

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| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.71 |
| 11060 - Elevator Operator | 13.43 |
| 11090 - Gardener | 14.78 |
| 11122 - Housekeeping Aide | 11.71 |
| 11150 - Janitor | 11.71 |
| 11210 - Laborer, Grounds Maintenance | 12.48 |
| 11240 - Maid or Houseman | 11.01 |
| 11260 - Pruner | 11.71 |
| 11270 - Tractor Operator | 14.01 |
| 11330 - Trail Maintenance Worker | 12.48 |
| 11360 - Window Cleaner | 12.48 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.86 |
| 12011 - Breath Alcohol Technician | 15.48 |
| 12012 - Certified Occupational Therapist Assistant | 18.21 |
| 12015 - Certified Physical Therapist Assistant | 16.54 |
| 12020 - Dental Assistant | 14.10 |
| 12025 - Dental Hygienist | 28.28 |
| 12030 - EKG Technician | 19.97 |
| 12035 - Electroneurodiagnostic Technologist | 19.97 |
| 12040 - Emergency Medical Technician | 13.86 |
| 12071 - Licensed Practical Nurse I | 14.09 |
| 12072 - Licensed Practical Nurse II | 15.76 |
| 12073 - Licensed Practical Nurse III | 17.58 |
| 12100 - Medical Assistant | 13.76 |
| 12130 - Medical Laboratory Technician | 18.18 |
| 12160 - Medical Record Clerk | 13.92 |
| 12190 - Medical Record Technician | 15.43 |
| 12195 - Medical Transcriptionist | 14.70 |
| 12210 - Nuclear Medicine Technologist | 34.55 |
| 12221 - Nursing Assistant I | 9.58 |
| 12222 - Nursing Assistant II | 10.77 |
| 12223 - Nursing Assistant III | 11.75 |
| 12224 - Nursing Assistant IV | 13.19 |
| 12235 - Optical Dispenser | 18.88 |
| 12236 - Optical Technician | 12.92 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.19 |
| 12305 - Radiologic Technologist | 23.17 |
| 12311 - Registered Nurse I | 21.50 |
| 12312 - Registered Nurse II | 26.25 |
| 12313 - Registered Nurse II, Specialist | 26.25 |
| 12314 - Registered Nurse III | 31.76 |
| 12315 - Registered Nurse III, Anesthetist | 31.76 |
| 12316 - Registered Nurse IV | 38.06 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.16 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.82 |
| 13012 - Exhibits Specialist II | 23.32 |
| 13013 - Exhibits Specialist III | 28.53 |
| 13041 - Illustrator I | 18.82 |
| 13042 - Illustrator II | 23.32 |
| 13043 - Illustrator III | 28.53 |
| 13047 - Librarian | 25.82 |
| 13050 - Library Aide/Clerk | 11.29 |
| 13054 - Library Information Technology Systems Administrator | 23.32 |
| 13058 - Library Technician | 16.71 |
| 13061 - Media Specialist I | 16.82 |
| 13062 - Media Specialist II | 18.82 |
| 13063 - Media Specialist III | 20.99 |
| 13071 - Photographer I | 14.66 |

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| 13072 - Photographer II | 15.95 |
| 13073 - Photographer III | 20.32 |
| 13074 - Photographer IV | 24.86 |
| 13075 - Photographer V | 30.07 |
| 13110 - Video Teleconference Technician | 19.73 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.30 |
| 14042 - Computer Operator II | 15.44 |
| 14043 - Computer Operator III | 17.83 |
| 14044 - Computer Operator IV | 19.81 |
| 14045 - Computer Operator V | 21.93 |
| 14071 - Computer Programmer I | (see 1) 19.43 |
| 14072 - Computer Programmer II | (see 1) 24.08 |
| 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 | 14.30 |
| 14160 - Personal Computer Support Technician | 19.81 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.11 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.60 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.21 |
| 15050 - Computer Based Training Specialist / Instructor | 29.11 |
| 15060 - Educational Technologist | 25.67 |
| 15070 - Flight Instructor (Pilot) | 42.21 |
| 15080 - Graphic Artist | 20.38 |
| 15090 - Technical Instructor | 19.48 |
| 15095 - Technical Instructor/Course Developer | 23.83 |
| 15110 - Test Proctor | 15.72 |
| 15120 - Tutor | 15.72 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.70 |
| 16030 - Counter Attendant | 8.70 |
| 16040 - Dry Cleaner | 10.09 |
| 16070 - Finisher, Flatwork, Machine | 8.70 |
| 16090 - Presser, Hand | 8.70 |
| 16110 - Presser, Machine, Drycleaning | 8.70 |
| 16130 - Presser, Machine, Shirts | 8.70 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.70 |
| 16190 - Sewing Machine Operator | 10.69 |
| 16220 - Tailor | 11.29 |
| 16250 - Washer, Machine | 9.12 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.65 |
| 19040 - Tool And Die Maker | 24.37 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.40 |
| 21030 - Material Coordinator | 18.94 |
| 21040 - Material Expediter | 18.94 |
| 21050 - Material Handling Laborer | 12.57 |
| 21071 - Order Filler | 12.84 |
| 21080 - Production Line Worker (Food Processing) | 14.40 |
| 21110 - Shipping Packer | 12.84 |
| 21130 - Shipping/Receiving Clerk | 12.84 |
| 21140 - Store Worker I | 13.20 |
| 21150 - Stock Clerk | 16.00 |
| 21210 - Tools And Parts Attendant | 14.40 |
| 21410 - Warehouse Specialist | 14.40 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.30 |
| 23021 - Aircraft Mechanic I | 22.34 |

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| 23022 - Aircraft Mechanic II | 23.30 |
| 23023 - Aircraft Mechanic III | 24.27 |
| 23040 - Aircraft Mechanic Helper | 18.31 |
| 23050 - Aircraft, Painter | 21.40 |
| 23060 - Aircraft Servicer | 20.40 |
| 23080 - Aircraft Worker | 20.97 |
| 23110 - Appliance Mechanic | 17.38 |
| 23120 - Bicycle Repairer | 14.16 |
| 23125 - Cable Splicer | 31.24 |
| 23130 - Carpenter, Maintenance | 18.55 |
| 23140 - Carpet Layer | 20.42 |
| 23160 - Electrician, Maintenance | 25.61 |
| 23181 - Electronics Technician Maintenance I | 20.09 |
| 23182 - Electronics Technician Maintenance II | 21.03 |
| 23183 - Electronics Technician Maintenance III | 22.00 |
| 23260 - Fabric Worker | 19.28 |
| 23290 - Fire Alarm System Mechanic | 21.83 |
| 23310 - Fire Extinguisher Repairer | 18.51 |
| 23311 - Fuel Distribution System Mechanic | 29.96 |
| 23312 - Fuel Distribution System Operator | 21.46 |
| 23370 - General Maintenance Worker | 18.59 |
| 23380 - Ground Support Equipment Mechanic | 22.34 |
| 23381 - Ground Support Equipment Servicer | 20.40 |
| 23382 - Ground Support Equipment Worker | 20.97 |
| 23391 - Gunsmith I | 18.51 |
| 23392 - Gunsmith II | 20.42 |
| 23393 - Gunsmith III | 22.34 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.53 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.50 |
| 23430 - Heavy Equipment Mechanic | 20.95 |
| 23440 - Heavy Equipment Operator | 20.42 |
| 23460 - Instrument Mechanic | 22.34 |
| 23465 - Laboratory/Shelter Mechanic | 21.37 |
| 23470 - Laborer | 12.57 |
| 23510 - Locksmith | 21.20 |
| 23530 - Machinery Maintenance Mechanic | 21.02 |
| 23550 - Machinist, Maintenance | 19.53 |
| 23580 - Maintenance Trades Helper | 15.42 |
| 23591 - Metrology Technician I | 22.34 |
| 23592 - Metrology Technician II | 23.30 |
| 23593 - Metrology Technician III | 24.27 |
| 23640 - Millwright | 24.61 |
| 23710 - Office Appliance Repairer | 19.46 |
| 23760 - Painter, Maintenance | 19.46 |
| 23790 - Pipefitter, Maintenance | 26.73 |
| 23810 - Plumber, Maintenance | 22.48 |
| 23820 - Pneudraulic Systems Mechanic | 22.34 |
| 23850 - Rigger | 22.34 |
| 23870 - Scale Mechanic | 20.42 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.60 |
| 23910 - Small Engine Mechanic | 17.49 |
| 23931 - Telecommunications Mechanic I | 26.66 |
| 23932 - Telecommunications Mechanic II | 27.60 |
| 23950 - Telephone Lineman | 31.26 |
| 23960 - welder, Combination, Maintenance | 20.34 |
| 23965 - well Driller | 20.41 |
| 23970 - woodcraft worker | 22.34 |
| 23980 - woodworker | 16.85 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.54 |
| 24580 - Child Care Center Clerk | 16.78 |

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| 24610 - Chore Aide | 11.95 |
| 24620 - Family Readiness And Support Services Coordinator | 15.66 |
| 24630 - Homemaker | 18.19 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.35 |
| 25040 - Sewage Plant Operator | 18.15 |
| 25070 - Stationary Engineer | 22.35 |
| 25190 - Ventilation Equipment Tender | 17.56 |
| 25210 - Water Treatment Plant Operator | 18.15 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.47 |
| 27007 - Baggage Inspector | 12.92 |
| 27008 - Corrections Officer | 25.94 |
| 27010 - Court Security Officer | 22.91 |
| 27030 - Detection Dog Handler | 14.57 |
| 27040 - Detention Officer | 25.94 |
| 27070 - Firefighter | 22.83 |
| 27101 - Guard I | 12.92 |
| 27102 - Guard II | 14.57 |
| 27131 - Police Officer I | 21.11 |
| 27132 - Police Officer II | 23.46 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.06 |
| 28042 - Carnival Equipment Repairer | 15.81 |
| 28043 - Carnival Equipment Worker | 12.86 |
| 28210 - Gate Attendant/Gate Tender | 15.26 |
| 28310 - Lifeguard | 12.11 |
| 28350 - Park Attendant (Aide) | 17.07 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.47 |
| 28515 - Recreation Specialist | 21.04 |
| 28630 - Sports Official | 13.60 |
| 28690 - Swimming Pool Operator | 18.99 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.61 |
| 29020 - Hatch Tender | 19.39 |
| 29030 - Line Handler | 19.61 |
| 29041 - Stevedore I | 19.63 |
| 29042 - Stevedore II | 22.41 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.91 |
| 30022 - Archeological Technician II | 17.80 |
| 30023 - Archeological Technician III | 22.04 |
| 30030 - Cartographic Technician | 22.04 |
| 30040 - Civil Engineering Technician | 20.49 |
| 30061 - Drafter/CAD Operator I | 15.91 |
| 30062 - Drafter/CAD Operator II | 17.80 |
| 30063 - Drafter/CAD Operator III | 19.85 |
| 30064 - Drafter/CAD Operator IV | 24.42 |
| 30081 - Engineering Technician I | 15.29 |
| 30082 - Engineering Technician II | 17.15 |
| 30083 - Engineering Technician III | 19.19 |
| 30084 - Engineering Technician IV | 23.78 |
| 30085 - Engineering Technician V | 29.09 |
| 30086 - Engineering Technician VI | 35.19 |
| 30090 - Environmental Technician | 20.49 |
| 30210 - Laboratory Technician | 19.89 |
| 30240 - Mathematical Technician | 22.04 |
| 30361 - Paralegal/Legal Assistant I | 19.44 |
| 30362 - Paralegal/Legal Assistant II | 24.08 |

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| 30363 - Paralegal/Legal Assistant III | 29.45 |
| 30364 - Paralegal/Legal Assistant IV | 35.64 |
| 30390 - Photo-Optics Technician | 22.04 |
| 30461 - Technical Writer I | 21.61 |
| 30462 - Technical Writer II | 26.44 |
| 30463 - Technical Writer III | 31.98 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 19.85 |
| 30621 - Weather Observer, Senior | (see 2) 22.04 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.07 |
| 31030 - Bus Driver | 12.53 |
| 31043 - Driver Courier | 12.38 |
| 31260 - Parking and Lot Attendant | 10.49 |
| 31290 - Shuttle Bus Driver | 13.06 |
| 31310 - Taxi Driver | 12.07 |
| 31361 - Truckdriver, Light | 13.06 |
| 31362 - Truckdriver, Medium | 14.11 |
| 31363 - Truckdriver, Heavy | 16.87 |
| 31364 - Truckdriver, Tractor-Trailer | 16.87 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.62 |
| 99050 - Desk Clerk | 11.85 |
| 99095 - Embalmer | 22.80 |
| 99251 - Laboratory Animal Caretaker I | 13.01 |
| 99252 - Laboratory Animal Caretaker II | 13.72 |
| 99310 - Mortician | 22.80 |
| 99410 - Pest Controller | 18.76 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.94 |
| 99711 - Recycling Specialist | 15.65 |
| 99730 - Refuse Collector | 13.08 |
| 99810 - Sales Clerk | 11.79 |
| 99820 - School Crossing Guard | 11.69 |
| 99830 - Survey Party Chief | 21.06 |
| 99831 - Surveying Aide | 12.18 |
| 99832 - Surveying Technician | 16.70 |
| 99840 - Vending Machine Attendant | 15.06 |
| 99841 - Vending Machine Repairer | 17.26 |
| 99842 - Vending Machine Repairer Helper | 15.06 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans.

Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundrying 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 laundrying 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.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2379
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Delaware, Dutchess, Orange, Sullivan, Ulster

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.11 |
| 01012 - Accounting Clerk II | | 19.61 |
| 01013 - Accounting Clerk III | | 21.89 |
| 01020 - Administrative Assistant | | 28.89 |
| 01040 - Court Reporter | | 21.64 |
| 01051 - Data Entry Operator I | | 14.71 |
| 01052 - Data Entry Operator II | | 16.05 |
| 01060 - Dispatcher, Motor Vehicle | | 24.39 |
| 01070 - Document Preparation Clerk | | 15.56 |
| 01090 - Duplicating Machine Operator | | 15.56 |
| 01111 - General Clerk I | | 14.80 |
| 01112 - General Clerk II | | 17.49 |
| 01113 - General Clerk III | | 18.82 |
| 01120 - Housing Referral Assistant | | 26.92 |
| 01141 - Messenger Courier | | 12.07 |
| 01191 - Order Clerk I | | 14.82 |
| 01192 - Order Clerk II | | 17.67 |
| 01261 - Personnel Assistant (Employment) I | | 18.96 |
| 01262 - Personnel Assistant (Employment) II | | 21.22 |
| 01263 - Personnel Assistant (Employment) III | | 23.66 |
| 01270 - Production Control Clerk | | 23.51 |
| 01280 - Receptionist | | 15.67 |
| 01290 - Rental Clerk | | 18.04 |
| 01300 - Scheduler, Maintenance | | 21.57 |

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| 01311 - Secretary I | 21.57 |
| 01312 - Secretary II | 24.14 |
| 01313 - Secretary III | 26.92 |
| 01320 - Service Order Dispatcher | 21.75 |
| 01410 - Supply Technician | 28.89 |
| 01420 - Survey Worker | 21.64 |
| 01531 - Travel Clerk I | 12.64 |
| 01532 - Travel Clerk II | 13.36 |
| 01533 - Travel Clerk III | 14.10 |
| 01611 - Word Processor I | 17.62 |
| 01612 - Word Processor II | 19.79 |
| 01613 - Word Processor III | 22.13 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.68 |
| 05010 - Automotive Electrician | 26.09 |
| 05040 - Automotive Glass Installer | 24.15 |
| 05070 - Automotive Worker | 24.15 |
| 05110 - Mobile Equipment Servicer | 20.57 |
| 05130 - Motor Equipment Metal Mechanic | 26.94 |
| 05160 - Motor Equipment Metal Worker | 24.15 |
| 05190 - Motor Vehicle Mechanic | 26.94 |
| 05220 - Motor Vehicle Mechanic Helper | 19.94 |
| 05250 - Motor Vehicle Upholstery Worker | 21.07 |
| 05280 - Motor Vehicle Wrecker | 24.15 |
| 05310 - Painter, Automotive | 25.66 |
| 05340 - Radiator Repair Specialist | 24.15 |
| 05370 - Tire Repairer | 11.23 |
| 05400 - Transmission Repair Specialist | 26.94 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.40 |
| 07041 - Cook I | 14.28 |
| 07042 - Cook II | 16.80 |
| 07070 - Dishwasher | 9.34 |
| 07130 - Food Service Worker | 11.24 |
| 07210 - Meat Cutter | 19.20 |
| 07260 - Waiter/Waitress | 11.68 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.23 |
| 09040 - Furniture Handler | 12.01 |
| 09080 - Furniture Refinisher | 17.00 |
| 09090 - Furniture Refinisher Helper | 13.06 |
| 09110 - Furniture Repairer, Minor | 14.82 |
| 09130 - Upholsterer | 16.92 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.94 |
| 11060 - Elevator Operator | 12.94 |
| 11090 - Gardener | 16.02 |
| 11122 - Housekeeping Aide | 14.85 |
| 11150 - Janitor | 15.70 |
| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.34 |
| 11260 - Pruner | 14.29 |
| 11270 - Tractor Operator | 19.07 |
| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 15.70 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.22 |
| 12011 - Breath Alcohol Technician | 22.61 |
| 12012 - Certified Occupational Therapist Assistant | 24.12 |
| 12015 - Certified Physical Therapist Assistant | 22.28 |
| 12020 - Dental Assistant | 16.75 |
| 12025 - Dental Hygienist | 35.31 |
| 12030 - EKG Technician | 28.65 |

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| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 20.22 |
| 12071 - Licensed Practical Nurse I | 21.76 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |
| 12100 - Medical Assistant | 16.66 |
| 12130 - Medical Laboratory Technician | 20.63 |
| 12160 - Medical Record Clerk | 18.65 |
| 12190 - Medical Record Technician | 20.55 |
| 12195 - Medical Transcriptionist | 18.65 |
| 12210 - Nuclear Medicine Technologist | 36.93 |
| 12221 - Nursing Assistant I | 12.37 |
| 12222 - Nursing Assistant II | 13.91 |
| 12223 - Nursing Assistant III | 15.82 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 24.64 |
| 12236 - Optical Technician | 16.64 |
| 12250 - Pharmacy Technician | 14.58 |
| 12280 - Phlebotomist | 16.79 |
| 12305 - Radiologic Technologist | 28.08 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |
| 12316 - Registered Nurse IV | 59.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 27.03 |
| 13012 - Exhibits Specialist II | 30.45 |
| 13013 - Exhibits Specialist III | 34.25 |
| 13041 - Illustrator I | 25.89 |
| 13042 - Illustrator II | 30.45 |
| 13043 - Illustrator III | 34.25 |
| 13047 - Librarian | 34.02 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 25.15 |
| 13058 - Library Technician | 21.67 |
| 13061 - Media Specialist I | 21.21 |
| 13062 - Media Specialist II | 23.84 |
| 13063 - Media Specialist III | 26.70 |
| 13071 - Photographer I | 20.03 |
| 13072 - Photographer II | 23.82 |
| 13073 - Photographer III | 29.53 |
| 13074 - Photographer IV | 33.78 |
| 13075 - Photographer V | 40.89 |
| 13110 - Video Teleconference Technician | 24.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.00 |
| 14042 - Computer Operator II | 21.26 |
| 14043 - Computer Operator III | 23.71 |
| 14044 - Computer Operator IV | 26.35 |
| 14045 - Computer Operator V | 29.17 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 19.00 |
| 14160 - Personal Computer Support Technician | 26.35 |

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| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 39.54 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 51.69 |
| 15050 - Computer Based Training Specialist / Instructor | 39.20 |
| 15060 - Educational Technologist | 32.92 |
| 15070 - Flight Instructor (Pilot) | 51.69 |
| 15080 - Graphic Artist | 27.68 |
| 15090 - Technical Instructor | 27.17 |
| 15095 - Technical Instructor/Course Developer | 31.35 |
| 15110 - Test Proctor | 20.72 |
| 15120 - Tutor | 20.72 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.79 |
| 16030 - Counter Attendant | 9.79 |
| 16040 - Dry Cleaner | 12.92 |
| 16070 - Finisher, Flatwork, Machine | 9.79 |
| 16090 - Presser, Hand | 9.79 |
| 16110 - Presser, Machine, Drycleaning | 9.79 |
| 16130 - Presser, Machine, Shirts | 9.79 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.79 |
| 16190 - Sewing Machine Operator | 13.96 |
| 16220 - Tailor | 14.99 |
| 16250 - Washer, Machine | 10.84 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.99 |
| 19040 - Tool And Die Maker | 24.02 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.96 |
| 21030 - Material Coordinator | 23.51 |
| 21040 - Material Expediter | 23.51 |
| 21050 - Material Handling Laborer | 14.24 |
| 21071 - Order Filler | 12.98 |
| 21080 - Production Line Worker (Food Processing) | 16.96 |
| 21110 - Shipping Packer | 15.09 |
| 21130 - Shipping/Receiving Clerk | 15.09 |
| 21140 - Store Worker I | 11.51 |
| 21150 - Stock Clerk | 15.77 |
| 21210 - Tools And Parts Attendant | 16.96 |
| 21410 - Warehouse Specialist | 16.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.81 |
| 23021 - Aircraft Mechanic I | 27.11 |
| 23022 - Aircraft Mechanic II | 29.81 |
| 23023 - Aircraft Mechanic III | 30.66 |
| 23040 - Aircraft Mechanic Helper | 19.26 |
| 23050 - Aircraft, Painter | 23.26 |
| 23060 - Aircraft Servicer | 21.84 |
| 23080 - Aircraft Worker | 23.20 |
| 23110 - Appliance Mechanic | 20.10 |
| 23120 - Bicycle Repairer | 10.66 |
| 23125 - Cable Splicer | 31.81 |
| 23130 - Carpenter, Maintenance | 29.55 |
| 23140 - Carpet Layer | 27.98 |
| 23160 - Electrician, Maintenance | 36.84 |
| 23181 - Electronics Technician Maintenance I | 24.19 |
| 23182 - Electronics Technician Maintenance II | 25.81 |
| 23183 - Electronics Technician Maintenance III | 25.80 |
| 23260 - Fabric Worker | 26.22 |
| 23290 - Fire Alarm System Mechanic | 20.95 |
| 23310 - Fire Extinguisher Repairer | 20.85 |
| 23311 - Fuel Distribution System Mechanic | 29.94 |
| 23312 - Fuel Distribution System Operator | 24.09 |

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| 23370 - General Maintenance Worker | 19.92 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |
| 23381 - Ground Support Equipment Servicer | 21.84 |
| 23382 - Ground Support Equipment Worker | 23.20 |
| 23391 - Gunsmith I | 20.85 |
| 23392 - Gunsmith II | 24.03 |
| 23393 - Gunsmith III | 27.25 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 29.04 |
| 23430 - Heavy Equipment Mechanic | 26.10 |
| 23440 - Heavy Equipment Operator | 32.03 |
| 23460 - Instrument Mechanic | 30.86 |
| 23465 - Laboratory/Shelter Mechanic | 25.64 |
| 23470 - Laborer | 12.82 |
| 23510 - Locksmith | 20.70 |
| 23530 - Machinery Maintenance Mechanic | 23.95 |
| 23550 - Machinist, Maintenance | 19.74 |
| 23580 - Maintenance Trades Helper | 15.09 |
| 23591 - Metrology Technician I | 30.86 |
| 23592 - Metrology Technician II | 33.24 |
| 23593 - Metrology Technician III | 34.64 |
| 23640 - Millwright | 29.72 |
| 23710 - Office Appliance Repairer | 21.80 |
| 23760 - Painter, Maintenance | 22.59 |
| 23790 - Pipefitter, Maintenance | 29.88 |
| 23810 - Plumber, Maintenance | 27.38 |
| 23820 - Pneudraulic Systems Mechanic | 27.25 |
| 23850 - Rigger | 24.36 |
| 23870 - Scale Mechanic | 24.03 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.46 |
| 23910 - Small Engine Mechanic | 19.18 |
| 23931 - Telecommunications Mechanic I | 29.87 |
| 23932 - Telecommunications Mechanic II | 31.25 |
| 23950 - Telephone Lineman | 31.86 |
| 23960 - Welder, Combination, Maintenance | 22.17 |
| 23965 - Well Driller | 22.28 |
| 23970 - Woodcraft Worker | 29.26 |
| 23980 - Woodworker | 15.58 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.05 |
| 24580 - Child Care Center Clerk | 16.26 |
| 24610 - Chore Aide | 10.62 |
| 24620 - Family Readiness And Support Services Coordinator | 14.89 |
| 24630 - Homemaker | 19.80 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.03 |
| 25040 - Sewage Plant Operator | 25.19 |
| 25070 - Stationary Engineer | 29.03 |
| 25190 - Ventilation Equipment Tender | 21.58 |
| 25210 - Water Treatment Plant Operator | 25.19 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.12 |
| 27007 - Baggage Inspector | 17.16 |
| 27008 - Corrections Officer | 30.97 |
| 27010 - Court Security Officer | 30.66 |
| 27030 - Detection Dog Handler | 20.36 |
| 27040 - Detention Officer | 30.97 |
| 27070 - Firefighter | 31.42 |
| 27101 - Guard I | 17.16 |
| 27102 - Guard II | 20.36 |

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| 27131 - Police Officer I | 32.37 |
| 27132 - Police Officer II | 35.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.45 |
| 28042 - Carnival Equipment Repairer | 14.22 |
| 28043 - Carnival Equipment Worker | 10.96 |
| 28210 - Gate Attendant/Gate Tender | 16.49 |
| 28310 - Lifeguard | 13.00 |
| 28350 - Park Attendant (Aide) | 18.46 |
| 28510 - Recreation Aide/Health Facility Attendant | 15.76 |
| 28515 - Recreation Specialist | 20.98 |
| 28630 - Sports Official | 14.69 |
| 28690 - Swimming Pool Operator | 16.95 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 26.00 |
| 29020 - Hatch Tender | 26.00 |
| 29030 - Line Handler | 26.00 |
| 29041 - Stevedore I | 22.10 |
| 29042 - Stevedore II | 22.81 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 19.69 |
| 30022 - Archeological Technician II | 22.02 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 27.27 |
| 30040 - Civil Engineering Technician | 25.21 |
| 30061 - Drafter/CAD Operator I | 19.69 |
| 30062 - Drafter/CAD Operator II | 22.02 |
| 30063 - Drafter/CAD Operator III | 24.55 |
| 30064 - Drafter/CAD Operator IV | 27.68 |
| 30081 - Engineering Technician I | 19.62 |
| 30082 - Engineering Technician II | 22.47 |
| 30083 - Engineering Technician III | 25.28 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 39.40 |
| 30086 - Engineering Technician VI | 43.34 |
| 30090 - Environmental Technician | 20.12 |
| 30210 - Laboratory Technician | 21.37 |
| 30240 - Mathematical Technician | 26.27 |
| 30361 - Paralegal/Legal Assistant I | 20.15 |
| 30362 - Paralegal/Legal Assistant II | 22.81 |
| 30363 - Paralegal/Legal Assistant III | 35.39 |
| 30364 - Paralegal/Legal Assistant IV | 35.57 |
| 30390 - Photo-Optics Technician | 27.27 |
| 30461 - Technical Writer I | 27.81 |
| 30462 - Technical Writer II | 32.99 |
| 30463 - Technical Writer III | 39.10 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 24.55 |
| 30621 - Weather Observer, Senior (see 2) | 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 15.14 |
| 31030 - Bus Driver | 19.89 |
| 31043 - Driver Courier | 16.45 |
| 31260 - Parking and Lot Attendant | 10.12 |
| 31290 - Shuttle Bus Driver | 17.80 |

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|---|-------|
| 31310 - Taxi Driver | 13.51 |
| 31361 - Truckdriver, Light | 17.80 |
| 31362 - Truckdriver, Medium | 19.15 |
| 31363 - Truckdriver, Heavy | 24.52 |
| 31364 - Truckdriver, Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.53 |
| 99050 - Desk Clerk | 13.34 |
| 99095 - Embalmer | 30.19 |
| 99251 - Laboratory Animal Caretaker I | 12.33 |
| 99252 - Laboratory Animal Caretaker II | 13.37 |
| 99310 - Mortician | 34.44 |
| 99410 - Pest Controller | 16.49 |
| 99510 - Photofinishing Worker | 16.23 |
| 99710 - Recycling Laborer | 18.13 |
| 99711 - Recycling Specialist | 21.48 |
| 99730 - Refuse Collector | 18.36 |
| 99810 - Sales Clerk | 14.70 |
| 99820 - School Crossing Guard | 13.82 |
| 99830 - Survey Party Chief | 22.56 |
| 99831 - Surveying Aide | 14.74 |
| 99832 - Surveying Technician | 20.42 |
| 99840 - Vending Machine Attendant | 14.60 |
| 99841 - Vending Machine Repairer | 19.09 |
| 99842 - Vending Machine Repairer Helper | 15.77 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2380
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Delaware, Dutchess, Orange, Sullivan, Ulster

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.11 |
| 01012 - Accounting Clerk II | | 19.61 |
| 01013 - Accounting Clerk III | | 21.89 |

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| 01020 - Administrative Assistant | 28.89 |
| 01040 - Court Reporter | 21.64 |
| 01051 - Data Entry Operator I | 14.71 |
| 01052 - Data Entry Operator II | 16.05 |
| 01060 - Dispatcher, Motor Vehicle | 24.39 |
| 01070 - Document Preparation Clerk | 15.56 |
| 01090 - Duplicating Machine Operator | 15.56 |
| 01111 - General Clerk I | 14.80 |
| 01112 - General Clerk II | 17.49 |
| 01113 - General Clerk III | 18.82 |
| 01120 - Housing Referral Assistant | 26.92 |
| 01141 - Messenger Courier | 12.07 |
| 01191 - Order Clerk I | 14.82 |
| 01192 - Order Clerk II | 17.67 |
| 01261 - Personnel Assistant (Employment) I | 18.96 |
| 01262 - Personnel Assistant (Employment) II | 21.22 |
| 01263 - Personnel Assistant (Employment) III | 23.66 |
| 01270 - Production Control Clerk | 23.51 |
| 01280 - Receptionist | 15.67 |
| 01290 - Rental Clerk | 18.04 |
| 01300 - Scheduler, Maintenance | 21.57 |
| 01311 - Secretary I | 21.57 |
| 01312 - Secretary II | 24.14 |
| 01313 - Secretary III | 26.92 |
| 01320 - Service Order Dispatcher | 21.75 |
| 01410 - Supply Technician | 28.89 |
| 01420 - Survey Worker | 21.64 |
| 01531 - Travel Clerk I | 12.64 |
| 01532 - Travel Clerk II | 13.36 |
| 01533 - Travel Clerk III | 14.10 |
| 01611 - Word Processor I | 17.62 |
| 01612 - Word Processor II | 19.79 |
| 01613 - Word Processor III | 22.13 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.68 |
| 05010 - Automotive Electrician | 26.09 |
| 05040 - Automotive Glass Installer | 24.15 |
| 05070 - Automotive Worker | 24.15 |
| 05110 - Mobile Equipment Servicer | 20.57 |
| 05130 - Motor Equipment Metal Mechanic | 26.94 |
| 05160 - Motor Equipment Metal Worker | 24.15 |
| 05190 - Motor Vehicle Mechanic | 26.94 |
| 05220 - Motor Vehicle Mechanic Helper | 19.94 |
| 05250 - Motor Vehicle Upholstery Worker | 21.07 |
| 05280 - Motor Vehicle Wrecker | 24.15 |
| 05310 - Painter, Automotive | 25.66 |
| 05340 - Radiator Repair Specialist | 24.15 |
| 05370 - Tire Repairer | 11.23 |
| 05400 - Transmission Repair Specialist | 26.94 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.40 |
| 07041 - Cook I | 14.28 |
| 07042 - Cook II | 16.80 |
| 07070 - Dishwasher | 9.34 |
| 07130 - Food Service Worker | 11.24 |
| 07210 - Meat Cutter | 19.20 |
| 07260 - Waiter/Waitress | 11.68 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.23 |
| 09040 - Furniture Handler | 12.01 |
| 09080 - Furniture Refinisher | 17.00 |
| 09090 - Furniture Refinisher Helper | 13.06 |
| 09110 - Furniture Repairer, Minor | 14.82 |

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| 09130 - Upholsterer | 16.92 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.94 |
| 11060 - Elevator Operator | 12.94 |
| 11090 - Gardener | 16.02 |
| 11122 - Housekeeping Aide | 14.85 |
| 11150 - Janitor | 15.70 |
| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.34 |
| 11260 - Pruner | 14.29 |
| 11270 - Tractor Operator | 19.07 |
| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 15.70 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.22 |
| 12011 - Breath Alcohol Technician | 22.61 |
| 12012 - Certified Occupational Therapist Assistant | 24.12 |
| 12015 - Certified Physical Therapist Assistant | 22.28 |
| 12020 - Dental Assistant | 16.75 |
| 12025 - Dental Hygienist | 35.31 |
| 12030 - EKG Technician | 28.65 |
| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 20.22 |
| 12071 - Licensed Practical Nurse I | 21.76 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |
| 12100 - Medical Assistant | 16.66 |
| 12130 - Medical Laboratory Technician | 20.63 |
| 12160 - Medical Record Clerk | 18.65 |
| 12190 - Medical Record Technician | 20.55 |
| 12195 - Medical Transcriptionist | 18.65 |
| 12210 - Nuclear Medicine Technologist | 36.93 |
| 12221 - Nursing Assistant I | 12.37 |
| 12222 - Nursing Assistant II | 13.91 |
| 12223 - Nursing Assistant III | 15.82 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 24.64 |
| 12236 - Optical Technician | 16.64 |
| 12250 - Pharmacy Technician | 14.58 |
| 12280 - Phlebotomist | 16.79 |
| 12305 - Radiologic Technologist | 28.08 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |
| 12316 - Registered Nurse IV | 59.22 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 27.03 |
| 13012 - Exhibits Specialist II | 30.45 |
| 13013 - Exhibits Specialist III | 34.25 |
| 13041 - Illustrator I | 25.89 |
| 13042 - Illustrator II | 30.45 |
| 13043 - Illustrator III | 34.25 |
| 13047 - Librarian | 34.02 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 25.15 |
| 13058 - Library Technician | 21.67 |
| 13061 - Media Specialist I | 21.21 |
| 13062 - Media Specialist II | 23.84 |
| 13063 - Media Specialist III | 26.70 |

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| 13071 - Photographer I | 20.03 |
| 13072 - Photographer II | 23.82 |
| 13073 - Photographer III | 29.53 |
| 13074 - Photographer IV | 33.78 |
| 13075 - Photographer V | 40.89 |
| 13110 - Video Teleconference Technician | 24.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.00 |
| 14042 - Computer Operator II | 21.26 |
| 14043 - Computer Operator III | 23.71 |
| 14044 - Computer Operator IV | 26.35 |
| 14045 - Computer Operator V | 29.17 |
| 14071 - Computer Programmer I | (see 1) 27.56 |
| 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 | 19.00 |
| 14160 - Personal Computer Support Technician | 26.35 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 39.54 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 51.69 |
| 15050 - Computer Based Training Specialist / Instructor | 39.20 |
| 15060 - Educational Technologist | 32.92 |
| 15070 - Flight Instructor (Pilot) | 51.69 |
| 15080 - Graphic Artist | 27.68 |
| 15090 - Technical Instructor | 27.17 |
| 15095 - Technical Instructor/Course Developer | 31.35 |
| 15110 - Test Proctor | 20.72 |
| 15120 - Tutor | 20.72 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.79 |
| 16030 - Counter Attendant | 9.79 |
| 16040 - Dry Cleaner | 12.92 |
| 16070 - Finisher, Flatwork, Machine | 9.79 |
| 16090 - Presser, Hand | 9.79 |
| 16110 - Presser, Machine, Drycleaning | 9.79 |
| 16130 - Presser, Machine, Shirts | 9.79 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.79 |
| 16190 - Sewing Machine Operator | 13.96 |
| 16220 - Tailor | 14.99 |
| 16250 - Washer, Machine | 10.84 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.99 |
| 19040 - Tool And Die Maker | 24.02 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.96 |
| 21030 - Material Coordinator | 23.51 |
| 21040 - Material Expediter | 23.51 |
| 21050 - Material Handling Laborer | 14.24 |
| 21071 - Order Filler | 12.98 |
| 21080 - Production Line Worker (Food Processing) | 16.96 |
| 21110 - Shipping Packer | 15.09 |
| 21130 - Shipping/Receiving Clerk | 15.09 |
| 21140 - Store Worker I | 11.51 |
| 21150 - Stock Clerk | 15.77 |
| 21210 - Tools And Parts Attendant | 16.96 |
| 21410 - Warehouse Specialist | 16.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.81 |

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|---|-------|
| 23021 - Aircraft Mechanic I | 27.11 |
| 23022 - Aircraft Mechanic II | 29.81 |
| 23023 - Aircraft Mechanic III | 30.66 |
| 23040 - Aircraft Mechanic Helper | 19.26 |
| 23050 - Aircraft, Painter | 23.26 |
| 23060 - Aircraft Servicer | 21.84 |
| 23080 - Aircraft Worker | 23.20 |
| 23110 - Appliance Mechanic | 20.10 |
| 23120 - Bicycle Repairer | 10.66 |
| 23125 - Cable Splicer | 31.81 |
| 23130 - Carpenter, Maintenance | 29.55 |
| 23140 - Carpet Layer | 27.98 |
| 23160 - Electrician, Maintenance | 36.84 |
| 23181 - Electronics Technician Maintenance I | 24.19 |
| 23182 - Electronics Technician Maintenance II | 25.81 |
| 23183 - Electronics Technician Maintenance III | 25.80 |
| 23260 - Fabric Worker | 26.22 |
| 23290 - Fire Alarm System Mechanic | 20.95 |
| 23310 - Fire Extinguisher Repairer | 20.85 |
| 23311 - Fuel Distribution System Mechanic | 29.94 |
| 23312 - Fuel Distribution System Operator | 24.09 |
| 23370 - General Maintenance Worker | 19.92 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |
| 23381 - Ground Support Equipment Servicer | 21.84 |
| 23382 - Ground Support Equipment Worker | 23.20 |
| 23391 - Gunsmith I | 20.85 |
| 23392 - Gunsmith II | 24.03 |
| 23393 - Gunsmith III | 27.25 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 29.04 |
| 23430 - Heavy Equipment Mechanic | 26.10 |
| 23440 - Heavy Equipment Operator | 32.03 |
| 23460 - Instrument Mechanic | 30.86 |
| 23465 - Laboratory/Shelter Mechanic | 25.64 |
| 23470 - Laborer | 12.82 |
| 23510 - Locksmith | 20.70 |
| 23530 - Machinery Maintenance Mechanic | 23.95 |
| 23550 - Machinist, Maintenance | 19.74 |
| 23580 - Maintenance Trades Helper | 15.09 |
| 23591 - Metrology Technician I | 30.86 |
| 23592 - Metrology Technician II | 33.24 |
| 23593 - Metrology Technician III | 34.64 |
| 23640 - Millwright | 29.72 |
| 23710 - Office Appliance Repairer | 21.80 |
| 23760 - Painter, Maintenance | 22.59 |
| 23790 - Pipefitter, Maintenance | 29.88 |
| 23810 - Plumber, Maintenance | 27.38 |
| 23820 - Pneudraulic Systems Mechanic | 27.25 |
| 23850 - Rigger | 24.36 |
| 23870 - Scale Mechanic | 24.03 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.46 |
| 23910 - Small Engine Mechanic | 19.18 |
| 23931 - Telecommunications Mechanic I | 29.87 |
| 23932 - Telecommunications Mechanic II | 31.25 |
| 23950 - Telephone Lineman | 31.86 |
| 23960 - welder, Combination, Maintenance | 22.17 |
| 23965 - well Driller | 22.28 |
| 23970 - Woodcraft Worker | 29.26 |
| 23980 - Woodworker | 15.58 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.05 |

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| 24580 - Child Care Center Clerk | 16.26 |
| 24610 - Chore Aide | 10.62 |
| 24620 - Family Readiness And Support Services Coordinator | 14.89 |
| 24630 - Homemaker | 19.80 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.03 |
| 25040 - Sewage Plant Operator | 25.19 |
| 25070 - Stationary Engineer | 29.03 |
| 25190 - Ventilation Equipment Tender | 21.58 |
| 25210 - Water Treatment Plant Operator | 25.19 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.12 |
| 27007 - Baggage Inspector | 17.16 |
| 27008 - Corrections Officer | 30.97 |
| 27010 - Court Security Officer | 30.66 |
| 27030 - Detection Dog Handler | 20.36 |
| 27040 - Detention Officer | 30.97 |
| 27070 - Firefighter | 31.42 |
| 27101 - Guard I | 17.16 |
| 27102 - Guard II | 20.36 |
| 27131 - Police Officer I | 32.37 |
| 27132 - Police Officer II | 35.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.45 |
| 28042 - Carnival Equipment Repairer | 14.22 |
| 28043 - Carnival Equipment Worker | 10.96 |
| 28210 - Gate Attendant/Gate Tender | 16.49 |
| 28310 - Lifeguard | 13.00 |
| 28350 - Park Attendant (Aide) | 18.46 |
| 28510 - Recreation Aide/Health Facility Attendant | 15.76 |
| 28515 - Recreation Specialist | 20.98 |
| 28630 - Sports Official | 14.69 |
| 28690 - Swimming Pool Operator | 16.95 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 26.00 |
| 29020 - Hatch Tender | 26.00 |
| 29030 - Line Handler | 26.00 |
| 29041 - Stevedore I | 22.10 |
| 29042 - Stevedore II | 22.81 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 19.69 |
| 30022 - Archeological Technician II | 22.02 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 27.27 |
| 30040 - Civil Engineering Technician | 25.21 |
| 30061 - Drafter/CAD Operator I | 19.69 |
| 30062 - Drafter/CAD Operator II | 22.02 |
| 30063 - Drafter/CAD Operator III | 24.55 |
| 30064 - Drafter/CAD Operator IV | 27.68 |
| 30081 - Engineering Technician I | 19.62 |
| 30082 - Engineering Technician II | 22.47 |
| 30083 - Engineering Technician III | 25.28 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 39.40 |
| 30086 - Engineering Technician VI | 43.34 |
| 30090 - Environmental Technician | 20.12 |
| 30210 - Laboratory Technician | 21.37 |
| 30240 - Mathematical Technician | 26.27 |
| 30361 - Paralegal/Legal Assistant I | 20.15 |

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| 30362 - Paralegal/Legal Assistant II | 22.81 |
| 30363 - Paralegal/Legal Assistant III | 35.39 |
| 30364 - Paralegal/Legal Assistant IV | 35.57 |
| 30390 - Photo-Optics Technician | 27.27 |
| 30461 - Technical Writer I | 27.81 |
| 30462 - Technical Writer II | 32.99 |
| 30463 - Technical Writer III | 39.10 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 24.55 |
| 30621 - Weather Observer, Senior (see 2) | 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 15.14 |
| 31030 - Bus Driver | 19.89 |
| 31043 - Driver Courier | 16.45 |
| 31260 - Parking and Lot Attendant | 10.12 |
| 31290 - Shuttle Bus Driver | 17.80 |
| 31310 - Taxi Driver | 13.51 |
| 31361 - Truckdriver, Light | 17.80 |
| 31362 - Truckdriver, Medium | 19.15 |
| 31363 - Truckdriver, Heavy | 24.52 |
| 31364 - Truckdriver, Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.53 |
| 99050 - Desk Clerk | 13.34 |
| 99095 - Embalmer | 30.19 |
| 99251 - Laboratory Animal Caretaker I | 12.33 |
| 99252 - Laboratory Animal Caretaker II | 13.37 |
| 99310 - Mortician | 34.44 |
| 99410 - Pest Controller | 16.49 |
| 99510 - Photofinishing Worker | 16.23 |
| 99710 - Recycling Laborer | 18.13 |
| 99711 - Recycling Specialist | 21.48 |
| 99730 - Refuse Collector | 18.36 |
| 99810 - Sales Clerk | 14.70 |
| 99820 - School Crossing Guard | 13.82 |
| 99830 - Survey Party Chief | 22.56 |
| 99831 - Surveying Aide | 14.74 |
| 99832 - Surveying Technician | 20.42 |
| 99840 - Vending Machine Attendant | 14.60 |
| 99841 - Vending Machine Repairer | 19.09 |
| 99842 - Vending Machine Repairer Helper | 15.77 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension

plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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| By direction of the Secretary of Labor | | WDS_Revision_Received_10.9.2014 WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 |
| Diane C. Koplewski Director | Division of Wage Determinations | Wage Determination No.: 2005-2381 Revision No.: 14 Date Of Last Revision: 07/25/2014 |
| State: New York | | |

Area: New York Counties of Genesee, Livingston, Monroe, Ontario, Orleans, Schuyler, Seneca, Steuben, Wayne, Yates

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.06 |
| 01012 - Accounting Clerk II | | 16.92 |
| 01013 - Accounting Clerk III | | 19.07 |
| 01020 - Administrative Assistant | | 21.45 |
| 01040 - Court Reporter | | 22.64 |
| 01051 - Data Entry Operator I | | 12.32 |
| 01052 - Data Entry Operator II | | 13.68 |
| 01060 - Dispatcher, Motor Vehicle | | 17.67 |
| 01070 - Document Preparation Clerk | | 14.56 |
| 01090 - Duplicating Machine Operator | | 14.56 |
| 01111 - General Clerk I | | 13.57 |
| 01112 - General Clerk II | | 13.91 |
| 01113 - General Clerk III | | 15.71 |
| 01120 - Housing Referral Assistant | | 19.89 |
| 01141 - Messenger Courier | | 11.67 |
| 01191 - Order Clerk I | | 13.16 |
| 01192 - Order Clerk II | | 16.05 |
| 01261 - Personnel Assistant (Employment) I | | 15.64 |
| 01262 - Personnel Assistant (Employment) II | | 17.49 |
| 01263 - Personnel Assistant (Employment) III | | 19.51 |
| 01270 - Production Control Clerk | | 19.51 |
| 01280 - Receptionist | | 14.53 |
| 01290 - Rental Clerk | | 14.96 |
| 01300 - Scheduler, Maintenance | | 15.94 |
| 01311 - Secretary I | | 15.94 |
| 01312 - Secretary II | | 17.84 |
| 01313 - Secretary III | | 19.89 |
| 01320 - Service Order Dispatcher | | 14.69 |
| 01410 - Supply Technician | | 21.45 |
| 01420 - Survey Worker | | 16.79 |
| 01531 - Travel Clerk I | | 11.57 |
| 01532 - Travel Clerk II | | 12.21 |
| 01533 - Travel Clerk III | | 12.89 |
| 01611 - Word Processor I | | 14.73 |
| 01612 - Word Processor II | | 16.53 |
| 01613 - Word Processor III | | 18.49 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 20.13 |
| 05010 - Automotive Electrician | | 19.24 |
| 05040 - Automotive Glass Installer | | 18.40 |
| 05070 - Automotive Worker | | 18.40 |

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| 05110 - Mobile Equipment Servicer | 16.67 |
| 05130 - Motor Equipment Metal Mechanic | 20.13 |
| 05160 - Motor Equipment Metal Worker | 18.40 |
| 05190 - Motor Vehicle Mechanic | 20.13 |
| 05220 - Motor Vehicle Mechanic Helper | 15.74 |
| 05250 - Motor Vehicle Upholstery Worker | 17.52 |
| 05280 - Motor Vehicle Wrecker | 18.40 |
| 05310 - Painter, Automotive | 19.24 |
| 05340 - Radiator Repair Specialist | 18.57 |
| 05370 - Tire Repairer | 14.97 |
| 05400 - Transmission Repair Specialist | 20.13 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.58 |
| 07041 - Cook I | 12.45 |
| 07042 - Cook II | 14.97 |
| 07070 - Dishwasher | 10.55 |
| 07130 - Food Service Worker | 10.66 |
| 07210 - Meat Cutter | 18.50 |
| 07260 - Waiter/Waitress | 11.40 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.67 |
| 09040 - Furniture Handler | 12.95 |
| 09080 - Furniture Refinisher | 19.67 |
| 09090 - Furniture Refinisher Helper | 14.89 |
| 09110 - Furniture Repairer, Minor | 16.86 |
| 09130 - Upholsterer | 19.67 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.26 |
| 11060 - Elevator Operator | 11.62 |
| 11090 - Gardener | 15.36 |
| 11122 - Housekeeping Aide | 11.62 |
| 11150 - Janitor | 11.69 |
| 11210 - Laborer, Grounds Maintenance | 13.00 |
| 11240 - Maid or Houseman | 9.23 |
| 11260 - Pruner | 12.03 |
| 11270 - Tractor Operator | 14.85 |
| 11330 - Trail Maintenance Worker | 13.00 |
| 11360 - Window Cleaner | 12.64 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.44 |
| 12011 - Breath Alcohol Technician | 14.86 |
| 12012 - Certified Occupational Therapist Assistant | 19.10 |
| 12015 - Certified Physical Therapist Assistant | 19.10 |
| 12020 - Dental Assistant | 15.02 |
| 12025 - Dental Hygienist | 27.58 |
| 12030 - EKG Technician | 23.22 |
| 12035 - Electroneurodiagnostic Technologist | 23.22 |
| 12040 - Emergency Medical Technician | 14.44 |
| 12071 - Licensed Practical Nurse I | 18.19 |
| 12072 - Licensed Practical Nurse II | 20.43 |
| 12073 - Licensed Practical Nurse III | 22.77 |
| 12100 - Medical Assistant | 14.39 |
| 12130 - Medical Laboratory Technician | 14.96 |
| 12160 - Medical Record Clerk | 13.74 |
| 12190 - Medical Record Technician | 15.37 |
| 12195 - Medical Transcriptionist | 16.67 |
| 12210 - Nuclear Medicine Technologist | 29.18 |
| 12221 - Nursing Assistant I | 9.76 |
| 12222 - Nursing Assistant II | 10.98 |
| 12223 - Nursing Assistant III | 11.97 |
| 12224 - Nursing Assistant IV | 13.44 |
| 12235 - Optical Dispenser | 21.01 |
| 12236 - Optical Technician | 15.78 |

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| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 14.77 |
| 12305 - Radiologic Technologist | 22.51 |
| 12311 - Registered Nurse I | 25.22 |
| 12312 - Registered Nurse II | 29.83 |
| 12313 - Registered Nurse II, Specialist | 29.83 |
| 12314 - Registered Nurse III | 36.10 |
| 12315 - Registered Nurse III, Anesthetist | 36.10 |
| 12316 - Registered Nurse IV | 43.25 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.36 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.45 |
| 13012 - Exhibits Specialist II | 25.17 |
| 13013 - Exhibits Specialist III | 27.49 |
| 13041 - Illustrator I | 20.34 |
| 13042 - Illustrator II | 25.04 |
| 13043 - Illustrator III | 27.35 |
| 13047 - Librarian | 25.37 |
| 13050 - Library Aide/Clerk | 11.31 |
| 13054 - Library Information Technology Systems Administrator | 21.84 |
| 13058 - Library Technician | 15.07 |
| 13061 - Media Specialist I | 15.77 |
| 13062 - Media Specialist II | 17.63 |
| 13063 - Media Specialist III | 19.66 |
| 13071 - Photographer I | 14.77 |
| 13072 - Photographer II | 17.54 |
| 13073 - Photographer III | 21.73 |
| 13074 - Photographer IV | 24.00 |
| 13075 - Photographer V | 25.73 |
| 13110 - Video Teleconference Technician | 17.71 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.38 |
| 14042 - Computer Operator II | 18.33 |
| 14043 - Computer Operator III | 20.44 |
| 14044 - Computer Operator IV | 23.31 |
| 14045 - Computer Operator V | 25.55 |
| 14071 - Computer Programmer I | 24.12 |
| 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 | 16.38 |
| 14160 - Personal Computer Support Technician | 23.31 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.76 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.78 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.67 |
| 15050 - Computer Based Training Specialist / Instructor | 30.38 |
| 15060 - Educational Technologist | 31.16 |
| 15070 - Flight Instructor (Pilot) | 41.67 |
| 15080 - Graphic Artist | 21.73 |
| 15090 - Technical Instructor | 22.88 |
| 15095 - Technical Instructor/Course Developer | 27.97 |
| 15110 - Test Proctor | 18.46 |
| 15120 - Tutor | 18.46 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.62 |
| 16030 - Counter Attendant | 8.62 |
| 16040 - Dry Cleaner | 10.32 |
| 16070 - Finisher, Flatwork, Machine | 8.62 |

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| 16090 - Presser, Hand | 8.62 |
| 16110 - Presser, Machine, Drycleaning | 8.62 |
| 16130 - Presser, Machine, Shirts | 8.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.62 |
| 16190 - Sewing Machine Operator | 10.91 |
| 16220 - Tailor | 11.48 |
| 16250 - Washer, Machine | 9.20 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 14.54 |
| 19040 - Tool And Die Maker | 22.77 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.40 |
| 21030 - Material Coordinator | 20.73 |
| 21040 - Material Expediter | 20.73 |
| 21050 - Material Handling Laborer | 11.56 |
| 21071 - Order Filler | 13.96 |
| 21080 - Production Line Worker (Food Processing) | 15.53 |
| 21110 - Shipping Packer | 13.35 |
| 21130 - Shipping/Receiving Clerk | 13.35 |
| 21140 - Store Worker I | 12.60 |
| 21150 - Stock Clerk | 15.95 |
| 21210 - Tools And Parts Attendant | 15.53 |
| 21410 - Warehouse Specialist | 15.53 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.01 |
| 23021 - Aircraft Mechanic I | 24.77 |
| 23022 - Aircraft Mechanic II | 25.99 |
| 23023 - Aircraft Mechanic III | 27.21 |
| 23040 - Aircraft Mechanic Helper | 18.82 |
| 23050 - Aircraft, Painter | 22.97 |
| 23060 - Aircraft Servicer | 21.20 |
| 23080 - Aircraft Worker | 22.38 |
| 23110 - Appliance Mechanic | 20.53 |
| 23120 - Bicycle Repairer | 16.47 |
| 23125 - Cable Splicer | 31.00 |
| 23130 - Carpenter, Maintenance | 19.25 |
| 23140 - Carpet Layer | 20.69 |
| 23160 - Electrician, Maintenance | 25.37 |
| 23181 - Electronics Technician Maintenance I | 22.74 |
| 23182 - Electronics Technician Maintenance II | 23.75 |
| 23183 - Electronics Technician Maintenance III | 24.85 |
| 23260 - Fabric Worker | 18.51 |
| 23290 - Fire Alarm System Mechanic | 21.68 |
| 23310 - Fire Extinguisher Repairer | 17.45 |
| 23311 - Fuel Distribution System Mechanic | 27.31 |
| 23312 - Fuel Distribution System Operator | 21.96 |
| 23370 - General Maintenance Worker | 19.57 |
| 23380 - Ground Support Equipment Mechanic | 24.77 |
| 23381 - Ground Support Equipment Servicer | 21.20 |
| 23382 - Ground Support Equipment Worker | 22.38 |
| 23391 - Gunsmith I | 17.45 |
| 23392 - Gunsmith II | 19.57 |
| 23393 - Gunsmith III | 21.68 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.59 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.65 |
| 23430 - Heavy Equipment Mechanic | 21.68 |
| 23440 - Heavy Equipment Operator | 21.96 |
| 23460 - Instrument Mechanic | 22.20 |
| 23465 - Laboratory/Shelter Mechanic | 20.53 |
| 23470 - Laborer | 13.44 |
| 23510 - Locksmith | 19.88 |

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| 23530 - Machinery Maintenance Mechanic | 20.75 |
| 23550 - Machinist, Maintenance | 20.78 |
| 23580 - Maintenance Trades Helper | 16.09 |
| 23591 - Metrology Technician I | 22.20 |
| 23592 - Metrology Technician II | 23.27 |
| 23593 - Metrology Technician III | 24.38 |
| 23640 - Millwright | 23.78 |
| 23710 - Office Appliance Repairer | 20.63 |
| 23760 - Painter, Maintenance | 19.67 |
| 23790 - Pipefitter, Maintenance | 25.88 |
| 23810 - Plumber, Maintenance | 23.36 |
| 23820 - Pneudraulic Systems Mechanic | 21.68 |
| 23850 - Rigger | 23.01 |
| 23870 - Scale Mechanic | 20.63 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.33 |
| 23910 - Small Engine Mechanic | 18.81 |
| 23931 - Telecommunications Mechanic I | 27.34 |
| 23932 - Telecommunications Mechanic II | 28.71 |
| 23950 - Telephone Lineman | 27.16 |
| 23960 - Welder, Combination, Maintenance | 20.58 |
| 23965 - Well Driller | 21.59 |
| 23970 - Woodcraft Worker | 21.68 |
| 23980 - Woodworker | 19.93 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.03 |
| 24580 - Child Care Center Clerk | 13.76 |
| 24610 - Chore Aide | 9.81 |
| 24620 - Family Readiness And Support Services Coordinator | 13.87 |
| 24630 - Homemaker | 15.30 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.77 |
| 25040 - Sewage Plant Operator | 20.20 |
| 25070 - Stationary Engineer | 23.77 |
| 25190 - Ventilation Equipment Tender | 17.67 |
| 25210 - Water Treatment Plant Operator | 20.20 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.89 |
| 27007 - Baggage Inspector | 15.59 |
| 27008 - Corrections Officer | 25.60 |
| 27010 - Court Security Officer | 25.40 |
| 27030 - Detection Dog Handler | 18.54 |
| 27040 - Detention Officer | 25.60 |
| 27070 - Firefighter | 25.70 |
| 27101 - Guard I | 15.59 |
| 27102 - Guard II | 18.54 |
| 27131 - Police Officer I | 24.89 |
| 27132 - Police Officer II | 27.68 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.62 |
| 28042 - Carnival Equipment Repairer | 12.04 |
| 28043 - Carnival Equipment Worker | 9.59 |
| 28210 - Gate Attendant/Gate Tender | 14.17 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 15.85 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.57 |
| 28515 - Recreation Specialist | 18.51 |
| 28630 - Sports Official | 12.63 |
| 28690 - Swimming Pool Operator | 17.64 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 26.13 |
| 29020 - Hatch Tender | 26.13 |
| 29030 - Line Handler | 26.13 |

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| 29041 - Stevedore I | 24.72 |
| 29042 - Stevedore II | 27.56 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.67 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.82 |
| 30022 - Archeological Technician II | 21.05 |
| 30023 - Archeological Technician III | 26.06 |
| 30030 - Cartographic Technician | 26.06 |
| 30040 - Civil Engineering Technician | 23.33 |
| 30061 - Drafter/CAD Operator I | 18.82 |
| 30062 - Drafter/CAD Operator II | 21.05 |
| 30063 - Drafter/CAD Operator III | 23.47 |
| 30064 - Drafter/CAD Operator IV | 28.88 |
| 30081 - Engineering Technician I | 16.76 |
| 30082 - Engineering Technician II | 18.85 |
| 30083 - Engineering Technician III | 21.61 |
| 30084 - Engineering Technician IV | 27.09 |
| 30085 - Engineering Technician V | 31.56 |
| 30086 - Engineering Technician VI | 32.84 |
| 30090 - Environmental Technician | 19.35 |
| 30210 - Laboratory Technician | 19.73 |
| 30240 - Mathematical Technician | 26.54 |
| 30361 - Paralegal/Legal Assistant I | 20.54 |
| 30362 - Paralegal/Legal Assistant II | 26.28 |
| 30363 - Paralegal/Legal Assistant III | 32.12 |
| 30364 - Paralegal/Legal Assistant IV | 38.86 |
| 30390 - Photo-Optics Technician | 26.06 |
| 30461 - Technical Writer I | 23.54 |
| 30462 - Technical Writer II | 28.78 |
| 30463 - Technical Writer III | 32.68 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 3) | 23.78 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 3) | 26.06 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.90 |
| 31030 - Bus Driver | 16.49 |
| 31043 - Driver Courier | 12.52 |
| 31260 - Parking and Lot Attendant | 11.68 |
| 31290 - Shuttle Bus Driver | 13.40 |
| 31310 - Taxi Driver | 11.47 |
| 31361 - Truckdriver, Light | 12.84 |
| 31362 - Truckdriver, Medium | 17.67 |
| 31363 - Truckdriver, Heavy | 17.89 |
| 31364 - Truckdriver, Tractor-Trailer | 17.89 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.81 |
| 99050 - Desk Clerk | 11.03 |
| 99095 - Embalmer | 30.13 |
| 99251 - Laboratory Animal Caretaker I | 11.88 |
| 99252 - Laboratory Animal Caretaker II | 12.67 |
| 99310 - Mortician | 30.13 |
| 99410 - Pest Controller | 16.89 |
| 99510 - Photofinishing Worker | 13.19 |
| 99710 - Recycling Laborer | 16.06 |
| 99711 - Recycling Specialist | 19.35 |
| 99730 - Refuse Collector | 15.51 |

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| 99810 - Sales Clerk | 14.74 |
| 99820 - School Crossing Guard | 12.08 |
| 99830 - Survey Party Chief | 21.46 |
| 99831 - Surveying Aide | 13.44 |
| 99832 - Surveying Technician | 18.45 |
| 99840 - Vending Machine Attendant | 13.39 |
| 99841 - Vending Machine Repairer | 16.28 |
| 99842 - Vending Machine Repairer Helper | 13.39 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 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 4174)

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. Conformance 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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 employee (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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordinance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at

<http://wdo1.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2382
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Genesee, Livingston, Monroe, Ontario, Orleans,
Schuyler, Seneca, Steuben, Wayne, Yates

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.06 |
| 01012 - Accounting Clerk II | | 16.92 |
| 01013 - Accounting Clerk III | | 19.07 |
| 01020 - Administrative Assistant | | 21.45 |
| 01040 - Court Reporter | | 22.64 |
| 01051 - Data Entry Operator I | | 12.32 |
| 01052 - Data Entry Operator II | | 13.68 |
| 01060 - Dispatcher, Motor Vehicle | | 17.67 |
| 01070 - Document Preparation Clerk | | 14.56 |
| 01090 - Duplicating Machine Operator | | 14.56 |
| 01111 - General Clerk I | | 13.57 |
| 01112 - General Clerk II | | 13.91 |

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| 01113 | - General Clerk III | 15.71 |
| 01120 | - Housing Referral Assistant | 19.89 |
| 01141 | - Messenger Courier | 11.67 |
| 01191 | - Order Clerk I | 13.16 |
| 01192 | - Order Clerk II | 16.05 |
| 01261 | - Personnel Assistant (Employment) I | 15.64 |
| 01262 | - Personnel Assistant (Employment) II | 17.49 |
| 01263 | - Personnel Assistant (Employment) III | 19.51 |
| 01270 | - Production Control Clerk | 19.51 |
| 01280 | - Receptionist | 14.53 |
| 01290 | - Rental Clerk | 14.96 |
| 01300 | - Scheduler, Maintenance | 15.94 |
| 01311 | - Secretary I | 15.94 |
| 01312 | - Secretary II | 17.84 |
| 01313 | - Secretary III | 19.89 |
| 01320 | - Service Order Dispatcher | 14.69 |
| 01410 | - Supply Technician | 21.45 |
| 01420 | - Survey Worker | 16.79 |
| 01531 | - Travel Clerk I | 11.57 |
| 01532 | - Travel Clerk II | 12.21 |
| 01533 | - Travel Clerk III | 12.89 |
| 01611 | - Word Processor I | 14.73 |
| 01612 | - Word Processor II | 16.53 |
| 01613 | - Word Processor III | 18.49 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 20.13 |
| 05010 | - Automotive Electrician | 19.24 |
| 05040 | - Automotive Glass Installer | 18.40 |
| 05070 | - Automotive Worker | 18.40 |
| 05110 | - Mobile Equipment Servicer | 16.67 |
| 05130 | - Motor Equipment Metal Mechanic | 20.13 |
| 05160 | - Motor Equipment Metal Worker | 18.40 |
| 05190 | - Motor Vehicle Mechanic | 20.13 |
| 05220 | - Motor Vehicle Mechanic Helper | 15.74 |
| 05250 | - Motor Vehicle Upholstery Worker | 17.52 |
| 05280 | - Motor Vehicle Wrecker | 18.40 |
| 05310 | - Painter, Automotive | 19.24 |
| 05340 | - Radiator Repair Specialist | 18.57 |
| 05370 | - Tire Repairer | 14.97 |
| 05400 | - Transmission Repair Specialist | 20.13 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 14.58 |
| 07041 | - Cook I | 12.45 |
| 07042 | - Cook II | 14.97 |
| 07070 | - Dishwasher | 10.55 |
| 07130 | - Food Service Worker | 10.66 |
| 07210 | - Meat Cutter | 18.50 |
| 07260 | - Waiter/Waitress | 11.40 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 19.67 |
| 09040 | - Furniture Handler | 12.95 |
| 09080 | - Furniture Refinisher | 19.67 |
| 09090 | - Furniture Refinisher Helper | 14.89 |
| 09110 | - Furniture Repairer, Minor | 16.86 |
| 09130 | - Upholsterer | 19.67 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 10.26 |
| 11060 | - Elevator Operator | 11.62 |
| 11090 | - Gardener | 15.36 |
| 11122 | - Housekeeping Aide | 11.62 |
| 11150 | - Janitor | 11.69 |
| 11210 | - Laborer, Grounds Maintenance | 13.00 |
| 11240 | - Maid or Houseman | 9.23 |

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| 11260 - Pruner | 12.03 |
| 11270 - Tractor Operator | 14.85 |
| 11330 - Trail Maintenance Worker | 13.00 |
| 11360 - Window Cleaner | 12.64 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.44 |
| 12011 - Breath Alcohol Technician | 14.86 |
| 12012 - Certified Occupational Therapist Assistant | 19.10 |
| 12015 - Certified Physical Therapist Assistant | 19.10 |
| 12020 - Dental Assistant | 15.02 |
| 12025 - Dental Hygienist | 27.58 |
| 12030 - EKG Technician | 23.22 |
| 12035 - Electroneurodiagnostic Technologist | 23.22 |
| 12040 - Emergency Medical Technician | 14.44 |
| 12071 - Licensed Practical Nurse I | 18.19 |
| 12072 - Licensed Practical Nurse II | 20.43 |
| 12073 - Licensed Practical Nurse III | 22.77 |
| 12100 - Medical Assistant | 14.39 |
| 12130 - Medical Laboratory Technician | 14.96 |
| 12160 - Medical Record Clerk | 13.74 |
| 12190 - Medical Record Technician | 15.37 |
| 12195 - Medical Transcriptionist | 16.67 |
| 12210 - Nuclear Medicine Technologist | 29.18 |
| 12221 - Nursing Assistant I | 9.76 |
| 12222 - Nursing Assistant II | 10.98 |
| 12223 - Nursing Assistant III | 11.97 |
| 12224 - Nursing Assistant IV | 13.44 |
| 12235 - Optical Dispenser | 21.01 |
| 12236 - Optical Technician | 15.78 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 14.77 |
| 12305 - Radiologic Technologist | 22.51 |
| 12311 - Registered Nurse I | 25.22 |
| 12312 - Registered Nurse II | 29.83 |
| 12313 - Registered Nurse II, Specialist | 29.83 |
| 12314 - Registered Nurse III | 36.10 |
| 12315 - Registered Nurse III, Anesthetist | 36.10 |
| 12316 - Registered Nurse IV | 43.25 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.36 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.45 |
| 13012 - Exhibits Specialist II | 25.17 |
| 13013 - Exhibits Specialist III | 27.49 |
| 13041 - Illustrator I | 20.34 |
| 13042 - Illustrator II | 25.04 |
| 13043 - Illustrator III | 27.35 |
| 13047 - Librarian | 25.37 |
| 13050 - Library Aide/Clerk | 11.31 |
| 13054 - Library Information Technology Systems Administrator | 21.84 |
| 13058 - Library Technician | 15.07 |
| 13061 - Media Specialist I | 15.77 |
| 13062 - Media Specialist II | 17.63 |
| 13063 - Media Specialist III | 19.66 |
| 13071 - Photographer I | 14.77 |
| 13072 - Photographer II | 17.54 |
| 13073 - Photographer III | 21.73 |
| 13074 - Photographer IV | 24.00 |
| 13075 - Photographer V | 25.73 |
| 13110 - Video Teleconference Technician | 17.71 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.38 |
| 14042 - Computer Operator II | 18.33 |

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| 14043 - Computer Operator III | 20.44 |
| 14044 - Computer Operator IV | 23.31 |
| 14045 - Computer Operator V | 25.55 |
| 14071 - Computer Programmer I | 24.12 |
| 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 | 16.38 |
| 14160 - Personal Computer Support Technician | 23.31 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.76 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.78 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.67 |
| 15050 - Computer Based Training Specialist / Instructor | 30.38 |
| 15060 - Educational Technologist | 31.16 |
| 15070 - Flight Instructor (Pilot) | 41.67 |
| 15080 - Graphic Artist | 21.73 |
| 15090 - Technical Instructor | 22.88 |
| 15095 - Technical Instructor/Course Developer | 27.97 |
| 15110 - Test Proctor | 18.46 |
| 15120 - Tutor | 18.46 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.62 |
| 16030 - Counter Attendant | 8.62 |
| 16040 - Dry Cleaner | 10.32 |
| 16070 - Finisher, Flatwork, Machine | 8.62 |
| 16090 - Presser, Hand | 8.62 |
| 16110 - Presser, Machine, Drycleaning | 8.62 |
| 16130 - Presser, Machine, Shirts | 8.62 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.62 |
| 16190 - Sewing Machine Operator | 10.91 |
| 16220 - Tailor | 11.48 |
| 16250 - Washer, Machine | 9.20 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 14.54 |
| 19040 - Tool And Die Maker | 22.77 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.40 |
| 21030 - Material Coordinator | 20.73 |
| 21040 - Material Expediter | 20.73 |
| 21050 - Material Handling Laborer | 11.56 |
| 21071 - Order Filler | 13.96 |
| 21080 - Production Line Worker (Food Processing) | 15.53 |
| 21110 - Shipping Packer | 13.35 |
| 21130 - Shipping/Receiving Clerk | 13.35 |
| 21140 - Store Worker I | 12.60 |
| 21150 - Stock Clerk | 15.95 |
| 21210 - Tools And Parts Attendant | 15.53 |
| 21410 - Warehouse Specialist | 15.53 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.01 |
| 23021 - Aircraft Mechanic I | 24.77 |
| 23022 - Aircraft Mechanic II | 25.99 |
| 23023 - Aircraft Mechanic III | 27.21 |
| 23040 - Aircraft Mechanic Helper | 18.82 |
| 23050 - Aircraft, Painter | 22.97 |
| 23060 - Aircraft Servicer | 21.20 |
| 23080 - Aircraft Worker | 22.38 |
| 23110 - Appliance Mechanic | 20.53 |
| 23120 - Bicycle Repairer | 16.47 |

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| 23125 - Cable Splicer | 31.00 |
| 23130 - Carpenter, Maintenance | 19.25 |
| 23140 - Carpet Layer | 20.69 |
| 23160 - Electrician, Maintenance | 25.37 |
| 23181 - Electronics Technician Maintenance I | 22.74 |
| 23182 - Electronics Technician Maintenance II | 23.75 |
| 23183 - Electronics Technician Maintenance III | 24.85 |
| 23260 - Fabric Worker | 18.51 |
| 23290 - Fire Alarm System Mechanic | 21.68 |
| 23310 - Fire Extinguisher Repairer | 17.45 |
| 23311 - Fuel Distribution System Mechanic | 27.31 |
| 23312 - Fuel Distribution System Operator | 21.96 |
| 23370 - General Maintenance Worker | 19.57 |
| 23380 - Ground Support Equipment Mechanic | 24.77 |
| 23381 - Ground Support Equipment Servicer | 21.20 |
| 23382 - Ground Support Equipment Worker | 22.38 |
| 23391 - Gunsmith I | 17.45 |
| 23392 - Gunsmith II | 19.57 |
| 23393 - Gunsmith III | 21.68 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.59 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.65 |
| 23430 - Heavy Equipment Mechanic | 21.68 |
| 23440 - Heavy Equipment Operator | 21.96 |
| 23460 - Instrument Mechanic | 22.20 |
| 23465 - Laboratory/Shelter Mechanic | 20.53 |
| 23470 - Laborer | 13.44 |
| 23510 - Locksmith | 19.88 |
| 23530 - Machinery Maintenance Mechanic | 20.75 |
| 23550 - Machinist, Maintenance | 20.78 |
| 23580 - Maintenance Trades Helper | 16.09 |
| 23591 - Metrology Technician I | 22.20 |
| 23592 - Metrology Technician II | 23.27 |
| 23593 - Metrology Technician III | 24.38 |
| 23640 - Millwright | 23.78 |
| 23710 - Office Appliance Repairer | 20.63 |
| 23760 - Painter, Maintenance | 19.67 |
| 23790 - Pipefitter, Maintenance | 25.88 |
| 23810 - Plumber, Maintenance | 23.36 |
| 23820 - Pneudraulic Systems Mechanic | 21.68 |
| 23850 - Rigger | 23.01 |
| 23870 - Scale Mechanic | 20.63 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.33 |
| 23910 - Small Engine Mechanic | 18.81 |
| 23931 - Telecommunications Mechanic I | 27.34 |
| 23932 - Telecommunications Mechanic II | 28.71 |
| 23950 - Telephone Lineman | 27.16 |
| 23960 - Welder, Combination, Maintenance | 20.58 |
| 23965 - Well Driller | 21.59 |
| 23970 - Woodcraft Worker | 21.68 |
| 23980 - Woodworker | 19.93 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.03 |
| 24580 - Child Care Center Clerk | 13.76 |
| 24610 - Chore Aide | 9.81 |
| 24620 - Family Readiness And Support Services Coordinator | 13.87 |
| 24630 - Homemaker | 15.30 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.77 |
| 25040 - Sewage Plant Operator | 20.20 |
| 25070 - Stationary Engineer | 23.77 |

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| 25190 - Ventilation Equipment Tender | 17.67 |
| 25210 - Water Treatment Plant Operator | 20.20 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.89 |
| 27007 - Baggage Inspector | 15.59 |
| 27008 - Corrections Officer | 25.60 |
| 27010 - Court Security Officer | 25.40 |
| 27030 - Detection Dog Handler | 18.54 |
| 27040 - Detention Officer | 25.60 |
| 27070 - Firefighter | 25.70 |
| 27101 - Guard I | 15.59 |
| 27102 - Guard II | 18.54 |
| 27131 - Police Officer I | 24.89 |
| 27132 - Police Officer II | 27.68 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.62 |
| 28042 - Carnival Equipment Repairer | 12.04 |
| 28043 - Carnival Equipment Worker | 9.59 |
| 28210 - Gate Attendant/Gate Tender | 14.17 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 15.85 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.57 |
| 28515 - Recreation Specialist | 18.51 |
| 28630 - Sports Official | 12.63 |
| 28690 - Swimming Pool Operator | 17.64 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 26.13 |
| 29020 - Hatch Tender | 26.13 |
| 29030 - Line Handler | 26.13 |
| 29041 - Stevedore I | 24.72 |
| 29042 - Stevedore II | 27.56 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.67 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.82 |
| 30022 - Archeological Technician II | 21.05 |
| 30023 - Archeological Technician III | 26.06 |
| 30030 - Cartographic Technician | 26.06 |
| 30040 - Civil Engineering Technician | 23.33 |
| 30061 - Drafter/CAD Operator I | 18.82 |
| 30062 - Drafter/CAD Operator II | 21.05 |
| 30063 - Drafter/CAD Operator III | 23.47 |
| 30064 - Drafter/CAD Operator IV | 28.88 |
| 30081 - Engineering Technician I | 16.76 |
| 30082 - Engineering Technician II | 18.85 |
| 30083 - Engineering Technician III | 21.61 |
| 30084 - Engineering Technician IV | 27.09 |
| 30085 - Engineering Technician V | 31.56 |
| 30086 - Engineering Technician VI | 32.84 |
| 30090 - Environmental Technician | 19.35 |
| 30210 - Laboratory Technician | 19.73 |
| 30240 - Mathematical Technician | 26.54 |
| 30361 - Paralegal/Legal Assistant I | 20.54 |
| 30362 - Paralegal/Legal Assistant II | 26.28 |
| 30363 - Paralegal/Legal Assistant III | 32.12 |
| 30364 - Paralegal/Legal Assistant IV | 38.86 |
| 30390 - Photo-Optics Technician | 26.06 |
| 30461 - Technical Writer I | 23.54 |
| 30462 - Technical Writer II | 28.78 |
| 30463 - Technical Writer III | 32.68 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |

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| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 3) | 23.78 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 3) | 26.06 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.90 |
| 31030 - Bus Driver | 16.49 |
| 31043 - Driver Courier | 12.52 |
| 31260 - Parking and Lot Attendant | 11.68 |
| 31290 - Shuttle Bus Driver | 13.40 |
| 31310 - Taxi Driver | 11.47 |
| 31361 - Truckdriver, Light | 12.84 |
| 31362 - Truckdriver, Medium | 17.67 |
| 31363 - Truckdriver, Heavy | 17.89 |
| 31364 - Truckdriver, Tractor-Trailer | 17.89 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.81 |
| 99050 - Desk Clerk | 11.03 |
| 99095 - Embalmer | 30.13 |
| 99251 - Laboratory Animal Caretaker I | 11.88 |
| 99252 - Laboratory Animal Caretaker II | 12.67 |
| 99310 - Mortician | 30.13 |
| 99410 - Pest Controller | 16.89 |
| 99510 - Photofinishing Worker | 13.19 |
| 99710 - Recycling Laborer | 16.06 |
| 99711 - Recycling Specialist | 19.35 |
| 99730 - Refuse Collector | 15.51 |
| 99810 - Sales Clerk | 14.74 |
| 99820 - School Crossing Guard | 12.08 |
| 99830 - Survey Party Chief | 21.46 |
| 99831 - Surveying Aide | 13.44 |
| 99832 - Surveying Technician | 18.45 |
| 99840 - Vending Machine Attendant | 13.39 |
| 99841 - Vending Machine Repairer | 16.28 |
| 99842 - Vending Machine Repairer Helper | 13.39 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 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 4174)

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
DirectorDivision of
Wage DeterminationsWage Determination No.: 2005-2383
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Broome, Cayuga, Chemung, Chenango, Cortland,
Hamilton, Herkimer, Madison, Oneida, Onondaga, Oswego, Otsego, Tioga, Tompkins****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.91 |
| 01012 - Accounting Clerk II | | 14.49 |
| 01013 - Accounting Clerk III | | 17.66 |
| 01020 - Administrative Assistant | | 19.48 |
| 01040 - Court Reporter | | 18.96 |
| 01051 - Data Entry Operator I | | 11.55 |
| 01052 - Data Entry Operator II | | 12.77 |
| 01060 - Dispatcher, Motor Vehicle | | 15.33 |
| 01070 - Document Preparation Clerk | | 12.14 |
| 01090 - Duplicating Machine Operator | | 12.14 |
| 01111 - General Clerk I | | 11.53 |
| 01112 - General Clerk II | | 12.58 |
| 01113 - General Clerk III | | 14.12 |
| 01120 - Housing Referral Assistant | | 18.00 |
| 01141 - Messenger Courier | | 10.65 |
| 01191 - Order Clerk I | | 11.93 |
| 01192 - Order Clerk II | | 13.02 |
| 01261 - Personnel Assistant (Employment) I | | 13.96 |
| 01262 - Personnel Assistant (Employment) II | | 15.62 |
| 01263 - Personnel Assistant (Employment) III | | 17.25 |
| 01270 - Production Control Clerk | | 18.77 |
| 01280 - Receptionist | | 11.29 |
| 01290 - Rental Clerk | | 12.13 |
| 01300 - Scheduler, Maintenance | | 13.63 |
| 01311 - Secretary I | | 13.63 |
| 01312 - Secretary II | | 15.67 |
| 01313 - Secretary III | | 17.45 |
| 01320 - Service Order Dispatcher | | 12.29 |
| 01410 - Supply Technician | | 19.48 |
| 01420 - Survey Worker | | 14.47 |
| 01531 - Travel Clerk I | | 11.19 |
| 01532 - Travel Clerk II | | 12.07 |
| 01533 - Travel Clerk III | | 12.96 |
| 01611 - Word Processor I | | 12.29 |
| 01612 - Word Processor II | | 13.80 |
| 01613 - Word Processor III | | 15.43 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 23.28 |
| 05010 - Automotive Electrician | | 18.24 |
| 05040 - Automotive Glass Installer | | 17.63 |
| 05070 - Automotive Worker | | 17.63 |
| 05110 - Mobile Equipment Servicer | | 16.32 |
| 05130 - Motor Equipment Metal Mechanic | | 18.96 |

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| 05160 - Motor Equipment Metal Worker | 17.63 |
| 05190 - Motor Vehicle Mechanic | 17.25 |
| 05220 - Motor Vehicle Mechanic Helper | 15.63 |
| 05250 - Motor Vehicle Upholstery Worker | 16.95 |
| 05280 - Motor Vehicle Wrecker | 17.63 |
| 05310 - Painter, Automotive | 18.24 |
| 05340 - Radiator Repair Specialist | 17.63 |
| 05370 - Tire Repairer | 14.34 |
| 05400 - Transmission Repair Specialist | 18.96 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.05 |
| 07041 - Cook I | 10.78 |
| 07042 - Cook II | 12.06 |
| 07070 - Dishwasher | 8.91 |
| 07130 - Food Service Worker | 9.34 |
| 07210 - Meat Cutter | 16.17 |
| 07260 - Waiter/Waitress | 9.99 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.28 |
| 09040 - Furniture Handler | 13.59 |
| 09080 - Furniture Refinisher | 18.28 |
| 09090 - Furniture Refinisher Helper | 15.63 |
| 09110 - Furniture Repairer, Minor | 16.95 |
| 09130 - Upholsterer | 20.09 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.11 |
| 11060 - Elevator Operator | 10.11 |
| 11090 - Gardener | 14.37 |
| 11122 - Housekeeping Aide | 11.12 |
| 11150 - Janitor | 11.12 |
| 11210 - Laborer, Grounds Maintenance | 12.34 |
| 11240 - Maid or Houseman | 9.99 |
| 11260 - Pruner | 17.78 |
| 11270 - Tractor Operator | 14.53 |
| 11330 - Trail Maintenance Worker | 12.34 |
| 11360 - Window Cleaner | 12.77 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.13 |
| 12011 - Breath Alcohol Technician | 14.88 |
| 12012 - Certified Occupational Therapist Assistant | 17.45 |
| 12015 - Certified Physical Therapist Assistant | 17.79 |
| 12020 - Dental Assistant | 15.13 |
| 12025 - Dental Hygienist | 26.52 |
| 12030 - EKG Technician | 24.38 |
| 12035 - Electroneurodiagnostic Technologist | 24.38 |
| 12040 - Emergency Medical Technician | 15.13 |
| 12071 - Licensed Practical Nurse I | 13.30 |
| 12072 - Licensed Practical Nurse II | 14.88 |
| 12073 - Licensed Practical Nurse III | 16.60 |
| 12100 - Medical Assistant | 12.44 |
| 12130 - Medical Laboratory Technician | 18.73 |
| 12160 - Medical Record Clerk | 13.27 |
| 12190 - Medical Record Technician | 14.85 |
| 12195 - Medical Transcriptionist | 15.34 |
| 12210 - Nuclear Medicine Technologist | 31.04 |
| 12221 - Nursing Assistant I | 9.40 |
| 12222 - Nursing Assistant II | 10.57 |
| 12223 - Nursing Assistant III | 11.54 |
| 12224 - Nursing Assistant IV | 12.95 |
| 12235 - Optical Dispenser | 20.61 |
| 12236 - Optical Technician | 14.38 |
| 12250 - Pharmacy Technician | 13.77 |
| 12280 - Phlebotomist | 12.95 |

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| 12305 - Radiologic Technologist | 25.19 |
| 12311 - Registered Nurse I | 21.73 |
| 12312 - Registered Nurse II | 26.58 |
| 12313 - Registered Nurse II, Specialist | 26.58 |
| 12314 - Registered Nurse III | 32.15 |
| 12315 - Registered Nurse III, Anesthetist | 32.15 |
| 12316 - Registered Nurse IV | 38.54 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.44 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.42 |
| 13012 - Exhibits Specialist II | 22.83 |
| 13013 - Exhibits Specialist III | 27.93 |
| 13041 - Illustrator I | 18.42 |
| 13042 - Illustrator II | 22.83 |
| 13043 - Illustrator III | 27.93 |
| 13047 - Librarian | 25.28 |
| 13050 - Library Aide/Clerk | 10.80 |
| 13054 - Library Information Technology Systems Administrator | 22.83 |
| 13058 - Library Technician | 12.68 |
| 13061 - Media Specialist I | 16.47 |
| 13062 - Media Specialist II | 18.42 |
| 13063 - Media Specialist III | 20.55 |
| 13071 - Photographer I | 15.46 |
| 13072 - Photographer II | 17.29 |
| 13073 - Photographer III | 21.43 |
| 13074 - Photographer IV | 26.21 |
| 13075 - Photographer V | 31.71 |
| 13110 - Video Teleconference Technician | 17.17 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.77 |
| 14042 - Computer Operator II | 16.52 |
| 14043 - Computer Operator III | 18.43 |
| 14044 - Computer Operator IV | 23.63 |
| 14045 - Computer Operator V | (see 1) |
| 14071 - Computer Programmer I | 20.57 |
| 14072 - Computer Programmer II | 24.53 |
| 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 | 14.77 |
| 14160 - Personal Computer Support Technician | 24.05 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.87 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.05 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.44 |
| 15050 - Computer Based Training Specialist / Instructor | 27.87 |
| 15060 - Educational Technologist | 27.22 |
| 15070 - Flight Instructor (Pilot) | 40.44 |
| 15080 - Graphic Artist | 22.64 |
| 15090 - Technical Instructor | 19.66 |
| 15095 - Technical Instructor/Course Developer | 24.06 |
| 15110 - Test Proctor | 15.87 |
| 15120 - Tutor | 15.87 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.54 |
| 16030 - Counter Attendant | 8.54 |
| 16040 - Dry Cleaner | 9.91 |
| 16070 - Finisher, Flatwork, Machine | 8.63 |
| 16090 - Presser, Hand | 8.63 |
| 16110 - Presser, Machine, Drycleaning | 8.63 |

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| 16130 - Presser, Machine, Shirts | 8.63 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.63 |
| 16190 - Sewing Machine Operator | 10.50 |
| 16220 - Tailor | 11.09 |
| 16250 - Washer, Machine | 8.96 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.84 |
| 19040 - Tool And Die Maker | 21.55 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.75 |
| 21030 - Material Coordinator | 18.77 |
| 21040 - Material Expediter | 18.77 |
| 21050 - Material Handling Laborer | 13.66 |
| 21071 - Order Filler | 10.41 |
| 21080 - Production Line Worker (Food Processing) | 14.75 |
| 21110 - Shipping Packer | 13.30 |
| 21130 - Shipping/Receiving Clerk | 13.30 |
| 21140 - Store Worker I | 13.30 |
| 21150 - Stock Clerk | 17.62 |
| 21210 - Tools And Parts Attendant | 14.75 |
| 21410 - Warehouse Specialist | 14.75 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.82 |
| 23021 - Aircraft Mechanic I | 24.88 |
| 23022 - Aircraft Mechanic II | 25.82 |
| 23023 - Aircraft Mechanic III | 26.88 |
| 23040 - Aircraft Mechanic Helper | 19.11 |
| 23050 - Aircraft, Painter | 22.56 |
| 23060 - Aircraft Servicer | 21.64 |
| 23080 - Aircraft Worker | 22.46 |
| 23110 - Appliance Mechanic | 18.24 |
| 23120 - Bicycle Repairer | 14.34 |
| 23125 - Cable Splicer | 29.40 |
| 23130 - Carpenter, Maintenance | 19.98 |
| 23140 - Carpet Layer | 19.67 |
| 23160 - Electrician, Maintenance | 23.73 |
| 23181 - Electronics Technician Maintenance I | 21.84 |
| 23182 - Electronics Technician Maintenance II | 23.49 |
| 23183 - Electronics Technician Maintenance III | 24.58 |
| 23260 - Fabric Worker | 18.65 |
| 23290 - Fire Alarm System Mechanic | 20.85 |
| 23310 - Fire Extinguisher Repairer | 17.73 |
| 23311 - Fuel Distribution System Mechanic | 28.12 |
| 23312 - Fuel Distribution System Operator | 23.24 |
| 23370 - General Maintenance Worker | 16.05 |
| 23380 - Ground Support Equipment Mechanic | 24.88 |
| 23381 - Ground Support Equipment Servicer | 20.62 |
| 23382 - Ground Support Equipment Worker | 21.69 |
| 23391 - Gunsmith I | 17.73 |
| 23392 - Gunsmith II | 19.83 |
| 23393 - Gunsmith III | 21.23 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.43 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.16 |
| 23430 - Heavy Equipment Mechanic | 19.24 |
| 23440 - Heavy Equipment Operator | 24.79 |
| 23460 - Instrument Mechanic | 21.23 |
| 23465 - Laboratory/Shelter Mechanic | 20.57 |
| 23470 - Laborer | 11.58 |
| 23510 - Locksmith | 20.37 |
| 23530 - Machinery Maintenance Mechanic | 20.06 |
| 23550 - Machinist, Maintenance | 17.18 |

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| 23580 - Maintenance Trades Helper | 15.63 |
| 23591 - Metrology Technician I | 21.23 |
| 23592 - Metrology Technician II | 22.08 |
| 23593 - Metrology Technician III | 22.84 |
| 23640 - Millwright | 20.70 |
| 23710 - Office Appliance Repairer | 20.09 |
| 23760 - Painter, Maintenance | 18.10 |
| 23790 - Pipefitter, Maintenance | 27.88 |
| 23810 - Plumber, Maintenance | 21.26 |
| 23820 - Pneudraulic Systems Mechanic | 21.23 |
| 23850 - Rigger | 21.23 |
| 23870 - Scale Mechanic | 20.82 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.85 |
| 23910 - Small Engine Mechanic | 19.26 |
| 23931 - Telecommunications Mechanic I | 25.96 |
| 23932 - Telecommunications Mechanic II | 26.86 |
| 23950 - Telephone Lineman | 25.89 |
| 23960 - Welder, Combination, Maintenance | 18.96 |
| 23965 - Well Driller | 21.23 |
| 23970 - Woodcraft Worker | 21.23 |
| 23980 - Woodworker | 16.32 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.84 |
| 24580 - Child Care Center Clerk | 12.27 |
| 24610 - Chore Aide | 9.75 |
| 24620 - Family Readiness And Support Services Coordinator | 14.52 |
| 24630 - Homemaker | 13.64 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.39 |
| 25040 - Sewage Plant Operator | 18.54 |
| 25070 - Stationary Engineer | 24.39 |
| 25190 - Ventilation Equipment Tender | 18.72 |
| 25210 - Water Treatment Plant Operator | 18.28 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.51 |
| 27007 - Baggage Inspector | 13.35 |
| 27008 - Corrections Officer | 21.94 |
| 27010 - Court Security Officer | 21.74 |
| 27030 - Detection Dog Handler | 16.29 |
| 27040 - Detention Officer | 21.94 |
| 27070 - Firefighter | 23.44 |
| 27101 - Guard I | 13.35 |
| 27102 - Guard II | 16.29 |
| 27131 - Police Officer I | 22.40 |
| 27132 - Police Officer II | 24.88 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.05 |
| 28042 - Carnival Equipment Repairer | 11.40 |
| 28043 - Carnival Equipment Worker | 8.99 |
| 28210 - Gate Attendant/Gate Tender | 13.80 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 15.44 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.27 |
| 28515 - Recreation Specialist | 19.13 |
| 28630 - Sports Official | 12.29 |
| 28690 - Swimming Pool Operator | 18.62 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.08 |
| 29020 - Hatch Tender | 24.08 |
| 29030 - Line Handler | 24.08 |
| 29041 - Stevedore I | 21.05 |
| 29042 - Stevedore II | 24.98 |

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| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.31 |
| 30022 - Archeological Technician II | 17.07 |
| 30023 - Archeological Technician III | 21.22 |
| 30030 - Cartographic Technician | 23.74 |
| 30040 - Civil Engineering Technician | 21.56 |
| 30061 - Drafter/CAD Operator I | 16.43 |
| 30062 - Drafter/CAD Operator II | 19.13 |
| 30063 - Drafter/CAD Operator III | 21.29 |
| 30064 - Drafter/CAD Operator IV | 25.23 |
| 30081 - Engineering Technician I | 14.27 |
| 30082 - Engineering Technician II | 16.02 |
| 30083 - Engineering Technician III | 18.70 |
| 30084 - Engineering Technician IV | 22.20 |
| 30085 - Engineering Technician V | 27.16 |
| 30086 - Engineering Technician VI | 32.86 |
| 30090 - Environmental Technician | 19.67 |
| 30210 - Laboratory Technician | 18.00 |
| 30240 - Mathematical Technician | 23.49 |
| 30361 - Paralegal/Legal Assistant I | 17.28 |
| 30362 - Paralegal/Legal Assistant II | 21.92 |
| 30363 - Paralegal/Legal Assistant III | 26.81 |
| 30364 - Paralegal/Legal Assistant IV | 32.44 |
| 30390 - Photo-Optics Technician | 23.49 |
| 30461 - Technical Writer I | 21.13 |
| 30462 - Technical Writer II | 25.85 |
| 30463 - Technical Writer III | 31.27 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 21.29 |
| 30621 - Weather Observer, Senior (see 2) | 22.77 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.64 |
| 31030 - Bus Driver | 14.20 |
| 31043 - Driver Courier | 12.21 |
| 31260 - Parking and Lot Attendant | 9.46 |
| 31290 - Shuttle Bus Driver | 13.14 |
| 31310 - Taxi Driver | 10.00 |
| 31361 - Truckdriver, Light | 13.14 |
| 31362 - Truckdriver, Medium | 17.61 |
| 31363 - Truckdriver, Heavy | 17.68 |
| 31364 - Truckdriver, Tractor-Trailer | 17.68 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.10 |
| 99050 - Desk Clerk | 10.17 |
| 99095 - Embalmer | 26.64 |
| 99251 - Laboratory Animal Caretaker I | 10.66 |
| 99252 - Laboratory Animal Caretaker II | 11.47 |
| 99310 - Mortician | 27.29 |
| 99410 - Pest Controller | 15.84 |
| 99510 - Photofinishing Worker | 11.97 |
| 99710 - Recycling Laborer | 14.91 |
| 99711 - Recycling Specialist | 17.56 |
| 99730 - Refuse Collector | 13.58 |
| 99810 - Sales Clerk | 11.34 |
| 99820 - School Crossing Guard | 9.90 |

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| 99830 - Survey Party Chief | 20.03 |
| 99831 - Surveying Aide | 12.59 |
| 99832 - Surveying Technician | 17.23 |
| 99840 - Vending Machine Attendant | 14.59 |
| 99841 - Vending Machine Repairer | 16.15 |
| 99842 - Vending Machine Repairer Helper | 14.59 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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. Conformance 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2384
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: New York

Area: New York Counties of Broome, Cayuga, Chemung, Chenango, Cortland,
Hamilton, Herkimer, Madison, Oneida, Onondaga, Oswego, Otsego, Tioga, Tompkins

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.91 |
| 01012 - Accounting Clerk II | | 14.49 |
| 01013 - Accounting Clerk III | | 17.66 |
| 01020 - Administrative Assistant | | 19.48 |
| 01040 - Court Reporter | | 18.96 |
| 01051 - Data Entry Operator I | | 11.55 |
| 01052 - Data Entry Operator II | | 12.77 |
| 01060 - Dispatcher, Motor Vehicle | | 15.33 |
| 01070 - Document Preparation Clerk | | 12.14 |
| 01090 - Duplicating Machine Operator | | 12.14 |
| 01111 - General Clerk I | | 11.53 |
| 01112 - General Clerk II | | 12.58 |
| 01113 - General Clerk III | | 14.12 |
| 01120 - Housing Referral Assistant | | 18.00 |
| 01141 - Messenger Courier | | 10.65 |
| 01191 - Order Clerk I | | 11.93 |
| 01192 - Order Clerk II | | 13.02 |
| 01261 - Personnel Assistant (Employment) I | | 13.96 |
| 01262 - Personnel Assistant (Employment) II | | 15.62 |
| 01263 - Personnel Assistant (Employment) III | | 17.25 |

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| 01270 - Production Control Clerk | 18.77 |
| 01280 - Receptionist | 11.29 |
| 01290 - Rental Clerk | 12.13 |
| 01300 - Scheduler, Maintenance | 13.63 |
| 01311 - Secretary I | 13.63 |
| 01312 - Secretary II | 15.67 |
| 01313 - Secretary III | 17.45 |
| 01320 - Service Order Dispatcher | 12.29 |
| 01410 - Supply Technician | 19.48 |
| 01420 - Survey Worker | 14.47 |
| 01531 - Travel Clerk I | 11.19 |
| 01532 - Travel Clerk II | 12.07 |
| 01533 - Travel Clerk III | 12.96 |
| 01611 - Word Processor I | 12.29 |
| 01612 - Word Processor II | 13.80 |
| 01613 - Word Processor III | 15.43 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.28 |
| 05010 - Automotive Electrician | 18.24 |
| 05040 - Automotive Glass Installer | 17.63 |
| 05070 - Automotive Worker | 17.63 |
| 05110 - Mobile Equipment Servicer | 16.32 |
| 05130 - Motor Equipment Metal Mechanic | 18.96 |
| 05160 - Motor Equipment Metal Worker | 17.63 |
| 05190 - Motor Vehicle Mechanic | 17.25 |
| 05220 - Motor Vehicle Mechanic Helper | 15.63 |
| 05250 - Motor Vehicle Upholstery Worker | 16.95 |
| 05280 - Motor Vehicle Wrecker | 17.63 |
| 05310 - Painter, Automotive | 18.24 |
| 05340 - Radiator Repair Specialist | 17.63 |
| 05370 - Tire Repairer | 14.34 |
| 05400 - Transmission Repair Specialist | 18.96 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.05 |
| 07041 - Cook I | 10.78 |
| 07042 - Cook II | 12.06 |
| 07070 - Dishwasher | 8.91 |
| 07130 - Food Service Worker | 9.34 |
| 07210 - Meat Cutter | 16.17 |
| 07260 - Waiter/Waitress | 9.99 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.28 |
| 09040 - Furniture Handler | 13.59 |
| 09080 - Furniture Refinisher | 18.28 |
| 09090 - Furniture Refinisher Helper | 15.63 |
| 09110 - Furniture Repairer, Minor | 16.95 |
| 09130 - Upholsterer | 20.09 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.11 |
| 11060 - Elevator Operator | 10.11 |
| 11090 - Gardener | 14.37 |
| 11122 - Housekeeping Aide | 11.12 |
| 11150 - Janitor | 11.12 |
| 11210 - Laborer, Grounds Maintenance | 12.34 |
| 11240 - Maid or Houseman | 9.99 |
| 11260 - Pruner | 17.78 |
| 11270 - Tractor Operator | 14.53 |
| 11330 - Trail Maintenance Worker | 12.34 |
| 11360 - Window Cleaner | 12.77 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.13 |
| 12011 - Breath Alcohol Technician | 14.88 |
| 12012 - Certified Occupational Therapist Assistant | 17.45 |

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| 12015 - Certified Physical Therapist Assistant | 17.79 |
| 12020 - Dental Assistant | 15.13 |
| 12025 - Dental Hygienist | 26.52 |
| 12030 - EKG Technician | 24.38 |
| 12035 - Electroneurodiagnostic Technologist | 24.38 |
| 12040 - Emergency Medical Technician | 15.13 |
| 12071 - Licensed Practical Nurse I | 13.30 |
| 12072 - Licensed Practical Nurse II | 14.88 |
| 12073 - Licensed Practical Nurse III | 16.60 |
| 12100 - Medical Assistant | 12.44 |
| 12130 - Medical Laboratory Technician | 18.73 |
| 12160 - Medical Record Clerk | 13.27 |
| 12190 - Medical Record Technician | 14.85 |
| 12195 - Medical Transcriptionist | 15.34 |
| 12210 - Nuclear Medicine Technologist | 31.04 |
| 12221 - Nursing Assistant I | 9.40 |
| 12222 - Nursing Assistant II | 10.57 |
| 12223 - Nursing Assistant III | 11.54 |
| 12224 - Nursing Assistant IV | 12.95 |
| 12235 - Optical Dispenser | 20.61 |
| 12236 - Optical Technician | 14.38 |
| 12250 - Pharmacy Technician | 13.77 |
| 12280 - Phlebotomist | 12.95 |
| 12305 - Radiologic Technologist | 25.19 |
| 12311 - Registered Nurse I | 21.73 |
| 12312 - Registered Nurse II | 26.58 |
| 12313 - Registered Nurse II, Specialist | 26.58 |
| 12314 - Registered Nurse III | 32.15 |
| 12315 - Registered Nurse III, Anesthetist | 32.15 |
| 12316 - Registered Nurse IV | 38.54 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.44 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.42 |
| 13012 - Exhibits Specialist II | 22.83 |
| 13013 - Exhibits Specialist III | 27.93 |
| 13041 - Illustrator I | 18.42 |
| 13042 - Illustrator II | 22.83 |
| 13043 - Illustrator III | 27.93 |
| 13047 - Librarian | 25.28 |
| 13050 - Library Aide/Clerk | 10.80 |
| 13054 - Library Information Technology Systems Administrator | 22.83 |
| 13058 - Library Technician | 12.68 |
| 13061 - Media Specialist I | 16.47 |
| 13062 - Media Specialist II | 18.42 |
| 13063 - Media Specialist III | 20.55 |
| 13071 - Photographer I | 15.46 |
| 13072 - Photographer II | 17.29 |
| 13073 - Photographer III | 21.43 |
| 13074 - Photographer IV | 26.21 |
| 13075 - Photographer V | 31.71 |
| 13110 - Video Teleconference Technician | 17.17 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.77 |
| 14042 - Computer Operator II | 16.52 |
| 14043 - Computer Operator III | 18.43 |
| 14044 - Computer Operator IV | 23.63 |
| 14045 - Computer Operator V | (see 1) |
| 14071 - Computer Programmer I | 20.57 |
| 14072 - Computer Programmer II | 24.53 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |

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| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 14.77 |
| 14160 - Personal Computer Support Technician | | 24.05 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 27.87 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 34.05 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 40.44 |
| 15050 - Computer Based Training Specialist / Instructor | | 27.87 |
| 15060 - Educational Technologist | | 27.22 |
| 15070 - Flight Instructor (Pilot) | | 40.44 |
| 15080 - Graphic Artist | | 22.64 |
| 15090 - Technical Instructor | | 19.66 |
| 15095 - Technical Instructor/Course Developer | | 24.06 |
| 15110 - Test Proctor | | 15.87 |
| 15120 - Tutor | | 15.87 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 8.54 |
| 16030 - Counter Attendant | | 8.54 |
| 16040 - Dry Cleaner | | 9.91 |
| 16070 - Finisher, Flatwork, Machine | | 8.63 |
| 16090 - Presser, Hand | | 8.63 |
| 16110 - Presser, Machine, Drycleaning | | 8.63 |
| 16130 - Presser, Machine, Shirts | | 8.63 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 8.63 |
| 16190 - Sewing Machine Operator | | 10.50 |
| 16220 - Tailor | | 11.09 |
| 16250 - Washer, Machine | | 8.96 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 20.84 |
| 19040 - Tool And Die Maker | | 21.55 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 14.75 |
| 21030 - Material Coordinator | | 18.77 |
| 21040 - Material Expediter | | 18.77 |
| 21050 - Material Handling Laborer | | 13.66 |
| 21071 - Order Filler | | 10.41 |
| 21080 - Production Line Worker (Food Processing) | | 14.75 |
| 21110 - Shipping Packer | | 13.30 |
| 21130 - Shipping/Receiving Clerk | | 13.30 |
| 21140 - Store Worker I | | 13.30 |
| 21150 - Stock Clerk | | 17.62 |
| 21210 - Tools And Parts Attendant | | 14.75 |
| 21410 - Warehouse Specialist | | 14.75 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 25.82 |
| 23021 - Aircraft Mechanic I | | 24.88 |
| 23022 - Aircraft Mechanic II | | 25.82 |
| 23023 - Aircraft Mechanic III | | 26.88 |
| 23040 - Aircraft Mechanic Helper | | 19.11 |
| 23050 - Aircraft, Painter | | 22.56 |
| 23060 - Aircraft Servicer | | 21.64 |
| 23080 - Aircraft Worker | | 22.46 |
| 23110 - Appliance Mechanic | | 18.24 |
| 23120 - Bicycle Repairer | | 14.34 |
| 23125 - Cable Splicer | | 29.40 |
| 23130 - Carpenter, Maintenance | | 19.98 |
| 23140 - Carpet Layer | | 19.67 |
| 23160 - Electrician, Maintenance | | 23.73 |
| 23181 - Electronics Technician Maintenance I | | 21.84 |
| 23182 - Electronics Technician Maintenance II | | 23.49 |
| 23183 - Electronics Technician Maintenance III | | 24.58 |
| 23260 - Fabric Worker | | 18.65 |

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| 23290 - Fire Alarm System Mechanic | 20.85 |
| 23310 - Fire Extinguisher Repairer | 17.73 |
| 23311 - Fuel Distribution System Mechanic | 28.12 |
| 23312 - Fuel Distribution System Operator | 23.24 |
| 23370 - General Maintenance Worker | 16.05 |
| 23380 - Ground Support Equipment Mechanic | 24.88 |
| 23381 - Ground Support Equipment Servicer | 20.62 |
| 23382 - Ground Support Equipment Worker | 21.69 |
| 23391 - Gunsmith I | 17.73 |
| 23392 - Gunsmith II | 19.83 |
| 23393 - Gunsmith III | 21.23 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.43 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.16 |
| 23430 - Heavy Equipment Mechanic | 19.24 |
| 23440 - Heavy Equipment Operator | 24.79 |
| 23460 - Instrument Mechanic | 21.23 |
| 23465 - Laboratory/Shelter Mechanic | 20.57 |
| 23470 - Laborer | 11.58 |
| 23510 - Locksmith | 20.37 |
| 23530 - Machinery Maintenance Mechanic | 20.06 |
| 23550 - Machinist, Maintenance | 17.18 |
| 23580 - Maintenance Trades Helper | 15.63 |
| 23591 - Metrology Technician I | 21.23 |
| 23592 - Metrology Technician II | 22.08 |
| 23593 - Metrology Technician III | 22.84 |
| 23640 - Millwright | 20.70 |
| 23710 - Office Appliance Repairer | 20.09 |
| 23760 - Painter, Maintenance | 18.10 |
| 23790 - Pipefitter, Maintenance | 27.88 |
| 23810 - Plumber, Maintenance | 21.26 |
| 23820 - Pneudraulic Systems Mechanic | 21.23 |
| 23850 - Rigger | 21.23 |
| 23870 - Scale Mechanic | 20.82 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.85 |
| 23910 - Small Engine Mechanic | 19.26 |
| 23931 - Telecommunications Mechanic I | 25.96 |
| 23932 - Telecommunications Mechanic II | 26.86 |
| 23950 - Telephone Lineman | 25.89 |
| 23960 - welder, Combination, Maintenance | 18.96 |
| 23965 - Well Driller | 21.23 |
| 23970 - Woodcraft Worker | 21.23 |
| 23980 - Woodworker | 16.32 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.84 |
| 24580 - Child Care Center Clerk | 12.27 |
| 24610 - Chore Aide | 9.75 |
| 24620 - Family Readiness And Support Services Coordinator | 14.52 |
| 24630 - Homemaker | 13.64 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.39 |
| 25040 - Sewage Plant Operator | 18.54 |
| 25070 - Stationary Engineer | 24.39 |
| 25190 - Ventilation Equipment Tender | 18.72 |
| 25210 - Water Treatment Plant Operator | 18.28 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.51 |
| 27007 - Baggage Inspector | 13.35 |
| 27008 - Corrections Officer | 21.94 |
| 27010 - Court Security Officer | 21.74 |
| 27030 - Detection Dog Handler | 16.29 |

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| 27040 - Detention Officer | 21.94 |
| 27070 - Firefighter | 23.44 |
| 27101 - Guard I | 13.35 |
| 27102 - Guard II | 16.29 |
| 27131 - Police Officer I | 22.40 |
| 27132 - Police Officer II | 24.88 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.05 |
| 28042 - Carnival Equipment Repairer | 11.40 |
| 28043 - Carnival Equipment Worker | 8.99 |
| 28210 - Gate Attendant/Gate Tender | 13.80 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 15.44 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.27 |
| 28515 - Recreation Specialist | 19.13 |
| 28630 - Sports Official | 12.29 |
| 28690 - Swimming Pool Operator | 18.62 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.08 |
| 29020 - Hatch Tender | 24.08 |
| 29030 - Line Handler | 24.08 |
| 29041 - Stevedore I | 21.05 |
| 29042 - Stevedore II | 24.98 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.31 |
| 30022 - Archeological Technician II | 17.07 |
| 30023 - Archeological Technician III | 21.22 |
| 30030 - Cartographic Technician | 23.74 |
| 30040 - Civil Engineering Technician | 21.56 |
| 30061 - Drafter/CAD Operator I | 16.43 |
| 30062 - Drafter/CAD Operator II | 19.13 |
| 30063 - Drafter/CAD Operator III | 21.29 |
| 30064 - Drafter/CAD Operator IV | 25.23 |
| 30081 - Engineering Technician I | 14.27 |
| 30082 - Engineering Technician II | 16.02 |
| 30083 - Engineering Technician III | 18.70 |
| 30084 - Engineering Technician IV | 22.20 |
| 30085 - Engineering Technician V | 27.16 |
| 30086 - Engineering Technician VI | 32.86 |
| 30090 - Environmental Technician | 19.67 |
| 30210 - Laboratory Technician | 18.00 |
| 30240 - Mathematical Technician | 23.49 |
| 30361 - Paralegal/Legal Assistant I | 17.28 |
| 30362 - Paralegal/Legal Assistant II | 21.92 |
| 30363 - Paralegal/Legal Assistant III | 26.81 |
| 30364 - Paralegal/Legal Assistant IV | 32.44 |
| 30390 - Photo-Optics Technician | 23.49 |
| 30461 - Technical Writer I | 21.13 |
| 30462 - Technical Writer II | 25.85 |
| 30463 - Technical Writer III | 31.27 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 21.29 |
| 30621 - Weather Observer, Senior (see 2) | 22.77 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.64 |

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|---|-------|
| 31030 - Bus Driver | 14.20 |
| 31043 - Driver Courier | 12.21 |
| 31260 - Parking and Lot Attendant | 9.46 |
| 31290 - Shuttle Bus Driver | 13.14 |
| 31310 - Taxi Driver | 10.00 |
| 31361 - Truckdriver, Light | 13.14 |
| 31362 - Truckdriver, Medium | 17.61 |
| 31363 - Truckdriver, Heavy | 17.68 |
| 31364 - Truckdriver, Tractor-Trailer | 17.68 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.10 |
| 99050 - Desk Clerk | 10.17 |
| 99095 - Embalmer | 26.64 |
| 99251 - Laboratory Animal Caretaker I | 10.66 |
| 99252 - Laboratory Animal Caretaker II | 11.47 |
| 99310 - Mortician | 27.29 |
| 99410 - Pest Controller | 15.84 |
| 99510 - Photofinishing Worker | 11.97 |
| 99710 - Recycling Laborer | 14.91 |
| 99711 - Recycling Specialist | 17.56 |
| 99730 - Refuse Collector | 13.58 |
| 99810 - Sales Clerk | 11.34 |
| 99820 - School Crossing Guard | 9.90 |
| 99830 - Survey Party Chief | 20.03 |
| 99831 - Surveying Aide | 12.59 |
| 99832 - Surveying Technician | 17.23 |
| 99840 - Vending Machine Attendant | 14.59 |
| 99841 - Vending Machine Repairer | 16.15 |
| 99842 - Vending Machine Repairer Helper | 14.59 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in

those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2389
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: North Carolina

Area: North Carolina Counties of Alleghany, Ashe, Avery, Buncombe, Burke, Caldwell, Cherokee, Clay, Graham, Haywood, Henderson, Jackson, Macon, Madison, McDowell, Mitchell, Polk, Rutherford, Swain, Transylvania, Watauga, Yancey

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.85 |
| 01012 - Accounting Clerk II | | 13.30 |
| 01013 - Accounting Clerk III | | 14.88 |
| 01020 - Administrative Assistant | | 18.61 |
| 01040 - Court Reporter | | 15.02 |
| 01051 - Data Entry Operator I | | 11.35 |
| 01052 - Data Entry Operator II | | 12.34 |
| 01060 - Dispatcher, Motor Vehicle | | 16.26 |
| 01070 - Document Preparation Clerk | | 12.97 |
| 01090 - Duplicating Machine Operator | | 12.97 |
| 01111 - General Clerk I | | 11.33 |
| 01112 - General Clerk II | | 12.36 |
| 01113 - General Clerk III | | 13.87 |
| 01120 - Housing Referral Assistant | | 16.88 |
| 01141 - Messenger Courier | | 11.41 |
| 01191 - Order Clerk I | | 12.71 |
| 01192 - Order Clerk II | | 13.87 |
| 01261 - Personnel Assistant (Employment) I | | 14.00 |
| 01262 - Personnel Assistant (Employment) II | | 15.66 |
| 01263 - Personnel Assistant (Employment) III | | 17.46 |
| 01270 - Production Control Clerk | | 19.41 |
| 01280 - Receptionist | | 11.41 |
| 01290 - Rental Clerk | | 11.22 |
| 01300 - Scheduler, Maintenance | | 13.43 |
| 01311 - Secretary I | | 13.43 |
| 01312 - Secretary II | | 15.02 |
| 01313 - Secretary III | | 16.88 |
| 01320 - Service Order Dispatcher | | 14.33 |
| 01410 - Supply Technician | | 18.61 |
| 01420 - Survey Worker | | 15.02 |
| 01531 - Travel Clerk I | | 11.36 |
| 01532 - Travel Clerk II | | 12.10 |
| 01533 - Travel Clerk III | | 12.90 |
| 01611 - Word Processor I | | 11.65 |
| 01612 - Word Processor II | | 13.08 |
| 01613 - Word Processor III | | 14.91 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.79 |
| 05010 - Automotive Electrician | | 18.09 |
| 05040 - Automotive Glass Installer | | 17.18 |
| 05070 - Automotive Worker | | 17.18 |
| 05110 - Mobile Equipment Servicer | | 15.33 |
| 05130 - Motor Equipment Metal Mechanic | | 19.05 |
| 05160 - Motor Equipment Metal Worker | | 17.18 |
| 05190 - Motor Vehicle Mechanic | | 18.17 |
| 05220 - Motor Vehicle Mechanic Helper | | 14.43 |
| 05250 - Motor Vehicle Upholstery Worker | | 16.26 |
| 05280 - Motor Vehicle Wrecker | | 17.18 |
| 05310 - Painter, Automotive | | 18.09 |
| 05340 - Radiator Repair Specialist | | 17.18 |
| 05370 - Tire Repairer | | 12.54 |
| 05400 - Transmission Repair Specialist | | 19.05 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 12.78 |
| 07041 - Cook I | | 12.08 |
| 07042 - Cook II | | 12.78 |

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| 07070 - Dishwasher | 8.43 |
| 07130 - Food Service Worker | 8.89 |
| 07210 - Meat Cutter | 12.49 |
| 07260 - Waiter/Waitress | 9.68 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.93 |
| 09040 - Furniture Handler | 11.90 |
| 09080 - Furniture Refinisher | 16.93 |
| 09090 - Furniture Refinisher Helper | 13.48 |
| 09110 - Furniture Repairer, Minor | 15.22 |
| 09130 - Upholsterer | 16.93 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.63 |
| 11060 - Elevator Operator | 9.80 |
| 11090 - Gardener | 13.76 |
| 11122 - Housekeeping Aide | 9.80 |
| 11150 - Janitor | 9.80 |
| 11210 - Laborer, Grounds Maintenance | 11.44 |
| 11240 - Maid or Houseman | 8.80 |
| 11260 - Pruner | 10.51 |
| 11270 - Tractor Operator | 13.34 |
| 11330 - Trail Maintenance Worker | 11.44 |
| 11360 - Window Cleaner | 10.66 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.58 |
| 12011 - Breath Alcohol Technician | 15.71 |
| 12012 - Certified Occupational Therapist Assistant | 22.24 |
| 12015 - Certified Physical Therapist Assistant | 21.68 |
| 12020 - Dental Assistant | 15.59 |
| 12025 - Dental Hygienist | 27.85 |
| 12030 - EKG Technician | 24.90 |
| 12035 - Electroneurodiagnostic Technologist | 24.90 |
| 12040 - Emergency Medical Technician | 15.58 |
| 12071 - Licensed Practical Nurse I | 15.73 |
| 12072 - Licensed Practical Nurse II | 17.50 |
| 12073 - Licensed Practical Nurse III | 19.52 |
| 12100 - Medical Assistant | 13.08 |
| 12130 - Medical Laboratory Technician | 16.33 |
| 12160 - Medical Record Clerk | 12.10 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 14.79 |
| 12210 - Nuclear Medicine Technologist | 34.53 |
| 12221 - Nursing Assistant I | 9.67 |
| 12222 - Nursing Assistant II | 10.87 |
| 12223 - Nursing Assistant III | 11.86 |
| 12224 - Nursing Assistant IV | 13.31 |
| 12235 - Optical Dispenser | 16.25 |
| 12236 - Optical Technician | 15.73 |
| 12250 - Pharmacy Technician | 12.82 |
| 12280 - Phlebotomist | 13.31 |
| 12305 - Radiologic Technologist | 23.37 |
| 12311 - Registered Nurse I | 23.01 |
| 12312 - Registered Nurse II | 28.15 |
| 12313 - Registered Nurse II, Specialist | 28.15 |
| 12314 - Registered Nurse III | 34.05 |
| 12315 - Registered Nurse III, Anesthetist | 34.05 |
| 12316 - Registered Nurse IV | 40.81 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.69 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.43 |
| 13012 - Exhibits Specialist II | 20.37 |
| 13013 - Exhibits Specialist III | 24.92 |
| 13041 - Illustrator I | 16.43 |

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| 13042 - Illustrator II | 20.37 |
| 13043 - Illustrator III | 24.92 |
| 13047 - Librarian | 22.55 |
| 13050 - Library Aide/Clerk | 13.09 |
| 13054 - Library Information Technology Systems Administrator | 20.37 |
| 13058 - Library Technician | 15.39 |
| 13061 - Media Specialist I | 14.69 |
| 13062 - Media Specialist II | 16.43 |
| 13063 - Media Specialist III | 18.33 |
| 13071 - Photographer I | 14.38 |
| 13072 - Photographer II | 16.09 |
| 13073 - Photographer III | 19.94 |
| 13074 - Photographer IV | 24.40 |
| 13075 - Photographer V | 29.51 |
| 13110 - Video Teleconference Technician | 15.77 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.56 |
| 14042 - Computer Operator II | 17.41 |
| 14043 - Computer Operator III | 19.42 |
| 14044 - Computer Operator IV | 21.57 |
| 14045 - Computer Operator V | 23.88 |
| 14071 - Computer Programmer I | 17.38 |
| 14072 - Computer Programmer II | 23.68 |
| 14073 - Computer Programmer III | 26.36 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 25.89 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 15.56 |
| 14160 - Personal Computer Support Technician | 27.43 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.33 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.32 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.76 |
| 15050 - Computer Based Training Specialist / Instructor | 25.43 |
| 15060 - Educational Technologist | 22.25 |
| 15070 - Flight Instructor (Pilot) | 36.76 |
| 15080 - Graphic Artist | 20.33 |
| 15090 - Technical Instructor | 16.60 |
| 15095 - Technical Instructor/Course Developer | 20.31 |
| 15110 - Test Proctor | 14.23 |
| 15120 - Tutor | 14.23 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.88 |
| 16030 - Counter Attendant | 8.88 |
| 16040 - Dry Cleaner | 10.93 |
| 16070 - Finisher, Flatwork, Machine | 8.88 |
| 16090 - Presser, Hand | 8.88 |
| 16110 - Presser, Machine, Drycleaning | 8.88 |
| 16130 - Presser, Machine, Shirts | 8.88 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.88 |
| 16190 - Sewing Machine Operator | 11.60 |
| 16220 - Tailor | 12.22 |
| 16250 - Washer, Machine | 9.50 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.32 |
| 19040 - Tool And Die Maker | 20.40 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.81 |
| 21030 - Material Coordinator | 19.41 |
| 21040 - Material Expediter | 19.41 |
| 21050 - Material Handling Laborer | 11.79 |

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| 21071 - Order Filler | 11.03 |
| 21080 - Production Line Worker (Food Processing) | 13.81 |
| 21110 - Shipping Packer | 12.94 |
| 21130 - Shipping/Receiving Clerk | 12.94 |
| 21140 - Store Worker I | 11.01 |
| 21150 - Stock Clerk | 14.29 |
| 21210 - Tools And Parts Attendant | 13.81 |
| 21410 - Warehouse Specialist | 13.81 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 19.89 |
| 23021 - Aircraft Mechanic I | 18.88 |
| 23022 - Aircraft Mechanic II | 19.89 |
| 23023 - Aircraft Mechanic III | 20.81 |
| 23040 - Aircraft Mechanic Helper | 12.98 |
| 23050 - Aircraft, Painter | 17.11 |
| 23060 - Aircraft Servicer | 14.65 |
| 23080 - Aircraft Worker | 15.47 |
| 23110 - Appliance Mechanic | 16.46 |
| 23120 - Bicycle Repairer | 11.09 |
| 23125 - Cable Splicer | 20.97 |
| 23130 - Carpenter, Maintenance | 15.46 |
| 23140 - Carpet Layer | 15.57 |
| 23160 - Electrician, Maintenance | 18.04 |
| 23181 - Electronics Technician Maintenance I | 20.68 |
| 23182 - Electronics Technician Maintenance II | 21.85 |
| 23183 - Electronics Technician Maintenance III | 23.13 |
| 23260 - Fabric Worker | 14.75 |
| 23290 - Fire Alarm System Mechanic | 17.04 |
| 23310 - Fire Extinguisher Repairer | 13.86 |
| 23311 - Fuel Distribution System Mechanic | 17.42 |
| 23312 - Fuel Distribution System Operator | 13.88 |
| 23370 - General Maintenance Worker | 16.11 |
| 23380 - Ground Support Equipment Mechanic | 18.88 |
| 23381 - Ground Support Equipment Servicer | 14.65 |
| 23382 - Ground Support Equipment Worker | 15.47 |
| 23391 - Gunsmith I | 13.86 |
| 23392 - Gunsmith II | 15.57 |
| 23393 - Gunsmith III | 17.42 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.09 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.06 |
| 23430 - Heavy Equipment Mechanic | 17.65 |
| 23440 - Heavy Equipment Operator | 15.34 |
| 23460 - Instrument Mechanic | 17.42 |
| 23465 - Laboratory/Shelter Mechanic | 16.46 |
| 23470 - Laborer | 11.79 |
| 23510 - Locksmith | 15.87 |
| 23530 - Machinery Maintenance Mechanic | 21.05 |
| 23550 - Machinist, Maintenance | 16.79 |
| 23580 - Maintenance Trades Helper | 12.57 |
| 23591 - Metrology Technician I | 17.42 |
| 23592 - Metrology Technician II | 18.35 |
| 23593 - Metrology Technician III | 19.23 |
| 23640 - Millwright | 19.03 |
| 23710 - Office Appliance Repairer | 16.52 |
| 23760 - Painter, Maintenance | 14.91 |
| 23790 - Pipefitter, Maintenance | 18.51 |
| 23810 - Plumber, Maintenance | 17.58 |
| 23820 - Pneudraulic Systems Mechanic | 17.42 |
| 23850 - Rigger | 17.42 |
| 23870 - Scale Mechanic | 15.57 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.09 |

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| 23910 - Small Engine Mechanic | 15.14 |
| 23931 - Telecommunications Mechanic I | 21.13 |
| 23932 - Telecommunications Mechanic II | 22.27 |
| 23950 - Telephone Lineman | 19.11 |
| 23960 - Welder, Combination, Maintenance | 15.38 |
| 23965 - Well Driller | 17.42 |
| 23970 - Woodcraft Worker | 17.42 |
| 23980 - Woodworker | 13.26 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.59 |
| 24580 - Child Care Center Clerk | 15.26 |
| 24610 - Chore Aide | 9.81 |
| 24620 - Family Readiness And Support Services Coordinator | 14.77 |
| 24630 - Homemaker | 16.06 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.42 |
| 25040 - Sewage Plant Operator | 15.96 |
| 25070 - Stationary Engineer | 17.42 |
| 25190 - Ventilation Equipment Tender | 12.95 |
| 25210 - Water Treatment Plant Operator | 15.96 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.19 |
| 27007 - Baggage Inspector | 12.18 |
| 27008 - Corrections Officer | 14.62 |
| 27010 - Court Security Officer | 15.44 |
| 27030 - Detection Dog Handler | 13.50 |
| 27040 - Detention Officer | 14.69 |
| 27070 - Firefighter | 14.26 |
| 27101 - Guard I | 12.18 |
| 27102 - Guard II | 13.50 |
| 27131 - Police Officer I | 17.80 |
| 27132 - Police Officer II | 19.77 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.15 |
| 28042 - Carnival Equipment Repairer | 10.83 |
| 28043 - Carnival Equipment Worker | 8.39 |
| 28210 - Gate Attendant/Gate Tender | 13.18 |
| 28310 - Lifeguard | 11.74 |
| 28350 - Park Attendant (Aide) | 16.21 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.65 |
| 28515 - Recreation Specialist | 18.19 |
| 28630 - Sports Official | 12.91 |
| 28690 - Swimming Pool Operator | 17.06 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 15.80 |
| 29020 - Hatch Tender | 15.80 |
| 29030 - Line Handler | 15.80 |
| 29041 - Stevedore I | 14.96 |
| 29042 - Stevedore II | 16.70 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 13.95 |
| 30022 - Archeological Technician II | 15.60 |
| 30023 - Archeological Technician III | 20.64 |
| 30030 - Cartographic Technician | 20.64 |
| 30040 - Civil Engineering Technician | 18.55 |
| 30061 - Drafter/CAD Operator I | 14.90 |
| 30062 - Drafter/CAD Operator II | 16.66 |
| 30063 - Drafter/CAD Operator III | 18.82 |
| 30064 - Drafter/CAD Operator IV | 22.86 |

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|---|---------------|
| 30081 - Engineering Technician I | 13.39 |
| 30082 - Engineering Technician II | 15.75 |
| 30083 - Engineering Technician III | 17.62 |
| 30084 - Engineering Technician IV | 21.82 |
| 30085 - Engineering Technician V | 26.70 |
| 30086 - Engineering Technician VI | 32.29 |
| 30090 - Environmental Technician | 18.67 |
| 30210 - Laboratory Technician | 18.58 |
| 30240 - Mathematical Technician | 20.46 |
| 30361 - Paralegal/Legal Assistant I | 17.14 |
| 30362 - Paralegal/Legal Assistant II | 21.24 |
| 30363 - Paralegal/Legal Assistant III | 25.98 |
| 30364 - Paralegal/Legal Assistant IV | 31.43 |
| 30390 - Photo-Optics Technician | 20.64 |
| 30461 - Technical Writer I | 20.46 |
| 30462 - Technical Writer II | 24.99 |
| 30463 - Technical Writer III | 30.29 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 18.82 |
| 30621 - Weather Observer, Senior | (see 2) 20.64 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.97 |
| 31030 - Bus Driver | 14.48 |
| 31043 - Driver Courier | 13.62 |
| 31260 - Parking and Lot Attendant | 9.63 |
| 31290 - Shuttle Bus Driver | 14.58 |
| 31310 - Taxi Driver | 10.53 |
| 31361 - Truckdriver, Light | 14.58 |
| 31362 - Truckdriver, Medium | 16.26 |
| 31363 - Truckdriver, Heavy | 17.84 |
| 31364 - Truckdriver, Tractor-Trailer | 17.84 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.45 |
| 99050 - Desk Clerk | 12.77 |
| 99095 - Embalmer | 29.41 |
| 99251 - Laboratory Animal Caretaker I | 11.97 |
| 99252 - Laboratory Animal Caretaker II | 12.81 |
| 99310 - Mortician | 29.41 |
| 99410 - Pest Controller | 16.86 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 12.45 |
| 99711 - Recycling Specialist | 14.52 |
| 99730 - Refuse Collector | 11.44 |
| 99810 - Sales Clerk | 11.54 |
| 99820 - School Crossing Guard | 12.11 |
| 99830 - Survey Party Chief | 18.29 |
| 99831 - Surveying Aide | 13.03 |
| 99832 - Surveying Technician | 17.33 |
| 99840 - Vending Machine Attendant | 12.52 |
| 99841 - Vending Machine Repairer | 14.95 |
| 99842 - Vending Machine Repairer Helper | 12.52 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2390
Revision No.: 17
Date of Last Revision: 07/25/2014

State: North Carolina

Area: North Carolina Counties of Alleghany, Ashe, Avery, Buncombe, Burke, Caldwell, Cherokee, Clay, Graham, Haywood, Henderson, Jackson, Macon, Madison, McDowell, Mitchell, Polk, Rutherford, Swain, Transylvania, Watauga, Yancey

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.85 |
| 01012 - Accounting Clerk II | | 13.30 |
| 01013 - Accounting Clerk III | | 14.88 |
| 01020 - Administrative Assistant | | 18.61 |
| 01040 - Court Reporter | | 15.02 |
| 01051 - Data Entry Operator I | | 11.35 |
| 01052 - Data Entry Operator II | | 12.34 |
| 01060 - Dispatcher, Motor Vehicle | | 16.26 |
| 01070 - Document Preparation Clerk | | 12.97 |
| 01090 - Duplicating Machine Operator | | 12.97 |
| 01111 - General Clerk I | | 11.33 |
| 01112 - General Clerk II | | 12.36 |

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| 01113 | - General Clerk III | 13.87 |
| 01120 | - Housing Referral Assistant | 16.88 |
| 01141 | - Messenger Courier | 11.41 |
| 01191 | - Order Clerk I | 12.71 |
| 01192 | - Order Clerk II | 13.87 |
| 01261 | - Personnel Assistant (Employment) I | 14.00 |
| 01262 | - Personnel Assistant (Employment) II | 15.66 |
| 01263 | - Personnel Assistant (Employment) III | 17.46 |
| 01270 | - Production Control Clerk | 19.41 |
| 01280 | - Receptionist | 11.41 |
| 01290 | - Rental Clerk | 11.22 |
| 01300 | - Scheduler, Maintenance | 13.43 |
| 01311 | - Secretary I | 13.43 |
| 01312 | - Secretary II | 15.02 |
| 01313 | - Secretary III | 16.88 |
| 01320 | - Service Order Dispatcher | 14.33 |
| 01410 | - Supply Technician | 18.61 |
| 01420 | - Survey Worker | 15.02 |
| 01531 | - Travel Clerk I | 11.36 |
| 01532 | - Travel Clerk II | 12.10 |
| 01533 | - Travel Clerk III | 12.90 |
| 01611 | - Word Processor I | 11.65 |
| 01612 | - Word Processor II | 13.08 |
| 01613 | - Word Processor III | 14.91 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 19.79 |
| 05010 | - Automotive Electrician | 18.09 |
| 05040 | - Automotive Glass Installer | 17.18 |
| 05070 | - Automotive Worker | 17.18 |
| 05110 | - Mobile Equipment Servicer | 15.33 |
| 05130 | - Motor Equipment Metal Mechanic | 19.05 |
| 05160 | - Motor Equipment Metal Worker | 17.18 |
| 05190 | - Motor Vehicle Mechanic | 18.17 |
| 05220 | - Motor Vehicle Mechanic Helper | 14.43 |
| 05250 | - Motor Vehicle Upholstery Worker | 16.26 |
| 05280 | - Motor Vehicle Wrecker | 17.18 |
| 05310 | - Painter, Automotive | 18.09 |
| 05340 | - Radiator Repair Specialist | 17.18 |
| 05370 | - Tire Repairer | 12.54 |
| 05400 | - Transmission Repair Specialist | 19.05 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 12.78 |
| 07041 | - Cook I | 12.08 |
| 07042 | - Cook II | 12.78 |
| 07070 | - Dishwasher | 8.43 |
| 07130 | - Food Service Worker | 8.89 |
| 07210 | - Meat Cutter | 12.49 |
| 07260 | - Waiter/Waitress | 9.68 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 16.93 |
| 09040 | - Furniture Handler | 11.90 |
| 09080 | - Furniture Refinisher | 16.93 |
| 09090 | - Furniture Refinisher Helper | 13.48 |
| 09110 | - Furniture Repairer, Minor | 15.22 |
| 09130 | - Upholsterer | 16.93 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 9.63 |
| 11060 | - Elevator Operator | 9.80 |
| 11090 | - Gardener | 13.76 |
| 11122 | - Housekeeping Aide | 9.80 |
| 11150 | - Janitor | 9.80 |
| 11210 | - Laborer, Grounds Maintenance | 11.44 |
| 11240 | - Maid or Houseman | 8.80 |

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| 11260 - Pruner | 10.51 |
| 11270 - Tractor Operator | 13.34 |
| 11330 - Trail Maintenance Worker | 11.44 |
| 11360 - Window Cleaner | 10.66 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.58 |
| 12011 - Breath Alcohol Technician | 15.71 |
| 12012 - Certified Occupational Therapist Assistant | 22.24 |
| 12015 - Certified Physical Therapist Assistant | 21.68 |
| 12020 - Dental Assistant | 15.59 |
| 12025 - Dental Hygienist | 27.85 |
| 12030 - EKG Technician | 24.90 |
| 12035 - Electroneurodiagnostic Technologist | 24.90 |
| 12040 - Emergency Medical Technician | 15.58 |
| 12071 - Licensed Practical Nurse I | 15.73 |
| 12072 - Licensed Practical Nurse II | 17.50 |
| 12073 - Licensed Practical Nurse III | 19.52 |
| 12100 - Medical Assistant | 13.08 |
| 12130 - Medical Laboratory Technician | 16.33 |
| 12160 - Medical Record Clerk | 12.10 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 14.79 |
| 12210 - Nuclear Medicine Technologist | 34.53 |
| 12221 - Nursing Assistant I | 9.67 |
| 12222 - Nursing Assistant II | 10.87 |
| 12223 - Nursing Assistant III | 11.86 |
| 12224 - Nursing Assistant IV | 13.31 |
| 12235 - Optical Dispenser | 16.25 |
| 12236 - Optical Technician | 15.73 |
| 12250 - Pharmacy Technician | 12.82 |
| 12280 - Phlebotomist | 13.31 |
| 12305 - Radiologic Technologist | 23.37 |
| 12311 - Registered Nurse I | 23.01 |
| 12312 - Registered Nurse II | 28.15 |
| 12313 - Registered Nurse II, Specialist | 28.15 |
| 12314 - Registered Nurse III | 34.05 |
| 12315 - Registered Nurse III, Anesthetist | 34.05 |
| 12316 - Registered Nurse IV | 40.81 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.69 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.43 |
| 13012 - Exhibits Specialist II | 20.37 |
| 13013 - Exhibits Specialist III | 24.92 |
| 13041 - Illustrator I | 16.43 |
| 13042 - Illustrator II | 20.37 |
| 13043 - Illustrator III | 24.92 |
| 13047 - Librarian | 22.55 |
| 13050 - Library Aide/Clerk | 13.09 |
| 13054 - Library Information Technology Systems Administrator | 20.37 |
| 13058 - Library Technician | 15.39 |
| 13061 - Media Specialist I | 14.69 |
| 13062 - Media Specialist II | 16.43 |
| 13063 - Media Specialist III | 18.33 |
| 13071 - Photographer I | 14.38 |
| 13072 - Photographer II | 16.09 |
| 13073 - Photographer III | 19.94 |
| 13074 - Photographer IV | 24.40 |
| 13075 - Photographer V | 29.51 |
| 13110 - Video Teleconference Technician | 15.77 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.56 |
| 14042 - Computer Operator II | 17.41 |

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| 14043 - Computer Operator III | 19.42 |
| 14044 - Computer Operator IV | 21.57 |
| 14045 - Computer Operator V | 23.88 |
| 14071 - Computer Programmer I | 17.38 |
| 14072 - Computer Programmer II | 23.68 |
| 14073 - Computer Programmer III | 26.36 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 25.89 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 15.56 |
| 14160 - Personal Computer Support Technician | 27.43 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.33 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.32 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.76 |
| 15050 - Computer Based Training Specialist / Instructor | 25.43 |
| 15060 - Educational Technologist | 22.25 |
| 15070 - Flight Instructor (Pilot) | 36.76 |
| 15080 - Graphic Artist | 20.33 |
| 15090 - Technical Instructor | 16.60 |
| 15095 - Technical Instructor/Course Developer | 20.31 |
| 15110 - Test Proctor | 14.23 |
| 15120 - Tutor | 14.23 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.88 |
| 16030 - Counter Attendant | 8.88 |
| 16040 - Dry Cleaner | 10.93 |
| 16070 - Finisher, Flatwork, Machine | 8.88 |
| 16090 - Presser, Hand | 8.88 |
| 16110 - Presser, Machine, Drycleaning | 8.88 |
| 16130 - Presser, Machine, Shirts | 8.88 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.88 |
| 16190 - Sewing Machine Operator | 11.60 |
| 16220 - Tailor | 12.22 |
| 16250 - Washer, Machine | 9.50 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.32 |
| 19040 - Tool And Die Maker | 20.40 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.81 |
| 21030 - Material Coordinator | 19.41 |
| 21040 - Material Expediter | 19.41 |
| 21050 - Material Handling Laborer | 11.79 |
| 21071 - Order Filler | 11.03 |
| 21080 - Production Line Worker (Food Processing) | 13.81 |
| 21110 - Shipping Packer | 12.94 |
| 21130 - Shipping/Receiving Clerk | 12.94 |
| 21140 - Store Worker I | 11.01 |
| 21150 - Stock Clerk | 14.29 |
| 21210 - Tools And Parts Attendant | 13.81 |
| 21410 - Warehouse Specialist | 13.81 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 19.89 |
| 23021 - Aircraft Mechanic I | 18.88 |
| 23022 - Aircraft Mechanic II | 19.89 |
| 23023 - Aircraft Mechanic III | 20.81 |
| 23040 - Aircraft Mechanic Helper | 12.98 |
| 23050 - Aircraft, Painter | 17.11 |
| 23060 - Aircraft Servicer | 14.65 |
| 23080 - Aircraft Worker | 15.47 |
| 23110 - Appliance Mechanic | 16.46 |
| 23120 - Bicycle Repairer | 11.09 |

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| 23125 - Cable Splicer | 20.97 |
| 23130 - Carpenter, Maintenance | 15.46 |
| 23140 - Carpet Layer | 15.57 |
| 23160 - Electrician, Maintenance | 18.04 |
| 23181 - Electronics Technician Maintenance I | 20.68 |
| 23182 - Electronics Technician Maintenance II | 21.85 |
| 23183 - Electronics Technician Maintenance III | 23.13 |
| 23260 - Fabric Worker | 14.75 |
| 23290 - Fire Alarm System Mechanic | 17.04 |
| 23310 - Fire Extinguisher Repairer | 13.86 |
| 23311 - Fuel Distribution System Mechanic | 17.42 |
| 23312 - Fuel Distribution System Operator | 13.88 |
| 23370 - General Maintenance Worker | 16.11 |
| 23380 - Ground Support Equipment Mechanic | 18.88 |
| 23381 - Ground Support Equipment Servicer | 14.65 |
| 23382 - Ground Support Equipment Worker | 15.47 |
| 23391 - Gunsmith I | 13.86 |
| 23392 - Gunsmith II | 15.57 |
| 23393 - Gunsmith III | 17.42 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.09 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.06 |
| 23430 - Heavy Equipment Mechanic | 17.65 |
| 23440 - Heavy Equipment Operator | 15.34 |
| 23460 - Instrument Mechanic | 17.42 |
| 23465 - Laboratory/Shelter Mechanic | 16.46 |
| 23470 - Laborer | 11.79 |
| 23510 - Locksmith | 15.87 |
| 23530 - Machinery Maintenance Mechanic | 21.05 |
| 23550 - Machinist, Maintenance | 16.79 |
| 23580 - Maintenance Trades Helper | 12.57 |
| 23591 - Metrology Technician I | 17.42 |
| 23592 - Metrology Technician II | 18.35 |
| 23593 - Metrology Technician III | 19.23 |
| 23640 - Millwright | 19.03 |
| 23710 - Office Appliance Repairer | 16.52 |
| 23760 - Painter, Maintenance | 14.91 |
| 23790 - Pipefitter, Maintenance | 18.51 |
| 23810 - Plumber, Maintenance | 17.58 |
| 23820 - Pneudraulic Systems Mechanic | 17.42 |
| 23850 - Rigger | 17.42 |
| 23870 - Scale Mechanic | 15.57 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.09 |
| 23910 - Small Engine Mechanic | 15.14 |
| 23931 - Telecommunications Mechanic I | 21.13 |
| 23932 - Telecommunications Mechanic II | 22.27 |
| 23950 - Telephone Lineman | 19.11 |
| 23960 - Welder, Combination, Maintenance | 15.38 |
| 23965 - Well Driller | 17.42 |
| 23970 - Woodcraft Worker | 17.42 |
| 23980 - Woodworker | 13.26 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.59 |
| 24580 - Child Care Center Clerk | 15.26 |
| 24610 - Chore Aide | 9.81 |
| 24620 - Family Readiness And Support Services Coordinator | 14.77 |
| 24630 - Homemaker | 16.06 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.42 |
| 25040 - Sewage Plant Operator | 15.96 |
| 25070 - Stationary Engineer | 17.42 |

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| 25190 - Ventilation Equipment Tender | 12.95 |
| 25210 - Water Treatment Plant Operator | 15.96 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.19 |
| 27007 - Baggage Inspector | 12.18 |
| 27008 - Corrections Officer | 14.62 |
| 27010 - Court Security Officer | 15.44 |
| 27030 - Detection Dog Handler | 13.50 |
| 27040 - Detention Officer | 14.69 |
| 27070 - Firefighter | 14.26 |
| 27101 - Guard I | 12.18 |
| 27102 - Guard II | 13.50 |
| 27131 - Police Officer I | 17.80 |
| 27132 - Police Officer II | 19.77 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.15 |
| 28042 - Carnival Equipment Repairer | 10.83 |
| 28043 - Carnival Equipment Worker | 8.39 |
| 28210 - Gate Attendant/Gate Tender | 13.18 |
| 28310 - Lifeguard | 11.74 |
| 28350 - Park Attendant (Aide) | 16.21 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.65 |
| 28515 - Recreation Specialist | 18.19 |
| 28630 - Sports Official | 12.91 |
| 28690 - Swimming Pool Operator | 17.06 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 15.80 |
| 29020 - Hatch Tender | 15.80 |
| 29030 - Line Handler | 15.80 |
| 29041 - Stevedore I | 14.96 |
| 29042 - Stevedore II | 16.70 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 13.95 |
| 30022 - Archeological Technician II | 15.60 |
| 30023 - Archeological Technician III | 20.64 |
| 30030 - Cartographic Technician | 20.64 |
| 30040 - Civil Engineering Technician | 18.55 |
| 30061 - Drafter/CAD Operator I | 14.90 |
| 30062 - Drafter/CAD Operator II | 16.66 |
| 30063 - Drafter/CAD Operator III | 18.82 |
| 30064 - Drafter/CAD Operator IV | 22.86 |
| 30081 - Engineering Technician I | 13.39 |
| 30082 - Engineering Technician II | 15.75 |
| 30083 - Engineering Technician III | 17.62 |
| 30084 - Engineering Technician IV | 21.82 |
| 30085 - Engineering Technician V | 26.70 |
| 30086 - Engineering Technician VI | 32.29 |
| 30090 - Environmental Technician | 18.67 |
| 30210 - Laboratory Technician | 18.58 |
| 30240 - Mathematical Technician | 20.46 |
| 30361 - Paralegal/Legal Assistant I | 17.14 |
| 30362 - Paralegal/Legal Assistant II | 21.24 |
| 30363 - Paralegal/Legal Assistant III | 25.98 |
| 30364 - Paralegal/Legal Assistant IV | 31.43 |
| 30390 - Photo-Optics Technician | 20.64 |
| 30461 - Technical Writer I | 20.46 |
| 30462 - Technical Writer II | 24.99 |
| 30463 - Technical Writer III | 30.29 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |

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| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 18.82 |
| 30621 - Weather Observer, Senior | (see 2) 20.64 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.97 |
| 31030 - Bus Driver | 14.48 |
| 31043 - Driver Courier | 13.62 |
| 31260 - Parking and Lot Attendant | 9.63 |
| 31290 - Shuttle Bus Driver | 14.58 |
| 31310 - Taxi Driver | 10.53 |
| 31361 - Truckdriver, Light | 14.58 |
| 31362 - Truckdriver, Medium | 16.26 |
| 31363 - Truckdriver, Heavy | 17.84 |
| 31364 - Truckdriver, Tractor-Trailer | 17.84 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.45 |
| 99050 - Desk Clerk | 12.77 |
| 99095 - Embalmer | 29.41 |
| 99251 - Laboratory Animal Caretaker I | 11.97 |
| 99252 - Laboratory Animal Caretaker II | 12.81 |
| 99310 - Mortician | 29.41 |
| 99410 - Pest Controller | 16.86 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 12.45 |
| 99711 - Recycling Specialist | 14.52 |
| 99730 - Refuse Collector | 11.44 |
| 99810 - Sales Clerk | 11.54 |
| 99820 - School Crossing Guard | 12.11 |
| 99830 - Survey Party Chief | 18.29 |
| 99831 - Surveying Aide | 13.03 |
| 99832 - Surveying Technician | 17.33 |
| 99840 - Vending Machine Attendant | 12.52 |
| 99841 - Vending Machine Repairer | 14.95 |
| 99842 - Vending Machine Repairer Helper | 12.52 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be

conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2391
Revision No.: 15
Date Of Last Revision: 07/25/2014

States: North Carolina, South Carolina

Area: North Carolina Counties of Alexander, Anson, Cabarrus, Catawba, Cleveland, Gaston, Iredell, Lincoln, Mecklenburg, Rowan, Stanly, Union, Wilkes

South Carolina Counties of Chesterfield, Lancaster, York

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.08 |
| 01012 - Accounting Clerk II | | 15.80 |
| 01013 - Accounting Clerk III | | 17.67 |
| 01020 - Administrative Assistant | | 26.85 |
| 01040 - Court Reporter | | 19.88 |
| 01051 - Data Entry Operator I | | 11.56 |
| 01052 - Data Entry Operator II | | 13.00 |
| 01060 - Dispatcher, Motor Vehicle | | 17.88 |
| 01070 - Document Preparation Clerk | | 12.71 |
| 01090 - Duplicating Machine Operator | | 12.71 |
| 01111 - General Clerk I | | 11.81 |
| 01112 - General Clerk II | | 12.88 |
| 01113 - General Clerk III | | 14.46 |
| 01120 - Housing Referral Assistant | | 22.66 |
| 01141 - Messenger Courier | | 12.10 |
| 01191 - Order Clerk I | | 11.56 |
| 01192 - Order Clerk II | | 12.76 |
| 01261 - Personnel Assistant (Employment) I | | 15.34 |
| 01262 - Personnel Assistant (Employment) II | | 16.39 |
| 01263 - Personnel Assistant (Employment) III | | 18.25 |
| 01270 - Production Control Clerk | | 18.52 |
| 01280 - Receptionist | | 13.87 |
| 01290 - Rental Clerk | | 15.24 |
| 01300 - Scheduler, Maintenance | | 17.63 |
| 01311 - Secretary I | | 17.63 |
| 01312 - Secretary II | | 19.88 |

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| 01313 - Secretary III | 22.66 |
| 01320 - Service Order Dispatcher | 14.93 |
| 01410 - Supply Technician | 26.85 |
| 01420 - Survey Worker | 18.35 |
| 01531 - Travel Clerk I | 11.33 |
| 01532 - Travel Clerk II | 12.07 |
| 01533 - Travel Clerk III | 12.86 |
| 01611 - Word Processor I | 14.61 |
| 01612 - Word Processor II | 16.59 |
| 01613 - Word Processor III | 18.55 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.91 |
| 05010 - Automotive Electrician | 20.99 |
| 05040 - Automotive Glass Installer | 19.38 |
| 05070 - Automotive Worker | 19.87 |
| 05110 - Mobile Equipment Servicer | 17.29 |
| 05130 - Motor Equipment Metal Mechanic | 22.06 |
| 05160 - Motor Equipment Metal Worker | 19.87 |
| 05190 - Motor Vehicle Mechanic | 22.06 |
| 05220 - Motor Vehicle Mechanic Helper | 16.29 |
| 05250 - Motor Vehicle Upholstery Worker | 18.92 |
| 05280 - Motor Vehicle Wrecker | 19.87 |
| 05310 - Painter, Automotive | 20.99 |
| 05340 - Radiator Repair Specialist | 19.87 |
| 05370 - Tire Repairer | 11.47 |
| 05400 - Transmission Repair Specialist | 22.06 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.13 |
| 07041 - Cook I | 10.33 |
| 07042 - Cook II | 11.59 |
| 07070 - Dishwasher | 9.24 |
| 07130 - Food Service Worker | 8.77 |
| 07210 - Meat Cutter | 13.45 |
| 07260 - Waiter/Waitress | 9.07 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.37 |
| 09040 - Furniture Handler | 10.92 |
| 09080 - Furniture Refinisher | 13.98 |
| 09090 - Furniture Refinisher Helper | 11.19 |
| 09110 - Furniture Repairer, Minor | 12.51 |
| 09130 - Upholsterer | 16.28 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.61 |
| 11060 - Elevator Operator | 10.52 |
| 11090 - Gardener | 13.20 |
| 11122 - Housekeeping Aide | 11.62 |
| 11150 - Janitor | 11.62 |
| 11210 - Laborer, Grounds Maintenance | 11.03 |
| 11240 - Maid or Houseman | 9.00 |
| 11260 - Pruner | 9.77 |
| 11270 - Tractor Operator | 13.06 |
| 11330 - Trail Maintenance Worker | 11.03 |
| 11360 - Window Cleaner | 13.11 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.58 |
| 12011 - Breath Alcohol Technician | 17.96 |
| 12012 - Certified Occupational Therapist Assistant | 24.60 |
| 12015 - Certified Physical Therapist Assistant | 25.61 |
| 12020 - Dental Assistant | 19.04 |
| 12025 - Dental Hygienist | 32.03 |
| 12030 - EKG Technician | 25.29 |
| 12035 - Electroneurodiagnostic Technologist | 25.29 |
| 12040 - Emergency Medical Technician | 16.58 |

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| 12071 - Licensed Practical Nurse I | 16.06 |
| 12072 - Licensed Practical Nurse II | 17.96 |
| 12073 - Licensed Practical Nurse III | 20.03 |
| 12100 - Medical Assistant | 14.09 |
| 12130 - Medical Laboratory Technician | 17.36 |
| 12160 - Medical Record Clerk | 13.66 |
| 12190 - Medical Record Technician | 15.30 |
| 12195 - Medical Transcriptionist | 16.62 |
| 12210 - Nuclear Medicine Technologist | 30.96 |
| 12221 - Nursing Assistant I | 10.14 |
| 12222 - Nursing Assistant II | 11.40 |
| 12223 - Nursing Assistant III | 12.44 |
| 12224 - Nursing Assistant IV | 13.96 |
| 12235 - Optical Dispenser | 18.46 |
| 12236 - Optical Technician | 14.32 |
| 12250 - Pharmacy Technician | 13.57 |
| 12280 - Phlebotomist | 13.96 |
| 12305 - Radiologic Technologist | 26.39 |
| 12311 - Registered Nurse I | 23.03 |
| 12312 - Registered Nurse II | 28.17 |
| 12313 - Registered Nurse II, Specialist | 28.17 |
| 12314 - Registered Nurse III | 34.09 |
| 12315 - Registered Nurse III, Anesthetist | 34.09 |
| 12316 - Registered Nurse IV | 40.82 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.55 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.14 |
| 13012 - Exhibits Specialist II | 22.48 |
| 13013 - Exhibits Specialist III | 27.50 |
| 13041 - Illustrator I | 18.14 |
| 13042 - Illustrator II | 22.48 |
| 13043 - Illustrator III | 27.50 |
| 13047 - Librarian | 24.89 |
| 13050 - Library Aide/Clerk | 12.09 |
| 13054 - Library Information Technology Systems Administrator | 22.48 |
| 13058 - Library Technician | 14.48 |
| 13061 - Media Specialist I | 16.22 |
| 13062 - Media Specialist II | 18.14 |
| 13063 - Media Specialist III | 20.23 |
| 13071 - Photographer I | 15.85 |
| 13072 - Photographer II | 17.73 |
| 13073 - Photographer III | 21.96 |
| 13074 - Photographer IV | 26.87 |
| 13075 - Photographer V | 32.51 |
| 13110 - Video Teleconference Technician | 18.01 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.93 |
| 14042 - Computer Operator II | 17.81 |
| 14043 - Computer Operator III | 19.86 |
| 14044 - Computer Operator IV | 22.06 |
| 14045 - Computer Operator V | 24.44 |
| 14071 - Computer Programmer I | 21.04 |
| 14072 - Computer Programmer II | 26.95 |
| 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 | 15.93 |
| 14160 - Personal Computer Support Technician | 22.06 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.23 |

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| 15020 - Aircrew Training Devices Instructor (Rated) | 32.97 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.52 |
| 15050 - Computer Based Training Specialist / Instructor | 27.62 |
| 15060 - Educational Technologist | 25.54 |
| 15070 - Flight Instructor (Pilot) | 39.52 |
| 15080 - Graphic Artist | 24.05 |
| 15090 - Technical Instructor | 24.46 |
| 15095 - Technical Instructor/Course Developer | 29.92 |
| 15110 - Test Proctor | 19.74 |
| 15120 - Tutor | 19.74 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.85 |
| 16030 - Counter Attendant | 8.85 |
| 16040 - Dry Cleaner | 10.96 |
| 16070 - Finisher, Flatwork, Machine | 8.85 |
| 16090 - Presser, Hand | 8.85 |
| 16110 - Presser, Machine, Drycleaning | 8.85 |
| 16130 - Presser, Machine, Shirts | 8.85 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.85 |
| 16190 - Sewing Machine Operator | 11.64 |
| 16220 - Tailor | 12.27 |
| 16250 - Washer, Machine | 9.50 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.78 |
| 19040 - Tool And Die Maker | 20.30 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.11 |
| 21030 - Material Coordinator | 18.52 |
| 21040 - Material Expediter | 18.52 |
| 21050 - Material Handling Laborer | 12.13 |
| 21071 - Order Filler | 11.84 |
| 21080 - Production Line Worker (Food Processing) | 15.11 |
| 21110 - Shipping Packer | 14.62 |
| 21130 - Shipping/Receiving Clerk | 14.62 |
| 21140 - Store Worker I | 10.48 |
| 21150 - Stock Clerk | 14.79 |
| 21210 - Tools And Parts Attendant | 15.11 |
| 21410 - Warehouse Specialist | 15.11 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.39 |
| 23021 - Aircraft Mechanic I | 23.22 |
| 23022 - Aircraft Mechanic II | 24.39 |
| 23023 - Aircraft Mechanic III | 25.61 |
| 23040 - Aircraft Mechanic Helper | 17.66 |
| 23050 - Aircraft, Painter | 22.57 |
| 23060 - Aircraft Servicer | 19.73 |
| 23080 - Aircraft Worker | 20.90 |
| 23110 - Appliance Mechanic | 18.11 |
| 23120 - Bicycle Repairer | 11.38 |
| 23125 - Cable Splicer | 23.71 |
| 23130 - Carpenter, Maintenance | 16.42 |
| 23140 - Carpet Layer | 16.35 |
| 23160 - Electrician, Maintenance | 19.24 |
| 23181 - Electronics Technician Maintenance I | 19.60 |
| 23182 - Electronics Technician Maintenance II | 21.12 |
| 23183 - Electronics Technician Maintenance III | 24.85 |
| 23260 - Fabric Worker | 16.73 |
| 23290 - Fire Alarm System Mechanic | 19.80 |
| 23310 - Fire Extinguisher Repairer | 15.76 |
| 23311 - Fuel Distribution System Mechanic | 21.55 |
| 23312 - Fuel Distribution System Operator | 18.53 |
| 23370 - General Maintenance Worker | 17.56 |
| 23380 - Ground Support Equipment Mechanic | 23.22 |

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| 23381 - Ground Support Equipment Servicer | 19.73 |
| 23382 - Ground Support Equipment Worker | 20.90 |
| 23391 - Gunsmith I | 15.76 |
| 23392 - Gunsmith II | 17.68 |
| 23393 - Gunsmith III | 20.16 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.95 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.96 |
| 23430 - Heavy Equipment Mechanic | 18.98 |
| 23440 - Heavy Equipment Operator | 16.31 |
| 23460 - Instrument Mechanic | 23.15 |
| 23465 - Laboratory/Shelter Mechanic | 18.69 |
| 23470 - Laborer | 12.13 |
| 23510 - Locksmith | 18.57 |
| 23530 - Machinery Maintenance Mechanic | 22.08 |
| 23550 - Machinist, Maintenance | 17.55 |
| 23580 - Maintenance Trades Helper | 12.80 |
| 23591 - Metrology Technician I | 23.15 |
| 23592 - Metrology Technician II | 24.32 |
| 23593 - Metrology Technician III | 25.44 |
| 23640 - Millwright | 21.55 |
| 23710 - Office Appliance Repairer | 20.26 |
| 23760 - Painter, Maintenance | 15.52 |
| 23790 - Pipefitter, Maintenance | 20.62 |
| 23810 - Plumber, Maintenance | 17.64 |
| 23820 - Pneudraulic Systems Mechanic | 19.63 |
| 23850 - Rigger | 21.59 |
| 23870 - Scale Mechanic | 17.68 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.74 |
| 23910 - Small Engine Mechanic | 14.88 |
| 23931 - Telecommunications Mechanic I | 25.39 |
| 23932 - Telecommunications Mechanic II | 26.65 |
| 23950 - Telephone Lineman | 21.89 |
| 23960 - Welder, Combination, Maintenance | 17.10 |
| 23965 - Well Driller | 17.57 |
| 23970 - Woodcraft Worker | 19.63 |
| 23980 - Woodworker | 14.27 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.87 |
| 24580 - Child Care Center Clerk | 12.31 |
| 24610 - Chore Aide | 9.24 |
| 24620 - Family Readiness And Support Services Coordinator | 13.30 |
| 24630 - Homemaker | 13.68 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.33 |
| 25040 - Sewage Plant Operator | 17.69 |
| 25070 - Stationary Engineer | 20.33 |
| 25190 - Ventilation Equipment Tender | 14.83 |
| 25210 - Water Treatment Plant Operator | 17.69 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.98 |
| 27007 - Baggage Inspector | 11.70 |
| 27008 - Corrections Officer | 15.96 |
| 27010 - Court Security Officer | 18.30 |
| 27030 - Detection Dog Handler | 15.13 |
| 27040 - Detention Officer | 15.96 |
| 27070 - Firefighter | 18.54 |
| 27101 - Guard I | 11.70 |
| 27102 - Guard II | 15.13 |
| 27131 - Police Officer I | 19.63 |
| 27132 - Police Officer II | 21.81 |

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|--|-------|
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.02 |
| 28042 - Carnival Equipment Repairer | 11.71 |
| 28043 - Carnival Equipment Worker | 8.68 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |
| 28310 - Lifeguard | 13.72 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.69 |
| 28515 - Recreation Specialist | 18.26 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 17.14 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.68 |
| 29020 - Hatch Tender | 18.68 |
| 29030 - Line Handler | 18.68 |
| 29041 - Stevedore I | 17.72 |
| 29042 - Stevedore II | 19.77 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.15 |
| 30022 - Archeological Technician II | 18.89 |
| 30023 - Archeological Technician III | 23.01 |
| 30030 - Cartographic Technician | 23.07 |
| 30040 - Civil Engineering Technician | 21.85 |
| 30061 - Drafter/CAD Operator I | 15.15 |
| 30062 - Drafter/CAD Operator II | 18.89 |
| 30063 - Drafter/CAD Operator III | 20.96 |
| 30064 - Drafter/CAD Operator IV | 23.25 |
| 30081 - Engineering Technician I | 15.07 |
| 30082 - Engineering Technician II | 16.92 |
| 30083 - Engineering Technician III | 18.92 |
| 30084 - Engineering Technician IV | 23.44 |
| 30085 - Engineering Technician V | 28.68 |
| 30086 - Engineering Technician VI | 34.70 |
| 30090 - Environmental Technician | 19.68 |
| 30210 - Laboratory Technician | 19.99 |
| 30240 - Mathematical Technician | 23.04 |
| 30361 - Paralegal/Legal Assistant I | 17.08 |
| 30362 - Paralegal/Legal Assistant II | 21.17 |
| 30363 - Paralegal/Legal Assistant III | 25.90 |
| 30364 - Paralegal/Legal Assistant IV | 31.33 |
| 30390 - Photo-Optics Technician | 23.07 |
| 30461 - Technical Writer I | 20.21 |
| 30462 - Technical Writer II | 24.73 |
| 30463 - Technical Writer III | 29.10 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 20.96 |
| 30621 - Weather Observer, Senior (see 2) | 21.17 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.10 |
| 31030 - Bus Driver | 17.62 |
| 31043 - Driver Courier | 15.70 |
| 31260 - Parking and Lot Attendant | 10.34 |
| 31290 - Shuttle Bus Driver | 16.78 |
| 31310 - Taxi Driver | 10.25 |
| 31361 - Truckdriver, Light | 16.78 |

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|---|-------|
| 31362 - Truckdriver, Medium | 18.59 |
| 31363 - Truckdriver, Heavy | 19.15 |
| 31364 - Truckdriver, Tractor-Trailer | 19.15 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.50 |
| 99050 - Desk Clerk | 10.24 |
| 99095 - Embalmer | 24.90 |
| 99251 - Laboratory Animal Caretaker I | 10.57 |
| 99252 - Laboratory Animal Caretaker II | 11.33 |
| 99310 - Mortician | 30.68 |
| 99410 - Pest Controller | 14.71 |
| 99510 - Photofinishing Worker | 11.92 |
| 99710 - Recycling Laborer | 14.34 |
| 99711 - Recycling Specialist | 16.99 |
| 99730 - Refuse Collector | 12.71 |
| 99810 - Sales Clerk | 11.51 |
| 99820 - School Crossing Guard | 11.42 |
| 99830 - Survey Party Chief | 18.25 |
| 99831 - Surveying Aide | 12.31 |
| 99832 - Surveying Technician | 16.86 |
| 99840 - Vending Machine Attendant | 11.92 |
| 99841 - Vending Machine Repairer | 14.16 |
| 99842 - Vending Machine Repairer Helper | 11.92 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2392
Revision No.: 16
Date Of Last Revision: 07/25/2014

States: North Carolina, South Carolina

Area: North Carolina Counties of Alexander, Anson, Cabarrus, Catawba, Cleveland, Gaston, Iredell, Lincoln, Mecklenburg, Rowan, Stanly, Union, Wilkes

South Carolina Counties of Chesterfield, Lancaster, York

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.08 |
| 01012 - Accounting Clerk II | | 15.80 |

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| 01013 - Accounting Clerk III | 17.67 |
| 01020 - Administrative Assistant | 26.85 |
| 01040 - Court Reporter | 19.88 |
| 01051 - Data Entry Operator I | 11.56 |
| 01052 - Data Entry Operator II | 13.00 |
| 01060 - Dispatcher, Motor Vehicle | 17.88 |
| 01070 - Document Preparation Clerk | 12.71 |
| 01090 - Duplicating Machine Operator | 12.71 |
| 01111 - General Clerk I | 11.81 |
| 01112 - General Clerk II | 12.88 |
| 01113 - General Clerk III | 14.46 |
| 01120 - Housing Referral Assistant | 22.66 |
| 01141 - Messenger Courier | 12.10 |
| 01191 - Order Clerk I | 11.56 |
| 01192 - Order Clerk II | 12.76 |
| 01261 - Personnel Assistant (Employment) I | 15.34 |
| 01262 - Personnel Assistant (Employment) II | 16.39 |
| 01263 - Personnel Assistant (Employment) III | 18.25 |
| 01270 - Production Control Clerk | 18.52 |
| 01280 - Receptionist | 13.87 |
| 01290 - Rental Clerk | 15.24 |
| 01300 - Scheduler, Maintenance | 17.63 |
| 01311 - Secretary I | 17.63 |
| 01312 - Secretary II | 19.88 |
| 01313 - Secretary III | 22.66 |
| 01320 - Service Order Dispatcher | 14.93 |
| 01410 - Supply Technician | 26.85 |
| 01420 - Survey Worker | 18.35 |
| 01531 - Travel Clerk I | 11.33 |
| 01532 - Travel Clerk II | 12.07 |
| 01533 - Travel Clerk III | 12.86 |
| 01611 - Word Processor I | 14.61 |
| 01612 - Word Processor II | 16.59 |
| 01613 - Word Processor III | 18.55 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.91 |
| 05010 - Automotive Electrician | 20.99 |
| 05040 - Automotive Glass Installer | 19.38 |
| 05070 - Automotive Worker | 19.87 |
| 05110 - Mobile Equipment Servicer | 17.29 |
| 05130 - Motor Equipment Metal Mechanic | 22.06 |
| 05160 - Motor Equipment Metal Worker | 19.87 |
| 05190 - Motor Vehicle Mechanic | 22.06 |
| 05220 - Motor Vehicle Mechanic Helper | 16.29 |
| 05250 - Motor Vehicle Upholstery Worker | 18.92 |
| 05280 - Motor Vehicle Wrecker | 19.87 |
| 05310 - Painter, Automotive | 20.99 |
| 05340 - Radiator Repair Specialist | 19.87 |
| 05370 - Tire Repairer | 11.47 |
| 05400 - Transmission Repair Specialist | 22.06 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.13 |
| 07041 - Cook I | 10.33 |
| 07042 - Cook II | 11.59 |
| 07070 - Dishwasher | 9.24 |
| 07130 - Food Service Worker | 8.77 |
| 07210 - Meat Cutter | 13.45 |
| 07260 - Waiter/Waitress | 9.07 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.37 |
| 09040 - Furniture Handler | 10.92 |
| 09080 - Furniture Refinisher | 13.98 |
| 09090 - Furniture Refinisher Helper | 11.19 |

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| 09110 - Furniture Repairer, Minor | 12.51 |
| 09130 - Upholsterer | 16.28 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.61 |
| 11060 - Elevator Operator | 10.52 |
| 11090 - Gardener | 13.20 |
| 11122 - Housekeeping Aide | 11.62 |
| 11150 - Janitor | 11.62 |
| 11210 - Laborer, Grounds Maintenance | 11.03 |
| 11240 - Maid or Houseman | 9.00 |
| 11260 - Pruner | 9.77 |
| 11270 - Tractor Operator | 13.06 |
| 11330 - Trail Maintenance Worker | 11.03 |
| 11360 - Window Cleaner | 13.11 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.58 |
| 12011 - Breath Alcohol Technician | 17.96 |
| 12012 - Certified Occupational Therapist Assistant | 24.60 |
| 12015 - Certified Physical Therapist Assistant | 25.61 |
| 12020 - Dental Assistant | 19.04 |
| 12025 - Dental Hygienist | 32.03 |
| 12030 - EKG Technician | 25.29 |
| 12035 - Electroneurodiagnostic Technologist | 25.29 |
| 12040 - Emergency Medical Technician | 16.58 |
| 12071 - Licensed Practical Nurse I | 16.06 |
| 12072 - Licensed Practical Nurse II | 17.96 |
| 12073 - Licensed Practical Nurse III | 20.03 |
| 12100 - Medical Assistant | 14.09 |
| 12130 - Medical Laboratory Technician | 17.36 |
| 12160 - Medical Record Clerk | 13.66 |
| 12190 - Medical Record Technician | 15.30 |
| 12195 - Medical Transcriptionist | 16.62 |
| 12210 - Nuclear Medicine Technologist | 30.96 |
| 12221 - Nursing Assistant I | 10.14 |
| 12222 - Nursing Assistant II | 11.40 |
| 12223 - Nursing Assistant III | 12.44 |
| 12224 - Nursing Assistant IV | 13.96 |
| 12235 - Optical Dispenser | 18.46 |
| 12236 - Optical Technician | 14.32 |
| 12250 - Pharmacy Technician | 13.57 |
| 12280 - Phlebotomist | 13.96 |
| 12305 - Radiologic Technologist | 26.39 |
| 12311 - Registered Nurse I | 23.03 |
| 12312 - Registered Nurse II | 28.17 |
| 12313 - Registered Nurse II, Specialist | 28.17 |
| 12314 - Registered Nurse III | 34.09 |
| 12315 - Registered Nurse III, Anesthetist | 34.09 |
| 12316 - Registered Nurse IV | 40.82 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.55 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.14 |
| 13012 - Exhibits Specialist II | 22.48 |
| 13013 - Exhibits Specialist III | 27.50 |
| 13041 - Illustrator I | 18.14 |
| 13042 - Illustrator II | 22.48 |
| 13043 - Illustrator III | 27.50 |
| 13047 - Librarian | 24.89 |
| 13050 - Library Aide/Clerk | 12.09 |
| 13054 - Library Information Technology Systems Administrator | 22.48 |
| 13058 - Library Technician | 14.48 |
| 13061 - Media Specialist I | 16.22 |
| 13062 - Media Specialist II | 18.14 |

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| 13063 - Media Specialist III | 20.23 |
| 13071 - Photographer I | 15.85 |
| 13072 - Photographer II | 17.73 |
| 13073 - Photographer III | 21.96 |
| 13074 - Photographer IV | 26.87 |
| 13075 - Photographer V | 32.51 |
| 13110 - Video Teleconference Technician | 18.01 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.93 |
| 14042 - Computer Operator II | 17.81 |
| 14043 - Computer Operator III | 19.86 |
| 14044 - Computer Operator IV | 22.06 |
| 14045 - Computer Operator V | 24.44 |
| 14071 - Computer Programmer I | 21.04 |
| 14072 - Computer Programmer II | 26.95 |
| 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 | 15.93 |
| 14160 - Personal Computer Support Technician | 22.06 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.23 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.97 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.52 |
| 15050 - Computer Based Training Specialist / Instructor | 27.62 |
| 15060 - Educational Technologist | 25.54 |
| 15070 - Flight Instructor (Pilot) | 39.52 |
| 15080 - Graphic Artist | 24.05 |
| 15090 - Technical Instructor | 24.46 |
| 15095 - Technical Instructor/Course Developer | 29.92 |
| 15110 - Test Proctor | 19.74 |
| 15120 - Tutor | 19.74 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.85 |
| 16030 - Counter Attendant | 8.85 |
| 16040 - Dry Cleaner | 10.96 |
| 16070 - Finisher, Flatwork, Machine | 8.85 |
| 16090 - Presser, Hand | 8.85 |
| 16110 - Presser, Machine, Drycleaning | 8.85 |
| 16130 - Presser, Machine, Shirts | 8.85 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.85 |
| 16190 - Sewing Machine Operator | 11.64 |
| 16220 - Tailor | 12.27 |
| 16250 - Washer, Machine | 9.50 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.78 |
| 19040 - Tool And Die Maker | 20.30 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.11 |
| 21030 - Material Coordinator | 18.52 |
| 21040 - Material Expediter | 18.52 |
| 21050 - Material Handling Laborer | 12.13 |
| 21071 - Order Filler | 11.84 |
| 21080 - Production Line Worker (Food Processing) | 15.11 |
| 21110 - Shipping Packer | 14.62 |
| 21130 - Shipping/Receiving Clerk | 14.62 |
| 21140 - Store Worker I | 10.48 |
| 21150 - Stock Clerk | 14.79 |
| 21210 - Tools And Parts Attendant | 15.11 |
| 21410 - Warehouse Specialist | 15.11 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |

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| 23010 - Aerospace Structural Welder | 24.39 |
| 23021 - Aircraft Mechanic I | 23.22 |
| 23022 - Aircraft Mechanic II | 24.39 |
| 23023 - Aircraft Mechanic III | 25.61 |
| 23040 - Aircraft Mechanic Helper | 17.66 |
| 23050 - Aircraft, Painter | 22.57 |
| 23060 - Aircraft Servicer | 19.73 |
| 23080 - Aircraft Worker | 20.90 |
| 23110 - Appliance Mechanic | 18.11 |
| 23120 - Bicycle Repairer | 11.38 |
| 23125 - Cable Splicer | 23.71 |
| 23130 - Carpenter, Maintenance | 16.42 |
| 23140 - Carpet Layer | 16.35 |
| 23160 - Electrician, Maintenance | 19.24 |
| 23181 - Electronics Technician Maintenance I | 19.60 |
| 23182 - Electronics Technician Maintenance II | 21.12 |
| 23183 - Electronics Technician Maintenance III | 24.85 |
| 23260 - Fabric Worker | 16.73 |
| 23290 - Fire Alarm System Mechanic | 19.80 |
| 23310 - Fire Extinguisher Repairer | 15.76 |
| 23311 - Fuel Distribution System Mechanic | 21.55 |
| 23312 - Fuel Distribution System Operator | 18.53 |
| 23370 - General Maintenance Worker | 17.56 |
| 23380 - Ground Support Equipment Mechanic | 23.22 |
| 23381 - Ground Support Equipment Servicer | 19.73 |
| 23382 - Ground Support Equipment Worker | 20.90 |
| 23391 - Gunsmith I | 15.76 |
| 23392 - Gunsmith II | 17.68 |
| 23393 - Gunsmith III | 20.16 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.95 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.96 |
| 23430 - Heavy Equipment Mechanic | 18.98 |
| 23440 - Heavy Equipment Operator | 16.31 |
| 23460 - Instrument Mechanic | 23.15 |
| 23465 - Laboratory/Shelter Mechanic | 18.69 |
| 23470 - Laborer | 12.13 |
| 23510 - Locksmith | 18.57 |
| 23530 - Machinery Maintenance Mechanic | 22.08 |
| 23550 - Machinist, Maintenance | 17.55 |
| 23580 - Maintenance Trades Helper | 12.80 |
| 23591 - Metrology Technician I | 23.15 |
| 23592 - Metrology Technician II | 24.32 |
| 23593 - Metrology Technician III | 25.44 |
| 23640 - Millwright | 21.55 |
| 23710 - Office Appliance Repairer | 20.26 |
| 23760 - Painter, Maintenance | 15.52 |
| 23790 - Pipefitter, Maintenance | 20.62 |
| 23810 - Plumber, Maintenance | 17.64 |
| 23820 - Pneudraulic Systems Mechanic | 19.63 |
| 23850 - Rigger | 21.59 |
| 23870 - Scale Mechanic | 17.68 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.74 |
| 23910 - Small Engine Mechanic | 14.88 |
| 23931 - Telecommunications Mechanic I | 25.39 |
| 23932 - Telecommunications Mechanic II | 26.65 |
| 23950 - Telephone Lineman | 21.89 |
| 23960 - Welder, Combination, Maintenance | 17.10 |
| 23965 - Well Driller | 17.57 |
| 23970 - Woodcraft Worker | 19.63 |
| 23980 - Woodworker | 14.27 |
| 24000 - Personal Needs Occupations | |

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|--|-------|
| 24570 - Child Care Attendant | 9.87 |
| 24580 - Child Care Center Clerk | 12.31 |
| 24610 - Chore Aide | 9.24 |
| 24620 - Family Readiness And Support Services Coordinator | 13.30 |
| 24630 - Homemaker | 13.68 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.33 |
| 25040 - Sewage Plant Operator | 17.69 |
| 25070 - Stationary Engineer | 20.33 |
| 25190 - Ventilation Equipment Tender | 14.83 |
| 25210 - Water Treatment Plant Operator | 17.69 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.98 |
| 27007 - Baggage Inspector | 11.70 |
| 27008 - Corrections Officer | 15.96 |
| 27010 - Court Security Officer | 18.30 |
| 27030 - Detection Dog Handler | 15.13 |
| 27040 - Detention Officer | 15.96 |
| 27070 - Firefighter | 18.54 |
| 27101 - Guard I | 11.70 |
| 27102 - Guard II | 15.13 |
| 27131 - Police Officer I | 19.63 |
| 27132 - Police Officer II | 21.81 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.02 |
| 28042 - Carnival Equipment Repairer | 11.71 |
| 28043 - Carnival Equipment Worker | 8.68 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |
| 28310 - Lifeguard | 13.72 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.69 |
| 28515 - Recreation Specialist | 18.26 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 17.14 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.68 |
| 29020 - Hatch Tender | 18.68 |
| 29030 - Line Handler | 18.68 |
| 29041 - Stevedore I | 17.72 |
| 29042 - Stevedore II | 19.77 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.15 |
| 30022 - Archeological Technician II | 18.89 |
| 30023 - Archeological Technician III | 23.01 |
| 30030 - Cartographic Technician | 23.07 |
| 30040 - Civil Engineering Technician | 21.85 |
| 30061 - Drafter/CAD Operator I | 15.15 |
| 30062 - Drafter/CAD Operator II | 18.89 |
| 30063 - Drafter/CAD Operator III | 20.96 |
| 30064 - Drafter/CAD Operator IV | 23.25 |
| 30081 - Engineering Technician I | 15.07 |
| 30082 - Engineering Technician II | 16.92 |
| 30083 - Engineering Technician III | 18.92 |
| 30084 - Engineering Technician IV | 23.44 |
| 30085 - Engineering Technician V | 28.68 |
| 30086 - Engineering Technician VI | 34.70 |
| 30090 - Environmental Technician | 19.68 |
| 30210 - Laboratory Technician | 19.99 |
| 30240 - Mathematical Technician | 23.04 |

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|---|---------------|
| 30361 - Paralegal/Legal Assistant I | 17.08 |
| 30362 - Paralegal/Legal Assistant II | 21.17 |
| 30363 - Paralegal/Legal Assistant III | 25.90 |
| 30364 - Paralegal/Legal Assistant IV | 31.33 |
| 30390 - Photo-Optics Technician | 23.07 |
| 30461 - Technical Writer I | 20.21 |
| 30462 - Technical Writer II | 24.73 |
| 30463 - Technical Writer III | 29.10 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.96 |
| 30621 - Weather Observer, Senior | (see 2) 21.17 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.10 |
| 31030 - Bus Driver | 17.62 |
| 31043 - Driver Courier | 15.70 |
| 31260 - Parking and Lot Attendant | 10.34 |
| 31290 - Shuttle Bus Driver | 16.78 |
| 31310 - Taxi Driver | 10.25 |
| 31361 - Truckdriver, Light | 16.78 |
| 31362 - Truckdriver, Medium | 18.59 |
| 31363 - Truckdriver, Heavy | 19.15 |
| 31364 - Truckdriver, Tractor-Trailer | 19.15 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.50 |
| 99050 - Desk Clerk | 10.24 |
| 99095 - Embalmer | 24.90 |
| 99251 - Laboratory Animal Caretaker I | 10.57 |
| 99252 - Laboratory Animal Caretaker II | 11.33 |
| 99310 - Mortician | 30.68 |
| 99410 - Pest Controller | 14.71 |
| 99510 - Photofinishing Worker | 11.92 |
| 99710 - Recycling Laborer | 14.34 |
| 99711 - Recycling Specialist | 16.99 |
| 99730 - Refuse Collector | 12.71 |
| 99810 - Sales Clerk | 11.51 |
| 99820 - School Crossing Guard | 11.42 |
| 99830 - Survey Party Chief | 18.25 |
| 99831 - Surveying Aide | 12.31 |
| 99832 - Surveying Technician | 16.86 |
| 99840 - Vending Machine Attendant | 11.92 |
| 99841 - Vending Machine Repairer | 14.16 |
| 99842 - Vending Machine Repairer Helper | 11.92 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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| By direction of the Secretary of Labor | | WDS_Revision_Received_10.9.2014 WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 |
| Diane C. Koplewski Director | Division of Wage Determinations | Wage Determination No.: 2005-2393 Revision No.: 15 Date Of Last Revision: 07/25/2014 |

States: North Carolina, South Carolina

Area: North Carolina Counties of Beaufort, Bladen, Brunswick, Carteret, Columbus, Craven, Cumberland, Dare, Duplin, Greene, Harnett, Hoke, Hyde, Johnston, Jones, Lee, Lenoir, Martin, Moore, New Hanover, Onslow, Pamlico, Pender, Pitt, Richmond, Robeson, Sampson, Scotland, Tyrrell, Washington, Wayne, Wilson

South Carolina Counties of Dillon, Horry, Marion, Marlboro

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.40 |
| 01012 - Accounting Clerk II | | 14.00 |
| 01013 - Accounting Clerk III | | 15.65 |
| 01020 - Administrative Assistant | | 19.33 |
| 01040 - Court Reporter | | 14.47 |
| 01051 - Data Entry Operator I | | 11.58 |
| 01052 - Data Entry Operator II | | 12.64 |
| 01060 - Dispatcher, Motor Vehicle | | 16.32 |
| 01070 - Document Preparation Clerk | | 11.40 |
| 01090 - Duplicating Machine Operator | | 11.40 |
| 01111 - General Clerk I | | 11.48 |
| 01112 - General Clerk II | | 12.53 |
| 01113 - General Clerk III | | 14.06 |
| 01120 - Housing Referral Assistant | | 17.94 |
| 01141 - Messenger Courier | | 10.81 |
| 01191 - Order Clerk I | | 11.60 |
| 01192 - Order Clerk II | | 12.66 |
| 01261 - Personnel Assistant (Employment) I | | 13.15 |
| 01262 - Personnel Assistant (Employment) II | | 14.71 |
| 01263 - Personnel Assistant (Employment) III | | 18.35 |
| 01270 - Production Control Clerk | | 17.84 |
| 01280 - Receptionist | | 10.77 |
| 01290 - Rental Clerk | | 11.75 |
| 01300 - Scheduler, Maintenance | | 12.79 |
| 01311 - Secretary I | | 12.79 |
| 01312 - Secretary II | | 14.47 |
| 01313 - Secretary III | | 17.94 |
| 01320 - Service Order Dispatcher | | 11.54 |
| 01410 - Supply Technician | | 19.33 |
| 01420 - Survey Worker | | 13.16 |
| 01531 - Travel Clerk I | | 11.20 |
| 01532 - Travel Clerk II | | 11.93 |
| 01533 - Travel Clerk III | | 12.67 |
| 01611 - Word Processor I | | 12.41 |
| 01612 - Word Processor II | | 13.92 |
| 01613 - Word Processor III | | 15.58 |

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| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.71 |
| 05010 - Automotive Electrician | 19.33 |
| 05040 - Automotive Glass Installer | 17.76 |
| 05070 - Automotive Worker | 17.76 |
| 05110 - Mobile Equipment Servicer | 15.82 |
| 05130 - Motor Equipment Metal Mechanic | 19.71 |
| 05160 - Motor Equipment Metal Worker | 17.76 |
| 05190 - Motor Vehicle Mechanic | 19.71 |
| 05220 - Motor Vehicle Mechanic Helper | 14.83 |
| 05250 - Motor Vehicle Upholstery Worker | 16.17 |
| 05280 - Motor Vehicle Wrecker | 17.76 |
| 05310 - Painter, Automotive | 18.99 |
| 05340 - Radiator Repair Specialist | 17.76 |
| 05370 - Tire Repairer | 11.68 |
| 05400 - Transmission Repair Specialist | 19.71 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.08 |
| 07041 - Cook I | 11.58 |
| 07042 - Cook II | 13.08 |
| 07070 - Dishwasher | 8.48 |
| 07130 - Food Service Worker | 8.48 |
| 07210 - Meat Cutter | 13.62 |
| 07260 - Waiter/Waitress | 9.32 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.05 |
| 09040 - Furniture Handler | 11.47 |
| 09080 - Furniture Refinisher | 17.05 |
| 09090 - Furniture Refinisher Helper | 13.34 |
| 09110 - Furniture Repairer, Minor | 15.17 |
| 09130 - Upholsterer | 17.05 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.90 |
| 11060 - Elevator Operator | 8.90 |
| 11090 - Gardener | 13.69 |
| 11122 - Housekeeping Aide | 9.40 |
| 11150 - Janitor | 9.40 |
| 11210 - Laborer, Grounds Maintenance | 10.22 |
| 11240 - Maid or Houseman | 8.05 |
| 11260 - Pruner | 9.16 |
| 11270 - Tractor Operator | 12.44 |
| 11330 - Trail Maintenance Worker | 10.22 |
| 11360 - Window Cleaner | 10.49 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.47 |
| 12011 - Breath Alcohol Technician | 15.98 |
| 12012 - Certified Occupational Therapist Assistant | 23.49 |
| 12015 - Certified Physical Therapist Assistant | 23.49 |
| 12020 - Dental Assistant | 15.81 |
| 12025 - Dental Hygienist | 29.84 |
| 12030 - EKG Technician | 24.17 |
| 12035 - Electroneurodiagnostic Technologist | 24.17 |
| 12040 - Emergency Medical Technician | 14.47 |
| 12071 - Licensed Practical Nurse I | 14.29 |
| 12072 - Licensed Practical Nurse II | 15.98 |
| 12073 - Licensed Practical Nurse III | 17.83 |
| 12100 - Medical Assistant | 12.14 |
| 12130 - Medical Laboratory Technician | 17.08 |
| 12160 - Medical Record Clerk | 12.81 |
| 12190 - Medical Record Technician | 14.33 |
| 12195 - Medical Transcriptionist | 15.43 |
| 12210 - Nuclear Medicine Technologist | 33.19 |
| 12221 - Nursing Assistant I | 9.44 |

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| 12222 - Nursing Assistant II | 10.61 |
| 12223 - Nursing Assistant III | 11.58 |
| 12224 - Nursing Assistant IV | 12.99 |
| 12235 - Optical Dispenser | 15.99 |
| 12236 - Optical Technician | 14.25 |
| 12250 - Pharmacy Technician | 17.03 |
| 12280 - Phlebotomist | 12.99 |
| 12305 - Radiologic Technologist | 23.06 |
| 12311 - Registered Nurse I | 22.96 |
| 12312 - Registered Nurse II | 28.09 |
| 12313 - Registered Nurse II, Specialist | 28.09 |
| 12314 - Registered Nurse III | 33.98 |
| 12315 - Registered Nurse III, Anesthetist | 33.98 |
| 12316 - Registered Nurse IV | 40.72 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.57 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.27 |
| 13012 - Exhibits Specialist II | 20.17 |
| 13013 - Exhibits Specialist III | 24.67 |
| 13041 - Illustrator I | 16.27 |
| 13042 - Illustrator II | 20.17 |
| 13043 - Illustrator III | 24.67 |
| 13047 - Librarian | 22.33 |
| 13050 - Library Aide/Clerk | 11.32 |
| 13054 - Library Information Technology Systems Administrator | 20.17 |
| 13058 - Library Technician | 15.22 |
| 13061 - Media Specialist I | 14.61 |
| 13062 - Media Specialist II | 16.27 |
| 13063 - Media Specialist III | 18.15 |
| 13071 - Photographer I | 14.21 |
| 13072 - Photographer II | 15.85 |
| 13073 - Photographer III | 19.62 |
| 13074 - Photographer IV | 23.41 |
| 13075 - Photographer V | 28.34 |
| 13110 - Video Teleconference Technician | 16.35 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.20 |
| 14042 - Computer Operator II | 15.88 |
| 14043 - Computer Operator III | 18.75 |
| 14044 - Computer Operator IV | 19.68 |
| 14045 - Computer Operator V | 21.79 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 14.20 |
| 14160 - Personal Computer Support Technician | 19.68 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.58 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.99 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.77 |
| 15050 - Computer Based Training Specialist / Instructor | 30.11 |
| 15060 - Educational Technologist | 25.36 |
| 15070 - Flight Instructor (Pilot) | 41.77 |
| 15080 - Graphic Artist | 21.52 |
| 15090 - Technical Instructor | 18.45 |
| 15095 - Technical Instructor/Course Developer | 22.57 |
| 15110 - Test Proctor | 14.89 |
| 15120 - Tutor | 14.89 |

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| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.27 |
| 16030 - Counter Attendant | 8.27 |
| 16040 - Dry Cleaner | 10.20 |
| 16070 - Finisher, Flatwork, Machine | 8.27 |
| 16090 - Presser, Hand | 8.27 |
| 16110 - Presser, Machine, Drycleaning | 8.27 |
| 16130 - Presser, Machine, Shirts | 8.27 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.27 |
| 16190 - Sewing Machine Operator | 10.85 |
| 16220 - Tailor | 11.49 |
| 16250 - Washer, Machine | 8.90 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.22 |
| 19040 - Tool And Die Maker | 22.18 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.45 |
| 21030 - Material Coordinator | 17.84 |
| 21040 - Material Expediter | 17.84 |
| 21050 - Material Handling Laborer | 10.32 |
| 21071 - Order Filler | 10.09 |
| 21080 - Production Line Worker (Food Processing) | 12.45 |
| 21110 - Shipping Packer | 13.41 |
| 21130 - Shipping/Receiving Clerk | 13.41 |
| 21140 - Store Worker I | 11.35 |
| 21150 - Stock Clerk | 15.84 |
| 21210 - Tools And Parts Attendant | 12.45 |
| 21410 - Warehouse Specialist | 12.45 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.35 |
| 23021 - Aircraft Mechanic I | 20.34 |
| 23022 - Aircraft Mechanic II | 21.35 |
| 23023 - Aircraft Mechanic III | 22.92 |
| 23040 - Aircraft Mechanic Helper | 15.11 |
| 23050 - Aircraft, Painter | 19.31 |
| 23060 - Aircraft Servicer | 17.20 |
| 23080 - Aircraft Worker | 18.24 |
| 23110 - Appliance Mechanic | 17.05 |
| 23120 - Bicycle Repairer | 13.11 |
| 23125 - Cable Splicer | 23.00 |
| 23130 - Carpenter, Maintenance | 17.05 |
| 23140 - Carpet Layer | 16.29 |
| 23160 - Electrician, Maintenance | 20.76 |
| 23181 - Electronics Technician Maintenance I | 20.99 |
| 23182 - Electronics Technician Maintenance II | 22.91 |
| 23183 - Electronics Technician Maintenance III | 24.22 |
| 23260 - Fabric Worker | 15.24 |
| 23290 - Fire Alarm System Mechanic | 17.96 |
| 23310 - Fire Extinguisher Repairer | 14.25 |
| 23311 - Fuel Distribution System Mechanic | 18.40 |
| 23312 - Fuel Distribution System Operator | 14.31 |
| 23370 - General Maintenance Worker | 16.30 |
| 23380 - Ground Support Equipment Mechanic | 20.34 |
| 23381 - Ground Support Equipment Servicer | 17.20 |
| 23382 - Ground Support Equipment Worker | 18.24 |
| 23391 - Gunsmith I | 14.13 |
| 23392 - Gunsmith II | 16.30 |
| 23393 - Gunsmith III | 18.40 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.40 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.42 |
| 23430 - Heavy Equipment Mechanic | 18.81 |

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| 23440 - Heavy Equipment Operator | 17.31 |
| 23460 - Instrument Mechanic | 18.40 |
| 23465 - Laboratory/Shelter Mechanic | 17.41 |
| 23470 - Laborer | 10.32 |
| 23510 - Locksmith | 17.05 |
| 23530 - Machinery Maintenance Mechanic | 20.47 |
| 23550 - Machinist, Maintenance | 18.40 |
| 23580 - Maintenance Trades Helper | 13.34 |
| 23591 - Metrology Technician I | 18.40 |
| 23592 - Metrology Technician II | 19.42 |
| 23593 - Metrology Technician III | 20.40 |
| 23640 - Millwright | 20.34 |
| 23710 - Office Appliance Repairer | 17.05 |
| 23760 - Painter, Maintenance | 17.05 |
| 23790 - Pipefitter, Maintenance | 18.17 |
| 23810 - Plumber, Maintenance | 17.26 |
| 23820 - Pneudraulic Systems Mechanic | 18.40 |
| 23850 - Rigger | 18.40 |
| 23870 - Scale Mechanic | 16.30 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.40 |
| 23910 - Small Engine Mechanic | 16.11 |
| 23931 - Telecommunications Mechanic I | 23.46 |
| 23932 - Telecommunications Mechanic II | 24.76 |
| 23950 - Telephone Lineman | 21.84 |
| 23960 - Welder, Combination, Maintenance | 18.40 |
| 23965 - Well Driller | 18.40 |
| 23970 - Woodcraft Worker | 18.40 |
| 23980 - Woodworker | 14.25 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.68 |
| 24580 - Child Care Center Clerk | 14.58 |
| 24610 - Chore Aide | 9.33 |
| 24620 - Family Readiness And Support Services Coordinator | 13.63 |
| 24630 - Homemaker | 16.20 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.87 |
| 25040 - Sewage Plant Operator | 19.00 |
| 25070 - Stationary Engineer | 20.69 |
| 25190 - Ventilation Equipment Tender | 14.40 |
| 25210 - Water Treatment Plant Operator | 19.00 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.25 |
| 27007 - Baggage Inspector | 12.21 |
| 27008 - Corrections Officer | 15.39 |
| 27010 - Court Security Officer | 16.56 |
| 27030 - Detection Dog Handler | 14.10 |
| 27040 - Detention Officer | 15.39 |
| 27070 - Firefighter | 15.64 |
| 27101 - Guard I | 12.21 |
| 27102 - Guard II | 14.10 |
| 27131 - Police Officer I | 17.27 |
| 27132 - Police Officer II | 19.18 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.38 |
| 28042 - Carnival Equipment Repairer | 12.16 |
| 28043 - Carnival Equipment Worker | 8.90 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 14.99 |
| 28630 - Sports Official | 11.34 |

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| 28690 - Swimming Pool Operator | 18.94 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.04 |
| 29020 - Hatch Tender | 16.04 |
| 29030 - Line Handler | 16.04 |
| 29041 - Stevedore I | 15.00 |
| 29042 - Stevedore II | 17.13 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.11 |
| 30022 - Archeological Technician II | 18.98 |
| 30023 - Archeological Technician III | 22.25 |
| 30030 - Cartographic Technician | 22.36 |
| 30040 - Civil Engineering Technician | 19.11 |
| 30061 - Drafter/CAD Operator I | 15.11 |
| 30062 - Drafter/CAD Operator II | 16.96 |
| 30063 - Drafter/CAD Operator III | 18.98 |
| 30064 - Drafter/CAD Operator IV | 22.83 |
| 30081 - Engineering Technician I | 14.39 |
| 30082 - Engineering Technician II | 16.14 |
| 30083 - Engineering Technician III | 18.06 |
| 30084 - Engineering Technician IV | 22.38 |
| 30085 - Engineering Technician V | 27.38 |
| 30086 - Engineering Technician VI | 33.12 |
| 30090 - Environmental Technician | 19.53 |
| 30210 - Laboratory Technician | 22.43 |
| 30240 - Mathematical Technician | 22.25 |
| 30361 - Paralegal/Legal Assistant I | 15.95 |
| 30362 - Paralegal/Legal Assistant II | 19.77 |
| 30363 - Paralegal/Legal Assistant III | 24.18 |
| 30364 - Paralegal/Legal Assistant IV | 29.25 |
| 30390 - Photo-Optics Technician | 21.48 |
| 30461 - Technical Writer I | 21.77 |
| 30462 - Technical Writer II | 26.63 |
| 30463 - Technical Writer III | 32.22 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 18.98 |
| 30621 - Weather Observer, Senior (see 2) | 20.69 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.37 |
| 31030 - Bus Driver | 14.98 |
| 31043 - Driver Courier | 11.73 |
| 31260 - Parking and Lot Attendant | 8.42 |
| 31290 - Shuttle Bus Driver | 12.85 |
| 31310 - Taxi Driver | 9.29 |
| 31361 - Truckdriver, Light | 12.85 |
| 31362 - Truckdriver, Medium | 14.80 |
| 31363 - Truckdriver, Heavy | 16.27 |
| 31364 - Truckdriver, Tractor-Trailer | 16.27 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.14 |
| 99050 - Desk Clerk | 9.83 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 10.07 |
| 99252 - Laboratory Animal Caretaker II | 11.07 |
| 99310 - Mortician | 22.74 |

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| 99410 - Pest Controller | 13.60 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 12.53 |
| 99711 - Recycling Specialist | 15.25 |
| 99730 - Refuse Collector | 11.23 |
| 99810 - Sales Clerk | 11.08 |
| 99820 - School Crossing Guard | 12.86 |
| 99830 - Survey Party Chief | 18.64 |
| 99831 - Surveying Aide | 11.03 |
| 99832 - Surveying Technician | 15.12 |
| 99840 - Vending Machine Attendant | 13.63 |
| 99841 - Vending Machine Repairer | 16.43 |
| 99842 - Vending Machine Repairer Helper | 13.63 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2394
Revision No.: 15
Date of Last Revision: 07/25/2014

States: North Carolina, South Carolina

Area: North Carolina Counties of Beaufort, Bladen, Brunswick, Carteret, Columbus, Craven, Cumberland, Dare, Duplin, Greene, Harnett, Hoke, Hyde, Johnston, Jones, Lee, Lenoir, Martin, Moore, New Hanover, Onslow, Pamlico, Pender, Pitt, Richmond, Robeson, Sampson, Scotland, Tyrrell, Washington, Wayne, Wilson

South Carolina Counties of Dillon, Horry, Marion, Marlboro

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.40 |
| 01012 - Accounting Clerk II | | 14.00 |
| 01013 - Accounting Clerk III | | 15.65 |
| 01020 - Administrative Assistant | | 19.33 |
| 01040 - Court Reporter | | 14.47 |
| 01051 - Data Entry Operator I | | 11.58 |
| 01052 - Data Entry Operator II | | 12.64 |
| 01060 - Dispatcher, Motor Vehicle | | 16.32 |
| 01070 - Document Preparation Clerk | | 11.40 |
| 01090 - Duplicating Machine Operator | | 11.40 |
| 01111 - General Clerk I | | 11.48 |

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| 01112 - General Clerk II | 12.53 |
| 01113 - General Clerk III | 14.06 |
| 01120 - Housing Referral Assistant | 17.94 |
| 01141 - Messenger Courier | 10.81 |
| 01191 - Order Clerk I | 11.60 |
| 01192 - Order Clerk II | 12.66 |
| 01261 - Personnel Assistant (Employment) I | 13.15 |
| 01262 - Personnel Assistant (Employment) II | 14.71 |
| 01263 - Personnel Assistant (Employment) III | 18.35 |
| 01270 - Production Control Clerk | 17.84 |
| 01280 - Receptionist | 10.77 |
| 01290 - Rental Clerk | 11.75 |
| 01300 - Scheduler, Maintenance | 12.79 |
| 01311 - Secretary I | 12.79 |
| 01312 - Secretary II | 14.47 |
| 01313 - Secretary III | 17.94 |
| 01320 - Service Order Dispatcher | 11.54 |
| 01410 - Supply Technician | 19.33 |
| 01420 - Survey Worker | 13.16 |
| 01531 - Travel Clerk I | 11.20 |
| 01532 - Travel Clerk II | 11.93 |
| 01533 - Travel Clerk III | 12.67 |
| 01611 - Word Processor I | 12.41 |
| 01612 - Word Processor II | 13.92 |
| 01613 - Word Processor III | 15.58 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.71 |
| 05010 - Automotive Electrician | 19.33 |
| 05040 - Automotive Glass Installer | 17.76 |
| 05070 - Automotive Worker | 17.76 |
| 05110 - Mobile Equipment Servicer | 15.82 |
| 05130 - Motor Equipment Metal Mechanic | 19.71 |
| 05160 - Motor Equipment Metal Worker | 17.76 |
| 05190 - Motor Vehicle Mechanic | 19.71 |
| 05220 - Motor Vehicle Mechanic Helper | 14.83 |
| 05250 - Motor Vehicle Upholstery Worker | 16.17 |
| 05280 - Motor Vehicle Wrecker | 17.76 |
| 05310 - Painter, Automotive | 18.99 |
| 05340 - Radiator Repair Specialist | 17.76 |
| 05370 - Tire Repairer | 11.68 |
| 05400 - Transmission Repair Specialist | 19.71 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.08 |
| 07041 - Cook I | 11.58 |
| 07042 - Cook II | 13.08 |
| 07070 - Dishwasher | 8.48 |
| 07130 - Food Service Worker | 8.48 |
| 07210 - Meat Cutter | 13.62 |
| 07260 - Waiter/Waitress | 9.32 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.05 |
| 09040 - Furniture Handler | 11.47 |
| 09080 - Furniture Refinisher | 17.05 |
| 09090 - Furniture Refinisher Helper | 13.34 |
| 09110 - Furniture Repairer, Minor | 15.17 |
| 09130 - Upholsterer | 17.05 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.90 |
| 11060 - Elevator Operator | 8.90 |
| 11090 - Gardener | 13.69 |
| 11122 - Housekeeping Aide | 9.40 |
| 11150 - Janitor | 9.40 |
| 11210 - Laborer, Grounds Maintenance | 10.22 |

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| 11240 - Maid or Houseman | 8.05 |
| 11260 - Pruner | 9.16 |
| 11270 - Tractor Operator | 12.44 |
| 11330 - Trail Maintenance Worker | 10.22 |
| 11360 - Window Cleaner | 10.49 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.47 |
| 12011 - Breath Alcohol Technician | 15.98 |
| 12012 - Certified Occupational Therapist Assistant | 23.49 |
| 12015 - Certified Physical Therapist Assistant | 23.49 |
| 12020 - Dental Assistant | 15.81 |
| 12025 - Dental Hygienist | 29.84 |
| 12030 - EKG Technician | 24.17 |
| 12035 - Electroneurodiagnostic Technologist | 24.17 |
| 12040 - Emergency Medical Technician | 14.47 |
| 12071 - Licensed Practical Nurse I | 14.29 |
| 12072 - Licensed Practical Nurse II | 15.98 |
| 12073 - Licensed Practical Nurse III | 17.83 |
| 12100 - Medical Assistant | 12.14 |
| 12130 - Medical Laboratory Technician | 17.08 |
| 12160 - Medical Record Clerk | 12.81 |
| 12190 - Medical Record Technician | 14.33 |
| 12195 - Medical Transcriptionist | 15.43 |
| 12210 - Nuclear Medicine Technologist | 33.19 |
| 12221 - Nursing Assistant I | 9.44 |
| 12222 - Nursing Assistant II | 10.61 |
| 12223 - Nursing Assistant III | 11.58 |
| 12224 - Nursing Assistant IV | 12.99 |
| 12235 - Optical Dispenser | 15.99 |
| 12236 - Optical Technician | 14.25 |
| 12250 - Pharmacy Technician | 17.03 |
| 12280 - Phlebotomist | 12.99 |
| 12305 - Radiologic Technologist | 23.06 |
| 12311 - Registered Nurse I | 22.96 |
| 12312 - Registered Nurse II | 28.09 |
| 12313 - Registered Nurse II, Specialist | 28.09 |
| 12314 - Registered Nurse III | 33.98 |
| 12315 - Registered Nurse III, Anesthetist | 33.98 |
| 12316 - Registered Nurse IV | 40.72 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.57 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.27 |
| 13012 - Exhibits Specialist II | 20.17 |
| 13013 - Exhibits Specialist III | 24.67 |
| 13041 - Illustrator I | 16.27 |
| 13042 - Illustrator II | 20.17 |
| 13043 - Illustrator III | 24.67 |
| 13047 - Librarian | 22.33 |
| 13050 - Library Aide/Clerk | 11.32 |
| 13054 - Library Information Technology Systems Administrator | 20.17 |
| 13058 - Library Technician | 15.22 |
| 13061 - Media Specialist I | 14.61 |
| 13062 - Media Specialist II | 16.27 |
| 13063 - Media Specialist III | 18.15 |
| 13071 - Photographer I | 14.21 |
| 13072 - Photographer II | 15.85 |
| 13073 - Photographer III | 19.62 |
| 13074 - Photographer IV | 23.41 |
| 13075 - Photographer V | 28.34 |
| 13110 - Video Teleconference Technician | 16.35 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.20 |

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| 14042 - Computer Operator II | 15.88 |
| 14043 - Computer Operator III | 18.75 |
| 14044 - Computer Operator IV | 19.68 |
| 14045 - Computer Operator V | 21.79 |
| 14071 - Computer Programmer I | 22.75 |
| 14072 - Computer Programmer II | |
| 14073 - Computer Programmer III | |
| 14074 - Computer Programmer IV | |
| 14101 - Computer Systems Analyst I | |
| 14102 - Computer Systems Analyst II | |
| 14103 - Computer Systems Analyst III | |
| 14150 - Peripheral Equipment Operator | 14.20 |
| 14160 - Personal Computer Support Technician | 19.68 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.58 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.99 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.77 |
| 15050 - Computer Based Training Specialist / Instructor | 30.11 |
| 15060 - Educational Technologist | 25.36 |
| 15070 - Flight Instructor (Pilot) | 41.77 |
| 15080 - Graphic Artist | 21.52 |
| 15090 - Technical Instructor | 18.45 |
| 15095 - Technical Instructor/Course Developer | 22.57 |
| 15110 - Test Proctor | 14.89 |
| 15120 - Tutor | 14.89 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.27 |
| 16030 - Counter Attendant | 8.27 |
| 16040 - Dry Cleaner | 10.20 |
| 16070 - Finisher, Flatwork, Machine | 8.27 |
| 16090 - Presser, Hand | 8.27 |
| 16110 - Presser, Machine, Drycleaning | 8.27 |
| 16130 - Presser, Machine, Shirts | 8.27 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.27 |
| 16190 - Sewing Machine Operator | 10.85 |
| 16220 - Tailor | 11.49 |
| 16250 - Washer, Machine | 8.90 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.22 |
| 19040 - Tool And Die Maker | 22.18 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.45 |
| 21030 - Material Coordinator | 17.84 |
| 21040 - Material Expediter | 17.84 |
| 21050 - Material Handling Laborer | 10.32 |
| 21071 - Order Filler | 10.09 |
| 21080 - Production Line Worker (Food Processing) | 12.45 |
| 21110 - Shipping Packer | 13.41 |
| 21130 - Shipping/Receiving Clerk | 13.41 |
| 21140 - Store Worker I | 11.35 |
| 21150 - Stock Clerk | 15.84 |
| 21210 - Tools And Parts Attendant | 12.45 |
| 21410 - Warehouse Specialist | 12.45 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.35 |
| 23021 - Aircraft Mechanic I | 20.34 |
| 23022 - Aircraft Mechanic II | 21.35 |
| 23023 - Aircraft Mechanic III | 22.92 |
| 23040 - Aircraft Mechanic Helper | 15.11 |
| 23050 - Aircraft, Painter | 19.31 |
| 23060 - Aircraft Servicer | 17.20 |
| 23080 - Aircraft Worker | 18.24 |
| 23110 - Appliance Mechanic | 17.05 |

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| 23120 - Bicycle Repairer | 13.11 |
| 23125 - Cable Splicer | 23.00 |
| 23130 - Carpenter, Maintenance | 17.05 |
| 23140 - Carpet Layer | 16.29 |
| 23160 - Electrician, Maintenance | 20.76 |
| 23181 - Electronics Technician Maintenance I | 20.99 |
| 23182 - Electronics Technician Maintenance II | 22.91 |
| 23183 - Electronics Technician Maintenance III | 24.22 |
| 23260 - Fabric Worker | 15.24 |
| 23290 - Fire Alarm System Mechanic | 17.96 |
| 23310 - Fire Extinguisher Repairer | 14.25 |
| 23311 - Fuel Distribution System Mechanic | 18.40 |
| 23312 - Fuel Distribution System Operator | 14.31 |
| 23370 - General Maintenance Worker | 16.30 |
| 23380 - Ground Support Equipment Mechanic | 20.34 |
| 23381 - Ground Support Equipment Servicer | 17.20 |
| 23382 - Ground Support Equipment Worker | 18.24 |
| 23391 - Gunsmith I | 14.13 |
| 23392 - Gunsmith II | 16.30 |
| 23393 - Gunsmith III | 18.40 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.40 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.42 |
| 23430 - Heavy Equipment Mechanic | 18.81 |
| 23440 - Heavy Equipment Operator | 17.31 |
| 23460 - Instrument Mechanic | 18.40 |
| 23465 - Laboratory/Shelter Mechanic | 17.41 |
| 23470 - Laborer | 10.32 |
| 23510 - Locksmith | 17.05 |
| 23530 - Machinery Maintenance Mechanic | 20.47 |
| 23550 - Machinist, Maintenance | 18.40 |
| 23580 - Maintenance Trades Helper | 13.34 |
| 23591 - Metrology Technician I | 18.40 |
| 23592 - Metrology Technician II | 19.42 |
| 23593 - Metrology Technician III | 20.40 |
| 23640 - Millwright | 20.34 |
| 23710 - Office Appliance Repairer | 17.05 |
| 23760 - Painter, Maintenance | 17.05 |
| 23790 - Pipefitter, Maintenance | 18.17 |
| 23810 - Plumber, Maintenance | 17.26 |
| 23820 - Pneudraulic Systems Mechanic | 18.40 |
| 23850 - Rigger | 18.40 |
| 23870 - Scale Mechanic | 16.30 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.40 |
| 23910 - Small Engine Mechanic | 16.11 |
| 23931 - Telecommunications Mechanic I | 23.46 |
| 23932 - Telecommunications Mechanic II | 24.76 |
| 23950 - Telephone Lineman | 21.84 |
| 23960 - Welder, Combination, Maintenance | 18.40 |
| 23965 - Well Driller | 18.40 |
| 23970 - Woodcraft Worker | 18.40 |
| 23980 - Woodworker | 14.25 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.68 |
| 24580 - Child Care Center Clerk | 14.58 |
| 24610 - Chore Aide | 9.33 |
| 24620 - Family Readiness And Support Services Coordinator | 13.63 |
| 24630 - Homemaker | 16.20 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.87 |
| 25040 - Sewage Plant Operator | 19.00 |

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| 25070 - Stationary Engineer | 20.69 |
| 25190 - Ventilation Equipment Tender | 14.40 |
| 25210 - Water Treatment Plant Operator | 19.00 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.25 |
| 27007 - Baggage Inspector | 12.21 |
| 27008 - Corrections Officer | 15.39 |
| 27010 - Court Security Officer | 16.56 |
| 27030 - Detection Dog Handler | 14.10 |
| 27040 - Detention Officer | 15.39 |
| 27070 - Firefighter | 15.64 |
| 27101 - Guard I | 12.21 |
| 27102 - Guard II | 14.10 |
| 27131 - Police Officer I | 17.27 |
| 27132 - Police Officer II | 19.18 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.38 |
| 28042 - Carnival Equipment Repairer | 12.16 |
| 28043 - Carnival Equipment Worker | 8.90 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 14.99 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 18.94 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.04 |
| 29020 - Hatch Tender | 16.04 |
| 29030 - Line Handler | 16.04 |
| 29041 - Stevedore I | 15.00 |
| 29042 - Stevedore II | 17.13 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 1) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 1) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 1) | 27.16 |
| 30021 - Archeological Technician I | 15.11 |
| 30022 - Archeological Technician II | 18.98 |
| 30023 - Archeological Technician III | 22.25 |
| 30030 - Cartographic Technician | 22.36 |
| 30040 - Civil Engineering Technician | 19.11 |
| 30061 - Drafter/CAD Operator I | 15.11 |
| 30062 - Drafter/CAD Operator II | 16.96 |
| 30063 - Drafter/CAD Operator III | 18.98 |
| 30064 - Drafter/CAD Operator IV | 22.83 |
| 30081 - Engineering Technician I | 14.39 |
| 30082 - Engineering Technician II | 16.14 |
| 30083 - Engineering Technician III | 18.06 |
| 30084 - Engineering Technician IV | 22.38 |
| 30085 - Engineering Technician V | 27.38 |
| 30086 - Engineering Technician VI | 33.12 |
| 30090 - Environmental Technician | 19.53 |
| 30210 - Laboratory Technician | 22.43 |
| 30240 - Mathematical Technician | 22.25 |
| 30361 - Paralegal/Legal Assistant I | 15.95 |
| 30362 - Paralegal/Legal Assistant II | 19.77 |
| 30363 - Paralegal/Legal Assistant III | 24.18 |
| 30364 - Paralegal/Legal Assistant IV | 29.25 |
| 30390 - Photo-Optics Technician | 21.48 |
| 30461 - Technical Writer I | 21.77 |
| 30462 - Technical Writer II | 26.63 |
| 30463 - Technical Writer III | 32.22 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |

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| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 1) 18.98 |
| 30621 - Weather Observer, Senior | (see 1) 20.69 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.37 |
| 31030 - Bus Driver | 14.98 |
| 31043 - Driver Courier | 11.73 |
| 31260 - Parking and Lot Attendant | 8.42 |
| 31290 - Shuttle Bus Driver | 12.85 |
| 31310 - Taxi Driver | 9.29 |
| 31361 - Truckdriver, Light | 12.85 |
| 31362 - Truckdriver, Medium | 14.80 |
| 31363 - Truckdriver, Heavy | 16.27 |
| 31364 - Truckdriver, Tractor-Trailer | 16.27 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.14 |
| 99050 - Desk Clerk | 9.83 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 10.07 |
| 99252 - Laboratory Animal Caretaker II | 11.07 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 13.60 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 12.53 |
| 99711 - Recycling Specialist | 15.25 |
| 99730 - Refuse Collector | 11.23 |
| 99810 - Sales Clerk | 11.08 |
| 99820 - School Crossing Guard | 12.86 |
| 99830 - Survey Party Chief | 18.64 |
| 99831 - Surveying Aide | 11.03 |
| 99832 - Surveying Technician | 15.12 |
| 99840 - Vending Machine Attendant | 13.63 |
| 99841 - Vending Machine Repairer | 16.43 |
| 99842 - Vending Machine Repairer Helper | 13.63 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the

wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2397
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: North Carolina

Area: North Carolina Counties of Alamance, Caswell, Chatham, Davidson, Davie, Forsyth, Guilford, Montgomery, Randolph, Rockingham, Stokes, Surry, Yadkin

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.35 |
| 01012 - Accounting Clerk II | | 15.25 |
| 01013 - Accounting Clerk III | | 18.44 |
| 01020 - Administrative Assistant | | 22.16 |
| 01040 - Court Reporter | | 19.34 |
| 01051 - Data Entry Operator I | | 12.68 |
| 01052 - Data Entry Operator II | | 13.83 |
| 01060 - Dispatcher, Motor Vehicle | | 18.88 |
| 01070 - Document Preparation Clerk | | 12.80 |
| 01090 - Duplicating Machine Operator | | 12.80 |
| 01111 - General Clerk I | | 12.61 |
| 01112 - General Clerk II | | 13.76 |
| 01113 - General Clerk III | | 15.45 |
| 01120 - Housing Referral Assistant | | 21.81 |
| 01141 - Messenger Courier | | 12.00 |
| 01191 - Order Clerk I | | 12.63 |
| 01192 - Order Clerk II | | 14.40 |
| 01261 - Personnel Assistant (Employment) I | | 15.28 |
| 01262 - Personnel Assistant (Employment) II | | 19.34 |
| 01263 - Personnel Assistant (Employment) III | | 21.72 |
| 01270 - Production Control Clerk | | 18.60 |
| 01280 - Receptionist | | 12.73 |
| 01290 - Rental Clerk | | 15.12 |
| 01300 - Scheduler, Maintenance | | 15.62 |
| 01311 - Secretary I | | 15.62 |
| 01312 - Secretary II | | 17.55 |
| 01313 - Secretary III | | 21.82 |
| 01320 - Service Order Dispatcher | | 16.39 |
| 01410 - Supply Technician | | 22.16 |
| 01420 - Survey Worker | | 17.55 |
| 01531 - Travel Clerk I | | 11.10 |
| 01532 - Travel Clerk II | | 11.82 |
| 01533 - Travel Clerk III | | 12.60 |

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| 01611 - Word Processor I | 13.35 |
| 01612 - Word Processor II | 15.12 |
| 01613 - Word Processor III | 18.44 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.56 |
| 05010 - Automotive Electrician | 20.10 |
| 05040 - Automotive Glass Installer | 19.11 |
| 05070 - Automotive Worker | 20.11 |
| 05110 - Mobile Equipment Servicer | 16.93 |
| 05130 - Motor Equipment Metal Mechanic | 22.36 |
| 05160 - Motor Equipment Metal Worker | 20.11 |
| 05190 - Motor Vehicle Mechanic | 20.56 |
| 05220 - Motor Vehicle Mechanic Helper | 15.86 |
| 05250 - Motor Vehicle Upholstery Worker | 18.96 |
| 05280 - Motor Vehicle Wrecker | 20.11 |
| 05310 - Painter, Automotive | 20.57 |
| 05340 - Radiator Repair Specialist | 20.11 |
| 05370 - Tire Repairer | 12.73 |
| 05400 - Transmission Repair Specialist | 22.36 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.98 |
| 07041 - Cook I | 10.23 |
| 07042 - Cook II | 11.62 |
| 07070 - Dishwasher | 8.03 |
| 07130 - Food Service Worker | 8.78 |
| 07210 - Meat Cutter | 13.99 |
| 07260 - Waiter/Waitress | 7.99 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.73 |
| 09040 - Furniture Handler | 11.13 |
| 09080 - Furniture Refinisher | 16.70 |
| 09090 - Furniture Refinisher Helper | 12.94 |
| 09110 - Furniture Repairer, Minor | 14.71 |
| 09130 - Upholsterer | 15.55 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.41 |
| 11060 - Elevator Operator | 9.41 |
| 11090 - Gardener | 12.23 |
| 11122 - Housekeeping Aide | 9.90 |
| 11150 - Janitor | 10.05 |
| 11210 - Laborer, Grounds Maintenance | 10.90 |
| 11240 - Maid or Houseman | 8.67 |
| 11260 - Pruner | 10.00 |
| 11270 - Tractor Operator | 12.07 |
| 11330 - Trail Maintenance Worker | 10.90 |
| 11360 - Window Cleaner | 10.80 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.67 |
| 12011 - Breath Alcohol Technician | 16.41 |
| 12012 - Certified Occupational Therapist Assistant | 24.22 |
| 12015 - Certified Physical Therapist Assistant | 24.65 |
| 12020 - Dental Assistant | 16.75 |
| 12025 - Dental Hygienist | 30.41 |
| 12030 - EKG Technician | 27.16 |
| 12035 - Electroneurodiagnostic Technologist | 27.16 |
| 12040 - Emergency Medical Technician | 15.67 |
| 12071 - Licensed Practical Nurse I | 14.96 |
| 12072 - Licensed Practical Nurse II | 16.74 |
| 12073 - Licensed Practical Nurse III | 18.67 |
| 12100 - Medical Assistant | 14.97 |
| 12130 - Medical Laboratory Technician | 18.94 |
| 12160 - Medical Record Clerk | 13.29 |
| 12190 - Medical Record Technician | 15.20 |

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| 12195 - Medical Transcriptionist | 17.20 |
| 12210 - Nuclear Medicine Technologist | 30.58 |
| 12221 - Nursing Assistant I | 9.92 |
| 12222 - Nursing Assistant II | 11.16 |
| 12223 - Nursing Assistant III | 12.18 |
| 12224 - Nursing Assistant IV | 13.67 |
| 12235 - Optical Dispenser | 18.04 |
| 12236 - Optical Technician | 14.69 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.67 |
| 12305 - Radiologic Technologist | 25.83 |
| 12311 - Registered Nurse I | 23.46 |
| 12312 - Registered Nurse II | 28.72 |
| 12313 - Registered Nurse II, Specialist | 28.72 |
| 12314 - Registered Nurse III | 34.75 |
| 12315 - Registered Nurse III, Anesthetist | 34.75 |
| 12316 - Registered Nurse IV | 41.64 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.74 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.84 |
| 13012 - Exhibits Specialist II | 20.87 |
| 13013 - Exhibits Specialist III | 25.53 |
| 13041 - Illustrator I | 17.07 |
| 13042 - Illustrator II | 21.15 |
| 13043 - Illustrator III | 25.88 |
| 13047 - Librarian | 23.42 |
| 13050 - Library Aide/Clerk | 10.55 |
| 13054 - Library Information Technology Systems Administrator | 21.15 |
| 13058 - Library Technician | 14.26 |
| 13061 - Media Specialist I | 15.26 |
| 13062 - Media Specialist II | 17.07 |
| 13063 - Media Specialist III | 19.04 |
| 13071 - Photographer I | 15.93 |
| 13072 - Photographer II | 18.06 |
| 13073 - Photographer III | 21.43 |
| 13074 - Photographer IV | 28.09 |
| 13075 - Photographer V | 33.10 |
| 13110 - Video Teleconference Technician | 16.54 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.18 |
| 14042 - Computer Operator II | 16.98 |
| 14043 - Computer Operator III | 18.94 |
| 14044 - Computer Operator IV | 21.10 |
| 14045 - Computer Operator V | 23.31 |
| 14071 - Computer Programmer I | 24.60 |
| 14072 - Computer Programmer II | 25.89 |
| 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 | 15.18 |
| 14160 - Personal Computer Support Technician | 21.10 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.88 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.92 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.88 |
| 15050 - Computer Based Training Specialist / Instructor | 28.88 |
| 15060 - Educational Technologist | 24.76 |
| 15070 - Flight Instructor (Pilot) | 41.88 |
| 15080 - Graphic Artist | 21.18 |
| 15090 - Technical Instructor | 20.67 |

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| 15095 - Technical Instructor/Course Developer | 24.61 |
| 15110 - Test Proctor | 16.23 |
| 15120 - Tutor | 16.23 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.69 |
| 16030 - Counter Attendant | 8.69 |
| 16040 - Dry Cleaner | 10.74 |
| 16070 - Finisher, Flatwork, Machine | 8.69 |
| 16090 - Presser, Hand | 8.69 |
| 16110 - Presser, Machine, Drycleaning | 8.69 |
| 16130 - Presser, Machine, Shirts | 8.69 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.69 |
| 16190 - Sewing Machine Operator | 11.40 |
| 16220 - Tailor | 12.02 |
| 16250 - Washer, Machine | 9.33 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.54 |
| 19040 - Tool And Die Maker | 21.29 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.33 |
| 21030 - Material Coordinator | 19.04 |
| 21040 - Material Expediter | 19.04 |
| 21050 - Material Handling Laborer | 11.32 |
| 21071 - Order Filler | 12.55 |
| 21080 - Production Line Worker (Food Processing) | 15.33 |
| 21110 - Shipping Packer | 13.92 |
| 21130 - Shipping/Receiving Clerk | 13.92 |
| 21140 - Store Worker I | 10.99 |
| 21150 - Stock Clerk | 14.47 |
| 21210 - Tools And Parts Attendant | 15.33 |
| 21410 - Warehouse Specialist | 15.33 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.27 |
| 23021 - Aircraft Mechanic I | 20.26 |
| 23022 - Aircraft Mechanic II | 21.27 |
| 23023 - Aircraft Mechanic III | 22.34 |
| 23040 - Aircraft Mechanic Helper | 15.38 |
| 23050 - Aircraft, Painter | 20.19 |
| 23060 - Aircraft Servicer | 17.50 |
| 23080 - Aircraft Worker | 18.56 |
| 23110 - Appliance Mechanic | 17.24 |
| 23120 - Bicycle Repairer | 12.14 |
| 23125 - Cable Splicer | 24.16 |
| 23130 - Carpenter, Maintenance | 16.01 |
| 23140 - Carpet Layer | 17.08 |
| 23160 - Electrician, Maintenance | 17.54 |
| 23181 - Electronics Technician Maintenance I | 21.60 |
| 23182 - Electronics Technician Maintenance II | 22.81 |
| 23183 - Electronics Technician Maintenance III | 24.10 |
| 23260 - Fabric Worker | 16.53 |
| 23290 - Fire Alarm System Mechanic | 18.48 |
| 23310 - Fire Extinguisher Repairer | 15.03 |
| 23311 - Fuel Distribution System Mechanic | 19.31 |
| 23312 - Fuel Distribution System Operator | 15.37 |
| 23370 - General Maintenance Worker | 17.08 |
| 23380 - Ground Support Equipment Mechanic | 20.26 |
| 23381 - Ground Support Equipment Servicer | 17.50 |
| 23382 - Ground Support Equipment Worker | 18.56 |
| 23391 - Gunsmith I | 15.03 |
| 23392 - Gunsmith II | 17.08 |
| 23393 - Gunsmith III | 19.06 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.03 |

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| 23411 - Heating, Ventilation And Air Contditiuning Mechanic (Research Facility) | 19.00 |
| 23430 - Heavy Equipment Mechanic | 18.26 |
| 23440 - Heavy Equipment Operator | 19.07 |
| 23460 - Instrument Mechanic | 19.06 |
| 23465 - Laboratory/Shelter Mechanic | 18.04 |
| 23470 - Laborer | 11.40 |
| 23510 - Locksmith | 17.16 |
| 23530 - Machinery Maintenance Mechanic | 23.14 |
| 23550 - Machinist, Maintenance | 19.46 |
| 23580 - Maintenance Trades Helper | 13.10 |
| 23591 - Metrology Technician I | 19.06 |
| 23592 - Metrology Technician II | 20.09 |
| 23593 - Metrology Technician III | 20.98 |
| 23640 - Millwright | 19.13 |
| 23710 - Office Appliance Repairer | 20.40 |
| 23760 - Painter, Maintenance | 16.01 |
| 23790 - Pipefitter, Maintenance | 18.80 |
| 23810 - Plumber, Maintenance | 17.86 |
| 23820 - Pneudraulic Systems Mechanic | 19.06 |
| 23850 - Rigger | 19.06 |
| 23870 - Scale Mechanic | 17.08 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.15 |
| 23910 - Small Engine Mechanic | 17.08 |
| 23931 - Telecommunications Mechanic I | 24.91 |
| 23932 - Telecommunications Mechanic II | 26.27 |
| 23950 - Telephone Lineman | 22.34 |
| 23960 - Welder, Combination, Maintenance | 19.58 |
| 23965 - well Driller | 23.51 |
| 23970 - Woodcraft Worker | 16.87 |
| 23980 - Woodworker | 13.82 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.83 |
| 24580 - Child Care Center Clerk | 13.20 |
| 24610 - Chore Aide | 9.11 |
| 24620 - Family Readiness And Support Services Coordinator | 13.25 |
| 24630 - Homemaker | 14.01 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.28 |
| 25040 - Sewage Plant Operator | 16.41 |
| 25070 - Stationary Engineer | 21.28 |
| 25190 - Ventilation Equipment Tender | 13.76 |
| 25210 - Water Treatment Plant Operator | 16.41 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.32 |
| 27007 - Baggage Inspector | 11.56 |
| 27008 - Corrections Officer | 18.07 |
| 27010 - Court Security Officer | 16.42 |
| 27030 - Detection Dog Handler | 14.10 |
| 27040 - Detention Officer | 18.07 |
| 27070 - Firefighter | 15.62 |
| 27101 - Guard I | 11.56 |
| 27102 - Guard II | 13.41 |
| 27131 - Police Officer I | 18.41 |
| 27132 - Police Officer II | 20.45 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.00 |
| 28042 - Carnival Equipment Repairer | 10.69 |
| 28043 - Carnival Equipment Worker | 7.98 |
| 28210 - Gate Attendant/Gate Tender | 14.32 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 16.01 |

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| 28510 - Recreation Aide/Health Facility Attendant | 11.69 |
| 28515 - Recreation Specialist | 14.60 |
| 28630 - Sports Official | 12.76 |
| 28690 - Swimming Pool Operator | 16.23 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.98 |
| 29020 - Hatch Tender | 17.98 |
| 29030 - Line Handler | 17.98 |
| 29041 - Stevedore I | 16.95 |
| 29042 - Stevedore II | 19.43 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.65 |
| 30022 - Archeological Technician II | 16.96 |
| 30023 - Archeological Technician III | 20.99 |
| 30030 - Cartographic Technician | 21.03 |
| 30040 - Civil Engineering Technician | 21.03 |
| 30061 - Drafter/CAD Operator I | 15.65 |
| 30062 - Drafter/CAD Operator II | 16.96 |
| 30063 - Drafter/CAD Operator III | 18.46 |
| 30064 - Drafter/CAD Operator IV | 22.71 |
| 30081 - Engineering Technician I | 15.89 |
| 30082 - Engineering Technician II | 17.83 |
| 30083 - Engineering Technician III | 19.95 |
| 30084 - Engineering Technician IV | 27.17 |
| 30085 - Engineering Technician V | 31.79 |
| 30086 - Engineering Technician VI | 38.47 |
| 30090 - Environmental Technician | 21.29 |
| 30210 - Laboratory Technician | 19.63 |
| 30240 - Mathematical Technician | 21.87 |
| 30361 - Paralegal/Legal Assistant I | 19.37 |
| 30362 - Paralegal/Legal Assistant II | 24.00 |
| 30363 - Paralegal/Legal Assistant III | 29.36 |
| 30364 - Paralegal/Legal Assistant IV | 35.52 |
| 30390 - Photo-Optics Technician | 21.87 |
| 30461 - Technical Writer I | 22.87 |
| 30462 - Technical Writer II | 27.98 |
| 30463 - Technical Writer III | 33.85 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 18.46 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 21.07 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.47 |
| 31030 - Bus Driver | 13.39 |
| 31043 - Driver Courier | 13.87 |
| 31260 - Parking and Lot Attendant | 10.38 |
| 31290 - Shuttle Bus Driver | 14.94 |
| 31310 - Taxi Driver | 10.42 |
| 31361 - Truckdriver, Light | 14.94 |
| 31362 - Truckdriver, Medium | 17.32 |
| 31363 - Truckdriver, Heavy | 18.62 |
| 31364 - Truckdriver, Tractor-Trailer | 18.62 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.07 |
| 99050 - Desk Clerk | 9.15 |
| 99095 - Embalmer | 26.11 |

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|---|-------|
| 99251 - Laboratory Animal Caretaker I | 11.16 |
| 99252 - Laboratory Animal Caretaker II | 12.02 |
| 99310 - Mortician | 29.07 |
| 99410 - Pest Controller | 13.40 |
| 99510 - Photofinishing Worker | 11.35 |
| 99710 - Recycling Laborer | 13.82 |
| 99711 - Recycling Specialist | 16.17 |
| 99730 - Refuse Collector | 12.73 |
| 99810 - Sales Clerk | 11.91 |
| 99820 - School Crossing Guard | 10.44 |
| 99830 - Survey Party Chief | 18.09 |
| 99831 - Surveying Aide | 13.39 |
| 99832 - Surveying Technician | 16.44 |
| 99840 - Vending Machine Attendant | 12.73 |
| 99841 - Vending Machine Repairer | 15.27 |
| 99842 - Vending Machine Repairer Helper | 12.73 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2398
Revision No.: 16
Date of Last Revision: 07/25/2014

State: North Carolina

Area: North Carolina Counties of Alamance, Caswell, Chatham, Davidson, Davie, Forsyth, Guilford, Montgomery, Randolph, Rockingham, Stokes, Surry, Yadkin

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.35 |
| 01012 - Accounting Clerk II | | 15.25 |
| 01013 - Accounting Clerk III | | 18.44 |
| 01020 - Administrative Assistant | | 22.16 |
| 01040 - Court Reporter | | 19.34 |
| 01051 - Data Entry Operator I | | 12.68 |
| 01052 - Data Entry Operator II | | 13.83 |
| 01060 - Dispatcher, Motor Vehicle | | 18.88 |
| 01070 - Document Preparation Clerk | | 12.80 |
| 01090 - Duplicating Machine Operator | | 12.80 |
| 01111 - General Clerk I | | 12.61 |
| 01112 - General Clerk II | | 13.76 |
| 01113 - General Clerk III | | 15.45 |

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| 01120 - Housing Referral Assistant | 21.81 |
| 01141 - Messenger Courier | 12.00 |
| 01191 - Order Clerk I | 12.63 |
| 01192 - Order Clerk II | 14.40 |
| 01261 - Personnel Assistant (Employment) I | 15.28 |
| 01262 - Personnel Assistant (Employment) II | 19.34 |
| 01263 - Personnel Assistant (Employment) III | 21.72 |
| 01270 - Production Control Clerk | 18.60 |
| 01280 - Receptionist | 12.73 |
| 01290 - Rental Clerk | 15.12 |
| 01300 - Scheduler, Maintenance | 15.62 |
| 01311 - Secretary I | 15.62 |
| 01312 - Secretary II | 17.55 |
| 01313 - Secretary III | 21.82 |
| 01320 - Service Order Dispatcher | 16.39 |
| 01410 - Supply Technician | 22.16 |
| 01420 - Survey Worker | 17.55 |
| 01531 - Travel Clerk I | 11.10 |
| 01532 - Travel Clerk II | 11.82 |
| 01533 - Travel Clerk III | 12.60 |
| 01611 - Word Processor I | 13.35 |
| 01612 - Word Processor II | 15.12 |
| 01613 - Word Processor III | 18.44 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.56 |
| 05010 - Automotive Electrician | 20.10 |
| 05040 - Automotive Glass Installer | 19.11 |
| 05070 - Automotive Worker | 20.11 |
| 05110 - Mobile Equipment Servicer | 16.93 |
| 05130 - Motor Equipment Metal Mechanic | 22.36 |
| 05160 - Motor Equipment Metal Worker | 20.11 |
| 05190 - Motor Vehicle Mechanic | 20.56 |
| 05220 - Motor Vehicle Mechanic Helper | 15.86 |
| 05250 - Motor Vehicle Upholstery Worker | 18.96 |
| 05280 - Motor Vehicle Wrecker | 20.11 |
| 05310 - Painter, Automotive | 20.57 |
| 05340 - Radiator Repair Specialist | 20.11 |
| 05370 - Tire Repairer | 12.73 |
| 05400 - Transmission Repair Specialist | 22.36 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.98 |
| 07041 - Cook I | 10.23 |
| 07042 - Cook II | 11.62 |
| 07070 - Dishwasher | 8.03 |
| 07130 - Food Service Worker | 8.78 |
| 07210 - Meat Cutter | 13.99 |
| 07260 - Waiter/Waitress | 7.99 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.73 |
| 09040 - Furniture Handler | 11.13 |
| 09080 - Furniture Refinisher | 16.70 |
| 09090 - Furniture Refinisher Helper | 12.94 |
| 09110 - Furniture Repairer, Minor | 14.71 |
| 09130 - Upholsterer | 15.55 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.41 |
| 11060 - Elevator Operator | 9.41 |
| 11090 - Gardener | 12.23 |
| 11122 - Housekeeping Aide | 9.90 |
| 11150 - Janitor | 10.05 |
| 11210 - Laborer, Grounds Maintenance | 10.90 |
| 11240 - Maid or Houseman | 8.67 |
| 11260 - Pruner | 10.00 |

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| 11270 - Tractor Operator | 12.07 |
| 11330 - Trail Maintenance Worker | 10.90 |
| 11360 - Window Cleaner | 10.80 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.67 |
| 12011 - Breath Alcohol Technician | 16.41 |
| 12012 - Certified Occupational Therapist Assistant | 24.22 |
| 12015 - Certified Physical Therapist Assistant | 24.65 |
| 12020 - Dental Assistant | 16.75 |
| 12025 - Dental Hygienist | 30.41 |
| 12030 - EKG Technician | 27.16 |
| 12035 - Electroneurodiagnostic Technologist | 27.16 |
| 12040 - Emergency Medical Technician | 15.67 |
| 12071 - Licensed Practical Nurse I | 14.96 |
| 12072 - Licensed Practical Nurse II | 16.74 |
| 12073 - Licensed Practical Nurse III | 18.67 |
| 12100 - Medical Assistant | 14.97 |
| 12130 - Medical Laboratory Technician | 18.94 |
| 12160 - Medical Record Clerk | 13.29 |
| 12190 - Medical Record Technician | 15.20 |
| 12195 - Medical Transcriptionist | 17.20 |
| 12210 - Nuclear Medicine Technologist | 30.58 |
| 12221 - Nursing Assistant I | 9.92 |
| 12222 - Nursing Assistant II | 11.16 |
| 12223 - Nursing Assistant III | 12.18 |
| 12224 - Nursing Assistant IV | 13.67 |
| 12235 - Optical Dispenser | 18.04 |
| 12236 - Optical Technician | 14.69 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.67 |
| 12305 - Radiologic Technologist | 25.83 |
| 12311 - Registered Nurse I | 23.46 |
| 12312 - Registered Nurse II | 28.72 |
| 12313 - Registered Nurse II, Specialist | 28.72 |
| 12314 - Registered Nurse III | 34.75 |
| 12315 - Registered Nurse III, Anesthetist | 34.75 |
| 12316 - Registered Nurse IV | 41.64 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.74 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.84 |
| 13012 - Exhibits Specialist II | 20.87 |
| 13013 - Exhibits Specialist III | 25.53 |
| 13041 - Illustrator I | 17.07 |
| 13042 - Illustrator II | 21.15 |
| 13043 - Illustrator III | 25.88 |
| 13047 - Librarian | 23.42 |
| 13050 - Library Aide/Clerk | 10.55 |
| 13054 - Library Information Technology Systems Administrator | 21.15 |
| 13058 - Library Technician | 14.26 |
| 13061 - Media Specialist I | 15.26 |
| 13062 - Media Specialist II | 17.07 |
| 13063 - Media Specialist III | 19.04 |
| 13071 - Photographer I | 15.93 |
| 13072 - Photographer II | 18.06 |
| 13073 - Photographer III | 21.43 |
| 13074 - Photographer IV | 28.09 |
| 13075 - Photographer V | 33.10 |
| 13110 - Video Teleconference Technician | 16.54 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.18 |
| 14042 - Computer Operator II | 16.98 |
| 14043 - Computer Operator III | 18.94 |

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| 14044 - Computer Operator IV | 21.10 |
| 14045 - Computer Operator V | 23.31 |
| 14071 - Computer Programmer I (see 1) | 24.60 |
| 14072 - Computer Programmer II (see 1) | 25.89 |
| 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 | 15.18 |
| 14160 - Personal Computer Support Technician | 21.10 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.88 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.92 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.88 |
| 15050 - Computer Based Training Specialist / Instructor | 28.88 |
| 15060 - Educational Technologist | 24.76 |
| 15070 - Flight Instructor (Pilot) | 41.88 |
| 15080 - Graphic Artist | 21.18 |
| 15090 - Technical Instructor | 20.67 |
| 15095 - Technical Instructor/Course Developer | 24.61 |
| 15110 - Test Proctor | 16.23 |
| 15120 - Tutor | 16.23 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.69 |
| 16030 - Counter Attendant | 8.69 |
| 16040 - Dry Cleaner | 10.74 |
| 16070 - Finisher, Flatwork, Machine | 8.69 |
| 16090 - Presser, Hand | 8.69 |
| 16110 - Presser, Machine, Drycleaning | 8.69 |
| 16130 - Presser, Machine, Shirts | 8.69 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.69 |
| 16190 - Sewing Machine Operator | 11.40 |
| 16220 - Tailor | 12.02 |
| 16250 - Washer, Machine | 9.33 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.54 |
| 19040 - Tool And Die Maker | 21.29 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.33 |
| 21030 - Material Coordinator | 19.04 |
| 21040 - Material Expediter | 19.04 |
| 21050 - Material Handling Laborer | 11.32 |
| 21071 - Order Filler | 12.55 |
| 21080 - Production Line Worker (Food Processing) | 15.33 |
| 21110 - Shipping Packer | 13.92 |
| 21130 - Shipping/Receiving Clerk | 13.92 |
| 21140 - Store Worker I | 10.99 |
| 21150 - Stock Clerk | 14.47 |
| 21210 - Tools And Parts Attendant | 15.33 |
| 21410 - Warehouse Specialist | 15.33 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.27 |
| 23021 - Aircraft Mechanic I | 20.26 |
| 23022 - Aircraft Mechanic II | 21.27 |
| 23023 - Aircraft Mechanic III | 22.34 |
| 23040 - Aircraft Mechanic Helper | 15.38 |
| 23050 - Aircraft, Painter | 20.19 |
| 23060 - Aircraft Servicer | 17.50 |
| 23080 - Aircraft Worker | 18.56 |
| 23110 - Appliance Mechanic | 17.24 |
| 23120 - Bicycle Repairer | 12.14 |
| 23125 - Cable Splicer | 24.16 |

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| 23130 - Carpenter, Maintenance | 16.01 |
| 23140 - Carpet Layer | 17.08 |
| 23160 - Electrician, Maintenance | 17.54 |
| 23181 - Electronics Technician Maintenance I | 21.60 |
| 23182 - Electronics Technician Maintenance II | 22.81 |
| 23183 - Electronics Technician Maintenance III | 24.10 |
| 23260 - Fabric Worker | 16.53 |
| 23290 - Fire Alarm System Mechanic | 18.48 |
| 23310 - Fire Extinguisher Repairer | 15.03 |
| 23311 - Fuel Distribution System Mechanic | 19.31 |
| 23312 - Fuel Distribution System Operator | 15.37 |
| 23370 - General Maintenance Worker | 17.08 |
| 23380 - Ground Support Equipment Mechanic | 20.26 |
| 23381 - Ground Support Equipment Servicer | 17.50 |
| 23382 - Ground Support Equipment Worker | 18.56 |
| 23391 - Gunsmith I | 15.03 |
| 23392 - Gunsmith II | 17.08 |
| 23393 - Gunsmith III | 19.06 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.03 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.00 |
| 23430 - Heavy Equipment Mechanic | 18.26 |
| 23440 - Heavy Equipment Operator | 19.07 |
| 23460 - Instrument Mechanic | 19.06 |
| 23465 - Laboratory/Shelter Mechanic | 18.04 |
| 23470 - Laborer | 11.40 |
| 23510 - Locksmith | 17.16 |
| 23530 - Machinery Maintenance Mechanic | 23.14 |
| 23550 - Machinist, Maintenance | 19.46 |
| 23580 - Maintenance Trades Helper | 13.10 |
| 23591 - Metrology Technician I | 19.06 |
| 23592 - Metrology Technician II | 20.09 |
| 23593 - Metrology Technician III | 20.98 |
| 23640 - Millwright | 19.13 |
| 23710 - Office Appliance Repairer | 20.40 |
| 23760 - Painter, Maintenance | 16.01 |
| 23790 - Pipefitter, Maintenance | 18.80 |
| 23810 - Plumber, Maintenance | 17.86 |
| 23820 - Pneudraulic Systems Mechanic | 19.06 |
| 23850 - Rigger | 19.06 |
| 23870 - Scale Mechanic | 17.08 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.15 |
| 23910 - Small Engine Mechanic | 17.08 |
| 23931 - Telecommunications Mechanic I | 24.91 |
| 23932 - Telecommunications Mechanic II | 26.27 |
| 23950 - Telephone Lineman | 22.34 |
| 23960 - Welder, Combination, Maintenance | 19.58 |
| 23965 - Well Driller | 23.51 |
| 23970 - Woodcraft Worker | 16.87 |
| 23980 - Woodworker | 13.82 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.83 |
| 24580 - Child Care Center Clerk | 13.20 |
| 24610 - Chore Aide | 9.11 |
| 24620 - Family Readiness And Support Services Coordinator | 13.25 |
| 24630 - Homemaker | 14.01 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.28 |
| 25040 - Sewage Plant Operator | 16.41 |
| 25070 - Stationary Engineer | 21.28 |
| 25190 - Ventilation Equipment Tender | 13.76 |

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|--|-------|
| 25210 - Water Treatment Plant Operator | 16.41 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.32 |
| 27007 - Baggage Inspector | 11.56 |
| 27008 - Corrections Officer | 18.07 |
| 27010 - Court Security Officer | 16.42 |
| 27030 - Detection Dog Handler | 14.10 |
| 27040 - Detention Officer | 18.07 |
| 27070 - Firefighter | 15.62 |
| 27101 - Guard I | 11.56 |
| 27102 - Guard II | 13.41 |
| 27131 - Police Officer I | 18.41 |
| 27132 - Police Officer II | 20.45 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.00 |
| 28042 - Carnival Equipment Repairer | 10.69 |
| 28043 - Carnival Equipment Worker | 7.98 |
| 28210 - Gate Attendant/Gate Tender | 14.32 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 16.01 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.69 |
| 28515 - Recreation Specialist | 14.60 |
| 28630 - Sports Official | 12.76 |
| 28690 - Swimming Pool Operator | 16.23 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.98 |
| 29020 - Hatch Tender | 17.98 |
| 29030 - Line Handler | 17.98 |
| 29041 - Stevedore I | 16.95 |
| 29042 - Stevedore II | 19.43 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.65 |
| 30022 - Archeological Technician II | 16.96 |
| 30023 - Archeological Technician III | 20.99 |
| 30030 - Cartographic Technician | 21.03 |
| 30040 - Civil Engineering Technician | 21.03 |
| 30061 - Drafter/CAD Operator I | 15.65 |
| 30062 - Drafter/CAD Operator II | 16.96 |
| 30063 - Drafter/CAD Operator III | 18.46 |
| 30064 - Drafter/CAD Operator IV | 22.71 |
| 30081 - Engineering Technician I | 15.89 |
| 30082 - Engineering Technician II | 17.83 |
| 30083 - Engineering Technician III | 19.95 |
| 30084 - Engineering Technician IV | 27.17 |
| 30085 - Engineering Technician V | 31.79 |
| 30086 - Engineering Technician VI | 38.47 |
| 30090 - Environmental Technician | 21.29 |
| 30210 - Laboratory Technician | 19.63 |
| 30240 - Mathematical Technician | 21.87 |
| 30361 - Paralegal/Legal Assistant I | 19.37 |
| 30362 - Paralegal/Legal Assistant II | 24.00 |
| 30363 - Paralegal/Legal Assistant III | 29.36 |
| 30364 - Paralegal/Legal Assistant IV | 35.52 |
| 30390 - Photo-Optics Technician | 21.87 |
| 30461 - Technical Writer I | 22.87 |
| 30462 - Technical Writer II | 27.98 |
| 30463 - Technical Writer III | 33.85 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |

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|---|---------------|
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 18.46 |
| 30621 - Weather Observer, Senior | (see 2) 21.07 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.47 |
| 31030 - Bus Driver | 13.39 |
| 31043 - Driver Courier | 13.87 |
| 31260 - Parking and Lot Attendant | 10.38 |
| 31290 - Shuttle Bus Driver | 14.94 |
| 31310 - Taxi Driver | 10.42 |
| 31361 - Truckdriver, Light | 14.94 |
| 31362 - Truckdriver, Medium | 17.32 |
| 31363 - Truckdriver, Heavy | 18.62 |
| 31364 - Truckdriver, Tractor-Trailer | 18.62 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.07 |
| 99050 - Desk Clerk | 9.15 |
| 99095 - Embalmer | 26.11 |
| 99251 - Laboratory Animal Caretaker I | 11.16 |
| 99252 - Laboratory Animal Caretaker II | 12.02 |
| 99310 - Mortician | 29.07 |
| 99410 - Pest Controller | 13.40 |
| 99510 - Photofinishing Worker | 11.35 |
| 99710 - Recycling Laborer | 13.82 |
| 99711 - Recycling Specialist | 16.17 |
| 99730 - Refuse Collector | 12.73 |
| 99810 - Sales Clerk | 11.91 |
| 99820 - School Crossing Guard | 10.44 |
| 99830 - Survey Party Chief | 18.09 |
| 99831 - Surveying Aide | 13.39 |
| 99832 - Surveying Technician | 16.44 |
| 99840 - Vending Machine Attendant | 12.73 |
| 99841 - Vending Machine Repairer | 15.27 |
| 99842 - Vending Machine Repairer Helper | 12.73 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order

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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2401
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: North Carolina

Area: North Carolina Counties of Bertie, Durham, Edgecombe, Franklin, Granville, Halifax, Hertford, Nash, Northampton, Orange, Person, Vance, Wake, Warren

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.04 |
| 01012 - Accounting Clerk II | | 15.77 |
| 01013 - Accounting Clerk III | | 17.93 |
| 01020 - Administrative Assistant | | 21.44 |
| 01040 - Court Reporter | | 17.12 |
| 01051 - Data Entry Operator I | | 12.97 |
| 01052 - Data Entry Operator II | | 14.15 |
| 01060 - Dispatcher, Motor Vehicle | | 17.90 |
| 01070 - Document Preparation Clerk | | 13.78 |
| 01090 - Duplicating Machine Operator | | 13.78 |
| 01111 - General Clerk I | | 12.29 |
| 01112 - General Clerk II | | 13.41 |
| 01113 - General Clerk III | | 15.06 |
| 01120 - Housing Referral Assistant | | 18.82 |
| 01141 - Messenger Courier | | 12.67 |
| 01191 - Order Clerk I | | 13.17 |
| 01192 - Order Clerk II | | 14.37 |
| 01261 - Personnel Assistant (Employment) I | | 16.52 |
| 01262 - Personnel Assistant (Employment) II | | 18.48 |
| 01263 - Personnel Assistant (Employment) III | | 20.43 |
| 01270 - Production Control Clerk | | 19.52 |
| 01280 - Receptionist | | 12.34 |
| 01290 - Rental Clerk | | 14.98 |
| 01300 - Scheduler, Maintenance | | 15.56 |
| 01311 - Secretary I | | 15.56 |
| 01312 - Secretary II | | 17.12 |
| 01313 - Secretary III | | 18.82 |
| 01320 - Service Order Dispatcher | | 16.49 |
| 01410 - Supply Technician | | 20.87 |
| 01420 - Survey Worker | | 15.07 |
| 01531 - Travel Clerk I | | 11.60 |
| 01532 - Travel Clerk II | | 12.35 |
| 01533 - Travel Clerk III | | 13.17 |
| 01611 - Word Processor I | | 12.75 |
| 01612 - Word Processor II | | 15.49 |
| 01613 - Word Processor III | | 18.22 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 21.57 |
| 05010 - Automotive Electrician | | 16.13 |
| 05040 - Automotive Glass Installer | | 18.02 |
| 05070 - Automotive Worker | | 18.23 |
| 05110 - Mobile Equipment Servicer | | 16.60 |
| 05130 - Motor Equipment Metal Mechanic | | 19.89 |
| 05160 - Motor Equipment Metal Worker | | 18.23 |
| 05190 - Motor Vehicle Mechanic | | 20.65 |
| 05220 - Motor Vehicle Mechanic Helper | | 15.03 |
| 05250 - Motor Vehicle Upholstery Worker | | 17.24 |
| 05280 - Motor Vehicle Wrecker | | 18.23 |
| 05310 - Painter, Automotive | | 18.91 |
| 05340 - Radiator Repair Specialist | | 18.23 |
| 05370 - Tire Repairer | | 12.85 |
| 05400 - Transmission Repair Specialist | | 20.24 |

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| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.49 |
| 07041 - Cook I | 11.76 |
| 07042 - Cook II | 13.24 |
| 07070 - Dishwasher | 8.71 |
| 07130 - Food Service Worker | 8.86 |
| 07210 - Meat Cutter | 13.71 |
| 07260 - Waiter/Waitress | 9.23 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.62 |
| 09040 - Furniture Handler | 11.26 |
| 09080 - Furniture Refinisher | 16.62 |
| 09090 - Furniture Refinisher Helper | 13.06 |
| 09110 - Furniture Repairer, Minor | 15.13 |
| 09130 - Upholsterer | 17.41 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.18 |
| 11060 - Elevator Operator | 10.18 |
| 11090 - Gardener | 13.67 |
| 11122 - Housekeeping Aide | 10.18 |
| 11150 - Janitor | 10.18 |
| 11210 - Laborer, Grounds Maintenance | 10.85 |
| 11240 - Maid or Houseman | 9.23 |
| 11260 - Pruner | 9.99 |
| 11270 - Tractor Operator | 12.70 |
| 11330 - Trail Maintenance Worker | 10.85 |
| 11360 - Window Cleaner | 11.06 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.83 |
| 12011 - Breath Alcohol Technician | 16.51 |
| 12012 - Certified Occupational Therapist Assistant | 23.22 |
| 12015 - Certified Physical Therapist Assistant | 23.73 |
| 12020 - Dental Assistant | 18.13 |
| 12025 - Dental Hygienist | 30.86 |
| 12030 - EKG Technician | 25.98 |
| 12035 - Electroneurodiagnostic Technologist | 25.98 |
| 12040 - Emergency Medical Technician | 14.83 |
| 12071 - Licensed Practical Nurse I | 15.41 |
| 12072 - Licensed Practical Nurse II | 17.24 |
| 12073 - Licensed Practical Nurse III | 19.22 |
| 12100 - Medical Assistant | 14.29 |
| 12130 - Medical Laboratory Technician | 17.59 |
| 12160 - Medical Record Clerk | 15.41 |
| 12190 - Medical Record Technician | 16.96 |
| 12195 - Medical Transcriptionist | 16.21 |
| 12210 - Nuclear Medicine Technologist | 30.76 |
| 12221 - Nursing Assistant I | 11.62 |
| 12222 - Nursing Assistant II | 13.07 |
| 12223 - Nursing Assistant III | 14.26 |
| 12224 - Nursing Assistant IV | 16.01 |
| 12235 - Optical Dispenser | 19.73 |
| 12236 - Optical Technician | 16.18 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 16.01 |
| 12305 - Radiologic Technologist | 25.44 |
| 12311 - Registered Nurse I | 23.03 |
| 12312 - Registered Nurse II | 28.16 |
| 12313 - Registered Nurse II, Specialist | 28.16 |
| 12314 - Registered Nurse III | 34.08 |
| 12315 - Registered Nurse III, Anesthetist | 34.08 |
| 12316 - Registered Nurse IV | 40.85 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.40 |
| 13000 - Information And Arts Occupations | |

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|---|---------------|
| 13011 - Exhibits Specialist I | 21.44 |
| 13012 - Exhibits Specialist II | 26.54 |
| 13013 - Exhibits Specialist III | 32.52 |
| 13041 - Illustrator I | 19.49 |
| 13042 - Illustrator II | 24.14 |
| 13043 - Illustrator III | 29.54 |
| 13047 - Librarian | 25.56 |
| 13050 - Library Aide/Clerk | 12.41 |
| 13054 - Library Information Technology Systems Administrator | 22.23 |
| 13058 - Library Technician | 18.13 |
| 13061 - Media Specialist I | 16.65 |
| 13062 - Media Specialist II | 18.63 |
| 13063 - Media Specialist III | 20.78 |
| 13071 - Photographer I | 16.04 |
| 13072 - Photographer II | 17.95 |
| 13073 - Photographer III | 22.23 |
| 13074 - Photographer IV | 27.19 |
| 13075 - Photographer V | 32.91 |
| 13110 - Video Teleconference Technician | 18.81 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.52 |
| 14042 - Computer Operator II | 19.85 |
| 14043 - Computer Operator III | 21.86 |
| 14044 - Computer Operator IV | 24.28 |
| 14045 - Computer Operator V | 26.89 |
| 14071 - Computer Programmer I | (see 1) 21.98 |
| 14072 - Computer Programmer II | (see 1) 25.63 |
| 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 | 17.52 |
| 14160 - Personal Computer Support Technician | 27.14 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 31.15 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.70 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 45.18 |
| 15050 - Computer Based Training Specialist / Instructor | 31.15 |
| 15060 - Educational Technologist | 27.92 |
| 15070 - Flight Instructor (Pilot) | 45.18 |
| 15080 - Graphic Artist | 23.80 |
| 15090 - Technical Instructor | 22.97 |
| 15095 - Technical Instructor/Course Developer | 28.10 |
| 15110 - Test Proctor | 18.54 |
| 15120 - Tutor | 18.54 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.04 |
| 16030 - Counter Attendant | 9.04 |
| 16040 - Dry Cleaner | 11.12 |
| 16070 - Finisher, Flatwork, Machine | 9.04 |
| 16090 - Presser, Hand | 9.04 |
| 16110 - Presser, Machine, Drycleaning | 9.04 |
| 16130 - Presser, Machine, Shirts | 9.04 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.04 |
| 16190 - Sewing Machine Operator | 11.80 |
| 16220 - Tailor | 12.45 |
| 16250 - Washer, Machine | 9.67 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.53 |
| 19040 - Tool And Die Maker | 20.38 |
| 21000 - Materials Handling And Packing Occupations | |

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|---|-------|
| 21020 - Forklift Operator | 13.24 |
| 21030 - Material Coordinator | 19.52 |
| 21040 - Material Expediter | 19.52 |
| 21050 - Material Handling Laborer | 11.80 |
| 21071 - Order Filler | 11.78 |
| 21080 - Production Line Worker (Food Processing) | 13.24 |
| 21110 - Shipping Packer | 13.08 |
| 21130 - Shipping/Receiving Clerk | 13.08 |
| 21140 - Store Worker I | 11.19 |
| 21150 - Stock Clerk | 14.73 |
| 21210 - Tools And Parts Attendant | 13.24 |
| 21410 - Warehouse Specialist | 13.24 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.61 |
| 23021 - Aircraft Mechanic I | 23.41 |
| 23022 - Aircraft Mechanic II | 24.61 |
| 23023 - Aircraft Mechanic III | 25.76 |
| 23040 - Aircraft Mechanic Helper | 16.89 |
| 23050 - Aircraft, Painter | 22.53 |
| 23060 - Aircraft Servicer | 19.80 |
| 23080 - Aircraft Worker | 20.97 |
| 23110 - Appliance Mechanic | 17.60 |
| 23120 - Bicycle Repairer | 12.85 |
| 23125 - Cable Splicer | 23.49 |
| 23130 - Carpenter, Maintenance | 17.41 |
| 23140 - Carpet Layer | 18.01 |
| 23160 - Electrician, Maintenance | 18.58 |
| 23181 - Electronics Technician Maintenance I | 22.63 |
| 23182 - Electronics Technician Maintenance II | 23.90 |
| 23183 - Electronics Technician Maintenance III | 25.31 |
| 23260 - Fabric Worker | 16.91 |
| 23290 - Fire Alarm System Mechanic | 19.65 |
| 23310 - Fire Extinguisher Repairer | 15.80 |
| 23311 - Fuel Distribution System Mechanic | 20.14 |
| 23312 - Fuel Distribution System Operator | 18.51 |
| 23370 - General Maintenance Worker | 17.49 |
| 23380 - Ground Support Equipment Mechanic | 23.41 |
| 23381 - Ground Support Equipment Servicer | 19.80 |
| 23382 - Ground Support Equipment Worker | 20.97 |
| 23391 - Gunsmith I | 15.80 |
| 23392 - Gunsmith II | 18.01 |
| 23393 - Gunsmith III | 20.14 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.69 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.70 |
| 23430 - Heavy Equipment Mechanic | 18.37 |
| 23440 - Heavy Equipment Operator | 18.58 |
| 23460 - Instrument Mechanic | 23.85 |
| 23465 - Laboratory/Shelter Mechanic | 19.01 |
| 23470 - Laborer | 10.88 |
| 23510 - Locksmith | 18.08 |
| 23530 - Machinery Maintenance Mechanic | 20.72 |
| 23550 - Machinist, Maintenance | 18.19 |
| 23580 - Maintenance Trades Helper | 15.22 |
| 23591 - Metrology Technician I | 23.85 |
| 23592 - Metrology Technician II | 25.05 |
| 23593 - Metrology Technician III | 25.31 |
| 23640 - Millwright | 18.94 |
| 23710 - Office Appliance Repairer | 20.93 |
| 23760 - Painter, Maintenance | 17.41 |
| 23790 - Pipefitter, Maintenance | 19.25 |
| 23810 - Plumber, Maintenance | 18.42 |

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| 23820 - Pneudraulic Systems Mechanic | 20.14 |
| 23850 - Rigger | 20.14 |
| 23870 - Scale Mechanic | 18.01 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.94 |
| 23910 - Small Engine Mechanic | 16.52 |
| 23931 - Telecommunications Mechanic I | 24.71 |
| 23932 - Telecommunications Mechanic II | 26.02 |
| 23950 - Telephone Lineman | 20.55 |
| 23960 - Welder, Combination, Maintenance | 18.26 |
| 23965 - Well Driller | 20.22 |
| 23970 - Woodcraft Worker | 20.14 |
| 23980 - Woodworker | 14.39 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.22 |
| 24580 - Child Care Center Clerk | 14.40 |
| 24610 - Chore Aide | 10.50 |
| 24620 - Family Readiness And Support Services Coordinator | 14.21 |
| 24630 - Homemaker | 16.01 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.44 |
| 25040 - Sewage Plant Operator | 18.01 |
| 25070 - Stationary Engineer | 21.44 |
| 25190 - Ventilation Equipment Tender | 15.62 |
| 25210 - Water Treatment Plant Operator | 18.01 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.86 |
| 27007 - Baggage Inspector | 12.36 |
| 27008 - Corrections Officer | 15.61 |
| 27010 - Court Security Officer | 18.01 |
| 27030 - Detection Dog Handler | 13.87 |
| 27040 - Detention Officer | 18.01 |
| 27070 - Firefighter | 18.32 |
| 27101 - Guard I | 12.36 |
| 27102 - Guard II | 13.87 |
| 27131 - Police Officer I | 20.79 |
| 27132 - Police Officer II | 23.09 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.41 |
| 28042 - Carnival Equipment Repairer | 10.09 |
| 28043 - Carnival Equipment Worker | 8.61 |
| 28210 - Gate Attendant/Gate Tender | 14.59 |
| 28310 - Lifeguard | 12.11 |
| 28350 - Park Attendant (Aide) | 16.32 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.91 |
| 28515 - Recreation Specialist | 15.41 |
| 28630 - Sports Official | 13.00 |
| 28690 - Swimming Pool Operator | 15.90 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.37 |
| 29020 - Hatch Tender | 22.37 |
| 29030 - Line Handler | 22.37 |
| 29041 - Stevedore I | 21.00 |
| 29042 - Stevedore II | 23.62 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 36.87 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 25.42 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.99 |
| 30021 - Archeological Technician I | 18.63 |
| 30022 - Archeological Technician II | 21.97 |
| 30023 - Archeological Technician III | 25.82 |
| 30030 - Cartographic Technician | 26.02 |
| 30040 - Civil Engineering Technician | 22.21 |

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|---|---------------|
| 30061 - Drafter/CAD Operator I | 18.63 |
| 30062 - Drafter/CAD Operator II | 20.84 |
| 30063 - Drafter/CAD Operator III | 23.22 |
| 30064 - Drafter/CAD Operator IV | 28.59 |
| 30081 - Engineering Technician I | 16.81 |
| 30082 - Engineering Technician II | 18.88 |
| 30083 - Engineering Technician III | 20.03 |
| 30084 - Engineering Technician IV | 25.94 |
| 30085 - Engineering Technician V | 30.68 |
| 30086 - Engineering Technician VI | 37.11 |
| 30090 - Environmental Technician | 20.50 |
| 30210 - Laboratory Technician | 18.35 |
| 30240 - Mathematical Technician | 26.02 |
| 30361 - Paralegal/Legal Assistant I | 19.85 |
| 30362 - Paralegal/Legal Assistant II | 25.13 |
| 30363 - Paralegal/Legal Assistant III | 30.71 |
| 30364 - Paralegal/Legal Assistant IV | 37.15 |
| 30390 - Photo-Optics Technician | 26.02 |
| 30461 - Technical Writer I | 24.59 |
| 30462 - Technical Writer II | 30.08 |
| 30463 - Technical Writer III | 36.40 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 23.43 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 28.35 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 33.98 |
| 30494 - Unexploded (UXO) Safety Escort | 23.43 |
| 30495 - Unexploded (UXO) Sweep Personnel | 23.43 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 3) 23.22 |
| 30621 - Weather Observer, Senior | (see 3) 25.82 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.33 |
| 31030 - Bus Driver | 15.28 |
| 31043 - Driver Courier | 13.26 |
| 31260 - Parking and Lot Attendant | 10.36 |
| 31290 - Shuttle Bus Driver | 14.28 |
| 31310 - Taxi Driver | 11.40 |
| 31361 - Truckdriver, Light | 14.28 |
| 31362 - Truckdriver, Medium | 17.89 |
| 31363 - Truckdriver, Heavy | 18.39 |
| 31364 - Truckdriver, Tractor-Trailer | 18.39 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.65 |
| 99050 - Desk Clerk | 10.24 |
| 99095 - Embalmer | 36.45 |
| 99251 - Laboratory Animal Caretaker I | 10.84 |
| 99252 - Laboratory Animal Caretaker II | 11.67 |
| 99310 - Mortician | 36.45 |
| 99410 - Pest Controller | 15.82 |
| 99510 - Photofinishing Worker | 10.59 |
| 99710 - Recycling Laborer | 14.19 |
| 99711 - Recycling Specialist | 16.60 |
| 99730 - Refuse Collector | 13.06 |
| 99810 - Sales Clerk | 12.18 |
| 99820 - School Crossing Guard | 12.78 |
| 99830 - Survey Party Chief | 17.47 |
| 99831 - Surveying Aide | 8.69 |
| 99832 - Surveying Technician | 17.23 |
| 99840 - Vending Machine Attendant | 14.93 |
| 99841 - Vending Machine Repairer | 18.24 |
| 99842 - Vending Machine Repairer Helper | 14.93 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2402
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: North Carolina

Area: North Carolina Counties of Bertie, Durham, Edgecombe, Franklin,
Granville, Halifax, Hertford, Nash, Northampton, Orange, Person, Vance, Wake,
Warren

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

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|---|-------|
| 01000 - Administrative Support And Clerical Occupations | |
| 01011 - Accounting Clerk I | 14.04 |
| 01012 - Accounting Clerk II | 15.77 |
| 01013 - Accounting Clerk III | 17.93 |
| 01020 - Administrative Assistant | 21.44 |
| 01040 - Court Reporter | 17.12 |
| 01051 - Data Entry Operator I | 12.97 |
| 01052 - Data Entry Operator II | 14.15 |
| 01060 - Dispatcher, Motor Vehicle | 17.90 |
| 01070 - Document Preparation Clerk | 13.78 |
| 01090 - Duplicating Machine Operator | 13.78 |
| 01111 - General Clerk I | 12.29 |
| 01112 - General Clerk II | 13.41 |
| 01113 - General Clerk III | 15.06 |
| 01120 - Housing Referral Assistant | 18.82 |
| 01141 - Messenger Courier | 12.67 |
| 01191 - Order Clerk I | 13.17 |
| 01192 - Order Clerk II | 14.37 |
| 01261 - Personnel Assistant (Employment) I | 16.52 |
| 01262 - Personnel Assistant (Employment) II | 18.48 |
| 01263 - Personnel Assistant (Employment) III | 20.43 |
| 01270 - Production Control Clerk | 19.52 |
| 01280 - Receptionist | 12.34 |
| 01290 - Rental Clerk | 14.98 |
| 01300 - Scheduler, Maintenance | 15.56 |
| 01311 - Secretary I | 15.56 |
| 01312 - Secretary II | 17.12 |
| 01313 - Secretary III | 18.82 |
| 01320 - Service Order Dispatcher | 16.49 |
| 01410 - Supply Technician | 20.87 |
| 01420 - Survey Worker | 15.07 |
| 01531 - Travel Clerk I | 11.60 |
| 01532 - Travel Clerk II | 12.35 |
| 01533 - Travel Clerk III | 13.17 |
| 01611 - Word Processor I | 12.75 |
| 01612 - Word Processor II | 15.49 |
| 01613 - Word Processor III | 18.22 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.57 |
| 05010 - Automotive Electrician | 16.13 |
| 05040 - Automotive Glass Installer | 18.02 |
| 05070 - Automotive Worker | 18.23 |
| 05110 - Mobile Equipment Servicer | 16.60 |
| 05130 - Motor Equipment Metal Mechanic | 19.89 |
| 05160 - Motor Equipment Metal Worker | 18.23 |
| 05190 - Motor Vehicle Mechanic | 20.65 |
| 05220 - Motor Vehicle Mechanic Helper | 15.03 |
| 05250 - Motor Vehicle Upholstery Worker | 17.24 |
| 05280 - Motor Vehicle Wrecker | 18.23 |
| 05310 - Painter, Automotive | 18.91 |
| 05340 - Radiator Repair Specialist | 18.23 |
| 05370 - Tire Repairer | 12.85 |
| 05400 - Transmission Repair Specialist | 20.24 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.49 |
| 07041 - Cook I | 11.76 |
| 07042 - Cook II | 13.24 |
| 07070 - Dishwasher | 8.71 |
| 07130 - Food Service Worker | 8.86 |
| 07210 - Meat Cutter | 13.71 |
| 07260 - Waiter/Waitress | 9.23 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.62 |

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| 09040 - Furniture Handler | 11.26 |
| 09080 - Furniture Refinisher | 16.62 |
| 09090 - Furniture Refinisher Helper | 13.06 |
| 09110 - Furniture Repairer, Minor | 15.13 |
| 09130 - Upholsterer | 17.41 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.18 |
| 11060 - Elevator Operator | 10.18 |
| 11090 - Gardener | 13.67 |
| 11122 - Housekeeping Aide | 10.18 |
| 11150 - Janitor | 10.18 |
| 11210 - Laborer, Grounds Maintenance | 10.85 |
| 11240 - Maid or Houseman | 9.23 |
| 11260 - Pruner | 9.99 |
| 11270 - Tractor Operator | 12.70 |
| 11330 - Trail Maintenance Worker | 10.85 |
| 11360 - Window Cleaner | 11.06 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.83 |
| 12011 - Breath Alcohol Technician | 16.51 |
| 12012 - Certified Occupational Therapist Assistant | 23.22 |
| 12015 - Certified Physical Therapist Assistant | 23.73 |
| 12020 - Dental Assistant | 18.13 |
| 12025 - Dental Hygienist | 30.86 |
| 12030 - EKG Technician | 25.98 |
| 12035 - Electroneurodiagnostic Technologist | 25.98 |
| 12040 - Emergency Medical Technician | 14.83 |
| 12071 - Licensed Practical Nurse I | 15.41 |
| 12072 - Licensed Practical Nurse II | 17.24 |
| 12073 - Licensed Practical Nurse III | 19.22 |
| 12100 - Medical Assistant | 14.29 |
| 12130 - Medical Laboratory Technician | 17.59 |
| 12160 - Medical Record Clerk | 15.41 |
| 12190 - Medical Record Technician | 16.96 |
| 12195 - Medical Transcriptionist | 16.21 |
| 12210 - Nuclear Medicine Technologist | 30.76 |
| 12221 - Nursing Assistant I | 11.62 |
| 12222 - Nursing Assistant II | 13.07 |
| 12223 - Nursing Assistant III | 14.26 |
| 12224 - Nursing Assistant IV | 16.01 |
| 12235 - Optical Dispenser | 19.73 |
| 12236 - Optical Technician | 16.18 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 16.01 |
| 12305 - Radiologic Technologist | 25.44 |
| 12311 - Registered Nurse I | 23.03 |
| 12312 - Registered Nurse II | 28.16 |
| 12313 - Registered Nurse II, Specialist | 28.16 |
| 12314 - Registered Nurse III | 34.08 |
| 12315 - Registered Nurse III, Anesthetist | 34.08 |
| 12316 - Registered Nurse IV | 40.85 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.40 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.44 |
| 13012 - Exhibits Specialist II | 26.54 |
| 13013 - Exhibits Specialist III | 32.52 |
| 13041 - Illustrator I | 19.49 |
| 13042 - Illustrator II | 24.14 |
| 13043 - Illustrator III | 29.54 |
| 13047 - Librarian | 25.56 |
| 13050 - Library Aide/Clerk | 12.41 |
| 13054 - Library Information Technology Systems Administrator | 22.23 |

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| 13058 - Library Technician | 18.13 |
| 13061 - Media Specialist I | 16.65 |
| 13062 - Media Specialist II | 18.63 |
| 13063 - Media Specialist III | 20.78 |
| 13071 - Photographer I | 16.04 |
| 13072 - Photographer II | 17.95 |
| 13073 - Photographer III | 22.23 |
| 13074 - Photographer IV | 27.19 |
| 13075 - Photographer V | 32.91 |
| 13110 - Video Teleconference Technician | 18.81 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.52 |
| 14042 - Computer Operator II | 19.85 |
| 14043 - Computer Operator III | 21.86 |
| 14044 - Computer Operator IV | 24.28 |
| 14045 - Computer Operator V | 26.89 |
| 14071 - Computer Programmer I | (see 1) 21.98 |
| 14072 - Computer Programmer II | (see 1) 25.63 |
| 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 | 17.52 |
| 14160 - Personal Computer Support Technician | 27.14 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 31.15 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.70 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 45.18 |
| 15050 - Computer Based Training Specialist / Instructor | 31.15 |
| 15060 - Educational Technologist | 27.92 |
| 15070 - Flight Instructor (Pilot) | 45.18 |
| 15080 - Graphic Artist | 23.80 |
| 15090 - Technical Instructor | 22.97 |
| 15095 - Technical Instructor/Course Developer | 28.10 |
| 15110 - Test Proctor | 18.54 |
| 15120 - Tutor | 18.54 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.04 |
| 16030 - Counter Attendant | 9.04 |
| 16040 - Dry Cleaner | 11.12 |
| 16070 - Finisher, Flatwork, Machine | 9.04 |
| 16090 - Presser, Hand | 9.04 |
| 16110 - Presser, Machine, Drycleaning | 9.04 |
| 16130 - Presser, Machine, Shirts | 9.04 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.04 |
| 16190 - Sewing Machine Operator | 11.80 |
| 16220 - Tailor | 12.45 |
| 16250 - Washer, Machine | 9.67 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.53 |
| 19040 - Tool And Die Maker | 20.38 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.24 |
| 21030 - Material Coordinator | 19.52 |
| 21040 - Material Expediter | 19.52 |
| 21050 - Material Handling Laborer | 11.80 |
| 21071 - Order Filler | 11.78 |
| 21080 - Production Line Worker (Food Processing) | 13.24 |
| 21110 - Shipping Packer | 13.08 |
| 21130 - Shipping/Receiving Clerk | 13.08 |
| 21140 - Store Worker I | 11.19 |
| 21150 - Stock Clerk | 14.73 |

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| 21210 - Tools And Parts Attendant | 13.24 |
| 21410 - Warehouse Specialist | 13.24 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.61 |
| 23021 - Aircraft Mechanic I | 23.41 |
| 23022 - Aircraft Mechanic II | 24.61 |
| 23023 - Aircraft Mechanic III | 25.76 |
| 23040 - Aircraft Mechanic Helper | 16.89 |
| 23050 - Aircraft, Painter | 22.53 |
| 23060 - Aircraft Servicer | 19.80 |
| 23080 - Aircraft Worker | 20.97 |
| 23110 - Appliance Mechanic | 17.60 |
| 23120 - Bicycle Repairer | 12.85 |
| 23125 - Cable Splicer | 23.49 |
| 23130 - Carpenter, Maintenance | 17.41 |
| 23140 - Carpet Layer | 18.01 |
| 23160 - Electrician, Maintenance | 18.58 |
| 23181 - Electronics Technician Maintenance I | 22.63 |
| 23182 - Electronics Technician Maintenance II | 23.90 |
| 23183 - Electronics Technician Maintenance III | 25.31 |
| 23260 - Fabric Worker | 16.91 |
| 23290 - Fire Alarm System Mechanic | 19.65 |
| 23310 - Fire Extinguisher Repairer | 15.80 |
| 23311 - Fuel Distribution System Mechanic | 20.14 |
| 23312 - Fuel Distribution System Operator | 18.51 |
| 23370 - General Maintenance Worker | 17.49 |
| 23380 - Ground Support Equipment Mechanic | 23.41 |
| 23381 - Ground Support Equipment Servicer | 19.80 |
| 23382 - Ground Support Equipment Worker | 20.97 |
| 23391 - Gunsmith I | 15.80 |
| 23392 - Gunsmith II | 18.01 |
| 23393 - Gunsmith III | 20.14 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.69 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.70 |
| 23430 - Heavy Equipment Mechanic | 18.37 |
| 23440 - Heavy Equipment Operator | 18.58 |
| 23460 - Instrument Mechanic | 23.85 |
| 23465 - Laboratory/Shelter Mechanic | 19.01 |
| 23470 - Laborer | 10.88 |
| 23510 - Locksmith | 18.08 |
| 23530 - Machinery Maintenance Mechanic | 20.72 |
| 23550 - Machinist, Maintenance | 18.19 |
| 23580 - Maintenance Trades Helper | 15.22 |
| 23591 - Metrology Technician I | 23.85 |
| 23592 - Metrology Technician II | 25.05 |
| 23593 - Metrology Technician III | 25.31 |
| 23640 - Millwright | 18.94 |
| 23710 - Office Appliance Repairer | 20.93 |
| 23760 - Painter, Maintenance | 17.41 |
| 23790 - Pipefitter, Maintenance | 19.25 |
| 23810 - Plumber, Maintenance | 18.42 |
| 23820 - Pneudraulic Systems Mechanic | 20.14 |
| 23850 - Rigger | 20.14 |
| 23870 - Scale Mechanic | 18.01 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.94 |
| 23910 - Small Engine Mechanic | 16.52 |
| 23931 - Telecommunications Mechanic I | 24.71 |
| 23932 - Telecommunications Mechanic II | 26.02 |
| 23950 - Telephone Lineman | 20.55 |
| 23960 - Welder, Combination, Maintenance | 18.26 |
| 23965 - Well Driller | 20.22 |

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| 23970 - Woodcraft Worker | 20.14 |
| 23980 - Woodworker | 14.39 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.22 |
| 24580 - Child Care Center Clerk | 14.40 |
| 24610 - Chore Aide | 10.50 |
| 24620 - Family Readiness And Support Services Coordinator | 14.21 |
| 24630 - Homemaker | 16.01 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.44 |
| 25040 - Sewage Plant Operator | 18.01 |
| 25070 - Stationary Engineer | 21.44 |
| 25190 - Ventilation Equipment Tender | 15.62 |
| 25210 - Water Treatment Plant Operator | 18.01 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.86 |
| 27007 - Baggage Inspector | 12.36 |
| 27008 - Corrections Officer | 15.61 |
| 27010 - Court Security Officer | 18.01 |
| 27030 - Detection Dog Handler | 13.87 |
| 27040 - Detention Officer | 18.01 |
| 27070 - Firefighter | 18.32 |
| 27101 - Guard I | 12.36 |
| 27102 - Guard II | 13.87 |
| 27131 - Police Officer I | 20.79 |
| 27132 - Police Officer II | 23.09 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.41 |
| 28042 - Carnival Equipment Repairer | 10.09 |
| 28043 - Carnival Equipment Worker | 8.61 |
| 28210 - Gate Attendant/Gate Tender | 14.59 |
| 28310 - Lifeguard | 12.11 |
| 28350 - Park Attendant (Aide) | 16.32 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.91 |
| 28515 - Recreation Specialist | 15.41 |
| 28630 - Sports Official | 13.00 |
| 28690 - Swimming Pool Operator | 15.90 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.37 |
| 29020 - Hatch Tender | 22.37 |
| 29030 - Line Handler | 22.37 |
| 29041 - Stevedore I | 21.00 |
| 29042 - Stevedore II | 23.62 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 36.87 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 25.42 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.99 |
| 30021 - Archeological Technician I | 18.63 |
| 30022 - Archeological Technician II | 21.97 |
| 30023 - Archeological Technician III | 25.82 |
| 30030 - Cartographic Technician | 26.02 |
| 30040 - Civil Engineering Technician | 22.21 |
| 30061 - Drafter/CAD Operator I | 18.63 |
| 30062 - Drafter/CAD Operator II | 20.84 |
| 30063 - Drafter/CAD Operator III | 23.22 |
| 30064 - Drafter/CAD Operator IV | 28.59 |
| 30081 - Engineering Technician I | 16.81 |
| 30082 - Engineering Technician II | 18.88 |
| 30083 - Engineering Technician III | 20.03 |
| 30084 - Engineering Technician IV | 25.94 |
| 30085 - Engineering Technician V | 30.68 |
| 30086 - Engineering Technician VI | 37.11 |

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|---|---------------|
| 30090 - Environmental Technician | 20.50 |
| 30210 - Laboratory Technician | 18.35 |
| 30240 - Mathematical Technician | 26.02 |
| 30361 - Paralegal/Legal Assistant I | 19.85 |
| 30362 - Paralegal/Legal Assistant II | 25.13 |
| 30363 - Paralegal/Legal Assistant III | 30.71 |
| 30364 - Paralegal/Legal Assistant IV | 37.15 |
| 30390 - Photo-Optics Technician | 26.02 |
| 30461 - Technical Writer I | 24.59 |
| 30462 - Technical Writer II | 30.08 |
| 30463 - Technical Writer III | 36.40 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 23.43 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 28.35 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 33.98 |
| 30494 - Unexploded (UXO) Safety Escort | 23.43 |
| 30495 - Unexploded (UXO) Sweep Personnel | 23.43 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 3) 23.22 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 3) 25.82 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.33 |
| 31030 - Bus Driver | 15.28 |
| 31043 - Driver Courier | 13.26 |
| 31260 - Parking and Lot Attendant | 10.36 |
| 31290 - Shuttle Bus Driver | 14.28 |
| 31310 - Taxi Driver | 11.40 |
| 31361 - Truckdriver, Light | 14.28 |
| 31362 - Truckdriver, Medium | 17.89 |
| 31363 - Truckdriver, Heavy | 18.39 |
| 31364 - Truckdriver, Tractor-Trailer | 18.39 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.65 |
| 99050 - Desk Clerk | 10.24 |
| 99095 - Embalmer | 36.45 |
| 99251 - Laboratory Animal Caretaker I | 10.84 |
| 99252 - Laboratory Animal Caretaker II | 11.67 |
| 99310 - Mortician | 36.45 |
| 99410 - Pest Controller | 15.82 |
| 99510 - Photofinishing Worker | 10.59 |
| 99710 - Recycling Laborer | 14.19 |
| 99711 - Recycling Specialist | 16.60 |
| 99730 - Refuse Collector | 13.06 |
| 99810 - Sales Clerk | 12.18 |
| 99820 - School Crossing Guard | 12.78 |
| 99830 - Survey Party Chief | 17.47 |
| 99831 - Surveying Aide | 8.69 |
| 99832 - Surveying Technician | 17.23 |
| 99840 - Vending Machine Attendant | 14.93 |
| 99841 - Vending Machine Repairer | 18.24 |
| 99842 - Vending Machine Repairer Helper | 14.93 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006,

unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2407
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: North Dakota

Area: North Dakota Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.65 |
| 01012 - Accounting Clerk II | | 14.20 |
| 01013 - Accounting Clerk III | | 15.88 |
| 01020 - Administrative Assistant | | 18.37 |
| 01040 - Court Reporter | | 18.26 |
| 01051 - Data Entry Operator I | | 11.34 |
| 01052 - Data Entry Operator II | | 12.37 |
| 01060 - Dispatcher, Motor Vehicle | | 16.93 |
| 01070 - Document Preparation Clerk | | 13.29 |
| 01090 - Duplicating Machine Operator | | 13.29 |
| 01111 - General Clerk I | | 10.60 |

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| 01112 - General Clerk II | 11.57 |
| 01113 - General Clerk III | 12.98 |
| 01120 - Housing Referral Assistant | 17.54 |
| 01141 - Messenger Courier | 9.92 |
| 01191 - Order Clerk I | 12.53 |
| 01192 - Order Clerk II | 13.67 |
| 01261 - Personnel Assistant (Employment) I | 13.58 |
| 01262 - Personnel Assistant (Employment) II | 15.19 |
| 01263 - Personnel Assistant (Employment) III | 17.73 |
| 01270 - Production Control Clerk | 19.50 |
| 01280 - Receptionist | 10.94 |
| 01290 - Rental Clerk | 9.35 |
| 01300 - Scheduler, Maintenance | 14.06 |
| 01311 - Secretary I | 14.06 |
| 01312 - Secretary II | 15.73 |
| 01313 - Secretary III | 17.54 |
| 01320 - Service Order Dispatcher | 15.13 |
| 01410 - Supply Technician | 18.37 |
| 01420 - Survey Worker | 11.28 |
| 01531 - Travel Clerk I | 11.35 |
| 01532 - Travel Clerk II | 12.01 |
| 01533 - Travel Clerk III | 12.69 |
| 01611 - Word Processor I | 11.65 |
| 01612 - Word Processor II | 13.08 |
| 01613 - Word Processor III | 14.63 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.32 |
| 05010 - Automotive Electrician | 16.27 |
| 05040 - Automotive Glass Installer | 15.57 |
| 05070 - Automotive Worker | 15.57 |
| 05110 - Mobile Equipment Servicer | 14.21 |
| 05130 - Motor Equipment Metal Mechanic | 16.90 |
| 05160 - Motor Equipment Metal Worker | 15.57 |
| 05190 - Motor Vehicle Mechanic | 16.90 |
| 05220 - Motor Vehicle Mechanic Helper | 13.36 |
| 05250 - Motor Vehicle Upholstery Worker | 14.93 |
| 05280 - Motor Vehicle Wrecker | 15.57 |
| 05310 - Painter, Automotive | 16.27 |
| 05340 - Radiator Repair Specialist | 15.57 |
| 05370 - Tire Repairer | 13.50 |
| 05400 - Transmission Repair Specialist | 16.90 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.49 |
| 07041 - Cook I | 10.51 |
| 07042 - Cook II | 11.83 |
| 07070 - Dishwasher | 7.62 |
| 07130 - Food Service Worker | 10.33 |
| 07210 - Meat Cutter | 11.33 |
| 07260 - Waiter/Waitress | 8.09 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.16 |
| 09040 - Furniture Handler | 12.30 |
| 09080 - Furniture Refinisher | 18.16 |
| 09090 - Furniture Refinisher Helper | 14.41 |
| 09110 - Furniture Repairer, Minor | 16.14 |
| 09130 - Upholsterer | 17.59 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.70 |
| 11060 - Elevator Operator | 10.06 |
| 11090 - Gardener | 13.00 |
| 11122 - Housekeeping Aide | 10.08 |
| 11150 - Janitor | 10.88 |
| 11210 - Laborer, Grounds Maintenance | 11.82 |

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| 11240 - Maid or Houseman | 8.71 |
| 11260 - Pruner | 10.50 |
| 11270 - Tractor Operator | 12.66 |
| 11330 - Trail Maintenance Worker | 11.82 |
| 11360 - Window Cleaner | 12.00 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.29 |
| 12011 - Breath Alcohol Technician | 16.48 |
| 12012 - Certified Occupational Therapist Assistant | 16.52 |
| 12015 - Certified Physical Therapist Assistant | 16.25 |
| 12020 - Dental Assistant | 15.12 |
| 12025 - Dental Hygienist | 26.36 |
| 12030 - EKG Technician | 19.18 |
| 12035 - Electroneurodiagnostic Technologist | 19.18 |
| 12040 - Emergency Medical Technician | 13.29 |
| 12071 - Licensed Practical Nurse I | 14.73 |
| 12072 - Licensed Practical Nurse II | 16.48 |
| 12073 - Licensed Practical Nurse III | 18.38 |
| 12100 - Medical Assistant | 13.39 |
| 12130 - Medical Laboratory Technician | 15.25 |
| 12160 - Medical Record Clerk | 13.29 |
| 12190 - Medical Record Technician | 14.87 |
| 12195 - Medical Transcriptionist | 13.25 |
| 12210 - Nuclear Medicine Technologist | 32.84 |
| 12221 - Nursing Assistant I | 9.80 |
| 12222 - Nursing Assistant II | 11.01 |
| 12223 - Nursing Assistant III | 12.10 |
| 12224 - Nursing Assistant IV | 13.58 |
| 12235 - Optical Dispenser | 12.67 |
| 12236 - Optical Technician | 14.21 |
| 12250 - Pharmacy Technician | 14.02 |
| 12280 - Phlebotomist | 13.58 |
| 12305 - Radiologic Technologist | 21.40 |
| 12311 - Registered Nurse I | 21.72 |
| 12312 - Registered Nurse II | 26.57 |
| 12313 - Registered Nurse II, Specialist | 26.57 |
| 12314 - Registered Nurse III | 32.14 |
| 12315 - Registered Nurse III, Anesthetist | 32.14 |
| 12316 - Registered Nurse IV | 38.52 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.43 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.19 |
| 13012 - Exhibits Specialist II | 20.55 |
| 13013 - Exhibits Specialist III | 23.23 |
| 13041 - Illustrator I | 17.19 |
| 13042 - Illustrator II | 20.55 |
| 13043 - Illustrator III | 23.23 |
| 13047 - Librarian | 19.53 |
| 13050 - Library Aide/Clerk | 9.03 |
| 13054 - Library Information Technology Systems Administrator | 17.24 |
| 13058 - Library Technician | 13.91 |
| 13061 - Media Specialist I | 12.61 |
| 13062 - Media Specialist II | 14.10 |
| 13063 - Media Specialist III | 15.73 |
| 13071 - Photographer I | 14.47 |
| 13072 - Photographer II | 16.18 |
| 13073 - Photographer III | 20.05 |
| 13074 - Photographer IV | 24.54 |
| 13075 - Photographer V | 29.68 |
| 13110 - Video Teleconference Technician | 15.87 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.59 |

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| 14042 - Computer Operator II | 15.21 |
| 14043 - Computer Operator III | 16.96 |
| 14044 - Computer Operator IV | 18.85 |
| 14045 - Computer Operator V | 20.86 |
| 14071 - Computer Programmer I | 18.90 |
| 14072 - Computer Programmer II | 22.00 |
| 14073 - Computer Programmer III | 26.91 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 24.37 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.59 |
| 14160 - Personal Computer Support Technician | 21.97 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 24.34 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 29.45 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.30 |
| 15050 - Computer Based Training Specialist / Instructor | 25.60 |
| 15060 - Educational Technologist | 26.30 |
| 15070 - Flight Instructor (Pilot) | 35.30 |
| 15080 - Graphic Artist | 18.47 |
| 15090 - Technical Instructor | 17.94 |
| 15095 - Technical Instructor/Course Developer | 21.95 |
| 15110 - Test Proctor | 14.48 |
| 15120 - Tutor | 14.48 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.73 |
| 16030 - Counter Attendant | 8.73 |
| 16040 - Dry Cleaner | 10.18 |
| 16070 - Finisher, Flatwork, Machine | 8.73 |
| 16090 - Presser, Hand | 8.73 |
| 16110 - Presser, Machine, Drycleaning | 8.73 |
| 16130 - Presser, Machine, Shirts | 8.73 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.73 |
| 16190 - Sewing Machine Operator | 10.65 |
| 16220 - Tailor | 11.14 |
| 16250 - Washer, Machine | 9.15 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.90 |
| 19040 - Tool And Die Maker | 21.08 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.94 |
| 21030 - Material Coordinator | 19.50 |
| 21040 - Material Expediter | 19.50 |
| 21050 - Material Handling Laborer | 11.70 |
| 21071 - Order Filler | 10.91 |
| 21080 - Production Line Worker (Food Processing) | 14.94 |
| 21110 - Shipping Packer | 14.15 |
| 21130 - Shipping/Receiving Clerk | 14.15 |
| 21140 - Store Worker I | 10.82 |
| 21150 - Stock Clerk | 14.74 |
| 21210 - Tools And Parts Attendant | 14.94 |
| 21410 - Warehouse Specialist | 14.94 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.53 |
| 23021 - Aircraft Mechanic I | 21.57 |
| 23022 - Aircraft Mechanic II | 22.53 |
| 23023 - Aircraft Mechanic III | 23.33 |
| 23040 - Aircraft Mechanic Helper | 17.06 |
| 23050 - Aircraft, Painter | 20.19 |
| 23060 - Aircraft Servicer | 19.06 |
| 23080 - Aircraft Worker | 19.86 |
| 23110 - Appliance Mechanic | 16.96 |

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| 23120 - Bicycle Repairer | 13.50 |
| 23125 - Cable Splicer | 27.10 |
| 23130 - Carpenter, Maintenance | 17.59 |
| 23140 - Carpet Layer | 16.83 |
| 23160 - Electrician, Maintenance | 21.31 |
| 23181 - Electronics Technician Maintenance I | 21.80 |
| 23182 - Electronics Technician Maintenance II | 23.40 |
| 23183 - Electronics Technician Maintenance III | 24.79 |
| 23260 - Fabric Worker | 17.11 |
| 23290 - Fire Alarm System Mechanic | 19.76 |
| 23310 - Fire Extinguisher Repairer | 15.79 |
| 23311 - Fuel Distribution System Mechanic | 24.95 |
| 23312 - Fuel Distribution System Operator | 20.99 |
| 23370 - General Maintenance Worker | 17.03 |
| 23380 - Ground Support Equipment Mechanic | 21.57 |
| 23381 - Ground Support Equipment Servicer | 19.06 |
| 23382 - Ground Support Equipment Worker | 19.87 |
| 23391 - Gunsmith I | 15.76 |
| 23392 - Gunsmith II | 18.44 |
| 23393 - Gunsmith III | 20.97 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.66 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.57 |
| 23430 - Heavy Equipment Mechanic | 21.33 |
| 23440 - Heavy Equipment Operator | 19.58 |
| 23460 - Instrument Mechanic | 22.09 |
| 23465 - Laboratory/Shelter Mechanic | 19.90 |
| 23470 - Laborer | 11.70 |
| 23510 - Locksmith | 19.90 |
| 23530 - Machinery Maintenance Mechanic | 23.46 |
| 23550 - Machinist, Maintenance | 20.97 |
| 23580 - Maintenance Trades Helper | 14.41 |
| 23591 - Metrology Technician I | 22.09 |
| 23592 - Metrology Technician II | 23.07 |
| 23593 - Metrology Technician III | 23.95 |
| 23640 - Millwright | 22.90 |
| 23710 - Office Appliance Repairer | 18.94 |
| 23760 - Painter, Maintenance | 17.59 |
| 23790 - Pipefitter, Maintenance | 21.86 |
| 23810 - Plumber, Maintenance | 20.66 |
| 23820 - Pneudraulic Systems Mechanic | 20.97 |
| 23850 - Rigger | 20.97 |
| 23870 - Scale Mechanic | 18.44 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.01 |
| 23910 - Small Engine Mechanic | 16.83 |
| 23931 - Telecommunications Mechanic I | 25.27 |
| 23932 - Telecommunications Mechanic II | 26.40 |
| 23950 - Telephone Lineman | 18.74 |
| 23960 - Welder, Combination, Maintenance | 19.95 |
| 23965 - Well Driller | 19.98 |
| 23970 - Woodcraft Worker | 20.97 |
| 23980 - Woodworker | 15.37 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.16 |
| 24580 - Child Care Center Clerk | 12.80 |
| 24610 - Chore Aide | 9.55 |
| 24620 - Family Readiness And Support Services Coordinator | 12.64 |
| 24630 - Homemaker | 17.52 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.78 |
| 25040 - Sewage Plant Operator | 17.97 |

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| 25070 - Stationary Engineer | 21.78 |
| 25190 - Ventilation Equipment Tender | 15.08 |
| 25210 - Water Treatment Plant Operator | 17.97 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.57 |
| 27007 - Baggage Inspector | 12.42 |
| 27008 - Corrections Officer | 17.50 |
| 27010 - Court Security Officer | 17.93 |
| 27030 - Detection Dog Handler | 13.89 |
| 27040 - Detention Officer | 17.50 |
| 27070 - Firefighter | 19.46 |
| 27101 - Guard I | 12.42 |
| 27102 - Guard II | 13.89 |
| 27131 - Police Officer I | 19.61 |
| 27132 - Police Officer II | 21.79 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.22 |
| 28042 - Carnival Equipment Repairer | 10.98 |
| 28043 - Carnival Equipment Worker | 8.60 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.29 |
| 28515 - Recreation Specialist | 17.16 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 15.59 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.85 |
| 29020 - Hatch Tender | 19.85 |
| 29030 - Line Handler | 19.85 |
| 29041 - Stevedore I | 19.31 |
| 29042 - Stevedore II | 21.76 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.85 |
| 30022 - Archeological Technician II | 17.12 |
| 30023 - Archeological Technician III | 22.16 |
| 30030 - Cartographic Technician | 23.25 |
| 30040 - Civil Engineering Technician | 19.01 |
| 30061 - Drafter/CAD Operator I | 15.99 |
| 30062 - Drafter/CAD Operator II | 17.95 |
| 30063 - Drafter/CAD Operator III | 19.95 |
| 30064 - Drafter/CAD Operator IV | 24.55 |
| 30081 - Engineering Technician I | 16.65 |
| 30082 - Engineering Technician II | 18.70 |
| 30083 - Engineering Technician III | 21.71 |
| 30084 - Engineering Technician IV | 26.89 |
| 30085 - Engineering Technician V | 32.90 |
| 30086 - Engineering Technician VI | 39.41 |
| 30090 - Environmental Technician | 23.25 |
| 30210 - Laboratory Technician | 17.42 |
| 30240 - Mathematical Technician | 23.63 |
| 30361 - Paralegal/Legal Assistant I | 15.46 |
| 30362 - Paralegal/Legal Assistant II | 19.15 |
| 30363 - Paralegal/Legal Assistant III | 24.53 |
| 30364 - Paralegal/Legal Assistant IV | 28.34 |
| 30390 - Photo-Optics Technician | 23.75 |
| 30461 - Technical Writer I | 19.43 |
| 30462 - Technical Writer II | 23.77 |
| 30463 - Technical Writer III | 28.76 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |

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| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 19.95 |
| 30621 - Weather Observer, Senior | (see 2) 22.16 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.34 |
| 31030 - Bus Driver | 12.29 |
| 31043 - Driver Courier | 13.37 |
| 31260 - Parking and Lot Attendant | 9.02 |
| 31290 - Shuttle Bus Driver | 14.65 |
| 31310 - Taxi Driver | 10.72 |
| 31361 - Truckdriver, Light | 14.65 |
| 31362 - Truckdriver, Medium | 15.64 |
| 31363 - Truckdriver, Heavy | 17.56 |
| 31364 - Truckdriver, Tractor-Trailer | 17.56 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.03 |
| 99050 - Desk Clerk | 9.31 |
| 99095 - Embalmer | 24.90 |
| 99251 - Laboratory Animal Caretaker I | 10.24 |
| 99252 - Laboratory Animal Caretaker II | 11.19 |
| 99310 - Mortician | 30.07 |
| 99410 - Pest Controller | 19.92 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.39 |
| 99711 - Recycling Specialist | 17.84 |
| 99730 - Refuse Collector | 12.79 |
| 99810 - Sales Clerk | 11.90 |
| 99820 - School Crossing Guard | 11.72 |
| 99830 - Survey Party Chief | 21.05 |
| 99831 - Surveying Aide | 14.14 |
| 99832 - Surveying Technician | 18.49 |
| 99840 - Vending Machine Attendant | 13.93 |
| 99841 - Vending Machine Repairer | 16.37 |
| 99842 - Vending Machine Repairer Helper | 13.93 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of

similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order

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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2408
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: North Dakota

Area: North Dakota Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.65 |
| 01012 - Accounting Clerk II | | 14.20 |
| 01013 - Accounting Clerk III | | 15.88 |
| 01020 - Administrative Assistant | | 18.37 |
| 01040 - Court Reporter | | 18.26 |
| 01051 - Data Entry Operator I | | 11.34 |
| 01052 - Data Entry Operator II | | 12.37 |
| 01060 - Dispatcher, Motor Vehicle | | 16.93 |
| 01070 - Document Preparation Clerk | | 13.29 |
| 01090 - Duplicating Machine Operator | | 13.29 |
| 01111 - General Clerk I | | 10.60 |
| 01112 - General Clerk II | | 11.57 |
| 01113 - General Clerk III | | 12.98 |
| 01120 - Housing Referral Assistant | | 17.54 |
| 01141 - Messenger Courier | | 9.92 |
| 01191 - Order Clerk I | | 12.53 |
| 01192 - Order Clerk II | | 13.67 |
| 01261 - Personnel Assistant (Employment) I | | 13.58 |
| 01262 - Personnel Assistant (Employment) II | | 15.19 |
| 01263 - Personnel Assistant (Employment) III | | 17.73 |
| 01270 - Production Control Clerk | | 19.50 |
| 01280 - Receptionist | | 10.94 |
| 01290 - Rental Clerk | | 9.35 |
| 01300 - Scheduler, Maintenance | | 14.06 |
| 01311 - Secretary I | | 14.06 |
| 01312 - Secretary II | | 15.73 |
| 01313 - Secretary III | | 17.54 |
| 01320 - Service Order Dispatcher | | 15.13 |
| 01410 - Supply Technician | | 18.37 |
| 01420 - Survey Worker | | 11.28 |
| 01531 - Travel Clerk I | | 11.35 |
| 01532 - Travel Clerk II | | 12.01 |
| 01533 - Travel Clerk III | | 12.69 |
| 01611 - Word Processor I | | 11.65 |
| 01612 - Word Processor II | | 13.08 |
| 01613 - Word Processor III | | 14.63 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.32 |
| 05010 - Automotive Electrician | | 16.27 |
| 05040 - Automotive Glass Installer | | 15.57 |
| 05070 - Automotive Worker | | 15.57 |
| 05110 - Mobile Equipment Servicer | | 14.21 |
| 05130 - Motor Equipment Metal Mechanic | | 16.90 |
| 05160 - Motor Equipment Metal Worker | | 15.57 |
| 05190 - Motor Vehicle Mechanic | | 16.90 |
| 05220 - Motor Vehicle Mechanic Helper | | 13.36 |
| 05250 - Motor Vehicle Upholstery Worker | | 14.93 |
| 05280 - Motor Vehicle Wrecker | | 15.57 |
| 05310 - Painter, Automotive | | 16.27 |
| 05340 - Radiator Repair Specialist | | 15.57 |
| 05370 - Tire Repairer | | 13.50 |
| 05400 - Transmission Repair Specialist | | 16.90 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 10.49 |
| 07041 - Cook I | | 10.51 |
| 07042 - Cook II | | 11.83 |

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| 07070 | - Dishwasher | 7.62 |
| 07130 | - Food Service Worker | 10.33 |
| 07210 | - Meat Cutter | 11.33 |
| 07260 | - Waiter/Waitress | 8.09 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 18.16 |
| 09040 | - Furniture Handler | 12.30 |
| 09080 | - Furniture Refinisher | 18.16 |
| 09090 | - Furniture Refinisher Helper | 14.41 |
| 09110 | - Furniture Repairer, Minor | 16.14 |
| 09130 | - Upholsterer | 17.59 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 8.70 |
| 11060 | - Elevator Operator | 10.06 |
| 11090 | - Gardener | 13.00 |
| 11122 | - Housekeeping Aide | 10.08 |
| 11150 | - Janitor | 10.88 |
| 11210 | - Laborer, Grounds Maintenance | 11.82 |
| 11240 | - Maid or Houseman | 8.71 |
| 11260 | - Pruner | 10.50 |
| 11270 | - Tractor Operator | 12.66 |
| 11330 | - Trail Maintenance Worker | 11.82 |
| 11360 | - Window Cleaner | 12.00 |
| 12000 | - Health Occupations | |
| 12010 | - Ambulance Driver | 13.29 |
| 12011 | - Breath Alcohol Technician | 16.48 |
| 12012 | - Certified Occupational Therapist Assistant | 16.52 |
| 12015 | - Certified Physical Therapist Assistant | 16.25 |
| 12020 | - Dental Assistant | 15.12 |
| 12025 | - Dental Hygienist | 26.36 |
| 12030 | - EKG Technician | 19.18 |
| 12035 | - Electroneurodiagnostic Technologist | 19.18 |
| 12040 | - Emergency Medical Technician | 13.29 |
| 12071 | - Licensed Practical Nurse I | 14.73 |
| 12072 | - Licensed Practical Nurse II | 16.48 |
| 12073 | - Licensed Practical Nurse III | 18.38 |
| 12100 | - Medical Assistant | 13.39 |
| 12130 | - Medical Laboratory Technician | 15.25 |
| 12160 | - Medical Record Clerk | 13.29 |
| 12190 | - Medical Record Technician | 14.87 |
| 12195 | - Medical Transcriptionist | 13.25 |
| 12210 | - Nuclear Medicine Technologist | 32.84 |
| 12221 | - Nursing Assistant I | 9.80 |
| 12222 | - Nursing Assistant II | 11.01 |
| 12223 | - Nursing Assistant III | 12.10 |
| 12224 | - Nursing Assistant IV | 13.58 |
| 12235 | - Optical Dispenser | 12.67 |
| 12236 | - Optical Technician | 14.21 |
| 12250 | - Pharmacy Technician | 14.02 |
| 12280 | - Phlebotomist | 13.58 |
| 12305 | - Radiologic Technologist | 21.40 |
| 12311 | - Registered Nurse I | 21.72 |
| 12312 | - Registered Nurse II | 26.57 |
| 12313 | - Registered Nurse II, Specialist | 26.57 |
| 12314 | - Registered Nurse III | 32.14 |
| 12315 | - Registered Nurse III, Anesthetist | 32.14 |
| 12316 | - Registered Nurse IV | 38.52 |
| 12317 | - Scheduler (Drug and Alcohol Testing) | 19.43 |
| 13000 | - Information And Arts Occupations | |
| 13011 | - Exhibits Specialist I | 17.19 |
| 13012 | - Exhibits Specialist II | 20.55 |
| 13013 | - Exhibits Specialist III | 23.23 |
| 13041 | - Illustrator I | 17.19 |

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| 13042 - Illustrator II | 20.55 |
| 13043 - Illustrator III | 23.23 |
| 13047 - Librarian | 19.53 |
| 13050 - Library Aide/Clerk | 9.03 |
| 13054 - Library Information Technology Systems Administrator | 17.24 |
| 13058 - Library Technician | 13.91 |
| 13061 - Media Specialist I | 12.61 |
| 13062 - Media Specialist II | 14.10 |
| 13063 - Media Specialist III | 15.73 |
| 13071 - Photographer I | 14.47 |
| 13072 - Photographer II | 16.18 |
| 13073 - Photographer III | 20.05 |
| 13074 - Photographer IV | 24.54 |
| 13075 - Photographer V | 29.68 |
| 13110 - Video Teleconference Technician | 15.87 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.59 |
| 14042 - Computer Operator II | 15.21 |
| 14043 - Computer Operator III | 16.96 |
| 14044 - Computer Operator IV | 18.85 |
| 14045 - Computer Operator V | 20.86 |
| 14071 - Computer Programmer I | 18.90 |
| 14072 - Computer Programmer II | 22.00 |
| 14073 - Computer Programmer III | 26.91 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 24.37 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.59 |
| 14160 - Personal Computer Support Technician | 21.97 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 24.34 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 29.45 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.30 |
| 15050 - Computer Based Training Specialist / Instructor | 25.60 |
| 15060 - Educational Technologist | 26.30 |
| 15070 - Flight Instructor (Pilot) | 35.30 |
| 15080 - Graphic Artist | 18.47 |
| 15090 - Technical Instructor | 17.94 |
| 15095 - Technical Instructor/Course Developer | 21.95 |
| 15110 - Test Proctor | 14.48 |
| 15120 - Tutor | 14.48 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.73 |
| 16030 - Counter Attendant | 8.73 |
| 16040 - Dry Cleaner | 10.18 |
| 16070 - Finisher, Flatwork, Machine | 8.73 |
| 16090 - Presser, Hand | 8.73 |
| 16110 - Presser, Machine, Drycleaning | 8.73 |
| 16130 - Presser, Machine, Shirts | 8.73 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.73 |
| 16190 - Sewing Machine Operator | 10.65 |
| 16220 - Tailor | 11.14 |
| 16250 - Washer, Machine | 9.15 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.90 |
| 19040 - Tool And Die Maker | 21.08 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.94 |
| 21030 - Material Coordinator | 19.50 |
| 21040 - Material Expediter | 19.50 |
| 21050 - Material Handling Laborer | 11.70 |

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| 21071 - Order Filler | 10.91 |
| 21080 - Production Line Worker (Food Processing) | 14.94 |
| 21110 - Shipping Packer | 14.15 |
| 21130 - Shipping/Receiving Clerk | 14.15 |
| 21140 - Store Worker I | 10.82 |
| 21150 - Stock Clerk | 14.74 |
| 21210 - Tools And Parts Attendant | 14.94 |
| 21410 - Warehouse Specialist | 14.94 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.53 |
| 23021 - Aircraft Mechanic I | 21.57 |
| 23022 - Aircraft Mechanic II | 22.53 |
| 23023 - Aircraft Mechanic III | 23.33 |
| 23040 - Aircraft Mechanic Helper | 17.06 |
| 23050 - Aircraft, Painter | 20.19 |
| 23060 - Aircraft Servicer | 19.06 |
| 23080 - Aircraft Worker | 19.86 |
| 23110 - Appliance Mechanic | 16.96 |
| 23120 - Bicycle Repairer | 13.50 |
| 23125 - Cable Splicer | 27.10 |
| 23130 - Carpenter, Maintenance | 17.59 |
| 23140 - Carpet Layer | 16.83 |
| 23160 - Electrician, Maintenance | 21.31 |
| 23181 - Electronics Technician Maintenance I | 21.80 |
| 23182 - Electronics Technician Maintenance II | 23.40 |
| 23183 - Electronics Technician Maintenance III | 24.79 |
| 23260 - Fabric Worker | 17.11 |
| 23290 - Fire Alarm System Mechanic | 19.76 |
| 23310 - Fire Extinguisher Repairer | 15.79 |
| 23311 - Fuel Distribution System Mechanic | 24.95 |
| 23312 - Fuel Distribution System Operator | 20.99 |
| 23370 - General Maintenance Worker | 17.03 |
| 23380 - Ground Support Equipment Mechanic | 21.57 |
| 23381 - Ground Support Equipment Servicer | 19.06 |
| 23382 - Ground Support Equipment Worker | 19.87 |
| 23391 - Gunsmith I | 15.76 |
| 23392 - Gunsmith II | 18.44 |
| 23393 - Gunsmith III | 20.97 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.66 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.57 |
| 23430 - Heavy Equipment Mechanic | 21.33 |
| 23440 - Heavy Equipment Operator | 19.58 |
| 23460 - Instrument Mechanic | 22.09 |
| 23465 - Laboratory/Shelter Mechanic | 19.90 |
| 23470 - Laborer | 11.70 |
| 23510 - Locksmith | 19.90 |
| 23530 - Machinery Maintenance Mechanic | 23.46 |
| 23550 - Machinist, Maintenance | 20.97 |
| 23580 - Maintenance Trades Helper | 14.41 |
| 23591 - Metrology Technician I | 22.09 |
| 23592 - Metrology Technician II | 23.07 |
| 23593 - Metrology Technician III | 23.95 |
| 23640 - Millwright | 22.90 |
| 23710 - Office Appliance Repairer | 18.94 |
| 23760 - Painter, Maintenance | 17.59 |
| 23790 - Pipefitter, Maintenance | 21.86 |
| 23810 - Plumber, Maintenance | 20.66 |
| 23820 - Pneudraulic Systems Mechanic | 20.97 |
| 23850 - Rigger | 20.97 |
| 23870 - Scale Mechanic | 18.44 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.01 |

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|--|-------|
| 23910 - Small Engine Mechanic | 16.83 |
| 23931 - Telecommunications Mechanic I | 25.27 |
| 23932 - Telecommunications Mechanic II | 26.40 |
| 23950 - Telephone Lineman | 18.74 |
| 23960 - Welder, Combination, Maintenance | 19.95 |
| 23965 - Well Driller | 19.98 |
| 23970 - Woodcraft Worker | 20.97 |
| 23980 - Woodworker | 15.37 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.16 |
| 24580 - Child Care Center Clerk | 12.80 |
| 24610 - Chore Aide | 9.55 |
| 24620 - Family Readiness And Support Services Coordinator | 12.64 |
| 24630 - Homemaker | 17.52 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.78 |
| 25040 - Sewage Plant Operator | 17.97 |
| 25070 - Stationary Engineer | 21.78 |
| 25190 - Ventilation Equipment Tender | 15.08 |
| 25210 - Water Treatment Plant Operator | 17.97 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.57 |
| 27007 - Baggage Inspector | 12.42 |
| 27008 - Corrections Officer | 17.50 |
| 27010 - Court Security Officer | 17.93 |
| 27030 - Detection Dog Handler | 13.89 |
| 27040 - Detention Officer | 17.50 |
| 27070 - Firefighter | 19.46 |
| 27101 - Guard I | 12.42 |
| 27102 - Guard II | 13.89 |
| 27131 - Police Officer I | 19.61 |
| 27132 - Police Officer II | 21.79 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.22 |
| 28042 - Carnival Equipment Repairer | 10.98 |
| 28043 - Carnival Equipment Worker | 8.60 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.29 |
| 28515 - Recreation Specialist | 17.16 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 15.59 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.85 |
| 29020 - Hatch Tender | 19.85 |
| 29030 - Line Handler | 19.85 |
| 29041 - Stevedore I | 19.31 |
| 29042 - Stevedore II | 21.76 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.85 |
| 30022 - Archeological Technician II | 17.12 |
| 30023 - Archeological Technician III | 22.16 |
| 30030 - Cartographic Technician | 23.25 |
| 30040 - Civil Engineering Technician | 19.01 |
| 30061 - Drafter/CAD Operator I | 15.99 |
| 30062 - Drafter/CAD Operator II | 17.95 |
| 30063 - Drafter/CAD Operator III | 19.95 |
| 30064 - Drafter/CAD Operator IV | 24.55 |

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| 30081 - Engineering Technician I | 16.65 |
| 30082 - Engineering Technician II | 18.70 |
| 30083 - Engineering Technician III | 21.71 |
| 30084 - Engineering Technician IV | 26.89 |
| 30085 - Engineering Technician V | 32.90 |
| 30086 - Engineering Technician VI | 39.41 |
| 30090 - Environmental Technician | 23.25 |
| 30210 - Laboratory Technician | 17.42 |
| 30240 - Mathematical Technician | 23.63 |
| 30361 - Paralegal/Legal Assistant I | 15.46 |
| 30362 - Paralegal/Legal Assistant II | 19.15 |
| 30363 - Paralegal/Legal Assistant III | 24.53 |
| 30364 - Paralegal/Legal Assistant IV | 28.34 |
| 30390 - Photo-Optics Technician | 23.75 |
| 30461 - Technical Writer I | 19.43 |
| 30462 - Technical Writer II | 23.77 |
| 30463 - Technical Writer III | 28.76 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 19.95 |
| 30621 - Weather Observer, Senior | 22.16 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.34 |
| 31030 - Bus Driver | 12.29 |
| 31043 - Driver Courier | 13.37 |
| 31260 - Parking and Lot Attendant | 9.02 |
| 31290 - Shuttle Bus Driver | 14.65 |
| 31310 - Taxi Driver | 10.72 |
| 31361 - Truckdriver, Light | 14.65 |
| 31362 - Truckdriver, Medium | 15.64 |
| 31363 - Truckdriver, Heavy | 17.56 |
| 31364 - Truckdriver, Tractor-Trailer | 17.56 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.03 |
| 99050 - Desk Clerk | 9.31 |
| 99095 - Embalmer | 24.90 |
| 99251 - Laboratory Animal Caretaker I | 10.24 |
| 99252 - Laboratory Animal Caretaker II | 11.19 |
| 99310 - Mortician | 30.07 |
| 99410 - Pest Controller | 19.92 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.39 |
| 99711 - Recycling Specialist | 17.84 |
| 99730 - Refuse Collector | 12.79 |
| 99810 - Sales Clerk | 11.90 |
| 99820 - School Crossing Guard | 11.72 |
| 99830 - Survey Party Chief | 21.05 |
| 99831 - Surveying Aide | 14.14 |
| 99832 - Surveying Technician | 18.49 |
| 99840 - Vending Machine Attendant | 13.93 |
| 99841 - Vending Machine Repairer | 16.37 |
| 99842 - Vending Machine Repairer Helper | 13.93 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the

fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure

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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.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2413
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: Indiana, Kentucky, Ohio

Area: Indiana Counties of Dearborn, Franklin, Ohio, Ripley, Switzerland

Kentucky Counties of Boone, Bracken, Campbell, Carroll, Gallatin, Grant,
Kenton, Mason, Pendleton

Ohio Counties of Brown, Butler, Clermont, Hamilton, Warren

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.68 |
| 01012 - Accounting Clerk II | | 15.35 |
| 01013 - Accounting Clerk III | | 17.17 |
| 01020 - Administrative Assistant | | 21.54 |
| 01040 - Court Reporter | | 17.63 |
| 01051 - Data Entry Operator I | | 12.40 |
| 01052 - Data Entry Operator II | | 13.83 |
| 01060 - Dispatcher, Motor Vehicle | | 17.80 |
| 01070 - Document Preparation Clerk | | 14.16 |
| 01090 - Duplicating Machine Operator | | 14.16 |
| 01111 - General Clerk I | | 11.98 |
| 01112 - General Clerk II | | 13.97 |
| 01113 - General Clerk III | | 15.41 |
| 01120 - Housing Referral Assistant | | 19.84 |
| 01141 - Messenger Courier | | 12.08 |
| 01191 - Order Clerk I | | 13.59 |
| 01192 - Order Clerk II | | 17.02 |
| 01261 - Personnel Assistant (Employment) I | | 15.67 |
| 01262 - Personnel Assistant (Employment) II | | 17.53 |
| 01263 - Personnel Assistant (Employment) III | | 19.55 |
| 01270 - Production Control Clerk | | 20.55 |
| 01280 - Receptionist | | 14.31 |
| 01290 - Rental Clerk | | 14.57 |
| 01300 - Scheduler, Maintenance | | 15.84 |
| 01311 - Secretary I | | 15.84 |
| 01312 - Secretary II | | 17.79 |
| 01313 - Secretary III | | 19.84 |
| 01320 - Service Order Dispatcher | | 14.76 |

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| 01410 - Supply Technician | 21.54 |
| 01420 - Survey Worker | 17.63 |
| 01531 - Travel Clerk I | 12.86 |
| 01532 - Travel Clerk II | 13.72 |
| 01533 - Travel Clerk III | 14.55 |
| 01611 - Word Processor I | 13.33 |
| 01612 - Word Processor II | 14.96 |
| 01613 - Word Processor III | 17.63 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.14 |
| 05010 - Automotive Electrician | 23.12 |
| 05040 - Automotive Glass Installer | 21.61 |
| 05070 - Automotive Worker | 22.26 |
| 05110 - Mobile Equipment Servicer | 20.65 |
| 05130 - Motor Equipment Metal Mechanic | 24.59 |
| 05160 - Motor Equipment Metal Worker | 22.26 |
| 05190 - Motor Vehicle Mechanic | 23.03 |
| 05220 - Motor Vehicle Mechanic Helper | 20.30 |
| 05250 - Motor Vehicle Upholstery Worker | 21.42 |
| 05280 - Motor Vehicle Wrecker | 22.26 |
| 05310 - Painter, Automotive | 23.12 |
| 05340 - Radiator Repair Specialist | 22.26 |
| 05370 - Tire Repairer | 15.45 |
| 05400 - Transmission Repair Specialist | 24.59 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.32 |
| 07041 - Cook I | 12.59 |
| 07042 - Cook II | 13.52 |
| 07070 - Dishwasher | 9.17 |
| 07130 - Food Service Worker | 9.43 |
| 07210 - Meat Cutter | 15.84 |
| 07260 - Waiter/Waitress | 9.20 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.91 |
| 09040 - Furniture Handler | 13.81 |
| 09080 - Furniture Refinisher | 17.91 |
| 09090 - Furniture Refinisher Helper | 15.31 |
| 09110 - Furniture Repairer, Minor | 16.59 |
| 09130 - Upholsterer | 17.91 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.03 |
| 11060 - Elevator Operator | 11.03 |
| 11090 - Gardener | 17.15 |
| 11122 - Housekeeping Aide | 12.52 |
| 11150 - Janitor | 12.52 |
| 11210 - Laborer, Grounds Maintenance | 14.99 |
| 11240 - Maid or Houseman | 9.78 |
| 11260 - Pruner | 13.48 |
| 11270 - Tractor Operator | 16.71 |
| 11330 - Trail Maintenance Worker | 14.99 |
| 11360 - Window Cleaner | 13.26 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.31 |
| 12011 - Breath Alcohol Technician | 17.92 |
| 12012 - Certified Occupational Therapist Assistant | 22.59 |
| 12015 - Certified Physical Therapist Assistant | 25.26 |
| 12020 - Dental Assistant | 16.51 |
| 12025 - Dental Hygienist | 31.13 |
| 12030 - EKG Technician | 21.92 |
| 12035 - Electroneurodiagnostic Technologist | 21.92 |
| 12040 - Emergency Medical Technician | 17.31 |
| 12071 - Licensed Practical Nurse I | 16.02 |
| 12072 - Licensed Practical Nurse II | 17.92 |

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| 12073 - Licensed Practical Nurse III | (see 1) | 19.98 |
| 12100 - Medical Assistant | | 13.63 |
| 12130 - Medical Laboratory Technician | | 16.79 |
| 12160 - Medical Record Clerk | | 15.33 |
| 12190 - Medical Record Technician | | 15.75 |
| 12195 - Medical Transcriptionist | | 16.28 |
| 12210 - Nuclear Medicine Technologist | | 30.54 |
| 12221 - Nursing Assistant I | | 10.27 |
| 12222 - Nursing Assistant II | | 11.56 |
| 12223 - Nursing Assistant III | | 12.61 |
| 12224 - Nursing Assistant IV | | 14.16 |
| 12235 - Optical Dispenser | | 16.72 |
| 12236 - Optical Technician | | 15.02 |
| 12250 - Pharmacy Technician | | 15.22 |
| 12280 - Phlebotomist | | 15.39 |
| 12305 - Radiologic Technologist | | 22.35 |
| 12311 - Registered Nurse I | | 24.51 |
| 12312 - Registered Nurse II | | 29.20 |
| 12313 - Registered Nurse II, Specialist | | 29.20 |
| 12314 - Registered Nurse III | | 35.32 |
| 12315 - Registered Nurse III, Anesthetist | | 35.32 |
| 12316 - Registered Nurse IV | | 42.35 |
| 12317 - Scheduler (Drug and Alcohol Testing) | | 22.20 |
| 13000 - Information And Arts Occupations | | |
| 13011 - Exhibits Specialist I | | 19.76 |
| 13012 - Exhibits Specialist II | | 24.48 |
| 13013 - Exhibits Specialist III | | 29.93 |
| 13041 - Illustrator I | | 20.17 |
| 13042 - Illustrator II | | 24.99 |
| 13043 - Illustrator III | | 30.56 |
| 13047 - Librarian | | 27.38 |
| 13050 - Library Aide/Clerk | | 12.27 |
| 13054 - Library Information Technology Systems Administrator | | 24.96 |
| 13058 - Library Technician | | 15.33 |
| 13061 - Media Specialist I | | 17.68 |
| 13062 - Media Specialist II | | 19.76 |
| 13063 - Media Specialist III | | 22.38 |
| 13071 - Photographer I | | 13.98 |
| 13072 - Photographer II | | 17.85 |
| 13073 - Photographer III | | 21.52 |
| 13074 - Photographer IV | | 26.56 |
| 13075 - Photographer V | | 32.12 |
| 13110 - Video Teleconference Technician | | 19.61 |
| 14000 - Information Technology Occupations | | |
| 14041 - Computer Operator I | | 15.90 |
| 14042 - Computer Operator II | | 17.80 |
| 14043 - Computer Operator III | | 19.83 |
| 14044 - Computer Operator IV | | 22.04 |
| 14045 - Computer Operator V | | 24.40 |
| 14071 - Computer Programmer I | (see 1) | 19.86 |
| 14072 - Computer Programmer II | | 24.53 |
| 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 | | 15.90 |
| 14160 - Personal Computer Support Technician | | 22.04 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 31.98 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 38.68 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 42.71 |

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| 15050 - Computer Based Training Specialist / Instructor | 31.98 |
| 15060 - Educational Technologist | 29.32 |
| 15070 - Flight Instructor (Pilot) | 42.71 |
| 15080 - Graphic Artist | 23.35 |
| 15090 - Technical Instructor | 20.97 |
| 15095 - Technical Instructor/Course Developer | 25.67 |
| 15110 - Test Proctor | 16.94 |
| 15120 - Tutor | 16.94 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.13 |
| 16030 - Counter Attendant | 9.13 |
| 16040 - Dry Cleaner | 11.56 |
| 16070 - Finisher, Flatwork, Machine | 9.13 |
| 16090 - Presser, Hand | 9.13 |
| 16110 - Presser, Machine, Drycleaning | 9.13 |
| 16130 - Presser, Machine, Shirts | 9.13 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.13 |
| 16190 - Sewing Machine Operator | 12.37 |
| 16220 - Tailor | 13.18 |
| 16250 - Washer, Machine | 9.91 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 25.18 |
| 19040 - Tool And Die Maker | 27.35 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.13 |
| 21030 - Material Coordinator | 19.61 |
| 21040 - Material Expediter | 19.61 |
| 21050 - Material Handling Laborer | 16.74 |
| 21071 - Order Filler | 12.00 |
| 21080 - Production Line Worker (Food Processing) | 17.33 |
| 21110 - Shipping Packer | 14.79 |
| 21130 - Shipping/Receiving Clerk | 14.79 |
| 21140 - Store Worker I | 12.38 |
| 21150 - Stock Clerk | 17.07 |
| 21210 - Tools And Parts Attendant | 17.33 |
| 21410 - Warehouse Specialist | 17.33 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.12 |
| 23021 - Aircraft Mechanic I | 24.88 |
| 23022 - Aircraft Mechanic II | 26.12 |
| 23023 - Aircraft Mechanic III | 27.43 |
| 23040 - Aircraft Mechanic Helper | 18.67 |
| 23050 - Aircraft, Painter | 21.67 |
| 23060 - Aircraft Servicer | 20.22 |
| 23080 - Aircraft Worker | 21.02 |
| 23110 - Appliance Mechanic | 20.12 |
| 23120 - Bicycle Repairer | 17.00 |
| 23125 - Cable Splicer | 27.41 |
| 23130 - Carpenter, Maintenance | 19.28 |
| 23140 - Carpet Layer | 22.59 |
| 23160 - Electrician, Maintenance | 21.81 |
| 23181 - Electronics Technician Maintenance I | 22.26 |
| 23182 - Electronics Technician Maintenance II | 24.10 |
| 23183 - Electronics Technician Maintenance III | 26.90 |
| 23260 - Fabric Worker | 19.02 |
| 23290 - Fire Alarm System Mechanic | 18.56 |
| 23310 - Fire Extinguisher Repairer | 17.95 |
| 23311 - Fuel Distribution System Mechanic | 24.93 |
| 23312 - Fuel Distribution System Operator | 20.52 |
| 23370 - General Maintenance Worker | 20.86 |
| 23380 - Ground Support Equipment Mechanic | 24.88 |
| 23381 - Ground Support Equipment Servicer | 20.22 |
| 23382 - Ground Support Equipment Worker | 21.02 |

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|---|---------------|
| 23391 - Gunsmith I | 17.95 |
| 23392 - Gunsmith II | 20.15 |
| 23393 - Gunsmith III | 23.94 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.17 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.88 |
| 23430 - Heavy Equipment Mechanic | 21.17 |
| 23440 - Heavy Equipment Operator | 20.90 |
| 23460 - Instrument Mechanic | 22.82 |
| 23465 - Laboratory/Shelter Mechanic | 20.98 |
| 23470 - Laborer | 13.44 |
| 23510 - Locksmith | 19.49 |
| 23530 - Machinery Maintenance Mechanic | 23.90 |
| 23550 - Machinist, Maintenance | 22.22 |
| 23580 - Maintenance Trades Helper | 15.35 |
| 23591 - Metrology Technician I | 22.82 |
| 23592 - Metrology Technician II | 23.62 |
| 23593 - Metrology Technician III | (see 1) 24.40 |
| 23640 - Millwright | (see 1) 27.90 |
| 23710 - Office Appliance Repairer | (see 1) 18.88 |
| 23760 - Painter, Maintenance | (see 1) 19.70 |
| 23790 - Pipefitter, Maintenance | (see 1) 25.62 |
| 23810 - Plumber, Maintenance | (see 1) 21.87 |
| 23820 - Pneudraulic Systems Mechanic | (see 1) 23.94 |
| 23850 - Rigger | 22.75 |
| 23870 - Scale Mechanic | 20.15 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.73 |
| 23910 - Small Engine Mechanic | 18.96 |
| 23931 - Telecommunications Mechanic I | 24.41 |
| 23932 - Telecommunications Mechanic II | 26.44 |
| 23950 - Telephone Lineman | 23.52 |
| 23960 - Welder, Combination, Maintenance | 20.42 |
| 23965 - well Driller | 21.76 |
| 23970 - Woodcraft Worker | 23.94 |
| 23980 - Woodworker | 17.59 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.04 |
| 24580 - Child Care Center Clerk | 15.48 |
| 24610 - Chore Aide | 10.38 |
| 24620 - Family Readiness And Support Services Coordinator | 13.81 |
| 24630 - Homemaker | 17.36 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.38 |
| 25040 - Sewage Plant Operator | 19.24 |
| 25070 - Stationary Engineer | 23.38 |
| 25190 - Ventilation Equipment Tender | 17.78 |
| 25210 - Water Treatment Plant Operator | 19.24 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.18 |
| 27007 - Baggage Inspector | 12.02 |
| 27008 - Corrections Officer | 24.65 |
| 27010 - Court Security Officer | 24.65 |
| 27030 - Detection Dog Handler | 18.00 |
| 27040 - Detention Officer | 24.65 |
| 27070 - Firefighter | 24.58 |
| 27101 - Guard I | 12.02 |
| 27102 - Guard II | 18.00 |
| 27131 - Police Officer I | 24.89 |
| 27132 - Police Officer II | 27.66 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.78 |

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| 28042 - Carnival Equipment Repairer | 9.79 |
| 28043 - Carnival Equipment Worker | 8.08 |
| 28210 - Gate Attendant/Gate Tender | 13.25 |
| 28310 - Lifeguard | 11.25 |
| 28350 - Park Attendant (Aide) | 14.82 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.82 |
| 28515 - Recreation Specialist | 17.31 |
| 28630 - Sports Official | 11.80 |
| 28690 - Swimming Pool Operator | 17.89 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.15 |
| 29020 - Hatch Tender | 18.15 |
| 29030 - Line Handler | 18.15 |
| 29041 - Stevedore I | 17.06 |
| 29042 - Stevedore II | 18.28 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.15 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 25.62 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.21 |
| 30021 - Archeological Technician I | 18.75 |
| 30022 - Archeological Technician II | 18.73 |
| 30023 - Archeological Technician III | 22.73 |
| 30030 - Cartographic Technician | 22.73 |
| 30040 - Civil Engineering Technician | 21.67 |
| 30061 - Drafter/CAD Operator I | 16.39 |
| 30062 - Drafter/CAD Operator II | 18.35 |
| 30063 - Drafter/CAD Operator III | 20.46 |
| 30064 - Drafter/CAD Operator IV | 25.17 |
| 30081 - Engineering Technician I | 15.69 |
| 30082 - Engineering Technician II | 17.62 |
| 30083 - Engineering Technician III | 20.43 |
| 30084 - Engineering Technician IV | 25.30 |
| 30085 - Engineering Technician V | 30.94 |
| 30086 - Engineering Technician VI | 35.32 |
| 30090 - Environmental Technician | 20.71 |
| 30210 - Laboratory Technician | 19.49 |
| 30240 - Mathematical Technician | 22.73 |
| 30361 - Paralegal/Legal Assistant I | 16.56 |
| 30362 - Paralegal/Legal Assistant II | 20.52 |
| 30363 - Paralegal/Legal Assistant III | 25.90 |
| 30364 - Paralegal/Legal Assistant IV | 30.76 |
| 30390 - Photo-Optics Technician | 22.73 |
| 30461 - Technical Writer I | 21.73 |
| 30462 - Technical Writer II | 26.60 |
| 30463 - Technical Writer III | 32.19 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 23.61 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 28.56 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.24 |
| 30494 - Unexploded (UXO) Safety Escort | 23.61 |
| 30495 - Unexploded (UXO) Sweep Personnel | 23.61 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 21.32 |
| 30621 - Weather Observer, Senior (see 2) | 22.73 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.82 |
| 31030 - Bus Driver | 19.04 |
| 31043 - Driver Courier | 17.51 |
| 31260 - Parking and Lot Attendant | 11.21 |
| 31290 - Shuttle Bus Driver | 18.95 |
| 31310 - Taxi Driver | 12.96 |
| 31361 - Truckdriver, Light | 18.95 |
| 31362 - Truckdriver, Medium | 20.07 |
| 31363 - Truckdriver, Heavy | 22.08 |

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|---|-------|
| 31364 - Truckdriver, Tractor-Trailer | 22.08 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.02 |
| 99050 - Desk Clerk | 11.49 |
| 99095 - Embalmer | 22.39 |
| 99251 - Laboratory Animal Caretaker I | 10.52 |
| 99252 - Laboratory Animal Caretaker II | 11.38 |
| 99310 - Mortician | 29.07 |
| 99410 - Pest Controller | 15.64 |
| 99510 - Photofinishing Worker | 11.98 |
| 99710 - Recycling Laborer | 18.01 |
| 99711 - Recycling Specialist | 21.63 |
| 99730 - Refuse Collector | 16.18 |
| 99810 - Sales Clerk | 11.34 |
| 99820 - School Crossing Guard | 10.20 |
| 99830 - Survey Party Chief | 19.69 |
| 99831 - Surveying Aide | 11.88 |
| 99832 - Surveying Technician | 17.59 |
| 99840 - Vending Machine Attendant | 16.07 |
| 99841 - Vending Machine Repairer | 18.03 |
| 99842 - Vending Machine Repairer Helper | 16.07 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2414
Revision No.: 15
Date of Last Revision: 07/25/2014

States: Indiana, Kentucky, Ohio

Area: Indiana Counties of Dearborn, Franklin, Ohio, Ripley, Switzerland

Kentucky Counties of Boone, Bracken, Campbell, Carroll, Gallatin, Grant, Kenton, Mason, Pendleton

Ohio Counties of Brown, Butler, Clermont, Hamilton, Warren

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.68 |
| 01012 - Accounting Clerk II | | 15.35 |
| 01013 - Accounting Clerk III | | 17.17 |

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| 01020 - Administrative Assistant | 21.54 |
| 01040 - Court Reporter | 17.63 |
| 01051 - Data Entry Operator I | 12.40 |
| 01052 - Data Entry Operator II | 13.83 |
| 01060 - Dispatcher, Motor Vehicle | 17.80 |
| 01070 - Document Preparation Clerk | 14.16 |
| 01090 - Duplicating Machine Operator | 14.16 |
| 01111 - General Clerk I | 11.98 |
| 01112 - General Clerk II | 13.97 |
| 01113 - General Clerk III | 15.41 |
| 01120 - Housing Referral Assistant | 19.84 |
| 01141 - Messenger Courier | 12.08 |
| 01191 - Order Clerk I | 13.59 |
| 01192 - Order Clerk II | 17.02 |
| 01261 - Personnel Assistant (Employment) I | 15.67 |
| 01262 - Personnel Assistant (Employment) II | 17.53 |
| 01263 - Personnel Assistant (Employment) III | 19.55 |
| 01270 - Production Control Clerk | 20.55 |
| 01280 - Receptionist | 14.31 |
| 01290 - Rental Clerk | 14.57 |
| 01300 - Scheduler, Maintenance | 15.84 |
| 01311 - Secretary I | 15.84 |
| 01312 - Secretary II | 17.79 |
| 01313 - Secretary III | 19.84 |
| 01320 - Service Order Dispatcher | 14.76 |
| 01410 - Supply Technician | 21.54 |
| 01420 - Survey Worker | 17.63 |
| 01531 - Travel Clerk I | 12.86 |
| 01532 - Travel Clerk II | 13.72 |
| 01533 - Travel Clerk III | 14.55 |
| 01611 - Word Processor I | 13.33 |
| 01612 - Word Processor II | 14.96 |
| 01613 - Word Processor III | 17.63 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.14 |
| 05010 - Automotive Electrician | 23.12 |
| 05040 - Automotive Glass Installer | 21.61 |
| 05070 - Automotive Worker | 22.26 |
| 05110 - Mobile Equipment Servicer | 20.65 |
| 05130 - Motor Equipment Metal Mechanic | 24.59 |
| 05160 - Motor Equipment Metal Worker | 22.26 |
| 05190 - Motor Vehicle Mechanic | 23.03 |
| 05220 - Motor Vehicle Mechanic Helper | 20.30 |
| 05250 - Motor Vehicle Upholstery Worker | 21.42 |
| 05280 - Motor Vehicle Wrecker | 22.26 |
| 05310 - Painter, Automotive | 23.12 |
| 05340 - Radiator Repair Specialist | 22.26 |
| 05370 - Tire Repairer | 15.45 |
| 05400 - Transmission Repair Specialist | 24.59 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.32 |
| 07041 - Cook I | 12.59 |
| 07042 - Cook II | 13.52 |
| 07070 - Dishwasher | 9.17 |
| 07130 - Food Service Worker | 9.43 |
| 07210 - Meat Cutter | 15.84 |
| 07260 - Waiter/Waitress | 9.20 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.91 |
| 09040 - Furniture Handler | 13.81 |
| 09080 - Furniture Refinisher | 17.91 |
| 09090 - Furniture Refinisher Helper | 15.31 |
| 09110 - Furniture Repairer, Minor | 16.59 |

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| 09130 - Upholsterer | 17.91 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.03 |
| 11060 - Elevator Operator | 11.03 |
| 11090 - Gardener | 17.15 |
| 11122 - Housekeeping Aide | 12.52 |
| 11150 - Janitor | 12.52 |
| 11210 - Laborer, Grounds Maintenance | 14.99 |
| 11240 - Maid or Houseman | 9.78 |
| 11260 - Pruner | 13.48 |
| 11270 - Tractor Operator | 16.71 |
| 11330 - Trail Maintenance Worker | 14.99 |
| 11360 - Window Cleaner | 13.26 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.31 |
| 12011 - Breath Alcohol Technician | 17.92 |
| 12012 - Certified Occupational Therapist Assistant | 22.59 |
| 12015 - Certified Physical Therapist Assistant | 25.26 |
| 12020 - Dental Assistant | 16.51 |
| 12025 - Dental Hygienist | 31.13 |
| 12030 - EKG Technician | 21.92 |
| 12035 - Electroneurodiagnostic Technologist | 21.92 |
| 12040 - Emergency Medical Technician | 17.31 |
| 12071 - Licensed Practical Nurse I | 16.02 |
| 12072 - Licensed Practical Nurse II | 17.92 |
| 12073 - Licensed Practical Nurse III | 19.98 |
| 12100 - Medical Assistant | 13.63 |
| 12130 - Medical Laboratory Technician | 16.79 |
| 12160 - Medical Record Clerk | 15.33 |
| 12190 - Medical Record Technician | 15.75 |
| 12195 - Medical Transcriptionist | 16.28 |
| 12210 - Nuclear Medicine Technologist | 30.54 |
| 12221 - Nursing Assistant I | 10.27 |
| 12222 - Nursing Assistant II | 11.56 |
| 12223 - Nursing Assistant III | 12.61 |
| 12224 - Nursing Assistant IV | 14.16 |
| 12235 - Optical Dispenser | 16.72 |
| 12236 - Optical Technician | 15.02 |
| 12250 - Pharmacy Technician | 15.22 |
| 12280 - Phlebotomist | 15.39 |
| 12305 - Radiologic Technologist | 22.35 |
| 12311 - Registered Nurse I | 24.51 |
| 12312 - Registered Nurse II | 29.20 |
| 12313 - Registered Nurse II, Specialist | 29.20 |
| 12314 - Registered Nurse III | 35.32 |
| 12315 - Registered Nurse III, Anesthetist | 35.32 |
| 12316 - Registered Nurse IV | 42.35 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.20 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.76 |
| 13012 - Exhibits Specialist II | 24.48 |
| 13013 - Exhibits Specialist III | 29.93 |
| 13041 - Illustrator I | 20.17 |
| 13042 - Illustrator II | 24.99 |
| 13043 - Illustrator III | 30.56 |
| 13047 - Librarian | 27.38 |
| 13050 - Library Aide/Clerk | 12.27 |
| 13054 - Library Information Technology Systems Administrator | 24.96 |
| 13058 - Library Technician | 15.33 |
| 13061 - Media Specialist I | 17.68 |
| 13062 - Media Specialist II | 19.76 |
| 13063 - Media Specialist III | 22.38 |

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| 13071 - Photographer I | 13.98 |
| 13072 - Photographer II | 17.85 |
| 13073 - Photographer III | 21.52 |
| 13074 - Photographer IV | 26.56 |
| 13075 - Photographer V | 32.12 |
| 13110 - Video Teleconference Technician | 19.61 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.90 |
| 14042 - Computer Operator II | 17.80 |
| 14043 - Computer Operator III | 19.83 |
| 14044 - Computer Operator IV | 22.04 |
| 14045 - Computer Operator V | 24.40 |
| 14071 - Computer Programmer I | 19.86 |
| 14072 - Computer Programmer II | 24.53 |
| 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 | 15.90 |
| 14160 - Personal Computer Support Technician | 22.04 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 31.98 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 38.68 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.71 |
| 15050 - Computer Based Training Specialist / Instructor | 31.98 |
| 15060 - Educational Technologist | 29.32 |
| 15070 - Flight Instructor (Pilot) | 42.71 |
| 15080 - Graphic Artist | 23.35 |
| 15090 - Technical Instructor | 20.97 |
| 15095 - Technical Instructor/Course Developer | 25.67 |
| 15110 - Test Proctor | 16.94 |
| 15120 - Tutor | 16.94 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.13 |
| 16030 - Counter Attendant | 9.13 |
| 16040 - Dry Cleaner | 11.56 |
| 16070 - Finisher, Flatwork, Machine | 9.13 |
| 16090 - Presser, Hand | 9.13 |
| 16110 - Presser, Machine, Drycleaning | 9.13 |
| 16130 - Presser, Machine, Shirts | 9.13 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.13 |
| 16190 - Sewing Machine Operator | 12.37 |
| 16220 - Tailor | 13.18 |
| 16250 - Washer, Machine | 9.91 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 25.18 |
| 19040 - Tool And Die Maker | 27.35 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.13 |
| 21030 - Material Coordinator | 19.61 |
| 21040 - Material Expediter | 19.61 |
| 21050 - Material Handling Laborer | 16.74 |
| 21071 - Order Filler | 12.00 |
| 21080 - Production Line Worker (Food Processing) | 17.33 |
| 21110 - Shipping Packer | 14.79 |
| 21130 - Shipping/Receiving Clerk | 14.79 |
| 21140 - Store Worker I | 12.38 |
| 21150 - Stock Clerk | 17.07 |
| 21210 - Tools And Parts Attendant | 17.33 |
| 21410 - Warehouse Specialist | 17.33 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.12 |

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| 23021 - Aircraft Mechanic I | 24.88 |
| 23022 - Aircraft Mechanic II | 26.12 |
| 23023 - Aircraft Mechanic III | 27.43 |
| 23040 - Aircraft Mechanic Helper | 18.67 |
| 23050 - Aircraft, Painter | 21.67 |
| 23060 - Aircraft Servicer | 20.22 |
| 23080 - Aircraft Worker | 21.02 |
| 23110 - Appliance Mechanic | 20.12 |
| 23120 - Bicycle Repairer | 17.00 |
| 23125 - Cable Splicer | 27.41 |
| 23130 - Carpenter, Maintenance | 19.28 |
| 23140 - Carpet Layer | 22.59 |
| 23160 - Electrician, Maintenance | 21.81 |
| 23181 - Electronics Technician Maintenance I | 22.26 |
| 23182 - Electronics Technician Maintenance II | 24.10 |
| 23183 - Electronics Technician Maintenance III | 26.90 |
| 23260 - Fabric Worker | 19.02 |
| 23290 - Fire Alarm System Mechanic | 18.56 |
| 23310 - Fire Extinguisher Repairer | 17.95 |
| 23311 - Fuel Distribution System Mechanic | 24.93 |
| 23312 - Fuel Distribution System Operator | 20.52 |
| 23370 - General Maintenance Worker | 20.86 |
| 23380 - Ground Support Equipment Mechanic | 24.88 |
| 23381 - Ground Support Equipment Servicer | 20.22 |
| 23382 - Ground Support Equipment Worker | 21.02 |
| 23391 - Gunsmith I | 17.95 |
| 23392 - Gunsmith II | 20.15 |
| 23393 - Gunsmith III | 23.94 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.17 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.88 |
| 23430 - Heavy Equipment Mechanic | 21.17 |
| 23440 - Heavy Equipment Operator | 20.90 |
| 23460 - Instrument Mechanic | 22.82 |
| 23465 - Laboratory/Shelter Mechanic | 20.98 |
| 23470 - Laborer | 13.44 |
| 23510 - Locksmith | 19.49 |
| 23530 - Machinery Maintenance Mechanic | 23.90 |
| 23550 - Machinist, Maintenance | 22.22 |
| 23580 - Maintenance Trades Helper | 15.35 |
| 23591 - Metrology Technician I | 22.82 |
| 23592 - Metrology Technician II | 23.62 |
| 23593 - Metrology Technician III | 24.40 |
| 23640 - Millwright | 27.90 |
| 23710 - Office Appliance Repairer | 18.88 |
| 23760 - Painter, Maintenance | 19.70 |
| 23790 - Pipefitter, Maintenance | 25.62 |
| 23810 - Plumber, Maintenance | 21.87 |
| 23820 - Pneudraulic Systems Mechanic | 23.94 |
| 23850 - Rigger | 22.75 |
| 23870 - Scale Mechanic | 20.15 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.73 |
| 23910 - Small Engine Mechanic | 18.96 |
| 23931 - Telecommunications Mechanic I | 24.41 |
| 23932 - Telecommunications Mechanic II | 26.44 |
| 23950 - Telephone Lineman | 23.52 |
| 23960 - welder, Combination, Maintenance | 20.42 |
| 23965 - well Driller | 21.76 |
| 23970 - Woodcraft Worker | 23.94 |
| 23980 - woodworker | 17.59 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.04 |

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| 24580 - Child Care Center Clerk | 15.48 |
| 24610 - Chore Aide | 10.38 |
| 24620 - Family Readiness And Support Services Coordinator | 13.81 |
| 24630 - Homemaker | 17.36 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.38 |
| 25040 - Sewage Plant Operator | 19.24 |
| 25070 - Stationary Engineer | 23.38 |
| 25190 - Ventilation Equipment Tender | 17.78 |
| 25210 - Water Treatment Plant Operator | 19.24 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.18 |
| 27007 - Baggage Inspector | 12.02 |
| 27008 - Corrections Officer | 24.65 |
| 27010 - Court Security Officer | 24.65 |
| 27030 - Detection Dog Handler | 18.00 |
| 27040 - Detention Officer | 24.65 |
| 27070 - Firefighter | 24.58 |
| 27101 - Guard I | 12.02 |
| 27102 - Guard II | 18.00 |
| 27131 - Police Officer I | 24.89 |
| 27132 - Police Officer II | 27.66 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.78 |
| 28042 - Carnival Equipment Repairer | 9.79 |
| 28043 - Carnival Equipment Worker | 8.08 |
| 28210 - Gate Attendant/Gate Tender | 13.25 |
| 28310 - Lifeguard | 11.25 |
| 28350 - Park Attendant (Aide) | 14.82 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.82 |
| 28515 - Recreation Specialist | 17.31 |
| 28630 - Sports Official | 11.80 |
| 28690 - Swimming Pool Operator | 17.89 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.15 |
| 29020 - Hatch Tender | 18.15 |
| 29030 - Line Handler | 18.15 |
| 29041 - Stevedore I | 17.06 |
| 29042 - Stevedore II | 18.28 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.15 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 25.62 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.21 |
| 30021 - Archeological Technician I | 18.75 |
| 30022 - Archeological Technician II | 18.73 |
| 30023 - Archeological Technician III | 22.73 |
| 30030 - Cartographic Technician | 22.73 |
| 30040 - Civil Engineering Technician | 21.67 |
| 30061 - Drafter/CAD Operator I | 16.39 |
| 30062 - Drafter/CAD Operator II | 18.35 |
| 30063 - Drafter/CAD Operator III | 20.46 |
| 30064 - Drafter/CAD Operator IV | 25.17 |
| 30081 - Engineering Technician I | 15.69 |
| 30082 - Engineering Technician II | 17.62 |
| 30083 - Engineering Technician III | 20.43 |
| 30084 - Engineering Technician IV | 25.30 |
| 30085 - Engineering Technician V | 30.94 |
| 30086 - Engineering Technician VI | 35.32 |
| 30090 - Environmental Technician | 20.71 |
| 30210 - Laboratory Technician | 19.49 |
| 30240 - Mathematical Technician | 22.73 |
| 30361 - Paralegal/Legal Assistant I | 16.56 |

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| 30362 - Paralegal/Legal Assistant II | 20.52 |
| 30363 - Paralegal/Legal Assistant III | 25.90 |
| 30364 - Paralegal/Legal Assistant IV | 30.76 |
| 30390 - Photo-Optics Technician | 22.73 |
| 30461 - Technical Writer I | 21.73 |
| 30462 - Technical Writer II | 26.60 |
| 30463 - Technical Writer III | 32.19 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 23.61 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 28.56 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.24 |
| 30494 - Unexploded (UXO) Safety Escort | 23.61 |
| 30495 - Unexploded (UXO) Sweep Personnel | 23.61 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 21.32 |
| 30621 - Weather Observer, Senior (see 2) | 22.73 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.82 |
| 31030 - Bus Driver | 19.04 |
| 31043 - Driver Courier | 17.51 |
| 31260 - Parking and Lot Attendant | 11.21 |
| 31290 - Shuttle Bus Driver | 18.95 |
| 31310 - Taxi Driver | 12.96 |
| 31361 - Truckdriver, Light | 18.95 |
| 31362 - Truckdriver, Medium | 20.07 |
| 31363 - Truckdriver, Heavy | 22.08 |
| 31364 - Truckdriver, Tractor-Trailer | 22.08 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.02 |
| 99050 - Desk Clerk | 11.49 |
| 99095 - Embalmer | 22.39 |
| 99251 - Laboratory Animal Caretaker I | 10.52 |
| 99252 - Laboratory Animal Caretaker II | 11.38 |
| 99310 - Mortician | 29.07 |
| 99410 - Pest Controller | 15.64 |
| 99510 - Photofinishing Worker | 11.98 |
| 99710 - Recycling Laborer | 18.01 |
| 99711 - Recycling Specialist | 21.63 |
| 99730 - Refuse Collector | 16.18 |
| 99810 - Sales Clerk | 11.34 |
| 99820 - School Crossing Guard | 10.20 |
| 99830 - Survey Party Chief | 19.69 |
| 99831 - Surveying Aide | 11.88 |
| 99832 - Surveying Technician | 17.59 |
| 99840 - Vending Machine Attendant | 16.07 |
| 99841 - Vending Machine Repairer | 18.03 |
| 99842 - Vending Machine Repairer Helper | 16.07 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension
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plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundrying 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 laundrying in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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WASHINGTON D.C. 20210

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2415
Revision No.: 13
Date of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Ashland, Ashtabula, Cuyahoga, Erie, Geauga, Huron, Lake,
Lorain, Medina, Portage, Richland, Stark, Summit, Wayne

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.21 |
| 01012 - Accounting Clerk II | | 15.90 |
| 01013 - Accounting Clerk III | | 17.72 |
| 01020 - Administrative Assistant | | 21.22 |
| 01040 - Court Reporter | | 16.99 |
| 01051 - Data Entry Operator I | | 13.42 |
| 01052 - Data Entry Operator II | | 15.43 |
| 01060 - Dispatcher, Motor Vehicle | | 20.76 |
| 01070 - Document Preparation Clerk | | 13.72 |
| 01090 - Duplicating Machine Operator | | 13.72 |
| 01111 - General Clerk I | | 13.46 |
| 01112 - General Clerk II | | 14.87 |
| 01113 - General Clerk III | | 16.65 |
| 01120 - Housing Referral Assistant | | 19.31 |
| 01141 - Messenger Courier | | 11.13 |
| 01191 - Order Clerk I | | 13.18 |
| 01192 - Order Clerk II | | 15.03 |
| 01261 - Personnel Assistant (Employment) I | | 16.00 |
| 01262 - Personnel Assistant (Employment) II | | 17.89 |
| 01263 - Personnel Assistant (Employment) III | | 19.95 |
| 01270 - Production Control Clerk | | 18.96 |
| 01280 - Receptionist | | 13.97 |
| 01290 - Rental Clerk | | 15.48 |
| 01300 - Scheduler, Maintenance | | 14.72 |
| 01311 - Secretary I | | 14.72 |
| 01312 - Secretary II | | 17.05 |
| 01313 - Secretary III | | 18.69 |
| 01320 - Service Order Dispatcher | | 18.84 |
| 01410 - Supply Technician | | 21.22 |
| 01420 - Survey Worker | | 15.10 |
| 01531 - Travel Clerk I | | 12.61 |
| 01532 - Travel Clerk II | | 13.54 |
| 01533 - Travel Clerk III | | 14.52 |
| 01611 - Word Processor I | | 14.47 |
| 01612 - Word Processor II | | 16.25 |
| 01613 - Word Processor III | | 18.18 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 20.33 |
| 05010 - Automotive Electrician | | 19.67 |
| 05040 - Automotive Glass Installer | | 18.92 |
| 05070 - Automotive Worker | | 18.92 |
| 05110 - Mobile Equipment Servicer | | 17.27 |

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| 05130 - Motor Equipment Metal Mechanic | 20.33 |
| 05160 - Motor Equipment Metal Worker | 18.92 |
| 05190 - Motor Vehicle Mechanic | 20.33 |
| 05220 - Motor Vehicle Mechanic Helper | 16.50 |
| 05250 - Motor Vehicle Upholstery Worker | 18.07 |
| 05280 - Motor Vehicle Wrecker | 18.92 |
| 05310 - Painter, Automotive | 19.67 |
| 05340 - Radiator Repair Specialist | 18.92 |
| 05370 - Tire Repairer | 15.89 |
| 05400 - Transmission Repair Specialist | 20.33 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.08 |
| 07041 - Cook I | 10.72 |
| 07042 - Cook II | 12.08 |
| 07070 - Dishwasher | 9.28 |
| 07130 - Food Service Worker | 9.28 |
| 07210 - Meat Cutter | 14.34 |
| 07260 - Waiter/Waitress | 9.94 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.60 |
| 09040 - Furniture Handler | 13.89 |
| 09080 - Furniture Refinisher | 20.60 |
| 09090 - Furniture Refinisher Helper | 15.71 |
| 09110 - Furniture Repairer, Minor | 17.22 |
| 09130 - Upholsterer | 20.60 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.78 |
| 11060 - Elevator Operator | 11.78 |
| 11090 - Gardener | 14.19 |
| 11122 - Housekeeping Aide | 12.06 |
| 11150 - Janitor | 12.06 |
| 11210 - Laborer, Grounds Maintenance | 11.32 |
| 11240 - Maid or Houseman | 9.56 |
| 11260 - Pruner | 11.52 |
| 11270 - Tractor Operator | 12.65 |
| 11330 - Trail Maintenance Worker | 11.32 |
| 11360 - Window Cleaner | 12.73 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.99 |
| 12011 - Breath Alcohol Technician | 16.87 |
| 12012 - Certified Occupational Therapist Assistant | 23.89 |
| 12015 - Certified Physical Therapist Assistant | 23.10 |
| 12020 - Dental Assistant | 15.34 |
| 12025 - Dental Hygienist | 33.67 |
| 12030 - EKG Technician | 22.15 |
| 12035 - Electroneurodiagnostic Technologist | 25.64 |
| 12040 - Emergency Medical Technician | 15.99 |
| 12071 - Licensed Practical Nurse I | 17.51 |
| 12072 - Licensed Practical Nurse II | 19.68 |
| 12073 - Licensed Practical Nurse III | 21.84 |
| 12100 - Medical Assistant | 13.82 |
| 12130 - Medical Laboratory Technician | 18.30 |
| 12160 - Medical Record Clerk | 13.71 |
| 12190 - Medical Record Technician | 15.13 |
| 12195 - Medical Transcriptionist | 14.86 |
| 12210 - Nuclear Medicine Technologist | 31.29 |
| 12221 - Nursing Assistant I | 9.81 |
| 12222 - Nursing Assistant II | 10.88 |
| 12223 - Nursing Assistant III | 12.04 |
| 12224 - Nursing Assistant IV | 13.51 |
| 12235 - Optical Dispenser | 16.65 |
| 12236 - Optical Technician | 14.97 |
| 12250 - Pharmacy Technician | 14.65 |

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| 12280 - Phlebotomist | 13.71 |
| 12305 - Radiologic Technologist | 25.11 |
| 12311 - Registered Nurse I | 22.85 |
| 12312 - Registered Nurse II | 27.71 |
| 12313 - Registered Nurse II, Specialist | 27.71 |
| 12314 - Registered Nurse III | 33.52 |
| 12315 - Registered Nurse III, Anesthetist | 33.52 |
| 12316 - Registered Nurse IV | 40.18 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.98 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.58 |
| 13012 - Exhibits Specialist II | 23.96 |
| 13013 - Exhibits Specialist III | 28.55 |
| 13041 - Illustrator I | 20.35 |
| 13042 - Illustrator II | 25.21 |
| 13043 - Illustrator III | 30.83 |
| 13047 - Librarian | 29.41 |
| 13050 - Library Aide/Clerk | 13.28 |
| 13054 - Library Information Technology Systems Administrator | 22.30 |
| 13058 - Library Technician | 17.17 |
| 13061 - Media Specialist I | 16.09 |
| 13062 - Media Specialist II | 18.01 |
| 13063 - Media Specialist III | 20.07 |
| 13071 - Photographer I | 15.90 |
| 13072 - Photographer II | 18.01 |
| 13073 - Photographer III | 22.30 |
| 13074 - Photographer IV | 26.94 |
| 13075 - Photographer V | 32.59 |
| 13110 - Video Teleconference Technician | 17.41 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.12 |
| 14042 - Computer Operator II | 16.92 |
| 14043 - Computer Operator III | 18.89 |
| 14044 - Computer Operator IV | 22.64 |
| 14045 - Computer Operator V | 25.06 |
| 14071 - Computer Programmer I | 22.13 |
| 14072 - Computer Programmer II | 27.20 |
| 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 | 15.12 |
| 14160 - Personal Computer Support Technician | 22.64 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.53 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.35 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.38 |
| 15050 - Computer Based Training Specialist / Instructor | 30.23 |
| 15060 - Educational Technologist | 29.57 |
| 15070 - Flight Instructor (Pilot) | 41.38 |
| 15080 - Graphic Artist | 22.54 |
| 15090 - Technical Instructor | 19.91 |
| 15095 - Technical Instructor/Course Developer | 24.36 |
| 15110 - Test Proctor | 16.98 |
| 15120 - Tutor | 16.98 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.28 |
| 16030 - Counter Attendant | 9.28 |
| 16040 - Dry Cleaner | 11.56 |
| 16070 - Finisher, Flatwork, Machine | 9.28 |
| 16090 - Presser, Hand | 9.28 |

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| 16110 - Presser, Machine, Drycleaning | 9.28 |
| 16130 - Presser, Machine, Shirts | 9.28 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.28 |
| 16190 - Sewing Machine Operator | 12.33 |
| 16220 - Tailor | 13.09 |
| 16250 - Washer, Machine | 10.04 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.02 |
| 19040 - Tool And Die Maker | 26.69 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.71 |
| 21030 - Material Coordinator | 18.96 |
| 21040 - Material Expediter | 18.96 |
| 21050 - Material Handling Laborer | 13.50 |
| 21071 - Order Filler | 13.69 |
| 21080 - Production Line Worker (Food Processing) | 16.71 |
| 21110 - Shipping Packer | 16.72 |
| 21130 - Shipping/Receiving Clerk | 16.72 |
| 21140 - Store Worker I | 14.39 |
| 21150 - Stock Clerk | 18.87 |
| 21210 - Tools And Parts Attendant | 16.71 |
| 21410 - Warehouse Specialist | 16.71 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.00 |
| 23021 - Aircraft Mechanic I | 22.86 |
| 23022 - Aircraft Mechanic II | 24.00 |
| 23023 - Aircraft Mechanic III | 24.93 |
| 23040 - Aircraft Mechanic Helper | 18.55 |
| 23050 - Aircraft, Painter | 22.10 |
| 23060 - Aircraft Servicer | 20.32 |
| 23080 - Aircraft Worker | 21.27 |
| 23110 - Appliance Mechanic | 20.40 |
| 23120 - Bicycle Repairer | 15.89 |
| 23125 - Cable Splicer | 24.13 |
| 23130 - Carpenter, Maintenance | 22.39 |
| 23140 - Carpet Layer | 21.36 |
| 23160 - Electrician, Maintenance | 28.34 |
| 23181 - Electronics Technician Maintenance I | 20.25 |
| 23182 - Electronics Technician Maintenance II | 21.21 |
| 23183 - Electronics Technician Maintenance III | 26.65 |
| 23260 - Fabric Worker | 18.97 |
| 23290 - Fire Alarm System Mechanic | 21.77 |
| 23310 - Fire Extinguisher Repairer | 17.84 |
| 23311 - Fuel Distribution System Mechanic | 27.55 |
| 23312 - Fuel Distribution System Operator | 22.57 |
| 23370 - General Maintenance Worker | 18.13 |
| 23380 - Ground Support Equipment Mechanic | 22.86 |
| 23381 - Ground Support Equipment Servicer | 20.32 |
| 23382 - Ground Support Equipment Worker | 21.27 |
| 23391 - Gunsmith I | 17.84 |
| 23392 - Gunsmith II | 20.09 |
| 23393 - Gunsmith III | 21.77 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.68 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.50 |
| 23430 - Heavy Equipment Mechanic | 20.38 |
| 23440 - Heavy Equipment Operator | 23.85 |
| 23460 - Instrument Mechanic | 23.32 |
| 23465 - Laboratory/Shelter Mechanic | 21.04 |
| 23470 - Laborer | 13.23 |
| 23510 - Locksmith | 20.60 |
| 23530 - Machinery Maintenance Mechanic | 22.73 |

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| 23550 - Machinist, Maintenance | 21.77 |
| 23580 - Maintenance Trades Helper | 16.05 |
| 23591 - Metrology Technician I | 25.65 |
| 23592 - Metrology Technician II | 26.67 |
| 23593 - Metrology Technician III | 27.59 |
| 23640 - Millwright | 28.82 |
| 23710 - Office Appliance Repairer | 21.04 |
| 23760 - Painter, Maintenance | 21.74 |
| 23790 - Pipefitter, Maintenance | 26.96 |
| 23810 - Plumber, Maintenance | 23.66 |
| 23820 - Pseudraulic Systems Mechanic | 21.77 |
| 23850 - Rigger | 21.78 |
| 23870 - Scale Mechanic | 20.09 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.09 |
| 23910 - Small Engine Mechanic | 19.82 |
| 23931 - Telecommunications Mechanic I | 24.70 |
| 23932 - Telecommunications Mechanic II | 25.58 |
| 23950 - Telephone Lineman | 20.83 |
| 23960 - Welder, Combination, Maintenance | 19.36 |
| 23965 - Well Driller | 21.30 |
| 23970 - Woodcraft Worker | 21.77 |
| 23980 - Woodworker | 16.45 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.25 |
| 24580 - Child Care Center Clerk | 15.29 |
| 24610 - Chore Aide | 9.43 |
| 24620 - Family Readiness And Support Services Coordinator | 12.91 |
| 24630 - Homemaker | 17.23 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.57 |
| 25040 - Sewage Plant Operator | 21.29 |
| 25070 - Stationary Engineer | 23.57 |
| 25190 - Ventilation Equipment Tender | 18.06 |
| 25210 - Water Treatment Plant Operator | 21.29 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.15 |
| 27007 - Baggage Inspector | 11.28 |
| 27008 - Corrections Officer | 21.73 |
| 27010 - Court Security Officer | 23.11 |
| 27030 - Detection Dog Handler | 16.31 |
| 27040 - Detention Officer | 21.73 |
| 27070 - Firefighter | 22.60 |
| 27101 - Guard I | 11.28 |
| 27102 - Guard II | 16.31 |
| 27131 - Police Officer I | 25.03 |
| 27132 - Police Officer II | 27.80 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.12 |
| 28042 - Carnival Equipment Repairer | 11.63 |
| 28043 - Carnival Equipment Worker | 9.17 |
| 28210 - Gate Attendant/Gate Tender | 13.17 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.74 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.75 |
| 28515 - Recreation Specialist | 16.98 |
| 28630 - Sports Official | 11.73 |
| 28690 - Swimming Pool Operator | 18.62 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.04 |
| 29020 - Hatch Tender | 21.04 |
| 29030 - Line Handler | 21.04 |
| 29041 - Stevedore I | 19.85 |

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| 29042 - Stevedore II | 21.61 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.19 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 25.64 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.25 |
| 30021 - Archeological Technician I | 15.04 |
| 30022 - Archeological Technician II | 15.03 |
| 30023 - Archeological Technician III | 20.85 |
| 30030 - Cartographic Technician | 25.34 |
| 30040 - Civil Engineering Technician | 21.36 |
| 30061 - Drafter/CAD Operator I | 18.14 |
| 30062 - Drafter/CAD Operator II | 20.46 |
| 30063 - Drafter/CAD Operator III | 22.81 |
| 30064 - Drafter/CAD Operator IV | 28.07 |
| 30081 - Engineering Technician I | 16.70 |
| 30082 - Engineering Technician II | 18.75 |
| 30083 - Engineering Technician III | 20.98 |
| 30084 - Engineering Technician IV | 25.99 |
| 30085 - Engineering Technician V | 31.78 |
| 30086 - Engineering Technician VI | 38.46 |
| 30090 - Environmental Technician | 23.34 |
| 30210 - Laboratory Technician | 22.81 |
| 30240 - Mathematical Technician | 25.32 |
| 30361 - Paralegal/Legal Assistant I | 18.72 |
| 30362 - Paralegal/Legal Assistant II | 23.34 |
| 30363 - Paralegal/Legal Assistant III | 30.33 |
| 30364 - Paralegal/Legal Assistant IV | 36.70 |
| 30390 - Photo-Optics Technician | 25.34 |
| 30461 - Technical Writer I | 25.12 |
| 30462 - Technical Writer II | 29.25 |
| 30463 - Technical Writer III | 30.20 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 23.64 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 28.60 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.28 |
| 30494 - Unexploded (UXO) Safety Escort | 23.64 |
| 30495 - Unexploded (UXO) Sweep Personnel | 23.64 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 23.15 |
| 30621 - Weather Observer, Senior (see 2) | 25.34 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.82 |
| 31030 - Bus Driver | 18.42 |
| 31043 - Driver Courier | 15.37 |
| 31260 - Parking and Lot Attendant | 8.74 |
| 31290 - Shuttle Bus Driver | 16.42 |
| 31310 - Taxi Driver | 10.32 |
| 31361 - Truckdriver, Light | 16.42 |
| 31362 - Truckdriver, Medium | 19.05 |
| 31363 - Truckdriver, Heavy | 23.70 |
| 31364 - Truckdriver, Tractor-Trailer | 23.70 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.67 |
| 99050 - Desk Clerk | 11.14 |
| 99095 - Embalmer | 24.57 |
| 99251 - Laboratory Animal Caretaker I | 11.54 |
| 99252 - Laboratory Animal Caretaker II | 12.33 |
| 99310 - Mortician | 33.31 |
| 99410 - Pest Controller | 14.95 |
| 99510 - Photofinishing Worker | 13.45 |
| 99710 - Recycling Laborer | 16.63 |
| 99711 - Recycling Specialist | 18.60 |
| 99730 - Refuse Collector | 15.22 |
| 99810 - Sales Clerk | 12.24 |

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| 99820 - School Crossing Guard | 10.99 |
| 99830 - Survey Party Chief | 20.27 |
| 99831 - Surveying Aide | 11.56 |
| 99832 - Surveying Technician | 17.36 |
| 99840 - Vending Machine Attendant | 13.42 |
| 99841 - Vending Machine Repairer | 15.39 |
| 99842 - Vending Machine Repairer Helper | 13.42 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that

represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

OCCUPATION NOTES:

Refuse Collector: The rate for the Refuse Collector occupation applies does not apply to Cuyahoga County. See Wage Determination 1966-0048 for the wage rates and fringe benefits for Cuyahoga County.

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2416
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Ashland, Ashtabula, Cuyahoga, Erie, Geauga, Huron, Lake, Lorain, Medina, Portage, Richland, Stark, Summit, Wayne

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.21 |
| 01012 - Accounting Clerk II | | 15.90 |
| 01013 - Accounting Clerk III | | 17.72 |
| 01020 - Administrative Assistant | | 21.22 |
| 01040 - Court Reporter | | 16.99 |
| 01051 - Data Entry Operator I | | 13.42 |
| 01052 - Data Entry Operator II | | 15.43 |
| 01060 - Dispatcher, Motor Vehicle | | 20.76 |
| 01070 - Document Preparation Clerk | | 13.72 |
| 01090 - Duplicating Machine Operator | | 13.72 |
| 01111 - General Clerk I | | 13.46 |
| 01112 - General Clerk II | | 14.87 |
| 01113 - General Clerk III | | 16.65 |
| 01120 - Housing Referral Assistant | | 19.31 |
| 01141 - Messenger Courier | | 11.13 |
| 01191 - Order Clerk I | | 13.18 |
| 01192 - Order Clerk II | | 15.03 |
| 01261 - Personnel Assistant (Employment) I | | 16.00 |
| 01262 - Personnel Assistant (Employment) II | | 17.89 |
| 01263 - Personnel Assistant (Employment) III | | 19.95 |
| 01270 - Production Control Clerk | | 18.96 |
| 01280 - Receptionist | | 13.97 |
| 01290 - Rental Clerk | | 15.48 |
| 01300 - Scheduler, Maintenance | | 14.72 |
| 01311 - Secretary I | | 14.72 |
| 01312 - Secretary II | | 17.05 |
| 01313 - Secretary III | | 18.69 |
| 01320 - Service Order Dispatcher | | 18.84 |
| 01410 - Supply Technician | | 21.22 |
| 01420 - Survey Worker | | 15.10 |
| 01531 - Travel Clerk I | | 12.61 |
| 01532 - Travel Clerk II | | 13.54 |
| 01533 - Travel Clerk III | | 14.52 |
| 01611 - Word Processor I | | 14.47 |
| 01612 - Word Processor II | | 16.25 |
| 01613 - Word Processor III | | 18.18 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 20.33 |
| 05010 - Automotive Electrician | | 19.67 |
| 05040 - Automotive Glass Installer | | 18.92 |
| 05070 - Automotive Worker | | 18.92 |
| 05110 - Mobile Equipment Servicer | | 17.27 |
| 05130 - Motor Equipment Metal Mechanic | | 20.33 |
| 05160 - Motor Equipment Metal Worker | | 18.92 |
| 05190 - Motor Vehicle Mechanic | | 20.33 |
| 05220 - Motor Vehicle Mechanic Helper | | 16.50 |
| 05250 - Motor Vehicle Upholstery Worker | | 18.07 |
| 05280 - Motor Vehicle Wrecker | | 18.92 |
| 05310 - Painter, Automotive | | 19.67 |
| 05340 - Radiator Repair Specialist | | 18.92 |
| 05370 - Tire Repairer | | 15.89 |
| 05400 - Transmission Repair Specialist | | 20.33 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 12.08 |
| 07041 - Cook I | | 10.72 |
| 07042 - Cook II | | 12.08 |

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| 07070 - Dishwasher | 9.28 |
| 07130 - Food Service Worker | 9.28 |
| 07210 - Meat Cutter | 14.34 |
| 07260 - Waiter/Waitress | 9.94 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.60 |
| 09040 - Furniture Handler | 13.89 |
| 09080 - Furniture Refinisher | 20.60 |
| 09090 - Furniture Refinisher Helper | 15.71 |
| 09110 - Furniture Repairer, Minor | 17.22 |
| 09130 - Upholsterer | 20.60 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.78 |
| 11060 - Elevator Operator | 11.78 |
| 11090 - Gardener | 14.19 |
| 11122 - Housekeeping Aide | 12.06 |
| 11150 - Janitor | 12.06 |
| 11210 - Laborer, Grounds Maintenance | 11.32 |
| 11240 - Maid or Houseman | 9.56 |
| 11260 - Pruner | 11.52 |
| 11270 - Tractor Operator | 12.65 |
| 11330 - Trail Maintenance Worker | 11.32 |
| 11360 - Window Cleaner | 12.73 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.99 |
| 12011 - Breath Alcohol Technician | 16.87 |
| 12012 - Certified Occupational Therapist Assistant | 23.89 |
| 12015 - Certified Physical Therapist Assistant | 23.10 |
| 12020 - Dental Assistant | 15.34 |
| 12025 - Dental Hygienist | 33.67 |
| 12030 - EKG Technician | 22.15 |
| 12035 - Electroneurodiagnostic Technologist | 25.64 |
| 12040 - Emergency Medical Technician | 15.99 |
| 12071 - Licensed Practical Nurse I | 17.51 |
| 12072 - Licensed Practical Nurse II | 19.68 |
| 12073 - Licensed Practical Nurse III | 21.84 |
| 12100 - Medical Assistant | 13.82 |
| 12130 - Medical Laboratory Technician | 18.30 |
| 12160 - Medical Record Clerk | 13.71 |
| 12190 - Medical Record Technician | 15.13 |
| 12195 - Medical Transcriptionist | 14.86 |
| 12210 - Nuclear Medicine Technologist | 31.29 |
| 12221 - Nursing Assistant I | 9.81 |
| 12222 - Nursing Assistant II | 10.88 |
| 12223 - Nursing Assistant III | 12.04 |
| 12224 - Nursing Assistant IV | 13.51 |
| 12235 - Optical Dispenser | 16.65 |
| 12236 - Optical Technician | 14.97 |
| 12250 - Pharmacy Technician | 14.65 |
| 12280 - Phlebotomist | 13.71 |
| 12305 - Radiologic Technologist | 25.11 |
| 12311 - Registered Nurse I | 22.85 |
| 12312 - Registered Nurse II | 27.71 |
| 12313 - Registered Nurse II, Specialist | 27.71 |
| 12314 - Registered Nurse III | 33.52 |
| 12315 - Registered Nurse III, Anesthetist | 33.52 |
| 12316 - Registered Nurse IV | 40.18 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.98 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.58 |
| 13012 - Exhibits Specialist II | 23.96 |
| 13013 - Exhibits Specialist III | 28.55 |
| 13041 - Illustrator I | 20.35 |

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| 13042 - Illustrator II | 25.21 |
| 13043 - Illustrator III | 30.83 |
| 13047 - Librarian | 29.41 |
| 13050 - Library Aide/Clerk | 13.28 |
| 13054 - Library Information Technology Systems Administrator | 22.30 |
| 13058 - Library Technician | 17.17 |
| 13061 - Media Specialist I | 16.09 |
| 13062 - Media Specialist II | 18.01 |
| 13063 - Media Specialist III | 20.07 |
| 13071 - Photographer I | 15.90 |
| 13072 - Photographer II | 18.01 |
| 13073 - Photographer III | 22.30 |
| 13074 - Photographer IV | 26.94 |
| 13075 - Photographer V | 32.59 |
| 13110 - Video Teleconference Technician | 17.41 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.12 |
| 14042 - Computer Operator II | 16.92 |
| 14043 - Computer Operator III | 18.89 |
| 14044 - Computer Operator IV | 22.64 |
| 14045 - Computer Operator V | 25.06 |
| 14071 - Computer Programmer I | 22.13 |
| 14072 - Computer Programmer II | 27.20 |
| 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 | 15.12 |
| 14160 - Personal Computer Support Technician | 22.64 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.53 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.35 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.38 |
| 15050 - Computer Based Training Specialist / Instructor | 30.23 |
| 15060 - Educational Technologist | 29.57 |
| 15070 - Flight Instructor (Pilot) | 41.38 |
| 15080 - Graphic Artist | 22.54 |
| 15090 - Technical Instructor | 19.91 |
| 15095 - Technical Instructor/Course Developer | 24.36 |
| 15110 - Test Proctor | 16.98 |
| 15120 - Tutor | 16.98 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.28 |
| 16030 - Counter Attendant | 9.28 |
| 16040 - Dry Cleaner | 11.56 |
| 16070 - Finisher, Flatwork, Machine | 9.28 |
| 16090 - Presser, Hand | 9.28 |
| 16110 - Presser, Machine, Drycleaning | 9.28 |
| 16130 - Presser, Machine, Shirts | 9.28 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.28 |
| 16190 - Sewing Machine Operator | 12.33 |
| 16220 - Tailor | 13.09 |
| 16250 - Washer, Machine | 10.04 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.02 |
| 19040 - Tool And Die Maker | 26.69 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.71 |
| 21030 - Material Coordinator | 18.96 |
| 21040 - Material Expediter | 18.96 |
| 21050 - Material Handling Laborer | 13.50 |

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|---|-------|
| 21071 - Order Filler | 13.69 |
| 21080 - Production Line Worker (Food Processing) | 16.71 |
| 21110 - Shipping Packer | 16.72 |
| 21130 - Shipping/Receiving Clerk | 16.72 |
| 21140 - Store Worker I | 14.39 |
| 21150 - Stock Clerk | 18.87 |
| 21210 - Tools And Parts Attendant | 16.71 |
| 21410 - Warehouse Specialist | 16.71 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.00 |
| 23021 - Aircraft Mechanic I | 22.86 |
| 23022 - Aircraft Mechanic II | 24.00 |
| 23023 - Aircraft Mechanic III | 24.93 |
| 23040 - Aircraft Mechanic Helper | 18.55 |
| 23050 - Aircraft, Painter | 22.10 |
| 23060 - Aircraft Servicer | 20.32 |
| 23080 - Aircraft Worker | 21.27 |
| 23110 - Appliance Mechanic | 20.40 |
| 23120 - Bicycle Repairer | 15.89 |
| 23125 - Cable Splicer | 24.13 |
| 23130 - Carpenter, Maintenance | 22.39 |
| 23140 - Carpet Layer | 21.36 |
| 23160 - Electrician, Maintenance | 28.34 |
| 23181 - Electronics Technician Maintenance I | 20.25 |
| 23182 - Electronics Technician Maintenance II | 21.21 |
| 23183 - Electronics Technician Maintenance III | 26.65 |
| 23260 - Fabric Worker | 18.97 |
| 23290 - Fire Alarm System Mechanic | 21.77 |
| 23310 - Fire Extinguisher Repairer | 17.84 |
| 23311 - Fuel Distribution System Mechanic | 27.55 |
| 23312 - Fuel Distribution System Operator | 22.57 |
| 23370 - General Maintenance Worker | 18.13 |
| 23380 - Ground Support Equipment Mechanic | 22.86 |
| 23381 - Ground Support Equipment Servicer | 20.32 |
| 23382 - Ground Support Equipment Worker | 21.27 |
| 23391 - Gunsmith I | 17.84 |
| 23392 - Gunsmith II | 20.09 |
| 23393 - Gunsmith III | 21.77 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.68 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.50 |
| 23430 - Heavy Equipment Mechanic | 20.38 |
| 23440 - Heavy Equipment Operator | 23.85 |
| 23460 - Instrument Mechanic | 23.32 |
| 23465 - Laboratory/Shelter Mechanic | 21.04 |
| 23470 - Laborer | 13.23 |
| 23510 - Locksmith | 20.60 |
| 23530 - Machinery Maintenance Mechanic | 22.73 |
| 23550 - Machinist, Maintenance | 21.77 |
| 23580 - Maintenance Trades Helper | 16.05 |
| 23591 - Metrology Technician I | 25.65 |
| 23592 - Metrology Technician II | 26.67 |
| 23593 - Metrology Technician III | 27.59 |
| 23640 - Millwright | 28.82 |
| 23710 - Office Appliance Repairer | 21.04 |
| 23760 - Painter, Maintenance | 21.74 |
| 23790 - Pipefitter, Maintenance | 26.96 |
| 23810 - Plumber, Maintenance | 23.66 |
| 23820 - Pneudraulic Systems Mechanic | 21.77 |
| 23850 - Rigger | 21.78 |
| 23870 - Scale Mechanic | 20.09 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.09 |

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| 23910 - Small Engine Mechanic | 19.82 |
| 23931 - Telecommunications Mechanic I | 24.70 |
| 23932 - Telecommunications Mechanic II | 25.58 |
| 23950 - Telephone Lineman | 20.83 |
| 23960 - Welder, Combination, Maintenance | 19.36 |
| 23965 - Well Driller | 21.30 |
| 23970 - Woodcraft Worker | 21.77 |
| 23980 - Woodworker | 16.45 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.25 |
| 24580 - Child Care Center Clerk | 15.29 |
| 24610 - Chore Aide | 9.43 |
| 24620 - Family Readiness And Support Services Coordinator | 12.91 |
| 24630 - Homemaker | 17.23 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.57 |
| 25040 - Sewage Plant Operator | 21.29 |
| 25070 - Stationary Engineer | 23.57 |
| 25190 - Ventilation Equipment Tender | 18.06 |
| 25210 - Water Treatment Plant Operator | 21.29 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.15 |
| 27007 - Baggage Inspector | 11.28 |
| 27008 - Corrections Officer | 21.73 |
| 27010 - Court Security Officer | 23.11 |
| 27030 - Detection Dog Handler | 16.31 |
| 27040 - Detention Officer | 21.73 |
| 27070 - Firefighter | 22.60 |
| 27101 - Guard I | 11.28 |
| 27102 - Guard II | 16.31 |
| 27131 - Police Officer I | 25.03 |
| 27132 - Police Officer II | 27.80 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.12 |
| 28042 - Carnival Equipment Repairer | 11.63 |
| 28043 - Carnival Equipment Worker | 9.17 |
| 28210 - Gate Attendant/Gate Tender | 13.17 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.74 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.75 |
| 28515 - Recreation Specialist | 16.98 |
| 28630 - Sports Official | 11.73 |
| 28690 - Swimming Pool Operator | 18.62 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.04 |
| 29020 - Hatch Tender | 21.04 |
| 29030 - Line Handler | 21.04 |
| 29041 - Stevedore I | 19.85 |
| 29042 - Stevedore II | 21.61 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.19 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 25.64 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.25 |
| 30021 - Archeological Technician I | 15.04 |
| 30022 - Archeological Technician II | 15.03 |
| 30023 - Archeological Technician III | 20.85 |
| 30030 - Cartographic Technician | 25.34 |
| 30040 - Civil Engineering Technician | 21.36 |
| 30061 - Drafter/CAD Operator I | 18.14 |
| 30062 - Drafter/CAD Operator II | 20.46 |
| 30063 - Drafter/CAD Operator III | 22.81 |
| 30064 - Drafter/CAD Operator IV | 28.07 |

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|---|---------------|
| 30081 - Engineering Technician I | 16.70 |
| 30082 - Engineering Technician II | 18.75 |
| 30083 - Engineering Technician III | 20.98 |
| 30084 - Engineering Technician IV | 25.99 |
| 30085 - Engineering Technician V | 31.78 |
| 30086 - Engineering Technician VI | 38.46 |
| 30090 - Environmental Technician | 23.34 |
| 30210 - Laboratory Technician | 22.81 |
| 30240 - Mathematical Technician | 25.32 |
| 30361 - Paralegal/Legal Assistant I | 18.72 |
| 30362 - Paralegal/Legal Assistant II | 23.34 |
| 30363 - Paralegal/Legal Assistant III | 30.33 |
| 30364 - Paralegal/Legal Assistant IV | 36.70 |
| 30390 - Photo-Optics Technician | 25.34 |
| 30461 - Technical Writer I | 25.12 |
| 30462 - Technical Writer II | 29.25 |
| 30463 - Technical Writer III | 30.20 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 23.64 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 28.60 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.28 |
| 30494 - Unexploded (UXO) Safety Escort | 23.64 |
| 30495 - Unexploded (UXO) Sweep Personnel | 23.64 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 23.15 |
| 30621 - Weather Observer, Senior | (see 2) 25.34 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.82 |
| 31030 - Bus Driver | 18.42 |
| 31043 - Driver Courier | 15.37 |
| 31260 - Parking and Lot Attendant | 8.74 |
| 31290 - Shuttle Bus Driver | 16.42 |
| 31310 - Taxi Driver | 10.32 |
| 31361 - Truckdriver, Light | 16.42 |
| 31362 - Truckdriver, Medium | 19.05 |
| 31363 - Truckdriver, Heavy | 23.70 |
| 31364 - Truckdriver, Tractor-Trailer | 23.70 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.67 |
| 99050 - Desk Clerk | 11.14 |
| 99095 - Embalmer | 24.57 |
| 99251 - Laboratory Animal Caretaker I | 11.54 |
| 99252 - Laboratory Animal Caretaker II | 12.33 |
| 99310 - Mortician | 33.31 |
| 99410 - Pest Controller | 14.95 |
| 99510 - Photofinishing Worker | 13.45 |
| 99710 - Recycling Laborer | 16.63 |
| 99711 - Recycling Specialist | 18.60 |
| 99730 - Refuse Collector | 15.22 |
| 99810 - Sales Clerk | 12.24 |
| 99820 - School Crossing Guard | 10.99 |
| 99830 - Survey Party Chief | 20.27 |
| 99831 - Surveying Aide | 11.56 |
| 99832 - Surveying Technician | 17.36 |
| 99840 - Vending Machine Attendant | 13.42 |
| 99841 - Vending Machine Repairer | 15.39 |
| 99842 - Vending Machine Repairer Helper | 13.42 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

OCCUPATION NOTES:

Refuse Collector: The rate for the Refuse Collector occupation applies does not apply to Cuyahoga County. See Wage Determination 1966-0048 for the wage rates and fringe benefits for Cuyahoga County.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2417
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Coshocton, Crawford, Delaware, Fairfield, Fayette, Franklin, Guernsey, Holmes, Knox, Licking, Madison, Marion, Morrow, Muskingum, Perry, Pickaway, Union

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.14 |
| 01012 - Accounting Clerk II | | 15.87 |
| 01013 - Accounting Clerk III | | 17.87 |
| 01020 - Administrative Assistant | | 22.20 |
| 01040 - Court Reporter | | 17.96 |
| 01051 - Data Entry Operator I | | 12.44 |
| 01052 - Data Entry Operator II | | 13.63 |
| 01060 - Dispatcher, Motor Vehicle | | 17.96 |
| 01070 - Document Preparation Clerk | | 13.01 |
| 01090 - Duplicating Machine Operator | | 13.01 |
| 01111 - General Clerk I | | 13.02 |
| 01112 - General Clerk II | | 14.22 |
| 01113 - General Clerk III | | 16.77 |
| 01120 - Housing Referral Assistant | | 21.46 |
| 01141 - Messenger Courier | | 12.68 |
| 01191 - Order Clerk I | | 13.95 |
| 01192 - Order Clerk II | | 15.22 |
| 01261 - Personnel Assistant (Employment) I | | 16.56 |
| 01262 - Personnel Assistant (Employment) II | | 17.57 |
| 01263 - Personnel Assistant (Employment) III | | 19.60 |
| 01270 - Production Control Clerk | | 19.28 |
| 01280 - Receptionist | | 12.90 |

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| 01290 - Rental Clerk | 15.20 |
| 01300 - Scheduler, Maintenance | 17.20 |
| 01311 - Secretary I | 17.20 |
| 01312 - Secretary II | 19.24 |
| 01313 - Secretary III | 21.46 |
| 01320 - Service Order Dispatcher | 14.36 |
| 01410 - Supply Technician | 23.84 |
| 01420 - Survey Worker | 16.70 |
| 01531 - Travel Clerk I | 12.60 |
| 01532 - Travel Clerk II | 13.44 |
| 01533 - Travel Clerk III | 14.25 |
| 01611 - Word Processor I | 13.01 |
| 01612 - Word Processor II | 15.20 |
| 01613 - Word Processor III | 17.96 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.84 |
| 05010 - Automotive Electrician | 19.56 |
| 05040 - Automotive Glass Installer | 18.71 |
| 05070 - Automotive Worker | 19.26 |
| 05110 - Mobile Equipment Servicer | 17.02 |
| 05130 - Motor Equipment Metal Mechanic | 22.25 |
| 05160 - Motor Equipment Metal Worker | 18.89 |
| 05190 - Motor Vehicle Mechanic | 20.39 |
| 05220 - Motor Vehicle Mechanic Helper | 16.18 |
| 05250 - Motor Vehicle Upholstery Worker | 18.39 |
| 05280 - Motor Vehicle Wrecker | 19.26 |
| 05310 - Painter, Automotive | 20.38 |
| 05340 - Radiator Repair Specialist | 19.26 |
| 05370 - Tire Repairer | 13.75 |
| 05400 - Transmission Repair Specialist | 20.39 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.50 |
| 07041 - Cook I | 12.06 |
| 07042 - Cook II | 13.35 |
| 07070 - Dishwasher | 8.90 |
| 07130 - Food Service Worker | 9.69 |
| 07210 - Meat Cutter | 15.45 |
| 07260 - Waiter/Waitress | 8.85 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.32 |
| 09040 - Furniture Handler | 11.93 |
| 09080 - Furniture Refinisher | 16.32 |
| 09090 - Furniture Refinisher Helper | 13.49 |
| 09110 - Furniture Repairer, Minor | 14.89 |
| 09130 - Upholsterer | 16.32 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.21 |
| 11060 - Elevator Operator | 11.21 |
| 11090 - Gardener | 14.80 |
| 11122 - Housekeeping Aide | 12.54 |
| 11150 - Janitor | 12.54 |
| 11210 - Laborer, Grounds Maintenance | 12.01 |
| 11240 - Maid or Houseman | 10.19 |
| 11260 - Pruner | 10.89 |
| 11270 - Tractor Operator | 13.69 |
| 11330 - Trail Maintenance Worker | 12.01 |
| 11360 - Window Cleaner | 13.85 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.59 |
| 12011 - Breath Alcohol Technician | 18.95 |
| 12012 - Certified Occupational Therapist Assistant | 22.68 |
| 12015 - Certified Physical Therapist Assistant | 23.02 |
| 12020 - Dental Assistant | 16.94 |

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| 12025 - Dental Hygienist | 33.29 |
| 12030 - EKG Technician | 22.77 |
| 12035 - Electroneurodiagnostic Technologist | 22.77 |
| 12040 - Emergency Medical Technician | 16.59 |
| 12071 - Licensed Practical Nurse I | 16.94 |
| 12072 - Licensed Practical Nurse II | 18.95 |
| 12073 - Licensed Practical Nurse III | 21.13 |
| 12100 - Medical Assistant | 13.74 |
| 12130 - Medical Laboratory Technician | 18.19 |
| 12160 - Medical Record Clerk | 13.29 |
| 12190 - Medical Record Technician | 14.87 |
| 12195 - Medical Transcriptionist | 15.11 |
| 12210 - Nuclear Medicine Technologist | 30.60 |
| 12221 - Nursing Assistant I | 10.43 |
| 12222 - Nursing Assistant II | 11.73 |
| 12223 - Nursing Assistant III | 12.80 |
| 12224 - Nursing Assistant IV | 14.37 |
| 12235 - Optical Dispenser | 16.41 |
| 12236 - Optical Technician | 15.11 |
| 12250 - Pharmacy Technician | 16.49 |
| 12280 - Phlebotomist | 14.37 |
| 12305 - Radiologic Technologist | 25.02 |
| 12311 - Registered Nurse I | 23.00 |
| 12312 - Registered Nurse II | 28.14 |
| 12313 - Registered Nurse II, Specialist | 28.14 |
| 12314 - Registered Nurse III | 34.04 |
| 12315 - Registered Nurse III, Anesthetist | 34.04 |
| 12316 - Registered Nurse IV | 40.80 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.65 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.60 |
| 13012 - Exhibits Specialist II | 24.33 |
| 13013 - Exhibits Specialist III | 29.76 |
| 13041 - Illustrator I | 19.78 |
| 13042 - Illustrator II | 24.52 |
| 13043 - Illustrator III | 29.99 |
| 13047 - Librarian | 29.19 |
| 13050 - Library Aide/Clerk | 11.59 |
| 13054 - Library Information Technology Systems Administrator | 24.84 |
| 13058 - Library Technician | 18.05 |
| 13061 - Media Specialist I | 17.91 |
| 13062 - Media Specialist II | 20.02 |
| 13063 - Media Specialist III | 22.33 |
| 13071 - Photographer I | 15.60 |
| 13072 - Photographer II | 18.10 |
| 13073 - Photographer III | 26.06 |
| 13074 - Photographer IV | 27.75 |
| 13075 - Photographer V | 33.59 |
| 13110 - Video Teleconference Technician | 19.00 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.11 |
| 14042 - Computer Operator II | 19.14 |
| 14043 - Computer Operator III | 21.35 |
| 14044 - Computer Operator IV | 23.71 |
| 14045 - Computer Operator V | 26.27 |
| 14071 - Computer Programmer I | (see 1) |
| 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) |

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| 14150 - Peripheral Equipment Operator | 17.11 |
| 14160 - Personal Computer Support Technician | 23.71 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 31.20 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.74 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 45.23 |
| 15050 - Computer Based Training Specialist / Instructor | 31.20 |
| 15060 - Educational Technologist | 31.19 |
| 15070 - Flight Instructor (Pilot) | 45.23 |
| 15080 - Graphic Artist | 25.33 |
| 15090 - Technical Instructor | 21.28 |
| 15095 - Technical Instructor/Course Developer | 26.03 |
| 15110 - Test Proctor | 17.17 |
| 15120 - Tutor | 17.17 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.91 |
| 16030 - Counter Attendant | 8.91 |
| 16040 - Dry Cleaner | 11.30 |
| 16070 - Finisher, Flatwork, Machine | 8.91 |
| 16090 - Presser, Hand | 8.91 |
| 16110 - Presser, Machine, Drycleaning | 8.91 |
| 16130 - Presser, Machine, Shirts | 8.91 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.91 |
| 16190 - Sewing Machine Operator | 12.11 |
| 16220 - Tailor | 12.90 |
| 16250 - Washer, Machine | 9.70 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.45 |
| 19040 - Tool And Die Maker | 22.27 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.71 |
| 21030 - Material Coordinator | 19.28 |
| 21040 - Material Expediter | 19.28 |
| 21050 - Material Handling Laborer | 12.19 |
| 21071 - Order Filler | 14.06 |
| 21080 - Production Line Worker (Food Processing) | 15.71 |
| 21110 - Shipping Packer | 14.48 |
| 21130 - Shipping/Receiving Clerk | 14.48 |
| 21140 - Store Worker I | 11.84 |
| 21150 - Stock Clerk | 16.02 |
| 21210 - Tools And Parts Attendant | 15.71 |
| 21410 - Warehouse Specialist | 15.71 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.09 |
| 23021 - Aircraft Mechanic I | 23.13 |
| 23022 - Aircraft Mechanic II | 24.09 |
| 23023 - Aircraft Mechanic III | 25.10 |
| 23040 - Aircraft Mechanic Helper | 18.34 |
| 23050 - Aircraft, Painter | 20.90 |
| 23060 - Aircraft Servicer | 20.26 |
| 23080 - Aircraft Worker | 20.76 |
| 23110 - Appliance Mechanic | 22.31 |
| 23120 - Bicycle Repairer | 13.72 |
| 23125 - Cable Splicer | 25.23 |
| 23130 - Carpenter, Maintenance | 19.87 |
| 23140 - Carpet Layer | 19.58 |
| 23160 - Electrician, Maintenance | 21.76 |
| 23181 - Electronics Technician Maintenance I | 21.00 |
| 23182 - Electronics Technician Maintenance II | 22.33 |
| 23183 - Electronics Technician Maintenance III | 24.66 |
| 23260 - Fabric Worker | 18.27 |
| 23290 - Fire Alarm System Mechanic | 17.76 |
| 23310 - Fire Extinguisher Repairer | 17.04 |

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| 23311 - Fuel Distribution System Mechanic | 22.22 |
| 23312 - Fuel Distribution System Operator | 17.15 |
| 23370 - General Maintenance Worker | 18.13 |
| 23380 - Ground Support Equipment Mechanic | 23.13 |
| 23381 - Ground Support Equipment Servicer | 20.26 |
| 23382 - Ground Support Equipment Worker | 20.76 |
| 23391 - Gunsmith I | 17.04 |
| 23392 - Gunsmith II | 19.57 |
| 23393 - Gunsmith III | 21.79 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.29 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.17 |
| 23430 - Heavy Equipment Mechanic | 22.96 |
| 23440 - Heavy Equipment Operator | 21.40 |
| 23460 - Instrument Mechanic | 23.78 |
| 23465 - Laboratory/Shelter Mechanic | 20.81 |
| 23470 - Laborer | 11.71 |
| 23510 - Locksmith | 17.53 |
| 23530 - Machinery Maintenance Mechanic | 23.30 |
| 23550 - Machinist, Maintenance | 18.71 |
| 23580 - Maintenance Trades Helper | 14.94 |
| 23591 - Metrology Technician I | 23.78 |
| 23592 - Metrology Technician II | 24.77 |
| 23593 - Metrology Technician III | 25.80 |
| 23640 - Millwright | 28.80 |
| 23710 - Office Appliance Repairer | 19.23 |
| 23760 - Painter, Maintenance | 19.75 |
| 23790 - Pipefitter, Maintenance | 25.32 |
| 23810 - Plumber, Maintenance | 22.18 |
| 23820 - Pneudraulic Systems Mechanic | 21.79 |
| 23850 - Rigger | 21.79 |
| 23870 - Scale Mechanic | 19.57 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.33 |
| 23910 - Small Engine Mechanic | 15.61 |
| 23931 - Telecommunications Mechanic I | 25.16 |
| 23932 - Telecommunications Mechanic II | 26.21 |
| 23950 - Telephone Lineman | 20.94 |
| 23960 - Welder, Combination, Maintenance | 17.01 |
| 23965 - Well Driller | 21.49 |
| 23970 - Woodcraft Worker | 21.79 |
| 23980 - Woodworker | 15.84 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.85 |
| 24580 - Child Care Center Clerk | 14.77 |
| 24610 - Chore Aide | 10.34 |
| 24620 - Family Readiness And Support Services Coordinator | 14.43 |
| 24630 - Homemaker | 16.18 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.99 |
| 25040 - Sewage Plant Operator | 18.93 |
| 25070 - Stationary Engineer | 22.99 |
| 25190 - Ventilation Equipment Tender | 16.63 |
| 25210 - Water Treatment Plant Operator | 18.93 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.32 |
| 27007 - Baggage Inspector | 13.40 |
| 27008 - Corrections Officer | 20.79 |
| 27010 - Court Security Officer | 22.95 |
| 27030 - Detection Dog Handler | 16.94 |
| 27040 - Detention Officer | 20.79 |
| 27070 - Firefighter | 22.50 |

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| 27101 - Guard I | 13.40 |
| 27102 - Guard II | 16.94 |
| 27131 - Police Officer I | 24.41 |
| 27132 - Police Officer II | 27.12 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.05 |
| 28042 - Carnival Equipment Repairer | 11.64 |
| 28043 - Carnival Equipment Worker | 9.01 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.36 |
| 28515 - Recreation Specialist | 15.71 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 17.08 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.31 |
| 29020 - Hatch Tender | 20.31 |
| 29030 - Line Handler | 20.31 |
| 29041 - Stevedore I | 18.49 |
| 29042 - Stevedore II | 21.30 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.70 |
| 30022 - Archeological Technician II | 18.68 |
| 30023 - Archeological Technician III | 23.15 |
| 30030 - Cartographic Technician | 23.15 |
| 30040 - Civil Engineering Technician | 22.61 |
| 30061 - Drafter/CAD Operator I | 16.70 |
| 30062 - Drafter/CAD Operator II | 18.68 |
| 30063 - Drafter/CAD Operator III | 20.83 |
| 30064 - Drafter/CAD Operator IV | 25.62 |
| 30081 - Engineering Technician I | 15.81 |
| 30082 - Engineering Technician II | 17.74 |
| 30083 - Engineering Technician III | 19.84 |
| 30084 - Engineering Technician IV | 24.59 |
| 30085 - Engineering Technician V | 30.08 |
| 30086 - Engineering Technician VI | 36.39 |
| 30090 - Environmental Technician | 19.81 |
| 30210 - Laboratory Technician | 20.26 |
| 30240 - Mathematical Technician | 23.15 |
| 30361 - Paralegal/Legal Assistant I | 17.34 |
| 30362 - Paralegal/Legal Assistant II | 21.48 |
| 30363 - Paralegal/Legal Assistant III | 26.28 |
| 30364 - Paralegal/Legal Assistant IV | 31.80 |
| 30390 - Photo-Optics Technician | 23.15 |
| 30461 - Technical Writer I | 22.74 |
| 30462 - Technical Writer II | 27.82 |
| 30463 - Technical Writer III | 33.65 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 20.83 |
| 30621 - Weather Observer, Senior (see 2) | 23.15 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.95 |
| 31030 - Bus Driver | 19.70 |
| 31043 - Driver Courier | 17.01 |

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| 31260 - Parking and Lot Attendant | 10.91 |
| 31290 - Shuttle Bus Driver | 19.36 |
| 31310 - Taxi Driver | 10.02 |
| 31361 - Truckdriver, Light | 19.36 |
| 31362 - Truckdriver, Medium | 19.70 |
| 31363 - Truckdriver, Heavy | 21.84 |
| 31364 - Truckdriver, Tractor-Trailer | 21.84 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.78 |
| 99050 - Desk Clerk | 10.30 |
| 99095 - Embalmer | 24.51 |
| 99251 - Laboratory Animal Caretaker I | 10.74 |
| 99252 - Laboratory Animal Caretaker II | 11.61 |
| 99310 - Mortician | 24.27 |
| 99410 - Pest Controller | 16.09 |
| 99510 - Photofinishing Worker | 14.34 |
| 99710 - Recycling Laborer | 17.75 |
| 99711 - Recycling Specialist | 21.19 |
| 99730 - Refuse Collector | 16.03 |
| 99810 - Sales Clerk | 11.38 |
| 99820 - School Crossing Guard | 12.88 |
| 99830 - Survey Party Chief | 21.30 |
| 99831 - Surveying Aide | 12.65 |
| 99832 - Surveying Technician | 19.36 |
| 99840 - Vending Machine Attendant | 12.45 |
| 99841 - Vending Machine Repairer | 14.42 |
| 99842 - Vending Machine Repairer Helper | 12.45 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2418
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Coshocton, Crawford, Delaware, Fairfield, Fayette, Franklin, Guernsey, Holmes, Knox, Licking, Madison, Marion, Morrow, Muskingum, Perry, Pickaway, Union

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.14 |

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|-------|--|-------|
| 01012 | - Accounting Clerk II | 15.87 |
| 01013 | - Accounting Clerk III | 17.87 |
| 01020 | - Administrative Assistant | 22.20 |
| 01040 | - Court Reporter | 17.96 |
| 01051 | - Data Entry Operator I | 12.44 |
| 01052 | - Data Entry Operator II | 13.63 |
| 01060 | - Dispatcher, Motor Vehicle | 17.96 |
| 01070 | - Document Preparation Clerk | 13.01 |
| 01090 | - Duplicating Machine Operator | 13.01 |
| 01111 | - General Clerk I | 13.02 |
| 01112 | - General Clerk II | 14.22 |
| 01113 | - General Clerk III | 16.77 |
| 01120 | - Housing Referral Assistant | 21.46 |
| 01141 | - Messenger Courier | 12.68 |
| 01191 | - Order Clerk I | 13.95 |
| 01192 | - Order Clerk II | 15.22 |
| 01261 | - Personnel Assistant (Employment) I | 16.56 |
| 01262 | - Personnel Assistant (Employment) II | 17.57 |
| 01263 | - Personnel Assistant (Employment) III | 19.60 |
| 01270 | - Production Control Clerk | 19.28 |
| 01280 | - Receptionist | 12.90 |
| 01290 | - Rental Clerk | 15.20 |
| 01300 | - Scheduler, Maintenance | 17.20 |
| 01311 | - Secretary I | 17.20 |
| 01312 | - Secretary II | 19.24 |
| 01313 | - Secretary III | 21.46 |
| 01320 | - Service Order Dispatcher | 14.36 |
| 01410 | - Supply Technician | 23.84 |
| 01420 | - Survey Worker | 16.70 |
| 01531 | - Travel Clerk I | 12.60 |
| 01532 | - Travel Clerk II | 13.44 |
| 01533 | - Travel Clerk III | 14.25 |
| 01611 | - Word Processor I | 13.01 |
| 01612 | - Word Processor II | 15.20 |
| 01613 | - Word Processor III | 17.96 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 21.84 |
| 05010 | - Automotive Electrician | 19.56 |
| 05040 | - Automotive Glass Installer | 18.71 |
| 05070 | - Automotive Worker | 19.26 |
| 05110 | - Mobile Equipment Servicer | 17.02 |
| 05130 | - Motor Equipment Metal Mechanic | 22.25 |
| 05160 | - Motor Equipment Metal Worker | 18.89 |
| 05190 | - Motor Vehicle Mechanic | 20.39 |
| 05220 | - Motor Vehicle Mechanic Helper | 16.18 |
| 05250 | - Motor Vehicle Upholstery Worker | 18.39 |
| 05280 | - Motor Vehicle Wrecker | 19.26 |
| 05310 | - Painter, Automotive | 20.38 |
| 05340 | - Radiator Repair Specialist | 19.26 |
| 05370 | - Tire Repairer | 13.75 |
| 05400 | - Transmission Repair Specialist | 20.39 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 12.50 |
| 07041 | - Cook I | 12.06 |
| 07042 | - Cook II | 13.35 |
| 07070 | - Dishwasher | 8.90 |
| 07130 | - Food Service Worker | 9.69 |
| 07210 | - Meat Cutter | 15.45 |
| 07260 | - Waiter/Waitress | 8.85 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 16.32 |
| 09040 | - Furniture Handler | 11.93 |
| 09080 | - Furniture Refinisher | 16.32 |

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| 09090 - Furniture Refinisher Helper | 13.49 |
| 09110 - Furniture Repairer, Minor | 14.89 |
| 09130 - Upholsterer | 16.32 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.21 |
| 11060 - Elevator Operator | 11.21 |
| 11090 - Gardener | 14.80 |
| 11122 - Housekeeping Aide | 12.54 |
| 11150 - Janitor | 12.54 |
| 11210 - Laborer, Grounds Maintenance | 12.01 |
| 11240 - Maid or Houseman | 10.19 |
| 11260 - Pruner | 10.89 |
| 11270 - Tractor Operator | 13.69 |
| 11330 - Trail Maintenance Worker | 12.01 |
| 11360 - Window Cleaner | 13.85 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.59 |
| 12011 - Breath Alcohol Technician | 18.95 |
| 12012 - Certified Occupational Therapist Assistant | 22.68 |
| 12015 - Certified Physical Therapist Assistant | 23.02 |
| 12020 - Dental Assistant | 16.94 |
| 12025 - Dental Hygienist | 33.29 |
| 12030 - EKG Technician | 22.77 |
| 12035 - Electroneurodiagnostic Technologist | 22.77 |
| 12040 - Emergency Medical Technician | 16.59 |
| 12071 - Licensed Practical Nurse I | 16.94 |
| 12072 - Licensed Practical Nurse II | 18.95 |
| 12073 - Licensed Practical Nurse III | 21.13 |
| 12100 - Medical Assistant | 13.74 |
| 12130 - Medical Laboratory Technician | 18.19 |
| 12160 - Medical Record Clerk | 13.29 |
| 12190 - Medical Record Technician | 14.87 |
| 12195 - Medical Transcriptionist | 15.11 |
| 12210 - Nuclear Medicine Technologist | 30.60 |
| 12221 - Nursing Assistant I | 10.43 |
| 12222 - Nursing Assistant II | 11.73 |
| 12223 - Nursing Assistant III | 12.80 |
| 12224 - Nursing Assistant IV | 14.37 |
| 12235 - Optical Dispenser | 16.41 |
| 12236 - Optical Technician | 15.11 |
| 12250 - Pharmacy Technician | 16.49 |
| 12280 - Phlebotomist | 14.37 |
| 12305 - Radiologic Technologist | 25.02 |
| 12311 - Registered Nurse I | 23.00 |
| 12312 - Registered Nurse II | 28.14 |
| 12313 - Registered Nurse II, Specialist | 28.14 |
| 12314 - Registered Nurse III | 34.04 |
| 12315 - Registered Nurse III, Anesthetist | 34.04 |
| 12316 - Registered Nurse IV | 40.80 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.65 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.60 |
| 13012 - Exhibits Specialist II | 24.33 |
| 13013 - Exhibits Specialist III | 29.76 |
| 13041 - Illustrator I | 19.78 |
| 13042 - Illustrator II | 24.52 |
| 13043 - Illustrator III | 29.99 |
| 13047 - Librarian | 29.19 |
| 13050 - Library Aide/Clerk | 11.59 |
| 13054 - Library Information Technology Systems Administrator | 24.84 |
| 13058 - Library Technician | 18.05 |
| 13061 - Media Specialist I | 17.91 |

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| 13062 - Media Specialist II | 20.02 |
| 13063 - Media Specialist III | 22.33 |
| 13071 - Photographer I | 15.60 |
| 13072 - Photographer II | 18.10 |
| 13073 - Photographer III | 26.06 |
| 13074 - Photographer IV | 27.75 |
| 13075 - Photographer V | 33.59 |
| 13110 - Video Teleconference Technician | 19.00 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.11 |
| 14042 - Computer Operator II | 19.14 |
| 14043 - Computer Operator III | 21.35 |
| 14044 - Computer Operator IV | 23.71 |
| 14045 - Computer Operator V | 26.27 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 17.11 |
| 14160 - Personal Computer Support Technician | 23.71 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 31.20 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.74 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 45.23 |
| 15050 - Computer Based Training Specialist / Instructor | 31.20 |
| 15060 - Educational Technologist | 31.19 |
| 15070 - Flight Instructor (Pilot) | 45.23 |
| 15080 - Graphic Artist | 25.33 |
| 15090 - Technical Instructor | 21.28 |
| 15095 - Technical Instructor/Course Developer | 26.03 |
| 15110 - Test Proctor | 17.17 |
| 15120 - Tutor | 17.17 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.91 |
| 16030 - Counter Attendant | 8.91 |
| 16040 - Dry Cleaner | 11.30 |
| 16070 - Finisher, Flatwork, Machine | 8.91 |
| 16090 - Presser, Hand | 8.91 |
| 16110 - Presser, Machine, Drycleaning | 8.91 |
| 16130 - Presser, Machine, Shirts | 8.91 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.91 |
| 16190 - Sewing Machine Operator | 12.11 |
| 16220 - Tailor | 12.90 |
| 16250 - Washer, Machine | 9.70 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.45 |
| 19040 - Tool And Die Maker | 22.27 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.71 |
| 21030 - Material Coordinator | 19.28 |
| 21040 - Material Expediter | 19.28 |
| 21050 - Material Handling Laborer | 12.19 |
| 21071 - Order Filler | 14.06 |
| 21080 - Production Line Worker (Food Processing) | 15.71 |
| 21110 - Shipping Packer | 14.48 |
| 21130 - Shipping/Receiving Clerk | 14.48 |
| 21140 - Store Worker I | 11.84 |
| 21150 - Stock Clerk | 16.02 |
| 21210 - Tools And Parts Attendant | 15.71 |
| 21410 - Warehouse Specialist | 15.71 |

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|---|-------|
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.09 |
| 23021 - Aircraft Mechanic I | 23.13 |
| 23022 - Aircraft Mechanic II | 24.09 |
| 23023 - Aircraft Mechanic III | 25.10 |
| 23040 - Aircraft Mechanic Helper | 18.34 |
| 23050 - Aircraft, Painter | 20.90 |
| 23060 - Aircraft Servicer | 20.26 |
| 23080 - Aircraft Worker | 20.76 |
| 23110 - Appliance Mechanic | 22.31 |
| 23120 - Bicycle Repairer | 13.72 |
| 23125 - Cable Splicer | 25.23 |
| 23130 - Carpenter, Maintenance | 19.87 |
| 23140 - Carpet Layer | 19.58 |
| 23160 - Electrician, Maintenance | 21.76 |
| 23181 - Electronics Technician Maintenance I | 21.00 |
| 23182 - Electronics Technician Maintenance II | 22.33 |
| 23183 - Electronics Technician Maintenance III | 24.66 |
| 23260 - Fabric Worker | 18.27 |
| 23290 - Fire Alarm System Mechanic | 17.76 |
| 23310 - Fire Extinguisher Repairer | 17.04 |
| 23311 - Fuel Distribution System Mechanic | 22.22 |
| 23312 - Fuel Distribution System Operator | 17.15 |
| 23370 - General Maintenance Worker | 18.13 |
| 23380 - Ground Support Equipment Mechanic | 23.13 |
| 23381 - Ground Support Equipment Servicer | 20.26 |
| 23382 - Ground Support Equipment Worker | 20.76 |
| 23391 - Gunsmith I | 17.04 |
| 23392 - Gunsmith II | 19.57 |
| 23393 - Gunsmith III | 21.79 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.29 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.17 |
| 23430 - Heavy Equipment Mechanic | 22.96 |
| 23440 - Heavy Equipment Operator | 21.40 |
| 23460 - Instrument Mechanic | 23.78 |
| 23465 - Laboratory/Shelter Mechanic | 20.81 |
| 23470 - Laborer | 11.71 |
| 23510 - Locksmith | 17.53 |
| 23530 - Machinery Maintenance Mechanic | 23.30 |
| 23550 - Machinist, Maintenance | 18.71 |
| 23580 - Maintenance Trades Helper | 14.94 |
| 23591 - Metrology Technician I | 23.78 |
| 23592 - Metrology Technician II | 24.77 |
| 23593 - Metrology Technician III | 25.80 |
| 23640 - Millwright | 28.80 |
| 23710 - Office Appliance Repairer | 19.23 |
| 23760 - Painter, Maintenance | 19.75 |
| 23790 - Pipefitter, Maintenance | 25.32 |
| 23810 - Plumber, Maintenance | 22.18 |
| 23820 - Pneudraulic Systems Mechanic | 21.79 |
| 23850 - Rigger | 21.79 |
| 23870 - Scale Mechanic | 19.57 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.33 |
| 23910 - Small Engine Mechanic | 15.61 |
| 23931 - Telecommunications Mechanic I | 25.16 |
| 23932 - Telecommunications Mechanic II | 26.21 |
| 23950 - Telephone Lineman | 20.94 |
| 23960 - Welder, Combination, Maintenance | 17.01 |
| 23965 - well Driller | 21.49 |
| 23970 - Woodcraft Worker | 21.79 |
| 23980 - Woodworker | 15.84 |

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| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.85 |
| 24580 - Child Care Center Clerk | 14.77 |
| 24610 - Chore Aide | 10.34 |
| 24620 - Family Readiness And Support Services Coordinator | 14.43 |
| 24630 - Homemaker | 16.18 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.99 |
| 25040 - Sewage Plant Operator | 18.93 |
| 25070 - Stationary Engineer | 22.99 |
| 25190 - Ventilation Equipment Tender | 16.63 |
| 25210 - Water Treatment Plant Operator | 18.93 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.32 |
| 27007 - Baggage Inspector | 13.40 |
| 27008 - Corrections Officer | 20.79 |
| 27010 - Court Security Officer | 22.95 |
| 27030 - Detection Dog Handler | 16.94 |
| 27040 - Detention Officer | 20.79 |
| 27070 - Firefighter | 22.50 |
| 27101 - Guard I | 13.40 |
| 27102 - Guard II | 16.94 |
| 27131 - Police Officer I | 24.41 |
| 27132 - Police Officer II | 27.12 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.05 |
| 28042 - Carnival Equipment Repairer | 11.64 |
| 28043 - Carnival Equipment Worker | 9.01 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.36 |
| 28515 - Recreation Specialist | 15.71 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 17.08 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.31 |
| 29020 - Hatch Tender | 20.31 |
| 29030 - Line Handler | 20.31 |
| 29041 - Stevedore I | 18.49 |
| 29042 - Stevedore II | 21.30 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.70 |
| 30022 - Archeological Technician II | 18.68 |
| 30023 - Archeological Technician III | 23.15 |
| 30030 - Cartographic Technician | 23.15 |
| 30040 - Civil Engineering Technician | 22.61 |
| 30061 - Drafter/CAD Operator I | 16.70 |
| 30062 - Drafter/CAD Operator II | 18.68 |
| 30063 - Drafter/CAD Operator III | 20.83 |
| 30064 - Drafter/CAD Operator IV | 25.62 |
| 30081 - Engineering Technician I | 15.81 |
| 30082 - Engineering Technician II | 17.74 |
| 30083 - Engineering Technician III | 19.84 |
| 30084 - Engineering Technician IV | 24.59 |
| 30085 - Engineering Technician V | 30.08 |
| 30086 - Engineering Technician VI | 36.39 |
| 30090 - Environmental Technician | 19.81 |
| 30210 - Laboratory Technician | 20.26 |

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|---|-------|
| 30240 - Mathematical Technician | 23.15 |
| 30361 - Paralegal/Legal Assistant I | 17.34 |
| 30362 - Paralegal/Legal Assistant II | 21.48 |
| 30363 - Paralegal/Legal Assistant III | 26.28 |
| 30364 - Paralegal/Legal Assistant IV | 31.80 |
| 30390 - Photo-Optics Technician | 23.15 |
| 30461 - Technical Writer I | 22.74 |
| 30462 - Technical Writer II | 27.82 |
| 30463 - Technical Writer III | 33.65 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 20.83 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 23.15 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.95 |
| 31030 - Bus Driver | 19.70 |
| 31043 - Driver Courier | 17.01 |
| 31260 - Parking and Lot Attendant | 10.91 |
| 31290 - Shuttle Bus Driver | 19.36 |
| 31310 - Taxi Driver | 10.02 |
| 31361 - Truckdriver, Light | 19.36 |
| 31362 - Truckdriver, Medium | 19.70 |
| 31363 - Truckdriver, Heavy | 21.84 |
| 31364 - Truckdriver, Tractor-Trailer | 21.84 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.78 |
| 99050 - Desk Clerk | 10.30 |
| 99095 - Embalmer | 24.51 |
| 99251 - Laboratory Animal Caretaker I | 10.74 |
| 99252 - Laboratory Animal Caretaker II | 11.61 |
| 99310 - Mortician | 24.27 |
| 99410 - Pest Controller | 16.09 |
| 99510 - Photofinishing Worker | 14.34 |
| 99710 - Recycling Laborer | 17.75 |
| 99711 - Recycling Specialist | 21.19 |
| 99730 - Refuse Collector | 16.03 |
| 99810 - Sales Clerk | 11.38 |
| 99820 - School Crossing Guard | 12.88 |
| 99830 - Survey Party Chief | 21.30 |
| 99831 - Surveying Aide | 12.65 |
| 99832 - Surveying Technician | 19.36 |
| 99840 - Vending Machine Attendant | 12.45 |
| 99841 - Vending Machine Repairer | 14.42 |
| 99842 - Vending Machine Repairer Helper | 12.45 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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| By direction of the Secretary of Labor | | WDS_Revision_Received_10.9.2014 WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 |
| Diane C. Koplewski Director | Division of Wage Determinations | Wage Determination No.: 2005-2419 Revision No.: 18 Date Of Last Revision: 07/25/2014 |

States: Indiana, Ohio

Area: Indiana Counties of Randolph, Union, Wayne

Ohio Counties of Champaign, Clark, Clinton, Darke, Greene, Logan, Miami, Montgomery, Preble, Shelby

****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 | | 17.45 |
| 01020 - Administrative Assistant | | 21.19 |
| 01040 - Court Reporter | | 19.34 |
| 01051 - Data Entry Operator I | | 11.01 |
| 01052 - Data Entry Operator II | | 11.73 |
| 01060 - Dispatcher, Motor Vehicle | | 17.40 |
| 01070 - Document Preparation Clerk | | 12.79 |
| 01090 - Duplicating Machine Operator | | 12.79 |
| 01111 - General Clerk I | | 12.86 |
| 01112 - General Clerk II | | 14.03 |
| 01113 - General Clerk III | | 15.76 |
| 01120 - Housing Referral Assistant | | 20.69 |
| 01141 - Messenger Courier | | 11.12 |
| 01191 - Order Clerk I | | 13.34 |
| 01192 - Order Clerk II | | 15.05 |
| 01261 - Personnel Assistant (Employment) I | | 15.68 |
| 01262 - Personnel Assistant (Employment) II | | 17.54 |
| 01263 - Personnel Assistant (Employment) III | | 19.56 |
| 01270 - Production Control Clerk | | 18.81 |
| 01280 - Receptionist | | 12.06 |
| 01290 - Rental Clerk | | 14.69 |
| 01300 - Scheduler, Maintenance | | 16.59 |
| 01311 - Secretary I | | 16.59 |
| 01312 - Secretary II | | 18.57 |
| 01313 - Secretary III | | 20.69 |
| 01320 - Service Order Dispatcher | | 16.58 |
| 01410 - Supply Technician | | 21.21 |
| 01420 - Survey Worker | | 17.54 |
| 01531 - Travel Clerk I | | 12.86 |
| 01532 - Travel Clerk II | | 13.72 |
| 01533 - Travel Clerk III | | 14.55 |
| 01611 - Word Processor I | | 13.96 |
| 01612 - Word Processor II | | 15.68 |
| 01613 - Word Processor III | | 17.54 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.82 |
| 05010 - Automotive Electrician | | 18.81 |

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| 05040 - Automotive Glass Installer | 18.07 |
| 05070 - Automotive Worker | 18.07 |
| 05110 - Mobile Equipment Servicer | 16.64 |
| 05130 - Motor Equipment Metal Mechanic | 19.53 |
| 05160 - Motor Equipment Metal Worker | 18.07 |
| 05190 - Motor Vehicle Mechanic | 18.33 |
| 05220 - Motor Vehicle Mechanic Helper | 15.92 |
| 05250 - Motor Vehicle Upholstery Worker | 17.36 |
| 05280 - Motor Vehicle Wrecker | 18.07 |
| 05310 - Painter, Automotive | 18.81 |
| 05340 - Radiator Repair Specialist | 18.07 |
| 05370 - Tire Repairer | 15.24 |
| 05400 - Transmission Repair Specialist | 19.53 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.54 |
| 07041 - Cook I | 11.61 |
| 07042 - Cook II | 12.54 |
| 07070 - Dishwasher | 8.83 |
| 07130 - Food Service Worker | 9.71 |
| 07210 - Meat Cutter | 13.96 |
| 07260 - Waiter/Waitress | 9.92 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.62 |
| 09040 - Furniture Handler | 14.20 |
| 09080 - Furniture Refinisher | 19.62 |
| 09090 - Furniture Refinisher Helper | 16.28 |
| 09110 - Furniture Repairer, Minor | 18.11 |
| 09130 - Upholsterer | 20.23 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.36 |
| 11060 - Elevator Operator | 12.18 |
| 11090 - Gardener | 16.30 |
| 11122 - Housekeeping Aide | 13.55 |
| 11150 - Janitor | 14.76 |
| 11210 - Laborer, Grounds Maintenance | 14.25 |
| 11240 - Maid or Houseman | 9.29 |
| 11260 - Pruner | 13.74 |
| 11270 - Tractor Operator | 15.71 |
| 11330 - Trail Maintenance Worker | 14.25 |
| 11360 - Window Cleaner | 15.54 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.02 |
| 12011 - Breath Alcohol Technician | 16.51 |
| 12012 - Certified Occupational Therapist Assistant | 23.02 |
| 12015 - Certified Physical Therapist Assistant | 21.80 |
| 12020 - Dental Assistant | 15.29 |
| 12025 - Dental Hygienist | 30.22 |
| 12030 - EKG Technician | 21.46 |
| 12035 - Electroneurodiagnostic Technologist | 21.46 |
| 12040 - Emergency Medical Technician | 15.02 |
| 12071 - Licensed Practical Nurse I | 18.88 |
| 12072 - Licensed Practical Nurse II | 21.13 |
| 12073 - Licensed Practical Nurse III | 23.56 |
| 12100 - Medical Assistant | 12.88 |
| 12130 - Medical Laboratory Technician | 15.98 |
| 12160 - Medical Record Clerk | 13.42 |
| 12190 - Medical Record Technician | 15.02 |
| 12195 - Medical Transcriptionist | 15.28 |
| 12210 - Nuclear Medicine Technologist | 30.14 |
| 12221 - Nursing Assistant I | 9.67 |
| 12222 - Nursing Assistant II | 10.87 |
| 12223 - Nursing Assistant III | 11.86 |
| 12224 - Nursing Assistant IV | 13.32 |

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| 12235 - Optical Dispenser | 15.82 |
| 12236 - Optical Technician | 14.78 |
| 12250 - Pharmacy Technician | 13.51 |
| 12280 - Phlebotomist | 13.32 |
| 12305 - Radiologic Technologist | 23.32 |
| 12311 - Registered Nurse I | 22.64 |
| 12312 - Registered Nurse II | 27.68 |
| 12313 - Registered Nurse II, Specialist | 27.68 |
| 12314 - Registered Nurse III | 33.49 |
| 12315 - Registered Nurse III, Anesthetist | 33.49 |
| 12316 - Registered Nurse IV | 40.14 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.65 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.15 |
| 13012 - Exhibits Specialist II | 24.96 |
| 13013 - Exhibits Specialist III | 30.53 |
| 13041 - Illustrator I | 22.55 |
| 13042 - Illustrator II | 27.93 |
| 13043 - Illustrator III | 34.16 |
| 13047 - Librarian | 28.17 |
| 13050 - Library Aide/Clerk | 12.35 |
| 13054 - Library Information Technology Systems Administrator | 24.18 |
| 13058 - Library Technician | 16.02 |
| 13061 - Media Specialist I | 17.55 |
| 13062 - Media Specialist II | 19.62 |
| 13063 - Media Specialist III | 21.89 |
| 13071 - Photographer I | 15.95 |
| 13072 - Photographer II | 17.84 |
| 13073 - Photographer III | 22.11 |
| 13074 - Photographer IV | 27.04 |
| 13075 - Photographer V | 32.71 |
| 13110 - Video Teleconference Technician | 18.20 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.79 |
| 14042 - Computer Operator II | 18.79 |
| 14043 - Computer Operator III | 20.95 |
| 14044 - Computer Operator IV | 23.28 |
| 14045 - Computer Operator V | 25.78 |
| 14071 - Computer Programmer I | 25.51 |
| 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 | 16.79 |
| 14160 - Personal Computer Support Technician | 23.28 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.08 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.39 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.16 |
| 15050 - Computer Based Training Specialist / Instructor | 30.08 |
| 15060 - Educational Technologist | 27.59 |
| 15070 - Flight Instructor (Pilot) | 42.16 |
| 15080 - Graphic Artist | 22.43 |
| 15090 - Technical Instructor | 20.53 |
| 15095 - Technical Instructor/Course Developer | 25.10 |
| 15110 - Test Proctor | 16.95 |
| 15120 - Tutor | 16.95 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.13 |
| 16030 - Counter Attendant | 9.13 |

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|---|-------|
| 16040 - Dry Cleaner | 11.56 |
| 16070 - Finisher, Flatwork, Machine | 9.13 |
| 16090 - Presser, Hand | 9.13 |
| 16110 - Presser, Machine, Drycleaning | 9.13 |
| 16130 - Presser, Machine, Shirts | 9.13 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.13 |
| 16190 - Sewing Machine Operator | 12.37 |
| 16220 - Tailor | 13.18 |
| 16250 - Washer, Machine | 9.91 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.45 |
| 19040 - Tool And Die Maker | 23.85 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.46 |
| 21030 - Material Coordinator | 21.29 |
| 21040 - Material Expediter | 21.29 |
| 21050 - Material Handling Laborer | 17.65 |
| 21071 - Order Filler | 13.18 |
| 21080 - Production Line Worker (Food Processing) | 16.46 |
| 21110 - Shipping Packer | 14.51 |
| 21130 - Shipping/Receiving Clerk | 14.51 |
| 21140 - Store Worker I | 14.85 |
| 21150 - Stock Clerk | 18.71 |
| 21210 - Tools And Parts Attendant | 16.46 |
| 21410 - Warehouse Specialist | 16.46 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.07 |
| 23021 - Aircraft Mechanic I | 23.23 |
| 23022 - Aircraft Mechanic II | 24.07 |
| 23023 - Aircraft Mechanic III | 25.27 |
| 23040 - Aircraft Mechanic Helper | 18.62 |
| 23050 - Aircraft, Painter | 23.47 |
| 23060 - Aircraft Servicer | 20.70 |
| 23080 - Aircraft Worker | 21.55 |
| 23110 - Appliance Mechanic | 18.83 |
| 23120 - Bicycle Repairer | 15.24 |
| 23125 - Cable Splicer | 25.32 |
| 23130 - Carpenter, Maintenance | 20.58 |
| 23140 - Carpet Layer | 20.60 |
| 23160 - Electrician, Maintenance | 25.95 |
| 23181 - Electronics Technician Maintenance I | 22.87 |
| 23182 - Electronics Technician Maintenance II | 23.94 |
| 23183 - Electronics Technician Maintenance III | 24.82 |
| 23260 - Fabric Worker | 19.14 |
| 23290 - Fire Alarm System Mechanic | 20.63 |
| 23310 - Fire Extinguisher Repairer | 18.05 |
| 23311 - Fuel Distribution System Mechanic | 24.28 |
| 23312 - Fuel Distribution System Operator | 20.06 |
| 23370 - General Maintenance Worker | 17.14 |
| 23380 - Ground Support Equipment Mechanic | 23.23 |
| 23381 - Ground Support Equipment Servicer | 20.70 |
| 23382 - Ground Support Equipment Worker | 21.55 |
| 23391 - Gunsmith I | 18.05 |
| 23392 - Gunsmith II | 20.13 |
| 23393 - Gunsmith III | 21.84 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.58 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.72 |
| 23430 - Heavy Equipment Mechanic | 20.69 |
| 23440 - Heavy Equipment Operator | 25.31 |
| 23460 - Instrument Mechanic | 22.70 |
| 23465 - Laboratory/Shelter Mechanic | 21.07 |

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|---|-------|
| 23470 - Laborer | 15.39 |
| 23510 - Locksmith | 19.91 |
| 23530 - Machinery Maintenance Mechanic | 24.82 |
| 23550 - Machinist, Maintenance | 19.00 |
| 23580 - Maintenance Trades Helper | 16.60 |
| 23591 - Metrology Technician I | 22.70 |
| 23592 - Metrology Technician II | 23.52 |
| 23593 - Metrology Technician III | 24.37 |
| 23640 - Millwright | 28.07 |
| 23710 - Office Appliance Repairer | 20.23 |
| 23760 - Painter, Maintenance | 18.10 |
| 23790 - Pipefitter, Maintenance | 23.71 |
| 23810 - Plumber, Maintenance | 21.57 |
| 23820 - Pneudraulic Systems Mechanic | 21.84 |
| 23850 - Rigger | 21.84 |
| 23870 - Scale Mechanic | 20.13 |
| 23890 - Sheet-Metal Worker, Maintenance | 21.38 |
| 23910 - Small Engine Mechanic | 17.14 |
| 23931 - Telecommunications Mechanic I | 25.05 |
| 23932 - Telecommunications Mechanic II | 25.94 |
| 23950 - Telephone Lineman | 24.99 |
| 23960 - Welder, Combination, Maintenance | 18.58 |
| 23965 - well Driller | 22.74 |
| 23970 - Woodcraft Worker | 17.33 |
| 23980 - Woodworker | 17.33 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.05 |
| 24580 - Child Care Center Clerk | 14.92 |
| 24610 - Chore Aide | 11.06 |
| 24620 - Family Readiness And Support Services Coordinator | 13.67 |
| 24630 - Homemaker | 15.80 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.87 |
| 25040 - Sewage Plant Operator | 22.32 |
| 25070 - Stationary Engineer | 25.87 |
| 25190 - Ventilation Equipment Tender | 18.39 |
| 25210 - Water Treatment Plant Operator | 22.32 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.39 |
| 27007 - Baggage Inspector | 13.11 |
| 27008 - Corrections Officer | 23.27 |
| 27010 - Court Security Officer | 21.92 |
| 27030 - Detection Dog Handler | 17.82 |
| 27040 - Detention Officer | 23.27 |
| 27070 - Firefighter | 22.55 |
| 27101 - Guard I | 13.11 |
| 27102 - Guard II | 17.82 |
| 27131 - Police Officer I | 25.19 |
| 27132 - Police Officer II | 27.99 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.98 |
| 28042 - Carnival Equipment Repairer | 13.34 |
| 28043 - Carnival Equipment Worker | 11.15 |
| 28210 - Gate Attendant/Gate Tender | 13.81 |
| 28310 - Lifeguard | 12.03 |
| 28350 - Park Attendant (Aide) | 15.44 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.27 |
| 28515 - Recreation Specialist | 19.14 |
| 28630 - Sports Official | 12.30 |
| 28690 - Swimming Pool Operator | 18.63 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.30 |

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| 29020 - Hatch Tender | 23.30 |
| 29030 - Line Handler | 23.30 |
| 29041 - Stevedore I | 22.18 |
| 29042 - Stevedore II | 24.40 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 36.43 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 25.12 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.66 |
| 30021 - Archeological Technician I | 18.39 |
| 30022 - Archeological Technician II | 20.58 |
| 30023 - Archeological Technician III | 25.49 |
| 30030 - Cartographic Technician | 25.49 |
| 30040 - Civil Engineering Technician | 22.23 |
| 30061 - Drafter/CAD Operator I | 18.39 |
| 30062 - Drafter/CAD Operator II | 20.58 |
| 30063 - Drafter/CAD Operator III | 22.94 |
| 30064 - Drafter/CAD Operator IV | 29.65 |
| 30081 - Engineering Technician I | 15.26 |
| 30082 - Engineering Technician II | 17.13 |
| 30083 - Engineering Technician III | 20.55 |
| 30084 - Engineering Technician IV | 23.74 |
| 30085 - Engineering Technician V | 29.04 |
| 30086 - Engineering Technician VI | 35.13 |
| 30090 - Environmental Technician | 20.32 |
| 30210 - Laboratory Technician | 19.48 |
| 30240 - Mathematical Technician | 25.49 |
| 30361 - Paralegal/Legal Assistant I | 19.22 |
| 30362 - Paralegal/Legal Assistant II | 23.81 |
| 30363 - Paralegal/Legal Assistant III | 31.43 |
| 30364 - Paralegal/Legal Assistant IV | 37.70 |
| 30390 - Photo-Optics Technician | 25.49 |
| 30461 - Technical Writer I | 24.05 |
| 30462 - Technical Writer II | 29.40 |
| 30463 - Technical Writer III | 35.57 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 23.15 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 28.01 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 33.57 |
| 30494 - Unexploded (UXO) Safety Escort | 23.15 |
| 30495 - Unexploded (UXO) Sweep Personnel | 23.15 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 22.94 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 23.88 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.33 |
| 31030 - Bus Driver | 17.79 |
| 31043 - Driver Courier | 17.02 |
| 31260 - Parking and Lot Attendant | 8.53 |
| 31290 - Shuttle Bus Driver | 18.11 |
| 31310 - Taxi Driver | 11.56 |
| 31361 - Truckdriver, Light | 18.11 |
| 31362 - Truckdriver, Medium | 18.43 |
| 31363 - Truckdriver, Heavy | 19.35 |
| 31364 - Truckdriver, Tractor-Trailer | 19.35 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.87 |
| 99050 - Desk Clerk | 10.05 |
| 99095 - Embalmer | 28.53 |
| 99251 - Laboratory Animal Caretaker I | 10.77 |
| 99252 - Laboratory Animal Caretaker II | 11.46 |
| 99310 - Mortician | 34.47 |
| 99410 - Pest Controller | 16.18 |
| 99510 - Photofinishing Worker | 13.48 |
| 99710 - Recycling Laborer | 17.59 |

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|---|-------|
| 99711 - Recycling Specialist | 20.18 |
| 99730 - Refuse Collector | 16.30 |
| 99810 - Sales Clerk | 12.05 |
| 99820 - School Crossing Guard | 12.93 |
| 99830 - Survey Party Chief | 26.04 |
| 99831 - Surveying Aide | 13.38 |
| 99832 - Surveying Technician | 20.48 |
| 99840 - Vending Machine Attendant | 14.77 |
| 99841 - Vending Machine Repairer | 16.64 |
| 99842 - Vending Machine Repairer Helper | 14.77 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2420
Revision No.: 18
Date Of Last Revision: 07/25/2014

States: Indiana, Ohio

Area: Indiana Counties of Randolph, Union, Wayne

Ohio Counties of Champaign, Clark, Clinton, Darke, Greene, Logan, Miami, Montgomery, Preble, Shelby

****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 | | 17.45 |
| 01020 - Administrative Assistant | | 21.19 |
| 01040 - Court Reporter | | 19.34 |
| 01051 - Data Entry Operator I | | 11.01 |
| 01052 - Data Entry Operator II | | 11.73 |
| 01060 - Dispatcher, Motor Vehicle | | 17.40 |
| 01070 - Document Preparation Clerk | | 12.79 |
| 01090 - Duplicating Machine Operator | | 12.79 |
| 01111 - General Clerk I | | 12.86 |
| 01112 - General Clerk II | | 14.03 |
| 01113 - General Clerk III | | 15.76 |
| 01120 - Housing Referral Assistant | | 20.69 |
| 01141 - Messenger Courier | | 11.12 |

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| 01191 - Order Clerk I | 13.34 |
| 01192 - Order Clerk II | 15.05 |
| 01261 - Personnel Assistant (Employment) I | 15.68 |
| 01262 - Personnel Assistant (Employment) II | 17.54 |
| 01263 - Personnel Assistant (Employment) III | 19.56 |
| 01270 - Production Control Clerk | 18.81 |
| 01280 - Receptionist | 12.06 |
| 01290 - Rental Clerk | 14.69 |
| 01300 - Scheduler, Maintenance | 16.59 |
| 01311 - Secretary I | 16.59 |
| 01312 - Secretary II | 18.57 |
| 01313 - Secretary III | 20.69 |
| 01320 - Service Order Dispatcher | 16.58 |
| 01410 - Supply Technician | 21.21 |
| 01420 - Survey Worker | 17.54 |
| 01531 - Travel Clerk I | 12.86 |
| 01532 - Travel Clerk II | 13.72 |
| 01533 - Travel Clerk III | 14.55 |
| 01611 - Word Processor I | 13.96 |
| 01612 - Word Processor II | 15.68 |
| 01613 - Word Processor III | 17.54 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.82 |
| 05010 - Automotive Electrician | 18.81 |
| 05040 - Automotive Glass Installer | 18.07 |
| 05070 - Automotive Worker | 18.07 |
| 05110 - Mobile Equipment Servicer | 16.64 |
| 05130 - Motor Equipment Metal Mechanic | 19.53 |
| 05160 - Motor Equipment Metal Worker | 18.07 |
| 05190 - Motor Vehicle Mechanic | 18.33 |
| 05220 - Motor Vehicle Mechanic Helper | 15.92 |
| 05250 - Motor Vehicle Upholstery Worker | 17.36 |
| 05280 - Motor Vehicle Wrecker | 18.07 |
| 05310 - Painter, Automotive | 18.81 |
| 05340 - Radiator Repair Specialist | 18.07 |
| 05370 - Tire Repairer | 15.24 |
| 05400 - Transmission Repair Specialist | 19.53 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.54 |
| 07041 - Cook I | 11.61 |
| 07042 - Cook II | 12.54 |
| 07070 - Dishwasher | 8.83 |
| 07130 - Food Service Worker | 9.71 |
| 07210 - Meat Cutter | 13.96 |
| 07260 - Waiter/Waitress | 9.92 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.62 |
| 09040 - Furniture Handler | 14.20 |
| 09080 - Furniture Refinisher | 19.62 |
| 09090 - Furniture Refinisher Helper | 16.28 |
| 09110 - Furniture Repairer, Minor | 18.11 |
| 09130 - Upholsterer | 20.23 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.36 |
| 11060 - Elevator Operator | 12.18 |
| 11090 - Gardener | 16.30 |
| 11122 - Housekeeping Aide | 13.55 |
| 11150 - Janitor | 14.76 |
| 11210 - Laborer, Grounds Maintenance | 14.25 |
| 11240 - Maid or Houseman | 9.29 |
| 11260 - Pruner | 13.74 |
| 11270 - Tractor Operator | 15.71 |
| 11330 - Trail Maintenance Worker | 14.25 |

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| 11360 - Window Cleaner | 15.54 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.02 |
| 12011 - Breath Alcohol Technician | 16.51 |
| 12012 - Certified Occupational Therapist Assistant | 23.02 |
| 12015 - Certified Physical Therapist Assistant | 21.80 |
| 12020 - Dental Assistant | 15.29 |
| 12025 - Dental Hygienist | 30.22 |
| 12030 - EKG Technician | 21.46 |
| 12035 - Electroneurodiagnostic Technologist | 21.46 |
| 12040 - Emergency Medical Technician | 15.02 |
| 12071 - Licensed Practical Nurse I | 18.88 |
| 12072 - Licensed Practical Nurse II | 21.13 |
| 12073 - Licensed Practical Nurse III | 23.56 |
| 12100 - Medical Assistant | 12.88 |
| 12130 - Medical Laboratory Technician | 15.98 |
| 12160 - Medical Record Clerk | 13.42 |
| 12190 - Medical Record Technician | 15.02 |
| 12195 - Medical Transcriptionist | 15.28 |
| 12210 - Nuclear Medicine Technologist | 30.14 |
| 12221 - Nursing Assistant I | 9.67 |
| 12222 - Nursing Assistant II | 10.87 |
| 12223 - Nursing Assistant III | 11.86 |
| 12224 - Nursing Assistant IV | 13.32 |
| 12235 - Optical Dispenser | 15.82 |
| 12236 - Optical Technician | 14.78 |
| 12250 - Pharmacy Technician | 13.51 |
| 12280 - Phlebotomist | 13.32 |
| 12305 - Radiologic Technologist | 23.32 |
| 12311 - Registered Nurse I | 22.64 |
| 12312 - Registered Nurse II | 27.68 |
| 12313 - Registered Nurse II, Specialist | 27.68 |
| 12314 - Registered Nurse III | 33.49 |
| 12315 - Registered Nurse III, Anesthetist | 33.49 |
| 12316 - Registered Nurse IV | 40.14 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.65 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.15 |
| 13012 - Exhibits Specialist II | 24.96 |
| 13013 - Exhibits Specialist III | 30.53 |
| 13041 - Illustrator I | 22.55 |
| 13042 - Illustrator II | 27.93 |
| 13043 - Illustrator III | 34.16 |
| 13047 - Librarian | 28.17 |
| 13050 - Library Aide/Clerk | 12.35 |
| 13054 - Library Information Technology Systems Administrator | 24.18 |
| 13058 - Library Technician | 16.02 |
| 13061 - Media Specialist I | 17.55 |
| 13062 - Media Specialist II | 19.62 |
| 13063 - Media Specialist III | 21.89 |
| 13071 - Photographer I | 15.95 |
| 13072 - Photographer II | 17.84 |
| 13073 - Photographer III | 22.11 |
| 13074 - Photographer IV | 27.04 |
| 13075 - Photographer V | 32.71 |
| 13110 - Video Teleconference Technician | 18.20 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.79 |
| 14042 - Computer Operator II | 18.79 |
| 14043 - Computer Operator III | 20.95 |
| 14044 - Computer Operator IV | 23.28 |
| 14045 - Computer Operator V | 25.78 |

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|---|---------|
| 14071 - Computer Programmer I | 25.51 |
| 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 | 16.79 |
| 14160 - Personal Computer Support Technician | 23.28 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.08 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.39 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.16 |
| 15050 - Computer Based Training Specialist / Instructor | 30.08 |
| 15060 - Educational Technologist | 27.59 |
| 15070 - Flight Instructor (Pilot) | 42.16 |
| 15080 - Graphic Artist | 22.43 |
| 15090 - Technical Instructor | 20.53 |
| 15095 - Technical Instructor/Course Developer | 25.10 |
| 15110 - Test Proctor | 16.95 |
| 15120 - Tutor | 16.95 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.13 |
| 16030 - Counter Attendant | 9.13 |
| 16040 - Dry Cleaner | 11.56 |
| 16070 - Finisher, Flatwork, Machine | 9.13 |
| 16090 - Presser, Hand | 9.13 |
| 16110 - Presser, Machine, Drycleaning | 9.13 |
| 16130 - Presser, Machine, Shirts | 9.13 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.13 |
| 16190 - Sewing Machine Operator | 12.37 |
| 16220 - Tailor | 13.18 |
| 16250 - Washer, Machine | 9.91 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.45 |
| 19040 - Tool And Die Maker | 23.85 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.46 |
| 21030 - Material Coordinator | 21.29 |
| 21040 - Material Expediter | 21.29 |
| 21050 - Material Handling Laborer | 17.65 |
| 21071 - Order Filler | 13.18 |
| 21080 - Production Line Worker (Food Processing) | 16.46 |
| 21110 - Shipping Packer | 14.51 |
| 21130 - Shipping/Receiving Clerk | 14.51 |
| 21140 - Store Worker I | 14.85 |
| 21150 - Stock Clerk | 18.71 |
| 21210 - Tools And Parts Attendant | 16.46 |
| 21410 - Warehouse Specialist | 16.46 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.07 |
| 23021 - Aircraft Mechanic I | 23.23 |
| 23022 - Aircraft Mechanic II | 24.07 |
| 23023 - Aircraft Mechanic III | 25.27 |
| 23040 - Aircraft Mechanic Helper | 18.62 |
| 23050 - Aircraft, Painter | 23.47 |
| 23060 - Aircraft Servicer | 20.70 |
| 23080 - Aircraft Worker | 21.55 |
| 23110 - Appliance Mechanic | 18.83 |
| 23120 - Bicycle Repairer | 15.24 |
| 23125 - Cable Splicer | 25.32 |
| 23130 - Carpenter, Maintenance | 20.58 |
| 23140 - Carpet Layer | 20.60 |

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|---|-------|
| 23160 - Electrician, Maintenance | 25.95 |
| 23181 - Electronics Technician Maintenance I | 22.87 |
| 23182 - Electronics Technician Maintenance II | 23.94 |
| 23183 - Electronics Technician Maintenance III | 24.82 |
| 23260 - Fabric Worker | 19.14 |
| 23290 - Fire Alarm System Mechanic | 20.63 |
| 23310 - Fire Extinguisher Repairer | 18.05 |
| 23311 - Fuel Distribution System Mechanic | 24.28 |
| 23312 - Fuel Distribution System Operator | 20.06 |
| 23370 - General Maintenance Worker | 17.14 |
| 23380 - Ground Support Equipment Mechanic | 23.23 |
| 23381 - Ground Support Equipment Servicer | 20.70 |
| 23382 - Ground Support Equipment Worker | 21.55 |
| 23391 - Gunsmith I | 18.05 |
| 23392 - Gunsmith II | 20.13 |
| 23393 - Gunsmith III | 21.84 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.58 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.72 |
| 23430 - Heavy Equipment Mechanic | 20.69 |
| 23440 - Heavy Equipment Operator | 25.31 |
| 23460 - Instrument Mechanic | 22.70 |
| 23465 - Laboratory/Shelter Mechanic | 21.07 |
| 23470 - Laborer | 15.39 |
| 23510 - Locksmith | 19.91 |
| 23530 - Machinery Maintenance Mechanic | 24.82 |
| 23550 - Machinist, Maintenance | 19.00 |
| 23580 - Maintenance Trades Helper | 16.60 |
| 23591 - Metrology Technician I | 22.70 |
| 23592 - Metrology Technician II | 23.52 |
| 23593 - Metrology Technician III | 24.37 |
| 23640 - Millwright | 28.07 |
| 23710 - Office Appliance Repairer | 20.23 |
| 23760 - Painter, Maintenance | 18.10 |
| 23790 - Pipefitter, Maintenance | 23.71 |
| 23810 - Plumber, Maintenance | 21.57 |
| 23820 - Pneudraulic Systems Mechanic | 21.84 |
| 23850 - Rigger | 21.84 |
| 23870 - Scale Mechanic | 20.13 |
| 23890 - Sheet-Metal Worker, Maintenance | 21.38 |
| 23910 - Small Engine Mechanic | 17.14 |
| 23931 - Telecommunications Mechanic I | 25.05 |
| 23932 - Telecommunications Mechanic II | 25.94 |
| 23950 - Telephone Lineman | 24.99 |
| 23960 - Welder, Combination, Maintenance | 18.58 |
| 23965 - Well Driller | 22.74 |
| 23970 - Woodcraft Worker | 17.33 |
| 23980 - Woodworker | 17.33 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.05 |
| 24580 - Child Care Center Clerk | 14.92 |
| 24610 - Chore Aide | 11.06 |
| 24620 - Family Readiness And Support Services Coordinator | 13.67 |
| 24630 - Homemaker | 15.80 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.87 |
| 25040 - Sewage Plant Operator | 22.32 |
| 25070 - Stationary Engineer | 25.87 |
| 25190 - Ventilation Equipment Tender | 18.39 |
| 25210 - Water Treatment Plant Operator | 22.32 |
| 27000 - Protective Service Occupations | |

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| 27004 - Alarm Monitor | 18.39 |
| 27007 - Baggage Inspector | 13.11 |
| 27008 - Corrections Officer | 23.27 |
| 27010 - Court Security Officer | 21.92 |
| 27030 - Detection Dog Handler | 17.82 |
| 27040 - Detention Officer | 23.27 |
| 27070 - Firefighter | 22.55 |
| 27101 - Guard I | 13.11 |
| 27102 - Guard II | 17.82 |
| 27131 - Police Officer I | 25.19 |
| 27132 - Police Officer II | 27.99 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.98 |
| 28042 - Carnival Equipment Repairer | 13.34 |
| 28043 - Carnival Equipment Worker | 11.15 |
| 28210 - Gate Attendant/Gate Tender | 13.81 |
| 28310 - Lifeguard | 12.03 |
| 28350 - Park Attendant (Aide) | 15.44 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.27 |
| 28515 - Recreation Specialist | 19.14 |
| 28630 - Sports Official | 12.30 |
| 28690 - Swimming Pool Operator | 18.63 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.30 |
| 29020 - Hatch Tender | 23.30 |
| 29030 - Line Handler | 23.30 |
| 29041 - Stevedore I | 22.18 |
| 29042 - Stevedore II | 24.40 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 36.43 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 25.12 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.66 |
| 30021 - Archeological Technician I | 18.39 |
| 30022 - Archeological Technician II | 20.58 |
| 30023 - Archeological Technician III | 25.49 |
| 30030 - Cartographic Technician | 25.49 |
| 30040 - Civil Engineering Technician | 22.23 |
| 30061 - Drafter/CAD Operator I | 18.39 |
| 30062 - Drafter/CAD Operator II | 20.58 |
| 30063 - Drafter/CAD Operator III | 22.94 |
| 30064 - Drafter/CAD Operator IV | 29.65 |
| 30081 - Engineering Technician I | 15.26 |
| 30082 - Engineering Technician II | 17.13 |
| 30083 - Engineering Technician III | 20.55 |
| 30084 - Engineering Technician IV | 23.74 |
| 30085 - Engineering Technician V | 29.04 |
| 30086 - Engineering Technician VI | 35.13 |
| 30090 - Environmental Technician | 20.32 |
| 30210 - Laboratory Technician | 19.48 |
| 30240 - Mathematical Technician | 25.49 |
| 30361 - Paralegal/Legal Assistant I | 19.22 |
| 30362 - Paralegal/Legal Assistant II | 23.81 |
| 30363 - Paralegal/Legal Assistant III | 31.43 |
| 30364 - Paralegal/Legal Assistant IV | 37.70 |
| 30390 - Photo-Optics Technician | 25.49 |
| 30461 - Technical Writer I | 24.05 |
| 30462 - Technical Writer II | 29.40 |
| 30463 - Technical Writer III | 35.57 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 23.15 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 28.01 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 33.57 |
| 30494 - Unexploded (UXO) Safety Escort | 23.15 |
| 30495 - Unexploded (UXO) Sweep Personnel | 23.15 |

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|---|---------|-------|
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) | 22.94 |
| 30621 - Weather Observer, Senior | (see 2) | 23.88 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 12.33 |
| 31030 - Bus Driver | | 17.79 |
| 31043 - Driver Courier | | 17.02 |
| 31260 - Parking and Lot Attendant | | 8.53 |
| 31290 - Shuttle Bus Driver | | 18.11 |
| 31310 - Taxi Driver | | 11.56 |
| 31361 - Truckdriver, Light | | 18.11 |
| 31362 - Truckdriver, Medium | | 18.43 |
| 31363 - Truckdriver, Heavy | | 19.35 |
| 31364 - Truckdriver, Tractor-Trailer | | 19.35 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 9.87 |
| 99050 - Desk Clerk | | 10.05 |
| 99095 - Embalmer | | 28.53 |
| 99251 - Laboratory Animal Caretaker I | | 10.77 |
| 99252 - Laboratory Animal Caretaker II | | 11.46 |
| 99310 - Mortician | | 34.47 |
| 99410 - Pest Controller | | 16.18 |
| 99510 - Photofinishing Worker | | 13.48 |
| 99710 - Recycling Laborer | | 17.59 |
| 99711 - Recycling Specialist | | 20.18 |
| 99730 - Refuse Collector | | 16.30 |
| 99810 - Sales Clerk | | 12.05 |
| 99820 - School Crossing Guard | | 12.93 |
| 99830 - Survey Party Chief | | 26.04 |
| 99831 - Surveying Aide | | 13.38 |
| 99832 - Surveying Technician | | 20.48 |
| 99840 - Vending Machine Attendant | | 14.77 |
| 99841 - Vending Machine Repairer | | 16.64 |
| 99842 - Vending Machine Repairer Helper | | 14.77 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

- 2) After contract award, the contractor prepares a written report listing in order

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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2421
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Allen, Auglaize, Hancock, Hardin, Mercer, Putnam, Van Wert, Wyandot

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.18 |
| 01012 - Accounting Clerk II | | 13.68 |
| 01013 - Accounting Clerk III | | 15.30 |
| 01020 - Administrative Assistant | | 17.12 |
| 01040 - Court Reporter | | 15.24 |
| 01051 - Data Entry Operator I | | 11.09 |
| 01052 - Data Entry Operator II | | 12.11 |
| 01060 - Dispatcher, Motor Vehicle | | 16.86 |
| 01070 - Document Preparation Clerk | | 12.14 |
| 01090 - Duplicating Machine Operator | | 12.15 |
| 01111 - General Clerk I | | 11.30 |
| 01112 - General Clerk II | | 12.34 |
| 01113 - General Clerk III | | 13.85 |
| 01120 - Housing Referral Assistant | | 18.35 |
| 01141 - Messenger Courier | | 10.78 |
| 01191 - Order Clerk I | | 11.00 |
| 01192 - Order Clerk II | | 12.22 |
| 01261 - Personnel Assistant (Employment) I | | 13.10 |
| 01262 - Personnel Assistant (Employment) II | | 14.65 |
| 01263 - Personnel Assistant (Employment) III | | 16.89 |
| 01270 - Production Control Clerk | | 21.22 |
| 01280 - Receptionist | | 11.32 |
| 01290 - Rental Clerk | | 12.58 |
| 01300 - Scheduler, Maintenance | | 13.63 |
| 01311 - Secretary I | | 13.63 |
| 01312 - Secretary II | | 15.24 |
| 01313 - Secretary III | | 18.35 |
| 01320 - Service Order Dispatcher | | 15.15 |
| 01410 - Supply Technician | | 17.12 |
| 01420 - Survey Worker | | 15.24 |
| 01531 - Travel Clerk I | | 12.60 |
| 01532 - Travel Clerk II | | 13.44 |
| 01533 - Travel Clerk III | | 14.25 |
| 01611 - Word Processor I | | 12.57 |
| 01612 - Word Processor II | | 13.95 |
| 01613 - Word Processor III | | 15.52 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 21.85 |
| 05010 - Automotive Electrician | | 20.78 |
| 05040 - Automotive Glass Installer | | 20.09 |
| 05070 - Automotive Worker | | 20.09 |
| 05110 - Mobile Equipment Servicer | | 18.71 |
| 05130 - Motor Equipment Metal Mechanic | | 21.44 |
| 05160 - Motor Equipment Metal Worker | | 19.99 |
| 05190 - Motor Vehicle Mechanic | | 21.85 |
| 05220 - Motor Vehicle Mechanic Helper | | 17.98 |
| 05250 - Motor Vehicle Upholstery Worker | | 19.36 |
| 05280 - Motor Vehicle Wrecker | | 20.09 |
| 05310 - Painter, Automotive | | 20.78 |
| 05340 - Radiator Repair Specialist | | 20.09 |
| 05370 - Tire Repairer | | 16.74 |
| 05400 - Transmission Repair Specialist | | 21.44 |
| 07000 - Food Preparation And Service Occupations | | |

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| 07010 - Baker | 13.21 |
| 07041 - Cook I | 11.69 |
| 07042 - Cook II | 13.21 |
| 07070 - Dishwasher | 9.16 |
| 07130 - Food Service Worker | 9.16 |
| 07210 - Meat Cutter | 14.42 |
| 07260 - Waiter/Waitress | 9.85 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 21.18 |
| 09040 - Furniture Handler | 14.71 |
| 09080 - Furniture Refinisher | 21.18 |
| 09090 - Furniture Refinisher Helper | 16.66 |
| 09110 - Furniture Repairer, Minor | 19.20 |
| 09130 - Upholsterer | 21.18 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.18 |
| 11060 - Elevator Operator | 11.58 |
| 11090 - Gardener | 13.72 |
| 11122 - Housekeeping Aide | 11.53 |
| 11150 - Janitor | 12.07 |
| 11210 - Laborer, Grounds Maintenance | 11.25 |
| 11240 - Maid or Houseman | 9.26 |
| 11260 - Pruner | 9.68 |
| 11270 - Tractor Operator | 13.72 |
| 11330 - Trail Maintenance Worker | 11.25 |
| 11360 - Window Cleaner | 12.98 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.45 |
| 12011 - Breath Alcohol Technician | 16.80 |
| 12012 - Certified Occupational Therapist Assistant | 22.56 |
| 12015 - Certified Physical Therapist Assistant | 21.35 |
| 12020 - Dental Assistant | 13.35 |
| 12025 - Dental Hygienist | 26.03 |
| 12030 - EKG Technician | 24.26 |
| 12035 - Electroneurodiagnostic Technologist | 24.26 |
| 12040 - Emergency Medical Technician | 16.80 |
| 12071 - Licensed Practical Nurse I | 15.05 |
| 12072 - Licensed Practical Nurse II | 16.80 |
| 12073 - Licensed Practical Nurse III | 18.77 |
| 12100 - Medical Assistant | 13.75 |
| 12130 - Medical Laboratory Technician | 16.45 |
| 12160 - Medical Record Clerk | 12.76 |
| 12190 - Medical Record Technician | 14.33 |
| 12195 - Medical Transcriptionist | 13.79 |
| 12210 - Nuclear Medicine Technologist | 34.34 |
| 12221 - Nursing Assistant I | 9.31 |
| 12222 - Nursing Assistant II | 10.47 |
| 12223 - Nursing Assistant III | 11.42 |
| 12224 - Nursing Assistant IV | 12.82 |
| 12235 - Optical Dispenser | 15.22 |
| 12236 - Optical Technician | 15.05 |
| 12250 - Pharmacy Technician | 14.19 |
| 12280 - Phlebotomist | 13.71 |
| 12305 - Radiologic Technologist | 24.54 |
| 12311 - Registered Nurse I | 21.78 |
| 12312 - Registered Nurse II | 26.65 |
| 12313 - Registered Nurse II, Specialist | 26.65 |
| 12314 - Registered Nurse III | 32.24 |
| 12315 - Registered Nurse III, Anesthetist | 32.24 |
| 12316 - Registered Nurse IV | 38.63 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.36 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.23 |

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| 13012 - Exhibits Specialist II | 22.58 |
| 13013 - Exhibits Specialist III | 27.62 |
| 13041 - Illustrator I | 18.23 |
| 13042 - Illustrator II | 22.58 |
| 13043 - Illustrator III | 27.62 |
| 13047 - Librarian | 25.01 |
| 13050 - Library Aide/Clerk | 13.86 |
| 13054 - Library Information Technology Systems Administrator | 22.58 |
| 13058 - Library Technician | 16.63 |
| 13061 - Media Specialist I | 15.82 |
| 13062 - Media Specialist II | 16.63 |
| 13063 - Media Specialist III | 18.55 |
| 13071 - Photographer I | 13.24 |
| 13072 - Photographer II | 16.58 |
| 13073 - Photographer III | 20.55 |
| 13074 - Photographer IV | 22.54 |
| 13075 - Photographer V | 27.36 |
| 13110 - Video Teleconference Technician | 16.29 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.70 |
| 14042 - Computer Operator II | 16.45 |
| 14043 - Computer Operator III | 18.32 |
| 14044 - Computer Operator IV | 21.57 |
| 14045 - Computer Operator V | 23.87 |
| 14071 - Computer Programmer I | 22.07 |
| 14072 - Computer Programmer II | 27.39 |
| 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 | 14.70 |
| 14160 - Personal Computer Support Technician | 24.13 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.04 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.34 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.76 |
| 15050 - Computer Based Training Specialist / Instructor | 27.62 |
| 15060 - Educational Technologist | 30.44 |
| 15070 - Flight Instructor (Pilot) | 37.76 |
| 15080 - Graphic Artist | 25.74 |
| 15090 - Technical Instructor | 21.55 |
| 15095 - Technical Instructor/Course Developer | 26.36 |
| 15110 - Test Proctor | 17.39 |
| 15120 - Tutor | 17.39 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.87 |
| 16030 - Counter Attendant | 8.87 |
| 16040 - Dry Cleaner | 11.25 |
| 16070 - Finisher, Flatwork, Machine | 8.87 |
| 16090 - Presser, Hand | 8.87 |
| 16110 - Presser, Machine, Drycleaning | 8.87 |
| 16130 - Presser, Machine, Shirts | 8.87 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.87 |
| 16190 - Sewing Machine Operator | 12.05 |
| 16220 - Tailor | 12.83 |
| 16250 - Washer, Machine | 9.67 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.57 |
| 19040 - Tool And Die Maker | 24.42 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.96 |

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| 21030 - Material Coordinator | 21.22 |
| 21040 - Material Expediter | 21.22 |
| 21050 - Material Handling Laborer | 12.20 |
| 21071 - Order Filler | 11.49 |
| 21080 - Production Line Worker (Food Processing) | 16.96 |
| 21110 - Shipping Packer | 13.88 |
| 21130 - Shipping/Receiving Clerk | 13.88 |
| 21140 - Store Worker I | 13.07 |
| 21150 - Stock Clerk | 17.42 |
| 21210 - Tools And Parts Attendant | 16.96 |
| 21410 - Warehouse Specialist | 16.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.76 |
| 23021 - Aircraft Mechanic I | 22.00 |
| 23022 - Aircraft Mechanic II | 22.76 |
| 23023 - Aircraft Mechanic III | 23.60 |
| 23040 - Aircraft Mechanic Helper | 17.89 |
| 23050 - Aircraft, Painter | 21.32 |
| 23060 - Aircraft Servicer | 19.26 |
| 23080 - Aircraft Worker | 20.25 |
| 23110 - Appliance Mechanic | 21.18 |
| 23120 - Bicycle Repairer | 16.74 |
| 23125 - Cable Splicer | 22.00 |
| 23130 - Carpenter, Maintenance | 19.25 |
| 23140 - Carpet Layer | 20.25 |
| 23160 - Electrician, Maintenance | 23.93 |
| 23181 - Electronics Technician Maintenance I | 20.25 |
| 23182 - Electronics Technician Maintenance II | 21.32 |
| 23183 - Electronics Technician Maintenance III | 22.00 |
| 23260 - Fabric Worker | 19.20 |
| 23290 - Fire Alarm System Mechanic | 22.00 |
| 23310 - Fire Extinguisher Repairer | 17.92 |
| 23311 - Fuel Distribution System Mechanic | 22.09 |
| 23312 - Fuel Distribution System Operator | 17.99 |
| 23370 - General Maintenance Worker | 18.53 |
| 23380 - Ground Support Equipment Mechanic | 22.00 |
| 23381 - Ground Support Equipment Servicer | 19.26 |
| 23382 - Ground Support Equipment Worker | 20.25 |
| 23391 - Gunsmith I | 17.92 |
| 23392 - Gunsmith II | 20.25 |
| 23393 - Gunsmith III | 22.00 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.22 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.95 |
| 23430 - Heavy Equipment Mechanic | 22.00 |
| 23440 - Heavy Equipment Operator | 25.19 |
| 23460 - Instrument Mechanic | 22.00 |
| 23465 - Laboratory/Shelter Mechanic | 21.32 |
| 23470 - Laborer | 13.59 |
| 23510 - Locksmith | 20.67 |
| 23530 - Machinery Maintenance Mechanic | 28.00 |
| 23550 - Machinist, Maintenance | 20.44 |
| 23580 - Maintenance Trades Helper | 16.94 |
| 23591 - Metrology Technician I | 22.00 |
| 23592 - Metrology Technician II | 22.76 |
| 23593 - Metrology Technician III | 23.60 |
| 23640 - Millwright | 22.54 |
| 23710 - Office Appliance Repairer | 21.18 |
| 23760 - Painter, Maintenance | 21.18 |
| 23790 - Pipefitter, Maintenance | 23.91 |
| 23810 - Plumber, Maintenance | 23.17 |
| 23820 - Pneudraulic Systems Mechanic | 22.00 |

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| 23850 - Rigger | 22.00 |
| 23870 - Scale Mechanic | 18.61 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.04 |
| 23910 - Small Engine Mechanic | 18.61 |
| 23931 - Telecommunications Mechanic I | 22.00 |
| 23932 - Telecommunications Mechanic II | 22.76 |
| 23950 - Telephone Lineman | 20.14 |
| 23960 - Welder, Combination, Maintenance | 19.86 |
| 23965 - Well Driller | 22.00 |
| 23970 - Woodcraft Worker | 22.00 |
| 23980 - Woodworker | 17.92 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.51 |
| 24580 - Child Care Center Clerk | 13.12 |
| 24610 - Chore Aide | 9.23 |
| 24620 - Family Readiness And Support Services Coordinator | 15.08 |
| 24630 - Homemaker | 14.58 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.00 |
| 25040 - Sewage Plant Operator | 20.53 |
| 25070 - Stationary Engineer | 22.00 |
| 25190 - Ventilation Equipment Tender | 17.16 |
| 25210 - Water Treatment Plant Operator | 20.53 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.58 |
| 27007 - Baggage Inspector | 12.56 |
| 27008 - Corrections Officer | 20.62 |
| 27010 - Court Security Officer | 19.10 |
| 27030 - Detection Dog Handler | 15.58 |
| 27040 - Detention Officer | 20.62 |
| 27070 - Firefighter | 18.69 |
| 27101 - Guard I | 12.56 |
| 27102 - Guard II | 15.58 |
| 27131 - Police Officer I | 19.71 |
| 27132 - Police Officer II | 21.89 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.44 |
| 28042 - Carnival Equipment Repairer | 12.01 |
| 28043 - Carnival Equipment Worker | 9.16 |
| 28210 - Gate Attendant/Gate Tender | 13.51 |
| 28310 - Lifeguard | 12.03 |
| 28350 - Park Attendant (Aide) | 15.11 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.03 |
| 28515 - Recreation Specialist | 16.01 |
| 28630 - Sports Official | 12.03 |
| 28690 - Swimming Pool Operator | 15.75 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.25 |
| 29020 - Hatch Tender | 20.25 |
| 29030 - Line Handler | 20.25 |
| 29041 - Stevedore I | 19.20 |
| 29042 - Stevedore II | 22.00 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.16 |
| 30022 - Archeological Technician II | 18.20 |
| 30023 - Archeological Technician III | 22.48 |
| 30030 - Cartographic Technician | 21.39 |
| 30040 - Civil Engineering Technician | 22.33 |
| 30061 - Drafter/CAD Operator I | 15.16 |

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|---|---------------|
| 30062 - Drafter/CAD Operator II | 17.80 |
| 30063 - Drafter/CAD Operator III | 19.84 |
| 30064 - Drafter/CAD Operator IV | 22.48 |
| 30081 - Engineering Technician I | 13.81 |
| 30082 - Engineering Technician II | 15.50 |
| 30083 - Engineering Technician III | 18.47 |
| 30084 - Engineering Technician IV | 23.08 |
| 30085 - Engineering Technician V | 26.28 |
| 30086 - Engineering Technician VI | 31.80 |
| 30090 - Environmental Technician | 21.98 |
| 30210 - Laboratory Technician | 22.89 |
| 30240 - Mathematical Technician | 22.61 |
| 30361 - Paralegal/Legal Assistant I | 16.14 |
| 30362 - Paralegal/Legal Assistant II | 19.99 |
| 30363 - Paralegal/Legal Assistant III | 24.46 |
| 30364 - Paralegal/Legal Assistant IV | 29.59 |
| 30390 - Photo-Optics Technician | 21.39 |
| 30461 - Technical Writer I | 21.01 |
| 30462 - Technical Writer II | 25.70 |
| 30463 - Technical Writer III | 31.10 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 19.84 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 20.94 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.77 |
| 31030 - Bus Driver | 14.70 |
| 31043 - Driver Courier | 12.24 |
| 31260 - Parking and Lot Attendant | 9.42 |
| 31290 - Shuttle Bus Driver | 13.19 |
| 31310 - Taxi Driver | 12.62 |
| 31361 - Truckdriver, Light | 13.19 |
| 31362 - Truckdriver, Medium | 13.64 |
| 31363 - Truckdriver, Heavy | 18.32 |
| 31364 - Truckdriver, Tractor-Trailer | 18.32 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.94 |
| 99050 - Desk Clerk | 9.56 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 17.58 |
| 99252 - Laboratory Animal Caretaker II | 18.92 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 21.76 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.65 |
| 99711 - Recycling Specialist | 18.88 |
| 99730 - Refuse Collector | 14.53 |
| 99810 - Sales Clerk | 11.22 |
| 99820 - School Crossing Guard | 14.53 |
| 99830 - Survey Party Chief | 21.02 |
| 99831 - Surveying Aide | 11.08 |
| 99832 - Surveying Technician | 15.19 |
| 99840 - Vending Machine Attendant | 14.49 |
| 99841 - Vending Machine Repairer | 19.44 |
| 99842 - Vending Machine Repairer Helper | 14.49 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

ordance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of
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Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2422
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Allen, Auglaize, Hancock, Hardin, Mercer, Putnam, Van Wert, Wyandot

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.18 |
| 01012 - Accounting Clerk II | | 13.68 |
| 01013 - Accounting Clerk III | | 15.30 |
| 01020 - Administrative Assistant | | 17.12 |
| 01040 - Court Reporter | | 15.24 |
| 01051 - Data Entry Operator I | | 11.09 |
| 01052 - Data Entry Operator II | | 12.11 |
| 01060 - Dispatcher, Motor Vehicle | | 16.86 |
| 01070 - Document Preparation Clerk | | 12.14 |
| 01090 - Duplicating Machine Operator | | 12.15 |
| 01111 - General Clerk I | | 11.30 |
| 01112 - General Clerk II | | 12.34 |
| 01113 - General Clerk III | | 13.85 |
| 01120 - Housing Referral Assistant | | 18.35 |
| 01141 - Messenger Courier | | 10.78 |
| 01191 - Order Clerk I | | 11.00 |
| 01192 - Order Clerk II | | 12.22 |
| 01261 - Personnel Assistant (Employment) I | | 13.10 |
| 01262 - Personnel Assistant (Employment) II | | 14.65 |
| 01263 - Personnel Assistant (Employment) III | | 16.89 |
| 01270 - Production Control Clerk | | 21.22 |
| 01280 - Receptionist | | 11.32 |
| 01290 - Rental Clerk | | 12.58 |
| 01300 - Scheduler, Maintenance | | 13.63 |
| 01311 - Secretary I | | 13.63 |
| 01312 - Secretary II | | 15.24 |
| 01313 - Secretary III | | 18.35 |
| 01320 - Service Order Dispatcher | | 15.15 |
| 01410 - Supply Technician | | 17.12 |
| 01420 - Survey Worker | | 15.24 |
| 01531 - Travel Clerk I | | 12.60 |

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| 01532 - Travel Clerk II | 13.44 |
| 01533 - Travel Clerk III | 14.25 |
| 01611 - Word Processor I | 12.57 |
| 01612 - Word Processor II | 13.95 |
| 01613 - Word Processor III | 15.52 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.85 |
| 05010 - Automotive Electrician | 20.78 |
| 05040 - Automotive Glass Installer | 20.09 |
| 05070 - Automotive Worker | 20.09 |
| 05110 - Mobile Equipment Servicer | 18.71 |
| 05130 - Motor Equipment Metal Mechanic | 21.44 |
| 05160 - Motor Equipment Metal Worker | 19.99 |
| 05190 - Motor Vehicle Mechanic | 21.85 |
| 05220 - Motor Vehicle Mechanic Helper | 17.98 |
| 05250 - Motor Vehicle Upholstery Worker | 19.36 |
| 05280 - Motor Vehicle Wrecker | 20.09 |
| 05310 - Painter, Automotive | 20.78 |
| 05340 - Radiator Repair Specialist | 20.09 |
| 05370 - Tire Repairer | 16.74 |
| 05400 - Transmission Repair Specialist | 21.44 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.21 |
| 07041 - Cook I | 11.69 |
| 07042 - Cook II | 13.21 |
| 07070 - Dishwasher | 9.16 |
| 07130 - Food Service Worker | 9.16 |
| 07210 - Meat Cutter | 14.42 |
| 07260 - Waiter/Waitress | 9.85 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 21.18 |
| 09040 - Furniture Handler | 14.71 |
| 09080 - Furniture Refinisher | 21.18 |
| 09090 - Furniture Refinisher Helper | 16.66 |
| 09110 - Furniture Repairer, Minor | 19.20 |
| 09130 - Upholsterer | 21.18 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.18 |
| 11060 - Elevator Operator | 11.58 |
| 11090 - Gardener | 13.72 |
| 11122 - Housekeeping Aide | 11.53 |
| 11150 - Janitor | 12.07 |
| 11210 - Laborer, Grounds Maintenance | 11.25 |
| 11240 - Maid or Houseman | 9.26 |
| 11260 - Pruner | 9.68 |
| 11270 - Tractor Operator | 13.72 |
| 11330 - Trail Maintenance Worker | 11.25 |
| 11360 - Window Cleaner | 12.98 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.45 |
| 12011 - Breath Alcohol Technician | 16.80 |
| 12012 - Certified Occupational Therapist Assistant | 22.56 |
| 12015 - Certified Physical Therapist Assistant | 21.35 |
| 12020 - Dental Assistant | 13.35 |
| 12025 - Dental Hygienist | 26.03 |
| 12030 - EKG Technician | 24.26 |
| 12035 - Electroneurodiagnostic Technologist | 24.26 |
| 12040 - Emergency Medical Technician | 16.80 |
| 12071 - Licensed Practical Nurse I | 15.05 |
| 12072 - Licensed Practical Nurse II | 16.80 |
| 12073 - Licensed Practical Nurse III | 18.77 |
| 12100 - Medical Assistant | 13.75 |
| 12130 - Medical Laboratory Technician | 16.45 |

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| 12160 - Medical Record Clerk | 12.76 |
| 12190 - Medical Record Technician | 14.33 |
| 12195 - Medical Transcriptionist | 13.79 |
| 12210 - Nuclear Medicine Technologist | 34.34 |
| 12221 - Nursing Assistant I | 9.31 |
| 12222 - Nursing Assistant II | 10.47 |
| 12223 - Nursing Assistant III | 11.42 |
| 12224 - Nursing Assistant IV | 12.82 |
| 12235 - Optical Dispenser | 15.22 |
| 12236 - Optical Technician | 15.05 |
| 12250 - Pharmacy Technician | 14.19 |
| 12280 - Phlebotomist | 13.71 |
| 12305 - Radiologic Technologist | 24.54 |
| 12311 - Registered Nurse I | 21.78 |
| 12312 - Registered Nurse II | 26.65 |
| 12313 - Registered Nurse II, Specialist | 26.65 |
| 12314 - Registered Nurse III | 32.24 |
| 12315 - Registered Nurse III, Anesthetist | 32.24 |
| 12316 - Registered Nurse IV | 38.63 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.36 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.23 |
| 13012 - Exhibits Specialist II | 22.58 |
| 13013 - Exhibits Specialist III | 27.62 |
| 13041 - Illustrator I | 18.23 |
| 13042 - Illustrator II | 22.58 |
| 13043 - Illustrator III | 27.62 |
| 13047 - Librarian | 25.01 |
| 13050 - Library Aide/Clerk | 13.86 |
| 13054 - Library Information Technology Systems Administrator | 22.58 |
| 13058 - Library Technician | 16.63 |
| 13061 - Media Specialist I | 15.82 |
| 13062 - Media Specialist II | 16.63 |
| 13063 - Media Specialist III | 18.55 |
| 13071 - Photographer I | 13.24 |
| 13072 - Photographer II | 16.58 |
| 13073 - Photographer III | 20.55 |
| 13074 - Photographer IV | 22.54 |
| 13075 - Photographer V | 27.36 |
| 13110 - Video Teleconference Technician | 16.29 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.70 |
| 14042 - Computer Operator II | 16.45 |
| 14043 - Computer Operator III | 18.32 |
| 14044 - Computer Operator IV | 21.57 |
| 14045 - Computer Operator V | 23.87 |
| 14071 - Computer Programmer I | 22.07 |
| 14072 - Computer Programmer II | 27.39 |
| 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 | 14.70 |
| 14160 - Personal Computer Support Technician | 24.13 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.04 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.34 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.76 |
| 15050 - Computer Based Training Specialist / Instructor | 27.62 |
| 15060 - Educational Technologist | 30.44 |
| 15070 - Flight Instructor (Pilot) | 37.76 |

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| 15080 - Graphic Artist | 25.74 |
| 15090 - Technical Instructor | 21.55 |
| 15095 - Technical Instructor/Course Developer | 26.36 |
| 15110 - Test Proctor | 17.39 |
| 15120 - Tutor | 17.39 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.87 |
| 16030 - Counter Attendant | 8.87 |
| 16040 - Dry Cleaner | 11.25 |
| 16070 - Finisher, Flatwork, Machine | 8.87 |
| 16090 - Presser, Hand | 8.87 |
| 16110 - Presser, Machine, Drycleaning | 8.87 |
| 16130 - Presser, Machine, Shirts | 8.87 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.87 |
| 16190 - Sewing Machine Operator | 12.05 |
| 16220 - Tailor | 12.83 |
| 16250 - Washer, Machine | 9.67 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.57 |
| 19040 - Tool And Die Maker | 24.42 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.96 |
| 21030 - Material Coordinator | 21.22 |
| 21040 - Material Expediter | 21.22 |
| 21050 - Material Handling Laborer | 12.20 |
| 21071 - Order Filler | 11.49 |
| 21080 - Production Line Worker (Food Processing) | 16.96 |
| 21110 - Shipping Packer | 13.88 |
| 21130 - Shipping/Receiving Clerk | 13.88 |
| 21140 - Store Worker I | 13.07 |
| 21150 - Stock Clerk | 17.42 |
| 21210 - Tools And Parts Attendant | 16.96 |
| 21410 - Warehouse Specialist | 16.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.76 |
| 23021 - Aircraft Mechanic I | 22.00 |
| 23022 - Aircraft Mechanic II | 22.76 |
| 23023 - Aircraft Mechanic III | 23.60 |
| 23040 - Aircraft Mechanic Helper | 17.89 |
| 23050 - Aircraft, Painter | 21.32 |
| 23060 - Aircraft Servicer | 19.26 |
| 23080 - Aircraft Worker | 20.25 |
| 23110 - Appliance Mechanic | 21.18 |
| 23120 - Bicycle Repairer | 16.74 |
| 23125 - Cable Splicer | 22.00 |
| 23130 - Carpenter, Maintenance | 19.25 |
| 23140 - Carpet Layer | 20.25 |
| 23160 - Electrician, Maintenance | 23.93 |
| 23181 - Electronics Technician Maintenance I | 20.25 |
| 23182 - Electronics Technician Maintenance II | 21.32 |
| 23183 - Electronics Technician Maintenance III | 22.00 |
| 23260 - Fabric Worker | 19.20 |
| 23290 - Fire Alarm System Mechanic | 22.00 |
| 23310 - Fire Extinguisher Repairer | 17.92 |
| 23311 - Fuel Distribution System Mechanic | 22.09 |
| 23312 - Fuel Distribution System Operator | 17.99 |
| 23370 - General Maintenance Worker | 18.53 |
| 23380 - Ground Support Equipment Mechanic | 22.00 |
| 23381 - Ground Support Equipment Servicer | 19.26 |
| 23382 - Ground Support Equipment Worker | 20.25 |
| 23391 - Gunsmith I | 17.92 |
| 23392 - Gunsmith II | 20.25 |
| 23393 - Gunsmith III | 22.00 |

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| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.22 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.95 |
| 23430 - Heavy Equipment Mechanic | 22.00 |
| 23440 - Heavy Equipment Operator | 25.19 |
| 23460 - Instrument Mechanic | 22.00 |
| 23465 - Laboratory/Shelter Mechanic | 21.32 |
| 23470 - Laborer | 13.59 |
| 23510 - Locksmith | 20.67 |
| 23530 - Machinery Maintenance Mechanic | 28.00 |
| 23550 - Machinist, Maintenance | 20.44 |
| 23580 - Maintenance Trades Helper | 16.94 |
| 23591 - Metrology Technician I | 22.00 |
| 23592 - Metrology Technician II | 22.76 |
| 23593 - Metrology Technician III | 23.60 |
| 23640 - Millwright | 22.54 |
| 23710 - Office Appliance Repairer | 21.18 |
| 23760 - Painter, Maintenance | 21.18 |
| 23790 - Pipefitter, Maintenance | 23.91 |
| 23810 - Plumber, Maintenance | 23.17 |
| 23820 - Pneudraulic Systems Mechanic | 22.00 |
| 23850 - Rigger | 22.00 |
| 23870 - Scale Mechanic | 18.61 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.04 |
| 23910 - Small Engine Mechanic | 18.61 |
| 23931 - Telecommunications Mechanic I | 22.00 |
| 23932 - Telecommunications Mechanic II | 22.76 |
| 23950 - Telephone Lineman | 20.14 |
| 23960 - Welder, Combination, Maintenance | 19.86 |
| 23965 - Well Driller | 22.00 |
| 23970 - Woodcraft Worker | 22.00 |
| 23980 - Woodworker | 17.92 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.51 |
| 24580 - Child Care Center Clerk | 13.12 |
| 24610 - Chore Aide | 9.23 |
| 24620 - Family Readiness And Support Services Coordinator | 15.08 |
| 24630 - Homemaker | 14.58 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.00 |
| 25040 - Sewage Plant Operator | 20.53 |
| 25070 - Stationary Engineer | 22.00 |
| 25190 - Ventilation Equipment Tender | 17.16 |
| 25210 - Water Treatment Plant Operator | 20.53 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.58 |
| 27007 - Baggage Inspector | 12.56 |
| 27008 - Corrections Officer | 20.62 |
| 27010 - Court Security Officer | 19.10 |
| 27030 - Detection Dog Handler | 15.58 |
| 27040 - Detention Officer | 20.62 |
| 27070 - Firefighter | 18.69 |
| 27101 - Guard I | 12.56 |
| 27102 - Guard II | 15.58 |
| 27131 - Police Officer I | 19.71 |
| 27132 - Police Officer II | 21.89 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.44 |
| 28042 - Carnival Equipment Repairer | 12.01 |
| 28043 - Carnival Equipment Worker | 9.16 |
| 28210 - Gate Attendant/Gate Tender | 13.51 |

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| 28310 - Lifeguard | 12.03 |
| 28350 - Park Attendant (Aide) | 15.11 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.03 |
| 28515 - Recreation Specialist | 16.01 |
| 28630 - Sports Official | 12.03 |
| 28690 - Swimming Pool Operator | 15.75 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.25 |
| 29020 - Hatch Tender | 20.25 |
| 29030 - Line Handler | 20.25 |
| 29041 - Stevedore I | 19.20 |
| 29042 - Stevedore II | 22.00 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.16 |
| 30022 - Archeological Technician II | 18.20 |
| 30023 - Archeological Technician III | 22.48 |
| 30030 - Cartographic Technician | 21.39 |
| 30040 - Civil Engineering Technician | 22.33 |
| 30061 - Drafter/CAD Operator I | 15.16 |
| 30062 - Drafter/CAD Operator II | 17.80 |
| 30063 - Drafter/CAD Operator III | 19.84 |
| 30064 - Drafter/CAD Operator IV | 22.48 |
| 30081 - Engineering Technician I | 13.81 |
| 30082 - Engineering Technician II | 15.50 |
| 30083 - Engineering Technician III | 18.47 |
| 30084 - Engineering Technician IV | 23.08 |
| 30085 - Engineering Technician V | 26.28 |
| 30086 - Engineering Technician VI | 31.80 |
| 30090 - Environmental Technician | 21.98 |
| 30210 - Laboratory Technician | 22.89 |
| 30240 - Mathematical Technician | 22.61 |
| 30361 - Paralegal/Legal Assistant I | 16.14 |
| 30362 - Paralegal/Legal Assistant II | 19.99 |
| 30363 - Paralegal/Legal Assistant III | 24.46 |
| 30364 - Paralegal/Legal Assistant IV | 29.59 |
| 30390 - Photo-Optics Technician | 21.39 |
| 30461 - Technical Writer I | 21.01 |
| 30462 - Technical Writer II | 25.70 |
| 30463 - Technical Writer III | 31.10 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 19.84 |
| 30621 - Weather Observer, Senior (see 2) | 20.94 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.77 |
| 31030 - Bus Driver | 14.70 |
| 31043 - Driver Courier | 12.24 |
| 31260 - Parking and Lot Attendant | 9.42 |
| 31290 - Shuttle Bus Driver | 13.19 |
| 31310 - Taxi Driver | 12.62 |
| 31361 - Truckdriver, Light | 13.19 |
| 31362 - Truckdriver, Medium | 13.64 |
| 31363 - Truckdriver, Heavy | 18.32 |
| 31364 - Truckdriver, Tractor-Trailer | 18.32 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.94 |

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|---|-------|
| 99050 - Desk Clerk | 9.56 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 17.58 |
| 99252 - Laboratory Animal Caretaker II | 18.92 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 21.76 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.65 |
| 99711 - Recycling Specialist | 18.88 |
| 99730 - Refuse Collector | 14.53 |
| 99810 - Sales Clerk | 11.22 |
| 99820 - School Crossing Guard | 14.53 |
| 99830 - Survey Party Chief | 21.02 |
| 99831 - Surveying Aide | 11.08 |
| 99832 - Surveying Technician | 15.19 |
| 99840 - Vending Machine Attendant | 14.49 |
| 99841 - Vending Machine Repairer | 19.44 |
| 99842 - Vending Machine Repairer Helper | 14.49 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2423
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Adams, Athens, Gallia, Highland, Hocking, Jackson, Lawrence, Meigs, Pike, Ross, Scioto, Vinton

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 10.91 |
| 01012 - Accounting Clerk II | | 12.56 |
| 01013 - Accounting Clerk III | | 14.03 |
| 01020 - Administrative Assistant | | 17.70 |
| 01040 - Court Reporter | | 18.49 |
| 01051 - Data Entry Operator I | | 11.47 |
| 01052 - Data Entry Operator II | | 12.52 |
| 01060 - Dispatcher, Motor Vehicle | | 17.05 |
| 01070 - Document Preparation Clerk | | 12.16 |
| 01090 - Duplicating Machine Operator | | 12.16 |
| 01111 - General Clerk I | | 10.42 |
| 01112 - General Clerk II | | 11.37 |
| 01113 - General Clerk III | | 12.76 |
| 01120 - Housing Referral Assistant | | 15.79 |
| 01141 - Messenger Courier | | 11.26 |
| 01191 - Order Clerk I | | 10.45 |
| 01192 - Order Clerk II | | 11.80 |
| 01261 - Personnel Assistant (Employment) I | | 12.96 |
| 01262 - Personnel Assistant (Employment) II | | 14.51 |
| 01263 - Personnel Assistant (Employment) III | | 16.17 |
| 01270 - Production Control Clerk | | 18.77 |
| 01280 - Receptionist | | 10.27 |
| 01290 - Rental Clerk | | 9.84 |
| 01300 - Scheduler, Maintenance | | 12.66 |
| 01311 - Secretary I | | 12.66 |
| 01312 - Secretary II | | 14.16 |
| 01313 - Secretary III | | 15.79 |
| 01320 - Service Order Dispatcher | | 15.16 |
| 01410 - Supply Technician | | 17.70 |
| 01420 - Survey Worker | | 11.21 |
| 01531 - Travel Clerk I | | 12.86 |
| 01532 - Travel Clerk II | | 13.72 |
| 01533 - Travel Clerk III | | 14.55 |
| 01611 - Word Processor I | | 11.21 |
| 01612 - Word Processor II | | 12.58 |
| 01613 - Word Processor III | | 14.07 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 17.26 |
| 05010 - Automotive Electrician | | 16.60 |
| 05040 - Automotive Glass Installer | | 15.87 |
| 05070 - Automotive Worker | | 15.87 |
| 05110 - Mobile Equipment Servicer | | 14.42 |
| 05130 - Motor Equipment Metal Mechanic | | 17.26 |
| 05160 - Motor Equipment Metal Worker | | 15.87 |
| 05190 - Motor Vehicle Mechanic | | 16.77 |
| 05220 - Motor Vehicle Mechanic Helper | | 14.33 |
| 05250 - Motor Vehicle Upholstery Worker | | 15.13 |
| 05280 - Motor Vehicle Wrecker | | 15.87 |
| 05310 - Painter, Automotive | | 16.60 |
| 05340 - Radiator Repair Specialist | | 15.87 |

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| 05370 - Tire Repairer | 13.87 |
| 05400 - Transmission Repair Specialist | 17.26 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 16.06 |
| 07041 - Cook I | 14.66 |
| 07042 - Cook II | 16.06 |
| 07070 - Dishwasher | 11.31 |
| 07130 - Food Service Worker | 11.31 |
| 07210 - Meat Cutter | 16.06 |
| 07260 - Waiter/Waitress | 12.28 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.18 |
| 09040 - Furniture Handler | 12.00 |
| 09080 - Furniture Refinisher | 18.18 |
| 09090 - Furniture Refinisher Helper | 14.06 |
| 09110 - Furniture Repairer, Minor | 16.30 |
| 09130 - Upholsterer | 18.18 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.17 |
| 11060 - Elevator Operator | 11.17 |
| 11090 - Gardener | 14.66 |
| 11122 - Housekeeping Aide | 11.22 |
| 11150 - Janitor | 11.22 |
| 11210 - Laborer, Grounds Maintenance | 12.28 |
| 11240 - Maid or Houseman | 10.04 |
| 11260 - Pruner | 11.22 |
| 11270 - Tractor Operator | 13.88 |
| 11330 - Trail Maintenance Worker | 12.28 |
| 11360 - Window Cleaner | 12.40 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.53 |
| 12011 - Breath Alcohol Technician | 15.71 |
| 12012 - Certified Occupational Therapist Assistant | 21.21 |
| 12015 - Certified Physical Therapist Assistant | 20.47 |
| 12020 - Dental Assistant | 13.21 |
| 12025 - Dental Hygienist | 27.52 |
| 12030 - EKG Technician | 21.54 |
| 12035 - Electroneurodiagnostic Technologist | 21.54 |
| 12040 - Emergency Medical Technician | 13.53 |
| 12071 - Licensed Practical Nurse I | 14.04 |
| 12072 - Licensed Practical Nurse II | 15.71 |
| 12073 - Licensed Practical Nurse III | 17.52 |
| 12100 - Medical Assistant | 11.71 |
| 12130 - Medical Laboratory Technician | 16.13 |
| 12160 - Medical Record Clerk | 12.69 |
| 12190 - Medical Record Technician | 14.19 |
| 12195 - Medical Transcriptionist | 12.82 |
| 12210 - Nuclear Medicine Technologist | 28.77 |
| 12221 - Nursing Assistant I | 9.38 |
| 12222 - Nursing Assistant II | 10.55 |
| 12223 - Nursing Assistant III | 11.51 |
| 12224 - Nursing Assistant IV | 12.92 |
| 12235 - Optical Dispenser | 15.47 |
| 12236 - Optical Technician | 14.04 |
| 12250 - Pharmacy Technician | 13.63 |
| 12280 - Phlebotomist | 12.92 |
| 12305 - Radiologic Technologist | 22.87 |
| 12311 - Registered Nurse I | 21.89 |
| 12312 - Registered Nurse II | 26.78 |
| 12313 - Registered Nurse II, Specialist | 26.78 |
| 12314 - Registered Nurse III | 32.40 |
| 12315 - Registered Nurse III, Anesthetist | 32.40 |
| 12316 - Registered Nurse IV | 38.83 |

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|---|---------|
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.47 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.15 |
| 13012 - Exhibits Specialist II | 21.25 |
| 13013 - Exhibits Specialist III | 26.00 |
| 13041 - Illustrator I | 17.15 |
| 13042 - Illustrator II | 21.25 |
| 13043 - Illustrator III | 26.00 |
| 13047 - Librarian | 23.53 |
| 13050 - Library Aide/Clerk | 11.37 |
| 13054 - Library Information Technology Systems Administrator | 21.25 |
| 13058 - Library Technician | 14.80 |
| 13061 - Media Specialist I | 15.33 |
| 13062 - Media Specialist II | 17.15 |
| 13063 - Media Specialist III | 19.13 |
| 13071 - Photographer I | 13.81 |
| 13072 - Photographer II | 15.45 |
| 13073 - Photographer III | 19.14 |
| 13074 - Photographer IV | 22.69 |
| 13075 - Photographer V | 26.46 |
| 13110 - Video Teleconference Technician | 16.45 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.61 |
| 14042 - Computer Operator II | 18.72 |
| 14043 - Computer Operator III | 21.15 |
| 14044 - Computer Operator IV | 22.66 |
| 14045 - Computer Operator V | 25.09 |
| 14071 - Computer Programmer I | 21.74 |
| 14072 - Computer Programmer II | 24.22 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 25.57 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.61 |
| 14160 - Personal Computer Support Technician | 22.66 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.57 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 30.94 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.53 |
| 15050 - Computer Based Training Specialist / Instructor | 25.57 |
| 15060 - Educational Technologist | 27.48 |
| 15070 - Flight Instructor (Pilot) | 36.53 |
| 15080 - Graphic Artist | 19.34 |
| 15090 - Technical Instructor | 19.32 |
| 15095 - Technical Instructor/Course Developer | 23.64 |
| 15110 - Test Proctor | 15.60 |
| 15120 - Tutor | 15.60 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.13 |
| 16030 - Counter Attendant | 9.13 |
| 16040 - Dry Cleaner | 11.56 |
| 16070 - Finisher, Flatwork, Machine | 9.13 |
| 16090 - Presser, Hand | 9.13 |
| 16110 - Presser, Machine, Drycleaning | 9.13 |
| 16130 - Presser, Machine, Shirts | 9.13 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.13 |
| 16190 - Sewing Machine Operator | 12.37 |
| 16220 - Tailor | 13.18 |
| 16250 - Washer, Machine | 9.91 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.98 |

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|---|-------|
| 19040 - Tool And Die Maker | 21.26 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.69 |
| 21030 - Material Coordinator | 18.77 |
| 21040 - Material Expediter | 18.77 |
| 21050 - Material Handling Laborer | 12.13 |
| 21071 - Order Filler | 12.45 |
| 21080 - Production Line Worker (Food Processing) | 13.69 |
| 21110 - Shipping Packer | 13.86 |
| 21130 - Shipping/Receiving Clerk | 13.86 |
| 21140 - Store Worker I | 12.08 |
| 21150 - Stock Clerk | 16.41 |
| 21210 - Tools And Parts Attendant | 13.69 |
| 21410 - Warehouse Specialist | 13.69 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.63 |
| 23021 - Aircraft Mechanic I | 19.80 |
| 23022 - Aircraft Mechanic II | 20.63 |
| 23023 - Aircraft Mechanic III | 21.49 |
| 23040 - Aircraft Mechanic Helper | 15.72 |
| 23050 - Aircraft, Painter | 18.91 |
| 23060 - Aircraft Servicer | 17.36 |
| 23080 - Aircraft Worker | 18.20 |
| 23110 - Appliance Mechanic | 18.69 |
| 23120 - Bicycle Repairer | 13.87 |
| 23125 - Cable Splicer | 26.73 |
| 23130 - Carpenter, Maintenance | 19.58 |
| 23140 - Carpet Layer | 18.58 |
| 23160 - Electrician, Maintenance | 23.78 |
| 23181 - Electronics Technician Maintenance I | 21.12 |
| 23182 - Electronics Technician Maintenance II | 23.33 |
| 23183 - Electronics Technician Maintenance III | 24.78 |
| 23260 - Fabric Worker | 16.61 |
| 23290 - Fire Alarm System Mechanic | 19.17 |
| 23310 - Fire Extinguisher Repairer | 15.48 |
| 23311 - Fuel Distribution System Mechanic | 19.64 |
| 23312 - Fuel Distribution System Operator | 15.77 |
| 23370 - General Maintenance Worker | 14.33 |
| 23380 - Ground Support Equipment Mechanic | 19.80 |
| 23381 - Ground Support Equipment Servicer | 17.36 |
| 23382 - Ground Support Equipment Worker | 18.20 |
| 23391 - Gunsmith I | 15.48 |
| 23392 - Gunsmith II | 17.78 |
| 23393 - Gunsmith III | 19.80 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.45 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.18 |
| 23430 - Heavy Equipment Mechanic | 17.77 |
| 23440 - Heavy Equipment Operator | 21.57 |
| 23460 - Instrument Mechanic | 22.10 |
| 23465 - Laboratory/Shelter Mechanic | 18.92 |
| 23470 - Laborer | 12.23 |
| 23510 - Locksmith | 18.18 |
| 23530 - Machinery Maintenance Mechanic | 20.36 |
| 23550 - Machinist, Maintenance | 19.47 |
| 23580 - Maintenance Trades Helper | 14.77 |
| 23591 - Metrology Technician I | 22.10 |
| 23592 - Metrology Technician II | 22.94 |
| 23593 - Metrology Technician III | 23.78 |
| 23640 - Millwright | 22.14 |
| 23710 - Office Appliance Repairer | 18.54 |
| 23760 - Painter, Maintenance | 18.56 |

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|--|-------|
| 23790 - Pipefitter, Maintenance | 21.00 |
| 23810 - Plumber, Maintenance | 20.25 |
| 23820 - Pneudraulic Systems Mechanic | 19.80 |
| 23850 - Rigger | 19.80 |
| 23870 - Scale Mechanic | 17.78 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.73 |
| 23910 - Small Engine Mechanic | 17.38 |
| 23931 - Telecommunications Mechanic I | 25.39 |
| 23932 - Telecommunications Mechanic II | 26.36 |
| 23950 - Telephone Lineman | 23.30 |
| 23960 - Welder, Combination, Maintenance | 17.64 |
| 23965 - Well Driller | 19.58 |
| 23970 - Woodcraft Worker | 19.80 |
| 23980 - Woodworker | 15.48 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.32 |
| 24580 - Child Care Center Clerk | 11.66 |
| 24610 - Chore Aide | 10.29 |
| 24620 - Family Readiness And Support Services Coordinator | 11.03 |
| 24630 - Homemaker | 12.96 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.95 |
| 25040 - Sewage Plant Operator | 18.18 |
| 25070 - Stationary Engineer | 24.95 |
| 25190 - Ventilation Equipment Tender | 16.70 |
| 25210 - Water Treatment Plant Operator | 18.18 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.22 |
| 27007 - Baggage Inspector | 10.64 |
| 27008 - Corrections Officer | 18.93 |
| 27010 - Court Security Officer | 18.63 |
| 27030 - Detection Dog Handler | 11.92 |
| 27040 - Detention Officer | 18.93 |
| 27070 - Firefighter | 17.41 |
| 27101 - Guard I | 10.64 |
| 27102 - Guard II | 11.92 |
| 27131 - Police Officer I | 18.22 |
| 27132 - Police Officer II | 20.24 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.75 |
| 28042 - Carnival Equipment Repairer | 15.58 |
| 28043 - Carnival Equipment Worker | 12.01 |
| 28210 - Gate Attendant/Gate Tender | 13.36 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 14.94 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.91 |
| 28515 - Recreation Specialist | 17.03 |
| 28630 - Sports Official | 11.91 |
| 28690 - Swimming Pool Operator | 17.67 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.11 |
| 29020 - Hatch Tender | 17.11 |
| 29030 - Line Handler | 17.11 |
| 29041 - Stevedore I | 16.36 |
| 29042 - Stevedore II | 18.00 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.51 |
| 30022 - Archeological Technician II | 18.47 |
| 30023 - Archeological Technician III | 22.89 |

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|---|-------|
| 30030 - Cartographic Technician | 22.89 |
| 30040 - Civil Engineering Technician | 20.48 |
| 30061 - Drafter/CAD Operator I | 16.51 |
| 30062 - Drafter/CAD Operator II | 18.47 |
| 30063 - Drafter/CAD Operator III | 20.60 |
| 30064 - Drafter/CAD Operator IV | 25.34 |
| 30081 - Engineering Technician I | 15.58 |
| 30082 - Engineering Technician II | 18.24 |
| 30083 - Engineering Technician III | 20.23 |
| 30084 - Engineering Technician IV | 25.29 |
| 30085 - Engineering Technician V | 30.93 |
| 30086 - Engineering Technician VI | 37.42 |
| 30090 - Environmental Technician | 19.29 |
| 30210 - Laboratory Technician | 19.26 |
| 30240 - Mathematical Technician | 22.71 |
| 30361 - Paralegal/Legal Assistant I | 17.74 |
| 30362 - Paralegal/Legal Assistant II | 21.96 |
| 30363 - Paralegal/Legal Assistant III | 26.89 |
| 30364 - Paralegal/Legal Assistant IV | 32.54 |
| 30390 - Photo-Optics Technician | 22.89 |
| 30461 - Technical Writer I | 22.89 |
| 30462 - Technical Writer II | 28.00 |
| 30463 - Technical Writer III | 33.03 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | 20.60 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | 22.89 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.50 |
| 31030 - Bus Driver | 13.37 |
| 31043 - Driver Courier | 11.80 |
| 31260 - Parking and Lot Attendant | 8.90 |
| 31290 - Shuttle Bus Driver | 12.76 |
| 31310 - Taxi Driver | 9.17 |
| 31361 - Truckdriver, Light | 12.76 |
| 31362 - Truckdriver, Medium | 15.11 |
| 31363 - Truckdriver, Heavy | 16.27 |
| 31364 - Truckdriver, Tractor-Trailer | 16.27 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.99 |
| 99050 - Desk Clerk | 10.14 |
| 99095 - Embalmer | 22.41 |
| 99251 - Laboratory Animal Caretaker I | 13.20 |
| 99252 - Laboratory Animal Caretaker II | 13.86 |
| 99310 - Mortician | 27.93 |
| 99410 - Pest Controller | 15.46 |
| 99510 - Photofinishing Worker | 10.96 |
| 99710 - Recycling Laborer | 13.94 |
| 99711 - Recycling Specialist | 16.92 |
| 99730 - Refuse Collector | 12.73 |
| 99810 - Sales Clerk | 10.31 |
| 99820 - School Crossing Guard | 11.31 |
| 99830 - Survey Party Chief | 17.79 |
| 99831 - Surveying Aide | 11.78 |
| 99832 - Surveying Technician | 16.17 |
| 99840 - Vending Machine Attendant | 13.88 |
| 99841 - Vending Machine Repairer | 16.06 |
| 99842 - Vending Machine Repairer Helper | 13.88 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2424
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Adams, Athens, Gallia, Highland, Hocking, Jackson, Lawrence, Meigs, Pike, Ross, Scioto, Vinton

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 10.91 |
| 01012 - Accounting Clerk II | | 12.56 |
| 01013 - Accounting Clerk III | | 14.03 |
| 01020 - Administrative Assistant | | 17.70 |
| 01040 - Court Reporter | | 18.49 |
| 01051 - Data Entry Operator I | | 11.47 |
| 01052 - Data Entry Operator II | | 12.52 |
| 01060 - Dispatcher, Motor Vehicle | | 17.05 |
| 01070 - Document Preparation Clerk | | 12.16 |
| 01090 - Duplicating Machine Operator | | 12.16 |
| 01111 - General Clerk I | | 10.42 |
| 01112 - General Clerk II | | 11.37 |
| 01113 - General Clerk III | | 12.76 |
| 01120 - Housing Referral Assistant | | 15.79 |
| 01141 - Messenger Courier | | 11.26 |
| 01191 - Order Clerk I | | 10.45 |
| 01192 - Order Clerk II | | 11.80 |
| 01261 - Personnel Assistant (Employment) I | | 12.96 |
| 01262 - Personnel Assistant (Employment) II | | 14.51 |
| 01263 - Personnel Assistant (Employment) III | | 16.17 |
| 01270 - Production Control Clerk | | 18.77 |
| 01280 - Receptionist | | 10.27 |
| 01290 - Rental Clerk | | 9.84 |
| 01300 - Scheduler, Maintenance | | 12.66 |
| 01311 - Secretary I | | 12.66 |
| 01312 - Secretary II | | 14.16 |
| 01313 - Secretary III | | 15.79 |

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| 01320 - Service Order Dispatcher | 15.16 |
| 01410 - Supply Technician | 17.70 |
| 01420 - Survey Worker | 11.21 |
| 01531 - Travel Clerk I | 12.86 |
| 01532 - Travel Clerk II | 13.72 |
| 01533 - Travel Clerk III | 14.55 |
| 01611 - Word Processor I | 11.21 |
| 01612 - Word Processor II | 12.58 |
| 01613 - Word Processor III | 14.07 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 17.26 |
| 05010 - Automotive Electrician | 16.60 |
| 05040 - Automotive Glass Installer | 15.87 |
| 05070 - Automotive Worker | 15.87 |
| 05110 - Mobile Equipment Servicer | 14.42 |
| 05130 - Motor Equipment Metal Mechanic | 17.26 |
| 05160 - Motor Equipment Metal Worker | 15.87 |
| 05190 - Motor Vehicle Mechanic | 16.77 |
| 05220 - Motor Vehicle Mechanic Helper | 14.33 |
| 05250 - Motor Vehicle Upholstery Worker | 15.13 |
| 05280 - Motor Vehicle Wrecker | 15.87 |
| 05310 - Painter, Automotive | 16.60 |
| 05340 - Radiator Repair Specialist | 15.87 |
| 05370 - Tire Repairer | 13.87 |
| 05400 - Transmission Repair Specialist | 17.26 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 16.06 |
| 07041 - Cook I | 14.66 |
| 07042 - Cook II | 16.06 |
| 07070 - Dishwasher | 11.31 |
| 07130 - Food Service Worker | 11.31 |
| 07210 - Meat Cutter | 16.06 |
| 07260 - Waiter/Waitress | 12.28 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.18 |
| 09040 - Furniture Handler | 12.00 |
| 09080 - Furniture Refinisher | 18.18 |
| 09090 - Furniture Refinisher Helper | 14.06 |
| 09110 - Furniture Repairer, Minor | 16.30 |
| 09130 - Upholsterer | 18.18 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.17 |
| 11060 - Elevator Operator | 11.17 |
| 11090 - Gardener | 14.66 |
| 11122 - Housekeeping Aide | 11.22 |
| 11150 - Janitor | 11.22 |
| 11210 - Laborer, Grounds Maintenance | 12.28 |
| 11240 - Maid or Houseman | 10.04 |
| 11260 - Pruner | 11.22 |
| 11270 - Tractor Operator | 13.88 |
| 11330 - Trail Maintenance Worker | 12.28 |
| 11360 - Window Cleaner | 12.40 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.53 |
| 12011 - Breath Alcohol Technician | 15.71 |
| 12012 - Certified Occupational Therapist Assistant | 21.21 |
| 12015 - Certified Physical Therapist Assistant | 20.47 |
| 12020 - Dental Assistant | 13.21 |
| 12025 - Dental Hygienist | 27.52 |
| 12030 - EKG Technician | 21.54 |
| 12035 - Electroneurodiagnostic Technologist | 21.54 |
| 12040 - Emergency Medical Technician | 13.53 |
| 12071 - Licensed Practical Nurse I | 14.04 |

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| 12072 - Licensed Practical Nurse II | 15.71 |
| 12073 - Licensed Practical Nurse III | 17.52 |
| 12100 - Medical Assistant | 11.71 |
| 12130 - Medical Laboratory Technician | 16.13 |
| 12160 - Medical Record Clerk | 12.69 |
| 12190 - Medical Record Technician | 14.19 |
| 12195 - Medical Transcriptionist | 12.82 |
| 12210 - Nuclear Medicine Technologist | 28.77 |
| 12221 - Nursing Assistant I | 9.38 |
| 12222 - Nursing Assistant II | 10.55 |
| 12223 - Nursing Assistant III | 11.51 |
| 12224 - Nursing Assistant IV | 12.92 |
| 12235 - Optical Dispenser | 15.47 |
| 12236 - Optical Technician | 14.04 |
| 12250 - Pharmacy Technician | 13.63 |
| 12280 - Phlebotomist | 12.92 |
| 12305 - Radiologic Technologist | 22.87 |
| 12311 - Registered Nurse I | 21.89 |
| 12312 - Registered Nurse II | 26.78 |
| 12313 - Registered Nurse II, Specialist | 26.78 |
| 12314 - Registered Nurse III | 32.40 |
| 12315 - Registered Nurse III, Anesthetist | 32.40 |
| 12316 - Registered Nurse IV | 38.83 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.47 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.15 |
| 13012 - Exhibits Specialist II | 21.25 |
| 13013 - Exhibits Specialist III | 26.00 |
| 13041 - Illustrator I | 17.15 |
| 13042 - Illustrator II | 21.25 |
| 13043 - Illustrator III | 26.00 |
| 13047 - Librarian | 23.53 |
| 13050 - Library Aide/Clerk | 11.37 |
| 13054 - Library Information Technology Systems Administrator | 21.25 |
| 13058 - Library Technician | 14.80 |
| 13061 - Media Specialist I | 15.33 |
| 13062 - Media Specialist II | 17.15 |
| 13063 - Media Specialist III | 19.13 |
| 13071 - Photographer I | 13.81 |
| 13072 - Photographer II | 15.45 |
| 13073 - Photographer III | 19.14 |
| 13074 - Photographer IV | 22.69 |
| 13075 - Photographer V | 26.46 |
| 13110 - Video Teleconference Technician | 16.45 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.61 |
| 14042 - Computer Operator II | 18.72 |
| 14043 - Computer Operator III | 21.15 |
| 14044 - Computer Operator IV | 22.66 |
| 14045 - Computer Operator V | 25.09 |
| 14071 - Computer Programmer I | 21.74 |
| 14072 - Computer Programmer II | 24.22 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 25.57 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.61 |
| 14160 - Personal Computer Support Technician | 22.66 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.57 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 30.94 |

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| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.53 |
| 15050 - Computer Based Training Specialist / Instructor | 25.57 |
| 15060 - Educational Technologist | 27.48 |
| 15070 - Flight Instructor (Pilot) | 36.53 |
| 15080 - Graphic Artist | 19.34 |
| 15090 - Technical Instructor | 19.32 |
| 15095 - Technical Instructor/Course Developer | 23.64 |
| 15110 - Test Proctor | 15.60 |
| 15120 - Tutor | 15.60 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.13 |
| 16030 - Counter Attendant | 9.13 |
| 16040 - Dry Cleaner | 11.56 |
| 16070 - Finisher, Flatwork, Machine | 9.13 |
| 16090 - Presser, Hand | 9.13 |
| 16110 - Presser, Machine, Drycleaning | 9.13 |
| 16130 - Presser, Machine, Shirts | 9.13 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.13 |
| 16190 - Sewing Machine Operator | 12.37 |
| 16220 - Tailor | 13.18 |
| 16250 - Washer, Machine | 9.91 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.98 |
| 19040 - Tool And Die Maker | 21.26 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.69 |
| 21030 - Material Coordinator | 18.77 |
| 21040 - Material Expediter | 18.77 |
| 21050 - Material Handling Laborer | 12.13 |
| 21071 - Order Filler | 12.45 |
| 21080 - Production Line Worker (Food Processing) | 13.69 |
| 21110 - Shipping Packer | 13.86 |
| 21130 - Shipping/Receiving Clerk | 13.86 |
| 21140 - Store Worker I | 12.08 |
| 21150 - Stock Clerk | 16.41 |
| 21210 - Tools And Parts Attendant | 13.69 |
| 21410 - Warehouse Specialist | 13.69 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.63 |
| 23021 - Aircraft Mechanic I | 19.80 |
| 23022 - Aircraft Mechanic II | 20.63 |
| 23023 - Aircraft Mechanic III | 21.49 |
| 23040 - Aircraft Mechanic Helper | 15.72 |
| 23050 - Aircraft, Painter | 18.91 |
| 23060 - Aircraft Servicer | 17.36 |
| 23080 - Aircraft Worker | 18.20 |
| 23110 - Appliance Mechanic | 18.69 |
| 23120 - Bicycle Repairer | 13.87 |
| 23125 - Cable Splicer | 26.73 |
| 23130 - Carpenter, Maintenance | 19.58 |
| 23140 - Carpet Layer | 18.58 |
| 23160 - Electrician, Maintenance | 23.78 |
| 23181 - Electronics Technician Maintenance I | 21.12 |
| 23182 - Electronics Technician Maintenance II | 23.33 |
| 23183 - Electronics Technician Maintenance III | 24.78 |
| 23260 - Fabric Worker | 16.61 |
| 23290 - Fire Alarm System Mechanic | 19.17 |
| 23310 - Fire Extinguisher Repairer | 15.48 |
| 23311 - Fuel Distribution System Mechanic | 19.64 |
| 23312 - Fuel Distribution System Operator | 15.77 |
| 23370 - General Maintenance Worker | 14.33 |
| 23380 - Ground Support Equipment Mechanic | 19.80 |
| 23381 - Ground Support Equipment Servicer | 17.36 |

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| 23382 - Ground Support Equipment Worker | 18.20 |
| 23391 - Gunsmith I | 15.48 |
| 23392 - Gunsmith II | 17.78 |
| 23393 - Gunsmith III | 19.80 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.45 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.18 |
| 23430 - Heavy Equipment Mechanic | 17.77 |
| 23440 - Heavy Equipment Operator | 21.57 |
| 23460 - Instrument Mechanic | 22.10 |
| 23465 - Laboratory/Shelter Mechanic | 18.92 |
| 23470 - Laborer | 12.23 |
| 23510 - Locksmith | 18.18 |
| 23530 - Machinery Maintenance Mechanic | 20.36 |
| 23550 - Machinist, Maintenance | 19.47 |
| 23580 - Maintenance Trades Helper | 14.77 |
| 23591 - Metrology Technician I | 22.10 |
| 23592 - Metrology Technician II | 22.94 |
| 23593 - Metrology Technician III | 23.78 |
| 23640 - Millwright | 22.14 |
| 23710 - Office Appliance Repairer | 18.54 |
| 23760 - Painter, Maintenance | 18.56 |
| 23790 - Pipefitter, Maintenance | 21.00 |
| 23810 - Plumber, Maintenance | 20.25 |
| 23820 - Pneudraulic Systems Mechanic | 19.80 |
| 23850 - Rigger | 19.80 |
| 23870 - Scale Mechanic | 17.78 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.73 |
| 23910 - Small Engine Mechanic | 17.38 |
| 23931 - Telecommunications Mechanic I | 25.39 |
| 23932 - Telecommunications Mechanic II | 26.36 |
| 23950 - Telephone Lineman | 23.30 |
| 23960 - Welder, Combination, Maintenance | 17.64 |
| 23965 - Well Driller | 19.58 |
| 23970 - Woodcraft Worker | 19.80 |
| 23980 - Woodworker | 15.48 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.32 |
| 24580 - Child Care Center Clerk | 11.66 |
| 24610 - Chore Aide | 10.29 |
| 24620 - Family Readiness And Support Services Coordinator | 11.03 |
| 24630 - Homemaker | 12.96 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.95 |
| 25040 - Sewage Plant Operator | 18.18 |
| 25070 - Stationary Engineer | 24.95 |
| 25190 - Ventilation Equipment Tender | 16.70 |
| 25210 - Water Treatment Plant Operator | 18.18 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.22 |
| 27007 - Baggage Inspector | 10.64 |
| 27008 - Corrections Officer | 18.93 |
| 27010 - Court Security Officer | 18.63 |
| 27030 - Detection Dog Handler | 11.92 |
| 27040 - Detention Officer | 18.93 |
| 27070 - Firefighter | 17.41 |
| 27101 - Guard I | 10.64 |
| 27102 - Guard II | 11.92 |
| 27131 - Police Officer I | 18.22 |
| 27132 - Police Officer II | 20.24 |
| 28000 - Recreation Occupations | |

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| 28041 - Carnival Equipment Operator | 14.75 |
| 28042 - Carnival Equipment Repairer | 15.58 |
| 28043 - Carnival Equipment Worker | 12.01 |
| 28210 - Gate Attendant/Gate Tender | 13.36 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 14.94 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.91 |
| 28515 - Recreation Specialist | 17.03 |
| 28630 - Sports Official | 11.91 |
| 28690 - Swimming Pool Operator | 17.67 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.11 |
| 29020 - Hatch Tender | 17.11 |
| 29030 - Line Handler | 17.11 |
| 29041 - Stevedore I | 16.36 |
| 29042 - Stevedore II | 18.00 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.51 |
| 30022 - Archeological Technician II | 18.47 |
| 30023 - Archeological Technician III | 22.89 |
| 30030 - Cartographic Technician | 22.89 |
| 30040 - Civil Engineering Technician | 20.48 |
| 30061 - Drafter/CAD Operator I | 16.51 |
| 30062 - Drafter/CAD Operator II | 18.47 |
| 30063 - Drafter/CAD Operator III | 20.60 |
| 30064 - Drafter/CAD Operator IV | 25.34 |
| 30081 - Engineering Technician I | 15.58 |
| 30082 - Engineering Technician II | 18.24 |
| 30083 - Engineering Technician III | 20.23 |
| 30084 - Engineering Technician IV | 25.29 |
| 30085 - Engineering Technician V | 30.93 |
| 30086 - Engineering Technician VI | 37.42 |
| 30090 - Environmental Technician | 19.29 |
| 30210 - Laboratory Technician | 19.26 |
| 30240 - Mathematical Technician | 22.71 |
| 30361 - Paralegal/Legal Assistant I | 17.74 |
| 30362 - Paralegal/Legal Assistant II | 21.96 |
| 30363 - Paralegal/Legal Assistant III | 26.89 |
| 30364 - Paralegal/Legal Assistant IV | 32.54 |
| 30390 - Photo-Optics Technician | 22.89 |
| 30461 - Technical Writer I | 22.89 |
| 30462 - Technical Writer II | 28.00 |
| 30463 - Technical Writer III | 33.03 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 20.60 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 22.89 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.50 |
| 31030 - Bus Driver | 13.37 |
| 31043 - Driver Courier | 11.80 |
| 31260 - Parking and Lot Attendant | 8.90 |
| 31290 - Shuttle Bus Driver | 12.76 |
| 31310 - Taxi Driver | 9.17 |
| 31361 - Truckdriver, Light | 12.76 |
| 31362 - Truckdriver, Medium | 15.11 |

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|---|-------|
| 31363 - Truckdriver, Heavy | 16.27 |
| 31364 - Truckdriver, Tractor-Trailer | 16.27 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.99 |
| 99050 - Desk Clerk | 10.14 |
| 99095 - Embalmer | 22.41 |
| 99251 - Laboratory Animal Caretaker I | 13.20 |
| 99252 - Laboratory Animal Caretaker II | 13.86 |
| 99310 - Mortician | 27.93 |
| 99410 - Pest Controller | 15.46 |
| 99510 - Photofinishing Worker | 10.96 |
| 99710 - Recycling Laborer | 13.94 |
| 99711 - Recycling Specialist | 16.92 |
| 99730 - Refuse Collector | 12.73 |
| 99810 - Sales Clerk | 10.31 |
| 99820 - School Crossing Guard | 11.31 |
| 99830 - Survey Party Chief | 17.79 |
| 99831 - Surveying Aide | 11.78 |
| 99832 - Surveying Technician | 16.17 |
| 99840 - Vending Machine Attendant | 13.88 |
| 99841 - Vending Machine Repairer | 16.06 |
| 99842 - Vending Machine Repairer Helper | 13.88 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2425
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Fulton, Henry, Lucas, Ottawa, Sandusky, Seneca, Wood

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.61 |
| 01012 - Accounting Clerk II | | 14.73 |

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|-------|--|-------|
| 01013 | - Accounting Clerk III | 16.35 |
| 01020 | - Administrative Assistant | 20.15 |
| 01040 | - Court Reporter | 22.78 |
| 01051 | - Data Entry Operator I | 11.95 |
| 01052 | - Data Entry Operator II | 13.04 |
| 01060 | - Dispatcher, Motor Vehicle | 17.55 |
| 01070 | - Document Preparation Clerk | 14.34 |
| 01090 | - Duplicating Machine Operator | 14.34 |
| 01111 | - General Clerk I | 11.70 |
| 01112 | - General Clerk II | 12.77 |
| 01113 | - General Clerk III | 14.33 |
| 01120 | - Housing Referral Assistant | 19.41 |
| 01141 | - Messenger Courier | 12.61 |
| 01191 | - Order Clerk I | 12.53 |
| 01192 | - Order Clerk II | 13.67 |
| 01261 | - Personnel Assistant (Employment) I | 15.16 |
| 01262 | - Personnel Assistant (Employment) II | 16.96 |
| 01263 | - Personnel Assistant (Employment) III | 18.92 |
| 01270 | - Production Control Clerk | 19.72 |
| 01280 | - Receptionist | 12.17 |
| 01290 | - Rental Clerk | 10.82 |
| 01300 | - Scheduler, Maintenance | 14.56 |
| 01311 | - Secretary I | 14.56 |
| 01312 | - Secretary II | 16.28 |
| 01313 | - Secretary III | 19.41 |
| 01320 | - Service Order Dispatcher | 15.68 |
| 01410 | - Supply Technician | 20.15 |
| 01420 | - Survey Worker | 14.69 |
| 01531 | - Travel Clerk I | 13.02 |
| 01532 | - Travel Clerk II | 14.14 |
| 01533 | - Travel Clerk III | 15.31 |
| 01611 | - Word Processor I | 13.17 |
| 01612 | - Word Processor II | 14.79 |
| 01613 | - Word Processor III | 16.54 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 19.15 |
| 05010 | - Automotive Electrician | 18.56 |
| 05040 | - Automotive Glass Installer | 17.96 |
| 05070 | - Automotive Worker | 17.96 |
| 05110 | - Mobile Equipment Servicer | 16.78 |
| 05130 | - Motor Equipment Metal Mechanic | 21.00 |
| 05160 | - Motor Equipment Metal Worker | 19.75 |
| 05190 | - Motor Vehicle Mechanic | 18.61 |
| 05220 | - Motor Vehicle Mechanic Helper | 16.19 |
| 05250 | - Motor Vehicle Upholstery Worker | 19.09 |
| 05280 | - Motor Vehicle Wrecker | 20.36 |
| 05310 | - Painter, Automotive | 18.56 |
| 05340 | - Radiator Repair Specialist | 19.75 |
| 05370 | - Tire Repairer | 15.44 |
| 05400 | - Transmission Repair Specialist | 19.15 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 11.70 |
| 07041 | - Cook I | 10.66 |
| 07042 | - Cook II | 12.17 |
| 07070 | - Dishwasher | 8.45 |
| 07130 | - Food Service Worker | 9.32 |
| 07210 | - Meat Cutter | 15.70 |
| 07260 | - Waiter/Waitress | 8.95 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 19.45 |
| 09040 | - Furniture Handler | 15.55 |
| 09080 | - Furniture Refinisher | 19.45 |
| 09090 | - Furniture Refinisher Helper | 16.96 |

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| 09110 - Furniture Repairer, Minor | 18.18 |
| 09130 - Upholsterer | 19.45 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.14 |
| 11060 - Elevator Operator | 11.21 |
| 11090 - Gardener | 13.69 |
| 11122 - Housekeeping Aide | 11.21 |
| 11150 - Janitor | 11.21 |
| 11210 - Laborer, Grounds Maintenance | 11.05 |
| 11240 - Maid or Houseman | 9.20 |
| 11260 - Pruner | 12.00 |
| 11270 - Tractor Operator | 12.96 |
| 11330 - Trail Maintenance Worker | 11.05 |
| 11360 - Window Cleaner | 12.34 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 12.35 |
| 12011 - Breath Alcohol Technician | 17.01 |
| 12012 - Certified Occupational Therapist Assistant | 24.70 |
| 12015 - Certified Physical Therapist Assistant | 24.86 |
| 12020 - Dental Assistant | 15.26 |
| 12025 - Dental Hygienist | 27.11 |
| 12030 - EKG Technician | 24.04 |
| 12035 - Electroneurodiagnostic Technologist | 24.04 |
| 12040 - Emergency Medical Technician | 12.35 |
| 12071 - Licensed Practical Nurse I | 15.20 |
| 12072 - Licensed Practical Nurse II | 17.01 |
| 12073 - Licensed Practical Nurse III | 18.97 |
| 12100 - Medical Assistant | 13.67 |
| 12130 - Medical Laboratory Technician | 18.21 |
| 12160 - Medical Record Clerk | 14.36 |
| 12190 - Medical Record Technician | 16.06 |
| 12195 - Medical Transcriptionist | 15.46 |
| 12210 - Nuclear Medicine Technologist | 30.07 |
| 12221 - Nursing Assistant I | 10.49 |
| 12222 - Nursing Assistant II | 11.80 |
| 12223 - Nursing Assistant III | 12.88 |
| 12224 - Nursing Assistant IV | 14.45 |
| 12235 - Optical Dispenser | 16.98 |
| 12236 - Optical Technician | 15.44 |
| 12250 - Pharmacy Technician | 13.32 |
| 12280 - Phlebotomist | 14.45 |
| 12305 - Radiologic Technologist | 23.83 |
| 12311 - Registered Nurse I | 21.83 |
| 12312 - Registered Nurse II | 26.70 |
| 12313 - Registered Nurse II, Specialist | 26.70 |
| 12314 - Registered Nurse III | 32.30 |
| 12315 - Registered Nurse III, Anesthetist | 32.30 |
| 12316 - Registered Nurse IV | 38.71 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.08 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.52 |
| 13012 - Exhibits Specialist II | 24.20 |
| 13013 - Exhibits Specialist III | 29.60 |
| 13041 - Illustrator I | 19.52 |
| 13042 - Illustrator II | 24.20 |
| 13043 - Illustrator III | 29.60 |
| 13047 - Librarian | 26.79 |
| 13050 - Library Aide/Clerk | 10.69 |
| 13054 - Library Information Technology Systems Administrator | 24.20 |
| 13058 - Library Technician | 16.32 |
| 13061 - Media Specialist I | 17.46 |
| 13062 - Media Specialist II | 19.52 |

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| 13063 - Media Specialist III | 21.78 |
| 13071 - Photographer I | 13.95 |
| 13072 - Photographer II | 17.39 |
| 13073 - Photographer III | 22.08 |
| 13074 - Photographer IV | 23.71 |
| 13075 - Photographer V | 28.67 |
| 13110 - Video Teleconference Technician | 19.85 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.66 |
| 14042 - Computer Operator II | 17.52 |
| 14043 - Computer Operator III | 19.70 |
| 14044 - Computer Operator IV | 21.88 |
| 14045 - Computer Operator V | 24.21 |
| 14071 - Computer Programmer I | 19.94 |
| 14072 - Computer Programmer II | 26.06 |
| 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 | 15.66 |
| 14160 - Personal Computer Support Technician | 27.66 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.97 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.04 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 38.40 |
| 15050 - Computer Based Training Specialist / Instructor | 26.57 |
| 15060 - Educational Technologist | 26.78 |
| 15070 - Flight Instructor (Pilot) | 38.40 |
| 15080 - Graphic Artist | 21.19 |
| 15090 - Technical Instructor | 19.04 |
| 15095 - Technical Instructor/Course Developer | 25.62 |
| 15110 - Test Proctor | 16.91 |
| 15120 - Tutor | 16.91 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.07 |
| 16030 - Counter Attendant | 10.07 |
| 16040 - Dry Cleaner | 13.60 |
| 16070 - Finisher, Flatwork, Machine | 10.07 |
| 16090 - Presser, Hand | 10.07 |
| 16110 - Presser, Machine, Drycleaning | 10.07 |
| 16130 - Presser, Machine, Shirts | 10.07 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.07 |
| 16190 - Sewing Machine Operator | 14.81 |
| 16220 - Tailor | 15.96 |
| 16250 - Washer, Machine | 11.23 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.85 |
| 19040 - Tool And Die Maker | 25.12 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.45 |
| 21030 - Material Coordinator | 19.72 |
| 21040 - Material Expediter | 19.72 |
| 21050 - Material Handling Laborer | 17.63 |
| 21071 - Order Filler | 12.60 |
| 21080 - Production Line Worker (Food Processing) | 17.45 |
| 21110 - Shipping Packer | 15.18 |
| 21130 - Shipping/Receiving Clerk | 15.18 |
| 21140 - Store Worker I | 13.62 |
| 21150 - Stock Clerk | 17.86 |
| 21210 - Tools And Parts Attendant | 17.45 |
| 21410 - Warehouse Specialist | 17.45 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |

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|---|-------|
| 23010 - Aerospace Structural Welder | 26.33 |
| 23021 - Aircraft Mechanic I | 25.28 |
| 23022 - Aircraft Mechanic II | 26.33 |
| 23023 - Aircraft Mechanic III | 27.42 |
| 23040 - Aircraft Mechanic Helper | 20.78 |
| 23050 - Aircraft, Painter | 23.74 |
| 23060 - Aircraft Servicer | 22.24 |
| 23080 - Aircraft Worker | 23.02 |
| 23110 - Appliance Mechanic | 18.68 |
| 23120 - Bicycle Repairer | 15.44 |
| 23125 - Cable Splicer | 24.57 |
| 23130 - Carpenter, Maintenance | 21.82 |
| 23140 - Carpet Layer | 22.14 |
| 23160 - Electrician, Maintenance | 26.11 |
| 23181 - Electronics Technician Maintenance I | 24.27 |
| 23182 - Electronics Technician Maintenance II | 25.83 |
| 23183 - Electronics Technician Maintenance III | 27.04 |
| 23260 - Fabric Worker | 20.63 |
| 23290 - Fire Alarm System Mechanic | 23.61 |
| 23310 - Fire Extinguisher Repairer | 19.38 |
| 23311 - Fuel Distribution System Mechanic | 24.57 |
| 23312 - Fuel Distribution System Operator | 21.38 |
| 23370 - General Maintenance Worker | 18.11 |
| 23380 - Ground Support Equipment Mechanic | 25.28 |
| 23381 - Ground Support Equipment Servicer | 22.24 |
| 23382 - Ground Support Equipment Worker | 23.02 |
| 23391 - Gunsmith I | 19.90 |
| 23392 - Gunsmith II | 22.42 |
| 23393 - Gunsmith III | 24.23 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.67 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.61 |
| 23430 - Heavy Equipment Mechanic | 25.65 |
| 23440 - Heavy Equipment Operator | 25.96 |
| 23460 - Instrument Mechanic | 23.61 |
| 23465 - Laboratory/Shelter Mechanic | 23.43 |
| 23470 - Laborer | 18.30 |
| 23510 - Locksmith | 22.83 |
| 23530 - Machinery Maintenance Mechanic | 24.12 |
| 23550 - Machinist, Maintenance | 20.55 |
| 23580 - Maintenance Trades Helper | 16.96 |
| 23591 - Metrology Technician I | 23.61 |
| 23592 - Metrology Technician II | 24.47 |
| 23593 - Metrology Technician III | 25.28 |
| 23640 - Millwright | 30.10 |
| 23710 - Office Appliance Repairer | 21.65 |
| 23760 - Painter, Maintenance | 22.17 |
| 23790 - Pipefitter, Maintenance | 28.90 |
| 23810 - Plumber, Maintenance | 23.62 |
| 23820 - Pneudraulic Systems Mechanic | 23.61 |
| 23850 - Rigger | 23.61 |
| 23870 - Scale Mechanic | 21.85 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.68 |
| 23910 - Small Engine Mechanic | 18.81 |
| 23931 - Telecommunications Mechanic I | 23.78 |
| 23932 - Telecommunications Mechanic II | 24.65 |
| 23950 - Telephone Lineman | 24.18 |
| 23960 - Welder, Combination, Maintenance | 18.49 |
| 23965 - Well Driller | 23.11 |
| 23970 - Woodcraft Worker | 23.61 |
| 23980 - Woodworker | 18.42 |
| 24000 - Personal Needs Occupations | |

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| 24570 - Child Care Attendant | 10.16 |
| 24580 - Child Care Center Clerk | 12.68 |
| 24610 - Chore Aide | 10.22 |
| 24620 - Family Readiness And Support Services Coordinator | 14.64 |
| 24630 - Homemaker | 15.64 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.11 |
| 25040 - Sewage Plant Operator | 22.16 |
| 25070 - Stationary Engineer | 24.11 |
| 25190 - Ventilation Equipment Tender | 18.08 |
| 25210 - Water Treatment Plant Operator | 22.16 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.97 |
| 27007 - Baggage Inspector | 11.26 |
| 27008 - Corrections Officer | 17.58 |
| 27010 - Court Security Officer | 18.66 |
| 27030 - Detection Dog Handler | 16.09 |
| 27040 - Detention Officer | 17.58 |
| 27070 - Firefighter | 17.89 |
| 27101 - Guard I | 11.26 |
| 27102 - Guard II | 15.52 |
| 27131 - Police Officer I | 21.66 |
| 27132 - Police Officer II | 23.93 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.59 |
| 28042 - Carnival Equipment Repairer | 10.98 |
| 28043 - Carnival Equipment Worker | 10.08 |
| 28210 - Gate Attendant/Gate Tender | 13.49 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 15.15 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.06 |
| 28515 - Recreation Specialist | 18.21 |
| 28630 - Sports Official | 12.07 |
| 28690 - Swimming Pool Operator | 16.62 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.10 |
| 29020 - Hatch Tender | 22.10 |
| 29030 - Line Handler | 22.10 |
| 29041 - Stevedore I | 19.73 |
| 29042 - Stevedore II | 23.33 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.84 |
| 30022 - Archeological Technician II | 18.93 |
| 30023 - Archeological Technician III | 23.77 |
| 30030 - Cartographic Technician | 23.77 |
| 30040 - Civil Engineering Technician | 21.97 |
| 30061 - Drafter/CAD Operator I | 15.91 |
| 30062 - Drafter/CAD Operator II | 17.88 |
| 30063 - Drafter/CAD Operator III | 21.40 |
| 30064 - Drafter/CAD Operator IV | 26.33 |
| 30081 - Engineering Technician I | 16.55 |
| 30082 - Engineering Technician II | 18.58 |
| 30083 - Engineering Technician III | 20.79 |
| 30084 - Engineering Technician IV | 25.75 |
| 30085 - Engineering Technician V | 31.50 |
| 30086 - Engineering Technician VI | 38.12 |
| 30090 - Environmental Technician | 16.39 |
| 30210 - Laboratory Technician | 20.58 |
| 30240 - Mathematical Technician | 23.77 |

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|---|---------------|
| 30361 - Paralegal/Legal Assistant I | 16.25 |
| 30362 - Paralegal/Legal Assistant II | 20.14 |
| 30363 - Paralegal/Legal Assistant III | 24.64 |
| 30364 - Paralegal/Legal Assistant IV | 29.75 |
| 30390 - Photo-Optics Technician | 23.77 |
| 30461 - Technical Writer I | 22.52 |
| 30462 - Technical Writer II | 27.53 |
| 30463 - Technical Writer III | 33.32 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 21.40 |
| 30621 - Weather Observer, Senior | (see 2) 23.77 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.26 |
| 31030 - Bus Driver | 17.49 |
| 31043 - Driver Courier | 13.63 |
| 31260 - Parking and Lot Attendant | 8.80 |
| 31290 - Shuttle Bus Driver | 14.73 |
| 31310 - Taxi Driver | 9.56 |
| 31361 - Truckdriver, Light | 14.73 |
| 31362 - Truckdriver, Medium | 18.98 |
| 31363 - Truckdriver, Heavy | 19.35 |
| 31364 - Truckdriver, Tractor-Trailer | 19.35 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.43 |
| 99050 - Desk Clerk | 9.87 |
| 99095 - Embalmer | 28.49 |
| 99251 - Laboratory Animal Caretaker I | 9.41 |
| 99252 - Laboratory Animal Caretaker II | 10.17 |
| 99310 - Mortician | 28.49 |
| 99410 - Pest Controller | 16.02 |
| 99510 - Photofinishing Worker | 13.77 |
| 99710 - Recycling Laborer | 16.06 |
| 99711 - Recycling Specialist | 19.10 |
| 99730 - Refuse Collector | 14.40 |
| 99810 - Sales Clerk | 12.75 |
| 99820 - School Crossing Guard | 10.21 |
| 99830 - Survey Party Chief | 20.06 |
| 99831 - Surveying Aide | 13.62 |
| 99832 - Surveying Technician | 19.59 |
| 99840 - Vending Machine Attendant | 14.99 |
| 99841 - Vending Machine Repairer | 16.62 |
| 99842 - Vending Machine Repairer Helper | 14.99 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundrying 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 laundrying in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2426
Revision No.: 13
Date of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Fulton, Henry, Lucas, Ottawa, Sandusky, Seneca, Wood

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.61 |
| 01012 - Accounting Clerk II | | 14.73 |
| 01013 - Accounting Clerk III | | 16.35 |
| 01020 - Administrative Assistant | | 20.15 |
| 01040 - Court Reporter | | 22.78 |
| 01051 - Data Entry Operator I | | 11.95 |
| 01052 - Data Entry Operator II | | 13.04 |
| 01060 - Dispatcher, Motor Vehicle | | 17.55 |
| 01070 - Document Preparation Clerk | | 14.34 |
| 01090 - Duplicating Machine Operator | | 14.34 |
| 01111 - General Clerk I | | 11.70 |
| 01112 - General Clerk II | | 12.77 |
| 01113 - General Clerk III | | 14.33 |
| 01120 - Housing Referral Assistant | | 19.41 |
| 01141 - Messenger Courier | | 12.61 |
| 01191 - Order Clerk I | | 12.53 |
| 01192 - Order Clerk II | | 13.67 |
| 01261 - Personnel Assistant (Employment) I | | 15.16 |
| 01262 - Personnel Assistant (Employment) II | | 16.96 |
| 01263 - Personnel Assistant (Employment) III | | 18.92 |
| 01270 - Production Control Clerk | | 19.72 |
| 01280 - Receptionist | | 12.17 |
| 01290 - Rental Clerk | | 10.82 |
| 01300 - Scheduler, Maintenance | | 14.56 |
| 01311 - Secretary I | | 14.56 |
| 01312 - Secretary II | | 16.28 |
| 01313 - Secretary III | | 19.41 |
| 01320 - Service Order Dispatcher | | 15.68 |
| 01410 - Supply Technician | | 20.15 |
| 01420 - Survey Worker | | 14.69 |
| 01531 - Travel Clerk I | | 13.02 |
| 01532 - Travel Clerk II | | 14.14 |
| 01533 - Travel Clerk III | | 15.31 |
| 01611 - Word Processor I | | 13.17 |
| 01612 - Word Processor II | | 14.79 |
| 01613 - Word Processor III | | 16.54 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.15 |
| 05010 - Automotive Electrician | | 18.56 |
| 05040 - Automotive Glass Installer | | 17.96 |
| 05070 - Automotive Worker | | 17.96 |
| 05110 - Mobile Equipment Servicer | | 16.78 |
| 05130 - Motor Equipment Metal Mechanic | | 21.00 |

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| 05160 - Motor Equipment Metal Worker | 19.75 |
| 05190 - Motor Vehicle Mechanic | 18.61 |
| 05220 - Motor Vehicle Mechanic Helper | 16.19 |
| 05250 - Motor Vehicle Upholstery Worker | 19.09 |
| 05280 - Motor Vehicle Wrecker | 20.36 |
| 05310 - Painter, Automotive | 18.56 |
| 05340 - Radiator Repair Specialist | 19.75 |
| 05370 - Tire Repairer | 15.44 |
| 05400 - Transmission Repair Specialist | 19.15 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.70 |
| 07041 - Cook I | 10.66 |
| 07042 - Cook II | 12.17 |
| 07070 - Dishwasher | 8.45 |
| 07130 - Food Service Worker | 9.32 |
| 07210 - Meat Cutter | 15.70 |
| 07260 - Waiter/Waitress | 8.95 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.45 |
| 09040 - Furniture Handler | 15.55 |
| 09080 - Furniture Refinisher | 19.45 |
| 09090 - Furniture Refinisher Helper | 16.96 |
| 09110 - Furniture Repairer, Minor | 18.18 |
| 09130 - Upholsterer | 19.45 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.14 |
| 11060 - Elevator Operator | 11.21 |
| 11090 - Gardener | 13.69 |
| 11122 - Housekeeping Aide | 11.21 |
| 11150 - Janitor | 11.21 |
| 11210 - Laborer, Grounds Maintenance | 11.05 |
| 11240 - Maid or Houseman | 9.20 |
| 11260 - Pruner | 12.00 |
| 11270 - Tractor Operator | 12.96 |
| 11330 - Trail Maintenance Worker | 11.05 |
| 11360 - Window Cleaner | 12.34 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 12.35 |
| 12011 - Breath Alcohol Technician | 17.01 |
| 12012 - Certified Occupational Therapist Assistant | 24.70 |
| 12015 - Certified Physical Therapist Assistant | 24.86 |
| 12020 - Dental Assistant | 15.26 |
| 12025 - Dental Hygienist | 27.11 |
| 12030 - EKG Technician | 24.04 |
| 12035 - Electroneurodiagnostic Technologist | 24.04 |
| 12040 - Emergency Medical Technician | 12.35 |
| 12071 - Licensed Practical Nurse I | 15.20 |
| 12072 - Licensed Practical Nurse II | 17.01 |
| 12073 - Licensed Practical Nurse III | 18.97 |
| 12100 - Medical Assistant | 13.67 |
| 12130 - Medical Laboratory Technician | 18.21 |
| 12160 - Medical Record Clerk | 14.36 |
| 12190 - Medical Record Technician | 16.06 |
| 12195 - Medical Transcriptionist | 15.46 |
| 12210 - Nuclear Medicine Technologist | 30.07 |
| 12221 - Nursing Assistant I | 10.49 |
| 12222 - Nursing Assistant II | 11.80 |
| 12223 - Nursing Assistant III | 12.88 |
| 12224 - Nursing Assistant IV | 14.45 |
| 12235 - Optical Dispenser | 16.98 |
| 12236 - Optical Technician | 15.44 |
| 12250 - Pharmacy Technician | 13.32 |
| 12280 - Phlebotomist | 14.45 |

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|---|---------|
| 12305 - Radiologic Technologist | 23.83 |
| 12311 - Registered Nurse I | 21.83 |
| 12312 - Registered Nurse II | 26.70 |
| 12313 - Registered Nurse II, Specialist | 26.70 |
| 12314 - Registered Nurse III | 32.30 |
| 12315 - Registered Nurse III, Anesthetist | 32.30 |
| 12316 - Registered Nurse IV | 38.71 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.08 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.52 |
| 13012 - Exhibits Specialist II | 24.20 |
| 13013 - Exhibits Specialist III | 29.60 |
| 13041 - Illustrator I | 19.52 |
| 13042 - Illustrator II | 24.20 |
| 13043 - Illustrator III | 29.60 |
| 13047 - Librarian | 26.79 |
| 13050 - Library Aide/Clerk | 10.69 |
| 13054 - Library Information Technology Systems Administrator | 24.20 |
| 13058 - Library Technician | 16.32 |
| 13061 - Media Specialist I | 17.46 |
| 13062 - Media Specialist II | 19.52 |
| 13063 - Media Specialist III | 21.78 |
| 13071 - Photographer I | 13.95 |
| 13072 - Photographer II | 17.39 |
| 13073 - Photographer III | 22.08 |
| 13074 - Photographer IV | 23.71 |
| 13075 - Photographer V | 28.67 |
| 13110 - Video Teleconference Technician | 19.85 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.66 |
| 14042 - Computer Operator II | 17.52 |
| 14043 - Computer Operator III | 19.70 |
| 14044 - Computer Operator IV | 21.88 |
| 14045 - Computer Operator V | 24.21 |
| 14071 - Computer Programmer I | 19.94 |
| 14072 - Computer Programmer II | 26.06 |
| 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 | 15.66 |
| 14160 - Personal Computer Support Technician | 27.66 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.97 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.04 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 38.40 |
| 15050 - Computer Based Training Specialist / Instructor | 26.57 |
| 15060 - Educational Technologist | 26.78 |
| 15070 - Flight Instructor (Pilot) | 38.40 |
| 15080 - Graphic Artist | 21.19 |
| 15090 - Technical Instructor | 19.04 |
| 15095 - Technical Instructor/Course Developer | 25.62 |
| 15110 - Test Proctor | 16.91 |
| 15120 - Tutor | 16.91 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.07 |
| 16030 - Counter Attendant | 10.07 |
| 16040 - Dry Cleaner | 13.60 |
| 16070 - Finisher, Flatwork, Machine | 10.07 |
| 16090 - Presser, Hand | 10.07 |
| 16110 - Presser, Machine, Drycleaning | 10.07 |

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|---|-------|
| 16130 - Presser, Machine, Shirts | 10.07 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.07 |
| 16190 - Sewing Machine Operator | 14.81 |
| 16220 - Tailor | 15.96 |
| 16250 - Washer, Machine | 11.23 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.85 |
| 19040 - Tool And Die Maker | 25.12 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.45 |
| 21030 - Material Coordinator | 19.72 |
| 21040 - Material Expediter | 19.72 |
| 21050 - Material Handling Laborer | 17.63 |
| 21071 - Order Filler | 12.60 |
| 21080 - Production Line Worker (Food Processing) | 17.45 |
| 21110 - Shipping Packer | 15.18 |
| 21130 - Shipping/Receiving Clerk | 15.18 |
| 21140 - Store Worker I | 13.62 |
| 21150 - Stock Clerk | 17.86 |
| 21210 - Tools And Parts Attendant | 17.45 |
| 21410 - Warehouse Specialist | 17.45 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.33 |
| 23021 - Aircraft Mechanic I | 25.28 |
| 23022 - Aircraft Mechanic II | 26.33 |
| 23023 - Aircraft Mechanic III | 27.42 |
| 23040 - Aircraft Mechanic Helper | 20.78 |
| 23050 - Aircraft, Painter | 23.74 |
| 23060 - Aircraft Servicer | 22.24 |
| 23080 - Aircraft Worker | 23.02 |
| 23110 - Appliance Mechanic | 18.68 |
| 23120 - Bicycle Repairer | 15.44 |
| 23125 - Cable Splicer | 24.57 |
| 23130 - Carpenter, Maintenance | 21.82 |
| 23140 - Carpet Layer | 22.14 |
| 23160 - Electrician, Maintenance | 26.11 |
| 23181 - Electronics Technician Maintenance I | 24.27 |
| 23182 - Electronics Technician Maintenance II | 25.83 |
| 23183 - Electronics Technician Maintenance III | 27.04 |
| 23260 - Fabric Worker | 20.63 |
| 23290 - Fire Alarm System Mechanic | 23.61 |
| 23310 - Fire Extinguisher Repairer | 19.38 |
| 23311 - Fuel Distribution System Mechanic | 24.57 |
| 23312 - Fuel Distribution System Operator | 21.38 |
| 23370 - General Maintenance Worker | 18.11 |
| 23380 - Ground Support Equipment Mechanic | 25.28 |
| 23381 - Ground Support Equipment Servicer | 22.24 |
| 23382 - Ground Support Equipment Worker | 23.02 |
| 23391 - Gunsmith I | 19.90 |
| 23392 - Gunsmith II | 22.42 |
| 23393 - Gunsmith III | 24.23 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.67 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.61 |
| 23430 - Heavy Equipment Mechanic | 25.65 |
| 23440 - Heavy Equipment Operator | 25.96 |
| 23460 - Instrument Mechanic | 23.61 |
| 23465 - Laboratory/Shelter Mechanic | 23.43 |
| 23470 - Laborer | 18.30 |
| 23510 - Locksmith | 22.83 |
| 23530 - Machinery Maintenance Mechanic | 24.12 |
| 23550 - Machinist, Maintenance | 20.55 |

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|---|-------|
| 23580 - Maintenance Trades Helper | 16.96 |
| 23591 - Metrology Technician I | 23.61 |
| 23592 - Metrology Technician II | 24.47 |
| 23593 - Metrology Technician III | 25.28 |
| 23640 - Millwright | 30.10 |
| 23710 - Office Appliance Repairer | 21.65 |
| 23760 - Painter, Maintenance | 22.17 |
| 23790 - Pipefitter, Maintenance | 28.90 |
| 23810 - Plumber, Maintenance | 23.62 |
| 23820 - Pneudraulic Systems Mechanic | 23.61 |
| 23850 - Rigger | 23.61 |
| 23870 - Scale Mechanic | 21.85 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.68 |
| 23910 - Small Engine Mechanic | 18.81 |
| 23931 - Telecommunications Mechanic I | 23.78 |
| 23932 - Telecommunications Mechanic II | 24.65 |
| 23950 - Telephone Lineman | 24.18 |
| 23960 - Welder, Combination, Maintenance | 18.49 |
| 23965 - Well Driller | 23.11 |
| 23970 - Woodcraft Worker | 23.61 |
| 23980 - Woodworker | 18.42 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.16 |
| 24580 - Child Care Center Clerk | 12.68 |
| 24610 - Chore Aide | 10.22 |
| 24620 - Family Readiness And Support Services Coordinator | 14.64 |
| 24630 - Homemaker | 15.64 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.11 |
| 25040 - Sewage Plant Operator | 22.16 |
| 25070 - Stationary Engineer | 24.11 |
| 25190 - Ventilation Equipment Tender | 18.08 |
| 25210 - Water Treatment Plant Operator | 22.16 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.97 |
| 27007 - Baggage Inspector | 11.26 |
| 27008 - Corrections Officer | 17.58 |
| 27010 - Court Security Officer | 18.66 |
| 27030 - Detection Dog Handler | 16.09 |
| 27040 - Detention Officer | 17.58 |
| 27070 - Firefighter | 17.89 |
| 27101 - Guard I | 11.26 |
| 27102 - Guard II | 15.52 |
| 27131 - Police Officer I | 21.66 |
| 27132 - Police Officer II | 23.93 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.59 |
| 28042 - Carnival Equipment Repairer | 10.98 |
| 28043 - Carnival Equipment Worker | 10.08 |
| 28210 - Gate Attendant/Gate Tender | 13.49 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 15.15 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.06 |
| 28515 - Recreation Specialist | 18.21 |
| 28630 - Sports Official | 12.07 |
| 28690 - Swimming Pool Operator | 16.62 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.10 |
| 29020 - Hatch Tender | 22.10 |
| 29030 - Line Handler | 22.10 |
| 29041 - Stevedore I | 19.73 |
| 29042 - Stevedore II | 23.33 |

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| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.84 |
| 30022 - Archeological Technician II | 18.93 |
| 30023 - Archeological Technician III | 23.77 |
| 30030 - Cartographic Technician | 23.77 |
| 30040 - Civil Engineering Technician | 21.97 |
| 30061 - Drafter/CAD Operator I | 15.91 |
| 30062 - Drafter/CAD Operator II | 17.88 |
| 30063 - Drafter/CAD Operator III | 21.40 |
| 30064 - Drafter/CAD Operator IV | 26.33 |
| 30081 - Engineering Technician I | 16.55 |
| 30082 - Engineering Technician II | 18.58 |
| 30083 - Engineering Technician III | 20.79 |
| 30084 - Engineering Technician IV | 25.75 |
| 30085 - Engineering Technician V | 31.50 |
| 30086 - Engineering Technician VI | 38.12 |
| 30090 - Environmental Technician | 16.39 |
| 30210 - Laboratory Technician | 20.58 |
| 30240 - Mathematical Technician | 23.77 |
| 30361 - Paralegal/Legal Assistant I | 16.25 |
| 30362 - Paralegal/Legal Assistant II | 20.14 |
| 30363 - Paralegal/Legal Assistant III | 24.64 |
| 30364 - Paralegal/Legal Assistant IV | 29.75 |
| 30390 - Photo-Optics Technician | 23.77 |
| 30461 - Technical Writer I | 22.52 |
| 30462 - Technical Writer II | 27.53 |
| 30463 - Technical Writer III | 33.32 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 21.40 |
| 30621 - Weather Observer, Senior (see 2) | 23.77 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.26 |
| 31030 - Bus Driver | 17.49 |
| 31043 - Driver Courier | 13.63 |
| 31260 - Parking and Lot Attendant | 8.80 |
| 31290 - Shuttle Bus Driver | 14.73 |
| 31310 - Taxi Driver | 9.56 |
| 31361 - Truckdriver, Light | 14.73 |
| 31362 - Truckdriver, Medium | 18.98 |
| 31363 - Truckdriver, Heavy | 19.35 |
| 31364 - Truckdriver, Tractor-Trailer | 19.35 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.43 |
| 99050 - Desk Clerk | 9.87 |
| 99095 - Embalmer | 28.49 |
| 99251 - Laboratory Animal Caretaker I | 9.41 |
| 99252 - Laboratory Animal Caretaker II | 10.17 |
| 99310 - Mortician | 28.49 |
| 99410 - Pest Controller | 16.02 |
| 99510 - Photofinishing Worker | 13.77 |
| 99710 - Recycling Laborer | 16.06 |
| 99711 - Recycling Specialist | 19.10 |
| 99730 - Refuse Collector | 14.40 |
| 99810 - Sales Clerk | 12.75 |
| 99820 - School Crossing Guard | 10.21 |

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| 99830 - Survey Party Chief | 20.06 |
| 99831 - Surveying Aide | 13.62 |
| 99832 - Surveying Technician | 19.59 |
| 99840 - Vending Machine Attendant | 14.99 |
| 99841 - Vending Machine Repairer | 16.62 |
| 99842 - Vending Machine Repairer Helper | 14.99 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2431
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Oklahoma

Area: Oklahoma Counties of Alfalfa, Atoka, Beckham, Blaine, Bryan, Caddo, Canadian, Carter, Cleveland, Coal, Custer, Dewey, Ellis, Garfield, Garvin, Grady, Grant, Harper, Hughes, Johnston, Kingfisher, Lincoln, Logan, Love, Major, Marshall, McClain, Murray, Noble, Oklahoma, Payne, Pontotoc, Pottawatomie, Roger Mills, Seminole, Washita, Woods, Woodward

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.04 |
| 01012 - Accounting Clerk II | | 14.63 |
| 01013 - Accounting Clerk III | | 18.28 |
| 01020 - Administrative Assistant | | 22.58 |
| 01040 - Court Reporter | | 18.46 |
| 01051 - Data Entry Operator I | | 11.69 |
| 01052 - Data Entry Operator II | | 12.76 |
| 01060 - Dispatcher, Motor Vehicle | | 17.05 |
| 01070 - Document Preparation Clerk | | 13.46 |
| 01090 - Duplicating Machine Operator | | 13.46 |
| 01111 - General Clerk I | | 13.10 |
| 01112 - General Clerk II | | 14.30 |
| 01113 - General Clerk III | | 18.00 |
| 01120 - Housing Referral Assistant | | 18.77 |

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| 01141 - Messenger Courier | 10.67 |
| 01191 - Order Clerk I | 12.71 |
| 01192 - Order Clerk II | 14.08 |
| 01261 - Personnel Assistant (Employment) I | 14.35 |
| 01262 - Personnel Assistant (Employment) II | 16.05 |
| 01263 - Personnel Assistant (Employment) III | 17.90 |
| 01270 - Production Control Clerk | 20.96 |
| 01280 - Receptionist | 12.74 |
| 01290 - Rental Clerk | 14.04 |
| 01300 - Scheduler, Maintenance | 14.04 |
| 01311 - Secretary I | 14.04 |
| 01312 - Secretary II | 16.20 |
| 01313 - Secretary III | 18.77 |
| 01320 - Service Order Dispatcher | 15.05 |
| 01410 - Supply Technician | 22.58 |
| 01420 - Survey Worker | 17.05 |
| 01531 - Travel Clerk I | 12.32 |
| 01532 - Travel Clerk II | 13.14 |
| 01533 - Travel Clerk III | 13.77 |
| 01611 - Word Processor I | 12.54 |
| 01612 - Word Processor II | 14.07 |
| 01613 - Word Processor III | 15.80 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.14 |
| 05010 - Automotive Electrician | 17.24 |
| 05040 - Automotive Glass Installer | 16.31 |
| 05070 - Automotive Worker | 14.84 |
| 05110 - Mobile Equipment Servicer | 13.22 |
| 05130 - Motor Equipment Metal Mechanic | 16.49 |
| 05160 - Motor Equipment Metal Worker | 14.84 |
| 05190 - Motor Vehicle Mechanic | 16.49 |
| 05220 - Motor Vehicle Mechanic Helper | 12.63 |
| 05250 - Motor Vehicle Upholstery Worker | 14.03 |
| 05280 - Motor Vehicle Wrecker | 14.84 |
| 05310 - Painter, Automotive | 15.67 |
| 05340 - Radiator Repair Specialist | 14.84 |
| 05370 - Tire Repairer | 12.12 |
| 05400 - Transmission Repair Specialist | 16.49 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.05 |
| 07041 - Cook I | 8.70 |
| 07042 - Cook II | 10.01 |
| 07070 - Dishwasher | 8.18 |
| 07130 - Food Service Worker | 8.20 |
| 07210 - Meat Cutter | 13.28 |
| 07260 - Waiter/Waitress | 8.77 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.86 |
| 09040 - Furniture Handler | 10.57 |
| 09080 - Furniture Refinisher | 14.86 |
| 09090 - Furniture Refinisher Helper | 11.83 |
| 09110 - Furniture Repairer, Minor | 13.35 |
| 09130 - Upholsterer | 14.86 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.06 |
| 11060 - Elevator Operator | 10.81 |
| 11090 - Gardener | 12.86 |
| 11122 - Housekeeping Aide | 10.47 |
| 11150 - Janitor | 10.19 |
| 11210 - Laborer, Grounds Maintenance | 10.82 |
| 11240 - Maid or Houseman | 8.42 |
| 11260 - Pruner | 10.20 |
| 11270 - Tractor Operator | 12.10 |

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|--|-------|
| 11330 - Trail Maintenance Worker | 10.82 |
| 11360 - Window Cleaner | 10.42 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.70 |
| 12011 - Breath Alcohol Technician | 17.35 |
| 12012 - Certified Occupational Therapist Assistant | 25.26 |
| 12015 - Certified Physical Therapist Assistant | 22.10 |
| 12020 - Dental Assistant | 14.41 |
| 12025 - Dental Hygienist | 29.89 |
| 12030 - EKG Technician | 20.95 |
| 12035 - Electroneurodiagnostic Technologist | 20.95 |
| 12040 - Emergency Medical Technician | 13.70 |
| 12071 - Licensed Practical Nurse I | 15.51 |
| 12072 - Licensed Practical Nurse II | 17.35 |
| 12073 - Licensed Practical Nurse III | 19.35 |
| 12100 - Medical Assistant | 12.33 |
| 12130 - Medical Laboratory Technician | 16.14 |
| 12160 - Medical Record Clerk | 13.88 |
| 12190 - Medical Record Technician | 15.53 |
| 12195 - Medical Transcriptionist | 12.04 |
| 12210 - Nuclear Medicine Technologist | 34.29 |
| 12221 - Nursing Assistant I | 9.70 |
| 12222 - Nursing Assistant II | 10.91 |
| 12223 - Nursing Assistant III | 11.91 |
| 12224 - Nursing Assistant IV | 13.36 |
| 12235 - Optical Dispenser | 14.41 |
| 12236 - Optical Technician | 11.84 |
| 12250 - Pharmacy Technician | 16.23 |
| 12280 - Phlebotomist | 13.36 |
| 12305 - Radiologic Technologist | 22.09 |
| 12311 - Registered Nurse I | 27.48 |
| 12312 - Registered Nurse II | 30.22 |
| 12313 - Registered Nurse II, Specialist | 30.22 |
| 12314 - Registered Nurse III | 36.56 |
| 12315 - Registered Nurse III, Anesthetist | 36.56 |
| 12316 - Registered Nurse IV | 43.82 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.50 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.53 |
| 13012 - Exhibits Specialist II | 20.67 |
| 13013 - Exhibits Specialist III | 24.88 |
| 13041 - Illustrator I | 20.86 |
| 13042 - Illustrator II | 25.12 |
| 13043 - Illustrator III | 30.74 |
| 13047 - Librarian | 20.37 |
| 13050 - Library Aide/Clerk | 10.85 |
| 13054 - Library Information Technology Systems Administrator | 18.40 |
| 13058 - Library Technician | 12.31 |
| 13061 - Media Specialist I | 13.27 |
| 13062 - Media Specialist II | 14.85 |
| 13063 - Media Specialist III | 16.56 |
| 13071 - Photographer I | 13.27 |
| 13072 - Photographer II | 15.16 |
| 13073 - Photographer III | 18.78 |
| 13074 - Photographer IV | 22.98 |
| 13075 - Photographer V | 27.80 |
| 13110 - Video Teleconference Technician | 14.89 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.91 |
| 14042 - Computer Operator II | 16.74 |
| 14043 - Computer Operator III | 18.70 |
| 14044 - Computer Operator IV | 20.75 |

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|---|-------|
| 14045 - Computer Operator V | 22.97 |
| 14071 - Computer Programmer I (see 1) | 24.07 |
| 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 | 14.91 |
| 14160 - Personal Computer Support Technician | 20.75 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.92 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.20 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.82 |
| 15050 - Computer Based Training Specialist / Instructor | 29.92 |
| 15060 - Educational Technologist | 22.71 |
| 15070 - Flight Instructor (Pilot) | 39.82 |
| 15080 - Graphic Artist | 20.81 |
| 15090 - Technical Instructor | 17.74 |
| 15095 - Technical Instructor/Course Developer | 21.70 |
| 15110 - Test Proctor | 15.76 |
| 15120 - Tutor | 15.76 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.47 |
| 16030 - Counter Attendant | 8.47 |
| 16040 - Dry Cleaner | 10.79 |
| 16070 - Finisher, Flatwork, Machine | 8.47 |
| 16090 - Presser, Hand | 8.47 |
| 16110 - Presser, Machine, Drycleaning | 8.47 |
| 16130 - Presser, Machine, Shirts | 8.47 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.47 |
| 16190 - Sewing Machine Operator | 11.56 |
| 16220 - Tailor | 12.34 |
| 16250 - Washer, Machine | 9.27 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.79 |
| 19040 - Tool And Die Maker | 24.73 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.25 |
| 21030 - Material Coordinator | 22.82 |
| 21040 - Material Expediter | 22.82 |
| 21050 - Material Handling Laborer | 11.10 |
| 21071 - Order Filler | 12.77 |
| 21080 - Production Line Worker (Food Processing) | 15.25 |
| 21110 - Shipping Packer | 13.76 |
| 21130 - Shipping/Receiving Clerk | 13.76 |
| 21140 - Store Worker I | 13.94 |
| 21150 - Stock Clerk | 16.90 |
| 21210 - Tools And Parts Attendant | 15.25 |
| 21410 - Warehouse Specialist | 15.25 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 24.37 |
| 23021 - Aircraft Mechanic I | 23.35 |
| 23022 - Aircraft Mechanic II | 24.37 |
| 23023 - Aircraft Mechanic III | 25.40 |
| 23040 - Aircraft Mechanic Helper | 16.96 |
| 23050 - Aircraft, Painter | 20.19 |
| 23060 - Aircraft Servicer | 19.19 |
| 23080 - Aircraft Worker | 20.33 |
| 23110 - Appliance Mechanic | 16.59 |
| 23120 - Bicycle Repairer | 12.12 |
| 23125 - Cable Splicer | 24.43 |
| 23130 - Carpenter, Maintenance | 18.10 |

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|---|-------|
| 23140 - Carpet Layer | 17.15 |
| 23160 - Electrician, Maintenance | 18.93 |
| 23181 - Electronics Technician Maintenance I | 21.73 |
| 23182 - Electronics Technician Maintenance II | 24.54 |
| 23183 - Electronics Technician Maintenance III | 25.71 |
| 23260 - Fabric Worker | 17.12 |
| 23290 - Fire Alarm System Mechanic | 18.63 |
| 23310 - Fire Extinguisher Repairer | 16.13 |
| 23311 - Fuel Distribution System Mechanic | 23.73 |
| 23312 - Fuel Distribution System Operator | 17.99 |
| 23370 - General Maintenance Worker | 17.04 |
| 23380 - Ground Support Equipment Mechanic | 22.99 |
| 23381 - Ground Support Equipment Servicer | 18.78 |
| 23382 - Ground Support Equipment Worker | 19.89 |
| 23391 - Gunsmith I | 16.13 |
| 23392 - Gunsmith II | 17.98 |
| 23393 - Gunsmith III | 19.84 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.92 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.98 |
| 23430 - Heavy Equipment Mechanic | 18.92 |
| 23440 - Heavy Equipment Operator | 18.50 |
| 23460 - Instrument Mechanic | 24.92 |
| 23465 - Laboratory/Shelter Mechanic | 18.93 |
| 23470 - Laborer | 11.10 |
| 23510 - Locksmith | 18.24 |
| 23530 - Machinery Maintenance Mechanic | 21.77 |
| 23550 - Machinist, Maintenance | 18.92 |
| 23580 - Maintenance Trades Helper | 13.97 |
| 23591 - Metrology Technician I | 24.92 |
| 23592 - Metrology Technician II | 25.98 |
| 23593 - Metrology Technician III | 27.08 |
| 23640 - Millwright | 20.03 |
| 23710 - Office Appliance Repairer | 19.09 |
| 23760 - Painter, Maintenance | 17.94 |
| 23790 - Pipefitter, Maintenance | 19.97 |
| 23810 - Plumber, Maintenance | 19.20 |
| 23820 - Pneudraulic Systems Mechanic | 19.84 |
| 23850 - Rigger | 19.84 |
| 23870 - Scale Mechanic | 17.98 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.11 |
| 23910 - Small Engine Mechanic | 17.04 |
| 23931 - Telecommunications Mechanic I | 22.77 |
| 23932 - Telecommunications Mechanic II | 23.76 |
| 23950 - Telephone Lineman | 22.90 |
| 23960 - Welder, Combination, Maintenance | 18.92 |
| 23965 - Well Driller | 19.71 |
| 23970 - Woodcraft Worker | 19.84 |
| 23980 - Woodworker | 16.13 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.73 |
| 24580 - Child Care Center Clerk | 13.27 |
| 24610 - Chore Aide | 8.73 |
| 24620 - Family Readiness And Support Services Coordinator | 14.27 |
| 24630 - Homemaker | 15.64 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.39 |
| 25040 - Sewage Plant Operator | 16.59 |
| 25070 - Stationary Engineer | 22.39 |
| 25190 - Ventilation Equipment Tender | 15.08 |
| 25210 - Water Treatment Plant Operator | 16.35 |

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| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.88 |
| 27007 - Baggage Inspector | 12.57 |
| 27008 - Corrections Officer | 15.39 |
| 27010 - Court Security Officer | 20.62 |
| 27030 - Detection Dog Handler | 15.03 |
| 27040 - Detention Officer | 15.39 |
| 27070 - Firefighter | 24.14 |
| 27101 - Guard I | 12.57 |
| 27102 - Guard II | 15.03 |
| 27131 - Police Officer I | 23.19 |
| 27132 - Police Officer II | 25.77 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.57 |
| 28042 - Carnival Equipment Repairer | 11.39 |
| 28043 - Carnival Equipment Worker | 8.28 |
| 28210 - Gate Attendant/Gate Tender | 13.14 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 15.51 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.73 |
| 28515 - Recreation Specialist | 17.93 |
| 28630 - Sports Official | 11.71 |
| 28690 - Swimming Pool Operator | 16.74 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.94 |
| 29020 - Hatch Tender | 20.94 |
| 29030 - Line Handler | 20.94 |
| 29041 - Stevedore I | 19.94 |
| 29042 - Stevedore II | 22.08 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.25 |
| 30022 - Archeological Technician II | 20.36 |
| 30023 - Archeological Technician III | 25.22 |
| 30030 - Cartographic Technician | 25.22 |
| 30040 - Civil Engineering Technician | 24.03 |
| 30061 - Drafter/CAD Operator I | 17.25 |
| 30062 - Drafter/CAD Operator II | 20.36 |
| 30063 - Drafter/CAD Operator III | 22.71 |
| 30064 - Drafter/CAD Operator IV | 26.48 |
| 30081 - Engineering Technician I | 19.05 |
| 30082 - Engineering Technician II | 21.83 |
| 30083 - Engineering Technician III | 23.92 |
| 30084 - Engineering Technician IV | 29.64 |
| 30085 - Engineering Technician V | 36.26 |
| 30086 - Engineering Technician VI | 43.86 |
| 30090 - Environmental Technician | 21.77 |
| 30210 - Laboratory Technician | 19.34 |
| 30240 - Mathematical Technician | 25.23 |
| 30361 - Paralegal/Legal Assistant I | 18.67 |
| 30362 - Paralegal/Legal Assistant II | 23.12 |
| 30363 - Paralegal/Legal Assistant III | 28.28 |
| 30364 - Paralegal/Legal Assistant IV | 34.22 |
| 30390 - Photo-Optics Technician | 25.22 |
| 30461 - Technical Writer I | 18.40 |
| 30462 - Technical Writer II | 22.51 |
| 30463 - Technical Writer III | 27.24 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |

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| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 22.71 |
| 30621 - Weather Observer, Senior | (see 2) 25.22 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.62 |
| 31030 - Bus Driver | 14.66 |
| 31043 - Driver Courier | 13.20 |
| 31260 - Parking and Lot Attendant | 9.68 |
| 31290 - Shuttle Bus Driver | 14.03 |
| 31310 - Taxi Driver | 10.60 |
| 31361 - Truckdriver, Light | 14.03 |
| 31362 - Truckdriver, Medium | 15.85 |
| 31363 - Truckdriver, Heavy | 19.47 |
| 31364 - Truckdriver, Tractor-Trailer | 19.47 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.66 |
| 99050 - Desk Clerk | 8.70 |
| 99095 - Embalmer | 25.43 |
| 99251 - Laboratory Animal Caretaker I | 10.69 |
| 99252 - Laboratory Animal Caretaker II | 11.36 |
| 99310 - Mortician | 25.43 |
| 99410 - Pest Controller | 13.65 |
| 99510 - Photofinishing Worker | 12.45 |
| 99710 - Recycling Laborer | 15.53 |
| 99711 - Recycling Specialist | 17.42 |
| 99730 - Refuse Collector | 14.64 |
| 99810 - Sales Clerk | 11.59 |
| 99820 - School Crossing Guard | 10.88 |
| 99830 - Survey Party Chief | 23.62 |
| 99831 - Surveying Aide | 13.28 |
| 99832 - Surveying Technician | 20.91 |
| 99840 - Vending Machine Attendant | 12.16 |
| 99841 - Vending Machine Repairer | 14.63 |
| 99842 - Vending Machine Repairer Helper | 11.82 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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
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work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2432
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Oklahoma

Grady, Grant, Harper, Hughes, Johnston, Kingfisher, Lincoln, Logan, Love,
Major, Marshall, McClain, Murray, Noble, Oklahoma, Payne, Pontotoc,
Pottawatomie, Roger Mills, Seminole, Washita, Woods, Woodward

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.04 |
| 01012 - Accounting Clerk II | | 14.63 |
| 01013 - Accounting Clerk III | | 18.28 |
| 01020 - Administrative Assistant | | 22.58 |
| 01040 - Court Reporter | | 18.46 |
| 01051 - Data Entry Operator I | | 11.69 |
| 01052 - Data Entry Operator II | | 12.76 |
| 01060 - Dispatcher, Motor Vehicle | | 17.05 |
| 01070 - Document Preparation Clerk | | 13.46 |
| 01090 - Duplicating Machine Operator | | 13.46 |
| 01111 - General Clerk I | | 13.10 |
| 01112 - General Clerk II | | 14.30 |
| 01113 - General Clerk III | | 18.00 |
| 01120 - Housing Referral Assistant | | 18.77 |
| 01141 - Messenger Courier | | 10.67 |
| 01191 - Order Clerk I | | 12.71 |
| 01192 - Order Clerk II | | 14.08 |
| 01261 - Personnel Assistant (Employment) I | | 14.35 |
| 01262 - Personnel Assistant (Employment) II | | 16.05 |
| 01263 - Personnel Assistant (Employment) III | | 17.90 |
| 01270 - Production Control Clerk | | 20.96 |
| 01280 - Receptionist | | 12.74 |
| 01290 - Rental Clerk | | 14.04 |
| 01300 - Scheduler, Maintenance | | 14.04 |
| 01311 - Secretary I | | 14.04 |
| 01312 - Secretary II | | 16.20 |
| 01313 - Secretary III | | 18.77 |
| 01320 - Service Order Dispatcher | | 15.05 |
| 01410 - Supply Technician | | 22.58 |
| 01420 - Survey Worker | | 17.05 |
| 01531 - Travel Clerk I | | 12.32 |
| 01532 - Travel Clerk II | | 13.14 |
| 01533 - Travel Clerk III | | 13.77 |
| 01611 - Word Processor I | | 12.54 |
| 01612 - Word Processor II | | 14.07 |
| 01613 - Word Processor III | | 15.80 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.14 |
| 05010 - Automotive Electrician | | 17.24 |
| 05040 - Automotive Glass Installer | | 16.31 |
| 05070 - Automotive Worker | | 14.84 |
| 05110 - Mobile Equipment Servicer | | 13.22 |
| 05130 - Motor Equipment Metal Mechanic | | 16.49 |
| 05160 - Motor Equipment Metal Worker | | 14.84 |
| 05190 - Motor Vehicle Mechanic | | 16.49 |
| 05220 - Motor Vehicle Mechanic Helper | | 12.63 |
| 05250 - Motor Vehicle Upholstery Worker | | 14.03 |
| 05280 - Motor Vehicle Wrecker | | 14.84 |
| 05310 - Painter, Automotive | | 15.67 |
| 05340 - Radiator Repair Specialist | | 14.84 |
| 05370 - Tire Repairer | | 12.12 |
| 05400 - Transmission Repair Specialist | | 16.49 |
| 07000 - Food Preparation And Service Occupations | | |

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|--|-------|
| 07010 - Baker | 11.05 |
| 07041 - Cook I | 8.70 |
| 07042 - Cook II | 10.01 |
| 07070 - Dishwasher | 8.18 |
| 07130 - Food Service Worker | 8.20 |
| 07210 - Meat Cutter | 13.28 |
| 07260 - Waiter/Waitress | 8.77 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.86 |
| 09040 - Furniture Handler | 10.57 |
| 09080 - Furniture Refinisher | 14.86 |
| 09090 - Furniture Refinisher Helper | 11.83 |
| 09110 - Furniture Repairer, Minor | 13.35 |
| 09130 - Upholsterer | 14.86 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.06 |
| 11060 - Elevator Operator | 10.81 |
| 11090 - Gardener | 12.86 |
| 11122 - Housekeeping Aide | 10.47 |
| 11150 - Janitor | 10.19 |
| 11210 - Laborer, Grounds Maintenance | 10.82 |
| 11240 - Maid or Houseman | 8.42 |
| 11260 - Pruner | 10.20 |
| 11270 - Tractor Operator | 12.10 |
| 11330 - Trail Maintenance Worker | 10.82 |
| 11360 - Window Cleaner | 10.42 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.70 |
| 12011 - Breath Alcohol Technician | 17.35 |
| 12012 - Certified Occupational Therapist Assistant | 25.26 |
| 12015 - Certified Physical Therapist Assistant | 22.10 |
| 12020 - Dental Assistant | 14.41 |
| 12025 - Dental Hygienist | 29.89 |
| 12030 - EKG Technician | 20.95 |
| 12035 - Electroneurodiagnostic Technologist | 20.95 |
| 12040 - Emergency Medical Technician | 13.70 |
| 12071 - Licensed Practical Nurse I | 15.51 |
| 12072 - Licensed Practical Nurse II | 17.35 |
| 12073 - Licensed Practical Nurse III | 19.35 |
| 12100 - Medical Assistant | 12.33 |
| 12130 - Medical Laboratory Technician | 16.14 |
| 12160 - Medical Record Clerk | 13.88 |
| 12190 - Medical Record Technician | 15.53 |
| 12195 - Medical Transcriptionist | 12.04 |
| 12210 - Nuclear Medicine Technologist | 34.29 |
| 12221 - Nursing Assistant I | 9.70 |
| 12222 - Nursing Assistant II | 10.91 |
| 12223 - Nursing Assistant III | 11.91 |
| 12224 - Nursing Assistant IV | 13.36 |
| 12235 - Optical Dispenser | 14.41 |
| 12236 - Optical Technician | 11.84 |
| 12250 - Pharmacy Technician | 16.23 |
| 12280 - Phlebotomist | 13.36 |
| 12305 - Radiologic Technologist | 22.09 |
| 12311 - Registered Nurse I | 27.48 |
| 12312 - Registered Nurse II | 30.22 |
| 12313 - Registered Nurse II, Specialist | 30.22 |
| 12314 - Registered Nurse III | 36.56 |
| 12315 - Registered Nurse III, Anesthetist | 36.56 |
| 12316 - Registered Nurse IV | 43.82 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.50 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.53 |

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| 13012 - Exhibits Specialist II | 20.67 |
| 13013 - Exhibits Specialist III | 24.88 |
| 13041 - Illustrator I | 20.86 |
| 13042 - Illustrator II | 25.12 |
| 13043 - Illustrator III | 30.74 |
| 13047 - Librarian | 20.37 |
| 13050 - Library Aide/Clerk | 10.85 |
| 13054 - Library Information Technology Systems Administrator | 18.40 |
| 13058 - Library Technician | 12.31 |
| 13061 - Media Specialist I | 13.27 |
| 13062 - Media Specialist II | 14.85 |
| 13063 - Media Specialist III | 16.56 |
| 13071 - Photographer I | 13.27 |
| 13072 - Photographer II | 15.16 |
| 13073 - Photographer III | 18.78 |
| 13074 - Photographer IV | 22.98 |
| 13075 - Photographer V | 27.80 |
| 13110 - Video Teleconference Technician | 14.89 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.91 |
| 14042 - Computer Operator II | 16.74 |
| 14043 - Computer Operator III | 18.70 |
| 14044 - Computer Operator IV | 20.75 |
| 14045 - Computer Operator V | 22.97 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 14.91 |
| 14160 - Personal Computer Support Technician | 20.75 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.92 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.20 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.82 |
| 15050 - Computer Based Training Specialist / Instructor | 29.92 |
| 15060 - Educational Technologist | 22.71 |
| 15070 - Flight Instructor (Pilot) | 39.82 |
| 15080 - Graphic Artist | 20.81 |
| 15090 - Technical Instructor | 17.74 |
| 15095 - Technical Instructor/Course Developer | 21.70 |
| 15110 - Test Proctor | 15.76 |
| 15120 - Tutor | 15.76 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.47 |
| 16030 - Counter Attendant | 8.47 |
| 16040 - Dry Cleaner | 10.79 |
| 16070 - Finisher, Flatwork, Machine | 8.47 |
| 16090 - Presser, Hand | 8.47 |
| 16110 - Presser, Machine, Drycleaning | 8.47 |
| 16130 - Presser, Machine, Shirts | 8.47 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.47 |
| 16190 - Sewing Machine Operator | 11.56 |
| 16220 - Tailor | 12.34 |
| 16250 - Washer, Machine | 9.27 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.79 |
| 19040 - Tool And Die Maker | 24.73 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.25 |

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| 21030 - Material Coordinator | 22.82 |
| 21040 - Material Expediter | 22.82 |
| 21050 - Material Handling Laborer | 11.10 |
| 21071 - Order Filler | 12.77 |
| 21080 - Production Line Worker (Food Processing) | 15.25 |
| 21110 - Shipping Packer | 13.76 |
| 21130 - Shipping/Receiving Clerk | 13.76 |
| 21140 - Store Worker I | 13.94 |
| 21150 - Stock Clerk | 16.90 |
| 21210 - Tools And Parts Attendant | 15.25 |
| 21410 - Warehouse Specialist | 15.25 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.37 |
| 23021 - Aircraft Mechanic I | 23.35 |
| 23022 - Aircraft Mechanic II | 24.37 |
| 23023 - Aircraft Mechanic III | 25.40 |
| 23040 - Aircraft Mechanic Helper | 16.96 |
| 23050 - Aircraft, Painter | 20.19 |
| 23060 - Aircraft Servicer | 19.19 |
| 23080 - Aircraft Worker | 20.33 |
| 23110 - Appliance Mechanic | 16.59 |
| 23120 - Bicycle Repairer | 12.12 |
| 23125 - Cable Splicer | 24.43 |
| 23130 - Carpenter, Maintenance | 18.10 |
| 23140 - Carpet Layer | 17.15 |
| 23160 - Electrician, Maintenance | 18.93 |
| 23181 - Electronics Technician Maintenance I | 21.73 |
| 23182 - Electronics Technician Maintenance II | 24.54 |
| 23183 - Electronics Technician Maintenance III | 25.71 |
| 23260 - Fabric Worker | 17.12 |
| 23290 - Fire Alarm System Mechanic | 18.63 |
| 23310 - Fire Extinguisher Repairer | 16.13 |
| 23311 - Fuel Distribution System Mechanic | 23.73 |
| 23312 - Fuel Distribution System Operator | 17.99 |
| 23370 - General Maintenance Worker | 17.04 |
| 23380 - Ground Support Equipment Mechanic | 22.99 |
| 23381 - Ground Support Equipment Servicer | 18.78 |
| 23382 - Ground Support Equipment Worker | 19.89 |
| 23391 - Gunsmith I | 16.13 |
| 23392 - Gunsmith II | 17.98 |
| 23393 - Gunsmith III | 19.84 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.92 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.98 |
| 23430 - Heavy Equipment Mechanic | 18.92 |
| 23440 - Heavy Equipment Operator | 18.50 |
| 23460 - Instrument Mechanic | 24.92 |
| 23465 - Laboratory/Shelter Mechanic | 18.93 |
| 23470 - Laborer | 11.10 |
| 23510 - Locksmith | 18.24 |
| 23530 - Machinery Maintenance Mechanic | 21.77 |
| 23550 - Machinist, Maintenance | 18.92 |
| 23580 - Maintenance Trades Helper | 13.97 |
| 23591 - Metrology Technician I | 24.92 |
| 23592 - Metrology Technician II | 25.98 |
| 23593 - Metrology Technician III | 27.08 |
| 23640 - Millwright | 20.03 |
| 23710 - Office Appliance Repairer | 19.09 |
| 23760 - Painter, Maintenance | 17.94 |
| 23790 - Pipefitter, Maintenance | 19.97 |
| 23810 - Plumber, Maintenance | 19.20 |
| 23820 - Pneudraulic Systems Mechanic | 19.84 |

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| 23850 - Rigger | 19.84 |
| 23870 - Scale Mechanic | 17.98 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.11 |
| 23910 - Small Engine Mechanic | 17.04 |
| 23931 - Telecommunications Mechanic I | 22.77 |
| 23932 - Telecommunications Mechanic II | 23.76 |
| 23950 - Telephone Lineman | 22.90 |
| 23960 - Welder, Combination, Maintenance | 18.92 |
| 23965 - Well Driller | 19.71 |
| 23970 - Woodcraft Worker | 19.84 |
| 23980 - Woodworker | 16.13 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.73 |
| 24580 - Child Care Center Clerk | 13.27 |
| 24610 - Chore Aide | 8.73 |
| 24620 - Family Readiness And Support Services Coordinator | 14.27 |
| 24630 - Homemaker | 15.64 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.39 |
| 25040 - Sewage Plant Operator | 16.59 |
| 25070 - Stationary Engineer | 22.39 |
| 25190 - Ventilation Equipment Tender | 15.08 |
| 25210 - Water Treatment Plant Operator | 16.35 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.88 |
| 27007 - Baggage Inspector | 12.57 |
| 27008 - Corrections Officer | 15.39 |
| 27010 - Court Security Officer | 20.62 |
| 27030 - Detection Dog Handler | 15.03 |
| 27040 - Detention Officer | 15.39 |
| 27070 - Firefighter | 24.14 |
| 27101 - Guard I | 12.57 |
| 27102 - Guard II | 15.03 |
| 27131 - Police Officer I | 23.19 |
| 27132 - Police Officer II | 25.77 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.57 |
| 28042 - Carnival Equipment Repairer | 11.39 |
| 28043 - Carnival Equipment Worker | 8.28 |
| 28210 - Gate Attendant/Gate Tender | 13.14 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 15.51 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.73 |
| 28515 - Recreation Specialist | 17.93 |
| 28630 - Sports Official | 11.71 |
| 28690 - Swimming Pool Operator | 16.74 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.94 |
| 29020 - Hatch Tender | 20.94 |
| 29030 - Line Handler | 20.94 |
| 29041 - Stevedore I | 19.94 |
| 29042 - Stevedore II | 22.08 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.25 |
| 30022 - Archeological Technician II | 20.36 |
| 30023 - Archeological Technician III | 25.22 |
| 30030 - Cartographic Technician | 25.22 |
| 30040 - Civil Engineering Technician | 24.03 |
| 30061 - Drafter/CAD Operator I | 17.25 |

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| 30062 - Drafter/CAD Operator II | 20.36 |
| 30063 - Drafter/CAD Operator III | 22.71 |
| 30064 - Drafter/CAD Operator IV | 26.48 |
| 30081 - Engineering Technician I | 19.05 |
| 30082 - Engineering Technician II | 21.83 |
| 30083 - Engineering Technician III | 23.92 |
| 30084 - Engineering Technician IV | 29.64 |
| 30085 - Engineering Technician V | 36.26 |
| 30086 - Engineering Technician VI | 43.86 |
| 30090 - Environmental Technician | 21.77 |
| 30210 - Laboratory Technician | 19.34 |
| 30240 - Mathematical Technician | 25.23 |
| 30361 - Paralegal/Legal Assistant I | 18.67 |
| 30362 - Paralegal/Legal Assistant II | 23.12 |
| 30363 - Paralegal/Legal Assistant III | 28.28 |
| 30364 - Paralegal/Legal Assistant IV | 34.22 |
| 30390 - Photo-Optics Technician | 25.22 |
| 30461 - Technical Writer I | 18.40 |
| 30462 - Technical Writer II | 22.51 |
| 30463 - Technical Writer III | 27.24 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 22.71 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 25.22 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.62 |
| 31030 - Bus Driver | 14.66 |
| 31043 - Driver Courier | 13.20 |
| 31260 - Parking and Lot Attendant | 9.68 |
| 31290 - Shuttle Bus Driver | 14.03 |
| 31310 - Taxi Driver | 10.60 |
| 31361 - Truckdriver, Light | 14.03 |
| 31362 - Truckdriver, Medium | 15.85 |
| 31363 - Truckdriver, Heavy | 19.47 |
| 31364 - Truckdriver, Tractor-Trailer | 19.47 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.66 |
| 99050 - Desk Clerk | 8.70 |
| 99095 - Embalmer | 25.43 |
| 99251 - Laboratory Animal Caretaker I | 10.69 |
| 99252 - Laboratory Animal Caretaker II | 11.36 |
| 99310 - Mortician | 25.43 |
| 99410 - Pest Controller | 13.65 |
| 99510 - Photofinishing Worker | 12.45 |
| 99710 - Recycling Laborer | 15.53 |
| 99711 - Recycling Specialist | 17.42 |
| 99730 - Refuse Collector | 14.64 |
| 99810 - Sales Clerk | 11.59 |
| 99820 - School Crossing Guard | 10.88 |
| 99830 - Survey Party Chief | 23.62 |
| 99831 - Surveying Aide | 13.28 |
| 99832 - Surveying Technician | 20.91 |
| 99840 - Vending Machine Attendant | 12.16 |
| 99841 - Vending Machine Repairer | 14.63 |
| 99842 - Vending Machine Repairer Helper | 11.82 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2433
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Oklahoma

Area: Oklahoma Counties of Adair, Cherokee, Choctaw, Craig, Creek, Delaware, Haskell, Kay, Latimer, Le Flore, Mayes, McCurtain, McIntosh, Muskogee, Nowata, Okfuskee, Okmulgee, Osage, Ottawa, Pawnee, Pittsburg, Pushmataha, Rogers, Sequoyah, Tulsa, Wagoner, Washington

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.60 |
| 01012 - Accounting Clerk II | | 15.33 |
| 01013 - Accounting Clerk III | | 17.78 |
| 01020 - Administrative Assistant | | 19.04 |
| 01040 - Court Reporter | | 19.66 |
| 01051 - Data Entry Operator I | | 10.88 |
| 01052 - Data Entry Operator II | | 11.86 |
| 01060 - Dispatcher, Motor Vehicle | | 17.99 |
| 01070 - Document Preparation Clerk | | 12.66 |
| 01090 - Duplicating Machine Operator | | 12.66 |
| 01111 - General Clerk I | | 11.08 |
| 01112 - General Clerk II | | 12.83 |
| 01113 - General Clerk III | | 16.83 |
| 01120 - Housing Referral Assistant | | 15.78 |
| 01141 - Messenger Courier | | 11.72 |
| 01191 - Order Clerk I | | 11.83 |
| 01192 - Order Clerk II | | 13.79 |
| 01261 - Personnel Assistant (Employment) I | | 13.16 |
| 01262 - Personnel Assistant (Employment) II | | 14.43 |
| 01263 - Personnel Assistant (Employment) III | | 17.57 |
| 01270 - Production Control Clerk | | 18.65 |
| 01280 - Receptionist | | 11.23 |
| 01290 - Rental Clerk | | 13.33 |
| 01300 - Scheduler, Maintenance | | 12.39 |
| 01311 - Secretary I | | 12.39 |
| 01312 - Secretary II | | 13.86 |
| 01313 - Secretary III | | 15.78 |

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| 01320 - Service Order Dispatcher | 14.95 |
| 01410 - Supply Technician | 19.04 |
| 01420 - Survey Worker | 13.71 |
| 01531 - Travel Clerk I | 12.32 |
| 01532 - Travel Clerk II | 13.14 |
| 01533 - Travel Clerk III | 13.77 |
| 01611 - Word Processor I | 11.77 |
| 01612 - Word Processor II | 13.35 |
| 01613 - Word Processor III | 14.97 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.15 |
| 05010 - Automotive Electrician | 18.19 |
| 05040 - Automotive Glass Installer | 17.24 |
| 05070 - Automotive Worker | 17.24 |
| 05110 - Mobile Equipment Servicer | 15.14 |
| 05130 - Motor Equipment Metal Mechanic | 19.15 |
| 05160 - Motor Equipment Metal Worker | 17.24 |
| 05190 - Motor Vehicle Mechanic | 17.91 |
| 05220 - Motor Vehicle Mechanic Helper | 13.98 |
| 05250 - Motor Vehicle Upholstery Worker | 16.08 |
| 05280 - Motor Vehicle Wrecker | 17.19 |
| 05310 - Painter, Automotive | 18.22 |
| 05340 - Radiator Repair Specialist | 17.24 |
| 05370 - Tire Repairer | 13.29 |
| 05400 - Transmission Repair Specialist | 19.15 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.11 |
| 07041 - Cook I | 9.79 |
| 07042 - Cook II | 11.11 |
| 07070 - Dishwasher | 8.05 |
| 07130 - Food Service Worker | 7.83 |
| 07210 - Meat Cutter | 12.17 |
| 07260 - Waiter/Waitress | 8.38 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.54 |
| 09040 - Furniture Handler | 11.67 |
| 09080 - Furniture Refinisher | 16.54 |
| 09090 - Furniture Refinisher Helper | 13.06 |
| 09110 - Furniture Repairer, Minor | 14.73 |
| 09130 - Upholsterer | 16.54 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.50 |
| 11060 - Elevator Operator | 9.38 |
| 11090 - Gardener | 12.57 |
| 11122 - Housekeeping Aide | 9.38 |
| 11150 - Janitor | 9.38 |
| 11210 - Laborer, Grounds Maintenance | 10.68 |
| 11240 - Maid or Houseman | 8.48 |
| 11260 - Pruner | 10.07 |
| 11270 - Tractor Operator | 12.41 |
| 11330 - Trail Maintenance Worker | 10.68 |
| 11360 - Window Cleaner | 10.05 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.51 |
| 12011 - Breath Alcohol Technician | 15.83 |
| 12012 - Certified Occupational Therapist Assistant | 19.42 |
| 12015 - Certified Physical Therapist Assistant | 21.72 |
| 12020 - Dental Assistant | 13.38 |
| 12025 - Dental Hygienist | 31.40 |
| 12030 - EKG Technician | 18.82 |
| 12035 - Electroneurodiagnostic Technologist | 18.82 |
| 12040 - Emergency Medical Technician | 13.51 |
| 12071 - Licensed Practical Nurse I | 14.15 |

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| 12072 - Licensed Practical Nurse II | 15.83 |
| 12073 - Licensed Practical Nurse III | 17.66 |
| 12100 - Medical Assistant | 13.05 |
| 12130 - Medical Laboratory Technician | 14.15 |
| 12160 - Medical Record Clerk | 12.54 |
| 12190 - Medical Record Technician | 14.03 |
| 12195 - Medical Transcriptionist | 14.83 |
| 12210 - Nuclear Medicine Technologist | 29.46 |
| 12221 - Nursing Assistant I | 10.26 |
| 12222 - Nursing Assistant II | 11.53 |
| 12223 - Nursing Assistant III | 12.59 |
| 12224 - Nursing Assistant IV | 14.12 |
| 12235 - Optical Dispenser | 14.54 |
| 12236 - Optical Technician | 13.51 |
| 12250 - Pharmacy Technician | 13.40 |
| 12280 - Phlebotomist | 13.60 |
| 12305 - Radiologic Technologist | 21.91 |
| 12311 - Registered Nurse I | 20.03 |
| 12312 - Registered Nurse II | 24.51 |
| 12313 - Registered Nurse II, Specialist | 24.51 |
| 12314 - Registered Nurse III | 29.66 |
| 12315 - Registered Nurse III, Anesthetist | 29.66 |
| 12316 - Registered Nurse IV | 35.55 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.62 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.95 |
| 13012 - Exhibits Specialist II | 22.25 |
| 13013 - Exhibits Specialist III | 27.23 |
| 13041 - Illustrator I | 18.95 |
| 13042 - Illustrator II | 22.25 |
| 13043 - Illustrator III | 27.23 |
| 13047 - Librarian | 20.68 |
| 13050 - Library Aide/Clerk | 8.51 |
| 13054 - Library Information Technology Systems Administrator | 19.12 |
| 13058 - Library Technician | 13.71 |
| 13061 - Media Specialist I | 13.50 |
| 13062 - Media Specialist II | 15.11 |
| 13063 - Media Specialist III | 16.84 |
| 13071 - Photographer I | 15.06 |
| 13072 - Photographer II | 17.50 |
| 13073 - Photographer III | 20.54 |
| 13074 - Photographer IV | 25.14 |
| 13075 - Photographer V | 30.42 |
| 13110 - Video Teleconference Technician | 15.24 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.71 |
| 14042 - Computer Operator II | 16.45 |
| 14043 - Computer Operator III | 21.59 |
| 14044 - Computer Operator IV | 25.11 |
| 14045 - Computer Operator V | 27.62 |
| 14071 - Computer Programmer I | 22.27 |
| 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 | 14.71 |
| 14160 - Personal Computer Support Technician | 28.80 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.14 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.04 |

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| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.79 |
| 15050 - Computer Based Training Specialist / Instructor | 28.14 |
| 15060 - Educational Technologist | 23.62 |
| 15070 - Flight Instructor (Pilot) | 40.79 |
| 15080 - Graphic Artist | 19.06 |
| 15090 - Technical Instructor | 18.16 |
| 15095 - Technical Instructor/Course Developer | 22.74 |
| 15110 - Test Proctor | 14.65 |
| 15120 - Tutor | 14.65 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.47 |
| 16030 - Counter Attendant | 8.47 |
| 16040 - Dry Cleaner | 10.79 |
| 16070 - Finisher, Flatwork, Machine | 8.47 |
| 16090 - Presser, Hand | 8.47 |
| 16110 - Presser, Machine, Drycleaning | 8.47 |
| 16130 - Presser, Machine, Shirts | 8.47 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.47 |
| 16190 - Sewing Machine Operator | 11.56 |
| 16220 - Tailor | 12.34 |
| 16250 - Washer, Machine | 9.27 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.19 |
| 19040 - Tool And Die Maker | 22.21 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.47 |
| 21030 - Material Coordinator | 18.65 |
| 21040 - Material Expediter | 18.65 |
| 21050 - Material Handling Laborer | 10.84 |
| 21071 - Order Filler | 11.20 |
| 21080 - Production Line Worker (Food Processing) | 13.47 |
| 21110 - Shipping Packer | 13.44 |
| 21130 - Shipping/Receiving Clerk | 13.44 |
| 21140 - Store Worker I | 12.19 |
| 21150 - Stock Clerk | 16.90 |
| 21210 - Tools And Parts Attendant | 13.47 |
| 21410 - Warehouse Specialist | 13.47 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.96 |
| 23021 - Aircraft Mechanic I | 19.95 |
| 23022 - Aircraft Mechanic II | 20.96 |
| 23023 - Aircraft Mechanic III | 22.00 |
| 23040 - Aircraft Mechanic Helper | 14.56 |
| 23050 - Aircraft, Painter | 18.74 |
| 23060 - Aircraft Servicer | 16.75 |
| 23080 - Aircraft Worker | 17.96 |
| 23110 - Appliance Mechanic | 17.65 |
| 23120 - Bicycle Repairer | 13.29 |
| 23125 - Cable Splicer | 19.25 |
| 23130 - Carpenter, Maintenance | 16.54 |
| 23140 - Carpet Layer | 17.23 |
| 23160 - Electrician, Maintenance | 21.97 |
| 23181 - Electronics Technician Maintenance I | 20.84 |
| 23182 - Electronics Technician Maintenance II | 23.49 |
| 23183 - Electronics Technician Maintenance III | 27.74 |
| 23260 - Fabric Worker | 16.31 |
| 23290 - Fire Alarm System Mechanic | 17.96 |
| 23310 - Fire Extinguisher Repairer | 15.13 |
| 23311 - Fuel Distribution System Mechanic | 19.30 |
| 23312 - Fuel Distribution System Operator | 15.69 |
| 23370 - General Maintenance Worker | 16.08 |
| 23380 - Ground Support Equipment Mechanic | 19.95 |
| 23381 - Ground Support Equipment Servicer | 16.75 |

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| 23382 - Ground Support Equipment Worker | 17.96 |
| 23391 - Gunsmith I | 15.36 |
| 23392 - Gunsmith II | 17.13 |
| 23393 - Gunsmith III | 18.90 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.91 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.95 |
| 23430 - Heavy Equipment Mechanic | 19.75 |
| 23440 - Heavy Equipment Operator | 17.41 |
| 23460 - Instrument Mechanic | 18.90 |
| 23465 - Laboratory/Shelter Mechanic | 18.04 |
| 23470 - Laborer | 10.84 |
| 23510 - Locksmith | 18.02 |
| 23530 - Machinery Maintenance Mechanic | 18.52 |
| 23550 - Machinist, Maintenance | 17.41 |
| 23580 - Maintenance Trades Helper | 13.06 |
| 23591 - Metrology Technician I | 18.90 |
| 23592 - Metrology Technician II | 19.72 |
| 23593 - Metrology Technician III | 20.72 |
| 23640 - Millwright | 24.46 |
| 23710 - Office Appliance Repairer | 19.68 |
| 23760 - Painter, Maintenance | 16.48 |
| 23790 - Pipefitter, Maintenance | 18.93 |
| 23810 - Plumber, Maintenance | 18.07 |
| 23820 - Pneudraulic Systems Mechanic | 18.90 |
| 23850 - Rigger | 20.95 |
| 23870 - Scale Mechanic | 17.13 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.41 |
| 23910 - Small Engine Mechanic | 15.67 |
| 23931 - Telecommunications Mechanic I | 25.74 |
| 23932 - Telecommunications Mechanic II | 27.10 |
| 23950 - Telephone Lineman | 24.55 |
| 23960 - Welder, Combination, Maintenance | 17.41 |
| 23965 - Well Driller | 17.41 |
| 23970 - Woodcraft Worker | 18.90 |
| 23980 - Woodworker | 13.97 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.22 |
| 24580 - Child Care Center Clerk | 13.07 |
| 24610 - Chore Aide | 8.34 |
| 24620 - Family Readiness And Support Services Coordinator | 14.48 |
| 24630 - Homemaker | 16.29 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.84 |
| 25040 - Sewage Plant Operator | 16.54 |
| 25070 - Stationary Engineer | 20.84 |
| 25190 - Ventilation Equipment Tender | 14.77 |
| 25210 - Water Treatment Plant Operator | 16.54 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.51 |
| 27007 - Baggage Inspector | 11.40 |
| 27008 - Corrections Officer | 12.86 |
| 27010 - Court Security Officer | 16.43 |
| 27030 - Detection Dog Handler | 13.80 |
| 27040 - Detention Officer | 12.86 |
| 27070 - Firefighter | 19.43 |
| 27101 - Guard I | 11.40 |
| 27102 - Guard II | 13.80 |
| 27131 - Police Officer I | 18.67 |
| 27132 - Police Officer II | 20.74 |
| 28000 - Recreation Occupations | |

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| 28041 - Carnival Equipment Operator | 11.88 |
| 28042 - Carnival Equipment Repairer | 12.87 |
| 28043 - Carnival Equipment Worker | 8.97 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 11.48 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.44 |
| 28515 - Recreation Specialist | 17.14 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 15.68 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.55 |
| 29020 - Hatch Tender | 17.55 |
| 29030 - Line Handler | 17.55 |
| 29041 - Stevedore I | 16.72 |
| 29042 - Stevedore II | 18.49 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.97 |
| 30022 - Archeological Technician II | 20.87 |
| 30023 - Archeological Technician III | 25.85 |
| 30030 - Cartographic Technician | 25.85 |
| 30040 - Civil Engineering Technician | 23.31 |
| 30061 - Drafter/CAD Operator I | 17.97 |
| 30062 - Drafter/CAD Operator II | 20.87 |
| 30063 - Drafter/CAD Operator III | 23.28 |
| 30064 - Drafter/CAD Operator IV | 28.64 |
| 30081 - Engineering Technician I | 17.13 |
| 30082 - Engineering Technician II | 19.23 |
| 30083 - Engineering Technician III | 21.51 |
| 30084 - Engineering Technician IV | 26.65 |
| 30085 - Engineering Technician V | 32.59 |
| 30086 - Engineering Technician VI | 39.44 |
| 30090 - Environmental Technician | 19.54 |
| 30210 - Laboratory Technician | 23.28 |
| 30240 - Mathematical Technician | 25.85 |
| 30361 - Paralegal/Legal Assistant I | 18.26 |
| 30362 - Paralegal/Legal Assistant II | 21.08 |
| 30363 - Paralegal/Legal Assistant III | 24.49 |
| 30364 - Paralegal/Legal Assistant IV | 31.22 |
| 30390 - Photo-Optics Technician | 25.85 |
| 30461 - Technical Writer I | 21.14 |
| 30462 - Technical Writer II | 25.86 |
| 30463 - Technical Writer III | 31.27 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 23.28 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 25.85 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.70 |
| 31030 - Bus Driver | 13.09 |
| 31043 - Driver Courier | 11.85 |
| 31260 - Parking and Lot Attendant | 8.14 |
| 31290 - Shuttle Bus Driver | 12.58 |
| 31310 - Taxi Driver | 9.57 |
| 31361 - Truckdriver, Light | 12.58 |
| 31362 - Truckdriver, Medium | 13.35 |

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| 31363 - Truckdriver, Heavy | 18.54 |
| 31364 - Truckdriver, Tractor-Trailer | 18.54 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.02 |
| 99050 - Desk Clerk | 10.22 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 9.55 |
| 99252 - Laboratory Animal Caretaker II | 10.15 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 14.80 |
| 99510 - Photofinishing Worker | 10.02 |
| 99710 - Recycling Laborer | 12.34 |
| 99711 - Recycling Specialist | 14.05 |
| 99730 - Refuse Collector | 11.84 |
| 99810 - Sales Clerk | 12.10 |
| 99820 - School Crossing Guard | 9.01 |
| 99830 - Survey Party Chief | 22.23 |
| 99831 - Surveying Aide | 13.20 |
| 99832 - Surveying Technician | 20.88 |
| 99840 - Vending Machine Attendant | 12.74 |
| 99841 - Vending Machine Repairer | 15.68 |
| 99842 - Vending Machine Repairer Helper | 12.74 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

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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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2434
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Oklahoma

Area: Oklahoma Counties of Adair, Cherokee, Choctaw, Craig, Creek, Delaware, Haskell, Kay, Latimer, Le Flore, Mayes, McCurtain, McIntosh, Muskogee, Nowata, Okfuskee, Okmulgee, Osage, Ottawa, Pawnee, Pittsburg, Pushmataha, Rogers, Sequoyah, Tulsa, Wagoner, Washington

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.60 |
| 01012 - Accounting Clerk II | | 15.33 |
| 01013 - Accounting Clerk III | | 17.78 |
| 01020 - Administrative Assistant | | 19.04 |
| 01040 - Court Reporter | | 19.66 |
| 01051 - Data Entry Operator I | | 10.88 |
| 01052 - Data Entry Operator II | | 11.86 |
| 01060 - Dispatcher, Motor Vehicle | | 17.99 |
| 01070 - Document Preparation Clerk | | 12.66 |
| 01090 - Duplicating Machine Operator | | 12.66 |
| 01111 - General Clerk I | | 11.08 |
| 01112 - General Clerk II | | 12.83 |
| 01113 - General Clerk III | | 16.83 |
| 01120 - Housing Referral Assistant | | 15.78 |
| 01141 - Messenger Courier | | 11.72 |

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| 01191 - Order Clerk I | 11.83 |
| 01192 - Order Clerk II | 13.79 |
| 01261 - Personnel Assistant (Employment) I | 13.16 |
| 01262 - Personnel Assistant (Employment) II | 14.43 |
| 01263 - Personnel Assistant (Employment) III | 17.57 |
| 01270 - Production Control Clerk | 18.65 |
| 01280 - Receptionist | 11.23 |
| 01290 - Rental Clerk | 13.33 |
| 01300 - Scheduler, Maintenance | 12.39 |
| 01311 - Secretary I | 12.39 |
| 01312 - Secretary II | 13.86 |
| 01313 - Secretary III | 15.78 |
| 01320 - Service Order Dispatcher | 14.95 |
| 01410 - Supply Technician | 19.04 |
| 01420 - Survey Worker | 13.71 |
| 01531 - Travel Clerk I | 12.32 |
| 01532 - Travel Clerk II | 13.14 |
| 01533 - Travel Clerk III | 13.77 |
| 01611 - Word Processor I | 11.77 |
| 01612 - Word Processor II | 13.35 |
| 01613 - Word Processor III | 14.97 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.15 |
| 05010 - Automotive Electrician | 18.19 |
| 05040 - Automotive Glass Installer | 17.24 |
| 05070 - Automotive Worker | 17.24 |
| 05110 - Mobile Equipment Servicer | 15.14 |
| 05130 - Motor Equipment Metal Mechanic | 19.15 |
| 05160 - Motor Equipment Metal Worker | 17.24 |
| 05190 - Motor Vehicle Mechanic | 17.91 |
| 05220 - Motor Vehicle Mechanic Helper | 13.98 |
| 05250 - Motor Vehicle Upholstery Worker | 16.08 |
| 05280 - Motor Vehicle Wrecker | 17.19 |
| 05310 - Painter, Automotive | 18.22 |
| 05340 - Radiator Repair Specialist | 17.24 |
| 05370 - Tire Repairer | 13.29 |
| 05400 - Transmission Repair Specialist | 19.15 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.11 |
| 07041 - Cook I | 9.79 |
| 07042 - Cook II | 11.11 |
| 07070 - Dishwasher | 8.05 |
| 07130 - Food Service Worker | 7.83 |
| 07210 - Meat Cutter | 12.17 |
| 07260 - Waiter/Waitress | 8.38 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.54 |
| 09040 - Furniture Handler | 11.67 |
| 09080 - Furniture Refinisher | 16.54 |
| 09090 - Furniture Refinisher Helper | 13.06 |
| 09110 - Furniture Repairer, Minor | 14.73 |
| 09130 - Upholsterer | 16.54 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.50 |
| 11060 - Elevator Operator | 9.38 |
| 11090 - Gardener | 12.57 |
| 11122 - Housekeeping Aide | 9.38 |
| 11150 - Janitor | 9.38 |
| 11210 - Laborer, Grounds Maintenance | 10.68 |
| 11240 - Maid or Houseman | 8.48 |
| 11260 - Pruner | 10.07 |
| 11270 - Tractor Operator | 12.41 |
| 11330 - Trail Maintenance Worker | 10.68 |

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| 11360 - Window Cleaner | 10.05 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.51 |
| 12011 - Breath Alcohol Technician | 15.83 |
| 12012 - Certified Occupational Therapist Assistant | 19.42 |
| 12015 - Certified Physical Therapist Assistant | 21.72 |
| 12020 - Dental Assistant | 13.38 |
| 12025 - Dental Hygienist | 31.40 |
| 12030 - EKG Technician | 18.82 |
| 12035 - Electroneurodiagnostic Technologist | 18.82 |
| 12040 - Emergency Medical Technician | 13.51 |
| 12071 - Licensed Practical Nurse I | 14.15 |
| 12072 - Licensed Practical Nurse II | 15.83 |
| 12073 - Licensed Practical Nurse III | 17.66 |
| 12100 - Medical Assistant | 13.05 |
| 12130 - Medical Laboratory Technician | 14.15 |
| 12160 - Medical Record Clerk | 12.54 |
| 12190 - Medical Record Technician | 14.03 |
| 12195 - Medical Transcriptionist | 14.83 |
| 12210 - Nuclear Medicine Technologist | 29.46 |
| 12221 - Nursing Assistant I | 10.26 |
| 12222 - Nursing Assistant II | 11.53 |
| 12223 - Nursing Assistant III | 12.59 |
| 12224 - Nursing Assistant IV | 14.12 |
| 12235 - Optical Dispenser | 14.54 |
| 12236 - Optical Technician | 13.51 |
| 12250 - Pharmacy Technician | 13.40 |
| 12280 - Phlebotomist | 13.60 |
| 12305 - Radiologic Technologist | 21.91 |
| 12311 - Registered Nurse I | 20.03 |
| 12312 - Registered Nurse II | 24.51 |
| 12313 - Registered Nurse II, Specialist | 24.51 |
| 12314 - Registered Nurse III | 29.66 |
| 12315 - Registered Nurse III, Anesthetist | 29.66 |
| 12316 - Registered Nurse IV | 35.55 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.62 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.95 |
| 13012 - Exhibits Specialist II | 22.25 |
| 13013 - Exhibits Specialist III | 27.23 |
| 13041 - Illustrator I | 18.95 |
| 13042 - Illustrator II | 22.25 |
| 13043 - Illustrator III | 27.23 |
| 13047 - Librarian | 20.68 |
| 13050 - Library Aide/Clerk | 8.51 |
| 13054 - Library Information Technology Systems Administrator | 19.12 |
| 13058 - Library Technician | 13.71 |
| 13061 - Media Specialist I | 13.50 |
| 13062 - Media Specialist II | 15.11 |
| 13063 - Media Specialist III | 16.84 |
| 13071 - Photographer I | 15.06 |
| 13072 - Photographer II | 17.50 |
| 13073 - Photographer III | 20.54 |
| 13074 - Photographer IV | 25.14 |
| 13075 - Photographer V | 30.42 |
| 13110 - Video Teleconference Technician | 15.24 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.71 |
| 14042 - Computer Operator II | 16.45 |
| 14043 - Computer Operator III | 21.59 |
| 14044 - Computer Operator IV | 25.11 |
| 14045 - Computer Operator V | 27.62 |

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| 14071 - Computer Programmer I | 22.27 |
| 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 | 14.71 |
| 14160 - Personal Computer Support Technician | 28.80 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.14 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.04 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.79 |
| 15050 - Computer Based Training Specialist / Instructor | 28.14 |
| 15060 - Educational Technologist | 23.62 |
| 15070 - Flight Instructor (Pilot) | 40.79 |
| 15080 - Graphic Artist | 19.06 |
| 15090 - Technical Instructor | 18.16 |
| 15095 - Technical Instructor/Course Developer | 22.74 |
| 15110 - Test Proctor | 14.65 |
| 15120 - Tutor | 14.65 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.47 |
| 16030 - Counter Attendant | 8.47 |
| 16040 - Dry Cleaner | 10.79 |
| 16070 - Finisher, Flatwork, Machine | 8.47 |
| 16090 - Presser, Hand | 8.47 |
| 16110 - Presser, Machine, Drycleaning | 8.47 |
| 16130 - Presser, Machine, Shirts | 8.47 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.47 |
| 16190 - Sewing Machine Operator | 11.56 |
| 16220 - Tailor | 12.34 |
| 16250 - Washer, Machine | 9.27 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.19 |
| 19040 - Tool And Die Maker | 22.21 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.47 |
| 21030 - Material Coordinator | 18.65 |
| 21040 - Material Expediter | 18.65 |
| 21050 - Material Handling Laborer | 10.84 |
| 21071 - Order Filler | 11.20 |
| 21080 - Production Line Worker (Food Processing) | 13.47 |
| 21110 - Shipping Packer | 13.44 |
| 21130 - Shipping/Receiving Clerk | 13.44 |
| 21140 - Store Worker I | 12.19 |
| 21150 - Stock Clerk | 16.90 |
| 21210 - Tools And Parts Attendant | 13.47 |
| 21410 - Warehouse Specialist | 13.47 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.96 |
| 23021 - Aircraft Mechanic I | 19.95 |
| 23022 - Aircraft Mechanic II | 20.96 |
| 23023 - Aircraft Mechanic III | 22.00 |
| 23040 - Aircraft Mechanic Helper | 14.56 |
| 23050 - Aircraft, Painter | 18.74 |
| 23060 - Aircraft Servicer | 16.75 |
| 23080 - Aircraft Worker | 17.96 |
| 23110 - Appliance Mechanic | 17.65 |
| 23120 - Bicycle Repairer | 13.29 |
| 23125 - Cable Splicer | 19.25 |
| 23130 - Carpenter, Maintenance | 16.54 |
| 23140 - Carpet Layer | 17.23 |

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| 23160 - Electrician, Maintenance | 21.97 |
| 23181 - Electronics Technician Maintenance I | 20.84 |
| 23182 - Electronics Technician Maintenance II | 23.49 |
| 23183 - Electronics Technician Maintenance III | 27.74 |
| 23260 - Fabric Worker | 16.31 |
| 23290 - Fire Alarm System Mechanic | 17.96 |
| 23310 - Fire Extinguisher Repairer | 15.13 |
| 23311 - Fuel Distribution System Mechanic | 19.30 |
| 23312 - Fuel Distribution System Operator | 15.69 |
| 23370 - General Maintenance Worker | 16.08 |
| 23380 - Ground Support Equipment Mechanic | 19.95 |
| 23381 - Ground Support Equipment Servicer | 16.75 |
| 23382 - Ground Support Equipment Worker | 17.96 |
| 23391 - Gunsmith I | 15.36 |
| 23392 - Gunsmith II | 17.13 |
| 23393 - Gunsmith III | 18.90 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.91 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.95 |
| 23430 - Heavy Equipment Mechanic | 19.75 |
| 23440 - Heavy Equipment Operator | 17.41 |
| 23460 - Instrument Mechanic | 18.90 |
| 23465 - Laboratory/Shelter Mechanic | 18.04 |
| 23470 - Laborer | 10.84 |
| 23510 - Locksmith | 18.02 |
| 23530 - Machinery Maintenance Mechanic | 18.52 |
| 23550 - Machinist, Maintenance | 17.41 |
| 23580 - Maintenance Trades Helper | 13.06 |
| 23591 - Metrology Technician I | 18.90 |
| 23592 - Metrology Technician II | 19.72 |
| 23593 - Metrology Technician III | 20.72 |
| 23640 - Millwright | 24.46 |
| 23710 - Office Appliance Repairer | 19.68 |
| 23760 - Painter, Maintenance | 16.48 |
| 23790 - Pipefitter, Maintenance | 18.93 |
| 23810 - Plumber, Maintenance | 18.07 |
| 23820 - Pneudraulic Systems Mechanic | 18.90 |
| 23850 - Rigger | 20.95 |
| 23870 - Scale Mechanic | 17.13 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.41 |
| 23910 - Small Engine Mechanic | 15.67 |
| 23931 - Telecommunications Mechanic I | 25.74 |
| 23932 - Telecommunications Mechanic II | 27.10 |
| 23950 - Telephone Lineman | 24.55 |
| 23960 - Welder, Combination, Maintenance | 17.41 |
| 23965 - Well Driller | 17.41 |
| 23970 - Woodcraft Worker | 18.90 |
| 23980 - Woodworker | 13.97 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.22 |
| 24580 - Child Care Center Clerk | 13.07 |
| 24610 - Chore Aide | 8.34 |
| 24620 - Family Readiness And Support Services Coordinator | 14.48 |
| 24630 - Homemaker | 16.29 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.84 |
| 25040 - Sewage Plant Operator | 16.54 |
| 25070 - Stationary Engineer | 20.84 |
| 25190 - Ventilation Equipment Tender | 14.77 |
| 25210 - Water Treatment Plant Operator | 16.54 |
| 27000 - Protective Service Occupations | |

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| 27004 - Alarm Monitor | 13.51 |
| 27007 - Baggage Inspector | 11.40 |
| 27008 - Corrections Officer | 12.86 |
| 27010 - Court Security Officer | 16.43 |
| 27030 - Detection Dog Handler | 13.80 |
| 27040 - Detention Officer | 12.86 |
| 27070 - Firefighter | 19.43 |
| 27101 - Guard I | 11.40 |
| 27102 - Guard II | 13.80 |
| 27131 - Police Officer I | 18.67 |
| 27132 - Police Officer II | 20.74 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.88 |
| 28042 - Carnival Equipment Repairer | 12.87 |
| 28043 - Carnival Equipment Worker | 8.97 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 11.48 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.44 |
| 28515 - Recreation Specialist | 17.14 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 15.68 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.55 |
| 29020 - Hatch Tender | 17.55 |
| 29030 - Line Handler | 17.55 |
| 29041 - Stevedore I | 16.72 |
| 29042 - Stevedore II | 18.49 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.97 |
| 30022 - Archeological Technician II | 20.87 |
| 30023 - Archeological Technician III | 25.85 |
| 30030 - Cartographic Technician | 25.85 |
| 30040 - Civil Engineering Technician | 23.31 |
| 30061 - Drafter/CAD Operator I | 17.97 |
| 30062 - Drafter/CAD Operator II | 20.87 |
| 30063 - Drafter/CAD Operator III | 23.28 |
| 30064 - Drafter/CAD Operator IV | 28.64 |
| 30081 - Engineering Technician I | 17.13 |
| 30082 - Engineering Technician II | 19.23 |
| 30083 - Engineering Technician III | 21.51 |
| 30084 - Engineering Technician IV | 26.65 |
| 30085 - Engineering Technician V | 32.59 |
| 30086 - Engineering Technician VI | 39.44 |
| 30090 - Environmental Technician | 19.54 |
| 30210 - Laboratory Technician | 23.28 |
| 30240 - Mathematical Technician | 25.85 |
| 30361 - Paralegal/Legal Assistant I | 18.26 |
| 30362 - Paralegal/Legal Assistant II | 21.08 |
| 30363 - Paralegal/Legal Assistant III | 24.49 |
| 30364 - Paralegal/Legal Assistant IV | 31.22 |
| 30390 - Photo-Optics Technician | 25.85 |
| 30461 - Technical Writer I | 21.14 |
| 30462 - Technical Writer II | 25.86 |
| 30463 - Technical Writer III | 31.27 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |

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| 30620 - Weather Observer, Combined Upper Air Or | (see 2) | 23.28 |
| Surface Programs | | |
| 30621 - Weather Observer, Senior | (see 2) | 25.85 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 9.70 |
| 31030 - Bus Driver | | 13.09 |
| 31043 - Driver Courier | | 11.85 |
| 31260 - Parking and Lot Attendant | | 8.14 |
| 31290 - Shuttle Bus Driver | | 12.58 |
| 31310 - Taxi Driver | | 9.57 |
| 31361 - Truckdriver, Light | | 12.58 |
| 31362 - Truckdriver, Medium | | 13.35 |
| 31363 - Truckdriver, Heavy | | 18.54 |
| 31364 - Truckdriver, Tractor-Trailer | | 18.54 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 8.02 |
| 99050 - Desk Clerk | | 10.22 |
| 99095 - Embalmer | | 22.74 |
| 99251 - Laboratory Animal Caretaker I | | 9.55 |
| 99252 - Laboratory Animal Caretaker II | | 10.15 |
| 99310 - Mortician | | 22.74 |
| 99410 - Pest Controller | | 14.80 |
| 99510 - Photofinishing Worker | | 10.02 |
| 99710 - Recycling Laborer | | 12.34 |
| 99711 - Recycling Specialist | | 14.05 |
| 99730 - Refuse Collector | | 11.84 |
| 99810 - Sales Clerk | | 12.10 |
| 99820 - School Crossing Guard | | 9.01 |
| 99830 - Survey Party Chief | | 22.23 |
| 99831 - Surveying Aide | | 13.20 |
| 99832 - Surveying Technician | | 20.88 |
| 99840 - Vending Machine Attendant | | 12.74 |
| 99841 - Vending Machine Repairer | | 15.68 |
| 99842 - Vending Machine Repairer Helper | | 12.74 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2439
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State: Oregon

Area: Oregon Counties of Benton, Coos, Crook, Curry, Deschutes, Douglas,
Page 7241

Jackson, Jefferson, Josephine, Klamath, Lake, Lane, Lincoln, Linn

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.45 |
| 01012 - Accounting Clerk II | | 13.97 |
| 01013 - Accounting Clerk III | | 15.63 |
| 01020 - Administrative Assistant | | 19.08 |
| 01040 - Court Reporter | | 15.69 |
| 01051 - Data Entry Operator I | | 12.11 |
| 01052 - Data Entry Operator II | | 13.29 |
| 01060 - Dispatcher, Motor Vehicle | | 18.24 |
| 01070 - Document Preparation Clerk | | 12.36 |
| 01090 - Duplicating Machine Operator | | 12.36 |
| 01111 - General Clerk I | | 11.84 |
| 01112 - General Clerk II | | 12.92 |
| 01113 - General Clerk III | | 14.50 |
| 01120 - Housing Referral Assistant | | 17.50 |
| 01141 - Messenger Courier | | 12.76 |
| 01191 - Order Clerk I | | 13.88 |
| 01192 - Order Clerk II | | 15.14 |
| 01261 - Personnel Assistant (Employment) I | | 14.55 |
| 01262 - Personnel Assistant (Employment) II | | 15.93 |
| 01263 - Personnel Assistant (Employment) III | | 17.76 |
| 01270 - Production Control Clerk | | 18.40 |
| 01280 - Receptionist | | 12.12 |
| 01290 - Rental Clerk | | 12.87 |
| 01300 - Scheduler, Maintenance | | 14.03 |
| 01311 - Secretary I | | 14.03 |
| 01312 - Secretary II | | 15.69 |
| 01313 - Secretary III | | 17.50 |
| 01320 - Service Order Dispatcher | | 16.24 |
| 01410 - Supply Technician | | 19.08 |
| 01420 - Survey Worker | | 14.05 |
| 01531 - Travel Clerk I | | 13.58 |
| 01532 - Travel Clerk II | | 14.74 |
| 01533 - Travel Clerk III | | 15.86 |
| 01611 - Word Processor I | | 12.90 |
| 01612 - Word Processor II | | 14.48 |
| 01613 - Word Processor III | | 16.19 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 23.79 |
| 05010 - Automotive Electrician | | 17.35 |
| 05040 - Automotive Glass Installer | | 16.16 |
| 05070 - Automotive Worker | | 16.54 |
| 05110 - Mobile Equipment Servicer | | 14.57 |
| 05130 - Motor Equipment Metal Mechanic | | 18.14 |
| 05160 - Motor Equipment Metal Worker | | 16.54 |
| 05190 - Motor Vehicle Mechanic | | 18.14 |
| 05220 - Motor Vehicle Mechanic Helper | | 13.73 |
| 05250 - Motor Vehicle Upholstery Worker | | 15.72 |
| 05280 - Motor Vehicle Wrecker | | 16.54 |
| 05310 - Painter, Automotive | | 18.65 |
| 05340 - Radiator Repair Specialist | | 16.54 |
| 05370 - Tire Repairer | | 12.48 |
| 05400 - Transmission Repair Specialist | | 18.14 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 12.89 |
| 07041 - Cook I | | 11.30 |

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| 07042 - Cook II | 12.78 |
| 07070 - Dishwasher | 9.03 |
| 07130 - Food Service Worker | 9.63 |
| 07210 - Meat Cutter | 15.32 |
| 07260 - Waiter/Waitress | 9.80 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.14 |
| 09040 - Furniture Handler | 11.65 |
| 09080 - Furniture Refinisher | 15.14 |
| 09090 - Furniture Refinisher Helper | 12.25 |
| 09110 - Furniture Repairer, Minor | 13.73 |
| 09130 - Upholsterer | 15.14 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.58 |
| 11060 - Elevator Operator | 11.27 |
| 11090 - Gardener | 15.72 |
| 11122 - Housekeeping Aide | 11.27 |
| 11150 - Janitor | 11.27 |
| 11210 - Laborer, Grounds Maintenance | 13.06 |
| 11240 - Maid or Houseman | 9.64 |
| 11260 - Pruner | 12.52 |
| 11270 - Tractor Operator | 14.99 |
| 11330 - Trail Maintenance Worker | 13.06 |
| 11360 - Window Cleaner | 12.27 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.48 |
| 12011 - Breath Alcohol Technician | 17.13 |
| 12012 - Certified Occupational Therapist Assistant | 23.51 |
| 12015 - Certified Physical Therapist Assistant | 23.51 |
| 12020 - Dental Assistant | 17.52 |
| 12025 - Dental Hygienist | 36.40 |
| 12030 - EKG Technician | 28.16 |
| 12035 - Electroneurodiagnostic Technologist | 28.16 |
| 12040 - Emergency Medical Technician | 18.48 |
| 12071 - Licensed Practical Nurse I | 15.32 |
| 12072 - Licensed Practical Nurse II | 17.13 |
| 12073 - Licensed Practical Nurse III | 19.11 |
| 12100 - Medical Assistant | 15.37 |
| 12130 - Medical Laboratory Technician | 16.86 |
| 12160 - Medical Record Clerk | 14.08 |
| 12190 - Medical Record Technician | 15.75 |
| 12195 - Medical Transcriptionist | 16.84 |
| 12210 - Nuclear Medicine Technologist | 37.66 |
| 12221 - Nursing Assistant I | 9.88 |
| 12222 - Nursing Assistant II | 11.11 |
| 12223 - Nursing Assistant III | 12.12 |
| 12224 - Nursing Assistant IV | 13.60 |
| 12235 - Optical Dispenser | 15.26 |
| 12236 - Optical Technician | 15.32 |
| 12250 - Pharmacy Technician | 16.80 |
| 12280 - Phlebotomist | 13.60 |
| 12305 - Radiologic Technologist | 28.82 |
| 12311 - Registered Nurse I | 22.98 |
| 12312 - Registered Nurse II | 28.11 |
| 12313 - Registered Nurse II, Specialist | 28.11 |
| 12314 - Registered Nurse III | 34.01 |
| 12315 - Registered Nurse III, Anesthetist | 34.01 |
| 12316 - Registered Nurse IV | 40.76 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.23 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.45 |
| 13012 - Exhibits Specialist II | 24.11 |
| 13013 - Exhibits Specialist III | 29.49 |

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| 13041 - Illustrator I | 19.45 |
| 13042 - Illustrator II | 24.11 |
| 13043 - Illustrator III | 29.49 |
| 13047 - Librarian | 26.69 |
| 13050 - Library Aide/Clerk | 14.56 |
| 13054 - Library Information Technology Systems Administrator | 24.11 |
| 13058 - Library Technician | 16.92 |
| 13061 - Media Specialist I | 17.39 |
| 13062 - Media Specialist II | 19.45 |
| 13063 - Media Specialist III | 21.70 |
| 13071 - Photographer I | 16.33 |
| 13072 - Photographer II | 18.27 |
| 13073 - Photographer III | 22.63 |
| 13074 - Photographer IV | 27.04 |
| 13075 - Photographer V | 32.74 |
| 13110 - Video Teleconference Technician | 15.87 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.85 |
| 14042 - Computer Operator II | 17.17 |
| 14043 - Computer Operator III | 19.10 |
| 14044 - Computer Operator IV | 21.21 |
| 14045 - Computer Operator V | 23.56 |
| 14071 - Computer Programmer I | 19.56 |
| 14072 - Computer Programmer II | 24.77 |
| 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 | 15.85 |
| 14160 - Personal Computer Support Technician | 25.15 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.87 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.49 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.75 |
| 15050 - Computer Based Training Specialist / Instructor | 27.87 |
| 15060 - Educational Technologist | 32.39 |
| 15070 - Flight Instructor (Pilot) | 37.75 |
| 15080 - Graphic Artist | 22.64 |
| 15090 - Technical Instructor | 18.54 |
| 15095 - Technical Instructor/Course Developer | 24.26 |
| 15110 - Test Proctor | 15.60 |
| 15120 - Tutor | 15.60 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.78 |
| 16030 - Counter Attendant | 9.78 |
| 16040 - Dry Cleaner | 12.53 |
| 16070 - Finisher, Flatwork, Machine | 9.78 |
| 16090 - Presser, Hand | 9.78 |
| 16110 - Presser, Machine, Drycleaning | 9.78 |
| 16130 - Presser, Machine, Shirts | 9.78 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.78 |
| 16190 - Sewing Machine Operator | 13.46 |
| 16220 - Tailor | 14.40 |
| 16250 - Washer, Machine | 10.60 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.85 |
| 19040 - Tool And Die Maker | 22.91 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.04 |
| 21030 - Material Coordinator | 18.40 |
| 21040 - Material Expediter | 18.40 |

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| 21050 - Material Handling Laborer | 12.69 |
| 21071 - Order Filler | 12.26 |
| 21080 - Production Line Worker (Food Processing) | 15.04 |
| 21110 - Shipping Packer | 13.44 |
| 21130 - Shipping/Receiving Clerk | 13.44 |
| 21140 - Store Worker I | 12.60 |
| 21150 - Stock Clerk | 16.34 |
| 21210 - Tools And Parts Attendant | 15.04 |
| 21410 - Warehouse Specialist | 15.04 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 22.90 |
| 23021 - Aircraft Mechanic I | 21.81 |
| 23022 - Aircraft Mechanic II | 22.90 |
| 23023 - Aircraft Mechanic III | 24.05 |
| 23040 - Aircraft Mechanic Helper | 15.62 |
| 23050 - Aircraft, Painter | 19.91 |
| 23060 - Aircraft Servicer | 18.91 |
| 23080 - Aircraft Worker | 19.54 |
| 23110 - Appliance Mechanic | 16.90 |
| 23120 - Bicycle Repairer | 11.43 |
| 23125 - Cable Splicer | 23.14 |
| 23130 - Carpenter, Maintenance | 22.27 |
| 23140 - Carpet Layer | 17.77 |
| 23160 - Electrician, Maintenance | 26.96 |
| 23181 - Electronics Technician Maintenance I | 23.66 |
| 23182 - Electronics Technician Maintenance II | 25.03 |
| 23183 - Electronics Technician Maintenance III | 26.41 |
| 23260 - Fabric Worker | 18.14 |
| 23290 - Fire Alarm System Mechanic | 23.52 |
| 23310 - Fire Extinguisher Repairer | 17.02 |
| 23311 - Fuel Distribution System Mechanic | 21.04 |
| 23312 - Fuel Distribution System Operator | 16.66 |
| 23370 - General Maintenance Worker | 16.48 |
| 23380 - Ground Support Equipment Mechanic | 21.81 |
| 23381 - Ground Support Equipment Servicer | 19.91 |
| 23382 - Ground Support Equipment Worker | 19.54 |
| 23391 - Gunsmith I | 17.02 |
| 23392 - Gunsmith II | 19.26 |
| 23393 - Gunsmith III | 21.50 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.77 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.79 |
| 23430 - Heavy Equipment Mechanic | 22.86 |
| 23440 - Heavy Equipment Operator | 20.96 |
| 23460 - Instrument Mechanic | 21.50 |
| 23465 - Laboratory/Shelter Mechanic | 20.37 |
| 23470 - Laborer | 11.52 |
| 23510 - Locksmith | 20.37 |
| 23530 - Machinery Maintenance Mechanic | 22.71 |
| 23550 - Machinist, Maintenance | 18.10 |
| 23580 - Maintenance Trades Helper | 12.48 |
| 23591 - Metrology Technician I | 21.50 |
| 23592 - Metrology Technician II | 22.60 |
| 23593 - Metrology Technician III | 23.73 |
| 23640 - Millwright | 21.50 |
| 23710 - Office Appliance Repairer | 19.90 |
| 23760 - Painter, Maintenance | 15.28 |
| 23790 - Pipefitter, Maintenance | 27.76 |
| 23810 - Plumber, Maintenance | 25.86 |
| 23820 - Pneudraulic Systems Mechanic | 21.50 |
| 23850 - Rigger | 21.50 |
| 23870 - Scale Mechanic | 19.26 |

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| 23890 - Sheet-Metal Worker, Maintenance | 24.88 |
| 23910 - Small Engine Mechanic | 18.85 |
| 23931 - Telecommunications Mechanic I | 26.27 |
| 23932 - Telecommunications Mechanic II | 27.62 |
| 23950 - Telephone Lineman | 21.50 |
| 23960 - Welder, Combination, Maintenance | 15.19 |
| 23965 - Well Driller | 19.84 |
| 23970 - Woodcraft Worker | 21.50 |
| 23980 - Woodworker | 17.02 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.24 |
| 24580 - Child Care Center Clerk | 14.01 |
| 24610 - Chore Aide | 10.18 |
| 24620 - Family Readiness And Support Services Coordinator | 13.92 |
| 24630 - Homemaker | 17.24 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.14 |
| 25040 - Sewage Plant Operator | 23.42 |
| 25070 - Stationary Engineer | 23.14 |
| 25190 - Ventilation Equipment Tender | 15.57 |
| 25210 - Water Treatment Plant Operator | 23.42 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.59 |
| 27007 - Baggage Inspector | 11.19 |
| 27008 - Corrections Officer | 21.67 |
| 27010 - Court Security Officer | 21.67 |
| 27030 - Detection Dog Handler | 15.86 |
| 27040 - Detention Officer | 21.67 |
| 27070 - Firefighter | 22.48 |
| 27101 - Guard I | 11.19 |
| 27102 - Guard II | 15.86 |
| 27131 - Police Officer I | 24.72 |
| 27132 - Police Officer II | 27.46 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.65 |
| 28042 - Carnival Equipment Repairer | 14.51 |
| 28043 - Carnival Equipment Worker | 11.13 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.21 |
| 28515 - Recreation Specialist | 18.87 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 18.73 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.11 |
| 29020 - Hatch Tender | 21.11 |
| 29030 - Line Handler | 21.11 |
| 29041 - Stevedore I | 19.99 |
| 29042 - Stevedore II | 22.84 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.62 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.29 |
| 30022 - Archeological Technician II | 18.22 |
| 30023 - Archeological Technician III | 22.57 |
| 30030 - Cartographic Technician | 22.57 |
| 30040 - Civil Engineering Technician | 23.84 |
| 30061 - Drafter/CAD Operator I | 16.29 |
| 30062 - Drafter/CAD Operator II | 18.22 |
| 30063 - Drafter/CAD Operator III | 20.32 |

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| 30064 - Drafter/CAD Operator IV | 25.00 |
| 30081 - Engineering Technician I | 15.92 |
| 30082 - Engineering Technician II | 17.87 |
| 30083 - Engineering Technician III | 19.99 |
| 30084 - Engineering Technician IV | 24.76 |
| 30085 - Engineering Technician V | 30.29 |
| 30086 - Engineering Technician VI | 36.65 |
| 30090 - Environmental Technician | 22.57 |
| 30210 - Laboratory Technician | 20.32 |
| 30240 - Mathematical Technician | 22.57 |
| 30361 - Paralegal/Legal Assistant I | 19.17 |
| 30362 - Paralegal/Legal Assistant II | 23.75 |
| 30363 - Paralegal/Legal Assistant III | 29.05 |
| 30364 - Paralegal/Legal Assistant IV | 35.16 |
| 30390 - Photo-Optics Technician | 22.57 |
| 30461 - Technical Writer I | 18.44 |
| 30462 - Technical Writer II | 22.56 |
| 30463 - Technical Writer III | 27.29 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 20.32 |
| 30621 - Weather Observer, Senior (see 2) | 22.57 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.14 |
| 31030 - Bus Driver | 16.12 |
| 31043 - Driver Courier | 13.13 |
| 31260 - Parking and Lot Attendant | 10.14 |
| 31290 - Shuttle Bus Driver | 14.05 |
| 31310 - Taxi Driver | 12.67 |
| 31361 - Truckdriver, Light | 14.05 |
| 31362 - Truckdriver, Medium | 16.83 |
| 31363 - Truckdriver, Heavy | 16.74 |
| 31364 - Truckdriver, Tractor-Trailer | 16.74 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.25 |
| 99050 - Desk Clerk | 11.24 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.32 |
| 99252 - Laboratory Animal Caretaker II | 12.11 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 19.69 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.61 |
| 99711 - Recycling Specialist | 17.02 |
| 99730 - Refuse Collector | 15.73 |
| 99810 - Sales Clerk | 13.05 |
| 99820 - School Crossing Guard | 12.41 |
| 99830 - Survey Party Chief | 23.75 |
| 99831 - Surveying Aide | 14.92 |
| 99832 - Surveying Technician | 20.31 |
| 99840 - Vending Machine Attendant | 17.57 |
| 99841 - Vending Machine Repairer | 21.27 |
| 99842 - Vending Machine Repairer Helper | 17.57 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2440
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Oregon

Area: Oregon Counties of Benton, Coos, Crook, Curry, Deschutes, Douglas,
Jackson, Jefferson, Josephine, Klamath, Lake, Lane, Lincoln, Linn

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.45 |
| 01012 - Accounting Clerk II | | 13.97 |
| 01013 - Accounting Clerk III | | 15.63 |
| 01020 - Administrative Assistant | | 19.08 |
| 01040 - Court Reporter | | 15.69 |
| 01051 - Data Entry Operator I | | 12.11 |
| 01052 - Data Entry Operator II | | 13.29 |
| 01060 - Dispatcher, Motor Vehicle | | 18.24 |
| 01070 - Document Preparation Clerk | | 12.36 |
| 01090 - Duplicating Machine Operator | | 12.36 |
| 01111 - General Clerk I | | 11.84 |
| 01112 - General Clerk II | | 12.92 |
| 01113 - General Clerk III | | 14.50 |
| 01120 - Housing Referral Assistant | | 17.50 |
| 01141 - Messenger Courier | | 12.76 |
| 01191 - Order Clerk I | | 13.88 |
| 01192 - Order Clerk II | | 15.14 |
| 01261 - Personnel Assistant (Employment) I | | 14.55 |
| 01262 - Personnel Assistant (Employment) II | | 15.93 |
| 01263 - Personnel Assistant (Employment) III | | 17.76 |
| 01270 - Production Control Clerk | | 18.40 |
| 01280 - Receptionist | | 12.12 |
| 01290 - Rental Clerk | | 12.87 |
| 01300 - Scheduler, Maintenance | | 14.03 |
| 01311 - Secretary I | | 14.03 |
| 01312 - Secretary II | | 15.69 |
| 01313 - Secretary III | | 17.50 |
| 01320 - Service Order Dispatcher | | 16.24 |
| 01410 - Supply Technician | | 19.08 |
| 01420 - Survey Worker | | 14.05 |
| 01531 - Travel Clerk I | | 13.58 |
| 01532 - Travel Clerk II | | 14.74 |
| 01533 - Travel Clerk III | | 15.86 |
| 01611 - Word Processor I | | 12.90 |
| 01612 - Word Processor II | | 14.48 |

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| 01613 - Word Processor III | 16.19 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.79 |
| 05010 - Automotive Electrician | 17.35 |
| 05040 - Automotive Glass Installer | 16.16 |
| 05070 - Automotive Worker | 16.54 |
| 05110 - Mobile Equipment Servicer | 14.57 |
| 05130 - Motor Equipment Metal Mechanic | 18.14 |
| 05160 - Motor Equipment Metal Worker | 16.54 |
| 05190 - Motor Vehicle Mechanic | 18.14 |
| 05220 - Motor Vehicle Mechanic Helper | 13.73 |
| 05250 - Motor Vehicle Upholstery Worker | 15.72 |
| 05280 - Motor Vehicle Wrecker | 16.54 |
| 05310 - Painter, Automotive | 18.65 |
| 05340 - Radiator Repair Specialist | 16.54 |
| 05370 - Tire Repairer | 12.48 |
| 05400 - Transmission Repair Specialist | 18.14 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.89 |
| 07041 - Cook I | 11.30 |
| 07042 - Cook II | 12.78 |
| 07070 - Dishwasher | 9.03 |
| 07130 - Food Service Worker | 9.63 |
| 07210 - Meat Cutter | 15.32 |
| 07260 - Waiter/Waitress | 9.80 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.14 |
| 09040 - Furniture Handler | 11.65 |
| 09080 - Furniture Refinisher | 15.14 |
| 09090 - Furniture Refinisher Helper | 12.25 |
| 09110 - Furniture Repairer, Minor | 13.73 |
| 09130 - Upholsterer | 15.14 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.58 |
| 11060 - Elevator Operator | 11.27 |
| 11090 - Gardener | 15.72 |
| 11122 - Housekeeping Aide | 11.27 |
| 11150 - Janitor | 11.27 |
| 11210 - Laborer, Grounds Maintenance | 13.06 |
| 11240 - Maid or Houseman | 9.64 |
| 11260 - Pruner | 12.52 |
| 11270 - Tractor Operator | 14.99 |
| 11330 - Trail Maintenance Worker | 13.06 |
| 11360 - Window Cleaner | 12.27 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 18.48 |
| 12011 - Breath Alcohol Technician | 17.13 |
| 12012 - Certified Occupational Therapist Assistant | 23.51 |
| 12015 - Certified Physical Therapist Assistant | 23.51 |
| 12020 - Dental Assistant | 17.52 |
| 12025 - Dental Hygienist | 36.40 |
| 12030 - EKG Technician | 28.16 |
| 12035 - Electroneurodiagnostic Technologist | 28.16 |
| 12040 - Emergency Medical Technician | 18.48 |
| 12071 - Licensed Practical Nurse I | 15.32 |
| 12072 - Licensed Practical Nurse II | 17.13 |
| 12073 - Licensed Practical Nurse III | 19.11 |
| 12100 - Medical Assistant | 15.37 |
| 12130 - Medical Laboratory Technician | 16.86 |
| 12160 - Medical Record Clerk | 14.08 |
| 12190 - Medical Record Technician | 15.75 |
| 12195 - Medical Transcriptionist | 16.84 |
| 12210 - Nuclear Medicine Technologist | 37.66 |

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| 12221 - Nursing Assistant I | 9.88 |
| 12222 - Nursing Assistant II | 11.11 |
| 12223 - Nursing Assistant III | 12.12 |
| 12224 - Nursing Assistant IV | 13.60 |
| 12235 - Optical Dispenser | 15.26 |
| 12236 - Optical Technician | 15.32 |
| 12250 - Pharmacy Technician | 16.80 |
| 12280 - Phlebotomist | 13.60 |
| 12305 - Radiologic Technologist | 28.82 |
| 12311 - Registered Nurse I | 22.98 |
| 12312 - Registered Nurse II | 28.11 |
| 12313 - Registered Nurse II, Specialist | 28.11 |
| 12314 - Registered Nurse III | 34.01 |
| 12315 - Registered Nurse III, Anesthetist | 34.01 |
| 12316 - Registered Nurse IV | 40.76 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.23 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.45 |
| 13012 - Exhibits Specialist II | 24.11 |
| 13013 - Exhibits Specialist III | 29.49 |
| 13041 - Illustrator I | 19.45 |
| 13042 - Illustrator II | 24.11 |
| 13043 - Illustrator III | 29.49 |
| 13047 - Librarian | 26.69 |
| 13050 - Library Aide/Clerk | 14.56 |
| 13054 - Library Information Technology Systems Administrator | 24.11 |
| 13058 - Library Technician | 16.92 |
| 13061 - Media Specialist I | 17.39 |
| 13062 - Media Specialist II | 19.45 |
| 13063 - Media Specialist III | 21.70 |
| 13071 - Photographer I | 16.33 |
| 13072 - Photographer II | 18.27 |
| 13073 - Photographer III | 22.63 |
| 13074 - Photographer IV | 27.04 |
| 13075 - Photographer V | 32.74 |
| 13110 - Video Teleconference Technician | 15.87 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.85 |
| 14042 - Computer Operator II | 17.17 |
| 14043 - Computer Operator III | 19.10 |
| 14044 - Computer Operator IV | 21.21 |
| 14045 - Computer Operator V | 23.56 |
| 14071 - Computer Programmer I | 19.56 |
| 14072 - Computer Programmer II | 24.77 |
| 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 | 15.85 |
| 14160 - Personal Computer Support Technician | 25.15 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.87 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.49 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.75 |
| 15050 - Computer Based Training Specialist / Instructor | 27.87 |
| 15060 - Educational Technologist | 32.39 |
| 15070 - Flight Instructor (Pilot) | 37.75 |
| 15080 - Graphic Artist | 22.64 |
| 15090 - Technical Instructor | 18.54 |
| 15095 - Technical Instructor/Course Developer | 24.26 |
| 15110 - Test Proctor | 15.60 |

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| 15120 - Tutor | 15.60 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.78 |
| 16030 - Counter Attendant | 9.78 |
| 16040 - Dry Cleaner | 12.53 |
| 16070 - Finisher, Flatwork, Machine | 9.78 |
| 16090 - Presser, Hand | 9.78 |
| 16110 - Presser, Machine, Drycleaning | 9.78 |
| 16130 - Presser, Machine, Shirts | 9.78 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.78 |
| 16190 - Sewing Machine Operator | 13.46 |
| 16220 - Tailor | 14.40 |
| 16250 - Washer, Machine | 10.60 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.85 |
| 19040 - Tool And Die Maker | 22.91 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.04 |
| 21030 - Material Coordinator | 18.40 |
| 21040 - Material Expediter | 18.40 |
| 21050 - Material Handling Laborer | 12.69 |
| 21071 - Order Filler | 12.26 |
| 21080 - Production Line Worker (Food Processing) | 15.04 |
| 21110 - Shipping Packer | 13.44 |
| 21130 - Shipping/Receiving Clerk | 13.44 |
| 21140 - Store Worker I | 12.60 |
| 21150 - Stock Clerk | 16.34 |
| 21210 - Tools And Parts Attendant | 15.04 |
| 21410 - Warehouse Specialist | 15.04 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.90 |
| 23021 - Aircraft Mechanic I | 21.81 |
| 23022 - Aircraft Mechanic II | 22.90 |
| 23023 - Aircraft Mechanic III | 24.05 |
| 23040 - Aircraft Mechanic Helper | 15.62 |
| 23050 - Aircraft, Painter | 19.91 |
| 23060 - Aircraft Servicer | 18.91 |
| 23080 - Aircraft Worker | 19.54 |
| 23110 - Appliance Mechanic | 16.90 |
| 23120 - Bicycle Repairer | 11.43 |
| 23125 - Cable Splicer | 23.14 |
| 23130 - Carpenter, Maintenance | 22.27 |
| 23140 - Carpet Layer | 17.77 |
| 23160 - Electrician, Maintenance | 26.96 |
| 23181 - Electronics Technician Maintenance I | 23.66 |
| 23182 - Electronics Technician Maintenance II | 25.03 |
| 23183 - Electronics Technician Maintenance III | 26.41 |
| 23260 - Fabric Worker | 18.14 |
| 23290 - Fire Alarm System Mechanic | 23.52 |
| 23310 - Fire Extinguisher Repairer | 17.02 |
| 23311 - Fuel Distribution System Mechanic | 21.04 |
| 23312 - Fuel Distribution System Operator | 16.66 |
| 23370 - General Maintenance Worker | 16.48 |
| 23380 - Ground Support Equipment Mechanic | 21.81 |
| 23381 - Ground Support Equipment Servicer | 19.91 |
| 23382 - Ground Support Equipment Worker | 19.54 |
| 23391 - Gunsmith I | 17.02 |
| 23392 - Gunsmith II | 19.26 |
| 23393 - Gunsmith III | 21.50 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.77 |
| 23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility) | 20.79 |

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|---|-------|
| 23430 - Heavy Equipment Mechanic | 22.86 |
| 23440 - Heavy Equipment Operator | 20.96 |
| 23460 - Instrument Mechanic | 21.50 |
| 23465 - Laboratory/Shelter Mechanic | 20.37 |
| 23470 - Laborer | 11.52 |
| 23510 - Locksmith | 20.37 |
| 23530 - Machinery Maintenance Mechanic | 22.71 |
| 23550 - Machinist, Maintenance | 18.10 |
| 23580 - Maintenance Trades Helper | 12.48 |
| 23591 - Metrology Technician I | 21.50 |
| 23592 - Metrology Technician II | 22.60 |
| 23593 - Metrology Technician III | 23.73 |
| 23640 - Millwright | 21.50 |
| 23710 - Office Appliance Repairer | 19.90 |
| 23760 - Painter, Maintenance | 15.28 |
| 23790 - Pipefitter, Maintenance | 27.76 |
| 23810 - Plumber, Maintenance | 25.86 |
| 23820 - Pneudraulic Systems Mechanic | 21.50 |
| 23850 - Rigger | 21.50 |
| 23870 - Scale Mechanic | 19.26 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.88 |
| 23910 - Small Engine Mechanic | 18.85 |
| 23931 - Telecommunications Mechanic I | 26.27 |
| 23932 - Telecommunications Mechanic II | 27.62 |
| 23950 - Telephone Lineman | 21.50 |
| 23960 - Welder, Combination, Maintenance | 15.19 |
| 23965 - Well Driller | 19.84 |
| 23970 - Woodcraft Worker | 21.50 |
| 23980 - Woodworker | 17.02 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.24 |
| 24580 - Child Care Center Clerk | 14.01 |
| 24610 - Chore Aide | 10.18 |
| 24620 - Family Readiness And Support Services Coordinator | 13.92 |
| 24630 - Homemaker | 17.24 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.14 |
| 25040 - Sewage Plant Operator | 23.42 |
| 25070 - Stationary Engineer | 23.14 |
| 25190 - Ventilation Equipment Tender | 15.57 |
| 25210 - Water Treatment Plant Operator | 23.42 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.59 |
| 27007 - Baggage Inspector | 11.19 |
| 27008 - Corrections Officer | 21.67 |
| 27010 - Court Security Officer | 21.67 |
| 27030 - Detection Dog Handler | 15.86 |
| 27040 - Detention Officer | 21.67 |
| 27070 - Firefighter | 22.48 |
| 27101 - Guard I | 11.19 |
| 27102 - Guard II | 15.86 |
| 27131 - Police Officer I | 24.72 |
| 27132 - Police Officer II | 27.46 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 13.65 |
| 28042 - Carnival Equipment Repairer | 14.51 |
| 28043 - Carnival Equipment Worker | 11.13 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.21 |
| 28515 - Recreation Specialist | 18.87 |

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| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 18.73 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.11 |
| 29020 - Hatch Tender | 21.11 |
| 29030 - Line Handler | 21.11 |
| 29041 - Stevedore I | 19.99 |
| 29042 - Stevedore II | 22.84 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.62 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.29 |
| 30022 - Archeological Technician II | 18.22 |
| 30023 - Archeological Technician III | 22.57 |
| 30030 - Cartographic Technician | 22.57 |
| 30040 - Civil Engineering Technician | 23.84 |
| 30061 - Drafter/CAD Operator I | 16.29 |
| 30062 - Drafter/CAD Operator II | 18.22 |
| 30063 - Drafter/CAD Operator III | 20.32 |
| 30064 - Drafter/CAD Operator IV | 25.00 |
| 30081 - Engineering Technician I | 15.92 |
| 30082 - Engineering Technician II | 17.87 |
| 30083 - Engineering Technician III | 19.99 |
| 30084 - Engineering Technician IV | 24.76 |
| 30085 - Engineering Technician V | 30.29 |
| 30086 - Engineering Technician VI | 36.65 |
| 30090 - Environmental Technician | 22.57 |
| 30210 - Laboratory Technician | 20.32 |
| 30240 - Mathematical Technician | 22.57 |
| 30361 - Paralegal/Legal Assistant I | 19.17 |
| 30362 - Paralegal/Legal Assistant II | 23.75 |
| 30363 - Paralegal/Legal Assistant III | 29.05 |
| 30364 - Paralegal/Legal Assistant IV | 35.16 |
| 30390 - Photo-Optics Technician | 22.57 |
| 30461 - Technical Writer I | 18.44 |
| 30462 - Technical Writer II | 22.56 |
| 30463 - Technical Writer III | 27.29 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 20.32 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 22.57 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.14 |
| 31030 - Bus Driver | 16.12 |
| 31043 - Driver Courier | 13.13 |
| 31260 - Parking and Lot Attendant | 10.14 |
| 31290 - Shuttle Bus Driver | 14.05 |
| 31310 - Taxi Driver | 12.67 |
| 31361 - Truckdriver, Light | 14.05 |
| 31362 - Truckdriver, Medium | 16.83 |
| 31363 - Truckdriver, Heavy | 16.74 |
| 31364 - Truckdriver, Tractor-Trailer | 16.74 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.25 |
| 99050 - Desk Clerk | 11.24 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.32 |
| 99252 - Laboratory Animal Caretaker II | 12.11 |

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| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 19.69 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.61 |
| 99711 - Recycling Specialist | 17.02 |
| 99730 - Refuse Collector | 15.73 |
| 99810 - Sales Clerk | 13.05 |
| 99820 - School Crossing Guard | 12.41 |
| 99830 - Survey Party Chief | 23.75 |
| 99831 - Surveying Aide | 14.92 |
| 99832 - Surveying Technician | 20.31 |
| 99840 - Vending Machine Attendant | 17.57 |
| 99841 - Vending Machine Repairer | 21.27 |
| 99842 - Vending Machine Repairer Helper | 17.57 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at

<http://wdo1.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2441
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: Oregon, Washington

Area: Oregon Counties of Clackamas, Clatsop, Columbia, Gilliam, Hood River, Marion, Multnomah, Polk, Sherman, Tillamook, Wasco, Washington, Yamhill

Washington Counties of Clark, Cowlitz, Klickitat, Pacific, Skamania, Wahkiakum

****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 | | 15.62 |
| 01013 - Accounting Clerk III | | 19.91 |
| 01020 - Administrative Assistant | | 21.67 |
| 01040 - Court Reporter | | 19.88 |
| 01051 - Data Entry Operator I | | 13.02 |
| 01052 - Data Entry Operator II | | 14.28 |
| 01060 - Dispatcher, Motor Vehicle | | 19.88 |
| 01070 - Document Preparation Clerk | | 13.75 |
| 01090 - Duplicating Machine Operator | | 13.75 |

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|-------|--|-------|
| 01111 | - General Clerk I | 12.67 |
| 01112 | - General Clerk II | 13.82 |
| 01113 | - General Clerk III | 17.33 |
| 01120 | - Housing Referral Assistant | 20.42 |
| 01141 | - Messenger Courier | 14.12 |
| 01191 | - Order Clerk I | 13.02 |
| 01192 | - Order Clerk II | 15.03 |
| 01261 | - Personnel Assistant (Employment) I | 15.71 |
| 01262 | - Personnel Assistant (Employment) II | 19.59 |
| 01263 | - Personnel Assistant (Employment) III | 20.55 |
| 01270 | - Production Control Clerk | 20.55 |
| 01280 | - Receptionist | 14.41 |
| 01290 | - Rental Clerk | 15.98 |
| 01300 | - Scheduler, Maintenance | 16.38 |
| 01311 | - Secretary I | 16.38 |
| 01312 | - Secretary II | 18.32 |
| 01313 | - Secretary III | 20.42 |
| 01320 | - Service Order Dispatcher | 17.40 |
| 01410 | - Supply Technician | 22.62 |
| 01420 | - Survey Worker | 19.88 |
| 01531 | - Travel Clerk I | 13.44 |
| 01532 | - Travel Clerk II | 16.64 |
| 01533 | - Travel Clerk III | 15.76 |
| 01611 | - Word Processor I | 14.12 |
| 01612 | - Word Processor II | 15.86 |
| 01613 | - Word Processor III | 19.59 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 19.95 |
| 05010 | - Automotive Electrician | 19.85 |
| 05040 | - Automotive Glass Installer | 18.97 |
| 05070 | - Automotive Worker | 18.97 |
| 05110 | - Mobile Equipment Servicer | 17.05 |
| 05130 | - Motor Equipment Metal Mechanic | 19.95 |
| 05160 | - Motor Equipment Metal Worker | 18.97 |
| 05190 | - Motor Vehicle Mechanic | 19.95 |
| 05220 | - Motor Vehicle Mechanic Helper | 16.04 |
| 05250 | - Motor Vehicle Upholstery Worker | 18.04 |
| 05280 | - Motor Vehicle Wrecker | 18.97 |
| 05310 | - Painter, Automotive | 19.85 |
| 05340 | - Radiator Repair Specialist | 18.97 |
| 05370 | - Tire Repairer | 13.76 |
| 05400 | - Transmission Repair Specialist | 19.95 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 12.61 |
| 07041 | - Cook I | 12.86 |
| 07042 | - Cook II | 14.31 |
| 07070 | - Dishwasher | 9.16 |
| 07130 | - Food Service Worker | 10.57 |
| 07210 | - Meat Cutter | 16.19 |
| 07260 | - Waiter/Waitress | 10.50 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 16.58 |
| 09040 | - Furniture Handler | 11.96 |
| 09080 | - Furniture Refinisher | 16.85 |
| 09090 | - Furniture Refinisher Helper | 13.62 |
| 09110 | - Furniture Repairer, Minor | 15.32 |
| 09130 | - Upholsterer | 16.58 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 10.61 |
| 11060 | - Elevator Operator | 11.77 |
| 11090 | - Gardener | 15.07 |
| 11122 | - Housekeeping Aide | 12.06 |
| 11150 | - Janitor | 12.06 |

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|--|-------|
| 11210 - Laborer, Grounds Maintenance | 11.96 |
| 11240 - Maid or Houseman | 11.47 |
| 11260 - Pruner | 10.96 |
| 11270 - Tractor Operator | 14.58 |
| 11330 - Trail Maintenance Worker | 11.96 |
| 11360 - Window Cleaner | 13.16 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 19.04 |
| 12011 - Breath Alcohol Technician | 19.04 |
| 12012 - Certified Occupational Therapist Assistant | 22.53 |
| 12015 - Certified Physical Therapist Assistant | 21.98 |
| 12020 - Dental Assistant | 17.72 |
| 12025 - Dental Hygienist | 36.69 |
| 12030 - EKG Technician | 29.65 |
| 12035 - Electroneurodiagnostic Technologist | 29.65 |
| 12040 - Emergency Medical Technician | 19.04 |
| 12071 - Licensed Practical Nurse I | 18.73 |
| 12072 - Licensed Practical Nurse II | 20.94 |
| 12073 - Licensed Practical Nurse III | 23.38 |
| 12100 - Medical Assistant | 15.18 |
| 12130 - Medical Laboratory Technician | 18.73 |
| 12160 - Medical Record Clerk | 14.32 |
| 12190 - Medical Record Technician | 16.02 |
| 12195 - Medical Transcriptionist | 18.16 |
| 12210 - Nuclear Medicine Technologist | 38.09 |
| 12221 - Nursing Assistant I | 9.41 |
| 12222 - Nursing Assistant II | 10.57 |
| 12223 - Nursing Assistant III | 11.53 |
| 12224 - Nursing Assistant IV | 12.95 |
| 12235 - Optical Dispenser | 17.51 |
| 12236 - Optical Technician | 15.09 |
| 12250 - Pharmacy Technician | 15.54 |
| 12280 - Phlebotomist | 12.95 |
| 12305 - Radiologic Technologist | 30.05 |
| 12311 - Registered Nurse I | 29.04 |
| 12312 - Registered Nurse II | 35.53 |
| 12313 - Registered Nurse II, Specialist | 35.53 |
| 12314 - Registered Nurse III | 42.99 |
| 12315 - Registered Nurse III, Anesthetist | 42.99 |
| 12316 - Registered Nurse IV | 51.52 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.30 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.00 |
| 13012 - Exhibits Specialist II | 24.77 |
| 13013 - Exhibits Specialist III | 28.66 |
| 13041 - Illustrator I | 18.35 |
| 13042 - Illustrator II | 22.74 |
| 13043 - Illustrator III | 27.81 |
| 13047 - Librarian | 26.14 |
| 13050 - Library Aide/Clerk | 13.53 |
| 13054 - Library Information Technology Systems Administrator | 23.60 |
| 13058 - Library Technician | 15.52 |
| 13061 - Media Specialist I | 17.04 |
| 13062 - Media Specialist II | 19.06 |
| 13063 - Media Specialist III | 21.24 |
| 13071 - Photographer I | 15.13 |
| 13072 - Photographer II | 16.92 |
| 13073 - Photographer III | 20.96 |
| 13074 - Photographer IV | 25.64 |
| 13075 - Photographer V | 31.02 |
| 13110 - Video Teleconference Technician | 17.33 |
| 14000 - Information Technology Occupations | |

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| 14041 - Computer Operator I | 16.61 |
| 14042 - Computer Operator II | 18.58 |
| 14043 - Computer Operator III | 20.71 |
| 14044 - Computer Operator IV | 23.01 |
| 14045 - Computer Operator V | 25.49 |
| 14071 - Computer Programmer I (see 1) | 20.15 |
| 14072 - Computer Programmer II (see 1) | 24.95 |
| 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 | 16.61 |
| 14160 - Personal Computer Support Technician | 23.01 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.55 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.31 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.12 |
| 15050 - Computer Based Training Specialist / Instructor | 28.55 |
| 15060 - Educational Technologist | 31.63 |
| 15070 - Flight Instructor (Pilot) | 41.12 |
| 15080 - Graphic Artist | 20.77 |
| 15090 - Technical Instructor | 20.39 |
| 15095 - Technical Instructor/Course Developer | 24.95 |
| 15110 - Test Proctor | 17.79 |
| 15120 - Tutor | 17.79 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.87 |
| 16030 - Counter Attendant | 9.87 |
| 16040 - Dry Cleaner | 12.40 |
| 16070 - Finisher, Flatwork, Machine | 9.87 |
| 16090 - Presser, Hand | 9.87 |
| 16110 - Presser, Machine, Drycleaning | 9.87 |
| 16130 - Presser, Machine, Shirts | 9.87 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.87 |
| 16190 - Sewing Machine Operator | 13.20 |
| 16220 - Tailor | 13.99 |
| 16250 - Washer, Machine | 10.70 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.45 |
| 19040 - Tool And Die Maker | 24.38 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.89 |
| 21030 - Material Coordinator | 19.68 |
| 21040 - Material Expediter | 19.68 |
| 21050 - Material Handling Laborer | 13.22 |
| 21071 - Order Filler | 13.60 |
| 21080 - Production Line Worker (Food Processing) | 14.89 |
| 21110 - Shipping Packer | 14.37 |
| 21130 - Shipping/Receiving Clerk | 14.37 |
| 21140 - Store Worker I | 12.70 |
| 21150 - Stock Clerk | 16.70 |
| 21210 - Tools And Parts Attendant | 14.89 |
| 21410 - Warehouse Specialist | 14.89 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.81 |
| 23021 - Aircraft Mechanic I | 24.48 |
| 23022 - Aircraft Mechanic II | 25.81 |
| 23023 - Aircraft Mechanic III | 27.13 |
| 23040 - Aircraft Mechanic Helper | 19.37 |
| 23050 - Aircraft, Painter | 22.61 |
| 23060 - Aircraft Servicer | 22.12 |
| 23080 - Aircraft Worker | 23.27 |

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|---|-------|
| 23110 - Appliance Mechanic | 17.48 |
| 23120 - Bicycle Repairer | 13.76 |
| 23125 - Cable Splicer | 31.58 |
| 23130 - Carpenter, Maintenance | 20.28 |
| 23140 - Carpet Layer | 20.85 |
| 23160 - Electrician, Maintenance | 29.99 |
| 23181 - Electronics Technician Maintenance I | 21.48 |
| 23182 - Electronics Technician Maintenance II | 24.43 |
| 23183 - Electronics Technician Maintenance III | 25.80 |
| 23260 - Fabric Worker | 20.54 |
| 23290 - Fire Alarm System Mechanic | 23.07 |
| 23310 - Fire Extinguisher Repairer | 19.63 |
| 23311 - Fuel Distribution System Mechanic | 24.72 |
| 23312 - Fuel Distribution System Operator | 19.39 |
| 23370 - General Maintenance Worker | 19.18 |
| 23380 - Ground Support Equipment Mechanic | 24.48 |
| 23381 - Ground Support Equipment Servicer | 22.12 |
| 23382 - Ground Support Equipment Worker | 23.27 |
| 23391 - Gunsmith I | 19.63 |
| 23392 - Gunsmith II | 22.34 |
| 23393 - Gunsmith III | 25.03 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.29 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.45 |
| 23430 - Heavy Equipment Mechanic | 21.84 |
| 23440 - Heavy Equipment Operator | 23.49 |
| 23460 - Instrument Mechanic | 27.58 |
| 23465 - Laboratory/Shelter Mechanic | 23.70 |
| 23470 - Laborer | 12.87 |
| 23510 - Locksmith | 18.24 |
| 23530 - Machinery Maintenance Mechanic | 22.99 |
| 23550 - Machinist, Maintenance | 25.12 |
| 23580 - Maintenance Trades Helper | 14.74 |
| 23591 - Metrology Technician I | 27.58 |
| 23592 - Metrology Technician II | 29.06 |
| 23593 - Metrology Technician III | 30.56 |
| 23640 - Millwright | 28.28 |
| 23710 - Office Appliance Repairer | 20.53 |
| 23760 - Painter, Maintenance | 18.24 |
| 23790 - Pipefitter, Maintenance | 30.95 |
| 23810 - Plumber, Maintenance | 27.63 |
| 23820 - Pneudraulic Systems Mechanic | 25.03 |
| 23850 - Rigger | 24.74 |
| 23870 - Scale Mechanic | 22.34 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.40 |
| 23910 - Small Engine Mechanic | 16.36 |
| 23931 - Telecommunications Mechanic I | 25.97 |
| 23932 - Telecommunications Mechanic II | 27.38 |
| 23950 - Telephone Lineman | 24.08 |
| 23960 - Welder, Combination, Maintenance | 21.08 |
| 23965 - Well Driller | 23.01 |
| 23970 - Woodcraft Worker | 26.15 |
| 23980 - Woodworker | 14.60 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.95 |
| 24580 - Child Care Center Clerk | 14.34 |
| 24610 - Chore Aide | 10.83 |
| 24620 - Family Readiness And Support Services Coordinator | 14.01 |
| 24630 - Homemaker | 16.21 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.09 |

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| 25040 - Sewage Plant Operator | 22.21 |
| 25070 - Stationary Engineer | 26.09 |
| 25190 - Ventilation Equipment Tender | 19.07 |
| 25210 - Water Treatment Plant Operator | 22.21 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 21.30 |
| 27007 - Baggage Inspector | 12.19 |
| 27008 - Corrections Officer | 23.68 |
| 27010 - Court Security Officer | 25.47 |
| 27030 - Detection Dog Handler | 16.79 |
| 27040 - Detention Officer | 23.68 |
| 27070 - Firefighter | 26.29 |
| 27101 - Guard I | 12.19 |
| 27102 - Guard II | 16.79 |
| 27131 - Police Officer I | 27.63 |
| 27132 - Police Officer II | 30.70 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.83 |
| 28042 - Carnival Equipment Repairer | 12.56 |
| 28043 - Carnival Equipment Worker | 9.64 |
| 28210 - Gate Attendant/Gate Tender | 16.16 |
| 28310 - Lifeguard | 12.65 |
| 28350 - Park Attendant (Aide) | 18.07 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.93 |
| 28515 - Recreation Specialist | 19.28 |
| 28630 - Sports Official | 14.40 |
| 28690 - Swimming Pool Operator | 19.18 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.47 |
| 29020 - Hatch Tender | 23.47 |
| 29030 - Line Handler | 23.47 |
| 29041 - Stevedore I | 22.04 |
| 29042 - Stevedore II | 24.90 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.72 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.00 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.63 |
| 30021 - Archeological Technician I | 16.73 |
| 30022 - Archeological Technician II | 18.72 |
| 30023 - Archeological Technician III | 23.18 |
| 30030 - Cartographic Technician | 23.18 |
| 30040 - Civil Engineering Technician | 25.26 |
| 30061 - Drafter/CAD Operator I | 16.73 |
| 30062 - Drafter/CAD Operator II | 18.72 |
| 30063 - Drafter/CAD Operator III | 20.86 |
| 30064 - Drafter/CAD Operator IV | 25.68 |
| 30081 - Engineering Technician I | 16.14 |
| 30082 - Engineering Technician II | 18.13 |
| 30083 - Engineering Technician III | 20.29 |
| 30084 - Engineering Technician IV | 25.76 |
| 30085 - Engineering Technician V | 31.76 |
| 30086 - Engineering Technician VI | 37.19 |
| 30090 - Environmental Technician | 22.18 |
| 30210 - Laboratory Technician | 19.18 |
| 30240 - Mathematical Technician | 22.35 |
| 30361 - Paralegal/Legal Assistant I | 17.68 |
| 30362 - Paralegal/Legal Assistant II | 22.18 |
| 30363 - Paralegal/Legal Assistant III | 27.13 |
| 30364 - Paralegal/Legal Assistant IV | 32.84 |
| 30390 - Photo-Optics Technician | 23.18 |
| 30461 - Technical Writer I | 21.89 |
| 30462 - Technical Writer II | 27.71 |
| 30463 - Technical Writer III | 32.40 |

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|---|---------------|
| 30491 - Unexploded Ordnance (UXO) Technician I | 23.97 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.00 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.76 |
| 30494 - Unexploded (UXO) Safety Escort | 23.97 |
| 30495 - Unexploded (UXO) Sweep Personnel | 23.97 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 20.86 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 23.18 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.68 |
| 31030 - Bus Driver | 17.89 |
| 31043 - Driver Courier | 14.29 |
| 31260 - Parking and Lot Attendant | 10.48 |
| 31290 - Shuttle Bus Driver | 15.36 |
| 31310 - Taxi Driver | 11.15 |
| 31361 - Truckdriver, Light | 15.29 |
| 31362 - Truckdriver, Medium | 18.77 |
| 31363 - Truckdriver, Heavy | 20.76 |
| 31364 - Truckdriver, Tractor-Trailer | 20.76 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.12 |
| 99050 - Desk Clerk | 11.50 |
| 99095 - Embalmer | 27.05 |
| 99251 - Laboratory Animal Caretaker I | 11.19 |
| 99252 - Laboratory Animal Caretaker II | 12.01 |
| 99310 - Mortician | 27.05 |
| 99410 - Pest Controller | 15.69 |
| 99510 - Photofinishing Worker | 14.81 |
| 99710 - Recycling Laborer | 19.39 |
| 99711 - Recycling Specialist | 22.73 |
| 99730 - Refuse Collector | 17.66 |
| 99810 - Sales Clerk | 13.43 |
| 99820 - School Crossing Guard | 13.99 |
| 99830 - Survey Party Chief | 26.05 |
| 99831 - Surveying Aide | 15.36 |
| 99832 - Surveying Technician | 21.04 |
| 99840 - Vending Machine Attendant | 16.64 |
| 99841 - Vending Machine Repairer | 19.64 |
| 99842 - Vending Machine Repairer Helper | 16.94 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order

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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2442
Revision No.: 15
Date Of Last Revision: 07/25/2014

States: Oregon, Washington

Area: Oregon Counties of Clackamas, Clatsop, Columbia, Gilliam, Hood River, Marion, Multnomah, Polk, Sherman, Tillamook, Wasco, Washington, Yamhill

Washington Counties of Clark, Cowlitz, Klickitat, Pacific, Skamania, Wahkiakum

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 | | 15.62 |
| 01013 - Accounting Clerk III | | 19.91 |
| 01020 - Administrative Assistant | | 21.67 |
| 01040 - Court Reporter | | 19.88 |
| 01051 - Data Entry Operator I | | 13.02 |
| 01052 - Data Entry Operator II | | 14.28 |
| 01060 - Dispatcher, Motor Vehicle | | 19.88 |
| 01070 - Document Preparation Clerk | | 13.75 |
| 01090 - Duplicating Machine Operator | | 13.75 |
| 01111 - General Clerk I | | 12.67 |
| 01112 - General Clerk II | | 13.82 |
| 01113 - General Clerk III | | 17.33 |
| 01120 - Housing Referral Assistant | | 20.42 |
| 01141 - Messenger Courier | | 14.12 |
| 01191 - Order Clerk I | | 13.02 |
| 01192 - Order Clerk II | | 15.03 |
| 01261 - Personnel Assistant (Employment) I | | 15.71 |
| 01262 - Personnel Assistant (Employment) II | | 19.59 |
| 01263 - Personnel Assistant (Employment) III | | 20.55 |
| 01270 - Production Control Clerk | | 20.55 |
| 01280 - Receptionist | | 14.41 |
| 01290 - Rental Clerk | | 15.98 |
| 01300 - Scheduler, Maintenance | | 16.38 |
| 01311 - Secretary I | | 16.38 |
| 01312 - Secretary II | | 18.32 |
| 01313 - Secretary III | | 20.42 |
| 01320 - Service Order Dispatcher | | 17.40 |
| 01410 - Supply Technician | | 22.62 |
| 01420 - Survey Worker | | 19.88 |
| 01531 - Travel Clerk I | | 13.44 |
| 01532 - Travel Clerk II | | 16.64 |
| 01533 - Travel Clerk III | | 15.76 |
| 01611 - Word Processor I | | 14.12 |
| 01612 - Word Processor II | | 15.86 |
| 01613 - Word Processor III | | 19.59 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.95 |
| 05010 - Automotive Electrician | | 19.85 |
| 05040 - Automotive Glass Installer | | 18.97 |
| 05070 - Automotive Worker | | 18.97 |
| 05110 - Mobile Equipment Servicer | | 17.05 |
| 05130 - Motor Equipment Metal Mechanic | | 19.95 |
| 05160 - Motor Equipment Metal Worker | | 18.97 |
| 05190 - Motor Vehicle Mechanic | | 19.95 |
| 05220 - Motor Vehicle Mechanic Helper | | 16.04 |
| 05250 - Motor Vehicle Upholstery Worker | | 18.04 |
| 05280 - Motor Vehicle Wrecker | | 18.97 |
| 05310 - Painter, Automotive | | 19.85 |
| 05340 - Radiator Repair Specialist | | 18.97 |
| 05370 - Tire Repairer | | 13.76 |

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|--|-------|
| 05400 - Transmission Repair Specialist | 19.95 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.61 |
| 07041 - Cook I | 12.86 |
| 07042 - Cook II | 14.31 |
| 07070 - Dishwasher | 9.16 |
| 07130 - Food Service Worker | 10.57 |
| 07210 - Meat Cutter | 16.19 |
| 07260 - Waiter/Waitress | 10.50 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.58 |
| 09040 - Furniture Handler | 11.96 |
| 09080 - Furniture Refinisher | 16.85 |
| 09090 - Furniture Refinisher Helper | 13.62 |
| 09110 - Furniture Repairer, Minor | 15.32 |
| 09130 - Upholsterer | 16.58 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.61 |
| 11060 - Elevator Operator | 11.77 |
| 11090 - Gardener | 15.07 |
| 11122 - Housekeeping Aide | 12.06 |
| 11150 - Janitor | 12.06 |
| 11210 - Laborer, Grounds Maintenance | 11.96 |
| 11240 - Maid or Houseman | 11.47 |
| 11260 - Pruner | 10.96 |
| 11270 - Tractor Operator | 14.58 |
| 11330 - Trail Maintenance Worker | 11.96 |
| 11360 - Window Cleaner | 13.16 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 19.04 |
| 12011 - Breath Alcohol Technician | 19.04 |
| 12012 - Certified Occupational Therapist Assistant | 22.53 |
| 12015 - Certified Physical Therapist Assistant | 21.98 |
| 12020 - Dental Assistant | 17.72 |
| 12025 - Dental Hygienist | 36.69 |
| 12030 - EKG Technician | 29.65 |
| 12035 - Electroneurodiagnostic Technologist | 29.65 |
| 12040 - Emergency Medical Technician | 19.04 |
| 12071 - Licensed Practical Nurse I | 18.73 |
| 12072 - Licensed Practical Nurse II | 20.94 |
| 12073 - Licensed Practical Nurse III | 23.38 |
| 12100 - Medical Assistant | 15.18 |
| 12130 - Medical Laboratory Technician | 18.73 |
| 12160 - Medical Record Clerk | 14.32 |
| 12190 - Medical Record Technician | 16.02 |
| 12195 - Medical Transcriptionist | 18.16 |
| 12210 - Nuclear Medicine Technologist | 38.09 |
| 12221 - Nursing Assistant I | 9.41 |
| 12222 - Nursing Assistant II | 10.57 |
| 12223 - Nursing Assistant III | 11.53 |
| 12224 - Nursing Assistant IV | 12.95 |
| 12235 - Optical Dispenser | 17.51 |
| 12236 - Optical Technician | 15.09 |
| 12250 - Pharmacy Technician | 15.54 |
| 12280 - Phlebotomist | 12.95 |
| 12305 - Radiologic Technologist | 30.05 |
| 12311 - Registered Nurse I | 29.04 |
| 12312 - Registered Nurse II | 35.53 |
| 12313 - Registered Nurse II, Specialist | 35.53 |
| 12314 - Registered Nurse III | 42.99 |
| 12315 - Registered Nurse III, Anesthetist | 42.99 |
| 12316 - Registered Nurse IV | 51.52 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.30 |

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|---|---------------|
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.00 |
| 13012 - Exhibits Specialist II | 24.77 |
| 13013 - Exhibits Specialist III | 28.66 |
| 13041 - Illustrator I | 18.35 |
| 13042 - Illustrator II | 22.74 |
| 13043 - Illustrator III | 27.81 |
| 13047 - Librarian | 26.14 |
| 13050 - Library Aide/Clerk | 13.53 |
| 13054 - Library Information Technology Systems Administrator | 23.60 |
| 13058 - Library Technician | 15.52 |
| 13061 - Media Specialist I | 17.04 |
| 13062 - Media Specialist II | 19.06 |
| 13063 - Media Specialist III | 21.24 |
| 13071 - Photographer I | 15.13 |
| 13072 - Photographer II | 16.92 |
| 13073 - Photographer III | 20.96 |
| 13074 - Photographer IV | 25.64 |
| 13075 - Photographer V | 31.02 |
| 13110 - Video Teleconference Technician | 17.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.61 |
| 14042 - Computer Operator II | 18.58 |
| 14043 - Computer Operator III | 20.71 |
| 14044 - Computer Operator IV | 23.01 |
| 14045 - Computer Operator V | 25.49 |
| 14071 - Computer Programmer I | (see 1) 20.15 |
| 14072 - Computer Programmer II | (see 1) 24.95 |
| 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 | 16.61 |
| 14160 - Personal Computer Support Technician | 23.01 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.55 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.31 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.12 |
| 15050 - Computer Based Training Specialist / Instructor | 28.55 |
| 15060 - Educational Technologist | 31.63 |
| 15070 - Flight Instructor (Pilot) | 41.12 |
| 15080 - Graphic Artist | 20.77 |
| 15090 - Technical Instructor | 20.39 |
| 15095 - Technical Instructor/Course Developer | 24.95 |
| 15110 - Test Proctor | 17.79 |
| 15120 - Tutor | 17.79 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.87 |
| 16030 - Counter Attendant | 9.87 |
| 16040 - Dry Cleaner | 12.40 |
| 16070 - Finisher, Flatwork, Machine | 9.87 |
| 16090 - Presser, Hand | 9.87 |
| 16110 - Presser, Machine, Drycleaning | 9.87 |
| 16130 - Presser, Machine, Shirts | 9.87 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.87 |
| 16190 - Sewing Machine Operator | 13.20 |
| 16220 - Tailor | 13.99 |
| 16250 - Washer, Machine | 10.70 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.45 |
| 19040 - Tool And Die Maker | 24.38 |

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|---|-------|
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.89 |
| 21030 - Material Coordinator | 19.68 |
| 21040 - Material Expediter | 19.68 |
| 21050 - Material Handling Laborer | 13.22 |
| 21071 - Order Filler | 13.60 |
| 21080 - Production Line Worker (Food Processing) | 14.89 |
| 21110 - Shipping Packer | 14.37 |
| 21130 - Shipping/Receiving Clerk | 14.37 |
| 21140 - Store Worker I | 12.70 |
| 21150 - Stock Clerk | 16.70 |
| 21210 - Tools And Parts Attendant | 14.89 |
| 21410 - Warehouse Specialist | 14.89 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.81 |
| 23021 - Aircraft Mechanic I | 24.48 |
| 23022 - Aircraft Mechanic II | 25.81 |
| 23023 - Aircraft Mechanic III | 27.13 |
| 23040 - Aircraft Mechanic Helper | 19.37 |
| 23050 - Aircraft, Painter | 22.61 |
| 23060 - Aircraft Servicer | 22.12 |
| 23080 - Aircraft Worker | 23.27 |
| 23110 - Appliance Mechanic | 17.48 |
| 23120 - Bicycle Repairer | 13.76 |
| 23125 - Cable Splicer | 31.58 |
| 23130 - Carpenter, Maintenance | 20.28 |
| 23140 - Carpet Layer | 20.85 |
| 23160 - Electrician, Maintenance | 29.99 |
| 23181 - Electronics Technician Maintenance I | 21.48 |
| 23182 - Electronics Technician Maintenance II | 24.43 |
| 23183 - Electronics Technician Maintenance III | 25.80 |
| 23260 - Fabric Worker | 20.54 |
| 23290 - Fire Alarm System Mechanic | 23.07 |
| 23310 - Fire Extinguisher Repairer | 19.63 |
| 23311 - Fuel Distribution System Mechanic | 24.72 |
| 23312 - Fuel Distribution System Operator | 19.39 |
| 23370 - General Maintenance Worker | 19.18 |
| 23380 - Ground Support Equipment Mechanic | 24.48 |
| 23381 - Ground Support Equipment Servicer | 22.12 |
| 23382 - Ground Support Equipment Worker | 23.27 |
| 23391 - Gunsmith I | 19.63 |
| 23392 - Gunsmith II | 22.34 |
| 23393 - Gunsmith III | 25.03 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.29 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.45 |
| 23430 - Heavy Equipment Mechanic | 21.84 |
| 23440 - Heavy Equipment Operator | 23.49 |
| 23460 - Instrument Mechanic | 27.58 |
| 23465 - Laboratory/Shelter Mechanic | 23.70 |
| 23470 - Laborer | 12.87 |
| 23510 - Locksmith | 18.24 |
| 23530 - Machinery Maintenance Mechanic | 22.99 |
| 23550 - Machinist, Maintenance | 25.12 |
| 23580 - Maintenance Trades Helper | 14.74 |
| 23591 - Metrology Technician I | 27.58 |
| 23592 - Metrology Technician II | 29.06 |
| 23593 - Metrology Technician III | 30.56 |
| 23640 - Millwright | 28.28 |
| 23710 - Office Appliance Repairer | 20.53 |
| 23760 - Painter, Maintenance | 18.24 |
| 23790 - Pipefitter, Maintenance | 30.95 |

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| 23810 - Plumber, Maintenance | 27.63 |
| 23820 - Pneudraulic Systems Mechanic | 25.03 |
| 23850 - Rigger | 24.74 |
| 23870 - Scale Mechanic | 22.34 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.40 |
| 23910 - Small Engine Mechanic | 16.36 |
| 23931 - Telecommunications Mechanic I | 25.97 |
| 23932 - Telecommunications Mechanic II | 27.38 |
| 23950 - Telephone Lineman | 24.08 |
| 23960 - Welder, Combination, Maintenance | 21.08 |
| 23965 - well Driller | 23.01 |
| 23970 - Woodcraft Worker | 26.15 |
| 23980 - Woodworker | 14.60 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.95 |
| 24580 - Child Care Center Clerk | 14.34 |
| 24610 - Chore Aide | 10.83 |
| 24620 - Family Readiness And Support Services Coordinator | 14.01 |
| 24630 - Homemaker | 16.21 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.09 |
| 25040 - Sewage Plant Operator | 22.21 |
| 25070 - Stationary Engineer | 26.09 |
| 25190 - Ventilation Equipment Tender | 19.07 |
| 25210 - Water Treatment Plant Operator | 22.21 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 21.30 |
| 27007 - Baggage Inspector | 12.19 |
| 27008 - Corrections Officer | 23.68 |
| 27010 - Court Security Officer | 25.47 |
| 27030 - Detection Dog Handler | 16.79 |
| 27040 - Detention Officer | 23.68 |
| 27070 - Firefighter | 26.29 |
| 27101 - Guard I | 12.19 |
| 27102 - Guard II | 16.79 |
| 27131 - Police Officer I | 27.63 |
| 27132 - Police Officer II | 30.70 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.83 |
| 28042 - Carnival Equipment Repairer | 12.56 |
| 28043 - Carnival Equipment Worker | 9.64 |
| 28210 - Gate Attendant/Gate Tender | 16.16 |
| 28310 - Lifeguard | 12.65 |
| 28350 - Park Attendant (Aide) | 18.07 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.93 |
| 28515 - Recreation Specialist | 19.28 |
| 28630 - Sports Official | 14.40 |
| 28690 - Swimming Pool Operator | 19.18 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.47 |
| 29020 - Hatch Tender | 23.47 |
| 29030 - Line Handler | 23.47 |
| 29041 - Stevedore I | 22.04 |
| 29042 - Stevedore II | 24.90 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.72 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.00 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.63 |
| 30021 - Archeological Technician I | 16.73 |
| 30022 - Archeological Technician II | 18.72 |
| 30023 - Archeological Technician III | 23.18 |
| 30030 - Cartographic Technician | 23.18 |

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|---|---------------|
| 30040 - Civil Engineering Technician | 25.26 |
| 30061 - Drafter/CAD Operator I | 16.73 |
| 30062 - Drafter/CAD Operator II | 18.72 |
| 30063 - Drafter/CAD Operator III | 20.86 |
| 30064 - Drafter/CAD Operator IV | 25.68 |
| 30081 - Engineering Technician I | 16.14 |
| 30082 - Engineering Technician II | 18.13 |
| 30083 - Engineering Technician III | 20.29 |
| 30084 - Engineering Technician IV | 25.76 |
| 30085 - Engineering Technician V | 31.76 |
| 30086 - Engineering Technician VI | 37.19 |
| 30090 - Environmental Technician | 22.18 |
| 30210 - Laboratory Technician | 19.18 |
| 30240 - Mathematical Technician | 22.35 |
| 30361 - Paralegal/Legal Assistant I | 17.68 |
| 30362 - Paralegal/Legal Assistant II | 22.18 |
| 30363 - Paralegal/Legal Assistant III | 27.13 |
| 30364 - Paralegal/Legal Assistant IV | 32.84 |
| 30390 - Photo-Optics Technician | 23.18 |
| 30461 - Technical Writer I | 21.89 |
| 30462 - Technical Writer II | 27.71 |
| 30463 - Technical Writer III | 32.40 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 23.97 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.00 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.76 |
| 30494 - Unexploded (UXO) Safety Escort | 23.97 |
| 30495 - Unexploded (UXO) Sweep Personnel | 23.97 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 20.86 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 23.18 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.68 |
| 31030 - Bus Driver | 17.89 |
| 31043 - Driver Courier | 14.29 |
| 31260 - Parking and Lot Attendant | 10.48 |
| 31290 - Shuttle Bus Driver | 15.36 |
| 31310 - Taxi Driver | 11.15 |
| 31361 - Truckdriver, Light | 15.29 |
| 31362 - Truckdriver, Medium | 18.77 |
| 31363 - Truckdriver, Heavy | 20.76 |
| 31364 - Truckdriver, Tractor-Trailer | 20.76 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.12 |
| 99050 - Desk Clerk | 11.50 |
| 99095 - Embalmer | 27.05 |
| 99251 - Laboratory Animal Caretaker I | 11.19 |
| 99252 - Laboratory Animal Caretaker II | 12.01 |
| 99310 - Mortician | 27.05 |
| 99410 - Pest Controller | 15.69 |
| 99510 - Photofinishing Worker | 14.81 |
| 99710 - Recycling Laborer | 19.39 |
| 99711 - Recycling Specialist | 22.73 |
| 99730 - Refuse Collector | 17.66 |
| 99810 - Sales Clerk | 13.43 |
| 99820 - School Crossing Guard | 13.99 |
| 99830 - Survey Party Chief | 26.05 |
| 99831 - Surveying Aide | 15.36 |
| 99832 - Surveying Technician | 21.04 |
| 99840 - Vending Machine Attendant | 16.64 |
| 99841 - Vending Machine Repairer | 19.64 |
| 99842 - Vending Machine Repairer Helper | 16.94 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that wage and hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2447
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Pennsylvania

Area: Pennsylvania Counties of Berks, Cumberland, Dauphin, Juniata, Lancaster, Lebanon, Mifflin, Montour, Northumberland, Perry, Snyder, Union

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.81 |
| 01012 - Accounting Clerk II | | 16.64 |
| 01013 - Accounting Clerk III | | 18.60 |
| 01020 - Administrative Assistant | | 21.90 |
| 01040 - Court Reporter | | 22.23 |
| 01051 - Data Entry Operator I | | 12.14 |
| 01052 - Data Entry Operator II | | 13.24 |
| 01060 - Dispatcher, Motor Vehicle | | 18.09 |
| 01070 - Document Preparation Clerk | | 13.74 |

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| 01090 - Duplicating Machine Operator | 13.91 |
| 01111 - General Clerk I | 11.55 |
| 01112 - General Clerk II | 12.62 |
| 01113 - General Clerk III | 14.16 |
| 01120 - Housing Referral Assistant | 19.71 |
| 01141 - Messenger Courier | 11.60 |
| 01191 - Order Clerk I | 12.19 |
| 01192 - Order Clerk II | 14.87 |
| 01261 - Personnel Assistant (Employment) I | 16.27 |
| 01262 - Personnel Assistant (Employment) II | 18.20 |
| 01263 - Personnel Assistant (Employment) III | 20.29 |
| 01270 - Production Control Clerk | 19.92 |
| 01280 - Receptionist | 12.17 |
| 01290 - Rental Clerk | 12.94 |
| 01300 - Scheduler, Maintenance | 15.61 |
| 01311 - Secretary I | 15.61 |
| 01312 - Secretary II | 17.68 |
| 01313 - Secretary III | 19.71 |
| 01320 - Service Order Dispatcher | 16.83 |
| 01410 - Supply Technician | 21.90 |
| 01420 - Survey Worker | 14.90 |
| 01531 - Travel Clerk I | 12.01 |
| 01532 - Travel Clerk II | 12.88 |
| 01533 - Travel Clerk III | 13.80 |
| 01611 - Word Processor I | 14.25 |
| 01612 - Word Processor II | 15.84 |
| 01613 - Word Processor III | 17.68 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.95 |
| 05010 - Automotive Electrician | 18.12 |
| 05040 - Automotive Glass Installer | 17.37 |
| 05070 - Automotive Worker | 17.37 |
| 05110 - Mobile Equipment Servicer | 15.88 |
| 05130 - Motor Equipment Metal Mechanic | 18.68 |
| 05160 - Motor Equipment Metal Worker | 17.37 |
| 05190 - Motor Vehicle Mechanic | 18.68 |
| 05220 - Motor Vehicle Mechanic Helper | 15.12 |
| 05250 - Motor Vehicle Upholstery Worker | 16.62 |
| 05280 - Motor Vehicle Wrecker | 17.37 |
| 05310 - Painter, Automotive | 18.12 |
| 05340 - Radiator Repair Specialist | 17.37 |
| 05370 - Tire Repairer | 14.53 |
| 05400 - Transmission Repair Specialist | 18.68 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.53 |
| 07041 - Cook I | 11.49 |
| 07042 - Cook II | 12.85 |
| 07070 - Dishwasher | 8.54 |
| 07130 - Food Service Worker | 9.61 |
| 07210 - Meat Cutter | 15.48 |
| 07260 - Waiter/Waitress | 8.87 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.88 |
| 09040 - Furniture Handler | 14.47 |
| 09080 - Furniture Refinisher | 18.88 |
| 09090 - Furniture Refinisher Helper | 15.75 |
| 09110 - Furniture Repairer, Minor | 17.31 |
| 09130 - Upholsterer | 19.54 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.05 |
| 11060 - Elevator Operator | 11.05 |
| 11090 - Gardener | 14.73 |
| 11122 - Housekeeping Aide | 12.29 |

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| 11150 - Janitor | 12.29 |
| 11210 - Laborer, Grounds Maintenance | 12.18 |
| 11240 - Maid or Houseman | 9.52 |
| 11260 - Pruner | 11.32 |
| 11270 - Tractor Operator | 13.89 |
| 11330 - Trail Maintenance Worker | 12.18 |
| 11360 - Window Cleaner | 12.61 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.73 |
| 12011 - Breath Alcohol Technician | 17.37 |
| 12012 - Certified Occupational Therapist Assistant | 21.31 |
| 12015 - Certified Physical Therapist Assistant | 20.19 |
| 12020 - Dental Assistant | 15.04 |
| 12025 - Dental Hygienist | 27.49 |
| 12030 - EKG Technician | 22.45 |
| 12035 - Electroneurodiagnostic Technologist | 22.45 |
| 12040 - Emergency Medical Technician | 13.73 |
| 12071 - Licensed Practical Nurse I | 15.53 |
| 12072 - Licensed Practical Nurse II | 17.37 |
| 12073 - Licensed Practical Nurse III | 19.38 |
| 12100 - Medical Assistant | 13.30 |
| 12130 - Medical Laboratory Technician | 15.26 |
| 12160 - Medical Record Clerk | 13.99 |
| 12190 - Medical Record Technician | 14.00 |
| 12195 - Medical Transcriptionist | 14.74 |
| 12210 - Nuclear Medicine Technologist | 29.16 |
| 12221 - Nursing Assistant I | 10.02 |
| 12222 - Nursing Assistant II | 11.26 |
| 12223 - Nursing Assistant III | 12.29 |
| 12224 - Nursing Assistant IV | 13.79 |
| 12235 - Optical Dispenser | 18.11 |
| 12236 - Optical Technician | 15.63 |
| 12250 - Pharmacy Technician | 13.18 |
| 12280 - Phlebotomist | 13.79 |
| 12305 - Radiologic Technologist | 24.57 |
| 12311 - Registered Nurse I | 22.75 |
| 12312 - Registered Nurse II | 27.84 |
| 12313 - Registered Nurse II, Specialist | 27.84 |
| 12314 - Registered Nurse III | 33.68 |
| 12315 - Registered Nurse III, Anesthetist | 33.68 |
| 12316 - Registered Nurse IV | 40.36 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.76 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.05 |
| 13012 - Exhibits Specialist II | 23.61 |
| 13013 - Exhibits Specialist III | 28.89 |
| 13041 - Illustrator I | 18.66 |
| 13042 - Illustrator II | 23.13 |
| 13043 - Illustrator III | 28.30 |
| 13047 - Librarian | 25.61 |
| 13050 - Library Aide/Clerk | 10.60 |
| 13054 - Library Information Technology Systems Administrator | 23.13 |
| 13058 - Library Technician | 14.66 |
| 13061 - Media Specialist I | 16.68 |
| 13062 - Media Specialist II | 18.66 |
| 13063 - Media Specialist III | 20.82 |
| 13071 - Photographer I | 17.17 |
| 13072 - Photographer II | 19.67 |
| 13073 - Photographer III | 23.69 |
| 13074 - Photographer IV | 28.98 |
| 13075 - Photographer V | 35.06 |
| 13110 - Video Teleconference Technician | 19.28 |

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| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.25 |
| 14042 - Computer Operator II | 18.18 |
| 14043 - Computer Operator III | 20.28 |
| 14044 - Computer Operator IV | 22.53 |
| 14045 - Computer Operator V | 24.94 |
| 14071 - Computer Programmer I | 21.66 |
| 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 | 16.25 |
| 14160 - Personal Computer Support Technician | 22.53 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.57 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.57 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.43 |
| 15050 - Computer Based Training Specialist / Instructor | 28.57 |
| 15060 - Educational Technologist | 27.95 |
| 15070 - Flight Instructor (Pilot) | 41.43 |
| 15080 - Graphic Artist | 20.05 |
| 15090 - Technical Instructor | 23.54 |
| 15095 - Technical Instructor/Course Developer | 28.80 |
| 15110 - Test Proctor | 19.00 |
| 15120 - Tutor | 19.90 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.39 |
| 16030 - Counter Attendant | 9.39 |
| 16040 - Dry Cleaner | 12.07 |
| 16070 - Finisher, Flatwork, Machine | 9.39 |
| 16090 - Presser, Hand | 9.39 |
| 16110 - Presser, Machine, Drycleaning | 9.39 |
| 16130 - Presser, Machine, Shirts | 9.39 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.39 |
| 16190 - Sewing Machine Operator | 12.84 |
| 16220 - Tailor | 13.56 |
| 16250 - Washer, Machine | 10.27 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.47 |
| 19040 - Tool And Die Maker | 21.57 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.01 |
| 21030 - Material Coordinator | 20.74 |
| 21040 - Material Expediter | 20.74 |
| 21050 - Material Handling Laborer | 15.53 |
| 21071 - Order Filler | 11.42 |
| 21080 - Production Line Worker (Food Processing) | 15.01 |
| 21110 - Shipping Packer | 13.40 |
| 21130 - Shipping/Receiving Clerk | 13.40 |
| 21140 - Store Worker I | 12.78 |
| 21150 - Stock Clerk | 15.99 |
| 21210 - Tools And Parts Attendant | 15.01 |
| 21410 - Warehouse Specialist | 15.01 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.48 |
| 23021 - Aircraft Mechanic I | 22.26 |
| 23022 - Aircraft Mechanic II | 23.48 |
| 23023 - Aircraft Mechanic III | 24.38 |
| 23040 - Aircraft Mechanic Helper | 18.02 |
| 23050 - Aircraft, Painter | 21.21 |
| 23060 - Aircraft Servicer | 19.81 |

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| 23080 - Aircraft Worker | 20.71 |
| 23110 - Appliance Mechanic | 21.05 |
| 23120 - Bicycle Repairer | 14.53 |
| 23125 - Cable Splicer | 28.34 |
| 23130 - Carpenter, Maintenance | 19.67 |
| 23140 - Carpet Layer | 17.11 |
| 23160 - Electrician, Maintenance | 23.72 |
| 23181 - Electronics Technician Maintenance I | 20.65 |
| 23182 - Electronics Technician Maintenance II | 22.01 |
| 23183 - Electronics Technician Maintenance III | 26.64 |
| 23260 - Fabric Worker | 18.94 |
| 23290 - Fire Alarm System Mechanic | 21.92 |
| 23310 - Fire Extinguisher Repairer | 17.88 |
| 23311 - Fuel Distribution System Mechanic | 23.48 |
| 23312 - Fuel Distribution System Operator | 19.02 |
| 23370 - General Maintenance Worker | 17.30 |
| 23380 - Ground Support Equipment Mechanic | 22.26 |
| 23381 - Ground Support Equipment Servicer | 19.81 |
| 23382 - Ground Support Equipment Worker | 20.71 |
| 23391 - Gunsmith I | 17.88 |
| 23392 - Gunsmith II | 19.99 |
| 23393 - Gunsmith III | 22.07 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.52 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.24 |
| 23430 - Heavy Equipment Mechanic | 22.88 |
| 23440 - Heavy Equipment Operator | 21.41 |
| 23460 - Instrument Mechanic | 21.92 |
| 23465 - Laboratory/Shelter Mechanic | 21.05 |
| 23470 - Laborer | 14.89 |
| 23510 - Locksmith | 18.32 |
| 23530 - Machinery Maintenance Mechanic | 20.20 |
| 23550 - Machinist, Maintenance | 20.59 |
| 23580 - Maintenance Trades Helper | 14.97 |
| 23591 - Metrology Technician I | 21.92 |
| 23592 - Metrology Technician II | 22.95 |
| 23593 - Metrology Technician III | 24.00 |
| 23640 - Millwright | 24.50 |
| 23710 - Office Appliance Repairer | 21.44 |
| 23760 - Painter, Maintenance | 20.88 |
| 23790 - Pipefitter, Maintenance | 23.41 |
| 23810 - Plumber, Maintenance | 22.03 |
| 23820 - Pneudraulic Systems Mechanic | 22.07 |
| 23850 - Rigger | 22.07 |
| 23870 - Scale Mechanic | 19.99 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.36 |
| 23910 - Small Engine Mechanic | 18.10 |
| 23931 - Telecommunications Mechanic I | 26.92 |
| 23932 - Telecommunications Mechanic II | 27.98 |
| 23950 - Telephone Lineman | 23.48 |
| 23960 - welder, Combination, Maintenance | 19.46 |
| 23965 - well Driller | 22.07 |
| 23970 - Woodcraft Worker | 22.07 |
| 23980 - Woodworker | 16.54 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.43 |
| 24580 - Child Care Center Clerk | 16.23 |
| 24610 - Chore Aide | 11.03 |
| 24620 - Family Readiness And Support Services Coordinator | 17.23 |
| 24630 - Homemaker | 16.73 |
| 25000 - Plant And System Operations Occupations | |

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| 25010 - Boiler Tender | 22.00 |
| 25040 - Sewage Plant Operator | 19.78 |
| 25070 - Stationary Engineer | 22.00 |
| 25190 - Ventilation Equipment Tender | 16.76 |
| 25210 - Water Treatment Plant Operator | 19.78 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.47 |
| 27007 - Baggage Inspector | 12.52 |
| 27008 - Corrections Officer | 22.18 |
| 27010 - Court Security Officer | 22.18 |
| 27030 - Detection Dog Handler | 16.29 |
| 27040 - Detention Officer | 22.18 |
| 27070 - Firefighter | 20.45 |
| 27101 - Guard I | 12.52 |
| 27102 - Guard II | 16.29 |
| 27131 - Police Officer I | 26.75 |
| 27132 - Police Officer II | 29.73 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.50 |
| 28042 - Carnival Equipment Repairer | 11.56 |
| 28043 - Carnival Equipment Worker | 8.96 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 11.03 |
| 28350 - Park Attendant (Aide) | 15.57 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.37 |
| 28515 - Recreation Specialist | 13.83 |
| 28630 - Sports Official | 11.65 |
| 28690 - Swimming Pool Operator | 18.30 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.86 |
| 29020 - Hatch Tender | 18.86 |
| 29030 - Line Handler | 18.86 |
| 29041 - Stevedore I | 17.87 |
| 29042 - Stevedore II | 19.86 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.75 |
| 30022 - Archeological Technician II | 19.39 |
| 30023 - Archeological Technician III | 23.05 |
| 30030 - Cartographic Technician | 23.05 |
| 30040 - Civil Engineering Technician | 22.90 |
| 30061 - Drafter/CAD Operator I | 16.63 |
| 30062 - Drafter/CAD Operator II | 18.82 |
| 30063 - Drafter/CAD Operator III | 20.75 |
| 30064 - Drafter/CAD Operator IV | 25.52 |
| 30081 - Engineering Technician I | 14.87 |
| 30082 - Engineering Technician II | 16.68 |
| 30083 - Engineering Technician III | 18.66 |
| 30084 - Engineering Technician IV | 23.17 |
| 30085 - Engineering Technician V | 28.33 |
| 30086 - Engineering Technician VI | 34.27 |
| 30090 - Environmental Technician | 24.75 |
| 30210 - Laboratory Technician | 21.22 |
| 30240 - Mathematical Technician | 23.05 |
| 30361 - Paralegal/Legal Assistant I | 17.56 |
| 30362 - Paralegal/Legal Assistant II | 23.32 |
| 30363 - Paralegal/Legal Assistant III | 28.53 |
| 30364 - Paralegal/Legal Assistant IV | 34.52 |
| 30390 - Photo-Optics Technician | 23.05 |
| 30461 - Technical Writer I | 19.51 |
| 30462 - Technical Writer II | 23.85 |

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| 30463 - Technical Writer III | 28.88 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.75 |
| 30621 - Weather Observer, Senior | (see 2) 23.05 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.83 |
| 31030 - Bus Driver | 15.21 |
| 31043 - Driver Courier | 14.56 |
| 31260 - Parking and Lot Attendant | 9.56 |
| 31290 - Shuttle Bus Driver | 15.49 |
| 31310 - Taxi Driver | 9.90 |
| 31361 - Truckdriver, Light | 15.49 |
| 31362 - Truckdriver, Medium | 18.05 |
| 31363 - Truckdriver, Heavy | 20.41 |
| 31364 - Truckdriver, Tractor-Trailer | 20.41 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.64 |
| 99050 - Desk Clerk | 10.46 |
| 99095 - Embalmer | 27.90 |
| 99251 - Laboratory Animal Caretaker I | 10.41 |
| 99252 - Laboratory Animal Caretaker II | 11.04 |
| 99310 - Mortician | 29.93 |
| 99410 - Pest Controller | 14.50 |
| 99510 - Photofinishing Worker | 10.53 |
| 99710 - Recycling Laborer | 13.41 |
| 99711 - Recycling Specialist | 15.28 |
| 99730 - Refuse Collector | 12.45 |
| 99810 - Sales Clerk | 12.47 |
| 99820 - School Crossing Guard | 10.31 |
| 99830 - Survey Party Chief | 20.86 |
| 99831 - Surveying Aide | 14.29 |
| 99832 - Surveying Technician | 18.40 |
| 99840 - Vending Machine Attendant | 13.35 |
| 99841 - Vending Machine Repairer | 15.35 |
| 99842 - Vending Machine Repairer Helper | 13.35 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2448
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: Pennsylvania

Area: Pennsylvania Counties of Berks, Cumberland, Dauphin, Juniata, Lancaster, Lebanon, Mifflin, Montour, Northumberland, Perry, Snyder, Union

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.81 |
| 01012 - Accounting Clerk II | | 16.64 |
| 01013 - Accounting Clerk III | | 18.60 |
| 01020 - Administrative Assistant | | 21.90 |
| 01040 - Court Reporter | | 22.23 |
| 01051 - Data Entry Operator I | | 12.14 |
| 01052 - Data Entry Operator II | | 13.24 |
| 01060 - Dispatcher, Motor Vehicle | | 18.09 |
| 01070 - Document Preparation Clerk | | 13.74 |
| 01090 - Duplicating Machine Operator | | 13.91 |
| 01111 - General Clerk I | | 11.55 |
| 01112 - General Clerk II | | 12.62 |
| 01113 - General Clerk III | | 14.16 |
| 01120 - Housing Referral Assistant | | 19.71 |
| 01141 - Messenger Courier | | 11.60 |
| 01191 - Order Clerk I | | 12.19 |
| 01192 - Order Clerk II | | 14.87 |
| 01261 - Personnel Assistant (Employment) I | | 16.27 |
| 01262 - Personnel Assistant (Employment) II | | 18.20 |
| 01263 - Personnel Assistant (Employment) III | | 20.29 |
| 01270 - Production Control Clerk | | 19.92 |
| 01280 - Receptionist | | 12.17 |
| 01290 - Rental Clerk | | 12.94 |
| 01300 - Scheduler, Maintenance | | 15.61 |
| 01311 - Secretary I | | 15.61 |
| 01312 - Secretary II | | 17.68 |
| 01313 - Secretary III | | 19.71 |
| 01320 - Service Order Dispatcher | | 16.83 |
| 01410 - Supply Technician | | 21.90 |
| 01420 - Survey Worker | | 14.90 |
| 01531 - Travel Clerk I | | 12.01 |
| 01532 - Travel Clerk II | | 12.88 |
| 01533 - Travel Clerk III | | 13.80 |
| 01611 - Word Processor I | | 14.25 |
| 01612 - Word Processor II | | 15.84 |
| 01613 - Word Processor III | | 17.68 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.95 |
| 05010 - Automotive Electrician | | 18.12 |
| 05040 - Automotive Glass Installer | | 17.37 |
| 05070 - Automotive Worker | | 17.37 |
| 05110 - Mobile Equipment Servicer | | 15.88 |
| 05130 - Motor Equipment Metal Mechanic | | 18.68 |
| 05160 - Motor Equipment Metal Worker | | 17.37 |
| 05190 - Motor Vehicle Mechanic | | 18.68 |
| 05220 - Motor Vehicle Mechanic Helper | | 15.12 |
| 05250 - Motor Vehicle Upholstery Worker | | 16.62 |
| 05280 - Motor Vehicle Wrecker | | 17.37 |
| 05310 - Painter, Automotive | | 18.12 |
| 05340 - Radiator Repair Specialist | | 17.37 |
| 05370 - Tire Repairer | | 14.53 |
| 05400 - Transmission Repair Specialist | | 18.68 |

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|--|-------|
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.53 |
| 07041 - Cook I | 11.49 |
| 07042 - Cook II | 12.85 |
| 07070 - Dishwasher | 8.54 |
| 07130 - Food Service Worker | 9.61 |
| 07210 - Meat Cutter | 15.48 |
| 07260 - Waiter/Waitress | 8.87 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.88 |
| 09040 - Furniture Handler | 14.47 |
| 09080 - Furniture Refinisher | 18.88 |
| 09090 - Furniture Refinisher Helper | 15.75 |
| 09110 - Furniture Repairer, Minor | 17.31 |
| 09130 - Upholsterer | 19.54 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.05 |
| 11060 - Elevator Operator | 11.05 |
| 11090 - Gardener | 14.73 |
| 11122 - Housekeeping Aide | 12.29 |
| 11150 - Janitor | 12.29 |
| 11210 - Laborer, Grounds Maintenance | 12.18 |
| 11240 - Maid or Houseman | 9.52 |
| 11260 - Pruner | 11.32 |
| 11270 - Tractor Operator | 13.89 |
| 11330 - Trail Maintenance Worker | 12.18 |
| 11360 - Window Cleaner | 12.61 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.73 |
| 12011 - Breath Alcohol Technician | 17.37 |
| 12012 - Certified Occupational Therapist Assistant | 21.31 |
| 12015 - Certified Physical Therapist Assistant | 20.19 |
| 12020 - Dental Assistant | 15.04 |
| 12025 - Dental Hygienist | 27.49 |
| 12030 - EKG Technician | 22.45 |
| 12035 - Electroneurodiagnostic Technologist | 22.45 |
| 12040 - Emergency Medical Technician | 13.73 |
| 12071 - Licensed Practical Nurse I | 15.53 |
| 12072 - Licensed Practical Nurse II | 17.37 |
| 12073 - Licensed Practical Nurse III | 19.38 |
| 12100 - Medical Assistant | 13.30 |
| 12130 - Medical Laboratory Technician | 15.26 |
| 12160 - Medical Record Clerk | 13.99 |
| 12190 - Medical Record Technician | 14.00 |
| 12195 - Medical Transcriptionist | 14.74 |
| 12210 - Nuclear Medicine Technologist | 29.16 |
| 12221 - Nursing Assistant I | 10.02 |
| 12222 - Nursing Assistant II | 11.26 |
| 12223 - Nursing Assistant III | 12.29 |
| 12224 - Nursing Assistant IV | 13.79 |
| 12235 - Optical Dispenser | 18.11 |
| 12236 - Optical Technician | 15.63 |
| 12250 - Pharmacy Technician | 13.18 |
| 12280 - Phlebotomist | 13.79 |
| 12305 - Radiologic Technologist | 24.57 |
| 12311 - Registered Nurse I | 22.75 |
| 12312 - Registered Nurse II | 27.84 |
| 12313 - Registered Nurse II, Specialist | 27.84 |
| 12314 - Registered Nurse III | 33.68 |
| 12315 - Registered Nurse III, Anesthetist | 33.68 |
| 12316 - Registered Nurse IV | 40.36 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.76 |
| 13000 - Information And Arts Occupations | |

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|---|---------|
| 13011 - Exhibits Specialist I | 19.05 |
| 13012 - Exhibits Specialist II | 23.61 |
| 13013 - Exhibits Specialist III | 28.89 |
| 13041 - Illustrator I | 18.66 |
| 13042 - Illustrator II | 23.13 |
| 13043 - Illustrator III | 28.30 |
| 13047 - Librarian | 25.61 |
| 13050 - Library Aide/Clerk | 10.60 |
| 13054 - Library Information Technology Systems Administrator | 23.13 |
| 13058 - Library Technician | 14.66 |
| 13061 - Media Specialist I | 16.68 |
| 13062 - Media Specialist II | 18.66 |
| 13063 - Media Specialist III | 20.82 |
| 13071 - Photographer I | 17.17 |
| 13072 - Photographer II | 19.67 |
| 13073 - Photographer III | 23.69 |
| 13074 - Photographer IV | 28.98 |
| 13075 - Photographer V | 35.06 |
| 13110 - Video Teleconference Technician | 19.28 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.25 |
| 14042 - Computer Operator II | 18.18 |
| 14043 - Computer Operator III | 20.28 |
| 14044 - Computer Operator IV | 22.53 |
| 14045 - Computer Operator V | 24.94 |
| 14071 - Computer Programmer I | 21.66 |
| 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 | 16.25 |
| 14160 - Personal Computer Support Technician | 22.53 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.57 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.57 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.43 |
| 15050 - Computer Based Training Specialist / Instructor | 28.57 |
| 15060 - Educational Technologist | 27.95 |
| 15070 - Flight Instructor (Pilot) | 41.43 |
| 15080 - Graphic Artist | 20.05 |
| 15090 - Technical Instructor | 23.54 |
| 15095 - Technical Instructor/Course Developer | 28.80 |
| 15110 - Test Proctor | 19.00 |
| 15120 - Tutor | 19.90 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.39 |
| 16030 - Counter Attendant | 9.39 |
| 16040 - Dry Cleaner | 12.07 |
| 16070 - Finisher, Flatwork, Machine | 9.39 |
| 16090 - Presser, Hand | 9.39 |
| 16110 - Presser, Machine, Drycleaning | 9.39 |
| 16130 - Presser, Machine, Shirts | 9.39 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.39 |
| 16190 - Sewing Machine Operator | 12.84 |
| 16220 - Tailor | 13.56 |
| 16250 - Washer, Machine | 10.27 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.47 |
| 19040 - Tool And Die Maker | 21.57 |
| 21000 - Materials Handling And Packing Occupations | |

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|---|-------|
| 21020 - Forklift Operator | 15.01 |
| 21030 - Material Coordinator | 20.74 |
| 21040 - Material Expediter | 20.74 |
| 21050 - Material Handling Laborer | 15.53 |
| 21071 - Order Filler | 11.42 |
| 21080 - Production Line Worker (Food Processing) | 15.01 |
| 21110 - Shipping Packer | 13.40 |
| 21130 - Shipping/Receiving Clerk | 13.40 |
| 21140 - Store Worker I | 12.78 |
| 21150 - Stock Clerk | 15.99 |
| 21210 - Tools And Parts Attendant | 15.01 |
| 21410 - Warehouse Specialist | 15.01 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.48 |
| 23021 - Aircraft Mechanic I | 22.26 |
| 23022 - Aircraft Mechanic II | 23.48 |
| 23023 - Aircraft Mechanic III | 24.38 |
| 23040 - Aircraft Mechanic Helper | 18.02 |
| 23050 - Aircraft, Painter | 21.21 |
| 23060 - Aircraft Servicer | 19.81 |
| 23080 - Aircraft Worker | 20.71 |
| 23110 - Appliance Mechanic | 21.05 |
| 23120 - Bicycle Repairer | 14.53 |
| 23125 - Cable Splicer | 28.34 |
| 23130 - Carpenter, Maintenance | 19.67 |
| 23140 - Carpet Layer | 17.11 |
| 23160 - Electrician, Maintenance | 23.72 |
| 23181 - Electronics Technician Maintenance I | 20.65 |
| 23182 - Electronics Technician Maintenance II | 22.01 |
| 23183 - Electronics Technician Maintenance III | 26.64 |
| 23260 - Fabric Worker | 18.94 |
| 23290 - Fire Alarm System Mechanic | 21.92 |
| 23310 - Fire Extinguisher Repairer | 17.88 |
| 23311 - Fuel Distribution System Mechanic | 23.48 |
| 23312 - Fuel Distribution System Operator | 19.02 |
| 23370 - General Maintenance Worker | 17.30 |
| 23380 - Ground Support Equipment Mechanic | 22.26 |
| 23381 - Ground Support Equipment Servicer | 19.81 |
| 23382 - Ground Support Equipment Worker | 20.71 |
| 23391 - Gunsmith I | 17.88 |
| 23392 - Gunsmith II | 19.99 |
| 23393 - Gunsmith III | 22.07 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.52 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.24 |
| 23430 - Heavy Equipment Mechanic | 22.88 |
| 23440 - Heavy Equipment Operator | 21.41 |
| 23460 - Instrument Mechanic | 21.92 |
| 23465 - Laboratory/Shelter Mechanic | 21.05 |
| 23470 - Laborer | 14.89 |
| 23510 - Locksmith | 18.32 |
| 23530 - Machinery Maintenance Mechanic | 20.20 |
| 23550 - Machinist, Maintenance | 20.59 |
| 23580 - Maintenance Trades Helper | 14.97 |
| 23591 - Metrology Technician I | 21.92 |
| 23592 - Metrology Technician II | 22.95 |
| 23593 - Metrology Technician III | 24.00 |
| 23640 - Millwright | 24.50 |
| 23710 - Office Appliance Repairer | 21.44 |
| 23760 - Painter, Maintenance | 20.88 |
| 23790 - Pipefitter, Maintenance | 23.41 |
| 23810 - Plumber, Maintenance | 22.03 |

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|--|-------|
| 23820 - Pneudraulic Systems Mechanic | 22.07 |
| 23850 - Rigger | 22.07 |
| 23870 - Scale Mechanic | 19.99 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.36 |
| 23910 - Small Engine Mechanic | 18.10 |
| 23931 - Telecommunications Mechanic I | 26.92 |
| 23932 - Telecommunications Mechanic II | 27.98 |
| 23950 - Telephone Lineman | 23.48 |
| 23960 - Welder, Combination, Maintenance | 19.46 |
| 23965 - Well Driller | 22.07 |
| 23970 - Woodcraft Worker | 22.07 |
| 23980 - Woodworker | 16.54 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.43 |
| 24580 - Child Care Center Clerk | 16.23 |
| 24610 - Chore Aide | 11.03 |
| 24620 - Family Readiness And Support Services Coordinator | 17.23 |
| 24630 - Homemaker | 16.73 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.00 |
| 25040 - Sewage Plant Operator | 19.78 |
| 25070 - Stationary Engineer | 22.00 |
| 25190 - Ventilation Equipment Tender | 16.76 |
| 25210 - Water Treatment Plant Operator | 19.78 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.47 |
| 27007 - Baggage Inspector | 12.52 |
| 27008 - Corrections Officer | 22.18 |
| 27010 - Court Security Officer | 22.18 |
| 27030 - Detection Dog Handler | 16.29 |
| 27040 - Detention Officer | 22.18 |
| 27070 - Firefighter | 20.45 |
| 27101 - Guard I | 12.52 |
| 27102 - Guard II | 16.29 |
| 27131 - Police Officer I | 26.75 |
| 27132 - Police Officer II | 29.73 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.50 |
| 28042 - Carnival Equipment Repairer | 11.56 |
| 28043 - Carnival Equipment Worker | 8.96 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 11.03 |
| 28350 - Park Attendant (Aide) | 15.57 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.37 |
| 28515 - Recreation Specialist | 13.83 |
| 28630 - Sports Official | 11.65 |
| 28690 - Swimming Pool Operator | 18.30 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.86 |
| 29020 - Hatch Tender | 18.86 |
| 29030 - Line Handler | 18.86 |
| 29041 - Stevedore I | 17.87 |
| 29042 - Stevedore II | 19.86 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.75 |
| 30022 - Archeological Technician II | 19.39 |
| 30023 - Archeological Technician III | 23.05 |
| 30030 - Cartographic Technician | 23.05 |
| 30040 - Civil Engineering Technician | 22.90 |

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|---|---------------|
| 30061 - Drafter/CAD Operator I | 16.63 |
| 30062 - Drafter/CAD Operator II | 18.82 |
| 30063 - Drafter/CAD Operator III | 20.75 |
| 30064 - Drafter/CAD Operator IV | 25.52 |
| 30081 - Engineering Technician I | 14.87 |
| 30082 - Engineering Technician II | 16.68 |
| 30083 - Engineering Technician III | 18.66 |
| 30084 - Engineering Technician IV | 23.17 |
| 30085 - Engineering Technician V | 28.33 |
| 30086 - Engineering Technician VI | 34.27 |
| 30090 - Environmental Technician | 24.75 |
| 30210 - Laboratory Technician | 21.22 |
| 30240 - Mathematical Technician | 23.05 |
| 30361 - Paralegal/Legal Assistant I | 17.56 |
| 30362 - Paralegal/Legal Assistant II | 23.32 |
| 30363 - Paralegal/Legal Assistant III | 28.53 |
| 30364 - Paralegal/Legal Assistant IV | 34.52 |
| 30390 - Photo-Optics Technician | 23.05 |
| 30461 - Technical Writer I | 19.51 |
| 30462 - Technical Writer II | 23.85 |
| 30463 - Technical Writer III | 28.88 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.75 |
| 30621 - Weather Observer, Senior | (see 2) 23.05 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.83 |
| 31030 - Bus Driver | 15.21 |
| 31043 - Driver Courier | 14.56 |
| 31260 - Parking and Lot Attendant | 9.56 |
| 31290 - Shuttle Bus Driver | 15.49 |
| 31310 - Taxi Driver | 9.90 |
| 31361 - Truckdriver, Light | 15.49 |
| 31362 - Truckdriver, Medium | 18.05 |
| 31363 - Truckdriver, Heavy | 20.41 |
| 31364 - Truckdriver, Tractor-Trailer | 20.41 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.64 |
| 99050 - Desk Clerk | 10.46 |
| 99095 - Embalmer | 27.90 |
| 99251 - Laboratory Animal Caretaker I | 10.41 |
| 99252 - Laboratory Animal Caretaker II | 11.04 |
| 99310 - Mortician | 29.93 |
| 99410 - Pest Controller | 14.50 |
| 99510 - Photofinishing Worker | 10.53 |
| 99710 - Recycling Laborer | 13.41 |
| 99711 - Recycling Specialist | 15.28 |
| 99730 - Refuse Collector | 12.45 |
| 99810 - Sales Clerk | 12.47 |
| 99820 - School Crossing Guard | 10.31 |
| 99830 - Survey Party Chief | 20.86 |
| 99831 - Surveying Aide | 14.29 |
| 99832 - Surveying Technician | 18.40 |
| 99840 - Vending Machine Attendant | 13.35 |
| 99841 - Vending Machine Repairer | 15.35 |
| 99842 - Vending Machine Repairer Helper | 13.35 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2449
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: New Jersey, Pennsylvania

Area: New Jersey Counties of Burlington, Camden, Gloucester

Pennsylvania Counties of Bucks, Chester, Delaware, Lehigh, Montgomery,
Northampton, Philadelphia

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.53 |
| 01012 - Accounting Clerk II | | 16.31 |
| 01013 - Accounting Clerk III | | 18.24 |
| 01020 - Administrative Assistant | | 27.42 |
| 01040 - Court Reporter | | 21.74 |
| 01051 - Data Entry Operator I | | 14.22 |
| 01052 - Data Entry Operator II | | 15.51 |
| 01060 - Dispatcher, Motor Vehicle | | 17.92 |
| 01070 - Document Preparation Clerk | | 13.66 |
| 01090 - Duplicating Machine Operator | | 13.66 |
| 01111 - General Clerk I | | 13.45 |
| 01112 - General Clerk II | | 14.68 |
| 01113 - General Clerk III | | 16.48 |
| 01120 - Housing Referral Assistant | | 24.11 |
| 01141 - Messenger Courier | | 12.91 |
| 01191 - Order Clerk I | | 14.81 |
| 01192 - Order Clerk II | | 15.68 |
| 01261 - Personnel Assistant (Employment) I | | 16.56 |
| 01262 - Personnel Assistant (Employment) II | | 18.52 |
| 01263 - Personnel Assistant (Employment) III | | 20.64 |
| 01270 - Production Control Clerk | | 22.74 |
| 01280 - Receptionist | | 14.72 |
| 01290 - Rental Clerk | | 16.83 |
| 01300 - Scheduler, Maintenance | | 17.52 |
| 01311 - Secretary I | | 19.12 |
| 01312 - Secretary II | | 21.84 |
| 01313 - Secretary III | | 24.11 |

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| 01320 - Service Order Dispatcher | 16.76 |
| 01410 - Supply Technician | 27.02 |
| 01420 - Survey Worker | 17.92 |
| 01531 - Travel Clerk I | 13.42 |
| 01532 - Travel Clerk II | 14.10 |
| 01533 - Travel Clerk III | 15.03 |
| 01611 - Word Processor I | 15.91 |
| 01612 - Word Processor II | 17.86 |
| 01613 - Word Processor III | 19.98 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.83 |
| 05010 - Automotive Electrician | 22.03 |
| 05040 - Automotive Glass Installer | 20.34 |
| 05070 - Automotive Worker | 21.11 |
| 05110 - Mobile Equipment Servicer | 19.63 |
| 05130 - Motor Equipment Metal Mechanic | 22.81 |
| 05160 - Motor Equipment Metal Worker | 21.22 |
| 05190 - Motor Vehicle Mechanic | 22.83 |
| 05220 - Motor Vehicle Mechanic Helper | 18.71 |
| 05250 - Motor Vehicle Upholstery Worker | 20.54 |
| 05280 - Motor Vehicle Wrecker | 21.22 |
| 05310 - Painter, Automotive | 22.14 |
| 05340 - Radiator Repair Specialist | 21.22 |
| 05370 - Tire Repairer | 14.89 |
| 05400 - Transmission Repair Specialist | 23.49 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.05 |
| 07041 - Cook I | 12.99 |
| 07042 - Cook II | 13.84 |
| 07070 - Dishwasher | 9.76 |
| 07130 - Food Service Worker | 11.55 |
| 07210 - Meat Cutter | 17.30 |
| 07260 - Waiter/Waitress | 10.10 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.40 |
| 09040 - Furniture Handler | 17.39 |
| 09080 - Furniture Refinisher | 22.85 |
| 09090 - Furniture Refinisher Helper | 19.50 |
| 09110 - Furniture Repairer, Minor | 21.21 |
| 09130 - Upholsterer | 19.41 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.81 |
| 11060 - Elevator Operator | 12.33 |
| 11090 - Gardener | 16.09 |
| 11122 - Housekeeping Aide | 12.81 |
| 11150 - Janitor | 12.81 |
| 11210 - Laborer, Grounds Maintenance | 13.67 |
| 11240 - Maid or Houseman | 11.29 |
| 11260 - Pruner | 12.83 |
| 11270 - Tractor Operator | 15.33 |
| 11330 - Trail Maintenance Worker | 13.76 |
| 11360 - Window Cleaner | 13.61 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.48 |
| 12011 - Breath Alcohol Technician | 20.44 |
| 12012 - Certified Occupational Therapist Assistant | 22.91 |
| 12015 - Certified Physical Therapist Assistant | 22.60 |
| 12020 - Dental Assistant | 18.36 |
| 12025 - Dental Hygienist | 32.95 |
| 12030 - EKG Technician | 30.31 |
| 12035 - Electroneurodiagnostic Technologist | 30.31 |
| 12040 - Emergency Medical Technician | 17.48 |
| 12071 - Licensed Practical Nurse I | 20.15 |

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|-------|--|---------|
| 12072 | - Licensed Practical Nurse II | 22.05 |
| 12073 | - Licensed Practical Nurse III | 24.57 |
| 12100 | - Medical Assistant | 14.97 |
| 12130 | - Medical Laboratory Technician | 21.17 |
| 12160 | - Medical Record Clerk | 15.47 |
| 12190 | - Medical Record Technician | 17.00 |
| 12195 | - Medical Transcriptionist | 17.02 |
| 12210 | - Nuclear Medicine Technologist | 34.99 |
| 12221 | - Nursing Assistant I | 10.52 |
| 12222 | - Nursing Assistant II | 11.83 |
| 12223 | - Nursing Assistant III | 12.91 |
| 12224 | - Nursing Assistant IV | 14.49 |
| 12235 | - Optical Dispenser | 21.62 |
| 12236 | - Optical Technician | 16.60 |
| 12250 | - Pharmacy Technician | 15.13 |
| 12280 | - Phlebotomist | 14.49 |
| 12305 | - Radiologic Technologist | 28.02 |
| 12311 | - Registered Nurse I | 29.51 |
| 12312 | - Registered Nurse II | 32.76 |
| 12313 | - Registered Nurse II, Specialist | 32.76 |
| 12314 | - Registered Nurse III | 39.32 |
| 12315 | - Registered Nurse III, Anesthetist | 39.32 |
| 12316 | - Registered Nurse IV | 47.11 |
| 12317 | - Scheduler (Drug and Alcohol Testing) | 23.50 |
| 13000 | - Information And Arts Occupations | |
| 13011 | - Exhibits Specialist I | 21.74 |
| 13012 | - Exhibits Specialist II | 28.77 |
| 13013 | - Exhibits Specialist III | 35.16 |
| 13041 | - Illustrator I | 22.94 |
| 13042 | - Illustrator II | 30.61 |
| 13043 | - Illustrator III | 37.43 |
| 13047 | - Librarian | 31.00 |
| 13050 | - Library Aide/Clerk | 16.83 |
| 13054 | - Library Information Technology Systems Administrator | 27.98 |
| 13058 | - Library Technician | 17.62 |
| 13061 | - Media Specialist I | 18.35 |
| 13062 | - Media Specialist II | 20.52 |
| 13063 | - Media Specialist III | 22.88 |
| 13071 | - Photographer I | 17.96 |
| 13072 | - Photographer II | 19.97 |
| 13073 | - Photographer III | 25.04 |
| 13074 | - Photographer IV | 30.62 |
| 13075 | - Photographer V | 37.06 |
| 13110 | - Video Teleconference Technician | 22.29 |
| 14000 | - Information Technology Occupations | |
| 14041 | - Computer Operator I | 18.50 |
| 14042 | - Computer Operator II | 20.70 |
| 14043 | - Computer Operator III | 23.06 |
| 14044 | - Computer Operator IV | 25.64 |
| 14045 | - Computer Operator V | 28.39 |
| 14071 | - Computer Programmer I | (see 1) |
| 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 | 18.50 |
| 14160 | - Personal Computer Support Technician | 25.64 |
| 15000 | - Instructional Occupations | |
| 15010 | - Aircrew Training Devices Instructor (Non-Rated) | 33.14 |
| 15020 | - Aircrew Training Devices Instructor (Rated) | 40.11 |

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| 15030 - Air Crew Training Devices Instructor (Pilot) | 48.06 |
| 15050 - Computer Based Training Specialist / Instructor | 33.14 |
| 15060 - Educational Technologist | 30.33 |
| 15070 - Flight Instructor (Pilot) | 48.06 |
| 15080 - Graphic Artist | 24.99 |
| 15090 - Technical Instructor | 24.41 |
| 15095 - Technical Instructor/Course Developer | 29.85 |
| 15110 - Test Proctor | 19.71 |
| 15120 - Tutor | 19.71 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.77 |
| 16030 - Counter Attendant | 9.77 |
| 16040 - Dry Cleaner | 12.76 |
| 16070 - Finisher, Flatwork, Machine | 9.77 |
| 16090 - Presser, Hand | 9.77 |
| 16110 - Presser, Machine, Drycleaning | 9.77 |
| 16130 - Presser, Machine, Shirts | 9.77 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.77 |
| 16190 - Sewing Machine Operator | 13.65 |
| 16220 - Tailor | 14.52 |
| 16250 - Washer, Machine | 10.80 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.24 |
| 19040 - Tool And Die Maker | 24.23 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.21 |
| 21030 - Material Coordinator | 20.91 |
| 21040 - Material Expediter | 20.91 |
| 21050 - Material Handling Laborer | 13.92 |
| 21071 - Order Filler | 13.88 |
| 21080 - Production Line Worker (Food Processing) | 19.21 |
| 21110 - Shipping Packer | 16.45 |
| 21130 - Shipping/Receiving Clerk | 16.45 |
| 21140 - Store Worker I | 16.93 |
| 21150 - Stock Clerk | 19.11 |
| 21210 - Tools And Parts Attendant | 19.21 |
| 21410 - Warehouse Specialist | 19.21 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.75 |
| 23021 - Aircraft Mechanic I | 25.74 |
| 23022 - Aircraft Mechanic II | 26.75 |
| 23023 - Aircraft Mechanic III | 28.12 |
| 23040 - Aircraft Mechanic Helper | 20.97 |
| 23050 - Aircraft, Painter | 21.66 |
| 23060 - Aircraft Servicer | 22.92 |
| 23080 - Aircraft Worker | 23.95 |
| 23110 - Appliance Mechanic | 21.01 |
| 23120 - Bicycle Repairer | 15.11 |
| 23125 - Cable Splicer | 34.08 |
| 23130 - Carpenter, Maintenance | 24.40 |
| 23140 - Carpet Layer | 22.57 |
| 23160 - Electrician, Maintenance | 29.02 |
| 23181 - Electronics Technician Maintenance I | 25.72 |
| 23182 - Electronics Technician Maintenance II | 27.03 |
| 23183 - Electronics Technician Maintenance III | 27.92 |
| 23260 - Fabric Worker | 21.87 |
| 23290 - Fire Alarm System Mechanic | 23.71 |
| 23310 - Fire Extinguisher Repairer | 22.72 |
| 23311 - Fuel Distribution System Mechanic | 26.86 |
| 23312 - Fuel Distribution System Operator | 23.17 |
| 23370 - General Maintenance Worker | 21.37 |
| 23380 - Ground Support Equipment Mechanic | 25.74 |
| 23381 - Ground Support Equipment Servicer | 22.92 |

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| 23382 - Ground Support Equipment Worker | 23.95 |
| 23391 - Gunsmith I | 22.07 |
| 23392 - Gunsmith II | 23.77 |
| 23393 - Gunsmith III | 25.51 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.17 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.15 |
| 23430 - Heavy Equipment Mechanic | 24.33 |
| 23440 - Heavy Equipment Operator | 27.08 |
| 23460 - Instrument Mechanic | 25.03 |
| 23465 - Laboratory/Shelter Mechanic | 24.64 |
| 23470 - Laborer | 15.83 |
| 23510 - Locksmith | 23.29 |
| 23530 - Machinery Maintenance Mechanic | 24.32 |
| 23550 - Machinist, Maintenance | 21.24 |
| 23580 - Maintenance Trades Helper | 18.52 |
| 23591 - Metrology Technician I | 25.03 |
| 23592 - Metrology Technician II | 26.01 |
| 23593 - Metrology Technician III | 26.83 |
| 23640 - Millwright | 25.21 |
| 23710 - Office Appliance Repairer | 23.06 |
| 23760 - Painter, Maintenance | 21.97 |
| 23790 - Pipefitter, Maintenance | 30.24 |
| 23810 - Plumber, Maintenance | 26.56 |
| 23820 - Pneudraulic Systems Mechanic | 25.51 |
| 23850 - Rigger | 25.51 |
| 23870 - Scale Mechanic | 23.77 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.51 |
| 23910 - Small Engine Mechanic | 18.79 |
| 23931 - Telecommunications Mechanic I | 25.91 |
| 23932 - Telecommunications Mechanic II | 26.92 |
| 23950 - Telephone Lineman | 28.29 |
| 23960 - Welder, Combination, Maintenance | 20.91 |
| 23965 - Well Driller | 23.53 |
| 23970 - Woodcraft Worker | 25.51 |
| 23980 - Woodworker | 19.14 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.00 |
| 24580 - Child Care Center Clerk | 14.96 |
| 24610 - Chore Aide | 11.62 |
| 24620 - Family Readiness And Support Services Coordinator | 14.06 |
| 24630 - Homemaker | 14.79 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.73 |
| 25040 - Sewage Plant Operator | 22.47 |
| 25070 - Stationary Engineer | 22.73 |
| 25190 - Ventilation Equipment Tender | 18.74 |
| 25210 - Water Treatment Plant Operator | 22.47 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.30 |
| 27007 - Baggage Inspector | 13.48 |
| 27008 - Corrections Officer | 24.29 |
| 27010 - Court Security Officer | 27.70 |
| 27030 - Detection Dog Handler | 18.81 |
| 27040 - Detention Officer | 24.29 |
| 27070 - Firefighter | 27.25 |
| 27101 - Guard I | 13.48 |
| 27102 - Guard II | 18.81 |
| 27131 - Police Officer I | 28.28 |
| 27132 - Police Officer II | 31.43 |
| 28000 - Recreation Occupations | |

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| 28041 - Carnival Equipment Operator | 11.46 |
| 28042 - Carnival Equipment Repairer | 12.02 |
| 28043 - Carnival Equipment Worker | 9.59 |
| 28210 - Gate Attendant/Gate Tender | 16.04 |
| 28310 - Lifeguard | 12.78 |
| 28350 - Park Attendant (Aide) | 17.94 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.54 |
| 28515 - Recreation Specialist | 22.22 |
| 28630 - Sports Official | 14.29 |
| 28690 - Swimming Pool Operator | 17.23 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.30 |
| 29020 - Hatch Tender | 24.30 |
| 29030 - Line Handler | 24.30 |
| 29041 - Stevedore I | 23.38 |
| 29042 - Stevedore II | 25.20 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.17 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.31 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.98 |
| 30021 - Archeological Technician I | 20.33 |
| 30022 - Archeological Technician II | 22.75 |
| 30023 - Archeological Technician III | 28.18 |
| 30030 - Cartographic Technician | 28.27 |
| 30040 - Civil Engineering Technician | 26.15 |
| 30061 - Drafter/CAD Operator I | 20.33 |
| 30062 - Drafter/CAD Operator II | 22.75 |
| 30063 - Drafter/CAD Operator III | 25.36 |
| 30064 - Drafter/CAD Operator IV | 31.21 |
| 30081 - Engineering Technician I | 18.23 |
| 30082 - Engineering Technician II | 20.47 |
| 30083 - Engineering Technician III | 23.23 |
| 30084 - Engineering Technician IV | 28.83 |
| 30085 - Engineering Technician V | 35.18 |
| 30086 - Engineering Technician VI | 42.58 |
| 30090 - Environmental Technician | 21.49 |
| 30210 - Laboratory Technician | 25.35 |
| 30240 - Mathematical Technician | 28.18 |
| 30361 - Paralegal/Legal Assistant I | 19.08 |
| 30362 - Paralegal/Legal Assistant II | 23.64 |
| 30363 - Paralegal/Legal Assistant III | 28.92 |
| 30364 - Paralegal/Legal Assistant IV | 34.64 |
| 30390 - Photo-Optics Technician | 28.18 |
| 30461 - Technical Writer I | 21.76 |
| 30462 - Technical Writer II | 26.62 |
| 30463 - Technical Writer III | 34.22 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.25 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.35 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.17 |
| 30494 - Unexploded (UXO) Safety Escort | 24.25 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.25 |
| 30620 - Weather Observer, Combined Upper Air Or (see 3) | 25.36 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 3) | 28.18 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 15.22 |
| 31030 - Bus Driver | 19.16 |
| 31043 - Driver Courier | 18.13 |
| 31260 - Parking and Lot Attendant | 10.54 |
| 31290 - Shuttle Bus Driver | 19.00 |
| 31310 - Taxi Driver | 12.01 |
| 31361 - Truckdriver, Light | 19.00 |
| 31362 - Truckdriver, Medium | 19.28 |

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|---|-------|
| 31363 - Truckdriver, Heavy | 19.99 |
| 31364 - Truckdriver, Tractor-Trailer | 19.99 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.80 |
| 99050 - Desk Clerk | 12.64 |
| 99095 - Embalmer | 33.77 |
| 99251 - Laboratory Animal Caretaker I | 11.48 |
| 99252 - Laboratory Animal Caretaker II | 12.25 |
| 99310 - Mortician | 34.20 |
| 99410 - Pest Controller | 17.02 |
| 99510 - Photofinishing Worker | 14.65 |
| 99710 - Recycling Laborer | 18.72 |
| 99711 - Recycling Specialist | 21.14 |
| 99730 - Refuse Collector | 17.57 |
| 99810 - Sales Clerk | 12.43 |
| 99820 - School Crossing Guard | 11.48 |
| 99830 - Survey Party Chief | 20.60 |
| 99831 - Surveying Aide | 12.23 |
| 99832 - Surveying Technician | 18.07 |
| 99840 - Vending Machine Attendant | 14.45 |
| 99841 - Vending Machine Repairer | 16.98 |
| 99842 - Vending Machine Repairer Helper | 14.45 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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:
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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) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2450
Revision No.: 15
Date Of Last Revision: 07/25/2014

States: New Jersey, Pennsylvania

Area: New Jersey Counties of Burlington, Camden, Gloucester

Pennsylvania Counties of Bucks, Chester, Delaware, Lehigh, Montgomery,
Northampton, Philadelphia

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.53 |
| 01012 - Accounting Clerk II | | 16.31 |
| 01013 - Accounting Clerk III | | 18.24 |
| 01020 - Administrative Assistant | | 27.42 |
| 01040 - Court Reporter | | 21.74 |
| 01051 - Data Entry Operator I | | 14.22 |
| 01052 - Data Entry Operator II | | 15.51 |
| 01060 - Dispatcher, Motor Vehicle | | 17.92 |
| 01070 - Document Preparation Clerk | | 13.66 |
| 01090 - Duplicating Machine Operator | | 13.66 |
| 01111 - General Clerk I | | 13.45 |
| 01112 - General Clerk II | | 14.68 |
| 01113 - General Clerk III | | 16.48 |
| 01120 - Housing Referral Assistant | | 24.11 |
| 01141 - Messenger Courier | | 12.91 |
| 01191 - Order Clerk I | | 14.81 |
| 01192 - Order Clerk II | | 15.68 |
| 01261 - Personnel Assistant (Employment) I | | 16.56 |
| 01262 - Personnel Assistant (Employment) II | | 18.52 |
| 01263 - Personnel Assistant (Employment) III | | 20.64 |
| 01270 - Production Control Clerk | | 22.74 |
| 01280 - Receptionist | | 14.72 |
| 01290 - Rental Clerk | | 16.83 |
| 01300 - Scheduler, Maintenance | | 17.52 |
| 01311 - Secretary I | | 19.12 |
| 01312 - Secretary II | | 21.84 |
| 01313 - Secretary III | | 24.11 |
| 01320 - Service Order Dispatcher | | 16.76 |
| 01410 - Supply Technician | | 27.02 |
| 01420 - Survey Worker | | 17.92 |
| 01531 - Travel Clerk I | | 13.42 |
| 01532 - Travel Clerk II | | 14.10 |
| 01533 - Travel Clerk III | | 15.03 |
| 01611 - Word Processor I | | 15.91 |
| 01612 - Word Processor II | | 17.86 |
| 01613 - Word Processor III | | 19.98 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.83 |
| 05010 - Automotive Electrician | | 22.03 |
| 05040 - Automotive Glass Installer | | 20.34 |
| 05070 - Automotive Worker | | 21.11 |
| 05110 - Mobile Equipment Servicer | | 19.63 |
| 05130 - Motor Equipment Metal Mechanic | | 22.81 |
| 05160 - Motor Equipment Metal Worker | | 21.22 |
| 05190 - Motor Vehicle Mechanic | | 22.83 |
| 05220 - Motor Vehicle Mechanic Helper | | 18.71 |
| 05250 - Motor Vehicle Upholstery Worker | | 20.54 |
| 05280 - Motor Vehicle Wrecker | | 21.22 |
| 05310 - Painter, Automotive | | 22.14 |
| 05340 - Radiator Repair Specialist | | 21.22 |
| 05370 - Tire Repairer | | 14.89 |
| 05400 - Transmission Repair Specialist | | 23.49 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 13.05 |
| 07041 - Cook I | | 12.99 |
| 07042 - Cook II | | 13.84 |
| 07070 - Dishwasher | | 9.76 |
| 07130 - Food Service Worker | | 11.55 |
| 07210 - Meat Cutter | | 17.30 |
| 07260 - Waiter/Waitress | | 10.10 |

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|--|-------|
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.40 |
| 09040 - Furniture Handler | 17.39 |
| 09080 - Furniture Refinisher | 22.85 |
| 09090 - Furniture Refinisher Helper | 19.50 |
| 09110 - Furniture Repairer, Minor | 21.21 |
| 09130 - Upholsterer | 19.41 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.81 |
| 11060 - Elevator Operator | 12.33 |
| 11090 - Gardener | 16.09 |
| 11122 - Housekeeping Aide | 12.81 |
| 11150 - Janitor | 12.81 |
| 11210 - Laborer, Grounds Maintenance | 13.67 |
| 11240 - Maid or Houseman | 11.29 |
| 11260 - Pruner | 12.83 |
| 11270 - Tractor Operator | 15.33 |
| 11330 - Trail Maintenance Worker | 13.76 |
| 11360 - Window Cleaner | 13.61 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.48 |
| 12011 - Breath Alcohol Technician | 20.44 |
| 12012 - Certified Occupational Therapist Assistant | 22.91 |
| 12015 - Certified Physical Therapist Assistant | 22.60 |
| 12020 - Dental Assistant | 18.36 |
| 12025 - Dental Hygienist | 32.95 |
| 12030 - EKG Technician | 30.31 |
| 12035 - Electroneurodiagnostic Technologist | 30.31 |
| 12040 - Emergency Medical Technician | 17.48 |
| 12071 - Licensed Practical Nurse I | 20.15 |
| 12072 - Licensed Practical Nurse II | 22.05 |
| 12073 - Licensed Practical Nurse III | 24.57 |
| 12100 - Medical Assistant | 14.97 |
| 12130 - Medical Laboratory Technician | 21.17 |
| 12160 - Medical Record Clerk | 15.47 |
| 12190 - Medical Record Technician | 17.00 |
| 12195 - Medical Transcriptionist | 17.02 |
| 12210 - Nuclear Medicine Technologist | 34.99 |
| 12221 - Nursing Assistant I | 10.52 |
| 12222 - Nursing Assistant II | 11.83 |
| 12223 - Nursing Assistant III | 12.91 |
| 12224 - Nursing Assistant IV | 14.49 |
| 12235 - Optical Dispenser | 21.62 |
| 12236 - Optical Technician | 16.60 |
| 12250 - Pharmacy Technician | 15.13 |
| 12280 - Phlebotomist | 14.49 |
| 12305 - Radiologic Technologist | 28.02 |
| 12311 - Registered Nurse I | 29.51 |
| 12312 - Registered Nurse II | 32.76 |
| 12313 - Registered Nurse II, Specialist | 32.76 |
| 12314 - Registered Nurse III | 39.32 |
| 12315 - Registered Nurse III, Anesthetist | 39.32 |
| 12316 - Registered Nurse IV | 47.11 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.50 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.74 |
| 13012 - Exhibits Specialist II | 28.77 |
| 13013 - Exhibits Specialist III | 35.16 |
| 13041 - Illustrator I | 22.94 |
| 13042 - Illustrator II | 30.61 |
| 13043 - Illustrator III | 37.43 |
| 13047 - Librarian | 31.00 |
| 13050 - Library Aide/Clerk | 16.83 |

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| 13054 - Library Information Technology Systems Administrator | 27.98 |
| 13058 - Library Technician | 17.62 |
| 13061 - Media Specialist I | 18.35 |
| 13062 - Media Specialist II | 20.52 |
| 13063 - Media Specialist III | 22.88 |
| 13071 - Photographer I | 17.96 |
| 13072 - Photographer II | 19.97 |
| 13073 - Photographer III | 25.04 |
| 13074 - Photographer IV | 30.62 |
| 13075 - Photographer V | 37.06 |
| 13110 - Video Teleconference Technician | 22.29 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.50 |
| 14042 - Computer Operator II | 20.70 |
| 14043 - Computer Operator III | 23.06 |
| 14044 - Computer Operator IV | 25.64 |
| 14045 - Computer Operator V | 28.39 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 18.50 |
| 14160 - Personal Computer Support Technician | 25.64 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.14 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 40.11 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 48.06 |
| 15050 - Computer Based Training Specialist / Instructor | 33.14 |
| 15060 - Educational Technologist | 30.33 |
| 15070 - Flight Instructor (Pilot) | 48.06 |
| 15080 - Graphic Artist | 24.99 |
| 15090 - Technical Instructor | 24.41 |
| 15095 - Technical Instructor/Course Developer | 29.85 |
| 15110 - Test Proctor | 19.71 |
| 15120 - Tutor | 19.71 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.77 |
| 16030 - Counter Attendant | 9.77 |
| 16040 - Dry Cleaner | 12.76 |
| 16070 - Finisher, Flatwork, Machine | 9.77 |
| 16090 - Presser, Hand | 9.77 |
| 16110 - Presser, Machine, Drycleaning | 9.77 |
| 16130 - Presser, Machine, Shirts | 9.77 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.77 |
| 16190 - Sewing Machine Operator | 13.65 |
| 16220 - Tailor | 14.52 |
| 16250 - Washer, Machine | 10.80 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.24 |
| 19040 - Tool And Die Maker | 24.23 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.21 |
| 21030 - Material Coordinator | 20.91 |
| 21040 - Material Expediter | 20.91 |
| 21050 - Material Handling Laborer | 13.92 |
| 21071 - Order Filler | 13.88 |
| 21080 - Production Line Worker (Food Processing) | 19.21 |
| 21110 - Shipping Packer | 16.45 |
| 21130 - Shipping/Receiving Clerk | 16.45 |

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| 21140 - Store Worker I | 16.93 |
| 21150 - Stock Clerk | 19.11 |
| 21210 - Tools And Parts Attendant | 19.21 |
| 21410 - Warehouse Specialist | 19.21 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.75 |
| 23021 - Aircraft Mechanic I | 25.74 |
| 23022 - Aircraft Mechanic II | 26.75 |
| 23023 - Aircraft Mechanic III | 28.12 |
| 23040 - Aircraft Mechanic Helper | 20.97 |
| 23050 - Aircraft, Painter | 21.66 |
| 23060 - Aircraft Servicer | 22.92 |
| 23080 - Aircraft Worker | 23.95 |
| 23110 - Appliance Mechanic | 21.01 |
| 23120 - Bicycle Repairer | 15.11 |
| 23125 - Cable Splicer | 34.08 |
| 23130 - Carpenter, Maintenance | 24.40 |
| 23140 - Carpet Layer | 22.57 |
| 23160 - Electrician, Maintenance | 29.02 |
| 23181 - Electronics Technician Maintenance I | 25.72 |
| 23182 - Electronics Technician Maintenance II | 27.03 |
| 23183 - Electronics Technician Maintenance III | 27.92 |
| 23260 - Fabric Worker | 21.87 |
| 23290 - Fire Alarm System Mechanic | 23.71 |
| 23310 - Fire Extinguisher Repairer | 22.72 |
| 23311 - Fuel Distribution System Mechanic | 26.86 |
| 23312 - Fuel Distribution System Operator | 23.17 |
| 23370 - General Maintenance Worker | 21.37 |
| 23380 - Ground Support Equipment Mechanic | 25.74 |
| 23381 - Ground Support Equipment Servicer | 22.92 |
| 23382 - Ground Support Equipment Worker | 23.95 |
| 23391 - Gunsmith I | 22.07 |
| 23392 - Gunsmith II | 23.77 |
| 23393 - Gunsmith III | 25.51 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.17 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.15 |
| 23430 - Heavy Equipment Mechanic | 24.33 |
| 23440 - Heavy Equipment Operator | 27.08 |
| 23460 - Instrument Mechanic | 25.03 |
| 23465 - Laboratory/Shelter Mechanic | 24.64 |
| 23470 - Laborer | 15.83 |
| 23510 - Locksmith | 23.29 |
| 23530 - Machinery Maintenance Mechanic | 24.32 |
| 23550 - Machinist, Maintenance | 21.24 |
| 23580 - Maintenance Trades Helper | 18.52 |
| 23591 - Metrology Technician I | 25.03 |
| 23592 - Metrology Technician II | 26.01 |
| 23593 - Metrology Technician III | 26.83 |
| 23640 - Millwright | 25.21 |
| 23710 - Office Appliance Repairer | 23.06 |
| 23760 - Painter, Maintenance | 21.97 |
| 23790 - Pipefitter, Maintenance | 30.24 |
| 23810 - Plumber, Maintenance | 26.56 |
| 23820 - Pneudraulic Systems Mechanic | 25.51 |
| 23850 - Rigger | 25.51 |
| 23870 - Scale Mechanic | 23.77 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.51 |
| 23910 - Small Engine Mechanic | 18.79 |
| 23931 - Telecommunications Mechanic I | 25.91 |
| 23932 - Telecommunications Mechanic II | 26.92 |
| 23950 - Telephone Lineman | 28.29 |

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| 23960 - Welder, Combination, Maintenance | 20.91 |
| 23965 - Well Driller | 23.53 |
| 23970 - Woodcraft Worker | 25.51 |
| 23980 - Woodworker | 19.14 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.00 |
| 24580 - Child Care Center Clerk | 14.96 |
| 24610 - Chore Aide | 11.62 |
| 24620 - Family Readiness And Support Services Coordinator | 14.06 |
| 24630 - Homemaker | 14.79 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.73 |
| 25040 - Sewage Plant Operator | 22.47 |
| 25070 - Stationary Engineer | 22.73 |
| 25190 - Ventilation Equipment Tender | 18.74 |
| 25210 - Water Treatment Plant Operator | 22.47 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.30 |
| 27007 - Baggage Inspector | 13.48 |
| 27008 - Corrections Officer | 24.29 |
| 27010 - Court Security Officer | 27.70 |
| 27030 - Detection Dog Handler | 18.81 |
| 27040 - Detention Officer | 24.29 |
| 27070 - Firefighter | 27.25 |
| 27101 - Guard I | 13.48 |
| 27102 - Guard II | 18.81 |
| 27131 - Police Officer I | 28.28 |
| 27132 - Police Officer II | 31.43 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.46 |
| 28042 - Carnival Equipment Repairer | 12.02 |
| 28043 - Carnival Equipment Worker | 9.59 |
| 28210 - Gate Attendant/Gate Tender | 16.04 |
| 28310 - Lifeguard | 12.78 |
| 28350 - Park Attendant (Aide) | 17.94 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.54 |
| 28515 - Recreation Specialist | 22.22 |
| 28630 - Sports Official | 14.29 |
| 28690 - Swimming Pool Operator | 17.23 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.30 |
| 29020 - Hatch Tender | 24.30 |
| 29030 - Line Handler | 24.30 |
| 29041 - Stevedore I | 23.38 |
| 29042 - Stevedore II | 25.20 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.17 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.31 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.98 |
| 30021 - Archeological Technician I | 20.33 |
| 30022 - Archeological Technician II | 22.75 |
| 30023 - Archeological Technician III | 28.18 |
| 30030 - Cartographic Technician | 28.27 |
| 30040 - Civil Engineering Technician | 26.15 |
| 30061 - Drafter/CAD Operator I | 20.33 |
| 30062 - Drafter/CAD Operator II | 22.75 |
| 30063 - Drafter/CAD Operator III | 25.36 |
| 30064 - Drafter/CAD Operator IV | 31.21 |
| 30081 - Engineering Technician I | 18.23 |
| 30082 - Engineering Technician II | 20.47 |
| 30083 - Engineering Technician III | 23.23 |
| 30084 - Engineering Technician IV | 28.83 |

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| 30085 - Engineering Technician V | 35.18 |
| 30086 - Engineering Technician VI | 42.58 |
| 30090 - Environmental Technician | 21.49 |
| 30210 - Laboratory Technician | 25.35 |
| 30240 - Mathematical Technician | 28.18 |
| 30361 - Paralegal/Legal Assistant I | 19.08 |
| 30362 - Paralegal/Legal Assistant II | 23.64 |
| 30363 - Paralegal/Legal Assistant III | 28.92 |
| 30364 - Paralegal/Legal Assistant IV | 34.64 |
| 30390 - Photo-Optics Technician | 28.18 |
| 30461 - Technical Writer I | 21.76 |
| 30462 - Technical Writer II | 26.62 |
| 30463 - Technical Writer III | 34.22 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.25 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.35 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.17 |
| 30494 - Unexploded (UXO) Safety Escort | 24.25 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.25 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 3) 25.36 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 3) 28.18 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 15.22 |
| 31030 - Bus Driver | 19.16 |
| 31043 - Driver Courier | 18.13 |
| 31260 - Parking and Lot Attendant | 10.54 |
| 31290 - Shuttle Bus Driver | 19.00 |
| 31310 - Taxi Driver | 12.01 |
| 31361 - Truckdriver, Light | 19.00 |
| 31362 - Truckdriver, Medium | 19.28 |
| 31363 - Truckdriver, Heavy | 19.99 |
| 31364 - Truckdriver, Tractor-Trailer | 19.99 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.80 |
| 99050 - Desk Clerk | 12.64 |
| 99095 - Embalmer | 33.77 |
| 99251 - Laboratory Animal Caretaker I | 11.48 |
| 99252 - Laboratory Animal Caretaker II | 12.25 |
| 99310 - Mortician | 34.20 |
| 99410 - Pest Controller | 17.02 |
| 99510 - Photofinishing Worker | 14.65 |
| 99710 - Recycling Laborer | 18.72 |
| 99711 - Recycling Specialist | 21.14 |
| 99730 - Refuse Collector | 17.57 |
| 99810 - Sales Clerk | 12.43 |
| 99820 - School Crossing Guard | 11.48 |
| 99830 - Survey Party Chief | 20.60 |
| 99831 - Surveying Aide | 12.23 |
| 99832 - Surveying Technician | 18.07 |
| 99840 - Vending Machine Attendant | 14.45 |
| 99841 - Vending Machine Repairer | 16.98 |
| 99842 - Vending Machine Repairer Helper | 14.45 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2451
Revision No.: 17
Date Of Last Revision: 07/25/2014

States: Ohio, Pennsylvania

Area: Ohio Counties of Belmont, Harrison, Jefferson, Tuscarawas

Pennsylvania Counties of Allegheny, Armstrong, Beaver, Bedford, Blair, Butler, Cambria, Cameron, Centre, Clarion, Clearfield, Clinton, Crawford, Elk, Erie, Fayette, Forest, Fulton, Greene, Huntingdon, Indiana, Jefferson, Lawrence, McKean, Mercer, Potter, Somerset, Venango, Warren, Washington, Westmoreland

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.66 |
| 01012 - Accounting Clerk II | | 16.92 |
| 01013 - Accounting Clerk III | | 20.33 |
| 01020 - Administrative Assistant | | 21.11 |
| 01040 - Court Reporter | | 17.78 |
| 01051 - Data Entry Operator I | | 12.17 |
| 01052 - Data Entry Operator II | | 13.81 |
| 01060 - Dispatcher, Motor Vehicle | | 17.44 |
| 01070 - Document Preparation Clerk | | 12.44 |
| 01090 - Duplicating Machine Operator | | 12.44 |
| 01111 - General Clerk I | | 11.61 |
| 01112 - General Clerk II | | 14.59 |
| 01113 - General Clerk III | | 16.37 |
| 01120 - Housing Referral Assistant | | 18.54 |
| 01141 - Messenger Courier | | 10.42 |
| 01191 - Order Clerk I | | 13.17 |
| 01192 - Order Clerk II | | 15.74 |
| 01261 - Personnel Assistant (Employment) I | | 16.18 |
| 01262 - Personnel Assistant (Employment) II | | 18.09 |
| 01263 - Personnel Assistant (Employment) III | | 20.18 |
| 01270 - Production Control Clerk | | 20.18 |
| 01280 - Receptionist | | 11.91 |
| 01290 - Rental Clerk | | 15.53 |
| 01300 - Scheduler, Maintenance | | 15.48 |
| 01311 - Secretary I | | 15.48 |

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| 01312 - Secretary II | 17.32 |
| 01313 - Secretary III | 19.31 |
| 01320 - Service Order Dispatcher | 17.00 |
| 01410 - Supply Technician | 21.43 |
| 01420 - Survey Worker | 15.04 |
| 01531 - Travel Clerk I | 12.61 |
| 01532 - Travel Clerk II | 13.54 |
| 01533 - Travel Clerk III | 14.52 |
| 01611 - Word Processor I | 12.90 |
| 01612 - Word Processor II | 15.53 |
| 01613 - Word Processor III | 17.37 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.95 |
| 05010 - Automotive Electrician | 17.78 |
| 05040 - Automotive Glass Installer | 17.10 |
| 05070 - Automotive Worker | 17.10 |
| 05110 - Mobile Equipment Servicer | 15.85 |
| 05130 - Motor Equipment Metal Mechanic | 18.41 |
| 05160 - Motor Equipment Metal Worker | 17.10 |
| 05190 - Motor Vehicle Mechanic | 18.70 |
| 05220 - Motor Vehicle Mechanic Helper | 15.23 |
| 05250 - Motor Vehicle Upholstery Worker | 16.47 |
| 05280 - Motor Vehicle Wrecker | 17.10 |
| 05310 - Painter, Automotive | 19.03 |
| 05340 - Radiator Repair Specialist | 17.10 |
| 05370 - Tire Repairer | 13.96 |
| 05400 - Transmission Repair Specialist | 18.41 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.08 |
| 07041 - Cook I | 11.10 |
| 07042 - Cook II | 12.33 |
| 07070 - Dishwasher | 9.05 |
| 07130 - Food Service Worker | 8.63 |
| 07210 - Meat Cutter | 13.70 |
| 07260 - Waiter/Waitress | 8.86 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.22 |
| 09040 - Furniture Handler | 12.62 |
| 09080 - Furniture Refinisher | 17.27 |
| 09090 - Furniture Refinisher Helper | 13.89 |
| 09110 - Furniture Repairer, Minor | 15.47 |
| 09130 - Upholsterer | 16.22 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.28 |
| 11060 - Elevator Operator | 11.02 |
| 11090 - Gardener | 14.44 |
| 11122 - Housekeeping Aide | 12.96 |
| 11150 - Janitor | 13.61 |
| 11210 - Laborer, Grounds Maintenance | 12.35 |
| 11240 - Maid or Houseman | 11.50 |
| 11260 - Pruner | 12.96 |
| 11270 - Tractor Operator | 13.53 |
| 11330 - Trail Maintenance Worker | 12.35 |
| 11360 - Window Cleaner | 13.78 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.04 |
| 12011 - Breath Alcohol Technician | 17.33 |
| 12012 - Certified Occupational Therapist Assistant | 20.79 |
| 12015 - Certified Physical Therapist Assistant | 18.88 |
| 12020 - Dental Assistant | 14.32 |
| 12025 - Dental Hygienist | 23.01 |
| 12030 - EKG Technician | 22.90 |
| 12035 - Electroneurodiagnostic Technologist | 22.90 |

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| 12040 - Emergency Medical Technician | 14.04 |
| 12071 - Licensed Practical Nurse I | 15.31 |
| 12072 - Licensed Practical Nurse II | 17.33 |
| 12073 - Licensed Practical Nurse III | 19.33 |
| 12100 - Medical Assistant | 12.39 |
| 12130 - Medical Laboratory Technician | 16.83 |
| 12160 - Medical Record Clerk | 14.13 |
| 12190 - Medical Record Technician | 16.42 |
| 12195 - Medical Transcriptionist | 14.26 |
| 12210 - Nuclear Medicine Technologist | 24.86 |
| 12221 - Nursing Assistant I | 10.49 |
| 12222 - Nursing Assistant II | 11.79 |
| 12223 - Nursing Assistant III | 12.87 |
| 12224 - Nursing Assistant IV | 14.44 |
| 12235 - Optical Dispenser | 13.89 |
| 12236 - Optical Technician | 12.53 |
| 12250 - Pharmacy Technician | 12.39 |
| 12280 - Phlebotomist | 14.44 |
| 12305 - Radiologic Technologist | 23.00 |
| 12311 - Registered Nurse I | 23.50 |
| 12312 - Registered Nurse II | 28.75 |
| 12313 - Registered Nurse II, Specialist | 28.75 |
| 12314 - Registered Nurse III | 34.78 |
| 12315 - Registered Nurse III, Anesthetist | 34.78 |
| 12316 - Registered Nurse IV | 41.68 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.47 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.25 |
| 13012 - Exhibits Specialist II | 27.77 |
| 13013 - Exhibits Specialist III | 29.81 |
| 13041 - Illustrator I | 19.11 |
| 13042 - Illustrator II | 24.36 |
| 13043 - Illustrator III | 26.32 |
| 13047 - Librarian | 24.59 |
| 13050 - Library Aide/Clerk | 10.34 |
| 13054 - Library Information Technology Systems Administrator | 20.34 |
| 13058 - Library Technician | 16.06 |
| 13061 - Media Specialist I | 16.02 |
| 13062 - Media Specialist II | 17.92 |
| 13063 - Media Specialist III | 19.99 |
| 13071 - Photographer I | 14.36 |
| 13072 - Photographer II | 18.25 |
| 13073 - Photographer III | 21.51 |
| 13074 - Photographer IV | 25.13 |
| 13075 - Photographer V | 30.38 |
| 13110 - Video Teleconference Technician | 16.58 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.90 |
| 14042 - Computer Operator II | 17.79 |
| 14043 - Computer Operator III | 19.84 |
| 14044 - Computer Operator IV | 22.05 |
| 14045 - Computer Operator V | 24.41 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 15.90 |
| 14160 - Personal Computer Support Technician | 22.05 |
| 15000 - Instructional Occupations | |

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|-------|---|-------|
| 15010 | - Aircrew Training Devices Instructor (Non-Rated) | 26.29 |
| 15020 | - Aircrew Training Devices Instructor (Rated) | 31.81 |
| 15030 | - Air Crew Training Devices Instructor (Pilot) | 37.86 |
| 15050 | - Computer Based Training Specialist / Instructor | 27.62 |
| 15060 | - Educational Technologist | 29.84 |
| 15070 | - Flight Instructor (Pilot) | 37.66 |
| 15080 | - Graphic Artist | 20.56 |
| 15090 | - Technical Instructor | 19.41 |
| 15095 | - Technical Instructor/Course Developer | 23.74 |
| 15110 | - Test Proctor | 16.96 |
| 15120 | - Tutor | 16.96 |
| 16000 | - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 | - Assembler | 9.28 |
| 16030 | - Counter Attendant | 9.28 |
| 16040 | - Dry Cleaner | 11.56 |
| 16070 | - Finisher, Flatwork, Machine | 9.28 |
| 16090 | - Presser, Hand | 9.28 |
| 16110 | - Presser, Machine, Drycleaning | 9.28 |
| 16130 | - Presser, Machine, Shirts | 9.28 |
| 16160 | - Presser, Machine, Wearing Apparel, Laundry | 9.28 |
| 16190 | - Sewing Machine Operator | 12.33 |
| 16220 | - Tailor | 13.09 |
| 16250 | - Washer, Machine | 10.04 |
| 19000 | - Machine Tool Operation And Repair Occupations | |
| 19010 | - Machine-Tool Operator (Tool Room) | 17.05 |
| 19040 | - Tool And Die Maker | 22.76 |
| 21000 | - Materials Handling And Packing Occupations | |
| 21020 | - Forklift Operator | 16.10 |
| 21030 | - Material Coordinator | 19.96 |
| 21040 | - Material Expediter | 19.96 |
| 21050 | - Material Handling Laborer | 18.10 |
| 21071 | - Order Filler | 13.89 |
| 21080 | - Production Line Worker (Food Processing) | 16.10 |
| 21110 | - Shipping Packer | 13.72 |
| 21130 | - Shipping/Receiving Clerk | 13.72 |
| 21140 | - Store Worker I | 13.55 |
| 21150 | - Stock Clerk | 17.17 |
| 21210 | - Tools And Parts Attendant | 16.10 |
| 21410 | - Warehouse Specialist | 16.10 |
| 23000 | - Mechanics And Maintenance And Repair Occupations | |
| 23010 | - Aerospace Structural Welder | 23.47 |
| 23021 | - Aircraft Mechanic I | 22.54 |
| 23022 | - Aircraft Mechanic II | 23.47 |
| 23023 | - Aircraft Mechanic III | 24.59 |
| 23040 | - Aircraft Mechanic Helper | 17.82 |
| 23050 | - Aircraft, Painter | 22.09 |
| 23060 | - Aircraft Servicer | 19.78 |
| 23080 | - Aircraft Worker | 20.91 |
| 23110 | - Appliance Mechanic | 19.92 |
| 23120 | - Bicycle Repairer | 13.96 |
| 23125 | - Cable Splicer | 26.97 |
| 23130 | - Carpenter, Maintenance | 20.21 |
| 23140 | - Carpet Layer | 17.94 |
| 23160 | - Electrician, Maintenance | 24.24 |
| 23181 | - Electronics Technician Maintenance I | 21.91 |
| 23182 | - Electronics Technician Maintenance II | 23.12 |
| 23183 | - Electronics Technician Maintenance III | 24.60 |
| 23260 | - Fabric Worker | 19.30 |
| 23290 | - Fire Alarm System Mechanic | 21.02 |
| 23310 | - Fire Extinguisher Repairer | 18.17 |
| 23311 | - Fuel Distribution System Mechanic | 22.44 |
| 23312 | - Fuel Distribution System Operator | 18.49 |
| 23370 | - General Maintenance Worker | 17.81 |

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| 23380 - Ground Support Equipment Mechanic | 22.54 |
| 23381 - Ground Support Equipment Servicer | 19.78 |
| 23382 - Ground Support Equipment Worker | 20.91 |
| 23391 - Gunsmith I | 18.17 |
| 23392 - Gunsmith II | 20.42 |
| 23393 - Gunsmith III | 22.54 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.95 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.69 |
| 23430 - Heavy Equipment Mechanic | 20.39 |
| 23440 - Heavy Equipment Operator | 22.45 |
| 23460 - Instrument Mechanic | 23.17 |
| 23465 - Laboratory/Shelter Mechanic | 21.55 |
| 23470 - Laborer | 14.78 |
| 23510 - Locksmith | 18.41 |
| 23530 - Machinery Maintenance Mechanic | 21.00 |
| 23550 - Machinist, Maintenance | 20.25 |
| 23580 - Maintenance Trades Helper | 16.43 |
| 23591 - Metrology Technician I | 23.17 |
| 23592 - Metrology Technician II | 24.11 |
| 23593 - Metrology Technician III | 25.19 |
| 23640 - Millwright | 25.25 |
| 23710 - Office Appliance Repairer | 19.71 |
| 23760 - Painter, Maintenance | 19.35 |
| 23790 - Pipefitter, Maintenance | 27.98 |
| 23810 - Plumber, Maintenance | 22.95 |
| 23820 - Pneudraulic Systems Mechanic | 22.54 |
| 23850 - Rigger | 22.54 |
| 23870 - Scale Mechanic | 20.42 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.78 |
| 23910 - Small Engine Mechanic | 17.11 |
| 23931 - Telecommunications Mechanic I | 24.45 |
| 23932 - Telecommunications Mechanic II | 25.32 |
| 23950 - Telephone Lineman | 23.55 |
| 23960 - Welder, Combination, Maintenance | 18.79 |
| 23965 - Well Driller | 20.23 |
| 23970 - Woodcraft Worker | 22.54 |
| 23980 - Woodworker | 15.90 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.71 |
| 24580 - Child Care Center Clerk | 12.98 |
| 24610 - Chore Aide | 10.15 |
| 24620 - Family Readiness And Support Services Coordinator | 12.25 |
| 24630 - Homemaker | 13.49 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.99 |
| 25040 - Sewage Plant Operator | 20.44 |
| 25070 - Stationary Engineer | 24.99 |
| 25190 - Ventilation Equipment Tender | 17.79 |
| 25210 - Water Treatment Plant Operator | 20.44 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.65 |
| 27007 - Baggage Inspector | 10.28 |
| 27008 - Corrections Officer | 21.65 |
| 27010 - Court Security Officer | 22.91 |
| 27030 - Detection Dog Handler | 14.84 |
| 27040 - Detention Officer | 21.65 |
| 27070 - Firefighter | 22.94 |
| 27101 - Guard I | 10.28 |
| 27102 - Guard II | 14.84 |
| 27131 - Police Officer I | 24.82 |

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| 27132 - Police Officer II | 26.93 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.03 |
| 28042 - Carnival Equipment Repairer | 10.42 |
| 28043 - Carnival Equipment Worker | 8.54 |
| 28210 - Gate Attendant/Gate Tender | 13.83 |
| 28310 - Lifeguard | 10.94 |
| 28350 - Park Attendant (Aide) | 15.47 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.29 |
| 28515 - Recreation Specialist | 16.79 |
| 28630 - Sports Official | 12.32 |
| 28690 - Swimming Pool Operator | 18.27 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.51 |
| 29020 - Hatch Tender | 21.51 |
| 29030 - Line Handler | 21.51 |
| 29041 - Stevedore I | 20.33 |
| 29042 - Stevedore II | 22.51 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.95 |
| 30022 - Archeological Technician II | 18.28 |
| 30023 - Archeological Technician III | 24.87 |
| 30030 - Cartographic Technician | 25.30 |
| 30040 - Civil Engineering Technician | 21.90 |
| 30061 - Drafter/CAD Operator I | 18.25 |
| 30062 - Drafter/CAD Operator II | 20.41 |
| 30063 - Drafter/CAD Operator III | 22.77 |
| 30064 - Drafter/CAD Operator IV | 28.00 |
| 30081 - Engineering Technician I | 16.06 |
| 30082 - Engineering Technician II | 18.06 |
| 30083 - Engineering Technician III | 20.98 |
| 30084 - Engineering Technician IV | 24.78 |
| 30085 - Engineering Technician V | 30.31 |
| 30086 - Engineering Technician VI | 36.67 |
| 30090 - Environmental Technician | 21.50 |
| 30210 - Laboratory Technician | 20.26 |
| 30240 - Mathematical Technician | 25.30 |
| 30361 - Paralegal/Legal Assistant I | 19.93 |
| 30362 - Paralegal/Legal Assistant II | 24.70 |
| 30363 - Paralegal/Legal Assistant III | 30.21 |
| 30364 - Paralegal/Legal Assistant IV | 33.56 |
| 30390 - Photo-Optics Technician | 26.70 |
| 30461 - Technical Writer I | 21.84 |
| 30462 - Technical Writer II | 25.69 |
| 30463 - Technical Writer III | 28.75 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 22.77 |
| 30621 - Weather Observer, Senior (see 2) | 25.30 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.71 |
| 31030 - Bus Driver | 18.40 |
| 31043 - Driver Courier | 13.74 |
| 31260 - Parking and Lot Attendant | 10.49 |
| 31290 - Shuttle Bus Driver | 14.65 |
| 31310 - Taxi Driver | 10.92 |

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| 31361 - Truckdriver, Light | 14.65 |
| 31362 - Truckdriver, Medium | 17.07 |
| 31363 - Truckdriver, Heavy | 18.69 |
| 31364 - Truckdriver, Tractor-Trailer | 18.69 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.57 |
| 99050 - Desk Clerk | 10.19 |
| 99095 - Embalmer | 23.36 |
| 99251 - Laboratory Animal Caretaker I | 12.22 |
| 99252 - Laboratory Animal Caretaker II | 13.02 |
| 99310 - Mortician | 27.76 |
| 99410 - Pest Controller | 17.04 |
| 99510 - Photofinishing Worker | 13.23 |
| 99710 - Recycling Laborer | 18.05 |
| 99711 - Recycling Specialist | 20.80 |
| 99730 - Refuse Collector | 16.68 |
| 99810 - Sales Clerk | 12.12 |
| 99820 - School Crossing Guard | 10.25 |
| 99830 - Survey Party Chief | 18.85 |
| 99831 - Surveying Aide | 11.23 |
| 99832 - Surveying Technician | 17.13 |
| 99840 - Vending Machine Attendant | 14.01 |
| 99841 - Vending Machine Repairer | 16.78 |
| 99842 - Vending Machine Repairer Helper | 14.01 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2452
Revision No.: 18
Date Of Last Revision: 07/25/2014

States: Ohio, Pennsylvania

Area: Ohio Counties of Belmont, Harrison, Jefferson, Tuscarawas

Pennsylvania Counties of Allegheny, Armstrong, Beaver, Bedford, Blair, Butler, Cambria, Cameron, Centre, Clarion, Clearfield, Clinton, Crawford, Elk, Erie, Fayette, Forest, Fulton, Greene, Huntingdon, Indiana, Jefferson, Lawrence, McKean, Mercer, Potter, Somerset, Venango, Warren, Washington, Westmoreland

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.66 |

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| | | |
|-------|--|-------|
| 01012 | - Accounting Clerk II | 16.92 |
| 01013 | - Accounting Clerk III | 20.33 |
| 01020 | - Administrative Assistant | 21.11 |
| 01040 | - Court Reporter | 17.78 |
| 01051 | - Data Entry Operator I | 12.17 |
| 01052 | - Data Entry Operator II | 13.81 |
| 01060 | - Dispatcher, Motor Vehicle | 17.44 |
| 01070 | - Document Preparation Clerk | 12.44 |
| 01090 | - Duplicating Machine Operator | 12.44 |
| 01111 | - General Clerk I | 11.61 |
| 01112 | - General Clerk II | 14.59 |
| 01113 | - General Clerk III | 16.37 |
| 01120 | - Housing Referral Assistant | 18.54 |
| 01141 | - Messenger Courier | 10.42 |
| 01191 | - Order Clerk I | 13.17 |
| 01192 | - Order Clerk II | 15.74 |
| 01261 | - Personnel Assistant (Employment) I | 16.18 |
| 01262 | - Personnel Assistant (Employment) II | 18.09 |
| 01263 | - Personnel Assistant (Employment) III | 20.18 |
| 01270 | - Production Control Clerk | 20.18 |
| 01280 | - Receptionist | 11.91 |
| 01290 | - Rental Clerk | 15.53 |
| 01300 | - Scheduler, Maintenance | 15.48 |
| 01311 | - Secretary I | 15.48 |
| 01312 | - Secretary II | 17.32 |
| 01313 | - Secretary III | 19.31 |
| 01320 | - Service Order Dispatcher | 17.00 |
| 01410 | - Supply Technician | 21.43 |
| 01420 | - Survey Worker | 15.04 |
| 01531 | - Travel Clerk I | 12.61 |
| 01532 | - Travel Clerk II | 13.54 |
| 01533 | - Travel Clerk III | 14.52 |
| 01611 | - Word Processor I | 12.90 |
| 01612 | - Word Processor II | 15.53 |
| 01613 | - Word Processor III | 17.37 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 18.95 |
| 05010 | - Automotive Electrician | 17.78 |
| 05040 | - Automotive Glass Installer | 17.10 |
| 05070 | - Automotive Worker | 17.10 |
| 05110 | - Mobile Equipment Servicer | 15.85 |
| 05130 | - Motor Equipment Metal Mechanic | 18.41 |
| 05160 | - Motor Equipment Metal Worker | 17.10 |
| 05190 | - Motor Vehicle Mechanic | 18.70 |
| 05220 | - Motor Vehicle Mechanic Helper | 15.23 |
| 05250 | - Motor Vehicle Upholstery Worker | 16.47 |
| 05280 | - Motor Vehicle Wrecker | 17.10 |
| 05310 | - Painter, Automotive | 19.03 |
| 05340 | - Radiator Repair Specialist | 17.10 |
| 05370 | - Tire Repairer | 13.96 |
| 05400 | - Transmission Repair Specialist | 18.41 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 12.08 |
| 07041 | - Cook I | 11.10 |
| 07042 | - Cook II | 12.33 |
| 07070 | - Dishwasher | 9.05 |
| 07130 | - Food Service Worker | 8.63 |
| 07210 | - Meat Cutter | 13.70 |
| 07260 | - Waiter/Waitress | 8.86 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 16.22 |
| 09040 | - Furniture Handler | 12.62 |
| 09080 | - Furniture Refinisher | 17.27 |

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| 09090 - Furniture Refinisher Helper | 13.89 |
| 09110 - Furniture Repairer, Minor | 15.47 |
| 09130 - Upholsterer | 16.22 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.28 |
| 11060 - Elevator Operator | 11.02 |
| 11090 - Gardener | 14.44 |
| 11122 - Housekeeping Aide | 12.96 |
| 11150 - Janitor | 13.61 |
| 11210 - Laborer, Grounds Maintenance | 12.35 |
| 11240 - Maid or Houseman | 11.50 |
| 11260 - Pruner | 12.96 |
| 11270 - Tractor Operator | 13.53 |
| 11330 - Trail Maintenance Worker | 12.35 |
| 11360 - Window Cleaner | 13.78 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.04 |
| 12011 - Breath Alcohol Technician | 17.33 |
| 12012 - Certified Occupational Therapist Assistant | 20.79 |
| 12015 - Certified Physical Therapist Assistant | 18.88 |
| 12020 - Dental Assistant | 14.32 |
| 12025 - Dental Hygienist | 23.01 |
| 12030 - EKG Technician | 22.90 |
| 12035 - Electroneurodiagnostic Technologist | 22.90 |
| 12040 - Emergency Medical Technician | 14.04 |
| 12071 - Licensed Practical Nurse I | 15.31 |
| 12072 - Licensed Practical Nurse II | 17.33 |
| 12073 - Licensed Practical Nurse III | 19.33 |
| 12100 - Medical Assistant | 12.39 |
| 12130 - Medical Laboratory Technician | 16.83 |
| 12160 - Medical Record Clerk | 14.13 |
| 12190 - Medical Record Technician | 16.42 |
| 12195 - Medical Transcriptionist | 14.26 |
| 12210 - Nuclear Medicine Technologist | 24.86 |
| 12221 - Nursing Assistant I | 10.49 |
| 12222 - Nursing Assistant II | 11.79 |
| 12223 - Nursing Assistant III | 12.87 |
| 12224 - Nursing Assistant IV | 14.44 |
| 12235 - Optical Dispenser | 13.89 |
| 12236 - Optical Technician | 12.53 |
| 12250 - Pharmacy Technician | 12.39 |
| 12280 - Phlebotomist | 14.44 |
| 12305 - Radiologic Technologist | 23.00 |
| 12311 - Registered Nurse I | 23.50 |
| 12312 - Registered Nurse II | 28.75 |
| 12313 - Registered Nurse II, Specialist | 28.75 |
| 12314 - Registered Nurse III | 34.78 |
| 12315 - Registered Nurse III, Anesthetist | 34.78 |
| 12316 - Registered Nurse IV | 41.68 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.47 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.25 |
| 13012 - Exhibits Specialist II | 27.77 |
| 13013 - Exhibits Specialist III | 29.81 |
| 13041 - Illustrator I | 19.11 |
| 13042 - Illustrator II | 24.36 |
| 13043 - Illustrator III | 26.32 |
| 13047 - Librarian | 24.59 |
| 13050 - Library Aide/Clerk | 10.34 |
| 13054 - Library Information Technology Systems Administrator | 20.34 |
| 13058 - Library Technician | 16.06 |
| 13061 - Media Specialist I | 16.02 |

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| 13062 - Media Specialist II | 17.92 |
| 13063 - Media Specialist III | 19.99 |
| 13071 - Photographer I | 14.36 |
| 13072 - Photographer II | 18.25 |
| 13073 - Photographer III | 21.51 |
| 13074 - Photographer IV | 25.13 |
| 13075 - Photographer V | 30.38 |
| 13110 - Video Teleconference Technician | 16.58 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.90 |
| 14042 - Computer Operator II | 17.79 |
| 14043 - Computer Operator III | 19.84 |
| 14044 - Computer Operator IV | 22.05 |
| 14045 - Computer Operator V | 24.41 |
| 14071 - Computer Programmer I | (see 1) 22.35 |
| 14072 - Computer Programmer II | (see 1) 27.62 |
| 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 | 15.90 |
| 14160 - Personal Computer Support Technician | 22.05 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.29 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.81 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.86 |
| 15050 - Computer Based Training Specialist / Instructor | 27.62 |
| 15060 - Educational Technologist | 29.84 |
| 15070 - Flight Instructor (Pilot) | 37.66 |
| 15080 - Graphic Artist | 20.56 |
| 15090 - Technical Instructor | 19.41 |
| 15095 - Technical Instructor/Course Developer | 23.74 |
| 15110 - Test Proctor | 16.96 |
| 15120 - Tutor | 16.96 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.28 |
| 16030 - Counter Attendant | 9.28 |
| 16040 - Dry Cleaner | 11.56 |
| 16070 - Finisher, Flatwork, Machine | 9.28 |
| 16090 - Presser, Hand | 9.28 |
| 16110 - Presser, Machine, Drycleaning | 9.28 |
| 16130 - Presser, Machine, Shirts | 9.28 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.28 |
| 16190 - Sewing Machine Operator | 12.33 |
| 16220 - Tailor | 13.09 |
| 16250 - Washer, Machine | 10.04 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.05 |
| 19040 - Tool And Die Maker | 22.76 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.10 |
| 21030 - Material Coordinator | 19.96 |
| 21040 - Material Expediter | 19.96 |
| 21050 - Material Handling Laborer | 18.10 |
| 21071 - Order Filler | 13.89 |
| 21080 - Production Line Worker (Food Processing) | 16.10 |
| 21110 - Shipping Packer | 13.72 |
| 21130 - Shipping/Receiving Clerk | 13.72 |
| 21140 - Store Worker I | 13.55 |
| 21150 - Stock Clerk | 17.17 |
| 21210 - Tools And Parts Attendant | 16.10 |
| 21410 - Warehouse Specialist | 16.10 |

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| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.47 |
| 23021 - Aircraft Mechanic I | 22.54 |
| 23022 - Aircraft Mechanic II | 23.47 |
| 23023 - Aircraft Mechanic III | 24.59 |
| 23040 - Aircraft Mechanic Helper | 17.82 |
| 23050 - Aircraft, Painter | 22.09 |
| 23060 - Aircraft Servicer | 19.78 |
| 23080 - Aircraft Worker | 20.91 |
| 23110 - Appliance Mechanic | 19.92 |
| 23120 - Bicycle Repairer | 13.96 |
| 23125 - Cable Splicer | 26.97 |
| 23130 - Carpenter, Maintenance | 20.21 |
| 23140 - Carpet Layer | 17.94 |
| 23160 - Electrician, Maintenance | 24.24 |
| 23181 - Electronics Technician Maintenance I | 21.91 |
| 23182 - Electronics Technician Maintenance II | 23.12 |
| 23183 - Electronics Technician Maintenance III | 24.60 |
| 23260 - Fabric Worker | 19.30 |
| 23290 - Fire Alarm System Mechanic | 21.02 |
| 23310 - Fire Extinguisher Repairer | 18.17 |
| 23311 - Fuel Distribution System Mechanic | 22.44 |
| 23312 - Fuel Distribution System Operator | 18.49 |
| 23370 - General Maintenance Worker | 17.81 |
| 23380 - Ground Support Equipment Mechanic | 22.54 |
| 23381 - Ground Support Equipment Servicer | 19.78 |
| 23382 - Ground Support Equipment Worker | 20.91 |
| 23391 - Gunsmith I | 18.17 |
| 23392 - Gunsmith II | 20.42 |
| 23393 - Gunsmith III | 22.54 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.95 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.69 |
| 23430 - Heavy Equipment Mechanic | 20.39 |
| 23440 - Heavy Equipment Operator | 22.45 |
| 23460 - Instrument Mechanic | 23.17 |
| 23465 - Laboratory/Shelter Mechanic | 21.55 |
| 23470 - Laborer | 14.78 |
| 23510 - Locksmith | 18.41 |
| 23530 - Machinery Maintenance Mechanic | 21.00 |
| 23550 - Machinist, Maintenance | 20.25 |
| 23580 - Maintenance Trades Helper | 16.43 |
| 23591 - Metrology Technician I | 23.17 |
| 23592 - Metrology Technician II | 24.11 |
| 23593 - Metrology Technician III | 25.19 |
| 23640 - Millwright | 25.25 |
| 23710 - Office Appliance Repairer | 19.71 |
| 23760 - Painter, Maintenance | 19.35 |
| 23790 - Pipefitter, Maintenance | 27.98 |
| 23810 - Plumber, Maintenance | 22.95 |
| 23820 - Pneudraulic Systems Mechanic | 22.54 |
| 23850 - Rigger | 22.54 |
| 23870 - Scale Mechanic | 20.42 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.78 |
| 23910 - Small Engine Mechanic | 17.11 |
| 23931 - Telecommunications Mechanic I | 24.45 |
| 23932 - Telecommunications Mechanic II | 25.32 |
| 23950 - Telephone Lineman | 23.55 |
| 23960 - Welder, Combination, Maintenance | 18.79 |
| 23965 - well Driller | 20.23 |
| 23970 - Woodcraft Worker | 22.54 |
| 23980 - Woodworker | 15.90 |

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| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.71 |
| 24580 - Child Care Center Clerk | 12.98 |
| 24610 - Chore Aide | 10.15 |
| 24620 - Family Readiness And Support Services Coordinator | 12.25 |
| 24630 - Homemaker | 13.49 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.99 |
| 25040 - Sewage Plant Operator | 20.44 |
| 25070 - Stationary Engineer | 24.99 |
| 25190 - Ventilation Equipment Tender | 17.79 |
| 25210 - Water Treatment Plant Operator | 20.44 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.65 |
| 27007 - Baggage Inspector | 10.28 |
| 27008 - Corrections Officer | 21.65 |
| 27010 - Court Security Officer | 22.91 |
| 27030 - Detection Dog Handler | 14.84 |
| 27040 - Detention Officer | 21.65 |
| 27070 - Firefighter | 22.94 |
| 27101 - Guard I | 10.28 |
| 27102 - Guard II | 14.84 |
| 27131 - Police Officer I | 24.82 |
| 27132 - Police Officer II | 26.93 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.03 |
| 28042 - Carnival Equipment Repairer | 10.42 |
| 28043 - Carnival Equipment Worker | 8.54 |
| 28210 - Gate Attendant/Gate Tender | 13.83 |
| 28310 - Lifeguard | 10.94 |
| 28350 - Park Attendant (Aide) | 15.47 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.29 |
| 28515 - Recreation Specialist | 16.79 |
| 28630 - Sports Official | 12.32 |
| 28690 - Swimming Pool Operator | 18.27 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.51 |
| 29020 - Hatch Tender | 21.51 |
| 29030 - Line Handler | 21.51 |
| 29041 - Stevedore I | 20.33 |
| 29042 - Stevedore II | 22.51 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.95 |
| 30022 - Archeological Technician II | 18.28 |
| 30023 - Archeological Technician III | 24.87 |
| 30030 - Cartographic Technician | 25.30 |
| 30040 - Civil Engineering Technician | 21.90 |
| 30061 - Drafter/CAD Operator I | 18.25 |
| 30062 - Drafter/CAD Operator II | 20.41 |
| 30063 - Drafter/CAD Operator III | 22.77 |
| 30064 - Drafter/CAD Operator IV | 28.00 |
| 30081 - Engineering Technician I | 16.06 |
| 30082 - Engineering Technician II | 18.06 |
| 30083 - Engineering Technician III | 20.98 |
| 30084 - Engineering Technician IV | 24.78 |
| 30085 - Engineering Technician V | 30.31 |
| 30086 - Engineering Technician VI | 36.67 |
| 30090 - Environmental Technician | 21.50 |
| 30210 - Laboratory Technician | 20.26 |

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|---|---------------|
| 30240 - Mathematical Technician | 25.30 |
| 30361 - Paralegal/Legal Assistant I | 19.93 |
| 30362 - Paralegal/Legal Assistant II | 24.70 |
| 30363 - Paralegal/Legal Assistant III | 30.21 |
| 30364 - Paralegal/Legal Assistant IV | 33.56 |
| 30390 - Photo-Optics Technician | 26.70 |
| 30461 - Technical Writer I | 21.84 |
| 30462 - Technical Writer II | 25.69 |
| 30463 - Technical Writer III | 28.75 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 22.77 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 25.30 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.71 |
| 31030 - Bus Driver | 18.40 |
| 31043 - Driver Courier | 13.74 |
| 31260 - Parking and Lot Attendant | 10.49 |
| 31290 - Shuttle Bus Driver | 14.65 |
| 31310 - Taxi Driver | 10.92 |
| 31361 - Truckdriver, Light | 14.65 |
| 31362 - Truckdriver, Medium | 17.07 |
| 31363 - Truckdriver, Heavy | 18.69 |
| 31364 - Truckdriver, Tractor-Trailer | 18.69 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.57 |
| 99050 - Desk Clerk | 10.19 |
| 99095 - Embalmer | 23.36 |
| 99251 - Laboratory Animal Caretaker I | 12.22 |
| 99252 - Laboratory Animal Caretaker II | 13.02 |
| 99310 - Mortician | 27.76 |
| 99410 - Pest Controller | 17.04 |
| 99510 - Photofinishing Worker | 13.23 |
| 99710 - Recycling Laborer | 18.05 |
| 99711 - Recycling Specialist | 20.80 |
| 99730 - Refuse Collector | 16.68 |
| 99810 - Sales Clerk | 12.12 |
| 99820 - School Crossing Guard | 10.25 |
| 99830 - Survey Party Chief | 18.85 |
| 99831 - Surveying Aide | 11.23 |
| 99832 - Surveying Technician | 17.13 |
| 99840 - Vending Machine Attendant | 14.01 |
| 99841 - Vending Machine Repairer | 16.78 |
| 99842 - Vending Machine Repairer Helper | 14.01 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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| By direction of the Secretary of Labor | | WDS_Revision_Received_10.9.2014 WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 |
| Diane C. Koplewski Director | Division of Wage Determinations | Wage Determination No.: 2005-2453 Revision No.: 14 Date Of Last Revision: 07/25/2014 |
| State: Pennsylvania | | |

Area: Pennsylvania Counties of Bradford, Carbon, Columbia, Lackawanna, Luzerne, Lycoming, Monroe, Pike, Schuylkill, Sullivan, Susquehanna, Tioga, Wayne, Wyoming

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.80 |
| 01012 - Accounting Clerk II | | 14.37 |
| 01013 - Accounting Clerk III | | 16.08 |
| 01020 - Administrative Assistant | | 17.62 |
| 01040 - Court Reporter | | 16.46 |
| 01051 - Data Entry Operator I | | 11.33 |
| 01052 - Data Entry Operator II | | 12.36 |
| 01060 - Dispatcher, Motor Vehicle | | 15.07 |
| 01070 - Document Preparation Clerk | | 10.94 |
| 01090 - Duplicating Machine Operator | | 10.94 |
| 01111 - General Clerk I | | 11.13 |
| 01112 - General Clerk II | | 12.14 |
| 01113 - General Clerk III | | 14.73 |
| 01120 - Housing Referral Assistant | | 16.55 |
| 01141 - Messenger Courier | | 11.32 |
| 01191 - Order Clerk I | | 12.80 |
| 01192 - Order Clerk II | | 14.89 |
| 01261 - Personnel Assistant (Employment) I | | 13.54 |
| 01262 - Personnel Assistant (Employment) II | | 15.15 |
| 01263 - Personnel Assistant (Employment) III | | 16.89 |
| 01270 - Production Control Clerk | | 18.68 |
| 01280 - Receptionist | | 11.38 |
| 01290 - Rental Clerk | | 11.29 |
| 01300 - Scheduler, Maintenance | | 13.06 |
| 01311 - Secretary I | | 13.06 |
| 01312 - Secretary II | | 14.61 |
| 01313 - Secretary III | | 16.55 |
| 01320 - Service Order Dispatcher | | 13.69 |
| 01410 - Supply Technician | | 17.62 |
| 01420 - Survey Worker | | 14.03 |
| 01531 - Travel Clerk I | | 13.42 |
| 01532 - Travel Clerk II | | 14.10 |
| 01533 - Travel Clerk III | | 15.03 |
| 01611 - Word Processor I | | 12.04 |
| 01612 - Word Processor II | | 13.52 |
| 01613 - Word Processor III | | 15.13 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 15.45 |
| 05010 - Automotive Electrician | | 15.62 |
| 05040 - Automotive Glass Installer | | 15.04 |

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| 05070 - Automotive Worker | 15.04 |
| 05110 - Mobile Equipment Servicer | 14.04 |
| 05130 - Motor Equipment Metal Mechanic | 16.10 |
| 05160 - Motor Equipment Metal Worker | 15.04 |
| 05190 - Motor Vehicle Mechanic | 16.10 |
| 05220 - Motor Vehicle Mechanic Helper | 13.52 |
| 05250 - Motor Vehicle Upholstery Worker | 14.53 |
| 05280 - Motor Vehicle Wrecker | 15.04 |
| 05310 - Painter, Automotive | 15.62 |
| 05340 - Radiator Repair Specialist | 15.05 |
| 05370 - Tire Repairer | 12.17 |
| 05400 - Transmission Repair Specialist | 16.10 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.19 |
| 07041 - Cook I | 11.14 |
| 07042 - Cook II | 12.01 |
| 07070 - Dishwasher | 8.22 |
| 07130 - Food Service Worker | 9.52 |
| 07210 - Meat Cutter | 15.03 |
| 07260 - Waiter/Waitress | 8.50 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.15 |
| 09040 - Furniture Handler | 13.84 |
| 09080 - Furniture Refinisher | 16.71 |
| 09090 - Furniture Refinisher Helper | 14.47 |
| 09110 - Furniture Repairer, Minor | 15.50 |
| 09130 - Upholsterer | 15.19 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.09 |
| 11060 - Elevator Operator | 10.09 |
| 11090 - Gardener | 12.98 |
| 11122 - Housekeeping Aide | 11.08 |
| 11150 - Janitor | 11.08 |
| 11210 - Laborer, Grounds Maintenance | 11.75 |
| 11240 - Maid or Houseman | 9.26 |
| 11260 - Pruner | 11.15 |
| 11270 - Tractor Operator | 12.93 |
| 11330 - Trail Maintenance Worker | 11.75 |
| 11360 - Window Cleaner | 11.68 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 12.54 |
| 12011 - Breath Alcohol Technician | 16.80 |
| 12012 - Certified Occupational Therapist Assistant | 17.13 |
| 12015 - Certified Physical Therapist Assistant | 18.21 |
| 12020 - Dental Assistant | 14.15 |
| 12025 - Dental Hygienist | 24.42 |
| 12030 - EKG Technician | 21.48 |
| 12035 - Electroneurodiagnostic Technologist | 21.48 |
| 12040 - Emergency Medical Technician | 12.54 |
| 12071 - Licensed Practical Nurse I | 15.02 |
| 12072 - Licensed Practical Nurse II | 16.80 |
| 12073 - Licensed Practical Nurse III | 18.73 |
| 12100 - Medical Assistant | 13.43 |
| 12130 - Medical Laboratory Technician | 16.16 |
| 12160 - Medical Record Clerk | 12.61 |
| 12190 - Medical Record Technician | 15.64 |
| 12195 - Medical Transcriptionist | 14.10 |
| 12210 - Nuclear Medicine Technologist | 32.26 |
| 12221 - Nursing Assistant I | 10.51 |
| 12222 - Nursing Assistant II | 11.82 |
| 12223 - Nursing Assistant III | 12.89 |
| 12224 - Nursing Assistant IV | 14.47 |
| 12235 - Optical Dispenser | 13.12 |

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| 12236 - Optical Technician | 12.80 |
| 12250 - Pharmacy Technician | 12.97 |
| 12280 - Phlebotomist | 14.47 |
| 12305 - Radiologic Technologist | 22.38 |
| 12311 - Registered Nurse I | 22.82 |
| 12312 - Registered Nurse II | 27.91 |
| 12313 - Registered Nurse II, Specialist | 27.91 |
| 12314 - Registered Nurse III | 33.78 |
| 12315 - Registered Nurse III, Anesthetist | 33.78 |
| 12316 - Registered Nurse IV | 40.49 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.82 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.28 |
| 13012 - Exhibits Specialist II | 22.65 |
| 13013 - Exhibits Specialist III | 27.71 |
| 13041 - Illustrator I | 18.28 |
| 13042 - Illustrator II | 22.65 |
| 13043 - Illustrator III | 27.71 |
| 13047 - Librarian | 25.08 |
| 13050 - Library Aide/Clerk | 11.60 |
| 13054 - Library Information Technology Systems Administrator | 22.65 |
| 13058 - Library Technician | 14.34 |
| 13061 - Media Specialist I | 14.39 |
| 13062 - Media Specialist II | 16.10 |
| 13063 - Media Specialist III | 17.94 |
| 13071 - Photographer I | 15.33 |
| 13072 - Photographer II | 17.16 |
| 13073 - Photographer III | 21.26 |
| 13074 - Photographer IV | 25.99 |
| 13075 - Photographer V | 31.46 |
| 13110 - Video Teleconference Technician | 15.93 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.86 |
| 14042 - Computer Operator II | 16.63 |
| 14043 - Computer Operator III | 18.63 |
| 14044 - Computer Operator IV | 20.60 |
| 14045 - Computer Operator V | 22.86 |
| 14071 - Computer Programmer I | (see 1) 20.95 |
| 14072 - Computer Programmer II | (see 1) 25.95 |
| 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 | 14.86 |
| 14160 - Personal Computer Support Technician | 20.60 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.61 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.05 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.66 |
| 15050 - Computer Based Training Specialist / Instructor | 29.61 |
| 15060 - Educational Technologist | 26.98 |
| 15070 - Flight Instructor (Pilot) | 39.66 |
| 15080 - Graphic Artist | 18.05 |
| 15090 - Technical Instructor | 17.56 |
| 15095 - Technical Instructor/Course Developer | 23.63 |
| 15110 - Test Proctor | 13.88 |
| 15120 - Tutor | 13.88 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.77 |
| 16030 - Counter Attendant | 9.77 |
| 16040 - Dry Cleaner | 12.76 |

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| 16070 - Finisher, Flatwork, Machine | 9.77 |
| 16090 - Presser, Hand | 9.77 |
| 16110 - Presser, Machine, Drycleaning | 9.77 |
| 16130 - Presser, Machine, Shirts | 9.77 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.77 |
| 16190 - Sewing Machine Operator | 13.65 |
| 16220 - Tailor | 14.52 |
| 16250 - Washer, Machine | 10.80 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.33 |
| 19040 - Tool And Die Maker | 19.48 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.79 |
| 21030 - Material Coordinator | 18.68 |
| 21040 - Material Expediter | 18.68 |
| 21050 - Material Handling Laborer | 13.24 |
| 21071 - Order Filler | 10.70 |
| 21080 - Production Line Worker (Food Processing) | 14.79 |
| 21110 - Shipping Packer | 13.38 |
| 21130 - Shipping/Receiving Clerk | 13.38 |
| 21140 - Store Worker I | 14.98 |
| 21150 - Stock Clerk | 17.37 |
| 21210 - Tools And Parts Attendant | 14.79 |
| 21410 - Warehouse Specialist | 14.79 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.90 |
| 23021 - Aircraft Mechanic I | 20.31 |
| 23022 - Aircraft Mechanic II | 20.90 |
| 23023 - Aircraft Mechanic III | 21.59 |
| 23040 - Aircraft Mechanic Helper | 16.76 |
| 23050 - Aircraft, Painter | 19.61 |
| 23060 - Aircraft Servicer | 18.16 |
| 23080 - Aircraft Worker | 18.83 |
| 23110 - Appliance Mechanic | 18.38 |
| 23120 - Bicycle Repairer | 12.38 |
| 23125 - Cable Splicer | 29.00 |
| 23130 - Carpenter, Maintenance | 18.27 |
| 23140 - Carpet Layer | 17.62 |
| 23160 - Electrician, Maintenance | 24.78 |
| 23181 - Electronics Technician Maintenance I | 21.73 |
| 23182 - Electronics Technician Maintenance II | 22.55 |
| 23183 - Electronics Technician Maintenance III | 23.72 |
| 23260 - Fabric Worker | 16.73 |
| 23290 - Fire Alarm System Mechanic | 19.11 |
| 23310 - Fire Extinguisher Repairer | 17.46 |
| 23311 - Fuel Distribution System Mechanic | 20.53 |
| 23312 - Fuel Distribution System Operator | 17.46 |
| 23370 - General Maintenance Worker | 16.11 |
| 23380 - Ground Support Equipment Mechanic | 20.31 |
| 23381 - Ground Support Equipment Servicer | 18.16 |
| 23382 - Ground Support Equipment Worker | 18.83 |
| 23391 - Gunsmith I | 17.46 |
| 23392 - Gunsmith II | 18.90 |
| 23393 - Gunsmith III | 20.53 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.34 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.92 |
| 23430 - Heavy Equipment Mechanic | 20.59 |
| 23440 - Heavy Equipment Operator | 22.44 |
| 23460 - Instrument Mechanic | 21.80 |
| 23465 - Laboratory/Shelter Mechanic | 19.72 |
| 23470 - Laborer | 13.24 |

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| 23510 - Locksmith | 19.72 |
| 23530 - Machinery Maintenance Mechanic | 21.24 |
| 23550 - Machinist, Maintenance | 17.86 |
| 23580 - Maintenance Trades Helper | 15.48 |
| 23591 - Metrology Technician I | 21.80 |
| 23592 - Metrology Technician II | 22.89 |
| 23593 - Metrology Technician III | 24.04 |
| 23640 - Millwright | 21.21 |
| 23710 - Office Appliance Repairer | 21.08 |
| 23760 - Painter, Maintenance | 19.75 |
| 23790 - Pipefitter, Maintenance | 23.55 |
| 23810 - Plumber, Maintenance | 23.02 |
| 23820 - Pneudraulic Systems Mechanic | 20.53 |
| 23850 - Rigger | 20.53 |
| 23870 - Scale Mechanic | 18.90 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.02 |
| 23910 - Small Engine Mechanic | 15.75 |
| 23931 - Telecommunications Mechanic I | 22.40 |
| 23932 - Telecommunications Mechanic II | 23.05 |
| 23950 - Telephone Lineman | 23.48 |
| 23960 - Welder, Combination, Maintenance | 15.46 |
| 23965 - Well Driller | 18.94 |
| 23970 - Woodcraft Worker | 20.53 |
| 23980 - Woodworker | 14.00 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.81 |
| 24580 - Child Care Center Clerk | 12.08 |
| 24610 - Chore Aide | 9.93 |
| 24620 - Family Readiness And Support Services Coordinator | 12.07 |
| 24630 - Homemaker | 12.89 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.10 |
| 25040 - Sewage Plant Operator | 19.43 |
| 25070 - Stationary Engineer | 23.10 |
| 25190 - Ventilation Equipment Tender | 19.31 |
| 25210 - Water Treatment Plant Operator | 19.43 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.07 |
| 27007 - Baggage Inspector | 11.94 |
| 27008 - Corrections Officer | 21.00 |
| 27010 - Court Security Officer | 20.72 |
| 27030 - Detection Dog Handler | 15.71 |
| 27040 - Detention Officer | 21.00 |
| 27070 - Firefighter | 21.25 |
| 27101 - Guard I | 11.94 |
| 27102 - Guard II | 15.71 |
| 27131 - Police Officer I | 20.72 |
| 27132 - Police Officer II | 22.77 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.41 |
| 28042 - Carnival Equipment Repairer | 9.82 |
| 28043 - Carnival Equipment Worker | 8.39 |
| 28210 - Gate Attendant/Gate Tender | 14.21 |
| 28310 - Lifeguard | 12.18 |
| 28350 - Park Attendant (Aide) | 15.90 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.52 |
| 28515 - Recreation Specialist | 15.13 |
| 28630 - Sports Official | 12.66 |
| 28690 - Swimming Pool Operator | 16.29 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.81 |
| 29020 - Hatch Tender | 19.81 |

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| 29030 - Line Handler | 19.81 |
| 29041 - Stevedore I | 18.79 |
| 29042 - Stevedore II | 20.21 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.81 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 15.89 |
| 30022 - Archeological Technician II | 17.78 |
| 30023 - Archeological Technician III | 21.06 |
| 30030 - Cartographic Technician | 21.06 |
| 30040 - Civil Engineering Technician | 21.29 |
| 30061 - Drafter/CAD Operator I | 15.89 |
| 30062 - Drafter/CAD Operator II | 17.78 |
| 30063 - Drafter/CAD Operator III | 19.83 |
| 30064 - Drafter/CAD Operator IV | 24.40 |
| 30081 - Engineering Technician I | 13.60 |
| 30082 - Engineering Technician II | 15.27 |
| 30083 - Engineering Technician III | 18.06 |
| 30084 - Engineering Technician IV | 22.37 |
| 30085 - Engineering Technician V | 26.44 |
| 30086 - Engineering Technician VI | 33.34 |
| 30090 - Environmental Technician | 25.15 |
| 30210 - Laboratory Technician | 18.21 |
| 30240 - Mathematical Technician | 23.41 |
| 30361 - Paralegal/Legal Assistant I | 16.93 |
| 30362 - Paralegal/Legal Assistant II | 20.97 |
| 30363 - Paralegal/Legal Assistant III | 25.65 |
| 30364 - Paralegal/Legal Assistant IV | 31.04 |
| 30390 - Photo-Optics Technician | 22.37 |
| 30461 - Technical Writer I | 20.92 |
| 30462 - Technical Writer II | 25.58 |
| 30463 - Technical Writer III | 30.97 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 19.83 |
| 30621 - Weather Observer, Senior (see 2) | 22.04 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.41 |
| 31030 - Bus Driver | 15.95 |
| 31043 - Driver Courier | 14.10 |
| 31260 - Parking and Lot Attendant | 10.55 |
| 31290 - Shuttle Bus Driver | 14.10 |
| 31310 - Taxi Driver | 10.55 |
| 31361 - Truckdriver, Light | 14.10 |
| 31362 - Truckdriver, Medium | 15.19 |
| 31363 - Truckdriver, Heavy | 18.20 |
| 31364 - Truckdriver, Tractor-Trailer | 18.20 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.54 |
| 99050 - Desk Clerk | 9.93 |
| 99095 - Embalmer | 25.63 |
| 99251 - Laboratory Animal Caretaker I | 10.85 |
| 99252 - Laboratory Animal Caretaker II | 11.39 |
| 99310 - Mortician | 25.63 |
| 99410 - Pest Controller | 15.56 |
| 99510 - Photofinishing Worker | 13.40 |
| 99710 - Recycling Laborer | 13.57 |
| 99711 - Recycling Specialist | 14.84 |

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|---|-------|
| 99730 - Refuse Collector | 12.89 |
| 99810 - Sales Clerk | 11.65 |
| 99820 - School Crossing Guard | 9.12 |
| 99830 - Survey Party Chief | 17.16 |
| 99831 - Surveying Aide | 11.46 |
| 99832 - Surveying Technician | 15.60 |
| 99840 - Vending Machine Attendant | 13.78 |
| 99841 - Vending Machine Repairer | 15.04 |
| 99842 - Vending Machine Repairer Helper | 13.78 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2454
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Pennsylvania

Area: Pennsylvania Counties of Bradford, Carbon, Columbia, Lackawanna, Luzerne, Lycoming, Monroe, Pike, Schuylkill, Sullivan, Susquehanna, Tioga, Wayne, Wyoming

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.80 |
| 01012 - Accounting Clerk II | | 14.37 |
| 01013 - Accounting Clerk III | | 16.08 |
| 01020 - Administrative Assistant | | 17.62 |
| 01040 - Court Reporter | | 16.46 |
| 01051 - Data Entry Operator I | | 11.33 |
| 01052 - Data Entry Operator II | | 12.36 |
| 01060 - Dispatcher, Motor Vehicle | | 15.07 |
| 01070 - Document Preparation Clerk | | 10.94 |
| 01090 - Duplicating Machine Operator | | 10.94 |
| 01111 - General Clerk I | | 11.13 |
| 01112 - General Clerk II | | 12.14 |
| 01113 - General Clerk III | | 14.73 |
| 01120 - Housing Referral Assistant | | 16.55 |
| 01141 - Messenger Courier | | 11.32 |
| 01191 - Order Clerk I | | 12.80 |

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| 01192 - Order Clerk II | 14.89 |
| 01261 - Personnel Assistant (Employment) I | 13.54 |
| 01262 - Personnel Assistant (Employment) II | 15.15 |
| 01263 - Personnel Assistant (Employment) III | 16.89 |
| 01270 - Production Control Clerk | 18.68 |
| 01280 - Receptionist | 11.38 |
| 01290 - Rental Clerk | 11.29 |
| 01300 - Scheduler, Maintenance | 13.06 |
| 01311 - Secretary I | 13.06 |
| 01312 - Secretary II | 14.61 |
| 01313 - Secretary III | 16.55 |
| 01320 - Service Order Dispatcher | 13.69 |
| 01410 - Supply Technician | 17.62 |
| 01420 - Survey Worker | 14.03 |
| 01531 - Travel Clerk I | 13.42 |
| 01532 - Travel Clerk II | 14.10 |
| 01533 - Travel Clerk III | 15.03 |
| 01611 - Word Processor I | 12.04 |
| 01612 - Word Processor II | 13.52 |
| 01613 - Word Processor III | 15.13 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 15.45 |
| 05010 - Automotive Electrician | 15.62 |
| 05040 - Automotive Glass Installer | 15.04 |
| 05070 - Automotive Worker | 15.04 |
| 05110 - Mobile Equipment Servicer | 14.04 |
| 05130 - Motor Equipment Metal Mechanic | 16.10 |
| 05160 - Motor Equipment Metal Worker | 15.04 |
| 05190 - Motor Vehicle Mechanic | 16.10 |
| 05220 - Motor Vehicle Mechanic Helper | 13.52 |
| 05250 - Motor Vehicle Upholstery Worker | 14.53 |
| 05280 - Motor Vehicle wrecker | 15.04 |
| 05310 - Painter, Automotive | 15.62 |
| 05340 - Radiator Repair Specialist | 15.05 |
| 05370 - Tire Repairer | 12.17 |
| 05400 - Transmission Repair Specialist | 16.10 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.19 |
| 07041 - Cook I | 11.14 |
| 07042 - Cook II | 12.01 |
| 07070 - Dishwasher | 8.22 |
| 07130 - Food Service Worker | 9.52 |
| 07210 - Meat Cutter | 15.03 |
| 07260 - Waiter/Waitress | 8.50 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.15 |
| 09040 - Furniture Handler | 13.84 |
| 09080 - Furniture Refinisher | 16.71 |
| 09090 - Furniture Refinisher Helper | 14.47 |
| 09110 - Furniture Repairer, Minor | 15.50 |
| 09130 - Upholsterer | 15.19 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.09 |
| 11060 - Elevator Operator | 10.09 |
| 11090 - Gardener | 12.98 |
| 11122 - Housekeeping Aide | 11.08 |
| 11150 - Janitor | 11.08 |
| 11210 - Laborer, Grounds Maintenance | 11.75 |
| 11240 - Maid or Houseman | 9.26 |
| 11260 - Pruner | 11.15 |
| 11270 - Tractor Operator | 12.93 |
| 11330 - Trail Maintenance Worker | 11.75 |
| 11360 - Window Cleaner | 11.68 |

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| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 12.54 |
| 12011 - Breath Alcohol Technician | 16.80 |
| 12012 - Certified Occupational Therapist Assistant | 17.13 |
| 12015 - Certified Physical Therapist Assistant | 18.21 |
| 12020 - Dental Assistant | 14.15 |
| 12025 - Dental Hygienist | 24.42 |
| 12030 - EKG Technician | 21.48 |
| 12035 - Electroneurodiagnostic Technologist | 21.48 |
| 12040 - Emergency Medical Technician | 12.54 |
| 12071 - Licensed Practical Nurse I | 15.02 |
| 12072 - Licensed Practical Nurse II | 16.80 |
| 12073 - Licensed Practical Nurse III | 18.73 |
| 12100 - Medical Assistant | 13.43 |
| 12130 - Medical Laboratory Technician | 16.16 |
| 12160 - Medical Record Clerk | 12.61 |
| 12190 - Medical Record Technician | 15.64 |
| 12195 - Medical Transcriptionist | 14.10 |
| 12210 - Nuclear Medicine Technologist | 32.26 |
| 12221 - Nursing Assistant I | 10.51 |
| 12222 - Nursing Assistant II | 11.82 |
| 12223 - Nursing Assistant III | 12.89 |
| 12224 - Nursing Assistant IV | 14.47 |
| 12235 - Optical Dispenser | 13.12 |
| 12236 - Optical Technician | 12.80 |
| 12250 - Pharmacy Technician | 12.97 |
| 12280 - Phlebotomist | 14.47 |
| 12305 - Radiologic Technologist | 22.38 |
| 12311 - Registered Nurse I | 22.82 |
| 12312 - Registered Nurse II | 27.91 |
| 12313 - Registered Nurse II, Specialist | 27.91 |
| 12314 - Registered Nurse III | 33.78 |
| 12315 - Registered Nurse III, Anesthetist | 33.78 |
| 12316 - Registered Nurse IV | 40.49 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.82 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.28 |
| 13012 - Exhibits Specialist II | 22.65 |
| 13013 - Exhibits Specialist III | 27.71 |
| 13041 - Illustrator I | 18.28 |
| 13042 - Illustrator II | 22.65 |
| 13043 - Illustrator III | 27.71 |
| 13047 - Librarian | 25.08 |
| 13050 - Library Aide/Clerk | 11.60 |
| 13054 - Library Information Technology Systems Administrator | 22.65 |
| 13058 - Library Technician | 14.34 |
| 13061 - Media Specialist I | 14.39 |
| 13062 - Media Specialist II | 16.10 |
| 13063 - Media Specialist III | 17.94 |
| 13071 - Photographer I | 15.33 |
| 13072 - Photographer II | 17.16 |
| 13073 - Photographer III | 21.26 |
| 13074 - Photographer IV | 25.99 |
| 13075 - Photographer V | 31.46 |
| 13110 - Video Teleconference Technician | 15.93 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.86 |
| 14042 - Computer Operator II | 16.63 |
| 14043 - Computer Operator III | 18.63 |
| 14044 - Computer Operator IV | 20.60 |
| 14045 - Computer Operator V | 22.86 |
| 14071 - Computer Programmer I | 20.95 |

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| 14072 - Computer Programmer II | (see 1) | 25.95 |
| 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 | | 14.86 |
| 14160 - Personal Computer Support Technician | | 20.60 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 29.61 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 36.05 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 39.66 |
| 15050 - Computer Based Training Specialist / Instructor | | 29.61 |
| 15060 - Educational Technologist | | 26.98 |
| 15070 - Flight Instructor (Pilot) | | 39.66 |
| 15080 - Graphic Artist | | 18.05 |
| 15090 - Technical Instructor | | 17.56 |
| 15095 - Technical Instructor/Course Developer | | 23.63 |
| 15110 - Test Proctor | | 13.88 |
| 15120 - Tutor | | 13.88 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 9.77 |
| 16030 - Counter Attendant | | 9.77 |
| 16040 - Dry Cleaner | | 12.76 |
| 16070 - Finisher, Flatwork, Machine | | 9.77 |
| 16090 - Presser, Hand | | 9.77 |
| 16110 - Presser, Machine, Drycleaning | | 9.77 |
| 16130 - Presser, Machine, Shirts | | 9.77 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 9.77 |
| 16190 - Sewing Machine Operator | | 13.65 |
| 16220 - Tailor | | 14.52 |
| 16250 - Washer, Machine | | 10.80 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 17.33 |
| 19040 - Tool And Die Maker | | 19.48 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 14.79 |
| 21030 - Material Coordinator | | 18.68 |
| 21040 - Material Expediter | | 18.68 |
| 21050 - Material Handling Laborer | | 13.24 |
| 21071 - Order Filler | | 10.70 |
| 21080 - Production Line Worker (Food Processing) | | 14.79 |
| 21110 - Shipping Packer | | 13.38 |
| 21130 - Shipping/Receiving Clerk | | 13.38 |
| 21140 - Store Worker I | | 14.98 |
| 21150 - Stock Clerk | | 17.37 |
| 21210 - Tools And Parts Attendant | | 14.79 |
| 21410 - Warehouse Specialist | | 14.79 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 20.90 |
| 23021 - Aircraft Mechanic I | | 20.31 |
| 23022 - Aircraft Mechanic II | | 20.90 |
| 23023 - Aircraft Mechanic III | | 21.59 |
| 23040 - Aircraft Mechanic Helper | | 16.76 |
| 23050 - Aircraft, Painter | | 19.61 |
| 23060 - Aircraft Servicer | | 18.16 |
| 23080 - Aircraft Worker | | 18.83 |
| 23110 - Appliance Mechanic | | 18.38 |
| 23120 - Bicycle Repairer | | 12.38 |
| 23125 - Cable Splicer | | 29.00 |
| 23130 - Carpenter, Maintenance | | 18.27 |
| 23140 - Carpet Layer | | 17.62 |
| 23160 - Electrician, Maintenance | | 24.78 |

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| 23181 - Electronics Technician Maintenance I | 21.73 |
| 23182 - Electronics Technician Maintenance II | 22.55 |
| 23183 - Electronics Technician Maintenance III | 23.72 |
| 23260 - Fabric Worker | 16.73 |
| 23290 - Fire Alarm System Mechanic | 19.11 |
| 23310 - Fire Extinguisher Repairer | 17.46 |
| 23311 - Fuel Distribution System Mechanic | 20.53 |
| 23312 - Fuel Distribution System Operator | 17.46 |
| 23370 - General Maintenance Worker | 16.11 |
| 23380 - Ground Support Equipment Mechanic | 20.31 |
| 23381 - Ground Support Equipment Servicer | 18.16 |
| 23382 - Ground Support Equipment Worker | 18.83 |
| 23391 - Gunsmith I | 17.46 |
| 23392 - Gunsmith II | 18.90 |
| 23393 - Gunsmith III | 20.53 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.34 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.92 |
| 23430 - Heavy Equipment Mechanic | 20.59 |
| 23440 - Heavy Equipment Operator | 22.44 |
| 23460 - Instrument Mechanic | 21.80 |
| 23465 - Laboratory/Shelter Mechanic | 19.72 |
| 23470 - Laborer | 13.24 |
| 23510 - Locksmith | 19.72 |
| 23530 - Machinery Maintenance Mechanic | 21.24 |
| 23550 - Machinist, Maintenance | 17.86 |
| 23580 - Maintenance Trades Helper | 15.48 |
| 23591 - Metrology Technician I | 21.80 |
| 23592 - Metrology Technician II | 22.89 |
| 23593 - Metrology Technician III | 24.04 |
| 23640 - Millwright | 21.21 |
| 23710 - Office Appliance Repairer | 21.08 |
| 23760 - Painter, Maintenance | 19.75 |
| 23790 - Pipefitter, Maintenance | 23.55 |
| 23810 - Plumber, Maintenance | 23.02 |
| 23820 - Pneudraulic Systems Mechanic | 20.53 |
| 23850 - Rigger | 20.53 |
| 23870 - Scale Mechanic | 18.90 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.02 |
| 23910 - Small Engine Mechanic | 15.75 |
| 23931 - Telecommunications Mechanic I | 22.40 |
| 23932 - Telecommunications Mechanic II | 23.05 |
| 23950 - Telephone Lineman | 23.48 |
| 23960 - Welder, Combination, Maintenance | 15.46 |
| 23965 - well Driller | 18.94 |
| 23970 - Woodcraft Worker | 20.53 |
| 23980 - Woodworker | 14.00 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.81 |
| 24580 - Child Care Center Clerk | 12.08 |
| 24610 - Chore Aide | 9.93 |
| 24620 - Family Readiness And Support Services Coordinator | 12.07 |
| 24630 - Homemaker | 12.89 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.10 |
| 25040 - Sewage Plant Operator | 19.43 |
| 25070 - Stationary Engineer | 23.10 |
| 25190 - Ventilation Equipment Tender | 19.31 |
| 25210 - Water Treatment Plant Operator | 19.43 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.07 |

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| 27007 - Baggage Inspector | 11.94 |
| 27008 - Corrections Officer | 21.00 |
| 27010 - Court Security Officer | 20.72 |
| 27030 - Detection Dog Handler | 15.71 |
| 27040 - Detention Officer | 21.00 |
| 27070 - Firefighter | 21.25 |
| 27101 - Guard I | 11.94 |
| 27102 - Guard II | 15.71 |
| 27131 - Police Officer I | 20.72 |
| 27132 - Police Officer II | 22.77 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.41 |
| 28042 - Carnival Equipment Repairer | 9.82 |
| 28043 - Carnival Equipment Worker | 8.39 |
| 28210 - Gate Attendant/Gate Tender | 14.21 |
| 28310 - Lifeguard | 12.18 |
| 28350 - Park Attendant (Aide) | 15.90 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.52 |
| 28515 - Recreation Specialist | 15.13 |
| 28630 - Sports Official | 12.66 |
| 28690 - Swimming Pool Operator | 16.29 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.81 |
| 29020 - Hatch Tender | 19.81 |
| 29030 - Line Handler | 19.81 |
| 29041 - Stevedore I | 18.79 |
| 29042 - Stevedore II | 20.21 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.81 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 15.89 |
| 30022 - Archeological Technician II | 17.78 |
| 30023 - Archeological Technician III | 21.06 |
| 30030 - Cartographic Technician | 21.06 |
| 30040 - Civil Engineering Technician | 21.29 |
| 30061 - Drafter/CAD Operator I | 15.89 |
| 30062 - Drafter/CAD Operator II | 17.78 |
| 30063 - Drafter/CAD Operator III | 19.83 |
| 30064 - Drafter/CAD Operator IV | 24.40 |
| 30081 - Engineering Technician I | 13.60 |
| 30082 - Engineering Technician II | 15.27 |
| 30083 - Engineering Technician III | 18.06 |
| 30084 - Engineering Technician IV | 22.37 |
| 30085 - Engineering Technician V | 26.44 |
| 30086 - Engineering Technician VI | 33.34 |
| 30090 - Environmental Technician | 25.15 |
| 30210 - Laboratory Technician | 18.21 |
| 30240 - Mathematical Technician | 23.41 |
| 30361 - Paralegal/Legal Assistant I | 16.93 |
| 30362 - Paralegal/Legal Assistant II | 20.97 |
| 30363 - Paralegal/Legal Assistant III | 25.65 |
| 30364 - Paralegal/Legal Assistant IV | 31.04 |
| 30390 - Photo-Optics Technician | 22.37 |
| 30461 - Technical Writer I | 20.92 |
| 30462 - Technical Writer II | 25.58 |
| 30463 - Technical Writer III | 30.97 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 19.83 |

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| | |
|---|---------------|
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 22.04 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.41 |
| 31030 - Bus Driver | 15.95 |
| 31043 - Driver Courier | 14.10 |
| 31260 - Parking and Lot Attendant | 10.55 |
| 31290 - Shuttle Bus Driver | 14.10 |
| 31310 - Taxi Driver | 10.55 |
| 31361 - Truckdriver, Light | 14.10 |
| 31362 - Truckdriver, Medium | 15.19 |
| 31363 - Truckdriver, Heavy | 18.20 |
| 31364 - Truckdriver, Tractor-Trailer | 18.20 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.54 |
| 99050 - Desk Clerk | 9.93 |
| 99095 - Embalmer | 25.63 |
| 99251 - Laboratory Animal Caretaker I | 10.85 |
| 99252 - Laboratory Animal Caretaker II | 11.39 |
| 99310 - Mortician | 25.63 |
| 99410 - Pest Controller | 15.56 |
| 99510 - Photofinishing Worker | 13.40 |
| 99710 - Recycling Laborer | 13.57 |
| 99711 - Recycling Specialist | 14.84 |
| 99730 - Refuse Collector | 12.89 |
| 99810 - Sales Clerk | 11.65 |
| 99820 - School Crossing Guard | 9.12 |
| 99830 - Survey Party Chief | 17.16 |
| 99831 - Surveying Aide | 11.46 |
| 99832 - Surveying Technician | 15.60 |
| 99840 - Vending Machine Attendant | 13.78 |
| 99841 - Vending Machine Repairer | 15.04 |
| 99842 - Vending Machine Repairer Helper | 13.78 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order

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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2455
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Pennsylvania

Area: Pennsylvania Counties of Adams, York

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.67 |
| 01012 - Accounting Clerk II | | 15.34 |
| 01013 - Accounting Clerk III | | 17.16 |
| 01020 - Administrative Assistant | | 21.55 |
| 01040 - Court Reporter | | 17.62 |
| 01051 - Data Entry Operator I | | 11.40 |
| 01052 - Data Entry Operator II | | 12.65 |
| 01060 - Dispatcher, Motor Vehicle | | 16.31 |
| 01070 - Document Preparation Clerk | | 13.07 |
| 01090 - Duplicating Machine Operator | | 13.07 |
| 01111 - General Clerk I | | 12.66 |
| 01112 - General Clerk II | | 14.68 |
| 01113 - General Clerk III | | 16.47 |
| 01120 - Housing Referral Assistant | | 20.66 |
| 01141 - Messenger Courier | | 10.55 |
| 01191 - Order Clerk I | | 11.40 |
| 01192 - Order Clerk II | | 14.84 |
| 01261 - Personnel Assistant (Employment) I | | 15.29 |
| 01262 - Personnel Assistant (Employment) II | | 17.62 |
| 01263 - Personnel Assistant (Employment) III | | 18.39 |
| 01270 - Production Control Clerk | | 21.16 |
| 01280 - Receptionist | | 13.07 |
| 01290 - Rental Clerk | | 15.62 |
| 01300 - Scheduler, Maintenance | | 15.89 |
| 01311 - Secretary I | | 16.56 |
| 01312 - Secretary II | | 18.52 |
| 01313 - Secretary III | | 20.66 |
| 01320 - Service Order Dispatcher | | 14.55 |
| 01410 - Supply Technician | | 21.55 |
| 01420 - Survey Worker | | 17.16 |
| 01531 - Travel Clerk I | | 12.01 |
| 01532 - Travel Clerk II | | 12.88 |
| 01533 - Travel Clerk III | | 13.80 |
| 01611 - Word Processor I | | 13.07 |
| 01612 - Word Processor II | | 15.62 |
| 01613 - Word Processor III | | 17.62 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.92 |
| 05010 - Automotive Electrician | | 17.89 |
| 05040 - Automotive Glass Installer | | 17.17 |
| 05070 - Automotive Worker | | 17.17 |
| 05110 - Mobile Equipment Servicer | | 15.68 |
| 05130 - Motor Equipment Metal Mechanic | | 18.81 |
| 05160 - Motor Equipment Metal Worker | | 17.17 |
| 05190 - Motor Vehicle Mechanic | | 18.32 |
| 05220 - Motor Vehicle Mechanic Helper | | 16.42 |
| 05250 - Motor Vehicle Upholstery Worker | | 16.42 |
| 05280 - Motor Vehicle Wrecker | | 17.17 |
| 05310 - Painter, Automotive | | 17.89 |
| 05340 - Radiator Repair Specialist | | 17.17 |
| 05370 - Tire Repairer | | 13.29 |
| 05400 - Transmission Repair Specialist | | 18.52 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 13.53 |

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|--|-------|
| 07041 - Cook I | 11.72 |
| 07042 - Cook II | 13.11 |
| 07070 - Dishwasher | 8.89 |
| 07130 - Food Service Worker | 9.23 |
| 07210 - Meat Cutter | 14.73 |
| 07260 - Waiter/Waitress | 9.47 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.27 |
| 09040 - Furniture Handler | 13.45 |
| 09080 - Furniture Refinisher | 17.27 |
| 09090 - Furniture Refinisher Helper | 14.41 |
| 09110 - Furniture Repairer, Minor | 15.85 |
| 09130 - Upholsterer | 17.27 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.58 |
| 11060 - Elevator Operator | 10.50 |
| 11090 - Gardener | 14.61 |
| 11122 - Housekeeping Aide | 11.55 |
| 11150 - Janitor | 10.50 |
| 11210 - Laborer, Grounds Maintenance | 12.25 |
| 11240 - Maid or Houseman | 8.97 |
| 11260 - Pruner | 11.39 |
| 11270 - Tractor Operator | 13.98 |
| 11330 - Trail Maintenance Worker | 12.25 |
| 11360 - Window Cleaner | 11.14 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.02 |
| 12011 - Breath Alcohol Technician | 17.12 |
| 12012 - Certified Occupational Therapist Assistant | 19.82 |
| 12015 - Certified Physical Therapist Assistant | 18.94 |
| 12020 - Dental Assistant | 12.75 |
| 12025 - Dental Hygienist | 26.80 |
| 12030 - EKG Technician | 23.66 |
| 12035 - Electroneurodiagnostic Technologist | 23.66 |
| 12040 - Emergency Medical Technician | 13.02 |
| 12071 - Licensed Practical Nurse I | 16.54 |
| 12072 - Licensed Practical Nurse II | 18.50 |
| 12073 - Licensed Practical Nurse III | 20.63 |
| 12100 - Medical Assistant | 13.05 |
| 12130 - Medical Laboratory Technician | 16.64 |
| 12160 - Medical Record Clerk | 13.01 |
| 12190 - Medical Record Technician | 14.62 |
| 12195 - Medical Transcriptionist | 15.74 |
| 12210 - Nuclear Medicine Technologist | 31.92 |
| 12221 - Nursing Assistant I | 9.95 |
| 12222 - Nursing Assistant II | 11.19 |
| 12223 - Nursing Assistant III | 12.21 |
| 12224 - Nursing Assistant IV | 13.70 |
| 12235 - Optical Dispenser | 13.04 |
| 12236 - Optical Technician | 13.64 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.97 |
| 12305 - Radiologic Technologist | 25.47 |
| 12311 - Registered Nurse I | 23.70 |
| 12312 - Registered Nurse II | 28.99 |
| 12313 - Registered Nurse II, Specialist | 28.99 |
| 12314 - Registered Nurse III | 35.07 |
| 12315 - Registered Nurse III, Anesthetist | 35.07 |
| 12316 - Registered Nurse IV | 42.03 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.20 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.85 |
| 13012 - Exhibits Specialist II | 23.36 |

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| 13013 - Exhibits Specialist III | 28.57 |
| 13041 - Illustrator I | 18.85 |
| 13042 - Illustrator II | 23.36 |
| 13043 - Illustrator III | 28.57 |
| 13047 - Librarian | 25.86 |
| 13050 - Library Aide/Clerk | 10.26 |
| 13054 - Library Information Technology Systems Administrator | 23.36 |
| 13058 - Library Technician | 15.58 |
| 13061 - Media Specialist I | 16.85 |
| 13062 - Media Specialist II | 18.85 |
| 13063 - Media Specialist III | 21.02 |
| 13071 - Photographer I | 14.38 |
| 13072 - Photographer II | 16.07 |
| 13073 - Photographer III | 17.47 |
| 13074 - Photographer IV | 24.37 |
| 13075 - Photographer V | 29.49 |
| 13110 - Video Teleconference Technician | 16.85 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.31 |
| 14042 - Computer Operator II | 17.13 |
| 14043 - Computer Operator III | 19.14 |
| 14044 - Computer Operator IV | 21.23 |
| 14045 - Computer Operator V | 23.67 |
| 14071 - Computer Programmer I | (see 1) 21.49 |
| 14072 - Computer Programmer II | (see 1) 26.32 |
| 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 | 15.31 |
| 14160 - Personal Computer Support Technician | 21.23 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.73 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.34 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 38.76 |
| 15050 - Computer Based Training Specialist / Instructor | 26.73 |
| 15060 - Educational Technologist | 27.44 |
| 15070 - Flight Instructor (Pilot) | 38.76 |
| 15080 - Graphic Artist | 20.04 |
| 15090 - Technical Instructor | 18.68 |
| 15095 - Technical Instructor/Course Developer | 22.85 |
| 15110 - Test Proctor | 16.16 |
| 15120 - Tutor | 16.16 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.39 |
| 16030 - Counter Attendant | 9.39 |
| 16040 - Dry Cleaner | 12.07 |
| 16070 - Finisher, Flatwork, Machine | 9.39 |
| 16090 - Presser, Hand | 9.39 |
| 16110 - Presser, Machine, Drycleaning | 9.39 |
| 16130 - Presser, Machine, Shirts | 9.39 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.39 |
| 16190 - Sewing Machine Operator | 12.84 |
| 16220 - Tailor | 13.56 |
| 16250 - Washer, Machine | 10.27 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.26 |
| 19040 - Tool And Die Maker | 20.38 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.23 |
| 21030 - Material Coordinator | 21.16 |

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| 21040 - Material Expediter | 21.16 |
| 21050 - Material Handling Laborer | 13.69 |
| 21071 - Order Filler | 14.10 |
| 21080 - Production Line Worker (Food Processing) | 15.23 |
| 21110 - Shipping Packer | 15.54 |
| 21130 - Shipping/Receiving Clerk | 15.54 |
| 21140 - Store Worker I | 12.55 |
| 21150 - Stock Clerk | 15.71 |
| 21210 - Tools And Parts Attendant | 15.23 |
| 21410 - Warehouse Specialist | 15.23 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.26 |
| 23021 - Aircraft Mechanic I | 22.25 |
| 23022 - Aircraft Mechanic II | 24.26 |
| 23023 - Aircraft Mechanic III | 25.37 |
| 23040 - Aircraft Mechanic Helper | 16.94 |
| 23050 - Aircraft, Painter | 21.19 |
| 23060 - Aircraft Servicer | 19.07 |
| 23080 - Aircraft Worker | 20.12 |
| 23110 - Appliance Mechanic | 16.51 |
| 23120 - Bicycle Repairer | 13.29 |
| 23125 - Cable Splicer | 28.86 |
| 23130 - Carpenter, Maintenance | 19.72 |
| 23140 - Carpet Layer | 14.87 |
| 23160 - Electrician, Maintenance | 21.70 |
| 23181 - Electronics Technician Maintenance I | 21.08 |
| 23182 - Electronics Technician Maintenance II | 22.20 |
| 23183 - Electronics Technician Maintenance III | 23.28 |
| 23260 - Fabric Worker | 18.69 |
| 23290 - Fire Alarm System Mechanic | 20.23 |
| 23310 - Fire Extinguisher Repairer | 17.17 |
| 23311 - Fuel Distribution System Mechanic | 21.20 |
| 23312 - Fuel Distribution System Operator | 17.17 |
| 23370 - General Maintenance Worker | 18.17 |
| 23380 - Ground Support Equipment Mechanic | 22.25 |
| 23381 - Ground Support Equipment Servicer | 19.07 |
| 23382 - Ground Support Equipment Worker | 20.12 |
| 23391 - Gunsmith I | 17.17 |
| 23392 - Gunsmith II | 19.20 |
| 23393 - Gunsmith III | 21.20 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.12 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.12 |
| 23430 - Heavy Equipment Mechanic | 19.96 |
| 23440 - Heavy Equipment Operator | 19.91 |
| 23460 - Instrument Mechanic | 21.20 |
| 23465 - Laboratory/Shelter Mechanic | 20.21 |
| 23470 - Laborer | 13.50 |
| 23510 - Locksmith | 20.21 |
| 23530 - Machinery Maintenance Mechanic | 23.31 |
| 23550 - Machinist, Maintenance | 20.08 |
| 23580 - Maintenance Trades Helper | 16.15 |
| 23591 - Metrology Technician I | 21.20 |
| 23592 - Metrology Technician II | 22.21 |
| 23593 - Metrology Technician III | 23.22 |
| 23640 - Millwright | 21.20 |
| 23710 - Office Appliance Repairer | 21.79 |
| 23760 - Painter, Maintenance | 17.27 |
| 23790 - Pipefitter, Maintenance | 21.51 |
| 23810 - Plumber, Maintenance | 19.79 |
| 23820 - Pneudraulic Systems Mechanic | 21.20 |
| 23850 - Rigger | 21.20 |

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| 23870 - Scale Mechanic | 19.20 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.79 |
| 23910 - Small Engine Mechanic | 18.23 |
| 23931 - Telecommunications Mechanic I | 23.94 |
| 23932 - Telecommunications Mechanic II | 25.07 |
| 23950 - Telephone Lineman | 26.78 |
| 23960 - Welder, Combination, Maintenance | 19.96 |
| 23965 - Well Driller | 20.23 |
| 23970 - Woodcraft Worker | 21.20 |
| 23980 - Woodworker | 16.79 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.08 |
| 24580 - Child Care Center Clerk | 13.81 |
| 24610 - Chore Aide | 10.37 |
| 24620 - Family Readiness And Support Services Coordinator | 13.77 |
| 24630 - Homemaker | 15.36 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.90 |
| 25040 - Sewage Plant Operator | 21.25 |
| 25070 - Stationary Engineer | 21.90 |
| 25190 - Ventilation Equipment Tender | 16.21 |
| 25210 - Water Treatment Plant Operator | 21.25 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.19 |
| 27007 - Baggage Inspector | 10.78 |
| 27008 - Corrections Officer | 23.51 |
| 27010 - Court Security Officer | 23.51 |
| 27030 - Detection Dog Handler | 12.06 |
| 27040 - Detention Officer | 23.51 |
| 27070 - Firefighter | 20.82 |
| 27101 - Guard I | 10.74 |
| 27102 - Guard II | 12.06 |
| 27131 - Police Officer I | 26.33 |
| 27132 - Police Officer II | 29.60 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.57 |
| 28042 - Carnival Equipment Repairer | 12.13 |
| 28043 - Carnival Equipment Worker | 9.41 |
| 28210 - Gate Attendant/Gate Tender | 13.18 |
| 28310 - Lifeguard | 11.87 |
| 28350 - Park Attendant (Aide) | 14.74 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |
| 28515 - Recreation Specialist | 16.90 |
| 28630 - Sports Official | 11.74 |
| 28690 - Swimming Pool Operator | 19.88 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.22 |
| 29020 - Hatch Tender | 18.22 |
| 29030 - Line Handler | 18.22 |
| 29041 - Stevedore I | 17.27 |
| 29042 - Stevedore II | 19.19 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.78 |
| 30022 - Archeological Technician II | 19.91 |
| 30023 - Archeological Technician III | 25.33 |
| 30030 - Cartographic Technician | 27.18 |
| 30040 - Civil Engineering Technician | 24.90 |
| 30061 - Drafter/CAD Operator I | 19.61 |
| 30062 - Drafter/CAD Operator II | 21.93 |

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|------------------|---|---------------|
| 30063 | - Drafter/CAD Operator III | 24.46 |
| 30064 | - Drafter/CAD Operator IV | 30.09 |
| 30081 | - Engineering Technician I | 16.63 |
| 30082 | - Engineering Technician II | 18.68 |
| 30083 | - Engineering Technician III | 20.76 |
| 30084 | - Engineering Technician IV | 25.91 |
| 30085 | - Engineering Technician V | 33.77 |
| 30086 | - Engineering Technician VI | 39.86 |
| 30090 | - Environmental Technician | 26.50 |
| 30210 | - Laboratory Technician | 18.51 |
| 30240 | - Mathematical Technician | 27.18 |
| 30361 | - Paralegal/Legal Assistant I | 19.18 |
| 30362 | - Paralegal/Legal Assistant II | 23.77 |
| 30363 | - Paralegal/Legal Assistant III | 29.08 |
| 30364 | - Paralegal/Legal Assistant IV | 35.18 |
| 30390 | - Photo-Optics Technician | 27.18 |
| 30461 | - Technical Writer I | 22.76 |
| 30462 | - Technical Writer II | 27.84 |
| 30463 | - Technical Writer III | 33.68 |
| 30491 | - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 | - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 | - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 | - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 | - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 | - Weather Observer, Combined Upper Air Or | (see 2) 24.46 |
| Surface Programs | | |
| 30621 | - Weather Observer, Senior | (see 2) 27.18 |
| 31000 | - Transportation/Mobile Equipment Operation Occupations | |
| 31020 | - Bus Aide | 10.26 |
| 31030 | - Bus Driver | 15.40 |
| 31043 | - Driver Courier | 13.67 |
| 31260 | - Parking and Lot Attendant | 9.86 |
| 31290 | - Shuttle Bus Driver | 14.53 |
| 31310 | - Taxi Driver | 11.09 |
| 31361 | - Truckdriver, Light | 14.53 |
| 31362 | - Truckdriver, Medium | 15.68 |
| 31363 | - Truckdriver, Heavy | 18.87 |
| 31364 | - Truckdriver, Tractor-Trailer | 18.87 |
| 99000 | - Miscellaneous Occupations | |
| 99030 | - Cashier | 8.99 |
| 99050 | - Desk Clerk | 11.08 |
| 99095 | - Embalmer | 26.11 |
| 99251 | - Laboratory Animal Caretaker I | 13.48 |
| 99252 | - Laboratory Animal Caretaker II | 14.16 |
| 99310 | - Mortician | 29.78 |
| 99410 | - Pest Controller | 17.46 |
| 99510 | - Photofinishing Worker | 11.95 |
| 99710 | - Recycling Laborer | 14.43 |
| 99711 | - Recycling Specialist | 16.47 |
| 99730 | - Refuse Collector | 13.41 |
| 99810 | - Sales Clerk | 11.61 |
| 99820 | - School Crossing Guard | 11.71 |
| 99830 | - Survey Party Chief | 19.39 |
| 99831 | - Surveying Aide | 12.63 |
| 99832 | - Surveying Technician | 17.30 |
| 99840 | - Vending Machine Attendant | 15.83 |
| 99841 | - Vending Machine Repairer | 18.18 |
| 99842 | - Vending Machine Repairer Helper | 15.83 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the

wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2456
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Pennsylvania

Area: Pennsylvania Counties of Adams, York

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.67 |
| 01012 - Accounting Clerk II | | 15.34 |
| 01013 - Accounting Clerk III | | 17.16 |
| 01020 - Administrative Assistant | | 21.55 |
| 01040 - Court Reporter | | 17.62 |
| 01051 - Data Entry Operator I | | 11.40 |
| 01052 - Data Entry Operator II | | 12.65 |
| 01060 - Dispatcher, Motor Vehicle | | 16.31 |
| 01070 - Document Preparation Clerk | | 13.07 |
| 01090 - Duplicating Machine Operator | | 13.07 |
| 01111 - General Clerk I | | 12.66 |
| 01112 - General Clerk II | | 14.68 |
| 01113 - General Clerk III | | 16.47 |
| 01120 - Housing Referral Assistant | | 20.66 |
| 01141 - Messenger Courier | | 10.55 |
| 01191 - Order Clerk I | | 11.40 |
| 01192 - Order Clerk II | | 14.84 |
| 01261 - Personnel Assistant (Employment) I | | 15.29 |
| 01262 - Personnel Assistant (Employment) II | | 17.62 |
| 01263 - Personnel Assistant (Employment) III | | 18.39 |
| 01270 - Production Control Clerk | | 21.16 |
| 01280 - Receptionist | | 13.07 |
| 01290 - Rental Clerk | | 15.62 |
| 01300 - Scheduler, Maintenance | | 15.89 |
| 01311 - Secretary I | | 16.56 |
| 01312 - Secretary II | | 18.52 |
| 01313 - Secretary III | | 20.66 |
| 01320 - Service Order Dispatcher | | 14.55 |
| 01410 - Supply Technician | | 21.55 |
| 01420 - Survey Worker | | 17.16 |
| 01531 - Travel Clerk I | | 12.01 |
| 01532 - Travel Clerk II | | 12.88 |
| 01533 - Travel Clerk III | | 13.80 |
| 01611 - Word Processor I | | 13.07 |

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| 01612 - Word Processor II | 15.62 |
| 01613 - Word Processor III | 17.62 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.92 |
| 05010 - Automotive Electrician | 17.89 |
| 05040 - Automotive Glass Installer | 17.17 |
| 05070 - Automotive Worker | 17.17 |
| 05110 - Mobile Equipment Servicer | 15.68 |
| 05130 - Motor Equipment Metal Mechanic | 18.81 |
| 05160 - Motor Equipment Metal Worker | 17.17 |
| 05190 - Motor Vehicle Mechanic | 18.32 |
| 05220 - Motor Vehicle Mechanic Helper | 16.42 |
| 05250 - Motor Vehicle Upholstery Worker | 16.42 |
| 05280 - Motor Vehicle Wrecker | 17.17 |
| 05310 - Painter, Automotive | 17.89 |
| 05340 - Radiator Repair Specialist | 17.17 |
| 05370 - Tire Repairer | 13.29 |
| 05400 - Transmission Repair Specialist | 18.52 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.53 |
| 07041 - Cook I | 11.72 |
| 07042 - Cook II | 13.11 |
| 07070 - Dishwasher | 8.89 |
| 07130 - Food Service Worker | 9.23 |
| 07210 - Meat Cutter | 14.73 |
| 07260 - Waiter/Waitress | 9.47 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.27 |
| 09040 - Furniture Handler | 13.45 |
| 09080 - Furniture Refinisher | 17.27 |
| 09090 - Furniture Refinisher Helper | 14.41 |
| 09110 - Furniture Repairer, Minor | 15.85 |
| 09130 - Upholsterer | 17.27 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.58 |
| 11060 - Elevator Operator | 10.50 |
| 11090 - Gardener | 14.61 |
| 11122 - Housekeeping Aide | 11.55 |
| 11150 - Janitor | 10.50 |
| 11210 - Laborer, Grounds Maintenance | 12.25 |
| 11240 - Maid or Houseman | 8.97 |
| 11260 - Pruner | 11.39 |
| 11270 - Tractor Operator | 13.98 |
| 11330 - Trail Maintenance Worker | 12.25 |
| 11360 - Window Cleaner | 11.14 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.02 |
| 12011 - Breath Alcohol Technician | 17.12 |
| 12012 - Certified Occupational Therapist Assistant | 19.82 |
| 12015 - Certified Physical Therapist Assistant | 18.94 |
| 12020 - Dental Assistant | 12.75 |
| 12025 - Dental Hygienist | 26.80 |
| 12030 - EKG Technician | 23.66 |
| 12035 - Electroneurodiagnostic Technologist | 23.66 |
| 12040 - Emergency Medical Technician | 13.02 |
| 12071 - Licensed Practical Nurse I | 16.54 |
| 12072 - Licensed Practical Nurse II | 18.50 |
| 12073 - Licensed Practical Nurse III | 20.63 |
| 12100 - Medical Assistant | 13.05 |
| 12130 - Medical Laboratory Technician | 16.64 |
| 12160 - Medical Record Clerk | 13.01 |
| 12190 - Medical Record Technician | 14.62 |
| 12195 - Medical Transcriptionist | 15.74 |

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| 12210 - Nuclear Medicine Technologist | 31.92 |
| 12221 - Nursing Assistant I | 9.95 |
| 12222 - Nursing Assistant II | 11.19 |
| 12223 - Nursing Assistant III | 12.21 |
| 12224 - Nursing Assistant IV | 13.70 |
| 12235 - Optical Dispenser | 13.04 |
| 12236 - Optical Technician | 13.64 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.97 |
| 12305 - Radiologic Technologist | 25.47 |
| 12311 - Registered Nurse I | 23.70 |
| 12312 - Registered Nurse II | 28.99 |
| 12313 - Registered Nurse II, Specialist | 28.99 |
| 12314 - Registered Nurse III | 35.07 |
| 12315 - Registered Nurse III, Anesthetist | 35.07 |
| 12316 - Registered Nurse IV | 42.03 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.20 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.85 |
| 13012 - Exhibits Specialist II | 23.36 |
| 13013 - Exhibits Specialist III | 28.57 |
| 13041 - Illustrator I | 18.85 |
| 13042 - Illustrator II | 23.36 |
| 13043 - Illustrator III | 28.57 |
| 13047 - Librarian | 25.86 |
| 13050 - Library Aide/Clerk | 10.26 |
| 13054 - Library Information Technology Systems Administrator | 23.36 |
| 13058 - Library Technician | 15.58 |
| 13061 - Media Specialist I | 16.85 |
| 13062 - Media Specialist II | 18.85 |
| 13063 - Media Specialist III | 21.02 |
| 13071 - Photographer I | 14.38 |
| 13072 - Photographer II | 16.07 |
| 13073 - Photographer III | 17.47 |
| 13074 - Photographer IV | 24.37 |
| 13075 - Photographer V | 29.49 |
| 13110 - Video Teleconference Technician | 16.85 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.31 |
| 14042 - Computer Operator II | 17.13 |
| 14043 - Computer Operator III | 19.14 |
| 14044 - Computer Operator IV | 21.23 |
| 14045 - Computer Operator V | 23.67 |
| 14071 - Computer Programmer I | (see 1) 21.49 |
| 14072 - Computer Programmer II | (see 1) 26.32 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 26.73 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 15.31 |
| 14160 - Personal Computer Support Technician | 21.23 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.73 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.34 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 38.76 |
| 15050 - Computer Based Training Specialist / Instructor | 26.73 |
| 15060 - Educational Technologist | 27.44 |
| 15070 - Flight Instructor (Pilot) | 38.76 |
| 15080 - Graphic Artist | 20.04 |
| 15090 - Technical Instructor | 18.68 |
| 15095 - Technical Instructor/Course Developer | 22.85 |

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| 15110 - Test Proctor | 16.16 |
| 15120 - Tutor | 16.16 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.39 |
| 16030 - Counter Attendant | 9.39 |
| 16040 - Dry Cleaner | 12.07 |
| 16070 - Finisher, Flatwork, Machine | 9.39 |
| 16090 - Presser, Hand | 9.39 |
| 16110 - Presser, Machine, Drycleaning | 9.39 |
| 16130 - Presser, Machine, Shirts | 9.39 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.39 |
| 16190 - Sewing Machine Operator | 12.84 |
| 16220 - Tailor | 13.56 |
| 16250 - Washer, Machine | 10.27 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.26 |
| 19040 - Tool And Die Maker | 20.38 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.23 |
| 21030 - Material Coordinator | 21.16 |
| 21040 - Material Expediter | 21.16 |
| 21050 - Material Handling Laborer | 13.69 |
| 21071 - Order Filler | 14.10 |
| 21080 - Production Line Worker (Food Processing) | 15.23 |
| 21110 - Shipping Packer | 15.54 |
| 21130 - Shipping/Receiving Clerk | 15.54 |
| 21140 - Store Worker I | 12.55 |
| 21150 - Stock Clerk | 15.71 |
| 21210 - Tools And Parts Attendant | 15.23 |
| 21410 - Warehouse Specialist | 15.23 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.26 |
| 23021 - Aircraft Mechanic I | 22.25 |
| 23022 - Aircraft Mechanic II | 24.26 |
| 23023 - Aircraft Mechanic III | 25.37 |
| 23040 - Aircraft Mechanic Helper | 16.94 |
| 23050 - Aircraft, Painter | 21.19 |
| 23060 - Aircraft Servicer | 19.07 |
| 23080 - Aircraft Worker | 20.12 |
| 23110 - Appliance Mechanic | 16.51 |
| 23120 - Bicycle Repairer | 13.29 |
| 23125 - Cable Splicer | 28.86 |
| 23130 - Carpenter, Maintenance | 19.72 |
| 23140 - Carpet Layer | 14.87 |
| 23160 - Electrician, Maintenance | 21.70 |
| 23181 - Electronics Technician Maintenance I | 21.08 |
| 23182 - Electronics Technician Maintenance II | 22.20 |
| 23183 - Electronics Technician Maintenance III | 23.28 |
| 23260 - Fabric Worker | 18.69 |
| 23290 - Fire Alarm System Mechanic | 20.23 |
| 23310 - Fire Extinguisher Repairer | 17.17 |
| 23311 - Fuel Distribution System Mechanic | 21.20 |
| 23312 - Fuel Distribution System Operator | 17.17 |
| 23370 - General Maintenance Worker | 18.17 |
| 23380 - Ground Support Equipment Mechanic | 22.25 |
| 23381 - Ground Support Equipment Servicer | 19.07 |
| 23382 - Ground Support Equipment Worker | 20.12 |
| 23391 - Gunsmith I | 17.17 |
| 23392 - Gunsmith II | 19.20 |
| 23393 - Gunsmith III | 21.20 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.12 |
| 23411 - Heating, Ventilation And Air Contditioning | 22.12 |

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| Mechanic (Research Facility) | |
| 23430 - Heavy Equipment Mechanic | 19.96 |
| 23440 - Heavy Equipment Operator | 19.91 |
| 23460 - Instrument Mechanic | 21.20 |
| 23465 - Laboratory/Shelter Mechanic | 20.21 |
| 23470 - Laborer | 13.50 |
| 23510 - Locksmith | 20.21 |
| 23530 - Machinery Maintenance Mechanic | 23.31 |
| 23550 - Machinist, Maintenance | 20.08 |
| 23580 - Maintenance Trades Helper | 16.15 |
| 23591 - Metrology Technician I | 21.20 |
| 23592 - Metrology Technician II | 22.21 |
| 23593 - Metrology Technician III | 23.22 |
| 23640 - Millwright | 21.20 |
| 23710 - Office Appliance Repairer | 21.79 |
| 23760 - Painter, Maintenance | 17.27 |
| 23790 - Pipefitter, Maintenance | 21.51 |
| 23810 - Plumber, Maintenance | 19.79 |
| 23820 - Pneudraulic Systems Mechanic | 21.20 |
| 23850 - Rigger | 21.20 |
| 23870 - Scale Mechanic | 19.20 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.79 |
| 23910 - Small Engine Mechanic | 18.23 |
| 23931 - Telecommunications Mechanic I | 23.94 |
| 23932 - Telecommunications Mechanic II | 25.07 |
| 23950 - Telephone Lineman | 26.78 |
| 23960 - Welder, Combination, Maintenance | 19.96 |
| 23965 - Well Driller | 20.23 |
| 23970 - Woodcraft Worker | 21.20 |
| 23980 - Woodworker | 16.79 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.08 |
| 24580 - Child Care Center Clerk | 13.81 |
| 24610 - Chore Aide | 10.37 |
| 24620 - Family Readiness And Support Services Coordinator | 13.77 |
| 24630 - Homemaker | 15.36 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.90 |
| 25040 - Sewage Plant Operator | 21.25 |
| 25070 - Stationary Engineer | 21.90 |
| 25190 - Ventilation Equipment Tender | 16.21 |
| 25210 - Water Treatment Plant Operator | 21.25 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.19 |
| 27007 - Baggage Inspector | 10.78 |
| 27008 - Corrections Officer | 23.51 |
| 27010 - Court Security Officer | 23.51 |
| 27030 - Detection Dog Handler | 12.06 |
| 27040 - Detention Officer | 23.51 |
| 27070 - Firefighter | 20.82 |
| 27101 - Guard I | 10.74 |
| 27102 - Guard II | 12.06 |
| 27131 - Police Officer I | 26.33 |
| 27132 - Police Officer II | 29.60 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.57 |
| 28042 - Carnival Equipment Repairer | 12.13 |
| 28043 - Carnival Equipment Worker | 9.41 |
| 28210 - Gate Attendant/Gate Tender | 13.18 |
| 28310 - Lifeguard | 11.87 |
| 28350 - Park Attendant (Aide) | 14.74 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |

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| 28515 - Recreation Specialist | 16.90 |
| 28630 - Sports Official | 11.74 |
| 28690 - Swimming Pool Operator | 19.88 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.22 |
| 29020 - Hatch Tender | 18.22 |
| 29030 - Line Handler | 18.22 |
| 29041 - Stevedore I | 17.27 |
| 29042 - Stevedore II | 19.19 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.78 |
| 30022 - Archeological Technician II | 19.91 |
| 30023 - Archeological Technician III | 25.33 |
| 30030 - Cartographic Technician | 27.18 |
| 30040 - Civil Engineering Technician | 24.90 |
| 30061 - Drafter/CAD Operator I | 19.61 |
| 30062 - Drafter/CAD Operator II | 21.93 |
| 30063 - Drafter/CAD Operator III | 24.46 |
| 30064 - Drafter/CAD Operator IV | 30.09 |
| 30081 - Engineering Technician I | 16.63 |
| 30082 - Engineering Technician II | 18.68 |
| 30083 - Engineering Technician III | 20.76 |
| 30084 - Engineering Technician IV | 25.91 |
| 30085 - Engineering Technician V | 33.77 |
| 30086 - Engineering Technician VI | 39.86 |
| 30090 - Environmental Technician | 26.50 |
| 30210 - Laboratory Technician | 18.51 |
| 30240 - Mathematical Technician | 27.18 |
| 30361 - Paralegal/Legal Assistant I | 19.18 |
| 30362 - Paralegal/Legal Assistant II | 23.77 |
| 30363 - Paralegal/Legal Assistant III | 29.08 |
| 30364 - Paralegal/Legal Assistant IV | 35.18 |
| 30390 - Photo-Optics Technician | 27.18 |
| 30461 - Technical Writer I | 22.76 |
| 30462 - Technical Writer II | 27.84 |
| 30463 - Technical Writer III | 33.68 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 24.46 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 27.18 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.26 |
| 31030 - Bus Driver | 15.40 |
| 31043 - Driver Courier | 13.67 |
| 31260 - Parking and Lot Attendant | 9.86 |
| 31290 - Shuttle Bus Driver | 14.53 |
| 31310 - Taxi Driver | 11.09 |
| 31361 - Truckdriver, Light | 14.53 |
| 31362 - Truckdriver, Medium | 15.68 |
| 31363 - Truckdriver, Heavy | 18.87 |
| 31364 - Truckdriver, Tractor-Trailer | 18.87 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.99 |
| 99050 - Desk Clerk | 11.08 |
| 99095 - Embalmer | 26.11 |
| 99251 - Laboratory Animal Caretaker I | 13.48 |

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|---|-------|
| 99252 - Laboratory Animal Caretaker II | 14.16 |
| 99310 - Mortician | 29.78 |
| 99410 - Pest Controller | 17.46 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.43 |
| 99711 - Recycling Specialist | 16.47 |
| 99730 - Refuse Collector | 13.41 |
| 99810 - Sales Clerk | 11.61 |
| 99820 - School Crossing Guard | 11.71 |
| 99830 - Survey Party Chief | 19.39 |
| 99831 - Surveying Aide | 12.63 |
| 99832 - Surveying Technician | 17.30 |
| 99840 - Vending Machine Attendant | 15.83 |
| 99841 - Vending Machine Repairer | 18.18 |
| 99842 - Vending Machine Repairer Helper | 15.83 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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 4174)

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 ordinance, explosives, and incendiary materials. This

includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2461
Revision No.: 16
Date of Last Revision: 07/25/2014

State: Puerto Rico

Area: Puerto Rico Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 9.72 |
| 01012 - Accounting Clerk II | | 11.73 |
| 01013 - Accounting Clerk III | | 14.27 |
| 01020 - Administrative Assistant | | 13.07 |
| 01040 - Court Reporter | | 13.69 |
| 01051 - Data Entry Operator I | | 8.71 |
| 01052 - Data Entry Operator II | | 9.96 |
| 01060 - Dispatcher, Motor Vehicle | | 10.80 |
| 01070 - Document Preparation Clerk | | 10.32 |
| 01090 - Duplicating Machine Operator | | 10.32 |
| 01111 - General Clerk I | | 8.99 |
| 01112 - General Clerk II | | 9.81 |
| 01113 - General Clerk III | | 11.29 |

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| 01120 - Housing Referral Assistant | 13.48 |
| 01141 - Messenger Courier | 8.26 |
| 01191 - Order Clerk I | 9.94 |
| 01192 - Order Clerk II | 10.85 |
| 01261 - Personnel Assistant (Employment) I | 10.82 |
| 01262 - Personnel Assistant (Employment) II | 12.10 |
| 01263 - Personnel Assistant (Employment) III | 13.50 |
| 01270 - Production Control Clerk | 14.78 |
| 01280 - Receptionist | 7.99 |
| 01290 - Rental Clerk | 8.04 |
| 01300 - Scheduler, Maintenance | 9.05 |
| 01311 - Secretary I | 9.05 |
| 01312 - Secretary II | 10.34 |
| 01313 - Secretary III | 13.48 |
| 01320 - Service Order Dispatcher | 10.23 |
| 01410 - Supply Technician | 13.32 |
| 01420 - Survey Worker | 9.33 |
| 01531 - Travel Clerk I | 11.37 |
| 01532 - Travel Clerk II | 12.51 |
| 01533 - Travel Clerk III | 13.79 |
| 01611 - Word Processor I | 9.84 |
| 01612 - Word Processor II | 11.05 |
| 01613 - Word Processor III | 12.36 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 13.01 |
| 05010 - Automotive Electrician | 12.45 |
| 05040 - Automotive Glass Installer | 11.87 |
| 05070 - Automotive Worker | 11.87 |
| 05110 - Mobile Equipment Servicer | 10.74 |
| 05130 - Motor Equipment Metal Mechanic | 13.01 |
| 05160 - Motor Equipment Metal Worker | 11.87 |
| 05190 - Motor Vehicle Mechanic | 13.01 |
| 05220 - Motor Vehicle Mechanic Helper | 10.14 |
| 05250 - Motor Vehicle Upholstery Worker | 11.63 |
| 05280 - Motor Vehicle Wrecker | 11.87 |
| 05310 - Painter, Automotive | 13.70 |
| 05340 - Radiator Repair Specialist | 11.87 |
| 05370 - Tire Repairer | 9.43 |
| 05400 - Transmission Repair Specialist | 13.01 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 8.02 |
| 07041 - Cook I | 7.31 |
| 07042 - Cook II | 8.02 |
| 07070 - Dishwasher | 7.25 |
| 07130 - Food Service Worker | 7.58 |
| 07210 - Meat Cutter | 8.20 |
| 07260 - Waiter/Waitress | 7.25 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 12.45 |
| 09040 - Furniture Handler | 8.60 |
| 09080 - Furniture Refinisher | 12.45 |
| 09090 - Furniture Refinisher Helper | 10.14 |
| 09110 - Furniture Repairer, Minor | 11.67 |
| 09130 - Upholsterer | 12.45 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 7.98 |
| 11060 - Elevator Operator | 7.79 |
| 11090 - Gardener | 7.79 |
| 11122 - Housekeeping Aide | 7.79 |
| 11150 - Janitor | 7.79 |
| 11210 - Laborer, Grounds Maintenance | 7.67 |
| 11240 - Maid or Houseman | 7.25 |
| 11260 - Pruner | 9.75 |

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| 11270 - Tractor Operator | 9.15 |
| 11330 - Trail Maintenance Worker | 7.67 |
| 11360 - Window Cleaner | 8.30 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 10.93 |
| 12011 - Breath Alcohol Technician | 10.07 |
| 12012 - Certified Occupational Therapist Assistant | 12.56 |
| 12015 - Certified Physical Therapist Assistant | 9.05 |
| 12020 - Dental Assistant | 10.93 |
| 12025 - Dental Hygienist | 16.11 |
| 12030 - EKG Technician | 11.22 |
| 12035 - Electroneurodiagnostic Technologist | 11.22 |
| 12040 - Emergency Medical Technician | 10.93 |
| 12071 - Licensed Practical Nurse I | 9.07 |
| 12072 - Licensed Practical Nurse II | 10.14 |
| 12073 - Licensed Practical Nurse III | 11.93 |
| 12100 - Medical Assistant | 11.83 |
| 12130 - Medical Laboratory Technician | 10.75 |
| 12160 - Medical Record Clerk | 10.61 |
| 12190 - Medical Record Technician | 14.10 |
| 12195 - Medical Transcriptionist | 10.82 |
| 12210 - Nuclear Medicine Technologist | 16.93 |
| 12221 - Nursing Assistant I | 7.86 |
| 12222 - Nursing Assistant II | 8.84 |
| 12223 - Nursing Assistant III | 9.64 |
| 12224 - Nursing Assistant IV | 10.82 |
| 12235 - Optical Dispenser | 10.16 |
| 12236 - Optical Technician | 10.16 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 10.82 |
| 12305 - Radiologic Technologist | 11.81 |
| 12311 - Registered Nurse I | 13.59 |
| 12312 - Registered Nurse II | 16.62 |
| 12313 - Registered Nurse II, Specialist | 16.62 |
| 12314 - Registered Nurse III | 20.11 |
| 12315 - Registered Nurse III, Anesthetist | 20.11 |
| 12316 - Registered Nurse IV | 24.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 12.57 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 12.32 |
| 13012 - Exhibits Specialist II | 14.97 |
| 13013 - Exhibits Specialist III | 18.31 |
| 13041 - Illustrator I | 13.55 |
| 13042 - Illustrator II | 15.85 |
| 13043 - Illustrator III | 19.07 |
| 13047 - Librarian | 16.59 |
| 13050 - Library Aide/Clerk | 9.78 |
| 13054 - Library Information Technology Systems Administrator | 13.61 |
| 13058 - Library Technician | 10.27 |
| 13061 - Media Specialist I | 10.97 |
| 13062 - Media Specialist II | 12.28 |
| 13063 - Media Specialist III | 13.69 |
| 13071 - Photographer I | 13.83 |
| 13072 - Photographer II | 15.67 |
| 13073 - Photographer III | 17.78 |
| 13074 - Photographer IV | 23.75 |
| 13075 - Photographer V | 27.73 |
| 13110 - Video Teleconference Technician | 11.25 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 10.09 |
| 14042 - Computer Operator II | 11.29 |
| 14043 - Computer Operator III | 13.95 |

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| 14044 - Computer Operator IV | 18.82 |
| 14045 - Computer Operator V | 20.84 |
| 14071 - Computer Programmer I | 16.35 |
| 14072 - Computer Programmer II | 20.85 |
| 14073 - Computer Programmer III | 24.85 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 23.61 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 10.09 |
| 14160 - Personal Computer Support Technician | 19.66 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.61 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 28.56 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 34.23 |
| 15050 - Computer Based Training Specialist / Instructor | 24.52 |
| 15060 - Educational Technologist | 22.64 |
| 15070 - Flight Instructor (Pilot) | 34.23 |
| 15080 - Graphic Artist | 16.96 |
| 15090 - Technical Instructor | 14.07 |
| 15095 - Technical Instructor/Course Developer | 19.06 |
| 15110 - Test Proctor | 11.36 |
| 15120 - Tutor | 11.36 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.81 |
| 16030 - Counter Attendant | 8.81 |
| 16040 - Dry Cleaner | 9.70 |
| 16070 - Finisher, Flatwork, Machine | 8.81 |
| 16090 - Presser, Hand | 8.81 |
| 16110 - Presser, Machine, Drycleaning | 8.81 |
| 16130 - Presser, Machine, Shirts | 8.81 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.81 |
| 16190 - Sewing Machine Operator | 10.01 |
| 16220 - Tailor | 10.29 |
| 16250 - Washer, Machine | 9.11 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 11.73 |
| 19040 - Tool And Die Maker | 13.49 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 9.66 |
| 21030 - Material Coordinator | 14.78 |
| 21040 - Material Expediter | 14.78 |
| 21050 - Material Handling Laborer | 8.81 |
| 21071 - Order Filler | 8.26 |
| 21080 - Production Line Worker (Food Processing) | 9.66 |
| 21110 - Shipping Packer | 10.31 |
| 21130 - Shipping/Receiving Clerk | 10.31 |
| 21140 - Store Worker I | 8.05 |
| 21150 - Stock Clerk | 10.92 |
| 21210 - Tools And Parts Attendant | 9.66 |
| 21410 - Warehouse Specialist | 9.66 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.62 |
| 23021 - Aircraft Mechanic I | 25.33 |
| 23022 - Aircraft Mechanic II | 26.62 |
| 23023 - Aircraft Mechanic III | 27.73 |
| 23040 - Aircraft Mechanic Helper | 19.67 |
| 23050 - Aircraft, Painter | 19.10 |
| 23060 - Aircraft Servicer | 22.57 |
| 23080 - Aircraft Worker | 23.04 |
| 23110 - Appliance Mechanic | 14.17 |
| 23120 - Bicycle Repairer | 9.43 |
| 23125 - Cable Splicer | 16.87 |

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| 23130 - Carpenter, Maintenance | 12.45 |
| 23140 - Carpet Layer | 12.30 |
| 23160 - Electrician, Maintenance | 11.94 |
| 23181 - Electronics Technician Maintenance I | 13.28 |
| 23182 - Electronics Technician Maintenance II | 14.32 |
| 23183 - Electronics Technician Maintenance III | 15.03 |
| 23260 - Fabric Worker | 12.56 |
| 23290 - Fire Alarm System Mechanic | 13.66 |
| 23310 - Fire Extinguisher Repairer | 12.03 |
| 23311 - Fuel Distribution System Mechanic | 14.78 |
| 23312 - Fuel Distribution System Operator | 12.12 |
| 23370 - General Maintenance Worker | 11.88 |
| 23380 - Ground Support Equipment Mechanic | 25.33 |
| 23381 - Ground Support Equipment Servicer | 22.57 |
| 23382 - Ground Support Equipment Worker | 23.04 |
| 23391 - Gunsmith I | 11.08 |
| 23392 - Gunsmith II | 12.30 |
| 23393 - Gunsmith III | 13.66 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 13.01 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 13.66 |
| 23430 - Heavy Equipment Mechanic | 13.01 |
| 23440 - Heavy Equipment Operator | 13.01 |
| 23460 - Instrument Mechanic | 16.42 |
| 23465 - Laboratory/Shelter Mechanic | 13.00 |
| 23470 - Laborer | 8.81 |
| 23510 - Locksmith | 11.48 |
| 23530 - Machinery Maintenance Mechanic | 14.62 |
| 23550 - Machinist, Maintenance | 12.56 |
| 23580 - Maintenance Trades Helper | 9.63 |
| 23591 - Metrology Technician I | 16.42 |
| 23592 - Metrology Technician II | 17.26 |
| 23593 - Metrology Technician III | 17.98 |
| 23640 - Millwright | 18.02 |
| 23710 - Office Appliance Repairer | 12.34 |
| 23760 - Painter, Maintenance | 12.45 |
| 23790 - Pipefitter, Maintenance | 13.01 |
| 23810 - Plumber, Maintenance | 12.45 |
| 23820 - Pneudraulic Systems Mechanic | 13.66 |
| 23850 - Rigger | 14.18 |
| 23870 - Scale Mechanic | 13.35 |
| 23890 - Sheet-Metal Worker, Maintenance | 13.01 |
| 23910 - Small Engine Mechanic | 12.58 |
| 23931 - Telecommunications Mechanic I | 16.40 |
| 23932 - Telecommunications Mechanic II | 17.14 |
| 23950 - Telephone Lineman | 16.14 |
| 23960 - Welder, Combination, Maintenance | 13.01 |
| 23965 - Well Driller | 13.07 |
| 23970 - Woodcraft Worker | 13.66 |
| 23980 - Woodworker | 10.74 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.86 |
| 24580 - Child Care Center Clerk | 10.61 |
| 24610 - Chore Aide | 7.25 |
| 24620 - Family Readiness And Support Services Coordinator | 10.24 |
| 24630 - Homemaker | 11.83 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.26 |
| 25040 - Sewage Plant Operator | 13.50 |
| 25070 - Stationary Engineer | 17.26 |
| 25190 - Ventilation Equipment Tender | 10.95 |

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| 25210 - Water Treatment Plant Operator | 12.56 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 8.47 |
| 27007 - Baggage Inspector | 7.62 |
| 27008 - Corrections Officer | 11.65 |
| 27010 - Court Security Officer | 11.89 |
| 27030 - Detection Dog Handler | 8.52 |
| 27040 - Detention Officer | 11.65 |
| 27070 - Firefighter | 11.12 |
| 27101 - Guard I | 7.62 |
| 27102 - Guard II | 8.52 |
| 27131 - Police Officer I | 12.95 |
| 27132 - Police Officer II | 14.38 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 8.15 |
| 28042 - Carnival Equipment Repairer | 8.57 |
| 28043 - Carnival Equipment Worker | 7.63 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 10.54 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 8.86 |
| 28515 - Recreation Specialist | 13.00 |
| 28630 - Sports Official | 11.10 |
| 28690 - Swimming Pool Operator | 12.07 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 13.18 |
| 29020 - Hatch Tender | 13.18 |
| 29030 - Line Handler | 13.18 |
| 29041 - Stevedore I | 11.23 |
| 29042 - Stevedore II | 13.36 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 12.51 |
| 30022 - Archeological Technician II | 12.83 |
| 30023 - Archeological Technician III | 17.33 |
| 30030 - Cartographic Technician | 17.33 |
| 30040 - Civil Engineering Technician | 14.98 |
| 30061 - Drafter/CAD Operator I | 12.51 |
| 30062 - Drafter/CAD Operator II | 14.09 |
| 30063 - Drafter/CAD Operator III | 15.60 |
| 30064 - Drafter/CAD Operator IV | 19.20 |
| 30081 - Engineering Technician I | 13.01 |
| 30082 - Engineering Technician II | 14.62 |
| 30083 - Engineering Technician III | 16.34 |
| 30084 - Engineering Technician IV | 20.24 |
| 30085 - Engineering Technician V | 24.76 |
| 30086 - Engineering Technician VI | 30.37 |
| 30090 - Environmental Technician | 14.81 |
| 30210 - Laboratory Technician | 15.91 |
| 30240 - Mathematical Technician | 17.33 |
| 30361 - Paralegal/Legal Assistant I | 13.40 |
| 30362 - Paralegal/Legal Assistant II | 16.60 |
| 30363 - Paralegal/Legal Assistant III | 20.31 |
| 30364 - Paralegal/Legal Assistant IV | 24.57 |
| 30390 - Photo-Optics Technician | 18.24 |
| 30461 - Technical Writer I | 17.95 |
| 30462 - Technical Writer II | 21.69 |
| 30463 - Technical Writer III | 25.29 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |

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|---|---------------|
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 15.60 |
| 30621 - Weather Observer, Senior | (see 2) 17.33 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 7.72 |
| 31030 - Bus Driver | 10.47 |
| 31043 - Driver Courier | 7.44 |
| 31260 - Parking and Lot Attendant | 7.25 |
| 31290 - Shuttle Bus Driver | 8.04 |
| 31310 - Taxi Driver | 9.08 |
| 31361 - Truckdriver, Light | 8.04 |
| 31362 - Truckdriver, Medium | 9.96 |
| 31363 - Truckdriver, Heavy | 10.57 |
| 31364 - Truckdriver, Tractor-Trailer | 10.57 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.25 |
| 99050 - Desk Clerk | 7.68 |
| 99095 - Embalmer | 21.06 |
| 99251 - Laboratory Animal Caretaker I | 8.45 |
| 99252 - Laboratory Animal Caretaker II | 8.37 |
| 99310 - Mortician | 21.06 |
| 99410 - Pest Controller | 10.20 |
| 99510 - Photofinishing Worker | 10.85 |
| 99710 - Recycling Laborer | 8.72 |
| 99711 - Recycling Specialist | 10.40 |
| 99730 - Refuse Collector | 7.88 |
| 99810 - Sales Clerk | 8.09 |
| 99820 - School Crossing Guard | 13.81 |
| 99830 - Survey Party Chief | 11.06 |
| 99831 - Surveying Aide | 9.24 |
| 99832 - Surveying Technician | 10.06 |
| 99840 - Vending Machine Attendant | 9.21 |
| 99841 - Vending Machine Repairer | 10.22 |
| 99842 - Vending Machine Repairer Helper | 10.04 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 3 weeks paid vacation after 1 year of service with a contractor or successor; 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that wage and hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es)

of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that

determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2462
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Puerto Rico

Area: Puerto Rico Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 9.72 |
| 01012 - Accounting Clerk II | | 11.73 |
| 01013 - Accounting Clerk III | | 14.27 |
| 01020 - Administrative Assistant | | 13.07 |
| 01040 - Court Reporter | | 13.69 |
| 01051 - Data Entry Operator I | | 8.71 |
| 01052 - Data Entry Operator II | | 9.96 |
| 01060 - Dispatcher, Motor Vehicle | | 10.80 |
| 01070 - Document Preparation Clerk | | 10.32 |
| 01090 - Duplicating Machine Operator | | 10.32 |
| 01111 - General Clerk I | | 8.99 |
| 01112 - General Clerk II | | 9.81 |
| 01113 - General Clerk III | | 11.29 |
| 01120 - Housing Referral Assistant | | 13.48 |
| 01141 - Messenger Courier | | 8.26 |
| 01191 - Order Clerk I | | 9.94 |
| 01192 - Order Clerk II | | 10.85 |
| 01261 - Personnel Assistant (Employment) I | | 10.82 |
| 01262 - Personnel Assistant (Employment) II | | 12.10 |
| 01263 - Personnel Assistant (Employment) III | | 13.50 |
| 01270 - Production Control Clerk | | 14.78 |
| 01280 - Receptionist | | 7.99 |
| 01290 - Rental Clerk | | 8.04 |
| 01300 - Scheduler, Maintenance | | 9.05 |
| 01311 - Secretary I | | 9.05 |
| 01312 - Secretary II | | 10.34 |
| 01313 - Secretary III | | 13.48 |
| 01320 - Service Order Dispatcher | | 10.23 |
| 01410 - Supply Technician | | 13.32 |
| 01420 - Survey Worker | | 9.33 |
| 01531 - Travel Clerk I | | 11.37 |
| 01532 - Travel Clerk II | | 12.51 |
| 01533 - Travel Clerk III | | 13.79 |
| 01611 - Word Processor I | | 9.84 |
| 01612 - Word Processor II | | 11.05 |
| 01613 - Word Processor III | | 12.36 |
| 05000 - Automotive Service Occupations | | |

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|--|-------|
| 05005 - Automobile Body Repairer, Fiberglass | 13.01 |
| 05010 - Automotive Electrician | 12.45 |
| 05040 - Automotive Glass Installer | 11.87 |
| 05070 - Automotive Worker | 11.87 |
| 05110 - Mobile Equipment Servicer | 10.74 |
| 05130 - Motor Equipment Metal Mechanic | 13.01 |
| 05160 - Motor Equipment Metal Worker | 11.87 |
| 05190 - Motor Vehicle Mechanic | 13.01 |
| 05220 - Motor Vehicle Mechanic Helper | 10.14 |
| 05250 - Motor Vehicle Upholstery Worker | 11.63 |
| 05280 - Motor Vehicle Wrecker | 11.87 |
| 05310 - Painter, Automotive | 13.70 |
| 05340 - Radiator Repair Specialist | 11.87 |
| 05370 - Tire Repairer | 9.43 |
| 05400 - Transmission Repair Specialist | 13.01 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 8.02 |
| 07041 - Cook I | 7.31 |
| 07042 - Cook II | 8.02 |
| 07070 - Dishwasher | 7.25 |
| 07130 - Food Service Worker | 7.58 |
| 07210 - Meat Cutter | 8.20 |
| 07260 - Waiter/Waitress | 7.25 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 12.45 |
| 09040 - Furniture Handler | 8.60 |
| 09080 - Furniture Refinisher | 12.45 |
| 09090 - Furniture Refinisher Helper | 10.14 |
| 09110 - Furniture Repairer, Minor | 11.67 |
| 09130 - Upholsterer | 12.45 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 7.98 |
| 11060 - Elevator Operator | 7.79 |
| 11090 - Gardener | 7.79 |
| 11122 - Housekeeping Aide | 7.79 |
| 11150 - Janitor | 7.79 |
| 11210 - Laborer, Grounds Maintenance | 7.67 |
| 11240 - Maid or Houseman | 7.25 |
| 11260 - Pruner | 9.75 |
| 11270 - Tractor Operator | 9.15 |
| 11330 - Trail Maintenance Worker | 7.67 |
| 11360 - Window Cleaner | 8.30 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 10.93 |
| 12011 - Breath Alcohol Technician | 10.07 |
| 12012 - Certified Occupational Therapist Assistant | 12.56 |
| 12015 - Certified Physical Therapist Assistant | 9.05 |
| 12020 - Dental Assistant | 10.93 |
| 12025 - Dental Hygienist | 16.11 |
| 12030 - EKG Technician | 11.22 |
| 12035 - Electroneurodiagnostic Technologist | 11.22 |
| 12040 - Emergency Medical Technician | 10.93 |
| 12071 - Licensed Practical Nurse I | 9.07 |
| 12072 - Licensed Practical Nurse II | 10.14 |
| 12073 - Licensed Practical Nurse III | 11.93 |
| 12100 - Medical Assistant | 11.83 |
| 12130 - Medical Laboratory Technician | 10.75 |
| 12160 - Medical Record Clerk | 10.61 |
| 12190 - Medical Record Technician | 14.10 |
| 12195 - Medical Transcriptionist | 10.82 |
| 12210 - Nuclear Medicine Technologist | 16.93 |
| 12221 - Nursing Assistant I | 7.86 |
| 12222 - Nursing Assistant II | 8.84 |

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| 12223 - Nursing Assistant III | 9.64 |
| 12224 - Nursing Assistant IV | 10.82 |
| 12235 - Optical Dispenser | 10.16 |
| 12236 - Optical Technician | 10.16 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 10.82 |
| 12305 - Radiologic Technologist | 11.81 |
| 12311 - Registered Nurse I | 13.59 |
| 12312 - Registered Nurse II | 16.62 |
| 12313 - Registered Nurse II, Specialist | 16.62 |
| 12314 - Registered Nurse III | 20.11 |
| 12315 - Registered Nurse III, Anesthetist | 20.11 |
| 12316 - Registered Nurse IV | 24.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 12.57 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 12.32 |
| 13012 - Exhibits Specialist II | 14.97 |
| 13013 - Exhibits Specialist III | 18.31 |
| 13041 - Illustrator I | 13.55 |
| 13042 - Illustrator II | 15.85 |
| 13043 - Illustrator III | 19.07 |
| 13047 - Librarian | 16.59 |
| 13050 - Library Aide/Clerk | 9.78 |
| 13054 - Library Information Technology Systems Administrator | 13.61 |
| 13058 - Library Technician | 10.27 |
| 13061 - Media Specialist I | 10.97 |
| 13062 - Media Specialist II | (see 1) 12.28 |
| 13063 - Media Specialist III | 13.69 |
| 13071 - Photographer I | 13.83 |
| 13072 - Photographer II | 15.67 |
| 13073 - Photographer III | 17.78 |
| 13074 - Photographer IV | 23.75 |
| 13075 - Photographer V | 27.73 |
| 13110 - Video Teleconference Technician | 11.25 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 10.09 |
| 14042 - Computer Operator II | 11.29 |
| 14043 - Computer Operator III | 13.95 |
| 14044 - Computer Operator IV | 18.82 |
| 14045 - Computer Operator V | 20.84 |
| 14071 - Computer Programmer I | 16.35 |
| 14072 - Computer Programmer II | 20.85 |
| 14073 - Computer Programmer III | 24.85 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 23.61 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 10.09 |
| 14160 - Personal Computer Support Technician | 19.66 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.61 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 28.56 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 34.23 |
| 15050 - Computer Based Training Specialist / Instructor | 24.52 |
| 15060 - Educational Technologist | 22.64 |
| 15070 - Flight Instructor (Pilot) | 34.23 |
| 15080 - Graphic Artist | 16.96 |
| 15090 - Technical Instructor | 14.07 |
| 15095 - Technical Instructor/Course Developer | 19.06 |
| 15110 - Test Proctor | 11.36 |
| 15120 - Tutor | 11.36 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |

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| 16010 - Assembler | 8.81 |
| 16030 - Counter Attendant | 8.81 |
| 16040 - Dry Cleaner | 9.70 |
| 16070 - Finisher, Flatwork, Machine | 8.81 |
| 16090 - Presser, Hand | 8.81 |
| 16110 - Presser, Machine, Drycleaning | 8.81 |
| 16130 - Presser, Machine, Shirts | 8.81 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.81 |
| 16190 - Sewing Machine Operator | 10.01 |
| 16220 - Tailor | 10.29 |
| 16250 - Washer, Machine | 9.11 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 11.73 |
| 19040 - Tool And Die Maker | 13.49 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 9.66 |
| 21030 - Material Coordinator | 14.78 |
| 21040 - Material Expediter | 14.78 |
| 21050 - Material Handling Laborer | 8.81 |
| 21071 - Order Filler | 8.26 |
| 21080 - Production Line Worker (Food Processing) | 9.66 |
| 21110 - Shipping Packer | 10.31 |
| 21130 - Shipping/Receiving Clerk | 10.31 |
| 21140 - Store Worker I | 8.05 |
| 21150 - Stock Clerk | 10.92 |
| 21210 - Tools And Parts Attendant | 9.66 |
| 21410 - Warehouse Specialist | 9.66 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.62 |
| 23021 - Aircraft Mechanic I | 25.33 |
| 23022 - Aircraft Mechanic II | 26.62 |
| 23023 - Aircraft Mechanic III | 27.73 |
| 23040 - Aircraft Mechanic Helper | 19.67 |
| 23050 - Aircraft, Painter | 19.10 |
| 23060 - Aircraft Servicer | 22.57 |
| 23080 - Aircraft Worker | 23.04 |
| 23110 - Appliance Mechanic | 14.17 |
| 23120 - Bicycle Repairer | 9.43 |
| 23125 - Cable Splicer | 16.87 |
| 23130 - Carpenter, Maintenance | 12.45 |
| 23140 - Carpet Layer | 12.30 |
| 23160 - Electrician, Maintenance | 11.94 |
| 23181 - Electronics Technician Maintenance I | 13.28 |
| 23182 - Electronics Technician Maintenance II | 14.32 |
| 23183 - Electronics Technician Maintenance III | 15.03 |
| 23260 - Fabric Worker | 12.56 |
| 23290 - Fire Alarm System Mechanic | 13.66 |
| 23310 - Fire Extinguisher Repairer | 12.03 |
| 23311 - Fuel Distribution System Mechanic | 14.78 |
| 23312 - Fuel Distribution System Operator | 12.12 |
| 23370 - General Maintenance Worker | 11.88 |
| 23380 - Ground Support Equipment Mechanic | 25.33 |
| 23381 - Ground Support Equipment Servicer | 22.57 |
| 23382 - Ground Support Equipment Worker | 23.04 |
| 23391 - Gunsmith I | 11.08 |
| 23392 - Gunsmith II | 12.30 |
| 23393 - Gunsmith III | 13.66 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 13.01 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 13.66 |
| 23430 - Heavy Equipment Mechanic | 13.01 |
| 23440 - Heavy Equipment Operator | 13.01 |

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|---|-------|
| 23460 - Instrument Mechanic | 16.42 |
| 23465 - Laboratory/Shelter Mechanic | 13.00 |
| 23470 - Laborer | 8.81 |
| 23510 - Locksmith | 11.48 |
| 23530 - Machinery Maintenance Mechanic | 14.62 |
| 23550 - Machinist, Maintenance | 12.56 |
| 23580 - Maintenance Trades Helper | 9.63 |
| 23591 - Metrology Technician I | 16.42 |
| 23592 - Metrology Technician II | 17.26 |
| 23593 - Metrology Technician III | 17.98 |
| 23640 - Millwright | 18.02 |
| 23710 - Office Appliance Repairer | 12.34 |
| 23760 - Painter, Maintenance | 12.45 |
| 23790 - Pipefitter, Maintenance | 13.01 |
| 23810 - Plumber, Maintenance | 12.45 |
| 23820 - Pneudraulic Systems Mechanic | 13.66 |
| 23850 - Rigger | 14.18 |
| 23870 - Scale Mechanic | 13.35 |
| 23890 - Sheet-Metal Worker, Maintenance | 13.01 |
| 23910 - Small Engine Mechanic | 12.58 |
| 23931 - Telecommunications Mechanic I | 16.40 |
| 23932 - Telecommunications Mechanic II | 17.14 |
| 23950 - Telephone Lineman | 16.14 |
| 23960 - Welder, Combination, Maintenance | 13.01 |
| 23965 - Well Driller | 13.07 |
| 23970 - Woodcraft Worker | 13.66 |
| 23980 - Woodworker | 10.74 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.86 |
| 24580 - Child Care Center Clerk | 10.61 |
| 24610 - Chore Aide | 7.25 |
| 24620 - Family Readiness And Support Services Coordinator | 10.24 |
| 24630 - Homemaker | 11.83 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.26 |
| 25040 - Sewage Plant Operator | 13.50 |
| 25070 - Stationary Engineer | 17.26 |
| 25190 - Ventilation Equipment Tender | 10.95 |
| 25210 - Water Treatment Plant Operator | 12.56 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 8.47 |
| 27007 - Baggage Inspector | 7.62 |
| 27008 - Corrections Officer | 11.65 |
| 27010 - Court Security Officer | 11.89 |
| 27030 - Detection Dog Handler | 8.52 |
| 27040 - Detention Officer | 11.65 |
| 27070 - Firefighter | 11.12 |
| 27101 - Guard I | 7.62 |
| 27102 - Guard II | 8.52 |
| 27131 - Police Officer I | 12.95 |
| 27132 - Police Officer II | 14.38 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 8.15 |
| 28042 - Carnival Equipment Repairer | 8.57 |
| 28043 - Carnival Equipment Worker | 7.63 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 10.54 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 8.86 |
| 28515 - Recreation Specialist | 13.00 |
| 28630 - Sports Official | 11.10 |
| 28690 - Swimming Pool Operator | 12.07 |

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| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 13.18 |
| 29020 - Hatch Tender | 13.18 |
| 29030 - Line Handler | 13.18 |
| 29041 - Stevedore I | 11.23 |
| 29042 - Stevedore II | 13.36 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 12.51 |
| 30022 - Archeological Technician II | 12.83 |
| 30023 - Archeological Technician III | 17.33 |
| 30030 - Cartographic Technician | 17.33 |
| 30040 - Civil Engineering Technician | 14.98 |
| 30061 - Drafter/CAD Operator I | 12.51 |
| 30062 - Drafter/CAD Operator II | 14.09 |
| 30063 - Drafter/CAD Operator III | 15.60 |
| 30064 - Drafter/CAD Operator IV | 19.20 |
| 30081 - Engineering Technician I | 13.01 |
| 30082 - Engineering Technician II | 14.62 |
| 30083 - Engineering Technician III | 16.34 |
| 30084 - Engineering Technician IV | 20.24 |
| 30085 - Engineering Technician V | 24.76 |
| 30086 - Engineering Technician VI | 30.37 |
| 30090 - Environmental Technician | 14.81 |
| 30210 - Laboratory Technician | 15.91 |
| 30240 - Mathematical Technician | 17.33 |
| 30361 - Paralegal/Legal Assistant I | 13.40 |
| 30362 - Paralegal/Legal Assistant II | 16.60 |
| 30363 - Paralegal/Legal Assistant III | 20.31 |
| 30364 - Paralegal/Legal Assistant IV | 24.57 |
| 30390 - Photo-Optics Technician | 18.24 |
| 30461 - Technical Writer I | 17.95 |
| 30462 - Technical Writer II | 21.69 |
| 30463 - Technical Writer III | 25.29 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 15.60 |
| 30621 - Weather Observer, Senior (see 2) | 17.33 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 7.72 |
| 31030 - Bus Driver | 10.47 |
| 31043 - Driver Courier | 7.44 |
| 31260 - Parking and Lot Attendant | 7.25 |
| 31290 - Shuttle Bus Driver | 8.04 |
| 31310 - Taxi Driver | 9.08 |
| 31361 - Truckdriver, Light | 8.04 |
| 31362 - Truckdriver, Medium | 9.96 |
| 31363 - Truckdriver, Heavy | 10.57 |
| 31364 - Truckdriver, Tractor-Trailer | 10.57 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.25 |
| 99050 - Desk Clerk | 7.68 |
| 99095 - Embalmer | 21.06 |
| 99251 - Laboratory Animal Caretaker I | 8.45 |
| 99252 - Laboratory Animal Caretaker II | 8.37 |
| 99310 - Mortician | 21.06 |
| 99410 - Pest Controller | 10.20 |

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|---|-------|
| 99510 - Photofinishing Worker | 10.85 |
| 99710 - Recycling Laborer | 8.72 |
| 99711 - Recycling Specialist | 10.40 |
| 99730 - Refuse Collector | 7.88 |
| 99810 - Sales Clerk | 8.09 |
| 99820 - School Crossing Guard | 13.81 |
| 99830 - Survey Party Chief | 11.06 |
| 99831 - Surveying Aide | 9.24 |
| 99832 - Surveying Technician | 10.06 |
| 99840 - Vending Machine Attendant | 9.21 |
| 99841 - Vending Machine Repairer | 10.22 |
| 99842 - Vending Machine Repairer Helper | 10.04 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 3 weeks paid vacation after 1 year of service with a contractor or successor; 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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
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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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive

ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol>.

gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2467
Revision No.: 14
Date Of Last Revision: 07/25/2014

This wage determination applies to the entire state of RHODE ISLAND Excluding the cities and towns in PROVIDENCE county listed below:

PROVIDENCE County: Burrillville, Central Falls, Cumberland, Lincoln, North Smithfield, Pawtucket, Smithfield, and Woonsocket

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.29 |
| 01012 - Accounting Clerk II | | 15.90 |
| 01013 - Accounting Clerk III | | 17.78 |
| 01020 - Administrative Assistant | | 21.42 |
| 01040 - Court Reporter | | 17.78 |
| 01051 - Data Entry Operator I | | 13.25 |
| 01052 - Data Entry Operator II | | 14.29 |
| 01060 - Dispatcher, Motor Vehicle | | 17.78 |
| 01070 - Document Preparation Clerk | | 14.28 |
| 01090 - Duplicating Machine Operator | | 14.28 |

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|-------|--|-------|
| 01111 | - General Clerk I | 12.91 |
| 01112 | - General Clerk II | 14.08 |
| 01113 | - General Clerk III | 15.81 |
| 01120 | - Housing Referral Assistant | 20.18 |
| 01141 | - Messenger Courier | 13.97 |
| 01191 | - Order Clerk I | 13.09 |
| 01192 | - Order Clerk II | 14.70 |
| 01261 | - Personnel Assistant (Employment) I | 15.89 |
| 01262 | - Personnel Assistant (Employment) II | 17.78 |
| 01263 | - Personnel Assistant (Employment) III | 19.83 |
| 01270 | - Production Control Clerk | 19.90 |
| 01280 | - Receptionist | 14.29 |
| 01290 | - Rental Clerk | 12.87 |
| 01300 | - Scheduler, Maintenance | 16.18 |
| 01311 | - Secretary I | 17.57 |
| 01312 | - Secretary II | 19.65 |
| 01313 | - Secretary III | 21.91 |
| 01320 | - Service Order Dispatcher | 16.21 |
| 01410 | - Supply Technician | 21.42 |
| 01420 | - Survey Worker | 16.83 |
| 01531 | - Travel Clerk I | 12.63 |
| 01532 | - Travel Clerk II | 13.40 |
| 01533 | - Travel Clerk III | 14.05 |
| 01611 | - Word Processor I | 14.29 |
| 01612 | - Word Processor II | 15.89 |
| 01613 | - Word Processor III | 17.78 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 18.87 |
| 05010 | - Automotive Electrician | 17.44 |
| 05040 | - Automotive Glass Installer | 16.71 |
| 05070 | - Automotive Worker | 16.71 |
| 05110 | - Mobile Equipment Servicer | 15.44 |
| 05130 | - Motor Equipment Metal Mechanic | 18.17 |
| 05160 | - Motor Equipment Metal Worker | 16.71 |
| 05190 | - Motor Vehicle Mechanic | 18.17 |
| 05220 | - Motor Vehicle Mechanic Helper | 14.53 |
| 05250 | - Motor Vehicle Upholstery Worker | 15.98 |
| 05280 | - Motor Vehicle Wrecker | 16.71 |
| 05310 | - Painter, Automotive | 18.06 |
| 05340 | - Radiator Repair Specialist | 16.71 |
| 05370 | - Tire Repairer | 14.71 |
| 05400 | - Transmission Repair Specialist | 18.16 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 13.77 |
| 07041 | - Cook I | 14.04 |
| 07042 | - Cook II | 15.33 |
| 07070 | - Dishwasher | 9.25 |
| 07130 | - Food Service Worker | 10.28 |
| 07210 | - Meat Cutter | 17.38 |
| 07260 | - Waiter/Waitress | 9.65 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 18.10 |
| 09040 | - Furniture Handler | 13.57 |
| 09080 | - Furniture Refinisher | 18.10 |
| 09090 | - Furniture Refinisher Helper | 15.07 |
| 09110 | - Furniture Repairer, Minor | 16.58 |
| 09130 | - Upholsterer | 17.30 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 12.02 |
| 11060 | - Elevator Operator | 12.50 |
| 11090 | - Gardener | 14.98 |
| 11122 | - Housekeeping Aide | 13.22 |
| 11150 | - Janitor | 13.22 |

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| 11210 - Laborer, Grounds Maintenance | 13.35 |
| 11240 - Maid or Houseman | 12.25 |
| 11260 - Pruner | 12.40 |
| 11270 - Tractor Operator | 14.93 |
| 11330 - Trail Maintenance Worker | 13.35 |
| 11360 - Window Cleaner | 14.06 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.02 |
| 12011 - Breath Alcohol Technician | 21.55 |
| 12012 - Certified Occupational Therapist Assistant | 22.10 |
| 12015 - Certified Physical Therapist Assistant | 22.89 |
| 12020 - Dental Assistant | 16.70 |
| 12025 - Dental Hygienist | 32.76 |
| 12030 - EKG Technician | 25.96 |
| 12035 - Electroneurodiagnostic Technologist | 25.96 |
| 12040 - Emergency Medical Technician | 17.02 |
| 12071 - Licensed Practical Nurse I | 20.03 |
| 12072 - Licensed Practical Nurse II | 21.55 |
| 12073 - Licensed Practical Nurse III | 25.00 |
| 12100 - Medical Assistant | 14.57 |
| 12130 - Medical Laboratory Technician | 21.91 |
| 12160 - Medical Record Clerk | 15.63 |
| 12190 - Medical Record Technician | 17.48 |
| 12195 - Medical Transcriptionist | 17.27 |
| 12210 - Nuclear Medicine Technologist | 36.47 |
| 12221 - Nursing Assistant I | 11.26 |
| 12222 - Nursing Assistant II | 12.65 |
| 12223 - Nursing Assistant III | 13.81 |
| 12224 - Nursing Assistant IV | 15.50 |
| 12235 - Optical Dispenser | 21.00 |
| 12236 - Optical Technician | 17.96 |
| 12250 - Pharmacy Technician | 14.52 |
| 12280 - Phlebotomist | 15.50 |
| 12305 - Radiologic Technologist | 29.51 |
| 12311 - Registered Nurse I | 25.17 |
| 12312 - Registered Nurse II | 30.79 |
| 12313 - Registered Nurse II, Specialist | 30.79 |
| 12314 - Registered Nurse III | 37.25 |
| 12315 - Registered Nurse III, Anesthetist | 37.25 |
| 12316 - Registered Nurse IV | 44.64 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.09 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.26 |
| 13012 - Exhibits Specialist II | 26.35 |
| 13013 - Exhibits Specialist III | 32.23 |
| 13041 - Illustrator I | 17.77 |
| 13042 - Illustrator II | 24.89 |
| 13043 - Illustrator III | 27.69 |
| 13047 - Librarian | 27.56 |
| 13050 - Library Aide/Clerk | 11.84 |
| 13054 - Library Information Technology Systems Administrator | 24.88 |
| 13058 - Library Technician | 15.85 |
| 13061 - Media Specialist I | 17.95 |
| 13062 - Media Specialist II | 20.00 |
| 13063 - Media Specialist III | 22.40 |
| 13071 - Photographer I | 17.00 |
| 13072 - Photographer II | 19.06 |
| 13073 - Photographer III | 25.15 |
| 13074 - Photographer IV | 28.80 |
| 13075 - Photographer V | 34.51 |
| 13110 - Video Teleconference Technician | 18.79 |
| 14000 - Information Technology Occupations | |

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|---|---------|
| 14041 - Computer Operator I | 15.87 |
| 14042 - Computer Operator II | 17.76 |
| 14043 - Computer Operator III | 19.80 |
| 14044 - Computer Operator IV | 22.01 |
| 14045 - Computer Operator V | 24.36 |
| 14071 - Computer Programmer I | 25.43 |
| 14072 - Computer Programmer II | |
| 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 | 15.87 |
| 14160 - Personal Computer Support Technician | 22.01 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.56 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.55 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.42 |
| 15050 - Computer Based Training Specialist / Instructor | 28.56 |
| 15060 - Educational Technologist | 28.32 |
| 15070 - Flight Instructor (Pilot) | 41.42 |
| 15080 - Graphic Artist | 33.41 |
| 15090 - Technical Instructor | 22.50 |
| 15095 - Technical Instructor/Course Developer | 26.03 |
| 15110 - Test Proctor | 18.15 |
| 15120 - Tutor | 18.15 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.91 |
| 16030 - Counter Attendant | 9.91 |
| 16040 - Dry Cleaner | 12.63 |
| 16070 - Finisher, Flatwork, Machine | 9.91 |
| 16090 - Presser, Hand | 9.91 |
| 16110 - Presser, Machine, Drycleaning | 9.91 |
| 16130 - Presser, Machine, Shirts | 9.91 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.91 |
| 16190 - Sewing Machine Operator | 13.31 |
| 16220 - Tailor | 13.84 |
| 16250 - Washer, Machine | 10.92 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.10 |
| 19040 - Tool And Die Maker | 22.18 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.30 |
| 21030 - Material Coordinator | 20.58 |
| 21040 - Material Expediter | 20.58 |
| 21050 - Material Handling Laborer | 13.76 |
| 21071 - Order Filler | 11.34 |
| 21080 - Production Line Worker (Food Processing) | 15.30 |
| 21110 - Shipping Packer | 14.06 |
| 21130 - Shipping/Receiving Clerk | 14.06 |
| 21140 - Store Worker I | 12.17 |
| 21150 - Stock Clerk | 15.88 |
| 21210 - Tools And Parts Attendant | 15.30 |
| 21410 - Warehouse Specialist | 15.30 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.70 |
| 23021 - Aircraft Mechanic I | 22.58 |
| 23022 - Aircraft Mechanic II | 23.70 |
| 23023 - Aircraft Mechanic III | 24.89 |
| 23040 - Aircraft Mechanic Helper | 18.06 |
| 23050 - Aircraft, Painter | 20.81 |
| 23060 - Aircraft Servicer | 18.88 |
| 23080 - Aircraft Worker | 19.86 |

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|---|-------|
| 23110 - Appliance Mechanic | 21.48 |
| 23120 - Bicycle Repairer | 14.56 |
| 23125 - Cable Splicer | 27.04 |
| 23130 - Carpenter, Maintenance | 22.85 |
| 23140 - Carpet Layer | 19.93 |
| 23160 - Electrician, Maintenance | 25.28 |
| 23181 - Electronics Technician Maintenance I | 24.20 |
| 23182 - Electronics Technician Maintenance II | 25.46 |
| 23183 - Electronics Technician Maintenance III | 26.50 |
| 23260 - Fabric Worker | 17.25 |
| 23290 - Fire Alarm System Mechanic | 20.84 |
| 23310 - Fire Extinguisher Repairer | 19.39 |
| 23311 - Fuel Distribution System Mechanic | 23.40 |
| 23312 - Fuel Distribution System Operator | 19.80 |
| 23370 - General Maintenance Worker | 17.93 |
| 23380 - Ground Support Equipment Mechanic | 22.58 |
| 23381 - Ground Support Equipment Servicer | 18.88 |
| 23382 - Ground Support Equipment Worker | 19.86 |
| 23391 - Gunsmith I | 19.39 |
| 23392 - Gunsmith II | 21.13 |
| 23393 - Gunsmith III | 22.92 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.02 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.86 |
| 23430 - Heavy Equipment Mechanic | 21.73 |
| 23440 - Heavy Equipment Operator | 28.39 |
| 23460 - Instrument Mechanic | 22.92 |
| 23465 - Laboratory/Shelter Mechanic | 22.02 |
| 23470 - Laborer | 13.55 |
| 23510 - Locksmith | 19.69 |
| 23530 - Machinery Maintenance Mechanic | 20.23 |
| 23550 - Machinist, Maintenance | 19.38 |
| 23580 - Maintenance Trades Helper | 16.23 |
| 23591 - Metrology Technician I | 22.92 |
| 23592 - Metrology Technician II | 23.78 |
| 23593 - Metrology Technician III | 24.70 |
| 23640 - Millwright | 24.85 |
| 23710 - Office Appliance Repairer | 19.04 |
| 23760 - Painter, Maintenance | 18.20 |
| 23790 - Pipefitter, Maintenance | 26.04 |
| 23810 - Plumber, Maintenance | 25.67 |
| 23820 - Pneudraulic Systems Mechanic | 22.92 |
| 23850 - Rigger | 22.92 |
| 23870 - Scale Mechanic | 21.13 |
| 23890 - Sheet-Metal Worker, Maintenance | 21.63 |
| 23910 - Small Engine Mechanic | 19.07 |
| 23931 - Telecommunications Mechanic I | 26.10 |
| 23932 - Telecommunications Mechanic II | 27.09 |
| 23950 - Telephone Lineman | 26.26 |
| 23960 - Welder, Combination, Maintenance | 20.32 |
| 23965 - Well Driller | 22.78 |
| 23970 - Woodcraft Worker | 23.87 |
| 23980 - Woodworker | 16.02 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.76 |
| 24580 - Child Care Center Clerk | 13.00 |
| 24610 - Chore Aide | 10.79 |
| 24620 - Family Readiness And Support Services Coordinator | 13.52 |
| 24630 - Homemaker | 16.61 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.12 |

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|--|-------|
| 25040 - Sewage Plant Operator | 20.36 |
| 25070 - Stationary Engineer | 25.12 |
| 25190 - Ventilation Equipment Tender | 18.78 |
| 25210 - Water Treatment Plant Operator | 20.36 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.79 |
| 27007 - Baggage Inspector | 12.39 |
| 27008 - Corrections Officer | 22.86 |
| 27010 - Court Security Officer | 23.19 |
| 27030 - Detection Dog Handler | 16.33 |
| 27040 - Detention Officer | 22.30 |
| 27070 - Firefighter | 23.24 |
| 27101 - Guard I | 12.39 |
| 27102 - Guard II | 16.33 |
| 27131 - Police Officer I | 24.77 |
| 27132 - Police Officer II | 27.52 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.25 |
| 28042 - Carnival Equipment Repairer | 12.87 |
| 28043 - Carnival Equipment Worker | 10.31 |
| 28210 - Gate Attendant/Gate Tender | 13.49 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 15.09 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.02 |
| 28515 - Recreation Specialist | 16.81 |
| 28630 - Sports Official | 12.03 |
| 28690 - Swimming Pool Operator | 19.38 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.94 |
| 29020 - Hatch Tender | 24.94 |
| 29030 - Line Handler | 24.94 |
| 29041 - Stevedore I | 22.34 |
| 29042 - Stevedore II | 26.63 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.21 |
| 30022 - Archeological Technician II | 20.03 |
| 30023 - Archeological Technician III | 25.07 |
| 30030 - Cartographic Technician | 25.14 |
| 30040 - Civil Engineering Technician | 23.95 |
| 30061 - Drafter/CAD Operator I | 20.28 |
| 30062 - Drafter/CAD Operator II | 20.29 |
| 30063 - Drafter/CAD Operator III | 22.63 |
| 30064 - Drafter/CAD Operator IV | 27.75 |
| 30081 - Engineering Technician I | 16.82 |
| 30082 - Engineering Technician II | 18.88 |
| 30083 - Engineering Technician III | 21.20 |
| 30084 - Engineering Technician IV | 26.17 |
| 30085 - Engineering Technician V | 32.01 |
| 30086 - Engineering Technician VI | 38.73 |
| 30090 - Environmental Technician | 20.09 |
| 30210 - Laboratory Technician | 24.71 |
| 30240 - Mathematical Technician | 25.14 |
| 30361 - Paralegal/Legal Assistant I | 18.10 |
| 30362 - Paralegal/Legal Assistant II | 22.43 |
| 30363 - Paralegal/Legal Assistant III | 27.44 |
| 30364 - Paralegal/Legal Assistant IV | 33.19 |
| 30390 - Photo-Optics Technician | 25.14 |
| 30461 - Technical Writer I | 23.77 |
| 30462 - Technical Writer II | 29.08 |
| 30463 - Technical Writer III | 35.18 |

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|---|---------------|
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 22.63 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 25.07 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.60 |
| 31030 - Bus Driver | 15.86 |
| 31043 - Driver Courier | 14.19 |
| 31260 - Parking and Lot Attendant | 13.21 |
| 31290 - Shuttle Bus Driver | 14.92 |
| 31310 - Taxi Driver | 11.82 |
| 31361 - Truckdriver, Light | 14.91 |
| 31362 - Truckdriver, Medium | 16.79 |
| 31363 - Truckdriver, Heavy | 19.61 |
| 31364 - Truckdriver, Tractor-Trailer | 19.82 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.60 |
| 99050 - Desk Clerk | 10.58 |
| 99095 - Embalmer | 28.29 |
| 99251 - Laboratory Animal Caretaker I | 11.98 |
| 99252 - Laboratory Animal Caretaker II | 12.59 |
| 99310 - Mortician | 28.29 |
| 99410 - Pest Controller | 14.76 |
| 99510 - Photofinishing Worker | 11.06 |
| 99710 - Recycling Laborer | 16.61 |
| 99711 - Recycling Specialist | 20.22 |
| 99730 - Refuse Collector | 16.86 |
| 99810 - Sales Clerk | 12.20 |
| 99820 - School Crossing Guard | 14.35 |
| 99830 - Survey Party Chief | 18.04 |
| 99831 - Surveying Aide | 14.11 |
| 99832 - Surveying Technician | 17.40 |
| 99840 - Vending Machine Attendant | 12.58 |
| 99841 - Vending Machine Repairer | 14.42 |
| 99842 - Vending Machine Repairer Helper | 12.58 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor,

wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2468
Revision No.: 15
Date Of Last Revision: 07/25/2014

This wage determination applies to the entire state of RHODE ISLAND Excluding the cities and towns in PROVIDENCE county listed below:

PROVIDENCE County: Burrillville, Central Falls, Cumberland, Lincoln, North Smithfield, Pawtucket, Smithfield, and Woonsocket

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.29 |
| 01012 - Accounting Clerk II | | 15.90 |
| 01013 - Accounting Clerk III | | 17.78 |
| 01020 - Administrative Assistant | | 21.42 |
| 01040 - Court Reporter | | 17.78 |
| 01051 - Data Entry Operator I | | 13.25 |
| 01052 - Data Entry Operator II | | 14.29 |
| 01060 - Dispatcher, Motor Vehicle | | 17.78 |
| 01070 - Document Preparation Clerk | | 14.28 |
| 01090 - Duplicating Machine Operator | | 14.28 |
| 01111 - General Clerk I | | 12.91 |
| 01112 - General Clerk II | | 14.08 |
| 01113 - General Clerk III | | 15.81 |
| 01120 - Housing Referral Assistant | | 20.18 |
| 01141 - Messenger Courier | | 13.97 |
| 01191 - Order Clerk I | | 13.09 |
| 01192 - Order Clerk II | | 14.70 |
| 01261 - Personnel Assistant (Employment) I | | 15.89 |
| 01262 - Personnel Assistant (Employment) II | | 17.78 |
| 01263 - Personnel Assistant (Employment) III | | 19.83 |
| 01270 - Production Control Clerk | | 19.90 |
| 01280 - Receptionist | | 14.29 |
| 01290 - Rental Clerk | | 12.87 |
| 01300 - Scheduler, Maintenance | | 16.18 |
| 01311 - Secretary I | | 17.57 |
| 01312 - Secretary II | | 19.65 |
| 01313 - Secretary III | | 21.91 |
| 01320 - Service Order Dispatcher | | 16.21 |
| 01410 - Supply Technician | | 21.42 |
| 01420 - Survey Worker | | 16.83 |
| 01531 - Travel Clerk I | | 12.63 |
| 01532 - Travel Clerk II | | 13.40 |
| 01533 - Travel Clerk III | | 14.05 |
| 01611 - Word Processor I | | 14.29 |
| 01612 - Word Processor II | | 15.89 |
| 01613 - Word Processor III | | 17.78 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.87 |
| 05010 - Automotive Electrician | | 17.44 |
| 05040 - Automotive Glass Installer | | 16.71 |
| 05070 - Automotive Worker | | 16.71 |
| 05110 - Mobile Equipment Servicer | | 15.44 |
| 05130 - Motor Equipment Metal Mechanic | | 18.17 |
| 05160 - Motor Equipment Metal Worker | | 16.71 |
| 05190 - Motor Vehicle Mechanic | | 18.17 |
| 05220 - Motor Vehicle Mechanic Helper | | 14.53 |
| 05250 - Motor Vehicle Upholstery Worker | | 15.98 |
| 05280 - Motor Vehicle Wrecker | | 16.71 |
| 05310 - Painter, Automotive | | 18.06 |

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| 05340 - Radiator Repair Specialist | 16.71 |
| 05370 - Tire Repairer | 14.71 |
| 05400 - Transmission Repair Specialist | 18.16 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.77 |
| 07041 - Cook I | 14.04 |
| 07042 - Cook II | 15.33 |
| 07070 - Dishwasher | 9.25 |
| 07130 - Food Service Worker | 10.28 |
| 07210 - Meat Cutter | 17.38 |
| 07260 - Waiter/Waitress | 9.65 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.10 |
| 09040 - Furniture Handler | 13.57 |
| 09080 - Furniture Refinisher | 18.10 |
| 09090 - Furniture Refinisher Helper | 15.07 |
| 09110 - Furniture Repairer, Minor | 16.58 |
| 09130 - Upholsterer | 17.30 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.02 |
| 11060 - Elevator Operator | 12.50 |
| 11090 - Gardener | 14.98 |
| 11122 - Housekeeping Aide | 13.22 |
| 11150 - Janitor | 13.22 |
| 11210 - Laborer, Grounds Maintenance | 13.35 |
| 11240 - Maid or Houseman | 12.25 |
| 11260 - Pruner | 12.40 |
| 11270 - Tractor Operator | 14.93 |
| 11330 - Trail Maintenance Worker | 13.35 |
| 11360 - Window Cleaner | 14.06 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.02 |
| 12011 - Breath Alcohol Technician | 21.55 |
| 12012 - Certified Occupational Therapist Assistant | 22.10 |
| 12015 - Certified Physical Therapist Assistant | 22.89 |
| 12020 - Dental Assistant | 16.70 |
| 12025 - Dental Hygienist | 32.76 |
| 12030 - EKG Technician | 25.96 |
| 12035 - Electroneurodiagnostic Technologist | 25.96 |
| 12040 - Emergency Medical Technician | 17.02 |
| 12071 - Licensed Practical Nurse I | 20.03 |
| 12072 - Licensed Practical Nurse II | 21.55 |
| 12073 - Licensed Practical Nurse III | 25.00 |
| 12100 - Medical Assistant | 14.57 |
| 12130 - Medical Laboratory Technician | 21.91 |
| 12160 - Medical Record Clerk | 15.63 |
| 12190 - Medical Record Technician | 17.48 |
| 12195 - Medical Transcriptionist | 17.27 |
| 12210 - Nuclear Medicine Technologist | 36.47 |
| 12221 - Nursing Assistant I | 11.26 |
| 12222 - Nursing Assistant II | 12.65 |
| 12223 - Nursing Assistant III | 13.81 |
| 12224 - Nursing Assistant IV | 15.50 |
| 12235 - Optical Dispenser | 21.00 |
| 12236 - Optical Technician | 17.96 |
| 12250 - Pharmacy Technician | 14.52 |
| 12280 - Phlebotomist | 15.50 |
| 12305 - Radiologic Technologist | 29.51 |
| 12311 - Registered Nurse I | 25.17 |
| 12312 - Registered Nurse II | 30.79 |
| 12313 - Registered Nurse II, Specialist | 30.79 |
| 12314 - Registered Nurse III | 37.25 |
| 12315 - Registered Nurse III, Anesthetist | 37.25 |

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| 12316 - Registered Nurse IV | 44.64 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.09 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.26 |
| 13012 - Exhibits Specialist II | 26.35 |
| 13013 - Exhibits Specialist III | 32.23 |
| 13041 - Illustrator I | 17.77 |
| 13042 - Illustrator II | 24.89 |
| 13043 - Illustrator III | 27.69 |
| 13047 - Librarian | 27.56 |
| 13050 - Library Aide/Clerk | 11.84 |
| 13054 - Library Information Technology Systems Administrator | 24.88 |
| 13058 - Library Technician | 15.85 |
| 13061 - Media Specialist I | 17.95 |
| 13062 - Media Specialist II | 20.00 |
| 13063 - Media Specialist III | 22.40 |
| 13071 - Photographer I | 17.00 |
| 13072 - Photographer II | 19.06 |
| 13073 - Photographer III | 25.15 |
| 13074 - Photographer IV | 28.80 |
| 13075 - Photographer V | 34.51 |
| 13110 - Video Teleconference Technician | 18.79 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.87 |
| 14042 - Computer Operator II | 17.76 |
| 14043 - Computer Operator III | 19.80 |
| 14044 - Computer Operator IV | 22.01 |
| 14045 - Computer Operator V | 24.36 |
| 14071 - Computer Programmer I | 25.43 |
| 14072 - Computer Programmer II | |
| 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 | 15.87 |
| 14160 - Personal Computer Support Technician | 22.01 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.56 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.55 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.42 |
| 15050 - Computer Based Training Specialist / Instructor | 28.56 |
| 15060 - Educational Technologist | 28.32 |
| 15070 - Flight Instructor (Pilot) | 41.42 |
| 15080 - Graphic Artist | 33.41 |
| 15090 - Technical Instructor | 22.50 |
| 15095 - Technical Instructor/Course Developer | 26.03 |
| 15110 - Test Proctor | 18.15 |
| 15120 - Tutor | 18.15 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.91 |
| 16030 - Counter Attendant | 9.91 |
| 16040 - Dry Cleaner | 12.63 |
| 16070 - Finisher, Flatwork, Machine | 9.91 |
| 16090 - Presser, Hand | 9.91 |
| 16110 - Presser, Machine, Drycleaning | 9.91 |
| 16130 - Presser, Machine, Shirts | 9.91 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.91 |
| 16190 - Sewing Machine Operator | 13.31 |
| 16220 - Tailor | 13.84 |
| 16250 - Washer, Machine | 10.92 |
| 19000 - Machine Tool Operation And Repair Occupations | |

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|---|-------|
| 19010 - Machine-Tool Operator (Tool Room) | 19.10 |
| 19040 - Tool And Die Maker | 22.18 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.30 |
| 21030 - Material Coordinator | 20.58 |
| 21040 - Material Expediter | 20.58 |
| 21050 - Material Handling Laborer | 13.76 |
| 21071 - Order Filler | 11.34 |
| 21080 - Production Line Worker (Food Processing) | 15.30 |
| 21110 - Shipping Packer | 14.06 |
| 21130 - Shipping/Receiving Clerk | 14.06 |
| 21140 - Store Worker I | 12.17 |
| 21150 - Stock Clerk | 15.88 |
| 21210 - Tools And Parts Attendant | 15.30 |
| 21410 - Warehouse Specialist | 15.30 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 23.70 |
| 23021 - Aircraft Mechanic I | 22.58 |
| 23022 - Aircraft Mechanic II | 23.70 |
| 23023 - Aircraft Mechanic III | 24.89 |
| 23040 - Aircraft Mechanic Helper | 18.06 |
| 23050 - Aircraft, Painter | 20.81 |
| 23060 - Aircraft Servicer | 18.88 |
| 23080 - Aircraft Worker | 19.86 |
| 23110 - Appliance Mechanic | 21.48 |
| 23120 - Bicycle Repairer | 14.56 |
| 23125 - Cable Splicer | 27.04 |
| 23130 - Carpenter, Maintenance | 22.85 |
| 23140 - Carpet Layer | 19.93 |
| 23160 - Electrician, Maintenance | 25.28 |
| 23181 - Electronics Technician Maintenance I | 24.20 |
| 23182 - Electronics Technician Maintenance II | 25.46 |
| 23183 - Electronics Technician Maintenance III | 26.50 |
| 23260 - Fabric Worker | 17.25 |
| 23290 - Fire Alarm System Mechanic | 20.84 |
| 23310 - Fire Extinguisher Repairer | 19.39 |
| 23311 - Fuel Distribution System Mechanic | 23.40 |
| 23312 - Fuel Distribution System Operator | 19.80 |
| 23370 - General Maintenance Worker | 17.93 |
| 23380 - Ground Support Equipment Mechanic | 22.58 |
| 23381 - Ground Support Equipment Servicer | 18.88 |
| 23382 - Ground Support Equipment Worker | 19.86 |
| 23391 - Gunsmith I | 19.39 |
| 23392 - Gunsmith II | 21.13 |
| 23393 - Gunsmith III | 22.92 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.02 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.86 |
| 23430 - Heavy Equipment Mechanic | 21.73 |
| 23440 - Heavy Equipment Operator | 28.39 |
| 23460 - Instrument Mechanic | 22.92 |
| 23465 - Laboratory/Shelter Mechanic | 22.02 |
| 23470 - Laborer | 13.55 |
| 23510 - Locksmith | 19.69 |
| 23530 - Machinery Maintenance Mechanic | 20.23 |
| 23550 - Machinist, Maintenance | 19.38 |
| 23580 - Maintenance Trades Helper | 16.23 |
| 23591 - Metrology Technician I | 22.92 |
| 23592 - Metrology Technician II | 23.78 |
| 23593 - Metrology Technician III | 24.70 |
| 23640 - Millwright | 24.85 |
| 23710 - Office Appliance Repairer | 19.04 |

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| 23760 - Painter, Maintenance | 18.20 |
| 23790 - Pipefitter, Maintenance | 26.04 |
| 23810 - Plumber, Maintenance | 25.67 |
| 23820 - Pneudraulic Systems Mechanic | 22.92 |
| 23850 - Rigger | 22.92 |
| 23870 - Scale Mechanic | 21.13 |
| 23890 - Sheet-Metal Worker, Maintenance | 21.63 |
| 23910 - Small Engine Mechanic | 19.07 |
| 23931 - Telecommunications Mechanic I | 26.10 |
| 23932 - Telecommunications Mechanic II | 27.09 |
| 23950 - Telephone Lineman | 26.26 |
| 23960 - Welder, Combination, Maintenance | 20.32 |
| 23965 - Well Driller | 22.78 |
| 23970 - Woodcraft Worker | 23.87 |
| 23980 - Woodworker | 16.02 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.76 |
| 24580 - Child Care Center Clerk | 13.00 |
| 24610 - Chore Aide | 10.79 |
| 24620 - Family Readiness And Support Services Coordinator | 13.52 |
| 24630 - Homemaker | 16.61 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.12 |
| 25040 - Sewage Plant Operator | 20.36 |
| 25070 - Stationary Engineer | 25.12 |
| 25190 - Ventilation Equipment Tender | 18.78 |
| 25210 - Water Treatment Plant Operator | 20.36 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.79 |
| 27007 - Baggage Inspector | 12.39 |
| 27008 - Corrections Officer | 22.86 |
| 27010 - Court Security Officer | 23.19 |
| 27030 - Detection Dog Handler | 16.33 |
| 27040 - Detention Officer | 22.30 |
| 27070 - Firefighter | 23.24 |
| 27101 - Guard I | 12.39 |
| 27102 - Guard II | 16.33 |
| 27131 - Police Officer I | 24.77 |
| 27132 - Police Officer II | 27.52 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.25 |
| 28042 - Carnival Equipment Repairer | 12.87 |
| 28043 - Carnival Equipment Worker | 10.31 |
| 28210 - Gate Attendant/Gate Tender | 13.49 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 15.09 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.02 |
| 28515 - Recreation Specialist | 16.81 |
| 28630 - Sports Official | 12.03 |
| 28690 - Swimming Pool Operator | 19.38 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.94 |
| 29020 - Hatch Tender | 24.94 |
| 29030 - Line Handler | 24.94 |
| 29041 - Stevedore I | 22.34 |
| 29042 - Stevedore II | 26.63 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.21 |
| 30022 - Archeological Technician II | 20.03 |

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| 30023 - Archeological Technician III | 25.07 |
| 30030 - Cartographic Technician | 25.14 |
| 30040 - Civil Engineering Technician | 23.95 |
| 30061 - Drafter/CAD Operator I | 20.28 |
| 30062 - Drafter/CAD Operator II | 20.29 |
| 30063 - Drafter/CAD Operator III | 22.63 |
| 30064 - Drafter/CAD Operator IV | 27.75 |
| 30081 - Engineering Technician I | 16.82 |
| 30082 - Engineering Technician II | 18.88 |
| 30083 - Engineering Technician III | 21.20 |
| 30084 - Engineering Technician IV | 26.17 |
| 30085 - Engineering Technician V | 32.01 |
| 30086 - Engineering Technician VI | 38.73 |
| 30090 - Environmental Technician | 20.09 |
| 30210 - Laboratory Technician | 24.71 |
| 30240 - Mathematical Technician | 25.14 |
| 30361 - Paralegal/Legal Assistant I | 18.10 |
| 30362 - Paralegal/Legal Assistant II | 22.43 |
| 30363 - Paralegal/Legal Assistant III | 27.44 |
| 30364 - Paralegal/Legal Assistant IV | 33.19 |
| 30390 - Photo-Optics Technician | 25.14 |
| 30461 - Technical Writer I | 23.77 |
| 30462 - Technical Writer II | 29.08 |
| 30463 - Technical Writer III | 35.18 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 22.63 |
| 30621 - Weather Observer, Senior (see 2) | 25.07 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.60 |
| 31030 - Bus Driver | 15.86 |
| 31043 - Driver Courier | 14.19 |
| 31260 - Parking and Lot Attendant | 13.21 |
| 31290 - Shuttle Bus Driver | 14.92 |
| 31310 - Taxi Driver | 11.82 |
| 31361 - Truckdriver, Light | 14.91 |
| 31362 - Truckdriver, Medium | 16.79 |
| 31363 - Truckdriver, Heavy | 19.61 |
| 31364 - Truckdriver, Tractor-Trailer | 19.82 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.60 |
| 99050 - Desk Clerk | 10.58 |
| 99095 - Embalmer | 28.29 |
| 99251 - Laboratory Animal Caretaker I | 11.98 |
| 99252 - Laboratory Animal Caretaker II | 12.59 |
| 99310 - Mortician | 28.29 |
| 99410 - Pest Controller | 14.76 |
| 99510 - Photofinishing Worker | 11.06 |
| 99710 - Recycling Laborer | 16.61 |
| 99711 - Recycling Specialist | 20.22 |
| 99730 - Refuse Collector | 16.86 |
| 99810 - Sales Clerk | 12.20 |
| 99820 - School Crossing Guard | 14.35 |
| 99830 - Survey Party Chief | 18.04 |
| 99831 - Surveying Aide | 14.11 |
| 99832 - Surveying Technician | 17.40 |
| 99840 - Vending Machine Attendant | 12.58 |
| 99841 - Vending Machine Repairer | 14.42 |
| 99842 - Vending Machine Repairer Helper | 12.58 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to

ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2473
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: South Carolina

Area: South Carolina Counties of Beaufort, Berkeley, Charleston, Colleton,
Dorchester, Georgetown, Williamsburg

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.74 |
| 01012 - Accounting Clerk II | | 13.17 |
| 01013 - Accounting Clerk III | | 14.73 |
| 01020 - Administrative Assistant | | 22.08 |
| 01040 - Court Reporter | | 17.83 |
| 01051 - Data Entry Operator I | | 11.61 |
| 01052 - Data Entry Operator II | | 13.05 |
| 01060 - Dispatcher, Motor Vehicle | | 17.93 |
| 01070 - Document Preparation Clerk | | 13.04 |
| 01090 - Duplicating Machine Operator | | 13.04 |
| 01111 - General Clerk I | | 11.74 |
| 01112 - General Clerk II | | 12.81 |
| 01113 - General Clerk III | | 14.38 |
| 01120 - Housing Referral Assistant | | 19.89 |
| 01141 - Messenger Courier | | 10.72 |
| 01191 - Order Clerk I | | 11.21 |
| 01192 - Order Clerk II | | 13.06 |
| 01261 - Personnel Assistant (Employment) I | | 15.87 |
| 01262 - Personnel Assistant (Employment) II | | 17.75 |
| 01263 - Personnel Assistant (Employment) III | | 19.80 |
| 01270 - Production Control Clerk | | 21.00 |
| 01280 - Receptionist | | 11.99 |
| 01290 - Rental Clerk | | 14.69 |

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| 01300 - Scheduler, Maintenance | 15.94 |
| 01311 - Secretary I | 15.94 |
| 01312 - Secretary II | 17.83 |
| 01313 - Secretary III | 19.89 |
| 01320 - Service Order Dispatcher | 15.37 |
| 01410 - Supply Technician | 22.08 |
| 01420 - Survey Worker | 15.19 |
| 01531 - Travel Clerk I | 12.41 |
| 01532 - Travel Clerk II | 12.41 |
| 01533 - Travel Clerk III | 13.27 |
| 01611 - Word Processor I | 12.82 |
| 01612 - Word Processor II | 14.38 |
| 01613 - Word Processor III | 16.09 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.93 |
| 05010 - Automotive Electrician | 17.81 |
| 05040 - Automotive Glass Installer | 16.96 |
| 05070 - Automotive Worker | 18.35 |
| 05110 - Mobile Equipment Servicer | 15.27 |
| 05130 - Motor Equipment Metal Mechanic | 20.18 |
| 05160 - Motor Equipment Metal Worker | 18.35 |
| 05190 - Motor Vehicle Mechanic | 20.18 |
| 05220 - Motor Vehicle Mechanic Helper | 14.46 |
| 05250 - Motor Vehicle Upholstery Worker | 17.46 |
| 05280 - Motor Vehicle Wrecker | 18.35 |
| 05310 - Painter, Automotive | 17.81 |
| 05340 - Radiator Repair Specialist | 18.35 |
| 05370 - Tire Repairer | 11.58 |
| 05400 - Transmission Repair Specialist | 20.18 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 9.92 |
| 07041 - Cook I | 8.79 |
| 07042 - Cook II | 10.12 |
| 07070 - Dishwasher | 7.75 |
| 07130 - Food Service Worker | 8.14 |
| 07210 - Meat Cutter | 12.95 |
| 07260 - Waiter/Waitress | 8.62 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.92 |
| 09040 - Furniture Handler | 12.21 |
| 09080 - Furniture Refinisher | 15.92 |
| 09090 - Furniture Refinisher Helper | 12.92 |
| 09110 - Furniture Repairer, Minor | 14.43 |
| 09130 - Upholsterer | 16.91 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.40 |
| 11060 - Elevator Operator | 9.40 |
| 11090 - Gardener | 13.00 |
| 11122 - Housekeeping Aide | 9.54 |
| 11150 - Janitor | 10.19 |
| 11210 - Laborer, Grounds Maintenance | 10.51 |
| 11240 - Maid or Houseman | 8.86 |
| 11260 - Pruner | 9.66 |
| 11270 - Tractor Operator | 12.16 |
| 11330 - Trail Maintenance Worker | 10.51 |
| 11360 - Window Cleaner | 11.09 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.69 |
| 12011 - Breath Alcohol Technician | 16.81 |
| 12012 - Certified Occupational Therapist Assistant | 23.34 |
| 12015 - Certified Physical Therapist Assistant | 22.47 |
| 12020 - Dental Assistant | 16.37 |
| 12025 - Dental Hygienist | 25.78 |

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| 12030 - EKG Technician | 23.47 |
| 12035 - Electroneurodiagnostic Technologist | 23.47 |
| 12040 - Emergency Medical Technician | 16.80 |
| 12071 - Licensed Practical Nurse I | 15.03 |
| 12072 - Licensed Practical Nurse II | 16.81 |
| 12073 - Licensed Practical Nurse III | 18.75 |
| 12100 - Medical Assistant | 12.66 |
| 12130 - Medical Laboratory Technician | 16.31 |
| 12160 - Medical Record Clerk | 13.18 |
| 12190 - Medical Record Technician | 13.98 |
| 12195 - Medical Transcriptionist | 15.56 |
| 12210 - Nuclear Medicine Technologist | 29.33 |
| 12221 - Nursing Assistant I | 8.98 |
| 12222 - Nursing Assistant II | 10.10 |
| 12223 - Nursing Assistant III | 11.72 |
| 12224 - Nursing Assistant IV | 13.15 |
| 12235 - Optical Dispenser | 15.64 |
| 12236 - Optical Technician | 16.41 |
| 12250 - Pharmacy Technician | 13.15 |
| 12280 - Phlebotomist | 13.30 |
| 12305 - Radiologic Technologist | 23.12 |
| 12311 - Registered Nurse I | 25.36 |
| 12312 - Registered Nurse II | 31.01 |
| 12313 - Registered Nurse II, Specialist | 31.01 |
| 12314 - Registered Nurse III | 37.52 |
| 12315 - Registered Nurse III, Anesthetist | 37.52 |
| 12316 - Registered Nurse IV | 44.98 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.83 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.09 |
| 13012 - Exhibits Specialist II | 20.58 |
| 13013 - Exhibits Specialist III | 25.92 |
| 13041 - Illustrator I | 17.09 |
| 13042 - Illustrator II | 20.58 |
| 13043 - Illustrator III | 25.92 |
| 13047 - Librarian | 23.47 |
| 13050 - Library Aide/Clerk | 10.89 |
| 13054 - Library Information Technology Systems Administrator | 21.18 |
| 13058 - Library Technician | 13.37 |
| 13061 - Media Specialist I | 15.38 |
| 13062 - Media Specialist II | 17.20 |
| 13063 - Media Specialist III | 19.18 |
| 13071 - Photographer I | 14.27 |
| 13072 - Photographer II | 15.96 |
| 13073 - Photographer III | 19.94 |
| 13074 - Photographer IV | 24.16 |
| 13075 - Photographer V | 29.24 |
| 13110 - Video Teleconference Technician | 14.84 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.95 |
| 14042 - Computer Operator II | 16.72 |
| 14043 - Computer Operator III | 18.10 |
| 14044 - Computer Operator IV | 20.72 |
| 14045 - Computer Operator V | 22.94 |
| 14071 - Computer Programmer I | (see 1) 25.00 |
| 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 | 14.95 |

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| 14160 - Personal Computer Support Technician | 22.70 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.60 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.81 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.92 |
| 15050 - Computer Based Training Specialist / Instructor | 29.60 |
| 15060 - Educational Technologist | 28.28 |
| 15070 - Flight Instructor (Pilot) | 42.92 |
| 15080 - Graphic Artist | 19.13 |
| 15090 - Technical Instructor | 18.87 |
| 15095 - Technical Instructor/Course Developer | 23.09 |
| 15110 - Test Proctor | 15.23 |
| 15120 - Tutor | 15.23 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.80 |
| 16030 - Counter Attendant | 8.80 |
| 16040 - Dry Cleaner | 10.61 |
| 16070 - Finisher, Flatwork, Machine | 8.80 |
| 16090 - Presser, Hand | 8.80 |
| 16110 - Presser, Machine, Drycleaning | 8.80 |
| 16130 - Presser, Machine, Shirts | 8.80 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.80 |
| 16190 - Sewing Machine Operator | 11.19 |
| 16220 - Tailor | 11.73 |
| 16250 - Washer, Machine | 9.26 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.89 |
| 19040 - Tool And Die Maker | 19.90 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.55 |
| 21030 - Material Coordinator | 21.00 |
| 21040 - Material Expediter | 21.00 |
| 21050 - Material Handling Laborer | 11.60 |
| 21071 - Order Filler | 10.97 |
| 21080 - Production Line Worker (Food Processing) | 16.55 |
| 21110 - Shipping Packer | 14.70 |
| 21130 - Shipping/Receiving Clerk | 14.70 |
| 21140 - Store Worker I | 11.68 |
| 21150 - Stock Clerk | 15.03 |
| 21210 - Tools And Parts Attendant | 16.55 |
| 21410 - Warehouse Specialist | 16.55 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.48 |
| 23021 - Aircraft Mechanic I | 22.34 |
| 23022 - Aircraft Mechanic II | 23.48 |
| 23023 - Aircraft Mechanic III | 25.09 |
| 23040 - Aircraft Mechanic Helper | 16.81 |
| 23050 - Aircraft, Painter | 21.21 |
| 23060 - Aircraft Servicer | 18.92 |
| 23080 - Aircraft Worker | 20.06 |
| 23110 - Appliance Mechanic | 15.75 |
| 23120 - Bicycle Repairer | 11.58 |
| 23125 - Cable Splicer | 24.72 |
| 23130 - Carpenter, Maintenance | 16.55 |
| 23140 - Carpet Layer | 17.88 |
| 23160 - Electrician, Maintenance | 19.10 |
| 23181 - Electronics Technician Maintenance I | 21.79 |
| 23182 - Electronics Technician Maintenance II | 23.04 |
| 23183 - Electronics Technician Maintenance III | 24.27 |
| 23260 - Fabric Worker | 16.86 |
| 23290 - Fire Alarm System Mechanic | 19.91 |
| 23310 - Fire Extinguisher Repairer | 15.84 |
| 23311 - Fuel Distribution System Mechanic | 19.91 |

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| 23312 - Fuel Distribution System Operator | 15.84 |
| 23370 - General Maintenance Worker | 16.10 |
| 23380 - Ground Support Equipment Mechanic | 22.34 |
| 23381 - Ground Support Equipment Servicer | 18.92 |
| 23382 - Ground Support Equipment Worker | 20.06 |
| 23391 - Gunsmith I | 15.84 |
| 23392 - Gunsmith II | 17.88 |
| 23393 - Gunsmith III | 19.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.30 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.27 |
| 23430 - Heavy Equipment Mechanic | 20.15 |
| 23440 - Heavy Equipment Operator | 16.81 |
| 23460 - Instrument Mechanic | 19.91 |
| 23465 - Laboratory/Shelter Mechanic | 18.90 |
| 23470 - Laborer | 11.59 |
| 23510 - Locksmith | 16.15 |
| 23530 - Machinery Maintenance Mechanic | 23.55 |
| 23550 - Machinist, Maintenance | 18.26 |
| 23580 - Maintenance Trades Helper | 12.46 |
| 23591 - Metrology Technician I | 19.54 |
| 23592 - Metrology Technician II | 20.54 |
| 23593 - Metrology Technician III | 23.55 |
| 23640 - Millwright | 22.10 |
| 23710 - Office Appliance Repairer | 18.43 |
| 23760 - Painter, Maintenance | 15.25 |
| 23790 - Pipefitter, Maintenance | 17.55 |
| 23810 - Plumber, Maintenance | 16.77 |
| 23820 - Pneudraulic Systems Mechanic | 19.91 |
| 23850 - Rigger | 16.38 |
| 23870 - Scale Mechanic | 17.88 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.08 |
| 23910 - Small Engine Mechanic | 14.68 |
| 23931 - Telecommunications Mechanic I | 22.03 |
| 23932 - Telecommunications Mechanic II | 23.06 |
| 23950 - Telephone Lineman | 19.23 |
| 23960 - Welder, Combination, Maintenance | 16.56 |
| 23965 - Well Driller | 20.43 |
| 23970 - Woodcraft Worker | 19.91 |
| 23980 - Woodworker | 12.94 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.39 |
| 24580 - Child Care Center Clerk | 11.27 |
| 24610 - Chore Aide | 9.59 |
| 24620 - Family Readiness And Support Services Coordinator | 11.17 |
| 24630 - Homemaker | 11.61 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.88 |
| 25040 - Sewage Plant Operator | 17.22 |
| 25070 - Stationary Engineer | 21.88 |
| 25190 - Ventilation Equipment Tender | 16.08 |
| 25210 - Water Treatment Plant Operator | 17.22 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.88 |
| 27007 - Baggage Inspector | 11.87 |
| 27008 - Corrections Officer | 15.07 |
| 27010 - Court Security Officer | 15.07 |
| 27030 - Detection Dog Handler | 13.81 |
| 27040 - Detention Officer | 15.07 |
| 27070 - Firefighter | 14.46 |
| 27101 - Guard I | 11.87 |

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| 27102 - Guard II | 13.81 |
| 27131 - Police Officer I | 16.36 |
| 27132 - Police Officer II | 18.18 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.49 |
| 28042 - Carnival Equipment Repairer | 11.13 |
| 28043 - Carnival Equipment Worker | 8.53 |
| 28210 - Gate Attendant/Gate Tender | 13.85 |
| 28310 - Lifeguard | 11.87 |
| 28350 - Park Attendant (Aide) | 15.49 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.31 |
| 28515 - Recreation Specialist | 16.21 |
| 28630 - Sports Official | 12.34 |
| 28690 - Swimming Pool Operator | 14.92 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.56 |
| 29020 - Hatch Tender | 21.56 |
| 29030 - Line Handler | 21.56 |
| 29041 - Stevedore I | 18.76 |
| 29042 - Stevedore II | 22.80 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.40 |
| 30022 - Archeological Technician II | 18.63 |
| 30023 - Archeological Technician III | 23.07 |
| 30030 - Cartographic Technician | 26.11 |
| 30040 - Civil Engineering Technician | 20.35 |
| 30061 - Drafter/CAD Operator I | 17.40 |
| 30062 - Drafter/CAD Operator II | 18.63 |
| 30063 - Drafter/CAD Operator III | 20.60 |
| 30064 - Drafter/CAD Operator IV | 25.34 |
| 30081 - Engineering Technician I | 15.46 |
| 30082 - Engineering Technician II | 17.35 |
| 30083 - Engineering Technician III | 19.41 |
| 30084 - Engineering Technician IV | 24.05 |
| 30085 - Engineering Technician V | 29.42 |
| 30086 - Engineering Technician VI | 35.59 |
| 30090 - Environmental Technician | 23.27 |
| 30210 - Laboratory Technician | 21.96 |
| 30240 - Mathematical Technician | 22.69 |
| 30361 - Paralegal/Legal Assistant I | 17.18 |
| 30362 - Paralegal/Legal Assistant II | 20.30 |
| 30363 - Paralegal/Legal Assistant III | 24.83 |
| 30364 - Paralegal/Legal Assistant IV | 30.05 |
| 30390 - Photo-Optics Technician | 22.69 |
| 30461 - Technical Writer I | 20.14 |
| 30462 - Technical Writer II | 25.75 |
| 30463 - Technical Writer III | 31.16 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 3) | 20.60 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 3) | 20.45 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.49 |
| 31030 - Bus Driver | 12.98 |
| 31043 - Driver Courier | 13.08 |
| 31260 - Parking and Lot Attendant | 9.13 |

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|---|-------|
| 31290 - Shuttle Bus Driver | 12.71 |
| 31310 - Taxi Driver | 10.49 |
| 31361 - Truckdriver, Light | 13.98 |
| 31362 - Truckdriver, Medium | 14.75 |
| 31363 - Truckdriver, Heavy | 17.20 |
| 31364 - Truckdriver, Tractor-Trailer | 17.20 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.61 |
| 99050 - Desk Clerk | 10.30 |
| 99095 - Embalmer | 25.80 |
| 99251 - Laboratory Animal Caretaker I | 9.88 |
| 99252 - Laboratory Animal Caretaker II | 11.15 |
| 99310 - Mortician | 29.43 |
| 99410 - Pest Controller | 15.69 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.91 |
| 99711 - Recycling Specialist | 16.09 |
| 99730 - Refuse Collector | 12.78 |
| 99810 - Sales Clerk | 13.31 |
| 99820 - School Crossing Guard | 10.35 |
| 99830 - Survey Party Chief | 18.48 |
| 99831 - Surveying Aide | 14.01 |
| 99832 - Surveying Technician | 16.80 |
| 99840 - Vending Machine Attendant | 11.23 |
| 99841 - Vending Machine Repairer | 13.88 |
| 99842 - Vending Machine Repairer Helper | 11.50 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2474
Revision No.: 17
Date of Last Revision: 07/25/2014

State: South Carolina

Area: South Carolina Counties of Beaufort, Berkeley, Charleston, Colleton,
Dorchester, Georgetown, Williamsburg

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.74 |
| 01012 - Accounting Clerk II | | 13.17 |
| 01013 - Accounting Clerk III | | 14.73 |
| 01020 - Administrative Assistant | | 22.08 |
| 01040 - Court Reporter | | 17.83 |
| 01051 - Data Entry Operator I | | 11.61 |
| 01052 - Data Entry Operator II | | 13.05 |
| 01060 - Dispatcher, Motor Vehicle | | 17.93 |
| 01070 - Document Preparation Clerk | | 13.04 |
| 01090 - Duplicating Machine Operator | | 13.04 |
| 01111 - General Clerk I | | 11.74 |
| 01112 - General Clerk II | | 12.81 |
| 01113 - General Clerk III | | 14.38 |
| 01120 - Housing Referral Assistant | | 19.89 |
| 01141 - Messenger Courier | | 10.72 |
| 01191 - Order Clerk I | | 11.21 |
| 01192 - Order Clerk II | | 13.06 |
| 01261 - Personnel Assistant (Employment) I | | 15.87 |
| 01262 - Personnel Assistant (Employment) II | | 17.75 |
| 01263 - Personnel Assistant (Employment) III | | 19.80 |
| 01270 - Production Control Clerk | | 21.00 |
| 01280 - Receptionist | | 11.99 |
| 01290 - Rental Clerk | | 14.69 |
| 01300 - Scheduler, Maintenance | | 15.94 |
| 01311 - Secretary I | | 15.94 |
| 01312 - Secretary II | | 17.83 |
| 01313 - Secretary III | | 19.89 |
| 01320 - Service Order Dispatcher | | 15.37 |
| 01410 - Supply Technician | | 22.08 |
| 01420 - Survey Worker | | 15.19 |
| 01531 - Travel Clerk I | | 12.41 |
| 01532 - Travel Clerk II | | 12.41 |
| 01533 - Travel Clerk III | | 13.27 |
| 01611 - Word Processor I | | 12.82 |
| 01612 - Word Processor II | | 14.38 |
| 01613 - Word Processor III | | 16.09 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.93 |
| 05010 - Automotive Electrician | | 17.81 |
| 05040 - Automotive Glass Installer | | 16.96 |
| 05070 - Automotive Worker | | 18.35 |
| 05110 - Mobile Equipment Servicer | | 15.27 |
| 05130 - Motor Equipment Metal Mechanic | | 20.18 |
| 05160 - Motor Equipment Metal Worker | | 18.35 |
| 05190 - Motor Vehicle Mechanic | | 20.18 |
| 05220 - Motor Vehicle Mechanic Helper | | 14.46 |
| 05250 - Motor Vehicle Upholstery Worker | | 17.46 |
| 05280 - Motor Vehicle Wrecker | | 18.35 |
| 05310 - Painter, Automotive | | 17.81 |
| 05340 - Radiator Repair Specialist | | 18.35 |
| 05370 - Tire Repairer | | 11.58 |
| 05400 - Transmission Repair Specialist | | 20.18 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 9.92 |
| 07041 - Cook I | | 8.79 |
| 07042 - Cook II | | 10.12 |
| 07070 - Dishwasher | | 7.75 |
| 07130 - Food Service Worker | | 8.14 |

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| 07210 - Meat Cutter | 12.95 |
| 07260 - Waiter/Waitress | 8.62 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.92 |
| 09040 - Furniture Handler | 12.21 |
| 09080 - Furniture Refinisher | 15.92 |
| 09090 - Furniture Refinisher Helper | 12.92 |
| 09110 - Furniture Repairer, Minor | 14.43 |
| 09130 - Upholsterer | 16.91 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.40 |
| 11060 - Elevator Operator | 9.40 |
| 11090 - Gardener | 13.00 |
| 11122 - Housekeeping Aide | 9.54 |
| 11150 - Janitor | 10.19 |
| 11210 - Laborer, Grounds Maintenance | 10.51 |
| 11240 - Maid or Houseman | 8.86 |
| 11260 - Pruner | 9.66 |
| 11270 - Tractor Operator | 12.16 |
| 11330 - Trail Maintenance Worker | 10.51 |
| 11360 - Window Cleaner | 11.09 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.69 |
| 12011 - Breath Alcohol Technician | 16.81 |
| 12012 - Certified Occupational Therapist Assistant | 23.34 |
| 12015 - Certified Physical Therapist Assistant | 22.47 |
| 12020 - Dental Assistant | 16.37 |
| 12025 - Dental Hygienist | 25.78 |
| 12030 - EKG Technician | 23.47 |
| 12035 - Electroneurodiagnostic Technologist | 23.47 |
| 12040 - Emergency Medical Technician | 16.80 |
| 12071 - Licensed Practical Nurse I | 15.03 |
| 12072 - Licensed Practical Nurse II | 16.81 |
| 12073 - Licensed Practical Nurse III | 18.75 |
| 12100 - Medical Assistant | 12.66 |
| 12130 - Medical Laboratory Technician | 16.31 |
| 12160 - Medical Record Clerk | 13.18 |
| 12190 - Medical Record Technician | 13.98 |
| 12195 - Medical Transcriptionist | 15.56 |
| 12210 - Nuclear Medicine Technologist | 29.33 |
| 12221 - Nursing Assistant I | 8.98 |
| 12222 - Nursing Assistant II | 10.10 |
| 12223 - Nursing Assistant III | 11.72 |
| 12224 - Nursing Assistant IV | 13.15 |
| 12235 - Optical Dispenser | 15.64 |
| 12236 - Optical Technician | 16.41 |
| 12250 - Pharmacy Technician | 13.15 |
| 12280 - Phlebotomist | 13.30 |
| 12305 - Radiologic Technologist | 23.12 |
| 12311 - Registered Nurse I | 25.36 |
| 12312 - Registered Nurse II | 31.01 |
| 12313 - Registered Nurse II, Specialist | 31.01 |
| 12314 - Registered Nurse III | 37.52 |
| 12315 - Registered Nurse III, Anesthetist | 37.52 |
| 12316 - Registered Nurse IV | 44.98 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.83 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.09 |
| 13012 - Exhibits Specialist II | 20.58 |
| 13013 - Exhibits Specialist III | 25.92 |
| 13041 - Illustrator I | 17.09 |
| 13042 - Illustrator II | 20.58 |
| 13043 - Illustrator III | 25.92 |

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| 13047 - Librarian | 23.47 |
| 13050 - Library Aide/Clerk | 10.89 |
| 13054 - Library Information Technology Systems Administrator | 21.18 |
| 13058 - Library Technician | 13.37 |
| 13061 - Media Specialist I | 15.38 |
| 13062 - Media Specialist II | 17.20 |
| 13063 - Media Specialist III | 19.18 |
| 13071 - Photographer I | 14.27 |
| 13072 - Photographer II | 15.96 |
| 13073 - Photographer III | 19.94 |
| 13074 - Photographer IV | 24.16 |
| 13075 - Photographer V | 29.24 |
| 13110 - Video Teleconference Technician | 14.84 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.95 |
| 14042 - Computer Operator II | 16.72 |
| 14043 - Computer Operator III | 18.10 |
| 14044 - Computer Operator IV | 20.72 |
| 14045 - Computer Operator V | 22.94 |
| 14071 - Computer Programmer I | (see 1) 25.00 |
| 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 | 14.95 |
| 14160 - Personal Computer Support Technician | 22.70 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.60 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.81 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.92 |
| 15050 - Computer Based Training Specialist / Instructor | 29.60 |
| 15060 - Educational Technologist | 28.28 |
| 15070 - Flight Instructor (Pilot) | 42.92 |
| 15080 - Graphic Artist | 19.13 |
| 15090 - Technical Instructor | 18.87 |
| 15095 - Technical Instructor/Course Developer | 23.09 |
| 15110 - Test Proctor | 15.23 |
| 15120 - Tutor | 15.23 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.80 |
| 16030 - Counter Attendant | 8.80 |
| 16040 - Dry Cleaner | 10.61 |
| 16070 - Finisher, Flatwork, Machine | 8.80 |
| 16090 - Presser, Hand | 8.80 |
| 16110 - Presser, Machine, Drycleaning | 8.80 |
| 16130 - Presser, Machine, Shirts | 8.80 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.80 |
| 16190 - Sewing Machine Operator | 11.19 |
| 16220 - Tailor | 11.73 |
| 16250 - Washer, Machine | 9.26 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.89 |
| 19040 - Tool And Die Maker | 19.90 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.55 |
| 21030 - Material Coordinator | 21.00 |
| 21040 - Material Expediter | 21.00 |
| 21050 - Material Handling Laborer | 11.60 |
| 21071 - Order Filler | 10.97 |
| 21080 - Production Line Worker (Food Processing) | 16.55 |

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|---|-------|
| 21110 - Shipping Packer | 14.70 |
| 21130 - Shipping/Receiving Clerk | 14.70 |
| 21140 - Store Worker I | 11.68 |
| 21150 - Stock Clerk | 15.03 |
| 21210 - Tools And Parts Attendant | 16.55 |
| 21410 - Warehouse Specialist | 16.55 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.48 |
| 23021 - Aircraft Mechanic I | 22.34 |
| 23022 - Aircraft Mechanic II | 23.48 |
| 23023 - Aircraft Mechanic III | 25.09 |
| 23040 - Aircraft Mechanic Helper | 16.81 |
| 23050 - Aircraft, Painter | 21.21 |
| 23060 - Aircraft Servicer | 18.92 |
| 23080 - Aircraft Worker | 20.06 |
| 23110 - Appliance Mechanic | 15.75 |
| 23120 - Bicycle Repairer | 11.58 |
| 23125 - Cable Splicer | 24.72 |
| 23130 - Carpenter, Maintenance | 16.55 |
| 23140 - Carpet Layer | 17.88 |
| 23160 - Electrician, Maintenance | 19.10 |
| 23181 - Electronics Technician Maintenance I | 21.79 |
| 23182 - Electronics Technician Maintenance II | 23.04 |
| 23183 - Electronics Technician Maintenance III | 24.27 |
| 23260 - Fabric Worker | 16.86 |
| 23290 - Fire Alarm System Mechanic | 19.91 |
| 23310 - Fire Extinguisher Repairer | 15.84 |
| 23311 - Fuel Distribution System Mechanic | 19.91 |
| 23312 - Fuel Distribution System Operator | 15.84 |
| 23370 - General Maintenance Worker | 16.10 |
| 23380 - Ground Support Equipment Mechanic | 22.34 |
| 23381 - Ground Support Equipment Servicer | 18.92 |
| 23382 - Ground Support Equipment Worker | 20.06 |
| 23391 - Gunsmith I | 15.84 |
| 23392 - Gunsmith II | 17.88 |
| 23393 - Gunsmith III | 19.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.30 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.27 |
| 23430 - Heavy Equipment Mechanic | 20.15 |
| 23440 - Heavy Equipment Operator | 16.81 |
| 23460 - Instrument Mechanic | 19.91 |
| 23465 - Laboratory/Shelter Mechanic | 18.90 |
| 23470 - Laborer | 11.59 |
| 23510 - Locksmith | 16.15 |
| 23530 - Machinery Maintenance Mechanic | 23.55 |
| 23550 - Machinist, Maintenance | 18.26 |
| 23580 - Maintenance Trades Helper | 12.46 |
| 23591 - Metrology Technician I | 19.54 |
| 23592 - Metrology Technician II | 20.54 |
| 23593 - Metrology Technician III | 23.55 |
| 23640 - Millwright | 22.10 |
| 23710 - Office Appliance Repairer | 18.43 |
| 23760 - Painter, Maintenance | 15.25 |
| 23790 - Pipefitter, Maintenance | 17.55 |
| 23810 - Plumber, Maintenance | 16.77 |
| 23820 - Pneudraulic Systems Mechanic | 19.91 |
| 23850 - Rigger | 16.38 |
| 23870 - Scale Mechanic | 17.88 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.08 |
| 23910 - Small Engine Mechanic | 14.68 |
| 23931 - Telecommunications Mechanic I | 22.03 |

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| 23932 - Telecommunications Mechanic II | 23.06 |
| 23950 - Telephone Lineman | 19.23 |
| 23960 - Welder, Combination, Maintenance | 16.56 |
| 23965 - Well Driller | 20.43 |
| 23970 - Woodcraft Worker | 19.91 |
| 23980 - Woodworker | 12.94 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.39 |
| 24580 - Child Care Center Clerk | 11.27 |
| 24610 - Chore Aide | 9.59 |
| 24620 - Family Readiness And Support Services Coordinator | 11.17 |
| 24630 - Homemaker | 11.61 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.88 |
| 25040 - Sewage Plant Operator | 17.22 |
| 25070 - Stationary Engineer | 21.88 |
| 25190 - Ventilation Equipment Tender | 16.08 |
| 25210 - Water Treatment Plant Operator | 17.22 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.88 |
| 27007 - Baggage Inspector | 11.87 |
| 27008 - Corrections Officer | 15.07 |
| 27010 - Court Security Officer | 15.07 |
| 27030 - Detection Dog Handler | 13.81 |
| 27040 - Detention Officer | 15.07 |
| 27070 - Firefighter | 14.46 |
| 27101 - Guard I | 11.87 |
| 27102 - Guard II | 13.81 |
| 27131 - Police Officer I | 16.36 |
| 27132 - Police Officer II | 18.18 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.49 |
| 28042 - Carnival Equipment Repairer | 11.13 |
| 28043 - Carnival Equipment Worker | 8.53 |
| 28210 - Gate Attendant/Gate Tender | 13.85 |
| 28310 - Lifeguard | 11.87 |
| 28350 - Park Attendant (Aide) | 15.49 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.31 |
| 28515 - Recreation Specialist | 16.21 |
| 28630 - Sports Official | 12.34 |
| 28690 - Swimming Pool Operator | 14.92 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.56 |
| 29020 - Hatch Tender | 21.56 |
| 29030 - Line Handler | 21.56 |
| 29041 - Stevedore I | 18.76 |
| 29042 - Stevedore II | 22.80 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.40 |
| 30022 - Archeological Technician II | 18.63 |
| 30023 - Archeological Technician III | 23.07 |
| 30030 - Cartographic Technician | 26.11 |
| 30040 - Civil Engineering Technician | 20.35 |
| 30061 - Drafter/CAD Operator I | 17.40 |
| 30062 - Drafter/CAD Operator II | 18.63 |
| 30063 - Drafter/CAD Operator III | 20.60 |
| 30064 - Drafter/CAD Operator IV | 25.34 |
| 30081 - Engineering Technician I | 15.46 |
| 30082 - Engineering Technician II | 17.35 |

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| 30083 - Engineering Technician III | 19.41 |
| 30084 - Engineering Technician IV | 24.05 |
| 30085 - Engineering Technician V | 29.42 |
| 30086 - Engineering Technician VI | 35.59 |
| 30090 - Environmental Technician | 23.27 |
| 30210 - Laboratory Technician | 21.96 |
| 30240 - Mathematical Technician | 22.69 |
| 30361 - Paralegal/Legal Assistant I | 17.18 |
| 30362 - Paralegal/Legal Assistant II | 20.30 |
| 30363 - Paralegal/Legal Assistant III | 24.83 |
| 30364 - Paralegal/Legal Assistant IV | 30.05 |
| 30390 - Photo-Optics Technician | 22.69 |
| 30461 - Technical Writer I | 20.14 |
| 30462 - Technical Writer II | 25.75 |
| 30463 - Technical Writer III | 31.16 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 3) 20.60 |
| 30621 - Weather Observer, Senior | (see 3) 20.45 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.49 |
| 31030 - Bus Driver | 12.98 |
| 31043 - Driver Courier | 13.08 |
| 31260 - Parking and Lot Attendant | 9.13 |
| 31290 - Shuttle Bus Driver | 12.71 |
| 31310 - Taxi Driver | 10.49 |
| 31361 - Truckdriver, Light | 13.98 |
| 31362 - Truckdriver, Medium | 14.75 |
| 31363 - Truckdriver, Heavy | 17.20 |
| 31364 - Truckdriver, Tractor-Trailer | 17.20 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.61 |
| 99050 - Desk Clerk | 10.30 |
| 99095 - Embalmer | 25.80 |
| 99251 - Laboratory Animal Caretaker I | 9.88 |
| 99252 - Laboratory Animal Caretaker II | 11.15 |
| 99310 - Mortician | 29.43 |
| 99410 - Pest Controller | 15.69 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.91 |
| 99711 - Recycling Specialist | 16.09 |
| 99730 - Refuse Collector | 12.78 |
| 99810 - Sales Clerk | 13.31 |
| 99820 - School Crossing Guard | 10.35 |
| 99830 - Survey Party Chief | 18.48 |
| 99831 - Surveying Aide | 14.01 |
| 99832 - Surveying Technician | 16.80 |
| 99840 - Vending Machine Attendant | 11.23 |
| 99841 - Vending Machine Repairer | 13.88 |
| 99842 - Vending Machine Repairer Helper | 11.50 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2475
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: South Carolina

Area: South Carolina Counties of Calhoun, Chester, Clarendon, Fairfield,
Kershaw, Lexington, Newberry, Orangeburg, Richland, Saluda, Sumter

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.97 |
| 01012 - Accounting Clerk II | | 13.53 |
| 01013 - Accounting Clerk III | | 15.13 |
| 01020 - Administrative Assistant | | 19.27 |
| 01040 - Court Reporter | | 18.56 |
| 01051 - Data Entry Operator I | | 11.78 |
| 01052 - Data Entry Operator II | | 12.86 |
| 01060 - Dispatcher, Motor Vehicle | | 16.45 |
| 01070 - Document Preparation Clerk | | 11.91 |
| 01090 - Duplicating Machine Operator | | 11.91 |
| 01111 - General Clerk I | | 11.43 |
| 01112 - General Clerk II | | 12.47 |
| 01113 - General Clerk III | | 13.99 |
| 01120 - Housing Referral Assistant | | 17.34 |
| 01141 - Messenger Courier | | 9.70 |
| 01191 - Order Clerk I | | 12.60 |
| 01192 - Order Clerk II | | 13.75 |
| 01261 - Personnel Assistant (Employment) I | | 14.26 |
| 01262 - Personnel Assistant (Employment) II | | 15.95 |
| 01263 - Personnel Assistant (Employment) III | | 17.79 |
| 01270 - Production Control Clerk | | 19.20 |
| 01280 - Receptionist | | 11.95 |
| 01290 - Rental Clerk | | 12.31 |
| 01300 - Scheduler, Maintenance | | 13.77 |
| 01311 - Secretary I | | 13.77 |
| 01312 - Secretary II | | 15.52 |
| 01313 - Secretary III | | 17.34 |

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| 01320 - Service Order Dispatcher | 14.41 |
| 01410 - Supply Technician | 19.27 |
| 01420 - Survey Worker | 13.30 |
| 01531 - Travel Clerk I | 12.07 |
| 01532 - Travel Clerk II | 12.84 |
| 01533 - Travel Clerk III | 13.66 |
| 01611 - Word Processor I | 12.12 |
| 01612 - Word Processor II | 13.61 |
| 01613 - Word Processor III | 15.22 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.38 |
| 05010 - Automotive Electrician | 17.93 |
| 05040 - Automotive Glass Installer | 16.86 |
| 05070 - Automotive Worker | 16.86 |
| 05110 - Mobile Equipment Servicer | 14.64 |
| 05130 - Motor Equipment Metal Mechanic | 18.98 |
| 05160 - Motor Equipment Metal Worker | 16.86 |
| 05190 - Motor Vehicle Mechanic | 18.50 |
| 05220 - Motor Vehicle Mechanic Helper | 13.60 |
| 05250 - Motor Vehicle Upholstery Worker | 15.74 |
| 05280 - Motor Vehicle Wrecker | 16.86 |
| 05310 - Painter, Automotive | 17.93 |
| 05340 - Radiator Repair Specialist | 16.86 |
| 05370 - Tire Repairer | 11.28 |
| 05400 - Transmission Repair Specialist | 18.98 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.22 |
| 07041 - Cook I | 8.84 |
| 07042 - Cook II | 10.16 |
| 07070 - Dishwasher | 8.25 |
| 07130 - Food Service Worker | 10.43 |
| 07210 - Meat Cutter | 12.72 |
| 07260 - Waiter/Waitress | 7.25 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.60 |
| 09040 - Furniture Handler | 9.30 |
| 09080 - Furniture Refinisher | 14.61 |
| 09090 - Furniture Refinisher Helper | 11.01 |
| 09110 - Furniture Repairer, Minor | 12.83 |
| 09130 - Upholsterer | 14.60 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.34 |
| 11060 - Elevator Operator | 9.34 |
| 11090 - Gardener | 12.56 |
| 11122 - Housekeeping Aide | 9.34 |
| 11150 - Janitor | 9.34 |
| 11210 - Laborer, Grounds Maintenance | 10.68 |
| 11240 - Maid or Houseman | 8.10 |
| 11260 - Pruner | 9.66 |
| 11270 - Tractor Operator | 11.67 |
| 11330 - Trail Maintenance Worker | 10.68 |
| 11360 - Window Cleaner | 9.57 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.44 |
| 12011 - Breath Alcohol Technician | 15.44 |
| 12012 - Certified Occupational Therapist Assistant | 23.79 |
| 12015 - Certified Physical Therapist Assistant | 24.26 |
| 12020 - Dental Assistant | 15.21 |
| 12025 - Dental Hygienist | 25.23 |
| 12030 - EKG Technician | 21.28 |
| 12035 - Electroneurodiagnostic Technologist | 21.28 |
| 12040 - Emergency Medical Technician | 15.44 |
| 12071 - Licensed Practical Nurse I | 14.76 |

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| 12072 - Licensed Practical Nurse II | 16.51 |
| 12073 - Licensed Practical Nurse III | 18.41 |
| 12100 - Medical Assistant | 13.66 |
| 12130 - Medical Laboratory Technician | 15.50 |
| 12160 - Medical Record Clerk | 13.76 |
| 12190 - Medical Record Technician | 15.39 |
| 12195 - Medical Transcriptionist | 14.97 |
| 12210 - Nuclear Medicine Technologist | 28.15 |
| 12221 - Nursing Assistant I | 9.78 |
| 12222 - Nursing Assistant II | 10.99 |
| 12223 - Nursing Assistant III | 12.00 |
| 12224 - Nursing Assistant IV | 13.47 |
| 12235 - Optical Dispenser | 15.87 |
| 12236 - Optical Technician | 13.49 |
| 12250 - Pharmacy Technician | 12.84 |
| 12280 - Phlebotomist | 13.47 |
| 12305 - Radiologic Technologist | 22.94 |
| 12311 - Registered Nurse I | 22.77 |
| 12312 - Registered Nurse II | 27.85 |
| 12313 - Registered Nurse II, Specialist | 27.85 |
| 12314 - Registered Nurse III | 33.69 |
| 12315 - Registered Nurse III, Anesthetist | 33.69 |
| 12316 - Registered Nurse IV | 40.38 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.87 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.29 |
| 13012 - Exhibits Specialist II | 21.42 |
| 13013 - Exhibits Specialist III | 26.21 |
| 13041 - Illustrator I | 18.30 |
| 13042 - Illustrator II | 22.69 |
| 13043 - Illustrator III | 27.74 |
| 13047 - Librarian | 25.23 |
| 13050 - Library Aide/Clerk | 12.59 |
| 13054 - Library Information Technology Systems Administrator | 22.78 |
| 13058 - Library Technician | 16.20 |
| 13061 - Media Specialist I | 16.45 |
| 13062 - Media Specialist II | 18.38 |
| 13063 - Media Specialist III | 20.50 |
| 13071 - Photographer I | 14.46 |
| 13072 - Photographer II | 16.19 |
| 13073 - Photographer III | 20.04 |
| 13074 - Photographer IV | 24.51 |
| 13075 - Photographer V | 29.66 |
| 13110 - Video Teleconference Technician | 16.41 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.46 |
| 14042 - Computer Operator II | 17.29 |
| 14043 - Computer Operator III | 20.72 |
| 14044 - Computer Operator IV | 23.08 |
| 14045 - Computer Operator V | 25.51 |
| 14071 - Computer Programmer I | (see 1) 21.78 |
| 14072 - Computer Programmer II | (see 1) 26.99 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 27.38 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 15.46 |
| 14160 - Personal Computer Support Technician | 27.56 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.38 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 30.38 |

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| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.76 |
| 15050 - Computer Based Training Specialist / Instructor | 25.61 |
| 15060 - Educational Technologist | 30.46 |
| 15070 - Flight Instructor (Pilot) | 36.76 |
| 15080 - Graphic Artist | 19.00 |
| 15090 - Technical Instructor | 18.43 |
| 15095 - Technical Instructor/Course Developer | 22.54 |
| 15110 - Test Proctor | 14.87 |
| 15120 - Tutor | 14.87 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.76 |
| 16030 - Counter Attendant | 8.76 |
| 16040 - Dry Cleaner | 10.80 |
| 16070 - Finisher, Flatwork, Machine | 8.76 |
| 16090 - Presser, Hand | 8.76 |
| 16110 - Presser, Machine, Drycleaning | 8.76 |
| 16130 - Presser, Machine, Shirts | 8.76 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.76 |
| 16190 - Sewing Machine Operator | 11.39 |
| 16220 - Tailor | 12.13 |
| 16250 - Washer, Machine | 9.46 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.72 |
| 19040 - Tool And Die Maker | 22.36 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.04 |
| 21030 - Material Coordinator | 19.20 |
| 21040 - Material Expediter | 19.20 |
| 21050 - Material Handling Laborer | 11.05 |
| 21071 - Order Filler | 11.87 |
| 21080 - Production Line Worker (Food Processing) | 14.04 |
| 21110 - Shipping Packer | 12.83 |
| 21130 - Shipping/Receiving Clerk | 12.83 |
| 21140 - Store Worker I | 10.57 |
| 21150 - Stock Clerk | 14.26 |
| 21210 - Tools And Parts Attendant | 14.04 |
| 21410 - Warehouse Specialist | 14.04 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.93 |
| 23021 - Aircraft Mechanic I | 25.43 |
| 23022 - Aircraft Mechanic II | 26.93 |
| 23023 - Aircraft Mechanic III | 28.34 |
| 23040 - Aircraft Mechanic Helper | 18.17 |
| 23050 - Aircraft, Painter | 23.35 |
| 23060 - Aircraft Servicer | 21.08 |
| 23080 - Aircraft Worker | 22.58 |
| 23110 - Appliance Mechanic | 17.44 |
| 23120 - Bicycle Repairer | 11.30 |
| 23125 - Cable Splicer | 20.87 |
| 23130 - Carpenter, Maintenance | 17.62 |
| 23140 - Carpet Layer | 16.99 |
| 23160 - Electrician, Maintenance | 17.57 |
| 23181 - Electronics Technician Maintenance I | 20.78 |
| 23182 - Electronics Technician Maintenance II | 22.22 |
| 23183 - Electronics Technician Maintenance III | 23.39 |
| 23260 - Fabric Worker | 15.85 |
| 23290 - Fire Alarm System Mechanic | 18.11 |
| 23310 - Fire Extinguisher Repairer | 14.77 |
| 23311 - Fuel Distribution System Mechanic | 23.31 |
| 23312 - Fuel Distribution System Operator | 18.00 |
| 23370 - General Maintenance Worker | 16.56 |
| 23380 - Ground Support Equipment Mechanic | 23.93 |
| 23381 - Ground Support Equipment Servicer | 19.83 |

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| 23382 - Ground Support Equipment Worker | 21.25 |
| 23391 - Gunsmith I | 14.77 |
| 23392 - Gunsmith II | 16.99 |
| 23393 - Gunsmith III | 19.13 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.34 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 17.99 |
| 23430 - Heavy Equipment Mechanic | 21.80 |
| 23440 - Heavy Equipment Operator | 16.63 |
| 23460 - Instrument Mechanic | 18.18 |
| 23465 - Laboratory/Shelter Mechanic | 18.09 |
| 23470 - Laborer | 11.05 |
| 23510 - Locksmith | 16.86 |
| 23530 - Machinery Maintenance Mechanic | 20.90 |
| 23550 - Machinist, Maintenance | 16.63 |
| 23580 - Maintenance Trades Helper | 11.91 |
| 23591 - Metrology Technician I | 18.18 |
| 23592 - Metrology Technician II | 19.24 |
| 23593 - Metrology Technician III | 20.24 |
| 23640 - Millwright | 23.53 |
| 23710 - Office Appliance Repairer | 18.05 |
| 23760 - Painter, Maintenance | 16.22 |
| 23790 - Pipefitter, Maintenance | 17.78 |
| 23810 - Plumber, Maintenance | 16.79 |
| 23820 - Pneudraulic Systems Mechanic | 19.13 |
| 23850 - Rigger | 18.67 |
| 23870 - Scale Mechanic | 16.99 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.65 |
| 23910 - Small Engine Mechanic | 13.52 |
| 23931 - Telecommunications Mechanic I | 21.01 |
| 23932 - Telecommunications Mechanic II | 22.25 |
| 23950 - Telephone Lineman | 19.44 |
| 23960 - Welder, Combination, Maintenance | 16.40 |
| 23965 - Well Driller | 19.13 |
| 23970 - Woodcraft Worker | 19.13 |
| 23980 - Woodworker | 14.38 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.40 |
| 24580 - Child Care Center Clerk | 14.74 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 12.53 |
| 24630 - Homemaker | 15.00 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.88 |
| 25040 - Sewage Plant Operator | 18.09 |
| 25070 - Stationary Engineer | 21.88 |
| 25190 - Ventilation Equipment Tender | 13.68 |
| 25210 - Water Treatment Plant Operator | 18.09 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.72 |
| 27007 - Baggage Inspector | 11.59 |
| 27008 - Corrections Officer | 16.17 |
| 27010 - Court Security Officer | 17.36 |
| 27030 - Detection Dog Handler | 14.05 |
| 27040 - Detention Officer | 16.17 |
| 27070 - Firefighter | 17.97 |
| 27101 - Guard I | 11.59 |
| 27102 - Guard II | 14.05 |
| 27131 - Police Officer I | 19.90 |
| 27132 - Police Officer II | 22.11 |
| 28000 - Recreation Occupations | |

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| 28041 - Carnival Equipment Operator | 9.42 |
| 28042 - Carnival Equipment Repairer | 10.15 |
| 28043 - Carnival Equipment Worker | 8.19 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 15.59 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 14.64 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.29 |
| 29020 - Hatch Tender | 17.29 |
| 29030 - Line Handler | 17.71 |
| 29041 - Stevedore I | 16.12 |
| 29042 - Stevedore II | 18.38 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.95 |
| 30022 - Archeological Technician II | 18.58 |
| 30023 - Archeological Technician III | 22.82 |
| 30030 - Cartographic Technician | 22.84 |
| 30040 - Civil Engineering Technician | 22.61 |
| 30061 - Drafter/CAD Operator I | 16.95 |
| 30062 - Drafter/CAD Operator II | 18.58 |
| 30063 - Drafter/CAD Operator III | 20.54 |
| 30064 - Drafter/CAD Operator IV | 25.27 |
| 30081 - Engineering Technician I | 14.83 |
| 30082 - Engineering Technician II | 16.64 |
| 30083 - Engineering Technician III | 18.61 |
| 30084 - Engineering Technician IV | 23.07 |
| 30085 - Engineering Technician V | 28.22 |
| 30086 - Engineering Technician VI | 34.14 |
| 30090 - Environmental Technician | 21.04 |
| 30210 - Laboratory Technician | 22.16 |
| 30240 - Mathematical Technician | 23.81 |
| 30361 - Paralegal/Legal Assistant I | 16.56 |
| 30362 - Paralegal/Legal Assistant II | 20.51 |
| 30363 - Paralegal/Legal Assistant III | 24.33 |
| 30364 - Paralegal/Legal Assistant IV | 32.35 |
| 30390 - Photo-Optics Technician | 25.12 |
| 30461 - Technical Writer I | 20.74 |
| 30462 - Technical Writer II | 25.37 |
| 30463 - Technical Writer III | 30.69 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 20.54 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 22.82 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.85 |
| 31030 - Bus Driver | 14.43 |
| 31043 - Driver Courier | 13.19 |
| 31260 - Parking and Lot Attendant | 10.14 |
| 31290 - Shuttle Bus Driver | 14.12 |
| 31310 - Taxi Driver | 11.15 |
| 31361 - Truckdriver, Light | 14.12 |
| 31362 - Truckdriver, Medium | 15.17 |

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|---|-------|
| 31363 - Truckdriver, Heavy | 17.99 |
| 31364 - Truckdriver, Tractor-Trailer | 17.99 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.01 |
| 99050 - Desk Clerk | 9.97 |
| 99095 - Embalmer | 21.32 |
| 99251 - Laboratory Animal Caretaker I | 9.71 |
| 99252 - Laboratory Animal Caretaker II | 10.49 |
| 99310 - Mortician | 21.75 |
| 99410 - Pest Controller | 14.53 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 12.86 |
| 99711 - Recycling Specialist | 16.25 |
| 99730 - Refuse Collector | 13.20 |
| 99810 - Sales Clerk | 12.56 |
| 99820 - School Crossing Guard | 10.16 |
| 99830 - Survey Party Chief | 17.53 |
| 99831 - Surveying Aide | 11.77 |
| 99832 - Surveying Technician | 16.13 |
| 99840 - Vending Machine Attendant | 15.00 |
| 99841 - Vending Machine Repairer | 18.62 |
| 99842 - Vending Machine Repairer Helper | 15.00 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2476
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: South Carolina

Area: South Carolina Counties of Calhoun, Chester, Clarendon, Fairfield, Kershaw, Lexington, Newberry, Orangeburg, Richland, Saluda, Sumter

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.97 |
| 01012 - Accounting Clerk II | | 13.53 |
| 01013 - Accounting Clerk III | | 15.13 |
| 01020 - Administrative Assistant | | 19.27 |
| 01040 - Court Reporter | | 18.56 |
| 01051 - Data Entry Operator I | | 11.78 |
| 01052 - Data Entry Operator II | | 12.86 |
| 01060 - Dispatcher, Motor Vehicle | | 16.45 |
| 01070 - Document Preparation Clerk | | 11.91 |
| 01090 - Duplicating Machine Operator | | 11.91 |
| 01111 - General Clerk I | | 11.43 |
| 01112 - General Clerk II | | 12.47 |
| 01113 - General Clerk III | | 13.99 |
| 01120 - Housing Referral Assistant | | 17.34 |
| 01141 - Messenger Courier | | 9.70 |
| 01191 - Order Clerk I | | 12.60 |
| 01192 - Order Clerk II | | 13.75 |

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| 01261 - Personnel Assistant (Employment) I | 14.26 |
| 01262 - Personnel Assistant (Employment) II | 15.95 |
| 01263 - Personnel Assistant (Employment) III | 17.79 |
| 01270 - Production Control Clerk | 19.20 |
| 01280 - Receptionist | 11.95 |
| 01290 - Rental Clerk | 12.31 |
| 01300 - Scheduler, Maintenance | 13.77 |
| 01311 - Secretary I | 13.77 |
| 01312 - Secretary II | 15.52 |
| 01313 - Secretary III | 17.34 |
| 01320 - Service Order Dispatcher | 14.41 |
| 01410 - Supply Technician | 19.27 |
| 01420 - Survey Worker | 13.30 |
| 01531 - Travel Clerk I | 12.07 |
| 01532 - Travel Clerk II | 12.84 |
| 01533 - Travel Clerk III | 13.66 |
| 01611 - Word Processor I | 12.12 |
| 01612 - Word Processor II | 13.61 |
| 01613 - Word Processor III | 15.22 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.38 |
| 05010 - Automotive Electrician | 17.93 |
| 05040 - Automotive Glass Installer | 16.86 |
| 05070 - Automotive Worker | 16.86 |
| 05110 - Mobile Equipment Servicer | 14.64 |
| 05130 - Motor Equipment Metal Mechanic | 18.98 |
| 05160 - Motor Equipment Metal Worker | 16.86 |
| 05190 - Motor Vehicle Mechanic | 18.50 |
| 05220 - Motor Vehicle Mechanic Helper | 13.60 |
| 05250 - Motor Vehicle Upholstery Worker | 15.74 |
| 05280 - Motor Vehicle Wrecker | 16.86 |
| 05310 - Painter, Automotive | 17.93 |
| 05340 - Radiator Repair Specialist | 16.86 |
| 05370 - Tire Repairer | 11.28 |
| 05400 - Transmission Repair Specialist | 18.98 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.22 |
| 07041 - Cook I | 8.84 |
| 07042 - Cook II | 10.16 |
| 07070 - Dishwasher | 8.25 |
| 07130 - Food Service Worker | 10.43 |
| 07210 - Meat Cutter | 12.72 |
| 07260 - Waiter/Waitress | 7.25 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.60 |
| 09040 - Furniture Handler | 9.30 |
| 09080 - Furniture Refinisher | 14.61 |
| 09090 - Furniture Refinisher Helper | 11.01 |
| 09110 - Furniture Repairer, Minor | 12.83 |
| 09130 - Upholsterer | 14.60 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.34 |
| 11060 - Elevator Operator | 9.34 |
| 11090 - Gardener | 12.56 |
| 11122 - Housekeeping Aide | 9.34 |
| 11150 - Janitor | 9.34 |
| 11210 - Laborer, Grounds Maintenance | 10.68 |
| 11240 - Maid or Houseman | 8.10 |
| 11260 - Pruner | 9.66 |
| 11270 - Tractor Operator | 11.67 |
| 11330 - Trail Maintenance Worker | 10.68 |
| 11360 - Window Cleaner | 9.57 |
| 12000 - Health Occupations | |

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| 12010 - Ambulance Driver | 15.44 |
| 12011 - Breath Alcohol Technician | 15.44 |
| 12012 - Certified Occupational Therapist Assistant | 23.79 |
| 12015 - Certified Physical Therapist Assistant | 24.26 |
| 12020 - Dental Assistant | 15.21 |
| 12025 - Dental Hygienist | 25.23 |
| 12030 - EKG Technician | 21.28 |
| 12035 - Electroneurodiagnostic Technologist | 21.28 |
| 12040 - Emergency Medical Technician | 15.44 |
| 12071 - Licensed Practical Nurse I | 14.76 |
| 12072 - Licensed Practical Nurse II | 16.51 |
| 12073 - Licensed Practical Nurse III | 18.41 |
| 12100 - Medical Assistant | 13.66 |
| 12130 - Medical Laboratory Technician | 15.50 |
| 12160 - Medical Record Clerk | 13.76 |
| 12190 - Medical Record Technician | 15.39 |
| 12195 - Medical Transcriptionist | 14.97 |
| 12210 - Nuclear Medicine Technologist | 28.15 |
| 12221 - Nursing Assistant I | 9.78 |
| 12222 - Nursing Assistant II | 10.99 |
| 12223 - Nursing Assistant III | 12.00 |
| 12224 - Nursing Assistant IV | 13.47 |
| 12235 - Optical Dispenser | 15.87 |
| 12236 - Optical Technician | 13.49 |
| 12250 - Pharmacy Technician | 12.84 |
| 12280 - Phlebotomist | 13.47 |
| 12305 - Radiologic Technologist | 22.94 |
| 12311 - Registered Nurse I | 22.77 |
| 12312 - Registered Nurse II | 27.85 |
| 12313 - Registered Nurse II, Specialist | 27.85 |
| 12314 - Registered Nurse III | 33.69 |
| 12315 - Registered Nurse III, Anesthetist | 33.69 |
| 12316 - Registered Nurse IV | 40.38 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.87 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.29 |
| 13012 - Exhibits Specialist II | 21.42 |
| 13013 - Exhibits Specialist III | 26.21 |
| 13041 - Illustrator I | 18.30 |
| 13042 - Illustrator II | 22.69 |
| 13043 - Illustrator III | 27.74 |
| 13047 - Librarian | 25.23 |
| 13050 - Library Aide/Clerk | 12.59 |
| 13054 - Library Information Technology Systems Administrator | 22.78 |
| 13058 - Library Technician | 16.20 |
| 13061 - Media Specialist I | 16.45 |
| 13062 - Media Specialist II | 18.38 |
| 13063 - Media Specialist III | 20.50 |
| 13071 - Photographer I | 14.46 |
| 13072 - Photographer II | 16.19 |
| 13073 - Photographer III | 20.04 |
| 13074 - Photographer IV | 24.51 |
| 13075 - Photographer V | 29.66 |
| 13110 - Video Teleconference Technician | 16.41 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.46 |
| 14042 - Computer Operator II | 17.29 |
| 14043 - Computer Operator III | 20.72 |
| 14044 - Computer Operator IV | 23.08 |
| 14045 - Computer Operator V | 25.51 |
| 14071 - Computer Programmer I | (see 1) 21.78 |
| 14072 - Computer Programmer II | (see 1) 26.99 |

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| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | 27.38 |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 15.46 |
| 14160 - Personal Computer Support Technician | | 27.56 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 27.38 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 30.38 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 36.76 |
| 15050 - Computer Based Training Specialist / Instructor | | 25.61 |
| 15060 - Educational Technologist | | 30.46 |
| 15070 - Flight Instructor (Pilot) | | 36.76 |
| 15080 - Graphic Artist | | 19.00 |
| 15090 - Technical Instructor | | 18.43 |
| 15095 - Technical Instructor/Course Developer | | 22.54 |
| 15110 - Test Proctor | | 14.87 |
| 15120 - Tutor | | 14.87 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 8.76 |
| 16030 - Counter Attendant | | 8.76 |
| 16040 - Dry Cleaner | | 10.80 |
| 16070 - Finisher, Flatwork, Machine | | 8.76 |
| 16090 - Presser, Hand | | 8.76 |
| 16110 - Presser, Machine, Drycleaning | | 8.76 |
| 16130 - Presser, Machine, Shirts | | 8.76 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 8.76 |
| 16190 - Sewing Machine Operator | | 11.39 |
| 16220 - Tailor | | 12.13 |
| 16250 - Washer, Machine | | 9.46 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 20.72 |
| 19040 - Tool And Die Maker | | 22.36 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 14.04 |
| 21030 - Material Coordinator | | 19.20 |
| 21040 - Material Expediter | | 19.20 |
| 21050 - Material Handling Laborer | | 11.05 |
| 21071 - Order Filler | | 11.87 |
| 21080 - Production Line Worker (Food Processing) | | 14.04 |
| 21110 - Shipping Packer | | 12.83 |
| 21130 - Shipping/Receiving Clerk | | 12.83 |
| 21140 - Store Worker I | | 10.57 |
| 21150 - Stock Clerk | | 14.26 |
| 21210 - Tools And Parts Attendant | | 14.04 |
| 21410 - Warehouse Specialist | | 14.04 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 26.93 |
| 23021 - Aircraft Mechanic I | | 25.43 |
| 23022 - Aircraft Mechanic II | | 26.93 |
| 23023 - Aircraft Mechanic III | | 28.34 |
| 23040 - Aircraft Mechanic Helper | | 18.17 |
| 23050 - Aircraft, Painter | | 23.35 |
| 23060 - Aircraft Servicer | | 21.08 |
| 23080 - Aircraft Worker | | 22.58 |
| 23110 - Appliance Mechanic | | 17.44 |
| 23120 - Bicycle Repairer | | 11.30 |
| 23125 - Cable Splicer | | 20.87 |
| 23130 - Carpenter, Maintenance | | 17.62 |
| 23140 - Carpet Layer | | 16.99 |
| 23160 - Electrician, Maintenance | | 17.57 |
| 23181 - Electronics Technician Maintenance I | | 20.78 |

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|---|-------|
| 23182 - Electronics Technician Maintenance II | 22.22 |
| 23183 - Electronics Technician Maintenance III | 23.39 |
| 23260 - Fabric Worker | 15.85 |
| 23290 - Fire Alarm System Mechanic | 18.11 |
| 23310 - Fire Extinguisher Repairer | 14.77 |
| 23311 - Fuel Distribution System Mechanic | 23.31 |
| 23312 - Fuel Distribution System Operator | 18.00 |
| 23370 - General Maintenance Worker | 16.56 |
| 23380 - Ground Support Equipment Mechanic | 23.93 |
| 23381 - Ground Support Equipment Servicer | 19.83 |
| 23382 - Ground Support Equipment Worker | 21.25 |
| 23391 - Gunsmith I | 14.77 |
| 23392 - Gunsmith II | 16.99 |
| 23393 - Gunsmith III | 19.13 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.34 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 17.99 |
| 23430 - Heavy Equipment Mechanic | 21.80 |
| 23440 - Heavy Equipment Operator | 16.63 |
| 23460 - Instrument Mechanic | 18.18 |
| 23465 - Laboratory/Shelter Mechanic | 18.09 |
| 23470 - Laborer | 11.05 |
| 23510 - Locksmith | 16.86 |
| 23530 - Machinery Maintenance Mechanic | 20.90 |
| 23550 - Machinist, Maintenance | 16.63 |
| 23580 - Maintenance Trades Helper | 11.91 |
| 23591 - Metrology Technician I | 18.18 |
| 23592 - Metrology Technician II | 19.24 |
| 23593 - Metrology Technician III | 20.24 |
| 23640 - Millwright | 23.53 |
| 23710 - Office Appliance Repairer | 18.05 |
| 23760 - Painter, Maintenance | 16.22 |
| 23790 - Pipefitter, Maintenance | 17.78 |
| 23810 - Plumber, Maintenance | 16.79 |
| 23820 - Pneudraulic Systems Mechanic | 19.13 |
| 23850 - Rigger | 18.67 |
| 23870 - Scale Mechanic | 16.99 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.65 |
| 23910 - Small Engine Mechanic | 13.52 |
| 23931 - Telecommunications Mechanic I | 21.01 |
| 23932 - Telecommunications Mechanic II | 22.25 |
| 23950 - Telephone Lineman | 19.44 |
| 23960 - Welder, Combination, Maintenance | 16.40 |
| 23965 - Well Driller | 19.13 |
| 23970 - Woodcraft Worker | 19.13 |
| 23980 - Woodworker | 14.38 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.40 |
| 24580 - Child Care Center Clerk | 14.74 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 12.53 |
| 24630 - Homemaker | 15.00 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.88 |
| 25040 - Sewage Plant Operator | 18.09 |
| 25070 - Stationary Engineer | 21.88 |
| 25190 - Ventilation Equipment Tender | 13.68 |
| 25210 - Water Treatment Plant Operator | 18.09 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.72 |
| 27007 - Baggage Inspector | 11.59 |

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|---|---------------|
| 27008 - Corrections Officer | 16.17 |
| 27010 - Court Security Officer | 17.36 |
| 27030 - Detection Dog Handler | 14.05 |
| 27040 - Detention Officer | 16.17 |
| 27070 - Firefighter | 17.97 |
| 27101 - Guard I | 11.59 |
| 27102 - Guard II | 14.05 |
| 27131 - Police Officer I | 19.90 |
| 27132 - Police Officer II | 22.11 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.42 |
| 28042 - Carnival Equipment Repairer | 10.15 |
| 28043 - Carnival Equipment Worker | 8.19 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 15.59 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 14.64 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.29 |
| 29020 - Hatch Tender | 17.29 |
| 29030 - Line Handler | 17.71 |
| 29041 - Stevedore I | 16.12 |
| 29042 - Stevedore II | 18.38 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.95 |
| 30022 - Archeological Technician II | 18.58 |
| 30023 - Archeological Technician III | 22.82 |
| 30030 - Cartographic Technician | 22.84 |
| 30040 - Civil Engineering Technician | 22.61 |
| 30061 - Drafter/CAD Operator I | 16.95 |
| 30062 - Drafter/CAD Operator II | 18.58 |
| 30063 - Drafter/CAD Operator III | 20.54 |
| 30064 - Drafter/CAD Operator IV | 25.27 |
| 30081 - Engineering Technician I | 14.83 |
| 30082 - Engineering Technician II | 16.64 |
| 30083 - Engineering Technician III | 18.61 |
| 30084 - Engineering Technician IV | 23.07 |
| 30085 - Engineering Technician V | 28.22 |
| 30086 - Engineering Technician VI | 34.14 |
| 30090 - Environmental Technician | 21.04 |
| 30210 - Laboratory Technician | 22.16 |
| 30240 - Mathematical Technician | 23.81 |
| 30361 - Paralegal/Legal Assistant I | 16.56 |
| 30362 - Paralegal/Legal Assistant II | 20.51 |
| 30363 - Paralegal/Legal Assistant III | 24.33 |
| 30364 - Paralegal/Legal Assistant IV | 32.35 |
| 30390 - Photo-Optics Technician | 25.12 |
| 30461 - Technical Writer I | 20.74 |
| 30462 - Technical Writer II | 25.37 |
| 30463 - Technical Writer III | 30.69 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.54 |

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|---|---------|-------|
| 30621 - Weather Observer, Senior | (see 2) | 22.82 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 9.85 |
| 31030 - Bus Driver | | 14.43 |
| 31043 - Driver Courier | | 13.19 |
| 31260 - Parking and Lot Attendant | | 10.14 |
| 31290 - Shuttle Bus Driver | | 14.12 |
| 31310 - Taxi Driver | | 11.15 |
| 31361 - Truckdriver, Light | | 14.12 |
| 31362 - Truckdriver, Medium | | 15.17 |
| 31363 - Truckdriver, Heavy | | 17.99 |
| 31364 - Truckdriver, Tractor-Trailer | | 17.99 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 8.01 |
| 99050 - Desk Clerk | | 9.97 |
| 99095 - Embalmer | | 21.32 |
| 99251 - Laboratory Animal Caretaker I | | 9.71 |
| 99252 - Laboratory Animal Caretaker II | | 10.49 |
| 99310 - Mortician | | 21.75 |
| 99410 - Pest Controller | | 14.53 |
| 99510 - Photofinishing Worker | | 11.95 |
| 99710 - Recycling Laborer | | 12.86 |
| 99711 - Recycling Specialist | | 16.25 |
| 99730 - Refuse Collector | | 13.20 |
| 99810 - Sales Clerk | | 12.56 |
| 99820 - School Crossing Guard | | 10.16 |
| 99830 - Survey Party Chief | | 17.53 |
| 99831 - Surveying Aide | | 11.77 |
| 99832 - Surveying Technician | | 16.13 |
| 99840 - Vending Machine Attendant | | 15.00 |
| 99841 - Vending Machine Repairer | | 18.62 |
| 99842 - Vending Machine Repairer Helper | | 15.00 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in

those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2477
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: South Carolina

Area: South Carolina Counties of Darlington, Florence, Lee

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.08 |
| 01012 - Accounting Clerk II | | 13.57 |
| 01013 - Accounting Clerk III | | 15.18 |
| 01020 - Administrative Assistant | | 18.49 |
| 01040 - Court Reporter | | 14.19 |
| 01051 - Data Entry Operator I | | 11.44 |
| 01052 - Data Entry Operator II | | 12.48 |
| 01060 - Dispatcher, Motor Vehicle | | 16.03 |
| 01070 - Document Preparation Clerk | | 11.31 |
| 01090 - Duplicating Machine Operator | | 11.31 |
| 01111 - General Clerk I | | 10.27 |
| 01112 - General Clerk II | | 11.21 |
| 01113 - General Clerk III | | 12.58 |
| 01120 - Housing Referral Assistant | | 15.83 |
| 01141 - Messenger Courier | | 10.42 |
| 01191 - Order Clerk I | | 12.65 |
| 01192 - Order Clerk II | | 13.84 |
| 01261 - Personnel Assistant (Employment) I | | 14.00 |
| 01262 - Personnel Assistant (Employment) II | | 15.65 |
| 01263 - Personnel Assistant (Employment) III | | 17.46 |
| 01270 - Production Control Clerk | | 21.31 |
| 01280 - Receptionist | | 10.15 |
| 01290 - Rental Clerk | | 12.36 |
| 01300 - Scheduler, Maintenance | | 12.69 |
| 01311 - Secretary I | | 12.69 |
| 01312 - Secretary II | | 14.19 |
| 01313 - Secretary III | | 15.83 |
| 01320 - Service Order Dispatcher | | 14.32 |
| 01410 - Supply Technician | | 18.49 |
| 01420 - Survey Worker | | 12.09 |
| 01531 - Travel Clerk I | | 12.07 |
| 01532 - Travel Clerk II | | 12.84 |
| 01533 - Travel Clerk III | | 13.66 |
| 01611 - Word Processor I | | 11.31 |
| 01612 - Word Processor II | | 12.69 |
| 01613 - Word Processor III | | 14.19 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 17.42 |
| 05010 - Automotive Electrician | | 14.72 |
| 05040 - Automotive Glass Installer | | 13.36 |
| 05070 - Automotive Worker | | 13.36 |
| 05110 - Mobile Equipment Servicer | | 11.57 |
| 05130 - Motor Equipment Metal Mechanic | | 15.03 |
| 05160 - Motor Equipment Metal Worker | | 13.36 |
| 05190 - Motor Vehicle Mechanic | | 15.03 |
| 05220 - Motor Vehicle Mechanic Helper | | 10.82 |
| 05250 - Motor Vehicle Upholstery Worker | | 13.16 |
| 05280 - Motor Vehicle Wrecker | | 13.36 |
| 05310 - Painter, Automotive | | 13.91 |
| 05340 - Radiator Repair Specialist | | 13.36 |
| 05370 - Tire Repairer | | 7.51 |
| 05400 - Transmission Repair Specialist | | 15.03 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 13.93 |
| 07041 - Cook I | | 10.18 |
| 07042 - Cook II | | 11.72 |
| 07070 - Dishwasher | | 7.65 |
| 07130 - Food Service Worker | | 8.99 |

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| 07210 - Meat Cutter | 13.67 |
| 07260 - Waiter/Waitress | 8.01 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.17 |
| 09040 - Furniture Handler | 9.63 |
| 09080 - Furniture Refinisher | 15.13 |
| 09090 - Furniture Refinisher Helper | 11.44 |
| 09110 - Furniture Repairer, Minor | 13.27 |
| 09130 - Upholsterer | 15.13 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.04 |
| 11060 - Elevator Operator | 9.89 |
| 11090 - Gardener | 12.60 |
| 11122 - Housekeeping Aide | 8.66 |
| 11150 - Janitor | 9.89 |
| 11210 - Laborer, Grounds Maintenance | 9.79 |
| 11240 - Maid or Houseman | 7.74 |
| 11260 - Pruner | 8.84 |
| 11270 - Tractor Operator | 11.64 |
| 11330 - Trail Maintenance Worker | 9.79 |
| 11360 - Window Cleaner | 10.95 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.35 |
| 12011 - Breath Alcohol Technician | 15.34 |
| 12012 - Certified Occupational Therapist Assistant | 23.84 |
| 12015 - Certified Physical Therapist Assistant | 26.22 |
| 12020 - Dental Assistant | 13.76 |
| 12025 - Dental Hygienist | 32.84 |
| 12030 - EKG Technician | 21.33 |
| 12035 - Electroneurodiagnostic Technologist | 21.33 |
| 12040 - Emergency Medical Technician | 15.34 |
| 12071 - Licensed Practical Nurse I | 14.11 |
| 12072 - Licensed Practical Nurse II | 15.78 |
| 12073 - Licensed Practical Nurse III | 17.60 |
| 12100 - Medical Assistant | 12.07 |
| 12130 - Medical Laboratory Technician | 16.17 |
| 12160 - Medical Record Clerk | 14.11 |
| 12190 - Medical Record Technician | 16.13 |
| 12195 - Medical Transcriptionist | 15.12 |
| 12210 - Nuclear Medicine Technologist | 34.29 |
| 12221 - Nursing Assistant I | 9.15 |
| 12222 - Nursing Assistant II | 10.29 |
| 12223 - Nursing Assistant III | 11.23 |
| 12224 - Nursing Assistant IV | 12.60 |
| 12235 - Optical Dispenser | 17.62 |
| 12236 - Optical Technician | 13.95 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.90 |
| 12305 - Radiologic Technologist | 23.84 |
| 12311 - Registered Nurse I | 22.68 |
| 12312 - Registered Nurse II | 27.75 |
| 12313 - Registered Nurse II, Specialist | 27.75 |
| 12314 - Registered Nurse III | 33.57 |
| 12315 - Registered Nurse III, Anesthetist | 33.57 |
| 12316 - Registered Nurse IV | 40.23 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.56 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.61 |
| 13012 - Exhibits Specialist II | 20.58 |
| 13013 - Exhibits Specialist III | 24.97 |
| 13041 - Illustrator I | 16.61 |
| 13042 - Illustrator II | 20.58 |
| 13043 - Illustrator III | 24.97 |

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| 13047 - Librarian | 22.62 |
| 13050 - Library Aide/Clerk | 11.91 |
| 13054 - Library Information Technology Systems Administrator | 20.44 |
| 13058 - Library Technician | 14.81 |
| 13061 - Media Specialist I | 14.73 |
| 13062 - Media Specialist II | 16.48 |
| 13063 - Media Specialist III | 18.38 |
| 13071 - Photographer I | 15.07 |
| 13072 - Photographer II | 16.86 |
| 13073 - Photographer III | 20.90 |
| 13074 - Photographer IV | 24.97 |
| 13075 - Photographer V | 31.30 |
| 13110 - Video Teleconference Technician | 14.73 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.75 |
| 14042 - Computer Operator II | 16.50 |
| 14043 - Computer Operator III | 19.69 |
| 14044 - Computer Operator IV | 21.64 |
| 14045 - Computer Operator V | 23.96 |
| 14071 - Computer Programmer I | 18.35 |
| 14072 - Computer Programmer II | 22.75 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 26.68 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.75 |
| 14160 - Personal Computer Support Technician | 21.64 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.29 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.09 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.49 |
| 15050 - Computer Based Training Specialist / Instructor | 25.29 |
| 15060 - Educational Technologist | 31.31 |
| 15070 - Flight Instructor (Pilot) | 35.49 |
| 15080 - Graphic Artist | 22.64 |
| 15090 - Technical Instructor | 20.85 |
| 15095 - Technical Instructor/Course Developer | 25.55 |
| 15110 - Test Proctor | 16.81 |
| 15120 - Tutor | 16.81 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.76 |
| 16030 - Counter Attendant | 8.76 |
| 16040 - Dry Cleaner | 10.80 |
| 16070 - Finisher, Flatwork, Machine | 8.76 |
| 16090 - Presser, Hand | 8.76 |
| 16110 - Presser, Machine, Drycleaning | 8.76 |
| 16130 - Presser, Machine, Shirts | 8.76 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.76 |
| 16190 - Sewing Machine Operator | 11.39 |
| 16220 - Tailor | 12.13 |
| 16250 - Washer, Machine | 9.46 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 14.93 |
| 19040 - Tool And Die Maker | 19.27 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.38 |
| 21030 - Material Coordinator | 18.08 |
| 21040 - Material Expediter | 18.08 |
| 21050 - Material Handling Laborer | 10.85 |
| 21071 - Order Filler | 9.87 |
| 21080 - Production Line Worker (Food Processing) | 13.38 |

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| 21110 - Shipping Packer | 12.94 |
| 21130 - Shipping/Receiving Clerk | 12.94 |
| 21140 - Store Worker I | 10.57 |
| 21150 - Stock Clerk | 14.26 |
| 21210 - Tools And Parts Attendant | 13.38 |
| 21410 - Warehouse Specialist | 13.38 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 19.16 |
| 23021 - Aircraft Mechanic I | 18.09 |
| 23022 - Aircraft Mechanic II | 19.16 |
| 23023 - Aircraft Mechanic III | 20.16 |
| 23040 - Aircraft Mechanic Helper | 12.92 |
| 23050 - Aircraft, Painter | 17.17 |
| 23060 - Aircraft Servicer | 14.99 |
| 23080 - Aircraft Worker | 16.06 |
| 23110 - Appliance Mechanic | 14.18 |
| 23120 - Bicycle Repairer | 8.68 |
| 23125 - Cable Splicer | 19.97 |
| 23130 - Carpenter, Maintenance | 14.83 |
| 23140 - Carpet Layer | 16.07 |
| 23160 - Electrician, Maintenance | 17.93 |
| 23181 - Electronics Technician Maintenance I | 19.70 |
| 23182 - Electronics Technician Maintenance II | 20.97 |
| 23183 - Electronics Technician Maintenance III | 22.07 |
| 23260 - Fabric Worker | 15.00 |
| 23290 - Fire Alarm System Mechanic | 18.09 |
| 23310 - Fire Extinguisher Repairer | 13.97 |
| 23311 - Fuel Distribution System Mechanic | 18.09 |
| 23312 - Fuel Distribution System Operator | 13.97 |
| 23370 - General Maintenance Worker | 17.28 |
| 23380 - Ground Support Equipment Mechanic | 18.09 |
| 23381 - Ground Support Equipment Servicer | 14.99 |
| 23382 - Ground Support Equipment Worker | 16.06 |
| 23391 - Gunsmith I | 13.97 |
| 23392 - Gunsmith II | 16.07 |
| 23393 - Gunsmith III | 18.09 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.50 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.59 |
| 23430 - Heavy Equipment Mechanic | 20.99 |
| 23440 - Heavy Equipment Operator | 14.80 |
| 23460 - Instrument Mechanic | 18.09 |
| 23465 - Laboratory/Shelter Mechanic | 17.11 |
| 23470 - Laborer | 10.85 |
| 23510 - Locksmith | 17.11 |
| 23530 - Machinery Maintenance Mechanic | 19.62 |
| 23550 - Machinist, Maintenance | 16.71 |
| 23580 - Maintenance Trades Helper | 11.36 |
| 23591 - Metrology Technician I | 18.09 |
| 23592 - Metrology Technician II | 19.15 |
| 23593 - Metrology Technician III | 20.16 |
| 23640 - Millwright | 19.69 |
| 23710 - Office Appliance Repairer | 14.49 |
| 23760 - Painter, Maintenance | 13.15 |
| 23790 - Pipefitter, Maintenance | 19.70 |
| 23810 - Plumber, Maintenance | 17.83 |
| 23820 - Pneudraulic Systems Mechanic | 18.09 |
| 23850 - Rigger | 18.09 |
| 23870 - Scale Mechanic | 16.07 |
| 23890 - Sheet-Metal Worker, Maintenance | 14.60 |
| 23910 - Small Engine Mechanic | 16.07 |
| 23931 - Telecommunications Mechanic I | 21.63 |

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| 23932 - Telecommunications Mechanic II | 22.91 |
| 23950 - Telephone Lineman | 20.05 |
| 23960 - Welder, Combination, Maintenance | 14.89 |
| 23965 - Well Driller | 18.09 |
| 23970 - Woodcraft Worker | 18.09 |
| 23980 - Woodworker | 13.97 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.48 |
| 24580 - Child Care Center Clerk | 9.97 |
| 24610 - Chore Aide | 8.50 |
| 24620 - Family Readiness And Support Services Coordinator | 12.43 |
| 24630 - Homemaker | 11.08 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.27 |
| 25040 - Sewage Plant Operator | 17.45 |
| 25070 - Stationary Engineer | 21.27 |
| 25190 - Ventilation Equipment Tender | 14.32 |
| 25210 - Water Treatment Plant Operator | 17.45 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.40 |
| 27007 - Baggage Inspector | 10.85 |
| 27008 - Corrections Officer | 14.21 |
| 27010 - Court Security Officer | 14.21 |
| 27030 - Detection Dog Handler | 14.40 |
| 27040 - Detention Officer | 14.21 |
| 27070 - Firefighter | 14.21 |
| 27101 - Guard I | 10.85 |
| 27102 - Guard II | 14.40 |
| 27131 - Police Officer I | 16.80 |
| 27132 - Police Officer II | 18.66 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.23 |
| 28042 - Carnival Equipment Repairer | 7.25 |
| 28043 - Carnival Equipment Worker | 8.65 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.95 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |
| 28515 - Recreation Specialist | 15.00 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 17.54 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.07 |
| 29020 - Hatch Tender | 16.07 |
| 29030 - Line Handler | 16.07 |
| 29041 - Stevedore I | 15.00 |
| 29042 - Stevedore II | 17.38 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.94 |
| 30022 - Archeological Technician II | 17.94 |
| 30023 - Archeological Technician III | 23.52 |
| 30030 - Cartographic Technician | 24.99 |
| 30040 - Civil Engineering Technician | 23.15 |
| 30061 - Drafter/CAD Operator I | 16.71 |
| 30062 - Drafter/CAD Operator II | 20.16 |
| 30063 - Drafter/CAD Operator III | 22.49 |
| 30064 - Drafter/CAD Operator IV | 27.66 |
| 30081 - Engineering Technician I | 16.06 |
| 30082 - Engineering Technician II | 18.02 |

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| 30083 - Engineering Technician III | 20.16 |
| 30084 - Engineering Technician IV | 24.99 |
| 30085 - Engineering Technician V | 30.19 |
| 30086 - Engineering Technician VI | 36.98 |
| 30090 - Environmental Technician | 24.99 |
| 30210 - Laboratory Technician | 21.86 |
| 30240 - Mathematical Technician | 24.99 |
| 30361 - Paralegal/Legal Assistant I | 17.27 |
| 30362 - Paralegal/Legal Assistant II | 21.10 |
| 30363 - Paralegal/Legal Assistant III | 25.92 |
| 30364 - Paralegal/Legal Assistant IV | 28.96 |
| 30390 - Photo-Optics Technician | 24.68 |
| 30461 - Technical Writer I | 24.68 |
| 30462 - Technical Writer II | 30.19 |
| 30463 - Technical Writer III | 36.53 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.71 |
| 30621 - Weather Observer, Senior | (see 2) 24.68 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.81 |
| 31030 - Bus Driver | 13.83 |
| 31043 - Driver Courier | 12.86 |
| 31260 - Parking and Lot Attendant | 9.76 |
| 31290 - Shuttle Bus Driver | 13.89 |
| 31310 - Taxi Driver | 12.13 |
| 31361 - Truckdriver, Light | 13.89 |
| 31362 - Truckdriver, Medium | 15.69 |
| 31363 - Truckdriver, Heavy | 18.02 |
| 31364 - Truckdriver, Tractor-Trailer | 18.02 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.91 |
| 99050 - Desk Clerk | 9.56 |
| 99095 - Embalmer | 21.58 |
| 99251 - Laboratory Animal Caretaker I | 12.69 |
| 99252 - Laboratory Animal Caretaker II | 16.75 |
| 99310 - Mortician | 23.74 |
| 99410 - Pest Controller | 15.21 |
| 99510 - Photofinishing Worker | 12.34 |
| 99710 - Recycling Laborer | 10.63 |
| 99711 - Recycling Specialist | 12.88 |
| 99730 - Refuse Collector | 9.61 |
| 99810 - Sales Clerk | 11.38 |
| 99820 - School Crossing Guard | 10.96 |
| 99830 - Survey Party Chief | 16.93 |
| 99831 - Surveying Aide | 10.46 |
| 99832 - Surveying Technician | 15.78 |
| 99840 - Vending Machine Attendant | 15.51 |
| 99841 - Vending Machine Repairer | 19.27 |
| 99842 - Vending Machine Repairer Helper | 15.51 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444

should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2478
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: South Carolina

Area: South Carolina Counties of Darlington, Florence, Lee

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.08 |
| 01012 - Accounting Clerk II | | 13.57 |
| 01013 - Accounting Clerk III | | 15.18 |
| 01020 - Administrative Assistant | | 18.49 |
| 01040 - Court Reporter | | 14.19 |
| 01051 - Data Entry Operator I | | 11.44 |
| 01052 - Data Entry Operator II | | 12.48 |
| 01060 - Dispatcher, Motor Vehicle | | 16.03 |
| 01070 - Document Preparation Clerk | | 11.31 |
| 01090 - Duplicating Machine Operator | | 11.31 |
| 01111 - General Clerk I | | 10.27 |
| 01112 - General Clerk II | | 11.21 |
| 01113 - General Clerk III | | 12.58 |
| 01120 - Housing Referral Assistant | | 15.83 |
| 01141 - Messenger Courier | | 10.42 |
| 01191 - Order Clerk I | | 12.65 |
| 01192 - Order Clerk II | | 13.84 |
| 01261 - Personnel Assistant (Employment) I | | 14.00 |
| 01262 - Personnel Assistant (Employment) II | | 15.65 |
| 01263 - Personnel Assistant (Employment) III | | 17.46 |
| 01270 - Production Control Clerk | | 21.31 |
| 01280 - Receptionist | | 10.15 |
| 01290 - Rental Clerk | | 12.36 |
| 01300 - Scheduler, Maintenance | | 12.69 |
| 01311 - Secretary I | | 12.69 |
| 01312 - Secretary II | | 14.19 |
| 01313 - Secretary III | | 15.83 |
| 01320 - Service Order Dispatcher | | 14.32 |
| 01410 - Supply Technician | | 18.49 |
| 01420 - Survey Worker | | 12.09 |
| 01531 - Travel Clerk I | | 12.07 |
| 01532 - Travel Clerk II | | 12.84 |
| 01533 - Travel Clerk III | | 13.66 |
| 01611 - Word Processor I | | 11.31 |
| 01612 - Word Processor II | | 12.69 |
| 01613 - Word Processor III | | 14.19 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 17.42 |
| 05010 - Automotive Electrician | | 14.72 |

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| 05040 - Automotive Glass Installer | 13.36 |
| 05070 - Automotive Worker | 13.36 |
| 05110 - Mobile Equipment Servicer | 11.57 |
| 05130 - Motor Equipment Metal Mechanic | 15.03 |
| 05160 - Motor Equipment Metal Worker | 13.36 |
| 05190 - Motor Vehicle Mechanic | 15.03 |
| 05220 - Motor Vehicle Mechanic Helper | 10.82 |
| 05250 - Motor Vehicle Upholstery Worker | 13.16 |
| 05280 - Motor Vehicle Wrecker | 13.36 |
| 05310 - Painter, Automotive | 13.91 |
| 05340 - Radiator Repair Specialist | 13.36 |
| 05370 - Tire Repairer | 7.51 |
| 05400 - Transmission Repair Specialist | 15.03 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.93 |
| 07041 - Cook I | 10.18 |
| 07042 - Cook II | 11.72 |
| 07070 - Dishwasher | 7.65 |
| 07130 - Food Service Worker | 8.99 |
| 07210 - Meat Cutter | 13.67 |
| 07260 - Waiter/Waitress | 8.01 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.17 |
| 09040 - Furniture Handler | 9.63 |
| 09080 - Furniture Refinisher | 15.13 |
| 09090 - Furniture Refinisher Helper | 11.44 |
| 09110 - Furniture Repairer, Minor | 13.27 |
| 09130 - Upholsterer | 15.13 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.04 |
| 11060 - Elevator Operator | 9.89 |
| 11090 - Gardener | 12.60 |
| 11122 - Housekeeping Aide | 8.66 |
| 11150 - Janitor | 9.89 |
| 11210 - Laborer, Grounds Maintenance | 9.79 |
| 11240 - Maid or Houseman | 7.74 |
| 11260 - Pruner | 8.84 |
| 11270 - Tractor Operator | 11.64 |
| 11330 - Trail Maintenance Worker | 9.79 |
| 11360 - Window Cleaner | 10.95 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.35 |
| 12011 - Breath Alcohol Technician | 15.34 |
| 12012 - Certified Occupational Therapist Assistant | 23.84 |
| 12015 - Certified Physical Therapist Assistant | 26.22 |
| 12020 - Dental Assistant | 13.76 |
| 12025 - Dental Hygienist | 32.84 |
| 12030 - EKG Technician | 21.33 |
| 12035 - Electroneurodiagnostic Technologist | 21.33 |
| 12040 - Emergency Medical Technician | 15.34 |
| 12071 - Licensed Practical Nurse I | 14.11 |
| 12072 - Licensed Practical Nurse II | 15.78 |
| 12073 - Licensed Practical Nurse III | 17.60 |
| 12100 - Medical Assistant | 12.07 |
| 12130 - Medical Laboratory Technician | 16.17 |
| 12160 - Medical Record Clerk | 14.11 |
| 12190 - Medical Record Technician | 16.13 |
| 12195 - Medical Transcriptionist | 15.12 |
| 12210 - Nuclear Medicine Technologist | 34.29 |
| 12221 - Nursing Assistant I | 9.15 |
| 12222 - Nursing Assistant II | 10.29 |
| 12223 - Nursing Assistant III | 11.23 |
| 12224 - Nursing Assistant IV | 12.60 |

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| 12235 - Optical Dispenser | 17.62 |
| 12236 - Optical Technician | 13.95 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.90 |
| 12305 - Radiologic Technologist | 23.84 |
| 12311 - Registered Nurse I | 22.68 |
| 12312 - Registered Nurse II | 27.75 |
| 12313 - Registered Nurse II, Specialist | 27.75 |
| 12314 - Registered Nurse III | 33.57 |
| 12315 - Registered Nurse III, Anesthetist | 33.57 |
| 12316 - Registered Nurse IV | 40.23 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.56 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.61 |
| 13012 - Exhibits Specialist II | 20.58 |
| 13013 - Exhibits Specialist III | 24.97 |
| 13041 - Illustrator I | 16.61 |
| 13042 - Illustrator II | 20.58 |
| 13043 - Illustrator III | 24.97 |
| 13047 - Librarian | 22.62 |
| 13050 - Library Aide/Clerk | 11.91 |
| 13054 - Library Information Technology Systems Administrator | 20.44 |
| 13058 - Library Technician | 14.81 |
| 13061 - Media Specialist I | 14.73 |
| 13062 - Media Specialist II | 16.48 |
| 13063 - Media Specialist III | 18.38 |
| 13071 - Photographer I | 15.07 |
| 13072 - Photographer II | 16.86 |
| 13073 - Photographer III | 20.90 |
| 13074 - Photographer IV | 24.97 |
| 13075 - Photographer V | 31.30 |
| 13110 - Video Teleconference Technician | 14.73 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.75 |
| 14042 - Computer Operator II | 16.50 |
| 14043 - Computer Operator III | 19.69 |
| 14044 - Computer Operator IV | 21.64 |
| 14045 - Computer Operator V | 23.96 |
| 14071 - Computer Programmer I | 18.35 |
| 14072 - Computer Programmer II | 22.75 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 26.68 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.75 |
| 14160 - Personal Computer Support Technician | 21.64 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.29 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.09 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.49 |
| 15050 - Computer Based Training Specialist / Instructor | 25.29 |
| 15060 - Educational Technologist | 31.31 |
| 15070 - Flight Instructor (Pilot) | 35.49 |
| 15080 - Graphic Artist | 22.64 |
| 15090 - Technical Instructor | 20.85 |
| 15095 - Technical Instructor/Course Developer | 25.55 |
| 15110 - Test Proctor | 16.81 |
| 15120 - Tutor | 16.81 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.76 |
| 16030 - Counter Attendant | 8.76 |

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|---|-------|
| 16040 - Dry Cleaner | 10.80 |
| 16070 - Finisher, Flatwork, Machine | 8.76 |
| 16090 - Presser, Hand | 8.76 |
| 16110 - Presser, Machine, Drycleaning | 8.76 |
| 16130 - Presser, Machine, Shirts | 8.76 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.76 |
| 16190 - Sewing Machine Operator | 11.39 |
| 16220 - Tailor | 12.13 |
| 16250 - Washer, Machine | 9.46 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 14.93 |
| 19040 - Tool And Die Maker | 19.27 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.38 |
| 21030 - Material Coordinator | 18.08 |
| 21040 - Material Expediter | 18.08 |
| 21050 - Material Handling Laborer | 10.85 |
| 21071 - Order Filler | 9.87 |
| 21080 - Production Line Worker (Food Processing) | 13.38 |
| 21110 - Shipping Packer | 12.94 |
| 21130 - Shipping/Receiving Clerk | 12.94 |
| 21140 - Store Worker I | 10.57 |
| 21150 - Stock Clerk | 14.26 |
| 21210 - Tools And Parts Attendant | 13.38 |
| 21410 - Warehouse Specialist | 13.38 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 19.16 |
| 23021 - Aircraft Mechanic I | 18.09 |
| 23022 - Aircraft Mechanic II | 19.16 |
| 23023 - Aircraft Mechanic III | 20.16 |
| 23040 - Aircraft Mechanic Helper | 12.92 |
| 23050 - Aircraft, Painter | 17.17 |
| 23060 - Aircraft Servicer | 14.99 |
| 23080 - Aircraft Worker | 16.06 |
| 23110 - Appliance Mechanic | 14.18 |
| 23120 - Bicycle Repairer | 8.68 |
| 23125 - Cable Splicer | 19.97 |
| 23130 - Carpenter, Maintenance | 14.83 |
| 23140 - Carpet Layer | 16.07 |
| 23160 - Electrician, Maintenance | 17.93 |
| 23181 - Electronics Technician Maintenance I | 19.70 |
| 23182 - Electronics Technician Maintenance II | 20.97 |
| 23183 - Electronics Technician Maintenance III | 22.07 |
| 23260 - Fabric Worker | 15.00 |
| 23290 - Fire Alarm System Mechanic | 18.09 |
| 23310 - Fire Extinguisher Repairer | 13.97 |
| 23311 - Fuel Distribution System Mechanic | 18.09 |
| 23312 - Fuel Distribution System Operator | 13.97 |
| 23370 - General Maintenance Worker | 17.28 |
| 23380 - Ground Support Equipment Mechanic | 18.09 |
| 23381 - Ground Support Equipment Servicer | 14.99 |
| 23382 - Ground Support Equipment Worker | 16.06 |
| 23391 - Gunsmith I | 13.97 |
| 23392 - Gunsmith II | 16.07 |
| 23393 - Gunsmith III | 18.09 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.50 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.59 |
| 23430 - Heavy Equipment Mechanic | 20.99 |
| 23440 - Heavy Equipment Operator | 14.80 |
| 23460 - Instrument Mechanic | 18.09 |
| 23465 - Laboratory/Shelter Mechanic | 17.11 |

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|---|-------|
| 23470 - Laborer | 10.85 |
| 23510 - Locksmith | 17.11 |
| 23530 - Machinery Maintenance Mechanic | 19.62 |
| 23550 - Machinist, Maintenance | 16.71 |
| 23580 - Maintenance Trades Helper | 11.36 |
| 23591 - Metrology Technician I | 18.09 |
| 23592 - Metrology Technician II | 19.15 |
| 23593 - Metrology Technician III | 20.16 |
| 23640 - Millwright | 19.69 |
| 23710 - Office Appliance Repairer | 14.49 |
| 23760 - Painter, Maintenance | 13.15 |
| 23790 - Pipefitter, Maintenance | 19.70 |
| 23810 - Plumber, Maintenance | 17.83 |
| 23820 - Pneudraulic Systems Mechanic | 18.09 |
| 23850 - Rigger | 18.09 |
| 23870 - Scale Mechanic | 16.07 |
| 23890 - Sheet-Metal Worker, Maintenance | 14.60 |
| 23910 - Small Engine Mechanic | 16.07 |
| 23931 - Telecommunications Mechanic I | 21.63 |
| 23932 - Telecommunications Mechanic II | 22.91 |
| 23950 - Telephone Lineman | 20.05 |
| 23960 - Welder, Combination, Maintenance | 14.89 |
| 23965 - well Driller | 18.09 |
| 23970 - Woodcraft Worker | 18.09 |
| 23980 - Woodworker | 13.97 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.48 |
| 24580 - Child Care Center Clerk | 9.97 |
| 24610 - Chore Aide | 8.50 |
| 24620 - Family Readiness And Support Services Coordinator | 12.43 |
| 24630 - Homemaker | 11.08 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.27 |
| 25040 - Sewage Plant Operator | 17.45 |
| 25070 - Stationary Engineer | 21.27 |
| 25190 - Ventilation Equipment Tender | 14.32 |
| 25210 - Water Treatment Plant Operator | 17.45 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.40 |
| 27007 - Baggage Inspector | 10.85 |
| 27008 - Corrections Officer | 14.21 |
| 27010 - Court Security Officer | 14.21 |
| 27030 - Detection Dog Handler | 14.40 |
| 27040 - Detention Officer | 14.21 |
| 27070 - Firefighter | 14.21 |
| 27101 - Guard I | 10.85 |
| 27102 - Guard II | 14.40 |
| 27131 - Police Officer I | 16.80 |
| 27132 - Police Officer II | 18.66 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.23 |
| 28042 - Carnival Equipment Repairer | 7.25 |
| 28043 - Carnival Equipment Worker | 8.65 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.95 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |
| 28515 - Recreation Specialist | 15.00 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 17.54 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.07 |

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| 29020 - Hatch Tender | 16.07 |
| 29030 - Line Handler | 16.07 |
| 29041 - Stevedore I | 15.00 |
| 29042 - Stevedore II | 17.38 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.94 |
| 30022 - Archeological Technician II | 17.94 |
| 30023 - Archeological Technician III | 23.52 |
| 30030 - Cartographic Technician | 24.99 |
| 30040 - Civil Engineering Technician | 23.15 |
| 30061 - Drafter/CAD Operator I | 16.71 |
| 30062 - Drafter/CAD Operator II | 20.16 |
| 30063 - Drafter/CAD Operator III | 22.49 |
| 30064 - Drafter/CAD Operator IV | 27.66 |
| 30081 - Engineering Technician I | 16.06 |
| 30082 - Engineering Technician II | 18.02 |
| 30083 - Engineering Technician III | 20.16 |
| 30084 - Engineering Technician IV | 24.99 |
| 30085 - Engineering Technician V | 30.19 |
| 30086 - Engineering Technician VI | 36.98 |
| 30090 - Environmental Technician | 24.99 |
| 30210 - Laboratory Technician | 21.86 |
| 30240 - Mathematical Technician | 24.99 |
| 30361 - Paralegal/Legal Assistant I | 17.27 |
| 30362 - Paralegal/Legal Assistant II | 21.10 |
| 30363 - Paralegal/Legal Assistant III | 25.92 |
| 30364 - Paralegal/Legal Assistant IV | 28.96 |
| 30390 - Photo-Optics Technician | 24.68 |
| 30461 - Technical Writer I | 24.68 |
| 30462 - Technical Writer II | 30.19 |
| 30463 - Technical Writer III | 36.53 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 20.71 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 24.68 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.81 |
| 31030 - Bus Driver | 13.83 |
| 31043 - Driver Courier | 12.86 |
| 31260 - Parking and Lot Attendant | 9.76 |
| 31290 - Shuttle Bus Driver | 13.89 |
| 31310 - Taxi Driver | 12.13 |
| 31361 - Truckdriver, Light | 13.89 |
| 31362 - Truckdriver, Medium | 15.69 |
| 31363 - Truckdriver, Heavy | 18.02 |
| 31364 - Truckdriver, Tractor-Trailer | 18.02 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.91 |
| 99050 - Desk Clerk | 9.56 |
| 99095 - Embalmer | 21.58 |
| 99251 - Laboratory Animal Caretaker I | 12.69 |
| 99252 - Laboratory Animal Caretaker II | 16.75 |
| 99310 - Mortician | 23.74 |
| 99410 - Pest Controller | 15.21 |
| 99510 - Photofinishing Worker | 12.34 |
| 99710 - Recycling Laborer | 10.63 |

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| 99711 - Recycling Specialist | 12.88 |
| 99730 - Refuse Collector | 9.61 |
| 99810 - Sales Clerk | 11.38 |
| 99820 - School Crossing Guard | 10.96 |
| 99830 - Survey Party Chief | 16.93 |
| 99831 - Surveying Aide | 10.46 |
| 99832 - Surveying Technician | 15.78 |
| 99840 - Vending Machine Attendant | 15.51 |
| 99841 - Vending Machine Repairer | 19.27 |
| 99842 - Vending Machine Repairer Helper | 15.51 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

**** 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.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2479
Revision No.: 18
Date of Last Revision: 07/25/2014

State: South Carolina

Area: South Carolina Counties of Abbeville, Anderson, Cherokee, Greenville, Greenwood, Laurens, Oconee, Pickens, Spartanburg, Union

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.84 |
| 01012 - Accounting Clerk II | | 14.41 |
| 01013 - Accounting Clerk III | | 16.63 |
| 01020 - Administrative Assistant | | 21.26 |
| 01040 - Court Reporter | | 18.89 |
| 01051 - Data Entry Operator I | | 11.90 |
| 01052 - Data Entry Operator II | | 12.98 |
| 01060 - Dispatcher, Motor Vehicle | | 18.84 |
| 01070 - Document Preparation Clerk | | 13.63 |
| 01090 - Duplicating Machine Operator | | 13.63 |
| 01111 - General Clerk I | | 12.45 |
| 01112 - General Clerk II | | 13.58 |
| 01113 - General Clerk III | | 15.25 |
| 01120 - Housing Referral Assistant | | 18.67 |
| 01141 - Messenger Courier | | 10.76 |
| 01191 - Order Clerk I | | 13.55 |

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| 01192 - Order Clerk II | 15.36 |
| 01261 - Personnel Assistant (Employment) I | 15.00 |
| 01262 - Personnel Assistant (Employment) II | 18.46 |
| 01263 - Personnel Assistant (Employment) III | 19.90 |
| 01270 - Production Control Clerk | 19.90 |
| 01280 - Receptionist | 12.65 |
| 01290 - Rental Clerk | 14.34 |
| 01300 - Scheduler, Maintenance | 14.97 |
| 01311 - Secretary I | 14.97 |
| 01312 - Secretary II | 16.74 |
| 01313 - Secretary III | 18.67 |
| 01320 - Service Order Dispatcher | 15.40 |
| 01410 - Supply Technician | 21.26 |
| 01420 - Survey Worker | 17.81 |
| 01531 - Travel Clerk I | 12.07 |
| 01532 - Travel Clerk II | 12.84 |
| 01533 - Travel Clerk III | 13.66 |
| 01611 - Word Processor I | 13.20 |
| 01612 - Word Processor II | 14.34 |
| 01613 - Word Processor III | 16.22 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.12 |
| 05010 - Automotive Electrician | 15.51 |
| 05040 - Automotive Glass Installer | 16.09 |
| 05070 - Automotive Worker | 14.59 |
| 05110 - Mobile Equipment Servicer | 12.68 |
| 05130 - Motor Equipment Metal Mechanic | 16.42 |
| 05160 - Motor Equipment Metal Worker | 14.59 |
| 05190 - Motor Vehicle Mechanic | 16.42 |
| 05220 - Motor Vehicle Mechanic Helper | 11.75 |
| 05250 - Motor Vehicle Upholstery Worker | 13.63 |
| 05280 - Motor Vehicle wrecker | 14.59 |
| 05310 - Painter, Automotive | 15.51 |
| 05340 - Radiator Repair Specialist | 14.59 |
| 05370 - Tire Repairer | 11.57 |
| 05400 - Transmission Repair Specialist | 16.42 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 9.56 |
| 07041 - Cook I | 9.50 |
| 07042 - Cook II | 10.96 |
| 07070 - Dishwasher | 8.07 |
| 07130 - Food Service Worker | 8.57 |
| 07210 - Meat Cutter | 12.94 |
| 07260 - Waiter/Waitress | 8.04 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.22 |
| 09040 - Furniture Handler | 10.69 |
| 09080 - Furniture Refinisher | 16.82 |
| 09090 - Furniture Refinisher Helper | 12.71 |
| 09110 - Furniture Repairer, Minor | 14.73 |
| 09130 - Upholsterer | 16.82 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.41 |
| 11060 - Elevator Operator | 8.69 |
| 11090 - Gardener | 13.51 |
| 11122 - Housekeeping Aide | 8.69 |
| 11150 - Janitor | 8.69 |
| 11210 - Laborer, Grounds Maintenance | 10.74 |
| 11240 - Maid or Houseman | 8.65 |
| 11260 - Pruner | 9.70 |
| 11270 - Tractor Operator | 12.77 |
| 11330 - Trail Maintenance Worker | 10.74 |
| 11360 - Window Cleaner | 9.61 |

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| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.36 |
| 12011 - Breath Alcohol Technician | 16.61 |
| 12012 - Certified Occupational Therapist Assistant | 20.21 |
| 12015 - Certified Physical Therapist Assistant | 21.60 |
| 12020 - Dental Assistant | 14.42 |
| 12025 - Dental Hygienist | 28.73 |
| 12030 - EKG Technician | 23.29 |
| 12035 - Electroneurodiagnostic Technologist | 23.29 |
| 12040 - Emergency Medical Technician | 15.36 |
| 12071 - Licensed Practical Nurse I | 15.42 |
| 12072 - Licensed Practical Nurse II | 17.25 |
| 12073 - Licensed Practical Nurse III | 19.23 |
| 12100 - Medical Assistant | 13.85 |
| 12130 - Medical Laboratory Technician | 16.26 |
| 12160 - Medical Record Clerk | 12.58 |
| 12190 - Medical Record Technician | 14.08 |
| 12195 - Medical Transcriptionist | 14.81 |
| 12210 - Nuclear Medicine Technologist | 34.18 |
| 12221 - Nursing Assistant I | 9.68 |
| 12222 - Nursing Assistant II | 10.89 |
| 12223 - Nursing Assistant III | 11.88 |
| 12224 - Nursing Assistant IV | 13.33 |
| 12235 - Optical Dispenser | 14.15 |
| 12236 - Optical Technician | 14.26 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.33 |
| 12305 - Radiologic Technologist | 22.90 |
| 12311 - Registered Nurse I | 25.94 |
| 12312 - Registered Nurse II | 28.51 |
| 12313 - Registered Nurse II, Specialist | 28.51 |
| 12314 - Registered Nurse III | 34.49 |
| 12315 - Registered Nurse III, Anesthetist | 34.49 |
| 12316 - Registered Nurse IV | 41.33 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.58 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.72 |
| 13012 - Exhibits Specialist II | 21.83 |
| 13013 - Exhibits Specialist III | 27.86 |
| 13041 - Illustrator I | 18.72 |
| 13042 - Illustrator II | 21.83 |
| 13043 - Illustrator III | 28.27 |
| 13047 - Librarian | 25.61 |
| 13050 - Library Aide/Clerk | 10.64 |
| 13054 - Library Information Technology Systems Administrator | 23.12 |
| 13058 - Library Technician | 13.34 |
| 13061 - Media Specialist I | 16.16 |
| 13062 - Media Specialist II | 18.06 |
| 13063 - Media Specialist III | 20.15 |
| 13071 - Photographer I | 16.27 |
| 13072 - Photographer II | 18.20 |
| 13073 - Photographer III | 22.00 |
| 13074 - Photographer IV | 26.91 |
| 13075 - Photographer V | 32.35 |
| 13110 - Video Teleconference Technician | 15.76 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.10 |
| 14042 - Computer Operator II | 18.01 |
| 14043 - Computer Operator III | 20.08 |
| 14044 - Computer Operator IV | 22.32 |
| 14045 - Computer Operator V | 24.70 |
| 14071 - Computer Programmer I | 20.71 |

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| 14072 - Computer Programmer II | 25.66 |
| 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 | 16.10 |
| 14160 - Personal Computer Support Technician | 22.32 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.10 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.00 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.74 |
| 15050 - Computer Based Training Specialist / Instructor | 28.10 |
| 15060 - Educational Technologist | 29.29 |
| 15070 - Flight Instructor (Pilot) | 40.74 |
| 15080 - Graphic Artist | 20.53 |
| 15090 - Technical Instructor | 21.14 |
| 15095 - Technical Instructor/Course Developer | 25.86 |
| 15110 - Test Proctor | 17.05 |
| 15120 - Tutor | 17.05 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.76 |
| 16030 - Counter Attendant | 8.76 |
| 16040 - Dry Cleaner | 10.80 |
| 16070 - Finisher, Flatwork, Machine | 8.76 |
| 16090 - Presser, Hand | 8.76 |
| 16110 - Presser, Machine, Drycleaning | 8.76 |
| 16130 - Presser, Machine, Shirts | 8.76 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.76 |
| 16190 - Sewing Machine Operator | 11.39 |
| 16220 - Tailor | 12.13 |
| 16250 - Washer, Machine | 9.46 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.63 |
| 19040 - Tool And Die Maker | 21.79 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.75 |
| 21030 - Material Coordinator | 19.18 |
| 21040 - Material Expediter | 19.18 |
| 21050 - Material Handling Laborer | 13.16 |
| 21071 - Order Filler | 12.76 |
| 21080 - Production Line Worker (Food Processing) | 14.75 |
| 21110 - Shipping Packer | 13.84 |
| 21130 - Shipping/Receiving Clerk | 13.84 |
| 21140 - Store Worker I | 10.57 |
| 21150 - Stock Clerk | 14.26 |
| 21210 - Tools And Parts Attendant | 14.75 |
| 21410 - Warehouse Specialist | 14.75 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.01 |
| 23021 - Aircraft Mechanic I | 21.73 |
| 23022 - Aircraft Mechanic II | 23.01 |
| 23023 - Aircraft Mechanic III | 24.21 |
| 23040 - Aircraft Mechanic Helper | 15.72 |
| 23050 - Aircraft, Painter | 20.17 |
| 23060 - Aircraft Servicer | 18.21 |
| 23080 - Aircraft Worker | 19.52 |
| 23110 - Appliance Mechanic | 16.21 |
| 23120 - Bicycle Repairer | 10.52 |
| 23125 - Cable Splicer | 23.39 |
| 23130 - Carpenter, Maintenance | 15.24 |
| 23140 - Carpet Layer | 16.36 |
| 23160 - Electrician, Maintenance | 18.33 |

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|---|-------|
| 23181 - Electronics Technician Maintenance I | 21.80 |
| 23182 - Electronics Technician Maintenance II | 23.22 |
| 23183 - Electronics Technician Maintenance III | 24.54 |
| 23260 - Fabric Worker | 16.16 |
| 23290 - Fire Alarm System Mechanic | 16.22 |
| 23310 - Fire Extinguisher Repairer | 13.98 |
| 23311 - Fuel Distribution System Mechanic | 24.22 |
| 23312 - Fuel Distribution System Operator | 17.52 |
| 23370 - General Maintenance Worker | 17.56 |
| 23380 - Ground Support Equipment Mechanic | 21.73 |
| 23381 - Ground Support Equipment Servicer | 18.21 |
| 23382 - Ground Support Equipment Worker | 19.52 |
| 23391 - Gunsmith I | 13.98 |
| 23392 - Gunsmith II | 16.08 |
| 23393 - Gunsmith III | 18.10 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.68 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.78 |
| 23430 - Heavy Equipment Mechanic | 18.76 |
| 23440 - Heavy Equipment Operator | 16.38 |
| 23460 - Instrument Mechanic | 18.10 |
| 23465 - Laboratory/Shelter Mechanic | 17.13 |
| 23470 - Laborer | 12.74 |
| 23510 - Locksmith | 17.13 |
| 23530 - Machinery Maintenance Mechanic | 20.59 |
| 23550 - Machinist, Maintenance | 22.13 |
| 23580 - Maintenance Trades Helper | 11.77 |
| 23591 - Metrology Technician I | 18.10 |
| 23592 - Metrology Technician II | 19.17 |
| 23593 - Metrology Technician III | 20.97 |
| 23640 - Millwright | 21.07 |
| 23710 - Office Appliance Repairer | 19.18 |
| 23760 - Painter, Maintenance | 14.32 |
| 23790 - Pipefitter, Maintenance | 17.53 |
| 23810 - Plumber, Maintenance | 16.87 |
| 23820 - Pneudraulic Systems Mechanic | 18.10 |
| 23850 - Rigger | 18.10 |
| 23870 - Scale Mechanic | 16.06 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.26 |
| 23910 - Small Engine Mechanic | 14.78 |
| 23931 - Telecommunications Mechanic I | 22.42 |
| 23932 - Telecommunications Mechanic II | 23.74 |
| 23950 - Telephone Lineman | 18.05 |
| 23960 - Welder, Combination, Maintenance | 19.57 |
| 23965 - well Driller | 18.10 |
| 23970 - Woodcraft Worker | 18.10 |
| 23980 - Woodworker | 12.77 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.05 |
| 24580 - Child Care Center Clerk | 13.81 |
| 24610 - Chore Aide | 8.91 |
| 24620 - Family Readiness And Support Services Coordinator | 14.86 |
| 24630 - Homemaker | 16.03 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.24 |
| 25040 - Sewage Plant Operator | 19.26 |
| 25070 - Stationary Engineer | 21.24 |
| 25190 - Ventilation Equipment Tender | 15.19 |
| 25210 - Water Treatment Plant Operator | 19.26 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.36 |

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| 27007 - Baggage Inspector | 11.94 |
| 27008 - Corrections Officer | 15.64 |
| 27010 - Court Security Officer | 16.48 |
| 27030 - Detection Dog Handler | 13.99 |
| 27040 - Detention Officer | 15.64 |
| 27070 - Firefighter | 16.19 |
| 27101 - Guard I | 11.53 |
| 27102 - Guard II | 13.99 |
| 27131 - Police Officer I | 17.59 |
| 27132 - Police Officer II | 19.54 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 8.97 |
| 28042 - Carnival Equipment Repairer | 9.65 |
| 28043 - Carnival Equipment Worker | 8.72 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 12.11 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.43 |
| 28515 - Recreation Specialist | 16.86 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 13.59 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.11 |
| 29020 - Hatch Tender | 17.11 |
| 29030 - Line Handler | 17.11 |
| 29041 - Stevedore I | 15.97 |
| 29042 - Stevedore II | 18.23 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.71 |
| 30022 - Archeological Technician II | 19.82 |
| 30023 - Archeological Technician III | 23.24 |
| 30030 - Cartographic Technician | 23.24 |
| 30040 - Civil Engineering Technician | 23.24 |
| 30061 - Drafter/CAD Operator I | 17.71 |
| 30062 - Drafter/CAD Operator II | 19.82 |
| 30063 - Drafter/CAD Operator III | 22.09 |
| 30064 - Drafter/CAD Operator IV | 25.73 |
| 30081 - Engineering Technician I | 16.38 |
| 30082 - Engineering Technician II | 18.44 |
| 30083 - Engineering Technician III | 21.58 |
| 30084 - Engineering Technician IV | 26.40 |
| 30085 - Engineering Technician V | 32.31 |
| 30086 - Engineering Technician VI | 39.07 |
| 30090 - Environmental Technician | 21.49 |
| 30210 - Laboratory Technician | 20.73 |
| 30240 - Mathematical Technician | 23.24 |
| 30361 - Paralegal/Legal Assistant I | 17.74 |
| 30362 - Paralegal/Legal Assistant II | 21.98 |
| 30363 - Paralegal/Legal Assistant III | 26.89 |
| 30364 - Paralegal/Legal Assistant IV | 32.53 |
| 30390 - Photo-Optics Technician | 23.24 |
| 30461 - Technical Writer I | 21.45 |
| 30462 - Technical Writer II | 25.39 |
| 30463 - Technical Writer III | 29.19 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 22.09 |

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|---|---------------|
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 23.24 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.39 |
| 31030 - Bus Driver | 11.57 |
| 31043 - Driver Courier | 13.66 |
| 31260 - Parking and Lot Attendant | 8.72 |
| 31290 - Shuttle Bus Driver | 15.03 |
| 31310 - Taxi Driver | 10.05 |
| 31361 - Truckdriver, Light | 15.03 |
| 31362 - Truckdriver, Medium | 16.70 |
| 31363 - Truckdriver, Heavy | 19.23 |
| 31364 - Truckdriver, Tractor-Trailer | 19.23 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.51 |
| 99050 - Desk Clerk | 9.64 |
| 99095 - Embalmer | 26.17 |
| 99251 - Laboratory Animal Caretaker I | 11.21 |
| 99252 - Laboratory Animal Caretaker II | 12.31 |
| 99310 - Mortician | 26.17 |
| 99410 - Pest Controller | 13.93 |
| 99510 - Photofinishing Worker | 13.01 |
| 99710 - Recycling Laborer | 11.98 |
| 99711 - Recycling Specialist | 14.25 |
| 99730 - Refuse Collector | 10.83 |
| 99810 - Sales Clerk | 11.26 |
| 99820 - School Crossing Guard | 11.78 |
| 99830 - Survey Party Chief | 19.39 |
| 99831 - Surveying Aide | 12.85 |
| 99832 - Surveying Technician | 17.62 |
| 99840 - Vending Machine Attendant | 11.74 |
| 99841 - Vending Machine Repairer | 14.56 |
| 99842 - Vending Machine Repairer Helper | 11.74 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2480
Revision No.: 18
Date of Last Revision: 07/25/2014

State: South Carolina

Area: South Carolina Counties of Abbeville, Anderson, Cherokee, Greenville, Laurens, Oconee, Pickens, Spartanburg, Union

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.84 |
| 01012 - Accounting Clerk II | | 14.41 |
| 01013 - Accounting Clerk III | | 16.63 |
| 01020 - Administrative Assistant | | 21.26 |
| 01040 - Court Reporter | | 18.89 |
| 01051 - Data Entry Operator I | | 11.90 |
| 01052 - Data Entry Operator II | | 12.98 |
| 01060 - Dispatcher, Motor Vehicle | | 18.84 |
| 01070 - Document Preparation Clerk | | 13.63 |
| 01090 - Duplicating Machine Operator | | 13.63 |
| 01111 - General Clerk I | | 12.45 |
| 01112 - General Clerk II | | 13.58 |
| 01113 - General Clerk III | | 15.25 |
| 01120 - Housing Referral Assistant | | 18.67 |
| 01141 - Messenger Courier | | 10.76 |
| 01191 - Order Clerk I | | 13.55 |
| 01192 - Order Clerk II | | 15.36 |
| 01261 - Personnel Assistant (Employment) I | | 15.00 |
| 01262 - Personnel Assistant (Employment) II | | 18.46 |
| 01263 - Personnel Assistant (Employment) III | | 19.90 |
| 01270 - Production Control Clerk | | 19.90 |
| 01280 - Receptionist | | 12.65 |
| 01290 - Rental Clerk | | 14.34 |
| 01300 - Scheduler, Maintenance | | 14.97 |
| 01311 - Secretary I | | 14.97 |
| 01312 - Secretary II | | 16.74 |
| 01313 - Secretary III | | 18.67 |
| 01320 - Service Order Dispatcher | | 15.40 |
| 01410 - Supply Technician | | 21.26 |
| 01420 - Survey Worker | | 17.81 |
| 01531 - Travel Clerk I | | 12.07 |
| 01532 - Travel Clerk II | | 12.84 |
| 01533 - Travel Clerk III | | 13.66 |
| 01611 - Word Processor I | | 13.20 |
| 01612 - Word Processor II | | 14.34 |
| 01613 - Word Processor III | | 16.22 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 20.12 |
| 05010 - Automotive Electrician | | 15.51 |
| 05040 - Automotive Glass Installer | | 16.09 |
| 05070 - Automotive Worker | | 14.59 |
| 05110 - Mobile Equipment Servicer | | 12.68 |
| 05130 - Motor Equipment Metal Mechanic | | 16.42 |
| 05160 - Motor Equipment Metal Worker | | 14.59 |
| 05190 - Motor Vehicle Mechanic | | 16.42 |
| 05220 - Motor Vehicle Mechanic Helper | | 11.75 |
| 05250 - Motor Vehicle Upholstery Worker | | 13.63 |
| 05280 - Motor Vehicle Wrecker | | 14.59 |
| 05310 - Painter, Automotive | | 15.51 |
| 05340 - Radiator Repair Specialist | | 14.59 |
| 05370 - Tire Repairer | | 11.57 |
| 05400 - Transmission Repair Specialist | | 16.42 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 9.56 |
| 07041 - Cook I | | 9.50 |
| 07042 - Cook II | | 10.96 |
| 07070 - Dishwasher | | 8.07 |
| 07130 - Food Service Worker | | 8.57 |

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| 07210 - Meat Cutter | 12.94 |
| 07260 - Waiter/Waitress | 8.04 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.22 |
| 09040 - Furniture Handler | 10.69 |
| 09080 - Furniture Refinisher | 16.82 |
| 09090 - Furniture Refinisher Helper | 12.71 |
| 09110 - Furniture Repairer, Minor | 14.73 |
| 09130 - Upholsterer | 16.82 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.41 |
| 11060 - Elevator Operator | 8.69 |
| 11090 - Gardener | 13.51 |
| 11122 - Housekeeping Aide | 8.69 |
| 11150 - Janitor | 8.69 |
| 11210 - Laborer, Grounds Maintenance | 10.74 |
| 11240 - Maid or Houseman | 8.65 |
| 11260 - Pruner | 9.70 |
| 11270 - Tractor Operator | 12.77 |
| 11330 - Trail Maintenance Worker | 10.74 |
| 11360 - Window Cleaner | 9.61 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.36 |
| 12011 - Breath Alcohol Technician | 16.61 |
| 12012 - Certified Occupational Therapist Assistant | 20.21 |
| 12015 - Certified Physical Therapist Assistant | 21.60 |
| 12020 - Dental Assistant | 14.42 |
| 12025 - Dental Hygienist | 28.73 |
| 12030 - EKG Technician | 23.29 |
| 12035 - Electroneurodiagnostic Technologist | 23.29 |
| 12040 - Emergency Medical Technician | 15.36 |
| 12071 - Licensed Practical Nurse I | 15.42 |
| 12072 - Licensed Practical Nurse II | 17.25 |
| 12073 - Licensed Practical Nurse III | 19.23 |
| 12100 - Medical Assistant | 13.85 |
| 12130 - Medical Laboratory Technician | 16.26 |
| 12160 - Medical Record Clerk | 12.58 |
| 12190 - Medical Record Technician | 14.08 |
| 12195 - Medical Transcriptionist | 14.81 |
| 12210 - Nuclear Medicine Technologist | 34.18 |
| 12221 - Nursing Assistant I | 9.68 |
| 12222 - Nursing Assistant II | 10.89 |
| 12223 - Nursing Assistant III | 11.88 |
| 12224 - Nursing Assistant IV | 13.33 |
| 12235 - Optical Dispenser | 14.15 |
| 12236 - Optical Technician | 14.26 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.33 |
| 12305 - Radiologic Technologist | 22.90 |
| 12311 - Registered Nurse I | 25.94 |
| 12312 - Registered Nurse II | 28.51 |
| 12313 - Registered Nurse II, Specialist | 28.51 |
| 12314 - Registered Nurse III | 34.49 |
| 12315 - Registered Nurse III, Anesthetist | 34.49 |
| 12316 - Registered Nurse IV | 41.33 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.58 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.72 |
| 13012 - Exhibits Specialist II | 21.83 |
| 13013 - Exhibits Specialist III | 27.86 |
| 13041 - Illustrator I | 18.72 |
| 13042 - Illustrator II | 21.83 |
| 13043 - Illustrator III | 28.27 |

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| 13047 - Librarian | 25.61 |
| 13050 - Library Aide/Clerk | 10.64 |
| 13054 - Library Information Technology Systems Administrator | 23.12 |
| 13058 - Library Technician | 13.34 |
| 13061 - Media Specialist I | 16.16 |
| 13062 - Media Specialist II | 18.06 |
| 13063 - Media Specialist III | 20.15 |
| 13071 - Photographer I | 16.27 |
| 13072 - Photographer II | 18.20 |
| 13073 - Photographer III | 22.00 |
| 13074 - Photographer IV | 26.91 |
| 13075 - Photographer V | 32.35 |
| 13110 - Video Teleconference Technician | 15.76 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.10 |
| 14042 - Computer Operator II | 18.01 |
| 14043 - Computer Operator III | 20.08 |
| 14044 - Computer Operator IV | 22.32 |
| 14045 - Computer Operator V | 24.70 |
| 14071 - Computer Programmer I | 20.71 |
| 14072 - Computer Programmer II | 25.66 |
| 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 | 16.10 |
| 14160 - Personal Computer Support Technician | 22.32 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.10 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.00 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.74 |
| 15050 - Computer Based Training Specialist / Instructor | 28.10 |
| 15060 - Educational Technologist | 29.29 |
| 15070 - Flight Instructor (Pilot) | 40.74 |
| 15080 - Graphic Artist | 20.53 |
| 15090 - Technical Instructor | 21.14 |
| 15095 - Technical Instructor/Course Developer | 25.86 |
| 15110 - Test Proctor | 17.05 |
| 15120 - Tutor | 17.05 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.76 |
| 16030 - Counter Attendant | 8.76 |
| 16040 - Dry Cleaner | 10.80 |
| 16070 - Finisher, Flatwork, Machine | 8.76 |
| 16090 - Presser, Hand | 8.76 |
| 16110 - Presser, Machine, Drycleaning | 8.76 |
| 16130 - Presser, Machine, Shirts | 8.76 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.76 |
| 16190 - Sewing Machine Operator | 11.39 |
| 16220 - Tailor | 12.13 |
| 16250 - Washer, Machine | 9.46 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.63 |
| 19040 - Tool And Die Maker | 21.79 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.75 |
| 21030 - Material Coordinator | 19.18 |
| 21040 - Material Expediter | 19.18 |
| 21050 - Material Handling Laborer | 13.16 |
| 21071 - Order Filler | 12.76 |
| 21080 - Production Line Worker (Food Processing) | 14.75 |

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| 21110 - Shipping Packer | 13.84 |
| 21130 - Shipping/Receiving Clerk | 13.84 |
| 21140 - Store Worker I | 10.57 |
| 21150 - Stock Clerk | 14.26 |
| 21210 - Tools And Parts Attendant | 14.75 |
| 21410 - Warehouse Specialist | 14.75 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.01 |
| 23021 - Aircraft Mechanic I | 21.73 |
| 23022 - Aircraft Mechanic II | 23.01 |
| 23023 - Aircraft Mechanic III | 24.21 |
| 23040 - Aircraft Mechanic Helper | 15.72 |
| 23050 - Aircraft, Painter | 20.17 |
| 23060 - Aircraft Servicer | 18.21 |
| 23080 - Aircraft Worker | 19.52 |
| 23110 - Appliance Mechanic | 16.21 |
| 23120 - Bicycle Repairer | 10.52 |
| 23125 - Cable Splicer | 23.39 |
| 23130 - Carpenter, Maintenance | 15.24 |
| 23140 - Carpet Layer | 16.36 |
| 23160 - Electrician, Maintenance | 18.33 |
| 23181 - Electronics Technician Maintenance I | 21.80 |
| 23182 - Electronics Technician Maintenance II | 23.22 |
| 23183 - Electronics Technician Maintenance III | 24.54 |
| 23260 - Fabric Worker | 16.16 |
| 23290 - Fire Alarm System Mechanic | 16.22 |
| 23310 - Fire Extinguisher Repairer | 13.98 |
| 23311 - Fuel Distribution System Mechanic | 24.22 |
| 23312 - Fuel Distribution System Operator | 17.52 |
| 23370 - General Maintenance Worker | 17.56 |
| 23380 - Ground Support Equipment Mechanic | 21.73 |
| 23381 - Ground Support Equipment Servicer | 18.21 |
| 23382 - Ground Support Equipment Worker | 19.52 |
| 23391 - Gunsmith I | 13.98 |
| 23392 - Gunsmith II | 16.08 |
| 23393 - Gunsmith III | 18.10 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.68 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.78 |
| 23430 - Heavy Equipment Mechanic | 18.76 |
| 23440 - Heavy Equipment Operator | 16.38 |
| 23460 - Instrument Mechanic | 18.10 |
| 23465 - Laboratory/Shelter Mechanic | 17.13 |
| 23470 - Laborer | 12.74 |
| 23510 - Locksmith | 17.13 |
| 23530 - Machinery Maintenance Mechanic | 20.59 |
| 23550 - Machinist, Maintenance | 22.13 |
| 23580 - Maintenance Trades Helper | 11.77 |
| 23591 - Metrology Technician I | 18.10 |
| 23592 - Metrology Technician II | 19.17 |
| 23593 - Metrology Technician III | 20.97 |
| 23640 - Millwright | 21.07 |
| 23710 - Office Appliance Repairer | 19.18 |
| 23760 - Painter, Maintenance | 14.32 |
| 23790 - Pipefitter, Maintenance | 17.53 |
| 23810 - Plumber, Maintenance | 16.87 |
| 23820 - Pneudraulic Systems Mechanic | 18.10 |
| 23850 - Rigger | 18.10 |
| 23870 - Scale Mechanic | 16.06 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.26 |
| 23910 - Small Engine Mechanic | 14.78 |
| 23931 - Telecommunications Mechanic I | 22.42 |

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| 23932 - Telecommunications Mechanic II | 23.74 |
| 23950 - Telephone Lineman | 18.05 |
| 23960 - Welder, Combination, Maintenance | 19.57 |
| 23965 - Well Driller | 18.10 |
| 23970 - Woodcraft Worker | 18.10 |
| 23980 - Woodworker | 12.77 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.05 |
| 24580 - Child Care Center Clerk | 13.81 |
| 24610 - Chore Aide | 8.91 |
| 24620 - Family Readiness And Support Services Coordinator | 14.86 |
| 24630 - Homemaker | 16.03 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.24 |
| 25040 - Sewage Plant Operator | 19.26 |
| 25070 - Stationary Engineer | 21.24 |
| 25190 - Ventilation Equipment Tender | 15.19 |
| 25210 - Water Treatment Plant Operator | 19.26 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.36 |
| 27007 - Baggage Inspector | 11.94 |
| 27008 - Corrections Officer | 15.64 |
| 27010 - Court Security Officer | 16.48 |
| 27030 - Detection Dog Handler | 13.99 |
| 27040 - Detention Officer | 15.64 |
| 27070 - Firefighter | 16.19 |
| 27101 - Guard I | 11.53 |
| 27102 - Guard II | 13.99 |
| 27131 - Police Officer I | 17.59 |
| 27132 - Police Officer II | 19.54 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 8.97 |
| 28042 - Carnival Equipment Repairer | 9.65 |
| 28043 - Carnival Equipment Worker | 8.72 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 12.11 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.43 |
| 28515 - Recreation Specialist | 16.86 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 13.59 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.11 |
| 29020 - Hatch Tender | 17.11 |
| 29030 - Line Handler | 17.11 |
| 29041 - Stevedore I | 15.97 |
| 29042 - Stevedore II | 18.23 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.71 |
| 30022 - Archeological Technician II | 19.82 |
| 30023 - Archeological Technician III | 23.24 |
| 30030 - Cartographic Technician | 23.24 |
| 30040 - Civil Engineering Technician | 23.24 |
| 30061 - Drafter/CAD Operator I | 17.71 |
| 30062 - Drafter/CAD Operator II | 19.82 |
| 30063 - Drafter/CAD Operator III | 22.09 |
| 30064 - Drafter/CAD Operator IV | 25.73 |
| 30081 - Engineering Technician I | 16.38 |
| 30082 - Engineering Technician II | 18.44 |

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| 30083 - Engineering Technician III | 21.58 |
| 30084 - Engineering Technician IV | 26.40 |
| 30085 - Engineering Technician V | 32.31 |
| 30086 - Engineering Technician VI | 39.07 |
| 30090 - Environmental Technician | 21.49 |
| 30210 - Laboratory Technician | 20.73 |
| 30240 - Mathematical Technician | 23.24 |
| 30361 - Paralegal/Legal Assistant I | 17.74 |
| 30362 - Paralegal/Legal Assistant II | 21.98 |
| 30363 - Paralegal/Legal Assistant III | 26.89 |
| 30364 - Paralegal/Legal Assistant IV | 32.53 |
| 30390 - Photo-Optics Technician | 23.24 |
| 30461 - Technical Writer I | 21.45 |
| 30462 - Technical Writer II | 25.39 |
| 30463 - Technical Writer III | 29.19 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 22.09 |
| 30621 - Weather Observer, Senior | (see 2) 23.24 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.39 |
| 31030 - Bus Driver | 11.57 |
| 31043 - Driver Courier | 13.66 |
| 31260 - Parking and Lot Attendant | 8.72 |
| 31290 - Shuttle Bus Driver | 15.03 |
| 31310 - Taxi Driver | 10.05 |
| 31361 - Truckdriver, Light | 15.03 |
| 31362 - Truckdriver, Medium | 16.70 |
| 31363 - Truckdriver, Heavy | 19.23 |
| 31364 - Truckdriver, Tractor-Trailer | 19.23 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.51 |
| 99050 - Desk Clerk | 9.64 |
| 99095 - Embalmer | 26.17 |
| 99251 - Laboratory Animal Caretaker I | 11.21 |
| 99252 - Laboratory Animal Caretaker II | 12.31 |
| 99310 - Mortician | 26.17 |
| 99410 - Pest Controller | 13.93 |
| 99510 - Photofinishing Worker | 13.01 |
| 99710 - Recycling Laborer | 11.98 |
| 99711 - Recycling Specialist | 14.25 |
| 99730 - Refuse Collector | 10.83 |
| 99810 - Sales Clerk | 11.26 |
| 99820 - School Crossing Guard | 11.78 |
| 99830 - Survey Party Chief | 19.39 |
| 99831 - Surveying Aide | 12.85 |
| 99832 - Surveying Technician | 17.62 |
| 99840 - Vending Machine Attendant | 11.74 |
| 99841 - Vending Machine Repairer | 14.56 |
| 99842 - Vending Machine Repairer Helper | 11.74 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 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 4174)

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
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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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es)

of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that

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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.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2485
Revision No.: 13
Date Of Last Revision: 07/25/2014

State: South Dakota

Area: South Dakota Counties of Bennett, Butte, Corson, Custer, Dewey, Fall
River, Gregory, Haakon, Harding, Jackson, Jones, Lawrence, Lyman, Meade,
Mellette, Pennington, Perkins, Shannon, Stanley, Todd, Tripp, Ziebach

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 10.72 |
| 01012 - Accounting Clerk II | | 12.04 |
| 01013 - Accounting Clerk III | | 13.95 |
| 01020 - Administrative Assistant | | 17.58 |
| 01040 - Court Reporter | | 15.49 |
| 01051 - Data Entry Operator I | | 10.58 |
| 01052 - Data Entry Operator II | | 11.99 |
| 01060 - Dispatcher, Motor Vehicle | | 13.95 |
| 01070 - Document Preparation Clerk | | 11.05 |
| 01090 - Duplicating Machine Operator | | 11.05 |
| 01111 - General Clerk I | | 10.01 |
| 01112 - General Clerk II | | 10.97 |
| 01113 - General Clerk III | | 12.50 |
| 01120 - Housing Referral Assistant | | 15.88 |
| 01141 - Messenger Courier | | 9.33 |
| 01191 - Order Clerk I | | 10.95 |
| 01192 - Order Clerk II | | 11.95 |
| 01261 - Personnel Assistant (Employment) I | | 12.06 |
| 01262 - Personnel Assistant (Employment) II | | 13.63 |
| 01263 - Personnel Assistant (Employment) III | | 16.11 |
| 01270 - Production Control Clerk | | 16.37 |
| 01280 - Receptionist | | 10.46 |
| 01290 - Rental Clerk | | 9.49 |
| 01300 - Scheduler, Maintenance | | 11.27 |
| 01311 - Secretary I | | 11.27 |
| 01312 - Secretary II | | 12.61 |
| 01313 - Secretary III | | 15.88 |
| 01320 - Service Order Dispatcher | | 13.03 |
| 01410 - Supply Technician | | 17.58 |
| 01420 - Survey Worker | | 11.88 |
| 01531 - Travel Clerk I | | 11.24 |
| 01532 - Travel Clerk II | | 11.92 |
| 01533 - Travel Clerk III | | 12.61 |

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| 01611 - Word Processor I | 10.04 |
| 01612 - Word Processor II | 11.27 |
| 01613 - Word Processor III | 13.24 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 17.15 |
| 05010 - Automotive Electrician | 16.37 |
| 05040 - Automotive Glass Installer | 15.61 |
| 05070 - Automotive Worker | 15.61 |
| 05110 - Mobile Equipment Servicer | 14.01 |
| 05130 - Motor Equipment Metal Mechanic | 17.15 |
| 05160 - Motor Equipment Metal Worker | 15.61 |
| 05190 - Motor Vehicle Mechanic | 17.15 |
| 05220 - Motor Vehicle Mechanic Helper | 13.22 |
| 05250 - Motor Vehicle Upholstery Worker | 14.81 |
| 05280 - Motor Vehicle Wrecker | 15.61 |
| 05310 - Painter, Automotive | 16.37 |
| 05340 - Radiator Repair Specialist | 15.61 |
| 05370 - Tire Repairer | 10.75 |
| 05400 - Transmission Repair Specialist | 17.15 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.46 |
| 07041 - Cook I | 10.62 |
| 07042 - Cook II | 12.09 |
| 07070 - Dishwasher | 7.97 |
| 07130 - Food Service Worker | 8.50 |
| 07210 - Meat Cutter | 13.03 |
| 07260 - Waiter/Waitress | 7.73 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.67 |
| 09040 - Furniture Handler | 11.52 |
| 09080 - Furniture Refinisher | 16.67 |
| 09090 - Furniture Refinisher Helper | 13.46 |
| 09110 - Furniture Repairer, Minor | 15.07 |
| 09130 - Upholsterer | 15.16 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.63 |
| 11060 - Elevator Operator | 9.95 |
| 11090 - Gardener | 12.76 |
| 11122 - Housekeeping Aide | 9.95 |
| 11150 - Janitor | 9.95 |
| 11210 - Laborer, Grounds Maintenance | 10.53 |
| 11240 - Maid or Houseman | 8.73 |
| 11260 - Pruner | 9.63 |
| 11270 - Tractor Operator | 12.66 |
| 11330 - Trail Maintenance Worker | 10.53 |
| 11360 - Window Cleaner | 10.28 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.04 |
| 12011 - Breath Alcohol Technician | 14.74 |
| 12012 - Certified Occupational Therapist Assistant | 18.49 |
| 12015 - Certified Physical Therapist Assistant | 18.49 |
| 12020 - Dental Assistant | 14.39 |
| 12025 - Dental Hygienist | 26.57 |
| 12030 - EKG Technician | 22.80 |
| 12035 - Electroneurodiagnostic Technologist | 22.80 |
| 12040 - Emergency Medical Technician | 14.04 |
| 12071 - Licensed Practical Nurse I | 12.55 |
| 12072 - Licensed Practical Nurse II | 14.04 |
| 12073 - Licensed Practical Nurse III | 15.66 |
| 12100 - Medical Assistant | 12.17 |
| 12130 - Medical Laboratory Technician | 15.57 |
| 12160 - Medical Record Clerk | 13.01 |
| 12190 - Medical Record Technician | 15.05 |

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| 12195 - Medical Transcriptionist | 13.46 |
| 12210 - Nuclear Medicine Technologist | 29.62 |
| 12221 - Nursing Assistant I | 9.42 |
| 12222 - Nursing Assistant II | 10.59 |
| 12223 - Nursing Assistant III | 11.56 |
| 12224 - Nursing Assistant IV | 12.97 |
| 12235 - Optical Dispenser | 13.13 |
| 12236 - Optical Technician | 12.32 |
| 12250 - Pharmacy Technician | 13.17 |
| 12280 - Phlebotomist | 12.97 |
| 12305 - Radiologic Technologist | 21.72 |
| 12311 - Registered Nurse I | 18.46 |
| 12312 - Registered Nurse II | 22.58 |
| 12313 - Registered Nurse II, Specialist | 22.58 |
| 12314 - Registered Nurse III | 27.32 |
| 12315 - Registered Nurse III, Anesthetist | 27.32 |
| 12316 - Registered Nurse IV | 32.75 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.26 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 13.72 |
| 13012 - Exhibits Specialist II | 17.00 |
| 13013 - Exhibits Specialist III | 20.78 |
| 13041 - Illustrator I | 13.72 |
| 13042 - Illustrator II | 17.00 |
| 13043 - Illustrator III | 20.78 |
| 13047 - Librarian | 18.82 |
| 13050 - Library Aide/Clerk | 10.92 |
| 13054 - Library Information Technology Systems Administrator | 17.00 |
| 13058 - Library Technician | 12.29 |
| 13061 - Media Specialist I | 13.02 |
| 13062 - Media Specialist II | 14.56 |
| 13063 - Media Specialist III | 16.24 |
| 13071 - Photographer I | 12.70 |
| 13072 - Photographer II | 14.21 |
| 13073 - Photographer III | 17.60 |
| 13074 - Photographer IV | 21.54 |
| 13075 - Photographer V | 26.05 |
| 13110 - Video Teleconference Technician | 12.78 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 11.60 |
| 14042 - Computer Operator II | 12.97 |
| 14043 - Computer Operator III | 15.41 |
| 14044 - Computer Operator IV | 16.16 |
| 14045 - Computer Operator V | 20.32 |
| 14071 - Computer Programmer I | 18.89 |
| 14072 - Computer Programmer II | 23.41 |
| 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 | 11.60 |
| 14160 - Personal Computer Support Technician | 24.25 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.28 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.61 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.44 |
| 15050 - Computer Based Training Specialist / Instructor | 29.28 |
| 15060 - Educational Technologist | 23.68 |
| 15070 - Flight Instructor (Pilot) | 40.44 |
| 15080 - Graphic Artist | 17.93 |
| 15090 - Technical Instructor | 16.89 |

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| 15095 - Technical Instructor/Course Developer | 18.95 |
| 15110 - Test Proctor | 12.50 |
| 15120 - Tutor | 12.50 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.45 |
| 16030 - Counter Attendant | 8.45 |
| 16040 - Dry Cleaner | 10.20 |
| 16070 - Finisher, Flatwork, Machine | 8.45 |
| 16090 - Presser, Hand | 8.45 |
| 16110 - Presser, Machine, Drycleaning | 8.45 |
| 16130 - Presser, Machine, Shirts | 8.45 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.45 |
| 16190 - Sewing Machine Operator | 10.84 |
| 16220 - Tailor | 11.40 |
| 16250 - Washer, Machine | 8.96 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.94 |
| 19040 - Tool And Die Maker | 20.17 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.15 |
| 21030 - Material Coordinator | 16.37 |
| 21040 - Material Expediter | 16.37 |
| 21050 - Material Handling Laborer | 10.35 |
| 21071 - Order Filler | 9.75 |
| 21080 - Production Line Worker (Food Processing) | 13.15 |
| 21110 - Shipping Packer | 12.96 |
| 21130 - Shipping/Receiving Clerk | 12.96 |
| 21140 - Store Worker I | 10.81 |
| 21150 - Stock Clerk | 14.18 |
| 21210 - Tools And Parts Attendant | 13.15 |
| 21410 - Warehouse Specialist | 13.15 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.83 |
| 23021 - Aircraft Mechanic I | 22.12 |
| 23022 - Aircraft Mechanic II | 24.83 |
| 23023 - Aircraft Mechanic III | 25.95 |
| 23040 - Aircraft Mechanic Helper | 16.54 |
| 23050 - Aircraft, Painter | 18.34 |
| 23060 - Aircraft Servicer | 18.84 |
| 23080 - Aircraft Worker | 20.00 |
| 23110 - Appliance Mechanic | 16.66 |
| 23120 - Bicycle Repairer | 10.36 |
| 23125 - Cable Splicer | 24.56 |
| 23130 - Carpenter, Maintenance | 14.66 |
| 23140 - Carpet Layer | 15.68 |
| 23160 - Electrician, Maintenance | 19.87 |
| 23181 - Electronics Technician Maintenance I | 19.60 |
| 23182 - Electronics Technician Maintenance II | 20.83 |
| 23183 - Electronics Technician Maintenance III | 22.04 |
| 23260 - Fabric Worker | 14.82 |
| 23290 - Fire Alarm System Mechanic | 17.64 |
| 23310 - Fire Extinguisher Repairer | 14.44 |
| 23311 - Fuel Distribution System Mechanic | 23.27 |
| 23312 - Fuel Distribution System Operator | 18.18 |
| 23370 - General Maintenance Worker | 13.91 |
| 23380 - Ground Support Equipment Mechanic | 22.12 |
| 23381 - Ground Support Equipment Servicer | 18.84 |
| 23382 - Ground Support Equipment Worker | 20.00 |
| 23391 - Gunsmith I | 14.44 |
| 23392 - Gunsmith II | 16.44 |
| 23393 - Gunsmith III | 18.48 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.52 |

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| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.44 |
| 23430 - Heavy Equipment Mechanic | 19.20 |
| 23440 - Heavy Equipment Operator | 16.55 |
| 23460 - Instrument Mechanic | 18.48 |
| 23465 - Laboratory/Shelter Mechanic | 17.47 |
| 23470 - Laborer | 10.35 |
| 23510 - Locksmith | 16.79 |
| 23530 - Machinery Maintenance Mechanic | 18.37 |
| 23550 - Machinist, Maintenance | 16.18 |
| 23580 - Maintenance Trades Helper | 13.25 |
| 23591 - Metrology Technician I | 18.48 |
| 23592 - Metrology Technician II | 19.45 |
| 23593 - Metrology Technician III | 20.41 |
| 23640 - Millwright | 18.38 |
| 23710 - Office Appliance Repairer | 17.41 |
| 23760 - Painter, Maintenance | 15.55 |
| 23790 - Pipefitter, Maintenance | 19.22 |
| 23810 - Plumber, Maintenance | 17.71 |
| 23820 - Pneudraulic Systems Mechanic | 18.48 |
| 23850 - Rigger | 18.48 |
| 23870 - Scale Mechanic | 16.44 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.50 |
| 23910 - Small Engine Mechanic | 15.68 |
| 23931 - Telecommunications Mechanic I | 23.72 |
| 23932 - Telecommunications Mechanic II | 24.97 |
| 23950 - Telephone Lineman | 20.10 |
| 23960 - Welder, Combination, Maintenance | 14.11 |
| 23965 - well Driller | 17.64 |
| 23970 - Woodcraft Worker | 18.48 |
| 23980 - Woodworker | 14.44 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.82 |
| 24580 - Child Care Center Clerk | 12.39 |
| 24610 - Chore Aide | 9.18 |
| 24620 - Family Readiness And Support Services Coordinator | 10.94 |
| 24630 - Homemaker | 15.00 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.51 |
| 25040 - Sewage Plant Operator | 16.57 |
| 25070 - Stationary Engineer | 17.51 |
| 25190 - Ventilation Equipment Tender | 12.75 |
| 25210 - Water Treatment Plant Operator | 16.57 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.15 |
| 27007 - Baggage Inspector | 10.70 |
| 27008 - Corrections Officer | 14.99 |
| 27010 - Court Security Officer | 17.50 |
| 27030 - Detection Dog Handler | 14.45 |
| 27040 - Detention Officer | 14.99 |
| 27070 - Firefighter | 17.46 |
| 27101 - Guard I | 10.70 |
| 27102 - Guard II | 13.38 |
| 27131 - Police Officer I | 18.61 |
| 27132 - Police Officer II | 20.67 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.27 |
| 28042 - Carnival Equipment Repairer | 10.96 |
| 28043 - Carnival Equipment Worker | 8.49 |
| 28210 - Gate Attendant/Gate Tender | 14.08 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 15.75 |

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| 28510 - Recreation Aide/Health Facility Attendant | 11.50 |
| 28515 - Recreation Specialist | 16.08 |
| 28630 - Sports Official | 12.55 |
| 28690 - Swimming Pool Operator | 17.67 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.38 |
| 29020 - Hatch Tender | 17.38 |
| 29030 - Line Handler | 17.38 |
| 29041 - Stevedore I | 16.04 |
| 29042 - Stevedore II | 18.47 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.57 |
| 30022 - Archeological Technician II | 16.30 |
| 30023 - Archeological Technician III | 20.20 |
| 30030 - Cartographic Technician | 20.01 |
| 30040 - Civil Engineering Technician | 19.14 |
| 30061 - Drafter/CAD Operator I | 14.57 |
| 30062 - Drafter/CAD Operator II | 16.30 |
| 30063 - Drafter/CAD Operator III | 18.18 |
| 30064 - Drafter/CAD Operator IV | 22.36 |
| 30081 - Engineering Technician I | 12.70 |
| 30082 - Engineering Technician II | 14.26 |
| 30083 - Engineering Technician III | 16.28 |
| 30084 - Engineering Technician IV | 19.77 |
| 30085 - Engineering Technician V | 24.17 |
| 30086 - Engineering Technician VI | 29.25 |
| 30090 - Environmental Technician | 18.90 |
| 30210 - Laboratory Technician | 17.39 |
| 30240 - Mathematical Technician | 20.20 |
| 30361 - Paralegal/Legal Assistant I | 15.62 |
| 30362 - Paralegal/Legal Assistant II | 19.36 |
| 30363 - Paralegal/Legal Assistant III | 23.69 |
| 30364 - Paralegal/Legal Assistant IV | 28.66 |
| 30390 - Photo-Optics Technician | 20.20 |
| 30461 - Technical Writer I | 21.02 |
| 30462 - Technical Writer II | 25.71 |
| 30463 - Technical Writer III | 31.10 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 18.18 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 20.20 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.44 |
| 31030 - Bus Driver | 12.64 |
| 31043 - Driver Courier | 11.71 |
| 31260 - Parking and Lot Attendant | 10.36 |
| 31290 - Shuttle Bus Driver | 13.61 |
| 31310 - Taxi Driver | 11.67 |
| 31361 - Truckdriver, Light | 13.61 |
| 31362 - Truckdriver, Medium | 14.53 |
| 31363 - Truckdriver, Heavy | 16.07 |
| 31364 - Truckdriver, Tractor-Trailer | 16.07 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.46 |
| 99050 - Desk Clerk | 8.84 |
| 99095 - Embalmer | 24.34 |

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| 99251 - Laboratory Animal Caretaker I | 13.13 |
| 99252 - Laboratory Animal Caretaker II | 14.07 |
| 99310 - Mortician | 24.34 |
| 99410 - Pest Controller | 16.54 |
| 99510 - Photofinishing Worker | 12.10 |
| 99710 - Recycling Laborer | 13.04 |
| 99711 - Recycling Specialist | 15.23 |
| 99730 - Refuse Collector | 11.92 |
| 99810 - Sales Clerk | 10.93 |
| 99820 - School Crossing Guard | 11.33 |
| 99830 - Survey Party Chief | 17.26 |
| 99831 - Surveying Aide | 11.11 |
| 99832 - Surveying Technician | 14.45 |
| 99840 - Vending Machine Attendant | 14.12 |
| 99841 - Vending Machine Repairer | 16.94 |
| 99842 - Vending Machine Repairer Helper | 12.89 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2486
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: South Dakota

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 10.72 |
| 01012 - Accounting Clerk II | | 12.04 |
| 01013 - Accounting Clerk III | | 13.95 |
| 01020 - Administrative Assistant | | 17.58 |
| 01040 - Court Reporter | | 15.49 |
| 01051 - Data Entry Operator I | | 10.58 |
| 01052 - Data Entry Operator II | | 11.99 |
| 01060 - Dispatcher, Motor Vehicle | | 13.95 |
| 01070 - Document Preparation Clerk | | 11.05 |
| 01090 - Duplicating Machine Operator | | 11.05 |
| 01111 - General Clerk I | | 10.01 |
| 01112 - General Clerk II | | 10.97 |
| 01113 - General Clerk III | | 12.50 |
| 01120 - Housing Referral Assistant | | 15.88 |
| 01141 - Messenger Courier | | 9.33 |
| 01191 - Order Clerk I | | 10.95 |
| 01192 - Order Clerk II | | 11.95 |
| 01261 - Personnel Assistant (Employment) I | | 12.06 |
| 01262 - Personnel Assistant (Employment) II | | 13.63 |
| 01263 - Personnel Assistant (Employment) III | | 16.11 |
| 01270 - Production Control Clerk | | 16.37 |
| 01280 - Receptionist | | 10.46 |
| 01290 - Rental Clerk | | 9.49 |
| 01300 - Scheduler, Maintenance | | 11.27 |
| 01311 - Secretary I | | 11.27 |
| 01312 - Secretary II | | 12.61 |
| 01313 - Secretary III | | 15.88 |
| 01320 - Service Order Dispatcher | | 13.03 |
| 01410 - Supply Technician | | 17.58 |
| 01420 - Survey Worker | | 11.88 |
| 01531 - Travel Clerk I | | 11.24 |
| 01532 - Travel Clerk II | | 11.92 |
| 01533 - Travel Clerk III | | 12.61 |
| 01611 - Word Processor I | | 10.04 |
| 01612 - Word Processor II | | 11.27 |
| 01613 - Word Processor III | | 13.24 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 17.15 |
| 05010 - Automotive Electrician | | 16.37 |
| 05040 - Automotive Glass Installer | | 15.61 |
| 05070 - Automotive Worker | | 15.61 |
| 05110 - Mobile Equipment Servicer | | 14.01 |
| 05130 - Motor Equipment Metal Mechanic | | 17.15 |
| 05160 - Motor Equipment Metal Worker | | 15.61 |
| 05190 - Motor Vehicle Mechanic | | 17.15 |
| 05220 - Motor Vehicle Mechanic Helper | | 13.22 |
| 05250 - Motor Vehicle Upholstery Worker | | 14.81 |
| 05280 - Motor Vehicle Wrecker | | 15.61 |
| 05310 - Painter, Automotive | | 16.37 |
| 05340 - Radiator Repair Specialist | | 15.61 |
| 05370 - Tire Repairer | | 10.75 |
| 05400 - Transmission Repair Specialist | | 17.15 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 11.46 |
| 07041 - Cook I | | 10.62 |

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| 07042 - Cook II | 12.09 |
| 07070 - Dishwasher | 7.97 |
| 07130 - Food Service Worker | 8.50 |
| 07210 - Meat Cutter | 13.03 |
| 07260 - Waiter/Waitress | 7.73 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.67 |
| 09040 - Furniture Handler | 11.52 |
| 09080 - Furniture Refinisher | 16.67 |
| 09090 - Furniture Refinisher Helper | 13.46 |
| 09110 - Furniture Repairer, Minor | 15.07 |
| 09130 - Upholsterer | 15.16 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.63 |
| 11060 - Elevator Operator | 9.95 |
| 11090 - Gardener | 12.76 |
| 11122 - Housekeeping Aide | 9.95 |
| 11150 - Janitor | 9.95 |
| 11210 - Laborer, Grounds Maintenance | 10.53 |
| 11240 - Maid or Houseman | 8.73 |
| 11260 - Pruner | 9.63 |
| 11270 - Tractor Operator | 12.66 |
| 11330 - Trail Maintenance Worker | 10.53 |
| 11360 - Window Cleaner | 10.28 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.04 |
| 12011 - Breath Alcohol Technician | 14.74 |
| 12012 - Certified Occupational Therapist Assistant | 18.49 |
| 12015 - Certified Physical Therapist Assistant | 18.49 |
| 12020 - Dental Assistant | 14.39 |
| 12025 - Dental Hygienist | 26.57 |
| 12030 - EKG Technician | 22.80 |
| 12035 - Electroneurodiagnostic Technologist | 22.80 |
| 12040 - Emergency Medical Technician | 14.04 |
| 12071 - Licensed Practical Nurse I | 12.55 |
| 12072 - Licensed Practical Nurse II | 14.04 |
| 12073 - Licensed Practical Nurse III | 15.66 |
| 12100 - Medical Assistant | 12.17 |
| 12130 - Medical Laboratory Technician | 15.57 |
| 12160 - Medical Record Clerk | 13.01 |
| 12190 - Medical Record Technician | 15.05 |
| 12195 - Medical Transcriptionist | 13.46 |
| 12210 - Nuclear Medicine Technologist | 29.62 |
| 12221 - Nursing Assistant I | 9.42 |
| 12222 - Nursing Assistant II | 10.59 |
| 12223 - Nursing Assistant III | 11.56 |
| 12224 - Nursing Assistant IV | 12.97 |
| 12235 - Optical Dispenser | 13.13 |
| 12236 - Optical Technician | 12.32 |
| 12250 - Pharmacy Technician | 13.17 |
| 12280 - Phlebotomist | 12.97 |
| 12305 - Radiologic Technologist | 21.72 |
| 12311 - Registered Nurse I | 18.46 |
| 12312 - Registered Nurse II | 22.58 |
| 12313 - Registered Nurse II, Specialist | 22.58 |
| 12314 - Registered Nurse III | 27.32 |
| 12315 - Registered Nurse III, Anesthetist | 27.32 |
| 12316 - Registered Nurse IV | 32.75 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.26 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 13.72 |
| 13012 - Exhibits Specialist II | 17.00 |
| 13013 - Exhibits Specialist III | 20.78 |

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| 13041 - Illustrator I | 13.72 |
| 13042 - Illustrator II | 17.00 |
| 13043 - Illustrator III | 20.78 |
| 13047 - Librarian | 18.82 |
| 13050 - Library Aide/Clerk | 10.92 |
| 13054 - Library Information Technology Systems Administrator | 17.00 |
| 13058 - Library Technician | 12.29 |
| 13061 - Media Specialist I | 13.02 |
| 13062 - Media Specialist II | 14.56 |
| 13063 - Media Specialist III | 16.24 |
| 13071 - Photographer I | 12.70 |
| 13072 - Photographer II | 14.21 |
| 13073 - Photographer III | 17.60 |
| 13074 - Photographer IV | 21.54 |
| 13075 - Photographer V | 26.05 |
| 13110 - Video Teleconference Technician | 12.78 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 11.60 |
| 14042 - Computer Operator II | 12.97 |
| 14043 - Computer Operator III | 15.41 |
| 14044 - Computer Operator IV | 16.16 |
| 14045 - Computer Operator V | 20.32 |
| 14071 - Computer Programmer I | 18.89 |
| 14072 - Computer Programmer II | 23.41 |
| 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 | 11.60 |
| 14160 - Personal Computer Support Technician | 24.25 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.28 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.61 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.44 |
| 15050 - Computer Based Training Specialist / Instructor | 29.28 |
| 15060 - Educational Technologist | 23.68 |
| 15070 - Flight Instructor (Pilot) | 40.44 |
| 15080 - Graphic Artist | 17.93 |
| 15090 - Technical Instructor | 16.89 |
| 15095 - Technical Instructor/Course Developer | 18.95 |
| 15110 - Test Proctor | 12.50 |
| 15120 - Tutor | 12.50 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.45 |
| 16030 - Counter Attendant | 8.45 |
| 16040 - Dry Cleaner | 10.20 |
| 16070 - Finisher, Flatwork, Machine | 8.45 |
| 16090 - Presser, Hand | 8.45 |
| 16110 - Presser, Machine, Drycleaning | 8.45 |
| 16130 - Presser, Machine, Shirts | 8.45 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.45 |
| 16190 - Sewing Machine Operator | 10.84 |
| 16220 - Tailor | 11.40 |
| 16250 - Washer, Machine | 8.96 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.94 |
| 19040 - Tool And Die Maker | 20.17 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.15 |
| 21030 - Material Coordinator | 16.37 |
| 21040 - Material Expediter | 16.37 |

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| 21050 - Material Handling Laborer | 10.35 |
| 21071 - Order Filler | 9.75 |
| 21080 - Production Line Worker (Food Processing) | 13.15 |
| 21110 - Shipping Packer | 12.96 |
| 21130 - Shipping/Receiving Clerk | 12.96 |
| 21140 - Store Worker I | 10.81 |
| 21150 - Stock Clerk | 14.18 |
| 21210 - Tools And Parts Attendant | 13.15 |
| 21410 - Warehouse Specialist | 13.15 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 24.83 |
| 23021 - Aircraft Mechanic I | 22.12 |
| 23022 - Aircraft Mechanic II | 24.83 |
| 23023 - Aircraft Mechanic III | 25.95 |
| 23040 - Aircraft Mechanic Helper | 16.54 |
| 23050 - Aircraft, Painter | 18.34 |
| 23060 - Aircraft Servicer | 18.84 |
| 23080 - Aircraft Worker | 20.00 |
| 23110 - Appliance Mechanic | 16.66 |
| 23120 - Bicycle Repairer | 10.36 |
| 23125 - Cable Splicer | 24.56 |
| 23130 - Carpenter, Maintenance | 14.66 |
| 23140 - Carpet Layer | 15.68 |
| 23160 - Electrician, Maintenance | 19.87 |
| 23181 - Electronics Technician Maintenance I | 19.60 |
| 23182 - Electronics Technician Maintenance II | 20.83 |
| 23183 - Electronics Technician Maintenance III | 22.04 |
| 23260 - Fabric Worker | 14.82 |
| 23290 - Fire Alarm System Mechanic | 17.64 |
| 23310 - Fire Extinguisher Repairer | 14.44 |
| 23311 - Fuel Distribution System Mechanic | 23.27 |
| 23312 - Fuel Distribution System Operator | 18.18 |
| 23370 - General Maintenance Worker | 13.91 |
| 23380 - Ground Support Equipment Mechanic | 22.12 |
| 23381 - Ground Support Equipment Servicer | 18.84 |
| 23382 - Ground Support Equipment Worker | 20.00 |
| 23391 - Gunsmith I | 14.44 |
| 23392 - Gunsmith II | 16.44 |
| 23393 - Gunsmith III | 18.48 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.52 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.44 |
| 23430 - Heavy Equipment Mechanic | 19.20 |
| 23440 - Heavy Equipment Operator | 16.55 |
| 23460 - Instrument Mechanic | 18.48 |
| 23465 - Laboratory/Shelter Mechanic | 17.47 |
| 23470 - Laborer | 10.35 |
| 23510 - Locksmith | 16.79 |
| 23530 - Machinery Maintenance Mechanic | 18.37 |
| 23550 - Machinist, Maintenance | 16.18 |
| 23580 - Maintenance Trades Helper | 13.25 |
| 23591 - Metrology Technician I | 18.48 |
| 23592 - Metrology Technician II | 19.45 |
| 23593 - Metrology Technician III | 20.41 |
| 23640 - Millwright | 18.38 |
| 23710 - Office Appliance Repairer | 17.41 |
| 23760 - Painter, Maintenance | 15.55 |
| 23790 - Pipefitter, Maintenance | 19.22 |
| 23810 - Plumber, Maintenance | 17.71 |
| 23820 - Pneudraulic Systems Mechanic | 18.48 |
| 23850 - Rigger | 18.48 |
| 23870 - Scale Mechanic | 16.44 |

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| 23890 - Sheet-Metal Worker, Maintenance | 16.50 |
| 23910 - Small Engine Mechanic | 15.68 |
| 23931 - Telecommunications Mechanic I | 23.72 |
| 23932 - Telecommunications Mechanic II | 24.97 |
| 23950 - Telephone Lineman | 20.10 |
| 23960 - Welder, Combination, Maintenance | 14.11 |
| 23965 - Well Driller | 17.64 |
| 23970 - Woodcraft Worker | 18.48 |
| 23980 - Woodworker | 14.44 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.82 |
| 24580 - Child Care Center Clerk | 12.39 |
| 24610 - Chore Aide | 9.18 |
| 24620 - Family Readiness And Support Services Coordinator | 10.94 |
| 24630 - Homemaker | 15.00 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.51 |
| 25040 - Sewage Plant Operator | 16.57 |
| 25070 - Stationary Engineer | 17.51 |
| 25190 - Ventilation Equipment Tender | 12.75 |
| 25210 - Water Treatment Plant Operator | 16.57 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.15 |
| 27007 - Baggage Inspector | 10.70 |
| 27008 - Corrections Officer | 14.99 |
| 27010 - Court Security Officer | 17.50 |
| 27030 - Detection Dog Handler | 14.45 |
| 27040 - Detention Officer | 14.99 |
| 27070 - Firefighter | 17.46 |
| 27101 - Guard I | 10.70 |
| 27102 - Guard II | 13.38 |
| 27131 - Police Officer I | 18.61 |
| 27132 - Police Officer II | 20.67 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.27 |
| 28042 - Carnival Equipment Repairer | 10.96 |
| 28043 - Carnival Equipment Worker | 8.49 |
| 28210 - Gate Attendant/Gate Tender | 14.08 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 15.75 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.50 |
| 28515 - Recreation Specialist | 16.08 |
| 28630 - Sports Official | 12.55 |
| 28690 - Swimming Pool Operator | 17.67 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.38 |
| 29020 - Hatch Tender | 17.38 |
| 29030 - Line Handler | 17.38 |
| 29041 - Stevedore I | 16.04 |
| 29042 - Stevedore II | 18.47 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.57 |
| 30022 - Archeological Technician II | 16.30 |
| 30023 - Archeological Technician III | 20.20 |
| 30030 - Cartographic Technician | 20.01 |
| 30040 - Civil Engineering Technician | 19.14 |
| 30061 - Drafter/CAD Operator I | 14.57 |
| 30062 - Drafter/CAD Operator II | 16.30 |
| 30063 - Drafter/CAD Operator III | 18.18 |

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| 30064 - Drafter/CAD Operator IV | 22.36 |
| 30081 - Engineering Technician I | 12.70 |
| 30082 - Engineering Technician II | 14.26 |
| 30083 - Engineering Technician III | 16.28 |
| 30084 - Engineering Technician IV | 19.77 |
| 30085 - Engineering Technician V | 24.17 |
| 30086 - Engineering Technician VI | 29.25 |
| 30090 - Environmental Technician | 18.90 |
| 30210 - Laboratory Technician | 17.39 |
| 30240 - Mathematical Technician | 20.20 |
| 30361 - Paralegal/Legal Assistant I | 15.62 |
| 30362 - Paralegal/Legal Assistant II | 19.36 |
| 30363 - Paralegal/Legal Assistant III | 23.69 |
| 30364 - Paralegal/Legal Assistant IV | 28.66 |
| 30390 - Photo-Optics Technician | 20.20 |
| 30461 - Technical Writer I | 21.02 |
| 30462 - Technical Writer II | 25.71 |
| 30463 - Technical Writer III | 31.10 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 18.18 |
| 30621 - Weather Observer, Senior (see 2) | 20.20 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.44 |
| 31030 - Bus Driver | 12.64 |
| 31043 - Driver Courier | 11.71 |
| 31260 - Parking and Lot Attendant | 10.36 |
| 31290 - Shuttle Bus Driver | 13.61 |
| 31310 - Taxi Driver | 11.67 |
| 31361 - Truckdriver, Light | 13.61 |
| 31362 - Truckdriver, Medium | 14.53 |
| 31363 - Truckdriver, Heavy | 16.07 |
| 31364 - Truckdriver, Tractor-Trailer | 16.07 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.46 |
| 99050 - Desk Clerk | 8.84 |
| 99095 - Embalmer | 24.34 |
| 99251 - Laboratory Animal Caretaker I | 13.13 |
| 99252 - Laboratory Animal Caretaker II | 14.07 |
| 99310 - Mortician | 24.34 |
| 99410 - Pest Controller | 16.54 |
| 99510 - Photofinishing Worker | 12.10 |
| 99710 - Recycling Laborer | 13.04 |
| 99711 - Recycling Specialist | 15.23 |
| 99730 - Refuse Collector | 11.92 |
| 99810 - Sales Clerk | 10.93 |
| 99820 - School Crossing Guard | 11.33 |
| 99830 - Survey Party Chief | 17.26 |
| 99831 - Surveying Aide | 11.11 |
| 99832 - Surveying Technician | 14.45 |
| 99840 - Vending Machine Attendant | 14.12 |
| 99841 - Vending Machine Repairer | 16.94 |
| 99842 - Vending Machine Repairer Helper | 12.89 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

ordance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of
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Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2491
Revision No.: 13
Date Of Last Revision: 07/25/2014

States: Georgia, Tennessee

Area: Georgia Counties of Catoosa, Dade, Walker

Tennessee Counties of Bledsoe, Bradley, Coffee, Franklin, Grundy, Hamilton, Marion, McMinn, Meigs, Polk, Rhea, Sequatchie, Van Buren

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.60 |
| 01012 - Accounting Clerk II | | 15.10 |
| 01013 - Accounting Clerk III | | 15.83 |
| 01020 - Administrative Assistant | | 18.45 |
| 01040 - Court Reporter | | 13.86 |
| 01051 - Data Entry Operator I | | 12.16 |
| 01052 - Data Entry Operator II | | 13.27 |
| 01060 - Dispatcher, Motor Vehicle | | 18.58 |
| 01070 - Document Preparation Clerk | | 12.05 |
| 01090 - Duplicating Machine Operator | | 12.05 |
| 01111 - General Clerk I | | 11.34 |
| 01112 - General Clerk II | | 12.81 |
| 01113 - General Clerk III | | 13.89 |
| 01120 - Housing Referral Assistant | | 16.37 |
| 01141 - Messenger Courier | | 10.02 |
| 01191 - Order Clerk I | | 11.53 |
| 01192 - Order Clerk II | | 12.57 |
| 01261 - Personnel Assistant (Employment) I | | 12.60 |
| 01262 - Personnel Assistant (Employment) II | | 14.57 |
| 01263 - Personnel Assistant (Employment) III | | 15.86 |
| 01270 - Production Control Clerk | | 19.20 |
| 01280 - Receptionist | | 11.46 |
| 01290 - Rental Clerk | | 11.13 |
| 01300 - Scheduler, Maintenance | | 13.12 |
| 01311 - Secretary I | | 13.12 |
| 01312 - Secretary II | | 14.67 |
| 01313 - Secretary III | | 16.37 |
| 01320 - Service Order Dispatcher | | 14.61 |
| 01410 - Supply Technician | | 18.45 |

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| 01420 - Survey Worker | 14.55 |
| 01531 - Travel Clerk I | 11.08 |
| 01532 - Travel Clerk II | 11.72 |
| 01533 - Travel Clerk III | 12.50 |
| 01611 - Word Processor I | 13.83 |
| 01612 - Word Processor II | 15.53 |
| 01613 - Word Processor III | 17.37 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.37 |
| 05010 - Automotive Electrician | 18.03 |
| 05040 - Automotive Glass Installer | 17.15 |
| 05070 - Automotive Worker | 17.15 |
| 05110 - Mobile Equipment Servicer | 15.38 |
| 05130 - Motor Equipment Metal Mechanic | 18.87 |
| 05160 - Motor Equipment Metal Worker | 17.15 |
| 05190 - Motor Vehicle Mechanic | 17.44 |
| 05220 - Motor Vehicle Mechanic Helper | 14.45 |
| 05250 - Motor Vehicle Upholstery Worker | 16.26 |
| 05280 - Motor Vehicle Wrecker | 17.15 |
| 05310 - Painter, Automotive | 18.03 |
| 05340 - Radiator Repair Specialist | 17.15 |
| 05370 - Tire Repairer | 11.58 |
| 05400 - Transmission Repair Specialist | 17.31 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.28 |
| 07041 - Cook I | 9.34 |
| 07042 - Cook II | 10.42 |
| 07070 - Dishwasher | 7.95 |
| 07130 - Food Service Worker | 8.34 |
| 07210 - Meat Cutter | 12.93 |
| 07260 - Waiter/Waitress | 8.08 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.19 |
| 09040 - Furniture Handler | 11.43 |
| 09080 - Furniture Refinisher | 16.51 |
| 09090 - Furniture Refinisher Helper | 13.38 |
| 09110 - Furniture Repairer, Minor | 14.96 |
| 09130 - Upholsterer | 14.86 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.90 |
| 11060 - Elevator Operator | 10.19 |
| 11090 - Gardener | 11.35 |
| 11122 - Housekeeping Aide | 10.19 |
| 11150 - Janitor | 10.19 |
| 11210 - Laborer, Grounds Maintenance | 10.27 |
| 11240 - Maid or Houseman | 8.31 |
| 11260 - Pruner | 8.94 |
| 11270 - Tractor Operator | 11.31 |
| 11330 - Trail Maintenance Worker | 10.27 |
| 11360 - Window Cleaner | 11.24 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.30 |
| 12011 - Breath Alcohol Technician | 15.33 |
| 12012 - Certified Occupational Therapist Assistant | 23.99 |
| 12015 - Certified Physical Therapist Assistant | 23.70 |
| 12020 - Dental Assistant | 15.16 |
| 12025 - Dental Hygienist | 27.47 |
| 12030 - EKG Technician | 21.96 |
| 12035 - Electroneurodiagnostic Technologist | 21.96 |
| 12040 - Emergency Medical Technician | 14.30 |
| 12071 - Licensed Practical Nurse I | 13.71 |
| 12072 - Licensed Practical Nurse II | 15.33 |
| 12073 - Licensed Practical Nurse III | 17.10 |

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| 12100 | - Medical Assistant | 13.24 |
| 12130 | - Medical Laboratory Technician | 16.59 |
| 12160 | - Medical Record Clerk | 12.53 |
| 12190 | - Medical Record Technician | 14.02 |
| 12195 | - Medical Transcriptionist | 15.54 |
| 12210 | - Nuclear Medicine Technologist | 32.54 |
| 12221 | - Nursing Assistant I | 10.45 |
| 12222 | - Nursing Assistant II | 11.75 |
| 12223 | - Nursing Assistant III | 12.82 |
| 12224 | - Nursing Assistant IV | 14.39 |
| 12235 | - Optical Dispenser | 16.99 |
| 12236 | - Optical Technician | 13.69 |
| 12250 | - Pharmacy Technician | 13.01 |
| 12280 | - Phlebotomist | 14.39 |
| 12305 | - Radiologic Technologist | 24.74 |
| 12311 | - Registered Nurse I | 20.15 |
| 12312 | - Registered Nurse II | 24.66 |
| 12313 | - Registered Nurse II, Specialist | 24.66 |
| 12314 | - Registered Nurse III | 29.84 |
| 12315 | - Registered Nurse III, Anesthetist | 29.84 |
| 12316 | - Registered Nurse IV | 35.75 |
| 12317 | - Scheduler (Drug and Alcohol Testing) | 18.97 |
| 13000 | - Information And Arts Occupations | |
| 13011 | - Exhibits Specialist I | 16.85 |
| 13012 | - Exhibits Specialist II | 20.88 |
| 13013 | - Exhibits Specialist III | 25.55 |
| 13041 | - Illustrator I | 16.85 |
| 13042 | - Illustrator II | 20.88 |
| 13043 | - Illustrator III | 25.55 |
| 13047 | - Librarian | 23.12 |
| 13050 | - Library Aide/Clerk | 11.55 |
| 13054 | - Library Information Technology Systems Administrator | 20.88 |
| 13058 | - Library Technician | 14.21 |
| 13061 | - Media Specialist I | 15.06 |
| 13062 | - Media Specialist II | 16.85 |
| 13063 | - Media Specialist III | 18.79 |
| 13071 | - Photographer I | 12.26 |
| 13072 | - Photographer II | 13.71 |
| 13073 | - Photographer III | 16.52 |
| 13074 | - Photographer IV | 20.67 |
| 13075 | - Photographer V | 25.00 |
| 13110 | - Video Teleconference Technician | 15.27 |
| 14000 | - Information Technology Occupations | |
| 14041 | - Computer Operator I | 15.11 |
| 14042 | - Computer Operator II | 18.05 |
| 14043 | - Computer Operator III | 20.10 |
| 14044 | - Computer Operator IV | 21.52 |
| 14045 | - Computer Operator V | 23.19 |
| 14071 | - Computer Programmer I | 20.37 |
| 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 | 15.11 |
| 14160 | - Personal Computer Support Technician | 21.52 |
| 15000 | - Instructional Occupations | |
| 15010 | - Aircrew Training Devices Instructor (Non-Rated) | 32.13 |
| 15020 | - Aircrew Training Devices Instructor (Rated) | 36.75 |
| 15030 | - Air Crew Training Devices Instructor (Pilot) | 38.97 |
| 15050 | - Computer Based Training Specialist / Instructor | 32.13 |

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|---|-------|
| 15060 - Educational Technologist | 25.93 |
| 15070 - Flight Instructor (Pilot) | 38.97 |
| 15080 - Graphic Artist | 20.15 |
| 15090 - Technical Instructor | 17.58 |
| 15095 - Technical Instructor/Course Developer | 22.62 |
| 15110 - Test Proctor | 15.19 |
| 15120 - Tutor | 15.19 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.23 |
| 16030 - Counter Attendant | 8.23 |
| 16040 - Dry Cleaner | 10.34 |
| 16070 - Finisher, Flatwork, Machine | 8.23 |
| 16090 - Presser, Hand | 8.23 |
| 16110 - Presser, Machine, Drycleaning | 8.23 |
| 16130 - Presser, Machine, Shirts | 8.23 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.23 |
| 16190 - Sewing Machine Operator | 10.98 |
| 16220 - Tailor | 11.62 |
| 16250 - Washer, Machine | 8.92 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.80 |
| 19040 - Tool And Die Maker | 18.84 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.37 |
| 21030 - Material Coordinator | 19.20 |
| 21040 - Material Expediter | 19.20 |
| 21050 - Material Handling Laborer | 10.89 |
| 21071 - Order Filler | 11.03 |
| 21080 - Production Line Worker (Food Processing) | 12.37 |
| 21110 - Shipping Packer | 12.83 |
| 21130 - Shipping/Receiving Clerk | 12.83 |
| 21140 - Store Worker I | 11.83 |
| 21150 - Stock Clerk | 16.02 |
| 21210 - Tools And Parts Attendant | 12.37 |
| 21410 - Warehouse Specialist | 12.37 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.87 |
| 23021 - Aircraft Mechanic I | 20.83 |
| 23022 - Aircraft Mechanic II | 21.87 |
| 23023 - Aircraft Mechanic III | 22.97 |
| 23040 - Aircraft Mechanic Helper | 15.66 |
| 23050 - Aircraft, Painter | 18.79 |
| 23060 - Aircraft Servicer | 17.64 |
| 23080 - Aircraft Worker | 18.60 |
| 23110 - Appliance Mechanic | 18.26 |
| 23120 - Bicycle Repairer | 11.38 |
| 23125 - Cable Splicer | 22.52 |
| 23130 - Carpenter, Maintenance | 16.23 |
| 23140 - Carpet Layer | 18.95 |
| 23160 - Electrician, Maintenance | 21.18 |
| 23181 - Electronics Technician Maintenance I | 20.88 |
| 23182 - Electronics Technician Maintenance II | 24.07 |
| 23183 - Electronics Technician Maintenance III | 27.10 |
| 23260 - Fabric Worker | 17.95 |
| 23290 - Fire Alarm System Mechanic | 20.36 |
| 23310 - Fire Extinguisher Repairer | 18.29 |
| 23311 - Fuel Distribution System Mechanic | 20.36 |
| 23312 - Fuel Distribution System Operator | 16.60 |
| 23370 - General Maintenance Worker | 15.93 |
| 23380 - Ground Support Equipment Mechanic | 20.83 |
| 23381 - Ground Support Equipment Servicer | 17.64 |
| 23382 - Ground Support Equipment Worker | 18.60 |
| 23391 - Gunsmith I | 18.29 |

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| 23392 - Gunsmith II | 18.95 |
| 23393 - Gunsmith III | 20.83 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.80 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 17.57 |
| 23430 - Heavy Equipment Mechanic | 18.30 |
| 23440 - Heavy Equipment Operator | 16.68 |
| 23460 - Instrument Mechanic | 20.83 |
| 23465 - Laboratory/Shelter Mechanic | 19.91 |
| 23470 - Laborer | 10.89 |
| 23510 - Locksmith | 19.91 |
| 23530 - Machinery Maintenance Mechanic | 18.28 |
| 23550 - Machinist, Maintenance | 18.13 |
| 23580 - Maintenance Trades Helper | 12.29 |
| 23591 - Metrology Technician I | 20.83 |
| 23592 - Metrology Technician II | 21.87 |
| 23593 - Metrology Technician III | 22.78 |
| 23640 - Millwright | 21.70 |
| 23710 - Office Appliance Repairer | 18.35 |
| 23760 - Painter, Maintenance | 14.75 |
| 23790 - Pipefitter, Maintenance | 19.78 |
| 23810 - Plumber, Maintenance | 18.90 |
| 23820 - Pneudraulic Systems Mechanic | 20.83 |
| 23850 - Rigger | 20.83 |
| 23870 - Scale Mechanic | 18.95 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.33 |
| 23910 - Small Engine Mechanic | 18.95 |
| 23931 - Telecommunications Mechanic I | 21.68 |
| 23932 - Telecommunications Mechanic II | 22.70 |
| 23950 - Telephone Lineman | 19.25 |
| 23960 - Welder, Combination, Maintenance | 17.56 |
| 23965 - Well Driller | 20.83 |
| 23970 - Woodcraft Worker | 20.83 |
| 23980 - Woodworker | 14.45 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.56 |
| 24580 - Child Care Center Clerk | 13.19 |
| 24610 - Chore Aide | 8.24 |
| 24620 - Family Readiness And Support Services Coordinator | 14.32 |
| 24630 - Homemaker | 16.40 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.91 |
| 25040 - Sewage Plant Operator | 15.75 |
| 25070 - Stationary Engineer | 22.91 |
| 25190 - Ventilation Equipment Tender | 15.88 |
| 25210 - Water Treatment Plant Operator | 15.75 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.60 |
| 27007 - Baggage Inspector | 12.76 |
| 27008 - Corrections Officer | 15.43 |
| 27010 - Court Security Officer | 17.00 |
| 27030 - Detection Dog Handler | 14.27 |
| 27040 - Detention Officer | 15.43 |
| 27070 - Firefighter | 17.01 |
| 27101 - Guard I | 12.76 |
| 27102 - Guard II | 14.27 |
| 27131 - Police Officer I | 16.62 |
| 27132 - Police Officer II | 18.46 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.40 |
| 28042 - Carnival Equipment Repairer | 11.21 |

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| 28043 - Carnival Equipment Worker | 8.35 |
| 28210 - Gate Attendant/Gate Tender | 14.55 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 16.27 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.14 |
| 28515 - Recreation Specialist | 17.73 |
| 28630 - Sports Official | 12.96 |
| 28690 - Swimming Pool Operator | 17.81 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.16 |
| 29020 - Hatch Tender | 20.16 |
| 29030 - Line Handler | 20.16 |
| 29041 - Stevedore I | 19.09 |
| 29042 - Stevedore II | 21.24 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.68 |
| 30022 - Archeological Technician II | 17.83 |
| 30023 - Archeological Technician III | 22.10 |
| 30030 - Cartographic Technician | 22.10 |
| 30040 - Civil Engineering Technician | 19.82 |
| 30061 - Drafter/CAD Operator I | 16.68 |
| 30062 - Drafter/CAD Operator II | 17.83 |
| 30063 - Drafter/CAD Operator III | 20.11 |
| 30064 - Drafter/CAD Operator IV | 24.47 |
| 30081 - Engineering Technician I | 15.18 |
| 30082 - Engineering Technician II | 17.03 |
| 30083 - Engineering Technician III | 19.05 |
| 30084 - Engineering Technician IV | 23.61 |
| 30085 - Engineering Technician V | 28.88 |
| 30086 - Engineering Technician VI | 34.94 |
| 30090 - Environmental Technician | 22.10 |
| 30210 - Laboratory Technician | 18.26 |
| 30240 - Mathematical Technician | 22.10 |
| 30361 - Paralegal/Legal Assistant I | 17.35 |
| 30362 - Paralegal/Legal Assistant II | 20.93 |
| 30363 - Paralegal/Legal Assistant III | 23.95 |
| 30364 - Paralegal/Legal Assistant IV | 31.00 |
| 30390 - Photo-Optics Technician | 22.10 |
| 30461 - Technical Writer I | 21.75 |
| 30462 - Technical Writer II | 26.59 |
| 30463 - Technical Writer III | 32.19 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 20.11 |
| 30621 - Weather Observer, Senior (see 2) | 22.10 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.18 |
| 31030 - Bus Driver | 16.16 |
| 31043 - Driver Courier | 13.35 |
| 31260 - Parking and Lot Attendant | 9.07 |
| 31290 - Shuttle Bus Driver | 13.72 |
| 31310 - Taxi Driver | 9.63 |
| 31361 - Truckdriver, Light | 13.72 |
| 31362 - Truckdriver, Medium | 15.12 |
| 31363 - Truckdriver, Heavy | 18.50 |
| 31364 - Truckdriver, Tractor-Trailer | 18.50 |

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| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.85 |
| 99050 - Desk Clerk | 9.60 |
| 99095 - Embalmer | 21.68 |
| 99251 - Laboratory Animal Caretaker I | 10.35 |
| 99252 - Laboratory Animal Caretaker II | 10.87 |
| 99310 - Mortician | 21.68 |
| 99410 - Pest Controller | 13.66 |
| 99510 - Photofinishing Worker | 12.96 |
| 99710 - Recycling Laborer | 13.10 |
| 99711 - Recycling Specialist | 16.90 |
| 99730 - Refuse Collector | 12.53 |
| 99810 - Sales Clerk | 12.50 |
| 99820 - School Crossing Guard | 12.73 |
| 99830 - Survey Party Chief | 16.67 |
| 99831 - Surveying Aide | 10.87 |
| 99832 - Surveying Technician | 14.95 |
| 99840 - Vending Machine Attendant | 12.33 |
| 99841 - Vending Machine Repairer | 14.64 |
| 99842 - Vending Machine Repairer Helper | 12.35 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order

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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2492
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: Georgia, Tennessee

Area: Georgia Counties of Catoosa, Dade, Walker

Tennessee Counties of Bledsoe, Bradley, Coffee, Franklin, Grundy, Hamilton, Marion, McMinn, Meigs, Polk, Rhea, Sequatchie, Van Buren

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.60 |
| 01012 - Accounting Clerk II | | 15.10 |
| 01013 - Accounting Clerk III | | 15.83 |
| 01020 - Administrative Assistant | | 18.45 |
| 01040 - Court Reporter | | 13.86 |
| 01051 - Data Entry Operator I | | 12.16 |
| 01052 - Data Entry Operator II | | 13.27 |
| 01060 - Dispatcher, Motor Vehicle | | 18.58 |
| 01070 - Document Preparation Clerk | | 12.05 |
| 01090 - Duplicating Machine Operator | | 12.05 |
| 01111 - General Clerk I | | 11.34 |
| 01112 - General Clerk II | | 12.81 |
| 01113 - General Clerk III | | 13.89 |
| 01120 - Housing Referral Assistant | | 16.37 |
| 01141 - Messenger Courier | | 10.02 |
| 01191 - Order Clerk I | | 11.53 |
| 01192 - Order Clerk II | | 12.57 |
| 01261 - Personnel Assistant (Employment) I | | 12.60 |
| 01262 - Personnel Assistant (Employment) II | | 14.57 |
| 01263 - Personnel Assistant (Employment) III | | 15.86 |
| 01270 - Production Control Clerk | | 19.20 |
| 01280 - Receptionist | | 11.46 |
| 01290 - Rental Clerk | | 11.13 |
| 01300 - Scheduler, Maintenance | | 13.12 |
| 01311 - Secretary I | | 13.12 |
| 01312 - Secretary II | | 14.67 |
| 01313 - Secretary III | | 16.37 |
| 01320 - Service Order Dispatcher | | 14.61 |
| 01410 - Supply Technician | | 18.45 |
| 01420 - Survey Worker | | 14.55 |
| 01531 - Travel Clerk I | | 11.08 |
| 01532 - Travel Clerk II | | 11.72 |
| 01533 - Travel Clerk III | | 12.50 |
| 01611 - Word Processor I | | 13.83 |
| 01612 - Word Processor II | | 15.53 |
| 01613 - Word Processor III | | 17.37 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.37 |
| 05010 - Automotive Electrician | | 18.03 |
| 05040 - Automotive Glass Installer | | 17.15 |
| 05070 - Automotive Worker | | 17.15 |
| 05110 - Mobile Equipment Servicer | | 15.38 |
| 05130 - Motor Equipment Metal Mechanic | | 18.87 |
| 05160 - Motor Equipment Metal Worker | | 17.15 |
| 05190 - Motor Vehicle Mechanic | | 17.44 |
| 05220 - Motor Vehicle Mechanic Helper | | 14.45 |
| 05250 - Motor Vehicle Upholstery Worker | | 16.26 |
| 05280 - Motor Vehicle Wrecker | | 17.15 |
| 05310 - Painter, Automotive | | 18.03 |
| 05340 - Radiator Repair Specialist | | 17.15 |
| 05370 - Tire Repairer | | 11.58 |

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| 05400 - Transmission Repair Specialist | 17.31 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.28 |
| 07041 - Cook I | 9.34 |
| 07042 - Cook II | 10.42 |
| 07070 - Dishwasher | 7.95 |
| 07130 - Food Service Worker | 8.34 |
| 07210 - Meat Cutter | 12.93 |
| 07260 - Waiter/Waitress | 8.08 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.19 |
| 09040 - Furniture Handler | 11.43 |
| 09080 - Furniture Refinisher | 16.51 |
| 09090 - Furniture Refinisher Helper | 13.38 |
| 09110 - Furniture Repairer, Minor | 14.96 |
| 09130 - Upholsterer | 14.86 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.90 |
| 11060 - Elevator Operator | 10.19 |
| 11090 - Gardener | 11.35 |
| 11122 - Housekeeping Aide | 10.19 |
| 11150 - Janitor | 10.19 |
| 11210 - Laborer, Grounds Maintenance | 10.27 |
| 11240 - Maid or Houseman | 8.31 |
| 11260 - Pruner | 8.94 |
| 11270 - Tractor Operator | 11.31 |
| 11330 - Trail Maintenance Worker | 10.27 |
| 11360 - Window Cleaner | 11.24 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.30 |
| 12011 - Breath Alcohol Technician | 15.33 |
| 12012 - Certified Occupational Therapist Assistant | 23.99 |
| 12015 - Certified Physical Therapist Assistant | 23.70 |
| 12020 - Dental Assistant | 15.16 |
| 12025 - Dental Hygienist | 27.47 |
| 12030 - EKG Technician | 21.96 |
| 12035 - Electroneurodiagnostic Technologist | 21.96 |
| 12040 - Emergency Medical Technician | 14.30 |
| 12071 - Licensed Practical Nurse I | 13.71 |
| 12072 - Licensed Practical Nurse II | 15.33 |
| 12073 - Licensed Practical Nurse III | 17.10 |
| 12100 - Medical Assistant | 13.24 |
| 12130 - Medical Laboratory Technician | 16.59 |
| 12160 - Medical Record Clerk | 12.53 |
| 12190 - Medical Record Technician | 14.02 |
| 12195 - Medical Transcriptionist | 15.54 |
| 12210 - Nuclear Medicine Technologist | 32.54 |
| 12221 - Nursing Assistant I | 10.45 |
| 12222 - Nursing Assistant II | 11.75 |
| 12223 - Nursing Assistant III | 12.82 |
| 12224 - Nursing Assistant IV | 14.39 |
| 12235 - Optical Dispenser | 16.99 |
| 12236 - Optical Technician | 13.69 |
| 12250 - Pharmacy Technician | 13.01 |
| 12280 - Phlebotomist | 14.39 |
| 12305 - Radiologic Technologist | 24.74 |
| 12311 - Registered Nurse I | 20.15 |
| 12312 - Registered Nurse II | 24.66 |
| 12313 - Registered Nurse II, Specialist | 24.66 |
| 12314 - Registered Nurse III | 29.84 |
| 12315 - Registered Nurse III, Anesthetist | 29.84 |
| 12316 - Registered Nurse IV | 35.75 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.97 |

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|---|---------|
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.85 |
| 13012 - Exhibits Specialist II | 20.88 |
| 13013 - Exhibits Specialist III | 25.55 |
| 13041 - Illustrator I | 16.85 |
| 13042 - Illustrator II | 20.88 |
| 13043 - Illustrator III | 25.55 |
| 13047 - Librarian | 23.12 |
| 13050 - Library Aide/Clerk | 11.55 |
| 13054 - Library Information Technology Systems Administrator | 20.88 |
| 13058 - Library Technician | 14.21 |
| 13061 - Media Specialist I | 15.06 |
| 13062 - Media Specialist II | 16.85 |
| 13063 - Media Specialist III | 18.79 |
| 13071 - Photographer I | 12.26 |
| 13072 - Photographer II | 13.71 |
| 13073 - Photographer III | 16.52 |
| 13074 - Photographer IV | 20.67 |
| 13075 - Photographer V | 25.00 |
| 13110 - Video Teleconference Technician | 15.27 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.11 |
| 14042 - Computer Operator II | 18.05 |
| 14043 - Computer Operator III | 20.10 |
| 14044 - Computer Operator IV | 21.52 |
| 14045 - Computer Operator V | 23.19 |
| 14071 - Computer Programmer I | 20.37 |
| 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 | 15.11 |
| 14160 - Personal Computer Support Technician | 21.52 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 32.13 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 38.97 |
| 15050 - Computer Based Training Specialist / Instructor | 32.13 |
| 15060 - Educational Technologist | 25.93 |
| 15070 - Flight Instructor (Pilot) | 38.97 |
| 15080 - Graphic Artist | 20.15 |
| 15090 - Technical Instructor | 17.58 |
| 15095 - Technical Instructor/Course Developer | 22.62 |
| 15110 - Test Proctor | 15.19 |
| 15120 - Tutor | 15.19 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.23 |
| 16030 - Counter Attendant | 8.23 |
| 16040 - Dry Cleaner | 10.34 |
| 16070 - Finisher, Flatwork, Machine | 8.23 |
| 16090 - Presser, Hand | 8.23 |
| 16110 - Presser, Machine, Drycleaning | 8.23 |
| 16130 - Presser, Machine, Shirts | 8.23 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.23 |
| 16190 - Sewing Machine Operator | 10.98 |
| 16220 - Tailor | 11.62 |
| 16250 - Washer, Machine | 8.92 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.80 |
| 19040 - Tool And Die Maker | 18.84 |

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|---|-------|
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.37 |
| 21030 - Material Coordinator | 19.20 |
| 21040 - Material Expediter | 19.20 |
| 21050 - Material Handling Laborer | 10.89 |
| 21071 - Order Filler | 11.03 |
| 21080 - Production Line Worker (Food Processing) | 12.37 |
| 21110 - Shipping Packer | 12.83 |
| 21130 - Shipping/Receiving Clerk | 12.83 |
| 21140 - Store Worker I | 11.83 |
| 21150 - Stock Clerk | 16.02 |
| 21210 - Tools And Parts Attendant | 12.37 |
| 21410 - Warehouse Specialist | 12.37 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.87 |
| 23021 - Aircraft Mechanic I | 20.83 |
| 23022 - Aircraft Mechanic II | 21.87 |
| 23023 - Aircraft Mechanic III | 22.97 |
| 23040 - Aircraft Mechanic Helper | 15.66 |
| 23050 - Aircraft, Painter | 18.79 |
| 23060 - Aircraft Servicer | 17.64 |
| 23080 - Aircraft Worker | 18.60 |
| 23110 - Appliance Mechanic | 18.26 |
| 23120 - Bicycle Repairer | 11.38 |
| 23125 - Cable Splicer | 22.52 |
| 23130 - Carpenter, Maintenance | 16.23 |
| 23140 - Carpet Layer | 18.95 |
| 23160 - Electrician, Maintenance | 21.18 |
| 23181 - Electronics Technician Maintenance I | 20.88 |
| 23182 - Electronics Technician Maintenance II | 24.07 |
| 23183 - Electronics Technician Maintenance III | 27.10 |
| 23260 - Fabric Worker | 17.95 |
| 23290 - Fire Alarm System Mechanic | 20.36 |
| 23310 - Fire Extinguisher Repairer | 18.29 |
| 23311 - Fuel Distribution System Mechanic | 20.36 |
| 23312 - Fuel Distribution System Operator | 16.60 |
| 23370 - General Maintenance Worker | 15.93 |
| 23380 - Ground Support Equipment Mechanic | 20.83 |
| 23381 - Ground Support Equipment Servicer | 17.64 |
| 23382 - Ground Support Equipment Worker | 18.60 |
| 23391 - Gunsmith I | 18.29 |
| 23392 - Gunsmith II | 18.95 |
| 23393 - Gunsmith III | 20.83 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.80 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 17.57 |
| 23430 - Heavy Equipment Mechanic | 18.30 |
| 23440 - Heavy Equipment Operator | 16.68 |
| 23460 - Instrument Mechanic | 20.83 |
| 23465 - Laboratory/Shelter Mechanic | 19.91 |
| 23470 - Laborer | 10.89 |
| 23510 - Locksmith | 19.91 |
| 23530 - Machinery Maintenance Mechanic | 18.28 |
| 23550 - Machinist, Maintenance | 18.13 |
| 23580 - Maintenance Trades Helper | 12.29 |
| 23591 - Metrology Technician I | 20.83 |
| 23592 - Metrology Technician II | 21.87 |
| 23593 - Metrology Technician III | 22.78 |
| 23640 - Millwright | 21.70 |
| 23710 - Office Appliance Repairer | 18.35 |
| 23760 - Painter, Maintenance | 14.75 |
| 23790 - Pipefitter, Maintenance | 19.78 |

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| 23810 - Plumber, Maintenance | 18.90 |
| 23820 - Pneudraulic Systems Mechanic | 20.83 |
| 23850 - Rigger | 20.83 |
| 23870 - Scale Mechanic | 18.95 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.33 |
| 23910 - Small Engine Mechanic | 18.95 |
| 23931 - Telecommunications Mechanic I | 21.68 |
| 23932 - Telecommunications Mechanic II | 22.70 |
| 23950 - Telephone Lineman | 19.25 |
| 23960 - Welder, Combination, Maintenance | 17.56 |
| 23965 - well Driller | 20.83 |
| 23970 - Woodcraft Worker | 20.83 |
| 23980 - Woodworker | 14.45 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.56 |
| 24580 - Child Care Center Clerk | 13.19 |
| 24610 - Chore Aide | 8.24 |
| 24620 - Family Readiness And Support Services Coordinator | 14.32 |
| 24630 - Homemaker | 16.40 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.91 |
| 25040 - Sewage Plant Operator | 15.75 |
| 25070 - Stationary Engineer | 22.91 |
| 25190 - Ventilation Equipment Tender | 15.88 |
| 25210 - Water Treatment Plant Operator | 15.75 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.60 |
| 27007 - Baggage Inspector | 12.76 |
| 27008 - Corrections Officer | 15.43 |
| 27010 - Court Security Officer | 17.00 |
| 27030 - Detection Dog Handler | 14.27 |
| 27040 - Detention Officer | 15.43 |
| 27070 - Firefighter | 17.01 |
| 27101 - Guard I | 12.76 |
| 27102 - Guard II | 14.27 |
| 27131 - Police Officer I | 16.62 |
| 27132 - Police Officer II | 18.46 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.40 |
| 28042 - Carnival Equipment Repairer | 11.21 |
| 28043 - Carnival Equipment Worker | 8.35 |
| 28210 - Gate Attendant/Gate Tender | 14.55 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 16.27 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.14 |
| 28515 - Recreation Specialist | 17.73 |
| 28630 - Sports Official | 12.96 |
| 28690 - Swimming Pool Operator | 17.81 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.16 |
| 29020 - Hatch Tender | 20.16 |
| 29030 - Line Handler | 20.16 |
| 29041 - Stevedore I | 19.09 |
| 29042 - Stevedore II | 21.24 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.68 |
| 30022 - Archeological Technician II | 17.83 |
| 30023 - Archeological Technician III | 22.10 |
| 30030 - Cartographic Technician | 22.10 |

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|---|---------------|
| 30040 - Civil Engineering Technician | 19.82 |
| 30061 - Drafter/CAD Operator I | 16.68 |
| 30062 - Drafter/CAD Operator II | 17.83 |
| 30063 - Drafter/CAD Operator III | 20.11 |
| 30064 - Drafter/CAD Operator IV | 24.47 |
| 30081 - Engineering Technician I | 15.18 |
| 30082 - Engineering Technician II | 17.03 |
| 30083 - Engineering Technician III | 19.05 |
| 30084 - Engineering Technician IV | 23.61 |
| 30085 - Engineering Technician V | 28.88 |
| 30086 - Engineering Technician VI | 34.94 |
| 30090 - Environmental Technician | 22.10 |
| 30210 - Laboratory Technician | 18.26 |
| 30240 - Mathematical Technician | 22.10 |
| 30361 - Paralegal/Legal Assistant I | 17.35 |
| 30362 - Paralegal/Legal Assistant II | 20.93 |
| 30363 - Paralegal/Legal Assistant III | 23.95 |
| 30364 - Paralegal/Legal Assistant IV | 31.00 |
| 30390 - Photo-Optics Technician | 22.10 |
| 30461 - Technical Writer I | 21.75 |
| 30462 - Technical Writer II | 26.59 |
| 30463 - Technical Writer III | 32.19 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 20.11 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 22.10 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.18 |
| 31030 - Bus Driver | 16.16 |
| 31043 - Driver Courier | 13.35 |
| 31260 - Parking and Lot Attendant | 9.07 |
| 31290 - Shuttle Bus Driver | 13.72 |
| 31310 - Taxi Driver | 9.63 |
| 31361 - Truckdriver, Light | 13.72 |
| 31362 - Truckdriver, Medium | 15.12 |
| 31363 - Truckdriver, Heavy | 18.50 |
| 31364 - Truckdriver, Tractor-Trailer | 18.50 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.85 |
| 99050 - Desk Clerk | 9.60 |
| 99095 - Embalmer | 21.68 |
| 99251 - Laboratory Animal Caretaker I | 10.35 |
| 99252 - Laboratory Animal Caretaker II | 10.87 |
| 99310 - Mortician | 21.68 |
| 99410 - Pest Controller | 13.66 |
| 99510 - Photofinishing Worker | 12.96 |
| 99710 - Recycling Laborer | 13.10 |
| 99711 - Recycling Specialist | 16.90 |
| 99730 - Refuse Collector | 12.53 |
| 99810 - Sales Clerk | 12.50 |
| 99820 - School Crossing Guard | 12.73 |
| 99830 - Survey Party Chief | 16.67 |
| 99831 - Surveying Aide | 10.87 |
| 99832 - Surveying Technician | 14.95 |
| 99840 - Vending Machine Attendant | 12.33 |
| 99841 - Vending Machine Repairer | 14.64 |
| 99842 - Vending Machine Repairer Helper | 12.35 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that wage and hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2493
Revision No.: 19
Date Of Last Revision: 07/25/2014

State: Tennessee

Area: Tennessee Counties of Anderson, Blount, Campbell, Claiborne, Cumberland, Fentress, Grainger, Hamblen, Jefferson, Knox, Loudon, Monroe, Morgan, Pickett, Roane, Scott, Sevier, Union

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.03 |
| 01012 - Accounting Clerk II | | 14.63 |
| 01013 - Accounting Clerk III | | 16.36 |
| 01020 - Administrative Assistant | | 20.11 |
| 01040 - Court Reporter | | 16.87 |
| 01051 - Data Entry Operator I | | 11.59 |
| 01052 - Data Entry Operator II | | 13.19 |
| 01060 - Dispatcher, Motor Vehicle | | 16.87 |

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| 01070 | - Document Preparation Clerk | 12.91 |
| 01090 | - Duplicating Machine Operator | 12.91 |
| 01111 | - General Clerk I | 11.31 |
| 01112 | - General Clerk II | 12.58 |
| 01113 | - General Clerk III | 14.12 |
| 01120 | - Housing Referral Assistant | 19.92 |
| 01141 | - Messenger Courier | 11.54 |
| 01191 | - Order Clerk I | 11.86 |
| 01192 | - Order Clerk II | 13.65 |
| 01261 | - Personnel Assistant (Employment) I | 12.84 |
| 01262 | - Personnel Assistant (Employment) II | 16.41 |
| 01263 | - Personnel Assistant (Employment) III | 18.30 |
| 01270 | - Production Control Clerk | 18.25 |
| 01280 | - Receptionist | 11.72 |
| 01290 | - Rental Clerk | 13.05 |
| 01300 | - Scheduler, Maintenance | 16.31 |
| 01311 | - Secretary I | 16.31 |
| 01312 | - Secretary II | 18.10 |
| 01313 | - Secretary III | 19.92 |
| 01320 | - Service Order Dispatcher | 17.05 |
| 01410 | - Supply Technician | 20.11 |
| 01420 | - Survey Worker | 17.19 |
| 01531 | - Travel Clerk I | 12.72 |
| 01532 | - Travel Clerk II | 13.54 |
| 01533 | - Travel Clerk III | 14.58 |
| 01611 | - Word Processor I | 12.27 |
| 01612 | - Word Processor II | 13.62 |
| 01613 | - Word Processor III | 16.87 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 19.72 |
| 05010 | - Automotive Electrician | 16.03 |
| 05040 | - Automotive Glass Installer | 15.26 |
| 05070 | - Automotive Worker | 15.26 |
| 05110 | - Mobile Equipment Servicer | 13.68 |
| 05130 | - Motor Equipment Metal Mechanic | 16.78 |
| 05160 | - Motor Equipment Metal Worker | 15.26 |
| 05190 | - Motor Vehicle Mechanic | 16.55 |
| 05220 | - Motor Vehicle Mechanic Helper | 13.06 |
| 05250 | - Motor Vehicle Upholstery Worker | 14.47 |
| 05280 | - Motor Vehicle Wrecker | 15.26 |
| 05310 | - Painter, Automotive | 18.18 |
| 05340 | - Radiator Repair Specialist | 15.26 |
| 05370 | - Tire Repairer | 11.03 |
| 05400 | - Transmission Repair Specialist | 16.55 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 11.17 |
| 07041 | - Cook I | 10.08 |
| 07042 | - Cook II | 11.24 |
| 07070 | - Dishwasher | 8.55 |
| 07130 | - Food Service Worker | 9.61 |
| 07210 | - Meat Cutter | 13.97 |
| 07260 | - Waiter/Waitress | 7.86 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 17.03 |
| 09040 | - Furniture Handler | 11.85 |
| 09080 | - Furniture Refinisher | 17.03 |
| 09090 | - Furniture Refinisher Helper | 13.66 |
| 09110 | - Furniture Repairer, Minor | 15.32 |
| 09130 | - Upholsterer | 17.03 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 8.96 |
| 11060 | - Elevator Operator | 10.49 |
| 11090 | - Gardener | 13.21 |

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| 11122 - Housekeeping Aide | 10.49 |
| 11150 - Janitor | 11.25 |
| 11210 - Laborer, Grounds Maintenance | 10.88 |
| 11240 - Maid or Houseman | 8.45 |
| 11260 - Pruner | 10.69 |
| 11270 - Tractor Operator | 13.81 |
| 11330 - Trail Maintenance Worker | 10.88 |
| 11360 - Window Cleaner | 12.03 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.54 |
| 12011 - Breath Alcohol Technician | 14.98 |
| 12012 - Certified Occupational Therapist Assistant | 21.99 |
| 12015 - Certified Physical Therapist Assistant | 20.94 |
| 12020 - Dental Assistant | 15.28 |
| 12025 - Dental Hygienist | 28.09 |
| 12030 - EKG Technician | 18.35 |
| 12035 - Electroneurodiagnostic Technologist | 18.35 |
| 12040 - Emergency Medical Technician | 14.54 |
| 12071 - Licensed Practical Nurse I | 14.14 |
| 12072 - Licensed Practical Nurse II | 15.82 |
| 12073 - Licensed Practical Nurse III | 17.64 |
| 12100 - Medical Assistant | 12.76 |
| 12130 - Medical Laboratory Technician | 14.52 |
| 12160 - Medical Record Clerk | 11.72 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 13.42 |
| 12210 - Nuclear Medicine Technologist | 25.05 |
| 12221 - Nursing Assistant I | 9.62 |
| 12222 - Nursing Assistant II | 10.81 |
| 12223 - Nursing Assistant III | 11.80 |
| 12224 - Nursing Assistant IV | 13.24 |
| 12235 - Optical Dispenser | 14.65 |
| 12236 - Optical Technician | 13.21 |
| 12250 - Pharmacy Technician | 16.23 |
| 12280 - Phlebotomist | 13.24 |
| 12305 - Radiologic Technologist | 23.63 |
| 12311 - Registered Nurse I | 22.82 |
| 12312 - Registered Nurse II | 27.91 |
| 12313 - Registered Nurse II, Specialist | 27.91 |
| 12314 - Registered Nurse III | 31.51 |
| 12315 - Registered Nurse III, Anesthetist | 31.51 |
| 12316 - Registered Nurse IV | 37.40 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.51 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.10 |
| 13012 - Exhibits Specialist II | 21.18 |
| 13013 - Exhibits Specialist III | 25.90 |
| 13041 - Illustrator I | 16.64 |
| 13042 - Illustrator II | 21.18 |
| 13043 - Illustrator III | 25.90 |
| 13047 - Librarian | 23.03 |
| 13050 - Library Aide/Clerk | 11.41 |
| 13054 - Library Information Technology Systems Administrator | 20.21 |
| 13058 - Library Technician | 13.65 |
| 13061 - Media Specialist I | 13.27 |
| 13062 - Media Specialist II | 14.85 |
| 13063 - Media Specialist III | 16.63 |
| 13071 - Photographer I | 15.35 |
| 13072 - Photographer II | 17.17 |
| 13073 - Photographer III | 21.27 |
| 13074 - Photographer IV | 26.03 |
| 13075 - Photographer V | 31.48 |

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|---|---------|
| 13110 - Video Teleconference Technician | 16.55 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.77 |
| 14042 - Computer Operator II | 17.64 |
| 14043 - Computer Operator III | 19.67 |
| 14044 - Computer Operator IV | 21.86 |
| 14045 - Computer Operator V | 24.20 |
| 14071 - Computer Programmer I | 22.54 |
| 14072 - Computer Programmer II | 25.40 |
| 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 | 15.77 |
| 14160 - Personal Computer Support Technician | 21.86 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.52 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.53 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.97 |
| 15050 - Computer Based Training Specialist / Instructor | 28.52 |
| 15060 - Educational Technologist | 27.39 |
| 15070 - Flight Instructor (Pilot) | 37.97 |
| 15080 - Graphic Artist | 20.60 |
| 15090 - Technical Instructor | 19.44 |
| 15095 - Technical Instructor/Course Developer | 23.78 |
| 15110 - Test Proctor | 15.69 |
| 15120 - Tutor | 15.69 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.06 |
| 16030 - Counter Attendant | 9.06 |
| 16040 - Dry Cleaner | 11.68 |
| 16070 - Finisher, Flatwork, Machine | 9.06 |
| 16090 - Presser, Hand | 9.06 |
| 16110 - Presser, Machine, Drycleaning | 9.06 |
| 16130 - Presser, Machine, Shirts | 9.06 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.06 |
| 16190 - Sewing Machine Operator | 12.50 |
| 16220 - Tailor | 13.31 |
| 16250 - Washer, Machine | 10.02 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.19 |
| 19040 - Tool And Die Maker | 21.73 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.12 |
| 21030 - Material Coordinator | 18.25 |
| 21040 - Material Expediter | 18.25 |
| 21050 - Material Handling Laborer | 12.62 |
| 21071 - Order Filler | 11.31 |
| 21080 - Production Line Worker (Food Processing) | 13.12 |
| 21110 - Shipping Packer | 13.01 |
| 21130 - Shipping/Receiving Clerk | 13.01 |
| 21140 - Store Worker I | 11.64 |
| 21150 - Stock Clerk | 15.74 |
| 21210 - Tools And Parts Attendant | 13.12 |
| 21410 - Warehouse Specialist | 13.12 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 21.76 |
| 23021 - Aircraft Mechanic I | 20.73 |
| 23022 - Aircraft Mechanic II | 21.76 |
| 23023 - Aircraft Mechanic III | 22.84 |
| 23040 - Aircraft Mechanic Helper | 15.54 |
| 23050 - Aircraft, Painter | 19.79 |

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| 23060 - Aircraft Servicer | 17.43 |
| 23080 - Aircraft Worker | 18.43 |
| 23110 - Appliance Mechanic | 17.46 |
| 23120 - Bicycle Repairer | 12.77 |
| 23125 - Cable Splicer | 22.18 |
| 23130 - Carpenter, Maintenance | 16.19 |
| 23140 - Carpet Layer | 16.89 |
| 23160 - Electrician, Maintenance | 20.79 |
| 23181 - Electronics Technician Maintenance I | 19.62 |
| 23182 - Electronics Technician Maintenance II | 20.63 |
| 23183 - Electronics Technician Maintenance III | 21.72 |
| 23260 - Fabric Worker | 15.86 |
| 23290 - Fire Alarm System Mechanic | 17.63 |
| 23310 - Fire Extinguisher Repairer | 14.94 |
| 23311 - Fuel Distribution System Mechanic | 21.26 |
| 23312 - Fuel Distribution System Operator | 17.14 |
| 23370 - General Maintenance Worker | 16.16 |
| 23380 - Ground Support Equipment Mechanic | 20.73 |
| 23381 - Ground Support Equipment Servicer | 17.43 |
| 23382 - Ground Support Equipment Worker | 18.43 |
| 23391 - Gunsmith I | 14.94 |
| 23392 - Gunsmith II | 16.89 |
| 23393 - Gunsmith III | 18.71 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.84 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.67 |
| 23430 - Heavy Equipment Mechanic | 18.57 |
| 23440 - Heavy Equipment Operator | 16.47 |
| 23460 - Instrument Mechanic | 22.57 |
| 23465 - Laboratory/Shelter Mechanic | 17.77 |
| 23470 - Laborer | 12.10 |
| 23510 - Locksmith | 17.77 |
| 23530 - Machinery Maintenance Mechanic | 19.89 |
| 23550 - Machinist, Maintenance | 19.55 |
| 23580 - Maintenance Trades Helper | 13.60 |
| 23591 - Metrology Technician I | 22.57 |
| 23592 - Metrology Technician II | 23.62 |
| 23593 - Metrology Technician III | 24.64 |
| 23640 - Millwright | 19.19 |
| 23710 - Office Appliance Repairer | 17.77 |
| 23760 - Painter, Maintenance | 17.03 |
| 23790 - Pipefitter, Maintenance | 18.64 |
| 23810 - Plumber, Maintenance | 17.78 |
| 23820 - Pneudraulic Systems Mechanic | 18.71 |
| 23850 - Rigger | 18.71 |
| 23870 - Scale Mechanic | 16.89 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.73 |
| 23910 - Small Engine Mechanic | 16.18 |
| 23931 - Telecommunications Mechanic I | 24.51 |
| 23932 - Telecommunications Mechanic II | 25.71 |
| 23950 - Telephone Lineman | 22.01 |
| 23960 - Welder, Combination, Maintenance | 17.74 |
| 23965 - Well Driller | 17.84 |
| 23970 - Woodcraft Worker | 18.71 |
| 23980 - Woodworker | 14.94 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.61 |
| 24580 - Child Care Center Clerk | 11.97 |
| 24610 - Chore Aide | 10.00 |
| 24620 - Family Readiness And Support Services Coordinator | 12.40 |
| 24630 - Homemaker | 14.87 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.32 |
| 25040 - Sewage Plant Operator | 18.97 |
| 25070 - Stationary Engineer | 23.32 |
| 25190 - Ventilation Equipment Tender | 16.78 |
| 25210 - Water Treatment Plant Operator | 19.10 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.85 |
| 27007 - Baggage Inspector | 10.97 |
| 27008 - Corrections Officer | 14.96 |
| 27010 - Court Security Officer | 16.11 |
| 27030 - Detection Dog Handler | 12.66 |
| 27040 - Detention Officer | 14.96 |
| 27070 - Firefighter | 17.33 |
| 27101 - Guard I | 10.97 |
| 27102 - Guard II | 12.66 |
| 27131 - Police Officer I | 17.61 |
| 27132 - Police Officer II | 19.56 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.86 |
| 28042 - Carnival Equipment Repairer | 11.58 |
| 28043 - Carnival Equipment Worker | 8.63 |
| 28210 - Gate Attendant/Gate Tender | 13.05 |
| 28310 - Lifeguard | 11.12 |
| 28350 - Park Attendant (Aide) | 14.60 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.66 |
| 28515 - Recreation Specialist | 16.58 |
| 28630 - Sports Official | 11.63 |
| 28690 - Swimming Pool Operator | 16.20 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.16 |
| 29020 - Hatch Tender | 18.16 |
| 29030 - Line Handler | 18.16 |
| 29041 - Stevedore I | 17.22 |
| 29042 - Stevedore II | 19.28 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.11 |
| 30022 - Archeological Technician II | 17.39 |
| 30023 - Archeological Technician III | 21.62 |
| 30030 - Cartographic Technician | 23.50 |
| 30040 - Civil Engineering Technician | 20.21 |
| 30061 - Drafter/CAD Operator I | 15.66 |
| 30062 - Drafter/CAD Operator II | 17.58 |
| 30063 - Drafter/CAD Operator III | 21.02 |
| 30064 - Drafter/CAD Operator IV | 26.04 |
| 30081 - Engineering Technician I | 15.84 |
| 30082 - Engineering Technician II | 17.79 |
| 30083 - Engineering Technician III | 20.11 |
| 30084 - Engineering Technician IV | 24.92 |
| 30085 - Engineering Technician V | 30.15 |
| 30086 - Engineering Technician VI | 36.50 |
| 30090 - Environmental Technician | 27.69 |
| 30210 - Laboratory Technician | 21.05 |
| 30240 - Mathematical Technician | 21.56 |
| 30361 - Paralegal/Legal Assistant I | 16.72 |
| 30362 - Paralegal/Legal Assistant II | 20.02 |
| 30363 - Paralegal/Legal Assistant III | 24.49 |
| 30364 - Paralegal/Legal Assistant IV | 29.63 |
| 30390 - Photo-Optics Technician | 22.28 |
| 30461 - Technical Writer I | 19.92 |

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| 30462 - Technical Writer II | 24.36 |
| 30463 - Technical Writer III | 29.48 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 21.02 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 22.04 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.72 |
| 31030 - Bus Driver | 13.65 |
| 31043 - Driver Courier | 14.65 |
| 31260 - Parking and Lot Attendant | 9.36 |
| 31290 - Shuttle Bus Driver | 15.63 |
| 31310 - Taxi Driver | 11.14 |
| 31361 - Truckdriver, Light | 15.63 |
| 31362 - Truckdriver, Medium | 16.51 |
| 31363 - Truckdriver, Heavy | 18.00 |
| 31364 - Truckdriver, Tractor-Trailer | 18.00 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.65 |
| 99050 - Desk Clerk | 10.96 |
| 99095 - Embalmer | 25.37 |
| 99251 - Laboratory Animal Caretaker I | 11.14 |
| 99252 - Laboratory Animal Caretaker II | 13.06 |
| 99310 - Mortician | 25.37 |
| 99410 - Pest Controller | 15.93 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.64 |
| 99711 - Recycling Specialist | 17.31 |
| 99730 - Refuse Collector | 13.25 |
| 99810 - Sales Clerk | 11.51 |
| 99820 - School Crossing Guard | 11.87 |
| 99830 - Survey Party Chief | 18.72 |
| 99831 - Surveying Aide | 12.40 |
| 99832 - Surveying Technician | 17.02 |
| 99840 - Vending Machine Attendant | 13.52 |
| 99841 - Vending Machine Repairer | 16.05 |
| 99842 - Vending Machine Repairer Helper | 13.52 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2494
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Tennessee

Area: Tennessee Counties of Anderson, Blount, Campbell, Claiborne, Cumberland, Fentress, Grainger, Hamblen, Jefferson, Knox, Loudon, Monroe, Morgan, Pickett, Roane, Scott, Sevier, Union

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.03 |
| 01012 - Accounting Clerk II | | 14.63 |
| 01013 - Accounting Clerk III | | 16.36 |
| 01020 - Administrative Assistant | | 20.11 |
| 01040 - Court Reporter | | 16.87 |
| 01051 - Data Entry Operator I | | 11.59 |
| 01052 - Data Entry Operator II | | 13.19 |
| 01060 - Dispatcher, Motor Vehicle | | 16.87 |
| 01070 - Document Preparation Clerk | | 12.91 |
| 01090 - Duplicating Machine Operator | | 12.91 |
| 01111 - General Clerk I | | 11.31 |
| 01112 - General Clerk II | | 12.58 |
| 01113 - General Clerk III | | 14.12 |
| 01120 - Housing Referral Assistant | | 19.92 |
| 01141 - Messenger Courier | | 11.54 |
| 01191 - Order Clerk I | | 11.86 |
| 01192 - Order Clerk II | | 13.65 |
| 01261 - Personnel Assistant (Employment) I | | 12.84 |
| 01262 - Personnel Assistant (Employment) II | | 16.41 |
| 01263 - Personnel Assistant (Employment) III | | 18.30 |
| 01270 - Production Control Clerk | | 18.25 |
| 01280 - Receptionist | | 11.72 |
| 01290 - Rental Clerk | | 13.05 |
| 01300 - Scheduler, Maintenance | | 16.31 |
| 01311 - Secretary I | | 16.31 |
| 01312 - Secretary II | | 18.10 |
| 01313 - Secretary III | | 19.92 |
| 01320 - Service Order Dispatcher | | 17.05 |
| 01410 - Supply Technician | | 20.11 |
| 01420 - Survey Worker | | 17.19 |
| 01531 - Travel Clerk I | | 12.72 |
| 01532 - Travel Clerk II | | 13.54 |
| 01533 - Travel Clerk III | | 14.58 |
| 01611 - Word Processor I | | 12.27 |
| 01612 - Word Processor II | | 13.62 |
| 01613 - Word Processor III | | 16.87 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.72 |
| 05010 - Automotive Electrician | | 16.03 |
| 05040 - Automotive Glass Installer | | 15.26 |
| 05070 - Automotive Worker | | 15.26 |
| 05110 - Mobile Equipment Servicer | | 13.68 |
| 05130 - Motor Equipment Metal Mechanic | | 16.78 |
| 05160 - Motor Equipment Metal Worker | | 15.26 |
| 05190 - Motor Vehicle Mechanic | | 16.55 |
| 05220 - Motor Vehicle Mechanic Helper | | 13.06 |
| 05250 - Motor Vehicle Upholstery Worker | | 14.47 |
| 05280 - Motor Vehicle Wrecker | | 15.26 |
| 05310 - Painter, Automotive | | 18.18 |
| 05340 - Radiator Repair Specialist | | 15.26 |

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| 05370 - Tire Repairer | 11.03 |
| 05400 - Transmission Repair Specialist | 16.55 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.17 |
| 07041 - Cook I | 10.08 |
| 07042 - Cook II | 11.24 |
| 07070 - Dishwasher | 8.55 |
| 07130 - Food Service Worker | 9.61 |
| 07210 - Meat Cutter | 13.97 |
| 07260 - Waiter/Waitress | 7.86 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.03 |
| 09040 - Furniture Handler | 11.85 |
| 09080 - Furniture Refinisher | 17.03 |
| 09090 - Furniture Refinisher Helper | 13.66 |
| 09110 - Furniture Repairer, Minor | 15.32 |
| 09130 - Upholsterer | 17.03 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.96 |
| 11060 - Elevator Operator | 10.49 |
| 11090 - Gardener | 13.21 |
| 11122 - Housekeeping Aide | 10.49 |
| 11150 - Janitor | 11.25 |
| 11210 - Laborer, Grounds Maintenance | 10.88 |
| 11240 - Maid or Houseman | 8.45 |
| 11260 - Pruner | 10.69 |
| 11270 - Tractor Operator | 13.81 |
| 11330 - Trail Maintenance Worker | 10.88 |
| 11360 - Window Cleaner | 12.03 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.54 |
| 12011 - Breath Alcohol Technician | 14.98 |
| 12012 - Certified Occupational Therapist Assistant | 21.99 |
| 12015 - Certified Physical Therapist Assistant | 20.94 |
| 12020 - Dental Assistant | 15.28 |
| 12025 - Dental Hygienist | 28.09 |
| 12030 - EKG Technician | 18.35 |
| 12035 - Electroneurodiagnostic Technologist | 18.35 |
| 12040 - Emergency Medical Technician | 14.54 |
| 12071 - Licensed Practical Nurse I | 14.14 |
| 12072 - Licensed Practical Nurse II | 15.82 |
| 12073 - Licensed Practical Nurse III | 17.64 |
| 12100 - Medical Assistant | 12.76 |
| 12130 - Medical Laboratory Technician | 14.52 |
| 12160 - Medical Record Clerk | 11.72 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 13.42 |
| 12210 - Nuclear Medicine Technologist | 25.05 |
| 12221 - Nursing Assistant I | 9.62 |
| 12222 - Nursing Assistant II | 10.81 |
| 12223 - Nursing Assistant III | 11.80 |
| 12224 - Nursing Assistant IV | 13.24 |
| 12235 - Optical Dispenser | 14.65 |
| 12236 - Optical Technician | 13.21 |
| 12250 - Pharmacy Technician | 16.23 |
| 12280 - Phlebotomist | 13.24 |
| 12305 - Radiologic Technologist | 23.63 |
| 12311 - Registered Nurse I | 22.82 |
| 12312 - Registered Nurse II | 27.91 |
| 12313 - Registered Nurse II, Specialist | 27.91 |
| 12314 - Registered Nurse III | 31.51 |
| 12315 - Registered Nurse III, Anesthetist | 31.51 |
| 12316 - Registered Nurse IV | 37.40 |

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|---|---------|
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.51 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.10 |
| 13012 - Exhibits Specialist II | 21.18 |
| 13013 - Exhibits Specialist III | 25.90 |
| 13041 - Illustrator I | 16.64 |
| 13042 - Illustrator II | 21.18 |
| 13043 - Illustrator III | 25.90 |
| 13047 - Librarian | 23.03 |
| 13050 - Library Aide/Clerk | 11.41 |
| 13054 - Library Information Technology Systems Administrator | 20.21 |
| 13058 - Library Technician | 13.65 |
| 13061 - Media Specialist I | 13.27 |
| 13062 - Media Specialist II | 14.85 |
| 13063 - Media Specialist III | 16.63 |
| 13071 - Photographer I | 15.35 |
| 13072 - Photographer II | 17.17 |
| 13073 - Photographer III | 21.27 |
| 13074 - Photographer IV | 26.03 |
| 13075 - Photographer V | 31.48 |
| 13110 - Video Teleconference Technician | 16.55 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.77 |
| 14042 - Computer Operator II | 17.64 |
| 14043 - Computer Operator III | 19.67 |
| 14044 - Computer Operator IV | 21.86 |
| 14045 - Computer Operator V | 24.20 |
| 14071 - Computer Programmer I | 22.54 |
| 14072 - Computer Programmer II | 25.40 |
| 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 | 15.77 |
| 14160 - Personal Computer Support Technician | 21.86 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.52 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.53 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.97 |
| 15050 - Computer Based Training Specialist / Instructor | 28.52 |
| 15060 - Educational Technologist | 27.39 |
| 15070 - Flight Instructor (Pilot) | 37.97 |
| 15080 - Graphic Artist | 20.60 |
| 15090 - Technical Instructor | 19.44 |
| 15095 - Technical Instructor/Course Developer | 23.78 |
| 15110 - Test Proctor | 15.69 |
| 15120 - Tutor | 15.69 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.06 |
| 16030 - Counter Attendant | 9.06 |
| 16040 - Dry Cleaner | 11.68 |
| 16070 - Finisher, Flatwork, Machine | 9.06 |
| 16090 - Presser, Hand | 9.06 |
| 16110 - Presser, Machine, Drycleaning | 9.06 |
| 16130 - Presser, Machine, Shirts | 9.06 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.06 |
| 16190 - Sewing Machine Operator | 12.50 |
| 16220 - Tailor | 13.31 |
| 16250 - Washer, Machine | 10.02 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.19 |

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|---|-------|
| 19040 - Tool And Die Maker | 21.73 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.12 |
| 21030 - Material Coordinator | 18.25 |
| 21040 - Material Expediter | 18.25 |
| 21050 - Material Handling Laborer | 12.62 |
| 21071 - Order Filler | 11.31 |
| 21080 - Production Line Worker (Food Processing) | 13.12 |
| 21110 - Shipping Packer | 13.01 |
| 21130 - Shipping/Receiving Clerk | 13.01 |
| 21140 - Store Worker I | 11.64 |
| 21150 - Stock Clerk | 15.74 |
| 21210 - Tools And Parts Attendant | 13.12 |
| 21410 - Warehouse Specialist | 13.12 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.76 |
| 23021 - Aircraft Mechanic I | 20.73 |
| 23022 - Aircraft Mechanic II | 21.76 |
| 23023 - Aircraft Mechanic III | 22.84 |
| 23040 - Aircraft Mechanic Helper | 15.54 |
| 23050 - Aircraft, Painter | 19.79 |
| 23060 - Aircraft Servicer | 17.43 |
| 23080 - Aircraft Worker | 18.43 |
| 23110 - Appliance Mechanic | 17.46 |
| 23120 - Bicycle Repairer | 12.77 |
| 23125 - Cable Splicer | 22.18 |
| 23130 - Carpenter, Maintenance | 16.19 |
| 23140 - Carpet Layer | 16.89 |
| 23160 - Electrician, Maintenance | 20.79 |
| 23181 - Electronics Technician Maintenance I | 19.62 |
| 23182 - Electronics Technician Maintenance II | 20.63 |
| 23183 - Electronics Technician Maintenance III | 21.72 |
| 23260 - Fabric Worker | 15.86 |
| 23290 - Fire Alarm System Mechanic | 17.63 |
| 23310 - Fire Extinguisher Repairer | 14.94 |
| 23311 - Fuel Distribution System Mechanic | 21.26 |
| 23312 - Fuel Distribution System Operator | 17.14 |
| 23370 - General Maintenance Worker | 16.16 |
| 23380 - Ground Support Equipment Mechanic | 20.73 |
| 23381 - Ground Support Equipment Servicer | 17.43 |
| 23382 - Ground Support Equipment Worker | 18.43 |
| 23391 - Gunsmith I | 14.94 |
| 23392 - Gunsmith II | 16.89 |
| 23393 - Gunsmith III | 18.71 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.84 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.67 |
| 23430 - Heavy Equipment Mechanic | 18.57 |
| 23440 - Heavy Equipment Operator | 16.47 |
| 23460 - Instrument Mechanic | 22.57 |
| 23465 - Laboratory/Shelter Mechanic | 17.77 |
| 23470 - Laborer | 12.10 |
| 23510 - Locksmith | 17.77 |
| 23530 - Machinery Maintenance Mechanic | 19.89 |
| 23550 - Machinist, Maintenance | 19.55 |
| 23580 - Maintenance Trades Helper | 13.60 |
| 23591 - Metrology Technician I | 22.57 |
| 23592 - Metrology Technician II | 23.62 |
| 23593 - Metrology Technician III | 24.64 |
| 23640 - Millwright | 19.19 |
| 23710 - Office Appliance Repairer | 17.77 |
| 23760 - Painter, Maintenance | 17.03 |

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|--|-------|
| 23790 - Pipefitter, Maintenance | 18.64 |
| 23810 - Plumber, Maintenance | 17.78 |
| 23820 - Pseudraulic Systems Mechanic | 18.71 |
| 23850 - Rigger | 18.71 |
| 23870 - Scale Mechanic | 16.89 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.73 |
| 23910 - Small Engine Mechanic | 16.18 |
| 23931 - Telecommunications Mechanic I | 24.51 |
| 23932 - Telecommunications Mechanic II | 25.71 |
| 23950 - Telephone Lineman | 22.01 |
| 23960 - Welder, Combination, Maintenance | 17.74 |
| 23965 - Well Driller | 17.84 |
| 23970 - Woodcraft Worker | 18.71 |
| 23980 - Woodworker | 14.94 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.61 |
| 24580 - Child Care Center Clerk | 11.97 |
| 24610 - Chore Aide | 10.00 |
| 24620 - Family Readiness And Support Services Coordinator | 12.40 |
| 24630 - Homemaker | 14.87 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.32 |
| 25040 - Sewage Plant Operator | 18.97 |
| 25070 - Stationary Engineer | 23.32 |
| 25190 - Ventilation Equipment Tender | 16.78 |
| 25210 - Water Treatment Plant Operator | 19.10 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.85 |
| 27007 - Baggage Inspector | 10.97 |
| 27008 - Corrections Officer | 14.96 |
| 27010 - Court Security Officer | 16.11 |
| 27030 - Detection Dog Handler | 12.66 |
| 27040 - Detention Officer | 14.96 |
| 27070 - Firefighter | 17.33 |
| 27101 - Guard I | 10.97 |
| 27102 - Guard II | 12.66 |
| 27131 - Police Officer I | 17.61 |
| 27132 - Police Officer II | 19.56 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.86 |
| 28042 - Carnival Equipment Repairer | 11.58 |
| 28043 - Carnival Equipment Worker | 8.63 |
| 28210 - Gate Attendant/Gate Tender | 13.05 |
| 28310 - Lifeguard | 11.12 |
| 28350 - Park Attendant (Aide) | 14.60 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.66 |
| 28515 - Recreation Specialist | 16.58 |
| 28630 - Sports Official | 11.63 |
| 28690 - Swimming Pool Operator | 16.20 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.16 |
| 29020 - Hatch Tender | 18.16 |
| 29030 - Line Handler | 18.16 |
| 29041 - Stevedore I | 17.22 |
| 29042 - Stevedore II | 19.28 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.11 |
| 30022 - Archeological Technician II | 17.39 |
| 30023 - Archeological Technician III | 21.62 |

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|---|---------------|
| 30030 - Cartographic Technician | 23.50 |
| 30040 - Civil Engineering Technician | 20.21 |
| 30061 - Drafter/CAD Operator I | 15.66 |
| 30062 - Drafter/CAD Operator II | 17.58 |
| 30063 - Drafter/CAD Operator III | 21.02 |
| 30064 - Drafter/CAD Operator IV | 26.04 |
| 30081 - Engineering Technician I | 15.84 |
| 30082 - Engineering Technician II | 17.79 |
| 30083 - Engineering Technician III | 20.11 |
| 30084 - Engineering Technician IV | 24.92 |
| 30085 - Engineering Technician V | 30.15 |
| 30086 - Engineering Technician VI | 36.50 |
| 30090 - Environmental Technician | 27.69 |
| 30210 - Laboratory Technician | 21.05 |
| 30240 - Mathematical Technician | 21.56 |
| 30361 - Paralegal/Legal Assistant I | 16.72 |
| 30362 - Paralegal/Legal Assistant II | 20.02 |
| 30363 - Paralegal/Legal Assistant III | 24.49 |
| 30364 - Paralegal/Legal Assistant IV | 29.63 |
| 30390 - Photo-Optics Technician | 22.28 |
| 30461 - Technical Writer I | 19.92 |
| 30462 - Technical Writer II | 24.36 |
| 30463 - Technical Writer III | 29.48 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 21.02 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 22.04 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.72 |
| 31030 - Bus Driver | 13.65 |
| 31043 - Driver Courier | 14.65 |
| 31260 - Parking and Lot Attendant | 9.36 |
| 31290 - Shuttle Bus Driver | 15.63 |
| 31310 - Taxi Driver | 11.14 |
| 31361 - Truckdriver, Light | 15.63 |
| 31362 - Truckdriver, Medium | 16.51 |
| 31363 - Truckdriver, Heavy | 18.00 |
| 31364 - Truckdriver, Tractor-Trailer | 18.00 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.65 |
| 99050 - Desk Clerk | 10.96 |
| 99095 - Embalmer | 25.37 |
| 99251 - Laboratory Animal Caretaker I | 11.14 |
| 99252 - Laboratory Animal Caretaker II | 13.06 |
| 99310 - Mortician | 25.37 |
| 99410 - Pest Controller | 15.93 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.64 |
| 99711 - Recycling Specialist | 17.31 |
| 99730 - Refuse Collector | 13.25 |
| 99810 - Sales Clerk | 11.51 |
| 99820 - School Crossing Guard | 11.87 |
| 99830 - Survey Party Chief | 18.72 |
| 99831 - Surveying Aide | 12.40 |
| 99832 - Surveying Technician | 17.02 |
| 99840 - Vending Machine Attendant | 13.52 |
| 99841 - Vending Machine Repairer | 16.05 |
| 99842 - Vending Machine Repairer Helper | 13.52 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2495
Revision No.: 17
Date Of Last Revision: 07/25/2014

States: Arkansas, Kentucky, Mississippi, Tennessee

Area: Arkansas Counties of Craighead, Crittenden, Cross, Lee, Mississippi, Poinsett, St Francis

Kentucky Counties of Ballard, Calloway, Carlisle, Fulton, Graves, Hickman, Marshall, McCracken

Mississippi Counties of Benton, De Soto, Marshall, Tippah

Tennessee Counties of Benton, Carroll, Chester, Crockett, Decatur, Dyer, Fayette, Gibson, Hardeman, Hardin, Haywood, Henderson, Henry, Lake, Lauderdale, Madison, McNairy, Obion, Shelby, Tipton, Weakley

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.78 |
| 01012 - Accounting Clerk II | | 15.47 |
| 01013 - Accounting Clerk III | | 17.30 |
| 01020 - Administrative Assistant | | 21.69 |
| 01040 - Court Reporter | | 17.00 |
| 01051 - Data Entry Operator I | | 11.67 |
| 01052 - Data Entry Operator II | | 12.72 |
| 01060 - Dispatcher, Motor Vehicle | | 17.47 |
| 01070 - Document Preparation Clerk | | 12.64 |
| 01090 - Duplicating Machine Operator | | 12.64 |
| 01111 - General Clerk I | | 12.56 |
| 01112 - General Clerk II | | 13.71 |
| 01113 - General Clerk III | | 15.47 |
| 01120 - Housing Referral Assistant | | 20.25 |
| 01141 - Messenger Courier | | 11.61 |
| 01191 - Order Clerk I | | 12.37 |
| 01192 - Order Clerk II | | 13.50 |
| 01261 - Personnel Assistant (Employment) I | | 15.20 |

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| 01262 - Personnel Assistant (Employment) II | 17.00 |
| 01263 - Personnel Assistant (Employment) III | 19.71 |
| 01270 - Production Control Clerk | 20.56 |
| 01280 - Receptionist | 13.23 |
| 01290 - Rental Clerk | 15.13 |
| 01300 - Scheduler, Maintenance | 15.74 |
| 01311 - Secretary I | 15.74 |
| 01312 - Secretary II | 17.61 |
| 01313 - Secretary III | 19.63 |
| 01320 - Service Order Dispatcher | 15.81 |
| 01410 - Supply Technician | 20.59 |
| 01420 - Survey Worker | 17.19 |
| 01531 - Travel Clerk I | 12.72 |
| 01532 - Travel Clerk II | 13.54 |
| 01533 - Travel Clerk III | 14.58 |
| 01611 - Word Processor I | 12.06 |
| 01612 - Word Processor II | 15.20 |
| 01613 - Word Processor III | 17.17 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.85 |
| 05010 - Automotive Electrician | 19.23 |
| 05040 - Automotive Glass Installer | 17.17 |
| 05070 - Automotive Worker | 17.21 |
| 05110 - Mobile Equipment Servicicer | 15.07 |
| 05130 - Motor Equipment Metal Mechanic | 19.23 |
| 05160 - Motor Equipment Metal Worker | 17.21 |
| 05190 - Motor Vehicle Mechanic | 19.23 |
| 05220 - Motor Vehicle Mechanic Helper | 13.97 |
| 05250 - Motor Vehicle Upholstery Worker | 17.21 |
| 05280 - Motor Vehicle Wrecker | 17.21 |
| 05310 - Painter, Automotive | 18.23 |
| 05340 - Radiator Repair Specialist | 17.21 |
| 05370 - Tire Repairer | 11.65 |
| 05400 - Transmission Repair Specialist | 18.98 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.90 |
| 07041 - Cook I | 9.36 |
| 07042 - Cook II | 10.99 |
| 07070 - Dishwasher | 8.88 |
| 07130 - Food Service Worker | 8.88 |
| 07210 - Meat Cutter | 13.65 |
| 07260 - Waiter/Waitress | 8.52 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.21 |
| 09040 - Furniture Handler | 10.74 |
| 09080 - Furniture Refinisher | 16.21 |
| 09090 - Furniture Refinisher Helper | 12.97 |
| 09110 - Furniture Repairer, Minor | 15.27 |
| 09130 - Upholsterer | 17.53 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.86 |
| 11060 - Elevator Operator | 10.58 |
| 11090 - Gardener | 14.17 |
| 11122 - Housekeeping Aide | 10.25 |
| 11150 - Janitor | 11.16 |
| 11210 - Laborer, Grounds Maintenance | 11.36 |
| 11240 - Maid or Houseman | 9.21 |
| 11260 - Pruner | 10.11 |
| 11270 - Tractor Operator | 14.85 |
| 11330 - Trail Maintenance Worker | 11.36 |
| 11360 - Window Cleaner | 12.03 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.06 |

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| 12011 - Breath Alcohol Technician | 16.61 |
| 12012 - Certified Occupational Therapist Assistant | 19.86 |
| 12015 - Certified Physical Therapist Assistant | 19.86 |
| 12020 - Dental Assistant | 14.62 |
| 12025 - Dental Hygienist | 28.57 |
| 12030 - EKG Technician | 19.34 |
| 12035 - Electroneurodiagnostic Technologist | 19.34 |
| 12040 - Emergency Medical Technician | 17.06 |
| 12071 - Licensed Practical Nurse I | 14.84 |
| 12072 - Licensed Practical Nurse II | 16.61 |
| 12073 - Licensed Practical Nurse III | 18.52 |
| 12100 - Medical Assistant | 12.88 |
| 12130 - Medical Laboratory Technician | 16.05 |
| 12160 - Medical Record Clerk | 13.06 |
| 12190 - Medical Record Technician | 14.61 |
| 12195 - Medical Transcriptionist | 16.52 |
| 12210 - Nuclear Medicine Technologist | 30.80 |
| 12221 - Nursing Assistant I | 9.64 |
| 12222 - Nursing Assistant II | 10.84 |
| 12223 - Nursing Assistant III | 11.83 |
| 12224 - Nursing Assistant IV | 13.75 |
| 12235 - Optical Dispenser | 15.66 |
| 12236 - Optical Technician | 13.51 |
| 12250 - Pharmacy Technician | 13.61 |
| 12280 - Phlebotomist | 13.75 |
| 12305 - Radiologic Technologist | 24.12 |
| 12311 - Registered Nurse I | 25.41 |
| 12312 - Registered Nurse II | 30.43 |
| 12313 - Registered Nurse II, Specialist | 30.43 |
| 12314 - Registered Nurse III | 36.80 |
| 12315 - Registered Nurse III, Anesthetist | 36.80 |
| 12316 - Registered Nurse IV | 44.11 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.36 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.04 |
| 13012 - Exhibits Specialist II | 19.79 |
| 13013 - Exhibits Specialist III | 24.21 |
| 13041 - Illustrator I | 16.96 |
| 13042 - Illustrator II | 19.79 |
| 13043 - Illustrator III | 24.21 |
| 13047 - Librarian | 21.91 |
| 13050 - Library Aide/Clerk | 11.83 |
| 13054 - Library Information Technology Systems Administrator | 19.79 |
| 13058 - Library Technician | 13.07 |
| 13061 - Media Specialist I | 14.28 |
| 13062 - Media Specialist II | 15.97 |
| 13063 - Media Specialist III | 17.81 |
| 13071 - Photographer I | 14.68 |
| 13072 - Photographer II | 17.85 |
| 13073 - Photographer III | 20.68 |
| 13074 - Photographer IV | 23.22 |
| 13075 - Photographer V | 28.10 |
| 13110 - Video Teleconference Technician | 18.06 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.64 |
| 14042 - Computer Operator II | 18.67 |
| 14043 - Computer Operator III | 20.82 |
| 14044 - Computer Operator IV | 23.14 |
| 14045 - Computer Operator V | 25.61 |
| 14071 - Computer Programmer I | 21.66 |
| 14072 - Computer Programmer II | 26.85 |
| 14073 - Computer Programmer III | |

(see 1)

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| 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 | | 16.64 |
| 14160 - Personal Computer Support Technician | | 21.44 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 27.88 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 36.76 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 40.44 |
| 15050 - Computer Based Training Specialist / Instructor | | 27.88 |
| 15060 - Educational Technologist | | 24.67 |
| 15070 - Flight Instructor (Pilot) | | 40.44 |
| 15080 - Graphic Artist | | 23.07 |
| 15090 - Technical Instructor | | 21.83 |
| 15095 - Technical Instructor/Course Developer | | 26.71 |
| 15110 - Test Proctor | | 17.62 |
| 15120 - Tutor | | 17.62 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 9.06 |
| 16030 - Counter Attendant | | 9.06 |
| 16040 - Dry Cleaner | | 11.68 |
| 16070 - Finisher, Flatwork, Machine | | 9.06 |
| 16090 - Presser, Hand | | 9.06 |
| 16110 - Presser, Machine, Drycleaning | | 9.06 |
| 16130 - Presser, Machine, Shirts | | 9.06 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 9.06 |
| 16190 - Sewing Machine Operator | | 12.50 |
| 16220 - Tailor | | 13.31 |
| 16250 - Washer, Machine | | 10.02 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 16.24 |
| 19040 - Tool And Die Maker | | 19.37 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 13.10 |
| 21030 - Material Coordinator | | 20.56 |
| 21040 - Material Expediter | | 20.56 |
| 21050 - Material Handling Laborer | | 13.47 |
| 21071 - Order Filler | | 11.07 |
| 21080 - Production Line Worker (Food Processing) | | 13.10 |
| 21110 - Shipping Packer | | 14.59 |
| 21130 - Shipping/Receiving Clerk | | 14.59 |
| 21140 - Store Worker I | | 10.43 |
| 21150 - Stock Clerk | | 14.76 |
| 21210 - Tools And Parts Attendant | | 13.35 |
| 21410 - Warehouse Specialist | | 13.35 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 22.88 |
| 23021 - Aircraft Mechanic I | | 21.79 |
| 23022 - Aircraft Mechanic II | | 22.88 |
| 23023 - Aircraft Mechanic III | | 24.02 |
| 23040 - Aircraft Mechanic Helper | | 14.19 |
| 23050 - Aircraft, Painter | | 20.60 |
| 23060 - Aircraft Servicer | | 16.34 |
| 23080 - Aircraft Worker | | 17.40 |
| 23110 - Appliance Mechanic | | 17.27 |
| 23120 - Bicycle Repairer | | 11.39 |
| 23125 - Cable Splicer | | 23.89 |
| 23130 - Carpenter, Maintenance | | 16.39 |
| 23140 - Carpet Layer | | 16.87 |
| 23160 - Electrician, Maintenance | | 20.81 |
| 23181 - Electronics Technician Maintenance I | | 21.17 |
| 23182 - Electronics Technician Maintenance II | | 22.66 |

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| 23183 - Electronics Technician Maintenance III | 24.13 |
| 23260 - Fabric Worker | 15.27 |
| 23290 - Fire Alarm System Mechanic | 18.55 |
| 23310 - Fire Extinguisher Repairer | 14.10 |
| 23311 - Fuel Distribution System Mechanic | 19.65 |
| 23312 - Fuel Distribution System Operator | 17.03 |
| 23370 - General Maintenance Worker | 16.68 |
| 23380 - Ground Support Equipment Mechanic | 19.81 |
| 23381 - Ground Support Equipment Servicer | 14.85 |
| 23382 - Ground Support Equipment Worker | 15.82 |
| 23391 - Gunsmith I | 14.10 |
| 23392 - Gunsmith II | 16.42 |
| 23393 - Gunsmith III | 18.72 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.18 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.55 |
| 23430 - Heavy Equipment Mechanic | 19.09 |
| 23440 - Heavy Equipment Operator | 17.47 |
| 23460 - Instrument Mechanic | 18.97 |
| 23465 - Laboratory/Shelter Mechanic | 17.58 |
| 23470 - Laborer | 12.46 |
| 23510 - Locksmith | 18.24 |
| 23530 - Machinery Maintenance Mechanic | 20.73 |
| 23550 - Machinist, Maintenance | 18.60 |
| 23580 - Maintenance Trades Helper | 13.65 |
| 23591 - Metrology Technician I | 18.97 |
| 23592 - Metrology Technician II | 20.10 |
| 23593 - Metrology Technician III | 21.32 |
| 23640 - Millwright | 19.53 |
| 23710 - Office Appliance Repairer | 17.58 |
| 23760 - Painter, Maintenance | 17.49 |
| 23790 - Pipefitter, Maintenance | 19.62 |
| 23810 - Plumber, Maintenance | 18.80 |
| 23820 - Pneudraulic Systems Mechanic | 18.72 |
| 23850 - Rigger | 18.35 |
| 23870 - Scale Mechanic | 16.42 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.72 |
| 23910 - Small Engine Mechanic | 17.13 |
| 23931 - Telecommunications Mechanic I | 21.79 |
| 23932 - Telecommunications Mechanic II | 23.09 |
| 23950 - Telephone Lineman | 20.01 |
| 23960 - Welder, Combination, Maintenance | 18.00 |
| 23965 - Well Driller | 19.79 |
| 23970 - Woodcraft Worker | 18.72 |
| 23980 - Woodworker | 14.10 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.22 |
| 24580 - Child Care Center Clerk | 14.11 |
| 24610 - Chore Aide | 8.83 |
| 24620 - Family Readiness And Support Services Coordinator | 12.32 |
| 24630 - Homemaker | 16.62 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.36 |
| 25040 - Sewage Plant Operator | 19.58 |
| 25070 - Stationary Engineer | 23.36 |
| 25190 - Ventilation Equipment Tender | 15.83 |
| 25210 - Water Treatment Plant Operator | 19.58 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.59 |
| 27007 - Baggage Inspector | 10.51 |
| 27008 - Corrections Officer | 19.23 |

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| 27010 - Court Security Officer | 18.53 |
| 27030 - Detection Dog Handler | 12.35 |
| 27040 - Detention Officer | 19.23 |
| 27070 - Firefighter | 16.97 |
| 27101 - Guard I | 9.93 |
| 27102 - Guard II | 12.35 |
| 27131 - Police Officer I | 21.51 |
| 27132 - Police Officer II | 22.53 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.40 |
| 28042 - Carnival Equipment Repairer | 11.21 |
| 28043 - Carnival Equipment Worker | 7.99 |
| 28210 - Gate Attendant/Gate Tender | 13.81 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 15.45 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.28 |
| 28515 - Recreation Specialist | 12.69 |
| 28630 - Sports Official | 12.31 |
| 28690 - Swimming Pool Operator | 12.75 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.29 |
| 29020 - Hatch Tender | 16.29 |
| 29030 - Line Handler | 16.29 |
| 29041 - Stevedore I | 15.93 |
| 29042 - Stevedore II | 17.99 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.54 |
| 30022 - Archeological Technician II | 18.50 |
| 30023 - Archeological Technician III | 22.93 |
| 30030 - Cartographic Technician | 22.93 |
| 30040 - Civil Engineering Technician | 20.36 |
| 30061 - Drafter/CAD Operator I | 16.54 |
| 30062 - Drafter/CAD Operator II | 18.50 |
| 30063 - Drafter/CAD Operator III | 20.64 |
| 30064 - Drafter/CAD Operator IV | 25.39 |
| 30081 - Engineering Technician I | 17.14 |
| 30082 - Engineering Technician II | 18.54 |
| 30083 - Engineering Technician III | 21.52 |
| 30084 - Engineering Technician IV | 25.66 |
| 30085 - Engineering Technician V | 30.95 |
| 30086 - Engineering Technician VI | 37.45 |
| 30090 - Environmental Technician | 21.22 |
| 30210 - Laboratory Technician | 19.58 |
| 30240 - Mathematical Technician | 22.93 |
| 30361 - Paralegal/Legal Assistant I | 18.81 |
| 30362 - Paralegal/Legal Assistant II | 22.31 |
| 30363 - Paralegal/Legal Assistant III | 27.20 |
| 30364 - Paralegal/Legal Assistant IV | 33.01 |
| 30390 - Photo-Optics Technician | 22.93 |
| 30461 - Technical Writer I | 22.46 |
| 30462 - Technical Writer II | 27.48 |
| 30463 - Technical Writer III | 33.24 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | 20.64 |
| 30621 - Weather Observer, Senior | 23.38 |

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| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.67 |
| 31030 - Bus Driver | 16.73 |
| 31043 - Driver Courier | 13.20 |
| 31260 - Parking and Lot Attendant | 8.51 |
| 31290 - Shuttle Bus Driver | 13.89 |
| 31310 - Taxi Driver | 10.04 |
| 31361 - Truckdriver, Light | 13.89 |
| 31362 - Truckdriver, Medium | 15.04 |
| 31363 - Truckdriver, Heavy | 20.14 |
| 31364 - Truckdriver, Tractor-Trailer | 20.14 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.92 |
| 99050 - Desk Clerk | 9.53 |
| 99095 - Embalmer | 24.26 |
| 99251 - Laboratory Animal Caretaker I | 11.95 |
| 99252 - Laboratory Animal Caretaker II | 13.40 |
| 99310 - Mortician | 24.26 |
| 99410 - Pest Controller | 15.45 |
| 99510 - Photofinishing Worker | 11.96 |
| 99710 - Recycling Laborer | 15.49 |
| 99711 - Recycling Specialist | 16.25 |
| 99730 - Refuse Collector | 13.79 |
| 99810 - Sales Clerk | 11.81 |
| 99820 - School Crossing Guard | 11.66 |
| 99830 - Survey Party Chief | 19.49 |
| 99831 - Surveying Aide | 12.77 |
| 99832 - Surveying Technician | 17.49 |
| 99840 - Vending Machine Attendant | 12.67 |
| 99841 - Vending Machine Repairer | 15.76 |
| 99842 - Vending Machine Repairer Helper | 12.54 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundrying in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2496
Revision No.: 16
Date of Last Revision: 07/25/2014

States: Arkansas, Kentucky, Mississippi, Tennessee

Area: Arkansas Counties of Craighead, Crittenden, Cross, Lee, Mississippi, Poinsett, St Francis

Kentucky Counties of Ballard, Calloway, Carlisle, Fulton, Graves, Hickman, Marshall, McCracken

Mississippi Counties of Benton, De Soto, Marshall, Tippah

Tennessee Counties of Benton, Carroll, Chester, Crockett, Decatur, Dyer, Fayette, Gibson, Hardeman, Hardin, Haywood, Henderson, Henry, Lake, Lauderdale, Madison, McNairy, Obion, Shelby, Tipton, Weakley

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.78 |
| 01012 - Accounting Clerk II | | 15.47 |
| 01013 - Accounting Clerk III | | 17.30 |
| 01020 - Administrative Assistant | | 21.69 |
| 01040 - Court Reporter | | 17.00 |
| 01051 - Data Entry Operator I | | 11.67 |
| 01052 - Data Entry Operator II | | 12.72 |
| 01060 - Dispatcher, Motor Vehicle | | 17.47 |
| 01070 - Document Preparation Clerk | | 12.64 |
| 01090 - Duplicating Machine Operator | | 12.64 |
| 01111 - General Clerk I | | 12.56 |
| 01112 - General Clerk II | | 13.71 |
| 01113 - General Clerk III | | 15.47 |
| 01120 - Housing Referral Assistant | | 20.25 |
| 01141 - Messenger Courier | | 11.61 |
| 01191 - Order Clerk I | | 12.37 |
| 01192 - Order Clerk II | | 13.50 |
| 01261 - Personnel Assistant (Employment) I | | 15.20 |
| 01262 - Personnel Assistant (Employment) II | | 17.00 |
| 01263 - Personnel Assistant (Employment) III | | 19.71 |
| 01270 - Production Control Clerk | | 20.56 |
| 01280 - Receptionist | | 13.23 |
| 01290 - Rental Clerk | | 15.13 |
| 01300 - Scheduler, Maintenance | | 15.74 |
| 01311 - Secretary I | | 15.74 |
| 01312 - Secretary II | | 17.61 |
| 01313 - Secretary III | | 19.63 |
| 01320 - Service Order Dispatcher | | 15.81 |
| 01410 - Supply Technician | | 20.59 |
| 01420 - Survey Worker | | 17.19 |
| 01531 - Travel Clerk I | | 12.72 |
| 01532 - Travel Clerk II | | 13.54 |
| 01533 - Travel Clerk III | | 14.58 |
| 01611 - Word Processor I | | 12.06 |
| 01612 - Word Processor II | | 15.20 |
| 01613 - Word Processor III | | 17.17 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.85 |
| 05010 - Automotive Electrician | | 19.23 |
| 05040 - Automotive Glass Installer | | 17.17 |
| 05070 - Automotive Worker | | 17.21 |
| 05110 - Mobile Equipment Servicer | | 15.07 |
| 05130 - Motor Equipment Metal Mechanic | | 19.23 |
| 05160 - Motor Equipment Metal Worker | | 17.21 |
| 05190 - Motor Vehicle Mechanic | | 19.23 |
| 05220 - Motor Vehicle Mechanic Helper | | 13.97 |
| 05250 - Motor Vehicle Upholstery Worker | | 17.21 |
| 05280 - Motor Vehicle Wrecker | | 17.21 |
| 05310 - Painter, Automotive | | 18.23 |
| 05340 - Radiator Repair Specialist | | 17.21 |
| 05370 - Tire Repairer | | 11.65 |
| 05400 - Transmission Repair Specialist | | 18.98 |

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| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.90 |
| 07041 - Cook I | 9.36 |
| 07042 - Cook II | 10.99 |
| 07070 - Dishwasher | 8.88 |
| 07130 - Food Service Worker | 8.88 |
| 07210 - Meat Cutter | 13.65 |
| 07260 - Waiter/Waitress | 8.52 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.21 |
| 09040 - Furniture Handler | 10.74 |
| 09080 - Furniture Refinisher | 16.21 |
| 09090 - Furniture Refinisher Helper | 12.97 |
| 09110 - Furniture Repairer, Minor | 15.27 |
| 09130 - Upholsterer | 17.53 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.86 |
| 11060 - Elevator Operator | 10.58 |
| 11090 - Gardener | 14.17 |
| 11122 - Housekeeping Aide | 10.25 |
| 11150 - Janitor | 11.16 |
| 11210 - Laborer, Grounds Maintenance | 11.36 |
| 11240 - Maid or Houseman | 9.21 |
| 11260 - Pruner | 10.11 |
| 11270 - Tractor Operator | 14.85 |
| 11330 - Trail Maintenance Worker | 11.36 |
| 11360 - Window Cleaner | 12.03 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.06 |
| 12011 - Breath Alcohol Technician | 16.61 |
| 12012 - Certified Occupational Therapist Assistant | 19.86 |
| 12015 - Certified Physical Therapist Assistant | 19.86 |
| 12020 - Dental Assistant | 14.62 |
| 12025 - Dental Hygienist | 28.57 |
| 12030 - EKG Technician | 19.34 |
| 12035 - Electroneurodiagnostic Technologist | 19.34 |
| 12040 - Emergency Medical Technician | 17.06 |
| 12071 - Licensed Practical Nurse I | 14.84 |
| 12072 - Licensed Practical Nurse II | 16.61 |
| 12073 - Licensed Practical Nurse III | 18.52 |
| 12100 - Medical Assistant | 12.88 |
| 12130 - Medical Laboratory Technician | 16.05 |
| 12160 - Medical Record Clerk | 13.06 |
| 12190 - Medical Record Technician | 14.61 |
| 12195 - Medical Transcriptionist | 16.52 |
| 12210 - Nuclear Medicine Technologist | 30.80 |
| 12221 - Nursing Assistant I | 9.64 |
| 12222 - Nursing Assistant II | 10.84 |
| 12223 - Nursing Assistant III | 11.83 |
| 12224 - Nursing Assistant IV | 13.75 |
| 12235 - Optical Dispenser | 15.66 |
| 12236 - Optical Technician | 13.51 |
| 12250 - Pharmacy Technician | 13.61 |
| 12280 - Phlebotomist | 13.75 |
| 12305 - Radiologic Technologist | 24.12 |
| 12311 - Registered Nurse I | 25.41 |
| 12312 - Registered Nurse II | 30.43 |
| 12313 - Registered Nurse II, Specialist | 30.43 |
| 12314 - Registered Nurse III | 36.80 |
| 12315 - Registered Nurse III, Anesthetist | 36.80 |
| 12316 - Registered Nurse IV | 44.11 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.36 |
| 13000 - Information And Arts Occupations | |

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|---|---------|
| 13011 - Exhibits Specialist I | 16.04 |
| 13012 - Exhibits Specialist II | 19.79 |
| 13013 - Exhibits Specialist III | 24.21 |
| 13041 - Illustrator I | 16.96 |
| 13042 - Illustrator II | 19.79 |
| 13043 - Illustrator III | 24.21 |
| 13047 - Librarian | 21.91 |
| 13050 - Library Aide/Clerk | 11.83 |
| 13054 - Library Information Technology Systems Administrator | 19.79 |
| 13058 - Library Technician | 13.07 |
| 13061 - Media Specialist I | 14.28 |
| 13062 - Media Specialist II | 15.97 |
| 13063 - Media Specialist III | 17.81 |
| 13071 - Photographer I | 14.68 |
| 13072 - Photographer II | 17.85 |
| 13073 - Photographer III | 20.68 |
| 13074 - Photographer IV | 23.22 |
| 13075 - Photographer V | 28.10 |
| 13110 - Video Teleconference Technician | 18.06 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.64 |
| 14042 - Computer Operator II | 18.67 |
| 14043 - Computer Operator III | 20.82 |
| 14044 - Computer Operator IV | 23.14 |
| 14045 - Computer Operator V | 25.61 |
| 14071 - Computer Programmer I | 21.66 |
| 14072 - Computer Programmer II | 26.85 |
| 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 | 16.64 |
| 14160 - Personal Computer Support Technician | 21.44 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.88 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 36.76 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.44 |
| 15050 - Computer Based Training Specialist / Instructor | 27.88 |
| 15060 - Educational Technologist | 24.67 |
| 15070 - Flight Instructor (Pilot) | 40.44 |
| 15080 - Graphic Artist | 23.07 |
| 15090 - Technical Instructor | 21.83 |
| 15095 - Technical Instructor/Course Developer | 26.71 |
| 15110 - Test Proctor | 17.62 |
| 15120 - Tutor | 17.62 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.06 |
| 16030 - Counter Attendant | 9.06 |
| 16040 - Dry Cleaner | 11.68 |
| 16070 - Finisher, Flatwork, Machine | 9.06 |
| 16090 - Presser, Hand | 9.06 |
| 16110 - Presser, Machine, Drycleaning | 9.06 |
| 16130 - Presser, Machine, Shirts | 9.06 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.06 |
| 16190 - Sewing Machine Operator | 12.50 |
| 16220 - Tailor | 13.31 |
| 16250 - Washer, Machine | 10.02 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.24 |
| 19040 - Tool And Die Maker | 19.37 |
| 21000 - Materials Handling And Packing Occupations | |

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|---|-------|
| 21020 - Forklift Operator | 13.10 |
| 21030 - Material Coordinator | 20.56 |
| 21040 - Material Expediter | 20.56 |
| 21050 - Material Handling Laborer | 13.47 |
| 21071 - Order Filler | 11.07 |
| 21080 - Production Line Worker (Food Processing) | 13.10 |
| 21110 - Shipping Packer | 14.59 |
| 21130 - Shipping/Receiving Clerk | 14.59 |
| 21140 - Store Worker I | 10.43 |
| 21150 - Stock Clerk | 14.76 |
| 21210 - Tools And Parts Attendant | 13.35 |
| 21410 - Warehouse Specialist | 13.35 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.88 |
| 23021 - Aircraft Mechanic I | 21.79 |
| 23022 - Aircraft Mechanic II | 22.88 |
| 23023 - Aircraft Mechanic III | 24.02 |
| 23040 - Aircraft Mechanic Helper | 14.19 |
| 23050 - Aircraft, Painter | 20.60 |
| 23060 - Aircraft Servicer | 16.34 |
| 23080 - Aircraft Worker | 17.40 |
| 23110 - Appliance Mechanic | 17.27 |
| 23120 - Bicycle Repairer | 11.39 |
| 23125 - Cable Splicer | 23.89 |
| 23130 - Carpenter, Maintenance | 16.39 |
| 23140 - Carpet Layer | 16.87 |
| 23160 - Electrician, Maintenance | 20.81 |
| 23181 - Electronics Technician Maintenance I | 21.17 |
| 23182 - Electronics Technician Maintenance II | 22.66 |
| 23183 - Electronics Technician Maintenance III | 24.13 |
| 23260 - Fabric Worker | 15.27 |
| 23290 - Fire Alarm System Mechanic | 18.55 |
| 23310 - Fire Extinguisher Repairer | 14.10 |
| 23311 - Fuel Distribution System Mechanic | 19.65 |
| 23312 - Fuel Distribution System Operator | 17.03 |
| 23370 - General Maintenance Worker | 16.68 |
| 23380 - Ground Support Equipment Mechanic | 19.81 |
| 23381 - Ground Support Equipment Servicer | 14.85 |
| 23382 - Ground Support Equipment Worker | 15.82 |
| 23391 - Gunsmith I | 14.10 |
| 23392 - Gunsmith II | 16.42 |
| 23393 - Gunsmith III | 18.72 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.18 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.55 |
| 23430 - Heavy Equipment Mechanic | 19.09 |
| 23440 - Heavy Equipment Operator | 17.47 |
| 23460 - Instrument Mechanic | 18.97 |
| 23465 - Laboratory/Shelter Mechanic | 17.58 |
| 23470 - Laborer | 12.46 |
| 23510 - Locksmith | 18.24 |
| 23530 - Machinery Maintenance Mechanic | 20.73 |
| 23550 - Machinist, Maintenance | 18.60 |
| 23580 - Maintenance Trades Helper | 13.65 |
| 23591 - Metrology Technician I | 18.97 |
| 23592 - Metrology Technician II | 20.10 |
| 23593 - Metrology Technician III | 21.32 |
| 23640 - Millwright | 19.53 |
| 23710 - Office Appliance Repairer | 17.58 |
| 23760 - Painter, Maintenance | 17.49 |
| 23790 - Pipefitter, Maintenance | 19.62 |
| 23810 - Plumber, Maintenance | 18.80 |

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| 23820 - Pneudraulic Systems Mechanic | 18.72 |
| 23850 - Rigger | 18.35 |
| 23870 - Scale Mechanic | 16.42 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.72 |
| 23910 - Small Engine Mechanic | 17.13 |
| 23931 - Telecommunications Mechanic I | 21.79 |
| 23932 - Telecommunications Mechanic II | 23.09 |
| 23950 - Telephone Lineman | 20.01 |
| 23960 - Welder, Combination, Maintenance | 18.00 |
| 23965 - Well Driller | 19.79 |
| 23970 - Woodcraft Worker | 18.72 |
| 23980 - Woodworker | 14.10 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.22 |
| 24580 - Child Care Center Clerk | 14.11 |
| 24610 - Chore Aide | 8.83 |
| 24620 - Family Readiness And Support Services Coordinator | 12.32 |
| 24630 - Homemaker | 16.62 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.36 |
| 25040 - Sewage Plant Operator | 19.58 |
| 25070 - Stationary Engineer | 23.36 |
| 25190 - Ventilation Equipment Tender | 15.83 |
| 25210 - Water Treatment Plant Operator | 19.58 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.59 |
| 27007 - Baggage Inspector | 10.51 |
| 27008 - Corrections Officer | 19.23 |
| 27010 - Court Security Officer | 18.53 |
| 27030 - Detection Dog Handler | 12.35 |
| 27040 - Detention Officer | 19.23 |
| 27070 - Firefighter | 16.97 |
| 27101 - Guard I | 9.93 |
| 27102 - Guard II | 12.35 |
| 27131 - Police Officer I | 21.51 |
| 27132 - Police Officer II | 22.53 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.40 |
| 28042 - Carnival Equipment Repairer | 11.21 |
| 28043 - Carnival Equipment Worker | 7.99 |
| 28210 - Gate Attendant/Gate Tender | 13.81 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 15.45 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.28 |
| 28515 - Recreation Specialist | 12.69 |
| 28630 - Sports Official | 12.31 |
| 28690 - Swimming Pool Operator | 12.75 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.29 |
| 29020 - Hatch Tender | 16.29 |
| 29030 - Line Handler | 16.29 |
| 29041 - Stevedore I | 15.93 |
| 29042 - Stevedore II | 17.99 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.54 |
| 30022 - Archeological Technician II | 18.50 |
| 30023 - Archeological Technician III | 22.93 |
| 30030 - Cartographic Technician | 22.93 |
| 30040 - Civil Engineering Technician | 20.36 |

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|---|---------------|
| 30061 - Drafter/CAD Operator I | 16.54 |
| 30062 - Drafter/CAD Operator II | 18.50 |
| 30063 - Drafter/CAD Operator III | 20.64 |
| 30064 - Drafter/CAD Operator IV | 25.39 |
| 30081 - Engineering Technician I | 17.14 |
| 30082 - Engineering Technician II | 18.54 |
| 30083 - Engineering Technician III | 21.52 |
| 30084 - Engineering Technician IV | 25.66 |
| 30085 - Engineering Technician V | 30.95 |
| 30086 - Engineering Technician VI | 37.45 |
| 30090 - Environmental Technician | 21.22 |
| 30210 - Laboratory Technician | 19.58 |
| 30240 - Mathematical Technician | 22.93 |
| 30361 - Paralegal/Legal Assistant I | 18.81 |
| 30362 - Paralegal/Legal Assistant II | 22.31 |
| 30363 - Paralegal/Legal Assistant III | 27.20 |
| 30364 - Paralegal/Legal Assistant IV | 33.01 |
| 30390 - Photo-Optics Technician | 22.93 |
| 30461 - Technical Writer I | 22.46 |
| 30462 - Technical Writer II | 27.48 |
| 30463 - Technical Writer III | 33.24 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.64 |
| 30621 - Weather Observer, Senior | (see 2) 23.38 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.67 |
| 31030 - Bus Driver | 16.73 |
| 31043 - Driver Courier | 13.20 |
| 31260 - Parking and Lot Attendant | 8.51 |
| 31290 - Shuttle Bus Driver | 13.89 |
| 31310 - Taxi Driver | 10.04 |
| 31361 - Truckdriver, Light | 13.89 |
| 31362 - Truckdriver, Medium | 15.04 |
| 31363 - Truckdriver, Heavy | 20.14 |
| 31364 - Truckdriver, Tractor-Trailer | 20.14 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.92 |
| 99050 - Desk Clerk | 9.53 |
| 99095 - Embalmer | 24.26 |
| 99251 - Laboratory Animal Caretaker I | 11.95 |
| 99252 - Laboratory Animal Caretaker II | 13.40 |
| 99310 - Mortician | 24.26 |
| 99410 - Pest Controller | 15.45 |
| 99510 - Photofinishing Worker | 11.96 |
| 99710 - Recycling Laborer | 15.49 |
| 99711 - Recycling Specialist | 16.25 |
| 99730 - Refuse Collector | 13.79 |
| 99810 - Sales Clerk | 11.81 |
| 99820 - School Crossing Guard | 11.66 |
| 99830 - Survey Party Chief | 19.49 |
| 99831 - Surveying Aide | 12.77 |
| 99832 - Surveying Technician | 17.49 |
| 99840 - Vending Machine Attendant | 12.67 |
| 99841 - Vending Machine Repairer | 15.76 |
| 99842 - Vending Machine Repairer Helper | 12.54 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2497
Revision No.: 17
Date Of Last Revision: 07/25/2014

States: Kentucky, Tennessee

Area: Kentucky Counties of Adair, Allen, Barren, Clinton, Cumberland, Metcalfe, Monroe, Russell, Simpson

Tennessee Counties of Bedford, Cannon, Cheatham, Clay, Davidson, De Kalb, Dickson, Hickman, Houston, Humphreys, Jackson, Lewis, Macon, Marshall, Maury, Overton, Perry, Putnam, Robertson, Rutherford, Smith, Sumner, Trousdale, Warren, White, Williamson, Wilson

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.23 |
| 01012 - Accounting Clerk II | | 14.85 |
| 01013 - Accounting Clerk III | | 16.61 |
| 01020 - Administrative Assistant | | 18.54 |
| 01040 - Court Reporter | | 19.75 |
| 01051 - Data Entry Operator I | | 12.35 |
| 01052 - Data Entry Operator II | | 13.48 |
| 01060 - Dispatcher, Motor Vehicle | | 17.02 |
| 01070 - Document Preparation Clerk | | 12.44 |
| 01090 - Duplicating Machine Operator | | 12.44 |
| 01111 - General Clerk I | | 12.54 |
| 01112 - General Clerk II | | 13.38 |
| 01113 - General Clerk III | | 15.02 |
| 01120 - Housing Referral Assistant | | 17.02 |
| 01141 - Messenger Courier | | 12.19 |
| 01191 - Order Clerk I | | 12.72 |
| 01192 - Order Clerk II | | 13.88 |
| 01261 - Personnel Assistant (Employment) I | | 15.11 |
| 01262 - Personnel Assistant (Employment) II | | 16.90 |
| 01263 - Personnel Assistant (Employment) III | | 18.85 |
| 01270 - Production Control Clerk | | 19.21 |
| 01280 - Receptionist | | 12.23 |
| 01290 - Rental Clerk | | 11.44 |
| 01300 - Scheduler, Maintenance | | 13.64 |

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| 01311 - Secretary I | 13.64 |
| 01312 - Secretary II | 15.92 |
| 01313 - Secretary III | 17.02 |
| 01320 - Service Order Dispatcher | 14.00 |
| 01410 - Supply Technician | 18.54 |
| 01420 - Survey Worker | 14.27 |
| 01531 - Travel Clerk I | 11.08 |
| 01532 - Travel Clerk II | 11.72 |
| 01533 - Travel Clerk III | 12.50 |
| 01611 - Word Processor I | 12.77 |
| 01612 - Word Processor II | 15.95 |
| 01613 - Word Processor III | 16.29 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.51 |
| 05010 - Automotive Electrician | 19.84 |
| 05040 - Automotive Glass Installer | 18.19 |
| 05070 - Automotive Worker | 18.79 |
| 05110 - Mobile Equipment Servicer | 16.48 |
| 05130 - Motor Equipment Metal Mechanic | 18.89 |
| 05160 - Motor Equipment Metal Worker | 19.33 |
| 05190 - Motor Vehicle Mechanic | 18.89 |
| 05220 - Motor Vehicle Mechanic Helper | 15.33 |
| 05250 - Motor Vehicle Upholstery Worker | 17.18 |
| 05280 - Motor Vehicle Wrecker | 18.17 |
| 05310 - Painter, Automotive | 18.42 |
| 05340 - Radiator Repair Specialist | 18.17 |
| 05370 - Tire Repairer | 11.98 |
| 05400 - Transmission Repair Specialist | 18.89 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.40 |
| 07041 - Cook I | 9.68 |
| 07042 - Cook II | 10.83 |
| 07070 - Dishwasher | 9.25 |
| 07130 - Food Service Worker | 9.15 |
| 07210 - Meat Cutter | 13.40 |
| 07260 - Waiter/Waitress | 8.51 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.86 |
| 09040 - Furniture Handler | 12.18 |
| 09080 - Furniture Refinisher | 17.51 |
| 09090 - Furniture Refinisher Helper | 13.99 |
| 09110 - Furniture Repairer, Minor | 15.63 |
| 09130 - Upholsterer | 16.89 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.12 |
| 11060 - Elevator Operator | 10.12 |
| 11090 - Gardener | 13.76 |
| 11122 - Housekeeping Aide | 9.77 |
| 11150 - Janitor | 11.30 |
| 11210 - Laborer, Grounds Maintenance | 11.64 |
| 11240 - Maid or Houseman | 9.14 |
| 11260 - Pruner | 10.54 |
| 11270 - Tractor Operator | 13.76 |
| 11330 - Trail Maintenance Worker | 11.64 |
| 11360 - Window Cleaner | 12.54 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.73 |
| 12011 - Breath Alcohol Technician | 16.39 |
| 12012 - Certified Occupational Therapist Assistant | 24.40 |
| 12015 - Certified Physical Therapist Assistant | 26.30 |
| 12020 - Dental Assistant | 15.62 |
| 12025 - Dental Hygienist | 25.42 |
| 12030 - EKG Technician | 23.57 |

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| 12035 - Electroneurodiagnostic Technologist | 23.57 |
| 12040 - Emergency Medical Technician | 16.73 |
| 12071 - Licensed Practical Nurse I | 14.65 |
| 12072 - Licensed Practical Nurse II | 16.39 |
| 12073 - Licensed Practical Nurse III | 18.28 |
| 12100 - Medical Assistant | 13.43 |
| 12130 - Medical Laboratory Technician | 16.91 |
| 12160 - Medical Record Clerk | 15.14 |
| 12190 - Medical Record Technician | 16.93 |
| 12195 - Medical Transcriptionist | 16.66 |
| 12210 - Nuclear Medicine Technologist | 31.29 |
| 12221 - Nursing Assistant I | 10.15 |
| 12222 - Nursing Assistant II | 11.41 |
| 12223 - Nursing Assistant III | 12.45 |
| 12224 - Nursing Assistant IV | 13.97 |
| 12235 - Optical Dispenser | 18.18 |
| 12236 - Optical Technician | 13.30 |
| 12250 - Pharmacy Technician | 14.31 |
| 12280 - Phlebotomist | 13.97 |
| 12305 - Radiologic Technologist | 24.80 |
| 12311 - Registered Nurse I | 24.32 |
| 12312 - Registered Nurse II | 29.75 |
| 12313 - Registered Nurse II, Specialist | 29.75 |
| 12314 - Registered Nurse III | 35.99 |
| 12315 - Registered Nurse III, Anesthetist | 35.99 |
| 12316 - Registered Nurse IV | 43.13 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.31 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.38 |
| 13012 - Exhibits Specialist II | 21.53 |
| 13013 - Exhibits Specialist III | 26.26 |
| 13041 - Illustrator I | 20.73 |
| 13042 - Illustrator II | 25.68 |
| 13043 - Illustrator III | 31.42 |
| 13047 - Librarian | 23.30 |
| 13050 - Library Aide/Clerk | 12.03 |
| 13054 - Library Information Technology Systems Administrator | 21.05 |
| 13058 - Library Technician | 16.21 |
| 13061 - Media Specialist I | 15.18 |
| 13062 - Media Specialist II | 16.98 |
| 13063 - Media Specialist III | 18.94 |
| 13071 - Photographer I | 15.25 |
| 13072 - Photographer II | 17.06 |
| 13073 - Photographer III | 21.14 |
| 13074 - Photographer IV | 25.86 |
| 13075 - Photographer V | 31.28 |
| 13110 - Video Teleconference Technician | 17.90 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.14 |
| 14042 - Computer Operator II | 15.82 |
| 14043 - Computer Operator III | 17.64 |
| 14044 - Computer Operator IV | 19.60 |
| 14045 - Computer Operator V | 21.70 |
| 14071 - Computer Programmer I | 20.90 |
| 14072 - Computer Programmer II | 24.85 |
| 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 | 14.14 |
| 14160 - Personal Computer Support Technician | 21.34 |

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| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.75 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.78 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.00 |
| 15050 - Computer Based Training Specialist / Instructor | 30.75 |
| 15060 - Educational Technologist | 25.24 |
| 15070 - Flight Instructor (Pilot) | 42.00 |
| 15080 - Graphic Artist | 18.69 |
| 15090 - Technical Instructor | 18.77 |
| 15095 - Technical Instructor/Course Developer | 22.96 |
| 15110 - Test Proctor | 15.15 |
| 15120 - Tutor | 15.15 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.23 |
| 16030 - Counter Attendant | 8.23 |
| 16040 - Dry Cleaner | 10.34 |
| 16070 - Finisher, Flatwork, Machine | 8.23 |
| 16090 - Presser, Hand | 8.23 |
| 16110 - Presser, Machine, Drycleaning | 8.23 |
| 16130 - Presser, Machine, Shirts | 8.23 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.23 |
| 16190 - Sewing Machine Operator | 10.98 |
| 16220 - Tailor | 11.62 |
| 16250 - Washer, Machine | 8.92 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.51 |
| 19040 - Tool And Die Maker | 21.55 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.25 |
| 21030 - Material Coordinator | 19.21 |
| 21040 - Material Expediter | 19.21 |
| 21050 - Material Handling Laborer | 12.87 |
| 21071 - Order Filler | 11.72 |
| 21080 - Production Line Worker (Food Processing) | 15.25 |
| 21110 - Shipping Packer | 13.38 |
| 21130 - Shipping/Receiving Clerk | 13.38 |
| 21140 - Store Worker I | 11.64 |
| 21150 - Stock Clerk | 15.74 |
| 21210 - Tools And Parts Attendant | 15.25 |
| 21410 - Warehouse Specialist | 15.25 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.29 |
| 23021 - Aircraft Mechanic I | 23.16 |
| 23022 - Aircraft Mechanic II | 24.29 |
| 23023 - Aircraft Mechanic III | 25.33 |
| 23040 - Aircraft Mechanic Helper | 19.23 |
| 23050 - Aircraft, Painter | 27.35 |
| 23060 - Aircraft Servicer | 21.64 |
| 23080 - Aircraft Worker | 22.84 |
| 23110 - Appliance Mechanic | 17.08 |
| 23120 - Bicycle Repairer | 11.75 |
| 23125 - Cable Splicer | 30.00 |
| 23130 - Carpenter, Maintenance | 16.18 |
| 23140 - Carpet Layer | 18.15 |
| 23160 - Electrician, Maintenance | 18.36 |
| 23181 - Electronics Technician Maintenance I | 21.82 |
| 23182 - Electronics Technician Maintenance II | 22.95 |
| 23183 - Electronics Technician Maintenance III | 24.16 |
| 23260 - Fabric Worker | 17.04 |
| 23290 - Fire Alarm System Mechanic | 18.77 |
| 23310 - Fire Extinguisher Repairer | 16.05 |
| 23311 - Fuel Distribution System Mechanic | 23.77 |
| 23312 - Fuel Distribution System Operator | 18.98 |

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| 23370 - General Maintenance Worker | 16.86 |
| 23380 - Ground Support Equipment Mechanic | 23.16 |
| 23381 - Ground Support Equipment Servicer | 21.64 |
| 23382 - Ground Support Equipment Worker | 22.84 |
| 23391 - Gunsmith I | 16.05 |
| 23392 - Gunsmith II | 18.15 |
| 23393 - Gunsmith III | 20.10 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.10 |
| 23411 - Heating, Ventilation And Air Contditiioning Mechanic (Research Facility) | 21.26 |
| 23430 - Heavy Equipment Mechanic | 20.03 |
| 23440 - Heavy Equipment Operator | 16.72 |
| 23460 - Instrument Mechanic | 20.10 |
| 23465 - Laboratory/Shelter Mechanic | 16.62 |
| 23470 - Laborer | 11.22 |
| 23510 - Locksmith | 18.47 |
| 23530 - Machinery Maintenance Mechanic | 20.18 |
| 23550 - Machinist, Maintenance | 17.76 |
| 23580 - Maintenance Trades Helper | 14.10 |
| 23591 - Metrology Technician I | 20.10 |
| 23592 - Metrology Technician II | 21.07 |
| 23593 - Metrology Technician III | 21.97 |
| 23640 - Millwright | 25.95 |
| 23710 - Office Appliance Repairer | 18.89 |
| 23760 - Painter, Maintenance | 15.86 |
| 23790 - Pipefitter, Maintenance | 18.77 |
| 23810 - Plumber, Maintenance | 18.41 |
| 23820 - Pneudraulic Systems Mechanic | 20.10 |
| 23850 - Rigger | 20.10 |
| 23870 - Scale Mechanic | 18.15 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.10 |
| 23910 - Small Engine Mechanic | 18.15 |
| 23931 - Telecommunications Mechanic I | 25.78 |
| 23932 - Telecommunications Mechanic II | 27.03 |
| 23950 - Telephone Lineman | 21.91 |
| 23960 - Welder, Combination, Maintenance | 18.61 |
| 23965 - Well Driller | 19.04 |
| 23970 - Woodcraft Worker | 20.10 |
| 23980 - Woodworker | 15.38 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.46 |
| 24580 - Child Care Center Clerk | 12.11 |
| 24610 - Chore Aide | 9.32 |
| 24620 - Family Readiness And Support Services Coordinator | 13.76 |
| 24630 - Homemaker | 13.76 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.18 |
| 25040 - Sewage Plant Operator | 17.47 |
| 25070 - Stationary Engineer | 24.18 |
| 25190 - Ventilation Equipment Tender | 17.24 |
| 25210 - Water Treatment Plant Operator | 17.47 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.64 |
| 27007 - Baggage Inspector | 11.81 |
| 27008 - Corrections Officer | 17.45 |
| 27010 - Court Security Officer | 19.46 |
| 27030 - Detection Dog Handler | 15.10 |
| 27040 - Detention Officer | 17.45 |
| 27070 - Firefighter | 22.20 |
| 27101 - Guard I | 11.81 |
| 27102 - Guard II | 15.10 |

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| 27131 - Police Officer I | 19.83 |
| 27132 - Police Officer II | 20.80 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.75 |
| 28042 - Carnival Equipment Repairer | 13.49 |
| 28043 - Carnival Equipment Worker | 10.06 |
| 28210 - Gate Attendant/Gate Tender | 14.61 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 16.34 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.93 |
| 28515 - Recreation Specialist | 13.77 |
| 28630 - Sports Official | 13.02 |
| 28690 - Swimming Pool Operator | 17.27 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.83 |
| 29020 - Hatch Tender | 16.83 |
| 29030 - Line Handler | 16.83 |
| 29041 - Stevedore I | 15.57 |
| 29042 - Stevedore II | 18.24 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.35 |
| 30022 - Archeological Technician II | 19.70 |
| 30023 - Archeological Technician III | 23.94 |
| 30030 - Cartographic Technician | 24.40 |
| 30040 - Civil Engineering Technician | 24.58 |
| 30061 - Drafter/CAD Operator I | 17.35 |
| 30062 - Drafter/CAD Operator II | 19.70 |
| 30063 - Drafter/CAD Operator III | 21.97 |
| 30064 - Drafter/CAD Operator IV | 26.34 |
| 30081 - Engineering Technician I | 15.25 |
| 30082 - Engineering Technician II | 16.67 |
| 30083 - Engineering Technician III | 21.48 |
| 30084 - Engineering Technician IV | 25.20 |
| 30085 - Engineering Technician V | 30.90 |
| 30086 - Engineering Technician VI | 37.37 |
| 30090 - Environmental Technician | 20.30 |
| 30210 - Laboratory Technician | 20.99 |
| 30240 - Mathematical Technician | 24.40 |
| 30361 - Paralegal/Legal Assistant I | 18.66 |
| 30362 - Paralegal/Legal Assistant II | 23.11 |
| 30363 - Paralegal/Legal Assistant III | 25.70 |
| 30364 - Paralegal/Legal Assistant IV | 31.10 |
| 30390 - Photo-Optics Technician | 24.40 |
| 30461 - Technical Writer I | 20.34 |
| 30462 - Technical Writer II | 24.88 |
| 30463 - Technical Writer III | 30.11 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 21.97 |
| 30621 - Weather Observer, Senior (see 2) | 23.57 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.04 |
| 31030 - Bus Driver | 16.43 |
| 31043 - Driver Courier | 13.81 |
| 31260 - Parking and Lot Attendant | 8.76 |
| 31290 - Shuttle Bus Driver | 14.73 |

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| 31310 - Taxi Driver | 9.50 |
| 31361 - Truckdriver, Light | 14.73 |
| 31362 - Truckdriver, Medium | 19.71 |
| 31363 - Truckdriver, Heavy | 18.90 |
| 31364 - Truckdriver, Tractor-Trailer | 18.90 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.47 |
| 99050 - Desk Clerk | 9.45 |
| 99095 - Embalmer | 21.80 |
| 99251 - Laboratory Animal Caretaker I | 10.13 |
| 99252 - Laboratory Animal Caretaker II | 10.80 |
| 99310 - Mortician | 21.80 |
| 99410 - Pest Controller | 15.60 |
| 99510 - Photofinishing Worker | 13.36 |
| 99710 - Recycling Laborer | 13.54 |
| 99711 - Recycling Specialist | 16.01 |
| 99730 - Refuse Collector | 12.39 |
| 99810 - Sales Clerk | 11.53 |
| 99820 - School Crossing Guard | 11.62 |
| 99830 - Survey Party Chief | 18.77 |
| 99831 - Surveying Aide | 12.67 |
| 99832 - Surveying Technician | 16.84 |
| 99840 - Vending Machine Attendant | 13.17 |
| 99841 - Vending Machine Repairer | 15.70 |
| 99842 - Vending Machine Repairer Helper | 13.17 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2498
Revision No.: 15
Date Of Last Revision: 07/25/2014

States: Kentucky, Tennessee

Area: Kentucky Counties of Adair, Allen, Barren, Clinton, Cumberland, Metcalfe, Monroe, Russell, Simpson

Tennessee Counties of Bedford, Cannon, Cheatham, Clay, Davidson, De Kalb, Dickson, Hickman, Houston, Humphreys, Jackson, Lewis, Macon, Marshall, Maury, Overton, Perry, Putnam, Robertson, Rutherford, Smith, Sumner, Trousdale, Warren, White, Williamson, Wilson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE

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FOOTNOTE

RATE

WDs_Revision_Received_10.9.2014

| | |
|---|-------|
| 01000 - Administrative Support And Clerical Occupations | |
| 01011 - Accounting Clerk I | 13.23 |
| 01012 - Accounting Clerk II | 14.85 |
| 01013 - Accounting Clerk III | 16.61 |
| 01020 - Administrative Assistant | 18.54 |
| 01040 - Court Reporter | 19.75 |
| 01051 - Data Entry Operator I | 12.35 |
| 01052 - Data Entry Operator II | 13.48 |
| 01060 - Dispatcher, Motor Vehicle | 17.02 |
| 01070 - Document Preparation Clerk | 12.44 |
| 01090 - Duplicating Machine Operator | 12.44 |
| 01111 - General Clerk I | 12.54 |
| 01112 - General Clerk II | 13.38 |
| 01113 - General Clerk III | 15.02 |
| 01120 - Housing Referral Assistant | 17.02 |
| 01141 - Messenger Courier | 12.19 |
| 01191 - Order Clerk I | 12.72 |
| 01192 - Order Clerk II | 13.88 |
| 01261 - Personnel Assistant (Employment) I | 15.11 |
| 01262 - Personnel Assistant (Employment) II | 16.90 |
| 01263 - Personnel Assistant (Employment) III | 18.85 |
| 01270 - Production Control Clerk | 19.21 |
| 01280 - Receptionist | 12.23 |
| 01290 - Rental Clerk | 11.44 |
| 01300 - Scheduler, Maintenance | 13.64 |
| 01311 - Secretary I | 13.64 |
| 01312 - Secretary II | 15.92 |
| 01313 - Secretary III | 17.02 |
| 01320 - Service Order Dispatcher | 14.00 |
| 01410 - Supply Technician | 18.54 |
| 01420 - Survey Worker | 14.27 |
| 01531 - Travel Clerk I | 11.08 |
| 01532 - Travel Clerk II | 11.72 |
| 01533 - Travel Clerk III | 12.50 |
| 01611 - Word Processor I | 12.77 |
| 01612 - Word Processor II | 15.95 |
| 01613 - Word Processor III | 16.29 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.51 |
| 05010 - Automotive Electrician | 19.84 |
| 05040 - Automotive Glass Installer | 18.19 |
| 05070 - Automotive Worker | 18.79 |
| 05110 - Mobile Equipment Servicer | 16.48 |
| 05130 - Motor Equipment Metal Mechanic | 18.89 |
| 05160 - Motor Equipment Metal Worker | 19.33 |
| 05190 - Motor Vehicle Mechanic | 18.89 |
| 05220 - Motor Vehicle Mechanic Helper | 15.33 |
| 05250 - Motor Vehicle Upholstery Worker | 17.18 |
| 05280 - Motor Vehicle Wrecker | 18.17 |
| 05310 - Painter, Automotive | 18.42 |
| 05340 - Radiator Repair Specialist | 18.17 |
| 05370 - Tire Repairer | 11.98 |
| 05400 - Transmission Repair Specialist | 18.89 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.40 |
| 07041 - Cook I | 9.68 |
| 07042 - Cook II | 10.83 |
| 07070 - Dishwasher | 9.25 |
| 07130 - Food Service Worker | 9.15 |
| 07210 - Meat Cutter | 13.40 |
| 07260 - Waiter/Waitress | 8.51 |
| 09000 - Furniture Maintenance And Repair Occupations | |

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|--|-------|
| 09010 - Electrostatic Spray Painter | 15.86 |
| 09040 - Furniture Handler | 12.18 |
| 09080 - Furniture Refinisher | 17.51 |
| 09090 - Furniture Refinisher Helper | 13.99 |
| 09110 - Furniture Repairer, Minor | 15.63 |
| 09130 - Upholsterer | 16.89 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.12 |
| 11060 - Elevator Operator | 10.12 |
| 11090 - Gardener | 13.76 |
| 11122 - Housekeeping Aide | 9.77 |
| 11150 - Janitor | 11.30 |
| 11210 - Laborer, Grounds Maintenance | 11.64 |
| 11240 - Maid or Houseman | 9.14 |
| 11260 - Pruner | 10.54 |
| 11270 - Tractor Operator | 13.76 |
| 11330 - Trail Maintenance Worker | 11.64 |
| 11360 - Window Cleaner | 12.54 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.73 |
| 12011 - Breath Alcohol Technician | 16.39 |
| 12012 - Certified Occupational Therapist Assistant | 24.40 |
| 12015 - Certified Physical Therapist Assistant | 26.30 |
| 12020 - Dental Assistant | 15.62 |
| 12025 - Dental Hygienist | 25.42 |
| 12030 - EKG Technician | 23.57 |
| 12035 - Electroneurodiagnostic Technologist | 23.57 |
| 12040 - Emergency Medical Technician | 16.73 |
| 12071 - Licensed Practical Nurse I | 14.65 |
| 12072 - Licensed Practical Nurse II | 16.39 |
| 12073 - Licensed Practical Nurse III | 18.28 |
| 12100 - Medical Assistant | 13.43 |
| 12130 - Medical Laboratory Technician | 16.91 |
| 12160 - Medical Record Clerk | 15.14 |
| 12190 - Medical Record Technician | 16.93 |
| 12195 - Medical Transcriptionist | 16.66 |
| 12210 - Nuclear Medicine Technologist | 31.29 |
| 12221 - Nursing Assistant I | 10.15 |
| 12222 - Nursing Assistant II | 11.41 |
| 12223 - Nursing Assistant III | 12.45 |
| 12224 - Nursing Assistant IV | 13.97 |
| 12235 - Optical Dispenser | 18.18 |
| 12236 - Optical Technician | 13.30 |
| 12250 - Pharmacy Technician | 14.31 |
| 12280 - Phlebotomist | 13.97 |
| 12305 - Radiologic Technologist | 24.80 |
| 12311 - Registered Nurse I | 24.32 |
| 12312 - Registered Nurse II | 29.75 |
| 12313 - Registered Nurse II, Specialist | 29.75 |
| 12314 - Registered Nurse III | 35.99 |
| 12315 - Registered Nurse III, Anesthetist | 35.99 |
| 12316 - Registered Nurse IV | 43.13 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.31 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.38 |
| 13012 - Exhibits Specialist II | 21.53 |
| 13013 - Exhibits Specialist III | 26.26 |
| 13041 - Illustrator I | 20.73 |
| 13042 - Illustrator II | 25.68 |
| 13043 - Illustrator III | 31.42 |
| 13047 - Librarian | 23.30 |
| 13050 - Library Aide/Clerk | 12.03 |
| 13054 - Library Information Technology Systems | 21.05 |

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|---|---------|
| Administrator | |
| 13058 - Library Technician | 16.21 |
| 13061 - Media Specialist I | 15.18 |
| 13062 - Media Specialist II | 16.98 |
| 13063 - Media Specialist III | 18.94 |
| 13071 - Photographer I | 15.25 |
| 13072 - Photographer II | 17.06 |
| 13073 - Photographer III | 21.14 |
| 13074 - Photographer IV | 25.86 |
| 13075 - Photographer V | 31.28 |
| 13110 - Video Teleconference Technician | 17.90 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.14 |
| 14042 - Computer Operator II | 15.82 |
| 14043 - Computer Operator III | 17.64 |
| 14044 - Computer Operator IV | 19.60 |
| 14045 - Computer Operator V | 21.70 |
| 14071 - Computer Programmer I | 20.90 |
| 14072 - Computer Programmer II | 24.85 |
| 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 | 14.14 |
| 14160 - Personal Computer Support Technician | 21.34 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.75 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.78 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.00 |
| 15050 - Computer Based Training Specialist / Instructor | 30.75 |
| 15060 - Educational Technologist | 25.24 |
| 15070 - Flight Instructor (Pilot) | 42.00 |
| 15080 - Graphic Artist | 18.69 |
| 15090 - Technical Instructor | 18.77 |
| 15095 - Technical Instructor/Course Developer | 22.96 |
| 15110 - Test Proctor | 15.15 |
| 15120 - Tutor | 15.15 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.23 |
| 16030 - Counter Attendant | 8.23 |
| 16040 - Dry Cleaner | 10.34 |
| 16070 - Finisher, Flatwork, Machine | 8.23 |
| 16090 - Presser, Hand | 8.23 |
| 16110 - Presser, Machine, Drycleaning | 8.23 |
| 16130 - Presser, Machine, Shirts | 8.23 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.23 |
| 16190 - Sewing Machine Operator | 10.98 |
| 16220 - Tailor | 11.62 |
| 16250 - Washer, Machine | 8.92 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.51 |
| 19040 - Tool And Die Maker | 21.55 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.25 |
| 21030 - Material Coordinator | 19.21 |
| 21040 - Material Expediter | 19.21 |
| 21050 - Material Handling Laborer | 12.87 |
| 21071 - Order Filler | 11.72 |
| 21080 - Production Line Worker (Food Processing) | 15.25 |
| 21110 - Shipping Packer | 13.38 |
| 21130 - Shipping/Receiving Clerk | 13.38 |
| 21140 - Store Worker I | 11.64 |

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|---|-------|
| 21150 - Stock Clerk | 15.74 |
| 21210 - Tools And Parts Attendant | 15.25 |
| 21410 - Warehouse Specialist | 15.25 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.29 |
| 23021 - Aircraft Mechanic I | 23.16 |
| 23022 - Aircraft Mechanic II | 24.29 |
| 23023 - Aircraft Mechanic III | 25.33 |
| 23040 - Aircraft Mechanic Helper | 19.23 |
| 23050 - Aircraft, Painter | 27.35 |
| 23060 - Aircraft Servicer | 21.64 |
| 23080 - Aircraft Worker | 22.84 |
| 23110 - Appliance Mechanic | 17.08 |
| 23120 - Bicycle Repairer | 11.75 |
| 23125 - Cable Splicer | 30.00 |
| 23130 - Carpenter, Maintenance | 16.18 |
| 23140 - Carpet Layer | 18.15 |
| 23160 - Electrician, Maintenance | 18.36 |
| 23181 - Electronics Technician Maintenance I | 21.82 |
| 23182 - Electronics Technician Maintenance II | 22.95 |
| 23183 - Electronics Technician Maintenance III | 24.16 |
| 23260 - Fabric Worker | 17.04 |
| 23290 - Fire Alarm System Mechanic | 18.77 |
| 23310 - Fire Extinguisher Repairer | 16.05 |
| 23311 - Fuel Distribution System Mechanic | 23.77 |
| 23312 - Fuel Distribution System Operator | 18.98 |
| 23370 - General Maintenance Worker | 16.86 |
| 23380 - Ground Support Equipment Mechanic | 23.16 |
| 23381 - Ground Support Equipment Servicer | 21.64 |
| 23382 - Ground Support Equipment Worker | 22.84 |
| 23391 - Gunsmith I | 16.05 |
| 23392 - Gunsmith II | 18.15 |
| 23393 - Gunsmith III | 20.10 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.10 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.26 |
| 23430 - Heavy Equipment Mechanic | 20.03 |
| 23440 - Heavy Equipment Operator | 16.72 |
| 23460 - Instrument Mechanic | 20.10 |
| 23465 - Laboratory/Shelter Mechanic | 16.62 |
| 23470 - Laborer | 11.22 |
| 23510 - Locksmith | 18.47 |
| 23530 - Machinery Maintenance Mechanic | 20.18 |
| 23550 - Machinist, Maintenance | 17.76 |
| 23580 - Maintenance Trades Helper | 14.10 |
| 23591 - Metrology Technician I | 20.10 |
| 23592 - Metrology Technician II | 21.07 |
| 23593 - Metrology Technician III | 21.97 |
| 23640 - Millwright | 25.95 |
| 23710 - Office Appliance Repairer | 18.89 |
| 23760 - Painter, Maintenance | 15.86 |
| 23790 - Pipefitter, Maintenance | 18.77 |
| 23810 - Plumber, Maintenance | 18.41 |
| 23820 - Pneudraulic Systems Mechanic | 20.10 |
| 23850 - Rigger | 20.10 |
| 23870 - Scale Mechanic | 18.15 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.10 |
| 23910 - Small Engine Mechanic | 18.15 |
| 23931 - Telecommunications Mechanic I | 25.78 |
| 23932 - Telecommunications Mechanic II | 27.03 |
| 23950 - Telephone Lineman | 21.91 |
| 23960 - Welder, Combination, Maintenance | 18.61 |

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| 23965 - Well Driller | 19.04 |
| 23970 - Woodcraft Worker | 20.10 |
| 23980 - Woodworker | 15.38 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.46 |
| 24580 - Child Care Center Clerk | 12.11 |
| 24610 - Chore Aide | 9.32 |
| 24620 - Family Readiness And Support Services Coordinator | 13.76 |
| 24630 - Homemaker | 13.76 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.18 |
| 25040 - Sewage Plant Operator | 17.47 |
| 25070 - Stationary Engineer | 24.18 |
| 25190 - Ventilation Equipment Tender | 17.24 |
| 25210 - Water Treatment Plant Operator | 17.47 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.64 |
| 27007 - Baggage Inspector | 11.81 |
| 27008 - Corrections Officer | 17.45 |
| 27010 - Court Security Officer | 19.46 |
| 27030 - Detection Dog Handler | 15.10 |
| 27040 - Detention Officer | 17.45 |
| 27070 - Firefighter | 22.20 |
| 27101 - Guard I | 11.81 |
| 27102 - Guard II | 15.10 |
| 27131 - Police Officer I | 19.83 |
| 27132 - Police Officer II | 20.80 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.75 |
| 28042 - Carnival Equipment Repairer | 13.49 |
| 28043 - Carnival Equipment Worker | 10.06 |
| 28210 - Gate Attendant/Gate Tender | 14.61 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 16.34 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.93 |
| 28515 - Recreation Specialist | 13.77 |
| 28630 - Sports Official | 13.02 |
| 28690 - Swimming Pool Operator | 17.27 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.83 |
| 29020 - Hatch Tender | 16.83 |
| 29030 - Line Handler | 16.83 |
| 29041 - Stevedore I | 15.57 |
| 29042 - Stevedore II | 18.24 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.35 |
| 30022 - Archeological Technician II | 19.70 |
| 30023 - Archeological Technician III | 23.94 |
| 30030 - Cartographic Technician | 24.40 |
| 30040 - Civil Engineering Technician | 24.58 |
| 30061 - Drafter/CAD Operator I | 17.35 |
| 30062 - Drafter/CAD Operator II | 19.70 |
| 30063 - Drafter/CAD Operator III | 21.97 |
| 30064 - Drafter/CAD Operator IV | 26.34 |
| 30081 - Engineering Technician I | 15.25 |
| 30082 - Engineering Technician II | 16.67 |
| 30083 - Engineering Technician III | 21.48 |
| 30084 - Engineering Technician IV | 25.20 |
| 30085 - Engineering Technician V | 30.90 |

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| 30086 - Engineering Technician VI | 37.37 |
| 30090 - Environmental Technician | 20.30 |
| 30210 - Laboratory Technician | 20.99 |
| 30240 - Mathematical Technician | 24.40 |
| 30361 - Paralegal/Legal Assistant I | 18.66 |
| 30362 - Paralegal/Legal Assistant II | 23.11 |
| 30363 - Paralegal/Legal Assistant III | 25.70 |
| 30364 - Paralegal/Legal Assistant IV | 31.10 |
| 30390 - Photo-Optics Technician | 24.40 |
| 30461 - Technical Writer I | 20.34 |
| 30462 - Technical Writer II | 24.88 |
| 30463 - Technical Writer III | 30.11 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 21.97 |
| 30621 - Weather Observer, Senior (see 2) | 23.57 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.04 |
| 31030 - Bus Driver | 16.43 |
| 31043 - Driver Courier | 13.81 |
| 31260 - Parking and Lot Attendant | 8.76 |
| 31290 - Shuttle Bus Driver | 14.73 |
| 31310 - Taxi Driver | 9.50 |
| 31361 - Truckdriver, Light | 14.73 |
| 31362 - Truckdriver, Medium | 19.71 |
| 31363 - Truckdriver, Heavy | 18.90 |
| 31364 - Truckdriver, Tractor-Trailer | 18.90 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.47 |
| 99050 - Desk Clerk | 9.45 |
| 99095 - Embalmer | 21.80 |
| 99251 - Laboratory Animal Caretaker I | 10.13 |
| 99252 - Laboratory Animal Caretaker II | 10.80 |
| 99310 - Mortician | 21.80 |
| 99410 - Pest Controller | 15.60 |
| 99510 - Photofinishing Worker | 13.36 |
| 99710 - Recycling Laborer | 13.54 |
| 99711 - Recycling Specialist | 16.01 |
| 99730 - Refuse Collector | 12.39 |
| 99810 - Sales Clerk | 11.53 |
| 99820 - School Crossing Guard | 11.62 |
| 99830 - Survey Party Chief | 18.77 |
| 99831 - Surveying Aide | 12.67 |
| 99832 - Surveying Technician | 16.84 |
| 99840 - Vending Machine Attendant | 13.17 |
| 99841 - Vending Machine Repairer | 15.70 |
| 99842 - Vending Machine Repairer Helper | 13.17 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}
When multiple wage determinations are included in a contract, a separate SF 1444

should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2499
Revision No.: 15
Date Of Last Revision: 07/25/2014

States: Tennessee, Virginia

Area: Tennessee Counties of Carter, Cocke, Greene, Hancock, Hawkins, Johnson, Sullivan, Unicoi, Washington

Virginia Counties of Buchanan, Dickenson, Grayson, Lee, Russell, Scott, Smyth, Tazewell, Washington, Wise
The following Independent Cities are included for the Virginia Area: Bristol, Galax, and Norton.

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.92 |
| 01012 - Accounting Clerk II | | 13.39 |
| 01013 - Accounting Clerk III | | 14.98 |
| 01020 - Administrative Assistant | | 17.14 |
| 01040 - Court Reporter | | 14.80 |
| 01051 - Data Entry Operator I | | 10.28 |
| 01052 - Data Entry Operator II | | 11.22 |
| 01060 - Dispatcher, Motor Vehicle | | 14.43 |
| 01070 - Document Preparation Clerk | | 11.67 |
| 01090 - Duplicating Machine Operator | | 11.67 |
| 01111 - General Clerk I | | 10.40 |
| 01112 - General Clerk II | | 12.30 |
| 01113 - General Clerk III | | 13.83 |
| 01120 - Housing Referral Assistant | | 15.79 |
| 01141 - Messenger Courier | | 9.97 |
| 01191 - Order Clerk I | | 12.20 |
| 01192 - Order Clerk II | | 13.31 |
| 01261 - Personnel Assistant (Employment) I | | 13.15 |
| 01262 - Personnel Assistant (Employment) II | | 14.71 |
| 01263 - Personnel Assistant (Employment) III | | 16.41 |
| 01270 - Production Control Clerk | | 18.70 |
| 01280 - Receptionist | | 10.71 |
| 01290 - Rental Clerk | | 10.93 |
| 01300 - Scheduler, Maintenance | | 11.85 |
| 01311 - Secretary I | | 11.85 |
| 01312 - Secretary II | | 14.80 |
| 01313 - Secretary III | | 15.79 |
| 01320 - Service Order Dispatcher | | 10.27 |
| 01410 - Supply Technician | | 17.14 |
| 01420 - Survey Worker | | 12.31 |
| 01531 - Travel Clerk I | | 12.07 |

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| 01532 - Travel Clerk II | 12.84 |
| 01533 - Travel Clerk III | 13.66 |
| 01611 - Word Processor I | 11.26 |
| 01612 - Word Processor II | 13.44 |
| 01613 - Word Processor III | 15.56 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 15.75 |
| 05010 - Automotive Electrician | 15.05 |
| 05040 - Automotive Glass Installer | 14.39 |
| 05070 - Automotive Worker | 14.39 |
| 05110 - Mobile Equipment Servicer | 13.10 |
| 05130 - Motor Equipment Metal Mechanic | 15.75 |
| 05160 - Motor Equipment Metal Worker | 14.39 |
| 05190 - Motor Vehicle Mechanic | 15.75 |
| 05220 - Motor Vehicle Mechanic Helper | 12.36 |
| 05250 - Motor Vehicle Upholstery Worker | 13.66 |
| 05280 - Motor Vehicle Wrecker | 14.32 |
| 05310 - Painter, Automotive | 14.96 |
| 05340 - Radiator Repair Specialist | 14.32 |
| 05370 - Tire Repairer | 10.33 |
| 05400 - Transmission Repair Specialist | 15.75 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.31 |
| 07041 - Cook I | 9.99 |
| 07042 - Cook II | 11.02 |
| 07070 - Dishwasher | 7.25 |
| 07130 - Food Service Worker | 8.45 |
| 07210 - Meat Cutter | 12.61 |
| 07260 - Waiter/Waitress | 8.36 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.70 |
| 09040 - Furniture Handler | 10.63 |
| 09080 - Furniture Refinisher | 14.70 |
| 09090 - Furniture Refinisher Helper | 12.00 |
| 09110 - Furniture Repairer, Minor | 13.35 |
| 09130 - Upholsterer | 14.70 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.11 |
| 11060 - Elevator Operator | 9.24 |
| 11090 - Gardener | 11.40 |
| 11122 - Housekeeping Aide | 9.24 |
| 11150 - Janitor | 9.24 |
| 11210 - Laborer, Grounds Maintenance | 9.55 |
| 11240 - Maid or Houseman | 8.05 |
| 11260 - Pruner | 8.80 |
| 11270 - Tractor Operator | 11.07 |
| 11330 - Trail Maintenance Worker | 9.55 |
| 11360 - Window Cleaner | 10.03 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.10 |
| 12011 - Breath Alcohol Technician | 16.55 |
| 12012 - Certified Occupational Therapist Assistant | 24.38 |
| 12015 - Certified Physical Therapist Assistant | 23.87 |
| 12020 - Dental Assistant | 13.17 |
| 12025 - Dental Hygienist | 25.73 |
| 12030 - EKG Technician | 20.69 |
| 12035 - Electroneurodiagnostic Technologist | 20.69 |
| 12040 - Emergency Medical Technician | 14.10 |
| 12071 - Licensed Practical Nurse I | 14.80 |
| 12072 - Licensed Practical Nurse II | 16.55 |
| 12073 - Licensed Practical Nurse III | 18.46 |
| 12100 - Medical Assistant | 12.04 |
| 12130 - Medical Laboratory Technician | 13.97 |

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| 12160 - Medical Record Clerk | 13.01 |
| 12190 - Medical Record Technician | 15.02 |
| 12195 - Medical Transcriptionist | 13.90 |
| 12210 - Nuclear Medicine Technologist | 30.46 |
| 12221 - Nursing Assistant I | 9.74 |
| 12222 - Nursing Assistant II | 10.95 |
| 12223 - Nursing Assistant III | 11.95 |
| 12224 - Nursing Assistant IV | 13.41 |
| 12235 - Optical Dispenser | 15.96 |
| 12236 - Optical Technician | 14.09 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.41 |
| 12305 - Radiologic Technologist | 21.44 |
| 12311 - Registered Nurse I | 20.48 |
| 12312 - Registered Nurse II | 25.05 |
| 12313 - Registered Nurse II, Specialist | 25.05 |
| 12314 - Registered Nurse III | 30.30 |
| 12315 - Registered Nurse III, Anesthetist | 30.30 |
| 12316 - Registered Nurse IV | 36.32 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.52 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.28 |
| 13012 - Exhibits Specialist II | 19.79 |
| 13013 - Exhibits Specialist III | 24.19 |
| 13041 - Illustrator I | 16.28 |
| 13042 - Illustrator II | 19.79 |
| 13043 - Illustrator III | 24.19 |
| 13047 - Librarian | 21.38 |
| 13050 - Library Aide/Clerk | 10.65 |
| 13054 - Library Information Technology Systems Administrator | 19.30 |
| 13058 - Library Technician | 13.56 |
| 13061 - Media Specialist I | 14.87 |
| 13062 - Media Specialist II | 16.68 |
| 13063 - Media Specialist III | 18.59 |
| 13071 - Photographer I | 14.27 |
| 13072 - Photographer II | 16.28 |
| 13073 - Photographer III | 19.79 |
| 13074 - Photographer IV | 24.19 |
| 13075 - Photographer V | 29.28 |
| 13110 - Video Teleconference Technician | 13.92 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.76 |
| 14042 - Computer Operator II | 16.52 |
| 14043 - Computer Operator III | 18.43 |
| 14044 - Computer Operator IV | 20.47 |
| 14045 - Computer Operator V | 22.68 |
| 14071 - Computer Programmer I | 18.67 |
| 14072 - Computer Programmer II | 23.15 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 25.06 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.76 |
| 14160 - Personal Computer Support Technician | 20.47 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.06 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 30.32 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 33.19 |
| 15050 - Computer Based Training Specialist / Instructor | 25.06 |
| 15060 - Educational Technologist | 29.95 |
| 15070 - Flight Instructor (Pilot) | 33.19 |

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| 15080 - Graphic Artist | 20.24 |
| 15090 - Technical Instructor | 17.64 |
| 15095 - Technical Instructor/Course Developer | 21.13 |
| 15110 - Test Proctor | 15.10 |
| 15120 - Tutor | 15.10 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.76 |
| 16030 - Counter Attendant | 8.76 |
| 16040 - Dry Cleaner | 10.80 |
| 16070 - Finisher, Flatwork, Machine | 8.76 |
| 16090 - Presser, Hand | 8.76 |
| 16110 - Presser, Machine, Drycleaning | 8.76 |
| 16130 - Presser, Machine, Shirts | 8.76 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.76 |
| 16190 - Sewing Machine Operator | 11.39 |
| 16220 - Tailor | 12.13 |
| 16250 - Washer, Machine | 9.46 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.74 |
| 19040 - Tool And Die Maker | 19.83 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.72 |
| 21030 - Material Coordinator | 18.70 |
| 21040 - Material Expediter | 18.70 |
| 21050 - Material Handling Laborer | 11.58 |
| 21071 - Order Filler | 11.39 |
| 21080 - Production Line Worker (Food Processing) | 14.72 |
| 21110 - Shipping Packer | 12.85 |
| 21130 - Shipping/Receiving Clerk | 12.85 |
| 21140 - Store Worker I | 10.57 |
| 21150 - Stock Clerk | 13.60 |
| 21210 - Tools And Parts Attendant | 14.72 |
| 21410 - Warehouse Specialist | 14.72 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.66 |
| 23021 - Aircraft Mechanic I | 19.63 |
| 23022 - Aircraft Mechanic II | 20.66 |
| 23023 - Aircraft Mechanic III | 21.67 |
| 23040 - Aircraft Mechanic Helper | 15.31 |
| 23050 - Aircraft, Painter | 18.72 |
| 23060 - Aircraft Servicer | 17.02 |
| 23080 - Aircraft Worker | 17.87 |
| 23110 - Appliance Mechanic | 17.50 |
| 23120 - Bicycle Repairer | 11.15 |
| 23125 - Cable Splicer | 23.57 |
| 23130 - Carpenter, Maintenance | 14.70 |
| 23140 - Carpet Layer | 16.54 |
| 23160 - Electrician, Maintenance | 19.43 |
| 23181 - Electronics Technician Maintenance I | 21.56 |
| 23182 - Electronics Technician Maintenance II | 23.54 |
| 23183 - Electronics Technician Maintenance III | 24.71 |
| 23260 - Fabric Worker | 15.58 |
| 23290 - Fire Alarm System Mechanic | 18.41 |
| 23310 - Fire Extinguisher Repairer | 14.66 |
| 23311 - Fuel Distribution System Mechanic | 17.72 |
| 23312 - Fuel Distribution System Operator | 14.10 |
| 23370 - General Maintenance Worker | 15.97 |
| 23380 - Ground Support Equipment Mechanic | 19.63 |
| 23381 - Ground Support Equipment Servicer | 17.02 |
| 23382 - Ground Support Equipment Worker | 17.87 |
| 23391 - Gunsmith I | 14.66 |
| 23392 - Gunsmith II | 16.54 |
| 23393 - Gunsmith III | 18.63 |

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| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.70 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.68 |
| 23430 - Heavy Equipment Mechanic | 17.88 |
| 23440 - Heavy Equipment Operator | 15.82 |
| 23460 - Instrument Mechanic | 18.41 |
| 23465 - Laboratory/Shelter Mechanic | 17.50 |
| 23470 - Laborer | 9.72 |
| 23510 - Locksmith | 17.50 |
| 23530 - Machinery Maintenance Mechanic | 20.49 |
| 23550 - Machinist, Maintenance | 17.07 |
| 23580 - Maintenance Trades Helper | 12.00 |
| 23591 - Metrology Technician I | 18.41 |
| 23592 - Metrology Technician II | 19.38 |
| 23593 - Metrology Technician III | 20.33 |
| 23640 - Millwright | 22.78 |
| 23710 - Office Appliance Repairer | 15.54 |
| 23760 - Painter, Maintenance | 13.96 |
| 23790 - Pipefitter, Maintenance | 16.99 |
| 23810 - Plumber, Maintenance | 16.22 |
| 23820 - Pneudraulic Systems Mechanic | 18.41 |
| 23850 - Rigger | 18.41 |
| 23870 - Scale Mechanic | 16.54 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.40 |
| 23910 - Small Engine Mechanic | 14.01 |
| 23931 - Telecommunications Mechanic I | 21.53 |
| 23932 - Telecommunications Mechanic II | 22.51 |
| 23950 - Telephone Lineman | 18.27 |
| 23960 - Welder, Combination, Maintenance | 16.88 |
| 23965 - Well Driller | 18.41 |
| 23970 - Woodcraft Worker | 18.41 |
| 23980 - Woodworker | 14.66 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.75 |
| 24580 - Child Care Center Clerk | 10.90 |
| 24610 - Chore Aide | 8.50 |
| 24620 - Family Readiness And Support Services Coordinator | 13.46 |
| 24630 - Homemaker | 13.46 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.25 |
| 25040 - Sewage Plant Operator | 15.19 |
| 25070 - Stationary Engineer | 20.25 |
| 25190 - Ventilation Equipment Tender | 13.20 |
| 25210 - Water Treatment Plant Operator | 15.19 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.12 |
| 27007 - Baggage Inspector | 11.17 |
| 27008 - Corrections Officer | 15.65 |
| 27010 - Court Security Officer | 16.09 |
| 27030 - Detection Dog Handler | 12.49 |
| 27040 - Detention Officer | 15.65 |
| 27070 - Firefighter | 15.65 |
| 27101 - Guard I | 11.17 |
| 27102 - Guard II | 12.49 |
| 27131 - Police Officer I | 16.74 |
| 27132 - Police Officer II | 18.59 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.14 |
| 28042 - Carnival Equipment Repairer | 11.79 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 13.81 |

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| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 15.45 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.28 |
| 28515 - Recreation Specialist | 16.14 |
| 28630 - Sports Official | 12.31 |
| 28690 - Swimming Pool Operator | 16.50 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.63 |
| 29020 - Hatch Tender | 16.63 |
| 29030 - Line Handler | 16.63 |
| 29041 - Stevedore I | 15.76 |
| 29042 - Stevedore II | 17.48 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.48 |
| 30022 - Archeological Technician II | 20.70 |
| 30023 - Archeological Technician III | 25.64 |
| 30030 - Cartographic Technician | 25.42 |
| 30040 - Civil Engineering Technician | 22.33 |
| 30061 - Drafter/CAD Operator I | 18.48 |
| 30062 - Drafter/CAD Operator II | 21.10 |
| 30063 - Drafter/CAD Operator III | 23.79 |
| 30064 - Drafter/CAD Operator IV | 27.31 |
| 30081 - Engineering Technician I | 14.98 |
| 30082 - Engineering Technician II | 16.81 |
| 30083 - Engineering Technician III | 18.80 |
| 30084 - Engineering Technician IV | 23.30 |
| 30085 - Engineering Technician V | 28.50 |
| 30086 - Engineering Technician VI | 34.48 |
| 30090 - Environmental Technician | 24.65 |
| 30210 - Laboratory Technician | 22.89 |
| 30240 - Mathematical Technician | 25.42 |
| 30361 - Paralegal/Legal Assistant I | 18.80 |
| 30362 - Paralegal/Legal Assistant II | 22.83 |
| 30363 - Paralegal/Legal Assistant III | 27.93 |
| 30364 - Paralegal/Legal Assistant IV | 33.80 |
| 30390 - Photo-Optics Technician | 25.42 |
| 30461 - Technical Writer I | 24.66 |
| 30462 - Technical Writer II | 30.87 |
| 30463 - Technical Writer III | 33.17 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 23.79 |
| 30621 - Weather Observer, Senior (see 2) | 24.65 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.07 |
| 31030 - Bus Driver | 12.81 |
| 31043 - Driver Courier | 13.60 |
| 31260 - Parking and Lot Attendant | 10.09 |
| 31290 - Shuttle Bus Driver | 13.60 |
| 31310 - Taxi Driver | 12.18 |
| 31361 - Truckdriver, Light | 13.60 |
| 31362 - Truckdriver, Medium | 14.26 |
| 31363 - Truckdriver, Heavy | 18.01 |
| 31364 - Truckdriver, Tractor-Trailer | 18.01 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.80 |

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|---|-------|
| 99050 - Desk Clerk | 9.63 |
| 99095 - Embalmer | 21.85 |
| 99251 - Laboratory Animal Caretaker I | 10.68 |
| 99252 - Laboratory Animal Caretaker II | 11.43 |
| 99310 - Mortician | 21.85 |
| 99410 - Pest Controller | 13.62 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.29 |
| 99711 - Recycling Specialist | 14.89 |
| 99730 - Refuse Collector | 11.60 |
| 99810 - Sales Clerk | 11.02 |
| 99820 - School Crossing Guard | 11.19 |
| 99830 - Survey Party Chief | 20.97 |
| 99831 - Surveying Aide | 13.60 |
| 99832 - Surveying Technician | 18.57 |
| 99840 - Vending Machine Attendant | 12.44 |
| 99841 - Vending Machine Repairer | 14.53 |
| 99842 - Vending Machine Repairer Helper | 12.44 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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 ordinance, explosives, and incendiary materials. This

includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2500
Revision No.: 14
Date of Last Revision: 07/25/2014

States: Tennessee, Virginia

Area: Tennessee Counties of Carter, Cocke, Greene, Hancock, Hawkins, Johnson, Sullivan, Unicoi, Washington

Virginia Counties of Buchanan, Dickenson, Grayson, Lee, Russell, Scott, Smyth, Tazewell, Washington, Wise
The following Independent Cities are included for the Virginia Area: Bristol, Galax, and Norton.

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.92 |
| 01012 - Accounting Clerk II | | 13.39 |
| 01013 - Accounting Clerk III | | 14.98 |

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|--|-------|
| 01020 - Administrative Assistant | 17.14 |
| 01040 - Court Reporter | 14.80 |
| 01051 - Data Entry Operator I | 10.28 |
| 01052 - Data Entry Operator II | 11.22 |
| 01060 - Dispatcher, Motor Vehicle | 14.43 |
| 01070 - Document Preparation Clerk | 11.67 |
| 01090 - Duplicating Machine Operator | 11.67 |
| 01111 - General Clerk I | 10.40 |
| 01112 - General Clerk II | 12.30 |
| 01113 - General Clerk III | 13.83 |
| 01120 - Housing Referral Assistant | 15.79 |
| 01141 - Messenger Courier | 9.97 |
| 01191 - Order Clerk I | 12.20 |
| 01192 - Order Clerk II | 13.31 |
| 01261 - Personnel Assistant (Employment) I | 13.15 |
| 01262 - Personnel Assistant (Employment) II | 14.71 |
| 01263 - Personnel Assistant (Employment) III | 16.41 |
| 01270 - Production Control Clerk | 18.70 |
| 01280 - Receptionist | 10.71 |
| 01290 - Rental Clerk | 10.93 |
| 01300 - Scheduler, Maintenance | 11.85 |
| 01311 - Secretary I | 11.85 |
| 01312 - Secretary II | 14.80 |
| 01313 - Secretary III | 15.79 |
| 01320 - Service Order Dispatcher | 10.27 |
| 01410 - Supply Technician | 17.14 |
| 01420 - Survey Worker | 12.31 |
| 01531 - Travel Clerk I | 12.07 |
| 01532 - Travel Clerk II | 12.84 |
| 01533 - Travel Clerk III | 13.66 |
| 01611 - Word Processor I | 11.26 |
| 01612 - Word Processor II | 13.44 |
| 01613 - Word Processor III | 15.56 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 15.75 |
| 05010 - Automotive Electrician | 15.05 |
| 05040 - Automotive Glass Installer | 14.39 |
| 05070 - Automotive Worker | 14.39 |
| 05110 - Mobile Equipment Servicer | 13.10 |
| 05130 - Motor Equipment Metal Mechanic | 15.75 |
| 05160 - Motor Equipment Metal Worker | 14.39 |
| 05190 - Motor Vehicle Mechanic | 15.75 |
| 05220 - Motor Vehicle Mechanic Helper | 12.36 |
| 05250 - Motor Vehicle Upholstery Worker | 13.66 |
| 05280 - Motor Vehicle Wrecker | 14.32 |
| 05310 - Painter, Automotive | 14.96 |
| 05340 - Radiator Repair Specialist | 14.32 |
| 05370 - Tire Repairer | 10.33 |
| 05400 - Transmission Repair Specialist | 15.75 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.31 |
| 07041 - Cook I | 9.99 |
| 07042 - Cook II | 11.02 |
| 07070 - Dishwasher | 7.25 |
| 07130 - Food Service Worker | 8.45 |
| 07210 - Meat Cutter | 12.61 |
| 07260 - Waiter/Waitress | 8.36 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.70 |
| 09040 - Furniture Handler | 10.63 |
| 09080 - Furniture Refinisher | 14.70 |
| 09090 - Furniture Refinisher Helper | 12.00 |
| 09110 - Furniture Repairer, Minor | 13.35 |

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|--|-------|
| 09130 - Upholsterer | 14.70 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.11 |
| 11060 - Elevator Operator | 9.24 |
| 11090 - Gardener | 11.40 |
| 11122 - Housekeeping Aide | 9.24 |
| 11150 - Janitor | 9.24 |
| 11210 - Laborer, Grounds Maintenance | 9.55 |
| 11240 - Maid or Houseman | 8.05 |
| 11260 - Pruner | 8.80 |
| 11270 - Tractor Operator | 11.07 |
| 11330 - Trail Maintenance Worker | 9.55 |
| 11360 - Window Cleaner | 10.03 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.10 |
| 12011 - Breath Alcohol Technician | 16.55 |
| 12012 - Certified Occupational Therapist Assistant | 24.38 |
| 12015 - Certified Physical Therapist Assistant | 23.87 |
| 12020 - Dental Assistant | 13.17 |
| 12025 - Dental Hygienist | 25.73 |
| 12030 - EKG Technician | 20.69 |
| 12035 - Electroneurodiagnostic Technologist | 20.69 |
| 12040 - Emergency Medical Technician | 14.10 |
| 12071 - Licensed Practical Nurse I | 14.80 |
| 12072 - Licensed Practical Nurse II | 16.55 |
| 12073 - Licensed Practical Nurse III | 18.46 |
| 12100 - Medical Assistant | 12.04 |
| 12130 - Medical Laboratory Technician | 13.97 |
| 12160 - Medical Record Clerk | 13.01 |
| 12190 - Medical Record Technician | 15.02 |
| 12195 - Medical Transcriptionist | 13.90 |
| 12210 - Nuclear Medicine Technologist | 30.46 |
| 12221 - Nursing Assistant I | 9.74 |
| 12222 - Nursing Assistant II | 10.95 |
| 12223 - Nursing Assistant III | 11.95 |
| 12224 - Nursing Assistant IV | 13.41 |
| 12235 - Optical Dispenser | 15.96 |
| 12236 - Optical Technician | 14.09 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.41 |
| 12305 - Radiologic Technologist | 21.44 |
| 12311 - Registered Nurse I | 20.48 |
| 12312 - Registered Nurse II | 25.05 |
| 12313 - Registered Nurse II, Specialist | 25.05 |
| 12314 - Registered Nurse III | 30.30 |
| 12315 - Registered Nurse III, Anesthetist | 30.30 |
| 12316 - Registered Nurse IV | 36.32 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.52 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.28 |
| 13012 - Exhibits Specialist II | 19.79 |
| 13013 - Exhibits Specialist III | 24.19 |
| 13041 - Illustrator I | 16.28 |
| 13042 - Illustrator II | 19.79 |
| 13043 - Illustrator III | 24.19 |
| 13047 - Librarian | 21.38 |
| 13050 - Library Aide/Clerk | 10.65 |
| 13054 - Library Information Technology Systems Administrator | 19.30 |
| 13058 - Library Technician | 13.56 |
| 13061 - Media Specialist I | 14.87 |
| 13062 - Media Specialist II | 16.68 |
| 13063 - Media Specialist III | 18.59 |

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| 13071 - Photographer I | 14.27 |
| 13072 - Photographer II | 16.28 |
| 13073 - Photographer III | 19.79 |
| 13074 - Photographer IV | 24.19 |
| 13075 - Photographer V | 29.28 |
| 13110 - Video Teleconference Technician | 13.92 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.76 |
| 14042 - Computer Operator II | 16.52 |
| 14043 - Computer Operator III | 18.43 |
| 14044 - Computer Operator IV | 20.47 |
| 14045 - Computer Operator V | 22.68 |
| 14071 - Computer Programmer I | 18.67 |
| 14072 - Computer Programmer II | 23.15 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 25.06 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.76 |
| 14160 - Personal Computer Support Technician | 20.47 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.06 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 30.32 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 33.19 |
| 15050 - Computer Based Training Specialist / Instructor | 25.06 |
| 15060 - Educational Technologist | 29.95 |
| 15070 - Flight Instructor (Pilot) | 33.19 |
| 15080 - Graphic Artist | 20.24 |
| 15090 - Technical Instructor | 17.64 |
| 15095 - Technical Instructor/Course Developer | 21.13 |
| 15110 - Test Proctor | 15.10 |
| 15120 - Tutor | 15.10 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.76 |
| 16030 - Counter Attendant | 8.76 |
| 16040 - Dry Cleaner | 10.80 |
| 16070 - Finisher, Flatwork, Machine | 8.76 |
| 16090 - Presser, Hand | 8.76 |
| 16110 - Presser, Machine, Drycleaning | 8.76 |
| 16130 - Presser, Machine, Shirts | 8.76 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.76 |
| 16190 - Sewing Machine Operator | 11.39 |
| 16220 - Tailor | 12.13 |
| 16250 - Washer, Machine | 9.46 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.74 |
| 19040 - Tool And Die Maker | 19.83 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.72 |
| 21030 - Material Coordinator | 18.70 |
| 21040 - Material Expediter | 18.70 |
| 21050 - Material Handling Laborer | 11.58 |
| 21071 - Order Filler | 11.39 |
| 21080 - Production Line Worker (Food Processing) | 14.72 |
| 21110 - Shipping Packer | 12.85 |
| 21130 - Shipping/Receiving Clerk | 12.85 |
| 21140 - Store Worker I | 10.57 |
| 21150 - Stock Clerk | 13.60 |
| 21210 - Tools And Parts Attendant | 14.72 |
| 21410 - Warehouse Specialist | 14.72 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.66 |

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|---|-------|
| 23021 - Aircraft Mechanic I | 19.63 |
| 23022 - Aircraft Mechanic II | 20.66 |
| 23023 - Aircraft Mechanic III | 21.67 |
| 23040 - Aircraft Mechanic Helper | 15.31 |
| 23050 - Aircraft, Painter | 18.72 |
| 23060 - Aircraft Servicer | 17.02 |
| 23080 - Aircraft Worker | 17.87 |
| 23110 - Appliance Mechanic | 17.50 |
| 23120 - Bicycle Repairer | 11.15 |
| 23125 - Cable Splicer | 23.57 |
| 23130 - Carpenter, Maintenance | 14.70 |
| 23140 - Carpet Layer | 16.54 |
| 23160 - Electrician, Maintenance | 19.43 |
| 23181 - Electronics Technician Maintenance I | 21.56 |
| 23182 - Electronics Technician Maintenance II | 23.54 |
| 23183 - Electronics Technician Maintenance III | 24.71 |
| 23260 - Fabric Worker | 15.58 |
| 23290 - Fire Alarm System Mechanic | 18.41 |
| 23310 - Fire Extinguisher Repairer | 14.66 |
| 23311 - Fuel Distribution System Mechanic | 17.72 |
| 23312 - Fuel Distribution System Operator | 14.10 |
| 23370 - General Maintenance Worker | 15.97 |
| 23380 - Ground Support Equipment Mechanic | 19.63 |
| 23381 - Ground Support Equipment Servicer | 17.02 |
| 23382 - Ground Support Equipment Worker | 17.87 |
| 23391 - Gunsmith I | 14.66 |
| 23392 - Gunsmith II | 16.54 |
| 23393 - Gunsmith III | 18.63 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.70 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.68 |
| 23430 - Heavy Equipment Mechanic | 17.88 |
| 23440 - Heavy Equipment Operator | 15.82 |
| 23460 - Instrument Mechanic | 18.41 |
| 23465 - Laboratory/Shelter Mechanic | 17.50 |
| 23470 - Laborer | 9.72 |
| 23510 - Locksmith | 17.50 |
| 23530 - Machinery Maintenance Mechanic | 20.49 |
| 23550 - Machinist, Maintenance | 17.07 |
| 23580 - Maintenance Trades Helper | 12.00 |
| 23591 - Metrology Technician I | 18.41 |
| 23592 - Metrology Technician II | 19.38 |
| 23593 - Metrology Technician III | 20.33 |
| 23640 - Millwright | 22.78 |
| 23710 - Office Appliance Repairer | 15.54 |
| 23760 - Painter, Maintenance | 13.96 |
| 23790 - Pipefitter, Maintenance | 16.99 |
| 23810 - Plumber, Maintenance | 16.22 |
| 23820 - Pneudraulic Systems Mechanic | 18.41 |
| 23850 - Rigger | 18.41 |
| 23870 - Scale Mechanic | 16.54 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.40 |
| 23910 - Small Engine Mechanic | 14.01 |
| 23931 - Telecommunications Mechanic I | 21.53 |
| 23932 - Telecommunications Mechanic II | 22.51 |
| 23950 - Telephone Lineman | 18.27 |
| 23960 - welder, Combination, Maintenance | 16.88 |
| 23965 - well Driller | 18.41 |
| 23970 - Woodcraft Worker | 18.41 |
| 23980 - Woodworker | 14.66 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.75 |

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| 24580 - Child Care Center Clerk | 10.90 |
| 24610 - Chore Aide | 8.50 |
| 24620 - Family Readiness And Support Services Coordinator | 13.46 |
| 24630 - Homemaker | 13.46 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.25 |
| 25040 - Sewage Plant Operator | 15.19 |
| 25070 - Stationary Engineer | 20.25 |
| 25190 - Ventilation Equipment Tender | 13.20 |
| 25210 - Water Treatment Plant Operator | 15.19 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.12 |
| 27007 - Baggage Inspector | 11.17 |
| 27008 - Corrections Officer | 15.65 |
| 27010 - Court Security Officer | 16.09 |
| 27030 - Detection Dog Handler | 12.49 |
| 27040 - Detention Officer | 15.65 |
| 27070 - Firefighter | 15.65 |
| 27101 - Guard I | 11.17 |
| 27102 - Guard II | 12.49 |
| 27131 - Police Officer I | 16.74 |
| 27132 - Police Officer II | 18.59 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.14 |
| 28042 - Carnival Equipment Repairer | 11.79 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 13.81 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 15.45 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.28 |
| 28515 - Recreation Specialist | 16.14 |
| 28630 - Sports Official | 12.31 |
| 28690 - Swimming Pool Operator | 16.50 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.63 |
| 29020 - Hatch Tender | 16.63 |
| 29030 - Line Handler | 16.63 |
| 29041 - Stevedore I | 15.76 |
| 29042 - Stevedore II | 17.48 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.48 |
| 30022 - Archeological Technician II | 20.70 |
| 30023 - Archeological Technician III | 25.64 |
| 30030 - Cartographic Technician | 25.42 |
| 30040 - Civil Engineering Technician | 22.33 |
| 30061 - Drafter/CAD Operator I | 18.48 |
| 30062 - Drafter/CAD Operator II | 21.10 |
| 30063 - Drafter/CAD Operator III | 23.79 |
| 30064 - Drafter/CAD Operator IV | 27.31 |
| 30081 - Engineering Technician I | 14.98 |
| 30082 - Engineering Technician II | 16.81 |
| 30083 - Engineering Technician III | 18.80 |
| 30084 - Engineering Technician IV | 23.30 |
| 30085 - Engineering Technician V | 28.50 |
| 30086 - Engineering Technician VI | 34.48 |
| 30090 - Environmental Technician | 24.65 |
| 30210 - Laboratory Technician | 22.89 |
| 30240 - Mathematical Technician | 25.42 |
| 30361 - Paralegal/Legal Assistant I | 18.80 |

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| 30362 - Paralegal/Legal Assistant II | 22.83 |
| 30363 - Paralegal/Legal Assistant III | 27.93 |
| 30364 - Paralegal/Legal Assistant IV | 33.80 |
| 30390 - Photo-Optics Technician | 25.42 |
| 30461 - Technical Writer I | 24.66 |
| 30462 - Technical Writer II | 30.87 |
| 30463 - Technical Writer III | 33.17 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 23.79 |
| 30621 - Weather Observer, Senior (see 2) | 24.65 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.07 |
| 31030 - Bus Driver | 12.81 |
| 31043 - Driver Courier | 13.60 |
| 31260 - Parking and Lot Attendant | 10.09 |
| 31290 - Shuttle Bus Driver | 13.60 |
| 31310 - Taxi Driver | 12.18 |
| 31361 - Truckdriver, Light | 13.60 |
| 31362 - Truckdriver, Medium | 14.26 |
| 31363 - Truckdriver, Heavy | 18.01 |
| 31364 - Truckdriver, Tractor-Trailer | 18.01 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.80 |
| 99050 - Desk Clerk | 9.63 |
| 99095 - Embalmer | 21.85 |
| 99251 - Laboratory Animal Caretaker I | 10.68 |
| 99252 - Laboratory Animal Caretaker II | 11.43 |
| 99310 - Mortician | 21.85 |
| 99410 - Pest Controller | 13.62 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.29 |
| 99711 - Recycling Specialist | 14.89 |
| 99730 - Refuse Collector | 11.60 |
| 99810 - Sales Clerk | 11.02 |
| 99820 - School Crossing Guard | 11.19 |
| 99830 - Survey Party Chief | 20.97 |
| 99831 - Surveying Aide | 13.60 |
| 99832 - Surveying Technician | 18.57 |
| 99840 - Vending Machine Attendant | 12.44 |
| 99841 - Vending Machine Repairer | 14.53 |
| 99842 - Vending Machine Repairer Helper | 12.44 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension
Page 7633

plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by

laundrying 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 laundrying 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.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2503
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Bastrop, Blanco, Burleson, Burnet, Caldwell, Fayette, Hays, Lampasas, Lee, Llano, Mason, Milam, San Saba, Travis, Williamson

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.82 |
| 01012 - Accounting Clerk II | | 14.39 |
| 01013 - Accounting Clerk III | | 16.09 |
| 01020 - Administrative Assistant | | 21.80 |
| 01040 - Court Reporter | | 19.69 |
| 01051 - Data Entry Operator I | | 12.99 |
| 01052 - Data Entry Operator II | | 14.59 |
| 01060 - Dispatcher, Motor Vehicle | | 18.58 |
| 01070 - Document Preparation Clerk | | 12.41 |
| 01090 - Duplicating Machine Operator | | 12.41 |
| 01111 - General Clerk I | | 13.30 |
| 01112 - General Clerk II | | 14.51 |
| 01113 - General Clerk III | | 16.28 |
| 01120 - Housing Referral Assistant | | 22.35 |
| 01141 - Messenger Courier | | 11.12 |
| 01191 - Order Clerk I | | 13.22 |
| 01192 - Order Clerk II | | 14.30 |
| 01261 - Personnel Assistant (Employment) I | | 17.29 |
| 01262 - Personnel Assistant (Employment) II | | 19.34 |
| 01263 - Personnel Assistant (Employment) III | | 21.57 |
| 01270 - Production Control Clerk | | 19.19 |
| 01280 - Receptionist | | 12.75 |
| 01290 - Rental Clerk | | 14.07 |

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| 01300 - Scheduler, Maintenance | 17.78 |
| 01311 - Secretary I | 17.78 |
| 01312 - Secretary II | 20.08 |
| 01313 - Secretary III | 22.35 |
| 01320 - Service Order Dispatcher | 15.05 |
| 01410 - Supply Technician | 23.98 |
| 01420 - Survey Worker | 16.01 |
| 01531 - Travel Clerk I | 11.35 |
| 01532 - Travel Clerk II | 12.26 |
| 01533 - Travel Clerk III | 12.96 |
| 01611 - Word Processor I | 14.86 |
| 01612 - Word Processor II | 16.67 |
| 01613 - Word Processor III | 18.65 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.11 |
| 05010 - Automotive Electrician | 17.85 |
| 05040 - Automotive Glass Installer | 18.00 |
| 05070 - Automotive Worker | 16.92 |
| 05110 - Mobile Equipment Servicer | 14.83 |
| 05130 - Motor Equipment Metal Mechanic | 18.79 |
| 05160 - Motor Equipment Metal Worker | 16.92 |
| 05190 - Motor Vehicle Mechanic | 18.79 |
| 05220 - Motor Vehicle Mechanic Helper | 13.73 |
| 05250 - Motor Vehicle Upholstery Worker | 15.77 |
| 05280 - Motor Vehicle Wrecker | 16.92 |
| 05310 - Painter, Automotive | 17.85 |
| 05340 - Radiator Repair Specialist | 16.92 |
| 05370 - Tire Repairer | 11.68 |
| 05400 - Transmission Repair Specialist | 18.80 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.50 |
| 07041 - Cook I | 10.40 |
| 07042 - Cook II | 11.75 |
| 07070 - Dishwasher | 8.25 |
| 07130 - Food Service Worker | 9.59 |
| 07210 - Meat Cutter | 13.66 |
| 07260 - Waiter/Waitress | 9.00 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.27 |
| 09040 - Furniture Handler | 10.21 |
| 09080 - Furniture Refinisher | 15.27 |
| 09090 - Furniture Refinisher Helper | 12.00 |
| 09110 - Furniture Repairer, Minor | 13.83 |
| 09130 - Upholsterer | 15.27 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.86 |
| 11060 - Elevator Operator | 10.34 |
| 11090 - Gardener | 13.83 |
| 11122 - Housekeeping Aide | 10.34 |
| 11150 - Janitor | 10.34 |
| 11210 - Laborer, Grounds Maintenance | 11.02 |
| 11240 - Maid or Houseman | 8.51 |
| 11260 - Pruner | 10.05 |
| 11270 - Tractor Operator | 12.89 |
| 11330 - Trail Maintenance Worker | 11.02 |
| 11360 - Window Cleaner | 11.34 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.60 |
| 12011 - Breath Alcohol Technician | 16.60 |
| 12012 - Certified Occupational Therapist Assistant | 23.80 |
| 12015 - Certified Physical Therapist Assistant | 21.88 |
| 12020 - Dental Assistant | 16.40 |
| 12025 - Dental Hygienist | 41.16 |

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| 12030 - EKG Technician | 25.29 |
| 12035 - Electroneurodiagnostic Technologist | 25.29 |
| 12040 - Emergency Medical Technician | 16.60 |
| 12071 - Licensed Practical Nurse I | 17.79 |
| 12072 - Licensed Practical Nurse II | 19.90 |
| 12073 - Licensed Practical Nurse III | 22.20 |
| 12100 - Medical Assistant | 13.73 |
| 12130 - Medical Laboratory Technician | 16.52 |
| 12160 - Medical Record Clerk | 13.54 |
| 12190 - Medical Record Technician | 14.12 |
| 12195 - Medical Transcriptionist | 15.23 |
| 12210 - Nuclear Medicine Technologist | 33.57 |
| 12221 - Nursing Assistant I | 10.67 |
| 12222 - Nursing Assistant II | 12.00 |
| 12223 - Nursing Assistant III | 13.10 |
| 12224 - Nursing Assistant IV | 14.70 |
| 12235 - Optical Dispenser | 13.97 |
| 12236 - Optical Technician | 12.58 |
| 12250 - Pharmacy Technician | 14.35 |
| 12280 - Phlebotomist | 14.70 |
| 12305 - Radiologic Technologist | 25.79 |
| 12311 - Registered Nurse I | 23.29 |
| 12312 - Registered Nurse II | 28.49 |
| 12313 - Registered Nurse II, Specialist | 28.49 |
| 12314 - Registered Nurse III | 34.47 |
| 12315 - Registered Nurse III, Anesthetist | 34.47 |
| 12316 - Registered Nurse IV | 41.31 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.22 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.55 |
| 13012 - Exhibits Specialist II | 25.78 |
| 13013 - Exhibits Specialist III | 27.60 |
| 13041 - Illustrator I | 19.55 |
| 13042 - Illustrator II | 25.78 |
| 13043 - Illustrator III | 27.60 |
| 13047 - Librarian | 24.77 |
| 13050 - Library Aide/Clerk | 13.01 |
| 13054 - Library Information Technology Systems Administrator | 22.38 |
| 13058 - Library Technician | 16.88 |
| 13061 - Media Specialist I | 16.14 |
| 13062 - Media Specialist II | 18.05 |
| 13063 - Media Specialist III | 20.14 |
| 13071 - Photographer I | 16.60 |
| 13072 - Photographer II | 18.57 |
| 13073 - Photographer III | 23.01 |
| 13074 - Photographer IV | 28.15 |
| 13075 - Photographer V | 34.06 |
| 13110 - Video Teleconference Technician | 16.06 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.08 |
| 14042 - Computer Operator II | 16.87 |
| 14043 - Computer Operator III | 19.19 |
| 14044 - Computer Operator IV | 21.32 |
| 14045 - Computer Operator V | 23.61 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 15.08 |

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| 14160 - Personal Computer Support Technician | 22.53 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 31.00 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.51 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 44.67 |
| 15050 - Computer Based Training Specialist / Instructor | 31.03 |
| 15060 - Educational Technologist | 33.26 |
| 15070 - Flight Instructor (Pilot) | 44.67 |
| 15080 - Graphic Artist | 22.13 |
| 15090 - Technical Instructor | 21.85 |
| 15095 - Technical Instructor/Course Developer | 26.73 |
| 15110 - Test Proctor | 17.64 |
| 15120 - Tutor | 17.85 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.21 |
| 16030 - Counter Attendant | 8.21 |
| 16040 - Dry Cleaner | 10.02 |
| 16070 - Finisher, Flatwork, Machine | 8.21 |
| 16090 - Presser, Hand | 8.21 |
| 16110 - Presser, Machine, Drycleaning | 8.21 |
| 16130 - Presser, Machine, Shirts | 8.21 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.21 |
| 16190 - Sewing Machine Operator | 10.67 |
| 16220 - Tailor | 11.34 |
| 16250 - Washer, Machine | 8.71 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.27 |
| 19040 - Tool And Die Maker | 22.62 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.56 |
| 21030 - Material Coordinator | 18.49 |
| 21040 - Material Expediter | 18.49 |
| 21050 - Material Handling Laborer | 10.99 |
| 21071 - Order Filler | 11.64 |
| 21080 - Production Line Worker (Food Processing) | 12.56 |
| 21110 - Shipping Packer | 13.88 |
| 21130 - Shipping/Receiving Clerk | 13.88 |
| 21140 - Store Worker I | 10.87 |
| 21150 - Stock Clerk | 14.37 |
| 21210 - Tools And Parts Attendant | 12.56 |
| 21410 - Warehouse Specialist | 12.56 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.56 |
| 23021 - Aircraft Mechanic I | 22.95 |
| 23022 - Aircraft Mechanic II | 24.56 |
| 23023 - Aircraft Mechanic III | 25.66 |
| 23040 - Aircraft Mechanic Helper | 16.50 |
| 23050 - Aircraft, Painter | 21.70 |
| 23060 - Aircraft Servicer | 19.05 |
| 23080 - Aircraft Worker | 20.44 |
| 23110 - Appliance Mechanic | 17.96 |
| 23120 - Bicycle Repairer | 11.68 |
| 23125 - Cable Splicer | 20.27 |
| 23130 - Carpenter, Maintenance | 18.84 |
| 23140 - Carpet Layer | 18.35 |
| 23160 - Electrician, Maintenance | 20.58 |
| 23181 - Electronics Technician Maintenance I | 19.03 |
| 23182 - Electronics Technician Maintenance II | 22.11 |
| 23183 - Electronics Technician Maintenance III | 23.31 |
| 23260 - Fabric Worker | 14.81 |
| 23290 - Fire Alarm System Mechanic | 18.10 |
| 23310 - Fire Extinguisher Repairer | 14.72 |
| 23311 - Fuel Distribution System Mechanic | 18.63 |

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| 23312 - Fuel Distribution System Operator | 14.44 |
| 23370 - General Maintenance Worker | 15.23 |
| 23380 - Ground Support Equipment Mechanic | 22.95 |
| 23381 - Ground Support Equipment Servicer | 19.06 |
| 23382 - Ground Support Equipment Worker | 20.44 |
| 23391 - Gunsmith I | 14.72 |
| 23392 - Gunsmith II | 16.90 |
| 23393 - Gunsmith III | 18.98 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.55 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.27 |
| 23430 - Heavy Equipment Mechanic | 18.35 |
| 23440 - Heavy Equipment Operator | 16.84 |
| 23460 - Instrument Mechanic | 18.98 |
| 23465 - Laboratory/Shelter Mechanic | 17.96 |
| 23470 - Laborer | 11.18 |
| 23510 - Locksmith | 16.76 |
| 23530 - Machinery Maintenance Mechanic | 21.45 |
| 23550 - Machinist, Maintenance | 17.07 |
| 23580 - Maintenance Trades Helper | 12.69 |
| 23591 - Metrology Technician I | 18.98 |
| 23592 - Metrology Technician II | 20.06 |
| 23593 - Metrology Technician III | 22.11 |
| 23640 - Millwright | 18.70 |
| 23710 - Office Appliance Repairer | 17.77 |
| 23760 - Painter, Maintenance | 15.27 |
| 23790 - Pipefitter, Maintenance | 23.74 |
| 23810 - Plumber, Maintenance | 22.44 |
| 23820 - Pneudraulic Systems Mechanic | 18.98 |
| 23850 - Rigger | 18.98 |
| 23870 - Scale Mechanic | 16.90 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.16 |
| 23910 - Small Engine Mechanic | 15.04 |
| 23931 - Telecommunications Mechanic I | 24.08 |
| 23932 - Telecommunications Mechanic II | 25.29 |
| 23950 - Telephone Lineman | 22.79 |
| 23960 - Welder, Combination, Maintenance | 16.84 |
| 23965 - Well Driller | 20.37 |
| 23970 - Woodcraft Worker | 18.98 |
| 23980 - Woodworker | 12.09 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.71 |
| 24580 - Child Care Center Clerk | 12.11 |
| 24610 - Chore Aide | 7.99 |
| 24620 - Family Readiness And Support Services Coordinator | 12.34 |
| 24630 - Homemaker | 16.64 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.95 |
| 25040 - Sewage Plant Operator | 16.56 |
| 25070 - Stationary Engineer | 21.95 |
| 25190 - Ventilation Equipment Tender | 15.87 |
| 25210 - Water Treatment Plant Operator | 16.56 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.43 |
| 27007 - Baggage Inspector | 11.56 |
| 27008 - Corrections Officer | 19.12 |
| 27010 - Court Security Officer | 21.19 |
| 27030 - Detection Dog Handler | 16.19 |
| 27040 - Detention Officer | 19.12 |
| 27070 - Firefighter | 21.54 |
| 27101 - Guard I | 11.56 |

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| 27102 - Guard II | 16.19 |
| 27131 - Police Officer I | 22.26 |
| 27132 - Police Officer II | 24.73 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.39 |
| 28042 - Carnival Equipment Repairer | 11.13 |
| 28043 - Carnival Equipment Worker | 8.71 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.26 |
| 28515 - Recreation Specialist | 14.94 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 15.96 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 15.62 |
| 29020 - Hatch Tender | 15.62 |
| 29030 - Line Handler | 15.62 |
| 29041 - Stevedore I | 14.67 |
| 29042 - Stevedore II | 16.59 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.67 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 20.39 |
| 30022 - Archeological Technician II | 22.81 |
| 30023 - Archeological Technician III | 28.27 |
| 30030 - Cartographic Technician | 28.27 |
| 30040 - Civil Engineering Technician | 25.78 |
| 30061 - Drafter/CAD Operator I | 18.92 |
| 30062 - Drafter/CAD Operator II | 21.16 |
| 30063 - Drafter/CAD Operator III | 23.60 |
| 30064 - Drafter/CAD Operator IV | 28.80 |
| 30081 - Engineering Technician I | 14.89 |
| 30082 - Engineering Technician II | 16.71 |
| 30083 - Engineering Technician III | 18.69 |
| 30084 - Engineering Technician IV | 23.16 |
| 30085 - Engineering Technician V | 28.33 |
| 30086 - Engineering Technician VI | 34.27 |
| 30090 - Environmental Technician | 22.39 |
| 30210 - Laboratory Technician | 21.89 |
| 30240 - Mathematical Technician | 26.21 |
| 30361 - Paralegal/Legal Assistant I | 20.07 |
| 30362 - Paralegal/Legal Assistant II | 24.87 |
| 30363 - Paralegal/Legal Assistant III | 30.42 |
| 30364 - Paralegal/Legal Assistant IV | 36.80 |
| 30390 - Photo-Optics Technician | 26.21 |
| 30461 - Technical Writer I | 23.06 |
| 30462 - Technical Writer II | 28.21 |
| 30463 - Technical Writer III | 34.13 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 3) | 23.60 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 3) | 26.21 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.51 |
| 31030 - Bus Driver | 15.64 |
| 31043 - Driver Courier | 13.16 |
| 31260 - Parking and Lot Attendant | 9.73 |

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|---|-------|
| 31290 - Shuttle Bus Driver | 14.20 |
| 31310 - Taxi Driver | 12.05 |
| 31361 - Truckdriver, Light | 14.20 |
| 31362 - Truckdriver, Medium | 15.21 |
| 31363 - Truckdriver, Heavy | 16.33 |
| 31364 - Truckdriver, Tractor-Trailer | 16.33 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.98 |
| 99050 - Desk Clerk | 9.93 |
| 99095 - Embalmer | 22.37 |
| 99251 - Laboratory Animal Caretaker I | 10.28 |
| 99252 - Laboratory Animal Caretaker II | 12.16 |
| 99310 - Mortician | 27.05 |
| 99410 - Pest Controller | 16.14 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.13 |
| 99711 - Recycling Specialist | 17.79 |
| 99730 - Refuse Collector | 13.78 |
| 99810 - Sales Clerk | 11.50 |
| 99820 - School Crossing Guard | 11.06 |
| 99830 - Survey Party Chief | 18.89 |
| 99831 - Surveying Aide | 12.98 |
| 99832 - Surveying Technician | 16.62 |
| 99840 - Vending Machine Attendant | 11.69 |
| 99841 - Vending Machine Repairer | 14.17 |
| 99842 - Vending Machine Repairer Helper | 11.69 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2504
Revision No.: 16
Date of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Bastrop, Blanco, Burleson, Burnet, Caldwell, Fayette, Hays, Lampasas, Lee, Llano, Mason, Milam, San Saba, Travis, Williamson

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.82 |
| 01012 - Accounting Clerk II | | 14.39 |
| 01013 - Accounting Clerk III | | 16.09 |
| 01020 - Administrative Assistant | | 21.80 |
| 01040 - Court Reporter | | 19.69 |
| 01051 - Data Entry Operator I | | 12.99 |
| 01052 - Data Entry Operator II | | 14.59 |
| 01060 - Dispatcher, Motor Vehicle | | 18.58 |
| 01070 - Document Preparation Clerk | | 12.41 |
| 01090 - Duplicating Machine Operator | | 12.41 |
| 01111 - General Clerk I | | 13.30 |
| 01112 - General Clerk II | | 14.51 |
| 01113 - General Clerk III | | 16.28 |
| 01120 - Housing Referral Assistant | | 22.35 |
| 01141 - Messenger Courier | | 11.12 |
| 01191 - Order Clerk I | | 13.22 |
| 01192 - Order Clerk II | | 14.30 |
| 01261 - Personnel Assistant (Employment) I | | 17.29 |
| 01262 - Personnel Assistant (Employment) II | | 19.34 |
| 01263 - Personnel Assistant (Employment) III | | 21.57 |
| 01270 - Production Control Clerk | | 19.19 |
| 01280 - Receptionist | | 12.75 |
| 01290 - Rental Clerk | | 14.07 |
| 01300 - Scheduler, Maintenance | | 17.78 |
| 01311 - Secretary I | | 17.78 |
| 01312 - Secretary II | | 20.08 |
| 01313 - Secretary III | | 22.35 |
| 01320 - Service Order Dispatcher | | 15.05 |
| 01410 - Supply Technician | | 23.98 |
| 01420 - Survey Worker | | 16.01 |
| 01531 - Travel Clerk I | | 11.35 |
| 01532 - Travel Clerk II | | 12.26 |
| 01533 - Travel Clerk III | | 12.96 |
| 01611 - Word Processor I | | 14.86 |
| 01612 - Word Processor II | | 16.67 |
| 01613 - Word Processor III | | 18.65 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.11 |
| 05010 - Automotive Electrician | | 17.85 |
| 05040 - Automotive Glass Installer | | 18.00 |
| 05070 - Automotive Worker | | 16.92 |
| 05110 - Mobile Equipment Servicer | | 14.83 |
| 05130 - Motor Equipment Metal Mechanic | | 18.79 |
| 05160 - Motor Equipment Metal Worker | | 16.92 |
| 05190 - Motor Vehicle Mechanic | | 18.79 |
| 05220 - Motor Vehicle Mechanic Helper | | 13.73 |
| 05250 - Motor Vehicle Upholstery Worker | | 15.77 |
| 05280 - Motor Vehicle Wrecker | | 16.92 |
| 05310 - Painter, Automotive | | 17.85 |
| 05340 - Radiator Repair Specialist | | 16.92 |
| 05370 - Tire Repairer | | 11.68 |
| 05400 - Transmission Repair Specialist | | 18.80 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 11.50 |
| 07041 - Cook I | | 10.40 |
| 07042 - Cook II | | 11.75 |
| 07070 - Dishwasher | | 8.25 |
| 07130 - Food Service Worker | | 9.59 |

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| 07210 - Meat Cutter | 13.66 |
| 07260 - Waiter/Waitress | 9.00 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.27 |
| 09040 - Furniture Handler | 10.21 |
| 09080 - Furniture Refinisher | 15.27 |
| 09090 - Furniture Refinisher Helper | 12.00 |
| 09110 - Furniture Repairer, Minor | 13.83 |
| 09130 - Upholsterer | 15.27 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.86 |
| 11060 - Elevator Operator | 10.34 |
| 11090 - Gardener | 13.83 |
| 11122 - Housekeeping Aide | 10.34 |
| 11150 - Janitor | 10.34 |
| 11210 - Laborer, Grounds Maintenance | 11.02 |
| 11240 - Maid or Houseman | 8.51 |
| 11260 - Pruner | 10.05 |
| 11270 - Tractor Operator | 12.89 |
| 11330 - Trail Maintenance Worker | 11.02 |
| 11360 - Window Cleaner | 11.34 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.60 |
| 12011 - Breath Alcohol Technician | 16.60 |
| 12012 - Certified Occupational Therapist Assistant | 23.80 |
| 12015 - Certified Physical Therapist Assistant | 21.88 |
| 12020 - Dental Assistant | 16.40 |
| 12025 - Dental Hygienist | 41.16 |
| 12030 - EKG Technician | 25.29 |
| 12035 - Electroneurodiagnostic Technologist | 25.29 |
| 12040 - Emergency Medical Technician | 16.60 |
| 12071 - Licensed Practical Nurse I | 17.79 |
| 12072 - Licensed Practical Nurse II | 19.90 |
| 12073 - Licensed Practical Nurse III | 22.20 |
| 12100 - Medical Assistant | 13.73 |
| 12130 - Medical Laboratory Technician | 16.52 |
| 12160 - Medical Record Clerk | 13.54 |
| 12190 - Medical Record Technician | 14.12 |
| 12195 - Medical Transcriptionist | 15.23 |
| 12210 - Nuclear Medicine Technologist | 33.57 |
| 12221 - Nursing Assistant I | 10.67 |
| 12222 - Nursing Assistant II | 12.00 |
| 12223 - Nursing Assistant III | 13.10 |
| 12224 - Nursing Assistant IV | 14.70 |
| 12235 - Optical Dispenser | 13.97 |
| 12236 - Optical Technician | 12.58 |
| 12250 - Pharmacy Technician | 14.35 |
| 12280 - Phlebotomist | 14.70 |
| 12305 - Radiologic Technologist | 25.79 |
| 12311 - Registered Nurse I | 23.29 |
| 12312 - Registered Nurse II | 28.49 |
| 12313 - Registered Nurse II, Specialist | 28.49 |
| 12314 - Registered Nurse III | 34.47 |
| 12315 - Registered Nurse III, Anesthetist | 34.47 |
| 12316 - Registered Nurse IV | 41.31 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.22 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.55 |
| 13012 - Exhibits Specialist II | 25.78 |
| 13013 - Exhibits Specialist III | 27.60 |
| 13041 - Illustrator I | 19.55 |
| 13042 - Illustrator II | 25.78 |
| 13043 - Illustrator III | 27.60 |

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| 13047 - Librarian | 24.77 |
| 13050 - Library Aide/Clerk | 13.01 |
| 13054 - Library Information Technology Systems Administrator | 22.38 |
| 13058 - Library Technician | 16.88 |
| 13061 - Media Specialist I | 16.14 |
| 13062 - Media Specialist II | 18.05 |
| 13063 - Media Specialist III | 20.14 |
| 13071 - Photographer I | 16.60 |
| 13072 - Photographer II | 18.57 |
| 13073 - Photographer III | 23.01 |
| 13074 - Photographer IV | 28.15 |
| 13075 - Photographer V | 34.06 |
| 13110 - Video Teleconference Technician | 16.06 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.08 |
| 14042 - Computer Operator II | 16.87 |
| 14043 - Computer Operator III | 19.19 |
| 14044 - Computer Operator IV | 21.32 |
| 14045 - Computer Operator V | 23.61 |
| 14071 - Computer Programmer I | (see 1) 25.43 |
| 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 | 15.08 |
| 14160 - Personal Computer Support Technician | 22.53 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 31.00 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.51 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 44.67 |
| 15050 - Computer Based Training Specialist / Instructor | 31.03 |
| 15060 - Educational Technologist | 33.26 |
| 15070 - Flight Instructor (Pilot) | 44.67 |
| 15080 - Graphic Artist | 22.13 |
| 15090 - Technical Instructor | 21.85 |
| 15095 - Technical Instructor/Course Developer | 26.73 |
| 15110 - Test Proctor | 17.64 |
| 15120 - Tutor | 17.85 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.21 |
| 16030 - Counter Attendant | 8.21 |
| 16040 - Dry Cleaner | 10.02 |
| 16070 - Finisher, Flatwork, Machine | 8.21 |
| 16090 - Presser, Hand | 8.21 |
| 16110 - Presser, Machine, Drycleaning | 8.21 |
| 16130 - Presser, Machine, Shirts | 8.21 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.21 |
| 16190 - Sewing Machine Operator | 10.67 |
| 16220 - Tailor | 11.34 |
| 16250 - Washer, Machine | 8.71 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.27 |
| 19040 - Tool And Die Maker | 22.62 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.56 |
| 21030 - Material Coordinator | 18.49 |
| 21040 - Material Expediter | 18.49 |
| 21050 - Material Handling Laborer | 10.99 |
| 21071 - Order Filler | 11.64 |
| 21080 - Production Line Worker (Food Processing) | 12.56 |

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| 21110 - Shipping Packer | 13.88 |
| 21130 - Shipping/Receiving Clerk | 13.88 |
| 21140 - Store Worker I | 10.87 |
| 21150 - Stock Clerk | 14.37 |
| 21210 - Tools And Parts Attendant | 12.56 |
| 21410 - Warehouse Specialist | 12.56 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.56 |
| 23021 - Aircraft Mechanic I | 22.95 |
| 23022 - Aircraft Mechanic II | 24.56 |
| 23023 - Aircraft Mechanic III | 25.66 |
| 23040 - Aircraft Mechanic Helper | 16.50 |
| 23050 - Aircraft, Painter | 21.70 |
| 23060 - Aircraft Servicer | 19.05 |
| 23080 - Aircraft Worker | 20.44 |
| 23110 - Appliance Mechanic | 17.96 |
| 23120 - Bicycle Repairer | 11.68 |
| 23125 - Cable Splicer | 20.27 |
| 23130 - Carpenter, Maintenance | 18.84 |
| 23140 - Carpet Layer | 18.35 |
| 23160 - Electrician, Maintenance | 20.58 |
| 23181 - Electronics Technician Maintenance I | 19.03 |
| 23182 - Electronics Technician Maintenance II | 22.11 |
| 23183 - Electronics Technician Maintenance III | 23.31 |
| 23260 - Fabric Worker | 14.81 |
| 23290 - Fire Alarm System Mechanic | 18.10 |
| 23310 - Fire Extinguisher Repairer | 14.72 |
| 23311 - Fuel Distribution System Mechanic | 18.63 |
| 23312 - Fuel Distribution System Operator | 14.44 |
| 23370 - General Maintenance Worker | 15.23 |
| 23380 - Ground Support Equipment Mechanic | 22.95 |
| 23381 - Ground Support Equipment Servicer | 19.06 |
| 23382 - Ground Support Equipment Worker | 20.44 |
| 23391 - Gunsmith I | 14.72 |
| 23392 - Gunsmith II | 16.90 |
| 23393 - Gunsmith III | 18.98 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.55 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.27 |
| 23430 - Heavy Equipment Mechanic | 18.35 |
| 23440 - Heavy Equipment Operator | 16.84 |
| 23460 - Instrument Mechanic | 18.98 |
| 23465 - Laboratory/Shelter Mechanic | 17.96 |
| 23470 - Laborer | 11.18 |
| 23510 - Locksmith | 16.76 |
| 23530 - Machinery Maintenance Mechanic | 21.45 |
| 23550 - Machinist, Maintenance | 17.07 |
| 23580 - Maintenance Trades Helper | 12.69 |
| 23591 - Metrology Technician I | 18.98 |
| 23592 - Metrology Technician II | 20.06 |
| 23593 - Metrology Technician III | 22.11 |
| 23640 - Millwright | 18.70 |
| 23710 - Office Appliance Repairer | 17.77 |
| 23760 - Painter, Maintenance | 15.27 |
| 23790 - Pipefitter, Maintenance | 23.74 |
| 23810 - Plumber, Maintenance | 22.44 |
| 23820 - Pneudraulic Systems Mechanic | 18.98 |
| 23850 - Rigger | 18.98 |
| 23870 - Scale Mechanic | 16.90 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.16 |
| 23910 - Small Engine Mechanic | 15.04 |
| 23931 - Telecommunications Mechanic I | 24.08 |

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| 23932 - Telecommunications Mechanic II | 25.29 |
| 23950 - Telephone Lineman | 22.79 |
| 23960 - Welder, Combination, Maintenance | 16.84 |
| 23965 - Well Driller | 20.37 |
| 23970 - Woodcraft Worker | 18.98 |
| 23980 - Woodworker | 12.09 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.71 |
| 24580 - Child Care Center Clerk | 12.11 |
| 24610 - Chore Aide | 7.99 |
| 24620 - Family Readiness And Support Services Coordinator | 12.34 |
| 24630 - Homemaker | 16.64 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.95 |
| 25040 - Sewage Plant Operator | 16.56 |
| 25070 - Stationary Engineer | 21.95 |
| 25190 - Ventilation Equipment Tender | 15.87 |
| 25210 - Water Treatment Plant Operator | 16.56 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.43 |
| 27007 - Baggage Inspector | 11.56 |
| 27008 - Corrections Officer | 19.12 |
| 27010 - Court Security Officer | 21.19 |
| 27030 - Detection Dog Handler | 16.19 |
| 27040 - Detention Officer | 19.12 |
| 27070 - Firefighter | 21.54 |
| 27101 - Guard I | 11.56 |
| 27102 - Guard II | 16.19 |
| 27131 - Police Officer I | 22.26 |
| 27132 - Police Officer II | 24.73 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.39 |
| 28042 - Carnival Equipment Repairer | 11.13 |
| 28043 - Carnival Equipment Worker | 8.71 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.26 |
| 28515 - Recreation Specialist | 14.94 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 15.96 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 15.62 |
| 29020 - Hatch Tender | 15.62 |
| 29030 - Line Handler | 15.62 |
| 29041 - Stevedore I | 14.67 |
| 29042 - Stevedore II | 16.59 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.67 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 20.39 |
| 30022 - Archeological Technician II | 22.81 |
| 30023 - Archeological Technician III | 28.27 |
| 30030 - Cartographic Technician | 28.27 |
| 30040 - Civil Engineering Technician | 25.78 |
| 30061 - Drafter/CAD Operator I | 18.92 |
| 30062 - Drafter/CAD Operator II | 21.16 |
| 30063 - Drafter/CAD Operator III | 23.60 |
| 30064 - Drafter/CAD Operator IV | 28.80 |
| 30081 - Engineering Technician I | 14.89 |
| 30082 - Engineering Technician II | 16.71 |

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| 30083 - Engineering Technician III | 18.69 |
| 30084 - Engineering Technician IV | 23.16 |
| 30085 - Engineering Technician V | 28.33 |
| 30086 - Engineering Technician VI | 34.27 |
| 30090 - Environmental Technician | 22.39 |
| 30210 - Laboratory Technician | 21.89 |
| 30240 - Mathematical Technician | 26.21 |
| 30361 - Paralegal/Legal Assistant I | 20.07 |
| 30362 - Paralegal/Legal Assistant II | 24.87 |
| 30363 - Paralegal/Legal Assistant III | 30.42 |
| 30364 - Paralegal/Legal Assistant IV | 36.80 |
| 30390 - Photo-Optics Technician | 26.21 |
| 30461 - Technical Writer I | 23.06 |
| 30462 - Technical Writer II | 28.21 |
| 30463 - Technical Writer III | 34.13 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 3) 23.60 |
| 30621 - Weather Observer, Senior | (see 3) 26.21 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.51 |
| 31030 - Bus Driver | 15.64 |
| 31043 - Driver Courier | 13.16 |
| 31260 - Parking and Lot Attendant | 9.73 |
| 31290 - Shuttle Bus Driver | 14.20 |
| 31310 - Taxi Driver | 12.05 |
| 31361 - Truckdriver, Light | 14.20 |
| 31362 - Truckdriver, Medium | 15.21 |
| 31363 - Truckdriver, Heavy | 16.33 |
| 31364 - Truckdriver, Tractor-Trailer | 16.33 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.98 |
| 99050 - Desk Clerk | 9.93 |
| 99095 - Embalmer | 22.37 |
| 99251 - Laboratory Animal Caretaker I | 10.28 |
| 99252 - Laboratory Animal Caretaker II | 12.16 |
| 99310 - Mortician | 27.05 |
| 99410 - Pest Controller | 16.14 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 15.13 |
| 99711 - Recycling Specialist | 17.79 |
| 99730 - Refuse Collector | 13.78 |
| 99810 - Sales Clerk | 11.50 |
| 99820 - School Crossing Guard | 11.06 |
| 99830 - Survey Party Chief | 18.89 |
| 99831 - Surveying Aide | 12.98 |
| 99832 - Surveying Technician | 16.62 |
| 99840 - Vending Machine Attendant | 11.69 |
| 99841 - Vending Machine Repairer | 14.17 |
| 99842 - Vending Machine Repairer Helper | 11.69 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2505
Revision No.: 17
Date Of Last Revision: 08/22/2014

States: Louisiana, Texas

Area: Louisiana Parishes of Calcasieu, Cameron, Jefferson Davis, Lafayette, Vermilion

Texas Counties of Angelina, Hardin, Jasper, Jefferson, Nacogdoches, Newton, Orange, Polk, Sabine, San Augustine, Shelby, Tyler

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.34 |
| 01012 - Accounting Clerk II | | 16.60 |
| 01013 - Accounting Clerk III | | 24.22 |
| 01020 - Administrative Assistant | | 19.66 |
| 01040 - Court Reporter | | 25.29 |
| 01051 - Data Entry Operator I | | 12.23 |
| 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 | | 10.93 |
| 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 | | 10.20 |
| 01192 - Order Clerk II | | 11.13 |
| 01261 - Personnel Assistant (Employment) I | | 14.69 |
| 01262 - Personnel Assistant (Employment) II | | 17.18 |
| 01263 - Personnel Assistant (Employment) III | | 20.01 |
| 01270 - Production Control Clerk | | 21.15 |
| 01280 - Receptionist | | 10.20 |
| 01290 - Rental Clerk | | 10.75 |
| 01300 - Scheduler, Maintenance | | 12.43 |

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| 01311 - Secretary I | 12.43 |
| 01312 - Secretary II | 16.07 |
| 01313 - Secretary III | 18.72 |
| 01320 - Service Order Dispatcher | 12.53 |
| 01410 - Supply Technician | 19.66 |
| 01420 - Survey Worker | 14.73 |
| 01531 - Travel Clerk I | 11.07 |
| 01532 - Travel Clerk II | 12.10 |
| 01533 - Travel Clerk III | 13.01 |
| 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 | 10.24 |
| 07041 - Cook I | 9.61 |
| 07042 - Cook II | 11.20 |
| 07070 - Dishwasher | 7.40 |
| 07130 - Food Service Worker | 8.18 |
| 07210 - Meat Cutter | 12.37 |
| 07260 - Waiter/Waitress | 7.38 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.25 |
| 09040 - Furniture Handler | 13.33 |
| 09080 - Furniture Refinisher | 19.25 |
| 09090 - Furniture Refinisher Helper | 15.67 |
| 09110 - Furniture Repairer, Minor | 17.48 |
| 09130 - Upholsterer | 19.25 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.72 |
| 11060 - Elevator Operator | 8.72 |
| 11090 - Gardener | 13.60 |
| 11122 - Housekeeping Aide | 9.15 |
| 11150 - Janitor | 9.15 |
| 11210 - Laborer, Grounds Maintenance | 10.01 |
| 11240 - Maid or Houseman | 7.29 |
| 11260 - Pruner | 8.47 |
| 11270 - Tractor Operator | 11.50 |
| 11330 - Trail Maintenance Worker | 10.01 |
| 11360 - Window Cleaner | 10.51 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.74 |
| 12011 - Breath Alcohol Technician | 15.80 |
| 12012 - Certified Occupational Therapist Assistant | 21.53 |
| 12015 - Certified Physical Therapist Assistant | 21.63 |
| 12020 - Dental Assistant | 14.21 |
| 12025 - Dental Hygienist | 29.28 |
| 12030 - EKG Technician | 23.52 |

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| 12035 - Electroneurodiagnostic Technologist | 23.52 |
| 12040 - Emergency Medical Technician | 14.74 |
| 12071 - Licensed Practical Nurse I | 14.13 |
| 12072 - Licensed Practical Nurse II | 15.80 |
| 12073 - Licensed Practical Nurse III | 17.67 |
| 12100 - Medical Assistant | 11.56 |
| 12130 - Medical Laboratory Technician | 14.13 |
| 12160 - Medical Record Clerk | 11.71 |
| 12190 - Medical Record Technician | 14.56 |
| 12195 - Medical Transcriptionist | 15.22 |
| 12210 - Nuclear Medicine Technologist | 34.73 |
| 12221 - Nursing Assistant I | 9.43 |
| 12222 - Nursing Assistant II | 10.60 |
| 12223 - Nursing Assistant III | 11.57 |
| 12224 - Nursing Assistant IV | 12.99 |
| 12235 - Optical Dispenser | 11.66 |
| 12236 - Optical Technician | 11.22 |
| 12250 - Pharmacy Technician | 13.69 |
| 12280 - Phlebotomist | 12.99 |
| 12305 - Radiologic Technologist | 20.53 |
| 12311 - Registered Nurse I | 21.66 |
| 12312 - Registered Nurse II | 26.50 |
| 12313 - Registered Nurse II, Specialist | 26.50 |
| 12314 - Registered Nurse III | 32.06 |
| 12315 - Registered Nurse III, Anesthetist | 32.06 |
| 12316 - Registered Nurse IV | 38.43 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.57 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.41 |
| 13012 - Exhibits Specialist II | 24.06 |
| 13013 - Exhibits Specialist III | 25.43 |
| 13041 - Illustrator I | 20.41 |
| 13042 - Illustrator II | 24.06 |
| 13043 - Illustrator III | 25.43 |
| 13047 - Librarian | 23.03 |
| 13050 - Library Aide/Clerk | 10.69 |
| 13054 - Library Information Technology Systems Administrator | 20.94 |
| 13058 - Library Technician | 12.24 |
| 13061 - Media Specialist I | 14.99 |
| 13062 - Media Specialist II | 16.77 |
| 13063 - Media Specialist III | 18.70 |
| 13071 - Photographer I | 13.80 |
| 13072 - Photographer II | 18.46 |
| 13073 - Photographer III | 21.75 |
| 13074 - Photographer IV | 23.39 |
| 13075 - Photographer V | 27.81 |
| 13110 - Video Teleconference Technician | 15.65 |
| 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) |
| 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 |

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| 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 |
| 15080 - Graphic Artist | 19.41 |
| 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 | 7.82 |
| 16030 - Counter Attendant | 7.82 |
| 16040 - Dry Cleaner | 9.58 |
| 16070 - Finisher, Flatwork, Machine | 7.82 |
| 16090 - Presser, Hand | 7.82 |
| 16110 - Presser, Machine, Drycleaning | 7.82 |
| 16130 - Presser, Machine, Shirts | 7.82 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 7.82 |
| 16190 - Sewing Machine Operator | 11.30 |
| 16220 - Tailor | 11.34 |
| 16250 - Washer, Machine | 8.45 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.18 |
| 19040 - Tool And Die Maker | 25.10 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.40 |
| 21030 - Material Coordinator | 21.15 |
| 21040 - Material Expediter | 21.15 |
| 21050 - Material Handling Laborer | 10.34 |
| 21071 - Order Filler | 10.21 |
| 21080 - Production Line Worker (Food Processing) | 15.40 |
| 21110 - Shipping Packer | 14.77 |
| 21130 - Shipping/Receiving Clerk | 14.77 |
| 21140 - Store Worker I | 10.81 |
| 21150 - Stock Clerk | 15.93 |
| 21210 - Tools And Parts Attendant | 15.40 |
| 21410 - Warehouse Specialist | 15.40 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.68 |
| 23021 - Aircraft Mechanic I | 20.16 |
| 23022 - Aircraft Mechanic II | 21.68 |
| 23023 - Aircraft Mechanic III | 22.22 |
| 23040 - Aircraft Mechanic Helper | 15.67 |
| 23050 - Aircraft, Painter | 19.25 |
| 23060 - Aircraft Servicer | 17.48 |
| 23080 - Aircraft Worker | 18.40 |
| 23110 - Appliance Mechanic | 19.25 |
| 23120 - Bicycle Repairer | 16.09 |
| 23125 - Cable Splicer | 22.18 |
| 23130 - Carpenter, Maintenance | 19.25 |
| 23140 - Carpet Layer | 18.40 |
| 23160 - Electrician, Maintenance | 22.14 |
| 23181 - Electronics Technician Maintenance I | 20.89 |
| 23182 - Electronics Technician Maintenance II | 26.41 |
| 23183 - Electronics Technician Maintenance III | 28.01 |
| 23260 - Fabric Worker | 17.48 |
| 23290 - Fire Alarm System Mechanic | 20.16 |
| 23310 - Fire Extinguisher Repairer | 16.65 |
| 23311 - Fuel Distribution System Mechanic | 20.16 |
| 23312 - Fuel Distribution System Operator | 16.24 |

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| 23370 - General Maintenance Worker | 18.40 |
| 23380 - Ground Support Equipment Mechanic | 20.16 |
| 23381 - Ground Support Equipment Servicer | 17.48 |
| 23382 - Ground Support Equipment Worker | 18.40 |
| 23391 - Gunsmith I | 14.60 |
| 23392 - Gunsmith II | 17.32 |
| 23393 - Gunsmith III | 19.81 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.28 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.38 |
| 23430 - Heavy Equipment Mechanic | 22.18 |
| 23440 - Heavy Equipment Operator | 20.16 |
| 23460 - Instrument Mechanic | 20.16 |
| 23465 - Laboratory/Shelter Mechanic | 19.10 |
| 23470 - Laborer | 10.34 |
| 23510 - Locksmith | 19.25 |
| 23530 - Machinery Maintenance Mechanic | 23.85 |
| 23550 - Machinist, Maintenance | 21.67 |
| 23580 - Maintenance Trades Helper | 15.06 |
| 23591 - Metrology Technician I | 20.16 |
| 23592 - Metrology Technician II | 21.19 |
| 23593 - Metrology Technician III | 22.23 |
| 23640 - Millwright | 22.64 |
| 23710 - Office Appliance Repairer | 19.25 |
| 23760 - Painter, Maintenance | 19.25 |
| 23790 - Pipefitter, Maintenance | 23.57 |
| 23810 - Plumber, Maintenance | 20.89 |
| 23820 - Pneudraulic Systems Mechanic | 20.16 |
| 23850 - Rigger | 21.17 |
| 23870 - Scale Mechanic | 18.40 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.16 |
| 23910 - Small Engine Mechanic | 18.40 |
| 23931 - Telecommunications Mechanic I | 21.31 |
| 23932 - Telecommunications Mechanic II | 22.23 |
| 23950 - Telephone Lineman | 23.02 |
| 23960 - Welder, Combination, Maintenance | 20.16 |
| 23965 - Well Driller | 20.16 |
| 23970 - Woodcraft Worker | 20.16 |
| 23980 - Woodworker | 17.16 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.35 |
| 24580 - Child Care Center Clerk | 12.93 |
| 24610 - Chore Aide | 7.98 |
| 24620 - Family Readiness And Support Services Coordinator | 12.05 |
| 24630 - Homemaker | 15.33 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.43 |
| 25040 - Sewage Plant Operator | 19.38 |
| 25070 - Stationary Engineer | 22.43 |
| 25190 - Ventilation Equipment Tender | 15.67 |
| 25210 - Water Treatment Plant Operator | 19.25 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.49 |
| 27007 - Baggage Inspector | 11.28 |
| 27008 - Corrections Officer | 15.82 |
| 27010 - Court Security Officer | 21.58 |
| 27030 - Detection Dog Handler | 13.94 |
| 27040 - Detention Officer | 15.82 |
| 27070 - Firefighter | 22.28 |
| 27101 - Guard I | 11.28 |
| 27102 - Guard II | 13.94 |

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| 27131 - Police Officer I | 22.30 |
| 27132 - Police Officer II | 24.77 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.36 |
| 28042 - Carnival Equipment Repairer | 12.26 |
| 28043 - Carnival Equipment Worker | 8.13 |
| 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 | 16.40 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.25 |
| 29020 - Hatch Tender | 18.25 |
| 29030 - Line Handler | 18.25 |
| 29041 - Stevedore I | 16.89 |
| 29042 - Stevedore II | 18.59 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.00 |
| 30022 - Archeological Technician II | 19.15 |
| 30023 - Archeological Technician III | 22.57 |
| 30030 - Cartographic Technician | 25.96 |
| 30040 - Civil Engineering Technician | 24.06 |
| 30061 - Drafter/CAD Operator I | 16.26 |
| 30062 - Drafter/CAD Operator II | 19.15 |
| 30063 - Drafter/CAD Operator III | 20.70 |
| 30064 - Drafter/CAD Operator IV | 24.95 |
| 30081 - Engineering Technician I | 15.16 |
| 30082 - Engineering Technician II | 16.99 |
| 30083 - Engineering Technician III | 20.60 |
| 30084 - Engineering Technician IV | 25.52 |
| 30085 - Engineering Technician V | 30.94 |
| 30086 - Engineering Technician VI | 34.88 |
| 30090 - Environmental Technician | 20.75 |
| 30210 - Laboratory Technician | 26.75 |
| 30240 - Mathematical Technician | 25.52 |
| 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 |
| 30390 - Photo-Optics Technician | 24.22 |
| 30461 - Technical Writer I | 22.38 |
| 30462 - Technical Writer II | 27.39 |
| 30463 - Technical Writer III | 29.27 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 24.54 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.54 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 20.53 |
| 30621 - Weather Observer, Senior (see 2) | 22.52 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.49 |
| 31030 - Bus Driver | 12.95 |
| 31043 - Driver Courier | 10.98 |
| 31260 - Parking and Lot Attendant | 8.11 |
| 31290 - Shuttle Bus Driver | 11.93 |

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| 31310 - Taxi Driver | 8.52 |
| 31361 - Truckdriver, Light | 11.93 |
| 31362 - Truckdriver, Medium | 13.06 |
| 31363 - Truckdriver, Heavy | 15.50 |
| 31364 - Truckdriver, Tractor-Trailer | 15.50 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.02 |
| 99050 - Desk Clerk | 9.41 |
| 99095 - Embalmer | 26.74 |
| 99251 - Laboratory Animal Caretaker I | 10.49 |
| 99252 - Laboratory Animal Caretaker II | 11.63 |
| 99310 - Mortician | 27.04 |
| 99410 - Pest Controller | 15.00 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 16.15 |
| 99711 - Recycling Specialist | 18.08 |
| 99730 - Refuse Collector | 14.06 |
| 99810 - Sales Clerk | 11.01 |
| 99820 - School Crossing Guard | 9.92 |
| 99830 - Survey Party Chief | 21.26 |
| 99831 - Surveying Aide | 12.10 |
| 99832 - Surveying Technician | 15.87 |
| 99840 - Vending Machine Attendant | 11.83 |
| 99841 - Vending Machine Repairer | 14.91 |
| 99842 - Vending Machine Repairer Helper | 11.83 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

link to the Directory may be found on the WHD home page at <http://www.dol.gov/whd/> and through the Wage Determinations On-Line (WDOL) website at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE

Standard Form 1444 (SF-1444)

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (See 29 CFR 4.6(b)(2)(i)). Such conforming procedure 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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to 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.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2506
Revision No.: 17
Date Of Last Revision: 08/22/2014

States: Louisiana, Texas

Area: Louisiana Parishes of Calcasieu, Cameron, Jefferson Davis, Lafayette, Vermilion

Texas Counties of Angelina, Hardin, Jasper, Jefferson, Nacogdoches, Newton, Orange, Polk, Sabine, San Augustine, Shelby, Tyler

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|------|
| 01000 - Administrative Support And Clerical Occupations | | |

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|--|-------|
| 01011 - Accounting Clerk I | 13.34 |
| 01012 - Accounting Clerk II | 16.60 |
| 01013 - Accounting Clerk III | 24.22 |
| 01020 - Administrative Assistant | 19.66 |
| 01040 - Court Reporter | 25.29 |
| 01051 - Data Entry Operator I | 12.23 |
| 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 | 10.93 |
| 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 | 10.20 |
| 01192 - Order Clerk II | 11.13 |
| 01261 - Personnel Assistant (Employment) I | 14.69 |
| 01262 - Personnel Assistant (Employment) II | 17.18 |
| 01263 - Personnel Assistant (Employment) III | 20.01 |
| 01270 - Production Control Clerk | 21.15 |
| 01280 - Receptionist | 10.20 |
| 01290 - Rental Clerk | 10.75 |
| 01300 - Scheduler, Maintenance | 12.43 |
| 01311 - Secretary I | 12.43 |
| 01312 - Secretary II | 16.07 |
| 01313 - Secretary III | 18.72 |
| 01320 - Service Order Dispatcher | 12.53 |
| 01410 - Supply Technician | 19.66 |
| 01420 - Survey Worker | 14.73 |
| 01531 - Travel Clerk I | 11.07 |
| 01532 - Travel Clerk II | 12.10 |
| 01533 - Travel Clerk III | 13.01 |
| 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 | 10.24 |
| 07041 - Cook I | 9.61 |
| 07042 - Cook II | 11.20 |
| 07070 - Dishwasher | 7.40 |
| 07130 - Food Service Worker | 8.18 |
| 07210 - Meat Cutter | 12.37 |
| 07260 - Waiter/Waitress | 7.38 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.25 |
| 09040 - Furniture Handler | 13.33 |

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| 09080 - Furniture Refinisher | 19.25 |
| 09090 - Furniture Refinisher Helper | 15.67 |
| 09110 - Furniture Repairer, Minor | 17.48 |
| 09130 - Upholsterer | 19.25 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.72 |
| 11060 - Elevator Operator | 8.72 |
| 11090 - Gardener | 13.60 |
| 11122 - Housekeeping Aide | 9.15 |
| 11150 - Janitor | 9.15 |
| 11210 - Laborer, Grounds Maintenance | 10.01 |
| 11240 - Maid or Houseman | 7.29 |
| 11260 - Pruner | 8.47 |
| 11270 - Tractor Operator | 11.50 |
| 11330 - Trail Maintenance Worker | 10.01 |
| 11360 - Window Cleaner | 10.51 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.74 |
| 12011 - Breath Alcohol Technician | 15.80 |
| 12012 - Certified Occupational Therapist Assistant | 21.53 |
| 12015 - Certified Physical Therapist Assistant | 21.63 |
| 12020 - Dental Assistant | 14.21 |
| 12025 - Dental Hygienist | 29.28 |
| 12030 - EKG Technician | 23.52 |
| 12035 - Electroneurodiagnostic Technologist | 23.52 |
| 12040 - Emergency Medical Technician | 14.74 |
| 12071 - Licensed Practical Nurse I | 14.13 |
| 12072 - Licensed Practical Nurse II | 15.80 |
| 12073 - Licensed Practical Nurse III | 17.67 |
| 12100 - Medical Assistant | 11.56 |
| 12130 - Medical Laboratory Technician | 14.13 |
| 12160 - Medical Record Clerk | 11.71 |
| 12190 - Medical Record Technician | 14.56 |
| 12195 - Medical Transcriptionist | 15.22 |
| 12210 - Nuclear Medicine Technologist | 34.73 |
| 12221 - Nursing Assistant I | 9.43 |
| 12222 - Nursing Assistant II | 10.60 |
| 12223 - Nursing Assistant III | 11.57 |
| 12224 - Nursing Assistant IV | 12.99 |
| 12235 - Optical Dispenser | 11.66 |
| 12236 - Optical Technician | 11.22 |
| 12250 - Pharmacy Technician | 13.69 |
| 12280 - Phlebotomist | 12.99 |
| 12305 - Radiologic Technologist | 20.53 |
| 12311 - Registered Nurse I | 21.66 |
| 12312 - Registered Nurse II | 26.50 |
| 12313 - Registered Nurse II, Specialist | 26.50 |
| 12314 - Registered Nurse III | 32.06 |
| 12315 - Registered Nurse III, Anesthetist | 32.06 |
| 12316 - Registered Nurse IV | 38.43 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.57 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.41 |
| 13012 - Exhibits Specialist II | 24.06 |
| 13013 - Exhibits Specialist III | 25.43 |
| 13041 - Illustrator I | 20.41 |
| 13042 - Illustrator II | 24.06 |
| 13043 - Illustrator III | 25.43 |
| 13047 - Librarian | 23.03 |
| 13050 - Library Aide/Clerk | 10.69 |
| 13054 - Library Information Technology Systems Administrator | 20.94 |
| 13058 - Library Technician | 12.24 |

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| 13061 - Media Specialist I | 14.99 |
| 13062 - Media Specialist II | 16.77 |
| 13063 - Media Specialist III | 18.70 |
| 13071 - Photographer I | 13.80 |
| 13072 - Photographer II | 18.46 |
| 13073 - Photographer III | 21.75 |
| 13074 - Photographer IV | 23.39 |
| 13075 - Photographer V | 27.81 |
| 13110 - Video Teleconference Technician | 15.65 |
| 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 |
| 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 |
| 15080 - Graphic Artist | 19.41 |
| 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 | 7.82 |
| 16030 - Counter Attendant | 7.82 |
| 16040 - Dry Cleaner | 9.58 |
| 16070 - Finisher, Flatwork, Machine | 7.82 |
| 16090 - Presser, Hand | 7.82 |
| 16110 - Presser, Machine, Drycleaning | 7.82 |
| 16130 - Presser, Machine, Shirts | 7.82 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 7.82 |
| 16190 - Sewing Machine Operator | 11.30 |
| 16220 - Tailor | 11.34 |
| 16250 - Washer, Machine | 8.45 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.18 |
| 19040 - Tool And Die Maker | 25.10 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.40 |
| 21030 - Material Coordinator | 21.15 |
| 21040 - Material Expediter | 21.15 |
| 21050 - Material Handling Laborer | 10.34 |
| 21071 - Order Filler | 10.21 |
| 21080 - Production Line Worker (Food Processing) | 15.40 |
| 21110 - Shipping Packer | 14.77 |
| 21130 - Shipping/Receiving Clerk | 14.77 |
| 21140 - Store Worker I | 10.81 |
| 21150 - Stock Clerk | 15.93 |
| 21210 - Tools And Parts Attendant | 15.40 |

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| 21410 - Warehouse Specialist | 15.40 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.68 |
| 23021 - Aircraft Mechanic I | 20.16 |
| 23022 - Aircraft Mechanic II | 21.68 |
| 23023 - Aircraft Mechanic III | 22.22 |
| 23040 - Aircraft Mechanic Helper | 15.67 |
| 23050 - Aircraft, Painter | 19.25 |
| 23060 - Aircraft Servicer | 17.48 |
| 23080 - Aircraft Worker | 18.40 |
| 23110 - Appliance Mechanic | 19.25 |
| 23120 - Bicycle Repairer | 16.09 |
| 23125 - Cable Splicer | 22.18 |
| 23130 - Carpenter, Maintenance | 19.25 |
| 23140 - Carpet Layer | 18.40 |
| 23160 - Electrician, Maintenance | 22.14 |
| 23181 - Electronics Technician Maintenance I | 20.89 |
| 23182 - Electronics Technician Maintenance II | 26.41 |
| 23183 - Electronics Technician Maintenance III | 28.01 |
| 23260 - Fabric Worker | 17.48 |
| 23290 - Fire Alarm System Mechanic | 20.16 |
| 23310 - Fire Extinguisher Repairer | 16.65 |
| 23311 - Fuel Distribution System Mechanic | 20.16 |
| 23312 - Fuel Distribution System Operator | 16.24 |
| 23370 - General Maintenance Worker | 18.40 |
| 23380 - Ground Support Equipment Mechanic | 20.16 |
| 23381 - Ground Support Equipment Servicer | 17.48 |
| 23382 - Ground Support Equipment Worker | 18.40 |
| 23391 - Gunsmith I | 14.60 |
| 23392 - Gunsmith II | 17.32 |
| 23393 - Gunsmith III | 19.81 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.28 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.38 |
| 23430 - Heavy Equipment Mechanic | 22.18 |
| 23440 - Heavy Equipment Operator | 20.16 |
| 23460 - Instrument Mechanic | 20.16 |
| 23465 - Laboratory/Shelter Mechanic | 19.10 |
| 23470 - Laborer | 10.34 |
| 23510 - Locksmith | 19.25 |
| 23530 - Machinery Maintenance Mechanic | 23.85 |
| 23550 - Machinist, Maintenance | 21.67 |
| 23580 - Maintenance Trades Helper | 15.06 |
| 23591 - Metrology Technician I | 20.16 |
| 23592 - Metrology Technician II | 21.19 |
| 23593 - Metrology Technician III | 22.23 |
| 23640 - Millwright | 22.64 |
| 23710 - Office Appliance Repairer | 19.25 |
| 23760 - Painter, Maintenance | 19.25 |
| 23790 - Pipefitter, Maintenance | 23.57 |
| 23810 - Plumber, Maintenance | 20.89 |
| 23820 - Pneudraulic Systems Mechanic | 20.16 |
| 23850 - Rigger | 21.17 |
| 23870 - Scale Mechanic | 18.40 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.16 |
| 23910 - Small Engine Mechanic | 18.40 |
| 23931 - Telecommunications Mechanic I | 21.31 |
| 23932 - Telecommunications Mechanic II | 22.23 |
| 23950 - Telephone Lineman | 23.02 |
| 23960 - Welder, Combination, Maintenance | 20.16 |
| 23965 - Well Driller | 20.16 |
| 23970 - Woodcraft Worker | 20.16 |

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| 23980 - Woodworker | 17.16 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.35 |
| 24580 - Child Care Center Clerk | 12.93 |
| 24610 - Chore Aide | 7.98 |
| 24620 - Family Readiness And Support Services Coordinator | 12.05 |
| 24630 - Homemaker | 15.33 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.43 |
| 25040 - Sewage Plant Operator | 19.38 |
| 25070 - Stationary Engineer | 22.43 |
| 25190 - Ventilation Equipment Tender | 15.67 |
| 25210 - Water Treatment Plant Operator | 19.25 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.49 |
| 27007 - Baggage Inspector | 11.28 |
| 27008 - Corrections Officer | 15.82 |
| 27010 - Court Security Officer | 21.58 |
| 27030 - Detection Dog Handler | 13.94 |
| 27040 - Detention Officer | 15.82 |
| 27070 - Firefighter | 22.28 |
| 27101 - Guard I | 11.28 |
| 27102 - Guard II | 13.94 |
| 27131 - Police Officer I | 22.30 |
| 27132 - Police Officer II | 24.77 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.36 |
| 28042 - Carnival Equipment Repairer | 12.26 |
| 28043 - Carnival Equipment Worker | 8.13 |
| 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 | 16.40 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.25 |
| 29020 - Hatch Tender | 18.25 |
| 29030 - Line Handler | 18.25 |
| 29041 - Stevedore I | 16.89 |
| 29042 - Stevedore II | 18.59 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.00 |
| 30022 - Archeological Technician II | 19.15 |
| 30023 - Archeological Technician III | 22.57 |
| 30030 - Cartographic Technician | 25.96 |
| 30040 - Civil Engineering Technician | 24.06 |
| 30061 - Drafter/CAD Operator I | 16.26 |
| 30062 - Drafter/CAD Operator II | 19.15 |
| 30063 - Drafter/CAD Operator III | 20.70 |
| 30064 - Drafter/CAD Operator IV | 24.95 |
| 30081 - Engineering Technician I | 15.16 |
| 30082 - Engineering Technician II | 16.99 |
| 30083 - Engineering Technician III | 20.60 |
| 30084 - Engineering Technician IV | 25.52 |
| 30085 - Engineering Technician V | 30.94 |
| 30086 - Engineering Technician VI | 34.88 |
| 30090 - Environmental Technician | 20.75 |

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|---|---------------|
| 30210 - Laboratory Technician | 26.75 |
| 30240 - Mathematical Technician | 25.52 |
| 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 |
| 30390 - Photo-Optics Technician | 24.22 |
| 30461 - Technical Writer I | 22.38 |
| 30462 - Technical Writer II | 27.39 |
| 30463 - Technical Writer III | 29.27 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 24.54 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.54 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.53 |
| 30621 - Weather Observer, Senior | (see 2) 22.52 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.49 |
| 31030 - Bus Driver | 12.95 |
| 31043 - Driver Courier | 10.98 |
| 31260 - Parking and Lot Attendant | 8.11 |
| 31290 - Shuttle Bus Driver | 11.93 |
| 31310 - Taxi Driver | 8.52 |
| 31361 - Truckdriver, Light | 11.93 |
| 31362 - Truckdriver, Medium | 13.06 |
| 31363 - Truckdriver, Heavy | 15.50 |
| 31364 - Truckdriver, Tractor-Trailer | 15.50 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.02 |
| 99050 - Desk Clerk | 9.41 |
| 99095 - Embalmer | 26.74 |
| 99251 - Laboratory Animal Caretaker I | 10.49 |
| 99252 - Laboratory Animal Caretaker II | 11.63 |
| 99310 - Mortician | 27.04 |
| 99410 - Pest Controller | 15.00 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 16.15 |
| 99711 - Recycling Specialist | 18.08 |
| 99730 - Refuse Collector | 14.06 |
| 99810 - Sales Clerk | 11.01 |
| 99820 - School Crossing Guard | 9.92 |
| 99830 - Survey Party Chief | 21.26 |
| 99831 - Surveying Aide | 12.10 |
| 99832 - Surveying Technician | 15.87 |
| 99840 - Vending Machine Attendant | 11.83 |
| 99841 - Vending Machine Repairer | 14.91 |
| 99842 - Vending Machine Repairer Helper | 11.83 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 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
Page 7677

(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.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

link to the Directory may be found on the WHD home page at <http://www.dol.gov/whd/> and through the Wage Determinations On-Line (WDOL) website at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE

Standard Form 1444 (SF-1444)

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (See 29 CFR 4.6(b)(2)(i)). Such conforming procedure 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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to 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.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2507
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Aransas, Bee, Calhoun, Goliad, Jim Wells, Kleberg,
Live Oak, Nueces, Refugio, San Patricio, Victoria

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.96 |
| 01012 - Accounting Clerk II | | 14.55 |
| 01013 - Accounting Clerk III | | 16.27 |
| 01020 - Administrative Assistant | | 20.11 |
| 01040 - Court Reporter | | 16.11 |
| 01051 - Data Entry Operator I | | 10.21 |
| 01052 - Data Entry Operator II | | 12.12 |
| 01060 - Dispatcher, Motor Vehicle | | 15.58 |
| 01070 - Document Preparation Clerk | | 11.64 |
| 01090 - Duplicating Machine Operator | | 11.64 |
| 01111 - General Clerk I | | 11.40 |
| 01112 - General Clerk II | | 13.38 |
| 01113 - General Clerk III | | 15.06 |
| 01120 - Housing Referral Assistant | | 18.25 |
| 01141 - Messenger Courier | | 10.32 |
| 01191 - Order Clerk I | | 10.43 |
| 01192 - Order Clerk II | | 11.96 |
| 01261 - Personnel Assistant (Employment) I | | 15.03 |
| 01262 - Personnel Assistant (Employment) II | | 16.81 |
| 01263 - Personnel Assistant (Employment) III | | 18.75 |
| 01270 - Production Control Clerk | | 22.73 |

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| 01280 - Receptionist | 10.55 |
| 01290 - Rental Clerk | 13.27 |
| 01300 - Scheduler, Maintenance | 14.51 |
| 01311 - Secretary I | 14.51 |
| 01312 - Secretary II | 16.37 |
| 01313 - Secretary III | 18.25 |
| 01320 - Service Order Dispatcher | 15.58 |
| 01410 - Supply Technician | 20.11 |
| 01420 - Survey Worker | 15.95 |
| 01531 - Travel Clerk I | 11.09 |
| 01532 - Travel Clerk II | 12.21 |
| 01533 - Travel Clerk III | 13.10 |
| 01611 - Word Processor I | 12.31 |
| 01612 - Word Processor II | 13.81 |
| 01613 - Word Processor III | 15.45 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.21 |
| 05010 - Automotive Electrician | 17.48 |
| 05040 - Automotive Glass Installer | 16.74 |
| 05070 - Automotive Worker | 16.74 |
| 05110 - Mobile Equipment Servicer | 15.29 |
| 05130 - Motor Equipment Metal Mechanic | 18.21 |
| 05160 - Motor Equipment Metal Worker | 16.74 |
| 05190 - Motor Vehicle Mechanic | 18.21 |
| 05220 - Motor Vehicle Mechanic Helper | 14.51 |
| 05250 - Motor Vehicle Upholstery Worker | 16.01 |
| 05280 - Motor Vehicle Wrecker | 16.74 |
| 05310 - Painter, Automotive | 17.48 |
| 05340 - Radiator Repair Specialist | 16.74 |
| 05370 - Tire Repairer | 14.77 |
| 05400 - Transmission Repair Specialist | 18.21 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 9.21 |
| 07041 - Cook I | 9.04 |
| 07042 - Cook II | 10.08 |
| 07070 - Dishwasher | 7.98 |
| 07130 - Food Service Worker | 8.55 |
| 07210 - Meat Cutter | 12.89 |
| 07260 - Waiter/Waitress | 7.25 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.65 |
| 09040 - Furniture Handler | 13.82 |
| 09080 - Furniture Refinisher | 16.65 |
| 09090 - Furniture Refinisher Helper | 13.82 |
| 09110 - Furniture Repairer, Minor | 15.25 |
| 09130 - Upholsterer | 17.70 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.49 |
| 11060 - Elevator Operator | 8.92 |
| 11090 - Gardener | 12.98 |
| 11122 - Housekeeping Aide | 8.92 |
| 11150 - Janitor | 9.67 |
| 11210 - Laborer, Grounds Maintenance | 10.24 |
| 11240 - Maid or Houseman | 7.55 |
| 11260 - Pruner | 9.86 |
| 11270 - Tractor Operator | 12.15 |
| 11330 - Trail Maintenance Worker | 10.24 |
| 11360 - Window Cleaner | 10.67 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.18 |
| 12011 - Breath Alcohol Technician | 16.18 |
| 12012 - Certified Occupational Therapist Assistant | 25.05 |
| 12015 - Certified Physical Therapist Assistant | 25.45 |

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| 12020 - Dental Assistant | 13.95 |
| 12025 - Dental Hygienist | 26.11 |
| 12030 - EKG Technician | 23.84 |
| 12035 - Electroneurodiagnostic Technologist | 23.84 |
| 12040 - Emergency Medical Technician | 16.18 |
| 12071 - Licensed Practical Nurse I | 15.14 |
| 12072 - Licensed Practical Nurse II | 16.93 |
| 12073 - Licensed Practical Nurse III | 18.88 |
| 12100 - Medical Assistant | 10.96 |
| 12130 - Medical Laboratory Technician | 13.70 |
| 12160 - Medical Record Clerk | 13.21 |
| 12190 - Medical Record Technician | 16.14 |
| 12195 - Medical Transcriptionist | 13.92 |
| 12210 - Nuclear Medicine Technologist | 25.78 |
| 12221 - Nursing Assistant I | 9.86 |
| 12222 - Nursing Assistant II | 11.12 |
| 12223 - Nursing Assistant III | 12.13 |
| 12224 - Nursing Assistant IV | 13.62 |
| 12235 - Optical Dispenser | 12.11 |
| 12236 - Optical Technician | 11.26 |
| 12250 - Pharmacy Technician | 12.34 |
| 12280 - Phlebotomist | 13.62 |
| 12305 - Radiologic Technologist | 22.62 |
| 12311 - Registered Nurse I | 25.83 |
| 12312 - Registered Nurse II | 31.60 |
| 12313 - Registered Nurse II, Specialist | 31.60 |
| 12314 - Registered Nurse III | 38.23 |
| 12315 - Registered Nurse III, Anesthetist | 38.23 |
| 12316 - Registered Nurse IV | 45.82 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.05 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.99 |
| 13012 - Exhibits Specialist II | 20.82 |
| 13013 - Exhibits Specialist III | 25.46 |
| 13041 - Illustrator I | 16.99 |
| 13042 - Illustrator II | 20.82 |
| 13043 - Illustrator III | 25.46 |
| 13047 - Librarian | 23.18 |
| 13050 - Library Aide/Clerk | 10.03 |
| 13054 - Library Information Technology Systems Administrator | 20.94 |
| 13058 - Library Technician | 12.51 |
| 13061 - Media Specialist I | 15.10 |
| 13062 - Media Specialist II | 16.90 |
| 13063 - Media Specialist III | 18.84 |
| 13071 - Photographer I | 13.47 |
| 13072 - Photographer II | 16.43 |
| 13073 - Photographer III | 19.23 |
| 13074 - Photographer IV | 23.46 |
| 13075 - Photographer V | 28.47 |
| 13110 - Video Teleconference Technician | 14.29 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.77 |
| 14042 - Computer Operator II | 16.52 |
| 14043 - Computer Operator III | 18.43 |
| 14044 - Computer Operator IV | 20.48 |
| 14045 - Computer Operator V | 22.67 |
| 14071 - Computer Programmer I | (see 1) 21.52 |
| 14072 - Computer Programmer II | (see 1) 26.05 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 26.75 |
| 14102 - Computer Systems Analyst II | (see 1) |

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|---|---------|-------|
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 14.77 |
| 14160 - Personal Computer Support Technician | | 20.48 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 27.65 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 33.46 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 39.29 |
| 15050 - Computer Based Training Specialist / Instructor | | 27.65 |
| 15060 - Educational Technologist | | 26.91 |
| 15070 - Flight Instructor (Pilot) | | 39.29 |
| 15080 - Graphic Artist | | 20.98 |
| 15090 - Technical Instructor | | 18.85 |
| 15095 - Technical Instructor/Course Developer | | 23.06 |
| 15110 - Test Proctor | | 15.22 |
| 15120 - Tutor | | 15.22 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 8.21 |
| 16030 - Counter Attendant | | 8.21 |
| 16040 - Dry Cleaner | | 9.65 |
| 16070 - Finisher, Flatwork, Machine | | 8.21 |
| 16090 - Presser, Hand | | 8.21 |
| 16110 - Presser, Machine, Drycleaning | | 8.21 |
| 16130 - Presser, Machine, Shirts | | 8.21 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 8.21 |
| 16190 - Sewing Machine Operator | | 10.14 |
| 16220 - Tailor | | 10.68 |
| 16250 - Washer, Machine | | 8.61 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 18.54 |
| 19040 - Tool And Die Maker | | 21.95 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 11.29 |
| 21030 - Material Coordinator | | 23.55 |
| 21040 - Material Expediter | | 23.55 |
| 21050 - Material Handling Laborer | | 10.07 |
| 21071 - Order Filler | | 10.37 |
| 21080 - Production Line Worker (Food Processing) | | 11.29 |
| 21110 - Shipping Packer | | 13.35 |
| 21130 - Shipping/Receiving Clerk | | 13.35 |
| 21140 - Store Worker I | | 13.50 |
| 21150 - Stock Clerk | | 18.20 |
| 21210 - Tools And Parts Attendant | | 11.77 |
| 21410 - Warehouse Specialist | | 11.77 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 25.10 |
| 23021 - Aircraft Mechanic I | | 24.06 |
| 23022 - Aircraft Mechanic II | | 25.10 |
| 23023 - Aircraft Mechanic III | | 26.15 |
| 23040 - Aircraft Mechanic Helper | | 19.17 |
| 23050 - Aircraft, Painter | | 20.41 |
| 23060 - Aircraft Servicer | | 21.17 |
| 23080 - Aircraft Worker | | 22.11 |
| 23110 - Appliance Mechanic | | 19.18 |
| 23120 - Bicycle Repairer | | 13.35 |
| 23125 - Cable Splicer | | 20.98 |
| 23130 - Carpenter, Maintenance | | 17.36 |
| 23140 - Carpet Layer | | 17.64 |
| 23160 - Electrician, Maintenance | | 19.38 |
| 23181 - Electronics Technician Maintenance I | | 20.66 |
| 23182 - Electronics Technician Maintenance II | | 22.55 |
| 23183 - Electronics Technician Maintenance III | | 23.59 |
| 23260 - Fabric Worker | | 16.74 |
| 23290 - Fire Alarm System Mechanic | | 17.34 |

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|---|-------|
| 23310 - Fire Extinguisher Repairer | 15.82 |
| 23311 - Fuel Distribution System Mechanic | 24.91 |
| 23312 - Fuel Distribution System Operator | 20.32 |
| 23370 - General Maintenance Worker | 14.41 |
| 23380 - Ground Support Equipment Mechanic | 24.06 |
| 23381 - Ground Support Equipment Servicer | 21.17 |
| 23382 - Ground Support Equipment Worker | 22.11 |
| 23391 - Gunsmith I | 15.82 |
| 23392 - Gunsmith II | 17.64 |
| 23393 - Gunsmith III | 19.39 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.18 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.00 |
| 23430 - Heavy Equipment Mechanic | 17.79 |
| 23440 - Heavy Equipment Operator | 17.34 |
| 23460 - Instrument Mechanic | 20.98 |
| 23465 - Laboratory/Shelter Mechanic | 18.54 |
| 23470 - Laborer | 12.71 |
| 23510 - Locksmith | 17.53 |
| 23530 - Machinery Maintenance Mechanic | 21.16 |
| 23550 - Machinist, Maintenance | 20.96 |
| 23580 - Maintenance Trades Helper | 13.91 |
| 23591 - Metrology Technician I | 20.98 |
| 23592 - Metrology Technician II | 21.88 |
| 23593 - Metrology Technician III | 22.78 |
| 23640 - Millwright | 19.39 |
| 23710 - Office Appliance Repairer | 16.65 |
| 23760 - Painter, Maintenance | 18.10 |
| 23790 - Pipefitter, Maintenance | 19.64 |
| 23810 - Plumber, Maintenance | 18.87 |
| 23820 - Pneudraulic Systems Mechanic | 19.39 |
| 23850 - Rigger | 21.25 |
| 23870 - Scale Mechanic | 17.64 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.54 |
| 23910 - Small Engine Mechanic | 16.63 |
| 23931 - Telecommunications Mechanic I | 20.85 |
| 23932 - Telecommunications Mechanic II | 21.75 |
| 23950 - Telephone Lineman | 23.11 |
| 23960 - Welder, Combination, Maintenance | 18.30 |
| 23965 - well Driller | 19.15 |
| 23970 - Woodcraft Worker | 19.39 |
| 23980 - Woodworker | 15.94 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.99 |
| 24580 - Child Care Center Clerk | 11.21 |
| 24610 - Chore Aide | 8.36 |
| 24620 - Family Readiness And Support Services Coordinator | 11.85 |
| 24630 - Homemaker | 13.71 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.98 |
| 25040 - Sewage Plant Operator | 18.32 |
| 25070 - Stationary Engineer | 20.98 |
| 25190 - Ventilation Equipment Tender | 15.93 |
| 25210 - Water Treatment Plant Operator | 18.16 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.13 |
| 27007 - Baggage Inspector | 10.84 |
| 27008 - Corrections Officer | 19.97 |
| 27010 - Court Security Officer | 19.97 |
| 27030 - Detection Dog Handler | 13.78 |
| 27040 - Detention Officer | 19.97 |

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| 27070 - Firefighter | 20.34 |
| 27101 - Guard I | 10.84 |
| 27102 - Guard II | 13.78 |
| 27131 - Police Officer I | 23.49 |
| 27132 - Police Officer II | 26.10 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.34 |
| 28042 - Carnival Equipment Repairer | 12.85 |
| 28043 - Carnival Equipment Worker | 10.10 |
| 28210 - Gate Attendant/Gate Tender | 12.94 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.48 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.57 |
| 28515 - Recreation Specialist | 17.94 |
| 28630 - Sports Official | 11.54 |
| 28690 - Swimming Pool Operator | 16.28 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.93 |
| 29020 - Hatch Tender | 17.93 |
| 29030 - Line Handler | 17.93 |
| 29041 - Stevedore I | 17.11 |
| 29042 - Stevedore II | 18.79 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.17 |
| 30022 - Archeological Technician II | 20.32 |
| 30023 - Archeological Technician III | 25.17 |
| 30030 - Cartographic Technician | 25.17 |
| 30040 - Civil Engineering Technician | 22.71 |
| 30061 - Drafter/CAD Operator I | 18.17 |
| 30062 - Drafter/CAD Operator II | 20.32 |
| 30063 - Drafter/CAD Operator III | 22.67 |
| 30064 - Drafter/CAD Operator IV | 27.89 |
| 30081 - Engineering Technician I | 15.64 |
| 30082 - Engineering Technician II | 17.56 |
| 30083 - Engineering Technician III | 19.64 |
| 30084 - Engineering Technician IV | 24.33 |
| 30085 - Engineering Technician V | 31.55 |
| 30086 - Engineering Technician VI | 36.00 |
| 30090 - Environmental Technician | 22.96 |
| 30210 - Laboratory Technician | 19.91 |
| 30240 - Mathematical Technician | 25.17 |
| 30361 - Paralegal/Legal Assistant I | 17.64 |
| 30362 - Paralegal/Legal Assistant II | 21.86 |
| 30363 - Paralegal/Legal Assistant III | 26.74 |
| 30364 - Paralegal/Legal Assistant IV | 32.35 |
| 30390 - Photo-Optics Technician | 24.33 |
| 30461 - Technical Writer I | 25.17 |
| 30462 - Technical Writer II | 30.80 |
| 30463 - Technical Writer III | 37.26 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 3) | 21.55 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 3) | 24.33 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.03 |
| 31030 - Bus Driver | 14.79 |

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|---|-------|
| 31043 - Driver Courier | 11.98 |
| 31260 - Parking and Lot Attendant | 8.91 |
| 31290 - Shuttle Bus Driver | 12.80 |
| 31310 - Taxi Driver | 9.28 |
| 31361 - Truckdriver, Light | 12.80 |
| 31362 - Truckdriver, Medium | 15.17 |
| 31363 - Truckdriver, Heavy | 15.38 |
| 31364 - Truckdriver, Tractor-Trailer | 15.38 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.97 |
| 99050 - Desk Clerk | 8.99 |
| 99095 - Embalmer | 21.11 |
| 99251 - Laboratory Animal Caretaker I | 9.41 |
| 99252 - Laboratory Animal Caretaker II | 9.88 |
| 99310 - Mortician | 21.11 |
| 99410 - Pest Controller | 15.36 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.32 |
| 99711 - Recycling Specialist | 17.01 |
| 99730 - Refuse Collector | 12.97 |
| 99810 - Sales Clerk | 10.96 |
| 99820 - School Crossing Guard | 9.95 |
| 99830 - Survey Party Chief | 18.65 |
| 99831 - Surveying Aide | 12.54 |
| 99832 - Surveying Technician | 15.43 |
| 99840 - Vending Machine Attendant | 10.82 |
| 99841 - Vending Machine Repairer | 12.50 |
| 99842 - Vending Machine Repairer Helper | 10.82 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 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 4174)

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2508
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Aransas, Bee, Calhoun, Goliad, Jim Wells, Kleberg,
Live Oak, Nueces, Refugio, San Patricio, Victoria

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.96 |
| 01012 - Accounting Clerk II | | 14.55 |
| 01013 - Accounting Clerk III | | 16.27 |
| 01020 - Administrative Assistant | | 20.11 |
| 01040 - Court Reporter | | 16.11 |
| 01051 - Data Entry Operator I | | 10.21 |
| 01052 - Data Entry Operator II | | 12.12 |
| 01060 - Dispatcher, Motor Vehicle | | 15.58 |
| 01070 - Document Preparation Clerk | | 11.64 |
| 01090 - Duplicating Machine Operator | | 11.64 |
| 01111 - General Clerk I | | 11.40 |
| 01112 - General Clerk II | | 13.38 |
| 01113 - General Clerk III | | 15.06 |
| 01120 - Housing Referral Assistant | | 18.25 |
| 01141 - Messenger Courier | | 10.32 |
| 01191 - Order Clerk I | | 10.43 |
| 01192 - Order Clerk II | | 11.96 |
| 01261 - Personnel Assistant (Employment) I | | 15.03 |
| 01262 - Personnel Assistant (Employment) II | | 16.81 |
| 01263 - Personnel Assistant (Employment) III | | 18.75 |
| 01270 - Production Control Clerk | | 22.73 |
| 01280 - Receptionist | | 10.55 |
| 01290 - Rental Clerk | | 13.27 |
| 01300 - Scheduler, Maintenance | | 14.51 |
| 01311 - Secretary I | | 14.51 |
| 01312 - Secretary II | | 16.37 |
| 01313 - Secretary III | | 18.25 |
| 01320 - Service Order Dispatcher | | 15.58 |
| 01410 - Supply Technician | | 20.11 |
| 01420 - Survey Worker | | 15.95 |
| 01531 - Travel Clerk I | | 11.09 |
| 01532 - Travel Clerk II | | 12.21 |
| 01533 - Travel Clerk III | | 13.10 |
| 01611 - Word Processor I | | 12.31 |
| 01612 - Word Processor II | | 13.81 |
| 01613 - Word Processor III | | 15.45 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.21 |
| 05010 - Automotive Electrician | | 17.48 |
| 05040 - Automotive Glass Installer | | 16.74 |
| 05070 - Automotive Worker | | 16.74 |
| 05110 - Mobile Equipment Servicer | | 15.29 |
| 05130 - Motor Equipment Metal Mechanic | | 18.21 |
| 05160 - Motor Equipment Metal Worker | | 16.74 |
| 05190 - Motor Vehicle Mechanic | | 18.21 |
| 05220 - Motor Vehicle Mechanic Helper | | 14.51 |
| 05250 - Motor Vehicle Upholstery Worker | | 16.01 |
| 05280 - Motor Vehicle Wrecker | | 16.74 |
| 05310 - Painter, Automotive | | 17.48 |
| 05340 - Radiator Repair Specialist | | 16.74 |
| 05370 - Tire Repairer | | 14.77 |
| 05400 - Transmission Repair Specialist | | 18.21 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 9.21 |
| 07041 - Cook I | | 9.04 |
| 07042 - Cook II | | 10.08 |

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| 07070 - Dishwasher | 7.98 |
| 07130 - Food Service Worker | 8.55 |
| 07210 - Meat Cutter | 12.89 |
| 07260 - Waiter/Waitress | 7.25 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.65 |
| 09040 - Furniture Handler | 13.82 |
| 09080 - Furniture Refinisher | 16.65 |
| 09090 - Furniture Refinisher Helper | 13.82 |
| 09110 - Furniture Repairer, Minor | 15.25 |
| 09130 - Upholsterer | 17.70 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.49 |
| 11060 - Elevator Operator | 8.92 |
| 11090 - Gardener | 12.98 |
| 11122 - Housekeeping Aide | 8.92 |
| 11150 - Janitor | 9.67 |
| 11210 - Laborer, Grounds Maintenance | 10.24 |
| 11240 - Maid or Houseman | 7.55 |
| 11260 - Pruner | 9.86 |
| 11270 - Tractor Operator | 12.15 |
| 11330 - Trail Maintenance Worker | 10.24 |
| 11360 - Window Cleaner | 10.67 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.18 |
| 12011 - Breath Alcohol Technician | 16.18 |
| 12012 - Certified Occupational Therapist Assistant | 25.05 |
| 12015 - Certified Physical Therapist Assistant | 25.45 |
| 12020 - Dental Assistant | 13.95 |
| 12025 - Dental Hygienist | 26.11 |
| 12030 - EKG Technician | 23.84 |
| 12035 - Electroneurodiagnostic Technologist | 23.84 |
| 12040 - Emergency Medical Technician | 16.18 |
| 12071 - Licensed Practical Nurse I | 15.14 |
| 12072 - Licensed Practical Nurse II | 16.93 |
| 12073 - Licensed Practical Nurse III | 18.88 |
| 12100 - Medical Assistant | 10.96 |
| 12130 - Medical Laboratory Technician | 13.70 |
| 12160 - Medical Record Clerk | 13.21 |
| 12190 - Medical Record Technician | 16.14 |
| 12195 - Medical Transcriptionist | 13.92 |
| 12210 - Nuclear Medicine Technologist | 25.78 |
| 12221 - Nursing Assistant I | 9.86 |
| 12222 - Nursing Assistant II | 11.12 |
| 12223 - Nursing Assistant III | 12.13 |
| 12224 - Nursing Assistant IV | 13.62 |
| 12235 - Optical Dispenser | 12.11 |
| 12236 - Optical Technician | 11.26 |
| 12250 - Pharmacy Technician | 12.34 |
| 12280 - Phlebotomist | 13.62 |
| 12305 - Radiologic Technologist | 22.62 |
| 12311 - Registered Nurse I | 25.83 |
| 12312 - Registered Nurse II | 31.60 |
| 12313 - Registered Nurse II, Specialist | 31.60 |
| 12314 - Registered Nurse III | 38.23 |
| 12315 - Registered Nurse III, Anesthetist | 38.23 |
| 12316 - Registered Nurse IV | 45.82 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.05 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.99 |
| 13012 - Exhibits Specialist II | 20.82 |
| 13013 - Exhibits Specialist III | 25.46 |
| 13041 - Illustrator I | 16.99 |

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| 13042 - Illustrator II | 20.82 |
| 13043 - Illustrator III | 25.46 |
| 13047 - Librarian | 23.18 |
| 13050 - Library Aide/Clerk | 10.03 |
| 13054 - Library Information Technology Systems Administrator | 20.94 |
| 13058 - Library Technician | 12.51 |
| 13061 - Media Specialist I | 15.10 |
| 13062 - Media Specialist II | 16.90 |
| 13063 - Media Specialist III | 18.84 |
| 13071 - Photographer I | 13.47 |
| 13072 - Photographer II | 16.43 |
| 13073 - Photographer III | 19.23 |
| 13074 - Photographer IV | 23.46 |
| 13075 - Photographer V | 28.47 |
| 13110 - Video Teleconference Technician | 14.29 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.77 |
| 14042 - Computer Operator II | 16.52 |
| 14043 - Computer Operator III | 18.43 |
| 14044 - Computer Operator IV | 20.48 |
| 14045 - Computer Operator V | 22.67 |
| 14071 - Computer Programmer I | (see 1) 21.52 |
| 14072 - Computer Programmer II | (see 1) 26.05 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 26.75 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.77 |
| 14160 - Personal Computer Support Technician | 20.48 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.65 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.46 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.29 |
| 15050 - Computer Based Training Specialist / Instructor | 27.65 |
| 15060 - Educational Technologist | 26.91 |
| 15070 - Flight Instructor (Pilot) | 39.29 |
| 15080 - Graphic Artist | 20.98 |
| 15090 - Technical Instructor | 18.85 |
| 15095 - Technical Instructor/Course Developer | 23.06 |
| 15110 - Test Proctor | 15.22 |
| 15120 - Tutor | 15.22 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.21 |
| 16030 - Counter Attendant | 8.21 |
| 16040 - Dry Cleaner | 9.65 |
| 16070 - Finisher, Flatwork, Machine | 8.21 |
| 16090 - Presser, Hand | 8.21 |
| 16110 - Presser, Machine, Drycleaning | 8.21 |
| 16130 - Presser, Machine, Shirts | 8.21 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.21 |
| 16190 - Sewing Machine Operator | 10.14 |
| 16220 - Tailor | 10.68 |
| 16250 - Washer, Machine | 8.61 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.54 |
| 19040 - Tool And Die Maker | 21.95 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 11.29 |
| 21030 - Material Coordinator | 23.55 |
| 21040 - Material Expediter | 23.55 |
| 21050 - Material Handling Laborer | 10.07 |

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| 21071 - Order Filler | 10.37 |
| 21080 - Production Line Worker (Food Processing) | 11.29 |
| 21110 - Shipping Packer | 13.35 |
| 21130 - Shipping/Receiving Clerk | 13.35 |
| 21140 - Store Worker I | 13.50 |
| 21150 - Stock Clerk | 18.20 |
| 21210 - Tools And Parts Attendant | 11.77 |
| 21410 - Warehouse Specialist | 11.77 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.10 |
| 23021 - Aircraft Mechanic I | 24.06 |
| 23022 - Aircraft Mechanic II | 25.10 |
| 23023 - Aircraft Mechanic III | 26.15 |
| 23040 - Aircraft Mechanic Helper | 19.17 |
| 23050 - Aircraft, Painter | 20.41 |
| 23060 - Aircraft Servicer | 21.17 |
| 23080 - Aircraft Worker | 22.11 |
| 23110 - Appliance Mechanic | 19.18 |
| 23120 - Bicycle Repairer | 13.35 |
| 23125 - Cable Splicer | 20.98 |
| 23130 - Carpenter, Maintenance | 17.36 |
| 23140 - Carpet Layer | 17.64 |
| 23160 - Electrician, Maintenance | 19.38 |
| 23181 - Electronics Technician Maintenance I | 20.66 |
| 23182 - Electronics Technician Maintenance II | 22.55 |
| 23183 - Electronics Technician Maintenance III | 23.59 |
| 23260 - Fabric Worker | 16.74 |
| 23290 - Fire Alarm System Mechanic | 17.34 |
| 23310 - Fire Extinguisher Repairer | 15.82 |
| 23311 - Fuel Distribution System Mechanic | 24.91 |
| 23312 - Fuel Distribution System Operator | 20.32 |
| 23370 - General Maintenance Worker | 14.41 |
| 23380 - Ground Support Equipment Mechanic | 24.06 |
| 23381 - Ground Support Equipment Servicer | 21.17 |
| 23382 - Ground Support Equipment Worker | 22.11 |
| 23391 - Gunsmith I | 15.82 |
| 23392 - Gunsmith II | 17.64 |
| 23393 - Gunsmith III | 19.39 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.18 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.00 |
| 23430 - Heavy Equipment Mechanic | 17.79 |
| 23440 - Heavy Equipment Operator | 17.34 |
| 23460 - Instrument Mechanic | 20.98 |
| 23465 - Laboratory/Shelter Mechanic | 18.54 |
| 23470 - Laborer | 12.71 |
| 23510 - Locksmith | 17.53 |
| 23530 - Machinery Maintenance Mechanic | 21.16 |
| 23550 - Machinist, Maintenance | 20.96 |
| 23580 - Maintenance Trades Helper | 13.91 |
| 23591 - Metrology Technician I | 20.98 |
| 23592 - Metrology Technician II | 21.88 |
| 23593 - Metrology Technician III | 22.78 |
| 23640 - Millwright | 19.39 |
| 23710 - Office Appliance Repairer | 16.65 |
| 23760 - Painter, Maintenance | 18.10 |
| 23790 - Pipefitter, Maintenance | 19.64 |
| 23810 - Plumber, Maintenance | 18.87 |
| 23820 - Pneudraulic Systems Mechanic | 19.39 |
| 23850 - Rigger | 21.25 |
| 23870 - Scale Mechanic | 17.64 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.54 |

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| 23910 - Small Engine Mechanic | 16.63 |
| 23931 - Telecommunications Mechanic I | 20.85 |
| 23932 - Telecommunications Mechanic II | 21.75 |
| 23950 - Telephone Lineman | 23.11 |
| 23960 - Welder, Combination, Maintenance | 18.30 |
| 23965 - Well Driller | 19.15 |
| 23970 - Woodcraft Worker | 19.39 |
| 23980 - Woodworker | 15.94 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.99 |
| 24580 - Child Care Center Clerk | 11.21 |
| 24610 - Chore Aide | 8.36 |
| 24620 - Family Readiness And Support Services Coordinator | 11.85 |
| 24630 - Homemaker | 13.71 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.98 |
| 25040 - Sewage Plant Operator | 18.32 |
| 25070 - Stationary Engineer | 20.98 |
| 25190 - Ventilation Equipment Tender | 15.93 |
| 25210 - Water Treatment Plant Operator | 18.16 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.13 |
| 27007 - Baggage Inspector | 10.84 |
| 27008 - Corrections Officer | 19.97 |
| 27010 - Court Security Officer | 19.97 |
| 27030 - Detection Dog Handler | 13.78 |
| 27040 - Detention Officer | 19.97 |
| 27070 - Firefighter | 20.34 |
| 27101 - Guard I | 10.84 |
| 27102 - Guard II | 13.78 |
| 27131 - Police Officer I | 23.49 |
| 27132 - Police Officer II | 26.10 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.34 |
| 28042 - Carnival Equipment Repairer | 12.85 |
| 28043 - Carnival Equipment Worker | 10.10 |
| 28210 - Gate Attendant/Gate Tender | 12.94 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.48 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.57 |
| 28515 - Recreation Specialist | 17.94 |
| 28630 - Sports Official | 11.54 |
| 28690 - Swimming Pool Operator | 16.28 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.93 |
| 29020 - Hatch Tender | 17.93 |
| 29030 - Line Handler | 17.93 |
| 29041 - Stevedore I | 17.11 |
| 29042 - Stevedore II | 18.79 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.17 |
| 30022 - Archeological Technician II | 20.32 |
| 30023 - Archeological Technician III | 25.17 |
| 30030 - Cartographic Technician | 25.17 |
| 30040 - Civil Engineering Technician | 22.71 |
| 30061 - Drafter/CAD Operator I | 18.17 |
| 30062 - Drafter/CAD Operator II | 20.32 |
| 30063 - Drafter/CAD Operator III | 22.67 |
| 30064 - Drafter/CAD Operator IV | 27.89 |

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|---|---------------|
| 30081 - Engineering Technician I | 15.64 |
| 30082 - Engineering Technician II | 17.56 |
| 30083 - Engineering Technician III | 19.64 |
| 30084 - Engineering Technician IV | 24.33 |
| 30085 - Engineering Technician V | 31.55 |
| 30086 - Engineering Technician VI | 36.00 |
| 30090 - Environmental Technician | 22.96 |
| 30210 - Laboratory Technician | 19.91 |
| 30240 - Mathematical Technician | 25.17 |
| 30361 - Paralegal/Legal Assistant I | 17.64 |
| 30362 - Paralegal/Legal Assistant II | 21.86 |
| 30363 - Paralegal/Legal Assistant III | 26.74 |
| 30364 - Paralegal/Legal Assistant IV | 32.35 |
| 30390 - Photo-Optics Technician | 24.33 |
| 30461 - Technical Writer I | 25.17 |
| 30462 - Technical Writer II | 30.80 |
| 30463 - Technical Writer III | 37.26 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 3) 21.55 |
| 30621 - Weather Observer, Senior | (see 3) 24.33 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.03 |
| 31030 - Bus Driver | 14.79 |
| 31043 - Driver Courier | 11.98 |
| 31260 - Parking and Lot Attendant | 8.91 |
| 31290 - Shuttle Bus Driver | 12.80 |
| 31310 - Taxi Driver | 9.28 |
| 31361 - Truckdriver, Light | 12.80 |
| 31362 - Truckdriver, Medium | 15.17 |
| 31363 - Truckdriver, Heavy | 15.38 |
| 31364 - Truckdriver, Tractor-Trailer | 15.38 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.97 |
| 99050 - Desk Clerk | 8.99 |
| 99095 - Embalmer | 21.11 |
| 99251 - Laboratory Animal Caretaker I | 9.41 |
| 99252 - Laboratory Animal Caretaker II | 9.88 |
| 99310 - Mortician | 21.11 |
| 99410 - Pest Controller | 15.36 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.32 |
| 99711 - Recycling Specialist | 17.01 |
| 99730 - Refuse Collector | 12.97 |
| 99810 - Sales Clerk | 10.96 |
| 99820 - School Crossing Guard | 9.95 |
| 99830 - Survey Party Chief | 18.65 |
| 99831 - Surveying Aide | 12.54 |
| 99832 - Surveying Technician | 15.43 |
| 99840 - Vending Machine Attendant | 10.82 |
| 99841 - Vending Machine Repairer | 12.50 |
| 99842 - Vending Machine Repairer Helper | 10.82 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 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 4174)

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2509
Revision No.: 15
Date of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Collin, Cooke, Dallas, Delta, Denton, Ellis, Fannin, Grayson, Henderson, Hopkins, Hunt, Kaufman, Lamar, Navarro, Rains, Rockwall, Smith, Van Zandt, Wood

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.36 |
| 01012 - Accounting Clerk II | | 16.13 |
| 01013 - Accounting Clerk III | | 18.03 |
| 01020 - Administrative Assistant | | 26.46 |
| 01040 - Court Reporter | | 17.29 |
| 01051 - Data Entry Operator I | | 13.20 |
| 01052 - Data Entry Operator II | | 14.41 |
| 01060 - Dispatcher, Motor Vehicle | | 21.36 |
| 01070 - Document Preparation Clerk | | 14.24 |
| 01090 - Duplicating Machine Operator | | 14.24 |
| 01111 - General Clerk I | | 11.32 |
| 01112 - General Clerk II | | 12.79 |
| 01113 - General Clerk III | | 15.78 |
| 01120 - Housing Referral Assistant | | 21.60 |
| 01141 - Messenger Courier | | 11.86 |
| 01191 - Order Clerk I | | 13.66 |
| 01192 - Order Clerk II | | 14.91 |
| 01261 - Personnel Assistant (Employment) I | | 16.75 |
| 01262 - Personnel Assistant (Employment) II | | 18.73 |
| 01263 - Personnel Assistant (Employment) III | | 20.88 |
| 01270 - Production Control Clerk | | 21.36 |
| 01280 - Receptionist | | 13.60 |
| 01290 - Rental Clerk | | 15.30 |
| 01300 - Scheduler, Maintenance | | 17.32 |

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| 01311 - Secretary I | 17.32 |
| 01312 - Secretary II | 19.38 |
| 01313 - Secretary III | 21.60 |
| 01320 - Service Order Dispatcher | 17.47 |
| 01410 - Supply Technician | 25.99 |
| 01420 - Survey Worker | 17.29 |
| 01531 - Travel Clerk I | 13.07 |
| 01532 - Travel Clerk II | 14.04 |
| 01533 - Travel Clerk III | 15.06 |
| 01611 - Word Processor I | 12.80 |
| 01612 - Word Processor II | 15.30 |
| 01613 - Word Processor III | 17.29 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.00 |
| 05010 - Automotive Electrician | 23.04 |
| 05040 - Automotive Glass Installer | 20.93 |
| 05070 - Automotive Worker | 22.02 |
| 05110 - Mobile Equipment Servicer | 18.52 |
| 05130 - Motor Equipment Metal Mechanic | 22.16 |
| 05160 - Motor Equipment Metal Worker | 20.93 |
| 05190 - Motor Vehicle Mechanic | 22.99 |
| 05220 - Motor Vehicle Mechanic Helper | 17.27 |
| 05250 - Motor Vehicle Upholstery Worker | 19.82 |
| 05280 - Motor Vehicle Wrecker | 20.93 |
| 05310 - Painter, Automotive | 24.22 |
| 05340 - Radiator Repair Specialist | 20.93 |
| 05370 - Tire Repairer | 12.44 |
| 05400 - Transmission Repair Specialist | 22.16 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.26 |
| 07041 - Cook I | 10.33 |
| 07042 - Cook II | 11.69 |
| 07070 - Dishwasher | 8.38 |
| 07130 - Food Service Worker | 9.61 |
| 07210 - Meat Cutter | 13.34 |
| 07260 - Waiter/Waitress | 9.03 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.32 |
| 09040 - Furniture Handler | 10.24 |
| 09080 - Furniture Refinisher | 15.32 |
| 09090 - Furniture Refinisher Helper | 12.02 |
| 09110 - Furniture Repairer, Minor | 13.78 |
| 09130 - Upholsterer | 16.53 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.82 |
| 11060 - Elevator Operator | 9.70 |
| 11090 - Gardener | 13.58 |
| 11122 - Housekeeping Aide | 9.70 |
| 11150 - Janitor | 9.70 |
| 11210 - Laborer, Grounds Maintenance | 10.39 |
| 11240 - Maid or Houseman | 8.47 |
| 11260 - Pruner | 11.58 |
| 11270 - Tractor Operator | 12.58 |
| 11330 - Trail Maintenance Worker | 11.07 |
| 11360 - Window Cleaner | 11.12 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.87 |
| 12011 - Breath Alcohol Technician | 19.80 |
| 12012 - Certified Occupational Therapist Assistant | 28.62 |
| 12015 - Certified Physical Therapist Assistant | 27.35 |
| 12020 - Dental Assistant | 19.08 |
| 12025 - Dental Hygienist | 36.14 |
| 12030 - EKG Technician | 28.89 |

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| 12035 - Electroneurodiagnostic Technologist | 28.89 |
| 12040 - Emergency Medical Technician | 15.87 |
| 12071 - Licensed Practical Nurse I | 18.42 |
| 12072 - Licensed Practical Nurse II | 20.60 |
| 12073 - Licensed Practical Nurse III | 22.96 |
| 12100 - Medical Assistant | 15.37 |
| 12130 - Medical Laboratory Technician | 19.22 |
| 12160 - Medical Record Clerk | 15.45 |
| 12190 - Medical Record Technician | 17.26 |
| 12195 - Medical Transcriptionist | 17.87 |
| 12210 - Nuclear Medicine Technologist | 33.52 |
| 12221 - Nursing Assistant I | 10.43 |
| 12222 - Nursing Assistant II | 11.72 |
| 12223 - Nursing Assistant III | 12.80 |
| 12224 - Nursing Assistant IV | 14.36 |
| 12235 - Optical Dispenser | 15.48 |
| 12236 - Optical Technician | 13.78 |
| 12250 - Pharmacy Technician | 15.18 |
| 12280 - Phlebotomist | 14.36 |
| 12305 - Radiologic Technologist | 25.82 |
| 12311 - Registered Nurse I | 25.82 |
| 12312 - Registered Nurse II | 31.58 |
| 12313 - Registered Nurse II, Specialist | 31.58 |
| 12314 - Registered Nurse III | 38.19 |
| 12315 - Registered Nurse III, Anesthetist | 38.19 |
| 12316 - Registered Nurse IV | 45.78 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.53 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.65 |
| 13012 - Exhibits Specialist II | 25.58 |
| 13013 - Exhibits Specialist III | 31.28 |
| 13041 - Illustrator I | 24.95 |
| 13042 - Illustrator II | 30.91 |
| 13043 - Illustrator III | 36.18 |
| 13047 - Librarian | 31.56 |
| 13050 - Library Aide/Clerk | 14.33 |
| 13054 - Library Information Technology Systems Administrator | 27.42 |
| 13058 - Library Technician | 16.29 |
| 13061 - Media Specialist I | 19.78 |
| 13062 - Media Specialist II | 22.13 |
| 13063 - Media Specialist III | 24.67 |
| 13071 - Photographer I | 16.50 |
| 13072 - Photographer II | 18.46 |
| 13073 - Photographer III | 22.87 |
| 13074 - Photographer IV | 27.97 |
| 13075 - Photographer V | 33.85 |
| 13110 - Video Teleconference Technician | 21.59 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.91 |
| 14042 - Computer Operator II | 17.80 |
| 14043 - Computer Operator III | 20.78 |
| 14044 - Computer Operator IV | 24.67 |
| 14045 - Computer Operator V | 27.31 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 15.91 |
| 14160 - Personal Computer Support Technician | 24.67 |

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|---|-------|
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 35.04 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 41.90 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 46.09 |
| 15050 - Computer Based Training Specialist / Instructor | 35.04 |
| 15060 - Educational Technologist | 30.46 |
| 15070 - Flight Instructor (Pilot) | 46.09 |
| 15080 - Graphic Artist | 22.70 |
| 15090 - Technical Instructor | 22.61 |
| 15095 - Technical Instructor/Course Developer | 27.44 |
| 15110 - Test Proctor | 18.16 |
| 15120 - Tutor | 18.16 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.32 |
| 16030 - Counter Attendant | 9.32 |
| 16040 - Dry Cleaner | 11.86 |
| 16070 - Finisher, Flatwork, Machine | 9.32 |
| 16090 - Presser, Hand | 9.32 |
| 16110 - Presser, Machine, Drycleaning | 9.32 |
| 16130 - Presser, Machine, Shirts | 9.32 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.32 |
| 16190 - Sewing Machine Operator | 12.50 |
| 16220 - Tailor | 13.33 |
| 16250 - Washer, Machine | 10.19 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.18 |
| 19040 - Tool And Die Maker | 22.87 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.02 |
| 21030 - Material Coordinator | 19.45 |
| 21040 - Material Expediter | 19.45 |
| 21050 - Material Handling Laborer | 12.80 |
| 21071 - Order Filler | 13.57 |
| 21080 - Production Line Worker (Food Processing) | 15.02 |
| 21110 - Shipping Packer | 13.52 |
| 21130 - Shipping/Receiving Clerk | 13.52 |
| 21140 - Store Worker I | 11.85 |
| 21150 - Stock Clerk | 15.94 |
| 21210 - Tools And Parts Attendant | 15.02 |
| 21410 - Warehouse Specialist | 15.02 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 30.47 |
| 23021 - Aircraft Mechanic I | 29.07 |
| 23022 - Aircraft Mechanic II | 30.47 |
| 23023 - Aircraft Mechanic III | 31.89 |
| 23040 - Aircraft Mechanic Helper | 19.71 |
| 23050 - Aircraft, Painter | 25.93 |
| 23060 - Aircraft Servicer | 22.61 |
| 23080 - Aircraft Worker | 23.90 |
| 23110 - Appliance Mechanic | 17.18 |
| 23120 - Bicycle Repairer | 12.44 |
| 23125 - Cable Splicer | 19.60 |
| 23130 - Carpenter, Maintenance | 17.25 |
| 23140 - Carpet Layer | 16.43 |
| 23160 - Electrician, Maintenance | 20.94 |
| 23181 - Electronics Technician Maintenance I | 25.82 |
| 23182 - Electronics Technician Maintenance II | 27.21 |
| 23183 - Electronics Technician Maintenance III | 29.34 |
| 23260 - Fabric Worker | 16.68 |
| 23290 - Fire Alarm System Mechanic | 19.04 |
| 23310 - Fire Extinguisher Repairer | 15.48 |
| 23311 - Fuel Distribution System Mechanic | 19.28 |
| 23312 - Fuel Distribution System Operator | 16.29 |

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| 23370 - General Maintenance Worker | 17.70 |
| 23380 - Ground Support Equipment Mechanic | 29.07 |
| 23381 - Ground Support Equipment Servicer | 22.61 |
| 23382 - Ground Support Equipment Worker | 23.90 |
| 23391 - Gunsmith I | 15.48 |
| 23392 - Gunsmith II | 17.79 |
| 23393 - Gunsmith III | 19.76 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.50 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.44 |
| 23430 - Heavy Equipment Mechanic | 19.71 |
| 23440 - Heavy Equipment Operator | 16.87 |
| 23460 - Instrument Mechanic | 22.51 |
| 23465 - Laboratory/Shelter Mechanic | 18.74 |
| 23470 - Laborer | 12.10 |
| 23510 - Locksmith | 18.99 |
| 23530 - Machinery Maintenance Mechanic | 21.04 |
| 23550 - Machinist, Maintenance | 17.89 |
| 23580 - Maintenance Trades Helper | 13.22 |
| 23591 - Metrology Technician I | 22.51 |
| 23592 - Metrology Technician II | 23.59 |
| 23593 - Metrology Technician III | 24.69 |
| 23640 - Millwright | 22.28 |
| 23710 - Office Appliance Repairer | 18.30 |
| 23760 - Painter, Maintenance | 16.85 |
| 23790 - Pipefitter, Maintenance | 22.46 |
| 23810 - Plumber, Maintenance | 21.38 |
| 23820 - Pneudraulic Systems Mechanic | 19.76 |
| 23850 - Rigger | 21.28 |
| 23870 - Scale Mechanic | 17.79 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.28 |
| 23910 - Small Engine Mechanic | 17.03 |
| 23931 - Telecommunications Mechanic I | 23.56 |
| 23932 - Telecommunications Mechanic II | 24.66 |
| 23950 - Telephone Lineman | 21.40 |
| 23960 - Welder, Combination, Maintenance | 17.75 |
| 23965 - Well Driller | 20.07 |
| 23970 - Woodcraft Worker | 19.71 |
| 23980 - Woodworker | 14.17 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.73 |
| 24580 - Child Care Center Clerk | 13.39 |
| 24610 - Chore Aide | 8.60 |
| 24620 - Family Readiness And Support Services Coordinator | 13.70 |
| 24630 - Homemaker | 17.11 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.92 |
| 25040 - Sewage Plant Operator | 17.52 |
| 25070 - Stationary Engineer | 22.92 |
| 25190 - Ventilation Equipment Tender | 15.57 |
| 25210 - Water Treatment Plant Operator | 17.52 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.51 |
| 27007 - Baggage Inspector | 14.10 |
| 27008 - Corrections Officer | 18.17 |
| 27010 - Court Security Officer | 23.50 |
| 27030 - Detection Dog Handler | 16.92 |
| 27040 - Detention Officer | 19.99 |
| 27070 - Firefighter | 22.87 |
| 27101 - Guard I | 14.10 |
| 27102 - Guard II | 16.92 |

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| 27131 - Police Officer I | 27.08 |
| 27132 - Police Officer II | 30.10 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.31 |
| 28042 - Carnival Equipment Repairer | 13.07 |
| 28043 - Carnival Equipment Worker | 9.50 |
| 28210 - Gate Attendant/Gate Tender | 14.18 |
| 28310 - Lifeguard | 11.19 |
| 28350 - Park Attendant (Aide) | 15.86 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.57 |
| 28515 - Recreation Specialist | 18.00 |
| 28630 - Sports Official | 12.63 |
| 28690 - Swimming Pool Operator | 21.99 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.83 |
| 29020 - Hatch Tender | 18.83 |
| 29030 - Line Handler | 18.83 |
| 29041 - Stevedore I | 16.91 |
| 29042 - Stevedore II | 18.79 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.81 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.07 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.72 |
| 30021 - Archeological Technician I | 19.29 |
| 30022 - Archeological Technician II | 22.30 |
| 30023 - Archeological Technician III | 27.75 |
| 30030 - Cartographic Technician | 27.75 |
| 30040 - Civil Engineering Technician | 23.51 |
| 30061 - Drafter/CAD Operator I | 20.07 |
| 30062 - Drafter/CAD Operator II | 22.40 |
| 30063 - Drafter/CAD Operator III | 24.97 |
| 30064 - Drafter/CAD Operator IV | 30.73 |
| 30081 - Engineering Technician I | 17.56 |
| 30082 - Engineering Technician II | 19.70 |
| 30083 - Engineering Technician III | 22.03 |
| 30084 - Engineering Technician IV | 27.30 |
| 30085 - Engineering Technician V | 33.40 |
| 30086 - Engineering Technician VI | 40.41 |
| 30090 - Environmental Technician | 24.73 |
| 30210 - Laboratory Technician | 22.28 |
| 30240 - Mathematical Technician | 27.75 |
| 30361 - Paralegal/Legal Assistant I | 18.92 |
| 30362 - Paralegal/Legal Assistant II | 23.44 |
| 30363 - Paralegal/Legal Assistant III | 28.67 |
| 30364 - Paralegal/Legal Assistant IV | 34.70 |
| 30390 - Photo-Optics Technician | 27.75 |
| 30461 - Technical Writer I | 25.09 |
| 30462 - Technical Writer II | 30.68 |
| 30463 - Technical Writer III | 37.13 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.03 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.08 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.85 |
| 30494 - Unexploded (UXO) Safety Escort | 24.03 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.03 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 24.97 |
| 30621 - Weather Observer, Senior (see 2) | 25.23 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.18 |
| 31030 - Bus Driver | 14.88 |
| 31043 - Driver Courier | 16.55 |
| 31260 - Parking and Lot Attendant | 8.87 |
| 31290 - Shuttle Bus Driver | 18.09 |

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|---|-------|
| 31310 - Taxi Driver | 9.76 |
| 31361 - Truckdriver, Light | 18.09 |
| 31362 - Truckdriver, Medium | 19.69 |
| 31363 - Truckdriver, Heavy | 21.04 |
| 31364 - Truckdriver, Tractor-Trailer | 21.04 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.76 |
| 99050 - Desk Clerk | 9.75 |
| 99095 - Embalmer | 22.34 |
| 99251 - Laboratory Animal Caretaker I | 10.86 |
| 99252 - Laboratory Animal Caretaker II | 11.87 |
| 99310 - Mortician | 22.94 |
| 99410 - Pest Controller | 18.98 |
| 99510 - Photofinishing Worker | 14.89 |
| 99710 - Recycling Laborer | 15.88 |
| 99711 - Recycling Specialist | 19.54 |
| 99730 - Refuse Collector | 14.05 |
| 99810 - Sales Clerk | 13.65 |
| 99820 - School Crossing Guard | 9.97 |
| 99830 - Survey Party Chief | 23.31 |
| 99831 - Surveying Aide | 13.96 |
| 99832 - Surveying Technician | 17.89 |
| 99840 - Vending Machine Attendant | 14.09 |
| 99841 - Vending Machine Repairer | 17.03 |
| 99842 - Vending Machine Repairer Helper | 14.05 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2510
Revision No.: 17
Date of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Collin, Cooke, Dallas, Delta, Denton, Ellis, Fannin, Grayson, Henderson, Hopkins, Hunt, Kaufman, Lamar, Navarro, Rains, Rockwall, Smith, Van Zandt, Wood

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.36 |
| 01012 - Accounting Clerk II | | 16.13 |
| 01013 - Accounting Clerk III | | 18.03 |

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| 01020 - Administrative Assistant | 26.46 |
| 01040 - Court Reporter | 17.29 |
| 01051 - Data Entry Operator I | 13.20 |
| 01052 - Data Entry Operator II | 14.41 |
| 01060 - Dispatcher, Motor Vehicle | 21.36 |
| 01070 - Document Preparation Clerk | 14.24 |
| 01090 - Duplicating Machine Operator | 14.24 |
| 01111 - General Clerk I | 11.32 |
| 01112 - General Clerk II | 12.79 |
| 01113 - General Clerk III | 15.78 |
| 01120 - Housing Referral Assistant | 21.60 |
| 01141 - Messenger Courier | 11.86 |
| 01191 - Order Clerk I | 13.66 |
| 01192 - Order Clerk II | 14.91 |
| 01261 - Personnel Assistant (Employment) I | 16.75 |
| 01262 - Personnel Assistant (Employment) II | 18.73 |
| 01263 - Personnel Assistant (Employment) III | 20.88 |
| 01270 - Production Control Clerk | 21.36 |
| 01280 - Receptionist | 13.60 |
| 01290 - Rental Clerk | 15.30 |
| 01300 - Scheduler, Maintenance | 17.32 |
| 01311 - Secretary I | 17.32 |
| 01312 - Secretary II | 19.38 |
| 01313 - Secretary III | 21.60 |
| 01320 - Service Order Dispatcher | 17.47 |
| 01410 - Supply Technician | 25.99 |
| 01420 - Survey Worker | 17.29 |
| 01531 - Travel Clerk I | 13.07 |
| 01532 - Travel Clerk II | 14.04 |
| 01533 - Travel Clerk III | 15.06 |
| 01611 - Word Processor I | 12.80 |
| 01612 - Word Processor II | 15.30 |
| 01613 - Word Processor III | 17.29 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.00 |
| 05010 - Automotive Electrician | 23.04 |
| 05040 - Automotive Glass Installer | 20.93 |
| 05070 - Automotive Worker | 22.02 |
| 05110 - Mobile Equipment Servicer | 18.52 |
| 05130 - Motor Equipment Metal Mechanic | 22.16 |
| 05160 - Motor Equipment Metal Worker | 20.93 |
| 05190 - Motor Vehicle Mechanic | 22.99 |
| 05220 - Motor Vehicle Mechanic Helper | 17.27 |
| 05250 - Motor Vehicle Upholstery Worker | 19.82 |
| 05280 - Motor Vehicle Wrecker | 20.93 |
| 05310 - Painter, Automotive | 24.22 |
| 05340 - Radiator Repair Specialist | 20.93 |
| 05370 - Tire Repairer | 12.44 |
| 05400 - Transmission Repair Specialist | 22.16 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.26 |
| 07041 - Cook I | 10.33 |
| 07042 - Cook II | 11.69 |
| 07070 - Dishwasher | 8.38 |
| 07130 - Food Service Worker | 9.61 |
| 07210 - Meat Cutter | 13.34 |
| 07260 - Waiter/Waitress | 9.03 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.32 |
| 09040 - Furniture Handler | 10.24 |
| 09080 - Furniture Refinisher | 15.32 |
| 09090 - Furniture Refinisher Helper | 12.02 |
| 09110 - Furniture Repairer, Minor | 13.78 |

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| 09130 - Upholsterer | 16.53 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.82 |
| 11060 - Elevator Operator | 9.70 |
| 11090 - Gardener | 13.58 |
| 11122 - Housekeeping Aide | 9.70 |
| 11150 - Janitor | 9.70 |
| 11210 - Laborer, Grounds Maintenance | 10.39 |
| 11240 - Maid or Houseman | 8.47 |
| 11260 - Pruner | 11.58 |
| 11270 - Tractor Operator | 12.58 |
| 11330 - Trail Maintenance Worker | 11.07 |
| 11360 - Window Cleaner | 11.12 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.87 |
| 12011 - Breath Alcohol Technician | 19.80 |
| 12012 - Certified Occupational Therapist Assistant | 28.62 |
| 12015 - Certified Physical Therapist Assistant | 27.35 |
| 12020 - Dental Assistant | 19.08 |
| 12025 - Dental Hygienist | 36.14 |
| 12030 - EKG Technician | 28.89 |
| 12035 - Electroneurodiagnostic Technologist | 28.89 |
| 12040 - Emergency Medical Technician | 15.87 |
| 12071 - Licensed Practical Nurse I | 18.42 |
| 12072 - Licensed Practical Nurse II | 20.60 |
| 12073 - Licensed Practical Nurse III | 22.96 |
| 12100 - Medical Assistant | 15.37 |
| 12130 - Medical Laboratory Technician | 19.22 |
| 12160 - Medical Record Clerk | 15.45 |
| 12190 - Medical Record Technician | 17.26 |
| 12195 - Medical Transcriptionist | 17.87 |
| 12210 - Nuclear Medicine Technologist | 33.52 |
| 12221 - Nursing Assistant I | 10.43 |
| 12222 - Nursing Assistant II | 11.72 |
| 12223 - Nursing Assistant III | 12.80 |
| 12224 - Nursing Assistant IV | 14.36 |
| 12235 - Optical Dispenser | 15.48 |
| 12236 - Optical Technician | 13.78 |
| 12250 - Pharmacy Technician | 15.18 |
| 12280 - Phlebotomist | 14.36 |
| 12305 - Radiologic Technologist | 25.82 |
| 12311 - Registered Nurse I | 25.82 |
| 12312 - Registered Nurse II | 31.58 |
| 12313 - Registered Nurse II, Specialist | 31.58 |
| 12314 - Registered Nurse III | 38.19 |
| 12315 - Registered Nurse III, Anesthetist | 38.19 |
| 12316 - Registered Nurse IV | 45.78 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.53 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.65 |
| 13012 - Exhibits Specialist II | 25.58 |
| 13013 - Exhibits Specialist III | 31.28 |
| 13041 - Illustrator I | 24.95 |
| 13042 - Illustrator II | 30.91 |
| 13043 - Illustrator III | 36.18 |
| 13047 - Librarian | 31.56 |
| 13050 - Library Aide/Clerk | 14.33 |
| 13054 - Library Information Technology Systems Administrator | 27.42 |
| 13058 - Library Technician | 16.29 |
| 13061 - Media Specialist I | 19.78 |
| 13062 - Media Specialist II | 22.13 |
| 13063 - Media Specialist III | 24.67 |

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| 13071 - Photographer I | 16.50 |
| 13072 - Photographer II | 18.46 |
| 13073 - Photographer III | 22.87 |
| 13074 - Photographer IV | 27.97 |
| 13075 - Photographer V | 33.85 |
| 13110 - Video Teleconference Technician | 21.59 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.91 |
| 14042 - Computer Operator II | 17.80 |
| 14043 - Computer Operator III | 20.78 |
| 14044 - Computer Operator IV | 24.67 |
| 14045 - Computer Operator V | 27.31 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 15.91 |
| 14160 - Personal Computer Support Technician | 24.67 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 35.04 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 41.90 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 46.09 |
| 15050 - Computer Based Training Specialist / Instructor | 35.04 |
| 15060 - Educational Technologist | 30.46 |
| 15070 - Flight Instructor (Pilot) | 46.09 |
| 15080 - Graphic Artist | 22.70 |
| 15090 - Technical Instructor | 22.61 |
| 15095 - Technical Instructor/Course Developer | 27.44 |
| 15110 - Test Proctor | 18.16 |
| 15120 - Tutor | 18.16 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.32 |
| 16030 - Counter Attendant | 9.32 |
| 16040 - Dry Cleaner | 11.86 |
| 16070 - Finisher, Flatwork, Machine | 9.32 |
| 16090 - Presser, Hand | 9.32 |
| 16110 - Presser, Machine, Drycleaning | 9.32 |
| 16130 - Presser, Machine, Shirts | 9.32 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.32 |
| 16190 - Sewing Machine Operator | 12.50 |
| 16220 - Tailor | 13.33 |
| 16250 - Washer, Machine | 10.19 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.18 |
| 19040 - Tool And Die Maker | 22.87 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.02 |
| 21030 - Material Coordinator | 19.45 |
| 21040 - Material Expediter | 19.45 |
| 21050 - Material Handling Laborer | 12.80 |
| 21071 - Order Filler | 13.57 |
| 21080 - Production Line Worker (Food Processing) | 15.02 |
| 21110 - Shipping Packer | 13.52 |
| 21130 - Shipping/Receiving Clerk | 13.52 |
| 21140 - Store Worker I | 11.85 |
| 21150 - Stock Clerk | 15.94 |
| 21210 - Tools And Parts Attendant | 15.02 |
| 21410 - Warehouse Specialist | 15.02 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 30.47 |

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|---|-------|
| 23021 - Aircraft Mechanic I | 29.07 |
| 23022 - Aircraft Mechanic II | 30.47 |
| 23023 - Aircraft Mechanic III | 31.89 |
| 23040 - Aircraft Mechanic Helper | 19.71 |
| 23050 - Aircraft, Painter | 25.93 |
| 23060 - Aircraft Servicer | 22.61 |
| 23080 - Aircraft Worker | 23.90 |
| 23110 - Appliance Mechanic | 17.18 |
| 23120 - Bicycle Repairer | 12.44 |
| 23125 - Cable Splicer | 19.60 |
| 23130 - Carpenter, Maintenance | 17.25 |
| 23140 - Carpet Layer | 16.43 |
| 23160 - Electrician, Maintenance | 20.94 |
| 23181 - Electronics Technician Maintenance I | 25.82 |
| 23182 - Electronics Technician Maintenance II | 27.21 |
| 23183 - Electronics Technician Maintenance III | 29.34 |
| 23260 - Fabric Worker | 16.68 |
| 23290 - Fire Alarm System Mechanic | 19.04 |
| 23310 - Fire Extinguisher Repairer | 15.48 |
| 23311 - Fuel Distribution System Mechanic | 19.28 |
| 23312 - Fuel Distribution System Operator | 16.29 |
| 23370 - General Maintenance Worker | 17.70 |
| 23380 - Ground Support Equipment Mechanic | 29.07 |
| 23381 - Ground Support Equipment Servicer | 22.61 |
| 23382 - Ground Support Equipment Worker | 23.90 |
| 23391 - Gunsmith I | 15.48 |
| 23392 - Gunsmith II | 17.79 |
| 23393 - Gunsmith III | 19.76 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.50 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.44 |
| 23430 - Heavy Equipment Mechanic | 19.71 |
| 23440 - Heavy Equipment Operator | 16.87 |
| 23460 - Instrument Mechanic | 22.51 |
| 23465 - Laboratory/Shelter Mechanic | 18.74 |
| 23470 - Laborer | 12.10 |
| 23510 - Locksmith | 18.99 |
| 23530 - Machinery Maintenance Mechanic | 21.04 |
| 23550 - Machinist, Maintenance | 17.89 |
| 23580 - Maintenance Trades Helper | 13.22 |
| 23591 - Metrology Technician I | 22.51 |
| 23592 - Metrology Technician II | 23.59 |
| 23593 - Metrology Technician III | 24.69 |
| 23640 - Millwright | 22.28 |
| 23710 - Office Appliance Repairer | 18.30 |
| 23760 - Painter, Maintenance | 16.85 |
| 23790 - Pipefitter, Maintenance | 22.46 |
| 23810 - Plumber, Maintenance | 21.38 |
| 23820 - Pneudraulic Systems Mechanic | 19.76 |
| 23850 - Rigger | 21.28 |
| 23870 - Scale Mechanic | 17.79 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.28 |
| 23910 - Small Engine Mechanic | 17.03 |
| 23931 - Telecommunications Mechanic I | 23.56 |
| 23932 - Telecommunications Mechanic II | 24.66 |
| 23950 - Telephone Lineman | 21.40 |
| 23960 - welder, Combination, Maintenance | 17.75 |
| 23965 - well Driller | 20.07 |
| 23970 - Woodcraft Worker | 19.71 |
| 23980 - woodworker | 14.17 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.73 |

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| 24580 - Child Care Center Clerk | 13.39 |
| 24610 - Chore Aide | 8.60 |
| 24620 - Family Readiness And Support Services Coordinator | 13.70 |
| 24630 - Homemaker | 17.11 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.92 |
| 25040 - Sewage Plant Operator | 17.52 |
| 25070 - Stationary Engineer | 22.92 |
| 25190 - Ventilation Equipment Tender | 15.57 |
| 25210 - Water Treatment Plant Operator | 17.52 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.51 |
| 27007 - Baggage Inspector | 14.10 |
| 27008 - Corrections Officer | 18.17 |
| 27010 - Court Security Officer | 23.50 |
| 27030 - Detection Dog Handler | 16.92 |
| 27040 - Detention Officer | 19.99 |
| 27070 - Firefighter | 22.87 |
| 27101 - Guard I | 14.10 |
| 27102 - Guard II | 16.92 |
| 27131 - Police Officer I | 27.08 |
| 27132 - Police Officer II | 30.10 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.31 |
| 28042 - Carnival Equipment Repairer | 13.07 |
| 28043 - Carnival Equipment Worker | 9.50 |
| 28210 - Gate Attendant/Gate Tender | 14.18 |
| 28310 - Lifeguard | 11.19 |
| 28350 - Park Attendant (Aide) | 15.86 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.57 |
| 28515 - Recreation Specialist | 18.00 |
| 28630 - Sports Official | 12.63 |
| 28690 - Swimming Pool Operator | 21.99 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.83 |
| 29020 - Hatch Tender | 18.83 |
| 29030 - Line Handler | 18.83 |
| 29041 - Stevedore I | 16.91 |
| 29042 - Stevedore II | 18.79 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.81 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.07 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.72 |
| 30021 - Archeological Technician I | 19.29 |
| 30022 - Archeological Technician II | 22.30 |
| 30023 - Archeological Technician III | 27.75 |
| 30030 - Cartographic Technician | 27.75 |
| 30040 - Civil Engineering Technician | 23.51 |
| 30061 - Drafter/CAD Operator I | 20.07 |
| 30062 - Drafter/CAD Operator II | 22.40 |
| 30063 - Drafter/CAD Operator III | 24.97 |
| 30064 - Drafter/CAD Operator IV | 30.73 |
| 30081 - Engineering Technician I | 17.56 |
| 30082 - Engineering Technician II | 19.70 |
| 30083 - Engineering Technician III | 22.03 |
| 30084 - Engineering Technician IV | 27.30 |
| 30085 - Engineering Technician V | 33.40 |
| 30086 - Engineering Technician VI | 40.41 |
| 30090 - Environmental Technician | 24.73 |
| 30210 - Laboratory Technician | 22.28 |
| 30240 - Mathematical Technician | 27.75 |
| 30361 - Paralegal/Legal Assistant I | 18.92 |

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| 30362 - Paralegal/Legal Assistant II | 23.44 |
| 30363 - Paralegal/Legal Assistant III | 28.67 |
| 30364 - Paralegal/Legal Assistant IV | 34.70 |
| 30390 - Photo-Optics Technician | 27.75 |
| 30461 - Technical Writer I | 25.09 |
| 30462 - Technical Writer II | 30.68 |
| 30463 - Technical Writer III | 37.13 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.03 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.08 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.85 |
| 30494 - Unexploded (UXO) Safety Escort | 24.03 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.03 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 24.97 |
| 30621 - Weather Observer, Senior (see 2) | 25.23 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.18 |
| 31030 - Bus Driver | 14.88 |
| 31043 - Driver Courier | 16.55 |
| 31260 - Parking and Lot Attendant | 8.87 |
| 31290 - Shuttle Bus Driver | 18.09 |
| 31310 - Taxi Driver | 9.76 |
| 31361 - Truckdriver, Light | 18.09 |
| 31362 - Truckdriver, Medium | 19.69 |
| 31363 - Truckdriver, Heavy | 21.04 |
| 31364 - Truckdriver, Tractor-Trailer | 21.04 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.76 |
| 99050 - Desk Clerk | 9.75 |
| 99095 - Embalmer | 22.34 |
| 99251 - Laboratory Animal Caretaker I | 10.86 |
| 99252 - Laboratory Animal Caretaker II | 11.87 |
| 99310 - Mortician | 22.94 |
| 99410 - Pest Controller | 18.98 |
| 99510 - Photofinishing Worker | 14.89 |
| 99710 - Recycling Laborer | 15.88 |
| 99711 - Recycling Specialist | 19.54 |
| 99730 - Refuse Collector | 14.05 |
| 99810 - Sales Clerk | 13.65 |
| 99820 - School Crossing Guard | 9.97 |
| 99830 - Survey Party Chief | 23.31 |
| 99831 - Surveying Aide | 13.96 |
| 99832 - Surveying Technician | 17.89 |
| 99840 - Vending Machine Attendant | 14.09 |
| 99841 - Vending Machine Repairer | 17.03 |
| 99842 - Vending Machine Repairer Helper | 14.05 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension
Page 7717

plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2511
Revision No.: 18
Date Of Last Revision: 07/25/2014

States: New Mexico, Texas

Area: New Mexico Counties of Chaves, Dona Ana, Eddy, Grant, Hidalgo, Lincoln, Luna, Otero, Sierra

Texas Counties of Culberson, El Paso, Hudspeth

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.78 |
| 01012 - Accounting Clerk II | | 14.46 |
| 01013 - Accounting Clerk III | | 16.18 |
| 01020 - Administrative Assistant | | 17.66 |
| 01040 - Court Reporter | | 15.70 |
| 01051 - Data Entry Operator I | | 9.57 |
| 01052 - Data Entry Operator II | | 10.56 |
| 01060 - Dispatcher, Motor Vehicle | | 13.41 |
| 01070 - Document Preparation Clerk | | 11.19 |
| 01090 - Duplicating Machine Operator | | 11.19 |
| 01111 - General Clerk I | | 9.61 |
| 01112 - General Clerk II | | 10.49 |
| 01113 - General Clerk III | | 11.77 |
| 01120 - Housing Referral Assistant | | 14.98 |
| 01141 - Messenger Courier | | 8.76 |
| 01191 - Order Clerk I | | 10.48 |
| 01192 - Order Clerk II | | 11.44 |
| 01261 - Personnel Assistant (Employment) I | | 12.80 |
| 01262 - Personnel Assistant (Employment) II | | 14.44 |
| 01263 - Personnel Assistant (Employment) III | | 15.99 |
| 01270 - Production Control Clerk | | 16.69 |
| 01280 - Receptionist | | 9.47 |
| 01290 - Rental Clerk | | 10.50 |
| 01300 - Scheduler, Maintenance | | 12.00 |
| 01311 - Secretary I | | 12.01 |
| 01312 - Secretary II | | 13.43 |
| 01313 - Secretary III | | 14.98 |
| 01320 - Service Order Dispatcher | | 11.77 |
| 01410 - Supply Technician | | 17.23 |
| 01420 - Survey Worker | | 13.70 |
| 01531 - Travel Clerk I | | 11.16 |
| 01532 - Travel Clerk II | | 12.20 |
| 01533 - Travel Clerk III | | 13.00 |
| 01611 - Word Processor I | | 12.87 |
| 01612 - Word Processor II | | 14.45 |
| 01613 - Word Processor III | | 16.16 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 16.41 |
| 05010 - Automotive Electrician | | 15.40 |
| 05040 - Automotive Glass Installer | | 14.37 |
| 05070 - Automotive Worker | | 14.37 |

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| 05110 - Mobile Equipment Servicer | 12.32 |
| 05130 - Motor Equipment Metal Mechanic | 16.41 |
| 05160 - Motor Equipment Metal Worker | 14.37 |
| 05190 - Motor Vehicle Mechanic | 17.31 |
| 05220 - Motor Vehicle Mechanic Helper | 11.29 |
| 05250 - Motor Vehicle Upholstery Worker | 13.34 |
| 05280 - Motor Vehicle Wrecker | 14.37 |
| 05310 - Painter, Automotive | 15.40 |
| 05340 - Radiator Repair Specialist | 14.37 |
| 05370 - Tire Repairer | 11.33 |
| 05400 - Transmission Repair Specialist | 16.41 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.51 |
| 07041 - Cook I | 9.61 |
| 07042 - Cook II | 11.41 |
| 07070 - Dishwasher | 7.37 |
| 07130 - Food Service Worker | 8.06 |
| 07210 - Meat Cutter | 11.04 |
| 07260 - Waiter/Waitress | 7.30 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.73 |
| 09040 - Furniture Handler | 8.80 |
| 09080 - Furniture Refinisher | 15.73 |
| 09090 - Furniture Refinisher Helper | 11.05 |
| 09110 - Furniture Repairer, Minor | 13.15 |
| 09130 - Upholsterer | 15.73 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.07 |
| 11060 - Elevator Operator | 8.07 |
| 11090 - Gardener | 12.04 |
| 11122 - Housekeeping Aide | 9.02 |
| 11150 - Janitor | 9.02 |
| 11210 - Laborer, Grounds Maintenance | 9.02 |
| 11240 - Maid or Houseman | 7.74 |
| 11260 - Pruner | 7.79 |
| 11270 - Tractor Operator | 11.51 |
| 11330 - Trail Maintenance Worker | 9.02 |
| 11360 - Window Cleaner | 10.45 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 12.83 |
| 12011 - Breath Alcohol Technician | 14.94 |
| 12012 - Certified Occupational Therapist Assistant | 22.21 |
| 12015 - Certified Physical Therapist Assistant | 21.09 |
| 12020 - Dental Assistant | 12.61 |
| 12025 - Dental Hygienist | 27.43 |
| 12030 - EKG Technician | 25.42 |
| 12035 - Electroneurodiagnostic Technologist | 25.42 |
| 12040 - Emergency Medical Technician | 12.83 |
| 12071 - Licensed Practical Nurse I | 16.95 |
| 12072 - Licensed Practical Nurse II | 18.96 |
| 12073 - Licensed Practical Nurse III | 21.15 |
| 12100 - Medical Assistant | 10.86 |
| 12130 - Medical Laboratory Technician | 13.77 |
| 12160 - Medical Record Clerk | 13.27 |
| 12190 - Medical Record Technician | 14.84 |
| 12195 - Medical Transcriptionist | 14.31 |
| 12210 - Nuclear Medicine Technologist | 33.37 |
| 12221 - Nursing Assistant I | 9.26 |
| 12222 - Nursing Assistant II | 10.41 |
| 12223 - Nursing Assistant III | 11.36 |
| 12224 - Nursing Assistant IV | 12.75 |
| 12235 - Optical Dispenser | 11.21 |
| 12236 - Optical Technician | 9.30 |

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| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.52 |
| 12305 - Radiologic Technologist | 23.81 |
| 12311 - Registered Nurse I | 23.99 |
| 12312 - Registered Nurse II | 28.64 |
| 12313 - Registered Nurse II, Specialist | 28.64 |
| 12314 - Registered Nurse III | 34.65 |
| 12315 - Registered Nurse III, Anesthetist | 34.65 |
| 12316 - Registered Nurse IV | 41.55 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.37 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.15 |
| 13012 - Exhibits Specialist II | 23.08 |
| 13013 - Exhibits Specialist III | 27.03 |
| 13041 - Illustrator I | 19.15 |
| 13042 - Illustrator II | 23.08 |
| 13043 - Illustrator III | 27.03 |
| 13047 - Librarian | 24.46 |
| 13050 - Library Aide/Clerk | 11.49 |
| 13054 - Library Information Technology Systems Administrator | 22.09 |
| 13058 - Library Technician | 17.24 |
| 13061 - Media Specialist I | 15.83 |
| 13062 - Media Specialist II | 17.83 |
| 13063 - Media Specialist III | 19.88 |
| 13071 - Photographer I | 12.93 |
| 13072 - Photographer II | 16.45 |
| 13073 - Photographer III | 20.57 |
| 13074 - Photographer IV | 24.45 |
| 13075 - Photographer V | 27.88 |
| 13110 - Video Teleconference Technician | 14.70 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.67 |
| 14042 - Computer Operator II | 15.46 |
| 14043 - Computer Operator III | 17.25 |
| 14044 - Computer Operator IV | 19.17 |
| 14045 - Computer Operator V | 21.22 |
| 14071 - Computer Programmer I | (see 1) 21.43 |
| 14072 - Computer Programmer II | (see 1) 26.56 |
| 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 | 13.67 |
| 14160 - Personal Computer Support Technician | 22.41 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.13 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.14 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.89 |
| 15050 - Computer Based Training Specialist / Instructor | 26.13 |
| 15060 - Educational Technologist | 32.13 |
| 15070 - Flight Instructor (Pilot) | 37.89 |
| 15080 - Graphic Artist | 19.52 |
| 15090 - Technical Instructor | 18.06 |
| 15095 - Technical Instructor/Course Developer | 22.09 |
| 15110 - Test Proctor | 14.58 |
| 15120 - Tutor | 14.58 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 7.64 |
| 16030 - Counter Attendant | 7.64 |
| 16040 - Dry Cleaner | 9.31 |
| 16070 - Finisher, Flatwork, Machine | 7.64 |

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| 16090 - Presser, Hand | 7.64 |
| 16110 - Presser, Machine, Drycleaning | 7.64 |
| 16130 - Presser, Machine, Shirts | 7.64 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 7.64 |
| 16190 - Sewing Machine Operator | 9.84 |
| 16220 - Tailor | 10.41 |
| 16250 - Washer, Machine | 8.19 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.73 |
| 19040 - Tool And Die Maker | 20.26 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 10.91 |
| 21030 - Material Coordinator | 16.69 |
| 21040 - Material Expediter | 16.69 |
| 21050 - Material Handling Laborer | 9.14 |
| 21071 - Order Filler | 10.49 |
| 21080 - Production Line Worker (Food Processing) | 10.91 |
| 21110 - Shipping Packer | 10.48 |
| 21130 - Shipping/Receiving Clerk | 10.49 |
| 21140 - Store Worker I | 8.93 |
| 21150 - Stock Clerk | 12.82 |
| 21210 - Tools And Parts Attendant | 10.91 |
| 21410 - Warehouse Specialist | 10.91 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.14 |
| 23021 - Aircraft Mechanic I | 23.82 |
| 23022 - Aircraft Mechanic II | 26.14 |
| 23023 - Aircraft Mechanic III | 27.45 |
| 23040 - Aircraft Mechanic Helper | 16.39 |
| 23050 - Aircraft, Painter | 18.67 |
| 23060 - Aircraft Servicer | 19.25 |
| 23080 - Aircraft Worker | 20.78 |
| 23110 - Appliance Mechanic | 16.14 |
| 23120 - Bicycle Repairer | 11.33 |
| 23125 - Cable Splicer | 21.87 |
| 23130 - Carpenter, Maintenance | 15.73 |
| 23140 - Carpet Layer | 14.64 |
| 23160 - Electrician, Maintenance | 18.27 |
| 23181 - Electronics Technician Maintenance I | 19.57 |
| 23182 - Electronics Technician Maintenance II | 21.02 |
| 23183 - Electronics Technician Maintenance III | 22.67 |
| 23260 - Fabric Worker | 13.46 |
| 23290 - Fire Alarm System Mechanic | 16.62 |
| 23310 - Fire Extinguisher Repairer | 12.26 |
| 23311 - Fuel Distribution System Mechanic | 19.79 |
| 23312 - Fuel Distribution System Operator | 15.20 |
| 23370 - General Maintenance Worker | 14.64 |
| 23380 - Ground Support Equipment Mechanic | 23.82 |
| 23381 - Ground Support Equipment Servicer | 19.25 |
| 23382 - Ground Support Equipment Worker | 20.78 |
| 23391 - Gunsmith I | 12.26 |
| 23392 - Gunsmith II | 14.64 |
| 23393 - Gunsmith III | 16.96 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.12 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 17.24 |
| 23430 - Heavy Equipment Mechanic | 17.80 |
| 23440 - Heavy Equipment Operator | 16.96 |
| 23460 - Instrument Mechanic | 18.50 |
| 23465 - Laboratory/Shelter Mechanic | 15.73 |
| 23470 - Laborer | 9.14 |
| 23510 - Locksmith | 15.73 |

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| 23530 - Machinery Maintenance Mechanic | 16.96 |
| 23550 - Machinist, Maintenance | 16.31 |
| 23580 - Maintenance Trades Helper | 11.27 |
| 23591 - Metrology Technician I | 18.50 |
| 23592 - Metrology Technician II | 19.66 |
| 23593 - Metrology Technician III | 20.93 |
| 23640 - Millwright | 17.46 |
| 23710 - Office Appliance Repairer | 15.62 |
| 23760 - Painter, Maintenance | 14.67 |
| 23790 - Pipefitter, Maintenance | 17.63 |
| 23810 - Plumber, Maintenance | 16.55 |
| 23820 - Pneudraulic Systems Mechanic | 16.96 |
| 23850 - Rigger | 16.96 |
| 23870 - Scale Mechanic | 14.64 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.63 |
| 23910 - Small Engine Mechanic | 14.64 |
| 23931 - Telecommunications Mechanic I | 21.99 |
| 23932 - Telecommunications Mechanic II | 23.51 |
| 23950 - Telephone Lineman | 19.48 |
| 23960 - Welder, Combination, Maintenance | 16.96 |
| 23965 - Well Driller | 16.96 |
| 23970 - Woodcraft Worker | 16.96 |
| 23980 - Woodworker | 12.26 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.41 |
| 24580 - Child Care Center Clerk | 10.49 |
| 24610 - Chore Aide | 8.29 |
| 24620 - Family Readiness And Support Services Coordinator | 11.01 |
| 24630 - Homemaker | 12.70 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.71 |
| 25040 - Sewage Plant Operator | 17.19 |
| 25070 - Stationary Engineer | 18.43 |
| 25190 - Ventilation Equipment Tender | 12.83 |
| 25210 - Water Treatment Plant Operator | 17.19 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.20 |
| 27007 - Baggage Inspector | 10.38 |
| 27008 - Corrections Officer | 18.66 |
| 27010 - Court Security Officer | 18.66 |
| 27030 - Detection Dog Handler | 14.84 |
| 27040 - Detention Officer | 18.66 |
| 27070 - Firefighter | 19.83 |
| 27101 - Guard I | 10.38 |
| 27102 - Guard II | 14.84 |
| 27131 - Police Officer I | 21.41 |
| 27132 - Police Officer II | 23.78 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.64 |
| 28042 - Carnival Equipment Repairer | 12.69 |
| 28043 - Carnival Equipment Worker | 8.45 |
| 28210 - Gate Attendant/Gate Tender | 13.37 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 14.96 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.92 |
| 28515 - Recreation Specialist | 14.10 |
| 28630 - Sports Official | 11.92 |
| 28690 - Swimming Pool Operator | 16.36 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.06 |
| 29020 - Hatch Tender | 17.06 |
| 29030 - Line Handler | 17.06 |

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| 29041 - Stevedore I | 15.68 |
| 29042 - Stevedore II | 18.98 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.13 |
| 30022 - Archeological Technician II | 20.27 |
| 30023 - Archeological Technician III | 25.11 |
| 30030 - Cartographic Technician | 25.12 |
| 30040 - Civil Engineering Technician | 19.04 |
| 30061 - Drafter/CAD Operator I | 15.03 |
| 30062 - Drafter/CAD Operator II | 16.81 |
| 30063 - Drafter/CAD Operator III | 19.99 |
| 30064 - Drafter/CAD Operator IV | 26.25 |
| 30081 - Engineering Technician I | 15.71 |
| 30082 - Engineering Technician II | 17.63 |
| 30083 - Engineering Technician III | 20.27 |
| 30084 - Engineering Technician IV | 24.96 |
| 30085 - Engineering Technician V | 29.90 |
| 30086 - Engineering Technician VI | 36.17 |
| 30090 - Environmental Technician | 19.33 |
| 30210 - Laboratory Technician | 19.91 |
| 30240 - Mathematical Technician | 24.90 |
| 30361 - Paralegal/Legal Assistant I | 16.54 |
| 30362 - Paralegal/Legal Assistant II | 20.49 |
| 30363 - Paralegal/Legal Assistant III | 25.07 |
| 30364 - Paralegal/Legal Assistant IV | 30.33 |
| 30390 - Photo-Optics Technician | 22.90 |
| 30461 - Technical Writer I | 26.05 |
| 30462 - Technical Writer II | 31.87 |
| 30463 - Technical Writer III | 38.56 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 3) | 19.99 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 3) | 20.83 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.98 |
| 31030 - Bus Driver | 15.52 |
| 31043 - Driver Courier | 11.32 |
| 31260 - Parking and Lot Attendant | 7.85 |
| 31290 - Shuttle Bus Driver | 12.39 |
| 31310 - Taxi Driver | 10.33 |
| 31361 - Truckdriver, Light | 12.39 |
| 31362 - Truckdriver, Medium | 14.19 |
| 31363 - Truckdriver, Heavy | 17.82 |
| 31364 - Truckdriver, Tractor-Trailer | 17.82 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.93 |
| 99050 - Desk Clerk | 10.35 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 9.70 |
| 99252 - Laboratory Animal Caretaker II | 10.76 |
| 99310 - Mortician | 22.69 |
| 99410 - Pest Controller | 14.84 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 11.26 |
| 99711 - Recycling Specialist | 14.37 |
| 99730 - Refuse Collector | 9.72 |

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| 99810 - Sales Clerk | 10.14 |
| 99820 - School Crossing Guard | 8.48 |
| 99830 - Survey Party Chief | 17.09 |
| 99831 - Surveying Aide | 11.84 |
| 99832 - Surveying Technician | 13.97 |
| 99840 - Vending Machine Attendant | 9.87 |
| 99841 - Vending Machine Repairer | 12.54 |
| 99842 - Vending Machine Repairer Helper | 9.87 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 conformance 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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2512
Revision No.: 18
Date of Last Revision: 07/25/2014

States: New Mexico, Texas

Area: New Mexico Counties of Chaves, Dona Ana, Eddy, Grant, Hidalgo, Lincoln, Luna, Otero, Sierra

Texas Counties of Culberson, El Paso, Hudspeth

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.78 |
| 01012 - Accounting Clerk II | | 14.46 |
| 01013 - Accounting Clerk III | | 16.18 |
| 01020 - Administrative Assistant | | 17.66 |
| 01040 - Court Reporter | | 15.70 |
| 01051 - Data Entry Operator I | | 9.57 |
| 01052 - Data Entry Operator II | | 10.56 |
| 01060 - Dispatcher, Motor Vehicle | | 13.41 |
| 01070 - Document Preparation Clerk | | 11.19 |
| 01090 - Duplicating Machine Operator | | 11.19 |
| 01111 - General Clerk I | | 9.61 |

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| 01112 - General Clerk II | 10.49 |
| 01113 - General Clerk III | 11.77 |
| 01120 - Housing Referral Assistant | 14.98 |
| 01141 - Messenger Courier | 8.76 |
| 01191 - Order Clerk I | 10.48 |
| 01192 - Order Clerk II | 11.44 |
| 01261 - Personnel Assistant (Employment) I | 12.80 |
| 01262 - Personnel Assistant (Employment) II | 14.44 |
| 01263 - Personnel Assistant (Employment) III | 15.99 |
| 01270 - Production Control Clerk | 16.69 |
| 01280 - Receptionist | 9.47 |
| 01290 - Rental Clerk | 10.50 |
| 01300 - Scheduler, Maintenance | 12.00 |
| 01311 - Secretary I | 12.01 |
| 01312 - Secretary II | 13.43 |
| 01313 - Secretary III | 14.98 |
| 01320 - Service Order Dispatcher | 11.77 |
| 01410 - Supply Technician | 17.23 |
| 01420 - Survey Worker | 13.70 |
| 01531 - Travel Clerk I | 11.16 |
| 01532 - Travel Clerk II | 12.20 |
| 01533 - Travel Clerk III | 13.00 |
| 01611 - Word Processor I | 12.87 |
| 01612 - Word Processor II | 14.45 |
| 01613 - Word Processor III | 16.16 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 16.41 |
| 05010 - Automotive Electrician | 15.40 |
| 05040 - Automotive Glass Installer | 14.37 |
| 05070 - Automotive Worker | 14.37 |
| 05110 - Mobile Equipment Servicer | 12.32 |
| 05130 - Motor Equipment Metal Mechanic | 16.41 |
| 05160 - Motor Equipment Metal Worker | 14.37 |
| 05190 - Motor Vehicle Mechanic | 17.31 |
| 05220 - Motor Vehicle Mechanic Helper | 11.29 |
| 05250 - Motor Vehicle Upholstery Worker | 13.34 |
| 05280 - Motor Vehicle Wrecker | 14.37 |
| 05310 - Painter, Automotive | 15.40 |
| 05340 - Radiator Repair Specialist | 14.37 |
| 05370 - Tire Repairer | 11.33 |
| 05400 - Transmission Repair Specialist | 16.41 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.51 |
| 07041 - Cook I | 9.61 |
| 07042 - Cook II | 11.41 |
| 07070 - Dishwasher | 7.37 |
| 07130 - Food Service Worker | 8.06 |
| 07210 - Meat Cutter | 11.04 |
| 07260 - Waiter/Waitress | 7.30 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.73 |
| 09040 - Furniture Handler | 8.80 |
| 09080 - Furniture Refinisher | 15.73 |
| 09090 - Furniture Refinisher Helper | 11.05 |
| 09110 - Furniture Repairer, Minor | 13.15 |
| 09130 - Upholsterer | 15.73 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.07 |
| 11060 - Elevator Operator | 8.07 |
| 11090 - Gardener | 12.04 |
| 11122 - Housekeeping Aide | 9.02 |
| 11150 - Janitor | 9.02 |
| 11210 - Laborer, Grounds Maintenance | 9.02 |

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| 11240 - Maid or Houseman | 7.74 |
| 11260 - Pruner | 7.79 |
| 11270 - Tractor Operator | 11.51 |
| 11330 - Trail Maintenance Worker | 9.02 |
| 11360 - Window Cleaner | 10.45 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 12.83 |
| 12011 - Breath Alcohol Technician | 14.94 |
| 12012 - Certified Occupational Therapist Assistant | 22.21 |
| 12015 - Certified Physical Therapist Assistant | 21.09 |
| 12020 - Dental Assistant | 12.61 |
| 12025 - Dental Hygienist | 27.43 |
| 12030 - EKG Technician | 25.42 |
| 12035 - Electroneurodiagnostic Technologist | 25.42 |
| 12040 - Emergency Medical Technician | 12.83 |
| 12071 - Licensed Practical Nurse I | 16.95 |
| 12072 - Licensed Practical Nurse II | 18.96 |
| 12073 - Licensed Practical Nurse III | 21.15 |
| 12100 - Medical Assistant | 10.86 |
| 12130 - Medical Laboratory Technician | 13.77 |
| 12160 - Medical Record Clerk | 13.27 |
| 12190 - Medical Record Technician | 14.84 |
| 12195 - Medical Transcriptionist | 14.31 |
| 12210 - Nuclear Medicine Technologist | 33.37 |
| 12221 - Nursing Assistant I | 9.26 |
| 12222 - Nursing Assistant II | 10.41 |
| 12223 - Nursing Assistant III | 11.36 |
| 12224 - Nursing Assistant IV | 12.75 |
| 12235 - Optical Dispenser | 11.21 |
| 12236 - Optical Technician | 9.30 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.52 |
| 12305 - Radiologic Technologist | 23.81 |
| 12311 - Registered Nurse I | 23.99 |
| 12312 - Registered Nurse II | 28.64 |
| 12313 - Registered Nurse II, Specialist | 28.64 |
| 12314 - Registered Nurse III | 34.65 |
| 12315 - Registered Nurse III, Anesthetist | 34.65 |
| 12316 - Registered Nurse IV | 41.55 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.37 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.15 |
| 13012 - Exhibits Specialist II | 23.08 |
| 13013 - Exhibits Specialist III | 27.03 |
| 13041 - Illustrator I | 19.15 |
| 13042 - Illustrator II | 23.08 |
| 13043 - Illustrator III | 27.03 |
| 13047 - Librarian | 24.46 |
| 13050 - Library Aide/Clerk | 11.49 |
| 13054 - Library Information Technology Systems Administrator | 22.09 |
| 13058 - Library Technician | 17.24 |
| 13061 - Media Specialist I | 15.83 |
| 13062 - Media Specialist II | 17.83 |
| 13063 - Media Specialist III | 19.88 |
| 13071 - Photographer I | 12.93 |
| 13072 - Photographer II | 16.45 |
| 13073 - Photographer III | 20.57 |
| 13074 - Photographer IV | 24.45 |
| 13075 - Photographer V | 27.88 |
| 13110 - Video Teleconference Technician | 14.70 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.67 |

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| 14042 - Computer Operator II | 15.46 |
| 14043 - Computer Operator III | 17.25 |
| 14044 - Computer Operator IV | 19.17 |
| 14045 - Computer Operator V | 21.22 |
| 14071 - Computer Programmer I (see 1) | 21.43 |
| 14072 - Computer Programmer II (see 1) | 26.56 |
| 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 | 13.67 |
| 14160 - Personal Computer Support Technician | 22.41 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.13 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.14 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.89 |
| 15050 - Computer Based Training Specialist / Instructor | 26.13 |
| 15060 - Educational Technologist | 32.13 |
| 15070 - Flight Instructor (Pilot) | 37.89 |
| 15080 - Graphic Artist | 19.52 |
| 15090 - Technical Instructor | 18.06 |
| 15095 - Technical Instructor/Course Developer | 22.09 |
| 15110 - Test Proctor | 14.58 |
| 15120 - Tutor | 14.58 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 7.64 |
| 16030 - Counter Attendant | 7.64 |
| 16040 - Dry Cleaner | 9.31 |
| 16070 - Finisher, Flatwork, Machine | 7.64 |
| 16090 - Presser, Hand | 7.64 |
| 16110 - Presser, Machine, Drycleaning | 7.64 |
| 16130 - Presser, Machine, Shirts | 7.64 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 7.64 |
| 16190 - Sewing Machine Operator | 9.84 |
| 16220 - Tailor | 10.41 |
| 16250 - Washer, Machine | 8.19 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.73 |
| 19040 - Tool And Die Maker | 20.26 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 10.91 |
| 21030 - Material Coordinator | 16.69 |
| 21040 - Material Expediter | 16.69 |
| 21050 - Material Handling Laborer | 9.14 |
| 21071 - Order Filler | 10.49 |
| 21080 - Production Line Worker (Food Processing) | 10.91 |
| 21110 - Shipping Packer | 10.48 |
| 21130 - Shipping/Receiving Clerk | 10.49 |
| 21140 - Store Worker I | 8.93 |
| 21150 - Stock Clerk | 12.82 |
| 21210 - Tools And Parts Attendant | 10.91 |
| 21410 - Warehouse Specialist | 10.91 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.14 |
| 23021 - Aircraft Mechanic I | 23.82 |
| 23022 - Aircraft Mechanic II | 26.14 |
| 23023 - Aircraft Mechanic III | 27.45 |
| 23040 - Aircraft Mechanic Helper | 16.39 |
| 23050 - Aircraft, Painter | 18.67 |
| 23060 - Aircraft Servicer | 19.25 |
| 23080 - Aircraft Worker | 20.78 |
| 23110 - Appliance Mechanic | 16.14 |

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| 23120 - Bicycle Repairer | 11.33 |
| 23125 - Cable Splicer | 21.87 |
| 23130 - Carpenter, Maintenance | 15.73 |
| 23140 - Carpet Layer | 14.64 |
| 23160 - Electrician, Maintenance | 18.27 |
| 23181 - Electronics Technician Maintenance I | 19.57 |
| 23182 - Electronics Technician Maintenance II | 21.02 |
| 23183 - Electronics Technician Maintenance III | 22.67 |
| 23260 - Fabric Worker | 13.46 |
| 23290 - Fire Alarm System Mechanic | 16.62 |
| 23310 - Fire Extinguisher Repairer | 12.26 |
| 23311 - Fuel Distribution System Mechanic | 19.79 |
| 23312 - Fuel Distribution System Operator | 15.20 |
| 23370 - General Maintenance Worker | 14.64 |
| 23380 - Ground Support Equipment Mechanic | 23.82 |
| 23381 - Ground Support Equipment Servicer | 19.25 |
| 23382 - Ground Support Equipment Worker | 20.78 |
| 23391 - Gunsmith I | 12.26 |
| 23392 - Gunsmith II | 14.64 |
| 23393 - Gunsmith III | 16.96 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.12 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 17.24 |
| 23430 - Heavy Equipment Mechanic | 17.80 |
| 23440 - Heavy Equipment Operator | 16.96 |
| 23460 - Instrument Mechanic | 18.50 |
| 23465 - Laboratory/Shelter Mechanic | 15.73 |
| 23470 - Laborer | 9.14 |
| 23510 - Locksmith | 15.73 |
| 23530 - Machinery Maintenance Mechanic | 16.96 |
| 23550 - Machinist, Maintenance | 16.31 |
| 23580 - Maintenance Trades Helper | 11.27 |
| 23591 - Metrology Technician I | 18.50 |
| 23592 - Metrology Technician II | 19.66 |
| 23593 - Metrology Technician III | 20.93 |
| 23640 - Millwright | 17.46 |
| 23710 - Office Appliance Repairer | 15.62 |
| 23760 - Painter, Maintenance | 14.67 |
| 23790 - Pipefitter, Maintenance | 17.63 |
| 23810 - Plumber, Maintenance | 16.55 |
| 23820 - Pneudraulic Systems Mechanic | 16.96 |
| 23850 - Rigger | 16.96 |
| 23870 - Scale Mechanic | 14.64 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.63 |
| 23910 - Small Engine Mechanic | 14.64 |
| 23931 - Telecommunications Mechanic I | 21.99 |
| 23932 - Telecommunications Mechanic II | 23.51 |
| 23950 - Telephone Lineman | 19.48 |
| 23960 - Welder, Combination, Maintenance | 16.96 |
| 23965 - Well Driller | 16.96 |
| 23970 - Woodcraft Worker | 16.96 |
| 23980 - Woodworker | 12.26 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.41 |
| 24580 - Child Care Center Clerk | 10.49 |
| 24610 - Chore Aide | 8.29 |
| 24620 - Family Readiness And Support Services Coordinator | 11.01 |
| 24630 - Homemaker | 12.70 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.71 |
| 25040 - Sewage Plant Operator | 17.19 |

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| 25070 - Stationary Engineer | 18.43 |
| 25190 - Ventilation Equipment Tender | 12.83 |
| 25210 - Water Treatment Plant Operator | 17.19 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.20 |
| 27007 - Baggage Inspector | 10.38 |
| 27008 - Corrections Officer | 18.66 |
| 27010 - Court Security Officer | 18.66 |
| 27030 - Detection Dog Handler | 14.84 |
| 27040 - Detention Officer | 18.66 |
| 27070 - Firefighter | 19.83 |
| 27101 - Guard I | 10.38 |
| 27102 - Guard II | 14.84 |
| 27131 - Police Officer I | 21.41 |
| 27132 - Police Officer II | 23.78 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.64 |
| 28042 - Carnival Equipment Repairer | 12.69 |
| 28043 - Carnival Equipment Worker | 8.45 |
| 28210 - Gate Attendant/Gate Tender | 13.37 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 14.96 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.92 |
| 28515 - Recreation Specialist | 14.10 |
| 28630 - Sports Official | 11.92 |
| 28690 - Swimming Pool Operator | 16.36 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.06 |
| 29020 - Hatch Tender | 17.06 |
| 29030 - Line Handler | 17.06 |
| 29041 - Stevedore I | 15.68 |
| 29042 - Stevedore II | 18.98 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.13 |
| 30022 - Archeological Technician II | 20.27 |
| 30023 - Archeological Technician III | 25.11 |
| 30030 - Cartographic Technician | 25.12 |
| 30040 - Civil Engineering Technician | 19.04 |
| 30061 - Drafter/CAD Operator I | 15.03 |
| 30062 - Drafter/CAD Operator II | 16.81 |
| 30063 - Drafter/CAD Operator III | 19.99 |
| 30064 - Drafter/CAD Operator IV | 26.25 |
| 30081 - Engineering Technician I | 15.71 |
| 30082 - Engineering Technician II | 17.63 |
| 30083 - Engineering Technician III | 20.27 |
| 30084 - Engineering Technician IV | 24.96 |
| 30085 - Engineering Technician V | 29.90 |
| 30086 - Engineering Technician VI | 36.17 |
| 30090 - Environmental Technician | 19.33 |
| 30210 - Laboratory Technician | 19.91 |
| 30240 - Mathematical Technician | 24.90 |
| 30361 - Paralegal/Legal Assistant I | 16.54 |
| 30362 - Paralegal/Legal Assistant II | 20.49 |
| 30363 - Paralegal/Legal Assistant III | 25.07 |
| 30364 - Paralegal/Legal Assistant IV | 30.33 |
| 30390 - Photo-Optics Technician | 22.90 |
| 30461 - Technical Writer I | 26.05 |
| 30462 - Technical Writer II | 31.87 |
| 30463 - Technical Writer III | 38.56 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |

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| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 3) 19.99 |
| 30621 - Weather Observer, Senior | (see 3) 20.83 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.98 |
| 31030 - Bus Driver | 15.52 |
| 31043 - Driver Courier | 11.32 |
| 31260 - Parking and Lot Attendant | 7.85 |
| 31290 - Shuttle Bus Driver | 12.39 |
| 31310 - Taxi Driver | 10.33 |
| 31361 - Truckdriver, Light | 12.39 |
| 31362 - Truckdriver, Medium | 14.19 |
| 31363 - Truckdriver, Heavy | 17.82 |
| 31364 - Truckdriver, Tractor-Trailer | 17.82 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.93 |
| 99050 - Desk Clerk | 10.35 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 9.70 |
| 99252 - Laboratory Animal Caretaker II | 10.76 |
| 99310 - Mortician | 22.69 |
| 99410 - Pest Controller | 14.84 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 11.26 |
| 99711 - Recycling Specialist | 14.37 |
| 99730 - Refuse Collector | 9.72 |
| 99810 - Sales Clerk | 10.14 |
| 99820 - School Crossing Guard | 8.48 |
| 99830 - Survey Party Chief | 17.09 |
| 99831 - Surveying Aide | 11.84 |
| 99832 - Surveying Technician | 13.97 |
| 99840 - Vending Machine Attendant | 9.87 |
| 99841 - Vending Machine Repairer | 12.54 |
| 99842 - Vending Machine Repairer Helper | 9.87 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
DirectorDivision of
Wage DeterminationsWage Determination No.: 2005-2513
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Erath, Hood, Jack, Johnson, Montague, Palo Pinto,
Parker, Somervell, Tarrant, Wise****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.36 |
| 01012 - Accounting Clerk II | | 16.13 |
| 01013 - Accounting Clerk III | | 18.03 |
| 01020 - Administrative Assistant | | 26.46 |
| 01040 - Court Reporter | | 17.29 |
| 01051 - Data Entry Operator I | | 13.20 |
| 01052 - Data Entry Operator II | | 14.41 |
| 01060 - Dispatcher, Motor Vehicle | | 21.20 |
| 01070 - Document Preparation Clerk | | 14.24 |
| 01090 - Duplicating Machine Operator | | 14.24 |
| 01111 - General Clerk I | | 11.32 |
| 01112 - General Clerk II | | 12.79 |
| 01113 - General Clerk III | | 15.78 |
| 01120 - Housing Referral Assistant | | 21.60 |
| 01141 - Messenger Courier | | 11.77 |
| 01191 - Order Clerk I | | 13.66 |
| 01192 - Order Clerk II | | 14.91 |
| 01261 - Personnel Assistant (Employment) I | | 16.75 |
| 01262 - Personnel Assistant (Employment) II | | 18.73 |
| 01263 - Personnel Assistant (Employment) III | | 20.88 |
| 01270 - Production Control Clerk | | 21.36 |
| 01280 - Receptionist | | 13.60 |
| 01290 - Rental Clerk | | 15.30 |
| 01300 - Scheduler, Maintenance | | 17.32 |
| 01311 - Secretary I | | 17.32 |
| 01312 - Secretary II | | 19.38 |
| 01313 - Secretary III | | 21.60 |
| 01320 - Service Order Dispatcher | | 18.82 |
| 01410 - Supply Technician | | 25.99 |
| 01420 - Survey Worker | | 17.29 |
| 01531 - Travel Clerk I | | 13.07 |
| 01532 - Travel Clerk II | | 14.04 |
| 01533 - Travel Clerk III | | 15.06 |
| 01611 - Word Processor I | | 12.80 |
| 01612 - Word Processor II | | 15.30 |
| 01613 - Word Processor III | | 17.29 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.31 |
| 05010 - Automotive Electrician | | 21.40 |
| 05040 - Automotive Glass Installer | | 21.40 |
| 05070 - Automotive Worker | | 21.93 |
| 05110 - Mobile Equipment Servicer | | 16.07 |
| 05130 - Motor Equipment Metal Mechanic | | 22.98 |

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| 05160 - Motor Equipment Metal Worker | 21.40 |
| 05190 - Motor Vehicle Mechanic | 22.99 |
| 05220 - Motor Vehicle Mechanic Helper | 17.15 |
| 05250 - Motor Vehicle Upholstery Worker | 20.43 |
| 05280 - Motor Vehicle Wrecker | 20.43 |
| 05310 - Painter, Automotive | 19.45 |
| 05340 - Radiator Repair Specialist | 20.43 |
| 05370 - Tire Repairer | 11.39 |
| 05400 - Transmission Repair Specialist | 22.98 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.14 |
| 07041 - Cook I | 10.33 |
| 07042 - Cook II | 11.69 |
| 07070 - Dishwasher | 8.55 |
| 07130 - Food Service Worker | 9.61 |
| 07210 - Meat Cutter | 13.63 |
| 07260 - Waiter/Waitress | 9.03 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.72 |
| 09040 - Furniture Handler | 11.79 |
| 09080 - Furniture Refinisher | 14.72 |
| 09090 - Furniture Refinisher Helper | 11.79 |
| 09110 - Furniture Repairer, Minor | 12.94 |
| 09130 - Upholsterer | 14.29 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.82 |
| 11060 - Elevator Operator | 9.70 |
| 11090 - Gardener | 13.58 |
| 11122 - Housekeeping Aide | 9.70 |
| 11150 - Janitor | 9.70 |
| 11210 - Laborer, Grounds Maintenance | 10.39 |
| 11240 - Maid or Houseman | 8.47 |
| 11260 - Pruner | 11.58 |
| 11270 - Tractor Operator | 12.47 |
| 11330 - Trail Maintenance Worker | 11.07 |
| 11360 - Window Cleaner | 11.02 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.96 |
| 12011 - Breath Alcohol Technician | 19.80 |
| 12012 - Certified Occupational Therapist Assistant | 28.62 |
| 12015 - Certified Physical Therapist Assistant | 27.35 |
| 12020 - Dental Assistant | 19.08 |
| 12025 - Dental Hygienist | 36.14 |
| 12030 - EKG Technician | 28.89 |
| 12035 - Electroneurodiagnostic Technologist | 28.89 |
| 12040 - Emergency Medical Technician | 16.96 |
| 12071 - Licensed Practical Nurse I | 18.42 |
| 12072 - Licensed Practical Nurse II | 20.60 |
| 12073 - Licensed Practical Nurse III | 22.96 |
| 12100 - Medical Assistant | 14.89 |
| 12130 - Medical Laboratory Technician | 19.22 |
| 12160 - Medical Record Clerk | 15.45 |
| 12190 - Medical Record Technician | 17.26 |
| 12195 - Medical Transcriptionist | 17.87 |
| 12210 - Nuclear Medicine Technologist | 33.52 |
| 12221 - Nursing Assistant I | 10.43 |
| 12222 - Nursing Assistant II | 11.72 |
| 12223 - Nursing Assistant III | 12.80 |
| 12224 - Nursing Assistant IV | 14.36 |
| 12235 - Optical Dispenser | 15.48 |
| 12236 - Optical Technician | 13.78 |
| 12250 - Pharmacy Technician | 15.18 |
| 12280 - Phlebotomist | 14.36 |

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| 12305 - Radiologic Technologist | 25.82 |
| 12311 - Registered Nurse I | 25.82 |
| 12312 - Registered Nurse II | 31.58 |
| 12313 - Registered Nurse II, Specialist | 31.58 |
| 12314 - Registered Nurse III | 38.19 |
| 12315 - Registered Nurse III, Anesthetist | 38.19 |
| 12316 - Registered Nurse IV | 45.78 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.53 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.65 |
| 13012 - Exhibits Specialist II | 25.77 |
| 13013 - Exhibits Specialist III | 31.28 |
| 13041 - Illustrator I | 24.95 |
| 13042 - Illustrator II | 30.91 |
| 13043 - Illustrator III | 37.82 |
| 13047 - Librarian | 31.56 |
| 13050 - Library Aide/Clerk | 14.33 |
| 13054 - Library Information Technology Systems Administrator | 27.42 |
| 13058 - Library Technician | 15.98 |
| 13061 - Media Specialist I | 19.78 |
| 13062 - Media Specialist II | 22.13 |
| 13063 - Media Specialist III | 24.67 |
| 13071 - Photographer I | 16.50 |
| 13072 - Photographer II | 18.46 |
| 13073 - Photographer III | 22.87 |
| 13074 - Photographer IV | 27.97 |
| 13075 - Photographer V | 33.85 |
| 13110 - Video Teleconference Technician | 21.59 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.91 |
| 14042 - Computer Operator II | 17.80 |
| 14043 - Computer Operator III | 21.23 |
| 14044 - Computer Operator IV | 24.67 |
| 14045 - Computer Operator V | 27.62 |
| 14071 - Computer Programmer I | (see 3) |
| 14072 - Computer Programmer II | (see 3) |
| 14073 - Computer Programmer III | (see 3) |
| 14074 - Computer Programmer IV | (see 3) |
| 14101 - Computer Systems Analyst I | (see 3) |
| 14102 - Computer Systems Analyst II | (see 3) |
| 14103 - Computer Systems Analyst III | (see 3) |
| 14150 - Peripheral Equipment Operator | 15.91 |
| 14160 - Personal Computer Support Technician | 24.67 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 35.04 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 42.54 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 50.81 |
| 15050 - Computer Based Training Specialist / Instructor | 35.04 |
| 15060 - Educational Technologist | 30.46 |
| 15070 - Flight Instructor (Pilot) | 50.81 |
| 15080 - Graphic Artist | 22.70 |
| 15090 - Technical Instructor | 22.61 |
| 15095 - Technical Instructor/Course Developer | 27.44 |
| 15110 - Test Proctor | 18.16 |
| 15120 - Tutor | 18.16 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.32 |
| 16030 - Counter Attendant | 9.32 |
| 16040 - Dry Cleaner | 11.86 |
| 16070 - Finisher, Flatwork, Machine | 9.32 |
| 16090 - Presser, Hand | 9.32 |
| 16110 - Presser, Machine, Drycleaning | 9.32 |

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| 16130 - Presser, Machine, Shirts | 9.32 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.32 |
| 16190 - Sewing Machine Operator | 12.50 |
| 16220 - Tailor | 13.33 |
| 16250 - Washer, Machine | 10.19 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.91 |
| 19040 - Tool And Die Maker | 22.87 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.02 |
| 21030 - Material Coordinator | 19.45 |
| 21040 - Material Expediter | 19.45 |
| 21050 - Material Handling Laborer | 12.80 |
| 21071 - Order Filler | 13.57 |
| 21080 - Production Line Worker (Food Processing) | 15.02 |
| 21110 - Shipping Packer | 13.52 |
| 21130 - Shipping/Receiving Clerk | 13.52 |
| 21140 - Store Worker I | 11.85 |
| 21150 - Stock Clerk | 15.94 |
| 21210 - Tools And Parts Attendant | 15.02 |
| 21410 - Warehouse Specialist | 15.02 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 30.47 |
| 23021 - Aircraft Mechanic I | 29.07 |
| 23022 - Aircraft Mechanic II | 30.47 |
| 23023 - Aircraft Mechanic III | 31.89 |
| 23040 - Aircraft Mechanic Helper | 19.71 |
| 23050 - Aircraft, Painter | 21.37 |
| 23060 - Aircraft Servicer | 22.61 |
| 23080 - Aircraft Worker | 23.52 |
| 23110 - Appliance Mechanic | 17.18 |
| 23120 - Bicycle Repairer | 11.39 |
| 23125 - Cable Splicer | 21.60 |
| 23130 - Carpenter, Maintenance | 17.25 |
| 23140 - Carpet Layer | 15.34 |
| 23160 - Electrician, Maintenance | 20.94 |
| 23181 - Electronics Technician Maintenance I | 25.82 |
| 23182 - Electronics Technician Maintenance II | 27.21 |
| 23183 - Electronics Technician Maintenance III | 28.68 |
| 23260 - Fabric Worker | 15.63 |
| 23290 - Fire Alarm System Mechanic | 19.04 |
| 23310 - Fire Extinguisher Repairer | 15.48 |
| 23311 - Fuel Distribution System Mechanic | 19.28 |
| 23312 - Fuel Distribution System Operator | 15.47 |
| 23370 - General Maintenance Worker | 17.70 |
| 23380 - Ground Support Equipment Mechanic | 29.07 |
| 23381 - Ground Support Equipment Servicer | 22.61 |
| 23382 - Ground Support Equipment Worker | 23.52 |
| 23391 - Gunsmith I | 15.48 |
| 23392 - Gunsmith II | 17.79 |
| 23393 - Gunsmith III | 19.76 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.50 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.44 |
| 23430 - Heavy Equipment Mechanic | 19.71 |
| 23440 - Heavy Equipment Operator | 16.87 |
| 23460 - Instrument Mechanic | 22.51 |
| 23465 - Laboratory/Shelter Mechanic | 18.74 |
| 23470 - Laborer | 12.10 |
| 23510 - Locksmith | 18.99 |
| 23530 - Machinery Maintenance Mechanic | 21.04 |
| 23550 - Machinist, Maintenance | 17.89 |

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| 23580 - Maintenance Trades Helper | 12.97 |
| 23591 - Metrology Technician I | 22.51 |
| 23592 - Metrology Technician II | 23.59 |
| 23593 - Metrology Technician III | 24.69 |
| 23640 - Millwright | 22.28 |
| 23710 - Office Appliance Repairer | 18.30 |
| 23760 - Painter, Maintenance | 16.19 |
| 23790 - Pipefitter, Maintenance | 22.46 |
| 23810 - Plumber, Maintenance | 21.38 |
| 23820 - Pneudraulic Systems Mechanic | 19.76 |
| 23850 - Rigger | 21.88 |
| 23870 - Scale Mechanic | 17.79 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.28 |
| 23910 - Small Engine Mechanic | 17.03 |
| 23931 - Telecommunications Mechanic I | 22.19 |
| 23932 - Telecommunications Mechanic II | 23.17 |
| 23950 - Telephone Lineman | 21.40 |
| 23960 - Welder, Combination, Maintenance | 17.75 |
| 23965 - Well Driller | 20.07 |
| 23970 - Woodcraft Worker | 19.76 |
| 23980 - Woodworker | 15.47 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.73 |
| 24580 - Child Care Center Clerk | 13.39 |
| 24610 - Chore Aide | 8.60 |
| 24620 - Family Readiness And Support Services Coordinator | 13.70 |
| 24630 - Homemaker | 17.73 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.92 |
| 25040 - Sewage Plant Operator | 17.52 |
| 25070 - Stationary Engineer | 22.92 |
| 25190 - Ventilation Equipment Tender | 15.57 |
| 25210 - Water Treatment Plant Operator | 17.52 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.51 |
| 27007 - Baggage Inspector | 14.10 |
| 27008 - Corrections Officer | 19.21 |
| 27010 - Court Security Officer | 23.50 |
| 27030 - Detection Dog Handler | 16.92 |
| 27040 - Detention Officer | 21.13 |
| 27070 - Firefighter | 22.87 |
| 27101 - Guard I | 14.10 |
| 27102 - Guard II | 16.92 |
| 27131 - Police Officer I | 27.08 |
| 27132 - Police Officer II | 30.10 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.31 |
| 28042 - Carnival Equipment Repairer | 13.07 |
| 28043 - Carnival Equipment Worker | 9.50 |
| 28210 - Gate Attendant/Gate Tender | 14.18 |
| 28310 - Lifeguard | 11.19 |
| 28350 - Park Attendant (Aide) | 15.86 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.57 |
| 28515 - Recreation Specialist | 18.00 |
| 28630 - Sports Official | 12.63 |
| 28690 - Swimming Pool Operator | 18.88 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.83 |
| 29020 - Hatch Tender | 18.83 |
| 29030 - Line Handler | 18.83 |
| 29041 - Stevedore I | 16.48 |
| 29042 - Stevedore II | 18.79 |

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| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 1) | 37.81 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.07 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.72 |
| 30021 - Archeological Technician I | 19.29 |
| 30022 - Archeological Technician II | 22.30 |
| 30023 - Archeological Technician III | 27.75 |
| 30030 - Cartographic Technician | 27.75 |
| 30040 - Civil Engineering Technician | 24.64 |
| 30061 - Drafter/CAD Operator I | 20.07 |
| 30062 - Drafter/CAD Operator II | 22.40 |
| 30063 - Drafter/CAD Operator III | 24.97 |
| 30064 - Drafter/CAD Operator IV | 30.73 |
| 30081 - Engineering Technician I | 17.56 |
| 30082 - Engineering Technician II | 19.70 |
| 30083 - Engineering Technician III | 22.03 |
| 30084 - Engineering Technician IV | 27.30 |
| 30085 - Engineering Technician V | 33.40 |
| 30086 - Engineering Technician VI | 40.41 |
| 30090 - Environmental Technician | 24.73 |
| 30210 - Laboratory Technician | 21.60 |
| 30240 - Mathematical Technician | 27.75 |
| 30361 - Paralegal/Legal Assistant I | 18.92 |
| 30362 - Paralegal/Legal Assistant II | 23.44 |
| 30363 - Paralegal/Legal Assistant III | 28.67 |
| 30364 - Paralegal/Legal Assistant IV | 34.70 |
| 30390 - Photo-Optics Technician | 27.75 |
| 30461 - Technical Writer I | 25.09 |
| 30462 - Technical Writer II | 30.68 |
| 30463 - Technical Writer III | 37.13 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.03 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.08 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.85 |
| 30494 - Unexploded (UXO) Safety Escort | 24.03 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.03 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 24.97 |
| 30621 - Weather Observer, Senior (see 2) | 25.23 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.18 |
| 31030 - Bus Driver | 14.88 |
| 31043 - Driver Courier | 16.55 |
| 31260 - Parking and Lot Attendant | 8.87 |
| 31290 - Shuttle Bus Driver | 18.09 |
| 31310 - Taxi Driver | 9.76 |
| 31361 - Truckdriver, Light | 18.09 |
| 31362 - Truckdriver, Medium | 20.50 |
| 31363 - Truckdriver, Heavy | 21.04 |
| 31364 - Truckdriver, Tractor-Trailer | 21.04 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.76 |
| 99050 - Desk Clerk | 9.75 |
| 99095 - Embalmer | 20.05 |
| 99251 - Laboratory Animal Caretaker I | 10.86 |
| 99252 - Laboratory Animal Caretaker II | 11.87 |
| 99310 - Mortician | 23.40 |
| 99410 - Pest Controller | 17.39 |
| 99510 - Photofinishing Worker | 13.86 |
| 99710 - Recycling Laborer | 15.88 |
| 99711 - Recycling Specialist | 18.87 |
| 99730 - Refuse Collector | 14.05 |
| 99810 - Sales Clerk | 13.65 |
| 99820 - School Crossing Guard | 9.97 |

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| 99830 - Survey Party Chief | 24.51 |
| 99831 - Surveying Aide | 14.21 |
| 99832 - Surveying Technician | 17.89 |
| 99840 - Vending Machine Attendant | 14.09 |
| 99841 - Vending Machine Repairer | 17.06 |
| 99842 - Vending Machine Repairer Helper | 14.05 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

3) 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).

1) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordinance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2514
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Erath, Hood, Jack, Johnson, Montague, Palo Pinto,
Parker, Somervell, Tarrant, Wise

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.36 |
| 01012 - Accounting Clerk II | | 16.13 |
| 01013 - Accounting Clerk III | | 18.03 |
| 01020 - Administrative Assistant | | 26.46 |
| 01040 - Court Reporter | | 17.29 |
| 01051 - Data Entry Operator I | | 13.20 |
| 01052 - Data Entry Operator II | | 14.41 |
| 01060 - Dispatcher, Motor Vehicle | | 21.20 |
| 01070 - Document Preparation Clerk | | 14.24 |
| 01090 - Duplicating Machine Operator | | 14.24 |
| 01111 - General Clerk I | | 11.32 |
| 01112 - General Clerk II | | 12.79 |
| 01113 - General Clerk III | | 15.78 |
| 01120 - Housing Referral Assistant | | 21.60 |
| 01141 - Messenger Courier | | 11.77 |

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| 01191 - Order Clerk I | 13.66 |
| 01192 - Order Clerk II | 14.91 |
| 01261 - Personnel Assistant (Employment) I | 16.75 |
| 01262 - Personnel Assistant (Employment) II | 18.73 |
| 01263 - Personnel Assistant (Employment) III | 20.88 |
| 01270 - Production Control Clerk | 21.36 |
| 01280 - Receptionist | 13.60 |
| 01290 - Rental Clerk | 15.30 |
| 01300 - Scheduler, Maintenance | 17.32 |
| 01311 - Secretary I | 17.32 |
| 01312 - Secretary II | 19.38 |
| 01313 - Secretary III | 21.60 |
| 01320 - Service Order Dispatcher | 18.82 |
| 01410 - Supply Technician | 25.99 |
| 01420 - Survey Worker | 17.29 |
| 01531 - Travel Clerk I | 13.07 |
| 01532 - Travel Clerk II | 14.04 |
| 01533 - Travel Clerk III | 15.06 |
| 01611 - Word Processor I | 12.80 |
| 01612 - Word Processor II | 15.30 |
| 01613 - Word Processor III | 17.29 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.31 |
| 05010 - Automotive Electrician | 21.40 |
| 05040 - Automotive Glass Installer | 21.40 |
| 05070 - Automotive Worker | 21.93 |
| 05110 - Mobile Equipment Servicer | 16.07 |
| 05130 - Motor Equipment Metal Mechanic | 22.98 |
| 05160 - Motor Equipment Metal Worker | 21.40 |
| 05190 - Motor Vehicle Mechanic | 22.99 |
| 05220 - Motor Vehicle Mechanic Helper | 17.15 |
| 05250 - Motor Vehicle Upholstery Worker | 20.43 |
| 05280 - Motor Vehicle Wrecker | 20.43 |
| 05310 - Painter, Automotive | 19.45 |
| 05340 - Radiator Repair Specialist | 20.43 |
| 05370 - Tire Repairer | 11.39 |
| 05400 - Transmission Repair Specialist | 22.98 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.14 |
| 07041 - Cook I | 10.33 |
| 07042 - Cook II | 11.69 |
| 07070 - Dishwasher | 8.55 |
| 07130 - Food Service Worker | 9.61 |
| 07210 - Meat Cutter | 13.63 |
| 07260 - Waiter/Waitress | 9.03 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.72 |
| 09040 - Furniture Handler | 11.79 |
| 09080 - Furniture Refinisher | 14.72 |
| 09090 - Furniture Refinisher Helper | 11.79 |
| 09110 - Furniture Repairer, Minor | 12.94 |
| 09130 - Upholsterer | 14.29 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.82 |
| 11060 - Elevator Operator | 9.70 |
| 11090 - Gardener | 13.58 |
| 11122 - Housekeeping Aide | 9.70 |
| 11150 - Janitor | 9.70 |
| 11210 - Laborer, Grounds Maintenance | 10.39 |
| 11240 - Maid or Houseman | 8.47 |
| 11260 - Pruner | 11.58 |
| 11270 - Tractor Operator | 12.47 |
| 11330 - Trail Maintenance Worker | 11.07 |

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| 11360 - Window Cleaner | 11.02 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.96 |
| 12011 - Breath Alcohol Technician | 19.80 |
| 12012 - Certified Occupational Therapist Assistant | 28.62 |
| 12015 - Certified Physical Therapist Assistant | 27.35 |
| 12020 - Dental Assistant | 19.08 |
| 12025 - Dental Hygienist | 36.14 |
| 12030 - EKG Technician | 28.89 |
| 12035 - Electroneurodiagnostic Technologist | 28.89 |
| 12040 - Emergency Medical Technician | 16.96 |
| 12071 - Licensed Practical Nurse I | 18.42 |
| 12072 - Licensed Practical Nurse II | 20.60 |
| 12073 - Licensed Practical Nurse III | 22.96 |
| 12100 - Medical Assistant | 14.89 |
| 12130 - Medical Laboratory Technician | 19.22 |
| 12160 - Medical Record Clerk | 15.45 |
| 12190 - Medical Record Technician | 17.26 |
| 12195 - Medical Transcriptionist | 17.87 |
| 12210 - Nuclear Medicine Technologist | 33.52 |
| 12221 - Nursing Assistant I | 10.43 |
| 12222 - Nursing Assistant II | 11.72 |
| 12223 - Nursing Assistant III | 12.80 |
| 12224 - Nursing Assistant IV | 14.36 |
| 12235 - Optical Dispenser | 15.48 |
| 12236 - Optical Technician | 13.78 |
| 12250 - Pharmacy Technician | 15.18 |
| 12280 - Phlebotomist | 14.36 |
| 12305 - Radiologic Technologist | 25.82 |
| 12311 - Registered Nurse I | 25.82 |
| 12312 - Registered Nurse II | 31.58 |
| 12313 - Registered Nurse II, Specialist | 31.58 |
| 12314 - Registered Nurse III | 38.19 |
| 12315 - Registered Nurse III, Anesthetist | 38.19 |
| 12316 - Registered Nurse IV | 45.78 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.53 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.65 |
| 13012 - Exhibits Specialist II | 25.77 |
| 13013 - Exhibits Specialist III | 31.28 |
| 13041 - Illustrator I | 24.95 |
| 13042 - Illustrator II | 30.91 |
| 13043 - Illustrator III | 37.82 |
| 13047 - Librarian | 31.56 |
| 13050 - Library Aide/Clerk | 14.33 |
| 13054 - Library Information Technology Systems Administrator | 27.42 |
| 13058 - Library Technician | 15.98 |
| 13061 - Media Specialist I | 19.78 |
| 13062 - Media Specialist II | 22.13 |
| 13063 - Media Specialist III | 24.67 |
| 13071 - Photographer I | 16.50 |
| 13072 - Photographer II | 18.46 |
| 13073 - Photographer III | 22.87 |
| 13074 - Photographer IV | 27.97 |
| 13075 - Photographer V | 33.85 |
| 13110 - Video Teleconference Technician | 21.59 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.91 |
| 14042 - Computer Operator II | 17.80 |
| 14043 - Computer Operator III | 21.23 |
| 14044 - Computer Operator IV | 24.67 |
| 14045 - Computer Operator V | 27.62 |

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| 14071 - Computer Programmer I | (see 1) | |
| 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 | | 15.91 |
| 14160 - Personal Computer Support Technician | | 24.67 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 35.04 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 42.54 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 50.81 |
| 15050 - Computer Based Training Specialist / Instructor | | 35.04 |
| 15060 - Educational Technologist | | 30.46 |
| 15070 - Flight Instructor (Pilot) | | 50.81 |
| 15080 - Graphic Artist | | 22.70 |
| 15090 - Technical Instructor | | 22.61 |
| 15095 - Technical Instructor/Course Developer | | 27.44 |
| 15110 - Test Proctor | | 18.16 |
| 15120 - Tutor | | 18.16 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 9.32 |
| 16030 - Counter Attendant | | 9.32 |
| 16040 - Dry Cleaner | | 11.86 |
| 16070 - Finisher, Flatwork, Machine | | 9.32 |
| 16090 - Presser, Hand | | 9.32 |
| 16110 - Presser, Machine, Drycleaning | | 9.32 |
| 16130 - Presser, Machine, Shirts | | 9.32 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 9.32 |
| 16190 - Sewing Machine Operator | | 12.50 |
| 16220 - Tailor | | 13.33 |
| 16250 - Washer, Machine | | 10.19 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 18.91 |
| 19040 - Tool And Die Maker | | 22.87 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 15.02 |
| 21030 - Material Coordinator | | 19.45 |
| 21040 - Material Expediter | | 19.45 |
| 21050 - Material Handling Laborer | | 12.80 |
| 21071 - Order Filler | | 13.57 |
| 21080 - Production Line Worker (Food Processing) | | 15.02 |
| 21110 - Shipping Packer | | 13.52 |
| 21130 - Shipping/Receiving Clerk | | 13.52 |
| 21140 - Store Worker I | | 11.85 |
| 21150 - Stock Clerk | | 15.94 |
| 21210 - Tools And Parts Attendant | | 15.02 |
| 21410 - Warehouse Specialist | | 15.02 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 30.47 |
| 23021 - Aircraft Mechanic I | | 29.07 |
| 23022 - Aircraft Mechanic II | | 30.47 |
| 23023 - Aircraft Mechanic III | | 31.89 |
| 23040 - Aircraft Mechanic Helper | | 19.71 |
| 23050 - Aircraft, Painter | | 21.37 |
| 23060 - Aircraft Servicer | | 22.61 |
| 23080 - Aircraft Worker | | 23.52 |
| 23110 - Appliance Mechanic | | 17.18 |
| 23120 - Bicycle Repairer | | 11.39 |
| 23125 - Cable Splicer | | 21.60 |
| 23130 - Carpenter, Maintenance | | 17.25 |
| 23140 - Carpet Layer | | 15.34 |

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| 23160 - Electrician, Maintenance | 20.94 |
| 23181 - Electronics Technician Maintenance I | 25.82 |
| 23182 - Electronics Technician Maintenance II | 27.21 |
| 23183 - Electronics Technician Maintenance III | 28.68 |
| 23260 - Fabric Worker | 15.63 |
| 23290 - Fire Alarm System Mechanic | 19.04 |
| 23310 - Fire Extinguisher Repairer | 15.48 |
| 23311 - Fuel Distribution System Mechanic | 19.28 |
| 23312 - Fuel Distribution System Operator | 15.47 |
| 23370 - General Maintenance Worker | 17.70 |
| 23380 - Ground Support Equipment Mechanic | 29.07 |
| 23381 - Ground Support Equipment Servicer | 22.61 |
| 23382 - Ground Support Equipment Worker | 23.52 |
| 23391 - Gunsmith I | 15.48 |
| 23392 - Gunsmith II | 17.79 |
| 23393 - Gunsmith III | 19.76 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.50 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.44 |
| 23430 - Heavy Equipment Mechanic | 19.71 |
| 23440 - Heavy Equipment Operator | 16.87 |
| 23460 - Instrument Mechanic | 22.51 |
| 23465 - Laboratory/Shelter Mechanic | 18.74 |
| 23470 - Laborer | 12.10 |
| 23510 - Locksmith | 18.99 |
| 23530 - Machinery Maintenance Mechanic | 21.04 |
| 23550 - Machinist, Maintenance | 17.89 |
| 23580 - Maintenance Trades Helper | 12.97 |
| 23591 - Metrology Technician I | 22.51 |
| 23592 - Metrology Technician II | 23.59 |
| 23593 - Metrology Technician III | 24.69 |
| 23640 - Millwright | 22.28 |
| 23710 - Office Appliance Repairer | 18.30 |
| 23760 - Painter, Maintenance | 16.19 |
| 23790 - Pipefitter, Maintenance | 22.46 |
| 23810 - Plumber, Maintenance | 21.38 |
| 23820 - Pneudraulic Systems Mechanic | 19.76 |
| 23850 - Rigger | 21.88 |
| 23870 - Scale Mechanic | 17.79 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.28 |
| 23910 - Small Engine Mechanic | 17.03 |
| 23931 - Telecommunications Mechanic I | 22.19 |
| 23932 - Telecommunications Mechanic II | 23.17 |
| 23950 - Telephone Lineman | 21.40 |
| 23960 - Welder, Combination, Maintenance | 17.75 |
| 23965 - Well Driller | 20.07 |
| 23970 - Woodcraft Worker | 19.76 |
| 23980 - Woodworker | 15.47 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.73 |
| 24580 - Child Care Center Clerk | 13.39 |
| 24610 - Chore Aide | 8.60 |
| 24620 - Family Readiness And Support Services Coordinator | 13.70 |
| 24630 - Homemaker | 17.73 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.92 |
| 25040 - Sewage Plant Operator | 17.52 |
| 25070 - Stationary Engineer | 22.92 |
| 25190 - Ventilation Equipment Tender | 15.57 |
| 25210 - Water Treatment Plant Operator | 17.52 |
| 27000 - Protective Service Occupations | |

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| 27004 - Alarm Monitor | 17.51 |
| 27007 - Baggage Inspector | 14.10 |
| 27008 - Corrections Officer | 19.21 |
| 27010 - Court Security Officer | 23.50 |
| 27030 - Detection Dog Handler | 16.92 |
| 27040 - Detention Officer | 21.13 |
| 27070 - Firefighter | 22.87 |
| 27101 - Guard I | 14.10 |
| 27102 - Guard II | 16.92 |
| 27131 - Police Officer I | 27.08 |
| 27132 - Police Officer II | 30.10 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.31 |
| 28042 - Carnival Equipment Repairer | 13.07 |
| 28043 - Carnival Equipment Worker | 9.50 |
| 28210 - Gate Attendant/Gate Tender | 14.18 |
| 28310 - Lifeguard | 11.19 |
| 28350 - Park Attendant (Aide) | 15.86 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.57 |
| 28515 - Recreation Specialist | 18.00 |
| 28630 - Sports Official | 12.63 |
| 28690 - Swimming Pool Operator | 18.88 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.83 |
| 29020 - Hatch Tender | 18.83 |
| 29030 - Line Handler | 18.83 |
| 29041 - Stevedore I | 16.48 |
| 29042 - Stevedore II | 18.79 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 37.81 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.07 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.72 |
| 30021 - Archeological Technician I | 19.29 |
| 30022 - Archeological Technician II | 22.30 |
| 30023 - Archeological Technician III | 27.75 |
| 30030 - Cartographic Technician | 27.75 |
| 30040 - Civil Engineering Technician | 24.64 |
| 30061 - Drafter/CAD Operator I | 20.07 |
| 30062 - Drafter/CAD Operator II | 22.40 |
| 30063 - Drafter/CAD Operator III | 24.97 |
| 30064 - Drafter/CAD Operator IV | 30.73 |
| 30081 - Engineering Technician I | 17.56 |
| 30082 - Engineering Technician II | 19.70 |
| 30083 - Engineering Technician III | 22.03 |
| 30084 - Engineering Technician IV | 27.30 |
| 30085 - Engineering Technician V | 33.40 |
| 30086 - Engineering Technician VI | 40.41 |
| 30090 - Environmental Technician | 24.73 |
| 30210 - Laboratory Technician | 21.60 |
| 30240 - Mathematical Technician | 27.75 |
| 30361 - Paralegal/Legal Assistant I | 18.92 |
| 30362 - Paralegal/Legal Assistant II | 23.44 |
| 30363 - Paralegal/Legal Assistant III | 28.67 |
| 30364 - Paralegal/Legal Assistant IV | 34.70 |
| 30390 - Photo-Optics Technician | 27.75 |
| 30461 - Technical Writer I | 25.09 |
| 30462 - Technical Writer II | 30.68 |
| 30463 - Technical Writer III | 37.13 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.03 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.08 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 34.85 |
| 30494 - Unexploded (UXO) Safety Escort | 24.03 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.03 |

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| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) | 24.97 |
| 30621 - Weather Observer, Senior | (see 2) | 25.23 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 10.18 |
| 31030 - Bus Driver | | 14.88 |
| 31043 - Driver Courier | | 16.55 |
| 31260 - Parking and Lot Attendant | | 8.87 |
| 31290 - Shuttle Bus Driver | | 18.09 |
| 31310 - Taxi Driver | | 9.76 |
| 31361 - Truckdriver, Light | | 18.09 |
| 31362 - Truckdriver, Medium | | 20.50 |
| 31363 - Truckdriver, Heavy | | 21.04 |
| 31364 - Truckdriver, Tractor-Trailer | | 21.04 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 9.76 |
| 99050 - Desk Clerk | | 9.75 |
| 99095 - Embalmer | | 20.05 |
| 99251 - Laboratory Animal Caretaker I | | 10.86 |
| 99252 - Laboratory Animal Caretaker II | | 11.87 |
| 99310 - Mortician | | 23.40 |
| 99410 - Pest Controller | | 17.39 |
| 99510 - Photofinishing Worker | | 13.86 |
| 99710 - Recycling Laborer | | 15.88 |
| 99711 - Recycling Specialist | | 18.87 |
| 99730 - Refuse Collector | | 14.05 |
| 99810 - Sales Clerk | | 13.65 |
| 99820 - School Crossing Guard | | 9.97 |
| 99830 - Survey Party Chief | | 24.51 |
| 99831 - Surveying Aide | | 14.21 |
| 99832 - Surveying Technician | | 17.89 |
| 99840 - Vending Machine Attendant | | 14.09 |
| 99841 - Vending Machine Repairer | | 17.06 |
| 99842 - Vending Machine Repairer Helper | | 14.05 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2515
Revision No.: 16
Date of Last Revision: 07/25/2014

State: Texas

Galveston, Grimes, Harris, Houston, Jackson, Lavaca, Liberty, Madison,
Matagorda, Montgomery, San Jacinto, Trinity, Walker, Waller, Washington,
Wharton

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.98 |
| 01012 - Accounting Clerk II | | 16.82 |
| 01013 - Accounting Clerk III | | 18.82 |
| 01020 - Administrative Assistant | | 25.91 |
| 01040 - Court Reporter | | 21.79 |
| 01051 - Data Entry Operator I | | 13.24 |
| 01052 - Data Entry Operator II | | 14.45 |
| 01060 - Dispatcher, Motor Vehicle | | 15.96 |
| 01070 - Document Preparation Clerk | | 13.41 |
| 01090 - Duplicating Machine Operator | | 13.41 |
| 01111 - General Clerk I | | 11.88 |
| 01112 - General Clerk II | | 13.27 |
| 01113 - General Clerk III | | 14.90 |
| 01120 - Housing Referral Assistant | | 20.69 |
| 01141 - Messenger Courier | | 12.55 |
| 01191 - Order Clerk I | | 13.52 |
| 01192 - Order Clerk II | | 15.24 |
| 01261 - Personnel Assistant (Employment) I | | 15.43 |
| 01262 - Personnel Assistant (Employment) II | | 17.27 |
| 01263 - Personnel Assistant (Employment) III | | 19.25 |
| 01270 - Production Control Clerk | | 19.10 |
| 01280 - Receptionist | | 12.02 |
| 01290 - Rental Clerk | | 14.75 |
| 01300 - Scheduler, Maintenance | | 16.59 |
| 01311 - Secretary I | | 16.59 |
| 01312 - Secretary II | | 18.57 |
| 01313 - Secretary III | | 20.69 |
| 01320 - Service Order Dispatcher | | 15.16 |
| 01410 - Supply Technician | | 25.91 |
| 01420 - Survey Worker | | 17.79 |
| 01531 - Travel Clerk I | | 13.71 |
| 01532 - Travel Clerk II | | 14.81 |
| 01533 - Travel Clerk III | | 15.83 |
| 01611 - Word Processor I | | 14.29 |
| 01612 - Word Processor II | | 16.04 |
| 01613 - Word Processor III | | 17.95 |
| 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 | | 25.76 |
| 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 | | |

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| 07010 - Baker | 10.06 |
| 07041 - Cook I | 9.52 |
| 07042 - Cook II | 10.88 |
| 07070 - Dishwasher | 8.11 |
| 07130 - Food Service Worker | 9.12 |
| 07210 - Meat Cutter | 12.91 |
| 07260 - Waiter/Waitress | 8.19 |
| 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 | 9.90 |
| 11060 - Elevator Operator | 8.82 |
| 11090 - Gardener | 14.52 |
| 11122 - Housekeeping Aide | 8.84 |
| 11150 - Janitor | 8.84 |
| 11210 - Laborer, Grounds Maintenance | 10.93 |
| 11240 - Maid or Houseman | 7.96 |
| 11260 - Pruner | 9.25 |
| 11270 - Tractor Operator | 12.82 |
| 11330 - Trail Maintenance Worker | 10.93 |
| 11360 - Window Cleaner | 9.81 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.00 |
| 12011 - Breath Alcohol Technician | 15.64 |
| 12012 - Certified Occupational Therapist Assistant | 23.69 |
| 12015 - Certified Physical Therapist Assistant | 24.52 |
| 12020 - Dental Assistant | 15.64 |
| 12025 - Dental Hygienist | 32.93 |
| 12030 - EKG Technician | 25.92 |
| 12035 - Electroneurodiagnostic Technologist | 25.92 |
| 12040 - Emergency Medical Technician | 15.00 |
| 12071 - Licensed Practical Nurse I | 19.05 |
| 12072 - Licensed Practical Nurse II | 21.32 |
| 12073 - Licensed Practical Nurse III | 23.76 |
| 12100 - Medical Assistant | 12.50 |
| 12130 - Medical Laboratory Technician | 16.63 |
| 12160 - Medical Record Clerk | 14.53 |
| 12190 - Medical Record Technician | 16.57 |
| 12195 - Medical Transcriptionist | 16.81 |
| 12210 - Nuclear Medicine Technologist | 35.13 |
| 12221 - Nursing Assistant I | 8.57 |
| 12222 - Nursing Assistant II | 10.36 |
| 12223 - Nursing Assistant III | 11.31 |
| 12224 - Nursing Assistant IV | 12.69 |
| 12235 - Optical Dispenser | 16.79 |
| 12236 - Optical Technician | 15.29 |
| 12250 - Pharmacy Technician | 19.18 |
| 12280 - Phlebotomist | 13.30 |
| 12305 - Radiologic Technologist | 26.70 |
| 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) | 21.85 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.30 |

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| 13012 - Exhibits Specialist II | 24.74 |
| 13013 - Exhibits Specialist III | 28.94 |
| 13041 - Illustrator I | 19.30 |
| 13042 - Illustrator II | 23.91 |
| 13043 - Illustrator III | 30.12 |
| 13047 - Librarian | 26.69 |
| 13050 - Library Aide/Clerk | 10.84 |
| 13054 - Library Information Technology Systems Administrator | 24.09 |
| 13058 - Library Technician | 16.04 |
| 13061 - Media Specialist I | 17.39 |
| 13062 - Media Specialist II | 19.46 |
| 13063 - Media Specialist III | 21.68 |
| 13071 - Photographer I | 15.32 |
| 13072 - Photographer II | 18.15 |
| 13073 - Photographer III | 22.56 |
| 13074 - Photographer IV | 27.49 |
| 13075 - Photographer V | 33.07 |
| 13110 - Video Teleconference Technician | 16.73 |
| 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) |
| 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 |
| 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 |
| 15060 - Educational Technologist | 29.23 |
| 15070 - Flight Instructor (Pilot) | 47.98 |
| 15080 - Graphic Artist | 26.72 |
| 15090 - Technical Instructor | 22.43 |
| 15095 - Technical Instructor/Course Developer | 27.43 |
| 15110 - Test Proctor | 18.43 |
| 15120 - Tutor | 18.43 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.40 |
| 16030 - Counter Attendant | 9.40 |
| 16040 - Dry Cleaner | 12.06 |
| 16070 - Finisher, Flatwork, Machine | 9.40 |
| 16090 - Presser, Hand | 9.40 |
| 16110 - Presser, Machine, Drycleaning | 9.40 |
| 16130 - Presser, Machine, Shirts | 9.40 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.40 |
| 16190 - Sewing Machine Operator | 12.79 |
| 16220 - Tailor | 13.75 |
| 16250 - Washer, Machine | 10.32 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.71 |
| 19040 - Tool And Die Maker | 23.23 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.25 |

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| 21030 - Material Coordinator | 19.46 |
| 21040 - Material Expediter | 19.46 |
| 21050 - Material Handling Laborer | 12.26 |
| 21071 - Order Filler | 11.47 |
| 21080 - Production Line Worker (Food Processing) | 13.25 |
| 21110 - Shipping Packer | 14.60 |
| 21130 - Shipping/Receiving Clerk | 14.60 |
| 21140 - Store Worker I | 11.34 |
| 21150 - Stock Clerk | 16.06 |
| 21210 - Tools And Parts Attendant | 13.58 |
| 21410 - Warehouse Specialist | 13.25 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.47 |
| 23021 - Aircraft Mechanic I | 28.07 |
| 23022 - Aircraft Mechanic II | 29.47 |
| 23023 - Aircraft Mechanic III | 30.94 |
| 23040 - Aircraft Mechanic Helper | 21.98 |
| 23050 - Aircraft, Painter | 25.61 |
| 23060 - Aircraft Servicer | 24.44 |
| 23080 - Aircraft Worker | 25.76 |
| 23110 - Appliance Mechanic | 18.61 |
| 23120 - Bicycle Repairer | 13.91 |
| 23125 - Cable Splicer | 25.34 |
| 23130 - Carpenter, Maintenance | 19.71 |
| 23140 - Carpet Layer | 18.45 |
| 23160 - Electrician, Maintenance | 26.51 |
| 23181 - Electronics Technician Maintenance I | 21.28 |
| 23182 - Electronics Technician Maintenance II | 23.89 |
| 23183 - Electronics Technician Maintenance III | 25.10 |
| 23260 - Fabric Worker | 17.17 |
| 23290 - Fire Alarm System Mechanic | 19.95 |
| 23310 - Fire Extinguisher Repairer | 15.88 |
| 23311 - Fuel Distribution System Mechanic | 20.96 |
| 23312 - Fuel Distribution System Operator | 16.33 |
| 23370 - General Maintenance Worker | 18.08 |
| 23380 - Ground Support Equipment Mechanic | 28.07 |
| 23381 - Ground Support Equipment Servicer | 24.44 |
| 23382 - Ground Support Equipment Worker | 25.76 |
| 23391 - Gunsmith I | 15.88 |
| 23392 - Gunsmith II | 18.45 |
| 23393 - Gunsmith III | 20.81 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.04 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.95 |
| 23430 - Heavy Equipment Mechanic | 19.79 |
| 23440 - Heavy Equipment Operator | 19.26 |
| 23460 - Instrument Mechanic | 25.87 |
| 23465 - Laboratory/Shelter Mechanic | 19.71 |
| 23470 - Laborer | 11.04 |
| 23510 - Locksmith | 18.99 |
| 23530 - Machinery Maintenance Mechanic | 24.33 |
| 23550 - Machinist, Maintenance | 20.81 |
| 23580 - Maintenance Trades Helper | 14.94 |
| 23591 - Metrology Technician I | 25.87 |
| 23592 - Metrology Technician II | 26.99 |
| 23593 - Metrology Technician III | 28.14 |
| 23640 - Millwright | 21.53 |
| 23710 - Office Appliance Repairer | 18.99 |
| 23760 - Painter, Maintenance | 18.99 |
| 23790 - Pipefitter, Maintenance | 21.38 |
| 23810 - Plumber, Maintenance | 20.88 |
| 23820 - Pneudraulic Systems Mechanic | 20.81 |

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|--|-------|
| 23850 - Rigger | 20.81 |
| 23870 - Scale Mechanic | 18.45 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.95 |
| 23910 - Small Engine Mechanic | 18.08 |
| 23931 - Telecommunications Mechanic I | 23.89 |
| 23932 - Telecommunications Mechanic II | 24.95 |
| 23950 - Telephone Lineman | 25.52 |
| 23960 - Welder, Combination, Maintenance | 20.27 |
| 23965 - Well Driller | 20.81 |
| 23970 - Woodcraft Worker | 20.81 |
| 23980 - Woodworker | 15.04 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.65 |
| 24580 - Child Care Center Clerk | 13.27 |
| 24610 - Chore Aide | 7.35 |
| 24620 - Family Readiness And Support Services Coordinator | 13.83 |
| 24630 - Homemaker | 16.84 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.20 |
| 25040 - Sewage Plant Operator | 18.70 |
| 25070 - Stationary Engineer | 22.20 |
| 25190 - Ventilation Equipment Tender | 14.58 |
| 25210 - Water Treatment Plant Operator | 18.32 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.14 |
| 27007 - Baggage Inspector | 11.56 |
| 27008 - Corrections Officer | 19.62 |
| 27010 - Court Security Officer | 21.18 |
| 27030 - Detection Dog Handler | 17.90 |
| 27040 - Detention Officer | 19.62 |
| 27070 - Firefighter | 20.41 |
| 27101 - Guard I | 11.56 |
| 27102 - Guard II | 17.90 |
| 27131 - Police Officer I | 24.19 |
| 27132 - Police Officer II | 26.88 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.63 |
| 28042 - Carnival Equipment Repairer | 12.36 |
| 28043 - Carnival Equipment Worker | 8.51 |
| 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 | 17.83 |
| 28630 - Sports Official | 12.38 |
| 28690 - Swimming Pool Operator | 17.44 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.12 |
| 29020 - Hatch Tender | 20.12 |
| 29030 - Line Handler | 20.12 |
| 29041 - Stevedore I | 18.72 |
| 29042 - Stevedore II | 21.50 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.81 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 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 |
| 30061 - Drafter/CAD Operator I | 21.56 |

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|---|---------------|
| 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 |
| 30210 - Laboratory Technician | 23.56 |
| 30240 - Mathematical Technician | 30.62 |
| 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 |
| 30390 - Photo-Optics Technician | 30.62 |
| 30461 - Technical Writer I | 23.21 |
| 30462 - Technical Writer II | 28.38 |
| 30463 - Technical Writer III | 34.93 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.01 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.17 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 26.35 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 30.48 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.88 |
| 31030 - Bus Driver | 17.06 |
| 31043 - Driver Courier | 14.03 |
| 31260 - Parking and Lot Attendant | 9.17 |
| 31290 - Shuttle Bus Driver | 15.28 |
| 31310 - Taxi Driver | 11.54 |
| 31361 - Truckdriver, Light | 15.28 |
| 31362 - Truckdriver, Medium | 18.98 |
| 31363 - Truckdriver, Heavy | 20.32 |
| 31364 - Truckdriver, Tractor-Trailer | 20.32 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.01 |
| 99050 - Desk Clerk | 11.72 |
| 99095 - Embalmer | 23.71 |
| 99251 - Laboratory Animal Caretaker I | 9.83 |
| 99252 - Laboratory Animal Caretaker II | 10.71 |
| 99310 - Mortician | 26.44 |
| 99410 - Pest Controller | 15.80 |
| 99510 - Photofinishing Worker | 12.62 |
| 99710 - Recycling Laborer | 16.46 |
| 99711 - Recycling Specialist | 20.06 |
| 99730 - Refuse Collector | 14.67 |
| 99810 - Sales Clerk | 12.66 |
| 99820 - School Crossing Guard | 10.96 |
| 99830 - Survey Party Chief | 20.96 |
| 99831 - Surveying Aide | 14.35 |
| 99832 - Surveying Technician | 18.13 |
| 99840 - Vending Machine Attendant | 12.00 |
| 99841 - Vending Machine Repairer | 14.41 |
| 99842 - Vending Machine Repairer Helper | 12.31 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the

wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2516
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Austin, Brazoria, Chambers, Colorado, Fort Bend, Galveston, Grimes, Harris, Houston, Jackson, Lavaca, Liberty, Madison, Matagorda, Montgomery, San Jacinto, Trinity, Walker, Waller, Washington, Wharton

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.98 |
| 01012 - Accounting Clerk II | | 16.82 |
| 01013 - Accounting Clerk III | | 18.82 |
| 01020 - Administrative Assistant | | 25.91 |
| 01040 - Court Reporter | | 21.79 |
| 01051 - Data Entry Operator I | | 13.24 |
| 01052 - Data Entry Operator II | | 14.45 |
| 01060 - Dispatcher, Motor Vehicle | | 15.96 |
| 01070 - Document Preparation Clerk | | 13.41 |
| 01090 - Duplicating Machine Operator | | 13.41 |
| 01111 - General Clerk I | | 11.88 |
| 01112 - General Clerk II | | 13.27 |
| 01113 - General Clerk III | | 14.90 |
| 01120 - Housing Referral Assistant | | 20.69 |
| 01141 - Messenger Courier | | 12.55 |
| 01191 - Order Clerk I | | 13.52 |
| 01192 - Order Clerk II | | 15.24 |
| 01261 - Personnel Assistant (Employment) I | | 15.43 |
| 01262 - Personnel Assistant (Employment) II | | 17.27 |
| 01263 - Personnel Assistant (Employment) III | | 19.25 |
| 01270 - Production Control Clerk | | 19.10 |
| 01280 - Receptionist | | 12.02 |
| 01290 - Rental Clerk | | 14.75 |
| 01300 - Scheduler, Maintenance | | 16.59 |
| 01311 - Secretary I | | 16.59 |
| 01312 - Secretary II | | 18.57 |
| 01313 - Secretary III | | 20.69 |
| 01320 - Service Order Dispatcher | | 15.16 |
| 01410 - Supply Technician | | 25.91 |
| 01420 - Survey Worker | | 17.79 |
| 01531 - Travel Clerk I | | 13.71 |

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| 01532 - Travel Clerk II | 14.81 |
| 01533 - Travel Clerk III | 15.83 |
| 01611 - Word Processor I | 14.29 |
| 01612 - Word Processor II | 16.04 |
| 01613 - Word Processor III | 17.95 |
| 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 | 25.76 |
| 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 | 10.06 |
| 07041 - Cook I | 9.52 |
| 07042 - Cook II | 10.88 |
| 07070 - Dishwasher | 8.11 |
| 07130 - Food Service Worker | 9.12 |
| 07210 - Meat Cutter | 12.91 |
| 07260 - Waiter/Waitress | 8.19 |
| 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 | 9.90 |
| 11060 - Elevator Operator | 8.82 |
| 11090 - Gardener | 14.52 |
| 11122 - Housekeeping Aide | 8.84 |
| 11150 - Janitor | 8.84 |
| 11210 - Laborer, Grounds Maintenance | 10.93 |
| 11240 - Maid or Houseman | 7.96 |
| 11260 - Pruner | 9.25 |
| 11270 - Tractor Operator | 12.82 |
| 11330 - Trail Maintenance Worker | 10.93 |
| 11360 - Window Cleaner | 9.81 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.00 |
| 12011 - Breath Alcohol Technician | 15.64 |
| 12012 - Certified Occupational Therapist Assistant | 23.69 |
| 12015 - Certified Physical Therapist Assistant | 24.52 |
| 12020 - Dental Assistant | 15.64 |
| 12025 - Dental Hygienist | 32.93 |
| 12030 - EKG Technician | 25.92 |
| 12035 - Electroneurodiagnostic Technologist | 25.92 |
| 12040 - Emergency Medical Technician | 15.00 |
| 12071 - Licensed Practical Nurse I | 19.05 |
| 12072 - Licensed Practical Nurse II | 21.32 |
| 12073 - Licensed Practical Nurse III | 23.76 |
| 12100 - Medical Assistant | 12.50 |
| 12130 - Medical Laboratory Technician | 16.63 |

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| 12160 - Medical Record Clerk | 14.53 |
| 12190 - Medical Record Technician | 16.57 |
| 12195 - Medical Transcriptionist | 16.81 |
| 12210 - Nuclear Medicine Technologist | 35.13 |
| 12221 - Nursing Assistant I | 8.57 |
| 12222 - Nursing Assistant II | 10.36 |
| 12223 - Nursing Assistant III | 11.31 |
| 12224 - Nursing Assistant IV | 12.69 |
| 12235 - Optical Dispenser | 16.79 |
| 12236 - Optical Technician | 15.29 |
| 12250 - Pharmacy Technician | 19.18 |
| 12280 - Phlebotomist | 13.30 |
| 12305 - Radiologic Technologist | 26.70 |
| 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) | 21.85 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.30 |
| 13012 - Exhibits Specialist II | 24.74 |
| 13013 - Exhibits Specialist III | 28.94 |
| 13041 - Illustrator I | 19.30 |
| 13042 - Illustrator II | 23.91 |
| 13043 - Illustrator III | 30.12 |
| 13047 - Librarian | 26.69 |
| 13050 - Library Aide/Clerk | 10.84 |
| 13054 - Library Information Technology Systems Administrator | 24.09 |
| 13058 - Library Technician | 16.04 |
| 13061 - Media Specialist I | 17.39 |
| 13062 - Media Specialist II | 19.46 |
| 13063 - Media Specialist III | 21.68 |
| 13071 - Photographer I | 15.32 |
| 13072 - Photographer II | 18.15 |
| 13073 - Photographer III | 22.56 |
| 13074 - Photographer IV | 27.49 |
| 13075 - Photographer V | 33.07 |
| 13110 - Video Teleconference Technician | 16.73 |
| 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) |
| 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 |
| 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 |
| 15060 - Educational Technologist | 29.23 |
| 15070 - Flight Instructor (Pilot) | 47.98 |

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| 15080 - Graphic Artist | 26.72 |
| 15090 - Technical Instructor | 22.43 |
| 15095 - Technical Instructor/Course Developer | 27.43 |
| 15110 - Test Proctor | 18.43 |
| 15120 - Tutor | 18.43 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.40 |
| 16030 - Counter Attendant | 9.40 |
| 16040 - Dry Cleaner | 12.06 |
| 16070 - Finisher, Flatwork, Machine | 9.40 |
| 16090 - Presser, Hand | 9.40 |
| 16110 - Presser, Machine, Drycleaning | 9.40 |
| 16130 - Presser, Machine, Shirts | 9.40 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.40 |
| 16190 - Sewing Machine Operator | 12.79 |
| 16220 - Tailor | 13.75 |
| 16250 - Washer, Machine | 10.32 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.71 |
| 19040 - Tool And Die Maker | 23.23 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.25 |
| 21030 - Material Coordinator | 19.46 |
| 21040 - Material Expediter | 19.46 |
| 21050 - Material Handling Laborer | 12.26 |
| 21071 - Order Filler | 11.47 |
| 21080 - Production Line Worker (Food Processing) | 13.25 |
| 21110 - Shipping Packer | 14.60 |
| 21130 - Shipping/Receiving Clerk | 14.60 |
| 21140 - Store Worker I | 11.34 |
| 21150 - Stock Clerk | 16.06 |
| 21210 - Tools And Parts Attendant | 13.58 |
| 21410 - Warehouse Specialist | 13.25 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.47 |
| 23021 - Aircraft Mechanic I | 28.07 |
| 23022 - Aircraft Mechanic II | 29.47 |
| 23023 - Aircraft Mechanic III | 30.94 |
| 23040 - Aircraft Mechanic Helper | 21.98 |
| 23050 - Aircraft, Painter | 25.61 |
| 23060 - Aircraft Servicer | 24.44 |
| 23080 - Aircraft Worker | 25.76 |
| 23110 - Appliance Mechanic | 18.61 |
| 23120 - Bicycle Repairer | 13.91 |
| 23125 - Cable Splicer | 25.34 |
| 23130 - Carpenter, Maintenance | 19.71 |
| 23140 - Carpet Layer | 18.45 |
| 23160 - Electrician, Maintenance | 26.51 |
| 23181 - Electronics Technician Maintenance I | 21.28 |
| 23182 - Electronics Technician Maintenance II | 23.89 |
| 23183 - Electronics Technician Maintenance III | 25.10 |
| 23260 - Fabric Worker | 17.17 |
| 23290 - Fire Alarm System Mechanic | 19.95 |
| 23310 - Fire Extinguisher Repairer | 15.88 |
| 23311 - Fuel Distribution System Mechanic | 20.96 |
| 23312 - Fuel Distribution System Operator | 16.33 |
| 23370 - General Maintenance Worker | 18.08 |
| 23380 - Ground Support Equipment Mechanic | 28.07 |
| 23381 - Ground Support Equipment Servicer | 24.44 |
| 23382 - Ground Support Equipment Worker | 25.76 |
| 23391 - Gunsmith I | 15.88 |
| 23392 - Gunsmith II | 18.45 |
| 23393 - Gunsmith III | 20.81 |

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|---|-------|
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.04 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.95 |
| 23430 - Heavy Equipment Mechanic | 19.79 |
| 23440 - Heavy Equipment Operator | 19.26 |
| 23460 - Instrument Mechanic | 25.87 |
| 23465 - Laboratory/Shelter Mechanic | 19.71 |
| 23470 - Laborer | 11.04 |
| 23510 - Locksmith | 18.99 |
| 23530 - Machinery Maintenance Mechanic | 24.33 |
| 23550 - Machinist, Maintenance | 20.81 |
| 23580 - Maintenance Trades Helper | 14.94 |
| 23591 - Metrology Technician I | 25.87 |
| 23592 - Metrology Technician II | 26.99 |
| 23593 - Metrology Technician III | 28.14 |
| 23640 - Millwright | 21.53 |
| 23710 - Office Appliance Repairer | 18.99 |
| 23760 - Painter, Maintenance | 18.99 |
| 23790 - Pipefitter, Maintenance | 21.38 |
| 23810 - Plumber, Maintenance | 20.88 |
| 23820 - Pneudraulic Systems Mechanic | 20.81 |
| 23850 - Rigger | 20.81 |
| 23870 - Scale Mechanic | 18.45 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.95 |
| 23910 - Small Engine Mechanic | 18.08 |
| 23931 - Telecommunications Mechanic I | 23.89 |
| 23932 - Telecommunications Mechanic II | 24.95 |
| 23950 - Telephone Lineman | 25.52 |
| 23960 - Welder, Combination, Maintenance | 20.27 |
| 23965 - Well Driller | 20.81 |
| 23970 - Woodcraft Worker | 20.81 |
| 23980 - Woodworker | 15.04 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.65 |
| 24580 - Child Care Center Clerk | 13.27 |
| 24610 - Chore Aide | 7.35 |
| 24620 - Family Readiness And Support Services Coordinator | 13.83 |
| 24630 - Homemaker | 16.84 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.20 |
| 25040 - Sewage Plant Operator | 18.70 |
| 25070 - Stationary Engineer | 22.20 |
| 25190 - Ventilation Equipment Tender | 14.58 |
| 25210 - Water Treatment Plant Operator | 18.32 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.14 |
| 27007 - Baggage Inspector | 11.56 |
| 27008 - Corrections Officer | 19.62 |
| 27010 - Court Security Officer | 21.18 |
| 27030 - Detection Dog Handler | 17.90 |
| 27040 - Detention Officer | 19.62 |
| 27070 - Firefighter | 20.41 |
| 27101 - Guard I | 11.56 |
| 27102 - Guard II | 17.90 |
| 27131 - Police Officer I | 24.19 |
| 27132 - Police Officer II | 26.88 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.63 |
| 28042 - Carnival Equipment Repairer | 12.36 |
| 28043 - Carnival Equipment Worker | 8.51 |
| 28210 - Gate Attendant/Gate Tender | 13.90 |

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| 28310 - Lifeguard | 12.38 |
| 28350 - Park Attendant (Aide) | 15.55 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.35 |
| 28515 - Recreation Specialist | 17.83 |
| 28630 - Sports Official | 12.38 |
| 28690 - Swimming Pool Operator | 17.44 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.12 |
| 29020 - Hatch Tender | 20.12 |
| 29030 - Line Handler | 20.12 |
| 29041 - Stevedore I | 18.72 |
| 29042 - Stevedore II | 21.50 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.81 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 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 |
| 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 |
| 30210 - Laboratory Technician | 23.56 |
| 30240 - Mathematical Technician | 30.62 |
| 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 |
| 30390 - Photo-Optics Technician | 30.62 |
| 30461 - Technical Writer I | 23.21 |
| 30462 - Technical Writer II | 28.38 |
| 30463 - Technical Writer III | 34.93 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.01 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.17 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 26.35 |
| 30621 - Weather Observer, Senior (see 2) | 30.48 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.88 |
| 31030 - Bus Driver | 17.06 |
| 31043 - Driver Courier | 14.03 |
| 31260 - Parking and Lot Attendant | 9.17 |
| 31290 - Shuttle Bus Driver | 15.28 |
| 31310 - Taxi Driver | 11.54 |
| 31361 - Truckdriver, Light | 15.28 |
| 31362 - Truckdriver, Medium | 18.98 |
| 31363 - Truckdriver, Heavy | 20.32 |
| 31364 - Truckdriver, Tractor-Trailer | 20.32 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.01 |

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|---|-------|
| 99050 - Desk Clerk | 11.72 |
| 99095 - Embalmer | 23.71 |
| 99251 - Laboratory Animal Caretaker I | 9.83 |
| 99252 - Laboratory Animal Caretaker II | 10.71 |
| 99310 - Mortician | 26.44 |
| 99410 - Pest Controller | 15.80 |
| 99510 - Photofinishing Worker | 12.62 |
| 99710 - Recycling Laborer | 16.46 |
| 99711 - Recycling Specialist | 20.06 |
| 99730 - Refuse Collector | 14.67 |
| 99810 - Sales Clerk | 12.66 |
| 99820 - School Crossing Guard | 10.96 |
| 99830 - Survey Party Chief | 20.96 |
| 99831 - Surveying Aide | 14.35 |
| 99832 - Surveying Technician | 18.13 |
| 99840 - Vending Machine Attendant | 12.00 |
| 99841 - Vending Machine Repairer | 14.41 |
| 99842 - Vending Machine Repairer Helper | 12.31 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006,

unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2517
Revision No.: 18
Date Of Last Revision: 07/25/2014

States: New Mexico, Oklahoma, Texas

Area: New Mexico Counties of Curry, Lea, Quay, Roosevelt, Union

Oklahoma Counties of Beaver, Cimarron, Texas

Texas Counties of Andrews, Armstrong, Bailey, Borden, Brewster, Briscoe, Brown, Callahan, Carson, Castro, Childress, Cochran, Coke, Coleman, Collingsworth, Comanche, Concho, Cottle, Crane, Crockett, Crosby, Dallam, Dawson, Deaf Smith, Dickens, Donley, Eastland, Ector, Fisher, Floyd, Foard, Gaines, Garza, Glasscock, Gray, Hale, Hall, Hansford, Hardeman, Hartley, Haskell, Hemphill, Hockley, Howard, Hutchinson, Irion, Jeff Davis, Jones, Kent, Kimble, King, Knox, Lamb, Lipscomb, Loving, Lubbock, Lynn, Martin, McCulloch, Menard, Midland, Mitchell, Moore, Motley, Nolan, Ochiltree, Oldham, Parmer, Pecos, Potter, Presidio, Randall, Reagan, Reeves, Roberts, Runnels, Schleicher, Scurry, Shackelford, Sherman, Stephens, Sterling, Stonewall, Sutton, Swisher, Taylor, Terrell, Terry, Throckmorton, Tom Green, Upton, Ward, Wheeler, Winkler, Yoakum, Young

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.71 |
| 01012 - Accounting Clerk II | | 14.26 |
| 01013 - Accounting Clerk III | | 15.96 |
| 01020 - Administrative Assistant | | 21.36 |
| 01040 - Court Reporter | | 16.93 |
| 01051 - Data Entry Operator I | | 10.92 |
| 01052 - Data Entry Operator II | | 11.91 |
| 01060 - Dispatcher, Motor Vehicle | | 16.39 |
| 01070 - Document Preparation Clerk | | 11.95 |
| 01090 - Duplicating Machine Operator | | 11.95 |
| 01111 - General Clerk I | | 11.75 |
| 01112 - General Clerk II | | 16.25 |
| 01113 - General Clerk III | | 16.70 |
| 01120 - Housing Referral Assistant | | 19.21 |
| 01141 - Messenger Courier | | 9.96 |
| 01191 - Order Clerk I | | 10.92 |
| 01192 - Order Clerk II | | 12.88 |
| 01261 - Personnel Assistant (Employment) I | | 14.21 |
| 01262 - Personnel Assistant (Employment) II | | 17.32 |
| 01263 - Personnel Assistant (Employment) III | | 18.25 |
| 01270 - Production Control Clerk | | 17.75 |
| 01280 - Receptionist | | 11.31 |
| 01290 - Rental Clerk | | 13.42 |
| 01300 - Scheduler, Maintenance | | 15.37 |
| 01311 - Secretary I | | 15.37 |
| 01312 - Secretary II | | 17.77 |
| 01313 - Secretary III | | 19.21 |
| 01320 - Service Order Dispatcher | | 14.63 |
| 01410 - Supply Technician | | 21.36 |
| 01420 - Survey Worker | | 15.22 |
| 01531 - Travel Clerk I | | 11.15 |
| 01532 - Travel Clerk II | | 12.06 |
| 01533 - Travel Clerk III | | 12.98 |
| 01611 - Word Processor I | | 12.98 |
| 01612 - Word Processor II | | 14.56 |
| 01613 - Word Processor III | | 16.29 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.73 |
| 05010 - Automotive Electrician | | 19.89 |
| 05040 - Automotive Glass Installer | | 18.62 |
| 05070 - Automotive Worker | | 18.62 |
| 05110 - Mobile Equipment Servicer | | 16.12 |
| 05130 - Motor Equipment Metal Mechanic | | 21.12 |
| 05160 - Motor Equipment Metal Worker | | 18.62 |
| 05190 - Motor Vehicle Mechanic | | 21.40 |
| 05220 - Motor Vehicle Mechanic Helper | | 14.89 |
| 05250 - Motor Vehicle Upholstery Worker | | 17.39 |
| 05280 - Motor Vehicle Wrecker | | 18.62 |
| 05310 - Painter, Automotive | | 19.89 |
| 05340 - Radiator Repair Specialist | | 18.62 |
| 05370 - Tire Repairer | | 12.90 |
| 05400 - Transmission Repair Specialist | | 21.12 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 10.56 |
| 07041 - Cook I | | 9.71 |
| 07042 - Cook II | | 11.25 |
| 07070 - Dishwasher | | 7.37 |

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| 07130 - Food Service Worker | 8.18 |
| 07210 - Meat Cutter | 12.96 |
| 07260 - Waiter/Waitress | 7.61 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.02 |
| 09040 - Furniture Handler | 11.85 |
| 09080 - Furniture Refinisher | 19.02 |
| 09090 - Furniture Refinisher Helper | 14.25 |
| 09110 - Furniture Repairer, Minor | 16.63 |
| 09130 - Upholsterer | 19.02 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.38 |
| 11060 - Elevator Operator | 8.38 |
| 11090 - Gardener | 11.20 |
| 11122 - Housekeeping Aide | 9.06 |
| 11150 - Janitor | 11.51 |
| 11210 - Laborer, Grounds Maintenance | 9.62 |
| 11240 - Maid or Houseman | 7.80 |
| 11260 - Pruner | 8.70 |
| 11270 - Tractor Operator | 11.66 |
| 11330 - Trail Maintenance Worker | 9.62 |
| 11360 - Window Cleaner | 11.52 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.76 |
| 12011 - Breath Alcohol Technician | 16.47 |
| 12012 - Certified Occupational Therapist Assistant | 24.04 |
| 12015 - Certified Physical Therapist Assistant | 24.27 |
| 12020 - Dental Assistant | 13.32 |
| 12025 - Dental Hygienist | 31.24 |
| 12030 - EKG Technician | 23.07 |
| 12035 - Electroneurodiagnostic Technologist | 23.07 |
| 12040 - Emergency Medical Technician | 13.76 |
| 12071 - Licensed Practical Nurse I | 14.18 |
| 12072 - Licensed Practical Nurse II | 15.86 |
| 12073 - Licensed Practical Nurse III | 17.68 |
| 12100 - Medical Assistant | 11.62 |
| 12130 - Medical Laboratory Technician | 15.03 |
| 12160 - Medical Record Clerk | 12.51 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 13.78 |
| 12210 - Nuclear Medicine Technologist | 29.70 |
| 12221 - Nursing Assistant I | 9.59 |
| 12222 - Nursing Assistant II | 10.77 |
| 12223 - Nursing Assistant III | 11.76 |
| 12224 - Nursing Assistant IV | 13.20 |
| 12235 - Optical Dispenser | 12.88 |
| 12236 - Optical Technician | 11.61 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.20 |
| 12305 - Radiologic Technologist | 23.30 |
| 12311 - Registered Nurse I | 24.19 |
| 12312 - Registered Nurse II | 29.61 |
| 12313 - Registered Nurse II, Specialist | 29.61 |
| 12314 - Registered Nurse III | 35.83 |
| 12315 - Registered Nurse III, Anesthetist | 35.83 |
| 12316 - Registered Nurse IV | 42.91 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.87 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.34 |
| 13012 - Exhibits Specialist II | 20.25 |
| 13013 - Exhibits Specialist III | 24.77 |
| 13041 - Illustrator I | 16.34 |
| 13042 - Illustrator II | 20.25 |

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| 13043 - Illustrator III | 24.77 |
| 13047 - Librarian | 22.42 |
| 13050 - Library Aide/Clerk | 10.33 |
| 13054 - Library Information Technology Systems Administrator | 20.25 |
| 13058 - Library Technician | 14.76 |
| 13061 - Media Specialist I | 14.62 |
| 13062 - Media Specialist II | 16.34 |
| 13063 - Media Specialist III | 18.23 |
| 13071 - Photographer I | 13.30 |
| 13072 - Photographer II | 15.63 |
| 13073 - Photographer III | 18.41 |
| 13074 - Photographer IV | 22.53 |
| 13075 - Photographer V | 27.26 |
| 13110 - Video Teleconference Technician | 14.97 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.98 |
| 14042 - Computer Operator II | 15.64 |
| 14043 - Computer Operator III | 19.48 |
| 14044 - Computer Operator IV | 21.63 |
| 14045 - Computer Operator V | 23.96 |
| 14071 - Computer Programmer I | 22.18 |
| 14072 - Computer Programmer II | 27.50 |
| 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 | 13.98 |
| 14160 - Personal Computer Support Technician | 21.63 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.44 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.92 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.60 |
| 15050 - Computer Based Training Specialist / Instructor | 27.72 |
| 15060 - Educational Technologist | 26.44 |
| 15070 - Flight Instructor (Pilot) | 40.60 |
| 15080 - Graphic Artist | 19.64 |
| 15090 - Technical Instructor | 18.16 |
| 15095 - Technical Instructor/Course Developer | 22.23 |
| 15110 - Test Proctor | 17.77 |
| 15120 - Tutor | 17.77 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.21 |
| 16030 - Counter Attendant | 8.21 |
| 16040 - Dry Cleaner | 9.53 |
| 16070 - Finisher, Flatwork, Machine | 8.21 |
| 16090 - Presser, Hand | 8.21 |
| 16110 - Presser, Machine, Drycleaning | 8.21 |
| 16130 - Presser, Machine, Shirts | 8.21 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.21 |
| 16190 - Sewing Machine Operator | 10.09 |
| 16220 - Tailor | 10.61 |
| 16250 - Washer, Machine | 9.45 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.96 |
| 19040 - Tool And Die Maker | 24.37 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.57 |
| 21030 - Material Coordinator | 17.75 |
| 21040 - Material Expediter | 17.75 |
| 21050 - Material Handling Laborer | 9.78 |
| 21071 - Order Filler | 11.03 |

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|---|-------|
| 21080 - Production Line Worker (Food Processing) | 14.57 |
| 21110 - Shipping Packer | 12.38 |
| 21130 - Shipping/Receiving Clerk | 12.38 |
| 21140 - Store Worker I | 9.53 |
| 21150 - Stock Clerk | 13.09 |
| 21210 - Tools And Parts Attendant | 14.57 |
| 21410 - Warehouse Specialist | 14.57 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.13 |
| 23021 - Aircraft Mechanic I | 23.71 |
| 23022 - Aircraft Mechanic II | 25.13 |
| 23023 - Aircraft Mechanic III | 26.53 |
| 23040 - Aircraft Mechanic Helper | 16.71 |
| 23050 - Aircraft, Painter | 21.58 |
| 23060 - Aircraft Servicer | 18.72 |
| 23080 - Aircraft Worker | 20.06 |
| 23110 - Appliance Mechanic | 16.96 |
| 23120 - Bicycle Repairer | 12.90 |
| 23125 - Cable Splicer | 24.94 |
| 23130 - Carpenter, Maintenance | 16.96 |
| 23140 - Carpet Layer | 15.84 |
| 23160 - Electrician, Maintenance | 21.00 |
| 23181 - Electronics Technician Maintenance I | 20.54 |
| 23182 - Electronics Technician Maintenance II | 21.99 |
| 23183 - Electronics Technician Maintenance III | 23.51 |
| 23260 - Fabric Worker | 14.71 |
| 23290 - Fire Alarm System Mechanic | 19.23 |
| 23310 - Fire Extinguisher Repairer | 13.66 |
| 23311 - Fuel Distribution System Mechanic | 18.22 |
| 23312 - Fuel Distribution System Operator | 15.05 |
| 23370 - General Maintenance Worker | 15.84 |
| 23380 - Ground Support Equipment Mechanic | 23.71 |
| 23381 - Ground Support Equipment Servicer | 18.72 |
| 23382 - Ground Support Equipment Worker | 20.06 |
| 23391 - Gunsmith I | 13.66 |
| 23392 - Gunsmith II | 15.84 |
| 23393 - Gunsmith III | 19.35 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.31 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.41 |
| 23430 - Heavy Equipment Mechanic | 19.24 |
| 23440 - Heavy Equipment Operator | 19.24 |
| 23460 - Instrument Mechanic | 19.35 |
| 23465 - Laboratory/Shelter Mechanic | 16.96 |
| 23470 - Laborer | 11.40 |
| 23510 - Locksmith | 16.96 |
| 23530 - Machinery Maintenance Mechanic | 17.96 |
| 23550 - Machinist, Maintenance | 19.62 |
| 23580 - Maintenance Trades Helper | 13.56 |
| 23591 - Metrology Technician I | 19.35 |
| 23592 - Metrology Technician II | 20.52 |
| 23593 - Metrology Technician III | 21.65 |
| 23640 - Millwright | 19.35 |
| 23710 - Office Appliance Repairer | 16.96 |
| 23760 - Painter, Maintenance | 16.96 |
| 23790 - Pipefitter, Maintenance | 17.80 |
| 23810 - Plumber, Maintenance | 17.15 |
| 23820 - Pneudraulic Systems Mechanic | 19.35 |
| 23850 - Rigger | 19.35 |
| 23870 - Scale Mechanic | 15.84 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.24 |
| 23910 - Small Engine Mechanic | 15.84 |

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| 23931 - Telecommunications Mechanic I | 21.03 |
| 23932 - Telecommunications Mechanic II | 22.36 |
| 23950 - Telephone Lineman | 21.32 |
| 23960 - Welder, Combination, Maintenance | 19.24 |
| 23965 - Well Driller | 20.50 |
| 23970 - Woodcraft Worker | 19.35 |
| 23980 - Woodworker | 13.82 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.36 |
| 24580 - Child Care Center Clerk | 12.97 |
| 24610 - Chore Aide | 7.33 |
| 24620 - Family Readiness And Support Services Coordinator | 9.81 |
| 24630 - Homemaker | 15.93 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.90 |
| 25040 - Sewage Plant Operator | 17.29 |
| 25070 - Stationary Engineer | 18.90 |
| 25190 - Ventilation Equipment Tender | 13.23 |
| 25210 - Water Treatment Plant Operator | 17.29 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.48 |
| 27007 - Baggage Inspector | 12.58 |
| 27008 - Corrections Officer | 16.49 |
| 27010 - Court Security Officer | 19.36 |
| 27030 - Detection Dog Handler | 15.74 |
| 27040 - Detention Officer | 16.49 |
| 27070 - Firefighter | 20.08 |
| 27101 - Guard I | 12.58 |
| 27102 - Guard II | 15.74 |
| 27131 - Police Officer I | 23.04 |
| 27132 - Police Officer II | 25.57 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.01 |
| 28042 - Carnival Equipment Repairer | 10.43 |
| 28043 - Carnival Equipment Worker | 8.32 |
| 28210 - Gate Attendant/Gate Tender | 13.35 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.94 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.90 |
| 28515 - Recreation Specialist | 15.20 |
| 28630 - Sports Official | 11.90 |
| 28690 - Swimming Pool Operator | 14.21 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.39 |
| 29020 - Hatch Tender | 18.39 |
| 29030 - Line Handler | 18.39 |
| 29041 - Stevedore I | 17.07 |
| 29042 - Stevedore II | 19.69 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.67 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.30 |
| 30022 - Archeological Technician II | 18.22 |
| 30023 - Archeological Technician III | 22.58 |
| 30030 - Cartographic Technician | 22.58 |
| 30040 - Civil Engineering Technician | 21.39 |
| 30061 - Drafter/CAD Operator I | 16.30 |
| 30062 - Drafter/CAD Operator II | 18.22 |
| 30063 - Drafter/CAD Operator III | 20.71 |
| 30064 - Drafter/CAD Operator IV | 25.13 |
| 30081 - Engineering Technician I | 15.07 |

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| 30082 - Engineering Technician II | 16.90 |
| 30083 - Engineering Technician III | 18.91 |
| 30084 - Engineering Technician IV | 23.43 |
| 30085 - Engineering Technician V | 28.66 |
| 30086 - Engineering Technician VI | 34.67 |
| 30090 - Environmental Technician | 21.53 |
| 30210 - Laboratory Technician | 20.09 |
| 30240 - Mathematical Technician | 22.58 |
| 30361 - Paralegal/Legal Assistant I | 16.90 |
| 30362 - Paralegal/Legal Assistant II | 19.95 |
| 30363 - Paralegal/Legal Assistant III | 24.84 |
| 30364 - Paralegal/Legal Assistant IV | 29.73 |
| 30390 - Photo-Optics Technician | 22.58 |
| 30461 - Technical Writer I | 21.64 |
| 30462 - Technical Writer II | 26.45 |
| 30463 - Technical Writer III | 32.01 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 20.71 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 22.58 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.01 |
| 31030 - Bus Driver | 17.05 |
| 31043 - Driver Courier | 11.91 |
| 31260 - Parking and Lot Attendant | 8.95 |
| 31290 - Shuttle Bus Driver | 12.89 |
| 31310 - Taxi Driver | 9.57 |
| 31361 - Truckdriver, Light | 12.89 |
| 31362 - Truckdriver, Medium | 15.45 |
| 31363 - Truckdriver, Heavy | 17.91 |
| 31364 - Truckdriver, Tractor-Trailer | 17.91 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.73 |
| 99050 - Desk Clerk | 11.45 |
| 99095 - Embalmer | 24.07 |
| 99251 - Laboratory Animal Caretaker I | 10.35 |
| 99252 - Laboratory Animal Caretaker II | 11.21 |
| 99310 - Mortician | 24.07 |
| 99410 - Pest Controller | 14.59 |
| 99510 - Photofinishing Worker | 11.42 |
| 99710 - Recycling Laborer | 14.23 |
| 99711 - Recycling Specialist | 17.31 |
| 99730 - Refuse Collector | 12.73 |
| 99810 - Sales Clerk | 11.55 |
| 99820 - School Crossing Guard | 8.77 |
| 99830 - Survey Party Chief | 14.51 |
| 99831 - Surveying Aide | 10.10 |
| 99832 - Surveying Technician | 13.85 |
| 99840 - Vending Machine Attendant | 11.45 |
| 99841 - Vending Machine Repairer | 14.36 |
| 99842 - Vending Machine Repairer Helper | 11.45 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2518
Revision No.: 20
Date Of Last Revision: 07/25/2014

States: New Mexico, Oklahoma, Texas

Area: New Mexico Counties of Curry, Lea, Quay, Roosevelt, Union

Oklahoma Counties of Beaver, Cimarron, Texas

Texas Counties of Andrews, Armstrong, Bailey, Borden, Brewster, Briscoe, Brown, Callahan, Carson, Castro, Childress, Cochran, Coke, Coleman, Collingsworth, Comanche, Concho, Cottle, Crane, Crockett, Crosby, Dallam, Dawson, Deaf Smith, Dickens, Donley, Eastland, Ector, Fisher, Floyd, Foard, Gaines, Garza, Glasscock, Gray, Hale, Hall, Hansford, Hardeman, Hartley, Haskell, Hemphill, Hockley, Howard, Hutchinson, Irion, Jeff Davis, Jones, Kent, Kimble, King, Knox, Lamb, Lipscomb, Loving, Lubbock, Lynn, Martin, McCulloch, Menard, Midland, Mitchell, Moore, Motley, Nolan, Ochiltree, Oldham, Parmer, Pecos, Potter, Presidio, Randall, Reagan, Reeves, Roberts, Runnels, Schleicher, Scurry, Shackelford, Sherman, Stephens, Sterling, Stonewall, Sutton, Swisher, Taylor, Terrell, Terry, Throckmorton, Tom Green, Upton, Ward, Wheeler, Winkler, Yoakum, Young

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.71 |
| 01012 - Accounting Clerk II | | 14.26 |
| 01013 - Accounting Clerk III | | 15.96 |
| 01020 - Administrative Assistant | | 21.36 |
| 01040 - Court Reporter | | 16.93 |
| 01051 - Data Entry Operator I | | 10.92 |
| 01052 - Data Entry Operator II | | 11.91 |
| 01060 - Dispatcher, Motor Vehicle | | 16.39 |
| 01070 - Document Preparation Clerk | | 11.95 |
| 01090 - Duplicating Machine Operator | | 11.95 |
| 01111 - General Clerk I | | 11.75 |
| 01112 - General Clerk II | | 16.25 |
| 01113 - General Clerk III | | 16.70 |
| 01120 - Housing Referral Assistant | | 19.21 |
| 01141 - Messenger Courier | | 9.96 |
| 01191 - Order Clerk I | | 10.92 |
| 01192 - Order Clerk II | | 12.88 |
| 01261 - Personnel Assistant (Employment) I | | 14.21 |
| 01262 - Personnel Assistant (Employment) II | | 17.32 |
| 01263 - Personnel Assistant (Employment) III | | 18.25 |
| 01270 - Production Control Clerk | | 17.75 |
| 01280 - Receptionist | | 11.31 |
| 01290 - Rental Clerk | | 13.42 |

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| 01300 - Scheduler, Maintenance | 15.37 |
| 01311 - Secretary I | 15.37 |
| 01312 - Secretary II | 17.77 |
| 01313 - Secretary III | 19.21 |
| 01320 - Service Order Dispatcher | 14.63 |
| 01410 - Supply Technician | 21.36 |
| 01420 - Survey Worker | 15.22 |
| 01531 - Travel Clerk I | 11.15 |
| 01532 - Travel Clerk II | 12.06 |
| 01533 - Travel Clerk III | 12.98 |
| 01611 - Word Processor I | 12.98 |
| 01612 - Word Processor II | 14.56 |
| 01613 - Word Processor III | 16.29 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.73 |
| 05010 - Automotive Electrician | 19.89 |
| 05040 - Automotive Glass Installer | 18.62 |
| 05070 - Automotive Worker | 18.62 |
| 05110 - Mobile Equipment Servicer | 16.12 |
| 05130 - Motor Equipment Metal Mechanic | 21.12 |
| 05160 - Motor Equipment Metal Worker | 18.62 |
| 05190 - Motor Vehicle Mechanic | 21.40 |
| 05220 - Motor Vehicle Mechanic Helper | 14.89 |
| 05250 - Motor Vehicle Upholstery Worker | 17.39 |
| 05280 - Motor Vehicle Wrecker | 18.62 |
| 05310 - Painter, Automotive | 19.89 |
| 05340 - Radiator Repair Specialist | 18.62 |
| 05370 - Tire Repairer | 12.90 |
| 05400 - Transmission Repair Specialist | 21.12 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.56 |
| 07041 - Cook I | 9.71 |
| 07042 - Cook II | 11.25 |
| 07070 - Dishwasher | 7.37 |
| 07130 - Food Service Worker | 8.18 |
| 07210 - Meat Cutter | 12.96 |
| 07260 - Waiter/Waitress | 7.61 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.02 |
| 09040 - Furniture Handler | 11.85 |
| 09080 - Furniture Refinisher | 19.02 |
| 09090 - Furniture Refinisher Helper | 14.25 |
| 09110 - Furniture Repairer, Minor | 16.63 |
| 09130 - Upholsterer | 19.02 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.38 |
| 11060 - Elevator Operator | 8.38 |
| 11090 - Gardener | 11.20 |
| 11122 - Housekeeping Aide | 9.06 |
| 11150 - Janitor | 11.51 |
| 11210 - Laborer, Grounds Maintenance | 9.62 |
| 11240 - Maid or Houseman | 7.80 |
| 11260 - Pruner | 8.70 |
| 11270 - Tractor Operator | 11.66 |
| 11330 - Trail Maintenance Worker | 9.62 |
| 11360 - Window Cleaner | 11.52 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.76 |
| 12011 - Breath Alcohol Technician | 16.47 |
| 12012 - Certified Occupational Therapist Assistant | 24.04 |
| 12015 - Certified Physical Therapist Assistant | 24.27 |
| 12020 - Dental Assistant | 13.32 |
| 12025 - Dental Hygienist | 31.24 |

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| 12030 - EKG Technician | 23.07 |
| 12035 - Electroneurodiagnostic Technologist | 23.07 |
| 12040 - Emergency Medical Technician | 13.76 |
| 12071 - Licensed Practical Nurse I | 14.18 |
| 12072 - Licensed Practical Nurse II | 15.86 |
| 12073 - Licensed Practical Nurse III | 17.68 |
| 12100 - Medical Assistant | 11.62 |
| 12130 - Medical Laboratory Technician | 15.03 |
| 12160 - Medical Record Clerk | 12.51 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 13.78 |
| 12210 - Nuclear Medicine Technologist | 29.70 |
| 12221 - Nursing Assistant I | 9.59 |
| 12222 - Nursing Assistant II | 10.77 |
| 12223 - Nursing Assistant III | 11.76 |
| 12224 - Nursing Assistant IV | 13.20 |
| 12235 - Optical Dispenser | 12.88 |
| 12236 - Optical Technician | 11.61 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.20 |
| 12305 - Radiologic Technologist | 23.30 |
| 12311 - Registered Nurse I | 24.19 |
| 12312 - Registered Nurse II | 29.61 |
| 12313 - Registered Nurse II, Specialist | 29.61 |
| 12314 - Registered Nurse III | 35.83 |
| 12315 - Registered Nurse III, Anesthetist | 35.83 |
| 12316 - Registered Nurse IV | 42.91 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.87 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.34 |
| 13012 - Exhibits Specialist II | 20.25 |
| 13013 - Exhibits Specialist III | 24.77 |
| 13041 - Illustrator I | 16.34 |
| 13042 - Illustrator II | 20.25 |
| 13043 - Illustrator III | 24.77 |
| 13047 - Librarian | 22.42 |
| 13050 - Library Aide/Clerk | 10.33 |
| 13054 - Library Information Technology Systems Administrator | 20.25 |
| 13058 - Library Technician | 14.76 |
| 13061 - Media Specialist I | 14.62 |
| 13062 - Media Specialist II | 16.34 |
| 13063 - Media Specialist III | 18.23 |
| 13071 - Photographer I | 13.30 |
| 13072 - Photographer II | 15.63 |
| 13073 - Photographer III | 18.41 |
| 13074 - Photographer IV | 22.53 |
| 13075 - Photographer V | 27.26 |
| 13110 - Video Teleconference Technician | 14.97 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.98 |
| 14042 - Computer Operator II | 15.64 |
| 14043 - Computer Operator III | 19.48 |
| 14044 - Computer Operator IV | 21.63 |
| 14045 - Computer Operator V | 23.96 |
| 14071 - Computer Programmer I | 22.18 |
| 14072 - Computer Programmer II | 27.50 |
| 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 | 13.98 |

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| 14160 - Personal Computer Support Technician | 21.63 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.44 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.92 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.60 |
| 15050 - Computer Based Training Specialist / Instructor | 27.72 |
| 15060 - Educational Technologist | 26.44 |
| 15070 - Flight Instructor (Pilot) | 40.60 |
| 15080 - Graphic Artist | 19.64 |
| 15090 - Technical Instructor | 18.16 |
| 15095 - Technical Instructor/Course Developer | 22.23 |
| 15110 - Test Proctor | 17.77 |
| 15120 - Tutor | 17.77 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.21 |
| 16030 - Counter Attendant | 8.21 |
| 16040 - Dry Cleaner | 9.53 |
| 16070 - Finisher, Flatwork, Machine | 8.21 |
| 16090 - Presser, Hand | 8.21 |
| 16110 - Presser, Machine, Drycleaning | 8.21 |
| 16130 - Presser, Machine, Shirts | 8.21 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.21 |
| 16190 - Sewing Machine Operator | 10.09 |
| 16220 - Tailor | 10.61 |
| 16250 - Washer, Machine | 9.45 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.96 |
| 19040 - Tool And Die Maker | 24.37 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.57 |
| 21030 - Material Coordinator | 17.75 |
| 21040 - Material Expediter | 17.75 |
| 21050 - Material Handling Laborer | 9.78 |
| 21071 - Order Filler | 11.03 |
| 21080 - Production Line Worker (Food Processing) | 14.57 |
| 21110 - Shipping Packer | 12.38 |
| 21130 - Shipping/Receiving Clerk | 12.38 |
| 21140 - Store Worker I | 9.53 |
| 21150 - Stock Clerk | 13.09 |
| 21210 - Tools And Parts Attendant | 14.57 |
| 21410 - Warehouse Specialist | 14.57 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.13 |
| 23021 - Aircraft Mechanic I | 23.71 |
| 23022 - Aircraft Mechanic II | 25.13 |
| 23023 - Aircraft Mechanic III | 26.53 |
| 23040 - Aircraft Mechanic Helper | 16.71 |
| 23050 - Aircraft, Painter | 21.58 |
| 23060 - Aircraft Servicer | 18.72 |
| 23080 - Aircraft Worker | 20.06 |
| 23110 - Appliance Mechanic | 16.96 |
| 23120 - Bicycle Repairer | 12.90 |
| 23125 - Cable Splicer | 24.94 |
| 23130 - Carpenter, Maintenance | 16.96 |
| 23140 - Carpet Layer | 15.84 |
| 23160 - Electrician, Maintenance | 21.00 |
| 23181 - Electronics Technician Maintenance I | 20.54 |
| 23182 - Electronics Technician Maintenance II | 21.99 |
| 23183 - Electronics Technician Maintenance III | 23.51 |
| 23260 - Fabric Worker | 14.71 |
| 23290 - Fire Alarm System Mechanic | 19.23 |
| 23310 - Fire Extinguisher Repairer | 13.66 |
| 23311 - Fuel Distribution System Mechanic | 18.22 |

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| 23312 - Fuel Distribution System Operator | 15.05 |
| 23370 - General Maintenance Worker | 15.84 |
| 23380 - Ground Support Equipment Mechanic | 23.71 |
| 23381 - Ground Support Equipment Servicer | 18.72 |
| 23382 - Ground Support Equipment Worker | 20.06 |
| 23391 - Gunsmith I | 13.66 |
| 23392 - Gunsmith II | 15.84 |
| 23393 - Gunsmith III | 19.35 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.31 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.41 |
| 23430 - Heavy Equipment Mechanic | 19.24 |
| 23440 - Heavy Equipment Operator | 19.24 |
| 23460 - Instrument Mechanic | 19.35 |
| 23465 - Laboratory/Shelter Mechanic | 16.96 |
| 23470 - Laborer | 11.40 |
| 23510 - Locksmith | 16.96 |
| 23530 - Machinery Maintenance Mechanic | 17.96 |
| 23550 - Machinist, Maintenance | 19.62 |
| 23580 - Maintenance Trades Helper | 13.56 |
| 23591 - Metrology Technician I | 19.35 |
| 23592 - Metrology Technician II | 20.52 |
| 23593 - Metrology Technician III | 21.65 |
| 23640 - Millwright | 19.35 |
| 23710 - Office Appliance Repairer | 16.96 |
| 23760 - Painter, Maintenance | 16.96 |
| 23790 - Pipefitter, Maintenance | 17.80 |
| 23810 - Plumber, Maintenance | 17.15 |
| 23820 - Pneudraulic Systems Mechanic | 19.35 |
| 23850 - Rigger | 19.35 |
| 23870 - Scale Mechanic | 15.84 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.24 |
| 23910 - Small Engine Mechanic | 15.84 |
| 23931 - Telecommunications Mechanic I | 21.03 |
| 23932 - Telecommunications Mechanic II | 22.36 |
| 23950 - Telephone Lineman | 21.32 |
| 23960 - Welder, Combination, Maintenance | 19.24 |
| 23965 - Well Driller | 20.50 |
| 23970 - Woodcraft Worker | 19.35 |
| 23980 - Woodworker | 13.82 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.36 |
| 24580 - Child Care Center Clerk | 12.97 |
| 24610 - Chore Aide | 7.33 |
| 24620 - Family Readiness And Support Services Coordinator | 9.81 |
| 24630 - Homemaker | 15.93 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.90 |
| 25040 - Sewage Plant Operator | 17.29 |
| 25070 - Stationary Engineer | 18.90 |
| 25190 - Ventilation Equipment Tender | 13.23 |
| 25210 - Water Treatment Plant Operator | 17.29 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.48 |
| 27007 - Baggage Inspector | 12.58 |
| 27008 - Corrections Officer | 16.49 |
| 27010 - Court Security Officer | 19.36 |
| 27030 - Detection Dog Handler | 15.74 |
| 27040 - Detention Officer | 16.49 |
| 27070 - Firefighter | 20.08 |
| 27101 - Guard I | 12.58 |

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| 27102 - Guard II | 15.74 |
| 27131 - Police Officer I | 23.04 |
| 27132 - Police Officer II | 25.57 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.01 |
| 28042 - Carnival Equipment Repairer | 10.43 |
| 28043 - Carnival Equipment Worker | 8.32 |
| 28210 - Gate Attendant/Gate Tender | 13.35 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.94 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.90 |
| 28515 - Recreation Specialist | 15.20 |
| 28630 - Sports Official | 11.90 |
| 28690 - Swimming Pool Operator | 14.21 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.39 |
| 29020 - Hatch Tender | 18.39 |
| 29030 - Line Handler | 18.39 |
| 29041 - Stevedore I | 17.07 |
| 29042 - Stevedore II | 19.69 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.67 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.30 |
| 30022 - Archeological Technician II | 18.22 |
| 30023 - Archeological Technician III | 22.58 |
| 30030 - Cartographic Technician | 22.58 |
| 30040 - Civil Engineering Technician | 21.39 |
| 30061 - Drafter/CAD Operator I | 16.30 |
| 30062 - Drafter/CAD Operator II | 18.22 |
| 30063 - Drafter/CAD Operator III | 20.71 |
| 30064 - Drafter/CAD Operator IV | 25.13 |
| 30081 - Engineering Technician I | 15.07 |
| 30082 - Engineering Technician II | 16.90 |
| 30083 - Engineering Technician III | 18.91 |
| 30084 - Engineering Technician IV | 23.43 |
| 30085 - Engineering Technician V | 28.66 |
| 30086 - Engineering Technician VI | 34.67 |
| 30090 - Environmental Technician | 21.53 |
| 30210 - Laboratory Technician | 20.09 |
| 30240 - Mathematical Technician | 22.58 |
| 30361 - Paralegal/Legal Assistant I | 16.90 |
| 30362 - Paralegal/Legal Assistant II | 19.95 |
| 30363 - Paralegal/Legal Assistant III | 24.84 |
| 30364 - Paralegal/Legal Assistant IV | 29.73 |
| 30390 - Photo-Optics Technician | 22.58 |
| 30461 - Technical Writer I | 21.64 |
| 30462 - Technical Writer II | 26.45 |
| 30463 - Technical Writer III | 32.01 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 20.71 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 22.58 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.01 |
| 31030 - Bus Driver | 17.05 |
| 31043 - Driver Courier | 11.91 |
| 31260 - Parking and Lot Attendant | 8.95 |

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| 31290 - Shuttle Bus Driver | 12.89 |
| 31310 - Taxi Driver | 9.57 |
| 31361 - Truckdriver, Light | 12.89 |
| 31362 - Truckdriver, Medium | 15.45 |
| 31363 - Truckdriver, Heavy | 17.91 |
| 31364 - Truckdriver, Tractor-Trailer | 17.91 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.73 |
| 99050 - Desk Clerk | 11.45 |
| 99095 - Embalmer | 24.07 |
| 99251 - Laboratory Animal Caretaker I | 10.35 |
| 99252 - Laboratory Animal Caretaker II | 11.21 |
| 99310 - Mortician | 24.07 |
| 99410 - Pest Controller | 14.59 |
| 99510 - Photofinishing Worker | 11.42 |
| 99710 - Recycling Laborer | 14.23 |
| 99711 - Recycling Specialist | 17.31 |
| 99730 - Refuse Collector | 12.73 |
| 99810 - Sales Clerk | 11.55 |
| 99820 - School Crossing Guard | 8.77 |
| 99830 - Survey Party Chief | 14.51 |
| 99831 - Surveying Aide | 10.10 |
| 99832 - Surveying Technician | 13.85 |
| 99840 - Vending Machine Attendant | 11.45 |
| 99841 - Vending Machine Repairer | 14.36 |
| 99842 - Vending Machine Repairer Helper | 11.45 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2519
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Brooks, Cameron, Dimmit, Duval, Frio, Hidalgo, Jim Hogg, Kenedy, La Salle, Maverick, Starr, Webb, Willacy, Zapata, Zavala

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|------|
| 01000 - Administrative Support And Clerical Occupations | | |

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| 01011 - Accounting Clerk I | 11.16 |
| 01012 - Accounting Clerk II | 12.52 |
| 01013 - Accounting Clerk III | 14.48 |
| 01020 - Administrative Assistant | 16.86 |
| 01040 - Court Reporter | 15.03 |
| 01051 - Data Entry Operator I | 9.50 |
| 01052 - Data Entry Operator II | 10.37 |
| 01060 - Dispatcher, Motor Vehicle | 14.48 |
| 01070 - Document Preparation Clerk | 10.46 |
| 01090 - Duplicating Machine Operator | 10.46 |
| 01111 - General Clerk I | 10.21 |
| 01112 - General Clerk II | 11.16 |
| 01113 - General Clerk III | 12.52 |
| 01120 - Housing Referral Assistant | 16.69 |
| 01141 - Messenger Courier | 9.90 |
| 01191 - Order Clerk I | 9.70 |
| 01192 - Order Clerk II | 10.59 |
| 01261 - Personnel Assistant (Employment) I | 12.52 |
| 01262 - Personnel Assistant (Employment) II | 15.33 |
| 01263 - Personnel Assistant (Employment) III | 17.11 |
| 01270 - Production Control Clerk | 13.34 |
| 01280 - Receptionist | 9.51 |
| 01290 - Rental Clerk | 12.52 |
| 01300 - Scheduler, Maintenance | 12.90 |
| 01311 - Secretary I | 12.90 |
| 01312 - Secretary II | 14.43 |
| 01313 - Secretary III | 16.10 |
| 01320 - Service Order Dispatcher | 12.82 |
| 01410 - Supply Technician | 16.86 |
| 01420 - Survey Worker | 14.38 |
| 01531 - Travel Clerk I | 10.71 |
| 01532 - Travel Clerk II | 11.73 |
| 01533 - Travel Clerk III | 12.58 |
| 01611 - Word Processor I | 10.10 |
| 01612 - Word Processor II | 12.50 |
| 01613 - Word Processor III | 14.48 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 13.72 |
| 05010 - Automotive Electrician | 13.04 |
| 05040 - Automotive Glass Installer | 12.21 |
| 05070 - Automotive Worker | 12.21 |
| 05110 - Mobile Equipment Servicer | 10.83 |
| 05130 - Motor Equipment Metal Mechanic | 13.72 |
| 05160 - Motor Equipment Metal Worker | 12.21 |
| 05190 - Motor Vehicle Mechanic | 13.72 |
| 05220 - Motor Vehicle Mechanic Helper | 10.29 |
| 05250 - Motor Vehicle Upholstery Worker | 11.52 |
| 05280 - Motor Vehicle Wrecker | 12.21 |
| 05310 - Painter, Automotive | 13.04 |
| 05340 - Radiator Repair Specialist | 12.21 |
| 05370 - Tire Repairer | 10.10 |
| 05400 - Transmission Repair Specialist | 13.72 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 9.31 |
| 07041 - Cook I | 8.74 |
| 07042 - Cook II | 9.34 |
| 07070 - Dishwasher | 7.25 |
| 07130 - Food Service Worker | 7.27 |
| 07210 - Meat Cutter | 10.65 |
| 07260 - Waiter/Waitress | 8.11 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.19 |
| 09040 - Furniture Handler | 9.08 |

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| 09080 - Furniture Refinisher | 13.38 |
| 09090 - Furniture Refinisher Helper | 10.22 |
| 09110 - Furniture Repairer, Minor | 11.78 |
| 09130 - Upholsterer | 13.38 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 7.68 |
| 11060 - Elevator Operator | 8.45 |
| 11090 - Gardener | 11.16 |
| 11122 - Housekeeping Aide | 8.27 |
| 11150 - Janitor | 9.29 |
| 11210 - Laborer, Grounds Maintenance | 9.04 |
| 11240 - Maid or Houseman | 7.25 |
| 11260 - Pruner | 8.21 |
| 11270 - Tractor Operator | 10.68 |
| 11330 - Trail Maintenance Worker | 9.04 |
| 11360 - Window Cleaner | 9.87 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.85 |
| 12011 - Breath Alcohol Technician | 15.30 |
| 12012 - Certified Occupational Therapist Assistant | 22.12 |
| 12015 - Certified Physical Therapist Assistant | 22.99 |
| 12020 - Dental Assistant | 13.22 |
| 12025 - Dental Hygienist | 30.90 |
| 12030 - EKG Technician | 24.42 |
| 12035 - Electroneurodiagnostic Technologist | 24.42 |
| 12040 - Emergency Medical Technician | 15.00 |
| 12071 - Licensed Practical Nurse I | 15.52 |
| 12072 - Licensed Practical Nurse II | 17.37 |
| 12073 - Licensed Practical Nurse III | 19.38 |
| 12100 - Medical Assistant | 10.95 |
| 12130 - Medical Laboratory Technician | 14.36 |
| 12160 - Medical Record Clerk | 12.34 |
| 12190 - Medical Record Technician | 13.54 |
| 12195 - Medical Transcriptionist | 14.16 |
| 12210 - Nuclear Medicine Technologist | 34.71 |
| 12221 - Nursing Assistant I | 8.74 |
| 12222 - Nursing Assistant II | 9.82 |
| 12223 - Nursing Assistant III | 10.72 |
| 12224 - Nursing Assistant IV | 12.03 |
| 12235 - Optical Dispenser | 15.79 |
| 12236 - Optical Technician | 25.52 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 12.36 |
| 12305 - Radiologic Technologist | 22.15 |
| 12311 - Registered Nurse I | 25.88 |
| 12312 - Registered Nurse II | 31.68 |
| 12313 - Registered Nurse II, Specialist | 31.68 |
| 12314 - Registered Nurse III | 38.30 |
| 12315 - Registered Nurse III, Anesthetist | 38.30 |
| 12316 - Registered Nurse IV | 45.94 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.92 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.38 |
| 13012 - Exhibits Specialist II | 21.54 |
| 13013 - Exhibits Specialist III | 26.37 |
| 13041 - Illustrator I | 17.38 |
| 13042 - Illustrator II | 21.54 |
| 13043 - Illustrator III | 26.37 |
| 13047 - Librarian | 23.88 |
| 13050 - Library Aide/Clerk | 18.30 |
| 13054 - Library Information Technology Systems Administrator | 21.54 |
| 13058 - Library Technician | 13.22 |

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| 13061 - Media Specialist I | 15.54 |
| 13062 - Media Specialist II | 17.38 |
| 13063 - Media Specialist III | 19.39 |
| 13071 - Photographer I | 14.67 |
| 13072 - Photographer II | 16.41 |
| 13073 - Photographer III | 20.35 |
| 13074 - Photographer IV | 23.45 |
| 13075 - Photographer V | 29.26 |
| 13110 - Video Teleconference Technician | 15.43 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 12.38 |
| 14042 - Computer Operator II | 13.85 |
| 14043 - Computer Operator III | 15.48 |
| 14044 - Computer Operator IV | 17.27 |
| 14045 - Computer Operator V | 19.18 |
| 14071 - Computer Programmer I | (see 1) 17.38 |
| 14072 - Computer Programmer II | (see 1) 20.63 |
| 14073 - Computer Programmer III | (see 1) 25.90 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 25.75 |
| 14102 - Computer Systems Analyst II | (see 1) 26.90 |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 12.68 |
| 14160 - Personal Computer Support Technician | 17.27 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 23.41 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 28.33 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 33.51 |
| 15050 - Computer Based Training Specialist / Instructor | 23.41 |
| 15060 - Educational Technologist | 29.50 |
| 15070 - Flight Instructor (Pilot) | 33.51 |
| 15080 - Graphic Artist | 17.26 |
| 15090 - Technical Instructor | 16.83 |
| 15095 - Technical Instructor/Course Developer | 19.52 |
| 15110 - Test Proctor | 11.18 |
| 15120 - Tutor | 11.18 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 7.93 |
| 16030 - Counter Attendant | 7.93 |
| 16040 - Dry Cleaner | 9.32 |
| 16070 - Finisher, Flatwork, Machine | 7.93 |
| 16090 - Presser, Hand | 7.93 |
| 16110 - Presser, Machine, Drycleaning | 7.93 |
| 16130 - Presser, Machine, Shirts | 7.93 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 7.93 |
| 16190 - Sewing Machine Operator | 9.79 |
| 16220 - Tailor | 10.31 |
| 16250 - Washer, Machine | 8.31 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 13.84 |
| 19040 - Tool And Die Maker | 16.75 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 10.16 |
| 21030 - Material Coordinator | 14.22 |
| 21040 - Material Expediter | 14.22 |
| 21050 - Material Handling Laborer | 9.44 |
| 21071 - Order Filler | 8.83 |
| 21080 - Production Line Worker (Food Processing) | 10.22 |
| 21110 - Shipping Packer | 10.00 |
| 21130 - Shipping/Receiving Clerk | 10.00 |
| 21140 - Store Worker I | 10.23 |
| 21150 - Stock Clerk | 13.65 |
| 21210 - Tools And Parts Attendant | 10.22 |

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|---|-------|
| 21410 - Warehouse Specialist | 10.22 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 15.92 |
| 23021 - Aircraft Mechanic I | 15.15 |
| 23022 - Aircraft Mechanic II | 15.92 |
| 23023 - Aircraft Mechanic III | 16.71 |
| 23040 - Aircraft Mechanic Helper | 11.24 |
| 23050 - Aircraft, Painter | 14.17 |
| 23060 - Aircraft Servicer | 13.56 |
| 23080 - Aircraft Worker | 13.59 |
| 23110 - Appliance Mechanic | 12.88 |
| 23120 - Bicycle Repairer | 9.40 |
| 23125 - Cable Splicer | 18.01 |
| 23130 - Carpenter, Maintenance | 12.88 |
| 23140 - Carpet Layer | 13.27 |
| 23160 - Electrician, Maintenance | 13.97 |
| 23181 - Electronics Technician Maintenance I | 12.65 |
| 23182 - Electronics Technician Maintenance II | 14.54 |
| 23183 - Electronics Technician Maintenance III | 17.58 |
| 23260 - Fabric Worker | 12.51 |
| 23290 - Fire Alarm System Mechanic | 15.10 |
| 23310 - Fire Extinguisher Repairer | 11.64 |
| 23311 - Fuel Distribution System Mechanic | 15.18 |
| 23312 - Fuel Distribution System Operator | 11.00 |
| 23370 - General Maintenance Worker | 11.71 |
| 23380 - Ground Support Equipment Mechanic | 15.15 |
| 23381 - Ground Support Equipment Servicer | 13.56 |
| 23382 - Ground Support Equipment Worker | 13.59 |
| 23391 - Gunsmith I | 11.44 |
| 23392 - Gunsmith II | 13.08 |
| 23393 - Gunsmith III | 14.73 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 12.33 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 12.95 |
| 23430 - Heavy Equipment Mechanic | 16.02 |
| 23440 - Heavy Equipment Operator | 12.08 |
| 23460 - Instrument Mechanic | 15.10 |
| 23465 - Laboratory/Shelter Mechanic | 13.88 |
| 23470 - Laborer | 8.14 |
| 23510 - Locksmith | 12.88 |
| 23530 - Machinery Maintenance Mechanic | 15.39 |
| 23550 - Machinist, Maintenance | 12.75 |
| 23580 - Maintenance Trades Helper | 10.16 |
| 23591 - Metrology Technician I | 15.10 |
| 23592 - Metrology Technician II | 15.98 |
| 23593 - Metrology Technician III | 16.85 |
| 23640 - Millwright | 15.10 |
| 23710 - Office Appliance Repairer | 11.99 |
| 23760 - Painter, Maintenance | 11.71 |
| 23790 - Pipefitter, Maintenance | 13.23 |
| 23810 - Plumber, Maintenance | 12.87 |
| 23820 - Pneudraulic Systems Mechanic | 15.10 |
| 23850 - Rigger | 15.77 |
| 23870 - Scale Mechanic | 13.41 |
| 23890 - Sheet-Metal Worker, Maintenance | 12.32 |
| 23910 - Small Engine Mechanic | 13.41 |
| 23931 - Telecommunications Mechanic I | 18.04 |
| 23932 - Telecommunications Mechanic II | 18.94 |
| 23950 - Telephone Lineman | 15.15 |
| 23960 - Welder, Combination, Maintenance | 13.27 |
| 23965 - Well Driller | 15.10 |
| 23970 - Woodcraft Worker | 14.91 |

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| 23980 - Woodworker | 10.84 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.31 |
| 24580 - Child Care Center Clerk | 9.66 |
| 24610 - Chore Aide | 7.98 |
| 24620 - Family Readiness And Support Services Coordinator | 9.22 |
| 24630 - Homemaker | 12.27 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 16.40 |
| 25040 - Sewage Plant Operator | 12.03 |
| 25070 - Stationary Engineer | 16.40 |
| 25190 - Ventilation Equipment Tender | 11.90 |
| 25210 - Water Treatment Plant Operator | 12.03 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 12.46 |
| 27007 - Baggage Inspector | 10.02 |
| 27008 - Corrections Officer | 14.94 |
| 27010 - Court Security Officer | 17.35 |
| 27030 - Detection Dog Handler | 14.63 |
| 27040 - Detention Officer | 14.94 |
| 27070 - Firefighter | 17.58 |
| 27101 - Guard I | 10.02 |
| 27102 - Guard II | 14.63 |
| 27131 - Police Officer I | 20.81 |
| 27132 - Police Officer II | 24.06 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.64 |
| 28042 - Carnival Equipment Repairer | 10.18 |
| 28043 - Carnival Equipment Worker | 9.27 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |
| 28515 - Recreation Specialist | 12.23 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 14.40 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 12.56 |
| 29020 - Hatch Tender | 12.56 |
| 29030 - Line Handler | 12.56 |
| 29041 - Stevedore I | 12.20 |
| 29042 - Stevedore II | 13.71 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 13.92 |
| 30022 - Archeological Technician II | 14.74 |
| 30023 - Archeological Technician III | 17.07 |
| 30030 - Cartographic Technician | 17.08 |
| 30040 - Civil Engineering Technician | 16.56 |
| 30061 - Drafter/CAD Operator I | 13.11 |
| 30062 - Drafter/CAD Operator II | 14.64 |
| 30063 - Drafter/CAD Operator III | 16.36 |
| 30064 - Drafter/CAD Operator IV | 18.60 |
| 30081 - Engineering Technician I | 12.25 |
| 30082 - Engineering Technician II | 13.77 |
| 30083 - Engineering Technician III | 15.38 |
| 30084 - Engineering Technician IV | 19.08 |
| 30085 - Engineering Technician V | 22.36 |
| 30086 - Engineering Technician VI | 27.40 |
| 30090 - Environmental Technician | 19.00 |

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| 30210 - Laboratory Technician | 16.36 |
| 30240 - Mathematical Technician | 18.17 |
| 30361 - Paralegal/Legal Assistant I | 15.14 |
| 30362 - Paralegal/Legal Assistant II | 17.38 |
| 30363 - Paralegal/Legal Assistant III | 21.26 |
| 30364 - Paralegal/Legal Assistant IV | 25.72 |
| 30390 - Photo-Optics Technician | 18.17 |
| 30461 - Technical Writer I | 18.17 |
| 30462 - Technical Writer II | 20.91 |
| 30463 - Technical Writer III | 24.95 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 3) 16.36 |
| 30621 - Weather Observer, Senior | (see 3) 18.17 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.33 |
| 31030 - Bus Driver | 13.68 |
| 31043 - Driver Courier | 10.40 |
| 31260 - Parking and Lot Attendant | 8.00 |
| 31290 - Shuttle Bus Driver | 11.20 |
| 31310 - Taxi Driver | 7.32 |
| 31361 - Truckdriver, Light | 11.20 |
| 31362 - Truckdriver, Medium | 12.07 |
| 31363 - Truckdriver, Heavy | 14.67 |
| 31364 - Truckdriver, Tractor-Trailer | 14.67 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.43 |
| 99050 - Desk Clerk | 7.75 |
| 99095 - Embalmer | 23.19 |
| 99251 - Laboratory Animal Caretaker I | 13.71 |
| 99252 - Laboratory Animal Caretaker II | 14.39 |
| 99310 - Mortician | 23.19 |
| 99410 - Pest Controller | 13.33 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 11.54 |
| 99711 - Recycling Specialist | 13.78 |
| 99730 - Refuse Collector | 11.00 |
| 99810 - Sales Clerk | 10.71 |
| 99820 - School Crossing Guard | 11.36 |
| 99830 - Survey Party Chief | 18.99 |
| 99831 - Surveying Aide | 12.91 |
| 99832 - Surveying Technician | 15.88 |
| 99840 - Vending Machine Attendant | 10.70 |
| 99841 - Vending Machine Repairer | 12.14 |
| 99842 - Vending Machine Repairer Helper | 10.70 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es)

of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that

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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.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2520
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Brooks, Cameron, Dimmit, Duval, Frio, Hidalgo, Jim Hogg, Kenedy, La Salle, Maverick, Starr, Webb, Willacy, Zapata, Zavala

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.16 |
| 01012 - Accounting Clerk II | | 12.52 |
| 01013 - Accounting Clerk III | | 14.48 |
| 01020 - Administrative Assistant | | 16.86 |
| 01040 - Court Reporter | | 15.03 |
| 01051 - Data Entry Operator I | | 9.50 |
| 01052 - Data Entry Operator II | | 10.37 |
| 01060 - Dispatcher, Motor Vehicle | | 14.48 |
| 01070 - Document Preparation Clerk | | 10.46 |
| 01090 - Duplicating Machine Operator | | 10.46 |
| 01111 - General Clerk I | | 10.21 |
| 01112 - General Clerk II | | 11.16 |
| 01113 - General Clerk III | | 12.52 |
| 01120 - Housing Referral Assistant | | 16.69 |
| 01141 - Messenger Courier | | 9.90 |
| 01191 - Order Clerk I | | 9.70 |
| 01192 - Order Clerk II | | 10.59 |
| 01261 - Personnel Assistant (Employment) I | | 12.52 |
| 01262 - Personnel Assistant (Employment) II | | 15.33 |
| 01263 - Personnel Assistant (Employment) III | | 17.11 |
| 01270 - Production Control Clerk | | 13.34 |
| 01280 - Receptionist | | 9.51 |
| 01290 - Rental Clerk | | 12.52 |
| 01300 - Scheduler, Maintenance | | 12.90 |
| 01311 - Secretary I | | 12.90 |
| 01312 - Secretary II | | 14.43 |
| 01313 - Secretary III | | 16.10 |
| 01320 - Service Order Dispatcher | | 12.82 |
| 01410 - Supply Technician | | 16.86 |
| 01420 - Survey Worker | | 14.38 |
| 01531 - Travel Clerk I | | 10.71 |
| 01532 - Travel Clerk II | | 11.73 |
| 01533 - Travel Clerk III | | 12.58 |
| 01611 - Word Processor I | | 10.10 |

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| 01612 - Word Processor II | 12.50 |
| 01613 - Word Processor III | 14.48 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 13.72 |
| 05010 - Automotive Electrician | 13.04 |
| 05040 - Automotive Glass Installer | 12.21 |
| 05070 - Automotive Worker | 12.21 |
| 05110 - Mobile Equipment Servicer | 10.83 |
| 05130 - Motor Equipment Metal Mechanic | 13.72 |
| 05160 - Motor Equipment Metal Worker | 12.21 |
| 05190 - Motor Vehicle Mechanic | 13.72 |
| 05220 - Motor Vehicle Mechanic Helper | 10.29 |
| 05250 - Motor Vehicle Upholstery Worker | 11.52 |
| 05280 - Motor Vehicle Wrecker | 12.21 |
| 05310 - Painter, Automotive | 13.04 |
| 05340 - Radiator Repair Specialist | 12.21 |
| 05370 - Tire Repairer | 10.10 |
| 05400 - Transmission Repair Specialist | 13.72 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 9.31 |
| 07041 - Cook I | 8.74 |
| 07042 - Cook II | 9.34 |
| 07070 - Dishwasher | 7.25 |
| 07130 - Food Service Worker | 7.27 |
| 07210 - Meat Cutter | 10.65 |
| 07260 - Waiter/Waitress | 8.11 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.19 |
| 09040 - Furniture Handler | 9.08 |
| 09080 - Furniture Refinisher | 13.38 |
| 09090 - Furniture Refinisher Helper | 10.22 |
| 09110 - Furniture Repairer, Minor | 11.78 |
| 09130 - Upholsterer | 13.38 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 7.68 |
| 11060 - Elevator Operator | 8.45 |
| 11090 - Gardener | 11.16 |
| 11122 - Housekeeping Aide | 8.27 |
| 11150 - Janitor | 9.29 |
| 11210 - Laborer, Grounds Maintenance | 9.04 |
| 11240 - Maid or Houseman | 7.25 |
| 11260 - Pruner | 8.21 |
| 11270 - Tractor Operator | 10.68 |
| 11330 - Trail Maintenance Worker | 9.04 |
| 11360 - Window Cleaner | 9.87 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.85 |
| 12011 - Breath Alcohol Technician | 15.30 |
| 12012 - Certified Occupational Therapist Assistant | 22.12 |
| 12015 - Certified Physical Therapist Assistant | 22.99 |
| 12020 - Dental Assistant | 13.22 |
| 12025 - Dental Hygienist | 30.90 |
| 12030 - EKG Technician | 24.42 |
| 12035 - Electroneurodiagnostic Technologist | 24.42 |
| 12040 - Emergency Medical Technician | 15.00 |
| 12071 - Licensed Practical Nurse I | 15.52 |
| 12072 - Licensed Practical Nurse II | 17.37 |
| 12073 - Licensed Practical Nurse III | 19.38 |
| 12100 - Medical Assistant | 10.95 |
| 12130 - Medical Laboratory Technician | 14.36 |
| 12160 - Medical Record Clerk | 12.34 |
| 12190 - Medical Record Technician | 13.54 |
| 12195 - Medical Transcriptionist | 14.16 |

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| 12210 - Nuclear Medicine Technologist | 34.71 |
| 12221 - Nursing Assistant I | 8.74 |
| 12222 - Nursing Assistant II | 9.82 |
| 12223 - Nursing Assistant III | 10.72 |
| 12224 - Nursing Assistant IV | 12.03 |
| 12235 - Optical Dispenser | 15.79 |
| 12236 - Optical Technician | 25.52 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 12.36 |
| 12305 - Radiologic Technologist | 22.15 |
| 12311 - Registered Nurse I | 25.88 |
| 12312 - Registered Nurse II | 31.68 |
| 12313 - Registered Nurse II, Specialist | 31.68 |
| 12314 - Registered Nurse III | 38.30 |
| 12315 - Registered Nurse III, Anesthetist | 38.30 |
| 12316 - Registered Nurse IV | 45.94 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.92 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.38 |
| 13012 - Exhibits Specialist II | 21.54 |
| 13013 - Exhibits Specialist III | 26.37 |
| 13041 - Illustrator I | 17.38 |
| 13042 - Illustrator II | 21.54 |
| 13043 - Illustrator III | 26.37 |
| 13047 - Librarian | 23.88 |
| 13050 - Library Aide/Clerk | 18.30 |
| 13054 - Library Information Technology Systems Administrator | 21.54 |
| 13058 - Library Technician | 13.22 |
| 13061 - Media Specialist I | 15.54 |
| 13062 - Media Specialist II | 17.38 |
| 13063 - Media Specialist III | 19.39 |
| 13071 - Photographer I | 14.67 |
| 13072 - Photographer II | 16.41 |
| 13073 - Photographer III | 20.35 |
| 13074 - Photographer IV | 23.45 |
| 13075 - Photographer V | 29.26 |
| 13110 - Video Teleconference Technician | 15.43 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 12.38 |
| 14042 - Computer Operator II | 13.85 |
| 14043 - Computer Operator III | 15.48 |
| 14044 - Computer Operator IV | 17.27 |
| 14045 - Computer Operator V | 19.18 |
| 14071 - Computer Programmer I | (see 1) 17.38 |
| 14072 - Computer Programmer II | (see 1) 20.63 |
| 14073 - Computer Programmer III | (see 1) 25.90 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 25.75 |
| 14102 - Computer Systems Analyst II | (see 1) 26.90 |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 12.68 |
| 14160 - Personal Computer Support Technician | 17.27 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 23.41 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 28.33 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 33.51 |
| 15050 - Computer Based Training Specialist / Instructor | 23.41 |
| 15060 - Educational Technologist | 29.50 |
| 15070 - Flight Instructor (Pilot) | 33.51 |
| 15080 - Graphic Artist | 17.26 |
| 15090 - Technical Instructor | 16.83 |
| 15095 - Technical Instructor/Course Developer | 19.52 |

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|---|-------|
| 15110 - Test Proctor | 11.18 |
| 15120 - Tutor | 11.18 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 7.93 |
| 16030 - Counter Attendant | 7.93 |
| 16040 - Dry Cleaner | 9.32 |
| 16070 - Finisher, Flatwork, Machine | 7.93 |
| 16090 - Presser, Hand | 7.93 |
| 16110 - Presser, Machine, Drycleaning | 7.93 |
| 16130 - Presser, Machine, Shirts | 7.93 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 7.93 |
| 16190 - Sewing Machine Operator | 9.79 |
| 16220 - Tailor | 10.31 |
| 16250 - Washer, Machine | 8.31 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 13.84 |
| 19040 - Tool And Die Maker | 16.75 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 10.16 |
| 21030 - Material Coordinator | 14.22 |
| 21040 - Material Expediter | 14.22 |
| 21050 - Material Handling Laborer | 9.44 |
| 21071 - Order Filler | 8.83 |
| 21080 - Production Line Worker (Food Processing) | 10.22 |
| 21110 - Shipping Packer | 10.00 |
| 21130 - Shipping/Receiving Clerk | 10.00 |
| 21140 - Store Worker I | 10.23 |
| 21150 - Stock Clerk | 13.65 |
| 21210 - Tools And Parts Attendant | 10.22 |
| 21410 - Warehouse Specialist | 10.22 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 15.92 |
| 23021 - Aircraft Mechanic I | 15.15 |
| 23022 - Aircraft Mechanic II | 15.92 |
| 23023 - Aircraft Mechanic III | 16.71 |
| 23040 - Aircraft Mechanic Helper | 11.24 |
| 23050 - Aircraft, Painter | 14.17 |
| 23060 - Aircraft Servicer | 13.56 |
| 23080 - Aircraft Worker | 13.59 |
| 23110 - Appliance Mechanic | 12.88 |
| 23120 - Bicycle Repairer | 9.40 |
| 23125 - Cable Splicer | 18.01 |
| 23130 - Carpenter, Maintenance | 12.88 |
| 23140 - Carpet Layer | 13.27 |
| 23160 - Electrician, Maintenance | 13.97 |
| 23181 - Electronics Technician Maintenance I | 12.65 |
| 23182 - Electronics Technician Maintenance II | 14.54 |
| 23183 - Electronics Technician Maintenance III | 17.58 |
| 23260 - Fabric Worker | 12.51 |
| 23290 - Fire Alarm System Mechanic | 15.10 |
| 23310 - Fire Extinguisher Repairer | 11.64 |
| 23311 - Fuel Distribution System Mechanic | 15.18 |
| 23312 - Fuel Distribution System Operator | 11.00 |
| 23370 - General Maintenance Worker | 11.71 |
| 23380 - Ground Support Equipment Mechanic | 15.15 |
| 23381 - Ground Support Equipment Servicer | 13.56 |
| 23382 - Ground Support Equipment Worker | 13.59 |
| 23391 - Gunsmith I | 11.44 |
| 23392 - Gunsmith II | 13.08 |
| 23393 - Gunsmith III | 14.73 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 12.33 |
| 23411 - Heating, Ventilation And Air Contditiioning | 12.95 |

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|---|-------|
| Mechanic (Research Facility) | |
| 23430 - Heavy Equipment Mechanic | 16.02 |
| 23440 - Heavy Equipment Operator | 12.08 |
| 23460 - Instrument Mechanic | 15.10 |
| 23465 - Laboratory/Shelter Mechanic | 13.88 |
| 23470 - Laborer | 8.14 |
| 23510 - Locksmith | 12.88 |
| 23530 - Machinery Maintenance Mechanic | 15.39 |
| 23550 - Machinist, Maintenance | 12.75 |
| 23580 - Maintenance Trades Helper | 10.16 |
| 23591 - Metrology Technician I | 15.10 |
| 23592 - Metrology Technician II | 15.98 |
| 23593 - Metrology Technician III | 16.85 |
| 23640 - Millwright | 15.10 |
| 23710 - Office Appliance Repairer | 11.99 |
| 23760 - Painter, Maintenance | 11.71 |
| 23790 - Pipefitter, Maintenance | 13.23 |
| 23810 - Plumber, Maintenance | 12.87 |
| 23820 - Pneudraulic Systems Mechanic | 15.10 |
| 23850 - Rigger | 15.77 |
| 23870 - Scale Mechanic | 13.41 |
| 23890 - Sheet-Metal Worker, Maintenance | 12.32 |
| 23910 - Small Engine Mechanic | 13.41 |
| 23931 - Telecommunications Mechanic I | 18.04 |
| 23932 - Telecommunications Mechanic II | 18.94 |
| 23950 - Telephone Lineman | 15.15 |
| 23960 - Welder, Combination, Maintenance | 13.27 |
| 23965 - Well Driller | 15.10 |
| 23970 - Woodcraft Worker | 14.91 |
| 23980 - Woodworker | 10.84 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.31 |
| 24580 - Child Care Center Clerk | 9.66 |
| 24610 - Chore Aide | 7.98 |
| 24620 - Family Readiness And Support Services Coordinator | 9.22 |
| 24630 - Homemaker | 12.27 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 16.40 |
| 25040 - Sewage Plant Operator | 12.03 |
| 25070 - Stationary Engineer | 16.40 |
| 25190 - Ventilation Equipment Tender | 11.90 |
| 25210 - Water Treatment Plant Operator | 12.03 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 12.46 |
| 27007 - Baggage Inspector | 10.02 |
| 27008 - Corrections Officer | 14.94 |
| 27010 - Court Security Officer | 17.35 |
| 27030 - Detection Dog Handler | 14.63 |
| 27040 - Detention Officer | 14.94 |
| 27070 - Firefighter | 17.58 |
| 27101 - Guard I | 10.02 |
| 27102 - Guard II | 14.63 |
| 27131 - Police Officer I | 20.81 |
| 27132 - Police Officer II | 24.06 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.64 |
| 28042 - Carnival Equipment Repairer | 10.18 |
| 28043 - Carnival Equipment Worker | 9.27 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |

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| 28515 - Recreation Specialist | 12.23 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 14.40 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 12.56 |
| 29020 - Hatch Tender | 12.56 |
| 29030 - Line Handler | 12.56 |
| 29041 - Stevedore I | 12.20 |
| 29042 - Stevedore II | 13.71 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 13.92 |
| 30022 - Archeological Technician II | 14.74 |
| 30023 - Archeological Technician III | 17.07 |
| 30030 - Cartographic Technician | 17.08 |
| 30040 - Civil Engineering Technician | 16.56 |
| 30061 - Drafter/CAD Operator I | 13.11 |
| 30062 - Drafter/CAD Operator II | 14.64 |
| 30063 - Drafter/CAD Operator III | 16.36 |
| 30064 - Drafter/CAD Operator IV | 18.60 |
| 30081 - Engineering Technician I | 12.25 |
| 30082 - Engineering Technician II | 13.77 |
| 30083 - Engineering Technician III | 15.38 |
| 30084 - Engineering Technician IV | 19.08 |
| 30085 - Engineering Technician V | 22.36 |
| 30086 - Engineering Technician VI | 27.40 |
| 30090 - Environmental Technician | 19.00 |
| 30210 - Laboratory Technician | 16.36 |
| 30240 - Mathematical Technician | 18.17 |
| 30361 - Paralegal/Legal Assistant I | 15.14 |
| 30362 - Paralegal/Legal Assistant II | 17.38 |
| 30363 - Paralegal/Legal Assistant III | 21.26 |
| 30364 - Paralegal/Legal Assistant IV | 25.72 |
| 30390 - Photo-Optics Technician | 18.17 |
| 30461 - Technical Writer I | 18.17 |
| 30462 - Technical Writer II | 20.91 |
| 30463 - Technical Writer III | 24.95 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 3) | 16.36 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 3) | 18.17 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.33 |
| 31030 - Bus Driver | 13.68 |
| 31043 - Driver Courier | 10.40 |
| 31260 - Parking and Lot Attendant | 8.00 |
| 31290 - Shuttle Bus Driver | 11.20 |
| 31310 - Taxi Driver | 7.32 |
| 31361 - Truckdriver, Light | 11.20 |
| 31362 - Truckdriver, Medium | 12.07 |
| 31363 - Truckdriver, Heavy | 14.67 |
| 31364 - Truckdriver, Tractor-Trailer | 14.67 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.43 |
| 99050 - Desk Clerk | 7.75 |
| 99095 - Embalmer | 23.19 |
| 99251 - Laboratory Animal Caretaker I | 13.71 |

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| 99252 - Laboratory Animal Caretaker II | 14.39 |
| 99310 - Mortician | 23.19 |
| 99410 - Pest Controller | 13.33 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 11.54 |
| 99711 - Recycling Specialist | 13.78 |
| 99730 - Refuse Collector | 11.00 |
| 99810 - Sales Clerk | 10.71 |
| 99820 - School Crossing Guard | 11.36 |
| 99830 - Survey Party Chief | 18.99 |
| 99831 - Surveying Aide | 12.91 |
| 99832 - Surveying Technician | 15.88 |
| 99840 - Vending Machine Attendant | 10.70 |
| 99841 - Vending Machine Repairer | 12.14 |
| 99842 - Vending Machine Repairer Helper | 10.70 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that wage and hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

| | | |
|--------------------|---------------------|-----------------------------------|
| | | WDS_Revision_Received_10.9.2014 |
| Diane C. Koplewski | Division of | Wage Determination No.: 2005-2521 |
| Director | Wage Determinations | Revision No.: 15 |
| | | Date Of Last Revision: 07/25/2014 |

State: Texas

Area: Texas Counties of Atascosa, Bandera, Bexar, Comal, De Witt, Edwards, Gillespie, Gonzales, Guadalupe, Karnes, Kendall, Kerr, Kinney, McMullen, Medina, Real, Uvalde, Val Verde, Wilson

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.82 |
| 01012 - Accounting Clerk II | | 15.51 |
| 01013 - Accounting Clerk III | | 17.35 |
| 01020 - Administrative Assistant | | 21.96 |
| 01040 - Court Reporter | | 22.14 |
| 01051 - Data Entry Operator I | | 11.59 |
| 01052 - Data Entry Operator II | | 12.65 |
| 01060 - Dispatcher, Motor Vehicle | | 16.11 |
| 01070 - Document Preparation Clerk | | 13.27 |
| 01090 - Duplicating Machine Operator | | 13.27 |
| 01111 - General Clerk I | | 11.26 |
| 01112 - General Clerk II | | 13.21 |
| 01113 - General Clerk III | | 15.45 |
| 01120 - Housing Referral Assistant | | 19.91 |
| 01141 - Messenger Courier | | 11.03 |
| 01191 - Order Clerk I | | 12.49 |
| 01192 - Order Clerk II | | 13.63 |
| 01261 - Personnel Assistant (Employment) I | | 17.04 |
| 01262 - Personnel Assistant (Employment) II | | 19.23 |
| 01263 - Personnel Assistant (Employment) III | | 21.26 |
| 01270 - Production Control Clerk | | 18.59 |
| 01280 - Receptionist | | 11.89 |
| 01290 - Rental Clerk | | 14.90 |
| 01300 - Scheduler, Maintenance | | 15.96 |
| 01311 - Secretary I | | 15.96 |
| 01312 - Secretary II | | 17.86 |
| 01313 - Secretary III | | 19.91 |
| 01320 - Service Order Dispatcher | | 14.26 |
| 01410 - Supply Technician | | 21.96 |
| 01420 - Survey Worker | | 16.65 |
| 01531 - Travel Clerk I | | 12.19 |
| 01532 - Travel Clerk II | | 12.94 |
| 01533 - Travel Clerk III | | 13.60 |
| 01611 - Word Processor I | | 13.33 |
| 01612 - Word Processor II | | 14.96 |
| 01613 - Word Processor III | | 16.73 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.41 |
| 05010 - Automotive Electrician | | 17.75 |
| 05040 - Automotive Glass Installer | | 16.77 |
| 05070 - Automotive Worker | | 16.77 |
| 05110 - Mobile Equipment Servicer | | 14.96 |
| 05130 - Motor Equipment Metal Mechanic | | 18.68 |
| 05160 - Motor Equipment Metal Worker | | 16.77 |
| 05190 - Motor Vehicle Mechanic | | 18.41 |

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| 05220 - Motor Vehicle Mechanic Helper | 14.17 |
| 05250 - Motor Vehicle Upholstery Worker | 15.83 |
| 05280 - Motor Vehicle Wrecker | 16.77 |
| 05310 - Painter, Automotive | 17.75 |
| 05340 - Radiator Repair Specialist | 16.77 |
| 05370 - Tire Repairer | 11.12 |
| 05400 - Transmission Repair Specialist | 18.68 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.53 |
| 07041 - Cook I | 9.42 |
| 07042 - Cook II | 11.33 |
| 07070 - Dishwasher | 7.76 |
| 07130 - Food Service Worker | 8.51 |
| 07210 - Meat Cutter | 12.63 |
| 07260 - Waiter/Waitress | 7.94 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.03 |
| 09040 - Furniture Handler | 10.46 |
| 09080 - Furniture Refinisher | 15.03 |
| 09090 - Furniture Refinisher Helper | 12.00 |
| 09110 - Furniture Repairer, Minor | 13.42 |
| 09130 - Upholsterer | 15.03 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.02 |
| 11060 - Elevator Operator | 9.02 |
| 11090 - Gardener | 13.57 |
| 11122 - Housekeeping Aide | 10.53 |
| 11150 - Janitor | 10.53 |
| 11210 - Laborer, Grounds Maintenance | 11.41 |
| 11240 - Maid or Houseman | 8.80 |
| 11260 - Pruner | 10.36 |
| 11270 - Tractor Operator | 12.91 |
| 11330 - Trail Maintenance Worker | 11.41 |
| 11360 - Window Cleaner | 11.60 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.40 |
| 12011 - Breath Alcohol Technician | 14.74 |
| 12012 - Certified Occupational Therapist Assistant | 28.34 |
| 12015 - Certified Physical Therapist Assistant | 26.24 |
| 12020 - Dental Assistant | 14.50 |
| 12025 - Dental Hygienist | 32.84 |
| 12030 - EKG Technician | 23.56 |
| 12035 - Electroneurodiagnostic Technologist | 23.56 |
| 12040 - Emergency Medical Technician | 14.40 |
| 12071 - Licensed Practical Nurse I | 15.73 |
| 12072 - Licensed Practical Nurse II | 17.60 |
| 12073 - Licensed Practical Nurse III | 19.62 |
| 12100 - Medical Assistant | 13.01 |
| 12130 - Medical Laboratory Technician | 16.80 |
| 12160 - Medical Record Clerk | 13.61 |
| 12190 - Medical Record Technician | 14.86 |
| 12195 - Medical Transcriptionist | 13.76 |
| 12210 - Nuclear Medicine Technologist | 29.68 |
| 12221 - Nursing Assistant I | 10.42 |
| 12222 - Nursing Assistant II | 11.71 |
| 12223 - Nursing Assistant III | 12.78 |
| 12224 - Nursing Assistant IV | 14.35 |
| 12235 - Optical Dispenser | 14.94 |
| 12236 - Optical Technician | 15.20 |
| 12250 - Pharmacy Technician | 16.23 |
| 12280 - Phlebotomist | 14.35 |
| 12305 - Radiologic Technologist | 24.06 |
| 12311 - Registered Nurse I | 24.40 |

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|---|---------------|
| 12312 - Registered Nurse II | 29.85 |
| 12313 - Registered Nurse II, Specialist | 29.85 |
| 12314 - Registered Nurse III | 36.11 |
| 12315 - Registered Nurse III, Anesthetist | 36.11 |
| 12316 - Registered Nurse IV | 43.28 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.26 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.12 |
| 13012 - Exhibits Specialist II | 22.45 |
| 13013 - Exhibits Specialist III | 27.46 |
| 13041 - Illustrator I | 18.68 |
| 13042 - Illustrator II | 23.15 |
| 13043 - Illustrator III | 26.62 |
| 13047 - Librarian | 25.63 |
| 13050 - Library Aide/Clerk | 11.03 |
| 13054 - Library Information Technology Systems Administrator | 23.15 |
| 13058 - Library Technician | 14.44 |
| 13061 - Media Specialist I | 15.87 |
| 13062 - Media Specialist II | 17.79 |
| 13063 - Media Specialist III | 19.84 |
| 13071 - Photographer I | 14.29 |
| 13072 - Photographer II | 16.15 |
| 13073 - Photographer III | 18.92 |
| 13074 - Photographer IV | 21.54 |
| 13075 - Photographer V | 26.14 |
| 13110 - Video Teleconference Technician | 16.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.51 |
| 14042 - Computer Operator II | 17.35 |
| 14043 - Computer Operator III | 19.35 |
| 14044 - Computer Operator IV | 21.50 |
| 14045 - Computer Operator V | 23.80 |
| 14071 - Computer Programmer I | (see 1) 22.29 |
| 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 | 15.51 |
| 14160 - Personal Computer Support Technician | 21.50 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.31 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.51 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.76 |
| 15050 - Computer Based Training Specialist / Instructor | 26.31 |
| 15060 - Educational Technologist | 26.86 |
| 15070 - Flight Instructor (Pilot) | 37.76 |
| 15080 - Graphic Artist | 22.57 |
| 15090 - Technical Instructor | 18.93 |
| 15095 - Technical Instructor/Course Developer | 23.16 |
| 15110 - Test Proctor | 15.28 |
| 15120 - Tutor | 15.28 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.64 |
| 16030 - Counter Attendant | 8.64 |
| 16040 - Dry Cleaner | 10.50 |
| 16070 - Finisher, Flatwork, Machine | 8.64 |
| 16090 - Presser, Hand | 8.64 |
| 16110 - Presser, Machine, Drycleaning | 8.64 |
| 16130 - Presser, Machine, Shirts | 8.64 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.64 |

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|---|-------|
| 16190 - Sewing Machine Operator | 11.08 |
| 16220 - Tailor | 11.63 |
| 16250 - Washer, Machine | 9.37 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.35 |
| 19040 - Tool And Die Maker | 19.26 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.22 |
| 21030 - Material Coordinator | 18.59 |
| 21040 - Material Expediter | 18.59 |
| 21050 - Material Handling Laborer | 10.58 |
| 21071 - Order Filler | 11.28 |
| 21080 - Production Line Worker (Food Processing) | 12.22 |
| 21110 - Shipping Packer | 12.67 |
| 21130 - Shipping/Receiving Clerk | 12.67 |
| 21140 - Store Worker I | 10.23 |
| 21150 - Stock Clerk | 13.18 |
| 21210 - Tools And Parts Attendant | 12.22 |
| 21410 - Warehouse Specialist | 12.22 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.73 |
| 23021 - Aircraft Mechanic I | 19.59 |
| 23022 - Aircraft Mechanic II | 20.73 |
| 23023 - Aircraft Mechanic III | 21.85 |
| 23040 - Aircraft Mechanic Helper | 13.74 |
| 23050 - Aircraft, Painter | 17.58 |
| 23060 - Aircraft Servicer | 15.39 |
| 23080 - Aircraft Worker | 16.41 |
| 23110 - Appliance Mechanic | 17.25 |
| 23120 - Bicycle Repairer | 11.12 |
| 23125 - Cable Splicer | 19.50 |
| 23130 - Carpenter, Maintenance | 16.16 |
| 23140 - Carpet Layer | 15.04 |
| 23160 - Electrician, Maintenance | 19.55 |
| 23181 - Electronics Technician Maintenance I | 22.30 |
| 23182 - Electronics Technician Maintenance II | 23.80 |
| 23183 - Electronics Technician Maintenance III | 25.32 |
| 23260 - Fabric Worker | 14.33 |
| 23290 - Fire Alarm System Mechanic | 17.71 |
| 23310 - Fire Extinguisher Repairer | 13.77 |
| 23311 - Fuel Distribution System Mechanic | 17.42 |
| 23312 - Fuel Distribution System Operator | 14.33 |
| 23370 - General Maintenance Worker | 15.37 |
| 23380 - Ground Support Equipment Mechanic | 19.59 |
| 23381 - Ground Support Equipment Servicer | 15.10 |
| 23382 - Ground Support Equipment Worker | 16.10 |
| 23391 - Gunsmith I | 14.33 |
| 23392 - Gunsmith II | 15.37 |
| 23393 - Gunsmith III | 17.42 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.42 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.44 |
| 23430 - Heavy Equipment Mechanic | 17.55 |
| 23440 - Heavy Equipment Operator | 17.42 |
| 23460 - Instrument Mechanic | 20.11 |
| 23465 - Laboratory/Shelter Mechanic | 16.41 |
| 23470 - Laborer | 10.03 |
| 23510 - Locksmith | 15.48 |
| 23530 - Machinery Maintenance Mechanic | 17.57 |
| 23550 - Machinist, Maintenance | 17.42 |
| 23580 - Maintenance Trades Helper | 12.21 |
| 23591 - Metrology Technician I | 20.11 |

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|---|-------|
| 23592 - Metrology Technician II | 21.29 |
| 23593 - Metrology Technician III | 22.45 |
| 23640 - Millwright | 19.02 |
| 23710 - Office Appliance Repairer | 16.68 |
| 23760 - Painter, Maintenance | 16.16 |
| 23790 - Pipefitter, Maintenance | 19.33 |
| 23810 - Plumber, Maintenance | 18.21 |
| 23820 - Pseudraulic Systems Mechanic | 17.42 |
| 23850 - Rigger | 17.42 |
| 23870 - Scale Mechanic | 15.13 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.78 |
| 23910 - Small Engine Mechanic | 15.37 |
| 23931 - Telecommunications Mechanic I | 21.97 |
| 23932 - Telecommunications Mechanic II | 23.21 |
| 23950 - Telephone Lineman | 20.66 |
| 23960 - Welder, Combination, Maintenance | 17.15 |
| 23965 - Well Driller | 17.15 |
| 23970 - Woodcraft Worker | 17.42 |
| 23980 - Woodworker | 13.16 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.45 |
| 24580 - Child Care Center Clerk | 12.07 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 10.76 |
| 24630 - Homemaker | 13.69 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.19 |
| 25040 - Sewage Plant Operator | 16.47 |
| 25070 - Stationary Engineer | 18.19 |
| 25190 - Ventilation Equipment Tender | 12.13 |
| 25210 - Water Treatment Plant Operator | 16.43 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.89 |
| 27007 - Baggage Inspector | 11.24 |
| 27008 - Corrections Officer | 21.15 |
| 27010 - Court Security Officer | 21.15 |
| 27030 - Detection Dog Handler | 14.37 |
| 27040 - Detention Officer | 21.15 |
| 27070 - Firefighter | 22.59 |
| 27101 - Guard I | 11.24 |
| 27102 - Guard II | 14.20 |
| 27131 - Police Officer I | 23.14 |
| 27132 - Police Officer II | 25.77 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.89 |
| 28042 - Carnival Equipment Repairer | 10.39 |
| 28043 - Carnival Equipment Worker | 8.25 |
| 28210 - Gate Attendant/Gate Tender | 12.51 |
| 28310 - Lifeguard | 11.05 |
| 28350 - Park Attendant (Aide) | 13.88 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.13 |
| 28515 - Recreation Specialist | 14.76 |
| 28630 - Sports Official | 11.05 |
| 28690 - Swimming Pool Operator | 13.35 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.90 |
| 29020 - Hatch Tender | 18.90 |
| 29030 - Line Handler | 18.90 |
| 29041 - Stevedore I | 17.63 |
| 29042 - Stevedore II | 20.19 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) | 35.77 |

(see 2)

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|--|-------|
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.47 |
| 30022 - Archeological Technician II | 17.18 |
| 30023 - Archeological Technician III | 23.40 |
| 30030 - Cartographic Technician | 23.74 |
| 30040 - Civil Engineering Technician | 20.21 |
| 30061 - Drafter/CAD Operator I | 17.13 |
| 30062 - Drafter/CAD Operator II | 19.16 |
| 30063 - Drafter/CAD Operator III | 21.37 |
| 30064 - Drafter/CAD Operator IV | 26.29 |
| 30081 - Engineering Technician I | 15.91 |
| 30082 - Engineering Technician II | 17.86 |
| 30083 - Engineering Technician III | 19.98 |
| 30084 - Engineering Technician IV | 24.75 |
| 30085 - Engineering Technician V | 30.27 |
| 30086 - Engineering Technician VI | 36.63 |
| 30090 - Environmental Technician | 19.43 |
| 30210 - Laboratory Technician | 19.16 |
| 30240 - Mathematical Technician | 23.74 |
| 30361 - Paralegal/Legal Assistant I | 16.70 |
| 30362 - Paralegal/Legal Assistant II | 21.82 |
| 30363 - Paralegal/Legal Assistant III | 26.68 |
| 30364 - Paralegal/Legal Assistant IV | 32.25 |
| 30390 - Photo-Optics Technician | 23.74 |
| 30461 - Technical Writer I | 24.59 |
| 30462 - Technical Writer II | 30.08 |
| 30463 - Technical Writer III | 34.17 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 21.37 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 23.74 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.95 |
| 31030 - Bus Driver | 16.78 |
| 31043 - Driver Courier | 13.17 |
| 31260 - Parking and Lot Attendant | 9.64 |
| 31290 - Shuttle Bus Driver | 14.18 |
| 31310 - Taxi Driver | 11.35 |
| 31361 - Truckdriver, Light | 14.18 |
| 31362 - Truckdriver, Medium | 15.07 |
| 31363 - Truckdriver, Heavy | 16.69 |
| 31364 - Truckdriver, Tractor-Trailer | 16.69 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.41 |
| 99050 - Desk Clerk | 9.68 |
| 99095 - Embalmer | 18.80 |
| 99251 - Laboratory Animal Caretaker I | 10.07 |
| 99252 - Laboratory Animal Caretaker II | 10.84 |
| 99310 - Mortician | 22.43 |
| 99410 - Pest Controller | 15.42 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.34 |
| 99711 - Recycling Specialist | 14.83 |
| 99730 - Refuse Collector | 12.11 |
| 99810 - Sales Clerk | 10.86 |
| 99820 - School Crossing Guard | 10.97 |
| 99830 - Survey Party Chief | 18.41 |
| 99831 - Surveying Aide | 12.83 |

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|---|-------|
| 99832 - Surveying Technician | 15.33 |
| 99840 - Vending Machine Attendant | 11.39 |
| 99841 - Vending Machine Repairer | 14.08 |
| 99842 - Vending Machine Repairer Helper | 11.39 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2522
Revision No.: 16
Date of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Atascosa, Bandera, Bexar, Comal, De Witt, Edwards, Gillespie, Gonzales, Guadalupe, Karnes, Kendall, Kerr, Kinney, McMullen, Medina, Real, Uvalde, Val Verde, Wilson

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.82 |
| 01012 - Accounting Clerk II | | 15.51 |
| 01013 - Accounting Clerk III | | 17.35 |
| 01020 - Administrative Assistant | | 21.96 |
| 01040 - Court Reporter | | 22.14 |
| 01051 - Data Entry Operator I | | 11.59 |
| 01052 - Data Entry Operator II | | 12.65 |
| 01060 - Dispatcher, Motor Vehicle | | 16.11 |
| 01070 - Document Preparation Clerk | | 13.27 |
| 01090 - Duplicating Machine Operator | | 13.27 |
| 01111 - General Clerk I | | 11.26 |
| 01112 - General Clerk II | | 13.21 |
| 01113 - General Clerk III | | 15.45 |
| 01120 - Housing Referral Assistant | | 19.91 |
| 01141 - Messenger Courier | | 11.03 |
| 01191 - Order Clerk I | | 12.49 |
| 01192 - Order Clerk II | | 13.63 |
| 01261 - Personnel Assistant (Employment) I | | 17.04 |
| 01262 - Personnel Assistant (Employment) II | | 19.23 |
| 01263 - Personnel Assistant (Employment) III | | 21.26 |
| 01270 - Production Control Clerk | | 18.59 |
| 01280 - Receptionist | | 11.89 |
| 01290 - Rental Clerk | | 14.90 |
| 01300 - Scheduler, Maintenance | | 15.96 |

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| 01311 - Secretary I | 15.96 |
| 01312 - Secretary II | 17.86 |
| 01313 - Secretary III | 19.91 |
| 01320 - Service Order Dispatcher | 14.26 |
| 01410 - Supply Technician | 21.96 |
| 01420 - Survey Worker | 16.65 |
| 01531 - Travel Clerk I | 12.19 |
| 01532 - Travel Clerk II | 12.94 |
| 01533 - Travel Clerk III | 13.60 |
| 01611 - Word Processor I | 13.33 |
| 01612 - Word Processor II | 14.96 |
| 01613 - Word Processor III | 16.73 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.41 |
| 05010 - Automotive Electrician | 17.75 |
| 05040 - Automotive Glass Installer | 16.77 |
| 05070 - Automotive Worker | 16.77 |
| 05110 - Mobile Equipment Servicer | 14.96 |
| 05130 - Motor Equipment Metal Mechanic | 18.68 |
| 05160 - Motor Equipment Metal Worker | 16.77 |
| 05190 - Motor Vehicle Mechanic | 18.41 |
| 05220 - Motor Vehicle Mechanic Helper | 14.17 |
| 05250 - Motor Vehicle Upholstery Worker | 15.83 |
| 05280 - Motor Vehicle Wrecker | 16.77 |
| 05310 - Painter, Automotive | 17.75 |
| 05340 - Radiator Repair Specialist | 16.77 |
| 05370 - Tire Repairer | 11.12 |
| 05400 - Transmission Repair Specialist | 18.68 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.53 |
| 07041 - Cook I | 9.42 |
| 07042 - Cook II | 11.33 |
| 07070 - Dishwasher | 7.76 |
| 07130 - Food Service Worker | 8.51 |
| 07210 - Meat Cutter | 12.63 |
| 07260 - Waiter/Waitress | 7.94 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.03 |
| 09040 - Furniture Handler | 10.46 |
| 09080 - Furniture Refinisher | 15.03 |
| 09090 - Furniture Refinisher Helper | 12.00 |
| 09110 - Furniture Repairer, Minor | 13.42 |
| 09130 - Upholsterer | 15.03 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.02 |
| 11060 - Elevator Operator | 9.02 |
| 11090 - Gardener | 13.57 |
| 11122 - Housekeeping Aide | 10.53 |
| 11150 - Janitor | 10.53 |
| 11210 - Laborer, Grounds Maintenance | 11.41 |
| 11240 - Maid or Houseman | 8.80 |
| 11260 - Pruner | 10.36 |
| 11270 - Tractor Operator | 12.91 |
| 11330 - Trail Maintenance Worker | 11.41 |
| 11360 - Window Cleaner | 11.60 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.40 |
| 12011 - Breath Alcohol Technician | 14.74 |
| 12012 - Certified Occupational Therapist Assistant | 28.34 |
| 12015 - Certified Physical Therapist Assistant | 26.24 |
| 12020 - Dental Assistant | 14.50 |
| 12025 - Dental Hygienist | 32.84 |
| 12030 - EKG Technician | 23.56 |

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| 12035 - Electroneurodiagnostic Technologist | 23.56 |
| 12040 - Emergency Medical Technician | 14.40 |
| 12071 - Licensed Practical Nurse I | 15.73 |
| 12072 - Licensed Practical Nurse II | 17.60 |
| 12073 - Licensed Practical Nurse III | 19.62 |
| 12100 - Medical Assistant | 13.01 |
| 12130 - Medical Laboratory Technician | 16.80 |
| 12160 - Medical Record Clerk | 13.61 |
| 12190 - Medical Record Technician | 14.86 |
| 12195 - Medical Transcriptionist | 13.76 |
| 12210 - Nuclear Medicine Technologist | 29.68 |
| 12221 - Nursing Assistant I | 10.42 |
| 12222 - Nursing Assistant II | 11.71 |
| 12223 - Nursing Assistant III | 12.78 |
| 12224 - Nursing Assistant IV | 14.35 |
| 12235 - Optical Dispenser | 14.94 |
| 12236 - Optical Technician | 15.20 |
| 12250 - Pharmacy Technician | 16.23 |
| 12280 - Phlebotomist | 14.35 |
| 12305 - Radiologic Technologist | 24.06 |
| 12311 - Registered Nurse I | 24.40 |
| 12312 - Registered Nurse II | 29.85 |
| 12313 - Registered Nurse II, Specialist | 29.85 |
| 12314 - Registered Nurse III | 36.11 |
| 12315 - Registered Nurse III, Anesthetist | 36.11 |
| 12316 - Registered Nurse IV | 43.28 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.26 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.12 |
| 13012 - Exhibits Specialist II | 22.45 |
| 13013 - Exhibits Specialist III | 27.46 |
| 13041 - Illustrator I | 18.68 |
| 13042 - Illustrator II | 23.15 |
| 13043 - Illustrator III | 26.62 |
| 13047 - Librarian | 25.63 |
| 13050 - Library Aide/Clerk | 11.03 |
| 13054 - Library Information Technology Systems Administrator | 23.15 |
| 13058 - Library Technician | 14.44 |
| 13061 - Media Specialist I | 15.87 |
| 13062 - Media Specialist II | 17.79 |
| 13063 - Media Specialist III | 19.84 |
| 13071 - Photographer I | 14.29 |
| 13072 - Photographer II | 16.15 |
| 13073 - Photographer III | 18.92 |
| 13074 - Photographer IV | 21.54 |
| 13075 - Photographer V | 26.14 |
| 13110 - Video Teleconference Technician | 16.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.51 |
| 14042 - Computer Operator II | 17.35 |
| 14043 - Computer Operator III | 19.35 |
| 14044 - Computer Operator IV | 21.50 |
| 14045 - Computer Operator V | 23.80 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 15.51 |
| 14160 - Personal Computer Support Technician | 21.50 |

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|---|-------|
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.31 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.51 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.76 |
| 15050 - Computer Based Training Specialist / Instructor | 26.31 |
| 15060 - Educational Technologist | 26.86 |
| 15070 - Flight Instructor (Pilot) | 37.76 |
| 15080 - Graphic Artist | 22.57 |
| 15090 - Technical Instructor | 18.93 |
| 15095 - Technical Instructor/Course Developer | 23.16 |
| 15110 - Test Proctor | 15.28 |
| 15120 - Tutor | 15.28 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.64 |
| 16030 - Counter Attendant | 8.64 |
| 16040 - Dry Cleaner | 10.50 |
| 16070 - Finisher, Flatwork, Machine | 8.64 |
| 16090 - Presser, Hand | 8.64 |
| 16110 - Presser, Machine, Drycleaning | 8.64 |
| 16130 - Presser, Machine, Shirts | 8.64 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.64 |
| 16190 - Sewing Machine Operator | 11.08 |
| 16220 - Tailor | 11.63 |
| 16250 - Washer, Machine | 9.37 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.35 |
| 19040 - Tool And Die Maker | 19.26 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.22 |
| 21030 - Material Coordinator | 18.59 |
| 21040 - Material Expediter | 18.59 |
| 21050 - Material Handling Laborer | 10.58 |
| 21071 - Order Filler | 11.28 |
| 21080 - Production Line Worker (Food Processing) | 12.22 |
| 21110 - Shipping Packer | 12.67 |
| 21130 - Shipping/Receiving Clerk | 12.67 |
| 21140 - Store Worker I | 10.23 |
| 21150 - Stock Clerk | 13.18 |
| 21210 - Tools And Parts Attendant | 12.22 |
| 21410 - Warehouse Specialist | 12.22 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.73 |
| 23021 - Aircraft Mechanic I | 19.59 |
| 23022 - Aircraft Mechanic II | 20.73 |
| 23023 - Aircraft Mechanic III | 21.85 |
| 23040 - Aircraft Mechanic Helper | 13.74 |
| 23050 - Aircraft, Painter | 17.58 |
| 23060 - Aircraft Servicer | 15.39 |
| 23080 - Aircraft Worker | 16.41 |
| 23110 - Appliance Mechanic | 17.25 |
| 23120 - Bicycle Repairer | 11.12 |
| 23125 - Cable Splicer | 19.50 |
| 23130 - Carpenter, Maintenance | 16.16 |
| 23140 - Carpet Layer | 15.04 |
| 23160 - Electrician, Maintenance | 19.55 |
| 23181 - Electronics Technician Maintenance I | 22.30 |
| 23182 - Electronics Technician Maintenance II | 23.80 |
| 23183 - Electronics Technician Maintenance III | 25.32 |
| 23260 - Fabric Worker | 14.33 |
| 23290 - Fire Alarm System Mechanic | 17.71 |
| 23310 - Fire Extinguisher Repairer | 13.77 |
| 23311 - Fuel Distribution System Mechanic | 17.42 |
| 23312 - Fuel Distribution System Operator | 14.33 |

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| 23370 - General Maintenance Worker | 15.37 |
| 23380 - Ground Support Equipment Mechanic | 19.59 |
| 23381 - Ground Support Equipment Servicer | 15.10 |
| 23382 - Ground Support Equipment Worker | 16.10 |
| 23391 - Gunsmith I | 14.33 |
| 23392 - Gunsmith II | 15.37 |
| 23393 - Gunsmith III | 17.42 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.42 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.44 |
| 23430 - Heavy Equipment Mechanic | 17.55 |
| 23440 - Heavy Equipment Operator | 17.42 |
| 23460 - Instrument Mechanic | 20.11 |
| 23465 - Laboratory/Shelter Mechanic | 16.41 |
| 23470 - Laborer | 10.03 |
| 23510 - Locksmith | 15.48 |
| 23530 - Machinery Maintenance Mechanic | 17.57 |
| 23550 - Machinist, Maintenance | 17.42 |
| 23580 - Maintenance Trades Helper | 12.21 |
| 23591 - Metrology Technician I | 20.11 |
| 23592 - Metrology Technician II | 21.29 |
| 23593 - Metrology Technician III | 22.45 |
| 23640 - Millwright | 19.02 |
| 23710 - Office Appliance Repairer | 16.68 |
| 23760 - Painter, Maintenance | 16.16 |
| 23790 - Pipefitter, Maintenance | 19.33 |
| 23810 - Plumber, Maintenance | 18.21 |
| 23820 - Pneudraulic Systems Mechanic | 17.42 |
| 23850 - Rigger | 17.42 |
| 23870 - Scale Mechanic | 15.13 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.78 |
| 23910 - Small Engine Mechanic | 15.37 |
| 23931 - Telecommunications Mechanic I | 21.97 |
| 23932 - Telecommunications Mechanic II | 23.21 |
| 23950 - Telephone Lineman | 20.66 |
| 23960 - Welder, Combination, Maintenance | 17.15 |
| 23965 - Well Driller | 17.15 |
| 23970 - Woodcraft Worker | 17.42 |
| 23980 - Woodworker | 13.16 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.45 |
| 24580 - Child Care Center Clerk | 12.07 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 10.76 |
| 24630 - Homemaker | 13.69 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.19 |
| 25040 - Sewage Plant Operator | 16.47 |
| 25070 - Stationary Engineer | 18.19 |
| 25190 - Ventilation Equipment Tender | 12.13 |
| 25210 - Water Treatment Plant Operator | 16.43 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.89 |
| 27007 - Baggage Inspector | 11.24 |
| 27008 - Corrections Officer | 21.15 |
| 27010 - Court Security Officer | 21.15 |
| 27030 - Detection Dog Handler | 14.37 |
| 27040 - Detention Officer | 21.15 |
| 27070 - Firefighter | 22.59 |
| 27101 - Guard I | 11.24 |
| 27102 - Guard II | 14.20 |

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| 27131 - Police Officer I | 23.14 |
| 27132 - Police Officer II | 25.77 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.89 |
| 28042 - Carnival Equipment Repairer | 10.39 |
| 28043 - Carnival Equipment Worker | 8.25 |
| 28210 - Gate Attendant/Gate Tender | 12.51 |
| 28310 - Lifeguard | 11.05 |
| 28350 - Park Attendant (Aide) | 13.88 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.13 |
| 28515 - Recreation Specialist | 14.76 |
| 28630 - Sports Official | 11.05 |
| 28690 - Swimming Pool Operator | 13.35 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.90 |
| 29020 - Hatch Tender | 18.90 |
| 29030 - Line Handler | 18.90 |
| 29041 - Stevedore I | 17.63 |
| 29042 - Stevedore II | 20.19 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.47 |
| 30022 - Archeological Technician II | 17.18 |
| 30023 - Archeological Technician III | 23.40 |
| 30030 - Cartographic Technician | 23.74 |
| 30040 - Civil Engineering Technician | 20.21 |
| 30061 - Drafter/CAD Operator I | 17.13 |
| 30062 - Drafter/CAD Operator II | 19.16 |
| 30063 - Drafter/CAD Operator III | 21.37 |
| 30064 - Drafter/CAD Operator IV | 26.29 |
| 30081 - Engineering Technician I | 15.91 |
| 30082 - Engineering Technician II | 17.86 |
| 30083 - Engineering Technician III | 19.98 |
| 30084 - Engineering Technician IV | 24.75 |
| 30085 - Engineering Technician V | 30.27 |
| 30086 - Engineering Technician VI | 36.63 |
| 30090 - Environmental Technician | 19.43 |
| 30210 - Laboratory Technician | 19.16 |
| 30240 - Mathematical Technician | 23.74 |
| 30361 - Paralegal/Legal Assistant I | 16.70 |
| 30362 - Paralegal/Legal Assistant II | 21.82 |
| 30363 - Paralegal/Legal Assistant III | 26.68 |
| 30364 - Paralegal/Legal Assistant IV | 32.25 |
| 30390 - Photo-Optics Technician | 23.74 |
| 30461 - Technical Writer I | 24.59 |
| 30462 - Technical Writer II | 30.08 |
| 30463 - Technical Writer III | 34.17 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 21.37 |
| 30621 - Weather Observer, Senior (see 2) | 23.74 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.95 |
| 31030 - Bus Driver | 16.78 |
| 31043 - Driver Courier | 13.17 |
| 31260 - Parking and Lot Attendant | 9.64 |
| 31290 - Shuttle Bus Driver | 14.18 |

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| 31310 - Taxi Driver | 11.35 |
| 31361 - Truckdriver, Light | 14.18 |
| 31362 - Truckdriver, Medium | 15.07 |
| 31363 - Truckdriver, Heavy | 16.69 |
| 31364 - Truckdriver, Tractor-Trailer | 16.69 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.41 |
| 99050 - Desk Clerk | 9.68 |
| 99095 - Embalmer | 18.80 |
| 99251 - Laboratory Animal Caretaker I | 10.07 |
| 99252 - Laboratory Animal Caretaker II | 10.84 |
| 99310 - Mortician | 22.43 |
| 99410 - Pest Controller | 15.42 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.34 |
| 99711 - Recycling Specialist | 14.83 |
| 99730 - Refuse Collector | 12.11 |
| 99810 - Sales Clerk | 10.86 |
| 99820 - School Crossing Guard | 10.97 |
| 99830 - Survey Party Chief | 18.41 |
| 99831 - Surveying Aide | 12.83 |
| 99832 - Surveying Technician | 15.33 |
| 99840 - Vending Machine Attendant | 11.39 |
| 99841 - Vending Machine Repairer | 14.08 |
| 99842 - Vending Machine Repairer Helper | 11.39 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2523
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Anderson, Bell, Bosque, Brazos, Coryell, Falls, Freestone, Hamilton, Hill, Leon, Limestone, McLennan, Mills, Robertson

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.70 |

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| 01012 - Accounting Clerk II | 13.13 |
| 01013 - Accounting Clerk III | 14.69 |
| 01020 - Administrative Assistant | 19.47 |
| 01040 - Court Reporter | 14.54 |
| 01051 - Data Entry Operator I | 10.46 |
| 01052 - Data Entry Operator II | 12.35 |
| 01060 - Dispatcher, Motor Vehicle | 14.53 |
| 01070 - Document Preparation Clerk | 11.12 |
| 01090 - Duplicating Machine Operator | 11.12 |
| 01111 - General Clerk I | 10.46 |
| 01112 - General Clerk II | 12.55 |
| 01113 - General Clerk III | 14.06 |
| 01120 - Housing Referral Assistant | 14.76 |
| 01141 - Messenger Courier | 10.45 |
| 01191 - Order Clerk I | 12.32 |
| 01192 - Order Clerk II | 13.45 |
| 01261 - Personnel Assistant (Employment) I | 12.99 |
| 01262 - Personnel Assistant (Employment) II | 14.60 |
| 01263 - Personnel Assistant (Employment) III | 17.03 |
| 01270 - Production Control Clerk | 16.12 |
| 01280 - Receptionist | 10.41 |
| 01290 - Rental Clerk | 11.44 |
| 01300 - Scheduler, Maintenance | 11.81 |
| 01311 - Secretary I | 11.81 |
| 01312 - Secretary II | 13.39 |
| 01313 - Secretary III | 14.76 |
| 01320 - Service Order Dispatcher | 12.50 |
| 01410 - Supply Technician | 19.47 |
| 01420 - Survey Worker | 13.05 |
| 01531 - Travel Clerk I | 11.59 |
| 01532 - Travel Clerk II | 12.65 |
| 01533 - Travel Clerk III | 13.72 |
| 01611 - Word Processor I | 11.97 |
| 01612 - Word Processor II | 13.43 |
| 01613 - Word Processor III | 15.59 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.95 |
| 05010 - Automotive Electrician | 16.71 |
| 05040 - Automotive Glass Installer | 15.81 |
| 05070 - Automotive Worker | 15.81 |
| 05110 - Mobile Equipment Servicer | 13.84 |
| 05130 - Motor Equipment Metal Mechanic | 17.63 |
| 05160 - Motor Equipment Metal Worker | 15.81 |
| 05190 - Motor Vehicle Mechanic | 17.63 |
| 05220 - Motor Vehicle Mechanic Helper | 12.13 |
| 05250 - Motor Vehicle Upholstery Worker | 14.82 |
| 05280 - Motor Vehicle Wrecker | 15.81 |
| 05310 - Painter, Automotive | 16.71 |
| 05340 - Radiator Repair Specialist | 15.81 |
| 05370 - Tire Repairer | 11.33 |
| 05400 - Transmission Repair Specialist | 17.63 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.07 |
| 07041 - Cook I | 9.57 |
| 07042 - Cook II | 10.88 |
| 07070 - Dishwasher | 7.36 |
| 07130 - Food Service Worker | 8.27 |
| 07210 - Meat Cutter | 12.04 |
| 07260 - Waiter/Waitress | 7.25 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.59 |
| 09040 - Furniture Handler | 10.15 |
| 09080 - Furniture Refinisher | 15.59 |

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| 09090 - Furniture Refinisher Helper | 11.99 |
| 09110 - Furniture Repairer, Minor | 13.82 |
| 09130 - Upholsterer | 15.59 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.63 |
| 11060 - Elevator Operator | 9.00 |
| 11090 - Gardener | 11.40 |
| 11122 - Housekeeping Aide | 9.00 |
| 11150 - Janitor | 9.00 |
| 11210 - Laborer, Grounds Maintenance | 10.33 |
| 11240 - Maid or Houseman | 7.72 |
| 11260 - Pruner | 9.19 |
| 11270 - Tractor Operator | 11.55 |
| 11330 - Trail Maintenance Worker | 10.33 |
| 11360 - Window Cleaner | 10.08 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.82 |
| 12011 - Breath Alcohol Technician | 16.45 |
| 12012 - Certified Occupational Therapist Assistant | 23.26 |
| 12015 - Certified Physical Therapist Assistant | 23.37 |
| 12020 - Dental Assistant | 15.27 |
| 12025 - Dental Hygienist | 32.41 |
| 12030 - EKG Technician | 25.72 |
| 12035 - Electroneurodiagnostic Technologist | 25.72 |
| 12040 - Emergency Medical Technician | 14.82 |
| 12071 - Licensed Practical Nurse I | 15.13 |
| 12072 - Licensed Practical Nurse II | 17.02 |
| 12073 - Licensed Practical Nurse III | 18.91 |
| 12100 - Medical Assistant | 13.01 |
| 12130 - Medical Laboratory Technician | 15.40 |
| 12160 - Medical Record Clerk | 13.45 |
| 12190 - Medical Record Technician | 15.99 |
| 12195 - Medical Transcriptionist | 15.31 |
| 12210 - Nuclear Medicine Technologist | 37.25 |
| 12221 - Nursing Assistant I | 9.68 |
| 12222 - Nursing Assistant II | 10.87 |
| 12223 - Nursing Assistant III | 12.63 |
| 12224 - Nursing Assistant IV | 14.17 |
| 12235 - Optical Dispenser | 11.98 |
| 12236 - Optical Technician | 15.13 |
| 12250 - Pharmacy Technician | 15.24 |
| 12280 - Phlebotomist | 14.28 |
| 12305 - Radiologic Technologist | 22.50 |
| 12311 - Registered Nurse I | 20.88 |
| 12312 - Registered Nurse II | 25.55 |
| 12313 - Registered Nurse II, Specialist | 25.55 |
| 12314 - Registered Nurse III | 30.91 |
| 12315 - Registered Nurse III, Anesthetist | 30.91 |
| 12316 - Registered Nurse IV | 37.05 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.91 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 15.66 |
| 13012 - Exhibits Specialist II | 19.33 |
| 13013 - Exhibits Specialist III | 23.65 |
| 13041 - Illustrator I | 15.65 |
| 13042 - Illustrator II | 19.33 |
| 13043 - Illustrator III | 23.65 |
| 13047 - Librarian | 21.45 |
| 13050 - Library Aide/Clerk | 11.97 |
| 13054 - Library Information Technology Systems Administrator | 19.33 |
| 13058 - Library Technician | 15.66 |
| 13061 - Media Specialist I | 14.32 |

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| 13062 - Media Specialist II | 16.03 |
| 13063 - Media Specialist III | 17.86 |
| 13071 - Photographer I | 13.94 |
| 13072 - Photographer II | 15.66 |
| 13073 - Photographer III | 19.31 |
| 13074 - Photographer IV | 23.60 |
| 13075 - Photographer V | 28.74 |
| 13110 - Video Teleconference Technician | 15.58 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.59 |
| 14042 - Computer Operator II | 16.86 |
| 14043 - Computer Operator III | 19.88 |
| 14044 - Computer Operator IV | 22.02 |
| 14045 - Computer Operator V | 24.38 |
| 14071 - Computer Programmer I | 20.12 |
| 14072 - Computer Programmer II | 24.52 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 24.73 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.59 |
| 14160 - Personal Computer Support Technician | 22.02 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 24.73 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 29.56 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.43 |
| 15050 - Computer Based Training Specialist / Instructor | 24.73 |
| 15060 - Educational Technologist | 26.64 |
| 15070 - Flight Instructor (Pilot) | 35.43 |
| 15080 - Graphic Artist | 17.62 |
| 15090 - Technical Instructor | 20.75 |
| 15095 - Technical Instructor/Course Developer | 25.13 |
| 15110 - Test Proctor | 17.61 |
| 15120 - Tutor | 17.61 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 7.93 |
| 16030 - Counter Attendant | 7.93 |
| 16040 - Dry Cleaner | 10.24 |
| 16070 - Finisher, Flatwork, Machine | 7.93 |
| 16090 - Presser, Hand | 7.93 |
| 16110 - Presser, Machine, Drycleaning | 7.93 |
| 16130 - Presser, Machine, Shirts | 7.93 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 7.93 |
| 16190 - Sewing Machine Operator | 11.04 |
| 16220 - Tailor | 11.82 |
| 16250 - Washer, Machine | 8.67 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.83 |
| 19040 - Tool And Die Maker | 20.71 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.51 |
| 21030 - Material Coordinator | 16.12 |
| 21040 - Material Expediter | 16.12 |
| 21050 - Material Handling Laborer | 10.06 |
| 21071 - Order Filler | 10.77 |
| 21080 - Production Line Worker (Food Processing) | 12.51 |
| 21110 - Shipping Packer | 12.93 |
| 21130 - Shipping/Receiving Clerk | 12.93 |
| 21140 - Store Worker I | 9.38 |
| 21150 - Stock Clerk | 13.16 |
| 21210 - Tools And Parts Attendant | 12.51 |
| 21410 - Warehouse Specialist | 12.51 |

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| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.04 |
| 23021 - Aircraft Mechanic I | 20.73 |
| 23022 - Aircraft Mechanic II | 22.04 |
| 23023 - Aircraft Mechanic III | 23.16 |
| 23040 - Aircraft Mechanic Helper | 13.86 |
| 23050 - Aircraft, Painter | 18.61 |
| 23060 - Aircraft Servicer | 15.99 |
| 23080 - Aircraft Worker | 17.05 |
| 23110 - Appliance Mechanic | 15.95 |
| 23120 - Bicycle Repairer | 11.51 |
| 23125 - Cable Splicer | 21.43 |
| 23130 - Carpenter, Maintenance | 15.84 |
| 23140 - Carpet Layer | 16.69 |
| 23160 - Electrician, Maintenance | 19.86 |
| 23181 - Electronics Technician Maintenance I | 19.30 |
| 23182 - Electronics Technician Maintenance II | 20.62 |
| 23183 - Electronics Technician Maintenance III | 22.36 |
| 23260 - Fabric Worker | 15.56 |
| 23290 - Fire Alarm System Mechanic | 18.68 |
| 23310 - Fire Extinguisher Repairer | 14.42 |
| 23311 - Fuel Distribution System Mechanic | 18.68 |
| 23312 - Fuel Distribution System Operator | 14.42 |
| 23370 - General Maintenance Worker | 15.93 |
| 23380 - Ground Support Equipment Mechanic | 20.73 |
| 23381 - Ground Support Equipment Servicer | 15.99 |
| 23382 - Ground Support Equipment Worker | 17.05 |
| 23391 - Gunsmith I | 14.42 |
| 23392 - Gunsmith II | 16.69 |
| 23393 - Gunsmith III | 18.97 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.97 |
| 23411 - Heating, Ventilation And Air Contditiiong Mechanic (Research Facility) | 18.05 |
| 23430 - Heavy Equipment Mechanic | 17.29 |
| 23440 - Heavy Equipment Operator | 16.86 |
| 23460 - Instrument Mechanic | 20.38 |
| 23465 - Laboratory/Shelter Mechanic | 18.02 |
| 23470 - Laborer | 10.06 |
| 23510 - Locksmith | 15.95 |
| 23530 - Machinery Maintenance Mechanic | 18.94 |
| 23550 - Machinist, Maintenance | 15.98 |
| 23580 - Maintenance Trades Helper | 13.19 |
| 23591 - Metrology Technician I | 20.38 |
| 23592 - Metrology Technician II | 21.67 |
| 23593 - Metrology Technician III | 22.98 |
| 23640 - Millwright | 18.97 |
| 23710 - Office Appliance Repairer | 15.95 |
| 23760 - Painter, Maintenance | 17.15 |
| 23790 - Pipefitter, Maintenance | 20.16 |
| 23810 - Plumber, Maintenance | 18.49 |
| 23820 - Pneudraulic Systems Mechanic | 18.97 |
| 23850 - Rigger | 18.97 |
| 23870 - Scale Mechanic | 16.69 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.10 |
| 23910 - Small Engine Mechanic | 16.69 |
| 23931 - Telecommunications Mechanic I | 26.38 |
| 23932 - Telecommunications Mechanic II | 32.26 |
| 23950 - Telephone Lineman | 21.42 |
| 23960 - Welder, Combination, Maintenance | 16.45 |
| 23965 - well Driller | 18.97 |
| 23970 - Woodcraft Worker | 18.97 |
| 23980 - Woodworker | 13.07 |

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| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.49 |
| 24580 - Child Care Center Clerk | 11.84 |
| 24610 - Chore Aide | 8.61 |
| 24620 - Family Readiness And Support Services Coordinator | 11.38 |
| 24630 - Homemaker | 13.17 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.97 |
| 25040 - Sewage Plant Operator | 15.62 |
| 25070 - Stationary Engineer | 18.97 |
| 25190 - Ventilation Equipment Tender | 12.86 |
| 25210 - Water Treatment Plant Operator | 15.62 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 12.29 |
| 27007 - Baggage Inspector | 10.98 |
| 27008 - Corrections Officer | 14.90 |
| 27010 - Court Security Officer | 16.80 |
| 27030 - Detection Dog Handler | 14.19 |
| 27040 - Detention Officer | 14.90 |
| 27070 - Firefighter | 17.11 |
| 27101 - Guard I | 10.98 |
| 27102 - Guard II | 14.19 |
| 27131 - Police Officer I | 18.32 |
| 27132 - Police Officer II | 20.36 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.62 |
| 28042 - Carnival Equipment Repairer | 13.61 |
| 28043 - Carnival Equipment Worker | 8.63 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |
| 28515 - Recreation Specialist | 15.98 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 14.79 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 15.59 |
| 29020 - Hatch Tender | 15.14 |
| 29030 - Line Handler | 15.14 |
| 29041 - Stevedore I | 14.17 |
| 29042 - Stevedore II | 16.29 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.27 |
| 30022 - Archeological Technician II | 15.58 |
| 30023 - Archeological Technician III | 19.76 |
| 30030 - Cartographic Technician | 23.36 |
| 30040 - Civil Engineering Technician | 21.12 |
| 30061 - Drafter/CAD Operator I | 14.80 |
| 30062 - Drafter/CAD Operator II | 19.07 |
| 30063 - Drafter/CAD Operator III | 20.51 |
| 30064 - Drafter/CAD Operator IV | 22.72 |
| 30081 - Engineering Technician I | 14.99 |
| 30082 - Engineering Technician II | 18.07 |
| 30083 - Engineering Technician III | 20.24 |
| 30084 - Engineering Technician IV | 26.53 |
| 30085 - Engineering Technician V | 31.84 |
| 30086 - Engineering Technician VI | 36.70 |
| 30090 - Environmental Technician | 21.16 |
| 30210 - Laboratory Technician | 21.14 |

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| 30240 - Mathematical Technician | 23.28 |
| 30361 - Paralegal/Legal Assistant I | 14.95 |
| 30362 - Paralegal/Legal Assistant II | 18.88 |
| 30363 - Paralegal/Legal Assistant III | 22.66 |
| 30364 - Paralegal/Legal Assistant IV | 27.38 |
| 30390 - Photo-Optics Technician | 24.19 |
| 30461 - Technical Writer I | 22.02 |
| 30462 - Technical Writer II | 26.94 |
| 30463 - Technical Writer III | 32.59 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.40 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 20.51 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 22.56 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.86 |
| 31030 - Bus Driver | 15.68 |
| 31043 - Driver Courier | 11.85 |
| 31260 - Parking and Lot Attendant | 8.90 |
| 31290 - Shuttle Bus Driver | 13.59 |
| 31310 - Taxi Driver | 10.87 |
| 31361 - Truckdriver, Light | 12.35 |
| 31362 - Truckdriver, Medium | 16.13 |
| 31363 - Truckdriver, Heavy | 16.87 |
| 31364 - Truckdriver, Tractor-Trailer | 16.87 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.99 |
| 99050 - Desk Clerk | 9.49 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 10.41 |
| 99252 - Laboratory Animal Caretaker II | 10.55 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 14.02 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 11.49 |
| 99711 - Recycling Specialist | 13.93 |
| 99730 - Refuse Collector | 10.64 |
| 99810 - Sales Clerk | 10.68 |
| 99820 - School Crossing Guard | 10.64 |
| 99830 - Survey Party Chief | 17.55 |
| 99831 - Surveying Aide | 10.95 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 13.60 |
| 99841 - Vending Machine Repairer | 16.65 |
| 99842 - Vending Machine Repairer Helper | 13.60 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2524
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Texas

Area: Texas Counties of Anderson, Bell, Bosque, Brazos, Coryell, Falls,
Freestone, Hamilton, Hill, Leon, Limestone, McLennan, Mills, Robertson

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.70 |
| 01012 - Accounting Clerk II | | 13.13 |
| 01013 - Accounting Clerk III | | 14.69 |
| 01020 - Administrative Assistant | | 19.47 |
| 01040 - Court Reporter | | 14.54 |
| 01051 - Data Entry Operator I | | 10.46 |
| 01052 - Data Entry Operator II | | 12.35 |
| 01060 - Dispatcher, Motor Vehicle | | 14.53 |
| 01070 - Document Preparation Clerk | | 11.12 |
| 01090 - Duplicating Machine Operator | | 11.12 |
| 01111 - General Clerk I | | 10.46 |
| 01112 - General Clerk II | | 12.55 |
| 01113 - General Clerk III | | 14.06 |
| 01120 - Housing Referral Assistant | | 14.76 |
| 01141 - Messenger Courier | | 10.45 |
| 01191 - Order Clerk I | | 12.32 |
| 01192 - Order Clerk II | | 13.45 |
| 01261 - Personnel Assistant (Employment) I | | 12.99 |
| 01262 - Personnel Assistant (Employment) II | | 14.60 |
| 01263 - Personnel Assistant (Employment) III | | 17.03 |
| 01270 - Production Control Clerk | | 16.12 |
| 01280 - Receptionist | | 10.41 |
| 01290 - Rental Clerk | | 11.44 |
| 01300 - Scheduler, Maintenance | | 11.81 |

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| 01311 - Secretary I | 11.81 |
| 01312 - Secretary II | 13.39 |
| 01313 - Secretary III | 14.76 |
| 01320 - Service Order Dispatcher | 12.50 |
| 01410 - Supply Technician | 19.47 |
| 01420 - Survey Worker | 13.05 |
| 01531 - Travel Clerk I | 11.59 |
| 01532 - Travel Clerk II | 12.65 |
| 01533 - Travel Clerk III | 13.72 |
| 01611 - Word Processor I | 11.97 |
| 01612 - Word Processor II | 13.43 |
| 01613 - Word Processor III | 15.59 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.95 |
| 05010 - Automotive Electrician | 16.71 |
| 05040 - Automotive Glass Installer | 15.81 |
| 05070 - Automotive Worker | 15.81 |
| 05110 - Mobile Equipment Servicer | 13.84 |
| 05130 - Motor Equipment Metal Mechanic | 17.63 |
| 05160 - Motor Equipment Metal Worker | 15.81 |
| 05190 - Motor Vehicle Mechanic | 17.63 |
| 05220 - Motor Vehicle Mechanic Helper | 12.13 |
| 05250 - Motor Vehicle Upholstery Worker | 14.82 |
| 05280 - Motor Vehicle Wrecker | 15.81 |
| 05310 - Painter, Automotive | 16.71 |
| 05340 - Radiator Repair Specialist | 15.81 |
| 05370 - Tire Repairer | 11.33 |
| 05400 - Transmission Repair Specialist | 17.63 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.07 |
| 07041 - Cook I | 9.57 |
| 07042 - Cook II | 10.88 |
| 07070 - Dishwasher | 7.36 |
| 07130 - Food Service Worker | 8.27 |
| 07210 - Meat Cutter | 12.04 |
| 07260 - Waiter/Waitress | 7.25 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.59 |
| 09040 - Furniture Handler | 10.15 |
| 09080 - Furniture Refinisher | 15.59 |
| 09090 - Furniture Refinisher Helper | 11.99 |
| 09110 - Furniture Repairer, Minor | 13.82 |
| 09130 - Upholsterer | 15.59 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.63 |
| 11060 - Elevator Operator | 9.00 |
| 11090 - Gardener | 11.40 |
| 11122 - Housekeeping Aide | 9.00 |
| 11150 - Janitor | 9.00 |
| 11210 - Laborer, Grounds Maintenance | 10.33 |
| 11240 - Maid or Houseman | 7.72 |
| 11260 - Pruner | 9.19 |
| 11270 - Tractor Operator | 11.55 |
| 11330 - Trail Maintenance Worker | 10.33 |
| 11360 - Window Cleaner | 10.08 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.82 |
| 12011 - Breath Alcohol Technician | 16.45 |
| 12012 - Certified Occupational Therapist Assistant | 23.26 |
| 12015 - Certified Physical Therapist Assistant | 23.37 |
| 12020 - Dental Assistant | 15.27 |
| 12025 - Dental Hygienist | 32.41 |
| 12030 - EKG Technician | 25.72 |

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| 12035 - Electroneurodiagnostic Technologist | 25.72 |
| 12040 - Emergency Medical Technician | 14.82 |
| 12071 - Licensed Practical Nurse I | 15.13 |
| 12072 - Licensed Practical Nurse II | 17.02 |
| 12073 - Licensed Practical Nurse III | 18.91 |
| 12100 - Medical Assistant | 13.01 |
| 12130 - Medical Laboratory Technician | 15.40 |
| 12160 - Medical Record Clerk | 13.45 |
| 12190 - Medical Record Technician | 15.99 |
| 12195 - Medical Transcriptionist | 15.31 |
| 12210 - Nuclear Medicine Technologist | 37.25 |
| 12221 - Nursing Assistant I | 9.68 |
| 12222 - Nursing Assistant II | 10.87 |
| 12223 - Nursing Assistant III | 12.63 |
| 12224 - Nursing Assistant IV | 14.17 |
| 12235 - Optical Dispenser | 11.98 |
| 12236 - Optical Technician | 15.13 |
| 12250 - Pharmacy Technician | 15.24 |
| 12280 - Phlebotomist | 14.28 |
| 12305 - Radiologic Technologist | 22.50 |
| 12311 - Registered Nurse I | 20.88 |
| 12312 - Registered Nurse II | 25.55 |
| 12313 - Registered Nurse II, Specialist | 25.55 |
| 12314 - Registered Nurse III | 30.91 |
| 12315 - Registered Nurse III, Anesthetist | 30.91 |
| 12316 - Registered Nurse IV | 37.05 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.91 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 15.66 |
| 13012 - Exhibits Specialist II | 19.33 |
| 13013 - Exhibits Specialist III | 23.65 |
| 13041 - Illustrator I | 15.65 |
| 13042 - Illustrator II | 19.33 |
| 13043 - Illustrator III | 23.65 |
| 13047 - Librarian | 21.45 |
| 13050 - Library Aide/Clerk | 11.97 |
| 13054 - Library Information Technology Systems Administrator | 19.33 |
| 13058 - Library Technician | 15.66 |
| 13061 - Media Specialist I | 14.32 |
| 13062 - Media Specialist II | 16.03 |
| 13063 - Media Specialist III | 17.86 |
| 13071 - Photographer I | 13.94 |
| 13072 - Photographer II | 15.66 |
| 13073 - Photographer III | 19.31 |
| 13074 - Photographer IV | 23.60 |
| 13075 - Photographer V | 28.74 |
| 13110 - Video Teleconference Technician | 15.58 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.59 |
| 14042 - Computer Operator II | 16.86 |
| 14043 - Computer Operator III | 19.88 |
| 14044 - Computer Operator IV | 22.02 |
| 14045 - Computer Operator V | 24.38 |
| 14071 - Computer Programmer I | 20.12 |
| 14072 - Computer Programmer II | 24.52 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 24.73 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.59 |
| 14160 - Personal Computer Support Technician | 22.02 |

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|---|-------|
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 24.73 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 29.56 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.43 |
| 15050 - Computer Based Training Specialist / Instructor | 24.73 |
| 15060 - Educational Technologist | 26.64 |
| 15070 - Flight Instructor (Pilot) | 35.43 |
| 15080 - Graphic Artist | 17.62 |
| 15090 - Technical Instructor | 20.75 |
| 15095 - Technical Instructor/Course Developer | 25.13 |
| 15110 - Test Proctor | 17.61 |
| 15120 - Tutor | 17.61 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 7.93 |
| 16030 - Counter Attendant | 7.93 |
| 16040 - Dry Cleaner | 10.24 |
| 16070 - Finisher, Flatwork, Machine | 7.93 |
| 16090 - Presser, Hand | 7.93 |
| 16110 - Presser, Machine, Drycleaning | 7.93 |
| 16130 - Presser, Machine, Shirts | 7.93 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 7.93 |
| 16190 - Sewing Machine Operator | 11.04 |
| 16220 - Tailor | 11.82 |
| 16250 - Washer, Machine | 8.67 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.83 |
| 19040 - Tool And Die Maker | 20.71 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.51 |
| 21030 - Material Coordinator | 16.12 |
| 21040 - Material Expediter | 16.12 |
| 21050 - Material Handling Laborer | 10.06 |
| 21071 - Order Filler | 10.77 |
| 21080 - Production Line Worker (Food Processing) | 12.51 |
| 21110 - Shipping Packer | 12.93 |
| 21130 - Shipping/Receiving Clerk | 12.93 |
| 21140 - Store Worker I | 9.38 |
| 21150 - Stock Clerk | 13.16 |
| 21210 - Tools And Parts Attendant | 12.51 |
| 21410 - Warehouse Specialist | 12.51 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.04 |
| 23021 - Aircraft Mechanic I | 20.73 |
| 23022 - Aircraft Mechanic II | 22.04 |
| 23023 - Aircraft Mechanic III | 23.16 |
| 23040 - Aircraft Mechanic Helper | 13.86 |
| 23050 - Aircraft, Painter | 18.61 |
| 23060 - Aircraft Servicer | 15.99 |
| 23080 - Aircraft Worker | 17.05 |
| 23110 - Appliance Mechanic | 15.95 |
| 23120 - Bicycle Repairer | 11.51 |
| 23125 - Cable Splicer | 21.43 |
| 23130 - Carpenter, Maintenance | 15.84 |
| 23140 - Carpet Layer | 16.69 |
| 23160 - Electrician, Maintenance | 19.86 |
| 23181 - Electronics Technician Maintenance I | 19.30 |
| 23182 - Electronics Technician Maintenance II | 20.62 |
| 23183 - Electronics Technician Maintenance III | 22.36 |
| 23260 - Fabric Worker | 15.56 |
| 23290 - Fire Alarm System Mechanic | 18.68 |
| 23310 - Fire Extinguisher Repairer | 14.42 |
| 23311 - Fuel Distribution System Mechanic | 18.68 |
| 23312 - Fuel Distribution System Operator | 14.42 |

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| 23370 - General Maintenance Worker | 15.93 |
| 23380 - Ground Support Equipment Mechanic | 20.73 |
| 23381 - Ground Support Equipment Servicer | 15.99 |
| 23382 - Ground Support Equipment Worker | 17.05 |
| 23391 - Gunsmith I | 14.42 |
| 23392 - Gunsmith II | 16.69 |
| 23393 - Gunsmith III | 18.97 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 18.05 |
| 23430 - Heavy Equipment Mechanic | 17.29 |
| 23440 - Heavy Equipment Operator | 16.86 |
| 23460 - Instrument Mechanic | 20.38 |
| 23465 - Laboratory/Shelter Mechanic | 18.02 |
| 23470 - Laborer | 10.06 |
| 23510 - Locksmith | 15.95 |
| 23530 - Machinery Maintenance Mechanic | 18.94 |
| 23550 - Machinist, Maintenance | 15.98 |
| 23580 - Maintenance Trades Helper | 13.19 |
| 23591 - Metrology Technician I | 20.38 |
| 23592 - Metrology Technician II | 21.67 |
| 23593 - Metrology Technician III | 22.98 |
| 23640 - Millwright | 18.97 |
| 23710 - Office Appliance Repairer | 15.95 |
| 23760 - Painter, Maintenance | 17.15 |
| 23790 - Pipefitter, Maintenance | 20.16 |
| 23810 - Plumber, Maintenance | 18.49 |
| 23820 - Pneudraulic Systems Mechanic | 18.97 |
| 23850 - Rigger | 18.97 |
| 23870 - Scale Mechanic | 16.69 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.10 |
| 23910 - Small Engine Mechanic | 16.69 |
| 23931 - Telecommunications Mechanic I | 26.38 |
| 23932 - Telecommunications Mechanic II | 32.26 |
| 23950 - Telephone Lineman | 21.42 |
| 23960 - Welder, Combination, Maintenance | 16.45 |
| 23965 - Well Driller | 18.97 |
| 23970 - Woodcraft Worker | 18.97 |
| 23980 - Woodworker | 13.07 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.49 |
| 24580 - Child Care Center Clerk | 11.84 |
| 24610 - Chore Aide | 8.61 |
| 24620 - Family Readiness And Support Services Coordinator | 11.38 |
| 24630 - Homemaker | 13.17 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.97 |
| 25040 - Sewage Plant Operator | 15.62 |
| 25070 - Stationary Engineer | 18.97 |
| 25190 - Ventilation Equipment Tender | 12.86 |
| 25210 - Water Treatment Plant Operator | 15.62 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 12.29 |
| 27007 - Baggage Inspector | 10.98 |
| 27008 - Corrections Officer | 14.90 |
| 27010 - Court Security Officer | 16.80 |
| 27030 - Detection Dog Handler | 14.19 |
| 27040 - Detention Officer | 14.90 |
| 27070 - Firefighter | 17.11 |
| 27101 - Guard I | 10.98 |
| 27102 - Guard II | 14.19 |

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| 27131 - Police Officer I | 18.32 |
| 27132 - Police Officer II | 20.36 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.62 |
| 28042 - Carnival Equipment Repairer | 13.61 |
| 28043 - Carnival Equipment Worker | 8.63 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |
| 28515 - Recreation Specialist | 15.98 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 14.79 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 15.59 |
| 29020 - Hatch Tender | 15.14 |
| 29030 - Line Handler | 15.14 |
| 29041 - Stevedore I | 14.17 |
| 29042 - Stevedore II | 16.29 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.27 |
| 30022 - Archeological Technician II | 15.58 |
| 30023 - Archeological Technician III | 19.76 |
| 30030 - Cartographic Technician | 23.36 |
| 30040 - Civil Engineering Technician | 21.12 |
| 30061 - Drafter/CAD Operator I | 14.80 |
| 30062 - Drafter/CAD Operator II | 19.07 |
| 30063 - Drafter/CAD Operator III | 20.51 |
| 30064 - Drafter/CAD Operator IV | 22.72 |
| 30081 - Engineering Technician I | 14.99 |
| 30082 - Engineering Technician II | 18.07 |
| 30083 - Engineering Technician III | 20.24 |
| 30084 - Engineering Technician IV | 26.53 |
| 30085 - Engineering Technician V | 31.84 |
| 30086 - Engineering Technician VI | 36.70 |
| 30090 - Environmental Technician | 21.16 |
| 30210 - Laboratory Technician | 21.14 |
| 30240 - Mathematical Technician | 23.28 |
| 30361 - Paralegal/Legal Assistant I | 14.95 |
| 30362 - Paralegal/Legal Assistant II | 18.88 |
| 30363 - Paralegal/Legal Assistant III | 22.66 |
| 30364 - Paralegal/Legal Assistant IV | 27.38 |
| 30390 - Photo-Optics Technician | 24.19 |
| 30461 - Technical Writer I | 22.02 |
| 30462 - Technical Writer II | 26.94 |
| 30463 - Technical Writer III | 32.59 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.40 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 20.51 |
| 30621 - Weather Observer, Senior (see 2) | 22.56 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.86 |
| 31030 - Bus Driver | 15.68 |
| 31043 - Driver Courier | 11.85 |
| 31260 - Parking and Lot Attendant | 8.90 |
| 31290 - Shuttle Bus Driver | 13.59 |

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| 31310 - Taxi Driver | 10.87 |
| 31361 - Truckdriver, Light | 12.35 |
| 31362 - Truckdriver, Medium | 16.13 |
| 31363 - Truckdriver, Heavy | 16.87 |
| 31364 - Truckdriver, Tractor-Trailer | 16.87 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.99 |
| 99050 - Desk Clerk | 9.49 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 10.41 |
| 99252 - Laboratory Animal Caretaker II | 10.55 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 14.02 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 11.49 |
| 99711 - Recycling Specialist | 13.93 |
| 99730 - Refuse Collector | 10.64 |
| 99810 - Sales Clerk | 10.68 |
| 99820 - School Crossing Guard | 10.64 |
| 99830 - Survey Party Chief | 17.55 |
| 99831 - Surveying Aide | 10.95 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 13.60 |
| 99841 - Vending Machine Repairer | 16.65 |
| 99842 - Vending Machine Repairer Helper | 13.60 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2525
Revision No.: 16
Date Of Last Revision: 07/25/2014

States: Oklahoma, Texas

Area: Oklahoma Counties of Comanche, Cotton, Greer, Harmon, Jackson, Jefferson,
Kiowa, Stephens, Tillman

Texas Counties of Archer, Baylor, Clay, Wichita, Wilbarger

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.53 |
| 01012 - Accounting Clerk II | | 12.95 |
| 01013 - Accounting Clerk III | | 14.47 |
| 01020 - Administrative Assistant | | 17.80 |
| 01040 - Court Reporter | | 15.89 |
| 01051 - Data Entry Operator I | | 10.72 |
| 01052 - Data Entry Operator II | | 11.70 |
| 01060 - Dispatcher, Motor Vehicle | | 14.01 |
| 01070 - Document Preparation Clerk | | 11.44 |
| 01090 - Duplicating Machine Operator | | 11.44 |
| 01111 - General Clerk I | | 9.97 |
| 01112 - General Clerk II | | 10.88 |
| 01113 - General Clerk III | | 12.21 |
| 01120 - Housing Referral Assistant | | 15.95 |
| 01141 - Messenger Courier | | 10.10 |
| 01191 - Order Clerk I | | 11.80 |
| 01192 - Order Clerk II | | 12.88 |
| 01261 - Personnel Assistant (Employment) I | | 13.43 |
| 01262 - Personnel Assistant (Employment) II | | 15.02 |
| 01263 - Personnel Assistant (Employment) III | | 16.75 |
| 01270 - Production Control Clerk | | 19.95 |
| 01280 - Receptionist | | 10.48 |
| 01290 - Rental Clerk | | 11.06 |
| 01300 - Scheduler, Maintenance | | 11.78 |
| 01311 - Secretary I | | 11.78 |
| 01312 - Secretary II | | 13.18 |
| 01313 - Secretary III | | 15.95 |
| 01320 - Service Order Dispatcher | | 14.41 |
| 01410 - Supply Technician | | 17.80 |
| 01420 - Survey Worker | | 12.91 |
| 01531 - Travel Clerk I | | 11.48 |
| 01532 - Travel Clerk II | | 12.40 |
| 01533 - Travel Clerk III | | 13.07 |
| 01611 - Word Processor I | | 13.50 |
| 01612 - Word Processor II | | 15.07 |
| 01613 - Word Processor III | | 16.98 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.30 |
| 05010 - Automotive Electrician | | 16.16 |
| 05040 - Automotive Glass Installer | | 15.28 |
| 05070 - Automotive Worker | | 15.28 |
| 05110 - Mobile Equipment Servicer | | 13.54 |

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| 05130 - Motor Equipment Metal Mechanic | 17.04 |
| 05160 - Motor Equipment Metal Worker | 15.28 |
| 05190 - Motor Vehicle Mechanic | 17.04 |
| 05220 - Motor Vehicle Mechanic Helper | 12.64 |
| 05250 - Motor Vehicle Upholstery Worker | 14.40 |
| 05280 - Motor Vehicle Wrecker | 15.28 |
| 05310 - Painter, Automotive | 16.16 |
| 05340 - Radiator Repair Specialist | 15.28 |
| 05370 - Tire Repairer | 12.90 |
| 05400 - Transmission Repair Specialist | 17.04 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.54 |
| 07041 - Cook I | 9.86 |
| 07042 - Cook II | 11.09 |
| 07070 - Dishwasher | 7.66 |
| 07130 - Food Service Worker | 8.12 |
| 07210 - Meat Cutter | 14.31 |
| 07260 - Waiter/Waitress | 8.31 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.84 |
| 09040 - Furniture Handler | 11.47 |
| 09080 - Furniture Refinisher | 16.84 |
| 09090 - Furniture Refinisher Helper | 13.20 |
| 09110 - Furniture Repairer, Minor | 15.04 |
| 09130 - Upholsterer | 16.84 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.08 |
| 11060 - Elevator Operator | 9.68 |
| 11090 - Gardener | 12.88 |
| 11122 - Housekeeping Aide | 9.68 |
| 11150 - Janitor | 9.68 |
| 11210 - Laborer, Grounds Maintenance | 10.98 |
| 11240 - Maid or Houseman | 8.38 |
| 11260 - Pruner | 10.13 |
| 11270 - Tractor Operator | 12.64 |
| 11330 - Trail Maintenance Worker | 10.98 |
| 11360 - Window Cleaner | 10.51 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.54 |
| 12011 - Breath Alcohol Technician | 14.99 |
| 12012 - Certified Occupational Therapist Assistant | 24.75 |
| 12015 - Certified Physical Therapist Assistant | 24.13 |
| 12020 - Dental Assistant | 13.65 |
| 12025 - Dental Hygienist | 29.92 |
| 12030 - EKG Technician | 22.62 |
| 12035 - Electroneurodiagnostic Technologist | 22.62 |
| 12040 - Emergency Medical Technician | 13.54 |
| 12071 - Licensed Practical Nurse I | 13.40 |
| 12072 - Licensed Practical Nurse II | 14.99 |
| 12073 - Licensed Practical Nurse III | 16.72 |
| 12100 - Medical Assistant | 12.66 |
| 12130 - Medical Laboratory Technician | 16.85 |
| 12160 - Medical Record Clerk | 11.58 |
| 12190 - Medical Record Technician | 13.54 |
| 12195 - Medical Transcriptionist | 13.82 |
| 12210 - Nuclear Medicine Technologist | 32.81 |
| 12221 - Nursing Assistant I | 9.36 |
| 12222 - Nursing Assistant II | 10.52 |
| 12223 - Nursing Assistant III | 11.48 |
| 12224 - Nursing Assistant IV | 12.89 |
| 12235 - Optical Dispenser | 13.77 |
| 12236 - Optical Technician | 13.40 |
| 12250 - Pharmacy Technician | 14.12 |

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| 12280 - Phlebotomist | 13.59 |
| 12305 - Radiologic Technologist | 21.66 |
| 12311 - Registered Nurse I | 18.70 |
| 12312 - Registered Nurse II | 22.96 |
| 12313 - Registered Nurse II, Specialist | 22.96 |
| 12314 - Registered Nurse III | 27.67 |
| 12315 - Registered Nurse III, Anesthetist | 27.67 |
| 12316 - Registered Nurse IV | 33.16 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.58 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.60 |
| 13012 - Exhibits Specialist II | 20.57 |
| 13013 - Exhibits Specialist III | 25.16 |
| 13041 - Illustrator I | 16.60 |
| 13042 - Illustrator II | 20.57 |
| 13043 - Illustrator III | 25.16 |
| 13047 - Librarian | 22.77 |
| 13050 - Library Aide/Clerk | 12.23 |
| 13054 - Library Information Technology Systems Administrator | 20.57 |
| 13058 - Library Technician | 12.79 |
| 13061 - Media Specialist I | 14.84 |
| 13062 - Media Specialist II | 16.60 |
| 13063 - Media Specialist III | 18.51 |
| 13071 - Photographer I | 13.40 |
| 13072 - Photographer II | 15.06 |
| 13073 - Photographer III | 16.82 |
| 13074 - Photographer IV | 20.17 |
| 13075 - Photographer V | 24.42 |
| 13110 - Video Teleconference Technician | 14.17 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.61 |
| 14042 - Computer Operator II | 15.22 |
| 14043 - Computer Operator III | 16.98 |
| 14044 - Computer Operator IV | 21.48 |
| 14045 - Computer Operator V | 23.85 |
| 14071 - Computer Programmer I | 19.41 |
| 14072 - Computer Programmer II | 24.05 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 26.99 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.61 |
| 14160 - Personal Computer Support Technician | 23.46 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.10 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.32 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.74 |
| 15050 - Computer Based Training Specialist / Instructor | 26.09 |
| 15060 - Educational Technologist | 30.46 |
| 15070 - Flight Instructor (Pilot) | 37.74 |
| 15080 - Graphic Artist | 20.71 |
| 15090 - Technical Instructor | 17.63 |
| 15095 - Technical Instructor/Course Developer | 21.56 |
| 15110 - Test Proctor | 14.23 |
| 15120 - Tutor | 14.23 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.08 |
| 16030 - Counter Attendant | 8.08 |
| 16040 - Dry Cleaner | 10.19 |
| 16070 - Finisher, Flatwork, Machine | 8.08 |
| 16090 - Presser, Hand | 8.08 |

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| 16110 - Presser, Machine, Drycleaning | 8.08 |
| 16130 - Presser, Machine, Shirts | 8.08 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.08 |
| 16190 - Sewing Machine Operator | 10.87 |
| 16220 - Tailor | 11.58 |
| 16250 - Washer, Machine | 8.77 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.48 |
| 19040 - Tool And Die Maker | 22.22 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.39 |
| 21030 - Material Coordinator | 19.95 |
| 21040 - Material Expediter | 19.95 |
| 21050 - Material Handling Laborer | 10.20 |
| 21071 - Order Filler | 10.93 |
| 21080 - Production Line Worker (Food Processing) | 13.39 |
| 21110 - Shipping Packer | 13.08 |
| 21130 - Shipping/Receiving Clerk | 13.08 |
| 21140 - Store Worker I | 11.85 |
| 21150 - Stock Clerk | 14.96 |
| 21210 - Tools And Parts Attendant | 13.39 |
| 21410 - Warehouse Specialist | 13.39 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.70 |
| 23021 - Aircraft Mechanic I | 21.64 |
| 23022 - Aircraft Mechanic II | 22.70 |
| 23023 - Aircraft Mechanic III | 23.78 |
| 23040 - Aircraft Mechanic Helper | 16.08 |
| 23050 - Aircraft, Painter | 20.50 |
| 23060 - Aircraft Servicer | 18.30 |
| 23080 - Aircraft Worker | 19.40 |
| 23110 - Appliance Mechanic | 18.18 |
| 23120 - Bicycle Repairer | 12.90 |
| 23125 - Cable Splicer | 21.21 |
| 23130 - Carpenter, Maintenance | 16.87 |
| 23140 - Carpet Layer | 16.81 |
| 23160 - Electrician, Maintenance | 22.64 |
| 23181 - Electronics Technician Maintenance I | 21.07 |
| 23182 - Electronics Technician Maintenance II | 22.24 |
| 23183 - Electronics Technician Maintenance III | 23.44 |
| 23260 - Fabric Worker | 16.23 |
| 23290 - Fire Alarm System Mechanic | 17.04 |
| 23310 - Fire Extinguisher Repairer | 15.26 |
| 23311 - Fuel Distribution System Mechanic | 19.16 |
| 23312 - Fuel Distribution System Operator | 16.92 |
| 23370 - General Maintenance Worker | 15.28 |
| 23380 - Ground Support Equipment Mechanic | 21.64 |
| 23381 - Ground Support Equipment Servicer | 18.30 |
| 23382 - Ground Support Equipment Worker | 19.40 |
| 23391 - Gunsmith I | 15.26 |
| 23392 - Gunsmith II | 17.22 |
| 23393 - Gunsmith III | 19.16 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.38 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.38 |
| 23430 - Heavy Equipment Mechanic | 18.78 |
| 23440 - Heavy Equipment Operator | 17.04 |
| 23460 - Instrument Mechanic | 19.16 |
| 23465 - Laboratory/Shelter Mechanic | 18.18 |
| 23470 - Laborer | 10.54 |
| 23510 - Locksmith | 18.69 |
| 23530 - Machinery Maintenance Mechanic | 20.20 |

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| 23550 - Machinist, Maintenance | 19.49 |
| 23580 - Maintenance Trades Helper | 12.64 |
| 23591 - Metrology Technician I | 19.16 |
| 23592 - Metrology Technician II | 20.10 |
| 23593 - Metrology Technician III | 21.03 |
| 23640 - Millwright | 18.74 |
| 23710 - Office Appliance Repairer | 17.78 |
| 23760 - Painter, Maintenance | 17.78 |
| 23790 - Pipefitter, Maintenance | 19.66 |
| 23810 - Plumber, Maintenance | 18.93 |
| 23820 - Pseudraulic Systems Mechanic | 19.16 |
| 23850 - Rigger | 19.16 |
| 23870 - Scale Mechanic | 17.22 |
| 23890 - Sheet-Metal Worker, Maintenance | 21.81 |
| 23910 - Small Engine Mechanic | 16.81 |
| 23931 - Telecommunications Mechanic I | 22.69 |
| 23932 - Telecommunications Mechanic II | 23.81 |
| 23950 - Telephone Lineman | 22.12 |
| 23960 - Welder, Combination, Maintenance | 17.04 |
| 23965 - Well Driller | 19.16 |
| 23970 - Woodcraft Worker | 19.16 |
| 23980 - Woodworker | 14.89 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.69 |
| 24580 - Child Care Center Clerk | 10.85 |
| 24610 - Chore Aide | 8.29 |
| 24620 - Family Readiness And Support Services Coordinator | 8.51 |
| 24630 - Homemaker | 12.08 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.36 |
| 25040 - Sewage Plant Operator | 16.47 |
| 25070 - Stationary Engineer | 17.36 |
| 25190 - Ventilation Equipment Tender | 12.88 |
| 25210 - Water Treatment Plant Operator | 16.47 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.15 |
| 27007 - Baggage Inspector | 10.80 |
| 27008 - Corrections Officer | 14.99 |
| 27010 - Court Security Officer | 16.41 |
| 27030 - Detection Dog Handler | 12.44 |
| 27040 - Detention Officer | 14.99 |
| 27070 - Firefighter | 17.35 |
| 27101 - Guard I | 10.80 |
| 27102 - Guard II | 12.44 |
| 27131 - Police Officer I | 20.01 |
| 27132 - Police Officer II | 22.24 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.11 |
| 28042 - Carnival Equipment Repairer | 12.97 |
| 28043 - Carnival Equipment Worker | 9.68 |
| 28210 - Gate Attendant/Gate Tender | 14.46 |
| 28310 - Lifeguard | 12.11 |
| 28350 - Park Attendant (Aide) | 16.18 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.81 |
| 28515 - Recreation Specialist | 15.86 |
| 28630 - Sports Official | 12.89 |
| 28690 - Swimming Pool Operator | 12.96 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.22 |
| 29020 - Hatch Tender | 17.22 |
| 29030 - Line Handler | 17.22 |
| 29041 - Stevedore I | 16.23 |

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| 29042 - Stevedore II | 18.18 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 26.69 |
| 30021 - Archeological Technician I | 14.66 |
| 30022 - Archeological Technician II | 16.82 |
| 30023 - Archeological Technician III | 20.32 |
| 30030 - Cartographic Technician | 20.83 |
| 30040 - Civil Engineering Technician | 22.91 |
| 30061 - Drafter/CAD Operator I | 14.66 |
| 30062 - Drafter/CAD Operator II | 16.82 |
| 30063 - Drafter/CAD Operator III | 18.75 |
| 30064 - Drafter/CAD Operator IV | 22.50 |
| 30081 - Engineering Technician I | 13.57 |
| 30082 - Engineering Technician II | 16.44 |
| 30083 - Engineering Technician III | 18.50 |
| 30084 - Engineering Technician IV | 21.10 |
| 30085 - Engineering Technician V | 25.82 |
| 30086 - Engineering Technician VI | 31.24 |
| 30090 - Environmental Technician | 20.83 |
| 30210 - Laboratory Technician | 18.75 |
| 30240 - Mathematical Technician | 20.83 |
| 30361 - Paralegal/Legal Assistant I | 16.31 |
| 30362 - Paralegal/Legal Assistant II | 20.20 |
| 30363 - Paralegal/Legal Assistant III | 24.72 |
| 30364 - Paralegal/Legal Assistant IV | 29.91 |
| 30390 - Photo-Optics Technician | 20.83 |
| 30461 - Technical Writer I | 20.83 |
| 30462 - Technical Writer II | 25.48 |
| 30463 - Technical Writer III | 30.83 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 18.75 |
| 30621 - Weather Observer, Senior (see 2) | 20.32 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.39 |
| 31030 - Bus Driver | 13.70 |
| 31043 - Driver Courier | 12.53 |
| 31260 - Parking and Lot Attendant | 10.26 |
| 31290 - Shuttle Bus Driver | 13.43 |
| 31310 - Taxi Driver | 10.86 |
| 31361 - Truckdriver, Light | 13.43 |
| 31362 - Truckdriver, Medium | 13.70 |
| 31363 - Truckdriver, Heavy | 16.27 |
| 31364 - Truckdriver, Tractor-Trailer | 16.27 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.74 |
| 99050 - Desk Clerk | 8.68 |
| 99095 - Embalmer | 25.36 |
| 99251 - Laboratory Animal Caretaker I | 11.87 |
| 99252 - Laboratory Animal Caretaker II | 12.72 |
| 99310 - Mortician | 25.36 |
| 99410 - Pest Controller | 18.22 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.54 |
| 99711 - Recycling Specialist | 16.78 |
| 99730 - Refuse Collector | 13.43 |
| 99810 - Sales Clerk | 10.80 |

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| 99820 - School Crossing Guard | 12.81 |
| 99830 - Survey Party Chief | 17.97 |
| 99831 - Surveying Aide | 12.07 |
| 99832 - Surveying Technician | 16.31 |
| 99840 - Vending Machine Attendant | 13.94 |
| 99841 - Vending Machine Repairer | 16.81 |
| 99842 - Vending Machine Repairer Helper | 13.94 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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 conformance 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2526
Revision No.: 15
Date Of Last Revision: 07/25/2014

States: Oklahoma, Texas

Area: Oklahoma Counties of Comanche, Cotton, Greer, Harmon, Jackson, Jefferson,
Kiowa, Stephens, Tillman

Texas Counties of Archer, Baylor, Clay, Wichita, Wilbarger

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.53 |
| 01012 - Accounting Clerk II | | 12.95 |
| 01013 - Accounting Clerk III | | 14.47 |
| 01020 - Administrative Assistant | | 17.80 |
| 01040 - Court Reporter | | 15.89 |
| 01051 - Data Entry Operator I | | 10.72 |
| 01052 - Data Entry Operator II | | 11.70 |
| 01060 - Dispatcher, Motor Vehicle | | 14.01 |
| 01070 - Document Preparation Clerk | | 11.44 |
| 01090 - Duplicating Machine Operator | | 11.44 |
| 01111 - General Clerk I | | 9.97 |
| 01112 - General Clerk II | | 10.88 |
| 01113 - General Clerk III | | 12.21 |
| 01120 - Housing Referral Assistant | | 15.95 |
| 01141 - Messenger Courier | | 10.10 |
| 01191 - Order Clerk I | | 11.80 |
| 01192 - Order Clerk II | | 12.88 |
| 01261 - Personnel Assistant (Employment) I | | 13.43 |
| 01262 - Personnel Assistant (Employment) II | | 15.02 |

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| 01263 - Personnel Assistant (Employment) III | 16.75 |
| 01270 - Production Control Clerk | 19.95 |
| 01280 - Receptionist | 10.48 |
| 01290 - Rental Clerk | 11.06 |
| 01300 - Scheduler, Maintenance | 11.78 |
| 01311 - Secretary I | 11.78 |
| 01312 - Secretary II | 13.18 |
| 01313 - Secretary III | 15.95 |
| 01320 - Service Order Dispatcher | 14.41 |
| 01410 - Supply Technician | 17.80 |
| 01420 - Survey Worker | 12.91 |
| 01531 - Travel Clerk I | 11.48 |
| 01532 - Travel Clerk II | 12.40 |
| 01533 - Travel Clerk III | 13.07 |
| 01611 - Word Processor I | 13.50 |
| 01612 - Word Processor II | 15.07 |
| 01613 - Word Processor III | 16.98 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.30 |
| 05010 - Automotive Electrician | 16.16 |
| 05040 - Automotive Glass Installer | 15.28 |
| 05070 - Automotive Worker | 15.28 |
| 05110 - Mobile Equipment Servicer | 13.54 |
| 05130 - Motor Equipment Metal Mechanic | 17.04 |
| 05160 - Motor Equipment Metal Worker | 15.28 |
| 05190 - Motor Vehicle Mechanic | 17.04 |
| 05220 - Motor Vehicle Mechanic Helper | 12.64 |
| 05250 - Motor Vehicle Upholstery Worker | 14.40 |
| 05280 - Motor Vehicle Wrecker | 15.28 |
| 05310 - Painter, Automotive | 16.16 |
| 05340 - Radiator Repair Specialist | 15.28 |
| 05370 - Tire Repairer | 12.90 |
| 05400 - Transmission Repair Specialist | 17.04 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.54 |
| 07041 - Cook I | 9.86 |
| 07042 - Cook II | 11.09 |
| 07070 - Dishwasher | 7.66 |
| 07130 - Food Service Worker | 8.12 |
| 07210 - Meat Cutter | 14.31 |
| 07260 - Waiter/Waitress | 8.31 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.84 |
| 09040 - Furniture Handler | 11.47 |
| 09080 - Furniture Refinisher | 16.84 |
| 09090 - Furniture Refinisher Helper | 13.20 |
| 09110 - Furniture Repairer, Minor | 15.04 |
| 09130 - Upholsterer | 16.84 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.08 |
| 11060 - Elevator Operator | 9.68 |
| 11090 - Gardener | 12.88 |
| 11122 - Housekeeping Aide | 9.68 |
| 11150 - Janitor | 9.68 |
| 11210 - Laborer, Grounds Maintenance | 10.98 |
| 11240 - Maid or Houseman | 8.38 |
| 11260 - Pruner | 10.13 |
| 11270 - Tractor Operator | 12.64 |
| 11330 - Trail Maintenance Worker | 10.98 |
| 11360 - Window Cleaner | 10.51 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.54 |
| 12011 - Breath Alcohol Technician | 14.99 |

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| 12012 | - Certified Occupational Therapist Assistant | 24.75 |
| 12015 | - Certified Physical Therapist Assistant | 24.13 |
| 12020 | - Dental Assistant | 13.65 |
| 12025 | - Dental Hygienist | 29.92 |
| 12030 | - EKG Technician | 22.62 |
| 12035 | - Electroneurodiagnostic Technologist | 22.62 |
| 12040 | - Emergency Medical Technician | 13.54 |
| 12071 | - Licensed Practical Nurse I | 13.40 |
| 12072 | - Licensed Practical Nurse II | 14.99 |
| 12073 | - Licensed Practical Nurse III | 16.72 |
| 12100 | - Medical Assistant | 12.66 |
| 12130 | - Medical Laboratory Technician | 16.85 |
| 12160 | - Medical Record Clerk | 11.58 |
| 12190 | - Medical Record Technician | 13.54 |
| 12195 | - Medical Transcriptionist | 13.82 |
| 12210 | - Nuclear Medicine Technologist | 32.81 |
| 12221 | - Nursing Assistant I | 9.36 |
| 12222 | - Nursing Assistant II | 10.52 |
| 12223 | - Nursing Assistant III | 11.48 |
| 12224 | - Nursing Assistant IV | 12.89 |
| 12235 | - Optical Dispenser | 13.77 |
| 12236 | - Optical Technician | 13.40 |
| 12250 | - Pharmacy Technician | 14.12 |
| 12280 | - Phlebotomist | 13.59 |
| 12305 | - Radiologic Technologist | 21.66 |
| 12311 | - Registered Nurse I | 18.70 |
| 12312 | - Registered Nurse II | 22.96 |
| 12313 | - Registered Nurse II, Specialist | 22.96 |
| 12314 | - Registered Nurse III | 27.67 |
| 12315 | - Registered Nurse III, Anesthetist | 27.67 |
| 12316 | - Registered Nurse IV | 33.16 |
| 12317 | - Scheduler (Drug and Alcohol Testing) | 18.58 |
| 13000 | - Information And Arts Occupations | |
| 13011 | - Exhibits Specialist I | 16.60 |
| 13012 | - Exhibits Specialist II | 20.57 |
| 13013 | - Exhibits Specialist III | 25.16 |
| 13041 | - Illustrator I | 16.60 |
| 13042 | - Illustrator II | 20.57 |
| 13043 | - Illustrator III | 25.16 |
| 13047 | - Librarian | 22.77 |
| 13050 | - Library Aide/Clerk | 12.23 |
| 13054 | - Library Information Technology Systems Administrator | 20.57 |
| 13058 | - Library Technician | 12.79 |
| 13061 | - Media Specialist I | 14.84 |
| 13062 | - Media Specialist II | 16.60 |
| 13063 | - Media Specialist III | 18.51 |
| 13071 | - Photographer I | 13.40 |
| 13072 | - Photographer II | 15.06 |
| 13073 | - Photographer III | 16.82 |
| 13074 | - Photographer IV | 20.17 |
| 13075 | - Photographer V | 24.42 |
| 13110 | - Video Teleconference Technician | 14.17 |
| 14000 | - Information Technology Occupations | |
| 14041 | - Computer Operator I | 13.61 |
| 14042 | - Computer Operator II | 15.22 |
| 14043 | - Computer Operator III | 16.98 |
| 14044 | - Computer Operator IV | 21.48 |
| 14045 | - Computer Operator V | 23.85 |
| 14071 | - Computer Programmer I | 19.41 |
| 14072 | - Computer Programmer II | 24.05 |
| 14073 | - Computer Programmer III | (see 1) |
| 14074 | - Computer Programmer IV | (see 1) |

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| 14101 - Computer Systems Analyst I | 26.99 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.61 |
| 14160 - Personal Computer Support Technician | 23.46 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.10 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.32 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.74 |
| 15050 - Computer Based Training Specialist / Instructor | 26.09 |
| 15060 - Educational Technologist | 30.46 |
| 15070 - Flight Instructor (Pilot) | 37.74 |
| 15080 - Graphic Artist | 20.71 |
| 15090 - Technical Instructor | 17.63 |
| 15095 - Technical Instructor/Course Developer | 21.56 |
| 15110 - Test Proctor | 14.23 |
| 15120 - Tutor | 14.23 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.08 |
| 16030 - Counter Attendant | 8.08 |
| 16040 - Dry Cleaner | 10.19 |
| 16070 - Finisher, Flatwork, Machine | 8.08 |
| 16090 - Presser, Hand | 8.08 |
| 16110 - Presser, Machine, Drycleaning | 8.08 |
| 16130 - Presser, Machine, Shirts | 8.08 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.08 |
| 16190 - Sewing Machine Operator | 10.87 |
| 16220 - Tailor | 11.58 |
| 16250 - Washer, Machine | 8.77 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.48 |
| 19040 - Tool And Die Maker | 22.22 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.39 |
| 21030 - Material Coordinator | 19.95 |
| 21040 - Material Expediter | 19.95 |
| 21050 - Material Handling Laborer | 10.20 |
| 21071 - Order Filler | 10.93 |
| 21080 - Production Line Worker (Food Processing) | 13.39 |
| 21110 - Shipping Packer | 13.08 |
| 21130 - Shipping/Receiving Clerk | 13.08 |
| 21140 - Store Worker I | 11.85 |
| 21150 - Stock Clerk | 14.96 |
| 21210 - Tools And Parts Attendant | 13.39 |
| 21410 - Warehouse Specialist | 13.39 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.70 |
| 23021 - Aircraft Mechanic I | 21.64 |
| 23022 - Aircraft Mechanic II | 22.70 |
| 23023 - Aircraft Mechanic III | 23.78 |
| 23040 - Aircraft Mechanic Helper | 16.08 |
| 23050 - Aircraft, Painter | 20.50 |
| 23060 - Aircraft Servicer | 18.30 |
| 23080 - Aircraft Worker | 19.40 |
| 23110 - Appliance Mechanic | 18.18 |
| 23120 - Bicycle Repairer | 12.90 |
| 23125 - Cable Splicer | 21.21 |
| 23130 - Carpenter, Maintenance | 16.87 |
| 23140 - Carpet Layer | 16.81 |
| 23160 - Electrician, Maintenance | 22.64 |
| 23181 - Electronics Technician Maintenance I | 21.07 |
| 23182 - Electronics Technician Maintenance II | 22.24 |
| 23183 - Electronics Technician Maintenance III | 23.44 |

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| 23260 - Fabric Worker | 16.23 |
| 23290 - Fire Alarm System Mechanic | 17.04 |
| 23310 - Fire Extinguisher Repairer | 15.26 |
| 23311 - Fuel Distribution System Mechanic | 19.16 |
| 23312 - Fuel Distribution System Operator | 16.92 |
| 23370 - General Maintenance Worker | 15.28 |
| 23380 - Ground Support Equipment Mechanic | 21.64 |
| 23381 - Ground Support Equipment Servicer | 18.30 |
| 23382 - Ground Support Equipment Worker | 19.40 |
| 23391 - Gunsmith I | 15.26 |
| 23392 - Gunsmith II | 17.22 |
| 23393 - Gunsmith III | 19.16 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.38 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.38 |
| 23430 - Heavy Equipment Mechanic | 18.78 |
| 23440 - Heavy Equipment Operator | 17.04 |
| 23460 - Instrument Mechanic | 19.16 |
| 23465 - Laboratory/Shelter Mechanic | 18.18 |
| 23470 - Laborer | 10.54 |
| 23510 - Locksmith | 18.69 |
| 23530 - Machinery Maintenance Mechanic | 20.20 |
| 23550 - Machinist, Maintenance | 19.49 |
| 23580 - Maintenance Trades Helper | 12.64 |
| 23591 - Metrology Technician I | 19.16 |
| 23592 - Metrology Technician II | 20.10 |
| 23593 - Metrology Technician III | 21.03 |
| 23640 - Millwright | 18.74 |
| 23710 - Office Appliance Repairer | 17.78 |
| 23760 - Painter, Maintenance | 17.78 |
| 23790 - Pipefitter, Maintenance | 19.66 |
| 23810 - Plumber, Maintenance | 18.93 |
| 23820 - Pneudraulic Systems Mechanic | 19.16 |
| 23850 - Rigger | 19.16 |
| 23870 - Scale Mechanic | 17.22 |
| 23890 - Sheet-Metal Worker, Maintenance | 21.81 |
| 23910 - Small Engine Mechanic | 16.81 |
| 23931 - Telecommunications Mechanic I | 22.69 |
| 23932 - Telecommunications Mechanic II | 23.81 |
| 23950 - Telephone Lineman | 22.12 |
| 23960 - Welder, Combination, Maintenance | 17.04 |
| 23965 - Well Driller | 19.16 |
| 23970 - Woodcraft Worker | 19.16 |
| 23980 - Woodworker | 14.89 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.69 |
| 24580 - Child Care Center Clerk | 10.85 |
| 24610 - Chore Aide | 8.29 |
| 24620 - Family Readiness And Support Services Coordinator | 8.51 |
| 24630 - Homemaker | 12.08 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.36 |
| 25040 - Sewage Plant Operator | 16.47 |
| 25070 - Stationary Engineer | 17.36 |
| 25190 - Ventilation Equipment Tender | 12.88 |
| 25210 - Water Treatment Plant Operator | 16.47 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.15 |
| 27007 - Baggage Inspector | 10.80 |
| 27008 - Corrections Officer | 14.99 |
| 27010 - Court Security Officer | 16.41 |

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| 27030 - Detection Dog Handler | 12.44 |
| 27040 - Detention Officer | 14.99 |
| 27070 - Firefighter | 17.35 |
| 27101 - Guard I | 10.80 |
| 27102 - Guard II | 12.44 |
| 27131 - Police Officer I | 20.01 |
| 27132 - Police Officer II | 22.24 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.11 |
| 28042 - Carnival Equipment Repairer | 12.97 |
| 28043 - Carnival Equipment Worker | 9.68 |
| 28210 - Gate Attendant/Gate Tender | 14.46 |
| 28310 - Lifeguard | 12.11 |
| 28350 - Park Attendant (Aide) | 16.18 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.81 |
| 28515 - Recreation Specialist | 15.86 |
| 28630 - Sports Official | 12.89 |
| 28690 - Swimming Pool Operator | 12.96 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.22 |
| 29020 - Hatch Tender | 17.22 |
| 29030 - Line Handler | 17.22 |
| 29041 - Stevedore I | 16.23 |
| 29042 - Stevedore II | 18.18 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 26.69 |
| 30021 - Archeological Technician I | 14.66 |
| 30022 - Archeological Technician II | 16.82 |
| 30023 - Archeological Technician III | 20.32 |
| 30030 - Cartographic Technician | 20.83 |
| 30040 - Civil Engineering Technician | 22.91 |
| 30061 - Drafter/CAD Operator I | 14.66 |
| 30062 - Drafter/CAD Operator II | 16.82 |
| 30063 - Drafter/CAD Operator III | 18.75 |
| 30064 - Drafter/CAD Operator IV | 22.50 |
| 30081 - Engineering Technician I | 13.57 |
| 30082 - Engineering Technician II | 16.44 |
| 30083 - Engineering Technician III | 18.50 |
| 30084 - Engineering Technician IV | 21.10 |
| 30085 - Engineering Technician V | 25.82 |
| 30086 - Engineering Technician VI | 31.24 |
| 30090 - Environmental Technician | 20.83 |
| 30210 - Laboratory Technician | 18.75 |
| 30240 - Mathematical Technician | 20.83 |
| 30361 - Paralegal/Legal Assistant I | 16.31 |
| 30362 - Paralegal/Legal Assistant II | 20.20 |
| 30363 - Paralegal/Legal Assistant III | 24.72 |
| 30364 - Paralegal/Legal Assistant IV | 29.91 |
| 30390 - Photo-Optics Technician | 20.83 |
| 30461 - Technical Writer I | 20.83 |
| 30462 - Technical Writer II | 25.48 |
| 30463 - Technical Writer III | 30.83 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 18.75 |
| 30621 - Weather Observer, Senior (see 2) | 20.32 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |

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| 31020 - Bus Aide | 10.39 |
| 31030 - Bus Driver | 13.70 |
| 31043 - Driver Courier | 12.53 |
| 31260 - Parking and Lot Attendant | 10.26 |
| 31290 - Shuttle Bus Driver | 13.43 |
| 31310 - Taxi Driver | 10.86 |
| 31361 - Truckdriver, Light | 13.43 |
| 31362 - Truckdriver, Medium | 13.70 |
| 31363 - Truckdriver, Heavy | 16.27 |
| 31364 - Truckdriver, Tractor-Trailer | 16.27 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.74 |
| 99050 - Desk Clerk | 8.68 |
| 99095 - Embalmer | 25.36 |
| 99251 - Laboratory Animal Caretaker I | 11.87 |
| 99252 - Laboratory Animal Caretaker II | 12.72 |
| 99310 - Mortician | 25.36 |
| 99410 - Pest Controller | 18.22 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.54 |
| 99711 - Recycling Specialist | 16.78 |
| 99730 - Refuse Collector | 13.43 |
| 99810 - Sales Clerk | 10.80 |
| 99820 - School Crossing Guard | 12.81 |
| 99830 - Survey Party Chief | 17.97 |
| 99831 - Surveying Aide | 12.07 |
| 99832 - Surveying Technician | 16.31 |
| 99840 - Vending Machine Attendant | 13.94 |
| 99841 - Vending Machine Repairer | 16.81 |
| 99842 - Vending Machine Repairer Helper | 13.94 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther

King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2531
Revision No.: 14
Date of Last Revision: 07/25/2014

State: Utah

Area: Utah Statewide

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

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|---|-------|
| 01000 - Administrative Support And Clerical Occupations | |
| 01011 - Accounting Clerk I | 12.81 |
| 01012 - Accounting Clerk II | 14.38 |
| 01013 - Accounting Clerk III | 16.09 |
| 01020 - Administrative Assistant | 18.47 |
| 01040 - Court Reporter | 19.50 |
| 01051 - Data Entry Operator I | 11.89 |
| 01052 - Data Entry Operator II | 12.98 |
| 01060 - Dispatcher, Motor Vehicle | 16.80 |
| 01070 - Document Preparation Clerk | 14.10 |
| 01090 - Duplicating Machine Operator | 14.10 |
| 01111 - General Clerk I | 11.54 |
| 01112 - General Clerk II | 12.59 |
| 01113 - General Clerk III | 14.13 |
| 01120 - Housing Referral Assistant | 16.51 |
| 01141 - Messenger Courier | 11.64 |
| 01191 - Order Clerk I | 12.93 |
| 01192 - Order Clerk II | 14.11 |
| 01261 - Personnel Assistant (Employment) I | 14.71 |
| 01262 - Personnel Assistant (Employment) II | 16.45 |
| 01263 - Personnel Assistant (Employment) III | 18.35 |
| 01270 - Production Control Clerk | 17.99 |
| 01280 - Receptionist | 10.46 |
| 01290 - Rental Clerk | 11.44 |
| 01300 - Scheduler, Maintenance | 13.23 |
| 01311 - Secretary I | 13.23 |
| 01312 - Secretary II | 14.80 |
| 01313 - Secretary III | 16.51 |
| 01320 - Service Order Dispatcher | 14.95 |
| 01410 - Supply Technician | 18.43 |
| 01420 - Survey Worker | 12.10 |
| 01531 - Travel Clerk I | 12.39 |
| 01532 - Travel Clerk II | 13.15 |
| 01533 - Travel Clerk III | 13.78 |
| 01611 - Word Processor I | 13.94 |
| 01612 - Word Processor II | 15.88 |
| 01613 - Word Processor III | 17.61 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.06 |
| 05010 - Automotive Electrician | 18.09 |
| 05040 - Automotive Glass Installer | 17.17 |
| 05070 - Automotive Worker | 17.14 |
| 05110 - Mobile Equipment Servicer | 15.24 |
| 05130 - Motor Equipment Metal Mechanic | 18.82 |
| 05160 - Motor Equipment Metal Worker | 17.14 |
| 05190 - Motor Vehicle Mechanic | 17.82 |
| 05220 - Motor Vehicle Mechanic Helper | 14.11 |
| 05250 - Motor Vehicle Upholstery Worker | 16.19 |
| 05280 - Motor Vehicle Wrecker | 17.14 |
| 05310 - Painter, Automotive | 18.09 |
| 05340 - Radiator Repair Specialist | 17.14 |
| 05370 - Tire Repairer | 12.41 |
| 05400 - Transmission Repair Specialist | 18.46 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.60 |
| 07041 - Cook I | 10.72 |
| 07042 - Cook II | 12.42 |
| 07070 - Dishwasher | 8.06 |
| 07130 - Food Service Worker | 8.28 |
| 07210 - Meat Cutter | 13.77 |
| 07260 - Waiter/Waitress | 9.23 |
| 09000 - Furniture Maintenance And Repair Occupations | |

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| 09010 - Electrostatic Spray Painter | 17.05 |
| 09040 - Furniture Handler | 12.27 |
| 09080 - Furniture Refinisher | 17.05 |
| 09090 - Furniture Refinisher Helper | 12.86 |
| 09110 - Furniture Repairer, Minor | 14.77 |
| 09130 - Upholsterer | 17.05 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.62 |
| 11060 - Elevator Operator | 9.62 |
| 11090 - Gardener | 13.88 |
| 11122 - Housekeeping Aide | 9.99 |
| 11150 - Janitor | 9.99 |
| 11210 - Laborer, Grounds Maintenance | 10.72 |
| 11240 - Maid or Houseman | 8.86 |
| 11260 - Pruner | 10.07 |
| 11270 - Tractor Operator | 12.94 |
| 11330 - Trail Maintenance Worker | 10.72 |
| 11360 - Window Cleaner | 11.14 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.67 |
| 12011 - Breath Alcohol Technician | 14.74 |
| 12012 - Certified Occupational Therapist Assistant | 20.78 |
| 12015 - Certified Physical Therapist Assistant | 18.90 |
| 12020 - Dental Assistant | 13.03 |
| 12025 - Dental Hygienist | 30.54 |
| 12030 - EKG Technician | 23.74 |
| 12035 - Electroneurodiagnostic Technologist | 23.74 |
| 12040 - Emergency Medical Technician | 14.67 |
| 12071 - Licensed Practical Nurse I | 14.56 |
| 12072 - Licensed Practical Nurse II | 16.29 |
| 12073 - Licensed Practical Nurse III | 18.17 |
| 12100 - Medical Assistant | 12.85 |
| 12130 - Medical Laboratory Technician | 13.99 |
| 12160 - Medical Record Clerk | 12.64 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 14.45 |
| 12210 - Nuclear Medicine Technologist | 31.97 |
| 12221 - Nursing Assistant I | 10.00 |
| 12222 - Nursing Assistant II | 11.24 |
| 12223 - Nursing Assistant III | 12.26 |
| 12224 - Nursing Assistant IV | 13.77 |
| 12235 - Optical Dispenser | 15.17 |
| 12236 - Optical Technician | 12.73 |
| 12250 - Pharmacy Technician | 14.80 |
| 12280 - Phlebotomist | 13.77 |
| 12305 - Radiologic Technologist | 21.51 |
| 12311 - Registered Nurse I | 22.82 |
| 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 | 40.47 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.69 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.49 |
| 13012 - Exhibits Specialist II | 20.44 |
| 13013 - Exhibits Specialist III | 25.00 |
| 13041 - Illustrator I | 18.72 |
| 13042 - Illustrator II | 23.20 |
| 13043 - Illustrator III | 28.30 |
| 13047 - Librarian | 22.73 |
| 13050 - Library Aide/Clerk | 10.45 |
| 13054 - Library Information Technology Systems | 20.53 |

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| Administrator | |
| 13058 - Library Technician | 13.18 |
| 13061 - Media Specialist I | 14.81 |
| 13062 - Media Specialist II | 16.57 |
| 13063 - Media Specialist III | 18.48 |
| 13071 - Photographer I | 15.59 |
| 13072 - Photographer II | 17.59 |
| 13073 - Photographer III | 21.61 |
| 13074 - Photographer IV | 26.44 |
| 13075 - Photographer V | 31.98 |
| 13110 - Video Teleconference Technician | 16.34 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.11 |
| 14042 - Computer Operator II | 16.90 |
| 14043 - Computer Operator III | 19.95 |
| 14044 - Computer Operator IV | 21.75 |
| 14045 - Computer Operator V | 24.10 |
| 14071 - Computer Programmer I | (see 1) 23.80 |
| 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 | 14.59 |
| 14160 - Personal Computer Support Technician | 21.75 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 31.89 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 38.58 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.72 |
| 15050 - Computer Based Training Specialist / Instructor | 31.89 |
| 15060 - Educational Technologist | 22.83 |
| 15070 - Flight Instructor (Pilot) | 42.72 |
| 15080 - Graphic Artist | 19.67 |
| 15090 - Technical Instructor | 18.64 |
| 15095 - Technical Instructor/Course Developer | 22.82 |
| 15110 - Test Proctor | 15.04 |
| 15120 - Tutor | 15.04 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.04 |
| 16030 - Counter Attendant | 9.04 |
| 16040 - Dry Cleaner | 12.02 |
| 16070 - Finisher, Flatwork, Machine | 9.04 |
| 16090 - Presser, Hand | 9.04 |
| 16110 - Presser, Machine, Drycleaning | 9.04 |
| 16130 - Presser, Machine, Shirts | 9.04 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.04 |
| 16190 - Sewing Machine Operator | 12.90 |
| 16220 - Tailor | 13.67 |
| 16250 - Washer, Machine | 10.09 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.68 |
| 19040 - Tool And Die Maker | 21.89 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.31 |
| 21030 - Material Coordinator | 18.38 |
| 21040 - Material Expediter | 18.38 |
| 21050 - Material Handling Laborer | 11.67 |
| 21071 - Order Filler | 11.96 |
| 21080 - Production Line Worker (Food Processing) | 14.31 |
| 21110 - Shipping Packer | 13.08 |
| 21130 - Shipping/Receiving Clerk | 13.08 |
| 21140 - Store Worker I | 10.83 |

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| 21150 - Stock Clerk | 15.07 |
| 21210 - Tools And Parts Attendant | 14.31 |
| 21410 - Warehouse Specialist | 14.31 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.76 |
| 23021 - Aircraft Mechanic I | 24.30 |
| 23022 - Aircraft Mechanic II | 25.76 |
| 23023 - Aircraft Mechanic III | 26.95 |
| 23040 - Aircraft Mechanic Helper | 16.74 |
| 23050 - Aircraft, Painter | 22.63 |
| 23060 - Aircraft Servicer | 19.31 |
| 23080 - Aircraft Worker | 20.59 |
| 23110 - Appliance Mechanic | 18.84 |
| 23120 - Bicycle Repairer | 12.41 |
| 23125 - Cable Splicer | 25.98 |
| 23130 - Carpenter, Maintenance | 17.48 |
| 23140 - Carpet Layer | 16.82 |
| 23160 - Electrician, Maintenance | 20.33 |
| 23181 - Electronics Technician Maintenance I | 21.64 |
| 23182 - Electronics Technician Maintenance II | 23.70 |
| 23183 - Electronics Technician Maintenance III | 25.21 |
| 23260 - Fabric Worker | 17.27 |
| 23290 - Fire Alarm System Mechanic | 20.83 |
| 23310 - Fire Extinguisher Repairer | 16.01 |
| 23311 - Fuel Distribution System Mechanic | 23.58 |
| 23312 - Fuel Distribution System Operator | 17.93 |
| 23370 - General Maintenance Worker | 16.62 |
| 23380 - Ground Support Equipment Mechanic | 24.30 |
| 23381 - Ground Support Equipment Servicer | 19.31 |
| 23382 - Ground Support Equipment Worker | 20.59 |
| 23391 - Gunsmith I | 16.01 |
| 23392 - Gunsmith II | 18.54 |
| 23393 - Gunsmith III | 21.06 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.11 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.96 |
| 23430 - Heavy Equipment Mechanic | 22.27 |
| 23440 - Heavy Equipment Operator | 18.92 |
| 23460 - Instrument Mechanic | 23.00 |
| 23465 - Laboratory/Shelter Mechanic | 19.80 |
| 23470 - Laborer | 11.11 |
| 23510 - Locksmith | 16.75 |
| 23530 - Machinery Maintenance Mechanic | 20.97 |
| 23550 - Machinist, Maintenance | 18.47 |
| 23580 - Maintenance Trades Helper | 13.08 |
| 23591 - Metrology Technician I | 23.00 |
| 23592 - Metrology Technician II | 24.38 |
| 23593 - Metrology Technician III | 25.51 |
| 23640 - Millwright | 22.04 |
| 23710 - Office Appliance Repairer | 18.51 |
| 23760 - Painter, Maintenance | 18.43 |
| 23790 - Pipefitter, Maintenance | 21.59 |
| 23810 - Plumber, Maintenance | 20.85 |
| 23820 - Pneudraulic Systems Mechanic | 21.06 |
| 23850 - Rigger | 21.06 |
| 23870 - Scale Mechanic | 18.54 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.68 |
| 23910 - Small Engine Mechanic | 17.46 |
| 23931 - Telecommunications Mechanic I | 24.64 |
| 23932 - Telecommunications Mechanic II | 26.12 |
| 23950 - Telephone Lineman | 20.43 |
| 23960 - Welder, Combination, Maintenance | 17.45 |

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| 23965 - Well Driller | 21.48 |
| 23970 - Woodcraft Worker | 21.06 |
| 23980 - Woodworker | 14.12 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.97 |
| 24580 - Child Care Center Clerk | 12.45 |
| 24610 - Chore Aide | 9.86 |
| 24620 - Family Readiness And Support Services Coordinator | 11.70 |
| 24630 - Homemaker | 13.78 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.82 |
| 25040 - Sewage Plant Operator | 19.53 |
| 25070 - Stationary Engineer | 25.82 |
| 25190 - Ventilation Equipment Tender | 17.29 |
| 25210 - Water Treatment Plant Operator | 19.53 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.44 |
| 27007 - Baggage Inspector | 12.47 |
| 27008 - Corrections Officer | 19.80 |
| 27010 - Court Security Officer | 19.30 |
| 27030 - Detection Dog Handler | 18.83 |
| 27040 - Detention Officer | 19.80 |
| 27070 - Firefighter | 18.02 |
| 27101 - Guard I | 12.47 |
| 27102 - Guard II | 18.83 |
| 27131 - Police Officer I | 21.39 |
| 27132 - Police Officer II | 23.69 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.98 |
| 28042 - Carnival Equipment Repairer | 11.75 |
| 28043 - Carnival Equipment Worker | 8.65 |
| 28210 - Gate Attendant/Gate Tender | 14.59 |
| 28310 - Lifeguard | 11.17 |
| 28350 - Park Attendant (Aide) | 16.32 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.91 |
| 28515 - Recreation Specialist | 16.29 |
| 28630 - Sports Official | 13.00 |
| 28690 - Swimming Pool Operator | 15.88 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.52 |
| 29020 - Hatch Tender | 22.52 |
| 29030 - Line Handler | 22.52 |
| 29041 - Stevedore I | 20.98 |
| 29042 - Stevedore II | 24.05 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.36 |
| 30022 - Archeological Technician II | 18.37 |
| 30023 - Archeological Technician III | 22.75 |
| 30030 - Cartographic Technician | 22.75 |
| 30040 - Civil Engineering Technician | 19.83 |
| 30061 - Drafter/CAD Operator I | 17.36 |
| 30062 - Drafter/CAD Operator II | 18.37 |
| 30063 - Drafter/CAD Operator III | 20.48 |
| 30064 - Drafter/CAD Operator IV | 24.96 |
| 30081 - Engineering Technician I | 14.56 |
| 30082 - Engineering Technician II | 16.34 |
| 30083 - Engineering Technician III | 18.28 |
| 30084 - Engineering Technician IV | 22.65 |
| 30085 - Engineering Technician V | 27.71 |

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| 30086 - Engineering Technician VI | 32.84 |
| 30090 - Environmental Technician | 20.38 |
| 30210 - Laboratory Technician | 19.00 |
| 30240 - Mathematical Technician | 22.75 |
| 30361 - Paralegal/Legal Assistant I | 17.20 |
| 30362 - Paralegal/Legal Assistant II | 21.32 |
| 30363 - Paralegal/Legal Assistant III | 26.08 |
| 30364 - Paralegal/Legal Assistant IV | 31.55 |
| 30390 - Photo-Optics Technician | 22.75 |
| 30461 - Technical Writer I | 20.95 |
| 30462 - Technical Writer II | 25.64 |
| 30463 - Technical Writer III | 31.00 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 20.48 |
| 30621 - Weather Observer, Senior (see 2) | 22.75 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.64 |
| 31030 - Bus Driver | 15.04 |
| 31043 - Driver Courier | 11.38 |
| 31260 - Parking and Lot Attendant | 8.71 |
| 31290 - Shuttle Bus Driver | 12.36 |
| 31310 - Taxi Driver | 10.71 |
| 31361 - Truckdriver, Light | 12.36 |
| 31362 - Truckdriver, Medium | 16.84 |
| 31363 - Truckdriver, Heavy | 18.99 |
| 31364 - Truckdriver, Tractor-Trailer | 18.99 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.83 |
| 99050 - Desk Clerk | 9.45 |
| 99095 - Embalmer | 25.48 |
| 99251 - Laboratory Animal Caretaker I | 10.19 |
| 99252 - Laboratory Animal Caretaker II | 10.67 |
| 99310 - Mortician | 33.91 |
| 99410 - Pest Controller | 14.02 |
| 99510 - Photofinishing Worker | 11.77 |
| 99710 - Recycling Laborer | 16.98 |
| 99711 - Recycling Specialist | 20.20 |
| 99730 - Refuse Collector | 15.21 |
| 99810 - Sales Clerk | 11.95 |
| 99820 - School Crossing Guard | 9.59 |
| 99830 - Survey Party Chief | 18.63 |
| 99831 - Surveying Aide | 13.27 |
| 99832 - Surveying Technician | 16.93 |
| 99840 - Vending Machine Attendant | 15.14 |
| 99841 - Vending Machine Repairer | 18.30 |
| 99842 - Vending Machine Repairer Helper | 15.14 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be

conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2532
Revision No.: 15
Date of Last Revision: 07/25/2014

State: Utah

Area: Utah Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.81 |
| 01012 - Accounting Clerk II | | 14.38 |
| 01013 - Accounting Clerk III | | 16.09 |
| 01020 - Administrative Assistant | | 18.47 |
| 01040 - Court Reporter | | 19.50 |
| 01051 - Data Entry Operator I | | 11.89 |
| 01052 - Data Entry Operator II | | 12.98 |
| 01060 - Dispatcher, Motor Vehicle | | 16.80 |
| 01070 - Document Preparation Clerk | | 14.10 |
| 01090 - Duplicating Machine Operator | | 14.10 |
| 01111 - General Clerk I | | 11.54 |
| 01112 - General Clerk II | | 12.59 |
| 01113 - General Clerk III | | 14.13 |
| 01120 - Housing Referral Assistant | | 16.51 |
| 01141 - Messenger Courier | | 11.64 |
| 01191 - Order Clerk I | | 12.93 |
| 01192 - Order Clerk II | | 14.11 |
| 01261 - Personnel Assistant (Employment) I | | 14.71 |
| 01262 - Personnel Assistant (Employment) II | | 16.45 |
| 01263 - Personnel Assistant (Employment) III | | 18.35 |
| 01270 - Production Control Clerk | | 17.99 |
| 01280 - Receptionist | | 10.46 |
| 01290 - Rental Clerk | | 11.44 |
| 01300 - Scheduler, Maintenance | | 13.23 |
| 01311 - Secretary I | | 13.23 |
| 01312 - Secretary II | | 14.80 |
| 01313 - Secretary III | | 16.51 |
| 01320 - Service Order Dispatcher | | 14.95 |
| 01410 - Supply Technician | | 18.43 |
| 01420 - Survey Worker | | 12.10 |
| 01531 - Travel Clerk I | | 12.39 |
| 01532 - Travel Clerk II | | 13.15 |
| 01533 - Travel Clerk III | | 13.78 |
| 01611 - Word Processor I | | 13.94 |
| 01612 - Word Processor II | | 15.88 |
| 01613 - Word Processor III | | 17.61 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.06 |
| 05010 - Automotive Electrician | | 18.09 |
| 05040 - Automotive Glass Installer | | 17.17 |
| 05070 - Automotive Worker | | 17.14 |
| 05110 - Mobile Equipment Servicer | | 15.24 |

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| 05130 - Motor Equipment Metal Mechanic | 18.82 |
| 05160 - Motor Equipment Metal Worker | 17.14 |
| 05190 - Motor Vehicle Mechanic | 17.82 |
| 05220 - Motor Vehicle Mechanic Helper | 14.11 |
| 05250 - Motor Vehicle Upholstery Worker | 16.19 |
| 05280 - Motor Vehicle Wrecker | 17.14 |
| 05310 - Painter, Automotive | 18.09 |
| 05340 - Radiator Repair Specialist | 17.14 |
| 05370 - Tire Repairer | 12.41 |
| 05400 - Transmission Repair Specialist | 18.46 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.60 |
| 07041 - Cook I | 10.72 |
| 07042 - Cook II | 12.42 |
| 07070 - Dishwasher | 8.06 |
| 07130 - Food Service Worker | 8.28 |
| 07210 - Meat Cutter | 13.77 |
| 07260 - Waiter/Waitress | 9.23 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.05 |
| 09040 - Furniture Handler | 12.27 |
| 09080 - Furniture Refinisher | 17.05 |
| 09090 - Furniture Refinisher Helper | 12.86 |
| 09110 - Furniture Repairer, Minor | 14.77 |
| 09130 - Upholsterer | 17.05 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.62 |
| 11060 - Elevator Operator | 9.62 |
| 11090 - Gardener | 13.88 |
| 11122 - Housekeeping Aide | 9.99 |
| 11150 - Janitor | 9.99 |
| 11210 - Laborer, Grounds Maintenance | 10.72 |
| 11240 - Maid or Houseman | 8.86 |
| 11260 - Pruner | 10.07 |
| 11270 - Tractor Operator | 12.94 |
| 11330 - Trail Maintenance Worker | 10.72 |
| 11360 - Window Cleaner | 11.14 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.67 |
| 12011 - Breath Alcohol Technician | 14.74 |
| 12012 - Certified Occupational Therapist Assistant | 20.78 |
| 12015 - Certified Physical Therapist Assistant | 18.90 |
| 12020 - Dental Assistant | 13.03 |
| 12025 - Dental Hygienist | 30.54 |
| 12030 - EKG Technician | 23.74 |
| 12035 - Electroneurodiagnostic Technologist | 23.74 |
| 12040 - Emergency Medical Technician | 14.67 |
| 12071 - Licensed Practical Nurse I | 14.56 |
| 12072 - Licensed Practical Nurse II | 16.29 |
| 12073 - Licensed Practical Nurse III | 18.17 |
| 12100 - Medical Assistant | 12.85 |
| 12130 - Medical Laboratory Technician | 13.99 |
| 12160 - Medical Record Clerk | 12.64 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 14.45 |
| 12210 - Nuclear Medicine Technologist | 31.97 |
| 12221 - Nursing Assistant I | 10.00 |
| 12222 - Nursing Assistant II | 11.24 |
| 12223 - Nursing Assistant III | 12.26 |
| 12224 - Nursing Assistant IV | 13.77 |
| 12235 - Optical Dispenser | 15.17 |
| 12236 - Optical Technician | 12.73 |
| 12250 - Pharmacy Technician | 14.80 |

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| 12280 - Phlebotomist | 13.77 |
| 12305 - Radiologic Technologist | 21.51 |
| 12311 - Registered Nurse I | 22.82 |
| 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 | 40.47 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.69 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.49 |
| 13012 - Exhibits Specialist II | 20.44 |
| 13013 - Exhibits Specialist III | 25.00 |
| 13041 - Illustrator I | 18.72 |
| 13042 - Illustrator II | 23.20 |
| 13043 - Illustrator III | 28.30 |
| 13047 - Librarian | 22.73 |
| 13050 - Library Aide/Clerk | 10.45 |
| 13054 - Library Information Technology Systems Administrator | 20.53 |
| 13058 - Library Technician | 13.18 |
| 13061 - Media Specialist I | 14.81 |
| 13062 - Media Specialist II | 16.57 |
| 13063 - Media Specialist III | 18.48 |
| 13071 - Photographer I | 15.59 |
| 13072 - Photographer II | 17.59 |
| 13073 - Photographer III | 21.61 |
| 13074 - Photographer IV | 26.44 |
| 13075 - Photographer V | 31.98 |
| 13110 - Video Teleconference Technician | 16.34 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.11 |
| 14042 - Computer Operator II | 16.90 |
| 14043 - Computer Operator III | 19.95 |
| 14044 - Computer Operator IV | 21.75 |
| 14045 - Computer Operator V | 24.10 |
| 14071 - Computer Programmer I | (see 1) 23.80 |
| 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 | 14.59 |
| 14160 - Personal Computer Support Technician | 21.75 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 31.89 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 38.58 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.72 |
| 15050 - Computer Based Training Specialist / Instructor | 31.89 |
| 15060 - Educational Technologist | 22.83 |
| 15070 - Flight Instructor (Pilot) | 42.72 |
| 15080 - Graphic Artist | 19.67 |
| 15090 - Technical Instructor | 18.64 |
| 15095 - Technical Instructor/Course Developer | 22.82 |
| 15110 - Test Proctor | 15.04 |
| 15120 - Tutor | 15.04 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.04 |
| 16030 - Counter Attendant | 9.04 |
| 16040 - Dry Cleaner | 12.02 |
| 16070 - Finisher, Flatwork, Machine | 9.04 |
| 16090 - Presser, Hand | 9.04 |

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| 16110 - Presser, Machine, Drycleaning | 9.04 |
| 16130 - Presser, Machine, Shirts | 9.04 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.04 |
| 16190 - Sewing Machine Operator | 12.90 |
| 16220 - Tailor | 13.67 |
| 16250 - Washer, Machine | 10.09 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.68 |
| 19040 - Tool And Die Maker | 21.89 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.31 |
| 21030 - Material Coordinator | 18.38 |
| 21040 - Material Expediter | 18.38 |
| 21050 - Material Handling Laborer | 11.67 |
| 21071 - Order Filler | 11.96 |
| 21080 - Production Line Worker (Food Processing) | 14.31 |
| 21110 - Shipping Packer | 13.08 |
| 21130 - Shipping/Receiving Clerk | 13.08 |
| 21140 - Store Worker I | 10.83 |
| 21150 - Stock Clerk | 15.07 |
| 21210 - Tools And Parts Attendant | 14.31 |
| 21410 - Warehouse Specialist | 14.31 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.76 |
| 23021 - Aircraft Mechanic I | 24.30 |
| 23022 - Aircraft Mechanic II | 25.76 |
| 23023 - Aircraft Mechanic III | 26.95 |
| 23040 - Aircraft Mechanic Helper | 16.74 |
| 23050 - Aircraft, Painter | 22.63 |
| 23060 - Aircraft Servicer | 19.31 |
| 23080 - Aircraft Worker | 20.59 |
| 23110 - Appliance Mechanic | 18.84 |
| 23120 - Bicycle Repairer | 12.41 |
| 23125 - Cable Splicer | 25.98 |
| 23130 - Carpenter, Maintenance | 17.48 |
| 23140 - Carpet Layer | 16.82 |
| 23160 - Electrician, Maintenance | 20.33 |
| 23181 - Electronics Technician Maintenance I | 21.64 |
| 23182 - Electronics Technician Maintenance II | 23.70 |
| 23183 - Electronics Technician Maintenance III | 25.21 |
| 23260 - Fabric Worker | 17.27 |
| 23290 - Fire Alarm System Mechanic | 20.83 |
| 23310 - Fire Extinguisher Repairer | 16.01 |
| 23311 - Fuel Distribution System Mechanic | 23.58 |
| 23312 - Fuel Distribution System Operator | 17.93 |
| 23370 - General Maintenance Worker | 16.62 |
| 23380 - Ground Support Equipment Mechanic | 24.30 |
| 23381 - Ground Support Equipment Servicer | 19.31 |
| 23382 - Ground Support Equipment Worker | 20.59 |
| 23391 - Gunsmith I | 16.01 |
| 23392 - Gunsmith II | 18.54 |
| 23393 - Gunsmith III | 21.06 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.11 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.96 |
| 23430 - Heavy Equipment Mechanic | 22.27 |
| 23440 - Heavy Equipment Operator | 18.92 |
| 23460 - Instrument Mechanic | 23.00 |
| 23465 - Laboratory/Shelter Mechanic | 19.80 |
| 23470 - Laborer | 11.11 |
| 23510 - Locksmith | 16.75 |
| 23530 - Machinery Maintenance Mechanic | 20.97 |

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| 23550 - Machinist, Maintenance | 18.47 |
| 23580 - Maintenance Trades Helper | 13.08 |
| 23591 - Metrology Technician I | 23.00 |
| 23592 - Metrology Technician II | 24.38 |
| 23593 - Metrology Technician III | 25.51 |
| 23640 - Millwright | 22.04 |
| 23710 - Office Appliance Repairer | 18.51 |
| 23760 - Painter, Maintenance | 18.43 |
| 23790 - Pipefitter, Maintenance | 21.59 |
| 23810 - Plumber, Maintenance | 20.85 |
| 23820 - Pseudraulic Systems Mechanic | 21.06 |
| 23850 - Rigger | 21.06 |
| 23870 - Scale Mechanic | 18.54 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.68 |
| 23910 - Small Engine Mechanic | 17.46 |
| 23931 - Telecommunications Mechanic I | 24.64 |
| 23932 - Telecommunications Mechanic II | 26.12 |
| 23950 - Telephone Lineman | 20.43 |
| 23960 - Welder, Combination, Maintenance | 17.45 |
| 23965 - Well Driller | 21.48 |
| 23970 - Woodcraft Worker | 21.06 |
| 23980 - Woodworker | 14.12 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.97 |
| 24580 - Child Care Center Clerk | 12.45 |
| 24610 - Chore Aide | 9.86 |
| 24620 - Family Readiness And Support Services Coordinator | 11.70 |
| 24630 - Homemaker | 13.78 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.82 |
| 25040 - Sewage Plant Operator | 19.53 |
| 25070 - Stationary Engineer | 25.82 |
| 25190 - Ventilation Equipment Tender | 17.29 |
| 25210 - Water Treatment Plant Operator | 19.53 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.44 |
| 27007 - Baggage Inspector | 12.47 |
| 27008 - Corrections Officer | 19.80 |
| 27010 - Court Security Officer | 19.30 |
| 27030 - Detection Dog Handler | 18.83 |
| 27040 - Detention Officer | 19.80 |
| 27070 - Firefighter | 18.02 |
| 27101 - Guard I | 12.47 |
| 27102 - Guard II | 18.83 |
| 27131 - Police Officer I | 21.39 |
| 27132 - Police Officer II | 23.69 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.98 |
| 28042 - Carnival Equipment Repairer | 11.75 |
| 28043 - Carnival Equipment Worker | 8.65 |
| 28210 - Gate Attendant/Gate Tender | 14.59 |
| 28310 - Lifeguard | 11.17 |
| 28350 - Park Attendant (Aide) | 16.32 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.91 |
| 28515 - Recreation Specialist | 16.29 |
| 28630 - Sports Official | 13.00 |
| 28690 - Swimming Pool Operator | 15.88 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.52 |
| 29020 - Hatch Tender | 22.52 |
| 29030 - Line Handler | 22.52 |
| 29041 - Stevedore I | 20.98 |

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| 29042 - Stevedore II | 24.05 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.36 |
| 30022 - Archeological Technician II | 18.37 |
| 30023 - Archeological Technician III | 22.75 |
| 30030 - Cartographic Technician | 22.75 |
| 30040 - Civil Engineering Technician | 19.83 |
| 30061 - Drafter/CAD Operator I | 17.36 |
| 30062 - Drafter/CAD Operator II | 18.37 |
| 30063 - Drafter/CAD Operator III | 20.48 |
| 30064 - Drafter/CAD Operator IV | 24.96 |
| 30081 - Engineering Technician I | 14.56 |
| 30082 - Engineering Technician II | 16.34 |
| 30083 - Engineering Technician III | 18.28 |
| 30084 - Engineering Technician IV | 22.65 |
| 30085 - Engineering Technician V | 27.71 |
| 30086 - Engineering Technician VI | 32.84 |
| 30090 - Environmental Technician | 20.38 |
| 30210 - Laboratory Technician | 19.00 |
| 30240 - Mathematical Technician | 22.75 |
| 30361 - Paralegal/Legal Assistant I | 17.20 |
| 30362 - Paralegal/Legal Assistant II | 21.32 |
| 30363 - Paralegal/Legal Assistant III | 26.08 |
| 30364 - Paralegal/Legal Assistant IV | 31.55 |
| 30390 - Photo-Optics Technician | 22.75 |
| 30461 - Technical Writer I | 20.95 |
| 30462 - Technical Writer II | 25.64 |
| 30463 - Technical Writer III | 31.00 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 20.48 |
| 30621 - Weather Observer, Senior (see 2) | 22.75 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.64 |
| 31030 - Bus Driver | 15.04 |
| 31043 - Driver Courier | 11.38 |
| 31260 - Parking and Lot Attendant | 8.71 |
| 31290 - Shuttle Bus Driver | 12.36 |
| 31310 - Taxi Driver | 10.71 |
| 31361 - Truckdriver, Light | 12.36 |
| 31362 - Truckdriver, Medium | 16.84 |
| 31363 - Truckdriver, Heavy | 18.99 |
| 31364 - Truckdriver, Tractor-Trailer | 18.99 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.83 |
| 99050 - Desk Clerk | 9.45 |
| 99095 - Embalmer | 25.48 |
| 99251 - Laboratory Animal Caretaker I | 10.19 |
| 99252 - Laboratory Animal Caretaker II | 10.67 |
| 99310 - Mortician | 33.91 |
| 99410 - Pest Controller | 14.02 |
| 99510 - Photofinishing Worker | 11.77 |
| 99710 - Recycling Laborer | 16.98 |
| 99711 - Recycling Specialist | 20.20 |
| 99730 - Refuse Collector | 15.21 |
| 99810 - Sales Clerk | 11.95 |

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| 99820 - School Crossing Guard | 9.59 |
| 99830 - Survey Party Chief | 18.63 |
| 99831 - Surveying Aide | 13.27 |
| 99832 - Surveying Technician | 16.93 |
| 99840 - Vending Machine Attendant | 15.14 |
| 99841 - Vending Machine Repairer | 18.30 |
| 99842 - Vending Machine Repairer Helper | 15.14 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2537
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Vermont

Area: Vermont Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.73 |
| 01012 - Accounting Clerk II | | 15.43 |
| 01013 - Accounting Clerk III | | 17.33 |
| 01020 - Administrative Assistant | | 19.11 |
| 01040 - Court Reporter | | 14.88 |
| 01051 - Data Entry Operator I | | 13.39 |
| 01052 - Data Entry Operator II | | 14.61 |
| 01060 - Dispatcher, Motor Vehicle | | 17.45 |
| 01070 - Document Preparation Clerk | | 13.20 |
| 01090 - Duplicating Machine Operator | | 13.71 |
| 01111 - General Clerk I | | 14.54 |
| 01112 - General Clerk II | | 17.21 |
| 01113 - General Clerk III | | 19.27 |
| 01120 - Housing Referral Assistant | | 16.59 |
| 01141 - Messenger Courier | | 11.97 |
| 01191 - Order Clerk I | | 13.64 |
| 01192 - Order Clerk II | | 14.88 |
| 01261 - Personnel Assistant (Employment) I | | 14.96 |
| 01262 - Personnel Assistant (Employment) II | | 16.73 |
| 01263 - Personnel Assistant (Employment) III | | 18.65 |

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| 01270 - Production Control Clerk | 19.46 |
| 01280 - Receptionist | 12.76 |
| 01290 - Rental Clerk | 12.91 |
| 01300 - Scheduler, Maintenance | 13.30 |
| 01311 - Secretary I | 13.30 |
| 01312 - Secretary II | 14.88 |
| 01313 - Secretary III | 16.59 |
| 01320 - Service Order Dispatcher | 15.86 |
| 01410 - Supply Technician | 18.70 |
| 01420 - Survey Worker | 12.53 |
| 01531 - Travel Clerk I | 12.12 |
| 01532 - Travel Clerk II | 13.20 |
| 01533 - Travel Clerk III | 14.36 |
| 01611 - Word Processor I | 12.34 |
| 01612 - Word Processor II | 13.85 |
| 01613 - Word Processor III | 15.50 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 16.55 |
| 05010 - Automotive Electrician | 15.81 |
| 05040 - Automotive Glass Installer | 15.14 |
| 05070 - Automotive Worker | 15.14 |
| 05110 - Mobile Equipment Servicer | 14.00 |
| 05130 - Motor Equipment Metal Mechanic | 16.46 |
| 05160 - Motor Equipment Metal Worker | 15.14 |
| 05190 - Motor Vehicle Mechanic | 16.46 |
| 05220 - Motor Vehicle Mechanic Helper | 13.33 |
| 05250 - Motor Vehicle Upholstery Worker | 14.65 |
| 05280 - Motor Vehicle Wrecker | 15.14 |
| 05310 - Painter, Automotive | 15.81 |
| 05340 - Radiator Repair Specialist | 15.14 |
| 05370 - Tire Repairer | 13.13 |
| 05400 - Transmission Repair Specialist | 16.46 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.21 |
| 07041 - Cook I | 11.48 |
| 07042 - Cook II | 13.00 |
| 07070 - Dishwasher | 9.47 |
| 07130 - Food Service Worker | 9.75 |
| 07210 - Meat Cutter | 16.94 |
| 07260 - Waiter/Waitress | 11.85 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.45 |
| 09040 - Furniture Handler | 11.52 |
| 09080 - Furniture Refinisher | 14.66 |
| 09090 - Furniture Refinisher Helper | 12.37 |
| 09110 - Furniture Repairer, Minor | 13.59 |
| 09130 - Upholsterer | 14.91 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.08 |
| 11060 - Elevator Operator | 12.09 |
| 11090 - Gardener | 14.45 |
| 11122 - Housekeeping Aide | 11.87 |
| 11150 - Janitor | 11.87 |
| 11210 - Laborer, Grounds Maintenance | 12.91 |
| 11240 - Maid or Houseman | 10.43 |
| 11260 - Pruner | 11.99 |
| 11270 - Tractor Operator | 14.18 |
| 11330 - Trail Maintenance Worker | 12.68 |
| 11360 - Window Cleaner | 12.78 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.88 |
| 12011 - Breath Alcohol Technician | 17.14 |
| 12012 - Certified Occupational Therapist Assistant | 20.56 |

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| 12015 - Certified Physical Therapist Assistant | 20.82 |
| 12020 - Dental Assistant | 16.86 |
| 12025 - Dental Hygienist | 28.73 |
| 12030 - EKG Technician | 23.62 |
| 12035 - Electroneurodiagnostic Technologist | 23.62 |
| 12040 - Emergency Medical Technician | 23.62 |
| 12071 - Licensed Practical Nurse I | 15.53 |
| 12072 - Licensed Practical Nurse II | 17.38 |
| 12073 - Licensed Practical Nurse III | 19.38 |
| 12100 - Medical Assistant | 15.00 |
| 12130 - Medical Laboratory Technician | 16.29 |
| 12160 - Medical Record Clerk | 15.32 |
| 12190 - Medical Record Technician | 16.02 |
| 12195 - Medical Transcriptionist | 14.79 |
| 12210 - Nuclear Medicine Technologist | 34.28 |
| 12221 - Nursing Assistant I | 11.04 |
| 12222 - Nursing Assistant II | 12.41 |
| 12223 - Nursing Assistant III | 13.54 |
| 12224 - Nursing Assistant IV | 15.20 |
| 12235 - Optical Dispenser | 18.51 |
| 12236 - Optical Technician | 15.53 |
| 12250 - Pharmacy Technician | 13.45 |
| 12280 - Phlebotomist | 15.20 |
| 12305 - Radiologic Technologist | 25.57 |
| 12311 - Registered Nurse I | 22.91 |
| 12312 - Registered Nurse II | 28.02 |
| 12313 - Registered Nurse II, Specialist | 28.02 |
| 12314 - Registered Nurse III | 30.81 |
| 12315 - Registered Nurse III, Anesthetist | 30.81 |
| 12316 - Registered Nurse IV | 36.37 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.30 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.25 |
| 13012 - Exhibits Specialist II | 18.80 |
| 13013 - Exhibits Specialist III | 22.99 |
| 13041 - Illustrator I | 20.19 |
| 13042 - Illustrator II | 23.61 |
| 13043 - Illustrator III | 28.82 |
| 13047 - Librarian | 20.81 |
| 13050 - Library Aide/Clerk | 11.86 |
| 13054 - Library Information Technology Systems Administrator | 18.80 |
| 13058 - Library Technician | 13.53 |
| 13061 - Media Specialist I | 13.56 |
| 13062 - Media Specialist II | 15.16 |
| 13063 - Media Specialist III | 16.92 |
| 13071 - Photographer I | 17.95 |
| 13072 - Photographer II | 19.09 |
| 13073 - Photographer III | 25.14 |
| 13074 - Photographer IV | 29.49 |
| 13075 - Photographer V | 41.21 |
| 13110 - Video Teleconference Technician | 15.77 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.58 |
| 14042 - Computer Operator II | 18.55 |
| 14043 - Computer Operator III | 20.69 |
| 14044 - Computer Operator IV | 23.48 |
| 14045 - Computer Operator V | 26.06 |
| 14071 - Computer Programmer I | (see 1,2) 22.88 |
| 14072 - Computer Programmer II | (see 1,2) 27.62 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |

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|---|---------|-------|
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 16.58 |
| 14160 - Personal Computer Support Technician | | 26.06 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 28.07 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 33.98 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 40.44 |
| 15050 - Computer Based Training Specialist / Instructor | | 28.07 |
| 15060 - Educational Technologist | | 26.12 |
| 15070 - Flight Instructor (Pilot) | | 44.48 |
| 15080 - Graphic Artist | | 20.63 |
| 15090 - Technical Instructor | | 19.73 |
| 15095 - Technical Instructor/Course Developer | | 24.27 |
| 15110 - Test Proctor | | 15.92 |
| 15120 - Tutor | | 15.92 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 9.46 |
| 16030 - Counter Attendant | | 9.46 |
| 16040 - Dry Cleaner | | 12.71 |
| 16070 - Finisher, Flatwork, Machine | | 9.46 |
| 16090 - Presser, Hand | | 9.46 |
| 16110 - Presser, Machine, Drycleaning | | 9.46 |
| 16130 - Presser, Machine, Shirts | | 9.46 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 9.46 |
| 16190 - Sewing Machine Operator | | 11.71 |
| 16220 - Tailor | | 12.39 |
| 16250 - Washer, Machine | | 10.01 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 17.19 |
| 19040 - Tool And Die Maker | | 21.71 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 14.24 |
| 21030 - Material Coordinator | | 19.46 |
| 21040 - Material Expediter | | 19.46 |
| 21050 - Material Handling Laborer | | 12.02 |
| 21071 - Order Filler | | 11.38 |
| 21080 - Production Line Worker (Food Processing) | | 14.25 |
| 21110 - Shipping Packer | | 14.07 |
| 21130 - Shipping/Receiving Clerk | | 14.07 |
| 21140 - Store Worker I | | 12.83 |
| 21150 - Stock Clerk | | 15.97 |
| 21210 - Tools And Parts Attendant | | 14.24 |
| 21410 - Warehouse Specialist | | 14.24 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 22.72 |
| 23021 - Aircraft Mechanic I | | 21.88 |
| 23022 - Aircraft Mechanic II | | 22.72 |
| 23023 - Aircraft Mechanic III | | 23.35 |
| 23040 - Aircraft Mechanic Helper | | 17.73 |
| 23050 - Aircraft, Painter | | 20.99 |
| 23060 - Aircraft Servicer | | 19.50 |
| 23080 - Aircraft Worker | | 20.14 |
| 23110 - Appliance Mechanic | | 15.84 |
| 23120 - Bicycle Repairer | | 12.32 |
| 23125 - Cable Splicer | | 26.93 |
| 23130 - Carpenter, Maintenance | | 18.48 |
| 23140 - Carpet Layer | | 16.46 |
| 23160 - Electrician, Maintenance | | 19.70 |
| 23181 - Electronics Technician Maintenance I | | 23.75 |
| 23182 - Electronics Technician Maintenance II | | 25.32 |
| 23183 - Electronics Technician Maintenance III | | 25.41 |
| 23260 - Fabric Worker | | 18.59 |

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| 23290 - Fire Alarm System Mechanic | 20.40 |
| 23310 - Fire Extinguisher Repairer | 17.00 |
| 23311 - Fuel Distribution System Mechanic | 20.90 |
| 23312 - Fuel Distribution System Operator | 17.00 |
| 23370 - General Maintenance Worker | 16.84 |
| 23380 - Ground Support Equipment Mechanic | 21.88 |
| 23381 - Ground Support Equipment Servicer | 19.50 |
| 23382 - Ground Support Equipment Worker | 20.14 |
| 23391 - Gunsmith I | 17.00 |
| 23392 - Gunsmith II | 18.71 |
| 23393 - Gunsmith III | 20.36 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.64 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.41 |
| 23430 - Heavy Equipment Mechanic | 19.38 |
| 23440 - Heavy Equipment Operator | 17.90 |
| 23460 - Instrument Mechanic | 20.36 |
| 23465 - Laboratory/Shelter Mechanic | 19.52 |
| 23470 - Laborer | 12.02 |
| 23510 - Locksmith | 19.52 |
| 23530 - Machinery Maintenance Mechanic | 19.60 |
| 23550 - Machinist, Maintenance | 17.59 |
| 23580 - Maintenance Trades Helper | 12.17 |
| 23591 - Metrology Technician I | 20.36 |
| 23592 - Metrology Technician II | 21.16 |
| 23593 - Metrology Technician III | 21.96 |
| 23640 - Millwright | 20.48 |
| 23710 - Office Appliance Repairer | 20.29 |
| 23760 - Painter, Maintenance | 16.75 |
| 23790 - Pipefitter, Maintenance | 21.06 |
| 23810 - Plumber, Maintenance | 20.17 |
| 23820 - Pneudraulic Systems Mechanic | 20.36 |
| 23850 - Rigger | 20.36 |
| 23870 - Scale Mechanic | 18.71 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.03 |
| 23910 - Small Engine Mechanic | 15.01 |
| 23931 - Telecommunications Mechanic I | 22.47 |
| 23932 - Telecommunications Mechanic II | 22.95 |
| 23950 - Telephone Lineman | 25.86 |
| 23960 - welder, Combination, Maintenance | 16.66 |
| 23965 - Well Driller | 16.95 |
| 23970 - Woodcraft Worker | 20.36 |
| 23980 - Woodworker | 13.57 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.51 |
| 24580 - Child Care Center Clerk | 14.35 |
| 24610 - Chore Aide | 11.51 |
| 24620 - Family Readiness And Support Services Coordinator | 15.08 |
| 24630 - Homemaker | 15.94 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.52 |
| 25040 - Sewage Plant Operator | 18.26 |
| 25070 - Stationary Engineer | 19.52 |
| 25190 - Ventilation Equipment Tender | 14.61 |
| 25210 - Water Treatment Plant Operator | 18.26 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.43 |
| 27007 - Baggage Inspector | 14.48 |
| 27008 - Corrections Officer | 18.44 |
| 27010 - Court Security Officer | 18.44 |
| 27030 - Detection Dog Handler | 16.46 |

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| 27040 - Detention Officer | 18.44 |
| 27070 - Firefighter | 16.38 |
| 27101 - Guard I | 14.48 |
| 27102 - Guard II | 16.46 |
| 27131 - Police Officer I | 20.49 |
| 27132 - Police Officer II | 22.78 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.96 |
| 28042 - Carnival Equipment Repairer | 13.63 |
| 28043 - Carnival Equipment Worker | 9.83 |
| 28210 - Gate Attendant/Gate Tender | 14.69 |
| 28310 - Lifeguard | 14.19 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.99 |
| 28515 - Recreation Specialist | 17.47 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 18.65 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.08 |
| 29020 - Hatch Tender | 17.08 |
| 29030 - Line Handler | 17.08 |
| 29041 - Stevedore I | 16.29 |
| 29042 - Stevedore II | 19.40 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 3) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 3) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 3) | 27.16 |
| 30021 - Archeological Technician I | 18.00 |
| 30022 - Archeological Technician II | 19.13 |
| 30023 - Archeological Technician III | 22.73 |
| 30030 - Cartographic Technician | 26.50 |
| 30040 - Civil Engineering Technician | 22.92 |
| 30061 - Drafter/CAD Operator I | 18.73 |
| 30062 - Drafter/CAD Operator II | 21.85 |
| 30063 - Drafter/CAD Operator III | 24.37 |
| 30064 - Drafter/CAD Operator IV | 27.75 |
| 30081 - Engineering Technician I | 15.11 |
| 30082 - Engineering Technician II | 16.95 |
| 30083 - Engineering Technician III | 18.96 |
| 30084 - Engineering Technician IV | 23.50 |
| 30085 - Engineering Technician V | 28.75 |
| 30086 - Engineering Technician VI | 34.78 |
| 30090 - Environmental Technician | 18.06 |
| 30210 - Laboratory Technician | 19.63 |
| 30240 - Mathematical Technician | 25.23 |
| 30361 - Paralegal/Legal Assistant I | 19.01 |
| 30362 - Paralegal/Legal Assistant II | 24.39 |
| 30363 - Paralegal/Legal Assistant III | 28.94 |
| 30364 - Paralegal/Legal Assistant IV | 36.09 |
| 30390 - Photo-Optics Technician | 27.08 |
| 30461 - Technical Writer I | 22.02 |
| 30462 - Technical Writer II | 26.95 |
| 30463 - Technical Writer III | 32.58 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 3) | 21.55 |
| 30621 - Weather Observer, Senior (see 3) | 26.53 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.57 |

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| 31030 - Bus Driver | 14.76 |
| 31043 - Driver Courier | 14.40 |
| 31260 - Parking and Lot Attendant | 11.89 |
| 31290 - Shuttle Bus Driver | 15.28 |
| 31310 - Taxi Driver | 12.21 |
| 31361 - Truckdriver, Light | 14.74 |
| 31362 - Truckdriver, Medium | 16.10 |
| 31363 - Truckdriver, Heavy | 17.46 |
| 31364 - Truckdriver, Tractor-Trailer | 17.46 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.45 |
| 99050 - Desk Clerk | 11.43 |
| 99095 - Embalmer | 26.11 |
| 99251 - Laboratory Animal Caretaker I | 10.25 |
| 99252 - Laboratory Animal Caretaker II | 10.88 |
| 99310 - Mortician | 27.42 |
| 99410 - Pest Controller | 18.40 |
| 99510 - Photofinishing Worker | 13.23 |
| 99710 - Recycling Laborer | 13.70 |
| 99711 - Recycling Specialist | 15.61 |
| 99730 - Refuse Collector | 12.73 |
| 99810 - Sales Clerk | 12.99 |
| 99820 - School Crossing Guard | 12.16 |
| 99830 - Survey Party Chief | 19.62 |
| 99831 - Surveying Aide | 12.99 |
| 99832 - Surveying Technician | 17.83 |
| 99840 - Vending Machine Attendant | 15.00 |
| 99841 - Vending Machine Repairer | 17.51 |
| 99842 - Vending Machine Repairer Helper | 15.00 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) 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).

- 3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in

those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2538
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: Vermont

Area: Vermont Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.73 |
| 01012 - Accounting Clerk II | | 15.43 |
| 01013 - Accounting Clerk III | | 17.33 |
| 01020 - Administrative Assistant | | 19.11 |
| 01040 - Court Reporter | | 14.88 |
| 01051 - Data Entry Operator I | | 13.39 |
| 01052 - Data Entry Operator II | | 14.61 |
| 01060 - Dispatcher, Motor Vehicle | | 17.45 |
| 01070 - Document Preparation Clerk | | 13.20 |
| 01090 - Duplicating Machine Operator | | 13.71 |
| 01111 - General Clerk I | | 14.54 |
| 01112 - General Clerk II | | 17.21 |
| 01113 - General Clerk III | | 19.27 |
| 01120 - Housing Referral Assistant | | 16.59 |
| 01141 - Messenger Courier | | 11.97 |
| 01191 - Order Clerk I | | 13.64 |
| 01192 - Order Clerk II | | 14.88 |
| 01261 - Personnel Assistant (Employment) I | | 14.96 |
| 01262 - Personnel Assistant (Employment) II | | 16.73 |
| 01263 - Personnel Assistant (Employment) III | | 18.65 |
| 01270 - Production Control Clerk | | 19.46 |
| 01280 - Receptionist | | 12.76 |
| 01290 - Rental Clerk | | 12.91 |
| 01300 - Scheduler, Maintenance | | 13.30 |
| 01311 - Secretary I | | 13.30 |
| 01312 - Secretary II | | 14.88 |
| 01313 - Secretary III | | 16.59 |
| 01320 - Service Order Dispatcher | | 15.86 |
| 01410 - Supply Technician | | 18.70 |
| 01420 - Survey Worker | | 12.53 |
| 01531 - Travel Clerk I | | 12.12 |
| 01532 - Travel Clerk II | | 13.20 |
| 01533 - Travel Clerk III | | 14.36 |
| 01611 - Word Processor I | | 12.34 |
| 01612 - Word Processor II | | 13.85 |
| 01613 - Word Processor III | | 15.50 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 16.55 |
| 05010 - Automotive Electrician | | 15.81 |
| 05040 - Automotive Glass Installer | | 15.14 |
| 05070 - Automotive Worker | | 15.14 |
| 05110 - Mobile Equipment Servicer | | 14.00 |
| 05130 - Motor Equipment Metal Mechanic | | 16.46 |
| 05160 - Motor Equipment Metal Worker | | 15.14 |
| 05190 - Motor Vehicle Mechanic | | 16.46 |
| 05220 - Motor Vehicle Mechanic Helper | | 13.33 |
| 05250 - Motor Vehicle Upholstery Worker | | 14.65 |
| 05280 - Motor Vehicle Wrecker | | 15.14 |
| 05310 - Painter, Automotive | | 15.81 |
| 05340 - Radiator Repair Specialist | | 15.14 |
| 05370 - Tire Repairer | | 13.13 |
| 05400 - Transmission Repair Specialist | | 16.46 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 12.21 |
| 07041 - Cook I | | 11.48 |
| 07042 - Cook II | | 13.00 |
| 07070 - Dishwasher | | 9.47 |
| 07130 - Food Service Worker | | 9.75 |
| 07210 - Meat Cutter | | 16.94 |
| 07260 - Waiter/Waitress | | 11.85 |

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|--|-------|
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.45 |
| 09040 - Furniture Handler | 11.52 |
| 09080 - Furniture Refinisher | 14.66 |
| 09090 - Furniture Refinisher Helper | 12.37 |
| 09110 - Furniture Repairer, Minor | 13.59 |
| 09130 - Upholsterer | 14.91 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.08 |
| 11060 - Elevator Operator | 12.09 |
| 11090 - Gardener | 14.45 |
| 11122 - Housekeeping Aide | 11.87 |
| 11150 - Janitor | 11.87 |
| 11210 - Laborer, Grounds Maintenance | 12.91 |
| 11240 - Maid or Houseman | 10.43 |
| 11260 - Pruner | 11.99 |
| 11270 - Tractor Operator | 14.18 |
| 11330 - Trail Maintenance Worker | 12.68 |
| 11360 - Window Cleaner | 12.78 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.88 |
| 12011 - Breath Alcohol Technician | 17.14 |
| 12012 - Certified Occupational Therapist Assistant | 20.56 |
| 12015 - Certified Physical Therapist Assistant | 20.82 |
| 12020 - Dental Assistant | 16.86 |
| 12025 - Dental Hygienist | 28.73 |
| 12030 - EKG Technician | 23.62 |
| 12035 - Electroneurodiagnostic Technologist | 23.62 |
| 12040 - Emergency Medical Technician | 23.62 |
| 12071 - Licensed Practical Nurse I | 15.53 |
| 12072 - Licensed Practical Nurse II | 17.38 |
| 12073 - Licensed Practical Nurse III | 19.38 |
| 12100 - Medical Assistant | 15.00 |
| 12130 - Medical Laboratory Technician | 16.29 |
| 12160 - Medical Record Clerk | 15.32 |
| 12190 - Medical Record Technician | 16.02 |
| 12195 - Medical Transcriptionist | 14.79 |
| 12210 - Nuclear Medicine Technologist | 34.28 |
| 12221 - Nursing Assistant I | 11.04 |
| 12222 - Nursing Assistant II | 12.41 |
| 12223 - Nursing Assistant III | 13.54 |
| 12224 - Nursing Assistant IV | 15.20 |
| 12235 - Optical Dispenser | 18.51 |
| 12236 - Optical Technician | 15.53 |
| 12250 - Pharmacy Technician | 13.45 |
| 12280 - Phlebotomist | 15.20 |
| 12305 - Radiologic Technologist | 25.57 |
| 12311 - Registered Nurse I | 22.91 |
| 12312 - Registered Nurse II | 28.02 |
| 12313 - Registered Nurse II, Specialist | 28.02 |
| 12314 - Registered Nurse III | 30.81 |
| 12315 - Registered Nurse III, Anesthetist | 30.81 |
| 12316 - Registered Nurse IV | 36.37 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.30 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.25 |
| 13012 - Exhibits Specialist II | 18.80 |
| 13013 - Exhibits Specialist III | 22.99 |
| 13041 - Illustrator I | 20.19 |
| 13042 - Illustrator II | 23.61 |
| 13043 - Illustrator III | 28.82 |
| 13047 - Librarian | 20.81 |
| 13050 - Library Aide/Clerk | 11.86 |

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| 13054 - Library Information Technology Systems Administrator | 18.80 |
| 13058 - Library Technician | 13.53 |
| 13061 - Media Specialist I | 13.56 |
| 13062 - Media Specialist II | 15.16 |
| 13063 - Media Specialist III | 16.92 |
| 13071 - Photographer I | 17.95 |
| 13072 - Photographer II | 19.09 |
| 13073 - Photographer III | 25.14 |
| 13074 - Photographer IV | 29.49 |
| 13075 - Photographer V | 41.21 |
| 13110 - Video Teleconference Technician | 15.77 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.58 |
| 14042 - Computer Operator II | 18.55 |
| 14043 - Computer Operator III | 20.69 |
| 14044 - Computer Operator IV | 23.48 |
| 14045 - Computer Operator V | 26.06 |
| 14071 - Computer Programmer I | (see 1,2) 22.88 |
| 14072 - Computer Programmer II | (see 1,2) 27.62 |
| 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 | 16.58 |
| 14160 - Personal Computer Support Technician | 26.06 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.07 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.98 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 40.44 |
| 15050 - Computer Based Training Specialist / Instructor | 28.07 |
| 15060 - Educational Technologist | 26.12 |
| 15070 - Flight Instructor (Pilot) | 44.48 |
| 15080 - Graphic Artist | 20.63 |
| 15090 - Technical Instructor | 19.73 |
| 15095 - Technical Instructor/Course Developer | 24.27 |
| 15110 - Test Proctor | 15.92 |
| 15120 - Tutor | 15.92 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.46 |
| 16030 - Counter Attendant | 9.46 |
| 16040 - Dry Cleaner | 12.71 |
| 16070 - Finisher, Flatwork, Machine | 9.46 |
| 16090 - Presser, Hand | 9.46 |
| 16110 - Presser, Machine, Drycleaning | 9.46 |
| 16130 - Presser, Machine, Shirts | 9.46 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.46 |
| 16190 - Sewing Machine Operator | 11.71 |
| 16220 - Tailor | 12.39 |
| 16250 - Washer, Machine | 10.01 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.19 |
| 19040 - Tool And Die Maker | 21.71 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.24 |
| 21030 - Material Coordinator | 19.46 |
| 21040 - Material Expediter | 19.46 |
| 21050 - Material Handling Laborer | 12.02 |
| 21071 - Order Filler | 11.38 |
| 21080 - Production Line Worker (Food Processing) | 14.25 |
| 21110 - Shipping Packer | 14.07 |
| 21130 - Shipping/Receiving Clerk | 14.07 |

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| 21140 - Store Worker I | 12.83 |
| 21150 - Stock Clerk | 15.97 |
| 21210 - Tools And Parts Attendant | 14.24 |
| 21410 - Warehouse Specialist | 14.24 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.72 |
| 23021 - Aircraft Mechanic I | 21.88 |
| 23022 - Aircraft Mechanic II | 22.72 |
| 23023 - Aircraft Mechanic III | 23.35 |
| 23040 - Aircraft Mechanic Helper | 17.73 |
| 23050 - Aircraft, Painter | 20.99 |
| 23060 - Aircraft Servicer | 19.50 |
| 23080 - Aircraft Worker | 20.14 |
| 23110 - Appliance Mechanic | 15.84 |
| 23120 - Bicycle Repairer | 12.32 |
| 23125 - Cable Splicer | 26.93 |
| 23130 - Carpenter, Maintenance | 18.48 |
| 23140 - Carpet Layer | 16.46 |
| 23160 - Electrician, Maintenance | 19.70 |
| 23181 - Electronics Technician Maintenance I | 23.75 |
| 23182 - Electronics Technician Maintenance II | 25.32 |
| 23183 - Electronics Technician Maintenance III | 25.41 |
| 23260 - Fabric Worker | 18.59 |
| 23290 - Fire Alarm System Mechanic | 20.40 |
| 23310 - Fire Extinguisher Repairer | 17.00 |
| 23311 - Fuel Distribution System Mechanic | 20.90 |
| 23312 - Fuel Distribution System Operator | 17.00 |
| 23370 - General Maintenance Worker | 16.84 |
| 23380 - Ground Support Equipment Mechanic | 21.88 |
| 23381 - Ground Support Equipment Servicer | 19.50 |
| 23382 - Ground Support Equipment Worker | 20.14 |
| 23391 - Gunsmith I | 17.00 |
| 23392 - Gunsmith II | 18.71 |
| 23393 - Gunsmith III | 20.36 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.64 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.41 |
| 23430 - Heavy Equipment Mechanic | 19.38 |
| 23440 - Heavy Equipment Operator | 17.90 |
| 23460 - Instrument Mechanic | 20.36 |
| 23465 - Laboratory/Shelter Mechanic | 19.52 |
| 23470 - Laborer | 12.02 |
| 23510 - Locksmith | 19.52 |
| 23530 - Machinery Maintenance Mechanic | 19.60 |
| 23550 - Machinist, Maintenance | 17.59 |
| 23580 - Maintenance Trades Helper | 12.17 |
| 23591 - Metrology Technician I | 20.36 |
| 23592 - Metrology Technician II | 21.16 |
| 23593 - Metrology Technician III | 21.96 |
| 23640 - Millwright | 20.48 |
| 23710 - Office Appliance Repairer | 20.29 |
| 23760 - Painter, Maintenance | 16.75 |
| 23790 - Pipefitter, Maintenance | 21.06 |
| 23810 - Plumber, Maintenance | 20.17 |
| 23820 - Pneudraulic Systems Mechanic | 20.36 |
| 23850 - Rigger | 20.36 |
| 23870 - Scale Mechanic | 18.71 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.03 |
| 23910 - Small Engine Mechanic | 15.01 |
| 23931 - Telecommunications Mechanic I | 22.47 |
| 23932 - Telecommunications Mechanic II | 22.95 |
| 23950 - Telephone Lineman | 25.86 |

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| 23960 - Welder, Combination, Maintenance | 16.66 |
| 23965 - Well Driller | 16.95 |
| 23970 - Woodcraft Worker | 20.36 |
| 23980 - Woodworker | 13.57 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.51 |
| 24580 - Child Care Center Clerk | 14.35 |
| 24610 - Chore Aide | 11.51 |
| 24620 - Family Readiness And Support Services Coordinator | 15.08 |
| 24630 - Homemaker | 15.94 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.52 |
| 25040 - Sewage Plant Operator | 18.26 |
| 25070 - Stationary Engineer | 19.52 |
| 25190 - Ventilation Equipment Tender | 14.61 |
| 25210 - Water Treatment Plant Operator | 18.26 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.43 |
| 27007 - Baggage Inspector | 14.48 |
| 27008 - Corrections Officer | 18.44 |
| 27010 - Court Security Officer | 18.44 |
| 27030 - Detection Dog Handler | 16.46 |
| 27040 - Detention Officer | 18.44 |
| 27070 - Firefighter | 16.38 |
| 27101 - Guard I | 14.48 |
| 27102 - Guard II | 16.46 |
| 27131 - Police Officer I | 20.49 |
| 27132 - Police Officer II | 22.78 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.96 |
| 28042 - Carnival Equipment Repairer | 13.63 |
| 28043 - Carnival Equipment Worker | 9.83 |
| 28210 - Gate Attendant/Gate Tender | 14.69 |
| 28310 - Lifeguard | 14.19 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.99 |
| 28515 - Recreation Specialist | 17.47 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 18.65 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.08 |
| 29020 - Hatch Tender | 17.08 |
| 29030 - Line Handler | 17.08 |
| 29041 - Stevedore I | 16.29 |
| 29042 - Stevedore II | 19.40 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 3) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 3) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 3) | 27.16 |
| 30021 - Archeological Technician I | 18.00 |
| 30022 - Archeological Technician II | 19.13 |
| 30023 - Archeological Technician III | 22.73 |
| 30030 - Cartographic Technician | 26.50 |
| 30040 - Civil Engineering Technician | 22.92 |
| 30061 - Drafter/CAD Operator I | 18.73 |
| 30062 - Drafter/CAD Operator II | 21.85 |
| 30063 - Drafter/CAD Operator III | 24.37 |
| 30064 - Drafter/CAD Operator IV | 27.75 |
| 30081 - Engineering Technician I | 15.11 |
| 30082 - Engineering Technician II | 16.95 |
| 30083 - Engineering Technician III | 18.96 |
| 30084 - Engineering Technician IV | 23.50 |

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| 30085 - Engineering Technician V | 28.75 |
| 30086 - Engineering Technician VI | 34.78 |
| 30090 - Environmental Technician | 18.06 |
| 30210 - Laboratory Technician | 19.63 |
| 30240 - Mathematical Technician | 25.23 |
| 30361 - Paralegal/Legal Assistant I | 19.01 |
| 30362 - Paralegal/Legal Assistant II | 24.39 |
| 30363 - Paralegal/Legal Assistant III | 28.94 |
| 30364 - Paralegal/Legal Assistant IV | 36.09 |
| 30390 - Photo-Optics Technician | 27.08 |
| 30461 - Technical Writer I | 22.02 |
| 30462 - Technical Writer II | 26.95 |
| 30463 - Technical Writer III | 32.58 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 3) 21.55 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 3) 26.53 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.57 |
| 31030 - Bus Driver | 14.76 |
| 31043 - Driver Courier | 14.40 |
| 31260 - Parking and Lot Attendant | 11.89 |
| 31290 - Shuttle Bus Driver | 15.28 |
| 31310 - Taxi Driver | 12.21 |
| 31361 - Truckdriver, Light | 14.74 |
| 31362 - Truckdriver, Medium | 16.10 |
| 31363 - Truckdriver, Heavy | 17.46 |
| 31364 - Truckdriver, Tractor-Trailer | 17.46 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.45 |
| 99050 - Desk Clerk | 11.43 |
| 99095 - Embalmer | 26.11 |
| 99251 - Laboratory Animal Caretaker I | 10.25 |
| 99252 - Laboratory Animal Caretaker II | 10.88 |
| 99310 - Mortician | 27.42 |
| 99410 - Pest Controller | 18.40 |
| 99510 - Photofinishing Worker | 13.23 |
| 99710 - Recycling Laborer | 13.70 |
| 99711 - Recycling Specialist | 15.61 |
| 99730 - Refuse Collector | 12.73 |
| 99810 - Sales Clerk | 12.99 |
| 99820 - School Crossing Guard | 12.16 |
| 99830 - Survey Party Chief | 19.62 |
| 99831 - Surveying Aide | 12.99 |
| 99832 - Surveying Technician | 17.83 |
| 99840 - Vending Machine Attendant | 15.00 |
| 99841 - Vending Machine Repairer | 17.51 |
| 99842 - Vending Machine Repairer Helper | 15.00 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) 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).

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of
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Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2543
Revision No.: 16
Date Of Last Revision: 07/25/2014

States: North Carolina, Virginia

Area: North Carolina Counties of Camden, Chowan, Currituck, Gates, Pasquotank, Perquimans

Virginia Counties of Chesapeake, Gloucester, Hampton, Isle of Wight, James City, Mathews, Newport News, Norfolk, Poquoson, Portsmouth, Southampton, Suffolk, Surry, Virginia Beach, Williamsburg, York

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.03 |
| 01012 - Accounting Clerk II | | 15.74 |
| 01013 - Accounting Clerk III | | 17.61 |
| 01020 - Administrative Assistant | | 22.28 |
| 01040 - Court Reporter | | 17.11 |
| 01051 - Data Entry Operator I | | 11.94 |
| 01052 - Data Entry Operator II | | 13.90 |
| 01060 - Dispatcher, Motor Vehicle | | 16.01 |
| 01070 - Document Preparation Clerk | | 13.21 |
| 01090 - Duplicating Machine Operator | | 13.21 |
| 01111 - General Clerk I | | 12.08 |
| 01112 - General Clerk II | | 13.78 |
| 01113 - General Clerk III | | 15.47 |
| 01120 - Housing Referral Assistant | | 19.08 |
| 01141 - Messenger Courier | | 12.22 |
| 01191 - Order Clerk I | | 13.46 |
| 01192 - Order Clerk II | | 17.61 |
| 01261 - Personnel Assistant (Employment) I | | 16.22 |
| 01262 - Personnel Assistant (Employment) II | | 18.14 |
| 01263 - Personnel Assistant (Employment) III | | 20.23 |
| 01270 - Production Control Clerk | | 23.57 |
| 01280 - Receptionist | | 12.28 |
| 01290 - Rental Clerk | | 14.15 |
| 01300 - Scheduler, Maintenance | | 15.30 |
| 01311 - Secretary I | | 15.30 |
| 01312 - Secretary II | | 17.11 |
| 01313 - Secretary III | | 19.08 |

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| 01320 - Service Order Dispatcher | 15.37 |
| 01410 - Supply Technician | 22.28 |
| 01420 - Survey Worker | 13.82 |
| 01531 - Travel Clerk I | 11.49 |
| 01532 - Travel Clerk II | 12.26 |
| 01533 - Travel Clerk III | 13.09 |
| 01611 - Word Processor I | 13.38 |
| 01612 - Word Processor II | 15.02 |
| 01613 - Word Processor III | 16.80 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.47 |
| 05010 - Automotive Electrician | 21.03 |
| 05040 - Automotive Glass Installer | 20.09 |
| 05070 - Automotive Worker | 20.09 |
| 05110 - Mobile Equipment Servicer | 18.15 |
| 05130 - Motor Equipment Metal Mechanic | 22.02 |
| 05160 - Motor Equipment Metal Worker | 20.09 |
| 05190 - Motor Vehicle Mechanic | 22.02 |
| 05220 - Motor Vehicle Mechanic Helper | 17.13 |
| 05250 - Motor Vehicle Upholstery Worker | 19.10 |
| 05280 - Motor Vehicle Wrecker | 20.09 |
| 05310 - Painter, Automotive | 21.03 |
| 05340 - Radiator Repair Specialist | 19.10 |
| 05370 - Tire Repairer | 13.37 |
| 05400 - Transmission Repair Specialist | 22.02 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.48 |
| 07041 - Cook I | 10.11 |
| 07042 - Cook II | 11.21 |
| 07070 - Dishwasher | 8.12 |
| 07130 - Food Service Worker | 9.74 |
| 07210 - Meat Cutter | 15.33 |
| 07260 - Waiter/Waitress | 8.80 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 21.23 |
| 09040 - Furniture Handler | 14.67 |
| 09080 - Furniture Refinisher | 17.63 |
| 09090 - Furniture Refinisher Helper | 14.36 |
| 09110 - Furniture Repairer, Minor | 16.02 |
| 09130 - Upholsterer | 18.34 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.41 |
| 11060 - Elevator Operator | 11.41 |
| 11090 - Gardener | 13.67 |
| 11122 - Housekeeping Aide | 11.92 |
| 11150 - Janitor | 11.92 |
| 11210 - Laborer, Grounds Maintenance | 11.41 |
| 11240 - Maid or Houseman | 8.93 |
| 11260 - Pruner | 11.63 |
| 11270 - Tractor Operator | 12.88 |
| 11330 - Trail Maintenance Worker | 11.41 |
| 11360 - Window Cleaner | 12.64 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.84 |
| 12011 - Breath Alcohol Technician | 16.09 |
| 12012 - Certified Occupational Therapist Assistant | 24.34 |
| 12015 - Certified Physical Therapist Assistant | 24.89 |
| 12020 - Dental Assistant | 15.56 |
| 12025 - Dental Hygienist | 33.25 |
| 12030 - EKG Technician | 23.73 |
| 12035 - Electroneurodiagnostic Technologist | 23.73 |
| 12040 - Emergency Medical Technician | 16.84 |
| 12071 - Licensed Practical Nurse I | 14.39 |

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| 12072 - Licensed Practical Nurse II | 16.09 |
| 12073 - Licensed Practical Nurse III | 17.95 |
| 12100 - Medical Assistant | 13.48 |
| 12130 - Medical Laboratory Technician | 17.16 |
| 12160 - Medical Record Clerk | 13.96 |
| 12190 - Medical Record Technician | 15.61 |
| 12195 - Medical Transcriptionist | 14.13 |
| 12210 - Nuclear Medicine Technologist | 30.53 |
| 12221 - Nursing Assistant I | 9.46 |
| 12222 - Nursing Assistant II | 10.27 |
| 12223 - Nursing Assistant III | 11.21 |
| 12224 - Nursing Assistant IV | 12.58 |
| 12235 - Optical Dispenser | 18.17 |
| 12236 - Optical Technician | 15.08 |
| 12250 - Pharmacy Technician | 17.33 |
| 12280 - Phlebotomist | 12.58 |
| 12305 - Radiologic Technologist | 25.40 |
| 12311 - Registered Nurse I | 24.37 |
| 12312 - Registered Nurse II | 29.81 |
| 12313 - Registered Nurse II, Specialist | 29.81 |
| 12314 - Registered Nurse III | 36.07 |
| 12315 - Registered Nurse III, Anesthetist | 36.07 |
| 12316 - Registered Nurse IV | 43.23 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.54 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.46 |
| 13012 - Exhibits Specialist II | 25.36 |
| 13013 - Exhibits Specialist III | 29.19 |
| 13041 - Illustrator I | 20.00 |
| 13042 - Illustrator II | 24.56 |
| 13043 - Illustrator III | 29.80 |
| 13047 - Librarian | 32.67 |
| 13050 - Library Aide/Clerk | 10.41 |
| 13054 - Library Information Technology Systems Administrator | 23.82 |
| 13058 - Library Technician | 16.78 |
| 13061 - Media Specialist I | 16.68 |
| 13062 - Media Specialist II | 18.66 |
| 13063 - Media Specialist III | 20.80 |
| 13071 - Photographer I | 13.93 |
| 13072 - Photographer II | 18.46 |
| 13073 - Photographer III | 22.43 |
| 13074 - Photographer IV | 24.90 |
| 13075 - Photographer V | 30.14 |
| 13110 - Video Teleconference Technician | 15.93 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.56 |
| 14042 - Computer Operator II | 17.40 |
| 14043 - Computer Operator III | 19.41 |
| 14044 - Computer Operator IV | 21.57 |
| 14045 - Computer Operator V | 23.88 |
| 14071 - Computer Programmer I | (see 1) 20.07 |
| 14072 - Computer Programmer II | (see 1) 24.57 |
| 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 | 15.56 |
| 14160 - Personal Computer Support Technician | 21.57 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.24 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 40.21 |

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| 15030 - Air Crew Training Devices Instructor (Pilot) | 48.04 |
| 15050 - Computer Based Training Specialist / Instructor | 32.44 |
| 15060 - Educational Technologist | 29.72 |
| 15070 - Flight Instructor (Pilot) | 48.04 |
| 15080 - Graphic Artist | 24.28 |
| 15090 - Technical Instructor | 20.94 |
| 15095 - Technical Instructor/Course Developer | 25.61 |
| 15110 - Test Proctor | 17.61 |
| 15120 - Tutor | 17.61 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.54 |
| 16030 - Counter Attendant | 8.54 |
| 16040 - Dry Cleaner | 10.70 |
| 16070 - Finisher, Flatwork, Machine | 8.54 |
| 16090 - Presser, Hand | 8.54 |
| 16110 - Presser, Machine, Drycleaning | 8.54 |
| 16130 - Presser, Machine, Shirts | 8.54 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.54 |
| 16190 - Sewing Machine Operator | 11.44 |
| 16220 - Tailor | 12.22 |
| 16250 - Washer, Machine | 9.27 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.51 |
| 19040 - Tool And Die Maker | 24.69 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.55 |
| 21030 - Material Coordinator | 23.57 |
| 21040 - Material Expediter | 23.57 |
| 21050 - Material Handling Laborer | 11.27 |
| 21071 - Order Filler | 11.49 |
| 21080 - Production Line Worker (Food Processing) | 15.55 |
| 21110 - Shipping Packer | 13.83 |
| 21130 - Shipping/Receiving Clerk | 13.83 |
| 21140 - Store Worker I | 12.41 |
| 21150 - Stock Clerk | 15.52 |
| 21210 - Tools And Parts Attendant | 15.55 |
| 21410 - Warehouse Specialist | 15.55 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.29 |
| 23021 - Aircraft Mechanic I | 22.18 |
| 23022 - Aircraft Mechanic II | 23.29 |
| 23023 - Aircraft Mechanic III | 24.37 |
| 23040 - Aircraft Mechanic Helper | 16.35 |
| 23050 - Aircraft, Painter | 20.20 |
| 23060 - Aircraft Servicer | 18.22 |
| 23080 - Aircraft Worker | 19.17 |
| 23110 - Appliance Mechanic | 19.24 |
| 23120 - Bicycle Repairer | 14.43 |
| 23125 - Cable Splicer | 23.93 |
| 23130 - Carpenter, Maintenance | 19.24 |
| 23140 - Carpet Layer | 18.79 |
| 23160 - Electrician, Maintenance | 21.90 |
| 23181 - Electronics Technician Maintenance I | 22.38 |
| 23182 - Electronics Technician Maintenance II | 23.53 |
| 23183 - Electronics Technician Maintenance III | 24.70 |
| 23260 - Fabric Worker | 17.81 |
| 23290 - Fire Alarm System Mechanic | 20.20 |
| 23310 - Fire Extinguisher Repairer | 16.50 |
| 23311 - Fuel Distribution System Mechanic | 20.48 |
| 23312 - Fuel Distribution System Operator | 16.73 |
| 23370 - General Maintenance Worker | 18.30 |
| 23380 - Ground Support Equipment Mechanic | 22.18 |
| 23381 - Ground Support Equipment Servicer | 18.22 |

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| 23382 - Ground Support Equipment Worker | 19.17 |
| 23391 - Gunsmith I | 16.50 |
| 23392 - Gunsmith II | 18.33 |
| 23393 - Gunsmith III | 20.20 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.20 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.31 |
| 23430 - Heavy Equipment Mechanic | 20.03 |
| 23440 - Heavy Equipment Operator | 20.20 |
| 23460 - Instrument Mechanic | 19.24 |
| 23465 - Laboratory/Shelter Mechanic | 11.27 |
| 23470 - Laborer | 11.27 |
| 23510 - Locksmith | 19.31 |
| 23530 - Machinery Maintenance Mechanic | 20.28 |
| 23550 - Machinist, Maintenance | 19.32 |
| 23580 - Maintenance Trades Helper | 16.29 |
| 23591 - Metrology Technician I | 21.03 |
| 23592 - Metrology Technician II | 22.04 |
| 23593 - Metrology Technician III | 22.96 |
| 23640 - Millwright | 25.71 |
| 23710 - Office Appliance Repairer | 19.24 |
| 23760 - Painter, Maintenance | 19.24 |
| 23790 - Pipefitter, Maintenance | 20.23 |
| 23810 - Plumber, Maintenance | 19.31 |
| 23820 - Pneudraulic Systems Mechanic | 20.20 |
| 23850 - Rigger | 20.52 |
| 23870 - Scale Mechanic | 18.30 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.20 |
| 23910 - Small Engine Mechanic | 19.24 |
| 23931 - Telecommunications Mechanic I | 23.97 |
| 23932 - Telecommunications Mechanic II | 25.18 |
| 23950 - Telephone Lineman | 22.88 |
| 23960 - Welder, Combination, Maintenance | 19.47 |
| 23965 - Well Driller | 19.93 |
| 23970 - Woodcraft Worker | 20.20 |
| 23980 - Woodworker | 16.50 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.58 |
| 24580 - Child Care Center Clerk | 13.48 |
| 24610 - Chore Aide | 7.66 |
| 24620 - Family Readiness And Support Services Coordinator | 13.31 |
| 24630 - Homemaker | 14.24 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.80 |
| 25040 - Sewage Plant Operator | 20.01 |
| 25070 - Stationary Engineer | 20.80 |
| 25190 - Ventilation Equipment Tender | 15.80 |
| 25210 - Water Treatment Plant Operator | 20.01 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.96 |
| 27007 - Baggage Inspector | 12.01 |
| 27008 - Corrections Officer | 18.71 |
| 27010 - Court Security Officer | 20.29 |
| 27030 - Detection Dog Handler | 15.31 |
| 27040 - Detention Officer | 18.71 |
| 27070 - Firefighter | 19.65 |
| 27101 - Guard I | 12.01 |
| 27102 - Guard II | 15.31 |
| 27131 - Police Officer I | 22.07 |
| 27132 - Police Officer II | 24.52 |
| 28000 - Recreation Occupations | |

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| 28041 - Carnival Equipment Operator | 10.47 |
| 28042 - Carnival Equipment Repairer | 10.99 |
| 28043 - Carnival Equipment Worker | 8.21 |
| 28210 - Gate Attendant/Gate Tender | 14.30 |
| 28310 - Lifeguard | 12.22 |
| 28350 - Park Attendant (Aide) | 15.60 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.68 |
| 28515 - Recreation Specialist | 19.83 |
| 28630 - Sports Official | 12.75 |
| 28690 - Swimming Pool Operator | 15.63 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.73 |
| 29020 - Hatch Tender | 20.73 |
| 29030 - Line Handler | 20.73 |
| 29041 - Stevedore I | 19.71 |
| 29042 - Stevedore II | 21.80 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.28 |
| 30022 - Archeological Technician II | 19.03 |
| 30023 - Archeological Technician III | 25.14 |
| 30030 - Cartographic Technician | 26.68 |
| 30040 - Civil Engineering Technician | 25.15 |
| 30061 - Drafter/CAD Operator I | 18.85 |
| 30062 - Drafter/CAD Operator II | 21.09 |
| 30063 - Drafter/CAD Operator III | 23.52 |
| 30064 - Drafter/CAD Operator IV | 28.93 |
| 30081 - Engineering Technician I | 17.82 |
| 30082 - Engineering Technician II | 19.79 |
| 30083 - Engineering Technician III | 22.59 |
| 30084 - Engineering Technician IV | 27.42 |
| 30085 - Engineering Technician V | 33.54 |
| 30086 - Engineering Technician VI | 40.58 |
| 30090 - Environmental Technician | 21.87 |
| 30210 - Laboratory Technician | 20.41 |
| 30240 - Mathematical Technician | 26.68 |
| 30361 - Paralegal/Legal Assistant I | 16.04 |
| 30362 - Paralegal/Legal Assistant II | 19.88 |
| 30363 - Paralegal/Legal Assistant III | 24.32 |
| 30364 - Paralegal/Legal Assistant IV | 29.42 |
| 30390 - Photo-Optics Technician | 26.68 |
| 30461 - Technical Writer I | 23.10 |
| 30462 - Technical Writer II | 28.24 |
| 30463 - Technical Writer III | 34.17 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 23.52 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 25.48 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.61 |
| 31030 - Bus Driver | 14.66 |
| 31043 - Driver Courier | 13.40 |
| 31260 - Parking and Lot Attendant | 9.25 |
| 31290 - Shuttle Bus Driver | 14.22 |
| 31310 - Taxi Driver | 11.32 |
| 31361 - Truckdriver, Light | 14.22 |
| 31362 - Truckdriver, Medium | 15.59 |

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|---|-------|
| 31363 - Truckdriver, Heavy | 17.75 |
| 31364 - Truckdriver, Tractor-Trailer | 17.75 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.95 |
| 99050 - Desk Clerk | 9.12 |
| 99095 - Embalmer | 23.61 |
| 99251 - Laboratory Animal Caretaker I | 9.86 |
| 99252 - Laboratory Animal Caretaker II | 10.47 |
| 99310 - Mortician | 30.76 |
| 99410 - Pest Controller | 15.66 |
| 99510 - Photofinishing Worker | 11.61 |
| 99710 - Recycling Laborer | 16.46 |
| 99711 - Recycling Specialist | 18.57 |
| 99730 - Refuse Collector | 15.17 |
| 99810 - Sales Clerk | 11.04 |
| 99820 - School Crossing Guard | 11.64 |
| 99830 - Survey Party Chief | 18.10 |
| 99831 - Surveying Aide | 11.30 |
| 99832 - Surveying Technician | 16.46 |
| 99840 - Vending Machine Attendant | 12.92 |
| 99841 - Vending Machine Repairer | 15.13 |
| 99842 - Vending Machine Repairer Helper | 12.92 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

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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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2544
Revision No.: 16
Date of Last Revision: 07/25/2014

States: North Carolina, Virginia

Area: North Carolina Counties of Camden, Chowan, Currituck, Gates, Pasquotank, Perquimans

Virginia Counties of Chesapeake, Gloucester, Hampton, Isle of Wight, James City, Mathews, Newport News, Norfolk, Poquoson, Portsmouth, Southampton, Suffolk, Surry, Virginia Beach, Williamsburg, York

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.03 |
| 01012 - Accounting Clerk II | | 15.74 |
| 01013 - Accounting Clerk III | | 17.61 |

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| 01020 - Administrative Assistant | 22.28 |
| 01040 - Court Reporter | 17.11 |
| 01051 - Data Entry Operator I | 11.94 |
| 01052 - Data Entry Operator II | 13.90 |
| 01060 - Dispatcher, Motor Vehicle | 16.01 |
| 01070 - Document Preparation Clerk | 13.21 |
| 01090 - Duplicating Machine Operator | 13.21 |
| 01111 - General Clerk I | 12.08 |
| 01112 - General Clerk II | 13.78 |
| 01113 - General Clerk III | 15.47 |
| 01120 - Housing Referral Assistant | 19.08 |
| 01141 - Messenger Courier | 12.22 |
| 01191 - Order Clerk I | 13.46 |
| 01192 - Order Clerk II | 17.61 |
| 01261 - Personnel Assistant (Employment) I | 16.22 |
| 01262 - Personnel Assistant (Employment) II | 18.14 |
| 01263 - Personnel Assistant (Employment) III | 20.23 |
| 01270 - Production Control Clerk | 23.57 |
| 01280 - Receptionist | 12.28 |
| 01290 - Rental Clerk | 14.15 |
| 01300 - Scheduler, Maintenance | 15.30 |
| 01311 - Secretary I | 15.30 |
| 01312 - Secretary II | 17.11 |
| 01313 - Secretary III | 19.08 |
| 01320 - Service Order Dispatcher | 15.37 |
| 01410 - Supply Technician | 22.28 |
| 01420 - Survey Worker | 13.82 |
| 01531 - Travel Clerk I | 11.49 |
| 01532 - Travel Clerk II | 12.26 |
| 01533 - Travel Clerk III | 13.09 |
| 01611 - Word Processor I | 13.38 |
| 01612 - Word Processor II | 15.02 |
| 01613 - Word Processor III | 16.80 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.47 |
| 05010 - Automotive Electrician | 21.03 |
| 05040 - Automotive Glass Installer | 20.09 |
| 05070 - Automotive Worker | 20.09 |
| 05110 - Mobile Equipment Servicer | 18.15 |
| 05130 - Motor Equipment Metal Mechanic | 22.02 |
| 05160 - Motor Equipment Metal Worker | 20.09 |
| 05190 - Motor Vehicle Mechanic | 22.02 |
| 05220 - Motor Vehicle Mechanic Helper | 17.13 |
| 05250 - Motor Vehicle Upholstery Worker | 19.10 |
| 05280 - Motor Vehicle Wrecker | 20.09 |
| 05310 - Painter, Automotive | 21.03 |
| 05340 - Radiator Repair Specialist | 19.10 |
| 05370 - Tire Repairer | 13.37 |
| 05400 - Transmission Repair Specialist | 22.02 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.48 |
| 07041 - Cook I | 10.11 |
| 07042 - Cook II | 11.21 |
| 07070 - Dishwasher | 8.12 |
| 07130 - Food Service Worker | 9.74 |
| 07210 - Meat Cutter | 15.33 |
| 07260 - Waiter/Waitress | 8.80 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 21.23 |
| 09040 - Furniture Handler | 14.67 |
| 09080 - Furniture Refinisher | 17.63 |
| 09090 - Furniture Refinisher Helper | 14.36 |
| 09110 - Furniture Repairer, Minor | 16.02 |

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|--|-------|
| 09130 - Upholsterer | 18.34 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.41 |
| 11060 - Elevator Operator | 11.41 |
| 11090 - Gardener | 13.67 |
| 11122 - Housekeeping Aide | 11.92 |
| 11150 - Janitor | 11.92 |
| 11210 - Laborer, Grounds Maintenance | 11.41 |
| 11240 - Maid or Houseman | 8.93 |
| 11260 - Pruner | 11.63 |
| 11270 - Tractor Operator | 12.88 |
| 11330 - Trail Maintenance Worker | 11.41 |
| 11360 - Window Cleaner | 12.64 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.84 |
| 12011 - Breath Alcohol Technician | 16.09 |
| 12012 - Certified Occupational Therapist Assistant | 24.34 |
| 12015 - Certified Physical Therapist Assistant | 24.89 |
| 12020 - Dental Assistant | 15.56 |
| 12025 - Dental Hygienist | 33.25 |
| 12030 - EKG Technician | 23.73 |
| 12035 - Electroneurodiagnostic Technologist | 23.73 |
| 12040 - Emergency Medical Technician | 16.84 |
| 12071 - Licensed Practical Nurse I | 14.39 |
| 12072 - Licensed Practical Nurse II | 16.09 |
| 12073 - Licensed Practical Nurse III | 17.95 |
| 12100 - Medical Assistant | 13.48 |
| 12130 - Medical Laboratory Technician | 17.16 |
| 12160 - Medical Record Clerk | 13.96 |
| 12190 - Medical Record Technician | 15.61 |
| 12195 - Medical Transcriptionist | 14.13 |
| 12210 - Nuclear Medicine Technologist | 30.53 |
| 12221 - Nursing Assistant I | 9.46 |
| 12222 - Nursing Assistant II | 10.27 |
| 12223 - Nursing Assistant III | 11.21 |
| 12224 - Nursing Assistant IV | 12.58 |
| 12235 - Optical Dispenser | 18.17 |
| 12236 - Optical Technician | 15.08 |
| 12250 - Pharmacy Technician | 17.33 |
| 12280 - Phlebotomist | 12.58 |
| 12305 - Radiologic Technologist | 25.40 |
| 12311 - Registered Nurse I | 24.37 |
| 12312 - Registered Nurse II | 29.81 |
| 12313 - Registered Nurse II, Specialist | 29.81 |
| 12314 - Registered Nurse III | 36.07 |
| 12315 - Registered Nurse III, Anesthetist | 36.07 |
| 12316 - Registered Nurse IV | 43.23 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.54 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.46 |
| 13012 - Exhibits Specialist II | 25.36 |
| 13013 - Exhibits Specialist III | 29.19 |
| 13041 - Illustrator I | 20.00 |
| 13042 - Illustrator II | 24.56 |
| 13043 - Illustrator III | 29.80 |
| 13047 - Librarian | 32.67 |
| 13050 - Library Aide/Clerk | 10.41 |
| 13054 - Library Information Technology Systems Administrator | 23.82 |
| 13058 - Library Technician | 16.78 |
| 13061 - Media Specialist I | 16.68 |
| 13062 - Media Specialist II | 18.66 |
| 13063 - Media Specialist III | 20.80 |

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| 13071 - Photographer I | 13.93 |
| 13072 - Photographer II | 18.46 |
| 13073 - Photographer III | 22.43 |
| 13074 - Photographer IV | 24.90 |
| 13075 - Photographer V | 30.14 |
| 13110 - Video Teleconference Technician | 15.93 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.56 |
| 14042 - Computer Operator II | 17.40 |
| 14043 - Computer Operator III | 19.41 |
| 14044 - Computer Operator IV | 21.57 |
| 14045 - Computer Operator V | 23.88 |
| 14071 - Computer Programmer I | (see 1) 20.07 |
| 14072 - Computer Programmer II | (see 1) 24.57 |
| 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 | 15.56 |
| 14160 - Personal Computer Support Technician | 21.57 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.24 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 40.21 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 48.04 |
| 15050 - Computer Based Training Specialist / Instructor | 32.44 |
| 15060 - Educational Technologist | 29.72 |
| 15070 - Flight Instructor (Pilot) | 48.04 |
| 15080 - Graphic Artist | 24.28 |
| 15090 - Technical Instructor | 20.94 |
| 15095 - Technical Instructor/Course Developer | 25.61 |
| 15110 - Test Proctor | 17.61 |
| 15120 - Tutor | 17.61 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.54 |
| 16030 - Counter Attendant | 8.54 |
| 16040 - Dry Cleaner | 10.70 |
| 16070 - Finisher, Flatwork, Machine | 8.54 |
| 16090 - Presser, Hand | 8.54 |
| 16110 - Presser, Machine, Drycleaning | 8.54 |
| 16130 - Presser, Machine, Shirts | 8.54 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.54 |
| 16190 - Sewing Machine Operator | 11.44 |
| 16220 - Tailor | 12.22 |
| 16250 - Washer, Machine | 9.27 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.51 |
| 19040 - Tool And Die Maker | 24.69 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.55 |
| 21030 - Material Coordinator | 23.57 |
| 21040 - Material Expediter | 23.57 |
| 21050 - Material Handling Laborer | 11.27 |
| 21071 - Order Filler | 11.49 |
| 21080 - Production Line Worker (Food Processing) | 15.55 |
| 21110 - Shipping Packer | 13.83 |
| 21130 - Shipping/Receiving Clerk | 13.83 |
| 21140 - Store Worker I | 12.41 |
| 21150 - Stock Clerk | 15.52 |
| 21210 - Tools And Parts Attendant | 15.55 |
| 21410 - Warehouse Specialist | 15.55 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.29 |

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| 23021 - Aircraft Mechanic I | 22.18 |
| 23022 - Aircraft Mechanic II | 23.29 |
| 23023 - Aircraft Mechanic III | 24.37 |
| 23040 - Aircraft Mechanic Helper | 16.35 |
| 23050 - Aircraft, Painter | 20.20 |
| 23060 - Aircraft Servicer | 18.22 |
| 23080 - Aircraft Worker | 19.17 |
| 23110 - Appliance Mechanic | 19.24 |
| 23120 - Bicycle Repairer | 14.43 |
| 23125 - Cable Splicer | 23.93 |
| 23130 - Carpenter, Maintenance | 19.24 |
| 23140 - Carpet Layer | 18.79 |
| 23160 - Electrician, Maintenance | 21.90 |
| 23181 - Electronics Technician Maintenance I | 22.38 |
| 23182 - Electronics Technician Maintenance II | 23.53 |
| 23183 - Electronics Technician Maintenance III | 24.70 |
| 23260 - Fabric Worker | 17.81 |
| 23290 - Fire Alarm System Mechanic | 20.20 |
| 23310 - Fire Extinguisher Repairer | 16.50 |
| 23311 - Fuel Distribution System Mechanic | 20.48 |
| 23312 - Fuel Distribution System Operator | 16.73 |
| 23370 - General Maintenance Worker | 18.30 |
| 23380 - Ground Support Equipment Mechanic | 22.18 |
| 23381 - Ground Support Equipment Servicer | 18.22 |
| 23382 - Ground Support Equipment Worker | 19.17 |
| 23391 - Gunsmith I | 16.50 |
| 23392 - Gunsmith II | 18.33 |
| 23393 - Gunsmith III | 20.20 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.20 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.31 |
| 23430 - Heavy Equipment Mechanic | 20.03 |
| 23440 - Heavy Equipment Operator | 20.20 |
| 23460 - Instrument Mechanic | 19.24 |
| 23465 - Laboratory/Shelter Mechanic | 11.27 |
| 23470 - Laborer | 11.27 |
| 23510 - Locksmith | 19.31 |
| 23530 - Machinery Maintenance Mechanic | 20.28 |
| 23550 - Machinist, Maintenance | 19.32 |
| 23580 - Maintenance Trades Helper | 16.29 |
| 23591 - Metrology Technician I | 21.03 |
| 23592 - Metrology Technician II | 22.04 |
| 23593 - Metrology Technician III | 22.96 |
| 23640 - Millwright | 25.71 |
| 23710 - Office Appliance Repairer | 19.24 |
| 23760 - Painter, Maintenance | 19.24 |
| 23790 - Pipefitter, Maintenance | 20.23 |
| 23810 - Plumber, Maintenance | 19.31 |
| 23820 - Pneudraulic Systems Mechanic | 20.20 |
| 23850 - Rigger | 20.52 |
| 23870 - Scale Mechanic | 18.30 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.20 |
| 23910 - Small Engine Mechanic | 19.24 |
| 23931 - Telecommunications Mechanic I | 23.97 |
| 23932 - Telecommunications Mechanic II | 25.18 |
| 23950 - Telephone Lineman | 22.88 |
| 23960 - welder, Combination, Maintenance | 19.47 |
| 23965 - well Driller | 19.93 |
| 23970 - Woodcraft Worker | 20.20 |
| 23980 - Woodworker | 16.50 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.58 |

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| 24580 - Child Care Center Clerk | 13.48 |
| 24610 - Chore Aide | 7.66 |
| 24620 - Family Readiness And Support Services Coordinator | 13.31 |
| 24630 - Homemaker | 14.24 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.80 |
| 25040 - Sewage Plant Operator | 20.01 |
| 25070 - Stationary Engineer | 20.80 |
| 25190 - Ventilation Equipment Tender | 15.80 |
| 25210 - Water Treatment Plant Operator | 20.01 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.96 |
| 27007 - Baggage Inspector | 12.01 |
| 27008 - Corrections Officer | 18.71 |
| 27010 - Court Security Officer | 20.29 |
| 27030 - Detection Dog Handler | 15.31 |
| 27040 - Detention Officer | 18.71 |
| 27070 - Firefighter | 19.65 |
| 27101 - Guard I | 12.01 |
| 27102 - Guard II | 15.31 |
| 27131 - Police Officer I | 22.07 |
| 27132 - Police Officer II | 24.52 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.47 |
| 28042 - Carnival Equipment Repairer | 10.99 |
| 28043 - Carnival Equipment Worker | 8.21 |
| 28210 - Gate Attendant/Gate Tender | 14.30 |
| 28310 - Lifeguard | 12.22 |
| 28350 - Park Attendant (Aide) | 15.60 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.68 |
| 28515 - Recreation Specialist | 19.83 |
| 28630 - Sports Official | 12.75 |
| 28690 - Swimming Pool Operator | 15.63 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.73 |
| 29020 - Hatch Tender | 20.73 |
| 29030 - Line Handler | 20.73 |
| 29041 - Stevedore I | 19.71 |
| 29042 - Stevedore II | 21.80 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.28 |
| 30022 - Archeological Technician II | 19.03 |
| 30023 - Archeological Technician III | 25.14 |
| 30030 - Cartographic Technician | 26.68 |
| 30040 - Civil Engineering Technician | 25.15 |
| 30061 - Drafter/CAD Operator I | 18.85 |
| 30062 - Drafter/CAD Operator II | 21.09 |
| 30063 - Drafter/CAD Operator III | 23.52 |
| 30064 - Drafter/CAD Operator IV | 28.93 |
| 30081 - Engineering Technician I | 17.82 |
| 30082 - Engineering Technician II | 19.79 |
| 30083 - Engineering Technician III | 22.59 |
| 30084 - Engineering Technician IV | 27.42 |
| 30085 - Engineering Technician V | 33.54 |
| 30086 - Engineering Technician VI | 40.58 |
| 30090 - Environmental Technician | 21.87 |
| 30210 - Laboratory Technician | 20.41 |
| 30240 - Mathematical Technician | 26.68 |
| 30361 - Paralegal/Legal Assistant I | 16.04 |

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|---|---------------|
| 30362 - Paralegal/Legal Assistant II | 19.88 |
| 30363 - Paralegal/Legal Assistant III | 24.32 |
| 30364 - Paralegal/Legal Assistant IV | 29.42 |
| 30390 - Photo-Optics Technician | 26.68 |
| 30461 - Technical Writer I | 23.10 |
| 30462 - Technical Writer II | 28.24 |
| 30463 - Technical Writer III | 34.17 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 23.52 |
| 30621 - Weather Observer, Senior | (see 2) 25.48 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.61 |
| 31030 - Bus Driver | 14.66 |
| 31043 - Driver Courier | 13.40 |
| 31260 - Parking and Lot Attendant | 9.25 |
| 31290 - Shuttle Bus Driver | 14.22 |
| 31310 - Taxi Driver | 11.32 |
| 31361 - Truckdriver, Light | 14.22 |
| 31362 - Truckdriver, Medium | 15.59 |
| 31363 - Truckdriver, Heavy | 17.75 |
| 31364 - Truckdriver, Tractor-Trailer | 17.75 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.95 |
| 99050 - Desk Clerk | 9.12 |
| 99095 - Embalmer | 23.61 |
| 99251 - Laboratory Animal Caretaker I | 9.86 |
| 99252 - Laboratory Animal Caretaker II | 10.47 |
| 99310 - Mortician | 30.76 |
| 99410 - Pest Controller | 15.66 |
| 99510 - Photofinishing Worker | 11.61 |
| 99710 - Recycling Laborer | 16.46 |
| 99711 - Recycling Specialist | 18.57 |
| 99730 - Refuse Collector | 15.17 |
| 99810 - Sales Clerk | 11.04 |
| 99820 - School Crossing Guard | 11.64 |
| 99830 - Survey Party Chief | 18.10 |
| 99831 - Surveying Aide | 11.30 |
| 99832 - Surveying Technician | 16.46 |
| 99840 - Vending Machine Attendant | 12.92 |
| 99841 - Vending Machine Repairer | 15.13 |
| 99842 - Vending Machine Repairer Helper | 12.92 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension
Page 7947

plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
DirectorDivision of
Wage DeterminationsWage Determination No.: 2005-2545
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Virginia

Area: Virginia Counties of Albemarle, Amelia, Brunswick, Buckingham, Caroline, Charles City, Charlotte, Charlottesville, Chesterfield, Colonial Hghts, Cumberland, Dinwiddie, Essex, Fluvanna, Goochland, Greensville, Hanover, Henrico, Hopewell, King William, King and Queen, Lancaster, Louisa, Lunenburg, Mecklenburg, Middlesex, New Kent, Northumberland, Nottoway, Orange, Petersburg, Powhatan, Prince Edward, Prince George, Richmond, Sussex, Westmoreland

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.48 |
| 01012 - Accounting Clerk II | | 16.47 |
| 01013 - Accounting Clerk III | | 18.43 |
| 01020 - Administrative Assistant | | 21.41 |
| 01040 - Court Reporter | | 20.21 |
| 01051 - Data Entry Operator I | | 12.11 |
| 01052 - Data Entry Operator II | | 13.55 |
| 01060 - Dispatcher, Motor Vehicle | | 18.37 |
| 01070 - Document Preparation Clerk | | 13.44 |
| 01090 - Duplicating Machine Operator | | 13.44 |
| 01111 - General Clerk I | | 12.06 |
| 01112 - General Clerk II | | 13.27 |
| 01113 - General Clerk III | | 17.46 |
| 01120 - Housing Referral Assistant | | 19.65 |
| 01141 - Messenger Courier | | 12.83 |
| 01191 - Order Clerk I | | 15.00 |
| 01192 - Order Clerk II | | 16.38 |
| 01261 - Personnel Assistant (Employment) I | | 15.94 |
| 01262 - Personnel Assistant (Employment) II | | 18.37 |
| 01263 - Personnel Assistant (Employment) III | | 21.22 |
| 01270 - Production Control Clerk | | 21.22 |
| 01280 - Receptionist | | 15.28 |
| 01290 - Rental Clerk | | 15.94 |
| 01300 - Scheduler, Maintenance | | 15.76 |
| 01311 - Secretary I | | 15.76 |
| 01312 - Secretary II | | 17.63 |
| 01313 - Secretary III | | 19.65 |
| 01320 - Service Order Dispatcher | | 16.34 |
| 01410 - Supply Technician | | 21.41 |
| 01420 - Survey Worker | | 18.37 |
| 01531 - Travel Clerk I | | 12.84 |
| 01532 - Travel Clerk II | | 13.64 |
| 01533 - Travel Clerk III | | 14.52 |
| 01611 - Word Processor I | | 13.44 |
| 01612 - Word Processor II | | 15.94 |
| 01613 - Word Processor III | | 18.37 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.01 |
| 05010 - Automotive Electrician | | 20.97 |

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|--|-------|
| 05040 - Automotive Glass Installer | 19.97 |
| 05070 - Automotive Worker | 19.97 |
| 05110 - Mobile Equipment Servicer | 17.96 |
| 05130 - Motor Equipment Metal Mechanic | 21.96 |
| 05160 - Motor Equipment Metal Worker | 19.97 |
| 05190 - Motor Vehicle Mechanic | 22.89 |
| 05220 - Motor Vehicle Mechanic Helper | 16.96 |
| 05250 - Motor Vehicle Upholstery Worker | 18.96 |
| 05280 - Motor Vehicle Wrecker | 19.97 |
| 05310 - Painter, Automotive | 20.97 |
| 05340 - Radiator Repair Specialist | 19.97 |
| 05370 - Tire Repairer | 13.64 |
| 05400 - Transmission Repair Specialist | 21.96 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.80 |
| 07041 - Cook I | 9.94 |
| 07042 - Cook II | 11.11 |
| 07070 - Dishwasher | 8.68 |
| 07130 - Food Service Worker | 9.72 |
| 07210 - Meat Cutter | 15.54 |
| 07260 - Waiter/Waitress | 9.06 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.83 |
| 09040 - Furniture Handler | 13.92 |
| 09080 - Furniture Refinisher | 19.83 |
| 09090 - Furniture Refinisher Helper | 16.21 |
| 09110 - Furniture Repairer, Minor | 17.87 |
| 09130 - Upholsterer | 19.83 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.42 |
| 11060 - Elevator Operator | 10.42 |
| 11090 - Gardener | 13.71 |
| 11122 - Housekeeping Aide | 10.45 |
| 11150 - Janitor | 11.73 |
| 11210 - Laborer, Grounds Maintenance | 11.31 |
| 11240 - Maid or Houseman | 9.37 |
| 11260 - Pruner | 9.79 |
| 11270 - Tractor Operator | 12.92 |
| 11330 - Trail Maintenance Worker | 11.31 |
| 11360 - Window Cleaner | 12.61 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.35 |
| 12011 - Breath Alcohol Technician | 18.55 |
| 12012 - Certified Occupational Therapist Assistant | 25.05 |
| 12015 - Certified Physical Therapist Assistant | 20.08 |
| 12020 - Dental Assistant | 15.73 |
| 12025 - Dental Hygienist | 37.02 |
| 12030 - EKG Technician | 22.01 |
| 12035 - Electroneurodiagnostic Technologist | 22.01 |
| 12040 - Emergency Medical Technician | 17.35 |
| 12071 - Licensed Practical Nurse I | 18.85 |
| 12072 - Licensed Practical Nurse II | 21.09 |
| 12073 - Licensed Practical Nurse III | 23.50 |
| 12100 - Medical Assistant | 14.00 |
| 12130 - Medical Laboratory Technician | 17.06 |
| 12160 - Medical Record Clerk | 14.26 |
| 12190 - Medical Record Technician | 15.95 |
| 12195 - Medical Transcriptionist | 14.13 |
| 12210 - Nuclear Medicine Technologist | 30.44 |
| 12221 - Nursing Assistant I | 9.86 |
| 12222 - Nursing Assistant II | 11.02 |
| 12223 - Nursing Assistant III | 12.09 |
| 12224 - Nursing Assistant IV | 13.58 |

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|---|---------------|
| 12235 - Optical Dispenser | 19.85 |
| 12236 - Optical Technician | 15.18 |
| 12250 - Pharmacy Technician | 13.59 |
| 12280 - Phlebotomist | 13.57 |
| 12305 - Radiologic Technologist | 24.97 |
| 12311 - Registered Nurse I | 23.80 |
| 12312 - Registered Nurse II | 29.10 |
| 12313 - Registered Nurse II, Specialist | 29.10 |
| 12314 - Registered Nurse III | 35.20 |
| 12315 - Registered Nurse III, Anesthetist | 35.21 |
| 12316 - Registered Nurse IV | 42.20 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.00 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.59 |
| 13012 - Exhibits Specialist II | 24.26 |
| 13013 - Exhibits Specialist III | 29.67 |
| 13041 - Illustrator I | 20.45 |
| 13042 - Illustrator II | 25.32 |
| 13043 - Illustrator III | 30.97 |
| 13047 - Librarian | 27.53 |
| 13050 - Library Aide/Clerk | 11.82 |
| 13054 - Library Information Technology Systems Administrator | 24.86 |
| 13058 - Library Technician | 17.11 |
| 13061 - Media Specialist I | 17.94 |
| 13062 - Media Specialist II | 20.07 |
| 13063 - Media Specialist III | 22.38 |
| 13071 - Photographer I | 15.30 |
| 13072 - Photographer II | 17.12 |
| 13073 - Photographer III | 21.21 |
| 13074 - Photographer IV | 25.94 |
| 13075 - Photographer V | 31.38 |
| 13110 - Video Teleconference Technician | 17.64 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.61 |
| 14042 - Computer Operator II | 17.46 |
| 14043 - Computer Operator III | 19.46 |
| 14044 - Computer Operator IV | 21.63 |
| 14045 - Computer Operator V | 23.95 |
| 14071 - Computer Programmer I | (see 1) 24.99 |
| 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 | 15.61 |
| 14160 - Personal Computer Support Technician | 21.63 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.42 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.77 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 45.27 |
| 15050 - Computer Based Training Specialist / Instructor | 33.42 |
| 15060 - Educational Technologist | 30.06 |
| 15070 - Flight Instructor (Pilot) | 45.27 |
| 15080 - Graphic Artist | 24.04 |
| 15090 - Technical Instructor | 22.71 |
| 15095 - Technical Instructor/Course Developer | 27.77 |
| 15110 - Test Proctor | 18.33 |
| 15120 - Tutor | 18.32 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.11 |
| 16030 - Counter Attendant | 9.10 |

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|---|-------|
| 16040 - Dry Cleaner | 11.58 |
| 16070 - Finisher, Flatwork, Machine | 9.11 |
| 16090 - Presser, Hand | 9.11 |
| 16110 - Presser, Machine, Drycleaning | 9.11 |
| 16130 - Presser, Machine, Shirts | 9.11 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.11 |
| 16190 - Sewing Machine Operator | 12.42 |
| 16220 - Tailor | 13.17 |
| 16250 - Washer, Machine | 9.82 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.53 |
| 19040 - Tool And Die Maker | 23.40 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.19 |
| 21030 - Material Coordinator | 21.72 |
| 21040 - Material Expediter | 21.72 |
| 21050 - Material Handling Laborer | 13.82 |
| 21071 - Order Filler | 13.30 |
| 21080 - Production Line Worker (Food Processing) | 16.19 |
| 21110 - Shipping Packer | 15.18 |
| 21130 - Shipping/Receiving Clerk | 15.18 |
| 21140 - Store Worker I | 11.73 |
| 21150 - Stock Clerk | 16.37 |
| 21210 - Tools And Parts Attendant | 16.19 |
| 21410 - Warehouse Specialist | 16.19 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.15 |
| 23021 - Aircraft Mechanic I | 24.99 |
| 23022 - Aircraft Mechanic II | 26.15 |
| 23023 - Aircraft Mechanic III | 27.35 |
| 23040 - Aircraft Mechanic Helper | 19.46 |
| 23050 - Aircraft, Painter | 24.03 |
| 23060 - Aircraft Servicer | 21.46 |
| 23080 - Aircraft Worker | 22.61 |
| 23110 - Appliance Mechanic | 18.89 |
| 23120 - Bicycle Repairer | 15.54 |
| 23125 - Cable Splicer | 24.02 |
| 23130 - Carpenter, Maintenance | 19.52 |
| 23140 - Carpet Layer | 21.54 |
| 23160 - Electrician, Maintenance | 24.34 |
| 23181 - Electronics Technician Maintenance I | 22.39 |
| 23182 - Electronics Technician Maintenance II | 23.85 |
| 23183 - Electronics Technician Maintenance III | 25.03 |
| 23260 - Fabric Worker | 17.87 |
| 23290 - Fire Alarm System Mechanic | 19.82 |
| 23310 - Fire Extinguisher Repairer | 16.34 |
| 23311 - Fuel Distribution System Mechanic | 19.82 |
| 23312 - Fuel Distribution System Operator | 16.08 |
| 23370 - General Maintenance Worker | 18.27 |
| 23380 - Ground Support Equipment Mechanic | 24.99 |
| 23381 - Ground Support Equipment Servicer | 21.46 |
| 23382 - Ground Support Equipment Worker | 22.61 |
| 23391 - Gunsmith I | 16.34 |
| 23392 - Gunsmith II | 18.65 |
| 23393 - Gunsmith III | 20.79 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.80 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.04 |
| 23430 - Heavy Equipment Mechanic | 20.48 |
| 23440 - Heavy Equipment Operator | 20.19 |
| 23460 - Instrument Mechanic | 25.41 |
| 23465 - Laboratory/Shelter Mechanic | 19.81 |

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|---|-------|
| 23470 - Laborer | 12.44 |
| 23510 - Locksmith | 22.37 |
| 23530 - Machinery Maintenance Mechanic | 27.28 |
| 23550 - Machinist, Maintenance | 20.48 |
| 23580 - Maintenance Trades Helper | 16.98 |
| 23591 - Metrology Technician I | 25.41 |
| 23592 - Metrology Technician II | 26.58 |
| 23593 - Metrology Technician III | 27.81 |
| 23640 - Millwright | 22.89 |
| 23710 - Office Appliance Repairer | 20.01 |
| 23760 - Painter, Maintenance | 19.52 |
| 23790 - Pipefitter, Maintenance | 21.83 |
| 23810 - Plumber, Maintenance | 19.74 |
| 23820 - Pneudraulic Systems Mechanic | 20.79 |
| 23850 - Rigger | 20.79 |
| 23870 - Scale Mechanic | 18.65 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.48 |
| 23910 - Small Engine Mechanic | 17.94 |
| 23931 - Telecommunications Mechanic I | 23.94 |
| 23932 - Telecommunications Mechanic II | 25.39 |
| 23950 - Telephone Lineman | 24.65 |
| 23960 - Welder, Combination, Maintenance | 19.82 |
| 23965 - well Driller | 24.78 |
| 23970 - Woodcraft Worker | 20.79 |
| 23980 - Woodworker | 16.34 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.74 |
| 24580 - Child Care Center Clerk | 13.37 |
| 24610 - Chore Aide | 8.10 |
| 24620 - Family Readiness And Support Services Coordinator | 14.31 |
| 24630 - Homemaker | 14.76 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.28 |
| 25040 - Sewage Plant Operator | 19.90 |
| 25070 - Stationary Engineer | 21.28 |
| 25190 - Ventilation Equipment Tender | 16.98 |
| 25210 - Water Treatment Plant Operator | 19.90 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.29 |
| 27007 - Baggage Inspector | 12.22 |
| 27008 - Corrections Officer | 18.21 |
| 27010 - Court Security Officer | 21.30 |
| 27030 - Detection Dog Handler | 13.67 |
| 27040 - Detention Officer | 18.21 |
| 27070 - Firefighter | 22.67 |
| 27101 - Guard I | 12.22 |
| 27102 - Guard II | 13.67 |
| 27131 - Police Officer I | 23.07 |
| 27132 - Police Officer II | 25.67 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.21 |
| 28042 - Carnival Equipment Repairer | 10.86 |
| 28043 - Carnival Equipment Worker | 8.31 |
| 28210 - Gate Attendant/Gate Tender | 13.72 |
| 28310 - Lifeguard | 11.95 |
| 28350 - Park Attendant (Aide) | 15.35 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 17.97 |
| 28630 - Sports Official | 12.22 |
| 28690 - Swimming Pool Operator | 15.22 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.90 |

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| 29020 - Hatch Tender | 18.90 |
| 29030 - Line Handler | 18.90 |
| 29041 - Stevedore I | 17.64 |
| 29042 - Stevedore II | 20.08 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 36.49 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 25.17 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.72 |
| 30021 - Archeological Technician I | 17.41 |
| 30022 - Archeological Technician II | 19.48 |
| 30023 - Archeological Technician III | 24.13 |
| 30030 - Cartographic Technician | 24.13 |
| 30040 - Civil Engineering Technician | 24.53 |
| 30061 - Drafter/CAD Operator I | 17.41 |
| 30062 - Drafter/CAD Operator II | 19.48 |
| 30063 - Drafter/CAD Operator III | 21.71 |
| 30064 - Drafter/CAD Operator IV | 26.72 |
| 30081 - Engineering Technician I | 16.82 |
| 30082 - Engineering Technician II | 18.88 |
| 30083 - Engineering Technician III | 21.11 |
| 30084 - Engineering Technician IV | 26.16 |
| 30085 - Engineering Technician V | 32.00 |
| 30086 - Engineering Technician VI | 38.72 |
| 30090 - Environmental Technician | 20.53 |
| 30210 - Laboratory Technician | 23.16 |
| 30240 - Mathematical Technician | 24.14 |
| 30361 - Paralegal/Legal Assistant I | 18.62 |
| 30362 - Paralegal/Legal Assistant II | 24.16 |
| 30363 - Paralegal/Legal Assistant III | 29.54 |
| 30364 - Paralegal/Legal Assistant IV | 35.74 |
| 30390 - Photo-Optics Technician | 24.14 |
| 30461 - Technical Writer I | 25.23 |
| 30462 - Technical Writer II | 30.85 |
| 30463 - Technical Writer III | 34.14 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 23.20 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 28.06 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 33.64 |
| 30494 - Unexploded (UXO) Safety Escort | 23.20 |
| 30495 - Unexploded (UXO) Sweep Personnel | 23.20 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 21.71 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 24.13 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.61 |
| 31030 - Bus Driver | 14.82 |
| 31043 - Driver Courier | 13.21 |
| 31260 - Parking and Lot Attendant | 8.55 |
| 31290 - Shuttle Bus Driver | 13.39 |
| 31310 - Taxi Driver | 10.85 |
| 31361 - Truckdriver, Light | 14.22 |
| 31362 - Truckdriver, Medium | 17.89 |
| 31363 - Truckdriver, Heavy | 18.44 |
| 31364 - Truckdriver, Tractor-Trailer | 18.44 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.69 |
| 99050 - Desk Clerk | 10.71 |
| 99095 - Embalmer | 27.31 |
| 99251 - Laboratory Animal Caretaker I | 9.89 |
| 99252 - Laboratory Animal Caretaker II | 10.65 |
| 99310 - Mortician | 31.44 |
| 99410 - Pest Controller | 17.91 |
| 99510 - Photofinishing Worker | 13.94 |
| 99710 - Recycling Laborer | 15.35 |

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| 99711 - Recycling Specialist | 17.59 |
| 99730 - Refuse Collector | 13.75 |
| 99810 - Sales Clerk | 13.16 |
| 99820 - School Crossing Guard | 13.08 |
| 99830 - Survey Party Chief | 19.56 |
| 99831 - Surveying Aide | 12.80 |
| 99832 - Surveying Technician | 17.53 |
| 99840 - Vending Machine Attendant | 12.86 |
| 99841 - Vending Machine Repairer | 15.27 |
| 99842 - Vending Machine Repairer Helper | 12.86 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2546
Revision No.: 18
Date of Last Revision: 07/25/2014

State: Virginia

Area: Virginia Counties of Albemarle, Amelia, Brunswick, Buckingham, Caroline, Charles City, Charlotte, Charlottesville, Chesterfield, Colonial Hghts, Cumberland, Dinwiddie, Essex, Fluvanna, Goochland, Greensville, Hanover, Henrico, Hopewell, King William, King and Queen, Lancaster, Louisa, Lunenburg, Mecklenburg, Middlesex, New Kent, Northumberland, Nottoway, Orange, Petersburg, Powhatan, Prince Edward, Prince George, Richmond, Sussex, Westmoreland

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.48 |
| 01012 - Accounting Clerk II | | 16.47 |
| 01013 - Accounting Clerk III | | 18.43 |
| 01020 - Administrative Assistant | | 21.41 |
| 01040 - Court Reporter | | 20.21 |
| 01051 - Data Entry Operator I | | 12.11 |
| 01052 - Data Entry Operator II | | 13.55 |
| 01060 - Dispatcher, Motor Vehicle | | 18.37 |
| 01070 - Document Preparation Clerk | | 13.44 |
| 01090 - Duplicating Machine Operator | | 13.44 |
| 01111 - General Clerk I | | 12.06 |
| 01112 - General Clerk II | | 13.27 |
| 01113 - General Clerk III | | 17.46 |
| 01120 - Housing Referral Assistant | | 19.65 |

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| 01141 - Messenger Courier | 12.83 |
| 01191 - Order Clerk I | 15.00 |
| 01192 - Order Clerk II | 16.38 |
| 01261 - Personnel Assistant (Employment) I | 15.94 |
| 01262 - Personnel Assistant (Employment) II | 18.37 |
| 01263 - Personnel Assistant (Employment) III | 21.22 |
| 01270 - Production Control Clerk | 21.22 |
| 01280 - Receptionist | 15.28 |
| 01290 - Rental Clerk | 15.94 |
| 01300 - Scheduler, Maintenance | 15.76 |
| 01311 - Secretary I | 15.76 |
| 01312 - Secretary II | 17.63 |
| 01313 - Secretary III | 19.65 |
| 01320 - Service Order Dispatcher | 16.34 |
| 01410 - Supply Technician | 21.41 |
| 01420 - Survey Worker | 18.37 |
| 01531 - Travel Clerk I | 12.84 |
| 01532 - Travel Clerk II | 13.64 |
| 01533 - Travel Clerk III | 14.52 |
| 01611 - Word Processor I | 13.44 |
| 01612 - Word Processor II | 15.94 |
| 01613 - Word Processor III | 18.37 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.01 |
| 05010 - Automotive Electrician | 20.97 |
| 05040 - Automotive Glass Installer | 19.97 |
| 05070 - Automotive Worker | 19.97 |
| 05110 - Mobile Equipment Servicer | 17.96 |
| 05130 - Motor Equipment Metal Mechanic | 21.96 |
| 05160 - Motor Equipment Metal Worker | 19.97 |
| 05190 - Motor Vehicle Mechanic | 22.89 |
| 05220 - Motor Vehicle Mechanic Helper | 16.96 |
| 05250 - Motor Vehicle Upholstery Worker | 18.96 |
| 05280 - Motor Vehicle Wrecker | 19.97 |
| 05310 - Painter, Automotive | 20.97 |
| 05340 - Radiator Repair Specialist | 19.97 |
| 05370 - Tire Repairer | 13.64 |
| 05400 - Transmission Repair Specialist | 21.96 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.80 |
| 07041 - Cook I | 9.94 |
| 07042 - Cook II | 11.11 |
| 07070 - Dishwasher | 8.68 |
| 07130 - Food Service Worker | 9.72 |
| 07210 - Meat Cutter | 15.54 |
| 07260 - Waiter/Waitress | 9.06 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.83 |
| 09040 - Furniture Handler | 13.92 |
| 09080 - Furniture Refinisher | 19.83 |
| 09090 - Furniture Refinisher Helper | 16.21 |
| 09110 - Furniture Repairer, Minor | 17.87 |
| 09130 - Upholsterer | 19.83 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.42 |
| 11060 - Elevator Operator | 10.42 |
| 11090 - Gardener | 13.71 |
| 11122 - Housekeeping Aide | 10.45 |
| 11150 - Janitor | 10.45 |
| 11210 - Laborer, Grounds Maintenance | 11.31 |
| 11240 - Maid or Houseman | 9.37 |
| 11260 - Pruner | 9.79 |
| 11270 - Tractor Operator | 12.92 |

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| 11330 - Trail Maintenance Worker | 11.31 |
| 11360 - Window Cleaner | 12.61 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.35 |
| 12011 - Breath Alcohol Technician | 18.55 |
| 12012 - Certified Occupational Therapist Assistant | 25.05 |
| 12015 - Certified Physical Therapist Assistant | 20.08 |
| 12020 - Dental Assistant | 15.73 |
| 12025 - Dental Hygienist | 37.02 |
| 12030 - EKG Technician | 22.01 |
| 12035 - Electroneurodiagnostic Technologist | 22.01 |
| 12040 - Emergency Medical Technician | 17.35 |
| 12071 - Licensed Practical Nurse I | 18.85 |
| 12072 - Licensed Practical Nurse II | 21.09 |
| 12073 - Licensed Practical Nurse III | 23.50 |
| 12100 - Medical Assistant | 14.00 |
| 12130 - Medical Laboratory Technician | 17.06 |
| 12160 - Medical Record Clerk | 14.26 |
| 12190 - Medical Record Technician | 15.95 |
| 12195 - Medical Transcriptionist | 14.13 |
| 12210 - Nuclear Medicine Technologist | 30.44 |
| 12221 - Nursing Assistant I | 9.86 |
| 12222 - Nursing Assistant II | 11.02 |
| 12223 - Nursing Assistant III | 12.09 |
| 12224 - Nursing Assistant IV | 13.58 |
| 12235 - Optical Dispenser | 19.85 |
| 12236 - Optical Technician | 15.18 |
| 12250 - Pharmacy Technician | 13.59 |
| 12280 - Phlebotomist | 13.57 |
| 12305 - Radiologic Technologist | 24.97 |
| 12311 - Registered Nurse I | 23.80 |
| 12312 - Registered Nurse II | 29.10 |
| 12313 - Registered Nurse II, Specialist | 29.10 |
| 12314 - Registered Nurse III | 35.20 |
| 12315 - Registered Nurse III, Anesthetist | 35.21 |
| 12316 - Registered Nurse IV | 42.20 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.00 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.59 |
| 13012 - Exhibits Specialist II | 24.26 |
| 13013 - Exhibits Specialist III | 29.67 |
| 13041 - Illustrator I | 20.45 |
| 13042 - Illustrator II | 25.32 |
| 13043 - Illustrator III | 30.97 |
| 13047 - Librarian | 27.53 |
| 13050 - Library Aide/Clerk | 11.82 |
| 13054 - Library Information Technology Systems Administrator | 24.86 |
| 13058 - Library Technician | 17.11 |
| 13061 - Media Specialist I | 17.94 |
| 13062 - Media Specialist II | 20.07 |
| 13063 - Media Specialist III | 22.38 |
| 13071 - Photographer I | 15.30 |
| 13072 - Photographer II | 17.12 |
| 13073 - Photographer III | 21.21 |
| 13074 - Photographer IV | 25.94 |
| 13075 - Photographer V | 31.38 |
| 13110 - Video Teleconference Technician | 17.64 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.61 |
| 14042 - Computer Operator II | 17.46 |
| 14043 - Computer Operator III | 19.46 |
| 14044 - Computer Operator IV | 21.63 |

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| 14045 - Computer Operator V | 23.95 |
| 14071 - Computer Programmer I (see 1) | 24.99 |
| 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 | 15.61 |
| 14160 - Personal Computer Support Technician | 21.63 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.42 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.77 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 45.27 |
| 15050 - Computer Based Training Specialist / Instructor | 33.42 |
| 15060 - Educational Technologist | 30.06 |
| 15070 - Flight Instructor (Pilot) | 45.27 |
| 15080 - Graphic Artist | 24.04 |
| 15090 - Technical Instructor | 22.71 |
| 15095 - Technical Instructor/Course Developer | 27.77 |
| 15110 - Test Proctor | 18.33 |
| 15120 - Tutor | 18.32 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.11 |
| 16030 - Counter Attendant | 9.10 |
| 16040 - Dry Cleaner | 11.58 |
| 16070 - Finisher, Flatwork, Machine | 9.11 |
| 16090 - Presser, Hand | 9.11 |
| 16110 - Presser, Machine, Drycleaning | 9.11 |
| 16130 - Presser, Machine, Shirts | 9.11 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.11 |
| 16190 - Sewing Machine Operator | 12.42 |
| 16220 - Tailor | 13.17 |
| 16250 - Washer, Machine | 9.82 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.53 |
| 19040 - Tool And Die Maker | 23.40 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.19 |
| 21030 - Material Coordinator | 21.72 |
| 21040 - Material Expediter | 21.72 |
| 21050 - Material Handling Laborer | 13.82 |
| 21071 - Order Filler | 13.30 |
| 21080 - Production Line Worker (Food Processing) | 16.19 |
| 21110 - Shipping Packer | 15.18 |
| 21130 - Shipping/Receiving Clerk | 15.18 |
| 21140 - Store Worker I | 11.73 |
| 21150 - Stock Clerk | 16.37 |
| 21210 - Tools And Parts Attendant | 16.19 |
| 21410 - Warehouse Specialist | 16.19 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 26.15 |
| 23021 - Aircraft Mechanic I | 24.99 |
| 23022 - Aircraft Mechanic II | 26.15 |
| 23023 - Aircraft Mechanic III | 27.35 |
| 23040 - Aircraft Mechanic Helper | 19.46 |
| 23050 - Aircraft, Painter | 24.03 |
| 23060 - Aircraft Servicer | 21.46 |
| 23080 - Aircraft Worker | 22.61 |
| 23110 - Appliance Mechanic | 18.89 |
| 23120 - Bicycle Repairer | 15.54 |
| 23125 - Cable Splicer | 24.02 |
| 23130 - Carpenter, Maintenance | 19.52 |

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| 23140 - Carpet Layer | 21.54 |
| 23160 - Electrician, Maintenance | 24.34 |
| 23181 - Electronics Technician Maintenance I | 22.39 |
| 23182 - Electronics Technician Maintenance II | 23.85 |
| 23183 - Electronics Technician Maintenance III | 25.03 |
| 23260 - Fabric Worker | 17.87 |
| 23290 - Fire Alarm System Mechanic | 19.82 |
| 23310 - Fire Extinguisher Repairer | 16.34 |
| 23311 - Fuel Distribution System Mechanic | 19.82 |
| 23312 - Fuel Distribution System Operator | 16.08 |
| 23370 - General Maintenance Worker | 18.27 |
| 23380 - Ground Support Equipment Mechanic | 24.99 |
| 23381 - Ground Support Equipment Servicer | 21.46 |
| 23382 - Ground Support Equipment Worker | 22.61 |
| 23391 - Gunsmith I | 16.34 |
| 23392 - Gunsmith II | 18.65 |
| 23393 - Gunsmith III | 20.79 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.80 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.04 |
| 23430 - Heavy Equipment Mechanic | 20.48 |
| 23440 - Heavy Equipment Operator | 20.19 |
| 23460 - Instrument Mechanic | 25.41 |
| 23465 - Laboratory/Shelter Mechanic | 19.81 |
| 23470 - Laborer | 12.44 |
| 23510 - Locksmith | 22.37 |
| 23530 - Machinery Maintenance Mechanic | 27.28 |
| 23550 - Machinist, Maintenance | 20.48 |
| 23580 - Maintenance Trades Helper | 16.98 |
| 23591 - Metrology Technician I | 25.41 |
| 23592 - Metrology Technician II | 26.58 |
| 23593 - Metrology Technician III | 27.81 |
| 23640 - Millwright | 22.89 |
| 23710 - Office Appliance Repairer | 20.01 |
| 23760 - Painter, Maintenance | 19.52 |
| 23790 - Pipefitter, Maintenance | 21.83 |
| 23810 - Plumber, Maintenance | 19.74 |
| 23820 - Pneudraulic Systems Mechanic | 20.79 |
| 23850 - Rigger | 20.79 |
| 23870 - Scale Mechanic | 18.65 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.48 |
| 23910 - Small Engine Mechanic | 17.94 |
| 23931 - Telecommunications Mechanic I | 23.94 |
| 23932 - Telecommunications Mechanic II | 25.39 |
| 23950 - Telephone Lineman | 24.65 |
| 23960 - Welder, Combination, Maintenance | 19.82 |
| 23965 - Well Driller | 24.78 |
| 23970 - Woodcraft Worker | 20.79 |
| 23980 - Woodworker | 16.34 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.74 |
| 24580 - Child Care Center Clerk | 13.37 |
| 24610 - Chore Aide | 8.10 |
| 24620 - Family Readiness And Support Services Coordinator | 14.31 |
| 24630 - Homemaker | 14.76 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.28 |
| 25040 - Sewage Plant Operator | 19.90 |
| 25070 - Stationary Engineer | 21.28 |
| 25190 - Ventilation Equipment Tender | 16.98 |
| 25210 - Water Treatment Plant Operator | 19.90 |

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| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.29 |
| 27007 - Baggage Inspector | 12.22 |
| 27008 - Corrections Officer | 18.21 |
| 27010 - Court Security Officer | 21.30 |
| 27030 - Detection Dog Handler | 13.67 |
| 27040 - Detention Officer | 18.21 |
| 27070 - Firefighter | 22.67 |
| 27101 - Guard I | 12.22 |
| 27102 - Guard II | 13.67 |
| 27131 - Police Officer I | 23.07 |
| 27132 - Police Officer II | 25.67 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.21 |
| 28042 - Carnival Equipment Repairer | 10.86 |
| 28043 - Carnival Equipment Worker | 8.31 |
| 28210 - Gate Attendant/Gate Tender | 13.72 |
| 28310 - Lifeguard | 11.95 |
| 28350 - Park Attendant (Aide) | 15.35 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 17.97 |
| 28630 - Sports Official | 12.22 |
| 28690 - Swimming Pool Operator | 15.22 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.90 |
| 29020 - Hatch Tender | 18.90 |
| 29030 - Line Handler | 18.90 |
| 29041 - Stevedore I | 17.64 |
| 29042 - Stevedore II | 20.08 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 36.49 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 25.17 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.72 |
| 30021 - Archeological Technician I | 17.41 |
| 30022 - Archeological Technician II | 19.48 |
| 30023 - Archeological Technician III | 24.13 |
| 30030 - Cartographic Technician | 24.13 |
| 30040 - Civil Engineering Technician | 24.53 |
| 30061 - Drafter/CAD Operator I | 17.41 |
| 30062 - Drafter/CAD Operator II | 19.48 |
| 30063 - Drafter/CAD Operator III | 21.71 |
| 30064 - Drafter/CAD Operator IV | 26.72 |
| 30081 - Engineering Technician I | 16.82 |
| 30082 - Engineering Technician II | 18.88 |
| 30083 - Engineering Technician III | 21.11 |
| 30084 - Engineering Technician IV | 26.16 |
| 30085 - Engineering Technician V | 32.00 |
| 30086 - Engineering Technician VI | 38.72 |
| 30090 - Environmental Technician | 20.53 |
| 30210 - Laboratory Technician | 23.16 |
| 30240 - Mathematical Technician | 24.14 |
| 30361 - Paralegal/Legal Assistant I | 18.62 |
| 30362 - Paralegal/Legal Assistant II | 24.16 |
| 30363 - Paralegal/Legal Assistant III | 29.54 |
| 30364 - Paralegal/Legal Assistant IV | 35.74 |
| 30390 - Photo-Optics Technician | 24.14 |
| 30461 - Technical Writer I | 25.23 |
| 30462 - Technical Writer II | 30.85 |
| 30463 - Technical Writer III | 34.14 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 23.20 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 28.06 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 33.64 |
| 30494 - Unexploded (UXO) Safety Escort | 23.20 |

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| 30495 - Unexploded (UXO) Sweep Personnel | 23.20 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 21.71 |
| 30621 - Weather Observer, Senior | (see 2) 24.13 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.61 |
| 31030 - Bus Driver | 14.82 |
| 31043 - Driver Courier | 13.21 |
| 31260 - Parking and Lot Attendant | 8.55 |
| 31290 - Shuttle Bus Driver | 13.39 |
| 31310 - Taxi Driver | 10.85 |
| 31361 - Truckdriver, Light | 14.22 |
| 31362 - Truckdriver, Medium | 17.89 |
| 31363 - Truckdriver, Heavy | 18.44 |
| 31364 - Truckdriver, Tractor-Trailer | 18.44 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.69 |
| 99050 - Desk Clerk | 10.71 |
| 99095 - Embalmer | 27.31 |
| 99251 - Laboratory Animal Caretaker I | 9.89 |
| 99252 - Laboratory Animal Caretaker II | 10.65 |
| 99310 - Mortician | 31.44 |
| 99410 - Pest Controller | 17.91 |
| 99510 - Photofinishing Worker | 13.94 |
| 99710 - Recycling Laborer | 15.35 |
| 99711 - Recycling Specialist | 17.59 |
| 99730 - Refuse Collector | 13.75 |
| 99810 - Sales Clerk | 13.16 |
| 99820 - School Crossing Guard | 13.08 |
| 99830 - Survey Party Chief | 19.56 |
| 99831 - Surveying Aide | 12.80 |
| 99832 - Surveying Technician | 17.53 |
| 99840 - Vending Machine Attendant | 12.86 |
| 99841 - Vending Machine Repairer | 15.27 |
| 99842 - Vending Machine Repairer Helper | 12.86 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

- 2) After contract award, the contractor prepares a written report listing in order

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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2547
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Virginia

Area: Virginia Counties of Alleghany, Amherst, Appomattox, Augusta, Bath, Bedford, Bland, Botetourt, Campbell, Carroll, Craig, Floyd, Franklin, Giles, Halifax, Henry, Highland, Montgomery, Nelson, Patrick, Pittsylvania, Pulaski, Roanoke, Rockbridge, Wythe
The following Independent Cities are included for the Southwest Virginia Area:
Buena Vista, Clifton Forge, Covington, Danville, Lexington, Lynchburg, Martinsville, Radford, Salem, South Boston, Staunton, Waynesboro.

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.94 |
| 01012 - Accounting Clerk II | | 13.41 |
| 01013 - Accounting Clerk III | | 15.00 |
| 01020 - Administrative Assistant | | 17.66 |
| 01040 - Court Reporter | | 15.69 |
| 01051 - Data Entry Operator I | | 10.81 |
| 01052 - Data Entry Operator II | | 12.07 |
| 01060 - Dispatcher, Motor Vehicle | | 15.90 |
| 01070 - Document Preparation Clerk | | 13.62 |
| 01090 - Duplicating Machine Operator | | 13.62 |
| 01111 - General Clerk I | | 10.51 |
| 01112 - General Clerk II | | 11.54 |
| 01113 - General Clerk III | | 12.91 |
| 01120 - Housing Referral Assistant | | 17.50 |
| 01141 - Messenger Courier | | 10.88 |
| 01191 - Order Clerk I | | 11.10 |
| 01192 - Order Clerk II | | 12.11 |
| 01261 - Personnel Assistant (Employment) I | | 13.71 |
| 01262 - Personnel Assistant (Employment) II | | 15.33 |
| 01263 - Personnel Assistant (Employment) III | | 17.10 |
| 01270 - Production Control Clerk | | 19.20 |
| 01280 - Receptionist | | 10.28 |
| 01290 - Rental Clerk | | 11.61 |
| 01300 - Scheduler, Maintenance | | 12.94 |
| 01311 - Secretary I | | 12.94 |
| 01312 - Secretary II | | 15.69 |
| 01313 - Secretary III | | 17.50 |
| 01320 - Service Order Dispatcher | | 14.91 |
| 01410 - Supply Technician | | 17.66 |
| 01420 - Survey Worker | | 13.67 |
| 01531 - Travel Clerk I | | 12.84 |
| 01532 - Travel Clerk II | | 13.64 |
| 01533 - Travel Clerk III | | 14.52 |
| 01611 - Word Processor I | | 12.07 |
| 01612 - Word Processor II | | 13.54 |
| 01613 - Word Processor III | | 15.69 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 17.67 |
| 05010 - Automotive Electrician | | 16.25 |
| 05040 - Automotive Glass Installer | | 15.64 |
| 05070 - Automotive Worker | | 15.64 |
| 05110 - Mobile Equipment Servicer | | 14.32 |
| 05130 - Motor Equipment Metal Mechanic | | 16.87 |
| 05160 - Motor Equipment Metal Worker | | 15.64 |
| 05190 - Motor Vehicle Mechanic | | 16.31 |
| 05220 - Motor Vehicle Mechanic Helper | | 13.42 |

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| 05250 - Motor Vehicle Upholstery Worker | 14.98 |
| 05280 - Motor Vehicle Wrecker | 15.64 |
| 05310 - Painter, Automotive | 16.25 |
| 05340 - Radiator Repair Specialist | 15.64 |
| 05370 - Tire Repairer | 12.58 |
| 05400 - Transmission Repair Specialist | 16.87 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.82 |
| 07041 - Cook I | 10.45 |
| 07042 - Cook II | 11.41 |
| 07070 - Dishwasher | 7.59 |
| 07130 - Food Service Worker | 8.69 |
| 07210 - Meat Cutter | 13.56 |
| 07260 - Waiter/Waitress | 8.18 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.25 |
| 09040 - Furniture Handler | 10.49 |
| 09080 - Furniture Refinisher | 16.50 |
| 09090 - Furniture Refinisher Helper | 12.20 |
| 09110 - Furniture Repairer, Minor | 14.55 |
| 09130 - Upholsterer | 16.50 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.13 |
| 11060 - Elevator Operator | 9.18 |
| 11090 - Gardener | 11.51 |
| 11122 - Housekeeping Aide | 9.18 |
| 11150 - Janitor | 9.18 |
| 11210 - Laborer, Grounds Maintenance | 9.71 |
| 11240 - Maid or Houseman | 8.22 |
| 11260 - Pruner | 9.18 |
| 11270 - Tractor Operator | 12.44 |
| 11330 - Trail Maintenance Worker | 9.71 |
| 11360 - Window Cleaner | 10.25 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.48 |
| 12011 - Breath Alcohol Technician | 16.11 |
| 12012 - Certified Occupational Therapist Assistant | 26.66 |
| 12015 - Certified Physical Therapist Assistant | 25.52 |
| 12020 - Dental Assistant | 13.92 |
| 12025 - Dental Hygienist | 32.95 |
| 12030 - EKG Technician | 25.45 |
| 12035 - Electroneurodiagnostic Technologist | 25.45 |
| 12040 - Emergency Medical Technician | 14.48 |
| 12071 - Licensed Practical Nurse I | 14.40 |
| 12072 - Licensed Practical Nurse II | 16.11 |
| 12073 - Licensed Practical Nurse III | 17.97 |
| 12100 - Medical Assistant | 11.82 |
| 12130 - Medical Laboratory Technician | 17.27 |
| 12160 - Medical Record Clerk | 12.78 |
| 12190 - Medical Record Technician | 14.66 |
| 12195 - Medical Transcriptionist | 13.38 |
| 12210 - Nuclear Medicine Technologist | 35.41 |
| 12221 - Nursing Assistant I | 9.67 |
| 12222 - Nursing Assistant II | 10.87 |
| 12223 - Nursing Assistant III | 11.86 |
| 12224 - Nursing Assistant IV | 13.31 |
| 12235 - Optical Dispenser | 16.75 |
| 12236 - Optical Technician | 14.40 |
| 12250 - Pharmacy Technician | 12.20 |
| 12280 - Phlebotomist | 14.84 |
| 12305 - Radiologic Technologist | 24.79 |
| 12311 - Registered Nurse I | 20.23 |
| 12312 - Registered Nurse II | 24.74 |

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| 12313 - Registered Nurse II, Specialist | 24.74 |
| 12314 - Registered Nurse III | 29.93 |
| 12315 - Registered Nurse III, Anesthetist | 29.93 |
| 12316 - Registered Nurse IV | 35.87 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.97 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.94 |
| 13012 - Exhibits Specialist II | 21.87 |
| 13013 - Exhibits Specialist III | 25.95 |
| 13041 - Illustrator I | 17.57 |
| 13042 - Illustrator II | 21.87 |
| 13043 - Illustrator III | 26.63 |
| 13047 - Librarian | 24.10 |
| 13050 - Library Aide/Clerk | 10.99 |
| 13054 - Library Information Technology Systems Administrator | 21.77 |
| 13058 - Library Technician | 12.35 |
| 13061 - Media Specialist I | 15.70 |
| 13062 - Media Specialist II | 17.57 |
| 13063 - Media Specialist III | 19.59 |
| 13071 - Photographer I | 14.83 |
| 13072 - Photographer II | 16.59 |
| 13073 - Photographer III | 21.77 |
| 13074 - Photographer IV | 26.63 |
| 13075 - Photographer V | 32.22 |
| 13110 - Video Teleconference Technician | 15.79 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.72 |
| 14042 - Computer Operator II | 16.45 |
| 14043 - Computer Operator III | 18.60 |
| 14044 - Computer Operator IV | 20.69 |
| 14045 - Computer Operator V | 22.89 |
| 14071 - Computer Programmer I | 20.42 |
| 14072 - Computer Programmer II | 22.36 |
| 14073 - Computer Programmer III | 25.68 |
| 14074 - Computer Programmer IV | 22.36 |
| 14101 - Computer Systems Analyst I | 25.80 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.72 |
| 14160 - Personal Computer Support Technician | 20.69 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.80 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.22 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 34.34 |
| 15050 - Computer Based Training Specialist / Instructor | 25.80 |
| 15060 - Educational Technologist | 22.94 |
| 15070 - Flight Instructor (Pilot) | 34.34 |
| 15080 - Graphic Artist | 19.83 |
| 15090 - Technical Instructor | 19.60 |
| 15095 - Technical Instructor/Course Developer | 23.98 |
| 15110 - Test Proctor | 15.83 |
| 15120 - Tutor | 15.83 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.11 |
| 16030 - Counter Attendant | 9.11 |
| 16040 - Dry Cleaner | 11.58 |
| 16070 - Finisher, Flatwork, Machine | 9.11 |
| 16090 - Presser, Hand | 9.11 |
| 16110 - Presser, Machine, Drycleaning | 9.11 |
| 16130 - Presser, Machine, Shirts | 9.11 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.11 |
| 16190 - Sewing Machine Operator | 12.42 |

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| 16220 - Tailor | 13.17 |
| 16250 - Washer, Machine | 9.82 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.33 |
| 19040 - Tool And Die Maker | 23.30 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.04 |
| 21030 - Material Coordinator | 19.71 |
| 21040 - Material Expediter | 19.71 |
| 21050 - Material Handling Laborer | 11.01 |
| 21071 - Order Filler | 10.04 |
| 21080 - Production Line Worker (Food Processing) | 14.04 |
| 21110 - Shipping Packer | 12.00 |
| 21130 - Shipping/Receiving Clerk | 12.00 |
| 21140 - Store Worker I | 11.73 |
| 21150 - Stock Clerk | 16.37 |
| 21210 - Tools And Parts Attendant | 14.04 |
| 21410 - Warehouse Specialist | 14.04 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 18.18 |
| 23021 - Aircraft Mechanic I | 17.38 |
| 23022 - Aircraft Mechanic II | 18.18 |
| 23023 - Aircraft Mechanic III | 19.02 |
| 23040 - Aircraft Mechanic Helper | 12.94 |
| 23050 - Aircraft, Painter | 16.56 |
| 23060 - Aircraft Servicer | 14.84 |
| 23080 - Aircraft Worker | 15.74 |
| 23110 - Appliance Mechanic | 18.41 |
| 23120 - Bicycle Repairer | 12.58 |
| 23125 - Cable Splicer | 23.47 |
| 23130 - Carpenter, Maintenance | 17.88 |
| 23140 - Carpet Layer | 15.21 |
| 23160 - Electrician, Maintenance | 17.75 |
| 23181 - Electronics Technician Maintenance I | 19.73 |
| 23182 - Electronics Technician Maintenance II | 20.96 |
| 23183 - Electronics Technician Maintenance III | 21.99 |
| 23260 - Fabric Worker | 14.61 |
| 23290 - Fire Alarm System Mechanic | 17.56 |
| 23310 - Fire Extinguisher Repairer | 15.08 |
| 23311 - Fuel Distribution System Mechanic | 17.56 |
| 23312 - Fuel Distribution System Operator | 14.08 |
| 23370 - General Maintenance Worker | 16.36 |
| 23380 - Ground Support Equipment Mechanic | 17.38 |
| 23381 - Ground Support Equipment Servicer | 14.84 |
| 23382 - Ground Support Equipment Worker | 15.74 |
| 23391 - Gunsmith I | 15.08 |
| 23392 - Gunsmith II | 15.59 |
| 23393 - Gunsmith III | 17.38 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.41 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 16.84 |
| 23430 - Heavy Equipment Mechanic | 17.91 |
| 23440 - Heavy Equipment Operator | 14.71 |
| 23460 - Instrument Mechanic | 17.38 |
| 23465 - Laboratory/Shelter Mechanic | 16.56 |
| 23470 - Laborer | 11.01 |
| 23510 - Locksmith | 16.56 |
| 23530 - Machinery Maintenance Mechanic | 22.63 |
| 23550 - Machinist, Maintenance | 19.03 |
| 23580 - Maintenance Trades Helper | 12.54 |
| 23591 - Metrology Technician I | 17.38 |
| 23592 - Metrology Technician II | 18.18 |

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| 23593 - Metrology Technician III | 19.02 |
| 23640 - Millwright | 20.20 |
| 23710 - Office Appliance Repairer | 16.56 |
| 23760 - Painter, Maintenance | 16.25 |
| 23790 - Pipefitter, Maintenance | 16.65 |
| 23810 - Plumber, Maintenance | 15.91 |
| 23820 - Pneudraulic Systems Mechanic | 17.38 |
| 23850 - Rigger | 17.38 |
| 23870 - Scale Mechanic | 15.59 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.87 |
| 23910 - Small Engine Mechanic | 15.59 |
| 23931 - Telecommunications Mechanic I | 24.65 |
| 23932 - Telecommunications Mechanic II | 25.80 |
| 23950 - Telephone Lineman | 23.76 |
| 23960 - Welder, Combination, Maintenance | 16.80 |
| 23965 - Well Driller | 17.38 |
| 23970 - Woodcraft Worker | 17.38 |
| 23980 - Woodworker | 13.66 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.10 |
| 24580 - Child Care Center Clerk | 10.89 |
| 24610 - Chore Aide | 8.49 |
| 24620 - Family Readiness And Support Services Coordinator | 13.20 |
| 24630 - Homemaker | 13.99 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.66 |
| 25040 - Sewage Plant Operator | 19.67 |
| 25070 - Stationary Engineer | 25.66 |
| 25190 - Ventilation Equipment Tender | 18.63 |
| 25210 - Water Treatment Plant Operator | 19.34 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.68 |
| 27007 - Baggage Inspector | 10.54 |
| 27008 - Corrections Officer | 15.60 |
| 27010 - Court Security Officer | 17.00 |
| 27030 - Detection Dog Handler | 11.78 |
| 27040 - Detention Officer | 15.60 |
| 27070 - Firefighter | 17.00 |
| 27101 - Guard I | 10.54 |
| 27102 - Guard II | 11.78 |
| 27131 - Police Officer I | 18.52 |
| 27132 - Police Officer II | 20.57 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.91 |
| 28042 - Carnival Equipment Repairer | 10.57 |
| 28043 - Carnival Equipment Worker | 7.88 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.72 |
| 28515 - Recreation Specialist | 16.35 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 17.40 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.99 |
| 29020 - Hatch Tender | 18.99 |
| 29030 - Line Handler | 18.99 |
| 29041 - Stevedore I | 18.11 |
| 29042 - Stevedore II | 19.56 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |

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| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.63 |
| 30022 - Archeological Technician II | 17.59 |
| 30023 - Archeological Technician III | 21.73 |
| 30030 - Cartographic Technician | 21.73 |
| 30040 - Civil Engineering Technician | 22.07 |
| 30061 - Drafter/CAD Operator I | 14.65 |
| 30062 - Drafter/CAD Operator II | 16.39 |
| 30063 - Drafter/CAD Operator III | 18.15 |
| 30064 - Drafter/CAD Operator IV | 22.93 |
| 30081 - Engineering Technician I | 12.86 |
| 30082 - Engineering Technician II | 14.44 |
| 30083 - Engineering Technician III | 16.56 |
| 30084 - Engineering Technician IV | 20.00 |
| 30085 - Engineering Technician V | 24.48 |
| 30086 - Engineering Technician VI | 29.61 |
| 30090 - Environmental Technician | 20.10 |
| 30210 - Laboratory Technician | 21.13 |
| 30240 - Mathematical Technician | 20.70 |
| 30361 - Paralegal/Legal Assistant I | 16.06 |
| 30362 - Paralegal/Legal Assistant II | 19.50 |
| 30363 - Paralegal/Legal Assistant III | 23.83 |
| 30364 - Paralegal/Legal Assistant IV | 28.84 |
| 30390 - Photo-Optics Technician | 20.65 |
| 30461 - Technical Writer I | 19.58 |
| 30462 - Technical Writer II | 23.95 |
| 30463 - Technical Writer III | 28.97 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 18.15 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 20.08 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.41 |
| 31030 - Bus Driver | 13.05 |
| 31043 - Driver Courier | 12.62 |
| 31260 - Parking and Lot Attendant | 9.27 |
| 31290 - Shuttle Bus Driver | 13.12 |
| 31310 - Taxi Driver | 12.50 |
| 31361 - Truckdriver, Light | 13.12 |
| 31362 - Truckdriver, Medium | 13.73 |
| 31363 - Truckdriver, Heavy | 15.11 |
| 31364 - Truckdriver, Tractor-Trailer | 15.11 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.78 |
| 99050 - Desk Clerk | 10.14 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 10.04 |
| 99252 - Laboratory Animal Caretaker II | 10.81 |
| 99310 - Mortician | 26.70 |
| 99410 - Pest Controller | 15.47 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.73 |
| 99711 - Recycling Specialist | 15.46 |
| 99730 - Refuse Collector | 12.24 |
| 99810 - Sales Clerk | 11.03 |
| 99820 - School Crossing Guard | 12.72 |
| 99830 - Survey Party Chief | 20.14 |
| 99831 - Surveying Aide | 12.19 |
| 99832 - Surveying Technician | 16.70 |

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| 99840 - Vending Machine Attendant | 14.52 |
| 99841 - Vending Machine Repairer | 16.93 |
| 99842 - Vending Machine Repairer Helper | 14.52 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is

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not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2548
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Virginia

Area: Virginia Counties of Alleghany, Amherst, Appomattox, Augusta, Bath, Bedford, Bland, Botetourt, Campbell, Carroll, Craig, Floyd, Franklin, Giles, Halifax, Henry, Highland, Montgomery, Nelson, Patrick, Pittsylvania, Pulaski, Roanoke, Rockbridge, Wythe
The following Independent Cities are included for the Southwest Virginia Area: Buena Vista, Clifton Forge, Covington, Danville, Lexington, Lynchburg, Martinsville, Radford, Salem, South Boston, Staunton, Waynesboro.

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.94 |
| 01012 - Accounting Clerk II | | 13.41 |
| 01013 - Accounting Clerk III | | 15.00 |
| 01020 - Administrative Assistant | | 17.66 |
| 01040 - Court Reporter | | 15.69 |
| 01051 - Data Entry Operator I | | 10.81 |
| 01052 - Data Entry Operator II | | 12.07 |
| 01060 - Dispatcher, Motor Vehicle | | 15.90 |
| 01070 - Document Preparation Clerk | | 13.62 |
| 01090 - Duplicating Machine Operator | | 13.62 |
| 01111 - General Clerk I | | 10.51 |
| 01112 - General Clerk II | | 11.54 |
| 01113 - General Clerk III | | 12.91 |
| 01120 - Housing Referral Assistant | | 17.50 |
| 01141 - Messenger Courier | | 10.88 |
| 01191 - Order Clerk I | | 11.10 |
| 01192 - Order Clerk II | | 12.11 |
| 01261 - Personnel Assistant (Employment) I | | 13.71 |
| 01262 - Personnel Assistant (Employment) II | | 15.33 |

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| 01263 - Personnel Assistant (Employment) III | 17.10 |
| 01270 - Production Control Clerk | 19.20 |
| 01280 - Receptionist | 10.28 |
| 01290 - Rental Clerk | 11.61 |
| 01300 - Scheduler, Maintenance | 12.94 |
| 01311 - Secretary I | 12.94 |
| 01312 - Secretary II | 15.69 |
| 01313 - Secretary III | 17.50 |
| 01320 - Service Order Dispatcher | 14.91 |
| 01410 - Supply Technician | 17.66 |
| 01420 - Survey Worker | 13.67 |
| 01531 - Travel Clerk I | 12.84 |
| 01532 - Travel Clerk II | 13.64 |
| 01533 - Travel Clerk III | 14.52 |
| 01611 - Word Processor I | 12.07 |
| 01612 - Word Processor II | 13.54 |
| 01613 - Word Processor III | 15.69 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 17.67 |
| 05010 - Automotive Electrician | 16.25 |
| 05040 - Automotive Glass Installer | 15.64 |
| 05070 - Automotive Worker | 15.64 |
| 05110 - Mobile Equipment Servicer | 14.32 |
| 05130 - Motor Equipment Metal Mechanic | 16.87 |
| 05160 - Motor Equipment Metal Worker | 15.64 |
| 05190 - Motor Vehicle Mechanic | 16.31 |
| 05220 - Motor Vehicle Mechanic Helper | 13.42 |
| 05250 - Motor Vehicle Upholstery Worker | 14.98 |
| 05280 - Motor Vehicle Wrecker | 15.64 |
| 05310 - Painter, Automotive | 16.25 |
| 05340 - Radiator Repair Specialist | 15.64 |
| 05370 - Tire Repairer | 12.58 |
| 05400 - Transmission Repair Specialist | 16.87 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.82 |
| 07041 - Cook I | 10.45 |
| 07042 - Cook II | 11.41 |
| 07070 - Dishwasher | 7.59 |
| 07130 - Food Service Worker | 8.69 |
| 07210 - Meat Cutter | 13.56 |
| 07260 - Waiter/Waitress | 8.18 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.25 |
| 09040 - Furniture Handler | 10.49 |
| 09080 - Furniture Refinisher | 16.50 |
| 09090 - Furniture Refinisher Helper | 12.20 |
| 09110 - Furniture Repairer, Minor | 14.55 |
| 09130 - Upholsterer | 16.50 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.13 |
| 11060 - Elevator Operator | 9.18 |
| 11090 - Gardener | 11.51 |
| 11122 - Housekeeping Aide | 9.18 |
| 11150 - Janitor | 9.18 |
| 11210 - Laborer, Grounds Maintenance | 9.71 |
| 11240 - Maid or Houseman | 8.22 |
| 11260 - Pruner | 9.18 |
| 11270 - Tractor Operator | 12.44 |
| 11330 - Trail Maintenance Worker | 9.71 |
| 11360 - Window Cleaner | 10.25 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.48 |
| 12011 - Breath Alcohol Technician | 16.11 |

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|-------|--|-------|
| 12012 | - Certified Occupational Therapist Assistant | 26.66 |
| 12015 | - Certified Physical Therapist Assistant | 25.52 |
| 12020 | - Dental Assistant | 13.92 |
| 12025 | - Dental Hygienist | 32.95 |
| 12030 | - EKG Technician | 25.45 |
| 12035 | - Electroneurodiagnostic Technologist | 25.45 |
| 12040 | - Emergency Medical Technician | 14.48 |
| 12071 | - Licensed Practical Nurse I | 14.40 |
| 12072 | - Licensed Practical Nurse II | 16.11 |
| 12073 | - Licensed Practical Nurse III | 17.97 |
| 12100 | - Medical Assistant | 11.82 |
| 12130 | - Medical Laboratory Technician | 17.27 |
| 12160 | - Medical Record Clerk | 12.78 |
| 12190 | - Medical Record Technician | 14.66 |
| 12195 | - Medical Transcriptionist | 13.38 |
| 12210 | - Nuclear Medicine Technologist | 35.41 |
| 12221 | - Nursing Assistant I | 9.67 |
| 12222 | - Nursing Assistant II | 10.87 |
| 12223 | - Nursing Assistant III | 11.86 |
| 12224 | - Nursing Assistant IV | 13.31 |
| 12235 | - Optical Dispenser | 16.75 |
| 12236 | - Optical Technician | 14.40 |
| 12250 | - Pharmacy Technician | 12.20 |
| 12280 | - Phlebotomist | 14.84 |
| 12305 | - Radiologic Technologist | 24.79 |
| 12311 | - Registered Nurse I | 20.23 |
| 12312 | - Registered Nurse II | 24.74 |
| 12313 | - Registered Nurse II, Specialist | 24.74 |
| 12314 | - Registered Nurse III | 29.93 |
| 12315 | - Registered Nurse III, Anesthetist | 29.93 |
| 12316 | - Registered Nurse IV | 35.87 |
| 12317 | - Scheduler (Drug and Alcohol Testing) | 19.97 |
| 13000 | - Information And Arts Occupations | |
| 13011 | - Exhibits Specialist I | 16.94 |
| 13012 | - Exhibits Specialist II | 21.87 |
| 13013 | - Exhibits Specialist III | 25.95 |
| 13041 | - Illustrator I | 17.57 |
| 13042 | - Illustrator II | 21.87 |
| 13043 | - Illustrator III | 26.63 |
| 13047 | - Librarian | 24.10 |
| 13050 | - Library Aide/Clerk | 10.99 |
| 13054 | - Library Information Technology Systems Administrator | 21.77 |
| 13058 | - Library Technician | 12.35 |
| 13061 | - Media Specialist I | 15.70 |
| 13062 | - Media Specialist II | 17.57 |
| 13063 | - Media Specialist III | 19.59 |
| 13071 | - Photographer I | 14.83 |
| 13072 | - Photographer II | 16.59 |
| 13073 | - Photographer III | 21.77 |
| 13074 | - Photographer IV | 26.63 |
| 13075 | - Photographer V | 32.22 |
| 13110 | - Video Teleconference Technician | 15.79 |
| 14000 | - Information Technology Occupations | |
| 14041 | - Computer Operator I | 14.72 |
| 14042 | - Computer Operator II | 16.45 |
| 14043 | - Computer Operator III | 18.60 |
| 14044 | - Computer Operator IV | 20.69 |
| 14045 | - Computer Operator V | 22.89 |
| 14071 | - Computer Programmer I | 20.42 |
| 14072 | - Computer Programmer II | 22.36 |
| 14073 | - Computer Programmer III | 25.68 |
| 14074 | - Computer Programmer IV | 22.36 |

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| 14101 - Computer Systems Analyst I | 25.80 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.72 |
| 14160 - Personal Computer Support Technician | 20.69 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 25.80 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.22 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 34.34 |
| 15050 - Computer Based Training Specialist / Instructor | 25.80 |
| 15060 - Educational Technologist | 22.94 |
| 15070 - Flight Instructor (Pilot) | 34.34 |
| 15080 - Graphic Artist | 19.83 |
| 15090 - Technical Instructor | 19.60 |
| 15095 - Technical Instructor/Course Developer | 23.98 |
| 15110 - Test Proctor | 15.83 |
| 15120 - Tutor | 15.83 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.11 |
| 16030 - Counter Attendant | 9.11 |
| 16040 - Dry Cleaner | 11.58 |
| 16070 - Finisher, Flatwork, Machine | 9.11 |
| 16090 - Presser, Hand | 9.11 |
| 16110 - Presser, Machine, Drycleaning | 9.11 |
| 16130 - Presser, Machine, Shirts | 9.11 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.11 |
| 16190 - Sewing Machine Operator | 12.42 |
| 16220 - Tailor | 13.17 |
| 16250 - Washer, Machine | 9.82 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.33 |
| 19040 - Tool And Die Maker | 23.30 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.04 |
| 21030 - Material Coordinator | 19.71 |
| 21040 - Material Expediter | 19.71 |
| 21050 - Material Handling Laborer | 11.01 |
| 21071 - Order Filler | 10.04 |
| 21080 - Production Line Worker (Food Processing) | 14.04 |
| 21110 - Shipping Packer | 12.00 |
| 21130 - Shipping/Receiving Clerk | 12.00 |
| 21140 - Store Worker I | 11.73 |
| 21150 - Stock Clerk | 16.37 |
| 21210 - Tools And Parts Attendant | 14.04 |
| 21410 - Warehouse Specialist | 14.04 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 18.18 |
| 23021 - Aircraft Mechanic I | 17.38 |
| 23022 - Aircraft Mechanic II | 18.18 |
| 23023 - Aircraft Mechanic III | 19.02 |
| 23040 - Aircraft Mechanic Helper | 12.94 |
| 23050 - Aircraft, Painter | 16.56 |
| 23060 - Aircraft Servicer | 14.84 |
| 23080 - Aircraft Worker | 15.74 |
| 23110 - Appliance Mechanic | 18.41 |
| 23120 - Bicycle Repairer | 12.58 |
| 23125 - Cable Splicer | 23.47 |
| 23130 - Carpenter, Maintenance | 17.88 |
| 23140 - Carpet Layer | 15.21 |
| 23160 - Electrician, Maintenance | 17.75 |
| 23181 - Electronics Technician Maintenance I | 19.73 |
| 23182 - Electronics Technician Maintenance II | 20.96 |
| 23183 - Electronics Technician Maintenance III | 21.99 |

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| 23260 - Fabric Worker | 14.61 |
| 23290 - Fire Alarm System Mechanic | 17.56 |
| 23310 - Fire Extinguisher Repairer | 15.08 |
| 23311 - Fuel Distribution System Mechanic | 17.56 |
| 23312 - Fuel Distribution System Operator | 14.08 |
| 23370 - General Maintenance Worker | 16.36 |
| 23380 - Ground Support Equipment Mechanic | 17.38 |
| 23381 - Ground Support Equipment Servicer | 14.84 |
| 23382 - Ground Support Equipment Worker | 15.74 |
| 23391 - Gunsmith I | 15.08 |
| 23392 - Gunsmith II | 15.59 |
| 23393 - Gunsmith III | 17.38 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.41 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 16.84 |
| 23430 - Heavy Equipment Mechanic | 17.91 |
| 23440 - Heavy Equipment Operator | 14.71 |
| 23460 - Instrument Mechanic | 17.38 |
| 23465 - Laboratory/Shelter Mechanic | 16.56 |
| 23470 - Laborer | 11.01 |
| 23510 - Locksmith | 16.56 |
| 23530 - Machinery Maintenance Mechanic | 22.63 |
| 23550 - Machinist, Maintenance | 19.03 |
| 23580 - Maintenance Trades Helper | 12.54 |
| 23591 - Metrology Technician I | 17.38 |
| 23592 - Metrology Technician II | 18.18 |
| 23593 - Metrology Technician III | 19.02 |
| 23640 - Millwright | 20.20 |
| 23710 - Office Appliance Repairer | 16.56 |
| 23760 - Painter, Maintenance | 16.25 |
| 23790 - Pipefitter, Maintenance | 16.65 |
| 23810 - Plumber, Maintenance | 15.91 |
| 23820 - Pneudraulic Systems Mechanic | 17.38 |
| 23850 - Rigger | 17.38 |
| 23870 - Scale Mechanic | 15.59 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.87 |
| 23910 - Small Engine Mechanic | 15.59 |
| 23931 - Telecommunications Mechanic I | 24.65 |
| 23932 - Telecommunications Mechanic II | 25.80 |
| 23950 - Telephone Lineman | 23.76 |
| 23960 - Welder, Combination, Maintenance | 16.80 |
| 23965 - Well Driller | 17.38 |
| 23970 - Woodcraft Worker | 17.38 |
| 23980 - Woodworker | 13.66 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.10 |
| 24580 - Child Care Center Clerk | 10.89 |
| 24610 - Chore Aide | 8.49 |
| 24620 - Family Readiness And Support Services Coordinator | 13.20 |
| 24630 - Homemaker | 13.99 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.66 |
| 25040 - Sewage Plant Operator | 19.67 |
| 25070 - Stationary Engineer | 25.66 |
| 25190 - Ventilation Equipment Tender | 18.63 |
| 25210 - Water Treatment Plant Operator | 19.34 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.68 |
| 27007 - Baggage Inspector | 10.54 |
| 27008 - Corrections Officer | 15.60 |
| 27010 - Court Security Officer | 17.00 |

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| 27030 - Detection Dog Handler | 11.78 |
| 27040 - Detention Officer | 15.60 |
| 27070 - Firefighter | 17.00 |
| 27101 - Guard I | 10.54 |
| 27102 - Guard II | 11.78 |
| 27131 - Police Officer I | 18.52 |
| 27132 - Police Officer II | 20.57 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.91 |
| 28042 - Carnival Equipment Repairer | 10.57 |
| 28043 - Carnival Equipment Worker | 7.88 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.72 |
| 28515 - Recreation Specialist | 16.35 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 17.40 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.99 |
| 29020 - Hatch Tender | 18.99 |
| 29030 - Line Handler | 18.99 |
| 29041 - Stevedore I | 18.11 |
| 29042 - Stevedore II | 19.56 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.63 |
| 30022 - Archeological Technician II | 17.59 |
| 30023 - Archeological Technician III | 21.73 |
| 30030 - Cartographic Technician | 21.73 |
| 30040 - Civil Engineering Technician | 22.07 |
| 30061 - Drafter/CAD Operator I | 14.65 |
| 30062 - Drafter/CAD Operator II | 16.39 |
| 30063 - Drafter/CAD Operator III | 18.15 |
| 30064 - Drafter/CAD Operator IV | 22.93 |
| 30081 - Engineering Technician I | 12.86 |
| 30082 - Engineering Technician II | 14.44 |
| 30083 - Engineering Technician III | 16.56 |
| 30084 - Engineering Technician IV | 20.00 |
| 30085 - Engineering Technician V | 24.48 |
| 30086 - Engineering Technician VI | 29.61 |
| 30090 - Environmental Technician | 20.10 |
| 30210 - Laboratory Technician | 21.13 |
| 30240 - Mathematical Technician | 20.70 |
| 30361 - Paralegal/Legal Assistant I | 16.06 |
| 30362 - Paralegal/Legal Assistant II | 19.50 |
| 30363 - Paralegal/Legal Assistant III | 23.83 |
| 30364 - Paralegal/Legal Assistant IV | 28.84 |
| 30390 - Photo-Optics Technician | 20.65 |
| 30461 - Technical Writer I | 19.58 |
| 30462 - Technical Writer II | 23.95 |
| 30463 - Technical Writer III | 28.97 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 18.15 |
| 30621 - Weather Observer, Senior (see 2) | 20.08 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |

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|---|-------|
| 31020 - Bus Aide | 9.41 |
| 31030 - Bus Driver | 13.05 |
| 31043 - Driver Courier | 12.62 |
| 31260 - Parking and Lot Attendant | 9.27 |
| 31290 - Shuttle Bus Driver | 13.12 |
| 31310 - Taxi Driver | 12.50 |
| 31361 - Truckdriver, Light | 13.12 |
| 31362 - Truckdriver, Medium | 13.73 |
| 31363 - Truckdriver, Heavy | 15.11 |
| 31364 - Truckdriver, Tractor-Trailer | 15.11 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.78 |
| 99050 - Desk Clerk | 10.14 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 10.04 |
| 99252 - Laboratory Animal Caretaker II | 10.81 |
| 99310 - Mortician | 26.70 |
| 99410 - Pest Controller | 15.47 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 14.73 |
| 99711 - Recycling Specialist | 15.46 |
| 99730 - Refuse Collector | 12.24 |
| 99810 - Sales Clerk | 11.03 |
| 99820 - School Crossing Guard | 12.72 |
| 99830 - Survey Party Chief | 20.14 |
| 99831 - Surveying Aide | 12.19 |
| 99832 - Surveying Technician | 16.70 |
| 99840 - Vending Machine Attendant | 14.52 |
| 99841 - Vending Machine Repairer | 16.93 |
| 99842 - Vending Machine Repairer Helper | 14.52 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do

not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2553
Revision No.: 13
Date Of Last Revision: 07/25/2014

State: Virgin Islands

Area: Virgin Islands Statewide

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

| | |
|---|-------|
| 01000 - Administrative Support And Clerical Occupations | |
| 01011 - Accounting Clerk I | 11.98 |
| 01012 - Accounting Clerk II | 13.46 |
| 01013 - Accounting Clerk III | 15.08 |
| 01020 - Administrative Assistant | 16.97 |
| 01040 - Court Reporter | 15.46 |
| 01051 - Data Entry Operator I | 10.70 |
| 01052 - Data Entry Operator II | 11.66 |
| 01060 - Dispatcher, Motor Vehicle | 14.10 |
| 01070 - Document Preparation Clerk | 12.28 |
| 01090 - Duplicating Machine Operator | 12.28 |
| 01111 - General Clerk I | 10.87 |
| 01112 - General Clerk II | 11.86 |
| 01113 - General Clerk III | 13.31 |
| 01120 - Housing Referral Assistant | 17.25 |
| 01141 - Messenger Courier | 10.52 |
| 01191 - Order Clerk I | 11.32 |
| 01192 - Order Clerk II | 12.28 |
| 01261 - Personnel Assistant (Employment) I | 14.17 |
| 01262 - Personnel Assistant (Employment) II | 15.92 |
| 01263 - Personnel Assistant (Employment) III | 17.83 |
| 01270 - Production Control Clerk | 18.52 |
| 01280 - Receptionist | 11.30 |
| 01290 - Rental Clerk | 9.80 |
| 01300 - Scheduler, Maintenance | 13.80 |
| 01311 - Secretary I | 13.80 |
| 01312 - Secretary II | 15.46 |
| 01313 - Secretary III | 17.25 |
| 01320 - Service Order Dispatcher | 13.01 |
| 01410 - Supply Technician | 16.97 |
| 01420 - Survey Worker | 14.83 |
| 01531 - Travel Clerk I | 11.37 |
| 01532 - Travel Clerk II | 12.51 |
| 01533 - Travel Clerk III | 13.79 |
| 01611 - Word Processor I | 10.45 |
| 01612 - Word Processor II | 11.70 |
| 01613 - Word Processor III | 13.17 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 14.80 |
| 05010 - Automotive Electrician | 13.41 |
| 05040 - Automotive Glass Installer | 12.55 |
| 05070 - Automotive Worker | 12.55 |
| 05110 - Mobile Equipment Servicer | 10.56 |
| 05130 - Motor Equipment Metal Mechanic | 13.73 |
| 05160 - Motor Equipment Metal Worker | 11.84 |
| 05190 - Motor Vehicle Mechanic | 15.79 |
| 05220 - Motor Vehicle Mechanic Helper | 10.69 |
| 05250 - Motor Vehicle Upholstery Worker | 11.95 |
| 05280 - Motor Vehicle Wrecker | 12.55 |
| 05310 - Painter, Automotive | 13.14 |
| 05340 - Radiator Repair Specialist | 12.55 |
| 05370 - Tire Repairer | 8.13 |
| 05400 - Transmission Repair Specialist | 13.73 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.74 |
| 07041 - Cook I | 10.65 |
| 07042 - Cook II | 11.82 |
| 07070 - Dishwasher | 8.61 |
| 07130 - Food Service Worker | 8.68 |
| 07210 - Meat Cutter | 12.79 |
| 07260 - Waiter/Waitress | 7.86 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.43 |

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| 09040 - Furniture Handler | 8.90 |
| 09080 - Furniture Refinisher | 12.21 |
| 09090 - Furniture Refinisher Helper | 10.00 |
| 09110 - Furniture Repairer, Minor | 11.10 |
| 09130 - Upholsterer | 13.43 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.90 |
| 11060 - Elevator Operator | 8.90 |
| 11090 - Gardener | 12.53 |
| 11122 - Housekeeping Aide | 9.24 |
| 11150 - Janitor | 9.24 |
| 11210 - Laborer, Grounds Maintenance | 10.63 |
| 11240 - Maid or Houseman | 9.19 |
| 11260 - Pruner | 9.60 |
| 11270 - Tractor Operator | 11.50 |
| 11330 - Trail Maintenance Worker | 10.63 |
| 11360 - Window Cleaner | 10.26 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.50 |
| 12011 - Breath Alcohol Technician | 14.83 |
| 12012 - Certified Occupational Therapist Assistant | 20.27 |
| 12015 - Certified Physical Therapist Assistant | 20.27 |
| 12020 - Dental Assistant | 13.49 |
| 12025 - Dental Hygienist | 31.00 |
| 12030 - EKG Technician | 22.41 |
| 12035 - Electroneurodiagnostic Technologist | 22.41 |
| 12040 - Emergency Medical Technician | 17.50 |
| 12071 - Licensed Practical Nurse I | 13.18 |
| 12072 - Licensed Practical Nurse II | 14.83 |
| 12073 - Licensed Practical Nurse III | 16.48 |
| 12100 - Medical Assistant | 13.56 |
| 12130 - Medical Laboratory Technician | 15.05 |
| 12160 - Medical Record Clerk | 13.88 |
| 12190 - Medical Record Technician | 15.53 |
| 12195 - Medical Transcriptionist | 13.56 |
| 12210 - Nuclear Medicine Technologist | 32.47 |
| 12221 - Nursing Assistant I | 8.95 |
| 12222 - Nursing Assistant II | 10.07 |
| 12223 - Nursing Assistant III | 10.99 |
| 12224 - Nursing Assistant IV | 12.33 |
| 12235 - Optical Dispenser | 14.83 |
| 12236 - Optical Technician | 13.18 |
| 12250 - Pharmacy Technician | 14.51 |
| 12280 - Phlebotomist | 12.33 |
| 12305 - Radiologic Technologist | 22.41 |
| 12311 - Registered Nurse I | 18.43 |
| 12312 - Registered Nurse II | 22.47 |
| 12313 - Registered Nurse II, Specialist | 22.47 |
| 12314 - Registered Nurse III | 27.19 |
| 12315 - Registered Nurse III, Anesthetist | 27.19 |
| 12316 - Registered Nurse IV | 32.58 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.29 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 15.59 |
| 13012 - Exhibits Specialist II | 19.22 |
| 13013 - Exhibits Specialist III | 23.49 |
| 13041 - Illustrator I | 15.59 |
| 13042 - Illustrator II | 19.22 |
| 13043 - Illustrator III | 23.49 |
| 13047 - Librarian | 21.35 |
| 13050 - Library Aide/Clerk | 11.90 |
| 13054 - Library Information Technology Systems Administrator | 19.22 |

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| 13058 - Library Technician | 11.17 |
| 13061 - Media Specialist I | 13.88 |
| 13062 - Media Specialist II | 15.59 |
| 13063 - Media Specialist III | 17.29 |
| 13071 - Photographer I | 13.88 |
| 13072 - Photographer II | 15.70 |
| 13073 - Photographer III | 19.43 |
| 13074 - Photographer IV | 23.78 |
| 13075 - Photographer V | 28.61 |
| 13110 - Video Teleconference Technician | 13.88 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 12.50 |
| 14042 - Computer Operator II | 14.00 |
| 14043 - Computer Operator III | 15.63 |
| 14044 - Computer Operator IV | 17.69 |
| 14045 - Computer Operator V | 19.61 |
| 14071 - Computer Programmer I | 21.27 |
| 14072 - Computer Programmer II | 26.27 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 24.45 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 12.50 |
| 14160 - Personal Computer Support Technician | 19.33 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 23.85 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 27.62 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 33.32 |
| 15050 - Computer Based Training Specialist / Instructor | 23.85 |
| 15060 - Educational Technologist | 32.20 |
| 15070 - Flight Instructor (Pilot) | 33.32 |
| 15080 - Graphic Artist | 22.34 |
| 15090 - Technical Instructor | 17.53 |
| 15095 - Technical Instructor/Course Developer | 21.45 |
| 15110 - Test Proctor | 14.16 |
| 15120 - Tutor | 14.16 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.81 |
| 16030 - Counter Attendant | 8.81 |
| 16040 - Dry Cleaner | 9.70 |
| 16070 - Finisher, Flatwork, Machine | 8.81 |
| 16090 - Presser, Hand | 8.81 |
| 16110 - Presser, Machine, Drycleaning | 8.81 |
| 16130 - Presser, Machine, Shirts | 8.81 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.81 |
| 16190 - Sewing Machine Operator | 10.01 |
| 16220 - Tailor | 10.29 |
| 16250 - Washer, Machine | 9.11 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.08 |
| 19040 - Tool And Die Maker | 22.27 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.68 |
| 21030 - Material Coordinator | 18.52 |
| 21040 - Material Expediter | 18.52 |
| 21050 - Material Handling Laborer | 10.72 |
| 21071 - Order Filler | 8.92 |
| 21080 - Production Line Worker (Food Processing) | 13.68 |
| 21110 - Shipping Packer | 11.39 |
| 21130 - Shipping/Receiving Clerk | 11.39 |
| 21140 - Store Worker I | 9.09 |
| 21150 - Stock Clerk | 12.10 |

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| 21210 - Tools And Parts Attendant | 13.68 |
| 21410 - Warehouse Specialist | 13.68 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.53 |
| 23021 - Aircraft Mechanic I | 19.53 |
| 23022 - Aircraft Mechanic II | 20.53 |
| 23023 - Aircraft Mechanic III | 21.36 |
| 23040 - Aircraft Mechanic Helper | 15.31 |
| 23050 - Aircraft, Painter | 17.63 |
| 23060 - Aircraft Servicer | 17.03 |
| 23080 - Aircraft Worker | 17.88 |
| 23110 - Appliance Mechanic | 18.59 |
| 23120 - Bicycle Repairer | 8.43 |
| 23125 - Cable Splicer | 19.53 |
| 23130 - Carpenter, Maintenance | 18.75 |
| 23140 - Carpet Layer | 17.59 |
| 23160 - Electrician, Maintenance | 20.54 |
| 23181 - Electronics Technician Maintenance I | 18.83 |
| 23182 - Electronics Technician Maintenance II | 19.72 |
| 23183 - Electronics Technician Maintenance III | 20.59 |
| 23260 - Fabric Worker | 16.69 |
| 23290 - Fire Alarm System Mechanic | 19.53 |
| 23310 - Fire Extinguisher Repairer | 15.85 |
| 23311 - Fuel Distribution System Mechanic | 22.58 |
| 23312 - Fuel Distribution System Operator | 18.71 |
| 23370 - General Maintenance Worker | 13.10 |
| 23380 - Ground Support Equipment Mechanic | 19.53 |
| 23381 - Ground Support Equipment Servicer | 17.03 |
| 23382 - Ground Support Equipment Worker | 17.88 |
| 23391 - Gunsmith I | 15.85 |
| 23392 - Gunsmith II | 17.59 |
| 23393 - Gunsmith III | 19.53 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.93 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.17 |
| 23430 - Heavy Equipment Mechanic | 18.38 |
| 23440 - Heavy Equipment Operator | 17.06 |
| 23460 - Instrument Mechanic | 19.53 |
| 23465 - Laboratory/Shelter Mechanic | 18.59 |
| 23470 - Laborer | 10.72 |
| 23510 - Locksmith | 18.54 |
| 23530 - Machinery Maintenance Mechanic | 22.70 |
| 23550 - Machinist, Maintenance | 19.53 |
| 23580 - Maintenance Trades Helper | 13.71 |
| 23591 - Metrology Technician I | 19.53 |
| 23592 - Metrology Technician II | 20.53 |
| 23593 - Metrology Technician III | 21.38 |
| 23640 - Millwright | 19.53 |
| 23710 - Office Appliance Repairer | 18.59 |
| 23760 - Painter, Maintenance | 14.95 |
| 23790 - Pipefitter, Maintenance | 21.07 |
| 23810 - Plumber, Maintenance | 20.18 |
| 23820 - Pneudraulic Systems Mechanic | 19.53 |
| 23850 - Rigger | 19.53 |
| 23870 - Scale Mechanic | 17.59 |
| 23890 - Sheet-Metal Worker, Maintenance | 21.02 |
| 23910 - Small Engine Mechanic | 17.59 |
| 23931 - Telecommunications Mechanic I | 19.62 |
| 23932 - Telecommunications Mechanic II | 20.48 |
| 23950 - Telephone Lineman | 19.53 |
| 23960 - Welder, Combination, Maintenance | 20.36 |
| 23965 - Well Driller | 19.53 |

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| 23970 - Woodcraft Worker | 19.53 |
| 23980 - Woodworker | 15.85 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.60 |
| 24580 - Child Care Center Clerk | 13.26 |
| 24610 - Chore Aide | 8.15 |
| 24620 - Family Readiness And Support Services Coordinator | 11.53 |
| 24630 - Homemaker | 14.77 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 16.66 |
| 25040 - Sewage Plant Operator | 14.89 |
| 25070 - Stationary Engineer | 16.66 |
| 25190 - Ventilation Equipment Tender | 12.31 |
| 25210 - Water Treatment Plant Operator | 14.89 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 10.89 |
| 27007 - Baggage Inspector | 9.68 |
| 27008 - Corrections Officer | 16.73 |
| 27010 - Court Security Officer | 16.73 |
| 27030 - Detection Dog Handler | 10.89 |
| 27040 - Detention Officer | 16.73 |
| 27070 - Firefighter | 16.73 |
| 27101 - Guard I | 9.68 |
| 27102 - Guard II | 10.84 |
| 27131 - Police Officer I | 18.66 |
| 27132 - Police Officer II | 19.59 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.25 |
| 28042 - Carnival Equipment Repairer | 12.71 |
| 28043 - Carnival Equipment Worker | 10.12 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.06 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |
| 28515 - Recreation Specialist | 16.35 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 15.86 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.59 |
| 29020 - Hatch Tender | 17.59 |
| 29030 - Line Handler | 17.59 |
| 29041 - Stevedore I | 16.69 |
| 29042 - Stevedore II | 18.59 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 13.86 |
| 30022 - Archeological Technician II | 15.28 |
| 30023 - Archeological Technician III | 19.69 |
| 30030 - Cartographic Technician | 18.56 |
| 30040 - Civil Engineering Technician | 18.51 |
| 30061 - Drafter/CAD Operator I | 13.92 |
| 30062 - Drafter/CAD Operator II | 16.70 |
| 30063 - Drafter/CAD Operator III | 17.35 |
| 30064 - Drafter/CAD Operator IV | 20.52 |
| 30081 - Engineering Technician I | 12.08 |
| 30082 - Engineering Technician II | 15.27 |
| 30083 - Engineering Technician III | 17.58 |
| 30084 - Engineering Technician IV | 19.69 |
| 30085 - Engineering Technician V | 26.64 |
| 30086 - Engineering Technician VI | 32.43 |

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| 30090 - Environmental Technician | 18.46 |
| 30210 - Laboratory Technician | 18.19 |
| 30240 - Mathematical Technician | 18.51 |
| 30361 - Paralegal/Legal Assistant I | 14.86 |
| 30362 - Paralegal/Legal Assistant II | 18.46 |
| 30363 - Paralegal/Legal Assistant III | 22.51 |
| 30364 - Paralegal/Legal Assistant IV | 27.24 |
| 30390 - Photo-Optics Technician | 18.51 |
| 30461 - Technical Writer I | 18.56 |
| 30462 - Technical Writer II | 23.16 |
| 30463 - Technical Writer III | 28.04 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 17.29 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 18.51 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.88 |
| 31030 - Bus Driver | 13.41 |
| 31043 - Driver Courier | 11.68 |
| 31260 - Parking and Lot Attendant | 8.53 |
| 31290 - Shuttle Bus Driver | 12.62 |
| 31310 - Taxi Driver | 10.96 |
| 31361 - Truckdriver, Light | 12.62 |
| 31362 - Truckdriver, Medium | 13.52 |
| 31363 - Truckdriver, Heavy | 15.25 |
| 31364 - Truckdriver, Tractor-Trailer | 15.25 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.32 |
| 99050 - Desk Clerk | 10.01 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.88 |
| 99252 - Laboratory Animal Caretaker II | 12.83 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 11.35 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 9.81 |
| 99711 - Recycling Specialist | 11.77 |
| 99730 - Refuse Collector | 9.00 |
| 99810 - Sales Clerk | 10.72 |
| 99820 - School Crossing Guard | 9.00 |
| 99830 - Survey Party Chief | 12.58 |
| 99831 - Surveying Aide | 10.96 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 11.82 |
| 99841 - Vending Machine Repairer | 14.24 |
| 99842 - Vending Machine Repairer Helper | 12.02 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 10 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractor 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2554
Revision No.: 14
Date of Last Revision: 07/25/2014

State: Virgin Islands

Area: Virgin Islands Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.98 |
| 01012 - Accounting Clerk II | | 13.46 |
| 01013 - Accounting Clerk III | | 15.08 |
| 01020 - Administrative Assistant | | 16.97 |
| 01040 - Court Reporter | | 15.46 |
| 01051 - Data Entry Operator I | | 10.70 |
| 01052 - Data Entry Operator II | | 11.66 |
| 01060 - Dispatcher, Motor Vehicle | | 14.10 |
| 01070 - Document Preparation Clerk | | 12.28 |
| 01090 - Duplicating Machine Operator | | 12.28 |
| 01111 - General Clerk I | | 10.87 |
| 01112 - General Clerk II | | 11.86 |
| 01113 - General Clerk III | | 13.31 |
| 01120 - Housing Referral Assistant | | 17.25 |
| 01141 - Messenger Courier | | 10.52 |
| 01191 - Order Clerk I | | 11.32 |
| 01192 - Order Clerk II | | 12.28 |
| 01261 - Personnel Assistant (Employment) I | | 14.17 |
| 01262 - Personnel Assistant (Employment) II | | 15.92 |
| 01263 - Personnel Assistant (Employment) III | | 17.83 |
| 01270 - Production Control Clerk | | 18.52 |
| 01280 - Receptionist | | 11.30 |
| 01290 - Rental Clerk | | 9.80 |
| 01300 - Scheduler, Maintenance | | 13.80 |
| 01311 - Secretary I | | 13.80 |

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| 01312 - Secretary II | 15.46 |
| 01313 - Secretary III | 17.25 |
| 01320 - Service Order Dispatcher | 13.01 |
| 01410 - Supply Technician | 16.97 |
| 01420 - Survey Worker | 14.83 |
| 01531 - Travel Clerk I | 11.37 |
| 01532 - Travel Clerk II | 12.51 |
| 01533 - Travel Clerk III | 13.79 |
| 01611 - Word Processor I | 10.45 |
| 01612 - Word Processor II | 11.70 |
| 01613 - Word Processor III | 13.17 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 14.80 |
| 05010 - Automotive Electrician | 13.41 |
| 05040 - Automotive Glass Installer | 12.55 |
| 05070 - Automotive Worker | 12.55 |
| 05110 - Mobile Equipment Servicer | 10.56 |
| 05130 - Motor Equipment Metal Mechanic | 13.73 |
| 05160 - Motor Equipment Metal Worker | 11.84 |
| 05190 - Motor Vehicle Mechanic | 15.79 |
| 05220 - Motor Vehicle Mechanic Helper | 10.69 |
| 05250 - Motor Vehicle Upholstery Worker | 11.95 |
| 05280 - Motor Vehicle Wrecker | 12.55 |
| 05310 - Painter, Automotive | 13.14 |
| 05340 - Radiator Repair Specialist | 12.55 |
| 05370 - Tire Repairer | 8.13 |
| 05400 - Transmission Repair Specialist | 13.73 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.74 |
| 07041 - Cook I | 10.65 |
| 07042 - Cook II | 11.82 |
| 07070 - Dishwasher | 8.61 |
| 07130 - Food Service Worker | 8.68 |
| 07210 - Meat Cutter | 12.79 |
| 07260 - Waiter/Waitress | 7.86 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.43 |
| 09040 - Furniture Handler | 8.90 |
| 09080 - Furniture Refinisher | 12.21 |
| 09090 - Furniture Refinisher Helper | 10.00 |
| 09110 - Furniture Repairer, Minor | 11.10 |
| 09130 - Upholsterer | 13.43 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.90 |
| 11060 - Elevator Operator | 8.90 |
| 11090 - Gardener | 12.53 |
| 11122 - Housekeeping Aide | 9.24 |
| 11150 - Janitor | 9.24 |
| 11210 - Laborer, Grounds Maintenance | 10.63 |
| 11240 - Maid or Houseman | 9.19 |
| 11260 - Pruner | 9.60 |
| 11270 - Tractor Operator | 11.50 |
| 11330 - Trail Maintenance Worker | 10.63 |
| 11360 - Window Cleaner | 10.26 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.50 |
| 12011 - Breath Alcohol Technician | 14.83 |
| 12012 - Certified Occupational Therapist Assistant | 20.27 |
| 12015 - Certified Physical Therapist Assistant | 20.27 |
| 12020 - Dental Assistant | 13.49 |
| 12025 - Dental Hygienist | 31.00 |
| 12030 - EKG Technician | 22.41 |
| 12035 - Electroneurodiagnostic Technologist | 22.41 |

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| 12040 - Emergency Medical Technician | 17.50 |
| 12071 - Licensed Practical Nurse I | 13.18 |
| 12072 - Licensed Practical Nurse II | 14.83 |
| 12073 - Licensed Practical Nurse III | 16.48 |
| 12100 - Medical Assistant | 13.56 |
| 12130 - Medical Laboratory Technician | 15.05 |
| 12160 - Medical Record Clerk | 13.88 |
| 12190 - Medical Record Technician | 15.53 |
| 12195 - Medical Transcriptionist | 13.56 |
| 12210 - Nuclear Medicine Technologist | 32.47 |
| 12221 - Nursing Assistant I | 8.95 |
| 12222 - Nursing Assistant II | 10.07 |
| 12223 - Nursing Assistant III | 10.99 |
| 12224 - Nursing Assistant IV | 12.33 |
| 12235 - Optical Dispenser | 14.83 |
| 12236 - Optical Technician | 13.18 |
| 12250 - Pharmacy Technician | 14.51 |
| 12280 - Phlebotomist | 12.33 |
| 12305 - Radiologic Technologist | 22.41 |
| 12311 - Registered Nurse I | 18.43 |
| 12312 - Registered Nurse II | 22.47 |
| 12313 - Registered Nurse II, Specialist | 22.47 |
| 12314 - Registered Nurse III | 27.19 |
| 12315 - Registered Nurse III, Anesthetist | 27.19 |
| 12316 - Registered Nurse IV | 32.58 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.29 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 15.59 |
| 13012 - Exhibits Specialist II | 19.22 |
| 13013 - Exhibits Specialist III | 23.49 |
| 13041 - Illustrator I | 15.59 |
| 13042 - Illustrator II | 19.22 |
| 13043 - Illustrator III | 23.49 |
| 13047 - Librarian | 21.35 |
| 13050 - Library Aide/Clerk | 11.90 |
| 13054 - Library Information Technology Systems Administrator | 19.22 |
| 13058 - Library Technician | 11.17 |
| 13061 - Media Specialist I | 13.88 |
| 13062 - Media Specialist II | 15.59 |
| 13063 - Media Specialist III | 17.29 |
| 13071 - Photographer I | 13.88 |
| 13072 - Photographer II | 15.70 |
| 13073 - Photographer III | 19.43 |
| 13074 - Photographer IV | 23.78 |
| 13075 - Photographer V | 28.61 |
| 13110 - Video Teleconference Technician | 13.88 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 12.50 |
| 14042 - Computer Operator II | 14.00 |
| 14043 - Computer Operator III | 15.63 |
| 14044 - Computer Operator IV | 17.69 |
| 14045 - Computer Operator V | 19.61 |
| 14071 - Computer Programmer I | 21.27 |
| 14072 - Computer Programmer II | 26.27 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | 24.45 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 12.50 |
| 14160 - Personal Computer Support Technician | 19.33 |
| 15000 - Instructional Occupations | |

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| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 23.85 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 27.62 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 33.32 |
| 15050 - Computer Based Training Specialist / Instructor | 23.85 |
| 15060 - Educational Technologist | 32.20 |
| 15070 - Flight Instructor (Pilot) | 33.32 |
| 15080 - Graphic Artist | 22.34 |
| 15090 - Technical Instructor | 17.53 |
| 15095 - Technical Instructor/Course Developer | 21.45 |
| 15110 - Test Proctor | 14.16 |
| 15120 - Tutor | 14.16 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.81 |
| 16030 - Counter Attendant | 8.81 |
| 16040 - Dry Cleaner | 9.70 |
| 16070 - Finisher, Flatwork, Machine | 8.81 |
| 16090 - Presser, Hand | 8.81 |
| 16110 - Presser, Machine, Drycleaning | 8.81 |
| 16130 - Presser, Machine, Shirts | 8.81 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.81 |
| 16190 - Sewing Machine Operator | 10.01 |
| 16220 - Tailor | 10.29 |
| 16250 - Washer, Machine | 9.11 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.08 |
| 19040 - Tool And Die Maker | 22.27 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.68 |
| 21030 - Material Coordinator | 18.52 |
| 21040 - Material Expediter | 18.52 |
| 21050 - Material Handling Laborer | 10.72 |
| 21071 - Order Filler | 8.92 |
| 21080 - Production Line Worker (Food Processing) | 13.68 |
| 21110 - Shipping Packer | 11.39 |
| 21130 - Shipping/Receiving Clerk | 11.39 |
| 21140 - Store Worker I | 9.09 |
| 21150 - Stock Clerk | 12.10 |
| 21210 - Tools And Parts Attendant | 13.68 |
| 21410 - Warehouse Specialist | 13.68 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.53 |
| 23021 - Aircraft Mechanic I | 19.53 |
| 23022 - Aircraft Mechanic II | 20.53 |
| 23023 - Aircraft Mechanic III | 21.36 |
| 23040 - Aircraft Mechanic Helper | 15.31 |
| 23050 - Aircraft, Painter | 17.63 |
| 23060 - Aircraft Servicer | 17.03 |
| 23080 - Aircraft Worker | 17.88 |
| 23110 - Appliance Mechanic | 18.59 |
| 23120 - Bicycle Repairer | 8.43 |
| 23125 - Cable Splicer | 19.53 |
| 23130 - Carpenter, Maintenance | 18.75 |
| 23140 - Carpet Layer | 17.59 |
| 23160 - Electrician, Maintenance | 20.54 |
| 23181 - Electronics Technician Maintenance I | 18.83 |
| 23182 - Electronics Technician Maintenance II | 19.72 |
| 23183 - Electronics Technician Maintenance III | 20.59 |
| 23260 - Fabric Worker | 16.69 |
| 23290 - Fire Alarm System Mechanic | 19.53 |
| 23310 - Fire Extinguisher Repairer | 15.85 |
| 23311 - Fuel Distribution System Mechanic | 22.58 |
| 23312 - Fuel Distribution System Operator | 18.71 |
| 23370 - General Maintenance Worker | 13.10 |

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| 23380 - Ground Support Equipment Mechanic | 19.53 |
| 23381 - Ground Support Equipment Servicer | 17.03 |
| 23382 - Ground Support Equipment Worker | 17.88 |
| 23391 - Gunsmith I | 15.85 |
| 23392 - Gunsmith II | 17.59 |
| 23393 - Gunsmith III | 19.53 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.93 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.17 |
| 23430 - Heavy Equipment Mechanic | 18.38 |
| 23440 - Heavy Equipment Operator | 17.06 |
| 23460 - Instrument Mechanic | 19.53 |
| 23465 - Laboratory/Shelter Mechanic | 18.59 |
| 23470 - Laborer | 10.72 |
| 23510 - Locksmith | 18.54 |
| 23530 - Machinery Maintenance Mechanic | 22.70 |
| 23550 - Machinist, Maintenance | 19.53 |
| 23580 - Maintenance Trades Helper | 13.71 |
| 23591 - Metrology Technician I | 19.53 |
| 23592 - Metrology Technician II | 20.53 |
| 23593 - Metrology Technician III | 21.38 |
| 23640 - Millwright | 19.53 |
| 23710 - Office Appliance Repairer | 18.59 |
| 23760 - Painter, Maintenance | 14.95 |
| 23790 - Pipefitter, Maintenance | 21.07 |
| 23810 - Plumber, Maintenance | 20.18 |
| 23820 - Pneudraulic Systems Mechanic | 19.53 |
| 23850 - Rigger | 19.53 |
| 23870 - Scale Mechanic | 17.59 |
| 23890 - Sheet-Metal Worker, Maintenance | 21.02 |
| 23910 - Small Engine Mechanic | 17.59 |
| 23931 - Telecommunications Mechanic I | 19.62 |
| 23932 - Telecommunications Mechanic II | 20.48 |
| 23950 - Telephone Lineman | 19.53 |
| 23960 - Welder, Combination, Maintenance | 20.36 |
| 23965 - Well Driller | 19.53 |
| 23970 - Woodcraft Worker | 19.53 |
| 23980 - Woodworker | 15.85 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.60 |
| 24580 - Child Care Center Clerk | 13.26 |
| 24610 - Chore Aide | 8.15 |
| 24620 - Family Readiness And Support Services Coordinator | 11.53 |
| 24630 - Homemaker | 14.77 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 16.66 |
| 25040 - Sewage Plant Operator | 14.89 |
| 25070 - Stationary Engineer | 16.66 |
| 25190 - Ventilation Equipment Tender | 12.31 |
| 25210 - Water Treatment Plant Operator | 14.89 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 10.89 |
| 27007 - Baggage Inspector | 9.68 |
| 27008 - Corrections Officer | 16.73 |
| 27010 - Court Security Officer | 16.73 |
| 27030 - Detection Dog Handler | 10.89 |
| 27040 - Detention Officer | 16.73 |
| 27070 - Firefighter | 16.73 |
| 27101 - Guard I | 9.68 |
| 27102 - Guard II | 10.84 |
| 27131 - Police Officer I | 18.66 |

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| 27132 - Police Officer II | 19.59 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.25 |
| 28042 - Carnival Equipment Repairer | 12.71 |
| 28043 - Carnival Equipment Worker | 10.12 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 11.06 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.09 |
| 28515 - Recreation Specialist | 16.35 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 15.86 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.59 |
| 29020 - Hatch Tender | 17.59 |
| 29030 - Line Handler | 17.59 |
| 29041 - Stevedore I | 16.69 |
| 29042 - Stevedore II | 18.59 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 13.86 |
| 30022 - Archeological Technician II | 15.28 |
| 30023 - Archeological Technician III | 19.69 |
| 30030 - Cartographic Technician | 18.56 |
| 30040 - Civil Engineering Technician | 18.51 |
| 30061 - Drafter/CAD Operator I | 13.92 |
| 30062 - Drafter/CAD Operator II | 16.70 |
| 30063 - Drafter/CAD Operator III | 17.35 |
| 30064 - Drafter/CAD Operator IV | 20.52 |
| 30081 - Engineering Technician I | 12.08 |
| 30082 - Engineering Technician II | 15.27 |
| 30083 - Engineering Technician III | 17.58 |
| 30084 - Engineering Technician IV | 19.69 |
| 30085 - Engineering Technician V | 26.64 |
| 30086 - Engineering Technician VI | 32.43 |
| 30090 - Environmental Technician | 18.46 |
| 30210 - Laboratory Technician | 18.19 |
| 30240 - Mathematical Technician | 18.51 |
| 30361 - Paralegal/Legal Assistant I | 14.86 |
| 30362 - Paralegal/Legal Assistant II | 18.46 |
| 30363 - Paralegal/Legal Assistant III | 22.51 |
| 30364 - Paralegal/Legal Assistant IV | 27.24 |
| 30390 - Photo-Optics Technician | 18.51 |
| 30461 - Technical Writer I | 18.56 |
| 30462 - Technical Writer II | 23.16 |
| 30463 - Technical Writer III | 28.04 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 17.29 |
| 30621 - Weather Observer, Senior (see 2) | 18.51 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.88 |
| 31030 - Bus Driver | 13.41 |
| 31043 - Driver Courier | 11.68 |
| 31260 - Parking and Lot Attendant | 8.53 |
| 31290 - Shuttle Bus Driver | 12.62 |
| 31310 - Taxi Driver | 10.96 |

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| 31361 - Truckdriver, Light | 12.62 |
| 31362 - Truckdriver, Medium | 13.52 |
| 31363 - Truckdriver, Heavy | 15.25 |
| 31364 - Truckdriver, Tractor-Trailer | 15.25 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.32 |
| 99050 - Desk Clerk | 10.01 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.88 |
| 99252 - Laboratory Animal Caretaker II | 12.83 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 11.35 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 9.81 |
| 99711 - Recycling Specialist | 11.77 |
| 99730 - Refuse Collector | 9.00 |
| 99810 - Sales Clerk | 10.72 |
| 99820 - School Crossing Guard | 9.00 |
| 99830 - Survey Party Chief | 12.58 |
| 99831 - Surveying Aide | 10.96 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 11.82 |
| 99841 - Vending Machine Repairer | 14.24 |
| 99842 - Vending Machine Repairer Helper | 12.02 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

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 10 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractor 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
DirectorDivision of
Wage DeterminationsWage Determination No.: 2005-2559
Revision No.: 17
Date of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of Clallam, Grays Harbor, Jefferson, Kitsap, Mason

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.56 |
| 01012 - Accounting Clerk II | | 17.47 |
| 01013 - Accounting Clerk III | | 19.54 |
| 01020 - Administrative Assistant | | 23.72 |
| 01040 - Court Reporter | | 19.01 |
| 01051 - Data Entry Operator I | | 14.37 |
| 01052 - Data Entry Operator II | | 15.69 |
| 01060 - Dispatcher, Motor Vehicle | | 22.39 |
| 01070 - Document Preparation Clerk | | 13.60 |
| 01090 - Duplicating Machine Operator | | 13.60 |
| 01111 - General Clerk I | | 12.68 |
| 01112 - General Clerk II | | 14.80 |
| 01113 - General Clerk III | | 16.82 |
| 01120 - Housing Referral Assistant | | 21.81 |
| 01141 - Messenger Courier | | 13.25 |
| 01191 - Order Clerk I | | 14.60 |
| 01192 - Order Clerk II | | 16.10 |
| 01261 - Personnel Assistant (Employment) I | | 16.87 |
| 01262 - Personnel Assistant (Employment) II | | 18.88 |
| 01263 - Personnel Assistant (Employment) III | | 21.05 |
| 01270 - Production Control Clerk | | 21.10 |
| 01280 - Receptionist | | 14.47 |
| 01290 - Rental Clerk | | 16.18 |
| 01300 - Scheduler, Maintenance | | 17.49 |
| 01311 - Secretary I | | 17.49 |
| 01312 - Secretary II | | 19.57 |
| 01313 - Secretary III | | 21.81 |
| 01320 - Service Order Dispatcher | | 17.13 |
| 01410 - Supply Technician | | 23.37 |
| 01420 - Survey Worker | | 19.01 |
| 01531 - Travel Clerk I | | 13.37 |
| 01532 - Travel Clerk II | | 14.50 |
| 01533 - Travel Clerk III | | 15.53 |
| 01611 - Word Processor I | | 17.01 |
| 01612 - Word Processor II | | 19.09 |
| 01613 - Word Processor III | | 21.35 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 23.34 |
| 05010 - Automotive Electrician | | 22.06 |
| 05040 - Automotive Glass Installer | | 21.36 |
| 05070 - Automotive Worker | | 21.36 |
| 05110 - Mobile Equipment Servicer | | 19.93 |
| 05130 - Motor Equipment Metal Mechanic | | 22.82 |
| 05160 - Motor Equipment Metal Worker | | 21.36 |
| 05190 - Motor Vehicle Mechanic | | 22.78 |
| 05220 - Motor Vehicle Mechanic Helper | | 19.20 |

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| 05250 - Motor Vehicle Upholstery Worker | 20.65 |
| 05280 - Motor Vehicle Wrecker | 21.36 |
| 05310 - Painter, Automotive | 22.06 |
| 05340 - Radiator Repair Specialist | 21.36 |
| 05370 - Tire Repairer | 14.81 |
| 05400 - Transmission Repair Specialist | 22.82 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.16 |
| 07041 - Cook I | 14.37 |
| 07042 - Cook II | 15.75 |
| 07070 - Dishwasher | 9.95 |
| 07130 - Food Service Worker | 11.19 |
| 07210 - Meat Cutter | 21.24 |
| 07260 - Waiter/Waitress | 13.40 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.54 |
| 09040 - Furniture Handler | 16.15 |
| 09080 - Furniture Refinisher | 20.54 |
| 09090 - Furniture Refinisher Helper | 17.86 |
| 09110 - Furniture Repairer, Minor | 19.22 |
| 09130 - Upholsterer | 20.54 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.98 |
| 11060 - Elevator Operator | 11.98 |
| 11090 - Gardener | 18.28 |
| 11122 - Housekeeping Aide | 14.53 |
| 11150 - Janitor | 15.32 |
| 11210 - Laborer, Grounds Maintenance | 15.07 |
| 11240 - Maid or Houseman | 11.48 |
| 11260 - Pruner | 13.84 |
| 11270 - Tractor Operator | 17.18 |
| 11330 - Trail Maintenance Worker | 15.07 |
| 11360 - Window Cleaner | 16.44 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 23.10 |
| 12011 - Breath Alcohol Technician | 20.83 |
| 12012 - Certified Occupational Therapist Assistant | 24.67 |
| 12015 - Certified Physical Therapist Assistant | 23.12 |
| 12020 - Dental Assistant | 18.72 |
| 12025 - Dental Hygienist | 45.08 |
| 12030 - EKG Technician | 29.94 |
| 12035 - Electroneurodiagnostic Technologist | 29.94 |
| 12040 - Emergency Medical Technician | 23.10 |
| 12071 - Licensed Practical Nurse I | 18.57 |
| 12072 - Licensed Practical Nurse II | 20.78 |
| 12073 - Licensed Practical Nurse III | 23.17 |
| 12100 - Medical Assistant | 16.54 |
| 12130 - Medical Laboratory Technician | 20.53 |
| 12160 - Medical Record Clerk | 16.33 |
| 12190 - Medical Record Technician | 18.27 |
| 12195 - Medical Transcriptionist | 18.13 |
| 12210 - Nuclear Medicine Technologist | 39.01 |
| 12221 - Nursing Assistant I | 12.06 |
| 12222 - Nursing Assistant II | 13.58 |
| 12223 - Nursing Assistant III | 14.80 |
| 12224 - Nursing Assistant IV | 16.61 |
| 12235 - Optical Dispenser | 20.16 |
| 12236 - Optical Technician | 18.57 |
| 12250 - Pharmacy Technician | 18.96 |
| 12280 - Phlebotomist | 16.61 |
| 12305 - Radiologic Technologist | 32.53 |
| 12311 - Registered Nurse I | 29.46 |
| 12312 - Registered Nurse II | 36.05 |

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| 12313 - Registered Nurse II, Specialist | 36.05 |
| 12314 - Registered Nurse III | 43.61 |
| 12315 - Registered Nurse III, Anesthetist | 43.61 |
| 12316 - Registered Nurse IV | 52.28 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.80 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.17 |
| 13012 - Exhibits Specialist II | 26.22 |
| 13013 - Exhibits Specialist III | 32.07 |
| 13041 - Illustrator I | 20.46 |
| 13042 - Illustrator II | 25.34 |
| 13043 - Illustrator III | 31.00 |
| 13047 - Librarian | 31.12 |
| 13050 - Library Aide/Clerk | 13.60 |
| 13054 - Library Information Technology Systems Administrator | 26.06 |
| 13058 - Library Technician | 18.78 |
| 13061 - Media Specialist I | 19.01 |
| 13062 - Media Specialist II | 21.29 |
| 13063 - Media Specialist III | 23.72 |
| 13071 - Photographer I | 20.35 |
| 13072 - Photographer II | 22.76 |
| 13073 - Photographer III | 28.20 |
| 13074 - Photographer IV | 34.50 |
| 13075 - Photographer V | 41.74 |
| 13110 - Video Teleconference Technician | 20.43 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.22 |
| 14042 - Computer Operator II | 20.39 |
| 14043 - Computer Operator III | 22.73 |
| 14044 - Computer Operator IV | 25.25 |
| 14045 - Computer Operator V | 27.97 |
| 14071 - Computer Programmer I | (see 1) 24.47 |
| 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 | 18.22 |
| 14160 - Personal Computer Support Technician | 25.25 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 32.07 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 38.81 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.69 |
| 15050 - Computer Based Training Specialist / Instructor | 32.07 |
| 15060 - Educational Technologist | 29.69 |
| 15070 - Flight Instructor (Pilot) | 49.60 |
| 15080 - Graphic Artist | 25.73 |
| 15090 - Technical Instructor | 26.41 |
| 15095 - Technical Instructor/Course Developer | 32.32 |
| 15110 - Test Proctor | 21.33 |
| 15120 - Tutor | 21.33 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.83 |
| 16030 - Counter Attendant | 9.83 |
| 16040 - Dry Cleaner | 11.72 |
| 16070 - Finisher, Flatwork, Machine | 9.83 |
| 16090 - Presser, Hand | 9.83 |
| 16110 - Presser, Machine, Drycleaning | 9.83 |
| 16130 - Presser, Machine, Shirts | 9.83 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.83 |
| 16190 - Sewing Machine Operator | 12.49 |

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| 16220 - Tailor | 13.24 |
| 16250 - Washer, Machine | 10.70 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 25.86 |
| 19040 - Tool And Die Maker | 29.25 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.87 |
| 21030 - Material Coordinator | 21.10 |
| 21040 - Material Expediter | 21.10 |
| 21050 - Material Handling Laborer | 15.41 |
| 21071 - Order Filler | 14.47 |
| 21080 - Production Line Worker (Food Processing) | 19.87 |
| 21110 - Shipping Packer | 18.13 |
| 21130 - Shipping/Receiving Clerk | 18.13 |
| 21140 - Store Worker I | 15.39 |
| 21150 - Stock Clerk | 19.42 |
| 21210 - Tools And Parts Attendant | 19.87 |
| 21410 - Warehouse Specialist | 19.87 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.37 |
| 23021 - Aircraft Mechanic I | 28.50 |
| 23022 - Aircraft Mechanic II | 29.37 |
| 23023 - Aircraft Mechanic III | 30.25 |
| 23040 - Aircraft Mechanic Helper | 22.11 |
| 23050 - Aircraft, Painter | 27.36 |
| 23060 - Aircraft Servicer | 24.97 |
| 23080 - Aircraft Worker | 26.38 |
| 23110 - Appliance Mechanic | 24.65 |
| 23120 - Bicycle Repairer | 14.81 |
| 23125 - Cable Splicer | 30.23 |
| 23130 - Carpenter, Maintenance | 26.86 |
| 23140 - Carpet Layer | 24.79 |
| 23160 - Electrician, Maintenance | 26.78 |
| 23181 - Electronics Technician Maintenance I | 28.33 |
| 23182 - Electronics Technician Maintenance II | 29.58 |
| 23183 - Electronics Technician Maintenance III | 30.61 |
| 23260 - Fabric Worker | 23.47 |
| 23290 - Fire Alarm System Mechanic | 26.78 |
| 23310 - Fire Extinguisher Repairer | 22.12 |
| 23311 - Fuel Distribution System Mechanic | 26.30 |
| 23312 - Fuel Distribution System Operator | 21.73 |
| 23370 - General Maintenance Worker | 22.65 |
| 23380 - Ground Support Equipment Mechanic | 28.50 |
| 23381 - Ground Support Equipment Servicer | 24.97 |
| 23382 - Ground Support Equipment Worker | 26.38 |
| 23391 - Gunsmith I | 22.12 |
| 23392 - Gunsmith II | 24.79 |
| 23393 - Gunsmith III | 26.78 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 27.43 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.31 |
| 23430 - Heavy Equipment Mechanic | 27.81 |
| 23440 - Heavy Equipment Operator | 30.74 |
| 23460 - Instrument Mechanic | 29.28 |
| 23465 - Laboratory/Shelter Mechanic | 25.88 |
| 23470 - Laborer | 14.21 |
| 23510 - Locksmith | 25.88 |
| 23530 - Machinery Maintenance Mechanic | 26.39 |
| 23550 - Machinist, Maintenance | 24.25 |
| 23580 - Maintenance Trades Helper | 17.86 |
| 23591 - Metrology Technician I | 29.28 |
| 23592 - Metrology Technician II | 30.22 |

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| 23593 - Metrology Technician III | 31.11 |
| 23640 - Millwright | 27.73 |
| 23710 - Office Appliance Repairer | 25.88 |
| 23760 - Painter, Maintenance | 25.88 |
| 23790 - Pipefitter, Maintenance | 29.77 |
| 23810 - Plumber, Maintenance | 27.70 |
| 23820 - Pneudraulic Systems Mechanic | 26.78 |
| 23850 - Rigger | 26.78 |
| 23870 - Scale Mechanic | 24.79 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.27 |
| 23910 - Small Engine Mechanic | 24.79 |
| 23931 - Telecommunications Mechanic I | 27.36 |
| 23932 - Telecommunications Mechanic II | 28.21 |
| 23950 - Telephone Lineman | 24.68 |
| 23960 - Welder, Combination, Maintenance | 26.78 |
| 23965 - Well Driller | 30.23 |
| 23970 - Woodcraft Worker | 26.78 |
| 23980 - Woodworker | 22.12 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.29 |
| 24580 - Child Care Center Clerk | 15.32 |
| 24610 - Chore Aide | 12.50 |
| 24620 - Family Readiness And Support Services Coordinator | 14.74 |
| 24630 - Homemaker | 18.61 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.38 |
| 25040 - Sewage Plant Operator | 28.22 |
| 25070 - Stationary Engineer | 26.38 |
| 25190 - Ventilation Equipment Tender | 20.48 |
| 25210 - Water Treatment Plant Operator | 28.22 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 22.00 |
| 27007 - Baggage Inspector | 13.73 |
| 27008 - Corrections Officer | 23.46 |
| 27010 - Court Security Officer | 29.42 |
| 27030 - Detection Dog Handler | 15.56 |
| 27040 - Detention Officer | 23.51 |
| 27070 - Firefighter | 31.09 |
| 27101 - Guard I | 13.73 |
| 27102 - Guard II | 22.54 |
| 27131 - Police Officer I | 33.70 |
| 27132 - Police Officer II | 37.44 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.43 |
| 28042 - Carnival Equipment Repairer | 13.23 |
| 28043 - Carnival Equipment Worker | 10.02 |
| 28210 - Gate Attendant/Gate Tender | 14.84 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 16.01 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.98 |
| 28515 - Recreation Specialist | 18.39 |
| 28630 - Sports Official | 12.75 |
| 28690 - Swimming Pool Operator | 21.14 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.39 |
| 29020 - Hatch Tender | 29.39 |
| 29030 - Line Handler | 29.39 |
| 29041 - Stevedore I | 28.19 |
| 29042 - Stevedore II | 30.65 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.17 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.32 |

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| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.99 |
| 30021 - Archeological Technician I | 22.27 |
| 30022 - Archeological Technician II | 24.91 |
| 30023 - Archeological Technician III | 30.86 |
| 30030 - Cartographic Technician | 30.86 |
| 30040 - Civil Engineering Technician | 27.59 |
| 30061 - Drafter/CAD Operator I | 22.27 |
| 30062 - Drafter/CAD Operator II | 24.91 |
| 30063 - Drafter/CAD Operator III | 27.78 |
| 30064 - Drafter/CAD Operator IV | 34.17 |
| 30081 - Engineering Technician I | 20.27 |
| 30082 - Engineering Technician II | 22.53 |
| 30083 - Engineering Technician III | 25.20 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.19 |
| 30086 - Engineering Technician VI | 46.21 |
| 30090 - Environmental Technician | 28.91 |
| 30210 - Laboratory Technician | 27.78 |
| 30240 - Mathematical Technician | 30.86 |
| 30361 - Paralegal/Legal Assistant I | 22.25 |
| 30362 - Paralegal/Legal Assistant II | 27.57 |
| 30363 - Paralegal/Legal Assistant III | 33.72 |
| 30364 - Paralegal/Legal Assistant IV | 40.80 |
| 30390 - Photo-Optics Technician | 30.86 |
| 30461 - Technical Writer I | 26.75 |
| 30462 - Technical Writer II | 32.71 |
| 30463 - Technical Writer III | 39.58 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.26 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.35 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.18 |
| 30494 - Unexploded (UXO) Safety Escort | 24.26 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.26 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 23.99 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 25.41 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 15.18 |
| 31030 - Bus Driver | 19.68 |
| 31043 - Driver Courier | 17.32 |
| 31260 - Parking and Lot Attendant | 13.65 |
| 31290 - Shuttle Bus Driver | 18.43 |
| 31310 - Taxi Driver | 15.74 |
| 31361 - Truckdriver, Light | 18.43 |
| 31362 - Truckdriver, Medium | 21.42 |
| 31363 - Truckdriver, Heavy | 22.63 |
| 31364 - Truckdriver, Tractor-Trailer | 22.63 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.32 |
| 99050 - Desk Clerk | 10.88 |
| 99095 - Embalmer | 26.13 |
| 99251 - Laboratory Animal Caretaker I | 12.24 |
| 99252 - Laboratory Animal Caretaker II | 13.02 |
| 99310 - Mortician | 26.13 |
| 99410 - Pest Controller | 19.07 |
| 99510 - Photofinishing Worker | 13.73 |
| 99710 - Recycling Laborer | 21.32 |
| 99711 - Recycling Specialist | 24.48 |
| 99730 - Refuse Collector | 19.73 |
| 99810 - Sales Clerk | 13.87 |
| 99820 - School Crossing Guard | 15.61 |
| 99830 - Survey Party Chief | 28.70 |
| 99831 - Surveying Aide | 13.59 |
| 99832 - Surveying Technician | 20.52 |

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| 99840 - Vending Machine Attendant | 20.04 |
| 99841 - Vending Machine Repairer | 21.14 |
| 99842 - Vending Machine Repairer Helper | 20.04 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2560
Revision No.: 19
Date of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of Clallam, Grays Harbor, Jefferson, Kitsap, Mason

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.56 |
| 01012 - Accounting Clerk II | | 17.47 |
| 01013 - Accounting Clerk III | | 19.54 |
| 01020 - Administrative Assistant | | 23.72 |
| 01040 - Court Reporter | | 19.01 |
| 01051 - Data Entry Operator I | | 14.37 |
| 01052 - Data Entry Operator II | | 15.69 |
| 01060 - Dispatcher, Motor Vehicle | | 22.39 |

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| 01070 | - Document Preparation Clerk | 13.60 |
| 01090 | - Duplicating Machine Operator | 13.60 |
| 01111 | - General Clerk I | 12.68 |
| 01112 | - General Clerk II | 14.80 |
| 01113 | - General Clerk III | 16.82 |
| 01120 | - Housing Referral Assistant | 21.81 |
| 01141 | - Messenger Courier | 13.25 |
| 01191 | - Order Clerk I | 14.60 |
| 01192 | - Order Clerk II | 16.10 |
| 01261 | - Personnel Assistant (Employment) I | 16.87 |
| 01262 | - Personnel Assistant (Employment) II | 18.88 |
| 01263 | - Personnel Assistant (Employment) III | 21.05 |
| 01270 | - Production Control Clerk | 21.10 |
| 01280 | - Receptionist | 14.47 |
| 01290 | - Rental Clerk | 16.18 |
| 01300 | - Scheduler, Maintenance | 17.49 |
| 01311 | - Secretary I | 17.49 |
| 01312 | - Secretary II | 19.57 |
| 01313 | - Secretary III | 21.81 |
| 01320 | - Service Order Dispatcher | 17.13 |
| 01410 | - Supply Technician | 23.37 |
| 01420 | - Survey Worker | 19.01 |
| 01531 | - Travel Clerk I | 13.37 |
| 01532 | - Travel Clerk II | 14.50 |
| 01533 | - Travel Clerk III | 15.53 |
| 01611 | - Word Processor I | 17.01 |
| 01612 | - Word Processor II | 19.09 |
| 01613 | - Word Processor III | 21.35 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 23.34 |
| 05010 | - Automotive Electrician | 22.06 |
| 05040 | - Automotive Glass Installer | 21.36 |
| 05070 | - Automotive Worker | 21.36 |
| 05110 | - Mobile Equipment Servicer | 19.93 |
| 05130 | - Motor Equipment Metal Mechanic | 22.82 |
| 05160 | - Motor Equipment Metal Worker | 21.36 |
| 05190 | - Motor Vehicle Mechanic | 22.78 |
| 05220 | - Motor Vehicle Mechanic Helper | 19.20 |
| 05250 | - Motor Vehicle Upholstery Worker | 20.65 |
| 05280 | - Motor Vehicle Wrecker | 21.36 |
| 05310 | - Painter, Automotive | 22.06 |
| 05340 | - Radiator Repair Specialist | 21.36 |
| 05370 | - Tire Repairer | 14.81 |
| 05400 | - Transmission Repair Specialist | 22.82 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 15.16 |
| 07041 | - Cook I | 14.37 |
| 07042 | - Cook II | 15.75 |
| 07070 | - Dishwasher | 9.95 |
| 07130 | - Food Service Worker | 11.19 |
| 07210 | - Meat Cutter | 21.24 |
| 07260 | - Waiter/Waitress | 13.40 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 20.54 |
| 09040 | - Furniture Handler | 16.15 |
| 09080 | - Furniture Refinisher | 20.54 |
| 09090 | - Furniture Refinisher Helper | 17.86 |
| 09110 | - Furniture Repairer, Minor | 19.22 |
| 09130 | - Upholsterer | 20.54 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 11.98 |
| 11060 | - Elevator Operator | 11.98 |
| 11090 | - Gardener | 18.28 |

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| 11122 - Housekeeping Aide | 14.53 |
| 11150 - Janitor | 15.32 |
| 11210 - Laborer, Grounds Maintenance | 15.07 |
| 11240 - Maid or Houseman | 11.48 |
| 11260 - Pruner | 13.84 |
| 11270 - Tractor Operator | 17.18 |
| 11330 - Trail Maintenance Worker | 15.07 |
| 11360 - Window Cleaner | 16.44 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 23.10 |
| 12011 - Breath Alcohol Technician | 20.83 |
| 12012 - Certified Occupational Therapist Assistant | 24.67 |
| 12015 - Certified Physical Therapist Assistant | 23.12 |
| 12020 - Dental Assistant | 18.72 |
| 12025 - Dental Hygienist | 45.08 |
| 12030 - EKG Technician | 29.94 |
| 12035 - Electroneurodiagnostic Technologist | 29.94 |
| 12040 - Emergency Medical Technician | 23.10 |
| 12071 - Licensed Practical Nurse I | 18.57 |
| 12072 - Licensed Practical Nurse II | 20.78 |
| 12073 - Licensed Practical Nurse III | 23.17 |
| 12100 - Medical Assistant | 16.54 |
| 12130 - Medical Laboratory Technician | 20.53 |
| 12160 - Medical Record Clerk | 16.33 |
| 12190 - Medical Record Technician | 18.27 |
| 12195 - Medical Transcriptionist | 18.13 |
| 12210 - Nuclear Medicine Technologist | 39.01 |
| 12221 - Nursing Assistant I | 12.06 |
| 12222 - Nursing Assistant II | 13.58 |
| 12223 - Nursing Assistant III | 14.80 |
| 12224 - Nursing Assistant IV | 16.61 |
| 12235 - Optical Dispenser | 20.16 |
| 12236 - Optical Technician | 18.57 |
| 12250 - Pharmacy Technician | 18.96 |
| 12280 - Phlebotomist | 16.61 |
| 12305 - Radiologic Technologist | 32.53 |
| 12311 - Registered Nurse I | 29.46 |
| 12312 - Registered Nurse II | 36.05 |
| 12313 - Registered Nurse II, Specialist | 36.05 |
| 12314 - Registered Nurse III | 43.61 |
| 12315 - Registered Nurse III, Anesthetist | 43.61 |
| 12316 - Registered Nurse IV | 52.28 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.80 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.17 |
| 13012 - Exhibits Specialist II | 26.22 |
| 13013 - Exhibits Specialist III | 32.07 |
| 13041 - Illustrator I | 20.46 |
| 13042 - Illustrator II | 25.34 |
| 13043 - Illustrator III | 31.00 |
| 13047 - Librarian | 31.12 |
| 13050 - Library Aide/Clerk | 13.60 |
| 13054 - Library Information Technology Systems Administrator | 26.06 |
| 13058 - Library Technician | 18.78 |
| 13061 - Media Specialist I | 19.01 |
| 13062 - Media Specialist II | 21.29 |
| 13063 - Media Specialist III | 23.72 |
| 13071 - Photographer I | 20.35 |
| 13072 - Photographer II | 22.76 |
| 13073 - Photographer III | 28.20 |
| 13074 - Photographer IV | 34.50 |
| 13075 - Photographer V | 41.74 |

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| 13110 - Video Teleconference Technician | 20.43 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.22 |
| 14042 - Computer Operator II | 20.39 |
| 14043 - Computer Operator III | 22.73 |
| 14044 - Computer Operator IV | 25.25 |
| 14045 - Computer Operator V | 27.97 |
| 14071 - Computer Programmer I | (see 1) 24.47 |
| 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 | 18.22 |
| 14160 - Personal Computer Support Technician | 25.25 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 32.07 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 38.81 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.69 |
| 15050 - Computer Based Training Specialist / Instructor | 32.07 |
| 15060 - Educational Technologist | 29.69 |
| 15070 - Flight Instructor (Pilot) | 49.60 |
| 15080 - Graphic Artist | 25.73 |
| 15090 - Technical Instructor | 26.41 |
| 15095 - Technical Instructor/Course Developer | 32.32 |
| 15110 - Test Proctor | 21.33 |
| 15120 - Tutor | 21.33 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.83 |
| 16030 - Counter Attendant | 9.83 |
| 16040 - Dry Cleaner | 11.72 |
| 16070 - Finisher, Flatwork, Machine | 9.83 |
| 16090 - Presser, Hand | 9.83 |
| 16110 - Presser, Machine, Drycleaning | 9.83 |
| 16130 - Presser, Machine, Shirts | 9.83 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.83 |
| 16190 - Sewing Machine Operator | 12.49 |
| 16220 - Tailor | 13.24 |
| 16250 - Washer, Machine | 10.70 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 25.86 |
| 19040 - Tool And Die Maker | 29.25 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.87 |
| 21030 - Material Coordinator | 21.10 |
| 21040 - Material Expediter | 21.10 |
| 21050 - Material Handling Laborer | 15.41 |
| 21071 - Order Filler | 14.47 |
| 21080 - Production Line Worker (Food Processing) | 19.87 |
| 21110 - Shipping Packer | 18.13 |
| 21130 - Shipping/Receiving Clerk | 18.13 |
| 21140 - Store Worker I | 15.39 |
| 21150 - Stock Clerk | 19.42 |
| 21210 - Tools And Parts Attendant | 19.87 |
| 21410 - Warehouse Specialist | 19.87 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 29.37 |
| 23021 - Aircraft Mechanic I | 28.50 |
| 23022 - Aircraft Mechanic II | 29.37 |
| 23023 - Aircraft Mechanic III | 30.25 |
| 23040 - Aircraft Mechanic Helper | 22.11 |
| 23050 - Aircraft, Painter | 27.36 |

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| 23060 - Aircraft Servicer | 24.97 |
| 23080 - Aircraft Worker | 26.38 |
| 23110 - Appliance Mechanic | 24.65 |
| 23120 - Bicycle Repairer | 14.81 |
| 23125 - Cable Splicer | 30.23 |
| 23130 - Carpenter, Maintenance | 26.86 |
| 23140 - Carpet Layer | 24.79 |
| 23160 - Electrician, Maintenance | 26.78 |
| 23181 - Electronics Technician Maintenance I | 28.33 |
| 23182 - Electronics Technician Maintenance II | 29.58 |
| 23183 - Electronics Technician Maintenance III | 30.61 |
| 23260 - Fabric Worker | 23.47 |
| 23290 - Fire Alarm System Mechanic | 26.78 |
| 23310 - Fire Extinguisher Repairer | 22.12 |
| 23311 - Fuel Distribution System Mechanic | 26.30 |
| 23312 - Fuel Distribution System Operator | 21.73 |
| 23370 - General Maintenance Worker | 22.65 |
| 23380 - Ground Support Equipment Mechanic | 28.50 |
| 23381 - Ground Support Equipment Servicer | 24.97 |
| 23382 - Ground Support Equipment Worker | 26.38 |
| 23391 - Gunsmith I | 22.12 |
| 23392 - Gunsmith II | 24.79 |
| 23393 - Gunsmith III | 26.78 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 27.43 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.31 |
| 23430 - Heavy Equipment Mechanic | 27.81 |
| 23440 - Heavy Equipment Operator | 30.74 |
| 23460 - Instrument Mechanic | 29.28 |
| 23465 - Laboratory/Shelter Mechanic | 25.88 |
| 23470 - Laborer | 14.21 |
| 23510 - Locksmith | 25.88 |
| 23530 - Machinery Maintenance Mechanic | 26.39 |
| 23550 - Machinist, Maintenance | 24.25 |
| 23580 - Maintenance Trades Helper | 17.86 |
| 23591 - Metrology Technician I | 29.28 |
| 23592 - Metrology Technician II | 30.22 |
| 23593 - Metrology Technician III | 31.11 |
| 23640 - Millwright | 27.73 |
| 23710 - Office Appliance Repairer | 25.88 |
| 23760 - Painter, Maintenance | 25.88 |
| 23790 - Pipefitter, Maintenance | 29.77 |
| 23810 - Plumber, Maintenance | 27.70 |
| 23820 - Pneudraulic Systems Mechanic | 26.78 |
| 23850 - Rigger | 26.78 |
| 23870 - Scale Mechanic | 24.79 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.27 |
| 23910 - Small Engine Mechanic | 24.79 |
| 23931 - Telecommunications Mechanic I | 27.36 |
| 23932 - Telecommunications Mechanic II | 28.21 |
| 23950 - Telephone Lineman | 24.68 |
| 23960 - Welder, Combination, Maintenance | 26.78 |
| 23965 - Well Driller | 30.23 |
| 23970 - Woodcraft Worker | 26.78 |
| 23980 - Woodworker | 22.12 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.29 |
| 24580 - Child Care Center Clerk | 15.32 |
| 24610 - Chore Aide | 12.50 |
| 24620 - Family Readiness And Support Services Coordinator | 14.74 |
| 24630 - Homemaker | 18.61 |

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|--|-------|
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.38 |
| 25040 - Sewage Plant Operator | 28.22 |
| 25070 - Stationary Engineer | 26.38 |
| 25190 - Ventilation Equipment Tender | 20.48 |
| 25210 - Water Treatment Plant Operator | 28.22 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 22.00 |
| 27007 - Baggage Inspector | 13.73 |
| 27008 - Corrections Officer | 23.46 |
| 27010 - Court Security Officer | 29.42 |
| 27030 - Detection Dog Handler | 15.56 |
| 27040 - Detention Officer | 23.51 |
| 27070 - Firefighter | 31.09 |
| 27101 - Guard I | 13.73 |
| 27102 - Guard II | 22.54 |
| 27131 - Police Officer I | 33.70 |
| 27132 - Police Officer II | 37.44 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.43 |
| 28042 - Carnival Equipment Repairer | 13.23 |
| 28043 - Carnival Equipment Worker | 10.02 |
| 28210 - Gate Attendant/Gate Tender | 14.84 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 16.01 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.98 |
| 28515 - Recreation Specialist | 18.39 |
| 28630 - Sports Official | 12.75 |
| 28690 - Swimming Pool Operator | 21.14 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.39 |
| 29020 - Hatch Tender | 29.39 |
| 29030 - Line Handler | 29.39 |
| 29041 - Stevedore I | 28.19 |
| 29042 - Stevedore II | 30.65 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.17 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.32 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.99 |
| 30021 - Archeological Technician I | 22.27 |
| 30022 - Archeological Technician II | 24.91 |
| 30023 - Archeological Technician III | 30.86 |
| 30030 - Cartographic Technician | 30.86 |
| 30040 - Civil Engineering Technician | 27.59 |
| 30061 - Drafter/CAD Operator I | 22.27 |
| 30062 - Drafter/CAD Operator II | 24.91 |
| 30063 - Drafter/CAD Operator III | 27.78 |
| 30064 - Drafter/CAD Operator IV | 34.17 |
| 30081 - Engineering Technician I | 20.27 |
| 30082 - Engineering Technician II | 22.53 |
| 30083 - Engineering Technician III | 25.20 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.19 |
| 30086 - Engineering Technician VI | 46.21 |
| 30090 - Environmental Technician | 28.91 |
| 30210 - Laboratory Technician | 27.78 |
| 30240 - Mathematical Technician | 30.86 |
| 30361 - Paralegal/Legal Assistant I | 22.25 |
| 30362 - Paralegal/Legal Assistant II | 27.57 |
| 30363 - Paralegal/Legal Assistant III | 33.72 |
| 30364 - Paralegal/Legal Assistant IV | 40.80 |
| 30390 - Photo-Optics Technician | 30.86 |
| 30461 - Technical Writer I | 26.75 |

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|---|---------------|
| 30462 - Technical Writer II | 32.71 |
| 30463 - Technical Writer III | 39.58 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.26 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.35 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.18 |
| 30494 - Unexploded (UXO) Safety Escort | 24.26 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.26 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 23.99 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 25.41 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 15.18 |
| 31030 - Bus Driver | 19.68 |
| 31043 - Driver Courier | 17.32 |
| 31260 - Parking and Lot Attendant | 13.65 |
| 31290 - Shuttle Bus Driver | 18.43 |
| 31310 - Taxi Driver | 15.74 |
| 31361 - Truckdriver, Light | 18.43 |
| 31362 - Truckdriver, Medium | 21.42 |
| 31363 - Truckdriver, Heavy | 22.63 |
| 31364 - Truckdriver, Tractor-Trailer | 22.63 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.32 |
| 99050 - Desk Clerk | 10.88 |
| 99095 - Embalmer | 26.13 |
| 99251 - Laboratory Animal Caretaker I | 12.24 |
| 99252 - Laboratory Animal Caretaker II | 13.02 |
| 99310 - Mortician | 26.13 |
| 99410 - Pest Controller | 19.07 |
| 99510 - Photofinishing Worker | 13.73 |
| 99710 - Recycling Laborer | 21.32 |
| 99711 - Recycling Specialist | 24.48 |
| 99730 - Refuse Collector | 19.73 |
| 99810 - Sales Clerk | 13.87 |
| 99820 - School Crossing Guard | 15.61 |
| 99830 - Survey Party Chief | 28.70 |
| 99831 - Surveying Aide | 13.59 |
| 99832 - Surveying Technician | 20.52 |
| 99840 - Vending Machine Attendant | 20.04 |
| 99841 - Vending Machine Repairer | 21.14 |
| 99842 - Vending Machine Repairer Helper | 20.04 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

** 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.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed

occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski

Division of

Wage Determination No.: 2005-2561
Revision No.: 19

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|-------------------------|----------|------|
|-------------------------|----------|------|

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| | |
|--|-------|
| 05340 - Radiator Repair Specialist | 22.33 |
| 05370 - Tire Repairer | 15.74 |
| 05400 - Transmission Repair Specialist | 22.82 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.16 |
| 07041 - Cook I | 14.37 |
| 07042 - Cook II | 15.75 |
| 07070 - Dishwasher | 9.68 |
| 07130 - Food Service Worker | 11.19 |
| 07210 - Meat Cutter | 21.24 |
| 07260 - Waiter/Waitress | 12.90 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 22.11 |
| 09040 - Furniture Handler | 17.88 |
| 09080 - Furniture Refinisher | 22.11 |
| 09090 - Furniture Refinisher Helper | 19.16 |
| 09110 - Furniture Repairer, Minor | 20.52 |
| 09130 - Upholsterer | 22.11 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.98 |
| 11060 - Elevator Operator | 11.98 |
| 11090 - Gardener | 18.28 |
| 11122 - Housekeeping Aide | 14.53 |
| 11150 - Janitor | 15.32 |
| 11210 - Laborer, Grounds Maintenance | 14.96 |
| 11240 - Maid or Houseman | 11.48 |
| 11260 - Pruner | 13.84 |
| 11270 - Tractor Operator | 17.18 |
| 11330 - Trail Maintenance Worker | 14.96 |
| 11360 - Window Cleaner | 16.44 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.25 |
| 12011 - Breath Alcohol Technician | 20.83 |
| 12012 - Certified Occupational Therapist Assistant | 24.40 |
| 12015 - Certified Physical Therapist Assistant | 23.12 |
| 12020 - Dental Assistant | 18.72 |
| 12025 - Dental Hygienist | 45.08 |
| 12030 - EKG Technician | 29.94 |
| 12035 - Electroneurodiagnostic Technologist | 29.94 |
| 12040 - Emergency Medical Technician | 20.83 |
| 12071 - Licensed Practical Nurse I | 18.57 |
| 12072 - Licensed Practical Nurse II | 20.78 |
| 12073 - Licensed Practical Nurse III | 23.17 |
| 12100 - Medical Assistant | 16.54 |
| 12130 - Medical Laboratory Technician | 19.51 |
| 12160 - Medical Record Clerk | 16.33 |
| 12190 - Medical Record Technician | 18.27 |
| 12195 - Medical Transcriptionist | 18.13 |
| 12210 - Nuclear Medicine Technologist | 39.01 |
| 12221 - Nursing Assistant I | 12.06 |
| 12222 - Nursing Assistant II | 13.58 |
| 12223 - Nursing Assistant III | 14.80 |
| 12224 - Nursing Assistant IV | 16.61 |
| 12235 - Optical Dispenser | 19.94 |
| 12236 - Optical Technician | 18.57 |
| 12250 - Pharmacy Technician | 18.96 |
| 12280 - Phlebotomist | 16.61 |
| 12305 - Radiologic Technologist | 32.53 |
| 12311 - Registered Nurse I | 29.46 |
| 12312 - Registered Nurse II | 36.05 |
| 12313 - Registered Nurse II, Specialist | 36.05 |
| 12314 - Registered Nurse III | 43.61 |
| 12315 - Registered Nurse III, Anesthetist | 43.61 |

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| 12316 - Registered Nurse IV | 52.28 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.80 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.17 |
| 13012 - Exhibits Specialist II | 26.22 |
| 13013 - Exhibits Specialist III | 32.07 |
| 13041 - Illustrator I | 20.56 |
| 13042 - Illustrator II | 25.34 |
| 13043 - Illustrator III | 31.00 |
| 13047 - Librarian | 31.19 |
| 13050 - Library Aide/Clerk | 13.60 |
| 13054 - Library Information Technology Systems Administrator | 26.06 |
| 13058 - Library Technician | 18.78 |
| 13061 - Media Specialist I | 17.68 |
| 13062 - Media Specialist II | 19.80 |
| 13063 - Media Specialist III | 22.06 |
| 13071 - Photographer I | 19.70 |
| 13072 - Photographer II | 22.76 |
| 13073 - Photographer III | 28.20 |
| 13074 - Photographer IV | 34.50 |
| 13075 - Photographer V | 41.74 |
| 13110 - Video Teleconference Technician | 20.43 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.22 |
| 14042 - Computer Operator II | 20.39 |
| 14043 - Computer Operator III | 22.73 |
| 14044 - Computer Operator IV | 25.25 |
| 14045 - Computer Operator V | 27.97 |
| 14071 - Computer Programmer I | (see 1) 24.47 |
| 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 | 18.22 |
| 14160 - Personal Computer Support Technician | 25.25 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 34.20 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 41.38 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 49.60 |
| 15050 - Computer Based Training Specialist / Instructor | 34.20 |
| 15060 - Educational Technologist | 30.07 |
| 15070 - Flight Instructor (Pilot) | 49.60 |
| 15080 - Graphic Artist | 25.73 |
| 15090 - Technical Instructor | 26.41 |
| 15095 - Technical Instructor/Course Developer | 32.32 |
| 15110 - Test Proctor | 21.33 |
| 15120 - Tutor | 21.33 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.37 |
| 16030 - Counter Attendant | 10.37 |
| 16040 - Dry Cleaner | 13.07 |
| 16070 - Finisher, Flatwork, Machine | 10.37 |
| 16090 - Presser, Hand | 10.37 |
| 16110 - Presser, Machine, Drycleaning | 10.37 |
| 16130 - Presser, Machine, Shirts | 10.37 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.37 |
| 16190 - Sewing Machine Operator | 13.99 |
| 16220 - Tailor | 14.89 |
| 16250 - Washer, Machine | 11.26 |
| 19000 - Machine Tool Operation And Repair Occupations | |

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|---|-------|
| 19010 - Machine-Tool Operator (Tool Room) | 25.86 |
| 19040 - Tool And Die Maker | 29.25 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.87 |
| 21030 - Material Coordinator | 21.10 |
| 21040 - Material Expediter | 21.10 |
| 21050 - Material Handling Laborer | 15.41 |
| 21071 - Order Filler | 14.20 |
| 21080 - Production Line Worker (Food Processing) | 19.87 |
| 21110 - Shipping Packer | 17.57 |
| 21130 - Shipping/Receiving Clerk | 17.57 |
| 21140 - Store Worker I | 15.39 |
| 21150 - Stock Clerk | 19.42 |
| 21210 - Tools And Parts Attendant | 19.87 |
| 21410 - Warehouse Specialist | 19.87 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 29.37 |
| 23021 - Aircraft Mechanic I | 28.50 |
| 23022 - Aircraft Mechanic II | 29.37 |
| 23023 - Aircraft Mechanic III | 30.25 |
| 23040 - Aircraft Mechanic Helper | 22.11 |
| 23050 - Aircraft, Painter | 27.37 |
| 23060 - Aircraft Servicer | 24.97 |
| 23080 - Aircraft Worker | 26.38 |
| 23110 - Appliance Mechanic | 24.65 |
| 23120 - Bicycle Repairer | 18.33 |
| 23125 - Cable Splicer | 31.68 |
| 23130 - Carpenter, Maintenance | 27.65 |
| 23140 - Carpet Layer | 24.79 |
| 23160 - Electrician, Maintenance | 31.50 |
| 23181 - Electronics Technician Maintenance I | 28.33 |
| 23182 - Electronics Technician Maintenance II | 29.58 |
| 23183 - Electronics Technician Maintenance III | 30.61 |
| 23260 - Fabric Worker | 23.47 |
| 23290 - Fire Alarm System Mechanic | 26.78 |
| 23310 - Fire Extinguisher Repairer | 22.12 |
| 23311 - Fuel Distribution System Mechanic | 26.30 |
| 23312 - Fuel Distribution System Operator | 22.75 |
| 23370 - General Maintenance Worker | 24.19 |
| 23380 - Ground Support Equipment Mechanic | 28.50 |
| 23381 - Ground Support Equipment Servicer | 24.97 |
| 23382 - Ground Support Equipment Worker | 26.38 |
| 23391 - Gunsmith I | 22.12 |
| 23392 - Gunsmith II | 24.79 |
| 23393 - Gunsmith III | 26.78 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 27.43 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.31 |
| 23430 - Heavy Equipment Mechanic | 27.81 |
| 23440 - Heavy Equipment Operator | 30.74 |
| 23460 - Instrument Mechanic | 29.28 |
| 23465 - Laboratory/Shelter Mechanic | 25.88 |
| 23470 - Laborer | 14.21 |
| 23510 - Locksmith | 25.88 |
| 23530 - Machinery Maintenance Mechanic | 27.15 |
| 23550 - Machinist, Maintenance | 24.25 |
| 23580 - Maintenance Trades Helper | 20.79 |
| 23591 - Metrology Technician I | 29.28 |
| 23592 - Metrology Technician II | 30.22 |
| 23593 - Metrology Technician III | 31.11 |
| 23640 - Millwright | 27.73 |
| 23710 - Office Appliance Repairer | 25.88 |

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| 23760 - Painter, Maintenance | 25.88 |
| 23790 - Pipefitter, Maintenance | 29.77 |
| 23810 - Plumber, Maintenance | 27.70 |
| 23820 - Pneudraulic Systems Mechanic | 26.78 |
| 23850 - Rigger | 26.78 |
| 23870 - Scale Mechanic | 24.79 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.27 |
| 23910 - Small Engine Mechanic | 24.79 |
| 23931 - Telecommunications Mechanic I | 27.36 |
| 23932 - Telecommunications Mechanic II | 28.25 |
| 23950 - Telephone Lineman | 25.65 |
| 23960 - Welder, Combination, Maintenance | 26.78 |
| 23965 - Well Driller | 32.28 |
| 23970 - Woodcraft Worker | 26.78 |
| 23980 - Woodworker | 22.12 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.29 |
| 24580 - Child Care Center Clerk | 15.32 |
| 24610 - Chore Aide | 10.74 |
| 24620 - Family Readiness And Support Services Coordinator | 14.74 |
| 24630 - Homemaker | 19.69 |
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| 25040 - Sewage Plant Operator | 28.22 |
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| 27101 - Guard I | 13.73 |
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| 30061 - Drafter/CAD Operator I | 22.27 |
| 30062 - Drafter/CAD Operator II | 24.91 |
| 30063 - Drafter/CAD Operator III | 27.78 |
| 30064 - Drafter/CAD Operator IV | 34.17 |
| 30081 - Engineering Technician I | 20.07 |
| 30082 - Engineering Technician II | 22.53 |
| 30083 - Engineering Technician III | 25.20 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.19 |
| 30086 - Engineering Technician VI | 46.21 |
| 30090 - Environmental Technician | 28.91 |
| 30210 - Laboratory Technician | 27.78 |
| 30240 - Mathematical Technician | 30.86 |
| 30361 - Paralegal/Legal Assistant I | 22.87 |
| 30362 - Paralegal/Legal Assistant II | 28.34 |
| 30363 - Paralegal/Legal Assistant III | 33.72 |
| 30364 - Paralegal/Legal Assistant IV | 41.93 |
| 30390 - Photo-Optics Technician | 30.86 |
| 30461 - Technical Writer I | 26.15 |
| 30462 - Technical Writer II | 31.99 |
| 30463 - Technical Writer III | 38.71 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.26 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.35 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.18 |
| 30494 - Unexploded (UXO) Safety Escort | 24.26 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.26 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 23.99 |
| 30621 - Weather Observer, Senior (see 2) | 27.06 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 15.18 |
| 31030 - Bus Driver | 19.68 |
| 31043 - Driver Courier | 17.32 |
| 31260 - Parking and Lot Attendant | 11.89 |
| 31290 - Shuttle Bus Driver | 18.43 |
| 31310 - Taxi Driver | 13.17 |
| 31361 - Truckdriver, Light | 18.43 |
| 31362 - Truckdriver, Medium | 21.42 |
| 31363 - Truckdriver, Heavy | 22.63 |
| 31364 - Truckdriver, Tractor-Trailer | 22.63 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.32 |
| 99050 - Desk Clerk | 11.28 |
| 99095 - Embalmer | 26.77 |
| 99251 - Laboratory Animal Caretaker I | 12.24 |
| 99252 - Laboratory Animal Caretaker II | 13.02 |
| 99310 - Mortician | 26.77 |
| 99410 - Pest Controller | 19.07 |
| 99510 - Photofinishing Worker | 13.73 |
| 99710 - Recycling Laborer | 21.32 |
| 99711 - Recycling Specialist | 24.48 |
| 99730 - Refuse Collector | 19.73 |
| 99810 - Sales Clerk | 13.82 |
| 99820 - School Crossing Guard | 15.61 |
| 99830 - Survey Party Chief | 28.70 |
| 99831 - Surveying Aide | 16.46 |
| 99832 - Surveying Technician | 22.56 |
| 99840 - Vending Machine Attendant | 18.44 |
| 99841 - Vending Machine Repairer | 19.80 |
| 99842 - Vending Machine Repairer Helper | 18.44 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2562
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of Island, San Juan, Skagit

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.56 |
| 01012 - Accounting Clerk II | | 17.47 |
| 01013 - Accounting Clerk III | | 19.54 |
| 01020 - Administrative Assistant | | 23.72 |
| 01040 - Court Reporter | | 19.01 |
| 01051 - Data Entry Operator I | | 14.37 |
| 01052 - Data Entry Operator II | | 15.93 |
| 01060 - Dispatcher, Motor Vehicle | | 22.39 |
| 01070 - Document Preparation Clerk | | 13.60 |
| 01090 - Duplicating Machine Operator | | 13.60 |
| 01111 - General Clerk I | | 12.68 |
| 01112 - General Clerk II | | 14.80 |
| 01113 - General Clerk III | | 16.82 |
| 01120 - Housing Referral Assistant | | 21.81 |
| 01141 - Messenger Courier | | 13.25 |
| 01191 - Order Clerk I | | 14.60 |
| 01192 - Order Clerk II | | 15.94 |
| 01261 - Personnel Assistant (Employment) I | | 16.87 |
| 01262 - Personnel Assistant (Employment) II | | 18.88 |
| 01263 - Personnel Assistant (Employment) III | | 21.05 |
| 01270 - Production Control Clerk | | 21.10 |
| 01280 - Receptionist | | 14.47 |
| 01290 - Rental Clerk | | 16.18 |
| 01300 - Scheduler, Maintenance | | 17.49 |
| 01311 - Secretary I | | 17.49 |
| 01312 - Secretary II | | 19.57 |
| 01313 - Secretary III | | 21.81 |
| 01320 - Service Order Dispatcher | | 17.13 |
| 01410 - Supply Technician | | 23.37 |
| 01420 - Survey Worker | | 19.01 |

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| 01531 - Travel Clerk I | 13.82 |
| 01532 - Travel Clerk II | 15.00 |
| 01533 - Travel Clerk III | 15.94 |
| 01611 - Word Processor I | 17.01 |
| 01612 - Word Processor II | 19.09 |
| 01613 - Word Processor III | 21.35 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.34 |
| 05010 - Automotive Electrician | 22.06 |
| 05040 - Automotive Glass Installer | 20.44 |
| 05070 - Automotive Worker | 21.36 |
| 05110 - Mobile Equipment Servicer | 19.78 |
| 05130 - Motor Equipment Metal Mechanic | 22.82 |
| 05160 - Motor Equipment Metal Worker | 21.36 |
| 05190 - Motor Vehicle Mechanic | 22.78 |
| 05220 - Motor Vehicle Mechanic Helper | 18.83 |
| 05250 - Motor Vehicle Upholstery Worker | 20.65 |
| 05280 - Motor Vehicle wrecker | 21.36 |
| 05310 - Painter, Automotive | 22.06 |
| 05340 - Radiator Repair Specialist | 22.33 |
| 05370 - Tire Repairer | 15.74 |
| 05400 - Transmission Repair Specialist | 22.82 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.16 |
| 07041 - Cook I | 14.37 |
| 07042 - Cook II | 15.75 |
| 07070 - Dishwasher | 9.68 |
| 07130 - Food Service Worker | 11.19 |
| 07210 - Meat Cutter | 21.24 |
| 07260 - Waiter/Waitress | 12.90 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 22.11 |
| 09040 - Furniture Handler | 17.88 |
| 09080 - Furniture Refinisher | 22.11 |
| 09090 - Furniture Refinisher Helper | 19.16 |
| 09110 - Furniture Repairer, Minor | 20.52 |
| 09130 - Upholsterer | 22.11 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.98 |
| 11060 - Elevator Operator | 11.98 |
| 11090 - Gardener | 18.28 |
| 11122 - Housekeeping Aide | 14.53 |
| 11150 - Janitor | 15.32 |
| 11210 - Laborer, Grounds Maintenance | 14.96 |
| 11240 - Maid or Houseman | 11.48 |
| 11260 - Pruner | 13.84 |
| 11270 - Tractor Operator | 17.18 |
| 11330 - Trail Maintenance Worker | 14.96 |
| 11360 - Window Cleaner | 16.44 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.25 |
| 12011 - Breath Alcohol Technician | 20.83 |
| 12012 - Certified Occupational Therapist Assistant | 24.40 |
| 12015 - Certified Physical Therapist Assistant | 23.12 |
| 12020 - Dental Assistant | 18.72 |
| 12025 - Dental Hygienist | 45.08 |
| 12030 - EKG Technician | 29.94 |
| 12035 - Electroneurodiagnostic Technologist | 29.94 |
| 12040 - Emergency Medical Technician | 20.83 |
| 12071 - Licensed Practical Nurse I | 18.57 |
| 12072 - Licensed Practical Nurse II | 20.78 |
| 12073 - Licensed Practical Nurse III | 23.17 |
| 12100 - Medical Assistant | 16.54 |

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| 12130 - Medical Laboratory Technician | 19.51 |
| 12160 - Medical Record Clerk | 16.33 |
| 12190 - Medical Record Technician | 18.27 |
| 12195 - Medical Transcriptionist | 18.13 |
| 12210 - Nuclear Medicine Technologist | 39.01 |
| 12221 - Nursing Assistant I | 12.06 |
| 12222 - Nursing Assistant II | 13.58 |
| 12223 - Nursing Assistant III | 14.80 |
| 12224 - Nursing Assistant IV | 16.61 |
| 12235 - Optical Dispenser | 19.94 |
| 12236 - Optical Technician | 18.57 |
| 12250 - Pharmacy Technician | 18.96 |
| 12280 - Phlebotomist | 16.61 |
| 12305 - Radiologic Technologist | 32.53 |
| 12311 - Registered Nurse I | 29.46 |
| 12312 - Registered Nurse II | 36.05 |
| 12313 - Registered Nurse II, Specialist | 36.05 |
| 12314 - Registered Nurse III | 43.61 |
| 12315 - Registered Nurse III, Anesthetist | 43.61 |
| 12316 - Registered Nurse IV | 52.28 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.80 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.17 |
| 13012 - Exhibits Specialist II | 26.22 |
| 13013 - Exhibits Specialist III | 32.07 |
| 13041 - Illustrator I | 20.56 |
| 13042 - Illustrator II | 25.34 |
| 13043 - Illustrator III | 31.00 |
| 13047 - Librarian | 31.19 |
| 13050 - Library Aide/Clerk | 13.60 |
| 13054 - Library Information Technology Systems Administrator | 26.06 |
| 13058 - Library Technician | 18.78 |
| 13061 - Media Specialist I | 17.68 |
| 13062 - Media Specialist II | 19.80 |
| 13063 - Media Specialist III | 22.06 |
| 13071 - Photographer I | 19.70 |
| 13072 - Photographer II | 22.76 |
| 13073 - Photographer III | 28.20 |
| 13074 - Photographer IV | 34.50 |
| 13075 - Photographer V | 41.74 |
| 13110 - Video Teleconference Technician | 20.43 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.22 |
| 14042 - Computer Operator II | 20.39 |
| 14043 - Computer Operator III | 22.73 |
| 14044 - Computer Operator IV | 25.25 |
| 14045 - Computer Operator V | 27.97 |
| 14071 - Computer Programmer I | (see 1) 24.47 |
| 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 | 18.22 |
| 14160 - Personal Computer Support Technician | 25.25 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 34.20 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 41.38 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 49.60 |
| 15050 - Computer Based Training Specialist / Instructor | 34.20 |
| 15060 - Educational Technologist | 30.07 |

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| 15070 - Flight Instructor (Pilot) | 49.60 |
| 15080 - Graphic Artist | 25.73 |
| 15090 - Technical Instructor | 26.41 |
| 15095 - Technical Instructor/Course Developer | 32.32 |
| 15110 - Test Proctor | 21.33 |
| 15120 - Tutor | 21.33 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.37 |
| 16030 - Counter Attendant | 10.37 |
| 16040 - Dry Cleaner | 13.07 |
| 16070 - Finisher, Flatwork, Machine | 10.37 |
| 16090 - Presser, Hand | 10.37 |
| 16110 - Presser, Machine, Drycleaning | 10.37 |
| 16130 - Presser, Machine, Shirts | 10.37 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.37 |
| 16190 - Sewing Machine Operator | 13.99 |
| 16220 - Tailor | 14.89 |
| 16250 - Washer, Machine | 11.26 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 25.86 |
| 19040 - Tool And Die Maker | 29.25 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.87 |
| 21030 - Material Coordinator | 21.10 |
| 21040 - Material Expediter | 21.10 |
| 21050 - Material Handling Laborer | 15.41 |
| 21071 - Order Filler | 14.20 |
| 21080 - Production Line Worker (Food Processing) | 19.87 |
| 21110 - Shipping Packer | 17.57 |
| 21130 - Shipping/Receiving Clerk | 17.57 |
| 21140 - Store Worker I | 15.39 |
| 21150 - Stock Clerk | 19.42 |
| 21210 - Tools And Parts Attendant | 19.87 |
| 21410 - Warehouse Specialist | 19.87 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.37 |
| 23021 - Aircraft Mechanic I | 28.50 |
| 23022 - Aircraft Mechanic II | 29.37 |
| 23023 - Aircraft Mechanic III | 30.25 |
| 23040 - Aircraft Mechanic Helper | 22.11 |
| 23050 - Aircraft, Painter | 27.37 |
| 23060 - Aircraft Servicer | 24.97 |
| 23080 - Aircraft Worker | 26.38 |
| 23110 - Appliance Mechanic | 24.65 |
| 23120 - Bicycle Repairer | 18.33 |
| 23125 - Cable Splicer | 31.68 |
| 23130 - Carpenter, Maintenance | 27.65 |
| 23140 - Carpet Layer | 24.79 |
| 23160 - Electrician, Maintenance | 31.50 |
| 23181 - Electronics Technician Maintenance I | 28.33 |
| 23182 - Electronics Technician Maintenance II | 29.58 |
| 23183 - Electronics Technician Maintenance III | 30.61 |
| 23260 - Fabric Worker | 23.47 |
| 23290 - Fire Alarm System Mechanic | 26.78 |
| 23310 - Fire Extinguisher Repairer | 22.12 |
| 23311 - Fuel Distribution System Mechanic | 26.30 |
| 23312 - Fuel Distribution System Operator | 22.75 |
| 23370 - General Maintenance Worker | 24.19 |
| 23380 - Ground Support Equipment Mechanic | 28.50 |
| 23381 - Ground Support Equipment Servicer | 24.97 |
| 23382 - Ground Support Equipment Worker | 26.38 |
| 23391 - Gunsmith I | 22.12 |
| 23392 - Gunsmith II | 24.79 |

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| 23393 - Gunsmith III | 26.78 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 27.43 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.31 |
| 23430 - Heavy Equipment Mechanic | 27.81 |
| 23440 - Heavy Equipment Operator | 30.74 |
| 23460 - Instrument Mechanic | 29.28 |
| 23465 - Laboratory/Shelter Mechanic | 25.88 |
| 23470 - Laborer | 14.21 |
| 23510 - Locksmith | 25.88 |
| 23530 - Machinery Maintenance Mechanic | 27.15 |
| 23550 - Machinist, Maintenance | 24.25 |
| 23580 - Maintenance Trades Helper | 20.79 |
| 23591 - Metrology Technician I | 29.28 |
| 23592 - Metrology Technician II | 30.22 |
| 23593 - Metrology Technician III | 31.11 |
| 23640 - Millwright | 27.73 |
| 23710 - Office Appliance Repairer | 25.88 |
| 23760 - Painter, Maintenance | 25.88 |
| 23790 - Pipefitter, Maintenance | 29.77 |
| 23810 - Plumber, Maintenance | 27.70 |
| 23820 - Pneudraulic Systems Mechanic | 26.78 |
| 23850 - Rigger | 26.78 |
| 23870 - Scale Mechanic | 24.79 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.27 |
| 23910 - Small Engine Mechanic | 24.79 |
| 23931 - Telecommunications Mechanic I | 27.36 |
| 23932 - Telecommunications Mechanic II | 28.25 |
| 23950 - Telephone Lineman | 25.65 |
| 23960 - Welder, Combination, Maintenance | 26.78 |
| 23965 - well Driller | 32.28 |
| 23970 - Woodcraft Worker | 26.78 |
| 23980 - Woodworker | 22.12 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.29 |
| 24580 - Child Care Center Clerk | 15.32 |
| 24610 - Chore Aide | 10.74 |
| 24620 - Family Readiness And Support Services Coordinator | 14.74 |
| 24630 - Homemaker | 19.69 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.38 |
| 25040 - Sewage Plant Operator | 28.22 |
| 25070 - Stationary Engineer | 26.38 |
| 25190 - Ventilation Equipment Tender | 20.48 |
| 25210 - Water Treatment Plant Operator | 28.22 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 22.98 |
| 27007 - Baggage Inspector | 13.73 |
| 27008 - Corrections Officer | 23.46 |
| 27010 - Court Security Officer | 29.42 |
| 27030 - Detection Dog Handler | 15.56 |
| 27040 - Detention Officer | 23.51 |
| 27070 - Firefighter | 31.09 |
| 27101 - Guard I | 13.73 |
| 27102 - Guard II | 22.54 |
| 27131 - Police Officer I | 33.70 |
| 27132 - Police Officer II | 37.44 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.43 |
| 28042 - Carnival Equipment Repairer | 13.23 |
| 28043 - Carnival Equipment Worker | 10.02 |

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| 28210 - Gate Attendant/Gate Tender | 14.84 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 16.01 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.98 |
| 28515 - Recreation Specialist | 19.12 |
| 28630 - Sports Official | 12.75 |
| 28690 - Swimming Pool Operator | 20.57 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.78 |
| 29020 - Hatch Tender | 29.78 |
| 29030 - Line Handler | 29.78 |
| 29041 - Stevedore I | 28.19 |
| 29042 - Stevedore II | 31.09 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.17 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.32 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.99 |
| 30021 - Archeological Technician I | 22.27 |
| 30022 - Archeological Technician II | 24.91 |
| 30023 - Archeological Technician III | 30.86 |
| 30030 - Cartographic Technician | 30.86 |
| 30040 - Civil Engineering Technician | 27.59 |
| 30061 - Drafter/CAD Operator I | 22.27 |
| 30062 - Drafter/CAD Operator II | 24.91 |
| 30063 - Drafter/CAD Operator III | 27.78 |
| 30064 - Drafter/CAD Operator IV | 34.17 |
| 30081 - Engineering Technician I | 20.07 |
| 30082 - Engineering Technician II | 22.53 |
| 30083 - Engineering Technician III | 25.20 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.19 |
| 30086 - Engineering Technician VI | 46.21 |
| 30090 - Environmental Technician | 28.91 |
| 30210 - Laboratory Technician | 27.78 |
| 30240 - Mathematical Technician | 30.86 |
| 30361 - Paralegal/Legal Assistant I | 22.87 |
| 30362 - Paralegal/Legal Assistant II | 28.34 |
| 30363 - Paralegal/Legal Assistant III | 33.72 |
| 30364 - Paralegal/Legal Assistant IV | 41.93 |
| 30390 - Photo-Optics Technician | 30.86 |
| 30461 - Technical Writer I | 26.15 |
| 30462 - Technical Writer II | 31.99 |
| 30463 - Technical Writer III | 38.71 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.26 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.35 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.18 |
| 30494 - Unexploded (UXO) Safety Escort | 24.26 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.26 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 23.99 |
| 30621 - Weather Observer, Senior (see 2) | 27.06 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 15.18 |
| 31030 - Bus Driver | 19.68 |
| 31043 - Driver Courier | 17.32 |
| 31260 - Parking and Lot Attendant | 11.89 |
| 31290 - Shuttle Bus Driver | 18.43 |
| 31310 - Taxi Driver | 13.17 |
| 31361 - Truckdriver, Light | 18.43 |
| 31362 - Truckdriver, Medium | 21.42 |
| 31363 - Truckdriver, Heavy | 22.63 |
| 31364 - Truckdriver, Tractor-Trailer | 22.63 |
| 99000 - Miscellaneous Occupations | |

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|---|-------|
| 99030 - Cashier | 12.32 |
| 99050 - Desk Clerk | 11.28 |
| 99095 - Embalmer | 26.77 |
| 99251 - Laboratory Animal Caretaker I | 12.24 |
| 99252 - Laboratory Animal Caretaker II | 13.02 |
| 99310 - Mortician | 26.77 |
| 99410 - Pest Controller | 19.07 |
| 99510 - Photofinishing Worker | 13.73 |
| 99710 - Recycling Laborer | 21.32 |
| 99711 - Recycling Specialist | 24.48 |
| 99730 - Refuse Collector | 19.73 |
| 99810 - Sales Clerk | 13.82 |
| 99820 - School Crossing Guard | 15.61 |
| 99830 - Survey Party Chief | 28.70 |
| 99831 - Surveying Aide | 16.46 |
| 99832 - Surveying Technician | 22.56 |
| 99840 - Vending Machine Attendant | 18.44 |
| 99841 - Vending Machine Repairer | 19.80 |
| 99842 - Vending Machine Repairer Helper | 18.44 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

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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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2563
Revision No.: 16
Date of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of King, Snohomish, Whatcom

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.56 |
| 01012 - Accounting Clerk II | | 17.47 |
| 01013 - Accounting Clerk III | | 19.54 |
| 01020 - Administrative Assistant | | 23.72 |
| 01040 - Court Reporter | | 19.01 |
| 01051 - Data Entry Operator I | | 14.37 |
| 01052 - Data Entry Operator II | | 15.69 |
| 01060 - Dispatcher, Motor Vehicle | | 22.39 |

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| 01070 - Document Preparation Clerk | 13.60 |
| 01090 - Duplicating Machine Operator | 13.60 |
| 01111 - General Clerk I | 12.68 |
| 01112 - General Clerk II | 14.80 |
| 01113 - General Clerk III | 16.82 |
| 01120 - Housing Referral Assistant | 21.81 |
| 01141 - Messenger Courier | 13.25 |
| 01191 - Order Clerk I | 15.29 |
| 01192 - Order Clerk II | 16.10 |
| 01261 - Personnel Assistant (Employment) I | 16.87 |
| 01262 - Personnel Assistant (Employment) II | 18.88 |
| 01263 - Personnel Assistant (Employment) III | 21.05 |
| 01270 - Production Control Clerk | 21.10 |
| 01280 - Receptionist | 14.47 |
| 01290 - Rental Clerk | 16.18 |
| 01300 - Scheduler, Maintenance | 17.49 |
| 01311 - Secretary I | 17.49 |
| 01312 - Secretary II | 19.57 |
| 01313 - Secretary III | 21.81 |
| 01320 - Service Order Dispatcher | 17.13 |
| 01410 - Supply Technician | 23.37 |
| 01420 - Survey Worker | 19.01 |
| 01531 - Travel Clerk I | 13.96 |
| 01532 - Travel Clerk II | 15.00 |
| 01533 - Travel Clerk III | 16.08 |
| 01611 - Word Processor I | 17.01 |
| 01612 - Word Processor II | 19.09 |
| 01613 - Word Processor III | 21.35 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.34 |
| 05010 - Automotive Electrician | 22.06 |
| 05040 - Automotive Glass Installer | 21.36 |
| 05070 - Automotive Worker | 21.36 |
| 05110 - Mobile Equipment Servicer | 19.93 |
| 05130 - Motor Equipment Metal Mechanic | 22.82 |
| 05160 - Motor Equipment Metal Worker | 21.36 |
| 05190 - Motor Vehicle Mechanic | 22.78 |
| 05220 - Motor Vehicle Mechanic Helper | 19.20 |
| 05250 - Motor Vehicle Upholstery Worker | 20.65 |
| 05280 - Motor Vehicle Wrecker | 21.36 |
| 05310 - Painter, Automotive | 22.06 |
| 05340 - Radiator Repair Specialist | 21.36 |
| 05370 - Tire Repairer | 16.61 |
| 05400 - Transmission Repair Specialist | 22.82 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.16 |
| 07041 - Cook I | 14.37 |
| 07042 - Cook II | 15.75 |
| 07070 - Dishwasher | 9.68 |
| 07130 - Food Service Worker | 11.19 |
| 07210 - Meat Cutter | 21.24 |
| 07260 - Waiter/Waitress | 13.40 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 22.11 |
| 09040 - Furniture Handler | 17.88 |
| 09080 - Furniture Refinisher | 22.11 |
| 09090 - Furniture Refinisher Helper | 19.16 |
| 09110 - Furniture Repairer, Minor | 20.52 |
| 09130 - Upholsterer | 22.11 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.98 |
| 11060 - Elevator Operator | 11.98 |
| 11090 - Gardener | 18.28 |

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| 11122 - Housekeeping Aide | 14.53 |
| 11150 - Janitor | 15.32 |
| 11210 - Laborer, Grounds Maintenance | 15.07 |
| 11240 - Maid or Houseman | 11.48 |
| 11260 - Pruner | 13.84 |
| 11270 - Tractor Operator | 17.18 |
| 11330 - Trail Maintenance Worker | 15.07 |
| 11360 - Window Cleaner | 16.44 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.83 |
| 12011 - Breath Alcohol Technician | 20.83 |
| 12012 - Certified Occupational Therapist Assistant | 24.67 |
| 12015 - Certified Physical Therapist Assistant | 23.12 |
| 12020 - Dental Assistant | 18.72 |
| 12025 - Dental Hygienist | 45.08 |
| 12030 - EKG Technician | 29.94 |
| 12035 - Electroneurodiagnostic Technologist | 29.94 |
| 12040 - Emergency Medical Technician | 20.83 |
| 12071 - Licensed Practical Nurse I | 18.57 |
| 12072 - Licensed Practical Nurse II | 20.78 |
| 12073 - Licensed Practical Nurse III | 23.17 |
| 12100 - Medical Assistant | 16.54 |
| 12130 - Medical Laboratory Technician | 20.78 |
| 12160 - Medical Record Clerk | 16.33 |
| 12190 - Medical Record Technician | 18.27 |
| 12195 - Medical Transcriptionist | 19.77 |
| 12210 - Nuclear Medicine Technologist | 39.01 |
| 12221 - Nursing Assistant I | 12.06 |
| 12222 - Nursing Assistant II | 13.58 |
| 12223 - Nursing Assistant III | 14.80 |
| 12224 - Nursing Assistant IV | 16.61 |
| 12235 - Optical Dispenser | 20.16 |
| 12236 - Optical Technician | 18.57 |
| 12250 - Pharmacy Technician | 18.96 |
| 12280 - Phlebotomist | 16.61 |
| 12305 - Radiologic Technologist | 32.53 |
| 12311 - Registered Nurse I | 29.46 |
| 12312 - Registered Nurse II | 36.05 |
| 12313 - Registered Nurse II, Specialist | 36.05 |
| 12314 - Registered Nurse III | 43.61 |
| 12315 - Registered Nurse III, Anesthetist | 43.61 |
| 12316 - Registered Nurse IV | 52.28 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.80 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.79 |
| 13012 - Exhibits Specialist II | 26.22 |
| 13013 - Exhibits Specialist III | 32.07 |
| 13041 - Illustrator I | 21.79 |
| 13042 - Illustrator II | 25.34 |
| 13043 - Illustrator III | 31.00 |
| 13047 - Librarian | 31.19 |
| 13050 - Library Aide/Clerk | 13.60 |
| 13054 - Library Information Technology Systems Administrator | 26.06 |
| 13058 - Library Technician | 18.78 |
| 13061 - Media Specialist I | 19.46 |
| 13062 - Media Specialist II | 21.79 |
| 13063 - Media Specialist III | 24.28 |
| 13071 - Photographer I | 20.35 |
| 13072 - Photographer II | 22.76 |
| 13073 - Photographer III | 28.20 |
| 13074 - Photographer IV | 34.50 |
| 13075 - Photographer V | 41.74 |

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| 13110 - Video Teleconference Technician | 20.43 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.22 |
| 14042 - Computer Operator II | 20.39 |
| 14043 - Computer Operator III | 22.73 |
| 14044 - Computer Operator IV | 25.25 |
| 14045 - Computer Operator V | 27.97 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 18.22 |
| 14160 - Personal Computer Support Technician | 25.25 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 34.20 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 41.38 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 49.60 |
| 15050 - Computer Based Training Specialist / Instructor | 34.20 |
| 15060 - Educational Technologist | 29.85 |
| 15070 - Flight Instructor (Pilot) | 49.60 |
| 15080 - Graphic Artist | 25.73 |
| 15090 - Technical Instructor | 26.41 |
| 15095 - Technical Instructor/Course Developer | 32.32 |
| 15110 - Test Proctor | 21.33 |
| 15120 - Tutor | 21.33 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.37 |
| 16030 - Counter Attendant | 10.37 |
| 16040 - Dry Cleaner | 13.07 |
| 16070 - Finisher, Flatwork, Machine | 10.37 |
| 16090 - Presser, Hand | 10.37 |
| 16110 - Presser, Machine, Drycleaning | 10.37 |
| 16130 - Presser, Machine, Shirts | 10.37 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.37 |
| 16190 - Sewing Machine Operator | 13.99 |
| 16220 - Tailor | 14.89 |
| 16250 - Washer, Machine | 11.26 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 26.06 |
| 19040 - Tool And Die Maker | 29.25 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.87 |
| 21030 - Material Coordinator | 21.10 |
| 21040 - Material Expediter | 21.10 |
| 21050 - Material Handling Laborer | 15.41 |
| 21071 - Order Filler | 14.20 |
| 21080 - Production Line Worker (Food Processing) | 19.87 |
| 21110 - Shipping Packer | 18.13 |
| 21130 - Shipping/Receiving Clerk | 18.13 |
| 21140 - Store Worker I | 15.40 |
| 21150 - Stock Clerk | 19.42 |
| 21210 - Tools And Parts Attendant | 19.87 |
| 21410 - Warehouse Specialist | 19.87 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 29.37 |
| 23021 - Aircraft Mechanic I | 28.50 |
| 23022 - Aircraft Mechanic II | 29.37 |
| 23023 - Aircraft Mechanic III | 30.25 |
| 23040 - Aircraft Mechanic Helper | 22.11 |
| 23050 - Aircraft, Painter | 27.52 |

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| 23060 - Aircraft Servicer | 24.97 |
| 23080 - Aircraft Worker | 26.38 |
| 23110 - Appliance Mechanic | 24.65 |
| 23120 - Bicycle Repairer | 18.25 |
| 23125 - Cable Splicer | 31.68 |
| 23130 - Carpenter, Maintenance | 27.65 |
| 23140 - Carpet Layer | 24.79 |
| 23160 - Electrician, Maintenance | 31.22 |
| 23181 - Electronics Technician Maintenance I | 28.33 |
| 23182 - Electronics Technician Maintenance II | 29.58 |
| 23183 - Electronics Technician Maintenance III | 30.61 |
| 23260 - Fabric Worker | 23.47 |
| 23290 - Fire Alarm System Mechanic | 26.78 |
| 23310 - Fire Extinguisher Repairer | 22.12 |
| 23311 - Fuel Distribution System Mechanic | 26.30 |
| 23312 - Fuel Distribution System Operator | 21.80 |
| 23370 - General Maintenance Worker | 24.19 |
| 23380 - Ground Support Equipment Mechanic | 28.50 |
| 23381 - Ground Support Equipment Servicer | 24.97 |
| 23382 - Ground Support Equipment Worker | 26.38 |
| 23391 - Gunsmith I | 22.12 |
| 23392 - Gunsmith II | 24.79 |
| 23393 - Gunsmith III | 26.78 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 27.43 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.31 |
| 23430 - Heavy Equipment Mechanic | 27.81 |
| 23440 - Heavy Equipment Operator | 30.74 |
| 23460 - Instrument Mechanic | 29.28 |
| 23465 - Laboratory/Shelter Mechanic | 25.88 |
| 23470 - Laborer | 14.21 |
| 23510 - Locksmith | 25.88 |
| 23530 - Machinery Maintenance Mechanic | 27.15 |
| 23550 - Machinist, Maintenance | 24.25 |
| 23580 - Maintenance Trades Helper | 20.79 |
| 23591 - Metrology Technician I | 29.28 |
| 23592 - Metrology Technician II | 30.22 |
| 23593 - Metrology Technician III | 31.11 |
| 23640 - Millwright | 27.73 |
| 23710 - Office Appliance Repairer | 25.88 |
| 23760 - Painter, Maintenance | 25.88 |
| 23790 - Pipefitter, Maintenance | 29.77 |
| 23810 - Plumber, Maintenance | 27.70 |
| 23820 - Pneudraulic Systems Mechanic | 26.78 |
| 23850 - Rigger | 26.78 |
| 23870 - Scale Mechanic | 24.79 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.27 |
| 23910 - Small Engine Mechanic | 24.79 |
| 23931 - Telecommunications Mechanic I | 27.36 |
| 23932 - Telecommunications Mechanic II | 28.21 |
| 23950 - Telephone Lineman | 24.84 |
| 23960 - Welder, Combination, Maintenance | 26.78 |
| 23965 - Well Driller | 32.28 |
| 23970 - Woodcraft Worker | 26.78 |
| 23980 - Woodworker | 22.12 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.29 |
| 24580 - Child Care Center Clerk | 15.32 |
| 24610 - Chore Aide | 10.74 |
| 24620 - Family Readiness And Support Services Coordinator | 14.74 |
| 24630 - Homemaker | 19.55 |

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| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.38 |
| 25040 - Sewage Plant Operator | 28.22 |
| 25070 - Stationary Engineer | 26.38 |
| 25190 - Ventilation Equipment Tender | 20.48 |
| 25210 - Water Treatment Plant Operator | 28.22 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 22.98 |
| 27007 - Baggage Inspector | 13.73 |
| 27008 - Corrections Officer | 23.46 |
| 27010 - Court Security Officer | 29.41 |
| 27030 - Detection Dog Handler | 15.56 |
| 27040 - Detention Officer | 23.51 |
| 27070 - Firefighter | 31.09 |
| 27101 - Guard I | 13.73 |
| 27102 - Guard II | 22.54 |
| 27131 - Police Officer I | 33.70 |
| 27132 - Police Officer II | 37.44 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.43 |
| 28042 - Carnival Equipment Repairer | 13.23 |
| 28043 - Carnival Equipment Worker | 10.26 |
| 28210 - Gate Attendant/Gate Tender | 14.84 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 16.01 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.98 |
| 28515 - Recreation Specialist | 19.12 |
| 28630 - Sports Official | 12.75 |
| 28690 - Swimming Pool Operator | 22.29 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.78 |
| 29020 - Hatch Tender | 29.78 |
| 29030 - Line Handler | 29.78 |
| 29041 - Stevedore I | 28.19 |
| 29042 - Stevedore II | 31.09 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.17 |
| 30011 - Air Traffic Control Specialist, Station (HFO) | 26.32 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) | 28.99 |
| 30021 - Archeological Technician I | 22.27 |
| 30022 - Archeological Technician II | 24.19 |
| 30023 - Archeological Technician III | 30.86 |
| 30030 - Cartographic Technician | 30.86 |
| 30040 - Civil Engineering Technician | 28.02 |
| 30061 - Drafter/CAD Operator I | 22.27 |
| 30062 - Drafter/CAD Operator II | 24.91 |
| 30063 - Drafter/CAD Operator III | 27.78 |
| 30064 - Drafter/CAD Operator IV | 34.17 |
| 30081 - Engineering Technician I | 20.07 |
| 30082 - Engineering Technician II | 22.53 |
| 30083 - Engineering Technician III | 25.20 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.19 |
| 30086 - Engineering Technician VI | 46.21 |
| 30090 - Environmental Technician | 28.91 |
| 30210 - Laboratory Technician | 27.78 |
| 30240 - Mathematical Technician | 30.86 |
| 30361 - Paralegal/Legal Assistant I | 22.87 |
| 30362 - Paralegal/Legal Assistant II | 28.34 |
| 30363 - Paralegal/Legal Assistant III | 33.72 |
| 30364 - Paralegal/Legal Assistant IV | 41.93 |
| 30390 - Photo-Optics Technician | 30.86 |
| 30461 - Technical Writer I | 26.15 |

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|---|---------------|
| 30462 - Technical Writer II | 31.99 |
| 30463 - Technical Writer III | 38.71 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 23.75 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.35 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.18 |
| 30494 - Unexploded (UXO) Safety Escort | 24.26 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.26 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 23.99 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 27.77 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 15.18 |
| 31030 - Bus Driver | 19.68 |
| 31043 - Driver Courier | 17.32 |
| 31260 - Parking and Lot Attendant | 11.22 |
| 31290 - Shuttle Bus Driver | 18.43 |
| 31310 - Taxi Driver | 13.29 |
| 31361 - Truckdriver, Light | 18.43 |
| 31362 - Truckdriver, Medium | 21.42 |
| 31363 - Truckdriver, Heavy | 22.63 |
| 31364 - Truckdriver, Tractor-Trailer | 22.63 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.32 |
| 99050 - Desk Clerk | 10.88 |
| 99095 - Embalmer | 28.38 |
| 99251 - Laboratory Animal Caretaker I | 12.24 |
| 99252 - Laboratory Animal Caretaker II | 13.02 |
| 99310 - Mortician | 28.38 |
| 99410 - Pest Controller | 19.07 |
| 99510 - Photofinishing Worker | 14.16 |
| 99710 - Recycling Laborer | 21.32 |
| 99711 - Recycling Specialist | 24.48 |
| 99730 - Refuse Collector | 19.73 |
| 99810 - Sales Clerk | 13.82 |
| 99820 - School Crossing Guard | 15.61 |
| 99830 - Survey Party Chief | 28.70 |
| 99831 - Surveying Aide | 16.46 |
| 99832 - Surveying Technician | 22.56 |
| 99840 - Vending Machine Attendant | 18.44 |
| 99841 - Vending Machine Repairer | 19.80 |
| 99842 - Vending Machine Repairer Helper | 18.44 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2564
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of King, Snohomish, Whatcom

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.56 |
| 01012 - Accounting Clerk II | | 17.47 |
| 01013 - Accounting Clerk III | | 19.54 |
| 01020 - Administrative Assistant | | 23.72 |
| 01040 - Court Reporter | | 19.01 |
| 01051 - Data Entry Operator I | | 14.37 |
| 01052 - Data Entry Operator II | | 15.69 |
| 01060 - Dispatcher, Motor Vehicle | | 22.39 |
| 01070 - Document Preparation Clerk | | 13.60 |
| 01090 - Duplicating Machine Operator | | 13.60 |
| 01111 - General Clerk I | | 12.68 |
| 01112 - General Clerk II | | 14.80 |
| 01113 - General Clerk III | | 16.82 |
| 01120 - Housing Referral Assistant | | 21.81 |
| 01141 - Messenger Courier | | 13.25 |
| 01191 - Order Clerk I | | 15.29 |
| 01192 - Order Clerk II | | 16.10 |
| 01261 - Personnel Assistant (Employment) I | | 16.87 |
| 01262 - Personnel Assistant (Employment) II | | 18.88 |
| 01263 - Personnel Assistant (Employment) III | | 21.05 |
| 01270 - Production Control Clerk | | 21.10 |
| 01280 - Receptionist | | 14.47 |
| 01290 - Rental Clerk | | 16.18 |
| 01300 - Scheduler, Maintenance | | 17.49 |
| 01311 - Secretary I | | 17.49 |
| 01312 - Secretary II | | 19.57 |
| 01313 - Secretary III | | 21.81 |
| 01320 - Service Order Dispatcher | | 17.13 |
| 01410 - Supply Technician | | 23.37 |
| 01420 - Survey Worker | | 19.01 |
| 01531 - Travel Clerk I | | 13.96 |
| 01532 - Travel Clerk II | | 15.00 |
| 01533 - Travel Clerk III | | 16.08 |
| 01611 - Word Processor I | | 17.01 |
| 01612 - Word Processor II | | 19.09 |
| 01613 - Word Processor III | | 21.35 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 23.34 |
| 05010 - Automotive Electrician | | 22.06 |
| 05040 - Automotive Glass Installer | | 21.36 |
| 05070 - Automotive Worker | | 21.36 |
| 05110 - Mobile Equipment Servicer | | 19.93 |
| 05130 - Motor Equipment Metal Mechanic | | 22.82 |
| 05160 - Motor Equipment Metal Worker | | 21.36 |
| 05190 - Motor Vehicle Mechanic | | 22.78 |
| 05220 - Motor Vehicle Mechanic Helper | | 19.20 |
| 05250 - Motor Vehicle Upholstery Worker | | 20.65 |
| 05280 - Motor Vehicle Wrecker | | 21.36 |
| 05310 - Painter, Automotive | | 22.06 |
| 05340 - Radiator Repair Specialist | | 21.36 |
| 05370 - Tire Repairer | | 16.61 |
| 05400 - Transmission Repair Specialist | | 22.82 |

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| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.16 |
| 07041 - Cook I | 14.37 |
| 07042 - Cook II | 15.75 |
| 07070 - Dishwasher | 9.68 |
| 07130 - Food Service Worker | 11.19 |
| 07210 - Meat Cutter | 21.24 |
| 07260 - Waiter/Waitress | 13.40 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 22.11 |
| 09040 - Furniture Handler | 17.88 |
| 09080 - Furniture Refinisher | 22.11 |
| 09090 - Furniture Refinisher Helper | 19.16 |
| 09110 - Furniture Repairer, Minor | 20.52 |
| 09130 - Upholsterer | 22.11 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.98 |
| 11060 - Elevator Operator | 11.98 |
| 11090 - Gardener | 18.28 |
| 11122 - Housekeeping Aide | 14.53 |
| 11150 - Janitor | 15.32 |
| 11210 - Laborer, Grounds Maintenance | 15.07 |
| 11240 - Maid or Houseman | 11.48 |
| 11260 - Pruner | 13.84 |
| 11270 - Tractor Operator | 17.18 |
| 11330 - Trail Maintenance Worker | 15.07 |
| 11360 - Window Cleaner | 16.44 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.83 |
| 12011 - Breath Alcohol Technician | 20.83 |
| 12012 - Certified Occupational Therapist Assistant | 24.67 |
| 12015 - Certified Physical Therapist Assistant | 23.12 |
| 12020 - Dental Assistant | 18.72 |
| 12025 - Dental Hygienist | 45.08 |
| 12030 - EKG Technician | 29.94 |
| 12035 - Electroneurodiagnostic Technologist | 29.94 |
| 12040 - Emergency Medical Technician | 20.83 |
| 12071 - Licensed Practical Nurse I | 18.57 |
| 12072 - Licensed Practical Nurse II | 20.78 |
| 12073 - Licensed Practical Nurse III | 23.17 |
| 12100 - Medical Assistant | 16.54 |
| 12130 - Medical Laboratory Technician | 20.78 |
| 12160 - Medical Record Clerk | 16.33 |
| 12190 - Medical Record Technician | 18.27 |
| 12195 - Medical Transcriptionist | 19.77 |
| 12210 - Nuclear Medicine Technologist | 39.01 |
| 12221 - Nursing Assistant I | 12.06 |
| 12222 - Nursing Assistant II | 13.58 |
| 12223 - Nursing Assistant III | 14.80 |
| 12224 - Nursing Assistant IV | 16.61 |
| 12235 - Optical Dispenser | 20.16 |
| 12236 - Optical Technician | 18.57 |
| 12250 - Pharmacy Technician | 18.96 |
| 12280 - Phlebotomist | 16.61 |
| 12305 - Radiologic Technologist | 32.53 |
| 12311 - Registered Nurse I | 29.46 |
| 12312 - Registered Nurse II | 36.05 |
| 12313 - Registered Nurse II, Specialist | 36.05 |
| 12314 - Registered Nurse III | 43.61 |
| 12315 - Registered Nurse III, Anesthetist | 43.61 |
| 12316 - Registered Nurse IV | 52.28 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.80 |
| 13000 - Information And Arts Occupations | |

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|---|---------------|
| 13011 - Exhibits Specialist I | 21.79 |
| 13012 - Exhibits Specialist II | 26.22 |
| 13013 - Exhibits Specialist III | 32.07 |
| 13041 - Illustrator I | 21.79 |
| 13042 - Illustrator II | 25.34 |
| 13043 - Illustrator III | 31.00 |
| 13047 - Librarian | 31.19 |
| 13050 - Library Aide/Clerk | 13.60 |
| 13054 - Library Information Technology Systems Administrator | 26.06 |
| 13058 - Library Technician | 18.78 |
| 13061 - Media Specialist I | 19.46 |
| 13062 - Media Specialist II | 21.79 |
| 13063 - Media Specialist III | 24.28 |
| 13071 - Photographer I | 20.35 |
| 13072 - Photographer II | 22.76 |
| 13073 - Photographer III | 28.20 |
| 13074 - Photographer IV | 34.50 |
| 13075 - Photographer V | 41.74 |
| 13110 - Video Teleconference Technician | 20.43 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.22 |
| 14042 - Computer Operator II | 20.39 |
| 14043 - Computer Operator III | 22.73 |
| 14044 - Computer Operator IV | 25.25 |
| 14045 - Computer Operator V | 27.97 |
| 14071 - Computer Programmer I | (see 1) 24.47 |
| 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 | 18.22 |
| 14160 - Personal Computer Support Technician | 25.25 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 34.20 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 41.38 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 49.60 |
| 15050 - Computer Based Training Specialist / Instructor | 34.20 |
| 15060 - Educational Technologist | 29.85 |
| 15070 - Flight Instructor (Pilot) | 49.60 |
| 15080 - Graphic Artist | 25.73 |
| 15090 - Technical Instructor | 26.41 |
| 15095 - Technical Instructor/Course Developer | 32.32 |
| 15110 - Test Proctor | 21.33 |
| 15120 - Tutor | 21.33 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.37 |
| 16030 - Counter Attendant | 10.37 |
| 16040 - Dry Cleaner | 13.07 |
| 16070 - Finisher, Flatwork, Machine | 10.37 |
| 16090 - Presser, Hand | 10.37 |
| 16110 - Presser, Machine, Drycleaning | 10.37 |
| 16130 - Presser, Machine, Shirts | 10.37 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.37 |
| 16190 - Sewing Machine Operator | 13.99 |
| 16220 - Tailor | 14.89 |
| 16250 - Washer, Machine | 11.26 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 26.06 |
| 19040 - Tool And Die Maker | 29.25 |
| 21000 - Materials Handling And Packing Occupations | |

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|---|-------|
| 21020 - Forklift Operator | 19.87 |
| 21030 - Material Coordinator | 21.10 |
| 21040 - Material Expediter | 21.10 |
| 21050 - Material Handling Laborer | 15.41 |
| 21071 - Order Filler | 14.20 |
| 21080 - Production Line Worker (Food Processing) | 19.87 |
| 21110 - Shipping Packer | 18.13 |
| 21130 - Shipping/Receiving Clerk | 18.13 |
| 21140 - Store Worker I | 15.40 |
| 21150 - Stock Clerk | 19.42 |
| 21210 - Tools And Parts Attendant | 19.87 |
| 21410 - Warehouse Specialist | 19.87 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.37 |
| 23021 - Aircraft Mechanic I | 28.50 |
| 23022 - Aircraft Mechanic II | 29.37 |
| 23023 - Aircraft Mechanic III | 30.25 |
| 23040 - Aircraft Mechanic Helper | 22.11 |
| 23050 - Aircraft, Painter | 27.52 |
| 23060 - Aircraft Servicer | 24.97 |
| 23080 - Aircraft Worker | 26.38 |
| 23110 - Appliance Mechanic | 24.65 |
| 23120 - Bicycle Repairer | 18.25 |
| 23125 - Cable Splicer | 31.68 |
| 23130 - Carpenter, Maintenance | 27.65 |
| 23140 - Carpet Layer | 24.79 |
| 23160 - Electrician, Maintenance | 31.22 |
| 23181 - Electronics Technician Maintenance I | 28.33 |
| 23182 - Electronics Technician Maintenance II | 29.58 |
| 23183 - Electronics Technician Maintenance III | 30.61 |
| 23260 - Fabric Worker | 23.47 |
| 23290 - Fire Alarm System Mechanic | 26.78 |
| 23310 - Fire Extinguisher Repairer | 22.12 |
| 23311 - Fuel Distribution System Mechanic | 26.30 |
| 23312 - Fuel Distribution System Operator | 21.80 |
| 23370 - General Maintenance Worker | 24.19 |
| 23380 - Ground Support Equipment Mechanic | 28.50 |
| 23381 - Ground Support Equipment Servicer | 24.97 |
| 23382 - Ground Support Equipment Worker | 26.38 |
| 23391 - Gunsmith I | 22.12 |
| 23392 - Gunsmith II | 24.79 |
| 23393 - Gunsmith III | 26.78 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 27.43 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.31 |
| 23430 - Heavy Equipment Mechanic | 27.81 |
| 23440 - Heavy Equipment Operator | 30.74 |
| 23460 - Instrument Mechanic | 29.28 |
| 23465 - Laboratory/Shelter Mechanic | 25.88 |
| 23470 - Laborer | 14.21 |
| 23510 - Locksmith | 25.88 |
| 23530 - Machinery Maintenance Mechanic | 27.15 |
| 23550 - Machinist, Maintenance | 24.25 |
| 23580 - Maintenance Trades Helper | 20.79 |
| 23591 - Metrology Technician I | 29.28 |
| 23592 - Metrology Technician II | 30.22 |
| 23593 - Metrology Technician III | 31.11 |
| 23640 - Millwright | 27.73 |
| 23710 - Office Appliance Repairer | 25.88 |
| 23760 - Painter, Maintenance | 25.88 |
| 23790 - Pipefitter, Maintenance | 29.77 |
| 23810 - Plumber, Maintenance | 27.70 |

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| 23820 - Pneudraulic Systems Mechanic | 26.78 |
| 23850 - Rigger | 26.78 |
| 23870 - Scale Mechanic | 24.79 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.27 |
| 23910 - Small Engine Mechanic | 24.79 |
| 23931 - Telecommunications Mechanic I | 27.36 |
| 23932 - Telecommunications Mechanic II | 28.21 |
| 23950 - Telephone Lineman | 24.84 |
| 23960 - Welder, Combination, Maintenance | 26.78 |
| 23965 - Well Driller | 32.28 |
| 23970 - Woodcraft Worker | 26.78 |
| 23980 - Woodworker | 22.12 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.29 |
| 24580 - Child Care Center Clerk | 15.32 |
| 24610 - Chore Aide | 10.74 |
| 24620 - Family Readiness And Support Services Coordinator | 14.74 |
| 24630 - Homemaker | 19.55 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.38 |
| 25040 - Sewage Plant Operator | 28.22 |
| 25070 - Stationary Engineer | 26.38 |
| 25190 - Ventilation Equipment Tender | 20.48 |
| 25210 - Water Treatment Plant Operator | 28.22 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 22.98 |
| 27007 - Baggage Inspector | 13.73 |
| 27008 - Corrections Officer | 23.46 |
| 27010 - Court Security Officer | 29.41 |
| 27030 - Detection Dog Handler | 15.56 |
| 27040 - Detention Officer | 23.51 |
| 27070 - Firefighter | 31.09 |
| 27101 - Guard I | 13.73 |
| 27102 - Guard II | 22.54 |
| 27131 - Police Officer I | 33.70 |
| 27132 - Police Officer II | 37.44 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.43 |
| 28042 - Carnival Equipment Repairer | 13.23 |
| 28043 - Carnival Equipment Worker | 10.26 |
| 28210 - Gate Attendant/Gate Tender | 14.84 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 16.01 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.98 |
| 28515 - Recreation Specialist | 19.12 |
| 28630 - Sports Official | 12.75 |
| 28690 - Swimming Pool Operator | 22.29 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.78 |
| 29020 - Hatch Tender | 29.78 |
| 29030 - Line Handler | 29.78 |
| 29041 - Stevedore I | 28.19 |
| 29042 - Stevedore II | 31.09 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.17 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.32 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.99 |
| 30021 - Archeological Technician I | 22.27 |
| 30022 - Archeological Technician II | 24.19 |
| 30023 - Archeological Technician III | 30.86 |
| 30030 - Cartographic Technician | 30.86 |
| 30040 - Civil Engineering Technician | 28.02 |

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|---|---------------|
| 30061 - Drafter/CAD Operator I | 22.27 |
| 30062 - Drafter/CAD Operator II | 24.91 |
| 30063 - Drafter/CAD Operator III | 27.78 |
| 30064 - Drafter/CAD Operator IV | 34.17 |
| 30081 - Engineering Technician I | 20.07 |
| 30082 - Engineering Technician II | 22.53 |
| 30083 - Engineering Technician III | 25.20 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.19 |
| 30086 - Engineering Technician VI | 46.21 |
| 30090 - Environmental Technician | 28.91 |
| 30210 - Laboratory Technician | 27.78 |
| 30240 - Mathematical Technician | 30.86 |
| 30361 - Paralegal/Legal Assistant I | 22.87 |
| 30362 - Paralegal/Legal Assistant II | 28.34 |
| 30363 - Paralegal/Legal Assistant III | 33.72 |
| 30364 - Paralegal/Legal Assistant IV | 41.93 |
| 30390 - Photo-Optics Technician | 30.86 |
| 30461 - Technical Writer I | 26.15 |
| 30462 - Technical Writer II | 31.99 |
| 30463 - Technical Writer III | 38.71 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 23.75 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.35 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.18 |
| 30494 - Unexploded (UXO) Safety Escort | 24.26 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.26 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 23.99 |
| 30621 - Weather Observer, Senior | (see 2) 27.77 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 15.18 |
| 31030 - Bus Driver | 19.68 |
| 31043 - Driver Courier | 17.32 |
| 31260 - Parking and Lot Attendant | 11.22 |
| 31290 - Shuttle Bus Driver | 18.43 |
| 31310 - Taxi Driver | 13.29 |
| 31361 - Truckdriver, Light | 18.43 |
| 31362 - Truckdriver, Medium | 21.42 |
| 31363 - Truckdriver, Heavy | 22.63 |
| 31364 - Truckdriver, Tractor-Trailer | 22.63 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.32 |
| 99050 - Desk Clerk | 10.88 |
| 99095 - Embalmer | 28.38 |
| 99251 - Laboratory Animal Caretaker I | 12.24 |
| 99252 - Laboratory Animal Caretaker II | 13.02 |
| 99310 - Mortician | 28.38 |
| 99410 - Pest Controller | 19.07 |
| 99510 - Photofinishing Worker | 14.16 |
| 99710 - Recycling Laborer | 21.32 |
| 99711 - Recycling Specialist | 24.48 |
| 99730 - Refuse Collector | 19.73 |
| 99810 - Sales Clerk | 13.82 |
| 99820 - School Crossing Guard | 15.61 |
| 99830 - Survey Party Chief | 28.70 |
| 99831 - Surveying Aide | 16.46 |
| 99832 - Surveying Technician | 22.56 |
| 99840 - Vending Machine Attendant | 18.44 |
| 99841 - Vending Machine Repairer | 19.80 |
| 99842 - Vending Machine Repairer Helper | 18.44 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2565
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of Adams, Asotin, Chelan, Columbia, Douglas, Ferry, Garfield, Grant, Kittitas, Lincoln, Okanogan, Pend Oreille, Spokane, Stevens, Whitman

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.39 |
| 01012 - Accounting Clerk II | | 16.16 |
| 01013 - Accounting Clerk III | | 18.07 |
| 01020 - Administrative Assistant | | 21.14 |
| 01040 - Court Reporter | | 17.53 |
| 01051 - Data Entry Operator I | | 12.27 |
| 01052 - Data Entry Operator II | | 13.85 |
| 01060 - Dispatcher, Motor Vehicle | | 16.07 |
| 01070 - Document Preparation Clerk | | 13.58 |
| 01090 - Duplicating Machine Operator | | 13.59 |
| 01111 - General Clerk I | | 11.77 |
| 01112 - General Clerk II | | 12.84 |
| 01113 - General Clerk III | | 14.41 |
| 01120 - Housing Referral Assistant | | 19.56 |
| 01141 - Messenger Courier | | 11.94 |
| 01191 - Order Clerk I | | 12.85 |
| 01192 - Order Clerk II | | 14.02 |
| 01261 - Personnel Assistant (Employment) I | | 16.71 |
| 01262 - Personnel Assistant (Employment) II | | 18.69 |
| 01263 - Personnel Assistant (Employment) III | | 20.84 |
| 01270 - Production Control Clerk | | 19.49 |
| 01280 - Receptionist | | 11.85 |
| 01290 - Rental Clerk | | 11.97 |
| 01300 - Scheduler, Maintenance | | 15.68 |
| 01311 - Secretary I | | 15.68 |
| 01312 - Secretary II | | 17.53 |
| 01313 - Secretary III | | 19.56 |
| 01320 - Service Order Dispatcher | | 17.27 |

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| 01410 - Supply Technician | 21.14 |
| 01420 - Survey Worker | 11.69 |
| 01531 - Travel Clerk I | 12.69 |
| 01532 - Travel Clerk II | 13.52 |
| 01533 - Travel Clerk III | 14.47 |
| 01611 - Word Processor I | 13.69 |
| 01612 - Word Processor II | 15.37 |
| 01613 - Word Processor III | 17.17 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.28 |
| 05010 - Automotive Electrician | 19.82 |
| 05040 - Automotive Glass Installer | 18.24 |
| 05070 - Automotive Worker | 18.24 |
| 05110 - Mobile Equipment Servicer | 17.25 |
| 05130 - Motor Equipment Metal Mechanic | 19.82 |
| 05160 - Motor Equipment Metal Worker | 18.24 |
| 05190 - Motor Vehicle Mechanic | 19.94 |
| 05220 - Motor Vehicle Mechanic Helper | 15.68 |
| 05250 - Motor Vehicle Upholstery Worker | 17.25 |
| 05280 - Motor Vehicle Wrecker | 18.24 |
| 05310 - Painter, Automotive | 19.03 |
| 05340 - Radiator Repair Specialist | 18.24 |
| 05370 - Tire Repairer | 13.22 |
| 05400 - Transmission Repair Specialist | 19.82 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.12 |
| 07041 - Cook I | 12.04 |
| 07042 - Cook II | 13.48 |
| 07070 - Dishwasher | 10.20 |
| 07130 - Food Service Worker | 10.20 |
| 07210 - Meat Cutter | 18.06 |
| 07260 - Waiter/Waitress | 12.68 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.39 |
| 09040 - Furniture Handler | 13.14 |
| 09080 - Furniture Refinisher | 17.39 |
| 09090 - Furniture Refinisher Helper | 14.32 |
| 09110 - Furniture Repairer, Minor | 15.76 |
| 09130 - Upholsterer | 17.39 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.63 |
| 11060 - Elevator Operator | 10.63 |
| 11090 - Gardener | 13.37 |
| 11122 - Housekeeping Aide | 10.81 |
| 11150 - Janitor | 12.25 |
| 11210 - Laborer, Grounds Maintenance | 12.51 |
| 11240 - Maid or Houseman | 9.83 |
| 11260 - Pruner | 11.87 |
| 11270 - Tractor Operator | 13.48 |
| 11330 - Trail Maintenance Worker | 12.51 |
| 11360 - Window Cleaner | 12.83 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.80 |
| 12011 - Breath Alcohol Technician | 18.18 |
| 12012 - Certified Occupational Therapist Assistant | 21.83 |
| 12015 - Certified Physical Therapist Assistant | 21.29 |
| 12020 - Dental Assistant | 19.25 |
| 12025 - Dental Hygienist | 36.32 |
| 12030 - EKG Technician | 25.44 |
| 12035 - Electroneurodiagnostic Technologist | 25.44 |
| 12040 - Emergency Medical Technician | 17.80 |
| 12071 - Licensed Practical Nurse I | 16.19 |
| 12072 - Licensed Practical Nurse II | 18.18 |

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| 12073 - Licensed Practical Nurse III | 20.34 |
| 12100 - Medical Assistant | 13.97 |
| 12130 - Medical Laboratory Technician | 18.69 |
| 12160 - Medical Record Clerk | 12.97 |
| 12190 - Medical Record Technician | 14.50 |
| 12195 - Medical Transcriptionist | 15.49 |
| 12210 - Nuclear Medicine Technologist | 40.08 |
| 12221 - Nursing Assistant I | 9.62 |
| 12222 - Nursing Assistant II | 10.81 |
| 12223 - Nursing Assistant III | 11.80 |
| 12224 - Nursing Assistant IV | 13.25 |
| 12235 - Optical Dispenser | 17.21 |
| 12236 - Optical Technician | 15.03 |
| 12250 - Pharmacy Technician | 15.99 |
| 12280 - Phlebotomist | 13.25 |
| 12305 - Radiologic Technologist | 25.10 |
| 12311 - Registered Nurse I | 23.90 |
| 12312 - Registered Nurse II | 29.21 |
| 12313 - Registered Nurse II, Specialist | 29.21 |
| 12314 - Registered Nurse III | 35.35 |
| 12315 - Registered Nurse III, Anesthetist | 35.35 |
| 12316 - Registered Nurse IV | 42.35 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.83 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.25 |
| 13012 - Exhibits Specialist II | 23.86 |
| 13013 - Exhibits Specialist III | 29.18 |
| 13041 - Illustrator I | 19.25 |
| 13042 - Illustrator II | 23.85 |
| 13043 - Illustrator III | 29.18 |
| 13047 - Librarian | 26.41 |
| 13050 - Library Aide/Clerk | 11.83 |
| 13054 - Library Information Technology Systems Administrator | 23.86 |
| 13058 - Library Technician | 15.90 |
| 13061 - Media Specialist I | 17.57 |
| 13062 - Media Specialist II | 19.65 |
| 13063 - Media Specialist III | 21.91 |
| 13071 - Photographer I | 15.82 |
| 13072 - Photographer II | 17.70 |
| 13073 - Photographer III | 21.88 |
| 13074 - Photographer IV | 26.77 |
| 13075 - Photographer V | 30.59 |
| 13110 - Video Teleconference Technician | 15.74 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.06 |
| 14042 - Computer Operator II | 19.08 |
| 14043 - Computer Operator III | 21.54 |
| 14044 - Computer Operator IV | 23.91 |
| 14045 - Computer Operator V | 26.50 |
| 14071 - Computer Programmer I | (see 1) 22.26 |
| 14072 - Computer Programmer II | (see 1) 27.58 |
| 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 | 17.06 |
| 14160 - Personal Computer Support Technician | 27.57 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.40 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.36 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.80 |

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| 15050 - Computer Based Training Specialist / Instructor | 28.40 |
| 15060 - Educational Technologist | 30.38 |
| 15070 - Flight Instructor (Pilot) | 37.80 |
| 15080 - Graphic Artist | 22.86 |
| 15090 - Technical Instructor | 19.78 |
| 15095 - Technical Instructor/Course Developer | 24.20 |
| 15110 - Test Proctor | 16.26 |
| 15120 - Tutor | 16.26 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.69 |
| 16030 - Counter Attendant | 9.69 |
| 16040 - Dry Cleaner | 11.60 |
| 16070 - Finisher, Flatwork, Machine | 9.69 |
| 16090 - Presser, Hand | 9.69 |
| 16110 - Presser, Machine, Drycleaning | 9.69 |
| 16130 - Presser, Machine, Shirts | 9.69 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.69 |
| 16190 - Sewing Machine Operator | 12.29 |
| 16220 - Tailor | 12.99 |
| 16250 - Washer, Machine | 10.19 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.67 |
| 19040 - Tool And Die Maker | 21.74 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.65 |
| 21030 - Material Coordinator | 19.49 |
| 21040 - Material Expediter | 19.49 |
| 21050 - Material Handling Laborer | 12.49 |
| 21071 - Order Filler | 14.11 |
| 21080 - Production Line Worker (Food Processing) | 15.65 |
| 21110 - Shipping Packer | 13.97 |
| 21130 - Shipping/Receiving Clerk | 13.62 |
| 21140 - Store Worker I | 12.38 |
| 21150 - Stock Clerk | 15.87 |
| 21210 - Tools And Parts Attendant | 15.65 |
| 21410 - Warehouse Specialist | 15.65 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.83 |
| 23021 - Aircraft Mechanic I | 23.66 |
| 23022 - Aircraft Mechanic II | 24.83 |
| 23023 - Aircraft Mechanic III | 26.08 |
| 23040 - Aircraft Mechanic Helper | 18.43 |
| 23050 - Aircraft, Painter | 21.21 |
| 23060 - Aircraft Servicer | 20.58 |
| 23080 - Aircraft Worker | 21.77 |
| 23110 - Appliance Mechanic | 19.38 |
| 23120 - Bicycle Repairer | 14.53 |
| 23125 - Cable Splicer | 26.53 |
| 23130 - Carpenter, Maintenance | 20.53 |
| 23140 - Carpet Layer | 19.17 |
| 23160 - Electrician, Maintenance | 21.33 |
| 23181 - Electronics Technician Maintenance I | 23.57 |
| 23182 - Electronics Technician Maintenance II | 24.91 |
| 23183 - Electronics Technician Maintenance III | 26.24 |
| 23260 - Fabric Worker | 18.40 |
| 23290 - Fire Alarm System Mechanic | 19.24 |
| 23310 - Fire Extinguisher Repairer | 17.29 |
| 23311 - Fuel Distribution System Mechanic | 20.42 |
| 23312 - Fuel Distribution System Operator | 17.29 |
| 23370 - General Maintenance Worker | 17.69 |
| 23380 - Ground Support Equipment Mechanic | 23.66 |
| 23381 - Ground Support Equipment Servicer | 20.58 |
| 23382 - Ground Support Equipment Worker | 21.77 |

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| 23391 - Gunsmith I | 17.29 |
| 23392 - Gunsmith II | 19.50 |
| 23393 - Gunsmith III | 21.71 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.70 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.76 |
| 23430 - Heavy Equipment Mechanic | 21.47 |
| 23440 - Heavy Equipment Operator | 23.64 |
| 23460 - Instrument Mechanic | 21.71 |
| 23465 - Laboratory/Shelter Mechanic | 20.80 |
| 23470 - Laborer | 12.49 |
| 23510 - Locksmith | 20.80 |
| 23530 - Machinery Maintenance Mechanic | 21.23 |
| 23550 - Machinist, Maintenance | 17.88 |
| 23580 - Maintenance Trades Helper | 14.32 |
| 23591 - Metrology Technician I | 21.71 |
| 23592 - Metrology Technician II | 22.91 |
| 23593 - Metrology Technician III | 23.93 |
| 23640 - Millwright | 23.41 |
| 23710 - Office Appliance Repairer | 20.66 |
| 23760 - Painter, Maintenance | 17.60 |
| 23790 - Pipefitter, Maintenance | 26.03 |
| 23810 - Plumber, Maintenance | 23.76 |
| 23820 - Pneudraulic Systems Mechanic | 21.71 |
| 23850 - Rigger | 21.71 |
| 23870 - Scale Mechanic | 19.50 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.42 |
| 23910 - Small Engine Mechanic | 15.83 |
| 23931 - Telecommunications Mechanic I | 26.54 |
| 23932 - Telecommunications Mechanic II | 27.60 |
| 23950 - Telephone Lineman | 21.13 |
| 23960 - Welder, Combination, Maintenance | 16.77 |
| 23965 - well Driller | 19.94 |
| 23970 - Woodcraft Worker | 21.71 |
| 23980 - Woodworker | 16.61 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.66 |
| 24580 - Child Care Center Clerk | 13.06 |
| 24610 - Chore Aide | 10.34 |
| 24620 - Family Readiness And Support Services Coordinator | 13.01 |
| 24630 - Homemaker | 16.85 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.57 |
| 25040 - Sewage Plant Operator | 20.56 |
| 25070 - Stationary Engineer | 24.57 |
| 25190 - Ventilation Equipment Tender | 17.64 |
| 25210 - Water Treatment Plant Operator | 20.56 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.69 |
| 27007 - Baggage Inspector | 12.22 |
| 27008 - Corrections Officer | 24.11 |
| 27010 - Court Security Officer | 25.50 |
| 27030 - Detection Dog Handler | 17.58 |
| 27040 - Detention Officer | 24.11 |
| 27070 - Firefighter | 22.01 |
| 27101 - Guard I | 12.22 |
| 27102 - Guard II | 15.98 |
| 27131 - Police Officer I | 28.39 |
| 27132 - Police Officer II | 31.53 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.85 |

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| 28042 - Carnival Equipment Repairer | 11.41 |
| 28043 - Carnival Equipment Worker | 10.13 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.43 |
| 28515 - Recreation Specialist | 16.61 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 15.35 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.66 |
| 29020 - Hatch Tender | 20.66 |
| 29030 - Line Handler | 20.47 |
| 29041 - Stevedore I | 19.35 |
| 29042 - Stevedore II | 22.01 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.81 |
| 30022 - Archeological Technician II | 18.80 |
| 30023 - Archeological Technician III | 23.29 |
| 30030 - Cartographic Technician | 23.29 |
| 30040 - Civil Engineering Technician | 23.02 |
| 30061 - Drafter/CAD Operator I | 16.81 |
| 30062 - Drafter/CAD Operator II | 18.80 |
| 30063 - Drafter/CAD Operator III | 20.97 |
| 30064 - Drafter/CAD Operator IV | 25.80 |
| 30081 - Engineering Technician I | 15.16 |
| 30082 - Engineering Technician II | 16.93 |
| 30083 - Engineering Technician III | 19.01 |
| 30084 - Engineering Technician IV | 23.58 |
| 30085 - Engineering Technician V | 28.75 |
| 30086 - Engineering Technician VI | 34.90 |
| 30090 - Environmental Technician | 23.22 |
| 30210 - Laboratory Technician | 20.54 |
| 30240 - Mathematical Technician | 23.29 |
| 30361 - Paralegal/Legal Assistant I | 19.64 |
| 30362 - Paralegal/Legal Assistant II | 24.33 |
| 30363 - Paralegal/Legal Assistant III | 29.77 |
| 30364 - Paralegal/Legal Assistant IV | 36.02 |
| 30390 - Photo-Optics Technician | 23.29 |
| 30461 - Technical Writer I | 20.72 |
| 30462 - Technical Writer II | 27.13 |
| 30463 - Technical Writer III | 32.83 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 20.97 |
| 30621 - Weather Observer, Senior (see 2) | 23.29 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.83 |
| 31030 - Bus Driver | 17.01 |
| 31043 - Driver Courier | 12.24 |
| 31260 - Parking and Lot Attendant | 10.23 |
| 31290 - Shuttle Bus Driver | 13.08 |
| 31310 - Taxi Driver | 12.53 |
| 31361 - Truckdriver, Light | 13.08 |
| 31362 - Truckdriver, Medium | 17.52 |
| 31363 - Truckdriver, Heavy | 18.65 |

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| 31364 - Truckdriver, Tractor-Trailer | 18.65 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.64 |
| 99050 - Desk Clerk | 10.35 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.51 |
| 99252 - Laboratory Animal Caretaker II | 12.30 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 16.97 |
| 99510 - Photofinishing Worker | 12.16 |
| 99710 - Recycling Laborer | 15.72 |
| 99711 - Recycling Specialist | 16.64 |
| 99730 - Refuse Collector | 14.50 |
| 99810 - Sales Clerk | 13.51 |
| 99820 - School Crossing Guard | 13.98 |
| 99830 - Survey Party Chief | 22.89 |
| 99831 - Surveying Aide | 12.79 |
| 99832 - Surveying Technician | 17.50 |
| 99840 - Vending Machine Attendant | 13.13 |
| 99841 - Vending Machine Repairer | 15.08 |
| 99842 - Vending Machine Repairer Helper | 13.13 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006,

unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2566
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of Adams, Asotin, Chelan, Columbia, Douglas, Ferry, Garfield, Grant, Kittitas, Lincoln, Okanogan, Pend Oreille, Spokane, Stevens, Whitman

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.39 |
| 01012 - Accounting Clerk II | | 16.16 |
| 01013 - Accounting Clerk III | | 18.07 |
| 01020 - Administrative Assistant | | 21.14 |
| 01040 - Court Reporter | | 17.53 |
| 01051 - Data Entry Operator I | | 12.27 |
| 01052 - Data Entry Operator II | | 13.85 |

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| 01060 - Dispatcher, Motor Vehicle | 16.07 |
| 01070 - Document Preparation Clerk | 13.58 |
| 01090 - Duplicating Machine Operator | 13.59 |
| 01111 - General Clerk I | 11.77 |
| 01112 - General Clerk II | 12.84 |
| 01113 - General Clerk III | 14.41 |
| 01120 - Housing Referral Assistant | 19.56 |
| 01141 - Messenger Courier | 11.94 |
| 01191 - Order Clerk I | 12.85 |
| 01192 - Order Clerk II | 14.02 |
| 01261 - Personnel Assistant (Employment) I | 16.71 |
| 01262 - Personnel Assistant (Employment) II | 18.69 |
| 01263 - Personnel Assistant (Employment) III | 20.84 |
| 01270 - Production Control Clerk | 19.49 |
| 01280 - Receptionist | 11.85 |
| 01290 - Rental Clerk | 11.97 |
| 01300 - Scheduler, Maintenance | 15.68 |
| 01311 - Secretary I | 15.68 |
| 01312 - Secretary II | 17.53 |
| 01313 - Secretary III | 19.56 |
| 01320 - Service Order Dispatcher | 17.27 |
| 01410 - Supply Technician | 21.14 |
| 01420 - Survey Worker | 11.69 |
| 01531 - Travel Clerk I | 12.69 |
| 01532 - Travel Clerk II | 13.52 |
| 01533 - Travel Clerk III | 14.47 |
| 01611 - Word Processor I | 13.69 |
| 01612 - Word Processor II | 15.37 |
| 01613 - Word Processor III | 17.17 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.28 |
| 05010 - Automotive Electrician | 19.82 |
| 05040 - Automotive Glass Installer | 18.24 |
| 05070 - Automotive Worker | 18.24 |
| 05110 - Mobile Equipment Servicer | 17.25 |
| 05130 - Motor Equipment Metal Mechanic | 19.82 |
| 05160 - Motor Equipment Metal Worker | 18.24 |
| 05190 - Motor Vehicle Mechanic | 19.94 |
| 05220 - Motor Vehicle Mechanic Helper | 15.68 |
| 05250 - Motor Vehicle Upholstery Worker | 17.25 |
| 05280 - Motor Vehicle Wrecker | 18.24 |
| 05310 - Painter, Automotive | 19.03 |
| 05340 - Radiator Repair Specialist | 18.24 |
| 05370 - Tire Repairer | 13.22 |
| 05400 - Transmission Repair Specialist | 19.82 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.12 |
| 07041 - Cook I | 12.04 |
| 07042 - Cook II | 13.48 |
| 07070 - Dishwasher | 10.20 |
| 07130 - Food Service Worker | 10.20 |
| 07210 - Meat Cutter | 18.06 |
| 07260 - Waiter/Waitress | 12.68 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.39 |
| 09040 - Furniture Handler | 13.14 |
| 09080 - Furniture Refinisher | 17.39 |
| 09090 - Furniture Refinisher Helper | 14.32 |
| 09110 - Furniture Repairer, Minor | 15.76 |
| 09130 - Upholsterer | 17.39 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.63 |
| 11060 - Elevator Operator | 10.63 |

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| 11090 - Gardener | 13.37 |
| 11122 - Housekeeping Aide | 10.81 |
| 11150 - Janitor | 12.25 |
| 11210 - Laborer, Grounds Maintenance | 12.51 |
| 11240 - Maid or Houseman | 9.83 |
| 11260 - Pruner | 11.87 |
| 11270 - Tractor Operator | 13.48 |
| 11330 - Trail Maintenance Worker | 12.51 |
| 11360 - Window Cleaner | 12.83 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.80 |
| 12011 - Breath Alcohol Technician | 18.18 |
| 12012 - Certified Occupational Therapist Assistant | 21.83 |
| 12015 - Certified Physical Therapist Assistant | 21.29 |
| 12020 - Dental Assistant | 19.25 |
| 12025 - Dental Hygienist | 36.32 |
| 12030 - EKG Technician | 25.44 |
| 12035 - Electroneurodiagnostic Technologist | 25.44 |
| 12040 - Emergency Medical Technician | 17.80 |
| 12071 - Licensed Practical Nurse I | 16.19 |
| 12072 - Licensed Practical Nurse II | 18.18 |
| 12073 - Licensed Practical Nurse III | 20.34 |
| 12100 - Medical Assistant | 13.97 |
| 12130 - Medical Laboratory Technician | 18.69 |
| 12160 - Medical Record Clerk | 12.97 |
| 12190 - Medical Record Technician | 14.50 |
| 12195 - Medical Transcriptionist | 15.49 |
| 12210 - Nuclear Medicine Technologist | 40.08 |
| 12221 - Nursing Assistant I | 9.62 |
| 12222 - Nursing Assistant II | 10.81 |
| 12223 - Nursing Assistant III | 11.80 |
| 12224 - Nursing Assistant IV | 13.25 |
| 12235 - Optical Dispenser | 17.21 |
| 12236 - Optical Technician | 15.03 |
| 12250 - Pharmacy Technician | 15.99 |
| 12280 - Phlebotomist | 13.25 |
| 12305 - Radiologic Technologist | 25.10 |
| 12311 - Registered Nurse I | 23.90 |
| 12312 - Registered Nurse II | 29.21 |
| 12313 - Registered Nurse II, Specialist | 29.21 |
| 12314 - Registered Nurse III | 35.35 |
| 12315 - Registered Nurse III, Anesthetist | 35.35 |
| 12316 - Registered Nurse IV | 42.35 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.83 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.25 |
| 13012 - Exhibits Specialist II | 23.86 |
| 13013 - Exhibits Specialist III | 29.18 |
| 13041 - Illustrator I | 19.25 |
| 13042 - Illustrator II | 23.85 |
| 13043 - Illustrator III | 29.18 |
| 13047 - Librarian | 26.41 |
| 13050 - Library Aide/Clerk | 11.83 |
| 13054 - Library Information Technology Systems Administrator | 23.86 |
| 13058 - Library Technician | 15.90 |
| 13061 - Media Specialist I | 17.57 |
| 13062 - Media Specialist II | 19.65 |
| 13063 - Media Specialist III | 21.91 |
| 13071 - Photographer I | 15.82 |
| 13072 - Photographer II | 17.70 |
| 13073 - Photographer III | 21.88 |
| 13074 - Photographer IV | 26.77 |

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| 13075 - Photographer V | 30.59 |
| 13110 - Video Teleconference Technician | 15.74 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.06 |
| 14042 - Computer Operator II | 19.08 |
| 14043 - Computer Operator III | 21.54 |
| 14044 - Computer Operator IV | 23.91 |
| 14045 - Computer Operator V | 26.50 |
| 14071 - Computer Programmer I | (see 1) 22.26 |
| 14072 - Computer Programmer II | (see 1) 27.58 |
| 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 | 17.06 |
| 14160 - Personal Computer Support Technician | 27.57 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.40 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.36 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.80 |
| 15050 - Computer Based Training Specialist / Instructor | 28.40 |
| 15060 - Educational Technologist | 30.38 |
| 15070 - Flight Instructor (Pilot) | 37.80 |
| 15080 - Graphic Artist | 22.86 |
| 15090 - Technical Instructor | 19.78 |
| 15095 - Technical Instructor/Course Developer | 24.20 |
| 15110 - Test Proctor | 16.26 |
| 15120 - Tutor | 16.26 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.69 |
| 16030 - Counter Attendant | 9.69 |
| 16040 - Dry Cleaner | 11.60 |
| 16070 - Finisher, Flatwork, Machine | 9.69 |
| 16090 - Presser, Hand | 9.69 |
| 16110 - Presser, Machine, Drycleaning | 9.69 |
| 16130 - Presser, Machine, Shirts | 9.69 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.69 |
| 16190 - Sewing Machine Operator | 12.29 |
| 16220 - Tailor | 12.99 |
| 16250 - Washer, Machine | 10.19 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.67 |
| 19040 - Tool And Die Maker | 21.74 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.65 |
| 21030 - Material Coordinator | 19.49 |
| 21040 - Material Expediter | 19.49 |
| 21050 - Material Handling Laborer | 12.49 |
| 21071 - Order Filler | 14.11 |
| 21080 - Production Line Worker (Food Processing) | 15.65 |
| 21110 - Shipping Packer | 13.97 |
| 21130 - Shipping/Receiving Clerk | 13.62 |
| 21140 - Store Worker I | 12.38 |
| 21150 - Stock Clerk | 15.87 |
| 21210 - Tools And Parts Attendant | 15.65 |
| 21410 - Warehouse Specialist | 15.65 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.83 |
| 23021 - Aircraft Mechanic I | 23.66 |
| 23022 - Aircraft Mechanic II | 24.83 |
| 23023 - Aircraft Mechanic III | 26.08 |
| 23040 - Aircraft Mechanic Helper | 18.43 |

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| 23050 - Aircraft, Painter | 21.21 |
| 23060 - Aircraft Servicer | 20.58 |
| 23080 - Aircraft Worker | 21.77 |
| 23110 - Appliance Mechanic | 19.38 |
| 23120 - Bicycle Repairer | 14.53 |
| 23125 - Cable Splicer | 26.53 |
| 23130 - Carpenter, Maintenance | 20.53 |
| 23140 - Carpet Layer | 19.17 |
| 23160 - Electrician, Maintenance | 21.33 |
| 23181 - Electronics Technician Maintenance I | 23.57 |
| 23182 - Electronics Technician Maintenance II | 24.91 |
| 23183 - Electronics Technician Maintenance III | 26.24 |
| 23260 - Fabric Worker | 18.40 |
| 23290 - Fire Alarm System Mechanic | 19.24 |
| 23310 - Fire Extinguisher Repairer | 17.29 |
| 23311 - Fuel Distribution System Mechanic | 20.42 |
| 23312 - Fuel Distribution System Operator | 17.29 |
| 23370 - General Maintenance Worker | 17.69 |
| 23380 - Ground Support Equipment Mechanic | 23.66 |
| 23381 - Ground Support Equipment Servicer | 20.58 |
| 23382 - Ground Support Equipment Worker | 21.77 |
| 23391 - Gunsmith I | 17.29 |
| 23392 - Gunsmith II | 19.50 |
| 23393 - Gunsmith III | 21.71 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.70 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.76 |
| 23430 - Heavy Equipment Mechanic | 21.47 |
| 23440 - Heavy Equipment Operator | 23.64 |
| 23460 - Instrument Mechanic | 21.71 |
| 23465 - Laboratory/Shelter Mechanic | 20.80 |
| 23470 - Laborer | 12.49 |
| 23510 - Locksmith | 20.80 |
| 23530 - Machinery Maintenance Mechanic | 21.23 |
| 23550 - Machinist, Maintenance | 17.88 |
| 23580 - Maintenance Trades Helper | 14.32 |
| 23591 - Metrology Technician I | 21.71 |
| 23592 - Metrology Technician II | 22.91 |
| 23593 - Metrology Technician III | 23.93 |
| 23640 - Millwright | 23.41 |
| 23710 - Office Appliance Repairer | 20.66 |
| 23760 - Painter, Maintenance | 17.60 |
| 23790 - Pipefitter, Maintenance | 26.03 |
| 23810 - Plumber, Maintenance | 23.76 |
| 23820 - Pneudraulic Systems Mechanic | 21.71 |
| 23850 - Rigger | 21.71 |
| 23870 - Scale Mechanic | 19.50 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.42 |
| 23910 - Small Engine Mechanic | 15.83 |
| 23931 - Telecommunications Mechanic I | 26.54 |
| 23932 - Telecommunications Mechanic II | 27.60 |
| 23950 - Telephone Lineman | 21.13 |
| 23960 - Welder, Combination, Maintenance | 16.77 |
| 23965 - Well Driller | 19.94 |
| 23970 - Woodcraft Worker | 21.71 |
| 23980 - Woodworker | 16.61 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.66 |
| 24580 - Child Care Center Clerk | 13.06 |
| 24610 - Chore Aide | 10.34 |
| 24620 - Family Readiness And Support Services Coordinator | 13.01 |

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| 24630 - Homemaker | 16.85 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.57 |
| 25040 - Sewage Plant Operator | 20.56 |
| 25070 - Stationary Engineer | 24.57 |
| 25190 - Ventilation Equipment Tender | 17.64 |
| 25210 - Water Treatment Plant Operator | 20.56 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.69 |
| 27007 - Baggage Inspector | 12.22 |
| 27008 - Corrections Officer | 24.11 |
| 27010 - Court Security Officer | 25.50 |
| 27030 - Detection Dog Handler | 17.58 |
| 27040 - Detention Officer | 24.11 |
| 27070 - Firefighter | 22.01 |
| 27101 - Guard I | 12.22 |
| 27102 - Guard II | 15.98 |
| 27131 - Police Officer I | 28.39 |
| 27132 - Police Officer II | 31.53 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.85 |
| 28042 - Carnival Equipment Repairer | 11.41 |
| 28043 - Carnival Equipment Worker | 10.13 |
| 28210 - Gate Attendant/Gate Tender | 14.00 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.43 |
| 28515 - Recreation Specialist | 16.61 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 15.35 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.66 |
| 29020 - Hatch Tender | 20.66 |
| 29030 - Line Handler | 20.47 |
| 29041 - Stevedore I | 19.35 |
| 29042 - Stevedore II | 22.01 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.81 |
| 30022 - Archeological Technician II | 18.80 |
| 30023 - Archeological Technician III | 23.29 |
| 30030 - Cartographic Technician | 23.29 |
| 30040 - Civil Engineering Technician | 23.02 |
| 30061 - Drafter/CAD Operator I | 16.81 |
| 30062 - Drafter/CAD Operator II | 18.80 |
| 30063 - Drafter/CAD Operator III | 20.97 |
| 30064 - Drafter/CAD Operator IV | 25.80 |
| 30081 - Engineering Technician I | 15.16 |
| 30082 - Engineering Technician II | 16.93 |
| 30083 - Engineering Technician III | 19.01 |
| 30084 - Engineering Technician IV | 23.58 |
| 30085 - Engineering Technician V | 28.75 |
| 30086 - Engineering Technician VI | 34.90 |
| 30090 - Environmental Technician | 23.22 |
| 30210 - Laboratory Technician | 20.54 |
| 30240 - Mathematical Technician | 23.29 |
| 30361 - Paralegal/Legal Assistant I | 19.64 |
| 30362 - Paralegal/Legal Assistant II | 24.33 |
| 30363 - Paralegal/Legal Assistant III | 29.77 |
| 30364 - Paralegal/Legal Assistant IV | 36.02 |
| 30390 - Photo-Optics Technician | 23.29 |

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|---|---------------|
| 30461 - Technical Writer I | 20.72 |
| 30462 - Technical Writer II | 27.13 |
| 30463 - Technical Writer III | 32.83 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.97 |
| 30621 - Weather Observer, Senior | (see 2) 23.29 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.83 |
| 31030 - Bus Driver | 17.01 |
| 31043 - Driver Courier | 12.24 |
| 31260 - Parking and Lot Attendant | 10.23 |
| 31290 - Shuttle Bus Driver | 13.08 |
| 31310 - Taxi Driver | 12.53 |
| 31361 - Truckdriver, Light | 13.08 |
| 31362 - Truckdriver, Medium | 17.52 |
| 31363 - Truckdriver, Heavy | 18.65 |
| 31364 - Truckdriver, Tractor-Trailer | 18.65 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.64 |
| 99050 - Desk Clerk | 10.35 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.51 |
| 99252 - Laboratory Animal Caretaker II | 12.30 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 16.97 |
| 99510 - Photofinishing Worker | 12.16 |
| 99710 - Recycling Laborer | 15.72 |
| 99711 - Recycling Specialist | 16.64 |
| 99730 - Refuse Collector | 14.50 |
| 99810 - Sales Clerk | 13.51 |
| 99820 - School Crossing Guard | 13.98 |
| 99830 - Survey Party Chief | 22.89 |
| 99831 - Surveying Aide | 12.79 |
| 99832 - Surveying Technician | 17.50 |
| 99840 - Vending Machine Attendant | 13.13 |
| 99841 - Vending Machine Repairer | 15.08 |
| 99842 - Vending Machine Repairer Helper | 13.13 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage

determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2567
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of Lewis, Pierce, Thurston

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.56 |
| 01012 - Accounting Clerk II | | 17.47 |
| 01013 - Accounting Clerk III | | 19.54 |
| 01020 - Administrative Assistant | | 23.72 |
| 01040 - Court Reporter | | 19.01 |
| 01051 - Data Entry Operator I | | 14.37 |
| 01052 - Data Entry Operator II | | 15.69 |
| 01060 - Dispatcher, Motor Vehicle | | 22.39 |
| 01070 - Document Preparation Clerk | | 13.60 |
| 01090 - Duplicating Machine Operator | | 13.60 |
| 01111 - General Clerk I | | 12.68 |
| 01112 - General Clerk II | | 14.80 |
| 01113 - General Clerk III | | 16.82 |
| 01120 - Housing Referral Assistant | | 21.81 |
| 01141 - Messenger Courier | | 13.25 |
| 01191 - Order Clerk I | | 14.60 |
| 01192 - Order Clerk II | | 15.94 |
| 01261 - Personnel Assistant (Employment) I | | 16.87 |
| 01262 - Personnel Assistant (Employment) II | | 18.88 |
| 01263 - Personnel Assistant (Employment) III | | 21.05 |
| 01270 - Production Control Clerk | | 21.10 |
| 01280 - Receptionist | | 14.47 |
| 01290 - Rental Clerk | | 16.18 |
| 01300 - Scheduler, Maintenance | | 17.49 |
| 01311 - Secretary I | | 17.49 |
| 01312 - Secretary II | | 19.57 |
| 01313 - Secretary III | | 21.81 |
| 01320 - Service Order Dispatcher | | 17.13 |
| 01410 - Supply Technician | | 23.37 |

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| 01420 - Survey Worker | 19.01 |
| 01531 - Travel Clerk I | 13.37 |
| 01532 - Travel Clerk II | 14.50 |
| 01533 - Travel Clerk III | 15.60 |
| 01611 - Word Processor I | 17.01 |
| 01612 - Word Processor II | 19.09 |
| 01613 - Word Processor III | 21.35 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.34 |
| 05010 - Automotive Electrician | 22.06 |
| 05040 - Automotive Glass Installer | 19.83 |
| 05070 - Automotive Worker | 21.36 |
| 05110 - Mobile Equipment Servicer | 19.93 |
| 05130 - Motor Equipment Metal Mechanic | 22.82 |
| 05160 - Motor Equipment Metal Worker | 21.36 |
| 05190 - Motor Vehicle Mechanic | 22.78 |
| 05220 - Motor Vehicle Mechanic Helper | 19.20 |
| 05250 - Motor Vehicle Upholstery Worker | 20.65 |
| 05280 - Motor Vehicle Wrecker | 21.36 |
| 05310 - Painter, Automotive | 22.06 |
| 05340 - Radiator Repair Specialist | 21.36 |
| 05370 - Tire Repairer | 14.81 |
| 05400 - Transmission Repair Specialist | 22.82 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.16 |
| 07041 - Cook I | 13.11 |
| 07042 - Cook II | 15.75 |
| 07070 - Dishwasher | 9.68 |
| 07130 - Food Service Worker | 11.19 |
| 07210 - Meat Cutter | 21.24 |
| 07260 - Waiter/Waitress | 12.34 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.20 |
| 09040 - Furniture Handler | 16.86 |
| 09080 - Furniture Refinisher | 19.20 |
| 09090 - Furniture Refinisher Helper | 16.86 |
| 09110 - Furniture Repairer, Minor | 18.01 |
| 09130 - Upholsterer | 19.86 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.98 |
| 11060 - Elevator Operator | 11.98 |
| 11090 - Gardener | 18.28 |
| 11122 - Housekeeping Aide | 14.53 |
| 11150 - Janitor | 15.32 |
| 11210 - Laborer, Grounds Maintenance | 15.07 |
| 11240 - Maid or Houseman | 11.48 |
| 11260 - Pruner | 13.84 |
| 11270 - Tractor Operator | 17.43 |
| 11330 - Trail Maintenance Worker | 15.07 |
| 11360 - Window Cleaner | 16.44 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 21.63 |
| 12011 - Breath Alcohol Technician | 20.83 |
| 12012 - Certified Occupational Therapist Assistant | 24.67 |
| 12015 - Certified Physical Therapist Assistant | 23.12 |
| 12020 - Dental Assistant | 18.72 |
| 12025 - Dental Hygienist | 45.08 |
| 12030 - EKG Technician | 29.94 |
| 12035 - Electroneurodiagnostic Technologist | 29.94 |
| 12040 - Emergency Medical Technician | 21.26 |
| 12071 - Licensed Practical Nurse I | 18.57 |
| 12072 - Licensed Practical Nurse II | 20.78 |
| 12073 - Licensed Practical Nurse III | 23.17 |

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| 12100 - Medical Assistant | 16.54 |
| 12130 - Medical Laboratory Technician | 20.78 |
| 12160 - Medical Record Clerk | 16.33 |
| 12190 - Medical Record Technician | 18.27 |
| 12195 - Medical Transcriptionist | 19.48 |
| 12210 - Nuclear Medicine Technologist | 39.01 |
| 12221 - Nursing Assistant I | 12.06 |
| 12222 - Nursing Assistant II | 13.58 |
| 12223 - Nursing Assistant III | 14.80 |
| 12224 - Nursing Assistant IV | 16.61 |
| 12235 - Optical Dispenser | 19.98 |
| 12236 - Optical Technician | 18.57 |
| 12250 - Pharmacy Technician | 18.96 |
| 12280 - Phlebotomist | 16.61 |
| 12305 - Radiologic Technologist | 32.53 |
| 12311 - Registered Nurse I | 29.46 |
| 12312 - Registered Nurse II | 36.05 |
| 12313 - Registered Nurse II, Specialist | 36.05 |
| 12314 - Registered Nurse III | 43.61 |
| 12315 - Registered Nurse III, Anesthetist | 43.61 |
| 12316 - Registered Nurse IV | 52.28 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.80 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.17 |
| 13012 - Exhibits Specialist II | 26.22 |
| 13013 - Exhibits Specialist III | 32.07 |
| 13041 - Illustrator I | 20.46 |
| 13042 - Illustrator II | 25.34 |
| 13043 - Illustrator III | 31.00 |
| 13047 - Librarian | 31.19 |
| 13050 - Library Aide/Clerk | 13.60 |
| 13054 - Library Information Technology Systems Administrator | 26.06 |
| 13058 - Library Technician | 18.78 |
| 13061 - Media Specialist I | 18.32 |
| 13062 - Media Specialist II | 20.53 |
| 13063 - Media Specialist III | 22.87 |
| 13071 - Photographer I | 20.35 |
| 13072 - Photographer II | 22.76 |
| 13073 - Photographer III | 28.20 |
| 13074 - Photographer IV | 34.50 |
| 13075 - Photographer V | 41.74 |
| 13110 - Video Teleconference Technician | 20.43 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.22 |
| 14042 - Computer Operator II | 20.39 |
| 14043 - Computer Operator III | 22.73 |
| 14044 - Computer Operator IV | 25.25 |
| 14045 - Computer Operator V | 27.97 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 18.22 |
| 14160 - Personal Computer Support Technician | 25.25 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 34.20 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 41.38 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 49.60 |
| 15050 - Computer Based Training Specialist / Instructor | 34.20 |

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| 15060 - Educational Technologist | 30.07 |
| 15070 - Flight Instructor (Pilot) | 49.60 |
| 15080 - Graphic Artist | 25.73 |
| 15090 - Technical Instructor | 26.41 |
| 15095 - Technical Instructor/Course Developer | 30.26 |
| 15110 - Test Proctor | 21.33 |
| 15120 - Tutor | 21.33 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.87 |
| 16030 - Counter Attendant | 9.87 |
| 16040 - Dry Cleaner | 12.41 |
| 16070 - Finisher, Flatwork, Machine | 9.87 |
| 16090 - Presser, Hand | 9.87 |
| 16110 - Presser, Machine, Drycleaning | 9.87 |
| 16130 - Presser, Machine, Shirts | 9.87 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.87 |
| 16190 - Sewing Machine Operator | 13.23 |
| 16220 - Tailor | 14.04 |
| 16250 - Washer, Machine | 10.81 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 25.86 |
| 19040 - Tool And Die Maker | 29.25 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.87 |
| 21030 - Material Coordinator | 21.10 |
| 21040 - Material Expediter | 21.10 |
| 21050 - Material Handling Laborer | 15.41 |
| 21071 - Order Filler | 14.20 |
| 21080 - Production Line Worker (Food Processing) | 19.87 |
| 21110 - Shipping Packer | 18.13 |
| 21130 - Shipping/Receiving Clerk | 18.13 |
| 21140 - Store Worker I | 15.39 |
| 21150 - Stock Clerk | 19.42 |
| 21210 - Tools And Parts Attendant | 19.87 |
| 21410 - Warehouse Specialist | 19.87 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.37 |
| 23021 - Aircraft Mechanic I | 28.50 |
| 23022 - Aircraft Mechanic II | 29.37 |
| 23023 - Aircraft Mechanic III | 30.25 |
| 23040 - Aircraft Mechanic Helper | 22.11 |
| 23050 - Aircraft, Painter | 27.52 |
| 23060 - Aircraft Servicer | 24.97 |
| 23080 - Aircraft Worker | 26.38 |
| 23110 - Appliance Mechanic | 24.65 |
| 23120 - Bicycle Repairer | 14.81 |
| 23125 - Cable Splicer | 31.68 |
| 23130 - Carpenter, Maintenance | 27.65 |
| 23140 - Carpet Layer | 24.79 |
| 23160 - Electrician, Maintenance | 28.34 |
| 23181 - Electronics Technician Maintenance I | 28.33 |
| 23182 - Electronics Technician Maintenance II | 29.58 |
| 23183 - Electronics Technician Maintenance III | 30.61 |
| 23260 - Fabric Worker | 23.47 |
| 23290 - Fire Alarm System Mechanic | 26.78 |
| 23310 - Fire Extinguisher Repairer | 22.12 |
| 23311 - Fuel Distribution System Mechanic | 26.36 |
| 23312 - Fuel Distribution System Operator | 24.00 |
| 23370 - General Maintenance Worker | 24.19 |
| 23380 - Ground Support Equipment Mechanic | 28.50 |
| 23381 - Ground Support Equipment Servicer | 24.97 |
| 23382 - Ground Support Equipment Worker | 26.38 |
| 23391 - Gunsmith I | 22.12 |

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| 23392 - Gunsmith II | 24.79 |
| 23393 - Gunsmith III | 26.78 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 27.43 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.31 |
| 23430 - Heavy Equipment Mechanic | 27.81 |
| 23440 - Heavy Equipment Operator | 30.74 |
| 23460 - Instrument Mechanic | 29.28 |
| 23465 - Laboratory/Shelter Mechanic | 25.88 |
| 23470 - Laborer | 14.21 |
| 23510 - Locksmith | 25.61 |
| 23530 - Machinery Maintenance Mechanic | 27.15 |
| 23550 - Machinist, Maintenance | 24.25 |
| 23580 - Maintenance Trades Helper | 16.29 |
| 23591 - Metrology Technician I | 29.28 |
| 23592 - Metrology Technician II | 30.22 |
| 23593 - Metrology Technician III | 31.11 |
| 23640 - Millwright | 27.73 |
| 23710 - Office Appliance Repairer | 25.88 |
| 23760 - Painter, Maintenance | 25.88 |
| 23790 - Pipefitter, Maintenance | 29.77 |
| 23810 - Plumber, Maintenance | 27.42 |
| 23820 - Pneudraulic Systems Mechanic | 26.78 |
| 23850 - Rigger | 26.78 |
| 23870 - Scale Mechanic | 24.79 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.27 |
| 23910 - Small Engine Mechanic | 23.95 |
| 23931 - Telecommunications Mechanic I | 27.36 |
| 23932 - Telecommunications Mechanic II | 28.25 |
| 23950 - Telephone Lineman | 24.51 |
| 23960 - Welder, Combination, Maintenance | 26.32 |
| 23965 - Well Driller | 32.28 |
| 23970 - Woodcraft Worker | 26.78 |
| 23980 - Woodworker | 22.12 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.29 |
| 24580 - Child Care Center Clerk | 15.32 |
| 24610 - Chore Aide | 10.74 |
| 24620 - Family Readiness And Support Services Coordinator | 14.74 |
| 24630 - Homemaker | 18.02 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.38 |
| 25040 - Sewage Plant Operator | 28.22 |
| 25070 - Stationary Engineer | 26.38 |
| 25190 - Ventilation Equipment Tender | 20.48 |
| 25210 - Water Treatment Plant Operator | 28.22 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 22.98 |
| 27007 - Baggage Inspector | 13.73 |
| 27008 - Corrections Officer | 23.46 |
| 27010 - Court Security Officer | 29.42 |
| 27030 - Detection Dog Handler | 15.36 |
| 27040 - Detention Officer | 23.51 |
| 27070 - Firefighter | 31.09 |
| 27101 - Guard I | 13.73 |
| 27102 - Guard II | 22.54 |
| 27131 - Police Officer I | 33.70 |
| 27132 - Police Officer II | 37.44 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.43 |
| 28042 - Carnival Equipment Repairer | 13.23 |

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| 28043 - Carnival Equipment Worker | 10.02 |
| 28210 - Gate Attendant/Gate Tender | 14.84 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 16.01 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.98 |
| 28515 - Recreation Specialist | 18.46 |
| 28630 - Sports Official | 12.53 |
| 28690 - Swimming Pool Operator | 15.27 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.78 |
| 29020 - Hatch Tender | 29.78 |
| 29030 - Line Handler | 29.78 |
| 29041 - Stevedore I | 28.19 |
| 29042 - Stevedore II | 31.09 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.17 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.32 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.99 |
| 30021 - Archeological Technician I | 22.27 |
| 30022 - Archeological Technician II | 24.91 |
| 30023 - Archeological Technician III | 30.86 |
| 30030 - Cartographic Technician | 30.86 |
| 30040 - Civil Engineering Technician | 28.02 |
| 30061 - Drafter/CAD Operator I | 22.27 |
| 30062 - Drafter/CAD Operator II | 24.91 |
| 30063 - Drafter/CAD Operator III | 27.78 |
| 30064 - Drafter/CAD Operator IV | 34.17 |
| 30081 - Engineering Technician I | 20.07 |
| 30082 - Engineering Technician II | 22.53 |
| 30083 - Engineering Technician III | 25.20 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.19 |
| 30086 - Engineering Technician VI | 46.21 |
| 30090 - Environmental Technician | 28.91 |
| 30210 - Laboratory Technician | 25.04 |
| 30240 - Mathematical Technician | 30.86 |
| 30361 - Paralegal/Legal Assistant I | 22.87 |
| 30362 - Paralegal/Legal Assistant II | 28.34 |
| 30363 - Paralegal/Legal Assistant III | 32.99 |
| 30364 - Paralegal/Legal Assistant IV | 35.62 |
| 30390 - Photo-Optics Technician | 30.86 |
| 30461 - Technical Writer I | 26.15 |
| 30462 - Technical Writer II | 31.99 |
| 30463 - Technical Writer III | 38.71 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.26 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.35 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.18 |
| 30494 - Unexploded (UXO) Safety Escort | 24.26 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.26 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 23.99 |
| 30621 - Weather Observer, Senior (see 2) | 27.77 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 15.18 |
| 31030 - Bus Driver | 19.68 |
| 31043 - Driver Courier | 17.32 |
| 31260 - Parking and Lot Attendant | 11.13 |
| 31290 - Shuttle Bus Driver | 18.43 |
| 31310 - Taxi Driver | 13.29 |
| 31361 - Truckdriver, Light | 18.43 |
| 31362 - Truckdriver, Medium | 21.42 |
| 31363 - Truckdriver, Heavy | 22.63 |
| 31364 - Truckdriver, Tractor-Trailer | 22.63 |

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|---|-------|
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.33 |
| 99050 - Desk Clerk | 10.88 |
| 99095 - Embalmer | 26.13 |
| 99251 - Laboratory Animal Caretaker I | 12.24 |
| 99252 - Laboratory Animal Caretaker II | 13.02 |
| 99310 - Mortician | 28.38 |
| 99410 - Pest Controller | 20.11 |
| 99510 - Photofinishing Worker | 13.73 |
| 99710 - Recycling Laborer | 21.32 |
| 99711 - Recycling Specialist | 24.48 |
| 99730 - Refuse Collector | 19.73 |
| 99810 - Sales Clerk | 13.82 |
| 99820 - School Crossing Guard | 15.61 |
| 99830 - Survey Party Chief | 28.70 |
| 99831 - Surveying Aide | 16.46 |
| 99832 - Surveying Technician | 22.56 |
| 99840 - Vending Machine Attendant | 15.97 |
| 99841 - Vending Machine Repairer | 19.80 |
| 99842 - Vending Machine Repairer Helper | 17.44 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2568
Revision No.: 19
Date Of Last Revision: 07/25/2014

State: Washington

Area: Washington Counties of Lewis, Pierce, Thurston

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.56 |
| 01012 - Accounting Clerk II | | 17.47 |
| 01013 - Accounting Clerk III | | 19.54 |
| 01020 - Administrative Assistant | | 23.72 |
| 01040 - Court Reporter | | 19.01 |
| 01051 - Data Entry Operator I | | 14.37 |
| 01052 - Data Entry Operator II | | 15.69 |
| 01060 - Dispatcher, Motor Vehicle | | 22.39 |
| 01070 - Document Preparation Clerk | | 13.60 |
| 01090 - Duplicating Machine Operator | | 13.60 |

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|-------|--|-------|
| 01111 | - General Clerk I | 12.68 |
| 01112 | - General Clerk II | 14.80 |
| 01113 | - General Clerk III | 16.82 |
| 01120 | - Housing Referral Assistant | 21.81 |
| 01141 | - Messenger Courier | 13.25 |
| 01191 | - Order Clerk I | 14.60 |
| 01192 | - Order Clerk II | 15.94 |
| 01261 | - Personnel Assistant (Employment) I | 16.87 |
| 01262 | - Personnel Assistant (Employment) II | 18.88 |
| 01263 | - Personnel Assistant (Employment) III | 21.05 |
| 01270 | - Production Control Clerk | 21.10 |
| 01280 | - Receptionist | 14.47 |
| 01290 | - Rental Clerk | 16.18 |
| 01300 | - Scheduler, Maintenance | 17.49 |
| 01311 | - Secretary I | 17.49 |
| 01312 | - Secretary II | 19.57 |
| 01313 | - Secretary III | 21.81 |
| 01320 | - Service Order Dispatcher | 17.13 |
| 01410 | - Supply Technician | 23.37 |
| 01420 | - Survey Worker | 19.01 |
| 01531 | - Travel Clerk I | 13.37 |
| 01532 | - Travel Clerk II | 14.50 |
| 01533 | - Travel Clerk III | 15.60 |
| 01611 | - Word Processor I | 17.01 |
| 01612 | - Word Processor II | 19.09 |
| 01613 | - Word Processor III | 21.35 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 23.34 |
| 05010 | - Automotive Electrician | 22.06 |
| 05040 | - Automotive Glass Installer | 19.83 |
| 05070 | - Automotive Worker | 21.36 |
| 05110 | - Mobile Equipment Servicer | 19.93 |
| 05130 | - Motor Equipment Metal Mechanic | 22.82 |
| 05160 | - Motor Equipment Metal Worker | 21.36 |
| 05190 | - Motor Vehicle Mechanic | 22.78 |
| 05220 | - Motor Vehicle Mechanic Helper | 19.20 |
| 05250 | - Motor Vehicle Upholstery Worker | 20.65 |
| 05280 | - Motor Vehicle Wrecker | 21.36 |
| 05310 | - Painter, Automotive | 22.06 |
| 05340 | - Radiator Repair Specialist | 21.36 |
| 05370 | - Tire Repairer | 14.81 |
| 05400 | - Transmission Repair Specialist | 22.82 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 15.16 |
| 07041 | - Cook I | 13.11 |
| 07042 | - Cook II | 15.75 |
| 07070 | - Dishwasher | 9.68 |
| 07130 | - Food Service Worker | 11.19 |
| 07210 | - Meat Cutter | 21.24 |
| 07260 | - Waiter/Waitress | 12.34 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 19.20 |
| 09040 | - Furniture Handler | 16.86 |
| 09080 | - Furniture Refinisher | 19.20 |
| 09090 | - Furniture Refinisher Helper | 16.86 |
| 09110 | - Furniture Repairer, Minor | 18.01 |
| 09130 | - Upholsterer | 19.86 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 11.98 |
| 11060 | - Elevator Operator | 11.98 |
| 11090 | - Gardener | 18.28 |
| 11122 | - Housekeeping Aide | 14.53 |
| 11150 | - Janitor | 15.32 |

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| 11210 - Laborer, Grounds Maintenance | 15.07 |
| 11240 - Maid or Houseman | 11.48 |
| 11260 - Pruner | 13.84 |
| 11270 - Tractor Operator | 17.43 |
| 11330 - Trail Maintenance Worker | 15.07 |
| 11360 - Window Cleaner | 16.44 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 21.63 |
| 12011 - Breath Alcohol Technician | 20.83 |
| 12012 - Certified Occupational Therapist Assistant | 24.67 |
| 12015 - Certified Physical Therapist Assistant | 23.12 |
| 12020 - Dental Assistant | 18.72 |
| 12025 - Dental Hygienist | 45.08 |
| 12030 - EKG Technician | 29.94 |
| 12035 - Electroneurodiagnostic Technologist | 29.94 |
| 12040 - Emergency Medical Technician | 21.26 |
| 12071 - Licensed Practical Nurse I | 18.57 |
| 12072 - Licensed Practical Nurse II | 20.78 |
| 12073 - Licensed Practical Nurse III | 23.17 |
| 12100 - Medical Assistant | 16.54 |
| 12130 - Medical Laboratory Technician | 20.78 |
| 12160 - Medical Record Clerk | 16.33 |
| 12190 - Medical Record Technician | 18.27 |
| 12195 - Medical Transcriptionist | 19.48 |
| 12210 - Nuclear Medicine Technologist | 39.01 |
| 12221 - Nursing Assistant I | 12.06 |
| 12222 - Nursing Assistant II | 13.58 |
| 12223 - Nursing Assistant III | 14.80 |
| 12224 - Nursing Assistant IV | 16.61 |
| 12235 - Optical Dispenser | 19.98 |
| 12236 - Optical Technician | 18.57 |
| 12250 - Pharmacy Technician | 18.96 |
| 12280 - Phlebotomist | 16.61 |
| 12305 - Radiologic Technologist | 32.53 |
| 12311 - Registered Nurse I | 29.46 |
| 12312 - Registered Nurse II | 36.05 |
| 12313 - Registered Nurse II, Specialist | 36.05 |
| 12314 - Registered Nurse III | 43.61 |
| 12315 - Registered Nurse III, Anesthetist | 43.61 |
| 12316 - Registered Nurse IV | 52.28 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 25.80 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.17 |
| 13012 - Exhibits Specialist II | 26.22 |
| 13013 - Exhibits Specialist III | 32.07 |
| 13041 - Illustrator I | 20.46 |
| 13042 - Illustrator II | 25.34 |
| 13043 - Illustrator III | 31.00 |
| 13047 - Librarian | 31.19 |
| 13050 - Library Aide/Clerk | 13.60 |
| 13054 - Library Information Technology Systems Administrator | 26.06 |
| 13058 - Library Technician | 18.78 |
| 13061 - Media Specialist I | 18.32 |
| 13062 - Media Specialist II | 20.53 |
| 13063 - Media Specialist III | 22.87 |
| 13071 - Photographer I | 20.35 |
| 13072 - Photographer II | 22.76 |
| 13073 - Photographer III | 28.20 |
| 13074 - Photographer IV | 34.50 |
| 13075 - Photographer V | 41.74 |
| 13110 - Video Teleconference Technician | 20.43 |
| 14000 - Information Technology Occupations | |

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| 14041 - Computer Operator I | 18.22 |
| 14042 - Computer Operator II | 20.39 |
| 14043 - Computer Operator III | 22.73 |
| 14044 - Computer Operator IV | 25.25 |
| 14045 - Computer Operator V | 27.97 |
| 14071 - Computer Programmer I (see 1) | 24.47 |
| 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 | 18.22 |
| 14160 - Personal Computer Support Technician | 25.25 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 34.20 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 41.38 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 49.60 |
| 15050 - Computer Based Training Specialist / Instructor | 34.20 |
| 15060 - Educational Technologist | 30.07 |
| 15070 - Flight Instructor (Pilot) | 49.60 |
| 15080 - Graphic Artist | 25.73 |
| 15090 - Technical Instructor | 26.41 |
| 15095 - Technical Instructor/Course Developer | 30.26 |
| 15110 - Test Proctor | 21.33 |
| 15120 - Tutor | 21.33 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.87 |
| 16030 - Counter Attendant | 9.87 |
| 16040 - Dry Cleaner | 12.41 |
| 16070 - Finisher, Flatwork, Machine | 9.87 |
| 16090 - Presser, Hand | 9.87 |
| 16110 - Presser, Machine, Drycleaning | 9.87 |
| 16130 - Presser, Machine, Shirts | 9.87 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.87 |
| 16190 - Sewing Machine Operator | 13.23 |
| 16220 - Tailor | 14.04 |
| 16250 - Washer, Machine | 10.81 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 25.86 |
| 19040 - Tool And Die Maker | 29.25 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.87 |
| 21030 - Material Coordinator | 21.10 |
| 21040 - Material Expediter | 21.10 |
| 21050 - Material Handling Laborer | 15.41 |
| 21071 - Order Filler | 14.20 |
| 21080 - Production Line Worker (Food Processing) | 19.87 |
| 21110 - Shipping Packer | 18.13 |
| 21130 - Shipping/Receiving Clerk | 18.13 |
| 21140 - Store Worker I | 15.39 |
| 21150 - Stock Clerk | 19.42 |
| 21210 - Tools And Parts Attendant | 19.87 |
| 21410 - Warehouse Specialist | 19.87 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.37 |
| 23021 - Aircraft Mechanic I | 28.50 |
| 23022 - Aircraft Mechanic II | 29.37 |
| 23023 - Aircraft Mechanic III | 30.25 |
| 23040 - Aircraft Mechanic Helper | 22.11 |
| 23050 - Aircraft, Painter | 27.52 |
| 23060 - Aircraft Servicer | 24.97 |
| 23080 - Aircraft Worker | 26.38 |

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| 23110 - Appliance Mechanic | 24.65 |
| 23120 - Bicycle Repairer | 14.81 |
| 23125 - Cable Splicer | 31.68 |
| 23130 - Carpenter, Maintenance | 27.65 |
| 23140 - Carpet Layer | 24.79 |
| 23160 - Electrician, Maintenance | 28.34 |
| 23181 - Electronics Technician Maintenance I | 28.33 |
| 23182 - Electronics Technician Maintenance II | 29.58 |
| 23183 - Electronics Technician Maintenance III | 30.61 |
| 23260 - Fabric Worker | 23.47 |
| 23290 - Fire Alarm System Mechanic | 26.78 |
| 23310 - Fire Extinguisher Repairer | 22.12 |
| 23311 - Fuel Distribution System Mechanic | 26.36 |
| 23312 - Fuel Distribution System Operator | 24.00 |
| 23370 - General Maintenance Worker | 24.19 |
| 23380 - Ground Support Equipment Mechanic | 28.50 |
| 23381 - Ground Support Equipment Servicer | 24.97 |
| 23382 - Ground Support Equipment Worker | 26.38 |
| 23391 - Gunsmith I | 22.12 |
| 23392 - Gunsmith II | 24.79 |
| 23393 - Gunsmith III | 26.78 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 27.43 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.31 |
| 23430 - Heavy Equipment Mechanic | 27.81 |
| 23440 - Heavy Equipment Operator | 30.74 |
| 23460 - Instrument Mechanic | 29.28 |
| 23465 - Laboratory/Shelter Mechanic | 25.88 |
| 23470 - Laborer | 14.21 |
| 23510 - Locksmith | 25.61 |
| 23530 - Machinery Maintenance Mechanic | 27.15 |
| 23550 - Machinist, Maintenance | 24.25 |
| 23580 - Maintenance Trades Helper | 16.29 |
| 23591 - Metrology Technician I | 29.28 |
| 23592 - Metrology Technician II | 30.22 |
| 23593 - Metrology Technician III | 31.11 |
| 23640 - Millwright | 27.73 |
| 23710 - Office Appliance Repairer | 25.88 |
| 23760 - Painter, Maintenance | 25.88 |
| 23790 - Pipefitter, Maintenance | 29.77 |
| 23810 - Plumber, Maintenance | 27.42 |
| 23820 - Pneudraulic Systems Mechanic | 26.78 |
| 23850 - Rigger | 26.78 |
| 23870 - Scale Mechanic | 24.79 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.27 |
| 23910 - Small Engine Mechanic | 23.95 |
| 23931 - Telecommunications Mechanic I | 27.36 |
| 23932 - Telecommunications Mechanic II | 28.25 |
| 23950 - Telephone Lineman | 24.51 |
| 23960 - Welder, Combination, Maintenance | 26.32 |
| 23965 - Well Driller | 32.28 |
| 23970 - Woodcraft Worker | 26.78 |
| 23980 - Woodworker | 22.12 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.29 |
| 24580 - Child Care Center Clerk | 15.32 |
| 24610 - Chore Aide | 10.74 |
| 24620 - Family Readiness And Support Services Coordinator | 14.74 |
| 24630 - Homemaker | 18.02 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.38 |

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|--|-------|
| 25040 - Sewage Plant Operator | 28.22 |
| 25070 - Stationary Engineer | 26.38 |
| 25190 - Ventilation Equipment Tender | 20.48 |
| 25210 - Water Treatment Plant Operator | 28.22 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 22.98 |
| 27007 - Baggage Inspector | 13.73 |
| 27008 - Corrections Officer | 23.46 |
| 27010 - Court Security Officer | 29.42 |
| 27030 - Detection Dog Handler | 15.36 |
| 27040 - Detention Officer | 23.51 |
| 27070 - Firefighter | 31.09 |
| 27101 - Guard I | 13.73 |
| 27102 - Guard II | 22.54 |
| 27131 - Police Officer I | 33.70 |
| 27132 - Police Officer II | 37.44 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.43 |
| 28042 - Carnival Equipment Repairer | 13.23 |
| 28043 - Carnival Equipment Worker | 10.02 |
| 28210 - Gate Attendant/Gate Tender | 14.84 |
| 28310 - Lifeguard | 12.47 |
| 28350 - Park Attendant (Aide) | 16.01 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.98 |
| 28515 - Recreation Specialist | 18.46 |
| 28630 - Sports Official | 12.53 |
| 28690 - Swimming Pool Operator | 15.27 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 29.78 |
| 29020 - Hatch Tender | 29.78 |
| 29030 - Line Handler | 29.78 |
| 29041 - Stevedore I | 28.19 |
| 29042 - Stevedore II | 31.09 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.17 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.32 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 28.99 |
| 30021 - Archeological Technician I | 22.27 |
| 30022 - Archeological Technician II | 24.91 |
| 30023 - Archeological Technician III | 30.86 |
| 30030 - Cartographic Technician | 30.86 |
| 30040 - Civil Engineering Technician | 28.02 |
| 30061 - Drafter/CAD Operator I | 22.27 |
| 30062 - Drafter/CAD Operator II | 24.91 |
| 30063 - Drafter/CAD Operator III | 27.78 |
| 30064 - Drafter/CAD Operator IV | 34.17 |
| 30081 - Engineering Technician I | 20.07 |
| 30082 - Engineering Technician II | 22.53 |
| 30083 - Engineering Technician III | 25.20 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.19 |
| 30086 - Engineering Technician VI | 46.21 |
| 30090 - Environmental Technician | 28.91 |
| 30210 - Laboratory Technician | 25.04 |
| 30240 - Mathematical Technician | 30.86 |
| 30361 - Paralegal/Legal Assistant I | 22.87 |
| 30362 - Paralegal/Legal Assistant II | 28.34 |
| 30363 - Paralegal/Legal Assistant III | 32.99 |
| 30364 - Paralegal/Legal Assistant IV | 35.62 |
| 30390 - Photo-Optics Technician | 30.86 |
| 30461 - Technical Writer I | 26.15 |
| 30462 - Technical Writer II | 31.99 |
| 30463 - Technical Writer III | 38.71 |

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|---|---------------|
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.26 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.35 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.18 |
| 30494 - Unexploded (UXO) Safety Escort | 24.26 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.26 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 23.99 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 27.77 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 15.18 |
| 31030 - Bus Driver | 19.68 |
| 31043 - Driver Courier | 17.32 |
| 31260 - Parking and Lot Attendant | 11.13 |
| 31290 - Shuttle Bus Driver | 18.43 |
| 31310 - Taxi Driver | 13.29 |
| 31361 - Truckdriver, Light | 18.43 |
| 31362 - Truckdriver, Medium | 21.42 |
| 31363 - Truckdriver, Heavy | 22.63 |
| 31364 - Truckdriver, Tractor-Trailer | 22.63 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 12.33 |
| 99050 - Desk Clerk | 10.88 |
| 99095 - Embalmer | 26.13 |
| 99251 - Laboratory Animal Caretaker I | 12.24 |
| 99252 - Laboratory Animal Caretaker II | 13.02 |
| 99310 - Mortician | 28.38 |
| 99410 - Pest Controller | 20.11 |
| 99510 - Photofinishing Worker | 13.73 |
| 99710 - Recycling Laborer | 21.32 |
| 99711 - Recycling Specialist | 24.48 |
| 99730 - Refuse Collector | 19.73 |
| 99810 - Sales Clerk | 13.82 |
| 99820 - School Crossing Guard | 15.61 |
| 99830 - Survey Party Chief | 28.70 |
| 99831 - Surveying Aide | 16.46 |
| 99832 - Surveying Technician | 22.56 |
| 99840 - Vending Machine Attendant | 15.97 |
| 99841 - Vending Machine Repairer | 19.80 |
| 99842 - Vending Machine Repairer Helper | 17.44 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2569
Revision No.: 16
Date Of Last Revision: 07/25/2014

States: Oregon, Washington

Area: Oregon Counties of Baker, Grant, Harney, Malheur, Morrow, Umatilla, Union, Wallowa, Wheeler

Washington Counties of Benton, Franklin, Walla Walla, Yakima

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.61 |
| 01012 - Accounting Clerk II | | 15.27 |
| 01013 - Accounting Clerk III | | 17.08 |
| 01020 - Administrative Assistant | | 22.41 |
| 01040 - Court Reporter | | 18.59 |
| 01051 - Data Entry Operator I | | 13.38 |
| 01052 - Data Entry Operator II | | 14.60 |
| 01060 - Dispatcher, Motor Vehicle | | 18.77 |
| 01070 - Document Preparation Clerk | | 12.94 |
| 01090 - Duplicating Machine Operator | | 12.94 |
| 01111 - General Clerk I | | 13.10 |
| 01112 - General Clerk II | | 14.30 |
| 01113 - General Clerk III | | 16.05 |
| 01120 - Housing Referral Assistant | | 20.52 |
| 01141 - Messenger Courier | | 11.95 |
| 01191 - Order Clerk I | | 12.44 |
| 01192 - Order Clerk II | | 13.57 |
| 01261 - Personnel Assistant (Employment) I | | 17.21 |
| 01262 - Personnel Assistant (Employment) II | | 19.25 |
| 01263 - Personnel Assistant (Employment) III | | 21.47 |
| 01270 - Production Control Clerk | | 26.54 |
| 01280 - Receptionist | | 12.83 |
| 01290 - Rental Clerk | | 15.00 |
| 01300 - Scheduler, Maintenance | | 16.45 |
| 01311 - Secretary I | | 16.45 |
| 01312 - Secretary II | | 18.40 |
| 01313 - Secretary III | | 20.52 |
| 01320 - Service Order Dispatcher | | 18.84 |
| 01410 - Supply Technician | | 22.80 |
| 01420 - Survey Worker | | 17.33 |
| 01531 - Travel Clerk I | | 14.84 |
| 01532 - Travel Clerk II | | 15.95 |
| 01533 - Travel Clerk III | | 17.09 |
| 01611 - Word Processor I | | 15.07 |
| 01612 - Word Processor II | | 16.91 |
| 01613 - Word Processor III | | 18.91 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.71 |
| 05010 - Automotive Electrician | | 18.82 |
| 05040 - Automotive Glass Installer | | 17.82 |
| 05070 - Automotive Worker | | 17.82 |
| 05110 - Mobile Equipment Servicer | | 15.82 |
| 05130 - Motor Equipment Metal Mechanic | | 19.80 |
| 05160 - Motor Equipment Metal Worker | | 17.82 |
| 05190 - Motor Vehicle Mechanic | | 19.80 |
| 05220 - Motor Vehicle Mechanic Helper | | 14.82 |
| 05250 - Motor Vehicle Upholstery Worker | | 16.81 |
| 05280 - Motor Vehicle Wrecker | | 17.82 |

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| 05310 - Painter, Automotive | 18.82 |
| 05340 - Radiator Repair Specialist | 17.82 |
| 05370 - Tire Repairer | 14.44 |
| 05400 - Transmission Repair Specialist | 19.80 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 17.23 |
| 07041 - Cook I | 13.97 |
| 07042 - Cook II | 15.66 |
| 07070 - Dishwasher | 9.89 |
| 07130 - Food Service Worker | 10.88 |
| 07210 - Meat Cutter | 17.51 |
| 07260 - Waiter/Waitress | 12.54 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.54 |
| 09040 - Furniture Handler | 13.45 |
| 09080 - Furniture Refinisher | 20.54 |
| 09090 - Furniture Refinisher Helper | 16.17 |
| 09110 - Furniture Repairer, Minor | 18.34 |
| 09130 - Upholsterer | 20.54 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.95 |
| 11060 - Elevator Operator | 11.95 |
| 11090 - Gardener | 16.89 |
| 11122 - Housekeeping Aide | 13.41 |
| 11150 - Janitor | 16.03 |
| 11210 - Laborer, Grounds Maintenance | 12.77 |
| 11240 - Maid or Houseman | 9.88 |
| 11260 - Pruner | 11.97 |
| 11270 - Tractor Operator | 15.28 |
| 11330 - Trail Maintenance Worker | 12.77 |
| 11360 - Window Cleaner | 18.02 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.83 |
| 12011 - Breath Alcohol Technician | 17.22 |
| 12012 - Certified Occupational Therapist Assistant | 23.78 |
| 12015 - Certified Physical Therapist Assistant | 24.27 |
| 12020 - Dental Assistant | 16.96 |
| 12025 - Dental Hygienist | 43.92 |
| 12030 - EKG Technician | 26.27 |
| 12035 - Electroneurodiagnostic Technologist | 26.27 |
| 12040 - Emergency Medical Technician | 16.83 |
| 12071 - Licensed Practical Nurse I | 15.49 |
| 12072 - Licensed Practical Nurse II | 17.33 |
| 12073 - Licensed Practical Nurse III | 19.33 |
| 12100 - Medical Assistant | 14.85 |
| 12130 - Medical Laboratory Technician | 16.01 |
| 12160 - Medical Record Clerk | 13.99 |
| 12190 - Medical Record Technician | 15.65 |
| 12195 - Medical Transcriptionist | 17.58 |
| 12210 - Nuclear Medicine Technologist | 36.58 |
| 12221 - Nursing Assistant I | 10.06 |
| 12222 - Nursing Assistant II | 11.31 |
| 12223 - Nursing Assistant III | 12.34 |
| 12224 - Nursing Assistant IV | 13.85 |
| 12235 - Optical Dispenser | 17.33 |
| 12236 - Optical Technician | 16.27 |
| 12250 - Pharmacy Technician | 15.67 |
| 12280 - Phlebotomist | 13.85 |
| 12305 - Radiologic Technologist | 26.57 |
| 12311 - Registered Nurse I | 29.51 |
| 12312 - Registered Nurse II | 36.10 |
| 12313 - Registered Nurse II, Specialist | 36.10 |
| 12314 - Registered Nurse III | 43.68 |

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| 12315 - Registered Nurse III, Anesthetist | 43.68 |
| 12316 - Registered Nurse IV | 52.36 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.34 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.38 |
| 13012 - Exhibits Specialist II | 25.26 |
| 13013 - Exhibits Specialist III | 30.90 |
| 13041 - Illustrator I | 20.38 |
| 13042 - Illustrator II | 25.26 |
| 13043 - Illustrator III | 30.90 |
| 13047 - Librarian | 27.96 |
| 13050 - Library Aide/Clerk | 14.18 |
| 13054 - Library Information Technology Systems Administrator | 25.26 |
| 13058 - Library Technician | 18.10 |
| 13061 - Media Specialist I | 18.22 |
| 13062 - Media Specialist II | 20.40 |
| 13063 - Media Specialist III | 22.73 |
| 13071 - Photographer I | 16.41 |
| 13072 - Photographer II | 18.36 |
| 13073 - Photographer III | 22.74 |
| 13074 - Photographer IV | 27.81 |
| 13075 - Photographer V | 33.65 |
| 13110 - Video Teleconference Technician | 17.69 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.45 |
| 14042 - Computer Operator II | 21.76 |
| 14043 - Computer Operator III | 24.28 |
| 14044 - Computer Operator IV | 26.98 |
| 14045 - Computer Operator V | 29.87 |
| 14071 - Computer Programmer I | (see 1) 22.85 |
| 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 | 19.45 |
| 14160 - Personal Computer Support Technician | 26.98 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.62 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.04 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 44.39 |
| 15050 - Computer Based Training Specialist / Instructor | 30.62 |
| 15060 - Educational Technologist | 37.11 |
| 15070 - Flight Instructor (Pilot) | 44.39 |
| 15080 - Graphic Artist | 21.49 |
| 15090 - Technical Instructor | 28.36 |
| 15095 - Technical Instructor/Course Developer | 32.54 |
| 15110 - Test Proctor | 21.49 |
| 15120 - Tutor | 21.49 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.90 |
| 16030 - Counter Attendant | 10.90 |
| 16040 - Dry Cleaner | 13.76 |
| 16070 - Finisher, Flatwork, Machine | 10.90 |
| 16090 - Presser, Hand | 10.90 |
| 16110 - Presser, Machine, Drycleaning | 10.90 |
| 16130 - Presser, Machine, Shirts | 10.90 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.90 |
| 16190 - Sewing Machine Operator | 14.71 |
| 16220 - Tailor | 15.67 |
| 16250 - Washer, Machine | 11.84 |

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|---|-------|
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.95 |
| 19040 - Tool And Die Maker | 29.01 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.88 |
| 21030 - Material Coordinator | 26.54 |
| 21040 - Material Expediter | 26.54 |
| 21050 - Material Handling Laborer | 13.19 |
| 21071 - Order Filler | 13.22 |
| 21080 - Production Line Worker (Food Processing) | 14.88 |
| 21110 - Shipping Packer | 13.22 |
| 21130 - Shipping/Receiving Clerk | 13.22 |
| 21140 - Store Worker I | 11.35 |
| 21150 - Stock Clerk | 16.17 |
| 21210 - Tools And Parts Attendant | 14.88 |
| 21410 - Warehouse Specialist | 14.88 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.78 |
| 23021 - Aircraft Mechanic I | 24.50 |
| 23022 - Aircraft Mechanic II | 25.78 |
| 23023 - Aircraft Mechanic III | 27.31 |
| 23040 - Aircraft Mechanic Helper | 17.80 |
| 23050 - Aircraft, Painter | 22.96 |
| 23060 - Aircraft Servicer | 20.21 |
| 23080 - Aircraft Worker | 21.45 |
| 23110 - Appliance Mechanic | 22.36 |
| 23120 - Bicycle Repairer | 14.44 |
| 23125 - Cable Splicer | 34.15 |
| 23130 - Carpenter, Maintenance | 22.89 |
| 23140 - Carpet Layer | 20.37 |
| 23160 - Electrician, Maintenance | 30.09 |
| 23181 - Electronics Technician Maintenance I | 26.22 |
| 23182 - Electronics Technician Maintenance II | 28.08 |
| 23183 - Electronics Technician Maintenance III | 29.95 |
| 23260 - Fabric Worker | 20.20 |
| 23290 - Fire Alarm System Mechanic | 24.83 |
| 23310 - Fire Extinguisher Repairer | 18.63 |
| 23311 - Fuel Distribution System Mechanic | 25.43 |
| 23312 - Fuel Distribution System Operator | 19.09 |
| 23370 - General Maintenance Worker | 19.13 |
| 23380 - Ground Support Equipment Mechanic | 24.50 |
| 23381 - Ground Support Equipment Servicer | 20.21 |
| 23382 - Ground Support Equipment Worker | 21.45 |
| 23391 - Gunsmith I | 18.63 |
| 23392 - Gunsmith II | 21.74 |
| 23393 - Gunsmith III | 24.83 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.57 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.70 |
| 23430 - Heavy Equipment Mechanic | 25.42 |
| 23440 - Heavy Equipment Operator | 23.61 |
| 23460 - Instrument Mechanic | 26.61 |
| 23465 - Laboratory/Shelter Mechanic | 23.29 |
| 23470 - Laborer | 12.28 |
| 23510 - Locksmith | 20.45 |
| 23530 - Machinery Maintenance Mechanic | 25.56 |
| 23550 - Machinist, Maintenance | 22.78 |
| 23580 - Maintenance Trades Helper | 16.87 |
| 23591 - Metrology Technician I | 26.61 |
| 23592 - Metrology Technician II | 28.00 |
| 23593 - Metrology Technician III | 29.66 |
| 23640 - Millwright | 30.04 |

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| 23710 - Office Appliance Repairer | 22.32 |
| 23760 - Painter, Maintenance | 19.88 |
| 23790 - Pipefitter, Maintenance | 29.30 |
| 23810 - Plumber, Maintenance | 27.84 |
| 23820 - Pneudraulic Systems Mechanic | 24.83 |
| 23850 - Rigger | 24.83 |
| 23870 - Scale Mechanic | 21.74 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.26 |
| 23910 - Small Engine Mechanic | 19.59 |
| 23931 - Telecommunications Mechanic I | 25.46 |
| 23932 - Telecommunications Mechanic II | 26.79 |
| 23950 - Telephone Lineman | 23.94 |
| 23960 - Welder, Combination, Maintenance | 21.15 |
| 23965 - Well Driller | 24.83 |
| 23970 - Woodcraft Worker | 24.83 |
| 23980 - Woodworker | 18.63 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.04 |
| 24580 - Child Care Center Clerk | 13.63 |
| 24610 - Chore Aide | 11.35 |
| 24620 - Family Readiness And Support Services Coordinator | 13.44 |
| 24630 - Homemaker | 14.44 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.31 |
| 25040 - Sewage Plant Operator | 23.29 |
| 25070 - Stationary Engineer | 27.31 |
| 25190 - Ventilation Equipment Tender | 20.58 |
| 25210 - Water Treatment Plant Operator | 23.29 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 22.01 |
| 27007 - Baggage Inspector | 17.55 |
| 27008 - Corrections Officer | 23.96 |
| 27010 - Court Security Officer | 25.24 |
| 27030 - Detection Dog Handler | 22.01 |
| 27040 - Detention Officer | 23.96 |
| 27070 - Firefighter | 25.75 |
| 27101 - Guard I | 17.55 |
| 27102 - Guard II | 22.01 |
| 27131 - Police Officer I | 28.67 |
| 27132 - Police Officer II | 31.84 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.64 |
| 28042 - Carnival Equipment Repairer | 16.71 |
| 28043 - Carnival Equipment Worker | 11.72 |
| 28210 - Gate Attendant/Gate Tender | 14.01 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.35 |
| 28515 - Recreation Specialist | 19.27 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 22.22 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 27.81 |
| 29020 - Hatch Tender | 27.81 |
| 29030 - Line Handler | 27.81 |
| 29041 - Stevedore I | 25.82 |
| 29042 - Stevedore II | 29.78 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.14 |

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| 30022 - Archeological Technician II | 18.43 |
| 30023 - Archeological Technician III | 24.07 |
| 30030 - Cartographic Technician | 25.48 |
| 30040 - Civil Engineering Technician | 24.78 |
| 30061 - Drafter/CAD Operator I | 16.14 |
| 30062 - Drafter/CAD Operator II | 18.43 |
| 30063 - Drafter/CAD Operator III | 20.55 |
| 30064 - Drafter/CAD Operator IV | 24.77 |
| 30081 - Engineering Technician I | 16.35 |
| 30082 - Engineering Technician II | 18.35 |
| 30083 - Engineering Technician III | 20.53 |
| 30084 - Engineering Technician IV | 25.43 |
| 30085 - Engineering Technician V | 31.11 |
| 30086 - Engineering Technician VI | 38.46 |
| 30090 - Environmental Technician | 22.34 |
| 30210 - Laboratory Technician | 23.90 |
| 30240 - Mathematical Technician | 22.36 |
| 30361 - Paralegal/Legal Assistant I | 17.77 |
| 30362 - Paralegal/Legal Assistant II | 22.02 |
| 30363 - Paralegal/Legal Assistant III | 26.94 |
| 30364 - Paralegal/Legal Assistant IV | 32.59 |
| 30390 - Photo-Optics Technician | 22.36 |
| 30461 - Technical Writer I | 22.20 |
| 30462 - Technical Writer II | 27.15 |
| 30463 - Technical Writer III | 32.85 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.55 |
| 30621 - Weather Observer, Senior | (see 2) 20.75 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.43 |
| 31030 - Bus Driver | 16.99 |
| 31043 - Driver Courier | 12.52 |
| 31260 - Parking and Lot Attendant | 10.69 |
| 31290 - Shuttle Bus Driver | 13.65 |
| 31310 - Taxi Driver | 11.88 |
| 31361 - Truckdriver, Light | 13.65 |
| 31362 - Truckdriver, Medium | 14.80 |
| 31363 - Truckdriver, Heavy | 21.02 |
| 31364 - Truckdriver, Tractor-Trailer | 21.02 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.64 |
| 99050 - Desk Clerk | 9.81 |
| 99095 - Embalmer | 24.57 |
| 99251 - Laboratory Animal Caretaker I | 12.19 |
| 99252 - Laboratory Animal Caretaker II | 13.28 |
| 99310 - Mortician | 24.57 |
| 99410 - Pest Controller | 21.01 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 16.23 |
| 99711 - Recycling Specialist | 19.82 |
| 99730 - Refuse Collector | 14.49 |
| 99810 - Sales Clerk | 12.30 |
| 99820 - School Crossing Guard | 14.43 |
| 99830 - Survey Party Chief | 23.63 |
| 99831 - Surveying Aide | 14.85 |
| 99832 - Surveying Technician | 20.32 |
| 99840 - Vending Machine Attendant | 16.41 |
| 99841 - Vending Machine Repairer | 20.45 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2570
Revision No.: 16
Date of Last Revision: 07/25/2014

States: Oregon, Washington

Area: Oregon Counties of Baker, Grant, Harney, Malheur, Morrow, Umatilla,
Union, Walla, Wheeler

Washington Counties of Benton, Franklin, Walla Walla, Yakima

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.61 |
| 01012 - Accounting Clerk II | | 15.27 |

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| 01013 - Accounting Clerk III | 17.08 |
| 01020 - Administrative Assistant | 22.41 |
| 01040 - Court Reporter | 18.59 |
| 01051 - Data Entry Operator I | 13.38 |
| 01052 - Data Entry Operator II | 14.60 |
| 01060 - Dispatcher, Motor Vehicle | 18.77 |
| 01070 - Document Preparation Clerk | 12.94 |
| 01090 - Duplicating Machine Operator | 12.94 |
| 01111 - General Clerk I | 13.10 |
| 01112 - General Clerk II | 14.30 |
| 01113 - General Clerk III | 16.05 |
| 01120 - Housing Referral Assistant | 20.52 |
| 01141 - Messenger Courier | 11.95 |
| 01191 - Order Clerk I | 12.44 |
| 01192 - Order Clerk II | 13.57 |
| 01261 - Personnel Assistant (Employment) I | 17.21 |
| 01262 - Personnel Assistant (Employment) II | 19.25 |
| 01263 - Personnel Assistant (Employment) III | 21.47 |
| 01270 - Production Control Clerk | 26.54 |
| 01280 - Receptionist | 12.83 |
| 01290 - Rental Clerk | 15.00 |
| 01300 - Scheduler, Maintenance | 16.45 |
| 01311 - Secretary I | 16.45 |
| 01312 - Secretary II | 18.40 |
| 01313 - Secretary III | 20.52 |
| 01320 - Service Order Dispatcher | 18.84 |
| 01410 - Supply Technician | 22.80 |
| 01420 - Survey Worker | 17.33 |
| 01531 - Travel Clerk I | 14.84 |
| 01532 - Travel Clerk II | 15.95 |
| 01533 - Travel Clerk III | 17.09 |
| 01611 - Word Processor I | 15.07 |
| 01612 - Word Processor II | 16.91 |
| 01613 - Word Processor III | 18.91 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.71 |
| 05010 - Automotive Electrician | 18.82 |
| 05040 - Automotive Glass Installer | 17.82 |
| 05070 - Automotive Worker | 17.82 |
| 05110 - Mobile Equipment Servicer | 15.82 |
| 05130 - Motor Equipment Metal Mechanic | 19.80 |
| 05160 - Motor Equipment Metal Worker | 17.82 |
| 05190 - Motor Vehicle Mechanic | 19.80 |
| 05220 - Motor Vehicle Mechanic Helper | 14.82 |
| 05250 - Motor Vehicle Upholstery Worker | 16.81 |
| 05280 - Motor Vehicle Wrecker | 17.82 |
| 05310 - Painter, Automotive | 18.82 |
| 05340 - Radiator Repair Specialist | 17.82 |
| 05370 - Tire Repairer | 14.44 |
| 05400 - Transmission Repair Specialist | 19.80 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 17.23 |
| 07041 - Cook I | 13.97 |
| 07042 - Cook II | 15.66 |
| 07070 - Dishwasher | 9.89 |
| 07130 - Food Service Worker | 10.88 |
| 07210 - Meat Cutter | 17.51 |
| 07260 - Waiter/Waitress | 12.54 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.54 |
| 09040 - Furniture Handler | 13.45 |
| 09080 - Furniture Refinisher | 20.54 |
| 09090 - Furniture Refinisher Helper | 16.17 |

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| 09110 - Furniture Repairer, Minor | 18.34 |
| 09130 - Upholsterer | 20.54 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.95 |
| 11060 - Elevator Operator | 11.95 |
| 11090 - Gardener | 16.89 |
| 11122 - Housekeeping Aide | 13.41 |
| 11150 - Janitor | 16.03 |
| 11210 - Laborer, Grounds Maintenance | 12.77 |
| 11240 - Maid or Houseman | 9.88 |
| 11260 - Pruner | 11.97 |
| 11270 - Tractor Operator | 15.28 |
| 11330 - Trail Maintenance Worker | 12.77 |
| 11360 - Window Cleaner | 18.02 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.83 |
| 12011 - Breath Alcohol Technician | 17.22 |
| 12012 - Certified Occupational Therapist Assistant | 23.78 |
| 12015 - Certified Physical Therapist Assistant | 24.27 |
| 12020 - Dental Assistant | 16.96 |
| 12025 - Dental Hygienist | 43.92 |
| 12030 - EKG Technician | 26.27 |
| 12035 - Electroneurodiagnostic Technologist | 26.27 |
| 12040 - Emergency Medical Technician | 16.83 |
| 12071 - Licensed Practical Nurse I | 15.49 |
| 12072 - Licensed Practical Nurse II | 17.33 |
| 12073 - Licensed Practical Nurse III | 19.33 |
| 12100 - Medical Assistant | 14.85 |
| 12130 - Medical Laboratory Technician | 16.01 |
| 12160 - Medical Record Clerk | 13.99 |
| 12190 - Medical Record Technician | 15.65 |
| 12195 - Medical Transcriptionist | 17.58 |
| 12210 - Nuclear Medicine Technologist | 36.58 |
| 12221 - Nursing Assistant I | 10.06 |
| 12222 - Nursing Assistant II | 11.31 |
| 12223 - Nursing Assistant III | 12.34 |
| 12224 - Nursing Assistant IV | 13.85 |
| 12235 - Optical Dispenser | 17.33 |
| 12236 - Optical Technician | 16.27 |
| 12250 - Pharmacy Technician | 15.67 |
| 12280 - Phlebotomist | 13.85 |
| 12305 - Radiologic Technologist | 26.57 |
| 12311 - Registered Nurse I | 29.51 |
| 12312 - Registered Nurse II | 36.10 |
| 12313 - Registered Nurse II, Specialist | 36.10 |
| 12314 - Registered Nurse III | 43.68 |
| 12315 - Registered Nurse III, Anesthetist | 43.68 |
| 12316 - Registered Nurse IV | 52.36 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.34 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.38 |
| 13012 - Exhibits Specialist II | 25.26 |
| 13013 - Exhibits Specialist III | 30.90 |
| 13041 - Illustrator I | 20.38 |
| 13042 - Illustrator II | 25.26 |
| 13043 - Illustrator III | 30.90 |
| 13047 - Librarian | 27.96 |
| 13050 - Library Aide/Clerk | 14.18 |
| 13054 - Library Information Technology Systems Administrator | 25.26 |
| 13058 - Library Technician | 18.10 |
| 13061 - Media Specialist I | 18.22 |
| 13062 - Media Specialist II | 20.40 |

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| 13063 - Media Specialist III | 22.73 |
| 13071 - Photographer I | 16.41 |
| 13072 - Photographer II | 18.36 |
| 13073 - Photographer III | 22.74 |
| 13074 - Photographer IV | 27.81 |
| 13075 - Photographer V | 33.65 |
| 13110 - Video Teleconference Technician | 17.69 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 19.45 |
| 14042 - Computer Operator II | 21.76 |
| 14043 - Computer Operator III | 24.28 |
| 14044 - Computer Operator IV | 26.98 |
| 14045 - Computer Operator V | 29.87 |
| 14071 - Computer Programmer I | (see 1) 22.85 |
| 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 | 19.45 |
| 14160 - Personal Computer Support Technician | 26.98 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.62 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.04 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 44.39 |
| 15050 - Computer Based Training Specialist / Instructor | 30.62 |
| 15060 - Educational Technologist | 37.11 |
| 15070 - Flight Instructor (Pilot) | 44.39 |
| 15080 - Graphic Artist | 21.49 |
| 15090 - Technical Instructor | 28.36 |
| 15095 - Technical Instructor/Course Developer | 32.54 |
| 15110 - Test Proctor | 21.49 |
| 15120 - Tutor | 21.49 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.90 |
| 16030 - Counter Attendant | 10.90 |
| 16040 - Dry Cleaner | 13.76 |
| 16070 - Finisher, Flatwork, Machine | 10.90 |
| 16090 - Presser, Hand | 10.90 |
| 16110 - Presser, Machine, Drycleaning | 10.90 |
| 16130 - Presser, Machine, Shirts | 10.90 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.90 |
| 16190 - Sewing Machine Operator | 14.71 |
| 16220 - Tailor | 15.67 |
| 16250 - Washer, Machine | 11.84 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.95 |
| 19040 - Tool And Die Maker | 29.01 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.88 |
| 21030 - Material Coordinator | 26.54 |
| 21040 - Material Expediter | 26.54 |
| 21050 - Material Handling Laborer | 13.19 |
| 21071 - Order Filler | 13.22 |
| 21080 - Production Line Worker (Food Processing) | 14.88 |
| 21110 - Shipping Packer | 13.22 |
| 21130 - Shipping/Receiving Clerk | 13.22 |
| 21140 - Store Worker I | 11.35 |
| 21150 - Stock Clerk | 16.17 |
| 21210 - Tools And Parts Attendant | 14.88 |
| 21410 - Warehouse Specialist | 14.88 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |

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| 23010 - Aerospace Structural Welder | 25.78 |
| 23021 - Aircraft Mechanic I | 24.50 |
| 23022 - Aircraft Mechanic II | 25.78 |
| 23023 - Aircraft Mechanic III | 27.31 |
| 23040 - Aircraft Mechanic Helper | 17.80 |
| 23050 - Aircraft, Painter | 22.96 |
| 23060 - Aircraft Servicer | 20.21 |
| 23080 - Aircraft Worker | 21.45 |
| 23110 - Appliance Mechanic | 22.36 |
| 23120 - Bicycle Repairer | 14.44 |
| 23125 - Cable Splicer | 34.15 |
| 23130 - Carpenter, Maintenance | 22.89 |
| 23140 - Carpet Layer | 20.37 |
| 23160 - Electrician, Maintenance | 30.09 |
| 23181 - Electronics Technician Maintenance I | 26.22 |
| 23182 - Electronics Technician Maintenance II | 28.08 |
| 23183 - Electronics Technician Maintenance III | 29.95 |
| 23260 - Fabric Worker | 20.20 |
| 23290 - Fire Alarm System Mechanic | 24.83 |
| 23310 - Fire Extinguisher Repairer | 18.63 |
| 23311 - Fuel Distribution System Mechanic | 25.43 |
| 23312 - Fuel Distribution System Operator | 19.09 |
| 23370 - General Maintenance Worker | 19.13 |
| 23380 - Ground Support Equipment Mechanic | 24.50 |
| 23381 - Ground Support Equipment Servicer | 20.21 |
| 23382 - Ground Support Equipment Worker | 21.45 |
| 23391 - Gunsmith I | 18.63 |
| 23392 - Gunsmith II | 21.74 |
| 23393 - Gunsmith III | 24.83 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.57 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.70 |
| 23430 - Heavy Equipment Mechanic | 25.42 |
| 23440 - Heavy Equipment Operator | 23.61 |
| 23460 - Instrument Mechanic | 26.61 |
| 23465 - Laboratory/Shelter Mechanic | 23.29 |
| 23470 - Laborer | 12.28 |
| 23510 - Locksmith | 20.45 |
| 23530 - Machinery Maintenance Mechanic | 25.56 |
| 23550 - Machinist, Maintenance | 22.78 |
| 23580 - Maintenance Trades Helper | 16.87 |
| 23591 - Metrology Technician I | 26.61 |
| 23592 - Metrology Technician II | 28.00 |
| 23593 - Metrology Technician III | 29.66 |
| 23640 - Millwright | 30.04 |
| 23710 - Office Appliance Repairer | 22.32 |
| 23760 - Painter, Maintenance | 19.88 |
| 23790 - Pipefitter, Maintenance | 29.30 |
| 23810 - Plumber, Maintenance | 27.84 |
| 23820 - Pneudraulic Systems Mechanic | 24.83 |
| 23850 - Rigger | 24.83 |
| 23870 - Scale Mechanic | 21.74 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.26 |
| 23910 - Small Engine Mechanic | 19.59 |
| 23931 - Telecommunications Mechanic I | 25.46 |
| 23932 - Telecommunications Mechanic II | 26.79 |
| 23950 - Telephone Lineman | 23.94 |
| 23960 - Welder, Combination, Maintenance | 21.15 |
| 23965 - Well Driller | 24.83 |
| 23970 - Woodcraft Worker | 24.83 |
| 23980 - Woodworker | 18.63 |
| 24000 - Personal Needs Occupations | |

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| 24570 - Child Care Attendant | 10.04 |
| 24580 - Child Care Center Clerk | 13.63 |
| 24610 - Chore Aide | 11.35 |
| 24620 - Family Readiness And Support Services Coordinator | 13.44 |
| 24630 - Homemaker | 14.44 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.31 |
| 25040 - Sewage Plant Operator | 23.29 |
| 25070 - Stationary Engineer | 27.31 |
| 25190 - Ventilation Equipment Tender | 20.58 |
| 25210 - Water Treatment Plant Operator | 23.29 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 22.01 |
| 27007 - Baggage Inspector | 17.55 |
| 27008 - Corrections Officer | 23.96 |
| 27010 - Court Security Officer | 25.24 |
| 27030 - Detection Dog Handler | 22.01 |
| 27040 - Detention Officer | 23.96 |
| 27070 - Firefighter | 25.75 |
| 27101 - Guard I | 17.55 |
| 27102 - Guard II | 22.01 |
| 27131 - Police Officer I | 28.67 |
| 27132 - Police Officer II | 31.84 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 15.64 |
| 28042 - Carnival Equipment Repairer | 16.71 |
| 28043 - Carnival Equipment Worker | 11.72 |
| 28210 - Gate Attendant/Gate Tender | 14.01 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 15.66 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.35 |
| 28515 - Recreation Specialist | 19.27 |
| 28630 - Sports Official | 12.47 |
| 28690 - Swimming Pool Operator | 22.22 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 27.81 |
| 29020 - Hatch Tender | 27.81 |
| 29030 - Line Handler | 27.81 |
| 29041 - Stevedore I | 25.82 |
| 29042 - Stevedore II | 29.78 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.14 |
| 30022 - Archeological Technician II | 18.43 |
| 30023 - Archeological Technician III | 24.07 |
| 30030 - Cartographic Technician | 25.48 |
| 30040 - Civil Engineering Technician | 24.78 |
| 30061 - Drafter/CAD Operator I | 16.14 |
| 30062 - Drafter/CAD Operator II | 18.43 |
| 30063 - Drafter/CAD Operator III | 20.55 |
| 30064 - Drafter/CAD Operator IV | 24.77 |
| 30081 - Engineering Technician I | 16.35 |
| 30082 - Engineering Technician II | 18.35 |
| 30083 - Engineering Technician III | 20.53 |
| 30084 - Engineering Technician IV | 25.43 |
| 30085 - Engineering Technician V | 31.11 |
| 30086 - Engineering Technician VI | 38.46 |
| 30090 - Environmental Technician | 22.34 |
| 30210 - Laboratory Technician | 23.90 |
| 30240 - Mathematical Technician | 22.36 |

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|---|---------------|
| 30361 - Paralegal/Legal Assistant I | 17.77 |
| 30362 - Paralegal/Legal Assistant II | 22.02 |
| 30363 - Paralegal/Legal Assistant III | 26.94 |
| 30364 - Paralegal/Legal Assistant IV | 32.59 |
| 30390 - Photo-Optics Technician | 22.36 |
| 30461 - Technical Writer I | 22.20 |
| 30462 - Technical Writer II | 27.15 |
| 30463 - Technical Writer III | 32.85 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.55 |
| 30621 - Weather Observer, Senior | (see 2) 20.75 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.43 |
| 31030 - Bus Driver | 16.99 |
| 31043 - Driver Courier | 12.52 |
| 31260 - Parking and Lot Attendant | 10.69 |
| 31290 - Shuttle Bus Driver | 13.65 |
| 31310 - Taxi Driver | 11.88 |
| 31361 - Truckdriver, Light | 13.65 |
| 31362 - Truckdriver, Medium | 14.80 |
| 31363 - Truckdriver, Heavy | 21.02 |
| 31364 - Truckdriver, Tractor-Trailer | 21.02 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.64 |
| 99050 - Desk Clerk | 9.81 |
| 99095 - Embalmer | 24.57 |
| 99251 - Laboratory Animal Caretaker I | 12.19 |
| 99252 - Laboratory Animal Caretaker II | 13.28 |
| 99310 - Mortician | 24.57 |
| 99410 - Pest Controller | 21.01 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 16.23 |
| 99711 - Recycling Specialist | 19.82 |
| 99730 - Refuse Collector | 14.49 |
| 99810 - Sales Clerk | 12.30 |
| 99820 - School Crossing Guard | 14.43 |
| 99830 - Survey Party Chief | 23.63 |
| 99831 - Surveying Aide | 14.85 |
| 99832 - Surveying Technician | 20.32 |
| 99840 - Vending Machine Attendant | 16.41 |
| 99841 - Vending Machine Repairer | 20.45 |
| 99842 - Vending Machine Repairer Helper | 16.41 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2573
Revision No.: 17
Date Of Last Revision: 07/25/2014

States: Kentucky, Ohio, West Virginia

Area: Kentucky Counties of Boyd, Carter, Elliott, Floyd, Greenup, Johnson, Lawrence, Lewis, Magoffin, Martin, Pike

Ohio Counties of Monroe, Morgan, Noble, Washington

West Virginia - All Counties except : Berkeley, Jefferson

Note: West Virginia include all counties except Berkeley and Jefferson counties.

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.30 |
| 01012 - Accounting Clerk II | | 18.04 |
| 01013 - Accounting Clerk III | | 20.19 |
| 01020 - Administrative Assistant | | 18.16 |
| 01040 - Court Reporter | | 21.39 |
| 01051 - Data Entry Operator I | | 11.63 |
| 01052 - Data Entry Operator II | | 12.69 |
| 01060 - Dispatcher, Motor Vehicle | | 14.02 |
| 01070 - Document Preparation Clerk | | 11.19 |
| 01090 - Duplicating Machine Operator | | 11.19 |
| 01111 - General Clerk I | | 11.33 |

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| 01112 - General Clerk II | 12.37 |
| 01113 - General Clerk III | 13.88 |
| 01120 - Housing Referral Assistant | 14.85 |
| 01141 - Messenger Courier | 10.02 |
| 01191 - Order Clerk I | 11.17 |
| 01192 - Order Clerk II | 13.28 |
| 01261 - Personnel Assistant (Employment) I | 16.55 |
| 01262 - Personnel Assistant (Employment) II | 18.51 |
| 01263 - Personnel Assistant (Employment) III | 20.65 |
| 01270 - Production Control Clerk | 17.72 |
| 01280 - Receptionist | 9.81 |
| 01290 - Rental Clerk | 11.99 |
| 01300 - Scheduler, Maintenance | 11.99 |
| 01311 - Secretary I | 11.99 |
| 01312 - Secretary II | 13.41 |
| 01313 - Secretary III | 14.63 |
| 01320 - Service Order Dispatcher | 13.19 |
| 01410 - Supply Technician | 18.16 |
| 01420 - Survey Worker | 13.41 |
| 01531 - Travel Clerk I | 12.77 |
| 01532 - Travel Clerk II | 13.63 |
| 01533 - Travel Clerk III | 14.53 |
| 01611 - Word Processor I | 13.64 |
| 01612 - Word Processor II | 15.31 |
| 01613 - Word Processor III | 16.78 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 15.24 |
| 05010 - Automotive Electrician | 14.72 |
| 05040 - Automotive Glass Installer | 14.22 |
| 05070 - Automotive Worker | 14.22 |
| 05110 - Mobile Equipment Servicer | 13.17 |
| 05130 - Motor Equipment Metal Mechanic | 15.24 |
| 05160 - Motor Equipment Metal Worker | 14.22 |
| 05190 - Motor Vehicle Mechanic | 15.24 |
| 05220 - Motor Vehicle Mechanic Helper | 12.61 |
| 05250 - Motor Vehicle Upholstery Worker | 13.72 |
| 05280 - Motor Vehicle Wrecker | 14.22 |
| 05310 - Painter, Automotive | 14.72 |
| 05340 - Radiator Repair Specialist | 14.22 |
| 05370 - Tire Repairer | 12.55 |
| 05400 - Transmission Repair Specialist | 15.25 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.16 |
| 07041 - Cook I | 9.11 |
| 07042 - Cook II | 10.44 |
| 07070 - Dishwasher | 7.77 |
| 07130 - Food Service Worker | 8.57 |
| 07210 - Meat Cutter | 12.29 |
| 07260 - Waiter/Waitress | 8.10 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.93 |
| 09040 - Furniture Handler | 11.58 |
| 09080 - Furniture Refinisher | 14.72 |
| 09090 - Furniture Refinisher Helper | 12.62 |
| 09110 - Furniture Repairer, Minor | 13.71 |
| 09130 - Upholsterer | 14.72 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.68 |
| 11060 - Elevator Operator | 8.73 |
| 11090 - Gardener | 11.52 |
| 11122 - Housekeeping Aide | 9.27 |
| 11150 - Janitor | 9.38 |
| 11210 - Laborer, Grounds Maintenance | 9.31 |

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| 11240 - Maid or Houseman | 8.40 |
| 11260 - Pruner | 8.73 |
| 11270 - Tractor Operator | 10.65 |
| 11330 - Trail Maintenance Worker | 9.31 |
| 11360 - Window Cleaner | 10.37 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 12.02 |
| 12011 - Breath Alcohol Technician | 14.47 |
| 12012 - Certified Occupational Therapist Assistant | 21.71 |
| 12015 - Certified Physical Therapist Assistant | 18.46 |
| 12020 - Dental Assistant | 12.57 |
| 12025 - Dental Hygienist | 22.28 |
| 12030 - EKG Technician | 18.60 |
| 12035 - Electroneurodiagnostic Technologist | 18.60 |
| 12040 - Emergency Medical Technician | 12.02 |
| 12071 - Licensed Practical Nurse I | 13.59 |
| 12072 - Licensed Practical Nurse II | 15.20 |
| 12073 - Licensed Practical Nurse III | 16.95 |
| 12100 - Medical Assistant | 10.61 |
| 12130 - Medical Laboratory Technician | 16.47 |
| 12160 - Medical Record Clerk | 11.43 |
| 12190 - Medical Record Technician | 13.54 |
| 12195 - Medical Transcriptionist | 12.40 |
| 12210 - Nuclear Medicine Technologist | 27.32 |
| 12221 - Nursing Assistant I | 9.91 |
| 12222 - Nursing Assistant II | 11.14 |
| 12223 - Nursing Assistant III | 12.16 |
| 12224 - Nursing Assistant IV | 13.62 |
| 12235 - Optical Dispenser | 14.94 |
| 12236 - Optical Technician | 11.02 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.64 |
| 12305 - Radiologic Technologist | 20.10 |
| 12311 - Registered Nurse I | 20.57 |
| 12312 - Registered Nurse II | 25.16 |
| 12313 - Registered Nurse II, Specialist | 25.16 |
| 12314 - Registered Nurse III | 30.44 |
| 12315 - Registered Nurse III, Anesthetist | 30.44 |
| 12316 - Registered Nurse IV | 36.48 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 17.93 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 14.85 |
| 13012 - Exhibits Specialist II | 18.41 |
| 13013 - Exhibits Specialist III | 22.52 |
| 13041 - Illustrator I | 14.85 |
| 13042 - Illustrator II | 18.41 |
| 13043 - Illustrator III | 22.52 |
| 13047 - Librarian | 20.38 |
| 13050 - Library Aide/Clerk | 8.56 |
| 13054 - Library Information Technology Systems Administrator | 18.41 |
| 13058 - Library Technician | 14.75 |
| 13061 - Media Specialist I | 13.28 |
| 13062 - Media Specialist II | 14.85 |
| 13063 - Media Specialist III | 16.57 |
| 13071 - Photographer I | 13.62 |
| 13072 - Photographer II | 15.23 |
| 13073 - Photographer III | 18.87 |
| 13074 - Photographer IV | 23.08 |
| 13075 - Photographer V | 27.93 |
| 13110 - Video Teleconference Technician | 13.50 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.63 |

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| 14042 - Computer Operator II | 16.37 |
| 14043 - Computer Operator III | 18.25 |
| 14044 - Computer Operator IV | 20.28 |
| 14045 - Computer Operator V | 22.45 |
| 14071 - Computer Programmer I (see 1) | 18.27 |
| 14072 - Computer Programmer II (see 1) | 22.64 |
| 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 | 14.63 |
| 14160 - Personal Computer Support Technician | 20.61 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.32 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.26 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.00 |
| 15050 - Computer Based Training Specialist / Instructor | 28.11 |
| 15060 - Educational Technologist | 23.29 |
| 15070 - Flight Instructor (Pilot) | 41.00 |
| 15080 - Graphic Artist | 18.11 |
| 15090 - Technical Instructor | 17.34 |
| 15095 - Technical Instructor/Course Developer | 21.61 |
| 15110 - Test Proctor | 15.38 |
| 15120 - Tutor | 15.38 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.21 |
| 16030 - Counter Attendant | 9.21 |
| 16040 - Dry Cleaner | 11.65 |
| 16070 - Finisher, Flatwork, Machine | 9.21 |
| 16090 - Presser, Hand | 9.21 |
| 16110 - Presser, Machine, Drycleaning | 9.21 |
| 16130 - Presser, Machine, Shirts | 9.21 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.21 |
| 16190 - Sewing Machine Operator | 12.45 |
| 16220 - Tailor | 13.23 |
| 16250 - Washer, Machine | 9.96 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.78 |
| 19040 - Tool And Die Maker | 19.14 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.30 |
| 21030 - Material Coordinator | 17.72 |
| 21040 - Material Expediter | 17.72 |
| 21050 - Material Handling Laborer | 10.73 |
| 21071 - Order Filler | 10.71 |
| 21080 - Production Line Worker (Food Processing) | 15.30 |
| 21110 - Shipping Packer | 13.86 |
| 21130 - Shipping/Receiving Clerk | 13.86 |
| 21140 - Store Worker I | 11.95 |
| 21150 - Stock Clerk | 16.06 |
| 21210 - Tools And Parts Attendant | 15.30 |
| 21410 - Warehouse Specialist | 15.30 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.20 |
| 23021 - Aircraft Mechanic I | 22.05 |
| 23022 - Aircraft Mechanic II | 23.20 |
| 23023 - Aircraft Mechanic III | 24.21 |
| 23040 - Aircraft Mechanic Helper | 17.81 |
| 23050 - Aircraft, Painter | 20.59 |
| 23060 - Aircraft Servicer | 19.35 |
| 23080 - Aircraft Worker | 20.06 |
| 23110 - Appliance Mechanic | 17.29 |

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| 23120 - Bicycle Repairer | 12.72 |
| 23125 - Cable Splicer | 24.87 |
| 23130 - Carpenter, Maintenance | 17.29 |
| 23140 - Carpet Layer | 16.79 |
| 23160 - Electrician, Maintenance | 22.17 |
| 23181 - Electronics Technician Maintenance I | 15.53 |
| 23182 - Electronics Technician Maintenance II | 21.96 |
| 23183 - Electronics Technician Maintenance III | 23.04 |
| 23260 - Fabric Worker | 15.42 |
| 23290 - Fire Alarm System Mechanic | 18.13 |
| 23310 - Fire Extinguisher Repairer | 15.15 |
| 23311 - Fuel Distribution System Mechanic | 19.94 |
| 23312 - Fuel Distribution System Operator | 15.50 |
| 23370 - General Maintenance Worker | 16.23 |
| 23380 - Ground Support Equipment Mechanic | 22.05 |
| 23381 - Ground Support Equipment Servicer | 19.35 |
| 23382 - Ground Support Equipment Worker | 20.06 |
| 23391 - Gunsmith I | 15.00 |
| 23392 - Gunsmith II | 17.19 |
| 23393 - Gunsmith III | 19.19 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.13 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.08 |
| 23430 - Heavy Equipment Mechanic | 18.91 |
| 23440 - Heavy Equipment Operator | 18.13 |
| 23460 - Instrument Mechanic | 21.62 |
| 23465 - Laboratory/Shelter Mechanic | 18.30 |
| 23470 - Laborer | 10.73 |
| 23510 - Locksmith | 17.29 |
| 23530 - Machinery Maintenance Mechanic | 20.05 |
| 23550 - Machinist, Maintenance | 18.31 |
| 23580 - Maintenance Trades Helper | 13.15 |
| 23591 - Metrology Technician I | 21.62 |
| 23592 - Metrology Technician II | 22.59 |
| 23593 - Metrology Technician III | 23.35 |
| 23640 - Millwright | 19.65 |
| 23710 - Office Appliance Repairer | 17.29 |
| 23760 - Painter, Maintenance | 17.29 |
| 23790 - Pipefitter, Maintenance | 20.73 |
| 23810 - Plumber, Maintenance | 20.73 |
| 23820 - Pneudraulic Systems Mechanic | 19.19 |
| 23850 - Rigger | 19.65 |
| 23870 - Scale Mechanic | 17.19 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.97 |
| 23910 - Small Engine Mechanic | 16.23 |
| 23931 - Telecommunications Mechanic I | 22.73 |
| 23932 - Telecommunications Mechanic II | 23.93 |
| 23950 - Telephone Lineman | 24.18 |
| 23960 - Welder, Combination, Maintenance | 18.13 |
| 23965 - Well Driller | 21.12 |
| 23970 - Woodcraft Worker | 19.19 |
| 23980 - Woodworker | 15.46 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.21 |
| 24580 - Child Care Center Clerk | 9.80 |
| 24610 - Chore Aide | 7.80 |
| 24620 - Family Readiness And Support Services Coordinator | 9.12 |
| 24630 - Homemaker | 10.43 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.38 |
| 25040 - Sewage Plant Operator | 16.85 |

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|--|-------|
| 25070 - Stationary Engineer | 21.38 |
| 25190 - Ventilation Equipment Tender | 14.03 |
| 25210 - Water Treatment Plant Operator | 16.19 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 10.72 |
| 27007 - Baggage Inspector | 9.99 |
| 27008 - Corrections Officer | 15.11 |
| 27010 - Court Security Officer | 15.70 |
| 27030 - Detection Dog Handler | 11.31 |
| 27040 - Detention Officer | 15.11 |
| 27070 - Firefighter | 16.40 |
| 27101 - Guard I | 9.99 |
| 27102 - Guard II | 11.31 |
| 27131 - Police Officer I | 16.86 |
| 27132 - Police Officer II | 18.73 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.09 |
| 28042 - Carnival Equipment Repairer | 10.57 |
| 28043 - Carnival Equipment Worker | 8.26 |
| 28210 - Gate Attendant/Gate Tender | 13.60 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 15.03 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 14.69 |
| 28630 - Sports Official | 10.67 |
| 28690 - Swimming Pool Operator | 13.36 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.35 |
| 29020 - Hatch Tender | 16.35 |
| 29030 - Line Handler | 16.35 |
| 29041 - Stevedore I | 15.33 |
| 29042 - Stevedore II | 17.40 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.95 |
| 30022 - Archeological Technician II | 20.83 |
| 30023 - Archeological Technician III | 26.27 |
| 30030 - Cartographic Technician | 26.27 |
| 30040 - Civil Engineering Technician | 18.42 |
| 30061 - Drafter/CAD Operator I | 18.95 |
| 30062 - Drafter/CAD Operator II | 21.20 |
| 30063 - Drafter/CAD Operator III | 23.64 |
| 30064 - Drafter/CAD Operator IV | 27.30 |
| 30081 - Engineering Technician I | 15.68 |
| 30082 - Engineering Technician II | 17.59 |
| 30083 - Engineering Technician III | 22.90 |
| 30084 - Engineering Technician IV | 25.79 |
| 30085 - Engineering Technician V | 31.55 |
| 30086 - Engineering Technician VI | 38.17 |
| 30090 - Environmental Technician | 17.30 |
| 30210 - Laboratory Technician | 25.55 |
| 30240 - Mathematical Technician | 26.27 |
| 30361 - Paralegal/Legal Assistant I | 17.61 |
| 30362 - Paralegal/Legal Assistant II | 21.35 |
| 30363 - Paralegal/Legal Assistant III | 26.14 |
| 30364 - Paralegal/Legal Assistant IV | 31.63 |
| 30390 - Photo-Optics Technician | 26.27 |
| 30461 - Technical Writer I | 20.51 |
| 30462 - Technical Writer II | 25.09 |
| 30463 - Technical Writer III | 30.35 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |

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|---|---------------|
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 23.64 |
| 30621 - Weather Observer, Senior | (see 2) 26.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.80 |
| 31030 - Bus Driver | 12.09 |
| 31043 - Driver Courier | 10.51 |
| 31260 - Parking and Lot Attendant | 8.62 |
| 31290 - Shuttle Bus Driver | 11.32 |
| 31310 - Taxi Driver | 8.94 |
| 31361 - Truckdriver, Light | 11.32 |
| 31362 - Truckdriver, Medium | 12.69 |
| 31363 - Truckdriver, Heavy | 15.02 |
| 31364 - Truckdriver, Tractor-Trailer | 15.02 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.80 |
| 99050 - Desk Clerk | 8.20 |
| 99095 - Embalmer | 20.91 |
| 99251 - Laboratory Animal Caretaker I | 9.21 |
| 99252 - Laboratory Animal Caretaker II | 9.92 |
| 99310 - Mortician | 30.90 |
| 99410 - Pest Controller | 13.35 |
| 99510 - Photofinishing Worker | 10.65 |
| 99710 - Recycling Laborer | 11.68 |
| 99711 - Recycling Specialist | 13.46 |
| 99730 - Refuse Collector | 10.58 |
| 99810 - Sales Clerk | 10.77 |
| 99820 - School Crossing Guard | 10.14 |
| 99830 - Survey Party Chief | 18.51 |
| 99831 - Surveying Aide | 11.45 |
| 99832 - Surveying Technician | 15.72 |
| 99840 - Vending Machine Attendant | 11.40 |
| 99841 - Vending Machine Repairer | 12.83 |
| 99842 - Vending Machine Repairer Helper | 11.40 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of
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Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2574
Revision No.: 18
Date Of Last Revision: 07/25/2014

States: Kentucky, Ohio, West Virginia

Area: Kentucky Counties of Boyd, Carter, Elliott, Floyd, Greenup, Johnson, Lawrence, Lewis, Magoffin, Martin, Pike

Ohio Counties of Monroe, Morgan, Noble, Washington

West Virginia - All Counties except : Berkeley, Jefferson

Note: West Virginia include all counties except Berkeley and Jefferson counties.

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.30 |
| 01012 - Accounting Clerk II | | 18.04 |
| 01013 - Accounting Clerk III | | 20.19 |
| 01020 - Administrative Assistant | | 18.16 |
| 01040 - Court Reporter | | 21.39 |
| 01051 - Data Entry Operator I | | 11.63 |
| 01052 - Data Entry Operator II | | 12.69 |
| 01060 - Dispatcher, Motor Vehicle | | 14.02 |
| 01070 - Document Preparation Clerk | | 11.19 |
| 01090 - Duplicating Machine Operator | | 11.19 |
| 01111 - General Clerk I | | 11.33 |
| 01112 - General Clerk II | | 12.37 |
| 01113 - General Clerk III | | 13.88 |
| 01120 - Housing Referral Assistant | | 14.85 |
| 01141 - Messenger Courier | | 10.02 |
| 01191 - Order Clerk I | | 11.17 |
| 01192 - Order Clerk II | | 13.28 |
| 01261 - Personnel Assistant (Employment) I | | 16.55 |
| 01262 - Personnel Assistant (Employment) II | | 18.51 |
| 01263 - Personnel Assistant (Employment) III | | 20.65 |
| 01270 - Production Control Clerk | | 17.72 |
| 01280 - Receptionist | | 9.81 |
| 01290 - Rental Clerk | | 11.99 |
| 01300 - Scheduler, Maintenance | | 11.99 |

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| 01311 - Secretary I | 11.99 |
| 01312 - Secretary II | 13.41 |
| 01313 - Secretary III | 14.63 |
| 01320 - Service Order Dispatcher | 13.19 |
| 01410 - Supply Technician | 18.16 |
| 01420 - Survey Worker | 13.41 |
| 01531 - Travel Clerk I | 12.77 |
| 01532 - Travel Clerk II | 13.63 |
| 01533 - Travel Clerk III | 14.53 |
| 01611 - Word Processor I | 13.64 |
| 01612 - Word Processor II | 15.31 |
| 01613 - Word Processor III | 16.78 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 15.24 |
| 05010 - Automotive Electrician | 14.72 |
| 05040 - Automotive Glass Installer | 14.22 |
| 05070 - Automotive Worker | 14.22 |
| 05110 - Mobile Equipment Servicer | 13.17 |
| 05130 - Motor Equipment Metal Mechanic | 15.24 |
| 05160 - Motor Equipment Metal Worker | 14.22 |
| 05190 - Motor Vehicle Mechanic | 15.24 |
| 05220 - Motor Vehicle Mechanic Helper | 12.61 |
| 05250 - Motor Vehicle Upholstery Worker | 13.72 |
| 05280 - Motor Vehicle Wrecker | 14.22 |
| 05310 - Painter, Automotive | 14.72 |
| 05340 - Radiator Repair Specialist | 14.22 |
| 05370 - Tire Repairer | 12.55 |
| 05400 - Transmission Repair Specialist | 15.25 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.16 |
| 07041 - Cook I | 9.11 |
| 07042 - Cook II | 10.44 |
| 07070 - Dishwasher | 7.77 |
| 07130 - Food Service Worker | 8.57 |
| 07210 - Meat Cutter | 12.29 |
| 07260 - Waiter/Waitress | 8.10 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.93 |
| 09040 - Furniture Handler | 11.58 |
| 09080 - Furniture Refinisher | 14.72 |
| 09090 - Furniture Refinisher Helper | 12.62 |
| 09110 - Furniture Repairer, Minor | 13.71 |
| 09130 - Upholsterer | 14.72 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.68 |
| 11060 - Elevator Operator | 8.73 |
| 11090 - Gardener | 11.52 |
| 11122 - Housekeeping Aide | 9.27 |
| 11150 - Janitor | 9.38 |
| 11210 - Laborer, Grounds Maintenance | 9.31 |
| 11240 - Maid or Houseman | 8.40 |
| 11260 - Pruner | 8.73 |
| 11270 - Tractor Operator | 10.65 |
| 11330 - Trail Maintenance Worker | 9.31 |
| 11360 - Window Cleaner | 10.37 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 12.02 |
| 12011 - Breath Alcohol Technician | 14.47 |
| 12012 - Certified Occupational Therapist Assistant | 21.71 |
| 12015 - Certified Physical Therapist Assistant | 18.46 |
| 12020 - Dental Assistant | 12.57 |
| 12025 - Dental Hygienist | 22.28 |
| 12030 - EKG Technician | 18.60 |

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| 12035 - Electroneurodiagnostic Technologist | 18.60 |
| 12040 - Emergency Medical Technician | 12.02 |
| 12071 - Licensed Practical Nurse I | 13.59 |
| 12072 - Licensed Practical Nurse II | 15.20 |
| 12073 - Licensed Practical Nurse III | 16.95 |
| 12100 - Medical Assistant | 10.61 |
| 12130 - Medical Laboratory Technician | 16.47 |
| 12160 - Medical Record Clerk | 11.43 |
| 12190 - Medical Record Technician | 13.54 |
| 12195 - Medical Transcriptionist | 12.40 |
| 12210 - Nuclear Medicine Technologist | 27.32 |
| 12221 - Nursing Assistant I | 9.91 |
| 12222 - Nursing Assistant II | 11.14 |
| 12223 - Nursing Assistant III | 12.16 |
| 12224 - Nursing Assistant IV | 13.62 |
| 12235 - Optical Dispenser | 14.94 |
| 12236 - Optical Technician | 11.02 |
| 12250 - Pharmacy Technician | 13.41 |
| 12280 - Phlebotomist | 13.64 |
| 12305 - Radiologic Technologist | 20.10 |
| 12311 - Registered Nurse I | 20.57 |
| 12312 - Registered Nurse II | 25.16 |
| 12313 - Registered Nurse II, Specialist | 25.16 |
| 12314 - Registered Nurse III | 30.44 |
| 12315 - Registered Nurse III, Anesthetist | 30.44 |
| 12316 - Registered Nurse IV | 36.48 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 17.93 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 14.85 |
| 13012 - Exhibits Specialist II | 18.41 |
| 13013 - Exhibits Specialist III | 22.52 |
| 13041 - Illustrator I | 14.85 |
| 13042 - Illustrator II | 18.41 |
| 13043 - Illustrator III | 22.52 |
| 13047 - Librarian | 20.38 |
| 13050 - Library Aide/Clerk | 8.56 |
| 13054 - Library Information Technology Systems Administrator | 18.41 |
| 13058 - Library Technician | 14.75 |
| 13061 - Media Specialist I | 13.28 |
| 13062 - Media Specialist II | 14.85 |
| 13063 - Media Specialist III | 16.57 |
| 13071 - Photographer I | 13.62 |
| 13072 - Photographer II | 15.23 |
| 13073 - Photographer III | 18.87 |
| 13074 - Photographer IV | 23.08 |
| 13075 - Photographer V | 27.93 |
| 13110 - Video Teleconference Technician | 13.50 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.63 |
| 14042 - Computer Operator II | 16.37 |
| 14043 - Computer Operator III | 18.25 |
| 14044 - Computer Operator IV | 20.28 |
| 14045 - Computer Operator V | 22.45 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 14.63 |
| 14160 - Personal Computer Support Technician | 20.61 |

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|---|-------|
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.32 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.26 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.00 |
| 15050 - Computer Based Training Specialist / Instructor | 28.11 |
| 15060 - Educational Technologist | 23.29 |
| 15070 - Flight Instructor (Pilot) | 41.00 |
| 15080 - Graphic Artist | 18.11 |
| 15090 - Technical Instructor | 17.34 |
| 15095 - Technical Instructor/Course Developer | 21.61 |
| 15110 - Test Proctor | 15.38 |
| 15120 - Tutor | 15.38 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.21 |
| 16030 - Counter Attendant | 9.21 |
| 16040 - Dry Cleaner | 11.65 |
| 16070 - Finisher, Flatwork, Machine | 9.21 |
| 16090 - Presser, Hand | 9.21 |
| 16110 - Presser, Machine, Drycleaning | 9.21 |
| 16130 - Presser, Machine, Shirts | 9.21 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.21 |
| 16190 - Sewing Machine Operator | 12.45 |
| 16220 - Tailor | 13.23 |
| 16250 - Washer, Machine | 9.96 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.78 |
| 19040 - Tool And Die Maker | 19.14 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.30 |
| 21030 - Material Coordinator | 17.72 |
| 21040 - Material Expediter | 17.72 |
| 21050 - Material Handling Laborer | 10.73 |
| 21071 - Order Filler | 10.71 |
| 21080 - Production Line Worker (Food Processing) | 15.30 |
| 21110 - Shipping Packer | 13.86 |
| 21130 - Shipping/Receiving Clerk | 13.86 |
| 21140 - Store Worker I | 11.95 |
| 21150 - Stock Clerk | 16.06 |
| 21210 - Tools And Parts Attendant | 15.30 |
| 21410 - Warehouse Specialist | 15.30 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.20 |
| 23021 - Aircraft Mechanic I | 22.05 |
| 23022 - Aircraft Mechanic II | 23.20 |
| 23023 - Aircraft Mechanic III | 24.21 |
| 23040 - Aircraft Mechanic Helper | 17.81 |
| 23050 - Aircraft, Painter | 20.59 |
| 23060 - Aircraft Servicer | 19.35 |
| 23080 - Aircraft Worker | 20.06 |
| 23110 - Appliance Mechanic | 17.29 |
| 23120 - Bicycle Repairer | 12.72 |
| 23125 - Cable Splicer | 24.87 |
| 23130 - Carpenter, Maintenance | 17.29 |
| 23140 - Carpet Layer | 16.79 |
| 23160 - Electrician, Maintenance | 22.17 |
| 23181 - Electronics Technician Maintenance I | 15.53 |
| 23182 - Electronics Technician Maintenance II | 21.96 |
| 23183 - Electronics Technician Maintenance III | 23.04 |
| 23260 - Fabric Worker | 15.42 |
| 23290 - Fire Alarm System Mechanic | 18.13 |
| 23310 - Fire Extinguisher Repairer | 15.15 |
| 23311 - Fuel Distribution System Mechanic | 19.94 |
| 23312 - Fuel Distribution System Operator | 15.50 |

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|---|-------|
| 23370 - General Maintenance Worker | 16.23 |
| 23380 - Ground Support Equipment Mechanic | 22.05 |
| 23381 - Ground Support Equipment Servicer | 19.35 |
| 23382 - Ground Support Equipment Worker | 20.06 |
| 23391 - Gunsmith I | 15.00 |
| 23392 - Gunsmith II | 17.19 |
| 23393 - Gunsmith III | 19.19 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.13 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.08 |
| 23430 - Heavy Equipment Mechanic | 18.91 |
| 23440 - Heavy Equipment Operator | 18.13 |
| 23460 - Instrument Mechanic | 21.62 |
| 23465 - Laboratory/Shelter Mechanic | 18.30 |
| 23470 - Laborer | 10.73 |
| 23510 - Locksmith | 17.29 |
| 23530 - Machinery Maintenance Mechanic | 20.05 |
| 23550 - Machinist, Maintenance | 18.31 |
| 23580 - Maintenance Trades Helper | 13.15 |
| 23591 - Metrology Technician I | 21.62 |
| 23592 - Metrology Technician II | 22.59 |
| 23593 - Metrology Technician III | 23.35 |
| 23640 - Millwright | 19.65 |
| 23710 - Office Appliance Repairer | 17.29 |
| 23760 - Painter, Maintenance | 17.29 |
| 23790 - Pipefitter, Maintenance | 20.73 |
| 23810 - Plumber, Maintenance | 20.73 |
| 23820 - Pneudraulic Systems Mechanic | 19.19 |
| 23850 - Rigger | 19.65 |
| 23870 - Scale Mechanic | 17.19 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.97 |
| 23910 - Small Engine Mechanic | 16.23 |
| 23931 - Telecommunications Mechanic I | 22.73 |
| 23932 - Telecommunications Mechanic II | 23.93 |
| 23950 - Telephone Lineman | 24.18 |
| 23960 - Welder, Combination, Maintenance | 18.13 |
| 23965 - Well Driller | 21.12 |
| 23970 - Woodcraft Worker | 19.19 |
| 23980 - Woodworker | 15.46 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.21 |
| 24580 - Child Care Center Clerk | 9.80 |
| 24610 - Chore Aide | 7.80 |
| 24620 - Family Readiness And Support Services Coordinator | 9.12 |
| 24630 - Homemaker | 10.43 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.38 |
| 25040 - Sewage Plant Operator | 16.85 |
| 25070 - Stationary Engineer | 21.38 |
| 25190 - Ventilation Equipment Tender | 14.03 |
| 25210 - Water Treatment Plant Operator | 16.19 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 10.72 |
| 27007 - Baggage Inspector | 9.99 |
| 27008 - Corrections Officer | 15.11 |
| 27010 - Court Security Officer | 15.70 |
| 27030 - Detection Dog Handler | 11.31 |
| 27040 - Detention Officer | 15.11 |
| 27070 - Firefighter | 16.40 |
| 27101 - Guard I | 9.99 |
| 27102 - Guard II | 11.31 |

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|--|-------|
| 27131 - Police Officer I | 16.86 |
| 27132 - Police Officer II | 18.73 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.09 |
| 28042 - Carnival Equipment Repairer | 10.57 |
| 28043 - Carnival Equipment Worker | 8.26 |
| 28210 - Gate Attendant/Gate Tender | 13.60 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 15.03 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.10 |
| 28515 - Recreation Specialist | 14.69 |
| 28630 - Sports Official | 10.67 |
| 28690 - Swimming Pool Operator | 13.36 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.35 |
| 29020 - Hatch Tender | 16.35 |
| 29030 - Line Handler | 16.35 |
| 29041 - Stevedore I | 15.33 |
| 29042 - Stevedore II | 17.40 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.95 |
| 30022 - Archeological Technician II | 20.83 |
| 30023 - Archeological Technician III | 26.27 |
| 30030 - Cartographic Technician | 26.27 |
| 30040 - Civil Engineering Technician | 18.42 |
| 30061 - Drafter/CAD Operator I | 18.95 |
| 30062 - Drafter/CAD Operator II | 21.20 |
| 30063 - Drafter/CAD Operator III | 23.64 |
| 30064 - Drafter/CAD Operator IV | 27.30 |
| 30081 - Engineering Technician I | 15.68 |
| 30082 - Engineering Technician II | 17.59 |
| 30083 - Engineering Technician III | 22.90 |
| 30084 - Engineering Technician IV | 25.79 |
| 30085 - Engineering Technician V | 31.55 |
| 30086 - Engineering Technician VI | 38.17 |
| 30090 - Environmental Technician | 17.30 |
| 30210 - Laboratory Technician | 25.55 |
| 30240 - Mathematical Technician | 26.27 |
| 30361 - Paralegal/Legal Assistant I | 17.61 |
| 30362 - Paralegal/Legal Assistant II | 21.35 |
| 30363 - Paralegal/Legal Assistant III | 26.14 |
| 30364 - Paralegal/Legal Assistant IV | 31.63 |
| 30390 - Photo-Optics Technician | 26.27 |
| 30461 - Technical Writer I | 20.51 |
| 30462 - Technical Writer II | 25.09 |
| 30463 - Technical Writer III | 30.35 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 23.64 |
| 30621 - Weather Observer, Senior (see 2) | 26.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.80 |
| 31030 - Bus Driver | 12.09 |
| 31043 - Driver Courier | 10.51 |
| 31260 - Parking and Lot Attendant | 8.62 |
| 31290 - Shuttle Bus Driver | 11.32 |

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|---|-------|
| 31310 - Taxi Driver | 8.94 |
| 31361 - Truckdriver, Light | 11.32 |
| 31362 - Truckdriver, Medium | 12.69 |
| 31363 - Truckdriver, Heavy | 15.02 |
| 31364 - Truckdriver, Tractor-Trailer | 15.02 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.80 |
| 99050 - Desk Clerk | 8.20 |
| 99095 - Embalmer | 20.91 |
| 99251 - Laboratory Animal Caretaker I | 9.21 |
| 99252 - Laboratory Animal Caretaker II | 9.92 |
| 99310 - Mortician | 30.90 |
| 99410 - Pest Controller | 13.35 |
| 99510 - Photofinishing Worker | 10.65 |
| 99710 - Recycling Laborer | 11.68 |
| 99711 - Recycling Specialist | 13.46 |
| 99730 - Refuse Collector | 10.58 |
| 99810 - Sales Clerk | 10.77 |
| 99820 - School Crossing Guard | 10.14 |
| 99830 - Survey Party Chief | 18.51 |
| 99831 - Surveying Aide | 11.45 |
| 99832 - Surveying Technician | 15.72 |
| 99840 - Vending Machine Attendant | 11.40 |
| 99841 - Vending Machine Repairer | 12.83 |
| 99842 - Vending Machine Repairer Helper | 11.40 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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| | | WDS_Revision_Received_10.9.2014 |
| By direction of the Secretary of Labor | | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 |
| Diane C. Koplewski Director | Division of Wage Determinations | Wage Determination No.: 2005-2575 Revision No.: 14 Date Of Last Revision: 07/25/2014 |
| State: Wisconsin | | |

Area: Wisconsin Counties of Brown, Calumet, Door, Florence, Fond Du Lac, Forest, Green Lake, Kewaunee, Langlade, Lincoln, Manitowoc, Marathon, Marinette, Marquette, Menominee, Oconto, Oneida, Outagamie, Portage, Shawano, Sheboygan, Vilas, Waupaca, Waushara, Winnebago

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.76 |
| 01012 - Accounting Clerk II | | 14.43 |
| 01013 - Accounting Clerk III | | 16.22 |
| 01020 - Administrative Assistant | | 18.47 |
| 01040 - Court Reporter | | 17.06 |
| 01051 - Data Entry Operator I | | 11.32 |
| 01052 - Data Entry Operator II | | 12.35 |
| 01060 - Dispatcher, Motor Vehicle | | 17.62 |
| 01070 - Document Preparation Clerk | | 13.94 |
| 01090 - Duplicating Machine Operator | | 13.94 |
| 01111 - General Clerk I | | 11.83 |
| 01112 - General Clerk II | | 12.91 |
| 01113 - General Clerk III | | 14.49 |
| 01120 - Housing Referral Assistant | | 18.05 |
| 01141 - Messenger Courier | | 12.20 |
| 01191 - Order Clerk I | | 13.45 |
| 01192 - Order Clerk II | | 15.36 |
| 01261 - Personnel Assistant (Employment) I | | 13.55 |
| 01262 - Personnel Assistant (Employment) II | | 15.15 |
| 01263 - Personnel Assistant (Employment) III | | 16.90 |
| 01270 - Production Control Clerk | | 19.61 |
| 01280 - Receptionist | | 12.31 |
| 01290 - Rental Clerk | | 10.71 |
| 01300 - Scheduler, Maintenance | | 14.47 |
| 01311 - Secretary I | | 14.47 |
| 01312 - Secretary II | | 16.19 |
| 01313 - Secretary III | | 18.05 |
| 01320 - Service Order Dispatcher | | 16.04 |
| 01410 - Supply Technician | | 18.47 |
| 01420 - Survey Worker | | 13.91 |
| 01531 - Travel Clerk I | | 13.94 |
| 01532 - Travel Clerk II | | 15.05 |
| 01533 - Travel Clerk III | | 16.18 |
| 01611 - Word Processor I | | 12.10 |
| 01612 - Word Processor II | | 13.58 |
| 01613 - Word Processor III | | 15.13 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 19.13 |
| 05010 - Automotive Electrician | | 19.16 |

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| 05040 - Automotive Glass Installer | 18.37 |
| 05070 - Automotive Worker | 18.37 |
| 05110 - Mobile Equipment Servicer | 16.97 |
| 05130 - Motor Equipment Metal Mechanic | 19.76 |
| 05160 - Motor Equipment Metal Worker | 18.37 |
| 05190 - Motor Vehicle Mechanic | 18.78 |
| 05220 - Motor Vehicle Mechanic Helper | 16.20 |
| 05250 - Motor Vehicle Upholstery Worker | 17.77 |
| 05280 - Motor Vehicle Wrecker | 18.37 |
| 05310 - Painter, Automotive | 19.16 |
| 05340 - Radiator Repair Specialist | 18.37 |
| 05370 - Tire Repairer | 13.57 |
| 05400 - Transmission Repair Specialist | 19.76 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.24 |
| 07041 - Cook I | 11.75 |
| 07042 - Cook II | 13.08 |
| 07070 - Dishwasher | 8.03 |
| 07130 - Food Service Worker | 9.11 |
| 07210 - Meat Cutter | 14.91 |
| 07260 - Waiter/Waitress | 8.96 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.44 |
| 09040 - Furniture Handler | 13.11 |
| 09080 - Furniture Refinisher | 17.44 |
| 09090 - Furniture Refinisher Helper | 14.73 |
| 09110 - Furniture Repairer, Minor | 16.17 |
| 09130 - Upholsterer | 17.44 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.20 |
| 11060 - Elevator Operator | 11.20 |
| 11090 - Gardener | 14.41 |
| 11122 - Housekeeping Aide | 11.41 |
| 11150 - Janitor | 11.41 |
| 11210 - Laborer, Grounds Maintenance | 12.71 |
| 11240 - Maid or Houseman | 9.49 |
| 11260 - Pruner | 11.63 |
| 11270 - Tractor Operator | 14.50 |
| 11330 - Trail Maintenance Worker | 12.71 |
| 11360 - Window Cleaner | 12.24 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.44 |
| 12011 - Breath Alcohol Technician | 16.76 |
| 12012 - Certified Occupational Therapist Assistant | 23.03 |
| 12015 - Certified Physical Therapist Assistant | 21.96 |
| 12020 - Dental Assistant | 15.13 |
| 12025 - Dental Hygienist | 30.17 |
| 12030 - EKG Technician | 28.59 |
| 12035 - Electroneurodiagnostic Technologist | 28.59 |
| 12040 - Emergency Medical Technician | 13.44 |
| 12071 - Licensed Practical Nurse I | 14.98 |
| 12072 - Licensed Practical Nurse II | 16.76 |
| 12073 - Licensed Practical Nurse III | 18.95 |
| 12100 - Medical Assistant | 14.39 |
| 12130 - Medical Laboratory Technician | 18.09 |
| 12160 - Medical Record Clerk | 14.38 |
| 12190 - Medical Record Technician | 16.09 |
| 12195 - Medical Transcriptionist | 15.83 |
| 12210 - Nuclear Medicine Technologist | 35.19 |
| 12221 - Nursing Assistant I | 10.06 |
| 12222 - Nursing Assistant II | 11.31 |
| 12223 - Nursing Assistant III | 12.34 |
| 12224 - Nursing Assistant IV | 13.85 |

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| 12235 - Optical Dispenser | 15.10 |
| 12236 - Optical Technician | 15.20 |
| 12250 - Pharmacy Technician | 15.04 |
| 12280 - Phlebotomist | 13.85 |
| 12305 - Radiologic Technologist | 25.51 |
| 12311 - Registered Nurse I | 24.38 |
| 12312 - Registered Nurse II | 29.82 |
| 12313 - Registered Nurse II, Specialist | 29.82 |
| 12314 - Registered Nurse III | 36.08 |
| 12315 - Registered Nurse III, Anesthetist | 36.08 |
| 12316 - Registered Nurse IV | 43.24 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.06 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.86 |
| 13012 - Exhibits Specialist II | 24.60 |
| 13013 - Exhibits Specialist III | 30.09 |
| 13041 - Illustrator I | 19.89 |
| 13042 - Illustrator II | 24.64 |
| 13043 - Illustrator III | 30.15 |
| 13047 - Librarian | 25.87 |
| 13050 - Library Aide/Clerk | 12.66 |
| 13054 - Library Information Technology Systems Administrator | 23.37 |
| 13058 - Library Technician | 13.77 |
| 13061 - Media Specialist I | 16.86 |
| 13062 - Media Specialist II | 18.83 |
| 13063 - Media Specialist III | 21.03 |
| 13071 - Photographer I | 14.68 |
| 13072 - Photographer II | 16.42 |
| 13073 - Photographer III | 20.34 |
| 13074 - Photographer IV | 24.89 |
| 13075 - Photographer V | 30.11 |
| 13110 - Video Teleconference Technician | 19.26 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.88 |
| 14042 - Computer Operator II | 18.88 |
| 14043 - Computer Operator III | 21.06 |
| 14044 - Computer Operator IV | 23.40 |
| 14045 - Computer Operator V | 26.59 |
| 14071 - Computer Programmer I | 22.42 |
| 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 | 16.88 |
| 14160 - Personal Computer Support Technician | 23.77 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.62 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 33.42 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.11 |
| 15050 - Computer Based Training Specialist / Instructor | 27.62 |
| 15060 - Educational Technologist | 29.63 |
| 15070 - Flight Instructor (Pilot) | 39.11 |
| 15080 - Graphic Artist | 21.93 |
| 15090 - Technical Instructor | 19.73 |
| 15095 - Technical Instructor/Course Developer | 24.13 |
| 15110 - Test Proctor | 15.92 |
| 15120 - Tutor | 15.92 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.13 |
| 16030 - Counter Attendant | 11.13 |

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| 16040 - Dry Cleaner | 13.96 |
| 16070 - Finisher, Flatwork, Machine | 11.13 |
| 16090 - Presser, Hand | 11.13 |
| 16110 - Presser, Machine, Drycleaning | 11.13 |
| 16130 - Presser, Machine, Shirts | 11.13 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.13 |
| 16190 - Sewing Machine Operator | 14.80 |
| 16220 - Tailor | 15.62 |
| 16250 - Washer, Machine | 12.32 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 20.33 |
| 19040 - Tool And Die Maker | 22.37 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.68 |
| 21030 - Material Coordinator | 19.61 |
| 21040 - Material Expediter | 19.61 |
| 21050 - Material Handling Laborer | 12.33 |
| 21071 - Order Filler | 12.24 |
| 21080 - Production Line Worker (Food Processing) | 14.68 |
| 21110 - Shipping Packer | 14.48 |
| 21130 - Shipping/Receiving Clerk | 14.48 |
| 21140 - Store Worker I | 13.31 |
| 21150 - Stock Clerk | 16.87 |
| 21210 - Tools And Parts Attendant | 14.68 |
| 21410 - Warehouse Specialist | 14.68 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.48 |
| 23021 - Aircraft Mechanic I | 22.58 |
| 23022 - Aircraft Mechanic II | 23.48 |
| 23023 - Aircraft Mechanic III | 24.79 |
| 23040 - Aircraft Mechanic Helper | 18.03 |
| 23050 - Aircraft, Painter | 21.60 |
| 23060 - Aircraft Servicer | 19.85 |
| 23080 - Aircraft Worker | 20.64 |
| 23110 - Appliance Mechanic | 19.18 |
| 23120 - Bicycle Repairer | 13.57 |
| 23125 - Cable Splicer | 26.63 |
| 23130 - Carpenter, Maintenance | 20.92 |
| 23140 - Carpet Layer | 24.48 |
| 23160 - Electrician, Maintenance | 25.14 |
| 23181 - Electronics Technician Maintenance I | 21.45 |
| 23182 - Electronics Technician Maintenance II | 23.94 |
| 23183 - Electronics Technician Maintenance III | 25.01 |
| 23260 - Fabric Worker | 19.67 |
| 23290 - Fire Alarm System Mechanic | 21.03 |
| 23310 - Fire Extinguisher Repairer | 18.68 |
| 23311 - Fuel Distribution System Mechanic | 23.09 |
| 23312 - Fuel Distribution System Operator | 20.55 |
| 23370 - General Maintenance Worker | 20.33 |
| 23380 - Ground Support Equipment Mechanic | 22.58 |
| 23381 - Ground Support Equipment Servicer | 19.85 |
| 23382 - Ground Support Equipment Worker | 20.64 |
| 23391 - Gunsmith I | 18.65 |
| 23392 - Gunsmith II | 20.73 |
| 23393 - Gunsmith III | 22.72 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.67 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.53 |
| 23430 - Heavy Equipment Mechanic | 22.32 |
| 23440 - Heavy Equipment Operator | 27.31 |
| 23460 - Instrument Mechanic | 24.99 |
| 23465 - Laboratory/Shelter Mechanic | 21.74 |

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| 23470 - Laborer | 12.33 |
| 23510 - Locksmith | 20.85 |
| 23530 - Machinery Maintenance Mechanic | 22.55 |
| 23550 - Machinist, Maintenance | 21.78 |
| 23580 - Maintenance Trades Helper | 16.20 |
| 23591 - Metrology Technician I | 24.99 |
| 23592 - Metrology Technician II | 25.98 |
| 23593 - Metrology Technician III | 27.04 |
| 23640 - Millwright | 25.29 |
| 23710 - Office Appliance Repairer | 18.31 |
| 23760 - Painter, Maintenance | 18.95 |
| 23790 - Pipefitter, Maintenance | 28.71 |
| 23810 - Plumber, Maintenance | 25.18 |
| 23820 - Pneudraulic Systems Mechanic | 22.72 |
| 23850 - Rigger | 22.72 |
| 23870 - Scale Mechanic | 20.73 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.37 |
| 23910 - Small Engine Mechanic | 19.91 |
| 23931 - Telecommunications Mechanic I | 23.77 |
| 23932 - Telecommunications Mechanic II | 24.58 |
| 23950 - Telephone Lineman | 23.00 |
| 23960 - Welder, Combination, Maintenance | 21.74 |
| 23965 - well Driller | 22.63 |
| 23970 - Woodcraft Worker | 22.72 |
| 23980 - Woodworker | 18.53 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.57 |
| 24580 - Child Care Center Clerk | 15.19 |
| 24610 - Chore Aide | 9.92 |
| 24620 - Family Readiness And Support Services Coordinator | 17.90 |
| 24630 - Homemaker | 18.52 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.40 |
| 25040 - Sewage Plant Operator | 21.15 |
| 25070 - Stationary Engineer | 25.40 |
| 25190 - Ventilation Equipment Tender | 17.38 |
| 25210 - Water Treatment Plant Operator | 21.15 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.84 |
| 27007 - Baggage Inspector | 12.53 |
| 27008 - Corrections Officer | 20.90 |
| 27010 - Court Security Officer | 20.98 |
| 27030 - Detection Dog Handler | 14.89 |
| 27040 - Detention Officer | 20.90 |
| 27070 - Firefighter | 18.34 |
| 27101 - Guard I | 12.53 |
| 27102 - Guard II | 14.89 |
| 27131 - Police Officer I | 23.06 |
| 27132 - Police Officer II | 25.62 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.66 |
| 28042 - Carnival Equipment Repairer | 12.82 |
| 28043 - Carnival Equipment Worker | 10.13 |
| 28210 - Gate Attendant/Gate Tender | 14.39 |
| 28310 - Lifeguard | 11.84 |
| 28350 - Park Attendant (Aide) | 16.10 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.75 |
| 28515 - Recreation Specialist | 17.71 |
| 28630 - Sports Official | 12.82 |
| 28690 - Swimming Pool Operator | 17.53 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.71 |

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| 29020 - Hatch Tender | 19.71 |
| 29030 - Line Handler | 19.71 |
| 29041 - Stevedore I | 18.70 |
| 29042 - Stevedore II | 20.69 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.33 |
| 30022 - Archeological Technician II | 20.50 |
| 30023 - Archeological Technician III | 25.41 |
| 30030 - Cartographic Technician | 25.41 |
| 30040 - Civil Engineering Technician | 21.56 |
| 30061 - Drafter/CAD Operator I | 18.33 |
| 30062 - Drafter/CAD Operator II | 20.50 |
| 30063 - Drafter/CAD Operator III | 22.86 |
| 30064 - Drafter/CAD Operator IV | 28.13 |
| 30081 - Engineering Technician I | 15.40 |
| 30082 - Engineering Technician II | 18.41 |
| 30083 - Engineering Technician III | 20.86 |
| 30084 - Engineering Technician IV | 25.84 |
| 30085 - Engineering Technician V | 31.61 |
| 30086 - Engineering Technician VI | 38.25 |
| 30090 - Environmental Technician | 23.49 |
| 30210 - Laboratory Technician | 20.68 |
| 30240 - Mathematical Technician | 25.41 |
| 30361 - Paralegal/Legal Assistant I | 17.91 |
| 30362 - Paralegal/Legal Assistant II | 22.13 |
| 30363 - Paralegal/Legal Assistant III | 27.14 |
| 30364 - Paralegal/Legal Assistant IV | 32.84 |
| 30390 - Photo-Optics Technician | 25.41 |
| 30461 - Technical Writer I | 22.67 |
| 30462 - Technical Writer II | 27.72 |
| 30463 - Technical Writer III | 31.57 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 22.86 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 25.41 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.75 |
| 31030 - Bus Driver | 15.09 |
| 31043 - Driver Courier | 11.72 |
| 31260 - Parking and Lot Attendant | 9.71 |
| 31290 - Shuttle Bus Driver | 12.52 |
| 31310 - Taxi Driver | 10.63 |
| 31361 - Truckdriver, Light | 12.41 |
| 31362 - Truckdriver, Medium | 13.11 |
| 31363 - Truckdriver, Heavy | 19.23 |
| 31364 - Truckdriver, Tractor-Trailer | 19.23 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.84 |
| 99050 - Desk Clerk | 9.40 |
| 99095 - Embalmer | 32.56 |
| 99251 - Laboratory Animal Caretaker I | 10.53 |
| 99252 - Laboratory Animal Caretaker II | 11.22 |
| 99310 - Mortician | 32.56 |
| 99410 - Pest Controller | 17.06 |
| 99510 - Photofinishing Worker | 13.35 |
| 99710 - Recycling Laborer | 18.56 |

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| 99711 - Recycling Specialist | 20.65 |
| 99730 - Refuse Collector | 17.02 |
| 99810 - Sales Clerk | 12.02 |
| 99820 - School Crossing Guard | 10.82 |
| 99830 - Survey Party Chief | 25.04 |
| 99831 - Surveying Aide | 14.63 |
| 99832 - Surveying Technician | 19.12 |
| 99840 - Vending Machine Attendant | 12.64 |
| 99841 - Vending Machine Repairer | 15.00 |
| 99842 - Vending Machine Repairer Helper | 12.64 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2576
Revision No.: 14
Date of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin Counties of Brown, Calumet, Door, Florence, Fond Du Lac, Forest, Green Lake, Kewaunee, Langlade, Lincoln, Manitowoc, Marathon, Marinette, Marquette, Menominee, Oconto, Oneida, Outagamie, Portage, Shawano, Sheboygan, Vilas, Waupaca, Waushara, Winnebago

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.76 |
| 01012 - Accounting Clerk II | | 14.43 |
| 01013 - Accounting Clerk III | | 16.22 |
| 01020 - Administrative Assistant | | 18.47 |
| 01040 - Court Reporter | | 17.06 |
| 01051 - Data Entry Operator I | | 11.32 |
| 01052 - Data Entry Operator II | | 12.35 |
| 01060 - Dispatcher, Motor Vehicle | | 17.62 |
| 01070 - Document Preparation Clerk | | 13.94 |
| 01090 - Duplicating Machine Operator | | 13.94 |
| 01111 - General Clerk I | | 11.83 |
| 01112 - General Clerk II | | 12.91 |
| 01113 - General Clerk III | | 14.49 |
| 01120 - Housing Referral Assistant | | 18.05 |
| 01141 - Messenger Courier | | 12.20 |
| 01191 - Order Clerk I | | 13.45 |
| 01192 - Order Clerk II | | 15.36 |

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| 01261 - Personnel Assistant (Employment) I | 13.55 |
| 01262 - Personnel Assistant (Employment) II | 15.15 |
| 01263 - Personnel Assistant (Employment) III | 16.90 |
| 01270 - Production Control Clerk | 19.61 |
| 01280 - Receptionist | 12.31 |
| 01290 - Rental Clerk | 10.71 |
| 01300 - Scheduler, Maintenance | 14.47 |
| 01311 - Secretary I | 14.47 |
| 01312 - Secretary II | 16.19 |
| 01313 - Secretary III | 18.05 |
| 01320 - Service Order Dispatcher | 16.04 |
| 01410 - Supply Technician | 18.47 |
| 01420 - Survey Worker | 13.91 |
| 01531 - Travel Clerk I | 13.94 |
| 01532 - Travel Clerk II | 15.05 |
| 01533 - Travel Clerk III | 16.18 |
| 01611 - Word Processor I | 12.10 |
| 01612 - Word Processor II | 13.58 |
| 01613 - Word Processor III | 15.13 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.13 |
| 05010 - Automotive Electrician | 19.16 |
| 05040 - Automotive Glass Installer | 18.37 |
| 05070 - Automotive Worker | 18.37 |
| 05110 - Mobile Equipment Servicer | 16.97 |
| 05130 - Motor Equipment Metal Mechanic | 19.76 |
| 05160 - Motor Equipment Metal Worker | 18.37 |
| 05190 - Motor Vehicle Mechanic | 18.78 |
| 05220 - Motor Vehicle Mechanic Helper | 16.20 |
| 05250 - Motor Vehicle Upholstery Worker | 17.77 |
| 05280 - Motor Vehicle Wrecker | 18.37 |
| 05310 - Painter, Automotive | 19.16 |
| 05340 - Radiator Repair Specialist | 18.37 |
| 05370 - Tire Repairer | 13.57 |
| 05400 - Transmission Repair Specialist | 19.76 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.24 |
| 07041 - Cook I | 11.75 |
| 07042 - Cook II | 13.08 |
| 07070 - Dishwasher | 8.03 |
| 07130 - Food Service Worker | 9.11 |
| 07210 - Meat Cutter | 14.91 |
| 07260 - Waiter/Waitress | 8.96 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.44 |
| 09040 - Furniture Handler | 13.11 |
| 09080 - Furniture Refinisher | 17.44 |
| 09090 - Furniture Refinisher Helper | 14.73 |
| 09110 - Furniture Repairer, Minor | 16.17 |
| 09130 - Upholsterer | 17.44 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.20 |
| 11060 - Elevator Operator | 11.20 |
| 11090 - Gardener | 14.41 |
| 11122 - Housekeeping Aide | 11.41 |
| 11150 - Janitor | 11.41 |
| 11210 - Laborer, Grounds Maintenance | 12.71 |
| 11240 - Maid or Houseman | 9.49 |
| 11260 - Pruner | 11.63 |
| 11270 - Tractor Operator | 14.50 |
| 11330 - Trail Maintenance Worker | 12.71 |
| 11360 - Window Cleaner | 12.24 |
| 12000 - Health Occupations | |

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| 12010 - Ambulance Driver | 13.44 |
| 12011 - Breath Alcohol Technician | 16.76 |
| 12012 - Certified Occupational Therapist Assistant | 23.03 |
| 12015 - Certified Physical Therapist Assistant | 21.96 |
| 12020 - Dental Assistant | 15.13 |
| 12025 - Dental Hygienist | 30.17 |
| 12030 - EKG Technician | 28.59 |
| 12035 - Electroneurodiagnostic Technologist | 28.59 |
| 12040 - Emergency Medical Technician | 13.44 |
| 12071 - Licensed Practical Nurse I | 14.98 |
| 12072 - Licensed Practical Nurse II | 16.76 |
| 12073 - Licensed Practical Nurse III | 18.95 |
| 12100 - Medical Assistant | 14.39 |
| 12130 - Medical Laboratory Technician | 18.09 |
| 12160 - Medical Record Clerk | 14.38 |
| 12190 - Medical Record Technician | 16.09 |
| 12195 - Medical Transcriptionist | 15.83 |
| 12210 - Nuclear Medicine Technologist | 35.19 |
| 12221 - Nursing Assistant I | 10.06 |
| 12222 - Nursing Assistant II | 11.31 |
| 12223 - Nursing Assistant III | 12.34 |
| 12224 - Nursing Assistant IV | 13.85 |
| 12235 - Optical Dispenser | 15.10 |
| 12236 - Optical Technician | 15.20 |
| 12250 - Pharmacy Technician | 15.04 |
| 12280 - Phlebotomist | 13.85 |
| 12305 - Radiologic Technologist | 25.51 |
| 12311 - Registered Nurse I | 24.38 |
| 12312 - Registered Nurse II | 29.82 |
| 12313 - Registered Nurse II, Specialist | 29.82 |
| 12314 - Registered Nurse III | 36.08 |
| 12315 - Registered Nurse III, Anesthetist | 36.08 |
| 12316 - Registered Nurse IV | 43.24 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.06 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.86 |
| 13012 - Exhibits Specialist II | 24.60 |
| 13013 - Exhibits Specialist III | 30.09 |
| 13041 - Illustrator I | 19.89 |
| 13042 - Illustrator II | 24.64 |
| 13043 - Illustrator III | 30.15 |
| 13047 - Librarian | 25.87 |
| 13050 - Library Aide/Clerk | 12.66 |
| 13054 - Library Information Technology Systems Administrator | 23.37 |
| 13058 - Library Technician | 13.77 |
| 13061 - Media Specialist I | 16.86 |
| 13062 - Media Specialist II | 18.83 |
| 13063 - Media Specialist III | 21.03 |
| 13071 - Photographer I | 14.68 |
| 13072 - Photographer II | 16.42 |
| 13073 - Photographer III | 20.34 |
| 13074 - Photographer IV | 24.89 |
| 13075 - Photographer V | 30.11 |
| 13110 - Video Teleconference Technician | 19.26 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.88 |
| 14042 - Computer Operator II | 18.88 |
| 14043 - Computer Operator III | 21.06 |
| 14044 - Computer Operator IV | 23.40 |
| 14045 - Computer Operator V | 26.59 |
| 14071 - Computer Programmer I | 22.42 |
| 14072 - Computer Programmer II | |

(see 1)

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|---|---------|-------|
| 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 | | 16.88 |
| 14160 - Personal Computer Support Technician | | 23.77 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 27.62 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 33.42 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 39.11 |
| 15050 - Computer Based Training Specialist / Instructor | | 27.62 |
| 15060 - Educational Technologist | | 29.63 |
| 15070 - Flight Instructor (Pilot) | | 39.11 |
| 15080 - Graphic Artist | | 21.93 |
| 15090 - Technical Instructor | | 19.73 |
| 15095 - Technical Instructor/Course Developer | | 24.13 |
| 15110 - Test Proctor | | 15.92 |
| 15120 - Tutor | | 15.92 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 11.13 |
| 16030 - Counter Attendant | | 11.13 |
| 16040 - Dry Cleaner | | 13.96 |
| 16070 - Finisher, Flatwork, Machine | | 11.13 |
| 16090 - Presser, Hand | | 11.13 |
| 16110 - Presser, Machine, Drycleaning | | 11.13 |
| 16130 - Presser, Machine, Shirts | | 11.13 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 11.13 |
| 16190 - Sewing Machine Operator | | 14.80 |
| 16220 - Tailor | | 15.62 |
| 16250 - Washer, Machine | | 12.32 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 20.33 |
| 19040 - Tool And Die Maker | | 22.37 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 14.68 |
| 21030 - Material Coordinator | | 19.61 |
| 21040 - Material Expediter | | 19.61 |
| 21050 - Material Handling Laborer | | 12.33 |
| 21071 - Order Filler | | 12.24 |
| 21080 - Production Line Worker (Food Processing) | | 14.68 |
| 21110 - Shipping Packer | | 14.48 |
| 21130 - Shipping/Receiving Clerk | | 14.48 |
| 21140 - Store Worker I | | 13.31 |
| 21150 - Stock Clerk | | 16.87 |
| 21210 - Tools And Parts Attendant | | 14.68 |
| 21410 - Warehouse Specialist | | 14.68 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 23.48 |
| 23021 - Aircraft Mechanic I | | 22.58 |
| 23022 - Aircraft Mechanic II | | 23.48 |
| 23023 - Aircraft Mechanic III | | 24.79 |
| 23040 - Aircraft Mechanic Helper | | 18.03 |
| 23050 - Aircraft, Painter | | 21.60 |
| 23060 - Aircraft Servicer | | 19.85 |
| 23080 - Aircraft Worker | | 20.64 |
| 23110 - Appliance Mechanic | | 19.18 |
| 23120 - Bicycle Repairer | | 13.57 |
| 23125 - Cable Splicer | | 26.63 |
| 23130 - Carpenter, Maintenance | | 20.92 |
| 23140 - Carpet Layer | | 24.48 |
| 23160 - Electrician, Maintenance | | 25.14 |
| 23181 - Electronics Technician Maintenance I | | 21.45 |

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| 23182 - Electronics Technician Maintenance II | 23.94 |
| 23183 - Electronics Technician Maintenance III | 25.01 |
| 23260 - Fabric Worker | 19.67 |
| 23290 - Fire Alarm System Mechanic | 21.03 |
| 23310 - Fire Extinguisher Repairer | 18.68 |
| 23311 - Fuel Distribution System Mechanic | 23.09 |
| 23312 - Fuel Distribution System Operator | 20.55 |
| 23370 - General Maintenance Worker | 20.33 |
| 23380 - Ground Support Equipment Mechanic | 22.58 |
| 23381 - Ground Support Equipment Servicer | 19.85 |
| 23382 - Ground Support Equipment Worker | 20.64 |
| 23391 - Gunsmith I | 18.65 |
| 23392 - Gunsmith II | 20.73 |
| 23393 - Gunsmith III | 22.72 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.67 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.53 |
| 23430 - Heavy Equipment Mechanic | 22.32 |
| 23440 - Heavy Equipment Operator | 27.31 |
| 23460 - Instrument Mechanic | 24.99 |
| 23465 - Laboratory/Shelter Mechanic | 21.74 |
| 23470 - Laborer | 12.33 |
| 23510 - Locksmith | 20.85 |
| 23530 - Machinery Maintenance Mechanic | 22.55 |
| 23550 - Machinist, Maintenance | 21.78 |
| 23580 - Maintenance Trades Helper | 16.20 |
| 23591 - Metrology Technician I | 24.99 |
| 23592 - Metrology Technician II | 25.98 |
| 23593 - Metrology Technician III | 27.04 |
| 23640 - Millwright | 25.29 |
| 23710 - Office Appliance Repairer | 18.31 |
| 23760 - Painter, Maintenance | 18.95 |
| 23790 - Pipefitter, Maintenance | 28.71 |
| 23810 - Plumber, Maintenance | 25.18 |
| 23820 - Pneudraulic Systems Mechanic | 22.72 |
| 23850 - Rigger | 22.72 |
| 23870 - Scale Mechanic | 20.73 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.37 |
| 23910 - Small Engine Mechanic | 19.91 |
| 23931 - Telecommunications Mechanic I | 23.77 |
| 23932 - Telecommunications Mechanic II | 24.58 |
| 23950 - Telephone Lineman | 23.00 |
| 23960 - Welder, Combination, Maintenance | 21.74 |
| 23965 - Well Driller | 22.63 |
| 23970 - Woodcraft Worker | 22.72 |
| 23980 - Woodworker | 18.53 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.57 |
| 24580 - Child Care Center Clerk | 15.19 |
| 24610 - Chore Aide | 9.92 |
| 24620 - Family Readiness And Support Services Coordinator | 17.90 |
| 24630 - Homemaker | 18.52 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 25.40 |
| 25040 - Sewage Plant Operator | 21.15 |
| 25070 - Stationary Engineer | 25.40 |
| 25190 - Ventilation Equipment Tender | 17.38 |
| 25210 - Water Treatment Plant Operator | 21.15 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.84 |
| 27007 - Baggage Inspector | 12.53 |

| | |
|---|-------|
| 27008 - Corrections Officer | 20.90 |
| 27010 - Court Security Officer | 20.98 |
| 27030 - Detection Dog Handler | 14.89 |
| 27040 - Detention Officer | 20.90 |
| 27070 - Firefighter | 18.34 |
| 27101 - Guard I | 12.53 |
| 27102 - Guard II | 14.89 |
| 27131 - Police Officer I | 23.06 |
| 27132 - Police Officer II | 25.62 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.66 |
| 28042 - Carnival Equipment Repairer | 12.82 |
| 28043 - Carnival Equipment Worker | 10.13 |
| 28210 - Gate Attendant/Gate Tender | 14.39 |
| 28310 - Lifeguard | 11.84 |
| 28350 - Park Attendant (Aide) | 16.10 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.75 |
| 28515 - Recreation Specialist | 17.71 |
| 28630 - Sports Official | 12.82 |
| 28690 - Swimming Pool Operator | 17.53 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.71 |
| 29020 - Hatch Tender | 19.71 |
| 29030 - Line Handler | 19.71 |
| 29041 - Stevedore I | 18.70 |
| 29042 - Stevedore II | 20.69 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.33 |
| 30022 - Archeological Technician II | 20.50 |
| 30023 - Archeological Technician III | 25.41 |
| 30030 - Cartographic Technician | 25.41 |
| 30040 - Civil Engineering Technician | 21.56 |
| 30061 - Drafter/CAD Operator I | 18.33 |
| 30062 - Drafter/CAD Operator II | 20.50 |
| 30063 - Drafter/CAD Operator III | 22.86 |
| 30064 - Drafter/CAD Operator IV | 28.13 |
| 30081 - Engineering Technician I | 15.40 |
| 30082 - Engineering Technician II | 18.41 |
| 30083 - Engineering Technician III | 20.86 |
| 30084 - Engineering Technician IV | 25.84 |
| 30085 - Engineering Technician V | 31.61 |
| 30086 - Engineering Technician VI | 38.25 |
| 30090 - Environmental Technician | 23.49 |
| 30210 - Laboratory Technician | 20.68 |
| 30240 - Mathematical Technician | 25.41 |
| 30361 - Paralegal/Legal Assistant I | 17.91 |
| 30362 - Paralegal/Legal Assistant II | 22.13 |
| 30363 - Paralegal/Legal Assistant III | 27.14 |
| 30364 - Paralegal/Legal Assistant IV | 32.84 |
| 30390 - Photo-Optics Technician | 25.41 |
| 30461 - Technical Writer I | 22.67 |
| 30462 - Technical Writer II | 27.72 |
| 30463 - Technical Writer III | 31.57 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | 22.86 |

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|---|-------|
| 30621 - Weather Observer, Senior | 25.41 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.75 |
| 31030 - Bus Driver | 15.09 |
| 31043 - Driver Courier | 11.72 |
| 31260 - Parking and Lot Attendant | 9.71 |
| 31290 - Shuttle Bus Driver | 12.52 |
| 31310 - Taxi Driver | 10.63 |
| 31361 - Truckdriver, Light | 12.41 |
| 31362 - Truckdriver, Medium | 13.11 |
| 31363 - Truckdriver, Heavy | 19.23 |
| 31364 - Truckdriver, Tractor-Trailer | 19.23 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.84 |
| 99050 - Desk Clerk | 9.40 |
| 99095 - Embalmer | 32.56 |
| 99251 - Laboratory Animal Caretaker I | 10.53 |
| 99252 - Laboratory Animal Caretaker II | 11.22 |
| 99310 - Mortician | 32.56 |
| 99410 - Pest Controller | 17.06 |
| 99510 - Photofinishing Worker | 13.35 |
| 99710 - Recycling Laborer | 18.56 |
| 99711 - Recycling Specialist | 20.65 |
| 99730 - Refuse Collector | 17.02 |
| 99810 - Sales Clerk | 12.02 |
| 99820 - School Crossing Guard | 10.82 |
| 99830 - Survey Party Chief | 25.04 |
| 99831 - Surveying Aide | 14.63 |
| 99832 - Surveying Technician | 19.12 |
| 99840 - Vending Machine Attendant | 12.64 |
| 99841 - Vending Machine Repairer | 15.00 |
| 99842 - Vending Machine Repairer Helper | 12.64 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in

those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2577
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin Counties of Adams, Barron, Buffalo, Chippewa, Clark, Crawford, Dunn, Eau Claire, Grant, Jackson, Juneau, La Crosse, Monroe, Pepin, Richland, Trempealeau, Vernon, Wood

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.38 |
| 01012 - Accounting Clerk II | | 15.01 |
| 01013 - Accounting Clerk III | | 17.19 |
| 01020 - Administrative Assistant | | 17.99 |
| 01040 - Court Reporter | | 15.32 |
| 01051 - Data Entry Operator I | | 11.06 |
| 01052 - Data Entry Operator II | | 12.33 |
| 01060 - Dispatcher, Motor Vehicle | | 15.86 |
| 01070 - Document Preparation Clerk | | 11.20 |
| 01090 - Duplicating Machine Operator | | 11.20 |
| 01111 - General Clerk I | | 11.64 |
| 01112 - General Clerk II | | 12.70 |
| 01113 - General Clerk III | | 14.25 |
| 01120 - Housing Referral Assistant | | 17.10 |
| 01141 - Messenger Courier | | 11.60 |
| 01191 - Order Clerk I | | 12.28 |
| 01192 - Order Clerk II | | 13.40 |
| 01261 - Personnel Assistant (Employment) I | | 13.70 |
| 01262 - Personnel Assistant (Employment) II | | 15.32 |
| 01263 - Personnel Assistant (Employment) III | | 17.09 |
| 01270 - Production Control Clerk | | 18.59 |
| 01280 - Receptionist | | 11.58 |
| 01290 - Rental Clerk | | 10.76 |
| 01300 - Scheduler, Maintenance | | 13.70 |
| 01311 - Secretary I | | 13.70 |
| 01312 - Secretary II | | 15.32 |
| 01313 - Secretary III | | 17.09 |
| 01320 - Service Order Dispatcher | | 13.12 |
| 01410 - Supply Technician | | 18.99 |
| 01420 - Survey Worker | | 14.54 |
| 01531 - Travel Clerk I | | 13.94 |
| 01532 - Travel Clerk II | | 15.05 |
| 01533 - Travel Clerk III | | 16.18 |
| 01611 - Word Processor I | | 11.98 |
| 01612 - Word Processor II | | 13.66 |
| 01613 - Word Processor III | | 15.03 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.21 |
| 05010 - Automotive Electrician | | 18.28 |
| 05040 - Automotive Glass Installer | | 17.51 |
| 05070 - Automotive Worker | | 15.36 |
| 05110 - Mobile Equipment Servicer | | 15.77 |
| 05130 - Motor Equipment Metal Mechanic | | 19.26 |
| 05160 - Motor Equipment Metal Worker | | 17.51 |
| 05190 - Motor Vehicle Mechanic | | 16.98 |
| 05220 - Motor Vehicle Mechanic Helper | | 15.20 |
| 05250 - Motor Vehicle Upholstery Worker | | 16.73 |
| 05280 - Motor Vehicle Wrecker | | 17.51 |
| 05310 - Painter, Automotive | | 18.28 |
| 05340 - Radiator Repair Specialist | | 17.51 |
| 05370 - Tire Repairer | | 12.77 |
| 05400 - Transmission Repair Specialist | | 19.26 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 11.97 |
| 07041 - Cook I | | 11.30 |
| 07042 - Cook II | | 12.68 |

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| 07070 - Dishwasher | 8.07 |
| 07130 - Food Service Worker | 9.45 |
| 07210 - Meat Cutter | 16.35 |
| 07260 - Waiter/Waitress | 8.54 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.20 |
| 09040 - Furniture Handler | 12.11 |
| 09080 - Furniture Refinisher | 16.20 |
| 09090 - Furniture Refinisher Helper | 13.47 |
| 09110 - Furniture Repairer, Minor | 14.82 |
| 09130 - Upholsterer | 16.20 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.34 |
| 11060 - Elevator Operator | 9.34 |
| 11090 - Gardener | 13.66 |
| 11122 - Housekeeping Aide | 11.66 |
| 11150 - Janitor | 11.92 |
| 11210 - Laborer, Grounds Maintenance | 11.51 |
| 11240 - Maid or Houseman | 9.27 |
| 11260 - Pruner | 11.46 |
| 11270 - Tractor Operator | 13.22 |
| 11330 - Trail Maintenance Worker | 11.51 |
| 11360 - Window Cleaner | 12.88 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 12.85 |
| 12011 - Breath Alcohol Technician | 16.25 |
| 12012 - Certified Occupational Therapist Assistant | 19.39 |
| 12015 - Certified Physical Therapist Assistant | 20.59 |
| 12020 - Dental Assistant | 15.70 |
| 12025 - Dental Hygienist | 28.45 |
| 12030 - EKG Technician | 19.41 |
| 12035 - Electroneurodiagnostic Technologist | 19.41 |
| 12040 - Emergency Medical Technician | 12.85 |
| 12071 - Licensed Practical Nurse I | 14.73 |
| 12072 - Licensed Practical Nurse II | 16.48 |
| 12073 - Licensed Practical Nurse III | 18.38 |
| 12100 - Medical Assistant | 14.05 |
| 12130 - Medical Laboratory Technician | 19.88 |
| 12160 - Medical Record Clerk | 14.26 |
| 12190 - Medical Record Technician | 16.06 |
| 12195 - Medical Transcriptionist | 16.02 |
| 12210 - Nuclear Medicine Technologist | 30.31 |
| 12221 - Nursing Assistant I | 10.08 |
| 12222 - Nursing Assistant II | 11.33 |
| 12223 - Nursing Assistant III | 12.37 |
| 12224 - Nursing Assistant IV | 13.88 |
| 12235 - Optical Dispenser | 14.76 |
| 12236 - Optical Technician | 13.20 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.88 |
| 12305 - Radiologic Technologist | 24.57 |
| 12311 - Registered Nurse I | 24.49 |
| 12312 - Registered Nurse II | 29.96 |
| 12313 - Registered Nurse II, Specialist | 29.96 |
| 12314 - Registered Nurse III | 36.24 |
| 12315 - Registered Nurse III, Anesthetist | 36.24 |
| 12316 - Registered Nurse IV | 41.98 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.42 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.66 |
| 13012 - Exhibits Specialist II | 20.65 |
| 13013 - Exhibits Specialist III | 25.26 |
| 13041 - Illustrator I | 16.66 |

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| 13042 - Illustrator II | 20.65 |
| 13043 - Illustrator III | 25.26 |
| 13047 - Librarian | 23.03 |
| 13050 - Library Aide/Clerk | 10.46 |
| 13054 - Library Information Technology Systems Administrator | 20.65 |
| 13058 - Library Technician | 15.04 |
| 13061 - Media Specialist I | 14.90 |
| 13062 - Media Specialist II | 16.66 |
| 13063 - Media Specialist III | 18.58 |
| 13071 - Photographer I | 14.42 |
| 13072 - Photographer II | 16.54 |
| 13073 - Photographer III | 20.49 |
| 13074 - Photographer IV | 25.07 |
| 13075 - Photographer V | 30.33 |
| 13110 - Video Teleconference Technician | 19.98 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.31 |
| 14042 - Computer Operator II | 14.88 |
| 14043 - Computer Operator III | 16.68 |
| 14044 - Computer Operator IV | 20.04 |
| 14045 - Computer Operator V | 23.66 |
| 14071 - Computer Programmer I | (see 1) 17.71 |
| 14072 - Computer Programmer II | (see 1) 22.12 |
| 14073 - Computer Programmer III | (see 1) 26.85 |
| 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 | 13.63 |
| 14160 - Personal Computer Support Technician | 20.04 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.38 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.91 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.76 |
| 15050 - Computer Based Training Specialist / Instructor | 27.52 |
| 15060 - Educational Technologist | 26.30 |
| 15070 - Flight Instructor (Pilot) | 40.44 |
| 15080 - Graphic Artist | 22.32 |
| 15090 - Technical Instructor | 19.23 |
| 15095 - Technical Instructor/Course Developer | 23.52 |
| 15110 - Test Proctor | 15.55 |
| 15120 - Tutor | 15.55 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.13 |
| 16030 - Counter Attendant | 11.13 |
| 16040 - Dry Cleaner | 13.96 |
| 16070 - Finisher, Flatwork, Machine | 11.13 |
| 16090 - Presser, Hand | 11.13 |
| 16110 - Presser, Machine, Drycleaning | 11.13 |
| 16130 - Presser, Machine, Shirts | 11.13 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.13 |
| 16190 - Sewing Machine Operator | 14.80 |
| 16220 - Tailor | 15.62 |
| 16250 - Washer, Machine | 12.32 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.20 |
| 19040 - Tool And Die Maker | 21.94 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.29 |
| 21030 - Material Coordinator | 18.59 |
| 21040 - Material Expediter | 18.59 |
| 21050 - Material Handling Laborer | 11.75 |

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| 21071 - Order Filler | 12.50 |
| 21080 - Production Line Worker (Food Processing) | 14.29 |
| 21110 - Shipping Packer | 14.43 |
| 21130 - Shipping/Receiving Clerk | 14.43 |
| 21140 - Store Worker I | 11.98 |
| 21150 - Stock Clerk | 15.11 |
| 21210 - Tools And Parts Attendant | 14.29 |
| 21410 - Warehouse Specialist | 14.29 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.13 |
| 23021 - Aircraft Mechanic I | 22.06 |
| 23022 - Aircraft Mechanic II | 23.13 |
| 23023 - Aircraft Mechanic III | 24.21 |
| 23040 - Aircraft Mechanic Helper | 16.65 |
| 23050 - Aircraft, Painter | 20.97 |
| 23060 - Aircraft Servicer | 18.82 |
| 23080 - Aircraft Worker | 19.87 |
| 23110 - Appliance Mechanic | 18.54 |
| 23120 - Bicycle Repairer | 12.77 |
| 23125 - Cable Splicer | 29.22 |
| 23130 - Carpenter, Maintenance | 18.91 |
| 23140 - Carpet Layer | 19.13 |
| 23160 - Electrician, Maintenance | 26.77 |
| 23181 - Electronics Technician Maintenance I | 19.12 |
| 23182 - Electronics Technician Maintenance II | 20.56 |
| 23183 - Electronics Technician Maintenance III | 23.12 |
| 23260 - Fabric Worker | 18.81 |
| 23290 - Fire Alarm System Mechanic | 22.06 |
| 23310 - Fire Extinguisher Repairer | 17.73 |
| 23311 - Fuel Distribution System Mechanic | 22.06 |
| 23312 - Fuel Distribution System Operator | 18.28 |
| 23370 - General Maintenance Worker | 16.25 |
| 23380 - Ground Support Equipment Mechanic | 22.06 |
| 23381 - Ground Support Equipment Servicer | 18.82 |
| 23382 - Ground Support Equipment Worker | 19.87 |
| 23391 - Gunsmith I | 17.73 |
| 23392 - Gunsmith II | 19.90 |
| 23393 - Gunsmith III | 22.06 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.31 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.34 |
| 23430 - Heavy Equipment Mechanic | 20.72 |
| 23440 - Heavy Equipment Operator | 23.49 |
| 23460 - Instrument Mechanic | 22.06 |
| 23465 - Laboratory/Shelter Mechanic | 20.99 |
| 23470 - Laborer | 11.75 |
| 23510 - Locksmith | 20.18 |
| 23530 - Machinery Maintenance Mechanic | 21.55 |
| 23550 - Machinist, Maintenance | 19.23 |
| 23580 - Maintenance Trades Helper | 14.01 |
| 23591 - Metrology Technician I | 22.06 |
| 23592 - Metrology Technician II | 23.13 |
| 23593 - Metrology Technician III | 24.21 |
| 23640 - Millwright | 22.06 |
| 23710 - Office Appliance Repairer | 21.13 |
| 23760 - Painter, Maintenance | 17.17 |
| 23790 - Pipefitter, Maintenance | 26.69 |
| 23810 - Plumber, Maintenance | 22.17 |
| 23820 - Pneudraulic Systems Mechanic | 22.06 |
| 23850 - Rigger | 22.06 |
| 23870 - Scale Mechanic | 19.90 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.53 |

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| 23910 - Small Engine Mechanic | 16.78 |
| 23931 - Telecommunications Mechanic I | 21.20 |
| 23932 - Telecommunications Mechanic II | 22.18 |
| 23950 - Telephone Lineman | 19.99 |
| 23960 - Welder, Combination, Maintenance | 17.74 |
| 23965 - Well Driller | 22.06 |
| 23970 - Woodcraft Worker | 22.06 |
| 23980 - Woodworker | 16.64 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.10 |
| 24580 - Child Care Center Clerk | 12.60 |
| 24610 - Chore Aide | 9.64 |
| 24620 - Family Readiness And Support Services Coordinator | 15.71 |
| 24630 - Homemaker | 15.71 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.30 |
| 25040 - Sewage Plant Operator | 19.95 |
| 25070 - Stationary Engineer | 21.30 |
| 25190 - Ventilation Equipment Tender | 16.08 |
| 25210 - Water Treatment Plant Operator | 19.95 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.89 |
| 27007 - Baggage Inspector | 11.52 |
| 27008 - Corrections Officer | 18.85 |
| 27010 - Court Security Officer | 19.62 |
| 27030 - Detection Dog Handler | 14.16 |
| 27040 - Detention Officer | 18.90 |
| 27070 - Firefighter | 17.50 |
| 27101 - Guard I | 11.52 |
| 27102 - Guard II | 14.16 |
| 27131 - Police Officer I | 22.51 |
| 27132 - Police Officer II | 25.01 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.42 |
| 28042 - Carnival Equipment Repairer | 10.99 |
| 28043 - Carnival Equipment Worker | 8.66 |
| 28210 - Gate Attendant/Gate Tender | 13.78 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 15.41 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.25 |
| 28515 - Recreation Specialist | 19.05 |
| 28630 - Sports Official | 12.27 |
| 28690 - Swimming Pool Operator | 15.92 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.90 |
| 29020 - Hatch Tender | 19.90 |
| 29030 - Line Handler | 19.90 |
| 29041 - Stevedore I | 18.81 |
| 29042 - Stevedore II | 20.99 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.62 |
| 30022 - Archeological Technician II | 18.39 |
| 30023 - Archeological Technician III | 23.15 |
| 30030 - Cartographic Technician | 23.15 |
| 30040 - Civil Engineering Technician | 21.88 |
| 30061 - Drafter/CAD Operator I | 15.62 |
| 30062 - Drafter/CAD Operator II | 18.39 |
| 30063 - Drafter/CAD Operator III | 20.84 |
| 30064 - Drafter/CAD Operator IV | 25.64 |

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|---|---------------|
| 30081 - Engineering Technician I | 13.27 |
| 30082 - Engineering Technician II | 14.89 |
| 30083 - Engineering Technician III | 17.44 |
| 30084 - Engineering Technician IV | 21.30 |
| 30085 - Engineering Technician V | 25.34 |
| 30086 - Engineering Technician VI | 30.54 |
| 30090 - Environmental Technician | 21.88 |
| 30210 - Laboratory Technician | 19.55 |
| 30240 - Mathematical Technician | 23.15 |
| 30361 - Paralegal/Legal Assistant I | 17.13 |
| 30362 - Paralegal/Legal Assistant II | 21.09 |
| 30363 - Paralegal/Legal Assistant III | 25.78 |
| 30364 - Paralegal/Legal Assistant IV | 31.21 |
| 30390 - Photo-Optics Technician | 23.15 |
| 30461 - Technical Writer I | 23.15 |
| 30462 - Technical Writer II | 28.32 |
| 30463 - Technical Writer III | 34.26 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.84 |
| 30621 - Weather Observer, Senior | (see 2) 23.15 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.32 |
| 31030 - Bus Driver | 14.39 |
| 31043 - Driver Courier | 13.31 |
| 31260 - Parking and Lot Attendant | 11.08 |
| 31290 - Shuttle Bus Driver | 14.63 |
| 31310 - Taxi Driver | 10.81 |
| 31361 - Truckdriver, Light | 14.63 |
| 31362 - Truckdriver, Medium | 15.91 |
| 31363 - Truckdriver, Heavy | 18.60 |
| 31364 - Truckdriver, Tractor-Trailer | 18.60 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.73 |
| 99050 - Desk Clerk | 9.63 |
| 99095 - Embalmer | 26.25 |
| 99251 - Laboratory Animal Caretaker I | 9.35 |
| 99252 - Laboratory Animal Caretaker II | 9.94 |
| 99310 - Mortician | 28.88 |
| 99410 - Pest Controller | 18.90 |
| 99510 - Photofinishing Worker | 12.62 |
| 99710 - Recycling Laborer | 14.54 |
| 99711 - Recycling Specialist | 16.37 |
| 99730 - Refuse Collector | 13.45 |
| 99810 - Sales Clerk | 11.75 |
| 99820 - School Crossing Guard | 13.48 |
| 99830 - Survey Party Chief | 26.89 |
| 99831 - Surveying Aide | 15.72 |
| 99832 - Surveying Technician | 20.64 |
| 99840 - Vending Machine Attendant | 15.04 |
| 99841 - Vending Machine Repairer | 17.51 |
| 99842 - Vending Machine Repairer Helper | 15.04 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}
When multiple wage determinations are included in a contract, a separate SF 1444
should be prepared for each wage determination to which a class(es) is to be
conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide

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classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2578
Revision No.: 18
Date Of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin Counties of Adams, Barron, Buffalo, Chippewa, Clark, Crawford,
Dunn, Eau Claire, Grant, Jackson, Juneau, La Crosse, Monroe, Pepin, Richland,
Trempealeau, Vernon, Wood

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.38 |
| 01012 - Accounting Clerk II | | 15.01 |
| 01013 - Accounting Clerk III | | 17.19 |
| 01020 - Administrative Assistant | | 17.99 |
| 01040 - Court Reporter | | 15.32 |
| 01051 - Data Entry Operator I | | 11.06 |
| 01052 - Data Entry Operator II | | 12.33 |
| 01060 - Dispatcher, Motor Vehicle | | 15.86 |
| 01070 - Document Preparation Clerk | | 11.20 |
| 01090 - Duplicating Machine Operator | | 11.20 |
| 01111 - General Clerk I | | 11.64 |
| 01112 - General Clerk II | | 12.70 |
| 01113 - General Clerk III | | 14.25 |
| 01120 - Housing Referral Assistant | | 17.10 |
| 01141 - Messenger Courier | | 11.60 |
| 01191 - Order Clerk I | | 12.28 |
| 01192 - Order Clerk II | | 13.40 |
| 01261 - Personnel Assistant (Employment) I | | 13.70 |
| 01262 - Personnel Assistant (Employment) II | | 15.32 |
| 01263 - Personnel Assistant (Employment) III | | 17.09 |
| 01270 - Production Control Clerk | | 18.59 |
| 01280 - Receptionist | | 11.58 |
| 01290 - Rental Clerk | | 10.76 |
| 01300 - Scheduler, Maintenance | | 13.70 |
| 01311 - Secretary I | | 13.70 |
| 01312 - Secretary II | | 15.32 |
| 01313 - Secretary III | | 17.09 |
| 01320 - Service Order Dispatcher | | 13.12 |
| 01410 - Supply Technician | | 18.99 |
| 01420 - Survey Worker | | 14.54 |
| 01531 - Travel Clerk I | | 13.94 |
| 01532 - Travel Clerk II | | 15.05 |
| 01533 - Travel Clerk III | | 16.18 |
| 01611 - Word Processor I | | 11.98 |
| 01612 - Word Processor II | | 13.66 |

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| 01613 - Word Processor III | 15.03 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.21 |
| 05010 - Automotive Electrician | 18.28 |
| 05040 - Automotive Glass Installer | 17.51 |
| 05070 - Automotive Worker | 15.36 |
| 05110 - Mobile Equipment Servicer | 15.77 |
| 05130 - Motor Equipment Metal Mechanic | 19.26 |
| 05160 - Motor Equipment Metal Worker | 17.51 |
| 05190 - Motor Vehicle Mechanic | 16.98 |
| 05220 - Motor Vehicle Mechanic Helper | 15.20 |
| 05250 - Motor Vehicle Upholstery Worker | 16.73 |
| 05280 - Motor Vehicle Wrecker | 17.51 |
| 05310 - Painter, Automotive | 18.28 |
| 05340 - Radiator Repair Specialist | 17.51 |
| 05370 - Tire Repairer | 12.77 |
| 05400 - Transmission Repair Specialist | 19.26 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.97 |
| 07041 - Cook I | 11.30 |
| 07042 - Cook II | 12.68 |
| 07070 - Dishwasher | 8.07 |
| 07130 - Food Service Worker | 9.45 |
| 07210 - Meat Cutter | 16.35 |
| 07260 - Waiter/Waitress | 8.54 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.20 |
| 09040 - Furniture Handler | 12.11 |
| 09080 - Furniture Refinisher | 16.20 |
| 09090 - Furniture Refinisher Helper | 13.47 |
| 09110 - Furniture Repairer, Minor | 14.82 |
| 09130 - Upholsterer | 16.20 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.34 |
| 11060 - Elevator Operator | 9.34 |
| 11090 - Gardener | 13.66 |
| 11122 - Housekeeping Aide | 11.66 |
| 11150 - Janitor | 11.92 |
| 11210 - Laborer, Grounds Maintenance | 11.51 |
| 11240 - Maid or Houseman | 9.27 |
| 11260 - Pruner | 11.46 |
| 11270 - Tractor Operator | 13.22 |
| 11330 - Trail Maintenance Worker | 11.51 |
| 11360 - Window Cleaner | 12.88 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 12.85 |
| 12011 - Breath Alcohol Technician | 16.25 |
| 12012 - Certified Occupational Therapist Assistant | 19.39 |
| 12015 - Certified Physical Therapist Assistant | 20.59 |
| 12020 - Dental Assistant | 15.70 |
| 12025 - Dental Hygienist | 28.45 |
| 12030 - EKG Technician | 19.41 |
| 12035 - Electroneurodiagnostic Technologist | 19.41 |
| 12040 - Emergency Medical Technician | 12.85 |
| 12071 - Licensed Practical Nurse I | 14.73 |
| 12072 - Licensed Practical Nurse II | 16.48 |
| 12073 - Licensed Practical Nurse III | 18.38 |
| 12100 - Medical Assistant | 14.05 |
| 12130 - Medical Laboratory Technician | 19.88 |
| 12160 - Medical Record Clerk | 14.26 |
| 12190 - Medical Record Technician | 16.06 |
| 12195 - Medical Transcriptionist | 16.02 |
| 12210 - Nuclear Medicine Technologist | 30.31 |

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| 12221 - Nursing Assistant I | 10.08 |
| 12222 - Nursing Assistant II | 11.33 |
| 12223 - Nursing Assistant III | 12.37 |
| 12224 - Nursing Assistant IV | 13.88 |
| 12235 - Optical Dispenser | 14.76 |
| 12236 - Optical Technician | 13.20 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 13.88 |
| 12305 - Radiologic Technologist | 24.57 |
| 12311 - Registered Nurse I | 24.49 |
| 12312 - Registered Nurse II | 29.96 |
| 12313 - Registered Nurse II, Specialist | 29.96 |
| 12314 - Registered Nurse III | 36.24 |
| 12315 - Registered Nurse III, Anesthetist | 36.24 |
| 12316 - Registered Nurse IV | 41.98 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.42 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.66 |
| 13012 - Exhibits Specialist II | 20.65 |
| 13013 - Exhibits Specialist III | 25.26 |
| 13041 - Illustrator I | 16.66 |
| 13042 - Illustrator II | 20.65 |
| 13043 - Illustrator III | 25.26 |
| 13047 - Librarian | 23.03 |
| 13050 - Library Aide/Clerk | 10.46 |
| 13054 - Library Information Technology Systems Administrator | 20.65 |
| 13058 - Library Technician | 15.04 |
| 13061 - Media Specialist I | 14.90 |
| 13062 - Media Specialist II | 16.66 |
| 13063 - Media Specialist III | 18.58 |
| 13071 - Photographer I | 14.42 |
| 13072 - Photographer II | 16.54 |
| 13073 - Photographer III | 20.49 |
| 13074 - Photographer IV | 25.07 |
| 13075 - Photographer V | 30.33 |
| 13110 - Video Teleconference Technician | 19.98 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.31 |
| 14042 - Computer Operator II | 14.88 |
| 14043 - Computer Operator III | 16.68 |
| 14044 - Computer Operator IV | 20.04 |
| 14045 - Computer Operator V | 23.66 |
| 14071 - Computer Programmer I | (see 1) 17.71 |
| 14072 - Computer Programmer II | (see 1) 22.12 |
| 14073 - Computer Programmer III | (see 1) 26.85 |
| 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 | 13.63 |
| 14160 - Personal Computer Support Technician | 20.04 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.38 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.91 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 36.76 |
| 15050 - Computer Based Training Specialist / Instructor | 27.52 |
| 15060 - Educational Technologist | 26.30 |
| 15070 - Flight Instructor (Pilot) | 40.44 |
| 15080 - Graphic Artist | 22.32 |
| 15090 - Technical Instructor | 19.23 |
| 15095 - Technical Instructor/Course Developer | 23.52 |
| 15110 - Test Proctor | 15.55 |

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| 15120 - Tutor | 15.55 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.13 |
| 16030 - Counter Attendant | 11.13 |
| 16040 - Dry Cleaner | 13.96 |
| 16070 - Finisher, Flatwork, Machine | 11.13 |
| 16090 - Presser, Hand | 11.13 |
| 16110 - Presser, Machine, Drycleaning | 11.13 |
| 16130 - Presser, Machine, Shirts | 11.13 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.13 |
| 16190 - Sewing Machine Operator | 14.80 |
| 16220 - Tailor | 15.62 |
| 16250 - Washer, Machine | 12.32 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.20 |
| 19040 - Tool And Die Maker | 21.94 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.29 |
| 21030 - Material Coordinator | 18.59 |
| 21040 - Material Expediter | 18.59 |
| 21050 - Material Handling Laborer | 11.75 |
| 21071 - Order Filler | 12.50 |
| 21080 - Production Line Worker (Food Processing) | 14.29 |
| 21110 - Shipping Packer | 14.43 |
| 21130 - Shipping/Receiving Clerk | 14.43 |
| 21140 - Store Worker I | 11.98 |
| 21150 - Stock Clerk | 15.11 |
| 21210 - Tools And Parts Attendant | 14.29 |
| 21410 - Warehouse Specialist | 14.29 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.13 |
| 23021 - Aircraft Mechanic I | 22.06 |
| 23022 - Aircraft Mechanic II | 23.13 |
| 23023 - Aircraft Mechanic III | 24.21 |
| 23040 - Aircraft Mechanic Helper | 16.65 |
| 23050 - Aircraft, Painter | 20.97 |
| 23060 - Aircraft Servicer | 18.82 |
| 23080 - Aircraft Worker | 19.87 |
| 23110 - Appliance Mechanic | 18.54 |
| 23120 - Bicycle Repairer | 12.77 |
| 23125 - Cable Splicer | 29.22 |
| 23130 - Carpenter, Maintenance | 18.91 |
| 23140 - Carpet Layer | 19.13 |
| 23160 - Electrician, Maintenance | 26.77 |
| 23181 - Electronics Technician Maintenance I | 19.12 |
| 23182 - Electronics Technician Maintenance II | 20.56 |
| 23183 - Electronics Technician Maintenance III | 23.12 |
| 23260 - Fabric Worker | 18.81 |
| 23290 - Fire Alarm System Mechanic | 22.06 |
| 23310 - Fire Extinguisher Repairer | 17.73 |
| 23311 - Fuel Distribution System Mechanic | 22.06 |
| 23312 - Fuel Distribution System Operator | 18.28 |
| 23370 - General Maintenance Worker | 16.25 |
| 23380 - Ground Support Equipment Mechanic | 22.06 |
| 23381 - Ground Support Equipment Servicer | 18.82 |
| 23382 - Ground Support Equipment Worker | 19.87 |
| 23391 - Gunsmith I | 17.73 |
| 23392 - Gunsmith II | 19.90 |
| 23393 - Gunsmith III | 22.06 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.31 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.34 |

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| 23430 - Heavy Equipment Mechanic | 20.72 |
| 23440 - Heavy Equipment Operator | 23.49 |
| 23460 - Instrument Mechanic | 22.06 |
| 23465 - Laboratory/Shelter Mechanic | 20.99 |
| 23470 - Laborer | 11.75 |
| 23510 - Locksmith | 20.18 |
| 23530 - Machinery Maintenance Mechanic | 21.55 |
| 23550 - Machinist, Maintenance | 19.23 |
| 23580 - Maintenance Trades Helper | 14.01 |
| 23591 - Metrology Technician I | 22.06 |
| 23592 - Metrology Technician II | 23.13 |
| 23593 - Metrology Technician III | 24.21 |
| 23640 - Millwright | 22.06 |
| 23710 - Office Appliance Repairer | 21.13 |
| 23760 - Painter, Maintenance | 17.17 |
| 23790 - Pipefitter, Maintenance | 26.69 |
| 23810 - Plumber, Maintenance | 22.17 |
| 23820 - Pneudraulic Systems Mechanic | 22.06 |
| 23850 - Rigger | 22.06 |
| 23870 - Scale Mechanic | 19.90 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.53 |
| 23910 - Small Engine Mechanic | 16.78 |
| 23931 - Telecommunications Mechanic I | 21.20 |
| 23932 - Telecommunications Mechanic II | 22.18 |
| 23950 - Telephone Lineman | 19.99 |
| 23960 - Welder, Combination, Maintenance | 17.74 |
| 23965 - Well Driller | 22.06 |
| 23970 - Woodcraft Worker | 22.06 |
| 23980 - Woodworker | 16.64 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.10 |
| 24580 - Child Care Center Clerk | 12.60 |
| 24610 - Chore Aide | 9.64 |
| 24620 - Family Readiness And Support Services Coordinator | 15.71 |
| 24630 - Homemaker | 15.71 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.30 |
| 25040 - Sewage Plant Operator | 19.95 |
| 25070 - Stationary Engineer | 21.30 |
| 25190 - Ventilation Equipment Tender | 16.08 |
| 25210 - Water Treatment Plant Operator | 19.95 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.89 |
| 27007 - Baggage Inspector | 11.52 |
| 27008 - Corrections Officer | 18.85 |
| 27010 - Court Security Officer | 19.62 |
| 27030 - Detection Dog Handler | 14.16 |
| 27040 - Detention Officer | 18.90 |
| 27070 - Firefighter | 17.50 |
| 27101 - Guard I | 11.52 |
| 27102 - Guard II | 14.16 |
| 27131 - Police Officer I | 22.51 |
| 27132 - Police Officer II | 25.01 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.42 |
| 28042 - Carnival Equipment Repairer | 10.99 |
| 28043 - Carnival Equipment Worker | 8.66 |
| 28210 - Gate Attendant/Gate Tender | 13.78 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 15.41 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.25 |
| 28515 - Recreation Specialist | 19.05 |

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| 28630 - Sports Official | 12.27 |
| 28690 - Swimming Pool Operator | 15.92 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 19.90 |
| 29020 - Hatch Tender | 19.90 |
| 29030 - Line Handler | 19.90 |
| 29041 - Stevedore I | 18.81 |
| 29042 - Stevedore II | 20.99 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.62 |
| 30022 - Archeological Technician II | 18.39 |
| 30023 - Archeological Technician III | 23.15 |
| 30030 - Cartographic Technician | 23.15 |
| 30040 - Civil Engineering Technician | 21.88 |
| 30061 - Drafter/CAD Operator I | 15.62 |
| 30062 - Drafter/CAD Operator II | 18.39 |
| 30063 - Drafter/CAD Operator III | 20.84 |
| 30064 - Drafter/CAD Operator IV | 25.64 |
| 30081 - Engineering Technician I | 13.27 |
| 30082 - Engineering Technician II | 14.89 |
| 30083 - Engineering Technician III | 17.44 |
| 30084 - Engineering Technician IV | 21.30 |
| 30085 - Engineering Technician V | 25.34 |
| 30086 - Engineering Technician VI | 30.54 |
| 30090 - Environmental Technician | 21.88 |
| 30210 - Laboratory Technician | 19.55 |
| 30240 - Mathematical Technician | 23.15 |
| 30361 - Paralegal/Legal Assistant I | 17.13 |
| 30362 - Paralegal/Legal Assistant II | 21.09 |
| 30363 - Paralegal/Legal Assistant III | 25.78 |
| 30364 - Paralegal/Legal Assistant IV | 31.21 |
| 30390 - Photo-Optics Technician | 23.15 |
| 30461 - Technical Writer I | 23.15 |
| 30462 - Technical Writer II | 28.32 |
| 30463 - Technical Writer III | 34.26 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 20.84 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 23.15 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.32 |
| 31030 - Bus Driver | 14.39 |
| 31043 - Driver Courier | 13.31 |
| 31260 - Parking and Lot Attendant | 11.08 |
| 31290 - Shuttle Bus Driver | 14.63 |
| 31310 - Taxi Driver | 10.81 |
| 31361 - Truckdriver, Light | 14.63 |
| 31362 - Truckdriver, Medium | 15.91 |
| 31363 - Truckdriver, Heavy | 18.60 |
| 31364 - Truckdriver, Tractor-Trailer | 18.60 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.73 |
| 99050 - Desk Clerk | 9.63 |
| 99095 - Embalmer | 26.25 |
| 99251 - Laboratory Animal Caretaker I | 9.35 |
| 99252 - Laboratory Animal Caretaker II | 9.94 |

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| 99310 - Mortician | 28.88 |
| 99410 - Pest Controller | 18.90 |
| 99510 - Photofinishing Worker | 12.62 |
| 99710 - Recycling Laborer | 14.54 |
| 99711 - Recycling Specialist | 16.37 |
| 99730 - Refuse Collector | 13.45 |
| 99810 - Sales Clerk | 11.75 |
| 99820 - School Crossing Guard | 13.48 |
| 99830 - Survey Party Chief | 26.89 |
| 99831 - Surveying Aide | 15.72 |
| 99832 - Surveying Technician | 20.64 |
| 99840 - Vending Machine Attendant | 15.04 |
| 99841 - Vending Machine Repairer | 17.51 |
| 99842 - Vending Machine Repairer Helper | 15.04 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at

<http://wdo1.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2579
Revision No.: 12
Date Of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin Counties of Columbia, Dane, Dodge, Green, Iowa, Jefferson, Lafayette, Rock, Sauk

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.47 |
| 01012 - Accounting Clerk II | | 15.12 |
| 01013 - Accounting Clerk III | | 16.91 |
| 01020 - Administrative Assistant | | 20.72 |
| 01040 - Court Reporter | | 17.14 |
| 01051 - Data Entry Operator I | | 12.41 |
| 01052 - Data Entry Operator II | | 13.93 |
| 01060 - Dispatcher, Motor Vehicle | | 17.63 |
| 01070 - Document Preparation Clerk | | 13.76 |
| 01090 - Duplicating Machine Operator | | 13.76 |
| 01111 - General Clerk I | | 12.51 |
| 01112 - General Clerk II | | 13.65 |

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| 01113 | - General Clerk III | 15.46 |
| 01120 | - Housing Referral Assistant | 19.54 |
| 01141 | - Messenger Courier | 12.98 |
| 01191 | - Order Clerk I | 13.10 |
| 01192 | - Order Clerk II | 14.63 |
| 01261 | - Personnel Assistant (Employment) I | 14.96 |
| 01262 | - Personnel Assistant (Employment) II | 16.73 |
| 01263 | - Personnel Assistant (Employment) III | 18.77 |
| 01270 | - Production Control Clerk | 20.77 |
| 01280 | - Receptionist | 13.12 |
| 01290 | - Rental Clerk | 12.76 |
| 01300 | - Scheduler, Maintenance | 15.32 |
| 01311 | - Secretary I | 15.32 |
| 01312 | - Secretary II | 17.14 |
| 01313 | - Secretary III | 19.54 |
| 01320 | - Service Order Dispatcher | 15.89 |
| 01410 | - Supply Technician | 20.72 |
| 01420 | - Survey Worker | 13.88 |
| 01531 | - Travel Clerk I | 13.14 |
| 01532 | - Travel Clerk II | 14.20 |
| 01533 | - Travel Clerk III | 15.37 |
| 01611 | - Word Processor I | 14.14 |
| 01612 | - Word Processor II | 15.87 |
| 01613 | - Word Processor III | 17.75 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 18.60 |
| 05010 | - Automotive Electrician | 18.47 |
| 05040 | - Automotive Glass Installer | 18.07 |
| 05070 | - Automotive Worker | 18.07 |
| 05110 | - Mobile Equipment Servicer | 15.56 |
| 05130 | - Motor Equipment Metal Mechanic | 19.01 |
| 05160 | - Motor Equipment Metal Worker | 18.07 |
| 05190 | - Motor Vehicle Mechanic | 19.01 |
| 05220 | - Motor Vehicle Mechanic Helper | 15.05 |
| 05250 | - Motor Vehicle Upholstery Worker | 17.50 |
| 05280 | - Motor Vehicle Wrecker | 18.07 |
| 05310 | - Painter, Automotive | 17.76 |
| 05340 | - Radiator Repair Specialist | 18.07 |
| 05370 | - Tire Repairer | 12.71 |
| 05400 | - Transmission Repair Specialist | 19.01 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 12.18 |
| 07041 | - Cook I | 11.28 |
| 07042 | - Cook II | 12.65 |
| 07070 | - Dishwasher | 8.79 |
| 07130 | - Food Service Worker | 9.79 |
| 07210 | - Meat Cutter | 15.30 |
| 07260 | - Waiter/Waitress | 9.17 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 15.55 |
| 09040 | - Furniture Handler | 14.87 |
| 09080 | - Furniture Refinisher | 15.55 |
| 09090 | - Furniture Refinisher Helper | 15.31 |
| 09110 | - Furniture Repairer, Minor | 16.18 |
| 09130 | - Upholsterer | 17.29 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 12.39 |
| 11060 | - Elevator Operator | 12.39 |
| 11090 | - Gardener | 15.94 |
| 11122 | - Housekeeping Aide | 11.52 |
| 11150 | - Janitor | 11.74 |
| 11210 | - Laborer, Grounds Maintenance | 13.41 |
| 11240 | - Maid or Houseman | 9.88 |

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| 11260 - Pruner | 12.43 |
| 11270 - Tractor Operator | 15.28 |
| 11330 - Trail Maintenance Worker | 13.41 |
| 11360 - Window Cleaner | 12.49 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.58 |
| 12011 - Breath Alcohol Technician | 17.22 |
| 12012 - Certified Occupational Therapist Assistant | 23.44 |
| 12015 - Certified Physical Therapist Assistant | 20.81 |
| 12020 - Dental Assistant | 17.26 |
| 12025 - Dental Hygienist | 29.83 |
| 12030 - EKG Technician | 26.74 |
| 12035 - Electroneurodiagnostic Technologist | 26.74 |
| 12040 - Emergency Medical Technician | 14.58 |
| 12071 - Licensed Practical Nurse I | 15.79 |
| 12072 - Licensed Practical Nurse II | 17.66 |
| 12073 - Licensed Practical Nurse III | 19.70 |
| 12100 - Medical Assistant | 15.26 |
| 12130 - Medical Laboratory Technician | 19.04 |
| 12160 - Medical Record Clerk | 15.88 |
| 12190 - Medical Record Technician | 17.91 |
| 12195 - Medical Transcriptionist | 16.67 |
| 12210 - Nuclear Medicine Technologist | 32.90 |
| 12221 - Nursing Assistant I | 10.56 |
| 12222 - Nursing Assistant II | 11.88 |
| 12223 - Nursing Assistant III | 12.96 |
| 12224 - Nursing Assistant IV | 14.54 |
| 12235 - Optical Dispenser | 14.84 |
| 12236 - Optical Technician | 15.17 |
| 12250 - Pharmacy Technician | 14.46 |
| 12280 - Phlebotomist | 14.54 |
| 12305 - Radiologic Technologist | 25.54 |
| 12311 - Registered Nurse I | 24.18 |
| 12312 - Registered Nurse II | 29.59 |
| 12313 - Registered Nurse II, Specialist | 29.59 |
| 12314 - Registered Nurse III | 35.80 |
| 12315 - Registered Nurse III, Anesthetist | 35.80 |
| 12316 - Registered Nurse IV | 42.91 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.32 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.13 |
| 13012 - Exhibits Specialist II | 23.70 |
| 13013 - Exhibits Specialist III | 28.99 |
| 13041 - Illustrator I | 19.13 |
| 13042 - Illustrator II | 23.70 |
| 13043 - Illustrator III | 28.99 |
| 13047 - Librarian | 26.24 |
| 13050 - Library Aide/Clerk | 12.42 |
| 13054 - Library Information Technology Systems Administrator | 22.67 |
| 13058 - Library Technician | 14.64 |
| 13061 - Media Specialist I | 16.27 |
| 13062 - Media Specialist II | 19.13 |
| 13063 - Media Specialist III | 21.33 |
| 13071 - Photographer I | 15.74 |
| 13072 - Photographer II | 17.61 |
| 13073 - Photographer III | 21.82 |
| 13074 - Photographer IV | 26.69 |
| 13075 - Photographer V | 32.29 |
| 13110 - Video Teleconference Technician | 17.71 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.58 |
| 14042 - Computer Operator II | 19.66 |

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| 14043 - Computer Operator III | 21.93 |
| 14044 - Computer Operator IV | 24.37 |
| 14045 - Computer Operator V | 26.97 |
| 14071 - Computer Programmer I | 22.65 |
| 14072 - Computer Programmer II | 26.02 |
| 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 | 17.58 |
| 14160 - Personal Computer Support Technician | 24.37 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.51 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.22 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.37 |
| 15050 - Computer Based Training Specialist / Instructor | 28.51 |
| 15060 - Educational Technologist | 28.86 |
| 15070 - Flight Instructor (Pilot) | 37.37 |
| 15080 - Graphic Artist | 20.97 |
| 15090 - Technical Instructor | 18.25 |
| 15095 - Technical Instructor/Course Developer | 22.33 |
| 15110 - Test Proctor | 14.74 |
| 15120 - Tutor | 14.74 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.17 |
| 16030 - Counter Attendant | 9.17 |
| 16040 - Dry Cleaner | 11.85 |
| 16070 - Finisher, Flatwork, Machine | 9.17 |
| 16090 - Presser, Hand | 9.17 |
| 16110 - Presser, Machine, Drycleaning | 9.17 |
| 16130 - Presser, Machine, Shirts | 9.17 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.17 |
| 16190 - Sewing Machine Operator | 12.70 |
| 16220 - Tailor | 13.60 |
| 16250 - Washer, Machine | 10.08 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.79 |
| 19040 - Tool And Die Maker | 23.27 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.16 |
| 21030 - Material Coordinator | 20.77 |
| 21040 - Material Expediter | 20.77 |
| 21050 - Material Handling Laborer | 12.91 |
| 21071 - Order Filler | 11.95 |
| 21080 - Production Line Worker (Food Processing) | 15.16 |
| 21110 - Shipping Packer | 14.37 |
| 21130 - Shipping/Receiving Clerk | 14.37 |
| 21140 - Store Worker I | 14.11 |
| 21150 - Stock Clerk | 17.81 |
| 21210 - Tools And Parts Attendant | 15.16 |
| 21410 - Warehouse Specialist | 15.16 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.78 |
| 23021 - Aircraft Mechanic I | 26.46 |
| 23022 - Aircraft Mechanic II | 27.78 |
| 23023 - Aircraft Mechanic III | 29.16 |
| 23040 - Aircraft Mechanic Helper | 22.20 |
| 23050 - Aircraft, Painter | 24.98 |
| 23060 - Aircraft Servicer | 24.56 |
| 23080 - Aircraft Worker | 25.75 |
| 23110 - Appliance Mechanic | 17.76 |
| 23120 - Bicycle Repairer | 12.64 |

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| 23125 - Cable Splicer | 25.44 |
| 23130 - Carpenter, Maintenance | 20.33 |
| 23140 - Carpet Layer | 20.87 |
| 23160 - Electrician, Maintenance | 25.62 |
| 23181 - Electronics Technician Maintenance I | 20.49 |
| 23182 - Electronics Technician Maintenance II | 21.60 |
| 23183 - Electronics Technician Maintenance III | 22.80 |
| 23260 - Fabric Worker | 19.29 |
| 23290 - Fire Alarm System Mechanic | 22.69 |
| 23310 - Fire Extinguisher Repairer | 18.19 |
| 23311 - Fuel Distribution System Mechanic | 21.83 |
| 23312 - Fuel Distribution System Operator | 17.58 |
| 23370 - General Maintenance Worker | 17.83 |
| 23380 - Ground Support Equipment Mechanic | 26.46 |
| 23381 - Ground Support Equipment Servicer | 24.56 |
| 23382 - Ground Support Equipment Worker | 25.75 |
| 23391 - Gunsmith I | 18.19 |
| 23392 - Gunsmith II | 20.40 |
| 23393 - Gunsmith III | 22.69 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.60 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.92 |
| 23430 - Heavy Equipment Mechanic | 21.29 |
| 23440 - Heavy Equipment Operator | 26.28 |
| 23460 - Instrument Mechanic | 22.43 |
| 23465 - Laboratory/Shelter Mechanic | 21.50 |
| 23470 - Laborer | 12.91 |
| 23510 - Locksmith | 20.14 |
| 23530 - Machinery Maintenance Mechanic | 20.57 |
| 23550 - Machinist, Maintenance | 20.11 |
| 23580 - Maintenance Trades Helper | 13.92 |
| 23591 - Metrology Technician I | 22.43 |
| 23592 - Metrology Technician II | 23.51 |
| 23593 - Metrology Technician III | 24.63 |
| 23640 - Millwright | 22.69 |
| 23710 - Office Appliance Repairer | 21.78 |
| 23760 - Painter, Maintenance | 19.23 |
| 23790 - Pipefitter, Maintenance | 30.88 |
| 23810 - Plumber, Maintenance | 29.99 |
| 23820 - Pneudraulic Systems Mechanic | 22.69 |
| 23850 - Rigger | 22.69 |
| 23870 - Scale Mechanic | 20.40 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.74 |
| 23910 - Small Engine Mechanic | 16.72 |
| 23931 - Telecommunications Mechanic I | 25.63 |
| 23932 - Telecommunications Mechanic II | 27.27 |
| 23950 - Telephone Lineman | 21.65 |
| 23960 - Welder, Combination, Maintenance | 17.75 |
| 23965 - Well Driller | 19.97 |
| 23970 - Woodcraft Worker | 22.69 |
| 23980 - Woodworker | 17.35 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.58 |
| 24580 - Child Care Center Clerk | 14.90 |
| 24610 - Chore Aide | 10.46 |
| 24620 - Family Readiness And Support Services Coordinator | 14.94 |
| 24630 - Homemaker | 16.41 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.69 |
| 25040 - Sewage Plant Operator | 21.50 |
| 25070 - Stationary Engineer | 22.69 |

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| 25190 - Ventilation Equipment Tender | 18.49 |
| 25210 - Water Treatment Plant Operator | 21.50 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.99 |
| 27007 - Baggage Inspector | 12.29 |
| 27008 - Corrections Officer | 20.15 |
| 27010 - Court Security Officer | 21.33 |
| 27030 - Detection Dog Handler | 16.81 |
| 27040 - Detention Officer | 20.15 |
| 27070 - Firefighter | 17.91 |
| 27101 - Guard I | 12.29 |
| 27102 - Guard II | 16.81 |
| 27131 - Police Officer I | 23.46 |
| 27132 - Police Officer II | 26.61 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.37 |
| 28042 - Carnival Equipment Repairer | 11.80 |
| 28043 - Carnival Equipment Worker | 9.66 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |
| 28310 - Lifeguard | 12.11 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.66 |
| 28515 - Recreation Specialist | 15.24 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 16.43 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.11 |
| 29020 - Hatch Tender | 21.01 |
| 29030 - Line Handler | 21.01 |
| 29041 - Stevedore I | 19.29 |
| 29042 - Stevedore II | 22.14 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.19 |
| 30022 - Archeological Technician II | 18.04 |
| 30023 - Archeological Technician III | 22.07 |
| 30030 - Cartographic Technician | 22.07 |
| 30040 - Civil Engineering Technician | 21.51 |
| 30061 - Drafter/CAD Operator I | 16.08 |
| 30062 - Drafter/CAD Operator II | 17.81 |
| 30063 - Drafter/CAD Operator III | 19.87 |
| 30064 - Drafter/CAD Operator IV | 24.45 |
| 30081 - Engineering Technician I | 15.26 |
| 30082 - Engineering Technician II | 16.29 |
| 30083 - Engineering Technician III | 18.22 |
| 30084 - Engineering Technician IV | 22.58 |
| 30085 - Engineering Technician V | 27.62 |
| 30086 - Engineering Technician VI | 33.41 |
| 30090 - Environmental Technician | 19.92 |
| 30210 - Laboratory Technician | 19.86 |
| 30240 - Mathematical Technician | 22.07 |
| 30361 - Paralegal/Legal Assistant I | 16.11 |
| 30362 - Paralegal/Legal Assistant II | 20.43 |
| 30363 - Paralegal/Legal Assistant III | 23.68 |
| 30364 - Paralegal/Legal Assistant IV | 28.65 |
| 30390 - Photo-Optics Technician | 22.07 |
| 30461 - Technical Writer I | 21.20 |
| 30462 - Technical Writer II | 25.94 |
| 30463 - Technical Writer III | 31.38 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |

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|---|---------------|
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 19.87 |
| 30621 - Weather Observer, Senior | (see 2) 22.07 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.67 |
| 31030 - Bus Driver | 16.48 |
| 31043 - Driver Courier | 14.19 |
| 31260 - Parking and Lot Attendant | 10.96 |
| 31290 - Shuttle Bus Driver | 15.13 |
| 31310 - Taxi Driver | 12.68 |
| 31361 - Truckdriver, Light | 15.13 |
| 31362 - Truckdriver, Medium | 16.48 |
| 31363 - Truckdriver, Heavy | 20.02 |
| 31364 - Truckdriver, Tractor-Trailer | 20.02 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.51 |
| 99050 - Desk Clerk | 9.85 |
| 99095 - Embalmer | 29.30 |
| 99251 - Laboratory Animal Caretaker I | 11.41 |
| 99252 - Laboratory Animal Caretaker II | 12.14 |
| 99310 - Mortician | 30.33 |
| 99410 - Pest Controller | 20.54 |
| 99510 - Photofinishing Worker | 13.09 |
| 99710 - Recycling Laborer | 14.64 |
| 99711 - Recycling Specialist | 18.63 |
| 99730 - Refuse Collector | 16.21 |
| 99810 - Sales Clerk | 12.91 |
| 99820 - School Crossing Guard | 11.89 |
| 99830 - Survey Party Chief | 24.43 |
| 99831 - Surveying Aide | 18.06 |
| 99832 - Surveying Technician | 18.91 |
| 99840 - Vending Machine Attendant | 15.23 |
| 99841 - Vending Machine Repairer | 17.80 |
| 99842 - Vending Machine Repairer Helper | 15.83 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}
When multiple wage determinations are included in a contract, a separate SF 1444
should be prepared for each wage determination to which a class(es) is to be
conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide

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classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2580
Revision No.: 15
Date of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin Counties of Columbia, Dane, Dodge, Green, Iowa, Jefferson,
Lafayette, Rock, Sauk

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.47 |
| 01012 - Accounting Clerk II | | 15.12 |
| 01013 - Accounting Clerk III | | 16.91 |
| 01020 - Administrative Assistant | | 20.72 |
| 01040 - Court Reporter | | 17.14 |
| 01051 - Data Entry Operator I | | 12.41 |
| 01052 - Data Entry Operator II | | 13.93 |
| 01060 - Dispatcher, Motor Vehicle | | 17.63 |
| 01070 - Document Preparation Clerk | | 13.76 |
| 01090 - Duplicating Machine Operator | | 13.76 |
| 01111 - General Clerk I | | 12.51 |
| 01112 - General Clerk II | | 13.65 |
| 01113 - General Clerk III | | 15.46 |
| 01120 - Housing Referral Assistant | | 19.54 |
| 01141 - Messenger Courier | | 12.98 |
| 01191 - Order Clerk I | | 13.10 |
| 01192 - Order Clerk II | | 14.63 |
| 01261 - Personnel Assistant (Employment) I | | 14.96 |
| 01262 - Personnel Assistant (Employment) II | | 16.73 |
| 01263 - Personnel Assistant (Employment) III | | 18.77 |
| 01270 - Production Control Clerk | | 20.77 |
| 01280 - Receptionist | | 13.12 |
| 01290 - Rental Clerk | | 12.76 |
| 01300 - Scheduler, Maintenance | | 15.32 |
| 01311 - Secretary I | | 15.32 |
| 01312 - Secretary II | | 17.14 |
| 01313 - Secretary III | | 19.54 |
| 01320 - Service Order Dispatcher | | 15.89 |
| 01410 - Supply Technician | | 20.72 |
| 01420 - Survey Worker | | 13.88 |
| 01531 - Travel Clerk I | | 13.14 |
| 01532 - Travel Clerk II | | 14.20 |
| 01533 - Travel Clerk III | | 15.37 |
| 01611 - Word Processor I | | 14.14 |
| 01612 - Word Processor II | | 15.87 |
| 01613 - Word Processor III | | 17.75 |

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| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.60 |
| 05010 - Automotive Electrician | 18.47 |
| 05040 - Automotive Glass Installer | 18.07 |
| 05070 - Automotive Worker | 18.07 |
| 05110 - Mobile Equipment Servicer | 15.56 |
| 05130 - Motor Equipment Metal Mechanic | 19.01 |
| 05160 - Motor Equipment Metal Worker | 18.07 |
| 05190 - Motor Vehicle Mechanic | 19.01 |
| 05220 - Motor Vehicle Mechanic Helper | 15.05 |
| 05250 - Motor Vehicle Upholstery Worker | 17.50 |
| 05280 - Motor Vehicle Wrecker | 18.07 |
| 05310 - Painter, Automotive | 17.76 |
| 05340 - Radiator Repair Specialist | 18.07 |
| 05370 - Tire Repairer | 12.71 |
| 05400 - Transmission Repair Specialist | 19.01 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.18 |
| 07041 - Cook I | 11.28 |
| 07042 - Cook II | 12.65 |
| 07070 - Dishwasher | 8.79 |
| 07130 - Food Service Worker | 9.79 |
| 07210 - Meat Cutter | 15.30 |
| 07260 - Waiter/Waitress | 9.17 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.55 |
| 09040 - Furniture Handler | 14.87 |
| 09080 - Furniture Refinisher | 15.55 |
| 09090 - Furniture Refinisher Helper | 15.31 |
| 09110 - Furniture Repairer, Minor | 16.18 |
| 09130 - Upholsterer | 17.29 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.39 |
| 11060 - Elevator Operator | 12.39 |
| 11090 - Gardener | 15.94 |
| 11122 - Housekeeping Aide | 11.52 |
| 11150 - Janitor | 11.74 |
| 11210 - Laborer, Grounds Maintenance | 13.41 |
| 11240 - Maid or Houseman | 9.88 |
| 11260 - Pruner | 12.43 |
| 11270 - Tractor Operator | 15.28 |
| 11330 - Trail Maintenance Worker | 13.41 |
| 11360 - Window Cleaner | 12.49 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.58 |
| 12011 - Breath Alcohol Technician | 17.22 |
| 12012 - Certified Occupational Therapist Assistant | 23.44 |
| 12015 - Certified Physical Therapist Assistant | 20.81 |
| 12020 - Dental Assistant | 17.26 |
| 12025 - Dental Hygienist | 29.83 |
| 12030 - EKG Technician | 26.74 |
| 12035 - Electroneurodiagnostic Technologist | 26.74 |
| 12040 - Emergency Medical Technician | 14.58 |
| 12071 - Licensed Practical Nurse I | 15.79 |
| 12072 - Licensed Practical Nurse II | 17.66 |
| 12073 - Licensed Practical Nurse III | 19.70 |
| 12100 - Medical Assistant | 15.26 |
| 12130 - Medical Laboratory Technician | 19.04 |
| 12160 - Medical Record Clerk | 15.88 |
| 12190 - Medical Record Technician | 17.91 |
| 12195 - Medical Transcriptionist | 16.67 |
| 12210 - Nuclear Medicine Technologist | 32.90 |
| 12221 - Nursing Assistant I | 10.56 |

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| 12222 - Nursing Assistant II | 11.88 |
| 12223 - Nursing Assistant III | 12.96 |
| 12224 - Nursing Assistant IV | 14.54 |
| 12235 - Optical Dispenser | 14.84 |
| 12236 - Optical Technician | 15.17 |
| 12250 - Pharmacy Technician | 14.46 |
| 12280 - Phlebotomist | 14.54 |
| 12305 - Radiologic Technologist | 25.54 |
| 12311 - Registered Nurse I | 24.18 |
| 12312 - Registered Nurse II | 29.59 |
| 12313 - Registered Nurse II, Specialist | 29.59 |
| 12314 - Registered Nurse III | 35.80 |
| 12315 - Registered Nurse III, Anesthetist | 35.80 |
| 12316 - Registered Nurse IV | 42.91 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.32 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.13 |
| 13012 - Exhibits Specialist II | 23.70 |
| 13013 - Exhibits Specialist III | 28.99 |
| 13041 - Illustrator I | 19.13 |
| 13042 - Illustrator II | 23.70 |
| 13043 - Illustrator III | 28.99 |
| 13047 - Librarian | 26.24 |
| 13050 - Library Aide/Clerk | 12.42 |
| 13054 - Library Information Technology Systems Administrator | 22.67 |
| 13058 - Library Technician | 14.64 |
| 13061 - Media Specialist I | 16.27 |
| 13062 - Media Specialist II | 19.13 |
| 13063 - Media Specialist III | 21.33 |
| 13071 - Photographer I | 15.74 |
| 13072 - Photographer II | 17.61 |
| 13073 - Photographer III | 21.82 |
| 13074 - Photographer IV | 26.69 |
| 13075 - Photographer V | 32.29 |
| 13110 - Video Teleconference Technician | 17.71 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.58 |
| 14042 - Computer Operator II | 19.66 |
| 14043 - Computer Operator III | 21.93 |
| 14044 - Computer Operator IV | 24.37 |
| 14045 - Computer Operator V | 26.97 |
| 14071 - Computer Programmer I | 22.65 |
| 14072 - Computer Programmer II | 26.02 |
| 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 | 17.58 |
| 14160 - Personal Computer Support Technician | 24.37 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.51 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.22 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.37 |
| 15050 - Computer Based Training Specialist / Instructor | 28.51 |
| 15060 - Educational Technologist | 28.86 |
| 15070 - Flight Instructor (Pilot) | 37.37 |
| 15080 - Graphic Artist | 20.97 |
| 15090 - Technical Instructor | 18.25 |
| 15095 - Technical Instructor/Course Developer | 22.33 |
| 15110 - Test Proctor | 14.74 |
| 15120 - Tutor | 14.74 |

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| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.17 |
| 16030 - Counter Attendant | 9.17 |
| 16040 - Dry Cleaner | 11.85 |
| 16070 - Finisher, Flatwork, Machine | 9.17 |
| 16090 - Presser, Hand | 9.17 |
| 16110 - Presser, Machine, Drycleaning | 9.17 |
| 16130 - Presser, Machine, Shirts | 9.17 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.17 |
| 16190 - Sewing Machine Operator | 12.70 |
| 16220 - Tailor | 13.60 |
| 16250 - Washer, Machine | 10.08 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 18.79 |
| 19040 - Tool And Die Maker | 23.27 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.16 |
| 21030 - Material Coordinator | 20.77 |
| 21040 - Material Expediter | 20.77 |
| 21050 - Material Handling Laborer | 12.91 |
| 21071 - Order Filler | 11.95 |
| 21080 - Production Line Worker (Food Processing) | 15.16 |
| 21110 - Shipping Packer | 14.37 |
| 21130 - Shipping/Receiving Clerk | 14.37 |
| 21140 - Store Worker I | 14.11 |
| 21150 - Stock Clerk | 17.81 |
| 21210 - Tools And Parts Attendant | 15.16 |
| 21410 - Warehouse Specialist | 15.16 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.78 |
| 23021 - Aircraft Mechanic I | 26.46 |
| 23022 - Aircraft Mechanic II | 27.78 |
| 23023 - Aircraft Mechanic III | 29.16 |
| 23040 - Aircraft Mechanic Helper | 22.20 |
| 23050 - Aircraft, Painter | 24.98 |
| 23060 - Aircraft Servicer | 24.56 |
| 23080 - Aircraft Worker | 25.75 |
| 23110 - Appliance Mechanic | 17.76 |
| 23120 - Bicycle Repairer | 12.64 |
| 23125 - Cable Splicer | 25.44 |
| 23130 - Carpenter, Maintenance | 20.33 |
| 23140 - Carpet Layer | 20.87 |
| 23160 - Electrician, Maintenance | 25.62 |
| 23181 - Electronics Technician Maintenance I | 20.49 |
| 23182 - Electronics Technician Maintenance II | 21.60 |
| 23183 - Electronics Technician Maintenance III | 22.80 |
| 23260 - Fabric Worker | 19.29 |
| 23290 - Fire Alarm System Mechanic | 22.69 |
| 23310 - Fire Extinguisher Repairer | 18.19 |
| 23311 - Fuel Distribution System Mechanic | 21.83 |
| 23312 - Fuel Distribution System Operator | 17.58 |
| 23370 - General Maintenance Worker | 17.83 |
| 23380 - Ground Support Equipment Mechanic | 26.46 |
| 23381 - Ground Support Equipment Servicer | 24.56 |
| 23382 - Ground Support Equipment Worker | 25.75 |
| 23391 - Gunsmith I | 18.19 |
| 23392 - Gunsmith II | 20.40 |
| 23393 - Gunsmith III | 22.69 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.60 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.92 |
| 23430 - Heavy Equipment Mechanic | 21.29 |

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| 23440 - Heavy Equipment Operator | 26.28 |
| 23460 - Instrument Mechanic | 22.43 |
| 23465 - Laboratory/Shelter Mechanic | 21.50 |
| 23470 - Laborer | 12.91 |
| 23510 - Locksmith | 20.14 |
| 23530 - Machinery Maintenance Mechanic | 20.57 |
| 23550 - Machinist, Maintenance | 20.11 |
| 23580 - Maintenance Trades Helper | 13.92 |
| 23591 - Metrology Technician I | 22.43 |
| 23592 - Metrology Technician II | 23.51 |
| 23593 - Metrology Technician III | 24.63 |
| 23640 - Millwright | 22.69 |
| 23710 - Office Appliance Repairer | 21.78 |
| 23760 - Painter, Maintenance | 19.23 |
| 23790 - Pipefitter, Maintenance | 30.88 |
| 23810 - Plumber, Maintenance | 29.99 |
| 23820 - Pneudraulic Systems Mechanic | 22.69 |
| 23850 - Rigger | 22.69 |
| 23870 - Scale Mechanic | 20.40 |
| 23890 - Sheet-Metal Worker, Maintenance | 23.74 |
| 23910 - Small Engine Mechanic | 16.72 |
| 23931 - Telecommunications Mechanic I | 25.63 |
| 23932 - Telecommunications Mechanic II | 27.27 |
| 23950 - Telephone Lineman | 21.65 |
| 23960 - Welder, Combination, Maintenance | 17.75 |
| 23965 - Well Driller | 19.97 |
| 23970 - Woodcraft Worker | 22.69 |
| 23980 - Woodworker | 17.35 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.58 |
| 24580 - Child Care Center Clerk | 14.90 |
| 24610 - Chore Aide | 10.46 |
| 24620 - Family Readiness And Support Services Coordinator | 14.94 |
| 24630 - Homemaker | 16.41 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.69 |
| 25040 - Sewage Plant Operator | 21.50 |
| 25070 - Stationary Engineer | 22.69 |
| 25190 - Ventilation Equipment Tender | 18.49 |
| 25210 - Water Treatment Plant Operator | 21.50 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.99 |
| 27007 - Baggage Inspector | 12.29 |
| 27008 - Corrections Officer | 20.15 |
| 27010 - Court Security Officer | 21.33 |
| 27030 - Detection Dog Handler | 16.81 |
| 27040 - Detention Officer | 20.15 |
| 27070 - Firefighter | 17.91 |
| 27101 - Guard I | 12.29 |
| 27102 - Guard II | 16.81 |
| 27131 - Police Officer I | 23.46 |
| 27132 - Police Officer II | 26.61 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.37 |
| 28042 - Carnival Equipment Repairer | 11.80 |
| 28043 - Carnival Equipment Worker | 9.66 |
| 28210 - Gate Attendant/Gate Tender | 15.40 |
| 28310 - Lifeguard | 12.11 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.66 |
| 28515 - Recreation Specialist | 15.24 |
| 28630 - Sports Official | 13.72 |

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| 28690 - Swimming Pool Operator | 16.43 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.11 |
| 29020 - Hatch Tender | 21.01 |
| 29030 - Line Handler | 21.01 |
| 29041 - Stevedore I | 19.29 |
| 29042 - Stevedore II | 22.14 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 16.19 |
| 30022 - Archeological Technician II | 18.04 |
| 30023 - Archeological Technician III | 22.07 |
| 30030 - Cartographic Technician | 22.07 |
| 30040 - Civil Engineering Technician | 21.51 |
| 30061 - Drafter/CAD Operator I | 16.08 |
| 30062 - Drafter/CAD Operator II | 17.81 |
| 30063 - Drafter/CAD Operator III | 19.87 |
| 30064 - Drafter/CAD Operator IV | 24.45 |
| 30081 - Engineering Technician I | 15.26 |
| 30082 - Engineering Technician II | 16.29 |
| 30083 - Engineering Technician III | 18.22 |
| 30084 - Engineering Technician IV | 22.58 |
| 30085 - Engineering Technician V | 27.62 |
| 30086 - Engineering Technician VI | 33.41 |
| 30090 - Environmental Technician | 19.92 |
| 30210 - Laboratory Technician | 19.86 |
| 30240 - Mathematical Technician | 22.07 |
| 30361 - Paralegal/Legal Assistant I | 16.11 |
| 30362 - Paralegal/Legal Assistant II | 20.43 |
| 30363 - Paralegal/Legal Assistant III | 23.68 |
| 30364 - Paralegal/Legal Assistant IV | 28.65 |
| 30390 - Photo-Optics Technician | 22.07 |
| 30461 - Technical Writer I | 21.20 |
| 30462 - Technical Writer II | 25.94 |
| 30463 - Technical Writer III | 31.38 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 19.87 |
| 30621 - Weather Observer, Senior (see 2) | 22.07 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.67 |
| 31030 - Bus Driver | 16.48 |
| 31043 - Driver Courier | 14.19 |
| 31260 - Parking and Lot Attendant | 10.96 |
| 31290 - Shuttle Bus Driver | 15.13 |
| 31310 - Taxi Driver | 12.68 |
| 31361 - Truckdriver, Light | 15.13 |
| 31362 - Truckdriver, Medium | 16.48 |
| 31363 - Truckdriver, Heavy | 20.02 |
| 31364 - Truckdriver, Tractor-Trailer | 20.02 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.51 |
| 99050 - Desk Clerk | 9.85 |
| 99095 - Embalmer | 29.30 |
| 99251 - Laboratory Animal Caretaker I | 11.41 |
| 99252 - Laboratory Animal Caretaker II | 12.14 |
| 99310 - Mortician | 30.33 |

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| 99410 - Pest Controller | 20.54 |
| 99510 - Photofinishing Worker | 13.09 |
| 99710 - Recycling Laborer | 14.64 |
| 99711 - Recycling Specialist | 18.63 |
| 99730 - Refuse Collector | 16.21 |
| 99810 - Sales Clerk | 12.91 |
| 99820 - School Crossing Guard | 11.89 |
| 99830 - Survey Party Chief | 24.43 |
| 99831 - Surveying Aide | 18.06 |
| 99832 - Surveying Technician | 18.91 |
| 99840 - Vending Machine Attendant | 15.23 |
| 99841 - Vending Machine Repairer | 17.80 |
| 99842 - Vending Machine Repairer Helper | 15.83 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2581
Revision No.: 14
Date of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin Counties of Milwaukee, Ozaukee, Racine, Walworth, Washington, Waukesha

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.81 |
| 01012 - Accounting Clerk II | | 15.51 |
| 01013 - Accounting Clerk III | | 17.91 |
| 01020 - Administrative Assistant | | 25.48 |
| 01040 - Court Reporter | | 19.27 |
| 01051 - Data Entry Operator I | | 12.06 |
| 01052 - Data Entry Operator II | | 13.16 |
| 01060 - Dispatcher, Motor Vehicle | | 18.54 |
| 01070 - Document Preparation Clerk | | 13.07 |
| 01090 - Duplicating Machine Operator | | 13.07 |
| 01111 - General Clerk I | | 12.45 |
| 01112 - General Clerk II | | 13.58 |
| 01113 - General Clerk III | | 15.24 |

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| 01120 - Housing Referral Assistant | 19.28 |
| 01141 - Messenger Courier | 12.30 |
| 01191 - Order Clerk I | 11.37 |
| 01192 - Order Clerk II | 13.73 |
| 01261 - Personnel Assistant (Employment) I | 16.16 |
| 01262 - Personnel Assistant (Employment) II | 17.65 |
| 01263 - Personnel Assistant (Employment) III | 19.68 |
| 01270 - Production Control Clerk | 21.90 |
| 01280 - Receptionist | 13.77 |
| 01290 - Rental Clerk | 16.16 |
| 01300 - Scheduler, Maintenance | 15.45 |
| 01311 - Secretary I | 15.45 |
| 01312 - Secretary II | 17.29 |
| 01313 - Secretary III | 19.28 |
| 01320 - Service Order Dispatcher | 17.32 |
| 01410 - Supply Technician | 25.48 |
| 01420 - Survey Worker | 18.54 |
| 01531 - Travel Clerk I | 13.47 |
| 01532 - Travel Clerk II | 14.57 |
| 01533 - Travel Clerk III | 15.76 |
| 01611 - Word Processor I | 13.00 |
| 01612 - Word Processor II | 16.16 |
| 01613 - Word Processor III | 17.30 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.91 |
| 05010 - Automotive Electrician | 21.18 |
| 05040 - Automotive Glass Installer | 20.38 |
| 05070 - Automotive Worker | 20.38 |
| 05110 - Mobile Equipment Servicer | 18.76 |
| 05130 - Motor Equipment Metal Mechanic | 21.91 |
| 05160 - Motor Equipment Metal Worker | 20.71 |
| 05190 - Motor Vehicle Mechanic | 21.91 |
| 05220 - Motor Vehicle Mechanic Helper | 17.85 |
| 05250 - Motor Vehicle Upholstery Worker | 19.66 |
| 05280 - Motor Vehicle Wrecker | 20.38 |
| 05310 - Painter, Automotive | 21.18 |
| 05340 - Radiator Repair Specialist | 20.38 |
| 05370 - Tire Repairer | 16.09 |
| 05400 - Transmission Repair Specialist | 21.91 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.25 |
| 07041 - Cook I | 11.17 |
| 07042 - Cook II | 12.52 |
| 07070 - Dishwasher | 9.55 |
| 07130 - Food Service Worker | 9.55 |
| 07210 - Meat Cutter | 17.45 |
| 07260 - Waiter/Waitress | 9.30 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.47 |
| 09040 - Furniture Handler | 15.53 |
| 09080 - Furniture Refinisher | 20.68 |
| 09090 - Furniture Refinisher Helper | 17.44 |
| 09110 - Furniture Repairer, Minor | 19.20 |
| 09130 - Upholsterer | 20.68 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.17 |
| 11060 - Elevator Operator | 10.90 |
| 11090 - Gardener | 17.48 |
| 11122 - Housekeeping Aide | 12.41 |
| 11150 - Janitor | 13.68 |
| 11210 - Laborer, Grounds Maintenance | 14.66 |
| 11240 - Maid or Houseman | 9.30 |
| 11260 - Pruner | 13.58 |

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| 11270 - Tractor Operator | 14.72 |
| 11330 - Trail Maintenance Worker | 14.66 |
| 11360 - Window Cleaner | 14.76 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 19.09 |
| 12011 - Breath Alcohol Technician | 19.01 |
| 12012 - Certified Occupational Therapist Assistant | 20.21 |
| 12015 - Certified Physical Therapist Assistant | 20.02 |
| 12020 - Dental Assistant | 15.98 |
| 12025 - Dental Hygienist | 29.21 |
| 12030 - EKG Technician | 24.71 |
| 12035 - Electroneurodiagnostic Technologist | 24.71 |
| 12040 - Emergency Medical Technician | 19.09 |
| 12071 - Licensed Practical Nurse I | 18.41 |
| 12072 - Licensed Practical Nurse II | 20.59 |
| 12073 - Licensed Practical Nurse III | 22.96 |
| 12100 - Medical Assistant | 14.75 |
| 12130 - Medical Laboratory Technician | 16.74 |
| 12160 - Medical Record Clerk | 15.96 |
| 12190 - Medical Record Technician | 17.85 |
| 12195 - Medical Transcriptionist | 16.17 |
| 12210 - Nuclear Medicine Technologist | 33.75 |
| 12221 - Nursing Assistant I | 10.38 |
| 12222 - Nursing Assistant II | 11.67 |
| 12223 - Nursing Assistant III | 12.73 |
| 12224 - Nursing Assistant IV | 14.29 |
| 12235 - Optical Dispenser | 16.65 |
| 12236 - Optical Technician | 14.64 |
| 12250 - Pharmacy Technician | 13.49 |
| 12280 - Phlebotomist | 14.29 |
| 12305 - Radiologic Technologist | 25.22 |
| 12311 - Registered Nurse I | 25.22 |
| 12312 - Registered Nurse II | 30.83 |
| 12313 - Registered Nurse II, Specialist | 30.83 |
| 12314 - Registered Nurse III | 37.30 |
| 12315 - Registered Nurse III, Anesthetist | 37.30 |
| 12316 - Registered Nurse IV | 44.70 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.74 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.69 |
| 13012 - Exhibits Specialist II | 22.17 |
| 13013 - Exhibits Specialist III | 27.12 |
| 13041 - Illustrator I | 17.91 |
| 13042 - Illustrator II | 20.31 |
| 13043 - Illustrator III | 24.08 |
| 13047 - Librarian | 24.45 |
| 13050 - Library Aide/Clerk | 13.67 |
| 13054 - Library Information Technology Systems Administrator | 22.09 |
| 13058 - Library Technician | 15.51 |
| 13061 - Media Specialist I | 15.94 |
| 13062 - Media Specialist II | 19.05 |
| 13063 - Media Specialist III | 19.88 |
| 13071 - Photographer I | 15.83 |
| 13072 - Photographer II | 17.71 |
| 13073 - Photographer III | 21.94 |
| 13074 - Photographer IV | 26.85 |
| 13075 - Photographer V | 32.48 |
| 13110 - Video Teleconference Technician | 15.46 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.24 |
| 14042 - Computer Operator II | 20.43 |
| 14043 - Computer Operator III | 22.80 |

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| 14044 - Computer Operator IV | 25.35 |
| 14045 - Computer Operator V | 27.91 |
| 14071 - Computer Programmer I | 26.21 |
| 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 | 18.24 |
| 14160 - Personal Computer Support Technician | 25.35 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.39 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 39.07 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 44.48 |
| 15050 - Computer Based Training Specialist / Instructor | 33.39 |
| 15060 - Educational Technologist | 27.81 |
| 15070 - Flight Instructor (Pilot) | 44.48 |
| 15080 - Graphic Artist | 21.52 |
| 15090 - Technical Instructor | 19.14 |
| 15095 - Technical Instructor/Course Developer | 23.40 |
| 15110 - Test Proctor | 16.88 |
| 15120 - Tutor | 16.88 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.53 |
| 16030 - Counter Attendant | 9.53 |
| 16040 - Dry Cleaner | 12.42 |
| 16070 - Finisher, Flatwork, Machine | 9.53 |
| 16090 - Presser, Hand | 9.53 |
| 16110 - Presser, Machine, Drycleaning | 9.53 |
| 16130 - Presser, Machine, Shirts | 9.53 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.53 |
| 16190 - Sewing Machine Operator | 13.37 |
| 16220 - Tailor | 14.31 |
| 16250 - Washer, Machine | 10.54 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.94 |
| 19040 - Tool And Die Maker | 28.83 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.25 |
| 21030 - Material Coordinator | 21.90 |
| 21040 - Material Expediter | 21.90 |
| 21050 - Material Handling Laborer | 13.45 |
| 21071 - Order Filler | 13.31 |
| 21080 - Production Line Worker (Food Processing) | 18.25 |
| 21110 - Shipping Packer | 13.97 |
| 21130 - Shipping/Receiving Clerk | 13.97 |
| 21140 - Store Worker I | 14.36 |
| 21150 - Stock Clerk | 18.13 |
| 21210 - Tools And Parts Attendant | 18.25 |
| 21410 - Warehouse Specialist | 18.25 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.52 |
| 23021 - Aircraft Mechanic I | 21.45 |
| 23022 - Aircraft Mechanic II | 22.52 |
| 23023 - Aircraft Mechanic III | 23.64 |
| 23040 - Aircraft Mechanic Helper | 16.82 |
| 23050 - Aircraft, Painter | 21.01 |
| 23060 - Aircraft Servicer | 18.74 |
| 23080 - Aircraft Worker | 19.60 |
| 23110 - Appliance Mechanic | 20.68 |
| 23120 - Bicycle Repairer | 16.09 |
| 23125 - Cable Splicer | 28.57 |

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|---|-------|
| 23130 - Carpenter, Maintenance | 23.83 |
| 23140 - Carpet Layer | 22.53 |
| 23160 - Electrician, Maintenance | 28.77 |
| 23181 - Electronics Technician Maintenance I | 21.81 |
| 23182 - Electronics Technician Maintenance II | 22.99 |
| 23183 - Electronics Technician Maintenance III | 24.27 |
| 23260 - Fabric Worker | 20.01 |
| 23290 - Fire Alarm System Mechanic | 22.95 |
| 23310 - Fire Extinguisher Repairer | 19.09 |
| 23311 - Fuel Distribution System Mechanic | 24.43 |
| 23312 - Fuel Distribution System Operator | 22.50 |
| 23370 - General Maintenance Worker | 18.76 |
| 23380 - Ground Support Equipment Mechanic | 21.45 |
| 23381 - Ground Support Equipment Servicer | 18.74 |
| 23382 - Ground Support Equipment Worker | 19.60 |
| 23391 - Gunsmith I | 19.09 |
| 23392 - Gunsmith II | 21.42 |
| 23393 - Gunsmith III | 23.83 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.27 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.43 |
| 23430 - Heavy Equipment Mechanic | 23.48 |
| 23440 - Heavy Equipment Operator | 25.39 |
| 23460 - Instrument Mechanic | 23.83 |
| 23465 - Laboratory/Shelter Mechanic | 22.58 |
| 23470 - Laborer | 12.88 |
| 23510 - Locksmith | 20.68 |
| 23530 - Machinery Maintenance Mechanic | 24.11 |
| 23550 - Machinist, Maintenance | 21.40 |
| 23580 - Maintenance Trades Helper | 17.44 |
| 23591 - Metrology Technician I | 23.83 |
| 23592 - Metrology Technician II | 24.97 |
| 23593 - Metrology Technician III | 26.17 |
| 23640 - Millwright | 29.95 |
| 23710 - Office Appliance Repairer | 19.98 |
| 23760 - Painter, Maintenance | 20.15 |
| 23790 - Pipefitter, Maintenance | 30.31 |
| 23810 - Plumber, Maintenance | 26.53 |
| 23820 - Pneudraulic Systems Mechanic | 23.83 |
| 23850 - Rigger | 23.83 |
| 23870 - Scale Mechanic | 21.42 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.35 |
| 23910 - Small Engine Mechanic | 19.90 |
| 23931 - Telecommunications Mechanic I | 23.28 |
| 23932 - Telecommunications Mechanic II | 24.98 |
| 23950 - Telephone Lineman | 22.17 |
| 23960 - Welder, Combination, Maintenance | 22.81 |
| 23965 - Well Driller | 23.83 |
| 23970 - Woodcraft Worker | 23.83 |
| 23980 - Woodworker | 18.32 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.68 |
| 24580 - Child Care Center Clerk | 17.09 |
| 24610 - Chore Aide | 10.34 |
| 24620 - Family Readiness And Support Services Coordinator | 15.22 |
| 24630 - Homemaker | 18.65 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.59 |
| 25040 - Sewage Plant Operator | 21.47 |
| 25070 - Stationary Engineer | 21.59 |
| 25190 - Ventilation Equipment Tender | 17.06 |

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| 25210 - Water Treatment Plant Operator | 21.47 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.63 |
| 27007 - Baggage Inspector | 14.41 |
| 27008 - Corrections Officer | 20.63 |
| 27010 - Court Security Officer | 21.05 |
| 27030 - Detection Dog Handler | 18.64 |
| 27040 - Detention Officer | 20.63 |
| 27070 - Firefighter | 21.47 |
| 27101 - Guard I | 14.41 |
| 27102 - Guard II | 18.64 |
| 27131 - Police Officer I | 27.10 |
| 27132 - Police Officer II | 30.11 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.46 |
| 28042 - Carnival Equipment Repairer | 11.01 |
| 28043 - Carnival Equipment Worker | 8.72 |
| 28210 - Gate Attendant/Gate Tender | 13.37 |
| 28310 - Lifeguard | 11.70 |
| 28350 - Park Attendant (Aide) | 14.95 |
| 28510 - Recreation Aide/Health Facility Attendant | 14.52 |
| 28515 - Recreation Specialist | 18.42 |
| 28630 - Sports Official | 11.90 |
| 28690 - Swimming Pool Operator | 19.18 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.22 |
| 29020 - Hatch Tender | 20.22 |
| 29030 - Line Handler | 20.22 |
| 29041 - Stevedore I | 19.76 |
| 29042 - Stevedore II | 21.30 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.37 |
| 30022 - Archeological Technician II | 19.77 |
| 30023 - Archeological Technician III | 24.49 |
| 30030 - Cartographic Technician | 24.49 |
| 30040 - Civil Engineering Technician | 21.19 |
| 30061 - Drafter/CAD Operator I | 17.37 |
| 30062 - Drafter/CAD Operator II | 19.77 |
| 30063 - Drafter/CAD Operator III | 22.04 |
| 30064 - Drafter/CAD Operator IV | 27.11 |
| 30081 - Engineering Technician I | 16.66 |
| 30082 - Engineering Technician II | 18.71 |
| 30083 - Engineering Technician III | 20.96 |
| 30084 - Engineering Technician IV | 25.93 |
| 30085 - Engineering Technician V | 31.73 |
| 30086 - Engineering Technician VI | 38.36 |
| 30090 - Environmental Technician | 22.52 |
| 30210 - Laboratory Technician | 21.16 |
| 30240 - Mathematical Technician | 25.93 |
| 30361 - Paralegal/Legal Assistant I | 19.24 |
| 30362 - Paralegal/Legal Assistant II | 24.79 |
| 30363 - Paralegal/Legal Assistant III | 30.34 |
| 30364 - Paralegal/Legal Assistant IV | 36.70 |
| 30390 - Photo-Optics Technician | 25.93 |
| 30461 - Technical Writer I | 21.06 |
| 30462 - Technical Writer II | 25.76 |
| 30463 - Technical Writer III | 31.17 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |

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|---|---------------|
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 22.98 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 25.53 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.70 |
| 31030 - Bus Driver | 20.47 |
| 31043 - Driver Courier | 15.44 |
| 31260 - Parking and Lot Attendant | 10.77 |
| 31290 - Shuttle Bus Driver | 15.39 |
| 31310 - Taxi Driver | 12.08 |
| 31361 - Truckdriver, Light | 14.95 |
| 31362 - Truckdriver, Medium | 19.55 |
| 31363 - Truckdriver, Heavy | 22.78 |
| 31364 - Truckdriver, Tractor-Trailer | 22.78 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.92 |
| 99050 - Desk Clerk | 11.53 |
| 99095 - Embalmer | 26.69 |
| 99251 - Laboratory Animal Caretaker I | 10.53 |
| 99252 - Laboratory Animal Caretaker II | 11.58 |
| 99310 - Mortician | 28.04 |
| 99410 - Pest Controller | 18.16 |
| 99510 - Photofinishing Worker | 13.47 |
| 99710 - Recycling Laborer | 19.48 |
| 99711 - Recycling Specialist | 21.25 |
| 99730 - Refuse Collector | 16.10 |
| 99810 - Sales Clerk | 13.11 |
| 99820 - School Crossing Guard | 11.18 |
| 99830 - Survey Party Chief | 21.38 |
| 99831 - Surveying Aide | 14.17 |
| 99832 - Surveying Technician | 19.46 |
| 99840 - Vending Machine Attendant | 14.81 |
| 99841 - Vending Machine Repairer | 16.91 |
| 99842 - Vending Machine Repairer Helper | 14.81 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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
Page 8227

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2582
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin Counties of Milwaukee, Ozaukee, Racine, Walworth, Washington, Waukesha

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.81 |
| 01012 - Accounting Clerk II | | 15.51 |
| 01013 - Accounting Clerk III | | 17.91 |
| 01020 - Administrative Assistant | | 25.48 |
| 01040 - Court Reporter | | 19.27 |
| 01051 - Data Entry Operator I | | 12.06 |
| 01052 - Data Entry Operator II | | 13.16 |
| 01060 - Dispatcher, Motor Vehicle | | 18.54 |
| 01070 - Document Preparation Clerk | | 13.07 |
| 01090 - Duplicating Machine Operator | | 13.07 |
| 01111 - General Clerk I | | 12.45 |
| 01112 - General Clerk II | | 13.58 |
| 01113 - General Clerk III | | 15.24 |
| 01120 - Housing Referral Assistant | | 19.28 |
| 01141 - Messenger Courier | | 12.30 |
| 01191 - Order Clerk I | | 11.37 |
| 01192 - Order Clerk II | | 13.73 |
| 01261 - Personnel Assistant (Employment) I | | 16.16 |
| 01262 - Personnel Assistant (Employment) II | | 17.65 |
| 01263 - Personnel Assistant (Employment) III | | 19.68 |
| 01270 - Production Control Clerk | | 21.90 |
| 01280 - Receptionist | | 13.77 |
| 01290 - Rental Clerk | | 16.16 |
| 01300 - Scheduler, Maintenance | | 15.45 |
| 01311 - Secretary I | | 15.45 |
| 01312 - Secretary II | | 17.29 |
| 01313 - Secretary III | | 19.28 |
| 01320 - Service Order Dispatcher | | 17.32 |
| 01410 - Supply Technician | | 25.48 |
| 01420 - Survey Worker | | 18.54 |
| 01531 - Travel Clerk I | | 13.47 |
| 01532 - Travel Clerk II | | 14.57 |
| 01533 - Travel Clerk III | | 15.76 |
| 01611 - Word Processor I | | 13.00 |
| 01612 - Word Processor II | | 16.16 |
| 01613 - Word Processor III | | 17.30 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 21.91 |
| 05010 - Automotive Electrician | | 21.18 |
| 05040 - Automotive Glass Installer | | 20.38 |
| 05070 - Automotive Worker | | 20.38 |
| 05110 - Mobile Equipment Servicer | | 18.76 |
| 05130 - Motor Equipment Metal Mechanic | | 21.91 |
| 05160 - Motor Equipment Metal Worker | | 20.71 |
| 05190 - Motor Vehicle Mechanic | | 21.91 |
| 05220 - Motor Vehicle Mechanic Helper | | 17.85 |
| 05250 - Motor Vehicle Upholstery Worker | | 19.66 |
| 05280 - Motor Vehicle Wrecker | | 20.38 |
| 05310 - Painter, Automotive | | 21.18 |
| 05340 - Radiator Repair Specialist | | 20.38 |
| 05370 - Tire Repairer | | 16.09 |
| 05400 - Transmission Repair Specialist | | 21.91 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 11.25 |
| 07041 - Cook I | | 11.17 |
| 07042 - Cook II | | 12.52 |

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| 07070 - Dishwasher | 9.55 |
| 07130 - Food Service Worker | 9.55 |
| 07210 - Meat Cutter | 17.45 |
| 07260 - Waiter/Waitress | 9.30 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.47 |
| 09040 - Furniture Handler | 15.53 |
| 09080 - Furniture Refinisher | 20.68 |
| 09090 - Furniture Refinisher Helper | 17.44 |
| 09110 - Furniture Repairer, Minor | 19.20 |
| 09130 - Upholsterer | 20.68 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.17 |
| 11060 - Elevator Operator | 10.90 |
| 11090 - Gardener | 17.48 |
| 11122 - Housekeeping Aide | 12.41 |
| 11150 - Janitor | 13.68 |
| 11210 - Laborer, Grounds Maintenance | 14.66 |
| 11240 - Maid or Houseman | 9.30 |
| 11260 - Pruner | 13.58 |
| 11270 - Tractor Operator | 14.72 |
| 11330 - Trail Maintenance Worker | 14.66 |
| 11360 - Window Cleaner | 14.76 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 19.09 |
| 12011 - Breath Alcohol Technician | 19.01 |
| 12012 - Certified Occupational Therapist Assistant | 20.21 |
| 12015 - Certified Physical Therapist Assistant | 20.02 |
| 12020 - Dental Assistant | 15.98 |
| 12025 - Dental Hygienist | 29.21 |
| 12030 - EKG Technician | 24.71 |
| 12035 - Electroneurodiagnostic Technologist | 24.71 |
| 12040 - Emergency Medical Technician | 19.09 |
| 12071 - Licensed Practical Nurse I | 18.41 |
| 12072 - Licensed Practical Nurse II | 20.59 |
| 12073 - Licensed Practical Nurse III | 22.96 |
| 12100 - Medical Assistant | 14.75 |
| 12130 - Medical Laboratory Technician | 16.74 |
| 12160 - Medical Record Clerk | 15.96 |
| 12190 - Medical Record Technician | 17.85 |
| 12195 - Medical Transcriptionist | 16.17 |
| 12210 - Nuclear Medicine Technologist | 33.75 |
| 12221 - Nursing Assistant I | 10.38 |
| 12222 - Nursing Assistant II | 11.67 |
| 12223 - Nursing Assistant III | 12.73 |
| 12224 - Nursing Assistant IV | 14.29 |
| 12235 - Optical Dispenser | 16.65 |
| 12236 - Optical Technician | 14.64 |
| 12250 - Pharmacy Technician | 13.49 |
| 12280 - Phlebotomist | 14.29 |
| 12305 - Radiologic Technologist | 25.22 |
| 12311 - Registered Nurse I | 25.22 |
| 12312 - Registered Nurse II | 30.83 |
| 12313 - Registered Nurse II, Specialist | 30.83 |
| 12314 - Registered Nurse III | 37.30 |
| 12315 - Registered Nurse III, Anesthetist | 37.30 |
| 12316 - Registered Nurse IV | 44.70 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.74 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.69 |
| 13012 - Exhibits Specialist II | 22.17 |
| 13013 - Exhibits Specialist III | 27.12 |
| 13041 - Illustrator I | 17.91 |

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| 13042 - Illustrator II | 20.31 |
| 13043 - Illustrator III | 24.08 |
| 13047 - Librarian | 24.45 |
| 13050 - Library Aide/Clerk | 13.67 |
| 13054 - Library Information Technology Systems Administrator | 22.09 |
| 13058 - Library Technician | 15.51 |
| 13061 - Media Specialist I | 15.94 |
| 13062 - Media Specialist II | 19.05 |
| 13063 - Media Specialist III | 19.88 |
| 13071 - Photographer I | 15.83 |
| 13072 - Photographer II | 17.71 |
| 13073 - Photographer III | 21.94 |
| 13074 - Photographer IV | 26.85 |
| 13075 - Photographer V | 32.48 |
| 13110 - Video Teleconference Technician | 15.46 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.24 |
| 14042 - Computer Operator II | 20.43 |
| 14043 - Computer Operator III | 22.80 |
| 14044 - Computer Operator IV | 25.35 |
| 14045 - Computer Operator V | 27.91 |
| 14071 - Computer Programmer I | 26.21 |
| 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 | 18.24 |
| 14160 - Personal Computer Support Technician | 25.35 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.39 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 39.07 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 44.48 |
| 15050 - Computer Based Training Specialist / Instructor | 33.39 |
| 15060 - Educational Technologist | 27.81 |
| 15070 - Flight Instructor (Pilot) | 44.48 |
| 15080 - Graphic Artist | 21.52 |
| 15090 - Technical Instructor | 19.14 |
| 15095 - Technical Instructor/Course Developer | 23.40 |
| 15110 - Test Proctor | 16.88 |
| 15120 - Tutor | 16.88 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.53 |
| 16030 - Counter Attendant | 9.53 |
| 16040 - Dry Cleaner | 12.42 |
| 16070 - Finisher, Flatwork, Machine | 9.53 |
| 16090 - Presser, Hand | 9.53 |
| 16110 - Presser, Machine, Drycleaning | 9.53 |
| 16130 - Presser, Machine, Shirts | 9.53 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.53 |
| 16190 - Sewing Machine Operator | 13.37 |
| 16220 - Tailor | 14.31 |
| 16250 - Washer, Machine | 10.54 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.94 |
| 19040 - Tool And Die Maker | 28.83 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.25 |
| 21030 - Material Coordinator | 21.90 |
| 21040 - Material Expediter | 21.90 |
| 21050 - Material Handling Laborer | 13.45 |

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|---|-------|
| 21071 - Order Filler | 13.31 |
| 21080 - Production Line Worker (Food Processing) | 18.25 |
| 21110 - Shipping Packer | 13.97 |
| 21130 - Shipping/Receiving Clerk | 13.97 |
| 21140 - Store Worker I | 14.36 |
| 21150 - Stock Clerk | 18.13 |
| 21210 - Tools And Parts Attendant | 18.25 |
| 21410 - Warehouse Specialist | 18.25 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.52 |
| 23021 - Aircraft Mechanic I | 21.45 |
| 23022 - Aircraft Mechanic II | 22.52 |
| 23023 - Aircraft Mechanic III | 23.64 |
| 23040 - Aircraft Mechanic Helper | 16.82 |
| 23050 - Aircraft, Painter | 21.01 |
| 23060 - Aircraft Servicer | 18.74 |
| 23080 - Aircraft Worker | 19.60 |
| 23110 - Appliance Mechanic | 20.68 |
| 23120 - Bicycle Repairer | 16.09 |
| 23125 - Cable Splicer | 28.57 |
| 23130 - Carpenter, Maintenance | 23.83 |
| 23140 - Carpet Layer | 22.53 |
| 23160 - Electrician, Maintenance | 28.77 |
| 23181 - Electronics Technician Maintenance I | 21.81 |
| 23182 - Electronics Technician Maintenance II | 22.99 |
| 23183 - Electronics Technician Maintenance III | 24.27 |
| 23260 - Fabric Worker | 20.01 |
| 23290 - Fire Alarm System Mechanic | 22.95 |
| 23310 - Fire Extinguisher Repairer | 19.09 |
| 23311 - Fuel Distribution System Mechanic | 24.43 |
| 23312 - Fuel Distribution System Operator | 22.50 |
| 23370 - General Maintenance Worker | 18.76 |
| 23380 - Ground Support Equipment Mechanic | 21.45 |
| 23381 - Ground Support Equipment Servicer | 18.74 |
| 23382 - Ground Support Equipment Worker | 19.60 |
| 23391 - Gunsmith I | 19.09 |
| 23392 - Gunsmith II | 21.42 |
| 23393 - Gunsmith III | 23.83 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.27 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.43 |
| 23430 - Heavy Equipment Mechanic | 23.48 |
| 23440 - Heavy Equipment Operator | 25.39 |
| 23460 - Instrument Mechanic | 23.83 |
| 23465 - Laboratory/Shelter Mechanic | 22.58 |
| 23470 - Laborer | 12.88 |
| 23510 - Locksmith | 20.68 |
| 23530 - Machinery Maintenance Mechanic | 24.11 |
| 23550 - Machinist, Maintenance | 21.40 |
| 23580 - Maintenance Trades Helper | 17.44 |
| 23591 - Metrology Technician I | 23.83 |
| 23592 - Metrology Technician II | 24.97 |
| 23593 - Metrology Technician III | 26.17 |
| 23640 - Millwright | 29.95 |
| 23710 - Office Appliance Repairer | 19.98 |
| 23760 - Painter, Maintenance | 20.15 |
| 23790 - Pipefitter, Maintenance | 30.31 |
| 23810 - Plumber, Maintenance | 26.53 |
| 23820 - Pneudraulic Systems Mechanic | 23.83 |
| 23850 - Rigger | 23.83 |
| 23870 - Scale Mechanic | 21.42 |
| 23890 - Sheet-Metal Worker, Maintenance | 25.35 |

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|--|-------|
| 23910 - Small Engine Mechanic | 19.90 |
| 23931 - Telecommunications Mechanic I | 23.28 |
| 23932 - Telecommunications Mechanic II | 24.98 |
| 23950 - Telephone Lineman | 22.17 |
| 23960 - Welder, Combination, Maintenance | 22.81 |
| 23965 - Well Driller | 23.83 |
| 23970 - Woodcraft Worker | 23.83 |
| 23980 - Woodworker | 18.32 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.68 |
| 24580 - Child Care Center Clerk | 17.09 |
| 24610 - Chore Aide | 10.34 |
| 24620 - Family Readiness And Support Services Coordinator | 15.22 |
| 24630 - Homemaker | 18.65 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.59 |
| 25040 - Sewage Plant Operator | 21.47 |
| 25070 - Stationary Engineer | 21.59 |
| 25190 - Ventilation Equipment Tender | 17.06 |
| 25210 - Water Treatment Plant Operator | 21.47 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.63 |
| 27007 - Baggage Inspector | 14.41 |
| 27008 - Corrections Officer | 20.63 |
| 27010 - Court Security Officer | 21.05 |
| 27030 - Detection Dog Handler | 18.64 |
| 27040 - Detention Officer | 20.63 |
| 27070 - Firefighter | 21.47 |
| 27101 - Guard I | 14.41 |
| 27102 - Guard II | 18.64 |
| 27131 - Police Officer I | 27.10 |
| 27132 - Police Officer II | 30.11 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.46 |
| 28042 - Carnival Equipment Repairer | 11.01 |
| 28043 - Carnival Equipment Worker | 8.72 |
| 28210 - Gate Attendant/Gate Tender | 13.37 |
| 28310 - Lifeguard | 11.70 |
| 28350 - Park Attendant (Aide) | 14.95 |
| 28510 - Recreation Aide/Health Facility Attendant | 14.52 |
| 28515 - Recreation Specialist | 18.42 |
| 28630 - Sports Official | 11.90 |
| 28690 - Swimming Pool Operator | 19.18 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.22 |
| 29020 - Hatch Tender | 20.22 |
| 29030 - Line Handler | 20.22 |
| 29041 - Stevedore I | 19.76 |
| 29042 - Stevedore II | 21.30 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.37 |
| 30022 - Archeological Technician II | 19.77 |
| 30023 - Archeological Technician III | 24.49 |
| 30030 - Cartographic Technician | 24.49 |
| 30040 - Civil Engineering Technician | 21.19 |
| 30061 - Drafter/CAD Operator I | 17.37 |
| 30062 - Drafter/CAD Operator II | 19.77 |
| 30063 - Drafter/CAD Operator III | 22.04 |
| 30064 - Drafter/CAD Operator IV | 27.11 |

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|---|---------------|
| 30081 - Engineering Technician I | 16.66 |
| 30082 - Engineering Technician II | 18.71 |
| 30083 - Engineering Technician III | 20.96 |
| 30084 - Engineering Technician IV | 25.93 |
| 30085 - Engineering Technician V | 31.73 |
| 30086 - Engineering Technician VI | 38.36 |
| 30090 - Environmental Technician | 22.52 |
| 30210 - Laboratory Technician | 21.16 |
| 30240 - Mathematical Technician | 25.93 |
| 30361 - Paralegal/Legal Assistant I | 19.24 |
| 30362 - Paralegal/Legal Assistant II | 24.79 |
| 30363 - Paralegal/Legal Assistant III | 30.34 |
| 30364 - Paralegal/Legal Assistant IV | 36.70 |
| 30390 - Photo-Optics Technician | 25.93 |
| 30461 - Technical Writer I | 21.06 |
| 30462 - Technical Writer II | 25.76 |
| 30463 - Technical Writer III | 31.17 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 22.98 |
| 30621 - Weather Observer, Senior | (see 2) 25.53 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.70 |
| 31030 - Bus Driver | 20.47 |
| 31043 - Driver Courier | 15.44 |
| 31260 - Parking and Lot Attendant | 10.77 |
| 31290 - Shuttle Bus Driver | 15.39 |
| 31310 - Taxi Driver | 12.08 |
| 31361 - Truckdriver, Light | 14.95 |
| 31362 - Truckdriver, Medium | 19.55 |
| 31363 - Truckdriver, Heavy | 22.78 |
| 31364 - Truckdriver, Tractor-Trailer | 22.78 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.92 |
| 99050 - Desk Clerk | 11.53 |
| 99095 - Embalmer | 26.69 |
| 99251 - Laboratory Animal Caretaker I | 10.53 |
| 99252 - Laboratory Animal Caretaker II | 11.58 |
| 99310 - Mortician | 28.04 |
| 99410 - Pest Controller | 18.16 |
| 99510 - Photofinishing Worker | 13.47 |
| 99710 - Recycling Laborer | 19.48 |
| 99711 - Recycling Specialist | 21.25 |
| 99730 - Refuse Collector | 16.10 |
| 99810 - Sales Clerk | 13.11 |
| 99820 - School Crossing Guard | 11.18 |
| 99830 - Survey Party Chief | 21.38 |
| 99831 - Surveying Aide | 14.17 |
| 99832 - Surveying Technician | 19.46 |
| 99840 - Vending Machine Attendant | 14.81 |
| 99841 - Vending Machine Repairer | 16.91 |
| 99842 - Vending Machine Repairer Helper | 14.81 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the

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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.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2587
Revision No.: 13
Date Of Last Revision: 07/25/2014

States: Nebraska, Wyoming

Area: Nebraska Counties of Banner, Box Butte, Cheyenne, Dawes, Deuel, Garden, Kimball, Morrill, Scotts Bluff, Sheridan, Sioux

Wyoming Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.55 |
| 01012 - Accounting Clerk II | | 14.87 |
| 01013 - Accounting Clerk III | | 15.75 |
| 01020 - Administrative Assistant | | 18.39 |
| 01040 - Court Reporter | | 14.85 |
| 01051 - Data Entry Operator I | | 11.31 |
| 01052 - Data Entry Operator II | | 12.34 |
| 01060 - Dispatcher, Motor Vehicle | | 17.94 |
| 01070 - Document Preparation Clerk | | 11.66 |
| 01090 - Duplicating Machine Operator | | 11.66 |
| 01111 - General Clerk I | | 11.59 |
| 01112 - General Clerk II | | 12.65 |
| 01113 - General Clerk III | | 14.20 |
| 01120 - Housing Referral Assistant | | 16.57 |
| 01141 - Messenger Courier | | 10.85 |
| 01191 - Order Clerk I | | 11.43 |
| 01192 - Order Clerk II | | 12.91 |
| 01261 - Personnel Assistant (Employment) I | | 14.90 |
| 01262 - Personnel Assistant (Employment) II | | 16.67 |
| 01263 - Personnel Assistant (Employment) III | | 18.59 |
| 01270 - Production Control Clerk | | 20.37 |
| 01280 - Receptionist | | 11.27 |
| 01290 - Rental Clerk | | 10.58 |
| 01300 - Scheduler, Maintenance | | 13.28 |
| 01311 - Secretary I | | 13.28 |
| 01312 - Secretary II | | 14.85 |
| 01313 - Secretary III | | 16.57 |
| 01320 - Service Order Dispatcher | | 17.94 |
| 01410 - Supply Technician | | 18.41 |
| 01420 - Survey Worker | | 11.90 |
| 01531 - Travel Clerk I | | 11.69 |

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| 01532 - Travel Clerk II | 12.40 |
| 01533 - Travel Clerk III | 13.06 |
| 01611 - Word Processor I | 11.61 |
| 01612 - Word Processor II | 13.03 |
| 01613 - Word Processor III | 14.57 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.71 |
| 05010 - Automotive Electrician | 18.73 |
| 05040 - Automotive Glass Installer | 17.73 |
| 05070 - Automotive Worker | 17.73 |
| 05110 - Mobile Equipment Servicer | 15.77 |
| 05130 - Motor Equipment Metal Mechanic | 19.71 |
| 05160 - Motor Equipment Metal Worker | 17.73 |
| 05190 - Motor Vehicle Mechanic | 19.71 |
| 05220 - Motor Vehicle Mechanic Helper | 14.79 |
| 05250 - Motor Vehicle Upholstery Worker | 16.75 |
| 05280 - Motor Vehicle Wrecker | 17.73 |
| 05310 - Painter, Automotive | 18.73 |
| 05340 - Radiator Repair Specialist | 17.73 |
| 05370 - Tire Repairer | 15.09 |
| 05400 - Transmission Repair Specialist | 19.71 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.53 |
| 07041 - Cook I | 9.71 |
| 07042 - Cook II | 11.23 |
| 07070 - Dishwasher | 8.69 |
| 07130 - Food Service Worker | 10.01 |
| 07210 - Meat Cutter | 13.97 |
| 07260 - Waiter/Waitress | 8.30 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.97 |
| 09040 - Furniture Handler | 14.82 |
| 09080 - Furniture Refinisher | 20.97 |
| 09090 - Furniture Refinisher Helper | 16.12 |
| 09110 - Furniture Repairer, Minor | 18.25 |
| 09130 - Upholsterer | 20.97 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.77 |
| 11060 - Elevator Operator | 10.24 |
| 11090 - Gardener | 14.36 |
| 11122 - Housekeeping Aide | 9.67 |
| 11150 - Janitor | 11.96 |
| 11210 - Laborer, Grounds Maintenance | 13.56 |
| 11240 - Maid or Houseman | 9.46 |
| 11260 - Pruner | 12.43 |
| 11270 - Tractor Operator | 14.65 |
| 11330 - Trail Maintenance Worker | 13.56 |
| 11360 - Window Cleaner | 13.36 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.22 |
| 12011 - Breath Alcohol Technician | 16.63 |
| 12012 - Certified Occupational Therapist Assistant | 21.12 |
| 12015 - Certified Physical Therapist Assistant | 17.95 |
| 12020 - Dental Assistant | 13.90 |
| 12025 - Dental Hygienist | 27.78 |
| 12030 - EKG Technician | 25.73 |
| 12035 - Electroneurodiagnostic Technologist | 25.73 |
| 12040 - Emergency Medical Technician | 14.54 |
| 12071 - Licensed Practical Nurse I | 15.17 |
| 12072 - Licensed Practical Nurse II | 16.97 |
| 12073 - Licensed Practical Nurse III | 18.93 |
| 12100 - Medical Assistant | 12.89 |
| 12130 - Medical Laboratory Technician | 15.04 |

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| 12160 - Medical Record Clerk | 13.75 |
| 12190 - Medical Record Technician | 16.08 |
| 12195 - Medical Transcriptionist | 14.40 |
| 12210 - Nuclear Medicine Technologist | 34.36 |
| 12221 - Nursing Assistant I | 11.54 |
| 12222 - Nursing Assistant II | 12.97 |
| 12223 - Nursing Assistant III | 14.15 |
| 12224 - Nursing Assistant IV | 15.88 |
| 12235 - Optical Dispenser | 13.95 |
| 12236 - Optical Technician | 15.17 |
| 12250 - Pharmacy Technician | 14.61 |
| 12280 - Phlebotomist | 15.88 |
| 12305 - Radiologic Technologist | 23.13 |
| 12311 - Registered Nurse I | 22.82 |
| 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 | 40.47 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.66 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.16 |
| 13012 - Exhibits Specialist II | 20.03 |
| 13013 - Exhibits Specialist III | 24.50 |
| 13041 - Illustrator I | 15.78 |
| 13042 - Illustrator II | 19.11 |
| 13043 - Illustrator III | 25.27 |
| 13047 - Librarian | 22.17 |
| 13050 - Library Aide/Clerk | 11.54 |
| 13054 - Library Information Technology Systems Administrator | 20.03 |
| 13058 - Library Technician | 13.63 |
| 13061 - Media Specialist I | 14.18 |
| 13062 - Media Specialist II | 15.86 |
| 13063 - Media Specialist III | 17.69 |
| 13071 - Photographer I | 12.72 |
| 13072 - Photographer II | 14.71 |
| 13073 - Photographer III | 18.22 |
| 13074 - Photographer IV | 22.28 |
| 13075 - Photographer V | 26.96 |
| 13110 - Video Teleconference Technician | 17.07 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.42 |
| 14042 - Computer Operator II | 16.13 |
| 14043 - Computer Operator III | 17.99 |
| 14044 - Computer Operator IV | 19.99 |
| 14045 - Computer Operator V | 22.13 |
| 14071 - Computer Programmer I | (see 1) 20.17 |
| 14072 - Computer Programmer II | (see 1) 25.00 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 26.31 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.42 |
| 14160 - Personal Computer Support Technician | 21.37 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.31 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 30.38 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.04 |
| 15050 - Computer Based Training Specialist / Instructor | 26.31 |
| 15060 - Educational Technologist | 27.45 |
| 15070 - Flight Instructor (Pilot) | 35.04 |

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| 15080 - Graphic Artist | 16.61 |
| 15090 - Technical Instructor | 18.90 |
| 15095 - Technical Instructor/Course Developer | 23.12 |
| 15110 - Test Proctor | 15.25 |
| 15120 - Tutor | 15.25 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.67 |
| 16030 - Counter Attendant | 8.68 |
| 16040 - Dry Cleaner | 11.01 |
| 16070 - Finisher, Flatwork, Machine | 8.67 |
| 16090 - Presser, Hand | 8.67 |
| 16110 - Presser, Machine, Drycleaning | 8.67 |
| 16130 - Presser, Machine, Shirts | 8.67 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.67 |
| 16190 - Sewing Machine Operator | 11.76 |
| 16220 - Tailor | 12.42 |
| 16250 - Washer, Machine | 9.44 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.65 |
| 19040 - Tool And Die Maker | 26.54 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.23 |
| 21030 - Material Coordinator | 20.37 |
| 21040 - Material Expediter | 20.37 |
| 21050 - Material Handling Laborer | 13.12 |
| 21071 - Order Filler | 12.58 |
| 21080 - Production Line Worker (Food Processing) | 17.23 |
| 21110 - Shipping Packer | 14.45 |
| 21130 - Shipping/Receiving Clerk | 14.45 |
| 21140 - Store Worker I | 11.07 |
| 21150 - Stock Clerk | 15.35 |
| 21210 - Tools And Parts Attendant | 17.23 |
| 21410 - Warehouse Specialist | 17.23 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.13 |
| 23021 - Aircraft Mechanic I | 21.90 |
| 23022 - Aircraft Mechanic II | 23.13 |
| 23023 - Aircraft Mechanic III | 24.47 |
| 23040 - Aircraft Mechanic Helper | 16.44 |
| 23050 - Aircraft, Painter | 20.81 |
| 23060 - Aircraft Servicer | 18.61 |
| 23080 - Aircraft Worker | 19.70 |
| 23110 - Appliance Mechanic | 18.55 |
| 23120 - Bicycle Repairer | 15.09 |
| 23125 - Cable Splicer | 28.14 |
| 23130 - Carpenter, Maintenance | 19.62 |
| 23140 - Carpet Layer | 19.32 |
| 23160 - Electrician, Maintenance | 23.31 |
| 23181 - Electronics Technician Maintenance I | 24.08 |
| 23182 - Electronics Technician Maintenance II | 25.74 |
| 23183 - Electronics Technician Maintenance III | 27.36 |
| 23260 - Fabric Worker | 18.25 |
| 23290 - Fire Alarm System Mechanic | 23.58 |
| 23310 - Fire Extinguisher Repairer | 16.93 |
| 23311 - Fuel Distribution System Mechanic | 24.66 |
| 23312 - Fuel Distribution System Operator | 18.68 |
| 23370 - General Maintenance Worker | 18.95 |
| 23380 - Ground Support Equipment Mechanic | 21.90 |
| 23381 - Ground Support Equipment Servicer | 18.61 |
| 23382 - Ground Support Equipment Worker | 19.70 |
| 23391 - Gunsmith I | 16.93 |
| 23392 - Gunsmith II | 19.57 |
| 23393 - Gunsmith III | 22.35 |

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|---|-------|
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.52 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.99 |
| 23430 - Heavy Equipment Mechanic | 22.18 |
| 23440 - Heavy Equipment Operator | 20.71 |
| 23460 - Instrument Mechanic | 24.49 |
| 23465 - Laboratory/Shelter Mechanic | 20.97 |
| 23470 - Laborer | 13.12 |
| 23510 - Locksmith | 19.47 |
| 23530 - Machinery Maintenance Mechanic | 26.53 |
| 23550 - Machinist, Maintenance | 19.80 |
| 23580 - Maintenance Trades Helper | 14.65 |
| 23591 - Metrology Technician I | 24.49 |
| 23592 - Metrology Technician II | 29.83 |
| 23593 - Metrology Technician III | 31.47 |
| 23640 - Millwright | 26.91 |
| 23710 - Office Appliance Repairer | 18.55 |
| 23760 - Painter, Maintenance | 18.55 |
| 23790 - Pipefitter, Maintenance | 21.73 |
| 23810 - Plumber, Maintenance | 20.40 |
| 23820 - Pneudraulic Systems Mechanic | 22.35 |
| 23850 - Rigger | 23.98 |
| 23870 - Scale Mechanic | 19.57 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.52 |
| 23910 - Small Engine Mechanic | 17.56 |
| 23931 - Telecommunications Mechanic I | 26.93 |
| 23932 - Telecommunications Mechanic II | 28.26 |
| 23950 - Telephone Lineman | 21.47 |
| 23960 - Welder, Combination, Maintenance | 22.45 |
| 23965 - Well Driller | 19.52 |
| 23970 - Woodcraft Worker | 22.35 |
| 23980 - Woodworker | 16.93 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.96 |
| 24580 - Child Care Center Clerk | 12.43 |
| 24610 - Chore Aide | 10.69 |
| 24620 - Family Readiness And Support Services Coordinator | 12.67 |
| 24630 - Homemaker | 13.45 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 28.14 |
| 25040 - Sewage Plant Operator | 21.79 |
| 25070 - Stationary Engineer | 28.14 |
| 25190 - Ventilation Equipment Tender | 19.61 |
| 25210 - Water Treatment Plant Operator | 21.79 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.62 |
| 27007 - Baggage Inspector | 12.42 |
| 27008 - Corrections Officer | 18.96 |
| 27010 - Court Security Officer | 22.37 |
| 27030 - Detection Dog Handler | 15.45 |
| 27040 - Detention Officer | 18.96 |
| 27070 - Firefighter | 22.79 |
| 27101 - Guard I | 12.42 |
| 27102 - Guard II | 15.45 |
| 27131 - Police Officer I | 22.45 |
| 27132 - Police Officer II | 24.95 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.87 |
| 28042 - Carnival Equipment Repairer | 12.60 |
| 28043 - Carnival Equipment Worker | 10.26 |
| 28210 - Gate Attendant/Gate Tender | 15.21 |

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| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 17.01 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.42 |
| 28515 - Recreation Specialist | 15.39 |
| 28630 - Sports Official | 13.55 |
| 28690 - Swimming Pool Operator | 17.04 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.77 |
| 29020 - Hatch Tender | 22.77 |
| 29030 - Line Handler | 22.77 |
| 29041 - Stevedore I | 19.27 |
| 29042 - Stevedore II | 24.65 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.88 |
| 30022 - Archeological Technician II | 17.76 |
| 30023 - Archeological Technician III | 22.01 |
| 30030 - Cartographic Technician | 22.01 |
| 30040 - Civil Engineering Technician | 22.50 |
| 30061 - Drafter/CAD Operator I | 15.88 |
| 30062 - Drafter/CAD Operator II | 17.76 |
| 30063 - Drafter/CAD Operator III | 19.81 |
| 30064 - Drafter/CAD Operator IV | 24.37 |
| 30081 - Engineering Technician I | 14.32 |
| 30082 - Engineering Technician II | 16.61 |
| 30083 - Engineering Technician III | 17.97 |
| 30084 - Engineering Technician IV | 22.27 |
| 30085 - Engineering Technician V | 27.24 |
| 30086 - Engineering Technician VI | 32.82 |
| 30090 - Environmental Technician | 19.19 |
| 30210 - Laboratory Technician | 18.06 |
| 30240 - Mathematical Technician | 20.55 |
| 30361 - Paralegal/Legal Assistant I | 16.02 |
| 30362 - Paralegal/Legal Assistant II | 19.84 |
| 30363 - Paralegal/Legal Assistant III | 24.27 |
| 30364 - Paralegal/Legal Assistant IV | 29.37 |
| 30390 - Photo-Optics Technician | 22.01 |
| 30461 - Technical Writer I | 22.00 |
| 30462 - Technical Writer II | 26.91 |
| 30463 - Technical Writer III | 32.57 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 19.49 |
| 30621 - Weather Observer, Senior (see 2) | 22.01 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.08 |
| 31030 - Bus Driver | 14.37 |
| 31043 - Driver Courier | 13.40 |
| 31260 - Parking and Lot Attendant | 9.94 |
| 31290 - Shuttle Bus Driver | 14.56 |
| 31310 - Taxi Driver | 10.89 |
| 31361 - Truckdriver, Light | 14.56 |
| 31362 - Truckdriver, Medium | 16.08 |
| 31363 - Truckdriver, Heavy | 18.86 |
| 31364 - Truckdriver, Tractor-Trailer | 18.86 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.13 |

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|---|-------|
| 99050 - Desk Clerk | 9.52 |
| 99095 - Embalmer | 25.64 |
| 99251 - Laboratory Animal Caretaker I | 9.77 |
| 99252 - Laboratory Animal Caretaker II | 10.62 |
| 99310 - Mortician | 25.64 |
| 99410 - Pest Controller | 15.38 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 16.96 |
| 99711 - Recycling Specialist | 20.53 |
| 99730 - Refuse Collector | 15.23 |
| 99810 - Sales Clerk | 11.34 |
| 99820 - School Crossing Guard | 13.79 |
| 99830 - Survey Party Chief | 19.67 |
| 99831 - Surveying Aide | 14.38 |
| 99832 - Surveying Technician | 17.85 |
| 99840 - Vending Machine Attendant | 10.47 |
| 99841 - Vending Machine Repairer | 13.16 |
| 99842 - Vending Machine Repairer Helper | 10.61 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive

ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov>.

gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-2588
Revision No.: 14
Date Of Last Revision: 07/25/2014

States: Nebraska, Wyoming

Area: Nebraska Counties of Banner, Box Butte, Cheyenne, Dawes, Deuel, Garden, Kimball, Morrill, Scotts Bluff, Sheridan, Sioux

Wyoming Statewide

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.55 |
| 01012 - Accounting Clerk II | | 14.87 |
| 01013 - Accounting Clerk III | | 15.75 |
| 01020 - Administrative Assistant | | 18.39 |
| 01040 - Court Reporter | | 14.85 |
| 01051 - Data Entry Operator I | | 11.31 |
| 01052 - Data Entry Operator II | | 12.34 |
| 01060 - Dispatcher, Motor Vehicle | | 17.94 |
| 01070 - Document Preparation Clerk | | 11.66 |

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| 01090 - Duplicating Machine Operator | 11.66 |
| 01111 - General Clerk I | 11.59 |
| 01112 - General Clerk II | 12.65 |
| 01113 - General Clerk III | 14.20 |
| 01120 - Housing Referral Assistant | 16.57 |
| 01141 - Messenger Courier | 10.85 |
| 01191 - Order Clerk I | 11.43 |
| 01192 - Order Clerk II | 12.91 |
| 01261 - Personnel Assistant (Employment) I | 14.90 |
| 01262 - Personnel Assistant (Employment) II | 16.67 |
| 01263 - Personnel Assistant (Employment) III | 18.59 |
| 01270 - Production Control Clerk | 20.37 |
| 01280 - Receptionist | 11.27 |
| 01290 - Rental Clerk | 10.58 |
| 01300 - Scheduler, Maintenance | 13.28 |
| 01311 - Secretary I | 13.28 |
| 01312 - Secretary II | 14.85 |
| 01313 - Secretary III | 16.57 |
| 01320 - Service Order Dispatcher | 17.94 |
| 01410 - Supply Technician | 18.41 |
| 01420 - Survey Worker | 11.90 |
| 01531 - Travel Clerk I | 11.69 |
| 01532 - Travel Clerk II | 12.40 |
| 01533 - Travel Clerk III | 13.06 |
| 01611 - Word Processor I | 11.61 |
| 01612 - Word Processor II | 13.03 |
| 01613 - Word Processor III | 14.57 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 19.71 |
| 05010 - Automotive Electrician | 18.73 |
| 05040 - Automotive Glass Installer | 17.73 |
| 05070 - Automotive Worker | 17.73 |
| 05110 - Mobile Equipment Servicer | 15.77 |
| 05130 - Motor Equipment Metal Mechanic | 19.71 |
| 05160 - Motor Equipment Metal Worker | 17.73 |
| 05190 - Motor Vehicle Mechanic | 19.71 |
| 05220 - Motor Vehicle Mechanic Helper | 14.79 |
| 05250 - Motor Vehicle Upholstery Worker | 16.75 |
| 05280 - Motor Vehicle Wrecker | 17.73 |
| 05310 - Painter, Automotive | 18.73 |
| 05340 - Radiator Repair Specialist | 17.73 |
| 05370 - Tire Repairer | 15.09 |
| 05400 - Transmission Repair Specialist | 19.71 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.53 |
| 07041 - Cook I | 9.71 |
| 07042 - Cook II | 11.23 |
| 07070 - Dishwasher | 8.69 |
| 07130 - Food Service Worker | 10.01 |
| 07210 - Meat Cutter | 13.97 |
| 07260 - Waiter/Waitress | 8.30 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.97 |
| 09040 - Furniture Handler | 14.82 |
| 09080 - Furniture Refinisher | 20.97 |
| 09090 - Furniture Refinisher Helper | 16.12 |
| 09110 - Furniture Repairer, Minor | 18.25 |
| 09130 - Upholsterer | 20.97 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.77 |
| 11060 - Elevator Operator | 10.24 |
| 11090 - Gardener | 14.36 |
| 11122 - Housekeeping Aide | 9.67 |

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| 11150 - Janitor | 11.96 |
| 11210 - Laborer, Grounds Maintenance | 13.56 |
| 11240 - Maid or Houseman | 9.46 |
| 11260 - Pruner | 12.43 |
| 11270 - Tractor Operator | 14.65 |
| 11330 - Trail Maintenance Worker | 13.56 |
| 11360 - Window Cleaner | 13.36 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.22 |
| 12011 - Breath Alcohol Technician | 16.63 |
| 12012 - Certified Occupational Therapist Assistant | 21.12 |
| 12015 - Certified Physical Therapist Assistant | 17.95 |
| 12020 - Dental Assistant | 13.90 |
| 12025 - Dental Hygienist | 27.78 |
| 12030 - EKG Technician | 25.73 |
| 12035 - Electroneurodiagnostic Technologist | 25.73 |
| 12040 - Emergency Medical Technician | 14.54 |
| 12071 - Licensed Practical Nurse I | 15.17 |
| 12072 - Licensed Practical Nurse II | 16.97 |
| 12073 - Licensed Practical Nurse III | 18.93 |
| 12100 - Medical Assistant | 12.89 |
| 12130 - Medical Laboratory Technician | 15.04 |
| 12160 - Medical Record Clerk | 13.75 |
| 12190 - Medical Record Technician | 16.08 |
| 12195 - Medical Transcriptionist | 14.40 |
| 12210 - Nuclear Medicine Technologist | 34.36 |
| 12221 - Nursing Assistant I | 11.54 |
| 12222 - Nursing Assistant II | 12.97 |
| 12223 - Nursing Assistant III | 14.15 |
| 12224 - Nursing Assistant IV | 15.88 |
| 12235 - Optical Dispenser | 13.95 |
| 12236 - Optical Technician | 15.17 |
| 12250 - Pharmacy Technician | 14.61 |
| 12280 - Phlebotomist | 15.88 |
| 12305 - Radiologic Technologist | 23.13 |
| 12311 - Registered Nurse I | 22.82 |
| 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 | 40.47 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.66 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.16 |
| 13012 - Exhibits Specialist II | 20.03 |
| 13013 - Exhibits Specialist III | 24.50 |
| 13041 - Illustrator I | 15.78 |
| 13042 - Illustrator II | 19.11 |
| 13043 - Illustrator III | 25.27 |
| 13047 - Librarian | 22.17 |
| 13050 - Library Aide/Clerk | 11.54 |
| 13054 - Library Information Technology Systems Administrator | 20.03 |
| 13058 - Library Technician | 13.63 |
| 13061 - Media Specialist I | 14.18 |
| 13062 - Media Specialist II | 15.86 |
| 13063 - Media Specialist III | 17.69 |
| 13071 - Photographer I | 12.72 |
| 13072 - Photographer II | 14.71 |
| 13073 - Photographer III | 18.22 |
| 13074 - Photographer IV | 22.28 |
| 13075 - Photographer V | 26.96 |
| 13110 - Video Teleconference Technician | 17.07 |

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|---|---------------|
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.42 |
| 14042 - Computer Operator II | 16.13 |
| 14043 - Computer Operator III | 17.99 |
| 14044 - Computer Operator IV | 19.99 |
| 14045 - Computer Operator V | 22.13 |
| 14071 - Computer Programmer I | (see 1) 20.17 |
| 14072 - Computer Programmer II | (see 1) 25.00 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 26.31 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 14.42 |
| 14160 - Personal Computer Support Technician | 21.37 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.31 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 30.38 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.04 |
| 15050 - Computer Based Training Specialist / Instructor | 26.31 |
| 15060 - Educational Technologist | 27.45 |
| 15070 - Flight Instructor (Pilot) | 35.04 |
| 15080 - Graphic Artist | 16.61 |
| 15090 - Technical Instructor | 18.90 |
| 15095 - Technical Instructor/Course Developer | 23.12 |
| 15110 - Test Proctor | 15.25 |
| 15120 - Tutor | 15.25 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.67 |
| 16030 - Counter Attendant | 8.68 |
| 16040 - Dry Cleaner | 11.01 |
| 16070 - Finisher, Flatwork, Machine | 8.67 |
| 16090 - Presser, Hand | 8.67 |
| 16110 - Presser, Machine, Drycleaning | 8.67 |
| 16130 - Presser, Machine, Shirts | 8.67 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.67 |
| 16190 - Sewing Machine Operator | 11.76 |
| 16220 - Tailor | 12.42 |
| 16250 - Washer, Machine | 9.44 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.65 |
| 19040 - Tool And Die Maker | 26.54 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.23 |
| 21030 - Material Coordinator | 20.37 |
| 21040 - Material Expediter | 20.37 |
| 21050 - Material Handling Laborer | 13.12 |
| 21071 - Order Filler | 12.58 |
| 21080 - Production Line Worker (Food Processing) | 17.23 |
| 21110 - Shipping Packer | 14.45 |
| 21130 - Shipping/Receiving Clerk | 14.45 |
| 21140 - Store Worker I | 11.07 |
| 21150 - Stock Clerk | 15.35 |
| 21210 - Tools And Parts Attendant | 17.23 |
| 21410 - Warehouse Specialist | 17.23 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.13 |
| 23021 - Aircraft Mechanic I | 21.90 |
| 23022 - Aircraft Mechanic II | 23.13 |
| 23023 - Aircraft Mechanic III | 24.47 |
| 23040 - Aircraft Mechanic Helper | 16.44 |
| 23050 - Aircraft, Painter | 20.81 |
| 23060 - Aircraft Servicer | 18.61 |

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| 23080 - Aircraft Worker | 19.70 |
| 23110 - Appliance Mechanic | 18.55 |
| 23120 - Bicycle Repairer | 15.09 |
| 23125 - Cable Splicer | 28.14 |
| 23130 - Carpenter, Maintenance | 19.62 |
| 23140 - Carpet Layer | 19.32 |
| 23160 - Electrician, Maintenance | 23.31 |
| 23181 - Electronics Technician Maintenance I | 24.08 |
| 23182 - Electronics Technician Maintenance II | 25.74 |
| 23183 - Electronics Technician Maintenance III | 27.36 |
| 23260 - Fabric Worker | 18.25 |
| 23290 - Fire Alarm System Mechanic | 23.58 |
| 23310 - Fire Extinguisher Repairer | 16.93 |
| 23311 - Fuel Distribution System Mechanic | 24.66 |
| 23312 - Fuel Distribution System Operator | 18.68 |
| 23370 - General Maintenance Worker | 18.95 |
| 23380 - Ground Support Equipment Mechanic | 21.90 |
| 23381 - Ground Support Equipment Servicer | 18.61 |
| 23382 - Ground Support Equipment Worker | 19.70 |
| 23391 - Gunsmith I | 16.93 |
| 23392 - Gunsmith II | 19.57 |
| 23393 - Gunsmith III | 22.35 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.52 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.99 |
| 23430 - Heavy Equipment Mechanic | 22.18 |
| 23440 - Heavy Equipment Operator | 20.71 |
| 23460 - Instrument Mechanic | 24.49 |
| 23465 - Laboratory/Shelter Mechanic | 20.97 |
| 23470 - Laborer | 13.12 |
| 23510 - Locksmith | 19.47 |
| 23530 - Machinery Maintenance Mechanic | 26.53 |
| 23550 - Machinist, Maintenance | 19.80 |
| 23580 - Maintenance Trades Helper | 14.65 |
| 23591 - Metrology Technician I | 24.49 |
| 23592 - Metrology Technician II | 29.83 |
| 23593 - Metrology Technician III | 31.47 |
| 23640 - Millwright | 26.91 |
| 23710 - Office Appliance Repairer | 18.55 |
| 23760 - Painter, Maintenance | 18.55 |
| 23790 - Pipefitter, Maintenance | 21.73 |
| 23810 - Plumber, Maintenance | 20.40 |
| 23820 - Pneudraulic Systems Mechanic | 22.35 |
| 23850 - Rigger | 23.98 |
| 23870 - Scale Mechanic | 19.57 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.52 |
| 23910 - Small Engine Mechanic | 17.56 |
| 23931 - Telecommunications Mechanic I | 26.93 |
| 23932 - Telecommunications Mechanic II | 28.26 |
| 23950 - Telephone Lineman | 21.47 |
| 23960 - welder, Combination, Maintenance | 22.45 |
| 23965 - well Driller | 19.52 |
| 23970 - Woodcraft Worker | 22.35 |
| 23980 - Woodworker | 16.93 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.96 |
| 24580 - Child Care Center Clerk | 12.43 |
| 24610 - Chore Aide | 10.69 |
| 24620 - Family Readiness And Support Services Coordinator | 12.67 |
| 24630 - Homemmaker | 13.45 |
| 25000 - Plant And System Operations Occupations | |

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| 25010 - Boiler Tender | 28.14 |
| 25040 - Sewage Plant Operator | 21.79 |
| 25070 - Stationary Engineer | 28.14 |
| 25190 - Ventilation Equipment Tender | 19.61 |
| 25210 - Water Treatment Plant Operator | 21.79 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.62 |
| 27007 - Baggage Inspector | 12.42 |
| 27008 - Corrections Officer | 18.96 |
| 27010 - Court Security Officer | 22.37 |
| 27030 - Detection Dog Handler | 15.45 |
| 27040 - Detention Officer | 18.96 |
| 27070 - Firefighter | 22.79 |
| 27101 - Guard I | 12.42 |
| 27102 - Guard II | 15.45 |
| 27131 - Police Officer I | 22.45 |
| 27132 - Police Officer II | 24.95 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.87 |
| 28042 - Carnival Equipment Repairer | 12.60 |
| 28043 - Carnival Equipment Worker | 10.26 |
| 28210 - Gate Attendant/Gate Tender | 15.21 |
| 28310 - Lifeguard | 11.34 |
| 28350 - Park Attendant (Aide) | 17.01 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.42 |
| 28515 - Recreation Specialist | 15.39 |
| 28630 - Sports Official | 13.55 |
| 28690 - Swimming Pool Operator | 17.04 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.77 |
| 29020 - Hatch Tender | 22.77 |
| 29030 - Line Handler | 22.77 |
| 29041 - Stevedore I | 19.27 |
| 29042 - Stevedore II | 24.65 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.88 |
| 30022 - Archeological Technician II | 17.76 |
| 30023 - Archeological Technician III | 22.01 |
| 30030 - Cartographic Technician | 22.01 |
| 30040 - Civil Engineering Technician | 22.50 |
| 30061 - Drafter/CAD Operator I | 15.88 |
| 30062 - Drafter/CAD Operator II | 17.76 |
| 30063 - Drafter/CAD Operator III | 19.81 |
| 30064 - Drafter/CAD Operator IV | 24.37 |
| 30081 - Engineering Technician I | 14.32 |
| 30082 - Engineering Technician II | 16.61 |
| 30083 - Engineering Technician III | 17.97 |
| 30084 - Engineering Technician IV | 22.27 |
| 30085 - Engineering Technician V | 27.24 |
| 30086 - Engineering Technician VI | 32.82 |
| 30090 - Environmental Technician | 19.19 |
| 30210 - Laboratory Technician | 18.06 |
| 30240 - Mathematical Technician | 20.55 |
| 30361 - Paralegal/Legal Assistant I | 16.02 |
| 30362 - Paralegal/Legal Assistant II | 19.84 |
| 30363 - Paralegal/Legal Assistant III | 24.27 |
| 30364 - Paralegal/Legal Assistant IV | 29.37 |
| 30390 - Photo-Optics Technician | 22.01 |
| 30461 - Technical Writer I | 22.00 |
| 30462 - Technical Writer II | 26.91 |

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| 30463 - Technical Writer III | 32.57 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 19.49 |
| 30621 - Weather Observer, Senior | (see 2) 22.01 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.08 |
| 31030 - Bus Driver | 14.37 |
| 31043 - Driver Courier | 13.40 |
| 31260 - Parking and Lot Attendant | 9.94 |
| 31290 - Shuttle Bus Driver | 14.56 |
| 31310 - Taxi Driver | 10.89 |
| 31361 - Truckdriver, Light | 14.56 |
| 31362 - Truckdriver, Medium | 16.08 |
| 31363 - Truckdriver, Heavy | 18.86 |
| 31364 - Truckdriver, Tractor-Trailer | 18.86 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.13 |
| 99050 - Desk Clerk | 9.52 |
| 99095 - Embalmer | 25.64 |
| 99251 - Laboratory Animal Caretaker I | 9.77 |
| 99252 - Laboratory Animal Caretaker II | 10.62 |
| 99310 - Mortician | 25.64 |
| 99410 - Pest Controller | 15.38 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 16.96 |
| 99711 - Recycling Specialist | 20.53 |
| 99730 - Refuse Collector | 15.23 |
| 99810 - Sales Clerk | 11.34 |
| 99820 - School Crossing Guard | 13.79 |
| 99830 - Survey Party Chief | 19.67 |
| 99831 - Surveying Aide | 14.38 |
| 99832 - Surveying Technician | 17.85 |
| 99840 - Vending Machine Attendant | 10.47 |
| 99841 - Vending Machine Repairer | 13.16 |
| 99842 - Vending Machine Repairer Helper | 10.61 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-3003
Revision No.: 14
Date of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin County of Kenosha

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.25 |
| 01012 - Accounting Clerk II | | 19.37 |
| 01013 - Accounting Clerk III | | 21.66 |
| 01020 - Administrative Assistant | | 28.01 |
| 01040 - Court Reporter | | 20.25 |
| 01051 - Data Entry Operator I | | 14.81 |
| 01052 - Data Entry Operator II | | 16.15 |
| 01060 - Dispatcher, Motor Vehicle | | 22.93 |
| 01070 - Document Preparation Clerk | | 13.67 |
| 01090 - Duplicating Machine Operator | | 13.67 |
| 01111 - General Clerk I | | 12.73 |
| 01112 - General Clerk II | | 13.89 |
| 01113 - General Clerk III | | 16.34 |
| 01120 - Housing Referral Assistant | | 22.12 |
| 01141 - Messenger Courier | | 11.93 |
| 01191 - Order Clerk I | | 15.99 |
| 01192 - Order Clerk II | | 17.58 |
| 01261 - Personnel Assistant (Employment) I | | 17.84 |
| 01262 - Personnel Assistant (Employment) II | | 19.95 |
| 01263 - Personnel Assistant (Employment) III | | 22.24 |
| 01270 - Production Control Clerk | | 21.43 |
| 01280 - Receptionist | | 13.53 |
| 01290 - Rental Clerk | | 17.41 |
| 01300 - Scheduler, Maintenance | | 18.36 |
| 01311 - Secretary I | | 18.36 |
| 01312 - Secretary II | | 19.84 |
| 01313 - Secretary III | | 22.12 |
| 01320 - Service Order Dispatcher | | 21.04 |
| 01410 - Supply Technician | | 28.01 |
| 01420 - Survey Worker | | 19.19 |
| 01531 - Travel Clerk I | | 13.20 |
| 01532 - Travel Clerk II | | 14.27 |
| 01533 - Travel Clerk III | | 15.44 |
| 01611 - Word Processor I | | 15.50 |
| 01612 - Word Processor II | | 17.41 |
| 01613 - Word Processor III | | 19.47 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 24.52 |
| 05010 - Automotive Electrician | | 25.16 |
| 05040 - Automotive Glass Installer | | 23.16 |
| 05070 - Automotive Worker | | 24.21 |
| 05110 - Mobile Equipment Servicer | | 22.29 |
| 05130 - Motor Equipment Metal Mechanic | | 28.64 |
| 05160 - Motor Equipment Metal Worker | | 24.21 |
| 05190 - Motor Vehicle Mechanic | | 28.63 |
| 05220 - Motor Vehicle Mechanic Helper | | 19.29 |
| 05250 - Motor Vehicle Upholstery Worker | | 21.34 |
| 05280 - Motor Vehicle Wrecker | | 22.01 |
| 05310 - Painter, Automotive | | 22.87 |
| 05340 - Radiator Repair Specialist | | 22.01 |

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| 05370 - Tire Repairer | 16.09 |
| 05400 - Transmission Repair Specialist | 28.64 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.85 |
| 07041 - Cook I | 13.34 |
| 07042 - Cook II | 15.03 |
| 07070 - Dishwasher | 10.19 |
| 07130 - Food Service Worker | 10.52 |
| 07210 - Meat Cutter | 18.66 |
| 07260 - Waiter/Waitress | 9.89 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.74 |
| 09040 - Furniture Handler | 15.34 |
| 09080 - Furniture Refinisher | 20.42 |
| 09090 - Furniture Refinisher Helper | 17.22 |
| 09110 - Furniture Repairer, Minor | 18.96 |
| 09130 - Upholsterer | 20.42 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.10 |
| 11060 - Elevator Operator | 12.10 |
| 11090 - Gardener | 15.23 |
| 11122 - Housekeeping Aide | 12.75 |
| 11150 - Janitor | 12.75 |
| 11210 - Laborer, Grounds Maintenance | 13.50 |
| 11240 - Maid or Houseman | 12.11 |
| 11260 - Pruner | 12.35 |
| 11270 - Tractor Operator | 14.51 |
| 11330 - Trail Maintenance Worker | 13.50 |
| 11360 - Window Cleaner | 13.03 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.39 |
| 12011 - Breath Alcohol Technician | 18.40 |
| 12012 - Certified Occupational Therapist Assistant | 24.95 |
| 12015 - Certified Physical Therapist Assistant | 24.61 |
| 12020 - Dental Assistant | 15.74 |
| 12025 - Dental Hygienist | 34.27 |
| 12030 - EKG Technician | 26.94 |
| 12035 - Electroneurodiagnostic Technologist | 26.94 |
| 12040 - Emergency Medical Technician | 17.39 |
| 12071 - Licensed Practical Nurse I | 18.53 |
| 12072 - Licensed Practical Nurse II | 20.72 |
| 12073 - Licensed Practical Nurse III | 23.10 |
| 12100 - Medical Assistant | 15.83 |
| 12130 - Medical Laboratory Technician | 19.40 |
| 12160 - Medical Record Clerk | 16.98 |
| 12190 - Medical Record Technician | 18.38 |
| 12195 - Medical Transcriptionist | 17.07 |
| 12210 - Nuclear Medicine Technologist | 34.34 |
| 12221 - Nursing Assistant I | 11.40 |
| 12222 - Nursing Assistant II | 12.82 |
| 12223 - Nursing Assistant III | 13.99 |
| 12224 - Nursing Assistant IV | 15.71 |
| 12235 - Optical Dispenser | 15.59 |
| 12236 - Optical Technician | 17.48 |
| 12250 - Pharmacy Technician | 15.58 |
| 12280 - Phlebotomist | 15.71 |
| 12305 - Radiologic Technologist | 31.10 |
| 12311 - Registered Nurse I | 29.17 |
| 12312 - Registered Nurse II | 32.57 |
| 12313 - Registered Nurse II, Specialist | 32.57 |
| 12314 - Registered Nurse III | 38.43 |
| 12315 - Registered Nurse III, Anesthetist | 38.43 |
| 12316 - Registered Nurse IV | 46.07 |

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| 12317 - Scheduler (Drug and Alcohol Testing) | 23.53 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.51 |
| 13012 - Exhibits Specialist II | 26.56 |
| 13013 - Exhibits Specialist III | 32.46 |
| 13041 - Illustrator I | 21.63 |
| 13042 - Illustrator II | 26.57 |
| 13043 - Illustrator III | 32.62 |
| 13047 - Librarian | 33.32 |
| 13050 - Library Aide/Clerk | 14.14 |
| 13054 - Library Information Technology Systems Administrator | 31.44 |
| 13058 - Library Technician | 17.76 |
| 13061 - Media Specialist I | 21.16 |
| 13062 - Media Specialist II | 23.66 |
| 13063 - Media Specialist III | 26.39 |
| 13071 - Photographer I | 18.50 |
| 13072 - Photographer II | 20.70 |
| 13073 - Photographer III | 25.64 |
| 13074 - Photographer IV | 31.35 |
| 13075 - Photographer V | 37.94 |
| 13110 - Video Teleconference Technician | 17.89 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.11 |
| 14042 - Computer Operator II | 20.25 |
| 14043 - Computer Operator III | 22.58 |
| 14044 - Computer Operator IV | 25.09 |
| 14045 - Computer Operator V | 27.79 |
| 14071 - Computer Programmer I | (see 1) 25.49 |
| 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 | 18.11 |
| 14160 - Personal Computer Support Technician | 25.09 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.22 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 41.82 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 46.94 |
| 15050 - Computer Based Training Specialist / Instructor | 36.22 |
| 15060 - Educational Technologist | 30.14 |
| 15070 - Flight Instructor (Pilot) | 46.94 |
| 15080 - Graphic Artist | 26.41 |
| 15090 - Technical Instructor | 27.45 |
| 15095 - Technical Instructor/Course Developer | 26.88 |
| 15110 - Test Proctor | 17.84 |
| 15120 - Tutor | 17.74 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.53 |
| 16030 - Counter Attendant | 9.53 |
| 16040 - Dry Cleaner | 12.42 |
| 16070 - Finisher, Flatwork, Machine | 9.53 |
| 16090 - Presser, Hand | 9.53 |
| 16110 - Presser, Machine, Drycleaning | 9.53 |
| 16130 - Presser, Machine, Shirts | 9.53 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.53 |
| 16190 - Sewing Machine Operator | 13.37 |
| 16220 - Tailor | 14.31 |
| 16250 - Washer, Machine | 10.54 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.75 |

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|---|-------|
| 19040 - Tool And Die Maker | 28.57 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.49 |
| 21030 - Material Coordinator | 21.74 |
| 21040 - Material Expediter | 21.74 |
| 21050 - Material Handling Laborer | 17.17 |
| 21071 - Order Filler | 13.80 |
| 21080 - Production Line Worker (Food Processing) | 16.49 |
| 21110 - Shipping Packer | 16.36 |
| 21130 - Shipping/Receiving Clerk | 16.36 |
| 21140 - Store Worker I | 13.87 |
| 21150 - Stock Clerk | 18.17 |
| 21210 - Tools And Parts Attendant | 16.49 |
| 21410 - Warehouse Specialist | 16.59 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.96 |
| 23021 - Aircraft Mechanic I | 28.13 |
| 23022 - Aircraft Mechanic II | 29.96 |
| 23023 - Aircraft Mechanic III | 31.40 |
| 23040 - Aircraft Mechanic Helper | 20.38 |
| 23050 - Aircraft, Painter | 25.50 |
| 23060 - Aircraft Servicer | 23.85 |
| 23080 - Aircraft Worker | 25.02 |
| 23110 - Appliance Mechanic | 23.19 |
| 23120 - Bicycle Repairer | 16.09 |
| 23125 - Cable Splicer | 27.69 |
| 23130 - Carpenter, Maintenance | 31.86 |
| 23140 - Carpet Layer | 29.49 |
| 23160 - Electrician, Maintenance | 34.00 |
| 23181 - Electronics Technician Maintenance I | 26.30 |
| 23182 - Electronics Technician Maintenance II | 27.75 |
| 23183 - Electronics Technician Maintenance III | 29.24 |
| 23260 - Fabric Worker | 22.50 |
| 23290 - Fire Alarm System Mechanic | 24.80 |
| 23310 - Fire Extinguisher Repairer | 21.36 |
| 23311 - Fuel Distribution System Mechanic | 27.14 |
| 23312 - Fuel Distribution System Operator | 21.66 |
| 23370 - General Maintenance Worker | 23.74 |
| 23380 - Ground Support Equipment Mechanic | 28.13 |
| 23381 - Ground Support Equipment Servicer | 23.85 |
| 23382 - Ground Support Equipment Worker | 25.02 |
| 23391 - Gunsmith I | 21.36 |
| 23392 - Gunsmith II | 24.07 |
| 23393 - Gunsmith III | 26.76 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.18 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.46 |
| 23430 - Heavy Equipment Mechanic | 28.00 |
| 23440 - Heavy Equipment Operator | 35.02 |
| 23460 - Instrument Mechanic | 24.82 |
| 23465 - Laboratory/Shelter Mechanic | 25.18 |
| 23470 - Laborer | 13.71 |
| 23510 - Locksmith | 23.57 |
| 23530 - Machinery Maintenance Mechanic | 23.74 |
| 23550 - Machinist, Maintenance | 27.46 |
| 23580 - Maintenance Trades Helper | 18.31 |
| 23591 - Metrology Technician I | 24.82 |
| 23592 - Metrology Technician II | 26.08 |
| 23593 - Metrology Technician III | 28.51 |
| 23640 - Millwright | 28.64 |
| 23710 - Office Appliance Repairer | 23.57 |
| 23760 - Painter, Maintenance | 23.57 |

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| 23790 - Pipefitter, Maintenance | 31.00 |
| 23810 - Plumber, Maintenance | 28.39 |
| 23820 - Pneudraulic Systems Mechanic | 26.76 |
| 23850 - Rigger | 28.51 |
| 23870 - Scale Mechanic | 24.07 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.21 |
| 23910 - Small Engine Mechanic | 21.10 |
| 23931 - Telecommunications Mechanic I | 27.78 |
| 23932 - Telecommunications Mechanic II | 30.87 |
| 23950 - Telephone Lineman | 26.00 |
| 23960 - Welder, Combination, Maintenance | 20.42 |
| 23965 - Well Driller | 26.00 |
| 23970 - Woodcraft Worker | 26.76 |
| 23980 - Woodworker | 20.80 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.53 |
| 24580 - Child Care Center Clerk | 14.36 |
| 24610 - Chore Aide | 9.53 |
| 24620 - Family Readiness And Support Services Coordinator | 16.09 |
| 24630 - Homemaker | 17.56 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 30.80 |
| 25040 - Sewage Plant Operator | 27.75 |
| 25070 - Stationary Engineer | 30.80 |
| 25190 - Ventilation Equipment Tender | 23.04 |
| 25210 - Water Treatment Plant Operator | 27.75 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 21.57 |
| 27007 - Baggage Inspector | 12.10 |
| 27008 - Corrections Officer | 28.69 |
| 27010 - Court Security Officer | 28.69 |
| 27030 - Detection Dog Handler | 16.99 |
| 27040 - Detention Officer | 28.69 |
| 27070 - Firefighter | 27.04 |
| 27101 - Guard I | 12.10 |
| 27102 - Guard II | 16.99 |
| 27131 - Police Officer I | 30.33 |
| 27132 - Police Officer II | 33.11 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.72 |
| 28042 - Carnival Equipment Repairer | 13.48 |
| 28043 - Carnival Equipment Worker | 10.02 |
| 28210 - Gate Attendant/Gate Tender | 16.44 |
| 28310 - Lifeguard | 13.10 |
| 28350 - Park Attendant (Aide) | 18.37 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.81 |
| 28515 - Recreation Specialist | 19.46 |
| 28630 - Sports Official | 14.64 |
| 28690 - Swimming Pool Operator | 16.58 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.68 |
| 29020 - Hatch Tender | 24.68 |
| 29030 - Line Handler | 24.68 |
| 29041 - Stevedore I | 23.32 |
| 29042 - Stevedore II | 26.05 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.20 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.03 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.77 |
| 30021 - Archeological Technician I | 17.92 |
| 30022 - Archeological Technician II | 20.81 |
| 30023 - Archeological Technician III | 24.84 |

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|---|---------------|
| 30030 - Cartographic Technician | 26.33 |
| 30040 - Civil Engineering Technician | 25.64 |
| 30061 - Drafter/CAD Operator I | 18.09 |
| 30062 - Drafter/CAD Operator II | 20.81 |
| 30063 - Drafter/CAD Operator III | 21.99 |
| 30064 - Drafter/CAD Operator IV | 28.96 |
| 30081 - Engineering Technician I | 18.16 |
| 30082 - Engineering Technician II | 20.39 |
| 30083 - Engineering Technician III | 22.81 |
| 30084 - Engineering Technician IV | 28.26 |
| 30085 - Engineering Technician V | 34.56 |
| 30086 - Engineering Technician VI | 45.66 |
| 30090 - Environmental Technician | 23.93 |
| 30210 - Laboratory Technician | 22.13 |
| 30240 - Mathematical Technician | 26.13 |
| 30361 - Paralegal/Legal Assistant I | 20.60 |
| 30362 - Paralegal/Legal Assistant II | 26.08 |
| 30363 - Paralegal/Legal Assistant III | 31.89 |
| 30364 - Paralegal/Legal Assistant IV | 38.59 |
| 30390 - Photo-Optics Technician | 26.33 |
| 30461 - Technical Writer I | 27.48 |
| 30462 - Technical Writer II | 33.60 |
| 30463 - Technical Writer III | 40.66 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.91 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.14 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.13 |
| 30494 - Unexploded (UXO) Safety Escort | 24.91 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.91 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 21.99 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 24.44 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 17.27 |
| 31030 - Bus Driver | 22.93 |
| 31043 - Driver Courier | 18.78 |
| 31260 - Parking and Lot Attendant | 11.21 |
| 31290 - Shuttle Bus Driver | 17.30 |
| 31310 - Taxi Driver | 12.55 |
| 31361 - Truckdriver, Light | 17.30 |
| 31362 - Truckdriver, Medium | 22.69 |
| 31363 - Truckdriver, Heavy | 24.00 |
| 31364 - Truckdriver, Tractor-Trailer | 24.00 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.94 |
| 99050 - Desk Clerk | 12.28 |
| 99095 - Embalmer | 24.84 |
| 99251 - Laboratory Animal Caretaker I | 11.56 |
| 99252 - Laboratory Animal Caretaker II | 12.72 |
| 99310 - Mortician | 33.52 |
| 99410 - Pest Controller | 17.55 |
| 99510 - Photofinishing Worker | 14.41 |
| 99710 - Recycling Laborer | 17.42 |
| 99711 - Recycling Specialist | 20.04 |
| 99730 - Refuse Collector | 16.29 |
| 99810 - Sales Clerk | 13.81 |
| 99820 - School Crossing Guard | 13.99 |
| 99830 - Survey Party Chief | 25.47 |
| 99831 - Surveying Aide | 15.15 |
| 99832 - Surveying Technician | 20.76 |
| 99840 - Vending Machine Attendant | 14.57 |
| 99841 - Vending Machine Repairer | 16.63 |
| 99842 - Vending Machine Repairer Helper | 14.57 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials

are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3004
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Wisconsin

Area: Wisconsin County of Kenosha

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 17.25 |
| 01012 - Accounting Clerk II | | 19.37 |
| 01013 - Accounting Clerk III | | 21.66 |
| 01020 - Administrative Assistant | | 28.01 |
| 01040 - Court Reporter | | 20.25 |
| 01051 - Data Entry Operator I | | 14.81 |
| 01052 - Data Entry Operator II | | 16.15 |
| 01060 - Dispatcher, Motor Vehicle | | 22.93 |
| 01070 - Document Preparation Clerk | | 13.67 |
| 01090 - Duplicating Machine Operator | | 13.67 |
| 01111 - General Clerk I | | 12.73 |
| 01112 - General Clerk II | | 13.89 |
| 01113 - General Clerk III | | 16.34 |
| 01120 - Housing Referral Assistant | | 22.12 |
| 01141 - Messenger Courier | | 11.93 |
| 01191 - Order Clerk I | | 15.99 |
| 01192 - Order Clerk II | | 17.58 |
| 01261 - Personnel Assistant (Employment) I | | 17.84 |
| 01262 - Personnel Assistant (Employment) II | | 19.95 |
| 01263 - Personnel Assistant (Employment) III | | 22.24 |
| 01270 - Production Control Clerk | | 21.43 |
| 01280 - Receptionist | | 13.53 |
| 01290 - Rental Clerk | | 17.41 |
| 01300 - Scheduler, Maintenance | | 18.36 |
| 01311 - Secretary I | | 18.36 |
| 01312 - Secretary II | | 19.84 |
| 01313 - Secretary III | | 22.12 |
| 01320 - Service Order Dispatcher | | 21.04 |
| 01410 - Supply Technician | | 28.01 |
| 01420 - Survey Worker | | 19.19 |
| 01531 - Travel Clerk I | | 13.20 |
| 01532 - Travel Clerk II | | 14.27 |
| 01533 - Travel Clerk III | | 15.44 |
| 01611 - Word Processor I | | 15.50 |
| 01612 - Word Processor II | | 17.41 |
| 01613 - Word Processor III | | 19.47 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 24.52 |
| 05010 - Automotive Electrician | | 25.16 |
| 05040 - Automotive Glass Installer | | 23.16 |
| 05070 - Automotive Worker | | 24.21 |
| 05110 - Mobile Equipment Servicer | | 22.29 |
| 05130 - Motor Equipment Metal Mechanic | | 28.64 |
| 05160 - Motor Equipment Metal Worker | | 24.21 |
| 05190 - Motor Vehicle Mechanic | | 28.63 |
| 05220 - Motor Vehicle Mechanic Helper | | 19.29 |
| 05250 - Motor Vehicle Upholstery Worker | | 21.34 |
| 05280 - Motor Vehicle Wrecker | | 22.01 |
| 05310 - Painter, Automotive | | 22.87 |
| 05340 - Radiator Repair Specialist | | 22.01 |
| 05370 - Tire Repairer | | 16.09 |
| 05400 - Transmission Repair Specialist | | 28.64 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 12.85 |
| 07041 - Cook I | | 13.34 |

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| 07042 - Cook II | 15.03 |
| 07070 - Dishwasher | 10.19 |
| 07130 - Food Service Worker | 10.52 |
| 07210 - Meat Cutter | 18.66 |
| 07260 - Waiter/Waitress | 9.89 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.74 |
| 09040 - Furniture Handler | 15.34 |
| 09080 - Furniture Refinisher | 20.42 |
| 09090 - Furniture Refinisher Helper | 17.22 |
| 09110 - Furniture Repairer, Minor | 18.96 |
| 09130 - Upholsterer | 20.42 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.10 |
| 11060 - Elevator Operator | 12.10 |
| 11090 - Gardener | 15.23 |
| 11122 - Housekeeping Aide | 12.75 |
| 11150 - Janitor | 12.75 |
| 11210 - Laborer, Grounds Maintenance | 13.50 |
| 11240 - Maid or Houseman | 12.11 |
| 11260 - Pruner | 12.35 |
| 11270 - Tractor Operator | 14.51 |
| 11330 - Trail Maintenance Worker | 13.50 |
| 11360 - Window Cleaner | 13.03 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.39 |
| 12011 - Breath Alcohol Technician | 18.40 |
| 12012 - Certified Occupational Therapist Assistant | 24.95 |
| 12015 - Certified Physical Therapist Assistant | 24.61 |
| 12020 - Dental Assistant | 15.74 |
| 12025 - Dental Hygienist | 34.27 |
| 12030 - EKG Technician | 26.94 |
| 12035 - Electroneurodiagnostic Technologist | 26.94 |
| 12040 - Emergency Medical Technician | 17.39 |
| 12071 - Licensed Practical Nurse I | 18.53 |
| 12072 - Licensed Practical Nurse II | 20.72 |
| 12073 - Licensed Practical Nurse III | 23.10 |
| 12100 - Medical Assistant | 15.83 |
| 12130 - Medical Laboratory Technician | 19.40 |
| 12160 - Medical Record Clerk | 16.98 |
| 12190 - Medical Record Technician | 18.38 |
| 12195 - Medical Transcriptionist | 17.07 |
| 12210 - Nuclear Medicine Technologist | 34.34 |
| 12221 - Nursing Assistant I | 11.40 |
| 12222 - Nursing Assistant II | 12.82 |
| 12223 - Nursing Assistant III | 13.99 |
| 12224 - Nursing Assistant IV | 15.71 |
| 12235 - Optical Dispenser | 15.59 |
| 12236 - Optical Technician | 17.48 |
| 12250 - Pharmacy Technician | 15.58 |
| 12280 - Phlebotomist | 15.71 |
| 12305 - Radiologic Technologist | 31.10 |
| 12311 - Registered Nurse I | 29.17 |
| 12312 - Registered Nurse II | 32.57 |
| 12313 - Registered Nurse II, Specialist | 32.57 |
| 12314 - Registered Nurse III | 38.43 |
| 12315 - Registered Nurse III, Anesthetist | 38.43 |
| 12316 - Registered Nurse IV | 46.07 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 23.53 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.51 |
| 13012 - Exhibits Specialist II | 26.56 |
| 13013 - Exhibits Specialist III | 32.46 |

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| 13041 - Illustrator I | 21.63 |
| 13042 - Illustrator II | 26.57 |
| 13043 - Illustrator III | 32.62 |
| 13047 - Librarian | 33.32 |
| 13050 - Library Aide/Clerk | 14.14 |
| 13054 - Library Information Technology Systems Administrator | 31.44 |
| 13058 - Library Technician | 17.76 |
| 13061 - Media Specialist I | 21.16 |
| 13062 - Media Specialist II | 23.66 |
| 13063 - Media Specialist III | 26.39 |
| 13071 - Photographer I | 18.50 |
| 13072 - Photographer II | 20.70 |
| 13073 - Photographer III | 25.64 |
| 13074 - Photographer IV | 31.35 |
| 13075 - Photographer V | 37.94 |
| 13110 - Video Teleconference Technician | 17.89 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.11 |
| 14042 - Computer Operator II | 20.25 |
| 14043 - Computer Operator III | 22.58 |
| 14044 - Computer Operator IV | 25.09 |
| 14045 - Computer Operator V | 27.79 |
| 14071 - Computer Programmer I | (see 1) 25.49 |
| 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 | 18.11 |
| 14160 - Personal Computer Support Technician | 25.09 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.22 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 41.82 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 46.94 |
| 15050 - Computer Based Training Specialist / Instructor | 36.22 |
| 15060 - Educational Technologist | 30.14 |
| 15070 - Flight Instructor (Pilot) | 46.94 |
| 15080 - Graphic Artist | 26.41 |
| 15090 - Technical Instructor | 27.45 |
| 15095 - Technical Instructor/Course Developer | 26.88 |
| 15110 - Test Proctor | 17.84 |
| 15120 - Tutor | 17.74 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.53 |
| 16030 - Counter Attendant | 9.53 |
| 16040 - Dry Cleaner | 12.42 |
| 16070 - Finisher, Flatwork, Machine | 9.53 |
| 16090 - Presser, Hand | 9.53 |
| 16110 - Presser, Machine, Drycleaning | 9.53 |
| 16130 - Presser, Machine, Shirts | 9.53 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.53 |
| 16190 - Sewing Machine Operator | 13.37 |
| 16220 - Tailor | 14.31 |
| 16250 - Washer, Machine | 10.54 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.75 |
| 19040 - Tool And Die Maker | 28.57 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.49 |
| 21030 - Material Coordinator | 21.74 |
| 21040 - Material Expediter | 21.74 |

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|---|-------|
| 21050 - Material Handling Laborer | 17.17 |
| 21071 - Order Filler | 13.80 |
| 21080 - Production Line Worker (Food Processing) | 16.49 |
| 21110 - Shipping Packer | 16.36 |
| 21130 - Shipping/Receiving Clerk | 16.36 |
| 21140 - Store Worker I | 13.87 |
| 21150 - Stock Clerk | 18.17 |
| 21210 - Tools And Parts Attendant | 16.49 |
| 21410 - Warehouse Specialist | 16.59 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 29.96 |
| 23021 - Aircraft Mechanic I | 28.13 |
| 23022 - Aircraft Mechanic II | 29.96 |
| 23023 - Aircraft Mechanic III | 31.40 |
| 23040 - Aircraft Mechanic Helper | 20.38 |
| 23050 - Aircraft, Painter | 25.50 |
| 23060 - Aircraft Servicer | 23.85 |
| 23080 - Aircraft Worker | 25.02 |
| 23110 - Appliance Mechanic | 23.19 |
| 23120 - Bicycle Repairer | 16.09 |
| 23125 - Cable Splicer | 27.69 |
| 23130 - Carpenter, Maintenance | 31.86 |
| 23140 - Carpet Layer | 29.49 |
| 23160 - Electrician, Maintenance | 34.00 |
| 23181 - Electronics Technician Maintenance I | 26.30 |
| 23182 - Electronics Technician Maintenance II | 27.75 |
| 23183 - Electronics Technician Maintenance III | 29.24 |
| 23260 - Fabric Worker | 22.50 |
| 23290 - Fire Alarm System Mechanic | 24.80 |
| 23310 - Fire Extinguisher Repairer | 21.36 |
| 23311 - Fuel Distribution System Mechanic | 27.14 |
| 23312 - Fuel Distribution System Operator | 21.66 |
| 23370 - General Maintenance Worker | 23.74 |
| 23380 - Ground Support Equipment Mechanic | 28.13 |
| 23381 - Ground Support Equipment Servicer | 23.85 |
| 23382 - Ground Support Equipment Worker | 25.02 |
| 23391 - Gunsmith I | 21.36 |
| 23392 - Gunsmith II | 24.07 |
| 23393 - Gunsmith III | 26.76 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.18 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.46 |
| 23430 - Heavy Equipment Mechanic | 28.00 |
| 23440 - Heavy Equipment Operator | 35.02 |
| 23460 - Instrument Mechanic | 24.82 |
| 23465 - Laboratory/Shelter Mechanic | 25.18 |
| 23470 - Laborer | 13.71 |
| 23510 - Locksmith | 23.57 |
| 23530 - Machinery Maintenance Mechanic | 23.74 |
| 23550 - Machinist, Maintenance | 27.46 |
| 23580 - Maintenance Trades Helper | 18.31 |
| 23591 - Metrology Technician I | 24.82 |
| 23592 - Metrology Technician II | 26.08 |
| 23593 - Metrology Technician III | 28.51 |
| 23640 - Millwright | 28.64 |
| 23710 - Office Appliance Repairer | 23.57 |
| 23760 - Painter, Maintenance | 23.57 |
| 23790 - Pipefitter, Maintenance | 31.00 |
| 23810 - Plumber, Maintenance | 28.39 |
| 23820 - Pneudraulic Systems Mechanic | 26.76 |
| 23850 - Rigger | 28.51 |
| 23870 - Scale Mechanic | 24.07 |

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| 23890 - Sheet-Metal Worker, Maintenance | 29.21 |
| 23910 - Small Engine Mechanic | 21.10 |
| 23931 - Telecommunications Mechanic I | 27.78 |
| 23932 - Telecommunications Mechanic II | 30.87 |
| 23950 - Telephone Lineman | 26.00 |
| 23960 - Welder, Combination, Maintenance | 20.42 |
| 23965 - Well Driller | 26.00 |
| 23970 - Woodcraft Worker | 26.76 |
| 23980 - Woodworker | 20.80 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.53 |
| 24580 - Child Care Center Clerk | 14.36 |
| 24610 - Chore Aide | 9.53 |
| 24620 - Family Readiness And Support Services Coordinator | 16.09 |
| 24630 - Homemaker | 17.56 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 30.80 |
| 25040 - Sewage Plant Operator | 27.75 |
| 25070 - Stationary Engineer | 30.80 |
| 25190 - Ventilation Equipment Tender | 23.04 |
| 25210 - Water Treatment Plant Operator | 27.75 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 21.57 |
| 27007 - Baggage Inspector | 12.10 |
| 27008 - Corrections Officer | 28.69 |
| 27010 - Court Security Officer | 28.69 |
| 27030 - Detection Dog Handler | 16.99 |
| 27040 - Detention Officer | 28.69 |
| 27070 - Firefighter | 27.04 |
| 27101 - Guard I | 12.10 |
| 27102 - Guard II | 16.99 |
| 27131 - Police Officer I | 30.33 |
| 27132 - Police Officer II | 33.11 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.72 |
| 28042 - Carnival Equipment Repairer | 13.48 |
| 28043 - Carnival Equipment Worker | 10.02 |
| 28210 - Gate Attendant/Gate Tender | 16.44 |
| 28310 - Lifeguard | 13.10 |
| 28350 - Park Attendant (Aide) | 18.37 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.81 |
| 28515 - Recreation Specialist | 19.46 |
| 28630 - Sports Official | 14.64 |
| 28690 - Swimming Pool Operator | 16.58 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 24.68 |
| 29020 - Hatch Tender | 24.68 |
| 29030 - Line Handler | 24.68 |
| 29041 - Stevedore I | 23.32 |
| 29042 - Stevedore II | 26.05 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.20 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.03 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.77 |
| 30021 - Archeological Technician I | 17.92 |
| 30022 - Archeological Technician II | 20.81 |
| 30023 - Archeological Technician III | 24.84 |
| 30030 - Cartographic Technician | 26.33 |
| 30040 - Civil Engineering Technician | 25.64 |
| 30061 - Drafter/CAD Operator I | 18.09 |
| 30062 - Drafter/CAD Operator II | 20.81 |
| 30063 - Drafter/CAD Operator III | 21.99 |

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| 30064 - Drafter/CAD Operator IV | 28.96 |
| 30081 - Engineering Technician I | 18.16 |
| 30082 - Engineering Technician II | 20.39 |
| 30083 - Engineering Technician III | 22.81 |
| 30084 - Engineering Technician IV | 28.26 |
| 30085 - Engineering Technician V | 34.56 |
| 30086 - Engineering Technician VI | 45.66 |
| 30090 - Environmental Technician | 23.93 |
| 30210 - Laboratory Technician | 22.13 |
| 30240 - Mathematical Technician | 26.13 |
| 30361 - Paralegal/Legal Assistant I | 20.60 |
| 30362 - Paralegal/Legal Assistant II | 26.08 |
| 30363 - Paralegal/Legal Assistant III | 31.89 |
| 30364 - Paralegal/Legal Assistant IV | 38.59 |
| 30390 - Photo-Optics Technician | 26.33 |
| 30461 - Technical Writer I | 27.48 |
| 30462 - Technical Writer II | 33.60 |
| 30463 - Technical Writer III | 40.66 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.91 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.14 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.13 |
| 30494 - Unexploded (UXO) Safety Escort | 24.91 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.91 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 21.99 |
| 30621 - Weather Observer, Senior (see 2) | 24.44 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 17.27 |
| 31030 - Bus Driver | 22.93 |
| 31043 - Driver Courier | 18.78 |
| 31260 - Parking and Lot Attendant | 11.21 |
| 31290 - Shuttle Bus Driver | 17.30 |
| 31310 - Taxi Driver | 12.55 |
| 31361 - Truckdriver, Light | 17.30 |
| 31362 - Truckdriver, Medium | 22.69 |
| 31363 - Truckdriver, Heavy | 24.00 |
| 31364 - Truckdriver, Tractor-Trailer | 24.00 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.94 |
| 99050 - Desk Clerk | 12.28 |
| 99095 - Embalmer | 24.84 |
| 99251 - Laboratory Animal Caretaker I | 11.56 |
| 99252 - Laboratory Animal Caretaker II | 12.72 |
| 99310 - Mortician | 33.52 |
| 99410 - Pest Controller | 17.55 |
| 99510 - Photofinishing Worker | 14.41 |
| 99710 - Recycling Laborer | 17.42 |
| 99711 - Recycling Specialist | 20.04 |
| 99730 - Refuse Collector | 16.29 |
| 99810 - Sales Clerk | 13.81 |
| 99820 - School Crossing Guard | 13.99 |
| 99830 - Survey Party Chief | 25.47 |
| 99831 - Surveying Aide | 15.15 |
| 99832 - Surveying Technician | 20.76 |
| 99840 - Vending Machine Attendant | 14.57 |
| 99841 - Vending Machine Repairer | 16.63 |
| 99842 - Vending Machine Repairer Helper | 14.57 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006,
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unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3005
Revision No.: 13
Date Of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Boone, Ogle, Stephenson, Winnebago

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.71 |
| 01012 - Accounting Clerk II | | 15.39 |
| 01013 - Accounting Clerk III | | 17.85 |
| 01020 - Administrative Assistant | | 22.42 |
| 01040 - Court Reporter | | 18.08 |
| 01051 - Data Entry Operator I | | 11.46 |
| 01052 - Data Entry Operator II | | 13.07 |
| 01060 - Dispatcher, Motor Vehicle | | 18.34 |
| 01070 - Document Preparation Clerk | | 12.11 |
| 01090 - Duplicating Machine Operator | | 12.11 |
| 01111 - General Clerk I | | 12.62 |
| 01112 - General Clerk II | | 14.36 |
| 01113 - General Clerk III | | 16.85 |
| 01120 - Housing Referral Assistant | | 20.17 |
| 01141 - Messenger Courier | | 10.20 |
| 01191 - Order Clerk I | | 13.76 |
| 01192 - Order Clerk II | | 16.86 |
| 01261 - Personnel Assistant (Employment) I | | 15.77 |
| 01262 - Personnel Assistant (Employment) II | | 18.63 |
| 01263 - Personnel Assistant (Employment) III | | 20.16 |
| 01270 - Production Control Clerk | | 19.88 |
| 01280 - Receptionist | | 12.89 |
| 01290 - Rental Clerk | | 13.56 |
| 01300 - Scheduler, Maintenance | | 16.17 |
| 01311 - Secretary I | | 16.17 |
| 01312 - Secretary II | | 18.11 |
| 01313 - Secretary III | | 20.17 |
| 01320 - Service Order Dispatcher | | 16.90 |
| 01410 - Supply Technician | | 22.42 |
| 01420 - Survey Worker | | 18.11 |
| 01531 - Travel Clerk I | | 13.14 |
| 01532 - Travel Clerk II | | 14.20 |
| 01533 - Travel Clerk III | | 15.37 |

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| 01611 - Word Processor I | 12.08 |
| 01612 - Word Processor II | 14.56 |
| 01613 - Word Processor III | 17.73 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.08 |
| 05010 - Automotive Electrician | 19.74 |
| 05040 - Automotive Glass Installer | 20.14 |
| 05070 - Automotive Worker | 20.14 |
| 05110 - Mobile Equipment Servicer | 18.22 |
| 05130 - Motor Equipment Metal Mechanic | 22.08 |
| 05160 - Motor Equipment Metal Worker | 20.14 |
| 05190 - Motor Vehicle Mechanic | 22.08 |
| 05220 - Motor Vehicle Mechanic Helper | 17.23 |
| 05250 - Motor Vehicle Upholstery Worker | 19.19 |
| 05280 - Motor Vehicle Wrecker | 20.14 |
| 05310 - Painter, Automotive | 21.12 |
| 05340 - Radiator Repair Specialist | 20.14 |
| 05370 - Tire Repairer | 15.92 |
| 05400 - Transmission Repair Specialist | 22.08 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.06 |
| 07041 - Cook I | 11.95 |
| 07042 - Cook II | 13.06 |
| 07070 - Dishwasher | 9.73 |
| 07130 - Food Service Worker | 9.25 |
| 07210 - Meat Cutter | 14.81 |
| 07260 - Waiter/Waitress | 9.96 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.10 |
| 09040 - Furniture Handler | 15.38 |
| 09080 - Furniture Refinisher | 21.24 |
| 09090 - Furniture Refinisher Helper | 17.34 |
| 09110 - Furniture Repairer, Minor | 19.31 |
| 09130 - Upholsterer | 21.24 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.20 |
| 11060 - Elevator Operator | 11.70 |
| 11090 - Gardener | 13.69 |
| 11122 - Housekeeping Aide | 10.78 |
| 11150 - Janitor | 11.45 |
| 11210 - Laborer, Grounds Maintenance | 11.41 |
| 11240 - Maid or Houseman | 9.38 |
| 11260 - Pruner | 10.95 |
| 11270 - Tractor Operator | 12.78 |
| 11330 - Trail Maintenance Worker | 11.41 |
| 11360 - Window Cleaner | 12.33 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.38 |
| 12011 - Breath Alcohol Technician | 18.16 |
| 12012 - Certified Occupational Therapist Assistant | 22.54 |
| 12015 - Certified Physical Therapist Assistant | 20.49 |
| 12020 - Dental Assistant | 15.50 |
| 12025 - Dental Hygienist | 29.89 |
| 12030 - EKG Technician | 27.15 |
| 12035 - Electroneurodiagnostic Technologist | 27.15 |
| 12040 - Emergency Medical Technician | 16.38 |
| 12071 - Licensed Practical Nurse I | 16.23 |
| 12072 - Licensed Practical Nurse II | 18.16 |
| 12073 - Licensed Practical Nurse III | 20.25 |
| 12100 - Medical Assistant | 14.63 |
| 12130 - Medical Laboratory Technician | 17.08 |
| 12160 - Medical Record Clerk | 13.59 |
| 12190 - Medical Record Technician | 15.55 |

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| 12195 - Medical Transcriptionist | 15.51 |
| 12210 - Nuclear Medicine Technologist | 39.73 |
| 12221 - Nursing Assistant I | 10.65 |
| 12222 - Nursing Assistant II | 11.97 |
| 12223 - Nursing Assistant III | 13.06 |
| 12224 - Nursing Assistant IV | 14.67 |
| 12235 - Optical Dispenser | 15.07 |
| 12236 - Optical Technician | 15.93 |
| 12250 - Pharmacy Technician | 13.99 |
| 12280 - Phlebotomist | 14.67 |
| 12305 - Radiologic Technologist | 22.19 |
| 12311 - Registered Nurse I | 21.20 |
| 12312 - Registered Nurse II | 28.00 |
| 12313 - Registered Nurse II, Specialist | 28.00 |
| 12314 - Registered Nurse III | 34.02 |
| 12315 - Registered Nurse III, Anesthetist | 34.02 |
| 12316 - Registered Nurse IV | 40.26 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.36 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.99 |
| 13012 - Exhibits Specialist II | 24.75 |
| 13013 - Exhibits Specialist III | 27.52 |
| 13041 - Illustrator I | 19.93 |
| 13042 - Illustrator II | 24.68 |
| 13043 - Illustrator III | 27.45 |
| 13047 - Librarian | 26.36 |
| 13050 - Library Aide/Clerk | 12.64 |
| 13054 - Library Information Technology Systems Administrator | 23.77 |
| 13058 - Library Technician | 15.87 |
| 13061 - Media Specialist I | 17.16 |
| 13062 - Media Specialist II | 19.21 |
| 13063 - Media Specialist III | 21.40 |
| 13071 - Photographer I | 15.62 |
| 13072 - Photographer II | 17.47 |
| 13073 - Photographer III | 21.64 |
| 13074 - Photographer IV | 26.47 |
| 13075 - Photographer V | 32.04 |
| 13110 - Video Teleconference Technician | 17.17 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.31 |
| 14042 - Computer Operator II | 17.81 |
| 14043 - Computer Operator III | 19.89 |
| 14044 - Computer Operator IV | 22.09 |
| 14045 - Computer Operator V | 24.47 |
| 14071 - Computer Programmer I | (see 1) 20.52 |
| 14072 - Computer Programmer II | (see 1) 24.42 |
| 14073 - Computer Programmer III | (see 1) 26.46 |
| 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 | 15.31 |
| 14160 - Personal Computer Support Technician | 22.09 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.38 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.92 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.86 |
| 15050 - Computer Based Training Specialist / Instructor | 30.38 |
| 15060 - Educational Technologist | 22.91 |
| 15070 - Flight Instructor (Pilot) | 35.86 |
| 15080 - Graphic Artist | 21.84 |
| 15090 - Technical Instructor | 20.36 |

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| 15095 - Technical Instructor/Course Developer | 25.20 |
| 15110 - Test Proctor | 18.82 |
| 15120 - Tutor | 18.82 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.17 |
| 16030 - Counter Attendant | 9.17 |
| 16040 - Dry Cleaner | 11.85 |
| 16070 - Finisher, Flatwork, Machine | 9.17 |
| 16090 - Presser, Hand | 9.17 |
| 16110 - Presser, Machine, Drycleaning | 9.17 |
| 16130 - Presser, Machine, Shirts | 9.17 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.17 |
| 16190 - Sewing Machine Operator | 12.70 |
| 16220 - Tailor | 13.60 |
| 16250 - Washer, Machine | 10.08 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.10 |
| 19040 - Tool And Die Maker | 22.51 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.31 |
| 21030 - Material Coordinator | 22.70 |
| 21040 - Material Expediter | 22.70 |
| 21050 - Material Handling Laborer | 14.31 |
| 21071 - Order Filler | 12.06 |
| 21080 - Production Line Worker (Food Processing) | 14.31 |
| 21110 - Shipping Packer | 14.61 |
| 21130 - Shipping/Receiving Clerk | 14.61 |
| 21140 - Store Worker I | 13.16 |
| 21150 - Stock Clerk | 17.25 |
| 21210 - Tools And Parts Attendant | 16.25 |
| 21410 - Warehouse Specialist | 15.24 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 25.90 |
| 23021 - Aircraft Mechanic I | 24.67 |
| 23022 - Aircraft Mechanic II | 25.90 |
| 23023 - Aircraft Mechanic III | 26.94 |
| 23040 - Aircraft Mechanic Helper | 18.18 |
| 23050 - Aircraft, Painter | 23.36 |
| 23060 - Aircraft Servicer | 20.85 |
| 23080 - Aircraft Worker | 22.09 |
| 23110 - Appliance Mechanic | 19.10 |
| 23120 - Bicycle Repairer | 15.92 |
| 23125 - Cable Splicer | 28.24 |
| 23130 - Carpenter, Maintenance | 23.47 |
| 23140 - Carpet Layer | 22.08 |
| 23160 - Electrician, Maintenance | 26.29 |
| 23181 - Electronics Technician Maintenance I | 21.29 |
| 23182 - Electronics Technician Maintenance II | 22.63 |
| 23183 - Electronics Technician Maintenance III | 24.42 |
| 23260 - Fabric Worker | 20.85 |
| 23290 - Fire Alarm System Mechanic | 24.67 |
| 23310 - Fire Extinguisher Repairer | 19.49 |
| 23311 - Fuel Distribution System Mechanic | 28.62 |
| 23312 - Fuel Distribution System Operator | 22.43 |
| 23370 - General Maintenance Worker | 18.58 |
| 23380 - Ground Support Equipment Mechanic | 24.67 |
| 23381 - Ground Support Equipment Servicer | 20.85 |
| 23382 - Ground Support Equipment Worker | 22.09 |
| 23391 - Gunsmith I | 19.49 |
| 23392 - Gunsmith II | 22.08 |
| 23393 - Gunsmith III | 24.67 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.81 |

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| 23411 - Heating, Ventilation And Air Contditiuning Mechanic (Research Facility) | 26.06 |
| 23430 - Heavy Equipment Mechanic | 22.05 |
| 23440 - Heavy Equipment Operator | 32.00 |
| 23460 - Instrument Mechanic | 24.67 |
| 23465 - Laboratory/Shelter Mechanic | 23.36 |
| 23470 - Laborer | 13.84 |
| 23510 - Locksmith | 23.36 |
| 23530 - Machinery Maintenance Mechanic | 23.70 |
| 23550 - Machinist, Maintenance | 20.57 |
| 23580 - Maintenance Trades Helper | 13.97 |
| 23591 - Metrology Technician I | 24.67 |
| 23592 - Metrology Technician II | 25.90 |
| 23593 - Metrology Technician III | 26.95 |
| 23640 - Millwright | 24.20 |
| 23710 - Office Appliance Repairer | 21.54 |
| 23760 - Painter, Maintenance | 24.17 |
| 23790 - Pipefitter, Maintenance | 31.52 |
| 23810 - Plumber, Maintenance | 28.36 |
| 23820 - Pneudraulic Systems Mechanic | 24.67 |
| 23850 - Rigger | 24.67 |
| 23870 - Scale Mechanic | 22.08 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.54 |
| 23910 - Small Engine Mechanic | 21.49 |
| 23931 - Telecommunications Mechanic I | 27.03 |
| 23932 - Telecommunications Mechanic II | 28.08 |
| 23950 - Telephone Lineman | 25.30 |
| 23960 - Welder, Combination, Maintenance | 20.35 |
| 23965 - well Driller | 24.67 |
| 23970 - Woodcraft Worker | 24.67 |
| 23980 - Woodworker | 18.02 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.99 |
| 24580 - Child Care Center Clerk | 14.96 |
| 24610 - Chore Aide | 9.65 |
| 24620 - Family Readiness And Support Services Coordinator | 13.11 |
| 24630 - Homemaker | 16.60 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.67 |
| 25040 - Sewage Plant Operator | 21.01 |
| 25070 - Stationary Engineer | 24.67 |
| 25190 - Ventilation Equipment Tender | 17.65 |
| 25210 - Water Treatment Plant Operator | 21.01 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.54 |
| 27007 - Baggage Inspector | 12.81 |
| 27008 - Corrections Officer | 18.93 |
| 27010 - Court Security Officer | 20.82 |
| 27030 - Detection Dog Handler | 17.86 |
| 27040 - Detention Officer | 18.93 |
| 27070 - Firefighter | 22.90 |
| 27101 - Guard I | 12.81 |
| 27102 - Guard II | 17.86 |
| 27131 - Police Officer I | 24.90 |
| 27132 - Police Officer II | 27.66 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.11 |
| 28042 - Carnival Equipment Repairer | 15.11 |
| 28043 - Carnival Equipment Worker | 10.18 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 14.24 |

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| 28510 - Recreation Aide/Health Facility Attendant | 10.02 |
| 28515 - Recreation Specialist | 16.38 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 17.39 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.49 |
| 29020 - Hatch Tender | 21.49 |
| 29030 - Line Handler | 21.49 |
| 29041 - Stevedore I | 18.89 |
| 29042 - Stevedore II | 22.85 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.15 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.24 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 26.69 |
| 30021 - Archeological Technician I | 16.93 |
| 30022 - Archeological Technician II | 18.94 |
| 30023 - Archeological Technician III | 23.46 |
| 30030 - Cartographic Technician | 25.05 |
| 30040 - Civil Engineering Technician | 23.60 |
| 30061 - Drafter/CAD Operator I | 16.57 |
| 30062 - Drafter/CAD Operator II | 19.09 |
| 30063 - Drafter/CAD Operator III | 21.17 |
| 30064 - Drafter/CAD Operator IV | 26.01 |
| 30081 - Engineering Technician I | 14.52 |
| 30082 - Engineering Technician II | 16.32 |
| 30083 - Engineering Technician III | 19.98 |
| 30084 - Engineering Technician IV | 24.75 |
| 30085 - Engineering Technician V | 30.24 |
| 30086 - Engineering Technician VI | 36.61 |
| 30090 - Environmental Technician | 23.46 |
| 30210 - Laboratory Technician | 21.04 |
| 30240 - Mathematical Technician | 23.46 |
| 30361 - Paralegal/Legal Assistant I | 16.83 |
| 30362 - Paralegal/Legal Assistant II | 22.58 |
| 30363 - Paralegal/Legal Assistant III | 25.31 |
| 30364 - Paralegal/Legal Assistant IV | 30.63 |
| 30390 - Photo-Optics Technician | 23.46 |
| 30461 - Technical Writer I | 21.55 |
| 30462 - Technical Writer II | 26.38 |
| 30463 - Technical Writer III | 31.90 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.34 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.03 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.40 |
| 30494 - Unexploded (UXO) Safety Escort | 22.34 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.34 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 21.17 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 23.46 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.99 |
| 31030 - Bus Driver | 18.74 |
| 31043 - Driver Courier | 18.08 |
| 31260 - Parking and Lot Attendant | 12.59 |
| 31290 - Shuttle Bus Driver | 18.08 |
| 31310 - Taxi Driver | 16.70 |
| 31361 - Truckdriver, Light | 18.08 |
| 31362 - Truckdriver, Medium | 19.22 |
| 31363 - Truckdriver, Heavy | 19.97 |
| 31364 - Truckdriver, Tractor-Trailer | 19.97 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.37 |
| 99050 - Desk Clerk | 9.69 |
| 99095 - Embalmer | 23.02 |

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| 99251 - Laboratory Animal Caretaker I | 11.74 |
| 99252 - Laboratory Animal Caretaker II | 12.33 |
| 99310 - Mortician | 23.02 |
| 99410 - Pest Controller | 16.68 |
| 99510 - Photofinishing Worker | 11.74 |
| 99710 - Recycling Laborer | 17.85 |
| 99711 - Recycling Specialist | 19.56 |
| 99730 - Refuse Collector | 17.01 |
| 99810 - Sales Clerk | 11.05 |
| 99820 - School Crossing Guard | 13.70 |
| 99830 - Survey Party Chief | 22.57 |
| 99831 - Surveying Aide | 13.31 |
| 99832 - Surveying Technician | 18.25 |
| 99840 - Vending Machine Attendant | 16.52 |
| 99841 - Vending Machine Repairer | 17.39 |
| 99842 - Vending Machine Repairer Helper | 15.13 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3006
Revision No.: 14
Date of Last Revision: 07/25/2014

State: Illinois

Area: Illinois Counties of Boone, Ogle, Stephenson, Winnebago

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.71 |
| 01012 - Accounting Clerk II | | 15.39 |
| 01013 - Accounting Clerk III | | 17.85 |
| 01020 - Administrative Assistant | | 22.42 |
| 01040 - Court Reporter | | 18.08 |
| 01051 - Data Entry Operator I | | 11.46 |
| 01052 - Data Entry Operator II | | 13.07 |
| 01060 - Dispatcher, Motor Vehicle | | 18.34 |
| 01070 - Document Preparation Clerk | | 12.11 |
| 01090 - Duplicating Machine Operator | | 12.11 |
| 01111 - General Clerk I | | 12.62 |
| 01112 - General Clerk II | | 14.36 |
| 01113 - General Clerk III | | 16.85 |
| 01120 - Housing Referral Assistant | | 20.17 |

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| 01141 - Messenger Courier | 10.20 |
| 01191 - Order Clerk I | 13.76 |
| 01192 - Order Clerk II | 16.86 |
| 01261 - Personnel Assistant (Employment) I | 15.77 |
| 01262 - Personnel Assistant (Employment) II | 18.63 |
| 01263 - Personnel Assistant (Employment) III | 20.16 |
| 01270 - Production Control Clerk | 19.88 |
| 01280 - Receptionist | 12.89 |
| 01290 - Rental Clerk | 13.56 |
| 01300 - Scheduler, Maintenance | 16.17 |
| 01311 - Secretary I | 16.17 |
| 01312 - Secretary II | 18.11 |
| 01313 - Secretary III | 20.17 |
| 01320 - Service Order Dispatcher | 16.90 |
| 01410 - Supply Technician | 22.42 |
| 01420 - Survey Worker | 18.11 |
| 01531 - Travel Clerk I | 13.14 |
| 01532 - Travel Clerk II | 14.20 |
| 01533 - Travel Clerk III | 15.37 |
| 01611 - Word Processor I | 12.08 |
| 01612 - Word Processor II | 14.56 |
| 01613 - Word Processor III | 17.73 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.08 |
| 05010 - Automotive Electrician | 19.74 |
| 05040 - Automotive Glass Installer | 20.14 |
| 05070 - Automotive Worker | 20.14 |
| 05110 - Mobile Equipment Servicer | 18.22 |
| 05130 - Motor Equipment Metal Mechanic | 22.08 |
| 05160 - Motor Equipment Metal Worker | 20.14 |
| 05190 - Motor Vehicle Mechanic | 22.08 |
| 05220 - Motor Vehicle Mechanic Helper | 17.23 |
| 05250 - Motor Vehicle Upholstery Worker | 19.19 |
| 05280 - Motor Vehicle Wrecker | 20.14 |
| 05310 - Painter, Automotive | 21.12 |
| 05340 - Radiator Repair Specialist | 20.14 |
| 05370 - Tire Repairer | 15.92 |
| 05400 - Transmission Repair Specialist | 22.08 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.06 |
| 07041 - Cook I | 11.95 |
| 07042 - Cook II | 13.06 |
| 07070 - Dishwasher | 9.73 |
| 07130 - Food Service Worker | 9.25 |
| 07210 - Meat Cutter | 14.81 |
| 07260 - Waiter/Waitress | 9.96 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.10 |
| 09040 - Furniture Handler | 15.38 |
| 09080 - Furniture Refinisher | 21.24 |
| 09090 - Furniture Refinisher Helper | 17.34 |
| 09110 - Furniture Repairer, Minor | 19.31 |
| 09130 - Upholsterer | 21.24 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.20 |
| 11060 - Elevator Operator | 11.70 |
| 11090 - Gardener | 13.69 |
| 11122 - Housekeeping Aide | 10.78 |
| 11150 - Janitor | 11.45 |
| 11210 - Laborer, Grounds Maintenance | 11.41 |
| 11240 - Maid or Houseman | 9.38 |
| 11260 - Pruner | 10.95 |
| 11270 - Tractor Operator | 12.78 |

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| 11330 - Trail Maintenance Worker | 11.41 |
| 11360 - Window Cleaner | 12.33 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.38 |
| 12011 - Breath Alcohol Technician | 18.16 |
| 12012 - Certified Occupational Therapist Assistant | 22.54 |
| 12015 - Certified Physical Therapist Assistant | 20.49 |
| 12020 - Dental Assistant | 15.50 |
| 12025 - Dental Hygienist | 29.89 |
| 12030 - EKG Technician | 27.15 |
| 12035 - Electroneurodiagnostic Technologist | 27.15 |
| 12040 - Emergency Medical Technician | 16.38 |
| 12071 - Licensed Practical Nurse I | 16.23 |
| 12072 - Licensed Practical Nurse II | 18.16 |
| 12073 - Licensed Practical Nurse III | 20.25 |
| 12100 - Medical Assistant | 14.63 |
| 12130 - Medical Laboratory Technician | 17.08 |
| 12160 - Medical Record Clerk | 13.59 |
| 12190 - Medical Record Technician | 15.55 |
| 12195 - Medical Transcriptionist | 15.51 |
| 12210 - Nuclear Medicine Technologist | 39.73 |
| 12221 - Nursing Assistant I | 10.65 |
| 12222 - Nursing Assistant II | 11.97 |
| 12223 - Nursing Assistant III | 13.06 |
| 12224 - Nursing Assistant IV | 14.67 |
| 12235 - Optical Dispenser | 15.07 |
| 12236 - Optical Technician | 15.93 |
| 12250 - Pharmacy Technician | 13.99 |
| 12280 - Phlebotomist | 14.67 |
| 12305 - Radiologic Technologist | 22.19 |
| 12311 - Registered Nurse I | 21.20 |
| 12312 - Registered Nurse II | 28.00 |
| 12313 - Registered Nurse II, Specialist | 28.00 |
| 12314 - Registered Nurse III | 34.02 |
| 12315 - Registered Nurse III, Anesthetist | 34.02 |
| 12316 - Registered Nurse IV | 40.26 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.36 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.99 |
| 13012 - Exhibits Specialist II | 24.75 |
| 13013 - Exhibits Specialist III | 27.52 |
| 13041 - Illustrator I | 19.93 |
| 13042 - Illustrator II | 24.68 |
| 13043 - Illustrator III | 27.45 |
| 13047 - Librarian | 26.36 |
| 13050 - Library Aide/Clerk | 12.64 |
| 13054 - Library Information Technology Systems Administrator | 23.77 |
| 13058 - Library Technician | 15.87 |
| 13061 - Media Specialist I | 17.16 |
| 13062 - Media Specialist II | 19.21 |
| 13063 - Media Specialist III | 21.40 |
| 13071 - Photographer I | 15.62 |
| 13072 - Photographer II | 17.47 |
| 13073 - Photographer III | 21.64 |
| 13074 - Photographer IV | 26.47 |
| 13075 - Photographer V | 32.04 |
| 13110 - Video Teleconference Technician | 17.17 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.31 |
| 14042 - Computer Operator II | 17.81 |
| 14043 - Computer Operator III | 19.89 |
| 14044 - Computer Operator IV | 22.09 |

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| 14045 - Computer Operator V | 24.47 |
| 14071 - Computer Programmer I (see 1) | 20.52 |
| 14072 - Computer Programmer II (see 1) | 24.42 |
| 14073 - Computer Programmer III (see 1) | 26.46 |
| 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 | 15.31 |
| 14160 - Personal Computer Support Technician | 22.09 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.38 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.92 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.86 |
| 15050 - Computer Based Training Specialist / Instructor | 30.38 |
| 15060 - Educational Technologist | 22.91 |
| 15070 - Flight Instructor (Pilot) | 35.86 |
| 15080 - Graphic Artist | 21.84 |
| 15090 - Technical Instructor | 20.36 |
| 15095 - Technical Instructor/Course Developer | 25.20 |
| 15110 - Test Proctor | 18.82 |
| 15120 - Tutor | 18.82 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.17 |
| 16030 - Counter Attendant | 9.17 |
| 16040 - Dry Cleaner | 11.85 |
| 16070 - Finisher, Flatwork, Machine | 9.17 |
| 16090 - Presser, Hand | 9.17 |
| 16110 - Presser, Machine, Drycleaning | 9.17 |
| 16130 - Presser, Machine, Shirts | 9.17 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.17 |
| 16190 - Sewing Machine Operator | 12.70 |
| 16220 - Tailor | 13.60 |
| 16250 - Washer, Machine | 10.08 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.10 |
| 19040 - Tool And Die Maker | 22.51 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.31 |
| 21030 - Material Coordinator | 22.70 |
| 21040 - Material Expediter | 22.70 |
| 21050 - Material Handling Laborer | 14.31 |
| 21071 - Order Filler | 12.06 |
| 21080 - Production Line Worker (Food Processing) | 14.31 |
| 21110 - Shipping Packer | 14.61 |
| 21130 - Shipping/Receiving Clerk | 14.61 |
| 21140 - Store Worker I | 13.16 |
| 21150 - Stock Clerk | 17.25 |
| 21210 - Tools And Parts Attendant | 16.25 |
| 21410 - Warehouse Specialist | 15.24 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 25.90 |
| 23021 - Aircraft Mechanic I | 24.67 |
| 23022 - Aircraft Mechanic II | 25.90 |
| 23023 - Aircraft Mechanic III | 26.94 |
| 23040 - Aircraft Mechanic Helper | 18.18 |
| 23050 - Aircraft, Painter | 23.36 |
| 23060 - Aircraft Servicer | 20.85 |
| 23080 - Aircraft Worker | 22.09 |
| 23110 - Appliance Mechanic | 19.10 |
| 23120 - Bicycle Repairer | 15.92 |
| 23125 - Cable Splicer | 28.24 |
| 23130 - Carpenter, Maintenance | 23.47 |

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| 23140 - Carpet Layer | 22.08 |
| 23160 - Electrician, Maintenance | 26.29 |
| 23181 - Electronics Technician Maintenance I | 21.29 |
| 23182 - Electronics Technician Maintenance II | 22.63 |
| 23183 - Electronics Technician Maintenance III | 24.42 |
| 23260 - Fabric Worker | 20.85 |
| 23290 - Fire Alarm System Mechanic | 24.67 |
| 23310 - Fire Extinguisher Repairer | 19.49 |
| 23311 - Fuel Distribution System Mechanic | 28.62 |
| 23312 - Fuel Distribution System Operator | 22.43 |
| 23370 - General Maintenance Worker | 18.58 |
| 23380 - Ground Support Equipment Mechanic | 24.67 |
| 23381 - Ground Support Equipment Servicer | 20.85 |
| 23382 - Ground Support Equipment Worker | 22.09 |
| 23391 - Gunsmith I | 19.49 |
| 23392 - Gunsmith II | 22.08 |
| 23393 - Gunsmith III | 24.67 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.81 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.06 |
| 23430 - Heavy Equipment Mechanic | 22.05 |
| 23440 - Heavy Equipment Operator | 32.00 |
| 23460 - Instrument Mechanic | 24.67 |
| 23465 - Laboratory/Shelter Mechanic | 23.36 |
| 23470 - Laborer | 13.84 |
| 23510 - Locksmith | 23.36 |
| 23530 - Machinery Maintenance Mechanic | 23.70 |
| 23550 - Machinist, Maintenance | 20.57 |
| 23580 - Maintenance Trades Helper | 13.97 |
| 23591 - Metrology Technician I | 24.67 |
| 23592 - Metrology Technician II | 25.90 |
| 23593 - Metrology Technician III | 26.95 |
| 23640 - Millwright | 24.20 |
| 23710 - Office Appliance Repairer | 21.54 |
| 23760 - Painter, Maintenance | 24.17 |
| 23790 - Pipefitter, Maintenance | 31.52 |
| 23810 - Plumber, Maintenance | 28.36 |
| 23820 - Pneudraulic Systems Mechanic | 24.67 |
| 23850 - Rigger | 24.67 |
| 23870 - Scale Mechanic | 22.08 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.54 |
| 23910 - Small Engine Mechanic | 21.49 |
| 23931 - Telecommunications Mechanic I | 27.03 |
| 23932 - Telecommunications Mechanic II | 28.08 |
| 23950 - Telephone Lineman | 25.30 |
| 23960 - Welder, Combination, Maintenance | 20.35 |
| 23965 - Well Driller | 24.67 |
| 23970 - Woodcraft Worker | 24.67 |
| 23980 - Woodworker | 18.02 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.99 |
| 24580 - Child Care Center Clerk | 14.96 |
| 24610 - Chore Aide | 9.65 |
| 24620 - Family Readiness And Support Services Coordinator | 13.11 |
| 24630 - Homemaker | 16.60 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.67 |
| 25040 - Sewage Plant Operator | 21.01 |
| 25070 - Stationary Engineer | 24.67 |
| 25190 - Ventilation Equipment Tender | 17.65 |
| 25210 - Water Treatment Plant Operator | 21.01 |

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| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.54 |
| 27007 - Baggage Inspector | 12.81 |
| 27008 - Corrections Officer | 18.93 |
| 27010 - Court Security Officer | 20.82 |
| 27030 - Detection Dog Handler | 17.86 |
| 27040 - Detention Officer | 18.93 |
| 27070 - Firefighter | 22.90 |
| 27101 - Guard I | 12.81 |
| 27102 - Guard II | 17.86 |
| 27131 - Police Officer I | 24.90 |
| 27132 - Police Officer II | 27.66 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.11 |
| 28042 - Carnival Equipment Repairer | 15.11 |
| 28043 - Carnival Equipment Worker | 10.18 |
| 28210 - Gate Attendant/Gate Tender | 12.73 |
| 28310 - Lifeguard | 10.82 |
| 28350 - Park Attendant (Aide) | 14.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.02 |
| 28515 - Recreation Specialist | 16.38 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 17.39 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.49 |
| 29020 - Hatch Tender | 21.49 |
| 29030 - Line Handler | 21.49 |
| 29041 - Stevedore I | 18.89 |
| 29042 - Stevedore II | 22.85 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.15 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.24 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 26.69 |
| 30021 - Archeological Technician I | 16.93 |
| 30022 - Archeological Technician II | 18.94 |
| 30023 - Archeological Technician III | 23.46 |
| 30030 - Cartographic Technician | 25.05 |
| 30040 - Civil Engineering Technician | 23.60 |
| 30061 - Drafter/CAD Operator I | 16.57 |
| 30062 - Drafter/CAD Operator II | 19.09 |
| 30063 - Drafter/CAD Operator III | 21.17 |
| 30064 - Drafter/CAD Operator IV | 26.01 |
| 30081 - Engineering Technician I | 14.52 |
| 30082 - Engineering Technician II | 16.32 |
| 30083 - Engineering Technician III | 19.98 |
| 30084 - Engineering Technician IV | 24.75 |
| 30085 - Engineering Technician V | 30.24 |
| 30086 - Engineering Technician VI | 36.61 |
| 30090 - Environmental Technician | 23.46 |
| 30210 - Laboratory Technician | 21.04 |
| 30240 - Mathematical Technician | 23.46 |
| 30361 - Paralegal/Legal Assistant I | 16.83 |
| 30362 - Paralegal/Legal Assistant II | 22.58 |
| 30363 - Paralegal/Legal Assistant III | 25.31 |
| 30364 - Paralegal/Legal Assistant IV | 30.63 |
| 30390 - Photo-Optics Technician | 23.46 |
| 30461 - Technical Writer I | 21.55 |
| 30462 - Technical Writer II | 26.38 |
| 30463 - Technical Writer III | 31.90 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.34 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.03 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.40 |
| 30494 - Unexploded (UXO) Safety Escort | 22.34 |

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| 30495 - Unexploded (UXO) Sweep Personnel | 22.34 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 21.17 |
| 30621 - Weather Observer, Senior | (see 2) 23.46 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.99 |
| 31030 - Bus Driver | 18.74 |
| 31043 - Driver Courier | 18.08 |
| 31260 - Parking and Lot Attendant | 12.59 |
| 31290 - Shuttle Bus Driver | 18.08 |
| 31310 - Taxi Driver | 16.70 |
| 31361 - Truckdriver, Light | 18.08 |
| 31362 - Truckdriver, Medium | 19.22 |
| 31363 - Truckdriver, Heavy | 19.97 |
| 31364 - Truckdriver, Tractor-Trailer | 19.97 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.37 |
| 99050 - Desk Clerk | 9.69 |
| 99095 - Embalmer | 23.02 |
| 99251 - Laboratory Animal Caretaker I | 11.74 |
| 99252 - Laboratory Animal Caretaker II | 12.33 |
| 99310 - Mortician | 23.02 |
| 99410 - Pest Controller | 16.68 |
| 99510 - Photofinishing Worker | 11.74 |
| 99710 - Recycling Laborer | 17.85 |
| 99711 - Recycling Specialist | 19.56 |
| 99730 - Refuse Collector | 17.01 |
| 99810 - Sales Clerk | 11.05 |
| 99820 - School Crossing Guard | 13.70 |
| 99830 - Survey Party Chief | 22.57 |
| 99831 - Surveying Aide | 13.31 |
| 99832 - Surveying Technician | 18.25 |
| 99840 - Vending Machine Attendant | 16.52 |
| 99841 - Vending Machine Repairer | 17.39 |
| 99842 - Vending Machine Repairer Helper | 15.13 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3007
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida County of Bay

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.36 |
| 01012 - Accounting Clerk II | | 13.87 |
| 01013 - Accounting Clerk III | | 15.51 |
| 01020 - Administrative Assistant | | 17.10 |
| 01040 - Court Reporter | | 14.80 |
| 01051 - Data Entry Operator I | | 11.14 |
| 01052 - Data Entry Operator II | | 12.16 |
| 01060 - Dispatcher, Motor Vehicle | | 17.04 |
| 01070 - Document Preparation Clerk | | 11.36 |
| 01090 - Duplicating Machine Operator | | 11.36 |
| 01111 - General Clerk I | | 11.39 |
| 01112 - General Clerk II | | 12.43 |
| 01113 - General Clerk III | | 13.95 |
| 01120 - Housing Referral Assistant | | 15.91 |
| 01141 - Messenger Courier | | 12.98 |
| 01191 - Order Clerk I | | 12.52 |
| 01192 - Order Clerk II | | 13.66 |
| 01261 - Personnel Assistant (Employment) I | | 13.84 |
| 01262 - Personnel Assistant (Employment) II | | 15.48 |
| 01263 - Personnel Assistant (Employment) III | | 17.26 |
| 01270 - Production Control Clerk | | 17.28 |
| 01280 - Receptionist | | 10.88 |
| 01290 - Rental Clerk | | 11.72 |
| 01300 - Scheduler, Maintenance | | 12.75 |
| 01311 - Secretary I | | 12.75 |
| 01312 - Secretary II | | 14.26 |
| 01313 - Secretary III | | 15.91 |
| 01320 - Service Order Dispatcher | | 13.70 |
| 01410 - Supply Technician | | 17.67 |
| 01420 - Survey Worker | | 14.26 |
| 01531 - Travel Clerk I | | 10.48 |
| 01532 - Travel Clerk II | | 11.06 |
| 01533 - Travel Clerk III | | 11.64 |
| 01611 - Word Processor I | | 11.39 |
| 01612 - Word Processor II | | 12.75 |
| 01613 - Word Processor III | | 14.23 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.44 |
| 05010 - Automotive Electrician | | 17.51 |
| 05040 - Automotive Glass Installer | | 16.59 |
| 05070 - Automotive Worker | | 16.59 |
| 05110 - Mobile Equipment Servicer | | 14.75 |
| 05130 - Motor Equipment Metal Mechanic | | 18.44 |
| 05160 - Motor Equipment Metal Worker | | 16.59 |
| 05190 - Motor Vehicle Mechanic | | 18.44 |
| 05220 - Motor Vehicle Mechanic Helper | | 13.77 |
| 05250 - Motor Vehicle Upholstery Worker | | 15.70 |
| 05280 - Motor Vehicle Wrecker | | 16.59 |
| 05310 - Painter, Automotive | | 17.51 |
| 05340 - Radiator Repair Specialist | | 16.59 |
| 05370 - Tire Repairer | | 13.79 |
| 05400 - Transmission Repair Specialist | | 18.44 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 10.52 |
| 07041 - Cook I | | 11.11 |

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| 07042 - Cook II | 12.70 |
| 07070 - Dishwasher | 7.80 |
| 07130 - Food Service Worker | 8.68 |
| 07210 - Meat Cutter | 13.92 |
| 07260 - Waiter/Waitress | 9.65 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.94 |
| 09040 - Furniture Handler | 12.50 |
| 09080 - Furniture Refinisher | 16.94 |
| 09090 - Furniture Refinisher Helper | 13.32 |
| 09110 - Furniture Repairer, Minor | 15.19 |
| 09130 - Upholsterer | 16.94 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.82 |
| 11060 - Elevator Operator | 9.82 |
| 11090 - Gardener | 15.08 |
| 11122 - Housekeeping Aide | 9.87 |
| 11150 - Janitor | 10.98 |
| 11210 - Laborer, Grounds Maintenance | 11.78 |
| 11240 - Maid or Houseman | 8.48 |
| 11260 - Pruner | 10.73 |
| 11270 - Tractor Operator | 13.90 |
| 11330 - Trail Maintenance Worker | 11.78 |
| 11360 - Window Cleaner | 12.00 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.77 |
| 12011 - Breath Alcohol Technician | 15.76 |
| 12012 - Certified Occupational Therapist Assistant | 23.01 |
| 12015 - Certified Physical Therapist Assistant | 21.12 |
| 12020 - Dental Assistant | 14.17 |
| 12025 - Dental Hygienist | 28.15 |
| 12030 - EKG Technician | 22.09 |
| 12035 - Electroneurodiagnostic Technologist | 22.09 |
| 12040 - Emergency Medical Technician | 16.77 |
| 12071 - Licensed Practical Nurse I | 14.99 |
| 12072 - Licensed Practical Nurse II | 16.77 |
| 12073 - Licensed Practical Nurse III | 18.70 |
| 12100 - Medical Assistant | 11.83 |
| 12130 - Medical Laboratory Technician | 14.99 |
| 12160 - Medical Record Clerk | 13.71 |
| 12190 - Medical Record Technician | 15.34 |
| 12195 - Medical Transcriptionist | 13.21 |
| 12210 - Nuclear Medicine Technologist | 39.84 |
| 12221 - Nursing Assistant I | 9.37 |
| 12222 - Nursing Assistant II | 10.53 |
| 12223 - Nursing Assistant III | 11.49 |
| 12224 - Nursing Assistant IV | 12.90 |
| 12235 - Optical Dispenser | 18.13 |
| 12236 - Optical Technician | 14.99 |
| 12250 - Pharmacy Technician | 12.67 |
| 12280 - Phlebotomist | 12.90 |
| 12305 - Radiologic Technologist | 22.03 |
| 12311 - Registered Nurse I | 20.96 |
| 12312 - Registered Nurse II | 25.88 |
| 12313 - Registered Nurse II, Specialist | 25.88 |
| 12314 - Registered Nurse III | 31.05 |
| 12315 - Registered Nurse III, Anesthetist | 31.05 |
| 12316 - Registered Nurse IV | 37.52 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.09 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.83 |
| 13012 - Exhibits Specialist II | 20.86 |
| 13013 - Exhibits Specialist III | 25.51 |

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| 13041 - Illustrator I | 16.83 |
| 13042 - Illustrator II | 20.86 |
| 13043 - Illustrator III | 25.51 |
| 13047 - Librarian | 23.09 |
| 13050 - Library Aide/Clerk | 12.19 |
| 13054 - Library Information Technology Systems Administrator | 20.86 |
| 13058 - Library Technician | 16.63 |
| 13061 - Media Specialist I | 15.05 |
| 13062 - Media Specialist II | 16.83 |
| 13063 - Media Specialist III | 18.77 |
| 13071 - Photographer I | 15.05 |
| 13072 - Photographer II | 16.83 |
| 13073 - Photographer III | 20.86 |
| 13074 - Photographer IV | 25.51 |
| 13075 - Photographer V | 30.86 |
| 13110 - Video Teleconference Technician | 15.05 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.27 |
| 14042 - Computer Operator II | 15.77 |
| 14043 - Computer Operator III | 17.93 |
| 14044 - Computer Operator IV | 20.80 |
| 14045 - Computer Operator V | 21.87 |
| 14071 - Computer Programmer I | (see 1) 24.10 |
| 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 | 13.27 |
| 14160 - Personal Computer Support Technician | 20.80 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.21 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.92 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.26 |
| 15050 - Computer Based Training Specialist / Instructor | 27.21 |
| 15060 - Educational Technologist | 22.55 |
| 15070 - Flight Instructor (Pilot) | 39.26 |
| 15080 - Graphic Artist | 18.83 |
| 15090 - Technical Instructor | 17.40 |
| 15095 - Technical Instructor/Course Developer | 21.29 |
| 15110 - Test Proctor | 14.05 |
| 15120 - Tutor | 14.05 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.92 |
| 16030 - Counter Attendant | 8.92 |
| 16040 - Dry Cleaner | 10.29 |
| 16070 - Finisher, Flatwork, Machine | 8.92 |
| 16090 - Presser, Hand | 8.92 |
| 16110 - Presser, Machine, Drycleaning | 8.92 |
| 16130 - Presser, Machine, Shirts | 8.92 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.92 |
| 16190 - Sewing Machine Operator | 10.74 |
| 16220 - Tailor | 11.20 |
| 16250 - Washer, Machine | 9.36 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.94 |
| 19040 - Tool And Die Maker | 21.04 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.12 |
| 21030 - Material Coordinator | 17.91 |
| 21040 - Material Expediter | 17.91 |

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| 21050 - Material Handling Laborer | 10.63 |
| 21071 - Order Filler | 10.69 |
| 21080 - Production Line Worker (Food Processing) | 14.12 |
| 21110 - Shipping Packer | 13.09 |
| 21130 - Shipping/Receiving Clerk | 13.09 |
| 21140 - Store Worker I | 10.87 |
| 21150 - Stock Clerk | 14.50 |
| 21210 - Tools And Parts Attendant | 14.12 |
| 21410 - Warehouse Specialist | 14.12 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 21.60 |
| 23021 - Aircraft Mechanic I | 20.57 |
| 23022 - Aircraft Mechanic II | 21.60 |
| 23023 - Aircraft Mechanic III | 22.68 |
| 23040 - Aircraft Mechanic Helper | 15.36 |
| 23050 - Aircraft, Painter | 18.63 |
| 23060 - Aircraft Servicer | 17.51 |
| 23080 - Aircraft Worker | 18.50 |
| 23110 - Appliance Mechanic | 16.94 |
| 23120 - Bicycle Repairer | 13.79 |
| 23125 - Cable Splicer | 19.62 |
| 23130 - Carpenter, Maintenance | 17.79 |
| 23140 - Carpet Layer | 16.85 |
| 23160 - Electrician, Maintenance | 17.94 |
| 23181 - Electronics Technician Maintenance I | 22.94 |
| 23182 - Electronics Technician Maintenance II | 24.36 |
| 23183 - Electronics Technician Maintenance III | 25.89 |
| 23260 - Fabric Worker | 15.95 |
| 23290 - Fire Alarm System Mechanic | 17.94 |
| 23310 - Fire Extinguisher Repairer | 14.98 |
| 23311 - Fuel Distribution System Mechanic | 17.94 |
| 23312 - Fuel Distribution System Operator | 15.89 |
| 23370 - General Maintenance Worker | 16.85 |
| 23380 - Ground Support Equipment Mechanic | 20.57 |
| 23381 - Ground Support Equipment Servicer | 17.51 |
| 23382 - Ground Support Equipment Worker | 18.50 |
| 23391 - Gunsmith I | 15.32 |
| 23392 - Gunsmith II | 15.89 |
| 23393 - Gunsmith III | 17.94 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.59 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.61 |
| 23430 - Heavy Equipment Mechanic | 17.94 |
| 23440 - Heavy Equipment Operator | 17.94 |
| 23460 - Instrument Mechanic | 17.94 |
| 23465 - Laboratory/Shelter Mechanic | 16.88 |
| 23470 - Laborer | 10.34 |
| 23510 - Locksmith | 17.79 |
| 23530 - Machinery Maintenance Mechanic | 22.41 |
| 23550 - Machinist, Maintenance | 17.94 |
| 23580 - Maintenance Trades Helper | 13.99 |
| 23591 - Metrology Technician I | 17.94 |
| 23592 - Metrology Technician II | 18.95 |
| 23593 - Metrology Technician III | 19.99 |
| 23640 - Millwright | 20.60 |
| 23710 - Office Appliance Repairer | 17.79 |
| 23760 - Painter, Maintenance | 17.79 |
| 23790 - Pipefitter, Maintenance | 18.73 |
| 23810 - Plumber, Maintenance | 17.79 |
| 23820 - Pneudraulic Systems Mechanic | 17.94 |
| 23850 - Rigger | 17.94 |
| 23870 - Scale Mechanic | 16.85 |

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| 23890 - Sheet-Metal Worker, Maintenance | 19.56 |
| 23910 - Small Engine Mechanic | 16.85 |
| 23931 - Telecommunications Mechanic I | 23.64 |
| 23932 - Telecommunications Mechanic II | 24.86 |
| 23950 - Telephone Lineman | 17.84 |
| 23960 - Welder, Combination, Maintenance | 17.94 |
| 23965 - Well Driller | 17.94 |
| 23970 - Woodcraft Worker | 17.94 |
| 23980 - Woodworker | 14.98 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.14 |
| 24580 - Child Care Center Clerk | 13.51 |
| 24610 - Chore Aide | 10.87 |
| 24620 - Family Readiness And Support Services Coordinator | 12.88 |
| 24630 - Homemaker | 13.97 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.58 |
| 25040 - Sewage Plant Operator | 18.63 |
| 25070 - Stationary Engineer | 21.58 |
| 25190 - Ventilation Equipment Tender | 14.65 |
| 25210 - Water Treatment Plant Operator | 18.63 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.37 |
| 27007 - Baggage Inspector | 10.79 |
| 27008 - Corrections Officer | 15.97 |
| 27010 - Court Security Officer | 15.56 |
| 27030 - Detection Dog Handler | 12.07 |
| 27040 - Detention Officer | 15.97 |
| 27070 - Firefighter | 15.56 |
| 27101 - Guard I | 10.79 |
| 27102 - Guard II | 12.07 |
| 27131 - Police Officer I | 16.63 |
| 27132 - Police Officer II | 18.45 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.53 |
| 28042 - Carnival Equipment Repairer | 11.29 |
| 28043 - Carnival Equipment Worker | 8.79 |
| 28210 - Gate Attendant/Gate Tender | 13.27 |
| 28310 - Lifeguard | 11.83 |
| 28350 - Park Attendant (Aide) | 14.85 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.84 |
| 28515 - Recreation Specialist | 12.79 |
| 28630 - Sports Official | 11.83 |
| 28690 - Swimming Pool Operator | 17.74 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.72 |
| 29020 - Hatch Tender | 18.72 |
| 29030 - Line Handler | 18.72 |
| 29041 - Stevedore I | 16.84 |
| 29042 - Stevedore II | 18.77 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.03 |
| 30022 - Archeological Technician II | 15.53 |
| 30023 - Archeological Technician III | 20.83 |
| 30030 - Cartographic Technician | 20.83 |
| 30040 - Civil Engineering Technician | 21.34 |
| 30061 - Drafter/CAD Operator I | 15.03 |
| 30062 - Drafter/CAD Operator II | 16.81 |
| 30063 - Drafter/CAD Operator III | 18.75 |

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| 30064 - Drafter/CAD Operator IV | 23.06 |
| 30081 - Engineering Technician I | 15.73 |
| 30082 - Engineering Technician II | 17.67 |
| 30083 - Engineering Technician III | 19.78 |
| 30084 - Engineering Technician IV | 24.51 |
| 30085 - Engineering Technician V | 29.98 |
| 30086 - Engineering Technician VI | 36.27 |
| 30090 - Environmental Technician | 20.83 |
| 30210 - Laboratory Technician | 18.75 |
| 30240 - Mathematical Technician | 20.83 |
| 30361 - Paralegal/Legal Assistant I | 17.89 |
| 30362 - Paralegal/Legal Assistant II | 22.17 |
| 30363 - Paralegal/Legal Assistant III | 27.12 |
| 30364 - Paralegal/Legal Assistant IV | 32.81 |
| 30390 - Photo-Optics Technician | 20.83 |
| 30461 - Technical Writer I | 18.99 |
| 30462 - Technical Writer II | 23.22 |
| 30463 - Technical Writer III | 28.09 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 18.75 |
| 30621 - Weather Observer, Senior (see 2) | 20.83 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.10 |
| 31030 - Bus Driver | 15.13 |
| 31043 - Driver Courier | 12.87 |
| 31260 - Parking and Lot Attendant | 8.69 |
| 31290 - Shuttle Bus Driver | 13.39 |
| 31310 - Taxi Driver | 11.05 |
| 31361 - Truckdriver, Light | 13.39 |
| 31362 - Truckdriver, Medium | 14.45 |
| 31363 - Truckdriver, Heavy | 15.38 |
| 31364 - Truckdriver, Tractor-Trailer | 15.38 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.67 |
| 99050 - Desk Clerk | 10.08 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.30 |
| 99252 - Laboratory Animal Caretaker II | 12.17 |
| 99310 - Mortician | 22.74 |
| 99410 - Pest Controller | 14.15 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.87 |
| 99711 - Recycling Specialist | 15.48 |
| 99730 - Refuse Collector | 12.29 |
| 99810 - Sales Clerk | 13.02 |
| 99820 - School Crossing Guard | 10.81 |
| 99830 - Survey Party Chief | 18.16 |
| 99831 - Surveying Aide | 10.88 |
| 99832 - Surveying Technician | 16.52 |
| 99840 - Vending Machine Attendant | 15.24 |
| 99841 - Vending Machine Repairer | 18.36 |
| 99842 - Vending Machine Repairer Helper | 15.24 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years, and 4 weeks after 11 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3008
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida County of Bay

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.36 |
| 01012 - Accounting Clerk II | | 13.87 |
| 01013 - Accounting Clerk III | | 15.51 |
| 01020 - Administrative Assistant | | 17.10 |
| 01040 - Court Reporter | | 14.80 |
| 01051 - Data Entry Operator I | | 11.14 |
| 01052 - Data Entry Operator II | | 12.16 |
| 01060 - Dispatcher, Motor Vehicle | | 17.04 |
| 01070 - Document Preparation Clerk | | 11.36 |
| 01090 - Duplicating Machine Operator | | 11.36 |
| 01111 - General Clerk I | | 11.39 |
| 01112 - General Clerk II | | 12.43 |
| 01113 - General Clerk III | | 13.95 |
| 01120 - Housing Referral Assistant | | 15.91 |
| 01141 - Messenger Courier | | 12.98 |
| 01191 - Order Clerk I | | 12.52 |
| 01192 - Order Clerk II | | 13.66 |
| 01261 - Personnel Assistant (Employment) I | | 13.84 |
| 01262 - Personnel Assistant (Employment) II | | 15.48 |
| 01263 - Personnel Assistant (Employment) III | | 17.26 |
| 01270 - Production Control Clerk | | 17.28 |
| 01280 - Receptionist | | 10.88 |
| 01290 - Rental Clerk | | 11.72 |
| 01300 - Scheduler, Maintenance | | 12.75 |
| 01311 - Secretary I | | 12.75 |
| 01312 - Secretary II | | 14.26 |
| 01313 - Secretary III | | 15.91 |
| 01320 - Service Order Dispatcher | | 13.70 |
| 01410 - Supply Technician | | 17.67 |
| 01420 - Survey Worker | | 14.26 |
| 01531 - Travel Clerk I | | 10.48 |
| 01532 - Travel Clerk II | | 11.06 |
| 01533 - Travel Clerk III | | 11.64 |
| 01611 - Word Processor I | | 11.39 |
| 01612 - Word Processor II | | 12.75 |
| 01613 - Word Processor III | | 14.23 |

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| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.44 |
| 05010 - Automotive Electrician | 17.51 |
| 05040 - Automotive Glass Installer | 16.59 |
| 05070 - Automotive Worker | 16.59 |
| 05110 - Mobile Equipment Servicer | 14.75 |
| 05130 - Motor Equipment Metal Mechanic | 18.44 |
| 05160 - Motor Equipment Metal Worker | 16.59 |
| 05190 - Motor Vehicle Mechanic | 18.44 |
| 05220 - Motor Vehicle Mechanic Helper | 13.77 |
| 05250 - Motor Vehicle Upholstery Worker | 15.70 |
| 05280 - Motor Vehicle Wrecker | 16.59 |
| 05310 - Painter, Automotive | 17.51 |
| 05340 - Radiator Repair Specialist | 16.59 |
| 05370 - Tire Repairer | 13.79 |
| 05400 - Transmission Repair Specialist | 18.44 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.52 |
| 07041 - Cook I | 11.11 |
| 07042 - Cook II | 12.70 |
| 07070 - Dishwasher | 7.80 |
| 07130 - Food Service Worker | 8.68 |
| 07210 - Meat Cutter | 13.92 |
| 07260 - Waiter/Waitress | 9.65 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.94 |
| 09040 - Furniture Handler | 12.50 |
| 09080 - Furniture Refinisher | 16.94 |
| 09090 - Furniture Refinisher Helper | 13.32 |
| 09110 - Furniture Repairer, Minor | 15.19 |
| 09130 - Upholsterer | 16.94 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.82 |
| 11060 - Elevator Operator | 9.82 |
| 11090 - Gardener | 15.08 |
| 11122 - Housekeeping Aide | 9.87 |
| 11150 - Janitor | 10.98 |
| 11210 - Laborer, Grounds Maintenance | 11.78 |
| 11240 - Maid or Houseman | 8.48 |
| 11260 - Pruner | 10.73 |
| 11270 - Tractor Operator | 13.90 |
| 11330 - Trail Maintenance Worker | 11.78 |
| 11360 - Window Cleaner | 12.00 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.77 |
| 12011 - Breath Alcohol Technician | 15.76 |
| 12012 - Certified Occupational Therapist Assistant | 23.01 |
| 12015 - Certified Physical Therapist Assistant | 21.12 |
| 12020 - Dental Assistant | 14.17 |
| 12025 - Dental Hygienist | 28.15 |
| 12030 - EKG Technician | 22.09 |
| 12035 - Electroneurodiagnostic Technologist | 22.09 |
| 12040 - Emergency Medical Technician | 16.77 |
| 12071 - Licensed Practical Nurse I | 14.99 |
| 12072 - Licensed Practical Nurse II | 16.77 |
| 12073 - Licensed Practical Nurse III | 18.70 |
| 12100 - Medical Assistant | 11.83 |
| 12130 - Medical Laboratory Technician | 14.99 |
| 12160 - Medical Record Clerk | 13.71 |
| 12190 - Medical Record Technician | 15.34 |
| 12195 - Medical Transcriptionist | 13.21 |
| 12210 - Nuclear Medicine Technologist | 39.84 |
| 12221 - Nursing Assistant I | 9.37 |

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| 12222 - Nursing Assistant II | 10.53 |
| 12223 - Nursing Assistant III | 11.49 |
| 12224 - Nursing Assistant IV | 12.90 |
| 12235 - Optical Dispenser | 18.13 |
| 12236 - Optical Technician | 14.99 |
| 12250 - Pharmacy Technician | 12.67 |
| 12280 - Phlebotomist | 12.90 |
| 12305 - Radiologic Technologist | 22.03 |
| 12311 - Registered Nurse I | 20.96 |
| 12312 - Registered Nurse II | 25.88 |
| 12313 - Registered Nurse II, Specialist | 25.88 |
| 12314 - Registered Nurse III | 31.05 |
| 12315 - Registered Nurse III, Anesthetist | 31.05 |
| 12316 - Registered Nurse IV | 37.52 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.09 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 16.83 |
| 13012 - Exhibits Specialist II | 20.86 |
| 13013 - Exhibits Specialist III | 25.51 |
| 13041 - Illustrator I | 16.83 |
| 13042 - Illustrator II | 20.86 |
| 13043 - Illustrator III | 25.51 |
| 13047 - Librarian | 23.09 |
| 13050 - Library Aide/Clerk | 12.19 |
| 13054 - Library Information Technology Systems Administrator | 20.86 |
| 13058 - Library Technician | 16.63 |
| 13061 - Media Specialist I | 15.05 |
| 13062 - Media Specialist II | 16.83 |
| 13063 - Media Specialist III | 18.77 |
| 13071 - Photographer I | 15.05 |
| 13072 - Photographer II | 16.83 |
| 13073 - Photographer III | 20.86 |
| 13074 - Photographer IV | 25.51 |
| 13075 - Photographer V | 30.86 |
| 13110 - Video Teleconference Technician | 15.05 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.27 |
| 14042 - Computer Operator II | 15.77 |
| 14043 - Computer Operator III | 17.93 |
| 14044 - Computer Operator IV | 20.80 |
| 14045 - Computer Operator V | 21.87 |
| 14071 - Computer Programmer I | (see 1) 24.10 |
| 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 | 13.27 |
| 14160 - Personal Computer Support Technician | 20.80 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 27.21 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 32.92 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 39.26 |
| 15050 - Computer Based Training Specialist / Instructor | 27.21 |
| 15060 - Educational Technologist | 22.55 |
| 15070 - Flight Instructor (Pilot) | 39.26 |
| 15080 - Graphic Artist | 18.83 |
| 15090 - Technical Instructor | 17.40 |
| 15095 - Technical Instructor/Course Developer | 21.29 |
| 15110 - Test Proctor | 14.05 |
| 15120 - Tutor | 14.05 |

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|---|-------|
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.92 |
| 16030 - Counter Attendant | 8.92 |
| 16040 - Dry Cleaner | 10.29 |
| 16070 - Finisher, Flatwork, Machine | 8.92 |
| 16090 - Presser, Hand | 8.92 |
| 16110 - Presser, Machine, Drycleaning | 8.92 |
| 16130 - Presser, Machine, Shirts | 8.92 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.92 |
| 16190 - Sewing Machine Operator | 10.74 |
| 16220 - Tailor | 11.20 |
| 16250 - Washer, Machine | 9.36 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.94 |
| 19040 - Tool And Die Maker | 21.04 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.12 |
| 21030 - Material Coordinator | 17.91 |
| 21040 - Material Expediter | 17.91 |
| 21050 - Material Handling Laborer | 10.63 |
| 21071 - Order Filler | 10.69 |
| 21080 - Production Line Worker (Food Processing) | 14.12 |
| 21110 - Shipping Packer | 13.09 |
| 21130 - Shipping/Receiving Clerk | 13.09 |
| 21140 - Store Worker I | 10.87 |
| 21150 - Stock Clerk | 14.50 |
| 21210 - Tools And Parts Attendant | 14.12 |
| 21410 - Warehouse Specialist | 14.12 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 21.60 |
| 23021 - Aircraft Mechanic I | 20.57 |
| 23022 - Aircraft Mechanic II | 21.60 |
| 23023 - Aircraft Mechanic III | 22.68 |
| 23040 - Aircraft Mechanic Helper | 15.36 |
| 23050 - Aircraft, Painter | 18.63 |
| 23060 - Aircraft Servicer | 17.51 |
| 23080 - Aircraft Worker | 18.50 |
| 23110 - Appliance Mechanic | 16.94 |
| 23120 - Bicycle Repairer | 13.79 |
| 23125 - Cable Splicer | 19.62 |
| 23130 - Carpenter, Maintenance | 17.79 |
| 23140 - Carpet Layer | 16.85 |
| 23160 - Electrician, Maintenance | 17.94 |
| 23181 - Electronics Technician Maintenance I | 22.94 |
| 23182 - Electronics Technician Maintenance II | 24.36 |
| 23183 - Electronics Technician Maintenance III | 25.89 |
| 23260 - Fabric Worker | 15.95 |
| 23290 - Fire Alarm System Mechanic | 17.94 |
| 23310 - Fire Extinguisher Repairer | 14.98 |
| 23311 - Fuel Distribution System Mechanic | 17.94 |
| 23312 - Fuel Distribution System Operator | 15.89 |
| 23370 - General Maintenance Worker | 16.85 |
| 23380 - Ground Support Equipment Mechanic | 20.57 |
| 23381 - Ground Support Equipment Servicer | 17.51 |
| 23382 - Ground Support Equipment Worker | 18.50 |
| 23391 - Gunsmith I | 15.32 |
| 23392 - Gunsmith II | 15.89 |
| 23393 - Gunsmith III | 17.94 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.59 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.61 |
| 23430 - Heavy Equipment Mechanic | 17.94 |

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|---|-------|
| 23440 - Heavy Equipment Operator | 17.94 |
| 23460 - Instrument Mechanic | 17.94 |
| 23465 - Laboratory/Shelter Mechanic | 16.88 |
| 23470 - Laborer | 10.34 |
| 23510 - Locksmith | 17.79 |
| 23530 - Machinery Maintenance Mechanic | 22.41 |
| 23550 - Machinist, Maintenance | 17.94 |
| 23580 - Maintenance Trades Helper | 13.99 |
| 23591 - Metrology Technician I | 17.94 |
| 23592 - Metrology Technician II | 18.95 |
| 23593 - Metrology Technician III | 19.99 |
| 23640 - Millwright | 20.60 |
| 23710 - Office Appliance Repairer | 17.79 |
| 23760 - Painter, Maintenance | 17.79 |
| 23790 - Pipefitter, Maintenance | 18.73 |
| 23810 - Plumber, Maintenance | 17.79 |
| 23820 - Pneudraulic Systems Mechanic | 17.94 |
| 23850 - Rigger | 17.94 |
| 23870 - Scale Mechanic | 16.85 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.56 |
| 23910 - Small Engine Mechanic | 16.85 |
| 23931 - Telecommunications Mechanic I | 23.64 |
| 23932 - Telecommunications Mechanic II | 24.86 |
| 23950 - Telephone Lineman | 17.84 |
| 23960 - Welder, Combination, Maintenance | 17.94 |
| 23965 - Well Driller | 17.94 |
| 23970 - Woodcraft Worker | 17.94 |
| 23980 - Woodworker | 14.98 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.14 |
| 24580 - Child Care Center Clerk | 13.51 |
| 24610 - Chore Aide | 10.87 |
| 24620 - Family Readiness And Support Services Coordinator | 12.88 |
| 24630 - Homemaker | 13.97 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 21.58 |
| 25040 - Sewage Plant Operator | 18.63 |
| 25070 - Stationary Engineer | 21.58 |
| 25190 - Ventilation Equipment Tender | 14.65 |
| 25210 - Water Treatment Plant Operator | 18.63 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.37 |
| 27007 - Baggage Inspector | 10.79 |
| 27008 - Corrections Officer | 15.97 |
| 27010 - Court Security Officer | 15.56 |
| 27030 - Detection Dog Handler | 12.07 |
| 27040 - Detention Officer | 15.97 |
| 27070 - Firefighter | 15.56 |
| 27101 - Guard I | 10.79 |
| 27102 - Guard II | 12.07 |
| 27131 - Police Officer I | 16.63 |
| 27132 - Police Officer II | 18.45 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.53 |
| 28042 - Carnival Equipment Repairer | 11.29 |
| 28043 - Carnival Equipment Worker | 8.79 |
| 28210 - Gate Attendant/Gate Tender | 13.27 |
| 28310 - Lifeguard | 11.83 |
| 28350 - Park Attendant (Aide) | 14.85 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.84 |
| 28515 - Recreation Specialist | 12.79 |
| 28630 - Sports Official | 11.83 |

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| 28690 - Swimming Pool Operator | 17.74 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.72 |
| 29020 - Hatch Tender | 18.72 |
| 29030 - Line Handler | 18.72 |
| 29041 - Stevedore I | 16.84 |
| 29042 - Stevedore II | 18.77 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.03 |
| 30022 - Archeological Technician II | 15.53 |
| 30023 - Archeological Technician III | 20.83 |
| 30030 - Cartographic Technician | 20.83 |
| 30040 - Civil Engineering Technician | 21.34 |
| 30061 - Drafter/CAD Operator I | 15.03 |
| 30062 - Drafter/CAD Operator II | 16.81 |
| 30063 - Drafter/CAD Operator III | 18.75 |
| 30064 - Drafter/CAD Operator IV | 23.06 |
| 30081 - Engineering Technician I | 15.73 |
| 30082 - Engineering Technician II | 17.67 |
| 30083 - Engineering Technician III | 19.78 |
| 30084 - Engineering Technician IV | 24.51 |
| 30085 - Engineering Technician V | 29.98 |
| 30086 - Engineering Technician VI | 36.27 |
| 30090 - Environmental Technician | 20.83 |
| 30210 - Laboratory Technician | 18.75 |
| 30240 - Mathematical Technician | 20.83 |
| 30361 - Paralegal/Legal Assistant I | 17.89 |
| 30362 - Paralegal/Legal Assistant II | 22.17 |
| 30363 - Paralegal/Legal Assistant III | 27.12 |
| 30364 - Paralegal/Legal Assistant IV | 32.81 |
| 30390 - Photo-Optics Technician | 20.83 |
| 30461 - Technical Writer I | 18.99 |
| 30462 - Technical Writer II | 23.22 |
| 30463 - Technical Writer III | 28.09 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 18.75 |
| 30621 - Weather Observer, Senior (see 2) | 20.83 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.10 |
| 31030 - Bus Driver | 15.13 |
| 31043 - Driver Courier | 12.87 |
| 31260 - Parking and Lot Attendant | 8.69 |
| 31290 - Shuttle Bus Driver | 13.39 |
| 31310 - Taxi Driver | 11.05 |
| 31361 - Truckdriver, Light | 13.39 |
| 31362 - Truckdriver, Medium | 14.45 |
| 31363 - Truckdriver, Heavy | 15.38 |
| 31364 - Truckdriver, Tractor-Trailer | 15.38 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.67 |
| 99050 - Desk Clerk | 10.08 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.30 |
| 99252 - Laboratory Animal Caretaker II | 12.17 |
| 99310 - Mortician | 22.74 |

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|---|-------|
| 99410 - Pest Controller | 14.15 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.87 |
| 99711 - Recycling Specialist | 15.48 |
| 99730 - Refuse Collector | 12.29 |
| 99810 - Sales Clerk | 13.02 |
| 99820 - School Crossing Guard | 10.81 |
| 99830 - Survey Party Chief | 18.16 |
| 99831 - Surveying Aide | 10.88 |
| 99832 - Surveying Technician | 16.52 |
| 99840 - Vending Machine Attendant | 15.24 |
| 99841 - Vending Machine Repairer | 18.36 |
| 99842 - Vending Machine Repairer Helper | 15.24 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years, and 4 weeks after 11 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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

- 2) After contract award, the contractor prepares a written report listing in order

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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3009
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Colorado

Area: Colorado County of Larimer

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.72 |
| 01012 - Accounting Clerk II | | 16.52 |
| 01013 - Accounting Clerk III | | 18.47 |
| 01020 - Administrative Assistant | | 21.10 |
| 01040 - Court Reporter | | 19.21 |
| 01051 - Data Entry Operator I | | 11.91 |
| 01052 - Data Entry Operator II | | 12.99 |
| 01060 - Dispatcher, Motor Vehicle | | 19.21 |
| 01070 - Document Preparation Clerk | | 12.99 |
| 01090 - Duplicating Machine Operator | | 12.99 |
| 01111 - General Clerk I | | 14.35 |
| 01112 - General Clerk II | | 15.66 |
| 01113 - General Clerk III | | 17.57 |
| 01120 - Housing Referral Assistant | | 20.57 |
| 01141 - Messenger Courier | | 12.28 |
| 01191 - Order Clerk I | | 13.51 |
| 01192 - Order Clerk II | | 14.77 |
| 01261 - Personnel Assistant (Employment) I | | 15.26 |
| 01262 - Personnel Assistant (Employment) II | | 18.23 |
| 01263 - Personnel Assistant (Employment) III | | 19.04 |
| 01270 - Production Control Clerk | | 19.91 |
| 01280 - Receptionist | | 14.17 |
| 01290 - Rental Clerk | | 15.91 |
| 01300 - Scheduler, Maintenance | | 16.49 |
| 01311 - Secretary I | | 16.49 |
| 01312 - Secretary II | | 18.45 |
| 01313 - Secretary III | | 20.57 |
| 01320 - Service Order Dispatcher | | 16.64 |
| 01410 - Supply Technician | | 22.86 |
| 01420 - Survey Worker | | 18.23 |
| 01531 - Travel Clerk I | | 13.55 |
| 01532 - Travel Clerk II | | 14.20 |
| 01533 - Travel Clerk III | | 15.19 |
| 01611 - Word Processor I | | 12.99 |
| 01612 - Word Processor II | | 15.19 |
| 01613 - Word Processor III | | 18.23 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 24.14 |
| 05010 - Automotive Electrician | | 23.00 |
| 05040 - Automotive Glass Installer | | 21.40 |
| 05070 - Automotive Worker | | 21.40 |
| 05110 - Mobile Equipment Servicer | | 19.81 |
| 05130 - Motor Equipment Metal Mechanic | | 23.00 |
| 05160 - Motor Equipment Metal Worker | | 21.40 |
| 05190 - Motor Vehicle Mechanic | | 23.00 |
| 05220 - Motor Vehicle Mechanic Helper | | 18.48 |
| 05250 - Motor Vehicle Upholstery Worker | | 21.40 |
| 05280 - Motor Vehicle Wrecker | | 21.40 |
| 05310 - Painter, Automotive | | 22.15 |
| 05340 - Radiator Repair Specialist | | 21.40 |
| 05370 - Tire Repairer | | 14.98 |
| 05400 - Transmission Repair Specialist | | 23.00 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 11.82 |

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| 07041 - Cook I | 10.68 |
| 07042 - Cook II | 12.35 |
| 07070 - Dishwasher | 8.97 |
| 07130 - Food Service Worker | 9.48 |
| 07210 - Meat Cutter | 15.54 |
| 07260 - Waiter/Waitress | 10.52 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.91 |
| 09040 - Furniture Handler | 14.45 |
| 09080 - Furniture Refinisher | 17.33 |
| 09090 - Furniture Refinisher Helper | 14.45 |
| 09110 - Furniture Repairer, Minor | 16.45 |
| 09130 - Upholsterer | 17.91 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.76 |
| 11060 - Elevator Operator | 11.09 |
| 11090 - Gardener | 17.23 |
| 11122 - Housekeeping Aide | 11.09 |
| 11150 - Janitor | 11.15 |
| 11210 - Laborer, Grounds Maintenance | 12.41 |
| 11240 - Maid or Houseman | 9.25 |
| 11260 - Pruner | 11.13 |
| 11270 - Tractor Operator | 14.54 |
| 11330 - Trail Maintenance Worker | 12.41 |
| 11360 - Window Cleaner | 12.43 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 19.53 |
| 12011 - Breath Alcohol Technician | 18.60 |
| 12012 - Certified Occupational Therapist Assistant | 22.60 |
| 12015 - Certified Physical Therapist Assistant | 22.02 |
| 12020 - Dental Assistant | 17.73 |
| 12025 - Dental Hygienist | 35.32 |
| 12030 - EKG Technician | 26.32 |
| 12035 - Electroneurodiagnostic Technologist | 26.32 |
| 12040 - Emergency Medical Technician | 19.53 |
| 12071 - Licensed Practical Nurse I | 16.64 |
| 12072 - Licensed Practical Nurse II | 18.63 |
| 12073 - Licensed Practical Nurse III | 20.76 |
| 12100 - Medical Assistant | 15.62 |
| 12130 - Medical Laboratory Technician | 14.72 |
| 12160 - Medical Record Clerk | 15.88 |
| 12190 - Medical Record Technician | 17.79 |
| 12195 - Medical Transcriptionist | 16.67 |
| 12210 - Nuclear Medicine Technologist | 35.78 |
| 12221 - Nursing Assistant I | 11.41 |
| 12222 - Nursing Assistant II | 12.83 |
| 12223 - Nursing Assistant III | 14.00 |
| 12224 - Nursing Assistant IV | 15.71 |
| 12235 - Optical Dispenser | 15.51 |
| 12236 - Optical Technician | 16.64 |
| 12250 - Pharmacy Technician | 15.92 |
| 12280 - Phlebotomist | 15.71 |
| 12305 - Radiologic Technologist | 26.02 |
| 12311 - Registered Nurse I | 24.43 |
| 12312 - Registered Nurse II | 29.88 |
| 12313 - Registered Nurse II, Specialist | 29.88 |
| 12314 - Registered Nurse III | 36.15 |
| 12315 - Registered Nurse III, Anesthetist | 36.15 |
| 12316 - Registered Nurse IV | 43.33 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.01 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.76 |
| 13012 - Exhibits Specialist II | 25.72 |

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| 13013 - Exhibits Specialist III | 31.46 |
| 13041 - Illustrator I | 20.82 |
| 13042 - Illustrator II | 25.80 |
| 13043 - Illustrator III | 31.56 |
| 13047 - Librarian | 28.48 |
| 13050 - Library Aide/Clerk | 16.53 |
| 13054 - Library Information Technology Systems Administrator | 25.72 |
| 13058 - Library Technician | 17.26 |
| 13061 - Media Specialist I | 18.55 |
| 13062 - Media Specialist II | 20.76 |
| 13063 - Media Specialist III | 23.14 |
| 13071 - Photographer I | 17.92 |
| 13072 - Photographer II | 20.03 |
| 13073 - Photographer III | 24.82 |
| 13074 - Photographer IV | 30.37 |
| 13075 - Photographer V | 35.20 |
| 13110 - Video Teleconference Technician | 18.55 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.85 |
| 14042 - Computer Operator II | 18.86 |
| 14043 - Computer Operator III | 20.41 |
| 14044 - Computer Operator IV | 23.35 |
| 14045 - Computer Operator V | 25.85 |
| 14071 - Computer Programmer I | (see 1) 21.77 |
| 14072 - Computer Programmer II | (see 1) 26.98 |
| 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 | 16.85 |
| 14160 - Personal Computer Support Technician | 23.35 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.62 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.31 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 53.10 |
| 15050 - Computer Based Training Specialist / Instructor | 36.62 |
| 15060 - Educational Technologist | 30.71 |
| 15070 - Flight Instructor (Pilot) | 53.10 |
| 15080 - Graphic Artist | 22.00 |
| 15090 - Technical Instructor | 21.70 |
| 15095 - Technical Instructor/Course Developer | 26.57 |
| 15110 - Test Proctor | 17.69 |
| 15120 - Tutor | 17.69 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.81 |
| 16030 - Counter Attendant | 9.81 |
| 16040 - Dry Cleaner | 12.71 |
| 16070 - Finisher, Flatwork, Machine | 9.81 |
| 16090 - Presser, Hand | 9.81 |
| 16110 - Presser, Machine, Drycleaning | 9.81 |
| 16130 - Presser, Machine, Shirts | 9.81 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.81 |
| 16190 - Sewing Machine Operator | 13.57 |
| 16220 - Tailor | 14.42 |
| 16250 - Washer, Machine | 10.93 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.10 |
| 19040 - Tool And Die Maker | 25.72 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.01 |
| 21030 - Material Coordinator | 19.91 |

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| 21040 - Material Expediter | 19.91 |
| 21050 - Material Handling Laborer | 13.05 |
| 21071 - Order Filler | 12.64 |
| 21080 - Production Line Worker (Food Processing) | 16.01 |
| 21110 - Shipping Packer | 13.61 |
| 21130 - Shipping/Receiving Clerk | 13.61 |
| 21140 - Store Worker I | 11.44 |
| 21150 - Stock Clerk | 15.69 |
| 21210 - Tools And Parts Attendant | 16.01 |
| 21410 - Warehouse Specialist | 16.01 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.01 |
| 23021 - Aircraft Mechanic I | 20.92 |
| 23022 - Aircraft Mechanic II | 22.01 |
| 23023 - Aircraft Mechanic III | 23.94 |
| 23040 - Aircraft Mechanic Helper | 16.80 |
| 23050 - Aircraft, Painter | 21.08 |
| 23060 - Aircraft Servicer | 19.12 |
| 23080 - Aircraft Worker | 19.44 |
| 23110 - Appliance Mechanic | 22.06 |
| 23120 - Bicycle Repairer | 15.33 |
| 23125 - Cable Splicer | 26.16 |
| 23130 - Carpenter, Maintenance | 19.80 |
| 23140 - Carpet Layer | 19.39 |
| 23160 - Electrician, Maintenance | 21.51 |
| 23181 - Electronics Technician Maintenance I | 24.71 |
| 23182 - Electronics Technician Maintenance II | 26.38 |
| 23183 - Electronics Technician Maintenance III | 28.17 |
| 23260 - Fabric Worker | 18.04 |
| 23290 - Fire Alarm System Mechanic | 22.96 |
| 23310 - Fire Extinguisher Repairer | 16.69 |
| 23311 - Fuel Distribution System Mechanic | 24.35 |
| 23312 - Fuel Distribution System Operator | 19.60 |
| 23370 - General Maintenance Worker | 16.39 |
| 23380 - Ground Support Equipment Mechanic | 20.92 |
| 23381 - Ground Support Equipment Servicer | 19.12 |
| 23382 - Ground Support Equipment Worker | 19.44 |
| 23391 - Gunsmith I | 16.69 |
| 23392 - Gunsmith II | 19.39 |
| 23393 - Gunsmith III | 22.10 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.15 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.28 |
| 23430 - Heavy Equipment Mechanic | 21.52 |
| 23440 - Heavy Equipment Operator | 20.49 |
| 23460 - Instrument Mechanic | 22.10 |
| 23465 - Laboratory/Shelter Mechanic | 20.70 |
| 23470 - Laborer | 12.29 |
| 23510 - Locksmith | 19.64 |
| 23530 - Machinery Maintenance Mechanic | 24.85 |
| 23550 - Machinist, Maintenance | 20.49 |
| 23580 - Maintenance Trades Helper | 15.31 |
| 23591 - Metrology Technician I | 22.10 |
| 23592 - Metrology Technician II | 23.34 |
| 23593 - Metrology Technician III | 24.45 |
| 23640 - Millwright | 22.10 |
| 23710 - Office Appliance Repairer | 19.65 |
| 23760 - Painter, Maintenance | 19.64 |
| 23790 - Pipefitter, Maintenance | 24.47 |
| 23810 - Plumber, Maintenance | 23.58 |
| 23820 - Pneudraulic Systems Mechanic | 22.10 |
| 23850 - Rigger | 22.10 |

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| 23870 - Scale Mechanic | 19.39 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.38 |
| 23910 - Small Engine Mechanic | 17.73 |
| 23931 - Telecommunications Mechanic I | 26.82 |
| 23932 - Telecommunications Mechanic II | 27.64 |
| 23950 - Telephone Lineman | 22.10 |
| 23960 - Welder, Combination, Maintenance | 18.89 |
| 23965 - Well Driller | 22.10 |
| 23970 - Woodcraft Worker | 12.59 |
| 23980 - Woodworker | 17.57 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.55 |
| 24580 - Child Care Center Clerk | 14.26 |
| 24610 - Chore Aide | 10.11 |
| 24620 - Family Readiness And Support Services Coordinator | 14.86 |
| 24630 - Homemaker | 14.86 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.00 |
| 25040 - Sewage Plant Operator | 24.31 |
| 25070 - Stationary Engineer | 24.00 |
| 25190 - Ventilation Equipment Tender | 17.44 |
| 25210 - Water Treatment Plant Operator | 24.31 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.49 |
| 27007 - Baggage Inspector | 11.67 |
| 27008 - Corrections Officer | 24.11 |
| 27010 - Court Security Officer | 24.11 |
| 27030 - Detection Dog Handler | 17.87 |
| 27040 - Detention Officer | 24.11 |
| 27070 - Firefighter | 24.48 |
| 27101 - Guard I | 11.67 |
| 27102 - Guard II | 17.87 |
| 27131 - Police Officer I | 29.91 |
| 27132 - Police Officer II | 33.25 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.67 |
| 28042 - Carnival Equipment Repairer | 12.59 |
| 28043 - Carnival Equipment Worker | 9.13 |
| 28210 - Gate Attendant/Gate Tender | 14.39 |
| 28310 - Lifeguard | 12.13 |
| 28350 - Park Attendant (Aide) | 16.10 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.75 |
| 28515 - Recreation Specialist | 14.11 |
| 28630 - Sports Official | 12.82 |
| 28690 - Swimming Pool Operator | 19.50 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.60 |
| 29020 - Hatch Tender | 21.60 |
| 29030 - Line Handler | 21.60 |
| 29041 - Stevedore I | 21.00 |
| 29042 - Stevedore II | 26.44 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.39 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.47 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.16 |
| 30021 - Archeological Technician I | 18.23 |
| 30022 - Archeological Technician II | 20.40 |
| 30023 - Archeological Technician III | 25.28 |
| 30030 - Cartographic Technician | 25.28 |
| 30040 - Civil Engineering Technician | 21.73 |
| 30061 - Drafter/CAD Operator I | 18.23 |
| 30062 - Drafter/CAD Operator II | 20.40 |

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| 30063 | - Drafter/CAD Operator III | 22.75 |
| 30064 | - Drafter/CAD Operator IV | 27.99 |
| 30081 | - Engineering Technician I | 16.53 |
| 30082 | - Engineering Technician II | 18.55 |
| 30083 | - Engineering Technician III | 20.77 |
| 30084 | - Engineering Technician IV | 25.71 |
| 30085 | - Engineering Technician V | 31.39 |
| 30086 | - Engineering Technician VI | 37.98 |
| 30090 | - Environmental Technician | 24.38 |
| 30210 | - Laboratory Technician | 21.74 |
| 30240 | - Mathematical Technician | 25.28 |
| 30361 | - Paralegal/Legal Assistant I | 19.12 |
| 30362 | - Paralegal/Legal Assistant II | 23.19 |
| 30363 | - Paralegal/Legal Assistant III | 28.40 |
| 30364 | - Paralegal/Legal Assistant IV | 34.35 |
| 30390 | - Photo-Optics Technician | 25.28 |
| 30461 | - Technical Writer I | 21.30 |
| 30462 | - Technical Writer II | 26.05 |
| 30463 | - Technical Writer III | 31.52 |
| 30491 | - Unexploded Ordnance (UXO) Technician I | 24.40 |
| 30492 | - Unexploded Ordnance (UXO) Technician II | 29.52 |
| 30493 | - Unexploded Ordnance (UXO) Technician III | 35.38 |
| 30494 | - Unexploded (UXO) Safety Escort | 24.40 |
| 30495 | - Unexploded (UXO) Sweep Personnel | 24.40 |
| 30620 | - Weather Observer, Combined Upper Air Or | (see 2) 22.75 |
| Surface Programs | | |
| 30621 | - Weather Observer, Senior | (see 2) 25.28 |
| 31000 | - Transportation/Mobile Equipment Operation Occupations | |
| 31020 | - Bus Aide | 11.28 |
| 31030 | - Bus Driver | 19.72 |
| 31043 | - Driver Courier | 12.75 |
| 31260 | - Parking and Lot Attendant | 11.01 |
| 31290 | - Shuttle Bus Driver | 15.93 |
| 31310 | - Taxi Driver | 11.72 |
| 31361 | - Truckdriver, Light | 14.77 |
| 31362 | - Truckdriver, Medium | 20.56 |
| 31363 | - Truckdriver, Heavy | 21.16 |
| 31364 | - Truckdriver, Tractor-Trailer | 21.16 |
| 99000 | - Miscellaneous Occupations | |
| 99030 | - Cashier | 11.45 |
| 99050 | - Desk Clerk | 10.54 |
| 99095 | - Embalmer | 25.39 |
| 99251 | - Laboratory Animal Caretaker I | 10.54 |
| 99252 | - Laboratory Animal Caretaker II | 11.44 |
| 99310 | - Mortician | 25.39 |
| 99410 | - Pest Controller | 19.86 |
| 99510 | - Photofinishing Worker | 12.82 |
| 99710 | - Recycling Laborer | 17.29 |
| 99711 | - Recycling Specialist | 20.81 |
| 99730 | - Refuse Collector | 15.51 |
| 99810 | - Sales Clerk | 12.01 |
| 99820 | - School Crossing Guard | 12.70 |
| 99830 | - Survey Party Chief | 17.03 |
| 99831 | - Surveying Aide | 10.88 |
| 99832 | - Surveying Technician | 17.84 |
| 99840 | - Vending Machine Attendant | 17.04 |
| 99841 | - Vending Machine Repairer | 20.21 |
| 99842 | - Vending Machine Repairer Helper | 17.04 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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

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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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es)

of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that

determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3010
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: Colorado

Area: Colorado County of Larimer

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.72 |
| 01012 - Accounting Clerk II | | 16.52 |
| 01013 - Accounting Clerk III | | 18.47 |
| 01020 - Administrative Assistant | | 21.10 |
| 01040 - Court Reporter | | 19.21 |
| 01051 - Data Entry Operator I | | 11.91 |
| 01052 - Data Entry Operator II | | 12.99 |
| 01060 - Dispatcher, Motor Vehicle | | 19.21 |
| 01070 - Document Preparation Clerk | | 12.99 |
| 01090 - Duplicating Machine Operator | | 12.99 |
| 01111 - General Clerk I | | 14.35 |
| 01112 - General Clerk II | | 15.66 |
| 01113 - General Clerk III | | 17.57 |
| 01120 - Housing Referral Assistant | | 20.57 |
| 01141 - Messenger Courier | | 12.28 |
| 01191 - Order Clerk I | | 13.51 |
| 01192 - Order Clerk II | | 14.77 |
| 01261 - Personnel Assistant (Employment) I | | 15.26 |
| 01262 - Personnel Assistant (Employment) II | | 18.23 |
| 01263 - Personnel Assistant (Employment) III | | 19.04 |
| 01270 - Production Control Clerk | | 19.91 |
| 01280 - Receptionist | | 14.17 |
| 01290 - Rental Clerk | | 15.91 |
| 01300 - Scheduler, Maintenance | | 16.49 |
| 01311 - Secretary I | | 16.49 |
| 01312 - Secretary II | | 18.45 |
| 01313 - Secretary III | | 20.57 |
| 01320 - Service Order Dispatcher | | 16.64 |
| 01410 - Supply Technician | | 22.86 |
| 01420 - Survey Worker | | 18.23 |
| 01531 - Travel Clerk I | | 13.55 |
| 01532 - Travel Clerk II | | 14.20 |
| 01533 - Travel Clerk III | | 15.19 |
| 01611 - Word Processor I | | 12.99 |
| 01612 - Word Processor II | | 15.19 |

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| 01613 - Word Processor III | 18.23 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 24.14 |
| 05010 - Automotive Electrician | 23.00 |
| 05040 - Automotive Glass Installer | 21.40 |
| 05070 - Automotive Worker | 21.40 |
| 05110 - Mobile Equipment Servicer | 19.81 |
| 05130 - Motor Equipment Metal Mechanic | 23.00 |
| 05160 - Motor Equipment Metal Worker | 21.40 |
| 05190 - Motor Vehicle Mechanic | 23.00 |
| 05220 - Motor Vehicle Mechanic Helper | 18.48 |
| 05250 - Motor Vehicle Upholstery Worker | 21.40 |
| 05280 - Motor Vehicle Wrecker | 21.40 |
| 05310 - Painter, Automotive | 22.15 |
| 05340 - Radiator Repair Specialist | 21.40 |
| 05370 - Tire Repairer | 14.98 |
| 05400 - Transmission Repair Specialist | 23.00 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.82 |
| 07041 - Cook I | 10.68 |
| 07042 - Cook II | 12.35 |
| 07070 - Dishwasher | 8.97 |
| 07130 - Food Service Worker | 9.48 |
| 07210 - Meat Cutter | 15.54 |
| 07260 - Waiter/Waitress | 10.52 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.91 |
| 09040 - Furniture Handler | 14.45 |
| 09080 - Furniture Refinisher | 17.33 |
| 09090 - Furniture Refinisher Helper | 14.45 |
| 09110 - Furniture Repairer, Minor | 16.45 |
| 09130 - Upholsterer | 17.91 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.76 |
| 11060 - Elevator Operator | 11.09 |
| 11090 - Gardener | 17.23 |
| 11122 - Housekeeping Aide | 11.09 |
| 11150 - Janitor | 11.15 |
| 11210 - Laborer, Grounds Maintenance | 12.41 |
| 11240 - Maid or Houseman | 9.25 |
| 11260 - Pruner | 11.13 |
| 11270 - Tractor Operator | 14.54 |
| 11330 - Trail Maintenance Worker | 12.41 |
| 11360 - Window Cleaner | 12.43 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 19.53 |
| 12011 - Breath Alcohol Technician | 18.60 |
| 12012 - Certified Occupational Therapist Assistant | 22.60 |
| 12015 - Certified Physical Therapist Assistant | 22.02 |
| 12020 - Dental Assistant | 17.73 |
| 12025 - Dental Hygienist | 35.32 |
| 12030 - EKG Technician | 26.32 |
| 12035 - Electroneurodiagnostic Technologist | 26.32 |
| 12040 - Emergency Medical Technician | 19.53 |
| 12071 - Licensed Practical Nurse I | 16.64 |
| 12072 - Licensed Practical Nurse II | 18.63 |
| 12073 - Licensed Practical Nurse III | 20.76 |
| 12100 - Medical Assistant | 15.62 |
| 12130 - Medical Laboratory Technician | 14.72 |
| 12160 - Medical Record Clerk | 15.88 |
| 12190 - Medical Record Technician | 17.79 |
| 12195 - Medical Transcriptionist | 16.67 |
| 12210 - Nuclear Medicine Technologist | 35.78 |

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| 12221 - Nursing Assistant I | 11.41 |
| 12222 - Nursing Assistant II | 12.83 |
| 12223 - Nursing Assistant III | 14.00 |
| 12224 - Nursing Assistant IV | 15.71 |
| 12235 - Optical Dispenser | 15.51 |
| 12236 - Optical Technician | 16.64 |
| 12250 - Pharmacy Technician | 15.92 |
| 12280 - Phlebotomist | 15.71 |
| 12305 - Radiologic Technologist | 26.02 |
| 12311 - Registered Nurse I | 24.43 |
| 12312 - Registered Nurse II | 29.88 |
| 12313 - Registered Nurse II, Specialist | 29.88 |
| 12314 - Registered Nurse III | 36.15 |
| 12315 - Registered Nurse III, Anesthetist | 36.15 |
| 12316 - Registered Nurse IV | 43.33 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 22.01 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.76 |
| 13012 - Exhibits Specialist II | 25.72 |
| 13013 - Exhibits Specialist III | 31.46 |
| 13041 - Illustrator I | 20.82 |
| 13042 - Illustrator II | 25.80 |
| 13043 - Illustrator III | 31.56 |
| 13047 - Librarian | 28.48 |
| 13050 - Library Aide/Clerk | 16.53 |
| 13054 - Library Information Technology Systems Administrator | 25.72 |
| 13058 - Library Technician | 17.26 |
| 13061 - Media Specialist I | 18.55 |
| 13062 - Media Specialist II | 20.76 |
| 13063 - Media Specialist III | 23.14 |
| 13071 - Photographer I | 17.92 |
| 13072 - Photographer II | 20.03 |
| 13073 - Photographer III | 24.82 |
| 13074 - Photographer IV | 30.37 |
| 13075 - Photographer V | 35.20 |
| 13110 - Video Teleconference Technician | 18.55 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.85 |
| 14042 - Computer Operator II | 18.86 |
| 14043 - Computer Operator III | 20.41 |
| 14044 - Computer Operator IV | 23.35 |
| 14045 - Computer Operator V | 25.85 |
| 14071 - Computer Programmer I | (see 1) 21.77 |
| 14072 - Computer Programmer II | (see 1) 26.98 |
| 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 | 16.85 |
| 14160 - Personal Computer Support Technician | 23.35 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.62 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.31 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 53.10 |
| 15050 - Computer Based Training Specialist / Instructor | 36.62 |
| 15060 - Educational Technologist | 30.71 |
| 15070 - Flight Instructor (Pilot) | 53.10 |
| 15080 - Graphic Artist | 22.00 |
| 15090 - Technical Instructor | 21.70 |
| 15095 - Technical Instructor/Course Developer | 26.57 |
| 15110 - Test Proctor | 17.69 |

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| 15120 - Tutor | 17.69 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.81 |
| 16030 - Counter Attendant | 9.81 |
| 16040 - Dry Cleaner | 12.71 |
| 16070 - Finisher, Flatwork, Machine | 9.81 |
| 16090 - Presser, Hand | 9.81 |
| 16110 - Presser, Machine, Drycleaning | 9.81 |
| 16130 - Presser, Machine, Shirts | 9.81 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.81 |
| 16190 - Sewing Machine Operator | 13.57 |
| 16220 - Tailor | 14.42 |
| 16250 - Washer, Machine | 10.93 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.10 |
| 19040 - Tool And Die Maker | 25.72 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.01 |
| 21030 - Material Coordinator | 19.91 |
| 21040 - Material Expediter | 19.91 |
| 21050 - Material Handling Laborer | 13.05 |
| 21071 - Order Filler | 12.64 |
| 21080 - Production Line Worker (Food Processing) | 16.01 |
| 21110 - Shipping Packer | 13.61 |
| 21130 - Shipping/Receiving Clerk | 13.61 |
| 21140 - Store Worker I | 11.44 |
| 21150 - Stock Clerk | 15.69 |
| 21210 - Tools And Parts Attendant | 16.01 |
| 21410 - Warehouse Specialist | 16.01 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.01 |
| 23021 - Aircraft Mechanic I | 20.92 |
| 23022 - Aircraft Mechanic II | 22.01 |
| 23023 - Aircraft Mechanic III | 23.94 |
| 23040 - Aircraft Mechanic Helper | 16.80 |
| 23050 - Aircraft, Painter | 21.08 |
| 23060 - Aircraft Servicer | 19.12 |
| 23080 - Aircraft Worker | 19.44 |
| 23110 - Appliance Mechanic | 22.06 |
| 23120 - Bicycle Repairer | 15.33 |
| 23125 - Cable Splicer | 26.16 |
| 23130 - Carpenter, Maintenance | 19.80 |
| 23140 - Carpet Layer | 19.39 |
| 23160 - Electrician, Maintenance | 21.51 |
| 23181 - Electronics Technician Maintenance I | 24.71 |
| 23182 - Electronics Technician Maintenance II | 26.38 |
| 23183 - Electronics Technician Maintenance III | 28.17 |
| 23260 - Fabric Worker | 18.04 |
| 23290 - Fire Alarm System Mechanic | 22.96 |
| 23310 - Fire Extinguisher Repairer | 16.69 |
| 23311 - Fuel Distribution System Mechanic | 24.35 |
| 23312 - Fuel Distribution System Operator | 19.60 |
| 23370 - General Maintenance Worker | 16.39 |
| 23380 - Ground Support Equipment Mechanic | 20.92 |
| 23381 - Ground Support Equipment Servicer | 19.12 |
| 23382 - Ground Support Equipment Worker | 19.44 |
| 23391 - Gunsmith I | 16.69 |
| 23392 - Gunsmith II | 19.39 |
| 23393 - Gunsmith III | 22.10 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 20.15 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.28 |

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|---|-------|
| 23430 - Heavy Equipment Mechanic | 21.52 |
| 23440 - Heavy Equipment Operator | 20.49 |
| 23460 - Instrument Mechanic | 22.10 |
| 23465 - Laboratory/Shelter Mechanic | 20.70 |
| 23470 - Laborer | 12.29 |
| 23510 - Locksmith | 19.64 |
| 23530 - Machinery Maintenance Mechanic | 24.85 |
| 23550 - Machinist, Maintenance | 20.49 |
| 23580 - Maintenance Trades Helper | 15.31 |
| 23591 - Metrology Technician I | 22.10 |
| 23592 - Metrology Technician II | 23.34 |
| 23593 - Metrology Technician III | 24.45 |
| 23640 - Millwright | 22.10 |
| 23710 - Office Appliance Repairer | 19.65 |
| 23760 - Painter, Maintenance | 19.64 |
| 23790 - Pipefitter, Maintenance | 24.47 |
| 23810 - Plumber, Maintenance | 23.58 |
| 23820 - Pneudraulic Systems Mechanic | 22.10 |
| 23850 - Rigger | 22.10 |
| 23870 - Scale Mechanic | 19.39 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.38 |
| 23910 - Small Engine Mechanic | 17.73 |
| 23931 - Telecommunications Mechanic I | 26.82 |
| 23932 - Telecommunications Mechanic II | 27.64 |
| 23950 - Telephone Lineman | 22.10 |
| 23960 - Welder, Combination, Maintenance | 18.89 |
| 23965 - Well Driller | 22.10 |
| 23970 - Woodcraft Worker | 12.59 |
| 23980 - Woodworker | 17.57 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.55 |
| 24580 - Child Care Center Clerk | 14.26 |
| 24610 - Chore Aide | 10.11 |
| 24620 - Family Readiness And Support Services Coordinator | 14.86 |
| 24630 - Homemaker | 14.86 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.00 |
| 25040 - Sewage Plant Operator | 24.31 |
| 25070 - Stationary Engineer | 24.00 |
| 25190 - Ventilation Equipment Tender | 17.44 |
| 25210 - Water Treatment Plant Operator | 24.31 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.49 |
| 27007 - Baggage Inspector | 11.67 |
| 27008 - Corrections Officer | 24.11 |
| 27010 - Court Security Officer | 24.11 |
| 27030 - Detection Dog Handler | 17.87 |
| 27040 - Detention Officer | 24.11 |
| 27070 - Firefighter | 24.48 |
| 27101 - Guard I | 11.67 |
| 27102 - Guard II | 17.87 |
| 27131 - Police Officer I | 29.91 |
| 27132 - Police Officer II | 33.25 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.67 |
| 28042 - Carnival Equipment Repairer | 12.59 |
| 28043 - Carnival Equipment Worker | 9.13 |
| 28210 - Gate Attendant/Gate Tender | 14.39 |
| 28310 - Lifeguard | 12.13 |
| 28350 - Park Attendant (Aide) | 16.10 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.75 |
| 28515 - Recreation Specialist | 14.11 |

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| 28630 - Sports Official | 12.82 |
| 28690 - Swimming Pool Operator | 19.50 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.60 |
| 29020 - Hatch Tender | 21.60 |
| 29030 - Line Handler | 21.60 |
| 29041 - Stevedore I | 21.00 |
| 29042 - Stevedore II | 26.44 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.39 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.47 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.16 |
| 30021 - Archeological Technician I | 18.23 |
| 30022 - Archeological Technician II | 20.40 |
| 30023 - Archeological Technician III | 25.28 |
| 30030 - Cartographic Technician | 25.28 |
| 30040 - Civil Engineering Technician | 21.73 |
| 30061 - Drafter/CAD Operator I | 18.23 |
| 30062 - Drafter/CAD Operator II | 20.40 |
| 30063 - Drafter/CAD Operator III | 22.75 |
| 30064 - Drafter/CAD Operator IV | 27.99 |
| 30081 - Engineering Technician I | 16.53 |
| 30082 - Engineering Technician II | 18.55 |
| 30083 - Engineering Technician III | 20.77 |
| 30084 - Engineering Technician IV | 25.71 |
| 30085 - Engineering Technician V | 31.39 |
| 30086 - Engineering Technician VI | 37.98 |
| 30090 - Environmental Technician | 24.38 |
| 30210 - Laboratory Technician | 21.74 |
| 30240 - Mathematical Technician | 25.28 |
| 30361 - Paralegal/Legal Assistant I | 19.12 |
| 30362 - Paralegal/Legal Assistant II | 23.19 |
| 30363 - Paralegal/Legal Assistant III | 28.40 |
| 30364 - Paralegal/Legal Assistant IV | 34.35 |
| 30390 - Photo-Optics Technician | 25.28 |
| 30461 - Technical Writer I | 21.30 |
| 30462 - Technical Writer II | 26.05 |
| 30463 - Technical Writer III | 31.52 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.40 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.52 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.38 |
| 30494 - Unexploded (UXO) Safety Escort | 24.40 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.40 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 22.75 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 25.28 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.28 |
| 31030 - Bus Driver | 19.72 |
| 31043 - Driver Courier | 12.75 |
| 31260 - Parking and Lot Attendant | 11.01 |
| 31290 - Shuttle Bus Driver | 15.93 |
| 31310 - Taxi Driver | 11.72 |
| 31361 - Truckdriver, Light | 14.77 |
| 31362 - Truckdriver, Medium | 20.56 |
| 31363 - Truckdriver, Heavy | 21.16 |
| 31364 - Truckdriver, Tractor-Trailer | 21.16 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 11.45 |
| 99050 - Desk Clerk | 10.54 |
| 99095 - Embalmer | 25.39 |
| 99251 - Laboratory Animal Caretaker I | 10.54 |
| 99252 - Laboratory Animal Caretaker II | 11.44 |

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| 99310 - Mortician | 25.39 |
| 99410 - Pest Controller | 19.86 |
| 99510 - Photofinishing Worker | 12.82 |
| 99710 - Recycling Laborer | 17.29 |
| 99711 - Recycling Specialist | 20.81 |
| 99730 - Refuse Collector | 15.51 |
| 99810 - Sales Clerk | 12.01 |
| 99820 - School Crossing Guard | 12.70 |
| 99830 - Survey Party Chief | 17.03 |
| 99831 - Surveying Aide | 10.88 |
| 99832 - Surveying Technician | 17.84 |
| 99840 - Vending Machine Attendant | 17.04 |
| 99841 - Vending Machine Repairer | 20.21 |
| 99842 - Vending Machine Repairer Helper | 17.04 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at

<http://wdo1.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3011
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan County of Livingston

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.22 |
| 01012 - Accounting Clerk II | | 15.96 |
| 01013 - Accounting Clerk III | | 18.77 |
| 01020 - Administrative Assistant | | 26.95 |
| 01040 - Court Reporter | | 19.80 |
| 01051 - Data Entry Operator I | | 13.85 |
| 01052 - Data Entry Operator II | | 15.12 |
| 01060 - Dispatcher, Motor Vehicle | | 21.98 |
| 01070 - Document Preparation Clerk | | 15.38 |
| 01090 - Duplicating Machine Operator | | 15.38 |
| 01111 - General Clerk I | | 13.37 |
| 01112 - General Clerk II | | 14.60 |
| 01113 - General Clerk III | | 16.39 |

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| 01120 - Housing Referral Assistant | 22.04 |
| 01141 - Messenger Courier | 11.47 |
| 01191 - Order Clerk I | 14.16 |
| 01192 - Order Clerk II | 15.95 |
| 01261 - Personnel Assistant (Employment) I | 17.30 |
| 01262 - Personnel Assistant (Employment) II | 19.35 |
| 01263 - Personnel Assistant (Employment) III | 21.57 |
| 01270 - Production Control Clerk | 21.45 |
| 01280 - Receptionist | 13.67 |
| 01290 - Rental Clerk | 15.38 |
| 01300 - Scheduler, Maintenance | 17.30 |
| 01311 - Secretary I | 17.30 |
| 01312 - Secretary II | 19.35 |
| 01313 - Secretary III | 22.04 |
| 01320 - Service Order Dispatcher | 19.04 |
| 01410 - Supply Technician | 25.70 |
| 01420 - Survey Worker | 18.56 |
| 01531 - Travel Clerk I | 13.02 |
| 01532 - Travel Clerk II | 14.14 |
| 01533 - Travel Clerk III | 15.31 |
| 01611 - Word Processor I | 15.07 |
| 01612 - Word Processor II | 16.92 |
| 01613 - Word Processor III | 18.93 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 23.68 |
| 05010 - Automotive Electrician | 22.58 |
| 05040 - Automotive Glass Installer | 21.84 |
| 05070 - Automotive Worker | 21.84 |
| 05110 - Mobile Equipment Servicer | 20.43 |
| 05130 - Motor Equipment Metal Mechanic | 23.31 |
| 05160 - Motor Equipment Metal Worker | 21.84 |
| 05190 - Motor Vehicle Mechanic | 23.31 |
| 05220 - Motor Vehicle Mechanic Helper | 19.71 |
| 05250 - Motor Vehicle Upholstery Worker | 21.12 |
| 05280 - Motor Vehicle Wrecker | 21.84 |
| 05310 - Painter, Automotive | 22.58 |
| 05340 - Radiator Repair Specialist | 21.84 |
| 05370 - Tire Repairer | 19.58 |
| 05400 - Transmission Repair Specialist | 23.31 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.07 |
| 07041 - Cook I | 13.99 |
| 07042 - Cook II | 15.07 |
| 07070 - Dishwasher | 11.64 |
| 07130 - Food Service Worker | 11.64 |
| 07210 - Meat Cutter | 16.26 |
| 07260 - Waiter/Waitress | 12.36 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 23.44 |
| 09040 - Furniture Handler | 18.10 |
| 09080 - Furniture Refinisher | 23.44 |
| 09090 - Furniture Refinisher Helper | 20.50 |
| 09110 - Furniture Repairer, Minor | 21.98 |
| 09130 - Upholsterer | 23.44 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 14.91 |
| 11060 - Elevator Operator | 14.91 |
| 11090 - Gardener | 17.38 |
| 11122 - Housekeeping Aide | 13.40 |
| 11150 - Janitor | 13.41 |
| 11210 - Laborer, Grounds Maintenance | 14.78 |
| 11240 - Maid or Houseman | 12.13 |
| 11260 - Pruner | 13.63 |

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| 11270 - Tractor Operator | 15.88 |
| 11330 - Trail Maintenance Worker | 14.78 |
| 11360 - Window Cleaner | 14.24 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.56 |
| 12011 - Breath Alcohol Technician | 19.72 |
| 12012 - Certified Occupational Therapist Assistant | 22.17 |
| 12015 - Certified Physical Therapist Assistant | 22.17 |
| 12020 - Dental Assistant | 17.03 |
| 12025 - Dental Hygienist | 30.37 |
| 12030 - EKG Technician | 25.82 |
| 12035 - Electroneurodiagnostic Technologist | 25.82 |
| 12040 - Emergency Medical Technician | 17.90 |
| 12071 - Licensed Practical Nurse I | 17.61 |
| 12072 - Licensed Practical Nurse II | 19.72 |
| 12073 - Licensed Practical Nurse III | 21.34 |
| 12100 - Medical Assistant | 14.38 |
| 12130 - Medical Laboratory Technician | 22.29 |
| 12160 - Medical Record Clerk | 15.74 |
| 12190 - Medical Record Technician | 19.47 |
| 12195 - Medical Transcriptionist | 18.11 |
| 12210 - Nuclear Medicine Technologist | 33.56 |
| 12221 - Nursing Assistant I | 11.25 |
| 12222 - Nursing Assistant II | 12.27 |
| 12223 - Nursing Assistant III | 13.40 |
| 12224 - Nursing Assistant IV | 15.04 |
| 12235 - Optical Dispenser | 19.36 |
| 12236 - Optical Technician | 17.61 |
| 12250 - Pharmacy Technician | 17.78 |
| 12280 - Phlebotomist | 15.04 |
| 12305 - Radiologic Technologist | 26.11 |
| 12311 - Registered Nurse I | 29.83 |
| 12312 - Registered Nurse II | 32.20 |
| 12313 - Registered Nurse II, Specialist | 32.20 |
| 12314 - Registered Nurse III | 44.14 |
| 12315 - Registered Nurse III, Anesthetist | 44.14 |
| 12316 - Registered Nurse IV | 52.92 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.02 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 21.47 |
| 13012 - Exhibits Specialist II | 26.61 |
| 13013 - Exhibits Specialist III | 32.54 |
| 13041 - Illustrator I | 25.01 |
| 13042 - Illustrator II | 30.96 |
| 13043 - Illustrator III | 37.90 |
| 13047 - Librarian | 30.28 |
| 13050 - Library Aide/Clerk | 13.49 |
| 13054 - Library Information Technology Systems Administrator | 27.34 |
| 13058 - Library Technician | 18.56 |
| 13061 - Media Specialist I | 18.54 |
| 13062 - Media Specialist II | 20.75 |
| 13063 - Media Specialist III | 22.13 |
| 13071 - Photographer I | 19.42 |
| 13072 - Photographer II | 22.83 |
| 13073 - Photographer III | 29.27 |
| 13074 - Photographer IV | 33.95 |
| 13075 - Photographer V | 39.82 |
| 13110 - Video Teleconference Technician | 19.13 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.16 |
| 14042 - Computer Operator II | 19.20 |
| 14043 - Computer Operator III | 21.40 |

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| 14044 - Computer Operator IV | 23.77 |
| 14045 - Computer Operator V | 26.33 |
| 14071 - Computer Programmer I (see 1) | 22.60 |
| 14072 - Computer Programmer II (see 1) | |
| 14073 - Computer Programmer III (see 1) | |
| 14074 - Computer Programmer IV (see 2,1) | |
| 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 | 17.16 |
| 14160 - Personal Computer Support Technician | 23.77 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 32.52 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 39.35 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 50.79 |
| 15050 - Computer Based Training Specialist / Instructor | 32.52 |
| 15060 - Educational Technologist | 30.30 |
| 15070 - Flight Instructor (Pilot) | 50.79 |
| 15080 - Graphic Artist | 29.92 |
| 15090 - Technical Instructor | 26.84 |
| 15095 - Technical Instructor/Course Developer | 32.69 |
| 15110 - Test Proctor | 21.80 |
| 15120 - Tutor | 21.80 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.00 |
| 16030 - Counter Attendant | 10.00 |
| 16040 - Dry Cleaner | 13.34 |
| 16070 - Finisher, Flatwork, Machine | 10.00 |
| 16090 - Presser, Hand | 10.00 |
| 16110 - Presser, Machine, Drycleaning | 10.00 |
| 16130 - Presser, Machine, Shirts | 10.00 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.00 |
| 16190 - Sewing Machine Operator | 14.52 |
| 16220 - Tailor | 15.65 |
| 16250 - Washer, Machine | 11.08 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 26.18 |
| 19040 - Tool And Die Maker | 29.03 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 20.65 |
| 21030 - Material Coordinator | 24.54 |
| 21040 - Material Expediter | 24.11 |
| 21050 - Material Handling Laborer | 18.05 |
| 21071 - Order Filler | 15.92 |
| 21080 - Production Line Worker (Food Processing) | 20.65 |
| 21110 - Shipping Packer | 17.34 |
| 21130 - Shipping/Receiving Clerk | 17.34 |
| 21140 - Store Worker I | 17.19 |
| 21150 - Stock Clerk | 21.86 |
| 21210 - Tools And Parts Attendant | 20.65 |
| 21410 - Warehouse Specialist | 20.65 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.30 |
| 23021 - Aircraft Mechanic I | 27.91 |
| 23022 - Aircraft Mechanic II | 29.30 |
| 23023 - Aircraft Mechanic III | 30.84 |
| 23040 - Aircraft Mechanic Helper | 19.51 |
| 23050 - Aircraft, Painter | 25.37 |
| 23060 - Aircraft Servicer | 22.27 |
| 23080 - Aircraft Worker | 23.38 |
| 23110 - Appliance Mechanic | 23.44 |
| 23120 - Bicycle Repairer | 18.66 |
| 23125 - Cable Splicer | 27.79 |

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|---|-------|
| 23130 - Carpenter, Maintenance | 25.15 |
| 23140 - Carpet Layer | 24.10 |
| 23160 - Electrician, Maintenance | 32.65 |
| 23181 - Electronics Technician Maintenance I | 26.20 |
| 23182 - Electronics Technician Maintenance II | 27.07 |
| 23183 - Electronics Technician Maintenance III | 31.31 |
| 23260 - Fabric Worker | 23.20 |
| 23290 - Fire Alarm System Mechanic | 24.42 |
| 23310 - Fire Extinguisher Repairer | 22.37 |
| 23311 - Fuel Distribution System Mechanic | 25.62 |
| 23312 - Fuel Distribution System Operator | 22.26 |
| 23370 - General Maintenance Worker | 23.96 |
| 23380 - Ground Support Equipment Mechanic | 27.91 |
| 23381 - Ground Support Equipment Servicer | 22.27 |
| 23382 - Ground Support Equipment Worker | 23.38 |
| 23391 - Gunsmith I | 22.37 |
| 23392 - Gunsmith II | 24.10 |
| 23393 - Gunsmith III | 25.75 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.96 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.71 |
| 23430 - Heavy Equipment Mechanic | 29.63 |
| 23440 - Heavy Equipment Operator | 27.30 |
| 23460 - Instrument Mechanic | 29.03 |
| 23465 - Laboratory/Shelter Mechanic | 24.89 |
| 23470 - Laborer | 16.69 |
| 23510 - Locksmith | 23.44 |
| 23530 - Machinery Maintenance Mechanic | 28.66 |
| 23550 - Machinist, Maintenance | 27.99 |
| 23580 - Maintenance Trades Helper | 19.60 |
| 23591 - Metrology Technician I | 29.03 |
| 23592 - Metrology Technician II | 29.96 |
| 23593 - Metrology Technician III | 30.88 |
| 23640 - Millwright | 34.10 |
| 23710 - Office Appliance Repairer | 24.76 |
| 23760 - Painter, Maintenance | 26.60 |
| 23790 - Pipefitter, Maintenance | 29.87 |
| 23810 - Plumber, Maintenance | 29.24 |
| 23820 - Pneudraulic Systems Mechanic | 25.75 |
| 23850 - Rigger | 25.62 |
| 23870 - Scale Mechanic | 24.10 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.24 |
| 23910 - Small Engine Mechanic | 23.98 |
| 23931 - Telecommunications Mechanic I | 26.29 |
| 23932 - Telecommunications Mechanic II | 27.07 |
| 23950 - Telephone Lineman | 26.29 |
| 23960 - Welder, Combination, Maintenance | 26.46 |
| 23965 - Well Driller | 25.34 |
| 23970 - Woodcraft Worker | 25.75 |
| 23980 - Woodworker | 22.37 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.85 |
| 24580 - Child Care Center Clerk | 18.10 |
| 24610 - Chore Aide | 11.03 |
| 24620 - Family Readiness And Support Services Coordinator | 16.29 |
| 24630 - Homemaker | 19.20 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 28.00 |
| 25040 - Sewage Plant Operator | 25.78 |
| 25070 - Stationary Engineer | 28.00 |
| 25190 - Ventilation Equipment Tender | 21.57 |

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| 25210 - Water Treatment Plant Operator | 25.78 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.29 |
| 27007 - Baggage Inspector | 12.93 |
| 27008 - Corrections Officer | 23.65 |
| 27010 - Court Security Officer | 23.72 |
| 27030 - Detection Dog Handler | 19.75 |
| 27040 - Detention Officer | 23.65 |
| 27070 - Firefighter | 21.27 |
| 27101 - Guard I | 12.93 |
| 27102 - Guard II | 19.75 |
| 27131 - Police Officer I | 27.65 |
| 27132 - Police Officer II | 30.72 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.14 |
| 28042 - Carnival Equipment Repairer | 14.65 |
| 28043 - Carnival Equipment Worker | 12.22 |
| 28210 - Gate Attendant/Gate Tender | 14.59 |
| 28310 - Lifeguard | 13.00 |
| 28350 - Park Attendant (Aide) | 16.32 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.16 |
| 28515 - Recreation Specialist | 16.58 |
| 28630 - Sports Official | 13.00 |
| 28690 - Swimming Pool Operator | 20.87 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.58 |
| 29020 - Hatch Tender | 22.58 |
| 29030 - Line Handler | 22.58 |
| 29041 - Stevedore I | 21.82 |
| 29042 - Stevedore II | 23.37 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 3) | 38.88 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 3) | 26.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 3) | 29.53 |
| 30021 - Archeological Technician I | 20.08 |
| 30022 - Archeological Technician II | 22.47 |
| 30023 - Archeological Technician III | 27.83 |
| 30030 - Cartographic Technician | 27.83 |
| 30040 - Civil Engineering Technician | 27.83 |
| 30061 - Drafter/CAD Operator I | 20.08 |
| 30062 - Drafter/CAD Operator II | 22.47 |
| 30063 - Drafter/CAD Operator III | 25.05 |
| 30064 - Drafter/CAD Operator IV | 30.82 |
| 30081 - Engineering Technician I | 18.36 |
| 30082 - Engineering Technician II | 21.64 |
| 30083 - Engineering Technician III | 25.16 |
| 30084 - Engineering Technician IV | 31.16 |
| 30085 - Engineering Technician V | 36.70 |
| 30086 - Engineering Technician VI | 44.38 |
| 30090 - Environmental Technician | 23.52 |
| 30210 - Laboratory Technician | 21.70 |
| 30240 - Mathematical Technician | 27.83 |
| 30361 - Paralegal/Legal Assistant I | 20.88 |
| 30362 - Paralegal/Legal Assistant II | 25.86 |
| 30363 - Paralegal/Legal Assistant III | 31.63 |
| 30364 - Paralegal/Legal Assistant IV | 38.28 |
| 30390 - Photo-Optics Technician | 27.83 |
| 30461 - Technical Writer I | 25.25 |
| 30462 - Technical Writer II | 30.90 |
| 30463 - Technical Writer III | 36.08 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.71 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.90 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.84 |

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| 30494 - Unexploded (UXO) Safety Escort | 24.71 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.71 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 3) 24.80 |
| 30621 - Weather Observer, Senior | (see 3) 27.55 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.47 |
| 31030 - Bus Driver | 17.37 |
| 31043 - Driver Courier | 17.03 |
| 31260 - Parking and Lot Attendant | 12.47 |
| 31290 - Shuttle Bus Driver | 18.08 |
| 31310 - Taxi Driver | 13.66 |
| 31361 - Truckdriver, Light | 18.08 |
| 31362 - Truckdriver, Medium | 19.61 |
| 31363 - Truckdriver, Heavy | 21.82 |
| 31364 - Truckdriver, Tractor-Trailer | 21.85 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.62 |
| 99050 - Desk Clerk | 11.40 |
| 99095 - Embalmer | 26.66 |
| 99251 - Laboratory Animal Caretaker I | 13.63 |
| 99252 - Laboratory Animal Caretaker II | 15.18 |
| 99310 - Mortician | 33.88 |
| 99410 - Pest Controller | 17.53 |
| 99510 - Photofinishing Worker | 15.49 |
| 99710 - Recycling Laborer | 17.40 |
| 99711 - Recycling Specialist | 19.31 |
| 99730 - Refuse Collector | 15.45 |
| 99810 - Sales Clerk | 12.17 |
| 99820 - School Crossing Guard | 12.22 |
| 99830 - Survey Party Chief | 24.92 |
| 99831 - Surveying Aide | 12.97 |
| 99832 - Surveying Technician | 19.86 |
| 99840 - Vending Machine Attendant | 17.14 |
| 99841 - Vending Machine Repairer | 21.54 |
| 99842 - Vending Machine Repairer Helper | 17.14 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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) Does not apply to employees employed in a bona fide executive, administrative,
Page 8349

or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

3) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3012
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan County of Livingston

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.22 |
| 01012 - Accounting Clerk II | | 15.96 |
| 01013 - Accounting Clerk III | | 18.77 |
| 01020 - Administrative Assistant | | 26.95 |
| 01040 - Court Reporter | | 19.80 |
| 01051 - Data Entry Operator I | | 13.85 |
| 01052 - Data Entry Operator II | | 15.12 |
| 01060 - Dispatcher, Motor Vehicle | | 21.98 |
| 01070 - Document Preparation Clerk | | 15.38 |
| 01090 - Duplicating Machine Operator | | 15.38 |
| 01111 - General Clerk I | | 13.37 |
| 01112 - General Clerk II | | 14.60 |
| 01113 - General Clerk III | | 16.39 |
| 01120 - Housing Referral Assistant | | 22.04 |
| 01141 - Messenger Courier | | 11.47 |
| 01191 - Order Clerk I | | 14.16 |
| 01192 - Order Clerk II | | 15.95 |
| 01261 - Personnel Assistant (Employment) I | | 17.30 |
| 01262 - Personnel Assistant (Employment) II | | 19.35 |
| 01263 - Personnel Assistant (Employment) III | | 21.57 |
| 01270 - Production Control Clerk | | 21.45 |
| 01280 - Receptionist | | 13.67 |
| 01290 - Rental Clerk | | 15.38 |
| 01300 - Scheduler, Maintenance | | 17.30 |
| 01311 - Secretary I | | 17.30 |
| 01312 - Secretary II | | 19.35 |
| 01313 - Secretary III | | 22.04 |
| 01320 - Service Order Dispatcher | | 19.04 |
| 01410 - Supply Technician | | 25.70 |
| 01420 - Survey Worker | | 18.56 |
| 01531 - Travel Clerk I | | 13.02 |
| 01532 - Travel Clerk II | | 14.14 |
| 01533 - Travel Clerk III | | 15.31 |
| 01611 - Word Processor I | | 15.07 |
| 01612 - Word Processor II | | 16.92 |
| 01613 - Word Processor III | | 18.93 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 23.68 |
| 05010 - Automotive Electrician | | 22.58 |
| 05040 - Automotive Glass Installer | | 21.84 |
| 05070 - Automotive Worker | | 21.84 |
| 05110 - Mobile Equipment Servicer | | 20.43 |
| 05130 - Motor Equipment Metal Mechanic | | 23.31 |
| 05160 - Motor Equipment Metal Worker | | 21.84 |
| 05190 - Motor Vehicle Mechanic | | 23.31 |
| 05220 - Motor Vehicle Mechanic Helper | | 19.71 |
| 05250 - Motor Vehicle Upholstery Worker | | 21.12 |
| 05280 - Motor Vehicle Wrecker | | 21.84 |
| 05310 - Painter, Automotive | | 22.58 |
| 05340 - Radiator Repair Specialist | | 21.84 |
| 05370 - Tire Repairer | | 19.58 |
| 05400 - Transmission Repair Specialist | | 23.31 |

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| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 15.07 |
| 07041 - Cook I | 13.99 |
| 07042 - Cook II | 15.07 |
| 07070 - Dishwasher | 11.64 |
| 07130 - Food Service Worker | 11.64 |
| 07210 - Meat Cutter | 16.26 |
| 07260 - Waiter/Waitress | 12.36 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 23.44 |
| 09040 - Furniture Handler | 18.10 |
| 09080 - Furniture Refinisher | 23.44 |
| 09090 - Furniture Refinisher Helper | 20.50 |
| 09110 - Furniture Repairer, Minor | 21.98 |
| 09130 - Upholsterer | 23.44 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 14.91 |
| 11060 - Elevator Operator | 14.91 |
| 11090 - Gardener | 17.38 |
| 11122 - Housekeeping Aide | 13.40 |
| 11150 - Janitor | 13.41 |
| 11210 - Laborer, Grounds Maintenance | 14.78 |
| 11240 - Maid or Houseman | 12.13 |
| 11260 - Pruner | 13.63 |
| 11270 - Tractor Operator | 15.88 |
| 11330 - Trail Maintenance Worker | 14.78 |
| 11360 - Window Cleaner | 14.24 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.56 |
| 12011 - Breath Alcohol Technician | 19.72 |
| 12012 - Certified Occupational Therapist Assistant | 22.17 |
| 12015 - Certified Physical Therapist Assistant | 22.17 |
| 12020 - Dental Assistant | 17.03 |
| 12025 - Dental Hygienist | 30.37 |
| 12030 - EKG Technician | 25.82 |
| 12035 - Electroneurodiagnostic Technologist | 25.82 |
| 12040 - Emergency Medical Technician | 17.90 |
| 12071 - Licensed Practical Nurse I | 17.61 |
| 12072 - Licensed Practical Nurse II | 19.72 |
| 12073 - Licensed Practical Nurse III | 21.34 |
| 12100 - Medical Assistant | 14.38 |
| 12130 - Medical Laboratory Technician | 22.29 |
| 12160 - Medical Record Clerk | 15.74 |
| 12190 - Medical Record Technician | 19.47 |
| 12195 - Medical Transcriptionist | 18.11 |
| 12210 - Nuclear Medicine Technologist | 33.56 |
| 12221 - Nursing Assistant I | 11.25 |
| 12222 - Nursing Assistant II | 12.27 |
| 12223 - Nursing Assistant III | 13.40 |
| 12224 - Nursing Assistant IV | 15.04 |
| 12235 - Optical Dispenser | 19.36 |
| 12236 - Optical Technician | 17.61 |
| 12250 - Pharmacy Technician | 17.78 |
| 12280 - Phlebotomist | 15.04 |
| 12305 - Radiologic Technologist | 26.11 |
| 12311 - Registered Nurse I | 29.83 |
| 12312 - Registered Nurse II | 32.20 |
| 12313 - Registered Nurse II, Specialist | 32.20 |
| 12314 - Registered Nurse III | 44.14 |
| 12315 - Registered Nurse III, Anesthetist | 44.14 |
| 12316 - Registered Nurse IV | 52.92 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.02 |
| 13000 - Information And Arts Occupations | |

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| 13011 - Exhibits Specialist I | 21.47 |
| 13012 - Exhibits Specialist II | 26.61 |
| 13013 - Exhibits Specialist III | 32.54 |
| 13041 - Illustrator I | 25.01 |
| 13042 - Illustrator II | 30.96 |
| 13043 - Illustrator III | 37.90 |
| 13047 - Librarian | 30.28 |
| 13050 - Library Aide/Clerk | 13.49 |
| 13054 - Library Information Technology Systems Administrator | 27.34 |
| 13058 - Library Technician | 18.56 |
| 13061 - Media Specialist I | 18.54 |
| 13062 - Media Specialist II | 20.75 |
| 13063 - Media Specialist III | 22.13 |
| 13071 - Photographer I | 19.42 |
| 13072 - Photographer II | 22.83 |
| 13073 - Photographer III | 29.27 |
| 13074 - Photographer IV | 33.95 |
| 13075 - Photographer V | 39.82 |
| 13110 - Video Teleconference Technician | 19.13 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 17.16 |
| 14042 - Computer Operator II | 19.20 |
| 14043 - Computer Operator III | 21.40 |
| 14044 - Computer Operator IV | 23.77 |
| 14045 - Computer Operator V | 26.33 |
| 14071 - Computer Programmer I | (see 1) 22.60 |
| 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 | 17.16 |
| 14160 - Personal Computer Support Technician | 23.77 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 32.52 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 39.35 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 50.79 |
| 15050 - Computer Based Training Specialist / Instructor | 32.52 |
| 15060 - Educational Technologist | 30.30 |
| 15070 - Flight Instructor (Pilot) | 50.79 |
| 15080 - Graphic Artist | 29.92 |
| 15090 - Technical Instructor | 26.84 |
| 15095 - Technical Instructor/Course Developer | 32.69 |
| 15110 - Test Proctor | 21.80 |
| 15120 - Tutor | 21.80 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.00 |
| 16030 - Counter Attendant | 10.00 |
| 16040 - Dry Cleaner | 13.34 |
| 16070 - Finisher, Flatwork, Machine | 10.00 |
| 16090 - Presser, Hand | 10.00 |
| 16110 - Presser, Machine, Drycleaning | 10.00 |
| 16130 - Presser, Machine, Shirts | 10.00 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.00 |
| 16190 - Sewing Machine Operator | 14.52 |
| 16220 - Tailor | 15.65 |
| 16250 - Washer, Machine | 11.08 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 26.18 |
| 19040 - Tool And Die Maker | 29.03 |
| 21000 - Materials Handling And Packing Occupations | |

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|---|-------|
| 21020 - Forklift Operator | 20.65 |
| 21030 - Material Coordinator | 24.54 |
| 21040 - Material Expediter | 24.11 |
| 21050 - Material Handling Laborer | 18.05 |
| 21071 - Order Filler | 15.92 |
| 21080 - Production Line Worker (Food Processing) | 20.65 |
| 21110 - Shipping Packer | 17.34 |
| 21130 - Shipping/Receiving Clerk | 17.34 |
| 21140 - Store Worker I | 17.19 |
| 21150 - Stock Clerk | 21.86 |
| 21210 - Tools And Parts Attendant | 20.65 |
| 21410 - Warehouse Specialist | 20.65 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.30 |
| 23021 - Aircraft Mechanic I | 27.91 |
| 23022 - Aircraft Mechanic II | 29.30 |
| 23023 - Aircraft Mechanic III | 30.84 |
| 23040 - Aircraft Mechanic Helper | 19.51 |
| 23050 - Aircraft, Painter | 25.37 |
| 23060 - Aircraft Servicer | 22.27 |
| 23080 - Aircraft Worker | 23.38 |
| 23110 - Appliance Mechanic | 23.44 |
| 23120 - Bicycle Repairer | 18.66 |
| 23125 - Cable Splicer | 27.79 |
| 23130 - Carpenter, Maintenance | 25.15 |
| 23140 - Carpet Layer | 24.10 |
| 23160 - Electrician, Maintenance | 32.65 |
| 23181 - Electronics Technician Maintenance I | 26.20 |
| 23182 - Electronics Technician Maintenance II | 27.07 |
| 23183 - Electronics Technician Maintenance III | 31.31 |
| 23260 - Fabric Worker | 23.20 |
| 23290 - Fire Alarm System Mechanic | 24.42 |
| 23310 - Fire Extinguisher Repairer | 22.37 |
| 23311 - Fuel Distribution System Mechanic | 25.62 |
| 23312 - Fuel Distribution System Operator | 22.26 |
| 23370 - General Maintenance Worker | 23.96 |
| 23380 - Ground Support Equipment Mechanic | 27.91 |
| 23381 - Ground Support Equipment Servicer | 22.27 |
| 23382 - Ground Support Equipment Worker | 23.38 |
| 23391 - Gunsmith I | 22.37 |
| 23392 - Gunsmith II | 24.10 |
| 23393 - Gunsmith III | 25.75 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 25.96 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 26.71 |
| 23430 - Heavy Equipment Mechanic | 29.63 |
| 23440 - Heavy Equipment Operator | 27.30 |
| 23460 - Instrument Mechanic | 29.03 |
| 23465 - Laboratory/Shelter Mechanic | 24.89 |
| 23470 - Laborer | 16.69 |
| 23510 - Locksmith | 23.44 |
| 23530 - Machinery Maintenance Mechanic | 28.66 |
| 23550 - Machinist, Maintenance | 27.99 |
| 23580 - Maintenance Trades Helper | 19.60 |
| 23591 - Metrology Technician I | 29.03 |
| 23592 - Metrology Technician II | 29.96 |
| 23593 - Metrology Technician III | 30.88 |
| 23640 - Millwright | 34.10 |
| 23710 - Office Appliance Repairer | 24.76 |
| 23760 - Painter, Maintenance | 26.60 |
| 23790 - Pipefitter, Maintenance | 29.87 |
| 23810 - Plumber, Maintenance | 29.24 |

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| 23820 - Pneudraulic Systems Mechanic | 25.75 |
| 23850 - Rigger | 25.62 |
| 23870 - Scale Mechanic | 24.10 |
| 23890 - Sheet-Metal Worker, Maintenance | 29.24 |
| 23910 - Small Engine Mechanic | 23.98 |
| 23931 - Telecommunications Mechanic I | 26.29 |
| 23932 - Telecommunications Mechanic II | 27.07 |
| 23950 - Telephone Lineman | 26.29 |
| 23960 - Welder, Combination, Maintenance | 26.46 |
| 23965 - Well Driller | 25.34 |
| 23970 - Woodcraft Worker | 25.75 |
| 23980 - Woodworker | 22.37 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.85 |
| 24580 - Child Care Center Clerk | 18.10 |
| 24610 - Chore Aide | 11.03 |
| 24620 - Family Readiness And Support Services Coordinator | 16.29 |
| 24630 - Homemaker | 19.20 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 28.00 |
| 25040 - Sewage Plant Operator | 25.78 |
| 25070 - Stationary Engineer | 28.00 |
| 25190 - Ventilation Equipment Tender | 21.57 |
| 25210 - Water Treatment Plant Operator | 25.78 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.29 |
| 27007 - Baggage Inspector | 12.93 |
| 27008 - Corrections Officer | 23.65 |
| 27010 - Court Security Officer | 23.72 |
| 27030 - Detection Dog Handler | 19.75 |
| 27040 - Detention Officer | 23.65 |
| 27070 - Firefighter | 21.27 |
| 27101 - Guard I | 12.93 |
| 27102 - Guard II | 19.75 |
| 27131 - Police Officer I | 27.65 |
| 27132 - Police Officer II | 30.72 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.14 |
| 28042 - Carnival Equipment Repairer | 14.65 |
| 28043 - Carnival Equipment Worker | 12.22 |
| 28210 - Gate Attendant/Gate Tender | 14.59 |
| 28310 - Lifeguard | 13.00 |
| 28350 - Park Attendant (Aide) | 16.32 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.16 |
| 28515 - Recreation Specialist | 16.58 |
| 28630 - Sports Official | 13.00 |
| 28690 - Swimming Pool Operator | 20.87 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.58 |
| 29020 - Hatch Tender | 22.58 |
| 29030 - Line Handler | 22.58 |
| 29041 - Stevedore I | 21.82 |
| 29042 - Stevedore II | 23.37 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 38.88 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.53 |
| 30021 - Archeological Technician I | 20.08 |
| 30022 - Archeological Technician II | 22.47 |
| 30023 - Archeological Technician III | 27.83 |
| 30030 - Cartographic Technician | 27.83 |
| 30040 - Civil Engineering Technician | 27.83 |

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|---|---------------|
| 30061 - Drafter/CAD Operator I | 20.08 |
| 30062 - Drafter/CAD Operator II | 22.47 |
| 30063 - Drafter/CAD Operator III | 25.05 |
| 30064 - Drafter/CAD Operator IV | 30.82 |
| 30081 - Engineering Technician I | 18.36 |
| 30082 - Engineering Technician II | 21.64 |
| 30083 - Engineering Technician III | 25.16 |
| 30084 - Engineering Technician IV | 31.16 |
| 30085 - Engineering Technician V | 36.70 |
| 30086 - Engineering Technician VI | 44.38 |
| 30090 - Environmental Technician | 23.52 |
| 30210 - Laboratory Technician | 21.70 |
| 30240 - Mathematical Technician | 27.83 |
| 30361 - Paralegal/Legal Assistant I | 20.88 |
| 30362 - Paralegal/Legal Assistant II | 25.86 |
| 30363 - Paralegal/Legal Assistant III | 31.63 |
| 30364 - Paralegal/Legal Assistant IV | 38.28 |
| 30390 - Photo-Optics Technician | 27.83 |
| 30461 - Technical Writer I | 25.25 |
| 30462 - Technical Writer II | 30.90 |
| 30463 - Technical Writer III | 36.08 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.71 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.90 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.84 |
| 30494 - Unexploded (UXO) Safety Escort | 24.71 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.71 |
| 30620 - Weather Observer, Combined Upper Air or Surface Programs | (see 2) 24.80 |
| 30621 - Weather Observer, Senior | (see 2) 27.55 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 13.47 |
| 31030 - Bus Driver | 17.37 |
| 31043 - Driver Courier | 17.03 |
| 31260 - Parking and Lot Attendant | 12.47 |
| 31290 - Shuttle Bus Driver | 18.08 |
| 31310 - Taxi Driver | 13.66 |
| 31361 - Truckdriver, Light | 18.08 |
| 31362 - Truckdriver, Medium | 19.61 |
| 31363 - Truckdriver, Heavy | 21.82 |
| 31364 - Truckdriver, Tractor-Trailer | 21.85 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.62 |
| 99050 - Desk Clerk | 11.40 |
| 99095 - Embalmer | 26.66 |
| 99251 - Laboratory Animal Caretaker I | 13.63 |
| 99252 - Laboratory Animal Caretaker II | 15.18 |
| 99310 - Mortician | 33.88 |
| 99410 - Pest Controller | 17.53 |
| 99510 - Photofinishing Worker | 15.49 |
| 99710 - Recycling Laborer | 17.40 |
| 99711 - Recycling Specialist | 19.31 |
| 99730 - Refuse Collector | 15.45 |
| 99810 - Sales Clerk | 12.17 |
| 99820 - School Crossing Guard | 12.22 |
| 99830 - Survey Party Chief | 24.92 |
| 99831 - Surveying Aide | 12.97 |
| 99832 - Surveying Technician | 19.86 |
| 99840 - Vending Machine Attendant | 17.14 |
| 99841 - Vending Machine Repairer | 21.54 |
| 99842 - Vending Machine Repairer Helper | 17.14 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3013
Revision No.: 17
Date Of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Carroll, Columbiana, Mahoning, Trumbull

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.01 |
| 01012 - Accounting Clerk II | | 15.76 |
| 01013 - Accounting Clerk III | | 18.29 |
| 01020 - Administrative Assistant | | 21.70 |
| 01040 - Court Reporter | | 19.57 |
| 01051 - Data Entry Operator I | | 11.48 |
| 01052 - Data Entry Operator II | | 13.67 |
| 01060 - Dispatcher, Motor Vehicle | | 19.57 |
| 01070 - Document Preparation Clerk | | 12.05 |
| 01090 - Duplicating Machine Operator | | 12.05 |
| 01111 - General Clerk I | | 12.22 |
| 01112 - General Clerk II | | 13.41 |
| 01113 - General Clerk III | | 14.97 |
| 01120 - Housing Referral Assistant | | 19.94 |
| 01141 - Messenger Courier | | 10.64 |
| 01191 - Order Clerk I | | 12.65 |
| 01192 - Order Clerk II | | 14.05 |
| 01261 - Personnel Assistant (Employment) I | | 16.94 |
| 01262 - Personnel Assistant (Employment) II | | 19.16 |
| 01263 - Personnel Assistant (Employment) III | | 22.37 |
| 01270 - Production Control Clerk | | 20.67 |
| 01280 - Receptionist | | 11.30 |
| 01290 - Rental Clerk | | 14.54 |
| 01300 - Scheduler, Maintenance | | 15.66 |
| 01311 - Secretary I | | 15.66 |
| 01312 - Secretary II | | 17.51 |
| 01313 - Secretary III | | 19.46 |
| 01320 - Service Order Dispatcher | | 15.19 |
| 01410 - Supply Technician | | 21.70 |
| 01420 - Survey Worker | | 19.16 |

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| 01531 - Travel Clerk I | 12.61 |
| 01532 - Travel Clerk II | 13.54 |
| 01533 - Travel Clerk III | 14.52 |
| 01611 - Word Processor I | 14.38 |
| 01612 - Word Processor II | 16.91 |
| 01613 - Word Processor III | 19.16 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.33 |
| 05010 - Automotive Electrician | 19.67 |
| 05040 - Automotive Glass Installer | 18.92 |
| 05070 - Automotive Worker | 18.92 |
| 05110 - Mobile Equipment Servicer | 17.27 |
| 05130 - Motor Equipment Metal Mechanic | 20.33 |
| 05160 - Motor Equipment Metal Worker | 18.92 |
| 05190 - Motor Vehicle Mechanic | 20.33 |
| 05220 - Motor Vehicle Mechanic Helper | 16.50 |
| 05250 - Motor Vehicle Upholstery Worker | 18.07 |
| 05280 - Motor Vehicle wrecker | 18.92 |
| 05310 - Painter, Automotive | 19.67 |
| 05340 - Radiator Repair Specialist | 18.92 |
| 05370 - Tire Repairer | 15.89 |
| 05400 - Transmission Repair Specialist | 20.33 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.13 |
| 07041 - Cook I | 11.57 |
| 07042 - Cook II | 13.13 |
| 07070 - Dishwasher | 9.08 |
| 07130 - Food Service Worker | 9.08 |
| 07210 - Meat Cutter | 13.63 |
| 07260 - Waiter/Waitress | 9.72 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.73 |
| 09040 - Furniture Handler | 13.89 |
| 09080 - Furniture Refinisher | 18.73 |
| 09090 - Furniture Refinisher Helper | 15.71 |
| 09110 - Furniture Repairer, Minor | 17.22 |
| 09130 - Upholsterer | 18.73 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.06 |
| 11060 - Elevator Operator | 10.82 |
| 11090 - Gardener | 13.52 |
| 11122 - Housekeeping Aide | 11.46 |
| 11150 - Janitor | 11.46 |
| 11210 - Laborer, Grounds Maintenance | 11.43 |
| 11240 - Maid or Houseman | 9.30 |
| 11260 - Pruner | 11.06 |
| 11270 - Tractor Operator | 13.39 |
| 11330 - Trail Maintenance Worker | 11.43 |
| 11360 - Window Cleaner | 12.55 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.76 |
| 12011 - Breath Alcohol Technician | 16.24 |
| 12012 - Certified Occupational Therapist Assistant | 23.08 |
| 12015 - Certified Physical Therapist Assistant | 22.95 |
| 12020 - Dental Assistant | 16.21 |
| 12025 - Dental Hygienist | 25.55 |
| 12030 - EKG Technician | 25.38 |
| 12035 - Electroneurodiagnostic Technologist | 25.38 |
| 12040 - Emergency Medical Technician | 13.81 |
| 12071 - Licensed Practical Nurse I | 14.97 |
| 12072 - Licensed Practical Nurse II | 16.74 |
| 12073 - Licensed Practical Nurse III | 18.67 |
| 12100 - Medical Assistant | 14.31 |

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| 12130 - Medical Laboratory Technician | 16.32 |
| 12160 - Medical Record Clerk | 13.19 |
| 12190 - Medical Record Technician | 16.38 |
| 12195 - Medical Transcriptionist | 13.70 |
| 12210 - Nuclear Medicine Technologist | 29.62 |
| 12221 - Nursing Assistant I | 8.85 |
| 12222 - Nursing Assistant II | 9.95 |
| 12223 - Nursing Assistant III | 10.86 |
| 12224 - Nursing Assistant IV | 12.18 |
| 12235 - Optical Dispenser | 16.56 |
| 12236 - Optical Technician | 14.38 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 14.07 |
| 12305 - Radiologic Technologist | 23.39 |
| 12311 - Registered Nurse I | 22.07 |
| 12312 - Registered Nurse II | 27.00 |
| 12313 - Registered Nurse II, Specialist | 27.00 |
| 12314 - Registered Nurse III | 32.66 |
| 12315 - Registered Nurse III, Anesthetist | 32.66 |
| 12316 - Registered Nurse IV | 39.15 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.75 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.87 |
| 13012 - Exhibits Specialist II | 22.15 |
| 13013 - Exhibits Specialist III | 27.09 |
| 13041 - Illustrator I | 17.87 |
| 13042 - Illustrator II | 22.15 |
| 13043 - Illustrator III | 27.09 |
| 13047 - Librarian | 24.52 |
| 13050 - Library Aide/Clerk | 12.65 |
| 13054 - Library Information Technology Systems Administrator | 22.15 |
| 13058 - Library Technician | 16.42 |
| 13061 - Media Specialist I | 15.98 |
| 13062 - Media Specialist II | 17.87 |
| 13063 - Media Specialist III | 19.93 |
| 13071 - Photographer I | 13.48 |
| 13072 - Photographer II | 17.03 |
| 13073 - Photographer III | 19.82 |
| 13074 - Photographer IV | 22.84 |
| 13075 - Photographer V | 26.61 |
| 13110 - Video Teleconference Technician | 15.98 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.96 |
| 14042 - Computer Operator II | 17.84 |
| 14043 - Computer Operator III | 19.90 |
| 14044 - Computer Operator IV | 22.10 |
| 14045 - Computer Operator V | 24.48 |
| 14071 - Computer Programmer I | (see 1) |
| 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 | 15.96 |
| 14160 - Personal Computer Support Technician | 22.10 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.85 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.88 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.83 |
| 15050 - Computer Based Training Specialist / Instructor | 28.85 |
| 15060 - Educational Technologist | 28.30 |

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| 15070 - Flight Instructor (Pilot) | 41.83 |
| 15080 - Graphic Artist | 22.27 |
| 15090 - Technical Instructor | 20.47 |
| 15095 - Technical Instructor/Course Developer | 22.27 |
| 15110 - Test Proctor | 17.57 |
| 15120 - Tutor | 17.57 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.38 |
| 16030 - Counter Attendant | 9.38 |
| 16040 - Dry Cleaner | 11.71 |
| 16070 - Finisher, Flatwork, Machine | 9.38 |
| 16090 - Presser, Hand | 9.38 |
| 16110 - Presser, Machine, Drycleaning | 9.38 |
| 16130 - Presser, Machine, Shirts | 9.38 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.38 |
| 16190 - Sewing Machine Operator | 12.46 |
| 16220 - Tailor | 13.23 |
| 16250 - Washer, Machine | 10.15 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.51 |
| 19040 - Tool And Die Maker | 25.76 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.21 |
| 21030 - Material Coordinator | 19.93 |
| 21040 - Material Expediter | 19.93 |
| 21050 - Material Handling Laborer | 13.65 |
| 21071 - Order Filler | 14.51 |
| 21080 - Production Line Worker (Food Processing) | 19.21 |
| 21110 - Shipping Packer | 14.51 |
| 21130 - Shipping/Receiving Clerk | 14.51 |
| 21140 - Store Worker I | 14.35 |
| 21150 - Stock Clerk | 18.82 |
| 21210 - Tools And Parts Attendant | 19.21 |
| 21410 - Warehouse Specialist | 19.21 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.84 |
| 23021 - Aircraft Mechanic I | 25.74 |
| 23022 - Aircraft Mechanic II | 26.84 |
| 23023 - Aircraft Mechanic III | 27.81 |
| 23040 - Aircraft Mechanic Helper | 20.56 |
| 23050 - Aircraft, Painter | 24.69 |
| 23060 - Aircraft Servicer | 23.16 |
| 23080 - Aircraft Worker | 24.27 |
| 23110 - Appliance Mechanic | 20.60 |
| 23120 - Bicycle Repairer | 17.48 |
| 23125 - Cable Splicer | 28.12 |
| 23130 - Carpenter, Maintenance | 20.54 |
| 23140 - Carpet Layer | 22.43 |
| 23160 - Electrician, Maintenance | 24.84 |
| 23181 - Electronics Technician Maintenance I | 22.61 |
| 23182 - Electronics Technician Maintenance II | 23.80 |
| 23183 - Electronics Technician Maintenance III | 29.45 |
| 23260 - Fabric Worker | 18.85 |
| 23290 - Fire Alarm System Mechanic | 21.56 |
| 23310 - Fire Extinguisher Repairer | 17.73 |
| 23311 - Fuel Distribution System Mechanic | 24.59 |
| 23312 - Fuel Distribution System Operator | 19.92 |
| 23370 - General Maintenance Worker | 19.52 |
| 23380 - Ground Support Equipment Mechanic | 25.74 |
| 23381 - Ground Support Equipment Servicer | 23.16 |
| 23382 - Ground Support Equipment Worker | 24.27 |
| 23391 - Gunsmith I | 17.73 |
| 23392 - Gunsmith II | 20.12 |

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| 23393 - Gunsmith III | 21.89 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.37 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.28 |
| 23430 - Heavy Equipment Mechanic | 20.14 |
| 23440 - Heavy Equipment Operator | 24.25 |
| 23460 - Instrument Mechanic | 21.99 |
| 23465 - Laboratory/Shelter Mechanic | 21.17 |
| 23470 - Laborer | 13.07 |
| 23510 - Locksmith | 20.54 |
| 23530 - Machinery Maintenance Mechanic | 29.40 |
| 23550 - Machinist, Maintenance | 21.37 |
| 23580 - Maintenance Trades Helper | 16.09 |
| 23591 - Metrology Technician I | 21.99 |
| 23592 - Metrology Technician II | 22.79 |
| 23593 - Metrology Technician III | 23.55 |
| 23640 - Millwright | 27.53 |
| 23710 - Office Appliance Repairer | 20.72 |
| 23760 - Painter, Maintenance | 23.89 |
| 23790 - Pipefitter, Maintenance | 27.15 |
| 23810 - Plumber, Maintenance | 24.36 |
| 23820 - Pneudraulic Systems Mechanic | 21.93 |
| 23850 - Rigger | 21.89 |
| 23870 - Scale Mechanic | 20.12 |
| 23890 - Sheet-Metal Worker, Maintenance | 28.12 |
| 23910 - Small Engine Mechanic | 19.52 |
| 23931 - Telecommunications Mechanic I | 25.28 |
| 23932 - Telecommunications Mechanic II | 26.36 |
| 23950 - Telephone Lineman | 21.09 |
| 23960 - Welder, Combination, Maintenance | 21.30 |
| 23965 - well Driller | 22.03 |
| 23970 - Woodcraft Worker | 21.89 |
| 23980 - Woodworker | 17.20 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.13 |
| 24580 - Child Care Center Clerk | 13.90 |
| 24610 - Chore Aide | 9.19 |
| 24620 - Family Readiness And Support Services Coordinator | 12.19 |
| 24630 - Homemaker | 15.44 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.94 |
| 25040 - Sewage Plant Operator | 20.25 |
| 25070 - Stationary Engineer | 20.94 |
| 25190 - Ventilation Equipment Tender | 16.59 |
| 25210 - Water Treatment Plant Operator | 19.97 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.29 |
| 27007 - Baggage Inspector | 11.62 |
| 27008 - Corrections Officer | 19.54 |
| 27010 - Court Security Officer | 19.09 |
| 27030 - Detection Dog Handler | 17.48 |
| 27040 - Detention Officer | 19.54 |
| 27070 - Firefighter | 17.08 |
| 27101 - Guard I | 11.62 |
| 27102 - Guard II | 16.95 |
| 27131 - Police Officer I | 20.76 |
| 27132 - Police Officer II | 23.04 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.79 |
| 28042 - Carnival Equipment Repairer | 11.29 |
| 28043 - Carnival Equipment Worker | 8.90 |

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| 28210 - Gate Attendant/Gate Tender | 14.38 |
| 28310 - Lifeguard | 10.92 |
| 28350 - Park Attendant (Aide) | 16.08 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.74 |
| 28515 - Recreation Specialist | 16.98 |
| 28630 - Sports Official | 12.81 |
| 28690 - Swimming Pool Operator | 16.22 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.12 |
| 29020 - Hatch Tender | 20.12 |
| 29030 - Line Handler | 20.12 |
| 29041 - Stevedore I | 18.41 |
| 29042 - Stevedore II | 20.05 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.03 |
| 30022 - Archeological Technician II | 18.98 |
| 30023 - Archeological Technician III | 23.57 |
| 30030 - Cartographic Technician | 26.76 |
| 30040 - Civil Engineering Technician | 19.99 |
| 30061 - Drafter/CAD Operator I | 19.30 |
| 30062 - Drafter/CAD Operator II | 21.59 |
| 30063 - Drafter/CAD Operator III | 24.08 |
| 30064 - Drafter/CAD Operator IV | 29.62 |
| 30081 - Engineering Technician I | 18.89 |
| 30082 - Engineering Technician II | 21.20 |
| 30083 - Engineering Technician III | 23.71 |
| 30084 - Engineering Technician IV | 29.38 |
| 30085 - Engineering Technician V | 35.94 |
| 30086 - Engineering Technician VI | 43.48 |
| 30090 - Environmental Technician | 21.73 |
| 30210 - Laboratory Technician | 18.74 |
| 30240 - Mathematical Technician | 26.45 |
| 30361 - Paralegal/Legal Assistant I | 16.42 |
| 30362 - Paralegal/Legal Assistant II | 20.94 |
| 30363 - Paralegal/Legal Assistant III | 25.64 |
| 30364 - Paralegal/Legal Assistant IV | 31.01 |
| 30390 - Photo-Optics Technician | 26.27 |
| 30461 - Technical Writer I | 23.87 |
| 30462 - Technical Writer II | 29.21 |
| 30463 - Technical Writer III | 35.36 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 23.77 |
| 30621 - Weather Observer, Senior (see 2) | 26.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.70 |
| 31030 - Bus Driver | 15.59 |
| 31043 - Driver Courier | 14.81 |
| 31260 - Parking and Lot Attendant | 10.02 |
| 31290 - Shuttle Bus Driver | 14.81 |
| 31310 - Taxi Driver | 10.47 |
| 31361 - Truckdriver, Light | 14.81 |
| 31362 - Truckdriver, Medium | 17.78 |
| 31363 - Truckdriver, Heavy | 18.96 |
| 31364 - Truckdriver, Tractor-Trailer | 18.96 |
| 99000 - Miscellaneous Occupations | |

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|---|-------|
| 99030 - Cashier | 9.26 |
| 99050 - Desk Clerk | 12.25 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.46 |
| 99252 - Laboratory Animal Caretaker II | 12.24 |
| 99310 - Mortician | 29.78 |
| 99410 - Pest Controller | 17.39 |
| 99510 - Photofinishing Worker | 14.39 |
| 99710 - Recycling Laborer | 16.31 |
| 99711 - Recycling Specialist | 19.10 |
| 99730 - Refuse Collector | 14.89 |
| 99810 - Sales Clerk | 12.06 |
| 99820 - School Crossing Guard | 10.14 |
| 99830 - Survey Party Chief | 19.34 |
| 99831 - Surveying Aide | 11.01 |
| 99832 - Surveying Technician | 17.36 |
| 99840 - Vending Machine Attendant | 11.76 |
| 99841 - Vending Machine Repairer | 14.75 |
| 99842 - Vending Machine Repairer Helper | 11.76 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 ordinance, explosives, and incendiary materials. This

includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3014
Revision No.: 18
Date of Last Revision: 07/25/2014

State: Ohio

Area: Ohio Counties of Carroll, Columbiana, Mahoning, Trumbull

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.01 |
| 01012 - Accounting Clerk II | | 15.76 |
| 01013 - Accounting Clerk III | | 18.29 |
| 01020 - Administrative Assistant | | 21.70 |
| 01040 - Court Reporter | | 19.57 |
| 01051 - Data Entry Operator I | | 11.48 |
| 01052 - Data Entry Operator II | | 13.67 |
| 01060 - Dispatcher, Motor Vehicle | | 19.57 |
| 01070 - Document Preparation Clerk | | 12.05 |
| 01090 - Duplicating Machine Operator | | 12.05 |
| 01111 - General Clerk I | | 12.22 |

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| 01112 - General Clerk II | 13.41 |
| 01113 - General Clerk III | 14.97 |
| 01120 - Housing Referral Assistant | 19.94 |
| 01141 - Messenger Courier | 10.64 |
| 01191 - Order Clerk I | 12.65 |
| 01192 - Order Clerk II | 14.05 |
| 01261 - Personnel Assistant (Employment) I | 16.94 |
| 01262 - Personnel Assistant (Employment) II | 19.16 |
| 01263 - Personnel Assistant (Employment) III | 22.37 |
| 01270 - Production Control Clerk | 20.67 |
| 01280 - Receptionist | 11.30 |
| 01290 - Rental Clerk | 14.54 |
| 01300 - Scheduler, Maintenance | 15.66 |
| 01311 - Secretary I | 15.66 |
| 01312 - Secretary II | 17.51 |
| 01313 - Secretary III | 19.46 |
| 01320 - Service Order Dispatcher | 15.19 |
| 01410 - Supply Technician | 21.70 |
| 01420 - Survey Worker | 19.16 |
| 01531 - Travel Clerk I | 12.61 |
| 01532 - Travel Clerk II | 13.54 |
| 01533 - Travel Clerk III | 14.52 |
| 01611 - Word Processor I | 14.38 |
| 01612 - Word Processor II | 16.91 |
| 01613 - Word Processor III | 19.16 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.33 |
| 05010 - Automotive Electrician | 19.67 |
| 05040 - Automotive Glass Installer | 18.92 |
| 05070 - Automotive Worker | 18.92 |
| 05110 - Mobile Equipment Servicer | 17.27 |
| 05130 - Motor Equipment Metal Mechanic | 20.33 |
| 05160 - Motor Equipment Metal Worker | 18.92 |
| 05190 - Motor Vehicle Mechanic | 20.33 |
| 05220 - Motor Vehicle Mechanic Helper | 16.50 |
| 05250 - Motor Vehicle Upholstery Worker | 18.07 |
| 05280 - Motor Vehicle Wrecker | 18.92 |
| 05310 - Painter, Automotive | 19.67 |
| 05340 - Radiator Repair Specialist | 18.92 |
| 05370 - Tire Repairer | 15.89 |
| 05400 - Transmission Repair Specialist | 20.33 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.13 |
| 07041 - Cook I | 11.57 |
| 07042 - Cook II | 13.13 |
| 07070 - Dishwasher | 9.08 |
| 07130 - Food Service Worker | 9.08 |
| 07210 - Meat Cutter | 13.63 |
| 07260 - Waiter/Waitress | 9.72 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.73 |
| 09040 - Furniture Handler | 13.89 |
| 09080 - Furniture Refinisher | 18.73 |
| 09090 - Furniture Refinisher Helper | 15.71 |
| 09110 - Furniture Repairer, Minor | 17.22 |
| 09130 - Upholsterer | 18.73 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.06 |
| 11060 - Elevator Operator | 10.82 |
| 11090 - Gardener | 13.52 |
| 11122 - Housekeeping Aide | 11.46 |
| 11150 - Janitor | 11.46 |
| 11210 - Laborer, Grounds Maintenance | 11.43 |

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| 11240 - Maid or Houseman | 9.30 |
| 11260 - Pruner | 11.06 |
| 11270 - Tractor Operator | 13.39 |
| 11330 - Trail Maintenance Worker | 11.43 |
| 11360 - Window Cleaner | 12.55 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.76 |
| 12011 - Breath Alcohol Technician | 16.24 |
| 12012 - Certified Occupational Therapist Assistant | 23.08 |
| 12015 - Certified Physical Therapist Assistant | 22.95 |
| 12020 - Dental Assistant | 16.21 |
| 12025 - Dental Hygienist | 25.55 |
| 12030 - EKG Technician | 25.38 |
| 12035 - Electroneurodiagnostic Technologist | 25.38 |
| 12040 - Emergency Medical Technician | 13.81 |
| 12071 - Licensed Practical Nurse I | 14.97 |
| 12072 - Licensed Practical Nurse II | 16.74 |
| 12073 - Licensed Practical Nurse III | 18.67 |
| 12100 - Medical Assistant | 14.31 |
| 12130 - Medical Laboratory Technician | 16.32 |
| 12160 - Medical Record Clerk | 13.19 |
| 12190 - Medical Record Technician | 16.38 |
| 12195 - Medical Transcriptionist | 13.70 |
| 12210 - Nuclear Medicine Technologist | 29.62 |
| 12221 - Nursing Assistant I | 8.85 |
| 12222 - Nursing Assistant II | 9.95 |
| 12223 - Nursing Assistant III | 10.86 |
| 12224 - Nursing Assistant IV | 12.18 |
| 12235 - Optical Dispenser | 16.56 |
| 12236 - Optical Technician | 14.38 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 14.07 |
| 12305 - Radiologic Technologist | 23.39 |
| 12311 - Registered Nurse I | 22.07 |
| 12312 - Registered Nurse II | 27.00 |
| 12313 - Registered Nurse II, Specialist | 27.00 |
| 12314 - Registered Nurse III | 32.66 |
| 12315 - Registered Nurse III, Anesthetist | 32.66 |
| 12316 - Registered Nurse IV | 39.15 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 20.75 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 17.87 |
| 13012 - Exhibits Specialist II | 22.15 |
| 13013 - Exhibits Specialist III | 27.09 |
| 13041 - Illustrator I | 17.87 |
| 13042 - Illustrator II | 22.15 |
| 13043 - Illustrator III | 27.09 |
| 13047 - Librarian | 24.52 |
| 13050 - Library Aide/Clerk | 12.65 |
| 13054 - Library Information Technology Systems Administrator | 22.15 |
| 13058 - Library Technician | 16.42 |
| 13061 - Media Specialist I | 15.98 |
| 13062 - Media Specialist II | 17.87 |
| 13063 - Media Specialist III | 19.93 |
| 13071 - Photographer I | 13.48 |
| 13072 - Photographer II | 17.03 |
| 13073 - Photographer III | 19.82 |
| 13074 - Photographer IV | 22.84 |
| 13075 - Photographer V | 26.61 |
| 13110 - Video Teleconference Technician | 15.98 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.96 |

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| 14042 - Computer Operator II | 17.84 |
| 14043 - Computer Operator III | 19.90 |
| 14044 - Computer Operator IV | 22.10 |
| 14045 - Computer Operator V | 24.48 |
| 14071 - Computer Programmer I (see 1) | 22.56 |
| 14072 - Computer Programmer II (see 1) | 27.62 |
| 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 | 15.96 |
| 14160 - Personal Computer Support Technician | 22.10 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.85 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.88 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.83 |
| 15050 - Computer Based Training Specialist / Instructor | 28.85 |
| 15060 - Educational Technologist | 28.30 |
| 15070 - Flight Instructor (Pilot) | 41.83 |
| 15080 - Graphic Artist | 22.27 |
| 15090 - Technical Instructor | 20.47 |
| 15095 - Technical Instructor/Course Developer | 22.27 |
| 15110 - Test Proctor | 17.57 |
| 15120 - Tutor | 17.57 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.38 |
| 16030 - Counter Attendant | 9.38 |
| 16040 - Dry Cleaner | 11.71 |
| 16070 - Finisher, Flatwork, Machine | 9.38 |
| 16090 - Presser, Hand | 9.38 |
| 16110 - Presser, Machine, Drycleaning | 9.38 |
| 16130 - Presser, Machine, Shirts | 9.38 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.38 |
| 16190 - Sewing Machine Operator | 12.46 |
| 16220 - Tailor | 13.23 |
| 16250 - Washer, Machine | 10.15 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.51 |
| 19040 - Tool And Die Maker | 25.76 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 19.21 |
| 21030 - Material Coordinator | 19.93 |
| 21040 - Material Expediter | 19.93 |
| 21050 - Material Handling Laborer | 13.65 |
| 21071 - Order Filler | 14.51 |
| 21080 - Production Line Worker (Food Processing) | 19.21 |
| 21110 - Shipping Packer | 14.51 |
| 21130 - Shipping/Receiving Clerk | 14.51 |
| 21140 - Store Worker I | 14.35 |
| 21150 - Stock Clerk | 18.82 |
| 21210 - Tools And Parts Attendant | 19.21 |
| 21410 - Warehouse Specialist | 19.21 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.84 |
| 23021 - Aircraft Mechanic I | 25.74 |
| 23022 - Aircraft Mechanic II | 26.84 |
| 23023 - Aircraft Mechanic III | 27.81 |
| 23040 - Aircraft Mechanic Helper | 20.56 |
| 23050 - Aircraft, Painter | 24.69 |
| 23060 - Aircraft Servicer | 23.16 |
| 23080 - Aircraft Worker | 24.27 |
| 23110 - Appliance Mechanic | 20.60 |

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| 23120 - Bicycle Repairer | 17.48 |
| 23125 - Cable Splicer | 28.12 |
| 23130 - Carpenter, Maintenance | 20.54 |
| 23140 - Carpet Layer | 22.43 |
| 23160 - Electrician, Maintenance | 24.84 |
| 23181 - Electronics Technician Maintenance I | 22.61 |
| 23182 - Electronics Technician Maintenance II | 23.80 |
| 23183 - Electronics Technician Maintenance III | 29.45 |
| 23260 - Fabric Worker | 18.85 |
| 23290 - Fire Alarm System Mechanic | 21.56 |
| 23310 - Fire Extinguisher Repairer | 17.73 |
| 23311 - Fuel Distribution System Mechanic | 24.59 |
| 23312 - Fuel Distribution System Operator | 19.92 |
| 23370 - General Maintenance Worker | 19.52 |
| 23380 - Ground Support Equipment Mechanic | 25.74 |
| 23381 - Ground Support Equipment Servicer | 23.16 |
| 23382 - Ground Support Equipment Worker | 24.27 |
| 23391 - Gunsmith I | 17.73 |
| 23392 - Gunsmith II | 20.12 |
| 23393 - Gunsmith III | 21.89 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.37 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 22.28 |
| 23430 - Heavy Equipment Mechanic | 20.14 |
| 23440 - Heavy Equipment Operator | 24.25 |
| 23460 - Instrument Mechanic | 21.99 |
| 23465 - Laboratory/Shelter Mechanic | 21.17 |
| 23470 - Laborer | 13.07 |
| 23510 - Locksmith | 20.54 |
| 23530 - Machinery Maintenance Mechanic | 29.40 |
| 23550 - Machinist, Maintenance | 21.37 |
| 23580 - Maintenance Trades Helper | 16.09 |
| 23591 - Metrology Technician I | 21.99 |
| 23592 - Metrology Technician II | 22.79 |
| 23593 - Metrology Technician III | 23.55 |
| 23640 - Millwright | 27.53 |
| 23710 - Office Appliance Repairer | 20.72 |
| 23760 - Painter, Maintenance | 23.89 |
| 23790 - Pipefitter, Maintenance | 27.15 |
| 23810 - Plumber, Maintenance | 24.36 |
| 23820 - Pneudraulic Systems Mechanic | 21.93 |
| 23850 - Rigger | 21.89 |
| 23870 - Scale Mechanic | 20.12 |
| 23890 - Sheet-Metal Worker, Maintenance | 28.12 |
| 23910 - Small Engine Mechanic | 19.52 |
| 23931 - Telecommunications Mechanic I | 25.28 |
| 23932 - Telecommunications Mechanic II | 26.36 |
| 23950 - Telephone Lineman | 21.09 |
| 23960 - Welder, Combination, Maintenance | 21.30 |
| 23965 - Well Driller | 22.03 |
| 23970 - Woodcraft Worker | 21.89 |
| 23980 - Woodworker | 17.20 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.13 |
| 24580 - Child Care Center Clerk | 13.90 |
| 24610 - Chore Aide | 9.19 |
| 24620 - Family Readiness And Support Services Coordinator | 12.19 |
| 24630 - Homemaker | 15.44 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.94 |
| 25040 - Sewage Plant Operator | 20.25 |

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| 25070 - Stationary Engineer | 20.94 |
| 25190 - Ventilation Equipment Tender | 16.59 |
| 25210 - Water Treatment Plant Operator | 19.97 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.29 |
| 27007 - Baggage Inspector | 11.62 |
| 27008 - Corrections Officer | 19.54 |
| 27010 - Court Security Officer | 19.09 |
| 27030 - Detection Dog Handler | 17.48 |
| 27040 - Detention Officer | 19.54 |
| 27070 - Firefighter | 17.08 |
| 27101 - Guard I | 11.62 |
| 27102 - Guard II | 16.95 |
| 27131 - Police Officer I | 20.76 |
| 27132 - Police Officer II | 23.04 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.79 |
| 28042 - Carnival Equipment Repairer | 11.29 |
| 28043 - Carnival Equipment Worker | 8.90 |
| 28210 - Gate Attendant/Gate Tender | 14.38 |
| 28310 - Lifeguard | 10.92 |
| 28350 - Park Attendant (Aide) | 16.08 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.74 |
| 28515 - Recreation Specialist | 16.98 |
| 28630 - Sports Official | 12.81 |
| 28690 - Swimming Pool Operator | 16.22 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.12 |
| 29020 - Hatch Tender | 20.12 |
| 29030 - Line Handler | 20.12 |
| 29041 - Stevedore I | 18.41 |
| 29042 - Stevedore II | 20.05 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 17.03 |
| 30022 - Archeological Technician II | 18.98 |
| 30023 - Archeological Technician III | 23.57 |
| 30030 - Cartographic Technician | 26.76 |
| 30040 - Civil Engineering Technician | 19.99 |
| 30061 - Drafter/CAD Operator I | 19.30 |
| 30062 - Drafter/CAD Operator II | 21.59 |
| 30063 - Drafter/CAD Operator III | 24.08 |
| 30064 - Drafter/CAD Operator IV | 29.62 |
| 30081 - Engineering Technician I | 18.89 |
| 30082 - Engineering Technician II | 21.20 |
| 30083 - Engineering Technician III | 23.71 |
| 30084 - Engineering Technician IV | 29.38 |
| 30085 - Engineering Technician V | 35.94 |
| 30086 - Engineering Technician VI | 43.48 |
| 30090 - Environmental Technician | 21.73 |
| 30210 - Laboratory Technician | 18.74 |
| 30240 - Mathematical Technician | 26.45 |
| 30361 - Paralegal/Legal Assistant I | 16.42 |
| 30362 - Paralegal/Legal Assistant II | 20.94 |
| 30363 - Paralegal/Legal Assistant III | 25.64 |
| 30364 - Paralegal/Legal Assistant IV | 31.01 |
| 30390 - Photo-Optics Technician | 26.27 |
| 30461 - Technical Writer I | 23.87 |
| 30462 - Technical Writer II | 29.21 |
| 30463 - Technical Writer III | 35.36 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |

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| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 23.77 |
| 30621 - Weather Observer, Senior | (see 2) 26.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.70 |
| 31030 - Bus Driver | 15.59 |
| 31043 - Driver Courier | 14.81 |
| 31260 - Parking and Lot Attendant | 10.02 |
| 31290 - Shuttle Bus Driver | 14.81 |
| 31310 - Taxi Driver | 10.47 |
| 31361 - Truckdriver, Light | 14.81 |
| 31362 - Truckdriver, Medium | 17.78 |
| 31363 - Truckdriver, Heavy | 18.96 |
| 31364 - Truckdriver, Tractor-Trailer | 18.96 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.26 |
| 99050 - Desk Clerk | 12.25 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 11.46 |
| 99252 - Laboratory Animal Caretaker II | 12.24 |
| 99310 - Mortician | 29.78 |
| 99410 - Pest Controller | 17.39 |
| 99510 - Photofinishing Worker | 14.39 |
| 99710 - Recycling Laborer | 16.31 |
| 99711 - Recycling Specialist | 19.10 |
| 99730 - Refuse Collector | 14.89 |
| 99810 - Sales Clerk | 12.06 |
| 99820 - School Crossing Guard | 10.14 |
| 99830 - Survey Party Chief | 19.34 |
| 99831 - Surveying Aide | 11.01 |
| 99832 - Surveying Technician | 17.36 |
| 99840 - Vending Machine Attendant | 11.76 |
| 99841 - Vending Machine Repairer | 14.75 |
| 99842 - Vending Machine Repairer Helper | 11.76 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-3015
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Maryland

Area: Maryland County of Queen Anne's

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.08 |
| 01012 - Accounting Clerk II | | 16.92 |
| 01013 - Accounting Clerk III | | 22.30 |
| 01020 - Administrative Assistant | | 31.41 |
| 01040 - Court Reporter | | 21.84 |
| 01051 - Data Entry Operator I | | 14.38 |
| 01052 - Data Entry Operator II | | 15.69 |
| 01060 - Dispatcher, Motor Vehicle | | 17.87 |
| 01070 - Document Preparation Clerk | | 14.21 |
| 01090 - Duplicating Machine Operator | | 14.21 |
| 01111 - General Clerk I | | 14.88 |
| 01112 - General Clerk II | | 16.24 |
| 01113 - General Clerk III | | 18.23 |
| 01120 - Housing Referral Assistant | | 25.29 |
| 01141 - Messenger Courier | | 13.40 |
| 01191 - Order Clerk I | | 15.12 |
| 01192 - Order Clerk II | | 16.50 |
| 01261 - Personnel Assistant (Employment) I | | 18.15 |
| 01262 - Personnel Assistant (Employment) II | | 20.32 |
| 01263 - Personnel Assistant (Employment) III | | 22.65 |
| 01270 - Production Control Clerk | | 22.03 |
| 01280 - Receptionist | | 14.43 |
| 01290 - Rental Clerk | | 16.55 |
| 01300 - Scheduler, Maintenance | | 18.07 |
| 01311 - Secretary I | | 18.07 |
| 01312 - Secretary II | | 20.18 |
| 01313 - Secretary III | | 25.29 |
| 01320 - Service Order Dispatcher | | 16.35 |
| 01410 - Supply Technician | | 28.55 |
| 01420 - Survey Worker | | 20.03 |
| 01531 - Travel Clerk I | | 13.29 |
| 01532 - Travel Clerk II | | 14.36 |
| 01533 - Travel Clerk III | | 15.49 |
| 01611 - Word Processor I | | 15.63 |
| 01612 - Word Processor II | | 17.67 |
| 01613 - Word Processor III | | 19.95 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.54 |
| 05010 - Automotive Electrician | | 23.51 |
| 05040 - Automotive Glass Installer | | 22.15 |
| 05070 - Automotive Worker | | 22.15 |
| 05110 - Mobile Equipment Servicer | | 19.89 |
| 05130 - Motor Equipment Metal Mechanic | | 24.10 |
| 05160 - Motor Equipment Metal Worker | | 22.15 |
| 05190 - Motor Vehicle Mechanic | | 24.10 |
| 05220 - Motor Vehicle Mechanic Helper | | 18.92 |
| 05250 - Motor Vehicle Upholstery Worker | | 21.63 |
| 05280 - Motor Vehicle Wrecker | | 22.15 |
| 05310 - Painter, Automotive | | 23.51 |
| 05340 - Radiator Repair Specialist | | 22.15 |
| 05370 - Tire Repairer | | 13.56 |
| 05400 - Transmission Repair Specialist | | 24.10 |

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| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.85 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 14.60 |
| 07070 - Dishwasher | 10.11 |
| 07130 - Food Service Worker | 10.66 |
| 07210 - Meat Cutter | 17.85 |
| 07260 - Waiter/Waitress | 9.86 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.86 |
| 09040 - Furniture Handler | 15.27 |
| 09080 - Furniture Refinisher | 20.23 |
| 09090 - Furniture Refinisher Helper | 16.02 |
| 09110 - Furniture Repairer, Minor | 17.94 |
| 09130 - Upholsterer | 19.86 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.54 |
| 11060 - Elevator Operator | 10.54 |
| 11090 - Gardener | 17.52 |
| 11122 - Housekeeping Aide | 11.83 |
| 11150 - Janitor | 11.83 |
| 11210 - Laborer, Grounds Maintenance | 13.07 |
| 11240 - Maid or Houseman | 11.26 |
| 11260 - Pruner | 11.76 |
| 11270 - Tractor Operator | 16.04 |
| 11330 - Trail Maintenance Worker | 13.07 |
| 11360 - Window Cleaner | 12.85 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 19.56 |
| 12011 - Breath Alcohol Technician | 19.44 |
| 12012 - Certified Occupational Therapist Assistant | 24.54 |
| 12015 - Certified Physical Therapist Assistant | 23.03 |
| 12020 - Dental Assistant | 17.18 |
| 12025 - Dental Hygienist | 36.35 |
| 12030 - EKG Technician | 26.77 |
| 12035 - Electroneurodiagnostic Technologist | 26.77 |
| 12040 - Emergency Medical Technician | 20.27 |
| 12071 - Licensed Practical Nurse I | 19.07 |
| 12072 - Licensed Practical Nurse II | 21.35 |
| 12073 - Licensed Practical Nurse III | 24.13 |
| 12100 - Medical Assistant | 15.01 |
| 12130 - Medical Laboratory Technician | 17.75 |
| 12160 - Medical Record Clerk | 17.42 |
| 12190 - Medical Record Technician | 19.50 |
| 12195 - Medical Transcriptionist | 17.93 |
| 12210 - Nuclear Medicine Technologist | 37.60 |
| 12221 - Nursing Assistant I | 10.80 |
| 12222 - Nursing Assistant II | 12.14 |
| 12223 - Nursing Assistant III | 13.98 |
| 12224 - Nursing Assistant IV | 15.69 |
| 12235 - Optical Dispenser | 16.90 |
| 12236 - Optical Technician | 15.80 |
| 12250 - Pharmacy Technician | 18.12 |
| 12280 - Phlebotomist | 15.69 |
| 12305 - Radiologic Technologist | 31.11 |
| 12311 - Registered Nurse I | 27.64 |
| 12312 - Registered Nurse II | 33.44 |
| 12313 - Registered Nurse II, Specialist | 33.44 |
| 12314 - Registered Nurse III | 40.13 |
| 12315 - Registered Nurse III, Anesthetist | 40.13 |
| 12316 - Registered Nurse IV | 48.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.73 |
| 13000 - Information And Arts Occupations | |

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|---|---------------|
| 13011 - Exhibits Specialist I | 19.08 |
| 13012 - Exhibits Specialist II | 23.63 |
| 13013 - Exhibits Specialist III | 28.91 |
| 13041 - Illustrator I | 20.12 |
| 13042 - Illustrator II | 24.91 |
| 13043 - Illustrator III | 30.48 |
| 13047 - Librarian | 33.88 |
| 13050 - Library Aide/Clerk | 14.21 |
| 13054 - Library Information Technology Systems Administrator | 30.60 |
| 13058 - Library Technician | 19.89 |
| 13061 - Media Specialist I | 18.73 |
| 13062 - Media Specialist II | 20.95 |
| 13063 - Media Specialist III | 23.36 |
| 13071 - Photographer I | 16.65 |
| 13072 - Photographer II | 18.90 |
| 13073 - Photographer III | 23.47 |
| 13074 - Photographer IV | 28.24 |
| 13075 - Photographer V | 33.76 |
| 13110 - Video Teleconference Technician | 20.39 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.92 |
| 14042 - Computer Operator II | 21.18 |
| 14043 - Computer Operator III | 23.60 |
| 14044 - Computer Operator IV | 26.22 |
| 14045 - Computer Operator V | 29.05 |
| 14071 - Computer Programmer I | (see 1) 26.36 |
| 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 | 18.92 |
| 14160 - Personal Computer Support Technician | 26.22 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.47 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.06 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.81 |
| 15050 - Computer Based Training Specialist / Instructor | 36.47 |
| 15060 - Educational Technologist | 31.17 |
| 15070 - Flight Instructor (Pilot) | 52.81 |
| 15080 - Graphic Artist | 25.95 |
| 15090 - Technical Instructor | 23.68 |
| 15095 - Technical Instructor/Course Developer | 28.96 |
| 15110 - Test Proctor | 19.37 |
| 15120 - Tutor | 19.37 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.88 |
| 16030 - Counter Attendant | 9.88 |
| 16040 - Dry Cleaner | 12.94 |
| 16070 - Finisher, Flatwork, Machine | 9.88 |
| 16090 - Presser, Hand | 9.88 |
| 16110 - Presser, Machine, Drycleaning | 9.88 |
| 16130 - Presser, Machine, Shirts | 9.88 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.88 |
| 16190 - Sewing Machine Operator | 13.78 |
| 16220 - Tailor | 14.66 |
| 16250 - Washer, Machine | 10.88 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.14 |
| 19040 - Tool And Die Maker | 24.29 |
| 21000 - Materials Handling And Packing Occupations | |

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|---|-------|
| 21020 - Forklift Operator | 18.03 |
| 21030 - Material Coordinator | 22.03 |
| 21040 - Material Expediter | 22.03 |
| 21050 - Material Handling Laborer | 13.83 |
| 21071 - Order Filler | 14.44 |
| 21080 - Production Line Worker (Food Processing) | 18.03 |
| 21110 - Shipping Packer | 15.09 |
| 21130 - Shipping/Receiving Clerk | 15.09 |
| 21140 - Store Worker I | 14.98 |
| 21150 - Stock Clerk | 17.06 |
| 21210 - Tools And Parts Attendant | 18.03 |
| 21410 - Warehouse Specialist | 18.03 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.97 |
| 23021 - Aircraft Mechanic I | 25.69 |
| 23022 - Aircraft Mechanic II | 26.97 |
| 23023 - Aircraft Mechanic III | 28.29 |
| 23040 - Aircraft Mechanic Helper | 17.74 |
| 23050 - Aircraft, Painter | 21.98 |
| 23060 - Aircraft Servicer | 19.76 |
| 23080 - Aircraft Worker | 21.01 |
| 23110 - Appliance Mechanic | 21.54 |
| 23120 - Bicycle Repairer | 16.17 |
| 23125 - Cable Splicer | 26.02 |
| 23130 - Carpenter, Maintenance | 21.40 |
| 23140 - Carpet Layer | 21.27 |
| 23160 - Electrician, Maintenance | 27.98 |
| 23181 - Electronics Technician Maintenance I | 24.94 |
| 23182 - Electronics Technician Maintenance II | 26.07 |
| 23183 - Electronics Technician Maintenance III | 27.06 |
| 23260 - Fabric Worker | 20.30 |
| 23290 - Fire Alarm System Mechanic | 22.91 |
| 23310 - Fire Extinguisher Repairer | 18.92 |
| 23311 - Fuel Distribution System Mechanic | 25.38 |
| 23312 - Fuel Distribution System Operator | 21.21 |
| 23370 - General Maintenance Worker | 21.43 |
| 23380 - Ground Support Equipment Mechanic | 25.69 |
| 23381 - Ground Support Equipment Servicer | 19.76 |
| 23382 - Ground Support Equipment Worker | 21.01 |
| 23391 - Gunsmith I | 19.39 |
| 23392 - Gunsmith II | 21.13 |
| 23393 - Gunsmith III | 22.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.72 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.56 |
| 23430 - Heavy Equipment Mechanic | 22.91 |
| 23440 - Heavy Equipment Operator | 22.91 |
| 23460 - Instrument Mechanic | 23.58 |
| 23465 - Laboratory/Shelter Mechanic | 21.91 |
| 23470 - Laborer | 14.98 |
| 23510 - Locksmith | 21.90 |
| 23530 - Machinery Maintenance Mechanic | 23.12 |
| 23550 - Machinist, Maintenance | 21.87 |
| 23580 - Maintenance Trades Helper | 18.27 |
| 23591 - Metrology Technician I | 23.58 |
| 23592 - Metrology Technician II | 24.42 |
| 23593 - Metrology Technician III | 25.12 |
| 23640 - Millwright | 26.16 |
| 23710 - Office Appliance Repairer | 21.24 |
| 23760 - Painter, Maintenance | 21.91 |
| 23790 - Pipefitter, Maintenance | 23.64 |
| 23810 - Plumber, Maintenance | 22.29 |

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| 23820 - Pneudraulic Systems Mechanic | 22.91 |
| 23850 - Rigger | 24.07 |
| 23870 - Scale Mechanic | 21.13 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.91 |
| 23910 - Small Engine Mechanic | 21.13 |
| 23931 - Telecommunications Mechanic I | 28.17 |
| 23932 - Telecommunications Mechanic II | 31.26 |
| 23950 - Telephone Lineman | 27.41 |
| 23960 - Welder, Combination, Maintenance | 22.91 |
| 23965 - Well Driller | 22.91 |
| 23970 - Woodcraft Worker | 22.91 |
| 23980 - Woodworker | 19.39 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.96 |
| 24580 - Child Care Center Clerk | 16.16 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 15.94 |
| 24630 - Homemaker | 17.96 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.21 |
| 25040 - Sewage Plant Operator | 20.94 |
| 25070 - Stationary Engineer | 26.21 |
| 25190 - Ventilation Equipment Tender | 19.21 |
| 25210 - Water Treatment Plant Operator | 20.84 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.17 |
| 27007 - Baggage Inspector | 12.71 |
| 27008 - Corrections Officer | 22.80 |
| 27010 - Court Security Officer | 24.72 |
| 27030 - Detection Dog Handler | 17.83 |
| 27040 - Detention Officer | 22.80 |
| 27070 - Firefighter | 24.63 |
| 27101 - Guard I | 12.71 |
| 27102 - Guard II | 17.83 |
| 27131 - Police Officer I | 26.52 |
| 27132 - Police Officer II | 29.67 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.84 |
| 28042 - Carnival Equipment Repairer | 12.31 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 13.01 |
| 28310 - Lifeguard | 11.59 |
| 28350 - Park Attendant (Aide) | 14.56 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.62 |
| 28515 - Recreation Specialist | 18.04 |
| 28630 - Sports Official | 11.59 |
| 28690 - Swimming Pool Operator | 15.87 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.75 |
| 29020 - Hatch Tender | 22.75 |
| 29030 - Line Handler | 22.75 |
| 29041 - Stevedore I | 21.24 |
| 29042 - Stevedore II | 24.15 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.92 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.84 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.56 |
| 30021 - Archeological Technician I | 19.80 |
| 30022 - Archeological Technician II | 22.60 |
| 30023 - Archeological Technician III | 27.98 |
| 30030 - Cartographic Technician | 27.98 |
| 30040 - Civil Engineering Technician | 26.41 |

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|---|---------------|
| 30061 - Drafter/CAD Operator I | 20.19 |
| 30062 - Drafter/CAD Operator II | 22.60 |
| 30063 - Drafter/CAD Operator III | 25.19 |
| 30064 - Drafter/CAD Operator IV | 31.00 |
| 30081 - Engineering Technician I | 22.92 |
| 30082 - Engineering Technician II | 25.72 |
| 30083 - Engineering Technician III | 28.79 |
| 30084 - Engineering Technician IV | 35.64 |
| 30085 - Engineering Technician V | 43.61 |
| 30086 - Engineering Technician VI | 52.76 |
| 30090 - Environmental Technician | 26.85 |
| 30210 - Laboratory Technician | 23.38 |
| 30240 - Mathematical Technician | 27.98 |
| 30361 - Paralegal/Legal Assistant I | 20.82 |
| 30362 - Paralegal/Legal Assistant II | 25.78 |
| 30363 - Paralegal/Legal Assistant III | 31.54 |
| 30364 - Paralegal/Legal Assistant IV | 38.16 |
| 30390 - Photo-Optics Technician | 27.98 |
| 30461 - Technical Writer I | 21.93 |
| 30462 - Technical Writer II | 26.84 |
| 30463 - Technical Writer III | 32.47 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.93 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.88 |
| 30494 - Unexploded (UXO) Safety Escort | 24.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 25.19 |
| 30621 - Weather Observer, Senior | (see 2) 27.98 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 15.46 |
| 31030 - Bus Driver | 20.85 |
| 31043 - Driver Courier | 14.33 |
| 31260 - Parking and Lot Attendant | 12.29 |
| 31290 - Shuttle Bus Driver | 15.66 |
| 31310 - Taxi Driver | 12.45 |
| 31361 - Truckdriver, Light | 15.66 |
| 31362 - Truckdriver, Medium | 17.90 |
| 31363 - Truckdriver, Heavy | 19.30 |
| 31364 - Truckdriver, Tractor-Trailer | 19.30 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.20 |
| 99050 - Desk Clerk | 11.78 |
| 99095 - Embalmer | 23.05 |
| 99251 - Laboratory Animal Caretaker I | 11.24 |
| 99252 - Laboratory Animal Caretaker II | 12.25 |
| 99310 - Mortician | 29.35 |
| 99410 - Pest Controller | 17.69 |
| 99510 - Photofinishing Worker | 13.20 |
| 99710 - Recycling Laborer | 16.17 |
| 99711 - Recycling Specialist | 18.01 |
| 99730 - Refuse Collector | 15.26 |
| 99810 - Sales Clerk | 12.09 |
| 99820 - School Crossing Guard | 13.43 |
| 99830 - Survey Party Chief | 21.94 |
| 99831 - Surveying Aide | 13.60 |
| 99832 - Surveying Technician | 18.63 |
| 99840 - Vending Machine Attendant | 14.42 |
| 99841 - Vending Machine Repairer | 17.79 |
| 99842 - Vending Machine Repairer Helper | 14.42 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

ordance, 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.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3016
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Maryland

Area: Maryland County of Queen Anne's

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.08 |
| 01012 - Accounting Clerk II | | 16.92 |
| 01013 - Accounting Clerk III | | 22.30 |
| 01020 - Administrative Assistant | | 31.41 |
| 01040 - Court Reporter | | 21.84 |
| 01051 - Data Entry Operator I | | 14.38 |
| 01052 - Data Entry Operator II | | 15.69 |
| 01060 - Dispatcher, Motor Vehicle | | 17.87 |
| 01070 - Document Preparation Clerk | | 14.21 |
| 01090 - Duplicating Machine Operator | | 14.21 |
| 01111 - General Clerk I | | 14.88 |
| 01112 - General Clerk II | | 16.24 |
| 01113 - General Clerk III | | 18.23 |
| 01120 - Housing Referral Assistant | | 25.29 |
| 01141 - Messenger Courier | | 13.40 |
| 01191 - Order Clerk I | | 15.12 |
| 01192 - Order Clerk II | | 16.50 |
| 01261 - Personnel Assistant (Employment) I | | 18.15 |
| 01262 - Personnel Assistant (Employment) II | | 20.32 |
| 01263 - Personnel Assistant (Employment) III | | 22.65 |
| 01270 - Production Control Clerk | | 22.03 |
| 01280 - Receptionist | | 14.43 |
| 01290 - Rental Clerk | | 16.55 |
| 01300 - Scheduler, Maintenance | | 18.07 |
| 01311 - Secretary I | | 18.07 |
| 01312 - Secretary II | | 20.18 |
| 01313 - Secretary III | | 25.29 |
| 01320 - Service Order Dispatcher | | 16.35 |
| 01410 - Supply Technician | | 28.55 |
| 01420 - Survey Worker | | 20.03 |
| 01531 - Travel Clerk I | | 13.29 |
| 01532 - Travel Clerk II | | 14.36 |

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| 01533 - Travel Clerk III | 15.49 |
| 01611 - Word Processor I | 15.63 |
| 01612 - Word Processor II | 17.67 |
| 01613 - Word Processor III | 19.95 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.54 |
| 05010 - Automotive Electrician | 23.51 |
| 05040 - Automotive Glass Installer | 22.15 |
| 05070 - Automotive Worker | 22.15 |
| 05110 - Mobile Equipment Servicer | 19.89 |
| 05130 - Motor Equipment Metal Mechanic | 24.10 |
| 05160 - Motor Equipment Metal Worker | 22.15 |
| 05190 - Motor Vehicle Mechanic | 24.10 |
| 05220 - Motor Vehicle Mechanic Helper | 18.92 |
| 05250 - Motor Vehicle Upholstery Worker | 21.63 |
| 05280 - Motor Vehicle Wrecker | 22.15 |
| 05310 - Painter, Automotive | 23.51 |
| 05340 - Radiator Repair Specialist | 22.15 |
| 05370 - Tire Repairer | 13.56 |
| 05400 - Transmission Repair Specialist | 24.10 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.85 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 14.60 |
| 07070 - Dishwasher | 10.11 |
| 07130 - Food Service Worker | 10.66 |
| 07210 - Meat Cutter | 17.85 |
| 07260 - Waiter/Waitress | 9.86 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.86 |
| 09040 - Furniture Handler | 15.27 |
| 09080 - Furniture Refinisher | 20.23 |
| 09090 - Furniture Refinisher Helper | 16.02 |
| 09110 - Furniture Repairer, Minor | 17.94 |
| 09130 - Upholsterer | 19.86 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.54 |
| 11060 - Elevator Operator | 10.54 |
| 11090 - Gardener | 17.52 |
| 11122 - Housekeeping Aide | 11.83 |
| 11150 - Janitor | 11.83 |
| 11210 - Laborer, Grounds Maintenance | 13.07 |
| 11240 - Maid or Houseman | 11.26 |
| 11260 - Pruner | 11.76 |
| 11270 - Tractor Operator | 16.04 |
| 11330 - Trail Maintenance Worker | 13.07 |
| 11360 - Window Cleaner | 12.85 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 19.56 |
| 12011 - Breath Alcohol Technician | 19.44 |
| 12012 - Certified Occupational Therapist Assistant | 24.54 |
| 12015 - Certified Physical Therapist Assistant | 23.03 |
| 12020 - Dental Assistant | 17.18 |
| 12025 - Dental Hygienist | 36.35 |
| 12030 - EKG Technician | 26.77 |
| 12035 - Electroneurodiagnostic Technologist | 26.77 |
| 12040 - Emergency Medical Technician | 20.27 |
| 12071 - Licensed Practical Nurse I | 19.07 |
| 12072 - Licensed Practical Nurse II | 21.35 |
| 12073 - Licensed Practical Nurse III | 24.13 |
| 12100 - Medical Assistant | 15.01 |
| 12130 - Medical Laboratory Technician | 17.75 |
| 12160 - Medical Record Clerk | 17.42 |

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| 12190 - Medical Record Technician | 19.50 |
| 12195 - Medical Transcriptionist | 17.93 |
| 12210 - Nuclear Medicine Technologist | 37.60 |
| 12221 - Nursing Assistant I | 10.80 |
| 12222 - Nursing Assistant II | 12.14 |
| 12223 - Nursing Assistant III | 13.98 |
| 12224 - Nursing Assistant IV | 15.69 |
| 12235 - Optical Dispenser | 16.90 |
| 12236 - Optical Technician | 15.80 |
| 12250 - Pharmacy Technician | 18.12 |
| 12280 - Phlebotomist | 15.69 |
| 12305 - Radiologic Technologist | 31.11 |
| 12311 - Registered Nurse I | 27.64 |
| 12312 - Registered Nurse II | 33.44 |
| 12313 - Registered Nurse II, Specialist | 33.44 |
| 12314 - Registered Nurse III | 40.13 |
| 12315 - Registered Nurse III, Anesthetist | 40.13 |
| 12316 - Registered Nurse IV | 48.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.73 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.08 |
| 13012 - Exhibits Specialist II | 23.63 |
| 13013 - Exhibits Specialist III | 28.91 |
| 13041 - Illustrator I | 20.12 |
| 13042 - Illustrator II | 24.91 |
| 13043 - Illustrator III | 30.48 |
| 13047 - Librarian | 33.88 |
| 13050 - Library Aide/Clerk | 14.21 |
| 13054 - Library Information Technology Systems Administrator | 30.60 |
| 13058 - Library Technician | 19.89 |
| 13061 - Media Specialist I | 18.73 |
| 13062 - Media Specialist II | 20.95 |
| 13063 - Media Specialist III | 23.36 |
| 13071 - Photographer I | 16.65 |
| 13072 - Photographer II | 18.90 |
| 13073 - Photographer III | 23.47 |
| 13074 - Photographer IV | 28.24 |
| 13075 - Photographer V | 33.76 |
| 13110 - Video Teleconference Technician | 20.39 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.92 |
| 14042 - Computer Operator II | 21.18 |
| 14043 - Computer Operator III | 23.60 |
| 14044 - Computer Operator IV | 26.22 |
| 14045 - Computer Operator V | 29.05 |
| 14071 - Computer Programmer I | (see 1) 26.36 |
| 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 | 18.92 |
| 14160 - Personal Computer Support Technician | 26.22 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.47 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.06 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.81 |
| 15050 - Computer Based Training Specialist / Instructor | 36.47 |
| 15060 - Educational Technologist | 31.17 |
| 15070 - Flight Instructor (Pilot) | 52.81 |
| 15080 - Graphic Artist | 25.95 |

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|---|-------|
| 15090 - Technical Instructor | 23.68 |
| 15095 - Technical Instructor/Course Developer | 28.96 |
| 15110 - Test Proctor | 19.37 |
| 15120 - Tutor | 19.37 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.88 |
| 16030 - Counter Attendant | 9.88 |
| 16040 - Dry Cleaner | 12.94 |
| 16070 - Finisher, Flatwork, Machine | 9.88 |
| 16090 - Presser, Hand | 9.88 |
| 16110 - Presser, Machine, Drycleaning | 9.88 |
| 16130 - Presser, Machine, Shirts | 9.88 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.88 |
| 16190 - Sewing Machine Operator | 13.78 |
| 16220 - Tailor | 14.66 |
| 16250 - Washer, Machine | 10.88 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.14 |
| 19040 - Tool And Die Maker | 24.29 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.03 |
| 21030 - Material Coordinator | 22.03 |
| 21040 - Material Expediter | 22.03 |
| 21050 - Material Handling Laborer | 13.83 |
| 21071 - Order Filler | 14.44 |
| 21080 - Production Line Worker (Food Processing) | 18.03 |
| 21110 - Shipping Packer | 15.09 |
| 21130 - Shipping/Receiving Clerk | 15.09 |
| 21140 - Store Worker I | 14.98 |
| 21150 - Stock Clerk | 17.06 |
| 21210 - Tools And Parts Attendant | 18.03 |
| 21410 - Warehouse Specialist | 18.03 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.97 |
| 23021 - Aircraft Mechanic I | 25.69 |
| 23022 - Aircraft Mechanic II | 26.97 |
| 23023 - Aircraft Mechanic III | 28.29 |
| 23040 - Aircraft Mechanic Helper | 17.74 |
| 23050 - Aircraft, Painter | 21.98 |
| 23060 - Aircraft Servicer | 19.76 |
| 23080 - Aircraft Worker | 21.01 |
| 23110 - Appliance Mechanic | 21.54 |
| 23120 - Bicycle Repairer | 16.17 |
| 23125 - Cable Splicer | 26.02 |
| 23130 - Carpenter, Maintenance | 21.40 |
| 23140 - Carpet Layer | 21.27 |
| 23160 - Electrician, Maintenance | 27.98 |
| 23181 - Electronics Technician Maintenance I | 24.94 |
| 23182 - Electronics Technician Maintenance II | 26.07 |
| 23183 - Electronics Technician Maintenance III | 27.06 |
| 23260 - Fabric Worker | 20.30 |
| 23290 - Fire Alarm System Mechanic | 22.91 |
| 23310 - Fire Extinguisher Repairer | 18.92 |
| 23311 - Fuel Distribution System Mechanic | 25.38 |
| 23312 - Fuel Distribution System Operator | 21.21 |
| 23370 - General Maintenance Worker | 21.43 |
| 23380 - Ground Support Equipment Mechanic | 25.69 |
| 23381 - Ground Support Equipment Servicer | 19.76 |
| 23382 - Ground Support Equipment Worker | 21.01 |
| 23391 - Gunsmith I | 19.39 |
| 23392 - Gunsmith II | 21.13 |
| 23393 - Gunsmith III | 22.91 |
| 23410 - Heating, Ventilation And Air-Conditioning | 23.72 |

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|---|-------|
| Mechanic | |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.56 |
| 23430 - Heavy Equipment Mechanic | 22.91 |
| 23440 - Heavy Equipment Operator | 22.91 |
| 23460 - Instrument Mechanic | 23.58 |
| 23465 - Laboratory/Shelter Mechanic | 21.91 |
| 23470 - Laborer | 14.98 |
| 23510 - Locksmith | 21.90 |
| 23530 - Machinery Maintenance Mechanic | 23.12 |
| 23550 - Machinist, Maintenance | 21.87 |
| 23580 - Maintenance Trades Helper | 18.27 |
| 23591 - Metrology Technician I | 23.58 |
| 23592 - Metrology Technician II | 24.42 |
| 23593 - Metrology Technician III | 25.12 |
| 23640 - Millwright | 26.16 |
| 23710 - Office Appliance Repairer | 21.24 |
| 23760 - Painter, Maintenance | 21.91 |
| 23790 - Pipefitter, Maintenance | 23.64 |
| 23810 - Plumber, Maintenance | 22.29 |
| 23820 - Pneudraulic Systems Mechanic | 22.91 |
| 23850 - Rigger | 24.07 |
| 23870 - Scale Mechanic | 21.13 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.91 |
| 23910 - Small Engine Mechanic | 21.13 |
| 23931 - Telecommunications Mechanic I | 28.17 |
| 23932 - Telecommunications Mechanic II | 31.26 |
| 23950 - Telephone Lineman | 27.41 |
| 23960 - welder, Combination, Maintenance | 22.91 |
| 23965 - well Driller | 22.91 |
| 23970 - Woodcraft Worker | 22.91 |
| 23980 - Woodworker | 19.39 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.96 |
| 24580 - Child Care Center Clerk | 16.16 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 15.94 |
| 24630 - Homemaker | 17.96 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 26.21 |
| 25040 - Sewage Plant Operator | 20.94 |
| 25070 - Stationary Engineer | 26.21 |
| 25190 - Ventilation Equipment Tender | 19.21 |
| 25210 - Water Treatment Plant Operator | 20.84 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.17 |
| 27007 - Baggage Inspector | 12.71 |
| 27008 - Corrections Officer | 22.80 |
| 27010 - Court Security Officer | 24.72 |
| 27030 - Detection Dog Handler | 17.83 |
| 27040 - Detention Officer | 22.80 |
| 27070 - Firefighter | 24.63 |
| 27101 - Guard I | 12.71 |
| 27102 - Guard II | 17.83 |
| 27131 - Police Officer I | 26.52 |
| 27132 - Police Officer II | 29.67 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.84 |
| 28042 - Carnival Equipment Repairer | 12.31 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 13.01 |
| 28310 - Lifeguard | 11.59 |

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| 28350 - Park Attendant (Aide) | 14.56 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.62 |
| 28515 - Recreation Specialist | 18.04 |
| 28630 - Sports Official | 11.59 |
| 28690 - Swimming Pool Operator | 15.87 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 22.75 |
| 29020 - Hatch Tender | 22.75 |
| 29030 - Line Handler | 22.75 |
| 29041 - Stevedore I | 21.24 |
| 29042 - Stevedore II | 24.15 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.92 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.84 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.56 |
| 30021 - Archeological Technician I | 19.80 |
| 30022 - Archeological Technician II | 22.60 |
| 30023 - Archeological Technician III | 27.98 |
| 30030 - Cartographic Technician | 27.98 |
| 30040 - Civil Engineering Technician | 26.41 |
| 30061 - Drafter/CAD Operator I | 20.19 |
| 30062 - Drafter/CAD Operator II | 22.60 |
| 30063 - Drafter/CAD Operator III | 25.19 |
| 30064 - Drafter/CAD Operator IV | 31.00 |
| 30081 - Engineering Technician I | 22.92 |
| 30082 - Engineering Technician II | 25.72 |
| 30083 - Engineering Technician III | 28.79 |
| 30084 - Engineering Technician IV | 35.64 |
| 30085 - Engineering Technician V | 43.61 |
| 30086 - Engineering Technician VI | 52.76 |
| 30090 - Environmental Technician | 26.85 |
| 30210 - Laboratory Technician | 23.38 |
| 30240 - Mathematical Technician | 27.98 |
| 30361 - Paralegal/Legal Assistant I | 20.82 |
| 30362 - Paralegal/Legal Assistant II | 25.78 |
| 30363 - Paralegal/Legal Assistant III | 31.54 |
| 30364 - Paralegal/Legal Assistant IV | 38.16 |
| 30390 - Photo-Optics Technician | 27.98 |
| 30461 - Technical Writer I | 21.93 |
| 30462 - Technical Writer II | 26.84 |
| 30463 - Technical Writer III | 32.47 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.93 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.88 |
| 30494 - Unexploded (UXO) Safety Escort | 24.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 25.19 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 27.98 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 15.46 |
| 31030 - Bus Driver | 20.85 |
| 31043 - Driver Courier | 14.33 |
| 31260 - Parking and Lot Attendant | 12.29 |
| 31290 - Shuttle Bus Driver | 15.66 |
| 31310 - Taxi Driver | 12.45 |
| 31361 - Truckdriver, Light | 15.66 |
| 31362 - Truckdriver, Medium | 17.90 |
| 31363 - Truckdriver, Heavy | 19.30 |
| 31364 - Truckdriver, Tractor-Trailer | 19.30 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.20 |
| 99050 - Desk Clerk | 11.78 |

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| 99095 - Embalmer | 23.05 |
| 99251 - Laboratory Animal Caretaker I | 11.24 |
| 99252 - Laboratory Animal Caretaker II | 12.25 |
| 99310 - Mortician | 29.35 |
| 99410 - Pest Controller | 17.69 |
| 99510 - Photofinishing Worker | 13.20 |
| 99710 - Recycling Laborer | 16.17 |
| 99711 - Recycling Specialist | 18.01 |
| 99730 - Refuse Collector | 15.26 |
| 99810 - Sales Clerk | 12.09 |
| 99820 - School Crossing Guard | 13.43 |
| 99830 - Survey Party Chief | 21.94 |
| 99831 - Surveying Aide | 13.60 |
| 99832 - Surveying Technician | 18.63 |
| 99840 - Vending Machine Attendant | 14.42 |
| 99841 - Vending Machine Repairer | 17.79 |
| 99842 - Vending Machine Repairer Helper | 14.42 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 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 4174)

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
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employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3017
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: West Virginia

Area: West Virginia Counties of Berkeley, Jefferson

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.08 |
| 01012 - Accounting Clerk II | | 16.92 |
| 01013 - Accounting Clerk III | | 22.30 |
| 01020 - Administrative Assistant | | 31.41 |
| 01040 - Court Reporter | | 21.84 |
| 01051 - Data Entry Operator I | | 14.38 |
| 01052 - Data Entry Operator II | | 15.69 |
| 01060 - Dispatcher, Motor Vehicle | | 17.87 |
| 01070 - Document Preparation Clerk | | 14.21 |

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| 01090 - Duplicating Machine Operator | 14.21 |
| 01111 - General Clerk I | 14.88 |
| 01112 - General Clerk II | 16.24 |
| 01113 - General Clerk III | 18.23 |
| 01120 - Housing Referral Assistant | 25.29 |
| 01141 - Messenger Courier | 13.40 |
| 01191 - Order Clerk I | 15.12 |
| 01192 - Order Clerk II | 16.50 |
| 01261 - Personnel Assistant (Employment) I | 18.15 |
| 01262 - Personnel Assistant (Employment) II | 20.32 |
| 01263 - Personnel Assistant (Employment) III | 22.65 |
| 01270 - Production Control Clerk | 22.03 |
| 01280 - Receptionist | 14.43 |
| 01290 - Rental Clerk | 16.55 |
| 01300 - Scheduler, Maintenance | 18.07 |
| 01311 - Secretary I | 18.07 |
| 01312 - Secretary II | 20.18 |
| 01313 - Secretary III | 25.29 |
| 01320 - Service Order Dispatcher | 17.04 |
| 01410 - Supply Technician | 28.55 |
| 01420 - Survey Worker | 20.03 |
| 01531 - Travel Clerk I | 13.29 |
| 01532 - Travel Clerk II | 14.36 |
| 01533 - Travel Clerk III | 15.49 |
| 01611 - Word Processor I | 15.63 |
| 01612 - Word Processor II | 17.67 |
| 01613 - Word Processor III | 19.95 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 25.26 |
| 05010 - Automotive Electrician | 23.51 |
| 05040 - Automotive Glass Installer | 22.15 |
| 05070 - Automotive Worker | 22.15 |
| 05110 - Mobile Equipment Servicer | 19.04 |
| 05130 - Motor Equipment Metal Mechanic | 24.78 |
| 05160 - Motor Equipment Metal Worker | 22.15 |
| 05190 - Motor Vehicle Mechanic | 24.78 |
| 05220 - Motor Vehicle Mechanic Helper | 18.49 |
| 05250 - Motor Vehicle Upholstery Worker | 21.63 |
| 05280 - Motor Vehicle Wrecker | 22.15 |
| 05310 - Painter, Automotive | 23.51 |
| 05340 - Radiator Repair Specialist | 22.15 |
| 05370 - Tire Repairer | 12.55 |
| 05400 - Transmission Repair Specialist | 24.78 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.85 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 14.60 |
| 07070 - Dishwasher | 10.11 |
| 07130 - Food Service Worker | 10.66 |
| 07210 - Meat Cutter | 18.08 |
| 07260 - Waiter/Waitress | 9.70 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.81 |
| 09040 - Furniture Handler | 14.06 |
| 09080 - Furniture Refinisher | 19.94 |
| 09090 - Furniture Refinisher Helper | 15.52 |
| 09110 - Furniture Repairer, Minor | 17.94 |
| 09130 - Upholsterer | 17.81 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.54 |
| 11060 - Elevator Operator | 10.54 |
| 11090 - Gardener | 17.52 |
| 11122 - Housekeeping Aide | 11.83 |

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| 11150 - Janitor | 11.83 |
| 11210 - Laborer, Grounds Maintenance | 13.07 |
| 11240 - Maid or Houseman | 11.26 |
| 11260 - Pruner | 11.58 |
| 11270 - Tractor Operator | 15.76 |
| 11330 - Trail Maintenance Worker | 13.07 |
| 11360 - Window Cleaner | 12.85 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.41 |
| 12011 - Breath Alcohol Technician | 20.27 |
| 12012 - Certified Occupational Therapist Assistant | 23.11 |
| 12015 - Certified Physical Therapist Assistant | 21.43 |
| 12020 - Dental Assistant | 17.18 |
| 12025 - Dental Hygienist | 44.75 |
| 12030 - EKG Technician | 27.67 |
| 12035 - Electroneurodiagnostic Technologist | 27.67 |
| 12040 - Emergency Medical Technician | 20.41 |
| 12071 - Licensed Practical Nurse I | 19.07 |
| 12072 - Licensed Practical Nurse II | 21.35 |
| 12073 - Licensed Practical Nurse III | 24.13 |
| 12100 - Medical Assistant | 15.01 |
| 12130 - Medical Laboratory Technician | 18.04 |
| 12160 - Medical Record Clerk | 17.42 |
| 12190 - Medical Record Technician | 19.50 |
| 12195 - Medical Transcriptionist | 18.77 |
| 12210 - Nuclear Medicine Technologist | 37.60 |
| 12221 - Nursing Assistant I | 10.80 |
| 12222 - Nursing Assistant II | 12.14 |
| 12223 - Nursing Assistant III | 13.98 |
| 12224 - Nursing Assistant IV | 15.69 |
| 12235 - Optical Dispenser | 20.17 |
| 12236 - Optical Technician | 15.80 |
| 12250 - Pharmacy Technician | 18.12 |
| 12280 - Phlebotomist | 15.69 |
| 12305 - Radiologic Technologist | 31.11 |
| 12311 - Registered Nurse I | 27.64 |
| 12312 - Registered Nurse II | 33.44 |
| 12313 - Registered Nurse II, Specialist | 33.44 |
| 12314 - Registered Nurse III | 40.13 |
| 12315 - Registered Nurse III, Anesthetist | 40.13 |
| 12316 - Registered Nurse IV | 48.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.73 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.86 |
| 13012 - Exhibits Specialist II | 24.61 |
| 13013 - Exhibits Specialist III | 30.09 |
| 13041 - Illustrator I | 20.48 |
| 13042 - Illustrator II | 25.38 |
| 13043 - Illustrator III | 31.03 |
| 13047 - Librarian | 33.88 |
| 13050 - Library Aide/Clerk | 14.21 |
| 13054 - Library Information Technology Systems Administrator | 30.60 |
| 13058 - Library Technician | 19.89 |
| 13061 - Media Specialist I | 18.73 |
| 13062 - Media Specialist II | 20.95 |
| 13063 - Media Specialist III | 23.36 |
| 13071 - Photographer I | 16.65 |
| 13072 - Photographer II | 18.58 |
| 13073 - Photographer III | 23.08 |
| 13074 - Photographer IV | 28.24 |
| 13075 - Photographer V | 33.76 |
| 13110 - Video Teleconference Technician | 20.39 |

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|---|---------------|
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.92 |
| 14042 - Computer Operator II | 21.18 |
| 14043 - Computer Operator III | 23.60 |
| 14044 - Computer Operator IV | 26.22 |
| 14045 - Computer Operator V | 29.05 |
| 14071 - Computer Programmer I | (see 1) 26.36 |
| 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 | 18.92 |
| 14160 - Personal Computer Support Technician | 26.22 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.47 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.06 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.81 |
| 15050 - Computer Based Training Specialist / Instructor | 34.23 |
| 15060 - Educational Technologist | 35.31 |
| 15070 - Flight Instructor (Pilot) | 52.81 |
| 15080 - Graphic Artist | 26.80 |
| 15090 - Technical Instructor | 25.08 |
| 15095 - Technical Instructor/Course Developer | 30.67 |
| 15110 - Test Proctor | 20.20 |
| 15120 - Tutor | 20.20 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.88 |
| 16030 - Counter Attendant | 9.88 |
| 16040 - Dry Cleaner | 12.94 |
| 16070 - Finisher, Flatwork, Machine | 9.88 |
| 16090 - Presser, Hand | 9.88 |
| 16110 - Presser, Machine, Drycleaning | 9.88 |
| 16130 - Presser, Machine, Shirts | 9.88 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.88 |
| 16190 - Sewing Machine Operator | 13.78 |
| 16220 - Tailor | 14.66 |
| 16250 - Washer, Machine | 10.88 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.14 |
| 19040 - Tool And Die Maker | 23.38 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.02 |
| 21030 - Material Coordinator | 22.03 |
| 21040 - Material Expediter | 22.03 |
| 21050 - Material Handling Laborer | 13.83 |
| 21071 - Order Filler | 12.98 |
| 21080 - Production Line Worker (Food Processing) | 18.02 |
| 21110 - Shipping Packer | 15.09 |
| 21130 - Shipping/Receiving Clerk | 15.09 |
| 21140 - Store Worker I | 12.28 |
| 21150 - Stock Clerk | 16.86 |
| 21210 - Tools And Parts Attendant | 18.02 |
| 21410 - Warehouse Specialist | 18.02 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.21 |
| 23021 - Aircraft Mechanic I | 25.83 |
| 23022 - Aircraft Mechanic II | 27.21 |
| 23023 - Aircraft Mechanic III | 28.53 |
| 23040 - Aircraft Mechanic Helper | 17.54 |
| 23050 - Aircraft, Painter | 24.73 |
| 23060 - Aircraft Servicer | 19.76 |

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| 23080 - Aircraft Worker | 21.01 |
| 23110 - Appliance Mechanic | 21.75 |
| 23120 - Bicycle Repairer | 12.72 |
| 23125 - Cable Splicer | 26.02 |
| 23130 - Carpenter, Maintenance | 21.40 |
| 23140 - Carpet Layer | 20.49 |
| 23160 - Electrician, Maintenance | 27.98 |
| 23181 - Electronics Technician Maintenance I | 23.10 |
| 23182 - Electronics Technician Maintenance II | 26.47 |
| 23183 - Electronics Technician Maintenance III | 27.89 |
| 23260 - Fabric Worker | 19.13 |
| 23290 - Fire Alarm System Mechanic | 22.91 |
| 23310 - Fire Extinguisher Repairer | 17.62 |
| 23311 - Fuel Distribution System Mechanic | 22.81 |
| 23312 - Fuel Distribution System Operator | 17.23 |
| 23370 - General Maintenance Worker | 21.43 |
| 23380 - Ground Support Equipment Mechanic | 25.83 |
| 23381 - Ground Support Equipment Servicer | 19.76 |
| 23382 - Ground Support Equipment Worker | 21.01 |
| 23391 - Gunsmith I | 17.62 |
| 23392 - Gunsmith II | 20.49 |
| 23393 - Gunsmith III | 22.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.89 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.17 |
| 23430 - Heavy Equipment Mechanic | 22.91 |
| 23440 - Heavy Equipment Operator | 22.91 |
| 23460 - Instrument Mechanic | 22.59 |
| 23465 - Laboratory/Shelter Mechanic | 21.75 |
| 23470 - Laborer | 13.83 |
| 23510 - Locksmith | 21.90 |
| 23530 - Machinery Maintenance Mechanic | 23.12 |
| 23550 - Machinist, Maintenance | 22.91 |
| 23580 - Maintenance Trades Helper | 18.27 |
| 23591 - Metrology Technician I | 22.59 |
| 23592 - Metrology Technician II | 23.80 |
| 23593 - Metrology Technician III | 24.96 |
| 23640 - Millwright | 28.19 |
| 23710 - Office Appliance Repairer | 22.96 |
| 23760 - Painter, Maintenance | 21.75 |
| 23790 - Pipefitter, Maintenance | 24.63 |
| 23810 - Plumber, Maintenance | 22.29 |
| 23820 - Pneudraulic Systems Mechanic | 22.91 |
| 23850 - Rigger | 22.91 |
| 23870 - Scale Mechanic | 20.49 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.91 |
| 23910 - Small Engine Mechanic | 20.49 |
| 23931 - Telecommunications Mechanic I | 29.95 |
| 23932 - Telecommunications Mechanic II | 31.55 |
| 23950 - Telephone Lineman | 27.41 |
| 23960 - welder, Combination, Maintenance | 22.91 |
| 23965 - well Driller | 22.91 |
| 23970 - Woodcraft Worker | 22.91 |
| 23980 - Woodworker | 17.62 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.79 |
| 24580 - Child Care Center Clerk | 15.95 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 16.50 |
| 24630 - Homemaker | 17.73 |
| 25000 - Plant And System Operations Occupations | |

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| 25010 - Boiler Tender | 27.30 |
| 25040 - Sewage Plant Operator | 20.84 |
| 25070 - Stationary Engineer | 27.30 |
| 25190 - Ventilation Equipment Tender | 19.49 |
| 25210 - Water Treatment Plant Operator | 20.84 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.77 |
| 27007 - Baggage Inspector | 12.71 |
| 27008 - Corrections Officer | 22.80 |
| 27010 - Court Security Officer | 24.72 |
| 27030 - Detection Dog Handler | 17.77 |
| 27040 - Detention Officer | 22.80 |
| 27070 - Firefighter | 24.63 |
| 27101 - Guard I | 12.71 |
| 27102 - Guard II | 17.77 |
| 27131 - Police Officer I | 26.52 |
| 27132 - Police Officer II | 29.67 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.49 |
| 28042 - Carnival Equipment Repairer | 13.46 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 13.01 |
| 28310 - Lifeguard | 11.59 |
| 28350 - Park Attendant (Aide) | 14.56 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.62 |
| 28515 - Recreation Specialist | 17.15 |
| 28630 - Sports Official | 11.59 |
| 28690 - Swimming Pool Operator | 18.21 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.13 |
| 29020 - Hatch Tender | 23.13 |
| 29030 - Line Handler | 23.13 |
| 29041 - Stevedore I | 21.31 |
| 29042 - Stevedore II | 24.24 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.92 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.84 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.56 |
| 30021 - Archeological Technician I | 20.19 |
| 30022 - Archeological Technician II | 22.25 |
| 30023 - Archeological Technician III | 27.98 |
| 30030 - Cartographic Technician | 27.98 |
| 30040 - Civil Engineering Technician | 26.41 |
| 30061 - Drafter/CAD Operator I | 20.19 |
| 30062 - Drafter/CAD Operator II | 22.60 |
| 30063 - Drafter/CAD Operator III | 25.19 |
| 30064 - Drafter/CAD Operator IV | 31.00 |
| 30081 - Engineering Technician I | 22.92 |
| 30082 - Engineering Technician II | 25.72 |
| 30083 - Engineering Technician III | 28.79 |
| 30084 - Engineering Technician IV | 35.64 |
| 30085 - Engineering Technician V | 43.61 |
| 30086 - Engineering Technician VI | 52.76 |
| 30090 - Environmental Technician | 27.41 |
| 30210 - Laboratory Technician | 23.38 |
| 30240 - Mathematical Technician | 28.94 |
| 30361 - Paralegal/Legal Assistant I | 21.36 |
| 30362 - Paralegal/Legal Assistant II | 26.47 |
| 30363 - Paralegal/Legal Assistant III | 32.36 |
| 30364 - Paralegal/Legal Assistant IV | 39.16 |
| 30390 - Photo-Optics Technician | 27.98 |
| 30461 - Technical Writer I | 21.93 |
| 30462 - Technical Writer II | 26.84 |

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| 30463 - Technical Writer III | 32.47 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.93 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.88 |
| 30494 - Unexploded (UXO) Safety Escort | 24.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 24.63 |
| 30621 - Weather Observer, Senior | (see 2) 27.37 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.32 |
| 31030 - Bus Driver | 20.85 |
| 31043 - Driver Courier | 13.98 |
| 31260 - Parking and Lot Attendant | 10.07 |
| 31290 - Shuttle Bus Driver | 15.66 |
| 31310 - Taxi Driver | 13.98 |
| 31361 - Truckdriver, Light | 15.66 |
| 31362 - Truckdriver, Medium | 17.90 |
| 31363 - Truckdriver, Heavy | 19.18 |
| 31364 - Truckdriver, Tractor-Trailer | 19.18 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.00 |
| 99050 - Desk Clerk | 11.58 |
| 99095 - Embalmer | 23.05 |
| 99251 - Laboratory Animal Caretaker I | 11.30 |
| 99252 - Laboratory Animal Caretaker II | 12.35 |
| 99310 - Mortician | 31.73 |
| 99410 - Pest Controller | 17.69 |
| 99510 - Photofinishing Worker | 13.20 |
| 99710 - Recycling Laborer | 18.50 |
| 99711 - Recycling Specialist | 20.53 |
| 99730 - Refuse Collector | 16.40 |
| 99810 - Sales Clerk | 12.09 |
| 99820 - School Crossing Guard | 13.43 |
| 99830 - Survey Party Chief | 21.94 |
| 99831 - Surveying Aide | 13.63 |
| 99832 - Surveying Technician | 19.42 |
| 99840 - Vending Machine Attendant | 14.43 |
| 99841 - Vending Machine Repairer | 18.73 |
| 99842 - Vending Machine Repairer Helper | 14.43 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3018
Revision No.: 15
Date of Last Revision: 07/25/2014

State: West Virginia

Area: West Virginia Counties of Berkeley, Jefferson

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.08 |
| 01012 - Accounting Clerk II | | 16.92 |
| 01013 - Accounting Clerk III | | 22.30 |
| 01020 - Administrative Assistant | | 31.41 |
| 01040 - Court Reporter | | 21.84 |
| 01051 - Data Entry Operator I | | 14.38 |
| 01052 - Data Entry Operator II | | 15.69 |
| 01060 - Dispatcher, Motor Vehicle | | 17.87 |
| 01070 - Document Preparation Clerk | | 14.21 |
| 01090 - Duplicating Machine Operator | | 14.21 |
| 01111 - General Clerk I | | 14.88 |
| 01112 - General Clerk II | | 16.24 |
| 01113 - General Clerk III | | 18.23 |
| 01120 - Housing Referral Assistant | | 25.29 |
| 01141 - Messenger Courier | | 13.40 |
| 01191 - Order Clerk I | | 15.12 |
| 01192 - Order Clerk II | | 16.50 |
| 01261 - Personnel Assistant (Employment) I | | 18.15 |
| 01262 - Personnel Assistant (Employment) II | | 20.32 |
| 01263 - Personnel Assistant (Employment) III | | 22.65 |
| 01270 - Production Control Clerk | | 22.03 |
| 01280 - Receptionist | | 14.43 |
| 01290 - Rental Clerk | | 16.55 |
| 01300 - Scheduler, Maintenance | | 18.07 |
| 01311 - Secretary I | | 18.07 |
| 01312 - Secretary II | | 20.18 |
| 01313 - Secretary III | | 25.29 |
| 01320 - Service Order Dispatcher | | 17.04 |
| 01410 - Supply Technician | | 28.55 |
| 01420 - Survey Worker | | 20.03 |
| 01531 - Travel Clerk I | | 13.29 |
| 01532 - Travel Clerk II | | 14.36 |
| 01533 - Travel Clerk III | | 15.49 |
| 01611 - Word Processor I | | 15.63 |
| 01612 - Word Processor II | | 17.67 |
| 01613 - Word Processor III | | 19.95 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 25.26 |
| 05010 - Automotive Electrician | | 23.51 |
| 05040 - Automotive Glass Installer | | 22.15 |
| 05070 - Automotive Worker | | 22.15 |
| 05110 - Mobile Equipment Servicer | | 19.04 |
| 05130 - Motor Equipment Metal Mechanic | | 24.78 |
| 05160 - Motor Equipment Metal Worker | | 22.15 |
| 05190 - Motor Vehicle Mechanic | | 24.78 |
| 05220 - Motor Vehicle Mechanic Helper | | 18.49 |
| 05250 - Motor Vehicle Upholstery Worker | | 21.63 |
| 05280 - Motor Vehicle Wrecker | | 22.15 |
| 05310 - Painter, Automotive | | 23.51 |
| 05340 - Radiator Repair Specialist | | 22.15 |
| 05370 - Tire Repairer | | 12.55 |
| 05400 - Transmission Repair Specialist | | 24.78 |
| 07000 - Food Preparation And Service Occupations | | |

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| 07010 - Baker | 13.85 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 14.60 |
| 07070 - Dishwasher | 10.11 |
| 07130 - Food Service Worker | 10.66 |
| 07210 - Meat Cutter | 18.08 |
| 07260 - Waiter/Waitress | 9.70 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.81 |
| 09040 - Furniture Handler | 14.06 |
| 09080 - Furniture Refinisher | 19.94 |
| 09090 - Furniture Refinisher Helper | 15.52 |
| 09110 - Furniture Repairer, Minor | 17.94 |
| 09130 - Upholsterer | 17.81 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.54 |
| 11060 - Elevator Operator | 10.54 |
| 11090 - Gardener | 17.52 |
| 11122 - Housekeeping Aide | 11.83 |
| 11150 - Janitor | 11.83 |
| 11210 - Laborer, Grounds Maintenance | 13.07 |
| 11240 - Maid or Houseman | 11.26 |
| 11260 - Pruner | 11.58 |
| 11270 - Tractor Operator | 15.76 |
| 11330 - Trail Maintenance Worker | 13.07 |
| 11360 - Window Cleaner | 12.85 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.41 |
| 12011 - Breath Alcohol Technician | 20.27 |
| 12012 - Certified Occupational Therapist Assistant | 23.11 |
| 12015 - Certified Physical Therapist Assistant | 21.43 |
| 12020 - Dental Assistant | 17.18 |
| 12025 - Dental Hygienist | 44.75 |
| 12030 - EKG Technician | 27.67 |
| 12035 - Electroneurodiagnostic Technologist | 27.67 |
| 12040 - Emergency Medical Technician | 20.41 |
| 12071 - Licensed Practical Nurse I | 19.07 |
| 12072 - Licensed Practical Nurse II | 21.35 |
| 12073 - Licensed Practical Nurse III | 24.13 |
| 12100 - Medical Assistant | 15.01 |
| 12130 - Medical Laboratory Technician | 18.04 |
| 12160 - Medical Record Clerk | 17.42 |
| 12190 - Medical Record Technician | 19.50 |
| 12195 - Medical Transcriptionist | 18.77 |
| 12210 - Nuclear Medicine Technologist | 37.60 |
| 12221 - Nursing Assistant I | 10.80 |
| 12222 - Nursing Assistant II | 12.14 |
| 12223 - Nursing Assistant III | 13.98 |
| 12224 - Nursing Assistant IV | 15.69 |
| 12235 - Optical Dispenser | 20.17 |
| 12236 - Optical Technician | 15.80 |
| 12250 - Pharmacy Technician | 18.12 |
| 12280 - Phlebotomist | 15.69 |
| 12305 - Radiologic Technologist | 31.11 |
| 12311 - Registered Nurse I | 27.64 |
| 12312 - Registered Nurse II | 33.44 |
| 12313 - Registered Nurse II, Specialist | 33.44 |
| 12314 - Registered Nurse III | 40.13 |
| 12315 - Registered Nurse III, Anesthetist | 40.13 |
| 12316 - Registered Nurse IV | 48.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.73 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.86 |

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| 13012 - Exhibits Specialist II | 24.61 |
| 13013 - Exhibits Specialist III | 30.09 |
| 13041 - Illustrator I | 20.48 |
| 13042 - Illustrator II | 25.38 |
| 13043 - Illustrator III | 31.03 |
| 13047 - Librarian | 33.88 |
| 13050 - Library Aide/Clerk | 14.21 |
| 13054 - Library Information Technology Systems Administrator | 30.60 |
| 13058 - Library Technician | 19.89 |
| 13061 - Media Specialist I | 18.73 |
| 13062 - Media Specialist II | 20.95 |
| 13063 - Media Specialist III | 23.36 |
| 13071 - Photographer I | 16.65 |
| 13072 - Photographer II | 18.58 |
| 13073 - Photographer III | 23.08 |
| 13074 - Photographer IV | 28.24 |
| 13075 - Photographer V | 33.76 |
| 13110 - Video Teleconference Technician | 20.39 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.92 |
| 14042 - Computer Operator II | 21.18 |
| 14043 - Computer Operator III | 23.60 |
| 14044 - Computer Operator IV | 26.22 |
| 14045 - Computer Operator V | 29.05 |
| 14071 - Computer Programmer I | (see 1) 26.36 |
| 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 | 18.92 |
| 14160 - Personal Computer Support Technician | 26.22 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.47 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.06 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.81 |
| 15050 - Computer Based Training Specialist / Instructor | 34.23 |
| 15060 - Educational Technologist | 35.31 |
| 15070 - Flight Instructor (Pilot) | 52.81 |
| 15080 - Graphic Artist | 26.80 |
| 15090 - Technical Instructor | 25.08 |
| 15095 - Technical Instructor/Course Developer | 30.67 |
| 15110 - Test Proctor | 20.20 |
| 15120 - Tutor | 20.20 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.88 |
| 16030 - Counter Attendant | 9.88 |
| 16040 - Dry Cleaner | 12.94 |
| 16070 - Finisher, Flatwork, Machine | 9.88 |
| 16090 - Presser, Hand | 9.88 |
| 16110 - Presser, Machine, Drycleaning | 9.88 |
| 16130 - Presser, Machine, Shirts | 9.88 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.88 |
| 16190 - Sewing Machine Operator | 13.78 |
| 16220 - Tailor | 14.66 |
| 16250 - Washer, Machine | 10.88 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.14 |
| 19040 - Tool And Die Maker | 23.38 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.02 |

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| 21030 - Material Coordinator | 22.03 |
| 21040 - Material Expediter | 22.03 |
| 21050 - Material Handling Laborer | 13.83 |
| 21071 - Order Filler | 12.98 |
| 21080 - Production Line Worker (Food Processing) | 18.02 |
| 21110 - Shipping Packer | 15.09 |
| 21130 - Shipping/Receiving Clerk | 15.09 |
| 21140 - Store Worker I | 12.28 |
| 21150 - Stock Clerk | 16.86 |
| 21210 - Tools And Parts Attendant | 18.02 |
| 21410 - Warehouse Specialist | 18.02 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.21 |
| 23021 - Aircraft Mechanic I | 25.83 |
| 23022 - Aircraft Mechanic II | 27.21 |
| 23023 - Aircraft Mechanic III | 28.53 |
| 23040 - Aircraft Mechanic Helper | 17.54 |
| 23050 - Aircraft, Painter | 24.73 |
| 23060 - Aircraft Servicer | 19.76 |
| 23080 - Aircraft Worker | 21.01 |
| 23110 - Appliance Mechanic | 21.75 |
| 23120 - Bicycle Repairer | 12.72 |
| 23125 - Cable Splicer | 26.02 |
| 23130 - Carpenter, Maintenance | 21.40 |
| 23140 - Carpet Layer | 20.49 |
| 23160 - Electrician, Maintenance | 27.98 |
| 23181 - Electronics Technician Maintenance I | 23.10 |
| 23182 - Electronics Technician Maintenance II | 26.47 |
| 23183 - Electronics Technician Maintenance III | 27.89 |
| 23260 - Fabric Worker | 19.13 |
| 23290 - Fire Alarm System Mechanic | 22.91 |
| 23310 - Fire Extinguisher Repairer | 17.62 |
| 23311 - Fuel Distribution System Mechanic | 22.81 |
| 23312 - Fuel Distribution System Operator | 17.23 |
| 23370 - General Maintenance Worker | 21.43 |
| 23380 - Ground Support Equipment Mechanic | 25.83 |
| 23381 - Ground Support Equipment Servicer | 19.76 |
| 23382 - Ground Support Equipment Worker | 21.01 |
| 23391 - Gunsmith I | 17.62 |
| 23392 - Gunsmith II | 20.49 |
| 23393 - Gunsmith III | 22.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.89 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.17 |
| 23430 - Heavy Equipment Mechanic | 22.91 |
| 23440 - Heavy Equipment Operator | 22.91 |
| 23460 - Instrument Mechanic | 22.59 |
| 23465 - Laboratory/Shelter Mechanic | 21.75 |
| 23470 - Laborer | 13.83 |
| 23510 - Locksmith | 21.90 |
| 23530 - Machinery Maintenance Mechanic | 23.12 |
| 23550 - Machinist, Maintenance | 22.91 |
| 23580 - Maintenance Trades Helper | 18.27 |
| 23591 - Metrology Technician I | 22.59 |
| 23592 - Metrology Technician II | 23.80 |
| 23593 - Metrology Technician III | 24.96 |
| 23640 - Millwright | 28.19 |
| 23710 - Office Appliance Repairer | 22.96 |
| 23760 - Painter, Maintenance | 21.75 |
| 23790 - Pipefitter, Maintenance | 24.63 |
| 23810 - Plumber, Maintenance | 22.29 |
| 23820 - Pneudraulic Systems Mechanic | 22.91 |

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| 23850 - Rigger | 22.91 |
| 23870 - Scale Mechanic | 20.49 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.91 |
| 23910 - Small Engine Mechanic | 20.49 |
| 23931 - Telecommunications Mechanic I | 29.95 |
| 23932 - Telecommunications Mechanic II | 31.55 |
| 23950 - Telephone Lineman | 27.41 |
| 23960 - Welder, Combination, Maintenance | 22.91 |
| 23965 - Well Driller | 22.91 |
| 23970 - Woodcraft Worker | 22.91 |
| 23980 - Woodworker | 17.62 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.79 |
| 24580 - Child Care Center Clerk | 15.95 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 16.50 |
| 24630 - Homemaker | 17.73 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.30 |
| 25040 - Sewage Plant Operator | 20.84 |
| 25070 - Stationary Engineer | 27.30 |
| 25190 - Ventilation Equipment Tender | 19.49 |
| 25210 - Water Treatment Plant Operator | 20.84 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.77 |
| 27007 - Baggage Inspector | 12.71 |
| 27008 - Corrections Officer | 22.80 |
| 27010 - Court Security Officer | 24.72 |
| 27030 - Detection Dog Handler | 17.77 |
| 27040 - Detention Officer | 22.80 |
| 27070 - Firefighter | 24.63 |
| 27101 - Guard I | 12.71 |
| 27102 - Guard II | 17.77 |
| 27131 - Police Officer I | 26.52 |
| 27132 - Police Officer II | 29.67 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.49 |
| 28042 - Carnival Equipment Repairer | 13.46 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 13.01 |
| 28310 - Lifeguard | 11.59 |
| 28350 - Park Attendant (Aide) | 14.56 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.62 |
| 28515 - Recreation Specialist | 17.15 |
| 28630 - Sports Official | 11.59 |
| 28690 - Swimming Pool Operator | 18.21 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.13 |
| 29020 - Hatch Tender | 23.13 |
| 29030 - Line Handler | 23.13 |
| 29041 - Stevedore I | 21.31 |
| 29042 - Stevedore II | 24.24 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.92 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.84 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.56 |
| 30021 - Archeological Technician I | 20.19 |
| 30022 - Archeological Technician II | 22.25 |
| 30023 - Archeological Technician III | 27.98 |
| 30030 - Cartographic Technician | 27.98 |
| 30040 - Civil Engineering Technician | 26.41 |
| 30061 - Drafter/CAD Operator I | 20.19 |

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|------------------|---|---------------|
| 30062 | - Drafter/CAD Operator II | 22.60 |
| 30063 | - Drafter/CAD Operator III | 25.19 |
| 30064 | - Drafter/CAD Operator IV | 31.00 |
| 30081 | - Engineering Technician I | 22.92 |
| 30082 | - Engineering Technician II | 25.72 |
| 30083 | - Engineering Technician III | 28.79 |
| 30084 | - Engineering Technician IV | 35.64 |
| 30085 | - Engineering Technician V | 43.61 |
| 30086 | - Engineering Technician VI | 52.76 |
| 30090 | - Environmental Technician | 27.41 |
| 30210 | - Laboratory Technician | 23.38 |
| 30240 | - Mathematical Technician | 28.94 |
| 30361 | - Paralegal/Legal Assistant I | 21.36 |
| 30362 | - Paralegal/Legal Assistant II | 26.47 |
| 30363 | - Paralegal/Legal Assistant III | 32.36 |
| 30364 | - Paralegal/Legal Assistant IV | 39.16 |
| 30390 | - Photo-Optics Technician | 27.98 |
| 30461 | - Technical Writer I | 21.93 |
| 30462 | - Technical Writer II | 26.84 |
| 30463 | - Technical Writer III | 32.47 |
| 30491 | - Unexploded Ordnance (UXO) Technician I | 24.74 |
| 30492 | - Unexploded Ordnance (UXO) Technician II | 29.93 |
| 30493 | - Unexploded Ordnance (UXO) Technician III | 35.88 |
| 30494 | - Unexploded (UXO) Safety Escort | 24.74 |
| 30495 | - Unexploded (UXO) Sweep Personnel | 24.74 |
| 30620 | - Weather Observer, Combined Upper Air Or | (see 2) 24.63 |
| Surface Programs | | |
| 30621 | - Weather Observer, Senior | (see 2) 27.37 |
| 31000 | - Transportation/Mobile Equipment Operation Occupations | |
| 31020 | - Bus Aide | 14.32 |
| 31030 | - Bus Driver | 20.85 |
| 31043 | - Driver Courier | 13.98 |
| 31260 | - Parking and Lot Attendant | 10.07 |
| 31290 | - Shuttle Bus Driver | 15.66 |
| 31310 | - Taxi Driver | 13.98 |
| 31361 | - Truckdriver, Light | 15.66 |
| 31362 | - Truckdriver, Medium | 17.90 |
| 31363 | - Truckdriver, Heavy | 19.18 |
| 31364 | - Truckdriver, Tractor-Trailer | 19.18 |
| 99000 | - Miscellaneous Occupations | |
| 99030 | - Cashier | 10.00 |
| 99050 | - Desk Clerk | 11.58 |
| 99095 | - Embalmer | 23.05 |
| 99251 | - Laboratory Animal Caretaker I | 11.30 |
| 99252 | - Laboratory Animal Caretaker II | 12.35 |
| 99310 | - Mortician | 31.73 |
| 99410 | - Pest Controller | 17.69 |
| 99510 | - Photofinishing Worker | 13.20 |
| 99710 | - Recycling Laborer | 18.50 |
| 99711 | - Recycling Specialist | 20.53 |
| 99730 | - Refuse Collector | 16.40 |
| 99810 | - Sales Clerk | 12.09 |
| 99820 | - School Crossing Guard | 13.43 |
| 99830 | - Survey Party Chief | 21.94 |
| 99831 | - Surveying Aide | 13.63 |
| 99832 | - Surveying Technician | 19.42 |
| 99840 | - Vending Machine Attendant | 14.43 |
| 99841 | - Vending Machine Repairer | 18.73 |
| 99842 | - Vending Machine Repairer Helper | 14.43 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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. (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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials

are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3019
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Virginia

Area: Virginia Counties of Fredericksburg, Spotsylvania

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.08 |
| 01012 - Accounting Clerk II | | 16.92 |
| 01013 - Accounting Clerk III | | 22.30 |
| 01020 - Administrative Assistant | | 31.41 |
| 01040 - Court Reporter | | 21.84 |
| 01051 - Data Entry Operator I | | 14.38 |
| 01052 - Data Entry Operator II | | 15.69 |
| 01060 - Dispatcher, Motor Vehicle | | 17.87 |
| 01070 - Document Preparation Clerk | | 14.21 |
| 01090 - Duplicating Machine Operator | | 14.21 |
| 01111 - General Clerk I | | 14.88 |
| 01112 - General Clerk II | | 16.24 |
| 01113 - General Clerk III | | 18.23 |
| 01120 - Housing Referral Assistant | | 25.29 |
| 01141 - Messenger Courier | | 13.40 |
| 01191 - Order Clerk I | | 15.12 |
| 01192 - Order Clerk II | | 16.50 |
| 01261 - Personnel Assistant (Employment) I | | 18.15 |
| 01262 - Personnel Assistant (Employment) II | | 20.32 |
| 01263 - Personnel Assistant (Employment) III | | 22.65 |
| 01270 - Production Control Clerk | | 22.03 |
| 01280 - Receptionist | | 14.43 |
| 01290 - Rental Clerk | | 16.55 |
| 01300 - Scheduler, Maintenance | | 18.07 |
| 01311 - Secretary I | | 18.07 |
| 01312 - Secretary II | | 20.18 |
| 01313 - Secretary III | | 25.29 |
| 01320 - Service Order Dispatcher | | 16.13 |
| 01410 - Supply Technician | | 28.55 |
| 01420 - Survey Worker | | 20.03 |
| 01531 - Travel Clerk I | | 13.29 |

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| 01532 - Travel Clerk II | 14.36 |
| 01533 - Travel Clerk III | 15.49 |
| 01611 - Word Processor I | 15.63 |
| 01612 - Word Processor II | 17.67 |
| 01613 - Word Processor III | 19.95 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 25.26 |
| 05010 - Automotive Electrician | 23.51 |
| 05040 - Automotive Glass Installer | 22.15 |
| 05070 - Automotive Worker | 22.15 |
| 05110 - Mobile Equipment Servicer | 19.04 |
| 05130 - Motor Equipment Metal Mechanic | 24.78 |
| 05160 - Motor Equipment Metal Worker | 22.15 |
| 05190 - Motor Vehicle Mechanic | 24.78 |
| 05220 - Motor Vehicle Mechanic Helper | 18.49 |
| 05250 - Motor Vehicle Upholstery Worker | 21.63 |
| 05280 - Motor Vehicle Wrecker | 22.15 |
| 05310 - Painter, Automotive | 23.51 |
| 05340 - Radiator Repair Specialist | 22.15 |
| 05370 - Tire Repairer | 13.64 |
| 05400 - Transmission Repair Specialist | 24.78 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 13.85 |
| 07041 - Cook I | 12.55 |
| 07042 - Cook II | 14.60 |
| 07070 - Dishwasher | 10.11 |
| 07130 - Food Service Worker | 10.66 |
| 07210 - Meat Cutter | 18.08 |
| 07260 - Waiter/Waitress | 9.70 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.86 |
| 09040 - Furniture Handler | 14.06 |
| 09080 - Furniture Refinisher | 20.23 |
| 09090 - Furniture Refinisher Helper | 15.52 |
| 09110 - Furniture Repairer, Minor | 17.94 |
| 09130 - Upholsterer | 19.86 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.54 |
| 11060 - Elevator Operator | 10.54 |
| 11090 - Gardener | 17.52 |
| 11122 - Housekeeping Aide | 11.83 |
| 11150 - Janitor | 11.83 |
| 11210 - Laborer, Grounds Maintenance | 13.07 |
| 11240 - Maid or Houseman | 11.26 |
| 11260 - Pruner | 11.58 |
| 11270 - Tractor Operator | 15.57 |
| 11330 - Trail Maintenance Worker | 13.07 |
| 11360 - Window Cleaner | 12.85 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.41 |
| 12011 - Breath Alcohol Technician | 20.27 |
| 12012 - Certified Occupational Therapist Assistant | 23.11 |
| 12015 - Certified Physical Therapist Assistant | 21.43 |
| 12020 - Dental Assistant | 17.18 |
| 12025 - Dental Hygienist | 44.75 |
| 12030 - EKG Technician | 27.67 |
| 12035 - Electroneurodiagnostic Technologist | 27.67 |
| 12040 - Emergency Medical Technician | 20.41 |
| 12071 - Licensed Practical Nurse I | 19.07 |
| 12072 - Licensed Practical Nurse II | 21.35 |
| 12073 - Licensed Practical Nurse III | 24.13 |
| 12100 - Medical Assistant | 15.01 |
| 12130 - Medical Laboratory Technician | 18.04 |

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| 12160 - Medical Record Clerk | 17.42 |
| 12190 - Medical Record Technician | 19.50 |
| 12195 - Medical Transcriptionist | 18.77 |
| 12210 - Nuclear Medicine Technologist | 37.60 |
| 12221 - Nursing Assistant I | 10.80 |
| 12222 - Nursing Assistant II | 12.14 |
| 12223 - Nursing Assistant III | 13.98 |
| 12224 - Nursing Assistant IV | 15.69 |
| 12235 - Optical Dispenser | 20.17 |
| 12236 - Optical Technician | 15.80 |
| 12250 - Pharmacy Technician | 18.12 |
| 12280 - Phlebotomist | 15.69 |
| 12305 - Radiologic Technologist | 31.11 |
| 12311 - Registered Nurse I | 27.64 |
| 12312 - Registered Nurse II | 33.44 |
| 12313 - Registered Nurse II, Specialist | 33.44 |
| 12314 - Registered Nurse III | 40.13 |
| 12315 - Registered Nurse III, Anesthetist | 40.13 |
| 12316 - Registered Nurse IV | 48.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.73 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.86 |
| 13012 - Exhibits Specialist II | 24.61 |
| 13013 - Exhibits Specialist III | 30.09 |
| 13041 - Illustrator I | 20.48 |
| 13042 - Illustrator II | 25.38 |
| 13043 - Illustrator III | 31.03 |
| 13047 - Librarian | 33.88 |
| 13050 - Library Aide/Clerk | 14.21 |
| 13054 - Library Information Technology Systems Administrator | 30.60 |
| 13058 - Library Technician | 19.89 |
| 13061 - Media Specialist I | 18.73 |
| 13062 - Media Specialist II | 20.95 |
| 13063 - Media Specialist III | 23.36 |
| 13071 - Photographer I | 16.65 |
| 13072 - Photographer II | 18.90 |
| 13073 - Photographer III | 23.67 |
| 13074 - Photographer IV | 28.65 |
| 13075 - Photographer V | 33.76 |
| 13110 - Video Teleconference Technician | 20.39 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.92 |
| 14042 - Computer Operator II | 21.18 |
| 14043 - Computer Operator III | 23.60 |
| 14044 - Computer Operator IV | 26.22 |
| 14045 - Computer Operator V | 29.05 |
| 14071 - Computer Programmer I | (see 1) 26.36 |
| 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 | 18.92 |
| 14160 - Personal Computer Support Technician | 26.22 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.47 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.06 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.81 |
| 15050 - Computer Based Training Specialist / Instructor | 36.47 |
| 15060 - Educational Technologist | 35.31 |
| 15070 - Flight Instructor (Pilot) | 52.81 |

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| 15080 - Graphic Artist | 26.80 |
| 15090 - Technical Instructor | 25.08 |
| 15095 - Technical Instructor/Course Developer | 30.67 |
| 15110 - Test Proctor | 20.20 |
| 15120 - Tutor | 20.20 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.88 |
| 16030 - Counter Attendant | 9.88 |
| 16040 - Dry Cleaner | 12.94 |
| 16070 - Finisher, Flatwork, Machine | 9.88 |
| 16090 - Presser, Hand | 9.88 |
| 16110 - Presser, Machine, Drycleaning | 9.88 |
| 16130 - Presser, Machine, Shirts | 9.88 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.88 |
| 16190 - Sewing Machine Operator | 13.78 |
| 16220 - Tailor | 14.66 |
| 16250 - Washer, Machine | 10.88 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.14 |
| 19040 - Tool And Die Maker | 23.38 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.02 |
| 21030 - Material Coordinator | 22.03 |
| 21040 - Material Expediter | 22.03 |
| 21050 - Material Handling Laborer | 14.62 |
| 21071 - Order Filler | 13.00 |
| 21080 - Production Line Worker (Food Processing) | 18.02 |
| 21110 - Shipping Packer | 15.09 |
| 21130 - Shipping/Receiving Clerk | 15.09 |
| 21140 - Store Worker I | 11.72 |
| 21150 - Stock Clerk | 16.86 |
| 21210 - Tools And Parts Attendant | 18.02 |
| 21410 - Warehouse Specialist | 18.02 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.21 |
| 23021 - Aircraft Mechanic I | 25.83 |
| 23022 - Aircraft Mechanic II | 27.21 |
| 23023 - Aircraft Mechanic III | 28.53 |
| 23040 - Aircraft Mechanic Helper | 17.54 |
| 23050 - Aircraft, Painter | 24.73 |
| 23060 - Aircraft Servicer | 19.76 |
| 23080 - Aircraft Worker | 21.01 |
| 23110 - Appliance Mechanic | 21.75 |
| 23120 - Bicycle Repairer | 15.54 |
| 23125 - Cable Splicer | 26.02 |
| 23130 - Carpenter, Maintenance | 21.40 |
| 23140 - Carpet Layer | 20.49 |
| 23160 - Electrician, Maintenance | 27.98 |
| 23181 - Electronics Technician Maintenance I | 24.94 |
| 23182 - Electronics Technician Maintenance II | 26.47 |
| 23183 - Electronics Technician Maintenance III | 27.89 |
| 23260 - Fabric Worker | 19.13 |
| 23290 - Fire Alarm System Mechanic | 22.91 |
| 23310 - Fire Extinguisher Repairer | 17.62 |
| 23311 - Fuel Distribution System Mechanic | 22.81 |
| 23312 - Fuel Distribution System Operator | 17.25 |
| 23370 - General Maintenance Worker | 21.43 |
| 23380 - Ground Support Equipment Mechanic | 25.83 |
| 23381 - Ground Support Equipment Servicer | 19.76 |
| 23382 - Ground Support Equipment Worker | 21.01 |
| 23391 - Gunsmith I | 17.62 |
| 23392 - Gunsmith II | 20.49 |
| 23393 - Gunsmith III | 22.91 |

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|---|-------|
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.89 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.17 |
| 23430 - Heavy Equipment Mechanic | 22.91 |
| 23440 - Heavy Equipment Operator | 22.91 |
| 23460 - Instrument Mechanic | 22.59 |
| 23465 - Laboratory/Shelter Mechanic | 21.75 |
| 23470 - Laborer | 13.83 |
| 23510 - Locksmith | 21.90 |
| 23530 - Machinery Maintenance Mechanic | 23.12 |
| 23550 - Machinist, Maintenance | 22.91 |
| 23580 - Maintenance Trades Helper | 18.27 |
| 23591 - Metrology Technician I | 22.59 |
| 23592 - Metrology Technician II | 23.80 |
| 23593 - Metrology Technician III | 24.96 |
| 23640 - Millwright | 28.19 |
| 23710 - Office Appliance Repairer | 22.96 |
| 23760 - Painter, Maintenance | 21.75 |
| 23790 - Pipefitter, Maintenance | 24.63 |
| 23810 - Plumber, Maintenance | 22.29 |
| 23820 - Pneudraulic Systems Mechanic | 22.91 |
| 23850 - Rigger | 22.91 |
| 23870 - Scale Mechanic | 20.49 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.91 |
| 23910 - Small Engine Mechanic | 20.49 |
| 23931 - Telecommunications Mechanic I | 29.95 |
| 23932 - Telecommunications Mechanic II | 31.55 |
| 23950 - Telephone Lineman | 27.41 |
| 23960 - Welder, Combination, Maintenance | 22.91 |
| 23965 - Well Driller | 22.91 |
| 23970 - Woodcraft Worker | 22.91 |
| 23980 - Woodworker | 17.62 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.79 |
| 24580 - Child Care Center Clerk | 16.02 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 16.90 |
| 24630 - Homemaker | 18.43 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.30 |
| 25040 - Sewage Plant Operator | 20.84 |
| 25070 - Stationary Engineer | 27.30 |
| 25190 - Ventilation Equipment Tender | 19.49 |
| 25210 - Water Treatment Plant Operator | 20.84 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.57 |
| 27007 - Baggage Inspector | 12.71 |
| 27008 - Corrections Officer | 22.80 |
| 27010 - Court Security Officer | 24.72 |
| 27030 - Detection Dog Handler | 19.44 |
| 27040 - Detention Officer | 22.80 |
| 27070 - Firefighter | 24.63 |
| 27101 - Guard I | 12.71 |
| 27102 - Guard II | 19.44 |
| 27131 - Police Officer I | 26.52 |
| 27132 - Police Officer II | 29.67 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.49 |
| 28042 - Carnival Equipment Repairer | 13.46 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 13.01 |

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| 28310 - Lifeguard | 11.59 |
| 28350 - Park Attendant (Aide) | 14.56 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.62 |
| 28515 - Recreation Specialist | 17.96 |
| 28630 - Sports Official | 11.59 |
| 28690 - Swimming Pool Operator | 18.21 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.13 |
| 29020 - Hatch Tender | 23.13 |
| 29030 - Line Handler | 23.13 |
| 29041 - Stevedore I | 21.31 |
| 29042 - Stevedore II | 24.24 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.92 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.84 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.56 |
| 30021 - Archeological Technician I | 20.19 |
| 30022 - Archeological Technician II | 22.60 |
| 30023 - Archeological Technician III | 27.98 |
| 30030 - Cartographic Technician | 27.98 |
| 30040 - Civil Engineering Technician | 26.41 |
| 30061 - Drafter/CAD Operator I | 20.19 |
| 30062 - Drafter/CAD Operator II | 22.60 |
| 30063 - Drafter/CAD Operator III | 25.19 |
| 30064 - Drafter/CAD Operator IV | 31.00 |
| 30081 - Engineering Technician I | 22.92 |
| 30082 - Engineering Technician II | 25.72 |
| 30083 - Engineering Technician III | 28.79 |
| 30084 - Engineering Technician IV | 35.64 |
| 30085 - Engineering Technician V | 43.61 |
| 30086 - Engineering Technician VI | 52.76 |
| 30090 - Environmental Technician | 27.41 |
| 30210 - Laboratory Technician | 23.38 |
| 30240 - Mathematical Technician | 28.94 |
| 30361 - Paralegal/Legal Assistant I | 21.36 |
| 30362 - Paralegal/Legal Assistant II | 26.47 |
| 30363 - Paralegal/Legal Assistant III | 32.36 |
| 30364 - Paralegal/Legal Assistant IV | 39.16 |
| 30390 - Photo-Optics Technician | 27.98 |
| 30461 - Technical Writer I | 21.93 |
| 30462 - Technical Writer II | 26.84 |
| 30463 - Technical Writer III | 32.47 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 29.93 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.88 |
| 30494 - Unexploded (UXO) Safety Escort | 24.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 25.19 |
| 30621 - Weather Observer, Senior (see 2) | 27.98 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.32 |
| 31030 - Bus Driver | 20.85 |
| 31043 - Driver Courier | 13.54 |
| 31260 - Parking and Lot Attendant | 10.07 |
| 31290 - Shuttle Bus Driver | 15.66 |
| 31310 - Taxi Driver | 13.98 |
| 31361 - Truckdriver, Light | 15.66 |
| 31362 - Truckdriver, Medium | 17.90 |
| 31363 - Truckdriver, Heavy | 19.18 |
| 31364 - Truckdriver, Tractor-Trailer | 19.18 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.03 |

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| 99050 - Desk Clerk | 11.58 |
| 99095 - Embalmer | 23.05 |
| 99251 - Laboratory Animal Caretaker I | 11.30 |
| 99252 - Laboratory Animal Caretaker II | 12.35 |
| 99310 - Mortician | 31.73 |
| 99410 - Pest Controller | 17.69 |
| 99510 - Photofinishing Worker | 13.20 |
| 99710 - Recycling Laborer | 18.50 |
| 99711 - Recycling Specialist | 21.29 |
| 99730 - Refuse Collector | 16.40 |
| 99810 - Sales Clerk | 12.09 |
| 99820 - School Crossing Guard | 13.43 |
| 99830 - Survey Party Chief | 21.94 |
| 99831 - Surveying Aide | 13.63 |
| 99832 - Surveying Technician | 20.85 |
| 99840 - Vending Machine Attendant | 14.43 |
| 99841 - Vending Machine Repairer | 18.73 |
| 99842 - Vending Machine Repairer Helper | 14.43 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

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 ordinance, explosives, and incendiary materials. This

includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3020
Revision No.: 15
Date of Last Revision: 07/25/2014

State: Virginia

Area: Virginia Counties of Fredericksburg, Spotsylvania

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.08 |
| 01012 - Accounting Clerk II | | 16.92 |
| 01013 - Accounting Clerk III | | 22.30 |
| 01020 - Administrative Assistant | | 31.41 |
| 01040 - Court Reporter | | 21.84 |
| 01051 - Data Entry Operator I | | 14.38 |
| 01052 - Data Entry Operator II | | 15.69 |
| 01060 - Dispatcher, Motor Vehicle | | 17.87 |
| 01070 - Document Preparation Clerk | | 14.21 |
| 01090 - Duplicating Machine Operator | | 14.21 |
| 01111 - General Clerk I | | 14.88 |

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| 01112 | - General Clerk II | 16.24 |
| 01113 | - General Clerk III | 18.23 |
| 01120 | - Housing Referral Assistant | 25.29 |
| 01141 | - Messenger Courier | 13.40 |
| 01191 | - Order Clerk I | 15.12 |
| 01192 | - Order Clerk II | 16.50 |
| 01261 | - Personnel Assistant (Employment) I | 18.15 |
| 01262 | - Personnel Assistant (Employment) II | 20.32 |
| 01263 | - Personnel Assistant (Employment) III | 22.65 |
| 01270 | - Production Control Clerk | 22.03 |
| 01280 | - Receptionist | 14.43 |
| 01290 | - Rental Clerk | 16.55 |
| 01300 | - Scheduler, Maintenance | 18.07 |
| 01311 | - Secretary I | 18.07 |
| 01312 | - Secretary II | 20.18 |
| 01313 | - Secretary III | 25.29 |
| 01320 | - Service Order Dispatcher | 16.13 |
| 01410 | - Supply Technician | 28.55 |
| 01420 | - Survey Worker | 20.03 |
| 01531 | - Travel Clerk I | 13.29 |
| 01532 | - Travel Clerk II | 14.36 |
| 01533 | - Travel Clerk III | 15.49 |
| 01611 | - Word Processor I | 15.63 |
| 01612 | - Word Processor II | 17.67 |
| 01613 | - Word Processor III | 19.95 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 25.26 |
| 05010 | - Automotive Electrician | 23.51 |
| 05040 | - Automotive Glass Installer | 22.15 |
| 05070 | - Automotive Worker | 22.15 |
| 05110 | - Mobile Equipment Servicer | 19.04 |
| 05130 | - Motor Equipment Metal Mechanic | 24.78 |
| 05160 | - Motor Equipment Metal Worker | 22.15 |
| 05190 | - Motor Vehicle Mechanic | 24.78 |
| 05220 | - Motor Vehicle Mechanic Helper | 18.49 |
| 05250 | - Motor Vehicle Upholstery Worker | 21.63 |
| 05280 | - Motor Vehicle Wrecker | 22.15 |
| 05310 | - Painter, Automotive | 23.51 |
| 05340 | - Radiator Repair Specialist | 22.15 |
| 05370 | - Tire Repairer | 13.64 |
| 05400 | - Transmission Repair Specialist | 24.78 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 13.85 |
| 07041 | - Cook I | 12.55 |
| 07042 | - Cook II | 14.60 |
| 07070 | - Dishwasher | 10.11 |
| 07130 | - Food Service Worker | 10.66 |
| 07210 | - Meat Cutter | 18.08 |
| 07260 | - Waiter/Waitress | 9.70 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 19.86 |
| 09040 | - Furniture Handler | 14.06 |
| 09080 | - Furniture Refinisher | 20.23 |
| 09090 | - Furniture Refinisher Helper | 15.52 |
| 09110 | - Furniture Repairer, Minor | 17.94 |
| 09130 | - Upholsterer | 19.86 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 10.54 |
| 11060 | - Elevator Operator | 10.54 |
| 11090 | - Gardener | 17.52 |
| 11122 | - Housekeeping Aide | 11.83 |
| 11150 | - Janitor | 11.83 |
| 11210 | - Laborer, Grounds Maintenance | 13.07 |

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| 11240 - Maid or Houseman | 11.26 |
| 11260 - Pruner | 11.58 |
| 11270 - Tractor Operator | 15.57 |
| 11330 - Trail Maintenance Worker | 13.07 |
| 11360 - Window Cleaner | 12.85 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 20.41 |
| 12011 - Breath Alcohol Technician | 20.27 |
| 12012 - Certified Occupational Therapist Assistant | 23.11 |
| 12015 - Certified Physical Therapist Assistant | 21.43 |
| 12020 - Dental Assistant | 17.18 |
| 12025 - Dental Hygienist | 44.75 |
| 12030 - EKG Technician | 27.67 |
| 12035 - Electroneurodiagnostic Technologist | 27.67 |
| 12040 - Emergency Medical Technician | 20.41 |
| 12071 - Licensed Practical Nurse I | 19.07 |
| 12072 - Licensed Practical Nurse II | 21.35 |
| 12073 - Licensed Practical Nurse III | 24.13 |
| 12100 - Medical Assistant | 15.01 |
| 12130 - Medical Laboratory Technician | 18.04 |
| 12160 - Medical Record Clerk | 17.42 |
| 12190 - Medical Record Technician | 19.50 |
| 12195 - Medical Transcriptionist | 18.77 |
| 12210 - Nuclear Medicine Technologist | 37.60 |
| 12221 - Nursing Assistant I | 10.80 |
| 12222 - Nursing Assistant II | 12.14 |
| 12223 - Nursing Assistant III | 13.98 |
| 12224 - Nursing Assistant IV | 15.69 |
| 12235 - Optical Dispenser | 20.17 |
| 12236 - Optical Technician | 15.80 |
| 12250 - Pharmacy Technician | 18.12 |
| 12280 - Phlebotomist | 15.69 |
| 12305 - Radiologic Technologist | 31.11 |
| 12311 - Registered Nurse I | 27.64 |
| 12312 - Registered Nurse II | 33.44 |
| 12313 - Registered Nurse II, Specialist | 33.44 |
| 12314 - Registered Nurse III | 40.13 |
| 12315 - Registered Nurse III, Anesthetist | 40.13 |
| 12316 - Registered Nurse IV | 48.10 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.73 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.86 |
| 13012 - Exhibits Specialist II | 24.61 |
| 13013 - Exhibits Specialist III | 30.09 |
| 13041 - Illustrator I | 20.48 |
| 13042 - Illustrator II | 25.38 |
| 13043 - Illustrator III | 31.03 |
| 13047 - Librarian | 33.88 |
| 13050 - Library Aide/Clerk | 14.21 |
| 13054 - Library Information Technology Systems Administrator | 30.60 |
| 13058 - Library Technician | 19.89 |
| 13061 - Media Specialist I | 18.73 |
| 13062 - Media Specialist II | 20.95 |
| 13063 - Media Specialist III | 23.36 |
| 13071 - Photographer I | 16.65 |
| 13072 - Photographer II | 18.90 |
| 13073 - Photographer III | 23.67 |
| 13074 - Photographer IV | 28.65 |
| 13075 - Photographer V | 33.76 |
| 13110 - Video Teleconference Technician | 20.39 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 18.92 |

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| 14042 - Computer Operator II | 21.18 |
| 14043 - Computer Operator III | 23.60 |
| 14044 - Computer Operator IV | 26.22 |
| 14045 - Computer Operator V | 29.05 |
| 14071 - Computer Programmer I (see 1) | 26.36 |
| 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 | 18.92 |
| 14160 - Personal Computer Support Technician | 26.22 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 36.47 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 44.06 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.81 |
| 15050 - Computer Based Training Specialist / Instructor | 36.47 |
| 15060 - Educational Technologist | 35.31 |
| 15070 - Flight Instructor (Pilot) | 52.81 |
| 15080 - Graphic Artist | 26.80 |
| 15090 - Technical Instructor | 25.08 |
| 15095 - Technical Instructor/Course Developer | 30.67 |
| 15110 - Test Proctor | 20.20 |
| 15120 - Tutor | 20.20 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.88 |
| 16030 - Counter Attendant | 9.88 |
| 16040 - Dry Cleaner | 12.94 |
| 16070 - Finisher, Flatwork, Machine | 9.88 |
| 16090 - Presser, Hand | 9.88 |
| 16110 - Presser, Machine, Drycleaning | 9.88 |
| 16130 - Presser, Machine, Shirts | 9.88 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.88 |
| 16190 - Sewing Machine Operator | 13.78 |
| 16220 - Tailor | 14.66 |
| 16250 - Washer, Machine | 10.88 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.14 |
| 19040 - Tool And Die Maker | 23.38 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 18.02 |
| 21030 - Material Coordinator | 22.03 |
| 21040 - Material Expediter | 22.03 |
| 21050 - Material Handling Laborer | 14.62 |
| 21071 - Order Filler | 13.00 |
| 21080 - Production Line Worker (Food Processing) | 18.02 |
| 21110 - Shipping Packer | 15.09 |
| 21130 - Shipping/Receiving Clerk | 15.09 |
| 21140 - Store Worker I | 11.72 |
| 21150 - Stock Clerk | 16.86 |
| 21210 - Tools And Parts Attendant | 18.02 |
| 21410 - Warehouse Specialist | 18.02 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.21 |
| 23021 - Aircraft Mechanic I | 25.83 |
| 23022 - Aircraft Mechanic II | 27.21 |
| 23023 - Aircraft Mechanic III | 28.53 |
| 23040 - Aircraft Mechanic Helper | 17.54 |
| 23050 - Aircraft, Painter | 24.73 |
| 23060 - Aircraft Servicer | 19.76 |
| 23080 - Aircraft Worker | 21.01 |
| 23110 - Appliance Mechanic | 21.75 |

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| 23120 - Bicycle Repairer | 15.54 |
| 23125 - Cable Splicer | 26.02 |
| 23130 - Carpenter, Maintenance | 21.40 |
| 23140 - Carpet Layer | 20.49 |
| 23160 - Electrician, Maintenance | 27.98 |
| 23181 - Electronics Technician Maintenance I | 24.94 |
| 23182 - Electronics Technician Maintenance II | 26.47 |
| 23183 - Electronics Technician Maintenance III | 27.89 |
| 23260 - Fabric Worker | 19.13 |
| 23290 - Fire Alarm System Mechanic | 22.91 |
| 23310 - Fire Extinguisher Repairer | 17.62 |
| 23311 - Fuel Distribution System Mechanic | 22.81 |
| 23312 - Fuel Distribution System Operator | 17.25 |
| 23370 - General Maintenance Worker | 21.43 |
| 23380 - Ground Support Equipment Mechanic | 25.83 |
| 23381 - Ground Support Equipment Servicer | 19.76 |
| 23382 - Ground Support Equipment Worker | 21.01 |
| 23391 - Gunsmith I | 17.62 |
| 23392 - Gunsmith II | 20.49 |
| 23393 - Gunsmith III | 22.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.89 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.17 |
| 23430 - Heavy Equipment Mechanic | 22.91 |
| 23440 - Heavy Equipment Operator | 22.91 |
| 23460 - Instrument Mechanic | 22.59 |
| 23465 - Laboratory/Shelter Mechanic | 21.75 |
| 23470 - Laborer | 13.83 |
| 23510 - Locksmith | 21.90 |
| 23530 - Machinery Maintenance Mechanic | 23.12 |
| 23550 - Machinist, Maintenance | 22.91 |
| 23580 - Maintenance Trades Helper | 18.27 |
| 23591 - Metrology Technician I | 22.59 |
| 23592 - Metrology Technician II | 23.80 |
| 23593 - Metrology Technician III | 24.96 |
| 23640 - Millwright | 28.19 |
| 23710 - Office Appliance Repairer | 22.96 |
| 23760 - Painter, Maintenance | 21.75 |
| 23790 - Pipefitter, Maintenance | 24.63 |
| 23810 - Plumber, Maintenance | 22.29 |
| 23820 - Pneudraulic Systems Mechanic | 22.91 |
| 23850 - Rigger | 22.91 |
| 23870 - Scale Mechanic | 20.49 |
| 23890 - Sheet-Metal Worker, Maintenance | 22.91 |
| 23910 - Small Engine Mechanic | 20.49 |
| 23931 - Telecommunications Mechanic I | 29.95 |
| 23932 - Telecommunications Mechanic II | 31.55 |
| 23950 - Telephone Lineman | 27.41 |
| 23960 - Welder, Combination, Maintenance | 22.91 |
| 23965 - Well Driller | 22.91 |
| 23970 - Woodcraft Worker | 22.91 |
| 23980 - Woodworker | 17.62 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.79 |
| 24580 - Child Care Center Clerk | 16.02 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 16.90 |
| 24630 - Homemaker | 18.43 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 27.30 |
| 25040 - Sewage Plant Operator | 20.84 |

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| 25070 - Stationary Engineer | 27.30 |
| 25190 - Ventilation Equipment Tender | 19.49 |
| 25210 - Water Treatment Plant Operator | 20.84 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.57 |
| 27007 - Baggage Inspector | 12.71 |
| 27008 - Corrections Officer | 22.80 |
| 27010 - Court Security Officer | 24.72 |
| 27030 - Detection Dog Handler | 19.44 |
| 27040 - Detention Officer | 22.80 |
| 27070 - Firefighter | 24.63 |
| 27101 - Guard I | 12.71 |
| 27102 - Guard II | 19.44 |
| 27131 - Police Officer I | 26.52 |
| 27132 - Police Officer II | 29.67 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 12.49 |
| 28042 - Carnival Equipment Repairer | 13.46 |
| 28043 - Carnival Equipment Worker | 9.24 |
| 28210 - Gate Attendant/Gate Tender | 13.01 |
| 28310 - Lifeguard | 11.59 |
| 28350 - Park Attendant (Aide) | 14.56 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.62 |
| 28515 - Recreation Specialist | 17.96 |
| 28630 - Sports Official | 11.59 |
| 28690 - Swimming Pool Operator | 18.21 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.13 |
| 29020 - Hatch Tender | 23.13 |
| 29030 - Line Handler | 23.13 |
| 29041 - Stevedore I | 21.31 |
| 29042 - Stevedore II | 24.24 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.92 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 26.84 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.56 |
| 30021 - Archeological Technician I | 20.19 |
| 30022 - Archeological Technician II | 22.60 |
| 30023 - Archeological Technician III | 27.98 |
| 30030 - Cartographic Technician | 27.98 |
| 30040 - Civil Engineering Technician | 26.41 |
| 30061 - Drafter/CAD Operator I | 20.19 |
| 30062 - Drafter/CAD Operator II | 22.60 |
| 30063 - Drafter/CAD Operator III | 25.19 |
| 30064 - Drafter/CAD Operator IV | 31.00 |
| 30081 - Engineering Technician I | 22.92 |
| 30082 - Engineering Technician II | 25.72 |
| 30083 - Engineering Technician III | 28.79 |
| 30084 - Engineering Technician IV | 35.64 |
| 30085 - Engineering Technician V | 43.61 |
| 30086 - Engineering Technician VI | 52.76 |
| 30090 - Environmental Technician | 27.41 |
| 30210 - Laboratory Technician | 23.38 |
| 30240 - Mathematical Technician | 28.94 |
| 30361 - Paralegal/Legal Assistant I | 21.36 |
| 30362 - Paralegal/Legal Assistant II | 26.47 |
| 30363 - Paralegal/Legal Assistant III | 32.36 |
| 30364 - Paralegal/Legal Assistant IV | 39.16 |
| 30390 - Photo-Optics Technician | 27.98 |
| 30461 - Technical Writer I | 21.93 |
| 30462 - Technical Writer II | 26.84 |
| 30463 - Technical Writer III | 32.47 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 24.74 |

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| 30492 - Unexploded Ordnance (UXO) Technician II | 29.93 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 35.88 |
| 30494 - Unexploded (UXO) Safety Escort | 24.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 24.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 25.19 |
| 30621 - Weather Observer, Senior | (see 2) 27.98 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.32 |
| 31030 - Bus Driver | 20.85 |
| 31043 - Driver Courier | 13.54 |
| 31260 - Parking and Lot Attendant | 10.07 |
| 31290 - Shuttle Bus Driver | 15.66 |
| 31310 - Taxi Driver | 13.98 |
| 31361 - Truckdriver, Light | 15.66 |
| 31362 - Truckdriver, Medium | 17.90 |
| 31363 - Truckdriver, Heavy | 19.18 |
| 31364 - Truckdriver, Tractor-Trailer | 19.18 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.03 |
| 99050 - Desk Clerk | 11.58 |
| 99095 - Embalmer | 23.05 |
| 99251 - Laboratory Animal Caretaker I | 11.30 |
| 99252 - Laboratory Animal Caretaker II | 12.35 |
| 99310 - Mortician | 31.73 |
| 99410 - Pest Controller | 17.69 |
| 99510 - Photofinishing Worker | 13.20 |
| 99710 - Recycling Laborer | 18.50 |
| 99711 - Recycling Specialist | 21.29 |
| 99730 - Refuse Collector | 16.40 |
| 99810 - Sales Clerk | 12.09 |
| 99820 - School Crossing Guard | 13.43 |
| 99830 - Survey Party Chief | 21.94 |
| 99831 - Surveying Aide | 13.63 |
| 99832 - Surveying Technician | 20.85 |
| 99840 - Vending Machine Attendant | 14.43 |
| 99841 - Vending Machine Repairer | 18.73 |
| 99842 - Vending Machine Repairer Helper | 14.43 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3023
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Connecticut

Area: Connecticut County of New London
(Excluding Colchester Town)

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.99 |
| 01012 - Accounting Clerk II | | 16.83 |
| 01013 - Accounting Clerk III | | 19.25 |
| 01020 - Administrative Assistant | | 22.03 |
| 01040 - Court Reporter | | 18.71 |
| 01051 - Data Entry Operator I | | 14.42 |
| 01052 - Data Entry Operator II | | 15.53 |
| 01060 - Dispatcher, Motor Vehicle | | 16.10 |
| 01070 - Document Preparation Clerk | | 14.60 |
| 01090 - Duplicating Machine Operator | | 14.60 |
| 01111 - General Clerk I | | 13.39 |
| 01112 - General Clerk II | | 14.61 |
| 01113 - General Clerk III | | 17.13 |
| 01120 - Housing Referral Assistant | | 20.85 |
| 01141 - Messenger Courier | | 13.55 |
| 01191 - Order Clerk I | | 13.28 |
| 01192 - Order Clerk II | | 14.87 |
| 01261 - Personnel Assistant (Employment) I | | 15.85 |
| 01262 - Personnel Assistant (Employment) II | | 17.73 |
| 01263 - Personnel Assistant (Employment) III | | 19.76 |
| 01270 - Production Control Clerk | | 24.02 |
| 01280 - Receptionist | | 13.13 |
| 01290 - Rental Clerk | | 14.11 |
| 01300 - Scheduler, Maintenance | | 16.72 |
| 01311 - Secretary I | | 16.72 |
| 01312 - Secretary II | | 18.71 |
| 01313 - Secretary III | | 20.85 |
| 01320 - Service Order Dispatcher | | 14.74 |
| 01410 - Supply Technician | | 22.03 |
| 01420 - Survey Worker | | 16.62 |
| 01531 - Travel Clerk I | | 12.40 |
| 01532 - Travel Clerk II | | 13.50 |
| 01533 - Travel Clerk III | | 14.24 |
| 01611 - Word Processor I | | 13.75 |
| 01612 - Word Processor II | | 17.11 |
| 01613 - Word Processor III | | 19.15 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 20.76 |
| 05010 - Automotive Electrician | | 22.22 |
| 05040 - Automotive Glass Installer | | 21.49 |
| 05070 - Automotive Worker | | 21.49 |
| 05110 - Mobile Equipment Servicer | | 20.17 |
| 05130 - Motor Equipment Metal Mechanic | | 22.84 |
| 05160 - Motor Equipment Metal Worker | | 21.49 |
| 05190 - Motor Vehicle Mechanic | | 20.57 |
| 05220 - Motor Vehicle Mechanic Helper | | 19.44 |
| 05250 - Motor Vehicle Upholstery Worker | | 20.87 |
| 05280 - Motor Vehicle Wrecker | | 21.49 |

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| 05310 - Painter, Automotive | 20.00 |
| 05340 - Radiator Repair Specialist | 19.34 |
| 05370 - Tire Repairer | 15.94 |
| 05400 - Transmission Repair Specialist | 20.56 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.05 |
| 07041 - Cook I | 12.70 |
| 07042 - Cook II | 15.10 |
| 07070 - Dishwasher | 9.54 |
| 07130 - Food Service Worker | 11.25 |
| 07210 - Meat Cutter | 19.06 |
| 07260 - Waiter/Waitress | 10.42 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 22.22 |
| 09040 - Furniture Handler | 18.11 |
| 09080 - Furniture Refinisher | 22.22 |
| 09090 - Furniture Refinisher Helper | 19.44 |
| 09110 - Furniture Repairer, Minor | 20.87 |
| 09130 - Upholsterer | 22.22 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.20 |
| 11060 - Elevator Operator | 12.20 |
| 11090 - Gardener | 15.27 |
| 11122 - Housekeeping Aide | 13.40 |
| 11150 - Janitor | 14.16 |
| 11210 - Laborer, Grounds Maintenance | 13.51 |
| 11240 - Maid or Houseman | 10.96 |
| 11260 - Pruner | 12.66 |
| 11270 - Tractor Operator | 15.57 |
| 11330 - Trail Maintenance Worker | 13.51 |
| 11360 - Window Cleaner | 14.75 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.73 |
| 12011 - Breath Alcohol Technician | 17.24 |
| 12012 - Certified Occupational Therapist Assistant | 24.68 |
| 12015 - Certified Physical Therapist Assistant | 24.04 |
| 12020 - Dental Assistant | 17.74 |
| 12025 - Dental Hygienist | 33.89 |
| 12030 - EKG Technician | 25.36 |
| 12035 - Electroneurodiagnostic Technologist | 25.36 |
| 12040 - Emergency Medical Technician | 15.73 |
| 12071 - Licensed Practical Nurse I | 19.15 |
| 12072 - Licensed Practical Nurse II | 21.43 |
| 12073 - Licensed Practical Nurse III | 23.88 |
| 12100 - Medical Assistant | 14.45 |
| 12130 - Medical Laboratory Technician | 20.53 |
| 12160 - Medical Record Clerk | 16.15 |
| 12190 - Medical Record Technician | 18.10 |
| 12195 - Medical Transcriptionist | 17.76 |
| 12210 - Nuclear Medicine Technologist | 41.13 |
| 12221 - Nursing Assistant I | 11.15 |
| 12222 - Nursing Assistant II | 12.54 |
| 12223 - Nursing Assistant III | 13.68 |
| 12224 - Nursing Assistant IV | 15.37 |
| 12235 - Optical Dispenser | 21.43 |
| 12236 - Optical Technician | 16.95 |
| 12250 - Pharmacy Technician | 14.32 |
| 12280 - Phlebotomist | 15.37 |
| 12305 - Radiologic Technologist | 27.63 |
| 12311 - Registered Nurse I | 25.81 |
| 12312 - Registered Nurse II | 31.58 |
| 12313 - Registered Nurse II, Specialist | 31.58 |
| 12314 - Registered Nurse III | 38.21 |

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| 12315 - Registered Nurse III, Anesthetist | 38.21 |
| 12316 - Registered Nurse IV | 45.33 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.60 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.39 |
| 13012 - Exhibits Specialist II | 24.04 |
| 13013 - Exhibits Specialist III | 29.38 |
| 13041 - Illustrator I | 19.39 |
| 13042 - Illustrator II | 24.04 |
| 13043 - Illustrator III | 29.37 |
| 13047 - Librarian | 26.60 |
| 13050 - Library Aide/Clerk | 13.41 |
| 13054 - Library Information Technology Systems Administrator | 24.09 |
| 13058 - Library Technician | 17.70 |
| 13061 - Media Specialist I | 17.31 |
| 13062 - Media Specialist II | 19.37 |
| 13063 - Media Specialist III | 21.59 |
| 13071 - Photographer I | 15.98 |
| 13072 - Photographer II | 19.01 |
| 13073 - Photographer III | 23.53 |
| 13074 - Photographer IV | 28.81 |
| 13075 - Photographer V | 34.85 |
| 13110 - Video Teleconference Technician | 17.74 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.69 |
| 14042 - Computer Operator II | 17.56 |
| 14043 - Computer Operator III | 19.63 |
| 14044 - Computer Operator IV | 21.93 |
| 14045 - Computer Operator V | 24.29 |
| 14071 - Computer Programmer I | (see 1) 27.32 |
| 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 | 15.69 |
| 14160 - Personal Computer Support Technician | 24.12 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 32.96 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 39.87 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.01 |
| 15050 - Computer Based Training Specialist / Instructor | 32.96 |
| 15060 - Educational Technologist | 31.14 |
| 15070 - Flight Instructor (Pilot) | 42.01 |
| 15080 - Graphic Artist | 22.12 |
| 15090 - Technical Instructor | 21.01 |
| 15095 - Technical Instructor/Course Developer | 26.19 |
| 15110 - Test Proctor | 16.95 |
| 15120 - Tutor | 16.95 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.18 |
| 16030 - Counter Attendant | 10.18 |
| 16040 - Dry Cleaner | 12.48 |
| 16070 - Finisher, Flatwork, Machine | 10.18 |
| 16090 - Presser, Hand | 10.18 |
| 16110 - Presser, Machine, Drycleaning | 10.18 |
| 16130 - Presser, Machine, Shirts | 10.18 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.18 |
| 16190 - Sewing Machine Operator | 13.28 |
| 16220 - Tailor | 14.18 |
| 16250 - Washer, Machine | 10.76 |

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| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.10 |
| 19040 - Tool And Die Maker | 25.87 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.37 |
| 21030 - Material Coordinator | 21.97 |
| 21040 - Material Expediter | 22.39 |
| 21050 - Material Handling Laborer | 13.77 |
| 21071 - Order Filler | 12.31 |
| 21080 - Production Line Worker (Food Processing) | 15.37 |
| 21110 - Shipping Packer | 16.90 |
| 21130 - Shipping/Receiving Clerk | 14.82 |
| 21140 - Store Worker I | 14.50 |
| 21150 - Stock Clerk | 17.54 |
| 21210 - Tools And Parts Attendant | 15.37 |
| 21410 - Warehouse Specialist | 16.42 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.16 |
| 23021 - Aircraft Mechanic I | 26.31 |
| 23022 - Aircraft Mechanic II | 27.16 |
| 23023 - Aircraft Mechanic III | 27.87 |
| 23040 - Aircraft Mechanic Helper | 22.40 |
| 23050 - Aircraft, Painter | 25.59 |
| 23060 - Aircraft Servicer | 24.04 |
| 23080 - Aircraft Worker | 24.76 |
| 23110 - Appliance Mechanic | 21.66 |
| 23120 - Bicycle Repairer | 18.66 |
| 23125 - Cable Splicer | 29.74 |
| 23130 - Carpenter, Maintenance | 23.47 |
| 23140 - Carpet Layer | 22.36 |
| 23160 - Electrician, Maintenance | 25.16 |
| 23181 - Electronics Technician Maintenance I | 24.54 |
| 23182 - Electronics Technician Maintenance II | 25.35 |
| 23183 - Electronics Technician Maintenance III | 26.07 |
| 23260 - Fabric Worker | 21.69 |
| 23290 - Fire Alarm System Mechanic | 23.75 |
| 23310 - Fire Extinguisher Repairer | 23.00 |
| 23311 - Fuel Distribution System Mechanic | 23.75 |
| 23312 - Fuel Distribution System Operator | 23.18 |
| 23370 - General Maintenance Worker | 21.49 |
| 23380 - Ground Support Equipment Mechanic | 26.31 |
| 23381 - Ground Support Equipment Servicer | 24.04 |
| 23382 - Ground Support Equipment Worker | 24.76 |
| 23391 - Gunsmith I | 20.91 |
| 23392 - Gunsmith II | 22.36 |
| 23393 - Gunsmith III | 23.75 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.70 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.43 |
| 23430 - Heavy Equipment Mechanic | 23.75 |
| 23440 - Heavy Equipment Operator | 24.12 |
| 23460 - Instrument Mechanic | 23.75 |
| 23465 - Laboratory/Shelter Mechanic | 23.10 |
| 23470 - Laborer | 13.79 |
| 23510 - Locksmith | 23.10 |
| 23530 - Machinery Maintenance Mechanic | 26.96 |
| 23550 - Machinist, Maintenance | 23.00 |
| 23580 - Maintenance Trades Helper | 19.38 |
| 23591 - Metrology Technician I | 23.75 |
| 23592 - Metrology Technician II | 24.52 |
| 23593 - Metrology Technician III | 25.16 |
| 23640 - Millwright | 23.75 |

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| 23710 - Office Appliance Repairer | 23.10 |
| 23760 - Painter, Maintenance | 21.14 |
| 23790 - Pipefitter, Maintenance | 26.19 |
| 23810 - Plumber, Maintenance | 21.76 |
| 23820 - Pneudraulic Systems Mechanic | 23.75 |
| 23850 - Rigger | 23.75 |
| 23870 - Scale Mechanic | 22.36 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.87 |
| 23910 - Small Engine Mechanic | 21.21 |
| 23931 - Telecommunications Mechanic I | 23.75 |
| 23932 - Telecommunications Mechanic II | 24.52 |
| 23950 - Telephone Lineman | 23.75 |
| 23960 - Welder, Combination, Maintenance | 23.00 |
| 23965 - Well Driller | 23.75 |
| 23970 - Woodcraft Worker | 23.75 |
| 23980 - Woodworker | 20.91 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.29 |
| 24580 - Child Care Center Clerk | 16.58 |
| 24610 - Chore Aide | 12.84 |
| 24620 - Family Readiness And Support Services Coordinator | 17.98 |
| 24630 - Homemaker | 22.77 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.68 |
| 25040 - Sewage Plant Operator | 23.51 |
| 25070 - Stationary Engineer | 22.68 |
| 25190 - Ventilation Equipment Tender | 19.32 |
| 25210 - Water Treatment Plant Operator | 23.51 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.00 |
| 27007 - Baggage Inspector | 13.95 |
| 27008 - Corrections Officer | 23.84 |
| 27010 - Court Security Officer | 23.84 |
| 27030 - Detection Dog Handler | 20.07 |
| 27040 - Detention Officer | 23.84 |
| 27070 - Firefighter | 21.70 |
| 27101 - Guard I | 13.95 |
| 27102 - Guard II | 20.07 |
| 27131 - Police Officer I | 26.07 |
| 27132 - Police Officer II | 28.97 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.56 |
| 28042 - Carnival Equipment Repairer | 11.14 |
| 28043 - Carnival Equipment Worker | 10.38 |
| 28210 - Gate Attendant/Gate Tender | 14.96 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 16.73 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.21 |
| 28515 - Recreation Specialist | 20.27 |
| 28630 - Sports Official | 13.32 |
| 28690 - Swimming Pool Operator | 16.57 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.82 |
| 29020 - Hatch Tender | 23.82 |
| 29030 - Line Handler | 23.82 |
| 29041 - Stevedore I | 21.65 |
| 29042 - Stevedore II | 26.52 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.43 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.18 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.94 |
| 30021 - Archeological Technician I | 18.72 |

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| 30022 - Archeological Technician II | 20.95 |
| 30023 - Archeological Technician III | 25.94 |
| 30030 - Cartographic Technician | 25.96 |
| 30040 - Civil Engineering Technician | 27.77 |
| 30061 - Drafter/CAD Operator I | 18.72 |
| 30062 - Drafter/CAD Operator II | 20.95 |
| 30063 - Drafter/CAD Operator III | 23.34 |
| 30064 - Drafter/CAD Operator IV | 28.74 |
| 30081 - Engineering Technician I | 16.70 |
| 30082 - Engineering Technician II | 18.76 |
| 30083 - Engineering Technician III | 21.33 |
| 30084 - Engineering Technician IV | 26.00 |
| 30085 - Engineering Technician V | 31.78 |
| 30086 - Engineering Technician VI | 38.47 |
| 30090 - Environmental Technician | 26.25 |
| 30210 - Laboratory Technician | 22.92 |
| 30240 - Mathematical Technician | 25.96 |
| 30361 - Paralegal/Legal Assistant I | 18.90 |
| 30362 - Paralegal/Legal Assistant II | 25.78 |
| 30363 - Paralegal/Legal Assistant III | 31.55 |
| 30364 - Paralegal/Legal Assistant IV | 38.16 |
| 30390 - Photo-Optics Technician | 25.40 |
| 30461 - Technical Writer I | 25.94 |
| 30462 - Technical Writer II | 31.74 |
| 30463 - Technical Writer III | 38.40 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.06 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.32 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.34 |
| 30494 - Unexploded (UXO) Safety Escort | 25.06 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.06 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 23.34 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 25.55 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.84 |
| 31030 - Bus Driver | 14.96 |
| 31043 - Driver Courier | 15.91 |
| 31260 - Parking and Lot Attendant | 12.46 |
| 31290 - Shuttle Bus Driver | 16.50 |
| 31310 - Taxi Driver | 14.54 |
| 31361 - Truckdriver, Light | 16.50 |
| 31362 - Truckdriver, Medium | 17.73 |
| 31363 - Truckdriver, Heavy | 18.96 |
| 31364 - Truckdriver, Tractor-Trailer | 18.96 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.17 |
| 99050 - Desk Clerk | 12.08 |
| 99095 - Embalmer | 27.39 |
| 99251 - Laboratory Animal Caretaker I | 12.27 |
| 99252 - Laboratory Animal Caretaker II | 12.73 |
| 99310 - Mortician | 27.39 |
| 99410 - Pest Controller | 19.03 |
| 99510 - Photofinishing Worker | 13.17 |
| 99710 - Recycling Laborer | 17.20 |
| 99711 - Recycling Specialist | 19.52 |
| 99730 - Refuse Collector | 16.69 |
| 99810 - Sales Clerk | 12.58 |
| 99820 - School Crossing Guard | 11.72 |
| 99830 - Survey Party Chief | 22.92 |
| 99831 - Surveying Aide | 14.38 |
| 99832 - Surveying Technician | 21.38 |
| 99840 - Vending Machine Attendant | 16.21 |
| 99841 - Vending Machine Repairer | 18.24 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3024
Revision No.: 17
Date of Last Revision: 07/25/2014

State: Connecticut

Area: Connecticut County of New London
(Excluding Colchester Town)

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.99 |
| 01012 - Accounting Clerk II | | 16.83 |
| 01013 - Accounting Clerk III | | 19.25 |
| 01020 - Administrative Assistant | | 22.03 |
| 01040 - Court Reporter | | 18.71 |
| 01051 - Data Entry Operator I | | 14.42 |
| 01052 - Data Entry Operator II | | 15.53 |
| 01060 - Dispatcher, Motor Vehicle | | 16.10 |
| 01070 - Document Preparation Clerk | | 14.60 |
| 01090 - Duplicating Machine Operator | | 14.60 |
| 01111 - General Clerk I | | 13.39 |
| 01112 - General Clerk II | | 14.61 |
| 01113 - General Clerk III | | 17.13 |
| 01120 - Housing Referral Assistant | | 20.85 |
| 01141 - Messenger Courier | | 13.55 |
| 01191 - Order Clerk I | | 13.28 |
| 01192 - Order Clerk II | | 14.87 |
| 01261 - Personnel Assistant (Employment) I | | 15.85 |
| 01262 - Personnel Assistant (Employment) II | | 17.73 |
| 01263 - Personnel Assistant (Employment) III | | 19.76 |
| 01270 - Production Control Clerk | | 24.02 |
| 01280 - Receptionist | | 13.13 |
| 01290 - Rental Clerk | | 14.11 |

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| 01300 - Scheduler, Maintenance | 16.72 |
| 01311 - Secretary I | 16.72 |
| 01312 - Secretary II | 18.71 |
| 01313 - Secretary III | 20.85 |
| 01320 - Service Order Dispatcher | 14.74 |
| 01410 - Supply Technician | 22.03 |
| 01420 - Survey Worker | 16.62 |
| 01531 - Travel Clerk I | 12.40 |
| 01532 - Travel Clerk II | 13.50 |
| 01533 - Travel Clerk III | 14.24 |
| 01611 - Word Processor I | 13.75 |
| 01612 - Word Processor II | 17.11 |
| 01613 - Word Processor III | 19.15 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 20.76 |
| 05010 - Automotive Electrician | 22.22 |
| 05040 - Automotive Glass Installer | 21.49 |
| 05070 - Automotive Worker | 21.49 |
| 05110 - Mobile Equipment Servicer | 20.17 |
| 05130 - Motor Equipment Metal Mechanic | 22.84 |
| 05160 - Motor Equipment Metal Worker | 21.49 |
| 05190 - Motor Vehicle Mechanic | 20.57 |
| 05220 - Motor Vehicle Mechanic Helper | 19.44 |
| 05250 - Motor Vehicle Upholstery Worker | 20.87 |
| 05280 - Motor Vehicle Wrecker | 21.49 |
| 05310 - Painter, Automotive | 20.00 |
| 05340 - Radiator Repair Specialist | 19.34 |
| 05370 - Tire Repairer | 15.94 |
| 05400 - Transmission Repair Specialist | 20.56 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.05 |
| 07041 - Cook I | 12.70 |
| 07042 - Cook II | 15.10 |
| 07070 - Dishwasher | 9.54 |
| 07130 - Food Service Worker | 11.25 |
| 07210 - Meat Cutter | 19.06 |
| 07260 - Waiter/Waitress | 10.42 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 22.22 |
| 09040 - Furniture Handler | 18.11 |
| 09080 - Furniture Refinisher | 22.22 |
| 09090 - Furniture Refinisher Helper | 19.44 |
| 09110 - Furniture Repairer, Minor | 20.87 |
| 09130 - Upholsterer | 22.22 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.20 |
| 11060 - Elevator Operator | 12.20 |
| 11090 - Gardener | 15.27 |
| 11122 - Housekeeping Aide | 13.40 |
| 11150 - Janitor | 14.16 |
| 11210 - Laborer, Grounds Maintenance | 13.51 |
| 11240 - Maid or Houseman | 10.96 |
| 11260 - Pruner | 12.66 |
| 11270 - Tractor Operator | 15.57 |
| 11330 - Trail Maintenance Worker | 13.51 |
| 11360 - Window Cleaner | 14.75 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.73 |
| 12011 - Breath Alcohol Technician | 17.24 |
| 12012 - Certified Occupational Therapist Assistant | 24.68 |
| 12015 - Certified Physical Therapist Assistant | 24.04 |
| 12020 - Dental Assistant | 17.74 |
| 12025 - Dental Hygienist | 33.89 |

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| 12030 - EKG Technician | 25.36 |
| 12035 - Electroneurodiagnostic Technologist | 25.36 |
| 12040 - Emergency Medical Technician | 15.73 |
| 12071 - Licensed Practical Nurse I | 19.15 |
| 12072 - Licensed Practical Nurse II | 21.43 |
| 12073 - Licensed Practical Nurse III | 23.88 |
| 12100 - Medical Assistant | 14.45 |
| 12130 - Medical Laboratory Technician | 20.53 |
| 12160 - Medical Record Clerk | 16.15 |
| 12190 - Medical Record Technician | 18.10 |
| 12195 - Medical Transcriptionist | 17.76 |
| 12210 - Nuclear Medicine Technologist | 41.13 |
| 12221 - Nursing Assistant I | 11.15 |
| 12222 - Nursing Assistant II | 12.54 |
| 12223 - Nursing Assistant III | 13.68 |
| 12224 - Nursing Assistant IV | 15.37 |
| 12235 - Optical Dispenser | 21.43 |
| 12236 - Optical Technician | 16.95 |
| 12250 - Pharmacy Technician | 14.32 |
| 12280 - Phlebotomist | 15.37 |
| 12305 - Radiologic Technologist | 27.63 |
| 12311 - Registered Nurse I | 25.81 |
| 12312 - Registered Nurse II | 31.58 |
| 12313 - Registered Nurse II, Specialist | 31.58 |
| 12314 - Registered Nurse III | 38.21 |
| 12315 - Registered Nurse III, Anesthetist | 38.21 |
| 12316 - Registered Nurse IV | 45.33 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 24.60 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.39 |
| 13012 - Exhibits Specialist II | 24.04 |
| 13013 - Exhibits Specialist III | 29.38 |
| 13041 - Illustrator I | 19.39 |
| 13042 - Illustrator II | 24.04 |
| 13043 - Illustrator III | 29.37 |
| 13047 - Librarian | 26.60 |
| 13050 - Library Aide/Clerk | 13.41 |
| 13054 - Library Information Technology Systems Administrator | 24.09 |
| 13058 - Library Technician | 17.70 |
| 13061 - Media Specialist I | 17.31 |
| 13062 - Media Specialist II | 19.37 |
| 13063 - Media Specialist III | 21.59 |
| 13071 - Photographer I | 15.98 |
| 13072 - Photographer II | 19.01 |
| 13073 - Photographer III | 23.53 |
| 13074 - Photographer IV | 28.81 |
| 13075 - Photographer V | 34.85 |
| 13110 - Video Teleconference Technician | 17.74 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.69 |
| 14042 - Computer Operator II | 17.56 |
| 14043 - Computer Operator III | 19.63 |
| 14044 - Computer Operator IV | 21.93 |
| 14045 - Computer Operator V | 24.29 |
| 14071 - Computer Programmer I | (see 1) 27.32 |
| 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 | 15.69 |

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| 14160 - Personal Computer Support Technician | 24.12 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 32.96 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 39.87 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 42.01 |
| 15050 - Computer Based Training Specialist / Instructor | 32.96 |
| 15060 - Educational Technologist | 31.14 |
| 15070 - Flight Instructor (Pilot) | 42.01 |
| 15080 - Graphic Artist | 22.12 |
| 15090 - Technical Instructor | 21.01 |
| 15095 - Technical Instructor/Course Developer | 26.19 |
| 15110 - Test Proctor | 16.95 |
| 15120 - Tutor | 16.95 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.18 |
| 16030 - Counter Attendant | 10.18 |
| 16040 - Dry Cleaner | 12.48 |
| 16070 - Finisher, Flatwork, Machine | 10.18 |
| 16090 - Presser, Hand | 10.18 |
| 16110 - Presser, Machine, Drycleaning | 10.18 |
| 16130 - Presser, Machine, Shirts | 10.18 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.18 |
| 16190 - Sewing Machine Operator | 13.28 |
| 16220 - Tailor | 14.18 |
| 16250 - Washer, Machine | 10.76 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 23.10 |
| 19040 - Tool And Die Maker | 25.87 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.37 |
| 21030 - Material Coordinator | 21.97 |
| 21040 - Material Expediter | 22.39 |
| 21050 - Material Handling Laborer | 13.77 |
| 21071 - Order Filler | 12.31 |
| 21080 - Production Line Worker (Food Processing) | 15.37 |
| 21110 - Shipping Packer | 16.90 |
| 21130 - Shipping/Receiving Clerk | 14.82 |
| 21140 - Store Worker I | 14.50 |
| 21150 - Stock Clerk | 17.54 |
| 21210 - Tools And Parts Attendant | 15.37 |
| 21410 - Warehouse Specialist | 16.42 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 27.16 |
| 23021 - Aircraft Mechanic I | 26.31 |
| 23022 - Aircraft Mechanic II | 27.16 |
| 23023 - Aircraft Mechanic III | 27.87 |
| 23040 - Aircraft Mechanic Helper | 22.40 |
| 23050 - Aircraft, Painter | 25.59 |
| 23060 - Aircraft Servicer | 24.04 |
| 23080 - Aircraft Worker | 24.76 |
| 23110 - Appliance Mechanic | 21.66 |
| 23120 - Bicycle Repairer | 18.66 |
| 23125 - Cable Splicer | 29.74 |
| 23130 - Carpenter, Maintenance | 23.47 |
| 23140 - Carpet Layer | 22.36 |
| 23160 - Electrician, Maintenance | 25.16 |
| 23181 - Electronics Technician Maintenance I | 24.54 |
| 23182 - Electronics Technician Maintenance II | 25.35 |
| 23183 - Electronics Technician Maintenance III | 26.07 |
| 23260 - Fabric Worker | 21.69 |
| 23290 - Fire Alarm System Mechanic | 23.75 |
| 23310 - Fire Extinguisher Repairer | 23.00 |
| 23311 - Fuel Distribution System Mechanic | 23.75 |

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| 23312 - Fuel Distribution System Operator | 23.18 |
| 23370 - General Maintenance Worker | 21.49 |
| 23380 - Ground Support Equipment Mechanic | 26.31 |
| 23381 - Ground Support Equipment Servicer | 24.04 |
| 23382 - Ground Support Equipment Worker | 24.76 |
| 23391 - Gunsmith I | 20.91 |
| 23392 - Gunsmith II | 22.36 |
| 23393 - Gunsmith III | 23.75 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 22.70 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 23.43 |
| 23430 - Heavy Equipment Mechanic | 23.75 |
| 23440 - Heavy Equipment Operator | 24.12 |
| 23460 - Instrument Mechanic | 23.75 |
| 23465 - Laboratory/Shelter Mechanic | 23.10 |
| 23470 - Laborer | 13.79 |
| 23510 - Locksmith | 23.10 |
| 23530 - Machinery Maintenance Mechanic | 26.96 |
| 23550 - Machinist, Maintenance | 23.00 |
| 23580 - Maintenance Trades Helper | 19.38 |
| 23591 - Metrology Technician I | 23.75 |
| 23592 - Metrology Technician II | 24.52 |
| 23593 - Metrology Technician III | 25.16 |
| 23640 - Millwright | 23.75 |
| 23710 - Office Appliance Repairer | 23.10 |
| 23760 - Painter, Maintenance | 21.14 |
| 23790 - Pipefitter, Maintenance | 26.19 |
| 23810 - Plumber, Maintenance | 21.76 |
| 23820 - Pneudraulic Systems Mechanic | 23.75 |
| 23850 - Rigger | 23.75 |
| 23870 - Scale Mechanic | 22.36 |
| 23890 - Sheet-Metal Worker, Maintenance | 26.87 |
| 23910 - Small Engine Mechanic | 21.21 |
| 23931 - Telecommunications Mechanic I | 23.75 |
| 23932 - Telecommunications Mechanic II | 24.52 |
| 23950 - Telephone Lineman | 23.75 |
| 23960 - Welder, Combination, Maintenance | 23.00 |
| 23965 - Well Driller | 23.75 |
| 23970 - Woodcraft Worker | 23.75 |
| 23980 - Woodworker | 20.91 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.29 |
| 24580 - Child Care Center Clerk | 16.58 |
| 24610 - Chore Aide | 12.84 |
| 24620 - Family Readiness And Support Services Coordinator | 17.98 |
| 24630 - Homemaker | 22.77 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.68 |
| 25040 - Sewage Plant Operator | 23.51 |
| 25070 - Stationary Engineer | 22.68 |
| 25190 - Ventilation Equipment Tender | 19.32 |
| 25210 - Water Treatment Plant Operator | 23.51 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 20.00 |
| 27007 - Baggage Inspector | 13.95 |
| 27008 - Corrections Officer | 23.84 |
| 27010 - Court Security Officer | 23.84 |
| 27030 - Detection Dog Handler | 20.07 |
| 27040 - Detention Officer | 23.84 |
| 27070 - Firefighter | 21.70 |
| 27101 - Guard I | 13.95 |

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| 27102 - Guard II | 20.07 |
| 27131 - Police Officer I | 26.07 |
| 27132 - Police Officer II | 28.97 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.56 |
| 28042 - Carnival Equipment Repairer | 11.14 |
| 28043 - Carnival Equipment Worker | 10.38 |
| 28210 - Gate Attendant/Gate Tender | 14.96 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 16.73 |
| 28510 - Recreation Aide/Health Facility Attendant | 12.21 |
| 28515 - Recreation Specialist | 20.27 |
| 28630 - Sports Official | 13.32 |
| 28690 - Swimming Pool Operator | 16.57 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 23.82 |
| 29020 - Hatch Tender | 23.82 |
| 29030 - Line Handler | 23.82 |
| 29041 - Stevedore I | 21.65 |
| 29042 - Stevedore II | 26.52 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 39.43 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.18 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 29.94 |
| 30021 - Archeological Technician I | 18.72 |
| 30022 - Archeological Technician II | 20.95 |
| 30023 - Archeological Technician III | 25.94 |
| 30030 - Cartographic Technician | 25.96 |
| 30040 - Civil Engineering Technician | 27.77 |
| 30061 - Drafter/CAD Operator I | 18.72 |
| 30062 - Drafter/CAD Operator II | 20.95 |
| 30063 - Drafter/CAD Operator III | 23.34 |
| 30064 - Drafter/CAD Operator IV | 28.74 |
| 30081 - Engineering Technician I | 16.70 |
| 30082 - Engineering Technician II | 18.76 |
| 30083 - Engineering Technician III | 21.33 |
| 30084 - Engineering Technician IV | 26.00 |
| 30085 - Engineering Technician V | 31.78 |
| 30086 - Engineering Technician VI | 38.47 |
| 30090 - Environmental Technician | 26.25 |
| 30210 - Laboratory Technician | 22.92 |
| 30240 - Mathematical Technician | 25.96 |
| 30361 - Paralegal/Legal Assistant I | 18.90 |
| 30362 - Paralegal/Legal Assistant II | 25.78 |
| 30363 - Paralegal/Legal Assistant III | 31.55 |
| 30364 - Paralegal/Legal Assistant IV | 38.16 |
| 30390 - Photo-Optics Technician | 25.40 |
| 30461 - Technical Writer I | 25.94 |
| 30462 - Technical Writer II | 31.74 |
| 30463 - Technical Writer III | 38.40 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.06 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 30.32 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 36.34 |
| 30494 - Unexploded (UXO) Safety Escort | 25.06 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.06 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 23.34 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 25.55 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 11.84 |
| 31030 - Bus Driver | 14.96 |
| 31043 - Driver Courier | 15.91 |
| 31260 - Parking and Lot Attendant | 12.46 |

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| 31290 - Shuttle Bus Driver | 16.50 |
| 31310 - Taxi Driver | 14.54 |
| 31361 - Truckdriver, Light | 16.50 |
| 31362 - Truckdriver, Medium | 17.73 |
| 31363 - Truckdriver, Heavy | 18.96 |
| 31364 - Truckdriver, Tractor-Trailer | 18.96 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.17 |
| 99050 - Desk Clerk | 12.08 |
| 99095 - Embalmer | 27.39 |
| 99251 - Laboratory Animal Caretaker I | 12.27 |
| 99252 - Laboratory Animal Caretaker II | 12.73 |
| 99310 - Mortician | 27.39 |
| 99410 - Pest Controller | 19.03 |
| 99510 - Photofinishing Worker | 13.17 |
| 99710 - Recycling Laborer | 17.20 |
| 99711 - Recycling Specialist | 19.52 |
| 99730 - Refuse Collector | 16.69 |
| 99810 - Sales Clerk | 12.58 |
| 99820 - School Crossing Guard | 11.72 |
| 99830 - Survey Party Chief | 22.92 |
| 99831 - Surveying Aide | 14.38 |
| 99832 - Surveying Technician | 21.38 |
| 99840 - Vending Machine Attendant | 16.21 |
| 99841 - Vending Machine Repairer | 18.24 |
| 99842 - Vending Machine Repairer Helper | 16.21 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundrying 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.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3025
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: South Dakota

Area: South Dakota Counties of Aurora, Beadle, Bon Homme, Brookings, Brown, Brule, Buffalo, Campbell, Charles Mix, Clark, Clay, Codington, Davison, Day, Deuel, Douglas, Edmunds, Faulk, Grant, Hamlin, Hand, Hanson, Hughes, Hutchinson, Hyde, Jerauld, Kingsbury, Lake, Lincoln, Marshall, McCook, McPherson, Miner, Minnehaha, Moody, Potter, Roberts, Sanborn, Spink, Sully, Turner, Union, Walworth, Yankton

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.91 |
| 01012 - Accounting Clerk II | | 13.36 |
| 01013 - Accounting Clerk III | | 14.94 |
| 01020 - Administrative Assistant | | 18.59 |
| 01040 - Court Reporter | | 13.20 |
| 01051 - Data Entry Operator I | | 10.98 |
| 01052 - Data Entry Operator II | | 11.98 |
| 01060 - Dispatcher, Motor Vehicle | | 15.94 |
| 01070 - Document Preparation Clerk | | 11.50 |
| 01090 - Duplicating Machine Operator | | 11.50 |
| 01111 - General Clerk I | | 10.51 |
| 01112 - General Clerk II | | 11.47 |
| 01113 - General Clerk III | | 12.87 |
| 01120 - Housing Referral Assistant | | 15.18 |
| 01141 - Messenger Courier | | 10.13 |
| 01191 - Order Clerk I | | 11.87 |
| 01192 - Order Clerk II | | 12.95 |
| 01261 - Personnel Assistant (Employment) I | | 12.36 |
| 01262 - Personnel Assistant (Employment) II | | 13.82 |
| 01263 - Personnel Assistant (Employment) III | | 15.41 |
| 01270 - Production Control Clerk | | 16.30 |
| 01280 - Receptionist | | 11.00 |
| 01290 - Rental Clerk | | 10.16 |
| 01300 - Scheduler, Maintenance | | 11.80 |
| 01311 - Secretary I | | 11.80 |
| 01312 - Secretary II | | 13.20 |
| 01313 - Secretary III | | 15.18 |
| 01320 - Service Order Dispatcher | | 13.70 |
| 01410 - Supply Technician | | 18.59 |
| 01420 - Survey Worker | | 12.35 |
| 01531 - Travel Clerk I | | 12.17 |
| 01532 - Travel Clerk II | | 12.94 |
| 01533 - Travel Clerk III | | 13.73 |
| 01611 - Word Processor I | | 10.52 |
| 01612 - Word Processor II | | 11.80 |
| 01613 - Word Processor III | | 13.20 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 17.11 |
| 05010 - Automotive Electrician | | 16.33 |
| 05040 - Automotive Glass Installer | | 15.56 |
| 05070 - Automotive Worker | | 15.56 |
| 05110 - Mobile Equipment Servicer | | 13.96 |
| 05130 - Motor Equipment Metal Mechanic | | 17.11 |
| 05160 - Motor Equipment Metal Worker | | 15.56 |
| 05190 - Motor Vehicle Mechanic | | 17.11 |
| 05220 - Motor Vehicle Mechanic Helper | | 13.20 |
| 05250 - Motor Vehicle Upholstery Worker | | 14.76 |
| 05280 - Motor Vehicle Wrecker | | 15.56 |
| 05310 - Painter, Automotive | | 16.33 |
| 05340 - Radiator Repair Specialist | | 15.56 |
| 05370 - Tire Repairer | | 10.36 |
| 05400 - Transmission Repair Specialist | | 17.11 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 11.48 |
| 07041 - Cook I | | 10.87 |
| 07042 - Cook II | | 12.08 |

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| 07070 - Dishwasher | 8.40 |
| 07130 - Food Service Worker | 8.96 |
| 07210 - Meat Cutter | 13.28 |
| 07260 - Waiter/Waitress | 7.87 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.78 |
| 09040 - Furniture Handler | 10.27 |
| 09080 - Furniture Refinisher | 15.16 |
| 09090 - Furniture Refinisher Helper | 12.03 |
| 09110 - Furniture Repairer, Minor | 13.64 |
| 09130 - Upholsterer | 15.16 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.41 |
| 11060 - Elevator Operator | 9.27 |
| 11090 - Gardener | 14.63 |
| 11122 - Housekeeping Aide | 10.20 |
| 11150 - Janitor | 10.21 |
| 11210 - Laborer, Grounds Maintenance | 11.68 |
| 11240 - Maid or Houseman | 9.42 |
| 11260 - Pruner | 10.68 |
| 11270 - Tractor Operator | 13.65 |
| 11330 - Trail Maintenance Worker | 11.68 |
| 11360 - Window Cleaner | 11.17 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.37 |
| 12011 - Breath Alcohol Technician | 14.74 |
| 12012 - Certified Occupational Therapist Assistant | 17.53 |
| 12015 - Certified Physical Therapist Assistant | 14.56 |
| 12020 - Dental Assistant | 15.38 |
| 12025 - Dental Hygienist | 29.52 |
| 12030 - EKG Technician | 23.93 |
| 12035 - Electroneurodiagnostic Technologist | 23.93 |
| 12040 - Emergency Medical Technician | 14.37 |
| 12071 - Licensed Practical Nurse I | 12.85 |
| 12072 - Licensed Practical Nurse II | 14.37 |
| 12073 - Licensed Practical Nurse III | 16.03 |
| 12100 - Medical Assistant | 12.43 |
| 12130 - Medical Laboratory Technician | 15.01 |
| 12160 - Medical Record Clerk | 12.86 |
| 12190 - Medical Record Technician | 16.23 |
| 12195 - Medical Transcriptionist | 14.31 |
| 12210 - Nuclear Medicine Technologist | 26.56 |
| 12221 - Nursing Assistant I | 10.10 |
| 12222 - Nursing Assistant II | 11.35 |
| 12223 - Nursing Assistant III | 12.39 |
| 12224 - Nursing Assistant IV | 13.90 |
| 12235 - Optical Dispenser | 14.85 |
| 12236 - Optical Technician | 12.83 |
| 12250 - Pharmacy Technician | 16.03 |
| 12280 - Phlebotomist | 13.90 |
| 12305 - Radiologic Technologist | 22.95 |
| 12311 - Registered Nurse I | 21.44 |
| 12312 - Registered Nurse II | 26.23 |
| 12313 - Registered Nurse II, Specialist | 26.23 |
| 12314 - Registered Nurse III | 31.73 |
| 12315 - Registered Nurse III, Anesthetist | 31.73 |
| 12316 - Registered Nurse IV | 38.03 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.26 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 15.11 |
| 13012 - Exhibits Specialist II | 18.68 |
| 13013 - Exhibits Specialist III | 22.89 |
| 13041 - Illustrator I | 14.90 |

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| 13042 - Illustrator II | 18.46 |
| 13043 - Illustrator III | 22.59 |
| 13047 - Librarian | 20.44 |
| 13050 - Library Aide/Clerk | 11.87 |
| 13054 - Library Information Technology Systems Administrator | 18.46 |
| 13058 - Library Technician | 14.45 |
| 13061 - Media Specialist I | 13.48 |
| 13062 - Media Specialist II | 14.90 |
| 13063 - Media Specialist III | 16.62 |
| 13071 - Photographer I | 13.62 |
| 13072 - Photographer II | 15.24 |
| 13073 - Photographer III | 18.89 |
| 13074 - Photographer IV | 23.10 |
| 13075 - Photographer V | 27.95 |
| 13110 - Video Teleconference Technician | 12.54 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.10 |
| 14042 - Computer Operator II | 15.85 |
| 14043 - Computer Operator III | 17.59 |
| 14044 - Computer Operator IV | 19.49 |
| 14045 - Computer Operator V | 21.71 |
| 14071 - Computer Programmer I | (see 1) 19.46 |
| 14072 - Computer Programmer II | (see 1) 24.12 |
| 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 | 15.51 |
| 14160 - Personal Computer Support Technician | 22.57 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 30.93 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 37.42 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 43.93 |
| 15050 - Computer Based Training Specialist / Instructor | 27.41 |
| 15060 - Educational Technologist | 21.32 |
| 15070 - Flight Instructor (Pilot) | 43.93 |
| 15080 - Graphic Artist | 19.72 |
| 15090 - Technical Instructor | 16.17 |
| 15095 - Technical Instructor/Course Developer | 19.78 |
| 15110 - Test Proctor | 13.05 |
| 15120 - Tutor | 13.05 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.03 |
| 16030 - Counter Attendant | 9.03 |
| 16040 - Dry Cleaner | 10.82 |
| 16070 - Finisher, Flatwork, Machine | 9.03 |
| 16090 - Presser, Hand | 9.03 |
| 16110 - Presser, Machine, Drycleaning | 9.03 |
| 16130 - Presser, Machine, Shirts | 9.03 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.03 |
| 16190 - Sewing Machine Operator | 11.44 |
| 16220 - Tailor | 12.11 |
| 16250 - Washer, Machine | 9.68 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.39 |
| 19040 - Tool And Die Maker | 21.28 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.05 |
| 21030 - Material Coordinator | 16.30 |
| 21040 - Material Expediter | 16.30 |
| 21050 - Material Handling Laborer | 12.78 |

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| 21071 - Order Filler | 10.24 |
| 21080 - Production Line Worker (Food Processing) | 13.05 |
| 21110 - Shipping Packer | 13.77 |
| 21130 - Shipping/Receiving Clerk | 13.77 |
| 21140 - Store Worker I | 10.81 |
| 21150 - Stock Clerk | 14.18 |
| 21210 - Tools And Parts Attendant | 13.05 |
| 21410 - Warehouse Specialist | 13.05 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.49 |
| 23021 - Aircraft Mechanic I | 22.32 |
| 23022 - Aircraft Mechanic II | 23.49 |
| 23023 - Aircraft Mechanic III | 24.65 |
| 23040 - Aircraft Mechanic Helper | 16.45 |
| 23050 - Aircraft, Painter | 20.42 |
| 23060 - Aircraft Servicer | 18.84 |
| 23080 - Aircraft Worker | 20.01 |
| 23110 - Appliance Mechanic | 17.39 |
| 23120 - Bicycle Repairer | 10.36 |
| 23125 - Cable Splicer | 26.24 |
| 23130 - Carpenter, Maintenance | 16.26 |
| 23140 - Carpet Layer | 16.36 |
| 23160 - Electrician, Maintenance | 19.32 |
| 23181 - Electronics Technician Maintenance I | 21.42 |
| 23182 - Electronics Technician Maintenance II | 22.77 |
| 23183 - Electronics Technician Maintenance III | 24.09 |
| 23260 - Fabric Worker | 15.35 |
| 23290 - Fire Alarm System Mechanic | 18.40 |
| 23310 - Fire Extinguisher Repairer | 14.37 |
| 23311 - Fuel Distribution System Mechanic | 22.21 |
| 23312 - Fuel Distribution System Operator | 15.43 |
| 23370 - General Maintenance Worker | 14.05 |
| 23380 - Ground Support Equipment Mechanic | 22.32 |
| 23381 - Ground Support Equipment Servicer | 18.84 |
| 23382 - Ground Support Equipment Worker | 20.01 |
| 23391 - Gunsmith I | 14.37 |
| 23392 - Gunsmith II | 16.36 |
| 23393 - Gunsmith III | 18.40 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.64 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.59 |
| 23430 - Heavy Equipment Mechanic | 18.89 |
| 23440 - Heavy Equipment Operator | 17.74 |
| 23460 - Instrument Mechanic | 18.40 |
| 23465 - Laboratory/Shelter Mechanic | 17.39 |
| 23470 - Laborer | 10.91 |
| 23510 - Locksmith | 17.39 |
| 23530 - Machinery Maintenance Mechanic | 18.38 |
| 23550 - Machinist, Maintenance | 15.88 |
| 23580 - Maintenance Trades Helper | 13.40 |
| 23591 - Metrology Technician I | 18.40 |
| 23592 - Metrology Technician II | 19.36 |
| 23593 - Metrology Technician III | 20.32 |
| 23640 - Millwright | 18.40 |
| 23710 - Office Appliance Repairer | 18.83 |
| 23760 - Painter, Maintenance | 15.16 |
| 23790 - Pipefitter, Maintenance | 20.76 |
| 23810 - Plumber, Maintenance | 18.51 |
| 23820 - Pneudraulic Systems Mechanic | 18.40 |
| 23850 - Rigger | 18.40 |
| 23870 - Scale Mechanic | 16.36 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.26 |

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| 23910 - Small Engine Mechanic | 16.36 |
| 23931 - Telecommunications Mechanic I | 22.70 |
| 23932 - Telecommunications Mechanic II | 23.89 |
| 23950 - Telephone Lineman | 18.40 |
| 23960 - Welder, Combination, Maintenance | 15.88 |
| 23965 - Well Driller | 18.40 |
| 23970 - Woodcraft Worker | 18.40 |
| 23980 - Woodworker | 13.44 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.38 |
| 24580 - Child Care Center Clerk | 10.87 |
| 24610 - Chore Aide | 10.74 |
| 24620 - Family Readiness And Support Services Coordinator | 11.42 |
| 24630 - Homemaker | 15.28 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.50 |
| 25040 - Sewage Plant Operator | 20.67 |
| 25070 - Stationary Engineer | 20.50 |
| 25190 - Ventilation Equipment Tender | 14.78 |
| 25210 - Water Treatment Plant Operator | 20.67 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.98 |
| 27007 - Baggage Inspector | 11.98 |
| 27008 - Corrections Officer | 15.42 |
| 27010 - Court Security Officer | 15.42 |
| 27030 - Detection Dog Handler | 13.98 |
| 27040 - Detention Officer | 15.42 |
| 27070 - Firefighter | 15.42 |
| 27101 - Guard I | 11.98 |
| 27102 - Guard II | 13.98 |
| 27131 - Police Officer I | 18.52 |
| 27132 - Police Officer II | 20.58 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.14 |
| 28042 - Carnival Equipment Repairer | 10.84 |
| 28043 - Carnival Equipment Worker | 9.09 |
| 28210 - Gate Attendant/Gate Tender | 13.77 |
| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 15.40 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.24 |
| 28515 - Recreation Specialist | 16.08 |
| 28630 - Sports Official | 12.27 |
| 28690 - Swimming Pool Operator | 15.02 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.90 |
| 29020 - Hatch Tender | 16.90 |
| 29030 - Line Handler | 16.90 |
| 29041 - Stevedore I | 15.50 |
| 29042 - Stevedore II | 17.98 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 15.98 |
| 30022 - Archeological Technician II | 17.87 |
| 30023 - Archeological Technician III | 22.15 |
| 30030 - Cartographic Technician | 22.15 |
| 30040 - Civil Engineering Technician | 17.93 |
| 30061 - Drafter/CAD Operator I | 15.98 |
| 30062 - Drafter/CAD Operator II | 17.87 |
| 30063 - Drafter/CAD Operator III | 19.93 |
| 30064 - Drafter/CAD Operator IV | 24.52 |

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| 30081 - Engineering Technician I | 13.24 |
| 30082 - Engineering Technician II | 14.86 |
| 30083 - Engineering Technician III | 16.62 |
| 30084 - Engineering Technician IV | 20.60 |
| 30085 - Engineering Technician V | 25.42 |
| 30086 - Engineering Technician VI | 30.48 |
| 30090 - Environmental Technician | 22.15 |
| 30210 - Laboratory Technician | 19.93 |
| 30240 - Mathematical Technician | 22.15 |
| 30361 - Paralegal/Legal Assistant I | 17.67 |
| 30362 - Paralegal/Legal Assistant II | 21.88 |
| 30363 - Paralegal/Legal Assistant III | 26.76 |
| 30364 - Paralegal/Legal Assistant IV | 32.38 |
| 30390 - Photo-Optics Technician | 22.15 |
| 30461 - Technical Writer I | 20.71 |
| 30462 - Technical Writer II | 25.33 |
| 30463 - Technical Writer III | 30.65 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 19.93 |
| 30621 - Weather Observer, Senior | (see 2) 22.15 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.45 |
| 31030 - Bus Driver | 13.99 |
| 31043 - Driver Courier | 13.13 |
| 31260 - Parking and Lot Attendant | 10.74 |
| 31290 - Shuttle Bus Driver | 14.08 |
| 31310 - Taxi Driver | 9.95 |
| 31361 - Truckdriver, Light | 14.08 |
| 31362 - Truckdriver, Medium | 15.91 |
| 31363 - Truckdriver, Heavy | 16.68 |
| 31364 - Truckdriver, Tractor-Trailer | 16.68 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.03 |
| 99050 - Desk Clerk | 8.97 |
| 99095 - Embalmer | 25.11 |
| 99251 - Laboratory Animal Caretaker I | 11.24 |
| 99252 - Laboratory Animal Caretaker II | 12.17 |
| 99310 - Mortician | 25.11 |
| 99410 - Pest Controller | 17.77 |
| 99510 - Photofinishing Worker | 12.22 |
| 99710 - Recycling Laborer | 13.38 |
| 99711 - Recycling Specialist | 15.63 |
| 99730 - Refuse Collector | 12.24 |
| 99810 - Sales Clerk | 11.66 |
| 99820 - School Crossing Guard | 11.94 |
| 99830 - Survey Party Chief | 16.62 |
| 99831 - Surveying Aide | 10.95 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 13.65 |
| 99841 - Vending Machine Repairer | 16.31 |
| 99842 - Vending Machine Repairer Helper | 13.65 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3026
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: South Dakota

Area: South Dakota Counties of Aurora, Beadle, Bon Homme, Brookings, Brown, Brule, Buffalo, Campbell, Charles Mix, Clark, Clay, Codington, Davison, Day, Deuel, Douglas, Edmunds, Faulk, Grant, Hamlin, Hand, Hanson, Hughes, Hutchinson, Hyde, Jerauld, Kingsbury, Lake, Lincoln, Marshall, McCook, McPherson, Miner, Minnehaha, Moody, Potter, Roberts, Sanborn, Spink, Sully, Turner, Union, Walworth, Yankton

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.91 |
| 01012 - Accounting Clerk II | | 13.36 |
| 01013 - Accounting Clerk III | | 14.94 |
| 01020 - Administrative Assistant | | 18.59 |
| 01040 - Court Reporter | | 13.20 |
| 01051 - Data Entry Operator I | | 10.98 |
| 01052 - Data Entry Operator II | | 11.98 |
| 01060 - Dispatcher, Motor Vehicle | | 15.94 |
| 01070 - Document Preparation Clerk | | 11.50 |
| 01090 - Duplicating Machine Operator | | 11.50 |
| 01111 - General Clerk I | | 10.51 |
| 01112 - General Clerk II | | 11.47 |
| 01113 - General Clerk III | | 12.87 |
| 01120 - Housing Referral Assistant | | 15.18 |
| 01141 - Messenger Courier | | 10.13 |
| 01191 - Order Clerk I | | 11.87 |
| 01192 - Order Clerk II | | 12.95 |
| 01261 - Personnel Assistant (Employment) I | | 12.36 |
| 01262 - Personnel Assistant (Employment) II | | 13.82 |
| 01263 - Personnel Assistant (Employment) III | | 15.41 |
| 01270 - Production Control Clerk | | 16.30 |
| 01280 - Receptionist | | 11.00 |
| 01290 - Rental Clerk | | 10.16 |
| 01300 - Scheduler, Maintenance | | 11.80 |
| 01311 - Secretary I | | 11.80 |
| 01312 - Secretary II | | 13.20 |
| 01313 - Secretary III | | 15.18 |
| 01320 - Service Order Dispatcher | | 13.70 |
| 01410 - Supply Technician | | 18.59 |
| 01420 - Survey Worker | | 12.35 |
| 01531 - Travel Clerk I | | 12.17 |

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| 01532 - Travel Clerk II | 12.94 |
| 01533 - Travel Clerk III | 13.73 |
| 01611 - Word Processor I | 10.52 |
| 01612 - Word Processor II | 11.80 |
| 01613 - Word Processor III | 13.20 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 17.11 |
| 05010 - Automotive Electrician | 16.33 |
| 05040 - Automotive Glass Installer | 15.56 |
| 05070 - Automotive Worker | 15.56 |
| 05110 - Mobile Equipment Servicer | 13.96 |
| 05130 - Motor Equipment Metal Mechanic | 17.11 |
| 05160 - Motor Equipment Metal Worker | 15.56 |
| 05190 - Motor Vehicle Mechanic | 17.11 |
| 05220 - Motor Vehicle Mechanic Helper | 13.20 |
| 05250 - Motor Vehicle Upholstery Worker | 14.76 |
| 05280 - Motor Vehicle Wrecker | 15.56 |
| 05310 - Painter, Automotive | 16.33 |
| 05340 - Radiator Repair Specialist | 15.56 |
| 05370 - Tire Repairer | 10.36 |
| 05400 - Transmission Repair Specialist | 17.11 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.48 |
| 07041 - Cook I | 10.87 |
| 07042 - Cook II | 12.08 |
| 07070 - Dishwasher | 8.40 |
| 07130 - Food Service Worker | 8.96 |
| 07210 - Meat Cutter | 13.28 |
| 07260 - Waiter/Waitress | 7.87 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 13.78 |
| 09040 - Furniture Handler | 10.27 |
| 09080 - Furniture Refinisher | 15.16 |
| 09090 - Furniture Refinisher Helper | 12.03 |
| 09110 - Furniture Repairer, Minor | 13.64 |
| 09130 - Upholsterer | 15.16 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.41 |
| 11060 - Elevator Operator | 9.27 |
| 11090 - Gardener | 14.63 |
| 11122 - Housekeeping Aide | 10.20 |
| 11150 - Janitor | 10.21 |
| 11210 - Laborer, Grounds Maintenance | 11.68 |
| 11240 - Maid or Houseman | 9.42 |
| 11260 - Pruner | 10.68 |
| 11270 - Tractor Operator | 13.65 |
| 11330 - Trail Maintenance Worker | 11.68 |
| 11360 - Window Cleaner | 11.17 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.37 |
| 12011 - Breath Alcohol Technician | 14.74 |
| 12012 - Certified Occupational Therapist Assistant | 17.53 |
| 12015 - Certified Physical Therapist Assistant | 14.56 |
| 12020 - Dental Assistant | 15.38 |
| 12025 - Dental Hygienist | 29.52 |
| 12030 - EKG Technician | 23.93 |
| 12035 - Electroneurodiagnostic Technologist | 23.93 |
| 12040 - Emergency Medical Technician | 14.37 |
| 12071 - Licensed Practical Nurse I | 12.85 |
| 12072 - Licensed Practical Nurse II | 14.37 |
| 12073 - Licensed Practical Nurse III | 16.03 |
| 12100 - Medical Assistant | 12.43 |
| 12130 - Medical Laboratory Technician | 15.01 |

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| 12160 | - Medical Record Clerk | 12.86 |
| 12190 | - Medical Record Technician | 16.23 |
| 12195 | - Medical Transcriptionist | 14.31 |
| 12210 | - Nuclear Medicine Technologist | 26.56 |
| 12221 | - Nursing Assistant I | 10.10 |
| 12222 | - Nursing Assistant II | 11.35 |
| 12223 | - Nursing Assistant III | 12.39 |
| 12224 | - Nursing Assistant IV | 13.90 |
| 12235 | - Optical Dispenser | 14.85 |
| 12236 | - Optical Technician | 12.83 |
| 12250 | - Pharmacy Technician | 16.03 |
| 12280 | - Phlebotomist | 13.90 |
| 12305 | - Radiologic Technologist | 22.95 |
| 12311 | - Registered Nurse I | 21.44 |
| 12312 | - Registered Nurse II | 26.23 |
| 12313 | - Registered Nurse II, Specialist | 26.23 |
| 12314 | - Registered Nurse III | 31.73 |
| 12315 | - Registered Nurse III, Anesthetist | 31.73 |
| 12316 | - Registered Nurse IV | 38.03 |
| 12317 | - Scheduler (Drug and Alcohol Testing) | 18.26 |
| 13000 | - Information And Arts Occupations | |
| 13011 | - Exhibits Specialist I | 15.11 |
| 13012 | - Exhibits Specialist II | 18.68 |
| 13013 | - Exhibits Specialist III | 22.89 |
| 13041 | - Illustrator I | 14.90 |
| 13042 | - Illustrator II | 18.46 |
| 13043 | - Illustrator III | 22.59 |
| 13047 | - Librarian | 20.44 |
| 13050 | - Library Aide/Clerk | 11.87 |
| 13054 | - Library Information Technology Systems Administrator | 18.46 |
| 13058 | - Library Technician | 14.45 |
| 13061 | - Media Specialist I | 13.48 |
| 13062 | - Media Specialist II | 14.90 |
| 13063 | - Media Specialist III | 16.62 |
| 13071 | - Photographer I | 13.62 |
| 13072 | - Photographer II | 15.24 |
| 13073 | - Photographer III | 18.89 |
| 13074 | - Photographer IV | 23.10 |
| 13075 | - Photographer V | 27.95 |
| 13110 | - Video Teleconference Technician | 12.54 |
| 14000 | - Information Technology Occupations | |
| 14041 | - Computer Operator I | 14.10 |
| 14042 | - Computer Operator II | 15.85 |
| 14043 | - Computer Operator III | 17.59 |
| 14044 | - Computer Operator IV | 19.49 |
| 14045 | - Computer Operator V | 21.71 |
| 14071 | - Computer Programmer I | 19.46 |
| 14072 | - Computer Programmer II | 24.12 |
| 14073 | - Computer Programmer III | |
| 14074 | - Computer Programmer IV | |
| 14101 | - Computer Systems Analyst I | |
| 14102 | - Computer Systems Analyst II | |
| 14103 | - Computer Systems Analyst III | |
| 14150 | - Peripheral Equipment Operator | 15.51 |
| 14160 | - Personal Computer Support Technician | 22.57 |
| 15000 | - Instructional Occupations | |
| 15010 | - Aircrew Training Devices Instructor (Non-Rated) | 30.93 |
| 15020 | - Aircrew Training Devices Instructor (Rated) | 37.42 |
| 15030 | - Air Crew Training Devices Instructor (Pilot) | 43.93 |
| 15050 | - Computer Based Training Specialist / Instructor | 27.41 |
| 15060 | - Educational Technologist | 21.32 |
| 15070 | - Flight Instructor (Pilot) | 43.93 |

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| 15080 - Graphic Artist | 19.72 |
| 15090 - Technical Instructor | 16.17 |
| 15095 - Technical Instructor/Course Developer | 19.78 |
| 15110 - Test Proctor | 13.05 |
| 15120 - Tutor | 13.05 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.03 |
| 16030 - Counter Attendant | 9.03 |
| 16040 - Dry Cleaner | 10.82 |
| 16070 - Finisher, Flatwork, Machine | 9.03 |
| 16090 - Presser, Hand | 9.03 |
| 16110 - Presser, Machine, Drycleaning | 9.03 |
| 16130 - Presser, Machine, Shirts | 9.03 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.03 |
| 16190 - Sewing Machine Operator | 11.44 |
| 16220 - Tailor | 12.11 |
| 16250 - Washer, Machine | 9.68 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.39 |
| 19040 - Tool And Die Maker | 21.28 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.05 |
| 21030 - Material Coordinator | 16.30 |
| 21040 - Material Expediter | 16.30 |
| 21050 - Material Handling Laborer | 12.78 |
| 21071 - Order Filler | 10.24 |
| 21080 - Production Line Worker (Food Processing) | 13.05 |
| 21110 - Shipping Packer | 13.77 |
| 21130 - Shipping/Receiving Clerk | 13.77 |
| 21140 - Store Worker I | 10.81 |
| 21150 - Stock Clerk | 14.18 |
| 21210 - Tools And Parts Attendant | 13.05 |
| 21410 - Warehouse Specialist | 13.05 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.49 |
| 23021 - Aircraft Mechanic I | 22.32 |
| 23022 - Aircraft Mechanic II | 23.49 |
| 23023 - Aircraft Mechanic III | 24.65 |
| 23040 - Aircraft Mechanic Helper | 16.45 |
| 23050 - Aircraft, Painter | 20.42 |
| 23060 - Aircraft Servicer | 18.84 |
| 23080 - Aircraft Worker | 20.01 |
| 23110 - Appliance Mechanic | 17.39 |
| 23120 - Bicycle Repairer | 10.36 |
| 23125 - Cable Splicer | 26.24 |
| 23130 - Carpenter, Maintenance | 16.26 |
| 23140 - Carpet Layer | 16.36 |
| 23160 - Electrician, Maintenance | 19.32 |
| 23181 - Electronics Technician Maintenance I | 21.42 |
| 23182 - Electronics Technician Maintenance II | 22.77 |
| 23183 - Electronics Technician Maintenance III | 24.09 |
| 23260 - Fabric Worker | 15.35 |
| 23290 - Fire Alarm System Mechanic | 18.40 |
| 23310 - Fire Extinguisher Repairer | 14.37 |
| 23311 - Fuel Distribution System Mechanic | 22.21 |
| 23312 - Fuel Distribution System Operator | 15.43 |
| 23370 - General Maintenance Worker | 14.05 |
| 23380 - Ground Support Equipment Mechanic | 22.32 |
| 23381 - Ground Support Equipment Servicer | 18.84 |
| 23382 - Ground Support Equipment Worker | 20.01 |
| 23391 - Gunsmith I | 14.37 |
| 23392 - Gunsmith II | 16.36 |
| 23393 - Gunsmith III | 18.40 |

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|---|-------|
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.64 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.59 |
| 23430 - Heavy Equipment Mechanic | 18.89 |
| 23440 - Heavy Equipment Operator | 17.74 |
| 23460 - Instrument Mechanic | 18.40 |
| 23465 - Laboratory/Shelter Mechanic | 17.39 |
| 23470 - Laborer | 10.91 |
| 23510 - Locksmith | 17.39 |
| 23530 - Machinery Maintenance Mechanic | 18.38 |
| 23550 - Machinist, Maintenance | 15.88 |
| 23580 - Maintenance Trades Helper | 13.40 |
| 23591 - Metrology Technician I | 18.40 |
| 23592 - Metrology Technician II | 19.36 |
| 23593 - Metrology Technician III | 20.32 |
| 23640 - Millwright | 18.40 |
| 23710 - Office Appliance Repairer | 18.83 |
| 23760 - Painter, Maintenance | 15.16 |
| 23790 - Pipefitter, Maintenance | 20.76 |
| 23810 - Plumber, Maintenance | 18.51 |
| 23820 - Pneudraulic Systems Mechanic | 18.40 |
| 23850 - Rigger | 18.40 |
| 23870 - Scale Mechanic | 16.36 |
| 23890 - Sheet-Metal Worker, Maintenance | 16.26 |
| 23910 - Small Engine Mechanic | 16.36 |
| 23931 - Telecommunications Mechanic I | 22.70 |
| 23932 - Telecommunications Mechanic II | 23.89 |
| 23950 - Telephone Lineman | 18.40 |
| 23960 - Welder, Combination, Maintenance | 15.88 |
| 23965 - Well Driller | 18.40 |
| 23970 - Woodcraft Worker | 18.40 |
| 23980 - Woodworker | 13.44 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.38 |
| 24580 - Child Care Center Clerk | 10.87 |
| 24610 - Chore Aide | 10.74 |
| 24620 - Family Readiness And Support Services Coordinator | 11.42 |
| 24630 - Homemaker | 15.28 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 20.50 |
| 25040 - Sewage Plant Operator | 20.67 |
| 25070 - Stationary Engineer | 20.50 |
| 25190 - Ventilation Equipment Tender | 14.78 |
| 25210 - Water Treatment Plant Operator | 20.67 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 13.98 |
| 27007 - Baggage Inspector | 11.98 |
| 27008 - Corrections Officer | 15.42 |
| 27010 - Court Security Officer | 15.42 |
| 27030 - Detection Dog Handler | 13.98 |
| 27040 - Detention Officer | 15.42 |
| 27070 - Firefighter | 15.42 |
| 27101 - Guard I | 11.98 |
| 27102 - Guard II | 13.98 |
| 27131 - Police Officer I | 18.52 |
| 27132 - Police Officer II | 20.58 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.14 |
| 28042 - Carnival Equipment Repairer | 10.84 |
| 28043 - Carnival Equipment Worker | 9.09 |
| 28210 - Gate Attendant/Gate Tender | 13.77 |

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| 28310 - Lifeguard | 11.01 |
| 28350 - Park Attendant (Aide) | 15.40 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.24 |
| 28515 - Recreation Specialist | 16.08 |
| 28630 - Sports Official | 12.27 |
| 28690 - Swimming Pool Operator | 15.02 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.90 |
| 29020 - Hatch Tender | 16.90 |
| 29030 - Line Handler | 16.90 |
| 29041 - Stevedore I | 15.50 |
| 29042 - Stevedore II | 17.98 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 1) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 1) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 1) | 27.16 |
| 30021 - Archeological Technician I | 15.98 |
| 30022 - Archeological Technician II | 17.87 |
| 30023 - Archeological Technician III | 22.15 |
| 30030 - Cartographic Technician | 22.15 |
| 30040 - Civil Engineering Technician | 17.93 |
| 30061 - Drafter/CAD Operator I | 15.98 |
| 30062 - Drafter/CAD Operator II | 17.87 |
| 30063 - Drafter/CAD Operator III | 19.93 |
| 30064 - Drafter/CAD Operator IV | 24.52 |
| 30081 - Engineering Technician I | 13.24 |
| 30082 - Engineering Technician II | 14.86 |
| 30083 - Engineering Technician III | 16.62 |
| 30084 - Engineering Technician IV | 20.60 |
| 30085 - Engineering Technician V | 25.42 |
| 30086 - Engineering Technician VI | 30.48 |
| 30090 - Environmental Technician | 22.15 |
| 30210 - Laboratory Technician | 19.93 |
| 30240 - Mathematical Technician | 22.15 |
| 30361 - Paralegal/Legal Assistant I | 17.67 |
| 30362 - Paralegal/Legal Assistant II | 21.88 |
| 30363 - Paralegal/Legal Assistant III | 26.76 |
| 30364 - Paralegal/Legal Assistant IV | 32.38 |
| 30390 - Photo-Optics Technician | 22.15 |
| 30461 - Technical Writer I | 20.71 |
| 30462 - Technical Writer II | 25.33 |
| 30463 - Technical Writer III | 30.65 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 1) | 19.93 |
| 30621 - Weather Observer, Senior (see 1) | 22.15 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.45 |
| 31030 - Bus Driver | 13.99 |
| 31043 - Driver Courier | 13.13 |
| 31260 - Parking and Lot Attendant | 10.74 |
| 31290 - Shuttle Bus Driver | 14.08 |
| 31310 - Taxi Driver | 9.95 |
| 31361 - Truckdriver, Light | 14.08 |
| 31362 - Truckdriver, Medium | 15.91 |
| 31363 - Truckdriver, Heavy | 16.68 |
| 31364 - Truckdriver, Tractor-Trailer | 16.68 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 9.03 |

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| 99050 - Desk Clerk | 8.97 |
| 99095 - Embalmer | 25.11 |
| 99251 - Laboratory Animal Caretaker I | 11.24 |
| 99252 - Laboratory Animal Caretaker II | 12.17 |
| 99310 - Mortician | 25.11 |
| 99410 - Pest Controller | 17.77 |
| 99510 - Photofinishing Worker | 12.22 |
| 99710 - Recycling Laborer | 13.38 |
| 99711 - Recycling Specialist | 15.63 |
| 99730 - Refuse Collector | 12.24 |
| 99810 - Sales Clerk | 11.66 |
| 99820 - School Crossing Guard | 11.94 |
| 99830 - Survey Party Chief | 16.62 |
| 99831 - Surveying Aide | 10.95 |
| 99832 - Surveying Technician | 15.00 |
| 99840 - Vending Machine Attendant | 13.65 |
| 99841 - Vending Machine Repairer | 16.31 |
| 99842 - Vending Machine Repairer Helper | 13.65 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

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1) 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3027
Revision No.: 13
Date of Last Revision: 07/25/2014

State: Connecticut

Area: Connecticut Counties of Fairfield, New Haven

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.11 |
| 01012 - Accounting Clerk II | | 19.61 |
| 01013 - Accounting Clerk III | | 21.89 |
| 01020 - Administrative Assistant | | 30.93 |
| 01040 - Court Reporter | | 21.64 |
| 01051 - Data Entry Operator I | | 14.71 |
| 01052 - Data Entry Operator II | | 16.05 |
| 01060 - Dispatcher, Motor Vehicle | | 25.79 |
| 01070 - Document Preparation Clerk | | 15.56 |
| 01090 - Duplicating Machine Operator | | 15.56 |
| 01111 - General Clerk I | | 14.82 |
| 01112 - General Clerk II | | 17.49 |
| 01113 - General Clerk III | | 19.01 |
| 01120 - Housing Referral Assistant | | 26.92 |
| 01141 - Messenger Courier | | 12.92 |
| 01191 - Order Clerk I | | 17.52 |
| 01192 - Order Clerk II | | 21.37 |
| 01261 - Personnel Assistant (Employment) I | | 18.96 |
| 01262 - Personnel Assistant (Employment) II | | 21.22 |
| 01263 - Personnel Assistant (Employment) III | | 23.66 |
| 01270 - Production Control Clerk | | 23.51 |
| 01280 - Receptionist | | 15.67 |
| 01290 - Rental Clerk | | 18.04 |
| 01300 - Scheduler, Maintenance | | 21.57 |
| 01311 - Secretary I | | 21.57 |
| 01312 - Secretary II | | 24.82 |
| 01313 - Secretary III | | 26.92 |
| 01320 - Service Order Dispatcher | | 20.50 |
| 01410 - Supply Technician | | 30.93 |
| 01420 - Survey Worker | | 21.64 |
| 01531 - Travel Clerk I | | 12.29 |
| 01532 - Travel Clerk II | | 13.39 |
| 01533 - Travel Clerk III | | 14.12 |
| 01611 - Word Processor I | | 17.62 |
| 01612 - Word Processor II | | 19.79 |
| 01613 - Word Processor III | | 22.13 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 26.38 |
| 05010 - Automotive Electrician | | 29.52 |
| 05040 - Automotive Glass Installer | | 28.55 |
| 05070 - Automotive Worker | | 28.55 |
| 05110 - Mobile Equipment Servicer | | 26.80 |
| 05130 - Motor Equipment Metal Mechanic | | 30.34 |
| 05160 - Motor Equipment Metal Worker | | 28.55 |
| 05190 - Motor Vehicle Mechanic | | 29.68 |
| 05220 - Motor Vehicle Mechanic Helper | | 25.82 |
| 05250 - Motor Vehicle Upholstery Worker | | 27.72 |
| 05280 - Motor Vehicle Wrecker | | 28.55 |
| 05310 - Painter, Automotive | | 28.79 |
| 05340 - Radiator Repair Specialist | | 26.95 |
| 05370 - Tire Repairer | | 15.94 |
| 05400 - Transmission Repair Specialist | | 29.68 |
| 07000 - Food Preparation And Service Occupations | | |

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|--|-------|
| 07010 - Baker | 16.75 |
| 07041 - Cook I | 15.73 |
| 07042 - Cook II | 16.80 |
| 07070 - Dishwasher | 9.74 |
| 07130 - Food Service Worker | 12.33 |
| 07210 - Meat Cutter | 19.45 |
| 07260 - Waiter/Waitress | 9.99 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.20 |
| 09040 - Furniture Handler | 16.46 |
| 09080 - Furniture Refinisher | 20.20 |
| 09090 - Furniture Refinisher Helper | 17.67 |
| 09110 - Furniture Repairer, Minor | 18.97 |
| 09130 - Upholsterer | 21.21 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.59 |
| 11060 - Elevator Operator | 11.59 |
| 11090 - Gardener | 17.87 |
| 11122 - Housekeeping Aide | 15.70 |
| 11150 - Janitor | 15.70 |
| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.68 |
| 11260 - Pruner | 14.92 |
| 11270 - Tractor Operator | 17.28 |
| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 16.57 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 23.13 |
| 12011 - Breath Alcohol Technician | 23.13 |
| 12012 - Certified Occupational Therapist Assistant | 24.05 |
| 12015 - Certified Physical Therapist Assistant | 22.00 |
| 12020 - Dental Assistant | 19.02 |
| 12025 - Dental Hygienist | 34.57 |
| 12030 - EKG Technician | 28.65 |
| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 23.13 |
| 12071 - Licensed Practical Nurse I | 21.76 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |
| 12100 - Medical Assistant | 16.66 |
| 12130 - Medical Laboratory Technician | 20.63 |
| 12160 - Medical Record Clerk | 16.81 |
| 12190 - Medical Record Technician | 20.55 |
| 12195 - Medical Transcriptionist | 18.49 |
| 12210 - Nuclear Medicine Technologist | 36.01 |
| 12221 - Nursing Assistant I | 12.37 |
| 12222 - Nursing Assistant II | 13.91 |
| 12223 - Nursing Assistant III | 15.82 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 23.68 |
| 12236 - Optical Technician | 17.73 |
| 12250 - Pharmacy Technician | 15.45 |
| 12280 - Phlebotomist | 16.79 |
| 12305 - Radiologic Technologist | 28.08 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |
| 12316 - Registered Nurse IV | 59.20 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 26.35 |

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|---|---------------|
| 13012 - Exhibits Specialist II | 32.65 |
| 13013 - Exhibits Specialist III | 40.66 |
| 13041 - Illustrator I | 28.07 |
| 13042 - Illustrator II | 35.08 |
| 13043 - Illustrator III | 44.73 |
| 13047 - Librarian | 37.25 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 32.65 |
| 13058 - Library Technician | 25.62 |
| 13061 - Media Specialist I | 23.01 |
| 13062 - Media Specialist II | 25.63 |
| 13063 - Media Specialist III | 28.45 |
| 13071 - Photographer I | 18.78 |
| 13072 - Photographer II | 24.10 |
| 13073 - Photographer III | 32.88 |
| 13074 - Photographer IV | 44.26 |
| 13075 - Photographer V | 50.85 |
| 13110 - Video Teleconference Technician | 20.96 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 20.81 |
| 14042 - Computer Operator II | 23.29 |
| 14043 - Computer Operator III | 25.97 |
| 14044 - Computer Operator IV | 28.86 |
| 14045 - Computer Operator V | 31.94 |
| 14071 - Computer Programmer I | (see 1) 27.56 |
| 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 | 20.81 |
| 14160 - Personal Computer Support Technician | 28.86 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 39.54 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.46 |
| 15050 - Computer Based Training Specialist / Instructor | 39.54 |
| 15060 - Educational Technologist | 35.73 |
| 15070 - Flight Instructor (Pilot) | 52.46 |
| 15080 - Graphic Artist | 32.92 |
| 15090 - Technical Instructor | 27.17 |
| 15095 - Technical Instructor/Course Developer | 32.19 |
| 15110 - Test Proctor | 21.25 |
| 15120 - Tutor | 21.25 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.07 |
| 16030 - Counter Attendant | 10.07 |
| 16040 - Dry Cleaner | 12.33 |
| 16070 - Finisher, Flatwork, Machine | 10.07 |
| 16090 - Presser, Hand | 10.07 |
| 16110 - Presser, Machine, Drycleaning | 10.07 |
| 16130 - Presser, Machine, Shirts | 10.07 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.07 |
| 16190 - Sewing Machine Operator | 13.12 |
| 16220 - Tailor | 14.02 |
| 16250 - Washer, Machine | 10.62 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 24.09 |
| 19040 - Tool And Die Maker | 26.86 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.96 |

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| 21030 - Material Coordinator | 23.51 |
| 21040 - Material Expediter | 23.51 |
| 21050 - Material Handling Laborer | 16.25 |
| 21071 - Order Filler | 14.53 |
| 21080 - Production Line Worker (Food Processing) | 16.96 |
| 21110 - Shipping Packer | 15.28 |
| 21130 - Shipping/Receiving Clerk | 15.28 |
| 21140 - Store Worker I | 14.50 |
| 21150 - Stock Clerk | 17.54 |
| 21210 - Tools And Parts Attendant | 16.96 |
| 21410 - Warehouse Specialist | 16.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 28.37 |
| 23021 - Aircraft Mechanic I | 26.83 |
| 23022 - Aircraft Mechanic II | 28.37 |
| 23023 - Aircraft Mechanic III | 29.79 |
| 23040 - Aircraft Mechanic Helper | 24.00 |
| 23050 - Aircraft, Painter | 25.52 |
| 23060 - Aircraft Servicer | 25.77 |
| 23080 - Aircraft Worker | 26.54 |
| 23110 - Appliance Mechanic | 24.44 |
| 23120 - Bicycle Repairer | 17.92 |
| 23125 - Cable Splicer | 35.32 |
| 23130 - Carpenter, Maintenance | 29.55 |
| 23140 - Carpet Layer | 23.07 |
| 23160 - Electrician, Maintenance | 36.84 |
| 23181 - Electronics Technician Maintenance I | 22.15 |
| 23182 - Electronics Technician Maintenance II | 22.91 |
| 23183 - Electronics Technician Maintenance III | 27.10 |
| 23260 - Fabric Worker | 23.30 |
| 23290 - Fire Alarm System Mechanic | 22.87 |
| 23310 - Fire Extinguisher Repairer | 22.52 |
| 23311 - Fuel Distribution System Mechanic | 26.18 |
| 23312 - Fuel Distribution System Operator | 24.62 |
| 23370 - General Maintenance Worker | 24.67 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |
| 23381 - Ground Support Equipment Servicer | 25.77 |
| 23382 - Ground Support Equipment Worker | 26.54 |
| 23391 - Gunsmith I | 22.52 |
| 23392 - Gunsmith II | 24.05 |
| 23393 - Gunsmith III | 25.59 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.67 |
| 23430 - Heavy Equipment Mechanic | 25.29 |
| 23440 - Heavy Equipment Operator | 27.59 |
| 23460 - Instrument Mechanic | 25.36 |
| 23465 - Laboratory/Shelter Mechanic | 24.82 |
| 23470 - Laborer | 12.96 |
| 23510 - Locksmith | 25.01 |
| 23530 - Machinery Maintenance Mechanic | 23.89 |
| 23550 - Machinist, Maintenance | 20.76 |
| 23580 - Maintenance Trades Helper | 17.62 |
| 23591 - Metrology Technician I | 25.36 |
| 23592 - Metrology Technician II | 28.73 |
| 23593 - Metrology Technician III | 29.57 |
| 23640 - Millwright | 23.58 |
| 23710 - Office Appliance Repairer | 21.39 |
| 23760 - Painter, Maintenance | 25.03 |
| 23790 - Pipefitter, Maintenance | 29.16 |
| 23810 - Plumber, Maintenance | 29.85 |
| 23820 - Pneudraulic Systems Mechanic | 25.59 |

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| 23850 - Rigger | 25.52 |
| 23870 - Scale Mechanic | 24.05 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.10 |
| 23910 - Small Engine Mechanic | 19.54 |
| 23931 - Telecommunications Mechanic I | 27.95 |
| 23932 - Telecommunications Mechanic II | 28.88 |
| 23950 - Telephone Lineman | 28.50 |
| 23960 - Welder, Combination, Maintenance | 22.84 |
| 23965 - Well Driller | 25.59 |
| 23970 - Woodcraft Worker | 25.59 |
| 23980 - Woodworker | 20.17 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.75 |
| 24580 - Child Care Center Clerk | 18.20 |
| 24610 - Chore Aide | 11.04 |
| 24620 - Family Readiness And Support Services Coordinator | 18.50 |
| 24630 - Homemaker | 24.30 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.03 |
| 25040 - Sewage Plant Operator | 22.25 |
| 25070 - Stationary Engineer | 29.03 |
| 25190 - Ventilation Equipment Tender | 25.92 |
| 25210 - Water Treatment Plant Operator | 25.26 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.48 |
| 27007 - Baggage Inspector | 17.98 |
| 27008 - Corrections Officer | 30.97 |
| 27010 - Court Security Officer | 30.66 |
| 27030 - Detection Dog Handler | 20.36 |
| 27040 - Detention Officer | 30.97 |
| 27070 - Firefighter | 31.42 |
| 27101 - Guard I | 17.98 |
| 27102 - Guard II | 20.36 |
| 27131 - Police Officer I | 32.37 |
| 27132 - Police Officer II | 35.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.64 |
| 28042 - Carnival Equipment Repairer | 12.18 |
| 28043 - Carnival Equipment Worker | 11.17 |
| 28210 - Gate Attendant/Gate Tender | 17.19 |
| 28310 - Lifeguard | 13.93 |
| 28350 - Park Attendant (Aide) | 19.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 18.98 |
| 28515 - Recreation Specialist | 23.99 |
| 28630 - Sports Official | 15.32 |
| 28690 - Swimming Pool Operator | 15.13 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 25.77 |
| 29020 - Hatch Tender | 25.77 |
| 29030 - Line Handler | 25.77 |
| 29041 - Stevedore I | 24.15 |
| 29042 - Stevedore II | 29.85 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 20.29 |
| 30022 - Archeological Technician II | 22.42 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 27.75 |
| 30040 - Civil Engineering Technician | 25.11 |
| 30061 - Drafter/CAD Operator I | 19.69 |

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|---|---------------|
| 30062 - Drafter/CAD Operator II | 22.42 |
| 30063 - Drafter/CAD Operator III | 24.89 |
| 30064 - Drafter/CAD Operator IV | 30.53 |
| 30081 - Engineering Technician I | 19.98 |
| 30082 - Engineering Technician II | 22.47 |
| 30083 - Engineering Technician III | 25.28 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 46.34 |
| 30090 - Environmental Technician | 23.43 |
| 30210 - Laboratory Technician | 22.20 |
| 30240 - Mathematical Technician | 27.27 |
| 30361 - Paralegal/Legal Assistant I | 23.36 |
| 30362 - Paralegal/Legal Assistant II | 28.94 |
| 30363 - Paralegal/Legal Assistant III | 35.39 |
| 30364 - Paralegal/Legal Assistant IV | 42.84 |
| 30390 - Photo-Optics Technician | 27.27 |
| 30461 - Technical Writer I | 25.57 |
| 30462 - Technical Writer II | 31.26 |
| 30463 - Technical Writer III | 37.86 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 24.89 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 16.58 |
| 31030 - Bus Driver | 19.89 |
| 31043 - Driver Courier | 17.18 |
| 31260 - Parking and Lot Attendant | 11.09 |
| 31290 - Shuttle Bus Driver | 17.80 |
| 31310 - Taxi Driver | 14.44 |
| 31361 - Truckdriver, Light | 17.80 |
| 31362 - Truckdriver, Medium | 19.73 |
| 31363 - Truckdriver, Heavy | 24.52 |
| 31364 - Truckdriver, Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.53 |
| 99050 - Desk Clerk | 12.50 |
| 99095 - Embalmer | 30.71 |
| 99251 - Laboratory Animal Caretaker I | 14.77 |
| 99252 - Laboratory Animal Caretaker II | 15.32 |
| 99310 - Mortician | 37.16 |
| 99410 - Pest Controller | 16.68 |
| 99510 - Photofinishing Worker | 14.75 |
| 99710 - Recycling Laborer | 19.55 |
| 99711 - Recycling Specialist | 21.46 |
| 99730 - Refuse Collector | 18.36 |
| 99810 - Sales Clerk | 14.73 |
| 99820 - School Crossing Guard | 13.75 |
| 99830 - Survey Party Chief | 24.88 |
| 99831 - Surveying Aide | 17.10 |
| 99832 - Surveying Technician | 22.59 |
| 99840 - Vending Machine Attendant | 16.54 |
| 99841 - Vending Machine Repairer | 18.62 |
| 99842 - Vending Machine Repairer Helper | 16.54 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

ordance, 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at

<http://wdo1.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3028
Revision No.: 13
Date of Last Revision: 07/25/2014

State: Connecticut

Area: Connecticut Counties of Fairfield, New Haven

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.11 |
| 01012 - Accounting Clerk II | | 19.61 |
| 01013 - Accounting Clerk III | | 21.89 |
| 01020 - Administrative Assistant | | 30.93 |
| 01040 - Court Reporter | | 21.64 |
| 01051 - Data Entry Operator I | | 14.71 |
| 01052 - Data Entry Operator II | | 16.05 |
| 01060 - Dispatcher, Motor Vehicle | | 25.79 |
| 01070 - Document Preparation Clerk | | 15.56 |
| 01090 - Duplicating Machine Operator | | 15.56 |
| 01111 - General Clerk I | | 14.82 |
| 01112 - General Clerk II | | 17.49 |
| 01113 - General Clerk III | | 19.01 |
| 01120 - Housing Referral Assistant | | 26.92 |
| 01141 - Messenger Courier | | 12.92 |
| 01191 - Order Clerk I | | 17.52 |
| 01192 - Order Clerk II | | 21.37 |
| 01261 - Personnel Assistant (Employment) I | | 18.96 |
| 01262 - Personnel Assistant (Employment) II | | 21.22 |
| 01263 - Personnel Assistant (Employment) III | | 23.66 |
| 01270 - Production Control Clerk | | 23.51 |
| 01280 - Receptionist | | 15.67 |
| 01290 - Rental Clerk | | 18.04 |
| 01300 - Scheduler, Maintenance | | 21.57 |
| 01311 - Secretary I | | 21.57 |
| 01312 - Secretary II | | 24.82 |
| 01313 - Secretary III | | 26.92 |
| 01320 - Service Order Dispatcher | | 20.50 |
| 01410 - Supply Technician | | 30.93 |
| 01420 - Survey Worker | | 21.64 |
| 01531 - Travel Clerk I | | 12.29 |
| 01532 - Travel Clerk II | | 13.39 |
| 01533 - Travel Clerk III | | 14.12 |
| 01611 - Word Processor I | | 17.62 |
| 01612 - Word Processor II | | 19.79 |
| 01613 - Word Processor III | | 22.13 |
| 05000 - Automotive Service Occupations | | |

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|--|-------|
| 05005 - Automobile Body Repairer, Fiberglass | 26.38 |
| 05010 - Automotive Electrician | 29.52 |
| 05040 - Automotive Glass Installer | 28.55 |
| 05070 - Automotive Worker | 28.55 |
| 05110 - Mobile Equipment Servicer | 26.80 |
| 05130 - Motor Equipment Metal Mechanic | 30.34 |
| 05160 - Motor Equipment Metal Worker | 28.55 |
| 05190 - Motor Vehicle Mechanic | 29.68 |
| 05220 - Motor Vehicle Mechanic Helper | 25.82 |
| 05250 - Motor Vehicle Upholstery Worker | 27.72 |
| 05280 - Motor Vehicle Wrecker | 28.55 |
| 05310 - Painter, Automotive | 28.79 |
| 05340 - Radiator Repair Specialist | 26.95 |
| 05370 - Tire Repairer | 15.94 |
| 05400 - Transmission Repair Specialist | 29.68 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 16.75 |
| 07041 - Cook I | 15.73 |
| 07042 - Cook II | 16.80 |
| 07070 - Dishwasher | 9.74 |
| 07130 - Food Service Worker | 12.33 |
| 07210 - Meat Cutter | 19.45 |
| 07260 - Waiter/Waitress | 9.99 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 20.20 |
| 09040 - Furniture Handler | 16.46 |
| 09080 - Furniture Refinisher | 20.20 |
| 09090 - Furniture Refinisher Helper | 17.67 |
| 09110 - Furniture Repairer, Minor | 18.97 |
| 09130 - Upholsterer | 21.21 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 11.59 |
| 11060 - Elevator Operator | 11.59 |
| 11090 - Gardener | 17.87 |
| 11122 - Housekeeping Aide | 15.70 |
| 11150 - Janitor | 15.70 |
| 11210 - Laborer, Grounds Maintenance | 15.89 |
| 11240 - Maid or Houseman | 13.68 |
| 11260 - Pruner | 14.92 |
| 11270 - Tractor Operator | 17.28 |
| 11330 - Trail Maintenance Worker | 15.89 |
| 11360 - Window Cleaner | 16.57 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 23.13 |
| 12011 - Breath Alcohol Technician | 23.13 |
| 12012 - Certified Occupational Therapist Assistant | 24.05 |
| 12015 - Certified Physical Therapist Assistant | 22.00 |
| 12020 - Dental Assistant | 19.02 |
| 12025 - Dental Hygienist | 34.57 |
| 12030 - EKG Technician | 28.65 |
| 12035 - Electroneurodiagnostic Technologist | 28.65 |
| 12040 - Emergency Medical Technician | 23.13 |
| 12071 - Licensed Practical Nurse I | 21.76 |
| 12072 - Licensed Practical Nurse II | 24.34 |
| 12073 - Licensed Practical Nurse III | 24.48 |
| 12100 - Medical Assistant | 16.66 |
| 12130 - Medical Laboratory Technician | 20.63 |
| 12160 - Medical Record Clerk | 16.81 |
| 12190 - Medical Record Technician | 20.55 |
| 12195 - Medical Transcriptionist | 18.49 |
| 12210 - Nuclear Medicine Technologist | 36.01 |
| 12221 - Nursing Assistant I | 12.37 |
| 12222 - Nursing Assistant II | 13.91 |

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| 12223 - Nursing Assistant III | 15.82 |
| 12224 - Nursing Assistant IV | 16.79 |
| 12235 - Optical Dispenser | 23.68 |
| 12236 - Optical Technician | 17.73 |
| 12250 - Pharmacy Technician | 15.45 |
| 12280 - Phlebotomist | 16.79 |
| 12305 - Radiologic Technologist | 28.08 |
| 12311 - Registered Nurse I | 32.76 |
| 12312 - Registered Nurse II | 38.41 |
| 12313 - Registered Nurse II, Specialist | 38.41 |
| 12314 - Registered Nurse III | 49.39 |
| 12315 - Registered Nurse III, Anesthetist | 49.39 |
| 12316 - Registered Nurse IV | 59.20 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 26.17 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 26.35 |
| 13012 - Exhibits Specialist II | 32.65 |
| 13013 - Exhibits Specialist III | 40.66 |
| 13041 - Illustrator I | 28.07 |
| 13042 - Illustrator II | 35.08 |
| 13043 - Illustrator III | 44.73 |
| 13047 - Librarian | 37.25 |
| 13050 - Library Aide/Clerk | 15.79 |
| 13054 - Library Information Technology Systems Administrator | 32.65 |
| 13058 - Library Technician | 25.62 |
| 13061 - Media Specialist I | 23.01 |
| 13062 - Media Specialist II | 25.63 |
| 13063 - Media Specialist III | 28.45 |
| 13071 - Photographer I | 18.78 |
| 13072 - Photographer II | 24.10 |
| 13073 - Photographer III | 32.88 |
| 13074 - Photographer IV | 44.26 |
| 13075 - Photographer V | 50.85 |
| 13110 - Video Teleconference Technician | 20.96 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 20.81 |
| 14042 - Computer Operator II | 23.29 |
| 14043 - Computer Operator III | 25.97 |
| 14044 - Computer Operator IV | 28.86 |
| 14045 - Computer Operator V | 31.94 |
| 14071 - Computer Programmer I | (see 1) 27.56 |
| 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 | 20.81 |
| 14160 - Personal Computer Support Technician | 28.86 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 39.54 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 43.75 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 52.46 |
| 15050 - Computer Based Training Specialist / Instructor | 39.54 |
| 15060 - Educational Technologist | 35.73 |
| 15070 - Flight Instructor (Pilot) | 52.46 |
| 15080 - Graphic Artist | 32.92 |
| 15090 - Technical Instructor | 27.17 |
| 15095 - Technical Instructor/Course Developer | 32.19 |
| 15110 - Test Proctor | 21.25 |
| 15120 - Tutor | 21.25 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |

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|---|-------|
| 16010 - Assembler | 10.07 |
| 16030 - Counter Attendant | 10.07 |
| 16040 - Dry Cleaner | 12.33 |
| 16070 - Finisher, Flatwork, Machine | 10.07 |
| 16090 - Presser, Hand | 10.07 |
| 16110 - Presser, Machine, Drycleaning | 10.07 |
| 16130 - Presser, Machine, Shirts | 10.07 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.07 |
| 16190 - Sewing Machine Operator | 13.12 |
| 16220 - Tailor | 14.02 |
| 16250 - Washer, Machine | 10.62 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 24.09 |
| 19040 - Tool And Die Maker | 26.86 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 16.96 |
| 21030 - Material Coordinator | 23.51 |
| 21040 - Material Expediter | 23.51 |
| 21050 - Material Handling Laborer | 16.25 |
| 21071 - Order Filler | 14.53 |
| 21080 - Production Line Worker (Food Processing) | 16.96 |
| 21110 - Shipping Packer | 15.28 |
| 21130 - Shipping/Receiving Clerk | 15.28 |
| 21140 - Store Worker I | 14.50 |
| 21150 - Stock Clerk | 17.54 |
| 21210 - Tools And Parts Attendant | 16.96 |
| 21410 - Warehouse Specialist | 16.96 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 28.37 |
| 23021 - Aircraft Mechanic I | 26.83 |
| 23022 - Aircraft Mechanic II | 28.37 |
| 23023 - Aircraft Mechanic III | 29.79 |
| 23040 - Aircraft Mechanic Helper | 24.00 |
| 23050 - Aircraft, Painter | 25.52 |
| 23060 - Aircraft Servicer | 25.77 |
| 23080 - Aircraft Worker | 26.54 |
| 23110 - Appliance Mechanic | 24.44 |
| 23120 - Bicycle Repairer | 17.92 |
| 23125 - Cable Splicer | 35.32 |
| 23130 - Carpenter, Maintenance | 29.55 |
| 23140 - Carpet Layer | 23.07 |
| 23160 - Electrician, Maintenance | 36.84 |
| 23181 - Electronics Technician Maintenance I | 22.15 |
| 23182 - Electronics Technician Maintenance II | 22.91 |
| 23183 - Electronics Technician Maintenance III | 27.10 |
| 23260 - Fabric Worker | 23.30 |
| 23290 - Fire Alarm System Mechanic | 22.87 |
| 23310 - Fire Extinguisher Repairer | 22.52 |
| 23311 - Fuel Distribution System Mechanic | 26.18 |
| 23312 - Fuel Distribution System Operator | 24.62 |
| 23370 - General Maintenance Worker | 24.67 |
| 23380 - Ground Support Equipment Mechanic | 27.11 |
| 23381 - Ground Support Equipment Servicer | 25.77 |
| 23382 - Ground Support Equipment Worker | 26.54 |
| 23391 - Gunsmith I | 22.52 |
| 23392 - Gunsmith II | 24.05 |
| 23393 - Gunsmith III | 25.59 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 26.97 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 28.67 |
| 23430 - Heavy Equipment Mechanic | 25.29 |
| 23440 - Heavy Equipment Operator | 27.59 |

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|---|-------|
| 23460 - Instrument Mechanic | 25.36 |
| 23465 - Laboratory/Shelter Mechanic | 24.82 |
| 23470 - Laborer | 12.96 |
| 23510 - Locksmith | 25.01 |
| 23530 - Machinery Maintenance Mechanic | 23.89 |
| 23550 - Machinist, Maintenance | 20.76 |
| 23580 - Maintenance Trades Helper | 17.62 |
| 23591 - Metrology Technician I | 25.36 |
| 23592 - Metrology Technician II | 28.73 |
| 23593 - Metrology Technician III | 29.57 |
| 23640 - Millwright | 23.58 |
| 23710 - Office Appliance Repairer | 21.39 |
| 23760 - Painter, Maintenance | 25.03 |
| 23790 - Pipefitter, Maintenance | 29.16 |
| 23810 - Plumber, Maintenance | 29.85 |
| 23820 - Pneudraulic Systems Mechanic | 25.59 |
| 23850 - Rigger | 25.52 |
| 23870 - Scale Mechanic | 24.05 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.10 |
| 23910 - Small Engine Mechanic | 19.54 |
| 23931 - Telecommunications Mechanic I | 27.95 |
| 23932 - Telecommunications Mechanic II | 28.88 |
| 23950 - Telephone Lineman | 28.50 |
| 23960 - Welder, Combination, Maintenance | 22.84 |
| 23965 - Well Driller | 25.59 |
| 23970 - Woodcraft Worker | 25.59 |
| 23980 - Woodworker | 20.17 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 13.75 |
| 24580 - Child Care Center Clerk | 18.20 |
| 24610 - Chore Aide | 11.04 |
| 24620 - Family Readiness And Support Services Coordinator | 18.50 |
| 24630 - Homemaker | 24.30 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 29.03 |
| 25040 - Sewage Plant Operator | 22.25 |
| 25070 - Stationary Engineer | 29.03 |
| 25190 - Ventilation Equipment Tender | 25.92 |
| 25210 - Water Treatment Plant Operator | 25.26 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 19.48 |
| 27007 - Baggage Inspector | 17.98 |
| 27008 - Corrections Officer | 30.97 |
| 27010 - Court Security Officer | 30.66 |
| 27030 - Detection Dog Handler | 20.36 |
| 27040 - Detention Officer | 30.97 |
| 27070 - Firefighter | 31.42 |
| 27101 - Guard I | 17.98 |
| 27102 - Guard II | 20.36 |
| 27131 - Police Officer I | 32.37 |
| 27132 - Police Officer II | 35.94 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.64 |
| 28042 - Carnival Equipment Repairer | 12.18 |
| 28043 - Carnival Equipment Worker | 11.17 |
| 28210 - Gate Attendant/Gate Tender | 17.19 |
| 28310 - Lifeguard | 13.93 |
| 28350 - Park Attendant (Aide) | 19.24 |
| 28510 - Recreation Aide/Health Facility Attendant | 18.98 |
| 28515 - Recreation Specialist | 23.99 |
| 28630 - Sports Official | 15.32 |
| 28690 - Swimming Pool Operator | 15.13 |

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| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 25.77 |
| 29020 - Hatch Tender | 25.77 |
| 29030 - Line Handler | 25.77 |
| 29041 - Stevedore I | 24.15 |
| 29042 - Stevedore II | 29.85 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 27.82 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 30.63 |
| 30021 - Archeological Technician I | 20.29 |
| 30022 - Archeological Technician II | 22.42 |
| 30023 - Archeological Technician III | 27.27 |
| 30030 - Cartographic Technician | 27.75 |
| 30040 - Civil Engineering Technician | 25.11 |
| 30061 - Drafter/CAD Operator I | 19.69 |
| 30062 - Drafter/CAD Operator II | 22.42 |
| 30063 - Drafter/CAD Operator III | 24.89 |
| 30064 - Drafter/CAD Operator IV | 30.53 |
| 30081 - Engineering Technician I | 19.98 |
| 30082 - Engineering Technician II | 22.47 |
| 30083 - Engineering Technician III | 25.28 |
| 30084 - Engineering Technician IV | 31.22 |
| 30085 - Engineering Technician V | 38.08 |
| 30086 - Engineering Technician VI | 46.34 |
| 30090 - Environmental Technician | 23.43 |
| 30210 - Laboratory Technician | 22.20 |
| 30240 - Mathematical Technician | 27.27 |
| 30361 - Paralegal/Legal Assistant I | 23.36 |
| 30362 - Paralegal/Legal Assistant II | 28.94 |
| 30363 - Paralegal/Legal Assistant III | 35.39 |
| 30364 - Paralegal/Legal Assistant IV | 42.84 |
| 30390 - Photo-Optics Technician | 27.27 |
| 30461 - Technical Writer I | 25.57 |
| 30462 - Technical Writer II | 31.26 |
| 30463 - Technical Writer III | 37.86 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 31.02 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 37.18 |
| 30494 - Unexploded (UXO) Safety Escort | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 24.89 |
| 30621 - Weather Observer, Senior (see 2) | 27.27 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 16.58 |
| 31030 - Bus Driver | 19.89 |
| 31043 - Driver Courier | 17.18 |
| 31260 - Parking and Lot Attendant | 11.09 |
| 31290 - Shuttle Bus Driver | 17.80 |
| 31310 - Taxi Driver | 14.44 |
| 31361 - Truckdriver, Light | 17.80 |
| 31362 - Truckdriver, Medium | 19.73 |
| 31363 - Truckdriver, Heavy | 24.52 |
| 31364 - Truckdriver, Tractor-Trailer | 24.52 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.53 |
| 99050 - Desk Clerk | 12.50 |
| 99095 - Embalmer | 30.71 |
| 99251 - Laboratory Animal Caretaker I | 14.77 |
| 99252 - Laboratory Animal Caretaker II | 15.32 |
| 99310 - Mortician | 37.16 |
| 99410 - Pest Controller | 16.68 |

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|---|-------|
| 99510 - Photofinishing Worker | 14.75 |
| 99710 - Recycling Laborer | 19.55 |
| 99711 - Recycling Specialist | 21.46 |
| 99730 - Refuse Collector | 18.36 |
| 99810 - Sales Clerk | 14.73 |
| 99820 - School Crossing Guard | 13.75 |
| 99830 - Survey Party Chief | 24.88 |
| 99831 - Surveying Aide | 17.10 |
| 99832 - Surveying Technician | 22.59 |
| 99840 - Vending Machine Attendant | 16.54 |
| 99841 - Vending Machine Repairer | 18.62 |
| 99842 - Vending Machine Repairer Helper | 16.54 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the wage and hour division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that wage and hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3029
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Allegan, Kent, Ottawa

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.13 |
| 01012 - Accounting Clerk II | | 14.75 |
| 01013 - Accounting Clerk III | | 17.48 |
| 01020 - Administrative Assistant | | 20.90 |
| 01040 - Court Reporter | | 18.43 |
| 01051 - Data Entry Operator I | | 12.16 |
| 01052 - Data Entry Operator II | | 13.27 |
| 01060 - Dispatcher, Motor Vehicle | | 18.43 |
| 01070 - Document Preparation Clerk | | 13.83 |
| 01090 - Duplicating Machine Operator | | 13.83 |
| 01111 - General Clerk I | | 12.51 |
| 01112 - General Clerk II | | 13.65 |
| 01113 - General Clerk III | | 15.32 |
| 01120 - Housing Referral Assistant | | 19.91 |
| 01141 - Messenger Courier | | 10.73 |
| 01191 - Order Clerk I | | 13.34 |
| 01192 - Order Clerk II | | 14.56 |
| 01261 - Personnel Assistant (Employment) I | | 15.50 |
| 01262 - Personnel Assistant (Employment) II | | 18.43 |
| 01263 - Personnel Assistant (Employment) III | | 20.25 |
| 01270 - Production Control Clerk | | 20.25 |
| 01280 - Receptionist | | 12.80 |
| 01290 - Rental Clerk | | 14.60 |
| 01300 - Scheduler, Maintenance | | 15.97 |
| 01311 - Secretary I | | 15.97 |
| 01312 - Secretary II | | 17.85 |
| 01313 - Secretary III | | 19.91 |
| 01320 - Service Order Dispatcher | | 14.77 |
| 01410 - Supply Technician | | 20.90 |
| 01420 - Survey Worker | | 17.89 |
| 01531 - Travel Clerk I | | 13.05 |
| 01532 - Travel Clerk II | | 14.18 |
| 01533 - Travel Clerk III | | 15.34 |
| 01611 - Word Processor I | | 12.97 |
| 01612 - Word Processor II | | 14.60 |
| 01613 - Word Processor III | | 18.43 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.64 |
| 05010 - Automotive Electrician | | 20.63 |
| 05040 - Automotive Glass Installer | | 19.84 |
| 05070 - Automotive Worker | | 19.84 |
| 05110 - Mobile Equipment Servicer | | 18.24 |
| 05130 - Motor Equipment Metal Mechanic | | 21.75 |
| 05160 - Motor Equipment Metal Worker | | 19.84 |
| 05190 - Motor Vehicle Mechanic | | 22.59 |
| 05220 - Motor Vehicle Mechanic Helper | | 17.48 |
| 05250 - Motor Vehicle Upholstery Worker | | 19.06 |
| 05280 - Motor Vehicle Wrecker | | 19.84 |
| 05310 - Painter, Automotive | | 20.63 |
| 05340 - Radiator Repair Specialist | | 19.84 |
| 05370 - Tire Repairer | | 16.02 |
| 05400 - Transmission Repair Specialist | | 21.46 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 16.72 |
| 07041 - Cook I | | 15.04 |
| 07042 - Cook II | | 16.72 |
| 07070 - Dishwasher | | 12.21 |

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| 07130 - Food Service Worker | 12.21 |
| 07210 - Meat Cutter | 16.72 |
| 07260 - Waiter/Waitress | 12.84 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.43 |
| 09040 - Furniture Handler | 14.44 |
| 09080 - Furniture Refinisher | 19.43 |
| 09090 - Furniture Refinisher Helper | 15.89 |
| 09110 - Furniture Repairer, Minor | 17.58 |
| 09130 - Upholsterer | 19.43 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.21 |
| 11060 - Elevator Operator | 14.00 |
| 11090 - Gardener | 15.45 |
| 11122 - Housekeeping Aide | 14.00 |
| 11150 - Janitor | 14.00 |
| 11210 - Laborer, Grounds Maintenance | 13.40 |
| 11240 - Maid or Houseman | 11.47 |
| 11260 - Pruner | 12.52 |
| 11270 - Tractor Operator | 15.20 |
| 11330 - Trail Maintenance Worker | 13.40 |
| 11360 - Window Cleaner | 14.89 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.84 |
| 12011 - Breath Alcohol Technician | 16.60 |
| 12012 - Certified Occupational Therapist Assistant | 20.02 |
| 12015 - Certified Physical Therapist Assistant | 18.05 |
| 12020 - Dental Assistant | 15.84 |
| 12025 - Dental Hygienist | 28.88 |
| 12030 - EKG Technician | 26.59 |
| 12035 - Electroneurodiagnostic Technologist | 26.59 |
| 12040 - Emergency Medical Technician | 16.84 |
| 12071 - Licensed Practical Nurse I | 15.67 |
| 12072 - Licensed Practical Nurse II | 17.54 |
| 12073 - Licensed Practical Nurse III | 19.56 |
| 12100 - Medical Assistant | 13.92 |
| 12130 - Medical Laboratory Technician | 18.94 |
| 12160 - Medical Record Clerk | 12.53 |
| 12190 - Medical Record Technician | 14.02 |
| 12195 - Medical Transcriptionist | 14.46 |
| 12210 - Nuclear Medicine Technologist | 30.60 |
| 12221 - Nursing Assistant I | 10.17 |
| 12222 - Nursing Assistant II | 11.44 |
| 12223 - Nursing Assistant III | 12.48 |
| 12224 - Nursing Assistant IV | 14.00 |
| 12235 - Optical Dispenser | 16.13 |
| 12236 - Optical Technician | 15.60 |
| 12250 - Pharmacy Technician | 15.42 |
| 12280 - Phlebotomist | 14.51 |
| 12305 - Radiologic Technologist | 22.75 |
| 12311 - Registered Nurse I | 23.88 |
| 12312 - Registered Nurse II | 28.48 |
| 12313 - Registered Nurse II, Specialist | 28.48 |
| 12314 - Registered Nurse III | 34.45 |
| 12315 - Registered Nurse III, Anesthetist | 34.45 |
| 12316 - Registered Nurse IV | 41.29 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.34 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.50 |
| 13012 - Exhibits Specialist II | 24.16 |
| 13013 - Exhibits Specialist III | 29.56 |
| 13041 - Illustrator I | 19.50 |
| 13042 - Illustrator II | 24.16 |

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| 13043 - Illustrator III | 29.56 |
| 13047 - Librarian | 26.75 |
| 13050 - Library Aide/Clerk | 12.57 |
| 13054 - Library Information Technology Systems Administrator | 24.16 |
| 13058 - Library Technician | 14.65 |
| 13061 - Media Specialist I | 17.43 |
| 13062 - Media Specialist II | 19.50 |
| 13063 - Media Specialist III | 21.75 |
| 13071 - Photographer I | 16.13 |
| 13072 - Photographer II | 18.46 |
| 13073 - Photographer III | 22.04 |
| 13074 - Photographer IV | 26.31 |
| 13075 - Photographer V | 31.63 |
| 13110 - Video Teleconference Technician | 17.56 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.22 |
| 14042 - Computer Operator II | 18.14 |
| 14043 - Computer Operator III | 20.23 |
| 14044 - Computer Operator IV | 22.49 |
| 14045 - Computer Operator V | 24.89 |
| 14071 - Computer Programmer I | (see 1) 20.78 |
| 14072 - Computer Programmer II | (see 1) 25.74 |
| 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 | 16.22 |
| 14160 - Personal Computer Support Technician | 22.49 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.21 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 40.15 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 45.01 |
| 15050 - Computer Based Training Specialist / Instructor | 33.21 |
| 15060 - Educational Technologist | 30.30 |
| 15070 - Flight Instructor (Pilot) | 45.01 |
| 15080 - Graphic Artist | 23.15 |
| 15090 - Technical Instructor | 20.43 |
| 15095 - Technical Instructor/Course Developer | 24.99 |
| 15110 - Test Proctor | 16.48 |
| 15120 - Tutor | 16.48 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.07 |
| 16030 - Counter Attendant | 10.07 |
| 16040 - Dry Cleaner | 13.60 |
| 16070 - Finisher, Flatwork, Machine | 10.07 |
| 16090 - Presser, Hand | 10.07 |
| 16110 - Presser, Machine, Drycleaning | 10.07 |
| 16130 - Presser, Machine, Shirts | 10.07 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.07 |
| 16190 - Sewing Machine Operator | 14.81 |
| 16220 - Tailor | 15.96 |
| 16250 - Washer, Machine | 11.23 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.72 |
| 19040 - Tool And Die Maker | 25.50 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.06 |
| 21030 - Material Coordinator | 22.09 |
| 21040 - Material Expediter | 22.09 |
| 21050 - Material Handling Laborer | 14.86 |
| 21071 - Order Filler | 13.87 |

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| 21080 - Production Line Worker (Food Processing) | 19.79 |
| 21110 - Shipping Packer | 15.09 |
| 21130 - Shipping/Receiving Clerk | 14.30 |
| 21140 - Store Worker I | 14.24 |
| 21150 - Stock Clerk | 17.52 |
| 21210 - Tools And Parts Attendant | 17.80 |
| 21410 - Warehouse Specialist | 19.79 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.62 |
| 23021 - Aircraft Mechanic I | 23.56 |
| 23022 - Aircraft Mechanic II | 24.62 |
| 23023 - Aircraft Mechanic III | 25.70 |
| 23040 - Aircraft Mechanic Helper | 18.93 |
| 23050 - Aircraft, Painter | 26.83 |
| 23060 - Aircraft Servicer | 20.34 |
| 23080 - Aircraft Worker | 21.41 |
| 23110 - Appliance Mechanic | 20.55 |
| 23120 - Bicycle Repairer | 16.02 |
| 23125 - Cable Splicer | 27.91 |
| 23130 - Carpenter, Maintenance | 19.58 |
| 23140 - Carpet Layer | 19.06 |
| 23160 - Electrician, Maintenance | 23.00 |
| 23181 - Electronics Technician Maintenance I | 22.31 |
| 23182 - Electronics Technician Maintenance II | 23.40 |
| 23183 - Electronics Technician Maintenance III | 24.52 |
| 23260 - Fabric Worker | 18.59 |
| 23290 - Fire Alarm System Mechanic | 21.45 |
| 23310 - Fire Extinguisher Repairer | 17.60 |
| 23311 - Fuel Distribution System Mechanic | 22.42 |
| 23312 - Fuel Distribution System Operator | 17.61 |
| 23370 - General Maintenance Worker | 18.51 |
| 23380 - Ground Support Equipment Mechanic | 23.56 |
| 23381 - Ground Support Equipment Servicer | 20.34 |
| 23382 - Ground Support Equipment Worker | 21.41 |
| 23391 - Gunsmith I | 17.60 |
| 23392 - Gunsmith II | 19.58 |
| 23393 - Gunsmith III | 21.54 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.55 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.62 |
| 23430 - Heavy Equipment Mechanic | 22.89 |
| 23440 - Heavy Equipment Operator | 19.86 |
| 23460 - Instrument Mechanic | 21.54 |
| 23465 - Laboratory/Shelter Mechanic | 20.55 |
| 23470 - Laborer | 13.43 |
| 23510 - Locksmith | 20.55 |
| 23530 - Machinery Maintenance Mechanic | 24.08 |
| 23550 - Machinist, Maintenance | 20.88 |
| 23580 - Maintenance Trades Helper | 17.74 |
| 23591 - Metrology Technician I | 21.54 |
| 23592 - Metrology Technician II | 22.51 |
| 23593 - Metrology Technician III | 23.50 |
| 23640 - Millwright | 27.77 |
| 23710 - Office Appliance Repairer | 19.70 |
| 23760 - Painter, Maintenance | 19.93 |
| 23790 - Pipefitter, Maintenance | 25.30 |
| 23810 - Plumber, Maintenance | 22.31 |
| 23820 - Pneudraulic Systems Mechanic | 21.54 |
| 23850 - Rigger | 21.54 |
| 23870 - Scale Mechanic | 19.58 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.85 |
| 23910 - Small Engine Mechanic | 18.98 |

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| 23931 - Telecommunications Mechanic I | 25.67 |
| 23932 - Telecommunications Mechanic II | 26.95 |
| 23950 - Telephone Lineman | 24.90 |
| 23960 - Welder, Combination, Maintenance | 20.88 |
| 23965 - Well Driller | 21.54 |
| 23970 - Woodcraft Worker | 21.54 |
| 23980 - Woodworker | 17.08 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.09 |
| 24580 - Child Care Center Clerk | 15.07 |
| 24610 - Chore Aide | 11.47 |
| 24620 - Family Readiness And Support Services Coordinator | 14.27 |
| 24630 - Homemaker | 16.74 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.45 |
| 25040 - Sewage Plant Operator | 21.12 |
| 25070 - Stationary Engineer | 24.45 |
| 25190 - Ventilation Equipment Tender | 17.12 |
| 25210 - Water Treatment Plant Operator | 21.12 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.25 |
| 27007 - Baggage Inspector | 12.52 |
| 27008 - Corrections Officer | 20.76 |
| 27010 - Court Security Officer | 21.92 |
| 27030 - Detection Dog Handler | 17.25 |
| 27040 - Detention Officer | 20.76 |
| 27070 - Firefighter | 19.68 |
| 27101 - Guard I | 12.52 |
| 27102 - Guard II | 17.25 |
| 27131 - Police Officer I | 25.86 |
| 27132 - Police Officer II | 28.70 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.12 |
| 28042 - Carnival Equipment Repairer | 14.73 |
| 28043 - Carnival Equipment Worker | 12.21 |
| 28210 - Gate Attendant/Gate Tender | 14.06 |
| 28310 - Lifeguard | 12.53 |
| 28350 - Park Attendant (Aide) | 15.73 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.48 |
| 28515 - Recreation Specialist | 19.49 |
| 28630 - Sports Official | 12.53 |
| 28690 - Swimming Pool Operator | 18.63 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 25.92 |
| 29020 - Hatch Tender | 25.92 |
| 29030 - Line Handler | 25.92 |
| 29041 - Stevedore I | 24.62 |
| 29042 - Stevedore II | 27.21 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 19.11 |
| 30022 - Archeological Technician II | 21.38 |
| 30023 - Archeological Technician III | 25.30 |
| 30030 - Cartographic Technician | 26.01 |
| 30040 - Civil Engineering Technician | 23.55 |
| 30061 - Drafter/CAD Operator I | 19.11 |
| 30062 - Drafter/CAD Operator II | 21.38 |
| 30063 - Drafter/CAD Operator III | 23.84 |
| 30064 - Drafter/CAD Operator IV | 28.82 |
| 30081 - Engineering Technician I | 16.30 |

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| 30082 - Engineering Technician II | 18.29 |
| 30083 - Engineering Technician III | 20.46 |
| 30084 - Engineering Technician IV | 25.37 |
| 30085 - Engineering Technician V | 31.05 |
| 30086 - Engineering Technician VI | 37.54 |
| 30090 - Environmental Technician | 23.31 |
| 30210 - Laboratory Technician | 21.29 |
| 30240 - Mathematical Technician | 26.02 |
| 30361 - Paralegal/Legal Assistant I | 18.94 |
| 30362 - Paralegal/Legal Assistant II | 23.45 |
| 30363 - Paralegal/Legal Assistant III | 28.69 |
| 30364 - Paralegal/Legal Assistant IV | 34.72 |
| 30390 - Photo-Optics Technician | 26.02 |
| 30461 - Technical Writer I | 21.09 |
| 30462 - Technical Writer II | 25.78 |
| 30463 - Technical Writer III | 31.05 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 23.84 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 26.11 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.86 |
| 31030 - Bus Driver | 18.85 |
| 31043 - Driver Courier | 16.39 |
| 31260 - Parking and Lot Attendant | 11.95 |
| 31290 - Shuttle Bus Driver | 17.36 |
| 31310 - Taxi Driver | 13.81 |
| 31361 - Truckdriver, Light | 17.36 |
| 31362 - Truckdriver, Medium | 17.61 |
| 31363 - Truckdriver, Heavy | 19.60 |
| 31364 - Truckdriver, Tractor-Trailer | 20.50 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.64 |
| 99050 - Desk Clerk | 10.54 |
| 99095 - Embalmer | 25.86 |
| 99251 - Laboratory Animal Caretaker I | 13.39 |
| 99252 - Laboratory Animal Caretaker II | 14.19 |
| 99310 - Mortician | 25.86 |
| 99410 - Pest Controller | 19.93 |
| 99510 - Photofinishing Worker | 14.20 |
| 99710 - Recycling Laborer | 18.46 |
| 99711 - Recycling Specialist | 20.93 |
| 99730 - Refuse Collector | 17.23 |
| 99810 - Sales Clerk | 11.55 |
| 99820 - School Crossing Guard | 12.31 |
| 99830 - Survey Party Chief | 20.48 |
| 99831 - Surveying Aide | 11.30 |
| 99832 - Surveying Technician | 17.23 |
| 99840 - Vending Machine Attendant | 14.34 |
| 99841 - Vending Machine Repairer | 18.40 |
| 99842 - Vending Machine Repairer Helper | 14.34 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

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links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3030
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan Counties of Allegan, Kent, Ottawa

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.13 |
| 01012 - Accounting Clerk II | | 14.75 |
| 01013 - Accounting Clerk III | | 17.48 |
| 01020 - Administrative Assistant | | 20.90 |
| 01040 - Court Reporter | | 18.43 |
| 01051 - Data Entry Operator I | | 12.16 |
| 01052 - Data Entry Operator II | | 13.27 |
| 01060 - Dispatcher, Motor Vehicle | | 18.43 |
| 01070 - Document Preparation Clerk | | 13.83 |
| 01090 - Duplicating Machine Operator | | 13.83 |
| 01111 - General Clerk I | | 12.51 |
| 01112 - General Clerk II | | 13.65 |
| 01113 - General Clerk III | | 15.32 |
| 01120 - Housing Referral Assistant | | 19.91 |
| 01141 - Messenger Courier | | 10.73 |
| 01191 - Order Clerk I | | 13.34 |
| 01192 - Order Clerk II | | 14.56 |
| 01261 - Personnel Assistant (Employment) I | | 15.50 |
| 01262 - Personnel Assistant (Employment) II | | 18.43 |
| 01263 - Personnel Assistant (Employment) III | | 20.25 |
| 01270 - Production Control Clerk | | 20.25 |
| 01280 - Receptionist | | 12.80 |
| 01290 - Rental Clerk | | 14.60 |
| 01300 - Scheduler, Maintenance | | 15.97 |
| 01311 - Secretary I | | 15.97 |
| 01312 - Secretary II | | 17.85 |
| 01313 - Secretary III | | 19.91 |
| 01320 - Service Order Dispatcher | | 14.77 |
| 01410 - Supply Technician | | 20.90 |
| 01420 - Survey Worker | | 17.89 |
| 01531 - Travel Clerk I | | 13.05 |
| 01532 - Travel Clerk II | | 14.18 |
| 01533 - Travel Clerk III | | 15.34 |
| 01611 - Word Processor I | | 12.97 |
| 01612 - Word Processor II | | 14.60 |

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| 01613 - Word Processor III | 18.43 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 22.64 |
| 05010 - Automotive Electrician | 20.63 |
| 05040 - Automotive Glass Installer | 19.84 |
| 05070 - Automotive Worker | 19.84 |
| 05110 - Mobile Equipment Servicer | 18.24 |
| 05130 - Motor Equipment Metal Mechanic | 21.75 |
| 05160 - Motor Equipment Metal Worker | 19.84 |
| 05190 - Motor Vehicle Mechanic | 22.59 |
| 05220 - Motor Vehicle Mechanic Helper | 17.48 |
| 05250 - Motor Vehicle Upholstery Worker | 19.06 |
| 05280 - Motor Vehicle Wrecker | 19.84 |
| 05310 - Painter, Automotive | 20.63 |
| 05340 - Radiator Repair Specialist | 19.84 |
| 05370 - Tire Repairer | 16.02 |
| 05400 - Transmission Repair Specialist | 21.46 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 16.72 |
| 07041 - Cook I | 15.04 |
| 07042 - Cook II | 16.72 |
| 07070 - Dishwasher | 12.21 |
| 07130 - Food Service Worker | 12.21 |
| 07210 - Meat Cutter | 16.72 |
| 07260 - Waiter/Waitress | 12.84 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.43 |
| 09040 - Furniture Handler | 14.44 |
| 09080 - Furniture Refinisher | 19.43 |
| 09090 - Furniture Refinisher Helper | 15.89 |
| 09110 - Furniture Repairer, Minor | 17.58 |
| 09130 - Upholsterer | 19.43 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 12.21 |
| 11060 - Elevator Operator | 14.00 |
| 11090 - Gardener | 15.45 |
| 11122 - Housekeeping Aide | 14.00 |
| 11150 - Janitor | 14.00 |
| 11210 - Laborer, Grounds Maintenance | 13.40 |
| 11240 - Maid or Houseman | 11.47 |
| 11260 - Pruner | 12.52 |
| 11270 - Tractor Operator | 15.20 |
| 11330 - Trail Maintenance Worker | 13.40 |
| 11360 - Window Cleaner | 14.89 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 16.84 |
| 12011 - Breath Alcohol Technician | 16.60 |
| 12012 - Certified Occupational Therapist Assistant | 20.02 |
| 12015 - Certified Physical Therapist Assistant | 18.05 |
| 12020 - Dental Assistant | 15.84 |
| 12025 - Dental Hygienist | 28.88 |
| 12030 - EKG Technician | 26.59 |
| 12035 - Electroneurodiagnostic Technologist | 26.59 |
| 12040 - Emergency Medical Technician | 16.84 |
| 12071 - Licensed Practical Nurse I | 15.67 |
| 12072 - Licensed Practical Nurse II | 17.54 |
| 12073 - Licensed Practical Nurse III | 19.56 |
| 12100 - Medical Assistant | 13.92 |
| 12130 - Medical Laboratory Technician | 18.94 |
| 12160 - Medical Record Clerk | 12.53 |
| 12190 - Medical Record Technician | 14.02 |
| 12195 - Medical Transcriptionist | 14.46 |
| 12210 - Nuclear Medicine Technologist | 30.60 |

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| 12221 - Nursing Assistant I | 10.17 |
| 12222 - Nursing Assistant II | 11.44 |
| 12223 - Nursing Assistant III | 12.48 |
| 12224 - Nursing Assistant IV | 14.00 |
| 12235 - Optical Dispenser | 16.13 |
| 12236 - Optical Technician | 15.60 |
| 12250 - Pharmacy Technician | 15.42 |
| 12280 - Phlebotomist | 14.51 |
| 12305 - Radiologic Technologist | 22.75 |
| 12311 - Registered Nurse I | 23.88 |
| 12312 - Registered Nurse II | 28.48 |
| 12313 - Registered Nurse II, Specialist | 28.48 |
| 12314 - Registered Nurse III | 34.45 |
| 12315 - Registered Nurse III, Anesthetist | 34.45 |
| 12316 - Registered Nurse IV | 41.29 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.34 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.50 |
| 13012 - Exhibits Specialist II | 24.16 |
| 13013 - Exhibits Specialist III | 29.56 |
| 13041 - Illustrator I | 19.50 |
| 13042 - Illustrator II | 24.16 |
| 13043 - Illustrator III | 29.56 |
| 13047 - Librarian | 26.75 |
| 13050 - Library Aide/Clerk | 12.57 |
| 13054 - Library Information Technology Systems Administrator | 24.16 |
| 13058 - Library Technician | 14.65 |
| 13061 - Media Specialist I | 17.43 |
| 13062 - Media Specialist II | 19.50 |
| 13063 - Media Specialist III | 21.75 |
| 13071 - Photographer I | 16.13 |
| 13072 - Photographer II | 18.46 |
| 13073 - Photographer III | 22.04 |
| 13074 - Photographer IV | 26.31 |
| 13075 - Photographer V | 31.63 |
| 13110 - Video Teleconference Technician | 17.56 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.22 |
| 14042 - Computer Operator II | 18.14 |
| 14043 - Computer Operator III | 20.23 |
| 14044 - Computer Operator IV | 22.49 |
| 14045 - Computer Operator V | 24.89 |
| 14071 - Computer Programmer I | (see 1) 20.78 |
| 14072 - Computer Programmer II | (see 1) 25.74 |
| 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 | 16.22 |
| 14160 - Personal Computer Support Technician | 22.49 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.21 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 40.15 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 45.01 |
| 15050 - Computer Based Training Specialist / Instructor | 33.21 |
| 15060 - Educational Technologist | 30.30 |
| 15070 - Flight Instructor (Pilot) | 45.01 |
| 15080 - Graphic Artist | 23.15 |
| 15090 - Technical Instructor | 20.43 |
| 15095 - Technical Instructor/Course Developer | 24.99 |
| 15110 - Test Proctor | 16.48 |

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| 15120 - Tutor | 16.48 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.07 |
| 16030 - Counter Attendant | 10.07 |
| 16040 - Dry Cleaner | 13.60 |
| 16070 - Finisher, Flatwork, Machine | 10.07 |
| 16090 - Presser, Hand | 10.07 |
| 16110 - Presser, Machine, Drycleaning | 10.07 |
| 16130 - Presser, Machine, Shirts | 10.07 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.07 |
| 16190 - Sewing Machine Operator | 14.81 |
| 16220 - Tailor | 15.96 |
| 16250 - Washer, Machine | 11.23 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.72 |
| 19040 - Tool And Die Maker | 25.50 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.06 |
| 21030 - Material Coordinator | 22.09 |
| 21040 - Material Expediter | 22.09 |
| 21050 - Material Handling Laborer | 14.86 |
| 21071 - Order Filler | 13.87 |
| 21080 - Production Line Worker (Food Processing) | 19.79 |
| 21110 - Shipping Packer | 15.09 |
| 21130 - Shipping/Receiving Clerk | 14.30 |
| 21140 - Store Worker I | 14.24 |
| 21150 - Stock Clerk | 17.52 |
| 21210 - Tools And Parts Attendant | 17.80 |
| 21410 - Warehouse Specialist | 19.79 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.62 |
| 23021 - Aircraft Mechanic I | 23.56 |
| 23022 - Aircraft Mechanic II | 24.62 |
| 23023 - Aircraft Mechanic III | 25.70 |
| 23040 - Aircraft Mechanic Helper | 18.93 |
| 23050 - Aircraft, Painter | 26.83 |
| 23060 - Aircraft Servicer | 20.34 |
| 23080 - Aircraft Worker | 21.41 |
| 23110 - Appliance Mechanic | 20.55 |
| 23120 - Bicycle Repairer | 16.02 |
| 23125 - Cable Splicer | 27.91 |
| 23130 - Carpenter, Maintenance | 19.58 |
| 23140 - Carpet Layer | 19.06 |
| 23160 - Electrician, Maintenance | 23.00 |
| 23181 - Electronics Technician Maintenance I | 22.31 |
| 23182 - Electronics Technician Maintenance II | 23.40 |
| 23183 - Electronics Technician Maintenance III | 24.52 |
| 23260 - Fabric Worker | 18.59 |
| 23290 - Fire Alarm System Mechanic | 21.45 |
| 23310 - Fire Extinguisher Repairer | 17.60 |
| 23311 - Fuel Distribution System Mechanic | 22.42 |
| 23312 - Fuel Distribution System Operator | 17.61 |
| 23370 - General Maintenance Worker | 18.51 |
| 23380 - Ground Support Equipment Mechanic | 23.56 |
| 23381 - Ground Support Equipment Servicer | 20.34 |
| 23382 - Ground Support Equipment Worker | 21.41 |
| 23391 - Gunsmith I | 17.60 |
| 23392 - Gunsmith II | 19.58 |
| 23393 - Gunsmith III | 21.54 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.55 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.62 |

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| 23430 - Heavy Equipment Mechanic | 22.89 |
| 23440 - Heavy Equipment Operator | 19.86 |
| 23460 - Instrument Mechanic | 21.54 |
| 23465 - Laboratory/Shelter Mechanic | 20.55 |
| 23470 - Laborer | 13.43 |
| 23510 - Locksmith | 20.55 |
| 23530 - Machinery Maintenance Mechanic | 24.08 |
| 23550 - Machinist, Maintenance | 20.88 |
| 23580 - Maintenance Trades Helper | 17.74 |
| 23591 - Metrology Technician I | 21.54 |
| 23592 - Metrology Technician II | 22.51 |
| 23593 - Metrology Technician III | 23.50 |
| 23640 - Millwright | 27.77 |
| 23710 - Office Appliance Repairer | 19.70 |
| 23760 - Painter, Maintenance | 19.93 |
| 23790 - Pipefitter, Maintenance | 25.30 |
| 23810 - Plumber, Maintenance | 22.31 |
| 23820 - Pneudraulic Systems Mechanic | 21.54 |
| 23850 - Rigger | 21.54 |
| 23870 - Scale Mechanic | 19.58 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.85 |
| 23910 - Small Engine Mechanic | 18.98 |
| 23931 - Telecommunications Mechanic I | 25.67 |
| 23932 - Telecommunications Mechanic II | 26.95 |
| 23950 - Telephone Lineman | 24.90 |
| 23960 - Welder, Combination, Maintenance | 20.88 |
| 23965 - Well Driller | 21.54 |
| 23970 - Woodcraft Worker | 21.54 |
| 23980 - Woodworker | 17.08 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.09 |
| 24580 - Child Care Center Clerk | 15.07 |
| 24610 - Chore Aide | 11.47 |
| 24620 - Family Readiness And Support Services Coordinator | 14.27 |
| 24630 - Homemaker | 16.74 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.45 |
| 25040 - Sewage Plant Operator | 21.12 |
| 25070 - Stationary Engineer | 24.45 |
| 25190 - Ventilation Equipment Tender | 17.12 |
| 25210 - Water Treatment Plant Operator | 21.12 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.25 |
| 27007 - Baggage Inspector | 12.52 |
| 27008 - Corrections Officer | 20.76 |
| 27010 - Court Security Officer | 21.92 |
| 27030 - Detection Dog Handler | 17.25 |
| 27040 - Detention Officer | 20.76 |
| 27070 - Firefighter | 19.68 |
| 27101 - Guard I | 12.52 |
| 27102 - Guard II | 17.25 |
| 27131 - Police Officer I | 25.86 |
| 27132 - Police Officer II | 28.70 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.12 |
| 28042 - Carnival Equipment Repairer | 14.73 |
| 28043 - Carnival Equipment Worker | 12.21 |
| 28210 - Gate Attendant/Gate Tender | 14.06 |
| 28310 - Lifeguard | 12.53 |
| 28350 - Park Attendant (Aide) | 15.73 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.48 |
| 28515 - Recreation Specialist | 19.49 |

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| 28630 - Sports Official | 12.53 |
| 28690 - Swimming Pool Operator | 18.63 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 25.92 |
| 29020 - Hatch Tender | 25.92 |
| 29030 - Line Handler | 25.92 |
| 29041 - Stevedore I | 24.62 |
| 29042 - Stevedore II | 27.21 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 19.11 |
| 30022 - Archeological Technician II | 21.38 |
| 30023 - Archeological Technician III | 25.30 |
| 30030 - Cartographic Technician | 26.01 |
| 30040 - Civil Engineering Technician | 23.55 |
| 30061 - Drafter/CAD Operator I | 19.11 |
| 30062 - Drafter/CAD Operator II | 21.38 |
| 30063 - Drafter/CAD Operator III | 23.84 |
| 30064 - Drafter/CAD Operator IV | 28.82 |
| 30081 - Engineering Technician I | 16.30 |
| 30082 - Engineering Technician II | 18.29 |
| 30083 - Engineering Technician III | 20.46 |
| 30084 - Engineering Technician IV | 25.37 |
| 30085 - Engineering Technician V | 31.05 |
| 30086 - Engineering Technician VI | 37.54 |
| 30090 - Environmental Technician | 23.31 |
| 30210 - Laboratory Technician | 21.29 |
| 30240 - Mathematical Technician | 26.02 |
| 30361 - Paralegal/Legal Assistant I | 18.94 |
| 30362 - Paralegal/Legal Assistant II | 23.45 |
| 30363 - Paralegal/Legal Assistant III | 28.69 |
| 30364 - Paralegal/Legal Assistant IV | 34.72 |
| 30390 - Photo-Optics Technician | 26.02 |
| 30461 - Technical Writer I | 21.09 |
| 30462 - Technical Writer II | 25.78 |
| 30463 - Technical Writer III | 31.05 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 23.84 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 26.11 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.86 |
| 31030 - Bus Driver | 18.85 |
| 31043 - Driver Courier | 16.39 |
| 31260 - Parking and Lot Attendant | 11.95 |
| 31290 - Shuttle Bus Driver | 17.36 |
| 31310 - Taxi Driver | 13.81 |
| 31361 - Truckdriver, Light | 17.36 |
| 31362 - Truckdriver, Medium | 17.61 |
| 31363 - Truckdriver, Heavy | 19.60 |
| 31364 - Truckdriver, Tractor-Trailer | 20.50 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.64 |
| 99050 - Desk Clerk | 10.54 |
| 99095 - Embalmer | 25.86 |
| 99251 - Laboratory Animal Caretaker I | 13.39 |
| 99252 - Laboratory Animal Caretaker II | 14.19 |

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| 99310 - Mortician | 25.86 |
| 99410 - Pest Controller | 19.93 |
| 99510 - Photofinishing Worker | 14.20 |
| 99710 - Recycling Laborer | 18.46 |
| 99711 - Recycling Specialist | 20.93 |
| 99730 - Refuse Collector | 17.23 |
| 99810 - Sales Clerk | 11.55 |
| 99820 - School Crossing Guard | 12.31 |
| 99830 - Survey Party Chief | 20.48 |
| 99831 - Surveying Aide | 11.30 |
| 99832 - Surveying Technician | 17.23 |
| 99840 - Vending Machine Attendant | 14.34 |
| 99841 - Vending Machine Repairer | 18.40 |
| 99842 - Vending Machine Repairer Helper | 14.34 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3031
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan County of Muskegon

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.63 |
| 01012 - Accounting Clerk II | | 14.75 |
| 01013 - Accounting Clerk III | | 17.06 |
| 01020 - Administrative Assistant | | 20.90 |
| 01040 - Court Reporter | | 18.43 |
| 01051 - Data Entry Operator I | | 12.16 |
| 01052 - Data Entry Operator II | | 13.27 |
| 01060 - Dispatcher, Motor Vehicle | | 18.43 |
| 01070 - Document Preparation Clerk | | 13.83 |
| 01090 - Duplicating Machine Operator | | 13.83 |

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| 01111 | - General Clerk I | 12.51 |
| 01112 | - General Clerk II | 13.65 |
| 01113 | - General Clerk III | 15.32 |
| 01120 | - Housing Referral Assistant | 19.91 |
| 01141 | - Messenger Courier | 10.73 |
| 01191 | - Order Clerk I | 13.34 |
| 01192 | - Order Clerk II | 14.56 |
| 01261 | - Personnel Assistant (Employment) I | 15.50 |
| 01262 | - Personnel Assistant (Employment) II | 18.43 |
| 01263 | - Personnel Assistant (Employment) III | 20.25 |
| 01270 | - Production Control Clerk | 20.25 |
| 01280 | - Receptionist | 12.80 |
| 01290 | - Rental Clerk | 14.60 |
| 01300 | - Scheduler, Maintenance | 15.97 |
| 01311 | - Secretary I | 15.97 |
| 01312 | - Secretary II | 17.85 |
| 01313 | - Secretary III | 19.91 |
| 01320 | - Service Order Dispatcher | 14.77 |
| 01410 | - Supply Technician | 20.90 |
| 01420 | - Survey Worker | 17.89 |
| 01531 | - Travel Clerk I | 13.05 |
| 01532 | - Travel Clerk II | 14.18 |
| 01533 | - Travel Clerk III | 15.34 |
| 01611 | - Word Processor I | 12.97 |
| 01612 | - Word Processor II | 14.60 |
| 01613 | - Word Processor III | 18.43 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 22.64 |
| 05010 | - Automotive Electrician | 21.10 |
| 05040 | - Automotive Glass Installer | 20.44 |
| 05070 | - Automotive Worker | 20.44 |
| 05110 | - Mobile Equipment Servicer | 19.14 |
| 05130 | - Motor Equipment Metal Mechanic | 21.75 |
| 05160 | - Motor Equipment Metal Worker | 20.44 |
| 05190 | - Motor Vehicle Mechanic | 21.75 |
| 05220 | - Motor Vehicle Mechanic Helper | 18.49 |
| 05250 | - Motor Vehicle Upholstery Worker | 19.79 |
| 05280 | - Motor Vehicle Wrecker | 20.44 |
| 05310 | - Painter, Automotive | 23.21 |
| 05340 | - Radiator Repair Specialist | 20.44 |
| 05370 | - Tire Repairer | 16.81 |
| 05400 | - Transmission Repair Specialist | 21.75 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 14.43 |
| 07041 | - Cook I | 13.57 |
| 07042 | - Cook II | 14.43 |
| 07070 | - Dishwasher | 11.00 |
| 07130 | - Food Service Worker | 11.00 |
| 07210 | - Meat Cutter | 14.43 |
| 07260 | - Waiter/Waitress | 10.61 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 19.43 |
| 09040 | - Furniture Handler | 15.66 |
| 09080 | - Furniture Refinisher | 19.43 |
| 09090 | - Furniture Refinisher Helper | 16.81 |
| 09110 | - Furniture Repairer, Minor | 17.99 |
| 09130 | - Upholsterer | 19.43 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 10.42 |
| 11060 | - Elevator Operator | 13.92 |
| 11090 | - Gardener | 14.85 |
| 11122 | - Housekeeping Aide | 14.00 |
| 11150 | - Janitor | 14.00 |

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| 11210 - Laborer, Grounds Maintenance | 13.40 |
| 11240 - Maid or Houseman | 9.91 |
| 11260 - Pruner | 12.52 |
| 11270 - Tractor Operator | 14.81 |
| 11330 - Trail Maintenance Worker | 13.40 |
| 11360 - Window Cleaner | 14.89 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.51 |
| 12011 - Breath Alcohol Technician | 16.86 |
| 12012 - Certified Occupational Therapist Assistant | 20.02 |
| 12015 - Certified Physical Therapist Assistant | 18.05 |
| 12020 - Dental Assistant | 15.84 |
| 12025 - Dental Hygienist | 28.88 |
| 12030 - EKG Technician | 26.59 |
| 12035 - Electroneurodiagnostic Technologist | 26.59 |
| 12040 - Emergency Medical Technician | 17.41 |
| 12071 - Licensed Practical Nurse I | 15.67 |
| 12072 - Licensed Practical Nurse II | 17.54 |
| 12073 - Licensed Practical Nurse III | 19.56 |
| 12100 - Medical Assistant | 13.92 |
| 12130 - Medical Laboratory Technician | 18.94 |
| 12160 - Medical Record Clerk | 12.53 |
| 12190 - Medical Record Technician | 14.02 |
| 12195 - Medical Transcriptionist | 14.46 |
| 12210 - Nuclear Medicine Technologist | 30.60 |
| 12221 - Nursing Assistant I | 10.17 |
| 12222 - Nursing Assistant II | 11.44 |
| 12223 - Nursing Assistant III | 12.48 |
| 12224 - Nursing Assistant IV | 14.00 |
| 12235 - Optical Dispenser | 16.13 |
| 12236 - Optical Technician | 15.60 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 14.00 |
| 12305 - Radiologic Technologist | 22.75 |
| 12311 - Registered Nurse I | 23.88 |
| 12312 - Registered Nurse II | 28.48 |
| 12313 - Registered Nurse II, Specialist | 28.48 |
| 12314 - Registered Nurse III | 34.45 |
| 12315 - Registered Nurse III, Anesthetist | 34.45 |
| 12316 - Registered Nurse IV | 41.29 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.34 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 19.50 |
| 13012 - Exhibits Specialist II | 24.16 |
| 13013 - Exhibits Specialist III | 29.56 |
| 13041 - Illustrator I | 19.50 |
| 13042 - Illustrator II | 24.16 |
| 13043 - Illustrator III | 29.56 |
| 13047 - Librarian | 26.75 |
| 13050 - Library Aide/Clerk | 12.57 |
| 13054 - Library Information Technology Systems Administrator | 24.16 |
| 13058 - Library Technician | 15.73 |
| 13061 - Media Specialist I | 17.43 |
| 13062 - Media Specialist II | 19.50 |
| 13063 - Media Specialist III | 21.75 |
| 13071 - Photographer I | 16.13 |
| 13072 - Photographer II | 18.46 |
| 13073 - Photographer III | 22.04 |
| 13074 - Photographer IV | 26.31 |
| 13075 - Photographer V | 31.63 |
| 13110 - Video Teleconference Technician | 17.56 |
| 14000 - Information Technology Occupations | |

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| 14041 - Computer Operator I | 16.22 |
| 14042 - Computer Operator II | 18.14 |
| 14043 - Computer Operator III | 20.23 |
| 14044 - Computer Operator IV | 22.49 |
| 14045 - Computer Operator V | 24.89 |
| 14071 - Computer Programmer I (see 1) | 20.78 |
| 14072 - Computer Programmer II (see 1) | 25.74 |
| 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 | 16.22 |
| 14160 - Personal Computer Support Technician | 22.49 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.21 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 40.15 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 45.01 |
| 15050 - Computer Based Training Specialist / Instructor | 33.21 |
| 15060 - Educational Technologist | 30.30 |
| 15070 - Flight Instructor (Pilot) | 45.01 |
| 15080 - Graphic Artist | 23.15 |
| 15090 - Technical Instructor | 20.43 |
| 15095 - Technical Instructor/Course Developer | 24.99 |
| 15110 - Test Proctor | 16.48 |
| 15120 - Tutor | 16.48 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.07 |
| 16030 - Counter Attendant | 10.07 |
| 16040 - Dry Cleaner | 13.60 |
| 16070 - Finisher, Flatwork, Machine | 10.07 |
| 16090 - Presser, Hand | 10.07 |
| 16110 - Presser, Machine, Drycleaning | 10.07 |
| 16130 - Presser, Machine, Shirts | 10.07 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.07 |
| 16190 - Sewing Machine Operator | 14.81 |
| 16220 - Tailor | 15.96 |
| 16250 - Washer, Machine | 11.23 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.72 |
| 19040 - Tool And Die Maker | 25.50 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 17.06 |
| 21030 - Material Coordinator | 22.09 |
| 21040 - Material Expediter | 22.09 |
| 21050 - Material Handling Laborer | 15.24 |
| 21071 - Order Filler | 15.12 |
| 21080 - Production Line Worker (Food Processing) | 17.06 |
| 21110 - Shipping Packer | 15.66 |
| 21130 - Shipping/Receiving Clerk | 15.66 |
| 21140 - Store Worker I | 14.24 |
| 21150 - Stock Clerk | 17.52 |
| 21210 - Tools And Parts Attendant | 17.06 |
| 21410 - Warehouse Specialist | 17.06 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.62 |
| 23021 - Aircraft Mechanic I | 23.56 |
| 23022 - Aircraft Mechanic II | 24.62 |
| 23023 - Aircraft Mechanic III | 25.70 |
| 23040 - Aircraft Mechanic Helper | 18.93 |
| 23050 - Aircraft, Painter | 27.46 |
| 23060 - Aircraft Servicer | 20.34 |
| 23080 - Aircraft Worker | 21.41 |

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| 23110 - Appliance Mechanic | 20.55 |
| 23120 - Bicycle Repairer | 16.81 |
| 23125 - Cable Splicer | 27.91 |
| 23130 - Carpenter, Maintenance | 19.58 |
| 23140 - Carpet Layer | 19.06 |
| 23160 - Electrician, Maintenance | 23.00 |
| 23181 - Electronics Technician Maintenance I | 22.31 |
| 23182 - Electronics Technician Maintenance II | 23.40 |
| 23183 - Electronics Technician Maintenance III | 24.52 |
| 23260 - Fabric Worker | 18.59 |
| 23290 - Fire Alarm System Mechanic | 21.54 |
| 23310 - Fire Extinguisher Repairer | 17.60 |
| 23311 - Fuel Distribution System Mechanic | 22.42 |
| 23312 - Fuel Distribution System Operator | 17.61 |
| 23370 - General Maintenance Worker | 18.58 |
| 23380 - Ground Support Equipment Mechanic | 23.56 |
| 23381 - Ground Support Equipment Servicer | 20.34 |
| 23382 - Ground Support Equipment Worker | 21.41 |
| 23391 - Gunsmith I | 17.60 |
| 23392 - Gunsmith II | 19.58 |
| 23393 - Gunsmith III | 21.54 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.55 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.62 |
| 23430 - Heavy Equipment Mechanic | 22.89 |
| 23440 - Heavy Equipment Operator | 19.86 |
| 23460 - Instrument Mechanic | 21.54 |
| 23465 - Laboratory/Shelter Mechanic | 20.55 |
| 23470 - Laborer | 13.21 |
| 23510 - Locksmith | 20.55 |
| 23530 - Machinery Maintenance Mechanic | 24.08 |
| 23550 - Machinist, Maintenance | 20.88 |
| 23580 - Maintenance Trades Helper | 17.74 |
| 23591 - Metrology Technician I | 21.54 |
| 23592 - Metrology Technician II | 22.51 |
| 23593 - Metrology Technician III | 23.50 |
| 23640 - Millwright | 27.77 |
| 23710 - Office Appliance Repairer | 19.70 |
| 23760 - Painter, Maintenance | 19.93 |
| 23790 - Pipefitter, Maintenance | 25.30 |
| 23810 - Plumber, Maintenance | 22.31 |
| 23820 - Pneudraulic Systems Mechanic | 21.54 |
| 23850 - Rigger | 21.54 |
| 23870 - Scale Mechanic | 19.58 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.85 |
| 23910 - Small Engine Mechanic | 18.98 |
| 23931 - Telecommunications Mechanic I | 25.67 |
| 23932 - Telecommunications Mechanic II | 26.95 |
| 23950 - Telephone Lineman | 24.90 |
| 23960 - Welder, Combination, Maintenance | 20.88 |
| 23965 - Well Driller | 21.54 |
| 23970 - Woodcraft Worker | 21.54 |
| 23980 - Woodworker | 17.40 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.35 |
| 24580 - Child Care Center Clerk | 13.27 |
| 24610 - Chore Aide | 10.41 |
| 24620 - Family Readiness And Support Services Coordinator | 13.73 |
| 24630 - Homemaker | 13.39 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.45 |

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| 25040 - Sewage Plant Operator | 21.12 |
| 25070 - Stationary Engineer | 24.45 |
| 25190 - Ventilation Equipment Tender | 17.12 |
| 25210 - Water Treatment Plant Operator | 21.12 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.04 |
| 27007 - Baggage Inspector | 12.52 |
| 27008 - Corrections Officer | 20.76 |
| 27010 - Court Security Officer | 21.92 |
| 27030 - Detection Dog Handler | 17.04 |
| 27040 - Detention Officer | 20.76 |
| 27070 - Firefighter | 19.68 |
| 27101 - Guard I | 12.52 |
| 27102 - Guard II | 17.04 |
| 27131 - Police Officer I | 25.86 |
| 27132 - Police Officer II | 28.70 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.56 |
| 28042 - Carnival Equipment Repairer | 11.99 |
| 28043 - Carnival Equipment Worker | 10.00 |
| 28210 - Gate Attendant/Gate Tender | 14.06 |
| 28310 - Lifeguard | 12.53 |
| 28350 - Park Attendant (Aide) | 15.73 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.48 |
| 28515 - Recreation Specialist | 15.94 |
| 28630 - Sports Official | 12.53 |
| 28690 - Swimming Pool Operator | 16.73 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 25.92 |
| 29020 - Hatch Tender | 25.92 |
| 29030 - Line Handler | 25.92 |
| 29041 - Stevedore I | 24.62 |
| 29042 - Stevedore II | 27.21 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 19.11 |
| 30022 - Archeological Technician II | 21.38 |
| 30023 - Archeological Technician III | 25.30 |
| 30030 - Cartographic Technician | 26.01 |
| 30040 - Civil Engineering Technician | 23.55 |
| 30061 - Drafter/CAD Operator I | 19.11 |
| 30062 - Drafter/CAD Operator II | 21.38 |
| 30063 - Drafter/CAD Operator III | 23.84 |
| 30064 - Drafter/CAD Operator IV | 28.82 |
| 30081 - Engineering Technician I | 16.30 |
| 30082 - Engineering Technician II | 18.29 |
| 30083 - Engineering Technician III | 20.46 |
| 30084 - Engineering Technician IV | 25.37 |
| 30085 - Engineering Technician V | 31.05 |
| 30086 - Engineering Technician VI | 37.54 |
| 30090 - Environmental Technician | 23.31 |
| 30210 - Laboratory Technician | 21.29 |
| 30240 - Mathematical Technician | 26.02 |
| 30361 - Paralegal/Legal Assistant I | 18.94 |
| 30362 - Paralegal/Legal Assistant II | 23.45 |
| 30363 - Paralegal/Legal Assistant III | 28.69 |
| 30364 - Paralegal/Legal Assistant IV | 34.72 |
| 30390 - Photo-Optics Technician | 26.02 |
| 30461 - Technical Writer I | 21.09 |
| 30462 - Technical Writer II | 25.78 |
| 30463 - Technical Writer III | 31.05 |

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| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or | (see 2) 23.84 |
| Surface Programs | |
| 30621 - Weather Observer, Senior | (see 2) 26.11 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.87 |
| 31030 - Bus Driver | 19.37 |
| 31043 - Driver Courier | 16.39 |
| 31260 - Parking and Lot Attendant | 12.44 |
| 31290 - Shuttle Bus Driver | 17.36 |
| 31310 - Taxi Driver | 14.06 |
| 31361 - Truckdriver, Light | 17.36 |
| 31362 - Truckdriver, Medium | 17.61 |
| 31363 - Truckdriver, Heavy | 18.61 |
| 31364 - Truckdriver, Tractor-Trailer | 18.61 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.15 |
| 99050 - Desk Clerk | 9.11 |
| 99095 - Embalmer | 28.05 |
| 99251 - Laboratory Animal Caretaker I | 12.14 |
| 99252 - Laboratory Animal Caretaker II | 12.85 |
| 99310 - Mortician | 28.05 |
| 99410 - Pest Controller | 19.93 |
| 99510 - Photofinishing Worker | 12.87 |
| 99710 - Recycling Laborer | 17.78 |
| 99711 - Recycling Specialist | 20.18 |
| 99730 - Refuse Collector | 16.62 |
| 99810 - Sales Clerk | 11.36 |
| 99820 - School Crossing Guard | 11.62 |
| 99830 - Survey Party Chief | 21.40 |
| 99831 - Surveying Aide | 11.11 |
| 99832 - Surveying Technician | 17.01 |
| 99840 - Vending Machine Attendant | 14.34 |
| 99841 - Vending Machine Repairer | 18.40 |
| 99842 - Vending Machine Repairer Helper | 14.34 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 25 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 thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual

cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3032
Revision No.: 15
Date Of Last Revision: 07/25/2014

State: Michigan

Area: Michigan County of Muskegon

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.63 |
| 01012 - Accounting Clerk II | | 14.75 |
| 01013 - Accounting Clerk III | | 17.06 |
| 01020 - Administrative Assistant | | 20.90 |
| 01040 - Court Reporter | | 18.43 |
| 01051 - Data Entry Operator I | | 12.16 |
| 01052 - Data Entry Operator II | | 13.27 |
| 01060 - Dispatcher, Motor Vehicle | | 18.43 |
| 01070 - Document Preparation Clerk | | 13.83 |
| 01090 - Duplicating Machine Operator | | 13.83 |
| 01111 - General Clerk I | | 12.51 |
| 01112 - General Clerk II | | 13.65 |
| 01113 - General Clerk III | | 15.32 |
| 01120 - Housing Referral Assistant | | 19.91 |
| 01141 - Messenger Courier | | 10.73 |
| 01191 - Order Clerk I | | 13.34 |
| 01192 - Order Clerk II | | 14.56 |
| 01261 - Personnel Assistant (Employment) I | | 15.50 |
| 01262 - Personnel Assistant (Employment) II | | 18.43 |
| 01263 - Personnel Assistant (Employment) III | | 20.25 |
| 01270 - Production Control Clerk | | 20.25 |
| 01280 - Receptionist | | 12.80 |
| 01290 - Rental Clerk | | 14.60 |
| 01300 - Scheduler, Maintenance | | 15.97 |
| 01311 - Secretary I | | 15.97 |
| 01312 - Secretary II | | 17.85 |
| 01313 - Secretary III | | 19.91 |
| 01320 - Service Order Dispatcher | | 14.77 |
| 01410 - Supply Technician | | 20.90 |
| 01420 - Survey Worker | | 17.89 |
| 01531 - Travel Clerk I | | 13.05 |
| 01532 - Travel Clerk II | | 14.18 |
| 01533 - Travel Clerk III | | 15.34 |
| 01611 - Word Processor I | | 12.97 |
| 01612 - Word Processor II | | 14.60 |
| 01613 - Word Processor III | | 18.43 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 22.64 |
| 05010 - Automotive Electrician | | 21.10 |
| 05040 - Automotive Glass Installer | | 20.44 |
| 05070 - Automotive Worker | | 20.44 |
| 05110 - Mobile Equipment Servicer | | 19.14 |
| 05130 - Motor Equipment Metal Mechanic | | 21.75 |
| 05160 - Motor Equipment Metal Worker | | 20.44 |
| 05190 - Motor Vehicle Mechanic | | 21.75 |
| 05220 - Motor Vehicle Mechanic Helper | | 18.49 |
| 05250 - Motor Vehicle Upholstery Worker | | 19.79 |
| 05280 - Motor Vehicle Wrecker | | 20.44 |
| 05310 - Painter, Automotive | | 23.21 |
| 05340 - Radiator Repair Specialist | | 20.44 |
| 05370 - Tire Repairer | | 16.81 |
| 05400 - Transmission Repair Specialist | | 21.75 |

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|--|-------|
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 14.43 |
| 07041 - Cook I | 13.57 |
| 07042 - Cook II | 14.43 |
| 07070 - Dishwasher | 11.00 |
| 07130 - Food Service Worker | 11.00 |
| 07210 - Meat Cutter | 14.43 |
| 07260 - Waiter/Waitress | 10.61 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 19.43 |
| 09040 - Furniture Handler | 15.66 |
| 09080 - Furniture Refinisher | 19.43 |
| 09090 - Furniture Refinisher Helper | 16.81 |
| 09110 - Furniture Repairer, Minor | 17.99 |
| 09130 - Upholsterer | 19.43 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.42 |
| 11060 - Elevator Operator | 13.92 |
| 11090 - Gardener | 14.85 |
| 11122 - Housekeeping Aide | 14.00 |
| 11150 - Janitor | 14.00 |
| 11210 - Laborer, Grounds Maintenance | 13.40 |
| 11240 - Maid or Houseman | 9.91 |
| 11260 - Pruner | 12.52 |
| 11270 - Tractor Operator | 14.81 |
| 11330 - Trail Maintenance Worker | 13.40 |
| 11360 - Window Cleaner | 14.89 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 17.51 |
| 12011 - Breath Alcohol Technician | 16.86 |
| 12012 - Certified Occupational Therapist Assistant | 20.02 |
| 12015 - Certified Physical Therapist Assistant | 18.05 |
| 12020 - Dental Assistant | 15.84 |
| 12025 - Dental Hygienist | 28.88 |
| 12030 - EKG Technician | 26.59 |
| 12035 - Electroneurodiagnostic Technologist | 26.59 |
| 12040 - Emergency Medical Technician | 17.41 |
| 12071 - Licensed Practical Nurse I | 15.67 |
| 12072 - Licensed Practical Nurse II | 17.54 |
| 12073 - Licensed Practical Nurse III | 19.56 |
| 12100 - Medical Assistant | 13.92 |
| 12130 - Medical Laboratory Technician | 18.94 |
| 12160 - Medical Record Clerk | 12.53 |
| 12190 - Medical Record Technician | 14.02 |
| 12195 - Medical Transcriptionist | 14.46 |
| 12210 - Nuclear Medicine Technologist | 30.60 |
| 12221 - Nursing Assistant I | 10.17 |
| 12222 - Nursing Assistant II | 11.44 |
| 12223 - Nursing Assistant III | 12.48 |
| 12224 - Nursing Assistant IV | 14.00 |
| 12235 - Optical Dispenser | 16.13 |
| 12236 - Optical Technician | 15.60 |
| 12250 - Pharmacy Technician | 14.75 |
| 12280 - Phlebotomist | 14.00 |
| 12305 - Radiologic Technologist | 22.75 |
| 12311 - Registered Nurse I | 23.88 |
| 12312 - Registered Nurse II | 28.48 |
| 12313 - Registered Nurse II, Specialist | 28.48 |
| 12314 - Registered Nurse III | 34.45 |
| 12315 - Registered Nurse III, Anesthetist | 34.45 |
| 12316 - Registered Nurse IV | 41.29 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 21.34 |
| 13000 - Information And Arts Occupations | |

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|---|---------------|
| 13011 - Exhibits Specialist I | 19.50 |
| 13012 - Exhibits Specialist II | 24.16 |
| 13013 - Exhibits Specialist III | 29.56 |
| 13041 - Illustrator I | 19.50 |
| 13042 - Illustrator II | 24.16 |
| 13043 - Illustrator III | 29.56 |
| 13047 - Librarian | 26.75 |
| 13050 - Library Aide/Clerk | 12.57 |
| 13054 - Library Information Technology Systems Administrator | 24.16 |
| 13058 - Library Technician | 15.73 |
| 13061 - Media Specialist I | 17.43 |
| 13062 - Media Specialist II | 19.50 |
| 13063 - Media Specialist III | 21.75 |
| 13071 - Photographer I | 16.13 |
| 13072 - Photographer II | 18.46 |
| 13073 - Photographer III | 22.04 |
| 13074 - Photographer IV | 26.31 |
| 13075 - Photographer V | 31.63 |
| 13110 - Video Teleconference Technician | 17.56 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 16.22 |
| 14042 - Computer Operator II | 18.14 |
| 14043 - Computer Operator III | 20.23 |
| 14044 - Computer Operator IV | 22.49 |
| 14045 - Computer Operator V | 24.89 |
| 14071 - Computer Programmer I | (see 1) 20.78 |
| 14072 - Computer Programmer II | (see 1) 25.74 |
| 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 | 16.22 |
| 14160 - Personal Computer Support Technician | 22.49 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 33.21 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 40.15 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 45.01 |
| 15050 - Computer Based Training Specialist / Instructor | 33.21 |
| 15060 - Educational Technologist | 30.30 |
| 15070 - Flight Instructor (Pilot) | 45.01 |
| 15080 - Graphic Artist | 23.15 |
| 15090 - Technical Instructor | 20.43 |
| 15095 - Technical Instructor/Course Developer | 24.99 |
| 15110 - Test Proctor | 16.48 |
| 15120 - Tutor | 16.48 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 10.07 |
| 16030 - Counter Attendant | 10.07 |
| 16040 - Dry Cleaner | 13.60 |
| 16070 - Finisher, Flatwork, Machine | 10.07 |
| 16090 - Presser, Hand | 10.07 |
| 16110 - Presser, Machine, Drycleaning | 10.07 |
| 16130 - Presser, Machine, Shirts | 10.07 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 10.07 |
| 16190 - Sewing Machine Operator | 14.81 |
| 16220 - Tailor | 15.96 |
| 16250 - Washer, Machine | 11.23 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 22.72 |
| 19040 - Tool And Die Maker | 25.50 |
| 21000 - Materials Handling And Packing Occupations | |

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|---|-------|
| 21020 - Forklift Operator | 17.06 |
| 21030 - Material Coordinator | 22.09 |
| 21040 - Material Expediter | 22.09 |
| 21050 - Material Handling Laborer | 15.24 |
| 21071 - Order Filler | 15.12 |
| 21080 - Production Line Worker (Food Processing) | 17.06 |
| 21110 - Shipping Packer | 15.66 |
| 21130 - Shipping/Receiving Clerk | 15.66 |
| 21140 - Store Worker I | 14.24 |
| 21150 - Stock Clerk | 17.52 |
| 21210 - Tools And Parts Attendant | 17.06 |
| 21410 - Warehouse Specialist | 17.06 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.62 |
| 23021 - Aircraft Mechanic I | 23.56 |
| 23022 - Aircraft Mechanic II | 24.62 |
| 23023 - Aircraft Mechanic III | 25.70 |
| 23040 - Aircraft Mechanic Helper | 18.93 |
| 23050 - Aircraft, Painter | 27.46 |
| 23060 - Aircraft Servicer | 20.34 |
| 23080 - Aircraft Worker | 21.41 |
| 23110 - Appliance Mechanic | 20.55 |
| 23120 - Bicycle Repairer | 16.81 |
| 23125 - Cable Splicer | 27.91 |
| 23130 - Carpenter, Maintenance | 19.58 |
| 23140 - Carpet Layer | 19.06 |
| 23160 - Electrician, Maintenance | 23.00 |
| 23181 - Electronics Technician Maintenance I | 22.31 |
| 23182 - Electronics Technician Maintenance II | 23.40 |
| 23183 - Electronics Technician Maintenance III | 24.52 |
| 23260 - Fabric Worker | 18.59 |
| 23290 - Fire Alarm System Mechanic | 21.54 |
| 23310 - Fire Extinguisher Repairer | 17.60 |
| 23311 - Fuel Distribution System Mechanic | 22.42 |
| 23312 - Fuel Distribution System Operator | 17.61 |
| 23370 - General Maintenance Worker | 18.58 |
| 23380 - Ground Support Equipment Mechanic | 23.56 |
| 23381 - Ground Support Equipment Servicer | 20.34 |
| 23382 - Ground Support Equipment Worker | 21.41 |
| 23391 - Gunsmith I | 17.60 |
| 23392 - Gunsmith II | 19.58 |
| 23393 - Gunsmith III | 21.54 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 23.55 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 24.62 |
| 23430 - Heavy Equipment Mechanic | 22.89 |
| 23440 - Heavy Equipment Operator | 19.86 |
| 23460 - Instrument Mechanic | 21.54 |
| 23465 - Laboratory/Shelter Mechanic | 20.55 |
| 23470 - Laborer | 13.21 |
| 23510 - Locksmith | 20.55 |
| 23530 - Machinery Maintenance Mechanic | 24.08 |
| 23550 - Machinist, Maintenance | 20.88 |
| 23580 - Maintenance Trades Helper | 17.74 |
| 23591 - Metrology Technician I | 21.54 |
| 23592 - Metrology Technician II | 22.51 |
| 23593 - Metrology Technician III | 23.50 |
| 23640 - Millwright | 27.77 |
| 23710 - Office Appliance Repairer | 19.70 |
| 23760 - Painter, Maintenance | 19.93 |
| 23790 - Pipefitter, Maintenance | 25.30 |
| 23810 - Plumber, Maintenance | 22.31 |

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|--|-------|
| 23820 - Pneudraulic Systems Mechanic | 21.54 |
| 23850 - Rigger | 21.54 |
| 23870 - Scale Mechanic | 19.58 |
| 23890 - Sheet-Metal Worker, Maintenance | 20.85 |
| 23910 - Small Engine Mechanic | 18.98 |
| 23931 - Telecommunications Mechanic I | 25.67 |
| 23932 - Telecommunications Mechanic II | 26.95 |
| 23950 - Telephone Lineman | 24.90 |
| 23960 - Welder, Combination, Maintenance | 20.88 |
| 23965 - Well Driller | 21.54 |
| 23970 - Woodcraft Worker | 21.54 |
| 23980 - Woodworker | 17.40 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 11.35 |
| 24580 - Child Care Center Clerk | 13.27 |
| 24610 - Chore Aide | 10.41 |
| 24620 - Family Readiness And Support Services Coordinator | 13.73 |
| 24630 - Homemaker | 13.39 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 24.45 |
| 25040 - Sewage Plant Operator | 21.12 |
| 25070 - Stationary Engineer | 24.45 |
| 25190 - Ventilation Equipment Tender | 17.12 |
| 25210 - Water Treatment Plant Operator | 21.12 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 17.04 |
| 27007 - Baggage Inspector | 12.52 |
| 27008 - Corrections Officer | 20.76 |
| 27010 - Court Security Officer | 21.92 |
| 27030 - Detection Dog Handler | 17.04 |
| 27040 - Detention Officer | 20.76 |
| 27070 - Firefighter | 19.68 |
| 27101 - Guard I | 12.52 |
| 27102 - Guard II | 17.04 |
| 27131 - Police Officer I | 25.86 |
| 27132 - Police Officer II | 28.70 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.56 |
| 28042 - Carnival Equipment Repairer | 11.99 |
| 28043 - Carnival Equipment Worker | 10.00 |
| 28210 - Gate Attendant/Gate Tender | 14.06 |
| 28310 - Lifeguard | 12.53 |
| 28350 - Park Attendant (Aide) | 15.73 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.48 |
| 28515 - Recreation Specialist | 15.94 |
| 28630 - Sports Official | 12.53 |
| 28690 - Swimming Pool Operator | 16.73 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 25.92 |
| 29020 - Hatch Tender | 25.92 |
| 29030 - Line Handler | 25.92 |
| 29041 - Stevedore I | 24.62 |
| 29042 - Stevedore II | 27.21 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 19.11 |
| 30022 - Archeological Technician II | 21.38 |
| 30023 - Archeological Technician III | 25.30 |
| 30030 - Cartographic Technician | 26.01 |
| 30040 - Civil Engineering Technician | 23.55 |

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|---|---------------|
| 30061 - Drafter/CAD Operator I | 19.11 |
| 30062 - Drafter/CAD Operator II | 21.38 |
| 30063 - Drafter/CAD Operator III | 23.84 |
| 30064 - Drafter/CAD Operator IV | 28.82 |
| 30081 - Engineering Technician I | 16.30 |
| 30082 - Engineering Technician II | 18.29 |
| 30083 - Engineering Technician III | 20.46 |
| 30084 - Engineering Technician IV | 25.37 |
| 30085 - Engineering Technician V | 31.05 |
| 30086 - Engineering Technician VI | 37.54 |
| 30090 - Environmental Technician | 23.31 |
| 30210 - Laboratory Technician | 21.29 |
| 30240 - Mathematical Technician | 26.02 |
| 30361 - Paralegal/Legal Assistant I | 18.94 |
| 30362 - Paralegal/Legal Assistant II | 23.45 |
| 30363 - Paralegal/Legal Assistant III | 28.69 |
| 30364 - Paralegal/Legal Assistant IV | 34.72 |
| 30390 - Photo-Optics Technician | 26.02 |
| 30461 - Technical Writer I | 21.09 |
| 30462 - Technical Writer II | 25.78 |
| 30463 - Technical Writer III | 31.05 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 23.84 |
| 30621 - Weather Observer, Senior | (see 2) 26.11 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 14.87 |
| 31030 - Bus Driver | 19.37 |
| 31043 - Driver Courier | 16.39 |
| 31260 - Parking and Lot Attendant | 12.44 |
| 31290 - Shuttle Bus Driver | 17.36 |
| 31310 - Taxi Driver | 14.06 |
| 31361 - Truckdriver, Light | 17.36 |
| 31362 - Truckdriver, Medium | 17.61 |
| 31363 - Truckdriver, Heavy | 18.61 |
| 31364 - Truckdriver, Tractor-Trailer | 18.61 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 10.15 |
| 99050 - Desk Clerk | 9.11 |
| 99095 - Embalmer | 28.05 |
| 99251 - Laboratory Animal Caretaker I | 12.14 |
| 99252 - Laboratory Animal Caretaker II | 12.85 |
| 99310 - Mortician | 28.05 |
| 99410 - Pest Controller | 19.93 |
| 99510 - Photofinishing Worker | 12.87 |
| 99710 - Recycling Laborer | 17.78 |
| 99711 - Recycling Specialist | 20.18 |
| 99730 - Refuse Collector | 16.62 |
| 99810 - Sales Clerk | 11.36 |
| 99820 - School Crossing Guard | 11.62 |
| 99830 - Survey Party Chief | 21.40 |
| 99831 - Surveying Aide | 11.11 |
| 99832 - Surveying Technician | 17.01 |
| 99840 - Vending Machine Attendant | 14.34 |
| 99841 - Vending Machine Repairer | 18.40 |
| 99842 - Vending Machine Repairer Helper | 14.34 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3033
Revision No.: 14
Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Escambia, Okaloosa, Santa Rosa

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.12 |
| 01012 - Accounting Clerk II | | 15.84 |
| 01013 - Accounting Clerk III | | 17.72 |
| 01020 - Administrative Assistant | | 17.64 |
| 01040 - Court Reporter | | 17.18 |
| 01051 - Data Entry Operator I | | 10.89 |
| 01052 - Data Entry Operator II | | 12.29 |
| 01060 - Dispatcher, Motor Vehicle | | 14.08 |
| 01070 - Document Preparation Clerk | | 12.11 |
| 01090 - Duplicating Machine Operator | | 12.11 |
| 01111 - General Clerk I | | 11.37 |
| 01112 - General Clerk II | | 12.41 |
| 01113 - General Clerk III | | 13.92 |
| 01120 - Housing Referral Assistant | | 16.33 |
| 01141 - Messenger Courier | | 10.35 |
| 01191 - Order Clerk I | | 10.98 |
| 01192 - Order Clerk II | | 13.07 |
| 01261 - Personnel Assistant (Employment) I | | 14.24 |
| 01262 - Personnel Assistant (Employment) II | | 15.93 |
| 01263 - Personnel Assistant (Employment) III | | 17.77 |
| 01270 - Production Control Clerk | | 19.11 |
| 01280 - Receptionist | | 11.28 |
| 01290 - Rental Clerk | | 13.09 |
| 01300 - Scheduler, Maintenance | | 13.09 |
| 01311 - Secretary I | | 13.09 |
| 01312 - Secretary II | | 14.64 |
| 01313 - Secretary III | | 16.33 |
| 01320 - Service Order Dispatcher | | 12.45 |

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| 01410 - Supply Technician | 17.64 |
| 01420 - Survey Worker | 12.91 |
| 01531 - Travel Clerk I | 11.16 |
| 01532 - Travel Clerk II | 11.93 |
| 01533 - Travel Clerk III | 12.71 |
| 01611 - Word Processor I | 12.69 |
| 01612 - Word Processor II | 14.24 |
| 01613 - Word Processor III | 15.93 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.33 |
| 05010 - Automotive Electrician | 20.25 |
| 05040 - Automotive Glass Installer | 19.43 |
| 05070 - Automotive Worker | 18.80 |
| 05110 - Mobile Equipment Servicer | 17.06 |
| 05130 - Motor Equipment Metal Mechanic | 21.33 |
| 05160 - Motor Equipment Metal Worker | 18.80 |
| 05190 - Motor Vehicle Mechanic | 21.33 |
| 05220 - Motor Vehicle Mechanic Helper | 15.93 |
| 05250 - Motor Vehicle Upholstery Worker | 18.16 |
| 05280 - Motor Vehicle Wrecker | 18.80 |
| 05310 - Painter, Automotive | 20.25 |
| 05340 - Radiator Repair Specialist | 18.80 |
| 05370 - Tire Repairer | 13.79 |
| 05400 - Transmission Repair Specialist | 21.33 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.59 |
| 07041 - Cook I | 10.08 |
| 07042 - Cook II | 11.82 |
| 07070 - Dishwasher | 7.77 |
| 07130 - Food Service Worker | 9.09 |
| 07210 - Meat Cutter | 14.46 |
| 07260 - Waiter/Waitress | 10.07 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.32 |
| 09040 - Furniture Handler | 12.78 |
| 09080 - Furniture Refinisher | 17.32 |
| 09090 - Furniture Refinisher Helper | 13.62 |
| 09110 - Furniture Repairer, Minor | 15.53 |
| 09130 - Upholsterer | 17.32 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.37 |
| 11060 - Elevator Operator | 9.37 |
| 11090 - Gardener | 14.58 |
| 11122 - Housekeeping Aide | 9.89 |
| 11150 - Janitor | 9.89 |
| 11210 - Laborer, Grounds Maintenance | 10.85 |
| 11240 - Maid or Houseman | 8.86 |
| 11260 - Pruner | 9.60 |
| 11270 - Tractor Operator | 12.60 |
| 11330 - Trail Maintenance Worker | 10.85 |
| 11360 - Window Cleaner | 11.18 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.59 |
| 12011 - Breath Alcohol Technician | 16.21 |
| 12012 - Certified Occupational Therapist Assistant | 22.78 |
| 12015 - Certified Physical Therapist Assistant | 23.13 |
| 12020 - Dental Assistant | 14.96 |
| 12025 - Dental Hygienist | 29.32 |
| 12030 - EKG Technician | 22.21 |
| 12035 - Electroneurodiagnostic Technologist | 22.21 |
| 12040 - Emergency Medical Technician | 15.59 |
| 12071 - Licensed Practical Nurse I | 14.86 |
| 12072 - Licensed Practical Nurse II | 16.86 |

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| 12073 - Licensed Practical Nurse III | 18.80 |
| 12100 - Medical Assistant | 12.44 |
| 12130 - Medical Laboratory Technician | 16.31 |
| 12160 - Medical Record Clerk | 13.21 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 14.56 |
| 12210 - Nuclear Medicine Technologist | 29.36 |
| 12221 - Nursing Assistant I | 9.06 |
| 12222 - Nursing Assistant II | 10.19 |
| 12223 - Nursing Assistant III | 11.12 |
| 12224 - Nursing Assistant IV | 12.48 |
| 12235 - Optical Dispenser | 18.28 |
| 12236 - Optical Technician | 13.43 |
| 12250 - Pharmacy Technician | 16.44 |
| 12280 - Phlebotomist | 12.48 |
| 12305 - Radiologic Technologist | 22.15 |
| 12311 - Registered Nurse I | 18.23 |
| 12312 - Registered Nurse II | 22.30 |
| 12313 - Registered Nurse II, Specialist | 22.30 |
| 12314 - Registered Nurse III | 26.98 |
| 12315 - Registered Nurse III, Anesthetist | 26.99 |
| 12316 - Registered Nurse IV | 32.33 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.32 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.75 |
| 13012 - Exhibits Specialist II | 25.72 |
| 13013 - Exhibits Specialist III | 31.46 |
| 13041 - Illustrator I | 20.75 |
| 13042 - Illustrator II | 25.72 |
| 13043 - Illustrator III | 31.46 |
| 13047 - Librarian | 28.47 |
| 13050 - Library Aide/Clerk | 10.99 |
| 13054 - Library Information Technology Systems Administrator | 25.72 |
| 13058 - Library Technician | 15.46 |
| 13061 - Media Specialist I | 17.99 |
| 13062 - Media Specialist II | 19.95 |
| 13063 - Media Specialist III | 22.15 |
| 13071 - Photographer I | 16.28 |
| 13072 - Photographer II | 19.26 |
| 13073 - Photographer III | 23.46 |
| 13074 - Photographer IV | 27.60 |
| 13075 - Photographer V | 33.38 |
| 13110 - Video Teleconference Technician | 13.42 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.33 |
| 14042 - Computer Operator II | 16.03 |
| 14043 - Computer Operator III | 17.88 |
| 14044 - Computer Operator IV | 19.86 |
| 14045 - Computer Operator V | 21.99 |
| 14071 - Computer Programmer I | (see 1) 19.81 |
| 14072 - Computer Programmer II | (see 1) 24.56 |
| 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 | 14.33 |
| 14160 - Personal Computer Support Technician | 19.86 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.64 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.65 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 38.04 |

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| 15050 - Computer Based Training Specialist / Instructor | 28.53 |
| 15060 - Educational Technologist | 27.32 |
| 15070 - Flight Instructor (Pilot) | 38.04 |
| 15080 - Graphic Artist | 22.25 |
| 15090 - Technical Instructor | 20.31 |
| 15095 - Technical Instructor/Course Developer | 24.85 |
| 15110 - Test Proctor | 15.65 |
| 15120 - Tutor | 15.65 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.56 |
| 16030 - Counter Attendant | 8.56 |
| 16040 - Dry Cleaner | 10.32 |
| 16070 - Finisher, Flatwork, Machine | 8.56 |
| 16090 - Presser, Hand | 8.56 |
| 16110 - Presser, Machine, Drycleaning | 8.56 |
| 16130 - Presser, Machine, Shirts | 8.56 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.56 |
| 16190 - Sewing Machine Operator | 10.91 |
| 16220 - Tailor | 11.51 |
| 16250 - Washer, Machine | 9.11 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.79 |
| 19040 - Tool And Die Maker | 21.56 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.20 |
| 21030 - Material Coordinator | 19.11 |
| 21040 - Material Expediter | 19.11 |
| 21050 - Material Handling Laborer | 11.08 |
| 21071 - Order Filler | 11.76 |
| 21080 - Production Line Worker (Food Processing) | 14.20 |
| 21110 - Shipping Packer | 13.39 |
| 21130 - Shipping/Receiving Clerk | 13.39 |
| 21140 - Store Worker I | 10.97 |
| 21150 - Stock Clerk | 15.84 |
| 21210 - Tools And Parts Attendant | 14.20 |
| 21410 - Warehouse Specialist | 14.20 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.98 |
| 23021 - Aircraft Mechanic I | 22.79 |
| 23022 - Aircraft Mechanic II | 23.98 |
| 23023 - Aircraft Mechanic III | 25.17 |
| 23040 - Aircraft Mechanic Helper | 16.58 |
| 23050 - Aircraft, Painter | 20.12 |
| 23060 - Aircraft Servicer | 18.90 |
| 23080 - Aircraft Worker | 19.98 |
| 23110 - Appliance Mechanic | 17.79 |
| 23120 - Bicycle Repairer | 13.79 |
| 23125 - Cable Splicer | 23.44 |
| 23130 - Carpenter, Maintenance | 17.79 |
| 23140 - Carpet Layer | 16.85 |
| 23160 - Electrician, Maintenance | 18.73 |
| 23181 - Electronics Technician Maintenance I | 23.61 |
| 23182 - Electronics Technician Maintenance II | 25.31 |
| 23183 - Electronics Technician Maintenance III | 27.02 |
| 23260 - Fabric Worker | 15.95 |
| 23290 - Fire Alarm System Mechanic | 18.73 |
| 23310 - Fire Extinguisher Repairer | 14.98 |
| 23311 - Fuel Distribution System Mechanic | 18.73 |
| 23312 - Fuel Distribution System Operator | 15.83 |
| 23370 - General Maintenance Worker | 16.85 |
| 23380 - Ground Support Equipment Mechanic | 22.79 |
| 23381 - Ground Support Equipment Servicer | 18.90 |
| 23382 - Ground Support Equipment Worker | 19.98 |

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| 23391 - Gunsmith I | 13.78 |
| 23392 - Gunsmith II | 16.15 |
| 23393 - Gunsmith III | 18.49 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.73 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.67 |
| 23430 - Heavy Equipment Mechanic | 18.25 |
| 23440 - Heavy Equipment Operator | 18.73 |
| 23460 - Instrument Mechanic | 18.73 |
| 23465 - Laboratory/Shelter Mechanic | 16.50 |
| 23470 - Laborer | 11.08 |
| 23510 - Locksmith | 17.79 |
| 23530 - Machinery Maintenance Mechanic | 23.23 |
| 23550 - Machinist, Maintenance | 18.73 |
| 23580 - Maintenance Trades Helper | 13.99 |
| 23591 - Metrology Technician I | 18.73 |
| 23592 - Metrology Technician II | 19.67 |
| 23593 - Metrology Technician III | 20.65 |
| 23640 - Millwright | 18.73 |
| 23710 - Office Appliance Repairer | 17.79 |
| 23760 - Painter, Maintenance | 17.79 |
| 23790 - Pipefitter, Maintenance | 18.73 |
| 23810 - Plumber, Maintenance | 17.79 |
| 23820 - Pneudraulic Systems Mechanic | 18.73 |
| 23850 - Rigger | 18.73 |
| 23870 - Scale Mechanic | 16.85 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.73 |
| 23910 - Small Engine Mechanic | 16.85 |
| 23931 - Telecommunications Mechanic I | 23.87 |
| 23932 - Telecommunications Mechanic II | 25.09 |
| 23950 - Telephone Lineman | 19.24 |
| 23960 - Welder, Combination, Maintenance | 18.73 |
| 23965 - well Driller | 18.92 |
| 23970 - Woodcraft Worker | 18.73 |
| 23980 - Woodworker | 14.56 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.53 |
| 24580 - Child Care Center Clerk | 11.89 |
| 24610 - Chore Aide | 8.97 |
| 24620 - Family Readiness And Support Services Coordinator | 10.71 |
| 24630 - Homemaker | 13.21 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 18.49 |
| 25040 - Sewage Plant Operator | 17.85 |
| 25070 - Stationary Engineer | 18.49 |
| 25190 - Ventilation Equipment Tender | 13.80 |
| 25210 - Water Treatment Plant Operator | 17.85 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.26 |
| 27007 - Baggage Inspector | 11.94 |
| 27008 - Corrections Officer | 18.33 |
| 27010 - Court Security Officer | 18.33 |
| 27030 - Detection Dog Handler | 13.44 |
| 27040 - Detention Officer | 18.33 |
| 27070 - Firefighter | 17.75 |
| 27101 - Guard I | 11.94 |
| 27102 - Guard II | 13.44 |
| 27131 - Police Officer I | 18.88 |
| 27132 - Police Officer II | 20.98 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.78 |

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| 28042 - Carnival Equipment Repairer | 10.49 |
| 28043 - Carnival Equipment Worker | 8.17 |
| 28210 - Gate Attendant/Gate Tender | 12.96 |
| 28310 - Lifeguard | 12.54 |
| 28350 - Park Attendant (Aide) | 14.50 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.43 |
| 28515 - Recreation Specialist | 14.75 |
| 28630 - Sports Official | 10.76 |
| 28690 - Swimming Pool Operator | 14.54 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.22 |
| 29020 - Hatch Tender | 20.22 |
| 29030 - Line Handler | 20.22 |
| 29041 - Stevedore I | 19.04 |
| 29042 - Stevedore II | 21.22 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.29 |
| 30022 - Archeological Technician II | 15.37 |
| 30023 - Archeological Technician III | 21.13 |
| 30030 - Cartographic Technician | 23.18 |
| 30040 - Civil Engineering Technician | 23.18 |
| 30061 - Drafter/CAD Operator I | 16.72 |
| 30062 - Drafter/CAD Operator II | 18.70 |
| 30063 - Drafter/CAD Operator III | 20.86 |
| 30064 - Drafter/CAD Operator IV | 25.38 |
| 30081 - Engineering Technician I | 14.15 |
| 30082 - Engineering Technician II | 15.88 |
| 30083 - Engineering Technician III | 17.77 |
| 30084 - Engineering Technician IV | 22.01 |
| 30085 - Engineering Technician V | 26.93 |
| 30086 - Engineering Technician VI | 32.58 |
| 30090 - Environmental Technician | 20.67 |
| 30210 - Laboratory Technician | 21.04 |
| 30240 - Mathematical Technician | 23.18 |
| 30361 - Paralegal/Legal Assistant I | 17.07 |
| 30362 - Paralegal/Legal Assistant II | 21.15 |
| 30363 - Paralegal/Legal Assistant III | 25.88 |
| 30364 - Paralegal/Legal Assistant IV | 31.30 |
| 30390 - Photo-Optics Technician | 23.18 |
| 30461 - Technical Writer I | 21.21 |
| 30462 - Technical Writer II | 25.94 |
| 30463 - Technical Writer III | 31.38 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 20.86 |
| 30621 - Weather Observer, Senior (see 2) | 23.18 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.77 |
| 31030 - Bus Driver | 14.07 |
| 31043 - Driver Courier | 11.57 |
| 31260 - Parking and Lot Attendant | 8.59 |
| 31290 - Shuttle Bus Driver | 13.34 |
| 31310 - Taxi Driver | 10.84 |
| 31361 - Truckdriver, Light | 13.34 |
| 31362 - Truckdriver, Medium | 13.85 |
| 31363 - Truckdriver, Heavy | 14.23 |

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| 31364 - Truckdriver, Tractor-Trailer | 14.23 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.61 |
| 99050 - Desk Clerk | 9.47 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 10.88 |
| 99252 - Laboratory Animal Caretaker II | 11.89 |
| 99310 - Mortician | 23.44 |
| 99410 - Pest Controller | 15.40 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.55 |
| 99711 - Recycling Specialist | 15.19 |
| 99730 - Refuse Collector | 12.09 |
| 99810 - Sales Clerk | 12.37 |
| 99820 - School Crossing Guard | 11.08 |
| 99830 - Survey Party Chief | 17.08 |
| 99831 - Surveying Aide | 9.28 |
| 99832 - Surveying Technician | 15.53 |
| 99840 - Vending Machine Attendant | 12.43 |
| 99841 - Vending Machine Repairer | 14.99 |
| 99842 - Vending Machine Repairer Helper | 12.43 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years, and 4 weeks after 11 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 4174)

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
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employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006,
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unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3034
Revision No.: 16
Date Of Last Revision: 07/25/2014

State: Florida

Area: Florida Counties of Escambia, Okaloosa, Santa Rosa

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.12 |
| 01012 - Accounting Clerk II | | 15.84 |
| 01013 - Accounting Clerk III | | 17.72 |
| 01020 - Administrative Assistant | | 17.64 |
| 01040 - Court Reporter | | 17.18 |
| 01051 - Data Entry Operator I | | 10.89 |
| 01052 - Data Entry Operator II | | 12.29 |
| 01060 - Dispatcher, Motor Vehicle | | 14.08 |
| 01070 - Document Preparation Clerk | | 12.11 |

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| 01090 - Duplicating Machine Operator | 12.11 |
| 01111 - General Clerk I | 11.37 |
| 01112 - General Clerk II | 12.41 |
| 01113 - General Clerk III | 13.92 |
| 01120 - Housing Referral Assistant | 16.33 |
| 01141 - Messenger Courier | 10.35 |
| 01191 - Order Clerk I | 10.98 |
| 01192 - Order Clerk II | 13.07 |
| 01261 - Personnel Assistant (Employment) I | 14.24 |
| 01262 - Personnel Assistant (Employment) II | 15.93 |
| 01263 - Personnel Assistant (Employment) III | 17.77 |
| 01270 - Production Control Clerk | 19.11 |
| 01280 - Receptionist | 11.28 |
| 01290 - Rental Clerk | 13.09 |
| 01300 - Scheduler, Maintenance | 13.09 |
| 01311 - Secretary I | 13.09 |
| 01312 - Secretary II | 14.64 |
| 01313 - Secretary III | 16.33 |
| 01320 - Service Order Dispatcher | 12.45 |
| 01410 - Supply Technician | 17.64 |
| 01420 - Survey Worker | 12.91 |
| 01531 - Travel Clerk I | 11.16 |
| 01532 - Travel Clerk II | 11.93 |
| 01533 - Travel Clerk III | 12.71 |
| 01611 - Word Processor I | 12.69 |
| 01612 - Word Processor II | 14.24 |
| 01613 - Word Processor III | 15.93 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 21.33 |
| 05010 - Automotive Electrician | 20.25 |
| 05040 - Automotive Glass Installer | 19.43 |
| 05070 - Automotive Worker | 18.80 |
| 05110 - Mobile Equipment Servicer | 17.06 |
| 05130 - Motor Equipment Metal Mechanic | 21.33 |
| 05160 - Motor Equipment Metal Worker | 18.80 |
| 05190 - Motor Vehicle Mechanic | 21.33 |
| 05220 - Motor Vehicle Mechanic Helper | 15.93 |
| 05250 - Motor Vehicle Upholstery Worker | 18.16 |
| 05280 - Motor Vehicle Wrecker | 18.80 |
| 05310 - Painter, Automotive | 20.25 |
| 05340 - Radiator Repair Specialist | 18.80 |
| 05370 - Tire Repairer | 13.79 |
| 05400 - Transmission Repair Specialist | 21.33 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.59 |
| 07041 - Cook I | 10.08 |
| 07042 - Cook II | 11.82 |
| 07070 - Dishwasher | 7.77 |
| 07130 - Food Service Worker | 9.09 |
| 07210 - Meat Cutter | 14.46 |
| 07260 - Waiter/Waitress | 10.07 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 17.32 |
| 09040 - Furniture Handler | 12.78 |
| 09080 - Furniture Refinisher | 17.32 |
| 09090 - Furniture Refinisher Helper | 13.62 |
| 09110 - Furniture Repairer, Minor | 15.53 |
| 09130 - Upholsterer | 17.32 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.37 |
| 11060 - Elevator Operator | 9.37 |
| 11090 - Gardener | 14.58 |
| 11122 - Housekeeping Aide | 9.89 |

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| 11150 - Janitor | 9.89 |
| 11210 - Laborer, Grounds Maintenance | 10.85 |
| 11240 - Maid or Houseman | 8.86 |
| 11260 - Pruner | 9.60 |
| 11270 - Tractor Operator | 12.60 |
| 11330 - Trail Maintenance Worker | 10.85 |
| 11360 - Window Cleaner | 11.18 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.59 |
| 12011 - Breath Alcohol Technician | 16.21 |
| 12012 - Certified Occupational Therapist Assistant | 22.78 |
| 12015 - Certified Physical Therapist Assistant | 23.13 |
| 12020 - Dental Assistant | 14.96 |
| 12025 - Dental Hygienist | 29.32 |
| 12030 - EKG Technician | 22.21 |
| 12035 - Electroneurodiagnostic Technologist | 22.21 |
| 12040 - Emergency Medical Technician | 15.59 |
| 12071 - Licensed Practical Nurse I | 14.86 |
| 12072 - Licensed Practical Nurse II | 16.86 |
| 12073 - Licensed Practical Nurse III | 18.80 |
| 12100 - Medical Assistant | 12.44 |
| 12130 - Medical Laboratory Technician | 16.31 |
| 12160 - Medical Record Clerk | 13.21 |
| 12190 - Medical Record Technician | 14.89 |
| 12195 - Medical Transcriptionist | 14.56 |
| 12210 - Nuclear Medicine Technologist | 29.36 |
| 12221 - Nursing Assistant I | 9.06 |
| 12222 - Nursing Assistant II | 10.19 |
| 12223 - Nursing Assistant III | 11.12 |
| 12224 - Nursing Assistant IV | 12.48 |
| 12235 - Optical Dispenser | 18.28 |
| 12236 - Optical Technician | 13.43 |
| 12250 - Pharmacy Technician | 16.44 |
| 12280 - Phlebotomist | 12.48 |
| 12305 - Radiologic Technologist | 22.15 |
| 12311 - Registered Nurse I | 18.23 |
| 12312 - Registered Nurse II | 22.30 |
| 12313 - Registered Nurse II, Specialist | 22.30 |
| 12314 - Registered Nurse III | 26.98 |
| 12315 - Registered Nurse III, Anesthetist | 26.99 |
| 12316 - Registered Nurse IV | 32.33 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.32 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 20.75 |
| 13012 - Exhibits Specialist II | 25.72 |
| 13013 - Exhibits Specialist III | 31.46 |
| 13041 - Illustrator I | 20.75 |
| 13042 - Illustrator II | 25.72 |
| 13043 - Illustrator III | 31.46 |
| 13047 - Librarian | 28.47 |
| 13050 - Library Aide/Clerk | 10.99 |
| 13054 - Library Information Technology Systems Administrator | 25.72 |
| 13058 - Library Technician | 15.46 |
| 13061 - Media Specialist I | 17.99 |
| 13062 - Media Specialist II | 19.95 |
| 13063 - Media Specialist III | 22.15 |
| 13071 - Photographer I | 16.28 |
| 13072 - Photographer II | 19.26 |
| 13073 - Photographer III | 23.46 |
| 13074 - Photographer IV | 27.60 |
| 13075 - Photographer V | 33.38 |
| 13110 - Video Teleconference Technician | 13.42 |

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| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.33 |
| 14042 - Computer Operator II | 16.03 |
| 14043 - Computer Operator III | 17.88 |
| 14044 - Computer Operator IV | 19.86 |
| 14045 - Computer Operator V | 21.99 |
| 14071 - Computer Programmer I | (see 1) 19.81 |
| 14072 - Computer Programmer II | (see 1) 24.56 |
| 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 | 14.33 |
| 14160 - Personal Computer Support Technician | 19.86 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 28.64 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 34.65 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 38.04 |
| 15050 - Computer Based Training Specialist / Instructor | 28.53 |
| 15060 - Educational Technologist | 27.32 |
| 15070 - Flight Instructor (Pilot) | 38.04 |
| 15080 - Graphic Artist | 22.25 |
| 15090 - Technical Instructor | 20.31 |
| 15095 - Technical Instructor/Course Developer | 24.85 |
| 15110 - Test Proctor | 15.65 |
| 15120 - Tutor | 15.65 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.56 |
| 16030 - Counter Attendant | 8.56 |
| 16040 - Dry Cleaner | 10.32 |
| 16070 - Finisher, Flatwork, Machine | 8.56 |
| 16090 - Presser, Hand | 8.56 |
| 16110 - Presser, Machine, Drycleaning | 8.56 |
| 16130 - Presser, Machine, Shirts | 8.56 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.56 |
| 16190 - Sewing Machine Operator | 10.91 |
| 16220 - Tailor | 11.51 |
| 16250 - Washer, Machine | 9.11 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.79 |
| 19040 - Tool And Die Maker | 21.56 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.20 |
| 21030 - Material Coordinator | 19.11 |
| 21040 - Material Expediter | 19.11 |
| 21050 - Material Handling Laborer | 11.08 |
| 21071 - Order Filler | 11.76 |
| 21080 - Production Line Worker (Food Processing) | 14.20 |
| 21110 - Shipping Packer | 13.39 |
| 21130 - Shipping/Receiving Clerk | 13.39 |
| 21140 - Store Worker I | 10.97 |
| 21150 - Stock Clerk | 15.84 |
| 21210 - Tools And Parts Attendant | 14.20 |
| 21410 - Warehouse Specialist | 14.20 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.98 |
| 23021 - Aircraft Mechanic I | 22.79 |
| 23022 - Aircraft Mechanic II | 23.98 |
| 23023 - Aircraft Mechanic III | 25.17 |
| 23040 - Aircraft Mechanic Helper | 16.58 |
| 23050 - Aircraft, Painter | 20.12 |
| 23060 - Aircraft Servicer | 18.90 |

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| 23080 - Aircraft Worker | 19.98 |
| 23110 - Appliance Mechanic | 17.79 |
| 23120 - Bicycle Repairer | 13.79 |
| 23125 - Cable Splicer | 23.44 |
| 23130 - Carpenter, Maintenance | 17.79 |
| 23140 - Carpet Layer | 16.85 |
| 23160 - Electrician, Maintenance | 18.73 |
| 23181 - Electronics Technician Maintenance I | 23.61 |
| 23182 - Electronics Technician Maintenance II | 25.31 |
| 23183 - Electronics Technician Maintenance III | 27.02 |
| 23260 - Fabric Worker | 15.95 |
| 23290 - Fire Alarm System Mechanic | 18.73 |
| 23310 - Fire Extinguisher Repairer | 14.98 |
| 23311 - Fuel Distribution System Mechanic | 18.73 |
| 23312 - Fuel Distribution System Operator | 15.83 |
| 23370 - General Maintenance Worker | 16.85 |
| 23380 - Ground Support Equipment Mechanic | 22.79 |
| 23381 - Ground Support Equipment Servicer | 18.90 |
| 23382 - Ground Support Equipment Worker | 19.98 |
| 23391 - Gunsmith I | 13.78 |
| 23392 - Gunsmith II | 16.15 |
| 23393 - Gunsmith III | 18.49 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 18.73 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 19.67 |
| 23430 - Heavy Equipment Mechanic | 18.25 |
| 23440 - Heavy Equipment Operator | 18.73 |
| 23460 - Instrument Mechanic | 18.73 |
| 23465 - Laboratory/Shelter Mechanic | 16.50 |
| 23470 - Laborer | 11.08 |
| 23510 - Locksmith | 17.79 |
| 23530 - Machinery Maintenance Mechanic | 23.23 |
| 23550 - Machinist, Maintenance | 18.73 |
| 23580 - Maintenance Trades Helper | 13.99 |
| 23591 - Metrology Technician I | 18.73 |
| 23592 - Metrology Technician II | 19.67 |
| 23593 - Metrology Technician III | 20.65 |
| 23640 - Millwright | 18.73 |
| 23710 - Office Appliance Repairer | 17.79 |
| 23760 - Painter, Maintenance | 17.79 |
| 23790 - Pipefitter, Maintenance | 18.73 |
| 23810 - Plumber, Maintenance | 17.79 |
| 23820 - Pneudraulic Systems Mechanic | 18.73 |
| 23850 - Rigger | 18.73 |
| 23870 - Scale Mechanic | 16.85 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.73 |
| 23910 - Small Engine Mechanic | 16.85 |
| 23931 - Telecommunications Mechanic I | 23.87 |
| 23932 - Telecommunications Mechanic II | 25.09 |
| 23950 - Telephone Lineman | 19.24 |
| 23960 - welder, Combination, Maintenance | 18.73 |
| 23965 - well Driller | 18.92 |
| 23970 - Woodcraft Worker | 18.73 |
| 23980 - Woodworker | 14.56 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.53 |
| 24580 - Child Care Center Clerk | 11.89 |
| 24610 - Chore Aide | 8.97 |
| 24620 - Family Readiness And Support Services Coordinator | 10.71 |
| 24630 - Homemaker | 13.21 |
| 25000 - Plant And System Operations Occupations | |

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| 25010 - Boiler Tender | 18.49 |
| 25040 - Sewage Plant Operator | 17.85 |
| 25070 - Stationary Engineer | 18.49 |
| 25190 - Ventilation Equipment Tender | 13.80 |
| 25210 - Water Treatment Plant Operator | 17.85 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.26 |
| 27007 - Baggage Inspector | 11.94 |
| 27008 - Corrections Officer | 18.33 |
| 27010 - Court Security Officer | 18.33 |
| 27030 - Detection Dog Handler | 13.44 |
| 27040 - Detention Officer | 18.33 |
| 27070 - Firefighter | 17.75 |
| 27101 - Guard I | 11.94 |
| 27102 - Guard II | 13.44 |
| 27131 - Police Officer I | 18.88 |
| 27132 - Police Officer II | 20.98 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.78 |
| 28042 - Carnival Equipment Repairer | 10.49 |
| 28043 - Carnival Equipment Worker | 8.17 |
| 28210 - Gate Attendant/Gate Tender | 12.96 |
| 28310 - Lifeguard | 12.54 |
| 28350 - Park Attendant (Aide) | 14.50 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.43 |
| 28515 - Recreation Specialist | 14.75 |
| 28630 - Sports Official | 10.76 |
| 28690 - Swimming Pool Operator | 14.54 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.22 |
| 29020 - Hatch Tender | 20.22 |
| 29030 - Line Handler | 20.22 |
| 29041 - Stevedore I | 19.04 |
| 29042 - Stevedore II | 21.22 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.29 |
| 30022 - Archeological Technician II | 15.37 |
| 30023 - Archeological Technician III | 21.13 |
| 30030 - Cartographic Technician | 23.18 |
| 30040 - Civil Engineering Technician | 23.18 |
| 30061 - Drafter/CAD Operator I | 16.72 |
| 30062 - Drafter/CAD Operator II | 18.70 |
| 30063 - Drafter/CAD Operator III | 20.86 |
| 30064 - Drafter/CAD Operator IV | 25.38 |
| 30081 - Engineering Technician I | 14.15 |
| 30082 - Engineering Technician II | 15.88 |
| 30083 - Engineering Technician III | 17.77 |
| 30084 - Engineering Technician IV | 22.01 |
| 30085 - Engineering Technician V | 26.93 |
| 30086 - Engineering Technician VI | 32.58 |
| 30090 - Environmental Technician | 20.67 |
| 30210 - Laboratory Technician | 21.04 |
| 30240 - Mathematical Technician | 23.18 |
| 30361 - Paralegal/Legal Assistant I | 17.07 |
| 30362 - Paralegal/Legal Assistant II | 21.15 |
| 30363 - Paralegal/Legal Assistant III | 25.88 |
| 30364 - Paralegal/Legal Assistant IV | 31.30 |
| 30390 - Photo-Optics Technician | 23.18 |
| 30461 - Technical Writer I | 21.21 |
| 30462 - Technical Writer II | 25.94 |

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| 30463 - Technical Writer III | 31.38 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) 20.86 |
| 30621 - Weather Observer, Senior | (see 2) 23.18 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 8.77 |
| 31030 - Bus Driver | 14.07 |
| 31043 - Driver Courier | 11.57 |
| 31260 - Parking and Lot Attendant | 8.59 |
| 31290 - Shuttle Bus Driver | 13.34 |
| 31310 - Taxi Driver | 10.84 |
| 31361 - Truckdriver, Light | 13.34 |
| 31362 - Truckdriver, Medium | 13.85 |
| 31363 - Truckdriver, Heavy | 14.23 |
| 31364 - Truckdriver, Tractor-Trailer | 14.23 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.61 |
| 99050 - Desk Clerk | 9.47 |
| 99095 - Embalmer | 22.74 |
| 99251 - Laboratory Animal Caretaker I | 10.88 |
| 99252 - Laboratory Animal Caretaker II | 11.89 |
| 99310 - Mortician | 23.44 |
| 99410 - Pest Controller | 15.40 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 13.55 |
| 99711 - Recycling Specialist | 15.19 |
| 99730 - Refuse Collector | 12.09 |
| 99810 - Sales Clerk | 12.37 |
| 99820 - School Crossing Guard | 11.08 |
| 99830 - Survey Party Chief | 17.08 |
| 99831 - Surveying Aide | 9.28 |
| 99832 - Surveying Technician | 15.53 |
| 99840 - Vending Machine Attendant | 12.43 |
| 99841 - Vending Machine Repairer | 14.99 |
| 99842 - Vending Machine Repairer Helper | 12.43 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years, and 4 weeks after 11 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 4174)

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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-3035
Revision No.: 3
Date of Last Revision: 07/25/2014

State: Kentucky

Area: Kentucky County of Lee

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.45 |
| 01012 - Accounting Clerk II | | 13.97 |
| 01013 - Accounting Clerk III | | 15.63 |
| 01020 - Administrative Assistant | | 19.21 |
| 01040 - Court Reporter | | 14.47 |
| 01051 - Data Entry Operator I | | 10.55 |
| 01052 - Data Entry Operator II | | 11.51 |
| 01060 - Dispatcher, Motor Vehicle | | 14.01 |
| 01070 - Document Preparation Clerk | | 11.63 |
| 01090 - Duplicating Machine Operator | | 11.63 |
| 01111 - General Clerk I | | 10.52 |
| 01112 - General Clerk II | | 11.49 |
| 01113 - General Clerk III | | 12.89 |
| 01120 - Housing Referral Assistant | | 16.14 |
| 01141 - Messenger Courier | | 10.23 |
| 01191 - Order Clerk I | | 11.88 |
| 01192 - Order Clerk II | | 12.97 |
| 01261 - Personnel Assistant (Employment) I | | 14.52 |
| 01262 - Personnel Assistant (Employment) II | | 16.24 |
| 01263 - Personnel Assistant (Employment) III | | 18.11 |
| 01270 - Production Control Clerk | | 20.17 |
| 01280 - Receptionist | | 11.49 |
| 01290 - Rental Clerk | | 11.39 |
| 01300 - Scheduler, Maintenance | | 12.94 |
| 01311 - Secretary I | | 12.94 |
| 01312 - Secretary II | | 14.47 |
| 01313 - Secretary III | | 16.14 |
| 01320 - Service Order Dispatcher | | 13.40 |
| 01410 - Supply Technician | | 19.21 |
| 01420 - Survey Worker | | 13.72 |
| 01531 - Travel Clerk I | | 12.75 |
| 01532 - Travel Clerk II | | 13.39 |
| 01533 - Travel Clerk III | | 14.00 |
| 01611 - Word Processor I | | 12.59 |
| 01612 - Word Processor II | | 14.13 |
| 01613 - Word Processor III | | 15.81 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 18.86 |
| 05010 - Automotive Electrician | | 15.46 |
| 05040 - Automotive Glass Installer | | 14.77 |
| 05070 - Automotive Worker | | 14.77 |
| 05110 - Mobile Equipment Servicer | | 13.43 |
| 05130 - Motor Equipment Metal Mechanic | | 18.22 |
| 05160 - Motor Equipment Metal Worker | | 14.77 |
| 05190 - Motor Vehicle Mechanic | | 18.22 |
| 05220 - Motor Vehicle Mechanic Helper | | 12.74 |
| 05250 - Motor Vehicle Upholstery Worker | | 14.07 |
| 05280 - Motor Vehicle Wrecker | | 14.77 |
| 05310 - Painter, Automotive | | 15.46 |
| 05340 - Radiator Repair Specialist | | 14.77 |

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|--|-------|
| 05370 - Tire Repairer | 11.87 |
| 05400 - Transmission Repair Specialist | 18.22 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.65 |
| 07041 - Cook I | 10.57 |
| 07042 - Cook II | 11.65 |
| 07070 - Dishwasher | 9.00 |
| 07130 - Food Service Worker | 9.85 |
| 07210 - Meat Cutter | 13.26 |
| 07260 - Waiter/Waitress | 8.36 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.79 |
| 09040 - Furniture Handler | 11.90 |
| 09080 - Furniture Refinisher | 16.79 |
| 09090 - Furniture Refinisher Helper | 13.79 |
| 09110 - Furniture Repairer, Minor | 15.38 |
| 09130 - Upholsterer | 16.79 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.59 |
| 11060 - Elevator Operator | 9.59 |
| 11090 - Gardener | 14.09 |
| 11122 - Housekeeping Aide | 10.17 |
| 11150 - Janitor | 10.17 |
| 11210 - Laborer, Grounds Maintenance | 11.21 |
| 11240 - Maid or Houseman | 8.71 |
| 11260 - Pruner | 10.67 |
| 11270 - Tractor Operator | 13.09 |
| 11330 - Trail Maintenance Worker | 11.21 |
| 11360 - Window Cleaner | 10.90 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.71 |
| 12011 - Breath Alcohol Technician | 16.50 |
| 12012 - Certified Occupational Therapist Assistant | 22.14 |
| 12015 - Certified Physical Therapist Assistant | 19.71 |
| 12020 - Dental Assistant | 13.91 |
| 12025 - Dental Hygienist | 29.85 |
| 12030 - EKG Technician | 20.94 |
| 12035 - Electroneurodiagnostic Technologist | 20.94 |
| 12040 - Emergency Medical Technician | 13.71 |
| 12071 - Licensed Practical Nurse I | 14.75 |
| 12072 - Licensed Practical Nurse II | 16.49 |
| 12073 - Licensed Practical Nurse III | 18.40 |
| 12100 - Medical Assistant | 14.11 |
| 12130 - Medical Laboratory Technician | 17.23 |
| 12160 - Medical Record Clerk | 14.74 |
| 12190 - Medical Record Technician | 16.83 |
| 12195 - Medical Transcriptionist | 14.00 |
| 12210 - Nuclear Medicine Technologist | 29.85 |
| 12221 - Nursing Assistant I | 9.52 |
| 12222 - Nursing Assistant II | 10.70 |
| 12223 - Nursing Assistant III | 11.68 |
| 12224 - Nursing Assistant IV | 13.11 |
| 12235 - Optical Dispenser | 15.51 |
| 12236 - Optical Technician | 13.24 |
| 12250 - Pharmacy Technician | 16.21 |
| 12280 - Phlebotomist | 13.11 |
| 12305 - Radiologic Technologist | 21.42 |
| 12311 - Registered Nurse I | 22.53 |
| 12312 - Registered Nurse II | 27.56 |
| 12313 - Registered Nurse II, Specialist | 27.56 |
| 12314 - Registered Nurse III | 33.34 |
| 12315 - Registered Nurse III, Anesthetist | 33.34 |
| 12316 - Registered Nurse IV | 39.95 |

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|---|-------|
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.16 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.26 |
| 13012 - Exhibits Specialist II | 22.63 |
| 13013 - Exhibits Specialist III | 26.68 |
| 13041 - Illustrator I | 18.26 |
| 13042 - Illustrator II | 22.63 |
| 13043 - Illustrator III | 26.68 |
| 13047 - Librarian | 25.05 |
| 13050 - Library Aide/Clerk | 11.31 |
| 13054 - Library Information Technology Systems Administrator | 22.63 |
| 13058 - Library Technician | 15.11 |
| 13061 - Media Specialist I | 16.16 |
| 13062 - Media Specialist II | 18.06 |
| 13063 - Media Specialist III | 20.15 |
| 13071 - Photographer I | 16.09 |
| 13072 - Photographer II | 17.37 |
| 13073 - Photographer III | 21.53 |
| 13074 - Photographer IV | 26.33 |
| 13075 - Photographer V | 31.86 |
| 13110 - Video Teleconference Technician | 17.99 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.72 |
| 14042 - Computer Operator II | 16.47 |
| 14043 - Computer Operator III | 18.37 |
| 14044 - Computer Operator IV | 20.41 |
| 14045 - Computer Operator V | 22.60 |
| 14071 - Computer Programmer I | 22.36 |
| 14072 - Computer Programmer II | |
| 14073 - Computer Programmer III | |
| 14074 - Computer Programmer IV | |
| 14101 - Computer Systems Analyst I | |
| 14102 - Computer Systems Analyst II | |
| 14103 - Computer Systems Analyst III | |
| 14150 - Peripheral Equipment Operator | 15.39 |
| 14160 - Personal Computer Support Technician | 21.42 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.30 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.82 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.77 |
| 15050 - Computer Based Training Specialist / Instructor | 26.30 |
| 15060 - Educational Technologist | 25.81 |
| 15070 - Flight Instructor (Pilot) | 35.77 |
| 15080 - Graphic Artist | 22.34 |
| 15090 - Technical Instructor | 19.54 |
| 15095 - Technical Instructor/Course Developer | 23.90 |
| 15110 - Test Proctor | 15.79 |
| 15120 - Tutor | 15.79 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.32 |
| 16030 - Counter Attendant | 9.32 |
| 16040 - Dry Cleaner | 11.96 |
| 16070 - Finisher, Flatwork, Machine | 9.32 |
| 16090 - Presser, Hand | 9.32 |
| 16110 - Presser, Machine, Drycleaning | 9.32 |
| 16130 - Presser, Machine, Shirts | 9.32 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.32 |
| 16190 - Sewing Machine Operator | 12.70 |
| 16220 - Tailor | 13.40 |
| 16250 - Washer, Machine | 10.28 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.81 |

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|---|-------|
| 19040 - Tool And Die Maker | 23.79 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.72 |
| 21030 - Material Coordinator | 19.78 |
| 21040 - Material Expediter | 19.78 |
| 21050 - Material Handling Laborer | 13.80 |
| 21071 - Order Filler | 14.18 |
| 21080 - Production Line Worker (Food Processing) | 15.72 |
| 21110 - Shipping Packer | 14.78 |
| 21130 - Shipping/Receiving Clerk | 14.78 |
| 21140 - Store Worker I | 11.57 |
| 21150 - Stock Clerk | 15.12 |
| 21210 - Tools And Parts Attendant | 15.72 |
| 21410 - Warehouse Specialist | 15.72 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.71 |
| 23021 - Aircraft Mechanic I | 23.53 |
| 23022 - Aircraft Mechanic II | 24.71 |
| 23023 - Aircraft Mechanic III | 25.94 |
| 23040 - Aircraft Mechanic Helper | 18.37 |
| 23050 - Aircraft, Painter | 21.24 |
| 23060 - Aircraft Servicer | 20.10 |
| 23080 - Aircraft Worker | 21.24 |
| 23110 - Appliance Mechanic | 18.99 |
| 23120 - Bicycle Repairer | 13.70 |
| 23125 - Cable Splicer | 21.03 |
| 23130 - Carpenter, Maintenance | 18.99 |
| 23140 - Carpet Layer | 17.88 |
| 23160 - Electrician, Maintenance | 19.51 |
| 23181 - Electronics Technician Maintenance I | 21.87 |
| 23182 - Electronics Technician Maintenance II | 23.11 |
| 23183 - Electronics Technician Maintenance III | 24.26 |
| 23260 - Fabric Worker | 16.88 |
| 23290 - Fire Alarm System Mechanic | 19.91 |
| 23310 - Fire Extinguisher Repairer | 15.71 |
| 23311 - Fuel Distribution System Mechanic | 19.43 |
| 23312 - Fuel Distribution System Operator | 15.43 |
| 23370 - General Maintenance Worker | 17.68 |
| 23380 - Ground Support Equipment Mechanic | 23.53 |
| 23381 - Ground Support Equipment Servicer | 20.10 |
| 23382 - Ground Support Equipment Worker | 21.24 |
| 23391 - Gunsmith I | 15.71 |
| 23392 - Gunsmith II | 17.88 |
| 23393 - Gunsmith III | 19.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.91 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.78 |
| 23430 - Heavy Equipment Mechanic | 20.67 |
| 23440 - Heavy Equipment Operator | 18.73 |
| 23460 - Instrument Mechanic | 19.03 |
| 23465 - Laboratory/Shelter Mechanic | 18.99 |
| 23470 - Laborer | 11.34 |
| 23510 - Locksmith | 18.99 |
| 23530 - Machinery Maintenance Mechanic | 21.47 |
| 23550 - Machinist, Maintenance | 19.91 |
| 23580 - Maintenance Trades Helper | 14.60 |
| 23591 - Metrology Technician I | 19.03 |
| 23592 - Metrology Technician II | 19.86 |
| 23593 - Metrology Technician III | 20.67 |
| 23640 - Millwright | 25.30 |
| 23710 - Office Appliance Repairer | 19.24 |
| 23760 - Painter, Maintenance | 18.99 |

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|---|-------|
| 23790 - Pipefitter, Maintenance | 8.17 |
| 23810 - Plumber, Maintenance | 20.79 |
| 23820 - Pseudraulic Systems Mechanic | 19.88 |
| 23850 - Rigger | 19.91 |
| 23870 - Scale Mechanic | 17.88 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.79 |
| 23910 - Small Engine Mechanic | 17.88 |
| 23931 - Telecommunications Mechanic I | 26.83 |
| 23932 - Telecommunications Mechanic II | 27.90 |
| 23950 - Telephone Lineman | 20.98 |
| 23960 - Welder, Combination, Maintenance | 19.91 |
| 23965 - Well Driller | 19.91 |
| 23970 - Woodcraft Worker | 19.91 |
| 23980 - Woodworker | 15.71 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.09 |
| 24580 - Child Care Center Clerk | 15.29 |
| 24610 - Chore Aide | 9.83 |
| 24620 - Family Readiness And Support Services Coordinator | 13.53 |
| 24630 - Homemaker | 18.10 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.02 |
| 25040 - Sewage Plant Operator | 18.07 |
| 25070 - Stationary Engineer | 22.02 |
| 25190 - Ventilation Equipment Tender | 15.14 |
| 25210 - Water Treatment Plant Operator | 18.07 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.41 |
| 27007 - Baggage Inspector | 10.17 |
| 27008 - Corrections Officer | 16.58 |
| 27010 - Court Security Officer | 16.65 |
| 27030 - Detection Dog Handler | 15.17 |
| 27040 - Detention Officer | 16.58 |
| 27070 - Firefighter | 16.64 |
| 27101 - Guard I | 10.17 |
| 27102 - Guard II | 15.17 |
| 27131 - Police Officer I | 18.00 |
| 27132 - Police Officer II | 20.00 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.60 |
| 28042 - Carnival Equipment Repairer | 11.00 |
| 28043 - Carnival Equipment Worker | 8.57 |
| 28210 - Gate Attendant/Gate Tender | 12.50 |
| 28310 - Lifeguard | 11.14 |
| 28350 - Park Attendant (Aide) | 13.83 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.21 |
| 28515 - Recreation Specialist | 14.86 |
| 28630 - Sports Official | 11.14 |
| 28690 - Swimming Pool Operator | 16.46 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.69 |
| 29020 - Hatch Tender | 21.69 |
| 29030 - Line Handler | 21.69 |
| 29041 - Stevedore I | 18.67 |
| 29042 - Stevedore II | 22.57 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) | 27.16 |
| 30021 - Archeological Technician I | 16.09 |
| 30022 - Archeological Technician II | 18.00 |
| 30023 - Archeological Technician III | 22.31 |

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|---|-------|
| 30030 - Cartographic Technician | 22.31 |
| 30040 - Civil Engineering Technician | 22.31 |
| 30061 - Drafter/CAD Operator I | 16.09 |
| 30062 - Drafter/CAD Operator II | 18.00 |
| 30063 - Drafter/CAD Operator III | 20.08 |
| 30064 - Drafter/CAD Operator IV | 24.70 |
| 30081 - Engineering Technician I | 15.91 |
| 30082 - Engineering Technician II | 17.49 |
| 30083 - Engineering Technician III | 20.67 |
| 30084 - Engineering Technician IV | 24.23 |
| 30085 - Engineering Technician V | 31.34 |
| 30086 - Engineering Technician VI | 35.87 |
| 30090 - Environmental Technician | 20.66 |
| 30210 - Laboratory Technician | 17.36 |
| 30240 - Mathematical Technician | 22.31 |
| 30361 - Paralegal/Legal Assistant I | 19.13 |
| 30362 - Paralegal/Legal Assistant II | 26.11 |
| 30363 - Paralegal/Legal Assistant III | 31.92 |
| 30364 - Paralegal/Legal Assistant IV | 38.63 |
| 30390 - Photo-Optics Technician | 22.31 |
| 30461 - Technical Writer I | 22.15 |
| 30462 - Technical Writer II | 27.11 |
| 30463 - Technical Writer III | 32.79 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | 20.08 |
| 30621 - Weather Observer, Senior | 22.31 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.02 |
| 31030 - Bus Driver | 17.47 |
| 31043 - Driver Courier | 13.71 |
| 31260 - Parking and Lot Attendant | 9.13 |
| 31290 - Shuttle Bus Driver | 14.76 |
| 31310 - Taxi Driver | 10.10 |
| 31361 - Truckdriver, Light | 14.76 |
| 31362 - Truckdriver, Medium | 18.91 |
| 31363 - Truckdriver, Heavy | 19.75 |
| 31364 - Truckdriver, Tractor-Trailer | 19.75 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.50 |
| 99050 - Desk Clerk | 9.96 |
| 99095 - Embalmer | 22.34 |
| 99251 - Laboratory Animal Caretaker I | 10.32 |
| 99252 - Laboratory Animal Caretaker II | 11.11 |
| 99310 - Mortician | 23.25 |
| 99410 - Pest Controller | 14.43 |
| 99510 - Photofinishing Worker | 10.37 |
| 99710 - Recycling Laborer | 12.95 |
| 99711 - Recycling Specialist | 15.04 |
| 99730 - Refuse Collector | 12.28 |
| 99810 - Sales Clerk | 11.59 |
| 99820 - School Crossing Guard | 12.18 |
| 99830 - Survey Party Chief | 18.10 |
| 99831 - Surveying Aide | 10.67 |
| 99832 - Surveying Technician | 16.07 |
| 99840 - Vending Machine Attendant | 11.52 |
| 99841 - Vending Machine Repairer | 13.38 |
| 99842 - Vending Machine Repairer Helper | 11.52 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

**** 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

laundrying in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

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By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3036
Revision No.: 3
Date Of Last Revision: 07/25/2014

State: Kentucky

Area: Kentucky County of Lee

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

01000 - Administrative Support And Clerical Occupations

| | |
|--|-------|
| 01011 - Accounting Clerk I | 12.45 |
| 01012 - Accounting Clerk II | 13.97 |
| 01013 - Accounting Clerk III | 15.63 |
| 01020 - Administrative Assistant | 19.21 |
| 01040 - Court Reporter | 14.47 |
| 01051 - Data Entry Operator I | 10.55 |
| 01052 - Data Entry Operator II | 11.51 |
| 01060 - Dispatcher, Motor Vehicle | 14.01 |
| 01070 - Document Preparation Clerk | 11.63 |
| 01090 - Duplicating Machine Operator | 11.63 |
| 01111 - General Clerk I | 10.52 |
| 01112 - General Clerk II | 11.49 |
| 01113 - General Clerk III | 12.89 |
| 01120 - Housing Referral Assistant | 16.14 |
| 01141 - Messenger Courier | 10.23 |
| 01191 - Order Clerk I | 11.88 |
| 01192 - Order Clerk II | 12.97 |
| 01261 - Personnel Assistant (Employment) I | 14.52 |
| 01262 - Personnel Assistant (Employment) II | 16.24 |
| 01263 - Personnel Assistant (Employment) III | 18.11 |
| 01270 - Production Control Clerk | 20.17 |
| 01280 - Receptionist | 11.49 |
| 01290 - Rental Clerk | 11.39 |
| 01300 - Scheduler, Maintenance | 12.94 |
| 01311 - Secretary I | 12.94 |
| 01312 - Secretary II | 14.47 |
| 01313 - Secretary III | 16.14 |
| 01320 - Service Order Dispatcher | 13.40 |
| 01410 - Supply Technician | 19.21 |
| 01420 - Survey Worker | 13.72 |
| 01531 - Travel Clerk I | 12.75 |
| 01532 - Travel Clerk II | 13.39 |
| 01533 - Travel Clerk III | 14.00 |
| 01611 - Word Processor I | 12.59 |
| 01612 - Word Processor II | 14.13 |
| 01613 - Word Processor III | 15.81 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.86 |
| 05010 - Automotive Electrician | 15.46 |
| 05040 - Automotive Glass Installer | 14.77 |
| 05070 - Automotive Worker | 14.77 |
| 05110 - Mobile Equipment Servicer | 13.43 |
| 05130 - Motor Equipment Metal Mechanic | 18.22 |
| 05160 - Motor Equipment Metal Worker | 14.77 |
| 05190 - Motor Vehicle Mechanic | 18.22 |
| 05220 - Motor Vehicle Mechanic Helper | 12.74 |
| 05250 - Motor Vehicle Upholstery Worker | 14.07 |
| 05280 - Motor Vehicle Wrecker | 14.77 |
| 05310 - Painter, Automotive | 15.46 |
| 05340 - Radiator Repair Specialist | 14.77 |
| 05370 - Tire Repairer | 11.87 |
| 05400 - Transmission Repair Specialist | 18.22 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.65 |
| 07041 - Cook I | 10.57 |
| 07042 - Cook II | 11.65 |
| 07070 - Dishwasher | 9.00 |
| 07130 - Food Service Worker | 9.85 |
| 07210 - Meat Cutter | 13.26 |
| 07260 - Waiter/Waitress | 8.36 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.79 |
| 09040 - Furniture Handler | 11.90 |

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|--|-------|
| 09080 - Furniture Refinisher | 16.79 |
| 09090 - Furniture Refinisher Helper | 13.79 |
| 09110 - Furniture Repairer, Minor | 15.38 |
| 09130 - Upholsterer | 16.79 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.59 |
| 11060 - Elevator Operator | 9.59 |
| 11090 - Gardener | 14.09 |
| 11122 - Housekeeping Aide | 10.17 |
| 11150 - Janitor | 10.17 |
| 11210 - Laborer, Grounds Maintenance | 11.21 |
| 11240 - Maid or Houseman | 8.71 |
| 11260 - Pruner | 10.67 |
| 11270 - Tractor Operator | 13.09 |
| 11330 - Trail Maintenance Worker | 11.21 |
| 11360 - Window Cleaner | 10.90 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.71 |
| 12011 - Breath Alcohol Technician | 16.50 |
| 12012 - Certified Occupational Therapist Assistant | 22.14 |
| 12015 - Certified Physical Therapist Assistant | 19.71 |
| 12020 - Dental Assistant | 13.91 |
| 12025 - Dental Hygienist | 29.85 |
| 12030 - EKG Technician | 20.94 |
| 12035 - Electroneurodiagnostic Technologist | 20.94 |
| 12040 - Emergency Medical Technician | 13.71 |
| 12071 - Licensed Practical Nurse I | 14.75 |
| 12072 - Licensed Practical Nurse II | 16.49 |
| 12073 - Licensed Practical Nurse III | 18.40 |
| 12100 - Medical Assistant | 14.11 |
| 12130 - Medical Laboratory Technician | 17.23 |
| 12160 - Medical Record Clerk | 14.74 |
| 12190 - Medical Record Technician | 16.83 |
| 12195 - Medical Transcriptionist | 14.00 |
| 12210 - Nuclear Medicine Technologist | 29.85 |
| 12221 - Nursing Assistant I | 9.52 |
| 12222 - Nursing Assistant II | 10.70 |
| 12223 - Nursing Assistant III | 11.68 |
| 12224 - Nursing Assistant IV | 13.11 |
| 12235 - Optical Dispenser | 15.51 |
| 12236 - Optical Technician | 13.24 |
| 12250 - Pharmacy Technician | 16.21 |
| 12280 - Phlebotomist | 13.11 |
| 12305 - Radiologic Technologist | 21.42 |
| 12311 - Registered Nurse I | 22.53 |
| 12312 - Registered Nurse II | 27.56 |
| 12313 - Registered Nurse II, Specialist | 27.56 |
| 12314 - Registered Nurse III | 33.34 |
| 12315 - Registered Nurse III, Anesthetist | 33.34 |
| 12316 - Registered Nurse IV | 39.95 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.16 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.26 |
| 13012 - Exhibits Specialist II | 22.63 |
| 13013 - Exhibits Specialist III | 26.68 |
| 13041 - Illustrator I | 18.26 |
| 13042 - Illustrator II | 22.63 |
| 13043 - Illustrator III | 26.68 |
| 13047 - Librarian | 25.05 |
| 13050 - Library Aide/Clerk | 11.31 |
| 13054 - Library Information Technology Systems Administrator | 22.63 |
| 13058 - Library Technician | 15.11 |

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|---|-------|
| 13061 - Media Specialist I | 16.16 |
| 13062 - Media Specialist II | 18.06 |
| 13063 - Media Specialist III | 20.15 |
| 13071 - Photographer I | 16.09 |
| 13072 - Photographer II | 17.37 |
| 13073 - Photographer III | 21.53 |
| 13074 - Photographer IV | 26.33 |
| 13075 - Photographer V | 31.86 |
| 13110 - Video Teleconference Technician | 17.99 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.72 |
| 14042 - Computer Operator II | 16.47 |
| 14043 - Computer Operator III | 18.37 |
| 14044 - Computer Operator IV | 20.41 |
| 14045 - Computer Operator V | 22.60 |
| 14071 - Computer Programmer I | 22.36 |
| 14072 - Computer Programmer II | |
| 14073 - Computer Programmer III | |
| 14074 - Computer Programmer IV | |
| 14101 - Computer Systems Analyst I | |
| 14102 - Computer Systems Analyst II | |
| 14103 - Computer Systems Analyst III | |
| 14150 - Peripheral Equipment Operator | 15.39 |
| 14160 - Personal Computer Support Technician | 21.42 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.30 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.82 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.77 |
| 15050 - Computer Based Training Specialist / Instructor | 26.30 |
| 15060 - Educational Technologist | 25.81 |
| 15070 - Flight Instructor (Pilot) | 35.77 |
| 15080 - Graphic Artist | 22.34 |
| 15090 - Technical Instructor | 19.54 |
| 15095 - Technical Instructor/Course Developer | 23.90 |
| 15110 - Test Proctor | 15.79 |
| 15120 - Tutor | 15.79 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.32 |
| 16030 - Counter Attendant | 9.32 |
| 16040 - Dry Cleaner | 11.96 |
| 16070 - Finisher, Flatwork, Machine | 9.32 |
| 16090 - Presser, Hand | 9.32 |
| 16110 - Presser, Machine, Drycleaning | 9.32 |
| 16130 - Presser, Machine, Shirts | 9.32 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.32 |
| 16190 - Sewing Machine Operator | 12.70 |
| 16220 - Tailor | 13.40 |
| 16250 - Washer, Machine | 10.28 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.81 |
| 19040 - Tool And Die Maker | 23.79 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.72 |
| 21030 - Material Coordinator | 19.78 |
| 21040 - Material Expediter | 19.78 |
| 21050 - Material Handling Laborer | 13.80 |
| 21071 - Order Filler | 14.18 |
| 21080 - Production Line Worker (Food Processing) | 15.72 |
| 21110 - Shipping Packer | 14.78 |
| 21130 - Shipping/Receiving Clerk | 14.78 |
| 21140 - Store Worker I | 11.57 |
| 21150 - Stock Clerk | 15.12 |
| 21210 - Tools And Parts Attendant | 15.72 |

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|---|-------|
| 21410 - Warehouse Specialist | 15.72 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.71 |
| 23021 - Aircraft Mechanic I | 23.53 |
| 23022 - Aircraft Mechanic II | 24.71 |
| 23023 - Aircraft Mechanic III | 25.94 |
| 23040 - Aircraft Mechanic Helper | 18.37 |
| 23050 - Aircraft, Painter | 21.24 |
| 23060 - Aircraft Servicer | 20.10 |
| 23080 - Aircraft Worker | 21.24 |
| 23110 - Appliance Mechanic | 18.99 |
| 23120 - Bicycle Repairer | 13.70 |
| 23125 - Cable Splicer | 21.03 |
| 23130 - Carpenter, Maintenance | 18.99 |
| 23140 - Carpet Layer | 17.88 |
| 23160 - Electrician, Maintenance | 19.51 |
| 23181 - Electronics Technician Maintenance I | 21.87 |
| 23182 - Electronics Technician Maintenance II | 23.11 |
| 23183 - Electronics Technician Maintenance III | 24.26 |
| 23260 - Fabric Worker | 16.88 |
| 23290 - Fire Alarm System Mechanic | 19.91 |
| 23310 - Fire Extinguisher Repairer | 15.71 |
| 23311 - Fuel Distribution System Mechanic | 19.43 |
| 23312 - Fuel Distribution System Operator | 15.43 |
| 23370 - General Maintenance Worker | 17.68 |
| 23380 - Ground Support Equipment Mechanic | 23.53 |
| 23381 - Ground Support Equipment Servicer | 20.10 |
| 23382 - Ground Support Equipment Worker | 21.24 |
| 23391 - Gunsmith I | 15.71 |
| 23392 - Gunsmith II | 17.88 |
| 23393 - Gunsmith III | 19.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.91 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.78 |
| 23430 - Heavy Equipment Mechanic | 20.67 |
| 23440 - Heavy Equipment Operator | 8.73 |
| 23460 - Instrument Mechanic | 19.03 |
| 23465 - Laboratory/Shelter Mechanic | 18.99 |
| 23470 - Laborer | 11.34 |
| 23510 - Locksmith | 18.99 |
| 23530 - Machinery Maintenance Mechanic | 21.47 |
| 23550 - Machinist, Maintenance | 19.91 |
| 23580 - Maintenance Trades Helper | 14.60 |
| 23591 - Metrology Technician I | 19.03 |
| 23592 - Metrology Technician II | 19.86 |
| 23593 - Metrology Technician III | 20.67 |
| 23640 - Millwright | 25.30 |
| 23710 - Office Appliance Repairer | 9.24 |
| 23760 - Painter, Maintenance | 18.99 |
| 23790 - Pipefitter, Maintenance | 21.87 |
| 23810 - Plumber, Maintenance | 20.79 |
| 23820 - Pneudraulic Systems Mechanic | 19.88 |
| 23850 - Rigger | 19.91 |
| 23870 - Scale Mechanic | 17.88 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.79 |
| 23910 - Small Engine Mechanic | 17.68 |
| 23931 - Telecommunications Mechanic I | 26.83 |
| 23932 - Telecommunications Mechanic II | 27.90 |
| 23950 - Telephone Lineman | 20.98 |
| 23960 - Welder, Combination, Maintenance | 19.91 |
| 23965 - Well Driller | 19.91 |
| 23970 - Woodcraft Worker | 19.91 |

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|---|-------|
| 23980 - Woodworker | 15.71 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.09 |
| 24580 - Child Care Center Clerk | 15.29 |
| 24610 - Chore Aide | 9.83 |
| 24620 - Family Readiness And Support Services Coordinator | 13.53 |
| 24630 - Homemaker | 18.10 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.02 |
| 25040 - Sewage Plant Operator | 18.07 |
| 25070 - Stationary Engineer | 22.02 |
| 25190 - Ventilation Equipment Tender | 15.14 |
| 25210 - Water Treatment Plant Operator | 18.07 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.41 |
| 27007 - Baggage Inspector | 10.17 |
| 27008 - Corrections Officer | 16.58 |
| 27010 - Court Security Officer | 16.65 |
| 27030 - Detection Dog Handler | 15.17 |
| 27040 - Detention Officer | 16.58 |
| 27070 - Firefighter | 16.64 |
| 27101 - Guard I | 10.17 |
| 27102 - Guard II | 15.17 |
| 27131 - Police Officer I | 18.00 |
| 27132 - Police Officer II | 20.00 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.60 |
| 28042 - Carnival Equipment Repairer | 11.00 |
| 28043 - Carnival Equipment Worker | 8.57 |
| 28210 - Gate Attendant/Gate Tender | 12.50 |
| 28310 - Lifeguard | 11.14 |
| 28350 - Park Attendant (Aide) | 13.83 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.21 |
| 28515 - Recreation Specialist | 14.86 |
| 28630 - Sports Official | 11.14 |
| 28690 - Swimming Pool Operator | 16.46 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.69 |
| 29020 - Hatch Tender | 21.69 |
| 29030 - Line Handler | 21.69 |
| 29041 - Stevedore I | 18.67 |
| 29042 - Stevedore II | 22.57 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) | 27.16 |
| 30021 - Archeological Technician I | 16.09 |
| 30022 - Archeological Technician II | 18.00 |
| 30023 - Archeological Technician III | 22.31 |
| 30030 - Cartographic Technician | 22.31 |
| 30040 - Civil Engineering Technician | 22.31 |
| 30061 - Drafter/CAD Operator I | 16.09 |
| 30062 - Drafter/CAD Operator II | 18.00 |
| 30063 - Drafter/CAD Operator III | 20.08 |
| 30064 - Drafter/CAD Operator IV | 24.70 |
| 30081 - Engineering Technician I | 15.91 |
| 30082 - Engineering Technician II | 17.49 |
| 30083 - Engineering Technician III | 20.67 |
| 30084 - Engineering Technician IV | 24.23 |
| 30085 - Engineering Technician V | 31.34 |
| 30086 - Engineering Technician VI | 35.87 |
| 30090 - Environmental Technician | 20.66 |

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|---|-------|
| 30210 - Laboratory Technician | 17.36 |
| 30240 - Mathematical Technician | 22.31 |
| 30361 - Paralegal/Legal Assistant I | 19.13 |
| 30362 - Paralegal/Legal Assistant II | 26.11 |
| 30363 - Paralegal/Legal Assistant III | 31.92 |
| 30364 - Paralegal/Legal Assistant IV | 38.63 |
| 30390 - Photo-Optics Technician | 22.31 |
| 30461 - Technical Writer I | 22.15 |
| 30462 - Technical Writer II | 27.11 |
| 30463 - Technical Writer III | 32.97 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | 20.08 |
| 30621 - Weather Observer, Senior | 22.31 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.02 |
| 31030 - Bus Driver | 17.47 |
| 31043 - Driver Courier | 13.71 |
| 31260 - Parking and Lot Attendant | 9.13 |
| 31290 - Shuttle Bus Driver | 14.76 |
| 31310 - Taxi Driver | 10.10 |
| 31361 - Truckdriver, Light | 14.76 |
| 31362 - Truckdriver, Medium | 18.91 |
| 31363 - Truckdriver, Heavy | 19.75 |
| 31364 - Truckdriver, Tractor-Trailer | 19.75 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.50 |
| 99050 - Desk Clerk | 9.96 |
| 99095 - Embalmer | 22.34 |
| 99251 - Laboratory Animal Caretaker I | 10.32 |
| 99252 - Laboratory Animal Caretaker II | 11.11 |
| 99310 - Mortician | 23.25 |
| 99410 - Pest Controller | 14.43 |
| 99510 - Photofinishing Worker | 10.37 |
| 99710 - Recycling Laborer | 12.95 |
| 99711 - Recycling Specialist | 15.04 |
| 99730 - Refuse Collector | 12.28 |
| 99810 - Sales Clerk | 11.59 |
| 99820 - School Crossing Guard | 12.18 |
| 99830 - Survey Party Chief | 18.10 |
| 99831 - Surveying Aide | 10.67 |
| 99832 - Surveying Technician | 16.07 |
| 99840 - Vending Machine Attendant | 11.52 |
| 99841 - Vending Machine Repairer | 13.38 |
| 99842 - Vending Machine Repairer Helper | 11.52 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006,
Page 8584

unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3037
Revision No.: 3
Date Of Last Revision: 07/25/2014

State: Kentucky

Area: Kentucky County of Marion

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.45 |
| 01012 - Accounting Clerk II | | 13.97 |
| 01013 - Accounting Clerk III | | 15.63 |
| 01020 - Administrative Assistant | | 19.21 |
| 01040 - Court Reporter | | 14.47 |
| 01051 - Data Entry Operator I | | 10.55 |
| 01052 - Data Entry Operator II | | 11.51 |
| 01060 - Dispatcher, Motor Vehicle | | 14.01 |
| 01070 - Document Preparation Clerk | | 11.63 |
| 01090 - Duplicating Machine Operator | | 11.63 |

| | | |
|-------|--|-------|
| 01111 | - General Clerk I | 10.52 |
| 01112 | - General Clerk II | 11.49 |
| 01113 | - General Clerk III | 12.89 |
| 01120 | - Housing Referral Assistant | 16.14 |
| 01141 | - Messenger Courier | 10.23 |
| 01191 | - Order Clerk I | 11.88 |
| 01192 | - Order Clerk II | 12.97 |
| 01261 | - Personnel Assistant (Employment) I | 14.52 |
| 01262 | - Personnel Assistant (Employment) II | 16.24 |
| 01263 | - Personnel Assistant (Employment) III | 18.11 |
| 01270 | - Production Control Clerk | 20.17 |
| 01280 | - Receptionist | 11.49 |
| 01290 | - Rental Clerk | 11.39 |
| 01300 | - Scheduler, Maintenance | 12.94 |
| 01311 | - Secretary I | 12.94 |
| 01312 | - Secretary II | 14.47 |
| 01313 | - Secretary III | 16.14 |
| 01320 | - Service Order Dispatcher | 13.40 |
| 01410 | - Supply Technician | 19.21 |
| 01420 | - Survey Worker | 13.72 |
| 01531 | - Travel Clerk I | 12.75 |
| 01532 | - Travel Clerk II | 13.39 |
| 01533 | - Travel Clerk III | 14.00 |
| 01611 | - Word Processor I | 12.59 |
| 01612 | - Word Processor II | 14.13 |
| 01613 | - Word Processor III | 15.81 |
| 05000 | - Automotive Service Occupations | |
| 05005 | - Automobile Body Repairer, Fiberglass | 18.86 |
| 05010 | - Automotive Electrician | 15.46 |
| 05040 | - Automotive Glass Installer | 14.77 |
| 05070 | - Automotive Worker | 14.77 |
| 05110 | - Mobile Equipment Servicer | 13.43 |
| 05130 | - Motor Equipment Metal Mechanic | 18.22 |
| 05160 | - Motor Equipment Metal Worker | 14.77 |
| 05190 | - Motor Vehicle Mechanic | 18.22 |
| 05220 | - Motor Vehicle Mechanic Helper | 12.74 |
| 05250 | - Motor Vehicle Upholstery Worker | 14.07 |
| 05280 | - Motor Vehicle Wrecker | 14.77 |
| 05310 | - Painter, Automotive | 15.46 |
| 05340 | - Radiator Repair Specialist | 14.77 |
| 05370 | - Tire Repairer | 11.87 |
| 05400 | - Transmission Repair Specialist | 18.22 |
| 07000 | - Food Preparation And Service Occupations | |
| 07010 | - Baker | 11.65 |
| 07041 | - Cook I | 10.57 |
| 07042 | - Cook II | 11.65 |
| 07070 | - Dishwasher | 9.00 |
| 07130 | - Food Service Worker | 9.85 |
| 07210 | - Meat Cutter | 13.26 |
| 07260 | - Waiter/Waitress | 8.36 |
| 09000 | - Furniture Maintenance And Repair Occupations | |
| 09010 | - Electrostatic Spray Painter | 16.79 |
| 09040 | - Furniture Handler | 11.90 |
| 09080 | - Furniture Refinisher | 16.79 |
| 09090 | - Furniture Refinisher Helper | 13.79 |
| 09110 | - Furniture Repairer, Minor | 15.38 |
| 09130 | - Upholsterer | 16.79 |
| 11000 | - General Services And Support Occupations | |
| 11030 | - Cleaner, Vehicles | 9.59 |
| 11060 | - Elevator Operator | 9.59 |
| 11090 | - Gardener | 14.09 |
| 11122 | - Housekeeping Aide | 10.17 |
| 11150 | - Janitor | 10.17 |

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| 11210 - Laborer, Grounds Maintenance | 11.21 |
| 11240 - Maid or Houseman | 8.71 |
| 11260 - Pruner | 10.67 |
| 11270 - Tractor Operator | 13.09 |
| 11330 - Trail Maintenance Worker | 11.21 |
| 11360 - Window Cleaner | 10.90 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.71 |
| 12011 - Breath Alcohol Technician | 16.50 |
| 12012 - Certified Occupational Therapist Assistant | 22.14 |
| 12015 - Certified Physical Therapist Assistant | 19.71 |
| 12020 - Dental Assistant | 13.91 |
| 12025 - Dental Hygienist | 29.85 |
| 12030 - EKG Technician | 20.94 |
| 12035 - Electroneurodiagnostic Technologist | 20.94 |
| 12040 - Emergency Medical Technician | 13.71 |
| 12071 - Licensed Practical Nurse I | 14.75 |
| 12072 - Licensed Practical Nurse II | 16.49 |
| 12073 - Licensed Practical Nurse III | 18.40 |
| 12100 - Medical Assistant | 14.11 |
| 12130 - Medical Laboratory Technician | 17.23 |
| 12160 - Medical Record Clerk | 14.74 |
| 12190 - Medical Record Technician | 16.83 |
| 12195 - Medical Transcriptionist | 14.00 |
| 12210 - Nuclear Medicine Technologist | 29.85 |
| 12221 - Nursing Assistant I | 9.52 |
| 12222 - Nursing Assistant II | 10.70 |
| 12223 - Nursing Assistant III | 11.68 |
| 12224 - Nursing Assistant IV | 13.11 |
| 12235 - Optical Dispenser | 15.51 |
| 12236 - Optical Technician | 13.24 |
| 12250 - Pharmacy Technician | 16.21 |
| 12280 - Phlebotomist | 13.11 |
| 12305 - Radiologic Technologist | 21.42 |
| 12311 - Registered Nurse I | 22.53 |
| 12312 - Registered Nurse II | 27.56 |
| 12313 - Registered Nurse II, Specialist | 27.56 |
| 12314 - Registered Nurse III | 33.34 |
| 12315 - Registered Nurse III, Anesthetist | 33.34 |
| 12316 - Registered Nurse IV | 39.95 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.16 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.26 |
| 13012 - Exhibits Specialist II | 22.63 |
| 13013 - Exhibits Specialist III | 26.68 |
| 13041 - Illustrator I | 18.26 |
| 13042 - Illustrator II | 22.63 |
| 13043 - Illustrator III | 26.68 |
| 13047 - Librarian | 25.05 |
| 13050 - Library Aide/Clerk | 11.31 |
| 13054 - Library Information Technology Systems Administrator | 22.63 |
| 13058 - Library Technician | 16.11 |
| 13061 - Media Specialist I | 16.16 |
| 13062 - Media Specialist II | 18.06 |
| 13063 - Media Specialist III | 20.15 |
| 13071 - Photographer I | 16.09 |
| 13072 - Photographer II | 17.37 |
| 13073 - Photographer III | 21.53 |
| 13074 - Photographer IV | 26.33 |
| 13075 - Photographer V | 31.86 |
| 13110 - Video Teleconference Technician | 17.99 |
| 14000 - Information Technology Occupations | |

| | |
|---|-------|
| 14041 - Computer Operator I | 14.72 |
| 14042 - Computer Operator II | 16.47 |
| 14043 - Computer Operator III | 18.37 |
| 14044 - Computer Operator IV | 20.41 |
| 14045 - Computer Operator V | 22.60 |
| 14071 - Computer Programmer I | 22.36 |
| 14072 - Computer Programmer II | |
| 14073 - Computer Programmer III | |
| 14074 - Computer Programmer IV | |
| 14101 - Computer Systems Analyst I | |
| 14102 - Computer Systems Analyst II | |
| 14103 - Computer Systems Analyst III | |
| 14150 - Peripheral Equipment Operator | 15.39 |
| 14160 - Personal Computer Support Technician | 21.42 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.30 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.82 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.77 |
| 15050 - Computer Based Training Specialist / Instructor | 26.30 |
| 15060 - Educational Technologist | 25.81 |
| 15070 - Flight Instructor (Pilot) | 35.77 |
| 15080 - Graphic Artist | 22.34 |
| 15090 - Technical Instructor | 19.54 |
| 15095 - Technical Instructor/Course Developer | 23.90 |
| 15110 - Test Proctor | 15.79 |
| 15120 - Tutor | 15.79 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.32 |
| 16030 - Counter Attendant | 9.32 |
| 16040 - Dry Cleaner | 11.96 |
| 16070 - Finisher, Flatwork, Machine | 9.32 |
| 16090 - Presser, Hand | 9.32 |
| 16110 - Presser, Machine, Drycleaning | 9.32 |
| 16130 - Presser, Machine, Shirts | 9.32 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.32 |
| 16190 - Sewing Machine Operator | 12.70 |
| 16220 - Tailor | 13.40 |
| 16250 - Washer, Machine | 10.28 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.81 |
| 19040 - Tool And Die Maker | 23.79 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.72 |
| 21030 - Material Coordinator | 19.78 |
| 21040 - Material Expediter | 19.78 |
| 21050 - Material Handling Laborer | 13.80 |
| 21071 - Order Filler | 14.16 |
| 21080 - Production Line Worker (Food Processing) | 15.72 |
| 21110 - Shipping Packer | 14.78 |
| 21130 - Shipping/Receiving Clerk | 14.78 |
| 21140 - Store Worker I | 11.57 |
| 21150 - Stock Clerk | 15.12 |
| 21210 - Tools And Parts Attendant | 15.72 |
| 21410 - Warehouse Specialist | 15.72 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.71 |
| 23021 - Aircraft Mechanic I | 23.53 |
| 23022 - Aircraft Mechanic II | 24.71 |
| 23023 - Aircraft Mechanic III | 25.94 |
| 23040 - Aircraft Mechanic Helper | 18.37 |
| 23050 - Aircraft, Painter | 21.24 |
| 23060 - Aircraft Servicer | 20.10 |
| 23080 - Aircraft Worker | 21.24 |

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|---|-------|
| 23110 - Appliance Mechanic | 18.99 |
| 23120 - Bicycle Repairer | 13.70 |
| 23125 - Cable Splicer | 21.03 |
| 23130 - Carpenter, Maintenance | 18.99 |
| 23140 - Carpet Layer | 17.88 |
| 23160 - Electrician, Maintenance | 19.51 |
| 23181 - Electronics Technician Maintenance I | 21.87 |
| 23182 - Electronics Technician Maintenance II | 23.11 |
| 23183 - Electronics Technician Maintenance III | 24.26 |
| 23260 - Fabric Worker | 16.88 |
| 23290 - Fire Alarm System Mechanic | 19.91 |
| 23310 - Fire Extinguisher Repairer | 15.71 |
| 23311 - Fuel Distribution System Mechanic | 19.43 |
| 23312 - Fuel Distribution System Operator | 15.43 |
| 23370 - General Maintenance Worker | 17.68 |
| 23380 - Ground Support Equipment Mechanic | 23.53 |
| 23381 - Ground Support Equipment Servicer | 20.10 |
| 23382 - Ground Support Equipment Worker | 21.24 |
| 23391 - Gunsmith I | 15.71 |
| 23392 - Gunsmith II | 17.88 |
| 23393 - Gunsmith III | 19.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.91 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.78 |
| 23430 - Heavy Equipment Mechanic | 18.73 |
| 23440 - Heavy Equipment Operator | 19.03 |
| 23460 - Instrument Mechanic | 18.73 |
| 23465 - Laboratory/Shelter Mechanic | 18.99 |
| 23470 - Laborer | 11.34 |
| 23510 - Locksmith | 18.99 |
| 23530 - Machinery Maintenance Mechanic | 21.47 |
| 23550 - Machinist, Maintenance | 19.91 |
| 23580 - Maintenance Trades Helper | 14.60 |
| 23591 - Metrology Technician I | 19.03 |
| 23592 - Metrology Technician II | 19.86 |
| 23593 - Metrology Technician III | 20.67 |
| 23640 - Millwright | 25.30 |
| 23710 - Office Appliance Repairer | 19.24 |
| 23760 - Painter, Maintenance | 18.99 |
| 23790 - Pipefitter, Maintenance | 21.87 |
| 23810 - Plumber, Maintenance | 20.79 |
| 23820 - Pneudraulic Systems Mechanic | 19.88 |
| 23850 - Rigger | 19.91 |
| 23870 - Scale Mechanic | 17.88 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.79 |
| 23910 - Small Engine Mechanic | 17.88 |
| 23931 - Telecommunications Mechanic I | 26.83 |
| 23932 - Telecommunications Mechanic II | 27.90 |
| 23950 - Telephone Lineman | 20.98 |
| 23960 - Welder, Combination, Maintenance | 19.91 |
| 23965 - Well Driller | 19.91 |
| 23970 - Woodcraft Worker | 19.91 |
| 23980 - Woodworker | 15.71 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.09 |
| 24580 - Child Care Center Clerk | 15.29 |
| 24610 - Chore Aide | 9.83 |
| 24620 - Family Readiness And Support Services Coordinator | 13.53 |
| 24630 - Homemaker | 18.10 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.02 |

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|--|-------|
| 25040 - Sewage Plant Operator | 18.07 |
| 25070 - Stationary Engineer | 22.02 |
| 25190 - Ventilation Equipment Tender | 15.14 |
| 25210 - Water Treatment Plant Operator | 18.07 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.41 |
| 27007 - Baggage Inspector | 10.17 |
| 27008 - Corrections Officer | 16.58 |
| 27010 - Court Security Officer | 16.65 |
| 27030 - Detection Dog Handler | 15.17 |
| 27040 - Detention Officer | 16.58 |
| 27070 - Firefighter | 16.64 |
| 27101 - Guard I | 10.17 |
| 27102 - Guard II | 15.17 |
| 27131 - Police Officer I | 18.00 |
| 27132 - Police Officer II | 20.00 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.60 |
| 28042 - Carnival Equipment Repairer | 11.00 |
| 28043 - Carnival Equipment Worker | 8.57 |
| 28210 - Gate Attendant/Gate Tender | 12.50 |
| 28310 - Lifeguard | 11.14 |
| 28350 - Park Attendant (Aide) | 13.83 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.21 |
| 28515 - Recreation Specialist | 14.86 |
| 28630 - Sports Official | 11.14 |
| 28690 - Swimming Pool Operator | 16.46 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.69 |
| 29020 - Hatch Tender | 21.69 |
| 29030 - Line Handler | 21.69 |
| 29041 - Stevedore I | 18.67 |
| 29042 - Stevedore II | 22.57 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) | 27.16 |
| 30021 - Archeological Technician I | 16.09 |
| 30022 - Archeological Technician II | 18.00 |
| 30023 - Archeological Technician III | 22.31 |
| 30030 - Cartographic Technician | 22.31 |
| 30040 - Civil Engineering Technician | 22.31 |
| 30061 - Drafter/CAD Operator I | 16.09 |
| 30062 - Drafter/CAD Operator II | 18.00 |
| 30063 - Drafter/CAD Operator III | 20.08 |
| 30064 - Drafter/CAD Operator IV | 24.70 |
| 30081 - Engineering Technician I | 15.91 |
| 30082 - Engineering Technician II | 17.49 |
| 30083 - Engineering Technician III | 20.67 |
| 30084 - Engineering Technician IV | 24.23 |
| 30085 - Engineering Technician V | 31.34 |
| 30086 - Engineering Technician VI | 35.87 |
| 30090 - Environmental Technician | 20.66 |
| 30210 - Laboratory Technician | 17.36 |
| 30240 - Mathematical Technician | 22.31 |
| 30361 - Paralegal/Legal Assistant I | 19.13 |
| 30362 - Paralegal/Legal Assistant II | 26.11 |
| 30363 - Paralegal/Legal Assistant III | 31.92 |
| 30364 - Paralegal/Legal Assistant IV | 38.63 |
| 30390 - Photo-Optics Technician | 22.31 |
| 30461 - Technical Writer I | 22.15 |
| 30462 - Technical Writer II | 27.11 |
| 30463 - Technical Writer III | 32.79 |

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| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | 20.08 |
| 30621 - Weather Observer, Senior | 22.31 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.02 |
| 31030 - Bus Driver | 17.47 |
| 31043 - Driver Courier | 13.71 |
| 31260 - Parking and Lot Attendant | 9.13 |
| 31290 - Shuttle Bus Driver | 14.76 |
| 31310 - Taxi Driver | 10.10 |
| 31361 - Truckdriver, Light | 14.76 |
| 31362 - Truckdriver, Medium | 18.91 |
| 31363 - Truckdriver, Heavy | 19.75 |
| 31364 - Truckdriver, Tractor-Trailer | 19.75 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.50 |
| 99050 - Desk Clerk | 9.96 |
| 99095 - Embalmer | 22.34 |
| 99251 - Laboratory Animal Caretaker I | 10.32 |
| 99252 - Laboratory Animal Caretaker II | 11.11 |
| 99310 - Mortician | 23.25 |
| 99410 - Pest Controller | 14.43 |
| 99510 - Photofinishing Worker | 10.37 |
| 99710 - Recycling Laborer | 12.95 |
| 99711 - Recycling Specialist | 15.04 |
| 99730 - Refuse Collector | 12.28 |
| 99810 - Sales Clerk | 11.59 |
| 99820 - School Crossing Guard | 12.18 |
| 99830 - Survey Party Chief | 18.10 |
| 99831 - Surveying Aide | 10.67 |
| 99832 - Surveying Technician | 16.07 |
| 99840 - Vending Machine Attendant | 11.52 |
| 99841 - Vending Machine Repairer | 13.38 |
| 99842 - Vending Machine Repairer Helper | 11.52 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 4174)

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3038
Revision No.: 3
Date of Last Revision: 07/25/2014

State: Kentucky

Area: Kentucky County of Marion

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.45 |
| 01012 - Accounting Clerk II | | 13.97 |
| 01013 - Accounting Clerk III | | 15.63 |
| 01020 - Administrative Assistant | | 19.21 |
| 01040 - Court Reporter | | 14.47 |
| 01051 - Data Entry Operator I | | 10.55 |
| 01052 - Data Entry Operator II | | 11.51 |
| 01060 - Dispatcher, Motor Vehicle | | 14.01 |
| 01070 - Document Preparation Clerk | | 11.63 |
| 01090 - Duplicating Machine Operator | | 11.63 |
| 01111 - General Clerk I | | 10.52 |
| 01112 - General Clerk II | | 11.49 |
| 01113 - General Clerk III | | 12.89 |
| 01120 - Housing Referral Assistant | | 16.14 |
| 01141 - Messenger Courier | | 10.23 |
| 01191 - Order Clerk I | | 11.88 |
| 01192 - Order Clerk II | | 12.97 |
| 01261 - Personnel Assistant (Employment) I | | 14.52 |
| 01262 - Personnel Assistant (Employment) II | | 16.24 |
| 01263 - Personnel Assistant (Employment) III | | 18.11 |
| 01270 - Production Control Clerk | | 20.17 |
| 01280 - Receptionist | | 11.49 |
| 01290 - Rental Clerk | | 11.39 |

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| 01300 - Scheduler, Maintenance | 12.94 |
| 01311 - Secretary I | 12.94 |
| 01312 - Secretary II | 14.47 |
| 01313 - Secretary III | 16.14 |
| 01320 - Service Order Dispatcher | 13.40 |
| 01410 - Supply Technician | 19.21 |
| 01420 - Survey Worker | 13.72 |
| 01531 - Travel Clerk I | 12.75 |
| 01532 - Travel Clerk II | 13.39 |
| 01533 - Travel Clerk III | 14.00 |
| 01611 - Word Processor I | 12.59 |
| 01612 - Word Processor II | 14.13 |
| 01613 - Word Processor III | 15.81 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.86 |
| 05010 - Automotive Electrician | 15.46 |
| 05040 - Automotive Glass Installer | 14.77 |
| 05070 - Automotive Worker | 14.77 |
| 05110 - Mobile Equipment Servicer | 13.43 |
| 05130 - Motor Equipment Metal Mechanic | 18.22 |
| 05160 - Motor Equipment Metal Worker | 14.77 |
| 05190 - Motor Vehicle Mechanic | 18.22 |
| 05220 - Motor Vehicle Mechanic Helper | 12.74 |
| 05250 - Motor Vehicle Upholstery Worker | 14.07 |
| 05280 - Motor Vehicle Wrecker | 14.77 |
| 05310 - Painter, Automotive | 15.46 |
| 05340 - Radiator Repair Specialist | 14.77 |
| 05370 - Tire Repairer | 11.87 |
| 05400 - Transmission Repair Specialist | 18.22 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 11.65 |
| 07041 - Cook I | 10.57 |
| 07042 - Cook II | 11.65 |
| 07070 - Dishwasher | 9.00 |
| 07130 - Food Service Worker | 9.85 |
| 07210 - Meat Cutter | 13.26 |
| 07260 - Waiter/Waitress | 8.36 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.79 |
| 09040 - Furniture Handler | 11.90 |
| 09080 - Furniture Refinisher | 16.79 |
| 09090 - Furniture Refinisher Helper | 13.79 |
| 09110 - Furniture Repairer, Minor | 15.38 |
| 09130 - Upholsterer | 16.79 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.59 |
| 11060 - Elevator Operator | 9.59 |
| 11090 - Gardener | 14.09 |
| 11122 - Housekeeping Aide | 10.17 |
| 11150 - Janitor | 10.17 |
| 11210 - Laborer, Grounds Maintenance | 11.21 |
| 11240 - Maid or Houseman | 8.71 |
| 11260 - Pruner | 10.67 |
| 11270 - Tractor Operator | 13.09 |
| 11330 - Trail Maintenance Worker | 11.21 |
| 11360 - Window Cleaner | 10.90 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 13.71 |
| 12011 - Breath Alcohol Technician | 16.50 |
| 12012 - Certified Occupational Therapist Assistant | 22.14 |
| 12015 - Certified Physical Therapist Assistant | 19.71 |
| 12020 - Dental Assistant | 13.91 |
| 12025 - Dental Hygienist | 29.85 |

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| 12030 - EKG Technician | 20.94 |
| 12035 - Electroneurodiagnostic Technologist | 20.94 |
| 12040 - Emergency Medical Technician | 13.71 |
| 12071 - Licensed Practical Nurse I | 14.75 |
| 12072 - Licensed Practical Nurse II | 16.49 |
| 12073 - Licensed Practical Nurse III | 18.40 |
| 12100 - Medical Assistant | 14.11 |
| 12130 - Medical Laboratory Technician | 17.23 |
| 12160 - Medical Record Clerk | 14.74 |
| 12190 - Medical Record Technician | 16.83 |
| 12195 - Medical Transcriptionist | 14.00 |
| 12210 - Nuclear Medicine Technologist | 29.85 |
| 12221 - Nursing Assistant I | 9.52 |
| 12222 - Nursing Assistant II | 10.70 |
| 12223 - Nursing Assistant III | 11.68 |
| 12224 - Nursing Assistant IV | 13.11 |
| 12235 - Optical Dispenser | 15.51 |
| 12236 - Optical Technician | 13.24 |
| 12250 - Pharmacy Technician | 16.21 |
| 12280 - Phlebotomist | 13.11 |
| 12305 - Radiologic Technologist | 21.42 |
| 12311 - Registered Nurse I | 22.53 |
| 12312 - Registered Nurse II | 27.56 |
| 12313 - Registered Nurse II, Specialist | 27.56 |
| 12314 - Registered Nurse III | 33.34 |
| 12315 - Registered Nurse III, Anesthetist | 33.34 |
| 12316 - Registered Nurse IV | 39.95 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.16 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.26 |
| 13012 - Exhibits Specialist II | 22.63 |
| 13013 - Exhibits Specialist III | 26.68 |
| 13041 - Illustrator I | 18.26 |
| 13042 - Illustrator II | 22.63 |
| 13043 - Illustrator III | 26.68 |
| 13047 - Librarian | 25.05 |
| 13050 - Library Aide/Clerk | 11.31 |
| 13054 - Library Information Technology Systems Administrator | 22.63 |
| 13058 - Library Technician | 15.11 |
| 13061 - Media Specialist I | 16.16 |
| 13062 - Media Specialist II | 8.06 |
| 13063 - Media Specialist III | 20.15 |
| 13071 - Photographer I | 16.09 |
| 13072 - Photographer II | 17.37 |
| 13073 - Photographer III | 21.53 |
| 13074 - Photographer IV | 26.33 |
| 13075 - Photographer V | 31.86 |
| 13110 - Video Teleconference Technician | 17.99 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 14.72 |
| 14042 - Computer Operator II | 16.47 |
| 14043 - Computer Operator III | 18.37 |
| 14044 - Computer Operator IV | 20.41 |
| 14045 - Computer Operator V | 22.60 |
| 14071 - Computer Programmer I | 22.36 |
| 14072 - Computer Programmer II | |
| 14073 - Computer Programmer III | |
| 14074 - Computer Programmer IV | |
| 14101 - Computer Systems Analyst I | |
| 14102 - Computer Systems Analyst II | |
| 14103 - Computer Systems Analyst III | |
| 14150 - Peripheral Equipment Operator | 15.39 |

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|---|-------|
| 14160 - Personal Computer Support Technician | 21.42 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.30 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.82 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.77 |
| 15050 - Computer Based Training Specialist / Instructor | 26.30 |
| 15060 - Educational Technologist | 25.81 |
| 15070 - Flight Instructor (Pilot) | 35.77 |
| 15080 - Graphic Artist | 22.34 |
| 15090 - Technical Instructor | 19.54 |
| 15095 - Technical Instructor/Course Developer | 23.90 |
| 15110 - Test Proctor | 15.79 |
| 15120 - Tutor | 15.79 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 9.32 |
| 16030 - Counter Attendant | 9.32 |
| 16040 - Dry Cleaner | 11.96 |
| 16070 - Finisher, Flatwork, Machine | 9.32 |
| 16090 - Presser, Hand | 9.32 |
| 16110 - Presser, Machine, Drycleaning | 9.32 |
| 16130 - Presser, Machine, Shirts | 9.32 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.32 |
| 16190 - Sewing Machine Operator | 12.70 |
| 16220 - Tailor | 13.40 |
| 16250 - Washer, Machine | 10.28 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.81 |
| 19040 - Tool And Die Maker | 23.79 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 15.72 |
| 21030 - Material Coordinator | 19.78 |
| 21040 - Material Expediter | 19.78 |
| 21050 - Material Handling Laborer | 13.80 |
| 21071 - Order Filler | 14.18 |
| 21080 - Production Line Worker (Food Processing) | 15.72 |
| 21110 - Shipping Packer | 14.78 |
| 21130 - Shipping/Receiving Clerk | 14.78 |
| 21140 - Store Worker I | 11.57 |
| 21150 - Stock Clerk | 15.12 |
| 21210 - Tools And Parts Attendant | 15.72 |
| 21410 - Warehouse Specialist | 15.72 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 24.71 |
| 23021 - Aircraft Mechanic I | 23.53 |
| 23022 - Aircraft Mechanic II | 24.71 |
| 23023 - Aircraft Mechanic III | 25.94 |
| 23040 - Aircraft Mechanic Helper | 18.37 |
| 23050 - Aircraft, Painter | 21.24 |
| 23060 - Aircraft Servicer | 20.10 |
| 23080 - Aircraft Worker | 21.24 |
| 23110 - Appliance Mechanic | 18.99 |
| 23120 - Bicycle Repairer | 13.70 |
| 23125 - Cable Splicer | 21.03 |
| 23130 - Carpenter, Maintenance | 18.99 |
| 23140 - Carpet Layer | 17.88 |
| 23160 - Electrician, Maintenance | 19.51 |
| 23181 - Electronics Technician Maintenance I | 21.87 |
| 23182 - Electronics Technician Maintenance II | 23.11 |
| 23183 - Electronics Technician Maintenance III | 24.26 |
| 23260 - Fabric Worker | 16.88 |
| 23290 - Fire Alarm System Mechanic | 19.91 |
| 23310 - Fire Extinguisher Repairer | 15.71 |
| 23311 - Fuel Distribution System Mechanic | 9.43 |

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| 23312 - Fuel Distribution System Operator | 15.43 |
| 23370 - General Maintenance Worker | 17.68 |
| 23380 - Ground Support Equipment Mechanic | 23.53 |
| 23381 - Ground Support Equipment Servicer | 20.10 |
| 23382 - Ground Support Equipment Worker | 21.24 |
| 23391 - Gunsmith I | 15.71 |
| 23392 - Gunsmith II | 17.88 |
| 23393 - Gunsmith III | 19.91 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 19.91 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 20.78 |
| 23430 - Heavy Equipment Mechanic | 20.67 |
| 23440 - Heavy Equipment Operator | 18.73 |
| 23460 - Instrument Mechanic | 19.03 |
| 23465 - Laboratory/Shelter Mechanic | 18.99 |
| 23470 - Laborer | 11.34 |
| 23510 - Locksmith | 18.99 |
| 23530 - Machinery Maintenance Mechanic | 21.47 |
| 23550 - Machinist, Maintenance | 19.91 |
| 23580 - Maintenance Trades Helper | 14.60 |
| 23591 - Metrology Technician I | 19.03 |
| 23592 - Metrology Technician II | 19.86 |
| 23593 - Metrology Technician III | 20.67 |
| 23640 - Millwright | 25.30 |
| 23710 - Office Appliance Repairer | 19.24 |
| 23760 - Painter, Maintenance | 18.99 |
| 23790 - Pipefitter, Maintenance | 21.87 |
| 23810 - Plumber, Maintenance | 20.79 |
| 23820 - Pneudraulic Systems Mechanic | 19.88 |
| 23850 - Rigger | 19.91 |
| 23870 - Scale Mechanic | 17.88 |
| 23890 - Sheet-Metal Worker, Maintenance | 18.79 |
| 23910 - Small Engine Mechanic | 17.88 |
| 23931 - Telecommunications Mechanic I | 26.63 |
| 23932 - Telecommunications Mechanic II | 27.90 |
| 23950 - Telephone Lineman | 20.98 |
| 23960 - Welder, Combination, Maintenance | 19.91 |
| 23965 - Well Driller | 19.91 |
| 23970 - Woodcraft Worker | 19.91 |
| 23980 - Woodworker | 15.71 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 12.09 |
| 24580 - Child Care Center Clerk | 15.29 |
| 24610 - Chore Aide | 9.83 |
| 24620 - Family Readiness And Support Services Coordinator | 13.53 |
| 24630 - Homemaker | 18.10 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.02 |
| 25040 - Sewage Plant Operator | 18.07 |
| 25070 - Stationary Engineer | 22.02 |
| 25190 - Ventilation Equipment Tender | 15.14 |
| 25210 - Water Treatment Plant Operator | 18.07 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.41 |
| 27007 - Baggage Inspector | 10.17 |
| 27008 - Corrections Officer | 16.58 |
| 27010 - Court Security Officer | 16.65 |
| 27030 - Detection Dog Handler | 15.17 |
| 27040 - Detention Officer | 16.58 |
| 27070 - Firefighter | 16.64 |
| 27101 - Guard I | 10.17 |

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| 27102 - Guard II | 15.17 |
| 27131 - Police Officer I | 18.00 |
| 27132 - Police Officer II | 20.00 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.60 |
| 28042 - Carnival Equipment Repairer | 11.00 |
| 28043 - Carnival Equipment Worker | 8.57 |
| 28210 - Gate Attendant/Gate Tender | 12.50 |
| 28310 - Lifeguard | 11.14 |
| 28350 - Park Attendant (Aide) | 13.83 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.21 |
| 28515 - Recreation Specialist | 14.86 |
| 28630 - Sports Official | 11.14 |
| 28690 - Swimming Pool Operator | 16.46 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 21.69 |
| 29020 - Hatch Tender | 21.69 |
| 29030 - Line Handler | 21.69 |
| 29041 - Stevedore I | 18.67 |
| 29042 - Stevedore II | 22.57 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) | 27.16 |
| 30021 - Archeological Technician I | 16.09 |
| 30022 - Archeological Technician II | 18.00 |
| 30023 - Archeological Technician III | 22.31 |
| 30030 - Cartographic Technician | 22.31 |
| 30040 - Civil Engineering Technician | 22.31 |
| 30061 - Drafter/CAD Operator I | 16.09 |
| 30062 - Drafter/CAD Operator II | 18.00 |
| 30063 - Drafter/CAD Operator III | 20.08 |
| 30064 - Drafter/CAD Operator IV | 24.70 |
| 30081 - Engineering Technician I | 15.91 |
| 30082 - Engineering Technician II | 17.49 |
| 30083 - Engineering Technician III | 20.67 |
| 30084 - Engineering Technician IV | 24.23 |
| 30085 - Engineering Technician V | 31.34 |
| 30086 - Engineering Technician VI | 35.87 |
| 30090 - Environmental Technician | 20.66 |
| 30210 - Laboratory Technician | 17.36 |
| 30240 - Mathematical Technician | 22.31 |
| 30361 - Paralegal/Legal Assistant I | 19.13 |
| 30362 - Paralegal/Legal Assistant II | 26.11 |
| 30363 - Paralegal/Legal Assistant III | 31.92 |
| 30364 - Paralegal/Legal Assistant IV | 38.63 |
| 30390 - Photo-Optics Technician | 22.31 |
| 30461 - Technical Writer I | 22.15 |
| 30462 - Technical Writer II | 27.11 |
| 30463 - Technical Writer III | 32.79 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | 20.08 |
| 30621 - Weather Observer, Senior | 22.31 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 12.02 |
| 31030 - Bus Driver | 17.47 |
| 31043 - Driver Courier | 13.71 |
| 31260 - Parking and Lot Attendant | 9.13 |

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|---|-------|
| 31290 - Shuttle Bus Driver | 14.76 |
| 31310 - Taxi Driver | 10.10 |
| 31361 - Truckdriver, Light | 14.76 |
| 31362 - Truckdriver, Medium | 18.91 |
| 31363 - Truckdriver, Heavy | 19.75 |
| 31364 - Truckdriver, Tractor-Trailer | 19.75 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.50 |
| 99050 - Desk Clerk | 9.96 |
| 99095 - Embalmer | 22.34 |
| 99251 - Laboratory Animal Caretaker I | 10.32 |
| 99252 - Laboratory Animal Caretaker II | 11.11 |
| 99310 - Mortician | 23.25 |
| 99410 - Pest Controller | 14.43 |
| 99510 - Photofinishing Worker | 10.37 |
| 99710 - Recycling Laborer | 12.95 |
| 99711 - Recycling Specialist | 15.04 |
| 99730 - Refuse Collector | 12.28 |
| 99810 - Sales Clerk | 11.59 |
| 99820 - School Crossing Guard | 12.18 |
| 99830 - Survey Party Chief | 18.10 |
| 99831 - Surveying Aide | 10.67 |
| 99832 - Surveying Technician | 16.07 |
| 99840 - Vending Machine Attendant | 11.52 |
| 99841 - Vending Machine Repairer | 13.38 |
| 99842 - Vending Machine Repairer Helper | 11.52 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 4174)

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the

fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure

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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.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3039
Revision No.: 3
Date Of Last Revision: 07/25/2014

State: Minnesota

Area: Minnesota County of Swift

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.01 |
| 01012 - Accounting Clerk II | | 16.84 |
| 01013 - Accounting Clerk III | | 18.84 |
| 01020 - Administrative Assistant | | 18.78 |
| 01040 - Court Reporter | | 17.56 |
| 01051 - Data Entry Operator I | | 12.38 |
| 01052 - Data Entry Operator II | | 13.51 |
| 01060 - Dispatcher, Motor Vehicle | | 18.67 |
| 01070 - Document Preparation Clerk | | 14.53 |
| 01090 - Duplicating Machine Operator | | 14.53 |
| 01111 - General Clerk I | | 12.59 |
| 01112 - General Clerk II | | 13.74 |
| 01113 - General Clerk III | | 15.42 |
| 01120 - Housing Referral Assistant | | 19.59 |
| 01141 - Messenger Courier | | 13.19 |
| 01191 - Order Clerk I | | 12.32 |
| 01192 - Order Clerk II | | 13.86 |
| 01261 - Personnel Assistant (Employment) I | | 13.60 |
| 01262 - Personnel Assistant (Employment) II | | 15.21 |
| 01263 - Personnel Assistant (Employment) III | | 17.07 |
| 01270 - Production Control Clerk | | 21.31 |
| 01280 - Receptionist | | 12.39 |
| 01290 - Rental Clerk | | 11.24 |
| 01300 - Scheduler, Maintenance | | 15.70 |
| 01311 - Secretary I | | 15.70 |
| 01312 - Secretary II | | 17.56 |
| 01313 - Secretary III | | 19.59 |
| 01320 - Service Order Dispatcher | | 16.62 |
| 01410 - Supply Technician | | 20.25 |
| 01420 - Survey Worker | | 17.44 |
| 01531 - Travel Clerk I | | 14.01 |
| 01532 - Travel Clerk II | | 15.12 |
| 01533 - Travel Clerk III | | 16.22 |

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| 01611 - Word Processor I | 13.32 |
| 01612 - Word Processor II | 14.95 |
| 01613 - Word Processor III | 16.72 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.27 |
| 05010 - Automotive Electrician | 16.40 |
| 05040 - Automotive Glass Installer | 15.72 |
| 05070 - Automotive Worker | 15.72 |
| 05110 - Mobile Equipment Servicer | 14.52 |
| 05130 - Motor Equipment Metal Mechanic | 17.08 |
| 05160 - Motor Equipment Metal Worker | 15.72 |
| 05190 - Motor Vehicle Mechanic | 17.86 |
| 05220 - Motor Vehicle Mechanic Helper | 13.84 |
| 05250 - Motor Vehicle Upholstery Worker | 15.20 |
| 05280 - Motor Vehicle Wrecker | 15.72 |
| 05310 - Painter, Automotive | 16.40 |
| 05340 - Radiator Repair Specialist | 15.72 |
| 05370 - Tire Repairer | 12.59 |
| 05400 - Transmission Repair Specialist | 17.08 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.75 |
| 07041 - Cook I | 12.10 |
| 07042 - Cook II | 13.43 |
| 07070 - Dishwasher | 8.16 |
| 07130 - Food Service Worker | 9.58 |
| 07210 - Meat Cutter | 15.17 |
| 07260 - Waiter/Waitress | 9.15 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.94 |
| 09040 - Furniture Handler | 12.31 |
| 09080 - Furniture Refinisher | 16.47 |
| 09090 - Furniture Refinisher Helper | 13.66 |
| 09110 - Furniture Repairer, Minor | 15.13 |
| 09130 - Upholsterer | 16.54 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.20 |
| 11060 - Elevator Operator | 10.20 |
| 11090 - Gardener | 14.76 |
| 11122 - Housekeeping Aide | 11.26 |
| 11150 - Janitor | 11.26 |
| 11210 - Laborer, Grounds Maintenance | 12.07 |
| 11240 - Maid or Houseman | 9.89 |
| 11260 - Pruner | 12.14 |
| 11270 - Tractor Operator | 13.96 |
| 11330 - Trail Maintenance Worker | 12.07 |
| 11360 - Window Cleaner | 12.25 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.93 |
| 12011 - Breath Alcohol Technician | 15.93 |
| 12012 - Certified Occupational Therapist Assistant | 21.86 |
| 12015 - Certified Physical Therapist Assistant | 20.19 |
| 12020 - Dental Assistant | 19.57 |
| 12025 - Dental Hygienist | 34.27 |
| 12030 - EKG Technician | 24.15 |
| 12035 - Electroneurodiagnostic Technologist | 24.15 |
| 12040 - Emergency Medical Technician | 15.93 |
| 12071 - Licensed Practical Nurse I | 14.24 |
| 12072 - Licensed Practical Nurse II | 15.93 |
| 12073 - Licensed Practical Nurse III | 17.77 |
| 12100 - Medical Assistant | 14.65 |
| 12130 - Medical Laboratory Technician | 18.86 |
| 12160 - Medical Record Clerk | 14.63 |
| 12190 - Medical Record Technician | 17.14 |

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| 12195 - Medical Transcriptionist | 15.90 |
| 12210 - Nuclear Medicine Technologist | 35.02 |
| 12221 - Nursing Assistant I | 10.78 |
| 12222 - Nursing Assistant II | 12.12 |
| 12223 - Nursing Assistant III | 13.23 |
| 12224 - Nursing Assistant IV | 14.84 |
| 12235 - Optical Dispenser | 16.48 |
| 12236 - Optical Technician | 11.65 |
| 12250 - Pharmacy Technician | 14.18 |
| 12280 - Phlebotomist | 14.84 |
| 12305 - Radiologic Technologist | 26.50 |
| 12311 - Registered Nurse I | 19.59 |
| 12312 - Registered Nurse II | 23.96 |
| 12313 - Registered Nurse II, Specialist | 23.96 |
| 12314 - Registered Nurse III | 28.99 |
| 12315 - Registered Nurse III, Anesthetist | 28.99 |
| 12316 - Registered Nurse IV | 34.74 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.75 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.61 |
| 13012 - Exhibits Specialist II | 23.06 |
| 13013 - Exhibits Specialist III | 28.23 |
| 13041 - Illustrator I | 18.61 |
| 13042 - Illustrator II | 23.06 |
| 13043 - Illustrator III | 28.23 |
| 13047 - Librarian | 25.57 |
| 13050 - Library Aide/Clerk | 13.64 |
| 13054 - Library Information Technology Systems Administrator | 23.06 |
| 13058 - Library Technician | 19.38 |
| 13061 - Media Specialist I | 16.65 |
| 13062 - Media Specialist II | 18.61 |
| 13063 - Media Specialist III | 20.76 |
| 13071 - Photographer I | 16.94 |
| 13072 - Photographer II | 18.94 |
| 13073 - Photographer III | 23.46 |
| 13074 - Photographer IV | 28.70 |
| 13075 - Photographer V | 33.26 |
| 13110 - Video Teleconference Technician | 16.23 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.37 |
| 14042 - Computer Operator II | 17.19 |
| 14043 - Computer Operator III | 19.17 |
| 14044 - Computer Operator IV | 21.30 |
| 14045 - Computer Operator V | 23.58 |
| 14071 - Computer Programmer I | (see 1) 19.02 |
| 14072 - Computer Programmer II | (see 1) 23.57 |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 27.62 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 15.37 |
| 14160 - Personal Computer Support Technician | 21.30 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 29.12 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 35.22 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 41.01 |
| 15050 - Computer Based Training Specialist / Instructor | 29.12 |
| 15060 - Educational Technologist | 25.40 |
| 15070 - Flight Instructor (Pilot) | 41.01 |
| 15080 - Graphic Artist | 20.03 |
| 15090 - Technical Instructor | 19.78 |

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|---|-------|
| 15095 - Technical Instructor/Course Developer | 24.20 |
| 15110 - Test Proctor | 15.96 |
| 15120 - Tutor | 15.96 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 11.42 |
| 16030 - Counter Attendant | 11.42 |
| 16040 - Dry Cleaner | 14.39 |
| 16070 - Finisher, Flatwork, Machine | 11.42 |
| 16090 - Presser, Hand | 11.42 |
| 16110 - Presser, Machine, Drycleaning | 11.42 |
| 16130 - Presser, Machine, Shirts | 11.42 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 11.42 |
| 16190 - Sewing Machine Operator | 15.22 |
| 16220 - Tailor | 16.09 |
| 16250 - Washer, Machine | 12.66 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 21.56 |
| 19040 - Tool And Die Maker | 24.94 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 14.45 |
| 21030 - Material Coordinator | 21.31 |
| 21040 - Material Expediter | 21.31 |
| 21050 - Material Handling Laborer | 13.98 |
| 21071 - Order Filler | 12.27 |
| 21080 - Production Line Worker (Food Processing) | 14.45 |
| 21110 - Shipping Packer | 13.34 |
| 21130 - Shipping/Receiving Clerk | 13.34 |
| 21140 - Store Worker I | 14.83 |
| 21150 - Stock Clerk | 19.13 |
| 21210 - Tools And Parts Attendant | 14.45 |
| 21410 - Warehouse Specialist | 14.67 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 23.33 |
| 23021 - Aircraft Mechanic I | 22.45 |
| 23022 - Aircraft Mechanic II | 23.33 |
| 23023 - Aircraft Mechanic III | 24.22 |
| 23040 - Aircraft Mechanic Helper | 16.98 |
| 23050 - Aircraft, Painter | 20.76 |
| 23060 - Aircraft Servicer | 18.93 |
| 23080 - Aircraft Worker | 19.74 |
| 23110 - Appliance Mechanic | 21.55 |
| 23120 - Bicycle Repairer | 12.59 |
| 23125 - Cable Splicer | 25.70 |
| 23130 - Carpenter, Maintenance | 18.16 |
| 23140 - Carpet Layer | 21.21 |
| 23160 - Electrician, Maintenance | 26.33 |
| 23181 - Electronics Technician Maintenance I | 20.70 |
| 23182 - Electronics Technician Maintenance II | 21.62 |
| 23183 - Electronics Technician Maintenance III | 22.45 |
| 23260 - Fabric Worker | 19.85 |
| 23290 - Fire Alarm System Mechanic | 22.45 |
| 23310 - Fire Extinguisher Repairer | 18.63 |
| 23311 - Fuel Distribution System Mechanic | 23.36 |
| 23312 - Fuel Distribution System Operator | 19.84 |
| 23370 - General Maintenance Worker | 16.52 |
| 23380 - Ground Support Equipment Mechanic | 22.45 |
| 23381 - Ground Support Equipment Servicer | 18.93 |
| 23382 - Ground Support Equipment Worker | 19.74 |
| 23391 - Gunsmith I | 18.63 |
| 23392 - Gunsmith II | 20.70 |
| 23393 - Gunsmith III | 22.45 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.71 |

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| 23411 - Heating, Ventilation And Air Contditiioning Mechanic (Research Facility) | 25.69 |
| 23430 - Heavy Equipment Mechanic | 21.11 |
| 23440 - Heavy Equipment Operator | 21.22 |
| 23460 - Instrument Mechanic | 22.45 |
| 23465 - Laboratory/Shelter Mechanic | 21.62 |
| 23470 - Laborer | 11.82 |
| 23510 - Locksmith | 20.91 |
| 23530 - Machinery Maintenance Mechanic | 22.71 |
| 23550 - Machinist, Maintenance | 20.00 |
| 23580 - Maintenance Trades Helper | 14.25 |
| 23591 - Metrology Technician I | 22.45 |
| 23592 - Metrology Technician II | 23.34 |
| 23593 - Metrology Technician III | 24.24 |
| 23640 - Millwright | 22.45 |
| 23710 - Office Appliance Repairer | 20.26 |
| 23760 - Painter, Maintenance | 17.37 |
| 23790 - Pipefitter, Maintenance | 29.66 |
| 23810 - Plumber, Maintenance | 27.18 |
| 23820 - Pneudraulic Systems Mechanic | 22.45 |
| 23850 - Rigger | 22.45 |
| 23870 - Scale Mechanic | 20.70 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.69 |
| 23910 - Small Engine Mechanic | 20.03 |
| 23931 - Telecommunications Mechanic I | 23.26 |
| 23932 - Telecommunications Mechanic II | 25.62 |
| 23950 - Telephone Lineman | 20.04 |
| 23960 - Welder, Combination, Maintenance | 19.39 |
| 23965 - well Driller | 22.45 |
| 23970 - Woodcraft Worker | 22.45 |
| 23980 - Woodworker | 18.98 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.15 |
| 24580 - Child Care Center Clerk | 11.42 |
| 24610 - Chore Aide | 12.41 |
| 24620 - Family Readiness And Support Services Coordinator | 11.97 |
| 24630 - Homemaker | 13.88 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.95 |
| 25040 - Sewage Plant Operator | 21.36 |
| 25070 - Stationary Engineer | 23.95 |
| 25190 - Ventilation Equipment Tender | 18.56 |
| 25210 - Water Treatment Plant Operator | 21.36 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.13 |
| 27007 - Baggage Inspector | 13.21 |
| 27008 - Corrections Officer | 17.78 |
| 27010 - Court Security Officer | 20.63 |
| 27030 - Detection Dog Handler | 16.09 |
| 27040 - Detention Officer | 17.78 |
| 27070 - Firefighter | 19.76 |
| 27101 - Guard I | 13.21 |
| 27102 - Guard II | 16.09 |
| 27131 - Police Officer I | 25.07 |
| 27132 - Police Officer II | 27.86 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.78 |
| 28042 - Carnival Equipment Repairer | 11.23 |
| 28043 - Carnival Equipment Worker | 9.13 |
| 28210 - Gate Attendant/Gate Tender | 14.96 |
| 28310 - Lifeguard | 13.72 |
| 28350 - Park Attendant (Aide) | 17.23 |

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| 28510 - Recreation Aide/Health Facility Attendant | 11.99 |
| 28515 - Recreation Specialist | 14.65 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 16.40 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.72 |
| 29020 - Hatch Tender | 20.72 |
| 29030 - Line Handler | 20.72 |
| 29041 - Stevedore I | 19.87 |
| 29042 - Stevedore II | 21.65 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.02 |
| 30022 - Archeological Technician II | 20.21 |
| 30023 - Archeological Technician III | 25.58 |
| 30030 - Cartographic Technician | 25.58 |
| 30040 - Civil Engineering Technician | 23.43 |
| 30061 - Drafter/CAD Operator I | 18.45 |
| 30062 - Drafter/CAD Operator II | 20.64 |
| 30063 - Drafter/CAD Operator III | 23.02 |
| 30064 - Drafter/CAD Operator IV | 28.32 |
| 30081 - Engineering Technician I | 16.21 |
| 30082 - Engineering Technician II | 18.21 |
| 30083 - Engineering Technician III | 20.37 |
| 30084 - Engineering Technician IV | 25.22 |
| 30085 - Engineering Technician V | 29.98 |
| 30086 - Engineering Technician VI | 37.34 |
| 30090 - Environmental Technician | 25.58 |
| 30210 - Laboratory Technician | 23.02 |
| 30240 - Mathematical Technician | 25.58 |
| 30361 - Paralegal/Legal Assistant I | 18.85 |
| 30362 - Paralegal/Legal Assistant II | 23.34 |
| 30363 - Paralegal/Legal Assistant III | 28.56 |
| 30364 - Paralegal/Legal Assistant IV | 34.55 |
| 30390 - Photo-Optics Technician | 25.58 |
| 30461 - Technical Writer I | 25.58 |
| 30462 - Technical Writer II | 31.29 |
| 30463 - Technical Writer III | 37.85 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 23.02 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 25.58 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.37 |
| 31030 - Bus Driver | 15.11 |
| 31043 - Driver Courier | 12.63 |
| 31260 - Parking and Lot Attendant | 11.71 |
| 31290 - Shuttle Bus Driver | 13.15 |
| 31310 - Taxi Driver | 11.51 |
| 31361 - Truckdriver, Light | 13.15 |
| 31362 - Truckdriver, Medium | 16.11 |
| 31363 - Truckdriver, Heavy | 18.58 |
| 31364 - Truckdriver, Tractor-Trailer | 18.58 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.55 |
| 99050 - Desk Clerk | 8.78 |
| 99095 - Embalmer | 25.36 |

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| 99251 - Laboratory Animal Caretaker I | 11.29 |
| 99252 - Laboratory Animal Caretaker II | 12.10 |
| 99310 - Mortician | 25.36 |
| 99410 - Pest Controller | 18.41 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 18.71 |
| 99711 - Recycling Specialist | 20.77 |
| 99730 - Refuse Collector | 17.08 |
| 99810 - Sales Clerk | 11.12 |
| 99820 - School Crossing Guard | 14.52 |
| 99830 - Survey Party Chief | 22.62 |
| 99831 - Surveying Aide | 13.23 |
| 99832 - Surveying Technician | 17.27 |
| 99840 - Vending Machine Attendant | 19.77 |
| 99841 - Vending Machine Repairer | 21.62 |
| 99842 - Vending Machine Repairer Helper | 19.77 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3040
Revision No.: 3
Date of Last Revision: 07/25/2014

State: Minnesota

Area: Minnesota County of Swift

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 15.01 |
| 01012 - Accounting Clerk II | | 16.84 |
| 01013 - Accounting Clerk III | | 18.84 |
| 01020 - Administrative Assistant | | 18.78 |
| 01040 - Court Reporter | | 17.56 |
| 01051 - Data Entry Operator I | | 12.38 |
| 01052 - Data Entry Operator II | | 13.51 |
| 01060 - Dispatcher, Motor Vehicle | | 18.67 |
| 01070 - Document Preparation Clerk | | 14.53 |
| 01090 - Duplicating Machine Operator | | 14.53 |
| 01111 - General Clerk I | | 12.59 |
| 01112 - General Clerk II | | 13.74 |
| 01113 - General Clerk III | | 15.42 |
| 01120 - Housing Referral Assistant | | 19.59 |

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| 01141 - Messenger Courier | 13.19 |
| 01191 - Order Clerk I | 12.32 |
| 01192 - Order Clerk II | 13.86 |
| 01261 - Personnel Assistant (Employment) I | 13.60 |
| 01262 - Personnel Assistant (Employment) II | 15.21 |
| 01263 - Personnel Assistant (Employment) III | 17.07 |
| 01270 - Production Control Clerk | 21.31 |
| 01280 - Receptionist | 12.39 |
| 01290 - Rental Clerk | 11.24 |
| 01300 - Scheduler, Maintenance | 15.70 |
| 01311 - Secretary I | 15.70 |
| 01312 - Secretary II | 17.56 |
| 01313 - Secretary III | 19.59 |
| 01320 - Service Order Dispatcher | 16.62 |
| 01410 - Supply Technician | 20.25 |
| 01420 - Survey Worker | 17.44 |
| 01531 - Travel Clerk I | 14.01 |
| 01532 - Travel Clerk II | 15.12 |
| 01533 - Travel Clerk III | 16.22 |
| 01611 - Word Processor I | 13.32 |
| 01612 - Word Processor II | 14.95 |
| 01613 - Word Processor III | 16.72 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.27 |
| 05010 - Automotive Electrician | 16.40 |
| 05040 - Automotive Glass Installer | 15.72 |
| 05070 - Automotive Worker | 15.72 |
| 05110 - Mobile Equipment Servicer | 14.52 |
| 05130 - Motor Equipment Metal Mechanic | 17.08 |
| 05160 - Motor Equipment Metal Worker | 15.72 |
| 05190 - Motor Vehicle Mechanic | 17.86 |
| 05220 - Motor Vehicle Mechanic Helper | 13.84 |
| 05250 - Motor Vehicle Upholstery Worker | 15.20 |
| 05280 - Motor Vehicle Wrecker | 15.72 |
| 05310 - Painter, Automotive | 16.40 |
| 05340 - Radiator Repair Specialist | 15.72 |
| 05370 - Tire Repairer | 12.59 |
| 05400 - Transmission Repair Specialist | 17.08 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.75 |
| 07041 - Cook I | 12.10 |
| 07042 - Cook II | 13.43 |
| 07070 - Dishwasher | 8.16 |
| 07130 - Food Service Worker | 9.58 |
| 07210 - Meat Cutter | 15.17 |
| 07260 - Waiter/Waitress | 9.15 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 16.94 |
| 09040 - Furniture Handler | 12.31 |
| 09080 - Furniture Refinisher | 16.47 |
| 09090 - Furniture Refinisher Helper | 13.66 |
| 09110 - Furniture Repairer, Minor | 15.13 |
| 09130 - Upholsterer | 16.54 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 10.20 |
| 11060 - Elevator Operator | 10.20 |
| 11090 - Gardener | 14.76 |
| 11122 - Housekeeping Aide | 11.26 |
| 11150 - Janitor | 11.26 |
| 11210 - Laborer, Grounds Maintenance | 12.07 |
| 11240 - Maid or Houseman | 9.89 |
| 11260 - Pruner | 12.14 |
| 11270 - Tractor Operator | 13.96 |

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| 11330 - Trail Maintenance Worker | 12.07 |
| 11360 - Window Cleaner | 12.25 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.93 |
| 12011 - Breath Alcohol Technician | 15.93 |
| 12012 - Certified Occupational Therapist Assistant | 21.86 |
| 12015 - Certified Physical Therapist Assistant | 20.19 |
| 12020 - Dental Assistant | 19.57 |
| 12025 - Dental Hygienist | 34.27 |
| 12030 - EKG Technician | 24.15 |
| 12035 - Electroneurodiagnostic Technologist | 24.15 |
| 12040 - Emergency Medical Technician | 15.93 |
| 12071 - Licensed Practical Nurse I | 14.24 |
| 12072 - Licensed Practical Nurse II | 15.93 |
| 12073 - Licensed Practical Nurse III | 17.77 |
| 12100 - Medical Assistant | 14.65 |
| 12130 - Medical Laboratory Technician | 18.86 |
| 12160 - Medical Record Clerk | 14.63 |
| 12190 - Medical Record Technician | 17.14 |
| 12195 - Medical Transcriptionist | 15.90 |
| 12210 - Nuclear Medicine Technologist | 35.02 |
| 12221 - Nursing Assistant I | 10.78 |
| 12222 - Nursing Assistant II | 12.12 |
| 12223 - Nursing Assistant III | 13.23 |
| 12224 - Nursing Assistant IV | 14.84 |
| 12235 - Optical Dispenser | 16.48 |
| 12236 - Optical Technician | 11.65 |
| 12250 - Pharmacy Technician | 14.18 |
| 12280 - Phlebotomist | 14.84 |
| 12305 - Radiologic Technologist | 26.50 |
| 12311 - Registered Nurse I | 19.59 |
| 12312 - Registered Nurse II | 23.96 |
| 12313 - Registered Nurse II, Specialist | 23.96 |
| 12314 - Registered Nurse III | 28.99 |
| 12315 - Registered Nurse III, Anesthetist | 28.99 |
| 12316 - Registered Nurse IV | 34.74 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.75 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.61 |
| 13012 - Exhibits Specialist II | 23.06 |
| 13013 - Exhibits Specialist III | 28.23 |
| 13041 - Illustrator I | 18.61 |
| 13042 - Illustrator II | 23.06 |
| 13043 - Illustrator III | 28.23 |
| 13047 - Librarian | 25.57 |
| 13050 - Library Aide/Clerk | 13.64 |
| 13054 - Library Information Technology Systems Administrator | 23.06 |
| 13058 - Library Technician | 19.38 |
| 13061 - Media Specialist I | 16.65 |
| 13062 - Media Specialist II | 18.61 |
| 13063 - Media Specialist III | 20.76 |
| 13071 - Photographer I | 16.94 |
| 13072 - Photographer II | 18.94 |
| 13073 - Photographer III | 23.46 |
| 13074 - Photographer IV | 28.70 |
| 13075 - Photographer V | 33.26 |
| 13110 - Video Teleconference Technician | 16.23 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.37 |
| 14042 - Computer Operator II | 17.19 |
| 14043 - Computer Operator III | 19.17 |
| 14044 - Computer Operator IV | 21.30 |

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|---|---------|-------|
| 14045 - Computer Operator V | | 23.58 |
| 14071 - Computer Programmer I | (see 1) | 19.02 |
| 14072 - Computer Programmer II | (see 1) | 23.57 |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | 27.62 |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 15.37 |
| 14160 - Personal Computer Support Technician | | 21.30 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 29.12 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 35.22 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 41.01 |
| 15050 - Computer Based Training Specialist / Instructor | | 29.12 |
| 15060 - Educational Technologist | | 25.40 |
| 15070 - Flight Instructor (Pilot) | | 41.01 |
| 15080 - Graphic Artist | | 20.03 |
| 15090 - Technical Instructor | | 19.78 |
| 15095 - Technical Instructor/Course Developer | | 24.20 |
| 15110 - Test Proctor | | 15.96 |
| 15120 - Tutor | | 15.96 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 11.42 |
| 16030 - Counter Attendant | | 11.42 |
| 16040 - Dry Cleaner | | 14.39 |
| 16070 - Finisher, Flatwork, Machine | | 11.42 |
| 16090 - Presser, Hand | | 11.42 |
| 16110 - Presser, Machine, Drycleaning | | 11.42 |
| 16130 - Presser, Machine, Shirts | | 11.42 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 11.42 |
| 16190 - Sewing Machine Operator | | 15.22 |
| 16220 - Tailor | | 16.09 |
| 16250 - Washer, Machine | | 12.66 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 21.56 |
| 19040 - Tool And Die Maker | | 24.94 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 14.45 |
| 21030 - Material Coordinator | | 21.31 |
| 21040 - Material Expediter | | 21.31 |
| 21050 - Material Handling Laborer | | 13.98 |
| 21071 - Order Filler | | 12.27 |
| 21080 - Production Line Worker (Food Processing) | | 14.45 |
| 21110 - Shipping Packer | | 13.34 |
| 21130 - Shipping/Receiving Clerk | | 13.34 |
| 21140 - Store Worker I | | 14.83 |
| 21150 - Stock Clerk | | 19.13 |
| 21210 - Tools And Parts Attendant | | 14.45 |
| 21410 - Warehouse Specialist | | 14.67 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural welder | | 23.33 |
| 23021 - Aircraft Mechanic I | | 22.45 |
| 23022 - Aircraft Mechanic II | | 23.33 |
| 23023 - Aircraft Mechanic III | | 24.22 |
| 23040 - Aircraft Mechanic Helper | | 16.98 |
| 23050 - Aircraft, Painter | | 20.76 |
| 23060 - Aircraft Servicer | | 18.93 |
| 23080 - Aircraft Worker | | 19.74 |
| 23110 - Appliance Mechanic | | 21.55 |
| 23120 - Bicycle Repairer | | 12.59 |
| 23125 - Cable Splicer | | 25.70 |
| 23130 - Carpenter, Maintenance | | 18.16 |

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| 23140 - Carpet Layer | 21.21 |
| 23160 - Electrician, Maintenance | 26.33 |
| 23181 - Electronics Technician Maintenance I | 20.70 |
| 23182 - Electronics Technician Maintenance II | 21.62 |
| 23183 - Electronics Technician Maintenance III | 22.45 |
| 23260 - Fabric Worker | 19.85 |
| 23290 - Fire Alarm System Mechanic | 22.45 |
| 23310 - Fire Extinguisher Repairer | 18.63 |
| 23311 - Fuel Distribution System Mechanic | 23.36 |
| 23312 - Fuel Distribution System Operator | 19.84 |
| 23370 - General Maintenance Worker | 16.52 |
| 23380 - Ground Support Equipment Mechanic | 22.45 |
| 23381 - Ground Support Equipment Servicer | 18.93 |
| 23382 - Ground Support Equipment Worker | 19.74 |
| 23391 - Gunsmith I | 18.63 |
| 23392 - Gunsmith II | 20.70 |
| 23393 - Gunsmith III | 22.45 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 24.71 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 25.69 |
| 23430 - Heavy Equipment Mechanic | 21.11 |
| 23440 - Heavy Equipment Operator | 21.22 |
| 23460 - Instrument Mechanic | 22.45 |
| 23465 - Laboratory/Shelter Mechanic | 21.62 |
| 23470 - Laborer | 11.82 |
| 23510 - Locksmith | 20.91 |
| 23530 - Machinery Maintenance Mechanic | 22.71 |
| 23550 - Machinist, Maintenance | 20.00 |
| 23580 - Maintenance Trades Helper | 14.25 |
| 23591 - Metrology Technician I | 22.45 |
| 23592 - Metrology Technician II | 23.34 |
| 23593 - Metrology Technician III | 24.24 |
| 23640 - Millwright | 22.45 |
| 23710 - Office Appliance Repairer | 20.26 |
| 23760 - Painter, Maintenance | 17.37 |
| 23790 - Pipefitter, Maintenance | 29.66 |
| 23810 - Plumber, Maintenance | 27.18 |
| 23820 - Pneudraulic Systems Mechanic | 22.45 |
| 23850 - Rigger | 22.45 |
| 23870 - Scale Mechanic | 20.70 |
| 23890 - Sheet-Metal Worker, Maintenance | 24.69 |
| 23910 - Small Engine Mechanic | 20.03 |
| 23931 - Telecommunications Mechanic I | 23.26 |
| 23932 - Telecommunications Mechanic II | 25.62 |
| 23950 - Telephone Lineman | 20.04 |
| 23960 - Welder, Combination, Maintenance | 19.39 |
| 23965 - Well Driller | 22.45 |
| 23970 - Woodcraft Worker | 22.45 |
| 23980 - Woodworker | 18.98 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.15 |
| 24580 - Child Care Center Clerk | 11.42 |
| 24610 - Chore Aide | 12.41 |
| 24620 - Family Readiness And Support Services Coordinator | 11.97 |
| 24630 - Homemaker | 13.88 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 23.95 |
| 25040 - Sewage Plant Operator | 21.36 |
| 25070 - Stationary Engineer | 23.95 |
| 25190 - Ventilation Equipment Tender | 18.56 |
| 25210 - Water Treatment Plant Operator | 21.36 |

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| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 18.13 |
| 27007 - Baggage Inspector | 13.21 |
| 27008 - Corrections Officer | 17.78 |
| 27010 - Court Security Officer | 20.63 |
| 27030 - Detection Dog Handler | 16.09 |
| 27040 - Detention Officer | 17.78 |
| 27070 - Firefighter | 19.76 |
| 27101 - Guard I | 13.21 |
| 27102 - Guard II | 16.09 |
| 27131 - Police Officer I | 25.07 |
| 27132 - Police Officer II | 27.86 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.78 |
| 28042 - Carnival Equipment Repairer | 11.23 |
| 28043 - Carnival Equipment Worker | 9.13 |
| 28210 - Gate Attendant/Gate Tender | 14.96 |
| 28310 - Lifeguard | 13.72 |
| 28350 - Park Attendant (Aide) | 17.23 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.99 |
| 28515 - Recreation Specialist | 14.65 |
| 28630 - Sports Official | 13.72 |
| 28690 - Swimming Pool Operator | 16.40 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.72 |
| 29020 - Hatch Tender | 20.72 |
| 29030 - Line Handler | 20.72 |
| 29041 - Stevedore I | 19.87 |
| 29042 - Stevedore II | 21.65 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 18.02 |
| 30022 - Archeological Technician II | 20.21 |
| 30023 - Archeological Technician III | 25.58 |
| 30030 - Cartographic Technician | 25.58 |
| 30040 - Civil Engineering Technician | 23.43 |
| 30061 - Drafter/CAD Operator I | 18.45 |
| 30062 - Drafter/CAD Operator II | 20.64 |
| 30063 - Drafter/CAD Operator III | 23.02 |
| 30064 - Drafter/CAD Operator IV | 28.32 |
| 30081 - Engineering Technician I | 16.21 |
| 30082 - Engineering Technician II | 18.21 |
| 30083 - Engineering Technician III | 20.37 |
| 30084 - Engineering Technician IV | 25.22 |
| 30085 - Engineering Technician V | 29.98 |
| 30086 - Engineering Technician VI | 37.34 |
| 30090 - Environmental Technician | 25.58 |
| 30210 - Laboratory Technician | 23.02 |
| 30240 - Mathematical Technician | 25.58 |
| 30361 - Paralegal/Legal Assistant I | 18.85 |
| 30362 - Paralegal/Legal Assistant II | 23.34 |
| 30363 - Paralegal/Legal Assistant III | 28.56 |
| 30364 - Paralegal/Legal Assistant IV | 34.55 |
| 30390 - Photo-Optics Technician | 25.58 |
| 30461 - Technical Writer I | 25.58 |
| 30462 - Technical Writer II | 31.29 |
| 30463 - Technical Writer III | 37.85 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |

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| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 23.02 |
| 30621 - Weather Observer, Senior (see 2) | 25.58 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 10.37 |
| 31030 - Bus Driver | 15.11 |
| 31043 - Driver Courier | 12.63 |
| 31260 - Parking and Lot Attendant | 11.71 |
| 31290 - Shuttle Bus Driver | 13.15 |
| 31310 - Taxi Driver | 11.51 |
| 31361 - Truckdriver, Light | 13.15 |
| 31362 - Truckdriver, Medium | 16.11 |
| 31363 - Truckdriver, Heavy | 18.58 |
| 31364 - Truckdriver, Tractor-Trailer | 18.58 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 8.55 |
| 99050 - Desk Clerk | 8.78 |
| 99095 - Embalmer | 25.36 |
| 99251 - Laboratory Animal Caretaker I | 11.29 |
| 99252 - Laboratory Animal Caretaker II | 12.10 |
| 99310 - Mortician | 25.36 |
| 99410 - Pest Controller | 18.41 |
| 99510 - Photofinishing Worker | 11.95 |
| 99710 - Recycling Laborer | 18.71 |
| 99711 - Recycling Specialist | 20.77 |
| 99730 - Refuse Collector | 17.08 |
| 99810 - Sales Clerk | 11.12 |
| 99820 - School Crossing Guard | 14.52 |
| 99830 - Survey Party Chief | 22.62 |
| 99831 - Surveying Aide | 13.23 |
| 99832 - Surveying Technician | 17.27 |
| 99840 - Vending Machine Attendant | 19.77 |
| 99841 - Vending Machine Repairer | 21.62 |
| 99842 - Vending Machine Repairer Helper | 19.77 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3041
Revision No.: 3
Date Of Last Revision: 07/25/2014

State: Mississippi

Area: Mississippi County of Tallahatchie

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.88 |
| 01012 - Accounting Clerk II | | 13.34 |
| 01013 - Accounting Clerk III | | 14.92 |
| 01020 - Administrative Assistant | | 15.98 |
| 01040 - Court Reporter | | 13.46 |
| 01051 - Data Entry Operator I | | 10.88 |
| 01052 - Data Entry Operator II | | 11.87 |
| 01060 - Dispatcher, Motor Vehicle | | 13.46 |
| 01070 - Document Preparation Clerk | | 11.67 |
| 01090 - Duplicating Machine Operator | | 11.67 |
| 01111 - General Clerk I | | 11.11 |
| 01112 - General Clerk II | | 11.80 |
| 01113 - General Clerk III | | 13.57 |
| 01120 - Housing Referral Assistant | | 14.25 |
| 01141 - Messenger Courier | | 9.25 |
| 01191 - Order Clerk I | | 11.38 |
| 01192 - Order Clerk II | | 13.40 |
| 01261 - Personnel Assistant (Employment) I | | 12.70 |
| 01262 - Personnel Assistant (Employment) II | | 14.20 |
| 01263 - Personnel Assistant (Employment) III | | 15.84 |
| 01270 - Production Control Clerk | | 17.31 |
| 01280 - Receptionist | | 9.85 |
| 01290 - Rental Clerk | | 11.72 |
| 01300 - Scheduler, Maintenance | | 11.72 |
| 01311 - Secretary I | | 11.42 |
| 01312 - Secretary II | | 12.77 |
| 01313 - Secretary III | | 14.25 |
| 01320 - Service Order Dispatcher | | 12.31 |
| 01410 - Supply Technician | | 16.25 |
| 01420 - Survey Worker | | 11.94 |
| 01531 - Travel Clerk I | | 11.08 |
| 01532 - Travel Clerk II | | 11.64 |
| 01533 - Travel Clerk III | | 12.25 |
| 01611 - Word Processor I | | 11.06 |
| 01612 - Word Processor II | | 12.42 |
| 01613 - Word Processor III | | 13.89 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 16.38 |
| 05010 - Automotive Electrician | | 15.70 |
| 05040 - Automotive Glass Installer | | 15.02 |
| 05070 - Automotive Worker | | 15.02 |
| 05110 - Mobile Equipment Servicer | | 13.61 |
| 05130 - Motor Equipment Metal Mechanic | | 16.38 |
| 05160 - Motor Equipment Metal Worker | | 15.02 |
| 05190 - Motor Vehicle Mechanic | | 16.38 |
| 05220 - Motor Vehicle Mechanic Helper | | 12.88 |
| 05250 - Motor Vehicle Upholstery Worker | | 14.27 |
| 05280 - Motor Vehicle Wrecker | | 15.02 |
| 05310 - Painter, Automotive | | 15.70 |
| 05340 - Radiator Repair Specialist | | 15.02 |
| 05370 - Tire Repairer | | 12.52 |
| 05400 - Transmission Repair Specialist | | 16.38 |
| 07000 - Food Preparation And Service Occupations | | |
| 07010 - Baker | | 10.37 |
| 07041 - Cook I | | 9.35 |

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| 07042 - Cook II | 10.37 |
| 07070 - Dishwasher | 7.40 |
| 07130 - Food Service Worker | 7.41 |
| 07210 - Meat Cutter | 12.36 |
| 07260 - Waiter/Waitress | 7.91 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.95 |
| 09040 - Furniture Handler | 10.91 |
| 09080 - Furniture Refinisher | 14.95 |
| 09090 - Furniture Refinisher Helper | 12.27 |
| 09110 - Furniture Repairer, Minor | 13.59 |
| 09130 - Upholsterer | 14.95 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.73 |
| 11060 - Elevator Operator | 9.73 |
| 11090 - Gardener | 13.26 |
| 11122 - Housekeeping Aide | 8.99 |
| 11150 - Janitor | 8.92 |
| 11210 - Laborer, Grounds Maintenance | 9.93 |
| 11240 - Maid or Houseman | 7.81 |
| 11260 - Pruner | 10.99 |
| 11270 - Tractor Operator | 12.10 |
| 11330 - Trail Maintenance Worker | 9.93 |
| 11360 - Window Cleaner | 10.49 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.01 |
| 12011 - Breath Alcohol Technician | 14.01 |
| 12012 - Certified Occupational Therapist Assistant | 20.25 |
| 12015 - Certified Physical Therapist Assistant | 21.31 |
| 12020 - Dental Assistant | 11.59 |
| 12025 - Dental Hygienist | 22.74 |
| 12030 - EKG Technician | 20.31 |
| 12035 - Electroneurodiagnostic Technologist | 20.31 |
| 12040 - Emergency Medical Technician | 14.14 |
| 12071 - Licensed Practical Nurse I | 13.61 |
| 12072 - Licensed Practical Nurse II | 15.57 |
| 12073 - Licensed Practical Nurse III | 16.98 |
| 12100 - Medical Assistant | 11.94 |
| 12130 - Medical Laboratory Technician | 15.02 |
| 12160 - Medical Record Clerk | 11.04 |
| 12190 - Medical Record Technician | 14.22 |
| 12195 - Medical Transcriptionist | 13.05 |
| 12210 - Nuclear Medicine Technologist | 30.67 |
| 12221 - Nursing Assistant I | 8.93 |
| 12222 - Nursing Assistant II | 10.04 |
| 12223 - Nursing Assistant III | 10.96 |
| 12224 - Nursing Assistant IV | 12.29 |
| 12235 - Optical Dispenser | 13.42 |
| 12236 - Optical Technician | 13.07 |
| 12250 - Pharmacy Technician | 14.07 |
| 12280 - Phlebotomist | 13.20 |
| 12305 - Radiologic Technologist | 21.16 |
| 12311 - Registered Nurse I | 22.46 |
| 12312 - Registered Nurse II | 27.47 |
| 12313 - Registered Nurse II, Specialist | 27.47 |
| 12314 - Registered Nurse III | 33.23 |
| 12315 - Registered Nurse III, Anesthetist | 33.23 |
| 12316 - Registered Nurse IV | 39.83 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.87 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 14.32 |
| 13012 - Exhibits Specialist II | 17.67 |
| 13013 - Exhibits Specialist III | 21.61 |

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| 13041 - Illustrator I | 14.27 |
| 13042 - Illustrator II | 17.67 |
| 13043 - Illustrator III | 21.61 |
| 13047 - Librarian | 19.56 |
| 13050 - Library Aide/Clerk | 10.26 |
| 13054 - Library Information Technology Systems Administrator | 17.67 |
| 13058 - Library Technician | 12.66 |
| 13061 - Media Specialist I | 12.75 |
| 13062 - Media Specialist II | 14.32 |
| 13063 - Media Specialist III | 15.90 |
| 13071 - Photographer I | 14.22 |
| 13072 - Photographer II | 14.70 |
| 13073 - Photographer III | 18.21 |
| 13074 - Photographer IV | 24.10 |
| 13075 - Photographer V | 29.16 |
| 13110 - Video Teleconference Technician | 15.85 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.69 |
| 14042 - Computer Operator II | 15.31 |
| 14043 - Computer Operator III | 17.08 |
| 14044 - Computer Operator IV | 18.98 |
| 14045 - Computer Operator V | 21.01 |
| 14071 - Computer Programmer I | (see 1) 17.07 |
| 14072 - Computer Programmer II | (see 1) 21.16 |
| 14073 - Computer Programmer III | (see 1) 25.88 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 24.51 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.69 |
| 14160 - Personal Computer Support Technician | 18.98 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 24.51 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 29.66 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.55 |
| 15050 - Computer Based Training Specialist / Instructor | 24.51 |
| 15060 - Educational Technologist | 26.41 |
| 15070 - Flight Instructor (Pilot) | 35.55 |
| 15080 - Graphic Artist | 18.44 |
| 15090 - Technical Instructor | 15.38 |
| 15095 - Technical Instructor/Course Developer | 18.81 |
| 15110 - Test Proctor | 12.39 |
| 15120 - Tutor | 12.39 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 7.93 |
| 16030 - Counter Attendant | 7.93 |
| 16040 - Dry Cleaner | 9.13 |
| 16070 - Finisher, Flatwork, Machine | 7.93 |
| 16090 - Presser, Hand | 7.93 |
| 16110 - Presser, Machine, Drycleaning | 7.93 |
| 16130 - Presser, Machine, Shirts | 7.93 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 7.93 |
| 16190 - Sewing Machine Operator | 9.55 |
| 16220 - Tailor | 9.98 |
| 16250 - Washer, Machine | 8.31 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.90 |
| 19040 - Tool And Die Maker | 18.86 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.08 |
| 21030 - Material Coordinator | 17.31 |
| 21040 - Material Expediter | 17.31 |

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| 21050 - Material Handling Laborer | 11.13 |
| 21071 - Order Filler | 10.54 |
| 21080 - Production Line Worker (Food Processing) | 12.27 |
| 21110 - Shipping Packer | 13.06 |
| 21130 - Shipping/Receiving Clerk | 13.06 |
| 21140 - Store Worker I | 11.12 |
| 21150 - Stock Clerk | 13.88 |
| 21210 - Tools And Parts Attendant | 13.07 |
| 21410 - Warehouse Specialist | 13.07 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural welder | 22.01 |
| 23021 - Aircraft Mechanic I | 21.08 |
| 23022 - Aircraft Mechanic II | 22.01 |
| 23023 - Aircraft Mechanic III | 22.94 |
| 23040 - Aircraft Mechanic Helper | 16.58 |
| 23050 - Aircraft, Painter | 19.91 |
| 23060 - Aircraft Servicer | 18.37 |
| 23080 - Aircraft Worker | 19.32 |
| 23110 - Appliance Mechanic | 14.95 |
| 23120 - Bicycle Repairer | 12.52 |
| 23125 - Cable Splicer | 19.84 |
| 23130 - Carpenter, Maintenance | 14.95 |
| 23140 - Carpet Layer | 14.30 |
| 23160 - Electrician, Maintenance | 18.12 |
| 23181 - Electronics Technician Maintenance I | 18.05 |
| 23182 - Electronics Technician Maintenance II | 18.98 |
| 23183 - Electronics Technician Maintenance III | 19.86 |
| 23260 - Fabric Worker | 14.14 |
| 23290 - Fire Alarm System Mechanic | 15.60 |
| 23310 - Fire Extinguisher Repairer | 13.54 |
| 23311 - Fuel Distribution System Mechanic | 19.57 |
| 23312 - Fuel Distribution System Operator | 15.88 |
| 23370 - General Maintenance Worker | 15.02 |
| 23380 - Ground Support Equipment Mechanic | 21.08 |
| 23381 - Ground Support Equipment Servicer | 18.37 |
| 23382 - Ground Support Equipment Worker | 19.32 |
| 23391 - Gunsmith I | 13.54 |
| 23392 - Gunsmith II | 15.16 |
| 23393 - Gunsmith III | 16.68 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 15.60 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 16.29 |
| 23430 - Heavy Equipment Mechanic | 17.06 |
| 23440 - Heavy Equipment Operator | 15.28 |
| 23460 - Instrument Mechanic | 18.03 |
| 23465 - Laboratory/Shelter Mechanic | 15.94 |
| 23470 - Laborer | 10.00 |
| 23510 - Locksmith | 14.95 |
| 23530 - Machinery Maintenance Mechanic | 17.65 |
| 23550 - Machinist, Maintenance | 15.62 |
| 23580 - Maintenance Trades Helper | 12.31 |
| 23591 - Metrology Technician I | 18.03 |
| 23592 - Metrology Technician II | 18.83 |
| 23593 - Metrology Technician III | 19.62 |
| 23640 - Millwright | 19.58 |
| 23710 - Office Appliance Repairer | 14.95 |
| 23760 - Painter, Maintenance | 14.95 |
| 23790 - Pipefitter, Maintenance | 15.60 |
| 23810 - Plumber, Maintenance | 14.95 |
| 23820 - Pneudraulic Systems Mechanic | 16.68 |
| 23850 - Rigger | 18.15 |
| 23870 - Scale Mechanic | 15.16 |

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| 23890 - Sheet-Metal Worker, Maintenance | 15.60 |
| 23910 - Small Engine Mechanic | 14.30 |
| 23931 - Telecommunications Mechanic I | 23.63 |
| 23932 - Telecommunications Mechanic II | 25.93 |
| 23950 - Telephone Lineman | 19.99 |
| 23960 - Welder, Combination, Maintenance | 15.60 |
| 23965 - Well Driller | 17.16 |
| 23970 - Woodcraft Worker | 17.16 |
| 23980 - Woodworker | 12.96 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.15 |
| 24580 - Child Care Center Clerk | 12.91 |
| 24610 - Chore Aide | 8.45 |
| 24620 - Family Readiness And Support Services Coordinator | 11.66 |
| 24630 - Homemaker | 14.95 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.87 |
| 25040 - Sewage Plant Operator | 14.97 |
| 25070 - Stationary Engineer | 17.95 |
| 25190 - Ventilation Equipment Tender | 13.67 |
| 25210 - Water Treatment Plant Operator | 14.97 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 11.59 |
| 27007 - Baggage Inspector | 8.80 |
| 27008 - Corrections Officer | 13.02 |
| 27010 - Court Security Officer | 14.37 |
| 27030 - Detection Dog Handler | 13.10 |
| 27040 - Detention Officer | 13.02 |
| 27070 - Firefighter | 13.62 |
| 27101 - Guard I | 8.80 |
| 27102 - Guard II | 13.10 |
| 27131 - Police Officer I | 16.01 |
| 27132 - Police Officer II | 17.80 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.07 |
| 28042 - Carnival Equipment Repairer | 14.87 |
| 28043 - Carnival Equipment Worker | 10.84 |
| 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 | 16.61 |
| 28630 - Sports Official | 11.34 |
| 28690 - Swimming Pool Operator | 18.77 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.96 |
| 29020 - Hatch Tender | 15.89 |
| 29030 - Line Handler | 15.89 |
| 29041 - Stevedore I | 15.25 |
| 29042 - Stevedore II | 16.79 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.48 |
| 30022 - Archeological Technician II | 16.19 |
| 30023 - Archeological Technician III | 20.06 |
| 30030 - Cartographic Technician | 20.06 |
| 30040 - Civil Engineering Technician | 16.17 |
| 30061 - Drafter/CAD Operator I | 14.48 |
| 30062 - Drafter/CAD Operator II | 16.19 |
| 30063 - Drafter/CAD Operator III | 18.06 |

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| 30064 | - Drafter/CAD Operator IV | 22.22 |
| 30081 | - Engineering Technician I | 12.53 |
| 30082 | - Engineering Technician II | 14.06 |
| 30083 | - Engineering Technician III | 15.73 |
| 30084 | - Engineering Technician IV | 19.49 |
| 30085 | - Engineering Technician V | 23.84 |
| 30086 | - Engineering Technician VI | 28.84 |
| 30090 | - Environmental Technician | 20.06 |
| 30210 | - Laboratory Technician | 20.69 |
| 30240 | - Mathematical Technician | 20.06 |
| 30361 | - Paralegal/Legal Assistant I | 14.85 |
| 30362 | - Paralegal/Legal Assistant II | 18.40 |
| 30363 | - Paralegal/Legal Assistant III | 22.51 |
| 30364 | - Paralegal/Legal Assistant IV | 27.23 |
| 30390 | - Photo-Optics Technician | 20.06 |
| 30461 | - Technical Writer I | 20.06 |
| 30462 | - Technical Writer II | 24.54 |
| 30463 | - Technical Writer III | 29.43 |
| 30491 | - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 | - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 | - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 | - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 | - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 | - Weather Observer, Combined Upper Air or Surface Programs (see 2) | 18.06 |
| 30621 | - Weather Observer, Senior (see 2) | 20.06 |
| 31000 | - Transportation/Mobile Equipment Operation Occupations | |
| 31020 | - Bus Aide | 9.38 |
| 31030 | - Bus Driver | 11.95 |
| 31043 | - Driver Courier | 13.33 |
| 31260 | - Parking and Lot Attendant | 8.95 |
| 31290 | - Shuttle Bus Driver | 14.17 |
| 31310 | - Taxi Driver | 9.51 |
| 31361 | - Truckdriver, Light | 14.17 |
| 31362 | - Truckdriver, Medium | 15.00 |
| 31363 | - Truckdriver, Heavy | 16.66 |
| 31364 | - Truckdriver, Tractor-Trailer | 16.66 |
| 99000 | - Miscellaneous Occupations | |
| 99030 | - Cashier | 7.86 |
| 99050 | - Desk Clerk | 9.00 |
| 99095 | - Embalmer | 20.02 |
| 99251 | - Laboratory Animal Caretaker I | 8.84 |
| 99252 | - Laboratory Animal Caretaker II | 9.36 |
| 99310 | - Mortician | 20.02 |
| 99410 | - Pest Controller | 14.22 |
| 99510 | - Photofinishing Worker | 15.84 |
| 99710 | - Recycling Laborer | 11.87 |
| 99711 | - Recycling Specialist | 13.49 |
| 99730 | - Refuse Collector | 11.02 |
| 99810 | - Sales Clerk | 10.87 |
| 99820 | - School Crossing Guard | 9.48 |
| 99830 | - Survey Party Chief | 17.92 |
| 99831 | - Surveying Aide | 12.06 |
| 99832 | - Surveying Technician | 16.53 |
| 99840 | - Vending Machine Attendant | 12.10 |
| 99841 | - Vending Machine Repairer | 14.67 |
| 99842 | - Vending Machine Repairer Helper | 12.10 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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
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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 regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3042
Revision No.: 3
Date Of Last Revision: 07/25/2014

State: Mississippi

Area: Mississippi County of Tallahatchie

****Fringe Benefits Required Follow the Occupational Listing****

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 11.88 |
| 01012 - Accounting Clerk II | | 13.34 |
| 01013 - Accounting Clerk III | | 14.92 |
| 01020 - Administrative Assistant | | 15.98 |
| 01040 - Court Reporter | | 13.46 |
| 01051 - Data Entry Operator I | | 10.88 |
| 01052 - Data Entry Operator II | | 11.87 |
| 01060 - Dispatcher, Motor Vehicle | | 13.46 |
| 01070 - Document Preparation Clerk | | 11.67 |
| 01090 - Duplicating Machine Operator | | 11.67 |
| 01111 - General Clerk I | | 11.11 |
| 01112 - General Clerk II | | 11.80 |
| 01113 - General Clerk III | | 13.57 |
| 01120 - Housing Referral Assistant | | 14.25 |
| 01141 - Messenger Courier | | 9.25 |
| 01191 - Order Clerk I | | 11.38 |
| 01192 - Order Clerk II | | 13.40 |
| 01261 - Personnel Assistant (Employment) I | | 12.70 |
| 01262 - Personnel Assistant (Employment) II | | 14.20 |
| 01263 - Personnel Assistant (Employment) III | | 15.84 |
| 01270 - Production Control Clerk | | 17.31 |
| 01280 - Receptionist | | 9.85 |
| 01290 - Rental Clerk | | 11.72 |
| 01300 - Scheduler, Maintenance | | 11.72 |
| 01311 - Secretary I | | 11.42 |
| 01312 - Secretary II | | 12.77 |
| 01313 - Secretary III | | 14.25 |
| 01320 - Service Order Dispatcher | | 12.31 |
| 01410 - Supply Technician | | 16.25 |
| 01420 - Survey Worker | | 11.94 |
| 01531 - Travel Clerk I | | 11.08 |
| 01532 - Travel Clerk II | | 11.64 |
| 01533 - Travel Clerk III | | 12.25 |
| 01611 - Word Processor I | | 11.06 |
| 01612 - Word Processor II | | 12.42 |
| 01613 - Word Processor III | | 13.89 |

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| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 16.38 |
| 05010 - Automotive Electrician | 15.70 |
| 05040 - Automotive Glass Installer | 15.02 |
| 05070 - Automotive Worker | 15.02 |
| 05110 - Mobile Equipment Servicer | 13.61 |
| 05130 - Motor Equipment Metal Mechanic | 16.38 |
| 05160 - Motor Equipment Metal Worker | 15.02 |
| 05190 - Motor Vehicle Mechanic | 16.38 |
| 05220 - Motor Vehicle Mechanic Helper | 12.88 |
| 05250 - Motor Vehicle Upholstery Worker | 14.27 |
| 05280 - Motor Vehicle Wrecker | 15.02 |
| 05310 - Painter, Automotive | 15.70 |
| 05340 - Radiator Repair Specialist | 15.02 |
| 05370 - Tire Repairer | 12.52 |
| 05400 - Transmission Repair Specialist | 16.38 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.37 |
| 07041 - Cook I | 9.35 |
| 07042 - Cook II | 10.37 |
| 07070 - Dishwasher | 7.40 |
| 07130 - Food Service Worker | 7.41 |
| 07210 - Meat Cutter | 12.36 |
| 07260 - Waiter/Waitress | 7.91 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 14.95 |
| 09040 - Furniture Handler | 10.91 |
| 09080 - Furniture Refinisher | 14.95 |
| 09090 - Furniture Refinisher Helper | 12.27 |
| 09110 - Furniture Repairer, Minor | 13.59 |
| 09130 - Upholsterer | 14.95 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.73 |
| 11060 - Elevator Operator | 9.73 |
| 11090 - Gardener | 13.26 |
| 11122 - Housekeeping Aide | 8.99 |
| 11150 - Janitor | 8.92 |
| 11210 - Laborer, Grounds Maintenance | 9.93 |
| 11240 - Maid or Houseman | 7.81 |
| 11260 - Pruner | 10.99 |
| 11270 - Tractor Operator | 12.10 |
| 11330 - Trail Maintenance Worker | 9.93 |
| 11360 - Window Cleaner | 10.49 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.01 |
| 12011 - Breath Alcohol Technician | 14.01 |
| 12012 - Certified Occupational Therapist Assistant | 20.25 |
| 12015 - Certified Physical Therapist Assistant | 21.31 |
| 12020 - Dental Assistant | 11.59 |
| 12025 - Dental Hygienist | 22.74 |
| 12030 - EKG Technician | 20.31 |
| 12035 - Electroneurodiagnostic Technologist | 20.31 |
| 12040 - Emergency Medical Technician | 14.14 |
| 12071 - Licensed Practical Nurse I | 13.61 |
| 12072 - Licensed Practical Nurse II | 15.57 |
| 12073 - Licensed Practical Nurse III | 16.98 |
| 12100 - Medical Assistant | 11.94 |
| 12130 - Medical Laboratory Technician | 15.02 |
| 12160 - Medical Record Clerk | 11.04 |
| 12190 - Medical Record Technician | 14.22 |
| 12195 - Medical Transcriptionist | 13.05 |
| 12210 - Nuclear Medicine Technologist | 30.67 |
| 12221 - Nursing Assistant I | 8.93 |

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| 12222 - Nursing Assistant II | 10.04 |
| 12223 - Nursing Assistant III | 10.96 |
| 12224 - Nursing Assistant IV | 12.29 |
| 12235 - Optical Dispenser | 13.42 |
| 12236 - Optical Technician | 13.07 |
| 12250 - Pharmacy Technician | 14.07 |
| 12280 - Phlebotomist | 13.20 |
| 12305 - Radiologic Technologist | 21.16 |
| 12311 - Registered Nurse I | 22.46 |
| 12312 - Registered Nurse II | 27.47 |
| 12313 - Registered Nurse II, Specialist | 27.47 |
| 12314 - Registered Nurse III | 33.23 |
| 12315 - Registered Nurse III, Anesthetist | 33.23 |
| 12316 - Registered Nurse IV | 39.83 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.87 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 14.32 |
| 13012 - Exhibits Specialist II | 17.67 |
| 13013 - Exhibits Specialist III | 21.61 |
| 13041 - Illustrator I | 14.27 |
| 13042 - Illustrator II | 17.67 |
| 13043 - Illustrator III | 21.61 |
| 13047 - Librarian | 19.56 |
| 13050 - Library Aide/Clerk | 10.26 |
| 13054 - Library Information Technology Systems Administrator | 17.67 |
| 13058 - Library Technician | 12.66 |
| 13061 - Media Specialist I | 12.75 |
| 13062 - Media Specialist II | 14.32 |
| 13063 - Media Specialist III | 15.90 |
| 13071 - Photographer I | 14.22 |
| 13072 - Photographer II | 14.70 |
| 13073 - Photographer III | 18.21 |
| 13074 - Photographer IV | 24.10 |
| 13075 - Photographer V | 29.16 |
| 13110 - Video Teleconference Technician | 15.86 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 13.69 |
| 14042 - Computer Operator II | 15.31 |
| 14043 - Computer Operator III | 17.08 |
| 14044 - Computer Operator IV | 18.98 |
| 14045 - Computer Operator V | 21.01 |
| 14071 - Computer Programmer I | (see 1) 17.07 |
| 14072 - Computer Programmer II | (see 1) 21.16 |
| 14073 - Computer Programmer III | (see 1) 25.88 |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) 24.51 |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 13.69 |
| 14160 - Personal Computer Support Technician | 18.98 |
| 15000 - Instructional Occupations | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 24.51 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 29.66 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 35.55 |
| 15050 - Computer Based Training Specialist / Instructor | 24.51 |
| 15060 - Educational Technologist | 26.41 |
| 15070 - Flight Instructor (Pilot) | 35.55 |
| 15080 - Graphic Artist | 18.44 |
| 15090 - Technical Instructor | 15.38 |
| 15095 - Technical Instructor/Course Developer | 18.81 |
| 15110 - Test Proctor | 12.39 |
| 15120 - Tutor | 12.39 |

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| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 7.93 |
| 16030 - Counter Attendant | 7.93 |
| 16040 - Dry Cleaner | 9.13 |
| 16070 - Finisher, Flatwork, Machine | 7.93 |
| 16090 - Presser, Hand | 7.93 |
| 16110 - Presser, Machine, Drycleaning | 7.93 |
| 16130 - Presser, Machine, Shirts | 7.93 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 7.93 |
| 16190 - Sewing Machine Operator | 9.55 |
| 16220 - Tailor | 9.98 |
| 16250 - Washer, Machine | 8.31 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.90 |
| 19040 - Tool And Die Maker | 18.86 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.08 |
| 21030 - Material Coordinator | 17.31 |
| 21040 - Material Expediter | 17.31 |
| 21050 - Material Handling Laborer | 11.13 |
| 21071 - Order Filler | 10.54 |
| 21080 - Production Line Worker (Food Processing) | 12.27 |
| 21110 - Shipping Packer | 13.06 |
| 21130 - Shipping/Receiving Clerk | 13.06 |
| 21140 - Store Worker I | 11.12 |
| 21150 - Stock Clerk | 13.88 |
| 21210 - Tools And Parts Attendant | 13.07 |
| 21410 - Warehouse Specialist | 13.07 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.01 |
| 23021 - Aircraft Mechanic I | 21.08 |
| 23022 - Aircraft Mechanic II | 22.01 |
| 23023 - Aircraft Mechanic III | 22.94 |
| 23040 - Aircraft Mechanic Helper | 16.58 |
| 23050 - Aircraft, Painter | 19.91 |
| 23060 - Aircraft Servicer | 18.37 |
| 23080 - Aircraft Worker | 19.32 |
| 23110 - Appliance Mechanic | 14.95 |
| 23120 - Bicycle Repairer | 12.52 |
| 23125 - Cable Splicer | 19.84 |
| 23130 - Carpenter, Maintenance | 14.95 |
| 23140 - Carpet Layer | 14.30 |
| 23160 - Electrician, Maintenance | 18.12 |
| 23181 - Electronics Technician Maintenance I | 18.05 |
| 23182 - Electronics Technician Maintenance II | 18.98 |
| 23183 - Electronics Technician Maintenance III | 19.86 |
| 23260 - Fabric Worker | 14.14 |
| 23290 - Fire Alarm System Mechanic | 15.60 |
| 23310 - Fire Extinguisher Repairer | 13.54 |
| 23311 - Fuel Distribution System Mechanic | 19.57 |
| 23312 - Fuel Distribution System Operator | 15.88 |
| 23370 - General Maintenance Worker | 15.02 |
| 23380 - Ground Support Equipment Mechanic | 21.08 |
| 23381 - Ground Support Equipment Servicer | 18.37 |
| 23382 - Ground Support Equipment Worker | 19.32 |
| 23391 - Gunsmith I | 13.54 |
| 23392 - Gunsmith II | 15.16 |
| 23393 - Gunsmith III | 16.68 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 15.60 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 16.29 |
| 23430 - Heavy Equipment Mechanic | 17.06 |

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| 23440 - Heavy Equipment Operator | 15.28 |
| 23460 - Instrument Mechanic | 18.03 |
| 23465 - Laboratory/Shelter Mechanic | 15.94 |
| 23470 - Laborer | 10.00 |
| 23510 - Locksmith | 14.95 |
| 23530 - Machinery Maintenance Mechanic | 17.65 |
| 23550 - Machinist, Maintenance | 15.62 |
| 23580 - Maintenance Trades Helper | 12.31 |
| 23591 - Metrology Technician I | 18.03 |
| 23592 - Metrology Technician II | 18.83 |
| 23593 - Metrology Technician III | 19.62 |
| 23640 - Millwright | 19.58 |
| 23710 - Office Appliance Repairer | 14.95 |
| 23760 - Painter, Maintenance | 14.95 |
| 23790 - Pipefitter, Maintenance | 15.60 |
| 23810 - Plumber, Maintenance | 14.95 |
| 23820 - Pneudraulic Systems Mechanic | 16.68 |
| 23850 - Rigger | 18.15 |
| 23870 - Scale Mechanic | 15.16 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.60 |
| 23910 - Small Engine Mechanic | 14.30 |
| 23931 - Telecommunications Mechanic I | 23.63 |
| 23932 - Telecommunications Mechanic II | 25.93 |
| 23950 - Telephone Lineman | 19.99 |
| 23960 - Welder, Combination, Maintenance | 15.60 |
| 23965 - Well Driller | 17.16 |
| 23970 - Woodcraft Worker | 17.16 |
| 23980 - Woodworker | 12.96 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.15 |
| 24580 - Child Care Center Clerk | 12.91 |
| 24610 - Chore Aide | 8.45 |
| 24620 - Family Readiness And Support Services Coordinator | 11.66 |
| 24630 - Homemaker | 14.95 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 17.87 |
| 25040 - Sewage Plant Operator | 14.97 |
| 25070 - Stationary Engineer | 17.95 |
| 25190 - Ventilation Equipment Tender | 13.67 |
| 25210 - Water Treatment Plant Operator | 14.97 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 11.59 |
| 27007 - Baggage Inspector | 8.80 |
| 27008 - Corrections Officer | 13.02 |
| 27010 - Court Security Officer | 14.37 |
| 27030 - Detection Dog Handler | 13.10 |
| 27040 - Detention Officer | 13.02 |
| 27070 - Firefighter | 13.62 |
| 27101 - Guard I | 8.80 |
| 27102 - Guard II | 13.10 |
| 27131 - Police Officer I | 16.01 |
| 27132 - Police Officer II | 17.80 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 14.07 |
| 28042 - Carnival Equipment Repairer | 14.87 |
| 28043 - Carnival Equipment Worker | 10.84 |
| 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 | 16.61 |
| 28630 - Sports Official | 11.34 |

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| 28690 - Swimming Pool Operator | 18.77 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 16.96 |
| 29020 - Hatch Tender | 15.89 |
| 29030 - Line Handler | 15.89 |
| 29041 - Stevedore I | 15.25 |
| 29042 - Stevedore II | 16.79 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.16 |
| 30021 - Archeological Technician I | 14.48 |
| 30022 - Archeological Technician II | 16.19 |
| 30023 - Archeological Technician III | 20.06 |
| 30030 - Cartographic Technician | 20.06 |
| 30040 - Civil Engineering Technician | 16.17 |
| 30061 - Drafter/CAD Operator I | 14.48 |
| 30062 - Drafter/CAD Operator II | 16.19 |
| 30063 - Drafter/CAD Operator III | 18.06 |
| 30064 - Drafter/CAD Operator IV | 22.22 |
| 30081 - Engineering Technician I | 12.53 |
| 30082 - Engineering Technician II | 14.06 |
| 30083 - Engineering Technician III | 15.73 |
| 30084 - Engineering Technician IV | 19.49 |
| 30085 - Engineering Technician V | 23.84 |
| 30086 - Engineering Technician VI | 28.84 |
| 30090 - Environmental Technician | 20.06 |
| 30210 - Laboratory Technician | 20.69 |
| 30240 - Mathematical Technician | 20.06 |
| 30361 - Paralegal/Legal Assistant I | 14.85 |
| 30362 - Paralegal/Legal Assistant II | 18.40 |
| 30363 - Paralegal/Legal Assistant III | 22.51 |
| 30364 - Paralegal/Legal Assistant IV | 27.23 |
| 30390 - Photo-Optics Technician | 20.06 |
| 30461 - Technical Writer I | 20.06 |
| 30462 - Technical Writer II | 24.54 |
| 30463 - Technical Writer III | 29.43 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | 22.74 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) | 18.06 |
| 30621 - Weather Observer, Senior (see 2) | 20.06 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31020 - Bus Aide | 9.38 |
| 31030 - Bus Driver | 11.95 |
| 31043 - Driver Courier | 13.33 |
| 31260 - Parking and Lot Attendant | 8.95 |
| 31290 - Shuttle Bus Driver | 14.17 |
| 31310 - Taxi Driver | 9.51 |
| 31361 - Truckdriver, Light | 14.17 |
| 31362 - Truckdriver, Medium | 15.00 |
| 31363 - Truckdriver, Heavy | 16.66 |
| 31364 - Truckdriver, Tractor-Trailer | 16.66 |
| 99000 - Miscellaneous Occupations | |
| 99030 - Cashier | 7.86 |
| 99050 - Desk Clerk | 9.00 |
| 99095 - Embalmer | 20.02 |
| 99251 - Laboratory Animal Caretaker I | 8.84 |
| 99252 - Laboratory Animal Caretaker II | 9.36 |
| 99310 - Mortician | 20.02 |

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| 99410 - Pest Controller | 14.22 |
| 99510 - Photofinishing Worker | 15.84 |
| 99710 - Recycling Laborer | 11.87 |
| 99711 - Recycling Specialist | 13.49 |
| 99730 - Refuse Collector | 11.02 |
| 99810 - Sales Clerk | 10.87 |
| 99820 - School Crossing Guard | 9.48 |
| 99830 - Survey Party Chief | 17.92 |
| 99831 - Surveying Aide | 12.06 |
| 99832 - Surveying Technician | 16.53 |
| 99840 - Vending Machine Attendant | 12.10 |
| 99841 - Vending Machine Repairer | 76.40 |
| 99842 - Vending Machine Repairer Helper | 12.10 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.02 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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